

# MAKING SENSE OF LABOUR MARKET INFORMATION

## Part 2 – KIRKLAND LAKE Labour Market Demand

FALL 2020



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



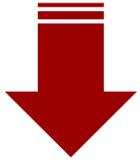
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To support evidence-based planning to ensure that the development and implementation of programs/services/interventions is informed by the most current, relevant and reliable LMI (evidence).

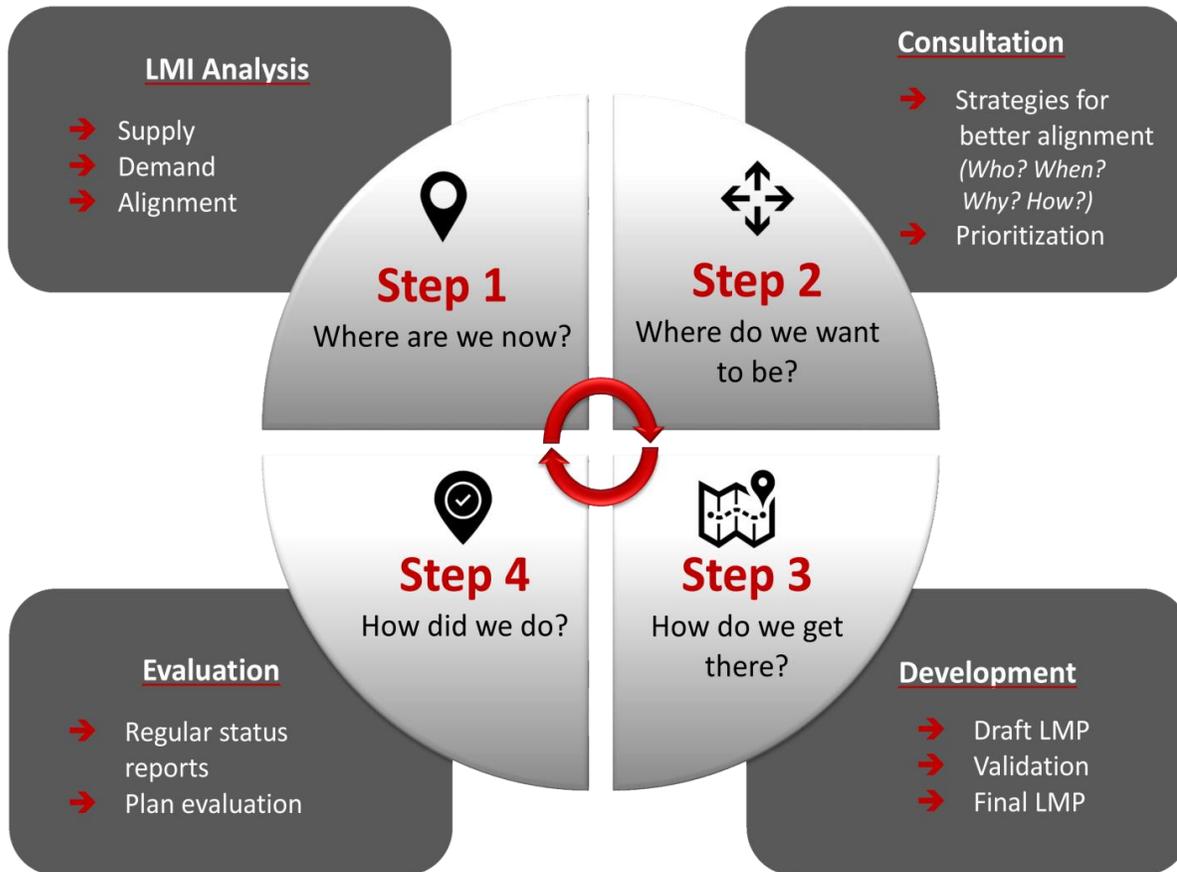


- Using evidence and local knowledge, collectively identify:
  - local labour market demand challenges and opportunities
  - local labour market supply challenges and opportunities
- Look at how/if local programs and services align with those challenges and opportunities.

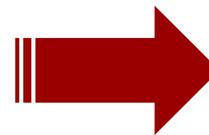


# FAR NORTHEAST TRAINING BOARD (FNETB)

## Local labour Market Planning Framework



- Local labour market information is easily and readily available and used to inform local labour market planning decisions.
- Education, training, and employment programs are aligned with local labour market needs.
- Employers have access to the workers that they need.
- The local workforce is diverse and inclusive.
- The delivery of employment and training programs and services is coordinated and seamless.



# HOW?

## MAKING SENSE OF LABOUR MARKET INFORMATION



FALL 2020

### PART 1

## Introduction to Labour Market Information (LMI)



FAR NORTHEAST TRAINING BOARD (FNTEB)  
your Local Employment Planning Council  
COMMISSION DE FORMATION DU NORD-EST (CFNE)  
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## MAKING SENSE OF LABOUR MARKET INFORMATION



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### PART 2

## Local Labour Market Demand

Where the jobs are



FAR NORTHEAST TRAINING BOARD (FNTEB)  
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## MAKING SENSE OF LABOUR MARKET INFORMATION



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### PART 3

## Local Labour Market Supply

Who we have (or not) to fill the jobs.



FAR NORTHEAST TRAINING BOARD (FNTEB)  
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## MAKING SENSE OF LABOUR MARKET INFORMATION



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### PART 4

## Using LMI to Inform Planning

Aligning demand and supply



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# WHAT?

**We will look at labour market demand and supply indicators using a variety of sources:**

- 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 (Tax Filer)
- Ontario Open Data
- Local Knowledge (Local Labour Market)
- Forecast 2016-2036, local employer surveys
- Job postings (jobsin, Viscinity jobs)
- EO program data

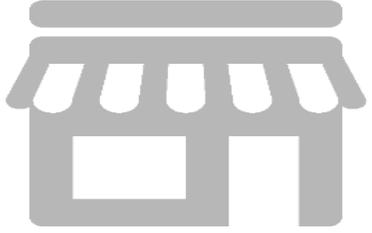


## **INDICATORS:**

1. Number of Employers
2. Employment by Industry
3. Employment by Occupation
4. Population
5. Migration
6. Education
7. Labour Force Participation
8. Income

## **OTHER DATA:**

6. School enrolments
7. EO program uptake
8. Local job postings
9. Local employers input



**471** businesses in Kirkland Lake (June 2020)

**54.5%** of those businesses had no employees

**Change in the Number of Businesses by Employee Size Range  
Kirkland Lake, June 2018 to June 2020**

	KIRKLAND LAKE						TEMISK. DISTRICT	ONTARIO
	June 2018		June 2019		June 2020		June 2020	June 2020
	#	% of total	#	% of total	#	% of total	% of Total	% of total
<b>0</b>	273	55.1	273	54.9	254	53.9	61.6	69.8
<b>1-9</b>	151	30.5	156	31.4	149	31.6	27.7	22.9
<b>10-49</b>	62	12.5	58	11.7	55	11.7	8.7	5.8
<b>50-99</b>	4	0.80	5	1.0	7	1.5	1.1	0.8
<b>100+</b>	5	1.0	5	1.0	6	1.3	0.80	0.6
<b>Total</b>	495		497		471			

Source: Statistics Canada, Canadian Business Counts, June 2018, 2019 and 2020

## Top 10 Industries by Total Number of Employers. by Employee Size Range, June 2020

NAICS		0	1-9	10-49	50-99	100+	K. LAKE		District	ON
							Total June 2020	% of total June 2020	% of total June 2020	% of total June 2020
236 - Construction of buildings	7	8	7	2	0	0	17	3.6	3.0	2.9
238 - Specialty trade contractors	4	12	7	1	0	0	20	4.2	5.3	5.2
445 - Food and beverage stores	10	0	7	4	0	1	12	2.5		
523 - Securities, commodity contracts, and other financial investment and related activities	5	18	1	0	0	0	19	4.0	2.8	4.0
531 - Real estate	1	78	5	1	0	0	84	17.8	14.9	18.1
541 - Professional, scientific and technical services	3	9	9	3	0	0	21	4.6	4.5	12.4
621 - Ambulatory health care services	2	13	14	4	0	0	31	6.6	4.4	5.1
722 - Food services and drinking places	6	1	9	6	3	0	19	4.0	2.6	2.3
812 - Personal and laundry services	8	12	3	1	0	0	16	3.4	3.4	1.9
813 - Religious, grant-making, civic, and professional and similar organizations	9	9	6	1	0	0	16	3.4	2.6	2.1

Source: Statistics Canada, Canadian Business Counts, June 2020

**GREEN** = Higher proportion than the province

**RED** = Lower proportion than the province

## Employment by Industry – 2001 – 2016

	KIRKLAND LAKE				TEMISKAMING DISTRICT ONTARIO				ONTARIO			
	2001	2006	2011	2016	2001	2006	2011	2016	2001	2006	2011	2016
 <b>Goods Producing</b>	20.6%	23.1%	28.7%	32.4%	27.3%	28.2%	29.3%	33.4%	25.2%	22.8%	19.5%	19.3%
 <b>Services</b>	79.6%	76.9%	71.1%	67.6%	72.7%	71.7%	70.6%	66.6%	74.8%	77.2%	80.5%	80.7%

Source: Statistics Canada, 2001, 2006, 2011 and 2016 National Household Survey

- Historically, in Kirkland Lake and Temiskaming District employment is more highly concentrated in Goods Producing industries compared to the province.

**Goods Producing industries** = agriculture, forestry, fishing and hunting, mining and oil and gas extraction, utilities, construction and manufacturing.

## Employment by Industry – 2011 – 2016

		KIRKLAND LAKE				TEMISK. DISTRICT	ONTARIO
		Total 2011	% of total	Total 2016	% of total	% Of total	% Of total
<b>All industries</b>		<b>3,800</b>	<b>100.0</b>	<b>3,590</b>	<b>100.0</b>		
<b>Goods producing industries</b>		<b>1,090</b>	<b>28.7</b>	<b>1,165</b>	<b>32.4</b>	<b>33.4</b>	<b>19.3</b>
11	Agriculture, forestry, fishing and hunting	70	1.8	40	1.1	5.5	1.5
21	Mining and oil and gas extraction	540	14.2	760	21.2	11.7	0.5
22	Utilities	65	1.7	45	1.3	1.2	0.7
23	Construction	200	5.3	155	4.3	7.6	6.8
31-33	Manufacturing	215	5.7	165	4.6	7.4	9.8
<b>Service industries</b>		<b>2,705</b>	<b>71.1</b>	<b>2,430</b>	<b>67.6</b>	<b>66.6</b>	<b>80.7</b>
41	Wholesale Trade	40	1.1	25	0.7	1.1	3.9
44-45	Retail Trade	495	13.0	415	11.6	12.5	11.2
48-49	Transportation and warehousing	175	4.6	115	3.2	4.8	4.7
51	Information and cultural industries	45	1.2	30	0.8	1.2	2.5
52	Finance and insurance	80	2.1	45	1.3	1.4	5.5
53	Real estate and rental and leasing	55	1.4	30	0.8	0.8	2.1
54	Professional, scientific and technical services	90	2.4	105	2.9	3.1	8.1
55	Management of companies and enterprises	0	0.0	0	0.0	0.1	0.2
56	Administrative and support, waste management and remediation services	60	1.6	100	2.8	2.7	4.9
61	Educational services	235	6.2	255	7.1	7.8	7.6
62	Health care and social assistance	715	18.8	580	16.2	14.2	10.8
71	Arts, entertainment and recreation	50	1.3	35	1.0	1.0	2.1
72	Accommodation and food services	120	3.2	295	8.2	5.9	6.9
81	Other services (except public administration)	85	2.2	110	3.1	4.0	4.3
91	Public administration	460	12.1	290	8.1	6.0	6.0

### TOP 3 industries by total employment Kirkland Lake - 2016



21 – Mining and oil and gas extraction (760)



62 – Health Care and Social Assistance (580)



44-45 – Retail Trade Sales (415)

#### GREEN

Higher proportion than the province

#### RED

Lower proportion than the province

## Total Employment by Industry

	NORTHEAST ECONOMIC REGION				Change 2016-2019	
	2016	2017	2018	2019	#	%
<b>Goods-producing sector</b>	<b>57,400</b>	<b>60,500</b>	<b>61,800</b>	<b>59,900</b>	<b>2,500</b>	<b>4.4</b>
% of total	<b>23.2</b>	<b>24.7</b>	<b>24.7</b>	<b>24.0</b>		
Agriculture	1,800	1,700	1,700	1,900	100	5.6
Forestry, fishing, mining, oil and gas	17,500	17,200	17,600	18,900	1,400	8.0
Utilities	3,100	2,900	3,000	3,700	600	19.4
Construction	19,100	21,200	21,300	21,700	2,600	13.6
Manufacturing	15,900	17,500	18,200	13,700	-2,200	-1.4
<b>Services-producing sector</b>	<b>190,400</b>	<b>185,000</b>	<b>188,000</b>	<b>189,500</b>	<b>-900</b>	<b>-0.5</b>
% of total	<b>76.8</b>	<b>75.3</b>	<b>75.3</b>	<b>76.0</b>		
Wholesale and retail trade	39,000	36,700	37,100	38,800	-200	-0.5
Transportation and warehousing	13,900	12,200	11,300	11,600	-2,300	-16.5
Finance, insurance, real estate and leasing	8,900	9,100	9,100	9,000	100	1.1
Professional, scientific & technical services	10,200	9,100	11,000	10,800	600	5.9
Business, building & other support services	9,000	8,300	9,900	9,000	0	0.0
Educational services	19,100	19,600	19,400	19,400	300	1.6
Health care and social assistance	39,700	39,000	42,800	42,100	2,400	6.0
Information, culture and recreation	7,300	9,300	8,600	7,000	-300	-4.1
Accommodation and food services	16,900	16,100	14,600	14,700	-2,200	-13.0
Other services (except public administration)	9,000	10,600	8,500	11,100	2,100	23.3
Public administration	17,500	15,000	15,700	16,000	-1,500	-8.6
<b>Total employed</b>	<b>247,800</b>	<b>245,500</b>	<b>249,800</b>	<b>249,400</b>	<b>1,600</b>	<b>0.6</b>



Other services (except public administration)  
(23.3%)

Utilities (19.4%)

Construction (13.6%)



Transportation and warehousing  
(-16.5%)

Accommodation and Food Services (-13.0%)

Public administration  
(-8.6%)

## Employment by Occupation – 2001 to 2016

		KIRKLAND LAKE				TEMISK. DISTRICT	ONTARIO
		2011 Total	% of total	2016 Total	% of total	% of total	% of total
<b>Total all occupations</b>		3,800	100.0	3,590	100.0		
0	Management	255	6.7	220	6.1	9.1	11.3
1	Business, finance and administration	490	12.9	500	13.9	12.3	16.1
2	Natural and applied sciences and related	205	5.4	190	5.3	4.8	7.4
3	Health	325	8.6	280	7.8	7.7	6.4
4	Education, law and social, community and government services	575	15.1	425	11.8	11.5	11.9
5	Art, culture, recreation and sport	90	2.4	50	1.4	1.4	3.2
6	Sales and services	765	20.1	825	23.0	20.8	23.4
7	Trade, transport and equipment operators and related	720	18.9	550	15.3	19.3	13.3
8	Natural resources, agriculture and related production	280	7.4	420	11.7	9.0	1.6
9	Manufacturing and utilities	100	2.6	125	3.5	3.9	5.2

### GREEN

Higher proportion than the province

### RED

Lower proportion than the province

Source: Statistics Canada, 2011 and 2016 National Household Survey

## TOP 3 occupations by total employment, Kirkland Lake - 2016



6 – Sales & Services  
(825)



7 – Trades, Transport & Equipment Operators  
(550)



1 – Education, law and social and community and government services  
(425)

## Employment by Occupation – 2016 to 2019

		<b>NORTHEASTERN ONTARIO ECONOMIC REGION</b>				<b>Change 2016-2019</b>	
		<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>#</b>	<b>%</b>
0	Management	19,400	17,700	19,300	18,000	-1,400	-7.2
1	Business, finance, and administration	35,100	35,000	35,900	36,900	1,800	5.1
2	Natural and applied sciences and related	11,200	10,900	13,200	13,500	2,300	20.5
3	Health	20,500	22,200	22,600	23,500	3,000	14.6
4	Education, law and social, community and government services	29,400	30,900	31,100	32,300	2,900	9.9
5	Art, culture, recreation and sport	4,200	4,200	4,200	4,900	700	16.7
6	Sales and service	63,100	58,500	58,900	57,400	-5,700	-9.0
7	Trades, transport and equipment operators and related	45,900	46,000	44,000	44,400	-1,500	-3.3
8	Natural resources, agriculture and related production	11,500	11,200	11,500	12,300	800	6.9
9	Manufacturing and utilities	7,500	9,000	9,200	6,400	-1,100	-14.7
	<b>Total employed</b>	<b>247,800</b>	<b>245,500</b>	<b>249,800</b>	<b>249,600</b>	<b>1,800</b>	<b>0.72</b>

Source: Statistics Canada. *Table 14-10-0312-01 Employment by Economic Regions and Occupation, Annual*



**Health (+3,000)**  
 Education, law and social, community and  
 government services **(+2,900)**  
 Natural and applied sciences and related  
**(+2,300)**



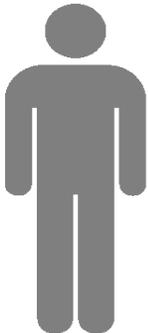
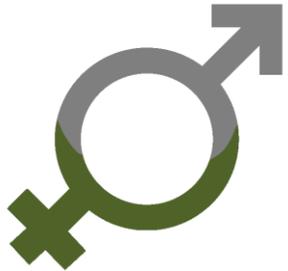
**Sales and service (-5,700)**  
 Trades, Transport and  
 Equipment Operators and Related  
**(-1,500)**  
 Management **(-1,400)**

# 3,590

total employed in 2016

## KIRKLAND LAKE

47.2%



52.8%

### TOP 3 INDUSTRIES IN WHICH WOMEN ARE MORE HIGHLY REPRESENTED

	Health Care & Social Assistance	<b>88.8%</b>
	Information and Cultural Industries	<b>83.3%</b>
	Educational Services	<b>78.4%</b>

### TOP 3 INDUSTRIES IN WHICH MEN ARE MORE HIGHLY REPRESENTED

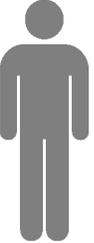
	Utilities	<b>100.0%</b>	
	Wholesale Trade	<b>100.0%</b>	
	Mining, Quarrying, and Oil and Gas Extraction	<b>90.8%</b>	

### TOP 3 OCCUPATIONS IN WHICH WOMEN ARE MORE HIGHLY REPRESENTED



	Health	<b>91.1%</b>
	Art, Culture, Recreation and Sport	<b>80.0%</b>
	Education, Law & Social, Community and Government Services	<b>77.6%</b>

### TOP 3 OCCUPATIONS IN WHICH MEN ARE MORE HIGHLY REPRESENTED

	Natural Resources, Agriculture & Related Production	<b>100.0%</b>	
	Trades, Transport and Equipment Operators & Related	<b>94.5%</b>	
	Manufacturing and Utilities	<b>88.0%</b>	

# PROFESSIONS EN DEMANDE



In the FNETB region,  
an important number  
of workers, in many  
occupations become  
eligible to retire  
between  
2016 and 2036.

2016 2036

**97,820**

Total labour force 15+  
in the FNETB region

**64,045**

Employed labour force 15+  
in the FNETB region

**27,675**

Number of potential retirements  
in the FNETB region

**43.2%**

Of the employed  
labour force



**5,020** (60-64)

Trades, Transport & Equipment Operators and Related (1190)  
Sales & Service (1155)  
Business, Finance, Admin (675)  
Management (525)  
Education, Law & Social, Community & Gov't (480)



**8,190** (50-54)

Trades, Transport & Equipment Operators and Related (1765)  
Sales & Service (1500)  
Business, Finance, Admin (1250)  
Management (900)  
Education, Law & Social, Community & Gov't (855)



**2016-2021**

**2021-2026**

**2026-2031**

**2031-2036**



**7,685** (55-59)

Trades, Transport & Equipment Operators and Related (1675)  
Sales & Service (1525)  
Business, Finance, Admin (1065)  
Management (840)  
Education, Law & Social, Community & Gov't (780)



**6,780** (45-49)

Trades, Transport & Equipment Operators and Related (1395)  
Sales & Service (1085)  
Education, Law & Social, Community & Gov't (985)  
Business, Finance, Admin (950)  
Management (615)

In the Kirkland Lake area, an important number of workers, in many occupations become eligible to retire between 2016 and 2036.

**2016 2036**

**14,505**

Total labour force 15+  
in the Kirkland Lake area

**43.2%**

Of the employed  
labour force

**8,900**

Employed labour force 15+  
in the Kirkland Lake area

**3,845**

Number of potential retirements  
in the Kirkland Lake area



Trades, Transport and Equipment Operators and Related (185)  
Sales and Service (200)  
Business, Finance and Administration (115)  
Management (85)  
Education, Law and Social, and Community and Government Services (40)

 **775**

Trades, Transport and Equipment Operators and Related (245)  
Sales and Service (180)  
Business, Finance and Administration (135)  
Management (100)  
Education, Law and Social, and Community and Government Services (140)

 **1,120**

**2016-2021**

**2021-2026**

**2026-2031**

**2031-2036**

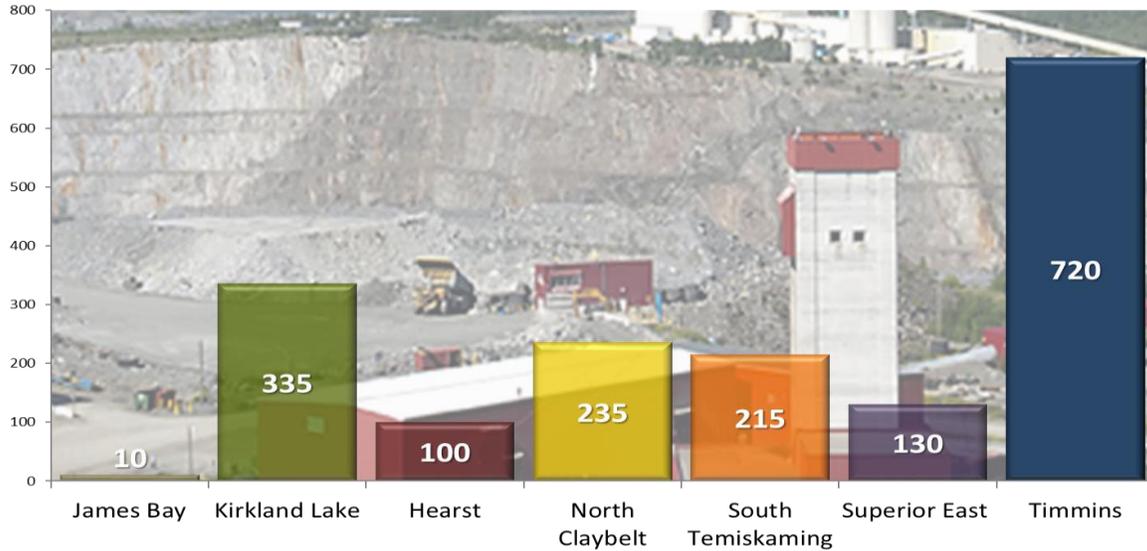
 **1,050**

Trades, Transport and Equipment Operators and Related (225)  
Sales and Service (195)  
Business, Finance and Administration (130)  
Management (85)  
Education, Law and Social, and Community and Government Services (120)

**900** 

Trades, Transport and Equipment Operators and Related (215)  
Sales and Service (125)  
Education, Law and Social, and Community and Government Services (120)  
Business, Finance and Administration (90)  
Management (65)

### Natural resources, agriculture and related production occupations



### Natural resources, agriculture and related production occupations

8231 - Underground production and development miners



### Sales and Service



### Sales and service occupations

6421 - Retail salespersons

115

6733 - Janitors, caretakers and building superintendents

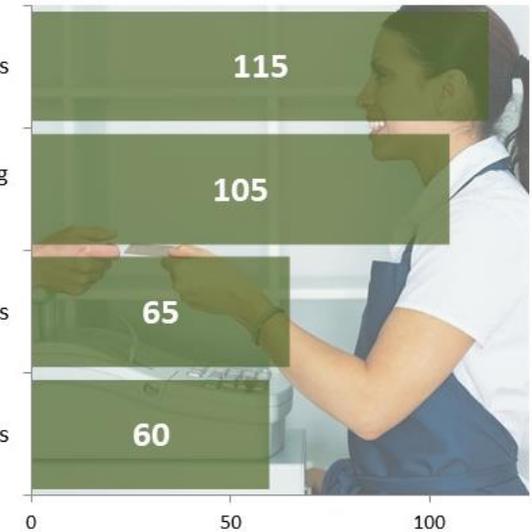
105

6731 - Light duty cleaners

65

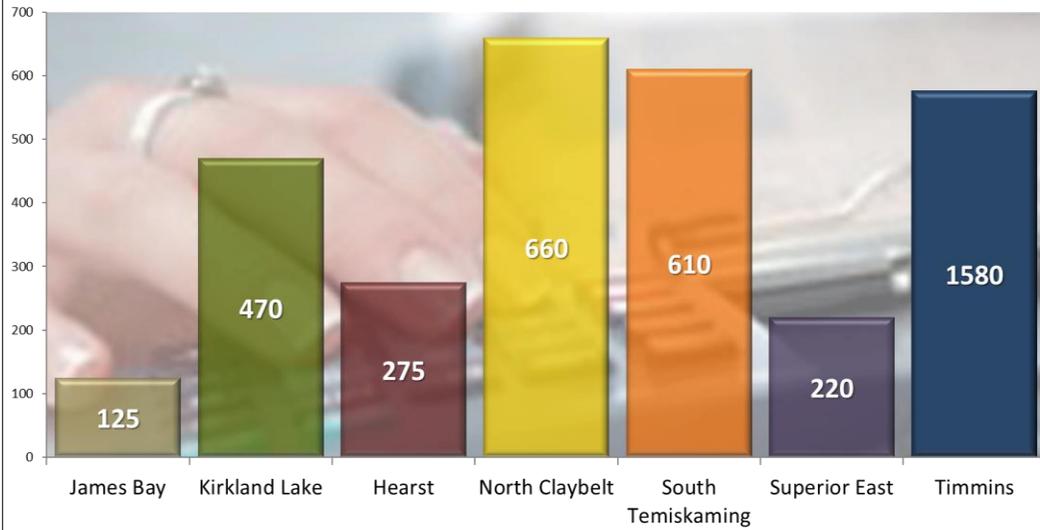
6322 - Cooks

60



3,940

### Business, Finance and Administration



### Business, finance and administration occupations

1411 - General office support workers

85

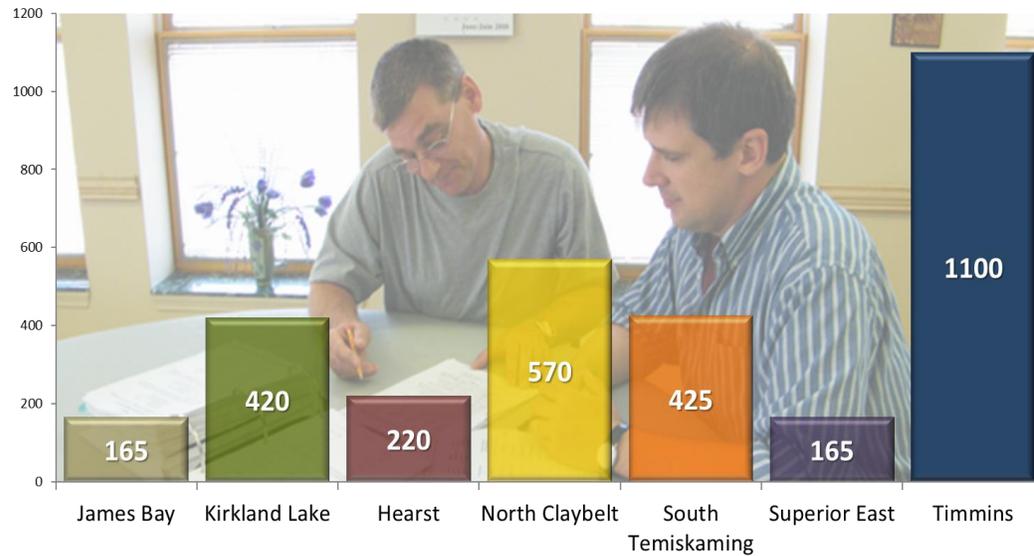
1221 - Administrative officers

50



3,065

### Education, Law and Social, Community and Government Services



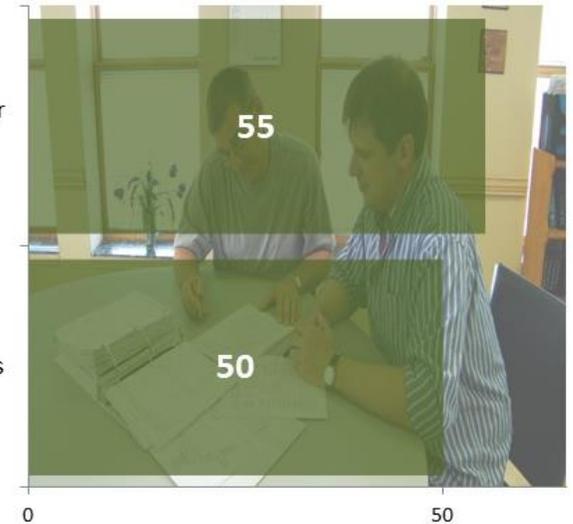
### Occupations in education, law and social, community and government services

4413 - Elementary and secondary school teacher assistants

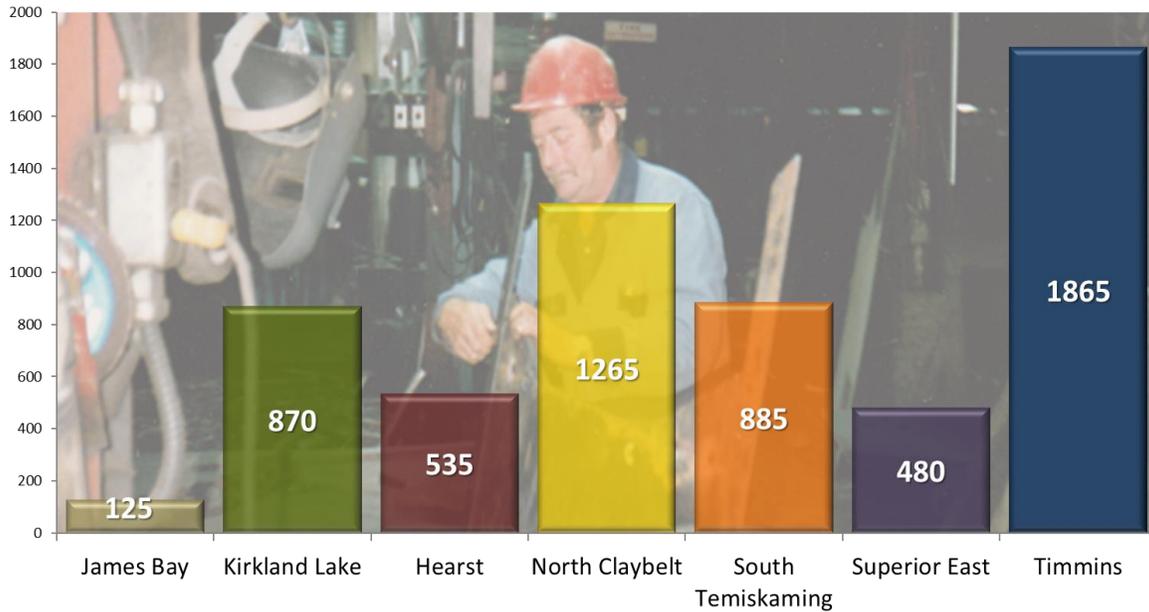
55

4212 - Social and community service workers

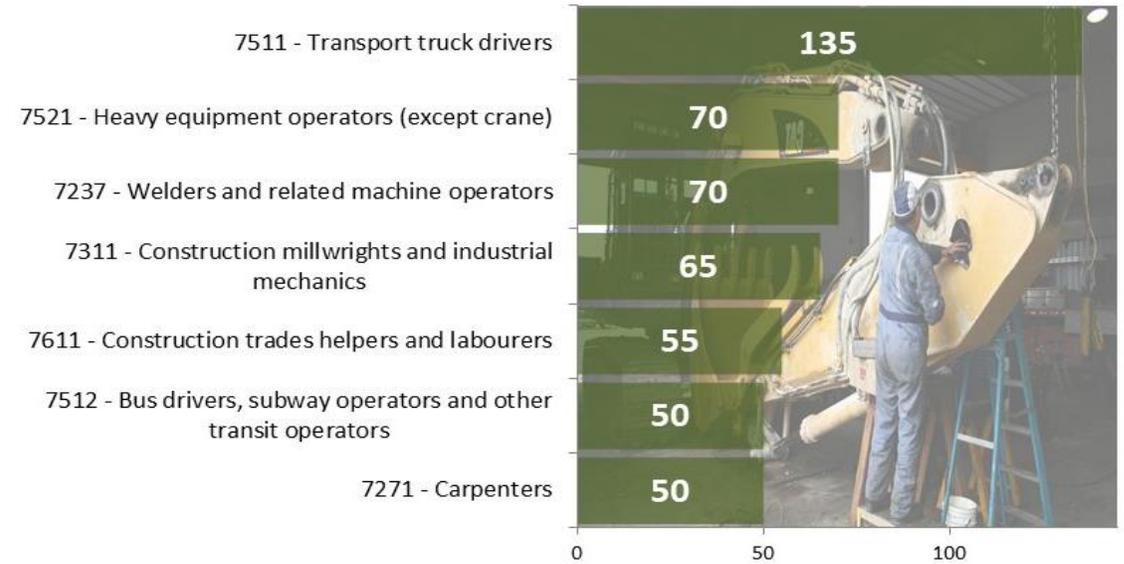
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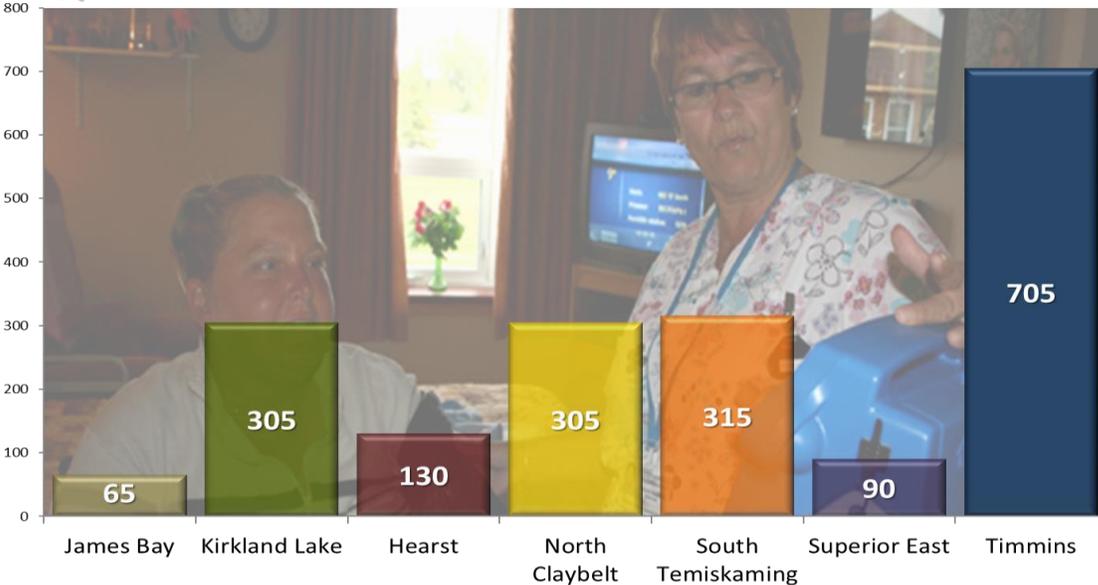
## 6,025 Trades Transport and Equipment Operators and Related



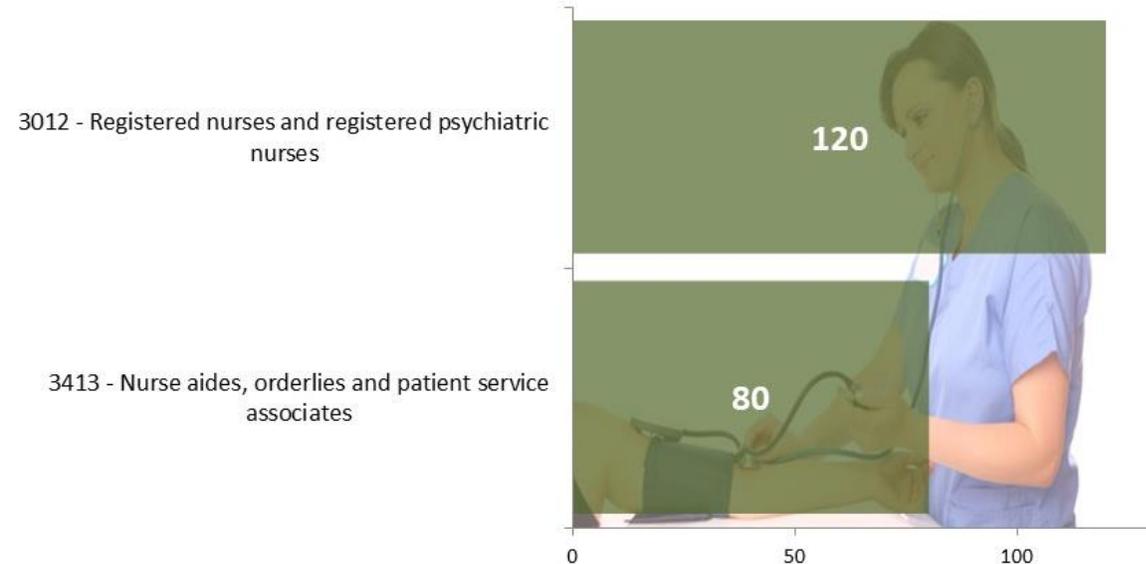
## Trades, transport and equipment operators and related occupations



## 1,915 Health



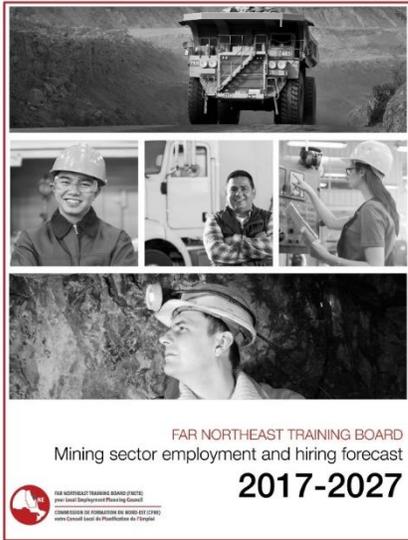
## Health occupations



# How do those stats translate in the field?

INPUT COLLECTED FROM  
LOCAL INDUSTRIES





## Mining (by 2027) – 63 respondents

1,932 jobs (68% retirements), 887 jobs ( 31% expansion) = **2,819** workers

(Underground and production miners, Millwrights, Industrial mechanics, Heavy equipment operators, Heavy duty equipment mechanics, Industrial electricians, Truck drivers, Welders)



## Health Care and Social Assistance (by 2026) – 91 respondents

640 jobs (80% retirements), 156 (19% expansion) = **796** workers

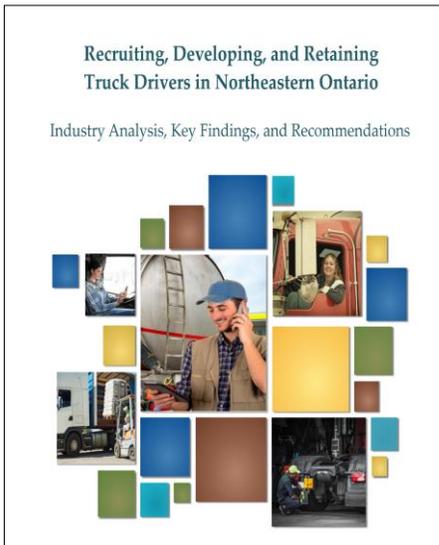
(Personal support workers, Nurses, Home support workers, Housekeepers, Administrative occupations, Senior management positions, Physicians and doctors, Community and social service professionals)



## Forestry Sector Hiring Forecast (by 2029) – 12 respondents

424 jobs (77% retirements), 123 jobs (22% expansion) = **547** workers

(Labourers in wood, pulp and paper processing, Logging machinery operators, Millwrights, Industrial mechanics, Heavy equipment operators, Heavy duty equipment mechanics, Supervisors, logging and forestry)



## Recruiting, Developing and Retaining Truck Drivers

Highest in-demand occupations in the region. In Kirkland Lake 74.3% of employed truck drivers in 2016 were 45+.

# Trades, transport and equipment operators and related occupations

**13,440**

Total labour force  
15+ employed  
in 2016

**44.8%**

Of the employed  
labour force

**6,025**

Potential  
retirements  
2016-2036



NOC	Trade	% 45+ In 2016
7511	Transport Truck Drivers	63.7
7311	Construction Millwrights and Industrial Mechanics	58.4
7521	Heavy Equipment Operators (except crane)	74.7
7611	Construction Trades Helpers and Labourers	33.5
7321	Automotive Service Technicians, Truck and Bus Mechanics	37.9
7312	Heavy Duty Equipment Technicians	27.6
7237	Welders and Related Machine Operators	50.0
7271	Carpenters	58.2
7242	Industrial Electricians	49.3
7241	Electricians (except industrial and power system)	41.4



7511 - Truck Drivers (195)  
7521 - Heavy Equipment Operators (130)  
7311 - Construction Millwrights and Industrial Mechanics (140)  
7321 - Automotive Service Technicians, Truck and Bus Mechanics and Mechanical Repairers (60)  
7237 - Welders and Related Machine Operators (35)  
7271 - Carpenters (30)



**2016-2021**

**2021-2026**

7511 - Truck Drivers (235)  
7521 - Heavy Equipment Operators (220)  
7311 - Construction Millwrights and Industrial Mechanics (170)  
7321 - Automotive Service Technicians, Truck and Bus Mechanics and Mechanical Repairers (50)  
7237 - Welders and Related Machine Operators (65)  
7271 - Carpenters (25)



7511 - Truck Drivers (255)  
7521 - Heavy Equipment Operators (145)  
7311 - Construction Millwrights and Industrial Mechanics (140)  
7321 - Automotive Service Technicians, Truck and Bus Mechanics and Mechanical Repairers (60)  
7237 - Welders and Related Machine Operators (50)  
7271 - Carpenters (65)



**2026-2031**

**2031-2036**

7511 - Truck Drivers (245)  
7521 - Heavy Equipment Operators (115)  
7311 - Construction Millwrights and Industrial Mechanics (80)  
7321 - Automotive Service Technicians, Truck and Bus Mechanics and Mechanical Repairers (50)  
7237 - Welders and Related Machine Operators (55)  
7271 - Carpenters (10)



# FAR NORTHEAST TRAINING BOARD

## COVID – 19 BUSINESS IMPACT SURVEY RESULTS

### IMPACT OF COVID-19 ON BUSINESS OPERATIONS AND ON THE WORKFORCE

October 2020



Community	# of surveys
Kirkland Lake	54
Temiskaming Shores	104
Timmins	86
Kapuskasing	54
Hearst	64
Cochrane	33
Iroquois Falls	17
James Bay Coast	12
Chapleau	16
Total	440



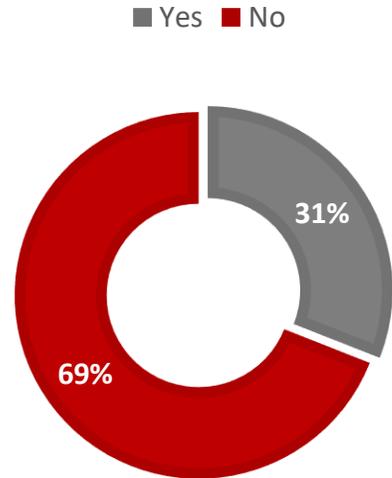
	All industries	 Goods Producing	 Services
<b>HIGH</b> This could put us out of business.	<b>13%</b>	<b>6%</b>	<b>14%</b>
<b>MEDIUM</b> This has a significant impact on our finances.	<b>35%</b>	<b>32%</b>	<b>36%</b>
<b>LOW</b> This may impact our finances, but we are confident that we can weather the storm.	<b>38%</b>	<b>47%</b>	<b>35%</b>
<b>POSITIVE</b> Our business has increased.	<b>5%</b>	<b>4%</b>	<b>8%</b>
<b>NONE</b> No impact on our business.	<b>9%</b>	<b>10%</b>	<b>8%</b>

	HIGH	MEDIUM	LOW	POSITIVE	NO IMPACT
All industries	13%	35%	38%	5%	9%
44-45 Retail Trade	16%	38%	38%	7%	0%
72 - Accommodation and Food Services	38%	35%	19%	5%	3%
91 – Others services (except public administration)	16%	34%	28%	9%	12%
62 – Health and Social Assistance	3%	47%	33%	3%	14%
23 - Construction	7%	27%	54%	4%	8%
11 – Agriculture, Forestry, Fishing and Hunting	4%	42%	37%	4%	17%

	All business types	Private	Not-for-profit	Gov't funded	0 EEs	1 to 19 EEs	20 to 49 EEs	50 + EEs
<b>HIGH</b> This could put us out of business.	13%	15%	9%	0%	32%	11%	9%	3%
<b>MEDIUM</b> This has a significant impact on our finances.	35%	37%	36%	15%	55%	33%	39%	24%
<b>LOW</b> This may impact our finances, but we are confident that we can weather the storm.	38%	38%	33%	45%	10%	40%	39%	51%
<b>POSITIVE</b> Our business has increased.	5%	4%	9%	6%	0%	6%	4%	9%
<b>NONE</b> No impact on our business.	9%	4%	9%	33%	1%	10%	9%	12%



**IS YOUR BUSINESS/ORGANIZATION CURRENTLY HIRING?**



**OCCUPATIONS FOR WHICH LOCAL BUSINESSES ARE HIRING:**

Several occupations were mentioned by survey respondents, those that were mentioned more frequently across all communities are:

- Sales clerks, client service representatives.
- Housekeeping and janitorial.
- Personal support workers
- Nurses
- Truck drivers
- Heavy Equipment Operators
- Welders
- Administrative support
- Managers
- Trades (mechanics, welders).



**OCCUPATIONS SURVEY REpondENTS IDENTIFIED AS BEING THE HARDEST TO FILL**



Trades, Transport and Equipment Operators and Related Occupations



Sales and Service Occupations



Health Occupations



Business, Finance and Administrative Occupations

# MOVING FORWARD

## ANTICIPATED CHALLENGES AND OPPORTUNITIES



Given the situation on October 1, 2020, what do you anticipate for the coming months	If the situation remains at it currently is	If a second wave results in another shutdown
Number or responses to this question	312	312
We will be expanding our services to meet an increased demand.	13%	6%
We will be bringing back laid-off employees.	5%	2%
We will be hiring for new positions.	19%	5%
We will continue full-time operations with required safety measures in place.	68%	28%
We will continue part-time operations with required safety measures in place.	20%	21%
We will continue full-time operations remotely.	11%	18%
We will continue part-time operations remotely.	7%	12%
We will be reducing our workforce due to a decrease in business	5%	20%
We will close temporarily	4%	21%
We will close permanently	1%	4%
Other (please specify)		

# KIRKLAND LAKE

## COVID – 19 BUSINESS IMPACT SURVEY RESULTS

### IF YOUR BUSINESS/ORGANIZATION IS OPEN, ARE YOU CURRENTLY HIRING?

	MAY	JULY	OCT
Number of responses	50	35	49
Yes	22%	23%	39%
No	78%	77%	61%



### OCCUPATIONS THAT ARE HARDEST TO FILL:

- Truck drivers
- Trades
- Managers.

### IF YES, FOR WHICH OCCUPATIONS

MAY	JULY	OCTOBER
Delivery drivers, graphic designers, layout prepress, administrative positions, customer experience associates, labourers, DZ drivers.	Sales personnel, geological technicians, truck drivers, personal support workers.	Truck drivers, administrative and client service personnel, managers, trades.

### REASONS WHY OCCUPATIONS ARE HARD TO FILL

	OCT
Number of respondents	28
There are few suitable applicants for the positions	78%
Applicants do not have the technical skills required for the positions	53%
Applicants do not have the work experience required for the positions	50%
We have difficulty competing for employees due to our remote location and transportation issues	14%
We find it challenging to compete due to the nature of our work (seasonal, shift, irregular hours, job responsibilities)	28%
We have difficulty competing with wages, benefits packages and promotional opportunities offered by other employers	43%
We have difficulty finding people to work during the COVID-19 pandemic.	21%



**Given the situation on October 1<sup>st</sup>, 2020, what do you anticipate for the coming months?**

	<b>If the situation remains as it is currently</b>	<b>If a second wave results in another shutdown</b>
Number of respondents	41	41
We will be expanding our services to meet an increased demand.	12%	5%
We will be bringing back laid-off employees.	5%	0%
We will be hiring for new positions.	22%	2%
We will continue full-time operations with required safety measures in place.	73%	29%
We will continue part-time operations with required safety measures in place.	19%	15%
We will continue full-time operations remotely.	7%	17%
We will continue part-time operations remotely.	10%	12%
We will be reducing our workforce due to a decrease in business	5%	7%
We will close temporarily	0%	22%
We will close permanently	0%	5%

**JOB  
POSTINGS  
DATA**



### Profile Table 3.4 - Number of job postings by occupation in 2019

Source: Vicinity Jobs

	FNETB REGION						
	2019				2020		
OCCUPATION	Q1 Jan- Mar	Q2 Apr- June	Q3 July- Sept	Q4 Oct- Dec	Q1 Jan- Mar	Q2 Apr- June	Q3 July- Sept
0 - Management	131	128	51	83	116	83	
1 - Business, finance and administration	143	127	73	111	104	89	
2 - Natural and applied sciences and related	55	45	29	37	39	31	
3 - Health	92	97	80	102	65	37	
4 - Education, law and social, community and government services	79	71	58	65	58	38	
5 - Art, culture, recreation and sport	12	326	1	6	6	1	
6 - Sales and services	322	220	204	231	218	216	
7 - Trade, transport and equipment operators and related	200	21	131	148	142	135	
8 - Natural resources, agriculture, and related production	23	14	15	19	25	31	
9 - Manufacturing and utilities	18	175	7	19	17	17	



**ONLINE JOB POSTINGS**

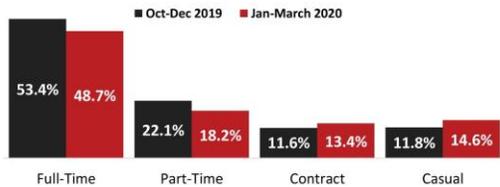
January 1st to March 31st, 2020



	This Quarter	49	492	1,363	214,951
<b>Total</b>	Employer registrations	Job seeker registrations	Job posts	Job searches	
Since January 2017	1,150	2,317	11,083	1,562,170	



Job Type as a % of Total Job Postings



53% of active job posts were new positions

Note: Based on job postings where this information was provided.



**ONLINE JOB POSTINGS**

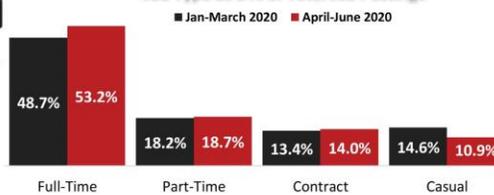
April 1st to June 30th, 2020



	This Quarter	42	1,017	1,161	238,546
<b>Total</b>	Employer registrations	Job seeker registrations	Job posts	Job searches	
Since January 2017	1,192	3,334	12,244	1,800,716	



Job Type as a % of Total Job Postings



64% of active job posts were new positions

Note: Based on job postings where this information was provided.



**ONLINE JOB POSTINGS**

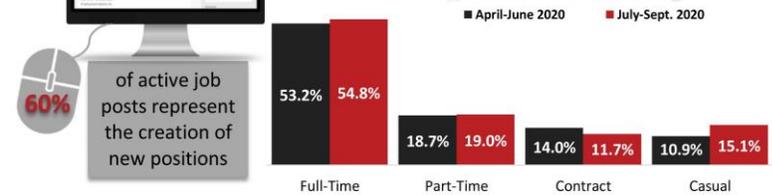
July 1st to September 30th, 2020



	This Quarter	48	1,151	1,725	319,759
<b>Total</b>	Employer registrations	Job seeker registrations	Job posts	Job searches	
Since January 2017	1,240	4,485	13,969	2,120,475	



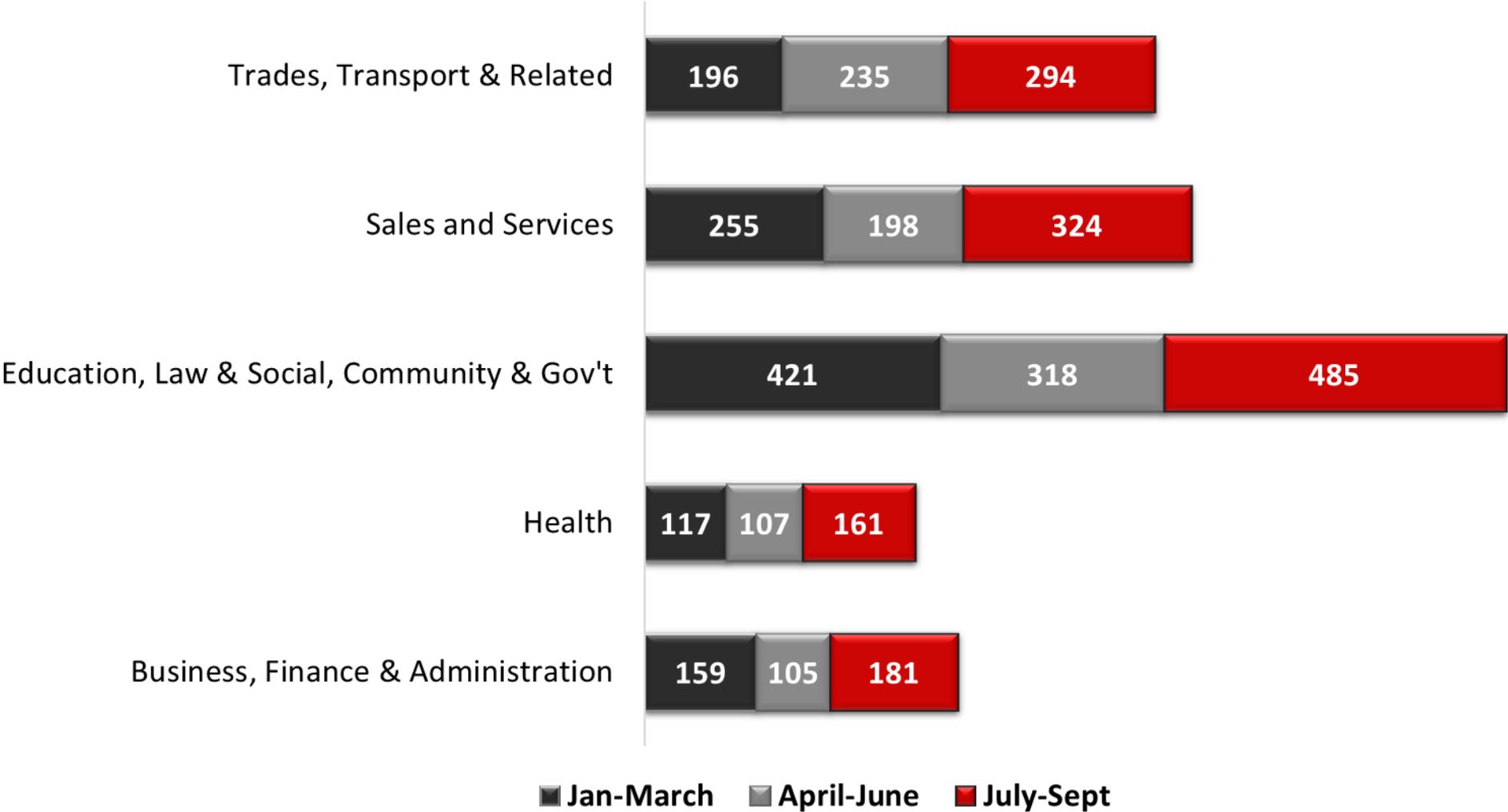
Job Type as a % of Total Job Postings

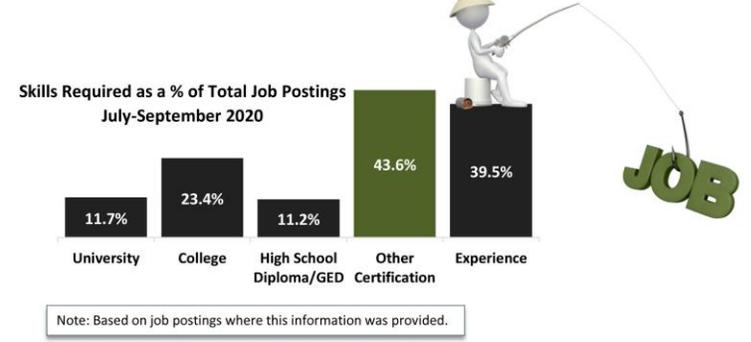
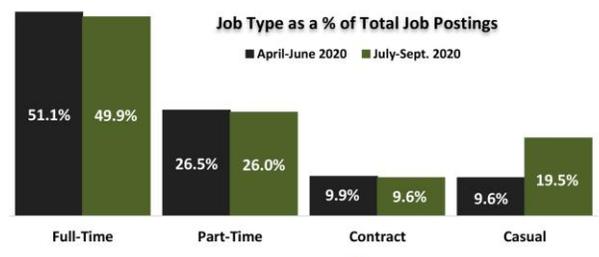
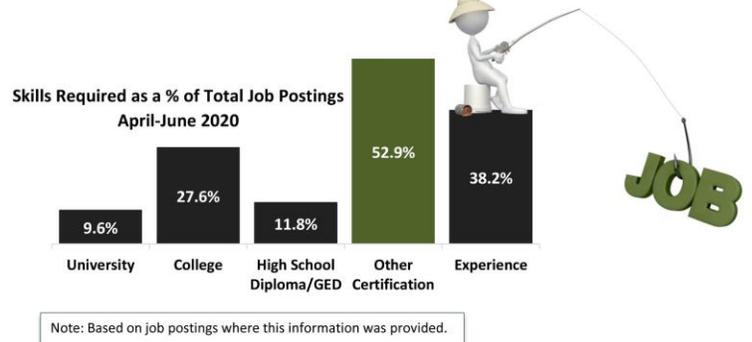
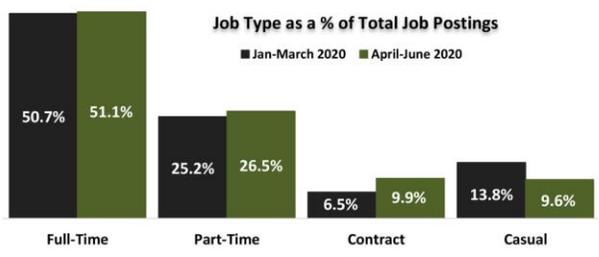
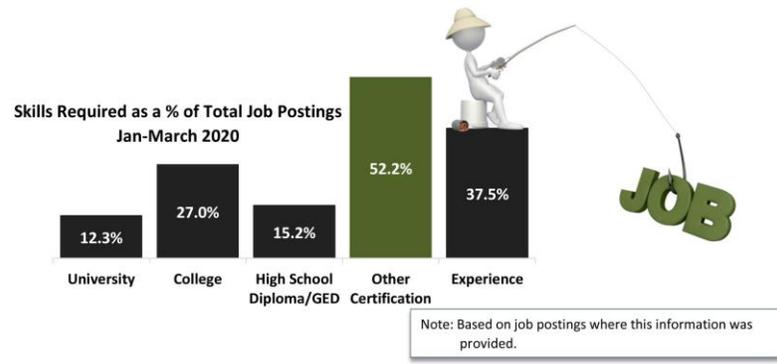
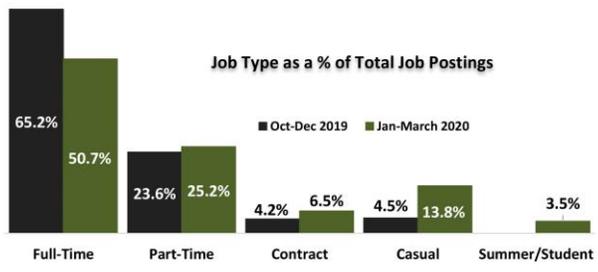


60% of active job posts represent the creation of new positions

# 2020 – QUARTERLY POSTINGS BY OCCUPATION (1 DIGIT NOC)

Source: Local job portal (jobsinfarnortheast.com)



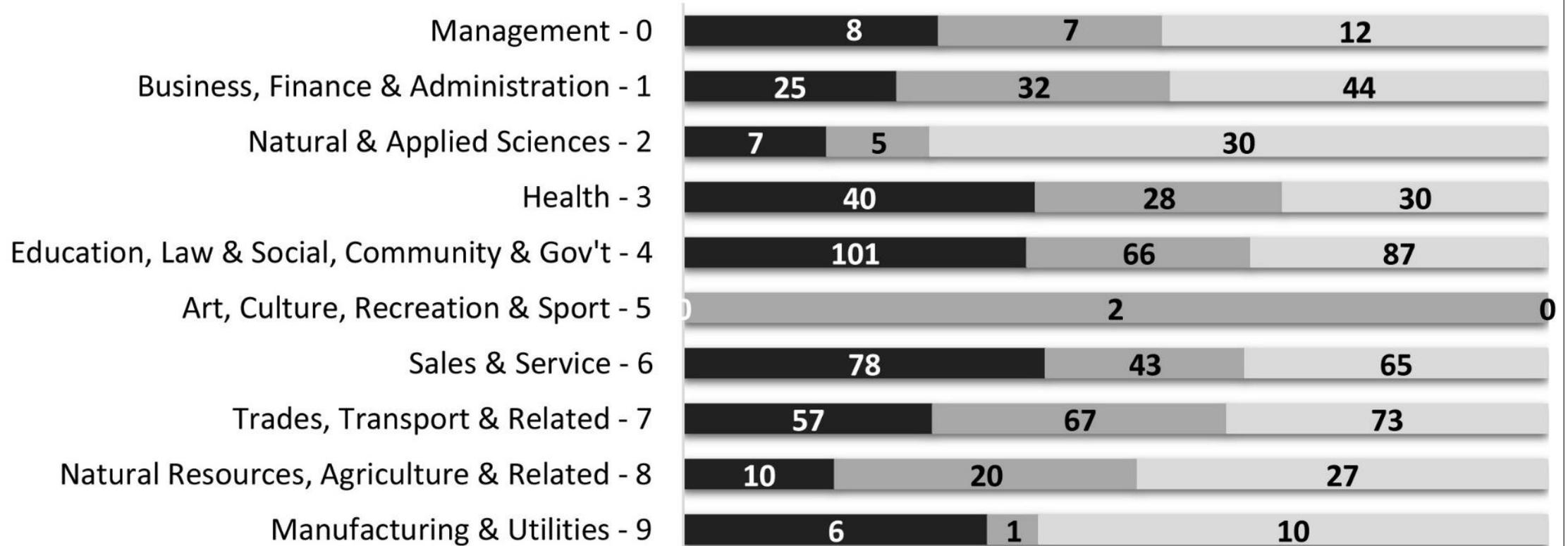


# KIRKLAND LAKE

## Occupations by Quarter (1 Digit NOC)

2020

■ Jan-March   ■ April-June   ■ July-Sept





Could what this information reveals have an impact on businesses/employers, individuals, the community? What are those impacts?

Could what this information reveals influence the programs and services that you offer?  
How?



**FAR NORTHEAST TRAINING BOARD (FNETB)**  
your **L**ocal **E**mployment **P**lanning **C**ouncil

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**COMMISSION DE FORMATION DU NORD-EST (CFNE)**  
votre **C**onseil **L**ocal de **P**lanification de l'**E**mploi

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