LOCAL LABOUR MARKET PLANNING MEETING – PART 1
North Claybelt

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

EMPLOYMENT ONTARIO EMPLOI ONTARIO
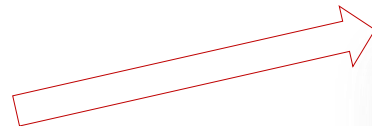
Ontario

AGENDA

Introduction

Most recent forecast data

Input from local employers

Demographic change by occupation

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

INTRODUCTION

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:
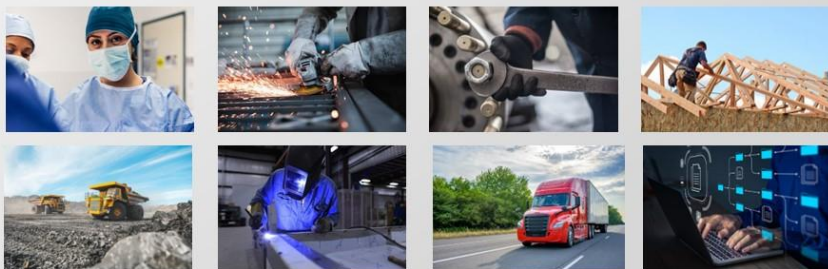   *How does this reflect what you know of, or observe in your community?*
      What does it mean for the your community?
      What does it mean for your organization?

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 North Claybelt 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

Statistics Canada. Table 14-10-0060-01 Retirement age by class of worker, annual https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=1410006001

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.

WAKENAGUN

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
CORPORATION DE DÉVELOPPEMENT ÉCONOMIQUE RÉGIONALE
REGIONAL ECONOMIC DEVELOPMENT CORPORATION

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

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

Moose Factory

Hearst — Kapuskasing

Far Northeast Training Board

Kirkland Lake

Wawa — Timmins

Haileybury
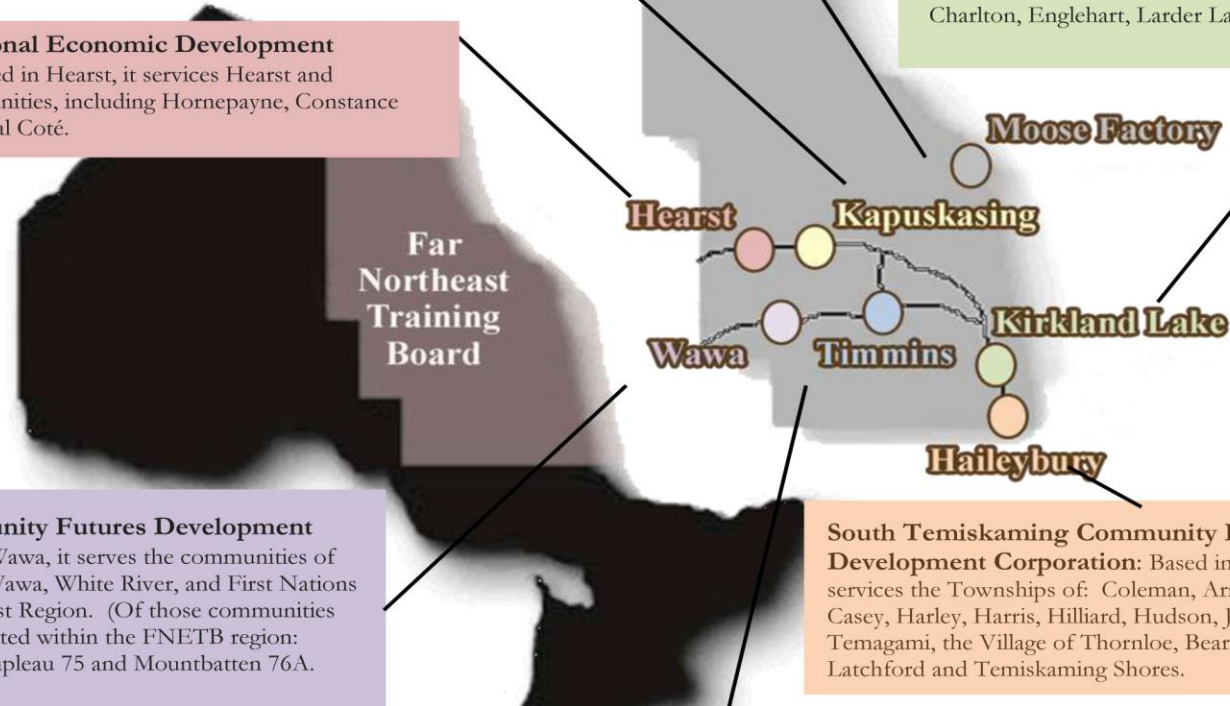
Superior East Community Futures Development Corporation: Based in Wawa, it serves the communities of Dubreuilville, Chapleau, Wawa, White River, and First Nations located in the Superior East Region. (Of those communities only the following are located within the FNETB region: Chapleau, Duck Lake, Chapleau 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

FedNor Canada

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 Kapuskasing region, the total labour force 15+ decreased by -4.4%   (-870).

• The total labour force aged 15 - 29 decreased by -3.1% (-105). **ENTRY**

• The total labour force aged 30-54 decreased by -21.6% (-1,695).   **MAIN**

• The labour force aged 55 and over increased 11.2% (+938). **EXIT**

LABOUR FORCE BY AGE COHORT - KAPUSKASING

	15-29	30-54	55+	Total labour force 15+
2011	3,410	7,840	8,380	19,630
2016	3,530	7,060	8,765	19,355
2021	3,305	6,145	9,315	18,760
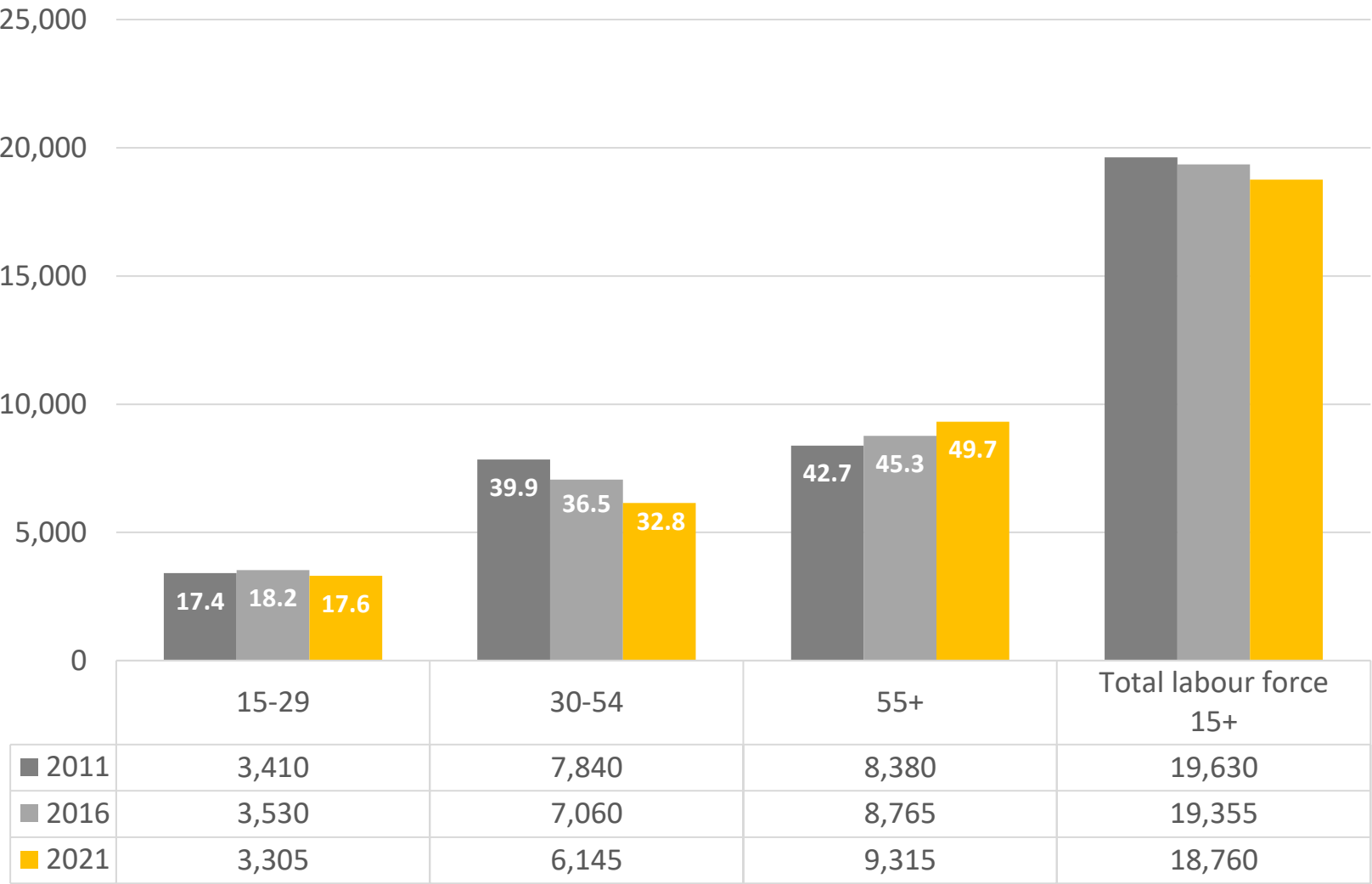
In North Claybelt, an important number of workers, in many occupations become eligible to retire between 2021 and 2031.

18,760
Total labour force 15+

10,880
Employed labour force 15+

3,200
Possible retirement between 2021-2031

29%
Of the <u>employed</u> labour force

North Claybelt - EMPLOYED LABOUR FORCE, BY AGE COHORT – 1-DIGIT NOC, 2021

		Total 15+	15-29 ENTRY		30-54 MAIN		55+ EXIT	
	2021 Census (employed the week of May 2-8, 2021)		#	%	#	%	#	%
	Total employed all occupations	10,880	2,490	22.9	5,180	47.6	3,200	29.4
0	Legislative and senior management occupations	105	10	9.5	30	28.6	60	57.1
1	Business, finance, and administration occupations	1,240	170	13.7	645	52.0	415	33.5
2	Natural and applied sciences and related occupations	320	45	14.1	180	56.3	85	26.6
3	Health occupations	950	200	21.1	545	57.4	205	21.6
4	Occupations in education, law & social, community & govt services	1,440	290	20.1	860	59.7	295	20.5
5	Occupations in arts, culture, recreation, and sport	155	40	25.8	45	29.0	65	41.9
6	Sales and service occupations	2,735	945	34.6	1,050	38.4	740	27.1
7	Trades, transport and equipment operators and related occupations	2,750	535	19.5	1,235	44.9	975	35.5
8	Natural resources, agriculture, and related production occupations	545	115	21.1	265	48.6	165	30.3
9	Occupations in manufacturing and utilities	630	110	17.5	315	50.0	200	31.7

At the time of the 2021 Census, the total employed labour force in North Claybelt was 10,880. Based on the local forecast, between 2021 and 2031, a total of 3,200 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 (975)
- Sales and service occupations (740)
- Business, finance, and administration occupations (415)

North Claybelt – TOTAL NUMBER OF POTENTIAL RETIREMENT BY 5 YEAR INCREMENTS

When breakdown the total of 3,200 potential retirements by five-year increments, we see that the largest portion of those retirements are forecasted for the period between 2021 and 2026.

1,350

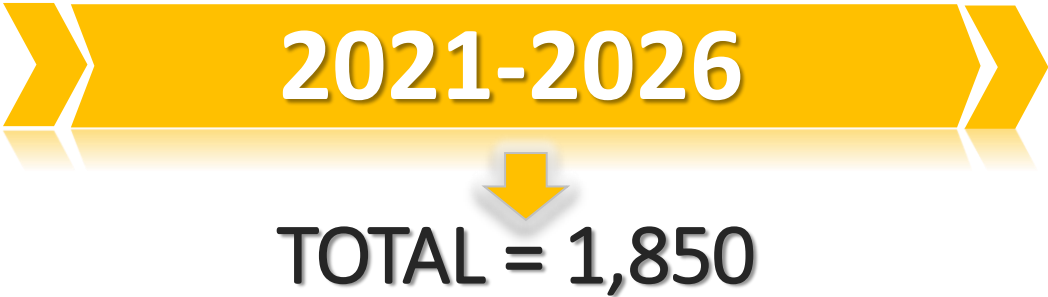(those who, at the time of the 2021 Census, were between 55 and 59 years old)

2021-2026   **2026-2031**

1,850

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

North Claybelt – TOTAL NUMBER OF POTENTIAL RETIREMENT, 2021-2026 (1-DIGIT NOC)

2021-2026

TOTAL = 1,850

	2021 Census	65+
0	Legislative and senior management	30
1	Business, finance, and administration	95
2	Natural and applied sciences and related	25
3	Health	40
4	Education, law & social, community & government services	55
5	Arts, culture, recreation and sport	20
6	Sales and service	215
7	Trades, transport, and equipment operators and related	255
8	Natural resources, agriculture, and related production	40
9	Manufacturing and utilities	30
	Total employed	800

	2021 Census	60-64
0	Legislative and senior management	15
1	Business, finance, and administration	135
2	Natural and applied sciences and related	25
3	Health	65
4	Education, law & social, community & government services	110
5	Arts, culture, recreation and sport	15
6	Sales and service	250
7	Trades, transport, and equipment operators and related	295
8	Natural resources, agriculture, and related production	70
9	Manufacturing and utilities	70
	Total employed	1,050

43%

A further breakdown the 1,850 potential retirements between 2021-2026 shows that 800 (43%) 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+.

North Claybelt – TOTAL NUMBER OF POTENTIAL RETIREMENT, 2026-2031 (1-DIGIT NOC)

2026-2031

1,350

	2021 Census	55-59
0	Legislative and senior management	15
1	Business, finance, and administration	185
2	Natural and applied sciences and related	35
3	Health	100
4	Education, law & social, community & government services	130
5	Arts, culture, recreation and sport	30
6	Sales and service	275
7	Trades, transport, and equipment operators and related	425
8	Natural resources, agriculture, and related production	55
9	Manufacturing and utilities	100
	Total employed	1,350

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 Kapuskasing at the time of the 2021 Census, and for which the percentage of potential retirements between 2021 and 2031 exceeds the overall 29% indicated on page 5.

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

	Total 15+	55+		Potential exits 2021-2026	
		#	%	60-64	65+
<mark>With 100+ employed – 40% or more potential exits</mark>					
73301 – Bus drivers and other transit operators	125	100	80.0	35	30
65312 – Janitors, caretakers, and heavy-duty cleaners	165	85	51.5	30	35
73300 – Transport truck drivers	360	170	47.2	45	60
13110 – Administrative assistants	150	65	43.3	20	25
73400 – Heavy equipment operators	300	130	43.3	30	40
65310 – Light duty cleaners	260	105	40.4	35	40

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 <u>25% AND 40%</u>

	Total 15+	55+		Potential exits 2021-2026	
				60-64	65+
		#	%		
14101 – Receptionists	115	45	39.1	15	0
14100 – General office support workers	105	40	38.1	20	0
95103 – Labourers in wood, pulp and paper processing	145	55	37.9	15	15
72400 – Construction millwrights and industrial mechanics	225	75	33.3	10	15
31301 – Registered nurses and registered psychiatric nurses	210	65	31.0	15	15
65201 – Food counter attendants, kitchen helpers and related support occupations	300	80	26.7	30	25
72410 – Automotive service technicians, truck and bus mechanics and mechanical repairers	155	40	25.8	0	25

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.

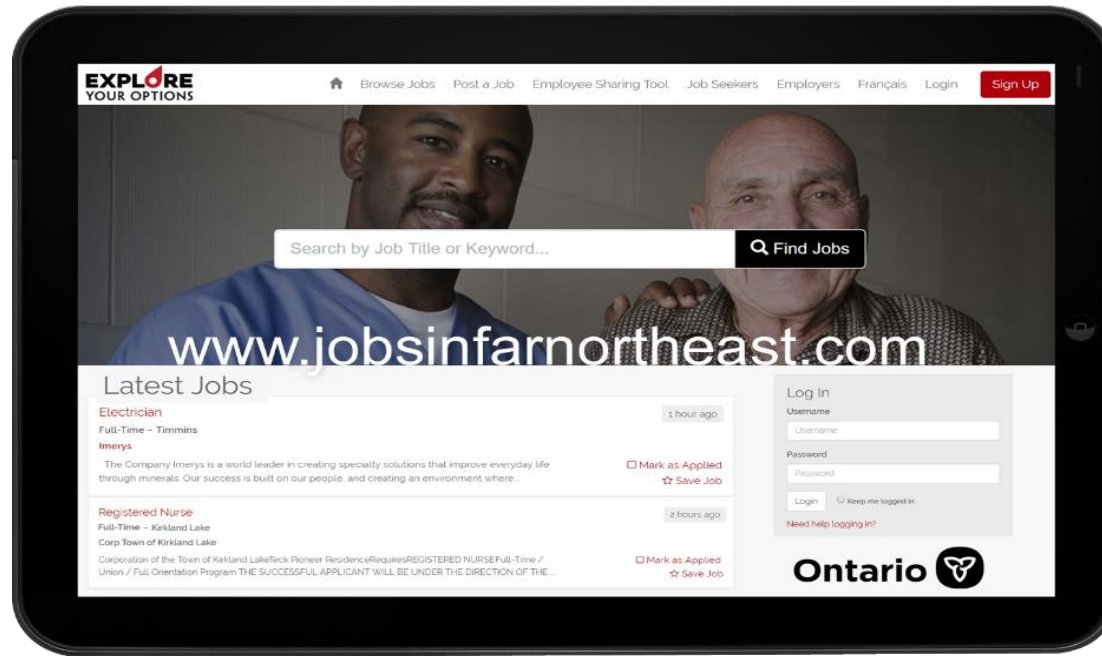|	jobinfarnortheast	Jobsintimins	Jobsinkirklandlake	Jobsintemiskamingsh	Jobsinhearst	Jobsinkapuskasing	Jobsincochrane	Jobsinjbc	jobsinchapleau
42201 Social and community service workers	958	*	*	*	*	*	*	*	*
43100 Elementary and secondary school teachers' assistants	742	*	*	*	*	*	*	*	
41221 Elementary 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	*		*	*				

	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	*	*					*	*
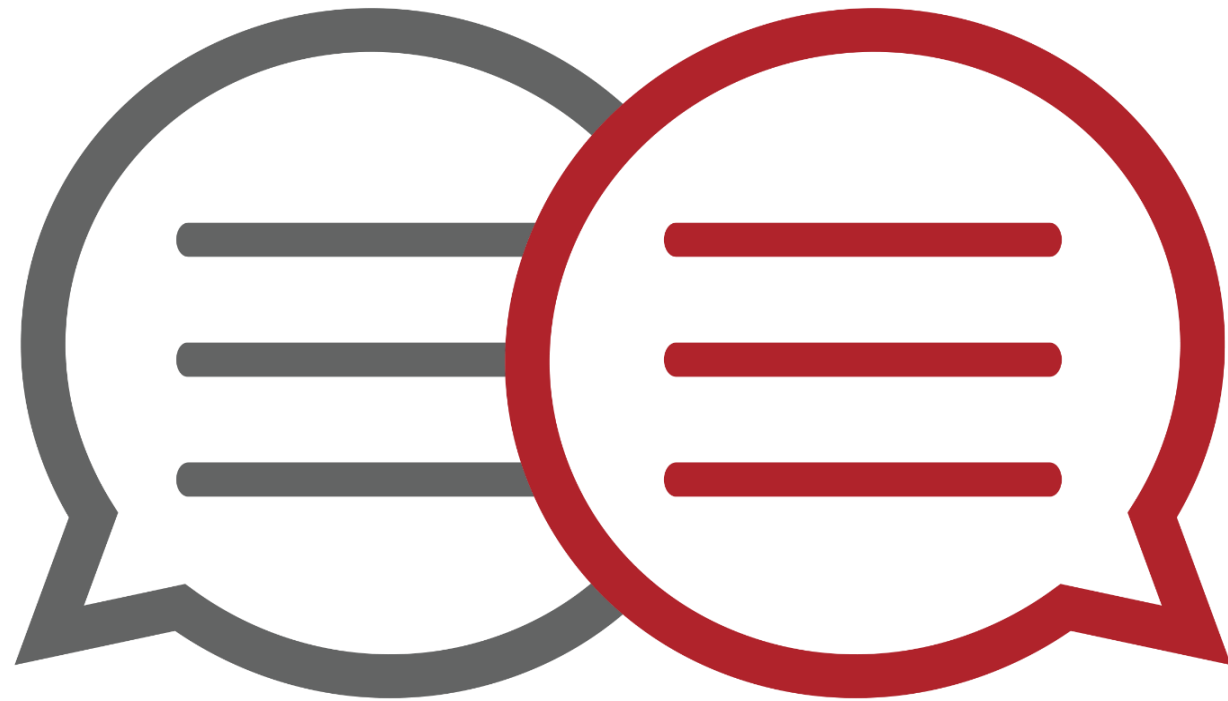
What we hear in the field

*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: Police, correctional services, security, engineering	2

RESPONDENTS - ROLES

■ HR   ■ Supervisor/Manager   ■ Other

- 15%
- 28%
- 57%
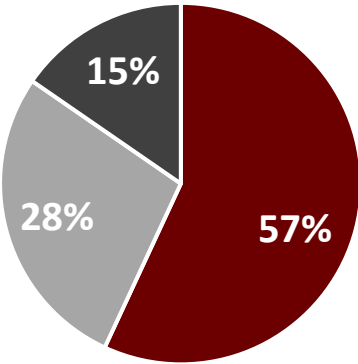
RESPONDENTS – SERVICE AREA

■ Cochrane District   ■ Timiskaming District   ■ Other

- 15%
- 32%
- 53%
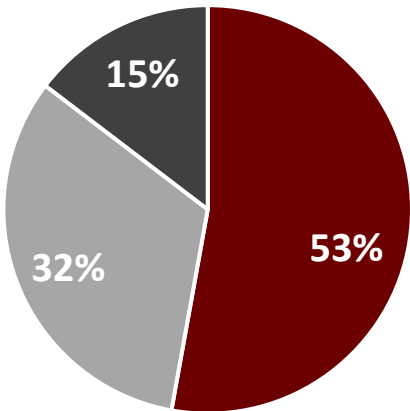
SEPARATIONS

53	**5**	**2**
Yes	No	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

HIRES

55	**0**	**5**
Yes	No	Uncertain

REASONS FOR PROJECTED NEW HIRES

- ■ Retirements
- ■ Growth/expansion
- ■ Restructuring
- ■ Technology

Pie chart: 30%, 40%, 7%, 7%, 16%
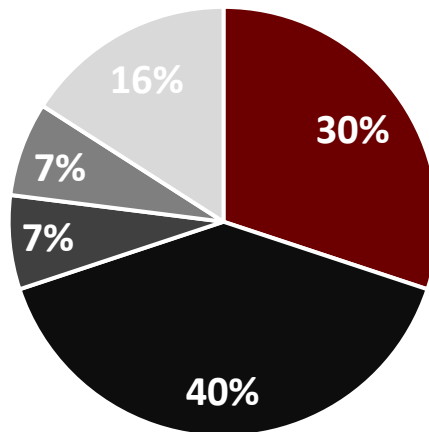
Occupations with highest number of projected new hires in 2024: *(53 responses)*

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

Age	2016	2021
15-29	21.7	21.3
30-54	53.0	53.7
55+	25.3	25.0
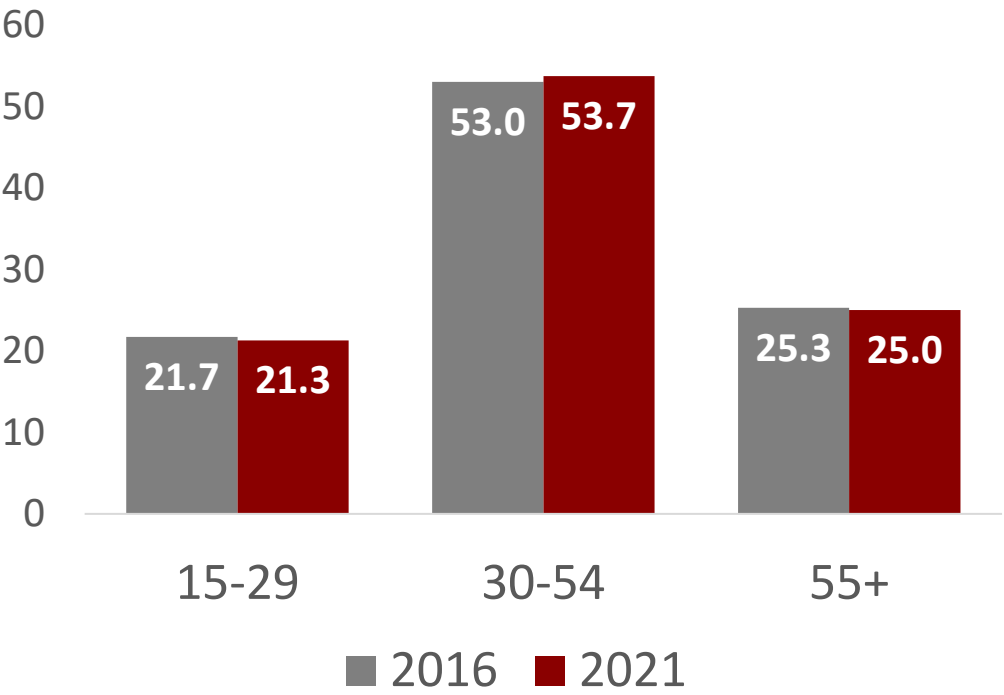
33102- Nurses aides, orderlies, and patient service associates

Age	2016	2021
15-29	24.3	26.1
30-54	54.8	54.8
55+	21.0	19.1
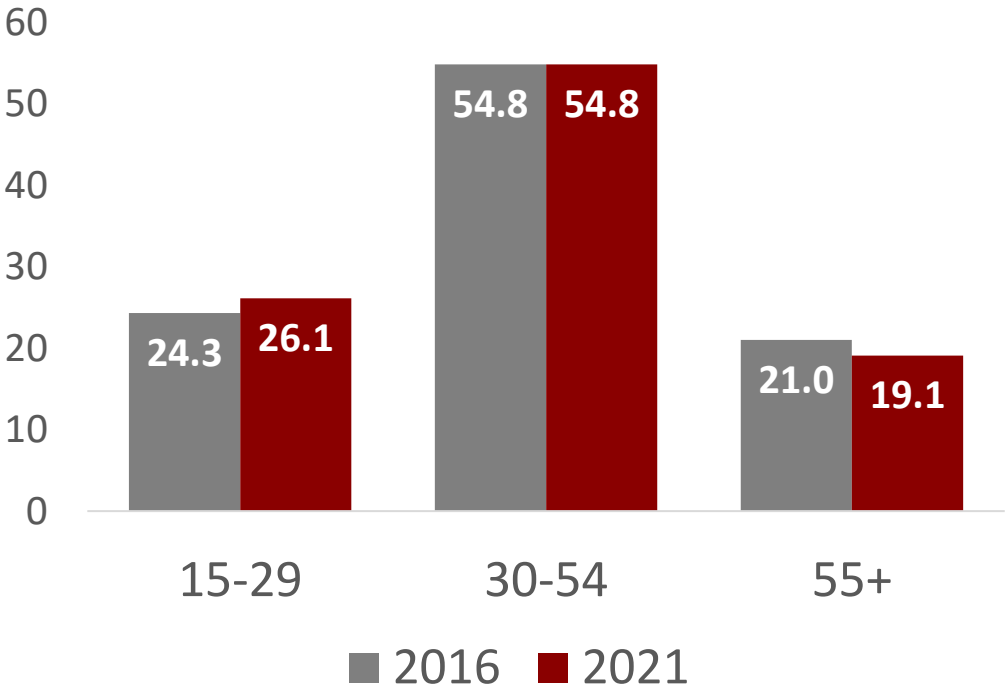
12200 – Accounting technicians and bookkeepers
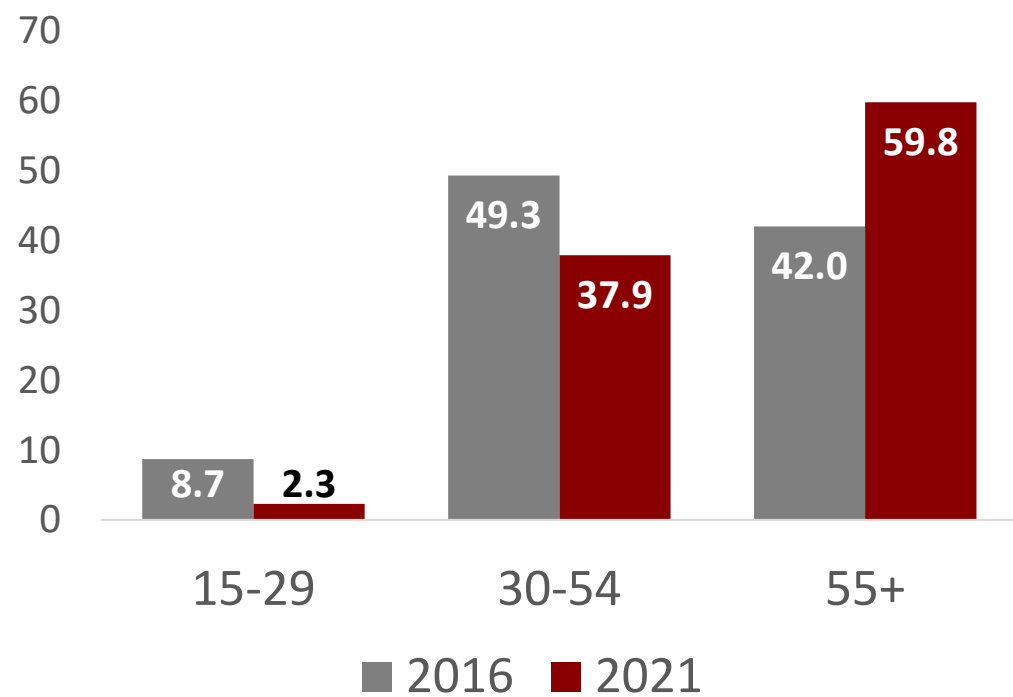
13100 – Administrative assistants
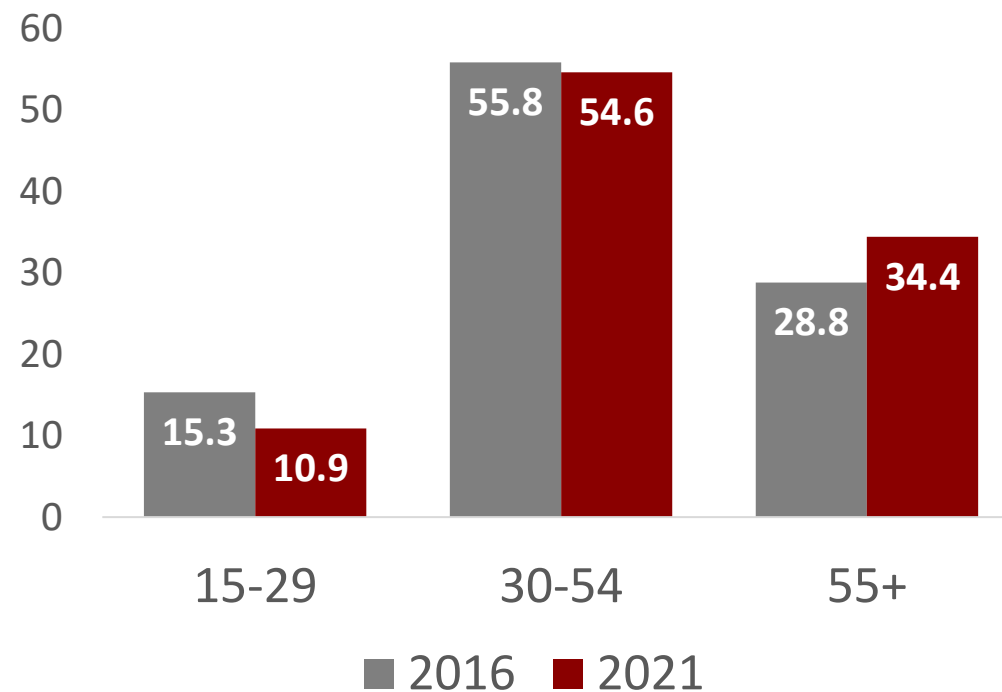
4102– Secondary, elementary, and kindergarten teachers
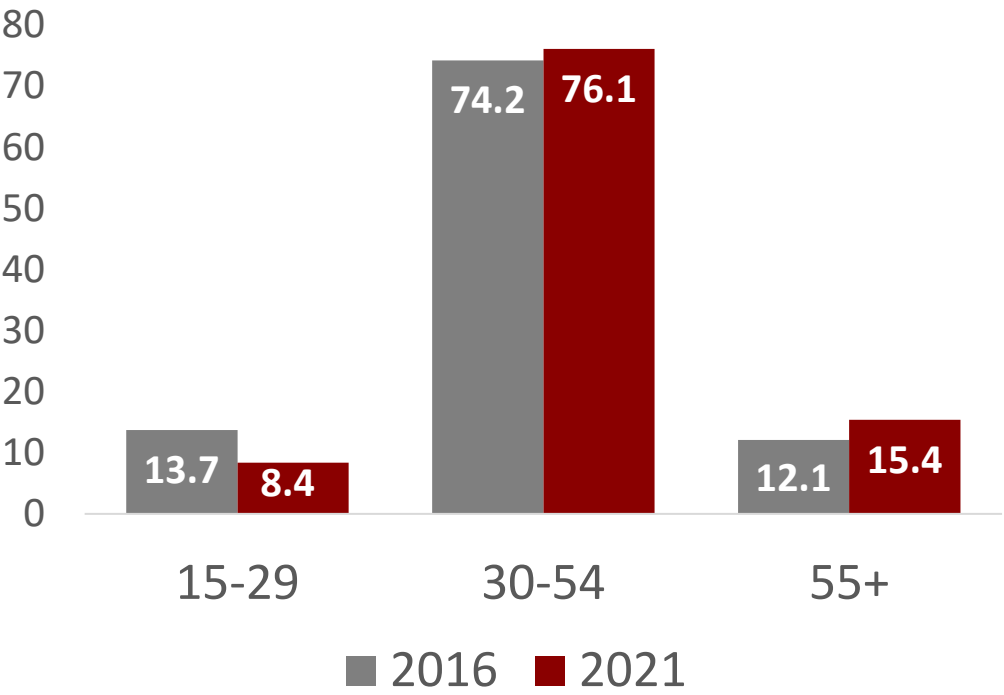
43100 – Elementary and secondary teacher assistants

Left chart:

Age group	2016	2021
15-29	13.7	8.4
30-54	74.2	76.1
55+	12.1	15.4

Right chart:

Age group	2016	2021
15-29	16.7	14.7
30-54	52.6	57.7
55+	30.8	27.6
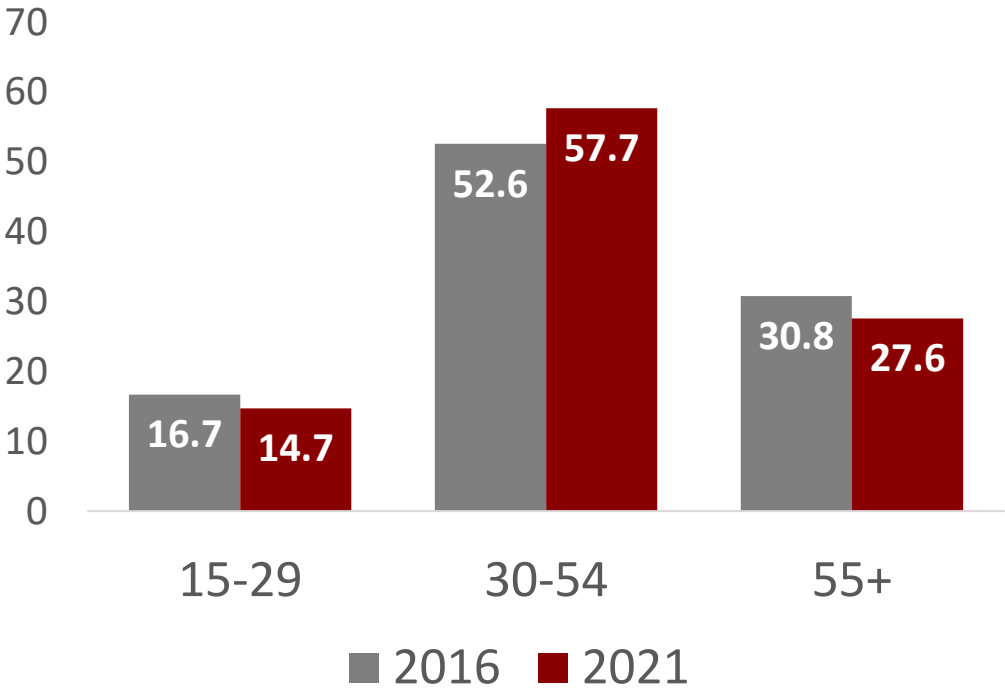
6003 – Managers in food services and accommodation
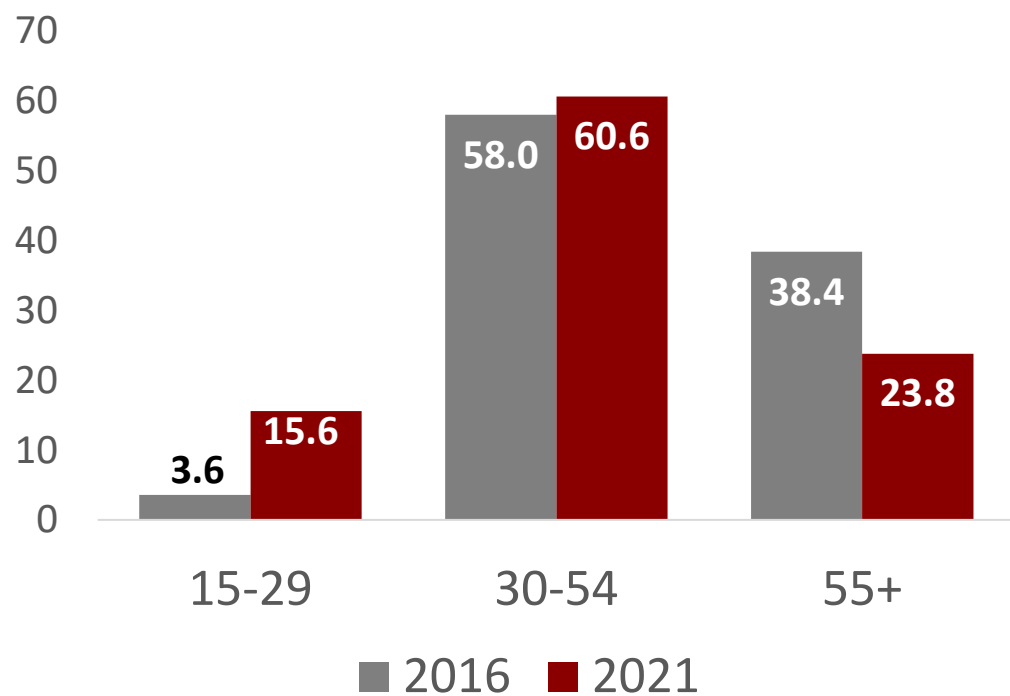
65302 – Janitors, caretakers and heavy-duty cleaners
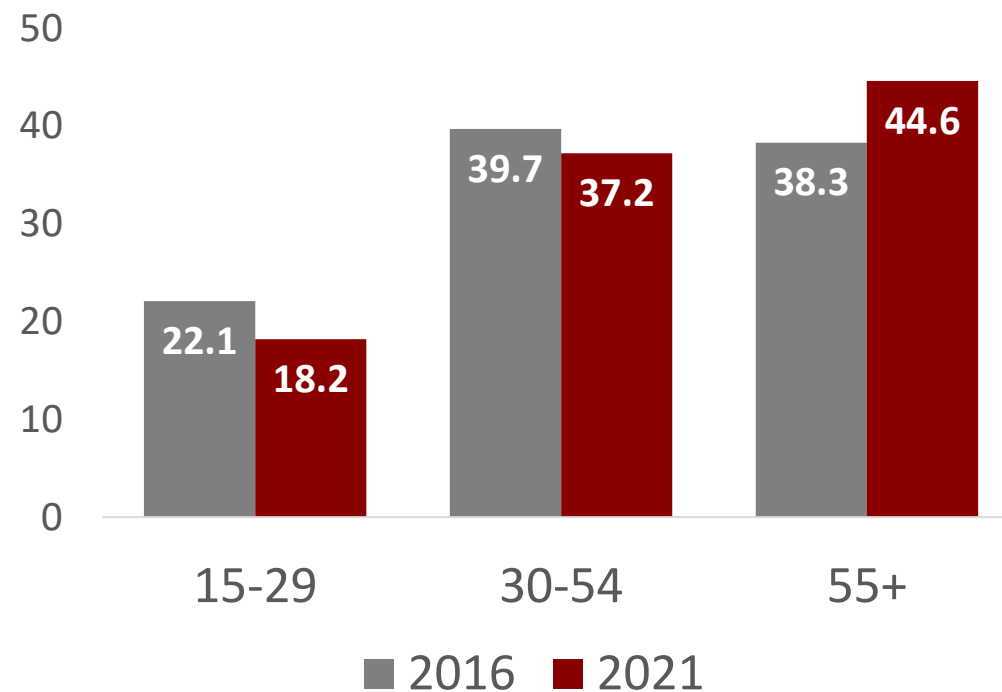
73300 – Transport truck drivers

73400 – Heavy equipment operators

15-29	30-54	55+
11.6 / 12.2	55.8 / 44.2	32.6 / 43.6

2016 ■ 2021

15-29	30-54	55+
13.1 / 14.8	52.1 / 47.3	34.7 / 37.6

2016 ■ 2021
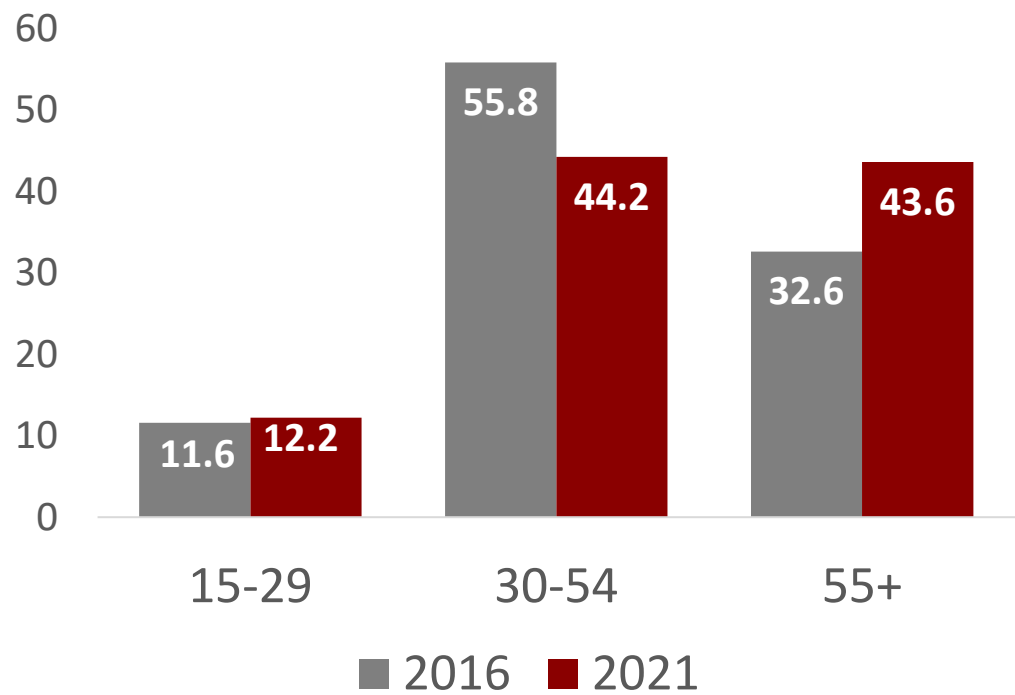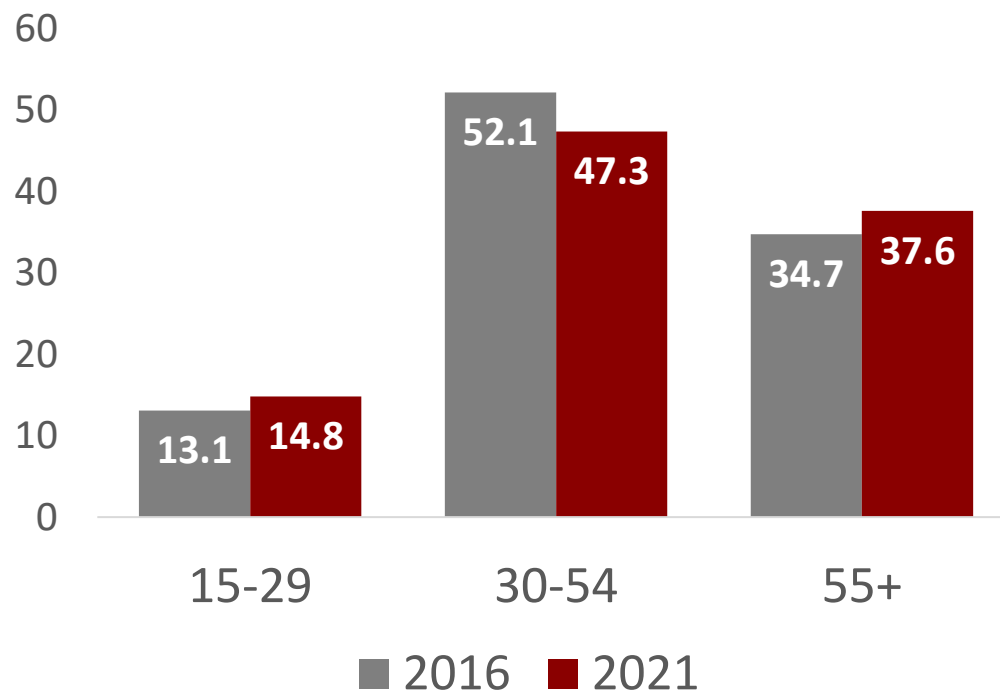
72106 – Welders and related machine operators

73400 – Heavy duty equipment mechanics

72106 – Welders and related machine operators

	15-29	30-54	55+
2016	16.5	55.0	28.4
2021	22.7	51.5	25.8

■ 2016 ■ 2021

73400 – Heavy duty equipment mechanics

	15-29	30-54	55+
2016	27.6	59.2	13.3
2021	41.0	43.6	15.4

■ 2016 ■ 2021
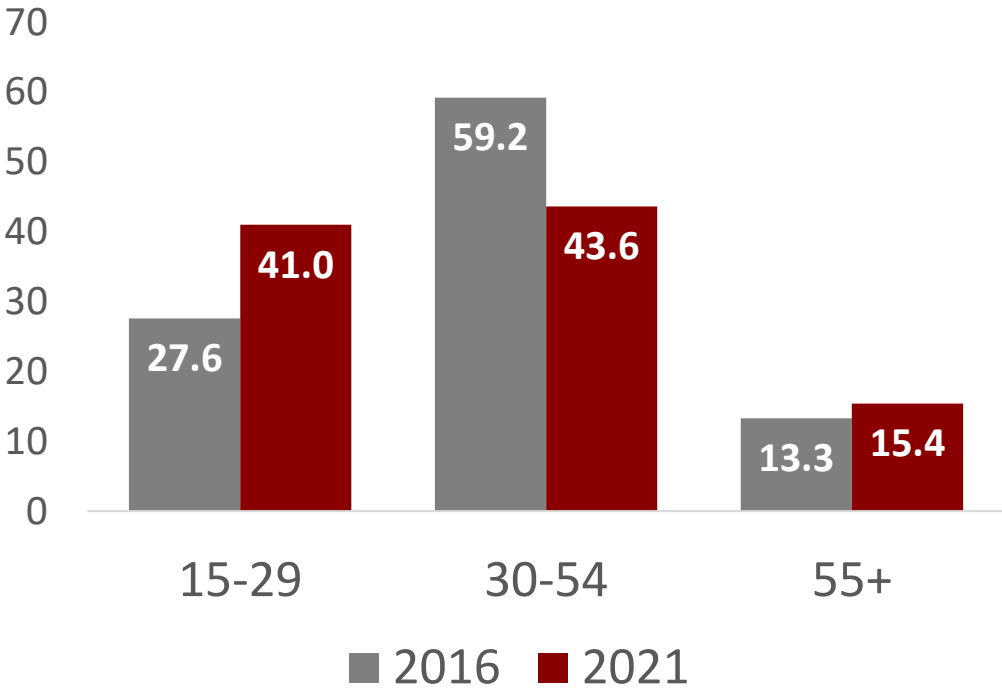
72400 – Construction millwrights and industrial mechanics
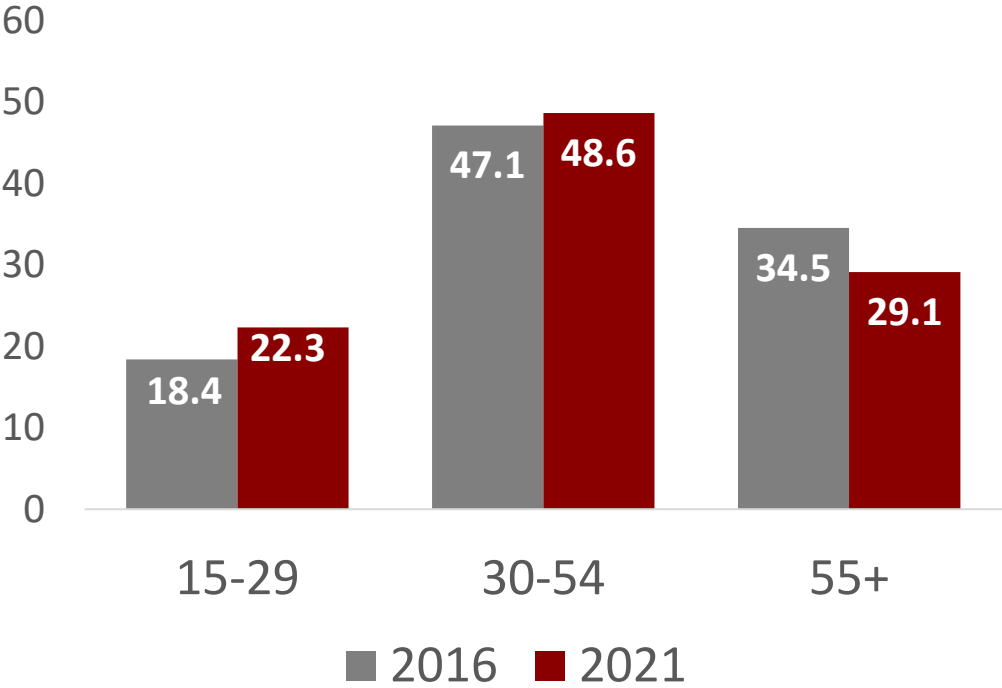
72410 – Automotive service technicians, truck, and bus mechanics
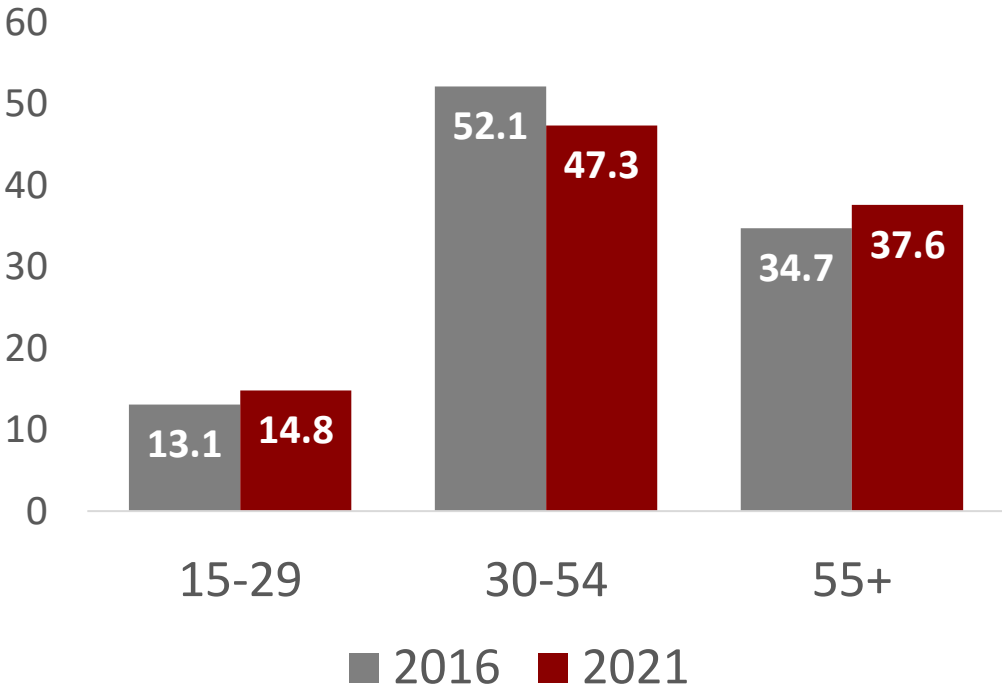
83100 – Underground, production and development miners

Age	2016	2021
15-29	22.3	14.9
30-54	61.8	64.7
55+	15.9	20.4

95103 – Labourers in wood, pulp, and paper processing

Age	2016	2021
15-29	36.4	33.7
30-54	37.4	33.7
55+	26.3	32.5
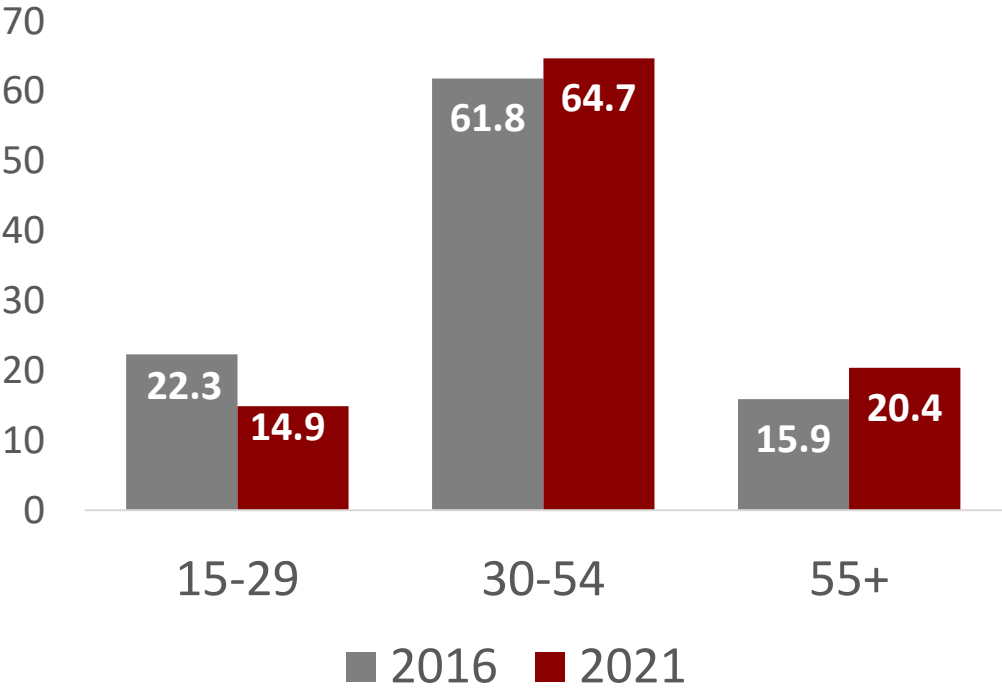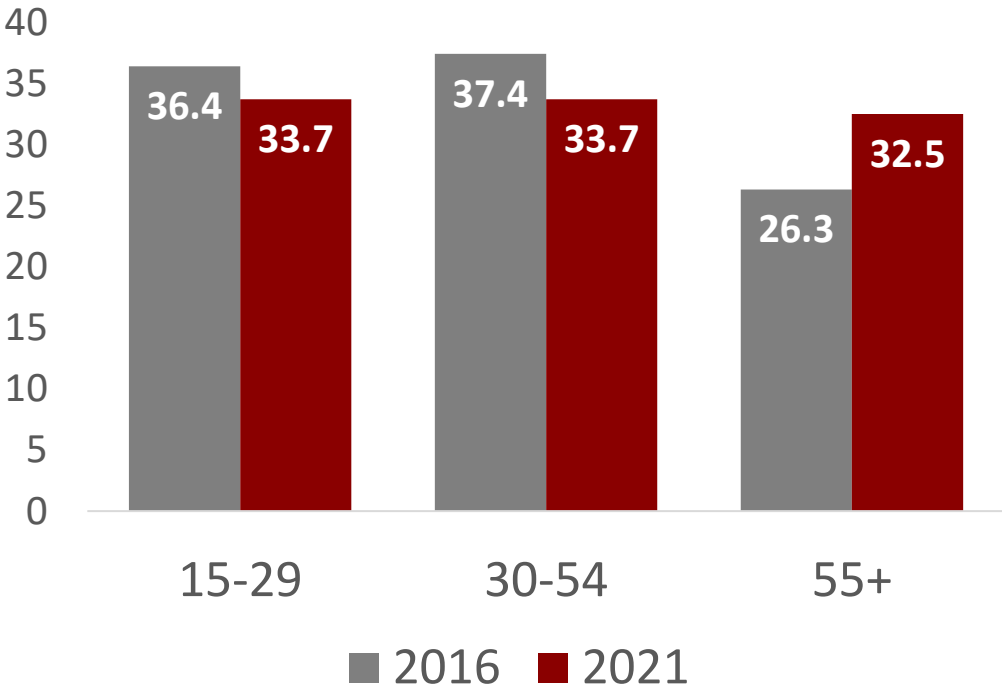
Hearst

www.jobsinhearst.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

	July	August	September	Total Job Post Since Jan 2023
THIS QUARTER	52	73	74	
	April	**May**	**June**	**640**
PREVIOUS QUARTER	55	114	77	
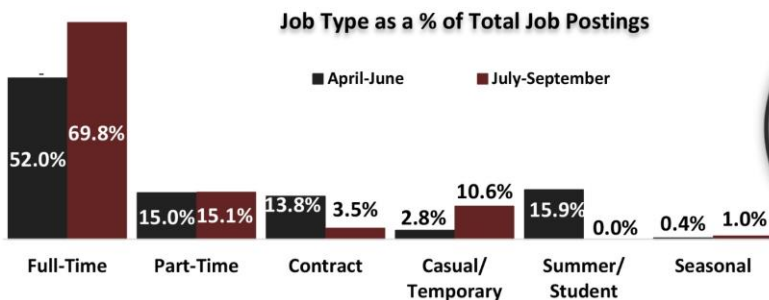
54% of active job posts represent the creation of new positions

Job Type as a % of Total Job Postings

■ April-June   ■ July-September

	Full-Time	Part-Time	Contract	Casual/Temporary	Summer/Student	Seasonal
April-June	52.0%	15.0%	13.8%	2.8%	15.9%	0.4%
July-September	69.8%	15.1%	3.5%	10.6%	0.0%	1.0%

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

■ July   ■ August   ■ September

Occupation	July	August	September
Trades, Transport & Equipment Operators & Related	18	20	14
Education, Law and Social, Community & Government	6	18	20
Business, Finance & Administration	13	9	11
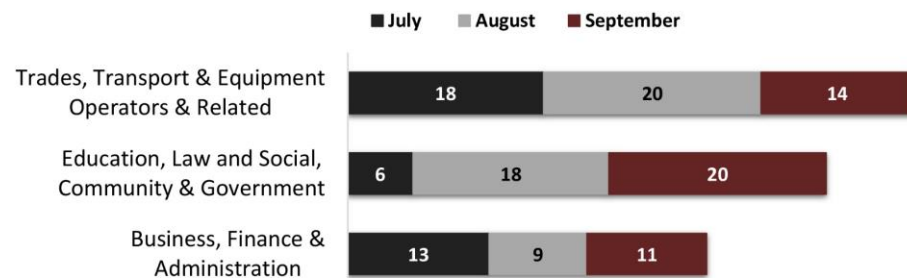
Skills Required as a % of Total Job Postings

■ April-June   ■ July-September

	University	College	High School Diploma/GED	Other Certification	Experience	Undisclosed
April-June	13.0%	18.7%	6.9%	35.0%	30.1%	43.5%
July-September	12.6%	23.1%	8.0%	30.7%	35.2%	33.7%
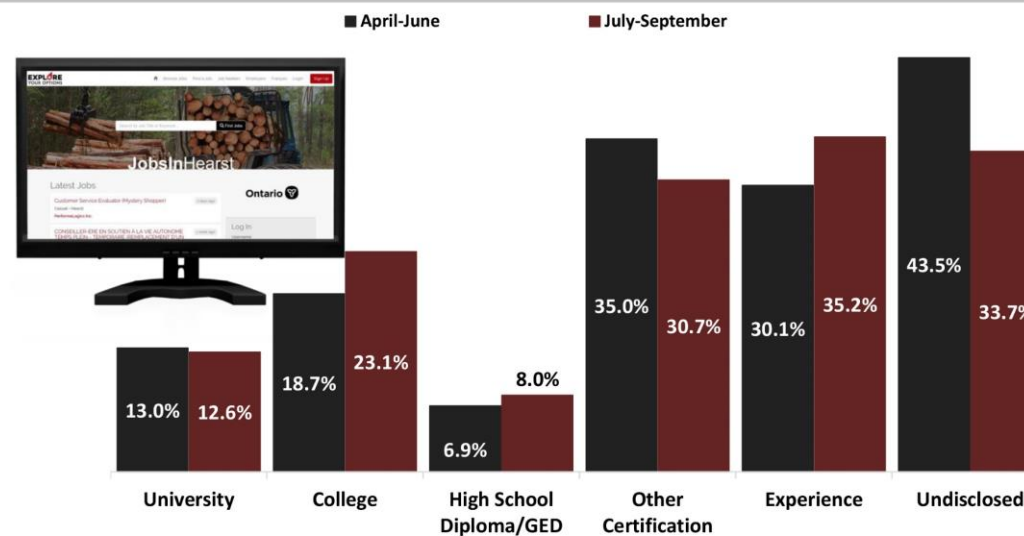
Occupations by Quarter (1 Digit NOC) 2023

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

Occupation	Jan-March	April-June	July-Sept	Oct-Dec
Management - 0	0			
Business, Finance & Administration - 1	30	29	33	
Natural & Applied Sciences - 2	4	1	8	
Health - 3	18	12	21	
Education, Law & Social, Community & Gov't - 4	33	62	44	
Art, Culture, Recreation & Sport - 5	5	5	6	
Sales & Service - 6	50	62	28	
Trades, Transport & Related - 7	32	38	52	
Natural Resources, Agriculture & Related - 8	6	13	4	
Manufacturing & Utilities - 9	11	3	2	

	Jan	Feb	Mar	Q1 Total	Apr	May	Jun	Q2 Total	Jul	Aug	Sept	Q3 Total	Oct	Nov	Dec	Q4 Total	2023 Total	2022 Total	2021 Total
JOBS IN COCHRANE - MONTHLY REPORT																			
Job posts (source: jobsincochrane.com)																			
Number of job posts	66	45	57	168	24	47	66	137	33	46	62	141				0	446	581	426
Job type as a percent of total																			
Full-time	33.3%	57.8%	57.9%		50.0%	34.0%	57.6%		54.5%	58.7%	48.4%							51.1%	24.9%
Part-time	19.7%	4.4%	8.8%		8.3%	2.1%	12.1%		6.1%	6.5%	17.7%							11.4%	14.1%
Contract	9.1%	17.8%	21.1%		41.7%	46.8%	22.7%		30.3%	26.1%	25.0%							19.1%	20.9%
Casual/Temporary	19.7%	13.3%	3.5%		0.0%	8.5%	3.0%		9.1%	6.5%	8.0%							12.2%	14.3%
Summer/student	10.6%	0.0%	8.8%		0.0%	8.5%	4.5%		0.0%	0.0%	8.1%							5.2%	0.7%
Seasonal	7.6%	6.7%	0.0%		0.0%	0.0%	0.0%		0.0%	2.2%	0.0%							1.0%	0.2%
Skills required as a percent of total																			
University	16.7%	20.0%	26.3%		41.7%	34.0%	40.9%		39.4%	39.1%	27.4%							27.9%	20.0%
College	10.6%	31.1%	38.6%		12.5%	36.2%	18.2%		18.2%	23.9%	25.8%							22.9%	28.2%
High school Diploma/GED	3.0%	4.4%	5.3%		4.2%	4.3%	9.1%		15.2%	13.0%	17.7%							11.0%	10.6%
Other certification	27.3%	35.6%	36.8%		45.8%	44.7%	45.5%		63.6%	65.2%	45.0%							35.8%	39.2%
Experience	16.7%	31.1%	36.8%		29.2%	55.3%	37.9%		36.4%	41.3%	50.0%							31.8%	43.0%
Disclosed	66.7%	26.7%	22.8%		25.0%	14.9%	27.3%		15.2%	4.3%	19.4%							30.3%	-

JOBS IN COCHRANE - MONTHLY REPORT

	Jan	Feb	Mar	Q1 Total	Apr	May	Jun	Q2 Total	Jul	Aug	Sept	Q3 Total	Oct	Nov	Dec	Q4 Total	2023 Total	2022 Total	2021 Total
Posts by occupations (1-digit NOC)																			
0 - Management	0	0	0	0	0	0	0	0	0	0	0	0				0	0	12	8
1 - Business, Finance and Administration	4	5	8	17	2	3	9	14	0	2	6	8				0	39	54	40
2 - Natural & Applied Sciences	0	0	0	0	0	3	1	4	0	0	5	5				0	9	19	8
3 - Health	1	1	6	8	0	2	2	4	1	0	0	1				0	13	22	31
4 - Education, Law & Social, Community & Governm	31	22	32	85	17	34	36	87	20	28	33	81				0	253	325	197
5 - Arts, Culture, Recreation & Sport	0	0	0	0	0	0	0	0	0	0	2	2				0	2	2	0
6 - Sales and Service	22	10	5	37	2	1	7	10	6	5	9	20				0	67	70	62
7 - Trades, Transport and Related	5	6	4	15	3	2	10	15	6	10	7	23				0	53	54	61
8 - Natural Resources, Agriculture & Related	0	0	1	1	0	0	0	0	0	0	0	0				0	1	6	6
9 - Manufacturing & Utilities	2	1	1	4	0	1	1	2	0	1	0	1				0	7	13	8
Posts by industry																			
Agriculture	0	2	0	2	0	0	0	0	0	0	0	0				0	2	0	0
Forestry	2	3	2	7	0	1	5	6	0	3	0	3				0	16	16	0
Mining	1	2	1	4	3	1	3	7	2	3	6	11				0	22	50	23
Construction	0	0	0	0	0	0	0	0	3	3	2	8				0	8	21	1
Manufacturing	2	2	3	7	0	0	7	7	2	0	0	2				0	16	15	2
Wholesale	0	1	1	2	0	0	0	0	0	0	0	0				0	2	13	0
Sales and Services	7	4	8	19	1	1	7	9	4	1	0	5				0	33	22	5
Transportation	8	5	5	18	3	1	0	4	5	6	4	15				0	37	37	8
Finance, Insurance and Real Estate	1	3	2	6	0	2	2	4	0	0	3	3				0	13	7	2
Professional, Scientific and Technical	0	0	0	0	0	2	1	3	2	0	0	2				0	5	1	2
Healthcare and social assistance	3	3	12	18	2	7	10	19	2	6	7	15				0	52	99	27
Information, culture and recreation	0	3	0	3	0	0	1	1	0	0	0	0				0	4	12	1
Accommodation and food service	7	5	1	13	1	0	2	3	1	1	10	12				0	28	35	0
Public administration	0	0	1	1	0	0	3	3	2	0	0	2				0	6	41	2
Education	37	23	30	90	14	26	28	68	13	25	27	65				0	223	248	67
Other	9	1	3	13	3	8	11	22	9	5	4	18				0	53	51	7

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).