

# MAKING SENSE OF LABOUR MARKET INFORMATION

**Part 3 – KIRKLAND LAKE  
Labour Market Supply**

FALL 2020



# HOW?

## MAKING SENSE OF LABOUR MARKET INFORMATION



FALL 2020



FAR NORTHEAST TRAINING BOARD (FNTEB)  
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 (FNTEB)  
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 (FNTEB)  
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 (FNTEB)  
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



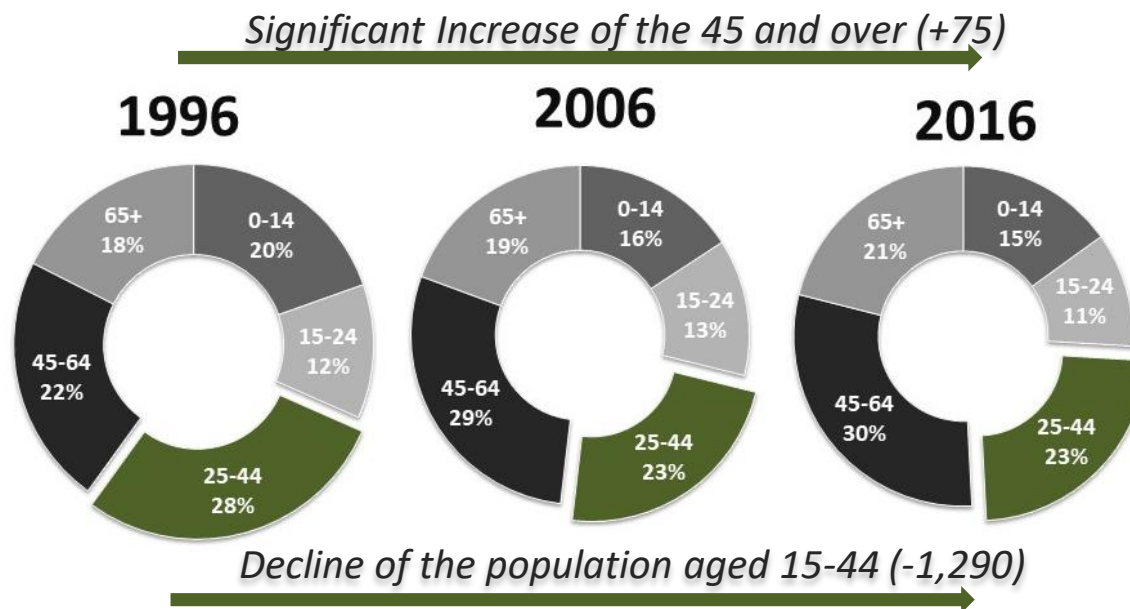
## INDICATORS:

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

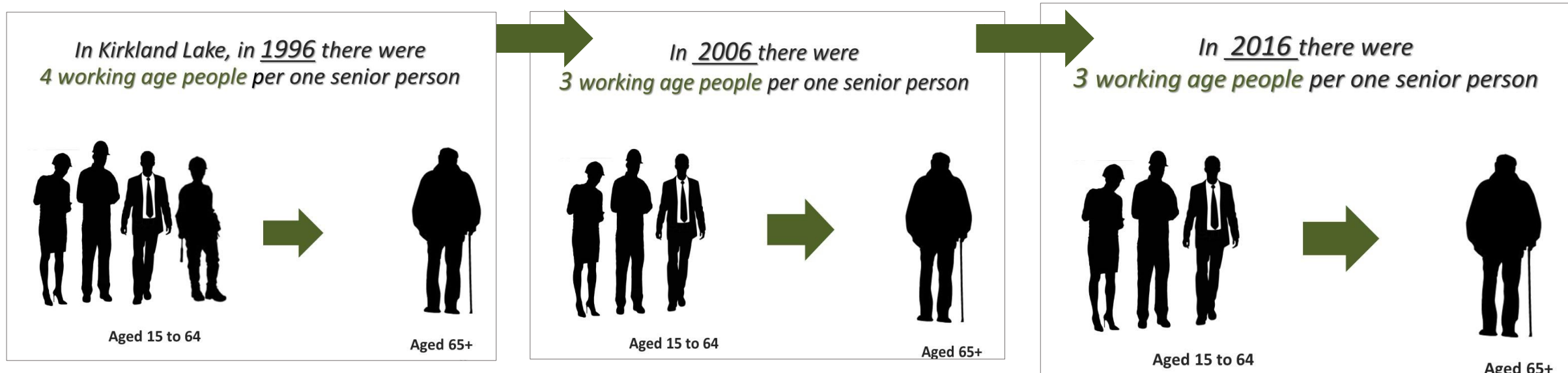
## OTHER DATA:

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

Total change  
1996-2016



Total population  
Kirkland Lake, 2016  
**7,980**



Source: Statistics Canada, Census 1996, 2006 and 2016

Note: Migration data is only available at the district level. This slide provides details on migration patterns for the Temiskaming District.

Age Group	2015-2016			2017-2018		
	In-migrants	Out-migrants	Net-migrants	In-migrants	Out-migrants	Net-migrants
0 to 17	176	186	-10	219	169	50
18 to 24	108	159	-51	124	158	-34
25 to 44	252	339	-87	311	291	20
45 to 64	162	175	-13	237	191	46
65+ years	67	129	-62	72	128	-56
TOTAL	765	988	-223	963	937	26

The Temiskaming District continues to face a net-migration in all age cohorts.

A look at the origin (the districts that in-migrants come from) and the destination of out-migrants (the districts where they go to), the data seems to reveal a high rate of migration in and out of the of other Northern Ontario districts.

To the Temiskaming District from:

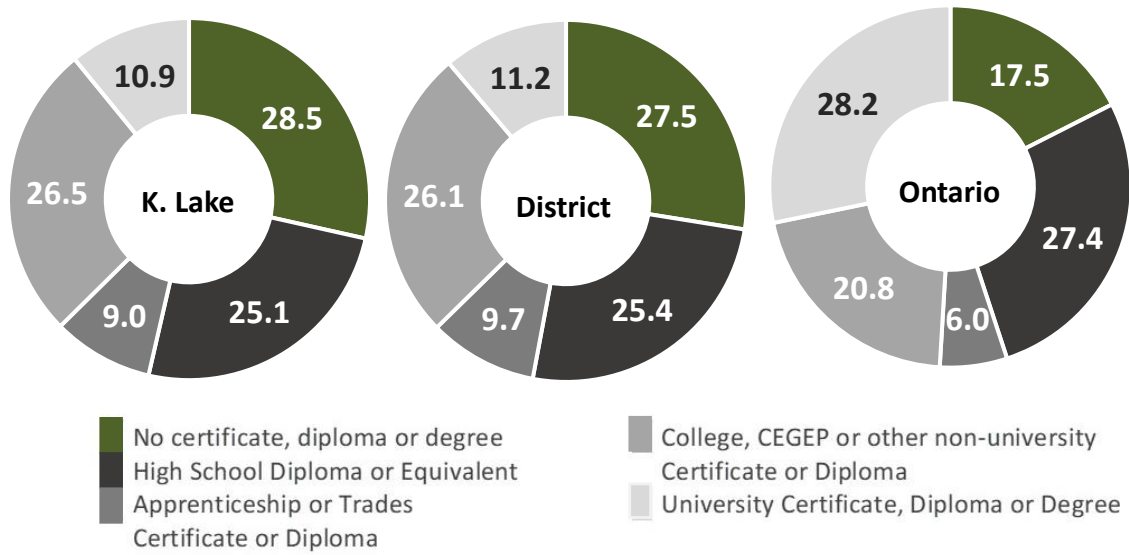
TOP 5 DISTRICTS OF ORIGIN OF IN-MIGRANTS			
2015-2016		2017-2018	
Origin	Total	Origin	Total
Greater Sudbury	252	Nipissing	134
Nipissing	200	Cochrane	114
Ottawa	197	Greater Sudbury	69
Timiskaming	111	Simcoe	46
Toronto	127	Niagara	5

From the Temiskaming District to:

TOP 5 DISTRICTS OF ORIGIN OF OUT-MIGRANTS			
2015-2016		2017-2018	
Destination	Total	Destination	Total
Greater Sudbury	177	Nipissing	109
Nipissing	105	Cochrane	101
Timiskaming	93	Greater Sudbury	90
Algoma	74	Ottawa	45
Toronto	64	Simcoe	43



At the time of the 2016 Census, **28.5%** of the total population 15 and over in Kirkland Lake had no certificate, diploma or degree compared to **17.5%** in Ontario.



- ↓ The percentage of the population in Kirkland Lake with a University Certificate, Diploma or Degree was significantly lower than the province.
- ↑ The percentage of the population in Kirkland Lake with an Apprenticeship or Trades Certificate or Diploma exceeds that of the province.
- ↑ Kirkland Lake has a higher percentage of population with a College, CEGEP or other non-university Certificate or Diploma compared to the district and the province.

Change in Educational Attainment Levels, Kirkland Lake  
2006 to 2016

15 - 24	25 - 44	45 - 64	65+	2006
60.6	14.8	22.0	56.9	No certificate, diploma or degree
23.9	22.0	25.0	18.7	High school or equivalent
2.8	13.0	16.0	9.2	Apprenticeship or trades certificate or diploma
9.4	38.4	23.5	11.0	College, CEGEP or other non-university
3.8	11.4	13.2	3.9	University certificate, diploma or degree
15 - 24	25 - 44	45 - 64	65+	2016
50.0	19.4	17.7	43.7	No certificate, diploma or degree
37.9	23.4	23.1	22.3	High school or equivalent
1.1	8.0	13.3	8.3	Apprenticeship or trades certificate or diploma
9.2	34.8	33.8	16.0	College, CEGEP or other non-university
1.7	15.1	11.9	10.0	University certificate, diploma or degree

- ↑ Between 2006 and 2016, the educational attainment levels of the population aged 15 and over improved overall.
- ↓ During that same period, it is important to note the decrease in the percentage of the population aged 25 and over with an Apprenticeship or Trades certificate or diploma.

KIRKLAND LAKE		Labour Force Activity, by Age, 2016					
	Total 15+	15 to 24	25 to 34	35 to 44	45 to 54	55 to 64	65+
Participation rate	55.9	64.6	82.1	82.7	72.8	54.5	7.6
Employment rate	51.4	50.3	75.5	79.5	68.4	51.8	7.3
Unemployment rate	7.9	21.2	8.7	3.1	4.8	5.8	0.0
ONTARIO							
	Total 15+	15 to 24	25 to 34	35 to 44	45 to 54	55 to 64	65+
Participation rate	64.7	60.2	85.0	86.2	84.7	65.5	15.0
Employment rate	59.9	49.6	78.4	81.7	80.6	62.0	14.2
Unemployment rate	7.4	17.6	7.7	5.3	4.8	5.3	5.1

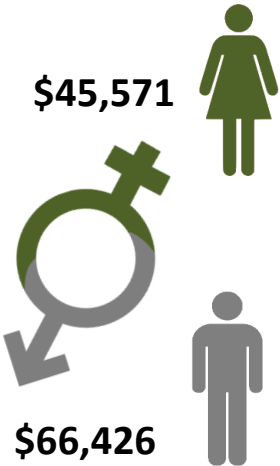
At the time of the 2016 Census, overall participation rates in Kirkland Lake were similar to those of the province, with two notable exceptions:

- Participation rates for the 15 to 24 age cohort were higher in Kirkland Lake compared to the province.
- Cohorts in the 55+ categories had lower participation rates than the province.

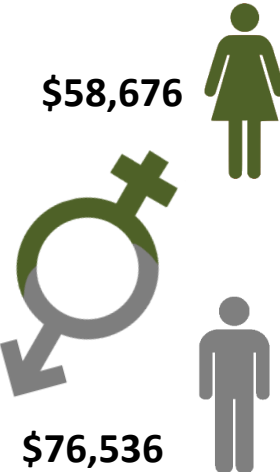
The table below clearly demonstrates the correlation between higher education and employment outcomes.

Employment Rate, by Age, by Educational Attainment, Kirkland Lake, 2016							
	Total 15+	15 to 24	25 to 34	35 to 44	45 to 54	55 to 64	65+
No certificate, diploma or degree	30.1	42.5	53.1	45.0	41.9	38.9	4.6
High school or equivalent	47.6	55.2	62.5	74.4	62.5	49.2	2.9
Apprenticeship or trade certificate or diploma	61.9	0.0	90.9	93.3	80.0	60.5	16.0
College, CEGEP or other non-university	67.8	86.7	87.1	90.0	73.9	54.1	17.0
University certificate, diploma or degree	68.3	0.0	96.4	95.8	90.9	68.0	6.9

Kirkland Lake, 2016



Ontario, 2016



Median Employment Income, by Occupation, 2016 (1-digit NOC)

	KIRKLAND LAKE		ONTARIO	
	Male	Female	Male	Female
0 – Management	80,278	38,842	79,282	65,907
1 – Business, finance and administration	56,462	48,550	59,732	50,223
2 – Natural and applied sciences and related	77,754	-	79,067	71,656
3 – Health	-	50,523	75,785	59,141
4 – Education, law and social, community and government	94,205	64,420	86,384	63,523
5 – Art, culture, recreation and sport	-	-	46,749	44,523
6 – Sales and service	29,589	26,100	41,043	31,752
7 – Trades, transport and equipment operators and related	62,015	-	53,652	40,268
8 – Natural resources, agriculture and related production	89,353	-	43,825	26,144
9 – Manufacturing and utilities	58,213	-	52,023	36,871

Median Employment Income, By Educational Attainment, 2016

	KIRKLAND LAKE	ONTARIO
No certificate, diploma or degree	38,278	38,570
High school or equivalent	39,795	44,625
Apprenticeship or trade certificate or diploma	66,325	54,122
College, CEGEP or other non-university	60,033	53,007
University certificate, diploma or degree	83,847	73,618

This table shows the correlation between higher education and median employment income.

Source: Statistics Canada, 2016 National Household Survey



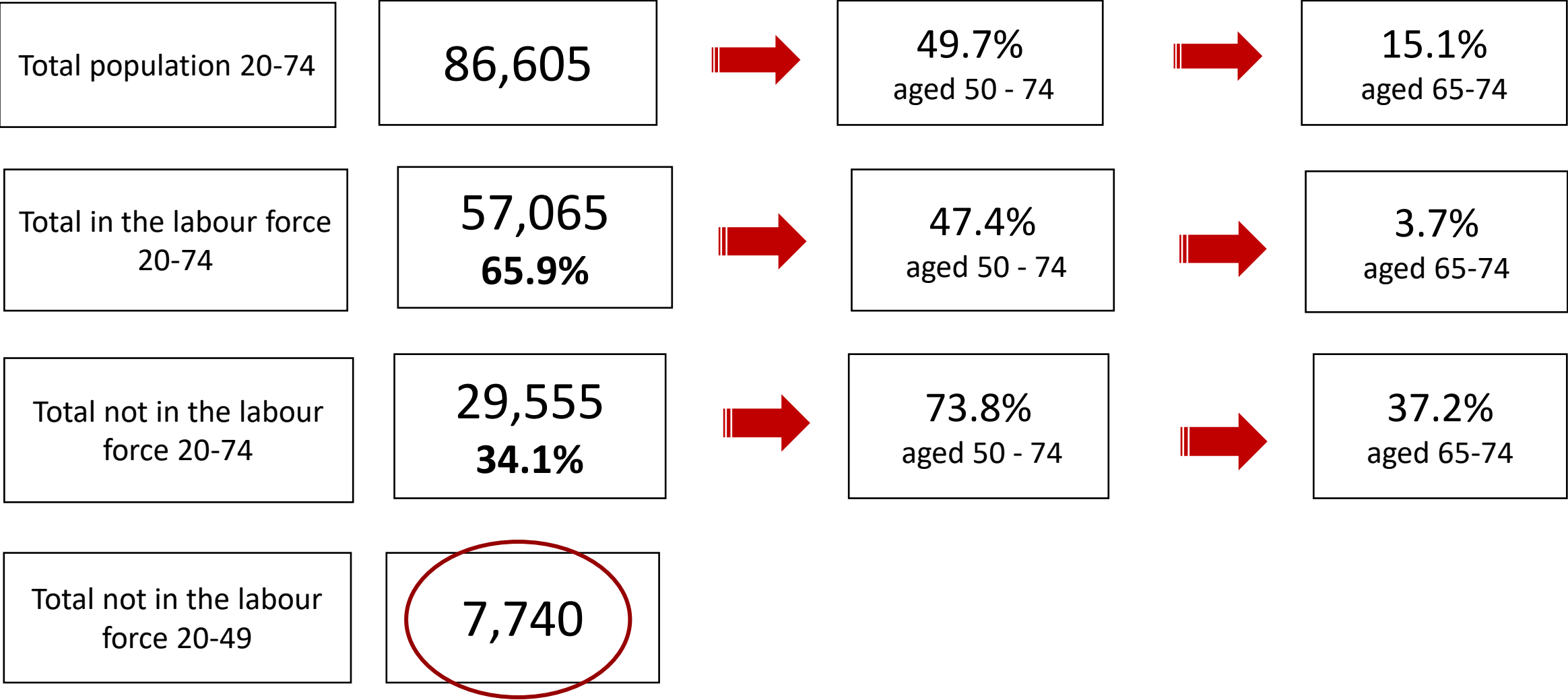


# **LABOUR MARKET SUPPLY**

**Who do we have (or not) to  
meet the demand?**

**FNETB Region**

# FNETB REGION 2016



7,740  
Total not in the labour force 20-49

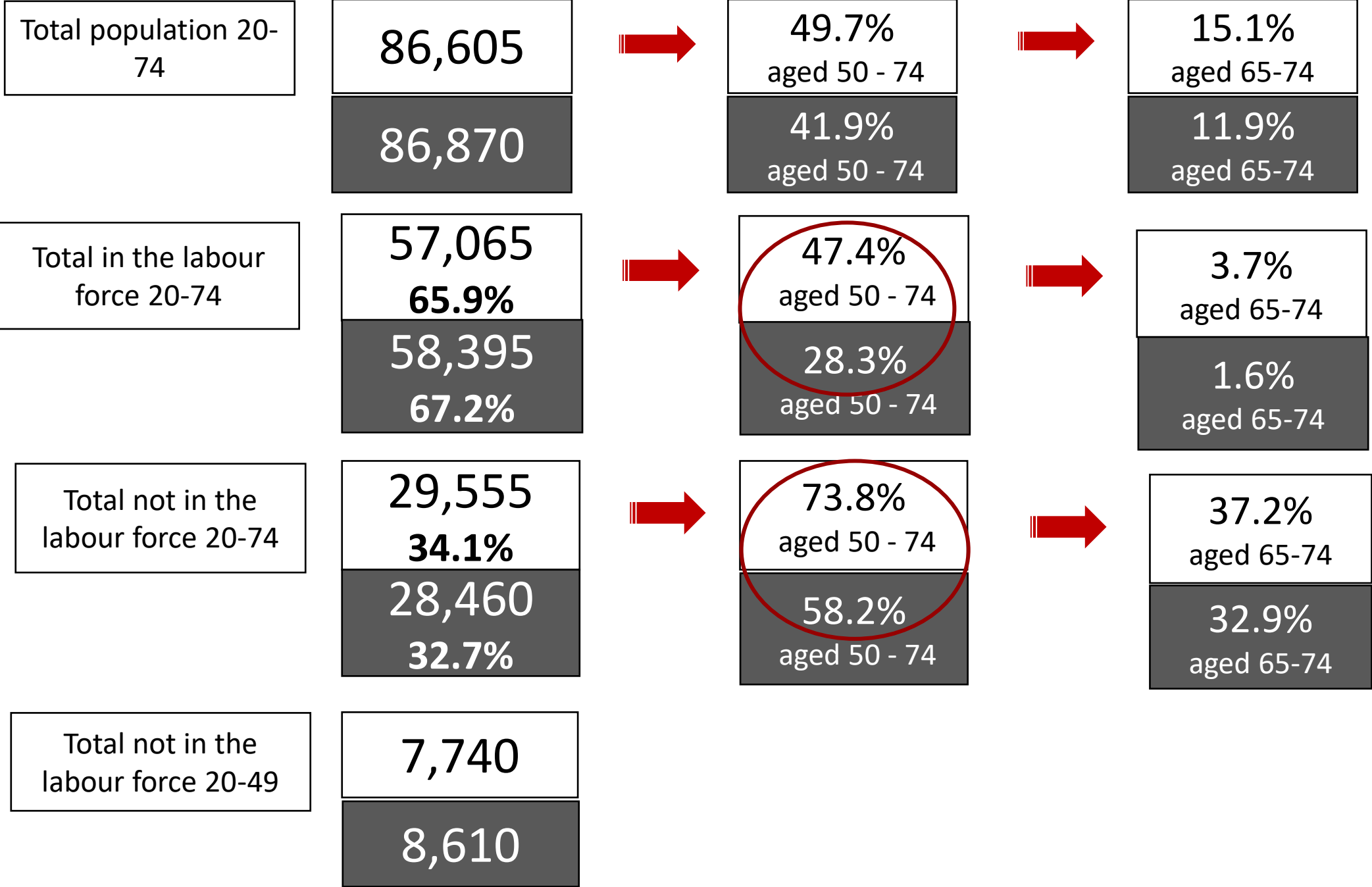
55.2%  
aged 20 - 34

44.8%  
aged 35 - 49

	Male		Female	
	#	%	#	%
Total	1775	100.0	2500	100.0
No certificate, degree or diploma	855	48.2	885	35.4
High school diploma or equivalent	530	29.8	950	38.0
Apprenticeship / Trades	140	7.9	90	3.6
College, CEGEP, other non-university	185	10.4	415	16.6
University – below bachelor	20	1.1	20	0.8
University – above bachelor	60	3.4	150	6.0

	Male		Female	
	#	%	#	%
Total	1470	100.0	1995	100.0
No certificate, degree or diploma	580	39.4	640	32.1
High school diploma or equivalent	430	29.2	595	29.8
Apprenticeship / Trades	150	10.2	125	6.3
College, CEGEP, other non-university	200	13.6	495	24.8
University – below bachelor	0	0.0	10	0.5
University – above bachelor	55	3.7	145	7.3

FNETB REGION
2016
2006



FNETB REGION
2016
2006

*Aboriginal identity refers to whether the person identified with the Aboriginal peoples of Canada. This includes those who are First Nations (North American Indian), Métis or Inuk (Inuit) and/or those who are Registered or Treaty Indians (that is, registered under the Indian Act of Canada), and/or those who have membership in a First Nation or Indian band.*

	Overall population	Aboriginal identity
Share of the total labour force aged 20-74		<div>15.0%</div> <div>9.5%</div>
Participation rate	<div>65.9%</div> <div>67.2%</div>	<div>62.8%</div> <div>63.8%</div>
Unemployment rate	<div>8.8%</div> <div>7.8%</div>	<div>15.0%</div> <div>18.1%</div>
Employment rate	<div>60.1%</div> <div>62.0%</div>	<div>53.6%</div> <div>51.7%</div>



**2016**

**2006**

***Persons with Activity Limitations:***  
*Experienced activity limitations imposed by a condition(s) or by long-term physical and/or mental health problem that has lasted or is expected to last 6 months or more. Those who reported such limitations "some of the time" or "all of the time" versus "never" were considered to have a participation and activity limitation.*

**Share of the total labour force  
aged 20-74**

**Overall  
population**

**Persons with  
activity  
limitations**

**25.0%**

**18.9%**

**Participation rate**

**65.9%**

**67.2%**

**63.6%**

**36.3%**

**Unemployment rate**

**8.8%**

**7.8%**

**9.6%**

**8.8%**

**Employment rate**

**60.1%**

**62.0%**

**57.7%**

**33.1%**

**FNETB  
REGION**

**2016**

**2006**

***Immigrants:** ‘Immigrants’ includes persons who are, or who have ever been, landed immigrants or permanent residents. Such persons who have been granted the right to live in Canada permanently by immigration authorities. Immigrants who have obtained Canadian citizenship by naturalization are included in this category.*

**Share of the total labour force  
aged 20-74**

**FNETB Region  
Immigrant  
population**

**Ontario  
Immigrant  
population**

**3.1%**

**33.9%**

**3.8%**

**33.6%**

**Participation rate**

**62.3%**

**68.7%**

**53.0%**

**69.5%**

**Unemployment rate**

**4.1%**

**7.0%**

**5.2%**

**6.4%**

**Employment rate**

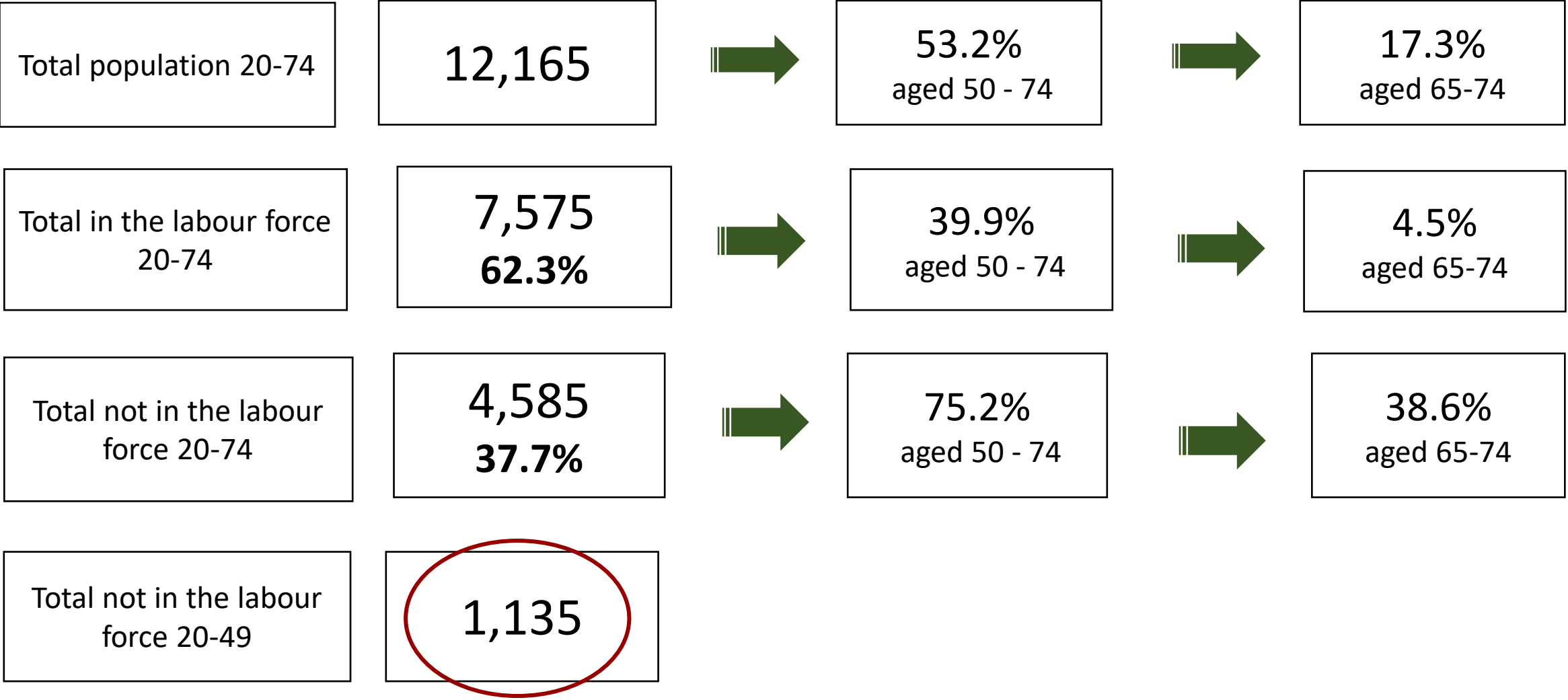
**57.7%**

**63.9%**

**49.3%**

**65.1%**

# KIRKLAND LAKE 2016



# KIRKLAND LAKE 2016

1,135  
Total not in the labour force 20-49

50.2%  
aged 20 - 34

49.8%  
aged 35 - 49

	#	%
Total	570	100.0
No certificate, degree or diploma	210	36.8
High school diploma or equivalent	215	37.7
Apprenticeship / Trades	10	1.7
College, CEGEP, other non-university	75	13.2
University – below bachelor	10	1.7
University – above bachelor	30	5.3

	#	%
Total	565	100.0
No certificate, degree or diploma	175	31.0
High school diploma or equivalent	185	32.7
Apprenticeship / Trades	55	9.7
College, CEGEP, other non-university	125	22.1
University – below bachelor	10	1.8
University – above bachelor	30	5.3

KIRKLAND LAKE
2016
2006

Total population  
20-74

12,165
12,335



53.2% aged 50 - 74
47.4% aged 50 - 74



17.3% aged 65-74
15.0% aged 65-74

Total in the labour  
force 20-74

7,575 <b>62.3%</b>
7,605 <b>61.7%</b>



39.9% aged 50 - 74
32.7% aged 50 - 74



4.5% aged 65-74
2.6% aged 65-74

Total not in the  
labour force 20-74

4,585 <b>37.7%</b>
4,740 <b>38.4%</b>



75.2% aged 50 - 74
71.1% aged 50 - 74



38.6% aged 65-74
34.9% aged 65-74

Total not in the  
labour force 20-49

1,135
1,370



SOUTH TEMISKAMING
2016
2006

*Aboriginal identity refers to whether the person identified with the Aboriginal peoples of Canada. This includes those who are First Nations (North American Indian), Métis or Inuk (Inuit) and/or those who are Registered or Treaty Indians (that is, registered under the Indian Act of Canada), and/or those who have membership in a First Nation or Indian band.*

Share of the total labour force  
aged 20-74

Participation rate

Unemployment rate

Employment rate

Overall  
population

Aboriginal  
identity

9.5%
6.0%

62.3%
61.7%

59.5%
62.6%

9.3%
9.2%

9.4%
15.2%

56.6%
55.9%

55.2%
54.4%

KIRKLAND LAKE
2016
2006

**Persons with Activity Limitations:**  
*Experienced activity limitations imposed by a condition(s) or by long-term physical and/or mental health problem that has lasted or is expected to last 6 months or more. Those who reported such limitations "some of the time" or "all of the time" versus "never" were considered to have a participation and activity limitation.*

Share of the total labour force aged 20-74

Participation rate

Unemployment rate

Employment rate

Overall population

62.3%  
61.7%

9.3%  
9.2%

56.6%  
55.9%

Persons with activity limitations

9.5%  
6.0%

59.5%  
62.6%

9.4%  
15.2

55.2%  
54.4%



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

---

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

800-530-9176 or 705-362-5788

julie\_joncas@ntl.sympatico.ca

[www.fnetb.com](http://www.fnetb.com)

