

MAKING SENSE OF LABOUR MARKET INFORMATION

Part 3 – TIMMINS 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



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PART 1

Introduction to Labour Market Information (LMI)



FAR NORTHEAST TRAINING BOARD (FNTEB)
your Local Employment Planning Council
COMMISSION DE FORMATION DU NORD-EST (CFNE)
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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.



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your Local Employment Planning Council
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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

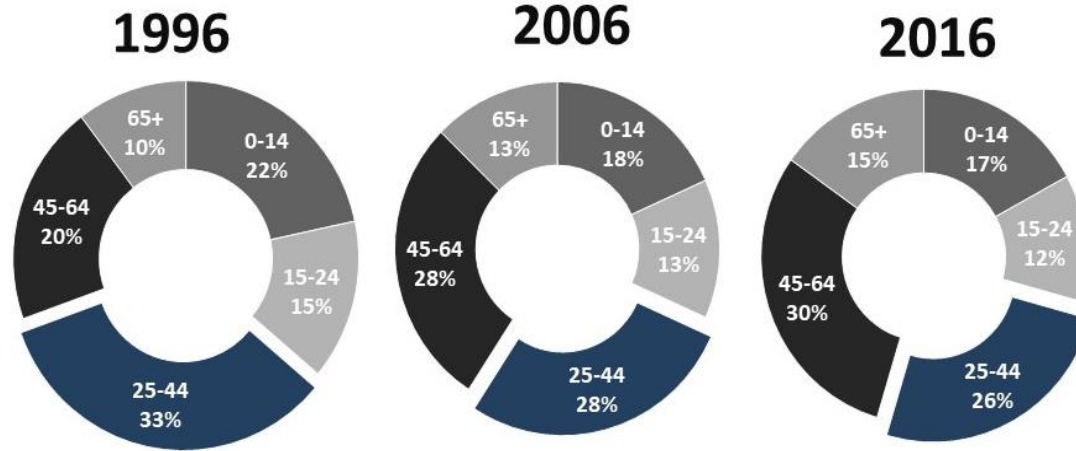
OTHER DATA:

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

Total change
1996-2016



Significant increase of the 45 and over (+4,465)



Decline of the population aged 15-44 (-7,050)

Total population
Timmins, 2016
41,785



In Timmins, in 1996 there were
6.5 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
4.5 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:

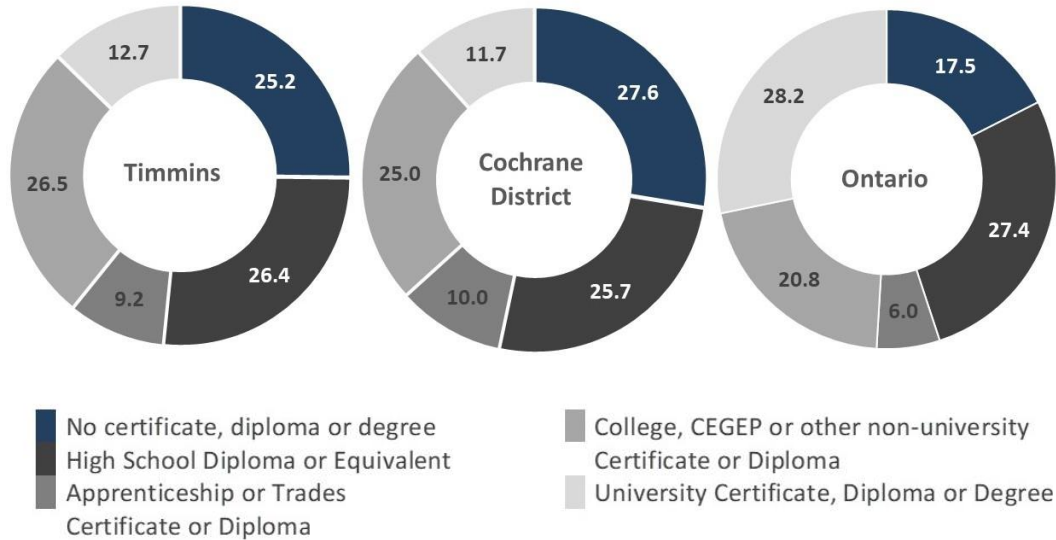
TOP 5 DISTRICTS OF ORGIN OF IN-MIGRANTS			
2015-2016		2017-2018	
Origin	Total	Origin	Total
Greater Sudbury	252	Greater Sudbury	151
Nipissing	200	Nipissing	120
Ottawa	197	Timiskaming	101
Timiskaming	111	Kenora	95
Toronto	127	Simcoe	77

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, **25.2%** of the total population 15 and over in Timmins had no certificate, diploma or degree compared to **17.5%** in Ontario.



Change in Educational Attainment Levels, Timmins 2006 to 2016

15 - 24	25 - 44	45 - 64	65+	2006	
46.3	15.7	39.5	58.9	No certificate, diploma or degree	
33.3	26.1	22.6	15.6	High school or equivalent	
2.4	12.0	14.4	12.0	Apprenticeship or trades certificate or diploma	
13.3	32.5	21.3	7.2	College, CEGEP or other non-university	
4.5	13.8	12.7	6.4	University certificate, diploma or degree	
15 - 24	25 - 44	45 - 64	65+	2016	
44.0	11.4	19.5	45.4	No certificate, diploma or degree	
35.7	23.9	27.8	19.9	High school or equivalent	
3.0	10.0	11.1	11.8	Apprenticeship or trades certificate or diploma	
12.9	36.1	29.5	12.8	College, CEGEP or other non-university	
4.5	18.5	12.2	10.1	University certificate, diploma or degree	

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

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

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

↑ 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

TIMMINS							
	Total 15+	15 to 24	25 to 34	35 to 44	45 to 54	55 to 64	65+
Participation rate	91.6	85.3	94.7	97.5	96.7	88.8	68.6
Employment rate	85.6	73.1	88.1	93.1	92.9	84.1	66.0
Unemployment rate	6.6	14.4	7.0	4.4	3.9	5.2	3.8
ONTARIO							
	Total 15+	15 to 24	25 to 34	35 to 44	45 to 54	55 to 64	65+
Participation rate	92.0	83.2	94.8	96.6	96.8	91.4	74.3
Employment rate	87.2	72.9	89.5	93.1	93.7	88.0	71.8
Unemployment rate	5.1	12.4	5.6	3.6	3.3	3.7	3.4

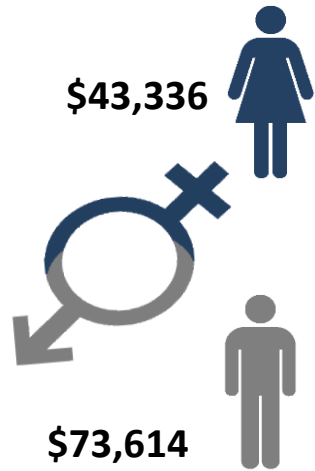
At the time of the 2016 Census, overall participation rates in Timmins were similar to those of the province, with two notable exceptions:

- participation rates for the 15 to 24 age cohort were higher in Timmins 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, Timmins, 2016	Total 15+	15 to 24	25 to 34	35 to 44	45 to 54	55 to 64	65+
No certificate, diploma or degree	34.9	44.9	47.4	49.5	57.6	42.9	7.6
High school or equivalent	62.7	66.2	70.0	80.4	81.7	55.8	13.0
Apprenticeship or trade certificate or diploma	61.8	77.4	76.0	84.9	80.3	64.8	14.3
College, CEGEP or other non-university	74.5	78.8	85.5	88.5	84.7	54.9	17.8
University certificate, diploma or degree	74.1	75.6	86.2	91.3	92.1	58.5	19.2

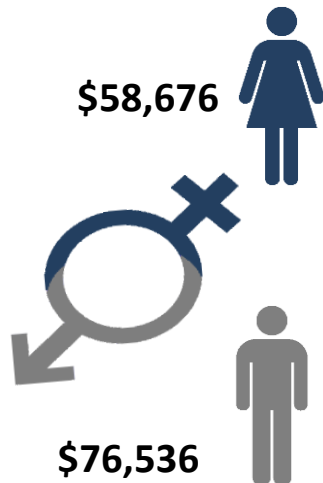
Timmins, 2016



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

	TIMMINS		ONTARIO	
	Male	Female	Male	Female
0 - Management	83,792	47,587	109,951	80,603
1 – Business, finance and administrative	61,196	46,901	86,421	56,745
2 – Natural and applied sciences	83,853	69,862	86,453	74,628
3 - Health	77,114	59,946	92,795	64,598
4 – Education, law and social, community and government	90,069	57,510	97,195	67,011
5 – Art, culture, recreation and sport	-	29,996	53,491	48,699
6 – Sales	40,906	27,800	53,503	38,142
7 – Trades, transport and equipment operator and related	66,878	54,820	56,815	44,563
8 – Natural resources, agriculture and related production	105,417	-	52,497	29,205
9 – Manufacturing and utilities	71,464	-	58,732	41,136

Ontario, 2016



The data reveals a significant difference in the median employment income between males and females both in Timmins as well as in the province.

Median Employment Income, By Educational Attainment, 2016

	TIMMINS	ONTARIO
No certificate, diploma or degree	43,519	38,579
High school or equivalent	47,936	44,625
Apprenticeship or trade certificate or diploma	67,205	54,122
College, CEGEP or other non-university	58,903	53,007
University certificate, diploma or degree	85,441	73,618

The table above 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

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

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.

Share of the total labour force aged 20-74

Overall population

Aboriginal identity

15.0%

9.5%

Participation rate

65.9%

62.8%

67.2%

63.8%

Unemployment rate

8.8%

15.0%

7.8%

18.1%

Employment rate

60.1%

53.6%

62.0%

51.7%

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.

Share of the total labour force aged 20-74

**FNETB Region
Immigrant
population**

**Ontario
Immigrant
population**

3.1%

33.9%

3.8%

33.6%

Participation rate

62.3%

68.7%

53.0%

69.5%

Unemployment rate

4.1%

7.0%

5.2%

6.4%

Employment rate

57.7%

63.9%

49.3%

65.1%

TIMMINS 2016

Total population 20-74

30,085



46.2%
aged 50 - 74



12.9%
aged 65-74

Total in the labour force
20-74

21,055
70.0%



34.8%
aged 50 - 74



3.3%
aged 65-74

Total not in the labour
force 20-74

9,040
30.0%



72.8%
aged 50 - 74



35.1%
aged 65-74

Total not in the labour
force 20-49

2,460

2,460
Total not in the labour force 20-49

53.9%
aged 20 - 34

46.1%
aged 35 - 49

	#	%
Total	1,325	100.0
No certificate, degree or diploma	420	31.7
High school diploma or equivalent	485	36.7
Apprenticeship / Trades	60	4.5
College, CEGEP, other non-university	245	18.5
University – below bachelor	10	0.8
University – above bachelor	100	7.5

	#	%
Total	1,135	100.0
No certificate, degree or diploma	420	37.0
High school diploma or equivalent	310	27.3
Apprenticeship / Trades	65	5.7
College, CEGEP, other non-university	250	22.0
University – below bachelor	20	1.8
University – above bachelor	85	7.5

TIMMINS

2016

2006

Total population
20-74

30,085

29,930



46.2%
aged 50 - 74

38.3%
aged 50 - 74



12.9%
aged 65-74

10.1%
aged 65-74

Total in the labour
force 20-74

21,055
70.0%

21,015
70.2%



34.8%
aged 50 - 74

25.8%
aged 50 - 74



3.3%
aged 65-74

1.1%
aged 65-74

Total not in the
labour force 20-74

9,040
30.0%

8,915
29.8%



72.8%
aged 50 - 74

67.5%
aged 50 - 74



35.1%
aged 65-74

31.2%
aged 65-74

Total not in the
labour force 20-49

2,460

2,895

TIMMINS

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		11% 8%
Participation rate	70.0% 70.2%	66.5% 68.8%
Unemployment rate	7.4% 5.9%	12.0% 16.6%
Employment rate	64.8% 66.1%	59.1% 57.2%

TIMMINS

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.

	Overall population	Persons with activity limitations
Share of the total labour force aged 20-74		26% 19%
Participation rate	70.0% 70.2%	67.9% 37.7%
Unemployment rate	7.4% 5.9%	7.8% 4.3%
Employment rate	64.8% 66.1%	62.3% 35.8%



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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