



LOCAL LABOUR MARKET REPORT AND ACTION PLAN

Sarnia Lambton

2025 - 2026

Acknowledgments

The views expressed in this publication are the views of the Sarnia Lambton Workforce Development Board and do not necessarily reflect those of the Province.

The Government of Ontario and its agencies are in no way bound by any recommendations contained in this document.

Mission

The Sarnia Lambton Workforce Development Board is a diverse and dedicated organization, committed to identifying needs and facilitating solutions to attract, train and retain a viable workforce through community partnerships.

Vision

Growing Sarnia Lambton's workforce for tomorrow's economy.

The Sarnia Lambton Workforce Development Board leads Sarnia Lambton in its approach to workforce development and labour market planning. The team actively engages organizations and community partners in local labour market projects. The Sarnia Lambton Workforce Development Board also conducts consultations with business owners throughout the year in order to identify needs and facilitate solutions to grow the local workforce.

Network

The Sarnia Lambton Workforce Development Board is one of 26 local planning boards that make up Workforce Planning Ontario that are funded to conduct and disseminate local labour market research and engage community stakeholders in a planning process that supports local solutions to local issues.



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Table of Contents

Acknowledgments 2

Data Sources 4

Executive Summary 5

Local Population 6

Population and Migration Patterns in Sarnia Lambton 8

Education in Sarnia Lambton..... 10

Economic Pulse: Labour Force Insight 11

Labor Market Dynamics 13

Business Profile 14

WISL: Work In Sarnia Lambton 16

EmployerOne Survey 19

Employment Ontario Programs..... 21

Community Consultations 27

2026-2029 Action Plan..... 29

Data Sources

This report combines data from a variety of sources to provide a relevant picture of the local labour market and economic conditions. It is a comprehensive report that is evidence-based and community-driven.

The sources consulted include:

- Canadian Business Counts
- Labour Force Survey
- Census Data
- Employment Ontario
- EmployerOne Survey
- Focus Groups, Interviews, and Community Consultations
- WISL: Work in Sarnia Lambton

The Sarnia Lambton Workforce Development Board makes no representation or warranty, expressed or implied, as to the accuracy or completeness of the data referenced. In providing this material, the Sarnia Lambton Workforce Development Board does not assume any responsibility or liability.

We invite your feedback on all publications. Additional information can be obtained by contacting:

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Executive Summary

The Sarnia Lambton Workforce Development Board's Local Labour Market Plan is an annual, comprehensive report that seeks to inform the public, job seekers, service providers, and employers on the local labour market. This report brings together our research findings over the last year, including statistical data and input received through community consultations.

Throughout the year there have been fluctuations in the unemployment rate from a low of 7.1% to a high of 10.7%. Throughout our community committee meetings, taskforce briefings, and employer consultations, we continue to hear of demand in industries such as healthcare and social assistance. Sarnia Lambton has experienced modest population growth in the 55 and up age category, suggesting the demand in some sectors may continue.

This year, we had focused discussions surrounding the implications of tariffs. For most sectors, the financial implications were modest, however, growth was paused due to the uncertainty around rising costs.

In the face of labour force shifts and global events that influence our economy, our Action Plan for 2026-2029 has been crafted to support growth in the workforce especially where there is the biggest need. The Action Plan focuses on four key areas:

Priority 1: Recruitment and Retention

Priority 2: Skilled Trades

Priority 3: Rural Workforce

Priority 4: Upskilling

We hope that the information this report contains will help to inform our community partners and direct programming and workforce planning for the community. Our hope is that this report will encourage community discussions to identify opportunities and resolve gaps in the current workforce.

Sincerely,

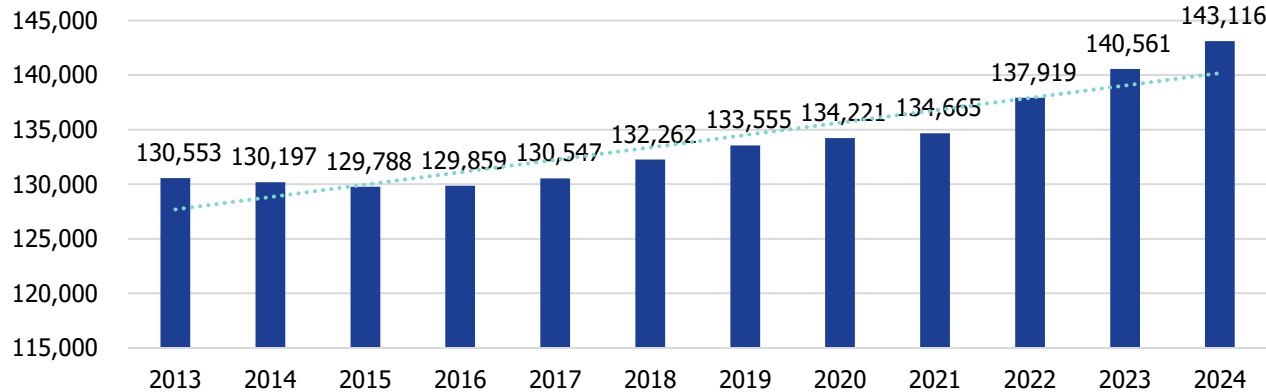
Dr. Mikelle Bryson-Campbell, PhD.
Executive Director
Sarnia Lambton Workforce Development Board

Local Population

Sarnia Lambton is home to 11 municipalities and three First Nations Communities. Located on the beautiful traditional territory of the Ojibwe, Potawatomi, and Odawa First Nations, part of the Three Fires Confederacy. The region consists of rural municipalities and is home to 143,116 residents. Since 2013, the population has experienced modest growth. According to population estimates by census division, 2021 boundaries, 49.95% of residents identify as male and 50.05% as female.

The three First Nations communities include Aamjiwnaang First Nation (2,603 registered members, 899 living on reserve), Chippewas of Kettle and Stony Point (2,673 registered members, 1,349 on reserve), and Walpole Island First Nation (5,027 registered members, 2,282 on reserve).

Figure 1: Population Trends (2013-2024).



Source: Statistics Canada. Table 17-10-0152-01 Population estimates, July 1, by census division, 2021 boundaries. Release date: 2025-01-16.

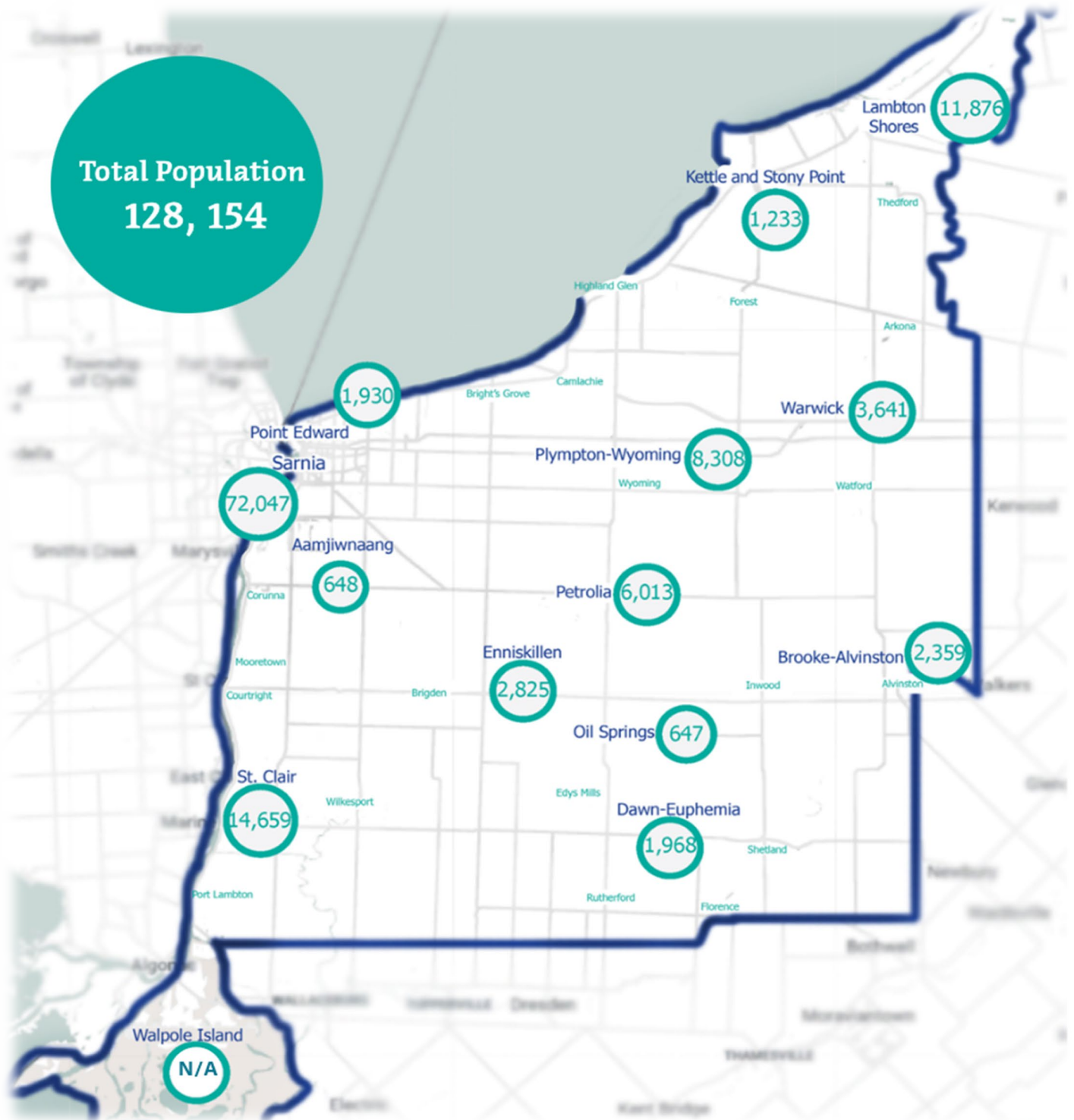
Table 1: Demographic Data of First Nations Communities (2025).

Category	Aamjiwnaang	Chippewas of Kettle and Stony Point	Walpole Island
Registered Population	2,603	2,673	5,027
Residing on Own Reserve	899	1,349	2,282
Residing Off Reserve	1,623	1,295	2,720
Residing on other Reserves	81	29	25
2016 Census Population	639	1,011	1,589
2021 Census Population	648	1,233	N/A ¹

Source: Government of Canada. Indigenous and Northern Affairs, First Nation Profile as of August 2025.

¹ Not available for a specific reference period.

Figure 2: Sarnia Lambton Municipalities Population (Census 2021).



Source: Statistics Canada, 2021 Census of Population.
 N/A Data not available for the selected period for Walpole Island

Population and Migration Patterns in Sarnia Lambton

From 2016 to 2021, Sarnia Lambton experienced population change driven by growth in older age groups and declined among younger residents. The population aged 55 years and over increased by 3,500, while the 15–24 and 25–54 age groups declined by 1,245 and 845, respectively. Natural population change between 2017 and 2024 was negative, as deaths (1,727) exceeded births (1,204), increasing reliance on migration to sustain population levels. Over this period, the region recorded 343 immigrants, 278 emigrants, and 113 returning emigrants, resulting in modest net migration. The racialized population grew by 1,620 between 2016 and 2021, while the Indigenous population declined by 855. Overall, these trends point to an aging population and highlighted the need for strategies focused on youth retention and workforce sustainability in Sarnia Lambton.

Figure 3: Components of Population Growth (2017-2024).



Source: Statistics Canada. Table 17-10-0153-01 Components of population change by census division, 2021 boundaries. Release date: 2025-01-16.

Table 2: Change in Age Groups (2016-2021).

Age Groups	2016			2021			Change (2016-2021)		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
15 to 24 years	14,375	7,450	6,925	13,130	6,780	6,350	-1,245	-670	-575
25 to 54 years	44,445	21,860	22,585	43,600	21,995	21,605	-845	135	-980
55 years and older	48,210	22,730	25,480	51,710	24,355	27,355	3,500	1,625	1,875
Total 15+	107,030	52,040	54,990	108,440	53,130	55,310	1,410	1,090	320

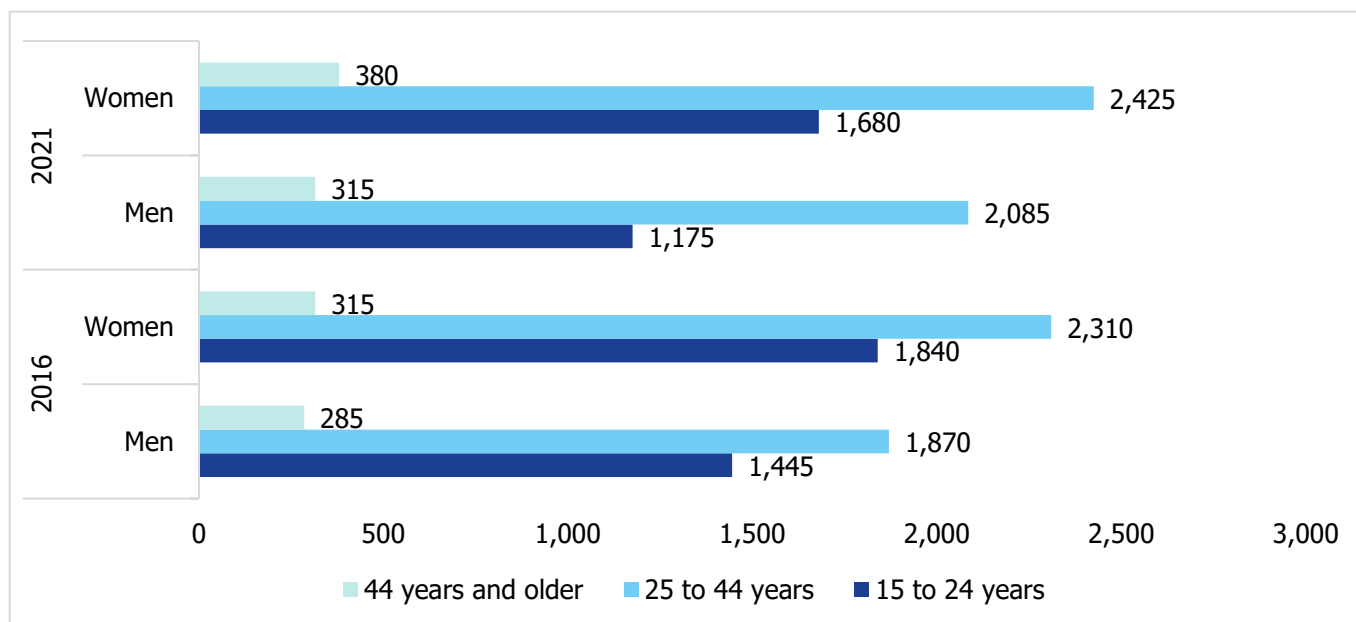
Source: Statistics Canada, 2016 & 2021 Census. Custom Table. Data updated December 10, 2025.

Table 3: Change in Indigenous and Racialized Population by Gender (2016-2021).

Population Groups	2016			2021			Change (2016-2021)		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Indigenous	6,885	3,335	3,550	6,030	3,035	2,995	-855	-300	-555
Racialized	5,505	2,850	2,650	7,125	3,640	3,485	1,620	790	835

Source: Statistics Canada, 2016 & 2021 Census. Custom Table.

Figure 4: Number of Immigrants by Group Age and Gender (2016-2021).



Source: Statistics Canada, 2016 & 2021 Census. Custom Graphic.

Table 4: Migration Characteristics (2018-2023).

Age Group	In-migrants	Out-migrants	Net-migrants
0-17	3,479	2,205	1,274
18-24	3,617	2,614	1,003
25-44	8,190	5,947	2,243
45-64	4,696	2,653	2,043
65+	2,336	2,001	335
Total	22,318	15,420	6,898

Source: Statistics Canada, Taxfiler.

Education in Sarnia Lambton

In 2021, 15.7% of Sarnia Lambton’s population held a university degree at the bachelor level or higher, which was lower than Ontario’s average of 29.9%. However, a higher percentage of local residents held a certificate or diploma (28.4% compared to 20.3% in Ontario).

Overall, there has been an increase in the number of residents who have earned a certificate, diploma, or degree compared to 2016 suggesting a continued trend toward higher educational attainment. Additionally, Sarnia Lambton has a higher representation of apprenticeship or trades certificates or diplomas compared to all of Ontario.

Table 5: Educational Attainment in Sarnia Lambton (2016 and 2021).

2016		Education Level	2021		Sarnia Lambton Change 2016-2021
Sarnia-Lambton	Ontario		Sarnia-Lambton	Ontario	
16.8% 17,615	17.5% 1,935,355	No Certificate, Diploma, or Degree	14.6% 15,500	15.3% 1,799,890	-12%
29.4% 30,835	27.4% 3,026,100	Secondary (High) School Diploma or Equivalency Certificate	30.6% 32,520	27.2% 3,204,170	5.4%
10.5% 11,075	6.0% 664,180	Apprenticeship or Trades Certificate or Diploma	9.2 % 9,955	5.0% 592,485	-10.1%
27.9% 29,275	20.8% 2,298,715	College, CEGEP, or Other Non-University Certificate or Diploma	28.4% 30,190	20.3% 2,389,205	3.1%
1.3% 1,395	2.2% 242,005	University Certificate or Diploma Below Bachelor Level	1.4% 1,500	2.3% 268,480	7.5%
14.1% 14,825	26% 2,872,085	University Certificate, Diploma, or Degree at Bachelor Level or Above	15.7% 16,710	29.9% 3,528,600	12.7%

Source: Statistics Canada, 2016 and 2021 Census. Custom table.

Economic Pulse: Labour Force Insight

Industry Trends

Based on the workforce size, health care and social assistance, manufacturing, and retail trade remained the largest in Sarnia Lambton. The construction industry experienced strong employment growth (+19.0%), followed by the real estate (+15.9%), utilities (+12.0%), health care (+10.5%), and mining and oil industries (+10.3%). Over the same period, employment declined in several industries: in wholesale trade (-33.3%), arts, entertainment and recreation (-28.2%), management (-22.2%), other services (-21.0%), and information and cultural industries (-20.4%).

Industries experiencing the largest growth:

- **+ 19.0%** Construction
- **+ 15.9%** Real Estate
- **+ 12.0%** Utilities
- **+ 10.5%** Health Care
- **+ 10.3%** Mining and Oil

Industries experiencing the largest decline:

- **- 33.3%** Wholesale
- **- 28.2%** Arts & Recreation
- **- 22.2%** Management
- **- 21.0%** Other Services
- **- 20.4%** Information & Cultural

Table 6: Workforce Changes by Industry in Sarnia Lambton and Ontario (2016-2021).

Industry	Lambton 2016	Lambton 2021	Change 2016-2021 Lambton	Ontario 2016	Ontario 2021	Change 2016-2021 Ontario
Construction	5,445	6,480	↑ 19.0%	476,835	538,340	↑ 12.9%
Mining, quarrying, oil & gas extraction	730	805	↑ 10.3%	32,340	34,360	↑ 6.2%
Real estate, rental & leasing	785	910	↑ 15.9%	144,275	152,060	↑ 5.4%
Agriculture, forestry, fishing & hunting	2,660	2,930	↑ 10.2%	102,070	104,895	↑ 2.8%
Utilities	625	700	↑ 12.0%	50,820	55,230	↑ 14.0%
Health care & social assistance	7,960	8,795	↑ 10.5%	754,555	859,910	↑ 8.7%
Professional, scientific & technical services	2,915	2,945	↑ 1.2%	567,825	681,235	↑ 20.0%
Educational services	3,720	3,800	↑ 2.2%	528,470	531,260	↑ 0.5%
Finance & insurance	1,330	1,265	↓ -4.9%	380,765	399,030	↑ 4.8%
Public administration	2,420	2,280	↓ -5.8%	415,635	428,030	↑ 2.9%
Transportation & warehousing	2,585	2,525	↓ -2.3%	329,240	379,485	↑ 15.3%
Manufacturing	6,815	6,370	↓ -6.5%	683,335	655,935	↓ -4.0%
Administrative & support	3,075	2,735	↓ -11.1%	338,640	324,285	↓ -4.2%
Retail trade	6,875	6,500	↓ -5.5%	783,540	798,090	↑ 1.9%
Accommodation & food services	4,710	3,755	↓ -20.3%	478,070	390,675	↓ -18.3%
Information & cultural industries	565	450	↓ -20.4%	176,715	169,120	↓ -4.3%
Management	45	35	↓ -22.2%	12,365	26,240	↑ 112.2%
Other services	3,065	2,420	↓ -21.0%	296,960	283,115	↓ -4.7%
Wholesale trade	2,195	1,465	↓ -33.3%	270,745	244,910	↓ -9.5%
Arts, entertainment & recreation	1,490	1,070	↓ -28.2%	147,425	130,490	↓ -11.5%

Source: Statistics Canada, 2016 & 2021 Census. Custom Table. Data update December 10, 2025.

Occupation Trends Data

Between 2016 and 2021, Sarnia Lambton experienced shifts in employment across occupational groups. Declines were observed in the management and business, finance and administration occupations, which decreased by 93.3% and 69.7%, respectively. Similar downward trends were also seen at the provincial level. Conversely, several sectors experienced growth in Sarnia Lambton. Employment increased in health (+19.1%), education, law and social, community and government services (+4.1%), and trades, transport and equipment operators (+13.2%), aligning with Ontario-wide growth in these occupations. Notably, natural resources, agriculture and related production recorded the highest local growth (+85.1%), significantly outpacing provincial growth (+30.6%), highlighting the continued importance of this sector within the local economy.

Table 7: Workforce Changes by Occupation for Sarnia Lambton and Ontario (2016-2021).

Occupations	Sarnia 2016	Sarnia 2021	% Change Sarnia	Ontario 2016	Ontario 2021	% Change Ontario
Management	6,130	410	↓ -93.3%	790,880	95,240	↓ -88.0%
Business, finance & administration	7,300	2,210	↓ -69.7%	1,124,770	1,328,155	↑ 18.1%
Natural, applied sciences & related	3,935	4,055	↑ 3.0%	516,110	685,390	↑ 32.8%
Health	4,640	5,525	↑ 19.1%	447,045	543,365	↑ 21.5%
Education, law & social, community & government services	5,865	6,105	↑ 4.1%	831,340	871,260	↑ 4.8%
Art, culture, recreation & sport	1,070	965	↓ -9.8%	225,720	232,200	↑ 2.9%
Sales & service	14,690	14,460	↓ -1.6%	1,632,085	1,175,930	↓ -27.9%
Trades, transport & equipment operators & related	11,225	12,705	↑ 13.2%	927,820	1,175,410	↑ 26.7%
Natural resources, agriculture & related production	1,675	3,100	↑ 85.1%	113,405	148,055	↑ 30.6%
Manufacturing & utilities	3,485	3,700	↑ 6.2%	361,455	371,490	↑ 2.8%

Source: Statistics Canada, 2016 & 2021 Census. Custom Table. Data updated December 10, 2025.

Labour Market Dynamics

Labour market data for Sarnia Lambton show gradual growth in the core working-age population (15 years and over), increasing from 108,300 in 2014 to 121,500 by 2025. Over the same period, labour force participation declined steadily from 61.4% in 2014 to a low of 54.5% in 2020, before partially recovering to 61.3% in 2024 and again in 2025 to 59.7%.

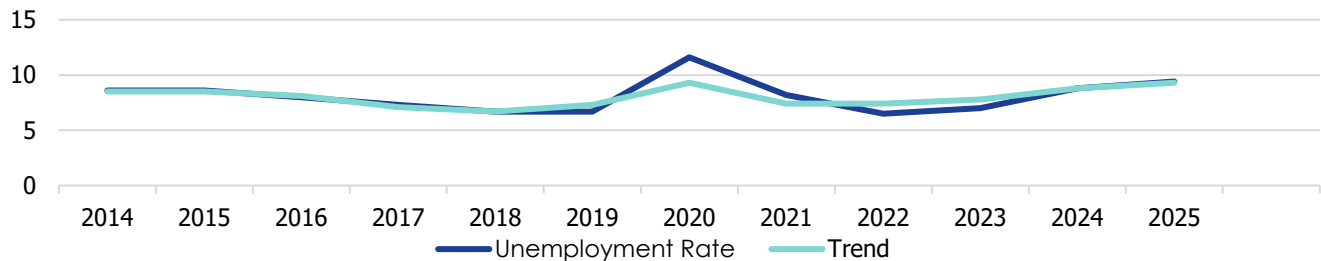
Since hitting a low due to the Pandemic in 2020 of 52, 900, employment has steadily rebounded, reaching 66,500 employed in 2024 and remaining relatively stable in 2025 with 65,600 employed. Correspondingly, the unemployment rate declined to 6.5% in 2022 before rising again to 7.0% in 2023, 8.8% in 2024, and 9.5% in 2025. These vast shifts underscore the importance of continued workforce monitoring and planning to support sustained employment stability in Sarnia Lambton.

Table 8: Labour Market Information for Sarnia Lambton (2014-2025).

Annual Average	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Source Population 15+	108.3	107.9	107.7	107.8	108.6	109.3	109.6	109.4	109.8	111.3	118.2	121.4
Participation Rate (%)	61.4	61.3	60.7	60.2	60.1	59.5	54.5	57.5	57.7	60.7	61.3	59.9
Labour Force	66.5	66.2	65.4	64.9	65.3	65.0	59.7	62.9	63.4	67.6	72.4	72.8
Employed	60.8	60.5	60.2	60.2	60.9	60.6	52.9	57.7	59.3	62.8	66.0	65.9
Unemployed	5.7	5.7	5.2	4.7	4.4	4.4	6.9	5.2	4.1	4.7	6.4	6.8
Unemployment Rate (%)	8.6	8.6	8.0	7.3	6.7	6.7	11.6	8.2	6.5	7.0	8.8	9.4

Source: Statistics Canada. Labour Force Survey, 2014 - 2025. Estimates calculated by Metro Economics (Note: Estimates for source population, labour force, employed and unemployed are in thousands of persons).

Figure 5: Unemployment Rate (%) Sarnia Lambton (2014 – 2025).



Source: Statistics Canada. Labour Force Survey, 2014-2025. Estimates calculated by Metro Economics.

Business Profile

Sarnia Lambton is home to 12,223 businesses with 71% operating without any employees. Businesses without employees are largely in real estate, rental and leasing, and agriculture. Sarnia Lambton's business landscape is primarily driven by micro-sized businesses (1-4 employees) and small businesses (5-99 employees), which operate in the construction and retail trade sectors. Medium-sized businesses (100-499 employees) are primarily within the manufacturing and health care and social assistance sectors. Meanwhile, large businesses (500+ employees) are predominantly in the construction, educational services, and public administration industries.

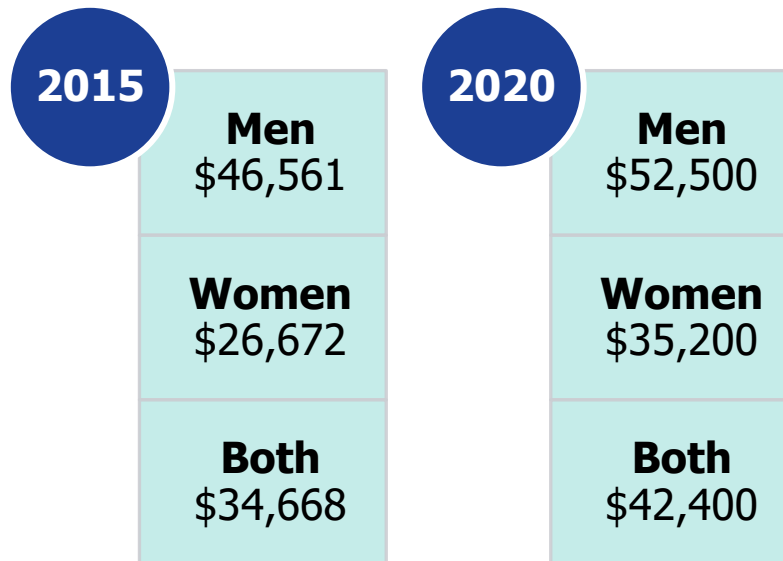
Table 9: Industry Breakdown of Businesses (June 2025).

Industry by North American Industry Classification (NAICS)	Business Size					Total Businesses	% of Total Businesses
	No Employees	Micro 1-4	Small 5-99	Medium 100-499	Large + 500		
11 – Agriculture	2,239	148	96	0	0	2,483	20%
21 – Mining	27	14	11	0	0	52	0%
22 – Utilities	41	3	7	0	0	51	0%
23 – Construction	571	251	197	10	1	1,030	8%
31-33 – Manufacturing	100	37	108	15	0	260	2%
41 - Wholesale trade	95	46	107	1	1	250	2%
44-45 - Retail trade	318	185	326	9	0	838	7%
48-49 - Transportation & warehousing	317	59	59	2	0	437	4%
51 - Information & cultural	43	14	19	0	0	76	1%
52 - Finance & insurance	451	65	80	0	0	596	5%
53 - Real estate, rental & leasing	2,375	121	35	3	0	2,534	21%
54 - Professional, scientific & technical services	605	178	97	3	0	883	7%
55 - Management of companies	56	5	5	0	1	67	1%
56 - Administrative support	197	60	61	6	1	325	3%
61 - Educational services	52	15	17	1	1	86	1%
62 - Health care & social assistance	451	179	235	14	1	880	7%
71 - Arts, entertainment & recreation	115	16	34	1	0	166	1%
72 - Accommodation & food services	132	42	212	5	0	391	3%
81 - Other services	468	176	149	2	0	795	7%
91 - Public administration	1	2	15	3	2	23	0%
Total	8,654	1,616	1,870	75	8	12,223	100%

Source: Statistics Canada, June 2025. Custom Table.

Median Individual Income

Figure 6: Median Individual Income in Sarnia Lambton (2015 and 2020).



Source: Statistics Canada, 2016 and 2021 Census of Population. Custom Graphic.

Median Income by Occupation

In 2025, occupations with the highest median income included those in management, manufacturing and utilities, natural and applied sciences, health occupations, and business, finance, and administration occupations. Occupations with the lowest median income were in art, culture, recreation and sport occupations, sales and service, natural resources, and agriculture.

Table 10: 2025 Median Income by Occupation by 1-digit National Occupational Classification (NOC).

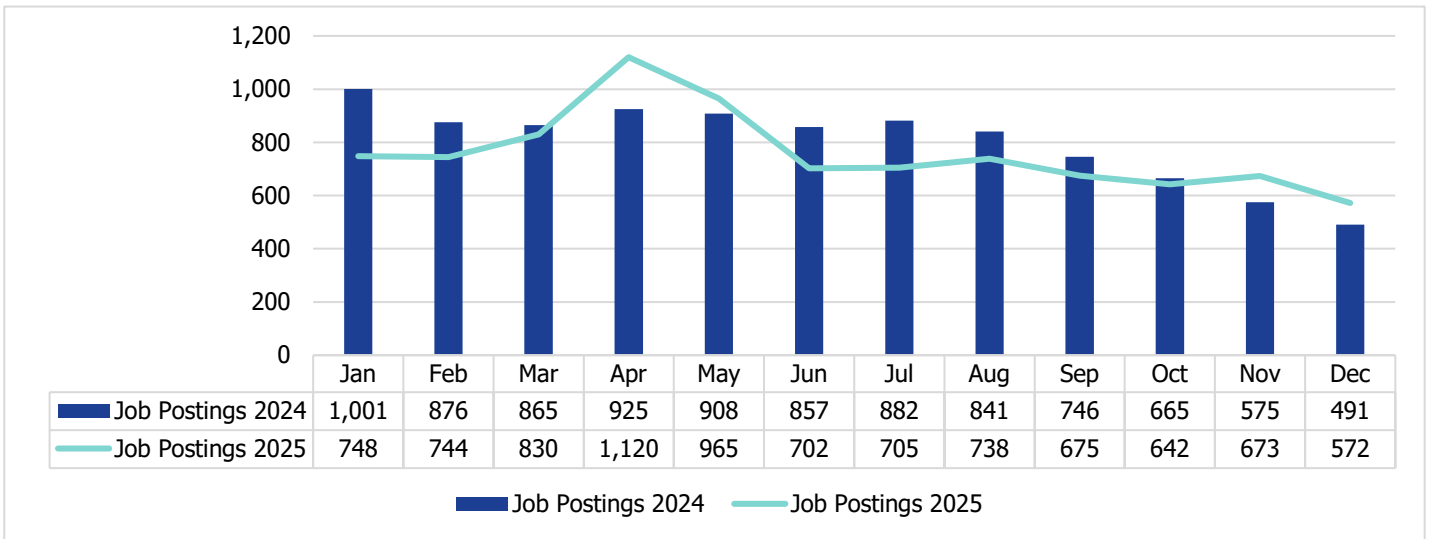
Occupations	Median Income
0 Management occupations	\$101,500
1 Business, finance, & administration occupations	\$75,500
2 Natural & applied sciences & related occupations	\$90,000
3 Health occupations	\$86,000
4 Education, law, social, community, & government services	\$68,701
5 Art, culture, recreation, & sport occupations	\$50,000
6 Sales & service occupations	\$60,000
7 Trades, transport, & equipment operators & related occupations	\$74,500
8 Natural resources, agriculture, & related production	\$63,000
9 Manufacturing & utilities occupations	\$94,080

Source: Sarnia Lambton Workforce Development Board (WISL), January – December 2025 Data.

WORK IN SARNIA LAMBTON (WISL)

Work in Sarnia Lambton (WISL) is an online job board and platform operated by the SLWDB that connects employers and job seekers to various tools and resources. WISL provides local job demand data including: the total number of job postings and job posting information on occupations, industries, and skills required for available jobs in Sarnia Lambton. Job posting counts across industries fluctuate monthly. In 2025, WISL collected a total of 9,114 job posts from 1,580 companies. There has been a 4% decrease in job posting counts in comparison to the previous year, with an average job posting length of 17.5 days.

Figure 7: Job Posting Counts by Month (2025).



Source: Sarnia Lambton Workforce Development Board (WISL), January – December 2025 Data.

Figure 8: Job Duration (2025).

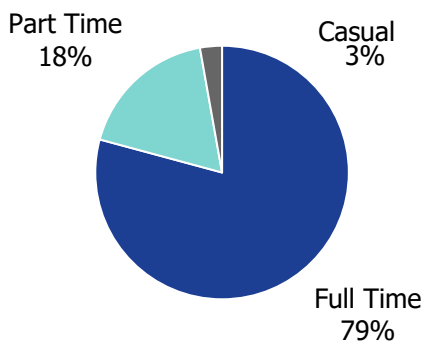
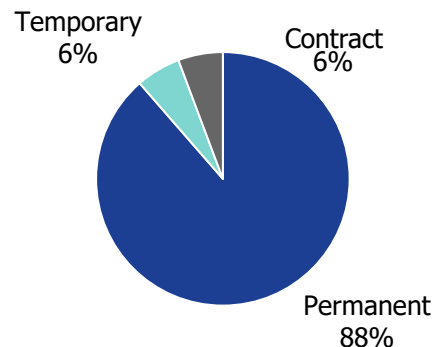
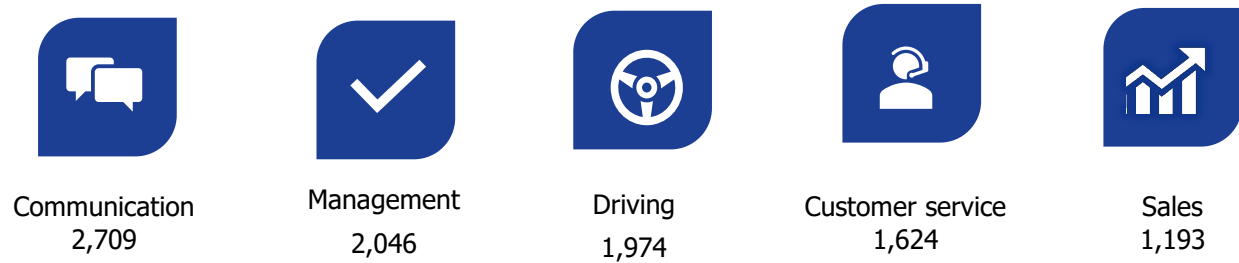


Figure 9: Job Type (2025).



Source: Sarnia Lambton Workforce Development Board (WISL), January – December 2025 Data.

Figure 10: Top Five Skills Demanded by Employers (2025).



Source: Sarnia Lambton Workforce Development Board (WISL), January – December 2025 Data.

Table 11: Annualized Full-Time Salary by National Occupational Classification (NOC) and Occupation in Sarnia Lambton (2025).

NOC	Occupations	Job postings	Annualized Full-Time Salary (CAD)
64100	Retail salespersons & visual merchandisers	529	\$55,000
65201	Food counter attendants, kitchen helpers & related support occupations	344	\$39,000
31301	Registered nurses & registered psychiatric nurses	290	\$86,000
44101	Home support workers, caregivers & related occupations	239	\$45,000
63200	Cooks	217	\$44,000
73300	Transport truck drivers	209	\$70,000
60020	Retail & wholesale trade managers	191	\$69,000
32101	Licensed practical nurses	184	\$79,000
42201	Social & community services workers	180	\$57,500
65102	Store shelf stockers, clerks & order files	169	\$54,000
73201	General building maintenance workers & building superintendents	163	\$70,000
65310	Light duty cleaners	129	\$39,520
13110	Administrative assistants	124	\$58,000
64400	Customer services representatives- financial institutions	124	\$44,000
75101	Material handlers	120	\$50,000
42202	Early childhood educators & assistants	113	\$50,000
72410	Automotive service technicians, trucks & bus mechanics & mechanical repairers	112	\$105,000
13100	Administrative officers	110	\$90,381
54100	Program leaders & instructors in recreation, sports & fitness	107	\$44,720
64409	Other customers & information services representatives	98	\$47,500
75110	Construction trades helpers & labourers	95	\$52,944
62010	Retail sales supervisors	94	\$45,760
65200	Food and beverage servers	89	\$35,360
11102	Financial advisors	86	\$70,000
62020	Food service supervisors	83	\$45,500

Source: Sarnia Lambton Workforce Development Board (WISL), January – December 2025 Data.

Table 12: Job Postings in Sarnia Lambton by North American Industry Classification System (NAICS).

Industry Title	Combined Count of Companies
62 - Health care & social assistance	1,675
91 - Public administration	1,021
56 - Administrative & support, waste management & remediation services	882
44 - Retail trade	807
72 - Accommodation & food services	692
81 - Other services (except public administration)	502
45 - Retail trade	436
54 - Professional, scientific, & technical services	435
48 - Transportation & warehousing	317
52 - Finance & insurance	315

Source: Sarnia Lambton Workforce Development Board (WISL), January – December 2025 Data.



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- Cover Letter Builder
- Remote Work Job Board
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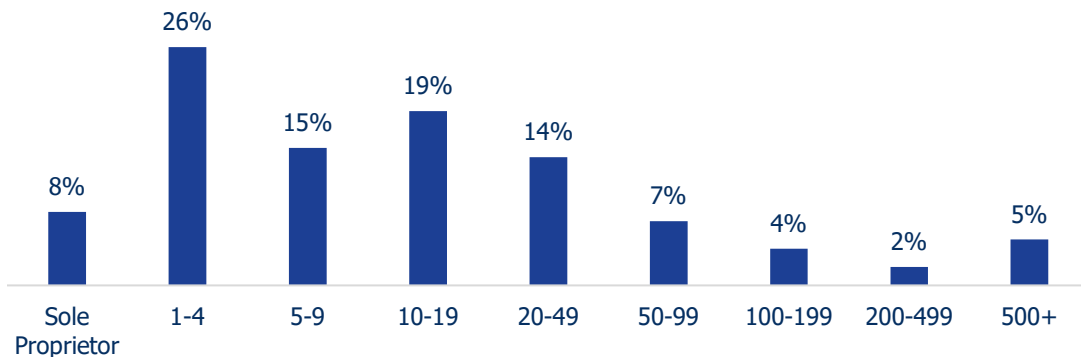
EmployerOne Survey

EmployerOne Survey is an annual survey conducted within the Sarnia Lambton community to gather information directly from local employers regarding their workforce needs and hiring trends. The report generated from this survey provides job seekers and employers with valuable insights into the local job market and recruitment methods for future and career planning.

In 2025, the survey received responses from 323 local businesses representing various sectors of the economy. Notably, there was increased participation from industries such as educational services, professional, scientific, and technical services, retail, and arts, entertainment, and recreation, indicating a broad spectrum of employer engagement. This level of participation is a testament to the importance and relevance of the survey to local businesses.

Most of the businesses with employees (73%) indicated they had hired an employee within the last 12 months, with an estimated total of 3,753 new hires by 235 organizations. In contrast, there were 3,663 new hires by 228 organizations in the previous year. Employment types varied, as 24% were permanent full-time, 29% were permanent part-time, and 41% were contract/seasonal positions. Respondents reported a total of 2,526 job separations, an increase from last year's 1,928 (n=304 responses). The industries with the highest number of separations were educational services (24%), healthcare and social assistance (17%), and retail trade (12%).

Figure 11: Business Size Categorization of Survey Respondents (2024-2025).



Source: Sarnia Lambton Workforce Development Board, EmployerOne Survey, Report 2025.

The top recruitment methods identified included online job boards, word of mouth, personal contacts, informal networks, and social media. Recruitment trends show that online job boards were the most used hiring method, making up 43% of responses. Word of mouth, including personal contacts and informal networks, remained significant at 27%, despite the growing preference for digital platforms. Social media continued to expand its influence, representing 11% of responses. Non-government or community employment service centres or websites accounted for 6%, while government employment centres or websites made up 5%.

Figure 12. Top Competencies Recruited (2024-2025).



Source: Sarnia Lambton Workforce Development Board, EmployerOne Survey, Report 2025. Custom Graphic.

* Self-Motivated/Ability to work with little to no supervision.

* Teamwork/Interpersonal skills

Retention remains a concern for 50% of employers. Additionally, 49% of respondents reported having succession plans to manage anticipated growth and impending retirements over the next 3 to 5 years. Among the industries expressing heightened retention concerns are public administration (56%), healthcare and social assistance (47%), educational services (42%), and construction (38%).

Strategies used by local employers to encourage retention:

- Regular increase in salary (21%)
- Recognition for service and/or outstanding work (18%)
- Training opportunities (17%)
- Employee “perks” (i.e., discounts on merchandise, company-branded clothing, staff celebrations, etc.) (15%)
- Job flexibility (i.e., work-from-home arrangements, flex time, job sharing) (9%)
- Clear promotional paths or advancement opportunities (7%)
- Regular increases in benefits (5%)
- Job rotation opportunities (4%)
- Other (2%)

Notably, 63% of respondents indicated that they expect to hire an estimated 2,062 employees in the coming year. Many of the planned hires will fill a current or expected vacancy or the result from anticipated business expansion. Industries that anticipate recruiting the largest number of new hires in 2025 include healthcare and social assistance (738), public administration (334), other services (except public administration) (236), and educational services (208).

The full report can be accessed at <https://www.slwdb.org>

Employment Ontario Programs

Employment Ontario (EO) service providers play a vital role in supporting job seekers, workers, and employers throughout Ontario. The data and statistics presented in this section pertain to the period between 2024 and 2025, and they are sourced from the Ontario Ministry of Labour, Immigration, Training, and Skills Development's 2024-2025 Employment Ontario Data for Local Boards.

These data elements provide the foundation for local boards and regional networks to engage in evidence-based discussions with EO service providers and non-EO organizations. These discussions focus on addressing local challenges, including issues related to skills, service gaps, overlaps, and underserved populations in Sarnia Lambton. The collaborative efforts of EO service providers, local boards, and regional networks aim to develop strategies and actions that effectively address these localized issues.

For more detailed information regarding Employment Ontario programs, please refer to the Government of Ontario's website at <https://www.ontario.ca/page/employment-ontario>.

EO Programs that ran in the past year include:

- Employment Service
- Apprenticeship
- Canada Ontario Job Grant
- Get SET (Literacy and Basic Skills)
- Integrated Employment Services
- Better Jobs Ontario

Employment Ontario Consultations

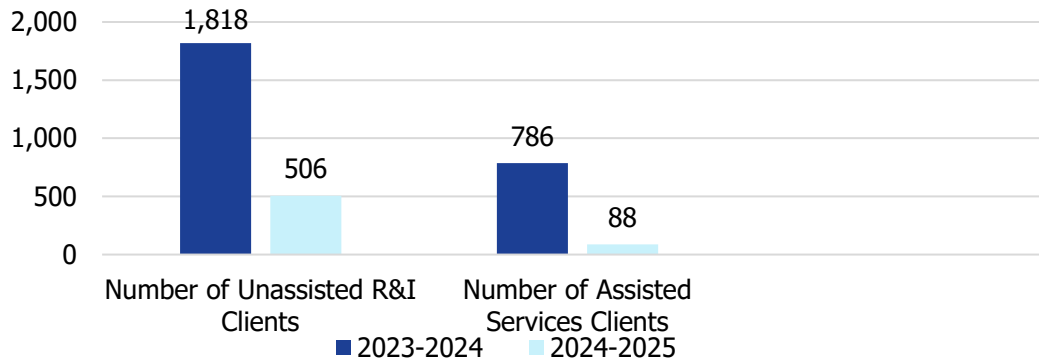
SLWDB connects monthly with our EO community partners. As providers of direct employment support to both job seekers and employers EO providers offer an insight that reflects the direct needs of the workforce. Themes EO providers have noted included:

- The importance of math support for those entering or completing an apprenticeship.
- Digital skills will be important in the face of greater uptake of artificial intelligence.
- Training on soft skills continues to be a need in the local community.
- Upskilling the current workforce is a valuable retention tool for employers.
- Burnout and retention continue to be barriers for healthcare and social assistance organizations/ the workforce.
- The work to recruit bilingual candidates should continue.

Employment Services

Employment Services offer a diverse range of resources and support for local individuals and employers, addressing personal career and employment goals as well as local skilled labor needs. In the fiscal year 2024-2025, Employment Services assisted 88 clients and provided resources and information to 506 unassisted clients, a decrease compared to the previous year.

Figure 13: Number of Clients Utilizing Employment Services (2023-2024 vs 2024-2025).



Source: Employment Ontario Programs, Government of Ontario, 2025.

Employment Services experienced a decrease in client numbers from the previous year, while maintaining a consistent demographic composition in terms of age and gender. Particularly, 53% of clients reported having no income and relied on external support such as Ontario Works (OW), Ontario Disability Support Program (ODSP), or employment earnings. No clients reported dependence on Employment Insurance (EI). Most clients had education beyond high school, though 18% had not completed secondary education. Gender distribution included 42% identifying as female, 56% as male, and 2% as trans, other, or undisclosed. Clients were spread across age groups with 43% aged 15-24, 39% aged 25-44, and 18% aged 45-64.

A total of 22% of clients identified themselves as having a disability. Other groups, including Indigenous peoples, internationally trained professionals, newcomers, racialized individuals, Francophones, and individuals who identified as deaf, also participated; however, data are not reported due to counts fewer than 10 participants per group.

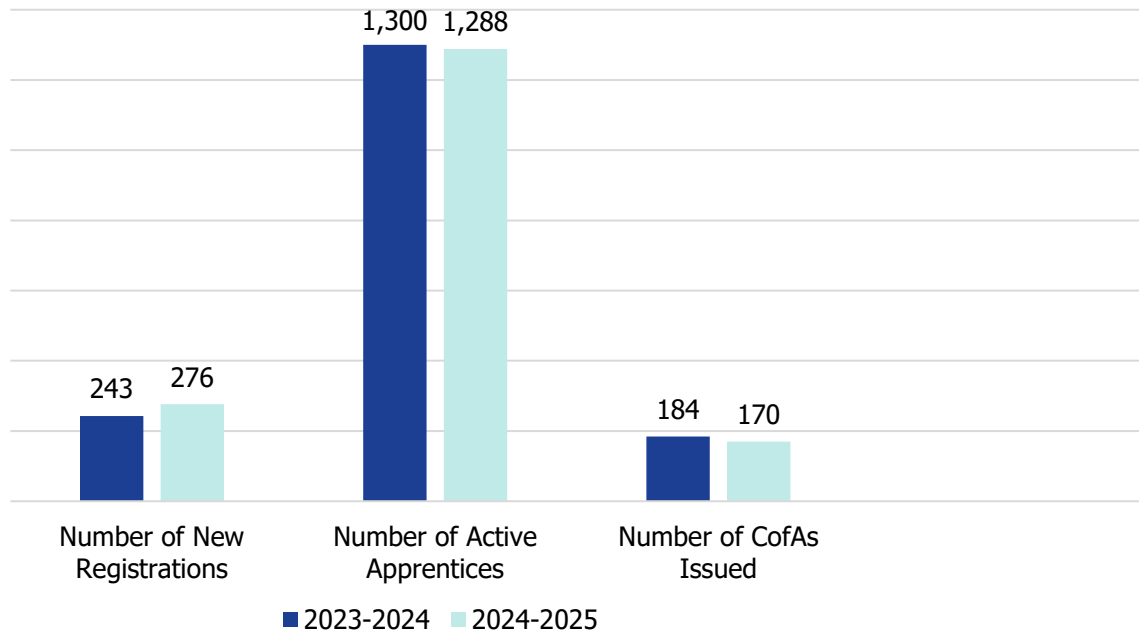
Labour force connection remained consistent with data from previous years: 91% of clients were unemployed. Layoffs were observed in construction, manufacturing, retail trade, health care and social assistance, accommodation and food services, and transportation and warehousing industries. Impacted occupations included administrative and financial support roles, supply chain logistics, sales and service positions, technical trades, transportation officers, general trades, and helpers and labourers.

The length of unemployment varied: 27% were jobless for less than three months, 15% for three to six months, 15% for six to twelve months, and 35% for over a year. Despite these challenges, outcomes were positive with 53% of clients gaining employment. Of these, 27% were full-time, 22% were part-time, 17% had unknown outcomes, and 24% remained unemployed. The remainder pursued education or training, unable to work, or engaged in volunteering.

Apprenticeship Program

In the 2024-2025 period, there were 276 new apprenticeship registrations, reflecting an increase compared to the previous year's 243. The number of active apprentices reached 1,288, and 170 Certificates of Apprenticeship (CoA) were issued. The age demographic shifted, with apprentices aged 25–44 now representing the largest portion, pointing to a stronger interest in trades among this group. Construction craft worker apprentices and automotive service technician apprentices experienced registration increases. Ongoing efforts to promote gender diversity in the trades continued, with discussions aimed at understanding and addressing barriers, while emphasizing the importance of support and fostering inclusive workplaces.

Figure 14: Number of Apprenticeship Program Clients (2023-2024 vs 2024-2025).



Source: Employment Ontario programs, Government of Ontario, 2025.

The apprenticeship program saw a 14% increase in new registrants, a 1% decrease in Certificates of Apprenticeship, and a 54% decrease in modular training enrollment. Predominantly male, 86% of applicants were men, and 14% were women, with the majority aged 25-44. Most had finished high school. Trade registration distribution shifted, with apprentices aged 25–44 now representing the largest group (53%), compared to 42% under 25 and 5% between 44–64.

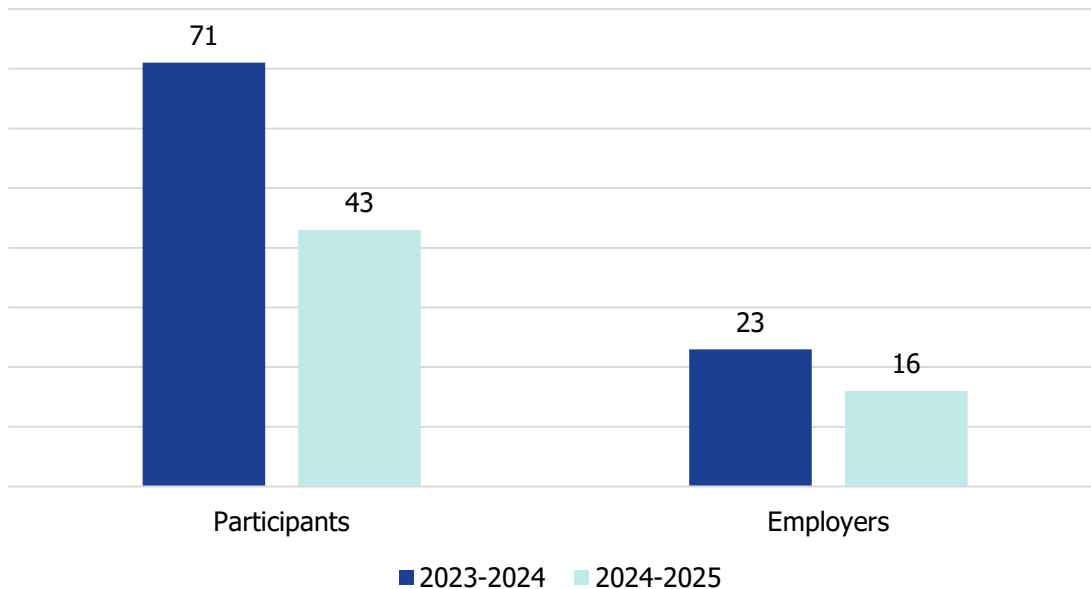
In the 2024-2025 period, the number of new apprentices joining the program varied by trade. Some examples of new registrations include:

- 18 Steamfitter apprentices
- 19 General Carpenter apprentices
- 53 Construction Craft Worker apprentices
- 29 Electrician- Construction and Maintenance apprentices
- 39 Automotive Service Technician apprentices
- 20 Truck and Coach Technician apprentices
- 13 Hairstylists

Canada Ontario Job Grant (COJG)

The Canada Ontario Job Grant (COJG) allows employers to invest in their workforce through direct financial support to employers who wish to invest in training for their employees. The program provided training opportunities to 16 employers and 43 participants during the 2024-2025 fiscal year.

Figure 15: Number of Program Clients (2023-2024 versus 2024-2025).



Source: Employment Ontario programs, Government of Ontario, 2025.

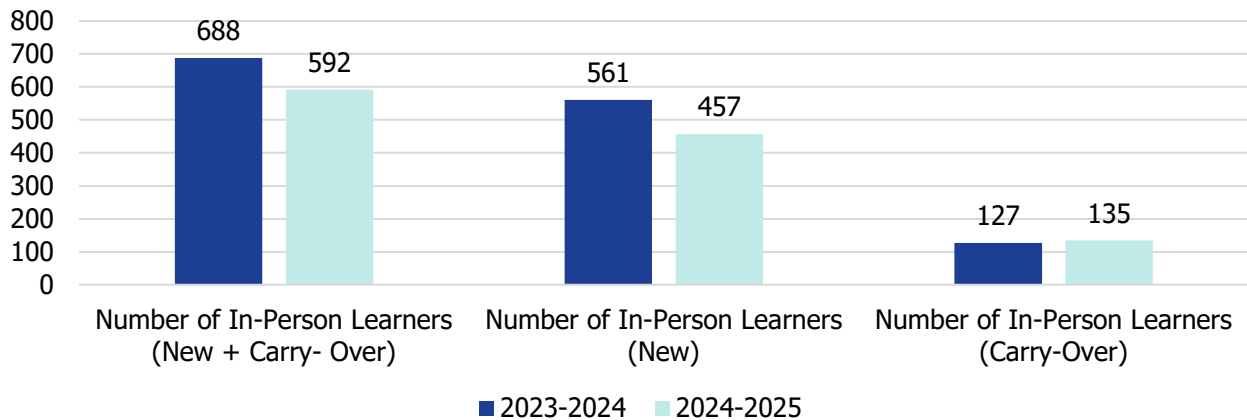
The Canada Ontario Job Grant experienced a decrease in both participant and employer numbers from the previous year. Participant numbers decreased to 43 across 16 employers, with a 100% increase in female participation. Most (93%) of participants were primarily funded through employment, predominantly full-time (95%). Although designated groups, such as internationally trained professionals and persons with disabilities, were part of the program, specific numbers were undisclosed due to each group having fewer than 10 members. All of the participants found full-time employment after the program.

On the employer side, there was a 39% decrease in participation, with 81% of the 16 participating employers having fewer than 50 employees. Despite this, all reported a boost in trainee productivity and affirmed that the training aligned with workforce needs. Participants showed a broad age range, with 21% aged 15-24, 51% aged 25-44, and 28% aged 45-64.

Get SET (Literacy and Basic Skills)

The Get SET (Literacy and Basic Skills) program is a vital contributor to enhancing foundational skills and employability. This report provides insights into the program's performance and key statistics during the 2024-2025 program year.

Figure 17: Number of In-Person Learners (2023-2024 versus 2024-2025).



Source: Employment Ontario programs, Government of Ontario, 2025.

The Get SET (Literacy and Basic Skills) program served 592 clients, including 457 new participants and 135 carried over from the previous fiscal year. Female representation was the highest at 58%, followed by males at 39%, with a small percentage identifying as trans or other. Learner representation from designated groups rose, with 53% identifying as having a disability, higher than Ontario's average of 31%. Additionally, 22% of learners were Indigenous (compared to Ontario's 11%), while racialized individuals made up 13% (compared to Ontario at 23%) and newcomers represented 9% (compared to Ontario at 22%).

The age distribution of learners showed that 43% were aged 15-24, 41% were 25-44, 13% were 45-64, and 3% were 65 or older. Educational attainment levels revealed that 5% had less than a grade 9 education, while 30% had not completed grade 12, a slight improvement from 37% previously. Among the rest, 36% had completed secondary education, and 17% held a certificate or diploma.

Income sources varied, with 30% of learners reporting employment income, 20% having no income, and 39% relying on support such as Ontario Works, Ontario Disability Support Program, or Employment Insurance. Referrals to the program were primarily from formal sources (222), while informal referrals via word of mouth or media were also significant (170). Additional referrals came from Indigenous services (35), employment services (82), Ontario Works (48), and other service providers (13).

Learners pursued diverse goals, with a larger proportion aiming to obtain secondary school credits compared to Ontario averages. Goal paths included 41% for postsecondary education, 23% for secondary school credits (notably higher than Ontario's 13%), 24% for employment (lower than Ontario's 34%), 6% for apprenticeship, and 6% for personal independence.

Integrated Employment Services

Integrated Employment Services helps people connect with a variety of employment programs. It also offers services to help people prepare for and find employment. During the 2024-2025 fiscal year, this program provided services to 2019 clients.

The age distribution was as follows: 29% were aged 15-24, 47% were 25-44, 23% were 45-64, and 1% were 65 or older. Gender distribution included 53% identifying as male, 45% as female, and 2% as other. Among designated groups, clients with disabilities represented the largest segment at 60%. Additionally, 16% were racialized, 11% identified as Indigenous, 5% of clients were newcomers, and 3% were deaf.

Clients displayed diverse educational attainment with 36% having completed secondary education, and 22% holding a certificate or diploma. Regarding income, 31% reported having no income, while others relied on employment income (13%) or Ontario Works (32%).

Better Jobs Ontario Program

Better Jobs Ontario supports eligible applicants by providing skills training for in-demand jobs and financial assistance. Applicants qualify if they have been laid off, are not working, have been unemployed for six months or more, and belong to a low-income household. Sarnia Lambton had 16 clients in the program; however, specific numbers were undisclosed. During the 2024-2025 fiscal year, the program saw 4,111 participants, an increase of 3,401 compared to the previous period. Notably, participation was prominent in regions such as Ottawa, Toronto, Essex, Peel, Waterloo, Hamilton, and Middlesex, underscoring its growing impact across Ontario.



Community Consultations

As we began our 2025/2026 fiscal our aim was to connect with a diverse range of key stakeholders in the Sarnia Lambton community. These stakeholders provided a level of expertise and insights that those working directly with employees and job seekers can offer. The experiences and insights shared help us better understand the labour market data, which we share with students, job seekers, employers and others.

Consultations were conducted throughout 2025-2026 in person and virtually. There was also a consultation day where the Sarnia Lambton Workforce Development Board team headed out to the community of Wyoming to understand the rural employer challenges and successes and reach a larger sample of employers throughout Sarnia Lambton.

Sarnia Lambton Workforce Development Board staff also participated in the following committees over the past year:

- Chamber of Commerce Young Professionals
- Collective Leadership Employment Services
- Early Childhood Educators Workforce Development Taskforce
- Famous Five Sarnia Lambton Speaker Series
- Francophone Immigration
- Immigration Task Force
- Lambton Business Collaborative
- Lambton Farm Safety Association
- Lambton Wellness at Work
- Sarnia Lambton Industrial Alliance
- Sarnia Lambton Local Immigration Partnership
- Sarnia Lambton Social Services Network
- Southwest Apprenticeship Network
- Workforce Planning Ontario
- Team Work Steering Committee
- Tri-County Literacy Board of Directors
- Unity Coalition
- WREN Community Advisory Board

As we reflect on the consultations held with key stakeholders throughout the Sarnia Lambton community, we see the following topics related to the workforce reflected in these conversations:

- Workforce recruitment and retention
- Aging population
- Soft skills and workforce readiness skills
- Skilled trades and future growth

Workforce Recruitment and Retention

Over the past number of years, retention and recruitment have been identified as key challenges for employers in Sarnia Lambton. This has been especially salient in the more rural areas of Lambton County and in the agriculture and healthcare and social assistance industries. This is true, despite the local unemployment rate being uncharacteristically high over the past year and hitting highs of 10.7% and 10.3%.

Throughout the consultations in the more rural areas of Sarnia Lambton, employers also indicated that they have hard-to-fill positions due to a lack of candidates with the necessary qualifications and/or candidates with a lack of rural housing or transportation. Employers expressed some difficulty retaining staff in the healthcare and social assistance sector due to burnout and an increase in workload.

Aging Population

Compared to 2016, Sarnia Lambton experienced a shift in its population, with an increase in those 55+ and a decline in those 15-24 and 25-54 years. This trend suggests the need to recruit and/or retain more youth in the local area. Throughout the consultations, the employers and stakeholders suggested the out-migration of youth might hinder the ability of local industry to thrive in the next five years. As more retirements occur, the wealth of experience can be lost unless captured through robust workplace training programs. Some employers expressed worry about the future and the implications on planning for future growth.

Soft Skills and Workforce Readiness Skills

A gap in soft skills, such as interpersonal abilities and work ethic, were identified across various sectors. Employers noted an increase in the digital literacy of employees and found themselves learning about the technology to remain competitive. Many stakeholders and employers noted that shifts in the use of Artificial Intelligence (AI) were becoming more mainstream in conversations with other employers and training. Training in digital skills was identified as a key skill employers are looking for. It was suggested quick training through micro-credentials might support skill development.

Skilled Trades and Future Growth

Employers who predominately hire skilled trade workers noted a concern with the future of the skilled trades. As the population ages and journeypersons retire, the number of apprentices needs to continue to grow to meet the demand. On the workforce side, there was a gap identified in the number of sponsors. More sponsors are needed to meet the growing demand for apprentices.

2026-2029 Action Plan

The Action Plan for 2026-2029 addresses several gaps highlighted in local statistical data and through community consultations. The Action Plan focuses on the following four priority areas:

- Priority 1: Recruitment and Retention
- Priority 2: Skilled Trades
- Priority 3: Rural Workforce
- Priority 4: Upskilling

Priority 1: Recruitment and Retention

According to SLWDB's EmployerOne Survey in 2024/2025 employers reported separations from 2526 staff members; an increase from the year prior which brought 1928 separations. This, coupled with the employer consultation results, highlighted the struggle with retention some employers continue to experience. Although the 2025/2026 fiscal year saw the unemployment rate reach its highest rates in over a decade, employers in specific sectors struggled to fill positions. For example, recruitment for French speaking candidates had a 26% increase in job postings compared to last year. Likewise, postings for office administrative support had a significant increase of 163%. Additionally, auto body repairer postings increased 54%. The healthcare sector has consistently struggled to meet the growing demand of the aging population and retain staff. The demand for practical nurses has seen an increase of 30% in job postings. It has been suggested that the healthcare sector struggles with retention and recruitment due to an increasing demand for services and staff burnout. The demand for services is expected to increase as the population ages.

2025-2026 Activities. SLWDB:

- Surpassed our 2024/2025 Action Plan commitment and lead nine community presentations to showcase the demand and labour market trends locally. The interest in our job demand reports was significantly higher than anticipated with 54 requests for job demand reports completed and shared with our stakeholders.
- Surpassed our goal of three job fairs and participated in five community job fair events showcasing WISL tools and labour market data to support employers and job seekers.
- Achieved our goal and held a consultation day with rural employers in Wyoming to discuss any retention and/or recruitment concerns.
- Launched a francophone taskforce to identify the gaps and continue to work on actionable solutions.
- Attended an Indigenous health care round table to discuss the recruitment and retention issues for Indigenous peoples in the most rural communities in Ontario.
- Participated in several committees that address local recruitment efforts including: the Early Childhood Educators Workforce Development Taskforce, the Sarnia Lambton Local Immigration Partnership's Employment Committee, Collective Leadership, the Francophone taskforce, the Immigration Taskforce, and the Windsor Regional Employment Network (WREN) Community Advisory Board (the WREN is the Service System Manager for the Sarnia Lambton Employment Ontario Network). Exceeding our 2024/2025 target of participation in two taskforce groups.

2026-2027 Activities. SLWDB will endeavor to:

- Give seven labour market presentations to promote sectors in demand and current trends in the workforce.
- Participate in three local job fairs to promote labour force data and WISL job tools.
- Support the action plans of three task force groups (Francophone, Immigration, Unity Coalition taskforce).
- Develop and share ten Job Demand reports to support our stakeholders with program/workforce planning.

2027-2029 Activities. SLWDB will endeavor to:

- Continue to expand our outreach and attend regional and provincial events.
- Promote and support the on-going work of local Employment Ontario (EO) providers and the Windsor Regional Employment Network (WREN) by promoting their training events, directing employers and job seekers we connect with to seek out EO services, and serving on the WREN Community Advisory Board to help guide outcomes and objectives for EO providers.

Priority 2: Skilled Trades

According to the 2025 apprenticeship data Sarnia Lambton had a 14% increase in those registering in skilled trade occupations. Despite this growth in new registrants, the completion rate decreased by 1%. This suggests specific barriers exist within the skilled trades that deter completion of apprenticeships. During consultations with Employment Ontario service providers, it was suggested that new apprentices lack information on the requirements and skills required to complete an apprenticeship. Additionally, although new apprentice registration numbers have increased continuous work is needed to ensure this growth continues to fulfil the demand expected in the next five to 10 years.

2025-2026 Activities. SLWDB:

- Achieved our target and served as Secretary/Treasurer of the Southwest Apprenticeship Network (SWAN) and chair of the Gala Awards Planning subcommittee. The Gala Awards celebrate employers who excelled in apprenticeship to encourage other employers to serve as sponsors.
- Achieved our target and completed two presentations on the skilled trades in Sarnia Lambton. Presented Skilled Trade Ontario data to the Southwest Apprenticeship Network and to the community in a workshop geared towards literacy support service providers.
- Planned and hosted a community skilled trade expo which welcomed 32 exhibitors and 600 attendees showcasing skilled trades across all four sectors.
- Launched a new partnership with Skilled Trade Ontario to share apprenticeship data with the Sarnia Lambton community.
- Attended an "Agri-robotic" forum at Ridgeway College on November 18th to present data on the skilled trades that work in the agriculture sector.
- Attended a "Women in Trades" event in London on March 3rd to explore the barriers to the skilled trades and supports that encourage completion.
- Attended a skilled trade job fair June 11th in a First Nations community to share skilled trade data with the Indigenous peoples in attendance.

2026-2027 Activities. SLWDB will endeavor to:

- Share skilled trade data to highlight the demand in two community presentations.

- Continue to promote the work of the SWAN by serving as Secretary/Treasurer for another term. Lead the planning of the 2025/2026 SWAN's Employer Awards Gala.
- Promote the trades to under-represented groups/those working with these populations. such as women and newcomers to Canada in two community presentations.

2027-2029 Activities. SLWDB will endeavor to:

- Consult annually with a minimum of 10 employers/unions in the skilled trades.
- Continue to participate and support the action plan of the Sarnia Lambton Industrial Alliance (SLIA). A network of local employers and organizations that predominantly work in skilled trade dominated businesses.

Priority 3: Rural Workforce

In 2024 SLWDB explored the current and future workforce needs of the agriculture-based workforce. Through this work, key challenges and action-based solutions were identified. Some of the issues outlined by key stakeholders were the difficulty filling labor-intensive positions, the lack of farm-based experience of candidates, and concerns for workforce numbers in the future. According to recent job demand data from the Work in Sarnia Lambton (WISL) job demand report the number of job postings in the agriculture sector increased 163% over the past year. This coincides with the increase in the number of agriculture-based businesses in Lambton County (an increase of 17% since 2016). Interestingly the same data reports a 5% decrease in those working in natural resources, agriculture and related production. This suggests employers in the agriculture sector may continue to experience challenges recruiting and training local workforce.

2025-2026 Activities. SLWDB:

- Attended the All Candidates meeting on April 9th in Wyoming to learn more about the challenges facing rural communities.
- Participated in a farm tour on April 23rd touring five agriculture-based businesses and hearing firsthand the challenges facing rural employers.
- Attended an agriculture career and business expo on June 25th to share labor market data specific to agriculture.
- Helped plan and execute a farm safety day which provided hands-on training to those working/interested in working in agriculture.
- Presented labour market data at two annual events "Agriculture in the Classroom." A one-day event designed to showcase careers in agriculture, on September 9th and October 10th.
- Attended a rural job fair to showcase labour market data specific to agriculture on February 18th.
- Conducted three community presentations to share data and insights on the rural workforce.
- Accepted the position of vice chair of the Lambton Farm Safety Board (LFS). A volunteer-run board that promotes the safety and development of the local agriculture workforce through community initiatives and training.
- Shared data on the agricultural workforce in five job demand reports specifically on the agriculture sector with local Colleges and economic development for program planning purposes.

2025-2026 Activities. SLWDB will endeavor to:

- Share and present data to the agriculture community through ongoing work with LFS and two community presentations.
- Focus consultations in the rural areas of the county with 10 employers to better understand their training needs and how to access employment support in the community.

- Maintain partnership with Lambton Federation of Agriculture to share relevant data and stay informed of agriculture specific challenges.
- Maintain partnership with economic development partners in the rural municipalities of Warwick and Lambton Shores, where the majority of agricultural businesses are based.
- Support a rural community survey planned for August 2026 which aims to survey farmers in Lambton County to understand their supports needs related to positive well-being.

2026-2029 Activities. SLWDB will endeavor to:

- Connect with local post-secondary institutions and training providers to rural employers and organizations that represent the agriculture community to support an alignment of employer needs and programming.

Priority 4: Upskilling

Over the past 13 years SLWDB has surveyed local employers to identify the challenges surrounding recruitment. Consistently, one of the top gaps identified in the recruitment process is the lack of technical skills of candidates. Over the past year, employers have become increasingly aware of the importance of technical skills. This year SLWDB completed a project exploring the landscape of artificial intelligence (AI) in Sarnia Lambton. This project involved consultations with employers to understand the use of AI, the challenges with the uptake of AI, and how it will shift the workforce in Lambton County. The main themes, highlighted in a report being released in March 2026, included a recognition of the importance of AI but also a general hesitation to adopt AI based on the fear and uncertainty created by AI. The need to ensure the workforce and employers are ready to adopt AI is paramount. In 2024, the Government of Canada committed to providing 2.4B in AI development. Highlighting the focus being placed on developing AI tools to support businesses. Thus, job seekers must be prepared to adopt AI and have the skills necessary to support businesses adopting AI.

2025-2026 Activities. SLWDB:

- Conducted research to identify the landscape of AI in Sarnia Lambton. The summary report will be released in March 2026 and can serve as a guide to the challenges of AI adoption and how to support employers to address these challenges.
- Participated in AI ethics training on April 15th to learn more about the policies needed to govern AI use.
- Participated in AI tools training on Feb 17th to learn more about the tools shaping how work is done.
- Attended a literacy planning roundtable on July 15th in Vaughn to discuss how to upskill job seekers to meet the demand for technical skills.
- Helped to plan and attended a student job fair February 20th to share labour market information on the technical skills required in the workforce of today and the future.
- Led a monthly meeting of leaders in employment services. These meetings served as an opportunity to hear about programs and services that support a diverse range of community members.
- Surpassed our target of two presentations and delivered three labour market community presentations on May 22nd , July 8th , and November 27th . These presentations allowed SLWDB the opportunity to share the latest workforce data including job demand and the skills most often requested by employers.

2026-2027 Activities. SLWDB will endeavor to:

- Complete research on AI and support the adoption of AI by local employers.
- Share labour force data, specifically related to the skills needed by the current and future workforce, in two community presentations.
- Plan and attend one job fair geared towards students to share relevant labour market data related to upskilling.
- Continue to share relevant labour market data with the literacy planning network (Get SET) to ensure literacy planning is based on current and future skills needed.

2027-2029 Activities. SLWDB will endeavor to:

- Share the results of SLWDB's previous work on AI with key stakeholders and collect feedback on next steps.
- Continue to work with the WREN to identify training opportunities and resources to support building the workforce in the most in-demand skills.



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