

MAKING SENSE OF LABOUR MARKET INFORMATION

Part 3 – TEMISKAMING SHORES
Labour Market Supply

FALL 2020



HOW?

MAKING SENSE OF LABOUR MARKET INFORMATION



FALL 2020

PART 1

Introduction to Labour Market Information (LMI)



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



MAKING SENSE OF LABOUR MARKET INFORMATION



FALL 2020

PART 2

Local Labour Market Demand

Where the jobs are



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



MAKING SENSE OF LABOUR MARKET INFORMATION



FALL 2020

PART 3

Local Labour Market Supply

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



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



MAKING SENSE OF LABOUR MARKET INFORMATION



FALL 2020

PART 4

Using LMI to Inform Planning

Aligning demand and supply



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





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



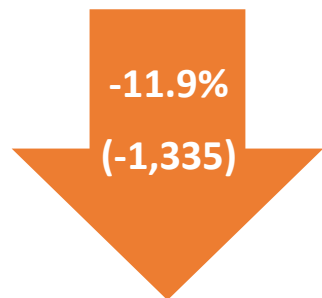
INDICATORS:

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

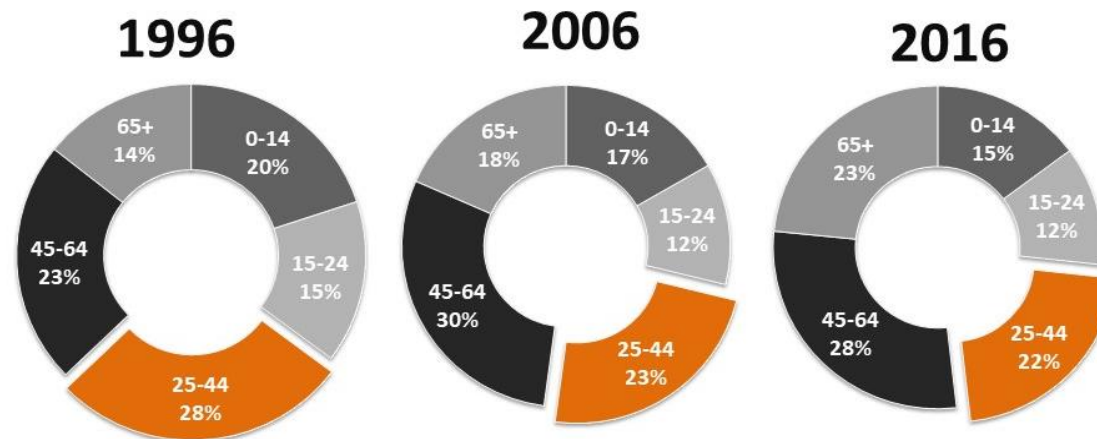
OTHER DATA:

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

Total change
1996-2016



Significant increase of the 45 and over (+975)



Decline of the population aged 15-44 (-1,510)

Total population
Temiskaming Shores, 2016
9,920



In Temiskaming Shores, in 1996 there were
5 working age people per one senior person



Aged 15 to 64

Aged 65+

In 2006 there were
3.5 working age people per one senior person



Aged 15 to 64

Aged 65+

In 2016 there were
3 working age people per one senior person



Aged 15 to 64

Aged 65+

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.

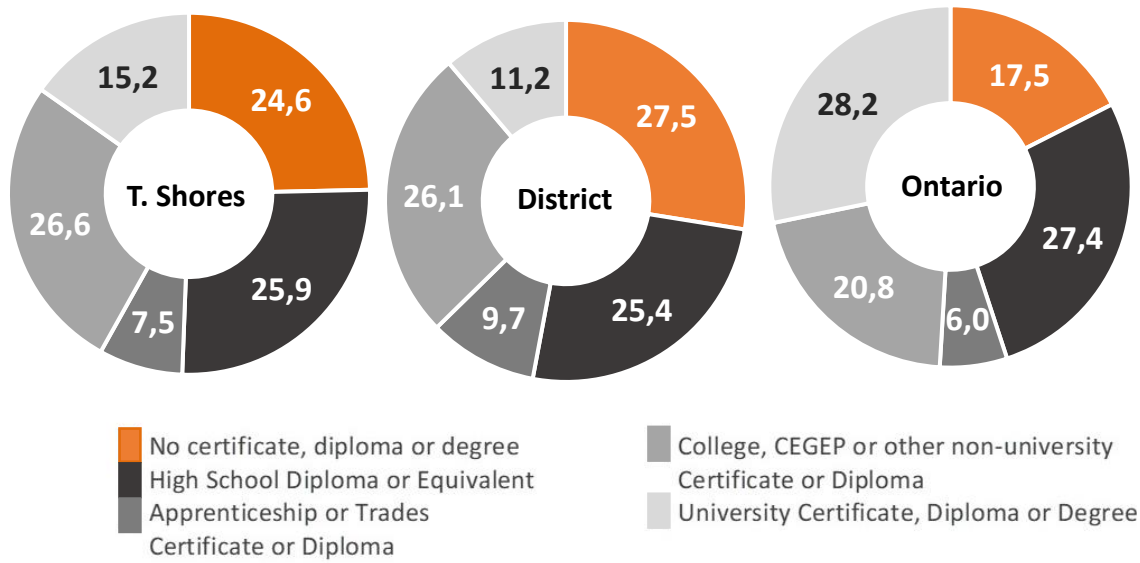
To the Temiskaming District from:

TOP 5 DISTRICTS OF ORGIN 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 ORGIN 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, **24.6%** of the total population 15 and over in Temiskaming Shores had no certificate, diploma or degree compared to **17.5%** in Ontario.



- ↓ The percentage of the population in Temiskaming Shores with a University Certificate, Diploma or Degree was significantly lower than the province.
- ↑ The percentage of the population in Temiskaming Shores with an Apprenticeship or Trades Certificate or Diploma exceeds that of the province.
- ↑ Temiskaming Shores 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, Temiskaming Shores
2006 to 2016

15 - 24	25 - 44	45 - 64	65+	2006
46.3	9.7	25.0	53.2	No certificate, diploma or degree
32.4	27.2	24.8	14.3	High school or equivalent
0.8	11.7	14.5	13.8	Apprenticeship or trades certificate or diploma
13.5	36.2	19.6	7.4	College, CEGEP or other non-university
6.6	14.9	15.9	10.5	University certificate, diploma or degree
15 - 24	25 - 44	45 - 64	65+	2016
43.0	11.0	17.6	37.8	No certificate, diploma or degree
37.0	20.4	30.2	20.0	High school or equivalent
0.9	7.3	9.8	7.8	Apprenticeship or trades certificate or diploma
14.0	35.6	30.7	19.2	College, CEGEP or other non-university
6.0	25.5	11.6	15.2	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.

TEMISKAMING SHORES	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	60.0	68.2	87.2	90.3	83.7	58.9	11.8
Employment rate	55.3	56.4	78.2	85.3	80.2	55.7	11.4
Unemployment rate	7.9	17.4	9.8	5.6	3.6	5.9	6.0
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 Temiskaming Shores were similar to those of the province, with two notable exceptions:

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

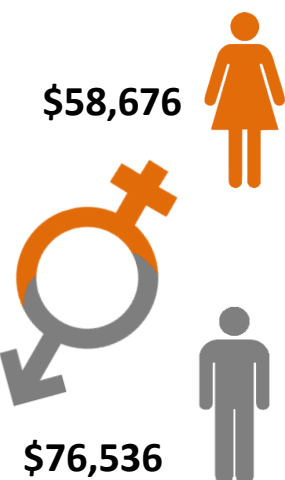
The table below clearly demonstrates the correlation between higher education and employment outcomes.

Employment Rate, by Age, by Educational Attainment, Temiskaming Shores, 2016	Total 15+	15 to 24	25 to 34	35 to 44	45 to 54	55 to 64	65+
No certificate, diploma or degree	28.5	34.0	40.7	55.0	63.9	38.7	6.9
High school or equivalent	56.4	66.7	65.8	82.0	77.8	53.3	15.5
Apprenticeship or trade certificate or diploma	59.0	0.0	92.9	76.5	87.0	56.7	18.2
College, CEGEP or other non-university	70.6	84.8	90.0	89.0	87.9	73.5	11.1
University certificate, diploma or degree	68.0	100.0	88.3	94.0	90.3	60.6	15.6

Temiskaming Shores, 2016



Ontario, 2016



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

	TEMISKAMING SHORES		ONTARIO	
	Male	Female	Male	Female
0 – Management	61,669	42,980	79,282	65,907
1 – Business, finance and administration	51,212	49,147	59,732	50,223
2 – Natural and applied sciences and related	70,931	-	79,067	71,656
3 – Health	73,393	61,985	75,785	59,141
4 – Education, law and social, community and government	95,476	52,378	86,384	63,523
5 – Art, culture, recreation and sport	-	-	46,749	44,523
6 – Sales and service	33,754	29,053	41,043	31,752
7 – Trades, transport and equipment operators and related	57,769	-	53,652	40,268
8 – Natural resources, agriculture and related production	49,279	-	43,825	26,144
9 – Manufacturing and utilities	42,170	-	52,023	36,871

Median Employment Income, By Educational Attainment, 2016

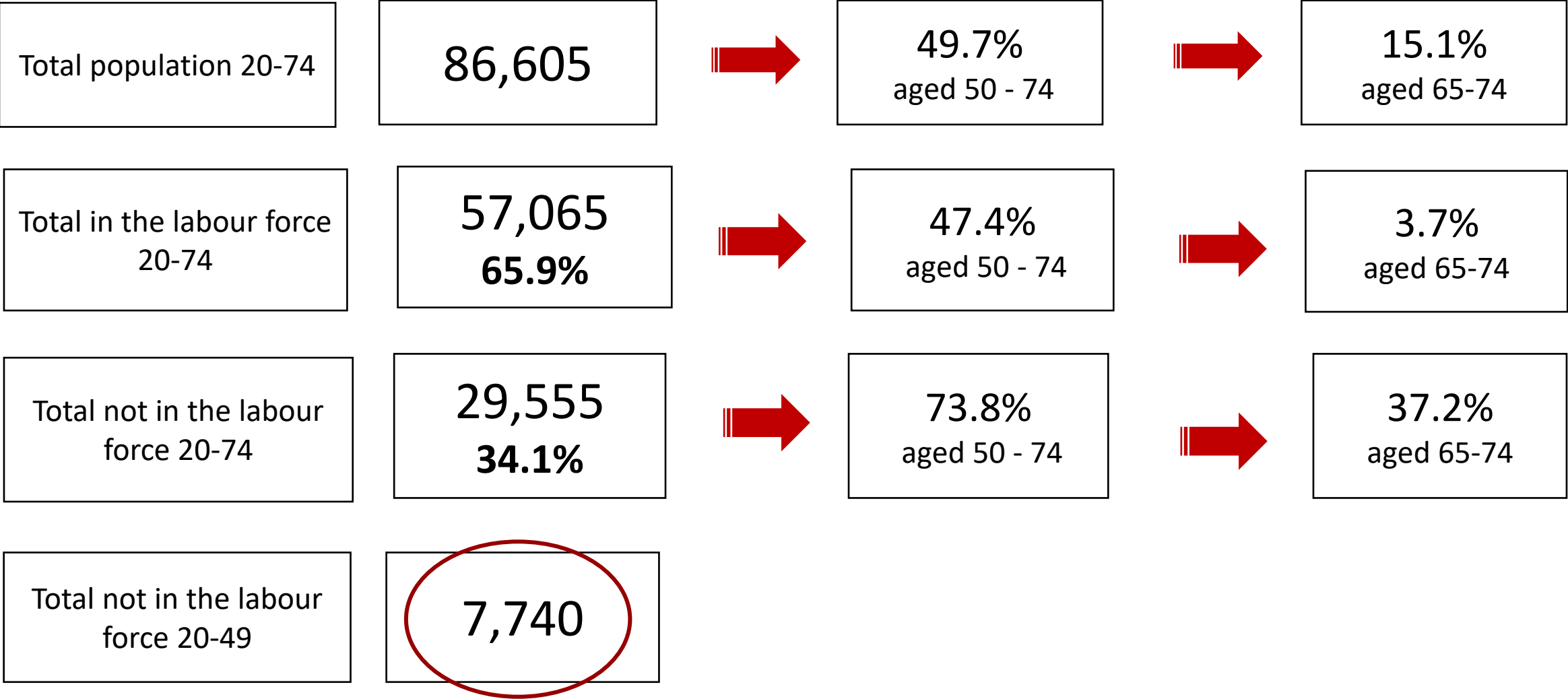
	TEMISKAMING SHORES	ONTARIO
No certificate, diploma or degree	42,007	38,570
High school or equivalent	45,157	44,625
Apprenticeship or trade certificate or diploma	50,844	54,122
College, CEGEP or other non-university	50,090	53,007
University certificate, diploma or degree	69,234	73,618

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



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

FNETB REGION 2016



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

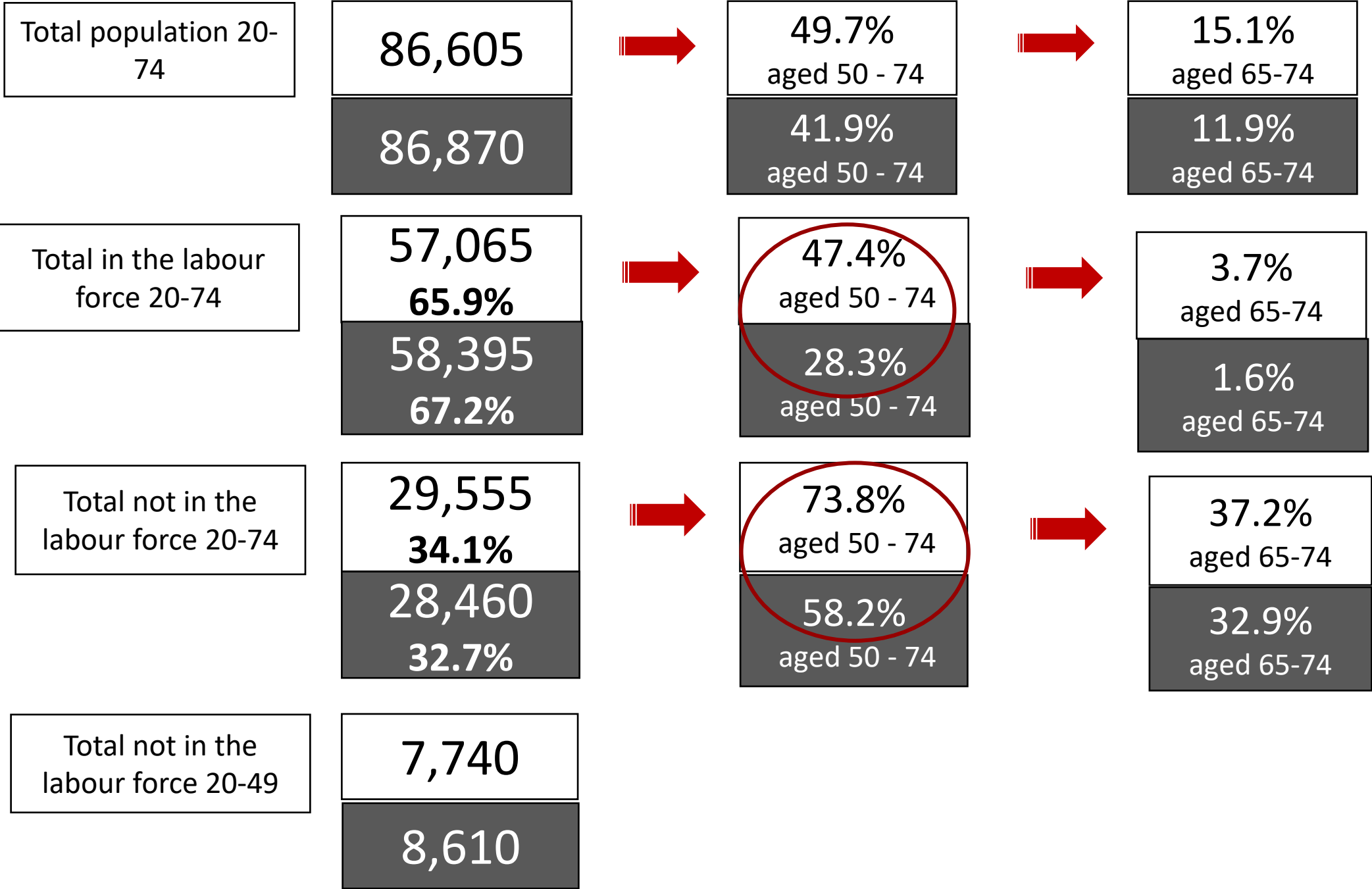
55.2%
aged 20 - 34

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.

Share of the total labour force aged 20-74

Overall population

Aboriginal identity

15.0%
9.5%

Participation rate

65.9%
67.2%

62.8%
63.8%

Unemployment rate

8.8%
7.8%

15.0%
18.1%

Employment rate

60.1%
62.0%

53.6%
51.7%

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%

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**

3.1%

3.8%

**Ontario
Immigrant
population**

33.9%

33.6%

Participation rate

62.3%

53.0%

68.7%

69.5%

Unemployment rate

4.1%

5.2%

7.0%

6.4%

Employment rate

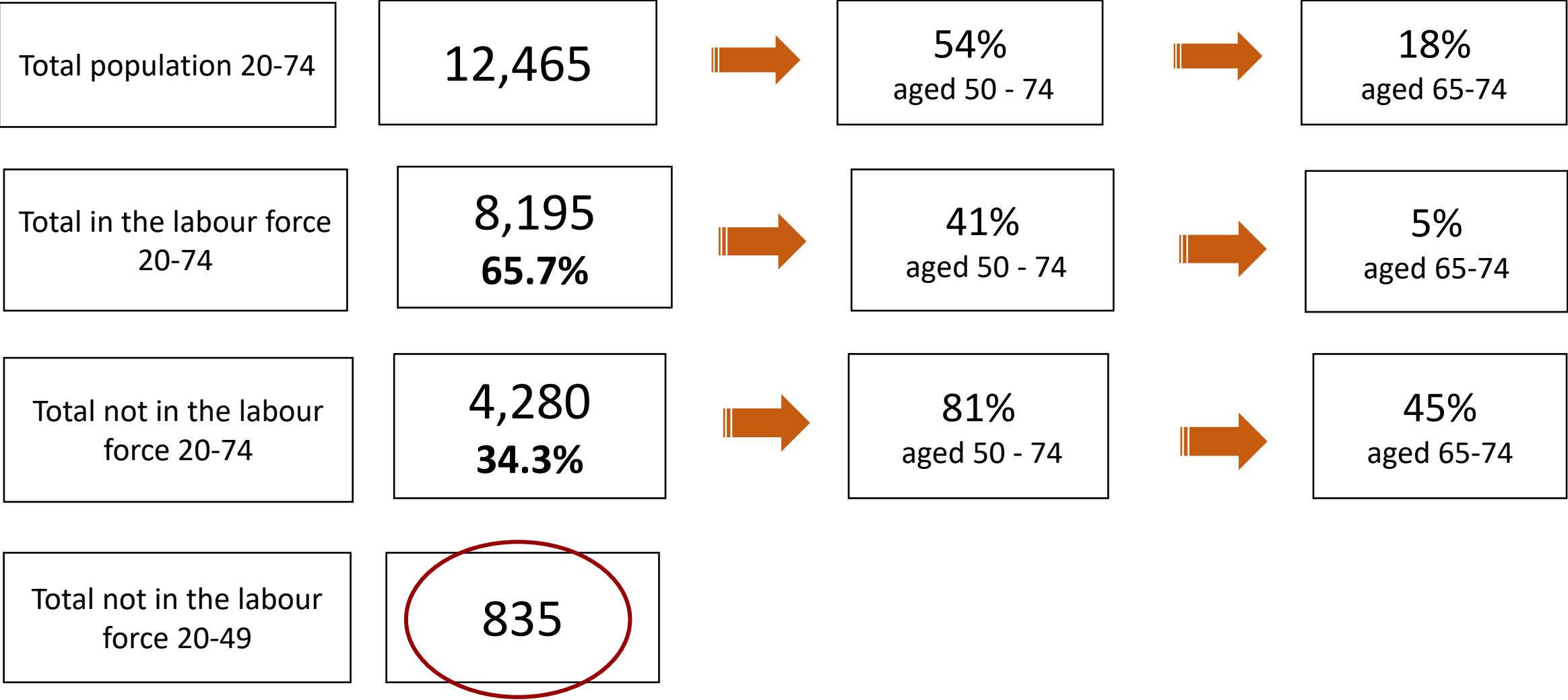
57.7%

49.3%

63.9%

65.1%

SOUTH TEMISKAMING 2016



SOUTH TEMISKAMING 2016

835
Total not in the labour force 20-49

50.3%
aged 20 - 34

49.7%
aged 35 - 49

	#	%
Total	420	100.0
No certificate, degree or diploma	210	50.0
High school diploma or equivalent	140	33.3
Apprenticeship / Trades	0	0
College, CEGEP, other non-university	55	13.1
University – below bachelor	0	0
University – above bachelor	10	2.4

	#	%
Total	415	100.0
No certificate, degree or diploma	125	30.1
High school diploma or equivalent	120	28.9
Apprenticeship / Trades	40	9.6
College, CEGEP, other non-university	110	26.5
University – below bachelor	0	0
University – above bachelor	30	7.2

**SOUTH
TEMISKAMING**

2016
2006

Total population
20-74

12,465
12,855



54% aged 50 - 74
48% aged 50 - 74



18% aged 65-74
15% aged 65-74

Total in the labour
force 20-74

8,195 65.7%
8,755 68.1%



41% aged 50 - 74
34% aged 50 - 74



5% aged 65-74
3% aged 65-74

Total not in the
labour force 20-74

4,280 34.3%
4,090 31.8%



81% aged 50 - 74
76% aged 50 - 74



45% aged 65-74
40% aged 65-74

Total not in the
labour force 20-49

835
975

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
65.7%
68.1%
7.8%
7.0%
60.4%
63.4%

Aboriginal identity
<div><div>7%</div><div>4%</div></div>
<div><div>68.0%</div><div>62.2%</div></div>
<div><div>13.2%</div><div>18.8%</div></div>
<div><div>59.6%</div><div>52.3%</div></div>

SOUTH TEMISKAMING
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

65.7%
68.1%

7.8%
7.0%

60.4%
63.4%

Persons with activity limitations

26%
20%

63.3%
41.0%

9.8%
11.7%

57.1%
37.1%



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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votre **C**onseil **L**ocal de **P**lanification de l'**E**mploi

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