

MAKING SENSE OF LABOUR MARKET INFORMATION

**Part 3 – NORD-ASKI
Labour Market Supply**

FALL 2020



HOW W?

MAKING SENSE OF LABOUR MARKET INFORMATION



FALL 2020



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



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

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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



FALL 2020



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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



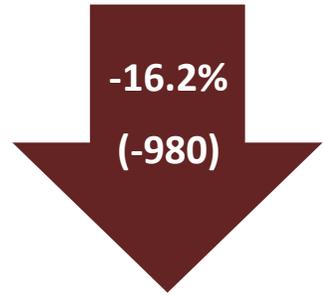
INDICATORS:

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

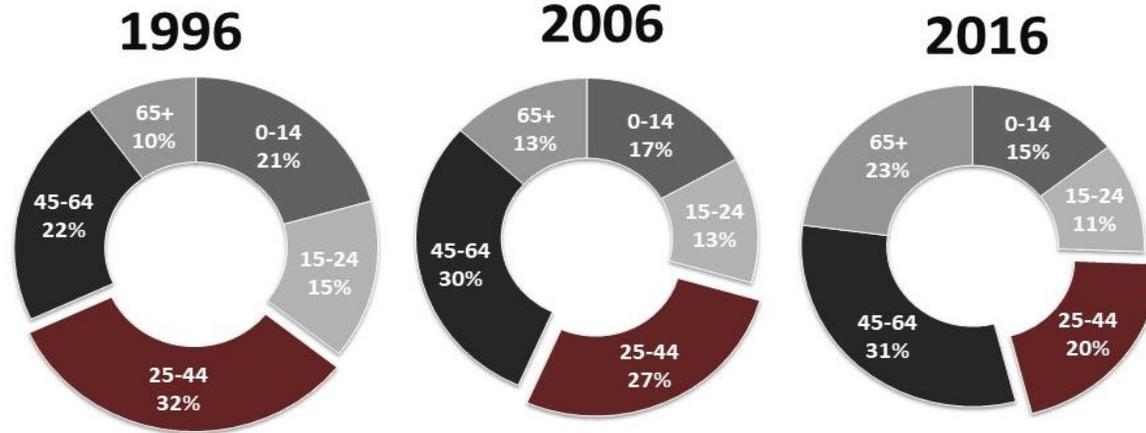
OTHER DATA:

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

Total change
1996-2016



Significant increase of the 45 and over (+835)



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

Total population
Hearst, 2016
5,070



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



Aged 15 to 64

Aged 65+

In 2006 there were
5 working age people per one senior person



Aged 15 to 64

Aged 65+

In 2016 there were
3 working age people per one senior person



Aged 15 to 64

Aged 65+

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

Age Group	2015-2016			2017-2018		
	In-migrants	Out-migrants	Net-migrants	In-migrants	Out-migrants	Net-migrants
0 to 17	375	478	-103	359	431	-72
18 to 24	236	377	-141	20	346	-144
25 to 44	611	756	-145	593	747	-154
45 to 64	265	462	-197	314	422	-108
65+ years	98	219	-121	125	200	-75
TOTAL	1,585	2,292	-707	1,593	2,146	-553

The Cochrane District continues to face a net-migration in all age cohorts.

To the Cochrane District from:

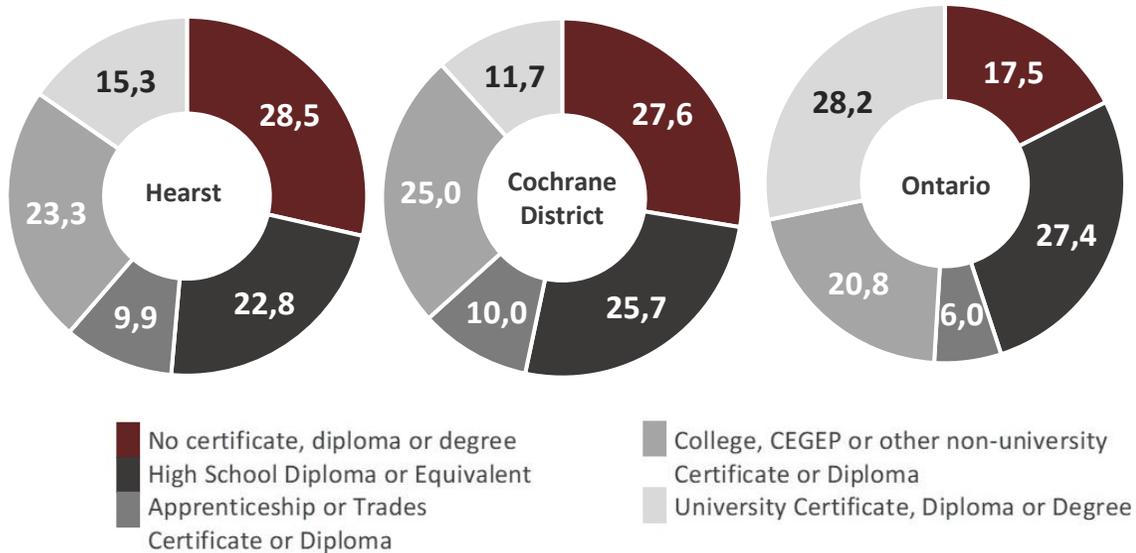
TOP 5 DISTRICTS OF ORGIN OF IN-MIGRANTS			
2015-2016		2017-2018	
Origin	Total	Origin	Total
Greater Sudbury	252	Greater Sudbury	151
Nipissing	200	Nipissing	120
Ottawa	197	Timiskaming	101
Timiskaming	111	Kenora	95
Toronto	127	Simcoe	77

From the Cochrane District to:

TOP 5 DISTRICTS OF ORGIN OF IN-MIGRANTS			
2015-2016		2017-2018	
Destination	Total	Destination	Total
Greater Sudbury	177	Greater Sudbury	228
Nipissing	105	Nipissing	212
Timiskaming	93	Ottawa	162
Algoma	74	Timiskaming	114
Toronto	64	Toronto	91

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

At the time of the 2016 Census, **28.5%** of the total population 15 and over in Hearst had no certificate, diploma or degree compared to **17.5%** in Ontario.



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

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

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

Change in Educational Attainment Levels, Hearst 2006 to 2016

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

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

↓ During that same period, it is important to note the decrease in the percentage of the population aged 25-44 with Apprenticeship or Trades certificate or diploma.

Labour Force Activity, by Age, 2016

HEARST							
	Total 15+	15 to 24	25 to 34	35 to 44	45 to 54	55 to 64	65+
Participation rate	61.4	81.0	82.1	93.5	84.6	60.4	8.9
Employment rate	58.4	73.3	79.8	90.3	81.2	59.7	6.5
Unemployment rate	5.2	9.6	2.9	2.6	2.4	0.0	26.3
ONTARIO							
	Total 15+	15 to 24	25 to 34	35 to 44	45 to 54	55 to 64	65+
Participation rate	64.7	60.2	85.0	86.2	84.7	65.5	15.0
Employment rate	59.9	49.6	78.4	81.7	80.6	62.0	14.2
Unemployment rate	7.4	17.6	7.7	5.3	4.8	5.3	5.1

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

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

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

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

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

Source: Statistics Canada, 2016 National Household Survey

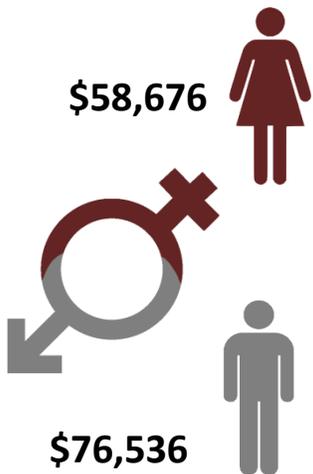
Hearst, 2016



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

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

Ontario, 2016



Median Employment Income, By Educational Attainment, 2016

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

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

Source: Statistics Canada, 2016 National Household Survey



LABOUR MARKET SUPPLY

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

FNETB Region

FNETB REGION 2016

Total population 20-74

86,605



49.7%
aged 50 - 74



15.1%
aged 65-74

Total in the labour force
20-74

57,065
65.9%



47.4%
aged 50 - 74



3.7%
aged 65-74

Total not in the labour
force 20-74

29,555
34.1%



73.8%
aged 50 - 74



37.2%
aged 65-74

Total not in the labour
force 20-49

7,740

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

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 style="border: 1px solid black; padding: 5px;"> <div style="border: 1px solid black; padding: 2px; text-align: center;">15.0%</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">9.5%</div> </div>
Participation rate	<div style="border: 1px solid black; padding: 5px;"> <div style="border: 1px solid black; padding: 2px; text-align: center;">65.9%</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">67.2%</div> </div>	<div style="border: 1px solid black; padding: 5px;"> <div style="border: 1px solid black; padding: 2px; text-align: center;">62.8%</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">63.8%</div> </div>
Unemployment rate	<div style="border: 1px solid black; padding: 5px;"> <div style="border: 1px solid black; padding: 2px; text-align: center;">8.8%</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">7.8%</div> </div>	<div style="border: 1px solid black; padding: 5px;"> <div style="border: 1px solid black; padding: 2px; text-align: center;">15.0%</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">18.1%</div> </div>
Employment rate	<div style="border: 1px solid black; padding: 5px;"> <div style="border: 1px solid black; padding: 2px; text-align: center;">60.1%</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">62.0%</div> </div>	<div style="border: 1px solid black; padding: 5px;"> <div style="border: 1px solid black; padding: 2px; text-align: center;">53.6%</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">51.7%</div> </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%

**FNETB
REGION**

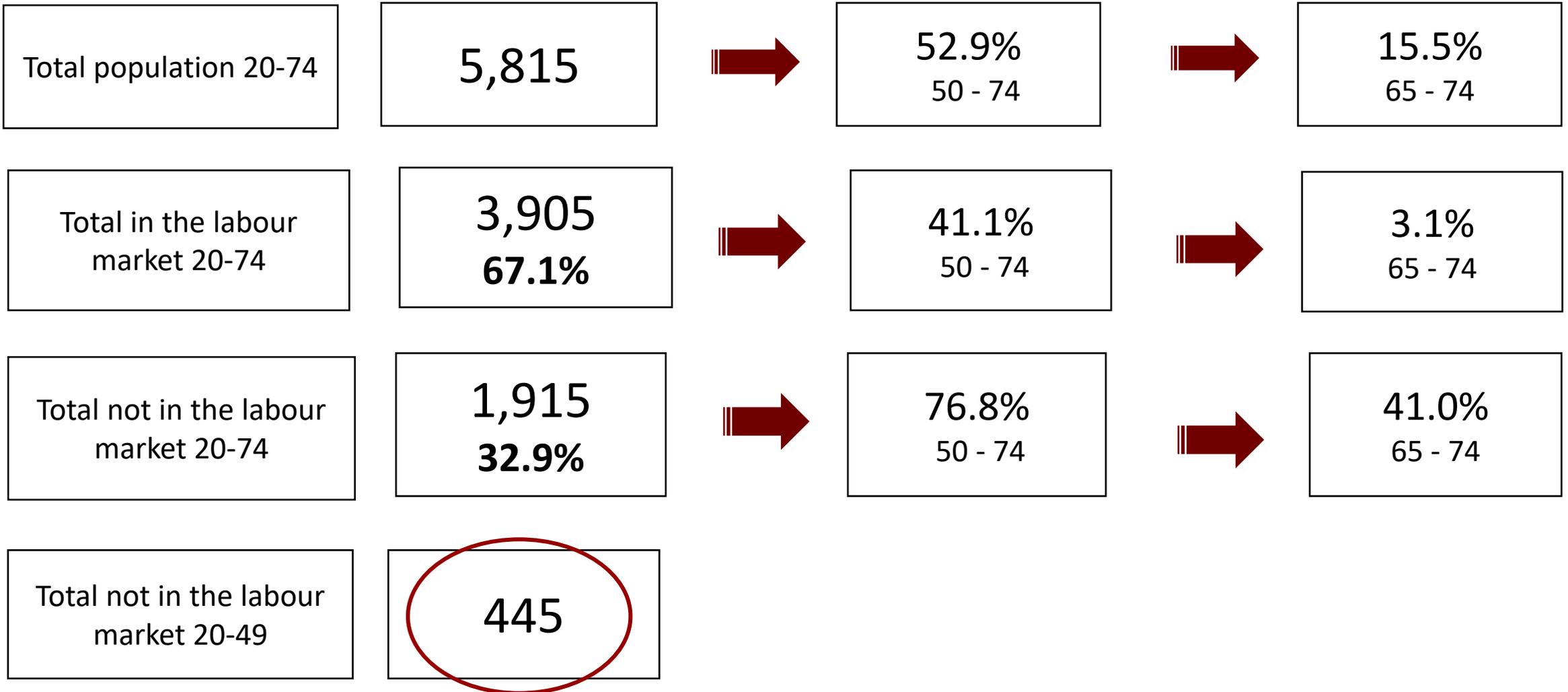
2016

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.

	FNETB Region Immigrant population	Ontario Immigrant population
Share of the total labour force aged 20-74	3.1% 3.8%	33.9% 33.6%
Participation rate	62.3% 53.0%	68.7% 69.5%
Unemployment rate	4.1% 5.2%	7.0% 6.4%
Employment rate	57.7% 49.3%	63.9% 65.1%

NORD-ASKI REGION 2016



NORD-ASKI REGION 2016

445
Not in the labour market
aged 20 to 49

49.4%
20 - 34

50.6%
35 - 49

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

	#	%
Total	225	100,0
No certificate, degree or diploma	70	31,1
High school diploma or equivalent	75	33,3
Apprenticeship / Trades	35	15,5
College, CEGEP, other non-university	50	22,2
University – below bachelor	0	0
University – above bachelor	0	0

NORD-ASKI

2016

2006

Total population 20-74	5,815	53.2% 50 - 74	17.3% 65-74
	6,490	36.2% 50 - 74	9.4% 65-74
Total in the labour market 20-74	3,905 67.1%	39.9% 50 - 74	4.5% 65-74
	4,590 70.7%	23.2% 50 - 74	0.8% 65-74
Total not in the labour market 20-74	1,915 32.9%	75.2% 50 - 74	38.6% 65-74
	1,910 29.4%	68.6% 50 - 74	30.7% 65-74
Total not in the labour market 20-49	445		
	600		



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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800-530-9176 or 705-362-5788

julie_joncas@ntl.sympatico.ca

www.fnetb.com

