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TIMMINS

Local Labour Market Planning Meeting

September 25, 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

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:

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

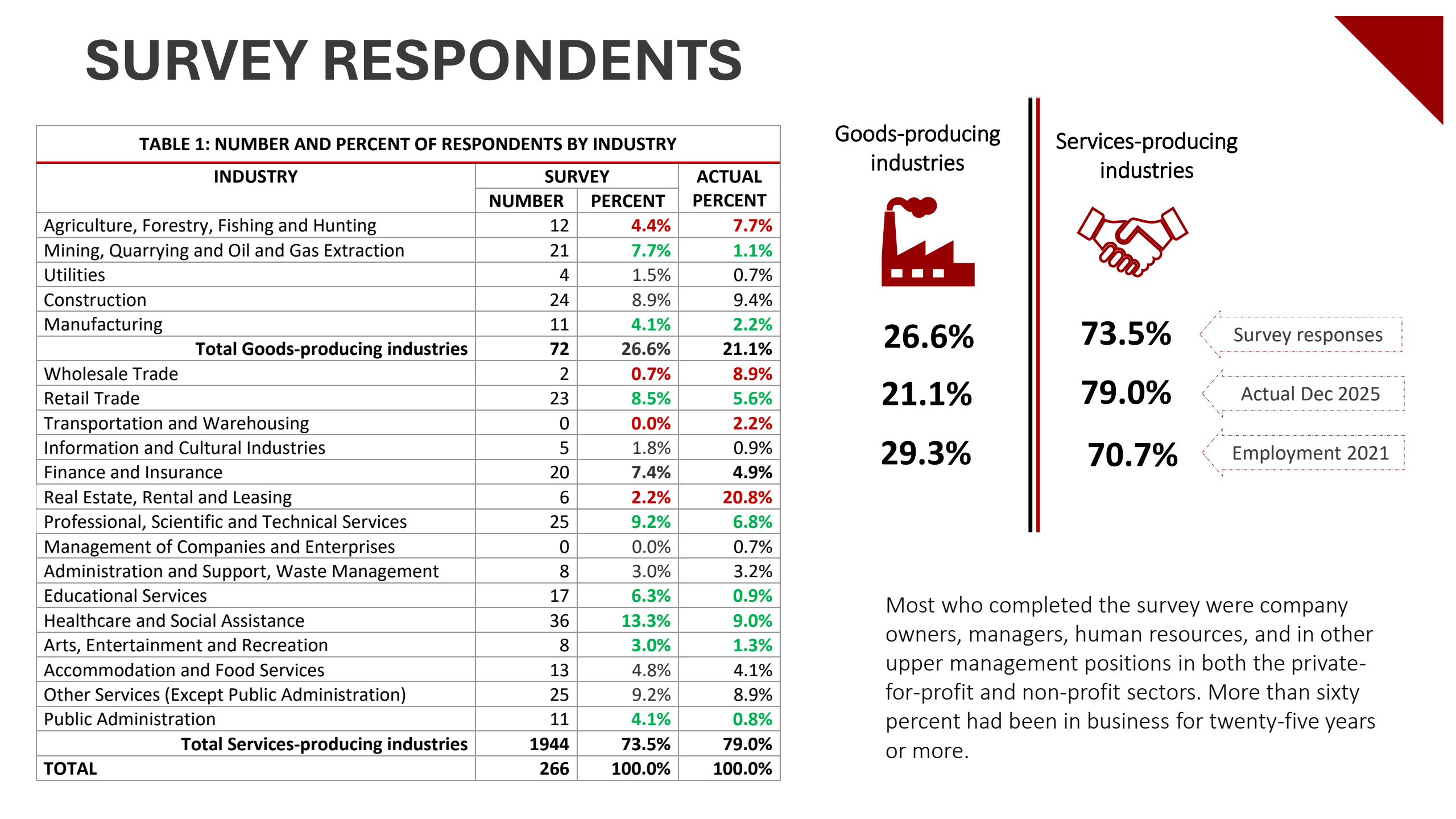
Ontario

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%**



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		TIMMINS	
	2025	2024	2025	2024
Employee quit	82%	79%	86%	82%
Employee terminated/fired	52%	56%	58%	61%
Employee retired	30%	42%	23%	38%
Layoff	23%	30%	25%	38%

REASONS WHY EMPLOYEES QUIT	TOTAL FNETB REGION	TIMMINS
For a higher paying job	74%	77%
For personal reasons (parental leave, for school/training)	46%	36%
For more flexible work/remote work	30%	31%
For better work schedules (no shift work)	22%	16%
For less emotionally demanding work	20%	21%
For less physically demanding work	19%	21%
Because they need more hours	16%	10%
Because of physical health issues	14%	16%

REASONS WHY EMPLOYEES ARE TERMINATED OR FIRED	TOTAL FNETB REGION	TIMMINS
Employees lack the skills required for the job	56%	55%
Employees lack work ethics/basic life skills	56%	55%
Employees lack experience and are unwilling to learn	37%	50%
Employees lack interpersonal/teamwork skills	34%	33%
Employees don't take the job seriously	31%	27%
Employees don't understand or respect company HR policies	30%	26%
Because of improper conduct (violence or harassment)	14%	12%
Because of substance abuse issues	12%	9%

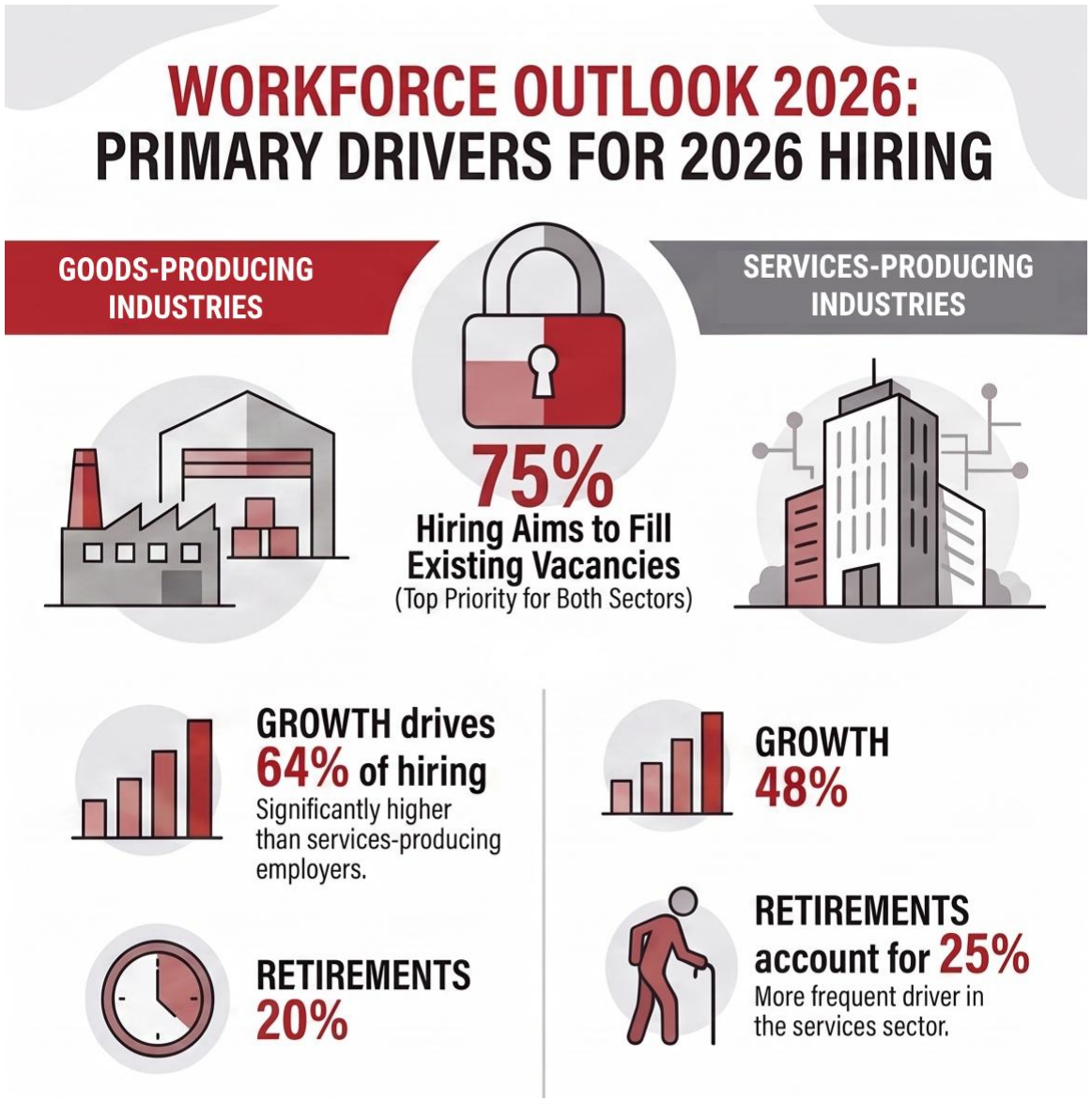
HIRING IN 2026

77% of employers are hiring in 2026

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

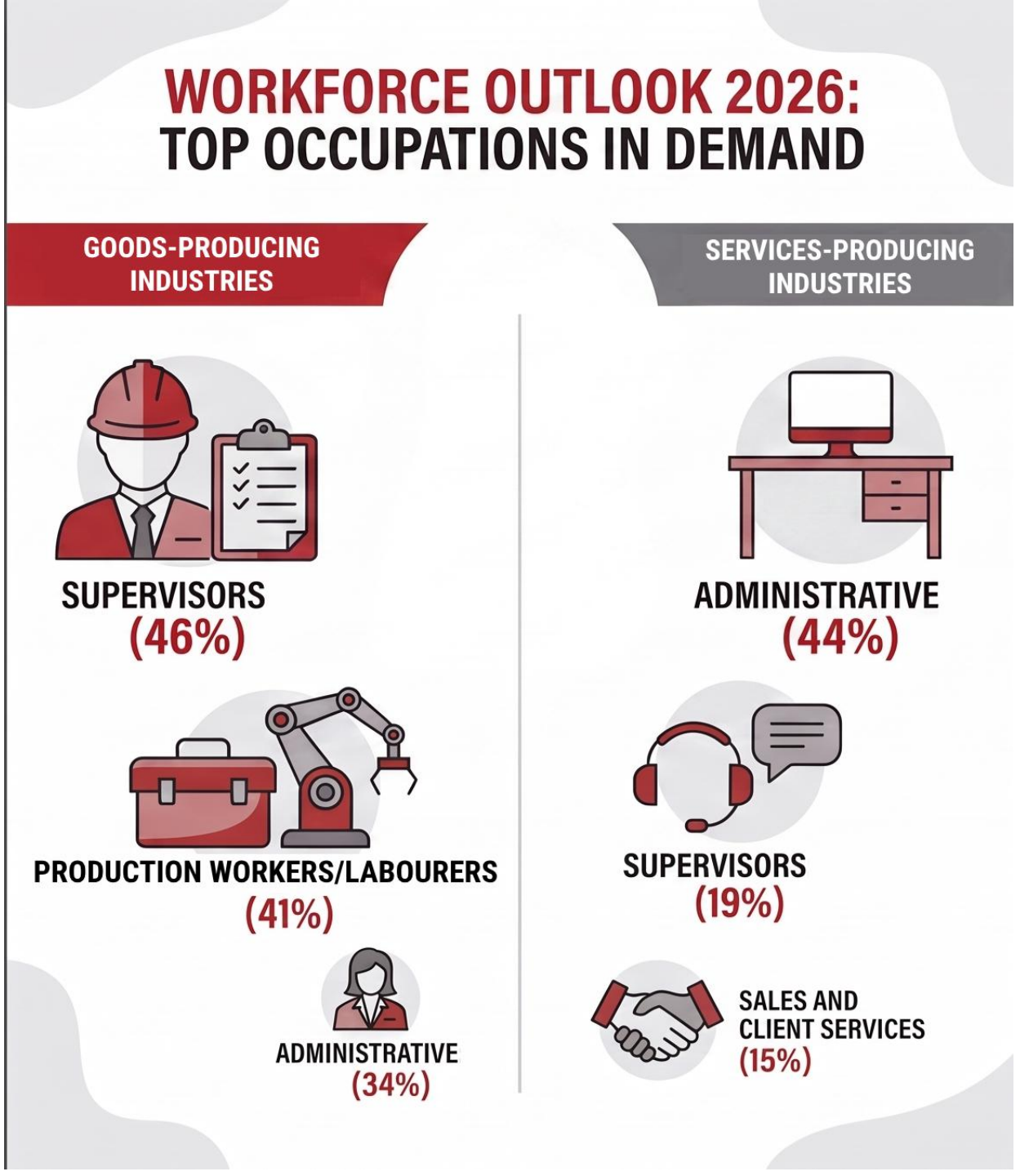


	TOTAL FNETB REGION			TIMMINS		
	2026	2025	2024	2026	2025	2024
Fill existing vacancies	75%	75%	81%	74%	79%	81%
Growth/expansion	52%	50%	46%	61%	56%	53%
Retirements	24%	29%	33%	20%	23%	27%
Restructuring	10%	12%	15%	6%	11%	16%
Technological changes	2%	6%	8%	2%	6%	9%



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		TIMMINS	
	2026	2025	2026	2025	2026	2025	2026	2025
Applicants lack the skills required	56%	60%	58%	75%	55%	55%	58%	70%
Applicants lack work experience required	50%	47%	67%	60%	44%	42%	57%	53%
Applicants lack the qualifications required	46%	48%	55%	52%	44%	47%	59%	54%
Low number of applicants	45%	52%	30%	52%	50%	52%	36%	48%
Applicants lack soft skills/work ethics	30%	36%	22%	31%	32%	38%	25%	35%
Competition from other employers	27%	37%	37%	38%	24%	37%	23%	37%
Compensation expectations	21%	30%	15%	28%	23%	31%	13%	25%
Applicants don't show up for interview	14%	--	8%	--	16%	--	20%	--



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%
	TIMMINS	
	2026	2025
Lack of housing	18%	50%
Lack of daycare	11%	30%
Lack of public transportation	5%	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		TIMMINS	
	2026	2025	2026	2025	2026	2025	2026	2025
More overtime for current staff	59%	46%	62%	63%	57%	39%	73%	38%
Subcontract/Outsourcing	37%	31%	60%	52%	25%	23%	31%	35%
Staff reduction/re distribution of work	26%	51%	29%	62%	24%	7%	25%	43%
Access staffing agencies	14%	14%	11%	11%	15%	12%	15%	18%
Offer remote work options	6%	10%	7%	6%	6%	12%	11%	6%
Implementation of technology/automation	5%	12%	7%	12%	5%	12%	9%	9%

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

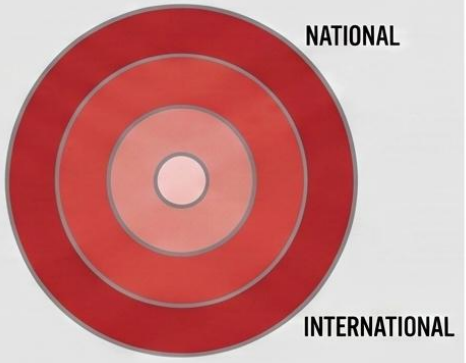
33% USE FREE JOB BOARDS

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		TIMMINS	
	2026	2025	2026	2025	2026	2025	2026	2025
Word of mouth, personal contacts, employee referrals	**78%**	84%	**82%**	**82%**	**77%**	**85%**	75%	**84%**
On-site job signs or posters	13%	33%	10%	35%	15%	**32%**	12%	23%
Our business/organization's own website	**31%**	57%	**27%**	**57%**	**32%**	**57%**	27%	57%
Social media (Facebook, LinkedIn)	**73%**	65%	**70%**	**62%**	**74%**	**66%**	**68%**	**58%**
Paid online job boards	14%	29%	**22%**	38%	11%	26%	21%	30%
Free online job boards	**33%**	64%	**28%**	**65%**	**35%**	**64%**	**52%**	**67%**
Onsite recruitment at schools, colleges, universities	2%	25%	0%	31%	3%	23%	2%	32%
Job fairs	13%	31%	**22%**	**40%**	12%	27%	19%	28%
Trade or professional publications or websites	4%	18%	8%	18%	3%	18%	3%	20%
Community employment centre	**19%**	**44%**	13%	38%	**21%**	**47%**	9%	28%
Executive search companies/Head-hunters	3%	7%	3%	14%	2%	4%	4%	9%
Print media	6%	21%	7%	25%	6%	20%	2%	13%
Radio ads	5%	10%	5%	15%	5%	8%	2%	8%

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

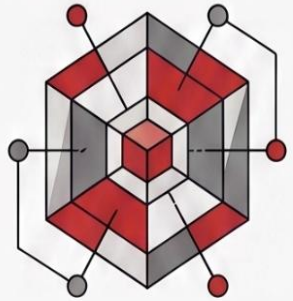
Effective communication rounds out the top three essential skills for modern employees.

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		TIMMINS	
	2026	2025	2026	2025	2026	2025	2026	2025
Work Ethic, Dedication and Dependability	**59%**	77%	**67%**	**88%**	**57%**	**72%**	69%	77%
Teamwork and Interpersonal Skills	**36%**	59%	30%	**64%**	**39%**	**56%**	**36%**	**61%**
Oral and Written Communication	**31%**	44%	13%	23%	**38%**	51%	**31%**	44%
Customer Service	26%	46%	10%	16%	32%	**58%**	19%	40%
Willingness to Learn	26%	**47%**	**35%**	**61%**	23%	41%	24%	**51%**
Self-Motivation and Independence	24%	45%	32%	47%	22%	45%	24%	43%
Technical	23%	31%	**35%**	50%	18%	24%	29%	39%
Problem Solving and Creativity	17%	26%	20%	33%	16%	23%	15%	18%
Ability to Follow Instructions	15%	33%	32%	55%	10%	24%	16%	32%
Time Management and Organization Skills	15%	37%	13%	31%	15%	39%	14%	42%
Professionalism	14%	30%	10%	14%	15%	36%	13%	26%
Computer Literacy	9%	19%	3%	6%	11%	24%	7%	18%
Analytical/Research Skills	3%	8%	0%	13%	4%	6%	2%	8%

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.

BARRIERS AND OBSTACLES

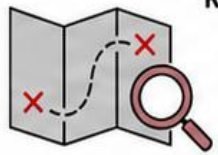
Cost is the Primary Hurdle



53%

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

The Logistical Gap: 44% Lack Regional Programs

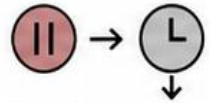


Nearly half of employers struggle because relevant training is not offered in their region.

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



Goods-Producing



Services-Producing



Loss of trained employees



Productivity loss



Program not in region

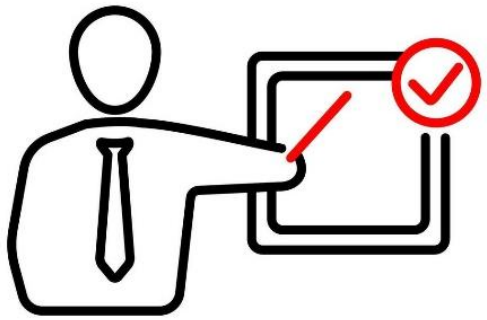
Goods-Producing		Services-Producing
47%	Loss of trained employees	30%
40%	Productivity loss	30%
38%	Program not in region	46%

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%
	TIMMINS	
	2026	2025
We fund training or education, either fully or in part	64%	70%
We use government hiring and training incentives	15%	19%
We offer flexible work schedules	40%	39%
We supply information on opportunities available	31%	38%

	TOTAL FNETB		TIMMINS	
	2026	2025	2026	2025
On the job training	**84%**	**81%**	**86%**	**81%**
Online webinars/workshop	**52%**	**51%**	**53%**	**47%**
Peer-to-Peer training	**42%**	**46%**	**44%**	45%
College	29%	42%	31%	**53%**
Industry Professional Association	25%	27%	31%	25%
Private trainers	21%	18%	26%	19%
University	15%	19%	14%	26%
Adult Learning Centre	6%	9%	3%	7%
Local union	3%	4%	3%	5%
School Board	2%	3%	1%	6%

	TOTAL FNETB REGION		TIMMINS	
	2026	2025	2026	2025
Cost of training	**53%**	**54%**	**51%**	**51%**
Relevant programs not offered in the region	**44%**	**33%**	34%	34%
Distance to travel for training	**39%**	**42%**	31%	**35%**
Loss of trained employees to other employers	34%	**33%**	**43%**	**38%**
Loss of productivity during training periods	32%	31%	**35%**	**35%**
Lack of awareness of training programs available	26%	23%	25%	19%
Lack of awareness of support for employee training	15%	19%	8%	18%
Lack of awareness of legislated training requirements	5%	4%	3%	3%



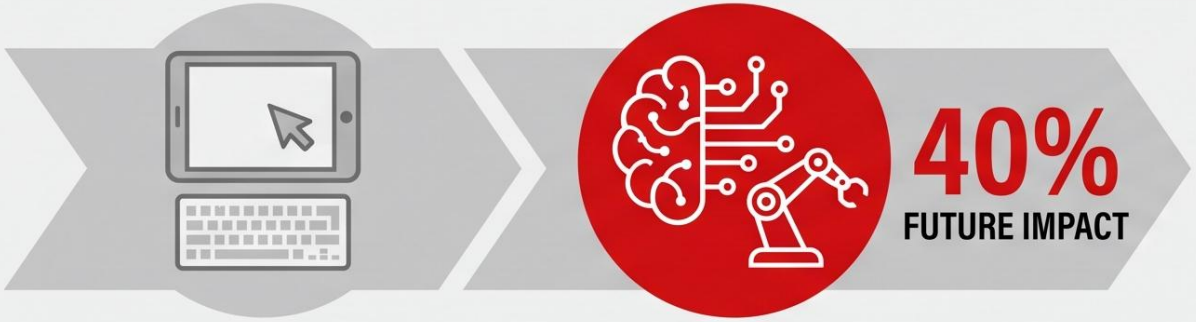


WORK EXPERIENCES FOR STUDENTS AND YOUTH

		HIGH SCHOOL STUDENTS		COLLEGE STUDENTS		UNIVERSITY STUDENTS	
		2025	2026	2025	2026	2025	2026
Paid Coop placements	*FNETB Region*	41%	35%	37%	35%	22%	30%
	Timmins	40%	33%	50%	47%	10%	20%
Unpaid Coop placements	*Total FNETB Region*	75%	75%	16%	16%	9%	9%
	Timmins	72%	67%	18%	24%	9%	9%
Paid internship	*Total FNETB Region*	15%	29%	45%	33%	40%	38%
	Timmins	0%	20%	50%	40%	50%	40%
Unpaid internship	*Total FNETB Region*	10%	25%	38%	43%	52%	32%
	Timmins	9%	15%	55%	54%	36%	31%
Apprenticeships	*Total FNETB Region*	30%	37%	65%	61%	5%	2%
	Timmins	22%	20%	72%	80%	6%	0%
Summer jobs	*Total FNETB Region*	46%	47%	31%	33%	23%	20%
	Timmins	38%	36%	35%	45%	27%	19%
Part-time jobs	*Total FNETB Region*	64%	58%	26%	29%	11%	13%
	Timmins	58%	56%	32%	37%	10%	7%

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.



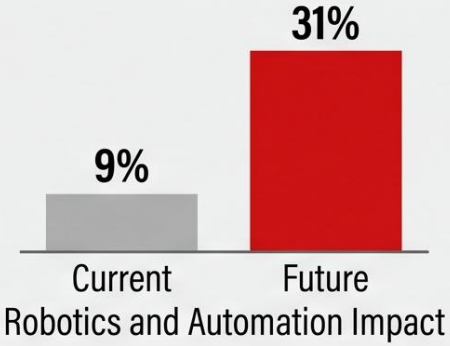
BASIC DIGITAL TOOLS (CURRENT)

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

NEW TECHNOLOGIES

	TOTAL FNETB REGION		GOODS-PRODUCING INDUSTRIES		SERVICES-PRODUCING INDUSTRIES		TIMMINS	
	Current	Future	Current	Future	Current	Future	Current	Future
Cyber-security	**43%**	**28%**	**33%**	37%	**28%**	**25%**	**38%**	**26%**
Artificial intelligence	**40%**	**40%**	21%	**47%**	26%	**32%**	34%	**41%**
Digitalization	**38%**	22%	28%	26%	**29%**	**24%**	33%	19%
Cloud-based technology	**38%**	19%	**32%**	25%	**28%**	22%	**36%**	14%
Data collection, management, analysis	35%	23%	**30%**	26%	26%	20%	**39%**	16%
Automation and robotics	9%	**31%**	12%	**42%**	9%	15%	10%	24%
Autonomous equipment	6%	25%	11%	**40%**	5%	10%	9%	**26%**
Electrification	6%	19%	5%	28%	4%	6%	6%	16%

	TOTAL FNETB REGION		TIMMINS	
	2026	2025	2026	2025
Our workforce will need advanced computer skills	**44%**	**29%**	**39%**	**22%**
Workforce productivity will improve	**33%**	**26%**	**36%**	**31%**
Our workforce will need data management skills	**28%**	**21%**	**29%**	**19%**
It will facilitate remote work arrangements	17%	12%	10%	10%
Our workforce will decrease - some jobs will be lost	16%	20%	16%	17%
Our workforce will increase - new jobs will be created	14%	13%	19%	15%

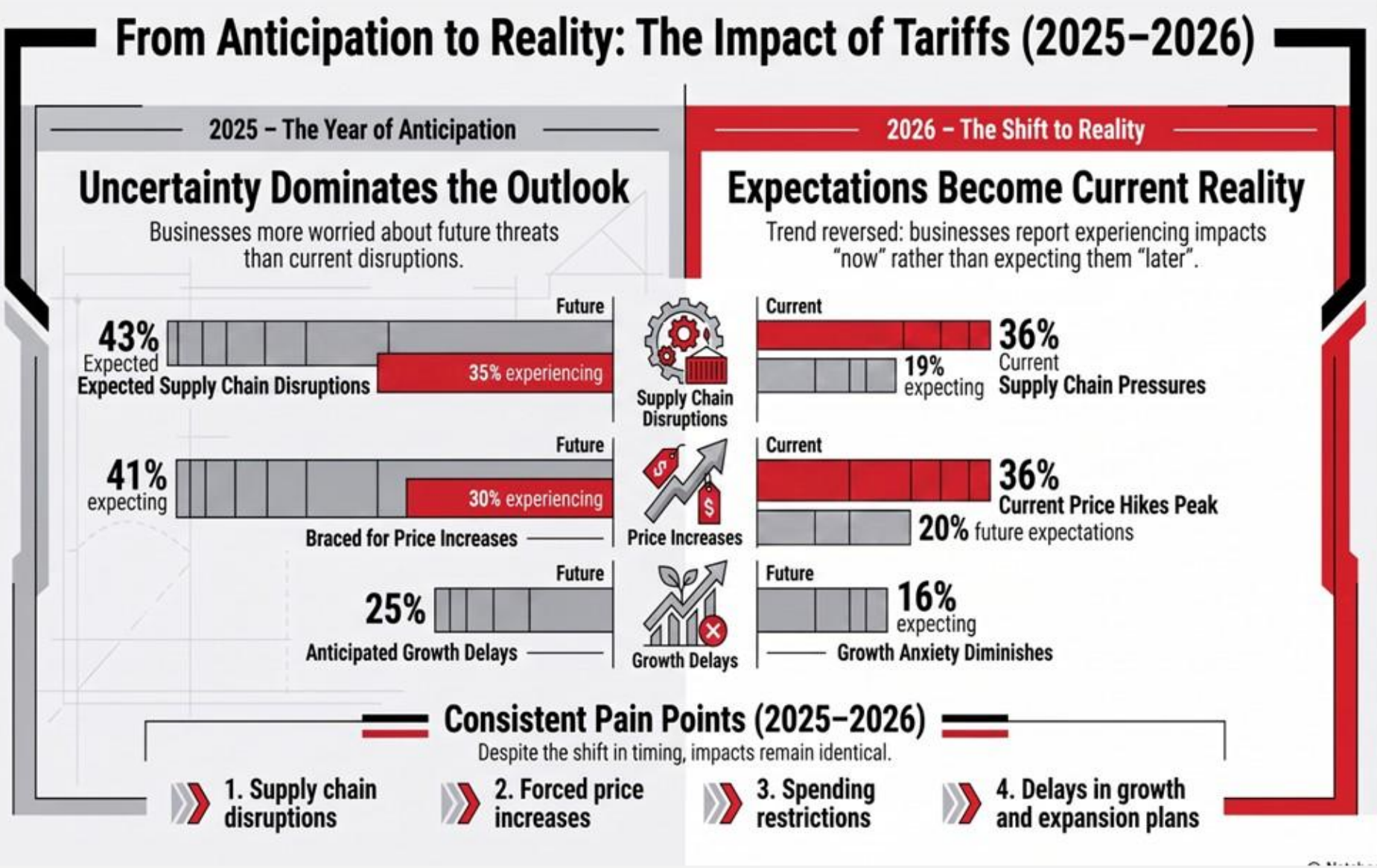


THE IMPACTS OF TARIFFS ON BUSINESSES IN THE DISTRICTS OF COCHRANE AND TIMISKAMING

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				TIMMINS			
	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%	23%	35%	14%
Our supply chain will be impacted	**35%**	**43%**	41%	17%	**42%**	**45%**	41%	17%
We will have to raise our prices	**30%**	**41%**	41%	19%	**31%**	**41%**	41%	19%
We will have to restrict spending because of uncertainty	**29%**	**32%**	27%	14%	**23%**	**25%**	27%	14%
We will delay growth/expansion plans	12%	25%	13%	**17%**	13%	24%	13%	**17%**
We will have difficulty honoring existing contracts	13%	16%	10%	13%	13%	11%	10%	13%
We will reduce our hours, staff and operations	6%	13%	8%	9%	7%	11%	8%	9%

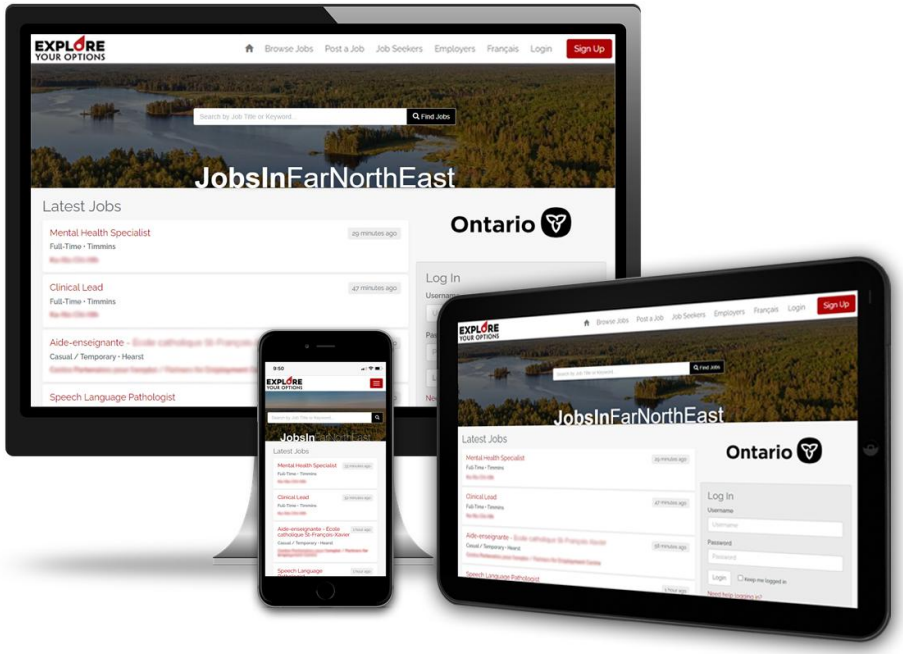
FAMILIARITY WITH EMPLOYMENT AND TRAINING PROGRAMS

	TOTAL FNETB REGION			TIMMINS		
	Not at all familiar	Somewhat familiar	Very familiar	Not at all familiar	Somewhat familiar	Very familiar
High School Coop Placements Program	13%	41%	**46%**	16%	36%	**48%**
College Coop Placements Program	23%	42%	**35%**	16%	40%	**44%**
University Coop Placements Program	31%	40%	30%	28%	35%	**38%**
Ontario Youth Apprenticeship Program	43%	35%	21%	38%	39%	24%
Student Employment Programs	38%	39%	23%	42%	40%	18%
Government Internship Programs	59%	28%	13%	**58%**	27%	15%
Skilled Trades Ontario	44%	32%	23%	38%	36%	26%
Employment Ontario Employment Services	26%	42%	**32%**	27%	39%	34%
College Programs offered locally	36%	42%	21%	32%	43%	25%
University Programs offered locally	53%	31%	16%	45%	33%	22%
Get SET – Skills, Education and Training program	**77%**	15%	8%	**76%**	18%	6%
Indigenous Training and Employment Services	**61%**	32%	7%	55%	41%	5%
Local Immigration Programs	55%	33%	12%	45%	41%	14%
Local Settlement Services for Newcomers	**66%**	27%	9%	**67%**	28%	8%
Local Services for Business Development	51%	36%	13%	51%	42%	7%

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? *Ça veut dire quoi pour votre organisme, votre communauté, les clients que vous desservez?* *Peut-on faire quelque chose? Quoi? Qui?*

NOW. Ideas that have been pitched before, ideas that are easy to implement.	**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 easy to implement. We really need to think about how to 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

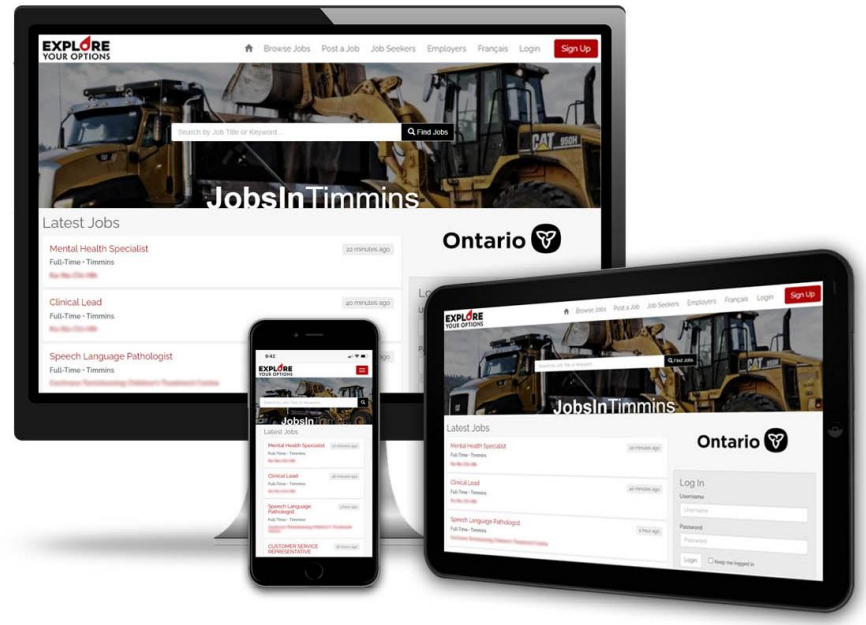
FAR NORTHEAST TRAINING BOARD (FNETB)
your local labour market planning network

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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LOCAL JOB POSTS BY OCCUPATION

	jobsinfarnortheast.com				jobsintimmins.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	2,971	2,451	2,171	1,405
Management	29	56	92	38	11	10	7	9
Business, finance and administration	1,035	1,026	767	694	464	354	321	206
Natural and applied sciences	351	293	307	214	183	129	168	96
Health	1,036	902	789	561	312	298	305	178
Education, law & social, community & gov't	2,921	2,760	2,117	1,340	1,224	889	652	415
Arts, culture, recreation and sports	89	157	115	63	15	21	23	14
Sales and service	1,064	1,229	815	533	216	207	149	115
Transport & equipment operators & related	1,152	1,239	1,141	883	420	416	397	275
Natural resources, agriculture and related	189	257	263	194	99	92	103	71
Manufacturing	130	150	147	87	27	35	46	26

Change in number of posts 2023-2024

FNETB (+0.9%) **Timmins** (-17,5%)

Change in number of posts 2024-2025

FNETB (-18.8%) **Timmins** (-11.4%)

Number of posts Jan-Aug 2025

FNETB (4,715)

Timmins (1,556)

LOCAL JOB POSTS BY INDUSTRY

	jobsinfarnortheast.com			jobsintimmins.com		
	2024	2025	2026 JAN-AUG	2024	2025	2026 JAN-AUG
Total job posts – all industries	8,412	6,695	4,642	2,498	2,192	1,427
Agriculture	119	51	33	3	1	0
Forestry	383	160	106	21	9	3
Mining	605	510	326	363	341	202
Construction	424	336	263	123	146	99
Manufacturing	273	174	142	27	31	23
Wholesale	40	4	0	1	2	0
Retail sales and service	737	687	532	127	191	147
Transportation	266	157	76	49	24	6
Finance, insurance and real estate	142	114	66	23	14	9
Professional, scientific and technical	102	90	73	34	34	26
Health care and social assistance	1,979	2,067	1,256	775	788	443
Information, culture and recreation	253	132	109	14	13	18
Accommodation and food service	329	205	125	54	14	25
Public administration	349	495	484	105	168	140
Education	1,595	1,405	999	535	380	269
Other	816	108	52	24	36	17