

MAKING SENSE OF LABOUR MARKET INFORMATION

Part 3 – JAMES BAY COAST Labour Market 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



FALL 2020

HOW W?

MAKING SENSE OF LABOUR MARKET INFORMATION



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PART 1

Introduction to Labour Market Information (LMI)



FAR NORTHEAST TRAINING BOARD (FNTEB)
your Local Employment Planning Council
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PART 2

Local Labour Market Demand

Where the jobs are



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MAKING SENSE OF LABOUR MARKET INFORMATION



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PART 3

Local Labour Market Supply

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



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PART 4

Using LMI to Inform Planning

Aligning demand and supply



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WHAT?

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

- Statistics Canada, Labour Force Survey
- Statistics Canada, Canadian Business Counts
- Statistics Canada, Census and National Household Survey Data
- Statistics Canada, Small Area and Administrative Data Division (Tax Filer)
- Ontario Open Data
- Local Knowledge (Local Labour Market)
- Forecast 2016-2036, local employer surveys
- Job postings (jobsin, Viscinity jobs)
- EO program data



INDICATORS:

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

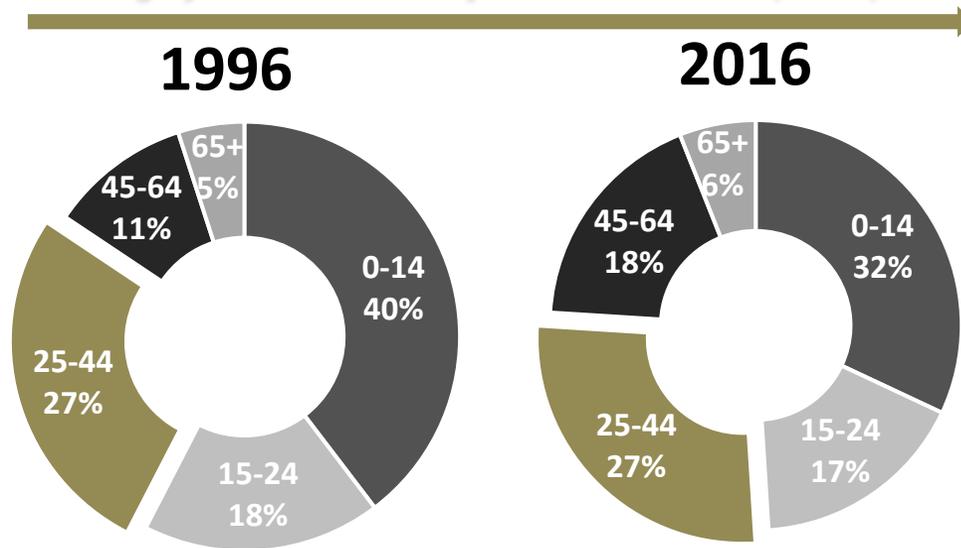
OTHER DATA:

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

Total change
1996-2016



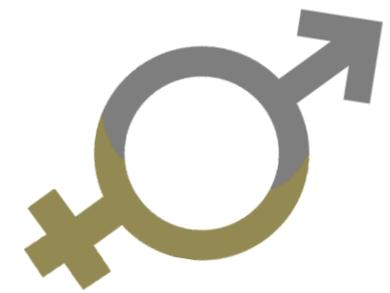
Significant increase of the 45 and over (+640)



Total population
James Bay Coast, 2016

6,895

48.3%



51.6%

Increase of the population aged 15-44 (+250)



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 **Cochrane District**.

Age Group	2015-2016			2017-2018		
	In-migrants	Out-migrants	Net-migrants	In-migrants	Out-migrants	Net-migrants
0 to 17	375	478	-103	359	431	-72
18 to 24	236	377	-141	20	346	-144
25 to 44	611	756	-145	593	747	-154
45 to 64	265	462	-197	314	422	-108
65+ years	98	219	-121	125	200	-75
TOTAL	1,585	2,292	-707	1,593	2,146	-553

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

To the Cochrane District from:

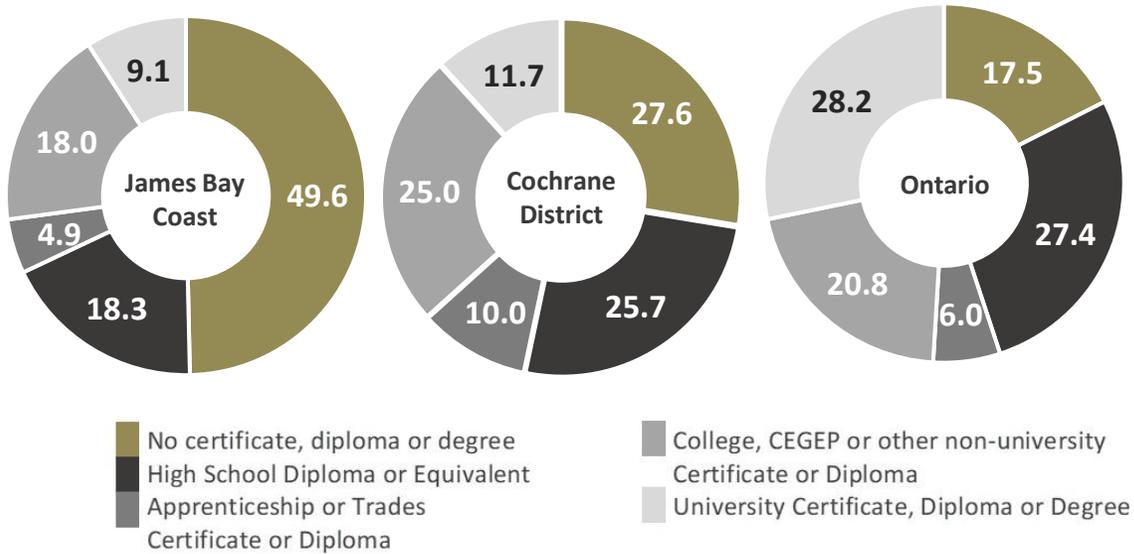
TOP 5 DISTRICTS OF ORGIN OF IN-MIGRANTS			
2015-2016		2017-2018	
Origin	Total	Origin	Total
Greater Sudbury	252	Greater Sudbury	151
Nipissing	200	Nipissing	120
Ottawa	197	Timiskaming	101
Timiskaming	111	Kenora	95
Toronto	127	Simcoe	77

From the Cochrane District to:

TOP 5 DISTRICTS OF ORGIN OF IN-MIGRANTS			
2015-2016		2017-2018	
Destination	Total	Destination	Total
Greater Sudbury	177	Greater Sudbury	228
Nipissing	105	Nipissing	212
Timiskaming	93	Ottawa	162
Algoma	74	Timiskaming	114
Toronto	64	Toronto	91

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.

At the time of the 2016 Census, **49.6%** of the total population 15 and over in James Bay Coast had no certificate, diploma or degree compared to **17.5%** in Ontario.



↓ The percentage of the population in James Bay Coast with a University Certificate, Diploma or Degree was significantly lower than the district and the province.

↑ The percentage of the population in James Bay Coast with an Apprenticeship or Trades Certificate or Diploma is lower than that of the district and the province.

↑ James Bay Coast has a lower 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, James Bay Coast 2006 to 2016

15 - 24	25 - 44	45 - 64	65+	2006	
N/A	N/A	N/A	N/A	No certificate, diploma or degree	
N/A	N/A	N/A	N/A	High school or equivalent	
N/A	N/A	N/A	N/A	Apprenticeship or trades certificate or diploma	
N/A	N/A	N/A	N/A	College, CEGEP or other non-university	
N/A	N/A	N/A	N/A	University certificate, diploma or degree	
15 - 24	25 - 44	45 - 64	65+	2016	
68.4	40.0	46.3	72.6	No certificate, diploma or degree	
24.2	22.6	11.0	4.8	High school or equivalent	
0.0	7.6	5.7	6.0	Apprenticeship or trades certificate or diploma	
4.1	18.9	26.4	6.0	College, CEGEP or other non-university	
1.6	11.8	11.0	7.1	University certificate, diploma or degree	

JAMES BAY COAST		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	53.1	29.6	63.2	71.5	72.7	53.1	19.8
Employment rate	42.5	19.6	46.5	57.6	64.7	52.1	21.0
Unemployment rate	19.9	35.2	25.0	22.2	11.0	5.9	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

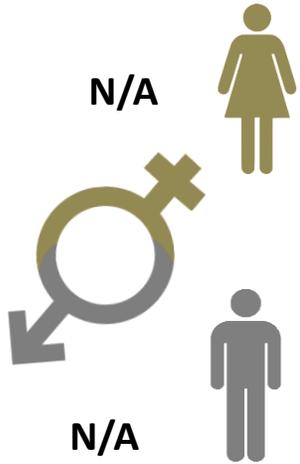
At the time of the 2016 Census, overall participation rates in James Bay Coast were lower to those of the province, except for the 65+ age group.

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

Employment Rate, by Age, by Educational Attainment, James Bay Coast, 2016	Total 15+	15 to 24	25 to 34	35 to 44	45 to 54	55 to 64	65+
No certificate, diploma or degree	24.1	10.4	29.2	36.1	46.2	40.0	12.9
High school or equivalent	48.3	44.1	49.1	58.8	64.7	100.0	0.0
Apprenticeship or trade certificate or diploma	48.9	0.0	47.1	133.3	50.0	0.0	40.0
College, CEGEP or other non-university	73.2	81.8	75.0	74.4	89.5	66.7	0.0
University certificate, diploma or degree	84.4	0.0	80.8	111.1	87.5	150.0	75.0

James Bay Coast, 2016

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



	JAMES BAY COAST		ONTARIO	
	Male	Female	Male	Female
0 – Management	N/A	N/A	79,282	65,907
1 – Business, finance and administration	N/A	N/A	59,732	50,223
2 – Natural and applied sciences and related	N/A	N/A	79,067	71,656
3 – Health	N/A	N/A	75,785	59,141
4 – Education, law and social, community and government	N/A	N/A	86,384	63,523
5 – Art, culture, recreation and sport	N/A	N/A	46,749	44,523
6 – Sales and service	N/A	N/A	41,043	31,752
7 – Trades, transport and equipment operators and related	N/A	N/A	53,652	40,268
8 – Natural resources, agriculture and related production	N/A	N/A	43,825	26,144
9 – Manufacturing and utilities	N/A	N/A	52,023	36,871

Ontario, 2016



Median Employment Income, By Educational Attainment, 2016

	JAMES BAY COAST	ONTARIO
No certificate, diploma or degree	N/A	38,570
High school or equivalent	N/A	44,625
Apprenticeship or trade certificate or diploma	N/A	54,122
College, CEGEP or other non-university	N/A	53,007
University certificate, diploma or degree	N/A	73,618

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

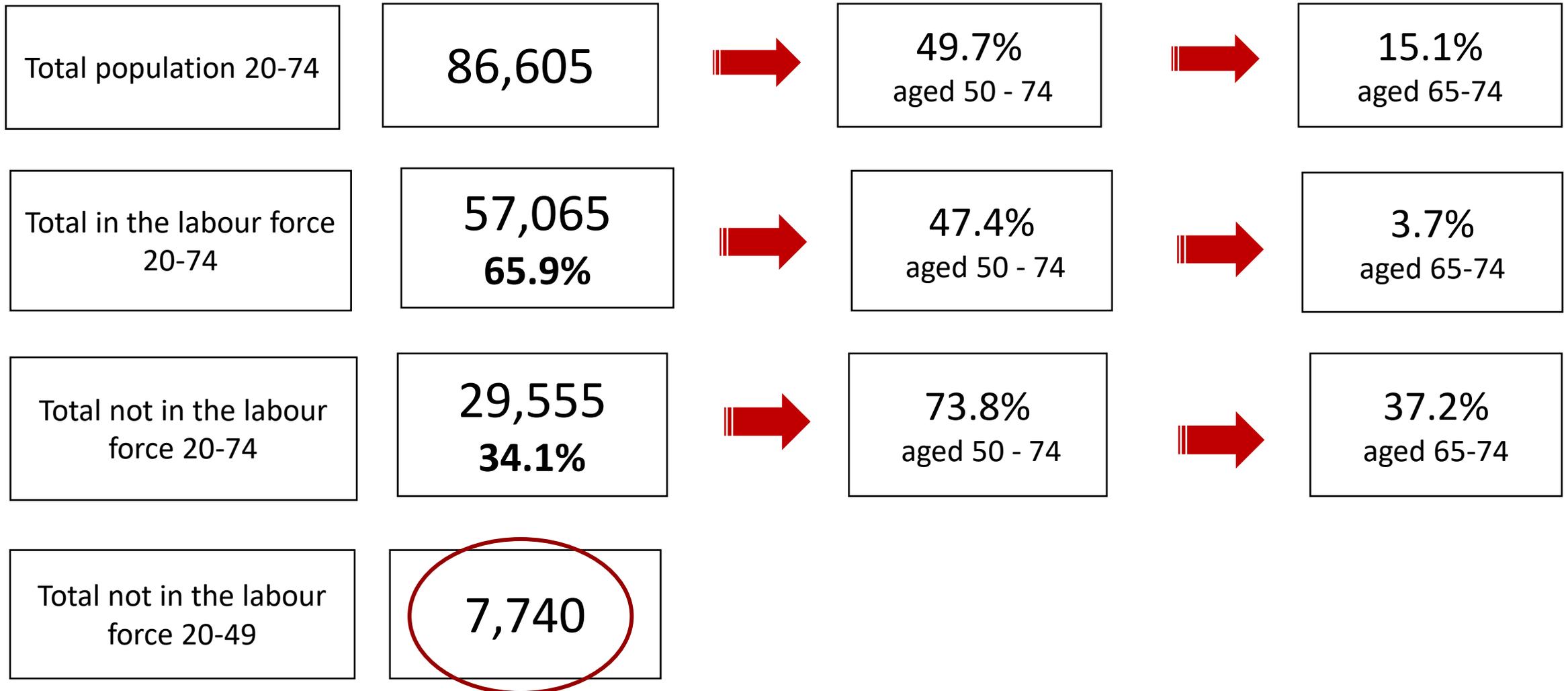


LABOUR MARKET SUPPLY

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

FNETB Region

FNETB REGION 2016



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

Total population 20-74

86,605

86,870



49.7%
aged 50 - 74

41.9%
aged 50 - 74



15.1%
aged 65-74

11.9%
aged 65-74

Total in the labour force 20-74

57,065
65.9%

58,395
67.2%



47.4%
aged 50 - 74

28.3%
aged 50 - 74



3.7%
aged 65-74

1.6%
aged 65-74

Total not in the labour force 20-74

29,555
34.1%

28,460
32.7%



73.8%
aged 50 - 74

58.2%
aged 50 - 74



37.2%
aged 65-74

32.9%
aged 65-74

Total not in the labour force 20-49

7,740

8,610

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 style="border: 1px solid black; padding: 5px;"> <div style="border: 1px solid black; padding: 2px; text-align: center;">15.0%</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">9.5%</div> </div>
Participation rate	<div style="border: 1px solid black; padding: 5px;"> <div style="border: 1px solid black; padding: 2px; text-align: center;">65.9%</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">67.2%</div> </div>	<div style="border: 1px solid black; padding: 5px;"> <div style="border: 1px solid black; padding: 2px; text-align: center;">62.8%</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">63.8%</div> </div>
Unemployment rate	<div style="border: 1px solid black; padding: 5px;"> <div style="border: 1px solid black; padding: 2px; text-align: center;">8.8%</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">7.8%</div> </div>	<div style="border: 1px solid black; padding: 5px;"> <div style="border: 1px solid black; padding: 2px; text-align: center;">15.0%</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">18.1%</div> </div>
Employment rate	<div style="border: 1px solid black; padding: 5px;"> <div style="border: 1px solid black; padding: 2px; text-align: center;">60.1%</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">62.0%</div> </div>	<div style="border: 1px solid black; padding: 5px;"> <div style="border: 1px solid black; padding: 2px; text-align: center;">53.6%</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">51.7%</div> </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%

63.6%

67.2%

36.3%

Unemployment rate

8.8%

9.6%

7.8%

8.8%

Employment rate

60.1%

57.7%

62.0%

33.1%

**FNETB
REGION**

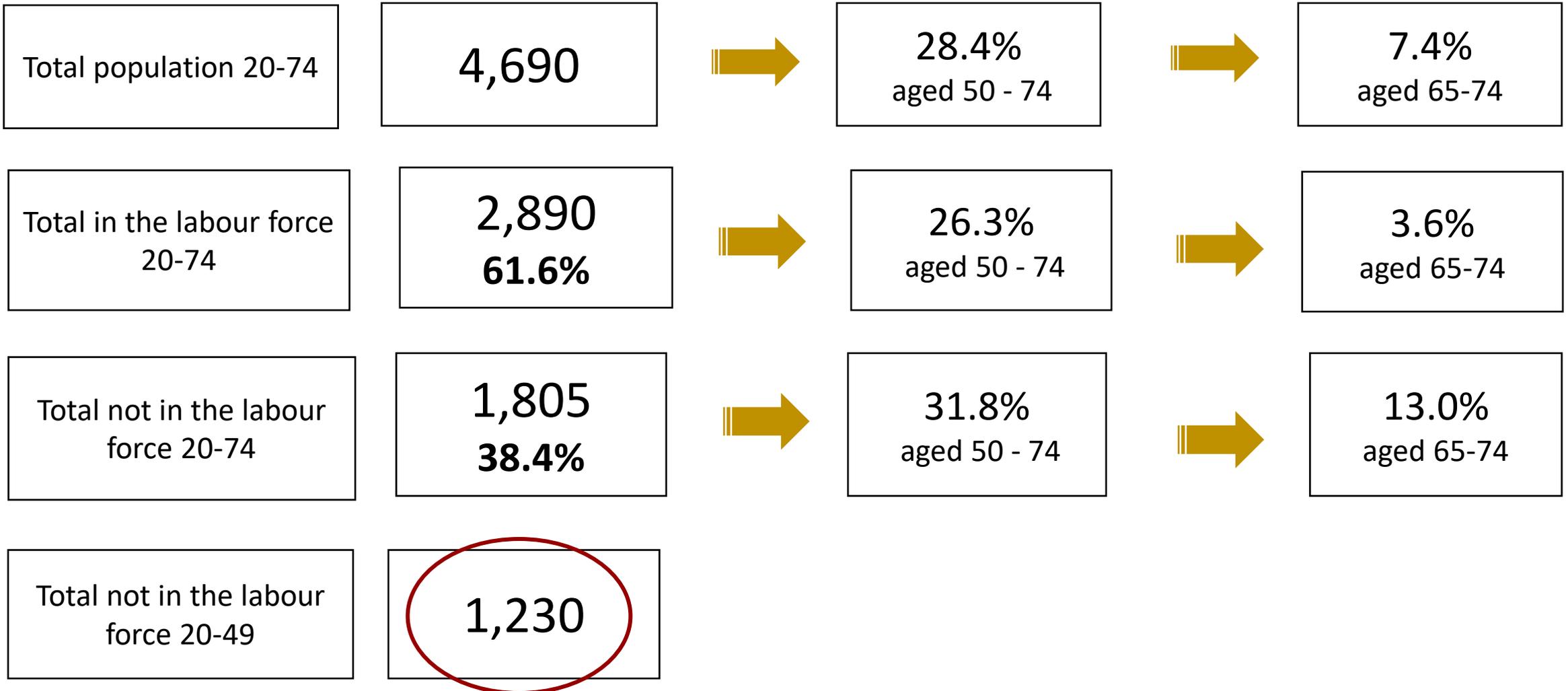
2016

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.

	FNETB Region Immigrant population	Ontario Immigrant population
Share of the total labour force aged 20-74	3.1% 3.8%	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%

WAKENAGUN - 2016



WAKENAGUN - 2016

1,230
Total not in the labour force 20-49



69.9%
aged 20 - 34

30.1%
aged 35 - 49

	#	%	#	%
Total	635	100.0	600	100.0
No certificate, degree or diploma	400	63.0	345	57.5
High school diploma or equivalent	145	22.8	130	21.7
Apprenticeship / Trades	45	7.1	10	1.7
College, CEGEP, other non-university	30	4.7	80	13.3
University – below bachelor	0	0.0	10	1.7
University – above bachelor	20	3.1	10	1.7



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?



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