WORKING TOGETHER

2023 Local Labour Market Plan




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

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

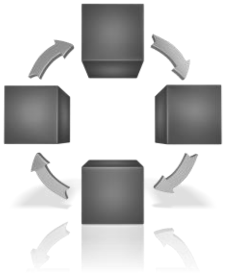
Collect, analyze and disseminate labour market information to highlight key local labour market conditions, opportunities and priorities.

COLLABORATION

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

COORDINATION

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



WORKING TOGETHER

2023 Local Labour Market Plan Update

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INTRODUCTION

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 challenges and priorities.

It is intended to promote evidence-based planning to help ensure that local workforce planning and employment programs, services, and interventions are informed by the most current, relevant, and reliable labour market information and that it aligns with locally identified priorities.

Working Together: A Local Labour Market Plan for the Far Northeast Training Board Region has become a roadmap for our organization and for local labour market stakeholders who year over year collaborate to identify and implement local initiatives that 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.

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.

THE PROCESS:

As defined in the guidelines provided by the Ministry of Labour, Immigration, Training and Skills Development, the local labour planning process included gathering and interpreting local labour market Indicators and other data, as well as other relevant local intelligence. The planning process also includes outreach activities with local stakeholders and leaders representing employment, training, education, government, and economic, business and community organizations. The outreach activities provide a forum for local stakeholders to comment on the most recent labour market indicator data, and on how/if it reflects what they observe within their respective organizations and communities.

Two rounds of eight planning meetings including a mix of virtual and in-person meetings were held between October 30th and November 29th. The goal of the first round was 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. The second round involved discussions and exchanges on local labour market challenges and priorities, on what is currently available to help address those challenges and priorities, and on what more could be done/what is needed to support local efforts aimed at ensuring that local labour market needs are met for job seekers, for employers, and for the communities.

Across the region a total of 112 stakeholders representing 42 organizations participated in the first round of planning meetings, while 97 stakeholders representing 50 organizations attended the round two meetings. Other outreach activities conducted in 2023 included:

- A full-day regional forum in Timmins on April 13th, for employers and educators (95 participants representing employers, education, training, and employment services).
- Three networking breakfasts with employers and service providers: September 26th in Kirkland Lake (35 participants), September 27th in Temiskaming Shores (46 participants), and October 4th in Timmins (34 participants).
- An employer survey was conducted between September and December 2023 (68 respondents).

The range of outreach activities conducted over the course of this past year allowed us to comply with the local labour market planning guidelines provided by the Ministry of Labour, Immigration, Training and Skills Development. A summary of labour market indicator data and local input collected on an ongoing basis are presented in 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 local labour market conditions and of the opportunities that exist to grow and support our 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. It also includes data on the uptake in Employment Ontario programs, and on local job postings. Those indicators represent a limited set of current, reliable data to provide a foundation upon which to guide discussions and highlight 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 allow us to identify common local goals and priorities.

Across the region, common themes emerged from the various outreach activities. A summary of what we heard from employers and from employment and training service providers is presented on the following pages.

OCCUPATIONS IN HIGHEST DEMAND BASED ON LOCAL JOB POSTINGS IN 2023

Social and community service workers
Registered nurses
Student monitors, crossing guards
Elementary school and kindergarten teachers
Administrative assistants
Transport truck drivers
Secondary school teachers
Social workers
Early childhood educators
Retail salespersons
Janitors, caretakers and heavy-duty clearners
Licensed practical nurses
Paramedical occupations
Therapist in counselling
Automotive service techinicians
Heavy duty equipement mechanics
Customer service representatives
Food counter attendants, kitchen helpers
Heavy equipment operators
Educational counsellors
Accounting and related clerks
Construction trades helpers and labourers
Storekeepers, parts persons
Receptionists

Source: jobsinfornortheast, 2023

Conversations with employers about workforce challenges can be summarized under the following themes: lack of skilled workers, competition for talent, changing work expectations, and diversity in the workplace.

Lack of skilled workers – When employers talk about the lack of skilled workers it relates to both the actual number of workers applying for positions, and the lack of basic skills of some of those applicants. Many employers are facing a mass exodus of their workforce due to upcoming retirement of a growing pool of older workers and few younger workers available to fill those positions. In sectors such as education and health, some of those retirements were precipitated during the pandemic which has led to an increase of the already short supply of workers in those industries.

Competition for talent – The competition for talent has never been greater. Employers from different industries are competing for the same small pool of workers. Small employers more specifically are struggling since they are not able to compete with the wages and benefits offered by the larger companies. Although that has always been the case, the situation is exacerbated as employers who have the resources to do so continue to 'up the anty' to attract the talent that they need.

Changing work expectations - The current labour shortages and in some cases the lingering'post pandemic' impacts contribute to major shifts in the expectations and perception of work for employers, employees, and prospective employees alike. While full-time remote work and/or hybrid models exist, it is not possible in all industries. It is more challenging for certain industries such as health care where employers need to have workers on site at all times. Despite the current shortage of workers some health care employers indicate that they are providing some flexibility and adapting work conditions in an effort to attract workers and also to retain those who they currently have.

TOP 20

OCCUPATIONS BY NUMBER OF POTENTIAL RETIREMENTS BETWEEN 2021-2031

Transport truck drivers
Heavy equipment operators
Light duty cleaners
Retail and wholesale trade managers
Janitors, caretakers, and heavy-duty cleaners
Registered nurses
Administrative assistants
Accounting technicians and bookkeepers
Managers in agriculture
General office support workers
Elementary and secondary teacher assistants
Administrative officers
General building maintenance workers
Accounting and related clerks
Student monitors, crossing guards
Supervisors, mining and quarrying
Senior managers – public and private sector
College and other vocational instructors
Security guards and related security related occupatons

Source: FNETB Local Labour Market Forecast 2021-2031

Diversity in the workplace - Given the shortage of workers, employers fully support strategies at the community and regional level to attract workers and families to the region. Many employers are engaged or interested in becoming engaged with the immigration programs. They do however raise concerns over the lack of amenities in the communities (housing, daycare, transportation) to accommodate new residents and/or workers who would like to relocate to the region.

Discussions with emloyment and training service providers indicate in many cases an increase in the number of clients as in person service delivery has resumed post COVID. An increase in the number of clients seeking assistance through employment and training services is good news. However, service providers highlight ongoing challenges to bring some of those clients to a point where they are job ready. Some of the ongoing challenges mentioned include:

- Increase in the number of clients (job seekers) with personal social and health barriers to employment.
- Post pandemic impacts – anxiety and lingering health effects (physical and emotional).
- A lack of resources to address those barriers, and when available there are sometimes long wait times to access services such as mental health services, addiction services, criminal record checks.
- Clients (job seekers) with lack of skills required by local employers (soft skills, digital skills, language skills).
- Mismatch between job seekers and employer expectations/requirements.
- Lack of local amenities in the community (transportation, childcare, housing).
- The cost of living is a challenge for many who cannot provide for themselves and their families with the wages offered particularly in the service sector where wages are usually lower.

The results of this year's planning process reveal that as complex as the world of work has become, discussions about addressing the needs of the local labour market highlight two simple topics, the need to better communicate, and the need to adapt.

The need to better communicate – Stakeholders highlight the need to communicate the local current and future employment opportunities in the region, the skills required to seize those opportunities, and the programs and services available locally to prepare for the local job market, particularly to youth and to all who could or should be more engaged in the local labour market.

The need to adapt – Being able to adapt to today's realities is key to address local labour market needs. The expectations of job seekers today are quite different from those of the previous generations and employers are adapting if and when they can. Stakeholders also point to the need to adapt to and embrace diversity as essential to addressing local labour market needs.

SECTION 1

This section of the report provides a summarized analysis of key labour market indicators based on the most current available data for the region. As indicated in the Local Labour Market planning guidelines provided by the Ministry of Labour, Immigration, Training and Skills Development, this section of the report looks at the following labour market indicators:

- Number of Businesses – businesses without employees, micro businesses (1-4 employees), small businesses (5-99 employees), medium businesses (100-499 employees), and large businesses (500+ employees)
- Employment by Industry – total employment and distribution by industry
- Employment by occupation – total employment and distribution by occupation
- Population 15+ - total and distribution by age, gender, group
- Migration –by age cohort and by origin and destination
- Education – labour force by highest level of educational attainment
- In-demand occupations – based on potential retirements
- In-demand occupations – based on the number of regional job postings
- Income – median income of individuals wjho worked full-time, full-year.

Note:
Those indicators represent a limited set of current, reliable data to provide a foundation to 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

The number of businesses is presented under the following categories: businesses with ‘0’ employees, micro (businesses with 1-4 employees), small (businesses with 5-99 employees), medium (businesses with 100-499 employees), and large (businesses with 500+ employees).

COCHRANE DISTRICT

In June 2023, there were 6,075 businesses in the Cochrane District. Businesses with ‘0’ employees, make up almost two thirds (62%) of the total number businesses in that district. Micro and small businesses come next representing respectively 16.7% and 20.5% of the total number of businesses.

TEMISKAMING DISTRICT

In the Timiskaming District, there were 2,677 businesses in June 2023. At 63.2%, businesses with ‘0’ employees make up the largest proportion of businesses in that district as well. Micro and small businesses are almost equally represented as a percentage of the total number of businesses at 17.7% and 18.7& respectively.

Table 1 shows that compared to the province, the Cochrane District and the Timiskaming District have a significantly lower percentage of businesses with ‘0’ employees, and a higher percentage of small businesses with 5-99 employees.

TABLE 1 – Number of businesses by number of employees, June 2023

June 2023	Cochrane District		Timiskaming District		Ontario
	#	% of total	#	% of total	% of total
0 employees	3,765	62.0	1,693	63.2	71.4
1-4 employees (Micro)	1,013	16.7	468	17.7	16.9
5-99 employees (Small)	1,244	20.5	500	18.7	11.3
100-499 employees (Medium)	44	0.7	13	0.5	0.5
500+ employees (Large)	9	0.1	3	0.1	0.1
Total	6,075	100.0	2,677	100.00	

Source: Statistics Canada, Canadian Business Counts

Table 2 below looks at changes in the proportion of businesses as a percentage of the total number of businesses in the Cochrane District and the Timiskaming District in June 2019 (pre COVID) compared to June 2023 (post COVID). As mentioned previously, businesses with ‘0’ employees, micro businesses (1-4 employees), and small businesses (those with 5-99 employees) make up the largest proportion of the overall number of businesses. They are also the businesses that were most affected by the pandemic. Table 2 therefore looks at whether the percentage of those businesses has returned to what it was pre COVID.

In the Cochrane District, the most significant changes are in the businesses with ‘0’ employees which increased by 177 (1.9%), while those with 1-4 employees decreased by -82 (-1.6%). Several factors could explain those changes:

- It could mean that some small businesses who had to downsize and let their staff go during COVID have not yet re hired those workers.
- Another explanation could be that those workers have moved on to other jobs and are hard to replace because of the labour shortages.
- The change could also reflect a growing trend that is highlighted locally, and that is an increase in the number of people who during COVID and beyond are opting for self-employment.

In the Timiskaming District, the situation is different. The businesses with the most significant changes between June 2019 and June 2023 are those with 1 to 4 employees which decreased by -55 (-1.8%), and those with 5-99 employees which increased by 31 (+1.4%). This might point to micro businesses expanding and hiring more workers.

Table 2 – Change in the Number of Businesses by Employee Size Range Cochrane District and Temiskaming District, June 2019 to June 2023

	COCHRANE DISTRICT				
	June 2019		**June 2023**		**Change**
	#	%	#	#	#
0	3,588	60.1	3,765	62.0	177
1-4	1,095	18.3	1,013	16.7	-82
5-99	1,232	20.6	1,244	20.5	12
100-499	47	0.8	44	0.7	-3
500+	7	0.1	9	0.1	2
Total	5,969		6,075		106
	TIMISKAMING DISTRICT				
	June 2019		**June 2023**		**Change**
	#	%	#	%	#
0	1,702	62.8	1,693	63.2	-9
1-4	523	19.3	468	17.5	-55
5-99	469	17.3	500	18.7	31
100-499	15	0.6	13	0.5	-2
500+	3	0.1	3	0.1	0
Total	2,712		2,677		-35

Source: Statistics Canada, Canadian Business Counts

Table 3 looks at changes in the number of businesses from June 2019 (pre COVID) to June 2023.(post COVID) by industry for the Cochrane District and the Timiskaming District. During that period, the three industries with the most significant changes in the number of businesses are:

In the Cochrane District: Real Estate and Leasing (+155), Health and Social Assistance (+22), and Finance and insurance (-49).
In the Timiskaming District: Professional, scientific, and technical services industries (+18), Real estate and leasing (+16) Accommodation and food services industries (-30).

Table 3 – Change in the Number of Businesses by Industry, June 2019 to June 2023

	NAICS	COCHRANE DISTRICT			TIMISKAMING DISTRICT		
		2019	**2023**	**Change**	**2019**	**2023**	**Change**
11	Agriculture, forestry, fishing, and hunting	297	278	-19	358	356	-2
21	Mining, and oil and gas extraction, quarrying	62	71	9	35	41	6
22	Utilities	40	48	8	10	10	0
23	Construction	535	520	-15	247	247	0
31-33	Manufacturing	115	96	**-19**	57	59	2
41	Wholesale trade	130	126	-4	51	47	-4
44-45	Retail trade	558	568	10	229	224	-5
48-49	Transportation and warehousing	301	286	-15	159	131	**-28**
51	Information and cultural services	62	49	-13	24	20	-4
52	Finance and insurance	358	309	**-49**	117	117	0
53	Real estate and leasing	1,043	1,198	**155**	424	440	**16**
54	Professional, scientific, and technical services	417	394	-23	118	136	**18**
55-56	Management, administrative and support services	206	193	-13	89	76	-13
61	Educational services	56	59	3	22	20	-2
62	Health and social assistance	476	498	**22**	168	182	14
71	Arts, entertainment, and recreation	86	67	**-19**	49	32	**-17**
72	Accommodation and food services	251	235	-16	135	105	**-30**
81	Personal household services	468	467	-1	225	223	-2
91	Public administration	26	36	10	27	31	4
	Businesses not classified by industry	492	577	85	168	190	22
	Total	5,969	6,075	106	2,712	2,677	-35

Source: Statistics Canada, Canadian Business Counts

EMPLOYMENT BY INDUSTRY

Table 4 presents employment by industry in the Cochrane District and in the Timiskaming District. It highlights changes in employment by industry between 2016 and 2021 for both districts. Although it provides important information on the industries in which the local labour force is employed, it is important to note that the 2021 Census data was collected during the COVID-19 pandemic which likely explains the significant changes in employment in many industries that were still feeling the impacts of the pandemic at that time.

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).

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, Oil and Gas Extraction (+135)
- Health Care and Social Assistance (+55)

Table 4 – Change in Employment by Industry, 2016-2021

	COCHRANE DISTRICT				TIMISKAMING DISTRICT			
	2016	2021	Change 2016-2021 #	Change 2016-2021 %	2016	2021	Change 2016-2021 #	Change 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	-12.0
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

Table 5 – Change in Employment by Occupation

	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

The data in Table 5 shows that 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 & equipment operators & related (+515)
- Education, law, social, & community, & government services (+325)
- Health occupations (+265).

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

As stated previously, the 2021 Census data was collected during the pandemic and as such the data in Table 5 above should also be used with caution. For that reason, the next two tables provide more current data to highlight local labour market demand.

Table 6 below provides a list of the occupations with the highest expected number of labour force exists between 2021 and 2031. It is based on the Far Northeast Training Board's most recent local labour market forecast. It reflects the exit of a significant portion of the labour force as the last wave of the baby-boomers approaches the age of retirement.

Table 6 - Top 20 occupations by number of potential exits between 2021-2031 (5-Digit NOC), FNETB Region

OCCUPATION	# OF EXITS
73300 – Transport truck drivers	805
73400 – Heavy equipment operators	445
65310 – Light duty cleaners	395
60020 – Retail and wholesale trade managers	360
65312 – Janitors, caretakers, and heavy-duty cleaners	330
31301 – Registered nurses and registered psychiatric nurses	325
13110 – Administrative assistants	315
12200 – Accounting technicians and bookkeepers	260
72400 – Construction millwrights and industrial mechanics	255
80020 – Managers in agriculture	230
14100 – General office support workers	210
43100 – Elementary and secondary school teacher assistants	210
13100 – Administrative officers	205
73201 – General building maintenance workers and superintendents	185
14200 – Accounting and related clerks	160
45100 – Student monitors, crossing guards and related occupations	160
82020 – Supervisors, mining, and quarrying	155
00018 – Senior managers – public and private sector	140
41210 – College and other vocational instructors	130
64410 – Security guards and related security related occupations	125

Source: FNETB Local Labour Market Forecast 2021-2031

Between 2021 and 2031, 27% of the employed labour force in the FNETB region reaches the age of 65.

Using that age of 65 as the benchmark for retirement, that means that during that decade a total of 16,635 workers could exit the labour market.

The impact of those impending retirements, many of which were precipitated during the pandemic, particularly in the education and health care industries, is reflected in the local job postings as can be seen in the following table.

Table 7: Top 25 by total number of posts FNETB (5-Digit NOC) – 2023

NOC	OCCUPATIONS	# OF POSTS
42201	42201 Social and community service workers	809
31301	31301 Registered nurses and registered psychiatric nurses	401
45100	45100 Student monitors, crossing guards and related occupations	400
41221	41221 Elementary school and kindergarten teachers	392
43100	43100 Elementary and secondary school teacher assistants	388
13110	13110 Administrative assistants	368
73300	73300 Transport truck drivers	354
41220	41220 Secondary school teachers	344
41300	41300 Social workers	259
42202	42202 Early childhood educators and assistant	224
64100	64100 Retail salespersons and visual merchandisers	199
65312	65312 Janitors, caretakers, and heavy-duty cleaners	198
32101	32101 Licensed practical nurses	188
32102	32102 Paramedical occupations	169
41301	41301 Therapist in counselling and related specialized therapies	168
72410	72410 Automotive service technicians, truck and bus mechanics	156
72401	72401 Heavy-Duty equipment mechanics	132
64409	64409 Other customer and information services representatives	125
65201	65201 Food counter attendants, kitchen helpers and related	125
73400	73400 Heavy equipment operators	97
41320	41320 Educational counsellors	92
14200	14200 Accounting and related clerks	90
75110	75110 Construction trades helpers and labourers	90
14401	14401 Storekeepers and parts persons	86
14101	14101 Receptionist	83

Source: jobsinfarnortheast.com

The data in Table 7 presents the 25 occupations with the highest number of posts on the local job portal. It clearly shows a significant demand in many occupations, especially in the education and health and social assistance occupations.

While the increasing demand in education and health care is likely driven in part by retirements, it can also be attributed to an aging population in the case of health care, and to an increase in the demand for social and special educational needs to cope with lingering post pandemic anxiety and health issues.

MIGRATION:

Table 8 –Migration, by Age Cohort, 2018 to 2021

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

Source: Statistics Canada, Tax Filer

The most recent migration data is 2020-2021. Although dated it still allows us to look at trends over time regarding the in-migration and out-migration for the districts of Cochrane and Timiskaming. The data in Table 8 shows that between 2018 and 2021, both districts are seeing more positive net migration numbers.

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 except 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.

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 during that ten-year period, except for the 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

Table 9 – Origin and Destination of Migrants, 2010-2011 Compared TO 2020-2021

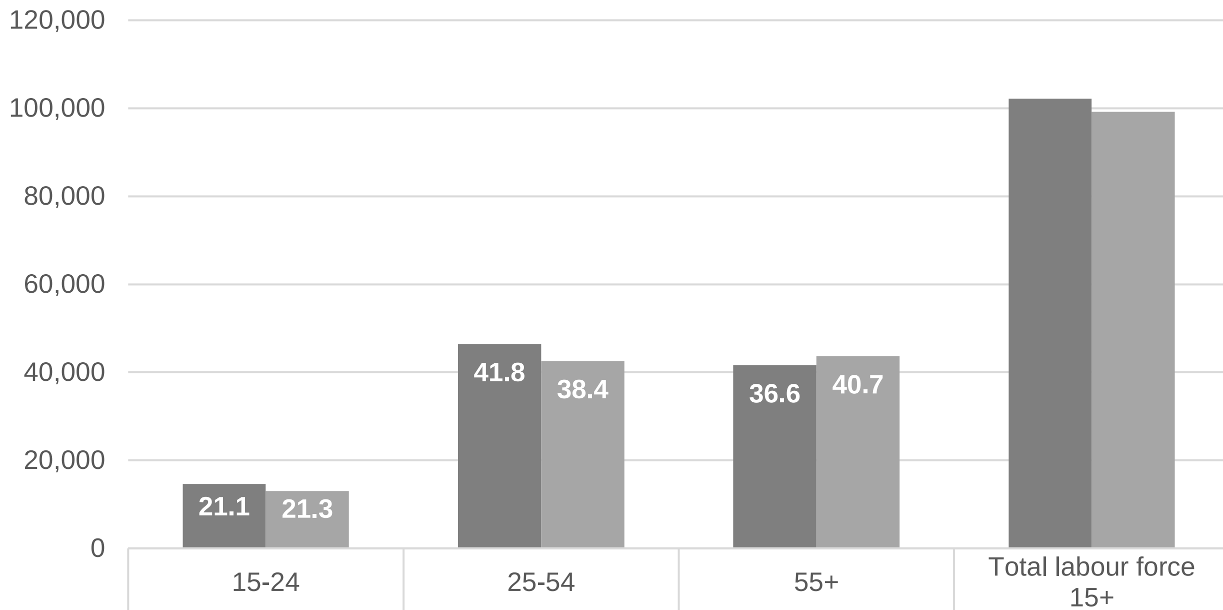
	COCHRANE DISTRICT				TIMISKAMING DISTRICT			
ORIGIN (IN-MIGRATION)	**2010-2011**		**2020-2021**		**2010-2011**		**2020-2021**	
	#	%	#	%	#	%	#	%
Western provinces	164	8.2	142	7.8	84	7.7	65	5.9
Atlantic provinces	43	2.1	20	1.1	29	2.7	20	1.8
Quebec	91	4.5	73	4.0	57	5.2	51	4.7
North (Northwest Territories, 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

POPULATION:

Information on the population aged 15+ (the labour force) is presented for the entire FNETB region. At the time of the 2021 Census, the total labour force 15+ in the FNETB region was 99,175.

Figure A - Population Change 2016-2021, Labour Force 15+, FNETB Region



	15-24	25-54	55+	Total labour force 15+
2016	14,615	46,440	41,610	102,210
2021	12,990	42,560	43,645	99,175

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

Between 2016 and 2021, in the FNETB , the total labour force 15+ decreased by -3.0% (-3,035).

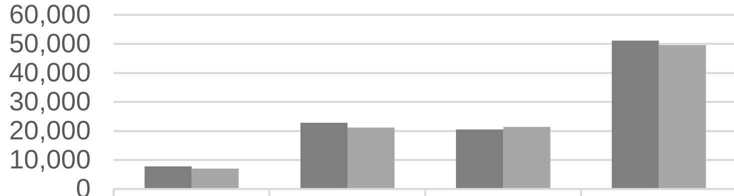
Figure A breaks down the labour force into three cohorts: youth (aged 15 to 24), core-aged (25-54), and older workers (65+).

YOUTH
The total labour force aged 15 - 24 decreased by -11.1% (-1,625).

CORE-AGED
The total labour force aged 25-54 decreased by -8.4% (-3,880).

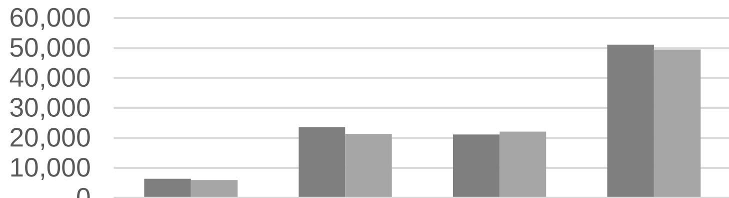
OLDER WORKERS
The labour force aged 55 and over increased +4.9% (+2,035).

FIGURE B - MALE POPULATION 15+
FNETB REGION, 2016 AND 2021



	15-24	25-54	55+	Total labour force 15+
2016	7,780	22,825	20,505	51,110
2021	7,005	21,175	21,445	49,625

FIGURE C - FEMALE POPULATION 15+
FNETB REGION, 2016 AND 2021



	15-24	25-54	55+	Total labour force 15+
2016	6,415	23,600	21,120	51,135
2021	5,990	21,380	22,170	49,540

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

The 2021 population data for the FNETB shows that men and women are equally represented in the total population 15+.

Between 2016 and 2021, the total male population decreased by -1,485 (-2.9%) while the total female population decreased by –1,595 (-3.1%). Changes are observed in all age cohorts.

<u>YOUTH</u>
The total labour force aged 15 to 24.
Males (-10.0%). Females (-6.6%)

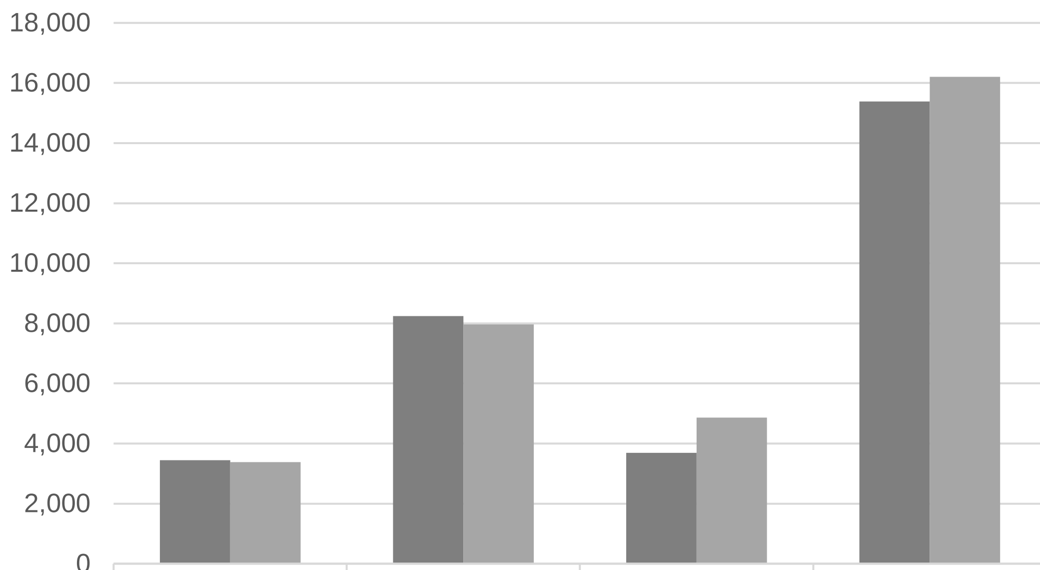
<u>CORE-AGED</u>
The total labour force aged 25 to 54
Males (-4.1%). Females (-9.4%)

<u>OLDER WORKERS</u>
The labour force aged 55 and over
Males (+4.6%). Females (+5.0%)

Figure D below shows that in the FNETB's total Indigenous population 15+ increased by 5.3% (820) between 2016 and 2021.

YOUTH The total labour force aged 15 to 24.decreased slightly during that period.
CORE-AGED The total labour force aged 25 to 54 decreased by -3.4%.
OLDER WORKERS The labour force aged 55 and over increased by 31.5%.

FIGURE D - INDIGENOUS POPULATION 15+
FNETB REGION, 2016 AND 2021



	15-24	25-54	55+	Total labour force 15+
2016	3,445	8,245	3,695	15,385
2021	3,380	7,965	4,860	16,205

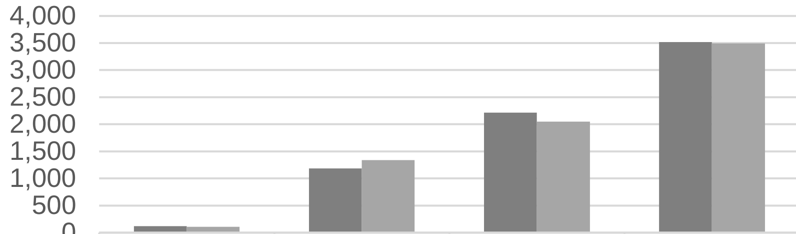
Source: Statistics Canada, National Household Survey, 2016 and 2021

Note:

This category includes persons who identify as First Nations (North American Indian), Métis and/or Inuk (Inuit) and/or those who report being Registered or Treaty Indians (that is, registered under the Indian Act of Canada), and/or those who report having membership in a First Nation or Indian band.

Users should be aware that the estimates associated with this variable are more affected than most by the incomplete enumeration of certain reserves and settlements in the Census of Population. For more information on Indigenous variables, including information on their classifications, the questions from which they are derived, data quality and their comparability with other sources of data, please refer to the Indigenous Peoples Reference Guide, Census of Population, 2021 and the Indigenous Peoples Technical Report, Census of Population, 2021.

FIGURE E - IMMIGRANT POPULATION 15+ FNETB REGION, 2016 AND 2021



	15-24	25-54	55+	Total labour force 15+
2016	120	1,185	2,215	3,520
2021	105	1,340	2,050	3,495

Figure E shows that between 2016 and 2021, the overall immigrant population 15+ experienced little change.

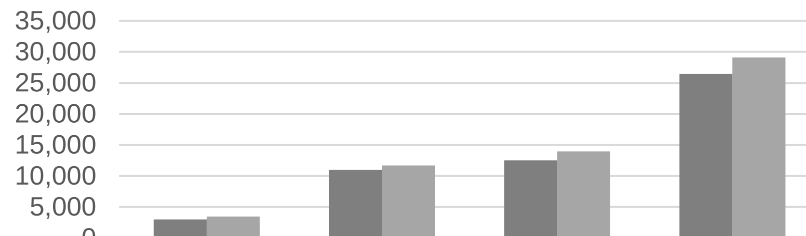
Note: It is advised to use caution when looking at small numbers and to look at trends vs actual numbers or percentage changes.

It is also important to note that the 2021 Census was conducted during COVID at which time immigration was somewhat paused.

Between 2016 and 2021, the total population 15+ with activity limitations increased by 9.8% (+2,600). Figure F shows that all age cohorts saw an increase in the number of persons with activity limitations.

Note:
Persons with Activity Limitations: Experienced activity limitations imposed by a condition(s) or by long-term physical and/or mental health problem that has lasted or is expected to last 6 months or more. Those who reported such limitations "some of the time" or "all of the time" versus "never" were considered to have a participation and activity limitation.

FIGURE F - WITH ACTIVITY LIMITATIONS- 15+ FNETB REGION, 2016 AND 2021



	15-24	25-54	55+	Total labour force 15+
2016	2,990	10,965	12,525	26,480
2021	3,440	11,675	13,965	29,080

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

EDUCATIONAL ATTAINMENT LEVELS

Table 10 – Total Population 15+, by Highest Level of Educational Attainment
Change Between 2016 and 2021

	2016			2021			Change 2016-2021		
FNETB REGION	**15-24**	**25 - 54**	**55+**	**15-24**	**25 -54**	**55+**	**15-24**	**25 -54**	**55+**
No certificate, diploma, or degree	45.9	15.8	36.9	42.1	13.4	30.9	-3.8	-2.4	-6.0
High school or equivalent	34.1	24.9	23.0	36.5	27.1	26.9	2.4	2.2	3.9
Apprenticeship or trades certificate or diploma	3.0	10.5	11.8	2.5	7.7	10.4	-0.5	-0.1	-1.4
College, CEGEP, or other non-university	12.8	33.6	19.0	13.1	33.8	22.6	0.3	0.2	3.6
University certificate, diploma, or degree	4.4	15.3	9.2	5.9	17.2	9.1	1.5	1.9	-0.1
ONTARIO	**15-24**	**25 - 54**	**55+**	**15-24**	**25 54**	**55+**	**15-24**	**25 -54**	**55+**
No certificate, diploma, or degree	33.3	8.8	22.7	31.6	7.3	19.1	-1.7	-1.5	-3.6
High school or equivalent	42.2	23.0	27.1	42.8	21.5	28.4	0.6	-1.5	1.3
Apprenticeship or trades certificate or diploma	1.7	5.7	8.4	1.4	4.6	6.9	-0.3	-1.1	-1.5
College, CEGEP, or other non-university	10.4	25.3	19.2	10.0	23.5	20.2	-0.4	-1.8	1.0
University certificate, diploma, or degree	12.4	37.3	22.6	14.1	43.1	25.4	1.7	5.8	2.8

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

Although overall the educational attainment levels in the FNETB have improved between 2016 and 2021, Census data shows that in 2021, for all in age cohorts, compared to Ontario, the FNETB region continues to have a higher proportion of people with no certificate, diploma, or degree.

The only educational attainment levels where the region has higher proportions compared to the province are:
- Apprenticeship or trades certificate or diploma
- College, CEGEP, or other non-university.

Compared to the province in all age cohorts, the FNETB region continue to have a significantly lower percentage of its population with a university certificate, diploma, or degree.

Table 11 below provides information on the educational attainment levels of the Indigenous population, immigrants, and persons with activity limitations in the FNETB region compared to educational attainment levels of the overall population 15+.

Educational attainment levels of the Indigenous population in the FNETB region:

- Compared to the overall population 15+, the Indigenous population in the FNETB region has significantly higher proportions in all age cohorts of people with no certificate, diploma, or degree.
- The percentage of the region's Indigenous population with apprenticeship or trades certificate or diploma is slightly higher than the overall population 15+ in the region, in all age cohorts.
- Compared to the overall population 15+, there is a lower percentage of the Indigenous population in the younger age cohorts (15-24 and 25-54) with college, CEGEP, or other non-university.
- For all age cohorts, the percentage of the local Indigenous population with a university certificate, diploma, or degree is significantly lower than the overall population 15+.
- Although the percentage of the local Indigenous population with no certificate, diploma, or degree and with high school or equivalent has improved between 2016 and 2021, it still lags that of the overall population 15+.

Educational attainment levels of the immigrant population in the FNETB region:

- A look at educational attainment levels of the immigrant population 15+ shows higher levels of education compared to the overall population 15+ in the FNETB region.
- In the FNETB region, the percentage of the immigrant population in the 25 to 54, and the 55 and over age cohorts with apprenticeship or trades certificate or diploma increased significantly between 2016 and 2021.
- Between 2016 and 2021, the percentage of the immigrant population 15+ with university certificate, diploma or degree increased more significantly than the overall population 15+.

Educational attainment levels of the population with activity limitations in the FNETB region:

- Educational attainment levels of the population with activity limitations 15+ closely mirror the educational attainment levels of the overall population 15+ except for the category of those with university, certificate, diploma, or degree which is lower than that of the overall population for all age cohorts.

TABLE 11 – Population 15+, by Highest Level of Educational Attainment, by Group, FNETB Region Change Between 2016 and 2021

	2016			2021			Change 2016-2021		
TOTAL POPULATION 15+	**15-24**	**25 - 54**	**55+**	**15-24**	**25 -54**	**55+**	**15-24**	**25 -54**	**55+**
No certificate, diploma, or degree	45.9	15.8	36.9	42.1	13.4	30.9	-3.8	-2.4	-6.0
High school or equivalent	34.1	24.9	23.0	36.5	27.1	26.9	2.4	2.2	3.9
Apprenticeship or trades certificate or diploma	3.0	10.5	11.8	2.5	7.7	10.4	-0.5	-0.1	-1.4
College, CEGEP, or other non-university	12.8	33.6	19.0	13.1	33.8	22.6	0.3	0.2	3.6
University certificate, diploma, or degree	4.4	15.3	9.2	5.9	17.2	9.1	1.5	1.9	-0.1
INDIGENOUS POPULATION 15+	**15-24**	**25 - 54**	**55+**	**15-24**	**25 -54**	**55+**	**15-24**	**25 -54**	**55+**
No certificate, diploma, or degree	60.2	30.8	36.9	53.1	22.2	37.8	-7.1	-8.6	0.9
High school or equivalent	29.3	21.5	12.6	35.7	28.8	21.1	6.4	7.3	8.5
Apprenticeship or trades certificate or diploma	4.0	12.2	8.7	3.3	9.5	10.9	-0.7	-2.7	2.2
College, CEGEP, or other non-university	8.1	29.4	13.3	7.1	30.6	24.5	-1.0	1.2	11.2
University certificate, diploma, or degree	1.3	8.9	5.1	1.2	8.9	5.9	-0.1	0.0	0.8
IMMIGRANT POPULATION 15+	**15-24**	**25 - 54**	**55+**	**15-24**	**25 -54**	**55+**	**15-24**	**25 -54**	**55+**
No certificate, diploma, or degree	42.9	7.5	30.7	28.6	4.5	18.5	-14.3	-3.0	-12.2
High school or equivalent	57.1	14.6	24.6	9.5	11.9	24.6	-47.6	-2.7	0.0
Apprenticeship or trades certificate or diploma	0.0	6.7	13.9	0.0	11.9	22.0	0.0	5.2	8.1
College, CEGEP, or other non-university	28.6	23.5	20.2	9.5	18.3	19.8	-19.1	-5.2	-0.4
University certificate, diploma, or degree	0.0	40.1	17.6	9.5	44.8	15.4	9.5	4.7	-2.2
WITH ACTIVITY LIMITATIONS 15+	**15-24**	**25 - 54**	**55+**	**15-24**	**25 -54**	**55+**	**15-24**	**25 -54**	**55+**
No certificate, diploma, or degree	40.1	14.6	34.7	45.5	13.1	32.6	5.4	-1.5	-2.1
High school or equivalent	31.4	24.8	20.3	37.8	28.9	25.9	6.4	4.1	5.6
Apprenticeship or trades certificate or diploma	2.0	10.4	10.9	3.1	8.5	11.7	1.1	-1.9	0.8
College, CEGEP, or other non-university	10.3	32.7	16.6	10.3	34.6	22.4	0.0	1.9	5.8
University certificate, diploma, or degree	3.7	12.1	7.8	3.1	15.0	7.3	-0.6	2.9	-0.5

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

Next, we look at the correlation between educational attainment levels and labour force attachment. Table 12 clearly shows that higher education results in higher levels of labour force attachment. The percentage of the population in the labour force, particularly in the younger age cohorts (15-24 and 25-54), is significantly higher for those with apprenticeship or trades certificate or diploma, college, CEGEP or other non-university, and those with a university certificate, diploma, or degree.

Table 12 – Total Labour Force 15+ by Highest Level of Educational Attainment by Labour Force Attachment, FNETB Region, 2021

	15-24			25-54			55+		
TOTAL POPULATION 15+	**Total**	**In the LF**	**Not in the LF**	**Total**	**In the LF**	**Not in the LF**	**Total**	**In the LF**	**Not in the LF**
No certificate, diploma, or degree	5,465	40.2	59.1	5,695	56.9	42.3	13,475	19.6	80.3
High school or equivalent	4,735	75.2	24.6	11,850	76.4	23.6	11,730	35.8	64.2
Apprenticeship or trades certificate or diploma	325	92.3	7.7	3,275	86.9	11.8	4,550	34.3	66.6
College, CEGEP, or other non-university	1,705	87.4	11.4	14,380	88.5	11.6	9,870	43.3	56.8
University certificate, diploma, or degree	780	84.0	16.0	7,330	93.6	6.7	3,970	37.8	60.8
TOTAL MALE 15+	**Total**	**In the LF**	**Not in the LF**	**Total**	**In the LF**	**Not in the LF**	**Total**	**In the LF**	**Not in the LF**
No certificate, diploma, or degree	3,050	39.7	60.3	3,245	67.3	33.1	6,650	25.5	74.5
High school or equivalent	2,675	76.3	23.4	6,635	81.2	19.4	5,095	43.0	57.0
Apprenticeship or trades certificate or diploma	275	87.3	16.4	2,710	89.7	11.4	3,670	37.9	62.1
College, CEGEP, or other non-university	770	92.9	9.1	6,190	91.8	9.2	4,290	46.5	53.5
University certificate, diploma, or degree	245	95.9	4.1	2,395	92.9	4.0	1,725	42.3	57.7
TOTAL FEMALE 15+	**Total**	**In the LF**	**Not in the LF**	**Total**	**In the LF**	**Not in the LF**	**Total**	**In the LF**	**Not in the LF**
No certificate, diploma, or degree	2,405	41.8	58.2	2,995	55.6	44.4	6,765	13.3	86.7
High school or equivalent	2,060	73.3	26.7	5,775	73.4	26.6	6,710	30.9	69.1
Apprenticeship or trades certificate or diploma	395	97.5	2.5	1,120	76.3	23.7	1,185	32.1	67.9
College, CEGEP, or other non-university	805	83.2	16.8	8,790	87.0	13.0	5,515	39.6	60.4
University certificate, diploma, or degree	335	68.7	31.3	4,565	94.0	6.0	2,035	31.2	68.8

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

Table 13 - Median Employment Income, by Gender, for Individuals, Full-time, Full-year

			Change 2019-2020	
COCHRANE DISTRICT	**2019**	**2020**	**$**	**%**
Total 15+	62,400	66,500	4,100	6.6
Male	73,000	75,000	2,000	2.7
Female	52,000	57,200	5,200	10.0
TIMISKAMING DISTRICT	**2019**	**2020**		
Total 15+	60,000	64,000	4,000	6.7
Male	70,000	75,500	5,500	7.9
Female	52,000	56,000	4,000	8.0
ONTARIO	**2019**	**2020**		
Total 15+	62,800	67,000	4,200	6.7
Male	68,500	72,000	3,500	5.1
Female	56,800	61,600	4,800	8.5

Source : Statistics Canada, National Household Survey, 2021

Table 13 shows that the median employment income increased between 2019 and 2020 in the districts of Cochrane and Timiskaming and in Ontario. It further shows that:

- Although the median employment income increased more for women than for men, particularly in the Cochrane District and in Ontario, the median employment income of women remains significantly lower compared to men.
- In 2020, at $66,500 in the Cochrane District and $64,000 in the Timiskaming District, median employment income of the total population 15 and over was slightly lower than the median employment income of $67,000 at the provincial level (0.75% lower in Cochrane District and 4.7% lower in the Timiskaming District).
- The data in Table 13 also shows that in 2020, the median employment income for women is significantly lower compared to men. It is 31.1% lower in the Cochrane District, 34.8% lower in the Timiskaming District, and 16.9% lower in Ontario.

EMPLOYMENT ONTARIO (EO) PROGRAM DATA (2022-2023):

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. 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 2022-2023 across the FNETB region:

- Assisted Services = 2,132 up 496 clients (30.3%) from 2021-2022
- Unassisted Services also increased from the previous year to 6,145 clients, an increase of +12.1% (+663 clients)
- 57.1% were men an increase from the previous year when men represented 52.2% of ES clients.
- 42.3% were women down from 47.8% in 2021-2022.
- ES clients by age:
    - 555 were aged 15-24 compared to 425 in 2021-2022, an increase of 30.6% (130 clients)
    - 997 were aged 25-44 compared to 754 in 2021-2022, an increase of 32.2% (243 clients)
    - 539 were 45-64 up from 427 in 2021-2022, an increase of 26.2% (112 clients).
    - The number of clients 65 and over increased to 37 from 30 in 2021-2022.
- Educational attainment levels of ES clients in 2022-2023:
    - 24.6% had less than Grade 12 (in 2021-2022 it was 21.0%)
    - 36.4% had completed high school (in 2021-2022 it was 36.6%)
    - 24.5% had completed college (in 2021-2022 it was 28.6%)
    - 2.1% had a certificate of apprenticeship journeyperson (in 2021-2022 it was 1.7%)
    - 4.5% had completed university (in 2021-2022 it was 3.1%)
    - 7.8% had other - some apprenticeship, college, or university (in 2021-2022 it was 7.2%)

BETTER JOBS ONTARIO

The Better Jobs Ontario (formerly Second Career) program is an application-based grant program that provides unemployed individuals with vocational skills training. This training program, which takes 52 weeks or less to complete, is available to unemployed individuals for which skills training is the most appropriate intervention to transition them into high-skill, in-demand occupations. This program is available to unemployed individuals, who have been laid-off, or are from a low-income household experiencing challenges attaching to the labour market.

Since Better Jobs Ontario is a new program, there was not much intake or information on that intake available for 2022-2023 for this region, other than the number of clients. In 2022-2023 across the FNETB region, Better Jobs Ontario = 26 clients, compared to 37 clients previous the year in the Second Career program.

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 2022-2023 across the FNETB region:

- Youth Job Connection program = 156 clients compared to 107 in 2021-2022, an increase of 49 clients (+45.8%)
- 57.1% are men, 42.9% are women.
- Demographics of YJC clients shows:
    - 83.8% were aged 15-24 compared to 84.1% who were in that same age cohort in 2021-2022.
    - 16.2% were aged 25-44 compared to 15.9% the previous year.
    - 31.4% were Francophones compared to 32% the previous year.
    - 46.2% were persons with disabilities compared to 39.3% in 2021-2022.
    - 22.4% were Indigenous, up from 17.8% in 2021-2022.
- 42.5% of YJC clients had less than Grade 12 compared to 53.4% the previous year.
- The number of clients by source of income shows:
    - 72.2% of YJC clients had no source of income compared to 52.3% in 2021-2022
    - 18.8% 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 2022-2023 across the FNETB region:

- COJG = 30 employers compared to 32 in 2021-2022, and 68 clients compared to 65 the previous year.
- 74.6% are men, 25.4% are women.
- COJG clients by age: 33.3% were aged 15-24, 66.7% 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 2022-2023 in 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 2022-2023:
    - Apprenticeship = 5.3%, a slight increase from 2021-2022 at which time it was 4.7%
    - Employment = 44.0%, it was 37.6% the previous year
    - Independence = 25.9%, it was 25.1% in 2021-2022
    - Post-secondary education = 19.5%, it was 22.9% the previous year
    - Secondary school credits = 10.5% up from 9.6% the year before.
- Educational attainment levels of clients at in-take:
    - 6.7% had less than Grade 9
    - 30.0% had less than Grade 12
    - 25.1% had completed high school.
    - 1.5% had an apprenticeship or trade certificate.
    - 21.9% had completed college.
    - 11.0% had competed university.
    - 4.0% had other (some college, apprenticeship, or university).
- A look at the demographics of LBS clients:
    - 26.2% were men, 73.8% were women
    - 20.9% were aged 15-24 (up from 19.3% in 2021-2022), 35.0% were aged 25-44 (up from 20.9% the previous year), 26.7% were aged 45-64 (no change from 2021-2022), 17.5% were aged 65+ (unchanged from 17.0% in 2021-2022)

    - 3.9% were newcomers (it was 2.8% the previous year), 25.7% were persons with disabilities (down from 27.0% the previous year), 18.7% were Indigenous (down from 21.2% in 2021-2022), 51.6% were Francophone (down from 58.3% in 2021-2022).
- The number of clients by source of income shows:
    - Self-employment as their source of income was 3.8% in 2022-2023 unchanged from 2021-2022.
    - 51.2% of clients indicated employment as their source of income in 2022-2023 (it was 38% in 2021-2022), 19.4% have no source of income up from 12.9% in 2021-2022, 15.2% report Ontario Works as their source of income compared to 11% in 2021-2022, 3.4% indicated Employment Insurance was their source of income in 2022-2023, it was 4.2% the previous year.

APPRENTICESHIP

The Employment Ontario data provides information on the number of active apprentices, the number of certificates of apprenticeship issued, the number of modular training registrations and the number of new registrations. In 2022-2023 across the FNETB region:

- Active apprentices = 1,087, up from 1,007 in 2021-2022, an increase of +80 (+7.9%)
- Number of Certificates of Apprentices issued = 106 up from 95 the previous year
- Number of modular training registrations = 2,609, in 2022-2023 (a decrease from 2021-2022 of -143 (-5.2%)
- Number of new registrations = 332, up from 277 the previous year = +55 (+19.9%).
- The average age of apprentices is 24.
- Educational attainment levels in 2022-2023:
    - 21.8% had less than Grade 12, compared to 19.9% in 2021-2022
    - 78.2% had completed high school compared to 80.1% the previous year.
- Registrations by trade for 2022-2023:
    - Electricians – Construction and Maintenance =80 (up from 63 in 2021-2022)
    - Heavy Duty Equipment Technician = 42 (up from 26 the previous year)
    - Automotive Service Technicians = 34 (compared to 40 in 2021-2022)
    - Industrial Mechanic Millwrights = 40 (compared to 27 the previous year)
    - Truck and Coach Technicians = 27 (compared to 15 in 2021-2022)
    - Welders = 23 (down from 32 the previous year)
    - Child Development Practitioner = 20 (compared to 17 the previous year)
    - General carpenters =11.

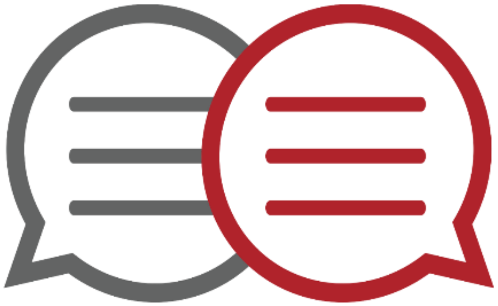
OSERVATIONS:

The 2022-2023 Employment Ontario program data for the FNETB region shows an increased uptake in some programs, mainly for employment services. It is difficult however to compare the program uptake in 2022-2023 with the data from the previous year as it is based on the post pandemic period when in-person services resumed. As such, the increase might be reflective of a 'return to normal', from the previous year (2021-2022) at which time the COVID pandemic impacted service delivery and the number of clients seeking assistance.

The increased number of clients accessing EO employment programs and services could also be attributed to the current job market and the local skills and labour shortages. Like many other jurisdictions, the FNETB region is facing a situation where there are more jobs than people to fill those positions. As such the need to match the skills of those looking for employment with the needs of the local employers is increasing. This is particularly true for clients with little to no work experience and/lor lack of the essential skills that are required by local employers.

As was mentioned previously in this report, input from service providers indicate that many of the clients that they serve have personal, social or health related barriers to employment that need to be addressed before considering training or employment. The complexity of those challenges, and the sometimes limited access to services and resources in the communities to address the wrap-around personal, social and health related needs of those vulnerable clients take time. Consequently, the return-to-work action plans that are developed to bring those clients to the point where they are employable take more time.

The increases seen in the apprenticeship registrations is a positive sign given that occupations in the skilled trades are some of the highest in-demand across the region. The decrease in the number of registrations in the modular training might result from programs not being fully re-instated since COVID.



SECTION TWO - WHAT WE HEARD

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 2023, employer input was collected through one-on-one interviews, panel presentations at workforce related events, employer breakfast meetings, local planning meetings, and an employer survey conducted in the fall. Across the region, common themes emerged from the various employer outreach activities. Conversations with employers about workforce recruitment and retention focused on the following topics: lack of skilled workers, competition for talent, changing work expectations, and diversity in the workplace. The following pages summarize the key points raised by employers for each of those topics, as well as the results of the survey conducted in the fall with employers across the region.

Lack of skilled workers

When employers talk about the lack of skilled workers it relates to both the actual number of workers applying for positions, and the lack of basic skills of those applicants. Employers indicate that job specific skills they could train for but they highlight that sometimes the skills that are lacking are basic life skills, basic digital skills and language skills.

Many employers are facing a mass exodus of their workforce due to the upcoming retirement of a growing pool of older workers and few younger workers available to fill those positions. In sectors such as education and health, some of those retirements were precipitated during the pandemic which has led to an increase of the already short supply of workers in those industries.

Competition for talent

Competition for talent has never been greater. Employers from different industries are competing for the same small pool of workers. Small employers more specifically are struggling since they are not able to compete with the wages and benefits offered by the larger companies. Although that has always been the case, the situation is exacerbated as employers who have the resources to do so continue to 'up the anty' to attract the talent that they need.

Besides the 'local' competition (within the region), employers are competing with oher jurisdiictions in Ontario and other provinces. The shortage of workers is not uinique to our region therefore attraction and retention initiatives are not unique to this region. Consequently, industries and communities alike need to find creative and innovative incentives to attract workers and families to the region.

Changing work expectations

The word that was heard in almost every conversation about addressing labour shortages, is 'flexibility'. The expectations related to work have changed significantly in the last few years. As a growing number of employees expect flexiblity and better work life balance, employers who can are expected to adapt in order to attract and retain their workforce. Employers are realizing that flexibility has become key to attracting and retaining employees. While many employers agree and are learning to adapt to this reality, some industries indicate that they are unable to meet all of the employee expectations, particularly the industries that require having personel on site 24-7.

The current labour shortages and in some cases 'post pandemic' impacts contribute to major shifts in the expectations and perception of work for employers, employees, and prospective employees alike. While full-time remote work and/or hybrid models exist, it is not possible in all industries. It is more challenging for certain industries such as health care where employers need to have workers on site at all times. Despite the current shortage of workers some health care employers indicate that they are providing some flexibility and adapting work conditions in an effort to attract workers and to retain the workers they currently have.

The pandemic has also had an impact on client/customer expectations. While in-person services have resumed, after two years of contactless interaction, it is taking time not only for certain employees but also for some clients to return to a pre pandemic state of mind and level of comfort. Some employers indicate that the pandemic continues to impact the overall emotional well-being and anxiety levels of their personnel. As such, they highlight the need to be attentive and sensitive to this phenomenon and to ensure that resources are in place within their company and/or within the community to support those in need of professional support.

The high demand for workers is changing the negociation dynamics during job interviews. Some employers indicate that it is they who are being interviewed as expectations of prospective workers are shifting. Workers today are better prepared to negociate and the current labour shortages provide them with the leverage to do so.

The rising cost of living also contributes to increased expectations, particularly when it comes to wages. Although not the only factor considered by employees, it is becoming more and more part of the decision to accept or not a job. This is particularly true in the service sector where wages have traditionally been lower. Employees are not inclined to take a job at minimum wage if it does not allow them to provide for themselves and their families. While employers in those industries highlight the opportunities for advancement and higher wages over time, employees are looking at how to support themselves in the immediate.

Diversity in the workplace

Given the shortage of workers, employers fully support strategies at the community and regional level to attract workers and families to the region. Many employers are engaged or interested in becoming engaged with the immigration programs, they do however raise concerns over the lack of amenities in the communities (housing, daycare, transportation) to accommodate new residents and/or workers who would like to relocate to the region.

Local outreach events this year revealed that many employers are still not aware of the resources that are available in their community to support the recruitment, training and retention of employees. They also revealed that employers find it overwhelming to keep track of all of the agencies involved in delivering programs and services, and confusing to distinguish differences between programs that appear to be offering the same services. Because of their preception that it would be too time consuming to seek out the different services, many employers will not access the services for which they are eligible and that would help address some of their human resources needs. For that reason, participating employers in the various events that were hosted in the last year expressed an interest in seeing more opportunities to connect with and hear about the existing services and programs.

EMLOYER SURVEY HIGHLIGHTS

An employer survey was conducted in the fall 2023. A total of 69 employers completed the survey. Collectively, the respondents employed a total of 9,839 employees.

Respondents were asked to indicate their industrial sector. Survey respondents represented a range of different industries in the goods producing (42%) and services industries (58%).

Responding companies were also asked to indicate the location of their main place of business. At the district level, respondents' main place of business was located in the Cochrane District (49%), Timiskaming District (30%), and other districts (20%). Other districts included Sudbury, Algoma, and Nipissing.

<u>Workforce changes since January 2023:</u>

- Survey respondents were asked if they had experienced any separations since January 2023. A separation was defined as a retirement, dismissal, an employee who left/quit, a permanent lay-off, temporary lay-off or other termination of employment.
- 90% of the respondents indicated that they had experienced separations between January and October 2023. When asked about the reason for the separations, the top 3 reasons were: employee left/quit, dismissals, and retirements.
- Respondents were asked about hiring since January 2023. A total of 67 respondents indicated that they had hired since January 2023. The occupations for which respondents hired in 2023 that were mentioned most often are:
    - 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.

Anticipated workforce changes in 2024:

- A total of 64 respondents indicated that they anticipated hiring new employees in 2024. They were further asked to indicate the occupations for which they anticipate that they will be hiring. The following are the occupations mentioned most often:

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

- When asked about the main reasons for hiring new employees in 2024, respondents indicated that they would be hiring because of:
  - growth or expansion (40%)
  - retirements (30%)
  - restructuring (7%)
  - to adapt to technology (7%)
  - for other reasons (16%).

Hard to fill positions:

The following is a list of the top 10 hard-to-fill positions identified by survey respondents:

Senior management positions
Executive directors, program/service managers
Supervisors
Administrative / general office support
Nurses
Personal support workers
Truck drivers and heavy equipment operators
Construction millwrights / industrial mechanics
Welders
Heavy duty mechanics.

WHAT WE HEARD FROM EMPLOYMENT AND TRAINING SERVICE PROVIDERS:

What we heard from service providers has not changed much from previous years, some of the main issues raised include:

- 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 language training (ESL and FSL).
- Increased demand for remote, online jobs / work from home.
- Lack of access to transportation and childcare.
- Lack of driver's license (clean driver's abstract)
- Criminal record (backlog for getting criminal record checks).
- Clients with a history of bad work experiences creates barriers particularly in small communities where everybody knows each other.
- Cost of living – clients are looking for higher paying jobs but don't have the requirements.
- Lack of soft skills / life skills.
- Clients looking for flexibility from employers who are not always able to accommodate.
- Newcomers – barriers = culture, language, lack of Canadian experience, credential recognition.
- Difficult to find apprenticeships for clients.

Despite the challenges listed above, the service provider network is finding innovative ways to ensure that clients have access to all the services that will help them enter or re enter the labour market. Partnerships are being developed for better referrals among the different agencies to ensure that clients benefit from the best service possible.

Some service providers are still anxious about the upcoming employment service transformation and what that will mean for them and their capacity to continue to serve their clients.

SECTION THREE – LOCAL PRIORITIES

This section of the report presents the local priorities identified during this past year's consultation and outreach. They are not much different than the priorities identifed last year's. Local priorities continue to revolve around the following themes:

Access to relevant and up-to-date local labour market information:

Throughout the consultation process there was a continued 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. An increased number of participants in this year's planning process indicated using the labour market information that is collected and shared locally to develop their business plans. That confirms the ongoing need to ensure that LMI is consistently disseminated to ensure a common understanding of the local labour marker conditions and ultimately to a more collaborative and integrated local planning.

Local stakeholders highlight the importance of the 'local knowledge' or input collected at the community level to fully understand the local labour market dynamics. For that reason, they suggest that the FNETB continue to collect and share input from local employers and stakeholders to validate and complement the more formal sources of data. 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 (ex: Census).

Again the topic of access to LMI is raised, mainly the challenge of navigating the range of information that is available. While some stakeholders are quite familiar with LMI (where to find it, how to use it), some service providers highlight the need for opportunities to access workshops/training on how to use LMI in the context of workforce planning.

Workforce attraction and retention:

The attraction and retention of the workforce required to address the needs of local employers is 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. The increasing support to attract workers to meet the current and future labour force needs goes hand in hand with the increasing need to adapt at all levels:

<u>Employers and employees</u> - As mentioned earlier in the report, diversity in the local workforce requires that employers and employees adapt by embracing diversity and putting in place strategies to ensure that people who are new to the workplace feel welcome and stay.

Local leaders - It also requires that the communities and their leaders adapt by ensuring that current barriers to workforce attraction such as lack of housing, daycare, transportation are addressed to build the local capacity to respond to and welcome an influx of population.

The community – The community at large needs to adapt and understanding the importance, benefits and richness of a culturally diversified population and workforce.

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, post pandemic in-person gatherings are a welcome option after months of virtual meetings.

As was mentioned last year, service delivery organizations, like organizations in many other sectors, experienced important staff turnover, and with it a misunderstanding or disconnect within the service delivery network of who does what at the community and regional level. Service providers suggest that they would benefit from more opportunities to get together to build relationships, develop partnerships and to better coordinate services/program delivery and client referrals among the various agencies.

There is great anticipation within the service delivery network for the upcoming employment service transformation which is intended to ensure a better and seamless service delivery. Although at this time the transformation is limited to EO employment services, Ontario Works, and Ontario Disability Support Program, until it is fully implemented it has service delivery agencies concerned about the impact its full implementation will have across the region. That concern is not limited to the services that are directly affected by the upcoming change but on the overall service delivery network.

Engage employers in local training and work-related activities:

Across the region employment, training and education stakeholders continue to highlight that employers need to be engaged in the design and delivery of training and education related activities, ranging from sharing information on their specific needs, accepting students for job placements, taking on apprentices, participating in job fairs, and offering industry tours for students and teachers.

This year's outreach and consultation activities highlight the need to continue to provide opportunities for employers and education, training, and employment stakeholders to connect and exchange on ways to better prepare workers and ensure that they have the skills needed to succeed in the local labour market.

In conclusion, this year's outreach confirms the ongoing relevance and importance of the previously identified goals that local stakeholders aim to achieve to improve local labour market conditions and to ensure that:

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.

STATUS OF PREVIOUS ACTIONS:

The following is a brief summary of some of the actions undertaken in the last year to address the priorities identified I the previous Local Labour Market Planning Report.

Priority - Continue to collect and share local labour market information:

The FNETB released a Local Labour Market Forecast for 2021-2031 in October 2023. The two part report is posted on the FNETB website.
Local-Labour-Market-Forecast-2021-2031-CFDC-1.pdf (fnetb.com)
Local-Labour-Market-Forecast-2021-2031-FNETB.pdf

Powerpoint presentations were prepared for the region and for each of the CFDCs within the FNETB region..
PowerPoint Presentation (fnetb.com) - Regional presentatiob
PowerPoint presentations - Far Northeast Training Board (fnetb.com) – CFDC presentations x 7

The information was shared on October 3rd during the FNETB's AGM. The community level information was presented in November during the local planning meetings.

Priority - Develop workforce attraction and retention strategies:

There are many agencies offering immigration and settlement services in the region. To avoid duplication the FNETB supports existing programs and services. The FNETB supports local attraction and retention initiatives by sharing local labour market information and being involved on committees to assist local attraction and retention projects such as: the Rural and Northern Immigration Pilot, the Timmins Multicultural Group and Local Immigration Partnership, the North Bay Multicultural Group.

Priority -Ensure a better coordination of services:

Several opportunities were provided in 2023 to bring together service providers. As mentioned earlier in the report the FNETB held two series of planning meetings with local stakeholders and service providers.

The FNETB also facilitated the creation of the Timmins Employment and Training Agencies Network which meets quarterly to exchange and identify opportunities for partnerships.

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

Several activities were organized for employers in 2023:

- Shaping Tomorrow's Workforce – April 2023 (95 participants – employers and educators)
- Explore Your Options Job Fairs – May 16 (Kapuskasing), May 17 (Hearst)
- Employment Hub - during the Canadian Mining Expo (June 7 and 8)
- Explore Your Options Job Fairs - September 26 (Timiskaming Shores), September 27 (Kirkland Lake), October 4 (Timmins).
- Employer networking breakfasts - September 26 (Timiskaming Shores), September 27 (Kirkland Lake), October 4 (Timmins).
- Industry panel – during the FNETB AGM on October 5.

APPENDIX A: DATA SOURCES AND LIMITATIONS

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, ccommunity planning meeting.

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 footprint 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.

Far Northeast Training Board - Local Labour Market Forecast 2021-2031, October 2023:

Released in October 2023, this report projects anticipated retirements by occupations based on the demographic profile of the workforce at the time of the 2021 Census. Its advantage is that it provides detailed localized information. The information is from customized Census data provided by NOC occupation for each of the Community Futures Development Corporations (CFDC) that are located within the Far Northeast Training Board's catchment area.

Its limitation is that it estimates anticipated retirements based on age alone and does not factor economic shifts in the local area.

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.

APPENDIX B - Local Labour Market Planning Meeting Participating Organisations

Round 1 Meetings

Canada Nickel
Canton de Moonbeam Township
Centre d'éducation des adultes
Centre de formation Cochrane Iroquois Falls
Centre de formation de Hearst
Centre de formation des adultes
Centre Partenaires pour l'emploi
Chapleau Learning Centre
Cochrane District Social Services Administration Board
Collège Boréal
Conseil scolaire catholique de district des Grandes Rivières
Contact North
District of Timiskaming Social Services Administration Board
District School Board Ontario NorthEast
Employment Options Emploi
Équipe de santé familial Nord-Aski Family Health Team
FormationPlus
Impact ON
James Bay Lowlands Secondary School Board
Kap Data
Keepers of the Circle
Literacy Council of North Timiskaming
Literacy Council of South Temiskaming
Manitoulin-Sudbury District Social Board
Ministry of Labour, Immigration, Training and Skills Development
Nord-Aski Regional Economic Development Corporation
North Bay & District Multicultural Centre
North Claybelt Community Futures Development Corporation
Northeastern Catholic District School Board
Northern College
Northern College Community Employment Services
Northern Corridor Chamber of Commerce
Northern Policy Institute
Réseau du Nord
Sensenbrenner Hospital
Service Canada
South Temiskaming Community Futures Development
Timmins Chamber of Commerce
Timmins Economic Development Corporation
Timmins Native Friendship Centre
Université de Hearst
Wahgoshig First Nation

Round 2 Meetings

Adult Learning Centre – Cochrane
Beaverhouse First Nation
Canton de Moonbeam Township
Centre d'éducation des adultes
Centre de formation Cochrane Iroquois Falls
Centre de formation de Hearst
Centre Partenaires pour l'emploi
Chapleau Learning Centre
City of Temiskaming Shores
Cochrane District Social Services Administration Board
Collège Boréal
Columbia Forest Products

Conseil scolaire catholique de district des Grandes Rivières
Contact North
District of Timiskaming Social Services Administration Board
District School Board Ontario Northeast
Employment Options Emploi
FormationPlus
Holiday Inn Express
Kap Data
Keepers of the Circle
Kirkland Lake Multicultural Group
Literacy Council of North Timiskaming
Literacy Council of South Temiskaming
Manitoulin-Sudbury District Social Board
March of Dimes Canada
MICs Group of Health Services
Miller Maintenance
Ministry of Labour, Immigration, Training and Skills Development
Ministry of Tourism, Culture and Sport
NEOnet
Nord-Aski Regional Economic Development Corporation
North Bay & District Multicultural Centre
North Claybelt Community Futures Development Corporation
Northern College
Northern College Community Employment Services
Northern College Training Division
Northern Policy Institute
Plan A Timmins
SDL Solutions Consulting
SGS Canada Inc.
The Birch Tree House
Timiskaming Home Support
Timmins Chamber of Commerce
Timmins Economic Development Corporation
Town of Kirkland Lake
Township of Hornepayne
Université de Hearst
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