



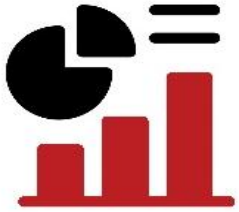
www.fnetb.com

KAPUSKASING

Local Labour Market Planning Meeting

September 15, 2026

What We Do



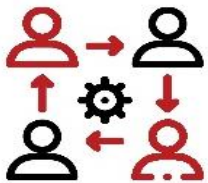
Labour Market Information

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



Partnerships

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



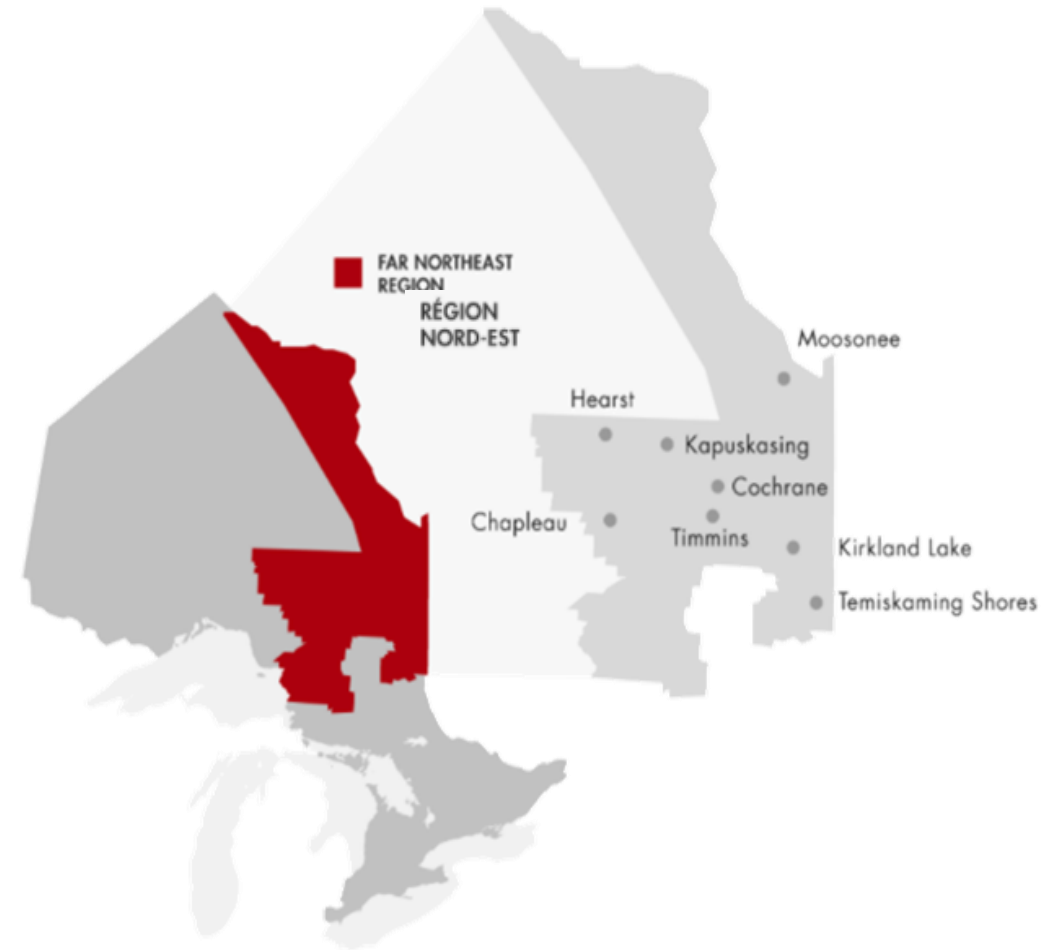
Planning

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



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

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



GOAL:

Discuss potential future partnership opportunities to help address local labour market needs and priorities.



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FNETB - 2026 Labour Market Planning Meeting

11:00 – 12:00

Welcome and introduction
Presentation - Employer survey results
Observations

12:00 – 12:30 Lunch

12:30– 2:30

Group discussions – Suggested ideas/actions
Plenary

2:30 – 3:00

Moving forward
Recap and next steps

COMMUNITY	DATE
T. Shores	Sept 10, 2026
Kirkland Lake	Sept 11, 2026
Kapuskasing	Sept 15, 2026
Chapleau	Sept 17, 2026
Hearst	Sept 21, 2026
Timmins	Sept 25, 2026
Cochrane	Sept 29, 2026



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

Recruitment, Training and Retention

2026

Survey results



271

respondents from the
FNETB region.

Conducted in May 2026

PARTNERS:



Northern CORRIDOR
CHAMBER OF COMMERCE
CHAMBRE DE COMMERCE
DU CORRIDOR DU Nord



Canada

EMPLOYMENT
ONTARIO

EMPLOI
ONTARIO

Ontario

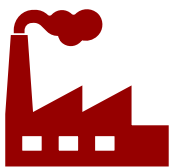
GOALS

- To better understand recruitment, training and retention challenges and opportunities across the FNETB region (from employers' perspective).
- To inform local employment, training and community planning to ensure the availability of a skilled and trained workforce.
- To ensure that local employment and training programs, services, and initiatives align with the skills and labour needs of employers.

SURVEY RESPONDENTS

TABLE 1: NUMBER AND PERCENT OF RESPONDENTS BY INDUSTRY			
INDUSTRY	SURVEY		ACTUAL PERCENT
	NUMBER	PERCENT	
Agriculture, Forestry, Fishing and Hunting	12	4.4%	7.7%
Mining, Quarrying and Oil and Gas Extraction	21	7.7%	1.1%
Utilities	4	1.5%	0.7%
Construction	24	8.9%	9.4%
Manufacturing	11	4.1%	2.2%
Total Goods-producing industries	72	26.6%	21.1%
Wholesale Trade	2	0.7%	8.9%
Retail Trade	23	8.5%	5.6%
Transportation and Warehousing	0	0.0%	2.2%
Information and Cultural Industries	5	1.8%	0.9%
Finance and Insurance	20	7.4%	4.9%
Real Estate, Rental and Leasing	6	2.2%	20.8%
Professional, Scientific and Technical Services	25	9.2%	6.8%
Management of Companies and Enterprises	0	0.0%	0.7%
Administration and Support, Waste Management	8	3.0%	3.2%
Educational Services	17	6.3%	0.9%
Healthcare and Social Assistance	36	13.3%	9.0%
Arts, Entertainment and Recreation	8	3.0%	1.3%
Accommodation and Food Services	13	4.8%	4.1%
Other Services (Except Public Administration)	25	9.2%	8.9%
Public Administration	11	4.1%	0.8%
Total Services-producing industries	1944	73.5%	79.0%
TOTAL	266	100.0%	100.0%

Goods-producing industries



26.6%

21.1%

29.3%

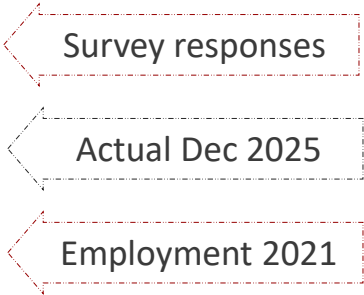
Services-producing industries



73.5%

79.0%

70.7%



Most who completed the survey were company owners, managers, human resources, and in other upper management positions in both the private-for-profit and non-profit sectors. More than sixty percent had been in business for twenty-five years or more.

SURVEY TOPICS

- turnover in 2025 (voluntary or involuntary) - reasons
- hiring in 2026 – reasons, occupations
- vacancies, hard to fill positions, adapting when vacancies remain unfilled
- recruitment and retention challenges
- recruitment methods
- most important skills when hiring
- employee training (support, source, barriers)
- employment experiences for students and youth
- impact of technology on the workforce
- impact of US tariffs
- familiarity with employment and training programs



The Turnover Divide: Voluntary vs. Involuntary Departures in 2025

VOLUNTARY DEPARTURES: WHY EMPLOYEES QUIT



74% Seek Higher Compensation

Finding a higher paying job is the primary driver for voluntary exits.



46% Leave for Personal Reasons

Life transitions, such as parental leave or returning to school, significantly impact retention.



30% Prioritize Remote & Flexible Work

Employees increasingly quit to secure better control over their work environment and schedules.

In 2025, over two-thirds of respondents saw staff departures. A sharp divide exists between employees quitting (82%) versus being terminated (52%), with retirements accounting for 30%.

INVOLUNTARY DEPARTURES: WHY EMPLOYEES ARE TERMINATED



56% Lack Essential Skills or Ethics

Deficiencies in job-specific skills and basic work ethics are the leading causes for firing.

37% Resist Learning and Growth

A lack of experience paired with an unwillingness to learn often results in dismissal.



34% Struggle with Teamwork

Poor interpersonal skills and an inability to work effectively with others drive terminations.



EMPLOYEE TURNOVER IN 2025



Over two-thirds of respondents saw staff departures in 2025

A sharp divide exists between employees quitting (82%), versus being terminated (52%), with retirements accounting for 30%.

REASONS FOR SEPARATIONS	TOTAL FNETB REGION		NORTHERN CORRIDOR	
	2025	2024	2025	2024
Employee quit	82%	79%	70%	74%
Employee terminated/fired	52%	56%	13%	47%
Employee retired	30%	42%	43%	44%
Layoff	23%	30%	30%	24%

REASONS WHY EMPLOYEES QUIT	TOTAL FNETB REGION	NORTHERN CORRIDOR
For a higher paying job	74%	68%
For personal reasons (parental leave, for school/training)	46%	50%
For more flexible work/remote work	30%	29%
For better work schedules (no shift work)	22%	39%
For less emotionally demanding work	20%	14%
For less physically demanding work	19%	18%
Because they need more hours	16%	21%
Because of physical health issues	14%	7%

REASONS WHY EMPLOYEES ARE TERMINATED OR FIRED	TOTAL FNETB REGION	NORTHERN CORRIDOR
Employees lack the skills required for the job	56%	56%
Employees lack work ethics/basic life skills	56%	56%
Employees lack experience and are unwilling to learn	37%	37%
Employees lack interpersonal/teamwork skills	34%	33%
Employees don't take the job seriously	31%	33%
Employees don't understand or respect company HR policies	30%	37%
Because of improper conduct (violence or harassment)	14%	19%
Because of substance abuse issues	12%	7%

HIRING IN 2026

77% of employers are hiring in 2026

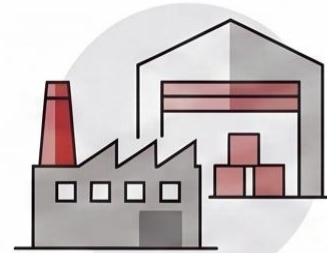
Hiring is driven by the need to fill vacancies, growth or expansion, and replacing retirees



	TOTAL FNETB REGION			NORTHERN CORRIDOR		
	2026	2025	2024	2026	2025	2024
Fill existing vacancies	75%	75%	81%	71%	74%	71%
Growth/expansion	52%	50%	46%	46%	37%	46%
Retirements	24%	29%	33%	36%	35%	36%
Restructuring	10%	12%	15%	13%	13%	13%
Technological changes	2%	6%	8%	1%	2%	7%

WORKFORCE OUTLOOK 2026: PRIMARY DRIVERS FOR 2026 HIRING

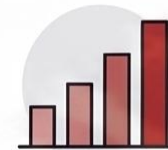
GOODS-PRODUCING INDUSTRIES



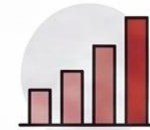
SERVICES-PRODUCING INDUSTRIES



75%
Hiring Aims to Fill Existing Vacancies
(Top Priority for Both Sectors)



GROWTH drives **64%** of hiring
Significantly higher than services-producing employers.



GROWTH **48%**



RETIREMENTS **20%**



RETIREMENTS account for **25%**
More frequent driver in the services sector.

When asked to choose from a list of broad occupational categories, the type of occupations for which they hired or expected to hire in 2026, the most frequently indicated occupational categories are:

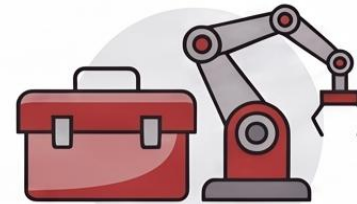
- Administrative occupations (41%)
- Supervisors (27%)
- Production workers and labourers (18%)
- Sales associates and client services (15%)
- Accountants and bookkeepers (12%)

WORKFORCE OUTLOOK 2026: TOP OCCUPATIONS IN DEMAND

GOODS-PRODUCING INDUSTRIES



SUPERVISORS
(46%)



PRODUCTION WORKERS/LABOURERS
(41%)



ADMINISTRATIVE
(34%)

SERVICES-PRODUCING INDUSTRIES



ADMINISTRATIVE
(44%)



SUPERVISORS
(19%)



**SALES AND
CLIENT SERVICES**
(15%)

RECRUITMENT CHALLENGES

	TOTAL FNETB REGION		GOODS-PRODUCING INDUSTRIES		SERVICES-PRODUCING INDUSTRIES		NORTHERN CORRIDOR	
	2026	2025	2026	2025	2026	2025	2026	2025
Applicants lack the skills required	56%	60%	58%	75%	55%	55%	62%	56%
Applicants lack work experience required	50%	47%	67%	60%	44%	42%	49%	45%
Applicants lack the qualifications required	46%	48%	55%	52%	44%	47%	41%	50%
Low number of applicants	45%	52%	30%	52%	50%	52%	54%	56%
Applicants lack soft skills/work ethics	30%	36%	22%	31%	32%	38%	26%	39%
Competition from other employers	27%	37%	37%	38%	24%	37%	21%	37%
Compensation expectations	21%	30%	15%	28%	23%	31%	23%	36%
Applicants don't show up for interview	14%	--	8%	--	16%	--	5%	--



28%

Housing shortage



16%

Lack of daycare



16%

No public transportation

	TOTAL FNETB REGION	
	2026	2025
Lack of housing	28%	43%
Lack of daycare	16%	24%
Lack of public transportation	16%	21%
	NORTHERN CORRIDOR	
	2026	2025
Lack of housing	28%	64%
Lack of daycare	31%	38%
Lack of public transportation	26%	26%

ADAPTING WHEN POSITION CANNOT BE FILLED

Businesses are relying on overtime

To manage unfilled roles, employers are increasingly using overtime, out-sourcing, and redistributing duties.



“Other” operational and strategic workarounds include:

- Leadership stepping in: Managers, senior partners, or owners personally fill vacant roles to ensure work gets done.
- Altering hiring standards: Companies are hiring unskilled or less qualified workers.
- Reducing business output and services: Many adapt by reducing business hours, wait-listing services, or deliberately declining contracts.
- Compromising operations: running short-staffed, compromising on overall service quality, or seeking help from volunteers to stay afloat

	TOTAL ALL INDUSTRIES		GOODS PRODUCING INDUSTRIES		SERVICES PRODUCING INDUSTRIES		NORTHERN CORRIDOR	
	2026	2025	2026	2025	2026	2025	2026	2025
More overtime for current staff	59%	46%	62%	63%	57%	39%	50%	49%
Subcontract/Outsourcing	37%	31%	60%	52%	25%	23%	35%	29%
Staff reduction/re distribution of work	26%	51%	29%	62%	24%	7%	30%	48%
Access staffing agencies	14%	14%	11%	11%	15%	12%	15%	12%
Offer remote work options	6%	10%	7%	6%	6%	12%	0%	9%
Implementation of technology/automation	5%	12%	7%	12%	5%	12%	5%	15%

TOP RECRUITMENT METHODS & SUCCESS

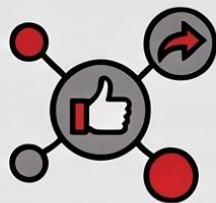
PERSONAL NETWORKS LEAD



78%

FIND WORD-OF-MOUTH
& EMPLOYEE REFERRALS
MOST SUCCESSFUL.

SOCIAL MEDIA DOMINATES DIGITAL SPACE



73%

LOCAL EMPLOYERS
UTILIZE SOCIAL MEDIA
TO RECRUIT.

DIGITAL JOB BOARDS & WEBSITES MATTER



33%

USE FREE
JOB BOARDS



31%

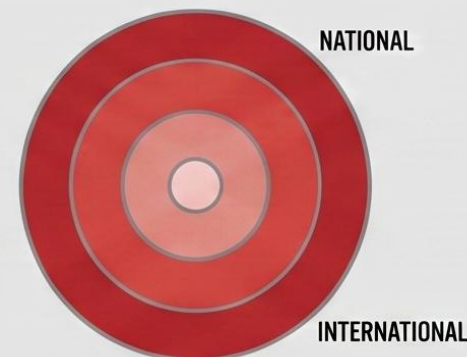
RELY ON
COMPANY
WEBSITES.

GEOGRAPHIC REACH COMPARISON

GOODS-PRODUCING INDUSTRIES



**CASTS A
WIDER NET**



3X MORE LIKELY
TO RECRUIT
NATIONALLY

2X MORE LIKELY
TO RECRUIT
INTERNATIONALLY

SERVICE INDUSTRIES



**MORE REGIONALLY
FOCUSED**



**SIGNIFICANTLY LESS
LIKELY TO RECRUIT
OUTSIDE THE REGION.**

RECRUITMENT METHODS

	TOTAL FNETB REGION		GOODS-PRODUCING INDUSTRIES		SERVICES-PRODUCING INDUSTRIES		NORTHERN CORRIDOR	
	2026	2025	2026	2025	2026	2025	2026	2025
Word of mouth, personal contacts, employee referrals	78%	84%	82%	82%	77%	85%	85%	67%
On-site job signs or posters	13%	33%	10%	35%	15%	32%	18%	41%
Our business/organization's own website	31%	57%	27%	57%	32%	57%	36%	54%
Social media (Facebook, LinkedIn)	73%	65%	70%	62%	74%	66%	87%	68%
Paid online job boards	14%	29%	22%	38%	11%	26%	5%	21%
Free online job boards	33%	64%	28%	65%	35%	64%	13%	55%
Onsite recruitment at schools, colleges, universities	2%	25%	0%	31%	3%	23%	0%	19%
Job fairs	13%	31%	22%	40%	12%	27%	5%	32%
Trade or professional publications or websites	4%	18%	8%	18%	3%	18%	5%	15%
Community employment centre	19%	44%	13%	38%	21%	47%	31%	47%
Executive search companies/Head-hunters	3%	7%	3%	14%	2%	4%	0%	3%
Print media	6%	21%	7%	25%	6%	20%	3%	24%
Radio ads	5%	10%	5%	15%	5%	8%	8%	14%

MOST IMPORTANT SKILLS WHEN HIRING

Top Skills Employers Demand: 2026 Outlook

Based on 2026 labor market survey data (N=239), a dominant preference for soft skills exists across all sectors, with a significant split in secondary priorities between goods and services industries.

The Universal Top 3 Hiring Priorities

59%

Value Work Ethic, Dedication, and Dependability

This remains the single most critical trait demanded by employers across all industry types.



36%



Prioritize Teamwork and Interpersonal Skills

Collaborative ability is the second most sought-after skill for the 2026 hiring cycle.

31%



Require Oral and Written Communication

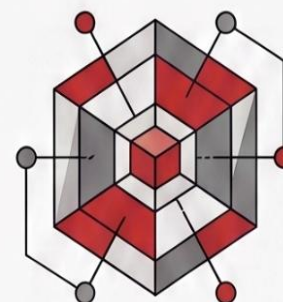
Effective communication rounds out the top three essential skills for modern employees.

Industry Divergence: Goods vs. Services

Goods-Producing: Technical & Process Focus

Technical Skills
(35%)

Ability to Follow Instructions
(32%)



Services-Producing: Client & Interpersonal Focus

Communication
(38%)

Customer Service
(32%)



Skill Category	Goods-Producing	Services-Producing
Oral & Written Communication	13%	38%
Ability to Follow Instructions	32%	10%
Technical Skills	35%	18%

MOST IMPORTANT SKILLS WHEN HIRING

	TOTAL FNETB REGION		GOODS PRODUCING INDUSTRIES		SERVICES PRODUCING INDUSTRIES		NORTHERN CORRIDOR	
	2026	2025	2026	2025	2026	2025	2026	2025
Work Ethic, Dedication and Dependability	59%	77%	67%	88%	57%	72%	51%	76%
Teamwork and Interpersonal Skills	36%	59%	30%	64%	39%	56%	46%	66%
Oral and Written Communication	31%	44%	13%	23%	38%	51%	38%	48%
Customer Service	26%	46%	10%	16%	32%	58%	38%	47%
Willingness to Learn	26%	47%	35%	61%	23%	41%	21%	43%
Self-Motivation and Independence	24%	45%	32%	47%	22%	45%	5%	46%
Technical	23%	31%	35%	50%	18%	24%	21%	23%
Problem Solving and Creativity	17%	26%	20%	33%	16%	23%	15%	25%
Ability to Follow Instructions	15%	33%	32%	55%	10%	24%	13%	35%
Time Management and Organization Skills	15%	37%	13%	31%	15%	39%	23%	30%
Professionalism	14%	30%	10%	14%	15%	36%	13%	35%
Computer Literacy	9%	19%	3%	6%	11%	24%	13%	19%
Analytical/Research Skills	3%	8%	0%	13%	4%	6%	3%	6%

Support for employee training

Based on a survey conducted by the FNETB in May 2026 with 271 employers, this infographic highlights how employers support training for their employees as well as some of the main obstacles.

SUPPORT MECHANISMS & DELIVERY METHODS

66%

of Employers Provide Direct Funding

Financial support is the most common method, especially in goods-producing industries (77%).



84%

Rely on On-The-Job Training

Practical, workplace-based learning remains the dominant delivery method for the vast majority of businesses.



Beyond Funding: Flexible Schedules & Info



40%
offer flexible hours



38%
provide information on available educational opportunities.

BARRIERS AND OBSTACLES

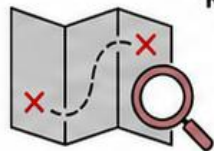
Cost is the Primary Hurdle



53%

of all respondents cite financial constraints as their top obstacle to providing training.

The Logistical Gap: **44%** Lack Regional Programs



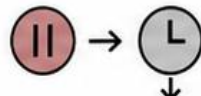
Nearly half of employers struggle because relevant training is not offered in their region.

Retention and Productivity Concerns

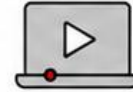


Over 30%

fear losing trained staff to competitors and fear losing productivity during training.



TRAINING DELIVERY SOURCES



52%

Online Webinars/
Workshops



42%

Peer-to-Peer
Training

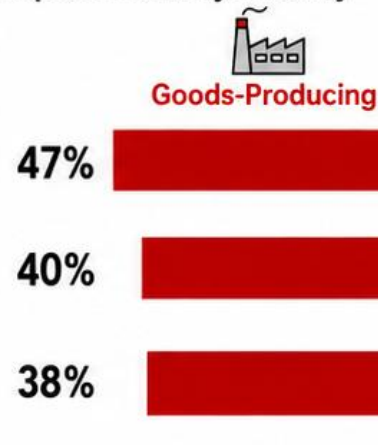


29%

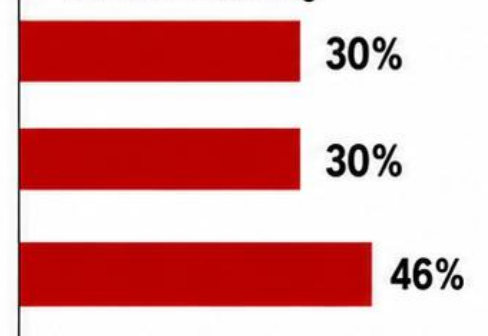
Colleges

INDUSTRY COMPARISON (Goods vs. Services data)

Top Concerns by Industry



Services-Producing

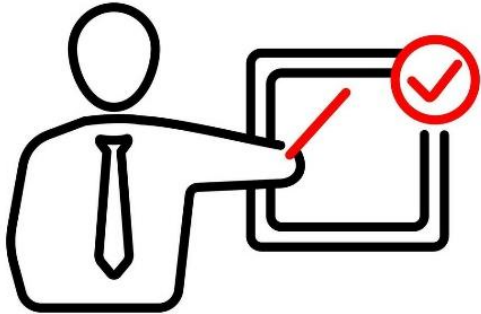


EMPLOYEE TRAINING

	TOTAL FNETB REGION	
	2026	2025
We fund training or education, either fully or in part	66%	66%
We use government hiring and training incentives	19%	44%
We offer flexible work schedules	40%	43%
We supply information on opportunities available	38%	21%
	NORTHERN CORRIDOR	
	2026	2025
We fund training or education, either fully or in part	72%	60%
We use government hiring and training incentives	21%	27%
We offer flexible work schedules	33%	44%
We supply information on opportunities available	36%	51%

	TOTAL FNETB		NORTHERN CORRIDOR	
	2026	2025	2026	2025
On the job training	84%	81%	82%	79%
Online webinars/workshop	52%	51%	56%	55%
Peer-to-Peer training	42%	46%	28%	37%
College	29%	42%	26%	30%
Industry Professional Association	25%	27%	18%	20%
Private trainers	21%	18%	21%	24%
University	15%	19%	15%	15%
Adult Learning Centre	6%	9%	5%	7%
Local union	3%	4%	3%	3%
School Board	2%	3%	0%	1%

	TOTAL FNETB REGION		NORTHERN CORRIDOR	
	2026	2025	2026	2025
Cost of training	53%	54%	56%	56%
Relevant programs not offered in the region	44%	33%	72%	29%
Distance to travel for training	39%	42%	49%	42%
Loss of trained employees to other employers	34%	33%	23%	25%
Loss of productivity during training periods	32%	31%	21%	28%
Lack of awareness of training programs available	26%	23%	21%	22%
Lack of awareness of support for employee training	15%	19%	18%	16%
Lack of awareness of legislated training requirements	5%	4%	13%	3%





WORK EXPERIENCES FOR STUDENTS AND YOUTH

		HIGH SCHOOL STUDENTS		COLLEGE STUDENTS		UNIVERSITY STUDENTS	
		2025	2026	2025	2026	2025	2026
Paid Coop placements	<i>FNETB Region</i>	41%	35%	37%	35%	22%	30%
	<i>Northern Corridor</i>	33%	40%	33%	0%	33%	60%
Unpaid Coop placements	<i>Total FNETB Region</i>	75%	75%	16%	16%	9%	9%
	<i>Northern Corridor</i>	58%	75%	8%	8%	33%	17%
Paid internship	<i>Total FNETB Region</i>	15%	29%	45%	33%	40%	38%
	<i>Northern Corridor</i>	0%	0%	10%	33%	0%	67%
Unpaid internship	<i>Total FNETB Region</i>	10%	25%	38%	43%	52%	32%
	<i>Northern Corridor</i>	17%	20%	17%	20%	67%	60%
Apprenticeships	<i>Total FNETB Region</i>	30%	37%	65%	61%	5%	2%
	<i>Northern Corridor</i>	50%	29%	50%	71%	0%	0%
Summer jobs	<i>Total FNETB Region</i>	46%	47%	31%	33%	23%	20%
	<i>Northern Corridor</i>	53%	55%	32%	25%	16%	20%
Part-time jobs	<i>Total FNETB Region</i>	64%	58%	26%	29%	11%	13%
	<i>Northern Corridor</i>	55%	47%	20%	29%	25%	23%

THE FUTURE OF WORK: TECH'S NEXT WAVE

THE WORKFORCE IS TRANSITIONING FROM BASIC DIGITAL TOOLS TO A HIGH-TECH FUTURE WHERE AI AND PHYSICAL AUTOMATION REDEFINE JOB ROLES AND SKILL REQUIREMENTS.



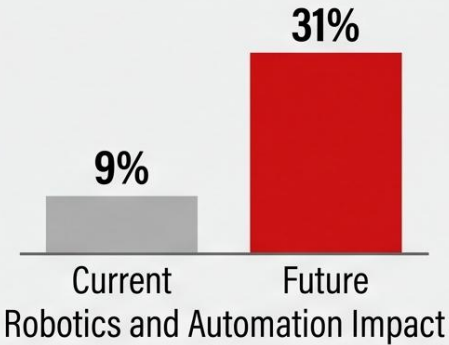
BASIC DIGITAL TOOLS
(CURRENT)

HIGH-TECH FUTURE
(AI & PHYSICAL AUTOMATION)

AI IS THE CONSTANT FUTURE LEADER.

Artificial Intelligence is the only technology where future impact (40%) remains as high as its current disruption.

PHYSICAL AUTOMATION IS SET TO TRIPLE.



AUTONOMOUS EQUIPMENT USAGE WILL QUADRUPLE.

UPSKILL FOR ADVANCED DIGITAL CAPABILITIES.



...for advanced computer skills to manage new technology.



GOODS-PRODUCING SECTORS FACE HIGHER DISRUPTION.



23% JOB LOSS
GOODS-PRODUCING INDUSTRIES



15% JOB LOSS
SERVICE-BASED SECTORS

NEW TECHNOLOGIES

	TOTAL FNETB REGION		GOODS-PRODUCING INDUSTRIES		SERVICES-PRODUCING INDUSTRIES		NORTHERN CORRIDOR	
	Current	Future	Current	Future	Current	Future	Current	Future
Cyber-security	43%	28%	33%	37%	28%	25%	49%	46%
Artificial intelligence	40%	40%	21%	47%	26%	32%	56%	39%
Digitalization	38%	22%	28%	26%	29%	24%	38%	26%
Cloud-based technology	38%	19%	32%	25%	28%	22%	36%	26%
Data collection, management, analysis	35%	23%	30%	26%	26%	20%	39%	38%
Automation and robotics	9%	31%	12%	42%	9%	15%	5%	31%
Autonomous equipment	6%	25%	11%	40%	5%	10%	3%	23%
Electrification	6%	19%	5%	28%	4%	6%	5%	21%

	TOTAL FNETB REGION		NORTHERN CORRIDOR	
	2026	2025	2026	2025
Our workforce will need advanced computer skills	44%	29%	46%	29%
Workforce productivity will improve	33%	26%	23%	21%
Our workforce will need data management skills	28%	21%	36%	18%
It will facilitate remote work arrangements	17%	12%	21%	9%
Our workforce will decrease - some jobs will be lost	16%	20%	3%	21%
Our workforce will increase - new jobs will be created	14%	13%	10%	7%



THE IMPACTS OF TARIFFS ON BUSINESSES IN THE DISTRICTS OF COCHRANE AND TIMISKAMING

A survey conducted by Far Northeast Training Board in 2025 and 2026 examines how American tariffs have affected businesses in the districts of Cochrane and Timiskaming over two consecutive years.

Between the 2025 and 2026 surveys, business outlooks shifted significantly from anticipating future impacts to experiencing those impacts currently.

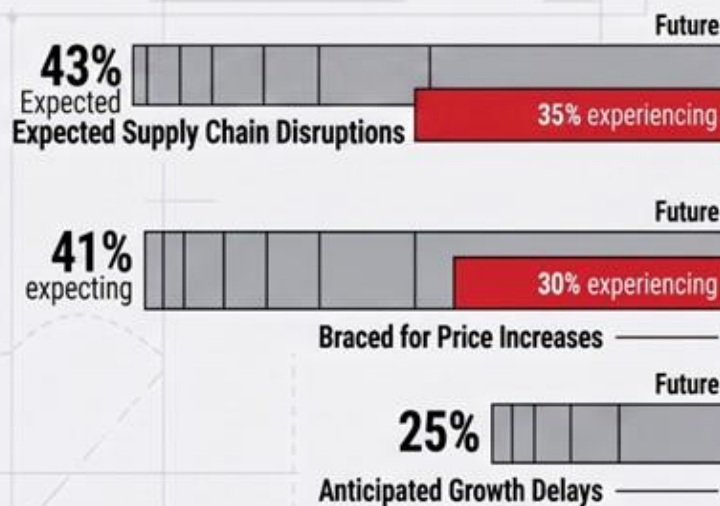
Despite this shift from future apprehension to current reality, the top impacts identified by businesses remained the same across both years: supply chain disruptions, the need to increase prices, spending restrictions due to uncertainty, and delays in growth and expansion plans.

From Anticipation to Reality: The Impact of Tariffs (2025–2026)

2025 – The Year of Anticipation

Uncertainty Dominates the Outlook

Businesses more worried about future threats than current disruptions.



Supply Chain Disruptions



Price Increases



Growth Delays

2026 – The Shift to Reality

Expectations Become Current Reality

Trend reversed: businesses report experiencing impacts "now" rather than expecting them "later".



Consistent Pain Points (2025–2026)

Despite the shift in timing, impacts remain identical.

1. Supply chain disruptions
2. Forced price increases
3. Spending restrictions
4. Delays in growth and expansion plans



IMPACT OF US TARIFFS

	TOTAL FNETB REGION				NORTHERN CORRIDOR			
	2025 SURVEY		2026 SURVEY		2025 SURVEY		2026 SURVEY	
	Current	Future	Current	Future	Current	Future	Current	Future
No impact on our business/organization	26%	20%	35%	14%	24%	18%	44%	26%
Our supply chain will be impacted	35%	43%	41%	17%	29%	36%	39%	26%
We will have to raise our prices	30%	41%	41%	19%	32%	44%	31%	18%
We will have to restrict spending because of uncertainty	29%	32%	27%	14%	36%	26%	36%	21%
We will delay growth/expansion plans	12%	25%	13%	17%	14%	24%	18%	21%
We will have difficulty honoring existing contracts	13%	16%	10%	13%	10%	15%	13%	13%
We will reduce our hours, staff and operations	6%	13%	8%	9%	8%	14%	10%	18%

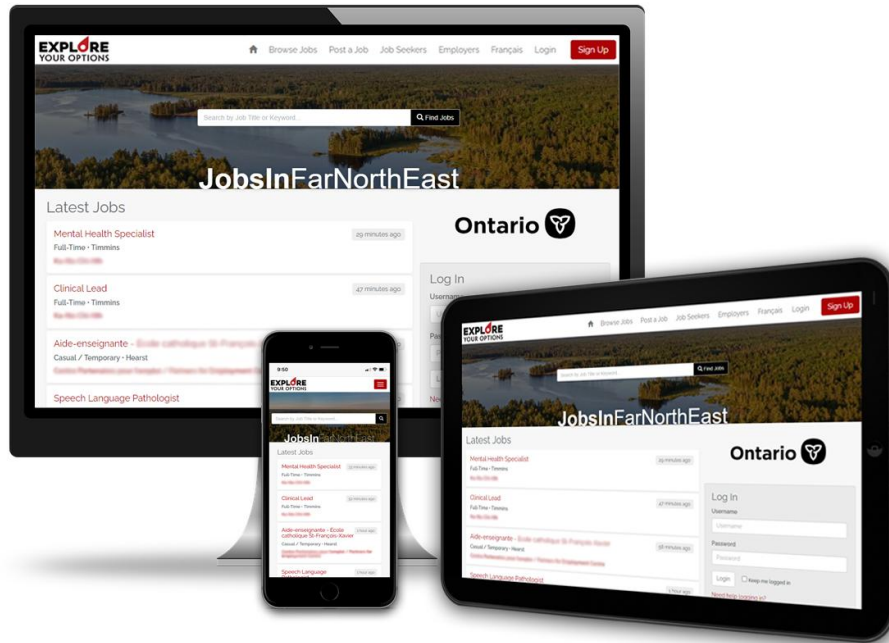
FAMILIARITY WITH EMPLOYMENT AND TRAINING PROGRAMS

	TOTAL FNETB REGION			NORTHERN CORRIDOR		
	Not at all familiar	Somewhat familiar	Very familiar	Not at all familiar	Somewhat familiar	Very familiar
High School Coop Placements Program	13%	41%	46%	18%	51%	31%
College Coop Placements Program	23%	42%	35%	41%	39%	21%
University Coop Placements Program	31%	40%	30%	38%	31%	31%
Ontario Youth Apprenticeship Program	43%	35%	21%	56%	33%	10%
Student Employment Programs	38%	39%	23%	38%	41%	21%
Government Internship Programs	59%	28%	13%	72%	23%	5%
Skilled Trades Ontario	44%	32%	23%	59%	31%	10%
Employment Ontario Employment Services	26%	42%	32%	28%	41%	31%
College Programs offered locally	36%	42%	21%	38%	46%	15%
University Programs offered locally	53%	31%	16%	52%	38%	21%
Get SET – Skills, Education and Training program	77%	15%	8%	77%	10%	13%
Indigenous Training and Employment Services	61%	32%	7%	70%	28%	3%
Local Immigration Programs	55%	33%	12%	61%	31%	8%
Local Settlement Services for Newcomers	66%	27%	9%	56%	36%	8%
Local Services for Business Development	51%	36%	13%	62%	26%	13%

WORKFORCE TURNOVER AND HIRING ROULEMENT DE PERSONNEL ET EMBAUCHES
RECRUITMENT METHODS AND MOST IMPORTANT SKILLS MÉTHODES DE RECRUTEMENT ET COMPÉTENCES IMPORTANTES
EMPLOYEE TRAINING AND YOUTH EMPLOYMENT FORMATION DES EMPLOYÉS ET EXPÉRIENCE D'EMPLOI POUR LES JEUNES
FAMILIARITY WITH EMPLOYMENT AND TRAINING PROGRAMS CONNAISSANCE DES PROGRAMMES D'EMPLOI ET DE FORMATION
TECHNOLOGY AND ECONOMIC PRESSURES TECHNOLOGIE ET PRESSIONS ÉCONOMIQUES
What does it mean for your community, for your organization, for the clients you serve? Can we do anything about it? What? Who? <i>Ça veut dire quoi pour votre organisme, votre communauté, les clients que vous desservez?</i> <i>Peut-on faire quelque chose? Quoi? Qui?</i>

NOW. Ideas that have been pitched before, ideas that are easily executable.	WOW! Ideas that are original, that have never been pitched before and that are also easy to implement.	HOW? Ideas that are original but not so easily executable. We really need to think some about how make this happen.
MAINTENANT. Des idées qui ont été suggérées auparavant, des idées qui sont faciles à implémenter.	ÉPATANT! Des idées qui sont originales, qui n'ont jamais été suggérées auparavant et qui sont aussi facile à implémenter.	COMMENT? Des idées qui sont originales mais qui ne sont pas si faciles à implémenter et pour lesquelles il faudra vraiment penser à comment les mettre en œuvre.

Looking for workers? Looking for work?



jobsinfarnortheast.com



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

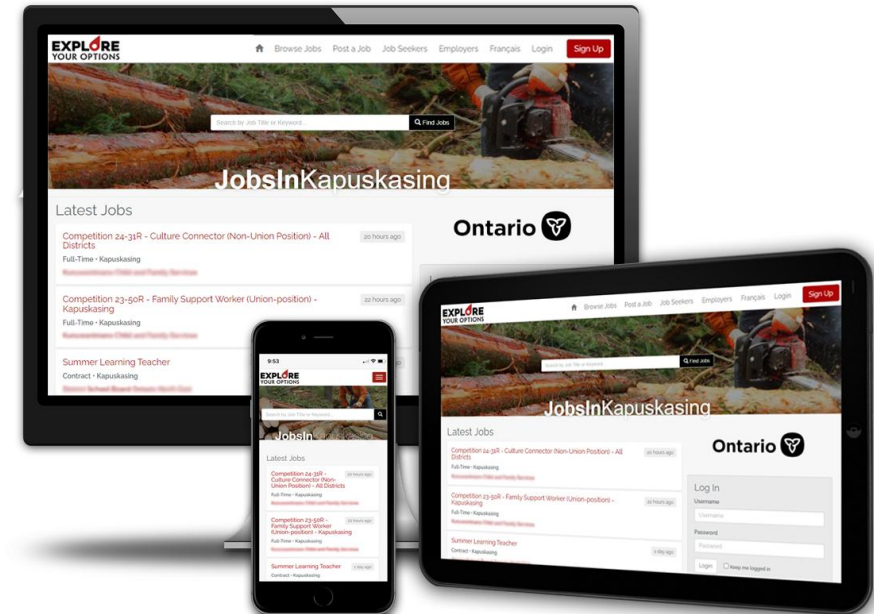
Canada

EMPLOYMENT
ONTARIO

Ontario

This Employment Ontario project is funded in part by the Government of Canada and the Government of Ontario.

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jobsinkapuskasing.com



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LOCAL JOB POSTS BY OCCUPATION

	jobsinfarnortheast.com				jobsinkapuskasing.com			
	2023	2024	2025	2026 JAN-AUG	2023	2024	2025	2026 JAN-AUG
Total job posts – all occupations	7,996	8,069	6,553	4,607	641	546	539	287
Management	29	56	92	38	2	6	2	1
Business, finance and administration	1,035	1,026	767	694	61	52	62	42
Natural and applied sciences	351	293	307	214	18	20	13	3
Health	1,036	902	789	561	84	116	88	22
Education, law & social, community & gov't	2,921	2,760	2,117	1,340	307	227	228	155
Arts, culture, recreation and sports	89	157	115	63	11	15	6	0
Sales and service	1,064	1,229	815	533	91	70	71	32
Transport & equipment operators & related	1,152	1,239	1,141	883	61	33	51	32
Natural resources, agriculture and related	189	257	263	194	1	5	1	1
Manufacturing	130	150	147	87	1	2	17	0

Change in number of posts 2023-2024

FNETB (+0.9%) Kapuskasing (-14.8%)

Number of posts Jan-Aug 2025

FNETB (4,715)

Kapuskasing (340)

Change in number of posts 2024-2025

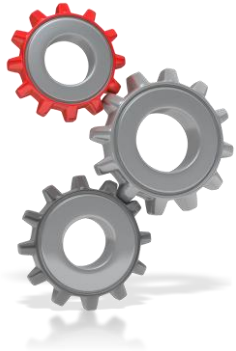
FNETB (-18.8%) Kapuskasing (-1.3%)

LOCAL JOB POSTS BY INDUSTRY

	jobsinfarnortheast.com			jobsinkapuskasing.com		
	2024	2025	2026 JAN-AUG	2024	2025	2026 JAN-AUG
Total job posts – all industries	8,412	6,695	4,642	550	540	288
Agriculture	119	51	33	0	0	0
Forestry	383	160	106	5	3	2
Mining	605	510	326	1	0	0
Construction	424	336	263	4	15	4
Manufacturing	273	174	142	11	28	1
Wholesale	40	4	0	0	0	0
Retail sales and service	737	687	532	23	26	27
Transportation	266	157	76	17	10	9
Finance, insurance and real estate	142	114	66	7	3	1
Professional, scientific and technical	102	90	73	1	0	1
Health care and social assistance	1,979	2,067	1,256	222	189	68
Information, culture and recreation	253	132	109	6	9	1
Accommodation and food service	329	205	125	28	40	11
Public administration	349	495	484	26	24	15
Education	1,595	1,405	999	124	184	140
Other	816	108	52	75	9	8

TRADES AND APPRENTICESHIP DISCUSSION FORUM

Forward-thinking discussions for recruitment, training and retention in the trades



DRAFT

MONDAY, OCTOBER 26TH (9:00 am – 2:00 pm) at Friendship Centre

- 9:30 – 10:00 Arrival/Registration/Networking
- 10:00 – 10:30 Welcome and Land Acknowledgment
Introductions and overview of forum goals and content
- 10:30 – 11:00 Skilled Trades Ontario
- 11:00 – 12:00 Panel – Successful partnerships for training apprentices
- 12:00 – 12:45 Lunch and networking
- 12:45– 1:45 Support and resources for training apprentices
- 1:45 – 2:45 Take aways and next steps
- 2:45 – 3:00 Acknowledgements and wrap-up

* Agencies offering programs or services specifically for apprenticeship, had display tables around the room. Each was asked to speak to their programs and services (ie: type of support, how to access it).

Thursday, October 8:

4:30 – 8:00
FNETB Annual meeting