WORKING TOGETHER

2024 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

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The information presented in this report is current at the time of its release.

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

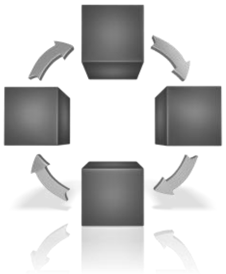
Collect, analyze and disseminate labour market information to highlight key local labour market conditions, opportunities and priorities.

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

2024-2025 Local Labour Market Plan Update

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2024-2025 Local Labour Market Plan Update

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 promotes evidence-based planning to help ensure that the planning of local workforce programs, services, and interventions are informed by the most current, relevant, and reliable labour market information. It also reflects locally identified priorities related to:

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

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 initiatives that lead to:

- better LMI.
- a better alignment of education and training with the needs of local industries.
- the attraction and retention of skilled workers to meet local labour market demand
- an inclusive and diverse workforce.
- more coordinated, relevant, and responsive employment and training services.

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 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 local intelligence. The data gathering and analysis is ongoing throughout the year.

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. The following labour market planning outreach activities were conducted in 2024-2025:

- Seven virtual meetings between November 21 and 28, 2024 to present labour market indicator data (110 stakeholders attended).
- An online survey conducted between December 6 and 15, 2024 to prioritize the proposed local strategies (73 stakeholders responded).
- Seven virtual meeting between January 21 to 24 to validate local priorities (96 stakeholders attended)

Beyond the local labour market planning outreach activities mentioned above, the FNETB also collects input from local stakeholders throughout the year during other meetings and events. In 2024-2025, those included:

- Working Together Conference in Timmins on October 2 and 3 (127 stakeholders attended).
- Six networking breakfasts for employers and service providers (134 stakeholders attended).
- Seven job fairs across the region (a total of 248 exhibitors and 1,502 visitors across the region).

The range of outreach activities conducted over the course of this past year allow 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 workforce.

Section 1 of this 2024-2025 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.

Section 2 of the report provides a summary of the input collected from local employers, from employment, training, and related service providers, and from community organizations and leaders. Together, the data contained in Section 1 and the local knowledge and expertise of a variety of stakeholders allow us to identify common local goals and priorities.

In 2024, employer input was collected through one-on-one interviews, panel presentations at workforce related events, employer networking meetings, local planning meetings, and an online survey conducted in the fall.

Across the region, employer feedback revolves around the same broad themes that were highlighted in 2023: the lack of skilled workers, competition for talent, changing work expectations, and diversity in the workplace.

Lack of skilled workers: Employers continue to highlight the lack of skilled workers as it relates to both the actual number of workers applying for positions, and the lack of basic skills of the job applicants.

High turnover**:** The wide range of jobs that are available in various industries results in a higher turnover rate as people have options and continually look for different sometimes better wages and working conditions. In some cases, the constant turnover is attributed to workers feeling overwhelmed as they are asked to back fill positions that remain vacant for extended periods because of the lack of skilled workers.

Competition for talent:: Employers from different industries are competing for the same small pool of workers.The shortage of workers is not unique to our region. Consequently, industries and communities alike need to find creative and innovative incentives to attract workers and families to the Northeastern Ontario region.

Changing work expectations: Workers today are better positioned to negociate and the current labour shortages provide them with the leverage to do so. An increase number of employers seem to be more receptive and more willing to adapt to the increasing demands for flexibility and better work-life balance.

Diversity in the workplace: Most employers 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 continue to raise the issues related to the lack of amenities in the communities to accommodate new residents and/or workers who would like to relocate to the region(housing, daycare, transportation).

When employers are asked about strategies that are in place or that they plan to put in place to address the workforce shortages an increasing number of employers mention two things restructuring and technology.

Although not all employers are fully on board with the adoption of technology, an increasing number of industries view it as a means to address the labour shortage. Technology and automation have and will continute to have an impact on jobs. In some cases it results in downsizing as fewer workers are needed to perform the work. In other cases it requires workers with different skills sets.

An increasing number of employers indicate that they will look at restructuring their operations.The goal of the restructuring is to investigate how to deliver their products and services with a smaller workforce through pairing tasks, reducing hours of business, out-sourcing certain tasks and offering remote work opportuntiies.

Discussions with emloyment and training service providers highlight ongoing challenges related to helping their clients achieve positive employment outcomes. Some of the ongoing challenges mentioned include:

- Increase in the number of clients (job seekers) with personal social and health barriers to employment.
- 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).

The results of this year’s planning process again highlight the need to continually communicate local employment opportunities and requirements to ensure that a trained and skilled workforce is available to meet the needs of local industries.

Stakeholders highlight the need to communicate the 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 job market, particularly to youth and to all who could or should be more engaged in the local labour market.

The data analysis and the local input collected from various stakeholders over the course of the last year led to the identification of the local priorities that are outlined in Section 3. They fall under five key themes:

Labour market information - The use of evidence is increasingly being promoted and required for program and service planning and development. Local industry and community leaders, stakeholders, and decision makers must have access to current and timely local labour market information or ‘evidence’ to make sound and economically viable decisions regarding programming, planning, training, resource allocation and community development.

Education and training - The world of work is changing, and ‘jobs for life’ are a thing of the past. The job market now could require that workers move from project to project, from employer to employer, and from periods working to periods of learning. Workers must have the ability to continually develop and improve their skills and knowledge to perform effectively and adapt to changes in the workplace. Access to training programs that are relevant and adapted to the local needs is essential.

Recruitment and retention - With fewer young workers entering the workforce, continued out-migration and an ageing workforce, workers are in short supply. Demographic trends combined with the changing and growing demand in certain industries are sure to have serious impacts on the number of workers available for current and future labour market needs.

Diversity and inclusion - Considering current and anticipated skills shortages, it becomes increasingly important to address the needs of people with social barriers to employment (lack of self-confidence, mental health, addiction), and for those who are currently under-represented in the labour market (Indigenous, youth, older workers, immigrants, persons with disabilities). Meeting the demands of the local labour market will require that more attention be paid to ensuring diversity and inclusiveness.

Employment and training services delivery - Addressing gaps and duplications and ensuring consistency on how programs and services are delivered has the potential to ensure that they are used to their full potential. Ensuring that local employers can hire and train the workers that they need to remain competitive, and that individuals who wants to enter or re enter the labour market receive the supports that they need to achieve their employment outcomes would be greatly facilitated with a more coordinated and seamless delivery of employment and training programs at all levels.

Those priorities will guide the work of the FNETB and of local stakeholders in the coming months in an ongoing collective effort to address the needs of local employers.

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 required 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 distribution and employment change by industry
- Employment by occupation – total employment distribution and employment change 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 the number of regional job postings
- Income – median income of individuals who 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 2024, there were 6,152 businesses in the Cochrane District. Businesses with ‘0’ employees, make up almost two thirds (62.3%) of the total number businesses in that district. Micro and small businesses come next representing respectively 15.9% and 20.8% of the total number of businesses.

TEMISKAMING DISTRICT

In the Timiskaming District, there were 2,692 businesses in June 2024. At 63.9%, businesses with ‘0’ employees make up the largest proportion of businesses in that district as well. Micro and small businesses represent respectively 16.8% and 18.7% of the total number of businesses.

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. Compared to Ontario, the percentage of small business with 5-99 employees is much higher in the Cochrane District and the Timiskaming District.

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

June 2024	COCHRANE DISTRICT		TIMISKAMING DISTRICT		ONTARIO
	#	% of total	#	% of total	% of total
0 employees	3,835	62.3	1,719	63.9	72.9
1-4 employees (Micro)	977	15.9	453	16.8	15.9
5-99 employees (Small)	1,278	20.8	503	18.7	0.76
100-499 employees (Medium)	52	0.8	15	0.6	0.5
500+ employees (Large)	10	0.2	2	0.1	0.1
Total	6,152	100.0	2,692	100.00	

Source: Statistics Canada, Canadian Business Counts

In the Cochrane District the following 5 industries represent more than half of the total number of businesses. In 2024, they represented 52.6% of the total number of businesses:

Real Estate and Leasing
Retail Trade
Health and Social Assistance
Construction
Personal Household Services.

In the Timiskaming District the following 5 industries represent more than half of the total number of businesses. In 2024, they represented 55.1% of the total number of businesses

Real Estate and Leasing
Agriculture, forestry, fishing and hunting
Construction
Retail trade
Personal household services.

Table 2 –Number of Businesses by Industry, June 2022 to June 2024

	NAICS	COCHRANE DISTRICT			TIMISKAMING DISTRICT		
		2022	2023	2024	2022	2023	2024
11	Agriculture, forestry, fishing, and hunting	274	278	299	**343**	**346**	**341**
21	Mining, and oil and gas extraction, quarrying	60	71	65	41	35	34
22	Utilities	50	48	50	11	10	11
23	Construction	**505**	**520**	**510**	**247**	**240**	**244**
31-33	Manufacturing	99	96	107	56	59	64
41	Wholesale trade	126	126	129	47	47	48
44-45	Retail trade	**552**	**568**	**558**	**214**	**224**	**233**
48-49	Transportation and warehousing	272	286	288	130	131	126
51	Information and cultural services	52	49	49	20	20	22
52	Finance and insurance	321	309	302	116	117	112
53	Real estate and leasing	**1,104**	**1,198**	**1,171**	**419**	**440**	**436**
54	Professional, scientific, and technical services	400	394	418	126	136	136
55-56	Management, administrative and support services	181	193	206	75	76	80
61	Educational services	54	59	57	21	20	21
62	Health and social assistance	**483**	**498**	**521**	173	182	182
71	Arts, entertainment, and recreation	68	67	76	35	32	34
72	Accommodation and food services	233	235	228	115	105	101
81	Personal household services	**431**	**467**	**477**	**207**	**223**	**230**
91	Public administration	26	36	35	28	31	32
	Businesses not classified by industry	527	577	606	174	203	205
	Total	5,818	6,075	6,152	2,598	2,677	2,692

Source: Statistics Canada, Canadian Business Counts

Table 3 –Businesses by Industry, by number of employees, June 2024

	NAICS	COCHRANE DISTRICT				TIMISKAMING DISTRICT			
		0	**1 - 4**	**5 - 99**	**100+**	**0**	**1 - 4**	**5 - 99**	**100+**
11	Agriculture, forestry, fishing, and hunting	209	57	32	1	**276**	42	23	0
21	Mining, and oil and gas extraction, quarrying	31	7	17	10	22	3	6	3
22	Utilities	38	5	7	0	8	3	0	0
23	Construction	**241**	135	132	2	**119**	74	50	1
31-33	Manufacturing	40	20	39	8	23	10	29	2
41	Wholesale trade	39	26	64	0	22	10	16	0
44-45	Retail trade	182	90	282	4	79	45	108	1
48-49	Transportation and warehousing	179	56	50	3	65	27	33	1
51	Information and cultural services	13	18	18	0	6	8	8	0
52	Finance and insurance	225	28	49	0	81	12	19	0
53	Real estate and leasing	**1,078**	64	29	0	**402**	26	8	0
54	Professional, scientific, and technical services	**301**	60	57	0	**87**	29	70	0
55-56	Management, administrative and support services	119	37	48	2	54	10	16	0
61	Educational services	27	7	18	5	11	7	1	2
62	Health and social assistance	**227**	119	161	14	77	44	56	5
71	Arts, entertainment, and recreation	44	6	26	0	15	9	10	0
72	Accommodation and food services	79	38	108	3	46	18	37	0
81	Personal household services	**263**	125	89	0	**150**	49	31	0
91	Public administration	2	0	25	8	3	3	24	2
	Total	3,835	977	1,278	62	1,719	453	503	17

Source: Statistics Canada, Canadian Business Count

In the Cochrane District the industries with the highest number of businesses with ‘0’ employees are:

Real Estate and Leasing
Professional, Scientific, and Technical Services
Personal Household Services
Construction
Health and Social Assistance.

In the Timiskaming District the industries with the highest number of businesses with ‘0’ employees are:

Real Estate and Leasing
Agriculture
Forestry, Fishing and Hunting
Personal Household Services
Construction
Professional, Scientific, and Technical Services.

EMPLOYMENT BY INDUSTRY

Table 4 - Employment by Industry, 2021

	COCHRANE DISTRICT		TIMISKAMING DISTRICT		ON
	Total	% of total	Total	% of total	% of total
Goods-producing sector	**10,135**	**27.7**	**4,745**	**33.6**	**19.3**
Agriculture, forestry, fishing, and hunting	890	2.4	680	4.8	1.5
Mining, oil, and gas extraction	4,315	11.8	1,920	13.6	0.5
Utilities	485	1.3	190	1.3	0.8
Construction	2,515	6.9	1,050	7.4	7.5
Manufacturing	1,930	5.3	905	6.4	9.1
Services-producing sector	**26,470**	**72.3**	**9,370**	**66.4**	**80.7**
Wholesale trade	750	2.0	180	1.3	3.4
Retail trade	4,330	11.8	1,575	11.2	11.1
Transportation and warehousing	1,840	5.0	670	4.7	5.3
Information and cultural industries	360	1.0	140	1.0	2.4
Finance and insurance	705	1.9	205	1.5	5.6
Real estate, and rental, and leasing	325	0.9	110	0.8	2.1
Professional, scientific & technical services	1,330	3.6	495	3.5	9.5
Admin support, waste mgt and remediation	1,140	3.1	425	3.0	4.9
Educational services	3,295	9.0	1,080	7.7	7.4
Health care and social assistance	6,140	16.8	2,220	15.7	12.0
Arts, entertainment, and recreation	295	0.8	145	1.0	1.8
Accommodation and food services	1,820	5.0	640	4.5	5.4
Other services (except public admin)	1,630	4.5	600	4.3	3.9
Public administration	2,510	6.9	885	6.3	6.0
Total employed	**36,605**	**100.0**	**14,115**	**100.0**	

Source: Statistics Canada National Household Survey, 2016 and 2021

In 2021, compared to Ontario, the Cochrane District and the Timiskaming District have a much higher proportion of employment in the Goods-Producing sector, particularly in industries related to Mining, Oil, and Gas Extraction.

Within the Services-producing sector, the industries with a significantly lower percentage of employment compared to Ontario are: Finance and Insurance, and Professional, Scientific and Technical Services

Compared to Ontario, the Cochrane District and the Timiskaming District both have a higher percentage of employment in Health Care and Social Assistance industries.

Table 4 is based on data from the 2021 Census data which is the most recent available. To look at changes in employment by industry, we look at the Labour Force Survey data which is only available at the broader Northeastern Ontario level. Table 5 below compares employment by industry between December 2023 and December 2024 for the Northeastern Ontario region.

Table 5 – Change in Employment by Industry, Northeastern Ontario Region

Between December 23 and December 2024, employment grew by 1,100 in Northeastern Ontario. Except for Manufacturing, most of that growth was in the service-producing industries

The industries with the most significant increases in employment during that period are: Finance, Insurance, Real Estate and Leasing, Transportation and Warehousing, and Wholesale and Retail Trade.

The industries with the most significant decreases are: Information, Culture and Recreation, Accommodation and Food Services, and Public Administration.

	December 2023		December 2024		Change	
		% of total		% of total	#	%
Total employed	253,300	100.0	254,400	100.0	1,100	0.4
Goods-producing sector	63,400	25.0	61,400	24.1	**-2,000**	-3.2
Agriculture	2,700	1.1	2,300	0.9	-400	-14.8
Forestry, fishing, mining, oil and gas	18,900	7.5	18,400	7.2	-500	-2.6
Utilities	3,100	1.2	2,300	0.9	-800	-25.8
Construction	22,700	9.0	21,900	8.6	-800	-3.5
Manufacturing	16,100	6.4	16,500	6.5	400	2.5
Services-producing sector	189,900	75.0	193,000	75.9	**3,100**	1.6
Wholesale and retail trade	34,800	1.5	36,300	14.3	1,500	4.3
Transportation and warehousing	10,800	4.3	13,300	5.2	2,500	23.1
Finance, insurance, real estate and leasing	7,500	3.0	11,000	4.3	3,500	46.7
Professional, scientific & technical services	12,300	4.9	12,900	5.1	600	4.9
Business, building & other support services	8,900	3.5	8,200	3.2	-700	-7.9
Educational services	20,700	8.2	20,600	8.1	-100	-0.5
Health care and social assistance	44,200	17.4	45,000	17.7	800	1.8
Information, culture and recreation	9,000	3.6	6,700	2.6	-2,300	-25.6
Accommodation and food services	12,600	5.0	10,900	4.3	-1,700	-13.5
Other services (except public administration)	8,300	3.3	9,100	3.6	800	9.6
Public administration	20,800	8.2	18,900	7.4	-1,900	-9.1

Statistics Canada. Table 14-10-0392-01 Employment by industry, annual, inactive (x 1,000)
DOI: https://doi.org/10.25318/1410039201-eng

EMPLOYMENT BY OCCUPATION

Table 6 –Employment by Occupation

	COCHRANE DISTRICT		TIMISKAMING DISTRICT		ON
	Total	% of total	Total	% of total	% of total
Legislative and senior management occupations	240	0.7	140	1.0	1.3
Business, finance, and administration occupations	4,650	12.7	1,900	13.4	18.5
Natural and applied sciences and related occupations	1,730	4.7	810	5.7	9.5
Health occupations	3,230	8.8	1,230	8.7	7.6
Education, law & social, community & government services	5,210	14.2	1,770	12.5	12.1
Occupations in art, culture, recreation, and sport	385	1.1	205	1.4	3.2
Sales and service occupations	8,650	23.6	2,890	20.4	24.2
Trades, transport, and equipment operators and related	8,390	22.9	3,100	21.9	16.4
Natural resources, agriculture, and related production	2,630	7.2	1,570	11.1	2.1
Occupations in manufacturing and utilities	1,530	4.2	525	3.7	5.2
Total employed	**36,640**	**100.0**	**14,140**	**100.0**	

Source: Statistics Canada National Household Survey, 2016 and 2021

In 2021, compared to Ontario, the Cochrane District and the Timiskaming District have a higher proportion of people employed in Natural Resources, Agriculture and Related Production Occupations, and in Trades, Transport and Equipment Operators and Related Occupations.

The occupational categories in which the percentage of workers is significantly lower in both the Cochrane and Temiskaming districts compared to Ontario are: Occupations in Business, Finance and Administration, and Natural and Applied Sciences and Related Occupations.

Table 7 below presents changes in employment by occupation based on Labour Force Survey data between December 2023 and December 2024 in the region serviced by the FNETB.

Table 7 – Change in Employment by Occupation, Northeastern Ontario Region

	2023		2024		Change	
		% of total		% of total	#	%
Total employed	253,300	100.0	254,400	100.0	1,100	0.4
Management	20,600	8.1	21,700	8.5	1,100	5.3
Business, finance, and administration	39,600	15.6	38,900	15.3	-700	-1.8
Natural and applied sciences and related	13,400	5.3	12,400	4.9	-1,000	-7.5
Health	25,700	10.1	26,600	10.5	900	3.5
Education, law and social, community and government services	29,200	11.5	32,500	12.8	3,300	11.3
Art, culture, recreation and sport	5,100	2.0	5,000	2.0	-100	-2.0
Sales and service	49,900	19.7	50,500	19.8	600	1.2
Trades, transport and equipment operators and related	49,600	19.6	48,700	19.1	-900	-1.8
Natural resources, agriculture and related production	11,500	4.5	11,400	4.5	-100	0.9
Manufacturing and utilities	8,700	3.4	7,900	3.1	-800	-9.2

Statistics Canada. Table 14-10-0420-01 Employment by occupation, economic regions, annual, inactive

The data in Table 7 shows that the most significant percentage increase in employment between December 2023 and December 2024 was in the Occupations related to Education, Law and Social, Community and Government Services which grew by +3,300 jobs (+11.3%), and Management Occupations which increased by +1,100 (+5.3%).

The occupational categories with the most significant percentage decrease in employment during that period are: Natural and Applied Sciences and Related Occupations with a loss of -1,000 jobs (-7.5%) and Occupations in Manufacturing which decreased by -800 (-9.2%).

The following table provides a list of the jobs with the highest number of posts on the local job portal in 2024. It provides a more localized source of information on employment in the Far Northeast Region.

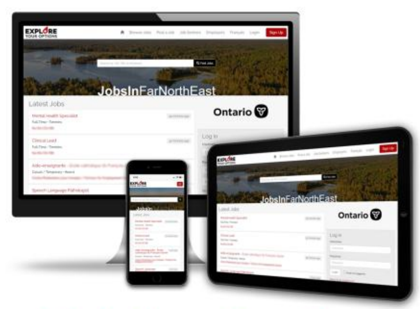
Table 8: Occupations by total number of posts FNETB (5-Digit NOC) – 2024

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

The 5 occupations with the highest number of job postings in 2024 were:

- Social and Community Service Workers
- Elementary School and Kindergarten Teachers
- Secondary School Teachers
- Social Workers
- Registered Nurses and Registered Psychiatric Nurses

Looking for workers?
Looking for work?



jobsinfarnortheast.com

MIGRATION:

Table 9 –Migration, by Age Cohort, 2019 to 2022

	COCHRANE DISTRICT			TIMISKAMING DISTRICT		
Age Group	**2019-2020**			**2019-2020**		
	In-migrants	**Out-migrants**	**Net-migration**	**In-migrants**	**Out-migrants**	**Net migration**
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
	2020-2021			**2020-2021**		
	In-migrants	**Out-migrants**	**Net-migration**	**In-migrants**	**Out-migrants**	**Net-migration**
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
	2021-2022			**2021-2022**		
	In-migrants	**Out-migrants**	**Net-migration**	**In-migrants**	**Out-migrants**	**Net-migration**
0 to 17	512	377	135	378	206	172
18 to 24	366	392	-26	169	201	-32
25 to 44	965	756	209	540	379	161
45 to 64	505	376	129	373	178	195
65+ years	175	257	-82	178	146	32
TOTAL	2,523	2,158	365	1,138	1,110	528

Source: Statistics Canada, Tax Filer

The most recent migration data is 2021-2022. 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.

Based on the most recent migration data, the Cochrane District, and the Temiskaming District both experienced a positive net migration of the overall population in 2021-2022.

The Cochrane District experienced a larger number of in-migrants compared to out-migrants in 2021-2022 in most age cohorts except the 18 to 24 cohort and the 65+ cohort. The most significant increase was in the 25 to 44 cohort.

During that same period, in the Timiskaming District, out-migration exceeded the in-migration slightly for the 18 to 24 age cohort. The most significant increases were in the 45 to 64 and 24 to 44 cohorts.

Table 9 provides a comparison of the origin and destination of migrants in 2020-2021 and 2021-2022. The data reveals very little change in the overall trends during that period, except for the in-migration from international sources.

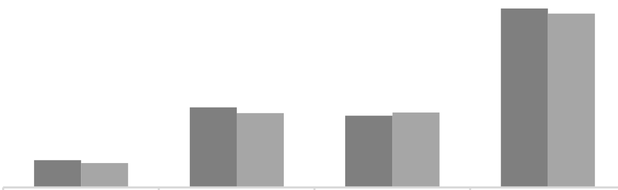
Table 10 – Origin and Destination of Migrants, 2020-2021 Compared To 2021-2022

	COCHRANE DISTRICT				**TIMISKAMING DISTRICT**			
ORIGIN (IN-MIGRATION)	**2020-2021**		**2021-2022**		**2020-2021**		**2021-2022**	
	#	%	#	%	#	%	#	%
Western provinces	142	7.8	176	7.0	65	5.9	83	5.1
Atlantic provinces	20	1.1	47	1.9	20	1.8	14	0.9
Quebec	73	4.0	89	3.5	51	4.7	42	2.6
North (Northwest Territories, Yukon, Nunavut)	0	0.0	11	0.4	0	0.0	3	0.2
Ontario	1,510	82.6	1,979	78.4	922	84.3	1,443	88.1
Foreign	83	4.5	221	8.8	36	3.3	52	3.2
Total	**1,828**	**100.0**	**2,523**	**100.0**	**1,094**	**100.0**	**1,637**	**100.0**
DESTINATION (OUT-MIGRATION)	**2020-2021**		**2021-2022**		**2020-2021**		**2021-2022**	
	#	%	#	%	#	%	#	%
Western provinces	142	8.9	194	9.0	49	6.4	47	4.2
Atlantic provinces	60	3.7	75	3.5	23	3.0	60	5.4
Quebec	92	5.7	116	5.4	41	5.4	48	4.3
North (Northwest Territories, Yukon, Nunavut)	3	0.2	5	0.2	2	0.3	1	.09
Ontario	1,308	81.0	1,763	81.7	627	82.1	941	84.8
Foreign	9	0.6	5	0.2	22	2.9	13	1.2
Total	**1,614**	**100.0**	**2,158**	**100.0**	**764**	**100.0**	**1,110**	**100.0**

Source: Statistics Canada, Tax Filer

POPULATION 15+ IN THE FNETB REGION:

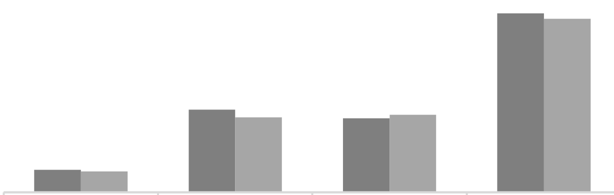
FIGURE A - MALE POPULATION 15+ FNETB REGION



	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

50.0%

FIGURE B - FEMALE POPULATION 15+ FNETB REGION



	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

50.0%

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

At the time of the 2021 Census, the total labour force (population 15+) in the Far Northeast Training Board region was 99,165 down from 102,245 in 2016 (-3.0%).

Men and women were equally represented in the local labour force. Between 2016 and 2021, the total male population decreased by -2.9%, while the total female population decreased by -3.1% during that same period.

Figure A and B, show the change in the labour force between 2016 and 2021 for three cohorts: youth (aged 15 to 24), core-aged (25-54), and older workers (65+).

<u>YOUTH</u> - labour force aged 15 to 24.

Males (-10.0%). Females (-6.6%)

<u>CORE-AGED</u> - labour force aged 25 to 54

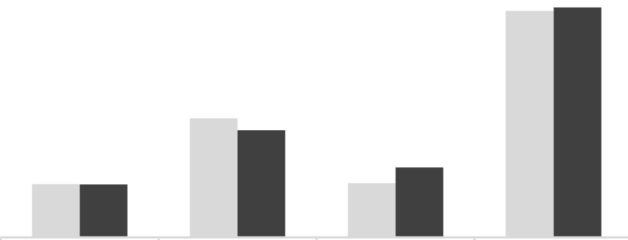
Males (-7.2%). Females (-9.4%)

<u>OLDER WORKERS</u> - labour force aged 55+

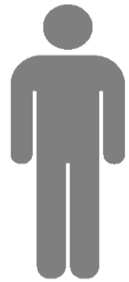
Males (+4.6%). Females (+5.0%)

INDIGENOUS POPULATION 15+ IN THE FNETB REGION:

Figure C - Indigenous, Male Population 15+ FNETB Region

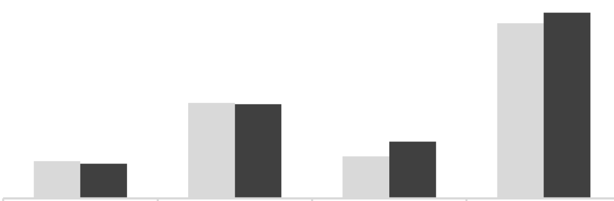


	15-24	25-54	55+	Total labour force 15+
2016	1,815	4,065	1,850	7,730
2021	1,810	3,655	2,385	7,850



48.9%

Figure D - Indigenous, Female Population 15+, FNETB Region



	15-24	25-54	55+	Total labour force 15+
2016	1,645	4,220	1,860	7,725
2021	1,530	4,155	2,505	8,190

51.1%

At the time of the 2021 Census, the total Indigenous labour force (population 15+) in the Far Northeast Training Board region was 16,040 up from 15,455 in 2016 (+3.8%).

Between 2016 and 2021, the total male population increased by +1.6% while the total female population increased by +6.0% during that same period.

YOUTH - Indigenous labour force aged 15 to 24.

Males +-0.3%. Females -7.0%

CORE-AGED - Indigenous labour force aged 25 to 54

Males -10.1%. Females -1.5%

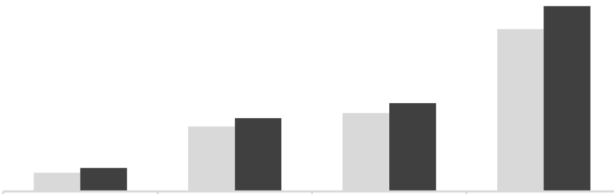
OLDER WORKERS - Indigenous labour force 55+

Males +1.6%. Females +6.0%.

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

POPULATION 15+ WITH ACTIVITY LIMITATIONS IN THE FNETB REGION:

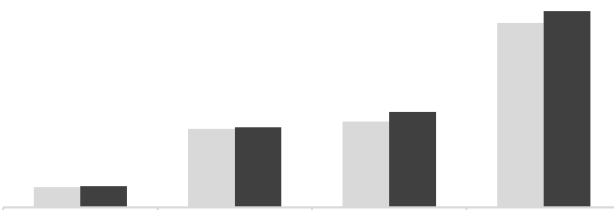
Figure E - With Activity Limitations, Male Population 15+, FNETB Region



	15-24	25-54	55+	Total labour force 15+
2016	1,430	4,970	5,990	12,390
2021	1,805	5,600	6,740	14,145

48.6%

Figure F - With Activity Limitations, Female Population 15+, FNETB Region



	15-24	25-54	55+	Total labour force 15+
2016	1,540	5,975	6,535	14,050
2021	1,610	6,090	7,260	14,960

51.4%

At the time of the 2021 Census, in the Far Northeast Training Board region the total labour force (population 15+) with activity limitations was 29,105 up from 26,440 in 2016 (+10.1%).

Between 2016 and 2021, the total male population with activity limitations increased by +17.8% while the total female population with activity limitation increased by +5.3% during that same period.

YOUTH - labour force with activity limitations aged 15 to 24.

Males +26.2%. Females +4.5%.

CORE-AGED - labour force with activity limitations aged 25 to 54

Males +12.7%. Females +1.9%.

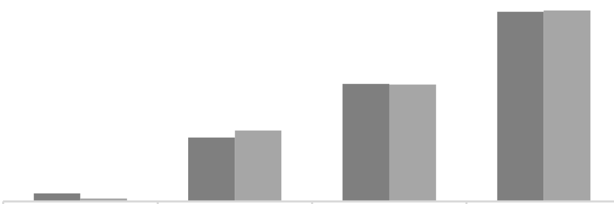
OLDER WORKERS - labour force with activity limitations aged 55+

Males +12.5. Females +11.1%.

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.

IMMIGRANT POPULATION 15+ IN THE FNETB REGION:

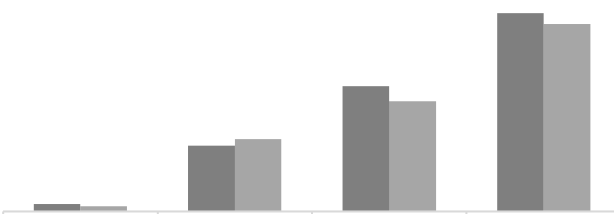
FIGURE G - MALE IMMIGRANT POPULATION 15+, FNETB REGION



	15-24	25-54	55+	Total labour force 15+
2016	70	550	1,010	1,630
2021	25	610	1,005	1,640

47.9%

FIGURE H - FEMALE IMMIGRANT POPULATION 15+, FNETB REGION



	15-24	25-54	55+	Total labour force 15+
2016	70	625	1,190	1,885
2021	50	685	1,045	1,780

52.0%

At the time of the 2021 Census, in the Far Northeast Training Board region the total immigrant labour force (population 15+) was 3,420 down from 3,515 in 2016 (-2.7%).

Between 2016 and 2021, the total male immigrant population increased by +0.6% while the total female immigrant population decreased by -5.6% during that same period.

YOUTH - immigrant labour force aged 15 to 24.

Males -64.3%. Females -28.6%.

CORE-AGED - immigrant labour force aged 25 to 54

Males +10.9%. Females +9.6%.

OLDER WORKERS – immigrant labour force aged 55+

Males +0.6. Females -5.6%.

According to Statistics Canada, 'Immigrants' includes persons who are, or who have ever been, landed immigrants or permanent residents. Such persons have been granted the right to live in Canada permanently by immigration authorities. Immigrants who have obtained Canadian citizenship by naturalization are included in this category. In the 2021 Census of Population, 'Immigrants' includes immigrants who were admitted to Canada on or prior to May 11, 2021.

EDUCATIONAL ATTAINMENT LEVELS, POPULATION 15+ IN THE FNETB REGION

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

Table 12 – Change in Educational Attainment Levels, FNETB

	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 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.

Next, we look at the correlation between educational attainment levels and labour force attachment. Table 13 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 13 – Total Labour Force 15+ by Highest Level of Educational Attainment by Labour Force Attachment, FNETB Region, 2021

	15-24 In the Labour Force			25-54 In the Labour Force			55+ In the Labour Force		
2021	**Total**	**Male**	**Female**	**Total**	**Male**	**Female**	**Total**	**Male**	**Female**
No certificate, diploma, or degree	40.2	39.7	41.8	56.9	67.3	55.6	19.6	25.5	13.3
High school or equivalent	75.2	76.3	73.3	76.4	81.2	73.4	35.8	43.0	30.9
Apprenticeship or trades certificate or diploma	92.3	87.3	97.5	86.9	89.7	76.3	34.3	37.9	32.1
College, CEGEP, or other non-university	87.4	92.9	83.2	88.5	91.8	87.0	43.3	46.5	39.6
University certificate, diploma, or degree	84.0	95.9	68.7	93.6	92.9	94.0	37.8	42.3	31.2
2016	**Total**	**Male**	**Female**	**Total**	**Male**	**Female**	**Total**	**Male**	**Female**
No certificate, diploma, or degree	44.3	46.1	42.4	58.2	64.1	50.8	20.7	27.5	13.7
High school or equivalent	77.9	82.7	74.0	79.7	85.8	75.6	36.6	40.1	34.8
Apprenticeship or trades certificate or diploma	87.5	93.2	41.7	85.9	88.3	74.7	40.0	42.7	33.5
College, CEGEP, or other non-university	87.4	92.5	86.5	89.6	92.6	87.2	45.6	51.8	40.1
University certificate, diploma, or degree	91.5	81.8	86.7	93.0	95.0	92.3	38.3	44.4	31.5
2011	**Total**	**Male**	**Female**	**Total**	**Male**	**Female**	**Total**	**Male**	**Female**
No certificate, diploma, or degree	39.5	42.2	35.4	63.5	65.8	55.2	18.0	23.1	13.9
High school or equivalent	73.4	76.9	70.4	78.5	86.9	73.6	39.8	47.5	34.2
Apprenticeship or trades certificate or diploma	87.4	79.7	88.0	91.3	86.8	88.2	32.7	36.7	22.4
College, CEGEP, or other non-university	84.4	90.1	82.7	89.5	91.3	87.1	42.9	44.4	38.9
University certificate, diploma, or degree	83.4	87.1	77.0	92.9	86.3	88.6	30.4	31.1	29.4

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

INCOME

Table 14 - 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 14 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 (2023-2024):

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 2023-2024 across the FNETB region:

- Assisted Services = 2,242 up 110 clients (5.1%) from 2022-2023
- Unassisted Services also increased from the previous year to 6,918 clients, an increase of +12.6% (+773 clients)
- 56.8% were men a slight increase from the previous year when men represented 56.8% of ES clients.
- 42.7% were women up from 42.3% in 2022-2023.
- ES clients by age:
    - 574 were aged 15-24 compared to 555 in 2022-2023, an increase of 3.4% (19 clients)
    - 1,079 were aged 25-44 compared to 997 in 2022-2023, an increase of 8.2% (82 clients)
    - 549 were 45-64 up from 539 in 2022-2023, an increase of 1.6% (10 clients).
    - The number of clients 65 and over was almost the same at 36 compared to 37 in 2022-2023.
- Educational attainment levels of ES clients in 2023-2024:
    - 21.7% had less than Grade 12 (in 2022-2023 it was 24.6%)
    - 38.9% had completed high school (in 2022-2023 it was 36.4%)
    - 23.8% had completed college (in 2022-2023 it was 24.5%)
    - 1.9% had a certificate of apprenticeship journeyperson (in 2022-2023 it was 2.1%)
    - 5.1% had completed university (in 2022-2023 it was 4.5%)
    - 8.5% had other - some apprenticeship, college, or university (in 2022-2023 it was 7.8%)

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 2023-2024 across the FNETB region:

- Youth Job Connection program = 180 clients compared to 156 in 2022-2023, an increase of 24 clients (+15.4%)

- 53.7% are men, 46.3% are women.
- Demographics of YJC clients shows:
  - 83.9% were aged 15-24 compared to 83.8% who were in that same age cohort in 2022-2023.
  - 16.1% were aged 25-44 compared to 16.2% the previous year.
  - 30.6% were Francophones compared to 31.4% the previous year.
  - 43.3% were persons with disabilities compared to 46.2% in 2022-2023.
  - 28.3% were Indigenous, up from 22.4% in 2022-2023.
- 51.9% of YJC clients had less than Grade 12 compared to 42.5% the previous year.
- The number of clients by source of income shows:
  - 58.2% of YJC clients had no source of income compared to 72.2% in 2022-2023
  - 32.1% were Ontario Works clients, down from 18.8% the previous year.

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 2023-2024 in the FNETB region:

- Literacy and Basic Skills = 1,343 clients (new & carry over) compared to 1,235 the previous year, a 8.7% increase (108 clients).
- LBS client goals in 2023-2024:
  - Apprenticeship = 5.3%, no change from 2022-2023
  - Employment = 40.7%, it was 44.0% the previous year
  - Independence = 23.2%, it was 25.9% in 2022-2023
  - Post-secondary education = 22.0%, it was 19.5% the previous year
  - Secondary school credits = 8,9% down from 10.5% the year before.
- Educational attainment levels of clients at in-take:
  - 7.7% had less than Grade 9
  - 27.6% had less than Grade 12
  - 25.4% had completed high school.
  - 1.8% had an apprenticeship or trade certificate.
  - 22.0% had completed college.
  - 11.3% had competed university.
  - 4.3% had other (some college, apprenticeship, or university).

- A look at the demographics of LBS clients:
  - 28.8% were men, 71.2% were women

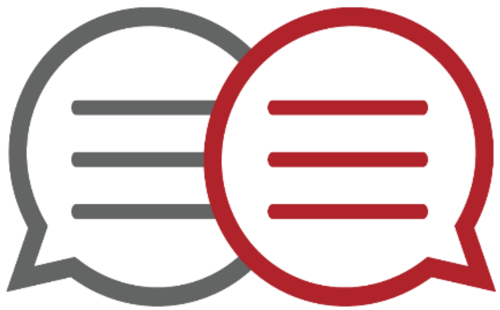
- 21.8% were aged 15-24 (up from 20.9% in 2022-2023), 34.2% were aged 25-44 (little change from 35.0% the previous year), 26.1% were aged 45-64 (no change from 2022-2023), 17.9% were aged 65+ (minimal change from 17.5% in 2022-2023)
- 6.0% were newcomers (an increase from 3.9% the previous year), 27.7% were persons with disabilities (up from 25.7% the previous year), 19.8% were Indigenous (up from 18.7% in 2022-2023), 45.7% were Francophone (down from 51.6% in 2022-2023).

- The number of clients by source of income shows:
  - Self-employment as their source of income was 1.8% in 2023-2024 down from 3.8% in 2022-2023.
  - 40.0% of clients indicated employment as their source of income in 2023-2024 (down from 51.2% in 2022-2023), 15.0% have no source of income down from 19.4% in 2022-2023, 10.9% report Ontario Works as their source of income down from 15.2% in 2022-2023, 2.9% indicated Employment Insurance was their source of income in 2023-2024, it was 3.4% 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 2023-2024 across the FNETB region:

- Active apprentices = 1,176, up from 1,087 in 2022-2023, an increase of +89 (+8.2%)
- Number of Certificates of Apprentices issued = 91 down from 106 the previous year
- Number of modular training registrations = 2,825, in 2023-2024, an increase of +216 (+8.3%) compared to 2022-2023.
- Number of new registrations = 327, a slight decrease from 332 the previous year
- The average age of apprentices is 24.
- Educational attainment levels in 2023-2024:
  - 29.0% had less than Grade 12, compared to 21.8% in 2022-2023
  - 69.8% had completed high school compared to 78.2% the previous year.
- Registrations by trade for 2023-2024:
  - Electricians – Construction and Maintenance = 80 (same as in 2022-2023)
  - Heavy Duty Equipment Technician = 42 (up from 40 the previous year)
  - Automotive Service Technicians = 39 (compared to 34 in 2022-2023)
  - Industrial Mechanic Millwrights = 42 (compared to 40 the previous year)
  - Truck and Coach Technicians = 32 (up from 27 in 2022-2023)
  - Welders = 29 (up from 23 the previous year)
  - Child Development Practitioner = 11 (compared to 20 the previous year).



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 2024, employer input was collected through one-on-one interviews, panel presentations at workforce related events, employer breakfast meetings, local planning meetings, and an online survey conducted in the fall. Across the region, employer feedback revolves around the same broad themes that were highlighted in the previous year. Conversations with employers about workforce recruitment and retention continue to be focused on the following topics: lack of skilled workers, competition for talent, changing work expectations, and diversity in the workplace.

Lack of skilled workers - Employers highlight the lack of skilled workers as it relates to both the actual number of workers applying for positions, and the lack of basic skills of job applicants. Employers continue to promote on-the-job training opportunities for job specific skills but expect new hires to possess basic life skills, basic digital skills and language skills.

A wide range of jobs are available in various industries as a result of older workers retiring and fewer younger workers available to fill those positions, and growth in some industries (mining, health and social services) result in a higher turnover rate as people continually look for different sometimes better wages and working conditions. In some cases, the high turnover is attributed to workers feeling overwhelmed as they are asked to back fill positions that remain vacant for extended periods because of the lack of skilled workers.

Competition for talent - 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.

The shortage of workers is not unique to our region. Consequently, industries and communities alike need to find creative and innovative incentives to attract workers and families to the Northeastern Ontario region.

Changing work expectations - Workers today are better positioned to negociate and the current labour shortages provide them with the leverage to do so. Increasingly employers are more receptive and more willing to adapt to the growing demands for more flexibility and better work-life balance.

Diversity in the workplace - Most employers support strategies at the community and regional levels to attract workers and families to the region. Many employers are engaged or interested in becoming engaged with the immigration programs, they do however continue to raise the issues related to the lack of amenities in the communities to accommodate new residents and/or workers who would like to relocate to the region (housing, daycare, transportation).

The service industries are feeling the impact resulting from the reduction of the number of international students. Many of those industries relied on international students to fill some of their part-time positions.

Strategies to address the workforce shortages - When asked about strategies that are in place or that they plan to put in place to address the workforce shortages an increasing number of employers mention two things technology and restructuring.

Although not all employers are fully on board with the adoption of technology, an increasing number of industries view it as a means to address the labour shortage. Technology and automation have an impact on jobs. In some cases it results in downsizing as fewer workers needed to perform the work, in other cases it requires workers with different skills sets.

An increasing number of employers indicate that they will consider restructuring their operations. They are looking at ways to continue to deliver their products and services with a smaller workforce by pairing tasks, reducing hours of business,out-sourcing certain tasks, and offering more opportunities for remote work.

Economic uncertainty - While the overall economy of the region does well when the primary industries such as mining and forestry do well, there is always a certain level concern about a downturn caused by external factors. The current uncertainty about tarrifs is causing some anxiety for businesses and communities about its potentail impacts on jobs, on the cost of doing business, and on the cost of living.

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– 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.
- Lack of entry-level positions.

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. The implementation of the System Service Manager in the Northeast provides opportunities for more partnerships to be developed and for better referrals among the different agencies to ensure that clients benefit from the best service possible.

SECTION THREE – LOCAL PRIORITIES

The following reflects the local priorities and related strategies identified by local stakeholders.

1. LABOUR MARKET INFORMATION

The use of evidence is increasingly being promoted and required for program and service planning and development. Local industry and community leaders, stakeholders, and decision makers must have access to current and timely local labour market information or 'evidence' to make sound and economically viable decisions regarding programming, planning, training, resource allocation and community development.

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.
1.2 Provide opportunities for various stakeholders to acquire the basic knowledge to understand and apply labour 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.).

2. EDUCATION AND TRAINING

The world of work is changing, and 'jobs for life' are a thing of the past. The job market now could require that workers move from project to project, from employer to employer, and from periods working to periods of learning. Workers must have the ability to continually develop and improve their skills and knowledge to perform effectively and adapt to changes in the workplace. Access to training programs that are relevant and adapted to the local needs is essential.

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.

3. RECRUITMENT AND RETENTION

With fewer young workers entering the workforce, continued out-migration and an aging workforce, workers are in short supply. Demographic trends combined with the changing and growing demand in certain industries are sure to have serious impacts on the number of workers available for current and future labour market needs.

3.1 Increase the recruitment and retention of workers by better communicating local employment opportunities, including skills requirements, work conditions, salaries, etc.
3.2 Increase the number of experiential learning opportunities for secondary and postsecondary students, and for unemployed and under-employed individuals.
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.

4. DIVERSITY AND INCLUSION

Considering current and anticipated skills shortages, it becomes increasingly important to address the needs of people with social barriers to employment (lack of self-confidence, mental health, addiction), and for those who are currently under-represented in the labour market (Indigenous, youth, older workers, immigrants, persons with disabilities). Meeting the demands of the local labour market will require that more attention be paid to ensuring diversity and inclusiveness.

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.

5. EMPLOYMENT AND TRAINING SERVICE DELIVERY

Addressing gaps and duplications and ensuring consistency on how programs and services are delivered has the potential to ensure that they are used to their full potential. Ensuring that local employers can hire and train the workers that they need to remain competitive, and that individuals who wants to enter or re enter the labour market receive the supports that they need to achieve their employment outcomes would be greatly facilitated with a more coordinated and seamless delivery of employment and training programs at all levels.

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, and 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.

The priorities and strategies listed above are based on extensive outreach with labour market partners across the region. To support the planning efforts of different stakeholder groups and communities, an online survey was conducted to reflect the top priorities of the different groups and communities. The following pages present the result of that exercise.

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	MUNICIPALITIES	EO SERVICE PROVIDERS	LBS	POST SECONDARY	SCHOOL BOARDS	HEALTH / SOCIAL SERVICES	INDIGENOUS
1.1	X			X		X		X	X	X	X					X	X	X	X	
1.2							X								X	X				
1.3	X	X	X	X		X	X	X	X		X	X		X					X	
1.4					X		X					X	X						X	X

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	MUNICIPALITIES	EO SERVICE PROVIDERS	LBS	POST SECONDARY	SCHOOL BOARDS	HEALTH / SOCIAL SERVICES	INDIGENOUS
2.1				X			X					X					X		X	
2.2		X		X			X	X	X	X	X		X	X	X		X		X	X
2.3	X	X	X			X	X										X			X
2.4				X	X	X	X	X				X			X	X	X	X	X	X

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	MUNICIPALITIES	EO SERVICE PROVIDERS	LBS	POST SECONDARY	SCHOOL BOARDS	HEALTH / SOCIAL SERVICES	INDIGENOUS
3.1		X	X			X	X	X		X			X						X	X
3.2							X									X				
3.3				X		X	X					X		X	X		X			X
3.4									X											X
3.5					X															
3.6				X																
3.7	X		X	X		X	X		X				X				X	X	X	X
3.8				X			X													
3.9							X	X			X	X								

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	MUNICIPALITIES	EO SERVICE PROVIDERS	LBS	POST SECONDARY	SCHOOL BOARDS	HEALTH / SOCIAL SERVICES	INDIGENOUS
4.1				X			X	X	X	X	X	X	X					X	X	X
4.2				X	X		X												X	
4.3	X	X	X	X			X		X				X		X	X	X		X	X
4.4		X		X		X	X							X	X				X	X

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, and 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	MUNICIPALITIES	EO SERVICE PROVIDERS	LBS	POST SECONDARY	SCHOOL BOARDS	HEALTH / SOCIAL SERVICES	INDIGENOUS
5.1						X		X	X		X		X	X			X		X	
5.2				X				X			X				X		X			
5.3	X	X	X	X	X		X						X			X		X		X
5.4		X		X					X	X		X	X		X			X		

STATUS OF PREVIOUS ACTIONS:

The following is a summary of some of the priorities identified in the previous report and some examples of the actions undertaken in the last year to address those priorities.

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

Throughout the previous year's 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, confirming 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.

Some of the concrete actions related to LMI over the past year include:

- The FNETB produced four Northeastern Ontario infographics: Number of Businesses, Population at a Glance, Labour Force Forecast, and Impact of Changing Demographics on the Labour Market were developed for the Federation of Northern Ontario Municipalities (FONOM) Conference.
- Two infographics for the FNETB – TOP 20 by Potential Retirements 2021-2031, TOP 20 by Number of Job Posts.
- Data was presented to local stakeholders on changes in the overall labour force 10+, on the Indigenous labour force, on the labour force with activity limitations, and the immigrant workforce.
- The FNETB regularly submits letters of support to local stakeholders for various workforce planning project. The letters reference local LMI that is available in support of those projects.
- Data reports on the number of jobs postings at the regional and community level are shared monthly via email to local stakeholders. https://fnetb.com/labour-market-information/
- Quarterly infographic reports on the number of job posts are produced and made available on the FNETB website. https://fnetb.com/quarterly-job-posting-reports/
- Career profiles were developed and are available on the FNETB website https://fnetb.com/labour-market-information/
- LMI PowerPoint presentations are posted on the FNETB LMI. https://fnetb.com/powerpoint-presentations/

Workforce attraction and retention:

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 following are some of the strategies that are in place in the region to support the attraction of workers to meet the current and future labour force needs:

- The Northern Rural Immigration Project played an important role in helping employers fill some of their vacancies. Following the wind-down of that project, local stakeholders and partners applied for and were recently approved for the Rural Community Immigration Project, and for the Francophone Community Immigration Project.
- The region now benefits from several agencies offering community support to newcomers: Kirkland Lake Multicultural Group, One Light Diversity Center, Service d'établissement du Nord-Est, le Réseau pour l'immigration Francophone – Communauté francophone accueillante, the Timmins Local Immigration Partnership, and the Northeastern Ontario Multicultural Center and Immigrant Settlement Services (formerly the Timmins and District Multicultural Centre).
- The FNETB coordinated a breakfast event on June 5th, during the Canadian Mining Expo to promote the Federal immigration programs and the Ontario Immigrant Nominee Program (OINP).

Better coordination of services:

Last year, stakeholders across the region expressed 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. In the last year in response to this priority:

- The 2025 Working Together Conference was held on October 2 and 3. A total of 127 service providers from across the region attended the two-day event which featured, keynote and panel presentations, hands-on exercises, and networking opportunities.
- A working group with representation from various local stakeholders were engaged to provide input in the content of the conference.

Engage employers in local training and work-related activities:

The outreach and consultation activities from last year highlighted 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. The following are some of the activities that were held to encourage employer engagement:

- Six Explore Your Options Job Fairs where employers can recruit to fill local vacancies and promote the current and future opportunities in their industry.
- Each of the job fairs is preceded by an employer and service provider networking breakfast. These networking events are an opportunity for employers to share their recruitment needs and challenges, and for service providers to introduce themselves and promote their programs and services.
- The Explore Your Options in Mining Job Fair was held on June 5th during the Canadian Mining Expo providing another opportunity