MAKING SENSE OF LABOUR MARKET INFORMATION

Part 2 – NORDASKI
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

Ontario

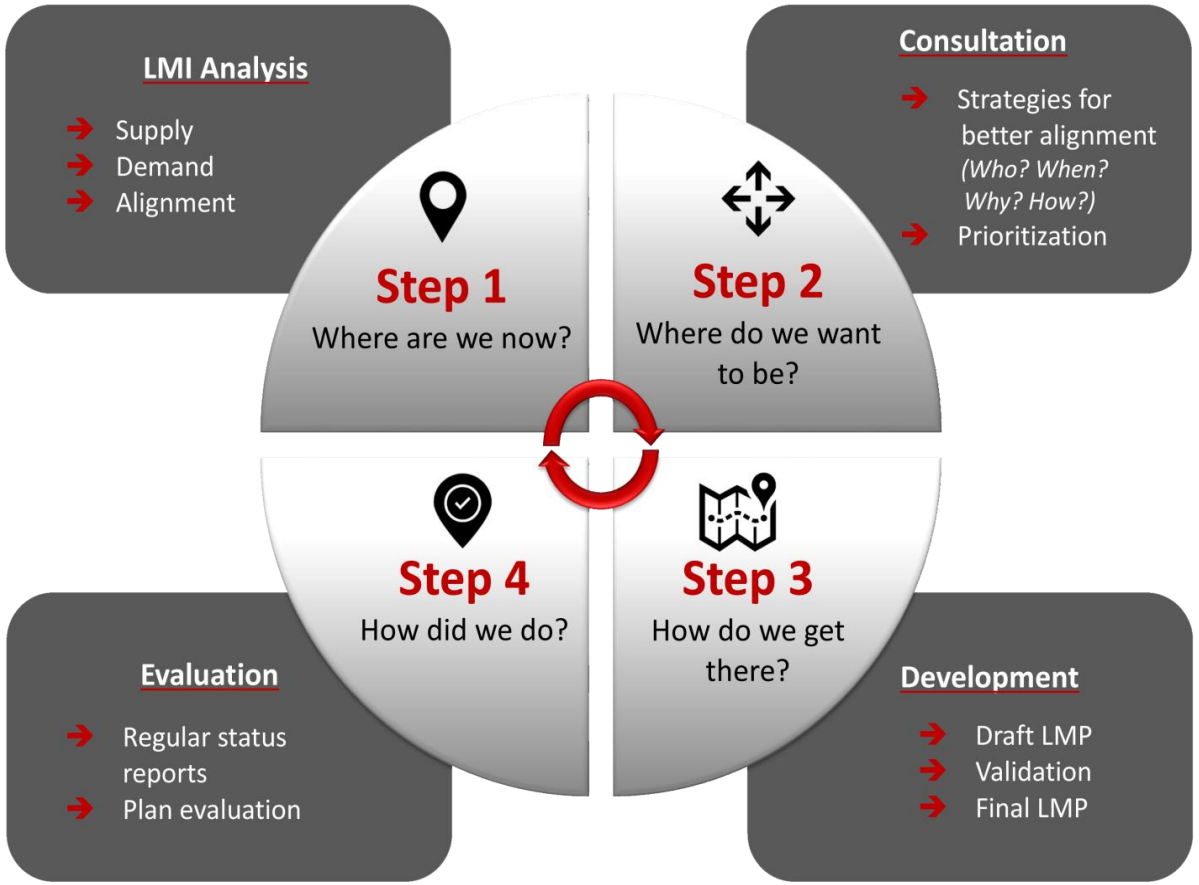
WHY?

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).

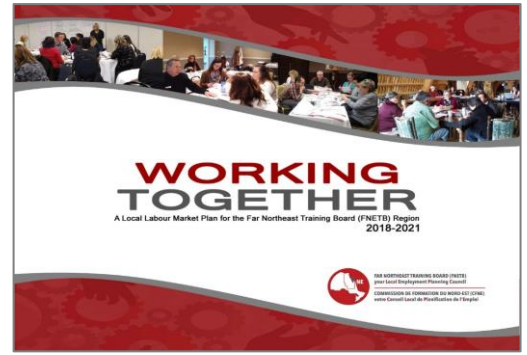
- Using evidence and local knowledge, collectively identify:
  - local labour market demand challenges and opportunities
  - local labour market supply challenges and opportunities
- Look at how/if local programs and services align with those challenges and opportunities.

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.



H O W ?

MAKING SENSE OF LABOUR MARKET INFORMATION

FALL 2020

PART 1

Introduction to Labour Market Information (LMI)

FAR NORTHEAST TRAINING BOARD (FNETB)
your Local Employment Planning Council
COMMISSION DE FORMATION DU NORD-EST (CFNE)
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MAKING SENSE OF LABOUR MARKET INFORMATION

FALL 2020

PART 2

Local Labour Market Demand

Where the jobs are

FAR NORTHEAST TRAINING BOARD (FNETB)
your Local Employment Planning Council
COMMISSION DE FORMATION DU NORD-EST (CFNE)
votre Conseil Local de Planification de l'Emploi

Ontario

MAKING SENSE OF LABOUR MARKET INFORMATION

FALL 2020

PART 3

Local Labour Market Supply

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

FAR NORTHEAST TRAINING BOARD (FNETB)
your Local Employment Planning Council
COMMISSION DE FORMATION DU NORD-EST (CFNE)
votre Conseil Local de Planification de l'Emploi

Ontario

MAKING SENSE OF LABOUR MARKET INFORMATION

FALL 2020

PART 4

Using LMI to Inform Planning

Aligning demand and supply

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your Local Employment Planning Council
COMMISSION DE FORMATION DU NORD-EST (CFNE)
votre Conseil Local de Planification de l'Emploi

Ontario

WHAT?

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

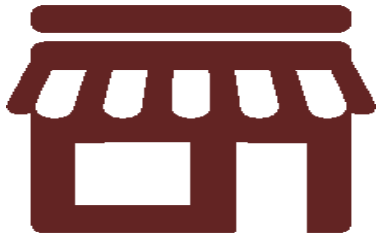
- Statistics Canada, Labour Force Survey
- Statistics Canada, Canadian Business Counts
- Statistics Canada, Census and National Household Survey Data
- Statistics Canada, Small Area and Administrative Data Division (Tax Filer)
- Ontario Open Data
- Local Knowledge (Local Labour Market
- Forecast 2016-2036, 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



63.8% of those businesses had no employees

699 businesses in Hearst (June 2020)

Between June 2018 and June 2020

Industries in Hearst that experienced a slight increase in the number of establishments between June 2018 and June 2020 were:

- Real estate (+12)
- Ambulatory health care services (+5)

Industries in Temiskaming Shores that experienced decreases in the number of establishments were:

- Forestry and logging (-6)
- Truck transportation (-4)
- Repair and maintenance (-4)

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

	HEARST						COCHRANE DISTRICT	ONTARIO
	June 2018		June 2019		June 2020		June 2020	June 2020
	#	% of total	#	% of total	#	% of total	% of total	% of total
0	449	63.9	464	65.1	446	63.8	59.3	69.8
1-9	184	26.2	178	25.0	186	26.6	27.3	22.9
10-49	57	8.1	58	8.1	53	7.6	10.9	5.8
50-99	11	1.6	8	1.1	11	1.6	1.6	0.8
100+	2	0.3	5	0.7	3	0.4	0.9	0.6
Total	703		713		699			

Source: Statistics Canada, Canadian Business Counts, June 2018, 2019 and 2020

Top 10 Industries by Total Number of Employers. by Employee Size Range, June 2020

							HEARST		District	ON
NAICS		0	1-9	10-49	50-99	100+	Total June 2020	% of total June 2020	% of total June 2020	% of total June 2020
113 - Forestry and logging	2	28	27	2	1	0	**58**	**58**	**8.3**	**2.7**
236 - Construction of buildings	10	8	5	2	0	0	15	15	2.1	2.6
238 - Specialty trade contractors	6	15	10	3	1	0	29	29	4.1	5.4
484 - Truck transportation	3	30	14	2	0	0	**46**	**46**	**6.6**	**3.2**
523 - Securities, commodity contracts, and other financial investment and related activities	4	41	1	0	0	0	42	42	6.0	4.0
531 - Real estate	1	95	6	0	0	0	101	**101**	**14.4**	**16.7**
541 - Professional, scientific and technical services	7	15	8	0	0	0	23	**23**	**3.3**	**6.7**
561 - Administrative and support services	8	13	6	2	0	0	21	21	3.0	2.4
621 - Ambulatory health care services	5	18	16	3	0	0	37	37	5.3	5.6
812 - Personal and laundry services	9	20	1	0	0	0	21	21	3.0	2.4

Source: Statistics Canada, Canadian Business Counts, June 2020

GREEN = Higher proportion than the province

RED = Lower proportion than the province

Employment by Industry – 2001 – 2016

	HEARST				COCHRANE DISTRICT ONTARIO				ONTARIO			
	2001	2006	2011	2016	2001	2006	2011	2016	2001	2006	2011	2016
Goods Producing	36.7%	33.9%	36.4%	29.1%	31.1%	29.1%	28.0%	28.1%	25.2%	22.8%	19.5%	19.3%
Services	63.2%	65.9%	63.3%	74.0%	68.9%	70.3%	72.0%	71.9%	74.8%	77.2%	80.5%	80.7%

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

- Historicaly, in Cochrane and in the Cochrane 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

		HEARST				COCHRANE DISTRICT	ONTARIO
		Total 2011	% of total	Total 2016	% of total	% Of total	% Of total
	All industries	**2,640**	**100.0**	**2,580**	**100.**		
	Goods producing industries	**960**	**36.4**	**750**	**29.1**	**28.1**	**19.3**
11	Agriculture, forestry, fishing and hunting	215	8.1	140	**5.4**	2.6	**1.5**
21	Mining and oil and gas extraction	20	0.8	40	1.6	**10.6**	0.5
22	Utilities	45	1.7	25	1.0	1.5	0.7
23	Construction	270	10.2	225	8.8	7.5	6.8
31-33	Manufacturing	410	15.5	320	12.4	**5.9**	9.8
	Service industries	**1,670**	**63.3**	**1,910**	**74.0**	**71.9**	**80.7**
41	Wholesale Trade	30	1.1	70	2.7	2.1	3.9
44-45	Retail Trade	345	13.1	315	12.2	12.6	11.2
48-49	Transportation and warehousing	110	4.2	185	**7.2**	5.2	**4.7**
51	Information and cultural industries	15	0.6	30	1.2	1.1	2.5
52	Finance and insurance	45	1.7	80	3.1	**2.3**	5.5
53	Real estate and rental and leasing	0	0.0	0	0.0	1.0	2.1
54	Professional, scientific and technical services	50	1.9	60	**2.3**	**3.4**	**8.1**
55	Management of companies and enterprises	0	0.0	0	0.0	0.04	0.2
56	Administrative and support, waste management and remediation services	10	0.4	55	2.1	3.1	4.9
61	Educational services	210	8.0	270	**10.5**	7.5	**7.6**
62	Health care and social assistance	395	15.0	380	**14.7**	**14.6**	**10.8**
71	Arts, entertainment and recreation	15	0.6	30	1.2	1.2	2.1
72	Accommodation and food services	220	8.3	140	5.4	6.7	6.9
81	Other services (except public administration)	105	4.0	120	4.7	4.6	4.3
91	Public administration	120	4.5	95	3.7	6.4	6.0

Source: Statistics Canada, 2011 and 2016 National Household Survey

TOP 3 industries by total employment Hearst - 2016

62 – Health Care and Social Assistance **380**

31-33 – Manufacturing **320**

44-45 – Retail Trade **315**

GREEN

Higher proportion than the province

RED

Lower proportion than the province

Total Employment by Industry

	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**

Other services (except public administration (23.3%)

Utilities (19.4%)

Construction (13.6%)

Transportation and warehousing (-16.5%)

Accommodation and Food Services (-13.0)

Public administration (-8.6%)

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

Employment by Occupation – 2011 to 2016

		HEARST				COCHRANE DISTRICT	ONTARIO
		2011 Total	% of total	2016 Total	% of total	% of total	% of total
	Total all occupations	2,645	100.0	2,580	100.0		
0	Management	225	8.5	205	7.9	**8.3**	**11.3**
1	Business, finance and administration	235	8.9	305	11.8	**12.5**	**16.1**
2	Natural and applied sciences and related	100	3.8	95	3.7	4.9	7.4
3	Health	265	10.0	200	7.8	7.5	6.4
4	Education, law and social, community and government services	265	10.0	310	12.0	12.4	11.9
5	Art, culture, recreation and sport	45	1.7	65	2.5	1.1	3.2
6	Sales and services	630	23.8	520	20.2	23.1	23.4
7	Trade, transport and equipment operators and related	490	18.5	560	21.7	**20.0**	**13.3**
8	Natural resources, agriculture and related production	120	4.5	110	4.3	**6.2**	**1.6**
9	Manufacturing and utilities	285	10.8	200	7.8	3.8	5.2

GREEN
Higher proportion than the province

RED
Lower proportion than the province

Source: Statistics Canada, 2011 and 2016 National Household Survey

TOP 3 occupations by total employment Hearst - 2016

7 – Trades, Transport and Equipment Operators and Related **560**

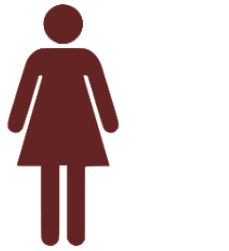
6 – Sales and Service **520**

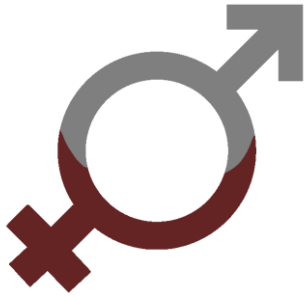
4 – Education, Law & Social, Community & Government Services **310**

HEARST

2,580
total employed - 2016

47.7%





52.5%

TOP 3 INDUSTRIES IN WHICH WOMEN ARE MORE HIGHLY REPRESENTED

Health Care & Social Assistance **84.2%**

Educational Services **74.1%**

Administrative & Support, Waste Management & Remediation Services **72.7%**

TOP 3 INDUSTRIES IN WHICH MEN ARE MORE HIGHLY REPRESENTED

Mining, Quarrying & Oil & Gas Extraction **100.0%**

Manufacturing **85.9%**

Transportation & Warehousing **83.8%**

TOP 3 OCCUPATIONS IN WHICH WOMEN ARE MORE HIGHLY REPRESENTED

Health **82.5%**

Education, Law & Social, Community and Government Services **82.3%**

Business, Finance & Administration **80.3%**

TOP 3 OCCUPATIONS IN WHICH MEN ARE MORE HIGHLY REPRESENTED

Trades, Transport & Equipment Operators & Related **98.2%**

Natural Resources, Agriculture & Related Production **90.9%**

Manufacturing and Utilities **87.5%**

OCCUPATIONS IN DEMAND

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

97,820

Total labour force 15+ in the FNETB region

64,045

Employed labour force 15+ in the FNETB region

27,675

Number of potential retirements in the FNETB region

43.2%

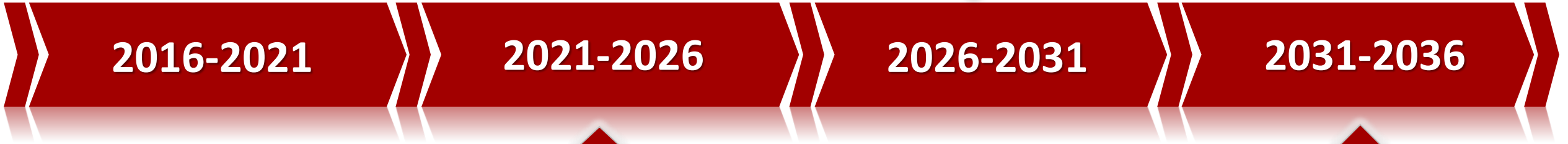
Of the employed labour force

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)



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 Nord-Aski region, an important number of workers, in many occupations become eligible to retire between 2016 and 2036.

6,860

Total labour force 15+ in the Nord-Aski region

4,595

Employed labour force 15+ in the Nord-Aski region

2,095

Number of potential retirements in the Nord-Aski region

45.6%

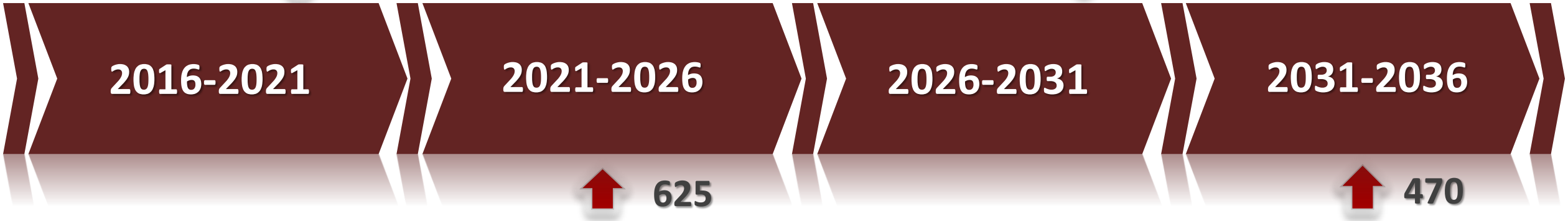
Of the employed labour force

Trades, Transport and Equipment Operators and Related (75)
Sales and Service (60)
Business, Finance and Administration (40)
Occupations in Manufacturing (40)
Education, Law and Social, Community and Government (50)

320

Trades, Transport and Equipment Operators and Related (155)
Sales and Service (95)
Business, Finance and Administration (95)
Occupations in manufacturing (70)
Education, Law and Social, Community and Government (65)

680



625

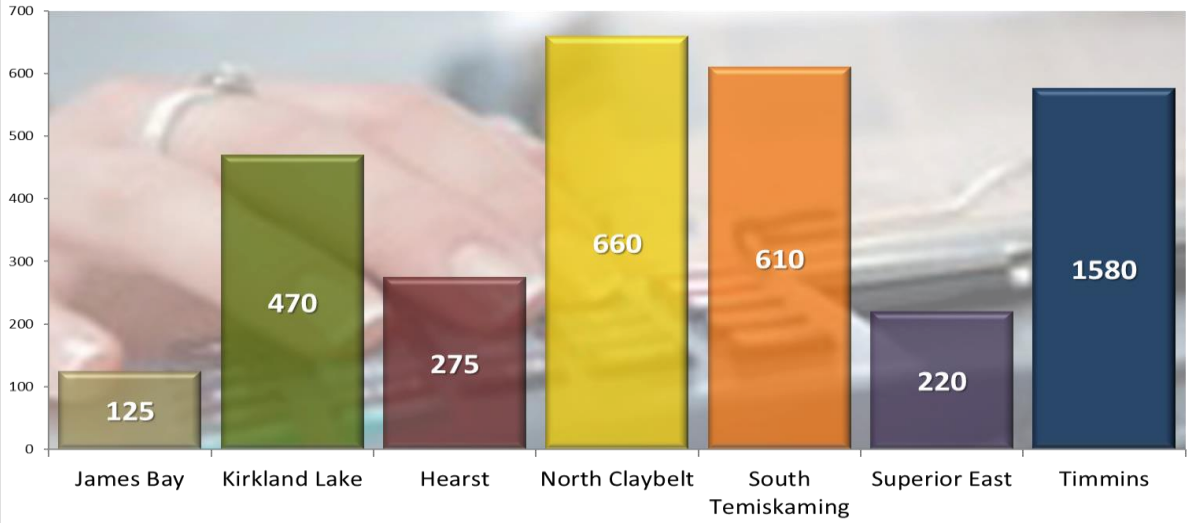
Trades, Transport and Equipment Operators and Related (190)
Sales and Service (130)
Business, Finance and Administration (65)
Occupations in Manufacturing (60)
Education, Law and Social, Community and Government (55)

470

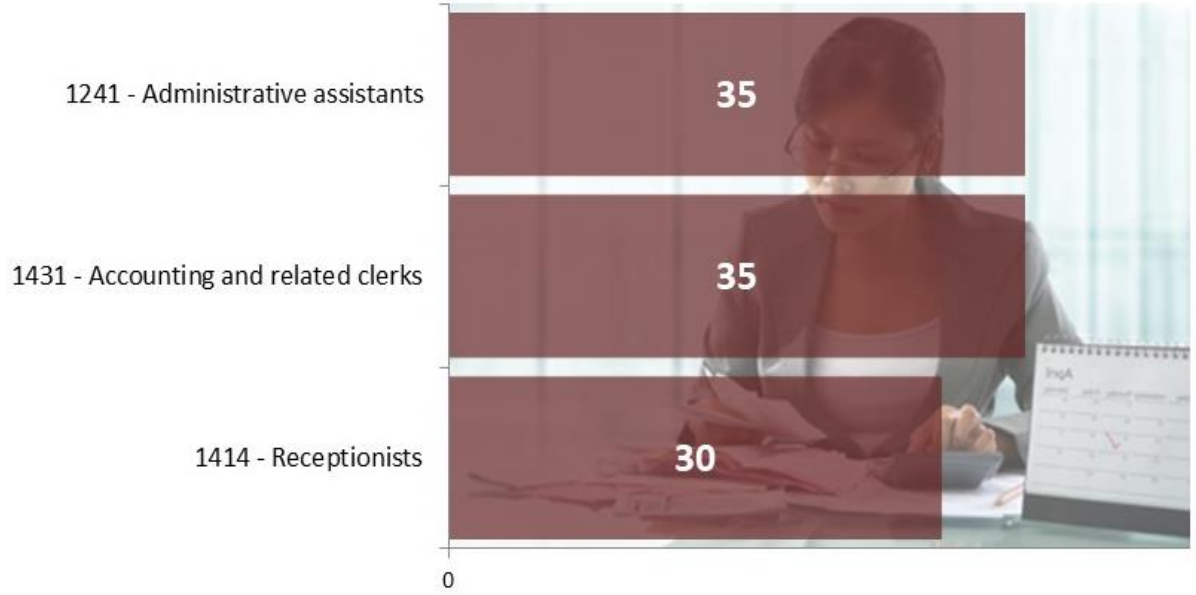
Trades, Transport and Equipment Operators and Related (115)
Sales and Service (50)
Education, Law and Social, Community and Government (50)
Business, Finance and Administration (75)
Occupations in manufacturing (50)

Business, Finance and Administration

3,940

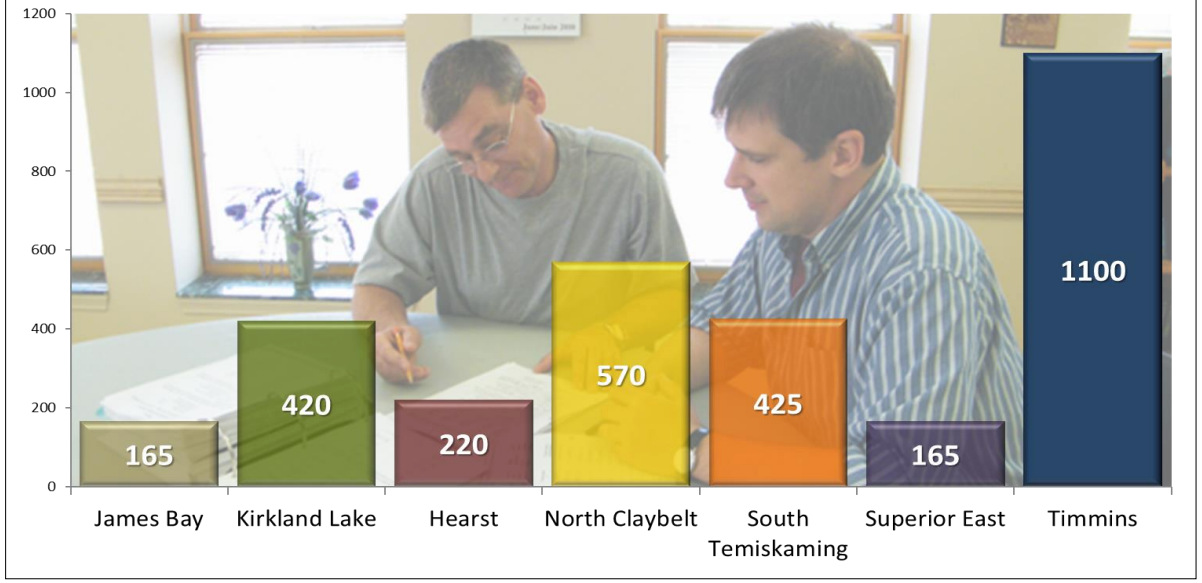


Business, finance and administration occupations

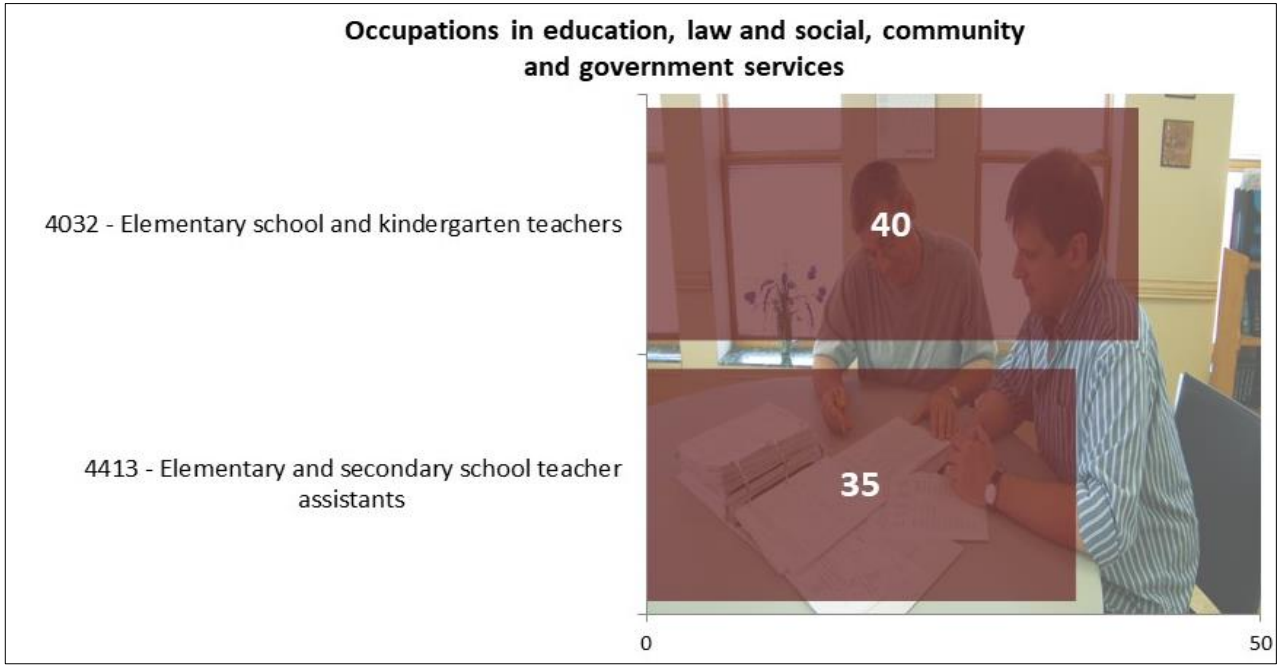


Education, Law and Social, Community and Government Services

3,065

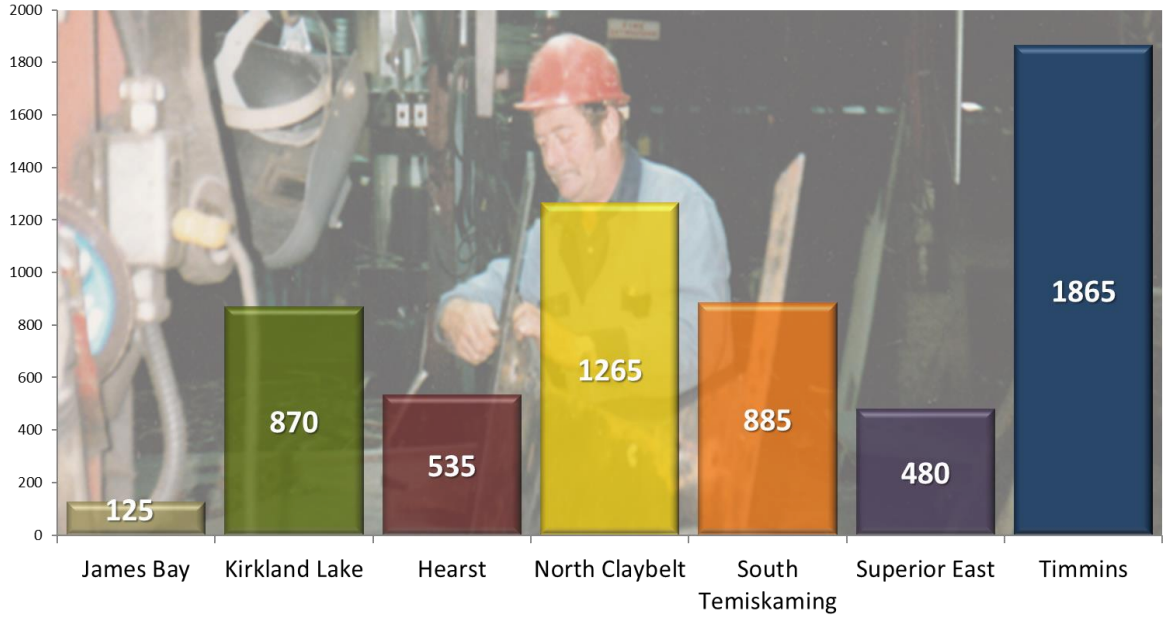


Occupations in education, law and social, community and government services

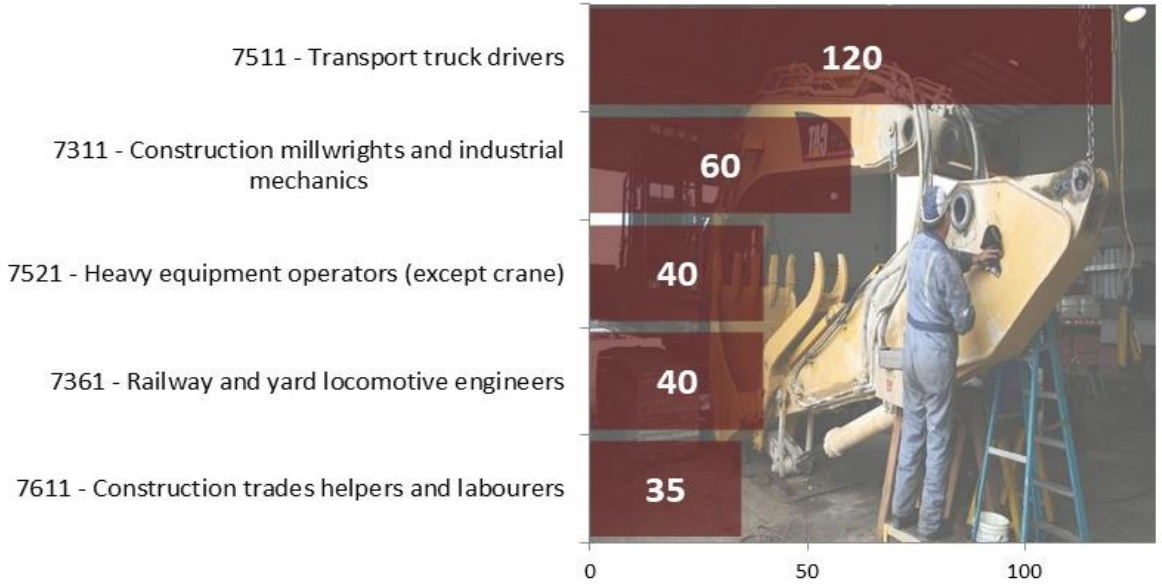


6,025

Trades Transport and Equipment Operators and Related

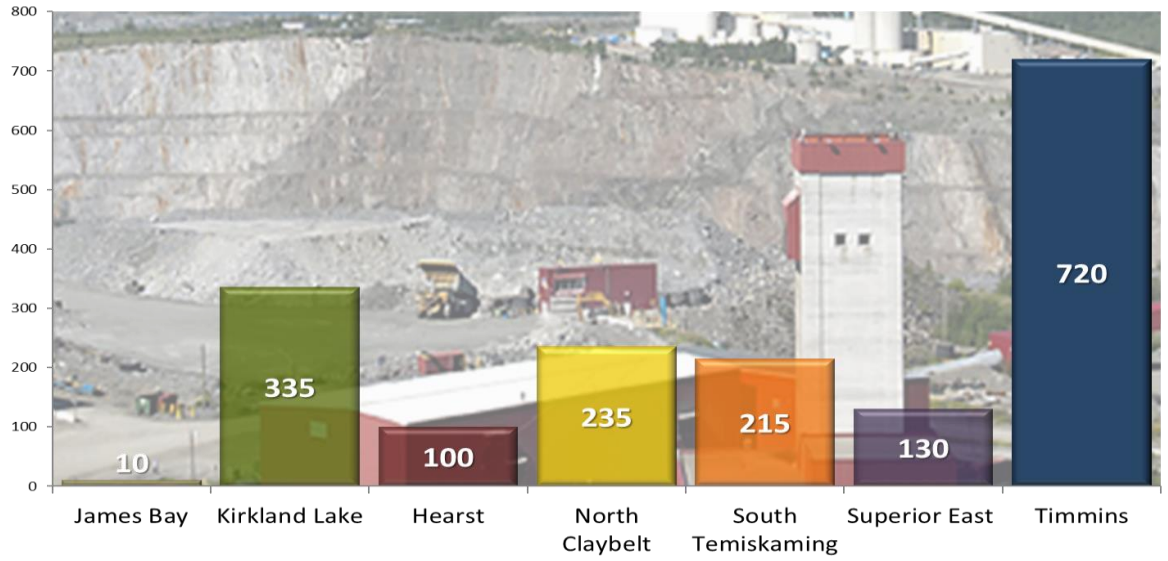


Trades, transport and equipment operators and related occupations

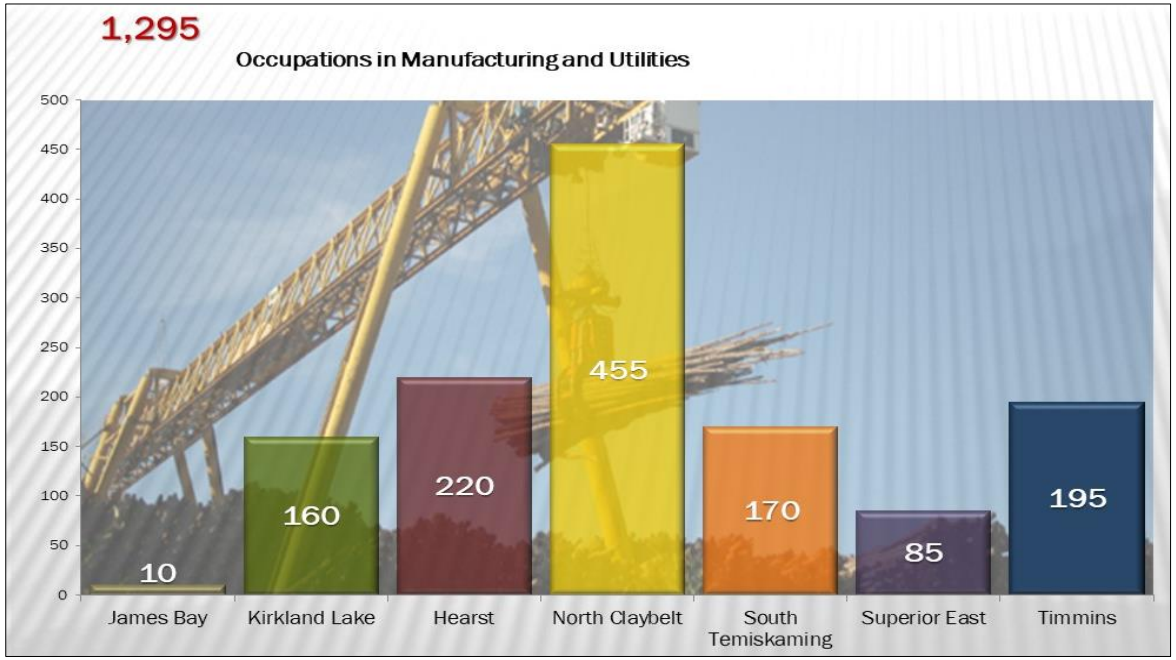


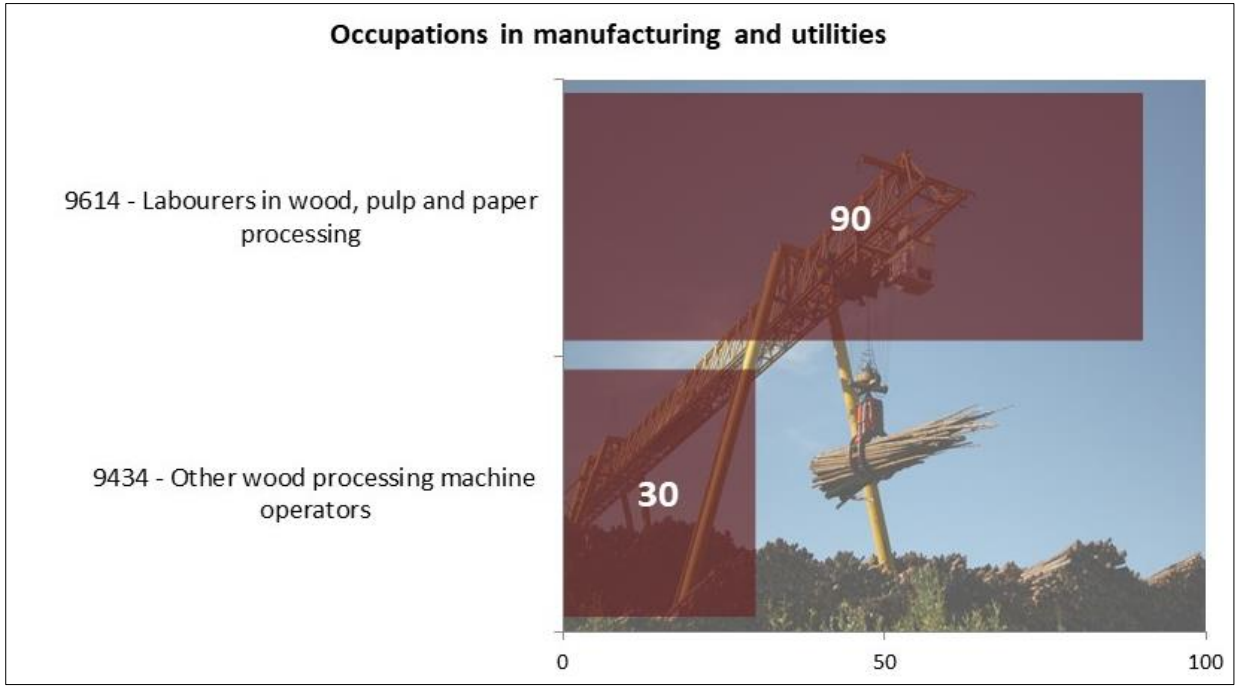
1,745

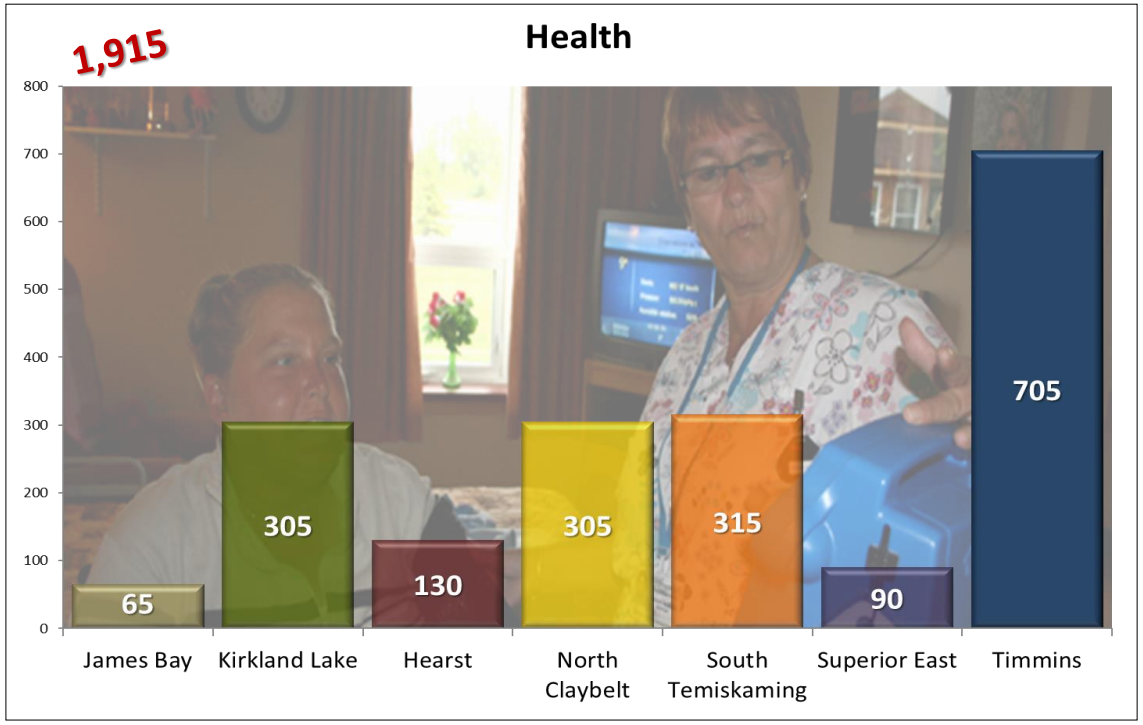
Natural resources, agriculture and related production occupations

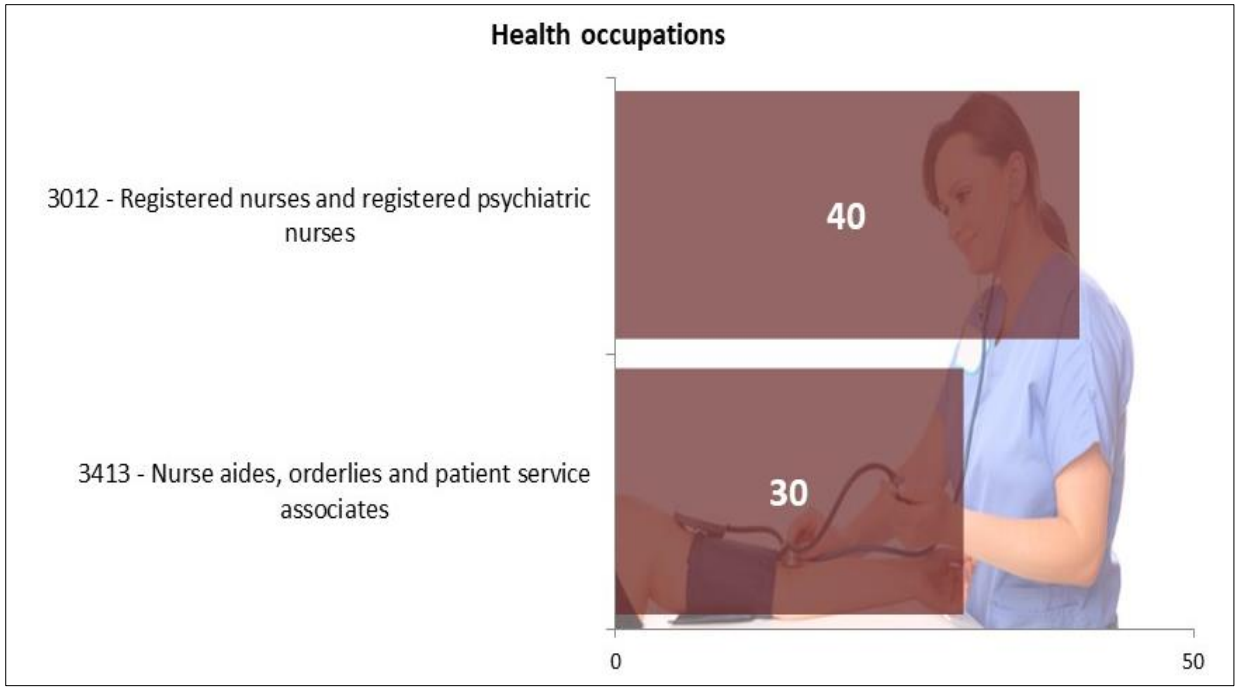


Natural resources, agriculture and related production occupations


1,295
Occupations in Manufacturing and Utilities
500
450
400
350
300
250
200
150
100
50
0
10
160
220
455
170
85
195
James Bay
Kirkland Lake
Hearst
North Claybelt
South Temiskaming
Superior East
Timmins


Occupations in manufacturing and utilities
9614 - Labourers in wood, pulp and paper processing
9434 - Other wood processing machine operators
90
30
0
50
100


1,915
Health
800
700
600
500
400
300
200
100
0
65
305
130
305
315
90
705
James Bay
Kirkland Lake
Hearst
North Claybelt
South Temiskaming
Superior East
Timmins

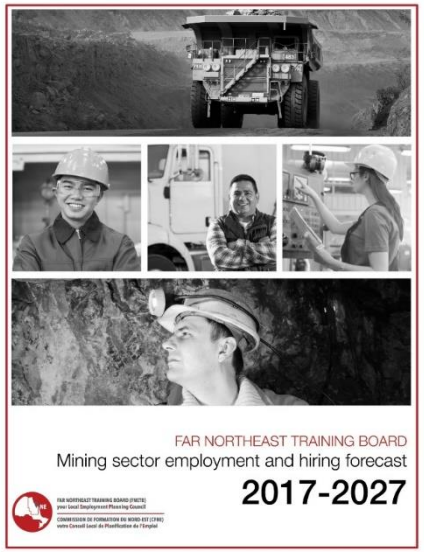

Health occupations
3012 - Registered nurses and registered psychiatric nurses
3413 - Nurse aides, orderlies and patient service associates
40
30
0
50

5,265
Sales and Service
2000
1800
1600
1400
1200
1000
800
600
400
200
0
190
700
335
1050
770
340
1880
James Bay
Kirkland Lake
Hearst
North Claybelt
South Temiskaming
Superior East
Timmins

Sales and service occupations
6731 - Light duty cleaners
65
6421 - Retail salespersons
50
6611 - Cashiers
40
0
50

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

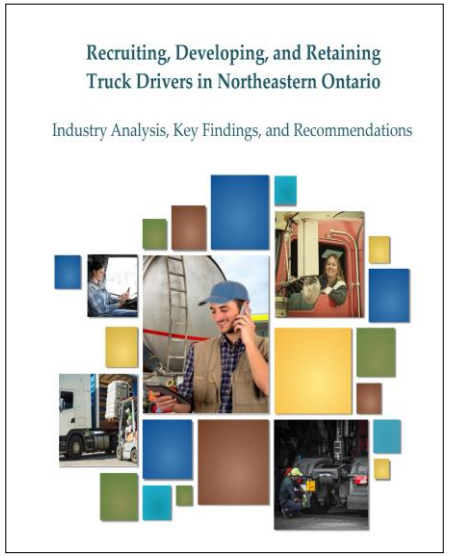
640 jobs (80% retirements), 156 (19% expansion) = **796** workers

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

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

Highest in-demand occupations in the region. In the Nord-Aski region, 73.7% 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

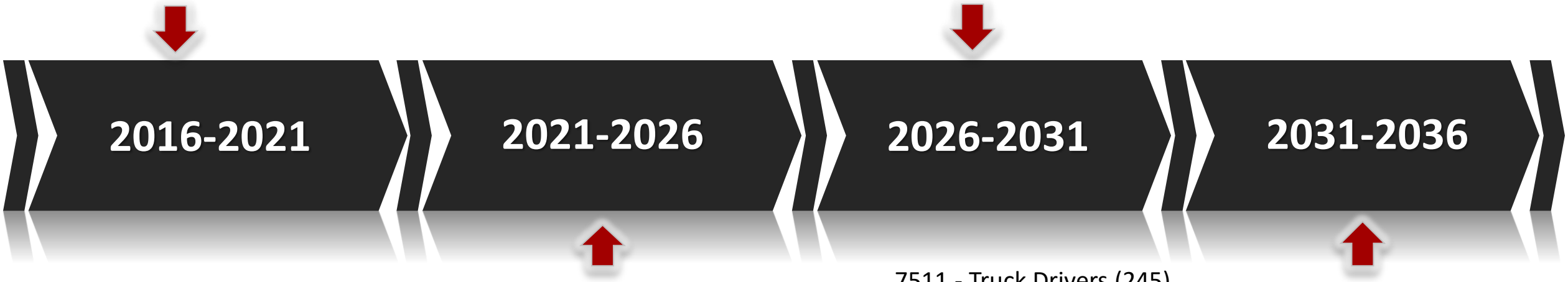
6,025

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)

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)



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

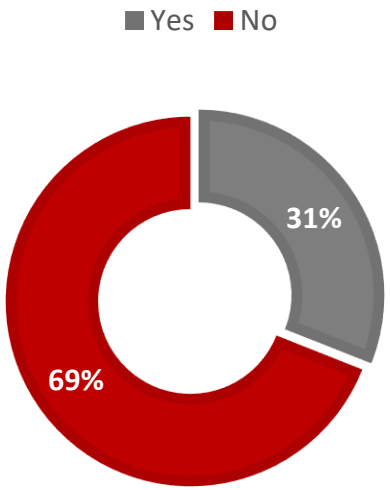
Community	# of surveys
Kirkland Lake	54
Temiskaming Shores	104
Timmins	86
Kapuskasing	54
Hearst	64
Cochrane	33
Iroquois Falls	17
James Bay Coast	12
Chapleau	16
Total	440

	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)		

NORD-ASKI REGION
COVID – 19 BUSINESS IMPACT SURVEY RESULTS

IS YOUR BUSINESS/ORGANIZATION CURRENTLY HIRING?

	MAY	JULY	OCT
Number of responses	47	33	57
Yes	19%	21%	39%
No	81%	79%	61%

IF YES, FOR WHICH OCCUPATIONS

MAY	JULY	OCTOBER
Cooks, cashiers, meat department, carry out, business financial advisor, electrician and electrician apprentice, seasonal workers.	Truck drivers, heavy equipment operators, nurses aides, personal support workers, associate at reception, associate re: cleaning, doctors.	Nurses, mechanics, truck drivers, heavy equipment operators, personal support workers.

OCCUPATIONS THAT ARE HARDEST TO FILL:

- Truck drivers
- Heavy equipment operators
- Nurses.

REASONS WHY OCCUPATIONS ARE HARD TO FILL

	OCT
Number of respondents	25
There are few suitable applicants for the positions	56%
Applicants do not have the technical skills required for the positions	40%
Applicants do not have the work experience required for the positions	36%
We have difficulty competing for employees due to our remote location and transportation issues	24%
We find it challenging to compete due to the nature of our work (seasonal, shift, irregular hours, job responsibilities)	32%
We have difficulty competing with wages, benefits packages and promotional opportunities offered by other employers	52%
We have difficulty finding people to work during the COVID-19 pandemic.	36%

MOVING FORWARD

Given the situation on October 1st, 2020, what do you anticipate for the coming months?

	If the situation remains as it is currently	If a second wave results in another shutdown
Number of respondents	50	50
We will be expanding our services to meet an increased demand.	6%	2%
We will be bringing back laid-off employees.	0%	0%
We will be hiring for new positions.	12%	6%
We will continue full-time operations with required safety measures in place.	76%	32%
We will continue part-time operations with required safety measures in place.	12%	22%
We will continue full-time operations remotely.	6%	18%
We will continue part-time operations remotely.	12%	12%
We will be reducing our workforce due to a decrease in business	6%	26%
We will close temporarily	4%	20%
We will close permanently	0%	2%

JOB POSTINGS DATA

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	

EXPLORE YOUR OPTIONS

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

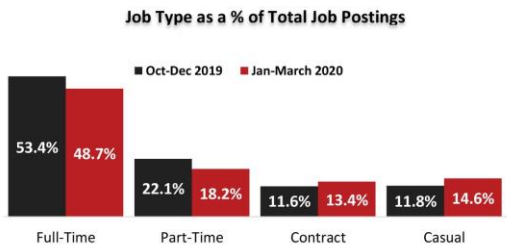
ONLINE JOB POSTINGS

January 1st to March 31st, 2020

January	February	March
507 Job posts	447 Job posts	409 Job posts
- Job searches	- Job searches	73,799 Job searches

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

53% of active job posts were new positions



Ontario

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

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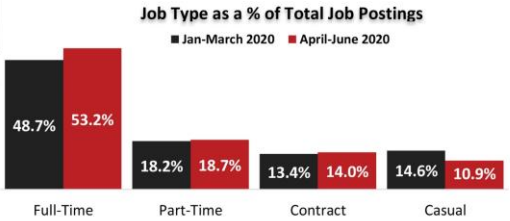
ONLINE JOB POSTINGS

April 1st to June 30th, 2020

April	May	June
287 Job posts	432 Job posts	442 Job posts
- Job searches	- Job searches	85,024 Job searches

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

64% of active job posts were new positions



Ontario

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

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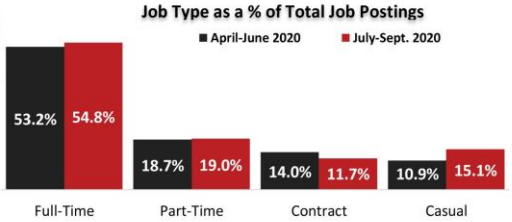
ONLINE JOB POSTINGS

July 1st to September 30th, 2020

July	August	September
527 Job posts	569 Job posts	629 Job posts
94,028 Job searches	110,446 Job searches	115,285 Job searches

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

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

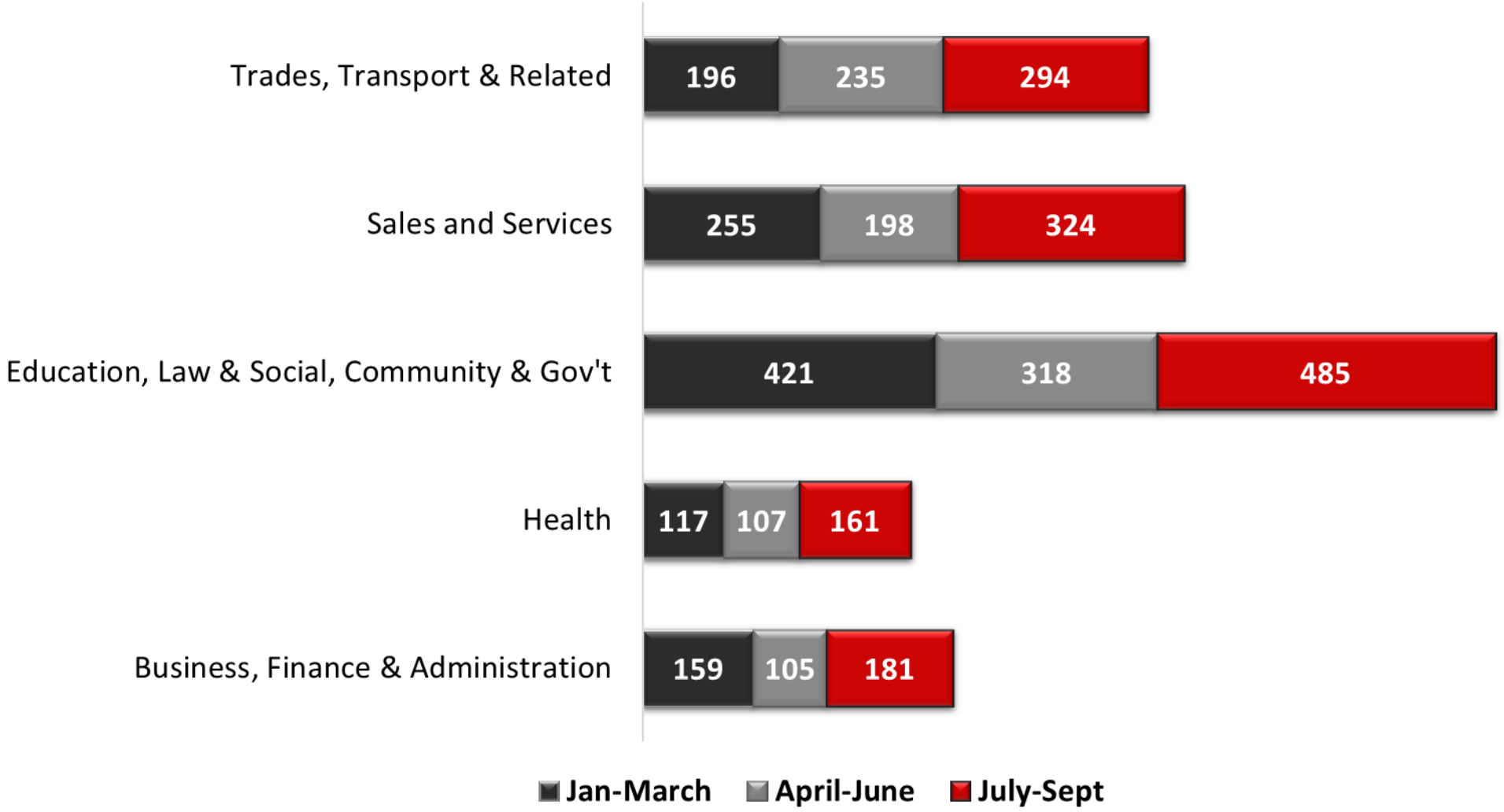


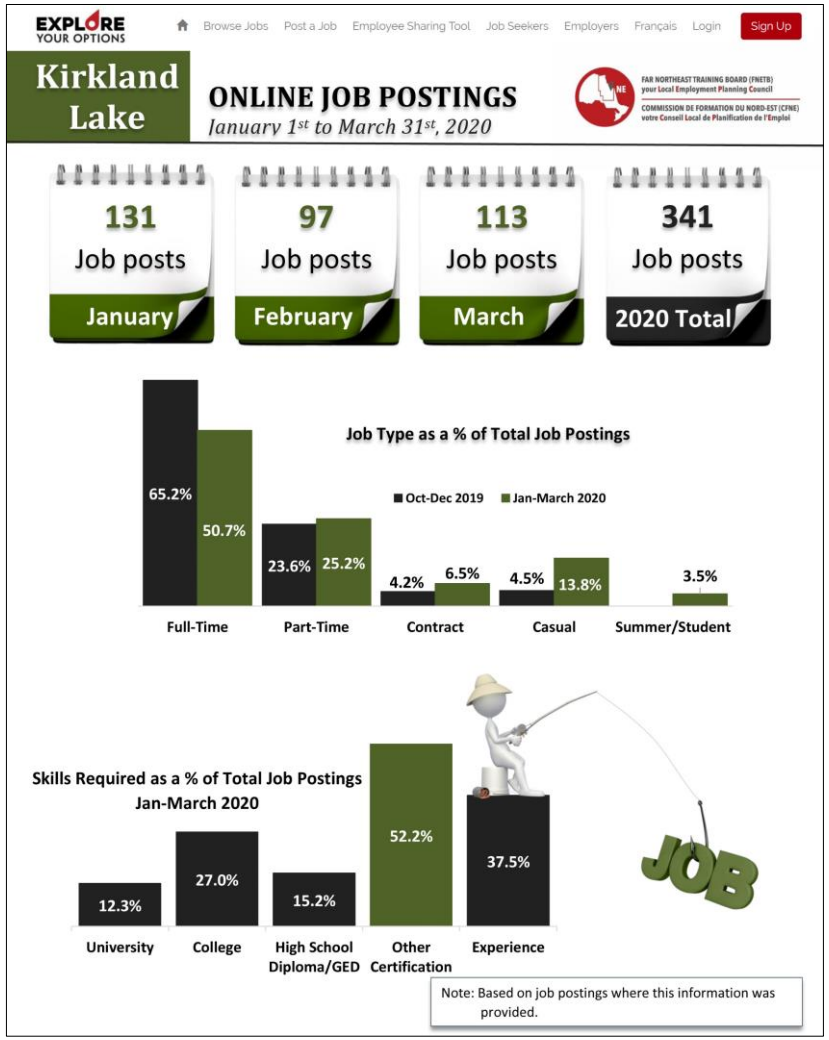
Ontario

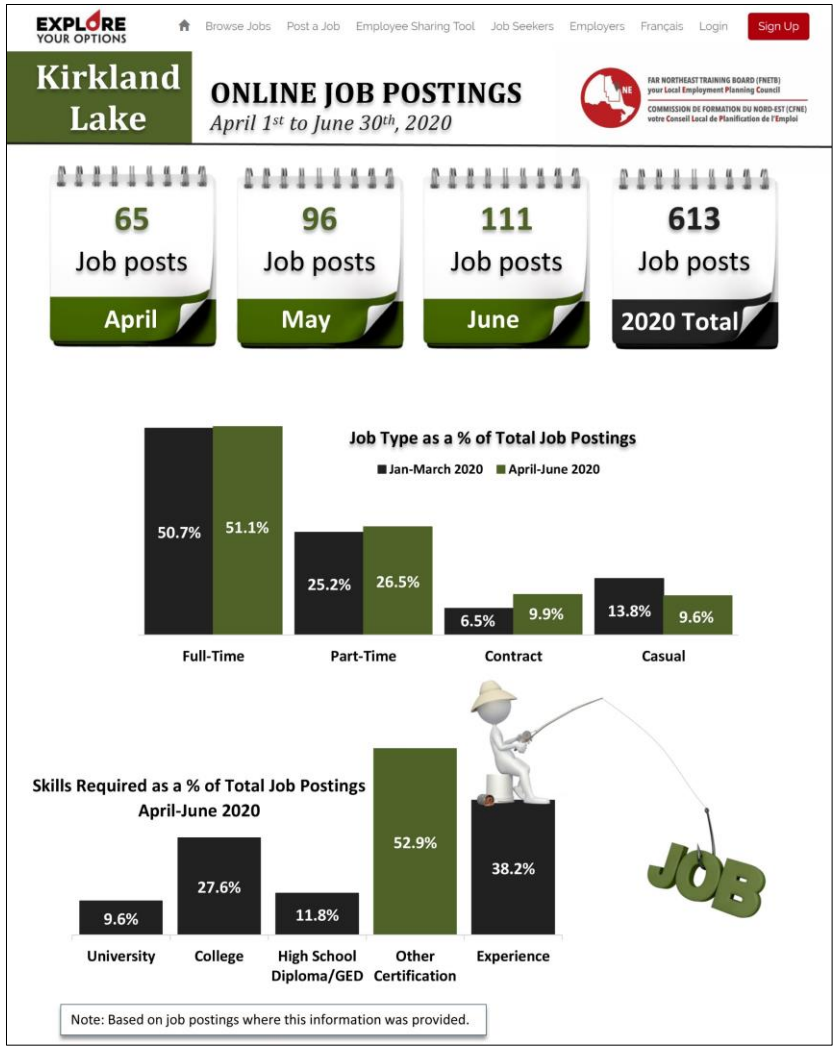
https://fnetb.com/quarterly_report/july-1st-to-september-30th-2020/

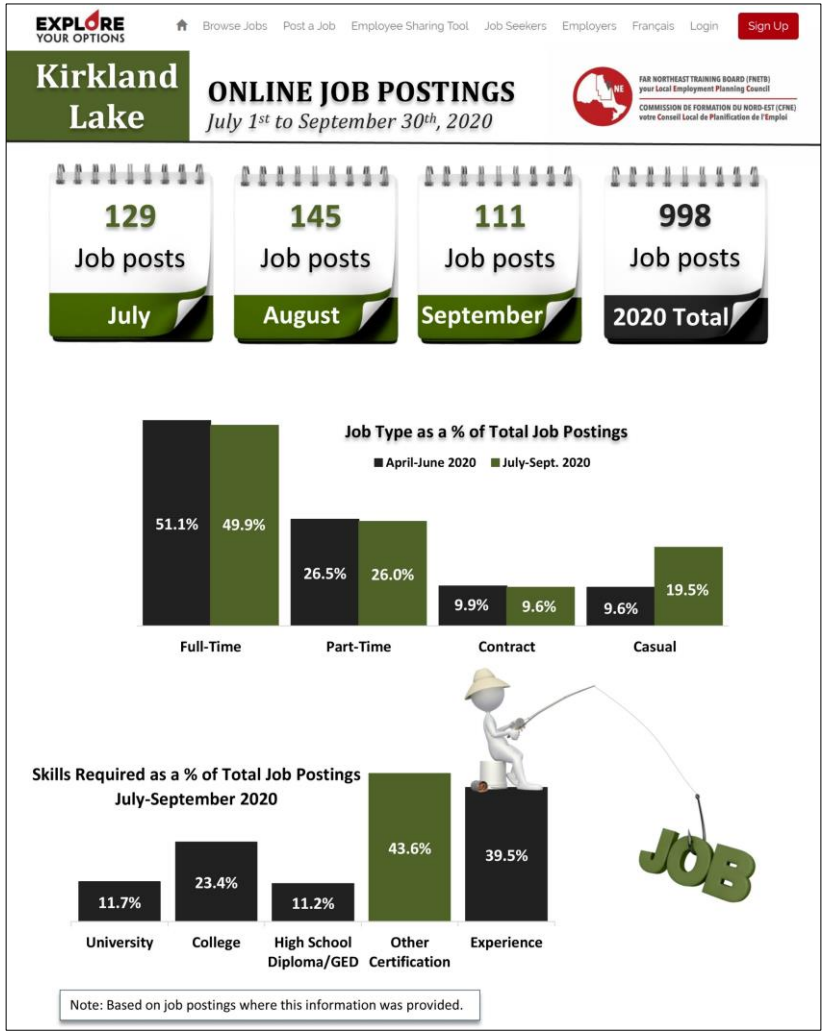
2020 – QUARTERLY POSTINGS BY OCCUPATION (1 DIGIT NOC)

Source: Local job portal (jobsinfarnortheast.com)



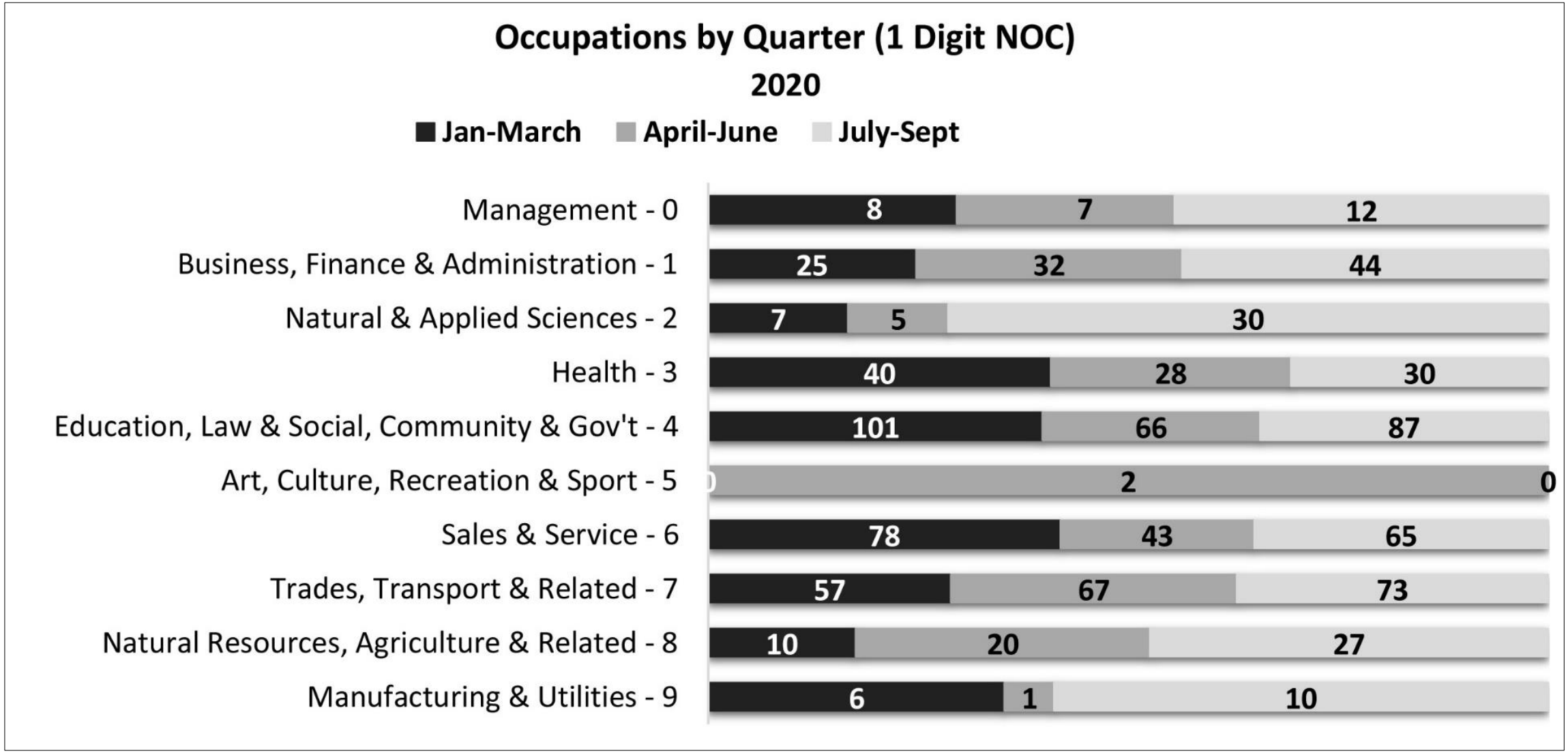






https://fnetb.com/wp-content/uploads/2020/10/Jobsinkirklandlake-3rd-Quarter-Report-2020.pdf

KIRKLAND LAKE



https://fnetb.com/wp-content/uploads/2020/10/Jobsinkirklandlake-3rd-Quarter-Report-2020.pdf

Could what this information reveals have an impact on businesses/employers, individuals, the community? What are those impacts?

Could what this information reveals influence the programs and services that you offer? How?

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