TEMISKAMING SHORES

Local Labour Market Planning Meeting

September 10, 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

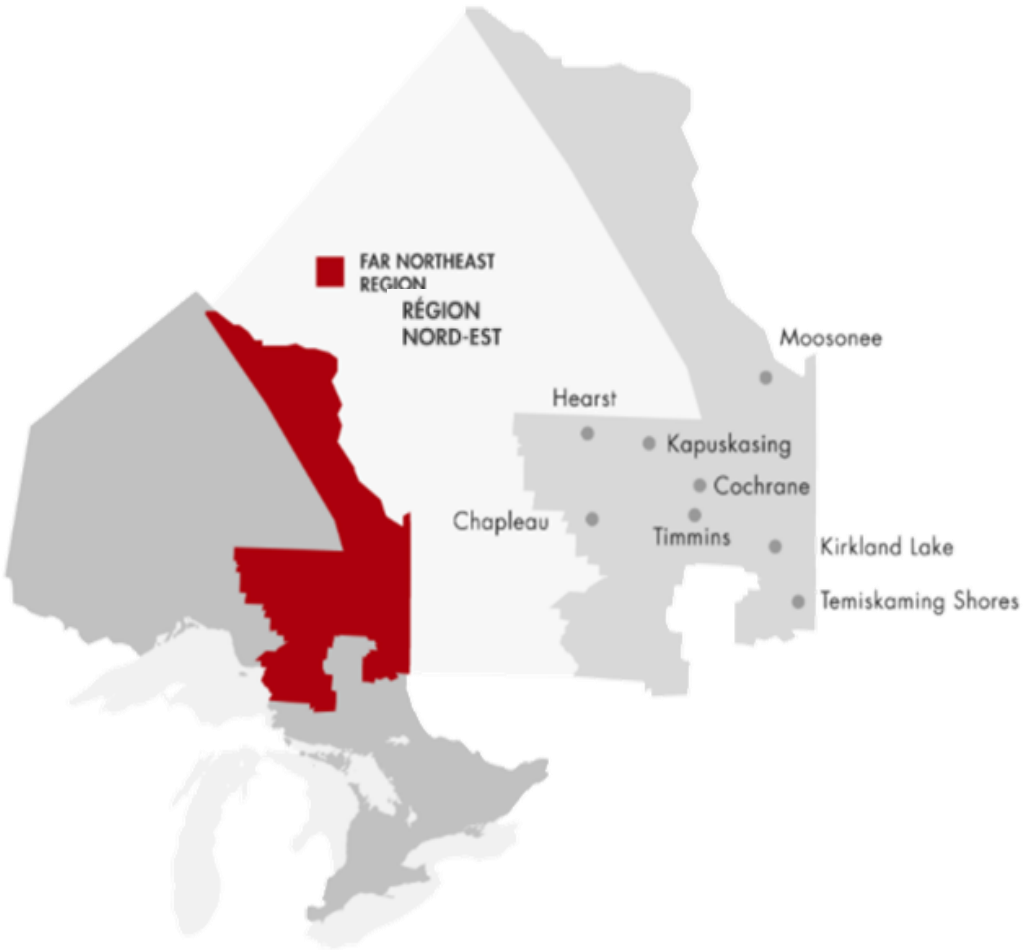
Develop partnerships with community organizations and businesses, to identify and implement actions to address local labour market issues of common interest.

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



Canada EMPLOYMENT ONTARIO EMPLOI ONTARIO Ontario

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

COMMUNITY	DATE
T. Shores	Sept 10, 2026
Kirkland Lake	Sept 11, 2026
Kapuskasing	Sept15, 2026
Chapleau	Sept 17, 2026
Hearst	Sept 21, 2026
Timmins	Sept 25, 2026
Cochrane	Sept 29, 2026

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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

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Recruitment, Training and Retention

2026

Survey results

271

respondents from the FNETB region.

Conducted in May 2026

PARTNERS:

The CHAMBER.

tsacc TEMISKAMING SHORES & AREA CHAMBER OF COMMERCE

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

COCHRANE BOARD OF TRADE

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
	NUMBER	PERCENT	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	Services-producing industries	
26.6%	73.5%	Survey responses
21.1%	79.0%	Actual Dec 2025
29.3%	70.7%	Employment 2021

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

TURNOVER IN 2025

The Turnover Divide: Voluntary vs. Involuntary Departures in 2025

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%.

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.

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		TIMISKAMING DISTRICT	
	2025	2024	2025	2024
Employee quit	82%	79%	79%	85%
Employee terminated/fired	52%	56%	48%	68%
Employee retired	30%	42%	37%	43%
Layoff	23%	30%	29%	38%

REASONS WHY EMPLOYEES QUIT	TOTAL FNETB REGION	TIMISKAMING DISTRICT
For a higher paying job	74%	75%
For personal reasons (parental leave, for school/training)	46%	57%
For more flexible work/remote work	30%	32%
For better work schedules (no shift work)	22%	21%
For less emotionally demanding work	20%	19%
For less physically demanding work	19%	17%
Because they need more hours	16%	21%
Because of physical health issues	14%	13%

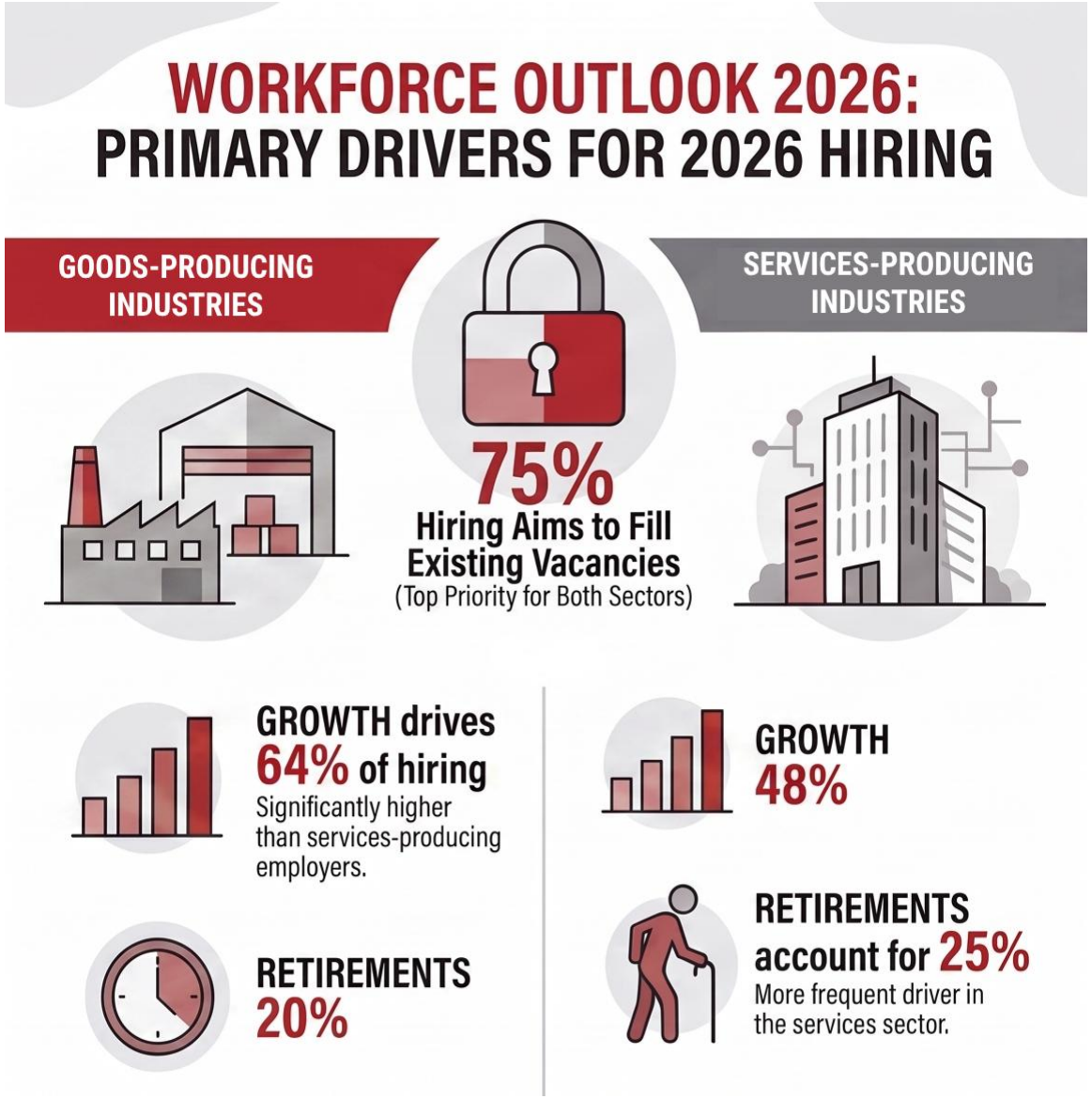
REASONS WHY EMPLOYEES ARE TERMINATED OR FIRED	TOTAL FNETB REGION	TIMISKAMING DISTRICT
Employees lack the skills required for the job	56%	53%
Employees lack work ethics/basic life skills	56%	57%
Employees lack experience and are unwilling to learn	37%	23%
Employees lack interpersonal/teamwork skills	34%	35%
Employees don’t take the job seriously	31%	33%
Employees don’t understand or respect company HR policies	30%	33%
Because of improper conduct (violence or harassment)	14%	17%
Because of substance abuse issues	12%	18%

HIRING IN 2026

77% of employers are hiring in 2026

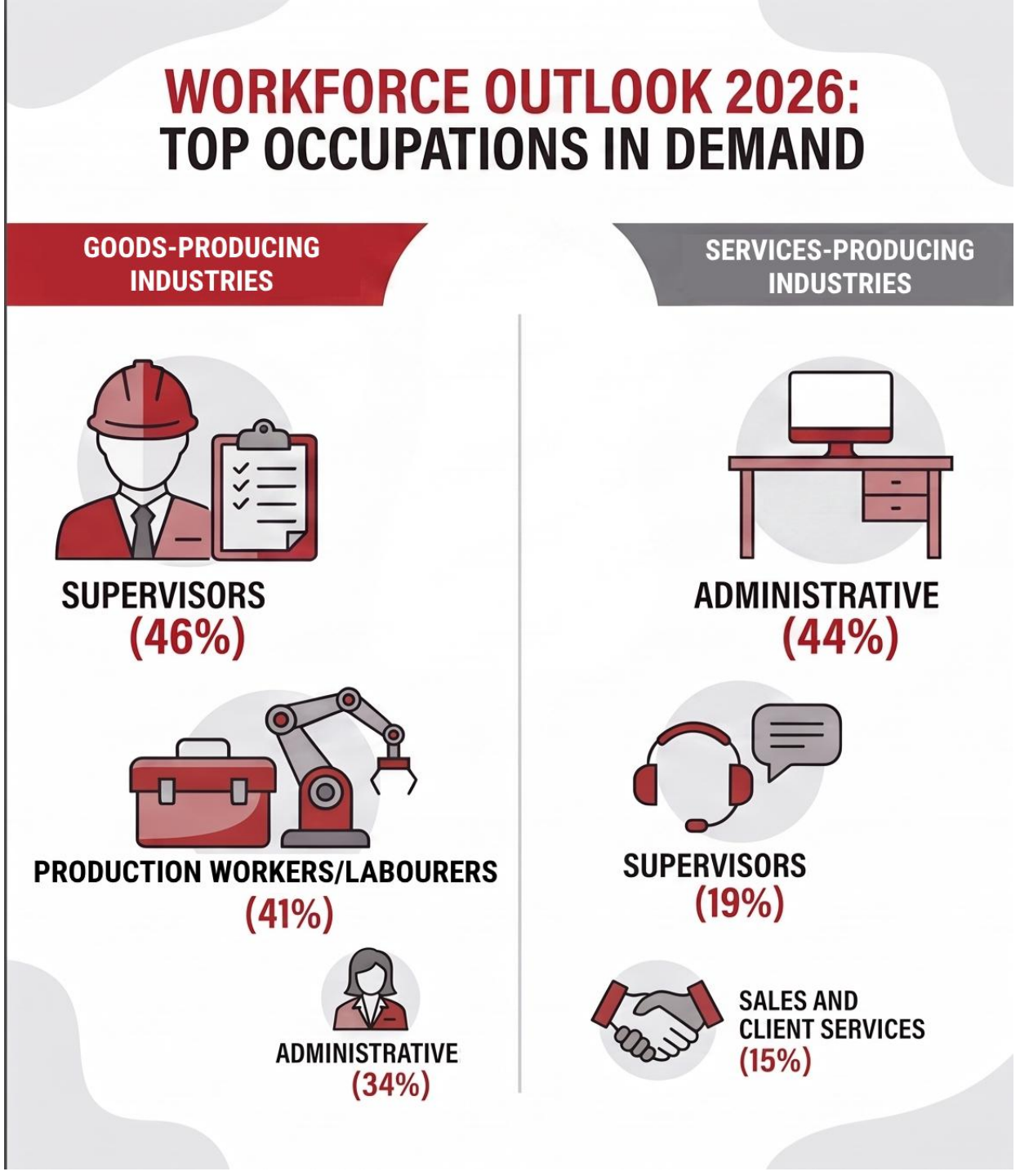
Hiring is driven by the need to fill vacancies, growth or expansion, and replacing retirees

	TOTAL FNETB REGION			TIMISKAMING DISTRICT		
	2026	2025	2024	2026	2025	2024
Fill existing vacancies	75%	75%	81%	77%	79%	88%
Growth/expansion	52%	50%	46%	51%	46%	42%
Retirements	24%	29%	33%	19%	27%	37%
Restructuring	10%	12%	15%	16%	7%	15%
Technological changes	2%	6%	8%	1%	2%	7%



When asked to chose 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%)



RECRUITMENT CHALLENGES

	TOTAL FNETB REGION		GOODS-PRODUCING INDUSTRIES		SERVICES-PRODUCING INDUSTRIES		TIMISKAMING DISTRICT	
	2026	2025	2026	2025	2026	2025	2026	2025
Applicants lack the skills required	**56%**	**60%**	**58%**	**75%**	**55%**	**55%**	**52%**	**59%**
Applicants lack work experience required	**50%**	47%	**67%**	**60%**	**44%**	42%	**42%**	**45%**
Applicants lack the qualifications required	**46%**	**48%**	**55%**	**52%**	**44%**	**47%**	39%	41%
Low number of applicants	45%	**52%**	30%	**52%**	**50%**	**52%**	**51%**	**52%**
Applicants lack soft skills/work ethics	30%	36%	22%	31%	32%	38%	35%	37%
Competition from other employers	27%	37%	37%	38%	24%	37%	32%	38%
Compensation expectations	21%	30%	15%	28%	23%	31%	26%	33%
Applicants don't show up for interview	14%	%	8%	%	16%	%	14%	%

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%
	TIMISKAMING DISTRICT	
	2026	2025
Lack of housing	31%	48%
Lack of daycare	14%	21%
Lack of public transportation	20%	27%

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		TIMISKAMING DISTRICT	
	2026	2025	2026	2025	2026	2025	2026	2025
More overtime for current staff	59%	46%	62%	63%	57%	39%	42%	55%
Subcontract/Outsourcing	37%	31%	60%	52%	25%	23%	40%	30%
Staff reduction/re distribution of work	26%	51%	29%	62%	24%	7%	28%	44%
Access staffing agencies	14%	14%	11%	11%	15%	12%	9%	7%
Offer remote work options	6%	10%	7%	6%	6%	12%	4%	14%
Implementation of technology/automation	5%	12%	7%	12%	5%	12%	2%	16%

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

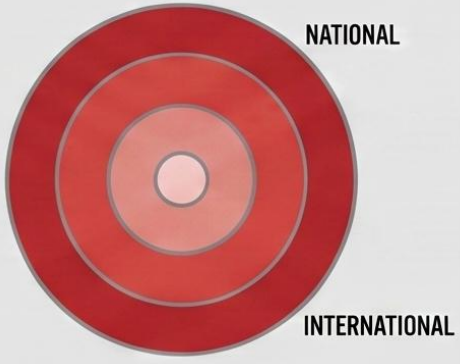
33% USE FREE JOB BOARDS

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		TIMISKAMING DISTRICT	
	2026	2025	2026	2025	2026	2025	2026	2025
Word of mouth, personal contacts, employee referrals	78%	84%	82%	82%	77%	85%	80%	81%
On-site job signs or posters	13%	33%	10%	35%	15%	32%	14%	36%
Our business/organization's own website	31%	57%	27%	57%	32%	57%	30%	60%
Social media (Facebook, LinkedIn)	73%	65%	70%	62%	74%	66%	72%	71%
Paid online job boards	14%	29%	22%	38%	11%	26%	11%	38%
Free online job boards	33%	64%	28%	65%	35%	64%	26%	71%
Onsite recruitment at schools, colleges, universities	2%	25%	0%	31%	3%	23%	2%	28%
Job fairs	13%	31%	22%	40%	12%	27%	11%	32%
Trade or professional publications or websites	4%	18%	8%	18%	3%	18%	5%	19%
Community employment centre	19%	44%	13%	38%	21%	47%	24%	61%
Executive search companies/Head-hunters	3%	7%	3%	14%	2%	4%	1%	7%
Print media	6%	21%	7%	25%	6%	20%	10%	25%
Radio ads	5%	10%	5%	15%	5%	8%	7%	7%

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 oritical 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%

Gemini Notebook

MOST IMPORTANT SKILLS WHEN HIRING

	TOTAL FNETB REGION		GOODS PRODUCING INDUSTRIES		SERVICES PRODUCING INDUSTRIES		TIMISKAMING DISTRICT	
	2026	2025	2026	2025	2026	2025	2026	2025
Work Ethic, Dedication and Dependability	**59%**	77%	**67%**	**88%**	**57%**	**72%**	51%	**80%**
Teamwork and Interpersonal Skills	**36%**	59%	30%	**64%**	**39%**	**56%**	32%	**47%**
Oral and Written Communication	**31%**	44%	13%	23%	**38%**	51%	27%	37%
Customer Service	26%	46%	10%	16%	32%	**58%**	30%	50%
Willingness to Learn	26%	**47%**	**35%**	**61%**	23%	41%	**33%**	46%
Self-Motivation and Independence	24%	45%	32%	47%	22%	45%	**33%**	**50%**
Technical	23%	31%	**35%**	50%	18%	24%	18%	31%
Problem Solving and Creativity	17%	26%	20%	33%	16%	23%	18%	30%
Ability to Follow Instructions	15%	33%	32%	55%	10%	24%	17%	33%
Time Management and Organization Skills	15%	37%	13%	31%	15%	39%	11%	36%
Professionalism	14%	30%	10%	14%	15%	36%	14%	33%
Computer Literacy	9%	19%	3%	6%	11%	24%	9%	19%
Analytical/Research Skills	3%	8%	0%	13%	4%	6%	5%	9%

Support for employee training

Based on a survey conducted by the FNETB in May 2026 with 271 employeurs, 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

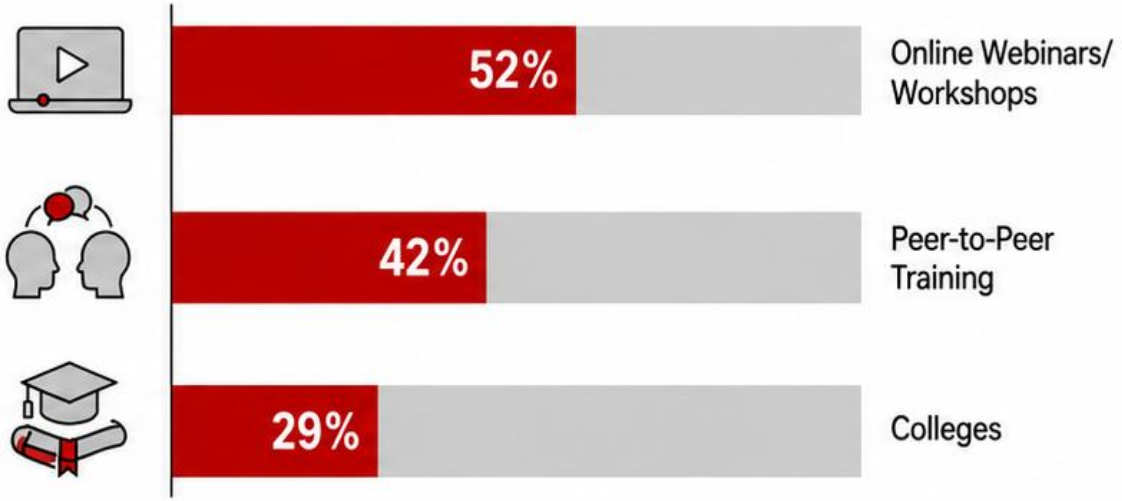
Practical, workplace-based learning remains the dominant delivery method for the vast majority of businesses.

Beyond Funding: Flexible Schedules & Info

40% offer flexible hours

38% provide information on available educational opportunities.

TRAINING DELIVERY SOURCES



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.

INDUSTRY COMPARISON (Goods vs. Services data)

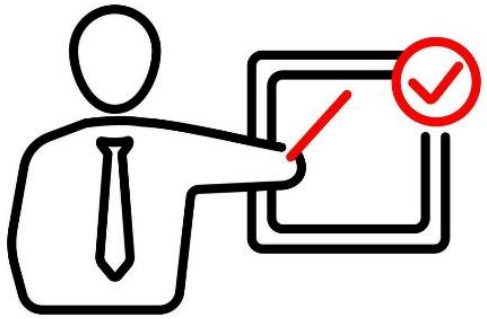
Top Concerns by Industry

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%
	TIMISKAMING DISTRICT	
	2026	2025
We fund training or education, either fully or in part	64%	60%
We use government hiring and training incentives	19%	20%
We offer flexible work schedules	44%	50%
We supply information on opportunities available	43%	46%

	TOTAL FNETB		TIMISKAMING DISTRICT	
	2026	2025	2026	2025
On the job training	**84%**	**81%**	**86%**	**87%**
Online webinars/workshop	**52%**	**51%**	**52%**	**51%**
Peer-to-Peer training	**42%**	**46%**	**44%**	**57%**
College	29%	42%	28%	40%
Industry Professional Association	25%	27%	22%	39%
Private trainers	21%	18%	18%	14%
University	15%	19%	14%	19%
Adult Learning Centre	6%	9%	9%	9%
Local union	3%	4%	2%	6%
School Board	2%	3%	3%	3%

	TOTAL FNETB REGION		TIMISKAMING DISTRICT	
	2026	2025	2026	2025
Cost of training	**53%**	**54%**	**54%**	**60%**
Relevant programs not offered in the region	**44%**	**33%**	29%	37%
Distance to travel for training	**39%**	**42%**	**43%**	**50%**
Loss of trained employees to other employers	34%	**33%**	29%	**39%**
Loss of productivity during training periods	32%	31%	**34%**	34%
Lack of awareness of training programs available	26%	23%	**31%**	23%
Lack of awareness of support for employee training	15%	19%	19%	20%
Lack of awareness of legislated training requirements	5%	4%	5%	4%



EXPÉRIENCES DE TRAVAIL POUR LES JEUNES

		ÉLÈVES DU SECONDAIRE		ÉTUDIANTS COLLÈGE		ÉTUDIANTS UNIVERSITÉ	
		2025	2026	2025	2026	2025	2026
Placements coop rémunérés	*Région CFNE*	41%	35%	37%	**35%**	22%	**30%**
	District de Timiskaming	41%	40%	**27%**	**33%**	**32%**	**27%**
Placements coop non rémunérés	*Région CFNE*	**75%**	**75%**	16%	16%	9%	9%
	District de Timiskaming	**81%**	**87%**	19%	13%	0%	0%
Stages rémunérés	*Région CFNE*	15%	29%	**45%**	33%	**40%**	**38%**
	District de Timiskaming	30%	42%	**30%**	25%	40%	**33%**
Stages non rémunérés	*Région CFNE*	10%	25%	**38%**	**43%**	**52%**	**32%**
	District de Timiskaming	0%	50%	0%	**38%**	**100%**	13%
Apprentissage	*Région CFNE*	30%	37%	**65%**	**61%**	5%	2%
	District de Timiskaming	29%	**53%**	**66%**	**41%**	6%	%
Emploi d'été	*Région CFNE*	**46%**	**47%**	31%	33%	**23%**	20%
	District de Timiskaming	**51%**	**53%**	26%	24%	**23%**	**22%**
Emploi à temps partiel	*Région CFNE*	**64%**	**58%**	26%	29%	11%	13%
	District de Timiskaming	**74%**	**66%**	23%	21%	3%	14%

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.

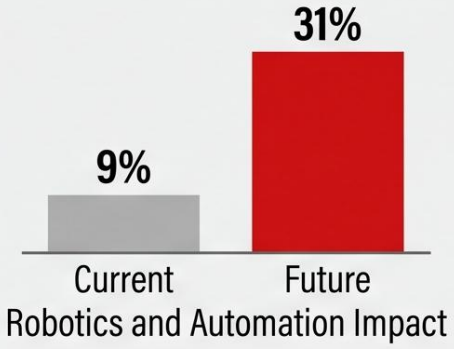
BASIC DIGITAL TOOLS (CURRENT)

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.

44% OF EMPLOYERS ANTICIPATE AN IMMEDIATE NEED

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

GOODS-PRODUCING SECTORS FACE HIGHER DISRUPTION.

23% JOB LOSS

GOODS-PRODUCING INDUSTRIES

15% JOB LOSS

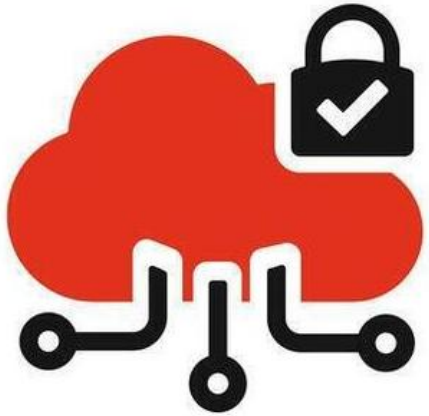
SERVICE-BASED SECTORS

Gemini Notebook

NOUVELLES TECHNOLOGIES

	TOTAL FNETB REGION		GOODS-PRODUCING INDUSTRIES		SERVICES-PRODUCING INDUSTRIES		TIMISKAMING DISTRICT	
	Current	Future	Current	Future	Current	Future	Current	Future
Cyber-security	**43%**	**28%**	**33%**	37%	**28%**	**25%**	**44%**	8%
Artificial intelligence	**40%**	**40%**	21%	**47%**	26%	**32%**	**38%**	**41%**
Digitalization	**38%**	22%	28%	26%	**29%**	**24%**	**41%**	**26%**
Cloud-based technology	**38%**	19%	**32%**	25%	**28%**	22%	**41%**	22%
Data collection, management, analysis	35%	23%	**30%**	26%	26%	20%	30%	23%
Automation and robotics	9%	**31%**	12%	**42%**	9%	15%	10%	**39%**
Autonomous equipment	6%	25%	11%	**40%**	5%	10%	6%	**26%**
Electrification	6%	19%	5%	28%	4%	6%	8%	22%
Other	9%	9%	7%	7%	4%	4%	4%	4%

	TOTAL FNETB REGION		TIMISKAMING DISTRICT	
	2026	2025	2026	2025
Our workforce will need advanced computer skills	**44%**	**29%**	**48%**	**32%**
Workforce productivity will improve	**33%**	**26%**	**33%**	**27%**
Our workforce will need data management skills	**28%**	**21%**	**24%**	**20%**
It will facilitate remote work arrangements	17%	12%	20%	17%
Our workforce will decrease - some jobs will be lost	16%	20%	22%	**20%**
Our workforce will increase - new jobs will be created	14%	13%	9%	15%

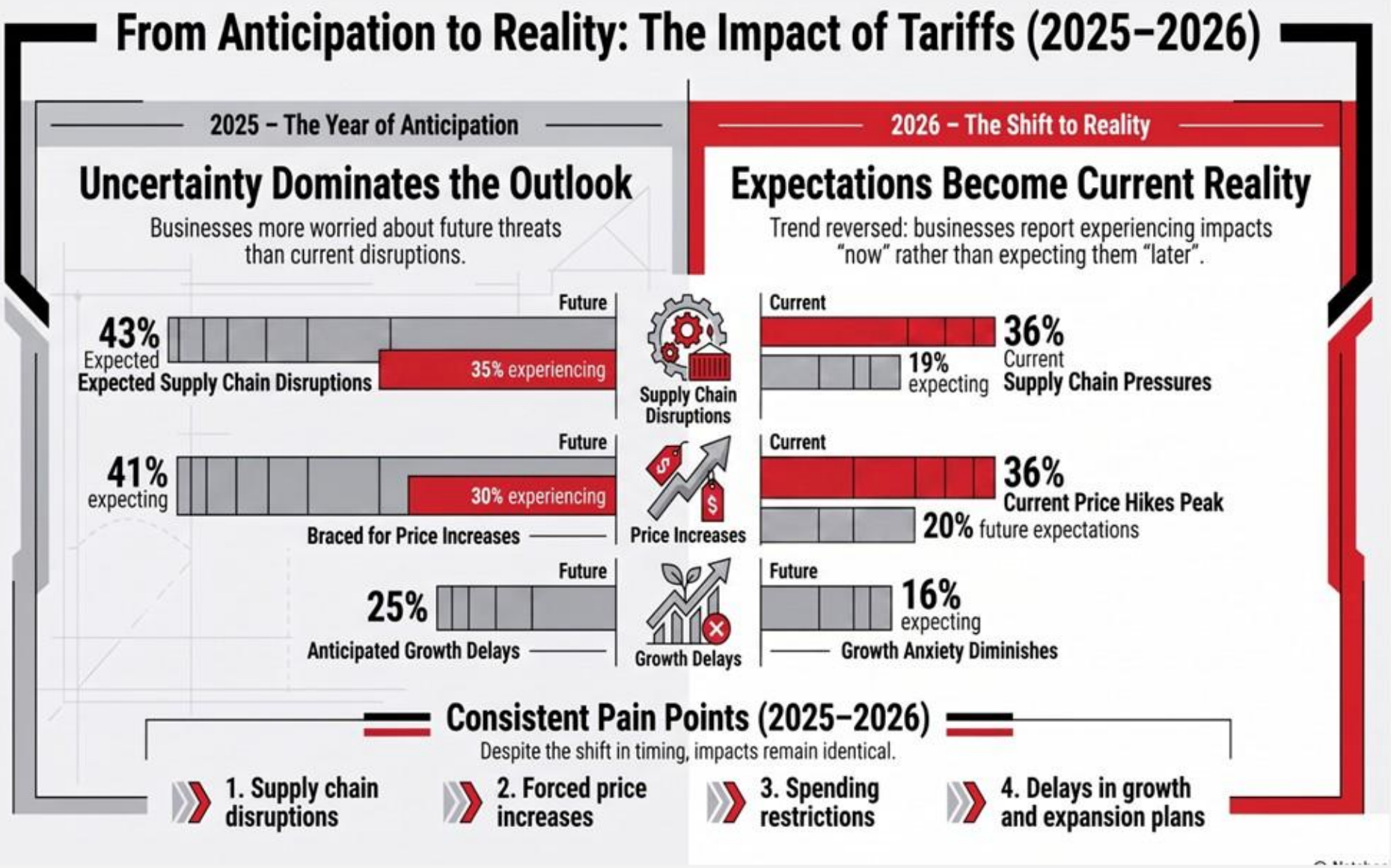


THE IMPACTS OF TARIFFS ON BUSINESSES IN THE DISTRICTS OF COCHRANE AND TIMISKAMING

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.



IMPACT OF US TARIFFS

	TOTAL FNETB REGION				TIMISKAMING DISTRICT			
	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%	27%	16%	40%	24%
Our supply chain will be impacted	**35%**	**43%**	41%	17%	**38%**	**49%**	32%	18%
We will have to raise our prices	**30%**	**41%**	41%	19%	**31%**	**42%**	35%	22%
We will have to restrict spending because of uncertainty	**29%**	**32%**	27%	14%	**34%**	**41%**	30%	19%
We will delay growth/expansion plans	12%	25%	13%	17%	14%	28%	16%	14%
We will have difficulty honoring existing contracts	13%	16%	10%	13%	19%	22%	13%	13%
We will reduce our hours, staff and operations	6%	13%	8%	9%	3%	16%	9%	15%

FAMILIARITY WITH EMPLOYMENT AND TRAINING PROGRAMS

	TOTAL FNETB REGION			TIMISKAMING DISTRICT		
	Not at all familiar	Somewhat familiar	Very familiar	Not at all familiar	Somewhat familiar	Very familiar
High School Coop Placements Program	13%	41%	**46%**	13%	7%	41%
College Coop Placements Program	23%	42%	**35%**	23%	20%	**47%**
University Coop Placements Program	31%	40%	30%	31%	29%	**47%**
Ontario Youth Apprenticeship Program	43%	35%	21%	43%	44%	32%
Student Employment Programs	38%	39%	23%	38%	33%	40%
Government Internship Programs	59%	28%	13%	59%	55%	28%
Skilled Trades Ontario	44%	32%	23%	44%	43%	30%
Employment Ontario Employment Services	26%	42%	**32%**	26%	22%	**47%**
College Programs offered locally	36%	42%	21%	36%	40%	40%
University Programs offered locally	53%	31%	16%	53%	65%	25%
Get SET – Skills, Education and Training program	**77%**	15%	8%	**77%**	79%	14%
Indigenous Training and Employment Services	**61%**	32%	7%	**61%**	63%	26%
Local Immigration Programs	55%	33%	12%	55%	61%	26%
Local Settlement Services for Newcomers	**66%**	27%	9%	**66%**	64%	26%
Local Services for Business Development	51%	36%	13%	51%	44%	36%

The Timiskaming Employer Landscape

109 Employers Surveyed

Survey achieved an 87% completion rate, representing a broad cross-section of the regional business profile.

A Mature Business Base

Nearly two-thirds of responding employers have been in operation for 25 years or more, primarily in the private for-profit sector.

65% are Ready to Hire

65% of respondents hired or planned to hire in 2026 to fill vacancies and support business expansion.

Why Employees are Leaving

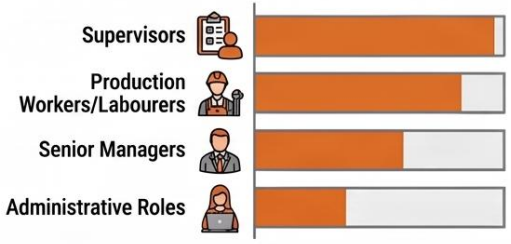
Most separations in 2025 were voluntary quits driven by higher-paying opportunities, personal reasons, or the desire for remote/flexible work.

Recruitment Challenges & Tactics

The Talent Gap

Applicants primarily lock required skills, specific work experience, or necessary qualifications.

Hardest Positions to Fill



Hyper-Local Recruitment

Word of mouth, personal contacts, and social media within the local community remain the most successful hiring channels.

Managing Unfilled Vacancies

When positions remain open, employers rely on overtime, subcontracting, and redistributing workloads among existing staff.

Investing in the Future Pipeline

Fund Employee Training

Nearly two-thirds of employers provide full or partial funding for staff education to address internal skill needs.

Preferred Training Methods

On-the-job training

Online webinars

Peer-to-peer learning

College-based programs

Obstacles to Development

Training offorts are frequently hindered by high costs, travel distances, and a lack of relevant programs offered locally.

Strengthening the Youth Link

Summer jobs, unpaid co-ops, and part-time roles for high school students are the primary pathways for entering the local workforce.

Future Outlook & Community Barriers

The Tech Evolution

Employers are already adapting to cybersecurity, digitalization, and cloud technology, with AI and automation expected to grow.

Shift in Required Skills

The move toward automation will require workers to have advanced computer skills, better data management, and higher productivity.

Systemic Growth Barriers

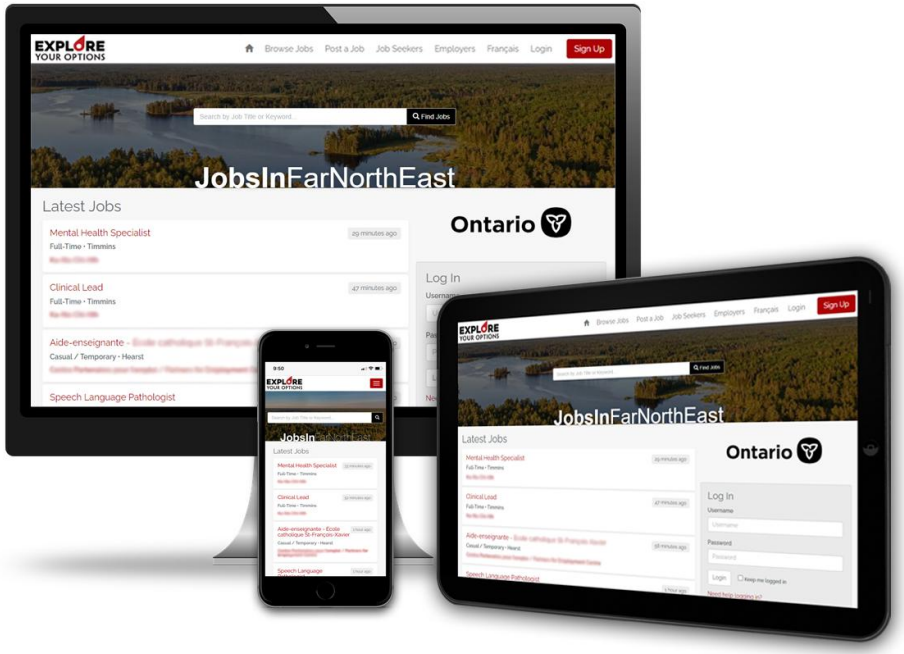
Beyond the workplace, a lack of affordable housing, limited public transportation, and daycare shortages are significant hurdles for regional employers.

Priority Actions for District Partners

Priority Area	Objective
Recruitment	Strengthen pipelines and address skill/experience gaps.
Access	Improve local training availability and youth pathways.
Awareness	Increase visibility of workforce programs and services.
Monitoring	Track the impact of technology, housing, and childcare on capacity.

Gemini Notebook

Looking for workers?
Looking for work?



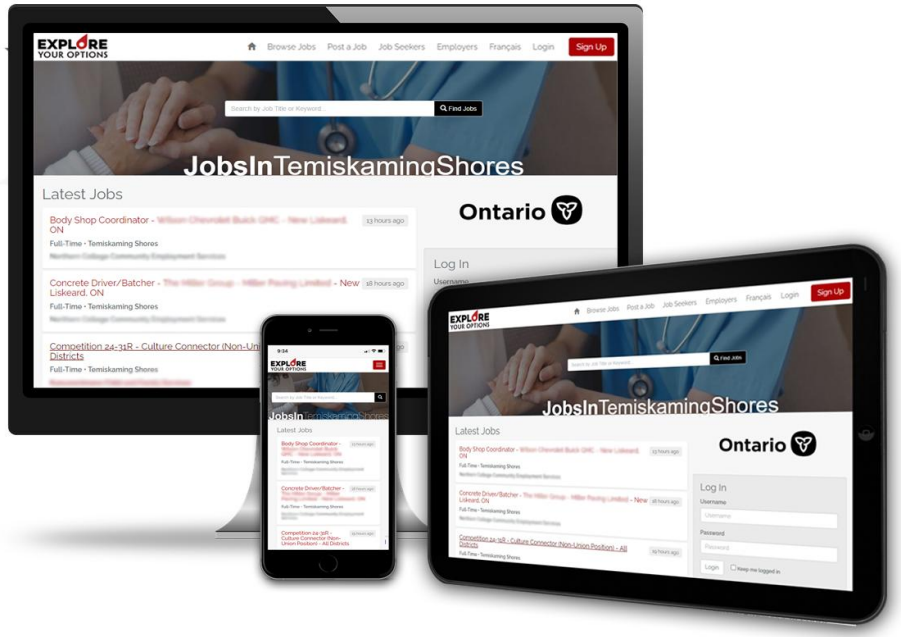
jobsinfarnortheast.com

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.

Looking for workers?
Looking for work?



jobsintemiskamingshores.com

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LOCAL JOB POSTS BY OCCUPATION

	jobsinfarnortheast.com				jobsintemiskamingshores.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	1,351	1,939	1,076	710
Management	29	56	92	38	6	9	8	15
Business, finance and administration	1,035	1,026	767	694	167	247	141	87
Natural and applied sciences	351	293	307	214	35	67	40	28
Health	1,036	902	789	561	90	106	53	25
Education, law & social, community & gov't	2,921	2,760	2,117	1,340	356	433	251	191
Arts, culture, recreation and sports	89	157	115	63	18	54	25	10
Sales and service	1,064	1,229	815	533	349	563	254	135
Transport & equipment operators & related	1,152	1,239	1,141	883	259	355	232	169
Natural resources, agriculture and related	189	257	263	194	29	71	49	34
Manufacturing	130	150	147	87	42	34	23	16

Change in number of posts 2023-2024

FNETB (+0.9%) **T. SHORES** (43.5%)

Change in number of posts 2024-2025

FNETB (-18.8%) **T. SHORES** (-44.5%)

Number of posts Jan-Aug 2025

FNETB (4,715)

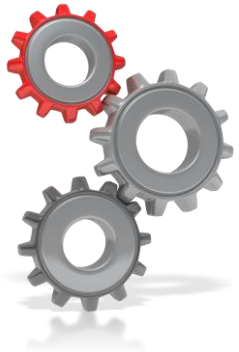
T. SHORES (853)

LOCAL JOB POSTS BY INDUSTRY

	Jobsinfarnortheast.com			Jobsintemiskamingshores.com		
	2024	2025	2026 JAN-AUG	2024	2025	2026 JAN-AUG
Total job posts – all industries	8,412	6,695	4,642	2,011	1,086	
Agriculture	119	51	33	47	48	28
Forestry	383	160	106	25	8	7
Mining	605	510	326	38	15	23
Construction	424	336	263	108	65	49
Manufacturing	273	174	142	118	73	63
Wholesale	40	4	0	0	0	0
Retail sales and service	737	687	532	405	209	127
Transportation	266	157	76	77	37	17
Finance, insurance and real estate	142	114	66	59	28	5
Professional, scientific and technical	102	90	73	38	26	8
Health care and social assistance	1,979	2,067	1,256	304	188	89
Information, culture and recreation	253	132	109	125	56	29
Accommodation and food service	329	205	125	179	76	29
Public administration	349	495	484	55	65	67
Education	1,595	1,405	999	293	178	169
Other	816	108	52	140	14	4

TRADES AND APPRENTICESHIP DISCUSSION FORUM

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



DRAFT

TUESDAY, OCTOBER 27TH (9:00 am – 2:00 pm) at Dymond Hall

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, September 24:

8:30 – 10:00
Networking breakfast at Gilli's
11:00 – 4:00
EYO Job Fair at Horne Granite Curling Club

Thursday, October 8:

4:30 – 8:00
FNETB Annual meeting