

MAKING SENSE OF LABOUR MARKET INFORMATION

Part 2 – NORTH CLAYBELT 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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Y

?

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).

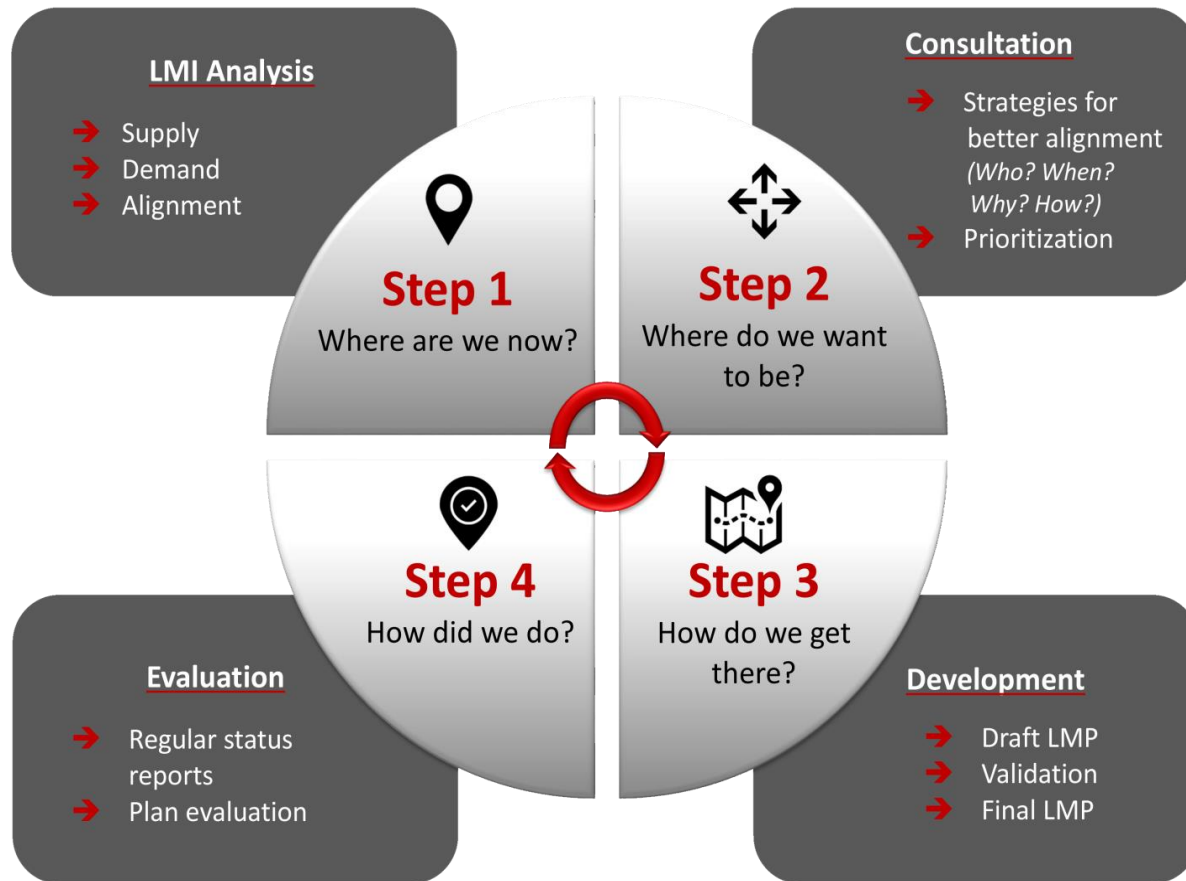


- Using evidence and local knowledge, collectively identify:
 - local labour market demand challenges and opportunities
 - local labour market supply challenges and opportunities
- Look at how/if local programs and services align with those challenges and opportunities.

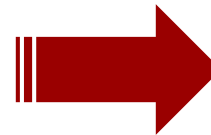


FAR NORTHEAST TRAINING BOARD (FNETB)

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



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Ontario 

PART 1

Introduction to Labour Market Information (LMI)

MAKING SENSE OF LABOUR MARKET INFORMATION



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PART 2

Local Labour Market Demand

Where the jobs are

MAKING SENSE OF LABOUR MARKET INFORMATION



FALL 2020



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PART 3

Local Labour Market Supply

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

MAKING SENSE OF LABOUR MARKET INFORMATION



FALL 2020



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PART 4

Using LMI to Inform Planning

Aligning demand and supply



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



454 businesses in **Cochrane**
(June 2020)

60.7% of those businesses
had no employees

Change in the Number of Businesses by Employee Size Range Cochrane, June 2018 to June 2020

	COCHRANE						COCHRANE DISTRICT	ONTARIO
	June 2018		June 2019		June 2020		June 2020	June 2020
	#	% of total	#	% of total	#	% of total	% of total	% of total
0	291	60.6	265	56.6	257	56.6	59.3	69.8
1-9	125	26.0	143	30.5	136	29.9	27.3	22.9
10-49	51	10.6	47	10.0	51	11.2	10.9	5.8
50-99	9	1.9	8	1.7	5	1.1	1.6	0.8
100+	4	1.0	5	1.1	5	1.1	0.9	0.6
Total	480	0.8	468		454			

Top 5 Industries by Total Number of Employers. by Employee Size Range, June 2020

NAICS							COCHRANE		District	ON
							Total June 2020	% of total June 2020		
		0	1-9	10-49	50-99	100+				
238 - Specialty trade contractors	3	10	11	3	0	0	24	5.3	5.4	5.2
531 - Real estate	1	61	7	0	0	0	68	15.0	16.7	18.1
541 - Professional, scientific and technical services	2	20	5	1	0	0	26	5.7	6.7	12.4
721 - Accommodation services	4	14	4	2	0	0	20	4.4	1.5	0.4
813 - Religious, grant-making, civic, and professional and similar organizations	5	9	9	1	0	0	19	4.2	2.6	2.1

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



637 businesses in
Kapuskasing (June 2020)

56.2% of those businesses
had no employees

Change in the Number of Businesses by Employee Size Range Kapuskasing, June 2018 to June 2020

	KAPUSKASING						COCHRANE DISTRICT	ONTARIO
	June 2018		June 2019		June 2020		June 2020	June 2020
	#	% of total	#	% of total	#	% of total	% of total	% of total
0	380	57.1	387	57.8	358	56.2	59.3	69.8
1-9	193	29.0	192	28.7	196	30.8	27.3	22.9
10-49	75	11.2	75	11.2	68	10.7	10.9	5.8
50-99	12	1.8	10	1.5	11	1.7	1.6	0.8
100+	5	0.7	5	0.7	4	0.6	0.9	0.6
Total	665		669		637			

Top 5 Industries by Total Number of Employers. by Employee Size Range, June 2020

NAICS							Kap		District	ON
							Total June 2020	% of total June 2020	% of total June 2020	% of total June 2020
		0	1-9	10-49	50-99	100+				
238 - Specialty trade contractors	5	6	18	2	1	0	27	4.2	5.4	5.2
484 - Truck transportation	4	15	13	0	0	0	28	4.4	3.2	3.5
531 - Real estate	1	102	10	2	0	0	114	17.9	16.7	18.1
541 - Professional, scientific and technical services	2	21	13	2	0	0	36	5.7	6.7	12.4
621 - Ambulatory health care services	3	13	12	4	2	0	31	4.9	5.6	5.1

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



193 businesses in
Iroquois Falls (June 2020)

58.5% of those businesses
had no employees

Change in the Number of Businesses by Employee Size Range Iroquois fall, June 2018 to June 2020



	IROQUOIS FALLS						COCHRANE DISTRICT	ONTARIO
	June 2018		June 2019		June 2020		June 2020	June 2020
	#	% of total	#	% of total	#	% of total	% of total	% of total
0	134	62.6	121	60.2	113	58.5	59.3	69.8
1-9	62	29.0	60	29.8	63	32.6	27.3	22.9
10-49	14	6.5	16	8.0	11	5.7	10.9	5.8
50-99	2	0.9	2	1.0	5	2.6	1.6	0.8
100+	2	0.9	2	1.0	1	0.5	0.9	0.6
Total	214		201		193			

Top 3 Industries by Total Number of Employers. by Employee Size Range, June 2020

NAICS		0	1-9	10-49	50-99	100+	I.FALLS		District	ON
							Total June 2020	% of total June 2020		
238 - Specialty trade contractors	3	5	3	1	0	0	9	4.7	5.4	5.2
531 - Real estate	1	36	3	0	0	0	39	20.2	16.7	18.1
541 - Professional, scientific and technical services	3	6	3	0	0	0	9	4.7	6.7	12.4
811 - Repair and maintenance	2	8	5	0	0	0	13	6.7	2.4	1.7

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

Employment by Industry – 2001 – 2016



	KAPUSKASING				COCHRANE DISTRICT ONTARIO				ONTARIO			
	2001	2006	2011	2016	2001	2006	2011	2016	2001	2006	2011	2016
 Goods Producing	32.9%	32.0%	26.2%	28.5%	31.1%	29.1%	28.0%	28.1%	25.2%	22.8%	19.5%	19.3%
 Services	66.9%	67.7%	73.8%	71.9%	68.9%	70.3%	72.0%	71.9%	74.8%	77.2%	80.5%	80.7%

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

- Historically, in Cochrane and in the Cochrane 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 – 2001 – 2016



	COCHRANE				COCHRANE DISTRICT				ONTARIO			
	2001	2006	2011	2016	2001	2006	2011	2016	2001	2006	2011	2016
 Goods Producing	26.2%	29.8%	27.5%	33.8%	31.1%	29.1%	28.0%	28.1%	25.2%	22.8%	19.5%	19.3%
 Services	73.6%	66.9%	69.6%	66.2%	68.9%	70.3%	72.0%	71.9%	74.8%	77.2%	80.5%	80.7%

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

- Historically, in Cochrane and in the Cochrane 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 – 2001 – 2016

	IROQUOIS FALLS					COCHRANE DISTRICT ONTARIO					ONTARIO			
	2001	2006	2011	2016		2001	2006	2011	2016		2001	2006	2011	2016
 Goods Producing	35.2%	38.5%	31.4%	27.9%		31.1%	29.1%	28.0%	28.1%		25.2%	22.8%	19.5%	19.3%
 Services	64.5%	63.9%	68.1%	71.6%		68.9%	70.3%	72.0%	71.9%		74.8%	77.2%	80.5%	80.7%

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

- Historically, in Iroquois Falls and in the Cochrane 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

		IROQUOIS FALLS				COCHRANE DISTRICT	ONTARIO
		Total 2011	% of total	Total 2016	% of total	% Of total	% Of total
	All industries	2,035	100.0	1,865	100.0		
	Goods producing industries	640	31.4	520	27.9	28.1	19.3
11	Agriculture, forestry, fishing and hunting	40	2.0	25	1.3	2.6	1.5
21	Mining and oil and gas extraction	155	7.6	250	13.4	10.6	0.5
22	Utilities	35	1.7	55	2.9	1.5	0.7
23	Construction	110	5.4	95	5.1	7.5	6.8
31-33	Manufacturing	300	14.7	95	5.1	5.9	9.8
	Service industries	1,385	68.1	1,335	71.6	71.9	80.7
41	Wholesale Trade	45	2.2	15	0.8	2.1	3.9
44-45	Retail Trade	300	14.7	215	11.5	12.6	11.2
48-49	Transportation and warehousing	100	4.9	85	4.6	5.2	4.7
51	Information and cultural industries	15	0.7	30	1.6	1.1	2.5
52	Finance and insurance	0	0.0	10	0.5	2.3	5.5
53	Real estate and rental and leasing	30	1.5	10	0.5	1.0	2.1
54	Professional, scientific and technical services	60	2.9	60	3.2	3.4	8.1
55	Management of companies and enterprises	0	0.0	0	0.0	0.04	0.2
56	Administrative and support, waste management and remediation services	40	2.0	55	2.9	3.1	4.9
61	Educational services	270	13.3	190	10.2	7.5	7.6
62	Health care and social assistance	255	12.5	335	18.0	14.6	10.8
71	Arts, entertainment and recreation	20	1.0	20	1.1	1.2	2.1
72	Accommodation and food services	105	5.2	75	4.0	6.7	6.9
81	Other services (except public administration)	35	1.7	85	4.6	4.6	4.3
91	Public administration	110	5.4	150	8.0	6.4	6.0

TOP 3 industries by total employment in Iroquois Falls 2016



62 – Health Care and Social Assistance (335)



21 – Mining and Oil and Gas Extraction (250)



44-45 – Retail Trade Sales (215)

GREEN

Higher proportion than the province

RED

Lower proportion than the province

Source: Statistics Canada, 2011 and 2016 National Household Survey

Employment by Industry – 2011 – 2016

		COCHRANE				COCHRANE DISTRICT	ONTARIO
		Total 2011	% of total	Total 2016	% of total	% Of total	% Of total
	All industries	2,415	100.0	2,695	100.0		
	Goods producing industries	665	27.5	910	33.8	28.1	19.3
11	Agriculture, forestry, fishing and hunting	90	3.7	125	4.6	2.6	1.5
21	Mining and oil and gas extraction	65	2.7	155	5.8	10.6	0.5
22	Utilities	55	2.3	45	1.7	1.5	0.7
23	Construction	195	8.1	335	12.4	7.5	6.8
31-33	Manufacturing	260	10.8	250	9.3	5.9	9.8
	Service industries	1,655	68.5	1,785	66.2	71.9	80.7
41	Wholesale Trade	40	1.7	45	1.7	2.1	3.9
44-45	Retail Trade	175	7.2	290	10.8	12.6	11.2
48-49	Transportation and warehousing	300	12.4	235	8.7	5.2	4.7
51	Information and cultural industries	0	0.0	15	0.6	1.1	2.5
52	Finance and insurance	50	2.1	40	1.5	2.3	5.5
53	Real estate and rental and leasing	10	0.4	10	0.4	1.0	2.1
54	Professional, scientific and technical services	100	4.1	95	3.5	3.4	8.1
55	Management of companies and enterprises	0	0.0	10	0.4	0.04	0.2
56	Administrative and support, waste management and remediation services			65	2.4	3.1	4.9
61	Educational services	200	8.3	145	5.4	7.5	7.6
62	Health care and social assistance	210	8.7	290	10.8	14.6	10.8
71	Arts, entertainment and recreation	0	0.0	20	0.7	1.2	2.1
72	Accommodation and food services	150	6.2	230	8.5	6.7	6.9
81	Other services (except public administration)	100	4.1	115	4.3	4.6	4.3
91	Public administration	320	13.3	180	6.7	6.4	6.0

Source: Statistics Canada, 2011 and 2016 National Household Survey

TOP 3 industries by total employment in Cochrane- 2016



62 – Health Care and Social Assistance (290)



23 – Construction (335)



44-45 – Retail Trade Sales (290)

GREEN

Higher proportion than the province

RED

Lower proportion than the province

Employment by Industry – 2011 – 2016

		KAPUSKASING				COCHRANE DISTRICT	ONTARIO
		Total 2011	% of total	Total 2016	% of total	% Of total	% Of total
All industries		3,895	100.0	3,805	100.0		
Goods producing industries		1,020	26.2	1,085	28.5	28.1	19.3
11	Agriculture, forestry, fishing and hunting	165	4.2	85	2.2	2.6	1.5
21	Mining and oil and gas extraction	130	3.3	180	4.7	10.6	0.5
22	Utilities	75	1.9	95	2.5	1.5	0.7
23	Construction	355	9.1	265	7.0	7.5	6.8
31-33	Manufacturing	295	7.6	460	12.1	5.9	9.8
Service industries		2,875	73.8	2,735	71.9	71.9	80.7
41	Wholesale Trade	55	1.4	35	0.9	2.1	3.9
44-45	Retail Trade	605	15.5	515	13.5	12.6	11.2
48-49	Transportation and warehousing	210	5.4	155	4.1	5.2	4.7
51	Information and cultural industries	25	0.6	45	1.2	1.1	2.5
52	Finance and insurance	160	4.1	75	2.0	2.3	5.5
53	Real estate and rental and leasing	35	0.9	25	0.7	1.0	2.1
54	Professional, scientific and technical services	165	4.2	80	2.1	3.4	8.1
55	Management of companies and enterprises	0	0.0	0	0.0	0.04	0.2
56	Administrative and support, waste management and remediation services	90	2.3	125	3.3	3.1	4.9
61	Educational services	350	9.0	330	8.7	7.5	7.6
62	Health care and social assistance	555	1.4	575	15.1	14.6	10.8
71	Arts, entertainment and recreation	30	0.8	60	1.6	1.2	2.1
72	Accommodation and food services	190	4.9	295	7.8	6.7	6.9
81	Other services (except public administration)	175	4.5	250	6.6	4.6	4.3
91	Public administration	230	5.9	170	4.5	6.4	6.0

TOP 3 industries by total employment in Kapuskasing 2016



62 – Health Care and Social Assistance (575)



31-33 – Manufacturing (460)



44-45 – Retail Trade Sales (515)

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	#	%
Goods-producing sector	57,400	60,500	61,800	59,900	2,500	4.4
% of total	23.2	24.7	24.7	24.0		
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
Services-producing sector	190,400	185,000	188,000	189,500	-900	-0.5
% of total	76.8	75.3	75.3	76.0		
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
Total employed	247,800	245,500	249,800	249,400	1,600	0.6



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 – 2011 to 2016

		KAPUSKASING				COCHRANE DISTRICT	ONTARIO
		2011 Total	% of total	2016 Total	% of total	% of total	% of total
	Total all occupations	3,900	100.0	3,805	100.0		
0	Management	290	7.4	315	8.3	8.3	11.3
1	Business, finance and administration	490	12.6	435	11.4	12.5	16.1
2	Natural and applied sciences and related	125	3.2	125	3.3	4.9	7.4
3	Health	260	6.7	275	7.2	7.5	6.4
4	Education, law and social, community and government services	500	12.8	550	14.5	12.4	11.9
5	Art, culture, recreation and sport	40	1.0	60	1.6	1.1	3.2
6	Sales and services	930	23.8	890	23.4	23.1	23.4
7	Trade, transport and equipment operators and related	920	23.6	775	20.4	20.0	13.3
8	Natural resources, agriculture and related production	175	4.5	110	2.9	6.2	1.6
9	Manufacturing and utilities	155	4.0	275	7.2	3.8	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 in Kapuskasing, 2016



6 – Sales & Services
(890)



7 – Trades, Transport &
Equipment Operators
(775)



4 – Education, law and social,
community and government
services (550)

Employment by Occupation – 2011 to 2016

		COCHRANE				COCHRANE DISTRICT	ONTARIO
		2011 Total	% of total	2016 Total	% of total	% of total	% of total
	Total all occupations	2,415	100.0	2,695	100.0		
0	Management	170	7.0	255	9.5	8.3	11.3
1	Business, finance and administration	355	14.7	355	13.2	12.5	16.1
2	Natural and applied sciences and related	20	0.8	95	3.5	4.9	7.4
3	Health	150	6.2	140	5.2	7.5	6.4
4	Education, law and social, community and government services	235	9.7	210	7.8	12.4	11.9
5	Art, culture, recreation and sport	20	0.8	15	0.6	1.1	3.2
6	Sales and services	505	20.9	645	23.9	23.1	23.4
7	Trade, transport and equipment operators and related	680	28.2	665	24.7	20.0	13.3
8	Natural resources, agriculture and related production	60	2.5	105	3.9	6.2	1.6
9	Manufacturing and utilities	225	9.3	210	7.8	3.8	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 Cochrane - 2016



6 – Sales & Services
(645)



7 – Trades, Transport & Equipment Operators
(665)



1 - Business, Finance & Administration
(55)

Employment by Occupation – 2011 to 2016

		IROQUOIS FALLS				COCHRANE DISTRICT	ONTARIO
		2011 Total	% of total	2016 Total	% of total	% of total	% of total
Total all occupations		2,030	100.0	1,870	100.0		
0	Management	130	6.4	115	6.1	8.3	11.3
1	Business, finance and administration	260	12.8	150	8.0	12.5	16.1
2	Natural and applied sciences and related	110	5.4	65	3.5	4.9	7.4
3	Health	120	5.9	185	9.9	7.5	6.4
4	Education, law and social, community and government services	270	13.3	330	17.6	12.4	11.9
5	Art, culture, recreation and sport	55	2.7	20	1.1	1.1	3.2
6	Sales and services	455	22.4	350	18.7	23.1	23.4
7	Trade, transport and equipment operators and related	370	18.2	385	20.6	20.0	13.3
8	Natural resources, agriculture and related production	110	5.4	160	8.6	6.2	1.6
9	Manufacturing and utilities	155	7.6	105	5.6	3.8	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 Iroquois Falls - 2016



6 – Sales & Services
(350)



7 – Trades, Transport & Equipment Operators
(385)



4 – Education, law and social, community and government services (330)

Employment by Occupation – 2016 to 2019

		NORTHEASTERN ONTARIO ECONOMIC REGION				Change 2016-2019	
		2016	2017	2018	2019	#	%
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
	Total employed	247,800	245,500	249,800	249,600	1,800	0.72

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)**

2,695

total employed in 2016

COCHRANE

46.6%



53.4%

TOP 3 INDUSTRIES IN WHICH WOMEN ARE MORE HIGHLY REPRESENTED

Health Care & Social Assistance **84.5%**

Accommodation and Food Services **76.1%**

Educational Services **69.0%**

TOP 3 INDUSTRIES IN WHICH MEN ARE MORE HIGHLY REPRESENTED

Management of Companies & Enterprises **100.0%**

Mining, Quarrying, and Oil & Gas Extraction **87.1%**

Construction **86.6%**



TOP 3 OCCUPATIONS IN WHICH WOMEN ARE MORE HIGHLY REPRESENTED

Business, Finance & Administration **83.1%**

Sales & Service **72.1%**

Health **71.4%**

Education, Law & Social, Community &
Government Services **71.4%**

TOP 3 OCCUPATIONS IN WHICH MEN ARE MORE HIGHLY REPRESENTED

Trades, Transport & Equipment
Operators and Related **91.7%**

Natural Resources, Agriculture & Related
Production **81.0%**

Art, Culture, Recreation & Sport **66.7%**



3,805

total employed in 2016

46.6%



54.3%

TOP 3 INDUSTRIES IN WHICH WOMEN ARE MORE HIGHLY REPRESENTED

Health Care & Social Assistance **88.7%**



Real Estate and Rental and Leasing
80.0%

Educational Services **72.7%**

TOP 3 INDUSTRIES IN WHICH MEN ARE MORE HIGHLY REPRESENTED

Utilities **100.0%**

Agriculture, Forestry, Fishing and Hunting
94.1%

Mining, Quarrying, and Oil & Gas
Extraction **91.7%**



KAPUSKASING

TOP 3 OCCUPATIONS IN WHICH WOMEN ARE MORE HIGHLY REPRESENTED

Health **89.1%**



Business, Finance and Administration
78.2%

Education, Law & Social,
Community and Government Services
73.6%

TOP 3 OCCUPATIONS IN WHICH MEN ARE MORE HIGHLY REPRESENTED

Manufacturing and Utilities **100.0%**

Trades, Transport & Equipment Operators &
Related **94.2%**

Natural and Applied Sciences &
Related **92.0%**



1,865

total employed in 2016

IROQUOIS FALLS

48.8%



51.5%

TOP 3 INDUSTRIES IN WHICH WOMEN ARE MORE HIGHLY REPRESENTED



Finance and Insurance **100.0%**

Health Care and Social Assistance
88.1%

Information and Cultural Industries
83.3%

TOP 3 INDUSTRIES IN WHICH MEN ARE MORE HIGHLY REPRESENTED

Utilities **100.0%**

Agriculture, Forestry, Fishing and Hunting
100.0%

Construction **100.0%**

Wholesale Trade **100.0%**



TOP 3 OCCUPATIONS IN WHICH WOMEN ARE MORE HIGHLY REPRESENTED



Business, Finance and Administration
90.0%

Health **86.5%**

Education, Law & Social, Community and
Government Services **72.7%**

TOP 3 OCCUPATIONS IN WHICH MEN ARE MORE HIGHLY REPRESENTED

Manufacturing and Utilities **95.2%**

Natural Resources, Agriculture and Related
Production **93.8%**

Natural and Applied Sciences & Related
92.3%



OCCUPATIONS IN DEMAND



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)



2016-2021

2021-2026



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)

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)



2026-2031

2031-2036



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 North Claybelt area, an important number of workers, in many occupations become eligible to retire between 2016 and 2036.

2016 2036

19,355

Total labour force 15+ in the North Claybelt area

11,905

Employed labour force 15+ in the North Claybelt area

5,300

Number of potential retirements in the North Claybelt area

44.5%

Of the employed labour force



Trades, Transport & Equipment Operators and Related (265)
Sales & Service (210)
Business, Finance, Admin (85)
Management (80)
Education, Law & Social, Community & Gov't (85)

↓ 910

2016-2021

2021-2026

↑ 1,525

Trades, Transport & Equipment Operators and Related (375)
Sales & Service (290)
Business, Finance, Admin (230)
Management (165)
Education, Law & Social, Community & Gov't (130)

Trades, Transport & Equipment Operators and Related (335)
Sales & Service (330)
Business, Finance, Admin (205)
Management (175)
Education, Law & Social, Community & Gov't (165)

↓ 1,595

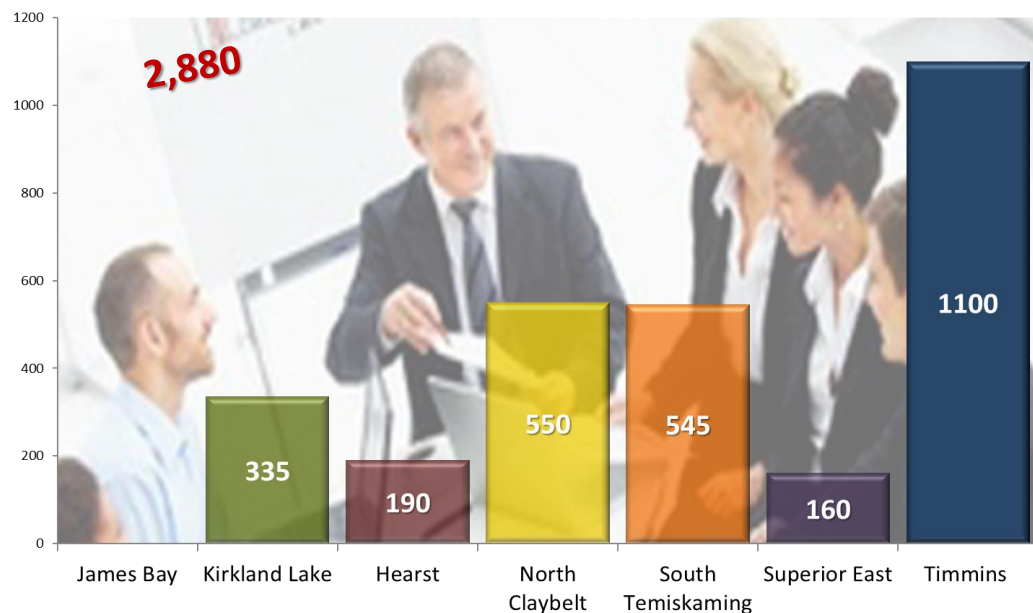
2026-2031

↑ 1,270

Trades, Transport & Equipment Operators and Related (290)
Sales & Service (220)
Education, Law & Social, Community & Gov't (190)
Business, Finance, Admin (140)
Management (130)

2031-2036

Management



Management occupations

0621 - Retail and wholesale trade managers

145

0631 - Restaurant and food service managers

55

0821 - Managers in agriculture

50

5,265

Sales and Service



Sales and service occupations

6421 - Retail salespersons

150

6711 - Food counter attendants, kitchen helpers and related support occupations

145

6733 - Janitors, caretakers and building superintendents

110

6731 - Light duty cleaners

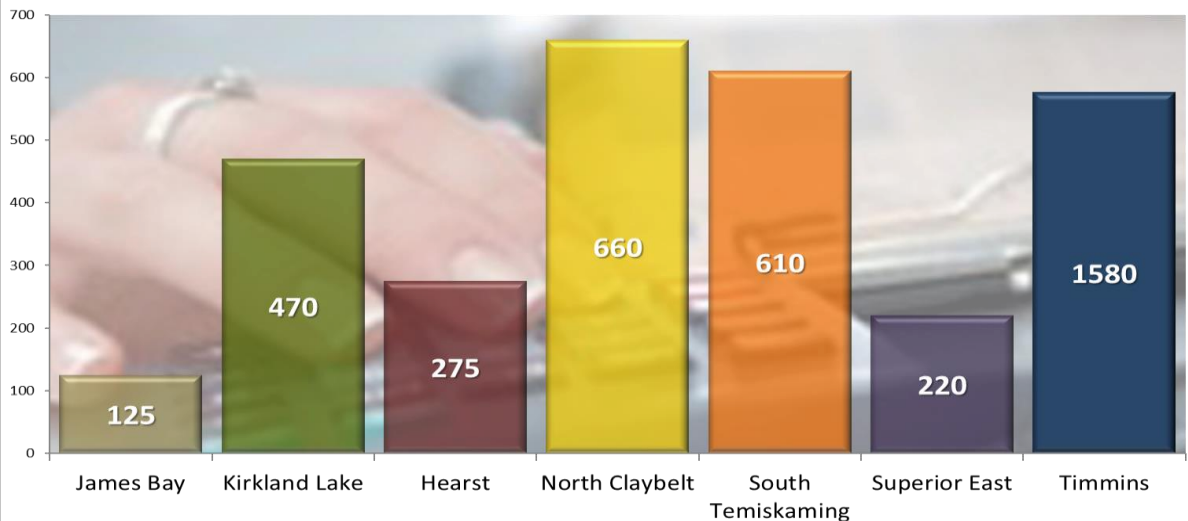
105

6322 - Cooks

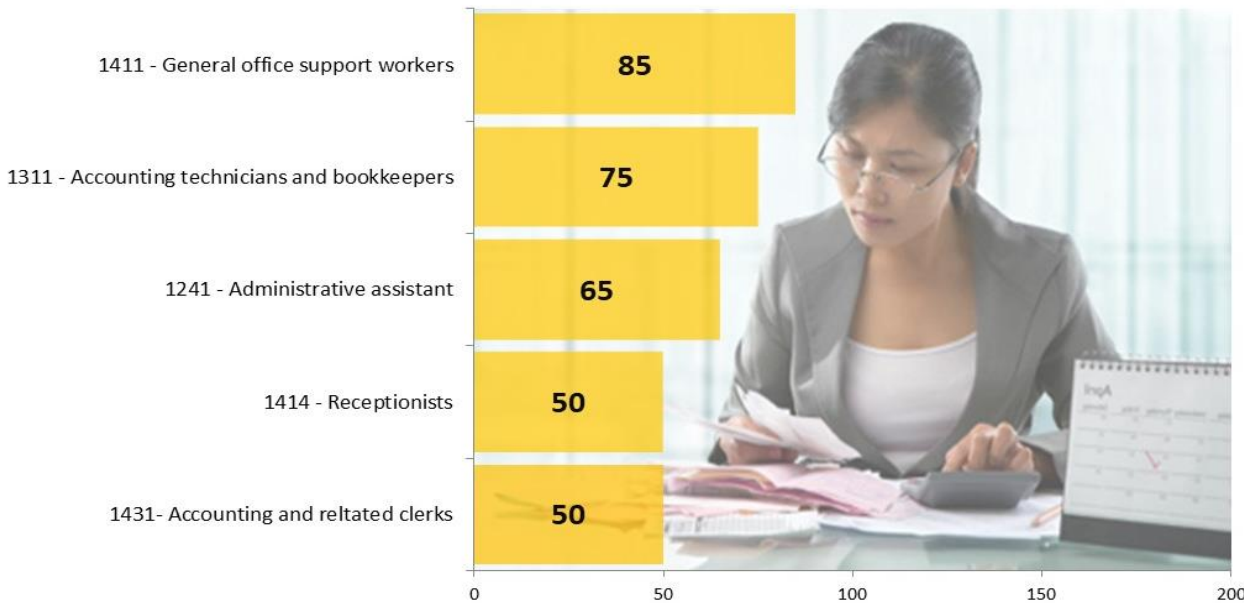
60

3,940

Business, Finance and Administration

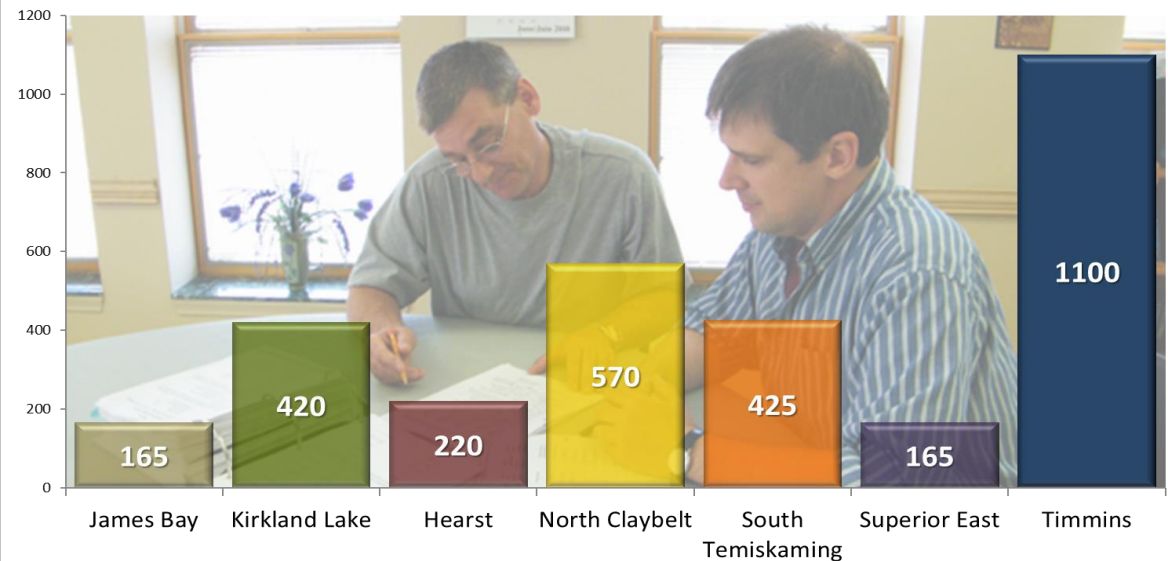


Business, finance and administration occupations

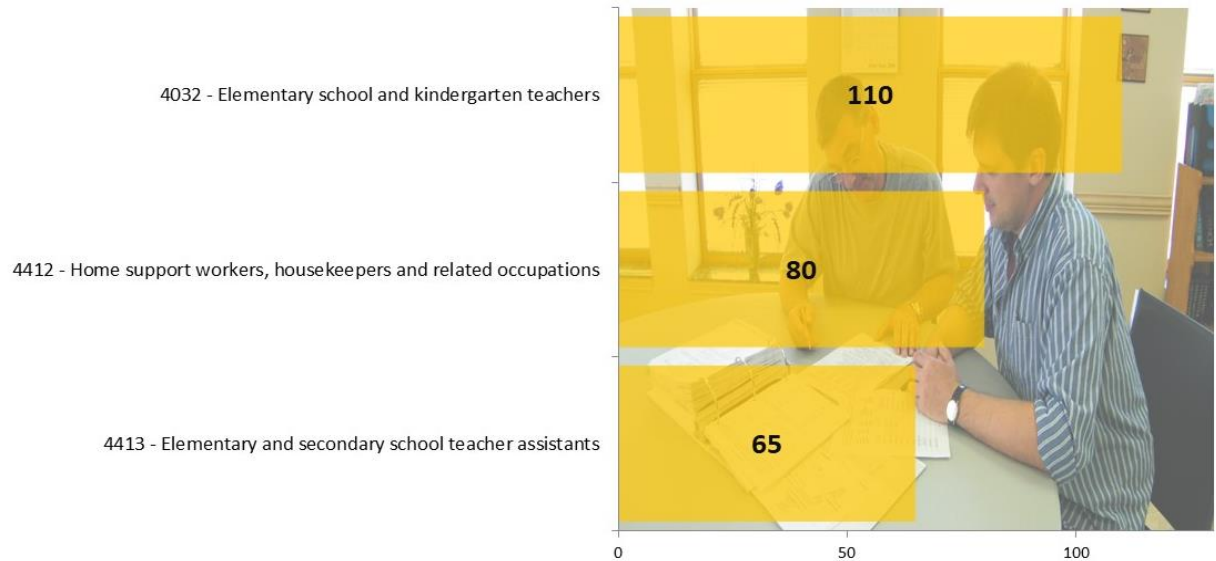


3,065

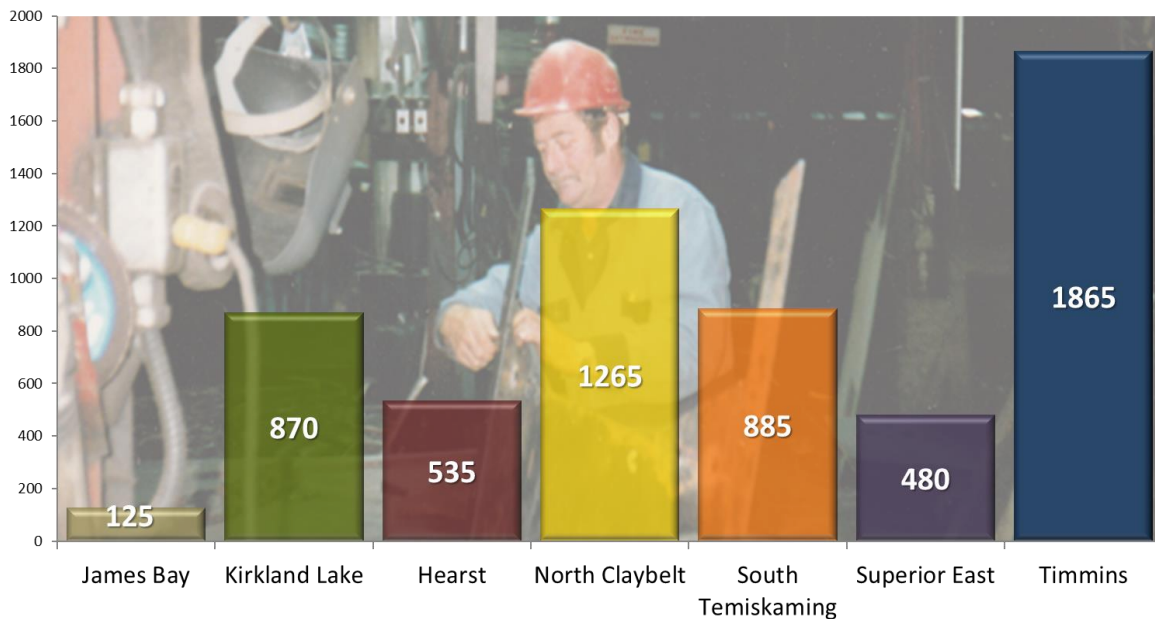
Education, Law and Social, Community and Government Services



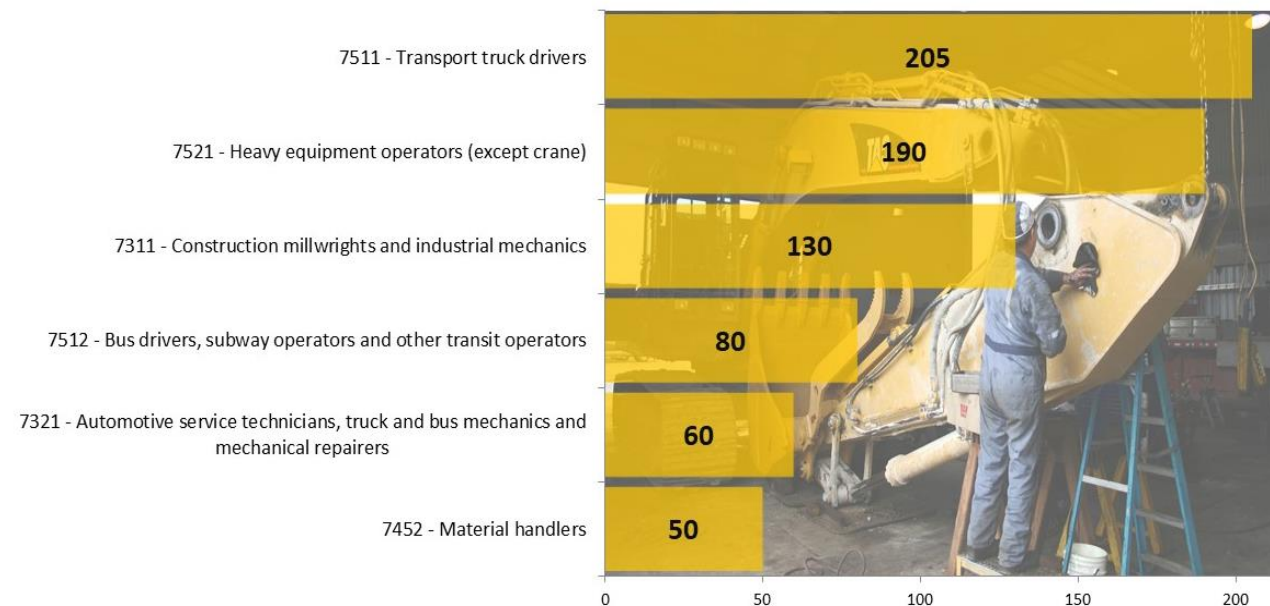
Occupations in education, law and social, community and government services



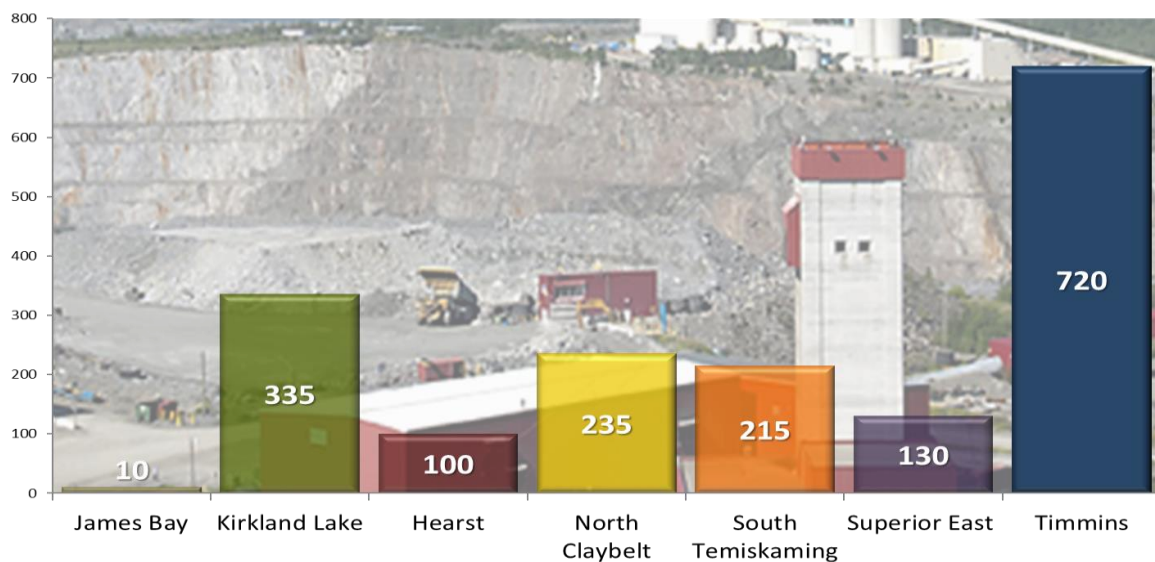
6,025 Trades Transport and Equipment Operators and Related



Trades, transport and equipment operators and related occupations



1,745 Natural resources, agriculture and related production occupations

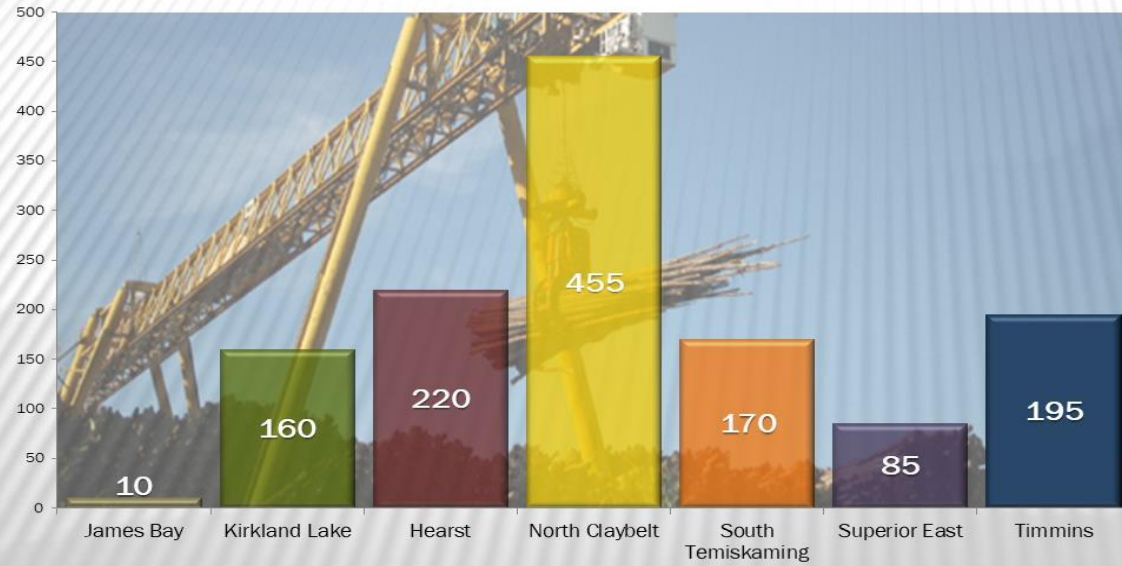


Natural resources, agriculture and related production occupations



1,295

Occupations in Manufacturing and Utilities



Occupations in manufacturing and utilities

9614 - Labourers in wood, pulp and paper processing

70

9431 - Sawmill machine operators

50

9241 - Power engineers and power systems operators

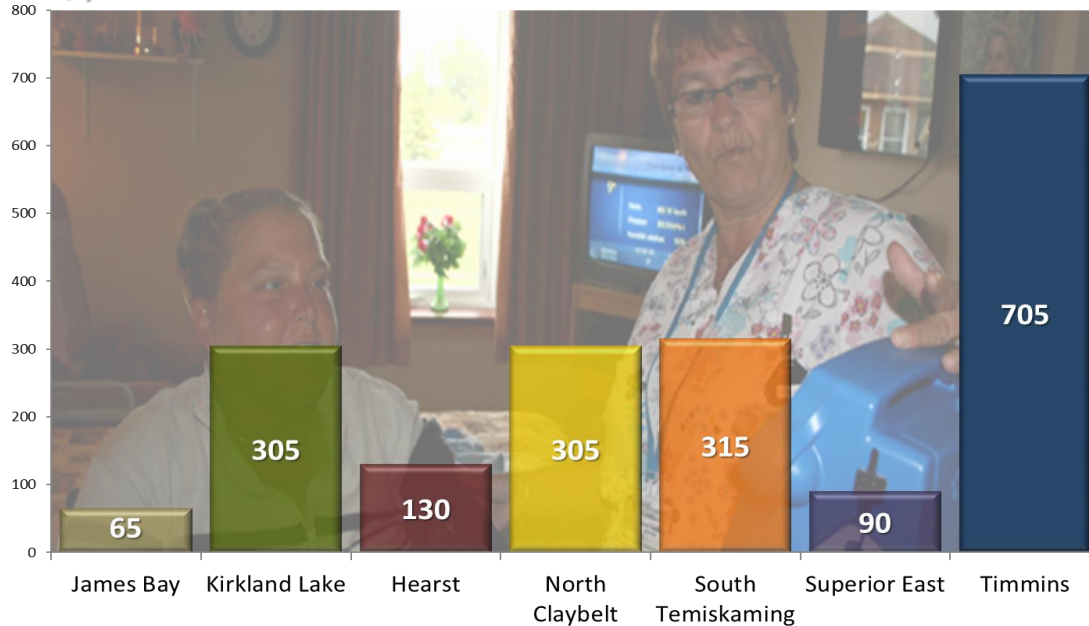
50

9215 - Supervisors, forest product processing

50

Health

1,915



Health occupations

3012 - Registered nurses and registered psychiatric nurses

95

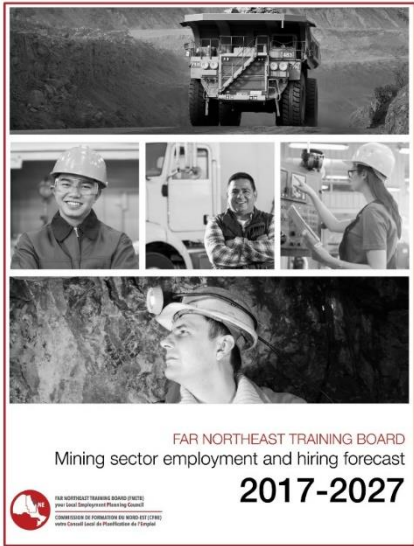
3413 - Nurses aides, ordelies and patient service associates

80

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

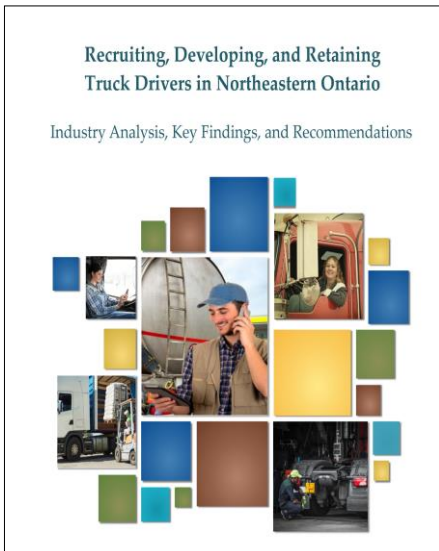
(Personal support workers, Nurses, Home support workers, Housekeepers, Administrative occupations, Senior management positions, Physicians and doctors, Community and social service professionals)



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



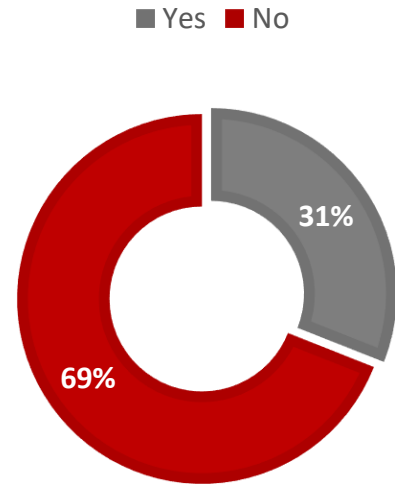
	All industries	 Goods Producing	 Services
HIGH This could put us out of business.	13%	6%	14%
MEDIUM This has a significant impact on our finances.	35%	32%	36%
LOW This may impact our finances, but we are confident that we can weather the storm.	38%	47%	35%
POSITIVE Our business has increased.	5%	4%	8%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

	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
HIGH This could put us out of business.	13%	15%	9%	0%	32%	11%	9%	3%
MEDIUM This has a significant impact on our finances.	35%	37%	36%	15%	55%	33%	39%	24%
LOW This may impact our finances, but we are confident that we can weather the storm.	38%	38%	33%	45%	10%	40%	39%	51%
POSITIVE Our business has increased.	5%	4%	9%	6%	0%	6%	4%	9%
NONE 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)		

NORTH CLAYBELT

COVID – 19 BUSINESS IMPACT SURVEY RESULTS

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

	MAY	JULY	OCT
Number of responses	33	77	8
Yes	18%	18%	30%
No	82%	82%	70%



OCCUPATIONS THAT ARE HARDEST TO FILL:

- Truck drivers
- Heavy equipment operators
- Labourers
- Client service workers
- Health care workers.

IF YES, FOR WHICH OCCUPATIONS

MAY	JULY	OCTOBER
Labourers, surveyors, electrical, electronic designer, cashiers.	Cooks, servers, parts advisor, sales associates, maintenance workers, electronic designer, workers to stand at the door to clean carts, personal support workers, front counter clerks, nurses, skilled labourers, mechanics.	Personal support workers, nurses, sales and client services representatives, labourers.

REASONS WHY OCCUPATIONS ARE HARD TO FILL

	OCT
Number of respondents	40
There are few suitable applicants for the positions	47%
Applicants do not have the technical skills required for the positions	17%
Applicants do not have the work experience required for the positions	22%
We have difficulty competing for employees due to our remote location and transportation issues	15%
We find it challenging to compete due to the nature of our work (seasonal, shift, irregular hours, job responsibilities)	20%
We have difficulty competing with wages, benefits packages and promotional opportunities offered by other employers	22%
We have difficulty finding people to work during the COVID-19 pandemic.	42%

MOVING FORWARD

2022 2021

Given the situation on October 1st, 2020, what do you anticipate for the coming months?

	If the situation remains as it is currently	If a second wave results in another shutdown
Number of respondents	73	73
We will be expanding our services to meet an increased demand.	12%	7%
We will be bringing back laid-off employees.	5%	3%
We will be hiring for new positions.	14%	7%
We will continue full-time operations with required safety measures in place.	57%	30%
We will continue part-time operations with required safety measures in place.	26%	20%
We will continue full-time operations remotely.	9%	8%
We will continue part-time operations remotely.	9%	22%
We will be reducing our workforce due to a decrease in business	7%	16%
We will close temporarily	0%	20%
We will close permanently	0%	7%

**JOB
POSTINGS
DATA**



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

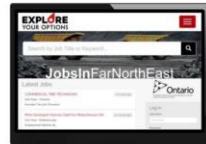
Source: Vicinity Jobs

	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	

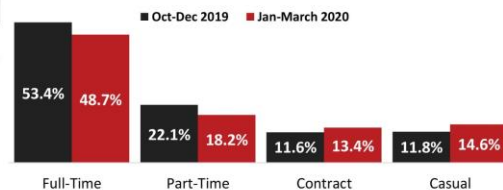


ONLINE JOB POSTINGS

January 1st to March 31st, 2020



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.

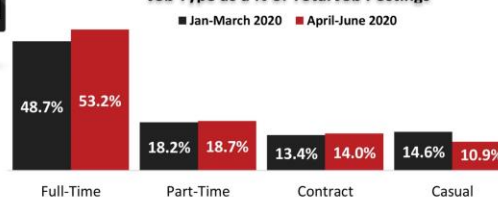


ONLINE JOB POSTINGS

April 1st to June 30th, 2020



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.

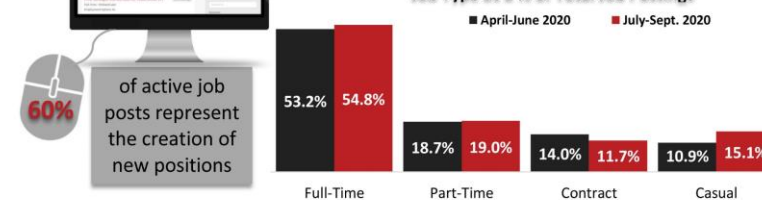


ONLINE JOB POSTINGS

July 1st to September 30th, 2020



Job Type as a % of Total Job Postings

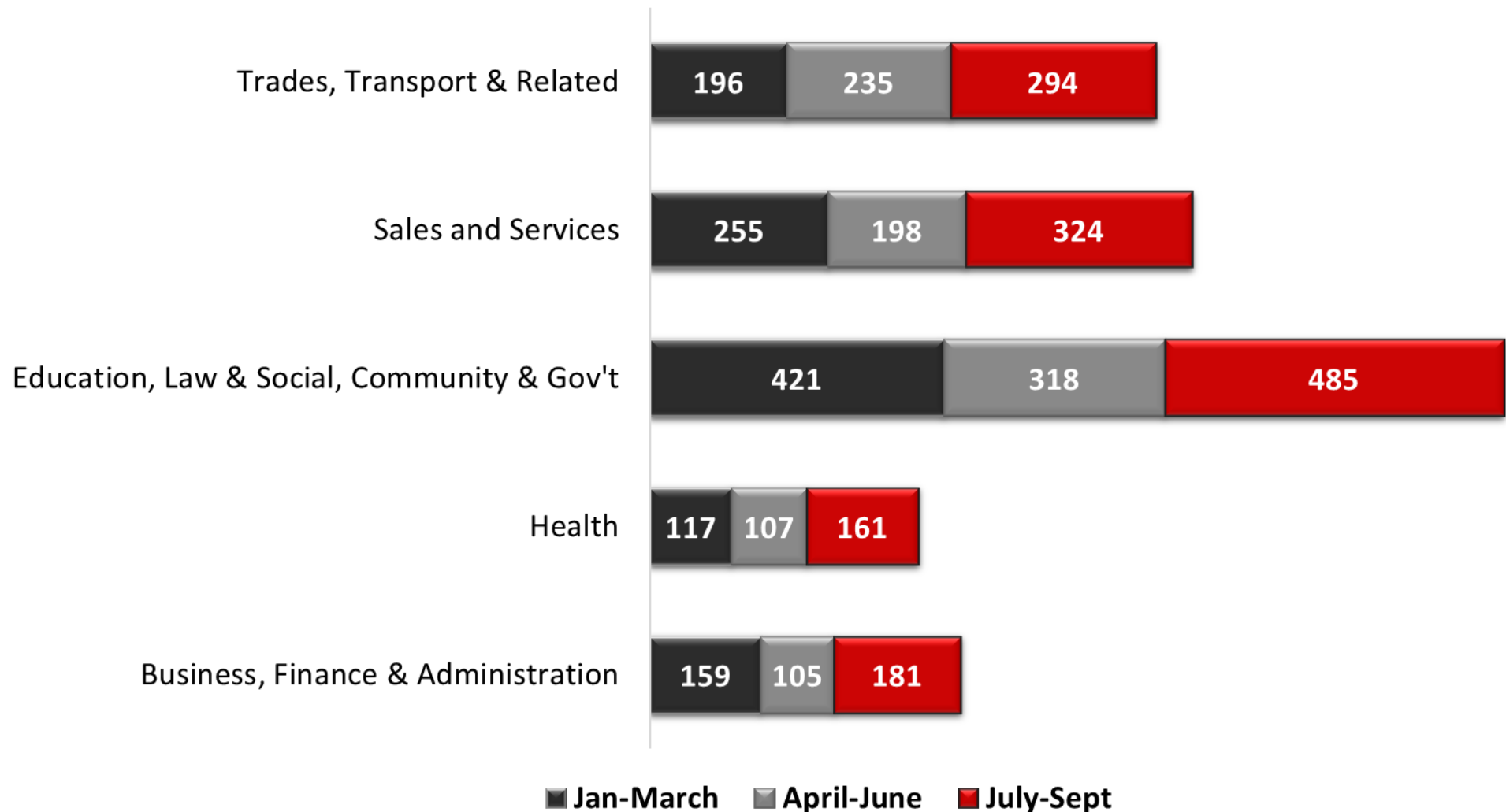


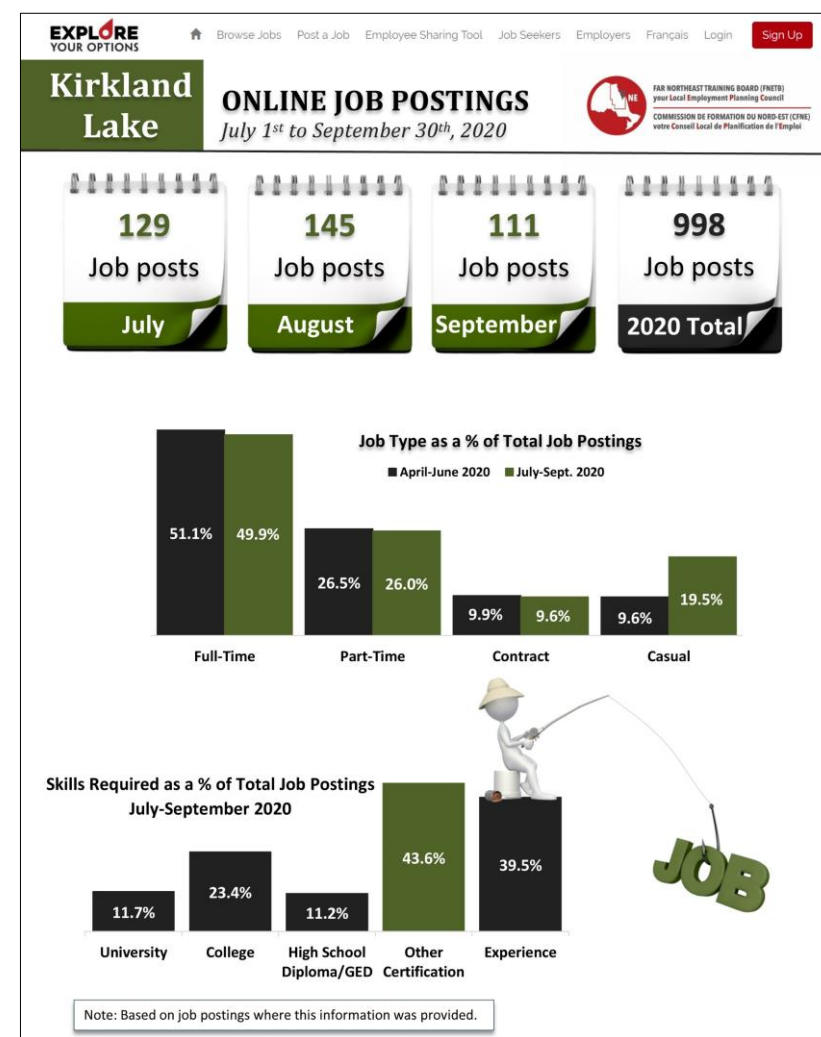
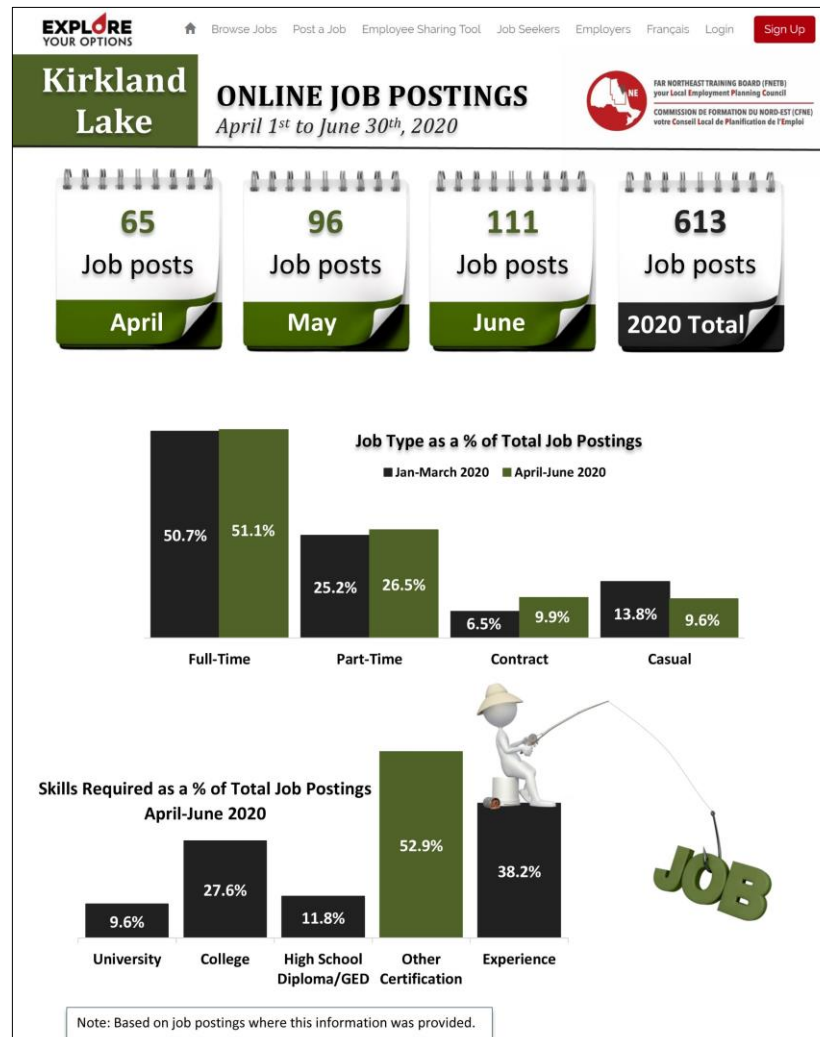
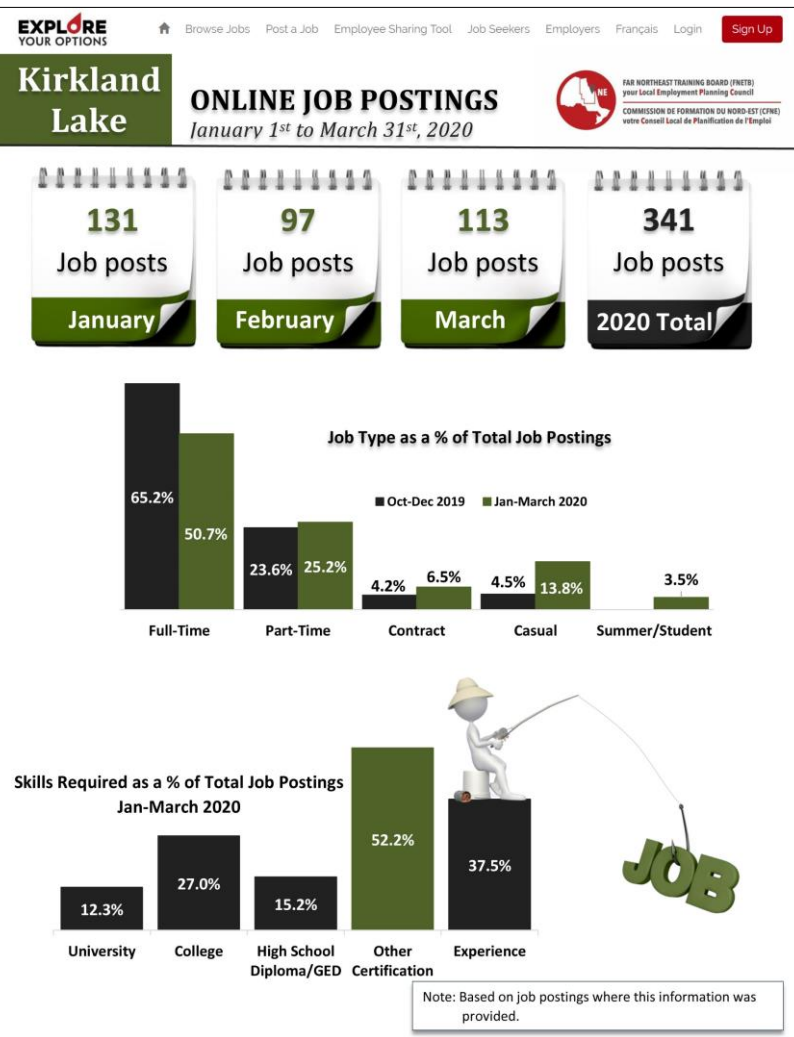
60% of active job posts represent the creation of new positions

https://fnetb.com/quarterly_report/july-1st-to-september-30th-2020/

2020 – QUARTERLY POSTINGS BY OCCUPATION (1 DIGIT NOC)

Source: Local job portal (jobsinfarnortheast.com)





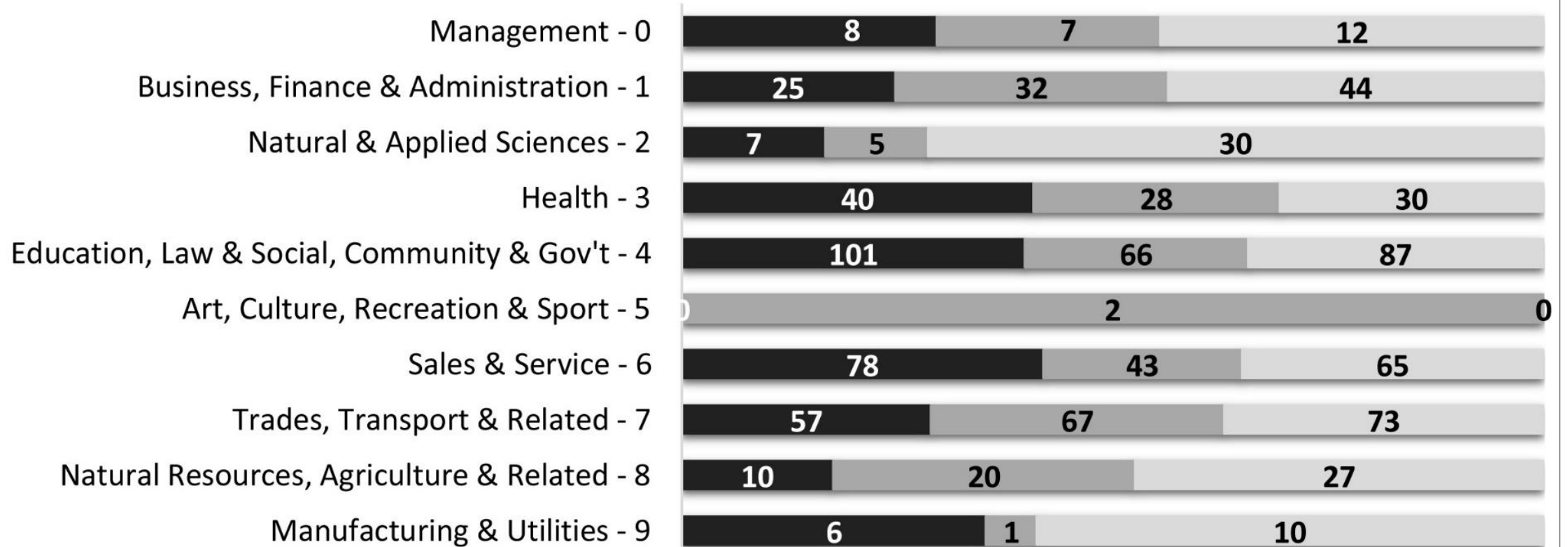
<https://fnetb.com/wp-content/uploads/2020/10/Jobsinkirklandlake-3rd-Quarter-Report-2020.pdf>

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 **Local Employment Planning Council**

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

800-530-9176 or 705-362-5788

julie_joncas@ntl.sympatico.ca

www.fnetb.com

