



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



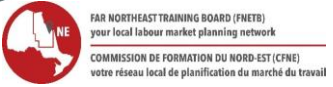
# **KIRKLAND LAKE**

## **Local Labour Market Planning**

January 2025



# 2024-2025 Local Labour Market Planning Process



## 2024 VIRTUAL LABOUR MARKET PLANNING MEETINGS

**Working Together to find solutions**

As many of us get ready to develop our plans for the next year, the Far Northeast Training Board is pleased to invite you to its annual local labour market planning meetings.

Join us as we look at the most recent labour market indicator data and discuss local priorities for your community. We look forward to a productive discussion with you and other local stakeholders.

### Who should attend?

Employment counsellors, job developers, employment and training program managers, educators and trainers, employers, community and government leaders and stakeholders. Anyone interested in contributing to growing our workforce to meet the local demand.

**Please register Monday, November 18, 2024**

To register return the attached form or register online [Add link](#)

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

**PLEASE BE SURE TO CHECK THE MEETING(S) YOU PLAN TO ATTEND. UPON REGISTRATION YOU WILL RECEIVE A CONFIRMATION AND LINK.**



# Attended by 110 stakeholders



# 73 responses received



## FAR NORTHEAST TRAINING BOARD (FNETB) 2024-25 LOCAL LABOUR MARKET PLANNING PROCESS

As a follow-up to the first planning meetings that were held in November and in preparation for a second round of meetings in January, we are asking local stakeholders to help us prioritize labour market planning strategies identified locally.

The results of this exercise will ensure that the January planning meetings focus on specific and concrete actions related to the priorities identified for your community and for the region.

The priorities are listed under the following headings:

- Labour market information
- Education and training
- Recruitment and retention
- Diversity and inclusion
- Employment and training service delivery

We hope you will take a few minutes to rate the strategies listed below. Feel free as well to highlight other strategies that are not on this list and that you deem important for your community.

We thank you in advance for your ongoing support and contribution to this local labour market process

**PLEASE COMPLETE AND SUBMIT YOUR RESPONSE BY MONDAY, DECEMBER 16<sup>TH</sup>.**

# Local Labour Market Planning – NEXT STEPS

## LLMP Meetings (Part 2)

(January 2025)

Validation of local priorities

Identify action items

Update on upcoming FNETB activities

COMMUNITY	MEETING DATE	FORMAT	TIME
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Kapuskasing	January 23, 2025	Virtual	1:00 – 2:30
Chapleau	January 24, 2025	Virtual	9:00 – 10:30

**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

## Finalize LLMP Report

(February 2025)

# Online Stakeholder Survey to Prioritize Proposed Strategies

(December 2024)

The survey conducted between December 5 – 16, 2024

Stakeholders were asked to rank strategies under five headings:

1. Labour market information
2. Education and training
3. Recruitment and retention
4. Diversity and inclusion
5. Employment and training service delivery

A total of 73 responses were received.

Results are presented under each heading for the region, by community, and by group.

To determine local priorities, the strategies were ranked using a numerical formula which gave a +2 to each 'Very important' assessment, +1 for 'Important', -2 for "Less important'.

The total score was divided by the total number of respondents for each item, resulting in an average score, listed in the tables below.



## 1. LABOUR MARKET INFORMATION

- 1.1 Communicate local labour market information regularly and strategically – adapted to the needs and uses of various audiences and stakeholders, including educators/trainers, students, parents, job seekers employers, municipalities, service providers, etc.
- 1.2 Provide opportunities for various stakeholders to acquire the basic knowledge to understand and apply labour market information to their own training and workforce planning context.
- 1.3 Highlight and promote the range of local employment opportunities – in various industries from entry level to senior positions.
- 1.4 Host career exploration events and activities (job fairs, networking events, panel presentations, etc.).

	ENGLISH	FRENCH	TOTAL	CHAPLEAU	COCHRANE / I. FALLS	HEARST	JAMES BAY COAST	KAPUSKASING	KIRKLAND LAKE	TEMISKAMING SHORES	TIMMINS	BUSINESS	GOVERNMENT FED/PROV	MUNICIPALITIES	EO SERVIC PROVIDERS	LBS	POST SECONDARY	SCHOOL BOARDS	HEALTH / SOCIAL SERVICES	INDIGENOUS
1.1	1.76	1.87	1.78	2.0	1.33	2.0	1.50	1.90	1.80	1.88	1.81	1.87	1.80	1.83	1.67	1.86	1.92	2.0	2.0	0.50
1.2	1.63	1.53	1.61	1.83	1.17	1.80	2.0	1.60	1.53	1.75	1.71	1.80	1.70	1.83	2.0	1.86	1.70	1.86	1.25	0.50
1.3	1.76	1.93	1.79	2.0	1.58	2.0	2.0	1.90	1.80	1.69	1.81	2.0	1.80	2.0	1.92	1.71	1.85	1.86	2.0	1.0
1.4	1.72	1.73	1.72	1.83	2.0	1.90	2.0	1.80	1.73	1.75	1.61	2.0	1.90	1.83	1.83	1.57	1.77	1.71	2.0	2.0



- 2. EDUCATION AND TRAINING**
- 2.1 Build stronger linkages between education and industry.
- 2.2** Offer more training opportunities locally that align with the needs of local industries.
- 2.3 Link students with employers before they complete their training to build relationships that could translate to a better understanding of local opportunities and requirements in the local labour market.
- 2.4 Promote the various pathways to employment, including apprenticeship and entrepreneurship.

	ENGLISH	FRENCH	TOTAL	CHAPLEAU	COCHRANE / I. FALLS	HEARST	JAMES BAY COAST	KAPUSKASING	KIRKLAND LAKE	TEMISKAMING SHORES	TIMMINS	BUSINESS	GOVERNMENT FED/PROV	MUNICIPALITIES	EO SERVIC PROVIDERS	LBS	POST SECONDARY	SCHOOL BOARDS	HEALTH / SOCIAL SERVICES	INDIGENOUS
2.1	1.87	1.93	1.81	2.0	1.83	1.90	2.0	1.80	1.87	1.75	1.86	2.0	1.80	1.83	1.92	1.93	2.0	1.71	1.75	1.75
2.2	1.89	2.0	1.84	2.0	1.92	1.90	2.0	2.0	1.93	1.81	1.90	1.67	1.90	2.0	2.0	1.93	2.0	1.86	1.75	2.0
2.3	1.93	2.0	1.86	1.83	1.92	2.0	2.0	1.80	1.67	1.57	1.81	1.67	1.50	1.67	1.92	1.86	2.0	1.86	1.50	2.0
2.4	1.87	1.67	1.75	2.0	2.0	2.0	2.0	1.90	1.73	1.75	1.76	2.0	1.60	1.83	2.0	2.0	2.0	2.0	1.75	2.0

### 3. RECRUITMENT AND RETENTION

3.1 Increase the recruitment and retention of workers by communicating local employment opportunities, including skills required, work conditions, salaries, etc.

3.2 Increase the number of experiential learning opportunities for secondary and postsecondary students, and for the unemployed and under-employed.

3.3 Connect with postsecondary institutions to promote opportunities available locally for future graduates.

3.4 Develop initiatives to encourage-retired workforce to act as mentors/trainers for the newer generation of workers.

3.5 Support local projects that focus on the hiring of specific workers (immigrants, Indigenous, Francophone, youth).

3.6 Bridge the gap between employers' expectations of new employees, and employees' changing expectations.

3.7 Address the obstacles to worker recruitment and retention (housing, transportation, childcare).

3.8 Provide support to businesses for succession planning (workforce and business succession planning).

3.9 Develop attraction and retention strategies to grow the local population and workforce.

	ENGLISH	FRENCH	TOTAL	CHAPLEAU	COCHRANE / I. FALLS	HEARST	JAMES BAY COAST	KAPUSKASING	KIRKLAND LAKE	TEMISKAMING SHORES	TIMMINS	BUSINESS	GOVERNMENT FED/PROV	MUNICIPALITIES	EO SERVIC PROVIDERS	LBS	POST SECONDARY	SCHOOL BOARDS	HEALTH / SOCIAL SERVICES	INDIGENOUS
3.1	1.85	2.0	1.75	1.83	1.92	2.0	2.0	2.0	1.87	2.0	1.81	1.87	2.0	1.83	1.83	1.79	1.85	1.86	2.0	2.0
3.2	1.83	1.67	1.67	1.83	1.75	1.80	2.0	1.40	1.87	1.81	1.76	1.50	1.90	1.33	1.92	2.0	1.92	1.86	1.75	1.75
3.3	1.83	1.73	1.68	2.0	1.83	2.0	2.0	1.80	1.87	1.88	1.67	2.0	1.80	2.0	2.0	1.93	2.0	1.86	1.75	2.0
3.4	1.41	1.20	1.27	1.0	1.50	1.20	0.0	1.10	1.93	1.25	1.29	1.75	1.80	1.17	1.25	1.57	1.15	1.14	1.50	2.0
3.5	1.40	1.60	1.34	1.17	2.0	1.90	1.50	1.60	1.33	1.57	1.33	1.62	1.80	1.67	1.0	1.43	1.54	1.14	1.0	1.50
3.6	1.64	1.20	1.44	2.0	1.25	1.40	1.50	1.20	1.47	1.57	1.43	1.87	1.80	1.5	1.92	1.50	1.54	1.29	1.75	1.25
3.7	1.89	1.73	1.75	2.0	1.92	2.0	2.0	1.80	1.93	1.94	1.95	1.87	2.0	1.83	1.92	1.86	2.0	2.0	2.0	2.0
3.8	1.43	1.60	1.37	2.0	1.33	1.80	2.0	1.40	1.20	1.50	1.09	1.80	1.80	1.17	1.92	1.64	1.38	1.29	1.75	1.25
3.9	1.78	1.60	1.62	1.83	1.42	1.90	2.0	1.90	1.67	1.62	1.86	2.0	1.50	1.83	1.83	1.71	1.62	1.71	1.75	1.75

#### 4. DIVERSITY AND INCLUSION

- 4.1 Ensure that social, health and cultural resources and services are in place to support people with barriers to employment.
- 4.2 Highlight the advantages of culturally and demographically diverse workforce.
- 4.3 Increase skills training and retraining for those who may not be represented to the fullest potential in the local labour market (Indigenous, persons with disabilities, youth).
- 4.4 Ensure that under-represented groups are aware of and have access to the support that they need to obtain and maintain employment.

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4.1	1.75	1.33	1.69	1.83	1.67	1.80	2.0	1.60	1.87	1.81	1.81	1.75	1.90	1.0	1.83	1.79	1.92	1.71	1.75	1.75
4.2	1.50	1.27	1.44	1.83	1.42	1.70	2.0	1.30	1.67	1.31	1.33	1.62	1.70	1.0	1.75	1.64	1.70	1.0	1.75	1.0
4.3	1.85	1.40	1.75	1.83	1.92	1.80	2.0	1.40	1.87	1.75	1.76	1.62	1.90	1.0	1.92	1.93	1.85	1.57	1.75	1.75
4.4	1.73	1.40	1.66	1.83	1.83	1.90	2.0	1.40	1.60	1.44	1.76	1.75	1.40	1.17	1.92	1.86	1.77	1.57	1.75	1.75



## 5. EMPLOYMENT AND TRAINING SERVICE DELIVERY

- 5.1 Ensure that program design, funding and deliverables allow the flexibility to adapt to the local needs and realities of the individual communities.
- 5.2 Provide more networking opportunities for service providers to discuss gaps, duplications, strategies for better coordination of programs and services
- 5.3 Address local service gaps and duplications.
- 5.4 Develop common collective marketing of local programs and services across the region to avoid client confusion and to increase uptake.

	ENGLISH	FRENCH	TOTAL	CHAPLEAU	COCHRANE / I. FALLS	HEARST	JAMES BAY COAST	KAPUSKASING	KIRKLAND LAKE	TEMISKAMING SHORES	TIMMINS	BUSINESS	GOVERNMENT FED/PROV	MUNICIPALITIES	EO SERVIC PROVIDERS	LBS	POST SECONDARY	SCHOOL BOARDS	HEALTH / SOCIAL SERVICES	INDIGENOUS
5.1	1.75	1.33	1.69	1.83	1.83	1.90	1.50	1.80	2.0	1.63	1.62	1.62	2.0	1.83	1.92	1.86	1.92	1.14	1.75	1.75
5.2	1.50	1.27	1.44	2.0	1.75	1.70	1.50	1.80	1.93	1.81	1.62	1.25	1.90	1.67	2.0	1.86	1.92	1.57	1.0	1.75
5.3	1.85	1.40	1.75	2.0	1.92	1.40	2.0	1.50	1.93	1.81	1.39	1.62	2.0	1.67	1.92	2.0	1.69	1.86	1.0	2.0
5.4	1.73	1.40	1.66	2.0	1.67	1.60	1.50	1.60	2.0	1.94	1.43	1.75	2.0	1.67	2.0	1.93	1.62	1.86	1.0	1.0

# Recap – Kirkland Lake priorities

## **1. LABOUR MARKET INFORMATION**

- 1.1 Communicate local labour market information regularly and strategically – 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 Highlight and promote the range of local employment opportunities – in various industries from entry level to senior positions.

## **2. EDUCATION AND TRAINING**

- 2.2 Offer more training opportunities locally that align with the needs of local industries.

## **3. RECRUITMENT AND RETENTION**

- 3.4 Develop initiatives to encourage-retired workforce to act as mentors/trainers for the newer generation of workers.
- 3.7 Address the obstacles to worker recruitment and retention (housing, transportation, childcare).

## **4. DIVERSITY AND INCLUSION**

- 4.1 Ensure that social, health and cultural resources and services are in place to support people with barriers to employment.
- 4.3 Increase skills training and retraining for those who may not be represented to the fullest potential in the local labour market (Indigenous, persons with disabilities, youth).

## **5. EMPLOYMENT AND TRAINING SERVICE DELIVERY**

- 5.1 Ensure that program design, funding and deliverables allow the flexibility to adapt to the local needs and realities of the individual communities.
- 5.4 Develop common collective marketing of local programs and services across the region to avoid client confusion and to increase uptake.



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# **FNETB Proposed Deliverables for 2025-2026**

# WORKING TOGETHER CONFERENCE

The 2025 conference will have a special focus on services such as mental health, substance abuse, housing, daycare, crisis centers, child and family services, food banks, etc.

**WORKING  
TOGETHER**

to improve communication, collaboration and coordination

## LOCAL APPRENTICESHIP FORUMS

A forum for professionals and industry leaders to discuss forward-thinking and action-oriented strategies to meet the local demand in the skilled trades



## NORTHEASTERN ONTARIO EMPLOYER SURVEY



A survey on issues related to HR recruitment, training and retention for each of the four NE workforce planning boards and for the the entire Northeastern Ontario region.

## LMI WORKSHOPS

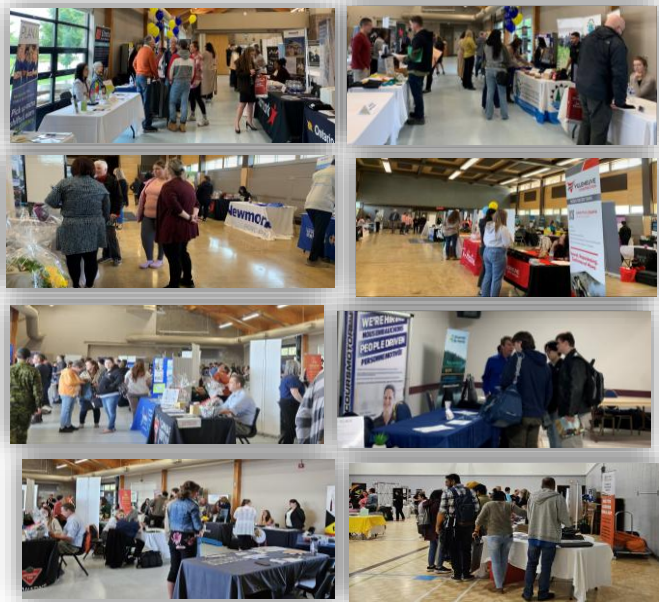
Interactive presentations and exercises on to help local services providers and stakeholders to have a basic understanding of local LMI and how to use it in an employment and training planning context.



# EXPLORE

YOUR OPTIONS

## Job Fairs



## NETWORKING AND INFORMATION SHARING BREAKFASTS

An opportunity for employers / HR professionals and local service providers and stakeholders to network and discuss local labour market needs, challenges and opportunities.

# EXPLORE

YOUR OPTIONS  
IN MINING

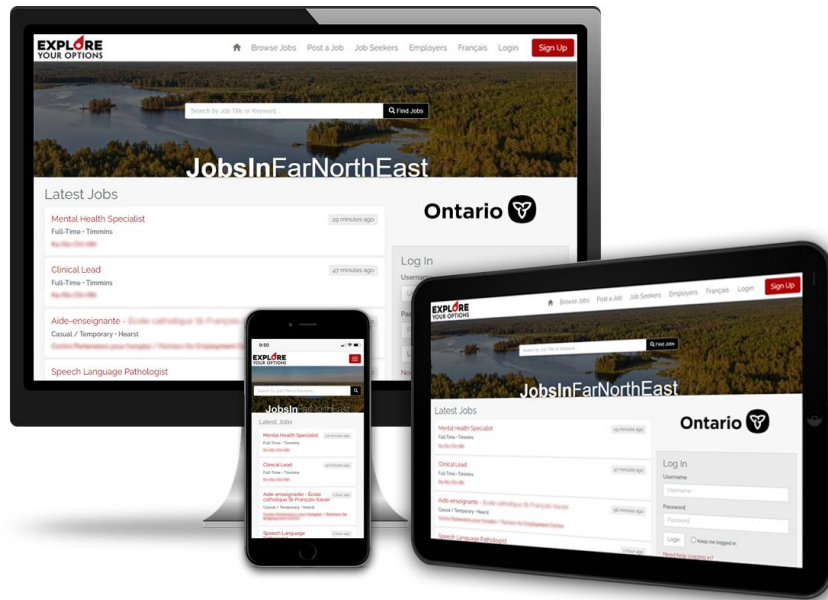
June 4, 2025

From 10:00 am – 4:00 pm





# Looking for workers? Looking for work?



[jobsinfartheast.com](http://jobsinfartheast.com)



		<b>FNETB REGION</b>
<b>NOC</b>	<b>OCCUPATIONS</b>	<b># OF POSTS 2024</b>
42201	Social and community service workers	541
41221	Elementary school and kindergarten teachers	434
43100	Elementary and secondary school teacher assistants	312
31301	Registered nurses and registered psychiatric nurses	289
13110	Administrative assistants	272
41220	Secondary school teachers	352
45100	Student monitors, crossing guards and related occupations	80
73300	Transport truck drivers	152
41300	Social workers	312
42202	Early childhood educators and assistant	132
65312	Janitors, caretakers, and heavy-duty cleaners	135
64100	Retail salespersons and visual merchandisers	171
32101	Licensed practical nurses	159
33102	Nurses aides, orderlies and patient services associates	96
41301	Therapist in counselling and related specialized therapies	73
72410	Automotive service technicians, truck and bus mechanics	83
72401	Heavy-Duty equipment mechanics	116
64409	Other customer and information services representatives	101
65201	Food counter attendants, kitchen helpers and related	111
14200	Accounting and related clerks	67
73400	Heavy equipment operators	94
41320	Educational counsellors	53
75110	Construction trades helpers and labourers	62
65311	Specialized cleaners	32
14401	Storekeepers and parts persons	55



# LOCAL LABOUR MARKET PLANNING/ PLANIFICATION LOCALE

ANALYZE  
LMI



ANALYSE DE  
L'IMT

ONLINE  
CONSULTATION



CONSULTATION  
EN LIGNE

April to March / avril à mars

GROUP  
DISCUSSIONS



DISCUSSIONS DE  
GROUPES

February  
Février

RAPPORT  

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REPORT  

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[Hand holding a pen]

**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**