



**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

# LOCAL LABOUR MARKET FORECAST 2021-2031





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## LOCAL LABOUR MARKET FORECAST 2021-2031



October 2023

- Customized 2021 Census data - Number of people by 5-year age cohort, by occupations for the region and for sub-regions (CFDC).
- Forecast is based on 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.

	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





## 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.



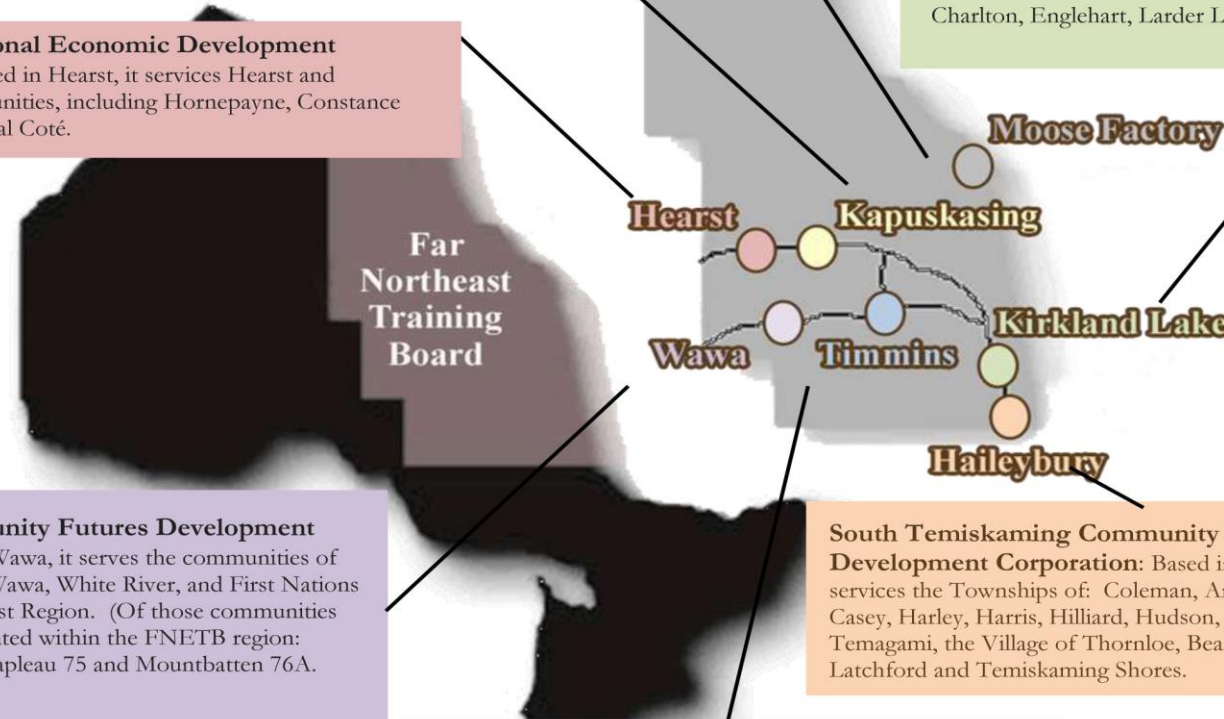
**Kirkland and District Community Development Corporation:** Based in Kirkland Lake, it services the communities of Kirkland Lake, Black River Matheson, Charlton, Englehart, Larder Lake, Matachewan and McGarry.



**Nord-Aski Regional Economic Development Corporation:** Based in Hearst, it services Hearst and surrounding communities, including Hornepayne, Constance Lake and Mattice-Val Côté.



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



**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.

**The Venture Centre / Le Centre de développement (CFDC):** Based in Timmins, it services Timmins, Gogama, Foleyet, Mattagami First Nation, Shining Tree and Biscotasing.



## SUPERIOR EAST/SUPÉRIEUR EST

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



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

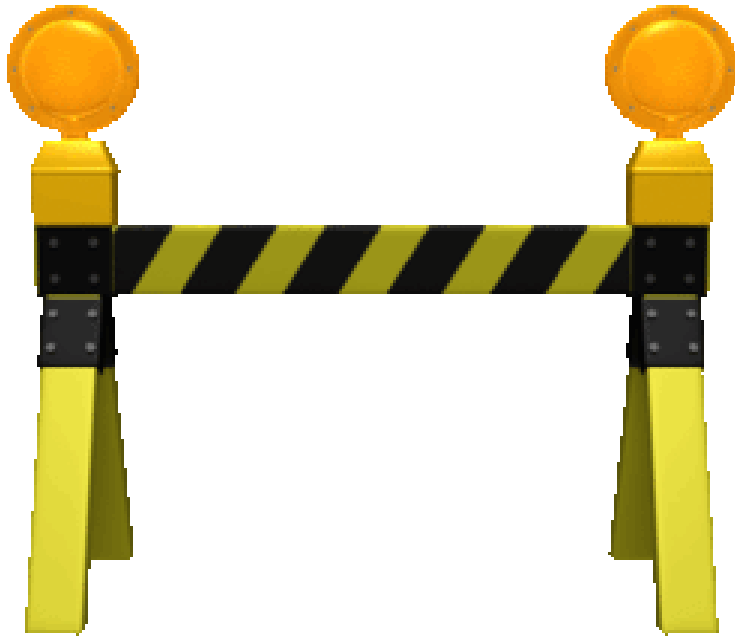


**The Venture Centre**  
**Le Centre de développement**

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



# CAUTION



- Does not consider economic shifts (positive or negative).
- Or that some of those positions might not be filled.
- Not everyone retires at 65.

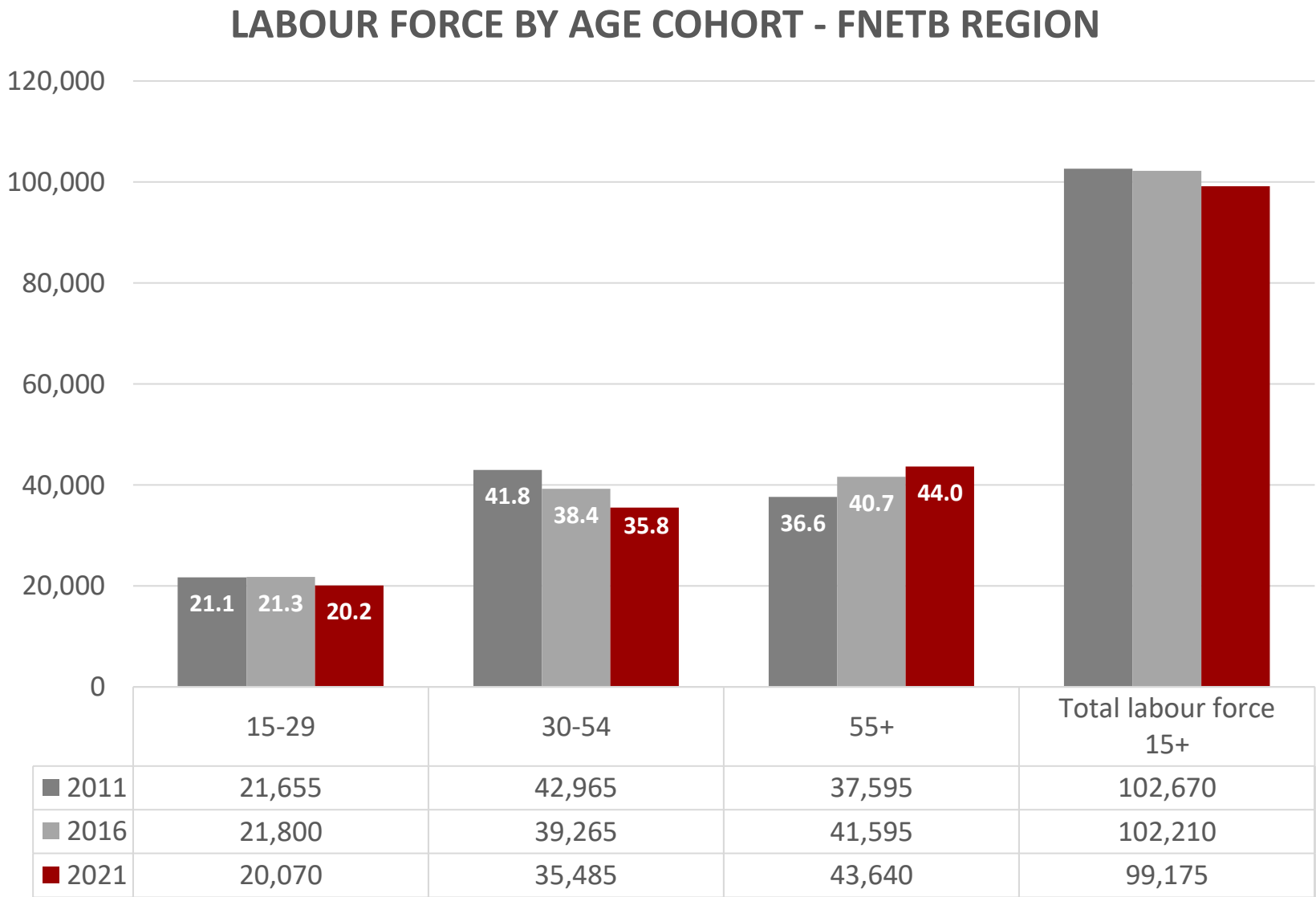
*Census data is subjected to a confidentiality procedure known as random rounding to prevent the possibility of associating statistical data with any identifiable individual. Under this method, all figures, including totals and detail, are randomly rounded either up or down to a multiple of “5”, and in some cases “10”. The random rounding technique provides strong protection against direct, residual or negative disclosure, without adding significant error to the Census data.*



THE LOCAL WORKFORCE

Between 2011 and 2021, in the FNETB region, the total labour force 15+ decreased by 3% (-3,035).

- The total labour force aged 15 - 29 decreased by -7% (-1,785). **ENTRY**
- The total labour force aged 30-54 decreased by -17% (-7,480). **MAIN**
- The labour force aged 55 and over increased 17% (+6,045). **EXIT**





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



**99,175**

Total labour force  
15+

**27%**

Of the employed  
labour force

**61,890**

Employed  
labour force 15+

**16,635**

Possible retirements  
between 2021-2031



# Employed Labour Force, by Age Cohort – 1-Digit NOC, 2021

## FNETB Region

		Total 15+	15-29 ENTRY		30-54 MAIN		55+ EXIT	
	2021 Census (employed the week of May 2-8, 2021)		#	%	#	%	#	%
	Total employed all occupations	61,890	15,290	24.7	29,945	48.4	16,635	26.9
0	Legislative and senior management occupations	445	20	4.5	200	44.9	195	43.8
1	Business, finance, and administration occupations	7,730	1,145	14.8	4,080	52.8	2,520	32.6
2	Natural and applied sciences and related occupations	2,880	705	24.5	1,560	54.2	635	22.0
3	Health occupations	5,020	1,175	23.4	2,800	55.8	1,025	20.4
4	Occupations in education, law & social, community & govt services	8,340	1,370	16.4	5,160	61.9	1,810	21.7
5	Occupations in arts, culture, recreation, and sport	830	245	29.5	345	41.6	215	25.9
6	Sales and service occupations	14,720	5,600	38.0	5,550	37.7	3,585	24.4
7	Trades, transport and equipment operators and related occupations	14,470	3,135	21.7	6,760	46.7	4,565	31.5
8	Natural resources, agriculture, and related production occupations	4,945	1,155	23.4	2,495	50.5	1,305	26.4
9	Occupations in manufacturing and utilities	2,485	680	27.4	1,030	41.4	765	30.8



**6,990**

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



**2021-2026**

**2026-2031**



**9,645**

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

**2021-2026**



**TOTAL = 9,645**

	2021 Census	65+
0	Legislative and senior management	80
1	Business, finance, and administration	605
2	Natural and applied sciences and related	175
3	Health	230
4	Education, law & social, community & government services	465
5	Arts, culture, recreation and sport	55
6	Sales and service	945
7	Trades, transport, and equipment operators and related	1,275
8	Natural resources, agriculture, and related production	260
9	Manufacturing and utilities	155
	Total employed	4,265



**44%**

	2021 Census	60-64
0	Legislative and senior management	70
1	Business, finance, and administration	740
2	Natural and applied sciences and related	190
3	Health	285
4	Education, law & social, community & government services	595
5	Arts, culture, recreation and sport	75
6	Sales and service	1,185
7	Trades, transport, and equipment operators and related	1,475
8	Natural resources, agriculture, and related production	490
9	Manufacturing and utilities	270
	Total employed	5,380

**2026-2031**



**6,990**

	2021 Census	55-59
0	Legislative and senior management	45
1	Business, finance, and administration	1,175
2	Natural and applied sciences and related	270
3	Health	510
4	Education, law & social, community & government services	750
5	Arts, culture, recreation and sport	85
6	Sales and service	1,455
7	Trades, transport, and equipment operators and related	1,815
8	Natural resources, agriculture, and related production	555
9	Manufacturing and utilities	340
	Total employed	6,990



# OCCUPATIONS WITH 100+ EMPLOYEES (5-DIGIT NOC)

## POTENTIAL EXITS 2021-2031 = 40% OR MORE

	Total 15+	55+	
		#	%
<b>With 100+ employed – 50% or more potential exits</b>			
12200 – Accounting technicians and bookkeepers	485	260	53.6
41210 – College and other vocational instructors	250	130	52.0
45100 – Student monitors, crossing guards and related occupations	260	160	61.5
80020 – Managers in agriculture	455	230	50.5
<b>With 100+ employed – 40-50% potential exits</b>	445	195	43.8
65312 – Janitors, caretakers, and heavy-duty cleaners	800	330	41.3
70012 – Facility operation and maintenance managers	245	100	40.8
73300 – Transport truck drivers	1,890	805	42.3
75200 – Taxi and limousine drivers and chauffeurs	165	80	48.5

Potential exits 2021-2026	
60-64	65+
75	90
55	40
40	80
70	100
70	80
135	100
25	20
260	240
25	55

# OCCUPATIONS WITH 100+ EMPLOYEES (5-DIGIT NOC)

POTENTIAL EXITS 2021-2031 = BETWEEN 30-40%

	Total 15+	55+	
		#	%
<b>With 100+ employed – between 30%-40%</b>			
00018 – Senior managers – public and private sector	365	140	38.4
13110 – Administrative assistants	950	315	33.1
14200 – Accounting and related clerks	480	160	33.3
60020 – Retail and wholesale trade managers	1,180	360	30.5
60031 – Accommodation service managers	220	80	36.4
65310 – Light duty cleaners	1,145	395	34.5
73201 – General building maintenance workers and superintendents	500	185	37.0
73400 – Heavy equipment operators	1,185	445	37.6
82020 – Supervisors, mining, and quarrying	470	155	33.0
92014 – Supervisors, forest products processing	150	50	33.3
92100 – Power engineers and power system operators	250	90	36.0

Potential exits 2021-2026	
60-64	65+
60	50
85	80
30	35
105	80
25	20
125	125
55	65
135	105
55	25
20	0
25	30

# OCCUPATIONS WITH 100+ EMPLOYEES (5-DIGIT NOC)

## POTENTIAL EXITS 2021-2031 = BETWEEN 25-30%

	Total 15+	55+	
		#	%
<b>With 100+ employed – between 25%-30%</b>			
13100 – Administrative officers	690	205	29.7
14100 – General office support workers	800	210	26.2
31301 – Registered nurses and registered psychiatric nurses	1,245	325	26.1
43100 – Elementary and secondary school teacher assistants	790	210	26.6
63210 – Hairstylists and estheticians	270	75	27.8
64410 – Security guards and related security service occupations	455	125	27.5
72021 – Contractors & supervisors – heavy equipment operator crews	310	85	27.4
72310- Carpenters	555	165	29.7
72400 – Construction millwrights and industrial mechanics	915	255	27.9
80010 – Managers in natural resources production and fishing	195	55	28.2

### Potential exits 2021-2026

60-64	65+
55	55
55	35
85	105
90	40
50	0
55	60
25	15
45	35
90	35
25	0





COMMENT TOUT ÇA SE TRADUIT SUR LE TERRAIN?

HOW IS THIS REFLECTED IN THE FIELD?

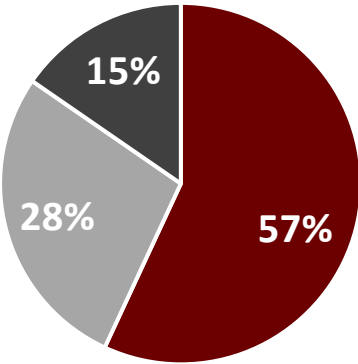


Survey conducted in FNETB Region between September 26 and October 4, 2023 with **60** employers from across the region representing 9,339 employees. ( 41 responses)

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	

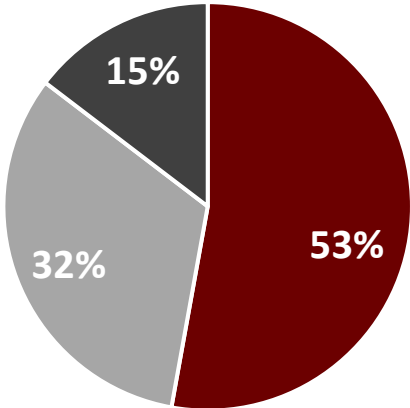
RESPONDENTS - ROLES

■ 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

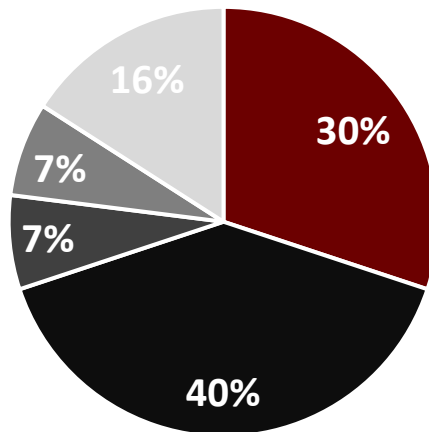
0

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

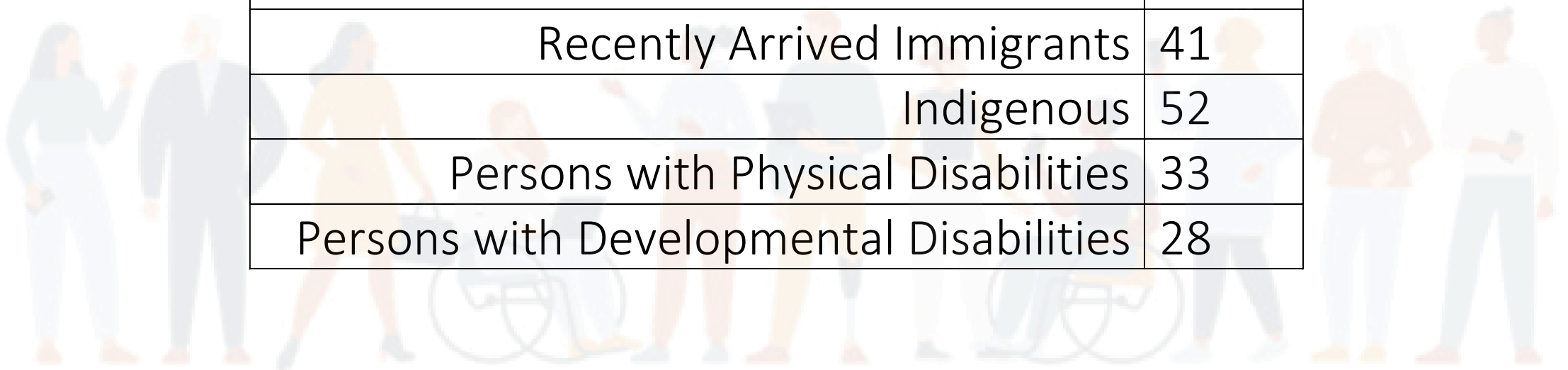
Truck drivers

General labourers Kitchen staff – food service General labourers

# 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



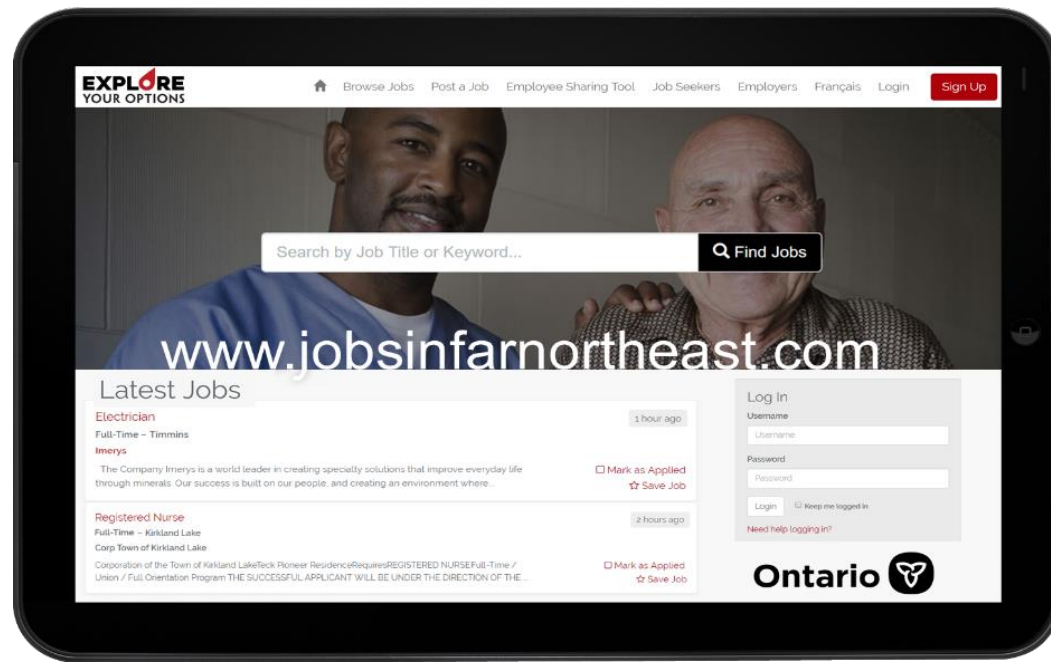
# HARD TO FILL POSTIONS

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



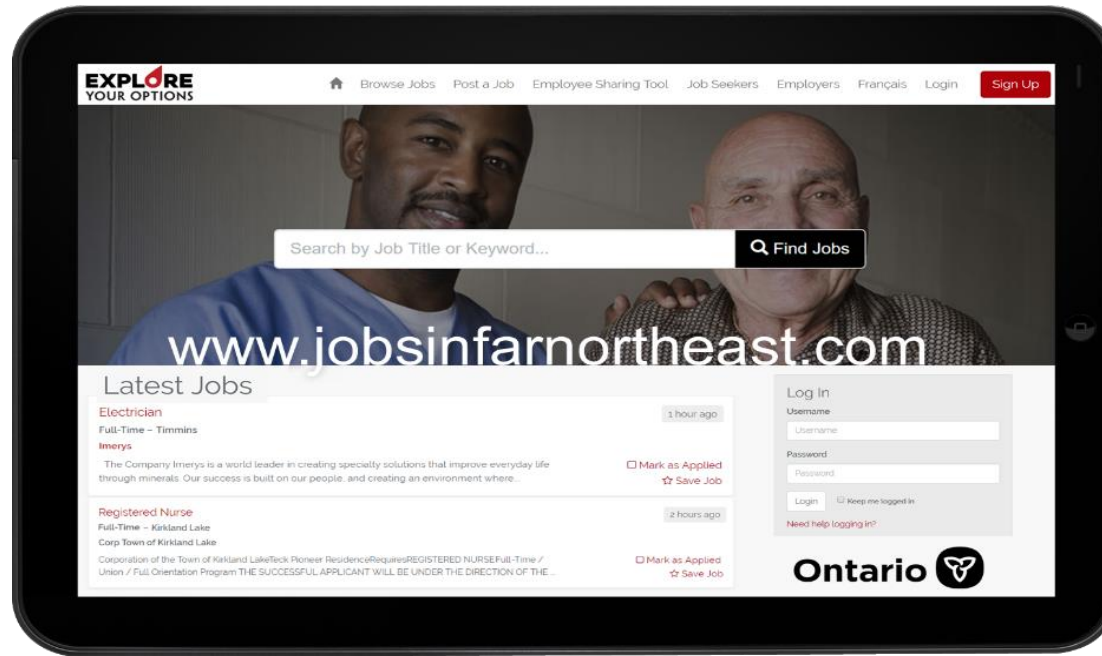
Senior management positions	19	←
Executive directors, program/service managers	9	
Supervisors	19	←
Administrative / General office support	10	
Nurses	13	←
Personal support workers	10	
Teachers	1	
Social service workers	4	
Truck drivers	7	
Heavy equipment operators	7	
Construction millwrights – industrial 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		





## 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	Jobsinkirklandlake	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	*	*					*	*

# ARE WE GROOMING THE NEXT GENERATION OF WORKERS?

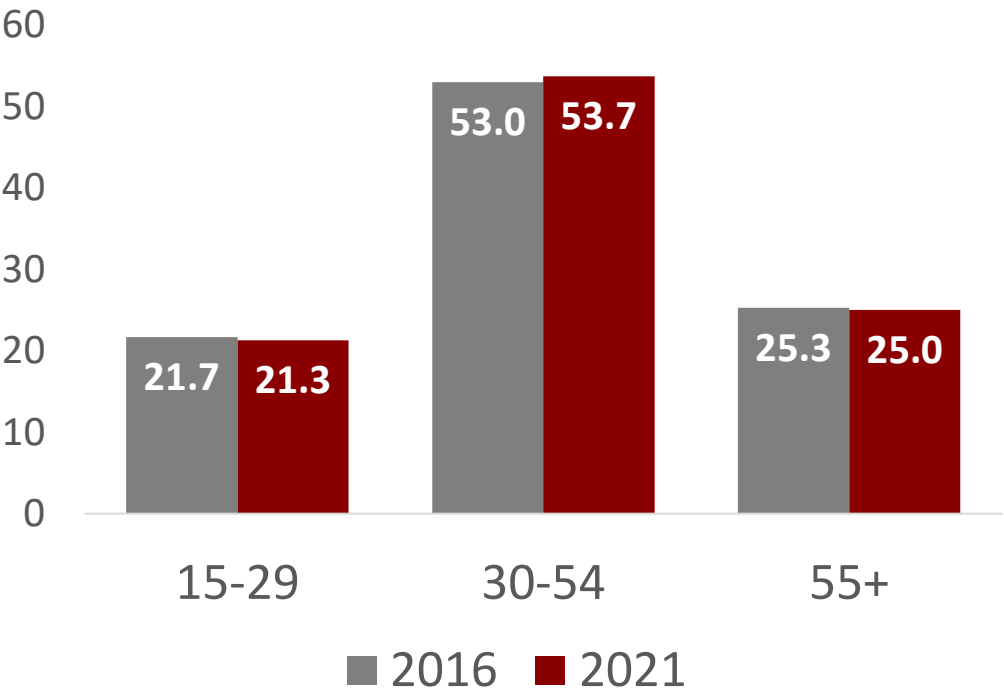
Are our efforts to promote the current and future opportunities generating results?

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

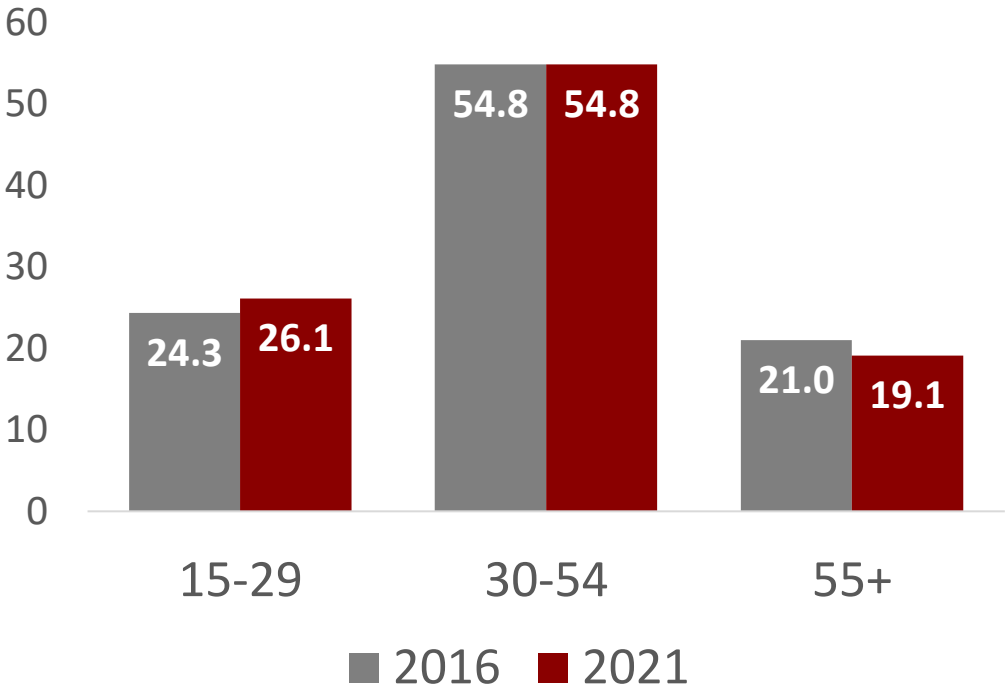




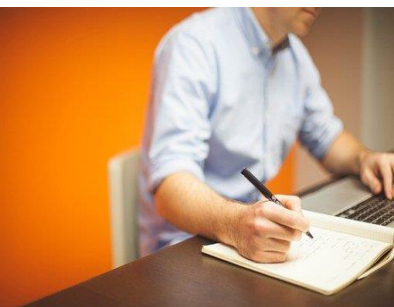
31301 - Registered nurses and registered psychiatric nurses



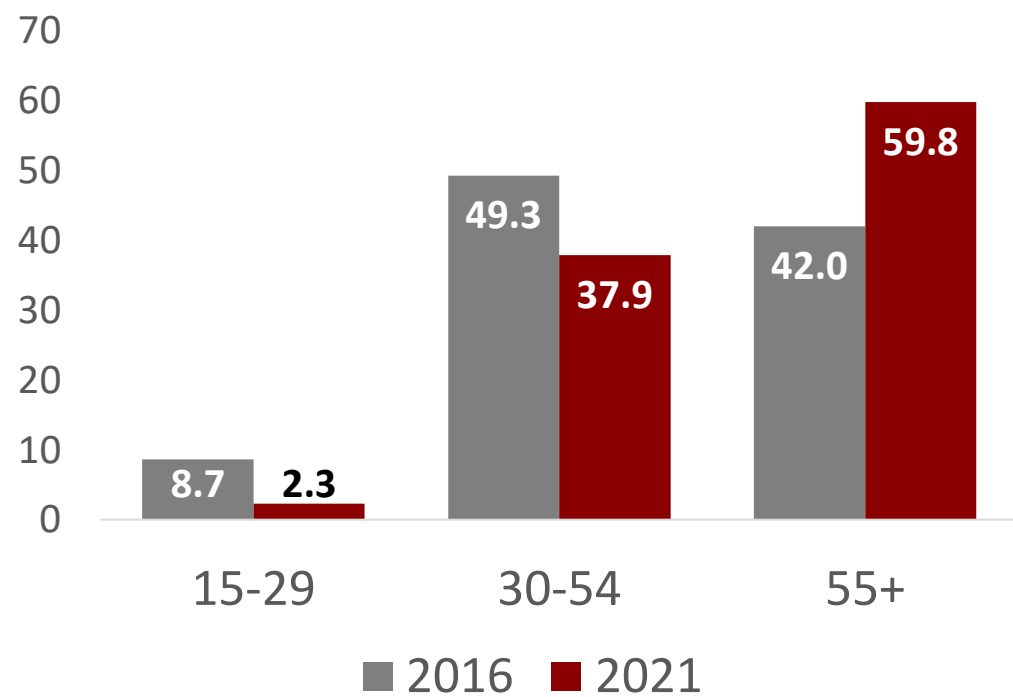
33102- Nurses aides, orderlies, and patient service associates



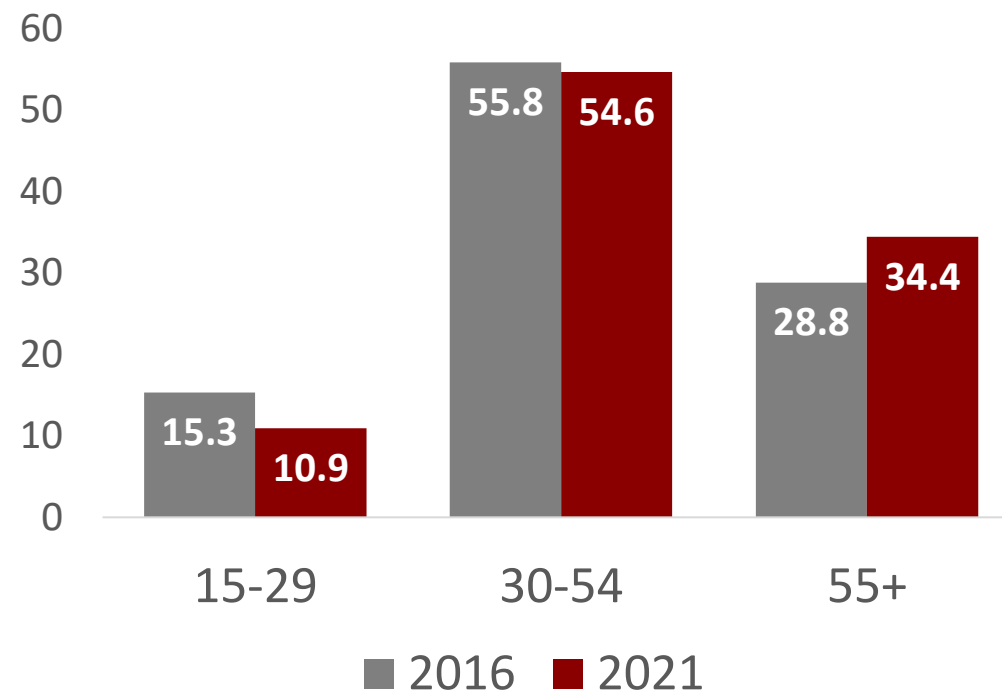




12200 – Accounting technicians  
and bookkeepers

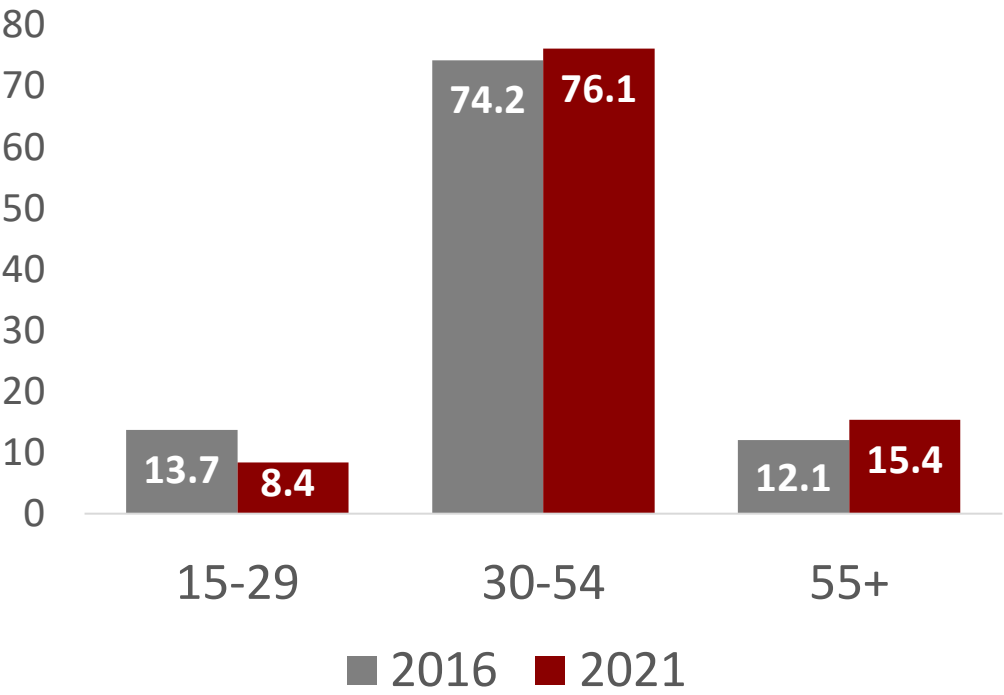


13100 – Administrative  
assistants

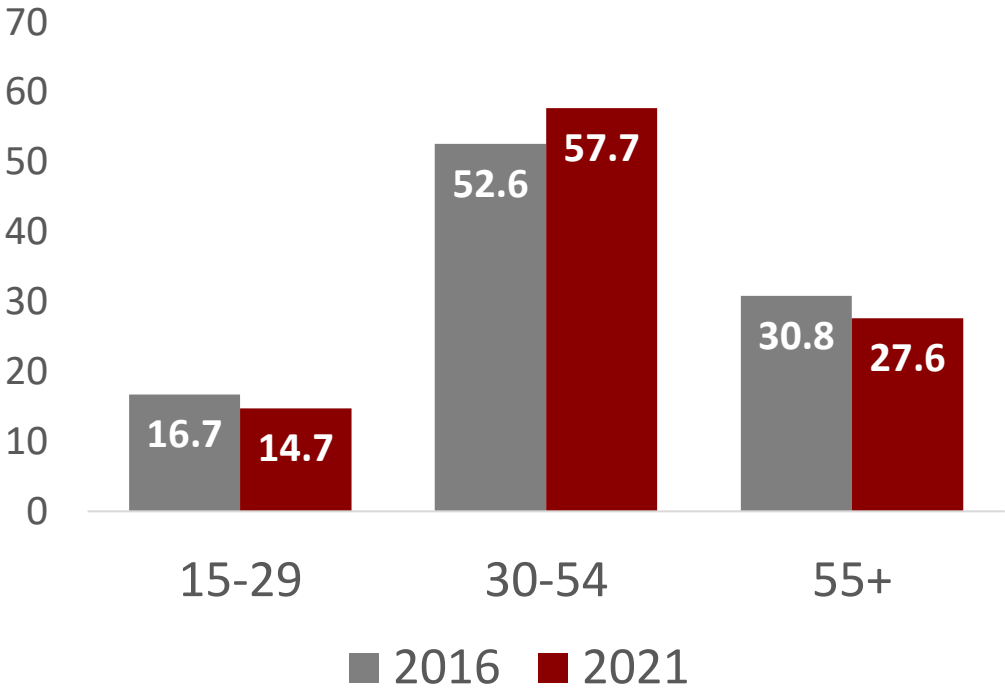




4102– Secondary, elementary, and kindergarten teachers

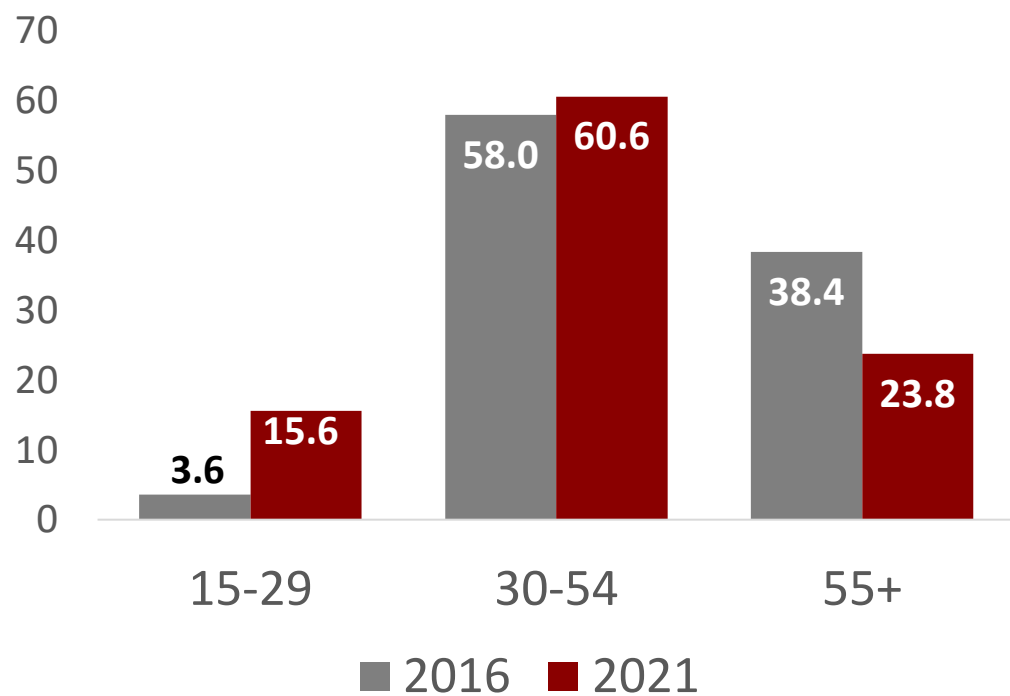


43100 – Elementary and secondary teacher assistants

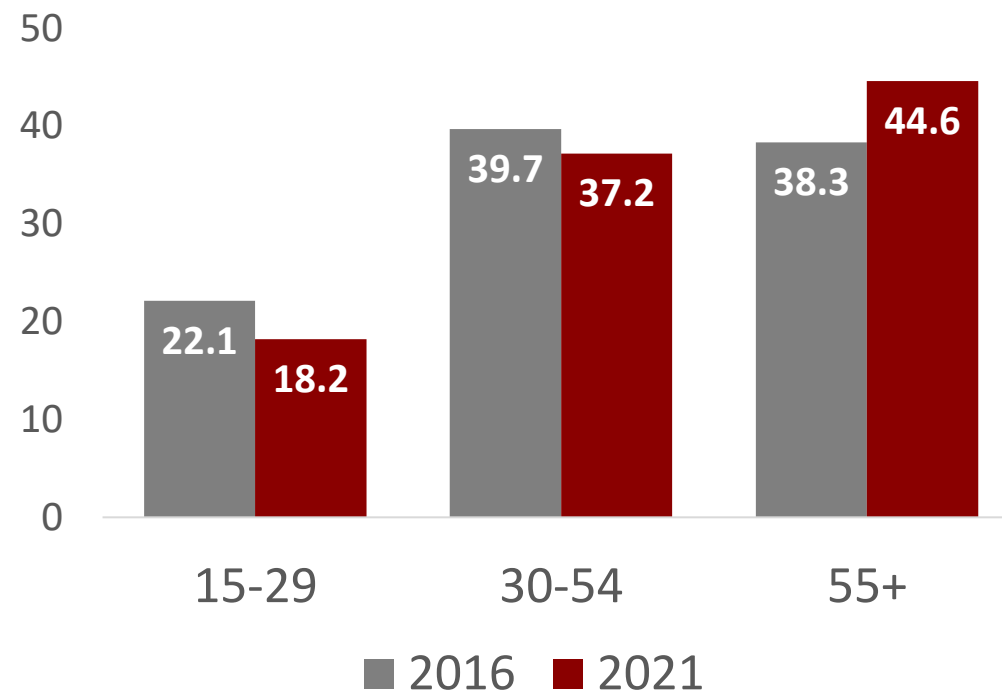




6003 – Managers in food services and accommodation

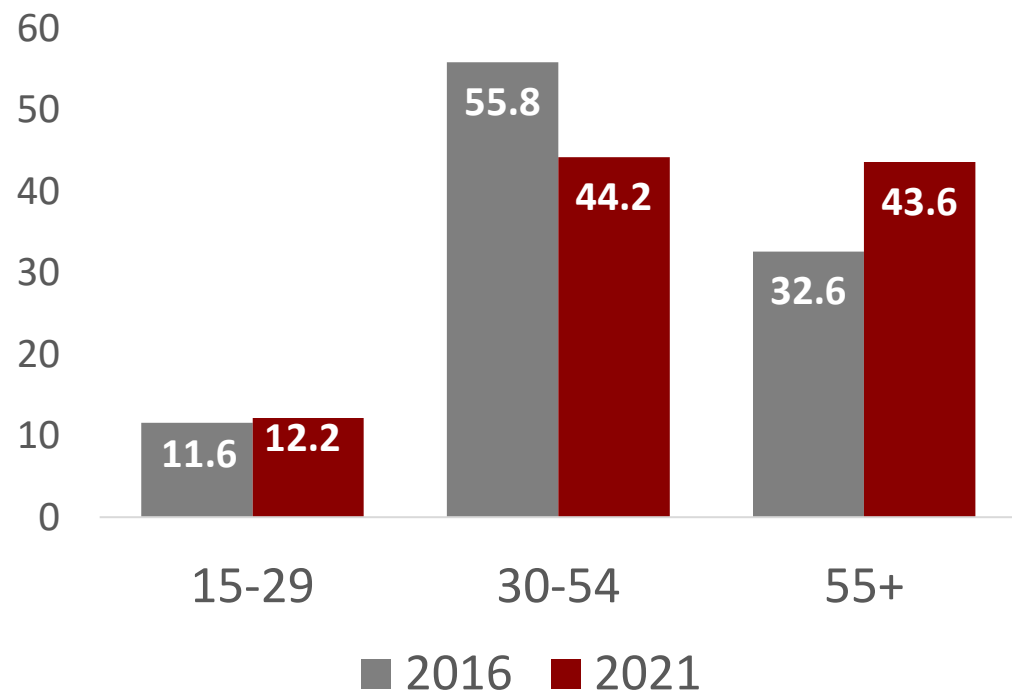


65302 – Janitors, caretakers and heavy-duty cleaners

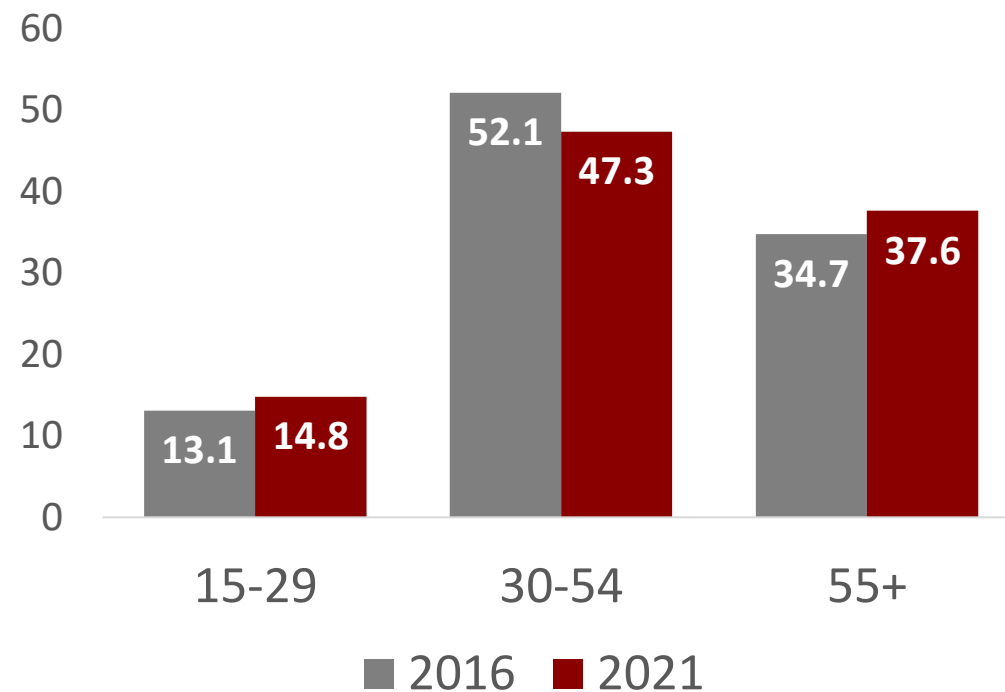




73300 – Transport truck drivers



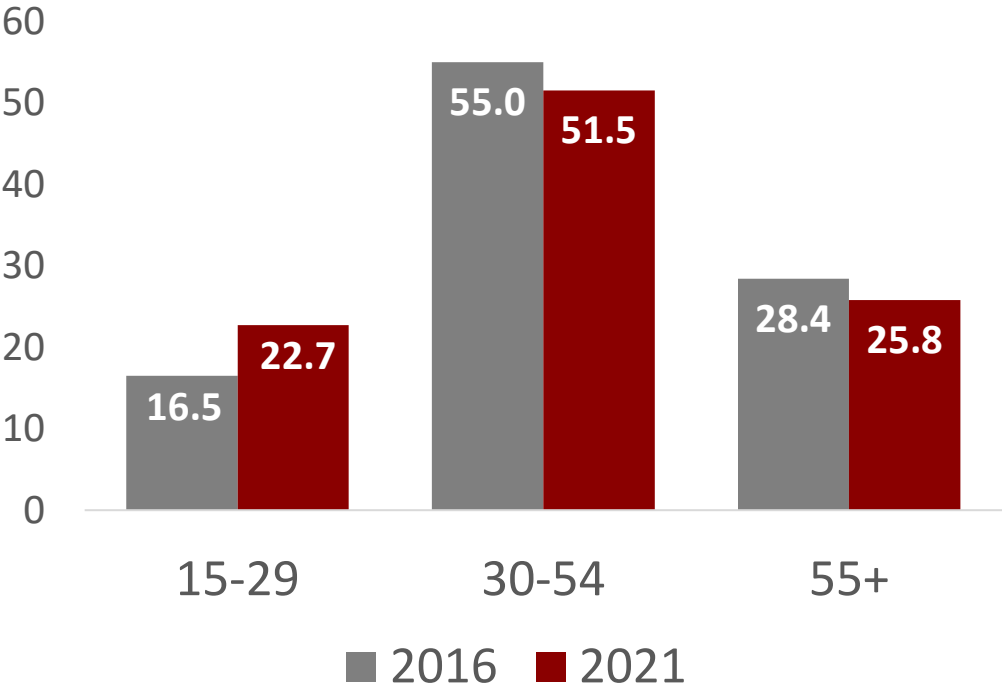
73400 – Heavy equipment operators



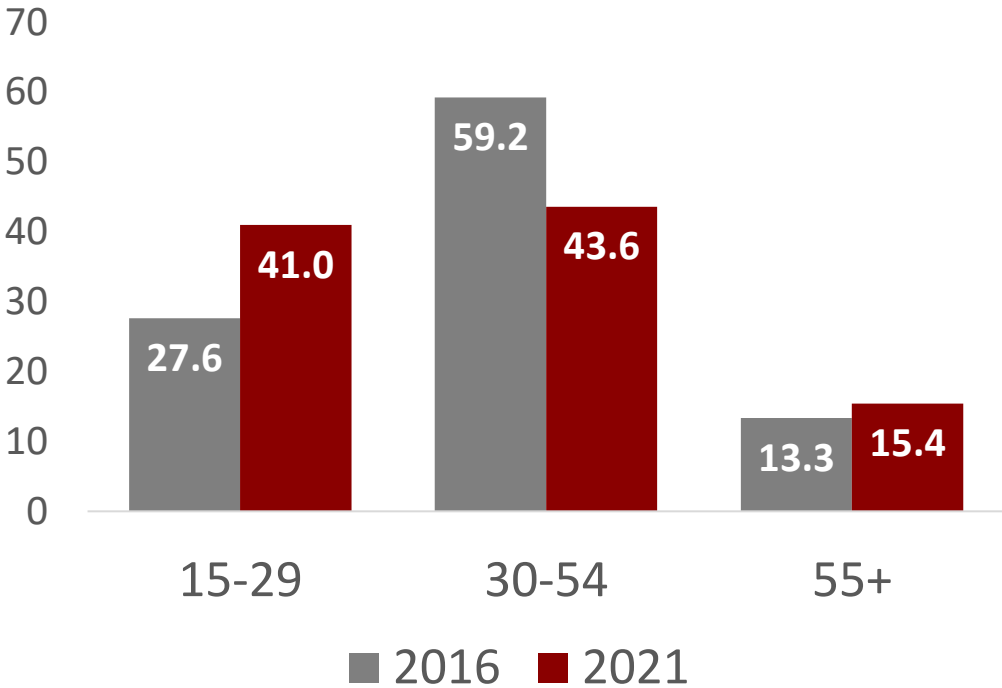




72106 – Welders and related machine operators

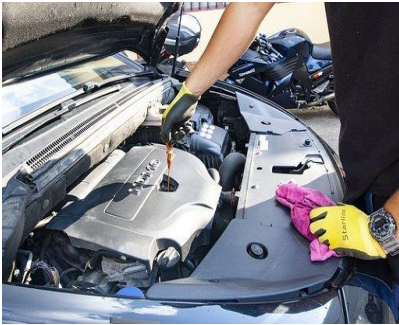
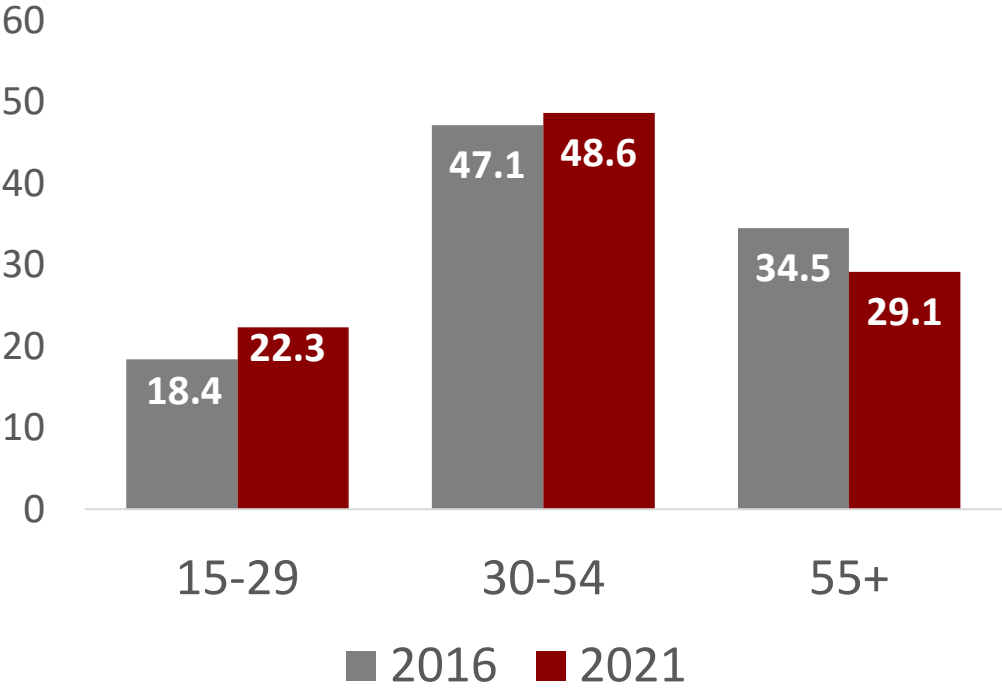


73400 – Heavy duty equipment mechanics

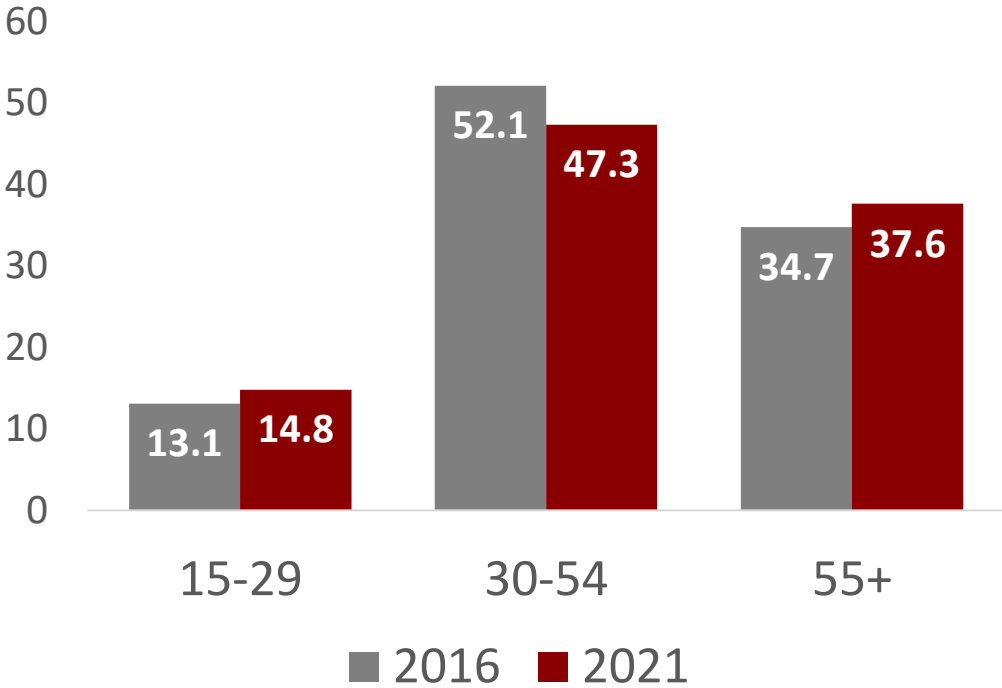




72400 – Construction millwrights and industrial mechanics

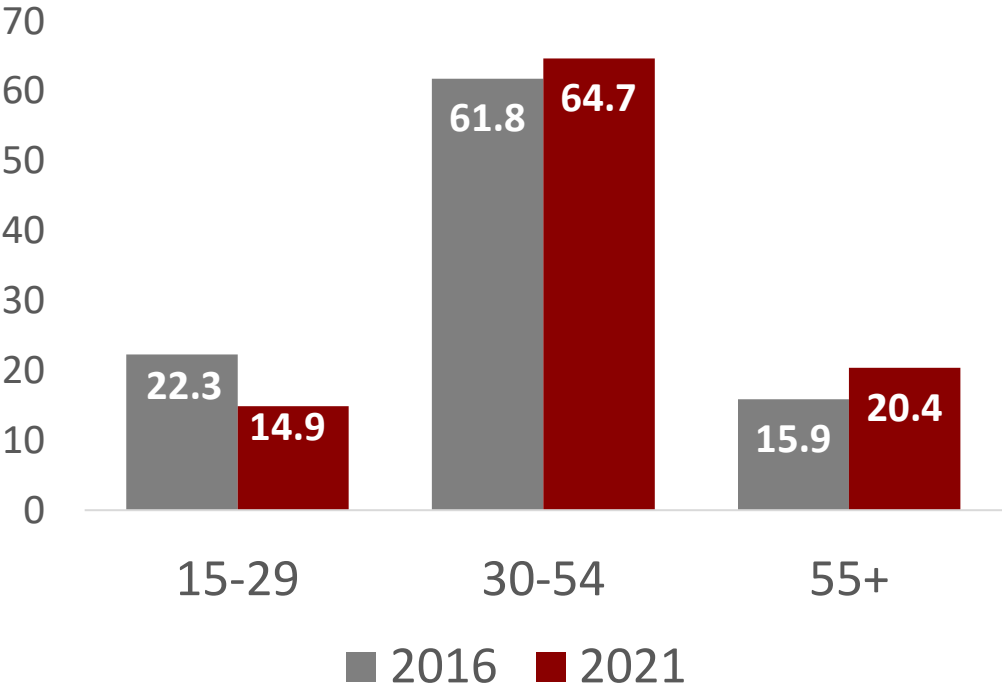


72410 – Automotive service technicians, truck, and bus mechanics

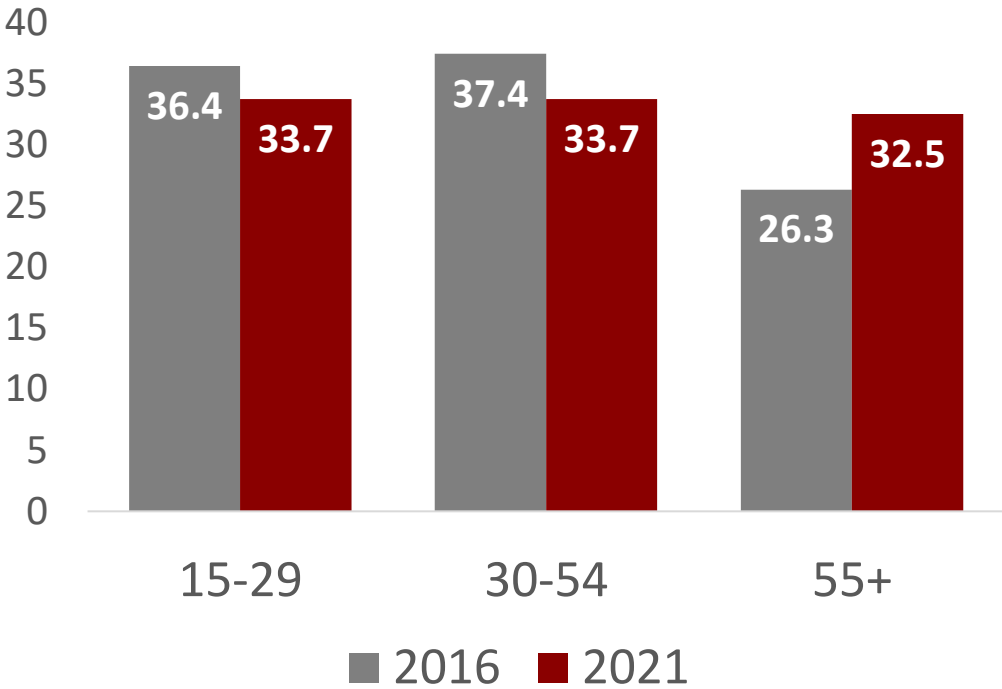




83100 – Underground, production and development miners



95103 – Labourers in wood, pulp, and paper processing







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