

# MAKING SENSE OF LABOUR MARKET INFORMATION

Part 3 – NORD-ASKI  
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 (FNTEB)  
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 (FNTEB)  
your Local Employment Planning Council  
COMMISSION DE FORMATION DU NORD-EST (CFNE)  
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## 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 (FNTEB)  
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## MAKING SENSE OF LABOUR MARKET INFORMATION



FALL 2020

### PART 4

## Using LMI to Inform Planning

Aligning demand and supply



FAR NORTHEAST TRAINING BOARD (FNTEB)  
your Local Employment Planning Council  
COMMISSION DE FORMATION DU NORD-EST (CFNE)  
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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

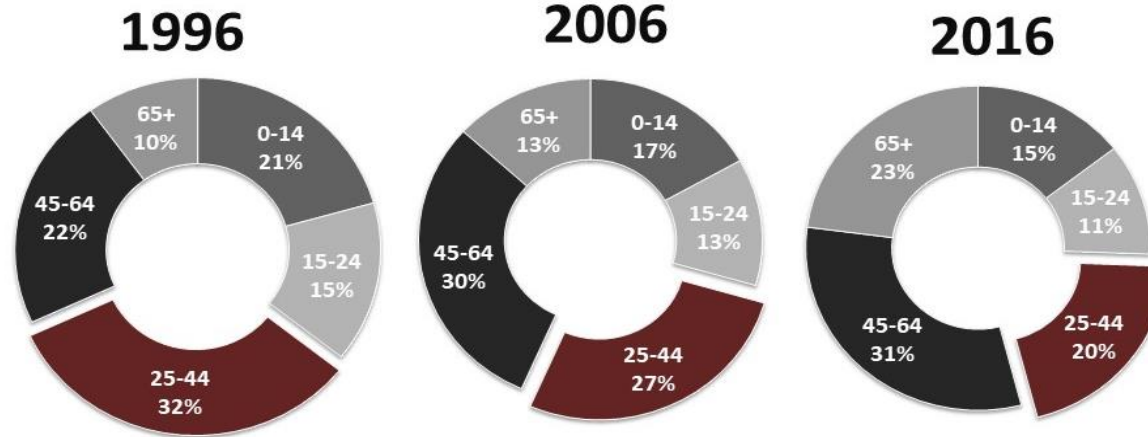
## OTHER DATA:

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 (+835)



Decline of the population aged 15-44 (-1,240)

Total population  
Hearst, 2016  
**5,070**



In Hearst, in 1996 there were  
**7 working age people** per one senior person



Aged 15 to 64

Aged 65+

In 2006 there were  
**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+



*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:

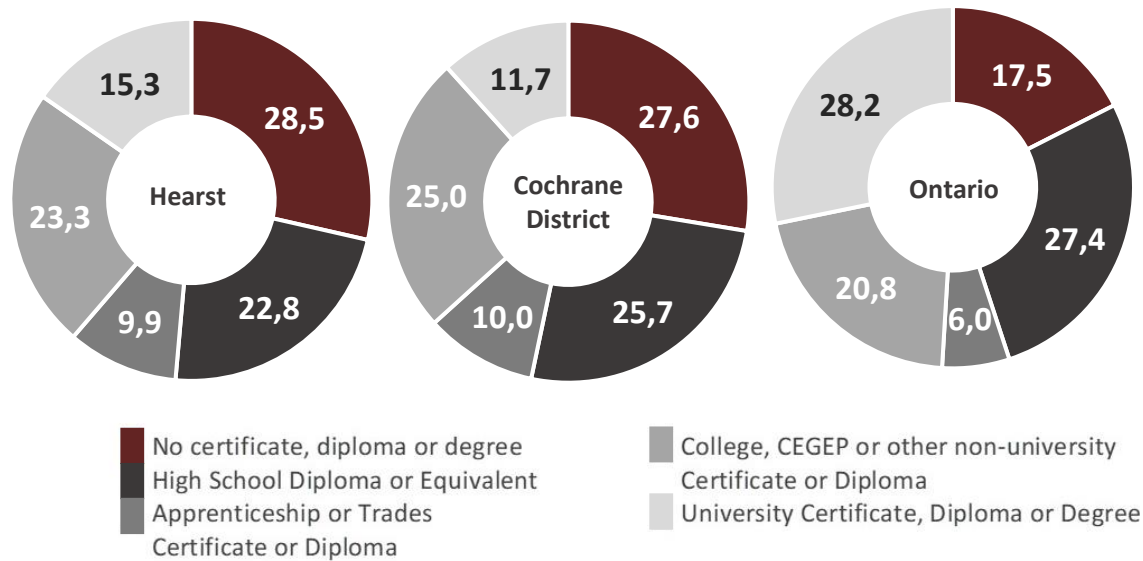
TOP 5 DISTRICTS OF ORIGIN OF IN-MIGRANTS			
2015-2016		2017-2018	
Origin	Total	Origin	Total
Greater Sudbury	252	Greater Sudbury	151
Nipissing	200	Nipissing	120
Ottawa	197	Timiskaming	101
Timiskaming	111	Kenora	95
Toronto	127	Simcoe	77

From the Cochrane District to:

TOP 5 DISTRICTS OF ORIGIN 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, **28.5%** of the total population 15 and over in Hearst had no certificate, diploma or degree compared to **17.5%** in Ontario.



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

Change in Educational Attainment Levels, Hearst 2006 to 2016

15 - 24	25 - 44	45 - 64	65+	2006
41.8	13.9	40.6	73.7	No certificate, diploma or degree
39.7	27.7	22.4	12.0	High school or equivalent
5.0	14.1	11.6	3.0	Apprenticeship or trades certificate or diploma
7.1	30.0	12.5	6.0	College, CEGEP or other non-university
5.0	14.2	11.9	4.5	University certificate, diploma or degree
15 - 24	25 - 44	45 - 64	65+	2016
36.2	3.4	22.7	57.9	No certificate, diploma or degree
34.5	21.2	25.6	13.6	High school or equivalent
5.2	10.6	11.7	10.3	Apprenticeship or trades certificate or diploma
12.9	39.4	25.6	9.3	College, CEGEP or other non-university
11.2	25.0	14.6	9.8	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 25-44 with Apprenticeship or Trades certificate or diploma.

Labour Force Activity, by Age, 2016							
HEARST							
	Total 15+	15 to 24	25 to 34	35 to 44	45 to 54	55 to 64	65+
Participation rate	61.4	81.0	82.1	93.5	84.6	60.4	8.9
Employment rate	58.4	73.3	79.8	90.3	81.2	59.7	6.5
Unemployment rate	5.2	9.6	2.9	2.6	2.4	0.0	26.3
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 Hearst were similar to those of the province, with two notable exceptions:

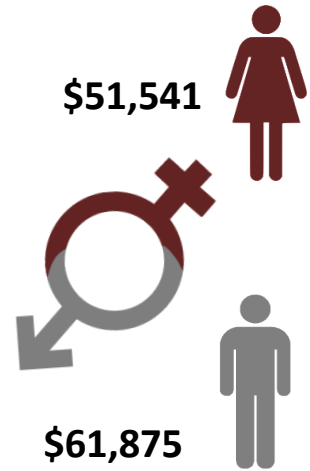
- Participation rates for the 15 to 24 age cohort were higher in Hearst compared to the province.
- Cohorts in the 55+ categories had lower participation rates than the province.

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

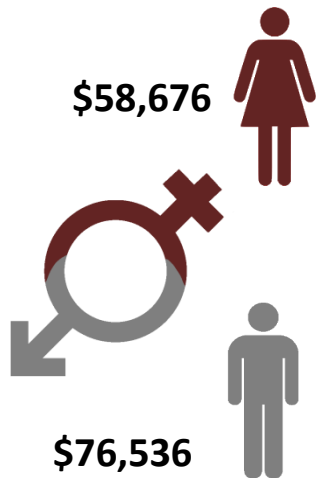
Employment Rate, by Age, by Educational Attainment, Hearst, 2016							
	Total 15+	15 to 24	25 to 34	35 to 44	45 to 54	55 to 64	65+
No certificate, diploma or degree	27.3	59.5	40.0	50.0	48.1	44.2	3.2
High school or equivalent	59.3	72.5	56.3	85.7	78.1	52.1	10.0
Apprenticeship or trade certificate or diploma	71.4	83.3	80.0	100.0	83.3	83.3	15.0
College, CEGEP or other non-university	78.2	81.2	90.6	86.3	87.8	71.0	19.0
University certificate, diploma or degree	76.2	92.3	82.6	96.6	100.0	71.4	10.0

Source: Statistics Canada, 2016 National Household Survey

Hearst, 2016



Ontario, 2016



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

	HEARST		ONTARIO	
	Male	Female	Male	Female
0 – Management	69,774	80,713	79,282	65,907
1 – Business, finance and administration	55,380	56,010	59,732	50,223
2 – Natural and applied sciences and related	-	-	79,067	71,656
3 – Health	-	46,363	75,785	59,141
4 – Education, law and social, community and government	67,065	75,572	86,384	63,523
5 – Art, culture, recreation and sport	-	-	46,749	44,523
6 – Sales and service	46,252	28,679	41,043	31,752
7 – Trades, transport and equipment operators and related	64,335	-	53,652	40,268
8 – Natural resources, agriculture and related production	62,630	-	43,825	26,144
9 – Manufacturing and utilities	57,010	-	52,023	36,871

Median Employment Income, By Educational  
Attainment, 2016

	HEARST	ONTARIO
No certificate, diploma or degree	49,694	38,570
High school or equivalent	53,451	44,625
Apprenticeship or trade certificate or diploma	61,112	54,122
College, CEGEP or other non-university	55,354	53,007
University certificate, diploma or degree	75,708	73,618

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

Source: Statistics Canada, 2016 National Household Survey



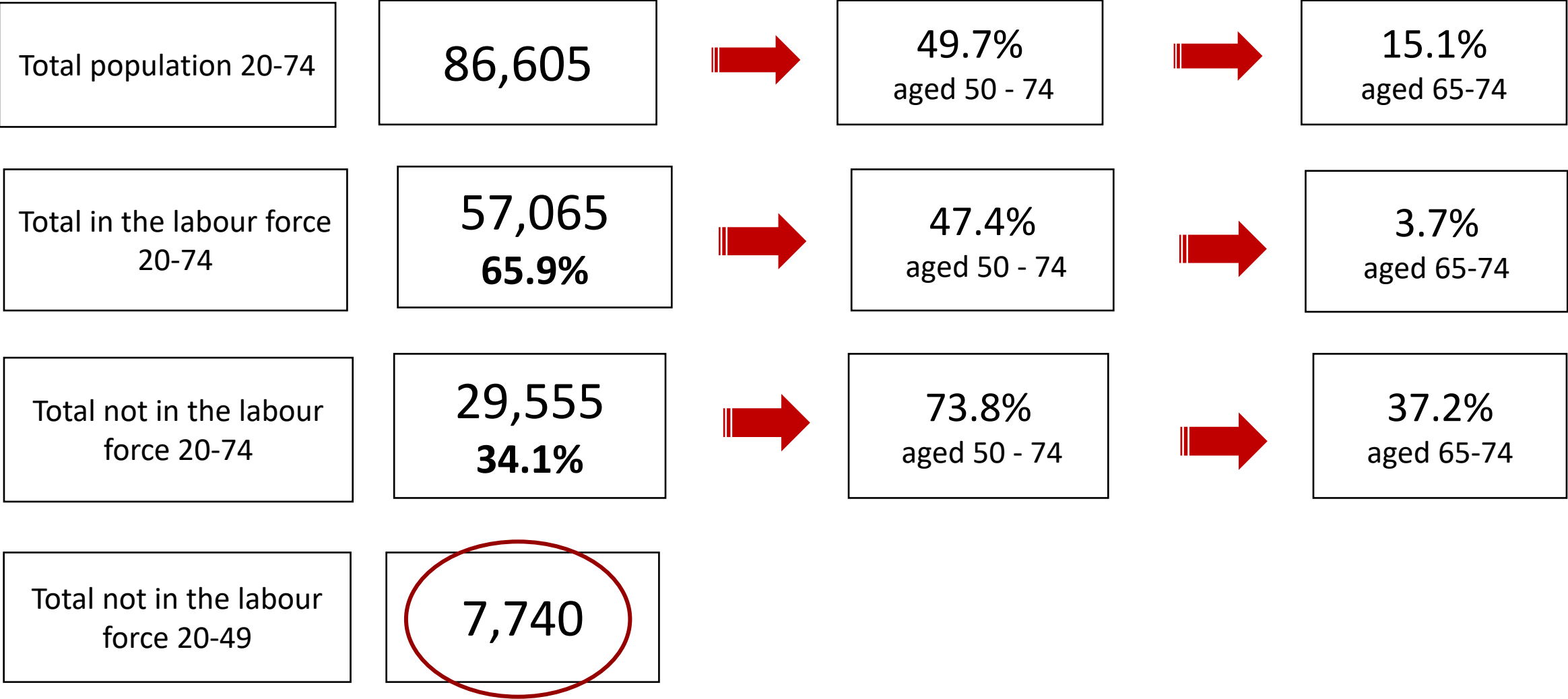


# **LABOUR MARKET SUPPLY**

**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

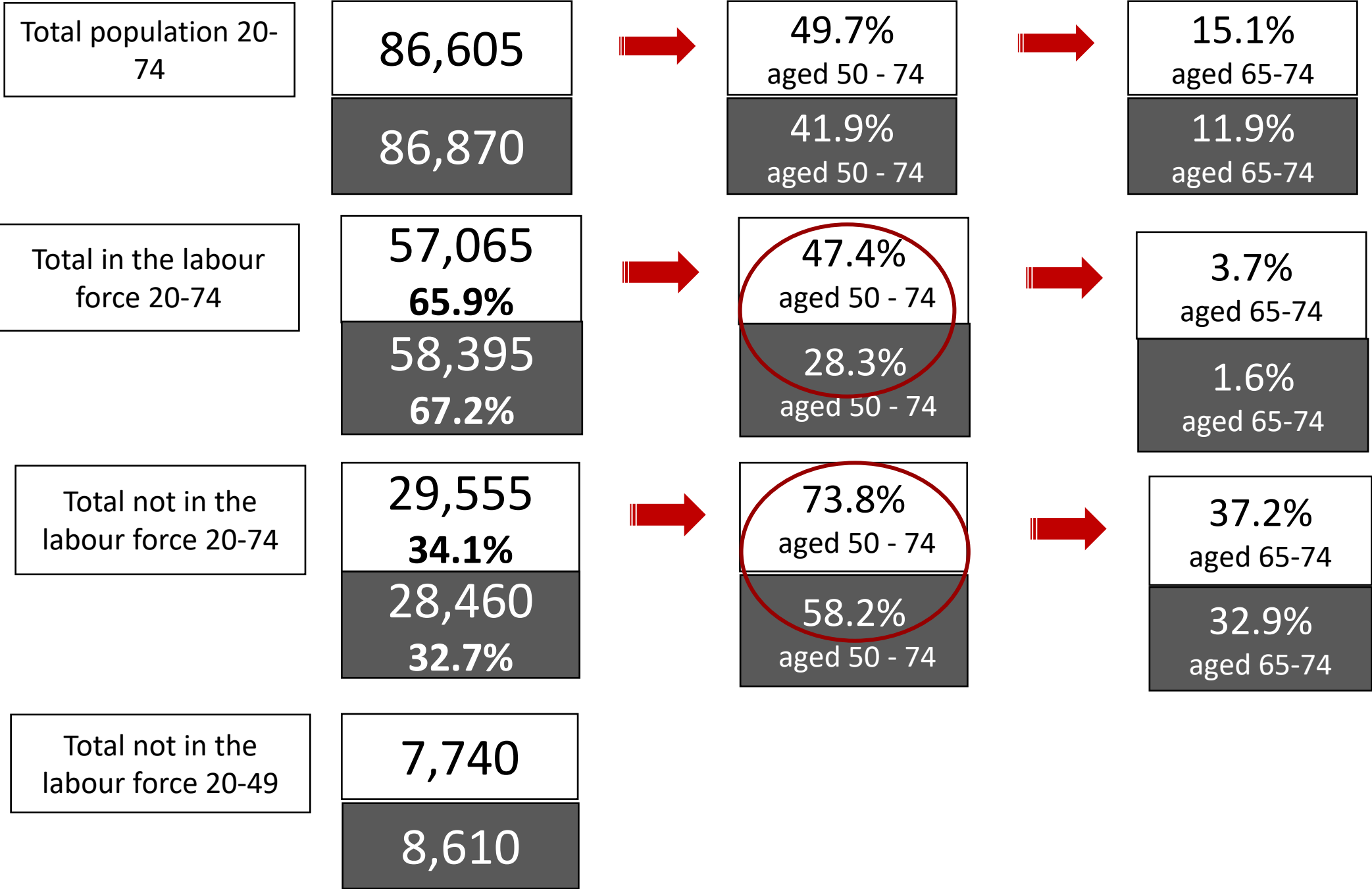
55.2%  
aged 20 - 34

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.*

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**

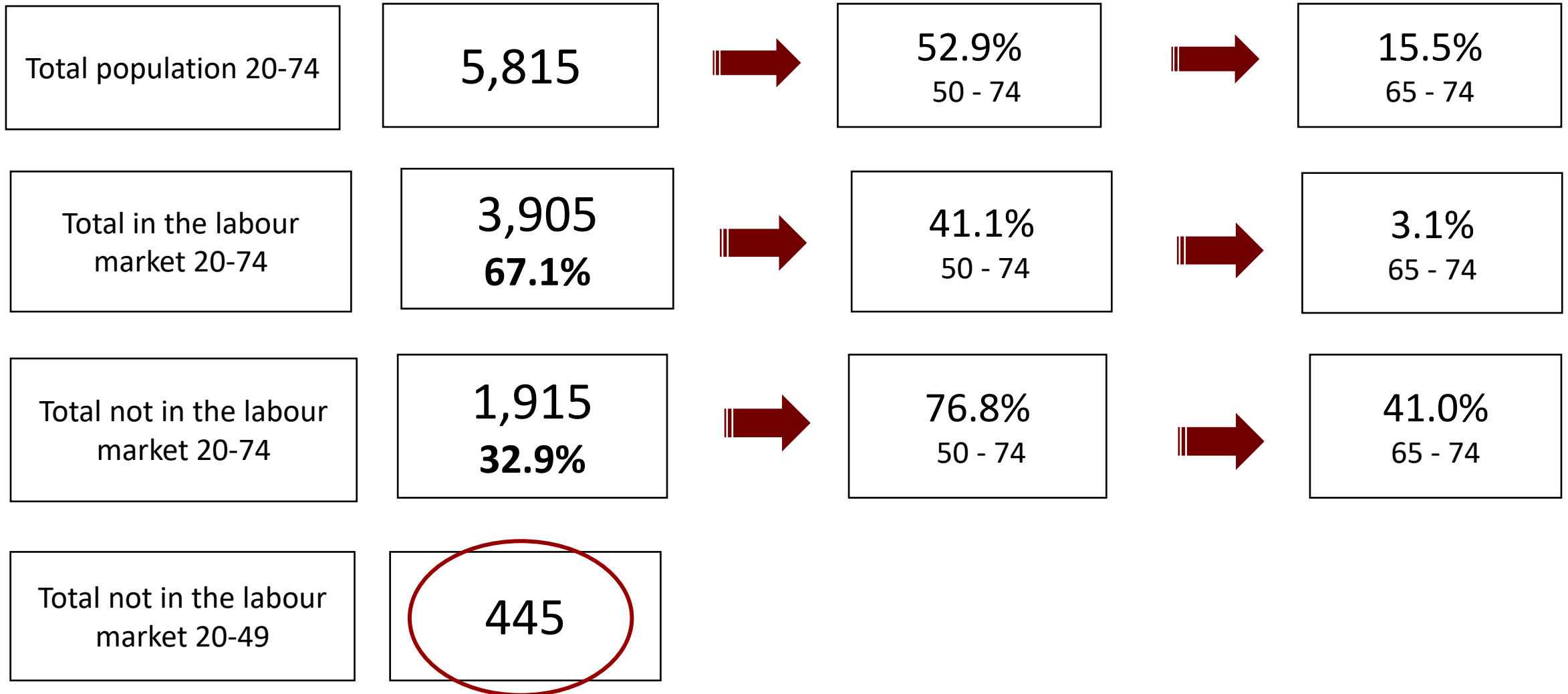
57.7%

49.3%

63.9%

65.1%

# NORD-ASKI REGION 2016



# NORD-ASKI REGION 2016

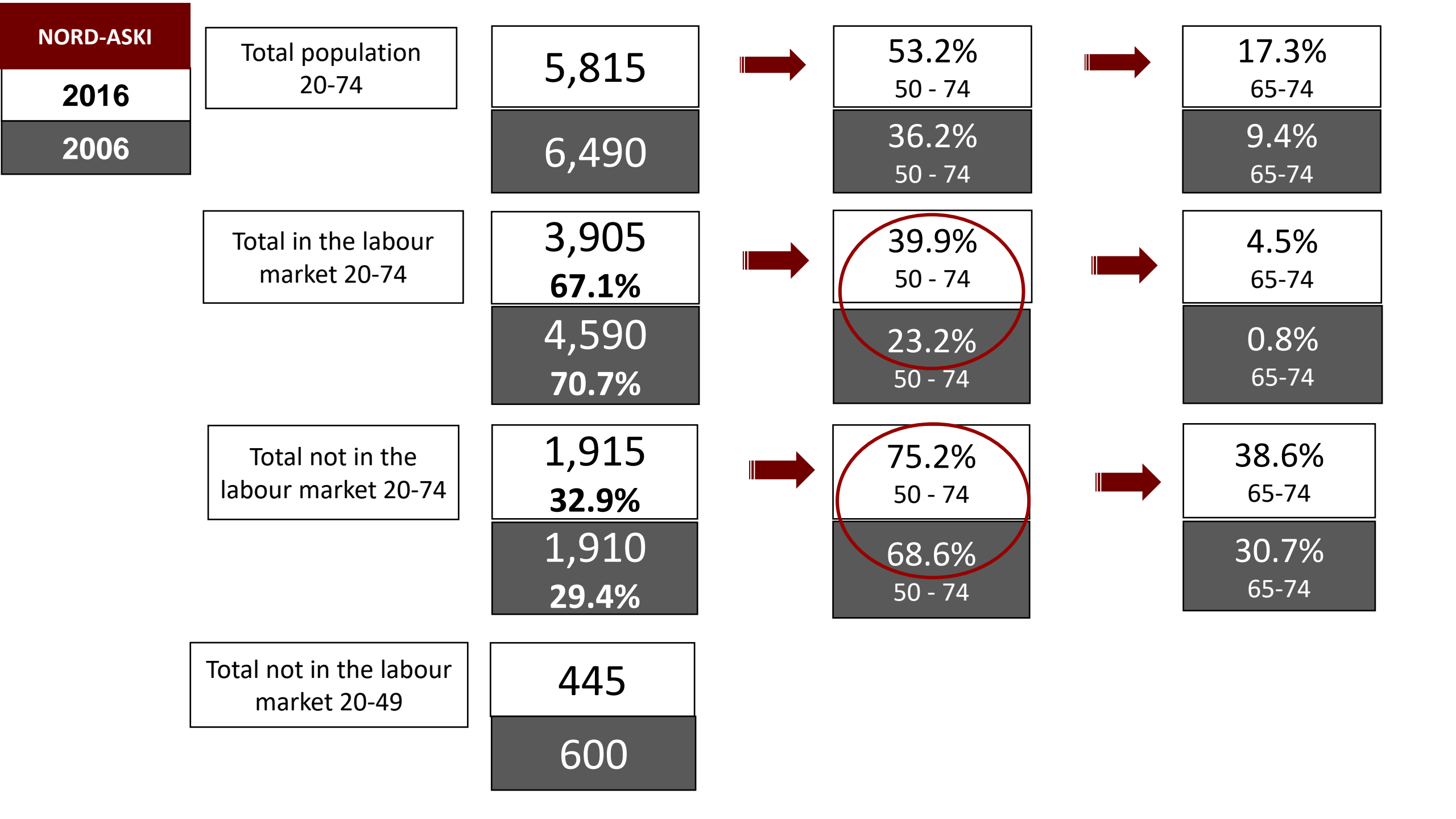
445  
Not in the labour market  
aged 20 to 49

49.4%  
20 - 34

50.6%  
35 - 49

	#	%
Total	220	100,0
No certificate, degree or diploma	80	36,4
High school diploma or equivalent	70	31,8
Apprenticeship / Trades	10	4,5
College, CEGEP, other non-university	50	22,7
University – below bachelor	0	0
University – above bachelor	25	11,4

	#	%
Total	225	100.0
No certificate, degree or diploma	70	31,1
High school diploma or equivalent	75	33,3
Apprenticeship / Trades	35	15,5
College, CEGEP, other non-university	50	22,2
University – below bachelor	0	0
University – above bachelor	0	0







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

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