



**City of Kingston
Information Report to Council
Report Number 21-075**

To: Mayor and Members of Council
From: Lanie Hurdle, Chief Administrative Officer
Resource Staff: Paige Agnew, Commissioner, Community Services
Craig Desjardins, Director, Strategy, Innovation & Partnerships
Ruth Noordegraaf, Director, Housing and Social Services
Date of Meeting: April 20, 2021
Subject: 2021 Update on Population, Housing and Labour Force

Council Strategic Plan Alignment:

Theme: 2. Increase housing affordability

Goal: 2.2 Build a significant number of new residential units with a range of affordability.

Executive Summary:

The purpose of this report is to provide Council with an update on some of the data presented to Council in March of 2020 in [Report Number 20-065](#). This report provides updated data from the Canada Mortgage and Housing Corporation on the annual vacancy rates. In addition it provides some updates on housing development, population and labour force information. This report meets one of the recommendations in the Mayor's Task Force on Housing report: "Regular reports should be made to Council on the projected vacancy rate for different primary rental housing sectors, along with household growth and the development pipeline, to inform action by Council and community stakeholders. City staff should report data to Council at least annually on housing starts, affordable housing and other indicators, for accountability and to help stay on course towards housing goals and identify emerging gaps."

Recommendation:

This report is for information only.

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Authorizing Signatures:

ORIGINAL SIGNED BY CHIEF
ADMINISTRATIVE OFFICER

**Lanie Hurdle, Chief
Administrative Officer**

Consultation with the following Members of the Corporate Management Team:

Paige Agnew, Commissioner, Community Services

Peter Huigenbos, Commissioner, Business, Environment & Projects

Brad Joyce, Commissioner, Corporate Services

Jim Keech, President & CEO, Utilities Kingston

Not required

Desirée Kennedy, Chief Financial Officer & City Treasurer

Sheila Kidd, Commissioner, Transportation & Public Works

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Options/Discussion:**Background**

In March of 2020, staff presented Council with a detailed report on population, housing and employment using data from Statistics Canada, Canada Mortgage and Housing Corporation, and local data sets from various City departments. This report is intended to provide updates to that data where it is available.

Population

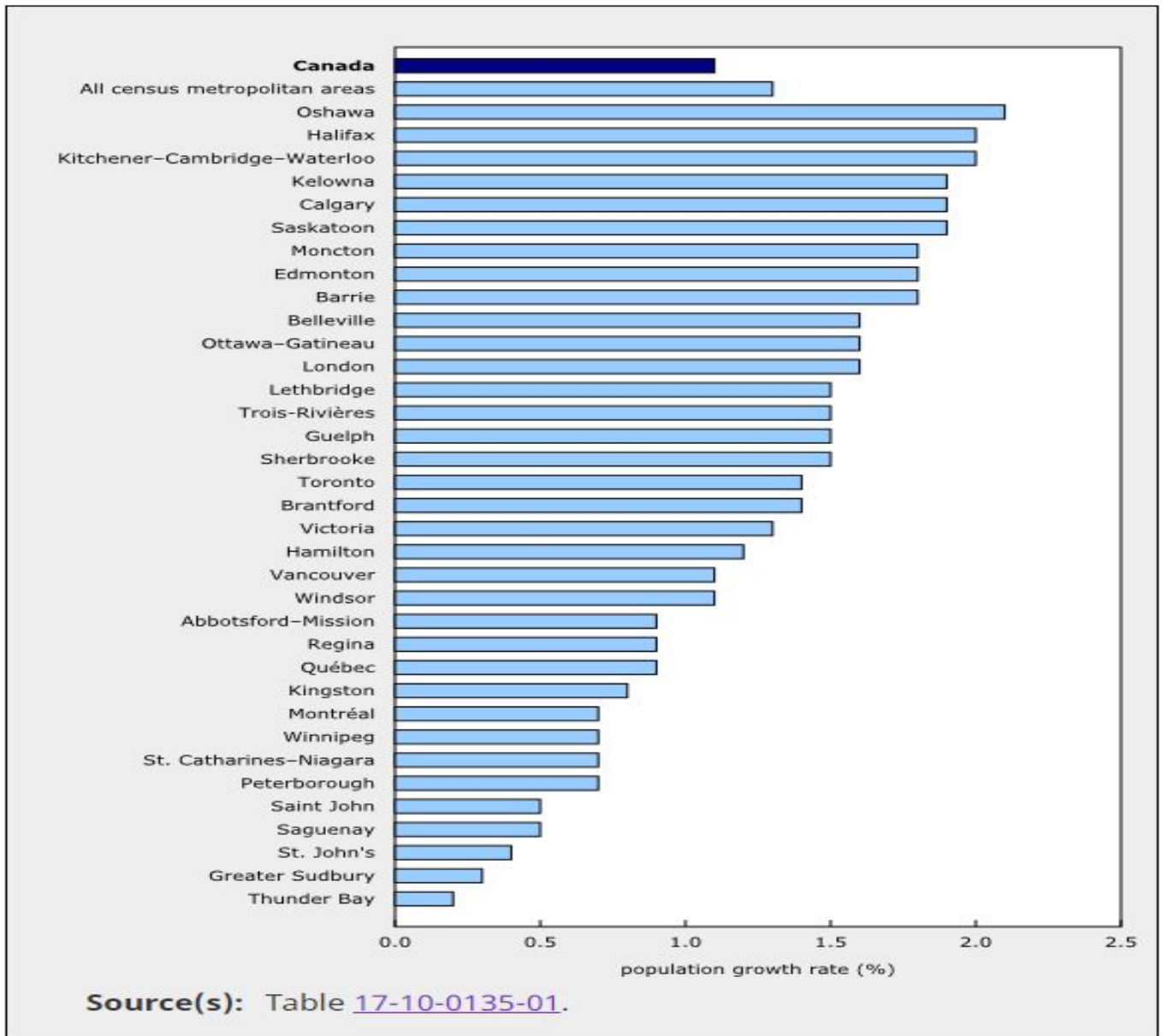
Prior to the pandemic, from 2001-2019, the population of Canada was growing steadily, primarily as a result of immigration. In 2018 and 2019 the growth rate was 1.4% but declined to 1.1% in 2020. This decline can be attributed to a decline in net international migration from approximately 450k per year in 2018/2019 to 337k in 2019/2020. In addition, the natural increase (births/deaths) dropped by approximately 10,000 nationally (which equates closely to the number of COVID-19 deaths during that period). During the period of April-September of 2020, population growth was close to zero (0.1%) nationally.

It is expected that in early 2022, the City will have access to some preliminary data from the 2021 Census. The first release will be population data, although the release date schedule has not been confirmed by Statistics Canada. Statistics Canada does provide population estimates on an annual basis, the most recent being released on January 14, 2021. In most consolidated metropolitan areas (CMA's) across Canada, population growth slowed between July 1, 2019 and July 1, 2020. The long term trend toward urbanization continued with the highest growth in major centres. Figure 1 shows the population growth rate by census metropolitan area between 2019 and 2020. Kingston's growth rate was at 0.8 percent over the year.

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Figure 1: Population Growth Rate – Canadian CMA’s – July 1/19-July 1/20

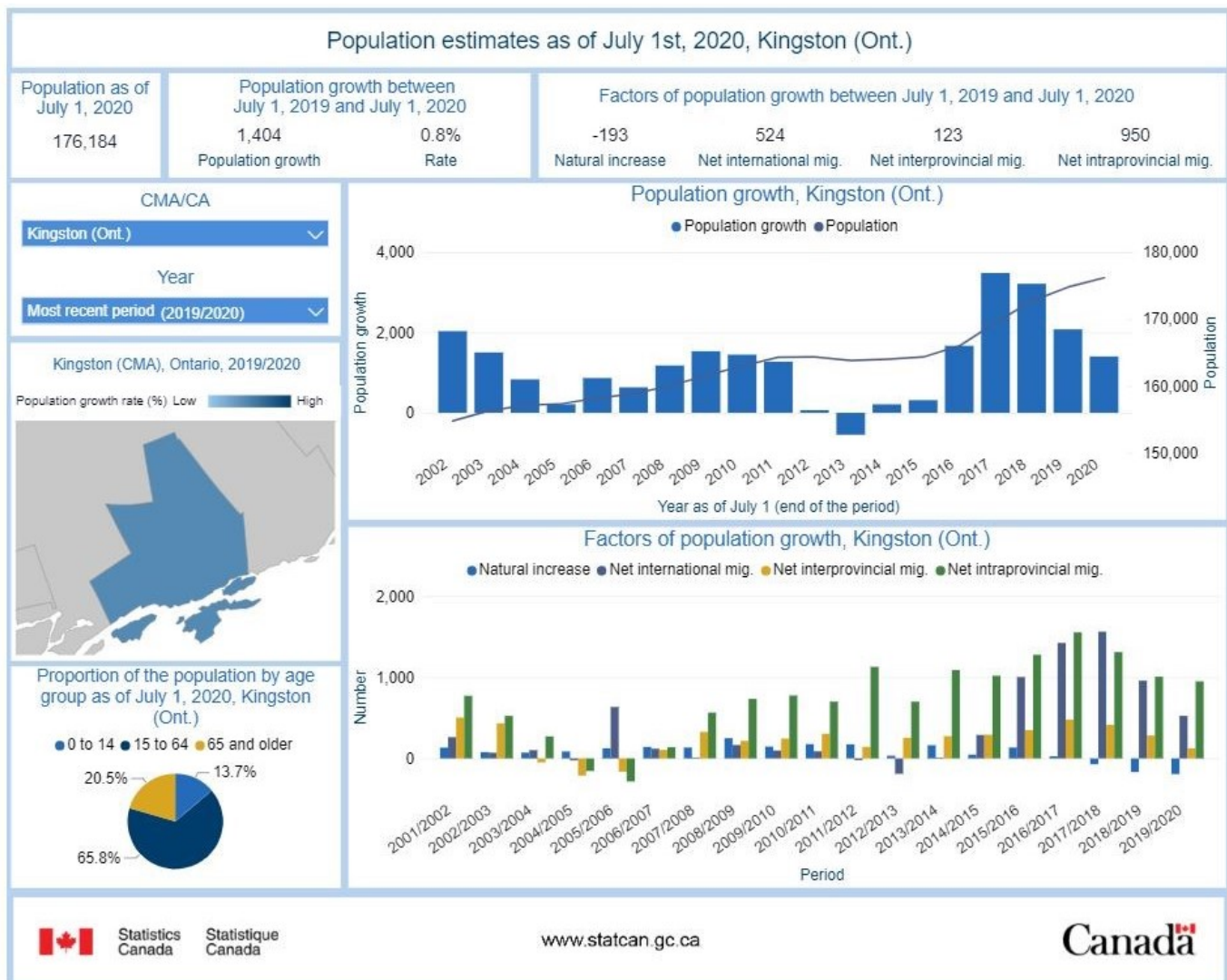


Statistics Canada has recently released an [interactive dashboard](#) to show annual demographic estimates at various population levels. Figure 2 shows a snapshot of the current information for the Kingston CMA. It also shows the patterns over time for overall population growth and the components of population growth: natural increase (births & deaths), net international migration, and net interprovincial (between provinces) and intra-provincial (within Ontario) migration. Over the period from July 2019 to July 2020 the largest shift was in intra-provincial migration with a net increase of 950 people. Of the 1,404 population change over that year, 915 (65%) were between 15-64 years of age considered the “working age” population and therefore potentially part of the labour force.

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Figure 2: Population estimates as of July 1, 2020 Kingston CMA

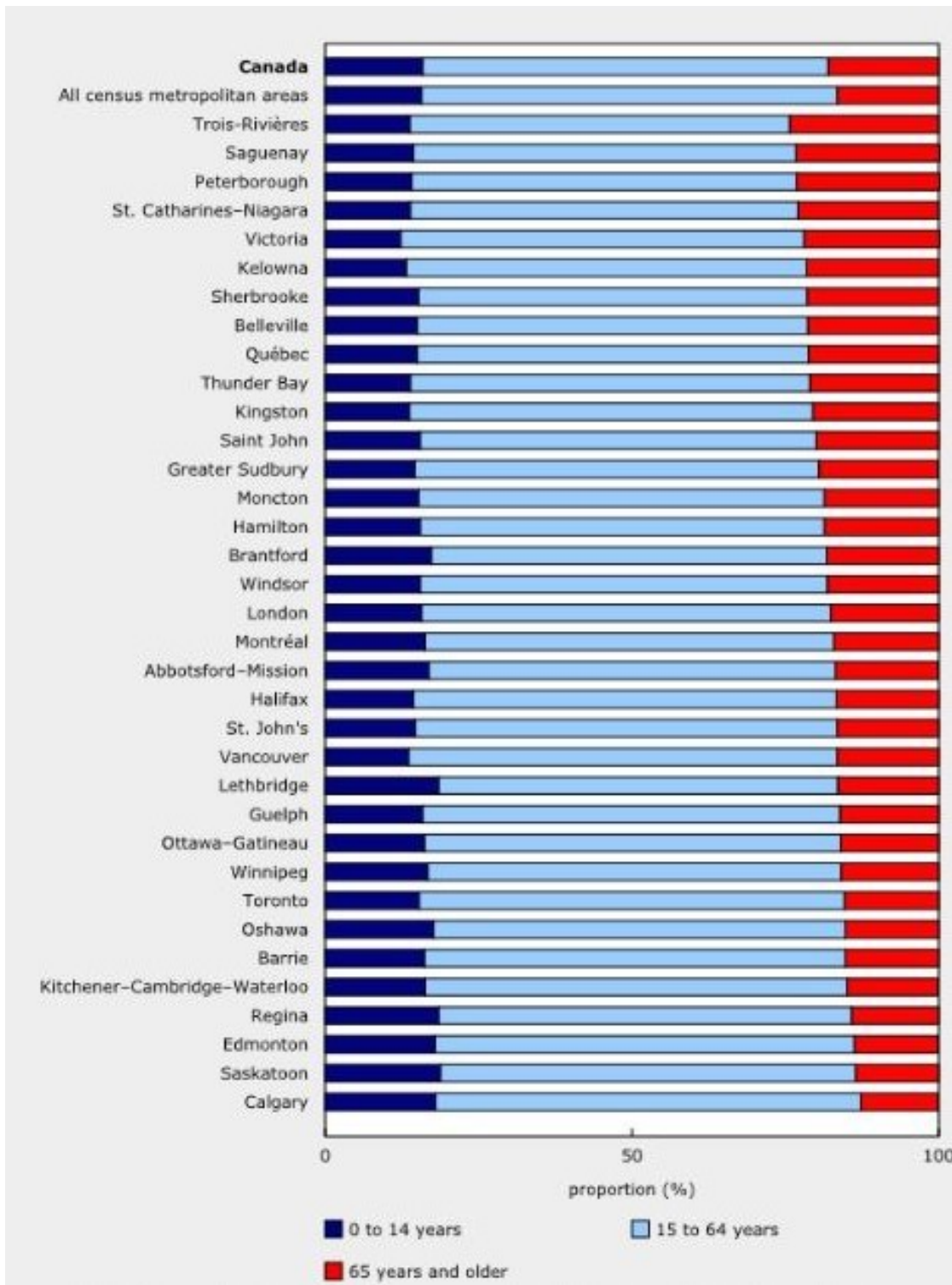


Another important aspect of population growth is to compare the distribution of the population across various age groups. Figure 3 shows this distribution based on the population estimates for July 1, 2020 for CMA's across Canada. It is estimated that 13.7% of the Kingston CMA population is between the ages of 0 to 14; 65.8% between 15 and 64 and 20.5% 65 or older. This places Kingston 11th among CMA's for this senior age cohort. This aging demographic is an important consideration in planning for all aspects of our community including housing, recreation, community and health services.

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Figure 3: Distribution of Population by Age Group – CMA’s – July 1, 2020



As mentioned in [Report Number 20-065](#), there is a significant “service” population that is not captured in the traditional estimates or census counts. Service population includes all persons who are not permanent residents, such as seasonal workers, cottagers, military personnel temporarily posted, and post-secondary students that could potentially put pressure on City

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services, as well as the housing market. The post-pandemic environment may result in a different service population as more people may choose to continue to work and study remotely.

Rental Market

Some of the information within this report has been sourced from the [CMHC Rental Market Report 2020](#) released January 2021, which summarizes data collected for the year of 2020. CMHC identifies that the rental market in Kingston is divided into two categories: the primary rental market and the secondary rental market. The primary rental market includes those structures with three or more rental units. The secondary rental market includes those structures with less than three rental units, condominiums and subsidized housing. Vacancy rate data presented in the 2020 Rental Market Report focuses solely on the primary rental market.

Vacancy Rates

In the CMHC release of the 2020 Rental Market Report, it is noted that “2020 was a year like no other”. The vacancy rate across Canada in CMA’s rose to 3.2% from 2% in 2019. Rental rates also increased with rent for a two-bedroom apartment rising from \$1,113 in 2019 to \$1,165 in 2020. Vacancy rates are generally lower for the most affordable units due to higher competition. These units tend to be smaller (bachelor and one bedroom units).

There are other national trends worthy of mention. Rent arrears increased nationally as a result of the negative impact of the pandemic on renter households and the rental market in Canada. Among all of Canada’s CMA’s, 6.1% of rental units were in arrears, primarily for units with lower rents. Data on rent arrears for smaller CMA’s like Kingston are suppressed and not published. The turnover rates for units also decreased nationally from 17.3% in 2019 to 14% in 2020. No CMA’s had a significant increase in their turnover rates. The CMA turnover rate in Kingston went from 17.4% in 2019 to 18.2% in 2020 which is not a statistically significant increase. This pattern likely reflects a reluctance of households to search for alternate accommodation and relocate during the pandemic.

The rental vacancy rate in Kingston CMA is now 3.2% and for the first time since 2007 has passed the 3% threshold. The vacancy rate in Kingston now mirrors the provincial vacancy rate also at 3.2%. While this change is in line with other municipalities in Ontario it is difficult to determine if this change can be associated with the pandemic.

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Figure 4: Overall 10 Year Vacancy Rate in Kingston CMA, 2010 to 2020



The following chart shows the vacancy rates in the four zones within the Kingston CMA as defined by CMHC. In Zone 1 – Downtown, the vacancy rate increased by more than three percentage points to 5.4%, the highest level in the past decade. CMHC marks the reliability of a data set on a 5 point scale: (a) excellent (b) very good (c) good (d) fair (**) poor/not published. The chart below includes the reliability codes for 2020 and zone 1, where there was the biggest change, is noted as (d) for fair. Only zone 1 and 4 have statistically significant changes while the vacancy rates in Zone 2 - Southwestern Kingston and Zone 3 – Northern Kingston were not statistically significant.

Figure 5: Kingston CMA Vacancy Rate by Zone

Zones	2013	2014	2015	2016	2017	2018	2019	2020	Reliability Code
Zone 1 - Downtown	2.3	1.8	2.7	2.2	0.5	0.6	2.3	5.4	(d)
Zone 2 – Calvin/ Polson Park and Portsmouth	1.9	1.7	1.4	2.1	0.7	0.5	2.3	2.9	(b)
Zone 3 - Rideau Heights, Marker's Acres, Strathcona	3.2	2.0	2.9	1.8	1.0	0.4	1.7	1.8	(b)
Zone 4 - Remainder of CMA	1.4	2.4	5.1	5.2	1.0	0.8	6.9	2.2	(a)
Kingston CMA	2.3	1.9	2.8	2.6	0.7	0.6	1.9	3.2	(b)

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Post Secondary Students

CMHC identified in their report that the impact from students on rental demand could not be accurately assessed this year. It was unclear how many students returned to Kingston for the 2020 fall semester. However, according to industry contacts, most of the leases for second, third and fourth year students were signed before COVID-19 was declared a pandemic. Many did not cancel their leases, as they were planning to return for the 2021 winter term. As a result, those leased units are considered occupied even if they remain empty. CMHC also notes that according to their market intelligence, remote working and studying options have amplified the trend to moving to smaller, less populous communities and neighbourhoods. Zone 1 experienced an increase in supply by 60 units in October 2020 compared to October 2019. Of these, 43 were two-bedroom units. Overall, there was an increase of 200 rental units between October 2019 and 2020 in the Kingston CMA. More data on housing stock is provided later in this report.

Queen's University confirmed CMHC's information that from their understanding many students signed leases for the 2020/21 school year. In the fall of 2020, Queen's conducted a special outreach to students to ensure their current address was updated with the university. The total student population is 26,309 across all programs. They received a good response and noted that 12,870 students listed their current address as being within KFL&A, including the 2,000 students who were living in university residences in fall 2020. While students can live throughout Kingston, the highest proportion of students traditionally live in CMHC Zone 1. Without full details, it is difficult to come to any definitive conclusion on the impact of students not returning to on-campus learning and the degree of other market factors for the Zone 1 vacancy rate, which may be a one-time anomaly.

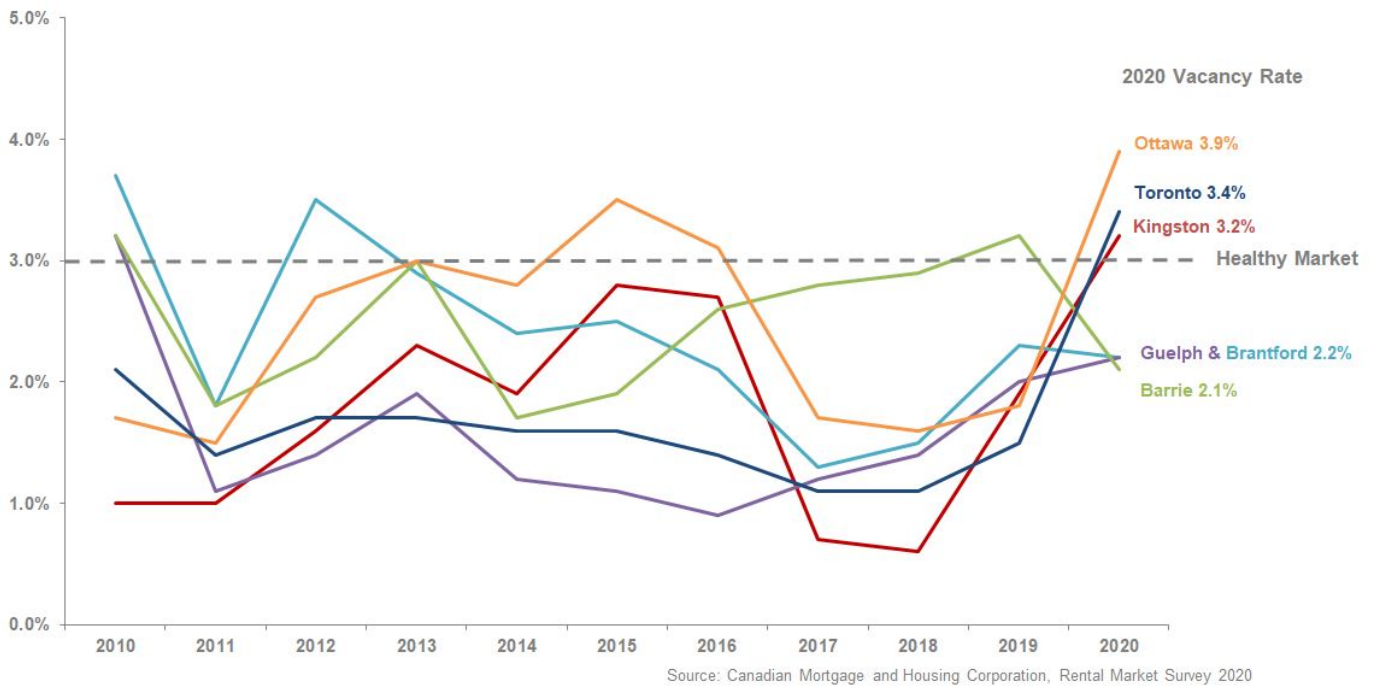
Vacancy Rates over Time

The implications of a vacancy rate can have far-reaching effects, which is why it is important to remember that vacancy rate data is a snapshot of a segment of the primary rental market (three units or more) and does not account for other types of rental units in the market, such as secondary units. There are many elements that contribute to a 'healthy' housing market within a community that need to be considered when reviewing the vacancy rate. The vacancy rate only presents one part of a bigger housing landscape. The following chart illustrates how the vacancy rate trends in Kingston over the past decade compare to other Ontario CMA's.

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Figure 6: Overall 10 Year Vacancy Rate in Selected CMA's 2010-2020



Rental Affordability

CMHC has reported that the estimate of the percentage change in rental rates in the primary rental market in Kingston CMA went up by 3.1% in 2020. This is much lower than last year’s high of 7.9% and below the provincial average of 4.9% and the national average of 3.6%. Figure 7 provides an overview of the average market rents by unit type in the Kingston CMA. Figure 8 shows the percentage of Kingston CMA average rental rate changes compared to other Ontario communities.

Figure 7: Average Rent per Unit Type

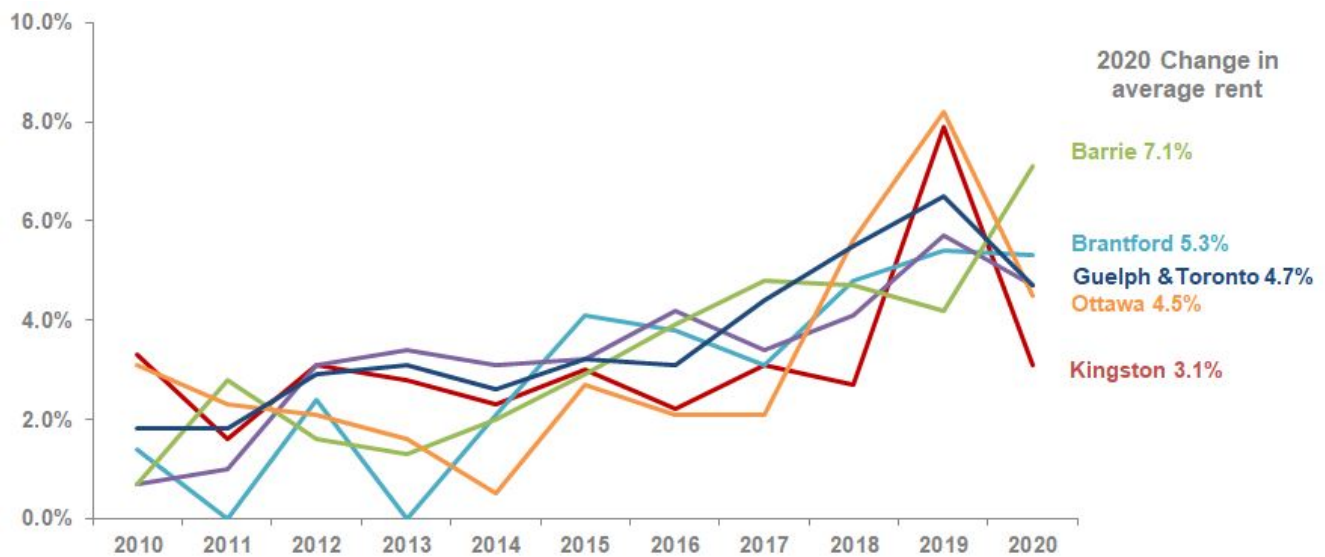
Unit Type	2013	2014	2015	2016	2017	2018	2019	2020
Bachelor	\$676	\$662	\$679	\$694	\$730	\$745	\$814	\$871
One Bedroom	\$859	\$888	\$915	\$941	\$975	\$1,008	\$1,101	\$1,145
Two Bedroom	\$1,053	\$1,069	\$1,095	\$1,118	\$1,157	\$1,200	\$1,289	\$1,327
Three Bedroom +	\$1,417	\$1,360	\$1,406	\$1,710	\$1,715	\$1,998	\$1,805	\$1,830
Average Rent	\$997	\$1,010	\$1,033	\$1,083	\$1,109	\$1,181	\$1,237	\$1,282

Source: CMHC Primary Rental Market Statistics Kingston – CMHC Housing Market Information Portal

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Figure 8: Percentage of Change in Average Rents in Select CMAs, 2010 to 2020



Source: Canadian Mortgage and Housing Corporation, Rental Market Survey

Second Residential Units

The City of Kingston has permitted second residential units in primary structures since 2013 and more recently second residential units are permitted in detached structures (e.g. a standalone detached building). Second residential units provide an alternative housing format that can meet the needs of a variety of households including smaller households, singles, seniors, live-in care givers, amongst others. Second residential units can also provide an income stream for homeowners to offset housing costs making homeownership more attainable for low- to moderate-income households. The development of second residential units also allows for more efficient use of existing residential housing stock in addition to supporting gentle increases in residential density making better use of existing public infrastructure. In 2020, building permits were issued for 117 second residential units, up from 57 in 2019. Second residential units are a component of the City’s multi-faceted approach to create new housing supply to meet the diverse needs of the community and are part of the housing strategy outlined in the 10-Year Housing and Homelessness Plan. At 174 new second residential units going to construction since 2019, the City has already exceeded the Council priority of 120 new units within the four-year term of Council.

Short Term Rentals

The City of Kingston adopted a by-law to regulate short term rentals on December 16, 2020 as part of [Report Number AP-20-033](#). The by-law does not come into effect until June of 2021. The introduction of short-term rentals into the housing market is relatively recent therefore historical trends are limited. However, over the last 3 years, there has been a considerable increase in the number of dwellings being rented on a short-term basis. These short-term rentals have not been accounted for in the addition of new dwelling unit data within this report; however, a greater number of short-term rentals could potentially push the vacancy rates lower by reducing the number of long-term units available. In Ontario, home-sharing is one of the fastest growing

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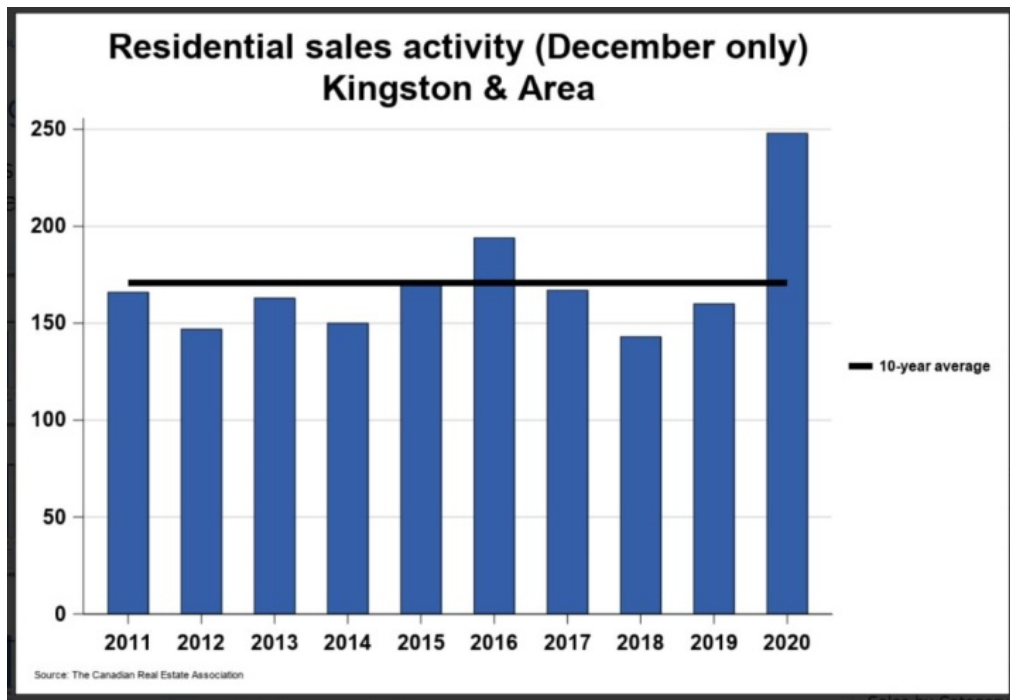
sectors and this growth globally has been driven by consumers looking for greater choices, flexibility and lower costs, and hosts looking for the opportunity to earn extra income.

Short-term rentals can have an influence on vacancy rates as they present an alternate use for unoccupied rental units, which could contribute to rent increases, and inadvertently reduce the number of units available for sale impacting the number of active listings. By regulating short-term rentals, more units would be available for long-term renters moderating the effects that short-term rentals can impose. The short-term rental regulations in the new by-law will be monitored over the next year to determine if additional provisions are needed for stronger regulations to prevent further erosion to the long-term housing market supply.

Ownership Market

According to the Kingston and Area Real Estate Association, the number of homes sold in 2020 was 4,118 which were up 9% over the previous year. Sales surpassed the previous record which was set in 2017. Strong demand combined with a lower number of listings drove the average price of homes over the year to \$463,993 which was 17.4% higher than 2019. The number of active listings was down to 301 units at the end of December which was 49.6% lower than December 2019 and was the lowest in more than three decades. The following three graphs show the ten year trends in residential sales activity and active listings for December of each year, and annual average price.

Figure 9: Residential Sales Activity – 2011-2020 – Month of December



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Figure 10: Residential Active Listings 2011-2020 – Month of December

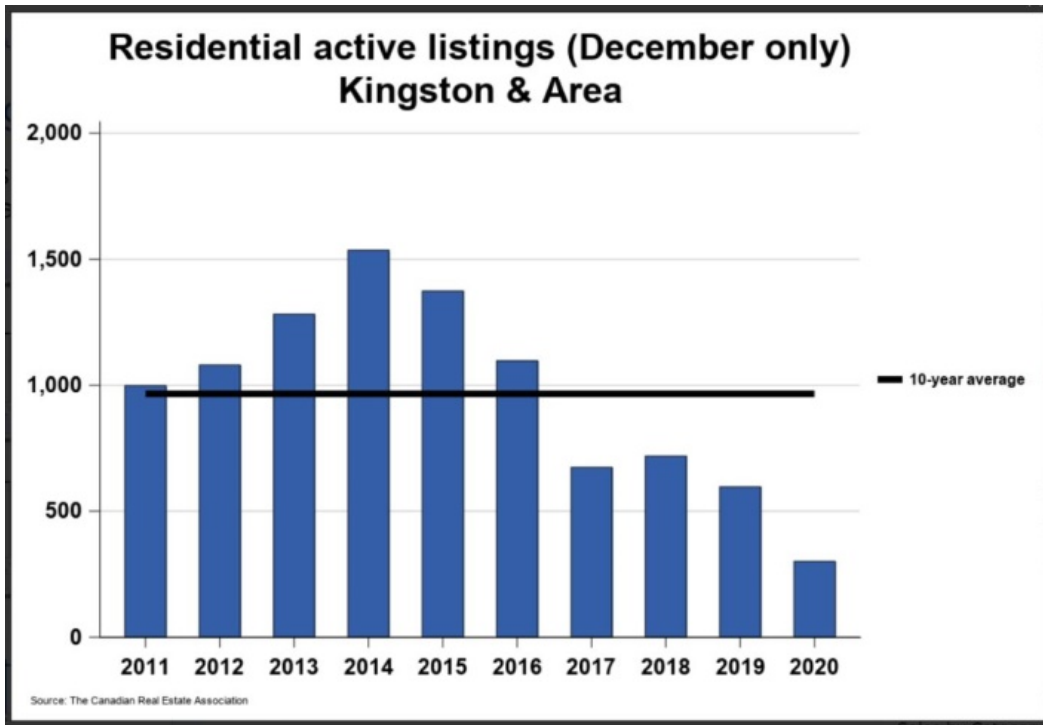
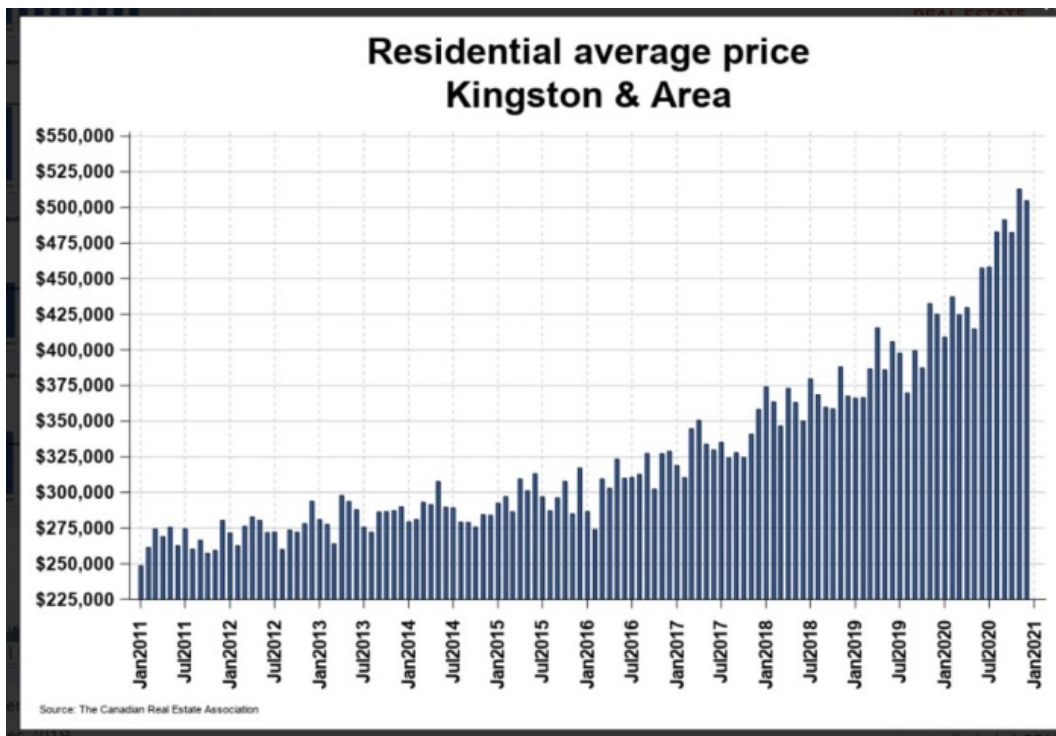


Figure 11: Residential Average Price – Annual



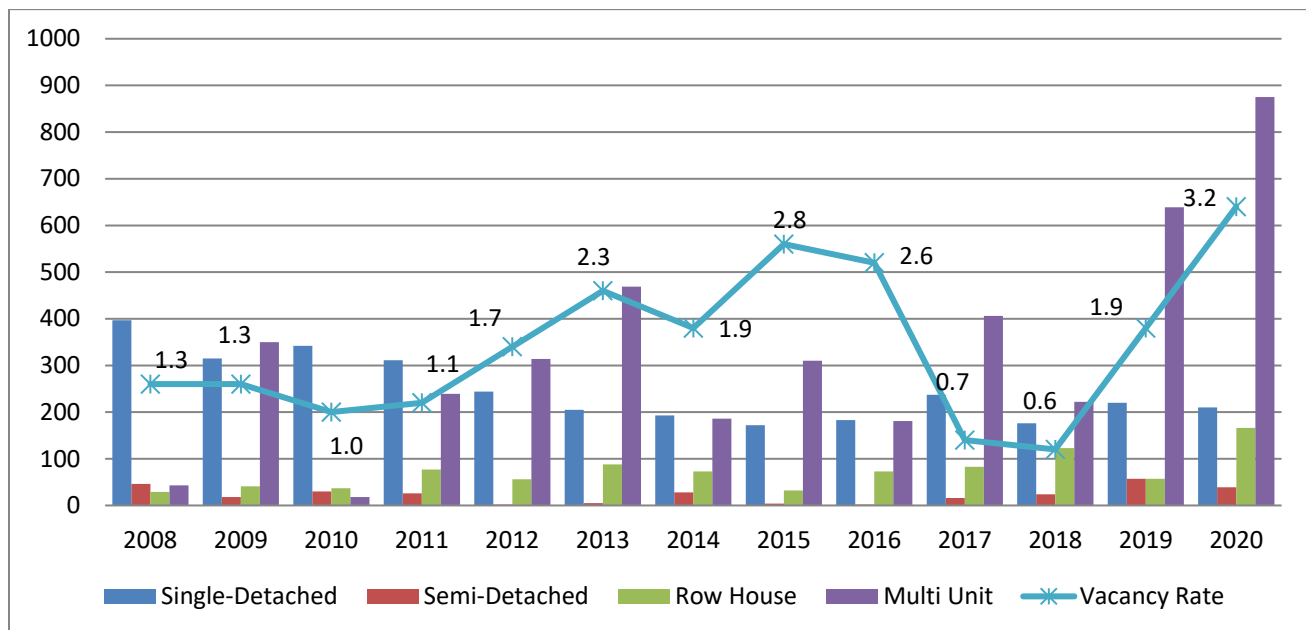
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Housing Supply

In 2020, building permits were issued for 1,290 new residential units of which multiple unit dwellings represented approximately 68% (875 units). Over the past ten years, on average, the City has issued building permits for 702 units annually. The average annual supply of multiple unit dwellings over the past decade has increased to 384 units per year from the 298 units noted in [Report Number 20-065](#). This is largely due to the increase of multi residential units being issued in 2020. Figure 12 illustrates the annual volume of building permits for new dwelling units by type issued since 2008 along with the vacancy rate. As residential units were considered essential construction there was no impact to these types of built form with the restrictions imposed through the Provincial Orders.

Figure 12: Annual Residential Unit Building Permit Activity & Primary Rental Market Vacancy Rate

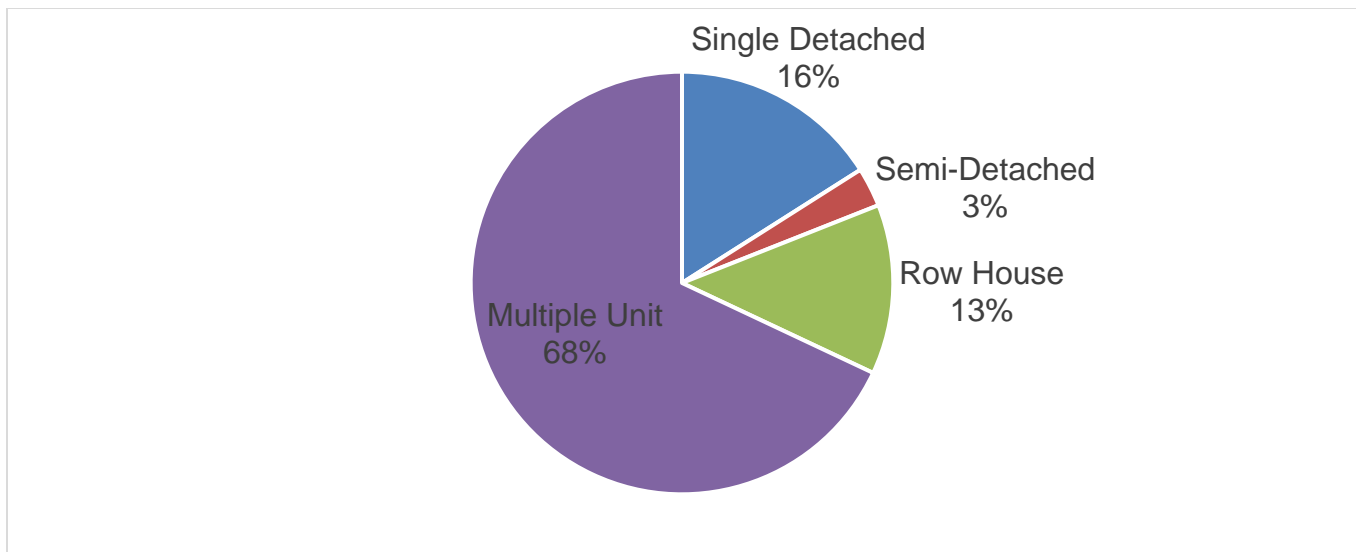


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Figure 13 illustrates the proportional split by dwelling type for building permits issued within the City of Kingston in 2020.

Figure 13: Building Permits issued by Dwelling Type (2020)



Staff undertakes a regular review of the supply of new housing proposed through the development approvals process. This review identifies the amount of housing that may eventually be added to the housing market and considers the status of approvals made under the *Planning Act*. Considered in this review are “committed” units (those that are tied to either: a registered plan of subdivision, a draft approved plan of subdivision, an approved site plan application, or a site plan application under review with approved zoning) and “pending units” (those that are tied to either: a plan of subdivision that has yet to receive draft approval, a zoning by-law amendment that has also yet to receive approval, or those recognized as part of a secondary plan). These factors help to identify the length of time it would take for all new housing to be absorbed in Kingston CMA, by examining the demand and supply of available new housing.

Figure 14 below identifies *Planning Act* applications proposing residential units received as of December 31, 2020. There are a total of 4,243 ‘committed’ units and 5,596 pending units. These applications could result in 9,839 new residential units being added to the Kingston market over time.

Figure 14: Total ‘Committed’ and ‘Pending’ Units

December 31, 2020	Multi-residential	Single Family, Semi-detached, Townhouse	Total
Pending	5,080	516	5,596
Committed	2,621	1,622	4,243
Total	7,701	2,138	9,839

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Figure 15 illustrates building permit issuance and occupancy permit issuance for dwelling units by year which demonstrates that residential unit occupancies are leveling out with permit issuance in previous years. This data is consistent with the two (2) to three (3) year lag time for residential units to be introduced into the rental market from commencement of construction to the receipt of final building occupancy.

Figure 15: Annual Building Permit Issuance and Occupancy (2008-2020)

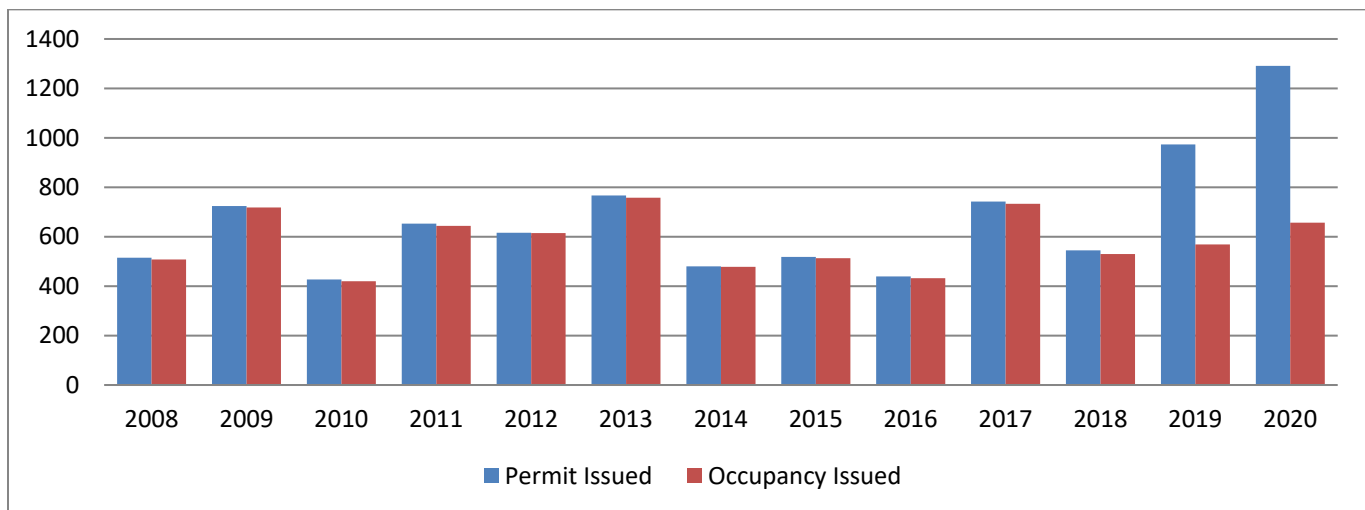


Figure 16 summarizes the status of larger multiple dwelling units that have applied for building permits, of which 1,224 units are currently under construction, and an additional 681 units are currently in review with permit issuance anticipated in 2021.

Figure 16: Pending Multiple Dwelling Unit Occupancy Permits

Address	Number of Units	Application date	Permit Issued	Units Unoccupied
333 University Avenue	204	04/11/2016	10/04/2019	204
652 Princess Street	325	01/09/2019	10/17/2019	325
495 Princess Street	195	4/22/2016	04/03/2020	195
62 Baiden Street	6	10/28/2019	08/31/2020	6
21 McDonald Street	6	10/28/2019	08/31/2020	6
27 Wright Crescent	40	12/20/2019	06/05/2020	40
168 Division Street	35	12/20/2019	07/22/2020	35
847 Development Drive	169	12/23/2019	08/12/2020	169
58 Elm Street	8	2/24/2020	07/20/2020	8
233 Colborne Street	16	2/22/2020	07/20/2020	16
1080 Terra Verde Way	39	2/26/2020	10/26/2020	39
152 Albert Street	176	7/7/2020	10/26/2020	176
16 Grange Street	5	5/7/2020	12/04/2020	5
809 Development Drive	18	4/27/2020	02/12/2021	18

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Address	Number of Units	Application date	Permit Issued	Units Unoccupied
575 Princess Street	344	8/28/2020	Pending	344
11 Wright Crescent	129	9/23/2020	Pending	129
14 Garrett Street	18	10/6/2020	03/24/2021	18
1060 Old Mill Road	172	11/6/2020	01/14/2021	172

Exhibit A summarizes the status of larger multiple unit developments that are currently pending *Planning Act* approvals and those that have received zoning approval (i.e., committed), but no building permits issued yet.

Applications at the Local Planning Appeal Tribunal

Appeals to the Local Planning Appeal Tribunal (LPAT), formerly the Ontario Municipal Board (OMB), have had an impact on the completion of some of the proposed housing projects, thereby affecting housing supply. Figure 17 below highlights multiple unit development projects that are currently subject to an appeal to the Tribunal. As summarized below, there are two larger scale development projects, proposing 569 dwelling units, currently associated with LPAT appeals.

It should also be noted that the Official Plan and zoning by-law amendments for the Williamsville Main Street Study Update have been appealed to the LPAT, thereby restricting the approval of any new applications in the corridor until the appeal is resolved.

Figure 17: Applications at the Local Planning Appeal Tribunal, 2020

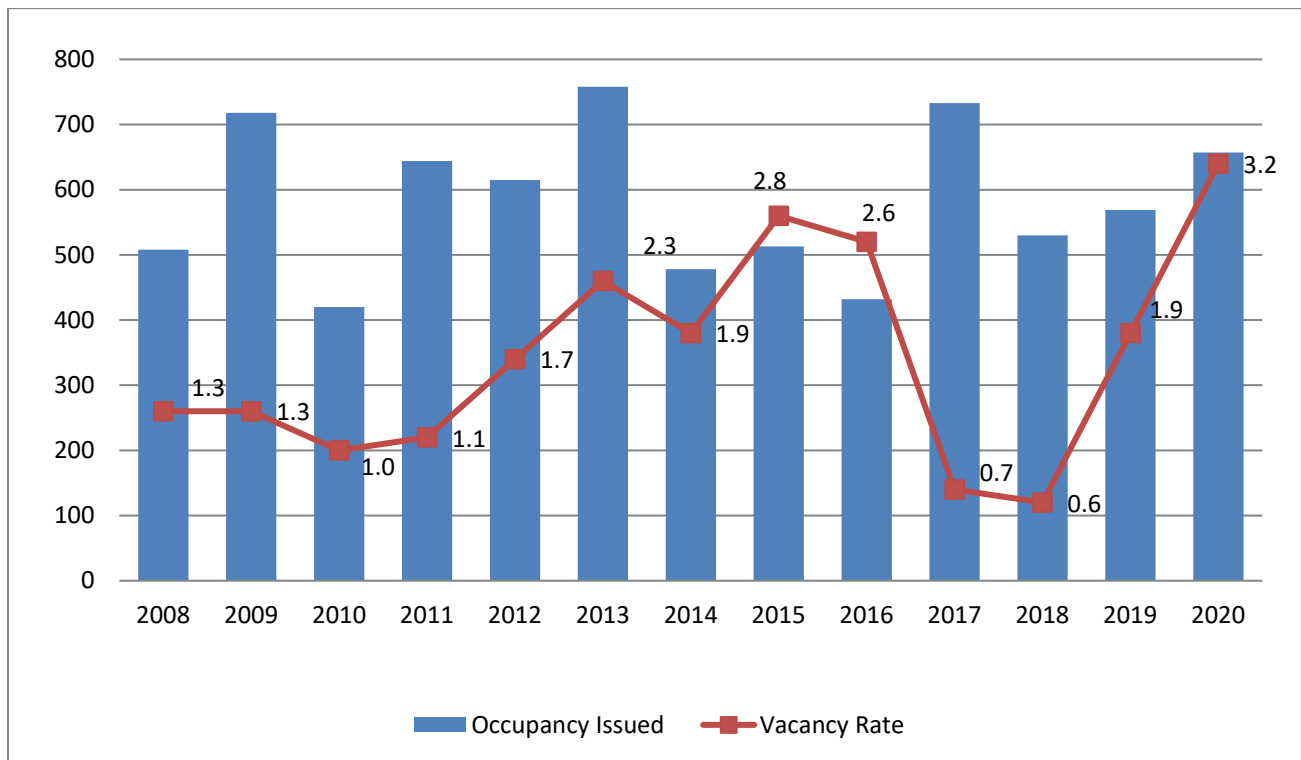
Project Address	Status	Units Proposed
51-57 Queen Street, 18 Queen Street & 282 Ontario Street	Hearing March 2021	400
223 Princess Street	Approved Settlement – Council April 6, 2021	169

The City sees on average 384 new multiple unit dwellings added to the market annually. The number of pending dwelling units and those that are subject to hearings before the Tribunal represents a significant future supply of this form of housing.

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Figure 18: Completed Units (City of Kingston) and Vacancy Rates (Kingston CMA), 2008-2020



10-Year Municipal Housing and Homelessness Plan

In Ontario, housing program Service Managers are responsible for identifying housing needs in the community and the development of housing and homelessness plans to address the identified needs. The City of Kingston’s housing and social services department is the Service Manager for housing and homelessness programs in the City of Kingston and County of Frontenac. In 2011, a Municipal Housing Strategy was developed and further updated in 2013 with the addition of a homelessness component under the 10-Year Housing and Homelessness Plan for the City of Kingston and County of Frontenac. The 2013 update included a focus on homelessness services and provided direction to pursue a Housing First approach which focusses on providing permanent housing solutions and support services to chronically homeless households.

Since the implementation of the 10-Year Housing and Homelessness Plan in 2013 an appreciable level of success has been achieved which includes over 450 households, or approximately 600 individuals, being housed through the realigned homelessness programs and a continued downward trend in average annual shelter utilization. It is expected the implementation of the updated 10-Year Housing and Homelessness Plan will result in continued housing stability and improved outcomes for members of the community experiencing homelessness.

In 2019, the 10-Year Housing and Homelessness Plan was subject to a legislated five-year review and update process. The updated plan identified a need for homelessness services and supportive housing to service the community’s highest acuity (i.e. high-needs) individuals. In

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response to the identified gaps, actions taken in 2020 included the commencement of a homelessness services system review process, the acquisition of two former congregate living facilities which are intended to be renovated and repurposed for supportive housing, and the establishment of the Integrated Care Hub which provides an array of services in a low-barrier format. In 2021, staff will continue to work with various housing organizations to create new supportive and affordable housing supply in accordance with directions established within the updated 10-Year Housing and Homelessness Plan.

Mayor's Task Force on Housing

In March 2020, Council endorsed the Mayor's Task Force on Housing final report "A Foundation for the Public Good: Recommendations to Increase Kingston's Housing Supply for All". Council then directed staff to develop an implementation plan. This work was delayed due to the pandemic; although a number of recommendations were advanced that align with Council's strategic priorities to increase housing affordability and availability. On December 15, 2020 Council received and endorsed [Report Number 21-029](#) that provided the implementation plan for the recommendations.

Labour Force

Labour force data is collected monthly by Statistics Canada through the Labour Force Survey (LFS). The Labour Force survey measures labour force participation, employment and unemployment rate. Participation rate measures the total labour force, or those that are working or actively looking for work, relative to the total population 15 years of age and older (working-age population). For those individuals who identify themselves in the survey as 'participating' in the labour force, Statistics Canada then identifies them as either employed (including full-time and part-time work) and unemployed (those that are able and willing to work).

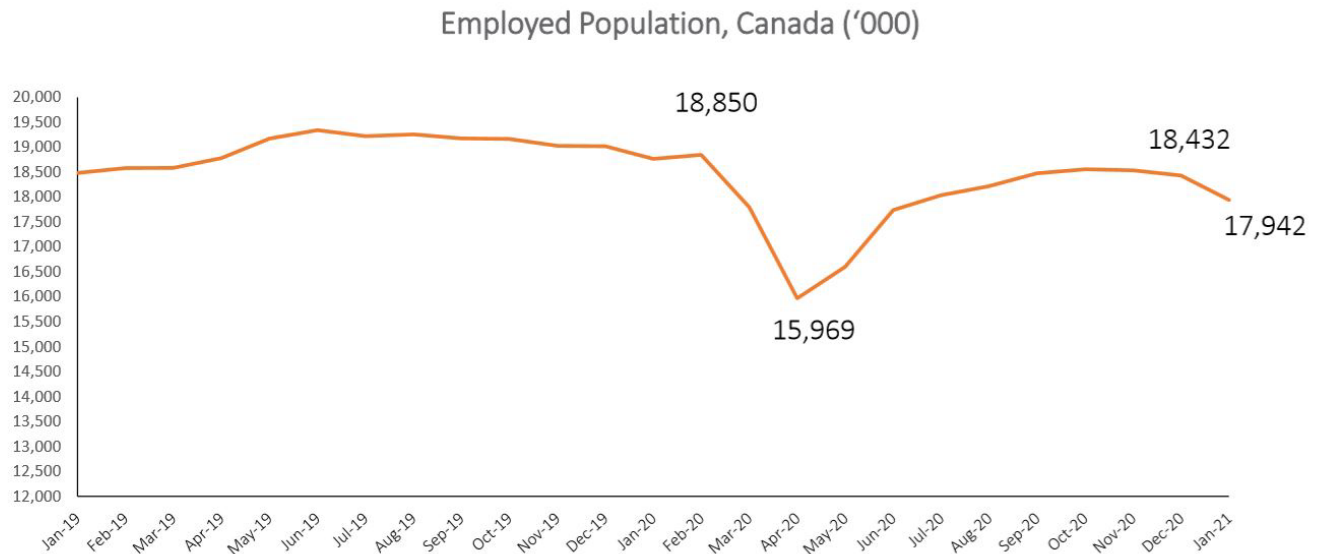
Along with employment, total hours worked across all industries is a core indicator of the state of the labour market. Statistics Canada notes that nationally, at the end of 2020, total hours worked declined for the first time since April of 2020. More Canadians were working from home and reached 28.6% in December having reached a high in April of 41.6%. Compared to December of 2019, part-time employment was down 6.3% and full-time employment decreased by 2.2%.

Not surprisingly, the impact of the pandemic can be seen in labour force data nationally, provincially, and locally. The following chart shows the changes in the employed population in Canada from January of 2019 until January of 2021. The largest drop was in April of 2020. There has been a rebound nationally but still below pre-pandemic levels.

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Figure 19: Employed Population Canada Jan 2019-January 2021



Source: Labour Force Survey Table 14-10-0017-01

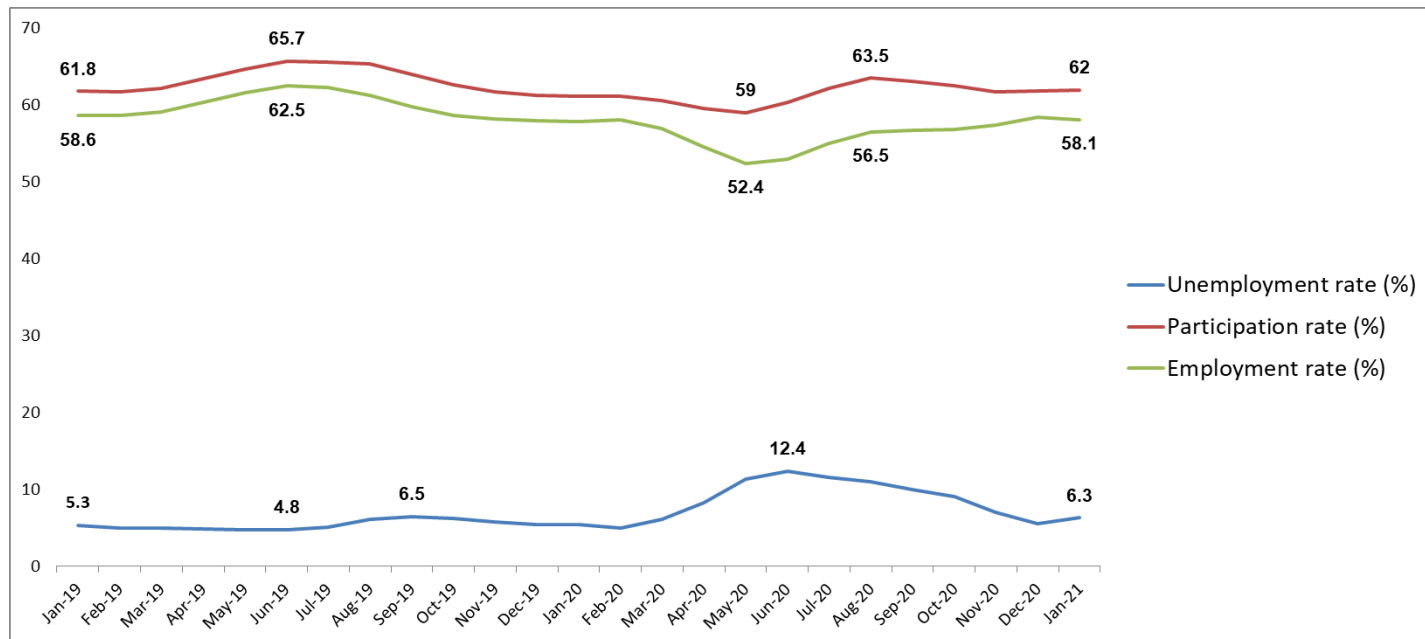
Labour force participation rates and employment rates in Canada were slowest to rebound for those ages 15-24 and those aged 65 and over. The highest industries affected by the pandemic were accommodation and food services. Part-time workers saw the highest drop, down 35.1% in employment during the pandemic (April 2019-April 2020) compared to full time employees that dropped 13.5% during this same period. Workers earning less than \$20/hour saw the largest drop in employment (41.2% for those under \$12/hour, 33.6% for those under \$20/hour) compared to 15.6% for those earning more than \$20/hour.

In the Kingston CMA, the labour force participation rates remained fairly consistent across the two years, rising in the summer month which is a usual pattern. However, the employment rate dropped from a high of 62.5% in June of 2019 down to 52.4% in May 2020 and is now back to the rate of January of 2019. The unemployment rate rose significantly through the spring and summer of 2020 to a high of 12.4% and is still a percent point above where it was in January of 2019.

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Figure 20: Labour Force Data Kingston CMA January 2019-January 2021



Source: Labour Force Survey Table 14-10-0378-01

The following chart shows the percentage changes in the rates in Canada, in Ontario as a whole and within other Ontario communities. As indicated, compared to 2019 in all geographies, participation rates dropped, unemployment rose, and employment rates dropped.

Figure 21: Labour Market Data 2019-2020 Canada, Ontario and Selected Ontario CMA's

Year	Participation rate		Unemployment rate		Employment rate	
	2019	2020	2019	2020	2019	2020
Geography	%	%	%	%	%	%
Canada	65.6	64.1	5.7	9.5	61.9	58
Ontario	64.9	63.6	5.6	9.6	61.2	57.5
Ottawa	69.2	66.1	4.8	7.4	65.8	61.2
Kingston	63.3	61.5	5.4	8.5	59.9	56.3
Peterborough	60.2	53.3	6.2	10.2	56.5	47.8
Oshawa	66.8	66.4	5.5	9.3	63.1	60.2
Toronto	66.7	65.6	6	10.8	62.6	58.6
Hamilton	65.1	63.5	4.4	8.8	62.3	58
Brantford	69.4	66.3	4.3	8.4	66.4	60.7
Guelph	69.7	67.4	4.7	9.2	66.3	61.2
London	59.3	61	5.6	8.8	56.1	55.7
Windsor	61.7	57	6.5	11.7	57.7	50.3
Barrie	70.3	72.3	6	9.5	66.1	65.5

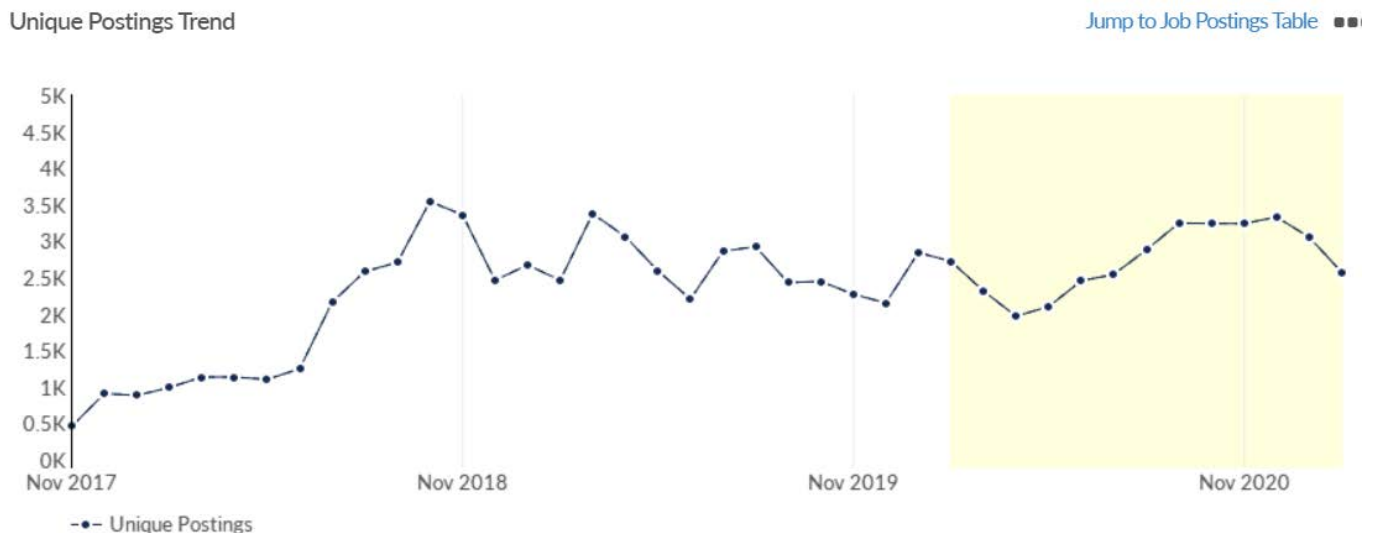
Source: Statistics Canada. Table 14-10-0385-01 Labour force characteristics, annual

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The following chart shows unique monthly job postings (duplicate postings removed) in Kingston and represents the demand for labour in the community. While the demand in individual sectors, types of employment (full-time vs part-time) and skills required change over time (which is absolutely the case during the pandemic), during the pandemic, job postings dipped to 1,968 in April of 2020 and had returned to pre-pandemic levels by September 2020 but not in all sectors (notably Accommodation & Food Services and Arts & Culture).

Figure 22: Kingston Monthly Job Postings 2017 to 2021



Source: EMSI Analyst

Impacts on the Labour Force

The future of work, post pandemic, could have significant implications on housing and access to skilled talent and could include the rise of remote work, urban planning (repurposing commercial properties), e-education trends (student populations), exodus of large corporations from large urban centres, etc. City staff continue to monitor trends and participate in regional working groups tasked with analyzing workforce trends, such as:

- **A slowdown in the growth of international students and people on work visas in the Province** - This has eased pressure on the rental housing market in Kingston despite the increase in rental housing units. The challenge, though if this continues in the medium to longer-term, is that population growth over the past 10 years has been, in part, fueled by students staying and joining the workforce post-graduation.
- **An extreme decline in the tourism sector caused by the pandemic** - Although difficult to measure in Kingston, the decrease in tourism traffic may see a number of Airbnb units that have had to shift back to the rental market. Additionally, travel affords an opportunity to be exposed to the lifestyle of a new community which plays a role in attracting talent to our community.

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- **A dramatic increase in the savings-rate of those not financially impacted by pandemic** - Due to the provincial lockdowns and remote work, local spending on goods and services has decreased. This, in addition to historically low interest rates, may be contributing to the rise in average housing sale prices in Kingston (as people can afford more), as well as the rise of home renovations and appliance sales. Increase in the saving rates will hopefully result in a buying surge, post-vaccine, that will drive economic recovery.
- **Increase in remote work** - People can now think of living further from work (large urban centres -Toronto, Ottawa, Montreal) and more readily afford to purchase a home in small urban and rural areas where housing is more affordable. From a talent recruitment perspective, firms can now include hiring someone from the other side of the country and not require relocation. Municipal governments could be impacted by changes in transit ridership behaviors (less daily work commuting), lower daytime populations in downtown cores (impacting restaurant and retail revenue) and by association, increased commercial vacancies and reduced municipal commercial tax revenue.
- **A big increase in shop-from-home (e-commerce)** - E-commerce during the pandemic has allowed consumers access to goods and services from their laptops (at home). Large e-commerce retailers (Amazon) have seen massive growth in revenue and attracted new demographics to their customer base (seniors). With smaller, local independent firms less likely to have robust e-commerce presences, there is a risk of an increase in business closures (and resulting loss of employment, GDP and tax revenue). This also highlights the economic impact of poor internet connectivity - 18% of Kingston's population lives in rural Kingston where internet is poor at best and some lower income urban areas are not much better.
- **Interest rates at near zero levels** - Declining interest rates over the past 18 months (and likely into the medium term) have assisted people in borrowing more (both for housing and consumer goods). This has driven the demand for housing but has also given the municipality the opportunity to finance capital infrastructure as a lower cost.

Existing Policy/By-Law:

None

Notice Provisions:

None

Accessibility Considerations:

None

Financial Considerations:

None

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Contacts:

Paige Agnew, Commissioner, Community Services, 613-546-4291 x 3252

Ruth Noordegraaf, Director, Housing and Social Services, 613-546-4291 x 4916

Lisa Capener Hunt, Director, Building and Enforcement, 613-546-4291 x 3225

Craig Desjardins, Director, Strategic Initiatives and Partnerships, 613-929-1758

Other City of Kingston Staff Consulted:

Sukriti Agarwal, Manager, Service Standards & Data Management, Planning Services

Mitchell Grange, Manager, Housing and Homelessness, Housing & Social Services

Cheryl Hitchen, Manager, Social Policy & Strategic Community Development, Housing & Social Services

John Henderson, Housing Program Administrator, Housing & Social Services

Laurie Dixon, Data Analysis Coordinator

Exhibits Attached:

Exhibit A – Status of Pending and Committed Multi-Residential Developments

Status of Pending and Committed Multi- Residential Developments

Pending Approvals:

Address	Official Plan / Zoning Approval	Site Plan Application	Site Plan Approval	Permit Issued	Number of Units
411 Wellington Street	Pending	Pending	Pending	Pending	145
2880 Princess Street	Pending	Pending	Pending	Pending	1,180
2 River Street	Pending	Pending	Pending	Pending	1,506
40 Compton Street	Pending	Pending	Pending	Pending	84
223 Princess Street	Pending	December 2019	Pending	Pending	169
1400 Bath Road	Pending	Pending	Pending	Pending	280
525 Princess Street	Pending	Pending	Pending	Pending	272
555 Princess Street	Pending	Pending	Pending	Pending	169
841 Princess Street	Pending	Pending	Pending	Pending	73
999 Purdy's Mill Road	Pending	Pending	Pending	Pending	675
1316-1318 Princess Street	Pending	Pending	Pending	Pending	173
1274 Highway 15	Pending	Pending	Pending	Pending	64
2274 Princess Street	Pending	Pending	Pending	Pending	242
484 Albert Street and 620 Princess Street	Pending	Pending	Pending	Pending	48

Total Pending:

5,080

Exhibit A to Report Number 21-075

Total Committed:

Address	Official Plan / Zoning Approval	Site Plan Application	Site Plan Approval	Permit Issued	Number of Units
1060 Old Mill Road (Phase 2)	July 2014	May 2020	Pending	Pending	172
1163 Centennial Drive [Terra Verde]	March 2015	Pending	Pending	Pending	541
700 Gardiners Road [West Village] – Building 1	April 2018	July 2020	Pending	Pending	158
700 Gardiners Road [West Village] - remainder	April 2018	Pending	Pending	Pending	442
575-611 Princess Street & 510 Frontenac Street	June 2018	July 2016	Pending	Pending	344
780 Division Street	November 2010	September 2016	Pending	Pending	47
70 Barbara Avenue	November 2016	August 2017	Pending	Pending	116
797 King Street West	September 2018	December 2018	June 2019	Pending	12
735 Hwy 15	July 2014	Pending	Pending	Pending	240
1102 King Street West	September 2007	March 2018	Pending	Pending	343
11 Crescent	February 2020	June 2019	Pending	Pending	129
449 Princess Street	April 2020	October 2019	Pending	Pending	31
9 North Street	November 2020	February 2020	Pending	Pending	8
14 Garrett Street	April 2016	July 2020	Pending	Pending	18
179 Sydenham Street	August 2020	September 2020	Pending	Pending	9
47 Wellington Street	February 2020	June 2019	Pending	Pending	11

Total Committed:

2,621