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

WORKING TOGETHER

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

February 2023

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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

Support efforts to promote the seamless delivery of employment and training programs to ensure maximum intake of those programs, and efficient use of the available resources.

WORKING TOGETHER

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

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WORKING TOGETHER

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

INTRODUCTION

This report highlights key local labour market challenges, opportunities, and priorities. *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 local knowledge to highlight labour market demand and supply challenges and opportunities, and to identify local labour market priorities.

The goal of the exercise is to promote evidence-based planning to ensure that the development and implementation of programs, services, and interventions is informed by the most current, relevant, and reliable LMI (evidence), and local input so that it aligns with locally identified challenges, opportunities, and priorities.

ACKNOWLEDGEMENTS

The Far Northeast Training Board would like to thank the many partners and stakeholders from across the region who contributed either virtually or in-person to the information collection and discussions that informed the production of this report.

EXECUTIVE SUMMARY

Working Together: A Local Labour Market Plan for the Far Northeast Training Board (FNETB) Region is presented as an ongoing effort to ensure that local labour market information and input from local stakeholders on labour market conditions is collected and communicated. The goal is to ensure a common regional understanding of the supply and demand related challenges, and of the opportunities that exist to grow and support our greatest asset: our workforce.

This 2023 update includes a summary of the most recent local labour market information available to us. More specifically, highlights are presented for labour market indicators such as: the number of businesses, local employment by Industry and by occupations, population, migration, education, labour force participation, and income, as well as data on the uptake in Employment Ontario programs, and local job postings. Those indicators represent a limited set of current, reliable data to provide a foundation upon which to guide discussions and determine local needs and priorities.

The report also summarizes input collected from local employers, from employment, training, and related service providers, and from community organizations and leaders. Together, the labour market information and the local knowledge and expertise of a variety of stakeholders allowed us to identify common goals, local priorities, and strategies to help address those priorities.

The key challenges regarding the local labour market can be summarized as follows:

Local labour market demand:

- Shortages (and competition) that is felt across and within all industries and communities.
- High turnover – more and more it is a job seeker's market where skilled workers can and do change jobs more often than they did in the past.
- A more diverse workforce (generational, social, cultural) = need to adapt to and embrace diversity.
- Changing world of work (remote work, flexible hours, gig economy, people taking on two jobs to make ends meet).
- Technological and environmental changes are impacting how work is done and the skills required.
- More employers are offering incentives to attract and retain workers (wage increases, bonuses, flexible/modified work schedules, extra paid vacation, etc.).

Labour market supply challenges:

- Population decline – fewer candidates available for work.
- Increase in the number of clients (job seekers) with social/health barriers to employment, and in some cases there is a lack of resources to address those barriers.
- Clients (job seekers) with lack of skills required (language, soft skills, digital skills).
- Mismatch between job seekers and employer expectations/requirements.
- Lack of local amenities (transportation, childcare, housing).
- Access to training (at the community level), particularly in the trades. Apprentices are not always able to go away for training.

In light of the factors outlined above, this year's outreach and consultation led to the identification of the following priorities (a more detailed description of each priority is included in Section 3):

Continue to collect and share local labour market information:

Throughout the consultation process, there was a lot of discussion about the importance of LMI to help understand local labour market conditions and to help inform program and services planning at the local level. Suggestions in regard to LMI fall under three categories: ensure the collection of 'local' information, communication to a variety of key stakeholders, and beyond providing access to LMI, this year's outreach suggests providing training on how to use LMI in the context of labour market planning.

Develop workforce attraction and retention strategies:

This priority, which was identified last year, remains top of mind for most communities. As many industries and communities continue to experience labour shortages, they also continue to advocate for strategies to grow the population, and consequently the labour force.

Ensure a better coordination of services:

Across the region, stakeholders express the need to have more opportunities for local service providers to get together to exchange on how to better understand each other's programs and services, and on how to better coordinate service delivery. Based on local discussions, this desire for more networking opportunities stems in part from the pandemic during which in-person connections were 'broken'. It also reflects the changes (HR and operational) that occurred within the various employment and training service delivery agencies during that period.

Increase employer engagement in local training and work-related activities:

Employers are seen as key to ensuring the skills of current and future workforce align with their needs. Across the region employment, training and education stakeholders indicate that employers need to be more engaged in the design and delivery of training and education programs and activities, ranging from sharing information on their specific needs, to accepting students for job placements, taking on apprentices, participation in job fairs, and offering industry tours for students and teachers.

Finally, the following page provides four overarching common goals that were identified and are presented as the colllective desired future for the local labour market. They represent the 'big picture' future state 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 available and used to inform local labour market planning decisions

1.1 Relevant and user-friendly labour market information is available and easily accessible.
1.2 Local labour market information is strategically and regularly communicated and adapted to the needs and uses of various audiences and stakeholders, including educators/trainers, students, parents, job seekers employers, municipalities, service providers, etc.
1.3 Opportunities are provided for various stakeholders to acquire the basic knowledge to understand and apply labour information to their own circumstances.

GOAL 2 Education, training, and employment programs align with local labour market needs

2.1 Employers are engaged in training initiatives.
2.2 Training opportunities that align with the needs of local industries are offered locally.
2.3 Experiential learning opportunities are available for secondary and postsecondary students, and for unemployed and under-employed individuals.
2.4 The various pathways to employment, including apprenticeship and entrepreneurship are promoted.

GOAL 3 The local workforce is diverse and inclusive

4.1 People with barriers to employment and under-represented groups are aware of and have access to the support that they need to obtain and maintain employment.
4.2 Strategies are in place to promote the advantages of a diverse and inclusive workforce.
4.3 Attraction and retention strategies are in place to grow the local population and workforce.
4.4 Workplaces are fully accessible to all.

GOAL 4 The delivery of employment and training programs and services is coordinated and seamless

5.1 Program design, funding and deliverables allow for adaptation to the local needs and realities of small rural and isolated communities.
5.2 Networking opportunities are provided regularly for service providers to discuss gaps, duplications, and strategies for better coordination of programs and services.

THE PROCESS:

This year's planning process included six in-person planning meetings with various local employment, training, education, economic, business and community leaders and stakeholders. The input collected during these meetings was two-fold. The first being to present, discuss and validate what the most recent labour market indicator data reveals at the regional level, and where possible at the community level. Secondly, local stakeholders were tasked with confirming local labour market priorities at the broader or regional level and also to suggest specific priority actions or strategies at the community level. Across the region a total of 84 stakeholders participated in the local planning meetings, which were held between January 17 and February 7th, 2023.

Aside from the exchanges and resulting input from the in-person planning meetings, other outreach activities were conducted with various groups over the past year to collect additional input on specific sectors or topics, including:

- Survey responses from 178 not-for profit organizations (HR needs and challenges).
- Data received from 13 mining companies (workforce forecast 2022-2027).
- Consultation with 17 employers (COVID's impact on apprenticeship and challenges recruiting and training apprentices).
- Data received from 22 health care employers (HR needs to 2026).
- Consultation with 22 service providers (changes and challenges in client base).

The range of outreach activities conducted over the course of this past year allowed us to abide by the local labour market planning guidelines provided by the Ministry of Labour, Immigration, Training and Skills Development. As such, this plan includes labour market indicator data, input collected from community stakeholders and employers, and local priorities. The combined results of labour market indicator data review, and of the input collected on an ongoing basis through outreach with local stakeholders are presented in this report under three headings:

Section 1 – Local Labour Market Indicators
Provides a summarized analysis of key labour market indicators based on the most current available data for the region.

Section 2 – What we Hear in the Field
Includes input from local employers and stakeholders on local labour market challenges and opportunities.

Section 3 – Local Priorities
Outlines local goals, priorities and suggested strategies identified by local stakeholders to address local labour market challenges.

Section 1: Labour Market Indicators

What the data reveals

This section of the report looks at the following local labour market indicators:

- Number of Businesses
- Employment by Industry
- Employment by Occupation
- Population
- Migration
- Education
- Labour Force Participation
- Income
- EO program uptake
- Local job postings

Those indicators represent a limited set of current, reliable data to provide a foundation to strategically guide discussions and determine local needs and priorities.

THEY ARE NOT:

- An exhaustive or perfect set of labour market data.
- Data that answers all labour market questions.
- Data that without analysis (and local intelligence) will tell the local 'story'.

NUMBER OF BUSINESSES

Table 1 shows that in the districts of Cochrane and Timiskaming, businesses with '0' employees (self-employed, owner operators) make up the largest proportion of the total number of businesses at 60.3% and 62.5% respectively. At 70.3%, businesses with '0' employees make up a significantly higher percentage of the total number of businesses at the provincial level.

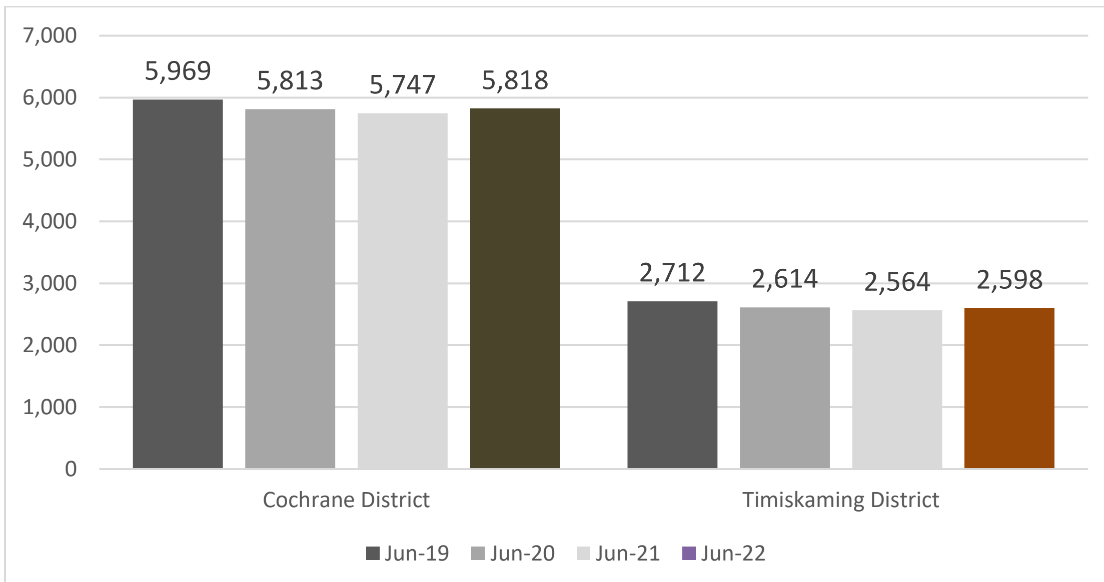
The districts of Cochrane and Timiskaming also have a higher proportion of SME businesses with less than 50 employees compared to the province.

Figure A shows that between June 2019 and June 2022, the total number of establishments decreased by -151 in the Cochrane District, and by -114 in the Timiskaming District. We could assume that the significant change in the total number of establishments during that period is partly attributable to the pandemic.

TABLE 1 – NUMBER OF BUSINESSES BY EMPLOYEE SIZE RANGE, JUNE 2022

		0 employees		1-9 employees		10-49 employees		50-99 employees		100+ employees	
	Total # of businesses	Total	% of total	Total	% of total	Total	% of total	Total	% of total	Total	% of total
COCHRANE DISTRICT	5,818	3,508	60.3	1,556	26.7	610	10.5	88	1.5	56	1.0
TIMISKAMING DISTRICT	2,598	1,623	62.5	686	26.4	234	9.0	35	1.3	20	0.8
ONTARIO			70.3		22.7		5.6		0.8		0.6

FIGURE A – CHANGE IN THE TOTAL NUMBER OF BUSINESSES, JUNE 2019 TO JUNE 2022



Between June 2019 and June 2022 businesses with '0' employees are those that experienced the most significant decreases in the number of establishments in both the Cochrane District (-80), and the Timiskaming District (-79).

During that period, the three industries across the region (in both districts) that experienced the most significant decreases in the number of establishments are: Truck Transportation (-58), 812 – Personal Services (-52), and Food Services and Drinking Places (-49).

Source: Statistics Canada, Canadian Business Counts, June 2022

EMPLOYMENT BY INDUSTRY:

TABLE 2 – EMPLOYMENT BY INDUSTRY, 2021

	COCHRANE DISTRICT		TIMISKAMING DISTRICT		ONTARIO
	#	% of total	#	% of total	% of total
Goods-producing sector	**10,135**	**27.9**	**4,745**	**33.6**	**18.8**
Agriculture, forestry, fishing, and hunting	890	2.6	680	4.8	1.4
Mining, oil and gas extraction	4,315	11.8	1,920	13.6	0.5
Utilities	485	1.3	190	1.3	0.7
Construction	2,515	6.9	1,050	7.4	7.3
Manufacturing	1,930	5.3	905	6.4	8.9
Services-producing sector	**26,470**	**72.2**	**9,370**	**66.4**	**77.1**
Wholesale trade	750	2.0	180	1.3	3.3
Retail trade	4,330	11.8	1,575	11.1	10.8
Transportation and warehousing	1,840	5.0	670	4.7	5.1
Information and cultural industries	360	1.0	140	1.0	2.3
Finance and insurance	705	1.9	205	1.4	5.4
Real estate, rental, and leasing	325	0.9	110	0.8	2.1
Professional, scientific & technical services	1,330	3.6	495	3.5	9.2
Admin support, waste management and remediation services	1,140	3.1	425	3.0	4.4
Educational services	3,295	9.0	1,080	7.6	7.2
Health care and social assistance	6,140	16.8	2,220	15.7	11.6
Arts, entertainment, and recreation	295	0.8	145	1.0	1.8
Accommodation and food services	1,820	5.0	640	4.5	5.3
Other services (except public administration)	1,630	4.4	600	4.2	3.8
Public administration	2,510	6.9	885	6.3	4.8
Total – All industries	**36,605**	**100.0**	**14,115**	**100.0**	

Source: Statistics Canada, National Household Survey, 2021

Table 2 shows that the the percentage of employment in the Goods Producing industries is significantly higher in the Cochrane District (27.3%) and the Timiskaming District (33.6%) compared to Ontario (18.8%).

Within the Service Producing sector, Health care and Social Assistance industries show an important difference in the percentage of employment compared to Ontario, at 16.8% in Cochrane District and 15.7% in the Timiskaming District, compared to the province (11.6%).

In the Cochrane District, the 5 industries with the highest proportion of total employment are:

- Heath care and social assistance at 16.8% (6,140)
- Retail trade at 11.8% (4,330)
- Mining, and oil and gas extraction at 11.8% (4,315)
- Education at 9.0% (3,295)
- Construction at 6.9% (2,515).

In the Temiskaming District, the 5 industries with the highest proportion of total employment are:

- Heath care and social assistance at 15.7% (2,220)
- Mining, and oil and gas extraction at 13.6% (1,920)
- Retail trade at 11.1% (1,575)
- Education at 7.6% (1,080)
- Construction 7.4% (1,050).

COCHRANE DISTRICT:

In the Cochrane District, between 2016 and 2021, total employment decreased by –6.7% (-2,680). The industries with the most significant decrease in total employment between 2016 and 2021 are:

- Accommodation and Food Services (-815)
- Retail Trade (-620)
- Construction (-440).

The industries with the most significant increase in total employment during that same period are:

- Health Care and Social Assistance (+400)
- Education (+330)
- Mining, Oil and Gas Extraction (+145).

TEMISKAMING DISTRICT:

In Timiskaming District, between 2016 and 2021, total employment decreased by –7.2% (-1,095). The industries with the most significant decrease in total employment during that period are:

- Retail Trade (-325)
- Accommodation and Food Services (-255)
- Manufacturing (-215).

The industries with the most significant increase in total employment during that same period are:

- Mining (+135)
- Health Care and Social Assistance (+55).

TABLE 3 – CHANGE IN EMPLOYMENT BY INDUSTRY, 2016-2021

	COCHRANE DISTRICT				TIMISKAMING DISTRICT			
			Change 2016-2021				Change 2016-2021	
	2016	2021	#	%	2016	2021	#	%
Goods-producing sector	**11,120**	**10,135**	**-985**	**-8.9**	**5,085**	**4,745**	**-340**	**-6.7**
Agriculture, forestry, fishing, and hunting	1,015	890	-125	-12.3	835	680	-155	-15.6
Mining, oil, and gas extraction	4,170	4,315	145	3.5	1,785	1,920	135	7.6
Utilities	585	485	100	17.1	190	190	0	0.0
Construction	2,955	2,515	-440	-14.9	1,155	1,050	-105	-9.1
Manufacturing	2,305	1,930	-375	-16.3	1,120	905	-215	-19.2
Services-producing sector	**28,230**	**26,470**	**-1,760**	**-6.2**	**10,115**	**9,370**	**-745**	**-7.4**
Wholesale trade	815	750	-65	-8.0	165	180	15	9.1
Retail trade	4,950	4,330	-620	-12.5	1,900	1,575	-325	-17.1
Transportation and warehousing	2,035	1,840	-195	-9.6	735	670	-65	-8.8
Information and cultural industries	440	360	-80	-18.2	180	140	-40	-22.2
Finance and insurance	920	705	-215	-23.4	220	205	-15	-6.8
Real estate, and rental, and leasing	380	325	-55	-14.5	125	110	-15	-12
Professional, scientific & technical services	1,335	1,330	-5	-0.4	465	495	30	6.5
Admin support, waste mgt and remediation	1,200	1,140	-60	-5.0	405	425	20	4.9
Educational services	2,965	3,295	330	11.1	1,185	1,080	-105	-8.9
Health care and social assistance	5,740	6,140	400	7.0	2,165	2,220	55	2.5
Arts, entertainment, and recreation	465	295	-170	-36.6	145	145	0	0.0
Accommodation and food services	2,635	1,820	-815	-30.9	895	640	-255	-28.5
Other services (except public admin)	1,825	1,630	-195	-10.7	615	600	-15	-2.4
Public administration	2,525	2,510	-15	-0.6	915	885	-30	-3.3
Total employed	**39,285**	**36,605**	**-2,630**	**-6.7**	**15,210**	**14,115**	**-1,095**	**-7.2**

Source: Statistics Canada, National Household Survey, 2016 and 2021

EMPLOYMENT BY OCCUPATION:

TABLE 4 –EMPLOYMENT BY OCCUPATION, 2021

	COCHRANE DISTRICT		TIMISKAMING DISTRICT		ONTARIO
	#	% of total	#	% of total	% of total
Management occupations					
Legislative and senior management occupations	240	0.7	140	1.0	1.3
Business, finance, and administration occupations	4,650	12.7	1,900	13.4	18.5
Natural and applied sciences and related occupations	1,730	4.7	810	5.7	9.5
Health occupations	3,230	8.8	1,230	8.7	7.6
Occupations in education, law and social, community and government services	5,210	14.2	1,770	12.5	12.1
Occupations in art, culture, recreation, and sport	385	1.1	205	1.4	3.2
Sales and service occupations	8,650	23.6	2,890	20.4	24.2
Trades, transport and equipment operators and related occupations	8,390	22.9	3,100	21.9	16.4
Natural resources, agriculture, and related production occupations	2,630	7.2	1,570	11.1	2.1
Occupations in manufacturing and utilities	1,530	4.2	525	3.7	5.2
Total employed	**36,640**	**100.0**	**14,140**	**100.0**	

Source: Statistics Canada, National Household Survey, 2021

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

- Sales and services = 23.6% (8,650)
- Trades, transport and equipment operators and related occupations = 22.9% (8,390)
- Education, law and social, community and government services = 14.2% (5,210).

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

- Trades, transport and equipment operators and related occupations = 21.9% (3,100)
- Sales and service = 20.4% (2,890)
- Business, finance, and administration = 13.4% (1,900).

Table 4 shows that the the percentage of employment in the Trades, transport and equipment operators and related occupations is significantly higher in the Cochrane District (22.9%) and the Timiskaming District (21.9%) compared to Ontario (16.4%).

The proportion of workers in occupation related to Natural resources, agriculture and related production is also higher in the Cochrane District (7.2%) and in the Timiskaming District (11.1%) compared to Ontario (2.1%).

Occupational categories with a lower proportion of workers locally compared to the province are:

- Business, finance, and administration occupations: Cochrane District (12.7%), Timiskaming District (13.4%), Ontario (18.5%).
- Natural and applied sciences occupations: Cochrane District (4.7%), Timiskaming District (5.7%), Ontario (9.5%).

Between 2016 and 2021, the occupational categories with the most significant decrease in total employment are:

COCHRANE DISTRICT:

- Sales and service occupations (-410)
- Business, finance, and administration occupations (-265)
- Natural and applied sciences and related occupations (-185).

TEMISKAMING DISTRICT:

- Sales and service occupations (-280)
- Occupations in manufacturing (-75).

Occupations with the most significant increase in total employment during that period are:

COCHRANE DISTRICT:

- Trades, transport and equipment operators and related occupations (+515)
- Education, law, social, and community, and government services (+325)
- Health occupations (+265).

TIMISKAMING DISTRICT:

- Natural resources, agriculture, and related production (+205)
- Trades, transport and equipment operators and related occupations (+160)

TABLE 5– CHANGE IN EMPLOYMENT BY OCCUPATION, 2016-2020

	COCHRANE DISTRICT				TIMISKAMING DISTRICT			
	Total		Change 2016-2021		Total		Change 2016-2021	
	2016	2021	#	%	2016	2021	#	%
Management occupations	3,275				1,390		-1,390	
Legislative and senior management occupations		240				140	140	
Business, finance, and administration occupations	4,915	4,650	-265	-5.4	1,875	1,900	25	1.3
Natural and applied sciences and related occupations	1,915	1,730	-185	-9.7	725	810	85	11.7
Health occupations	2,965	3,230	265	8.9	1,175	1,230	55	4.9
Education, law & social, community & government services	4,885	5,210	325	6.7	1,755	1,770	15	0.9
Occupations in art, culture, recreation, and sport	435	385	-50	-11.5	210	205	-5	-2.3
Sales and service occupations	9,060	8,650	-410	-4.5	3,170	2,890	-280	-8.8
Trades, transport, and equipment operators and related	7,875	8,390	515	6.5	2,940	3,100	160	5.4
Natural resources, agriculture, and related production	2,450	2,630	180	7.3	1,365	1,570	205	15.0
Occupations in manufacturing and utilities	1,510	1,530	20	1.3	600	525	-75	-12.5
Total employed	**39,285**	**36,640**	**-2,645**	**-6.7**	**15,215**	**14,140**	**-1,075**	**-7.6**

Source: Statistics Canada, National Household Survey, 2016 and 2021

JOB POSTINGS IN THE FAR NORTHEAST TRAINING BOARD REGION:

The data in Table 6 and Table 7 is pulled from the jobsinfarnortheast.com job portal. The portal is managed by the Far Northeast Training Board and is intended to promote job opportunities that are offered within the boundaries of the FNETB service area.

Table 6 below provides an overview of the quarterly number of jobs posted in 2022 on the FNETB job portal by 1-digit NOC occupational categories. There were 9,257 job postings on the jobsinfarnortheast.com job portal in 2022 compared to 8,151 in 2021 (+1,106).

TABLE 6 – QUARTERLY JOB POSTINGS, 2022 (1-DIGIT NOC), FAR NORTHEAST TRAINING BOARD REGION

	Jan-Mar 2022	Apr-Jun 2022	Jul-Sept 2022	Oct-Dec 2022	Total 2022	Total 2021	Total 2020
0 – Management	137	90	74	59	360	335	234
1- Business, Finance and Administration	278	328	300	286	1,192	1,078	665
2 – Natural and Applied Sciences	106	106	81	121	414	453	268
3 – Health	191	215	242	297	945	799	563
4 – Education, Law and Social, Community and Government	677	956	866	769	3,268	2,197	1,703
5 – Art, Culture, Recreation and Sport	24	30	7	8	79	72	26
6 – Sales and Service	360	411	363	235	1,369	1,334	988
7 – Trades, Transport and Related	290	306	323	287	1,206	1,436	975
8 – Natural Resources, Agriculture and Related	84	96	44	50	274	321	211
9 – Manufacturing and Utilities	33	44	33	40	150	126	97
TOTAL	2,180	2,582	2,333	2,152	9,257	8,151	5,730

Source: jobsinfarnortheast.com

The occupational categories with the highest number of job postings in 2022 continue to be:

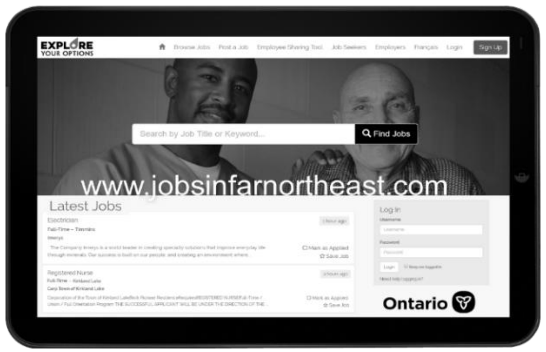
- Education, Law and Social, Community and Government (3,268)
- Sales and Services (1,369)
- Trades, Transport and Related (1,206).

Note to readers: Caution must be used when interpreting the data in Table 6 and Table 7 as it is limited to 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 7 highlights the TOP 10 occupations across the FNETB region, at the 4-digit NOC, by total number of postings in 2022. The asterisks indicate the communities in which those occupations were also among the TOP 10 by total number of posting in 2022.

All the occupations in Table 7 are occupations for which the FNETB's Local Labour Market Forecast for 2016-2036 predicts a high number of retirements ([Local labour market forecast 2016-2036 – august 2018 (fnetb.com)](fnetb.com))

TABLE 7 – TOP 10 BY TOTAL JOB POSTINGS, 2022 (4-DIGIT NOC QUARTERLY JOB POSTINGS, 2022



	jobinfarnortheast	Jobsintimins	Jobsinkirklandlake	Jobsintemiskamingshores	Jobsinhearst	Jobsinkapuskasing	Jobsincochrane	Jobsinjbc	jobsinchapleau
4212 Social and community service workers	725	*	*	*	*	*	*	*	*
4413 Elementary and secondary school teachers' assistants	494	*	*	*	*	*	*	*	
4032 Elementary school and kindergarten teachers	362	*	*	*	*	*	*	*	
6733 Janitors, caretakers and building superintendents	265	*	*	*	*	*		*	*
3012 Registered nurses and registered psychiatric nurses	244	*	*		*	*		*	*
4214 Early childhood educators and assistants	240	*	*	*	*	*	*	*	
1241 Administrative assistants	199	*			*	*	*		
4031 Secondary school teachers	180	*	*				*		
4412 Home support workers, housekeepers, and related	174		*	*		*	*		*
6421 Retail salespersons	172			*	*				

Source: jobsinfarnortheast.com

Other information that could be gleaned from the jobs posted on jobsinfarnortheast.com in 2022 include:

- 58% of the jobs posted in 2022 represent the creation of new positions, it was 57% in 2021.
- The percentage of full-time job posts in 2022 was 58%, up from 56.3% in 2021.
- Part-time job postings represented 14.2% of job postings in 2022 compared to 16.7% in 2021.
- Contract positions represent 14% of job postings compared to 12% in 2021.
- 8.7% of job postings were for casual temporary positions compared to 12.4% in 2021.

Regarding the skills required for the jobs posted in 2022:

- 39% indicate experience as a requirement compared to 43% in 2021,
- 28% compared to 26% the previous year require college,
- 18% require university compared to 14% in 2021,
- 13% compared to 10% in 2021 require high school diploma or the equivalent.

MIGRATION:

TABLE 8 – NET MIGRATION, BY AGE COHORT, 2018 TO 2021

	COCHRANE DISTRICT								
	2018-2019			2019-2020			2020-2021		
Age Group	In-migrants	Out-migrants	Net-migrants	In-migrants	Out-migrants	Net-migrants	In-migrants	Out-migrants	Net-migrants
0 to 17	343	343	0	391	373	18	415	293	122
18 to 24	336	353	-17	347	365	-18	222	299	-77
25 to 44	613	653	-40	647	715	-68	704	545	159
45 to 64	260	452	-192	292	431	-139	336	329	7
65+ years	143	201	-58	124	207	-83	149	148	1
TOTAL	1,695	2,002	-307	1,801	2,091	-290	1,826	1,614	212
	TIMISKAMING DISTRICT								
	2018-2019			2019-2020			2020-2021		
Age Group	In-migrants	Out-migrants	Net-migrants	In-migrants	Out-migrants	Net-migrants	In-migrants	Out-migrants	Net-migrants
0 to 17	203	158	45	232	146	26	267	111	156
18 to 24	122	142	-20	152	153	-1	102	112	-10
25 to 44	320	270	50	354	302	52	363	228	135
45 to 64	227	173	54	250	173	77	263	183	80
65+ years	83	107	-24	90	115	-25	99	130	-31
TOTAL	955	850	105	1,078	889	189	1,094	764	300

Source: Statistics Canada, Tax Filer

Table 9 provides a comparison of the origin and destination of migrants in 2010-2011 and 2020-2021. The data reveals very little change in the overall trends from 2010-2011 to 2020-2021, with the exception of in-migration from international sources. Both districts saw an increase in the number of in-migrants from international sources between 2010-2011 and 2020-2021.

Based on the most recent migration data, the Cochrane District, and the Temiskaming District both saw a positive net migration in 2020-2021.

The Cochrane District experienced a larger number of in-migrants compared to out-migrants in 2020-2021 in most age cohorts with the exception of the 18 to 24 cohort.

During that same period, in the Timiskaming District, out-migration exceeded the in-migration slightly for the 18 to 24 age cohort, and for the population aged 65 and over.

ORIGIN OF MIGRANTS

Data for 2020-2021 on the origin of migrants shows that most in-migrants come mostly from other jurisdictions within Ontario.

For the Cochrane District, during that period, 82.6% of the in-migration was within Ontario, followed by the Western provinces at 7.8%, and the international sources at 4.5%.

For the Timiskaming District the majority of the in-migration was within Ontario (84.3%), followed by the Western provinces (5.9%), and the province of Quebec (4.7%).

DESTINATION OF MIGRANTS

2020-2021 data on out-migration show similar trends with migrants leaving mainly for other regions within Ontario.

For the Cochrane District, during that period, 81% of the out-migration was within Ontario, followed by the Western provinces at 8.9%, and the province of Quebec at 5.7%.

For the Timiskaming District most of the out-migration was within Ontario (82.1%), followed by the Western provinces (6.4%), and the province of Quebec (5.4%).

TABLE 9 – ORIGIN AND DESTINATION OF MIGRANTS, 2010-2011 COMPARED TO 2020-2021

	COCHRANE DISTRICT				TIMISKAMING DISTRICT			
ORIGIN (IN-MIGRATION)	**2010-2011**		**2020-2021**		**2010-2011**		**2020-2021**	
	#	%	#	%	#	%	#	%
Western provinces	164	8.2	142	7.8	84	7.7	65	5.9
Atlantic provinces	43	2.1	20	1.1	29	2.7	20	1.8
Quebec	91	4.5	73	4.0	57	5.2	51	4.7
North (Northwest Territories, Yukon, Nunavut)	3	0.1	0	0.0	0	0.0	0	0.0
Ontario	1,657	82.7	1,510	82.6	915	83.8	922	84.3
Foreign	46	2.3	83	4.5	7	0.6	36	3.3
Total	**2,004**	**100.0**	**1,828**	**100.0**	**1,092**	**100.0**	**1,094**	**100.0**
DESTINATION (OUT-MIGRATION)	**2010-2011**		**2020-2021**		**2010-2011**		**2020-2021**	
	#	%	#	%	#	%	#	%
Western provinces	275	11.0	142	8.9	70	6.1	49	6.4
Atlantic provinces	84	3.4	60	3.7	32	2.8	23	3.0
Quebec	156	6.3	92	5.7	87	7.6	41	5.4
North (Northwest Territories, Yukon, Nunavut)	10	0.4	1,308	81.0	1	.08	2	0.3
Ontario	1,927	77.3	3	0.2	942	82.6	627	82.1
Foreign	42	1.7	9	0.6	8	0.7	22	2.9
Total	**2,494**	**100.0**	**1,614**	**100.0**	**1,140**	**100.0**	**764**	**100.0**

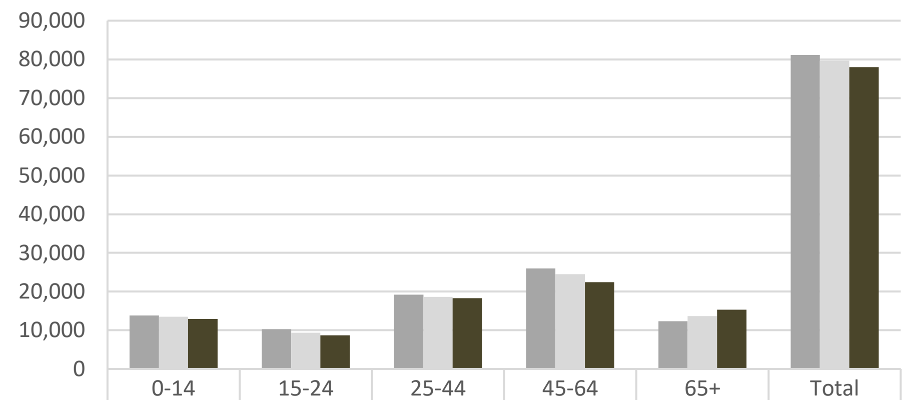
Source: Statistics Canada, Tax Filer

Additionally, data on in-migration and out-migration from within Ontario, in 2020-2021, reveals that the migration to and from the Cochrane District is largely to and from another Northern Ontario region.

The Timiskaming District is also seeing a large proportion of in-migrants and out-migrants from other Northern Ontario districts.

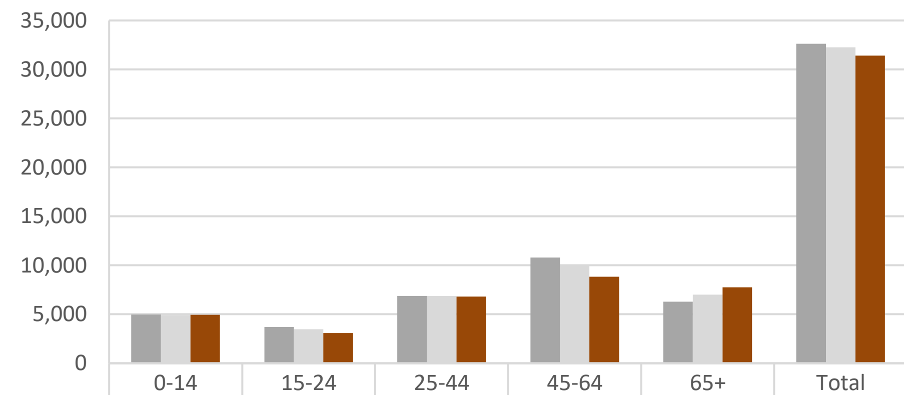
POPULATION:

FIGURE B– POPULATION CHANGE, COCHRANE DISTRICT 2006-2021



	0-14	15-24	25-44	45-64	65+	Total
2011	13,815	10,260	19,190	25,945	12,310	81,120
2016	13,530	9,355	18,625	24,475	13,690	79,680
2021	12,905	8,670	18,315	22,440	15,340	77,965

FIGURE C – POPULATION CHANGE, TIMISKAMING DISTRICT 2006-2020



	0-14	15-24	25-44	45-64	65+	Total
2011	4,995	3,710	6,860	10,795	6,275	32,635
2016	4,915	3,480	6,870	9,970	7,005	32,250
2021	4,955	3,075	6,795	8,825	7,760	31,420

Source: Statistics Canada, Census 2011, 2016, 2021

COCHRANE DISTRICT Total, 2021

77,965

Change 2016-2021

-2.2% (-1,715)

TIMISKAMING DISTRICT Total, 2021

31,420

Change 2016-2021

-2.6% (-830)

Between 2016 and 2021, for both the District of Cochrane and the District of Timiskaming we continue to see a decline in the population overall.

The population in the Cochrane District declined by -2.2% (-1,715) during that period. Declines are observed in all age cohorts with the exception of the population 65 and over which grew by 12% during that period.

In the Timiskaming District the overall population declined by -2.6% (-830) between 2016 and 2021. The population 65+ is also the only age cohort with a significant increase, it grew by 11% during that same period.

EDUCATION:

The 2021 Census data on education reveals that for all age cohorts, the region continues to have a higher proportion of people with no certificate, diploma, or degree.

The only educational attainment levels where the Cochrane District and the Timiskaming District have higher proportions compared to the province are:

- Non-apprenticeship or trades certificate or diploma
- Apprenticeship or trades certificate or diploma
- College, CEGEP, or other non-university.

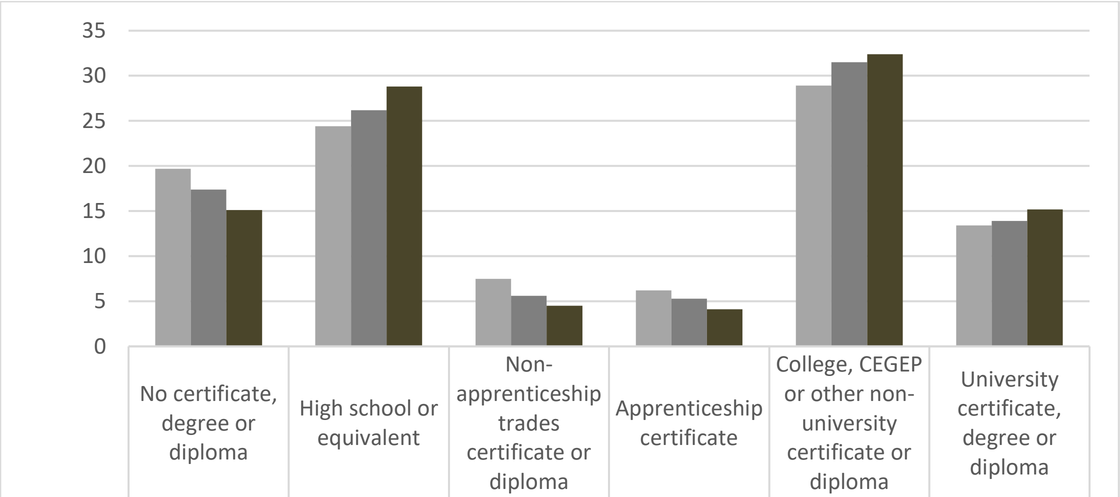
Compared to the province in all age cohorts, the Cochrane and Timiskaming districts continue to have a significantly lower percentage of the population with a university certificate, diploma, or degree.

TABLE 10 – EDUCATIONAL ATTAINMENT, 2021

COCHRANE DISTRICT	20 - 24	25 - 34	35 - 44	45-54	55-64	65+
No certificate, diploma, or degree	14.0	13.0	10.6	13.1	21.3	39.5
High school or equivalent	46.4	28.7	27.6	27.0	31.0	22.8
Non-apprenticeship trades certificate or diploma	2.3	3.5	4.4	4.7	5.1	5.1
Apprenticeship or trades certificate or diploma	1.8	3.9	4.0	3.3	4.9	6.2
College, CEGEP, or other non-university	23.3	30.3	36.7	35.9	28.3	17.5
University certificate, diploma, or degree	12.2	20.6	16.8	16.0	9.4	8.9
TIMISKAMING DISTRICT	20 - 24	25 - 34	35 - 44	45-54	55-64	65+
No certificate, diploma, or degree	15.4	12.5	13.9	14.3	21.0	33.7
High school or equivalent	40.6	28.2	24.8	25.9	30.4	26.7
Non-apprenticeship trades certificate or diploma	3.4	2.6	3.2	4.4	4.9	5.7
Apprenticeship or trades certificate or diploma	2.7	3.3	3.0	3.4	4.9	4.7
College, CEGEP, or other non-university	26.8	32.0	36.5	35.9	30.4	19.1
University certificate, diploma, or degree	11.7	21.3	18.6	16.2	8.2	10.2
ONTARIO	20 - 24	25 - 34	35 - 44	45-54	55-64	65+
No certificate, diploma, or degree	5.8	5.9	7.3	8.8	13.0	23.8
High school or equivalent	47.8	20.9	20.5	23.2	28.5	28.3
Non-apprenticeship trades certificate or diploma	1.3	1.7	2.3	2.6	3.1	3.5
Apprenticeship or trades certificate or diploma	1.0	2.1	2.5	2.6	3.3	3.8
College, CEGEP, or other non-university	17.6	22.2	23.9	24.4	23.9	17.2
University certificate, diploma, or degree	26.5	47.4	43.4	38.3	28.2	23.3

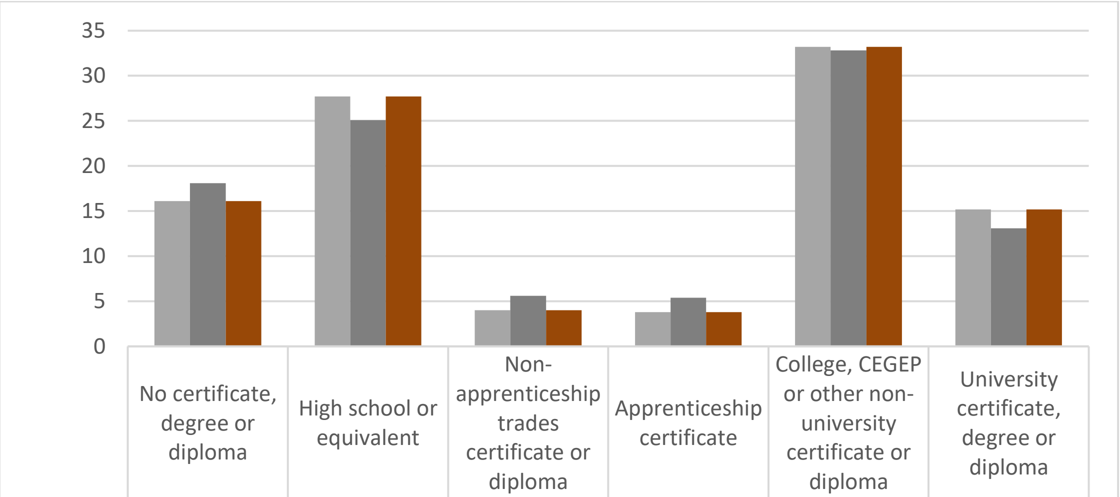
Source: Statistics Canada, National Household Survey, 2021

FIGURE D – CHANGE IN EDUCATIONAL ATTAINMENT
COCHRANE DISTRICT, POPULATION AGED 25 TO 64, 2011-2021



	No certificate, degree or diploma	High school or equivalent	Non-apprenticeship trades certificate or diploma	Apprenticeship certificate	College, CEGEP or other non-university certificate or diploma	University certificate, degree or diploma
2011	19.7	24.4	7.5	6.2	28.9	13.4
2016	17.4	26.2	5.6	5.3	31.5	13.9
2021	15.1	28.8	4.5	4.1	32.4	15.2

FIGURE E – CHANGE IN EDUCATIONAL ATTAINMENT
TIMISKAMING DISTRICT, POPULATION AGED 25 TO 64, 2011-2021



	No certificate, degree or diploma	High school or equivalent	Non-apprenticeship trades certificate or diploma	Apprenticeship certificate	College, CEGEP or other non-university certificate or diploma	University certificate, degree or diploma
2011	16.1	27.7	4.0	3.8	33.2	15.2
2016	18.1	25.1	5.6	5.4	32.8	13.1
2021	16.1	27.7	4.0	3.8	33.2	15.2

Source: Statistics Canada, National Household Survey, 2011, 2016, 2021

Figures D and E show that since 2011, both the District of Cochrane and the District of Timiskaming saw an overall increase in most educational attainment levels with the exception two categories: Non-apprenticeship trades certificate or diploma, and Apprenticeship trades, certificate, or diploma.

The percentage of the population aged 25 to 64 with those two categories as their educational attainments decreased between 2016 and 2021:

- Non-apprenticeship trades certificate or diploma (from 5.6% in 2016 to 4.5% in 2021 in the Cochrane District, and from 5.6% to 4.0% in the Timiskaming District)
- Apprenticeship trades, certificate, or diploma. (from 5.3% in 2016 to 4.1% in 2021 in the Cochrane District, and from 5.4% to 3.8% in the Timiskaming District).

LABOUR FORCE

COCHRANE DISTRICT
Total LF, 2021
63,655

Change 2016-2021

-2.1%
(-1,335)

TIMISKAMING DISTRICT
Total LF, 2021
25,880

Change 2016-2021

-3.3%
(-885)

TABLE 11 –LABOUR FORCE ACTIVTY, POPULATION 15+, BY GENDER

	TOTAL 15+			**MEN**			**WOMEN**		
2021	COCHRANE DISTRICT	TIMISKAMING DISTRICT	ONTARIO	COCHRANE DISTRICT	TIMISKAMING DISTRICT	ONTARIO	COCHRANE DISTRICT	TIMISKAMING DISTRICT	ONTARIO
Total Labour Force (15+)	63,655	25,880	11,782,820	31,805	12,805	5,733,360	31,850	13,075	6,049,460
In the Labour Force	37,475	14,435	7,399,200	19,745	7,685	3,847,325	17,725	6,750	3,551,880
Employed	34,040	13,230	6,492,895	18,010	7,035	3,416,955	16,030	6,200	3,075,940
Unemployed	3,430	1,205	90,310	1,740	655	430,365	1,695	545	475,940
Not in the Labour Force	26,180	11,445	4,383,620	12,060	5,120	1,886,035	14,125	6,325	249,580
Participation Rate	58.9	55.8	62.8	62.1	60.0	67.1	55.7	51.6	58.7
Employment Rate	53.5	51.1	55.1	56.6	54.9	59.6	50.3	47.4	50.8
Unemployment Rate	9.2	8.3	12.2	8.8	8.5	11.2	9.6	8.1	13.4

Source: Statistics Canada, National Household Survey, 2021

In 2021, the total labour force 15+ in the Cochrane District was 63,655, a decrease of -2.1% (-1,355) from 2016.

In the Timiskaming District, the total labour force 15+ was 25,880 in 2021, down -3.3% (-885) from 2016.

Table 11 shows that in 2021, participation rates and employment rates were lower in the region compared to the province, more significantly so in the Timiskaming District.

The unemployment rate is higher in the province compared to the Cochrane District and in the Timiskaming District for the overall population 15+. The unemployment rate for women in the region is significantly lower in the Cochrane and Timiskaming districts at 9.6% and 8.1% respectively compared to 13.4% at the provincial level.

TABLE 12 –LABOUR FORCE STATUS, BY AGE, 2016-2021

	15-24			25-64			65+		
2021	COCHRANE DISTRICT	TIMISKAMING DISTRICT	ONTARIO	COCHRANE DISTRICT	TIMISKAMING DISTRICT	ONTARIO	COCHRANE DISTRICT	TIMISKAMING DISTRICT	ONTARIO
Total Labour Force (15+)	8,615	3,030	1,687,900	40,680	15,565	7,584,645	14,365	7,280	2,510,280
In the Labour Force	5,500	2,005	968,080	30,300	11,510	6,040,075	1,675	915	391,045
Employed	4,675	1,745	723,310	27,910	10,715	5,430,990	1,460	770	338,590
Unemployed	825	260	244,770	2,395	800	609,085	215	150	52,455
Not in the Labour Force	3,110	1,030	719,820	10,380	4,050	1,544,570	12,685	6,365	2,119,230
Participation Rate	63.8	66.2	57.4	74.5	73.9	79.6	11.7	12.6	15.6
Employment Rate	54.3	57.6	42.9	68.6	68.8	71.6	10.2	10.6	13.5
Unemployment Rate	15.0	13.0	25.3	7.9	6.9	10.1	12.8	16.3	13.4

Source: Statistics Canada, National Household Survey, 2021

*The **participation rate** is the proportion of working-age residents who are in the labour market working or actively looking for work*

*The **employment rate** is the proportion of working-age residents who are working (employed).*

The data in Table 12 presents data on labour force activity by age cohort, It shows that In 2021, the participation and employment rate of the labour force aged 15 to 24 in the Cochrane District and in the Timiskaming District were significantly higher compared to the province. The unemployment rate of young workers in that age cohort was also lower in this region compared the unemployment rate at the provincial level for the same age cohort.

For the labour force aged 25 to 64, both the Cochrane and Timiskaming districts had lower participation and rates than the province, while unemployment rates were lower in the region compared to the province.

In 2021, the region also has lower participation and employment rates than the province within the population aged 65 and over.

TABLE 13 – CLASS OF WORKERS, LABOUR FORCE 15+, 2021

	COCHRANE DISTRICT			TIMISKAMING DISTRICT			ONTARIO		
2021	**Total**	**Male**	**Female**	**Total**	**Male**	**Female**	**Total**	**Male**	**Female**
Total Labour Force	37,470	19,750	17,725	14,435	7,685	6,745	7,399,205	3,847,325	3,551,880
Class of workers not applicable	835	475	355	295	180	115	212,505	102,580	109,925
All classes of workers	36,640	19,275	17,365	14,140	7,505	6,635	7,186,695	3,744,745	3,441,950
Employee	89.1	87.4	91.0	85.8	83.5	88.6	82.6	79.8	85.5
Permanent position	75.4	75.8	74.9	73.7	72.5	75.2	69.8	68.3	71.5
Temporary position	13.7	11.6	16.1	12.2	11.1	13.4	12.7	11.6	14.0
Fixed term (1 year or more)	3.8	3.2	4.6	3.1	2.1	4.2	4.4	3.8	5.0
Casual, seasonal (less then 1 year)	9.9	8.4	11.5	9.0	8.9	9.1	8.4	7.7	9.0
Self-employed	8.7	10.2	7.0	12.1	14.2	9.8	14.6	17.5	11.4
2016	**Total**	**Male**	**Female**	**Total**	**Male**	**Female**	**Total**	**Male**	**Female**
Total Labour Force	39,855	21,010	18,845	15,390	8,195	7,200	7,141,675	3,689,625	3,452,055
Class of workers not applicable	575	310	270	180	90	90	171,050	81,735	89,315
All classes of workers	39,285	20,700	18,580	15,215	8,105	7,110	6,970,625	3,607,890	3,362,735
Employee	91.4	90.1	92.8	87.8	86.6	89.1	86.1	83.6	88.7
Self-employed	7.2	8.4	5.8	11.0	12.3	9.7	11.5	14.2	8.7

Source: Statistics Canada. 2022. (table). *Census Profile*. 2021 Census of Population. Statistics Canada Catalogue no. 98-316-X2021001. Ottawa. Released December 15, 2022.

At 8.7% for the Cochrane District and 12.1% for the Timiskaming District, the percentage of self-employed workers is lower than the 14.6% of self-employed at the provincial level.

The data also shows that in the region and at the provincial level alike, the percentage of self-employed men is higher than that of women.

At the provincial level, the percentage of self-employed increased by 3.1% between 2016 and 2021, while in the region it increased by 1.5% in the Cochrane District and 1,1% in the Timiskaming District.

In 2021, the Cochrane District and the Timiskaming District had higher proportions of workers employed in permanent positions at 75.4% and 73.7% respectively compared to 69.8% at the provincial level.

In the Cochrane and Timiskaming Districts and in Ontario alike, the data shows higher proportion of women employed in temporary and casual positions compared to men.

In the region, the percentage of seasonal workers is higher for men than for women.

EMPLOYMENT INCOME

TABLE 14 –AVERAGE EMPLOYMENT INCOME OF INDIVIDUALS FULL-TIME, FULL-YEAR WORKERS, 2019 AND 2020

	TOTAL 15+			**MEN**			**WOMEN**		
2020	COCHRANE DISTRICT	TIMISKAMING DISTRICT	ONTARIO	COCHRANE DISTRICT	TIMISKAMING DISTRICT	ONTARIO	COCHRANE DISTRICT	TIMISKAMING DISTRICT	ONTARIO
Average employment income	74,700	72,000	82,400	82,500	81,000	90,700	64,700	60,250	72,000
2019									
Average employment income	70,200	67,400	77,800	79,200	76,300	86,600	58,800	55,800	66,800
Change 2019-2020									
Average employment income	6.4	6.8	5.9	4.2	6.2	4.7	10.0	8.0	7.8

Source: Statistics Canada, National Household Survey, 2021

Table 15 shows that at $74,700 in the Cochrane District and $72,000 in the Timiskaming District, average employment income of the total population 15 and over in 2020 was significantly lower than the average employment income of $82,400 at the provincial level (10.3% lower in Cochrane District and 14% lower in the Timiskaming District). That gap is more significant for women.

In the Cochrane District, the average employment income for women was 11.3% lower than that of women at the provincial level (for men the difference was -9.9%). In the Timiskaming District the average employment income of women was 19.5% lower than that of women in Ontario (for men the difference was -12%).

The data in Table 11 also shows that in 2020, the average employment income for women is significantly lower compared to men. It is 27.5% lower in the Cochrane District, 34.4% lower in the Timiskaming District, and 26% lower in Ontario.

In the region and at the provincial level, average employment income grew more significantly for women than it did for men between 2019 and 2020.

EMPLOYMENT ONTARIO (EO) PROGRAM DATA (2021-2022):

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 2021-2022 across the FNETB region:

- Assisted Services = 1,636 clients, not much change from the previous year total of 1,647
- Unassisted Services = 5,482 clients, an increase from previous year of +15% (+714 clients)
- 52.2% were men a slight decrease from the previous year when men represented 55.4% of ES clients.
- 47.8% were women up from 44.6% in 2020-2021
- ES clients by age:
    - 425 were aged 15-24 compared to 467 in 2020-2021, a decrease of-42 (-9.0%)
    - 754 were aged 25-44 compared to 719 in 2020-2021, an increase of +35 (+4.9%)
    - 427 were 45-64 compared to 440 in 2020-2021, a decrease of-13 (-3.0%).
    - The number of clients 65 and over increased to 30 compared to 19 in 2020-2021 (+57.9%)
- Educational attainment levels of ES clients in 2021-2022:
    - 21.0% had less than Grade 12 (in 2020-2021 it was 19.0%)
    - 36.6% had completed high school (in 2020-2021 it was 35.2%)
    - 28.6% had completed college (in 2020-2021 it was 27.0%)
    - 1.7% had a certificate of apprenticeship journeyperson (in 2020-2021 it was 2.3%)
    - 3.1% had completed university (in 2020-2021 it was 4.3%)
    - 7.2% had other- some apprenticeship, college, or university (in 2020-2021 it was 11.1%).

- Change in the number of ES clients by source of income between 2020-2021 and 2021-2022:
    - A decrease of-24.1% in the number of clients receiving Employment Insurance
    - An increase in those receiving Ontario Disability Support (+80.8%%).
    - the percentage of clients with employment income also increased (+13.1%),
    - the percentage of clients with Ontario Works as their source of income also increased (+10.4%).
    - clients with no source of income also increased between 2020-2021 and 2021-2022 (+6.6%).
    -

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 2021-2022 across the FNETB region:

- Second Career = 37, a slight decrease from the previous year when there were 42 clients

- 73.0% are men, 27.0% are women.
- 61.3% of SC clients were aged 25 to 44, the percentage of clients aged 45-64 was 38.7%
- 29.8% had less than Grade 12 as their highest educational attainment.
- 67.6% 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 2021-2022 across the FNETB region:

- Youth Job Connection program = 107 clients compared to 70 in 2020-2021, an increase of 37 (+52.9%)
- 54.4% are men, 45.6% are women.
- Demographics of YJC clients shows:
    - 84.1% were aged 15-24 compared to 67.1% who were in that same age cohort in 2020-2021.
    - 15.9 were aged 25-44 compared to 32.9% the previous year.
    - 32.7% were Francophones.
    - 39.3% were persons with disabilities.
    - 17.8% were Indigenous.
- 53.4% of YJC clients had less than Grade 12 compared to 54.3% the previous year.
- The number of clients by source of income shows:
    - 52.3% of YJC clients had no source of income a slight increase from 2020-2021 when it was 50%
    - 21.5% were Ontario Works clients, down from 27.1% 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 2021-2022 across the FNETB region:

- COJG = 32 employers compared to 30 in 2020-2021, and 65 clients compared to 153 the previous year (a decrease of-57.5%).
- 73.8% are men, 26.2% are women.
- COJG clients by age:
    - 53.8% were aged 15-24
    - 30.8% were aged 25-44.

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 2021-2022 across the FNETB region:

- Literacy and Basic Skills = 1,235 clients (new & carry over) almost no change compared to 1,238 the previous year.
- LBS client goals in 2021-2022:
    - Apprenticeship = 4.7%, a slight decrease from 2020-2021 at which time it was 5.6%
    - Employment = 37.7%, it was 36.4% the previous year
    - Independence = 25.1%, it was 25.3% in 2020-2021
    - Post-secondary education = 22.9%, it was 24.6% the previous year
    - Secondary school credits = 9.6% down from 8.2% the year before.
- 24.4% are men, 75.0% are women.

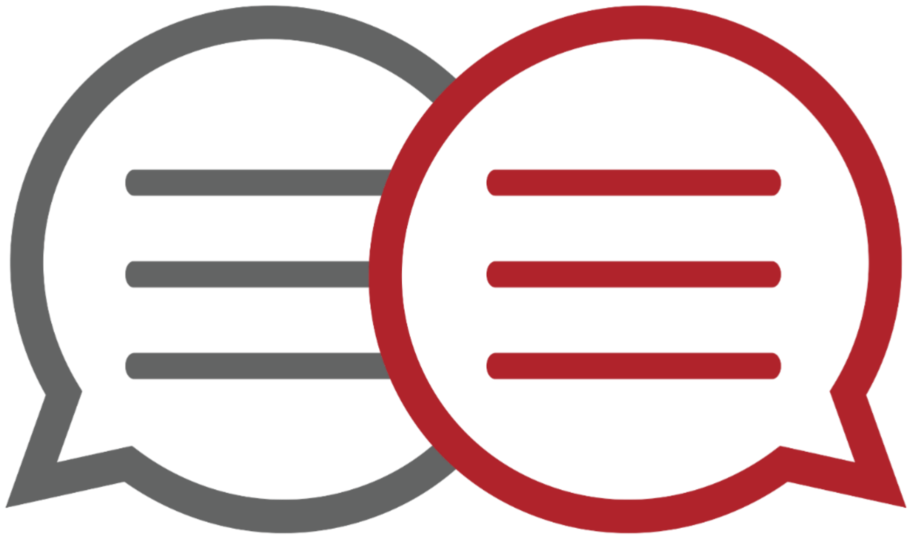
- Educational attainment levels of clients at in-take:
    - 6.7% had less than Grade 9
    - 28.7% had less than Grade 12
    - 25.7% had completed high school.
    - 1.3% had an apprenticeship or trade certificate.
    - 23.2% had completed college.
    - 8.7% had competed university.
    - 3.6% had other (some college, apprenticeship, or university).

- A look at the demographics of LBS clients:
    - 19.3% were aged 15-24 (-2.3% from 2020-2021), 36.8% were aged 25-44 (+4.6% from previous year), 26.6% were aged 45-64 (-2.2% from previous year), 17.0% were aged 65+ (unchanged from 2020-2021)
    - 2.8% were newcomers (same as previous year), 27.0% were persons with disabilities (+1.0% from previous year), 21.2% were Indigenous (+0.8% from 2020-2021), 58.3% were Francophone (+1.1% from 2020-2021).
- The number of clients by source of income shows:
    - Sources of income of LBS clients remain unchanged with the exception of clients with self-employment as their source of income which was 3.8% in 2021-2022 compared to 2.6% in 2020-2021 (+1.25).
    - 38% of clients indicated employment as their source of income in 2021-2022 (it was 38.6% in 2020-2021), at 12.9% have no source of income, 11% report Ontario Works as their source of income, 4.2% Employment Insurance 5%.

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 2021-2022 across the FNETB region:

- Active apprentices = 1,007, up from 946 in 2020-2021, an increase of +61 (+6.4% from 2020-2021)
- Number of Certificates of Apprentices issued = 95 up from 60 the previous year (+58.3%)
- Number of modular training registrations = 2,7532, in 2020-2021 it was 2,046, an increase of +706 (+34.5%)
- Number if new registrations = 277, an increase from 188 the previous year = +89 (+47.3%).
- The average age of apprentices is 24.
- Educational attainment levels in 2021-2022:
    - 19.9% had less than Grade 12
    - 80.1% had completed high school.
- Registrations by trade for 2021-2022:
    - Electricians – Construction and Maintenance (63, up from 36 in 2020-2021)
    - Heavy Duty Equipment Technician (26), up from 22 the previous year
    - Automotive Service Technicians (40) compared to 21 in 2020-2021
    - Industrial Mechanic Millwrights (27) compared to 21 the previous year
    - Truck and Coach Technicians (15), down from 19 in 2020-2021
    - Welders (32) compared to 12 the previous year
    - Child Development Practitioner (17).



Section 2: What we Hear in the Field

Input collected from local stakeholders

This section of the report provides a summary of what we heard from employers and from local stakeholders who participated in the different outreach and 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 conditions in the region. A mix of online surveys, one-on-one interviews and, virtual and in-person meetings were conducted over the past months to collect information.

Note to readers:
The input collected from local employers and stakeholders is based on their best knowledge of the local labour market conditions, understanding that those conditions could change based on specific situations or factors that could arise and that were unknown at the time of the consultations.

WHAT WE HEARD FROM EMPLOYERS IN THE MINING AND MINING SERVICES INDUSTRIES:

Between May and August 2022, a data collection tool was sent to local mining and mining supply companies. Responses were received from 4 active mines, 3 exploration projects, and 6 mining suppliers who provided data by occupation on their current workforce, current vacancies, and on their best estimation of workforce growth or reductions, and of the number of anticipated retirements for each occupation. A few questions were also included to gain some insight on the impact of technology on workforce skills requirements. It is important to note that two of the fourteen responding companies provided data on their current workforce (number employed by occupation and vacancies) but were unable to provide forecast data to 2027. The forecast data is therefore based on responses from 11 of the participating companies.

Collectively, the responding companies employed 4,682 employees in 2022. Here are a few highlights based on the responses received:

- The total number of employees among the responding companies is expected to increase from 4,682 in 2022 to 5,215 in 2025, and to 6,136 in 2027.
- The total increase of 1,729 between 2022 and 2027 is mostly due to anticipated growth (+1,454), with retirements representing 275 positions.
- 82.2% of the growth projection is in the trades and production occupations, followed by technical occupations (6.2%), supervisors, coordinators, foremen (3.6%), professional and physical science occupations (3.0%), support workers (2.5%), and human resources and financial occupations (2.3%).
- 71.3% of the total 275 retirements between 2022 and 2027 are in the trades and production occupations, followed by technical occupations (9.1%), supervisors, coordinators, foremen (6.2%), professional and physical science occupations (3.0%), support workers (2.5%), and human resources and financial occupations (2.3%).
- At the time of the data collection, the responding companies reported 376 vacancies with 62.5% of those vacancies in the trades and production occupations.
- The top five occupations by total projected demand by 2027 are: heavy equipment operators (+558), underground and production miners (+271), heavy duty equipment mechanics (+173), welders and related machine operators (+98), and construction millwrights and industrial mechanics (+63).
- When asked to select from a provided list, which technological changes would most impact them, the changes that were more frequently mentioned are: real time data collection, data management and analysis, digitization, automation and robotics, redesign of equipment to optimize efficiency.
- To the question about the skills that will be required in order to adapt to the technological changes, the following were identified: advanced computer skills, data management skills (data collection and analysis), use of new equipment/technologies (micro-seismic monitoring, drones, etc).

Note: The future workforce needs are based on the current situation and on respondents' best knowledge of their future needs at the time of the data collection. Specific situations or factors that were unknown at the time of the survey could lead to estimations that are incomplete or incorrect.

WHAT WE HEARD FROM THE NOT-FOR-PROFIT SECTOR:

The non-profit and voluntary sector is at the heart of many essential and critical services, in many cases to the most vulnerable segments of our population. That is particularly true in rural communities with small population bases where services and support to many areas of our day-to-day lives such as culture and recreation, health and social services, and education are only available via not-for-profit and voluntary organizations. Between April 1 and May 31, 2022, the Far Northeast Training Board (FNETB) conducted an online survey with local non-profit and voluntary organizations across its service area in order to better understand the human resources involved (employees and volunteers), as well as trends, opportunities, and challenges within the sector. The survey questionnaire was sent by email to 525 local not-for-profit and voluntary organizations for which an email address was available. A total of 178 surveys were received, representing a 34% response rate. The following is a summary of the findings:

- 113 of the responding organization reported that they had employees. Collectively, they had 2,945 employees, 70% of them full-time (2,061 jobs).
- Respondents were asked about employee separations and hiring in the last 12 months. 116 organizations reported separations in the past 12 months. Collectively that represented a total of 307 separations. When asked about the reasons for the separations, the majority (61%) were due to employees leaving, 17% were due to lay-offs, and 10% were due to retirements.
- To the questions about hiring in the last 12 months, 74 respondents indicated that they had hired. Collectively those organizations reported a total of 244 hirings. The main reasons mentioned are: 59% to replace someone who left, 23% because of restructuring or expansion, 9% to replace someone who retired, and 4% because of technological changes.
- When asked about hiring in the next 12 months, 114 organizations indicated that they planned to hire. Collectively it represents a total of 243 positions. The main reasons for the hiring were: 41% because of restructuring or expansion, 36% to replace someone who left, 21% due to retirements.
- The occupations for which the responding organizations would be hiring that were mentioned most often are: supervisors, managers, executive directors, administrative assistants, project coordinators, and personal support workers.
- Respondents were asked about their reliance on volunteers. 86% of the respondents indicated that they rely on volunteers for the following reasons: 79% for governance, 70% to help with fundraising, 66% to help deliver services/programs, and 50% for managing the affairs of the organization. Other reasons mentioned are cleaning, maintenance, coaching and advocacy.
- Organizations were asked if they had recruited volunteers in the last 12 months. 92 respondents indicated that they had recruited volunteers in the last year for the following reasons: for program/service delivery (42%), fundraising (26%), for sub-committees/working groups (18%), and Board Directors (14%).
- 104 respondents indicated that they would be recruiting volunteers in the next 12 months. Collectively, that represents a total of 1,913 volunteers. The following are the main reasons mentioned for recruiting volunteers in the next year: for program/service delivery (63%), for fundraising (15%), Board of Directors (12%).
- Additionally, respondents were asked if they had a succession plan in place for the Board, for staff, and for general volunteers. 148 organizations responded to this question. 26% of them indicated that they had a succession plan in place (for the Board), 25% (for the staff), and 9% (for the volunteers).
- 14% of the respondents indicated that they did not know whether a succession plan was in place while 45% indicated that no succession plan was in place. The main reasons mentioned regarding why no plan was in place were 8% don't think it is necessary, 28% don't have the capacity or knowledge to develop a plan. Some of the other reasons mentioned are: currently working on the plan, not a priority, lack of members to plan, would need an example of a plan as a model.

WHAT WE HEARD FROM HEALTH CARE EMPLOYERS:

The FNETB collected information from health care employers in the communities of Kapuskasing and Hearst. The goal was to quantify and qualify their workforce needs to 2026 for selected health care occupations, based on anticipated growth or downsizing, and on potential retirements.

In Kapuskasing, on online survey was sent to 29 health sector employers on March 9th. Employers were asked to respond by March 25th. A total of 15 surveys were returned (response rate of 52%).

Collectively, the 15 agencies that submitted data had a total of 1,213 employees of which 729 were in the selected occupations that were included in the data collection tool: Of the 729 employed in the selected occupations:

- 72 were men (10 %), 525 were women (72%), 126 undisclosed (17 %).
- 334 were designated bilingual (46 %), 3 were designated as Indigenous.
- 10 respondents answered the question regarding the average age of retirement within their organization (1 – 65 years old, 5 – 60 years old, 1 – 58 years old, 3 – 55 years old).
- 60 of the employees in the selected occupations were from outside of the region.
- Among the 15 responding health care agencies, there were 77 vacancies in March 2022.
- Collectively, the respondents expect to add +15 positions to accommodate growth. Additionally, they anticipate that 101 workers will retire, for a total shortfall of 116 employees by 2026.
- 70% (81 positions) are in the patient care occupations: registered nurses, registered practical nurses, paramedics, home support workers / housekeepers, personal support workers.

Employers were asked about the challenges with the recruitment and retention of health care professionals, and on some of the strategies that they had, or plan to have in place to address those challenges:

- Challenges related to recruitment = lack of training locally, competition among the community and with other communities.
- Challenges related to retention = competition with other employers, the nature of the work, salaries.
- Strategies related to recruitment = adjustments to work schedules, promotion to post secondary students.
- Strategies related to retention = adjustments to work schedules, participation in training programs.

In Hearst, the data collection was done in June. The online survey was sent to 33 health care sector employers. Responses were received from 11 of those agencies (33% response rate). The goal in this community was also to quantify and qualify their workforce needs to 2026 for selected health care occupations, based on anticipated growth or downsizing, and on potential retirements.

Collectively, the responding agencies had a total of 482 employees, 325 of which were in the selected health care occupations indicated in the survey questionnaire. Of the 325 employed in the selected occupations:

- 31 were men (9 %), 290 were women (89%), 4 undisclosed (1 %).
- 20 were designated bilingual (46 %), 0 were designated as Indigenous.
- All 11 respondents answered the question regarding the average age of retirement within their organization (5 – 65 years old, 1 – 60 years old, 2 – between 55 and 60, 3 – 55 years old).
- 16 of the employees in the selected occupations were from outside of the region.
- Among the 11 responding health care agencies, there were 37 vacancies at the time of the data collection.
- Collectively, the respondents expect to add +12 positions to accommodate growth. Additionally, they anticipate that 46 workers will retire, for a total shortfall of 58 employees between 2022 and 2026.
- 43% (24 positions) are in the patient care occupations: registered nurses, registered practical nurses, paramedics, home support workers / housekeepers, personal support workers. 14% of the demand between 2022 and 2026 is for senior management positions.

Regarding the challenges with the recruitment and retention of health care professionals, and on some of the strategies that they had, or plan to have in place to address those challenges, responding health care employers in Hearst highlighted the following:

- Challenges related to recruitment = our small rural community has to compete with urban centers, competition among the employers, lack of training offered locally.
- Challenges related to retention = employers recruiting within the same small pool of potential employees, the nature of the work (heavy workload, demanding work, etc), work conditions (shift work, temporary positions, on call).
- Strategies related to recruitment_= adjustments to work schedules, promotion to post secondary students, using existing employment services.
- Strategies related to retention_= adjustments to work schedules, using existing employment services.

WHAT WE HEARD FROM EMPLOYERS ABOUT THE RECRUITMENT AND RETENTION OF APPRENTICES:

In January 2023, the Far Northeast Training Board collected input from 17 employers from different business sizes: 4 (10-49 employees), 3 (50-99 employees), 5 (100+ employees), and . from different industries (transportation, aviation, heavy equipment repairs, automotive, manufacturing and forestry). The goal was to ask three specific questions related to the recruitment and retention of apprentices. The following table provides a summary of the responses.

During COVID, how was your capacity to hire and train apprentices affected? How? (decrease, increase, no impact)	**Currently, what is the biggest challenges related to the recruitment and retention of apprentices?**	**What would help address the challenges identified?**
• 17 employers replied to the online survey: • Respondents by number of employees: 5 (1-9 employees), 4 (10-49 employees), 3 (50-99 employees), 5 (100+ employees). • By sector: transportation, aviation, underground heavy equipment repairs, automotive dealership, manufacturing, forestry, welding, manufacturing, • The majority (65%) indicate that COVID had no impact. • 35% indicate that there was a decrease in the number of apprentices during COVID. • Some of the reasons mentioned: • Lack of applications, mask mandate, decrease in demand for products = less hiring, classroom training was slowed down and/or cancelled.	<u>Recruitment:</u> • No issues recruiting Truck and Coach apprentices, difficulty finding carpenter and Aircraft Maintenance apprentices. • Out-migration of youth – no automotive course at secondary school. • Not enough applicants. • Not able to compete with mining. • Ratio • Not enough young people interested in the trades and understanding of what is involved. • Interest from potential apprentices. (commitment and maturity). Mental health issues of our young apprentices. <u>Retention:</u> • Apprentices tend to leave when they become licensed, because we cannot compete with wages offered in mines.	• More financial incentives for employers, particularly SMEs so that they can complete with mining. • Less government incentives so people to want to work again. • Improve local training program. • Increase the number of applicants, increase the number of housing opportunities to recruit apprentices from outside the region if necessary. • Start young – promote the trades to students. • Northern College in Haileybury/Kirkland Lake to offer Millwright/Electrician/Heavy Equipment Mechanic so our local apprentices do not have to find/pay for accommodations in Sudbury or Timmins while at school. • Local certified resources/mentors that could supervise the apprentices when employers do not have the certified resource on site.

WHAT WE HEARD FROM EMPLOYMENT AND TRAINING SERVICE PROVIDERS:

In December 2022 and January 2023, the FNETB collected information from service providers to gain insight on changes or trends observed in their client base and on program and services uptake.

Have you observed major changes in your client base in the past year? (demographics, career/employment goals, etc). What are those changes? *(22 responses)*

- Increase in retired/older demographic looking for work.
- Harder to serve clients in some cases requiring professional expertise– poverty, mental health, addiction, housing issues.
- Clients with low marketable skills (in need of retraining, literacy training, Grade 12, life skills).
- More referrals and demand for digital skills.
- Increased demand for remote, online jobs / work from home.
- More international students looking for part-time work and many interested in labor work and apprenticeships.

What did you observe from your clients about challenges/barriers to employment? *(21 responses)*

- Lack of Grade 12.
- Addiction issues and mental health challenges.
- Lack of access to transportation and childcare.
- Lack of driver's license.
- Criminal record
- Cost of living – clients are looking for higher paying jobs but don't have the requirements.
- Lack of soft skills / life skills.
- Looking for flexibility from employers who are not always able to accommodate.
- Newcomers – culture, language, lack of Canadian experience, credential recognition.

If you offer training and employment programs, which of those programs was in highest demand in the past year (sectors, occupations)? *(22 responses)*

- High school diploma
- Job search training – resume writing, interview skills, job search.
- Personal support workers, truck drivers, business, early childhood educators, food service workers (hospitality and health), mining, heavy equipment operators.
- Apprenticeships both from job seekers looking for apprenticeship and from employers looking for incentives to train apprentices.
- Digital literacy.
- Language training ESL, FSL.

Are there gaps in services to help address your clients' challenges/barriers to employment? *(21 responses)*

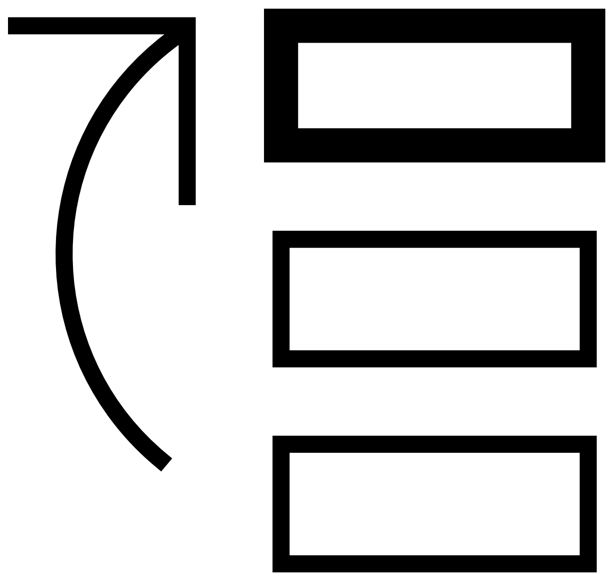
- Adequate/free English/French language training to help prepare clients for the workplace.
- Transportation, childcare, housing.
- Students, parents, schools, colleges are all on board with preparing students for careers in the skilled trades – the disconnect is with employers who do not take on OYAP Level 1 students and allow them to continue their apprenticeship.
- Lack of resources for mental health related issues.
- Lack of resources to deliver training in remote communities.
- Free tuition programs are available but are often for low paying employment.
- There are no employment services for international students on work visa. They can use the self-help resources but cannot register for the programs therefore do not receive the same one-on-one assistance.

In your opinion, what would help address those gaps? *(20 responses)*

- Employers supporting language learning, either by providing time off or financial support.
- Employers have a huge role to play to train apprentices to meet the demand.
- More government funding.
- More partnerships (agencies/institutions and businesses) to offer training in the communities.
- Develop more on the job training placements/mentorships.
- Offer free language training.
- Increase employers' awareness of the available programs and incentives.
- Affordable housing, transportation, childcare.
- In-person mental health support and programming.
- Better internet connectivity – affordable and accessible in all communities.

If you had to identify 'one' major challenge/the biggest challenge regarding the delivery of your services and programs, what would it be? *(15 responses)*

- Employers are not on board to train and hire local youth for apprenticeships.
- Lack of funding increase to support delivery of programs and operating costs.
- Lack of participant interest within communities in applying for available job opportunities.
- Language training.
- Too much documentation.
- Many programs offered online only which can reduce intake.
- Offering employment opportunities that don't get filled due to lack of skills/education/motivation.
- LBS is not a credit or diploma program. The word 'literacy' has a negative stigma.
- Childcare.
- Social problems – addiction, criminal record, mental health.
- Shortage of potential workers.



Section 3: Local Priorities

Suggestions to address labour market needs

This section of the report highlights 4 overarching goals that reflect the colllective desired future for the local labour market. They represent the 'big picture' future state 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.

It also outlines priorities and actions to help address local labour market challenges. The priorities and proposed actions are reflective of the local labour market indicators, and of the input and suggestions received from local employers and stakeholders during the outreach and consultation process conducted throughout the year.

The following goals reflect the colllective desired future state for the local labour market. They represent the 'big picture' future state outlook to guide local strategies aimed at addressing local labour market priorities. Consequently, the proposed strategies that stem from the local planning process and from future community outreach and discussions would link to any or all of those goals.

GOAL 1 LOCAL LABOUR MARKET INFORMATION IS AVAILABLE AND USED TO INFORM LOCAL LABOUR MARKET PLANNING DECISIONS	GOAL 2 EDUCATION, TRAINING, AND EMPLOYMENT PROGRAMS ALIGN WITH LOCAL LABOUR MARKET NEEDS	GOAL 3 THE LOCAL WORKFORCE IS DIVERSE AND INCLUSIVE	GOAL 4 THE DELIVERY OF EMPLOYMENT AND TRAINING PROGRAMS AND SERVICES IS COORDINATED AND SEAMLESS
What it means: 1.4 Relevant and user-friendly labour market information is available and easily accessible. 1.5 Local labour market information is strategically and regularly communicated and adapted to the needs and uses of various audiences and stakeholders, including educators/trainers, students, parents, job seekers employers, municipalities, service providers, etc. 1.6 Opportunities are provided for various stakeholders to acquire the basic knowledge to understand and apply labour information to their own circumstances.	What it means: 2.1 Employers are engaged in training initiatives. 2.2 Training opportunities that align with the needs of local industries are offered locally. 2.3 Experiential learning opportunities are available for secondary and postsecondary students, and for unemployed and under-employed individuals. 2.4 The various pathways to employment, including apprenticeship and entrepreneurship are promoted.	What it means: 3.1 People with barriers to employment and under-represented groups are aware of and have access to the support that they need to obtain and maintain employment. 3.2 Strategies are in place to promote the advantages of a diverse and inclusive workforce. 3.3 Attraction and retention strategies are in place to grow the local population and workforce. 3.4 Workplaces are fully accessible to all.	What it means: 4.1 Program design, funding, and deliverables allow for adaptation to the local needs and realities of small rural and isolated communities. 4.2 Regular networking opportunities are provided for service providers to discuss gaps, duplications, and strategies for better coordination of programs and services.

LOCAL PRIORITIES

Continue to collect and share local labour market information:

Throughout the consultations process there was a lot of discussion about the importance of LMI to help understand local labour market conditions and to help inform program and services planning at the local level. Suggestions regarding LMI fall under three categories: ensure the collection of ‘local’ information, communication, and access.

Collection of ‘local’ data: Stakeholders indicate that while the formal sources of LMI such as Statistics Canada’s Census, National Household Survey, Tax Filer Data, Canadian Business Counts, etc allow us to gain some insight on the local labour market supply and demand, it does not tell the whole story. It is often dated and not always as granular as is needed to fully understand the specificities of the local labour market conditions. The ‘local knowledge’ or input collected at the community level is essential to fully understand the local labour market dynamics. That is why local stakeholders suggest that the FNETB continues to collect and share input from local employers and stakeholders to validate and complement the more formal sources of data and LMI. Hearing from stakeholders and employers via various outreach strategies (surveys, community planning meetings, one-on-one interviews, etc) on what they know of, and observe within their respective networks and communities helps to capture the unique needs and issues that arise in between the release of the formal data sources.

Communication: Stakeholders indicate that LMI needs to be communicated at various levels and with many stakeholder groups: employers, service providers, educators (from guidance counselors, to teachers, to management, to board trustees), students (starting at a young age – elementary schools), parents, community, and municipal leaders.

Access: While stakeholders agree that a lot of LMI is available, navigating through it is sometimes a challenge. They also point to the need to ensure that various stakeholders are aware of the LMI that is available, and that they are provided with opportunities to access workshops/training on how to use LMI in the context of workforce planning.

Develop workforce attraction and retention strategies:

This priority, which was identified last year, remains top of mind for most communities. As many industries and communities continue to experience labour shortages, they also continue to advocate for strategies to grow the population, and consequently the labour force. There is wide-ranging support within the training and employment network for strategies that aim to attract workers to meet the current and future labour force needs. That support, however, is limited to the skills development and/or employment support needed to secure employment. Other very important gaps exist that are dependent on a broader community and municipal engagement and investment to ensure that amenities such as housing, daycare, transportation are available to accommodate an influx of population.

Beyond attraction strategies, local stakeholders highlight the need to consider strategies to ensure that people who are new to the region feel welcome and stay. Discussions around retention strategies are two-fold. Firstly, as mentioned above, communities need to have the infrastructure in place, the things that are mentioned most often are affordable housing whether to purchase or rent, transportation, daycare, and settlement services.

Secondly, stakeholders highlight the need to raise awareness at the broader community level about the importance and the benefits of a diverse workforce. Cultural diversity training and strategies to promote the richness of a culturally diversified population and workforce is seen as essential to increase that awareness with employers, employees, and the community at large.

Ensure a better coordination of services:

Across the region, stakeholders express the need to have more opportunities for local service providers to network to exchange on how to better understand each other's programs and services, and on how to better coordinate service delivery. Based on local discussions, this desire for more networking opportunities stems in part from the pandemic during which in-person connections were 'broken'. It also reflects the changes (HR and operational) that occurred within the various employment and training service delivery agencies during that period.

In the last couple of years, service delivery organizations, like organizations in many other sectors, experienced important staff turnover either because of retirements or regular employee turnover. This has led to a situation where many of stakeholders within the regional and community service provider network have never met in-person. As a result, working relationships need to be renewed with the existing partners who feel that they have been disconnected, and established with those who are new to the network of local service delivery agencies.

The upcoming employment service transformation is another factor that contributes to an overall interest in increasing knowledge and awareness of what is available and how agencies can collaborate and coordinate the delivery of their services to ensure a smooth transition to the new system.

Increase employer engagement in local training and work related activities:

Employers are seen as key to ensuring that the skills of current and future workforce align with their needs. Across the region employment, training and education stakeholders indicate that employers need to be more engaged in the design and delivery of training and education related activities, ranging from sharing information on their specific needs, to accepting students for job placements, taking on apprentices, participation in job fairs, and offering industry tours for students and teachers.

Across the region, perceptions on this matter differ between employers and the stakeholders involved in education, training, and employment. On the one hand employers report that they receive few applications for jobs or placements and other workplace programs, particularly for apprenticeships. However, what we hear from the education, training and employment services side is that they have difficulty finding placements for their students and clients.

This suggests a need for more opportunities for employers and education, training, and employment stakeholders to connect and exchange on ways to provide more workplace training opportunities so that those hands-on experiences are available to help ensure a better match between the skills of students and job seekers and the specific needs of local employers. Consultations also highlight the need to promote the range of opportunities that exist across all industries and occupations.

PROPOSED STRATEGIES:
This table provides a summary of the suggestions made by local stakeholders during the local planning meetings that were held between January 17 and February 3, 2023. The suggestions will be pursued with the communities to include additional partners who might be in a position to further the discussion and to contribute to the implementation and success of the proposed strategies.

TIMMINS	COCHRANE / I. FALLS	KAPUSKASING	HEARST	TEMISKAMING SHORES	KIRKLAND LAKE
• Establish (re establish) a service provider committee (employment and training service providers). • Educate and engage employers in working groups to brainstorm. • Organize career fairs with a more holistic approach. Organize them as a place where job seekers find information on jobs but also on resources and amenities that are available in the community (housing, daycare, transportation, etc).	• Develop specialized tools to use in the workplace to ensure accessibility for all. • Offer job trials, 3 to 4 weeks on the job work on a trial basis prior to hiring to improve successful employment outcome and employee retention. (DSSAB, employment community, partners, employers). • Hybrid meetings – offer hybrid options for all meeting to ensure broader and more inclusive representation.	• Client service training, inter-generational training (Employment Options, school boards). • Secure the resources required to maintain the 'Head Start in Business' youth program. • Career exploration fairs – presentations followed by exhibits and industry tours. • Develop a local job shadowing initiative like the *'Bring your kids to work'*. • Offer more projects like the *Women in Welding* – program offered with Metis Nation of Ontario.	• Position Hearst as an entrepreneurial community where local stakeholders foster a culture of innovation and an economic autonomy that is open, sustainable, and prosperous. • Build a network of volunteer ambassadors to promote the community with a common voice and vision. • Continue to host events like career fairs and *Destination Hearst* to expose youth to what is available in the community.	• Train employers on how to interact with different cultures and backgrounds. • Establish a multi cultural /welcoming centre – a physical place where people can meet, access workshops, free soft/hard skills, access to computers, etc. • Career fairs in high schools. • *Train and remain* – subsidized programs and initiatives to train locally with a condition that the people trained remain in the community for 3 to 5 years. Guarantee a job at the end of the	• Develop a volunteer database. • E scan – what is and isn't being offered, strategic outlook from all perspectives - frontline to management. • Mapping = map resources and services to avoid duplication and get awareness to others. • Service provider meetings – coordinate to share, meet regularly to identify gaps, what needs to be done, create and coordinate connections and contacts. – prevent re inventing the wheel. • Marketing

• Ensure the permanency of Rural and Northern Immigration Pilot (RNIP). • Develop resources to encourage employer engagement re: equity, diversity, and inclusion (courses, toolkits). • Support and promote the city’s attraction and retention strategies.			• Industry open house events to promote the opportunities that are available within their industry (for students and teachers, and also for the community at large). • Develop a welcome kit for newly established residents. • Partner with the local mills to organize forestry related tours to promote the range of employment opportunities that are available in the forestry sector.	training. • Circular information strategy to link all community service providers (service provider network). • Community coordination hub – to discuss solutions to address all issues (labour shortages, service gaps, housing, daycare, transportation, etc)	apprenticeship to employers, high schools, and parents (OYAP, Northern College trailer).

STATUS OF PREVIOUS ACTIONS:

Continue to produce hiring forecasts to inform local planning:

As highlighted in Section 2, during the 2022-23 fiscal year, the FNETB collect data from employers in the mining and mining supply industries, the health care sector, the not-for-profit sector and from service providers. Now that 2021 Census data is available, the FNETB plans to update its Local Labour Market Forecast Report for the next 10 years.

Assess the impact of COVID on skilled trades:

Employers were consulted about the impact of COVID on their capacity to hire and train apprentices. Based on the responses, there was very little impact other than the shortage of applicants when opportunities are posted.

Develop focused workforce attraction strategies:

We produced videos to promote opportunities in mining and in the agriculture sector. The videos are used to promote the opportunities in those industries in this region as a means to encourage various groups to consider staying or coming to the region to access those opportunities.

Ensure that educators have access to and understand labour market information:

The mining videos mentioned above were produced in partnership with local school boards and were presented to teachers and high school students from across the region. Additionally, the FNETB is planning a full day conference in partnership with local school boards and colleges. The goal is to provide a forum for educators and employers to discuss how they could work more closely together.

Develop new and different ways of communicating labour market information:

This project is ongoing as the FNETB and its partners continue to develop content (video, print, social media, presentations, events, etc).

To create this summary labour market indicator analysis, a variety of data and data sources were used:

Statistics Canada, Canadian Business Counts
Statistics Canada, Census and National Household Survey Data
Statistics Canada, Small Area, and Administrative Data Division (Tax Filer)
Local Knowledge:

- Surveys
- Consultations and interviews
- Community planning meeting.

Each of the sources on its own does not allow us to get a full picture of the local labour market conditions. Looking at each indicator using different sources provides a more accurate overview of the local labour market. The data that is available to us is never perfect. It is sometimes dated, sometimes it is more recent but does not cover the exact geographic boundaries that are of particular interest to us. When we understand these limitations and take them into account in our analysis, we are able to nonetheless identify and understand current and future labour market challenges and opportunities. Below is a brief description of the data sources that were used for this exercise as well as some of the limitations of those data sources.

Canadian Business Counts:

Statistics Canada's Canadian Business Counts database identifies the number of business establishments (employers) within a Census Division and Census Sub-division. The database also identifies the number of employers by detailed industry and for nine different employee size ranges.

Data from Canadian Business Counts can serve as a very useful indicator, but they must be interpreted carefully. Although it is not absolutely inclusive, this database, and the indicators derived from it, remains broadly representative – providing insight into, for example, the fact that the number of employers in a specific industry was falling.

Canadian Business Counts data is available every six months (June and December) with an approximate five week time lag for release.

Census Data and National Household Survey Data:

For statistics and information on population, education and occupation, Census Canada and National Household Survey provides highly detailed and reliable data. Moreover, most of the Census and National Household Survey data is available at both larger and smaller geographic areas. It also provides the option of making comparisons between local areas and regional or provincial levels, adding to the 'telling the story' of the local area.

The principal limitation of the Census Data and the National Household Survey Data is that it is available only once every five years and it takes several years before some of the data is actually available. However, it offers a wealth of information that over time provides the most reliable in-depth demographic and historical data available.

Statistics Canada, Small Area, and Administrative Data Division (Tax Filer):

Statistics Canada, Small Area, and Administrative Data Division (Tax Filer) generates a wealth of socio-economic and demographic data derived from personal income tax returns submitted each year by Canadians. Information on the annual migration characteristics both into and out of a Census Division can be found in this database.

Local Knowledge:

While the more formal labour market indicator data capture the unique characteristics and circumstances of the community, local knowledge can be very useful in complementing this evidence. Every community has sources of local data and knowledgeable persons who can add valuable insights about the realities of the local labour market.

By its very nature, data is always dated, some more than others. This does not mean that data is not immensely valuable. However, it does not eliminate the need to include local knowledge or intelligence within the community to challenge or validate the data. Often community and business leaders offer more current information and experiences.

However, local knowledge must be used carefully because this information is often a combination of factual information, opinions, and advice. While these various aspects of local knowledge can be useful, they should not be confused with each other.