

MAKING SENSE OF LABOUR MARKET INFORMATION

Part 2 – CHAPLEAU Labour Market Demand

FALL 2020



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



W

H

Y

?

To support evidence-based planning to ensure that the development and implementation of programs/services/interventions is informed by the most current, relevant and reliable LMI (evidence).

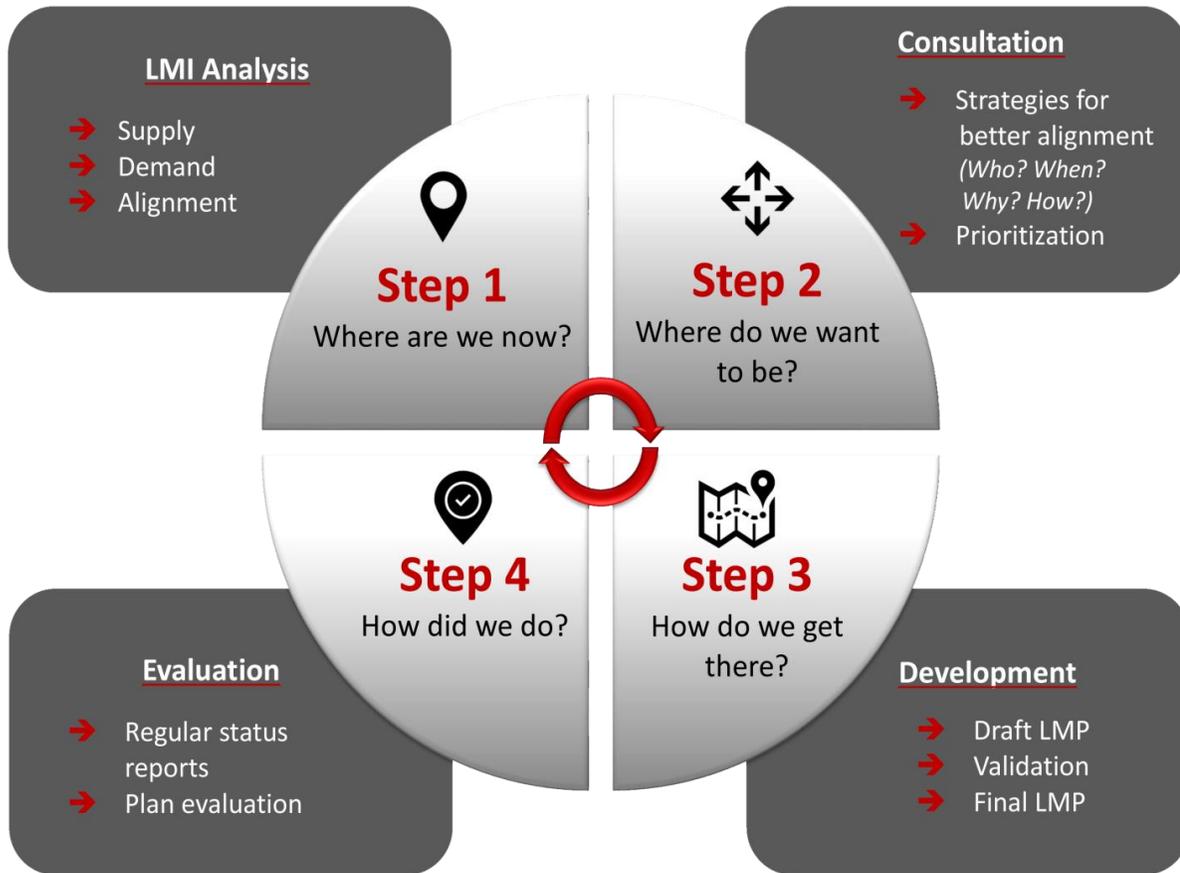


- Using evidence and local knowledge, collectively identify:
 - local labour market demand challenges and opportunities
 - local labour market supply challenges and opportunities
- Look at how/if local programs and services align with those challenges and opportunities.

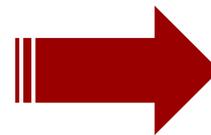


FAR NORTHEAST TRAINING BOARD (FNETB)

Local labour Market Planning Framework



- Local labour market information is easily and readily available and used to inform local labour market planning decisions.
- Education, training, and employment programs are aligned with local labour market needs.
- Employers have access to the workers that they need.
- The local workforce is diverse and inclusive.
- The delivery of employment and training programs and services is coordinated and seamless.



HOW?

MAKING SENSE OF LABOUR MARKET INFORMATION



FALL 2020

PART 1

Introduction to Labour Market Information (LMI)



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MAKING SENSE OF LABOUR MARKET INFORMATION



PART 2

Local Labour Market Demand

Where the jobs are



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PART 3

Local Labour Market Supply

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



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MAKING SENSE OF LABOUR MARKET INFORMATION



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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



214 businesses in Chapleau
(June 2020)

54.2% of those businesses
had no employees

Change in the Number of Businesses by Employee Size Range Chapleau, June 2018 to June 2020

	CHAPLEAU						SUDBURY DISTRICT	ONTARIO
	June 2018		June 2019		June 2020		June 2020	June 2020
	#	% of total	#	% of total	#	% of total	% of total	% of total
0	116	54.2	116	55.8	111	53.6	59.5	69.8
1-9	69	32.2	63	30.3	67	32.4	29.7	22.9
10-49	23	10.7	23	11.1	24	11.6	8.8	5.8
50-99	4	1.9	3	1.4	5	2.4	1.3	0.8
100+	2	0.9	3	1.4	0	0	0.6	0.6
Total	214		208		207			

TOP 3 industries with the highest number of establishments, Chapleau - June 2018



531 – Real Estate **24**



721 – Accommodation Services **20**



113 – Forestry and Logging **18**

Employment by Industry – 2001 – 2016

	CHAPLEAU				SUDBURY DISTRICT ONTARIO				ONTARIO			
	2001	2006	2011	2016	2001	2006	2011	2016	2001	2006	2011	2016
 Goods Producing	30.9%	29.9%	26.1%	27.8%	24.3%	30.1%	27.8%	30.5%	25.2%	22.8%	19.5%	19.3%
 Services	68.4%	68.5%	69.2%	73.7%	68.9%	69.9%	71.8%	69.5%	74.8%	77.2%	80.5%	80.7%

Source: Statistics Canada, 2001, 2006, 2011 and 2016 National Household Survey

- Historically, in Chapleau and in the Sudbury District employment is more highly concentrated in Goods Producing industries compared to the province.

Goods Producing industries = agriculture, forestry, fishing and hunting, mining and oil and gas extraction, utilities, construction and manufacturing.

Employment by Industry – 2011 – 2016

		CHAPLEAU				SUDBURY DISTRICT	ONTARIO
		Total 2011	% of total	Total 2016	% of total	% Of total	% Of total
All industries		1 170	100,0	990	100,0		
Goods producing industries		305	26.1	275	27.8	30.5	19.3
11	Agriculture, forestry, fishing and hunting	115	9,8	85	8,6	4,5	1.5
21	Mining and oil and gas extraction	0	0,0	15	1,5	5,1	0.5
22	Utilities	0	0,0	15	1,5	1,1	0.7
23	Construction	50	4,3	45	4,5	8,9	6.8
31-33	Manufacturing	140	12,0	115	11,6	10,9	9.8
Service industries		16,665	73.7	16,070	73.1	69.5	80.7
41	Wholesale Trade	0	0,0	0	0,0	2,0	3.9
44-45	Retail Trade	110	9,4	100	10,1	11,5	11.2
48-49	Transportation and warehousing	280	23,9	135	13,6	7,1	4.7
51	Information and cultural industries	0	0,0	15	1,5	1,0	2.5
52	Finance and insurance	40	3,4	10	1,0	1,7	5.5
53	Real estate and rental and leasing	0	0,0	10	1,0	1,1	2.1
54	Professional, scientific and technical services	0	0,0	15	1,5	3,2	8.1
55	Management of companies and enterprises	0	0,0	0	0,0	0,0	0.2
56	Administrative and support, waste management and remediation services	0	0,0	25	2,5	2,4	4.9
61	Educational services	85	7,3	95	9,6	6,5	7.6
62	Health care and social assistance	155	13,2	125	12,6	12,2	10.8
71	Arts, entertainment and recreation	0	0,0	10	1,0	1,3	2.1
72	Accommodation and food services	55	4,7	60	6,1	9,1	6.9
81	Other services (except public administration)	0	0,0	35	3,5	3,1	4.3
91	Public administration	85	7,3	95	9,6	7,4	6.0

TOP 3 industries by total employment Chapleau - 2016



48-49 – Transportation and Warehousing **135**



62 – Health Care and Social Assistance **125**



31-33 – Manufacturing **115**

GREEN

Higher proportion than the province

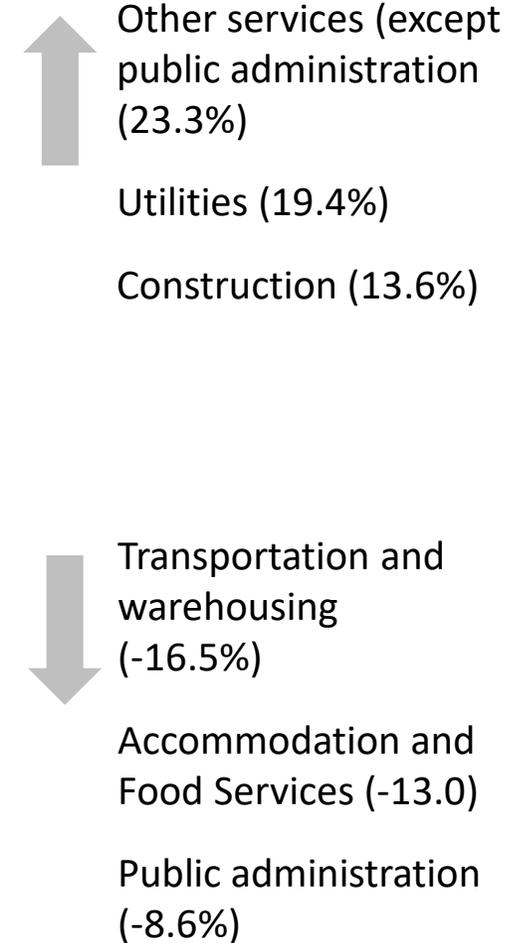
RED

Lower proportion than the province

Source: Statistics Canada, 2011 and 2016 National Household Survey

Change in Total Employment by Industry, 2016 to 2019, NE Economic Region

	NORTHEAST ECONOMIC REGION				Change 2016-2019	
	2016	2017	2018	2019	#	%
Goods-producing sector	57,400	60,500	61,800	59,900	2,500	4.4
% of total	23.2	24.7	24.7	24.0		
Agriculture	1,800	1,700	1,700	1,900	100	5.6
Forestry, fishing, mining, oil and gas	17,500	17,200	17,600	18,900	1,400	8.0
Utilities	3,100	2,900	3,000	3,700	600	19.4
Construction	19,100	21,200	21,300	21,700	2,600	13.6
Manufacturing	15,900	17,500	18,200	13,700	-2,200	-1.4
Services-producing sector	190,400	185,000	188,000	189,500	-900	-0.5
% of total	76.8	75.3	75.3	76.0		
Wholesale and retail trade	39,000	36,700	37,100	38,800	-200	-0.5
Transportation and warehousing	13,900	12,200	11,300	11,600	-2,300	-16.5
Finance, insurance, real estate and leasing	8,900	9,100	9,100	9,000	100	1.1
Professional, scientific & technical services	10,200	9,100	11,000	10,800	600	5.9
Business, building & other support services	9,000	8,300	9,900	9,000	0	0.0
Educational services	19,100	19,600	19,400	19,400	300	1.6
Health care and social assistance	39,700	39,000	42,800	42,100	2,400	6.0
Information, culture and recreation	7,300	9,300	8,600	7,000	-300	-4.1
Accommodation and food services	16,900	16,100	14,600	14,700	-2,200	-13.0
Other services (except public administration)	9,000	10,600	8,500	11,100	2,100	23.3
Public administration	17,500	15,000	15,700	16,000	-1,500	-8.6
Total employed	247,800	245,500	249,800	249,400	1,600	0.6



Source: Statistics Canada, CANSIM Table: 14-10-0092-01

Employment by Occupation – 2011 to 2016

		CHAPLEAU				SUDBURY DISTRICT	ONTARIO
		2011 Total	% of total	2016 Total	% of total	% of total	% of total
	Total all occupations	1 170	100,0	985	100,0		
0	Management	100	8,5	40	4,1	10,3	11.3
1	Business, finance and administration	190	16,2	85	8,6	12,2	16.1
2	Natural and applied sciences and related	25	2,1	40	4,1	4,5	7.4
3	Health	40	3,4	70	7,1	7,2	6.4
4	Education, law and social, community and government services	140	12,0	150	15,2	9,9	11.9
5	Art, culture, recreation and sport	0	0,0	10	1,0	1,3	3.2
6	Sales and services	230	19,7	210	21,3	22,5	23.4
7	Trade, transport and equipment operators and related	300	25,6	255	25,9	21,3	13.3
8	Natural resources, agriculture and related production	65	5,6	60	6,1	5,5	1.6
9	Manufacturing and utilities	80	6,8	70	7,1	5.4	5.2

GREEN

Higher proportion than the province

RED

Lower proportion than the province

TOP 3 occupations by total employment Chapleau - 2016



7 – Trades, Transport and Equipment Operators and Related **255**



6 – Sales and Service **210**

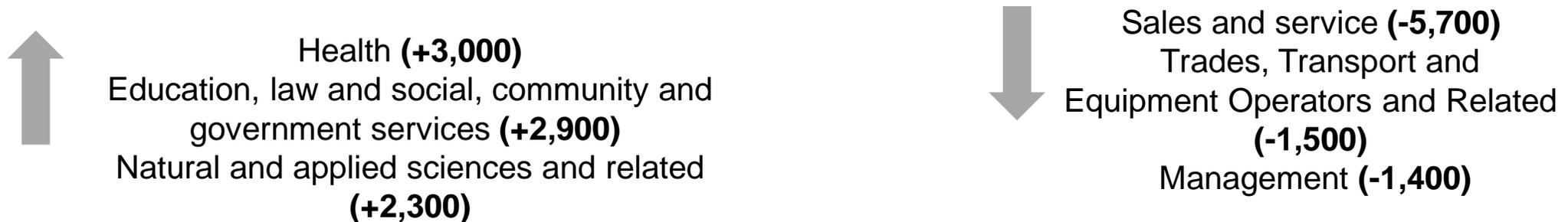


4 – Education, Law & Social, Community & Government Services **150**

Employment by Occupation – 2016 to 2019

		NORTHEASTERN ONTARIO ECONOMIC REGION				Change 2016-2019	
		2016	2017	2018	2019	#	%
0	Management	19,400	17,700	19,300	18,000	-1,400	-7.2
1	Business, finance, and administration	35,100	35,000	35,900	36,900	1,800	5.1
2	Natural and applied sciences and related	11,200	10,900	13,200	13,500	2,300	20.5
3	Health	20,500	22,200	22,600	23,500	3,000	14.6
4	Education, law and social, community and government services	29,400	30,900	31,100	32,300	2,900	9.9
5	Art, culture, recreation and sport	4,200	4,200	4,200	4,900	700	16.7
6	Sales and service	63,100	58,500	58,900	57,400	-5,700	-9.0
7	Trades, transport and equipment operators and related	45,900	46,000	44,000	44,400	-1,500	-3.3
8	Natural resources, agriculture and related production	11,500	11,200	11,500	12,300	800	6.9
9	Manufacturing and utilities	7,500	9,000	9,200	6,400	-1,100	-14.7
	Total employed	247,800	245,500	249,800	249,600	1,800	0.72

Source: Statistics Canada. *Table 14-10-0312-01 Employment by Economic Regions and Occupation, Annual*



985 total employed
in 2016

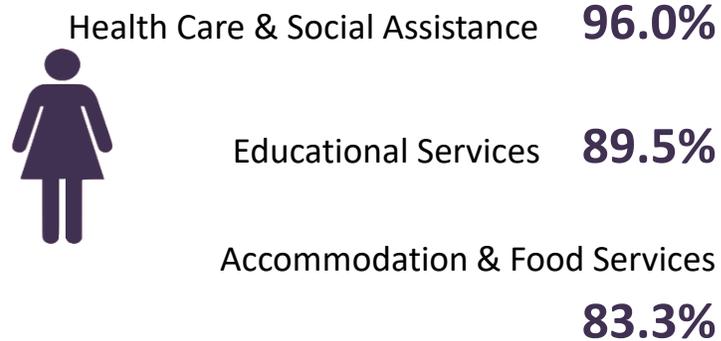
45.2%



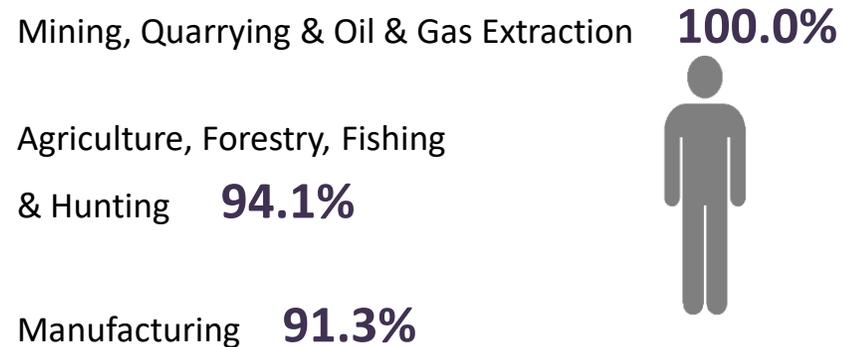
54.8%

CHAPLEAU

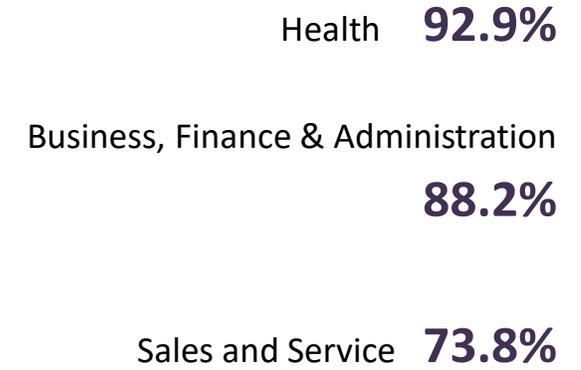
TOP 3 INDUSTRIES IN WHICH WOMEN ARE MORE HIGHLY REPRESENTED



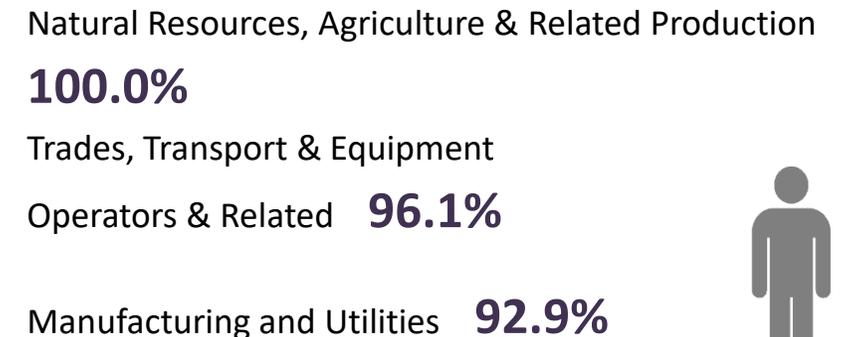
TOP 3 INDUSTRIES IN WHICH MEN ARE MORE HIGHLY REPRESENTED



TOP 3 OCCUPATIONS IN WHICH WOMEN ARE MORE HIGHLY REPRESENTED



TOP 3 OCCUPATIONS IN WHICH MEN ARE MORE HIGHLY REPRESENTED





In the FNETB region,
an important number
of workers, in many
occupations become
eligible to retire
between
2016 and 2036.

2016 2036

97,820

Total labour force 15+
in the FNETB region

43.2%

Of the employed
labour force

64,045

Employed labour force 15+
in the FNETB region

27,675

Number of potential retirements
in the FNETB region



5,020 (60-64)

Trades, Transport & Equipment Operators and Related (1190)
Sales & Service (1155)
Business, Finance, Admin (675)
Management (525)
Education, Law & Social, Community & Gov't (480)



8,190 (50-54)

Trades, Transport & Equipment Operators and Related (1765)
Sales & Service (1500)
Business, Finance, Admin (1250)
Management (900)
Education, Law & Social, Community & Gov't (855)



2016-2021

2021-2026

2026-2031

2031-2036

7,685 (55-59)

Trades, Transport & Equipment Operators and Related (1675)
Sales & Service (1525)
Business, Finance, Admin (1065)
Management (840)
Education, Law & Social, Community & Gov't (780)

6,780 (45-49)

Trades, Transport & Equipment Operators and Related (1395)
Sales & Service (1085)
Education, Law & Social, Community & Gov't (985)
Business, Finance, Admin (950)
Management (615)

In the Superior East region, an important number of workers, in many occupations become eligible to retire between 2016 and 2036.

2016 2036

6,165

Total labour force 15+ in the Superior East region

4,135

Employed labour force 15+ in the Superior East region

1,730

Number of potential retirements in the Superior East region

41.8%

Of the employed labour force



Trades, Transport and Equipment Operators and Related (75)
Sales and Service (90)
Business, Finance and Administration (45)
Management (30)
Education, Law and Social, Community and Government (25)

↓ 325

2016-2021

2021-2026

↑ 535

Trades, Transport and Equipment Operators and Related (150)
Sales and Service (110)
Business, Finance and Administration (55)
Management (60)
Education, Law and Social, Community and Government (55)

Trades, Transport and Equipment Operators and Related (160)
Sales and Service (75)
Business, Finance and Administration (65)
Management (45)
Education, Law and Social, Community and Government (55)

↓ 505

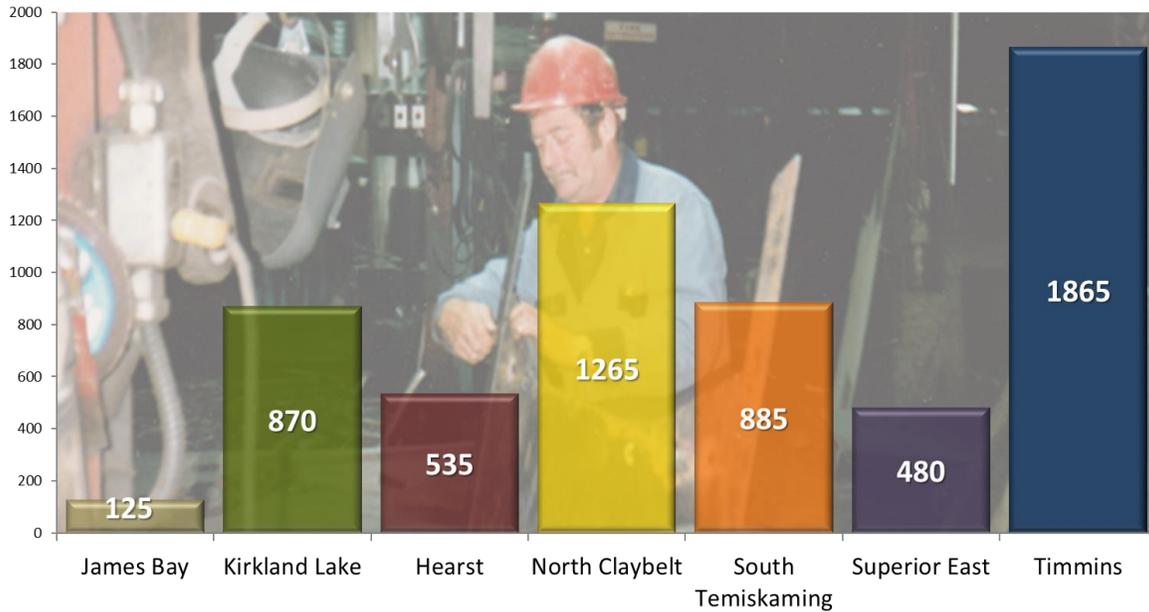
2026-2031

2031-2036

↑ 365

Trades, Transport and Equipment Operators and Related (95)
Sales and Service (65)
Education, Law and Social, Community and Government (30)
Business, Finance and Administration (55)
Management (25)

Trades Transport and Equipment Operators and Related



Trades, transport and equipment operators and related occupations

7521 - Heavy equipment operators (except crane)

60

7511 - Transport truck drivers

60

7311 - Construction millwrights and industrial mechanics

55

7362 - Railway conductors and brakemen/women

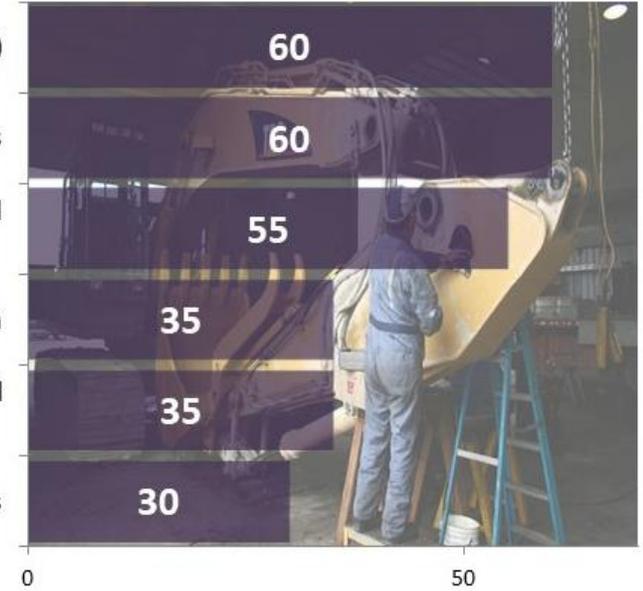
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7321 - Automotive service technicians, truck and bus mechanics and mechanical repairers

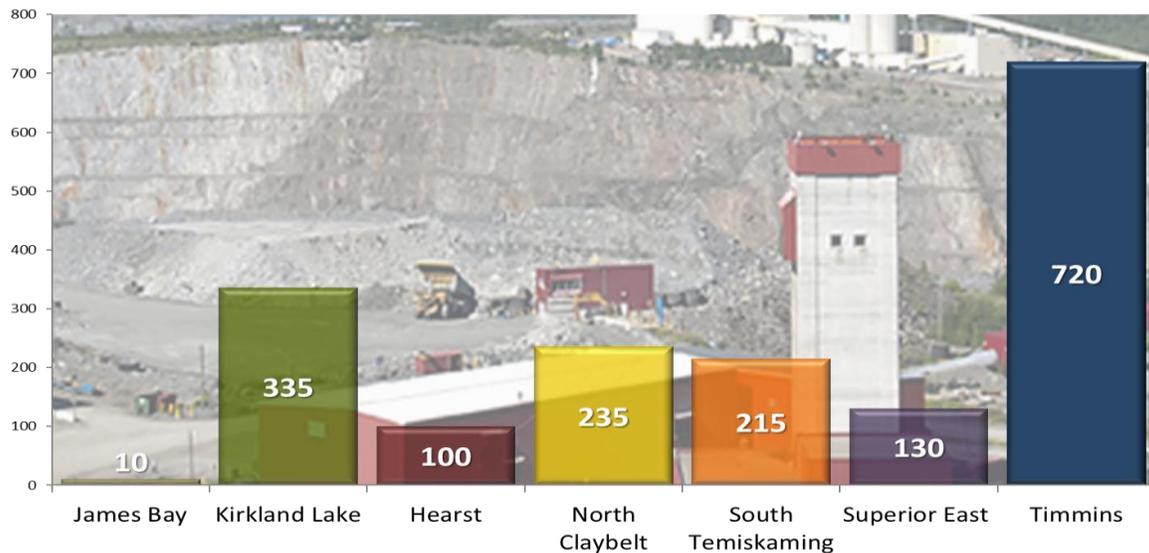
35

7361 - Railway and yard locomotive engineers

30



Natural resources, agriculture and related production occupations



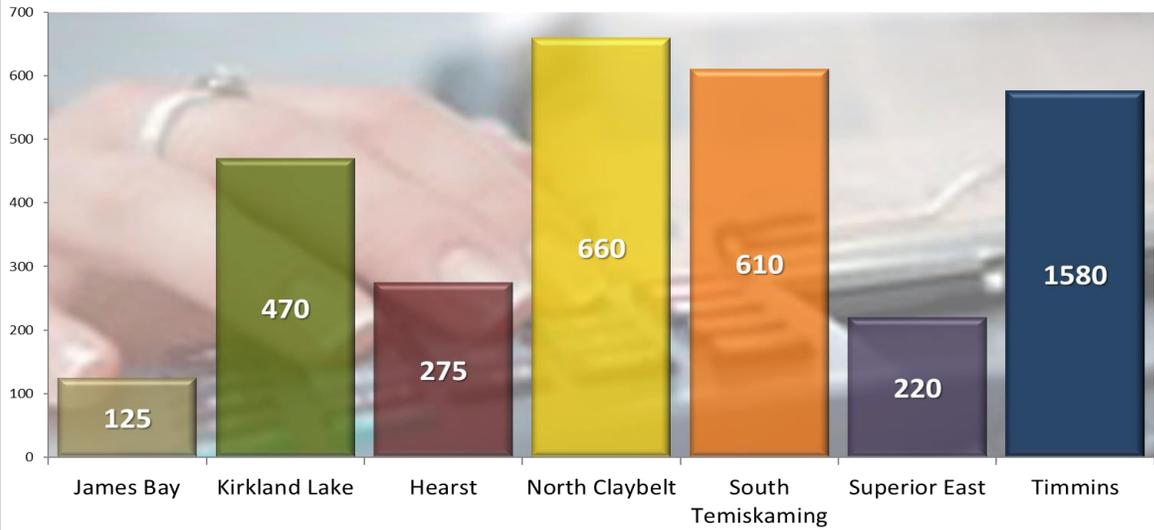
Natural resources, agriculture and related production occupations

8231 - Underground production and development miners

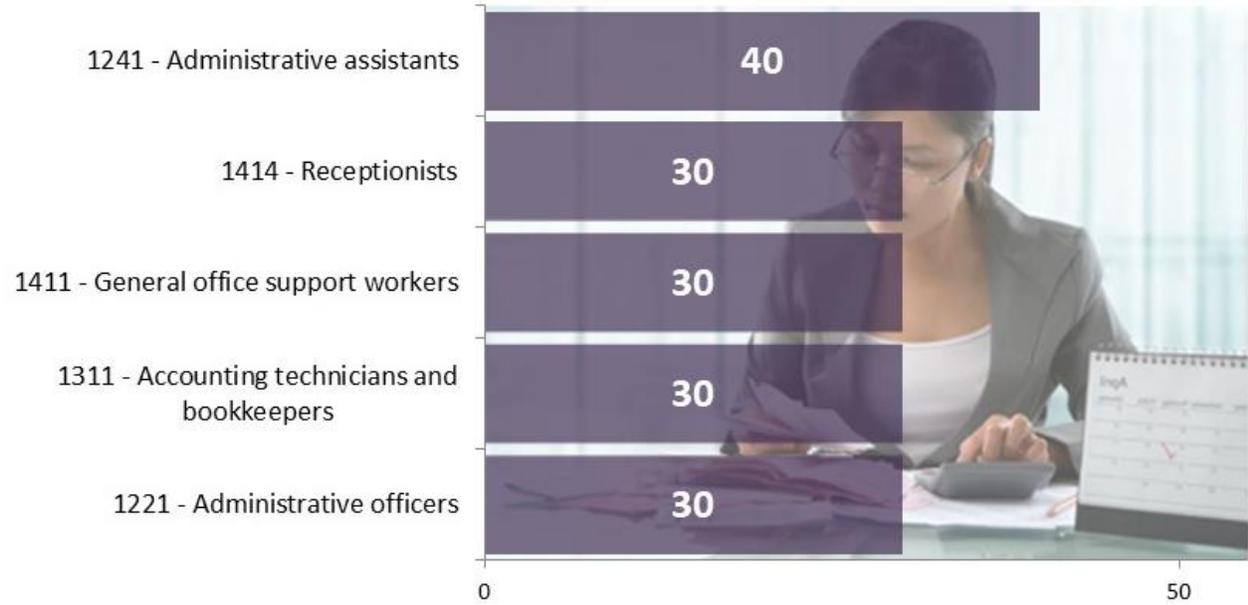
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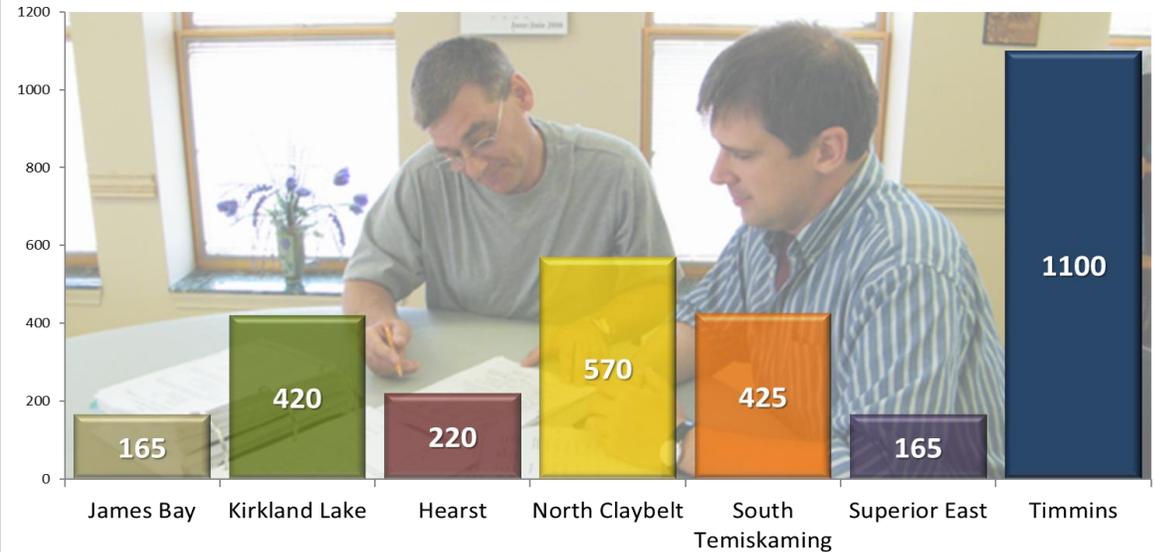
Business, Finance and Administration



Business, finance and administration occupations



Education, Law and Social, Community and Government Services

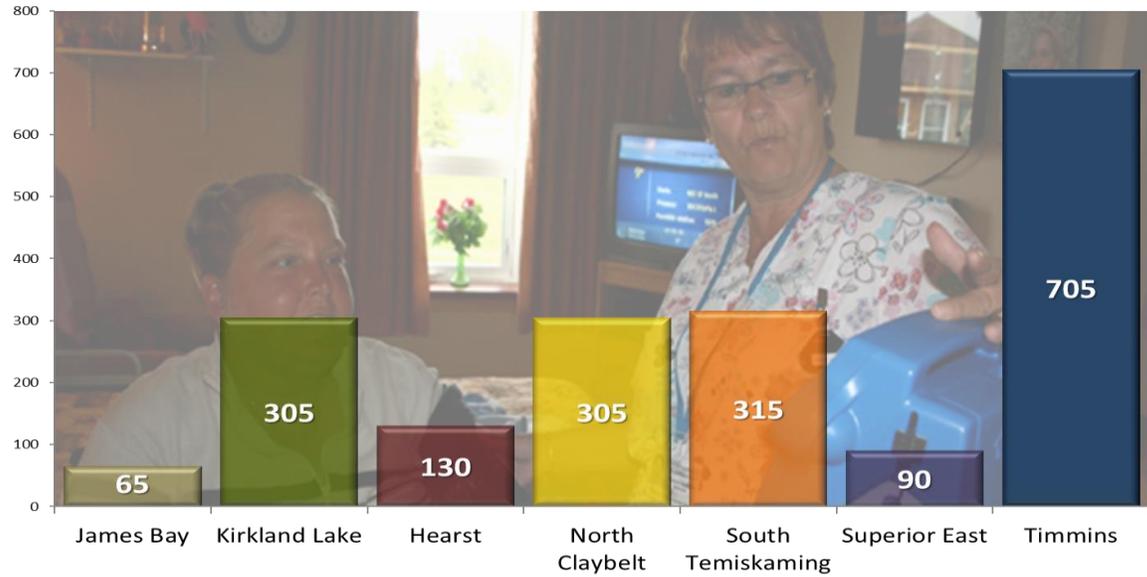


Occupations in education, law and social, community and government services

4032 - Elementary school and kindergarten teachers

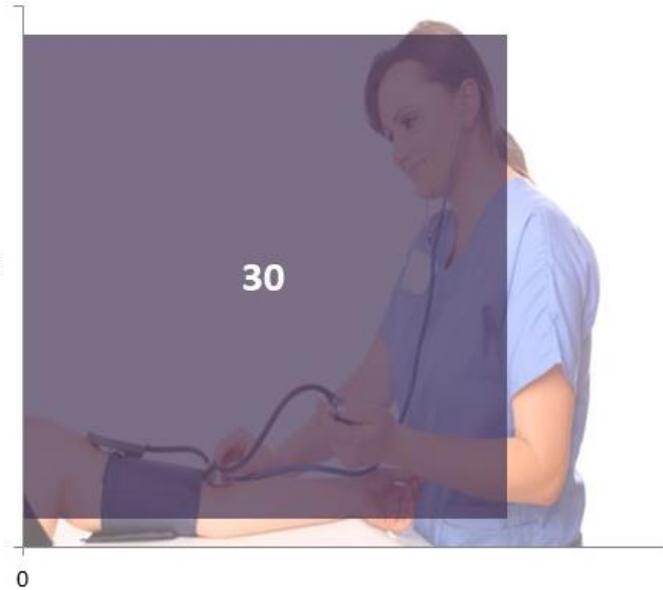


Health



Health occupations

3012 - Registered nurses and registered psychiatric nurses



Sales and Service

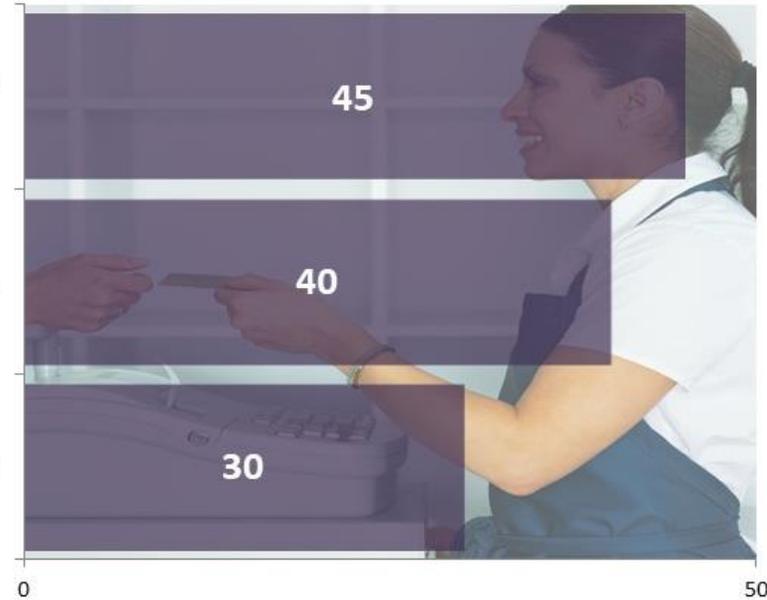


Sales and service occupations

6733 - Janitors, caretakers and building superintendents

6731 - Light duty cleaners

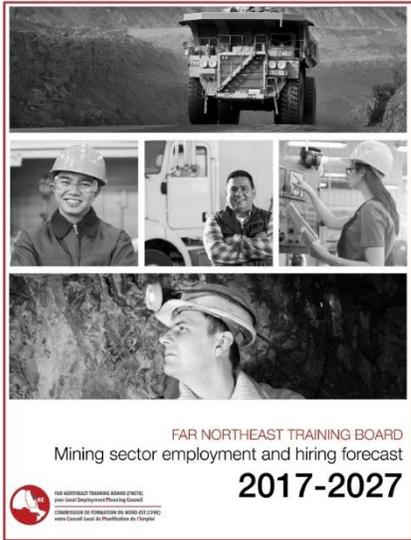
6525 - Hotel front desk clerks



HOW DO THOSE STATS TRANSLATE IN THE FIELD?

INPUT COLLECTED FROM
LOCAL INDUSTRIES





Mining Hiring Forecast (by 2027) – 63 respondents

1,932 jobs (68% retirements), 887 jobs (31% expansion) = **2,819** workers

(Underground and production miners, Millwrights, Industrial mechanics, Heavy equipment operators, Heavy duty equipment mechanics, Industrial electricians, Truck drivers, Welders)



Health Care and Social Assistance (by 2026) – 91 respondents

640 jobs (80% retirements), 156 (19% expansion) = **796** workers

(Personal support workers, Nurses, Home support workers, Housekeepers, Administrative occupations, Senior management positions, Physicians and doctors, Community and social service professionals)

FAR NORTHEAST TRAINING BOARD
Forestry Sector Hiring Forecast
2019-2029



Forestry Sector Hiring Forecast (by 2029) – 12 respondents

424 jobs (77% retirements), 123 jobs (22% expansion) = **547** workers

(Labourers in wood, pulp and paper processing, Logging machinery operators, Millwrights, Industrial mechanics, Heavy equipment operators, Heavy duty equipment mechanics, Supervisors, logging and forestry)

Recruiting, Developing, and Retaining
Truck Drivers in Northeastern Ontario

Industry Analysis, Key Findings, and Recommendations



Recruiting, Developing and Retaining Truck Drivers

Highest in-demand occupations in the region. In Superior East 68.2% of employed truck drivers in 2016 were 45+.

Trades, transport and equipment operators and related occupations

13,440

Total labour force
15+ employed
in 2016

44.8%

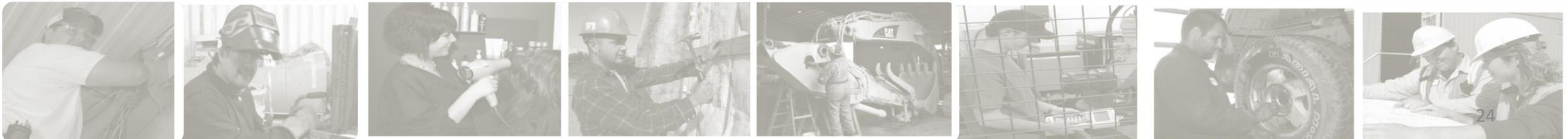
Of the
employed
labour force

6,025

Potential
retirements
2016-2036



NOC	Trade	% 45+ In 2016
7511	Transport Truck Drivers	63.7
7311	Construction Millwrights and Industrial Mechanics	58.4
7521	Heavy Equipment Operators (except crane)	74.7
7611	Construction Trades Helpers and Labourers	33.5
7321	Automotive Service Technicians, Truck and Bus Mechanics	37.9
7312	Heavy Duty Equipment Technicians	27.6
7237	Welders and Related Machine Operators	50.0
7271	Carpenters	58.2
7242	Industrial Electricians	49.3
7241	Electricians (except industrial and power system)	41.4



7511 - Truck Drivers (195)
7521 - Heavy Equipment Operators (130)
7311 - Construction Millwrights and Industrial
Mechanics (140)
7321 - Automotive Service Technicians, Truck and
Bus
Mechanics and Mechanical Repairers (60)
7237 - Welders and Related Machine Operators (35)
7271 - Carpenters (30)



2016-2021

2021-2026

7511 - Truck Drivers (255)
7521 - Heavy Equipment Operators (145)
7311 - Construction Millwrights and Industrial
Mechanics (140)
7321 - Automotive Service Technicians, Truck and
Bus
Mechanics and Mechanical Repairers (60)
7237 - Welders and Related Machine Operators (50)
7271 - Carpenters (65)



2026-2031

2031-2036

7511 - Truck Drivers (235)
7521 - Heavy Equipment Operators (220)
7311 - Construction Millwrights and Industrial
Mechanics (170)
7321 - Automotive Service Technicians, Truck and
Bus
Mechanics and Mechanical Repairers (50)
7237 - Welders and Related Machine Operators (65)
7271 - Carpenters (25)



7511 - Truck Drivers (245)
7521 - Heavy Equipment Operators (115)
7311 - Construction Millwrights and Industrial
Mechanics (80)
7321 - Automotive Service Technicians, Truck and
Bus
Mechanics and Mechanical Repairers (50)
7237 - Welders and Related Machine Operators (55)
7271 - Carpenters (10)

FAR NORTHEAST TRAINING BOARD

COVID – 19 BUSINESS IMPACT SURVEY RESULTS

IMPACT OF COVID-19 ON BUSINESS OPERATIONS AND ON THE WORKFORCE

October 2020



Community	# of surveys
Kirkland Lake	54
Temiskaming Shores	104
Timmins	86
Kapuskasing	54
Hearst	64
Cochrane	33
Iroquois Falls	17
James Bay Coast	12
Chapleau	16
Total	440



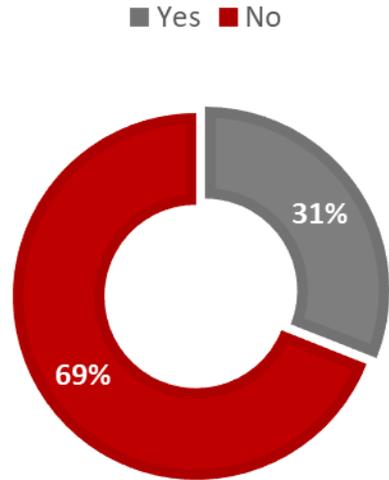
	All industries	 Goods Producing	 Services
HIGH This could put us out of business.	13%	6%	14%
MEDIUM This has a significant impact on our finances.	35%	32%	36%
LOW This may impact our finances, but we are confident that we can weather the storm.	38%	47%	35%
POSITIVE Our business has increased.	5%	4%	8%
NONE No impact on our business.	9%	10%	8%

	HIGH	MEDIUM	LOW	POSITIVE	NO IMPACT
All industries	13%	35%	38%	5%	9%
44-45 Retail Trade	16%	38%	38%	7%	0%
72 - Accommodation and Food Services	38%	35%	19%	5%	3%
91 – Others services (except public administration)	16%	34%	28%	9%	12%
62 – Health and Social Assistance	3%	47%	33%	3%	14%
23 - Construction	7%	27%	54%	4%	8%
11 – Agriculture, Forestry, Fishing and Hunting	4%	42%	37%	4%	17%

	All business types	Private	Not-for-profit	Gov't funded	0 EEs	1 to 19 EEs	20 to 49 EEs	50 + EEs
HIGH This could put us out of business.	13%	15%	9%	0%	32%	11%	9%	3%
MEDIUM This has a significant impact on our finances.	35%	37%	36%	15%	55%	33%	39%	24%
LOW This may impact our finances, but we are confident that we can weather the storm.	38%	38%	33%	45%	10%	40%	39%	51%
POSITIVE Our business has increased.	5%	4%	9%	6%	0%	6%	4%	9%
NONE No impact on our business.	9%	4%	9%	33%	1%	10%	9%	12%



IS YOUR BUSINESS/ORGANIZATION CURRENTLY HIRING?



OCCUPATIONS FOR WHICH LOCAL BUSINESSES ARE HIRING:

Several occupations were mentioned by survey respondents, those that were mentioned more frequently across all communities are:

- Sales clerks, client service representatives.
- Housekeeping and janitorial.
- Personal support workers
- Nurses
- Truck drivers
- Heavy Equipment Operators
- Welders
- Administrative support
- Managers
- Trades (mechanics, welders).



OCCUPATIONS SURVEY REpondENTS IDENTIFIED AS BEING THE HARDEST TO FILL



Trades, Transport and Equipment Operators and Related Occupations



Sales and Service Occupations



Health Occupations



Business, Finance and Administrative Occupations

MOVING FORWARD

ANTICIPATED CHALLENGES AND OPPORTUNITIES



Given the situation on October 1, 2020, what do you anticipate for the coming months	If the situation remains at it currently is	If a second wave results in another shutdown
Number or responses to this question	312	312
We will be expanding our services to meet an increased demand.	13%	6%
We will be bringing back laid-off employees.	5%	2%
We will be hiring for new positions.	19%	5%
We will continue full-time operations with required safety measures in place.	68%	28%
We will continue part-time operations with required safety measures in place.	20%	21%
We will continue full-time operations remotely.	11%	18%
We will continue part-time operations remotely.	7%	12%
We will be reducing our workforce due to a decrease in business	5%	20%
We will close temporarily	4%	21%
We will close permanently	1%	4%
Other (please specify)		

**JOB
POSTINGS**



Profile Table 3.4 - Number of job postings by occupation in 2019

Source: Vicinity Jobs

	FNETB REGION						
	2019				2020		
OCCUPATION	Q1 Jan- Mar	Q2 Apr- June	Q3 July- Sept	Q4 Oct- Dec	Q1 Jan- Mar	Q2 Apr- June	Q3 July- Sept
0 - Management	131	128	51	83	116	83	
1 - Business, finance and administration	143	127	73	111	104	89	
2 - Natural and applied sciences and related	55	45	29	37	39	31	
3 - Health	92	97	80	102	65	37	
4 - Education, law and social, community and government services	79	71	58	65	58	38	
5 - Art, culture, recreation and sport	12	326	1	6	6	1	
6 - Sales and services	322	220	204	231	218	216	
7 - Trade, transport and equipment operators and related	200	21	131	148	142	135	
8 - Natural resources, agriculture, and related production	23	14	15	19	25	31	
9 - Manufacturing and utilities	18	175	7	19	17	17	



ONLINE JOB POSTINGS

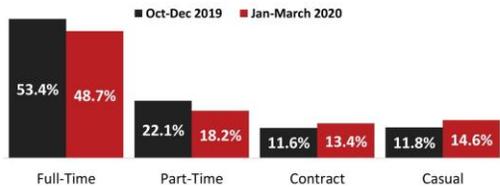
January 1st to March 31st, 2020



	49	492	1,363	214,951
This Quarter	Employer registrations	Job seeker registrations	Job posts	Job searches
Total Since January 2017	1,150	2,317	11,083	1,562,170



Job Type as a % of Total Job Postings



53% of active job posts were new positions

Note: Based on job postings where this information was provided.



ONLINE JOB POSTINGS

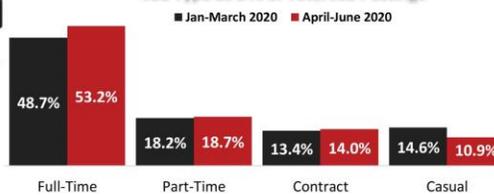
April 1st to June 30th, 2020



	42	1,017	1,161	238,546
This Quarter	Employer registrations	Job seeker registrations	Job posts	Job searches
Total Since January 2017	1,192	3,334	12,244	1,800,716



Job Type as a % of Total Job Postings



64% of active job posts were new positions

Note: Based on job postings where this information was provided.



ONLINE JOB POSTINGS

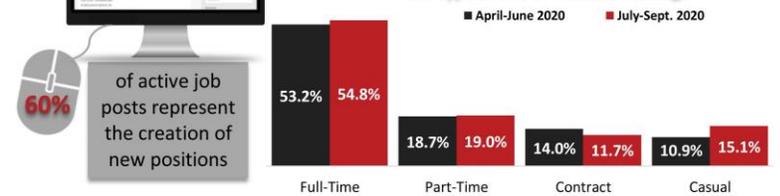
July 1st to September 30th, 2020



	48	1,151	1,725	319,759
This Quarter	Employer registrations	Job seeker registrations	Job posts	Job searches
Total Since January 2017	1,240	4,485	13,969	2,120,475



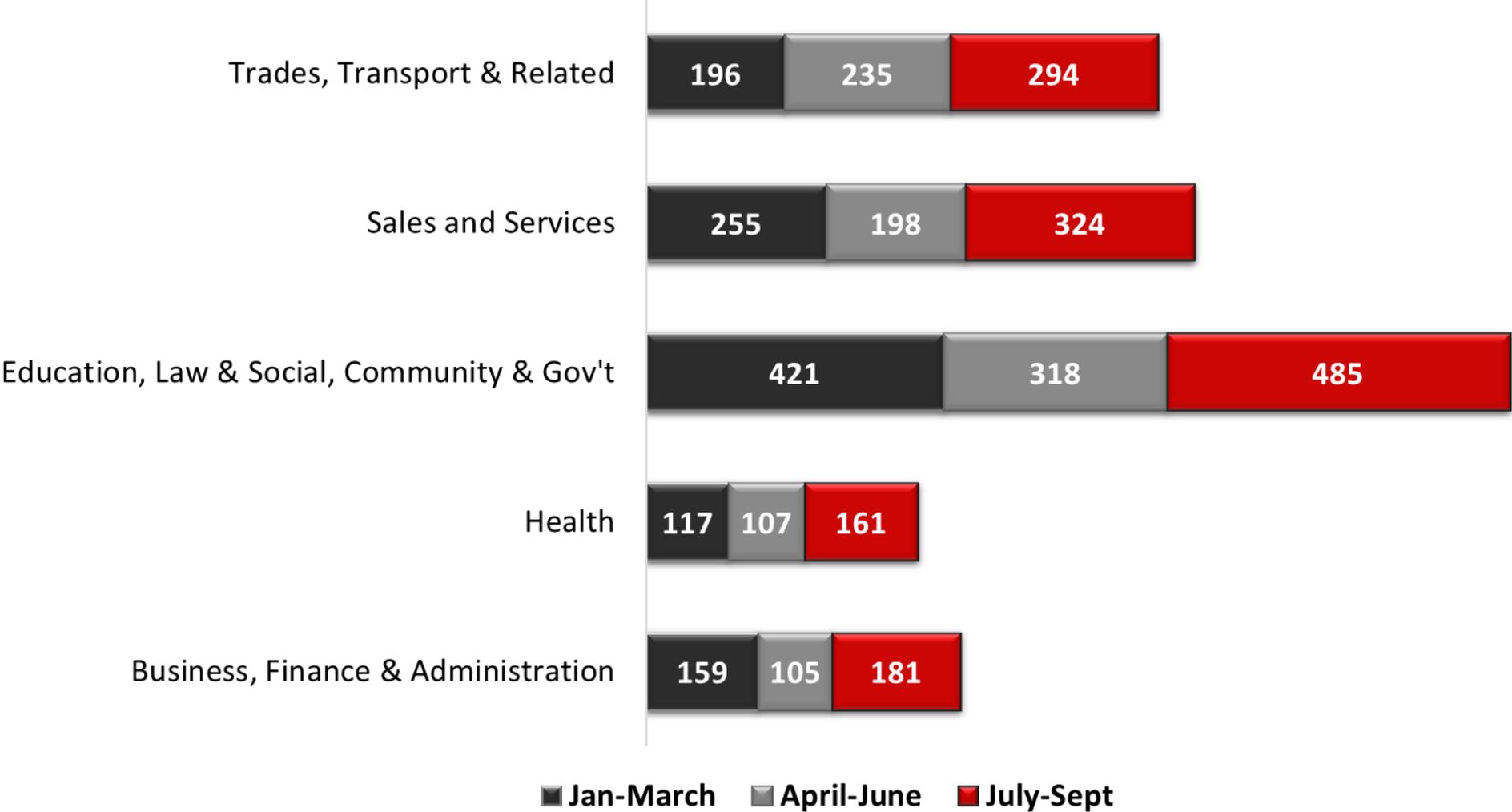
Job Type as a % of Total Job Postings



60% of active job posts represent the creation of new positions

2020 – QUARTERLY POSTINGS BY OCCUPATION (1 DIGIT NOC)

Source: Local job portal (jobsinfarnortheast.com)





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 **Local Employment Planning Council**

COMMISSION DE FORMATION DU NORD-EST (CFNE)
votre **Conseil Local de Planification de l'Emploi**

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