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TEMISKAMING SHORES

2024-2025

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 16TH.

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 |
|-------------------------|------------------|---------|--------------|
| Temiskaming Shores | January 21, 2025 | Virtual | 9:00 – 10:30 |
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| Hearst | January 23, 2025 | Virtual | 9:00 – 10:30 |
| 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 SERVICIE 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.

| | 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 |
|-----|---------|--------|-------|----------|---------------------|--------|-----------------|-------------|---------------|--------------------|---------|----------|------------------------|----------------|---------------------|------|----------------|---------------|-----------------------------|------------|
| 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 – Temiskaming Shores 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.

2. EDUCATION AND TRAINING

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

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

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.

5. EMPLOYMENT AND TRAINING SERVICE DELIVERY

- 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

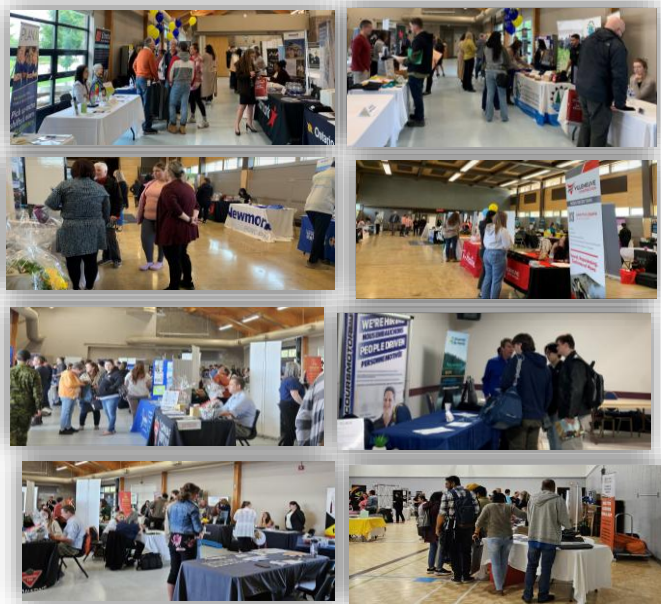
Interactive presentations and exercises on to help local services providers and stakeholders to have a basic understanding of local LMI and how to use it in an employment and training planning context.



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

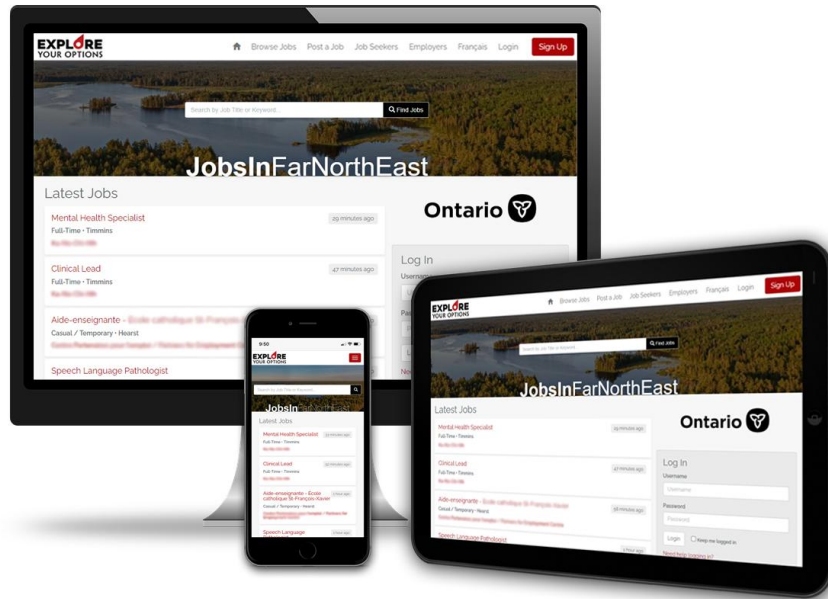
YOUR OPTIONS
IN MINING

June 4, 2025

From 10:00 am – 4:00 pm



Looking for workers? Looking for work?



jobsinfartheast.com



| | | FNETB REGION |
|------------|--|--------------------------------|
| NOC | OCCUPATIONS | # OF POSTS 2024 |
| 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
GROUPE

February
Février

RAPPORT

REPORT



**THANK
YOU!**

MERCI!



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