WORKING TOGETHER

2025-2026
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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Canada

EMPLOYMENT ONTARIO EMPLOI ONTARIO

Ontario

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.

What We Do

Labour Market Information

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

Partnerships

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

Planning

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

Ontario

WORKING TOGETHER

FNETB Local Labour Market Plan
2025-2026 Update

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WORKING TOGETHER

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INTRODUCTION

Working Together: A Local Labour Market Plan for the Far Northeast Training Board (FNETB) Region uses available labour market indicator data and local knowledge to highlight local labour market challenges and priorities.

It supports the planning of local workforce programs, services, and interventions by sharing some of the most current, relevant, and reliable labour market information. It also reflects locally identified workforce planning 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's business planning and partnership development. It is also shared with local stakeholders who like us aim to identify and implement initiatives that lead to:

- better labour market information.
- 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.

THE PROCESS

As defined in the guidelines provided by the Ministry of Labour, Immigration, Training and Skills Development, the local labour planning process includes gathering, interpreting and disseminating local labour market information. The process also consists ongoing outreach and consultation with local stakeholders and leaders representing employment, training, education, government, and economic, business and community organizations.

The combination of the review of predetermined of labour market indicators (data) and the stakeholder input (local knowledge) provide the basis to support evidence-based labour market planning and to encourage local leaders and stakeholders to work towards more collaborative and integrated workforce planning initiatives.

In 2025-2026, the following outreach and consultation activities were conducted:

- Seven virtual meetings with various local stakeholders between December 2 and 5, 2025 to present and validate labour market indicator data (72 stakeholders attended).
- An online employer survey conducted in May 2025 (290 employers responded).
- An apprenticeship forum on June 17, 2025 (a total of 40 employers, service providers and stakeholders attended).
- An apprenticeship forum on November 20,2025 (a total of 63 employers, service providers and stakeholders attended).
- 2025 Working Together Conference on October 2, 2025 (77 service providers and stakeholders attended).
- Four networking breakfasts between April and September 2025 (139 employers and service providers attended).
- Six Explore Your Options job fairs between April and September 2025 (252 employers and organizations participated).

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 is collected and communicated to gain a common regional understanding of the local labour market conditions.

A summary of labour market indicator data and local input collected is presented in this report.

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.

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 to ensure a common regional understanding of the local labour market conditions and of the opportunities that exist to grow and support our workforce.

Across the FNETB region and the overall Northeastern Ontario region, workforce issues are prominent in the minds of employers. Most employers consulted in 2025 identified a workforce issue, either concerns regarding the large number of retirements, the challenge of recruiting or retaining employees, worries that there are not enough qualified job candidates to fill labour needs, particularly having the necessary skill set, infrastructure limitations, and economic shifts and uncertainty mainly caused by US tariffs.

The high number of retirements: The FNETB region continues to experience an aging population, with many workers approaching retirement age. The most recent forecast indicates that 27% of the local employed workforce could potentially retire between 2021 and 2031.This trend is having a significant impact on the shortage of workers in local industries.

Recruiting and retaining employees: Communities across Northeastern Ontario face difficulties attracting and retaining skilled workers and professionals. Communities in the FNETB region are no exception as trends such as out-migration to southern urban centers and limited amenities in smaller communities continue to impact local recruitment and retention efforts.

Skills gaps and training: There are skills gaps at various levels. Some stakeholders highlight gaps in essential skills, while others point advanced digital skills in response to advanced technology and automation. As the demand for advanced skills increases so does the need for companies to support employee training and for local education and training institution to adapt their programs to meet evolving needs.

Infrastructure limitations: Some of the biggest barriers to local workforce recruitment and retention are transportation, available and affordable housing, and access to daycare This is particularly true in the remote and rural communities where the lack of access to transport creates challenges for commuting to work and to access training and employment.

Economic shifts and uncertainty: Employers across the FNETB region also highlight concerns about the economic shifts that stem from U.S. tariffs and how they impact some of the region's key industries. Sectors like mining, forestry and manufacturing face higher costs for imported equipment and material. Service sector businesses also feel the impact of higher prices and the resulting change and reduction in consumer spending. Issues are also raised about the climate of uncertainty created by US tariffs which could lead to investment delays and reduced competitiveness in the region's key industries and in turn have repercussions on the local economy overall.

Despite the challenges mentioned above, many employers consulted feel genuine optimism for the local economy including high expectations arising from growth and expansion, technological advancements, workforce development, and opportunities for building resilience.

Expectations arising from growth and expansion: Many anticipate growth in the local economy or their operations expanding because, as one employer expressed it "Growth and opportunity with the buzz around Northern Ontario". Mining sector expansion and the Ring of Fire development are also mentioned as opportunities that may help isolate Northern Ontario from the overall economic situation.

Technology: Various technological advancements are seen as ways to increase productivity and expand businesses. More specifically, leveraging technology to enhance outreach to potential markets, service delivery, and data collection. The goods producing industries view the adoption of advanced manufacturing technologies as important not only to improve productivity but also to ensure competitiveness in a global market. Service sector industries are increasingly embracing technology to expedite client services with online registrations and file management, self-check outs, and social media marketing. While some of the employers consulted indicate that the adoption of technology could lead to the creation of new jobs, a higher number of them highlight potential jobs losses. Additionally, if the increased adoption of technology is seen as an option to help address some of the labour shortages it will also require continuous upskilling of the workforce particularly for advanced computer skills and data management skills.

Workforce development: Workforce development opportunities fall under two categories. The first relates to the need to expand and diversify local training programs, sector specific partnerships between education and industry to ensure that training opportunities are available to all (Indigenous, Francophone, youth, immigrants). The second aspect of workforce development suggests that employers diversify their recruitment efforts for example by developing workforce succession plans to be ready when experienced workers retire, by hiring workers and training them when possible to help build the future generation of workers, by developing partnerships with local Indigenous organization to increase workforce participation of this growing population base, and by participating in employment focused immigration programs to fill positions that cannot be filled within the local population.

Opportunities for building resilience: A number of participants in this year's consultation felt that there were opportunities to overcome constraints or to turn threats to their benefit, including a possibility that tariffs may result in more demand for local goods and services, and increases in shop local trends to support and maintain local businesses.

The FNETB region's labour market is shaped by its resource-based economy, demographic trends, and a large mostly rural geography. Addressing skills gaps, attracting workers, and supporting workforce development are key to ensure economic resilience.

The data analysis presented later in this report and the local input collected from various stakeholders over the course of the last year support the five key areas of focus for local labour market planning identified previously: labour market information, education and training, recruitment and retention, diversity and inclusion, and employment and training service delivery.

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.

The challenges, opportunities and priorities outlined in this report will guide the work of the FNETB and of local stakeholders in the coming months in an ongoing collective effort to address skills gaps, attract workers, and support workforce development to meet future needs and support the growth and competitiveness of communities across the region.

Occupations in high demand in the FNETB region based on employer input

Labourers
Sales associates, customer service
Administrative staff, clerical
Truck drivers
Personal support workers
Early childhood educators
Registered practical nurses

Receptionists
Servers
Industrial mechanics/Millwrights
Teachers
Teacher’s assistant
Cashiers
Miners

Welder/fitters
Heavy equipment operators
Heavy duty equipment mechanics
Automotive service technicians
Community and social workers

LOCAL LABOUR MARKET INDICATORS

As required in the Local Labour Market planning guidelines provided by the Ministry of Labour, Immigration, Training and Skills Development the following pages provide a summarized analysis of key labour market indicators based on the most current available data for the region.

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). Table 1 shows that in June 2025:

- There were 6,371 businesses in the Cochrane District compared to 6,075 in June of 2023 (an increase of 296 (4.9%) during that period. The most significant increase is in the businesses with no employees which increased by 7.2%.
- There were 2,825 businesses in the Timiskaming District compared to 2,677 in June of 2023 (an increase of 148 (5.5%) during that period. The most significant increase is in the businesses with no employees which increased by 9.1%.

Table 1 – Number of businesses by number of employees, June 2025

June 2025	COCHRANE DISTRICT		TIMISKAMING DISTRICT		ONTARIO
	#	% of total	#	% of total	% of total
0 employees	4,039	63.4	1,847	65.4	74.1
1-4 employees (Micro)	1,016	15.9	474	16.8	15.3
5-99 employees (Small)	1,250	19.6	483	17.1	25.4
100-499 employees (Medium)	57	0.9	19	0.7	0.5
500+ employees (Large)	9	0.1	2	0.1	0.1
Total	**6,371**		**2,825**		

Source: Statistics Canada, Canadian Business Counts

In June 2025, businesses with '0' employees (owner- operators, self-employed) make up 74.1% of the total number of businesses in Ontario compared to 63.4% in the Cochrane District and 65.4% in the Timiskaming District.

It is important to note that recent trends indicate that while self-employment has generally seen growth in Ontario, Northern Ontario has shown less consistent gains. This might point to opportunities to develop and promote entrepreneurship training and support at the local level in response to a seemingly increase in self-employment and the gig economy.

Table 2 provides data on the number of businesses by industry at the 2-digit North American Industrial Classification System (NAICS). It also highlights the Top 5 industries by total number of businesses.

In June 2025, the Top 5 five industries represented more than half of the total number of businesses in both the Cochrane District and the Timiskaming District.

- in the Cochrane District they represented **52%** of the total number of businesses.
- in the Timiskaming District they represented **56%** of the total number of businesses.

Table 2 –Number of Businesses by Industry, June 2023 to June 2025

	NAICS	COCHRANE DISTRICT			TIMISKAMING DISTRICT		
		2023	**2024**	**2025**	**2023**	**2024**	**2025**
11	**Agriculture, forestry, fishing, and hunting**	278	299	298	**346**	**341**	**363**
21	Mining, and oil and gas extraction, quarrying	71	65	64	41	34	29
22	Utilities	48	50	51	10	11	9
23	**Construction**	**520**	**510**	**522**	**247**	**244**	**259**
31-33	Manufacturing	96	107	107	59	64	69
41	Wholesale trade	126	129	133	47	48	49
44-45	**Retail trade**	**568**	**558**	**532**	**224**	**233**	**229**
48-49	Transportation and warehousing	286	288	311	131	126	112
51	Information and cultural services	49	49	51	20	22	21
52	Finance and insurance	309	302	302	117	112	111
53	**Real estate and leasing**	**1,198**	**1,171**	**1,222**	**440**	**436**	**491**
54	Professional, scientific, and technical services	394	418	440	136	136	144
55-56	Management, administrative and support services	188	206	223	76	80	89
61	Educational services	59	57	62	20	21	21
62	**Health and social assistance**	**498**	**521**	**539**	182	182	197
71	Arts, entertainment, and recreation	67	76	77	32	34	36
72	Accommodation and food services	235	228	232	105	101	107
81	**Personal household services**	**467**	**477**	**497**	**223**	**230**	**253**
91	Public administration	36	35	36	31	32	32
	Businesses not classified by industry	*463*	*606*	*672*	*153*	*205*	*204*
	Total	**6,075**	**6,152**	**6,371**	**2,677**	**2,692**	**2,825**

Source: Statistics Canada, Canadian Business Counts

Employment by industry

At the time of the 2021 Census, the Top five industries by total employment represented **56%** of total employment in both the Cochrane District and the Timiskaming District

In the Cochrane District, the following are the Top 5 industries by total employment in **2021:**

Health care and social assistance (16.8)
Mining, oil and gas extraction (11.8)
Retail trade (11.8)
Educational services (9.0)
Construction (6.9)

In the Timiskaming District, the following are the Top 5 industries by total employment in **2021:**

Health care and social assistance (15.7)
Mining, quarrying, and oil and gas extraction (13.6)
Retail trade (11.1)
Educational services (7.6)
Construction (7.4).

It is important to note that although the most recent Census data is dated 2021, it remains relevant as employment by industry has been fairly consistent over time with the Top 5 industries by total employment being relatively similar based on the Census of 2016 and 2011.

COCHRANE DISTRICT

TOP 5 industries by total employment in **2016**:

- Health care and social assistance (14.6)
- Retail Trade (12.6)
- Mining, quarrying, and oil and gas extraction (10.6)
- Construction (7.5)
- Eductional services (7.5)

TOP 5 industries by total employment in **2011:**

- Health care and social assistance (13.6)
- Retail trade (12.6)
- Mining, quarrying, and oil and gas extraction (10.2)
- Construction (7.8)
- Public administration (7.1)

TIMISKAMING DISTRICT

The TOP 5 industries by total employment in **2016**:

- Health care and social assistance (14.2)
- Retail trade (12.5)
- Mining, quarrying, and oil and gas extraction (11.7)
- Eductional services (7.8)
- Construction (7.6)

The TOP 5 industries by total employment in **2011:**

- Retail trade (15.5)
- Health care and social assistance (13.8)
- Construction (7.8)
- Manufacturing (7.4)
- Mining, quarrying, and oil and gas extraction (7.2)

Change in employment by industry

Data on changes in employment by industry is only available for the broader Northeastern Ontario region. The Labour Force Survey is the most recent data available.

Table 5 highlights the Top 5 industries in the Cochrane District and the Timiskaming District from page 4.

One can assume that shifts in those industries at the broader Northeastern Ontario region (positive or negative) might be reflected at the local level.

Table 3 – Change in Employment by Industry, Northeastern Ontario Region, 2023-2024

	Northeast Region* Total employed		Northeast Region Change 2023-2024		Ontario Change 2023-2024	
	2023	**2024**	**#**	**%**	**#**	**%**
Total employed – all industries	253,300	254,400	1,100	0.4	131,300	1.7
Agriculture	2,700	2,300	-400	-14.8	-6,300	-8.0
Forestry, fishing, mining, oil and gas	**18,900**	**18,400**	**-500**	**-2.6**	**-700**	**-1.7**
Utilities	3,100	2,300	-800	-25.8	-3,700	-5.9
Construction	**22,700**	**21,900**	**-800**	**-3.5**	**-26,500**	**-4.4**
Manufacturing	16,100	16,500	400	2.5	-3,100	-0.4
Wholesale and retail trade	**34,800**	**36,600**	**1,800**	**5.2**	**-22,000**	**-2.0**
Transportation and warehousing	10,800	13,300	2,500	23.1	13,100	3.3
Finance, insurance, real estate and leasing	7,500	11,000	3,500	46.7	25,100	3.7
Professional, scientific & technical services	12,300	12,900	600	4.9	65,100	7.9
Business, building & other support services	8,900	8,200	-700	-7.9	5,500	1.9
Educational services	**20,700**	**20,600**	**-100**	**-0.5**	**28,600**	**5.1**
Health care and social assistance	**44,200**	**45,000**	**800**	**1.8**	**29,200**	**3.0**
Information, culture and recreation	9,000	6,700	-2,300	-25.6	2,500	0.8
Accommodation and food services	12,600	10,900	-1,700	-13.5	-1,200	-0.3
Other services (except public administration)	8,300	9,100	800	9.6	16,400	6.0
Public administration	20,800	18,900	-1,900	-9.1	9,500	2.1

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

***Northeast Region -** *Northeastern Ontario Economic Region: Sudbury, Elliot Lake, North Bay, Sault Ste. Marie, Timmins, Algoma, Blind River, Capreol, Cobalt, Englehart, Espanola, Garson Junction, Haileybury, Hearst, Iroquois Falls, Kapuskasing, Kirkland Lake, Mattawa, New Liskeard, Nickel Centre, Parry Sound, Powassan, Temiskaming Shores, Thessalon, Valley East, Blezard Valley, Carol Richard Park, Connaught Hill, Dowling, Elmview, Finntown, Flake, Guilletville, Hanmer, Laurentien, Levack, Lively, McCrea Heights, Naughton, Parkwood, Pinecrest, Porcupine, Pottsville, South Porcupine, Val Caron, Val Therese.*

Employment by occupation

At the time of the 2021 Census, the Top five occupations by total employment represented **82%** of total employment in the Cochrane District and **79%** in the Timiskaming District.

In the in the Cochrane District, the Top 5 occupations by total employment in **<u>2021:</u>**

Sales and services (23.6)
Trades, transport and equipment operators and related (22.9)
Education, law and social, community and government services (14.2)
Business, finance and administration (12.7)
Health (8.8).

In the in the Timiskaming District, the Top 5 occupations by total employment in **<u>2021:</u>**

Trades, transport and equipment operators and related (21.9)
Sales and services (20.4)
Business, finance and administration (13.4)
Education, law and social, community and government services (12.5)
Natural resource, agriculture and related (11.0),

Although the most recent Census data is dated 2021, employment by occupation much like employment by industry, has remained consistent over time with the Top 5 occupations by total employment being relatively similar based on the Census of 2016 and 2011.

COCHRANE DISTRICT

TOP 5 occupations by total employment in **<u>2016</u>**:

- Sales and services (23.1)
- Trades, transport and equipment operators and related (20.0)
- Business, finance and administration (12.5)
- Education, law and social, community and government services (12.4)
- Health (7.5)

The TOP 5 occupations by total employment **<u>2011:</u>**

- Sales and services (22.8)
- Trades, transport and equipment operators and related (19.4)
- Business, finance and administration (13.2)
- Education, law and social, community and government services (12.2)
- Health (7.0)

TIMISKAMING DISTRICT

The TOP 5 occupations by total employment in **<u>2016</u>**:

- Sales and services (20.8)
- Trades, transport and equipment operators and related (19.3)
- Business, finance and administration (12.3)
- Education, law and social, community and government services (11.5)
- Natural resources, agriculture and related production (9.0)

The TOP 5 occupations by total employment in **<u>2011:</u>**

- Sales and services (22.2)
- Trades, transport and equipment operators and related (21.4)
- Business, finance and administration (12.3)
- Education, law and social, community and government services (11.6)
- Health (6.9)

Table 3 below presents changes in employment by occupation based on Labour Force Survey data between December 2023 and December 2024 in the Northeast Region. It also highlights the Top 5 occupations by total employment from page 6 Positive or negative shifts in employment by occupations across the Northeastern Ontario region might also reflect changes in employment in the Cochrane District and Timiskaming District.

Table 4– Change in Employment by Occupation, Northeastern Ontario Region, 2023-2024

	Northeast Region* Total employed		Northeast Region Change 2023-2024		Ontario Change 2023-2024	
	2023	2024	#	%	#	%
Management occupations	20,600	21,700	1,100	5.3	52,600	6.3
Business, finance, and administration occupations	**39,600**	**38,900**	**-700**	**-1.8**	**-13,400**	**-1.0**
Natural and applied sciences and related occupations	13,400	12,400	-1,000	-7.5	43,900	5.8
Health occupations	**25,700**	**25,600**	**-100**	**-0.4**	**600**	**0.9**
Occupations in education, law and social, community and government services	**29,200**	**32,500**	**3,300**	**11.3**	**43,700**	**4.9**
Occupations in art, culture, recreation and sport	5,100	5,000	-100	-2.0	10,600	4.5
Sales and service occupations	**49,900**	**50,500**	**600**	**1.2**	**-12,600**	**-0.8**
Trades, transport and equipment operators and related occupations	**49,600**	**48,700**	**-900**	**-1.8**	**-10,200**	**-0.9**
Natural resources, agriculture and related production occupations	**11,500**	**11,400**	**-100**	**-0.9**	**4,800**	**5.1**
Occupations in manufacturing and utilities	8,700	7,900	-800	-9.2	11,400	3.1
Total employed	253,300	254,400	1,100	0.4	131,300	1.7

Source: Statistics Canada. Table 14-10-0389-01 Employment by economic regions and occupation, annual
https://www150.statcan.gc.ca/t1/tbl1/en/cv.action?pid=1410038901

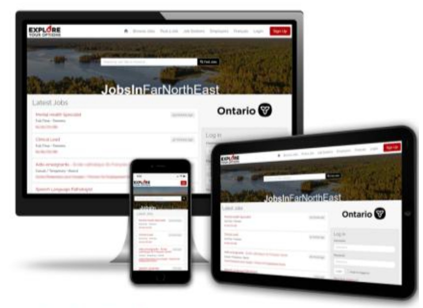
The following table provides a list of the occupations with the highest number of job postings on the local job portal. It provides a more localized source of information on employment in the Far Northeast Region.

Table 5: Occupations by total number of posts FNETB (5-Digit NOC) – 2024 and 2025

NOC	OCCUPATIONS	# OF POSTS 2024	# OF POSTS 2025
42201	Social and community service workers	541	385
41221	Elementary school and kindergarten teachers	434	299
43100	Elementary and secondary school teacher assistants	312	155
31301	Registered nurses and registered psychiatric nurses	289	240
13110	Administrative assistants	272	320
41220	Secondary school teachers	352	240
45100	Student monitors, crossing guards and related occupations	80	135
73300	Transport truck drivers	152	115
41300	Social workers	312	268
42202	Early childhood educators and assistant	132	119
65312	Janitors, caretakers, and heavy-duty cleaners	135	116
64100	Retail salespersons and visual merchandisers	171	66
32101	Licensed practical nurses	159	150
33102	Nurses' aides, orderlies and patient services associates	96	40
41301	Therapist in counselling and related specialized therapies	73	63
72410	Automotive service technicians, truck and bus mechanics	83	102
72401	Heavy-Duty equipment mechanics	116	96
64409	Other customer and information services representatives	101	102
65201	Food counter attendants, kitchen helpers and related	111	68
14200	Accounting and related clerks	67	58
73400	Heavy equipment operators	94	88
41320	Educational counsellors	53	49
75110	Construction trades helpers and labourers	62	63
65311	Specialized cleaners	32	11
14401	Storekeepers and parts persons	55	50

Source: www.jobsinfarnortheast.com

Table 4 shows that occupations with the highest number of job postings in 2024 and in 2025 offer various opportunities ranging from entry level positions in the service sector, professional occupations in health and education, administrative positions and opportunities in the trades.



jobsinfarnortheast.com

Migration:

Table 6 – Migration, by Age Cohort

Age Group	COCHRANE DISTRICT			TIMISKAMING DISTRICT		
	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**	**330**
	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**	**1,638**	**1,110**	**528**
	2022-2023			2022-2023		
	In-migrants	Out-migrants	Net-migration	In-migrants	Out-migrants	Net-migration
0 to 17	432	342	90	285	195	90
18 to 24	573	316	257	158	147	11
25 to 44	1,024	696	328	515	365	150
45 to 64	411	355	56	291	186	105
65+ years	155	229	-74	106	114	-8
TOTAL	**2,595**	**1,938**	**657**	**1,355**	**1,007**	**348**

Source: Statistics Canada, Tax Filer

The most recent migration data is 2022-2023. 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 since 2022-2023.

The Cochrane District experienced a larger number of in-migrants compared to out-migrants in 2022-2023 in most age cohorts except the 65+ cohort. The most significant positive net migration was in the 25 to 44 cohort.

During that same period, a similar trend is observed in the Timiskaming District.

Data on the origin and destination of migrants for 2022-2023 shows that the movement both in and out of the region Cochrane District and the Timiskaming District continues to be mostly from within Ontario.

The data in Table 7 shows that there was very little change in the overall trends since 2021-2022, except for the in-migration from international sources.

Table 7 – Origin and Destination of Migrants, 2021-2022 Compared To 2022-2023

	COCHRANE DISTRICT				**TIMISKAMING DISTRICT**			
ORIGIN (IN-MIGRATION)	**2021-2022**		**2022-2023**		**2021-2022**		**2022-2023**	
	#	%	#	%	#	%	#	%
Western provinces	176	7.0	124	4.8	83	5.1	70	5.2
Atlantic provinces	47	1.9	23	0.9	14	0.9	19	1.4
Quebec	89	3.5	84	3.2	42	2.6	27	2.0
North (Northwest Territories, Yukon, Nunavut)	11	0.4	1	.04	3	0.2	4	0.3
Ontario	1,979	78.4	1,629	62.9	1,443	88.1	1,084	79.9
International	221	8.8	728	28.1	52	3.2	153	11.3
Total	**2,523**	**100.0**	**2,589**	**100.0**	**1,637**	**100.0**	**1,357**	**100.0**
DESTINATION (OUT-MIGRATION)	**2021-2022**		**2022-2023**		**2021-2022**		**2022-2023**	
	#	%	#	%	#	%	#	%
Western provinces	194	9.0	238	12.2	47	4.2	88	8.7
Atlantic provinces	75	3.5	79	4.0	60	5.4	42	4.1
Quebec	116	5.4	84	4.3	48	4.3	58	5.7
North (Northwest Territories, Yukon, Nunavut)	5	0.2	15	0.7	1	.09	12	1.2
Ontario	1,763	81.7	1,529	78.4	941	84.8	816	80.3
International	5	0.2	6	0.3	13	1.2	0	0
Total	**2,158**	**100.0**	**1,951**	**100.0**	**1,110**	**100.0**	**1,016**	**100.0**

Source: Statistics Canada, Tax Filer

Population:

Change in the labour 15+

Table 6 below shows that In 2021 in the FNETB region:

- The total labour force 15+ was 99,175 it was 102,665 in 2016, a decrease of -3,490 (-3.4%). The only age cohort showing an increase is the 55+.
- The total Indigenous labour force 15+ was 16,210 up from 15,390 in 2016, an increase of +820 (5.3%). The only age cohort showing an increase is the 55+.
- The total labour force with Activity Limitation 15+ was 29,110 up from 26,485 in 2016, an increase of +2,626 (+9.9%). Every age cohort increased with the most notable increase observed in males aged 15-254.
- The immigrant labour force 15+ was 3,555 a slight increase of +5 (+0.1) from 2016. An increase is observed in the 25-54 cohort.

Table 8 – Labour Force 15+ in the FNETB Region, Change 2016-2021

	Total 15+	**15-24**	**25 -54**	**55+**
Overall labour force 15+	-3.4	-11.1	-8.4	4.9
Male	-8.8	-3.4	-7.2	4.6
Female	-3.9	-12.4	-9.4	5.0
Indigenous Identity labour force 15+	5.3	-1.9	-3.4	31.5
Male	3.8	-0.3	-10.1	28.9
Female	6.7	-7.0	-1.5	34.7
With activity limitations labour force 15+	9.9	15.0	6.5	1.5
Male	14.3	26.2	12.7	12.5
Female	6.1	4.5	1.9	11.1
Immigrant labour force 15+	0.1	-12.5	13.1	-7.4
Male	5.1	-6.3	10.9	-0.5
Female	-3.5	-28.6	9.6	-12.2

Source: Statistics Canada Customized Census data, 2016 and 2021

Labour force attachment by educational attainment levels, FNETB region

Table 7 below shows the correlation between educational attainment levels and labour force attachment. Clearly, higher educational attainment levels increase one's chances of being in the labour force. That is particularly true for the 15 to 24 cohort with an apprenticeship or trades certificate or diploma. The decrease in the labour force participation over time in the older age cohorts with that same educational level could be attributed to the high number of retirements in the trades.

Table 9 – Labour Force Activity, by Age, by Educational Attainment Levels, FNETB Region - 2011, 2016 and 2021

	15-24			25-54			55+		
2021	**Total**	**In the LF**	**Not in the LF**	**Total**	**In the LF**	**Not in the LF**	**Total**	**In the LF**	**Not in the LF**
No certificate, diploma, or degree	5,470	40.7	59.0	5,695	56.9	42.3	13,475	19.6	80.3
High school or equivalent	4,735	75.2	24.6	11,830	76.5	23.7	11,730	35.8	64.2
Apprenticeship or trades certificate or diploma	325	92.3	7.7	3,275	86.9	11.7	4,550	34.3	66.5
College, CEGEP, or other non-university	1,705	87.4	11.4	14,380	88.5	11.6	9,870	43.3	56.8
University certificate, diploma, or degree	760	86.2	16.4	7330	93.6	6.7	3,970	37.8	60.8
2016	**Total**	**In the LF**	**Not in the LF**	**Total**	**In the LF**	**Not in the LF**	**Total**	**In the LF**	**Not in the LF**
No certificate, diploma, or degree	6,705	44.3	55.6	7,350	58.2	41.7	15,365	20.6	79.5
High school or equivalent	4,985	77.9	21.8	11,550	79.7	20.9	9,570	36.6	63.3
Apprenticeship or trades certificate or diploma	440	87.5	15.9	4,870	85.9	13.7	4,905	40.0	60.6
College, CEGEP, or other non-university	1,865	87.4	11.0	15,605	89.6	10.4	7,890	45.6	55.4
University certificate, diploma, or degree	650	91.5	13.8	7,090	93.0	6.6	3,825	38.3	63.7
2011	**Total**	**In the LF**	**Not in the LF**	**Total**	**In the LF**	**Not in the LF**	**Total**	**In the LF**	**Not in the LF**
No certificate, diploma, or degree	7,075	39.5	60.4	8,715	63.5	36.1	15,465	18.0	81.7
High school or equivalent	4,775	73.4	26.5	12,375	78.5	21.1	7,265	39.8	58.7
Apprenticeship or trades certificate or diploma	635	87.4	3.9	6,235	91.3	7.4	5,650	32.7	64.2
College, CEGEP, or other non-university	1,760	84.4	11.4	15,455	89.5	9.7	5,410	42.9	54.6
University certificate, diploma, or degree	815	83.4	13.5	6,490	92.9	3.1	3,520	30.4	6.2

EMPLOYMENT ONTARIO (EO) PROGRAM DATA (2024-2025):

The following pages provide Employment Ontario (EO) program data for this region. While the data has its limitations, it nonetheless helps to identify where marketing efforts might help to raise awareness about local programs and services.

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).

COCHRANE DISTRICT	TIMISKAMING DISTRICT

• Assisted Services = 1,697 up 114 clients (7.2%) from 2023-2024
• Unassisted Services also increased from the previous year to 9,903 clients, an increase of +196.6% (+6,564 clients)
• 57.6% of ES clients were men a slight increase from the previous year when men represented 55.6% of ES clients. 40.8% were women down from 42.7% in 2023-2024.
• ES clients by age:
    ○ 421 (24.8%) were aged 15-24 compared to 430 (27.2%) in 2023-2024, a decrease of -2.4%
    ○ 793 (46.7%) were aged 25-44 compared to 764 (48.3%) in 2023-2024, a decrease of -1.6%
    ○ 447 (26.3%) were 45-64 up from 357 (22.5%) in 2023-2024, an increase of 3.8%
    ○ The number of clients 65 and over was almost the same at 34 (2.0%) compared to 29 (1.8%) in 2023-2024 (0.2%).
• Educational attainment levels of ES clients in 2024-2025:
    ○ 1.8% had less than Grade 9 (in 2023-2024 it was 1.9%)
    ○ 18.9% had less than Grade 12 (in 2023-2024 it was 19.2%
    ○ 39.1% had completed high school (in 2023-2024 it was 38.7%)
    ○ 25.0% had completed college (in 2023-2024 it was 24.3%
    ○ 1.7% had a certificate of apprenticeship journeyperson (in 2023-2024 it was 2.0%
    ○ 5.7% had completed university (in 2023-2024 it was 5.0%)
    ○ 7.4% had other (some apprenticeship, college, university) in 2023-2024 it was 8.1%.
	• Assisted Services = 566 down -53 clients (-8.6%) from 2023-2024
	• Unassisted Services also decreased from the previous year to 566 clients, a decrease of -8.6% (-53 clients)
	• 61.1% were men a slight increase from the previous year when men represented 57.8% of ES clients. 37.8% were women down from 41.5% in 2023-2024.
	• ES clients by age:
	    ○ 124 (21.9%) were aged 15-24 compared to 139 (22.5%) in 2023-2024, a decrease of -2.4%
	    ○ 258 (45.6%) were aged 25-44 compared to 295 (47.7%¨) in 2023-2024, a decrease of -12.5% (-37 clients)
	    ○ 174 (30.7%) were 45-64 a slight decrease from 178 (27.8%) in 2023-2024, a decrease of -2.1% (-4 clients).
	    ○ The number of clients 65 and over n/a
	• Educational attainment levels of ES clients in 2024-2025:
	    ○ 2.5% had less than Grade 9 (in 2023-2024 it was 1.9%
	    ○ 22.3% had less than Grade 12 (in 2023-2024 it was 21.3%
	    ○ 38.0% had completed high school (in 2023-2024 it was 38.3%
	    ○ 23.1% had completed college (in 2023-2024 it was 22.3%)
	    ○ 2.3% had a certificate of apprenticeship journeyperson (in 2023-2024 no data
	    ○ 4.1% had completed university (in 2022-2023 it was 2.9%
	    ○ 6.4% had other - some apprenticeship, college, or university (in 2023-2024 it was 10.2%)

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).

COCHRANE DISTRICT

- Literacy and Basic Skills = 754 clients (new & carry over) compared to 813 the previous year, a decrease of -7.3% (-59 clients).
- LBS client goal path in 2024-2025:
  - Apprenticeship = 4.1%, down from 6.9% in 2023-2024 (-2.8%)
  - Employment = 48.1%, it was 41.9% the previous year (+6.2%)
  - Independence = 17.2%, it was 17.8% in 2023-2024 (-0.6%)
  - Post-secondary education = 20.8%, it was 22.5 % the previous year (-1.7%)
  - Secondary school credits = 9.7% down from 10.8% the year before (-1.1%)
- Educational attainment levels of clients at in-take:
  - 7.0% had less than Grade 9 it was 7.4% in 2023-2024 (-0.4%)
  - 27.5% had less than Grade 12 down from 28.9% (-1.4%)
  - 28.8% had completed high school down from 29.0 ((-0.2%)
  - 1.5% had an apprenticeship or trade certificate.
  - 20.6% had completed college up from 20.2% (0.4%).
  - 8.5% had competed university up from 7.6% (0.9%).
  - 3.7% had other (some college, apprenticeship, or university) down from 4.8% (-1.1%).
- A look at the demographics of LBS clients:
  - 30.8% were men up from 28.3% (2.5%)
  - 68.2% were women down from 70.5% (-2.3%)
  - 23.6% were aged 15-24 it was 23.5% in 2023-2024)
  - 37.3% were aged 25-44 slightly up from 36.5% (0.8%)
  - 24.0% were aged 45-64 down from 25.0% (-1.0%)
  - 15.1% were aged 65+ it was 14.9% (0.1%)
  - 11.3% were newcomers it was 5.3% the previous year (6.0%)
  - 39.3% were persons with disabilities up from 37.1% (2.2%)
  - 25.2% were Indigenous down from 26.6% (-1.4%)
  - 61.0% were Francophone up from 52.8% (7.2%)

TIMISKAMING DISTRICT

- Literacy and Basic Skills = 381 clients (new & carry over) down from 388 the previous year-1.8% (-7 clients)
- LBS client goal path in 2024-2025:
  - Apprenticeship = 3.1%, no data for 2023-2024
  - Employment = 44.9%, up from 38.1% the previous year (+15.5%)
  - Independence = 24.9%, it was 27.3% in 2023-2024 (-2.4%)
  - Post-secondary education = 23.4%, it was 26.0% the previous year (-2.6%)
  - Secondary school credits = 3.7% down from 6.4% the year before (-2.7%)
- Educational attainment levels of clients at in-take:
  - 7.1% had less than Grade 9 compared to 9.3% in 2023-2024 (-2.2%)
  - 23.9% had less than Grade 12 down from 26.3% (-2.4%)
  - 21.5% had completed high school up from 17.0% (+4.5%)
  - 24.1% had completed college down from 24.7% (-0.6%).
  - 12.9% had competed university no change from 2023-2024
  - 4.7% had other (some college, apprenticeship, or university) up from 3.3% (+1.4%).
- A look at the demographics of LBS clients:
  - 27.3% were men down from 34.0% (-6.7%)
  - 72.2% were women up from 65.5% (+6.7%)
  - 19.2% were aged 15-24 it down from 21.1% (-1.9%)
  - 33.1% were aged 25-44 up from 31.7% (+1.4%)
  - 24.7% were aged 45-64 up from 21.9% (+2.8%)
  - 23.1% were aged 65+ down from 25.3% (-2.2%)
  - 8.4% were newcomers down from 10.6% (-2.2%)
  - 29.7% were persons with disabilities up from 26.3% (+3.4%)
  - 11.0% were Indigenous down from 12.1% (-1.1%)
  - 52.2% were Francophone down from 53.1% (-0.9%)

• The number of clients by source of income shows: ○ 38.2% of clients indicated employment as their source of income it was 38.7% in 2023-2024 ○ 17.2% have no source of income up from 15.3% (1.9%) ○ 12.1% report Ontario Works as their source of income up from 11.1% (1.0%) ○ 5.4% report Ontario Disability Support Program as their source of income up from 4.4% (1.0%) ○ 4.0% indicated Employment Insurance was their source of income compared to 4.2% the previous year ○ 38.2% report receiving employment income compared to 38.7% the previous year ○ 2.7% report self-employment as their source of income it was 2.2% in 2023-2024. Client referrals ○ The total number of clients referred in was 733 in 2024-2025 down from 768 a decrease of -4.6% (-35 clients) ○ The main sources of the client referred in is word of mouth/media referrals ○ The total number of clients referred out was 326 down from 369 a decrease of -11.7% (-43 clients) ○ The main source of the clients being referred out are other education or training programs.	• The number of clients by source of income shows: ○ 34.6% of clients indicated employment as their source of income it was 36.1% in 2023-2024 (-1.5) ○ 11.8% have no source of income up from 13.4% (-1.6%) ○ 10.5% report Ontario Works as their source of income up from 9.0% (+1.5%) ○ 12.6% report Ontario Disability Support Program as their source of income up from 9.8% (+2.8%) Client referrals ○ The total number of clients referred was 357 in 2024-2025 it was 359 the previous year. ○ The main sources of the client referred in is word of mouth/media referrals ○ The total number of clients referred out was 121 down from 141 a decrease of -14.2% (-20 clients) ○ The main source of the clients being referred out are other education or training programs.

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.	
COCHRANE DISTRICT	**TIMISKAMING DISTRICT**

▪ Active apprentices = 940 up from 825 an increase of +115 (+13.9%)
▪ Number of Certificates of Apprentices issued = 59 down from 61 the previous year
▪ Number of modular training registrations = 1,713 down from 1,832 a decrease of -119 (-6.5%)
▪ Number of new registrations = 300 up from 231 an increase of +69 (29.9%)
▪ The average age of apprentices is 23
▪ Educational attainment levels in 2024-2025:
  ○ 41.0% had less than Grade 12 up from 34.2% the previous year (+6.8%)
  ○ 48.7% had completed high school compared to 61.9% a decrease of -13.3%
▪ The TOP 3 trades by number registrations in 2024-2025:
  ○ Electricians – Construction and Maintenance
  ○ Industrial Mechanic Millwrights
  ○ Automotive Service Technicians
	▪ Active apprentices = 345 up from 306 an increase of +39 (+12.7%)
	▪ Number of Certificates of Apprentices issued = 38 up from 27 an increase of +11 (+40.7%)
	▪ Number of modular training registrations = 893 up from 880 an increase of +13 (+1.5%)
	▪ Number of new registrations = 90 up from 86 an increase of +4 (+4.7%)
	▪ The average age of apprentices is 25
	▪ Educational attainment levels in 2024-2025:
	  ○ 34.4% had less than Grade 12 up from 19.8% the previous year (+14.6%)
	  ○ 50.0% had completed high school down from 77.9% a decrease of -27.9%
	▪ The TOP 3 trades by number registrations in 2024-2025:
	  ○ Electricians – Construction and Maintenance
	  ○ Industrial Mechanic Millwrights
	  ○ Welders

Observations:
Because of the small population base and resulting low numbers for our region, the Employment Ontario data does not provide enough details with which to form a significant analysis other than as mentioned earlier to help identify areas where more marketing could be done to raise awareness among certain segments of the population (ex: youth, Indigenous) to ensure that programs are used to their full potential.

WHAT WE HEARD FROM EMPLOYERS

In 2025, the FNETB' s ongoing efforts to collect employer input was done via one-on-one interviews, panel presentations at workforce related events, employer networking meetings, local job fairs, and local planning meetings. Additionally, a survey was conducted in May 2025 to collect input from local employers on issues related to employee recruitment, training and retention. The survey was completed by 290 employers within the FNETB region. Employers consulted in 2025 represent all industry sectors and most who provided input were company owners, managers, human resources, and in other upper management positions in both the private-for-profit and non-profit sectors.

The 2025 employer outreach provided us with insights into local workforce challenges regarding the attraction, training and retention of the skilled workforce that is needed within the region's businesses and industries. If the most recent employer outreach did not reveal a lot of real surprises, it confirmed that workforce issues are prominent in the minds of employers in the FNETB area, including issues relating to hiring, training, the need to replace retiring workers, and worries that there are not enough qualified job candidates to fill labour needs.

- Despite concerns expressed about the high number of retirements currently experienced and that are imminent by 2031, less than four in ten (41%) of the employers consulted acknowledge that they do not have a formal succession plan in place.

- The four most common challenges when recruiting new employees were:
    - Applicants lacked the skills required
    - Low number of applicants
    - Applicants lacked the qualifications required
    - Applicants lacked the work experience required.

- When employers cannot fill all their job vacancies, their most likely strategy is to rely on more overtime among current staff, although that option drew slightly less support for 2025 compared to 2024.

- Most employers indicate that they recruited locally, while more than half recruited from Northern Ontario. One-third recruited from Southern Ontario and almost one quarter from other provinces. One in seven said they also recruited internationally.

- Most employers indicate that they are using on-line platforms, such as free-online job boards, social media and their own website, to recruit job candidates. But the old "low-tech" strategies of word-of-mouth and employee referrals top the list of responses, with word-of-mouth being relied upon by 80% or more, and employee referrals accounting for almost two-thirds.

- Employers also highlight that gaps exist with some of the “softer” skills that are important to them when hiring, including work ethic, dedication and dependability, as well as teamwork and interpersonal skills, and willingness to learn.

- When it comes to training of their workforce, a majority of employers consulted say they fund the training or education themselves, either fully or in part, while slightly less than half use government hiring and training incentives or offer flexible work schedules to their employees. The most common method is on-the-job training, followed by online webinars or workshops, peer-to-peer training, and colleges.

- A significant proportion of employers indicate that they employ summer students, as well employ students for part-time jobs.

- New developments in digitization, cyber-security, artificial intelligence, cloud-based technologies and other technological innovations are impacting and will continue to impact local business and their workforce. While employers do not know at this time whether changing and evolving technologies will lead to job losses or to the creation of new jobs, they do however indicate that they expect that their employees will need continuous upskilling and reskilling in areas such as advanced computer skills, data collection, analysis and management skills. While new technologies pose new challenges, these advancements are also viewed as tools to increase productivity and expand their businesses.

- Most employers although concerned about the impact of US tariffs on their business, anticipated those to come into effect and to be felt more strongly in the future. The key concerns cited are supply chain disruptions, the need to raise prices, and restricted spending due to uncertainty.

- While many employers report separations from employees quitting or retiring, the good news is that many employers continue to hire to fill those vacancies. Additionally, many report business growth and expansion as a reason that they hire.

- Some of the occupations which employers find the hardest to fill were sales associates; mechanics (heavy duty and automotive); registered nurses; truck drivers; millwrights; administrative staff; labourers; and welder/fitters.

- Regarding training for employees, the challenges most frequently mentioned by employers are the distance to travel to access training that is not available locally, as well as the cost of training. Many employers consulted offer on the job placement opportunities and part-time employment opportunities for students and youth. Expansion of those opportunities is seen as a way to expose the future generation to the local opportunities and ultimately do a better job of balancing supply and demand.

- When hiring, there are six skills that employers mostly seek:
    - Work ethic, dedication and dependability
    - Teamwork and interpersonal skills
    - Willingness to learn
    - Customer service
    - Self-motivation and independence
    - Oral and written communication

- In-demand and hard-to-fill positions mentioned most often by employers reflect the top occupations based on upcoming retirements and local job postings, they include:
    - entry level positions in the services sector (sales associates, cashiers),
    - administrative positions (administrative officers, accounting technicians, receptionists),
    - trades (industrial mechanics, heavy equipment mechanics, automotive service technicians, welders, electricians),
    - health care sector occupations (registered nurses, nurses' aides, personal support workers),
    - education sector (teachers at all levels, teachers' aides, early childhood educators)
    - social and community service workers.

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

LOCAL PRIORITIES

The following reflects the local priorities and related strategies identified by local employers and stakeholders during the 2025 outreach. It summarizes potential strategies based on the most recent labour market information and local knowledge. Local priorities continue to revolve around five key themes identified in previous reports, mainly:

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.

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.

3. Recruitment and retention

With fewer young workers entering the workforce, continued emigration 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.

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.

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.

PROPOSED STRATEGIES

Focus on skills development

- Provide support for preparing youth and job seekers for employer key skills requirements such as work ethic, teamwork, willingness to learn, customer service, and communication.
- Invest in on-the-job training, peer-to-peer learning, and online workshops to upskill employees.

Support employee training and education

- Increase funding and support for employee training and education, including leveraging government incentives and offering flexible work schedules for training.

Mitigate training obstacles

- Address barriers such as training costs and lack of relevant programs available at the regional level by exploring remote learning options and advocating for more local training opportunities.

Expand use of local employment services

- Promote and strengthen partnerships with local employment agencies, colleges, and government programs to support recruitment efforts.

Increase student employment opportunities

- Increase employer participation in paid and unpaid work experiences for students and youth, including co-op placements, internships, apprenticeships, and summer/part-time jobs.

Broaden recruitment geography

- Support initiatives that aim to recruit not only locally but also from other regions, provinces, and internationally to address talent shortages and to reach a broader pool of candidates.

Provide support for succession planning

- Provide support for businesses to create formal succession plans for key roles to ensure continuity and preparedness for retirements and unexpected departures.

Address housing and infrastructure challenges

- Continue to advocate for local government and stakeholders to increase the availability of housing and daycare services, and to improve public transportation and internet access, which are major barriers to recruitment and retention.

Prepare for technological and environmental changes

- Invest in upskilling and reskilling employees to adapt to digitalization, AI, automation, and new environmental regulations.
- Integrate advanced computer, data management, and project management within existing training programs.

Across the region, stakeholders and employers highlight the benefits of partnerships and collaboration as key to address local labour market needs. As such, they encourage strategies and activities that bring together a range of partners and stakeholders to build and nurture working relationships that support to common goals to better align skills and jobs.

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 conducted an employer survey on employee recruitment, training and retention. The survey was developed and conducted in partnership with the three other Northeastern Ontario workforce planning boards.
- A local report was developed and is posted on the FNETB website Recruitment-Training-and-Retention-2025-Employer-Survey-Results.pdf
- A broader Northeastern Ontario report was also developed Final-Northeast-Report.pdf
- The results of the 2025 employer survey were presented at the FNETB' s AGM on October 2nd.
- The results of the 2025 employers survey were also presented at the local community level (7 meetings in November)
- 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. Quarterly Job Posting Reports - Far Northeast Training Board
- LMI PowerPoint presentations are posted on the FNETB LMI. PowerPoint presentations - Far Northeast Training Board
- The FNETB is a member of the Northeast SSM LMI advisory committee.

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 Rural Community Immigration Project and for the Francophone Community Immigration Project are available in the region. The FNETB is a member local (RCIP and FCIP) program. The FNETB also provides LMI to help prioritize industries and occupations for those two programs.
- 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). When possible, the FNETB attend their events and presents to those groups.

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. A total of 77 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.
- The Explore Your Options in Mining Job Fair was held on June 5th during the Canadian Mining Expo providing another opportunity.

CONCLUSION

The input provided by many employers and stakeholders who participated in this year's outreach is key to guiding the work of the FNETB. As we lead and/or engage in local workforce development activities and projects, we ensure that those initiatives are informed by that local input and supported by local labour market information.

Partnerships between employers, education and training, employment, and community and government leaders and stakeholders are key to address local labour market needs. Communication, collaboration and the coordination of expertise, time and resources. Improving local labour market conditions is a shared responsibility that requires a shared understanding and a shared commitment by all who have a stake and an interest in achieving positive results for employers, for job seekers, and for the communities overall.

The insights gained from the data and information contained in this report highlights a lot of what we might already know and understand about local workforce needs and issues. An important aspect that it raises is that despite the local labour market challenges that are raised, it also highlights strategies that local organizations can pursue individually or collectively to support the continued growth and prosperity of local communities.

Lastly, the FNETB would like to express its gratitude to the many partners and stakeholders who shared their insight this past year. Your contribution is important and is very much appreciated.