



[www.fnetb.com](http://www.fnetb.com)



# KIRKLAND LAKE

## Local Labour Market Planning Meeting

November 2024

# What We Do



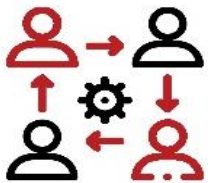
## Labour Market Information

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



## Partnerships

Develop partnerships with community organizations and businesses, to identify and implement actions to address local labour market issues of common interest.



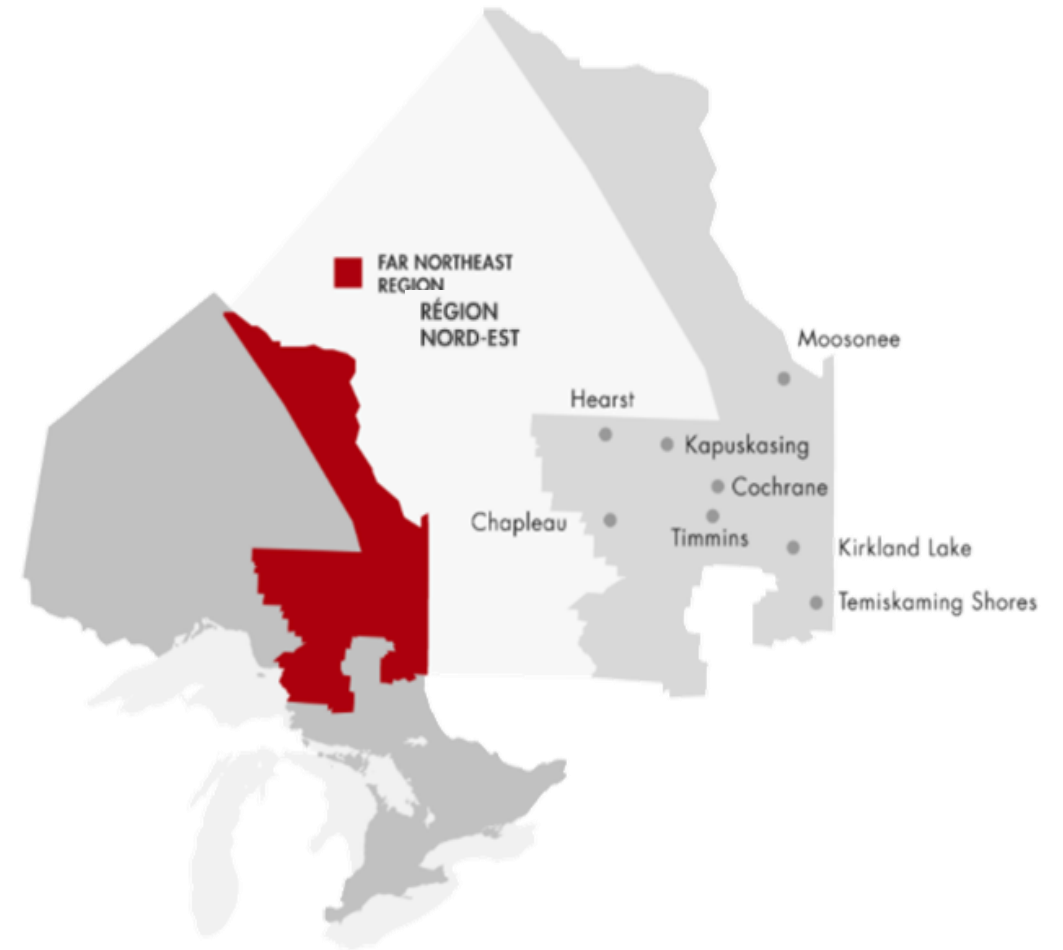
## Planning

Facilitate service coordination and planning to assist employment, training and other related programs service providers in their decision making and planning.



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



**GOAL:** Provide data and information to help inform plans aimed at addressing local labour market needs.

## AGENDA

Introduction

Demand - occupations in demand/challenges

Supply – labour force 15+

Observations/Discussion

Next steps

COMMUNITY	DATE	TIME
Temiskaming Shores	Nov 21, 2024	9:00 – 10:30
Kirkland Lake	Nov 21, 2024	1:00 – 2:30
Cochrane/Iroquois Falls	Nov 22, 2024	9:00 – 10:30
Timmins	Nov 25, 2024	1:00 – 2:30
Hearst	Nov 26, 2024	9:00 – 10:30
Kapuskasing	Nov27, 2024	9:00 – 10:30
Chapleau	Nov 27, 2024	1:00 – 2:30
James Bay	Nov 28, 2024	1:00 – 2:30

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# Local Labour Market DEMAND



# TOP 20 BY NUMBER OF POSTS

NOC	OCCUPATIONS	FNETB REGION		KIRKLAND LAKE	
		# OF POSTS 2023	# OF POSTS YTD Jan-Oct 2024	# OF POSTS 2023	# OF POSTS YTD 2024 Jan-Oct 2024
42201	Social and community service workers	851	479	59	34
41221	Elementary school and kindergarten teachers	420	392	99	90
43100	Elementary and secondary school teacher assistants	414	301	57	52
31301	Registered nurses and registered psychiatric nurses	412	246	55	29
13110	Administrative assistants	408	245	52	28
41220	Secondary school teachers	408	325	57	36
45100	Student monitors, crossing guards and related occupations	403	75	5	7
73300	Transport truck drivers	370	132	36	13
41300	Social workers	298	284	53	20
42202	Early childhood educators and assistant	243	118	57	27
65312	Janitors, caretakers, and heavy-duty cleaners	209	114	33	17
64100	Retail salespersons and visual merchandisers	201	164	6	5
32101	Licensed practical nurses	198	138	41	22
33102	Nurses aides, orderlies and patient services associates	177	84	41	9
41301	Therapist in counselling and related specialized therapies	177	69	25	4
72410	Automotive service technicians, truck and bus mechanics	160	69	20	3
72401	Heavy-Duty equipment mechanics	142	96	20	11
64409	Other customer and information services representatives	131	91	9	5
65201	Food counter attendants, kitchen helpers and related	128	100	13	8
14200	Accounting and related clerks	103	57	7	2
73400	Heavy equipment operators	101	82	6	7
41320	Educational counsellors	96	47	6	10
75110	Construction trades helpers and labourers	91	57	7	7
65311	Specialized cleaners	88	29	1	1

## TOP 5 – KIRKLAND LAKE (2023)

- Elementary school and kindergarten teachers
- Social and community service workers
- Elementary and secondary school teachers’ assistants
- Administrative assistants
- Early childhood educators and assistants

## TOP 5 – KIRKLAND LAKE (2024)

- Elementary school and kindergarten teachers
- Elementary and secondary school teachers’ assistants
- Secondary school teachers
- Social and community service workers
- Registered nurses and registered psychiatric nurses

Total number of job postings Jan-Oct 2024 compared to Jan-Oct 2023

[www.jobsinkirklandlake.com](http://www.jobsinkirklandlake.com)

**-6.2%**

[www.jobsinfarnortheast.com](http://www.jobsinfarnortheast.com)

**+3.1%**

# TOP 20 BASED ON FORECAST 2021-2031

5-DIGITS NOC	# OF POSSIBLE EXITS 2021-2031	
	FNETB	KIRKLAND LAKE*
73300 – Transport truck drivers	805	120
73400 – Heavy equipment operators	445	
65310 – Light duty cleaners	395	
60020 – Retail and wholesale trade managers	360	70
73301 – Bus drivers, subway operators and other transit operators	360	
83100 – Underground production and development miners	350	115
64100 – Retail salespersons and visual merchandisers	345	70
65312 – Janitors, caretakers, and heavy-duty cleaners	330	70
31301 – Registered nurses and registered psychiatric nurses	325	
13110 – Administrative assistants	315	60
65100 – Cashiers	310	
42201 – Social and community service workers	270	
12200 – Accounting technicians and bookkeepers	260	
72400 – Construction millwrights and industrial mechanics	255	
65201 – Food counter attendants, kitchen helpers and related support occupations	245	
33102 – Nurses aides, orderlies and patient service associates	230	65
80020 – Managers in agriculture	230	65
14100 – General office support workers	210	55
43100 – Elementary and secondary school teacher assistants	210	
13100 – Administrative officers	205	
41221 – Elementary school and kindergarten teachers	200	
73201 – General building maintenance workers and superintendents	185	
72310 – Carpenters	165	
72410 – Automotive service technicians, truck and bus mechanics and mechanical repairers	165	
14200 – Accounting and related clerks	160	
41210 – College and other vocational instructors	130	
64410 – Security guards and related security related occupations	125	

### TOP 5 – KIRKLAND LAKE REGION (2021-2031)

- Transport truck drivers
- Underground production and development miners
- Janitors, caretakers, and heavy-duty cleaner
- Retail salespersons
- Retail and wholesale trade managers

### TOP 5 – FNETB (2021-2031)

- Transport truck drivers
- Heavy equipment operators
- Light duty cleaners
- Retail and wholesale trade managers
- Bus drivers and other transit operators

*\*Kirkland Lake Region – refers to the area serviced by Kirkland and District Development Corporation: based in Kirkland Lake, it services the communities of Kirkland Lake, Black River Matheson, Charlton, Englehart, Larder Lake, Matachewan and McGarry.*

Source: Statistics Canada Customized Census data (2021)



## Education

### Highest demand:

- Teachers
- Early childhood educators
- Educational assistants
- HR and finance staff
- IT technicians.

### Challenges raised by employers:

- Competition
- Lack of housing
- Wages (ECEs, PSWs)
- Lack of skilled candidates
- Hiring of less qualified candidates (impact (lack of consistency, impact on staff and clients/students)
- Turnover



## Forestry

### Highest demand:

- Millwrights and industrial mechanics
- Heavy duty equipment mechanics
- Heavy equipment operators
- Truck drivers

### Strategies in place or being considered:

- Reducing workforce (technology, restructuring)
- Recruitment incentives for staff (community)
- Connect with educational institutions
- Offer perks (flexible schedules, vacation time, remote work).
- Adapting where possible to improve attraction and retention.



## Mining

### Highest demand:

- Truck drivers
- Heavy equipment operators
- Heavy duty equipment mechanics
- Millwrights

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# Local Labour Market SUPPLY





# TOTAL LABOUR FORCE 15+



At the time of the 2021 Census, the total labour force (population 15+) in the Kirkland Lake region was 14,525 up from 14,490 in 2016 (+0.2%).

Between 2016 and 2021, the total male population decreased by -0.4%, while the total female population increased by 1.0% during that same period.

**YOUTH** - the total labour force aged 15 to 24.  
Males (-17.6%). Females (-3.6%)

**CORE-AGED** - the total labour force aged 25 to 54  
Males (-4.0%). Females (-3.1%)

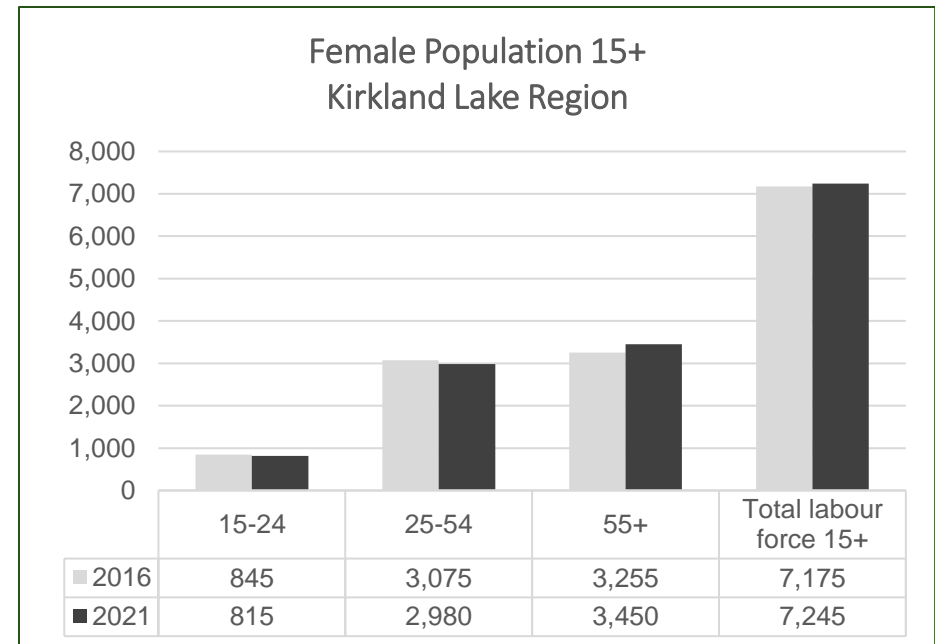
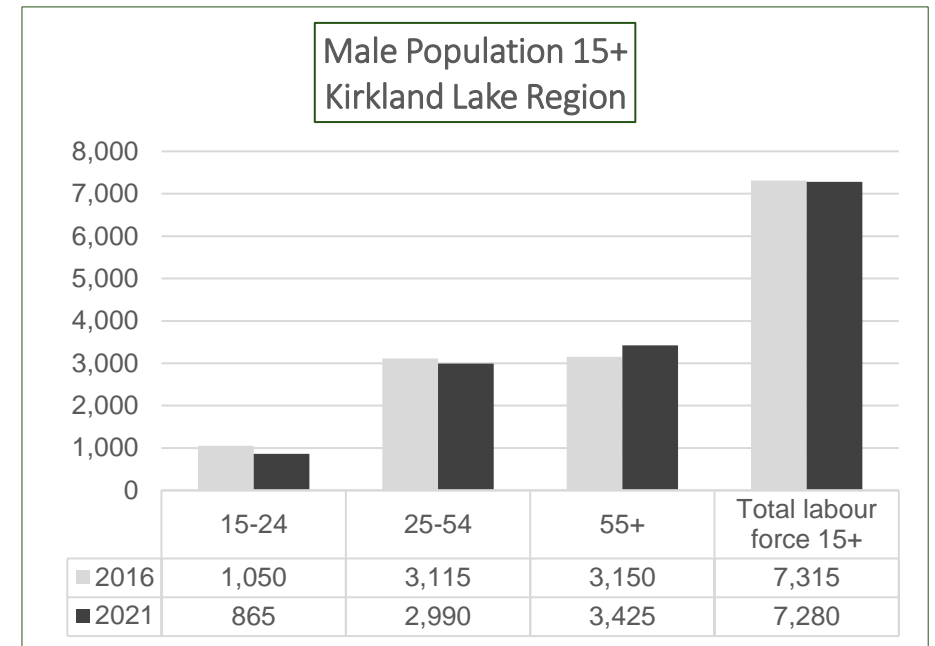
**OLDER WORKERS** - the labour force aged 55 and over  
Males (+8.7%). Females (+6.0%)



50.1%



49.9%



Source: Statistics Canada Customized Census data (2016 and 2021)

# TOTAL LABOUR FORCE 15+

## Change in the total labour force by Age. Bu Gender 2016 to 2021



Between 2016 and 2021 every CFDC region within the FNETB's catchment area experienced overall decreases of its population 15+ with the exception of Kirkland Lake where the population remained the same.

The only population increases are observed in the 55+ cohort



According to Statistics Canada, the labour force is the civilian population aged 15 and older who were employed or unemployed during the survey reference week.

	2016				2021				% CHANGE 2016-2021			
TOTAL POPULATION	Total 15+	15-24	25 - 54	55+	Total 15+	15-24	25 - 54	55+	Total 15+	15-24	25 - 54	55+
NordAski	6,855	940	3,100	2,815	6,615	910	2,780	2,930	-3.5	-3.2	-10.3	4.1
North Claybelt	19,355	2,395	8,195	8,760	18,760	2,185	7,265	9,315	-3.1	-8.7	-11.3	6.3
Timmins	35,080	5,225	17,005	12,825	34,450	4,845	16,085	13,525	-1.8	-7.3	-5.4	5.5
<b>Kirkland Lake</b>	<b>14,505</b>	<b>1,900</b>	<b>6,200</b>	<b>6,415</b>	<b>14,535</b>	<b>1,685</b>	<b>5,975</b>	<b>6,890</b>	<b>0.2</b>	<b>-11.3</b>	<b>-3.6</b>	<b>7.4</b>
South Temiskaming	15,145	1,940	6,195	7,010	14,520	1,740	5,615	7,165	-4.1	-10.3	-9.4	2.2
Wakenagun	5,560	1,395	3,095	1,075	4,565	990	2,510	1,065	-17.9	-29.0	-18.9	-0.9
Superior East	6,165	820	2,630	2,710	5,730	635	2,330	2,755	-7.1	-22.6	-11.4	1.7
FNETB	102,665	14,615	46,440	41,610	99,175	12,990	42,560	43,645	-3.4	-11.1	-8.4	4.9
Ontario	11,038,440	1,695,800	5,410,555	3,932,085	11,782,820	1,687,900	5,595,180	4,499,735	6.7	-0.5	3.4	14.4
MEN	Total 15+	15-24	25 - 54	55+	Total 15+	15-24	25 - 54	55+	Total 15+	15-24	25 - 54	55+
NordAski	3,455	510	1,510	1,420	3,360	470	1,410	1,465	-2.7	-7.8	-6.6	3.2
North Claybelt	9,630	1,240	4,085	4,315	9,365	1,190	3,590	4,595	-2.8	-4.0	-12.1	6.5
Timmins	17,285	2,725	8,300	6,265	17,255	2,625	8,045	6,585	-0.2	-3.7	-3.1	5.1
<b>Kirkland Lake</b>	<b>7325</b>	<b>1,050</b>	<b>3,115</b>	<b>3,150</b>	<b>7,280</b>	<b>865</b>	<b>2,990</b>	<b>3,425</b>	<b>-0.6</b>	<b>-17.6</b>	<b>-4.0</b>	<b>8.7</b>
South Temiskaming	7,430	1,040	2,955	3,430	7,130	955	2,725	3,445	-4.0	-8.2	-7.8	0.4
Wakenagun	2,845	755	1,545	2,845	2,325	570	1,220	2,325	-18.3	-24.5	-21.0	-18.3
Superior East	3,150	460	1,315	1,380	2,920	330	1,195	1,385	-7.3	-28.3	-9.1	0.4
FNETB	51,120	7,780	22,825	20,505	49,635	7,005	21,175	21,445	-8.8	-3.4	-7.2	4.6
Ontario	5,342,755	871,040	2,620,305	1,851,410	5,733,360	874,275	2,735,415	2,123,760	7.3	0.4	4.4	14.7
WOMEN	Total 15+	15-24	25 - 54	55+	Total 15+	15-24	25 - 54	55+	Total 15+	15-24	25 - 54	55+
NordAski	3,405	420	1,580	1,400	3,260	435	1,370	1,460	-4.3	3.6	-13.3	4.3
North Claybelt	9,725	1,155	4,115	4,455	9,390	1,000	3,665	4,720	-3.4	-13.4	-10.9	5.9
Timmins	17,800	2,510	8,720	6,575	17,200	2,220	8,040	6,945	-3.4	-11.6	-7.8	5.6
<b>Kirkland Lake</b>	<b>7,180</b>	<b>845</b>	<b>3,075</b>	<b>3,255</b>	<b>7,255</b>	<b>815</b>	<b>2,980</b>	<b>3,450</b>	<b>1.0</b>	<b>-3.6</b>	<b>-3.1</b>	<b>6.0</b>
South Temiskaming	7,715	905	3,235	3,575	7,390	795	2,895	3,705	-4.2	-12.2	-10.5	3.6
Wakenagun	2,715	635	1,560	525	2,240	420	1,290	525	-17.5	-33.9	-17.3	0.0
Superior East	3,015	365	1,315	1,335	2,810	305	1,140	1,365	-6.8	-16.4	-13.3	3.0
FNETB	51,555	6,835	23,600	21,120	49,545	5,990	21,380	22,170	-3.9	-12.4	-9.4	5.0
Ontario	5,695,685	824,760	2,790,240	2,080,675	6,049,460	813,630	2,859,775	2,376,055	6.2	-1.3	2.5	14.2

Source: Statistics Canada Customized Census data (2016 and 2021)

# INDIGENOUS LABOUR FORCE 15+



At the time of the 2021 Census, the total Indigenous labour force (population 15+) in the Kirkland Lake region was 1,405 up from 1,330 in 2016 (+5.6%).

Between 2016 and 2021, the total male population decreased by -2.1% while the total female population increased by 14.3% during that same period.

**YOUTH** - the total labour force aged 15 to 24.  
Males -13.8%. Females -22.2%

**CORE-AGED** - the total labour force aged 25 to 54  
Males -15.0%. Females +8.8

**OLDER WORKERS** - the labour force aged 55 and over  
Males +41.1%. Females +40.0%



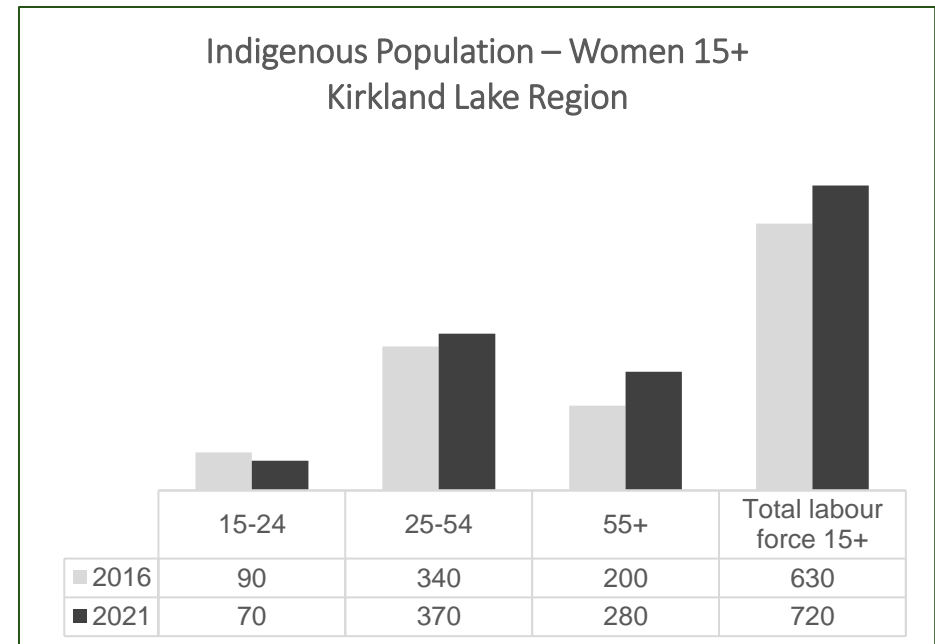
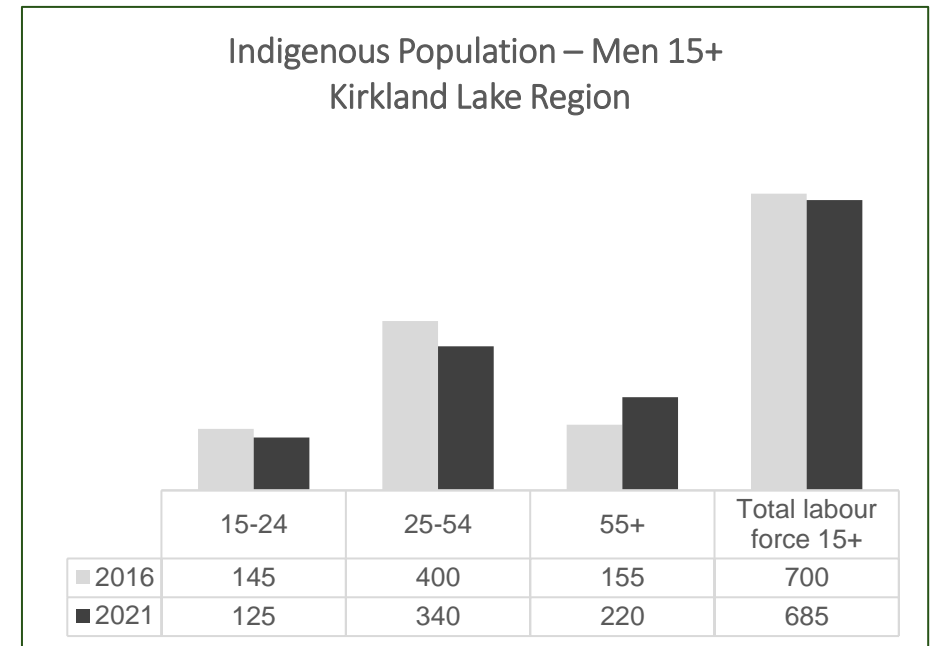
*The term 'Aboriginal' or 'Indigenous' used on the Statistics Canada website refers to individuals identifying themselves as 'First Nations people, Métis or Inuit'.*



48.8%



51.2%



Source: Statistics Canada Customized Census data (2016 and 2021)

# INDIGENOUS LABOUR FORCE 15+

## Change in the total Indigenous labour force by Age, by Gender 2016 to 2021



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

INDIGENOUS POPULATION	2016				2021				% Change 2016-2021			
	Total 15+	15-24	25 - 54	55+	Total 15+	15-24	25 -54	55+	Total 15+	15-24	25 - 54	55+
TOTAL 15+												
NordAski	825	155	470	205	905	155	365	375	9.7	0.0	-22.3	82.9
North Claybelt	2,035	470	1,055	505	2,575	525	1,165	885	26.5	11.7	10.4	75.3
Timmins	3,820	830	2,090	900	4,745	1,030	2,430	1,290	24.2	24.1	16.2	43.3
Kirkland Lake	1,325	230	730	360	1,405	250	710	495	6.0	8.7	-2.7	37.5
SouthTemiskaming	1,035	175	530	335	1,195	235	590	370	15.5	34.3	11.3	10.4
Wakenagun	5,100	1,360	2,780	950	4,055	940	2,165	935	-20.5	-30.9	-22.1	-1.6
Superior East	1,250	225	590	440	1,285	245	540	510	2.8	8.9	-8.5	15.9
FNETB	15,390	3,445	8,245	3,695	16,210	3,380	7,965	4,860	5.3	-1.9	-3.4	31.5
Ontario	284,845	63,485	150,070	71,290	315,775	63,280	159,185	93,305	10.9	-0.3	6.1	30.9
<b>MEN 15+</b>												
NordAski	415	80	235	110	425	75	185	165	2.4	-6.2	-21.3	50.0
North Claybelt	1,030	250	515	265	1,295	295	575	435	25.7	18.0	11.6	64.1
Timmins	1,845	390	1,030	440	2,280	530	945	645	23.6	35.9	-8.3	46.6
Kirkland Lake	710	145	400	155	695	125	340	220	-2.1	-13.8	-15.0	41.9
SouthTemiskaming	495	70	260	170	615	120	245	260	24.2	71.4	-5.8	52.9
Wakenagun	2,590	540	1,385	475	2,085	535	1,080	475	-19.5	-0.9	-22.0	0.0
Superior East	615	140	240	235	600	130	285	185	-2.4	-7.1	18.7	-21.3
FNETB	7,700	1,815	4,065	1,850	7,995	1,810	3,655	2,385	3.8	-0.3	-10.1	28.9
Ontario	134,410	32,070	69,730	32,615	148,970	32,045	74,000	43,200	10.8	-0.1	6.1	32.5
<b>WOMEN 15+</b>												
NordAski	410	80	230	90	475	85	190	210	15.9	6.2	-17.4	133.3
North Claybelt	1,010	220	550	240	1,275	235	580	460	26.2	6.8	5.5	91.7
Timmins	1,975	440	1,075	470	2,465	500	1,330	645	24.8	13.6	23.7	37.2
Kirkland Lake	615	90	340	200	720	70	370	280	17.1	-22.2	8.8	40.0
South Temiskaming	545	105	275	160	595	105	300	190	9.2	0.0	9.1	18.7
Wakenagun	2,505	625	1,395	490	1,970	410	1,085	465	-21.4	-34.4	-22.2	-5.1
Superior East	635	85	355	210	670	125	300	255	5.6	47.1	-15.5	21.4
FNETB	7,695	1,645	4,220	1,860	8,210	1,530	4,155	2,505	6.7	-7.0	-1.5	34.7
Ontario	150,435	31,420	80,345	38,685	166,800	31,245	84,450	51,110	10.9	-0.6	5.1	32.1

## WITH ACTIVITIES LIMITATIONS - LABOUR FORCE 15+



At the time of the 2021 Census, in the Kirkland Lake region the total labour force (population 15+) with activity limitations was 4,580 up from 4,095 in 2016 (+11.8%).

Between 2016 and 2021, the total male population with activity limitations increased by 12.8% while the total female population with activity limitation increased by 11.0% during that same period.

**YOUTH** - the total labour force aged 15 to 24.

Males +24.4%. Females +32.4%.

**CORE-AGED** - the total labour force aged 25 to 54

Males +13.2%. Females +8.5%.

**OLDER WORKERS** - the labour force aged 55 and over

Males +9.7%. Females +9.3%.



According to Statistics Canada, activity limitations are defined as restrictions on a person's ability to perform certain activities due to a health condition that has lasted or is expected to last at least six months. These conditions can be physical, mental, or cognitive in nature. Activities that may be limited include those at home, work, school, or other activities.

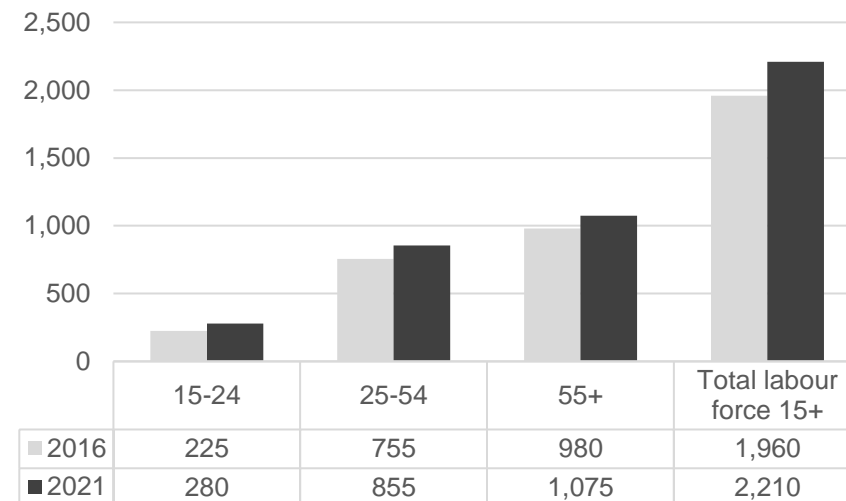


48.2%

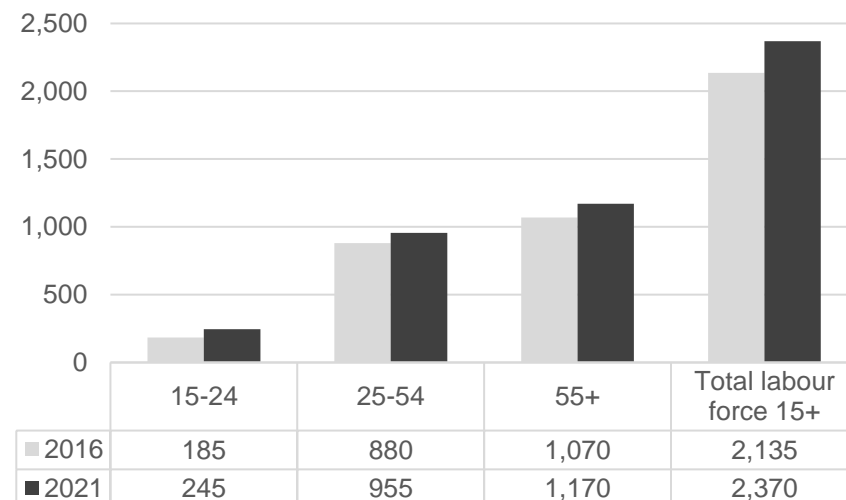


51.7%

With Activity Limitations Population – Men 15+  
Kirkland Lake Region



Activity Limitations Population – Women 15+  
Kirkland Lake Region



Source: Statistics Canada Customized Census data (2016 and 2021)

Change in the total labour force with activity limitations, by Age, by Gender  
2016 to 2021

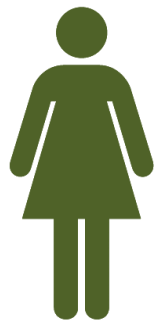
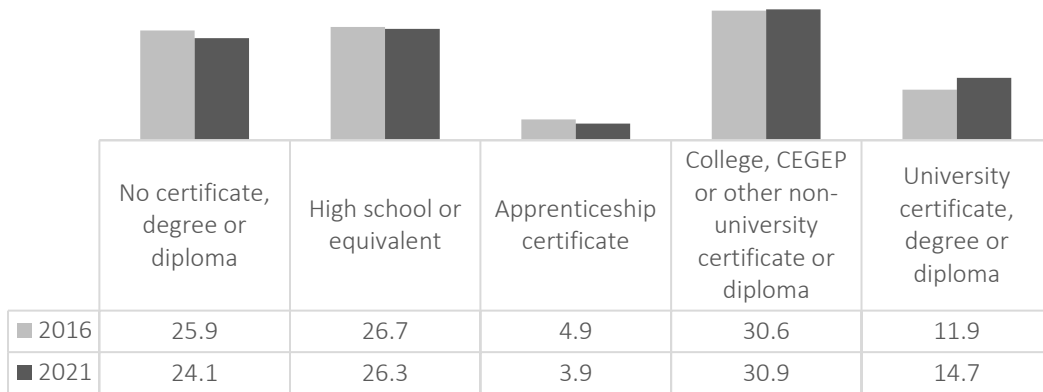


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WITH ACTIVITY LIMITATION	2016				2021				Change 2016-2021			
	Total 15+	15-24	25 - 54	55+	Total 15+	15-24	25 - 54	55+	Total 15+	15-24	25 - 54	55+
<b>TOTAL 15+</b>												
NordAski	1,515	150	595	755	1,900	250	665	970	25.4	66.7	11.8	28.5
North Claybelt	4,950	525	1,835	2,590	5,500	535	1,925	3,025	11.1	1.9	4.9	16.8
Timmins	9,360	1,175	4,285	3,895	10,400	1,335	4,645	4,415	11.1	13.6	8.4	13.3
Kirkland Lake	4,110	420	1,645	2,050	4,585	530	1,825	2,240	11.6	26.2	10.9	9.3
South Temiskaming	4,125	400	1,540	2,185	4,190	435	1,525	2,230	1.6	8.7	-1.0	2.1
Wakenagun	740	165	395	190	930	190	480	255	25.7	15.2	21.5	34.2
Superior East	1,685	155	670	860	1,605	165	610	830	-4.7	6.5	-9.0	-3.5
FNETB	26,485	2,990	10,965	12,525	29,110	3,440	11,675	13,965	9.9	15.0	6.5	1.5
Ontario	2,463,215	273,290	1,046,730	1,143,185	2,915,540	337,445	1,244,530	1,333,580	18.4	23.5	18.9	16.7
<b>MEN 15+</b>												
NordAski	745	80	255	415	950	110	340	490	27.5	37.5	33.3	18.1
North Claybelt	2,245	220	800	1,220	2,650	260	935	1,445	18.0	18.2	16.9	18.4
Timmins	4,330	580	1,915	1,835	5,060	730	2,230	2,105	16.9	25.9	16.4	14.7
Kirkland Lake	1,965	225	755	980	2,215	280	855	1,075	12.7	24.4	13.2	9.7
South Temiskaming	1,910	175	710	1,030	2,015	235	720	1,070	5.5	34.3	1.4	3.9
Wakenagun	355	70	180	110	470	110	220	135	32.4	57.1	22.2	22.7
Superior East	830	80	355	400	795	80	300	420	-4.2	0.0	-15.5	5.0
FNETB	12,380	1,430	4,970	5,990	14,155	1,805	5,600	6,740	14.3	26.2	12.7	12.5
Ontario	1,108,370	124,040	467,300	517,045	1,315,255	150,845	555,595	607,815	18.7	21.6	18.9	17.6
<b>WOMEN 15+</b>												
NordAski	770	65	355	345	950	130	340	480	23.4	100.0	-4.2	39.1
North Claybelt	2,705	300	1,035	1,375	2,850	275	995	1,585	5.4	-8.3	-3.9	15.3
Timmins	5,030	595	2,360	2,055	5,340	605	2,420	2,315	6.2	1.7	2.5	12.7
Kirkland Lake	2,145	185	880	1,070	2,375	245	950	1,170	10.7	32.4	7.9	9.3
South Temiskaming	2,210	230	830	1,150	2,175	190	820	1,175	-1.6	-17.4	-1.2	2.2
Wakenagun	385	90	210	80	460	80	265	125	19.5	-11.1	26.2	56.2
Superior East	850	75	305	460	805	85	300	410	-5.3	13.3	-1.6	-10.9
FNETB	14,095	1,540	5,975	6,535	14,955	1,610	6,090	7,260	6.1	4.5	1.9	11.1
Ontario	1,354,845	149,260	579,440	626,150	1,600,285	186,600	687,925	725,755	18.1	25.0	18.7	15.9

# EDUCATIONAL ATTAINMENT - LABOUR FORCE 15+

**Change in Educational Attainment Levels, Women  
Kirkland Lake region, 2016 to 2021**



A similar trend is observed for women in the Kirkland Lake region where the percentage of those with apprenticeship or trade certificate or diploma lower in 2021 compared to 2016.

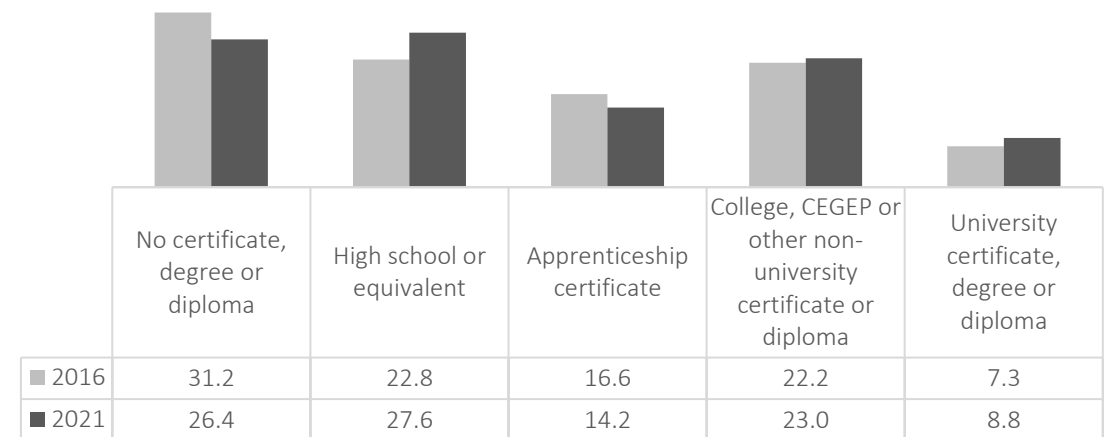
The most significant change is an increase in the percentage of women in the Kirkland Lake region with university certificate, degree or diploma which increased by 2.8% between 2016 and 2021.



Between 2016 and 2021 educational attainment levels increased for men in the Kirkland Lake region in all categories except for apprenticeship where the data shows a decrease during that period

The percentage of men with no certificate, degree or diploma decreased by 4.8%. Those with high school or equivalent increased by 4.8%.

**Change in Educational Attainment Levels, Men  
Kirkland Lake region, 2016 to 2021**



# EDUCATIONAL ATTAINMENT LEVELS - LABOUR FORCE 15+

## Educational Attainment Levels, by Age, by Gender - 2021

Data from the 2021 Census indicates that compared to the province, across the region for the total population 15+:

- there is a high percentage with no certificate degree or diploma.
- a higher percentage with apprenticeship or trades certificate or diploma (except the Wakenagun region)
- a higher percentage with college, CEGEP or other non university education,
- A lower percentage with university as its highest educational attainment level.

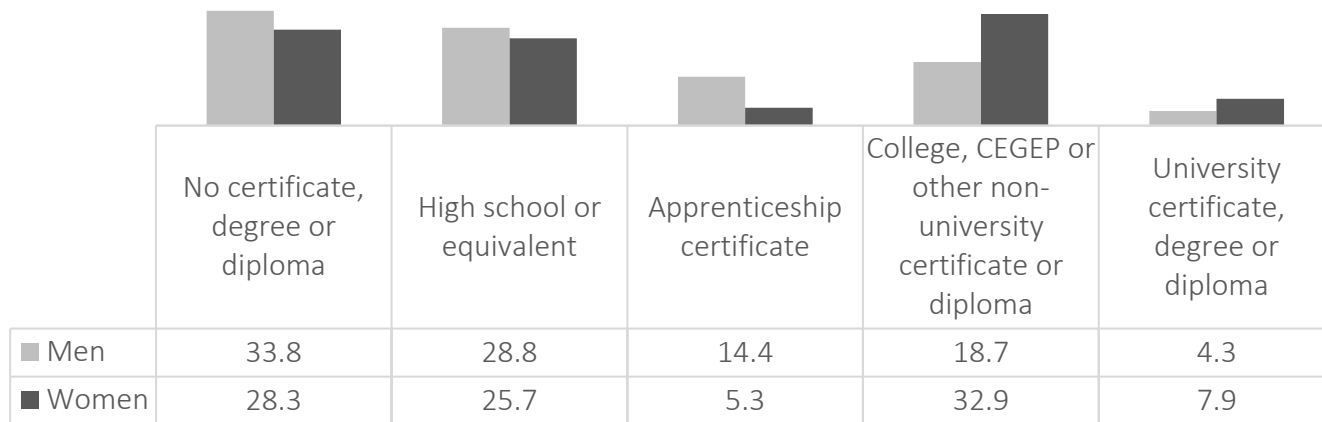
OVERALL POPULATION	No certificate degree or diploma				High school or equivalent				Apprenticeship or trades certificate or diploma				College, CEGEP or other non-university				University certificate, degree or diploma			
	Total 15+	15-24	25-54	55+	Total 15+	15-24	25-54	55+	Total 15+	15-24	25-54	55+	Total 15+	15-24	25-54	55+	Total 15+	15-24	25-54	55+
Nord-Aski	28.2	34.1	9.5	43.9	26.8	40.7	29.5	19.8	8.5	4.4	7.9	9.7	25.3	13.2	37.9	17.2	11.2	7.1	14.4	8.9
North Claybelt	24.5	44.4	11.8	29.7	29.5	35.0	28.6	28.9	9.8	1.6	9.4	12.0	25.6	14.2	34.0	21.7	10.6	5.0	15.9	7.6
Timmins	22.1	37.2	11.2	29.6	29.4	39.2	28.3	27.2	7.3	2.0	7.0	9.5	27.4	14.7	34.4	23.7	13.9	7.1	19.1	10.1
<b>Kirkland Lake</b>	<b>25.2</b>	<b>48.1</b>	<b>15.8</b>	<b>28.6</b>	<b>26.9</b>	<b>32.9</b>	<b>26.5</b>	<b>25.8</b>	<b>9.0</b>	<b>2.4</b>	<b>8.1</b>	<b>11.5</b>	<b>26.9</b>	<b>11.3</b>	<b>32.6</b>	<b>25.6</b>	<b>11.8</b>	<b>5.0</b>	<b>17.3</b>	<b>8.4</b>
South Temiskaming	24.3	42.5	14.0	27.9	28.5	34.5	25.6	29.2	8.0	4.3	6.4	10.0	26.6	13.8	35.6	22.3	12.6	4.9	17.7	10.1
Wakenagun	38.3	58.1	28.9	42.7	27.7	33.3	29.5	18.3	4.8	1.0	5.0	7.5	18.4	5.6	23.5	17.8	11.0	2.0	13.9	14.1
Superior East	27.6	41.7	13.9	36.1	27.2	33.9	26.8	26.0	10.0	4.7	11.8	9.8	25.2	12.6	33.3	21.1	9.9	7.9	13.5	6.7
FNETB	24.8	42.1	13.4	30.9	28.6	36.5	27.8	26.9	8.2	2.5	7.7	10.4	26.2	13.1	33.8	22.6	12.2	5.9	17.2	9.1
Ontario	15.3	31.6	7.3	19.1	27.2	42.8	28.4	28.4	5.0	1.4	4.6	6.9	20.3	10.0	23.5	20.2	32.2	14.1	43.1	25.4
<b>MEN 15+</b>	<b>Total 15+</b>	<b>15-24</b>	<b>25-54</b>	<b>55+</b>	<b>Total 15+</b>	<b>15-24</b>	<b>25-54</b>	<b>55+</b>	<b>Total 15+</b>	<b>15-24</b>	<b>25-54</b>	<b>55+</b>	<b>Total 15+</b>	<b>15-24</b>	<b>2-54</b>	<b>55+</b>	<b>Total 15+</b>	<b>15-24</b>	<b>25-54</b>	<b>55+</b>
Nord-Aski	28.9	27.7	12.1	46.1	29.8	50.0	35.1	18.1	13.5	11.7	14.5	14.0	21.1	5.3	32.6	15.7	6.7	5.3	5.7	6.1
North Claybelt	25.5	47.5	14.2	28.5	29.0	38.7	30.1	25.7	15.5	3.4	16.2	18.9	21.6	8.8	28.6	19.6	8.4	2.1	11.0	7.3
Timmins	22.7	38.3	12.5	28.9	30.2	39.6	32.4	23.8	11.6	1.9	11.1	16.2	24.7	15.4	30.5	21.0	10.8	4.8	13.5	10.0
<b>Kirkland Lake</b>	<b>26.4</b>	<b>52.0</b>	<b>17.2</b>	<b>27.6</b>	<b>27.6</b>	<b>34.1</b>	<b>30.9</b>	<b>22.8</b>	<b>14.2</b>	<b>2.9</b>	<b>13.0</b>	<b>18.8</b>	<b>23.0</b>	<b>8.7</b>	<b>27.1</b>	<b>23.2</b>	<b>8.8</b>	<b>2.3</b>	<b>11.7</b>	<b>7.6</b>
South Temiskaming	26.8	41.4	16.9	30.6	29.2	37.7	30.5	26.0	11.7	7.3	11.0	14.7	23.1	11.0	30.5	20.2	9.1	2.6	11.2	8.6
Wakenagun	41.7	61.4	31.6	44.0	28.6	30.7	32.0	19.3	7.5	2.6	8.6	11.9	16.1	3.5	20.5	19.3	6.0	1.8	7.4	5.5
Superior East	30.7	47.0	16.7	40.1	24.8	33.0	25.9	22.0	16.1	6.1	19.7	14.4	21.4	10.6	30.1	16.6	7.0	4.5	7.5	6.9
FNETB	26.1	43.5	15.3	31.2	29.0	38.2	31.3	23.8	13.0	3.9	12.8	16.6	22.8	11.0	29.2	20.2	9.1	3.5	11.3	8.2
Ontario	15.8	32.5	8.4	18.4	28.0	44.4	24.8	25.5	7.4	2.0	6.7	10.6	18.3	9.7	21.4	17.8	30.5	11.4	38.7	27.7
<b>WOMEN 15+</b>	<b>Total 15+</b>	<b>15-24</b>	<b>25-54</b>	<b>55+</b>	<b>Total 15+</b>	<b>15-24</b>	<b>25-54</b>	<b>55+</b>	<b>Total 15+</b>	<b>15-24</b>	<b>25-54</b>	<b>55+</b>	<b>Total 15+</b>	<b>15-24</b>	<b>25-54</b>	<b>55+</b>	<b>Total 15+</b>	<b>15-24</b>	<b>25-54</b>	<b>55+</b>
Nord-Aski	27.3	41.4	7.3	41.4	23.6	31.0	23.4	21.6	3.8	1.1	4.4	6.5	29.8	19.5	43.8	19.2	15.5	6.9	21.2	11.3
North Claybelt	23.5	40.5	9.3	30.9	30.1	31.0	27.3	32.1	4.1	1.5	3.5	5.3	29.6	19.5	39.4	24.2	12.7	7.5	20.5	7.5
Timmins	21.4	36.0	9.6	30.2	28.6	38.7	24.1	30.5	2.9	9.5	3.2	3.4	30.1	13.7	38.2	26.0	16.9	2.0	24.8	10.0
<b>Kirkland Lake</b>	<b>24.1</b>	<b>43.6</b>	<b>12.9</b>	<b>29.1</b>	<b>26.3</b>	<b>31.3</b>	<b>22.1</b>	<b>28.8</b>	<b>3.9</b>	<b>2.5</b>	<b>3.7</b>	<b>5.1</b>	<b>30.9</b>	<b>14.7</b>	<b>38.4</b>	<b>28.1</b>	<b>14.7</b>	<b>8.0</b>	<b>22.8</b>	<b>8.8</b>
South Temiskaming	22.0	42.8	10.9	25.8	27.9	30.2	21.4	32.4	4.3	3.8	2.9	6.5	29.9	15.1	41.1	24.3	15.8	8.2	23.7	11.1
Wakenagun	34.6	52.4	25.6	41.9	26.8	35.7	27.1	18.1	2.0	1.2	2.7	3.8	21.0	8.3	26.4	16.2	15.6	4.8	18.6	20.0
Superior East	24.6	34.4	11.8	32.2	29.5	36.1	27.2	30.4	3.6	3.3	5.3	3.3	29.2	14.8	36.4	26.4	13.2	11.5	19.3	7.7
FNETB	23.4	40.2	11.1	30.6	28.1	34.4	24.3	30.0	3.6	4.9	3.5	4.8	29.6	15.1	38.4	25.0	15.3	5.6	22.7	9.7
Ontario	14.8	30.6	6.2	19.7	26.4	41.0	18.4	31.0	2.7	0.9	2.5	3.6	22.2	10.4	25.5	22.3	33.9	17.1	47.4	23.4

Source: Statistics Canada Customized Census data (2016 and 2021)



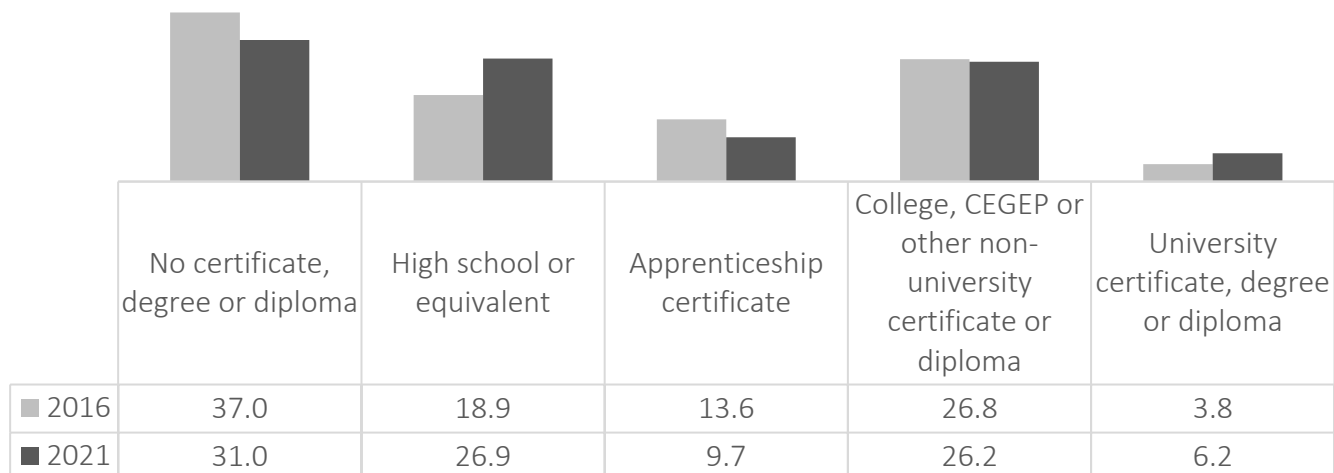
# EDUCATIONAL ATTAINMENT LEVELS – INDIGENOUS LABOUR FORCE 15+

**Educational Attainment Levels, by Gender, Indigenous Population 15+  
Kirkland Lake Region, 2021**



In 2021 educational attainment levels of the female Indigenous population in the Kirkland Lake region were higher than the educational attainment of Indigenous men, except in the categories of those with high school or equivalent and of those with apprenticeship or trade certificate.

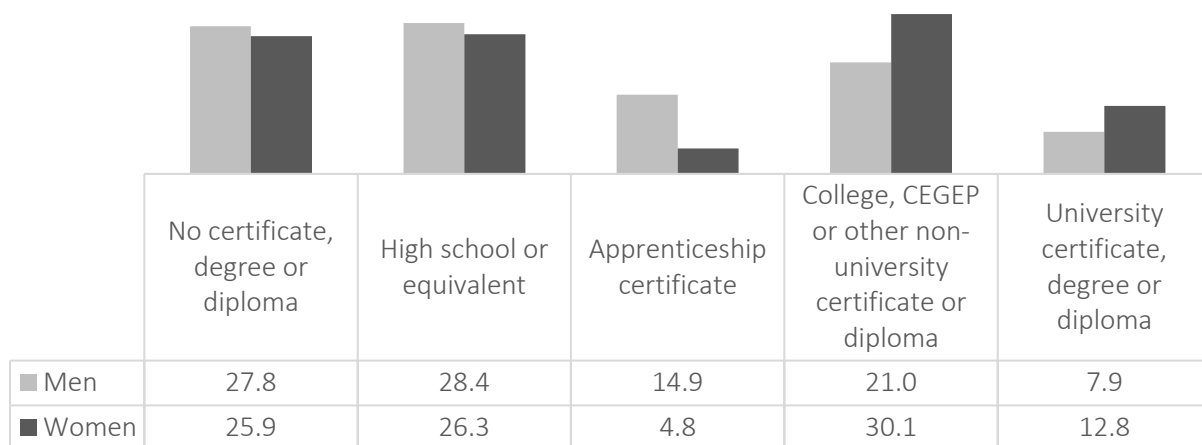
**Change in Educational Attainment Levels, Indigenous Population 15+  
Kirkland Lake Region, 2016 to 2021**



Between 2016 and 2021, educational attainment levels of the Indigenous population 15+ in the Kirkland Lake region improved in most categories with the exception of those with college, CEGEP or other non-university which remained the same, and those with apprenticeship or trades certificate which decreased.

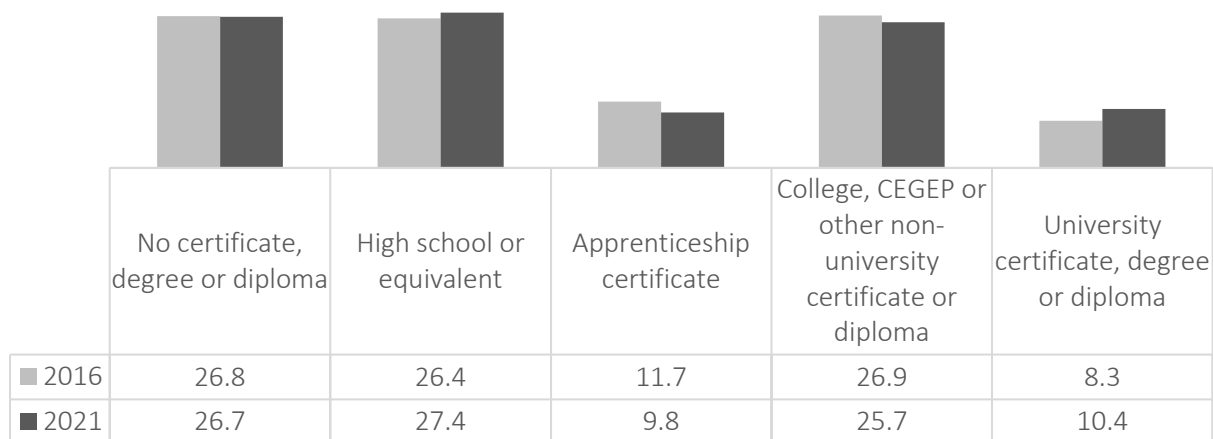
# EDUCATIONAL ATTAINMENT LEVELS –LABOUR FORCE 15+ WITH ACTIVITY LIMITATIONS

**Educational Attainment Levels, by Gender, Population 15+ with Activity Limitations, Kirkland Lake Region, 2021**



In 2021 educational attainment levels of the female population with activity limitations in the Kirkland Lake region were higher than the educational attainment of men within that same population in most categories with the exception of those with apprenticeship or trade certificate, and those with high school or equivalent.

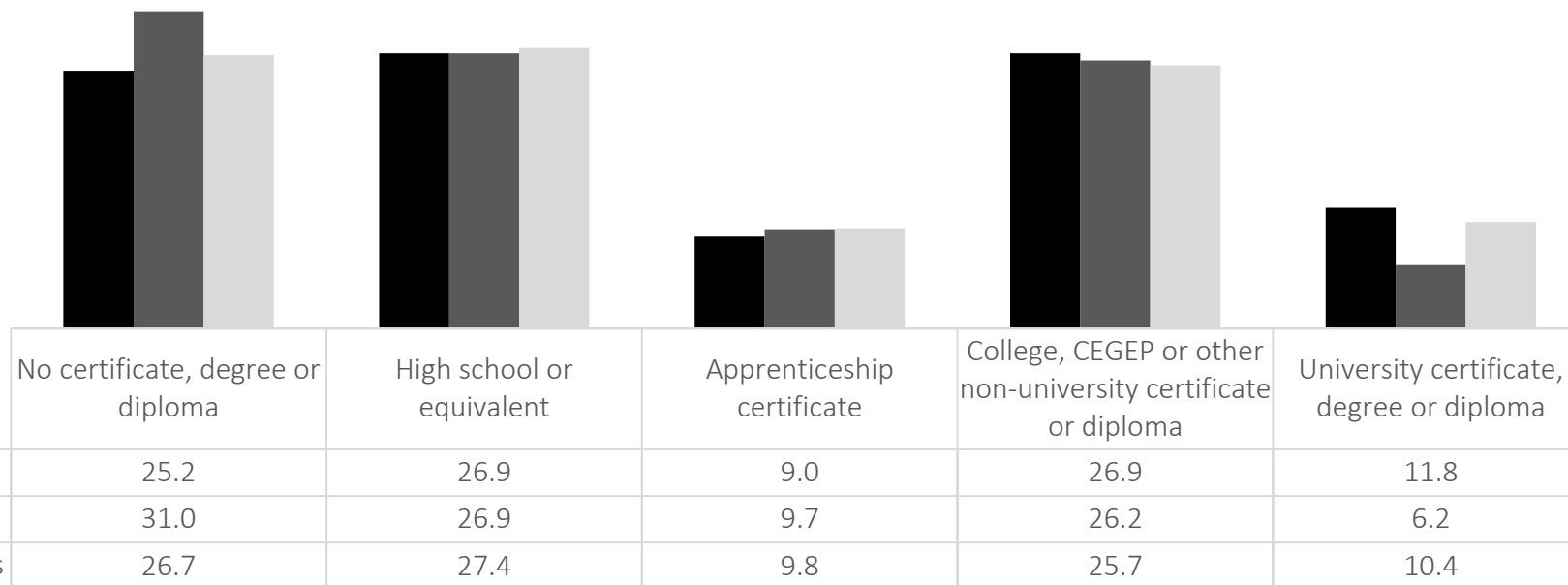
**Change in Educational Attainment Levels, Population 15+ with Activity Limitations, Kirkland Lake Region, 2016 to 2021**



A look at the change in the educational attainment of the population 15+ with activity limitations in the Kirkland Lake region shows that there was little change between 2016 and 2021 except in those with apprenticeship or trade certificate which decreased, and those with university certificate, degree or diploma which increased.

# EDUCATIONAL ATTAINMENT LEVELS

**Educational Attainment Levels, Population 15+  
Total, Indigenous and with Activity Limitations  
Kirkland Lake Region, 2021**



Customized data for the 2021 Census shows that the educational attainment levels of the Indigenous population 15+ in the Kirkland Lake region are close to those of the overall population 15+ except for those with no certificate, degree or diploma, and those with university certificate, degree or diploma.

Educational attainment levels of the population 15+ with activity limitations closely mirrors the educational attainment levels of the overall population 15+.

Population 15+ in the Labour Force, by Educational Attainment Levels, by Age and by CFDC, 2021

OVERALL POPULATION	No certificate degree or diploma				High school or equivalent				Apprenticeship or trades certificate or diploma				College, CEGEP or other non-university				University certificate, degree or diploma			
	Total 15+	15-24	25-54	55+	Total 15+	15-24	25 -54	55+	Total 15+	15-24	25-54	55+	Total 15+	15-24	25 - 54	55+	Total 15+	15-24	25-54	55+
<b>Nord-Aski</b>																				
Total	1,865	307	265	1,285	1,770	370	820	580	565	40	220	285	1,675	120	1,055	505	740	65	400	260
In the LF	30.8	45.6	71.7	19.5	69.5	85.1	82.3	40.5	67.3	100.0	95.6	43.9	1,225	87.5	87.2	39.6	80.4	100.0	95.5	48.1
<b>North Claybelt</b>																				
Total	4,600	970	855	2,765	5,540	765	2,075	2,690	1,840	35	685	1,115	4,085	310	2,470	2,025	1,985	110	1,155	710
In the LF	27.3	40.7	53.2	14.5	52.7	72.5	72.3	32.3	51.6	100.0	92.7	25.1	79.7	90.2	88.1	39.5	68.5	95.5	91.8	28.9
<b>Timmins</b>																				
Total	7,600	1,800	1,795	4,005	10,130	1,900	4,245	3,680	2,510	95	1,125	1,285	9,445	710	5,540	3,205	4,775	345	3,080	1,360
In the LF	34.3	37.8	58.2	21.7	64.8	77.1	85.6	39.5	60.8	84.2	86.2	37.4	74.0	89.4	89.8	42.9	78.0	82.6	94.3	39.7
<b>Kirkland Lake</b>																				
Total	3,670	810	945	1,970	3,915	555	1,585	1,775	1,315	40	485	795	3,910	190	1,950	1,765	1,720	85	1,035	580
In the LF	34.9	50.0	56.6	17.8	57.0	78.4	75.1	33.2	56.3	100.0	81.4	37.1	67.5	81.6	87.2	45.0	71.2	82.4	92.3	33.6
<b>South Temiskaming</b>																				
Total	3,530	740	785	2,000	4,145	600	1,440	2,095	1,155	75	360	720	3,865	240	2,000	1,600	1,825	85	995	725
In the LF	36.0	48.6	63.1	20.5	54.8	74.2	78.5	32.7	51.9	100.0	80.6	32.6	68.8	85.4	89.7	42.2	69.6	70.1	93.5	36.6
<b>Wakenagun</b>																				
Total	1,750	575	725	455	1,265	330	740	195	220	10	125	80	840	55	590	190	500	20	350	150
In the LF	29.4	15.7	41.4	26.4	56.9	56.1	54.7	64.1	72.7	0	76.0	62.5	73.8	72.7	77.1	63.2	89.0	100.0	94.3	73.3
<b>Superior East</b>																				
Total	1,580	265	325	995	1,560	215	625	715	575	30	275	270	1,445	80	775	580	570	50	315	185
In the LF	38.9	58.5	67.7	24.6	58.0	74.4	82.4	32.9	65.2	100.0	90.9	35.2	75.8	87.5	91.6	52.6	71.9	100.0	95.2	29.7
<b>FNETB</b>																				
Total	24,595	5,470	5,695	13,475	28,325	4,735	11,830	11,730	8,180	325	3,275	4,550	25,985	1,705	14,380	9,870	12,115	760	7,330	3,970
In the LF	33.0	40.7	56.9	19.6	59.5	75.2	76.5	35.8	57.8	92.3	86.9	34.3	71.1	87.4	88.5	43.3	74.5	86.2	93.6	37.8
<b>Ontario</b>																				
In the LF	32.8	29.6	61.4	21.2	57.7	64.0	77.3	35.7	60.6	80.8	86.8	37.5	71.1	83.3	87.6	45.0	76.4	78.6	89.9	47.4

# TEMISKAMING DISTRICT - EMPLOYMENT SERVICES

### ES – Number of Clients Temiskaming District

	Unassisted	ES Assisted
■ 2021-2022	1084	399
■ 2022-23	1760	566
■ 2023-2024	2981	619

### Clients by Gender Temiskaming District

	Female	Male
■ 2021-2022	180	219
■ 2022-2023	212	351
■ 2023-2024	257	358

### Clients by Age Group Temiskaming District

	15-24	25-44	45-64	65+
■ 2021-2022	123	170	102	
■ 2022-2023	133	255	166	12
■ 2023-2024	139	295	178	

### ES Clients by Educational Attainment Temiskaming District

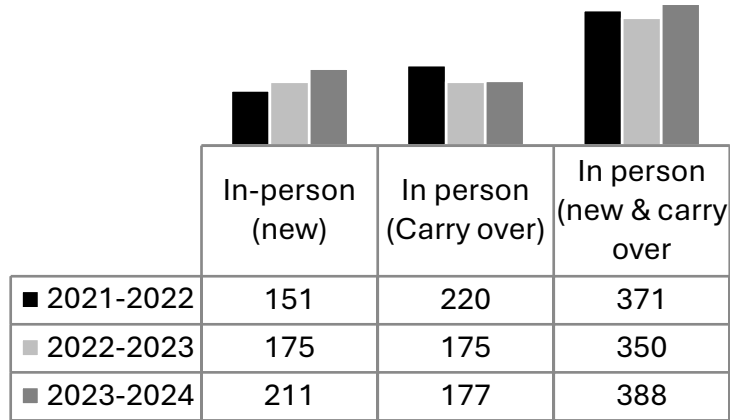
	Less than Grade 9	Less than Grade 12	Completion of secondary	Cert of apprenticeship Journey person	Completion of college	Completion of university	Other
■ 2021-2022	77	131		111	16	51	
■ 2022-2023	109	222	17	130	21	55	
■ 2023-2024	132	237		138	18	63	

### ES Clients by Designated Group Temiskaming District

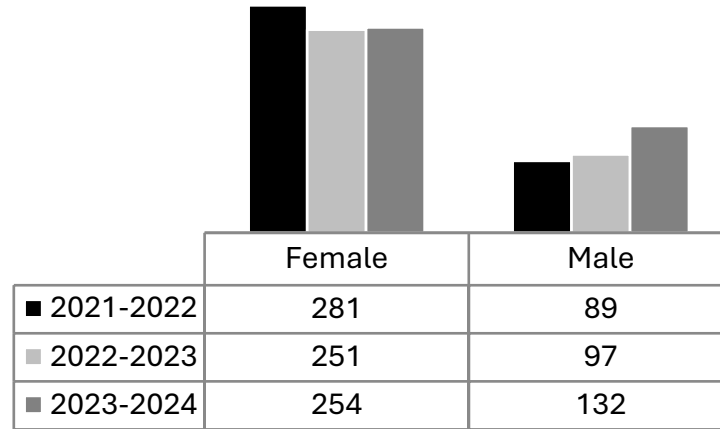
	Newcomer	Persons with disabilities	Indigenous	Francophone
■ 2021-2022	0	69	42	55
■ 2022-2023	18	112	47	77
■ 2023-2024	12	138	73	97

# TEMISKAMING DISTRICT – LITERACY AND BASIC SKILLS

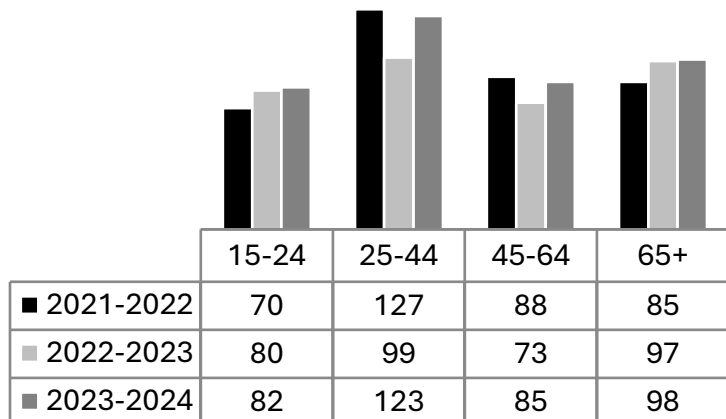
**LBS Number of Clients  
Temiskaming District**



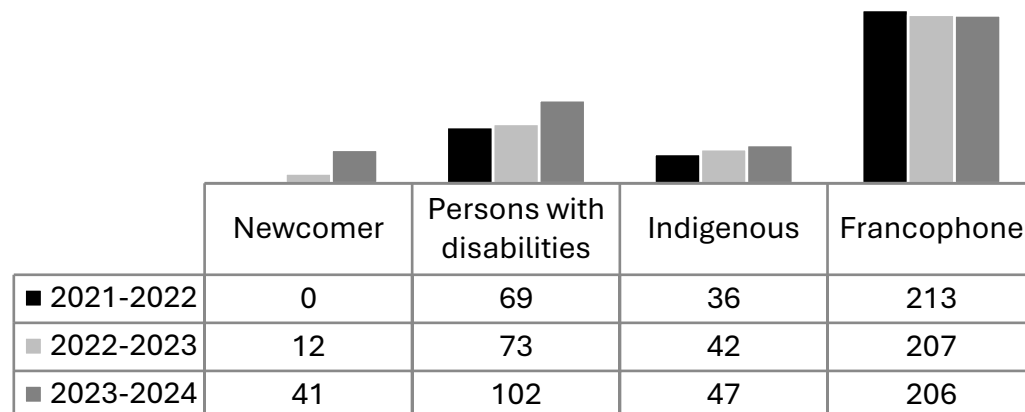
**Clients by Gender  
Temiskaming District**



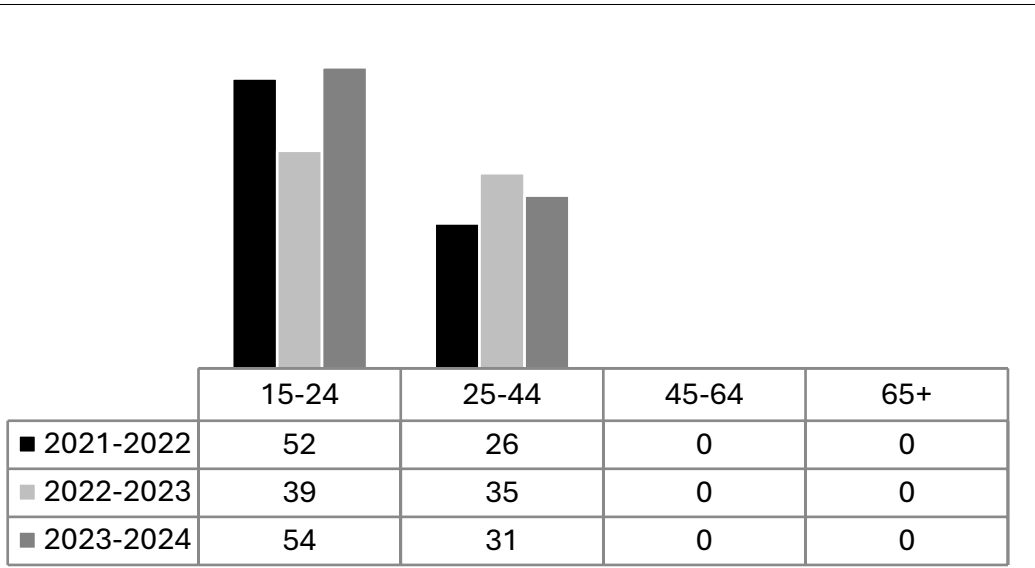
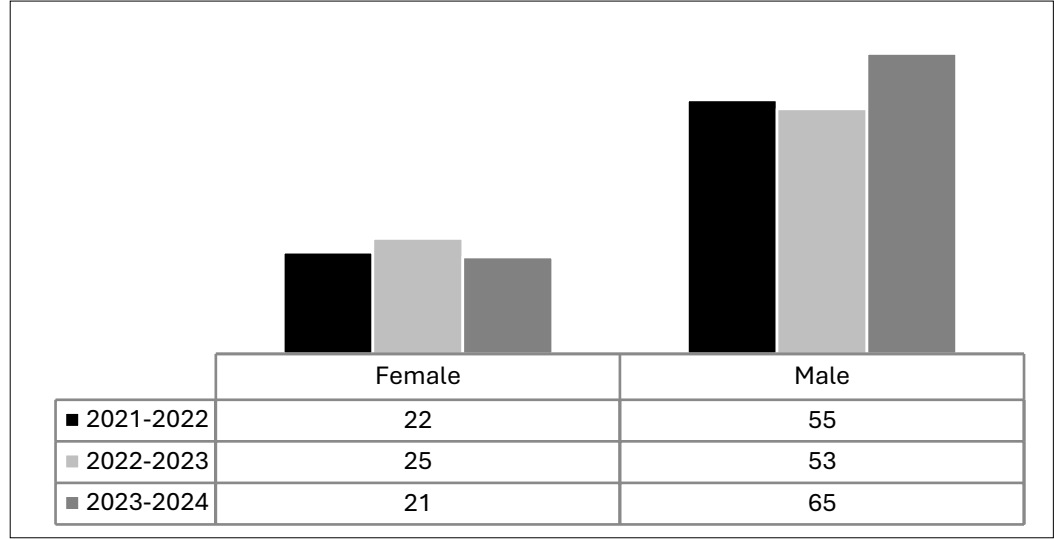
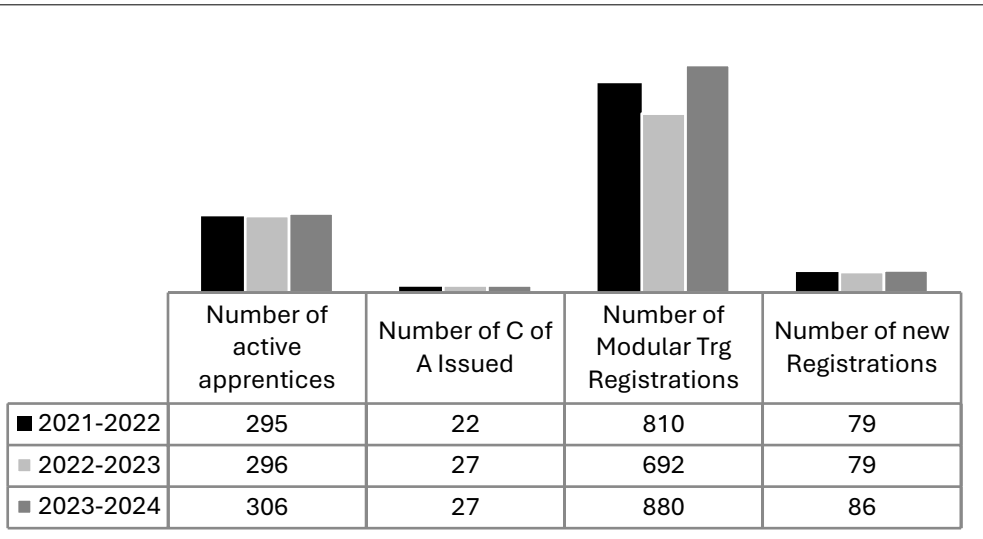
**LBS Clients by Age  
Temiskaming District**



**LBS Clients by Designated Group  
Temiskaming District**



# TEMSKAMING DISTICT - APPRENTICESHIP



	2021-2022	2022-2023	2023-2024
Plumber			
Electrician: construction and maintenance	X	X	X
Automotive service technician			X
Truck and coach technician			
Hairstylist			
General carpenter			
Heavy duty equipment technician			
Industrial mechanic millwright		X	X
Welder	X		
Child development practitioner		X	X
Educational assistant			



# OVER TO YOU

Based on the summary data that we just looked at on the labour market demand and supply in the Kirkland Lake region:

1. How does this summary reflect what you know of or what you observe within your organization, network or community?
2. Is this information useful for you/your organization's planning process? How?
3. What additional information would you need to inform your training and employment planning decisions?



**THANK  
YOU!**

**MERCI!**



**FAR NORTHEAST TRAINING BOARD (FNETB)**  
**your local labour market planning network**

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**COMMISSION DE FORMATION DU NORD-EST (CFNE)**  
**votre réseau local de planification du marché du travail**