

MAKING SENSE OF LABOUR MARKET INFORMATION

Part 2 – TEMISKAMING SHORES 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



W

H

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).

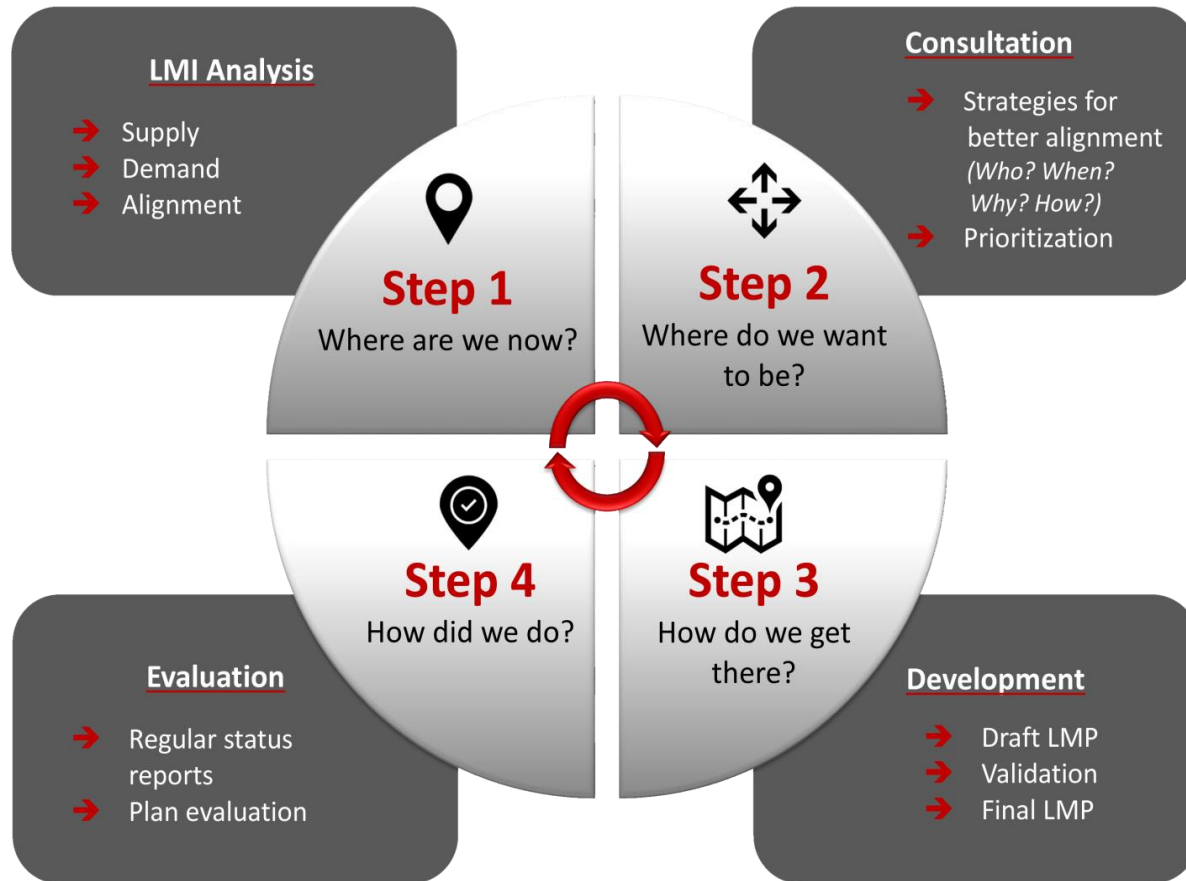


- Using evidence and local knowledge, collectively identify:
 - local labour market demand challenges and opportunities
 - local labour market supply challenges and opportunities
- Look at how/if local programs and services align with those challenges and opportunities.

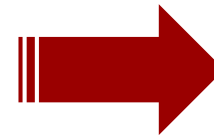


FAR NORTHEAST TRAINING BOARD (FNETB)

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



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

Ontario 

PART 1

Introduction to Labour Market Information (LMI)

MAKING SENSE OF LABOUR MARKET INFORMATION



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

Ontario 

PART 2

Local Labour Market Demand

Where the jobs are

MAKING SENSE OF LABOUR MARKET INFORMATION



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

Ontario 

PART 3

Local Labour Market Supply

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

MAKING SENSE OF LABOUR MARKET INFORMATION



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

Ontario 

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



1,186 businesses in Temiskaming Shores
(June 2020)

59/2% of those businesses
had no employees

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

	TEMISKAMING SHORES						TEMISK. DISTRICT	ONTARIO
	June 2018		June 2019		June 2020		June 2020	June 2020
	#	% of total	#	% of total	#	% of total	% of Total	% of total
0	728	59.3	756	61.2	702	59.2	61.6	69.8
1-9	360	29.3	347	28.1	345	29.1	27.7	22.9
10-49	106	8.6	104	8.4	108	9.1	8.7	5.8
50-99	22	1.8	19	1.5	20	1.7	1.1	0.8
100+	11	0.89	10	0.81	11	0.92	0.80	0.6
Total	1,227		1,236		1,186			

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

Between June 2018 and June 2020



Industries in Temiskaming Shores that experienced a slight increase in the number of establishments between June 2018 and June 2020 were:

Administrative and support services (+6)
Food services and drinking places (+4)



Industries in Temiskaming Shores that experienced decreases in the number of establishments were:

Real estate (-8)
Crop production (-6)
Professional, scientific and technical services (-6)

Top 15 Industries by Total Number of Employers. by Employee Size Range, June 2020



							T. Shores		District	ON
NAICS		0	1-9	10-49	50-99	100+	Total June 2020	% of total June 2020	% of total June 2020	% of total June 2020
111 - Crop production	6	47	6	1	0	0	54	4.6	5.0	1.5
112 - Animal production and aquaculture	7	37	10	0	0	0	47	4.0	5.8	1.2
236 - Construction of buildings	10	17	14	4	0	0	35	3.0	3.0	2.9
238 - Specialty trade contractors	2	34	26	3	0	1	64	5.4	5.3	5.2
484 - Truck transportation	5	31	16	6	3	0	56	4.7	4.0	3.5
523 - Securities, commodity contracts, and other financial investment and related activities	8	41	2	0	1	0	44	3.7	2.8	4.0
531 - Real estate	1	163	16	0	0	0	179	15.1	14.9	18.1
541 - Professional, scientific and technical services	4	31	21	8	0	0	60	5.1	4.5	12.4
561 - Administrative and support services	12	20	5	4	0	1	30	2.5	2.1	3.5
621 - Ambulatory health care services	3	28	28	6	2	0	64	5.4	4.4	5.1
721 - Accommodation services	15	12	7	4	0	0	23	1.9	2.3	0.4
722 - Food services and drinking places	13	7	11	10	2	0	30	2.5	2.6	2.3
811 - Repair and maintenance	9	22	19	3	0	0	44	3.7	3.2	1.7
812 - Personal and laundry services	11	21	12	1	0	0	34	2.9	3.4	1.9
813 - Religious, grant-making, civic, and professional and similar organizations	14	15	10	1	0	0	26	2.2	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

	TEMISKAMING SHORES					TEMISKAMING DISTRICT ONTARIO					ONTARIO			
	2001	2006	2011	2016		2001	2006	2011	2016		2001	2006	2011	2016
 Goods Producing	21.4%	20.6%	23.0%	22.6%		27.3%	28.2%	29.3%	33.4%		25.2%	22.8%	19.5%	19.3%
 Services	78.3%	79.1%	76.8%	79.2%		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 Temiskaming Shores 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

		TEMISKAMING SHORES				TEMISK. DISTRICT	ONTARIO
		Total 2011	% of total	Total 2016	% of total	% Of total	% Of total
	All industries	4,655	100.0	4,860	100.0		
	Goods producing industries	1,070	23.0	1,100	22.6	33.4	19.3
11	Agriculture, forestry, fishing and hunting	55	1.2	95	2.0	5.5	1.5
21	Mining and oil and gas extraction	215	4.6	220	4.5	11.7	0.5
22	Utilities	40	0.9	70	1.4	1.2	0.7
23	Construction	410	8.8	400	8.2	7.6	6.8
31-33	Manufacturing	350	7.5	315	6.5	7.4	9.8
	Service industries	3,575	68.8	3,850	79.2	66.6	80.7
41	Wholesale Trade	75	1.6	55	1.1	1.1	3.9
44-45	Retail Trade	1,010	21.7	770	15.8	12.5	11.2
48-49	Transportation and warehousing	175	3.8	250	5.1	4.8	4.7
51	Information and cultural industries	80	1.7	90	1.9	1.2	2.5
52	Finance and insurance	95	2.0	110	2.3	1.4	5.5
53	Real estate and rental and leasing	35	0.8	50	1.0	0.8	2.1
54	Professional, scientific and technical services	115	2.5	190	3.9	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	1.3	140	2.9	2.7	4.9
61	Educational services	475	10.2	565	9.6	7.8	7.6
62	Health care and social assistance	675	14.5	760	15.6	14.2	10.8
71	Arts, entertainment and recreation	50	1.1	80	1.6	1.0	2.1
72	Accommodation and food services	245	5.3	285	5.9	5.9	6.9
81	Other services (except public administration)	250	5.4	260	5.3	4.0	4.3
91	Public administration	235	5.0	245	5.0	6.0	6.0

TOP 3 industries by total employment Temiskaming Shores - 2016



62 – Health Care and Social Assistance (760)



23 – Construction (400)



44-45 – Retail Trade Sales (770)

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 – 2001 to 2016

		TEMISKAMING SHORES				TEMISK. DISTRICT	ONTARIO
		2011 Total	% of total	2016 Total	% of total	% of total	% of total
	Total all occupations	4,655	100.0	4,855	100.0		
0	Management	385	8.3	470	9.7	9.1	11.3
1	Business, finance and administration	570	12.2	635	13.1	12.3	16.1
2	Natural and applied sciences and related	180	3.9	200	4.1	4.8	7.4
3	Health	370	7.9	430	8.9	7.7	6.4
4	Education, law and social, community and government services	655	14.1	695	14.3	11.5	11.9
5	Art, culture, recreation and sport	70	1.5	75	1.5	1.4	3.2
6	Sales and services	1,195	25.7	1,150	23.7	20.8	23.4
7	Trade, transport and equipment operators and related	920	19.8	815	16.8	19.3	13.3
8	Natural resources, agriculture and related production	125	2.7	230	4.7	9.0	1.6
9	Manufacturing and utilities	175	3.8	160	3.3	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 Temiskaming Shores - 2016



6 – Sales & Services
(1,150)



7 – Trades, Transport &
Equipment Operators
(815)



4 – Education, law and
social and community and
government services (695)

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)



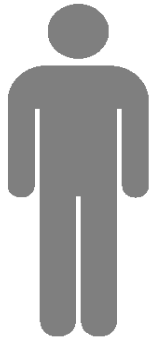
Sales and service (-5,700)
 Trades, Transport and
 Equipment Operators and Related
(-1,500)
 Management **(-1,400)**

4,860

total employed in 2016

TEMISKAMING SHORES

49.6%



50.2%

TOP 3 INDUSTRIES IN WHICH WOMEN ARE MORE HIGHLY REPRESENTED

Health Care & Social Assistance **87.5%**



Educational Services **71.0%**

Accommodation and Food Services **63.2%**

TOP 3 INDUSTRIES IN WHICH MEN ARE MORE HIGHLY REPRESENTED

Wholesale Trade **100.0%**

Mining, Quarrying and Oil
& Gas Extraction **93.2%**

Utilities **85.7%**



TOP 3 OCCUPATIONS IN WHICH WOMEN ARE MORE HIGHLY REPRESENTED

Health **81.4%**



Business, Finance & Administration **74.0%**

Education, Law & Social, Community &
Government Services **71.9%**

TOP 3 OCCUPATIONS IN WHICH MEN ARE MORE HIGHLY REPRESENTED

Trades, Transport and Equipment Operators &
Related **92.6%**

Natural Resources, Agriculture & Related
Production **89.1%**

Natural and Applied Sciences & Related **82.5%**



IN-DEMAND OCCUPATIONS



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

2016 2036

15,145

Total labour force 15+
in the South Temiskaming area

9,760

Employed labour force 15+
in the South Temiskaming area

4,170

Number of potential retirements
in the South Temiskaming area

42.7%

Of the employed
labour force



Trades, Transport & Equipment Operators and Related (230)
Sales & Service (185)
Business, Finance, Admin (120)
Management (115)
Education, Law & Social, Community & Gov't (50)

↓
885

Trades, Transport & Equipment Operators and Related (235)
Sales & Service (260)
Business, Finance, Admin (180)
Management (115)
Education, Law & Social, Community & Gov't (125)

↓
1,165

2016-2021

2021-2026

2026-2031

2031-2036

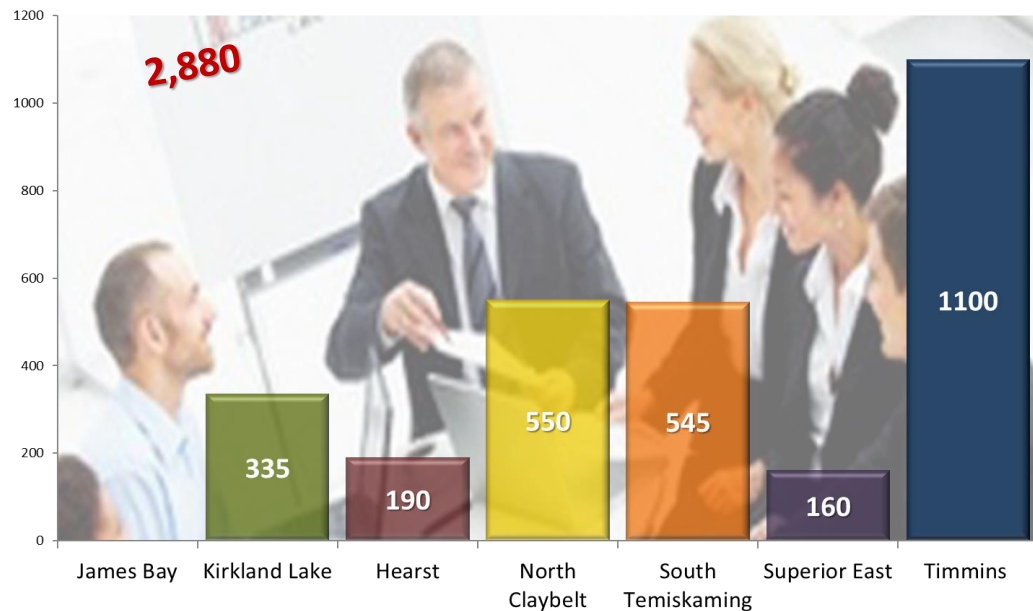
↑
1,215

Trades, Transport & Equipment Operators and Related (260)
Sales & Service (195)
Business, Finance, Admin (175)
Management (205)
Education, Law & Social, Community & Gov't (110)

905 ↑

Trades, Transport & Equipment Operators and Related (160)
Sales & Service (130)
Education, Law & Social, Community & Gov't (140)
Business, Finance, Admin (135)
Management (110)

Management



Management occupations

0621 - Retail and wholesale trade managers

140

0821 - Managers in agriculture

120



Sales and Service



Sales and service occupations

6733 - Janitors, caretakers and building superintendents

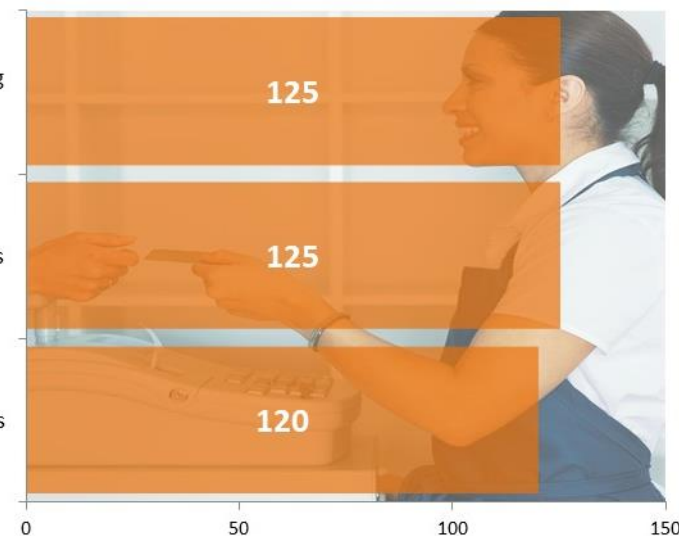
125

6421 - Retail salespersons

125

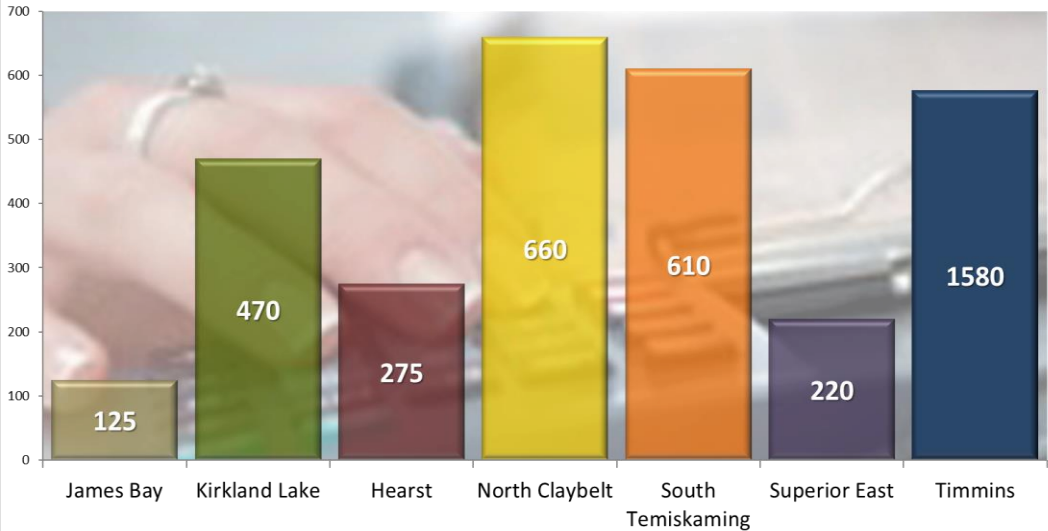
6731 - Light duty cleaners

120



3,940

Business, Finance and Administration



Business, finance and administration occupations

1411 - General office support workers

65

1311 - Accounting technicians and bookkeepers

65

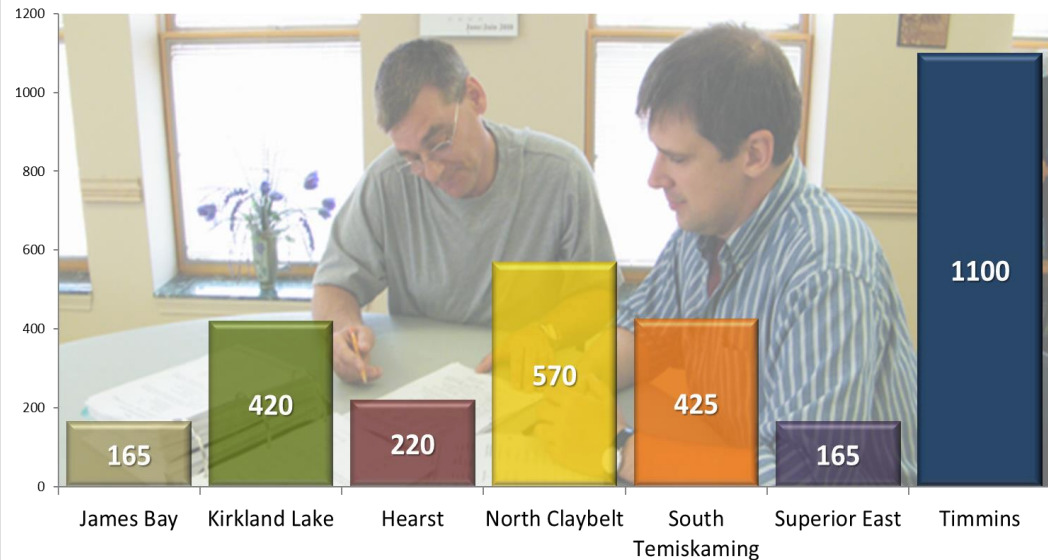
1241 - Administrative assistant

55



3,065

Education, Law and Social, Community and Government Services



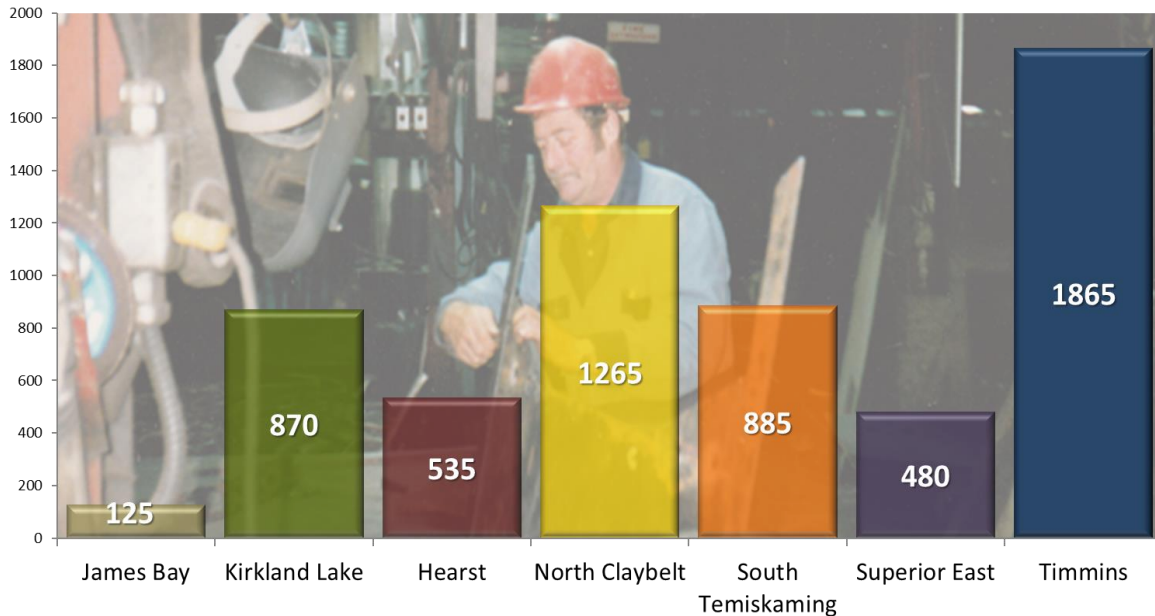
Occupations in education, law and social, community and government services

4032 - Elementary school and kindergarten teachers

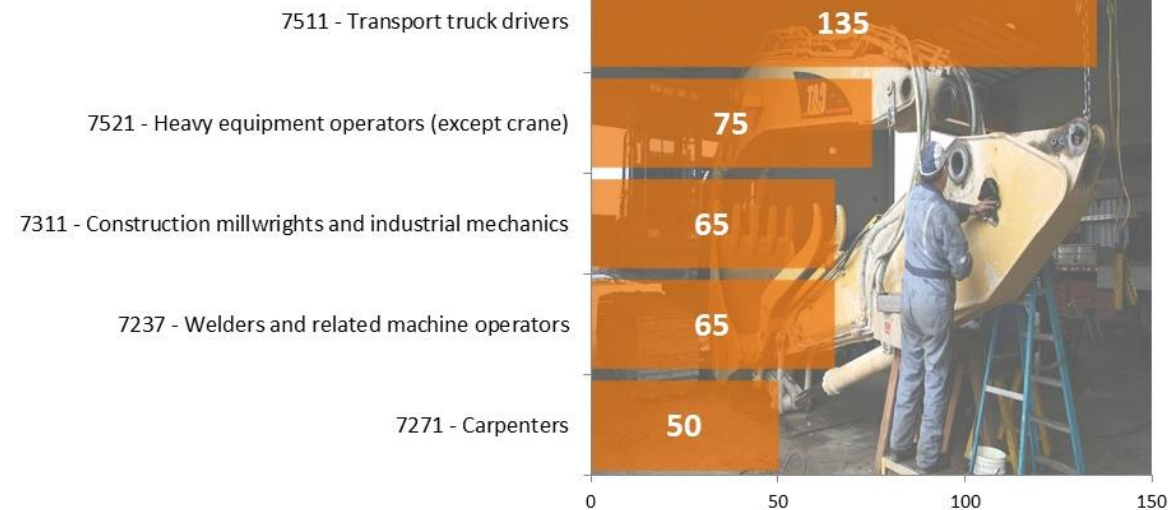
80



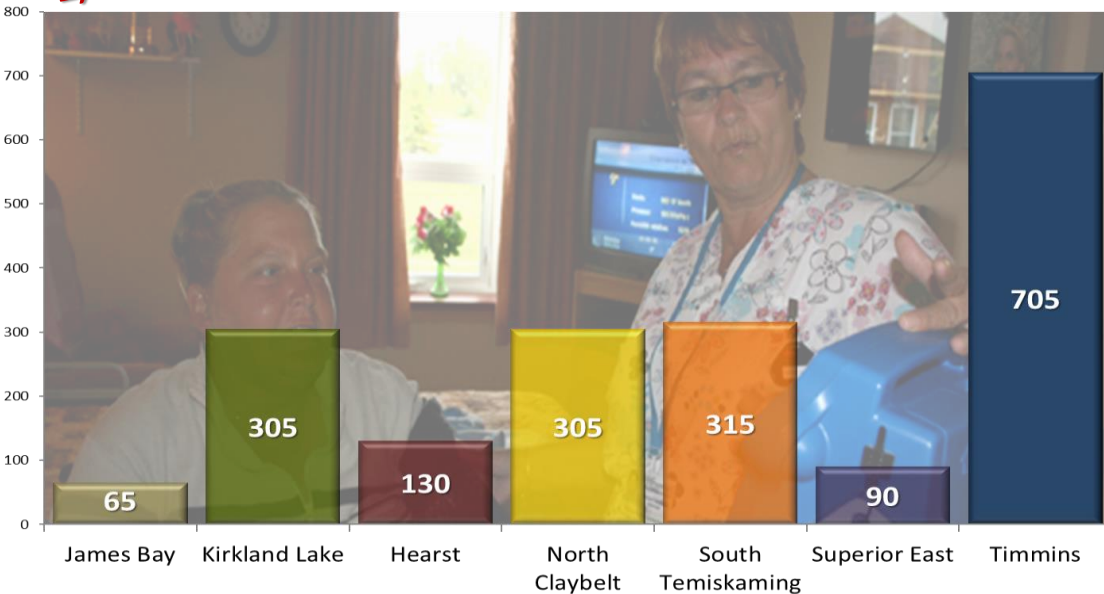
6,025 Trades Transport and Equipment Operators and Related



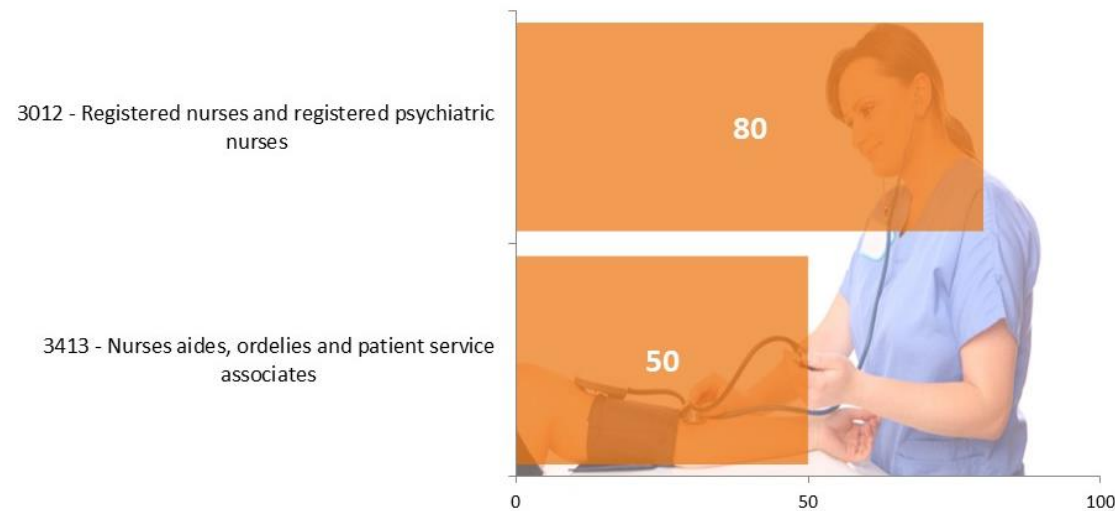
Trades, transport and equipment operators and related occupations



1,915 Health



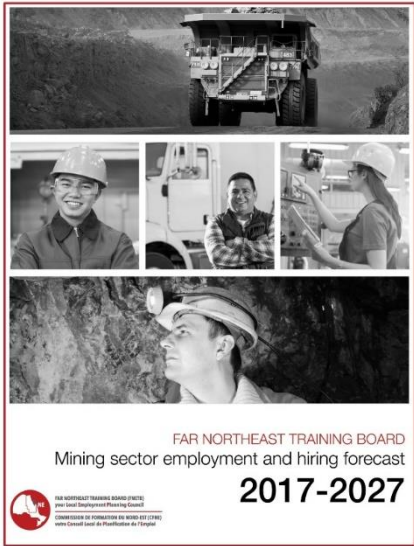
Health occupations



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

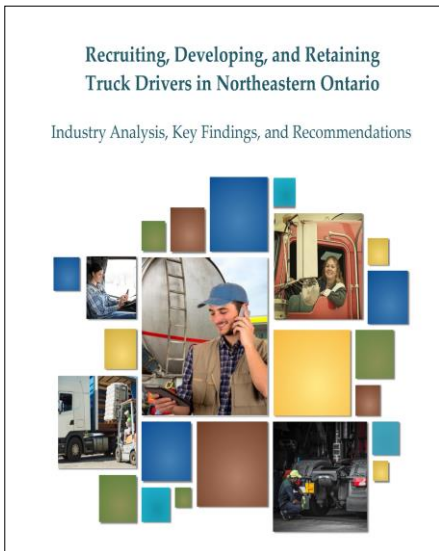
(Personal support workers, Nurses, Home support workers, Housekeepers, Administrative occupations, Senior management positions, Physicians and doctors, Community and social service professionals)



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 Temiskaming Shores 76.7% 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%

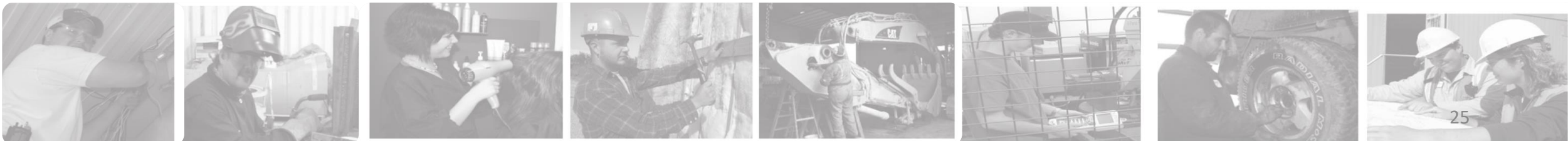
Of the employed
labour force

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



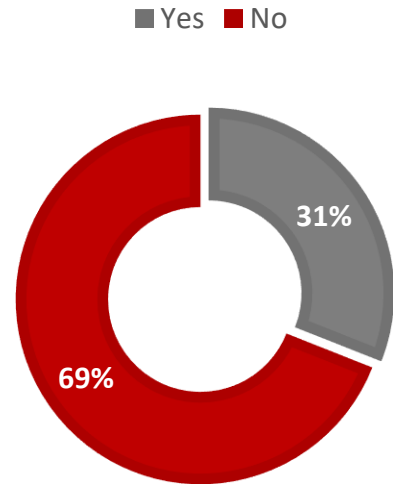
	All industries	 Goods Producing	 Services
HIGH This could put us out of business.	13%	6%	14%
MEDIUM This has a significant impact on our finances.	35%	32%	36%
LOW This may impact our finances, but we are confident that we can weather the storm.	38%	47%	35%
POSITIVE Our business has increased.	5%	4%	8%
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)		

TEMISKAMING SHORES

COVID – 19 BUSINESS IMPACT SURVEY RESULTS

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

	MAY	JULY	OCT
Number of responses	89	92	91
Yes	19%	22%	19%
No	81%	78%	81%



OCCUPATIONS THAT ARE HARDEST TO FILL:

- Front line workers in the service sector
- Housekeeping staff
- Truck drivers
- Heavy equipment operators.

IF YES, FOR WHICH OCCUPATIONS

MAY	JULY	OCTOBER
Store front and baker positions, mechanic technician, school bus drivers, wait staff, parts clerk, service manager cashiers, yard customer service, marketing and development intern	Servers/wait staff, cook/chef, cashier countertop installers, labourer, cheese maker, packaging, sales, drillers, seasonal gardener, hairstylist, esthetician, counsellors, clerks.	Sales clerks, housekeeping staff, social service workers, truck drivers, heavy equipment operators.

REASONS WHY OCCUPATIONS ARE HARD TO FILL

	OCT
Number of respondents	30
There are few suitable applicants for the positions	70%
Applicants do not have the technical skills required for the positions	40%
Applicants do not have the work experience required for the positions	27%
We have difficulty competing for employees due to our remote location and transportation issues	30%
We find it challenging to compete due to the nature of our work (seasonal, shift, irregular hours, job responsibilities)	17%
We have difficulty competing with wages, benefits packages and promotional opportunities offered by other employers	40%
We have difficulty finding people to work during the COVID-19 pandemic.	43%

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	83	83
We will be expanding our services to meet an increased demand.	12%	8%
We will be bringing back laid-off employees.	8%	4%
We will be hiring for new positions.	17%	5%
We will continue full-time operations with required safety measures in place.	70%	29%
We will continue part-time operations with required safety measures in place.	20%	22%
We will continue full-time operations remotely.	11%	23%
We will continue part-time operations remotely.	5%	6%
We will be reducing our workforce due to a decrease in business	6%	23%
We will close temporarily	5%	24%
We will close permanently	0%	4%

**JOB
POSTINGS
DATA**



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

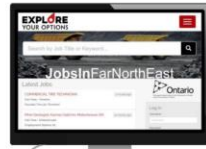
Source: Vicinity Jobs

	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	

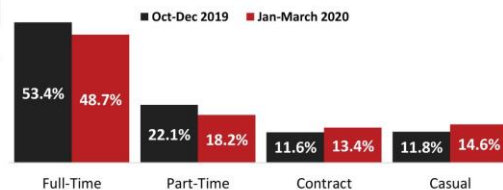


ONLINE JOB POSTINGS

January 1st to March 31st, 2020



Job Type as a % of Total Job Postings



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

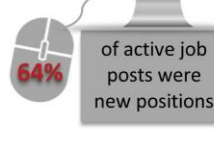
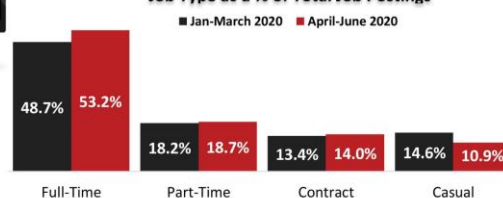


ONLINE JOB POSTINGS

April 1st to June 30th, 2020



Job Type as a % of Total Job Postings



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

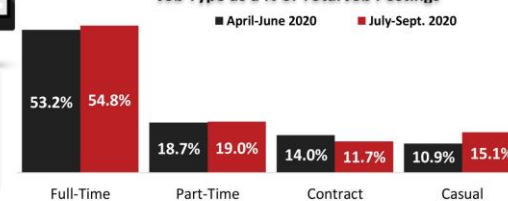


ONLINE JOB POSTINGS

July 1st to September 30th, 2020



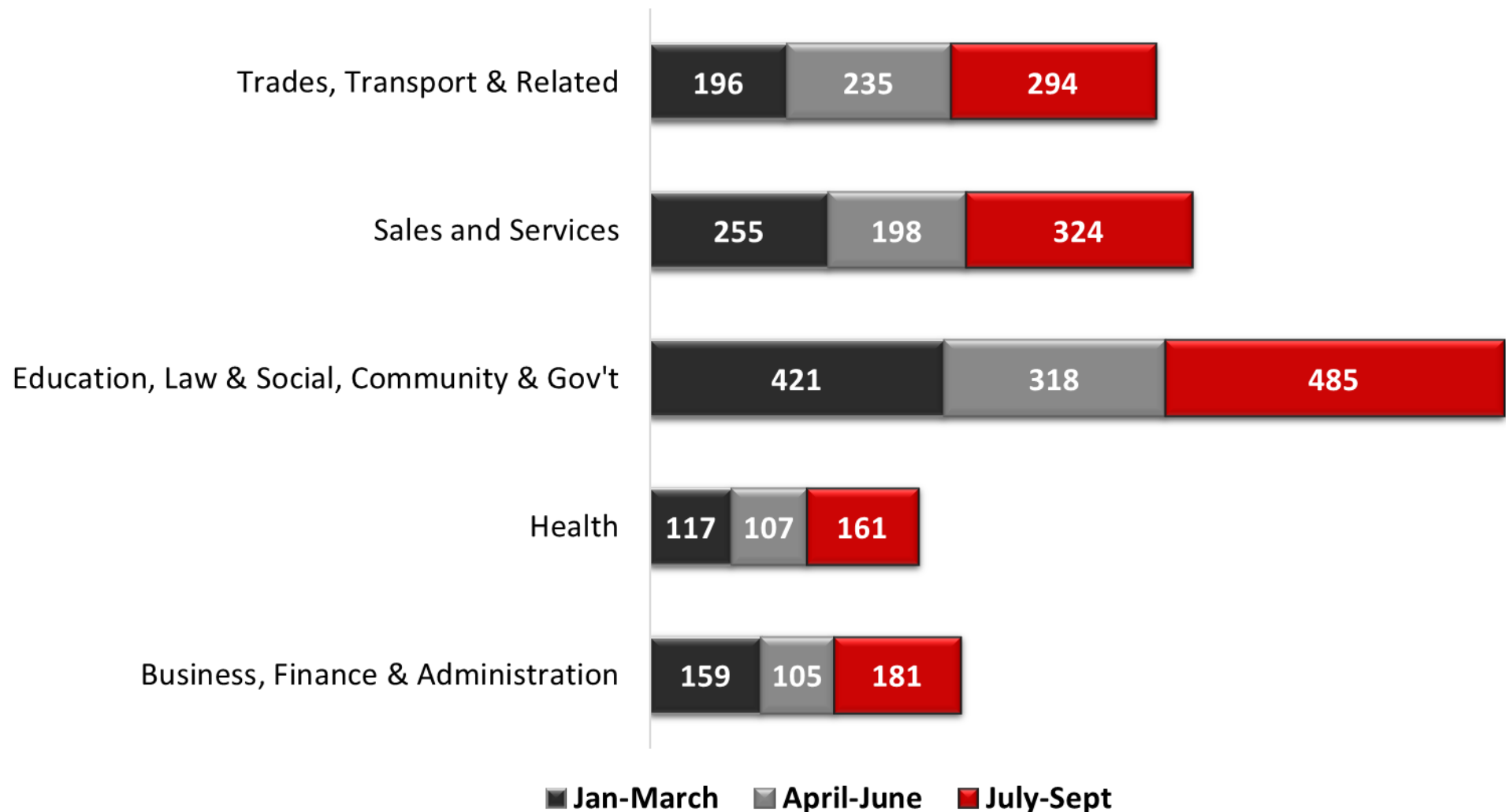
Job Type as a % of Total Job Postings

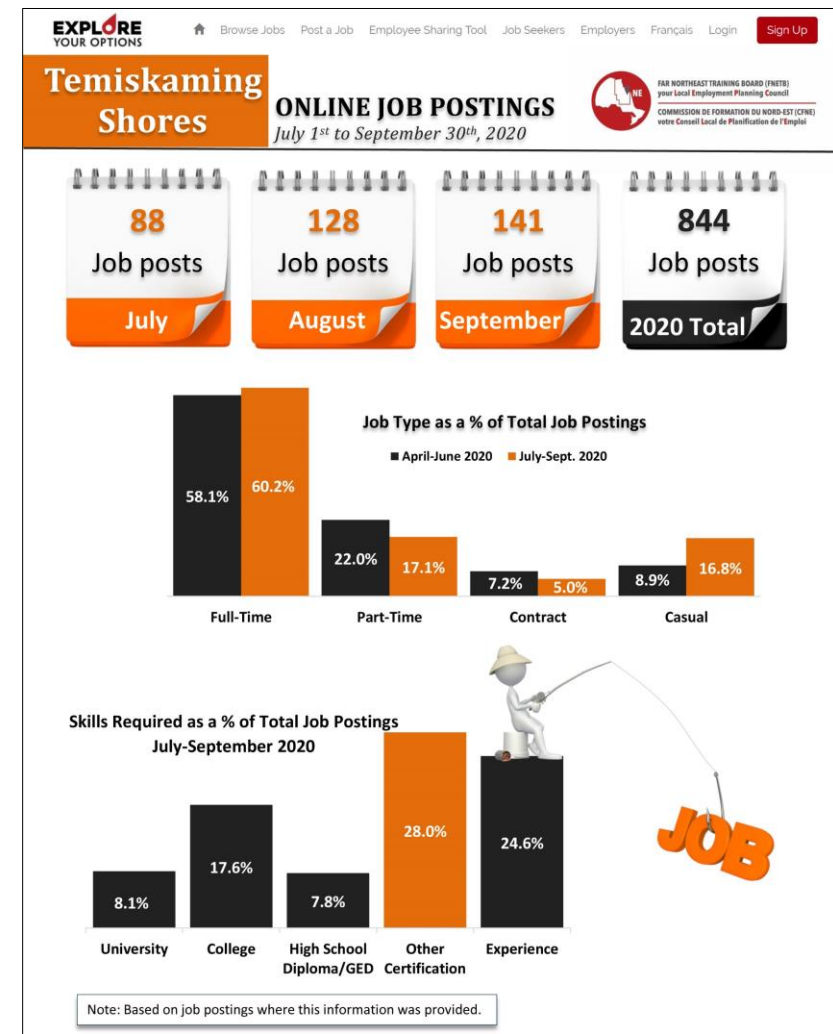
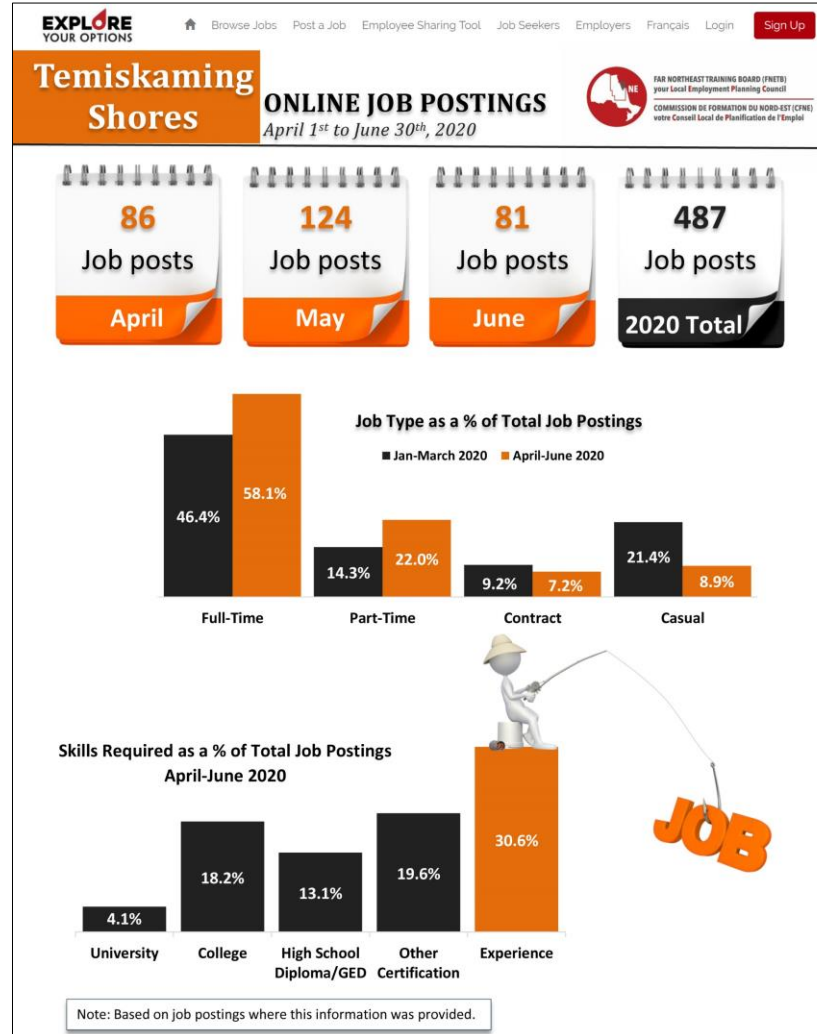
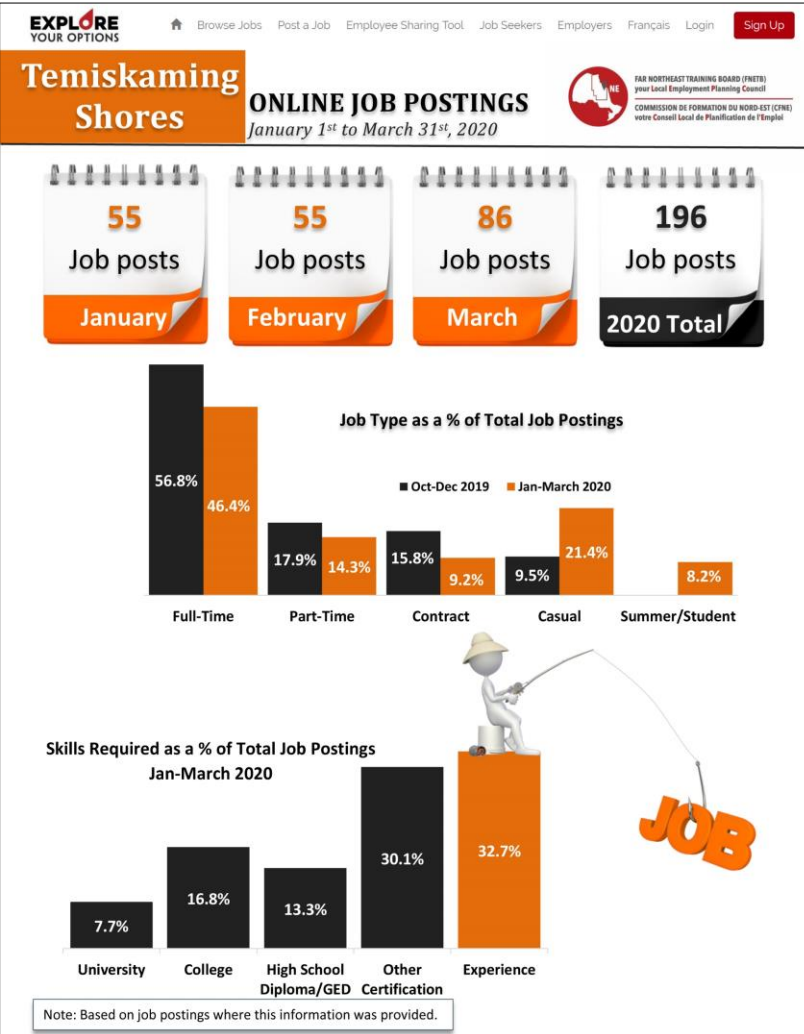


https://fnetb.com/quarterly_report/july-1st-to-september-30th-2020/

2020 – QUARTERLY POSTINGS BY OCCUPATION (1 DIGIT NOC)

Source: Local job portal (jobsinfarnortheast.com)



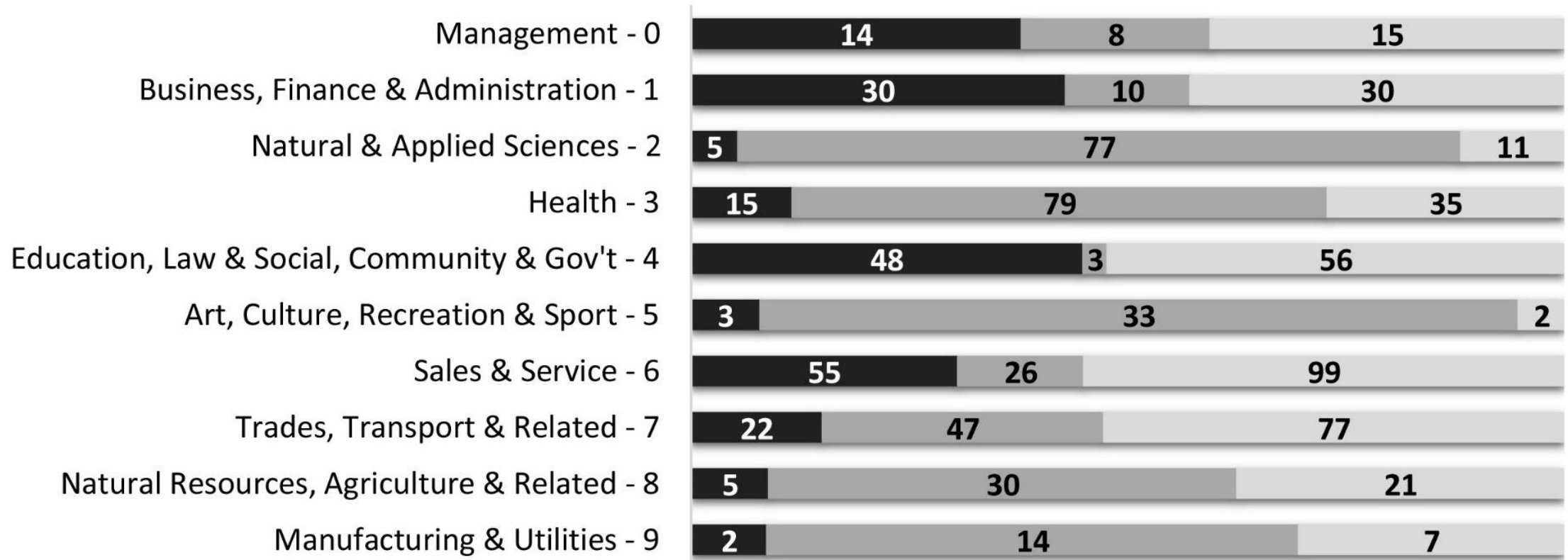


<https://fnetb.com/wp-content/uploads/2020/10/Jobsintemiskamingshores-3rd-Quarter-Report-2020.pdf>

TEMISKAMING SHORES

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@fnetb.com

www.fnetb.com

