WORKING TOGETHER

A Local Labour Market Plan for the Far Northeast Training Board (FNETB) Region

FEBRUARY 2022

FAR NORTHEAST TRAINING BOARD (FNETB)
your local labour market planning network

COMMISSION DE FORMATION DU NORD-EST (CFNE)
votre réseau local de planification du marché du travail

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1425 Front Street, P.O. Box: 2198 Hearst ON P0L 1N0
Phone: 705.362.5788 or 800.530.9176
www.fnetb.com

Ontario

OUR MISSION

To *promote the effective planning of training and workforce development programs and services so that qualified workers are available to meet the needs of the local labour market.*

We strive to achieve that mission through communication, collaboration and coordination.

COMMUNICATION

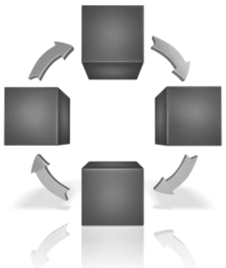
Collect, analyze and disseminate labour market information to highlight key local labour market conditions, opportunities and priorities.

COLLABORATION

Facilitate local partnerships between community organizations, business, and institutions to identify and implement actions to address local labour market issues of common interest.

COORDINATION

Encourage joint efforts for the promotion of a more seamless delivery of employment, training programs to ensure maximum intake of those programs, and efficient use of the available resources.



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WORKING TOGETHER

A Local Labour Market Plan for the Far Northeast Training Board (FNETB) Region

INTRODUCTION

This report highlights key challenges, opportunities and priorities at the regional level. *Working Together: A Local Labour Market Plan for the Far Northeast Training Board Region* is intended to be a local roadmap for our organization and for local labour market stakeholders who year over year collaborate to identify and implement local initiatives that will lead to:

- better LMI
- more coordinated, relevant, and responsive employment and training services
- an increased employer engagement in local labour market planning
- an inclusive and diverse workforce
- the attraction and retention of skilled workers to meet local labour market demand.

Working Together: A Local Labour Market Plan for the Far Northeast Training Board (FNETB) Region was developed using local labour market indicator data and input from a range of stakeholders including local employers, service providers, education and training institutions, and government and community leaders.

ACKNOWLEDGMENT

The Far Northeast Training Board (FNETB) would like to thank the local employers, service providers, education and training institutions, and government and community leaders for their input and contribution to the production of this report.

EXECUTIVE SUMMARY

The last year has required that we continue to adjust to the circumstances and limitations imposed by the COVID pandemic. As such it has again proven to be a challenging year, particularly for community outreach. Although the virtual world does allow us to outreach and consult with the various stakeholders to collect community knowledge and intelligence, it sometimes limits the level of interaction and brainstorming required to identify and to fully discuss local solutions to address the local labour market challenges.

As we look forward to an eventual return to some sense of normalcy and to possibly resuming in-person interaction with local stakeholders, we are also looking forward to a process that will remain somewhat different in the coming months. We expect a post pandemic transition period during which community outreach will likely transform into a hybrid model, a mix of in-person and virtual networking.

For the most part of 2021, local employers and stakeholders remained focused on offering their products and services while navigating the safety measures which were lifted and reinstated on a few occasions during the year. All the while also having to cope with a significant shortage of workers.

As a result, 2021 has been another year of uncertainty and adjustment for employers, for job seekers, and for service providers. This second year of having to cope with the pandemic has created an environment of overall anxiety and fatigue.

This generalized sentiment makes it more difficult for local stakeholders (employers, service providers, and stakeholders), to commit the time and the energy required to participate in surveys and consultation when their immediate priority is to ensure the survival of their business or organization and the well-being of their team.

Nonetheless, we were able to reach out on a smaller scale and in a more focused approach to ensure that the content of this report presents an accurate reflection of the local labour market condition across the region.

The following are some of the highlights based on this year's data analysis:

Number of businesses:

- Given the current situation, we chose to look at the number of businesses in December 2019, just before the pandemic began, and December 2021, which is the most current data available.
- The Cochrane District experienced losses in all business sizes showing an overall difference of -105 businesses in December 2021 compared to December 2019.
- Data for the Timiskaming District shows that the total number of businesses was lower by -92 in December 2021 compared to December 2019.
- The data shows that businesses with no employees and small businesses are those that experienced most of the business losses compared to Ontario where losses were higher in the larger sized businesses.

Employment by industry:

- Statistics Canada's Labour Force Survey data reveals an overall increase in employment between January 2021 and January 2022 in both the Goods-producing Industries and the Services-producing industries.
- Health care and social assistance, Wholesale and retail trade and, Manufacturing show a significant decrease in the employment numbers between January 2021 and January 2022.
- During that same period, Educational services, Information, culture and recreation, and Forestry, fishing, mining, oil and gas show higher employment numbers.

Employment by occupation:

- Statistics Canada's Labour Force Survey data reveals similar significant changes to employment by occupational categories in the Northeastern Ontario between between January 2021 and January 2022.
- All occupational categories show variations in the employment numbers since January 2020. Those variations could be attributed in part to the health measures and closure caused by the pandemic. They likely also reflect other factors such as retirements and workforce shortages.
- The FNETB's Labour Market Forecast for 2016-2036 indicates an increase in the number of retirements starting in 2021 as the last wave of the baby-boomers exit the labour force.
- A combination of COVID related challenges and an aging workforce adds pressure on an already tight labour market across the region.

Migration:

- In the Cochrane District, while the net migration is decreasing over time, the region is still facing a significant out-migration of its population.
- The Timiskaming District on the other hand is seeing an increased in-migration and consequently a positive net migration.
- The Cochrane District continues to experience a significant out-migration particularly in the 25 to 44 and the 45 and older.
- The Timiskaming District on the other hand is seeing an increased in-migration in those same age cohorts.
- A look at the origin and destination data indicates that migrants to and from Cochrane and Timiskaming District largely come from other districts within the Northern Ontario region.
- Knowing the origin and destination of migrants who leave or come to the region could help inform local attraction and retention strategies.

Population:

- Statistics Canada's 2021 Census Data reveals that population in the Cochrane District overall decreased by -2.2%.
- The communities in the Cochrane District with the most significant population increases are First Nation communities: Peawanuck (26.7%), Constance Lake First Nation (25.6%), and Attawapiskat (5.7%)
- The communities with the most significant population decrease are: Mattice-Val Côté (-16.4%), Fauquier-Strickland (-12.9), and Factory Island (-11.8%).
- Based on Statistics Canada's 2021 Census Data the population in the Timiskaming District overall decreased by -2.6%.
- In the Timiskaming District, population increases are observed mostly in some of the outlying communities and townships such as: Matachewan (19.1%), Latchford (13.4%), and Evanturel (11.8%)
- The larger municipalities and towns on the other hand all experienced population decreases: Cobalt (-12.3%), Temiskaming Shores (-2.9%), and Kirkland Lake (-2.9).

Highlights based on this year's outreach to employers and stakeholders include:

Challenges identified by employers:

- Finding and keeping employees is by far the number one challenge identified by local employers. The pandemic has exacerbated the current shortage of skilled workers. In a region that is already facing an increasing number of retirements due to the aging population. Anecdotally we hear that the pandemic has precipitated some of those retirements with workers deciding to leave the labour market sooner than they had planned rather than put themselves and their families at risk while working during the current health crisis.

- Because of the current situation, some workers who were unable to work due to the closure of their place of work during the lockdowns chose to pursue other career opportunities. Additionally, today's workforce is a lot more mobile and inclined to move from job to job than previous generations which further adds to the increasing employee turn-over rates and workforce retention challenges.

- More and more it is becoming a job seeker's market where skilled workers can and do move around a lot more than they did in the past. Consequently, competition for workers across and within all industries and all communities is identified as a key challenge by local employers. Some smaller businesses indicate that they are at a disadvantage because they are not able to offer the same level of hiring incentives that are being offered by some of the larger companies (ex. signing bonus, extra vacation, increased wages, flexible/modified work schedules, etc).

- Employers also indicate that clients sometimes take out their irritation and frustration about the safety measures on employees who are only doing their job by requesting that those safety measures be respected. As a result, employers express concern for the well being and mental health for their employees.

- Businesses where proof of vaccination is required indicate that it is putting additional pressure on them and on their employees. Having to ask customers for proof of immunization is sometimes greeted with anger by customers adding to an already stressful environment for all involved as stated above.

- Most employers consulted talk about delays, shortages, and increased costs of good and supplies which not only has an impact on their ability to meet the clients needs, but also adds to clients' frustration which they sometimes take out on employees, again adding to a situation that is already stressful.

- The increased cost of insurance is also top of mind for many business owners.

- Some businesses also mention the impact that COVID had on how people shop. Many customers have turned to online shopping and small businesses are now having to find innovative ways to ‘regain’ those customers and encourage them to come back to their store front location. Some state that failure to do so could mean that they might have to close shop.

- Small business owners, particularly those in the home décor, gift shop types of businesses expressed concern over the increasing competition from virtual or home-based businesses. They point to an increase in the number of people who sell home-made gifts, food, crafts, etc on Facebook or other media which they perceive as unfair competition since those home-based businesses do not have to pay rent, business taxes, employees, etc.

- Overall, the challenges noted above are leading to a collective state of fatigue. The impact of the last two years since the beginning of the pandemic is taking its toll on business, on employees and on customers which in turn is impacting everyone’s morale and perceptions.

Opportunities identified by employers:

- Although not all businesses have the capacity and resources to promote and offer their services and products online, many nonetheless indicate that they need to make better and more regular use of technology (website, social media).

- Besides the use of technology as stated above, some of the employers consulted indicate that there is an opportunity for them to rethink and restructure how they serve their clients (remotely, allowing employees to work from home, hybrid models with rotating in-person and remote work, etc).

- When asked about the opportunities that they see for their business in the future, most reply that they need to continue to focus on getting through the recovery, not give up, think positive, and think about what awaits after COVID and its restrictions.

- Employers also indicate that they recognize the importance of diversity in the workforce and to expanding their recruitment efforts to be more inclusive by increasing opportunities for Indigenous people, persons with disabilities, immigrants and newcomers.

What we heard from service providers:

Over the course of the last year, local service providers (EO and others) like businesses continue to adapt to the situation and continue to help their clients (job seekers and employers) access the training, employment and related support and resources that they need.

Many agencies have reopened and resumed the in-person delivery of their programs and services. Some indicate that extended periods of being closed has caused challenges for some clients, particularly those who do not have the knowledge or capacity to receive services virtually. As in-person services resume there is a need to re-connect with clients who were unable to work during the pandemic for various reasons including:

- lack of daycare.
- lack transportation.
- fear for health because of the pandemic.
- need to look after family members (parents, children home schooling).
- barriers to employment (addiction, mental health, etc).

Overall, service providers are confident that the lessons learned from the pandemic and the changes that they have had to put in place to enhance their capacity to deliver programs and services virtually has positioned them to ensure service delivery in new and innovative ways. While not for every client, the virtual delivery of services works for some clients and as such service providers see a future with hybrid delivery model to accommodate those who chose to access services remotely, while offering the in-person services for clients who need the one-on-one interaction to achieve their goals.

THE PROCESS:

The COVID-19 pandemic had a significant impact on this year's planning process. We managed to adapt to the situation and successfully collect input from a broad range of employers and to engage various local employment, training, education, economic, business and community leaders and stakeholders. Despite the current challenging situation our outreach allowed us to abide by the local labour market planning guidelines provided by the Ministry of Labour, Training and Skills Development. As such, this plan includes an analysis and interpretation of labour market indicator data, results of input collected from community stakeholders and employers, and an action plan.

The combined results of labour market indicator data review, and of the input collected through outreach with local stakeholders are presented in this report under three headings:

Section 1 – Local Labour Market Indicators
This section of the report provides a summarized analysis of key labour market indicators based on the most current available data for the region. It also includes input from local employers and stakeholders on local labour market challenges and opportunities.

Section 2 – Local Priorities
Based on the information outlined in the previous section of the report, Section 2 outlines local strategic goals identified by local stakeholders.

Section 3 – Proposed Actions
This section of the report outlines actions identified by local stakeholders to address local labour market challenges.

SECTION 1 – Local Labour Market Indicators

This section of the report provides a summarized analysis of key labour market indicators based on the most current available data for the districts for the region. It also includes local stakeholders' observations and input on the impact of those indicators on the local labour market and some of the resulting challenges and opportunities.

NUMBER OF BUSINESSES

COCHRANE DISTRICT

5,652 businesses in December 2021:

- 59.7% are businesses with no employees
- businesses with 1 to 9 employees, and those with 10 to 49 employees also represent a large share of the total number of businesses in the Cochrane District with respectively 26.9% (1,522 businesses) and 11.0% (623 businesses). Combined, they represent 37.9% of the total number of businesses in the Cochrane District.

TEMISKAMING DISTRICT

2,471 businesses in December 2021:

- 62.2% are businesses with no employees
- businesses with 1 to 9 employees, and those with 10 to 49 employees also represent a large share of the total number of businesses in the Temiskaming District with respectively 26.9% (664 businesses) and 9.1% (225 businesses). Combined, they represent 36.0% of the total number of businesses in the Temiskaming District.

Comparatively, at the provincial level, at 69.9%, businesses with no employees represented a larger proportion of the total number of businesses in December 2021. At 28.6%, businesses with 1 to 9 employees and those with 10 to 49 employees combined represent a smaller proportion of the overall number of businesses at the provincial level compared to the Cochrane and Temiskaming districts.

Table 1 – Change in the Number of Businesses by Employee Size Range
Cochrane District and Temiskaming District, December 2019 to December 2021

	COCHRANE DISTRICT				TIMISKAMING DISTRICT				ONTARIO
Employee Size Range	Total Dec 2019	Total Dec 2021	Change Dec 2019 to Dec 2021		Total Dec 2019	Total Dec 2021	Change Dec 2019 to Dec 2021		% Change
			#	%			#	%	
0 employees	3,393	3,365	-28	-0.8	1,598	1,551	-47	-2.9	2.1
1-9 employees	1,562	1,525	-37	-2.4	724	670	-54	-7.4	0.4
10-49 employees	652	619	-33	-5.1	230	238	8	3.5	-3.6
50-99 employees	85	78	-7	-8.2	30	21	1	3.3	-5.5
100+ employees	55	55	0	0	19	19	0	0	-8.1
Total	5,747	5,642	-105	-1.8	2,601	2,509	-92	-3.5	1.3

Source: Statistics Canada, Canadian Business Counts

Given the current situation, it is important to look at changes in the number of businesses since the beginning of the pandemic. Table 1 presents the change in the number of businesses by size between December 2019 (before the pandemic began impacting local businesses), and December 2021.

- The Cochrane District experienced losses in all business sizes showing an overall difference of -105 businesses in December 2021 compared to December 2019.
- Data for the Timiskaming District shows that the total number of businesses was lower by -92 in December 2021 compared to December 2019.
- The data shows that businesses with no employees and small businesses are those that experienced most of the business losses compared to Ontario where losses were higher in the larger sized businesses.

Table 2 – TOP 5 Industries with the Most significant Change in the Number of Businesses Cochrane District and Temiskaming District, December 2019 to December 2021

COCHRANE DISTRICT			
NAICS	Total Dec 2019	Total Dec 2021	Change Dec 2019 to Dec 2021
53- Real estate and rental and leasing	1013	1057	44
44-45 – Retail trade	550	514	-36
81 – Other services (except public administration	444	417	-27
48-49 – Transportation and warehousing	288	262	-26
31-33 – Manufacturing	116	98	-18
52 – Finance and insurance	343	325	-18
TIMISKAMING DISTRICT			
NAICS	**Total Dec 2019**	**Total Dec 2021**	**Change Dec 2019 to Dec 2021**
48-49 – Transportation and warehousing	146	129	-17
72 – Accommodation and food services	129	115	-14
81 – Other services (except public administration	219	207	-12
56 – Admin & support, waste mgt & remediation services	65	53	-12
53- Real estate and rental and leasing	398	387	-11

Table 2 highlights the five industries that experienced the most significant changes in the number of businesses between December 2019 and December 2021.

The data confirms what we observe and hear in the communities, and that is that the service producing industries are those that are more significantly impacted by the pandemic.

EMPLOYMENT BY INDUSTRY:

COCHRANE DISTRICT:

- In the Cochrane District, the 5 industries with the highest proportion of total employment are:
    - Heath care and social assistance at 14.6% (5,740)
    - Retail trade at 12.6% (4,950)
    - Mining, and oil and gas extraction at 10.8% (4,170)
    - Construction at 7.5% (2,955)
    - Accommodation and food services at 6.7% (2,635).

TEMISKAMING DISTRICT:

- In the Temiskaming District, the 5 industries with the highest proportion of total employment are:
    - Heath care and social assistance at 14.2% (2,165)
    - Retail trade at 12.5% (1,900)
    - Mining, and oil and gas extraction at 11.7% (1,785)
    - Construction at 7.6% (1,155)
    - Manufacturing 7.4% (1,120).

The data above is based on the 2016 National Household Survey which is the most current data on employment by industry that is available at the district level. While it is dated, those industries have historically had the highest proportions of total employment in both the Cochrane District and the Temiskaming District.

CHANGE IN EMPLOYMENT BY INDUSTRY

Table 3 provides more recent data that is available to assess changes in employment in local industries. It allows us to see which industries show increases or decreases in employment. We chose to show the data for the months of January from 2020 to January 2022 which is a period that allows us to observe shifts in employment by industry since the beginning of the pandemic. The data in Table 3 is from Statistics Canada's Labour Force Survey. While the Labour Force Survey provides employment data that is more current than Census data, it is not available at the district level. The closest geographical footprint available is the Northeastern Ontario Economic Region.

Table 3 shows a higher total employment in January 2022 compared to January 2020 and January 2021. It also shows an overall increase in employment between January 2021 and January 2022 in both the Goods-producing Industries and the Services-producing industries.

Health care and social assistance, Wholesale and retail trade, and Manufacturing show a significant decrease in the employment numbers between January 2021 and January 2022.

During that same period, Educational services, Information, culture and recreation, and Forestry, fishing, mining, oil and gas show higher employment numbers.

Table 3 – Change in Employment by Industry, Northeast Economic Region January 2020, 2021, 2022

	NORTHEAST ECONOMIC REGION						
	Jan 2020	Jan 2021	Jan 2022	Change 2020-2021		Change 2021-2022	
				#	%	#	%
Goods-producing sector	**60,000**	**57,400**	**58,600**	**-2,600**	**-4.3**	**1,200**	**2.1**
Agriculture	2,100	X	1,800	-	-	-	-
Forestry, fishing, mining, oil and gas	18,200	16,200	18,600	-2,000	-11.0	2,400	14.8
Utilities	5,100	3,000	3,000	-2,100	-41.1	0	0.0
Construction	21,300	18,100	19,400	-3,200	-15.0	1,300	7.2
Manufacturing	13,300	19,500	15,800	6,200	46.6	-3,700	-19.0
Services-producing sector	**192,400**	**186,400**	**194,500**	**-6,000**	**-3.1**	**8,100**	**4.3**
Wholesale and retail trade	37,900	35,600	33,500	-2,300	-6.1	-2,100	-5.9
Transportation and warehousing	12,800	9,700	10,900	-3,100	-24.2	1,200	12.4
Finance, insurance, real estate and leasing	8,200	10,400	10,200	2,200	26.8	-200	-1.9
Professional, scientific & technical services	11,300	13,300	12,500	2,000	17.7	-800	-6.0
Business, building & other support services	7,900	6,700	8,800	-1,200	-15.2	2,100	31.3
Educational services	20,500	21,200	28,300	700	3.4	7,100	33.5
Health care and social assistance	46,300	48,800	40,600	2,500	5.4	-8,200	-16.8
Information, culture and recreation	6,800	4,200	7,900	-2,600	-38.2	3,700	88.1
Accommodation and food services	14,400	12,200	13,500	-2,200	-32.4	1,300	10.7
Other services (except public administration)	11,600	9,600	8,500	-2,000	-17.2	-1,100	-11.5
Public administration	14,700	14,700	19,700	0	0	5,000	34.0
Total employed	**252,400**	**243,800**	**253,100**	**-8,600**	**-3.4**	**9,300**	**3.8**

Source: Statistics Canada. Table 14-10-0388-01 Employment by industry, three-month moving average, unadjusted for seasonality (x 1,000)x = suppressed to meet the confidentiality requirements of the *Statistics Act*

EMPLOYMENT BY OCCUPATION:

In the Cochrane District, the Top 3 occupations with the highest proportion of total employment are:

- Sales and services at 23.1% (9,060)
- Trades, transport and equipment operators and related occupations at 20.0% (7,875)
- Education, law and social, community and government services at 12.4% (4,885)

In the Temiskaming District, the 3 occupations with the highest proportion of total employment are:

- Sales and services at 20.8% (3,170)
- Trades, transport and equipment operators and related occupations at 19.3% (2,940)
- Business, finance and administration at 12.3% (1,875)

The data above is also based on the 2016 National Household Survey which is the most current data on employment by industry that is available at the district level. As stated previously, while it is dated, those occupations have historically been the ones with the highest proportions of total employment in both the Cochrane District and the Temiskaming District.

CHANGE IN EMPLOYMENT BY OCCUPATION

The Labour Force Survey data presented in Table 4 mirrors the overall increase in employment seen in the previous table between January 2021 and January 2022.

All occupational categories show variations in the employment numbers since January 2020. Those variations could be attributed in part to the health measures and closure caused by the pandemic. They likely also reflect other factors such as retirements and workforce shortages.

The FNETB's Labour Market Forecast for 2016-2036 indicates an increase in the number of retirements starting in 2021 as the last wave of the baby-boomers exit the labour force. A combination of COVID related challenges and an aging workforce are having important impacts on employment overall across the region.

Table 4 – Change in Employment by Occupation
January 2020, 2021, 2022

	NORTHEAST ECONOMIC REGION						
	Jan 2020	Jan 2021	Jan 2022	Change 2020-2021		Change 2021-2022	
				#	%	#	%
Management occupations	15,700	19,000	18,600	3,300	21.0	-400	-2.1
Business, finance, and administration occupations	40,400	32,100	38,400	-8,300	-20.5	6,300	19.6
Natural and applied sciences and related occupations	14,000	15,800	19,500	1,800	12.9	3,700	23.4
Health occupations	24,300	29,300	23,000	5,000	20.6	-6,300	-21.5
Occupations in education, law and social, community and government services	32,100	34,100	25,800	2,000	6.2	-8,300	-24.3
Occupations in art, culture, recreation and sport	4,600	3,300	3,900	-1,300	-28.3	600	18.2
Sales and service occupations	57,400	53,000	58,500	-4,400	-7.7	5,500	10.4
Trades, transport and equipment operators and related occupations	44,800	39,000	39,000	-5,800	-12.9	0	0.0
Natural resources, agriculture and related production occupations	11,400	7,900	8,800	-3,500	-30.7	900	11.4
Occupations in manufacturing and utilities	7,600	10,200	7,800	2,600	34.2	-2,400	-23.5
Total employed	**252,400**	**243,800**	**253,100**	**-8,600**	**-3.4**	**9,300**	**3.8**

Source: Statistics Canada [Table 14-10-0386-01 Employment by occupation, three-month moving average, unadjusted for seasonality (x 1,000)]

JOBS IN THE FAR NORTHEAST TRAINING BOARD REGION:

Note: Caution must be used when interpreting the data in Table 6 as it is strictly based on the jobs posted by employers who are registered to jobsinfarnortheast.com. It does however provide an overview of the job market, specifically in the FNETB service area.

Table 5 below provides an overview of the jobs posted on the FNETB job portal. There was a significant increase in the overall number of job postings in 2021 compared to 2020. The number of active job postings in 2021 increased each quarter. The highest demand in 2021 continues to be for occupations in

- Education, Law and Social, Community and Government
- Sales and Services
- Trades, Transport and Related.

Table 5 – Quarterly Job Postings, 2020 and 2021 (1-digit NOC)
Far Northeast Training Board

	Postings Jan-Mar 2021	Postings Apr-Jun 2021	Postings Jul-Sept 2021	Postings Oct-Dec 2021	Total # of postings 2021	Total # of postings 2020
0 – Management	79	76	72	108	335	234
1- Business, Finance and Administration	233	259	309	291	1078	665
2 – Natural and Applied Sciences	114	124	118	112	453	268
3 – Health	211	188	188	227	799	563
4 – Education, Law and Social, Community and Government	573	493	452	711	2197	1703
5 – Art, Culture, Recreation and Sport	21	25	12	14	72	26
6 – Sales and Service	264	365	362	343	1334	988
7 – Trades, Transport and Related	318	434	393	332	1436	975
8 – Natural Resources, Agriculture and Related	74	99	100	58	321	211
9 – Manufacturing and Utilities	20	51	29	28	126	97
TOTAL	1,907	2,114	2,110	2,224	8,151	5,730

Source: jobsinfarnortheast.com

Other information that could be gleaned from the jobs posted on jobsinfarnortheast.com include:

- 57% of the jobs posted in 2021 represent the creation of new positions.
- The percentage of full-time job posts in 2021 was 56.3% compared to 53.1% in 2020.
- Part-time job postings represented 19.7% of job postings in 2021 compared to 16.7% in 2020.
- At 12%, contract positions remained the same in 2021 compared to 2020.
- Casual temporary positions represented 12.4% of the job postings in 2021 compared to 9.4% in 2020.
- Regarding the skills required for the jobs posted in 2021:
    - 43% indicate experience as a requirement
    - 26.5% require college
    - 14.4% required university
    - 10% require high school diploma or the equivalent.

Data also collected from job seekers who registered to the jobsinfarnortheast.com website. Based on the data available on the registered job seekers:

- The TOP 3 fields of interest indicated by the job seekers who are registered to jobsinfarnortheast.com are:
    - Health and Social Assistance
    - Sales and Services
    - Public Administration.

- Additional data on the 9,726 registered job seekers indicates that:
    - 22.3% are in Canada
    - 77.7% are from outside the country
    - 76.7% are between 25 and 44 years old.

Note: The data above is based on the information provided by the site's users. Since the site is monitored on an ongoing basis, we are confident that the information is valid and that it represents a fair interpretation of some of the demand and supply observations that jobsinfarnortheast.com allows us to collect and compile.

MIGRATION:

In the Cochrane District, while the net migration is decreasing over time, the region is still facing a significant out-migration of its population.

The Timiskaming District on the other hand is seeing an increased in-migration and consequently a positive net migration.

Figure A – Migration Patterns Cochrane District, 2015-2020

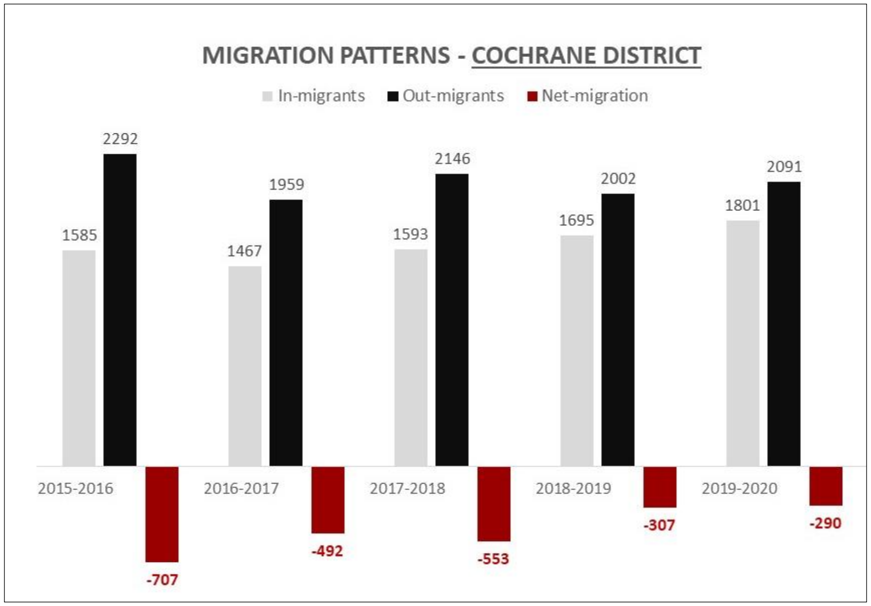
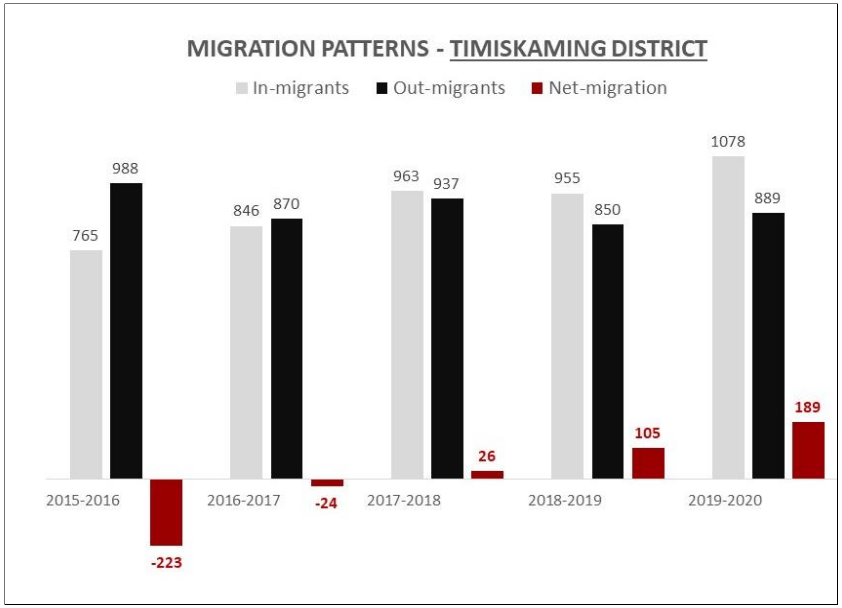


Figure B – Migration Patterns Timiskaming District, 2015-2020



Source: Statistics Canada, Tax Filer

Table 6 – Net Migration, by Age Cohort, 2017 to 2020
Cochrane District and Temiskaming District

	COCHRANE DISTRICT								
	2017-2018			2018-2019			2019-2020		
Age Group	In-migrants	Out-migrants	Net-migrants	In-migrants	Out-migrants	Net-migrants	In-migrants	Out-migrants	Net-migrants
0 to 17	359	431	-72	343	343	0	391	373	18
18 to 24	202	346	-144	336	353	-17	347	365	-18
25 to 44	593	747	-154	613	653	-40	647	715	-68
45 to 64	314	422	-108	260	452	-192	292	431	-139
65+ years	125	200	-75	143	201	-58	124	207	-83
TOTAL	1.593	2,146	-553	1,695	2,002	-307	1,801	2,091	-290
	TIMISKAMING DISTRICT								
	2017-2018			2018-2019			2019-2020		
Age Group	In-migrants	Out-migrants	Net-migrants	In-migrants	Out-migrants	Net-migrants	In-migrants	Out-migrants	Net-migrants
0 to 17	219	169	50	203	158	45	232	146	26
18 to 24	124	158	-34	122	142	-20	152	153	-1
25 to 44	311	291	20	320	270	50	354	302	52
45 to 64	237	191	46	227	173	54	250	173	77
65+ years	72	128	-56	83	107	-24	90	115	-25
TOTAL	963	937	26	955	850	105	1,078	889	189

Source: Statistics Canada, Tax Filer

- The Cochrane District continues to experience a significant out-migration particularly in the 25 to 44 and the 45 and older.
- The Timiskaming District on the other hand is seeing an increased in-migration in those same age cohorts.

Table 7 – Origin and Destination of Migrants
Cochrane District, 2019-2020

To the Cochrane District from:

2019-2020	
Origin	**Total**
Greater Sudbury	121
Nipissing	112
Timiskaming	91
Thunder Bay	88
Toronto	83

From the Cochrane District to:

2019-2020	
Destination	**Total**
Greater Sudbury	212
Nipissing	200
Timiskaming	150
Ottawa	138
Thunder Bay	94

Table 8 – Origin and Destination of Migrants
Timiskaming District, 2019-2020

To the Timiskaming District from:

2019-2020	
Origin	**Total**
Cochrane	150
Nipissing	88
Greater Sudbury	79
Simcoe	49
Toronto	44

From the Timiskaming District to:

2019-2020	
Destination	**Total**
Nipissing	149
Cochrane	91
Greater Sudbury	73
Algoma	39
Simcoe	35

A look at the origin and destination of the migrants to and from the Cochrane and Timiskaming districts largely come from other districts within the Northern Ontario region.

Knowing the origin and destination of migrants who leave or come to the region could help inform local attraction and retention strategies.

POPULATION:

Table 9 – Population Change
Cochrane District, 2016-2021

	2016	2021	% change 2016-2021
ONTARIO	**13,448,494**	**14,223,942**	**5.8**
COCHRANE DISTRICT	**79,782**	**7763**	**-2.2**
Attawapiskat	1501	1586	5.7
Black River-Matheson	2,438	2572	5.5
Cochrane	5,321	5390	1.3
Cochrane, Unorganized, North Part	2,865	2546	-11.1
Constance Lake 92	590	741	25.6
Factory Island	1560	1376	-11.8
Fauquier-Strickland	536	467	-12.9
Gogama			
Hearst	5,070	4794	-5.4
Iroquois Falls	4,537	4418	-2.6
Kapuskasing	8,292	8057	-2.8
Mattice-Val Côté	648	542	-16.4
Moonbeam	1,231	1157	-6.0
Moosonee	1,481	1512	2.1
Opasatika	226	200	-11.5
Peawanuck	195	247	26.7
Smooth Rock Falls	1,330	1200	-9.8
Timmins	41,788	41145	-1.5
Val Rita-Harty	762	757	-0.7

Statistics Canada's 2021 Census Data reveals that population in the Cochrane District overall decreased by -2.2%.

The communities in the Cochrane District with the most significant population increases are First Nation communities:

- Peawanuck (26.7%)
- Constance Lake First Nation (25.6%)
- Attawapiskat (5.7%)

The communities with the most significant population decrease are:

- Mattice-Val Côté (-16.4%)
- Fauquier-Strickland (-12.9)
- Factory Island (-11.8%).

Source: Statistics Canada, 2021 Census

Table 10 – Population Change
Timiskaming District, 2016-2021

	2016	2021	% change 2016-2021
ONTARIO	**13,448,494**	**14,223,942**	**5.8**
TIMISKAMING DISTRICT	**32,251**	**31424**	**-2.6**
Armstrong	1,166	1199	2.8
Brethour	97	105	-15.3
Casey	368	341	-7.3
Chamberlain	332	311	-6.3
Charlton and Dack	686	686	0
Cobalt	1,128	989	-12.3
Coleman	595	517	-13.1
Englehart	1,479	1442	-2.5
Evanturel	449	502	11.8
Gauthier	138	151	9.4
Harley	551	524	-4.9
Harris	545	530	-2.8
Hilliard	223	215	-3.9
Hudson	503	530	5.4
James	420	348	-17.1
Kerns	358	330	-7.8
Kirkland Lake	7,981	7750	-2.9
Larder Lake	730	745	2.1
Latchford	313	355	13.4
Matachewan	225	268	19.1
Matachewan 72	61	66	8.2
McGarry	609	579	-4.9
Temiskaming Shores	9,920	9634	-2.9
Thornloe	112	92	-17.9
Timiskaming, Unorganized, West Part	3,247	3210	-1.4

Statistics Canada's 2021 Census Data reveals that population in the Timiskaming District overall decreased by -2.6%.

In the Timiskaming District, population increases are observed mostly in some of the outlying communities and townships such as:
Matachewan (19.1%)
Latchford (13.4%)
Evanturel (11.8%)

The larger municipalities and towns on the other hand all experienced population decreases:

- Cobalt (-12.3%).
- Temiskaming Shores (-2.9%)
- Kirkland Lake (-2.9)

Source: Statistics Canada, 2021 Census

EDUCATION:

The 2016 Census data on education reveals that:

- 27.6% of the total population 15 and over in the region had no certificate, diploma or degree compared to 17.5% at the provincial level
- The percentage of the region's population aged between 25 and 64 with a High school diploma or equivalent is close to that of the province for the same age group.
- In all age cohorts 15 and over, the region has a higher percentage people with Apprenticeship or trades certificate or diploma
- Except for the population 65 and over, all age cohorts have a higher percentage of people with a College, CEGEP or other non-university certificate or diploma is higher compared to the province.
- The region has a significantly lower percentage of people with University certificate, diploma or degree was significantly lower.

Table 11 – Educational Attainment, FNETB and Ontario, 2016

FNETB	15 - 24	25 - 44	45 - 64	65+
No certificate, diploma or degree	44.4	12.9	21.2	46.9
High school or equivalent	34.7	23.8	27.4	18.6
Apprenticeship or trades certificate or diploma	3.2	9.2	12.1	11.2
College, CEGEP or other non-university	13.1	36.0	28.8	13.6
University certificate, diploma or degree	4.7	18.0	10.5	9.6
ONTARIO	**15 - 24**	**25 - 44**	**45 - 64**	**65+**
No certificate, diploma or degree	33.3	7.8	12.8	29.2
High school or equivalent	42.2	21.7	27.0	25.6
Apprenticeship or trades certificate or diploma	1.7	5.0	7.2	9.0
College, CEGEP or other non-university	10.4	25.3	24.1	16.1
University certificate, diploma or degree	12.4	40.2	28.9	20.1

EMPLOYMENT ONTARIO (EO) PROGRAM DATA (2020-2021):

The following pages provide Employment Ontario (EO) program data for this region. It is intended to help understand who makes use of Employment Ontario services. It also provides an opportunity to identify where gaps in service may exist or where service is highly utilized. While the data has its limitations, it nonetheless helps to identify where marketing efforts might be necessary to ensure that those who need them the most have access to the programs and services that will help them achieve their employment goal.

EMPLOYMENT SERVICES (ES)

There are two components to the employment services, assisted services (clients who receive job search, job matching, placement, incentives, job training), and unassisted services (clients access resources and information available to all members of the community). In 2020-2021 across the FNETB region:

- Assisted Services = 1,647 clients (a decrease from previous year of -1,022 (-38.3%)
- Unassisted Services = 4,768 clients (a decrease from previous year of -2,250 (-32.1)
- 54.4% were men a slight decrease from the previous year when men represented 56.9% of ES clients
- 44.6% were women up from 42.9% in 2019-2020
- ES clients by age:
    - 467 were aged 15-24 compared to 769 in 2019-2020, a decrease of -302 (-39.3%)
    - 719 were aged 25-44 compared to 1,178 in 2019-2020, a decrease of -489 (-40.0%)
    - 459 were 45+ compared to 719 in 2019-2020, a decrease of -260 (-36.2%).
- Educational attainment levels of ES clients in 2020-2021:
    - 18.9% had less than Grade 12 (in 2019-2020 it was 23.2%)
    - 40.0% had completed high school (in 2019-2020 it was 34.8%)
    - 26.8% had completed college (in 2019-2020 it was 26.6%)
    - 2.3% had a certificate of apprenticeship journeyperson (in 2019-2020 it was 2.1%)
    - 4.2% had completed university (in 2019-2020 it was 3.4%)
    - 11.0% had other - some apprenticeship, college, or university (in 2019-2020 it was 9.3%).

- Change in the number of ES clients by source of income between 2019-2020 and 2020-2021:
    - an increase (26.7%) in the number of clients receiving Employment Insurance
    - a decrease in those receiving Ontario Disability Support (-43.5%).
    - the percentage of clients with employment income also decreased (-18.6%),
    - a decrease in those with Ontario Works as their source of income also decreased (-28.9%).
    - There were also fewer clients with no source of income (-26.6%).

SECOND CAREER (SC)

Second Career provides laid-off, unemployed individuals with skills to help them find employment in occupations with demonstrated labour market prospects in Ontario. In 2020-2021 across the FNETB region:

- Second Career = 42 in 2020-2021, a decrease of -36 (-46.2%) from the previous year.
- 66.6% are men, 33.3% are women
- 71.4% of SC clients were aged 25 to 44
- 28.6% had completed high school
- The majority (71.4%) were receiving Employment Insurance.

YOUTH JOB CONNECTION (YJC)

The Youth Job Connection (YJC) program is open to all eligible youth, focusing on those with the greatest employment needs and experiencing significant employment barriers. These barriers include some combination of challenging life circumstances (poverty, homelessness), limited labour market experience, low levels of education or literacy, a lack of motivation, and discrimination. In 2020-2021 across the FNETB region:

- Youth Job Connection program = 70 clients compared to 169 in 2019-2020, a decrease of -99 (-58.6%)
- 48% are men, 52% are women
- Demographics of YJC clients shows:
    - 67% were aged 15-24 compared to 77% who were in that same age cohort in 2019-2020.
    - 32.9 were aged 25-44 compared to 23% the previous year.
    - 22.9% were Francophone

- 47.1% were persons with disabilities
- 34.2% were Indigenous.

- 54.3% of YJC clients had less than Grade 12 compared to 60% the previous year.
- The number of clients by source of income shows:
    - 50% of YJC clients had no source of income a slight decrease from 2019-2020 when it was 54%
    - 27.1% were Ontario Works clients, down from 46% the previous year.

CANADA ONTARIO JOB GRANT (COJG)

The Canada Ontario Job Grant supports workforce development and encourages greater employer involvement in training through cost-sharing arrangements to train individuals. Through employer-led skills training, it provides individuals with the skills necessary for unemployed individuals to obtain employment, and for employed individuals to maintain employment and advance their career. In 2020-2021 across the FNETB region:

- COJG = 30 employers compared to 38 in 2019-2020 (a decrease of -21.0%) and 158 clients compared to 176 the previous year (a decrease of -10.2%).
- 59.5% are men, 40.5% are women
- COJG clients by age:
    - 11.1 % were aged 15-24
    - 54.2% were aged 25-44
    - 34.6% were aged 45-64.

LITERACY AND BASIC SKILLS

The Literacy and Basic Skills program helps adults develop and apply communication, numeracy and digital skills to achieve their goals (employment, post-secondary education, apprenticeship, secondary school credit, and independence). In 2020-2021 across the FNETB region:

- Literacy and Basic Skills = 1,238 clients (new & carry over) compared to 1,353 in 2019-2020, a decrease of -115 (-8.4)% from the previous year.

- LBS client goals in 2020-2021:
    - Apprenticeship = 5.6%, a slight decrease from 2019-2020 at which time it was 6.2%
    - Employment = 36.4%, it was 49.1% the previous year
    - Independence = 25.3% down from 30.2% in 2019-2020
    - Post-secondary education = 24.6%, it was 29.9% the previous year
    - Secondary school credits = 8.2% down from 10.0% the year before.
- 29.5% are men, 70.2% are women.
- Educational attainment levels of clients at in-take:
    - 7% had less than Grade 9
    - 28% had less than Grade 12
    - 30% had completed high school
    - 2% had an apprenticeship or trade certificate
    - 19% had completed college
    - 8% had competed university
    - 4% had other (some college, apprenticeship, or university).

- A look at the demographics of LBS clients:
    - 22% were aged 15-24 (+3% from 2019-2020), 32% were aged 25-44 (+1% from previous year), 29% were aged 45-64 (+2% from previous year), 17% were aged 65+ (+2% from 2019-2020)
    - 3% were newcomers (same as previous year), 26% were persons with disabilities (-1% from previous year), 20% were Indigenous (-3% from 2019-2020), 57% were Francophone (+3% from 2019-2020).
- The number of clients by source of income shows:
    - a slight increase from the previous year at 5% in the number of clients receiving Employment Insurance, and in those with no source of income (12%) compared to 4% and 11% respectively in 2019-2020.
    - There were increases between 2019-2020 and 2020-2021 in the number of clients with employment income (39% in 2020-2021 compared to 35% the previous year).

APPRENTICESHIP

The Employment Ontario data provides information on the number of active apprentices, the number of certificates of apprenticeship issued, the number of modular training registrations and the number of new registrations. In 2020-2021 across the FNETB region:

- Active apprentices = 946, an increase of +74 (+8.5% from 2019-2020)
- Number of Certificates of Apprentices issued = 66 a decrease of -42% from the previous year
- Number of modular training registrations = 2,046, a decrease of -386 (-15.9% from 2019-2020)
- Number if new registrations = 188, a decrease of -183 (-49.3% compared to the year before).
- A look at demographics of apprentices:
    - 81% are men, 19% are women
    - 65% were aged 15-24
    - 33% were aged 25-44 (+4% from the previous year)
    - The average age at registration is 24.
- Educational attainment levels in 2020-2021:
    - 21% had less than Grade 12
    - 78% had completed high school.
- Registrations by trade for 2020-2021:
    - Electricians – Construction and Maintenance (36)
    - Heavy Duty Equipment Mechanics (22)
    - Automotive Service Technicians (21)
    - Industrial Mechanic Millwrights (21)
    - Truck and Coach Technicians (19)
    - Welders (12).

WHAT WE HEARD

This section of the report provides a summary of what we heard from employers and what we heard from a variety of local stakeholders who participated in the different outreach/consultation activities.

Several opportunities were provided during the past year for local stakeholders and employers to offer their input and perspectives on the local labour market issues in the region. As mentioned previously, because of the pandemic this past year has been challenging in many regards. How local organizations and businesses operate has changed significantly. How we conducted the local labour market planning process is no exception.

The usual community in-person planning and consultation meetings have tranistioned to the virtual world. While it has its downsides in that it did not allow for as much interaction, on the other hand it allowed for certain stakeholders who traditionally could not leave their place of work to attend in-person meetings to now contribute to the local planning process.

<u>What we heard from employers:</u>

The Far Northeast Training Board (FNETB) conducted some follow-up to the previous year's COVID-19 Business Impact surveys to gain some insight from employers on challenges and opportunities for their business as the situation with the pandemic evolves bringing with it constant shifts in the implementation and lifting of safety measures to keep clients, employees, and the community at large safe. Some of the key topics regarding the challenges and opportunities identified by employers include:

Challenges identified by employers:

- Finding and keeping employees is by far the number one challenge identified by local employers. The pandemic has exacerbated the current shortage of skilled workers. The region was already facing an increasing number of retirements due to the aging population. Anecdotally we hear that the pandemic has precipitated some of those retirements with workers deciding to leave the labour market sooner than they had planned rather than put themselves and their families at risk while working during the current health crisis.

- Because of the current situation, some workers who were unable to work due to the closure of their place of work during the lockdowns chose to pursue other career opportunities. Additionally, today's workforce is a lot more mobile and inclined to move from job to job than previous generations which further adds to the increasing employee turn-over rates and workforce retention challenges.

- More and more it is becoming a job seeker's market where skilled workers can and do move around a lot more than they did in the past. Consequently, competition for workers across and within all industries and all communities is identified as a key challenge by employers. Some smaller businesses indicate that they are at a disadvantage because they are not able to offer the same level of hiring incentives that are being offered by some of the larger companies (ex. signing bonus, extra vacation, increased wages, flexible/modified work schedules, etc).

- Employers also indicate that clients sometimes take out their irritation and frustration about the safety measures on employees who are only doing their job by requesting that those safety measures be respected. As a result, employers express concern for the well being and mental health for their employees.

- Businesses where proof of vaccination is required for indicate that it is putting additional pressure on them and on their employees. Having to ask customers for proof of immunization is sometimes greeted with anger by customers adding to an already stressful environment for all involved as stated above.

- Most employers consulted talk about delays, shortages, and increased costs of good and supplies which not only has an impact on their ability to meet the clients needs, but also adds to clients' frustration which they sometimes take out on employees, again adding to a situation that is already stressful.

- The increased cost of insurance is also top of mind for many business owners.

- There is also some mention of the impact that COVID had on how people shop. Many customers have turned to online shopping and small businesses are now having to find innovative ways to 'regain' those customers and encourage them to come back to their store front location. Some state that failure to do so could mean that they might have to close shop.

- Small business owners, particularly those in the home décor, gift shop types of businesses expressed concern over the increasing competition from virtual or home-based businesses. They point to an increase in the number of people who sell home-made gifts, food, crafts on Facebook or other media which they perceive as unfair competition since those home-based businesses do not have to pay rent, business taxes, employees, etc.

- Overall, the challenges noted above are leading to a collective state of fatigue. The impact of the last two years since the beginning of the pandemic is taking its toll on business, on employees and on customers which in turn is impacting everyone's morale and perceptions.

Opportunities identified by employers:

- Although not all businesses have the capacity and resources to promote and offer their services and products online, many nonetheless indicate that they need to make better and more regular use of technology (website, social media).

- Besides the use of technology as stated above, some of the employers consulted indicate that there is an opportunity for them to rethink and restructure how they serve their clients (remotely, allowing employees to work from home, hybrid models with rotating in-person and remote work, etc).

- When asked about the opportunities that they see for their business in the future, most reply that they need to continue to focus on getting through the recovery, not give up, think positive, and think about what awaits after COVID and its restrictions.

- Employers also indicate that they recognize the importance of diversity in the workforce and the need to expand their recruitment efforts to be more inclusive by increasing opportunities for Indigenous people, persons with disabilities, immigrants and newcomers.

What we heard from stakeholders:

Over the course of the last year, local service providers (EO and others) like businesses continue to adapt to the situation and continue to help their clients (job seekers and employers) access the training, employment and related support and resources that they need.

Many agencies have reopened and resumed the in-person delivery of their programs and services. Some indicate that extended periods of being closed has caused challenges for some clients, particularly those who do not have the knowledge or capacity to receive services virtually. As in-person services resume there is a need to re-connect with clients who were unable to work during the pandemic for various reasons including:

- lack of daycare.
- lack transportation.
- fear for health because of the pandemic.
- need to look after family members (parents, children home schooling).
- barriers to employment (addiction, mental health, etc).

Overall, service providers are confident that the lessons learned from the pandemic and the changes that they have had to put in place to enhance their capacity to deliver programs and services virtually has positioned them to ensure service continuity in new and innovative ways. While not for every client, the virtual delivery of services works for some clients and as such service providers see a future with hybrid delivery model to accommodate those who chose to access services remotely, while offering the in-person services for clients who need the one-on-one interaction to achieve their goals.

SECTION 2 – Local Priorities

Based on the information outlined in the previous section of the report, the following goals continue to reflect the colllective desired future state for the local labour market. They represent the 'big picture' outlook to guide local strategies related to: better LMI, more coordinated and relevant employment and training services, an increased employer engagement in local labour market planning, an inclusive and diverse workforce, and the attraction and retention of skilled workers to meet the local labour market demand.

GOAL 1

LOCAL LABOUR MARKET INFORMATION IS EASILY AND READILY AVAILABLE AND USED TO INFORM LOCAL LABOUR MARKET PLANNING DECISIONS

1.1 Enhance the availability of, and the access to, relevant and user-friendly labour market supply and demand information.
1.2 Communicate local labour market information strategically and regularly in a variety of formats that are adapted to the needs and uses of various audiences/stakeholders, including: educators/trainers, students, parents, job seekers employers, municipalities, service providers, etc.
1.3 Provide opportunities for the various stakeholders to acquire the basic knowledge to analyze, understand and apply labour information to their own circumstances.

GOAL 2

EDUCATION, TRAINING, AND EMPLOYMENT PROGRAMS ARE ALIGNED WITH LOCAL LABOUR MARKET NEEDS

2.1 Increase the region's capacity offer more training locally to meet the needs of local industries.
2.2 Promote education, training, re-training, and continuous learning to all stakeholders (employees, job seekers, youth, parents, employers, etc) as an integral part of today's world of work.
2.3 Ensure that youth have opportunities to develop their knowledge, skills and talents and apply them in the labour market.
2.4 Promote various pathways to employment, including apprenticeship and entrepreneurship.

GOAL 3

EMPLOYERS HAVE ACCESS TO THE WORKERS THAT THEY NEED

3.1 Increase the recruitment and retention of workers by better communicating local employment opportunities, including skills requirements, work conditions, salaries, etc.
3.2 Increase the number of experiential learning opportunities for secondary and postsecondary students, and for unemployed and under-employed individuals.
3.3 Increase employer engagement and investment in training initiatives.

GOAL 4

THE LOCAL WORKFORCE IS DIVERSE AND INCLUSIVE

4.1 Increase employment opportunities for people with barriers to employment and under-represented groups by ensuring that they are aware of and have access to the support that they need to obtain and maintain employment.
4.2 Promote the advantages of a diverse and inclusive workforce.
4.3 Develop and implement strategies to attract and retain people to the region.

GOAL 5

THE DELIVERY OF EMPLOYMENT AND TRAINING PROGRAMS AND SERVICES IS COORDINATED AND SEAMLESS

5.1 Ensure that program design, funding and deliverables allow for adaptation to the local needs and realities of small rural and isolated communities.
5.2 Continue to increase networking opportunities for service providers to discuss gaps, duplications and strategies for better coordination of programs and services.

SECTION 3 – PROPOSED ACTIONS

This section of the report outlines actions to address local labour market challenges. They are reflective of the local labour market analysis and of input and suggestions received from local employers and stakeholders during the outreach and consultation process conducted since April 2021.

MOVING FORWARD - PROPOSED ACTION

Continue to produce hiring forecasts to inform local planning:

Collect detailed data from employers within the FNETB region to quantify and qualify the number of workers that will be required to replace retiring workers and to accommodate growth and/or downsizing. Hiring forecasts produced in the past have proven to support the development and delivery of employment and training programs that align with the specific needs of local employers. While the general forecasts are useful, a more focused approach that captures the unique needs of specific industries would be even more useful.

Assess the impact of COVID on skilled trades

Skilled trades represent the highest demand across the region. It is unclear if the pandemic has impacted the recruitment, hiring and retention of workers in the trades, particularly apprentices. Stakeholders indicate a need to better understand if/how the pandemic impacted hiring for skilled trades across the region in order to identify focused strategies to better support local employers in their efforts to build the skilled workforce that is needed in the skilled trades across the region.

Develop focused workforce attraction strategies

Most industries and communities are experiencing labour shortages and consequently, they identify the need to develop recruitment strategies. Discussions with stakeholders suggest that while the community and/or region-wide strategies are important, it might be beneficial to explore sectoral approaches. It is felt that sector focused attraction strategies might generate better results.

Ensure that educators have access to and understand labour market information

On many occasions, discussions with various stakeholders including employers highlight that guidance counsellors and educators would benefit from being exposed to: the local labour market demand (current and future), local labour market challenges, industry presentations, etc so that they are better equiped to help students make informed decisions about their future.

Develop new and different ways of communicating labour market information

While reports and presentations offer important information on local labour market needs and demand, it is felt that an ongoing process for real-time information sharing on topics that are relevant to the local labour market conditions would also be helpful in between the formal presentations and reports.

TIMELINES FOR PROPOSED ACTIONS													
		2022-2023				**2023-2024**				**2024-2023**			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
1	Continue to produce hiring forecasts to inform planning												
2	Assess the impact of COVID on skilled trades												
3	Develop focused workforce attraction strategies												
4	Ensure educators have access to and understand LMI												
5	Develop different ways of communicating LMI												

STATUS OF PREVIOUS ACTIONS:

1. Covid-19 follow-up with local employers:

This year's outreach has been more challenging because of the many surveys conducted last year. Employers have been surveyed many times, often with the same questions and as a result, the number of responses has declined over time. We therefore shifted to more one-on-one discussions and round table discussions which also proved to be challenging because of the back and forth with the safety measures and closures. Nonetheless, we did manage to collect input from local employers, particularly in regard to the challenges and opportunities that they anticipate and that are listed in this report.

2. Sectoral information to support career planning:

Two mining sector related panels were organized in June 2021 to inform service providers and job seekers about the industry needs to support career planning. Additionally, another panel will take place in March with OPG and building construction unions. Again with a focus on information for job seekers and service providers on the requirements for planning a career with those organizations.

3. Events for skilled unemployed and under-employed job seekers:

The target audience for the mining panel mentioned above as well as the virtual Explore Your Options in Mining job fair that took place on the same day was skilled job seekers who had to pre-register to interact with participating mining companies.

4. Host a regional conference for service providers:

A very successful conference was held on Feb 16 and 17. It brought together a total of 164 local service providers and stakeholders who attended presentations, workshops, and facilitated discussions.

5. **Develop and deliver regular LMI webinars:**

LMI webinars were held in April 2021, as well as in November and December 2021. Other sessions are planned for the month of March 2022.

6. **Attraction and retention strategies:**

The FNETB continues to lend support as needed to existing local attraction and retention strategies:

- the production of a video for the Temiskaming Shores area which will highlight employment and business opportunities in that community. The project is led by the City of Temiskaming Shores in partnership with New Canadians TV.
- the Rural and Northern Immigration Partnership.
- The local settlement services along the Highway 11 Corridor.
- The Timmins and District Multicultural Center.

7. **Profile of First Nation communities**

Partners involved in this project were ready at the end of 2021 to move forward early in the new year. The project was once again put on hold because of the situation with the pandemic.