

LOCAL LABOUR MARKET PLANNING MEETING – PART 1

Kirkland Lake

WORKING TOGETHER

To find solutions for the local labour market



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

Canada



Ontario

AGENDA

Introduction

Most recent forecast data

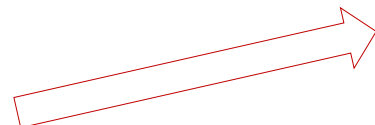
Input from local employers

Demographic change by occupation

Most recent indicator data

Observations/Discussion

Next steps



LOCAL LABOUR MARKET PLANNING MEETINGS – PART 1			
COMMUNITY	MEETING DATE	LOCATION	TIME
Kirkland Lake	October 30, 2023	Virtual	1:00 – 3:00
Temiskaming Shores	October 31, 2023	Virtual	9:00 – 11:00
Timmins	November 1, 2023	Virtual	9:00- 11:00
Cochrane/Iroquois Falls	November 1, 2023	Virtual	1:00 – 3:00
Hearst	November 2, 2023	Virtual	9:00 – 11:00
Kapuskasing	November 2, 2023	Virtual	1:00 – 3:00
Chapleau	November 3, 2023	Virtual	9:00 – 11:00
Moose Factory/James Bay	November 3, 2023	Virtual	1:00 – 3:00

Part 2 meetings:

- November 15 to 29, 2023
- Focus on action



BACKGROUND

The Far Northeast Training Board (FNETB) is mandated to conduct an annual Local Labour Market Planning Process which includes the use of reliable and valid evidence to foster a common understanding of local labour market conditions through the collection and dissemination of local labour market information, community engagement and partnerships with a range of stakeholders including but not limited to, local employers, community leaders, service providers, and education and training institutions.

Through collaboration and engagement, and the collection, analysis and synthesis of local labour market information, the FNETB aims to raise awareness of existing local labour market priorities and needs – strengths, gaps, challenges, and priorities. The results of this analysis are expected to inform local business plans and local activities to address labour market issues.

This document contains data from the FNETB's most recent labour market forecast as well as some information collected locally to gain some insight on the occupations that are in highest demand. Please take the time to read the document prior to attending the planning meeting, note your comments and observations, and come prepared to share your input and help define the specific conditions of the labour market in your community. We look forward to a productive discussion with you and other local stakeholders.



As you read the information contained in this document ask yourself the following questions:

How does this reflect what you know of, or observe in your community?

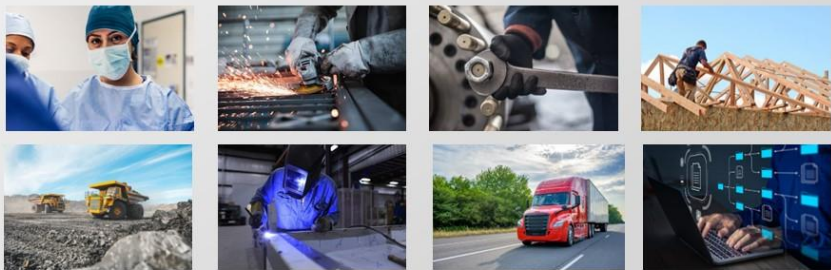
What does it mean for the your community?

What does it mean for your organization?

**WORKING
TOGETHER**

To find solutions for the local labour market

LOCAL LABOUR
MARKET FORECAST
 2021-2031



October 2023

The following pages provide the most recent FNETB Local Labour Market Forecast for the Kirkland Lake region. The forecast is based on:

- Customized 2021 Census data - Number of people by 5-year age cohort, by occupations for the region and for sub-regions (CFDC).
- The assumption that people who were aged 55 and over at the time of the 2021 Census will retire between 2021-2031, as they reach the age of 65 which is the benchmark used to forecast the possible number of retirements. *(The age of retirement of 65 is estimated based on the retirement age data in the table below).*

	Both sexes			Males			Females		
	2011	2021	2022	2011	2021	2022	2011	2021	2022
Total all retirees	62.7	64.3	64.6	63.7	65	65.5	61.8	63.7	63.6
Public sector employees	60.9	62.4	62.7	61.6	62.8	63.7	60.4	62.1	62
Private sector employees	63	64.7	64.7	63.3	64.8	65	62.7	64.6	64.4
Self-employed	66.5	67.6	68.4	67.5	68.7	68.9	64.5	65.8	67.3

Cautionary Notes and Considerations for Readers:

The following cautionary notes and considerations are provided to assist individuals with the interpretation and use of the data and information presented in this report.

Information in this document is provided for the purpose of facilitating a better understanding of the FNETB regional labour market landscape, based upon the most current information available on the date of publication.

The figures shown in all Census tables in the report have been subjected to a confidentiality procedure known as random rounding to prevent the possibility of associating statistical data with any identifiable individual. Under this method, all figures, including totals and detail, are randomly rounded either up or down to a multiple of “5”, and in some cases “10”. For example, random rounding of 12 to a multiple of 5 would yield either 10 or 15. Table cells which contain data ranging between 0 and 9 are subjected to random rounding between 0 and 10. Therefore, a cell showing “0” could actually have a value between 0 and 9. The random rounding technique provides strong protection against direct, residual, or negative disclosure, without adding significant error to the Census data.

Every effort has been undertaken to ensure all care and diligence has been used in processing, analyzing, and extracting the information used in the preparation of this document. However, the information is provided without warranty of any kind, either expressed or implied.



When looking at the data used for this forecast, it is important to note that:

- It is based on the assumption that people retire when they reach the age of 65.
- It does not take into consideration economic shifts that might arise (positive or negative).
- Some positions might not be filled for a variety of reasons (restructuring, technology, etc).



NORTH CLAYBELT

Community Futures Development Corporation
Société d'aide au développement des collectivités

North Claybelt Community Futures Development Corporation:

Based in Kapuskasing, it services the communities along the Highway 11 corridor from Opasatika (located between Hearst and Kapuskasing) to Iroquois Falls, Ontario. The communities serviced include Opasatika, Val Rita/Harty, Kapuskasing, Moonbeam, Fauquier/Strickland, Smooth Rock Falls, Cochrane, and Iroquois Falls.

Wakenagun Community Futures Development Corporation:

Based in Moose Factory, it services Attawapiskat First Nation, Chapleau Cree First Nation, Fort Albany, Kashechewan, Missanabie Cree, Moose Factory, Moosonee, Peawanuck and Taykwa Tagamou Nation.



Kirkland and District Community Development Corporation:

Based in Kirkland Lake, it services the communities of Kirkland Lake, Black River Matheson, Charlton, Englehart, Larder Lake, Matachewan and McGarry.

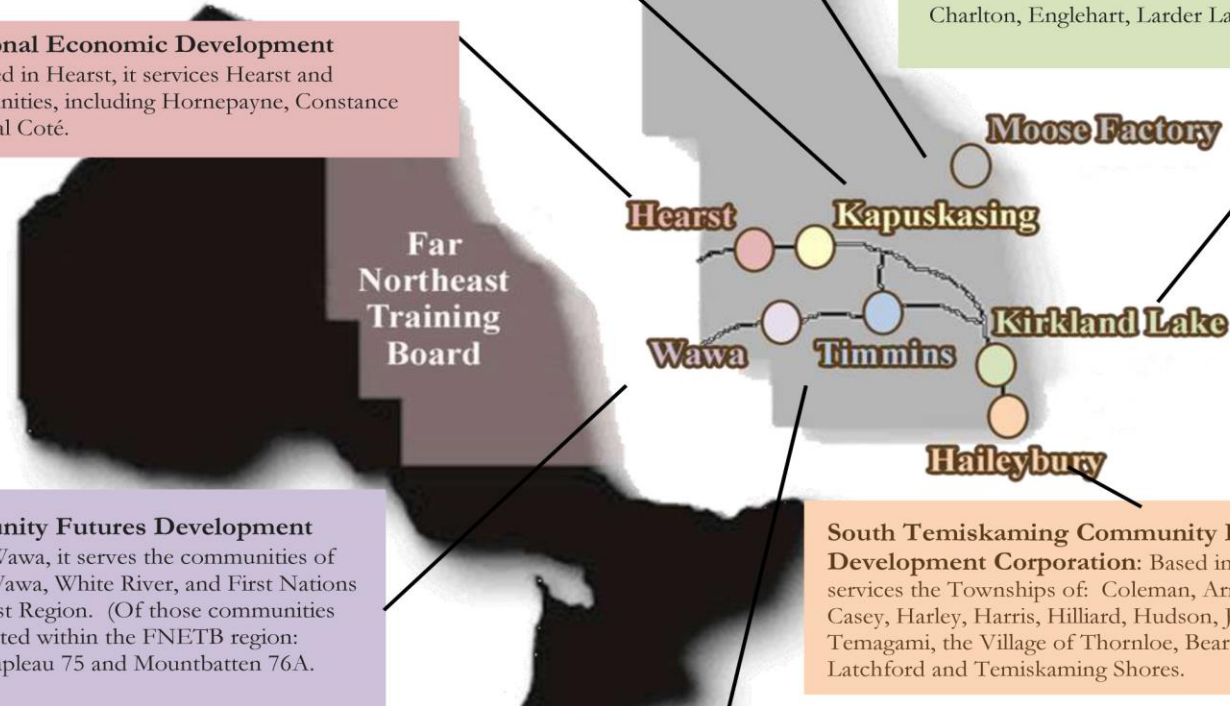


Société de développement communautaire
Kirkland & District
Community Development Corporation
Une Société d'aide au développement des collectivités
A Community Futures Development Corporation



Nord-Aski Regional Economic Development Corporation:

Based in Hearst, it services Hearst and surrounding communities, including Hornepayne, Constance Lake and Mattice-Val Côté.



Superior East Community Futures Development Corporation:

Based in Wawa, it serves the communities of Dubreuilville, Chapleau, Wawa, White River, and First Nations located in the Superior East Region. (Of those communities only the following are located within the FNETB region: Chapleau, Duck Lake, Chapleau 75 and Mountbatten 76A.

South Temiskaming Community Futures Development Corporation:

Based in Haileybury, it services the Townships of: Coleman, Armstrong, Brethour, Casey, Harley, Harris, Hilliard, Hudson, James, Kerns and Temagami, the Village of Thornloe, Bear Island, Cobalt, Latchford and Temiskaming Shores.



SUPERIOR EAST/SUPÉRIEUR EST

Community Futures Development Corporation
Société d'aide au développement des collectivités

The Venture Centre / Le Centre de développement (CFDC):

Based in Timmins, it services Timmins, Gogama, Foleyet, Mattagami First Nation, Shining Tree and Biscotasing.



SOUTH TEMISKAMING SUD
Community Futures Development Corporation
Société d'aide au développement des collectivités



The Venture Centre
Le Centre de développement

A Community Futures Development Corporation
Une Société d'aide au développement des collectivités





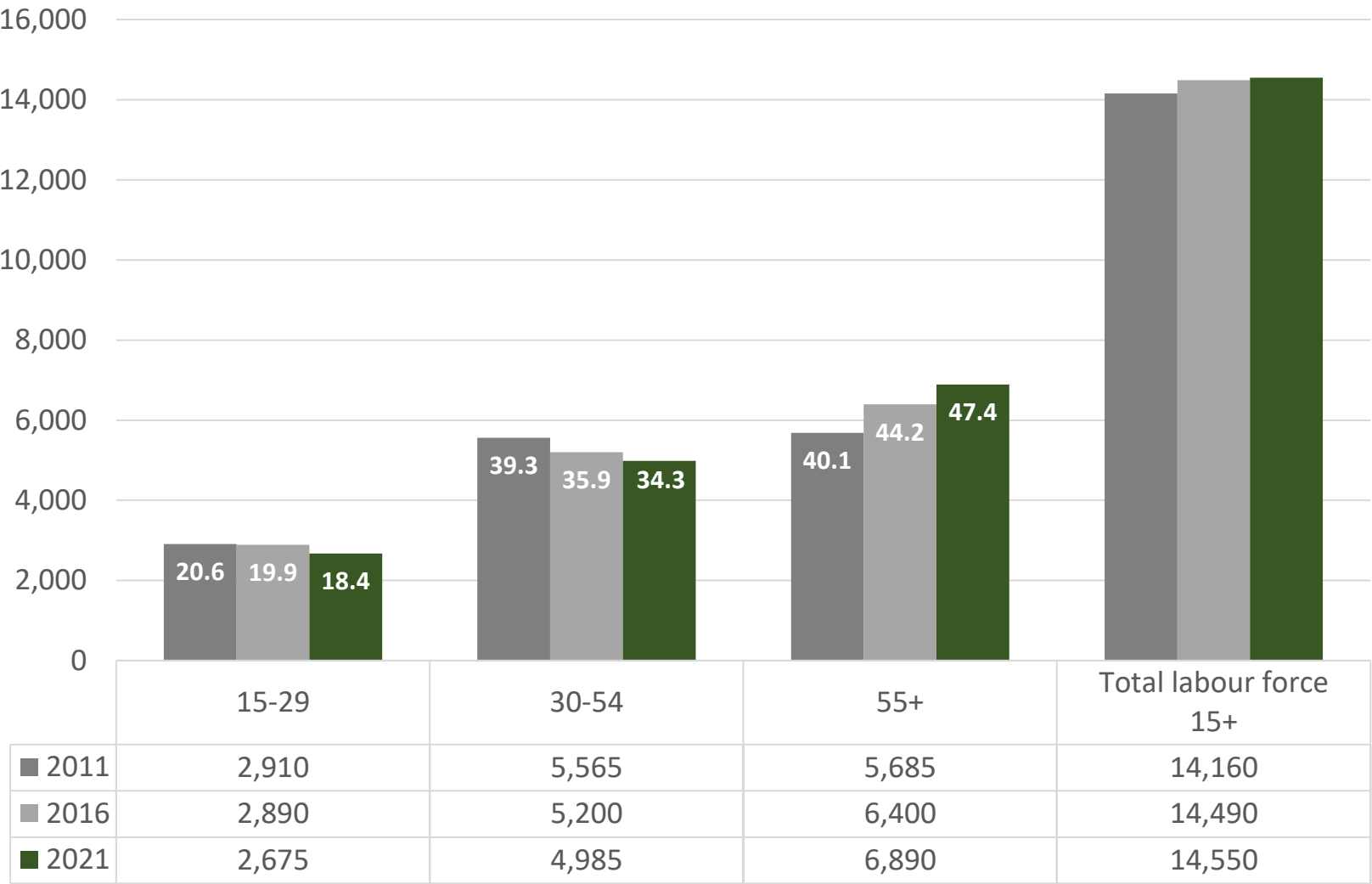
In preparing this forecast, we break down the labour force 15+ in three cohorts:

- The **ENTRY** workforce – those who are about or have recently entered the workforce.
- The **MAIN** workforce – makes up the largest proportion of the total labour force.
- The **EXIT** workforce – those who were 55 and over at the time of the 2021 Census and who will reach the age of 65 or more by 2031.

Between 2011 and 2021, in the Kirkland Lake region, the total labour force 15+ decreased by -2.8% (-390).

- The total labour force aged 15 - 29 decreased by -8.1% (-235). **ENTRY**
- The total labour force aged 30-54 decreased by -10.4% (-580). **MAIN**
- The labour force aged 55 and over increased 21.2% (+1,205). **EXIT**

LABOUR FORCE BY AGE COHORT – KIRKLAND LAKE



In the Kirkland Lake region,
an important number of
workers, in many
occupations become
eligible to retire between
2021 and 2031.



14,550
Total labour force
15+

8,735
Employed
labour force 15+

2,600
Possible retirement
between 2021-2031

30%
Of the employed
labour force



KIRKLAND LAKE - EMPLOYED LABOUR FORCE, BY AGE COHORT – 1-DIGIT NOC, 2021

		Total 15+	15-29 ENTRY		30-54 MAIN		55+ EXIT		
	<i>2021 Census (employed the week of May 2-8, 2021)</i>		#	%	#	%	#	%	
	Total employed all occupations	8,735	2,085		4,045		2,595		
0	Legislative and senior management occupations	40	0	0.0	25	62.5	10	25.0	
1	Business, finance, and administration occupations	1,115	165	14.8	560	50.2	390	35.0	←
2	Natural and applied sciences and related occupations	500	100	20.0	255	51.0	140	28.0	
3	Health occupations	720	190	26.4	365	50.7	165	22.9	
4	Occupations in education, law & social, community & govt services	995	150	15.1	550	55.3	290	29.1	
5	Occupations in arts, culture, recreation, and sport	120	45	37.5	50	41.7	30	25.0	
6	Sales and service occupations	1,775	645	36.3	645	36.3	495	27.9	←
7	Trades, transport and equipment operators and related occupations	1,850	360	19.5	830	44.9	670	36.2	←
8	Natural resources, agriculture, and related production occupations	1,240	290	23.4	635	51.2	315	25.4	
9	Occupations in manufacturing and utilities	370	125	33.8	140	37.8	90	24.3	



At the time of the 2021 Census, the total employed labour force in Kirkland Lake was 8,735. Based on the local forecast, between 2021 and 2031, a total of 2,600 people reach the age of 65 and could exit the labour market during that period. The three broad occupational categories with the highest number of potential exits are:

- Trades, transport and equipment operator and related occupations (670)
- Sales and service occupations (495)
- Business, finance, and administration occupations (390)

KIRKLAND LAKE – TOTAL NUMBER OF POTENTIAL RETIREMENT BY 5 YEAR INCREMENTS

When breakdown the total of 2,600 potential retirements by five-year increments, we see that the largest portion of those retirements are forecasted for the period between 2021 and 2026.

1,060

(those who, at the time of the 2021 Census, were between 55 and 59 years old)



1,540

(those who, at the time of the 2021 Census, were 60+ years old)

KIRKLAND LAKE – TOTAL NUMBER OF POTENTIAL RETIREMENT, 2021-2026 (1-DIGIT NOC)

2021-2026



TOTAL = 1,540

	2021 Census	65+
0	Legislative and senior management	10
1	Business, finance, and administration	125
2	Natural and applied sciences and related	65
3	Health	25
4	Education, law & social, community & government services	70
5	Arts, culture, recreation and sport	0
6	Sales and service	140
7	Trades, transport, and equipment operators and related	185
8	Natural resources, agriculture, and related production	55
9	Manufacturing and utilities	35
	Total employed	710

46%

	2021 Census	60-64
0	Legislative and senior management	0
1	Business, finance, and administration	95
2	Natural and applied sciences and related	35
3	Health	45
4	Education, law & social, community & government services	20
5	Arts, culture, recreation and sport	15
6	Sales and service	140
7	Trades, transport, and equipment operators and related	235
8	Natural resources, agriculture, and related production	135
9	Manufacturing and utilities	25
	Total employed	745



A further breakdown the 1,540 potential retirements between 2021-2026 shows that 710 (46%) of those retirements have likely already happened as those who were 65+ at the time of the 2021 Census would now be closer to 68+.

KIRKLAND LAKE – TOTAL NUMBER OF POTENTIAL RETIREMENT, 2026-2031 (1-DIGIT NOC)



While information at the broader occupational category (1-Digit NOC) provides some insight on the future demand, more specific occupational details are sometime required for planning.

The following two pages provide a list of the occupations at the 5-digit NOC with at least 100 people employed in Timmins at the time of the 2021 Census, and for which the percentage of potential retirements between 2021 and 2031 exceeds the overall 30% indicated on page 5.

	2021 Census	55-59
0	Legislative and senior management	0
1	Business, finance, and administration	170
2	Natural and applied sciences and related	40
3	Health	95
4	Education, law & social, community & government services	130
5	Arts, culture, recreation and sport	15
6	Sales and service	215
7	Trades, transport, and equipment operators and related	250
8	Natural resources, agriculture, and related production	125
9	Manufacturing and utilities	30
	Total employed	1,070

OCCUPATIONS WITH 100+ EMPLOYEES (5-DIGIT NOC)
POTENTIAL EXITS 2021-2031 = 40% OR MORE

	Total 15+	55+	
		#	%
73300 – Transport truck drivers	240	120	50.0
80020 – Managers in agriculture	130	65	50.0
60020 – Retail and wholesale trade managers	150	70	46.7
65312 – Janitors, caretakers, and heavy-duty cleaners	175	70	40.0
13110 – Administrative assistants	150	60	40.0

Potential exits 2021-2026	
60-64	65+
45	25
25	25
10	40
20	20
15	20



Highlighted is the portion of the 55+ who could potentially retire between 2021 and 2026 (those who at the time of the 2021 Census were aged 60 and over).

We further broke down the number of 60 and over to highlight those who were 65+ in 2021, who today would be 68+ as many of those workers might have already exited the labour market.

OCCUPATIONS WITH 100+ EMPLOYEES (5-DIGIT NOC)

POTENTIAL EXITS 2021-2031 = BETWEEN 25% AND 40%

	Total 15+	55+	
		#	%
14100 – General office support workers	160	55	34.4
72400 – Construction millwrights and industrial mechanics	135	45	33.3
33102 – Nurses aides, orderlies, and patient services associates	215	65	30.2
65201 – Food counter attendants, kitchen helpers and related	125	35	28.0
64100 – Retail salespersons	255	70	27.5
84100 – Underground mine service and support workers	155	40	25.8
73400 – Heavy equipment operators	120	30	25.0

Potential exits 2021-2026

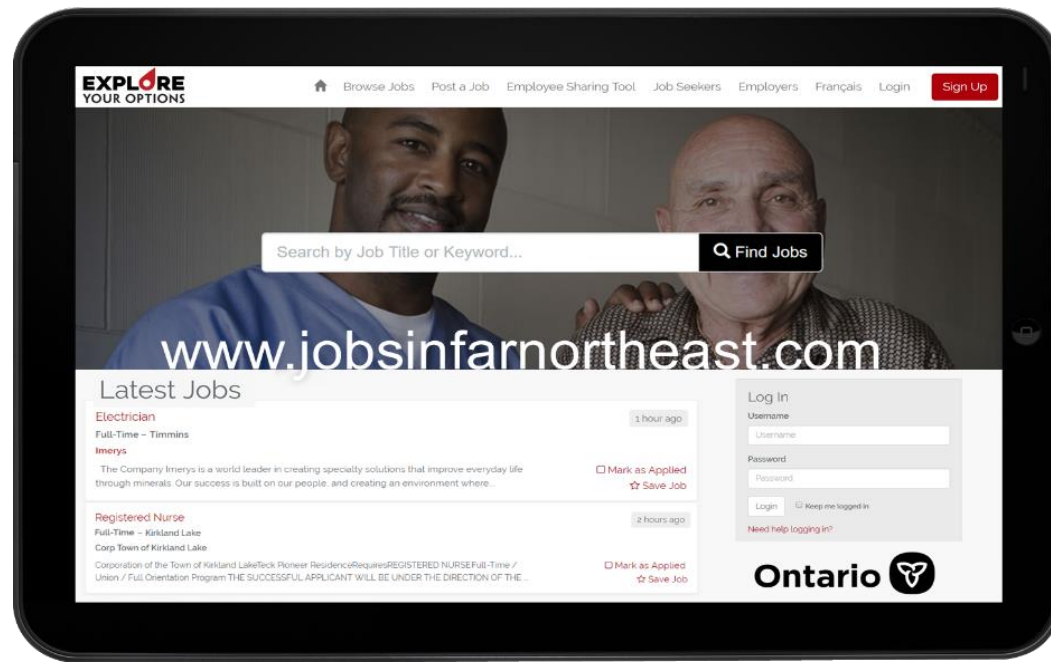
60-64	65+
15	15
25	10
20	0
20	0
15	25
10	0
10	



The occupations on this page and in the previous table are those with the highest percentages of potential retirements between 2021 and 2031.

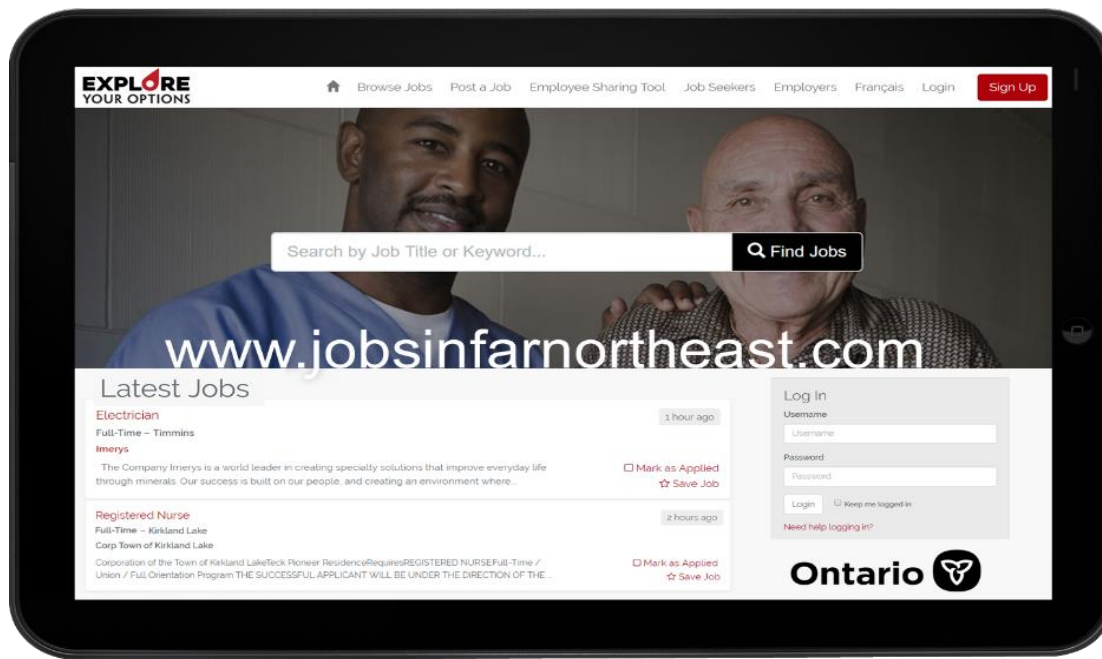
As mentioned in the introduction, they do not take into consideration demand that is based on growth.

The following pages provide a summary of local job postings, as well as information collected from local employers this fall in order to gain additional insight on the occupations that are in highest in-demand.



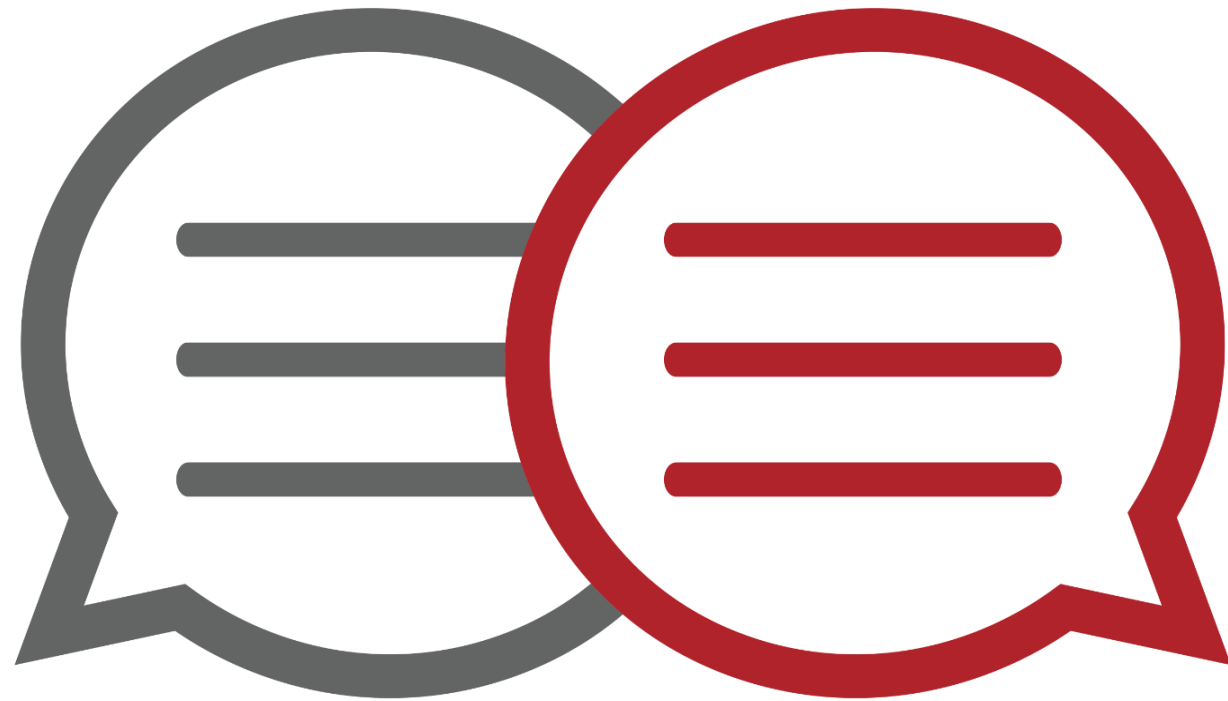
TOP 10 BY TOTAL NUMBER OF POSTS (5-DIGIT NOC) - 2022

	jobinfarnortheast	Jobsintimins	Jobsinkirklandlake	Jobsintemiskamingsh	Jobsinhearst	Jobsinkapuskasings	Jobsincochrane	Jobsinjbc	jobsinchapleau
42201 Social and community service workers	958	*	*	*	*	*	*	*	*
43100 Elementary and secondary school teachers' assistants	742	*	*	*	*	*	*	*	
41221 Elementary school and kindergarten teachers	393	*	*	*	*	*	*	*	
65312 Janitors, caretakers and heavy-duty cleaners	327	*	*	*	*	*			*
42202 Early childhood educators and assistants	320	*	*		*	*	*	*	
31301 Registered nurses and registered psychiatric nurses	298	*	*		*	*		*	*
41220 Secondary school teachers	238	*	*				*		
13110 Administrative assistants	233	*			*	*			
64100 Retail salespersons and visual merchandisers	198			*	*				
75110 Construction trades helpers and labourer	172	*		*	*				



TOP 10 BY TOTAL NUMBER OF POSTS (5-DIGIT NOC) – JAN. TO AUG. 2023

	jobinfarnortheast	Jobsintimins	Jobsinkirlandlake	Jobsintemiskamingsh	Jobsinhearst	Jobsinkapuskasing	Jobsincochrane	Jobsinjbc	jobsinchapleau
42201 Social and community service workers	616	*	*	*	*	*	*	*	*
45100 Student monitors, crossing guards and related occupations	385	*		*		*	*		
41221 Elementary school and kindergarten teachers	324	*	*	*	*	*	*	*	
31301 Registered nurses and registered psychiatric nurses	290	*	*		*	*		*	*
41220 Secondary school teachers	261	*	*	*		*	*		
43100 Elementary and secondary school teacher assistants	251		*	*		*	*		
13110 Administrative assistants	241	*		*	*	*			
73300 Transport truck drivers	232	*	*	*	*		*		
41300 Social workers	172	*	*		*		*		*
32101 Licensed practical nurses	158	*	*					*	*



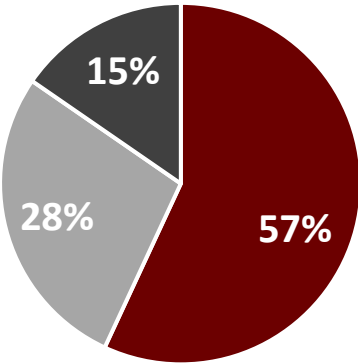
What we hear in the field

Survey conducted in FNETB Region between September 26 and October 4, 2023 with **60** employers from across the region representing 9,339 employees. (41 responses)

SECTORS	
Agriculture	
Forestry	6
Mining	16
Construction	10
Manufacturing	10
Retail	3
Transportation	8
Finance and Insurance	3
Real Estate	2
Professional, Scientific and Technical Services	4
Educational Services	1
Healthcare	16
Social Assistance	4
Accommodation	2
Food Services	5
Public Administration (municipal, provincial, federal)	6
Other:	2
Police, correctional services, security, engineering	

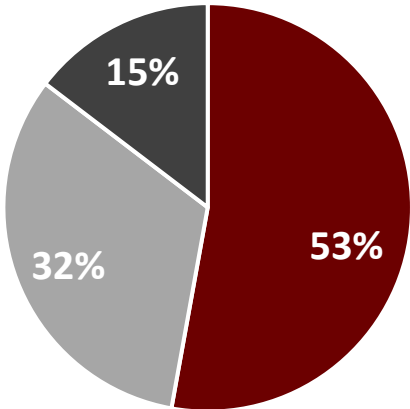
RESPONDENTS - ROLES

■ HR ■ Supervisor/Manager ■ Other



RESPONDENTS – SERVICE AREA

■ Cochrane District ■ Timiskaming District ■ Other



← Since January 2023...

SEPARATIONS

53

Yes

5

No

2

Uncertain

REASONS FOR SEPARATIONS

Employee left / quit	49
Retired	37
Temporary Layoff	6
Permanent Layoff	7
Dismissal/Fired	37
Other	3

HIRES

Occupations mentioned most often – hires since January 2023: *(58 responses)*

- Health (RN, RPN, NP, PSW, paramedics)
- Administrative staff
- Miners (production, development and construction
- Janitors / Housekeepers
- Kitchen staff – food service
- Trades: (mechanics, millwrights, electricians, welders)
- Drillers
- Heavy equipment operators
- Truck drivers
- General labourers

In 2024 ...

HIRES

55

Yes

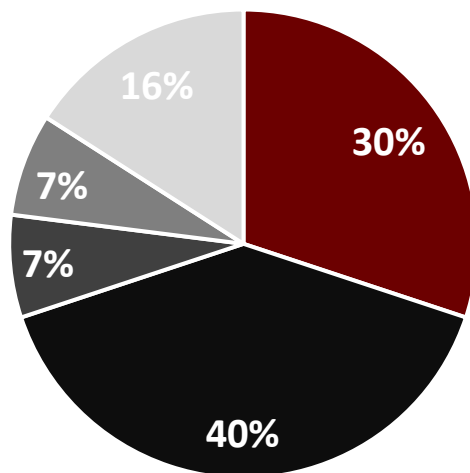
0

No

5

Uncertain

REASONS FOR PROJECTED NEW HIRES



Occupations with highest number of projected new hires in 2024: (53 responses)

Health (RN, RPN, NP, PSW, paramedics)

Administrative staff

Miners (production, development and construction

Janitors / Housekeepers

Kitchen staff – food service

Trades: (mechanics, heavy equipment mechanics, millwrights, electricians, welders)

Drillers

Heavy equipment operators

Truck drivers

General labourers Kitchen staff – food service General labourers

HARD TO FILL POSTIONS

Employers were asked to indicate if it was difficult to find workers for any of the following occupations (59 responses)



Senior management positions	19	←
Executive directors, program/service managers	9	
Supervisors	19	←
Administrative / General office support	10	
Nurses	13	←
Personal support workers	10	
Teachers	1	
Social service workers	4	
Truck drivers	7	
Heavy equipment operators	7	
Construction millwrights – industrial mechanics	14	←
Carpenters	3	
Welders	12	
Heavy duty mechanics	13	←
Sales and service workers	1	
Food service workers	6	
Light duty cleaners	3	
Janitors	4	
Production workers - labourers	7	
Other: engineers, draftspersons, technologists, paramedics, police, bus drivers, electricians, railway car technicians, security guards		

DIVERSITY IN THE LABOUR FORCE

Employers were asked to indicate if any of the following groups are present in their overall workforce (60 responses)

Under 30 years	57
30 - 55 years	60
55 or over	57
65 or over	44
Male	60
Female	60
Recently Arrived Immigrants	41
Indigenous	52
Persons with Physical Disabilities	33
Persons with Developmental Disabilities	28

ARE WE GROOMING THE NEXT GENERATION OF WORKERS?

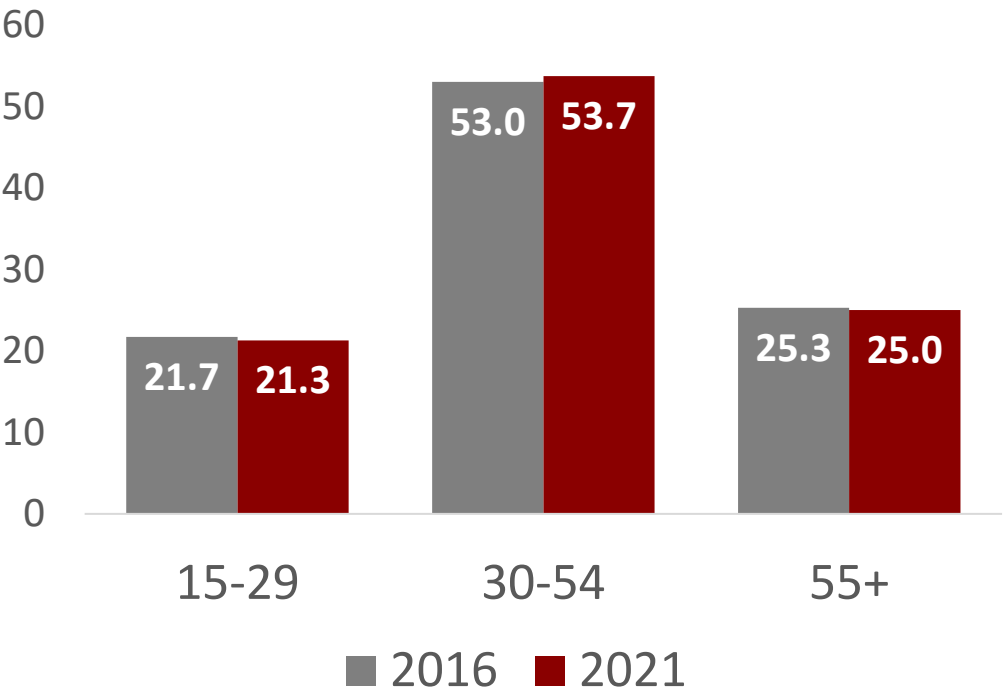
Are our efforts to promote the current and future opportunities generating results?

Are we seeing an increase in the proportion of young workers in some of the in-demand occupations?

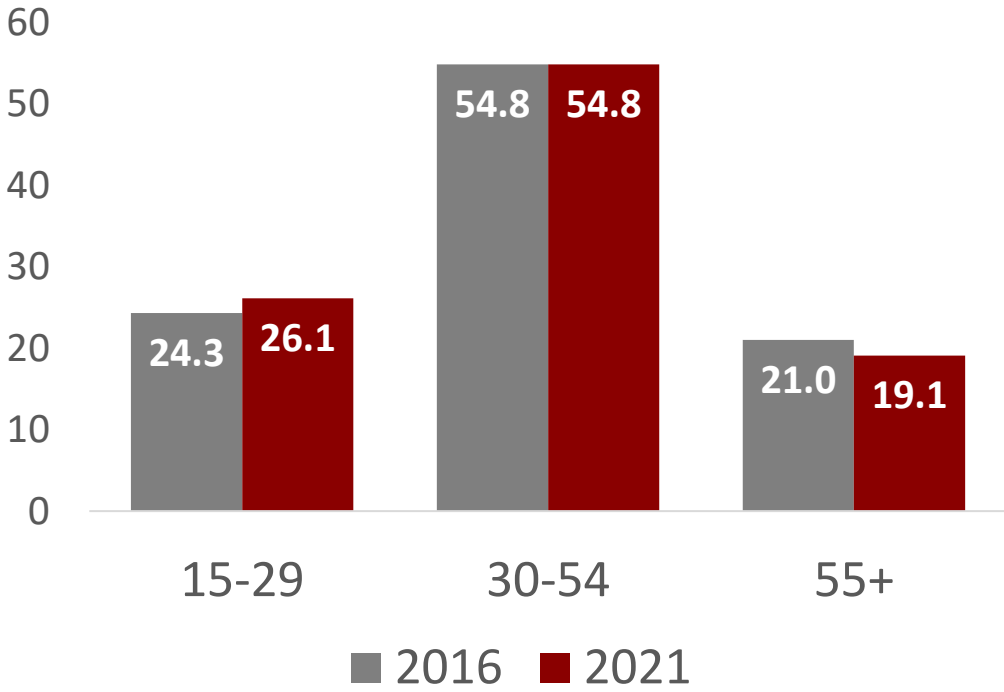


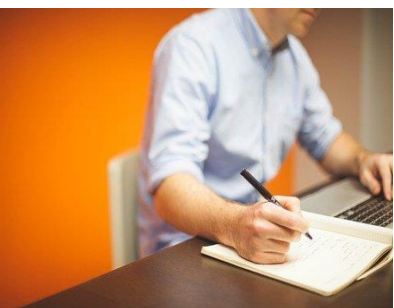


31301 - Registered nurses and registered psychiatric nurses

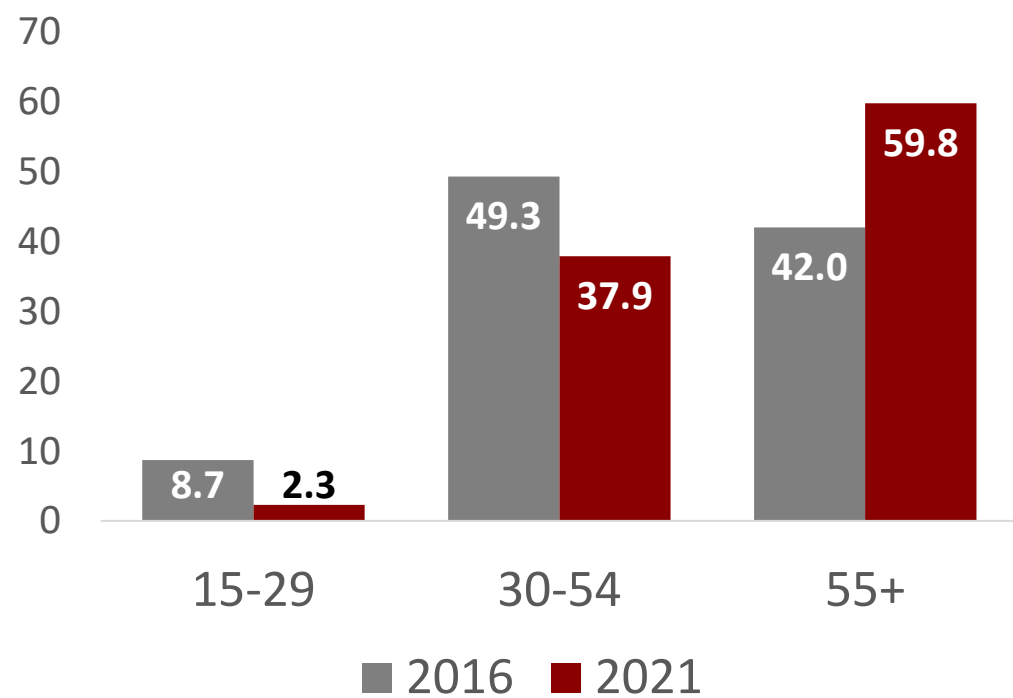


33102- Nurses aides, orderlies, and patient service associates

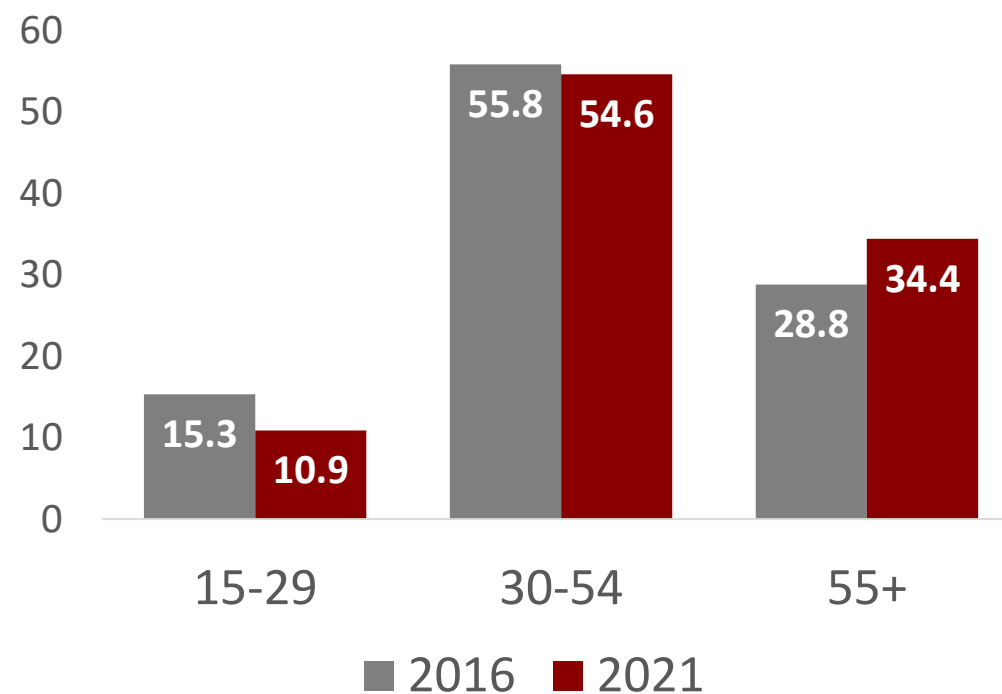




12200 – Accounting technicians
and bookkeepers

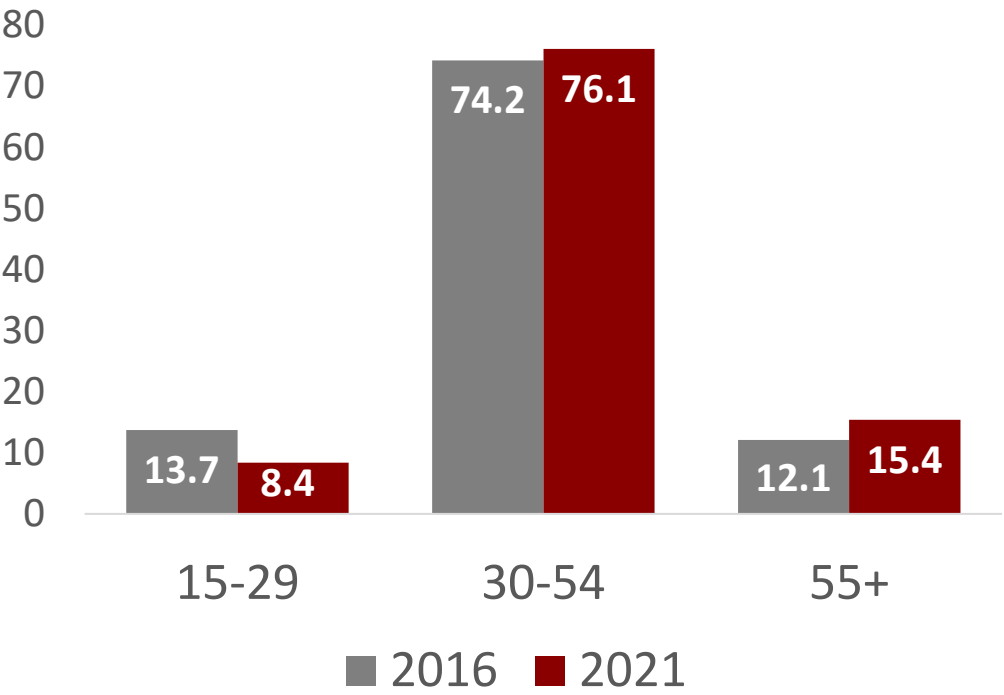


13100 – Administrative
assistants

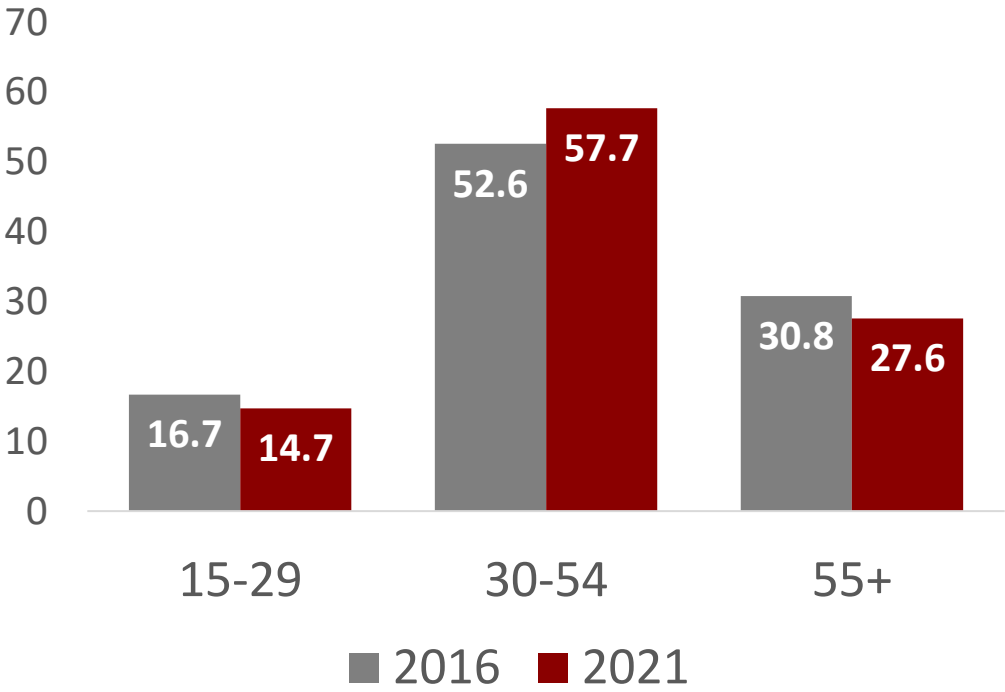




4102– Secondary, elementary, and kindergarten teachers

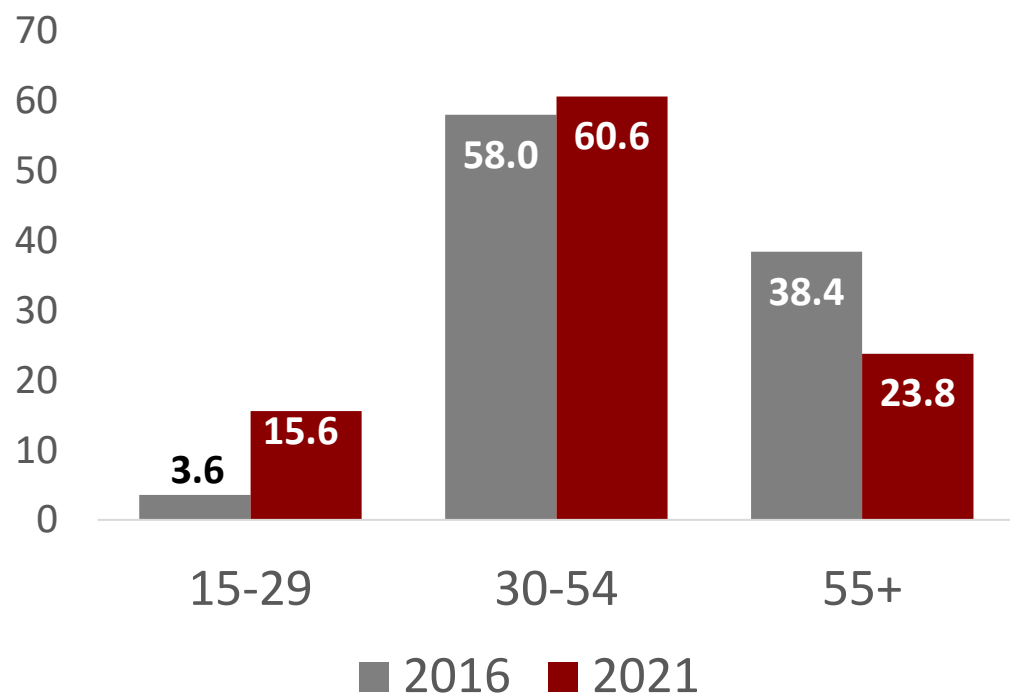


43100 – Elementary and secondary teacher assistants

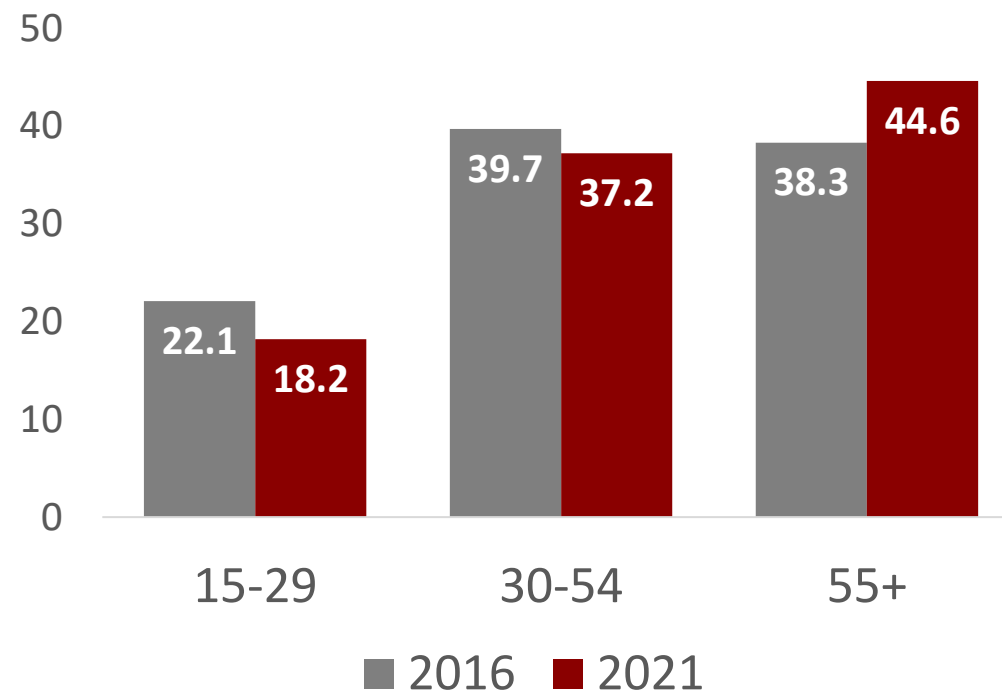




6003 – Managers in food services and accommodation

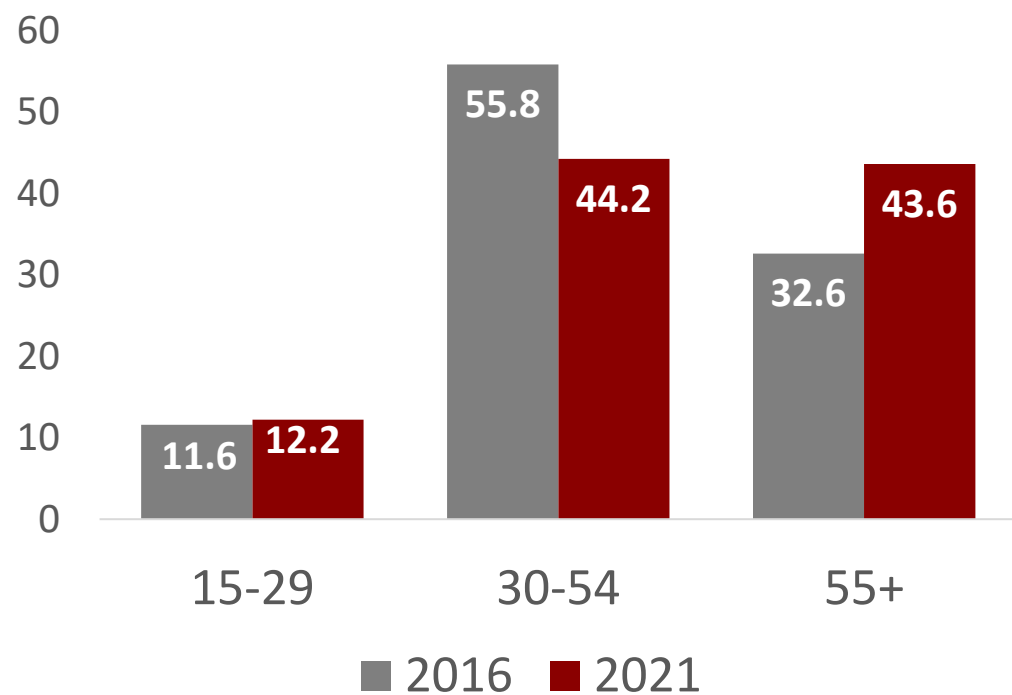


65302 – Janitors, caretakers and heavy-duty cleaners

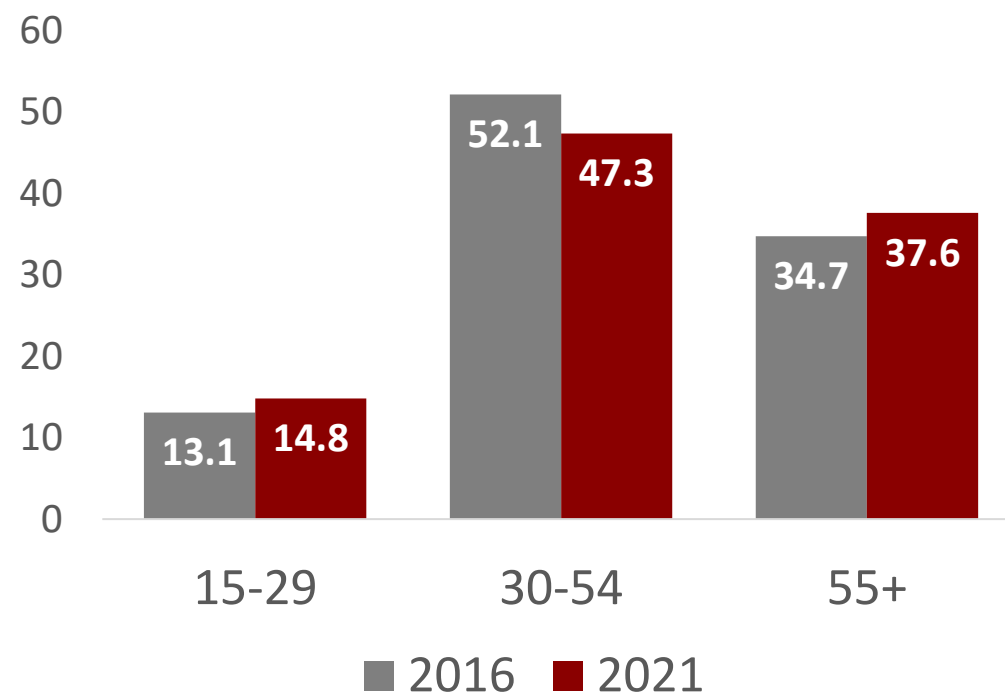




73300 – Transport truck drivers

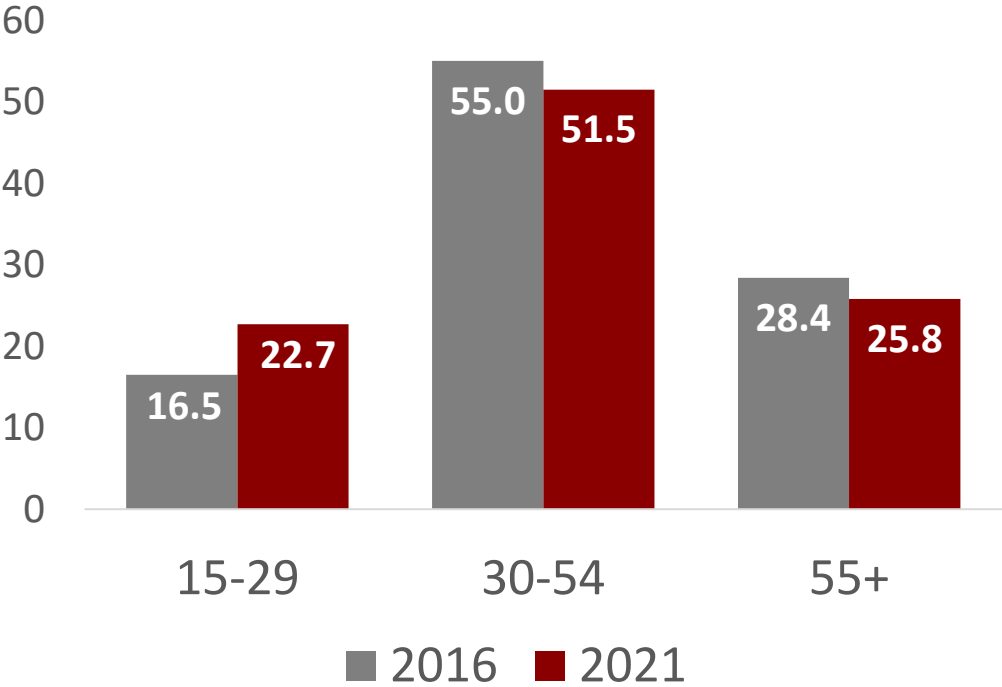


73400 – Heavy equipment operators

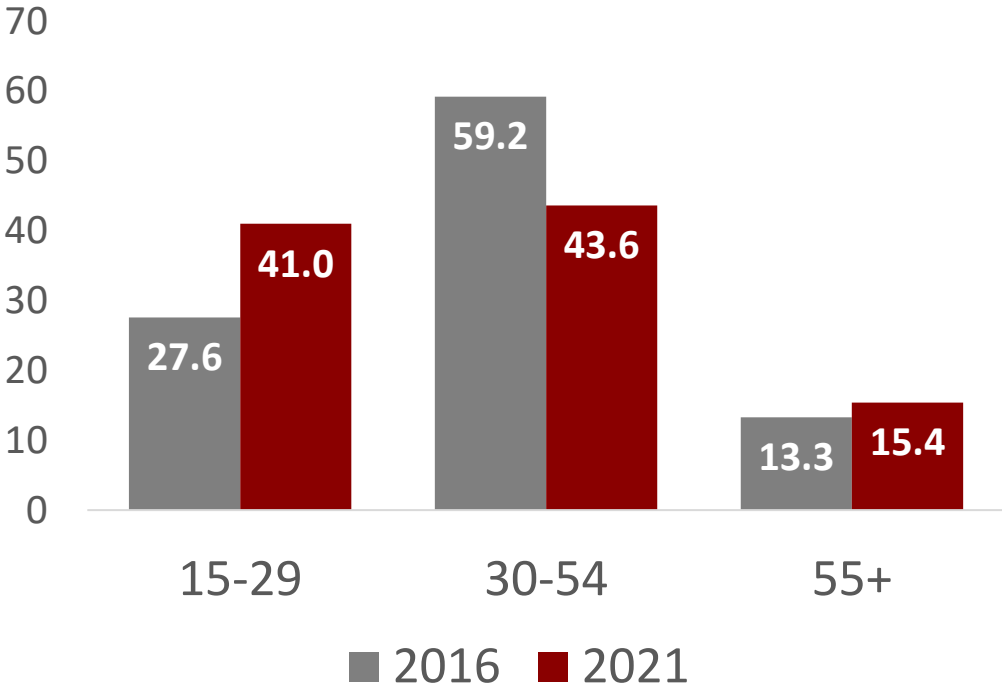




72106 – Welders and related machine operators

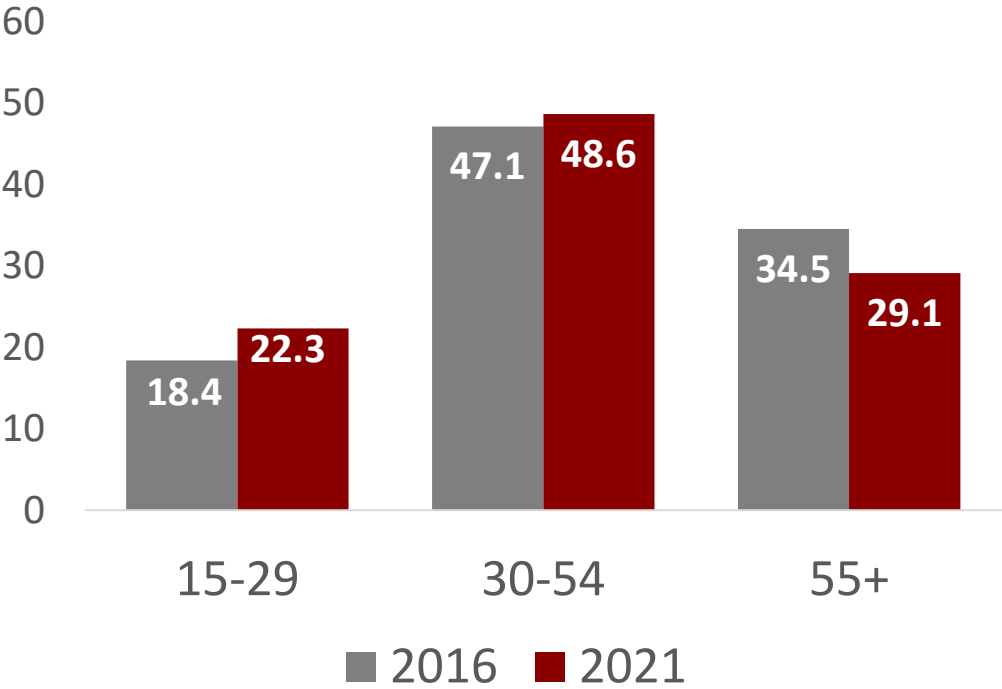


73400 – Heavy duty equipment mechanics

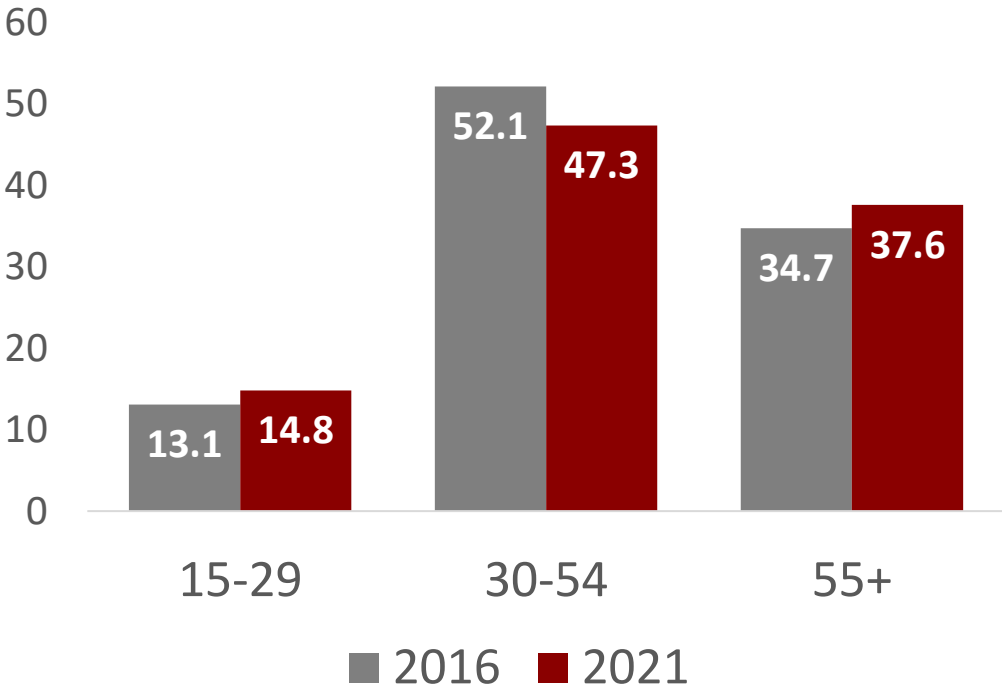




72400 – Construction millwrights and industrial mechanics

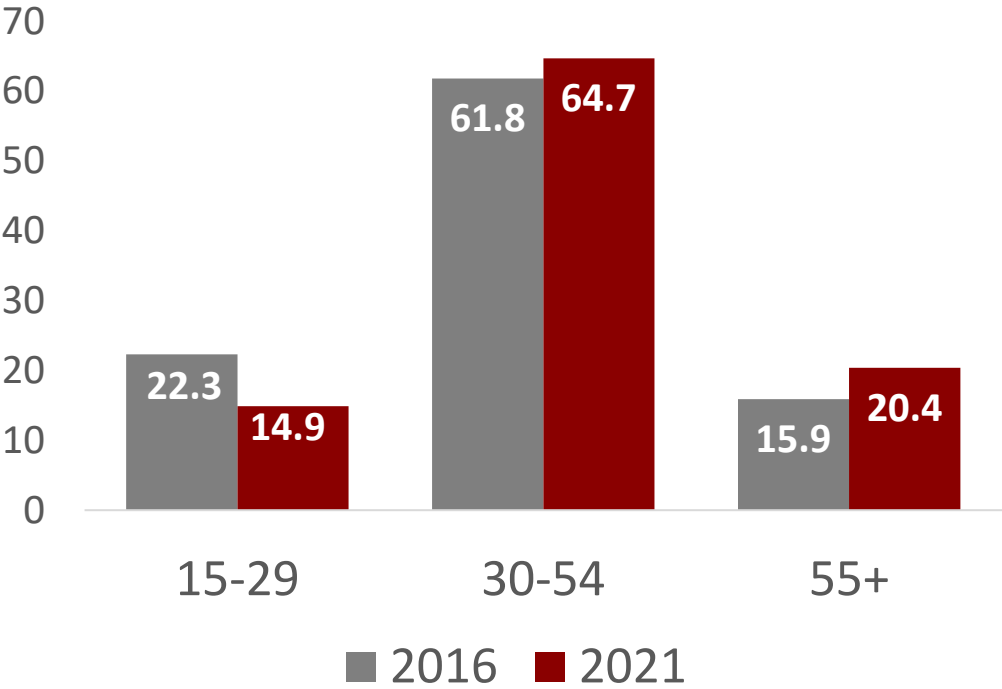


72410 – Automotive service technicians, truck, and bus mechanics

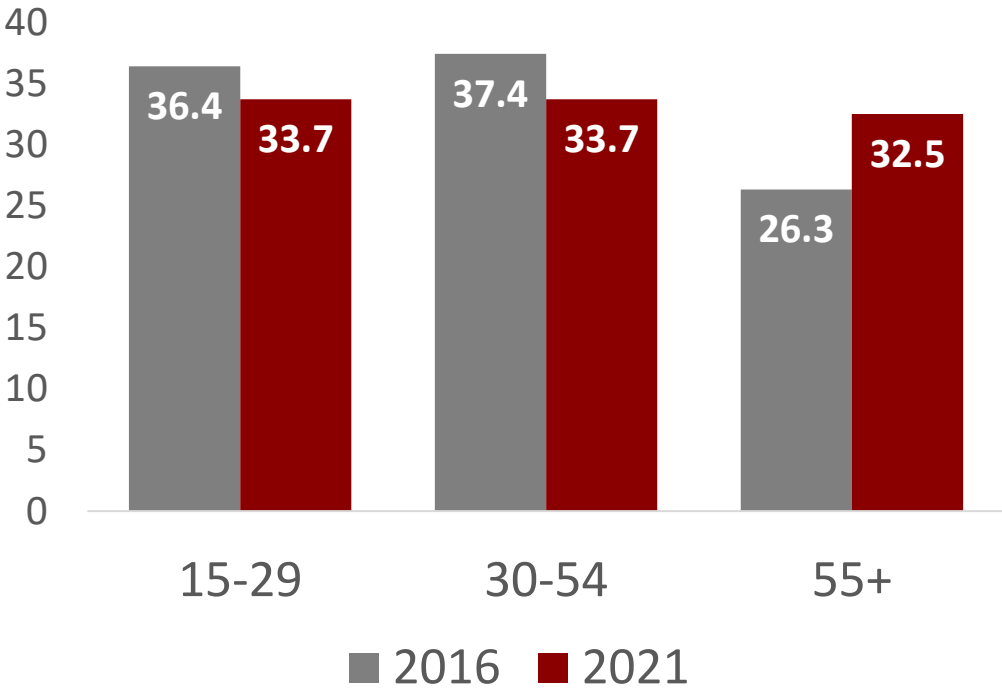




83100 – Underground, production and development miners



95103 – Labourers in wood, pulp, and paper processing



Kirkland
Lakewww.jobsinkirklandlake.com

QUARTERLY REPORT

July 1st to September 30th, 2023

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

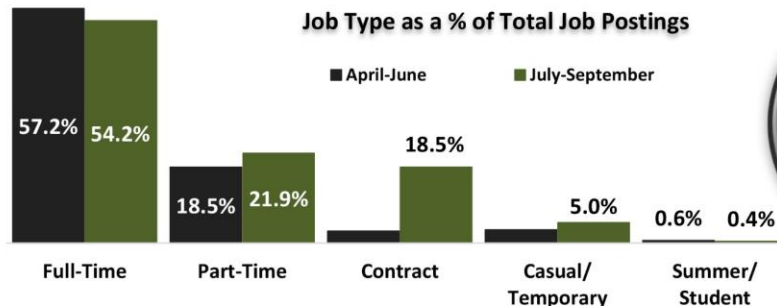
Job Postings

Total Job Post
Since Jan 2023

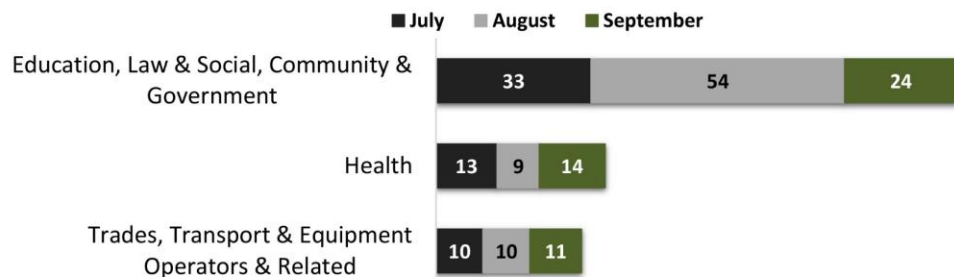
	July	August	September
THIS QUARTER →	82	97	81
	April	May	June
PREVIOUS QUARTER →	105	118	90

851

Job Type as a % of Total Job Postings

**79%**

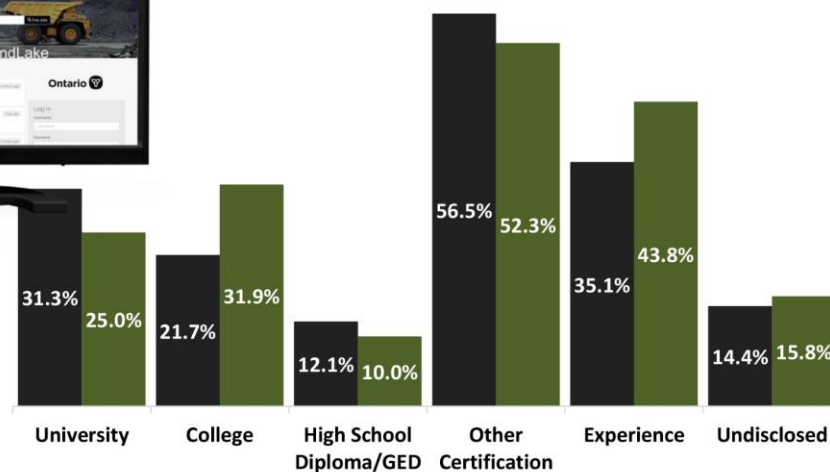
of active job posts
represent the creation of
new positions

Top 3 Occupations with 10+ Postings (1 Digit NOC)
July-September

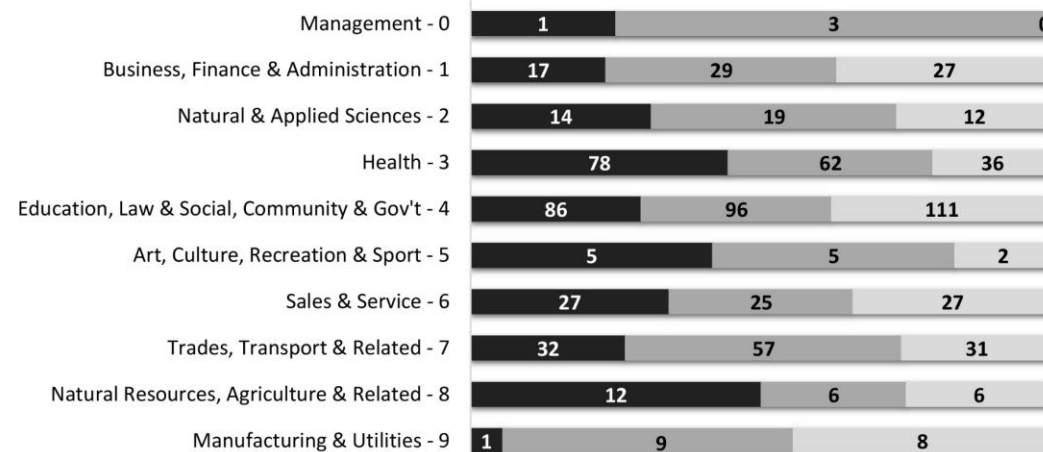
Skills Required as a % of Total Job Postings



■ April-June
■ July-September

Occupations by Quarter (1 Digit NOC)
2023

■ Jan-March ■ April-June ■ July-Sept ■ Oct-Dec



[illegible]

[illegible]

LOCAL LABOUR MARKET PLANNING MEETINGS – PART 2			
COMMUNITY	MEETING DATE	FORMAT	TIME
Temiskaming Shores	November 15, 2023	TBD	9:00 – 12:00
Kirkland Lake	November 16, 2023	TBD	9:00 – 12:00
Timmins	November 17, 2023	TBD	9:00 – 12:00
Cochrane/Iroquois Falls	November 21, 2023	TBD	9:00 – 12:00
Hearst	November 22, 2023	TBD	9:00 – 12:00
Kapuskasing	November 23, 2023	TBD	9:00 – 12:00
Chapleau	November 28, 2023	TBD	9:00 – 12:00
Moose Factory/James Bay	November 29, 2023	TBD	9:00 – 12:00

PURPOSE:

- Review priorities from previous exercise.
- Highlight current community/local priorities.
- Discuss potential actions to address priorities (including partnerships, resources, timelines).