FAR NORTHEAST TRAINING BOARD (FNETB)
your Local Employment Planning Council

COMMISSION DE FORMATION DU NORD-EST (CFNE)
votre Conseil Local de Planification de l'Emploi

EVIDENCE-BASED LABOUR MARKET PLANNING
for Kapuskasing

Ontario

This *project* is funded in part by the Government of Canada and the Government of Ontario.

TABLE OF CONTENTS

BACKGROUND

Ten labour market indicator analysis workshops were held across the region between November 28th, 2016 and January 17, 2017. The purpose of the workshops was to present a limited set of labour market indicators that are deemed important to local labour market planning. During the full-day facilitated workshop participants analyzed the proposed indicators using an established framework. The intention was to help them better understand what they were looking at, how to look at that data, and why. More importantly, participants were provided with an opportunity to discuss the analysis in the context of what they know of their community, and how the data could help inform local planning decisions.

INTRODUCTION

This document provides a summary analysis of those labour market indicators at the community level. It includes labour market demand and supply indicators for Kapuskasing, and in some cases, compares the community's data to the Cochrane District and to Ontario. The goal is to provide a minimum interpretive framework to support and encourage 'evidence-based' or 'evidence-informed' planning of employment and training services, and to help decision makers inform their actions with relevant data.

The following pages present data analysis as well as comments shared by community stakeholders during the labour market indicator workshop that was held in Kapuskasing on December 12th, 2016. During that session, for each of the indicators, stakeholders were asked to discuss whether the data made sense to them based on their knowledge of the challenges, opportunities and implications for the local labour market.

Section 1 of this document provides a summarized analysis of the labour market demand indicators as well as the notes/comments collected from local stakeholders during the workshop.

Section 2 contains the analysis of, and comments on the supply indicators.

Section 3 includes two appendices.
Appendix A: data sources and their limitations
Appendix B: Worksheets to assist you and your team prepare for the upcoming local labour market planning meetings that will be held across the region between February 13th and March 9th, 2017.

Planning Meetings - Schedule	
Feb 13, 2017	**Temiskaming Shores**
Feb 14, 2017	**Kirkland Lake**
Feb 15, 2017	**Iroquois Falls**
Feb 16, 2017	**Cochrane**
Mar 1, 2017	**Chapleau**
Mar 2, 2017	**Timmins**
Mar 6, 2017	**Hearst**
Mar 7, 2017	**Kapuskasing**
Mar 9, 2017	**Moose Factory**

1. NUMBER OF EMPLOYERS

The number of employers, the size of employers and changes in the number and size of employers over time affect employment levels and employment opportunities within a local labour market. Based on Statistics Canada's Business Counts, in June 2016:

- 56.1% of businesses in Kapuskasing were businesses with no employees
- Businesses with 1 to 9 employees represent 66.0% (186 businesses) of the total number of SMEs (1 to 99 employees)
- Large businesses of 100+ employees only make up 1.2% of the total number of businesses in Kapuskasing.

Change in the Number of Businesses:

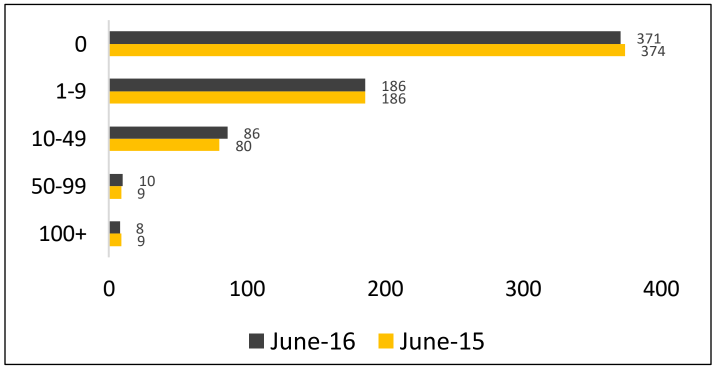
As can be seen in Figure A, Statistics Canada's Business Counts shows little change in the number of businesses between June 2015 and June 2016:

- The number of businesses with no employees decreased by -0.8% or -3 businesses.
- Businesses with 1 to 9 employees had no change, businesses with 10 to 49 employees had an increase of +7.5% or +6 businesses, while those with 50 to 99 employees experienced an increase of +1 business.
- Businesses with 100+ employees had a decrease of -11.1% or -1 business.

TABLE 1: NUMBER OF BUSINESSES BY EMPLOYEE SIZE RANGE KAPUSKASING, JUNE 2016

	#	% of total
0	371	56%
1-9	186	28%
10-49	86	13%
50-99	10	2%
100+	8	1%
	661	

FIGURE A: CHANGE IN THE NUMBER OF BUSINESSES KAPUSKASING, JUNE 2015 TO JUNE 2016



Source: Statistics Canada, Canadian Business Counts

Industrial Composition of Local Businesses:

Table 2 shows that in June 2016:

- Real Estate, Professional, Scientific and Technical Services, Specialty Trade Contractors were the industries with the largest number of employers. However, although there are many businesses in the real estate industry, most are small enterprises with fewer than five employees, and therefore this industry may not represent a large proportion of total employment.
- The industrial distribution of employers in Kapuskasing is close to that of the Cochrane District.
- When comparing the industry distribution to Ontario, we see that the one industry with a significantly smaller proportion of employers in the Professional, Scientific, and Technical Industry.

TABLE 2: TOP 20 INDUSTRIES BY TOTAL NUMBER OF EMPLOYERS, BY EMPLOYEE SIZE RANGE
KAPUSKASING, COCHRANE DISTRICT, ONTARIO, JUNE 2016

NAICS	0	1-4	5-9	10-19	20-49	50-99	100-199	200-499	500+	Total	Kapuskasing %	Cochrane District %	Ontario %
113 – Forestry and Logging	11	4	0	0	1	1	0	0	0	17	2.6	2.8	0.1
236 - Construction of buildings	5	4	0	2	3	0	0	0	0	14	2.1	2.9	2.9
238 - Specialty trade contractors	14	12	4	4	1	0	0	0	0	36	5.4	5.3	5.3
441 - Motor vehicle and parts dealers	2	1	3	3	3	0	0	0	0	12	1.8	1.2	0.6
445 - Food and beverage stores	2	3	0	2	0	0	1	0	0	8	1.2	2.0	1.0
446 – Health & personal care stores	6	0	0	1	1	0	0	0	0	8	1.2	0.8	0.8
448 – Clothing and clothing accessories stores	3	0	4	1	0	0	0	0	0	8	1.2	1.0	0.8
452 – General merchandise stores	1	0	2	3	1	0	1	0	0	8	1.2	0.7	0.3
453 - Miscellaneous store retailers	3	2	3	1	0	0	0	0	0	9	1.4	1.1	0.7
484 - Truck transportation	17	6	3	2	0	0	0	0	0	28	4.2	3.4	3.2
523 - Securities, commodity contracts, and other financial investment and related activities	16	0	0	0	0	0	0	0	0	16	2.4	2.9	3.2
531 - Real estate	86	6	0	1	0	0	0	0	0	93	14.1	15.2	15.5
532 - Rental and leasing services	6	1	2	2	0	0	0	0	0	11	1.7	1.0	0.4
541 - Professional, scientific and technical services	25	8	3	0	1	1	0	0	0	38	5.7	6.8	12.6
551 - Management of companies and enterprises	11	1	0	1	0	0	0	0	0	13	2.0	1.6	2.1
561 - Administrative and support services	8	4	3	1	0	0	0	0	0	16	2.4	2.7	3.6
621 - Ambulatory health care services	12	11	3	3	2	1	0	0	0	32	4.8	5.4	4.9
624 - Social assistance	3	1	0	6	1	1	0	0	0	12	1.8	1.3	0.9
721 - Accommodation services	7	3	1	2	2	0	0	0	0	15	2.3	1.6	0.4

Source: Statistics Canada, Canadian Business Counts

2. EMPLOYMENT BY INDUSTRY

The industrial structure of an area – and, more specifically, shifts in industrial structure, can have significant consequences for the local labour market. Since the nature and composition of each industry tends to vary from one industry to the next, shifts in this structure can affect the supply of jobs and the demand for particular skills.

The following table shows that in 2011:

- Retail Trade was the largest source of employment in Kapuskasing (15.5% of total employment).
- The Health Care and Social Assistance industry was another large source of employment in Kapuskasing (14.2% of total employment).

TABLE 3: EMPLOYMENT BY INDUSTRY
KAPUSKASING, COCHRANE DISTRICT, ONTARIO, 2011

		Kapuskasing 2011	Kapuskasing Distribution (%)	Cochrane District Distribution (%)	Ontario Distribution (%)
11	Agriculture, forestry, fishing and hunting	165	4.2	2.7	1.5
21	Mining and oil and gas extraction	130	3.3	10.2	0.4
22	Utilities	75	1.9	1.5	0.9
23	Construction	355	9.1	7.8	6.3
31-33	Manufacturing	295	10.1	5.8	10.4
41	Wholesale Trade	55	1.4	2.1	4.6
44-45	Retail Trade	605	15.5	12.6	11.2
48-49	Transportation and warehousing	210	5.4	5.4	4.6
51	Information and cultural industries	25	0.6	1.3	2.7
52	Finance and insurance	160	4.1	1.9	5.5
53	Real estate and rental and leasing	35	0.9	1.0	2.0
54	Professional, scientific and technical services	165	4.2	3.1	7.6
55	Management of companies and enterprises	0	0.0	0.0	0.1
56	Administrative and support, waste management and remediation services	90	2.3	3.7	4.6
61	Educational services	350	9.0	8.4	7.5
62	Health care and social assistance	555	14.2	13.6	10.4
71	Arts, entertainment and recreation	30	0.8	1.0	2.2
72	Accommodation and food services	190	4.9	6.3	6.3
81	Other services (except public administration)	175	4.5	4.3	4.4
91	Public administration	230	5.9	7.1	6.9
	All industries	**3,895**	**100.0**	**100.0**	**100.0**

Source: Statistics Canada, National Household Survey 2011

Table 4 looks at changes in employment by industry between 2013 and 2015. Although the data in the following table is more recent, it is not available at the community level. The closest geography for which this data is available is the Northeastern Economic Region*. The data reveals that between 2013 and 2015:

- Forestry, Fishing, Mining, Quarrying, Oil and Gas Extraction was the fastest growing industry both in Northeastern Ontario and in Ontario (30% and 20.6% respectively) during this time period. Agriculture and Public Administration grew in Northeastern Ontario (16.7% and 3.3% respectively) while these industries decreased in Ontario (-8.2% and -7.4% respectively).
- The three industries that saw the largest decrease in Northeastern Ontario were Utilities (-44.7%), Other Services (except public administration) (-21.1%), and Transportation and Warehousing (-18%). At the Ontario level, these industries also experienced a decrease in employment in this time period.

TABLE 4: CHANGE IN THE TOTAL EMPLOYMENT BY INDUSTRY NORTHEAST – ECONOMIC REGION, ONTARIO, 2013 TO 2015

Northeast Ontario Economic Region				Ontario
	2013	2015	Change (%) 2013 to 2015	Change (%) 2013-2015
Goods-producing sector	**58,600**	**60,500**	**3.2**	**0.3**
Agriculture	1,800	2,100	16.7	-8.2
Forestry, fishing, mining, oil and gas	16,000	20,800	30.0	20.6
Utilities	3,800	2,100	-44.7	-4.6
Construction	19,200	16,900	-12.0	6.1
Manufacturing	17,800	18,600	4.5	-2.9
Services-producing sector	**195,100**	**187,600**	**-3.8**	**1.8**
Wholesale and retail trade	43,400	41,500	-4.4	2.3
Transportation and warehousing	13,300	10,900	-18.0	-4.5
Finance, insurance, real estate and leasing	9,900	8,500	-14.1	6.5
Professional, scientific & technical services	10,500	10,600	1.0	6.8
Business, building & other support services	9,000	10,700	18.9	1.7
Educational services	18,000	18,000	0.0	6.5
Health care and social assistance	37,900	39,600	4.5	2.7
Information, culture and recreation	8,900	8,400	-5.6	-0.6
Accommodation and food services	17,600	15,000	-14.8	0.8
Other services (except public administration)	11,400	9,000	-21.1	-5.3
Public administration	15,000	15,500	3.3	-7.4
Total employed	**253,700**	**248,100**	**-2.2**	**1.5**

**Northeastern Ontario Economic Region: Sudbury, Elliot Lake, North Bay, Sault Ste. Marie, Timmins, Algoma, Blind River, Capreol, Cobalt, Englehart, Espanola, Garson Junction, Haileybury, Hearst, Iroquois Falls, Kapuskasing, Kirkland Lake, Mattawa, New Liskeard, Nickel Centre, Parry Sound, Powassan, Temiskaming Shores, Thessalon, Valley East, Blezard Valley, Carol Richard Park, Connaught Hill, Dowling, Elmview, Finntown, Flake, Guilletville, Hanmer, Laurentien, Levack, Lively, McCrea Heights, Naughton, Parkwood, Pinecrest, Porcupine, Pottsville, South Porcupine, Val Caron, Val Therese.*

Source: Statistics Canada, Labour Force Survey, CANSIM Table: 282-0125

3. EMPLOYMENT BY OCCUPATION

While industries experiencing growth need additional workers, the demand for specific occupations is a function of the work that needs to be done. Both the changing marketplace and the advance of technology alter the demand for occupations, with some occupations growing strongly and others in decline.

Based on the 2011 Census data, Table 5 below shows that:

- Sales and Service occupations represented the largest share of total employment in Kapuskasing (23.8%) as is the case in the Cochrane District (22.8%) and in Ontario (23.2%).
  Employment in Trade, Transport and Equipment and Related Occupations is higher in Kapuskasing and in the Cochrane District (23.6% and 19.4% respectively), compared to 13.0% in Ontario. This is probably due to the industrial and natural resource based nature of the local economy.

TABLE 5: EMPLOYMENT BY OCCUPATION
KAPUSKASING, COCHRANE DISTRICT, ONTARIO, 2011

		Kapuskasing Labour Force 2011	Kapuskasing Distribution %	Cochrane District Distribution %	Ontario Distribution %
	Total	**3,900**	**100.0**	**100.0**	**100.0**
0	Management occupations	290	7.4	8.1	11.5
1	Business, finance and administration occupations	490	12.6	13.2	17.0
2	Natural and applied sciences and related occupations	125	3.2	5.2	7.4
3	Health occupations	260	6.7	7.0	5.9
4	Occupations in education, law and social, community and government services	500	12.8	12.2	12.0
5	Occupations in art, culture, recreation and sport	40	1.0	1.5	3.1
6	Sales and services occupations	930	23.8	22.8	23.2
7	Trade, transport and equipment operators and related occupations	920	23.6	19.4	13.0
8	Natural resources, agriculture and related production occupations	175	4.5	5.9	1.6
9	Occupations in manufacturing and utilities	155	4.0	4.6	5.2

Source: Statistics Canada, National Household Survey 2011

The following table looks at changes in employment by occupation between 2013 and 2015. The data in this table is more recent, but the closest geography for which it is available at the Northeastern Economic Region. The data reveals that between 2013 and 2015:

- The occupational categories with the highest increases were Natural Resources, Agriculture and Related Production Occupations (28%) and Occupations in manufacturing and Utilities (16.2%), which is reflective of the industrial and natural resource based nature of the region`s economy. Occupations that experienced the most significant decreases in Northeastern Ontario are Occupations in Art, Culture, Recreation and Sport (-12.5%) and Business, Finance and Administration Occupations (-9.7%).

TABLE 6: CHANGE IN TOTAL EMPLOYMENT BY OCCUPATION
NORTHEASTERN ONTARIO AND ONTARIO, 2013 TO 2015

		Northeastern Ontario			Ontario
		2013	2015	2013-2015 Change (%)	2013-2015 Change (%)
2	Natural resources, agriculture and related production occupations	9,300	11,900	28.0	8.7
9	Occupations in manufacturing and utilities	7,400	8,600	16.2	-2.9
4	Occupations in education, law and social, community and government services	29,000	30,600	5.5	4.3
3	Health occupations	21,600	22,300	3.2	4.1
8	Natural and applied sciences and related occupations	13,500	13,700	1.5	11.2
0	Management occupations	18,300	17,500	-4.4	-6.2
7	Trades, transport and equipment operators and related occupations	46,500	44,300	-4.7	1.9
6	Sales and service occupations	67,300	62,600	-7.0	0.2
1	Business, finance and administration occupations	36,000	32,500	-9.7	1.2
5	Occupations in art, culture, recreation and sport	4,800	4,200	-12.5	0.7
	Total employed	**253,700**	**248,100**	**-2.2**	**1.5**

Source: Statistics Canada, Labour Force Survey, CANSIM Table: 282-0157

Table 7 presents information that is more localized. The data is presented for the region serviced by the North Claybelt Community Futures Development Corporation. It highlights the occupations in the North Claybelt area with the highest numbers of anticipated retirements between 2011 and 2031. The data is based on the assumption that workers who were employed in those occupations at the time of the 2011 Census retire as they reach the age of 65.

It is important to note that someone exiting the labour force does not necessarily mean that their position will be replaced but, given the high number of potential exists in some categories, the data provides an indication of the need to prepare a future generation of workers for those occupations.

TABLE 7: OCCUPATIONS WITH HIGHEST ANTICIPATED NUMBER OF RETIREMENTS
NORTH CLAYBELT CFDC, 2011-2031

	North Claybelt
0 – Management	**440**
00 – Senior Management Occupations	40
01-05 – Specialized Middle Management Occupations	130
06 – Middle Management Occupations in Retail and Wholesale Trade and Customer Services	160
07-09 – Middle Management Occupations in Trades, Transportation, Production and Utilities	110
1 - Business, Finance and Administration Occupations	**660**
12 – Administrative and Financial Supervisors and Administrative Occupations	325
13 – Finance, Insurance and Related Business Administrative Occupations	25
14 – Office Support Occupations	245
15 – Distribution, Tracking and Scheduling Co-Ordination Occupations	65
2 – Natural and Applied Sciences and Related Occupations	**235**
21 – Professional Occupations in Natural and Applied Sciences	55
22 – Technical Occupations in Natural and Applied Sciences	180
3 – Health Occupations	**170**
30 – Occupations in Nursing	170
04 – Occupations in Education, Law and Social, Community and Government Services	**195**
41 – Professional Occupations in Law and Social, Community and Government Services	150
43 – Occupations in Front-Line Public Protection Services	45
5 – Occupations in Art, Culture, Recreation and Sport	**10**
51 – Professional Occupations in Art and Culture	10
6 – Sales and Service Occupations	**975**
62 – Retail Sales Supervisors and Specialized Sales Occupations	75
63 – Service Supervisors and Specialized Service Occupations	305
64 – Sales Representatives and Salespersons – Wholesale and Retail Trade	225
67 – Service Support and Other Service Occupations	370
7 – Trades, Transport and Equipment Operators and Related Occupations	**1,255**
72 – Industrial, Electrical and Construction Trades	280
73 – Maintenance and Equipment Operation Trades	245
75 – Transport and Heavy Equipment Operation and Related Maintenance Occupations	610
76 – Trades Helpers, Construction Labourers and Related Occupations	120
8 – Natural Resources, Agriculture and Related Production Occupations	**195**
82 – Supervisors and Technical Occupations in Natural Resources, Agriculture and Related Production	120
84 – Workers in Natural Resources, Agriculture and Related Production Occupations	75
9 – Occupations in Manufacturing and Utilities Occupations	**550**
92 – Processing, Manufacturing and Utilities Supervisors and Central Control Operators	175
94 – Processing and Manufacturing Machine Operators and Related Production Workers	220
96 – Labourers in Processing Manufacturing and Utilities	155

Source: FNETB Local Labour Market Forecast 2011-2031

Table 7 contains data on the number of potential labour force exits based on anticipated retirements.

The data indicates that the occupational categories with the highest number of anticipated retirements are in Trade, Transport and Equipment Operators and Related, and Sales and Service Occupations.

As we saw in a previous table, those are also the occupations that hire the most people in Kapuskasing. This seems to indicate a need to prepare a future generation of workers for those occupations.

Tables 8 and 9 present information that was collected from local employers in the fall of 2015.

The data appears to validate what the previous data sources highlighted. Local Employers who responded to the EmployerOne survey in 2015 are hiring in those occupations that are identified as increasing, and those where there are high numbers of anticipated retirements.

This data also suggests the need to train and attract workers for those occupations in order to meet the current and future demand.

TABLE 8: OCCUPATIONS WITH THE HIGHEST NUMBER OF HIRES IN THE PAST 12 MONTHS FAR NORTHEAST TRAINING BOARD (FNETB) REGION, 2015

Occupation	Number	Occupation	Number
Food & beverage server	188	Millwright	26
General labourer	128	Room attendant	22
Equipment operator	106	Lifeguards	20
Administrative/clerical	43	Plant operators	20
Truck drivers	41	Registered practical nurse	18
Personal support worker	40	Sawmill & planer workers	18
Summer student	37	Assistant residential counselor	17
Professor	31	Sales clerk	16
Cashier	30	Driller helpers	15
Registered nurse	30	Residential worker	15

Source: FNETB 2015 EmployerOne Survey

TABLE 9: OCCUPATIONS WITH THE HIGHEST NUMBER OF ANTICIPATED HIRES IN THE NEXT 12 MONTHS, FAR NORTHEAST TRAINING BOARD (FNETB) REGION, 2015

	Full-time	Part-time	Contract	Seasonal	TOTAL PROJECTED HIRINGS
Managers & Executives	18	0	0	0	**18**
Professionals	23	19	8	0	**50**
Technical	12	6	0	0	**18**
Trades	25	6	1	4	**36**
Apprentices	13	1	0	0	**14**
Sales & Marketing	8	5	0	1	**14**
Admin & Clerical	32	21	1	5	**59**
Production Worker	42	28	0	128	**198**
Service Worker	54	55	2	7	**118**
Other	8	10	22	34	**74**
PROJECTED HIRINGS	**235**	**151**	**34**	**179**	**599**

Source: FNETB 2015 EmployerOne Survey

LABOUR MARKET DEMAND INDICATORS – WHAT WE HEARD

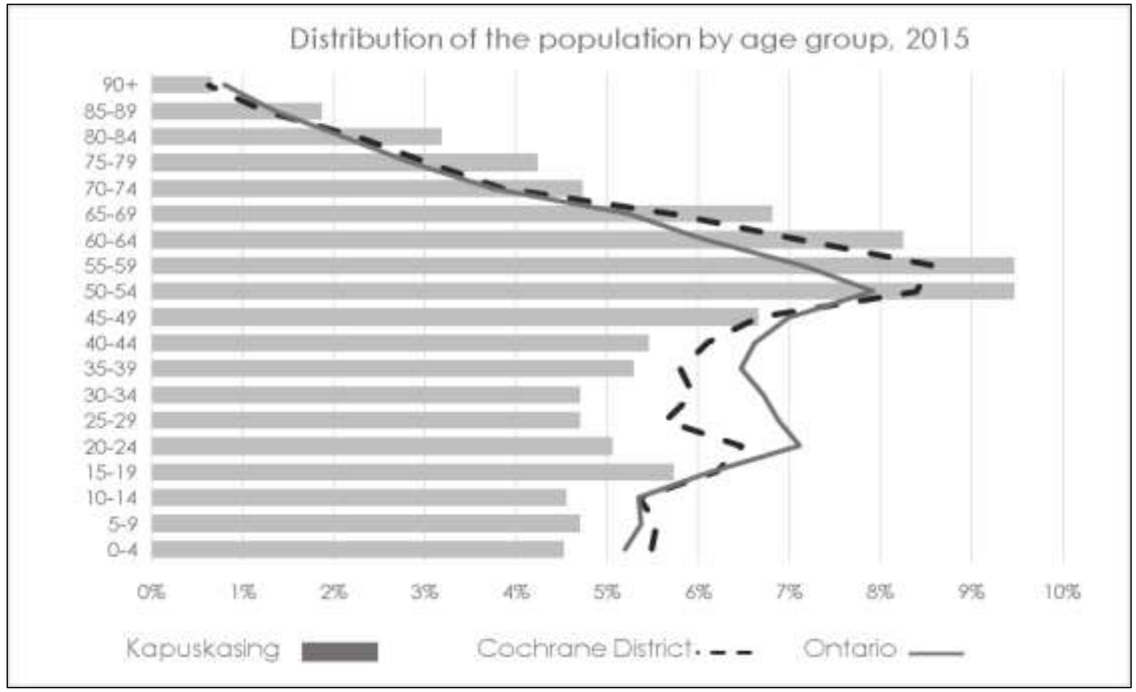
Kapuskasing – December 12th, 2016

INDICATOR 1: NUMBER OF BUSINESSES	INDICATOR 2: EMPLOYMENT BY INDUSTRY	INDICATOR 3: EMPLOYMENT BY OCCUPATION
Comments: • Our economy seems healthy; a growing number of employers. • Many Not For Profit employers in the community.	Opportunities: • In 2011 Agrium was closing; did people move to forestry? • Seeing demand for Eat Local/local agriculture that will support the agriculture industry; new employer at the Experimental Farm location. • College Boreal & University of Guelph offering agriculture programs in the region. Challenges: • Loss of employment numbers overtime in forestry. • Seeing more part-time work in health care; people may move from the community to find full time work. • Used to have more construction employers here, working at Smoky Falls; these employers are gone now.	Challenges: • Technology will replace some occupations (health, forestry jobs). • Retirements in heavy equipment operators, but seeing people come from Quebec to work here; work is part-time or seasonal and not attractive for some workers. • Part-time work is difficult to support a family. • Funding agencies (e.g. LHIN) can't always provide enough funding to fill health occupation gaps. • Mines wages are difficult for other employers to compete with • High turnover in food and beverage; workers will switch for even slightly higher wages. Opportunities: • Aging population will require more health care jobs; but more. education/qualifications/training • Can we promote multiple skill sets for workers to have multiple seasonal job options?

4. POPULATION

Population growth is the ultimate driver of labour market supply, as well as being a key component of the demand for some categories of workers. Changes over time can have dramatic effects on local labour markets.

FIGURE B: DISTRIBUTION OF THE POPULATION BY AGE COHORT KAPUSKASING, COCHRANE DISTRICT AND ONTARIO, 2015

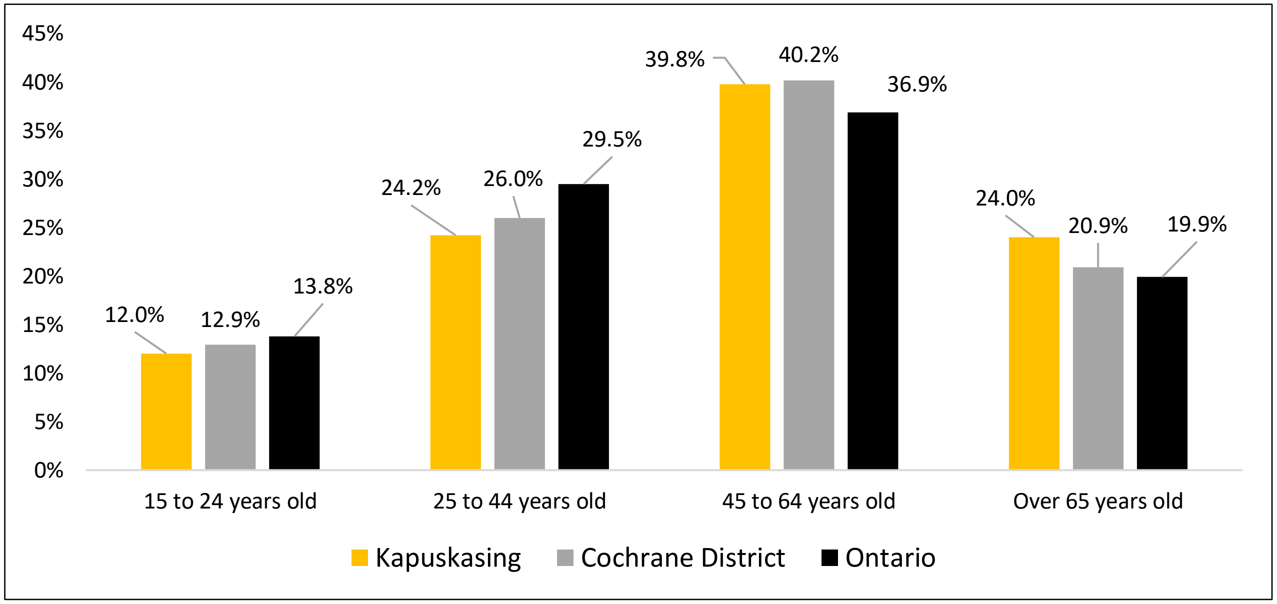


Source: Statistics Canada, Estimates of population

- The proportion of individuals over the age 55 is higher in Kapuskasing than in the district and the province

- The proportion of individuals in all other age groups is lower than in the district and the province. This is especially notable for the younger age cohorts.

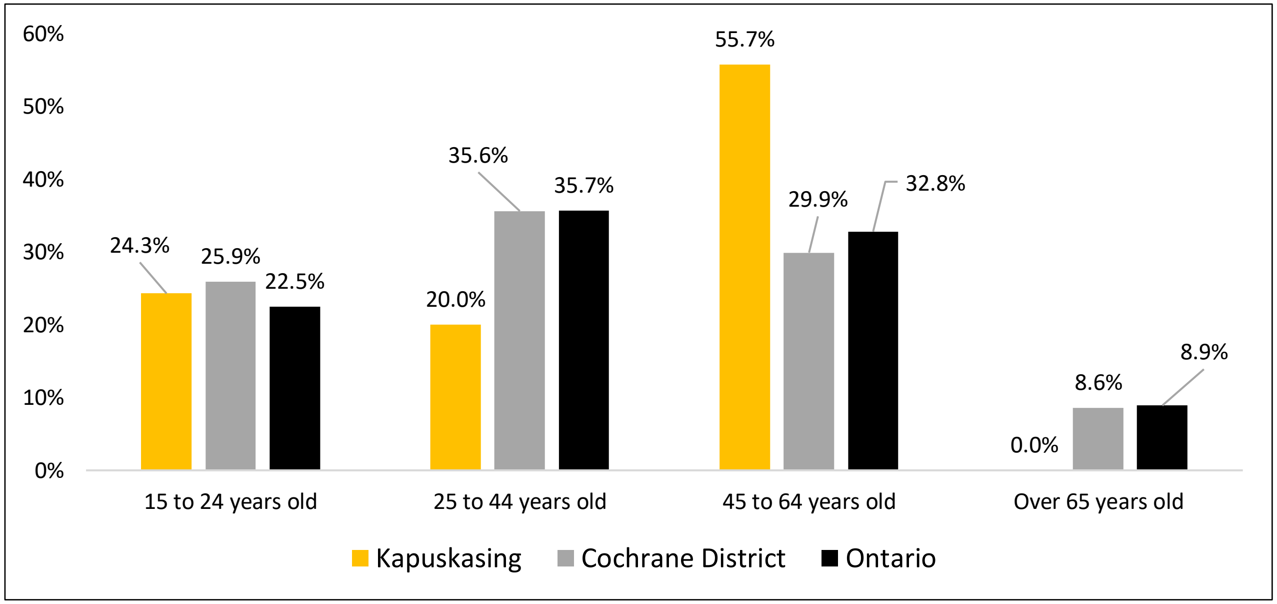
FIGURE C: FRANCOPHONES AS A PERCENTAGE OF THE LABOUR FORCE, BY GROUP, 2011



Source: Statistics Canada, Census 2011

- The age distribution of the Francophone population of Kapuskasing aged 15 to 64 mirrors that of the District. It is slightly lower than that of Francophone population in Ontario.
- Kapuskasing has a higher percentage of people 65+ than the district and the province.

- The Aboriginal population of Kapuskasing has a higher percentage of people in the 45 to 64 age cohort compared to the Cochrane District and to Ontario .
- The data shows a lower percentage of Kapuskasing's Aboriginal population in the younger age cohorts compared to the district and to the province.

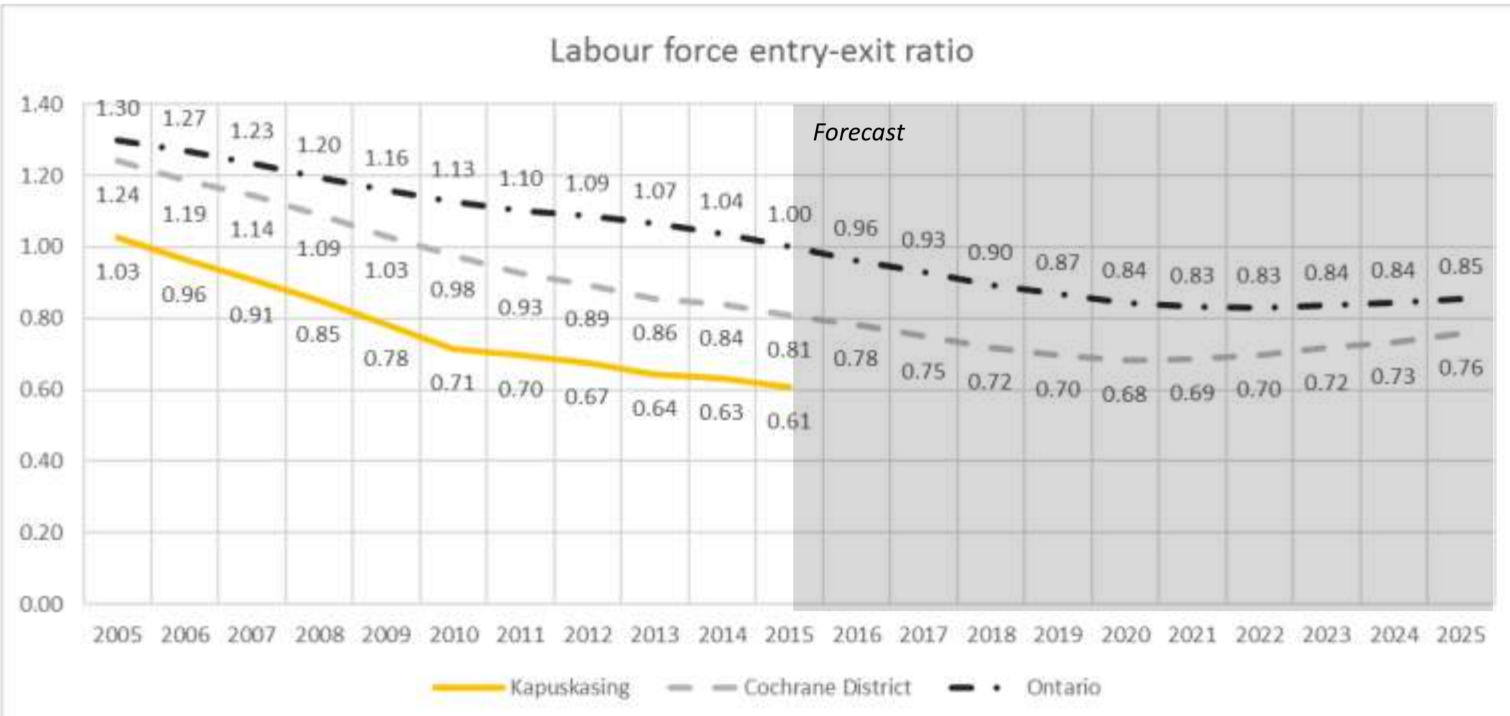


Source: Statistics Canada, Census 2011

LABOUR FORCE ENTRY-EXIT RATIO

The labour force entry-exit ratio shows the number of workers ready to enter the workforce (15 to 24 years old) to potentially replace those who will retire in the coming years (55 to 64 years old). In Kapuskasing, the ratio of 0.61 in 2015 indicates that there are not enough workers entering the labour market to ensure that all those retiring will be replaced.

FIGURE E: LABOUR FORCE ENTRY-EXIT RATIO
KAPUSKASING, COCHRANE DISTRICT AND ONTARIO, 2005 TO 2025



Source: Statistics Canada, Estimates of population and Ministry of finances forecasts, spring 2016 population projections update, for the forecast

5. MIGRATION

An area's migration patterns are often indicative of its labour force characteristics. Areas offering the greatest employment growth attract more people than they lose. Areas that offer less employment growth tend to lose more people than they attract.

TABLE 10: IN-MIGRATION, OUT-MIGRATION, AND NET MIGRATION, BY AGE GROUP COCHRANE DISTRICT, 2012-13

	In-migration	Out-migration	Net Migration
0 to 17	404	445	-41
18 to 24	257	445	-188
25 to 44	668	734	-66
45 to 64	324	390	-66
65+	81	155	-74
TOTAL	**1,734**	**2,169**	**-435**

Source: Statistics Canada, Taxfiler, 2012-2013

For Cochrane District, the number of emigrants is greater than the number of immigrants (negative net migration) for every age group.

When we look at Table 8, which shows the origin and destination of migrants we see that a good part of the migration (in or out) happens within Northeastern

TABLE 11: TOP 5 DISTRICT, IN-MIGRATION, OUT-MIGRATION, BY AGE GROUP COHRANE DISTRICT, 2012-13

	IN-MIGRATION (ORIGIN)					OUT-MIGRATION (DESTINATION)				
	Total population 15+	18 to 24	25 to 44	45 to 64	65+	Total population 15+	18 to 24	25 to 44	45 to 64	65+
Algoma				✓	✓					
Greater Sudbury	✓	✓	✓	✓		✓	✓	✓	✓	✓
Kenora	✓	✓								
Nipissing	✓	✓		✓	✓	✓	✓	✓	✓	✓
Ottawa		✓	✓			✓	✓	✓	✓	✓
Simcoe	✓	✓	✓	✓	✓				✓	✓
Thunder Bay				✓	✓					
Timiskaming	✓		✓	✓	✓	✓	✓	✓	✓	✓
Toronto		✓	✓	✓		✓	✓	✓		

Source: Statistics Canada, Taxfiler, 2012-2013

6. EDUCATION

Employers continue to require higher educational attainments for a wider range of occupations. Statistics Canada Census data from 2011 reveals that:

- Kapuskasing has a higher percentage of its population aged 25 to 64 with Apprenticeship or Trades Certificate or Diploma compared to the district and to the province.
- Compared to the province, both Kapuskasing and Cochrane District have a higher percentage of population 15+ with College, CEGEP or Other Non-university Certificate or Diploma. This is likely attributable to the industrial make-up of the region, and to the existing capacity within the region for training college graduates and apprentices.
- Although in the younger age cohorts Kapuskasing has a higher percentage of people with University Certificate, Diploma or Degree compared to the Cochrane District, it is still well below the percentage at the provincial level.

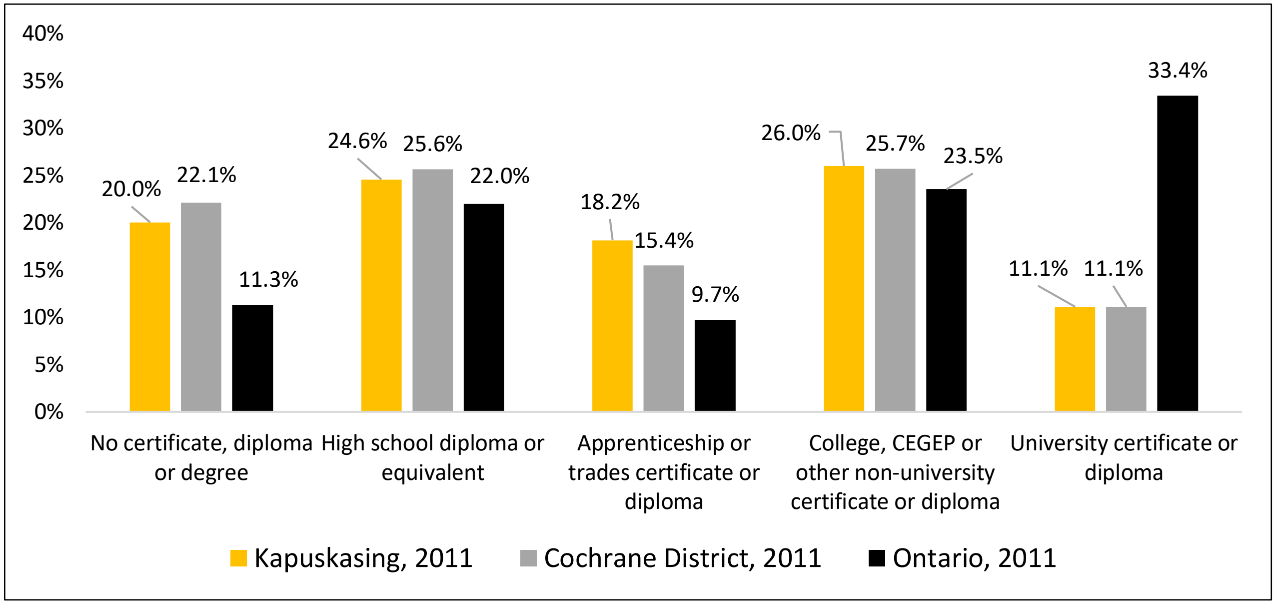
TABLE 12: EDUCATIONAL ATTAINMENT BY AGE GROUP
KAPUSKASING, COCHRANE DISTRICT AND ONTARIO

	Kapuskasing 2006 %	Kapuskasing 2011 %	Cochrane District %	Ontario %
Age cohort 15-24				
No certificate, diploma or degree	51.4	46.6	45.7	34.5
High School Diploma or Equivalent	28.8	24.2	31.1	40.5
Apprenticeship or Trades Certificate or Diploma	1.9	0.0	4.9	2.4
College, CEGEP or other non-university Certificate or Diploma	15.1	12.9	12.1	10.3
University Certificate Diploma or Degree	2.8	10.1	6.2	12.2
Total	**1,060**	**890**	**9,865**	**1,702,345**
Age cohort 25-44				
No certificate, diploma or degree	10.0	12.0	13.2	7.9
High School Diploma or Equivalent	22.8	21.3	23.5	21.8
Apprenticeship or Trades Certificate or Diploma	17.1	17.7	11.2	6.3
College, CEGEP or other non-university Certificate or Diploma	32.7	30.3	35.0	24.8
University Certificate Diploma or Degree	17.1	18.3	17.1	39.1
Total	**1,955**	**1,665**	**18,770**	**3,357,885**
Age cohort 45-64				
No certificate, diploma or degree	24.1	23.1	24.5	13.8
High School Diploma or Equivalent	24.8	27.4	25.0	26.5
Apprenticeship or Trades Certificate or Diploma	21.6	17.7	15.6	9.1
College, CEGEP or other non-university Certificate or Diploma	19.2	24.9	24.3	22.4
University Certificate Diploma or Degree	10.4	6.8	10.6	28.2
Total	**2,705**	**2,790**	**25,130**	**3,660,995**
Age cohort 65+				
No certificate, diploma or degree	64.6	54.8	57.0	34.1
High School Diploma or Equivalent	16.4	14.2	12.1	23.4
Apprenticeship or Trades Certificate or Diploma	8.2	8.4	14.5	10.5
College, CEGEP or other non-university Certificate or Diploma	6.0	13.9	8.5	13.7
University Certificate Diploma or Degree	4.1	8.7	7.9	18.3
Total	**1,340**	**1,550**	**11,450**	**1,752,440**
Total Population 15+	**7,070**	**6,885**	**65,210**	**10,473,665**

Source: Statistics Canada, National Household Survey, 2011; Census 2006

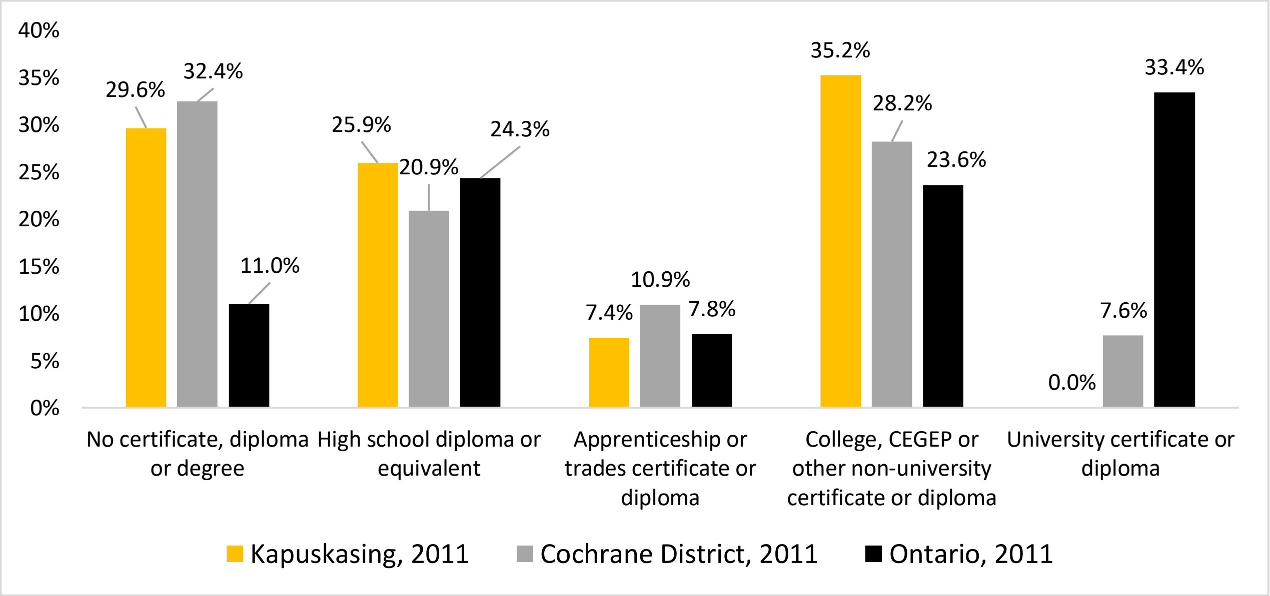
- Educational attainment levels of the Francophone population of Kapuskasing closely mirrors that of the Francophone population of the Cochrane District.
- It is however lower when compared to Ontario, particularly in regards to those with University Certificate, Diploma or Degree.

FIGURE F: EDUCATIONAL ATTAINMENT OF FRANCOPHONES, AGED 25-64, 2011



Source: Statistics Canada, National Household Survey, 2011

FIGURE G: EDUCATIONAL ATTAINMENT OF ABORIGINALS, AGED 25-64, 2011



Source: Statistics Canada, National Household Survey, 2011

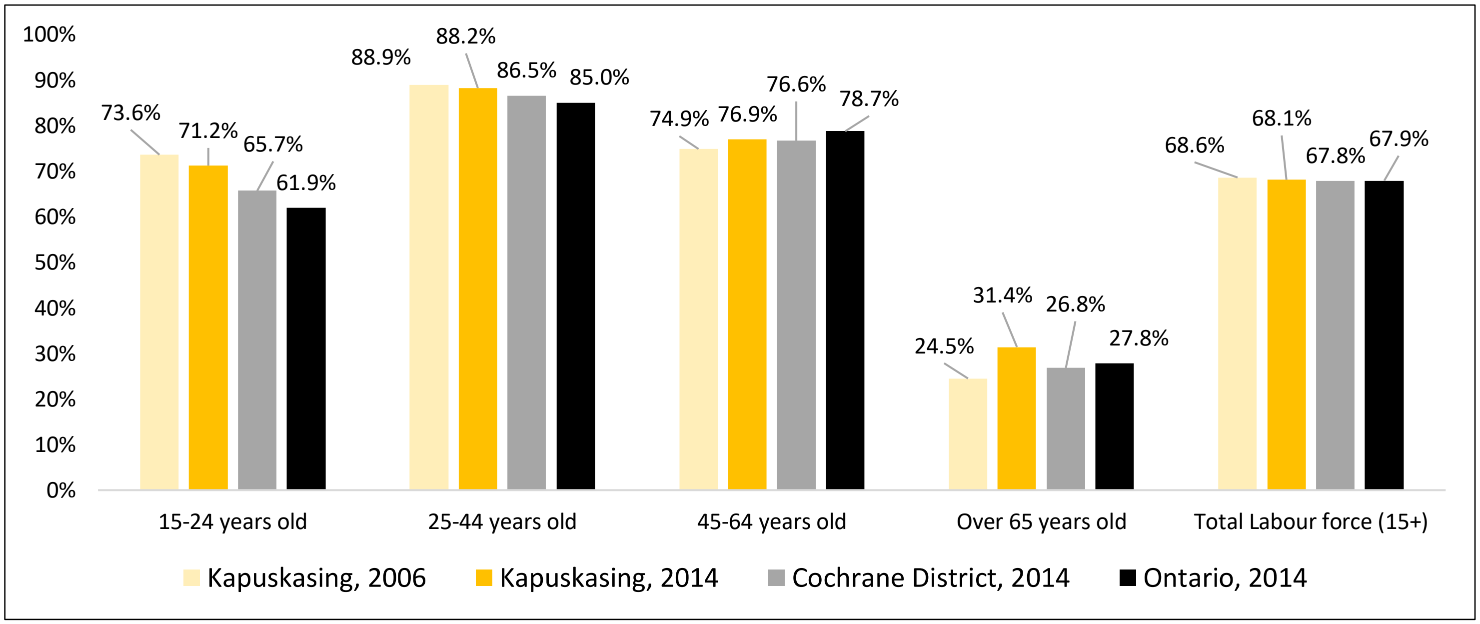
- Compared to that of the Cochrane District and to the province, the educational attainment levels of the Aboriginal population of Kapuskasing is lower in all categories except for those with College, CEGEP or Other Non-university Certificate, Diploma or Degree.

7. LABOUR FORCE PARTICIPATION

Understanding the makeup and level of activity of various age cohorts and groups within the local labour market provides important insight and can point to areas where more attention and support are needed to ensure all members of the local labour force can integrate or re integrate the labour market.

In Kapuskasing, the participation rate of the total labour force remained stable between 2006 and 2014. Interestingly, the participation rate of individuals over the age of 65 increased by 6.9 percentage points between 2006 and 2014.

FIGURE H: PARTICIPATION RATE FOR THE TOTAL LABOUR FORCE (15+), BY AGE GROUPS KAPUSKASING, COCHRANE DISTRICT AND ONTARIO, 2006 AND 2014

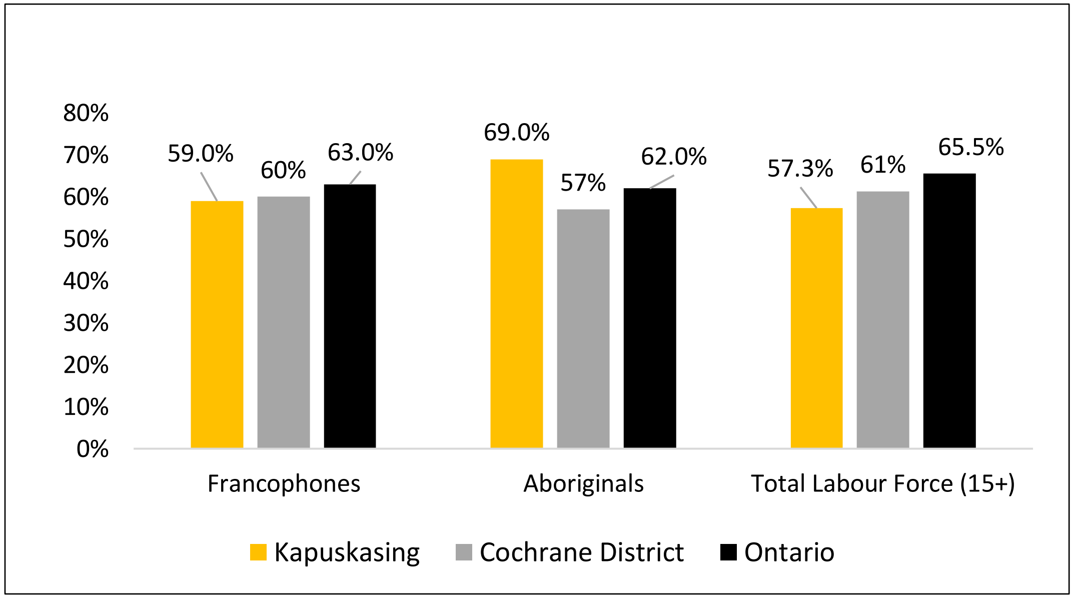


Source: Taxfiler, Kapuskasing City Total, Cochrane District and Ontario

In Figure I below, we see that at the time of the 2011 Census:

- The participation rate of Francophones in Kapuskasing was similar to the district and slightly lower than Ontario.
- The participation rate of the Aboriginal population was higher in Kapuskasing than in the Cochrane District and the province.

FIGURE I: PARTICIPATION RATE FOR FRANCOPHONES, ABORIGINAL AND THE TOTAL LABOUR FORCE (15+)
KAPUSKASING, COCHRANE DISTRICT AND ONTARIO
2011



Source: Statistic Canada, National Household Survey, 2011

LABOUR MARKET SUPPLY INDICATORS – WHAT WE HEARD
Kapuskasing – December 12th, 2016

INDICATOR 4: POPULATION	**INDICATOR 5: MIGRATION**	**INDICATOR 6: EDUCATION**	**INDICATOR 7: LABOUR FORCE PARTICIPATION**
Challenges: • Why don't we have had a higher proportion of francophones than the province? Are francophones not self-identifying? This might impact services for francophones. • Younger people did not return for a while and there are fewer people available to replace those retiring. Opportunities: • Seeing a baby boom in Kapuskasing right now. • Seeing many retirements. • Kashechewan evacuees came after 2011 and will impact population stats; many people considering staying in Kapuskasing. • Indigenous youth are the fastest growing segment of the population in Canada.	Challenges: • Concern that youth outmigration may be worse than these stats (leaving for school). • Concern that people may have moved from Kap to Cochrane because of Detour. • Concern that 45-64 are leaving to follow their kids south/out of district or retiring and leaving the snow. • We should find out why people are moving away from Kap. • Employees may think there is no room to grow and move away for different opportunities. Opportunities: • Seeing young adults moving back to Kap to raise kids in a francophone community. • Colleges are working together to attract students, can universities and communities work together too? • University of Hearst is attracting international students to Kap. • We have many programs to hire youth. • We have a good program to promote entrepreneurship to youth.	Challenges: • Parents have limited exposure to the trades and may not encourage trades to kids. • Most teachers went to university and continue to push that on students despite local job market; we "share what we know". • There is a lack of awareness about trades, the good wages, job opportunities. • Do apprenticeships run in families? Is industry not ready for apprenticeships? Opportunities: • Many young indigenous people going into trades. • Can we connect more youth to trades? • OPG had successful partnership with Moose Cree First Nation at the Lower Mattagami dam. Helped indigenous apprentices get their journeyman papers. • 2nd Career program worked well to encourage College diplomas for older workers • Recent advertising aimed at trades has worked: parents are calling the schools and asking for information on trades.	Opportunities: • Older workers are going back/staying in the work force for various reasons including helping apprentices get papers, to keep working (didn't stop). • We need older workers for their skills that the younger work force doesn't have (e.g. heavy equipment operator, construction). • May be room to increase our indigenous and francophone populations. Challenges: • Those who are not working have many challenges, lack of GED, intergenerational trauma, mental health, literacy, numeracy, etc.

APPENDIX A: DATA SOURCES

To create this summary labour market indicator analysis, a variety of data and data sources need to be used:

Statistics Canada, Labour Force Survey
Statistics Canada, Canadian Business Counts
Statistics Canada, Census and National Household Survey Data
Statistics Canada, Small Area and Administrative Data Division (Taxfiler)
Local Knowledge:

- Local Labour Market Forecast 2011-2031, FNETB 2014
- 2015 employerone survey, FNETB
- Input from local stakeholders.

Each of the sources on its own does not allow us to get a full-picture of the local labour market conditions. Looking at each indicator using different sources provides a more accurate overview of the local labour market. The data that is available to us is never perfect. It is sometimes dated, sometimes it is more recent but does not cover the exact geographic boundaries that are of particular interest to us. When we understand these limitations and take them into account in our analysis, we are able to nonetheless identify and understand current and future labour market challenges and opportunities. Below is a brief description of the data sources that were used for this exercise as well as some of the limitations of those data sources.

Labour Force Survey:

The Labour Force Survey is used since it is a primary source of employment data for Canada, the provinces, economic regions and major urban areas (Census Metropolitan Areas – CMA). The Labour Force data may include many communities within a large geographic area and is of varying applicability across Ontario. Nevertheless, it provides the most current and localized context for all communities within these areas.

Canadian Business Counts:

Statistics Canada's Canadian Business Counts database identifies the number of business establishments (employers) within a Census Division and Census Sub-division. The database also identifies the number of employers by detailed industry and for nine different employee size ranges.

Data from Canadian Business Counts can serve as a very useful indicator, but they must be interpreted carefully. Although it is not absolutely inclusive, this database, and the indicators derived from it, remains broadly representative – providing insight into, for example, the fact that the number of employers in a specific industry was falling.

Canadian Business Counts data is available every six months (June and December) with an approximate five week time lag for release.

Census Data and National Household Survey Data:

For statistics and information on population, education and occupation, Census Canada and National Household Survey provides highly detailed and reliable data. Moreover, most of the Census and National Household Survey data is available at both larger and smaller geographic areas. It also provides the option of making comparisons between local areas and regional or provincial levels, adding to the 'telling the story' of the local area.

The principal limitation of the Census Data and the National Household Survey Data is that it is available only once every five years and it takes several years before some of the data is actually available. However, it offers a wealth of information that over time provides the most reliable in depth demographic and historical data available.

Statistics Canada, Small Area and Administrative Data Division (Tax Filer):

Statistics Canada, Small Area and Administrative Data Division (Tax Filer) generates a wealth of socio-economic and demographic data derived from personal income tax returns submitted each year by Canadians. Information on the annual migration characteristics both into and out of a Census Division can be found in this database.

Far Northeast Training Board - Local Labour Market Forecast 2011-2031:

Released in March 2014, this report projects anticipated retirements by occupations based on the demographic profile of the workforce at the time of the 2011 Census. Its advantage is that it provides detailed localized information. The information is provided by NOC occupation for each of the Community Futures Development Corporations (CFDC) that are located within the Far Northeast Training Board's catchment area.

Its limitation is that it estimates anticipated retirements based on age alone and does not factor economic shifts in the local area.

Far Northeast Training Board - 2016 employerone survey:

Conducted between October 17th and November 18th, it provides local insight on occupations for which employers have hired in the past 12 months, and those for which they anticipate hiring in the next 12 months.

Its limitation is that it represents a small sample of businesses and is based on the labour market conditions at the time of the data collection.

Local Knowledge:

While the more formal labour market indicator data capture the unique characteristics and circumstances of the community, local knowledge can be very useful in complementing this evidence. Every community has sources of local data and knowledgeable persons who can add valuable insights about the realities of the local labour market.

By its very nature, data is always dated, some more than others. This does not mean that data is not immensely valuable. However, it does not eliminate the need to include local knowledge or intelligence within the community to challenge or validate the data. Often community and business leaders offer more current information and experiences.

For example, local knowledge may indicate that a plant closure is imminent. This suggests that it may be useful to document the effects on the local labour market, and to consider whether help can be extended. Similarly, advance word about a possible arrival of a major new enterprise could also signal that certain indicators should be considered carefully. For example, does the community have the skills that will be demanded by a new or expanding employer?

However, local knowledge must be used carefully because this information is often a combination of factual information, opinions and advice. While these various aspects of local knowledge can be useful, they should not be confused with each other.

APPENDIX B: WORKSHEETS

WORKSHEET 1:
Based on the summary analysis of the labour market **DEMAND** indicators (pages 3 to 11), please list potential implications for the employers, for employees/job seekers, for your community, and for your organization.

	IMPLICATIONS
EMPLOYERS	
EMPLOYEES / JOB SEEKERS	
THE COMMUNITY	

Now list the implications for **your organization**:

WORKSHEET 2:
Based on the summary analysis of the labour market **SUPPLY** indicators (pages 12 to 20), please list potential implications for the employers, for employees/job seekers, for your community, and for your organization.

	IMPLICATIONS
EMPLOYERS	
EMPLOYEES / JOB SEEKERS	
THE COMMUNITY	

Now list the implications for **your organization**:

WORKSHEET 3:

Please give some thought to if/how your organization could help address local labour market challenges and opportunities in your community. Using the following chart, describe your organization's proposed action items/solutions. Please complete one chart per action.

Using the same chart, identify actions at the community level that could help address local labour market challenges.

TREND: *A brief description of a labour market change happening over time based on reliable labour market information (e.g. aging workforce, increase in youth out-migration, etc.).*
ISSUE: *A clear statement of the issue to be addressed - who is being affected and how.*
PROPOSED ACTION: *The action should be practical and achievable and be expressed in plain language*
APPLICABLE COMMUNITY PARTNERSHIP: *The type of partnership that could be used to support the proposed action should be identified.*
APPLICABLE GOVERNMENT PROGRAM/SERVICE: *The program or service that could be used to support the proposed actions.*
LEAD PARTNER(S): *Identify a lead community partner, and any partner(s) who will/can contribute to achievement of the goal.*
TIMELINES: *Wherever possible, please set timelines for action items identified.*
EXPECTED OUTCOMES: *Measurable outcomes, quantitative and then qualitative, are required for each of the action items.* *Example of a measurable outcome statement: Host 3 information sessions for 250 youths and 75 parents to raise their awareness of career opportunities in apprenticeship.*