

# MAKING SENSE OF LABOUR MARKET INFORMATION

## Part 3 – CHAPLEAU Labour Market Supply



FAR NORTHEAST TRAINING BOARD (FNETB)  
your Local Employment Planning Council

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



FALL 2020

# HOW?

## MAKING SENSE OF LABOUR MARKET INFORMATION



FALL 2020



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### PART 1

## Introduction to Labour Market Information (LMI)

## MAKING SENSE OF LABOUR MARKET INFORMATION



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### PART 2

## Local Labour Market Demand

Where the jobs are

## MAKING SENSE OF LABOUR MARKET INFORMATION



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### PART 3

## Local Labour Market Supply

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

## MAKING SENSE OF LABOUR MARKET INFORMATION



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### PART 4

## Using LMI to Inform Planning

Aligning demand and supply



# WHAT?

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

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



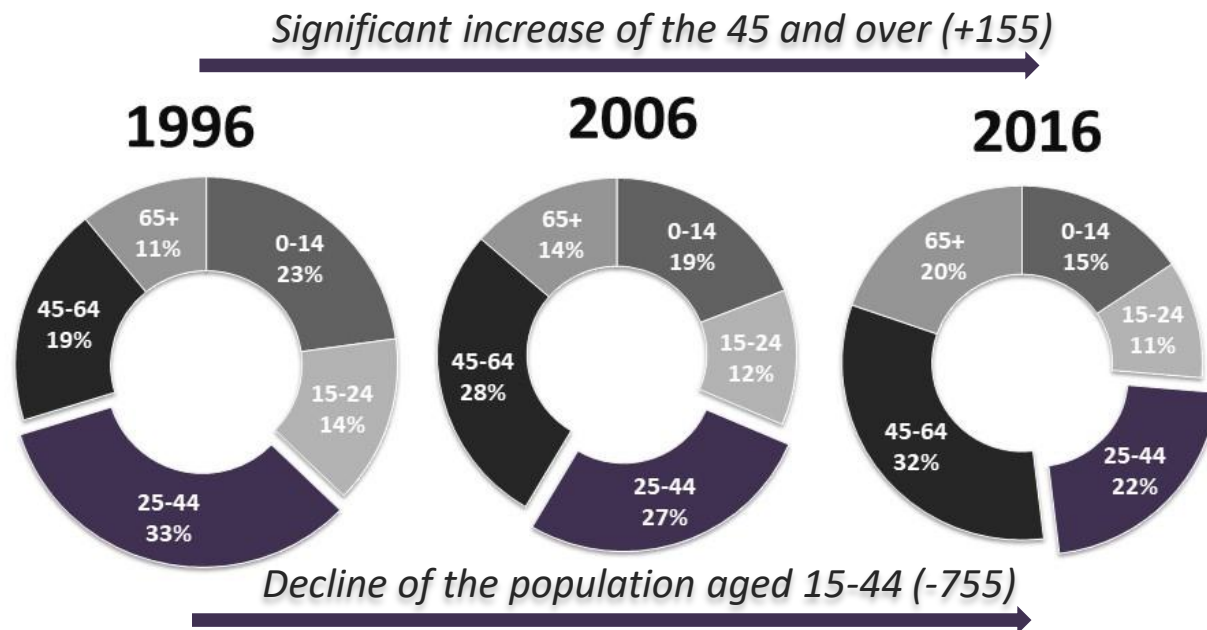
## INDICATORS:

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

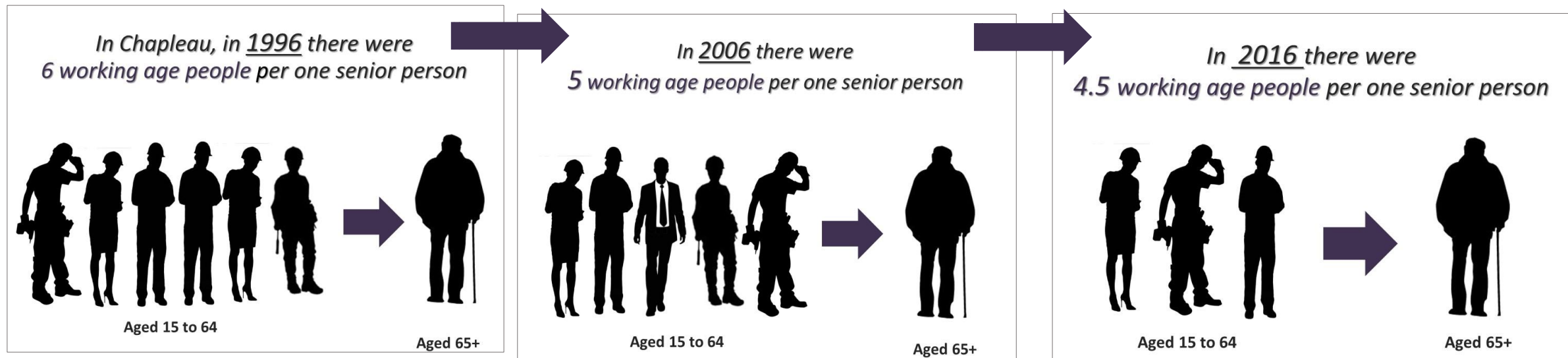
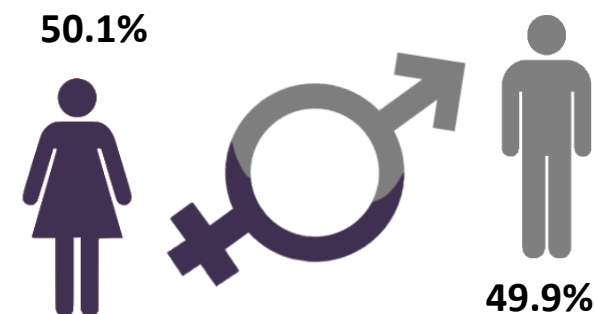
## OTHER DATA:

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

Total change  
1996-2016



Total population  
Chapleau, 2016  
**1,965**



Source: Statistics Canada, Census 1996, 2006 and 2016



*Note: Migration data is only available at the district level. This slide provides details on migration patterns for the **Sudbury District**.*

Age Group	2015-2016			2017-2018		
	In-migrants	Out-migrants	Net-migrants	In-migrants	Out-migrants	Net-migrants
0 to 17	250	284	-34	209	191	18
18 to 24	117	213	-96	103	148	-45
25 to 44	311	422	-111	294	290	4
45 to 64	316	289	27	288	220	68
65+ years	98	185	-87	116	142	-26
TOTAL	1,092	1,393	-301	1,010	991	19

The Sudbury District continued to face a net-migration in all age cohorts in 2015-2016, although the trend seemed to be changing between 2017-2018 .

To the Sudbury District from:

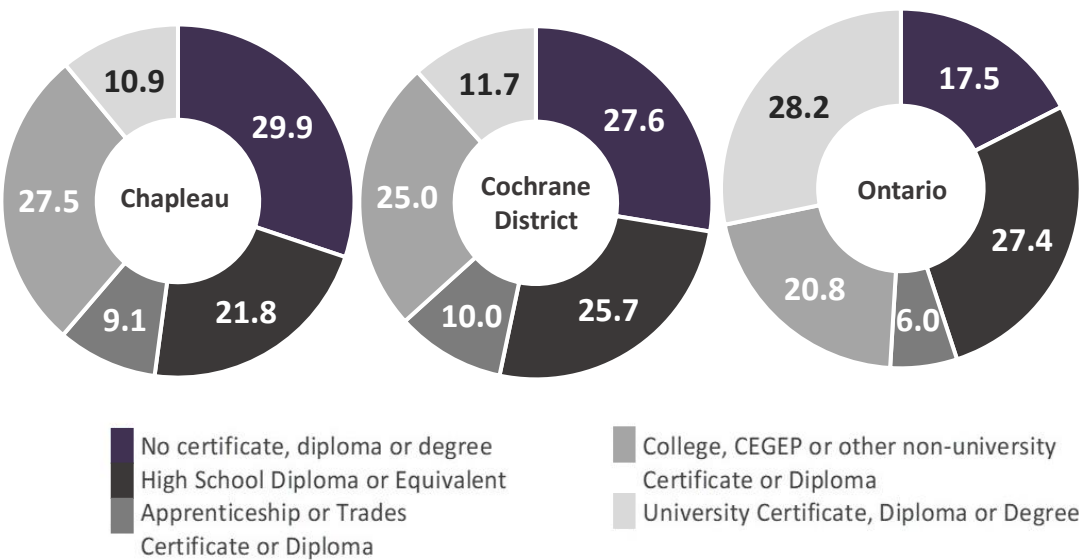
TOP 5 DISTRICTS OF ORGIN OF IN-MIGRANTS			
2015-2016		2017-2018	
Origin	Total	Origin	Total
Greater Sudbury	252	Greater Sudbury	436
Nipissing	200	Algoma	69
Ottawa	197	Nipissing	55
Timiskaming	111	Manitoulin	47
Toronto	127	Cochrane	43

From the Sudbury District to:

TOP 5 DISTRICTS OF ORGIN OF IN-MIGRANTS			
2015-2016		2017-2018	
Destination	Total	Destination	Total
Greater Sudbury	177	Greater Sudbury	453
Nipissing	105	Nipissing	89
Timiskaming	93	Algoma	80
Algoma	74	Toronto	36
Toronto	64	Manitoulin	33

A look at the origin (the districts that in-migrants come from) and the destination of out-migrants (the districts where they go to), the data seems to reveal a high rate of migration in and out of the of other Northern Ontario districts.

At the time of the 2016 Census, **29.9%** of the total population 15 and over in Chapleau had no certificate, diploma or degree compared to **17.5%** in Ontario.



↓ The percentage of the population in Chapleau with a University Certificate, Diploma or Degree was significantly lower than the province.

↑ The percentage of the population in Chapleau with an Apprenticeship or Trades Certificate or Diploma exceeds that of the province.

↑ Chapleau has a higher percentage of population with a College, CEGEP or other non-university Certificate or Diploma compared to the district and the province.

Change in Educational Attainment Levels, Chapleau  
2006 to 2016

15 - 24	25 - 44	45 - 64	65+	2006
53.4	20.1	30.7	72.2	No certificate, diploma or degree
25.9	27.6	17.3	3.7	High school or equivalent
0.0	8.2	19.7	7.4	Apprenticeship or trades certificate or diploma
17.2	25.3	22.8	7.4	College, CEGEP or other non-university
0.0	15.7	11.0	0.0	University certificate, diploma or degree
15 - 24	25 - 44	45 - 64	65+	2016
45.7	12.6	27.5	44.9	No certificate, diploma or degree
30.4	21.8	25.0	12.8	High school or equivalent
4.3	4.6	11.7	11.5	Apprenticeship or trades certificate or diploma
17.4	36.8	30.0	20.5	College, CEGEP or other non-university
6.5	24.1	6.7	11.5	University certificate, diploma or degree

↑ Between 2006 and 2016, the educational attainment levels of the population aged 15 and over improved overall.

↓ During that same period, it is important to note the decrease in the percentage of the population aged 25 and over with Apprenticeship or Trades certificate or diploma.

Labour Force Activity, by Age, 2016							
CHAPLEAU							
	Total 15+	15 to 24	25 to 34	35 to 44	45 to 54	55 to 64	65+
Participation rate	60.4	65.2	87.5	92.3	86.8	53.6	10.4
Employment rate	53.5	52.2	75.0	87.2	84.9	47.8	7.8
Unemployment rate	11.0	20.0	11.9	8.3	4.3	8.1	25.0
ONTARIO							
	Total 15+	15 to 24	25 to 34	35 to 44	45 to 54	55 to 64	65+
Participation rate	64.7	60.2	85.0	86.2	84.7	65.5	15.0
Employment rate	59.9	49.6	78.4	81.7	80.6	62.0	14.2
Unemployment rate	7.4	17.6	7.7	5.3	4.8	5.3	5.1

At the time of the 2016 Census, overall participation rates in Chapleau were similar to those of the province, with two notable exceptions:

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

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

Employment Rate, by Age, by Educational Attainment, Chapleau, 2016

	Total 15+	15 to 24	25 to 34	35 to 44	45 to 54	55 to 64	65+
No certificate, diploma or degree	32.3	40.0	50.0	100.0	62.5	41.7	5.6
High school or equivalent	55.6	50.0	66.7	42.9	82.4	42.9	22.2
Apprenticeship or trade certificate or diploma	53.3	0.0	0.0	100.0	71.4	57.1	0.0
College, CEGEP or other non-university	63.7	50.0	75.0	100.0	100.0	54.5	13.3
University certificate, diploma or degree	78.9	0.0	88.9	100.0	100.0	100.0	0.0

Source: Statistics Canada, 2016 National Household Survey

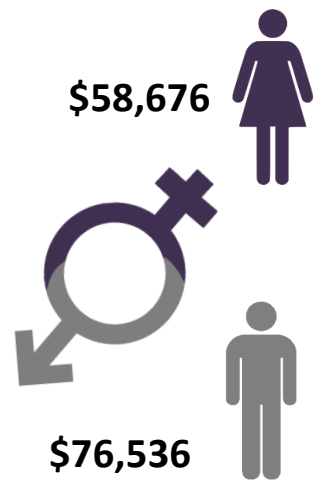
Chapleau, 2016



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

	CHAPLEAU		ONTARIO	
	Male	Female	Male	Female
0 – Management	-	-	79,282	65,907
1 – Business, finance and administration	-	52,057	59,732	50,223
2 – Natural and applied sciences and related	-	-	79,067	71,656
3 – Health	-	-	75,785	59,141
4 – Education, law and social, community and government	-	83,507	86,384	63,523
5 – Art, culture, recreation and sport	-	-	46,749	44,523
6 – Sales and service	-	-	41,043	31,752
7 – Trades, transport and equipment operators and related	65,793	-	53,652	40,268
8 – Natural resources, agriculture and related production	66,123	-	43,825	26,144
9 – Manufacturing and utilities	56,898	-	52,023	36,871

Ontario, 2016



Median Employment Income, By Educational Attainment, 2016

	CHAPLEAU	ONTARIO
No certificate, diploma or degree	51,035	38,570
High school or equivalent	53,510	44,625
Apprenticeship or trade certificate or diploma	68,789	54,122
College, CEGEP or other non-university	56,673	53,007
University certificate, diploma or degree	66,195	73,618

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



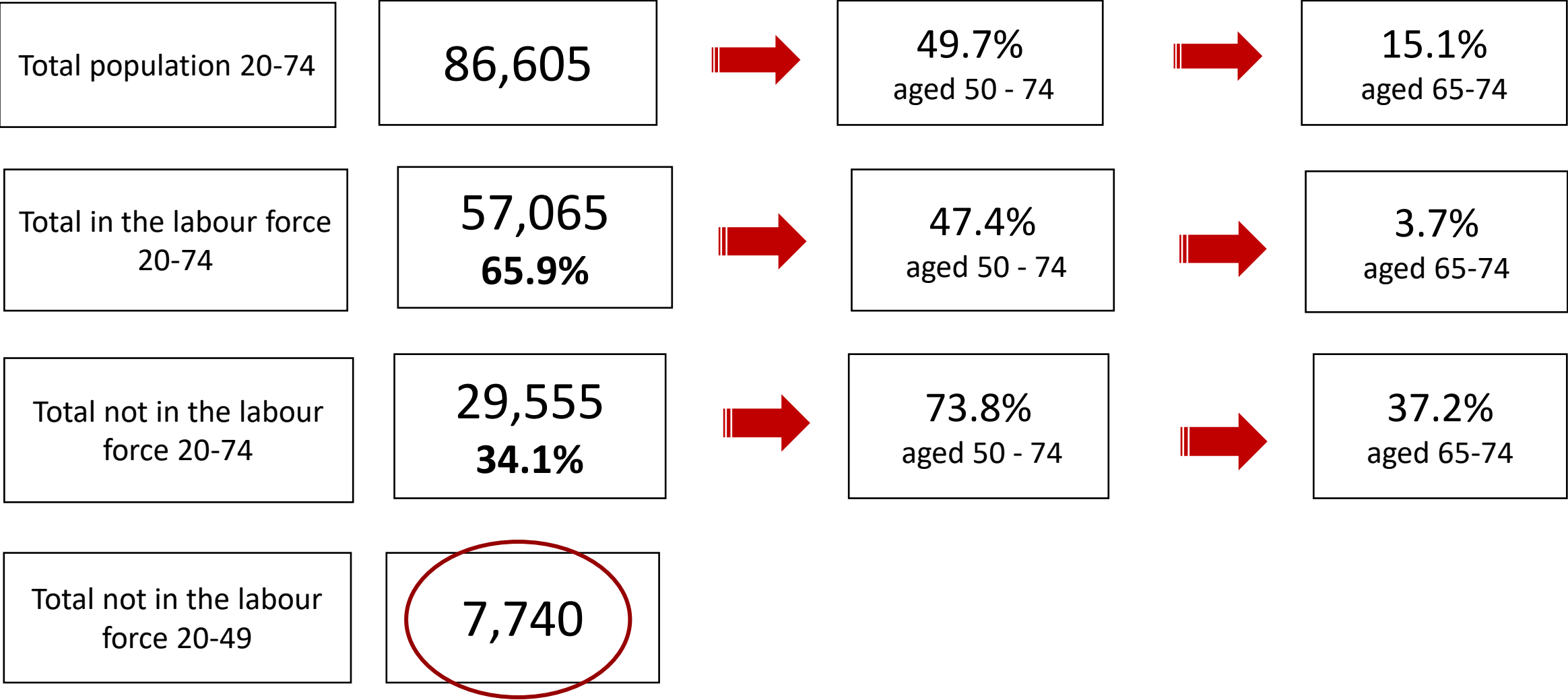


# **LABOUR MARKET SUPPLY**

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

**FNETB Region**

# FNETB REGION 2016



7,740  
Total not in the labour force 20-49

55.2%  
aged 20 - 34

44.8%  
aged 35 - 49

	Male		Female	
	#	%	#	%
Total	1775	100.0	2500	100.0
No certificate, degree or diploma	855	48.2	885	35.4
High school diploma or equivalent	530	29.8	950	38.0
Apprenticeship / Trades	140	7.9	90	3.6
College, CEGEP, other non-university	185	10.4	415	16.6
University – below bachelor	20	1.1	20	0.8
University – above bachelor	60	3.4	150	6.0

	Male		Female	
	#	%	#	%
Total	1470	100.0	1995	100.0
No certificate, degree or diploma	580	39.4	640	32.1
High school diploma or equivalent	430	29.2	595	29.8
Apprenticeship / Trades	150	10.2	125	6.3
College, CEGEP, other non-university	200	13.6	495	24.8
University – below bachelor	0	0.0	10	0.5
University – above bachelor	55	3.7	145	7.3

FNETB  
REGION

2016

2006

Total population 20-74

86,605

86,870



49.7%  
aged 50 - 74

41.9%  
aged 50 - 74



15.1%  
aged 65-74

11.9%  
aged 65-74

Total in the labour  
force 20-74

57,065  
65.9%

58,395  
67.2%



47.4%  
aged 50 - 74

28.3%  
aged 50 - 74



3.7%  
aged 65-74

1.6%  
aged 65-74

Total not in the  
labour force 20-74

29,555  
34.1%

28,460  
32.7%



73.8%  
aged 50 - 74

58.2%  
aged 50 - 74



37.2%  
aged 65-74

32.9%  
aged 65-74

Total not in the  
labour force 20-49

7,740

8,610

FNETB REGION
2016
2006

*Aboriginal identity refers to whether the person identified with the Aboriginal peoples of Canada. This includes those who are First Nations (North American Indian), Métis or Inuk (Inuit) and/or those who are Registered or Treaty Indians (that is, registered under the Indian Act of Canada), and/or those who have membership in a First Nation or Indian band.*

	Overall population	Aboriginal identity
Share of the total labour force aged 20-74		<div>15.0%</div> <div>9.5%</div>
Participation rate	<div>65.9%</div> <div>67.2%</div>	<div>62.8%</div> <div>63.8%</div>
Unemployment rate	<div>8.8%</div> <div>7.8%</div>	<div>15.0%</div> <div>18.1%</div>
Employment rate	<div>60.1%</div> <div>62.0%</div>	<div>53.6%</div> <div>51.7%</div>



**2016**

**2006**

***Persons with Activity Limitations:***  
*Experienced activity limitations imposed by a condition(s) or by long-term physical and/or mental health problem that has lasted or is expected to last 6 months or more. Those who reported such limitations "some of the time" or "all of the time" versus "never" were considered to have a participation and activity limitation.*

**Share of the total labour force  
aged 20-74**

**Overall  
population**

**Persons with  
activity  
limitations**

**25.0%**

**18.9%**

**Participation rate**

**65.9%**

**67.2%**

**63.6%**

**36.3%**

**Unemployment rate**

**8.8%**

**7.8%**

**9.6%**

**8.8%**

**Employment rate**

**60.1%**

**62.0%**

**57.7%**

**33.1%**

2016

2006

***Immigrants:** ‘Immigrants’ includes persons who are, or who have ever been, landed immigrants or permanent residents. Such persons who have been granted the right to live in Canada permanently by immigration authorities. Immigrants who have obtained Canadian citizenship by naturalization are included in this category.*

Share of the total labour force  
aged 20-74

FNETB Region  
Immigrant  
population

3.1%

3.8%

Ontario  
Immigrant  
population

33.9%

33.6%

Participation rate

62.3%

53.0%

68.7%

69.5%

Unemployment rate

4.1%

5.2%

7.0%

6.4%

Employment rate

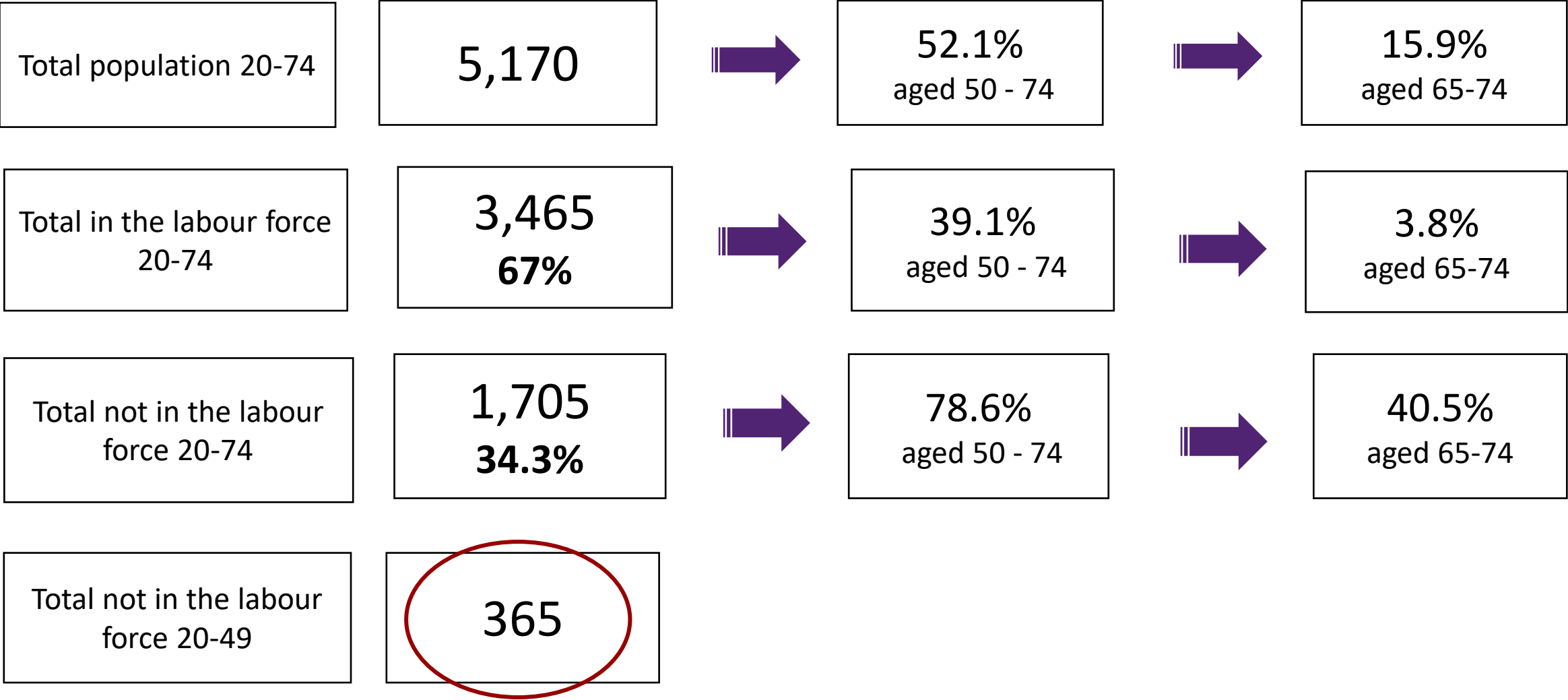
57.7%

49.3%

63.9%

65.1%

# SUPERIOR EAST 2016



**SUPERIOR  
EAST**

**2016**

**2006**

Total population  
20-74

5,170

5,905



52.1%  
aged 50 - 74

44.2%  
aged 50 - 74



15.9%  
aged 65-74

10.2%  
aged 65-74

Total in the labour  
force 20-74

3,465  
67%

4,290  
72.6%



39.1%  
aged 50 - 74

28%  
aged 50 - 74



3.38%  
aged 65-74

1.5%  
aged 65-74

Total not in the  
labour force 20-74

1,705  
33%

1,605  
27.2%



78.6%  
aged 50 - 74

67.9%  
aged 50 - 74



40.5%  
aged 65-74

29.3%  
aged 65-74

Total not in the  
labour force 20-49

365

515



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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your **Local Employment Planning Council**

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

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