WORKING TOGETHER

A Local Labour Market Plan for the Far Northeast Training Board (FNETB) Region

2021

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

March 2021

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votre Conseil Local de Planification de l'Emploi

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Ontario

OUR MISSION

To *promote the effective planning of training and workforce development programs and services so that qualified workers are available to meet the needs of the local labour market.*

We strive to achieve that mission through communication, collaboration and coordination.

COMMUNICATION

Collect, analyze and disseminate labour market information to highlight key local labour market conditions, opportunities and priorities.

COLLABORATION

Facilitate local partnerships between community organizations, business, and institutions to identify and implement actions to address local labour market issues of common interest.

COORDINATION

Encourage joint efforts for the promotion of a more seamless delivery of employment, training programs to ensure maximum intake of those programs, and efficient use of the available resources.

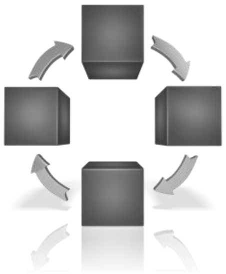


TABLE OF CONTENT

WORKING TOGETHER

A Local Labour Market Plan for the Far Northeast Training Board (FNETB) Region

2021

INTRODUCTION

Working Together: A Local Labour Market Plan for the Far Northeast Training Board (FNETB) Region was developed using local labour market indicator data and with input from a range of stakeholders including local employers, government and community leaders, service providers, and education and training institutions.

This report highlights key challenges, opportunities and priorities at the regional level. *Working Together: A Local Labour Market Plan for the Far Northeast Training Board Region* is intended to be a local roadmap for our organization and for many local labour market stakeholders who year over year collaborate to identify and implement local initiatives that will lead to:

- better LMI
- more coordinated, relevant and responsive employment and training services
- an increased employer engagement in local labour market planning
- an inclusive and diverse workforce
- the attraction and retention of skilled workers to meet local labour market demand.

With the cooperation of a range of partners, we expect that *Working Together: A Local Labour Market Plan for the Far Northeast Training Board Region* will generate continuous progress over time, on top of what will be achieved through various initiatives already underway to improve local labour market conditions, and support continued economic and social development in the region.

EXECUTIVE SUMMARY

Working Together: A Local Labour Market Plan for the FNETB Region brings together the views and experiences of people in industry, education and training, employment, economic development and community and government agencies. The use of evidence-based observations and those that reflect local knowledge allowed us to develop a plan that is supported by a baseline of labour market indicators and that also reflects local realities and priorities.

Like everyone, we have had to adjust to a challenging year. The pandemic did not allow us to conduct the community outreach and consultations in the same fashion. The usual community in-person planning and consultation meetings have transitioned to the virtual world. While it has its downsides in that it did not allow for as much interaction, on the other hand it allowed for certain stakeholders who traditionally could not leave their place of work to attend in-person meetings to now contribute to the local planning process.

The extraordinary circumstances under which this year's planning process was conducted made it challenging. Most employers and stakeholders are focused on navigating the safety measures and supports required to maintain a level of activity that will allow them to remain afloat until the situation improves. Given the uncertainty and how quickly the situation changes, the most difficult part of the process was planning for the future. Despite those challenges we were able to develop a plan that provides an overview of the current local labour market conditions, includes input from a range of local stakeholders, and some broad strategies for moving forward.

The following are some of the highlights based on this year's data analysis:

Number of businesses:

- following growth in the total number of businesses between 2017 and 2018, the Cochrane District and the Temiskaming Districts saw the total number of businesses decrease from there on. The most significant changes are observed among the businesses with no employees.
- It is not possible to say with absolute certainty that the losses experienced in the Cochrane and Temiskaming districts are attributable to the pandemic but in the Cochrane District the number of businesses dropped by -173 between June and December 2020, in the Temiskaming District it dropped by -103. Both districts had experienced a growth in the total number of businesses in the first six months of 2020 with +65 businesses in the Cochrane District and +13 businesses in Temiskaming District between December 2019 and June 2020.

Employment by industry:

- Statistics Canada's Labour Force Survey data reveals significant changes to employment in all industries in the Northeastern Ontario between 2019 and 2020.
- The industries with the most significant increase in total employment are: Health care and social assistance (+3,500), Manufacturing (+3,300) and Professional, scientific and technical services (+700).
- The industries with the most significant decrease in total employment are: Construction (-3,400), Wholesale and retail trade (-3,200) and Accommodation and food services (-2,700).

Employment by occupation:

- Statistics Canada's Labour Force Survey data reveals similar significant changes to employment in occupational categories in the Northeastern Ontario between 2019 and 2020.
- The occupations with the most significant increase in total employment are: Manufacturing and utilities (+2,900), Health occupations (+2,400) and Natural and applied sciences and related occupations (+1,100).
- Occupations with the most significant decrease in total employment are: Sales and service occupations (-4,100), Education, law and social, community and government service occupations (-2,200) and Natural resources, agriculture and related production occupations (-2,000).

Migration:

- In the Cochrane District, the out-migration outweighs the in-migration which resulted in a net migration of -307 in 2018-2019. Contrary to 2017-2018, at which time in the Cochrane District the net-migration was higher in the younger age cohorts, in 2018-2019 it is higher in the older age cohorts.
- In the Timiskaming District the overall net migration remains on the positive side at 105 in 2018-2019, up by 26 from 2017-2018.
- The Top 3 districts from which people who migrated to the Cochrane District came from are: Nipissing (126), Greater Sudbury (97), Timiskaming (80). The Top 3 districts that people who left the Cochrane District went to are: Greater Sudbury (231), Nipissing (203) and Ottawa (150).
- The Top 3 districts from which people who migrated to the Temiskaming District came from are: Cochrane (118), Greater Sudbury (83), Nipissing (77). The Top 3 districts that people who left the Temiskaming District went to are: Nipissing (140), Cochrane (80) and Greater Sudbury (77)

Highlights based on this year's outreach to employers and stakeholders include:

Shortages of workers to meet the local demand:

- Demographic changes such as a decreasing and aging population and a continued out-migration have led to shortages of skilled workers across the region.
- 43.2% of the employed workforce in the region is expected to retire by 2036 which will increase those shortages.
- The pandemic has exacerbated the shortages making it even more difficult for employers to find workers as many cannot work or chose to stay home for various reasons: lack of day care, lack of transportation, looking after children who are home-schooling, looking after family members, fear for their safety, access to alternate sources of funding (ie Canada Emergency Response Benefit).
- Some of the occupations for which local employers were recruiting in the last year are: sales clerks/client service representatives, housekeeping and janitorial staff, personal support workers, nurses, truck drivers, heavy equipment operators, administrative support workers, managers, journeypersons (mechanics, welders, electrical).
- Occupations that local employers identified as being hard to fill are: Trades, Transport and Equipment Operators, Sales and Service Occupations, Health Occupations, and Business, Finance and Administrative Occupations.
- When asked about the reasons why those occupations are hard to fill, the Top 3 reasons mentioned are:
  - 62% indicated that there were few suitable candidates for the positions.
  - 36% mention that candidates do not have the technical skills required for the positions.
  - 34% say that it is difficult to find people to work during the COVID-19 pandemic.
- Most service providers indicate that they are seeing a lower number of clients who are actively looking for work during the pandemic for various reasons such as:
  - lack of daycare.
  - lack transportation.
  - fear for health because of the pandemic.
  - need to look after family members (parents, children home schooling).
  - access to alternate income (Canada Emergency Response Benefit),
  - unemployed clients have barriers to employment (addiction, mental health, etc).

Challenges associated with technology:

- while offering services and products online during the pandemic is easy for some, it poses challenges for others who do not have the knowledge or the resources to increase their capacity to operate virtually.
- the lack of reliable high-speed internet in many small, rural and remote communities makes it difficult to make full use of technology and to maintain online activities.
- From service providers' perspective, clients do not all possess a computer or other electronic device, many are not familiar with technology and/or are not comfortable with receiving services online.

Climate of uncertainty:

The current climate of uncertainty related to the pandemic and the imminent changes coming to employment service delivery network made this year's local labour market planning process more challenging. It is difficult for many employers and stakeholders to focus on long-term planning when their focus is on navigating the current safety measures in order to operate safely and remain in business.

If the issues mentioned above pose significant challenges for the local labour market, they also provide opportunities to:

- Encourage partnerships aimed at finding innovative ways to maximize the human and financial resources that are available to support the attraction and retention of qualified workers.
- Offer support and resources to local businesses and organizations that want to build and/or enhance their online presence and capacity.
- Continue to promote current and future employment opportunities to ensure local businesses can operate during and beyond the pandemic.

Because of the unusual conditions that we are all facing, this year's local labour market plan is not as extensive as it could or should be. Nonetheless, *Working Together: A Local Labour Market Plan for the FNETB Region* reflects the common understanding of local labour market issues and a continued commitment of local stakeholders to work together to: address our collective need for skilled workers, improve local labour market conditions, and ultimately grow our workforce and our communities.

THE PROCESS:

The COVID-19 pandemic had a significant impact on this year's planning process. We managed to adapt to the situation and successfully collect input from a broad range of employers and to engage a variety of local employment, training, education, economic, business and community leaders and stakeholders. Despite the current challenging situation our outreach allowed us to abide by the local labour market planning guidelines provided by the Ministry of Labour, Training and Skills Development. As such, this plan includes an analysis and interpretation of labour market indicator data, results of input collected from community stakeholders and employers, and an action plan.

The community outreach that led to the production of this report took place between April and December 2020. The local planning process included:

- Four online employer surveys that focused on the impacts of COVID-19 on operations and on human resources. The surveys were developed and promoted in partnership with local and regional economic development corporations, local chambers of commerce and education and employment service providers.
    - April 6 to 14, 2020 (377 respondents)
    - May 12 to 20, 2020 (249 respondents)
    - July 10 to 22, 2020 (246 respondents)
    - October 5 to 30, 2020 (440 respondents).

- 21 online workshops/round table discussions with service providers (EO and others) between November 24 and December 11, 2020. The workshops provided an opportunity to look at labour market demand and supply indicators, to discuss how the data reflects the realities of each community, and if/how labour supply aligns with the local demand.

Table 1 below, provides details on meeting dates, locations, topics and number of participating service providers

Table 1: Community planning meeting dates and locations

COMMUNITY	LMI DEMAND	LMI SUPPLY	ALIGNING SUPPLY AND DEMAND
Temiskaming Shores	November 24, 2020	November 24, 2020	December 8, 2020
Kirkland Lake	November 25, 2020	November 25, 2020	December 8, 2020
North Clayblet Region	November 26, 2020	November 26, 2020	December 9, 2020
Nord-Aski Region	November 27, 2020	November 27, 2020	December 9, 2020
Timmins	November 30, 2020	November 30, 2020	December 10, 2020
James Bay Coast	December 1. 2020	December 1. 2020	December 10, 2020
Chapleau	December 2, 2020	December 2, 2020	December 11, 2020
TOTAL # OF PARTICIPANTS	**66**	**63**	**61**

The combined results of the data and outreach outlined above are presented in this report under three headings:

Section 1 – Where are we now?
This section of the report provides a summarized analysis of key labour market indicators based on the most current available data for the region. It also includes input from local employers and stakeholders on local labour market challenges and opportunities.

Section 2 – Where do we want to be?
Based on the information outlined in the previous section of the report, Section 2 outlines local strategic goals identified by local stakeholders.

Section 3 – How do we get there?
This section of the report outlines actions identified by local stakeholders to address local labour market challenges.

SECTION 1 - Where are we now?

This section of the report provides a summarized analysis of key labour market indicators based on the most current available data for the districts for the region. It also includes local stakeholders' observations and input on the impact of those indicators on the local labour market and some of the resulting challenges and opportunities.

NUMBER OF BUSINESSES

COCHRANE DISTRICT

5,640 businesses in December 2020:

- 59.7% are businesses with no employees
- businesses with 1 to 9 employees, and those with 10 to 49 employees also represent a large share of the total number of businesses in the Cochrane District with respectively 27.8% (1,568 businesses) and 10.9% (617 businesses). Combined, they represent 38.7% of the total number of businesses in the Cochrane District.

TEMISKAMING DISTRICT

2,511 businesses in December 2020:

- 60.7% are businesses with no employees
- businesses with 1 to 9 employees, and those with 10 to 49 employees also represent a large share of the total number of businesses in the Temiskaming District with respectively 28.0% (703 businesses) and 9.3% (233 businesses). Combined, they represent 37.3% of the total number of businesses in the Temiskaming District.

Comparatively, at the provincial level, at 69.9%, businesses with no employees represented a larger proportion of the total number of businesses in December 2020. At 28.6%, businesses with 1 to 9 employees and those with 10 to 49 employees combined represent a smaller proportion of the overall number of businesses at the provincial level compared to the Cochrane and Temiskaming districts.

Table 2 shows that following growth in the total number of businesses between 2017 and 2018, the Cochrane District and the Temiskaming Districts saw the total number of businesses decrease from there on. The most significant changes are observed among the businesses with no employees.

Table 2 – Change in the Number of Businesses by Employee Size Range Cochrane District and Temiskaming District, December 2017 to December 2020

COCHRANE DISTRICT								
Employee Size Range	**December 2017**		**December 2018**		**December 2019**		**December 2020**	
	#	**%**	**#**	**%**	**#**	**%**	**#**	**%**
0	3,507	60.7	3,542	60.3	3,393	59.0	3,314	58.7
1-9	1.502	26.0	1,546	26.3	1,562	27.2	1,568	27.8
10-49	637	11.0	643	10.9	652	11.3	617	10.9
50-99	80	1.4	91	1.5	85	1.5	93	1.6
100+	51	0.9	48	0.8	55	0.9	48	0.8
Total	5,777		5,870		5,747		5,640	
TEMISKAMING DISTRICT								
Employee Size Range	**December 2017**		**December 2018**		**December 2019**		**December 2020**	
	#	**%**	**#**	**%**	**#**	**%**	**#**	**%**
0	1,587	60.9	1,662	62.4	1,598	61.4	1,524	60.7
1-9	745	28.6	725	27.2	724	27.8	703	28.0
10-49	222	8.5	224	8.4	230	8.8	233	9.3
50-99	29	1.1	31	1.2	30	1.2	30	1.2
100+	23	0.9	20	0.7	19	0.7	21	0.8
Total	2,606		2,662		2,601		2,511	

Source: Statistics Canada, Canadian Business Counts

Given the current situation, it is important to look at changes in the number of businesses during the first six months of 2020 (December 2019 to June 2020) compared the changes from June to December 2020. As can be seen in Table 3 business losses were more prevalent during the latter part of 2020.

Table 3 – Change in the Number of Businesses by Employee Size Range
Cochrane District and Temiskaming District, December 2019 to December 2020

COCHRANE DISTRICT							
Employee Size Range	**December 2019**	**June 2020**	**December 2020**	**Change December 2019 to June 2020**		**Change June 2020 to December 2020**	
				#	%	#	%
0	3,393	3,448	3,314	55	1.6	-134	-3.9
1-9	1,562	1,589	1,568	27	1.7	-21	-1.3
10-49	652	632	617	-20	-3.1	-15	-2.4
50-99	85	94	93	9	10.6	-1	-0.2
100+	55	50	48	-5	-9.1	-2	-4.0
Total	5,747	5,813	5,640	66	1.1	-173	-3.0
TEMISKAMING DISTRICT							
Employee Size Range	**December 2019**	**June 2020**	**December 2020**	**Change December 2019 to June 2020**		**Change June 2020 to December 2020**	
				#	%	#	%
0	1,598	1,610	1,524	12	0.75	-86	-5.3
1-9	724	724	703	0	0	-21	-2.9
10-49	230	227	233	-3	-1.3	6	2.6
50-99	30	32	30	2	6.7	-2	-6.25
100+	19	21	21	2	10.5	0	0
Total	2,601	2,614	2,511	13	0.5	-103	-3.9

Source: Statistics Canada, Canadian Business Counts

It is not possible to say with absolute certainty that the losses experienced in the Cochrane and Temiskaming districts are attributable to the pandemic. We know however, based on the local COVID-19 Business Impact Surveys that the pandemic had a negative impact on local small and medium businesses, particularly the owner-operators or self-employed with no employees.

EMPLOYMENT BY INDUSTRY:

COCHRANE DISTRICT:

- In the Cochrane District, the 5 industries with the highest proportion of total employment are:
  - Heath care and social assistance at 14.6% (5,740)
  - Retail trade at 12.6% (4,950)
  - Mining, and oil and gas extraction at 10.8% (4,170)
  - Construction at 7.5% (2,955)
  - Accommodation and food services at 6.7% (2,635).

TEMISKAMING DISTRICT:

- In the Temiskaming District, the 5 industries with the highest proportion of total employment are:
  - Heath care and social assistance at 14.2% (2,165)
  - Retail trade at 12.5% (1,900)
  - Mining, and oil and gas extraction at 11.7% (1,785)
  - Construction at 7.6% (1,155)
  - Manufacturing 7.4% (1,120).

The data above is based on the 2016 National Household Survey which is the most current data on employment by industry that is available at the district level. While it is dated, those industries have historically had the highest proportions of total employment in both the Cochrane District and the Temiskaming District.

The more recent data that is available to assess changes in local industries showing increases/decreases in employment is Statistics Canadas's Labour Force Survey. While the Labour Force Survey provides employment data that is more current than Census data, it is not available at the district level. The closest geographical footprint available is the Northeastern Ontario Economic Region. Based on the Labour Force Survey for 2019-2020:

- The industries with the most significant increase in total employment are: Health care and social assistance (+3,500), Manufacturing (+3,300) and Professional, scientific and technical services (+700).

- The industries with the most significant decrease in total employment are: Construction (-3,400), Wholesale and retail trade (-3,200) and Accommodation and food services (-2,700).

CHANGE IN EMPLOYMENT BY INDUSTRY

Table 4 shows significant changes in employment in the Northeastern Ontario region between 2019-2020 compared to the previous years. Some of those changes (positive or negative) are likely in part due to the pandemic which had serious impacts on all sectors of the economy.

Table 4 – Change in Employment by Industry
Northeast Economic Region

	Change 2016-2017		Change 2017-2018		Change 2018-2019		Change 2019-2020	
	#	%	#	%	#	%	#	%
Goods-producing sector	**3,200**	**5.6**	**1,200**	**2.0**	**-1,900**	**-3.1**	**-2,800**	**-4.7**
Agriculture	-100	-5.6	0	0	200	11.8	-100	-5.2
Forestry, fishing, mining, oil and gas	-300	-1.7	400	2.3	1,300	7.4	-2,300	-12.2
Utilities	-200	-6.5	100	3.4	700	23.3	-200	-5.4
Construction	2,100	11.0	100	0.5	400	1.9	-3,400	-15.7
Manufacturing	1,600	10.1	700	4.0	-4,500	-24.7	3,300	24.1
Services-producing sector	**-5,600**	**-2.9**	**3,200**	**1.7**	**1,600**	**0.8**	**-3,600**	**-1.9**
Wholesale and retail trade	-2,300	-5.9	400	1.1	1,700	4.6	-3,200	-8.2
Transportation and warehousing	-1,700	-12.2	-900	-7.4	300	2.7	-500	-4.3
Finance, insurance, real estate and leasing	200	2.2	0	0	-100	-1.1	-1,000	-10.0
Professional, scientific & technical services	-1,100	-10.8	1,900	20.9	-200	-1.8	700	6.5
Business, building & other support services	-700	-7.8	1,600	19.3	-900	-9.1	200	2.2
Educational services	500	2.6	-200	-1.0	0	0	-100	-0.5
Health care and social assistance	-700	-1.8	3,800	9.7	-700	-1.6	3,500	8.3
Information, culture and recreation	2,000	27.4	-700	-7.5	-1,600	-18.6	-500	-7.1
Accommodation and food services	-800	-4.7	-1,500	-9.3	100	0.7	-2,700	-18.4
Other services (except public administration)	1,600	17.8	-2,100	-19.8	2,600	30.6	-1,400	-12.6
Public administration	2,500	14.3	700	4.7	300	1.9	-500	-3.1
Total	**-2,300**	**-0.9**	**4,300**	**1.7**	**-200**	**-0.1**	**-6,500**	**-2.6**

Statistics Canada Labour Force Survey, Employment by Industry, Table 14-10-0092-01

EMPLOYMENT BY OCCUPATION:

In the Cochrane District, the Top 3 occupations with the highest proportion of total employment are:

- Sales and services at 23.1% (9,060)
- Trades, transport and equipment operators and related occupations at 20.0% (7,875)
- Education, law and social, community and government services at 12.4% (4,885)

In the Temiskaming District, the 3 occupations with the highest proportion of total employment are:

- Sales and services at 20.8% (3,170)
- Trades, transport and equipment operators and related occupations at 19.3% (2,940)
- Business, finance and administration at 12.3% (1,875)

The data above is also based on the 2016 National Household Survey which is the most current data on employment by industry that is available at the district level. As stated previously, while it is dated, those occupations have historically been the ones with the highest proportions of total employment in both the Cochrane District and the Temiskaming District.

The Labour Force Survey data presented in Table 5 reveals significant changes between 2019-2020 compared to the previous years. Those changes (positive or negative) are likely attributable to the unusual situation that all local businesses have had to deal with due to the pandemic.

- The occupations with the most significant increase in total employment are: Manufacturing and utilities (+2,900), Health occupations (+2,400) and Natural and applied sciences and related occupations (+1,100).

- Occupations with the most significant decrease in total employment are: Sales and service occupations (-4,100), Education, law and social, community and government service occupations (-2,200) and Natural resources, agriculture and related production occupations (-2,000).

Table 5 – Change in Employment by Occupation
Northeast Economic Region

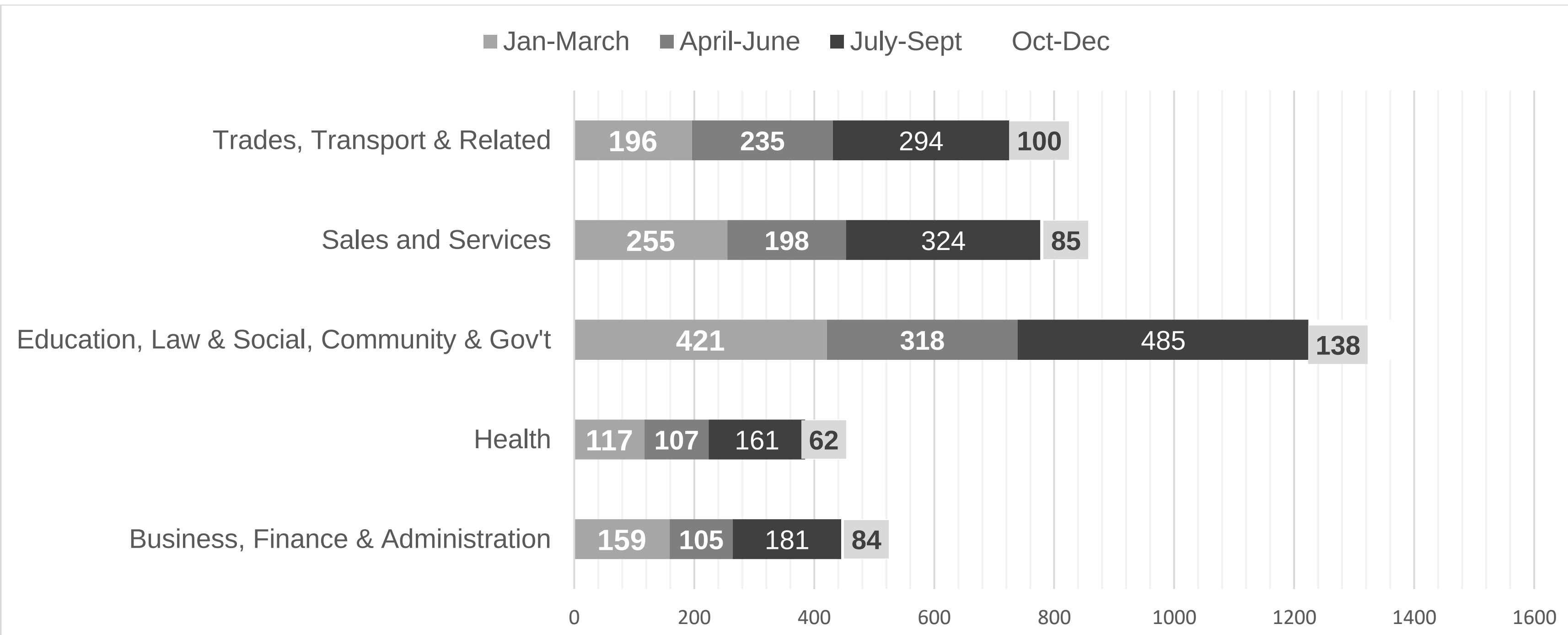
	Change 2016-2017		Change 2017-2018		Change 2018-2019		Change 2019-2020	
	#	%	#	%	#	%	#	%
Management	-1,700	-8.8	1,600	9.0	-1,300	-6.7	-400	-2.2
Business, finance and administration	-100	-0.3	900	2.6	1,000	2.8	-1,800	-4.9
Natural and applied sciences and related	-300	-2.7	2,300	21.1	300	2.3	1,100	8.1
Health	1,700	8.3	400	1.8	900	4.0	2,400	10.2
Education, law and social, community and gov. services	1,500	5.1	200	0.6	1,200	3.9	-2,200	-6.8
Art, culture, recreation and sport	0	0	0	0	700	16.7	-700	-14.3
Sales and services	-4,600	-7.3	400	0.7	-1,500	-2.5	-4,100	-7.1
Trade, transport and equipment operators and related	100	0.2	-2,000	-4.3	400	0.9	-1,700	-3.8
Natural resources, agriculture and related production	-300	-2.6	300	2.7	800	7.0	-2,000	-16.3
Manufacturing and utilities	1,500	20.0	200	2.2	-2,800	-30.4	2,900	45.3
Total	-2,300	0.9	4,300	1.7	-200	-0.1	-6,500	-2.6

Statistics Canada Labour Force Survey, Employment by Industry, Table 14-10-0312-01

Despite the major changes in employment by occupation highlighted in Table 5, local job postings in the FNETB increased for many of the occupational categories in 2020 up until the December lockdown at which time it slowed significantly as can be seen in Figure A.

However, based on the number of postings to date in 2021, we anticipate a continued increase, providing that the situation remains as it is and that businesses that have reopened do not face another shutdown. From January 1st to Feb 22nd, 2021, the number of job postings were: Trades, Transport and Related Occupations (150), Sales and Service (124), Education, Law and Social, Community and Government Services Occupations (366), Health Occupations (121), Business, Finance and Administration (126).

Figure A – Quarterly Job Postings, 2020
Far Northeast Training Board



Source: jobsinfarnortheast.com

MIGRATION:

Table 6 – Net Migration, Cochrane District and Temiskaming District

	COCHRANE DISTRICT					
	2017-2018			2018-2019		
Age Group	In-migrants	Out-migrants	Net-migrants	In-migrants	Out-migrants	Net-migrants
0 to 17	359	431	-72	343	343	0
18 to 24	202	346	-144	336	353	-17
25 to 44	593	747	-154	613	653	-40
45 to 64	314	422	-108	260	452	-192
65+ years	125	200	-75	143	201	-58
TOTAL	1.593	2,146	-553	1,695	2,002	-307
	TEMISKAMING DISTRICT					
	2017-2018			**2018-2019**		
Age Group	**In-migrants**	**Out-migrants**	**Net-migrants**	**In-migrants**	**Out-migrants**	**Net-migrants**
0 to 17	219	169	50	203	158	45
18 to 24	124	158	-34	122	142	-20
25 to 44	311	291	20	320	270	50
45 to 64	237	191	46	227	173	54
65+ years	72	128	-56	83	107	-24
TOTAL	963	937	26	955	850	105

Source: Statistics Canada, Tax Filer, 2014-2015

- In the Cochrane District, the out-migration outweighs the in-migration which resulted in a net migration of -307 in 2018-2019. Contrary to 2017-2018, at which time the net-migration in the Cochrane District was higher in the younger age cohorts, in 2018-2019, it is higher in the older age cohorts.
- In the Timiskaming District the overall net migration remains on the positive side at 105 in 2018-2019, up from 26 in 2017-2018.

The Top 3 districts from which people who migrated to the Cochrane District came from are: Nipissing (126), Greater Sudbury (97), Timiskaming (80). The Top 3 districts that people who left the Cochrane District went to are: Greater Sudbury (231), Nipissing (203) and Ottawa (150).

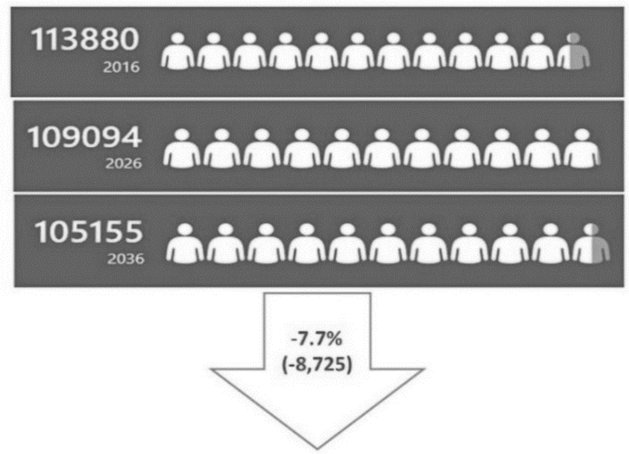
The Top 3 districts from which people who migrated to the Temiskaming District came from are: Cochrane (118), Greater Sudbury (83), Nipissing (77). The Top 3 districts that people who left the Temiskaming District went to are: Nipissing (140), Cochrane (80) and Greater Sudbury (77)

POPULATION:

Statistics Canada's Census data reveals that in the FNETB region:

- At the time of the 2016 Census, the total population was 113,880.
- Population projection produced by the Ministry of Finance suggests a continued decline of the population in this region with an additional loss of -8,725 by 2036.

Figure B – Population projections, FNETB, 2016 to 2036



In order to gain more insight on certain segments of the population within the region that could represent a potential pool of workers, we looked at the local population that was aged between 20 and 49 at the time of the 2016 Census (those who would make up a good proportion of the total labour force). We specifically, looked at the proportion of that segment of the population in this region that was not in the labour force. The data reveals that of the 43,490 who were aged 20 to 49 in 2016:

- 17.8% (7,740 individuals) were not in the labour force
- of the individuals in that age cohort who were not in the labour force, 38.2% had no certificate, degree or diploma, and 32.3% had a high school diploma or the equivalent.

The findings from at that specific data is consistent with what the Employment Ontario data reveals and what local service providers indicated during round table discussions. All of those sources highlight that a significant proportion of individuals who are not in the labour force are individuals who do not possess the skills required by local employers. The opportunity exists therefore to ensure that proper supports and programs are available to help those individuals increase their skill levels so that they could achieve successful employment outcomes.

EDUCATION:

The 2016 Census data on education reveals that:

- 27.6% of the total population 15 and over in the region had no certificate, diploma or degree compared to 17.5% at the provincial level
- The percentage of the region's population aged between 25 and 64 with a High school diploma or equivalent is close to that of the province for the same age group.
- In all age cohorts 15 and over, the region has a higher percentage people with Apprenticeship or trades certificate or diploma
- Except for the population 65 and over, all age cohorts have a higher percentage of people with a College, CEGEP or other non-university certificate or diploma is higher compared to the province.
- The region has a significantly lower percentage of people with University certificate, diploma or degree was significantly lower.

Table 7 – Educational Attainment, FNETB and Ontario, 2016

FNETB	15 - 24	25 - 44	45 - 64	65+
No certificate, diploma or degree	44.4	12.9	21.2	46.9
High school or equivalent	34.7	23.8	27.4	18.6
Apprenticeship or trades certificate or diploma	3.2	9.2	12.1	11.2
College, CEGEP or other non-university	13.1	36.0	28.8	13.6
University certificate, diploma or degree	4.7	18.0	10.5	9.6
ONTARIO	**15 - 24**	**25 - 44**	**45 - 64**	**65+**
No certificate, diploma or degree	33.3	7.8	12.8	29.2
High school or equivalent	42.2	21.7	27.0	25.6
Apprenticeship or trades certificate or diploma	1.7	5.0	7.2	9.0
College, CEGEP or other non-university	10.4	25.3	24.1	16.1
University certificate, diploma or degree	12.4	40.2	28.9	20.1

EMPLOYMENT ONTARIO (EO) PROGRAM DATA (2019-2020):

The following pages provide Employment Ontario (EO) program data for this region. It is intended to help understand who makes use of Employment Ontario services. It also provides an opportunity to identify where gaps in service may exist or where service is highly utilized. While the data has its limitations, it nonetheless helps to identify where marketing efforts might be necessary to ensure that those who need them the most have access to the programs and services that will help them achieve their employment goal.

EMPLOYMENT SERVICES (ES)

There are two components to the employment services, assisted services (clients who receive job search, job matching, placement, incentives, job training), and unassisted services (clients access resources and information available to all members of the community). In 2019-2020 across the FNETB region:

- Assisted Services = 2,669 clients (a slight increase from previous year +38 (1.4%))
- Unassisted Services = 7,018 clients (a slight decrease from previous year -61 (-0.9)
- 56.9% are men, 42.9% are women
- ES clients by age:
  - 769 were aged 15-24 (-5% from 2018-19)
  - 1,178 were aged 25-44 (+3% from the previous year)
  - 719 were 45+ (+7% compared to the previous year).
- Educational attainment levels of ES clients in 2019-2020:
  - 23.2% had less than Grade 12
  - 34.8% had completed high school
  - 26.6% had completed college
  - 2.1% had a certificate of apprenticeship journeyperson
  - 3.4% had completed university
  - 9.3% had other (some apprenticeship, college or university).

- The number of clients by source of income shows:
    - a decrease (-5%) from the previous year in the number of clients receiving Employment Insurance, and in those receiving Ontario Disability Support (-3%).
    - There were increases between 2018-2019 and 2019-2020 in the number of clients with employment income (6.8%), and in those with Ontario Works (16%) as their source of income.
    - The number of clients with no source of income also increased by 2% between 2018-2019 and 2019-2020.

SECOND CAREER (SC)

Second Career provides laid-off, unemployed individuals with skills to help them find employment in occupations with demonstrated labour market prospects in Ontario. In 2019-2020 across the FNETB region:

- Second Career = 78 in 2019-2020 (a decrease of -29% from the previous year).
- In 2019-2020, Second Career clients were approved for the following skilled training programs: drillers and blasters, heavy equipment operators, truck drivers, underground miners.
- 68% are men, 32% are women
- SC clients by age:
    - 18% were aged 15-24
    - 61%were aged 25-44
    - 19% were 45+.
- Educational attainment levels of ES clients in 2019-2020:
    - 14% had less than Grade 12
    - 33% had completed high school
    - 23% had completed college
- The number of clients by source of income shows:
    - a decrease (-22%) from the previous year in the number of clients receiving Employment Insurance, and in those with no employment income (-36%).

YOUTH JOB CONNECTION (YJC)

The Youth Job Connection (YJC) program is open to all eligible youth, focusing on those with the greatest employment needs and experiencing significant employment barriers. These barriers include some combination of challenging life circumstances (poverty, homelessness), limited labour market experience, low levels of education or literacy, a lack of motivation, and discrimination. In 2019-2020 across the FNETB region:

- Youth Job Connection program = 169 in 2019-2020 (a decrease from 2018-2019 of -36 (-18%)
- 52% are men, 48% are women
- Demographics of YJC clients shows:
  - 77% were aged 15-24 (-18% from 2018-19)
  - 23%were aged 25-44 (-13% from the previous year)
  - 23% were Francophone
  - 72% were persons with disabilities
  - 64% were Indigenous.
- Educational attainment levels of YJC clients in 2019-2020:
  - 60% had less than Grade 12
  - 40% had completed high school
- The number of clients by source of income shows:
  - The source of income of 46% of the YJC clients in 2019-2020 was Ontario Works (up from 27% the previous year).
  - The percentage of YJC clients with no source of income remained at 54% in 2019-2020.

CANADA ONTARIO JOB GRANT (COJG)

The Canada Ontario Job Grant supports workforce development and encourages greater employer involvement in training through cost-sharing arrangements to train individuals. Through employer-led skills training, it provides individuals with the skills necessary for unemployed individuals to obtain employment, and for employed individuals to maintain employment and advance their career. In 2019-2020 across the FNETB region:

- COJG = 38 employers (-40% from previous year) and 176 clients (-48% from previous year).
- 70% are men, 30% are women
- COJG clients by age:
    - 51% were aged 25-44 (-36% from 2018-19)
    - 49% were aged 45-64 (-6%) from the previous year)

LITERACY AND BASIC SKILLS

The Literacy and Basic Skills program helps adults develop and apply communication, numeracy and digital skills to achieve their goals (employment, post-secondary education, apprenticeship, secondary school credit, and independence). In 2019-2020 across the FNETB region:

- Literacy and Basic Skills = 1,353 in 2019-2020 (a decrease of -3% from the previous year).
- LBS client goals in 2019-2020:
    - Apprenticeship = 5% (a slight increase from 2018-2019)
    - Employment = 41% (+7% from the previous year)
    - Independence = 25% (-9% from the previous year)
    - Post-secondary education = 20% (-20% from 2018-2019)
    - Secondary school credits = 8% (+10% from last year).
- 32% are men, 68% are women
- Educational attainment levels of clients at in-take:
    - 7% had less than Grade 9
    - 29% had less than Grade 12
    - 28% had completed high school
    - 1% had an apprenticeship or trade certificate
    - 17% had completed college
    - 10% had competed university
    - 6% had other (some college, apprenticeship or university).

- A look at the demographics of LBS clients:
    - 25% were aged 15-24 (+2% from 2018-2019), 33% were aged 25-44 (+1% from previous year), 27% were aged 45-64 (-3% from previous year), 15% were aged 65+ (-18% from 2018-2019)
    - 4% were new comers (a slight increase from 2018-2019), 27% were persons with disabilities (+23% from last year), 24% were Indigenous (+15% from 2018-2019), 54% were Francophone (-8% from the previous year).
- The number of clients by source of income shows:
    - a decrease from the previous year in the number of clients receiving Employment Insurance, and in those with no source of income.
    - There were increases between 2018-2019 and 2019-2020 in the number of clients with employment income (4%).

APPRENTICESHIP

The Ontario College of Trades is responsible for issuing Certificates of Qualifications, regulating journeypersons, and managing member records and data. The Employment Ontario data provides information on the number of active apprentices, the number of certificates of apprenticeship issued, the number of modular training registrations and the number of new registrations. In 2019-2020 across the FNETB region:

- Active apprentices = 872 (+5% from 2018-2019)
- Number of Certificates of Apprentices issued = 113 (no change from previous year
- Number of modular training registrations = 2,432 (+4% increase from the previous year)
- Number if new registrations = 371 (+14% compared to 2018-2019).
- A look at demographics of apprentices:
    - 83% are men, 17% are women
    - 64% were aged 15-24 (+19% from 2018-19)
    - 33% were aged 25-44 (+4% from the previous year)
    - 3% were 45+.
- Educational attainment levels in 2019-2020:
    - 26% had less than Grade 12
    - 74% had completed high school.

WHAT WE HEARD

This section of the report provides a summary of what we heard from employers and what we heard from a variety of local stakeholders who participated in the different outreach/consultation activities.

Several opportunities were provided during the past year for local stakeholders and employers to offer their input and perspectives on the local labour market issues in the region. As mentioned previously, because of the pandemic this past year has been challenging in many regards. How local organizations and businesses operate has changed significantly. How we conducted the local labour market planning process is no exception.

The usual community in-person planning and consultation meetings have tranistioned to the virtual world. While it has its downsides in that it did not allow for as much interaction, on the other hand it allowed for certain stakeholders who traditionally could not leave their place of work to attend in-person meetings to now contribute to the local planning process.

What we heard from employers:

The Far Northeast Training Board (FNETB) conducted four COVID-19 Business Impact Survey since April 2020. Some of the highlights regarding the impact of COVID on operations include:

- A higher level of risk for private sector businesses and organizations as a result of COVID, particularly those in the service sector industries with 14% of those industries rating the level of risk as High (meaning it could put them out of business), compared to 6% for the goods producing industries. That percentage is 38% for the Food Services and Accommodation industries.
- A higher level of risk as well for owner-operated businesses compared to businesses that have employees.
- Other important impacts of COVID on local businesses and organizations include: spending restrictions due to uncertainty (48%), a decrease in sales (43%) and supply chain interruptions (40%).
- 40% of respondents indicate that having to ‘police’ clients who refuse to comply to the safety measures (ex: wearing masks) is adding to the workload and creating additional stress for themselves and their employees.

In regards human resources:

- 31% of the survey respondents indicated that they were currently recruiting.

- Several occupations were mentioned by survey respondent. Those that were mentioned more frequently across all communities are: sales clerks/client service representatives, housekeeping and janitorial staff, personal support workers, nurses, truck drivers, heavy equipment operators, administrative support workers, managers, trades (mechanics, welders, electrical).
- Occupations that survey respondents identified as being hard to fill are: Trades, Transport and Equipment Operators, Sales and Service Occupations, health Occupations, and Business, Finance and Administrative Occupations.
- When asked about the reasons why those occupations are hard to fill, the Top 3 reasons mentioned are:
    - 62% indicated that there were few suitable candidates for the positions.
    - 36% mention that candidates do not have the technical skills required for the positions.
    - 34% say that it is difficult to find people to work during the COVID-19 pandemic.

Survey respondents were asked to indicate whether they had applied for or received assistance from government programs. Based on the responses received:

- The wage subsidies and the business loans seem to be the most used programs.
- In regards to ease of access (guidelines and process), opinions vary. Some find the process clear, simple and fast, while others find it difficult and confusing. Individual businesses' availability of resources to navigate the programs and/or familiarity with application processes might come into play in this regard.

Finally, survey respondents were asked about what they anticipate moving forward. Some of the highlights in that regard are:

- 13% indicate that they will be expanding their services should things remain status quo, that percentage drops to 6% if there is another shut down.
- 19% indicate that if the situation remains as is, they will be hiring for new positions. Another 5% indicate that they will be bringing back laid-off employees. Those percentages are 5% and 2% respectively if they are once again forced to close.
- Additionally, 20% indicate that they will reduce their workforce if there is another shutdown, while 21% say that they will close temporarily.

As is the case in most other jurisdictions, our region's service sector industry is one of the most heavily impacted by the pandemic. Natural resources industries which drive the economy of many of our northern communities were able for the most part to continue to operate, allowing many workers in our region to remain employed and continue to provide for themselves and their families.

Based on the results of the COVID-19 impact surveys and the input collected from local organizations and businesses, the following are concrete actions that were suggested to help overcome the current unprecedented and difficult circumstances:

- Shop local / Support local businesses: Several local businesses have increased their online presence or are increasing their online presence to better serve their clients and to ensure ongoing revenue during the pandemic. Many however do not have an online presence and would benefit from assistance and resources to help them build their capacity to develop their online presence.
- Respect the safety measures: People who are working and putting their health at risk to ensure that essential services continue to be available in our communities should not have to be tasked with 'policing' clients who refuse to abide by the safety measures and to sometimes be insulted by angry clients simply for doing their job.
- Communicate clearly: The volume and range of information that is disseminated almost daily while helpful can become overwhelming. Whether the information is issued by government or community agencies/organizations every effort should be made to ensure that it is clear and concise, and in layman's terms so that local businesses can more easily identify what is relevant and important to their case specifically.
- Promote local job opportunities: Because of the aging and declining population in many of the local communities the region was already facing a shrinking labour supply that has led to shortages of workers in many industries. The COVID pandemic has exacerbated those workforce recruitment challenges. It therefore becomes important to continue to promote the opportunities that are available in our region, and to showcase how local employers and communities are adapting to the new realities to keep their workers and their communities safe.

The purpose of the COVID-19 Business Impact survey was to collect input from local businesses and organizations to help guide municipal and community leaders and partners as they try to do all that they can to support them during and beyond the COVID-19 pandemic. Where possible, the results are used to guide local strategies in the coming months including some of the actions that are included in this local labour market plan.

What we heard from stakeholders:

Input was also collected from local service providers (EO and others) via virtual discussions. The delivery of programs and services continued with no interruptions during the lockdown periods, Service providers adapted to the situation and continued to support their clients. The following are some of the challenges expressed by service providers:

- A lower number of clients actively looking for work during the pandemic for various reasons such as:
  - lack of daycare.
  - lack transportation.
  - fear for health because of the pandemic.
  - need to look after family members (parents, children home schooling).
  - access to alternate income (Canada Emergency Response Benefit),
  - unemployed clients have barriers to employment (addiction, mental health, etc).

- Limited access to technology:
  - clients do not all possess a computer or other electronic device.
  - clients are not all tech savvy and/or comfortable with receiving services online.
  - lack of high-speed internet in many small, rural and remote communities.

- Operational challenges:
  - Service providers like other employers have to adjust and accommodate their workplace and personnel during the pandemic (personal protective equipment, rotating schedules for employees, replacing employees who cannot/will not work during the pandemic).
  - Additional costs related to IT: increase capacity (hardware and software), upgrade skills to ensure that staff is able to function comfortably and efficiently using technology.

Where there are challenges, there are opportunities and local service providers are finding new and innovative ways to reach and to serve their clients. Local employment agencies and training institutions have enhanced their capacity to deliver services and training virtually, and to remain connected to their clients and students.

SECTION 2 - Where do we want to be?

Based on the information outlined in the previous section of the report, the following goals represent the colllective desired future state for the local labour market. They represent the 'big picture' outlook to guide local strategies related to: better LMI, more coordinated and relevant employment and training services, an increased employer engagement in local labour market planning, an inclusive and diverse workforce, and the attraction and retention of skilled workers to meet the local labour market demand.

GOAL 1

LOCAL LABOUR MARKET INFORMATION IS EASILY AND READILY AVAILABLE AND USED TO INFORM LOCAL LABOUR MARKET PLANNING DECISIONS

1.1 Enhance the availability of, and the access to, relevant and user-friendly labour market supply and demand information.
1.2 Communicate local labour market information strategically and regularly in a variety of formats that are adapted to the needs and uses of various audiences/stakeholders, including: educators/trainers, students, parents, job seekers employers, municipalities, service providers, etc.
1.3 Provide opportunities for the various stakeholders to acquire the basic knowledge to analyze, understand and apply labour information to their own circumstances.

GOAL 2

EDUCATION, TRAINING, AND EMPLOYMENT PROGRAMS ARE ALIGNED WITH LOCAL LABOUR MARKET NEEDS

2.1 Increase the region's capacity offer more training locally to meet the needs of local industries.
2.2 Promote education, training, re-training and continuous learning to all stakeholders (employees, job seekers, youth, parents, employers, etc) as an integral part of today's world of work.
2.3 Ensure that youth have the opportunity to develop their knowledge, skills and talents and apply them in the labour market.
2.4 Promote various pathways to employment, including apprenticeship and entrepreneurship.

GOAL 3

EMPLOYERS HAVE ACCESS TO THE WORKERS THAT THEY NEED

3.1 Increase the recruitment and retention of workers by better communicating local employment opportunities, including skills requirements, work conditions, salaries, etc.
3.2 Increase the number of experiential learning opportunities for secondary and postsecondary students, and for unemployed and under-employed individuals.
3.3 Increase employer engagement and investment in training initiatives.

GOAL 4

THE LOCAL WORKFORCE IS DIVERSE AND INCLUSIVE

4.1 Increase employment opportunities for people with barriers to employment and under-represented groups by ensuring that they are aware of, and have access to the support that they need to obtain and maintain employment.
4.2 Promote the advantages of a diverse and inclusive workforce.
4.3 Develop and implement strategies to attract and retain people to the region.

GOAL 5

THE DELIVERY OF EMPLOYMENT AND TRAINING PROGRAMS AND SERVICES IS COORDINATED AND SEAMLESS

5.1 Ensure that program design, funding and deliverables allow for adaptation to the local needs and realities of small rural and isolated communities.
5.2 Continue to increase networking opportunities for service providers to discuss gaps, duplications and strategies for better coordination of programs and services.

Section 3 - How do we get there?

This section of the report outlines actions to address local labour market challenges. They are reflective of the local labour market analysis and of input and suggestions received from local employers and stakeholders during the outreach and consultation process conducted since April 2020.

MOVING FORWARD - PROPOSED ACTION

1. Covid-19 follow-up with local employers:

COVID-19 Business Impact Surveys conducted in 2020-2021 revealed that businesses and organizations across the region have been adjusting to new realities and ways of doing business resulting from the pandemic. Future outreach to local employers will focus on the lessons learned/proven practices implemented by local employers to keep their business afloat during these difficult times.

Since the beginning of the pandemic, a lot of concerted effort and resources were deployed at the national, provincial and community levels, all with a focus to help offset the impacts of COVID-19 on local businesses. How were those resources used? What are some of the innovative strategies that were successfully implemented by local businesses and organizations in order to maintain a level of activity and revenue that allows them to remain in business and continue to service their community? It is important to share the lessons learned to inspire others to follow suit and support those who were overwhelmed by the situation and could not see if/how they could operate under the unprecedented circumstances under which local businesses and organizations have been operating.

2. **Sectoral information to support career planning:**

Local stakeholders in employment, training and education need real-time information on the workforce needs of local industries so that they could adapt their programs and services to those needs, and to inform and guide their clients and students. Despite the challenges posed by the COVID-19 pandemic, local industries are still hiring and looking for workers with specific skills sets. Although reports are produced to highlight local workforce needs, hearing the message from employers themselves will help to confirm what the reports reveal and allow for interaction between those employers and local employment, training and education stakeholders.

3. **Events for skilled unemployed and under-employed job seekers:**

This project is intended to provide a focused approach to ensure that unemployed and under-employed job seekers, particularly those who have gone through training and have not been able to secure employment in their field of study to connect with local employers. More specifically, these events will provide structured environments and 'airtime', and a captive audience of employers who want to hear from skilled job seekers (their skills, experiences, projects and why they would be a good fit for their company).

4. **Host a regional conference for service providers:**

Local service providers have few opportunities to get together at a regional level (across communities and across programs/services) with their peers and with like-minded organizations. Community consultations revealed a need for professional development and capacity building through networking and sharing successful collaborative and coordinated approaches to service delivery.

The COVID pandemic leaves many service providers feeling isolated and 'disconnected'. It has also resulted in many operational and HR changes within the region's service agencies. As such, the proposed event will provide an opportunity to network and build relationships to further support sharing on new ways of doing business. further support collaboration and coordination of services to improve employment outcomes for clients and increase employer uptake in employment programs.

5. **Develop and deliver regular LMI webinars:**

The results of the evaluation of previous webinars delivered to stakeholders across the region confirmed the importance and relevance for local stakeholders to have a basic understanding of local LMI: the different data sources that are available, how to interpret that data for very specific indicators that are relevant for the planning and delivery of employment and training programs and services, where to find the data, how to use it in an employment and training planning context, and understanding the limitations of the data sources

The main goal is to help local service providers to become self-sufficient and confident in their ability to use LMI to inform the planning and delivery of their workforce development and training programs and services.

6. **Attraction and retention strategies:**

The combined impact of the aging population and a continued out-migration, particularly in the working age cohorts means that the region is faced with more jobs than it has people to fill those jobs. Discussions and consultations with local employers, employment and training stakeholders, and community and economic development leaders have one common thread – the need to attract and retain people to the region. This action involves ensuring ongoing support for activities and initiatives that focus on the attraction and retention of workers to meet the current and future labour market demand. activities

7. **Profile of First Nation communities**

The proposed demographic profiles will provide local leaders and stakeholders with a baseline of local data that they need to adapt and/or develop timely and efficient plans to ensure that the members of the First Nation communities could access relevant training, education and employment. They will help the communities with: the identification of education, training and employment needs and gaps that require attention, better coordination and alignment of local education, training and employment programs and services with the needs of the current and future workforce, and better coordination and alignment between labour market and economic/business planning strategies

TIMELINES FOR PROPOSED ACTIONS													
		2021-2022				**2022-2023**				**2023-2024**			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
1	Covid-19 follow-up with local employers												
2	Sectoral information to support career planning												
3	Events for skilled unemployed and under-employed job seekers												
4	Host a regional conference for service providers												
5	Develop and deliver regular LMI webinars												
6	Attraction and retention strategies												
7	Profile of First Nation communities												

STATUS OF PREVIOUS ACTIONS:

Develop a mechanism to track and share best practices (cancelled)

This project was discussed in May 2018 during a conference with 100+ services providers from across the region. Participants worked in groups to discuss if/how this project could be implemented. While it would have been possible to collect information and develop a database of local best practices, the issue was raised about who would update and maintain it. Participating service providers discussed the possibilities of relying on individual organizations to update their information when needed. All agreed that most service providers have many mandatory reports/updates to submit within their respective programs and that this would only add to an already report heavy workload. It was deemed that this was not a viable project.

Conduct an employee climate survey across the region (postponed)

A draft survey questionnaire was developed. It would have been ready to distribute in 2020. Because of the pandemic, this project is postponed until the situation returns to normal.

Produce a health sector employment and hiring forecast (completed)

A local health and social assistance hiring forecast was produced: https://fnetb.com/wp-content/uploads/2019/03/FNETB-Health-and-Social-Assistance-Forecast-2019-2026.pdf

Conduct a supply analysis of under-represented groups (completed)

Customized Census data was purchased for each of the Community Futures Development Corporations within the FNETB service area on the population aged 20 to 74 by age cohort, by gender, by education and by labour force status for the overall population, for the Aboriginal population, for persons with activity limitations and for immigrants.

Develop local life skills and job readiness resources for youth (cancelled)

It was deemed that existing programs such as the Youth Job Connection are doing this already.

Identify and develop a process to track where youth go (postponed)

This project requires the collaboration of educational establishments. Given the current pandemic this project cannot proceed as planned. We will discuss a plan for moving forward when the time is right.

MOVING FORWARD:

Working Together a Local Labour Market Plan for the FNETB Region will not provide instant solutions to the local labour market issues. It is presented as an ongoing process to build local labour market planning capacity within the region. Every effort will be made to encourage collaboration among community partners and stakeholders in order move forward in a timely manner on the actions outlined in this document. The FNETB will:

- oversee the ongoing monitoring of the plan's activities
- review the document with local stakeholders to adjust and adapt as needed to reflect changes in the local environment.

Despite the unprecedented circumstances and the uncertainty that currently exists, we remain committed to working together with local stakeholders to: address our collective need for skilled workers, improve local labour market conditions, and ultimately grow our workforce and our communities.