

WORKING TOGETHER

A Local Labour Market Plan for the Far Northeast Training Board (FNETB) Region
2013-2016

Update
October 2013



FAR NORTHEAST TRAINING BOARD (FNETB)

Your local labour market planning network

COMMISSION DE FORMATION DU NORD-EST (CFNE)

Votre réseau local de planification du marché du travail



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

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BACKGROUND:

The Far Northeast Training Board (FNETB) is mandated to gather intelligence from local stakeholders and employers about the supply and demand side of the local labour market in one of 25 MTCU designated regions in Ontario. The primary role of the FNETB is to help improve understanding of labour market issues and needs, and coordinate community responses and partnerships to help address those issues and needs. The FNETB accomplishes its role by:

- ✓ Engaging communities in a locally-driven and evidence-informed process to identify and respond to the key local labour market challenges (and opportunities) in the local labour markets.
- ✓ Facilitating a local labour market "action planning" process where community organizations, business, and institutions agree to implement joint actions to address local labour market issues of common interest.
- ✓ Creating opportunities for partnerships that respond to local labour market challenges, and add value to the government.
- ✓ Organizing events and undertaking activities that promote the importance of education, training and skills upgrading to youth, parents, employers, employed and unemployed workers, vulnerable groups and the public in general.

In March 2013, the Far Northeast Training Board released *Working Together: A Local Labour Market Plan 2013-2016*. The plan promotes the ongoing coordination and partnerships and strategies to ensure that employment, training and education programs are tailored to the specific challenges and needs of the local labour market.

In order to keep local stakeholders informed of the progress made with the implementation of the action items included in *Working Together: A Local Labour Market Plan 2013-2016*, and of any new developments since its release, the FNETB is pleased to provide this update. It includes a summary of local labour market changes based on the most recent data and information sources available since the release of the initial report, a summary of input collected from local employment and training service providers, and an update on the progress to date with the action plan for 2013-2016.

The overarching goals of the initial report remain relevant and important, and as such, this update continues to reflect the collective commitment of local stakeholders to:

- Increase access to region-specific and current labour market information
- Recognize and retain the skilled workers and professionals that the FNETB area has and support them in the work they are doing.
- Build a representative workforce by providing opportunities for all to participate in the local labour market.
- Find innovative ways to keep and attract people to our region by providing them with training and employment opportunities.

EXECUTIVE SUMMARY:

The data and information utilized to produce this update revealed little or no change since the release of the initial report in March 2013. Some of the most significant regional labour supply challenges include the boom and bust cycles of the mining and forestry sectors, a population that is both declining and aging, and the increasing requirements for higher levels of education. These are expected to continue to pose significant labour market challenges in the future.

In the decades ahead, the local labour market will experience continued pressures from retirement of existing workers as an increasing proportion of job openings will come from the retirement of an aging workforce. When combined with the ongoing out-migration and decline of the population, particularly in the younger age cohorts, there are occupations where supply and demand imbalances are forecasted. The areas where demand could exceed supply include health occupations, numerous skilled trades occupations, and a wide range of managerial and supervisory occupations. As a result, employers will look for high-skilled workers. Although the average educational attainment of the labour force in the region has increased over the last few years, it still lags behind the provincial average.

To meet the local demand for workers will require that we ensure the future labour market success of students, graduates, and those wanting to enter or re-enter the job market by providing access to appropriate labour market information to help guide their career choice, adequate financial support while in school or training, and by the continuing adaptation of the education system to changing needs.

It will also become increasingly important to improving the integration of under-represented groups (older workers, Aboriginal people, unemployed and under-employed youth, new comers and persons with disabilities) who often have less education and/or skills that do not match the labour market demand and often face unemployment and poorly paid work will require supports and training that will allow them to obtain and maintain meaningful employment and help address local labour market shortages.

Despite these challenges, there are interesting potential opportunities for addressing the labour market needs in the Far Northeast Training Board region, including:

A small population base which makes it easier to develop partnerships among key labour market stakeholders and to promote greater collaboration and coordination in responding to emerging challenges.

A high quality of life, competitive cost of living and strong sense of community to help foster stronger attachments and help retain workers who were born here and attract new workers as well.

A well developed and growing post-secondary education system that produces highly skilled graduates who can help local businesses and industries grow and innovate.

This update reflects the local labour market situation based on the data and information that was available at the time of its release. It is our hope that it will help inform future planning of training and employment services and consequently, help job seekers make informed decisions about their future, and help local employers attract and retain the skilled workers that they need.

WHAT WE KNOW - LOCAL LABOUR MARKET INDICATORS

Since the release in March 2013 of this local labour market plan for 2013-2016, additional and more up-to-date data was received. Observations based on three key data sources are presented in this section of the report:

The most recent Canadian Business Patterns data on the number of employers and changes in the number of employers from June 2012 to June 2013.

Statistics Canada released some of the data files from the 2011 Census, of particular interest for this update is the data on education and labour force participation.

Employment Ontario (EO) program data provided by MTCU for this region, accompanied by Northern Region and provincial comparators. It is intended to serve as the basis for evidence-based discussions about local service gaps or overlaps, and under-served populations - with EO service providers and other organizations as appropriate to the local context.

CHANGE IN NUMBER OF EMPLOYERS:

The most recent Canadian Business Patterns data reveals a 5.77% (234) increase in the number of Small and Medium Enterprises (SME) in the Cochrane District and an increase of 6.04% (116) in the Timiskaming District between June 2012 and June 2013.

This represents a significant increase compared to the previous year. The overall number of Small and Medium Enterprises in the Cochrane District had experienced a decrease of -1.33% (-55 SMEs) between 2011 and 2012. During that same period, the overall number of Small and Medium Enterprises in the Timiskaming District had decreased by -1.03% (-20 SMEs)

**Table 1: Change in the Number of SMEs
Cochrane District and Timiskaming District, June 2012 to June 2013**

Employee size range	Cochrane District				Timiskaming District				Ontario percent change
	Number of employers 2012	Number of employers 2013	Absolute change (%)	Percent change	Number of employers 2012	Number of employers 2013	Absolute change	Percent change (%)	
0	1,601	1,780	179	11.18	854	952	98	11.48	10.97
1-4	1,096	1,128	32	2.92	561	563	2	0.36	6.94
5-9	588	578	-10	-1.70	228	236	8	3.51	2.92
10-19	432	458	26	6.02	180	177	-3	-1.67	2.84
20-49	259	260	1	0.39	74	82	8	10.81	3.76
50-99	80	86	6	7.50	22	25	3	13.64	2.05
Total	4,056	4,290	234	5.77	1,919	2,035	116	6.04	

Source: Statistics Canada, Canadian Business Patterns

The following tables show the industry sectors that experienced increases or decreases of 10 or more employers. For most sectors the growth or decline in the number of establishments was for owner/operator businesses (businesses with no employees), and for Small and Medium Enterprises (SMEs) with less than 50 employees.

The industry sectors where the number of SMEs has increased employ workers in the skilled trades, and in professional and health occupations. Those very occupations where high skill levels are required, and where shortages are anticipated in the next decade.

**Table 2: Change in number of employers, by Industry Sector
Cochrane District, June 2012 to June 2013**

NAICS	0	1-4	5-9	10-19	20-49	50-99	Total 2013	Total 2012	Absolute change
111 - Crop Production	15	7	1	0	3	1	27	17	10
112 - Animal Production	18	4	1	0	0	0	25	35	-12
236 - Construction of Buildings	75	38	21	3	10	3	150	136	14
238 - Specialty Trade Contractors	86	84	42	30	17	1	260	250	10
454 - Non-Store Retailers	16	5	3	6	0	0	30	10	11
531 - Real Estate	282	48	8	9	5	0	352	262	90
541 - Professional, Scientific and Technical Services	176	96	26	14	11	0	323	296	27
621 - Ambulatory Health Care Services	43	122	35	21	11	0	232	193	39
							1,397	1,208	189

Source: Statistics Canada, Canadian Business Patterns

**Table 3: Change in number of employers, by Industry Sector
Timiskaming District, June 2012 to June 2013**

NAICS	0	1-4	5-9	10-19	20-49	50-99	Total 2013	Total 2012	Absolute change
111 - Crop Production	77	14	0	1	3	0	95	41	54
112 - Animal Production	87	29	9	2	0	0	127	155	-28
236 - Construction of Buildings	33	14	11	8	2	0	68	51	17
531 - Real Estate	121	27	6	5	0	0	159	114	45
621 - Ambulatory Health Care Services	23	45	11	7	6	0	92	76	16
	341	129	37	23	11	0	541	437	104

Source: Statistics Canada, Canadian Business Patterns



LOCAL LABOUR FORCE

Census data on the local labour force by occupation also reveals increases between 2001 and 2011 in occupations requiring higher skill levels. This emphasizes the need to provide programs and services to ensure labour market success of students, graduates, the unemployed and under-employed.

**Table 4: Total Labour Force Aged 15+, by Occupation
Cochrane District**

	2011		2006		2001	
	#	%	#	%	#	%
Total - All Occupations	39,470		40,535		40,680	
Management	3,180	8.0	3,005	7.4	3,015	7.4
Business, Finance and Administration	5,220	13.2	6,245	15.4	5,565	13.7
Natural and Applied Sciences and Related	2,045	5.2	1,745	4.3	1,795	4.4
Health	2,765	7.0	2,320	5.7	2,130	5.2
Education, Law and Social, Community and Gov't Services	4,830	12.2	3,455	8.5	3,265	8.0
Arts, Culture, Recreation and Sport	600	1.5	545	1.3	450	1.1
Sales and Service	9,010	22.8	10,095	24.9	10,510	25.8
Trades, Transport and Equipment Operators and Related	7,670	19.4	8,400	20.7	8,320	20.4
Natural Resources, Agriculture and Related Production	2,325	5.9	2,465	6.1	2,630	6.5
Manufacturing and Utilities	1,820	4.6	2,260	5.6	3,000	7.4

Source: Statistics Canada, Census 2001, 2006 and 2011

**Table 5: Total Labour Force Aged 15+, by Occupation
Timiskaming District**

	2011		2006		2001	
	#	%	#	%	#	%
Total - All Occupations	15,135		15,820		15,735	
Management	1,445	9.5	1,290	8.1	1,480	9.4
Business, Finance and Administration	1,860	12.3	2,420	15.3	2,335	14.8
Natural and Applied Sciences and Related	685	4.5	605	3.8	580	3.7
Health	1,045	6.9	900	5.7	770	4.9
Education, Law and Social, Community and Gov't Services	1,760	11.6	1,405	8.9	1,440	9.1
Arts, Culture, Recreation and Sport	230	1.5	205	1.3	220	1.4
Sales and Service	3,365	22.2	3,780	23.9	3,700	23.5
Trades, Transport and Equipment Operators and Related	3,240	21.4	3,120	19.7	3,255	20.7
Natural Resources, Agriculture and Related Production	980	6.5	1,415	8.9	1,235	7.8
Manufacturing and Utilities	525	3.5	675	4.3	720	4.6

Source: Statistics Canada, Census 2001, 2006 and 2011

POPULATION

The FNETB region has a higher percentage of people aged 45 and over than the province which emphasizes the need to ensure that the younger generation are well informed of the anticipated employment opportunities, and that they have access to the programs and services to seize those opportunities.

**Table 6: Age profile of the population 15 and over
Cochrane District and Timiskaming District, 2011**

	Total 15+	15-24		25-44		45-64		65 +	
		#	%	#	%	#	%	#	%
Cochrane District	67,305	10,260	15.2	19,190	28.5	25,545	37.9	12,310	18.3
Timiskaming District	27,640	3,710	13.4	6,860	24.8	10,795	39	6,275	22.7
Ontario	11,534,695	1,716,545	14.9	3,383,895	29.3	3,692,295	32	1,878,325	16.3

Source: Statistics Canada, Census 2011

EDUCATIONAL ATTAINMENT:

When we look at the 2011 Census data on educational attainment we see that the FNETB Region has a much higher percentage of its population with no certificate, degree or diploma than Ontario.

This adds to the challenge of filling the employment opportunities that will arise to accommodate growth in occupations requiring higher skills.

**Table 7: Educational Attainment: Population 25 to 64
Cochrane District and Timiskaming District, 2011**

	Cochrane District 2011		Timiskaming District 2011		Ontario 2011	
	Males	Females	Males	Females	Males	Females
No Certificate, Degree or Diploma	30.1%	30.2%	30.9%	28.6%	18.9%	18.4%
High School Diploma or Equivalent	21.7%	25%	22.9%	26.9%	26.4%	27.0%
Apprenticeships or Trades Certificate or Diploma	18.7%	6.4%	18.2%	7%	10.3%	4.6%
College, CEGEP or other non-university Certificate or Diploma	20.6%	24.8%	18.7%	25.9%	17.6%	21.7%
University Certificate, Diploma or Degree at Bachelor Level or Above	7.3%	11.2%	8%	10.1%	9.3%	8.5%

Source: Statistics Canada, Census 2011

EMPLOYMENT ONTARIO DATA

The Ministry of Training, Colleges and Universities provided the FNETB with 2012-2013 Employment Ontario program data for on Employment Services, Second Career, Literacy and Basic Skills and Apprenticeship. The data helps provide an understanding into those who make use of Employment Ontario services. It also provides an opportunity to identify where gaps in service may exist or where service is highly utilized.

While the data has its limitations, it nonetheless helps identify where marketing efforts are necessary to ensure that those who need them the most have access to the programs and services that will help them achieve their employment goals. If available in subsequent years, it will be even more valuable in that it will allow us to observe shifts and changes in client profiles year over year, and compare those changes with what is happening in the local economy. It will further provide an indication of whether marketing of the programs is successful in reaching the targeted clients. The tables on the following pages provide a summary of the data for each program area and some observations.

**Employment Ontario Program Data- EMPLOYMENT SERVICES
Far Northeast Training Board, Northern Region and Ontario 2012-2013**

FNETB Region Number of clients in 2012-13 = 2,960	Northern Ontario Region Number of clients in 2012-13 = 16,887	Ontario Number of clients in 2012-13 = 184,947
<u>Age profile:</u> <ul style="list-style-type: none"> • 32.5% were aged 15-24 • 47.4% were aged between 25-44 • 19.9% were aged 45-64 • 0.27% were aged 65 and over 	<u>Age profile:</u> <ul style="list-style-type: none"> • 31% were aged 15-24 • 45.1% were aged between 25-44 • 23.5% were aged 45-64 • 0.5% were aged 65 and over 	<u>Age profile:</u> <ul style="list-style-type: none"> • 22% were aged 15-24 • 27.1% were aged between 25-44 • 31.3% were aged 45-64 • 0.77% were aged 65 and over
<u>Gender:</u> <ul style="list-style-type: none"> • 60.1% were male • 39.9% were female 	<u>Gender:</u> <ul style="list-style-type: none"> • 57.9% were male • 42.0% were female 	<u>Gender:</u> <ul style="list-style-type: none"> • 50.8% were male • 49.2% were female
<u>Educational Attainment:</u> <ul style="list-style-type: none"> • 2.7% less than Grade 8 • 29.7% less than Grade 12 • 30.9% completion of Secondary • 23.9% completion of College • 3.5% completion of University 	<u>Educational Attainment:</u> <ul style="list-style-type: none"> • 2.0% have less than Grade 8 • 23.2% have less than Grade 12 • 32.5% have completion of Secondary • 26.4% completion of College • 6.9% completion of University 	<u>Educational Attainment:</u> <ul style="list-style-type: none"> • 1.2% have less than Grade 8 • 12.2% have less than Grade 12 • 29.5% have completion of Secondary • 27.1% completion of College • 22.6% completion of University
<u>Source of Income:</u> <ul style="list-style-type: none"> • 29.6% Employment Insurance • 16.5% Ontario Works • 2.4% Ontario Disability Support Program • 29.8% No source of income • 21.7% Other 	<u>Source of Income:</u> <ul style="list-style-type: none"> • 25.5% Employment Insurance • 14.8% Ontario Works • 2.8% Ontario Disability Support Program • 33.7% No source of income • 23.2% Other 	<u>Source of Income:</u> <ul style="list-style-type: none"> • 22.6% Employment Insurance • 13.2% Ontario Works • 1.7% Ontario Disability Support Program • 8.4% No source of income • 24% Other
<u>Outcome at Exit:</u> <ul style="list-style-type: none"> • 63.1% employed at exit • 55.3% of those employed were employed full-time • 10.7% employed in area of training/choice • 7.4% of those employed at exit were employed in a more suitable job compared • Of those who obtained employment, the key sectors in which they were employed are: construction, retail trade, accommodation and food services, administrative and support services. 	<u>Outcome at Exit:</u> <ul style="list-style-type: none"> • 63.9% employed at exit • 53.4% of those employed were employed full-time • 14.6% employed in area of training/choice • 3.9% of those employed at exit were employed in a more suitable job compared • Of those who obtained employment, the key sectors in which they were employed are: construction, retail trade, accommodation and food services, administrative and support services. 	<u>Outcome at Exit:</u> <ul style="list-style-type: none"> • 62.8% employed at exit • 57.9% of those employed were employed full-time • 12.4% employed in area of training/choice • 3.4% of those employed at exit were employed in a more suitable job compared • Of those who obtained employment, the key sectors in which they were employed are: manufacturing, retail trade, accommodation and food services, administrative and support services.

Observations:

- The percentage of youth aged 15-24 who access employment services is significantly higher than the percentage at the provincial level. This could be indicative of a higher unemployment rate of the youth population in this region. The promotion of initiatives like the Youth Employment Program could help address this situation.
- The sectors in which clients obtained employment seem to be for labour and support level occupations. There might be some benefit to ensuring the promotion of highly skilled and well paid job opportunities. This might require strategies to outreach to employers so that they communicate those opportunities to local service providers on a regular and ongoing basis.

Employment Ontario Program Data- SECOND CAREER
Far Northeast Training Board, Northern Region and Ontario 2012-2013

FNETB Region Number of clients in 2012-13 = 231	Northern Ontario Region Number of clients in 2012-13 = 1,126	Ontario Number of clients in 2012-13 = 11,263
<u>Age profile:</u> <ul style="list-style-type: none"> • 24.7% were aged 15-24 • 58.4% were aged between 25-44 • 16.4% were aged 45-64 • 0.43% were aged 65 and over 	<u>Age profile:</u> <ul style="list-style-type: none"> • 16% were aged 15-24 • 59.3% were aged between 25-44 • 24.6% were aged 45-64 • 0.08% were aged 65 and over 	<u>Age profile:</u> <ul style="list-style-type: none"> • 6.9% were aged 15-24 • 57.7% were aged between 25-44 • 35.2% were aged 45-64 • 0.16% were aged 65 and over
<u>Gender:</u> <ul style="list-style-type: none"> • 64.1% were male • 35.9% were female 	<u>Gender:</u> <ul style="list-style-type: none"> • 58.6% were male • 41.4% were female 	<u>Gender:</u> <ul style="list-style-type: none"> • 51.4% were male • 48.6% were female
<u>Educational Attainment:</u> <ul style="list-style-type: none"> • 1.7% less than Grade 8 • 20.3% less than Grade 12 • 33.8% completion of Secondary • 21.6% completion of College • 1.7% completion of University 	<u>Educational Attainment:</u> <ul style="list-style-type: none"> • 0.98% have less than Grade 8 • 15.5% have less than Grade 12 • 33.8% have completion of Secondary • 25.3% completion of College • 4.3% completion of University 	<u>Educational Attainment:</u> <ul style="list-style-type: none"> • 0.51% have less than Grade 8 • 8.8% have less than Grade 12 • 30.8% have completion of Secondary • 23.5% completion of College • 11.6% completion of University
<u>Source of Income:</u> <ul style="list-style-type: none"> • 60.2% Employment Insurance • 6.9% Ontario Works • 1.7% Ontario Disability Support Program • 15.1% No source of income • 16% Other 	<u>Source of Income:</u> <ul style="list-style-type: none"> • 57.8% Employment Insurance • 7.2% Ontario Works • 1.1% Ontario Disability Support Program • 16.4% No source of income • 17.5% Other 	<u>Source of Income:</u> <ul style="list-style-type: none"> • 50.2% Employment Insurance • 7.9% Ontario Works • 0.67% Ontario Disability Support Program • 20.1% No source of income • 21.1% Other
<u>Top 10 Approved Skills Training Programs:</u> <ul style="list-style-type: none"> • Heavy Equipment Operator • Transport Truck Driver • Underground Production and Development Miners • Social and Community Service Workers • Administrative Officers • Licensed Practical Nurses • Accounting and Related Clerks • Administrative Assistants • Home Support Workers, Housekeepers and Related Occupations • Paralegal and Related Occupations 	<u>Top 10 Approved Skills Training Programs:</u> <ul style="list-style-type: none"> • Heavy Equipment Operator • Transport Truck Driver • Underground Production and Development Miners • Social and Community Service Workers • Home Support Workers, Housekeepers and Related Occupations • Welders and Related Machine Operators • Licensed Practical Nurses • General Office Support Workers • Administrative Officers • Administrative Assistants 	<u>Top 10 Approved Skills Training Programs:</u> <ul style="list-style-type: none"> • Transport Truck Driver • Social and Community Service Workers • Heavy Equipment Operator • Accounting and Related Clerks • Early Childhood Education and Assistants • Home Support Workers, Housekeepers and Related Occupations • Medical Administrative Assistants • Computer Network Technicians • Paralegal and Related Occupations • Welders and Related Machine Operators

Observations:

- A higher percentage of males is likely reflective of the fact that the participation rate and the employment rate of men in the region is higher than for females. In the Cochrane District the participation rate of men was 64.9% at the time of the 2011 Census, while for females it was 57.8%. In the Timiskaming District, the participation rate of males was 61.6%, for females it was 48%. Consequently, males are more likely to be affected by lay-offs and require support to pursue new and different career options. This could also suggest that perhaps efforts could be made to better promote employment services to women in the region.
- The approved skills training programs are in line with the local labour market needs which could be indicative that clients and service providers alike are aware of those opportunities.

**Employment Ontario Program Data- LITERACY AND BASIC SKILLS
Far Northeast Training Board, Northern Region and Ontario 2012-2013**

FNETB Region Number of clients in 2012-13 = 933	Northern Ontario Region Number of clients in 2012-13 = 5,060	Ontario Number of clients in 2012-13 = 33,148
<u>Age profile:</u> <ul style="list-style-type: none"> • 22% were aged 15-24 • 27.1% were aged between 25-44 • 31.3% were aged 45-64 • 19.6% were aged 65 and over 	<u>Age profile:</u> <ul style="list-style-type: none"> • 28.1% were aged 15-24 • 34.3% were aged between 25-44 • 25.6% were aged 45-64 • 12.1% were aged 65 and over 	<u>Age profile:</u> <ul style="list-style-type: none"> • 28.4% were aged 15-24 • 44.4% were aged between 25-44 • 23% were aged 45-64 • 4.1% were aged 65 and over
<u>Gender:</u> <ul style="list-style-type: none"> • 31.1% were male • 68.9% were female 	<u>Gender:</u> <ul style="list-style-type: none"> • 40.1% were male • 59.9% were female 	<u>Gender:</u> <ul style="list-style-type: none"> • 57.4% were male • 42.6% were female
<u>Source of Income:</u> <ul style="list-style-type: none"> • 3.8% Employment Insurance • 15.1% Ontario Works • 5.9% Ontario Disability Support Program • 8.4% No source of income • 35.3% Other • 29.5% Employed 	<u>Source of Income:</u> <ul style="list-style-type: none"> • 5.3% Employment Insurance • 21.5% Ontario Works • 9.5% Ontario Disability Support Program • 10.4% No source of income • 26.6% Other • 24.7% Employed 	<u>Source of Income:</u> <ul style="list-style-type: none"> • 6.5% Employment Insurance • 24.4% Ontario Works • 11.9% Ontario Disability Support Program • 8.4% No source of income • 21.1% Other • 25.8% Employed
<u>Learners' Goal Paths:</u> <ul style="list-style-type: none"> • 2.5% Apprenticeship • 33.7% Employment • 25.4% Independence • 30.2% Postsecondary • 8.2% Secondary School Credit 	<u>Learners' Goal Paths:</u> <ul style="list-style-type: none"> • 2.6% Apprenticeship • 27% Employment • 20.2% Independence • 35.8% Postsecondary • 14.4% Secondary School Credit 	<u>Learners' Goal Paths:</u> <ul style="list-style-type: none"> • 5.2% Apprenticeship • 27% Employment • 13.2% Independence • 39.4% Postsecondary • 14.9% Secondary School Credit

Observations:

The FNETB region has a much higher percentage of LSB clients in the older age cohorts (45+). This is likely due to lower educational attainment levels of that portion of the population in this region.

There also seems to be a need to promote LBS services to men in the region.

When compared to the Northern Ontario Region and to Ontario as a whole, there is a lower percentage of Ontario Works (OW) and Ontario Disability Program (ODSP) clients in the LBS programs. In that regard, there might be an opportunity to market the advantages of skills upgrading to OW and ODSP clients so that they could secure employment and contribute to addressing the current and future shortage of workers in the region.



**Employment Ontario Program Data- APPRENTICESHIP
Far Northeast Training Board, Northern Region and Ontario 2012-2013**

	FNETB Region	Northern Ontario Region	Ontario
Number of Certificate of Apprenticeship Issued	79	951	10,932
Number of Certificate of Qualifications Issued	169	1,137	11,031
Number of Modular Training Registrations	1,781	6,563	9,350
Average Age of Apprentices at Registration	25	26	27
Number of New Registrations	532	3,422	32,448
Number of Active Apprentices	2,149	11,515	118,080
Number of Active Journeypersons	7,678	45,138	452,841

Observations:

The proportion of active apprentices vs active journeypersons in the region is significantly higher than in the Northern Ontario Region and Ontario as a whole.

It is also interesting to see that the average age of apprentices at registration is 25. Although this possibly suggests that more young people are considering the trades, it continues to be important to promote apprenticeships with initiatives like the Ontario Youth Apprenticeship Program (OYAP) to address the aging of the workforce particularly in the skilled trades.



WHAT WE HEARD - LOCAL KNOWLEDGE

A formal and comprehensive set of consultations was not required for this year's update. The expectation was that we consult with Employment Ontario and the broader support service network in the preparation of this fall's report.

The priority is on meeting the information needs of the local EO network, and other service providers in order to identify how to improve client supports and services in the community. The collection of input from local service providers (EO and others) was done via an electronic survey administered by the FNETB with the broader services provider network, and by Literacy Network Northeast with the Literacy and Basic Skills agencies.

The purpose of the survey was to gather input and suggestions from local service providers on

Local labour market information

- whether or not they need and use labour market information, why they use it, where they find it, and any suggestions they have on how current available labour market information could be improved

Local delivery of employment, training and related services:

- whether in their opinion, **in their community**, existing employment, training and related services (EO and others) are meeting the needs of clients and if they match the local labour market need
- if they are aware of any gaps and/or overlaps in services, how those gaps/overlaps are/could be addressed, and any suggestions they have how those gaps/overlaps are/could be addressed, and on how the delivery of employment, training and related services could be improved in their community.

Client base:

- information on any significant changes in their client base **in the past year (2012-2013)**., whether the number of clients has increased or decreased, and where some of clients' major barriers/challenges to employment.

The following pages in this section provide an overview of the comments received from the responding service providers across the region.

Local labour market information

All responding service providers indicated that they use labour market information. When asked how they use it, the responses most frequently provided are:

- To prepare annual business plans
- To prepare project funding applications
- To assist clients
- To prepare presentations
- To prepare reports for the Ministry
- To be informed about the labour supply and demand

We asked service providers to indicate the type of labour market information that they are most likely to use on a regular basis. The type of information most used by the respondents are:

- Jobs by industry
- Jobs by occupation
- Educational attainment
- Labour Force Participation

A few respondents also indicated that they utilize labour market information on:

- Population
- Migration
- Number of businesses

In order to improve the communication of local labour market information, we asked service providers if in their opinion, local labour market information is easily available and accessible, 50% of the respondents indicated that they do not find it easily available and accessible.

We further asked local service providers where they most often get information on local labour market trends. The following are the responses received:

- Networking with stakeholders
- Local reports - Far Northeast Training Board
- Internet
- Local media

Survey respondents provided suggestions on how the current available labour market information could be improved. There were two suggestions: one is to make it more accessible online, and the other is to make it more accessible to those who are making career choices.

Local delivery of employment, training and related services:

We asked service providers if in their opinion, the existing employment, training and related services available in their community meet the needs the following groups:

- Unemployed
- Employed
- Employers
- Youth
- New comers
- Persons with disabilities
- Aboriginal groups
- Internationally Trained Professionals

The responses to that question varied. The one group that was identified as under-serviced was the employed population (people looking for a better job or a new career). It was felt that employed people have a harder time meeting eligibility criteria. It was mentioned that some services for persons with disabilities are offered from Timmins which makes it harder for those in need of those services to access them.

To the question about whether they felt that the existing employment, training and related services provided in their community match the local labour market needs, all respondents answered yes.

When asked about whether they thought that there are gaps or overlaps in employment, training and related services, support for soft skills and employability skills was mentioned as an area that might need to be more formal and structured. Other comments related to a better coordination of services from various agencies (OW, ODSP, EO and other agencies such as MNM and FedNor with the youth intern and summer student programs).

When asked about what discussions, if any have occurred locally to address service gaps and/or overlaps, all service providers who answered that question replied that there have been no discussions.

Client needs:

We asked service providers about their clients' major challenges/barriers to employment. The following is a list of the responses received:

- Lack of essential skills
- Proper job preparation (resume writing, job search, interview)
- Lack of good life/work habits
- Racism

Suggested solutions to address those barriers included: cultural sensitive training for employers and educators, and more structured job preparation and essential skills training programs.

FOLLOW-UP TO THE ONLINE CONSULTATION:

The online consultation proved to be efficient given the timeframe and scheduling for the preparation of this update. In order to initiate a more robust and in-depth dialogue with service providers we are proposing follow-up meetings to identify more concrete and specific action items based on the results of the online consultation.

The follow-up will include community meetings as suggested by service providers to identify the more localized information and mechanisms needed to support the delivery of employment and training programs and services.

Based on input received from several service providers, we will also plan a regional gathering of local services providers (EO and others). The objectives of the regional event will be to provide professional development in the area of local labour market information, and provide an opportunity for networking and exchanging best practices.



**ACTION
PLAN
UPDATE**

PROMOTE EMPLOYERS' EXPECTATIONS RE: WORK ETHICS

Based on local input there are several issues relating to work ethics/habits that are having major impacts on the local labour market – high turnover, employer/employee dissatisfaction, lost productivity. We are proposing an awareness campaign to promote local expectation in regards to work habits/ethics. The campaign will aim to promote employer's expectations re: work ethics to the public at large (employers, youth, parents, educators, and service providers).

PARTNERS:

Far Northeast Training Board, MTCU, March of Dimes, Literacy Network Northeast, Literacy Council of South Timiskaming, local businesses, others TBD

STATUS:

Preliminary documentation has been gathered to begin discussions with partners on the best way to approach this action item.

TIMESLINES	2013-2014				2014-2015				2015-2016			
	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q
Proposed												
Status – October 2013												

FORESTRY SECTOR LOCAL LABOUR MARKET FORECAST

Forecast for the forestry sector. Local input suggests that this sector is experiencing major challenges as it is losing workers to other sectors like mining for which the demand is higher at this time. As economic conditions improve in the forestry sector there will be a need to replace those workers who left, as well as the aging workers who are approaching retirement. This project proposes to conduct interviews with local industries in this sector to better understand their current and future human resources needs and challenges.

PARTNERS:

Far Northeast Training Board, USWA – Local 2995-1, EACOM

STATUS:

The material for the project is developed: list of occupations, data collection tool and list of companies. Interviews with companies will be done as part of the Local Labour Market Forecast update that is being conducted in October and November 2013.

TIMESLINES	2013-2014				2014-2015				2015-2016			
	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q
Proposed												
Status – October 2013												

UPDATE LOCAL LABOUR MARKET FORECAST 2010-2020

This project involves updating the Local Labour Market Forecast 2010-2020 report that was produced in 2009. The update will focus mostly on the anticipated growth projections. The initial growth projections were based on employer interviews that were conducted in 2009. Because a lot has happened in the local economy since then, we propose to collect information from local employers to provide a more current and accurate snapshot of local needs. The part of the forecast that is based on demographics will be updated if newer localized and detailed data is available. If not, the forecasted demand based on age for each NOC occupation will be based on the existing data. We are proposing to add a supply forecast to the existing report.

PARTNERS:

Far Northeast Training Board, MTCU, NordAski Community Futures Development Corporation, North Claybelt Community Futures Development Corporation, the Venture Centre, Kirkland and District Community Development Corporation, South Timiskaming Community Futures Development Corporation, Wakenagun Community Futures Development Corporation

STATUS:

This project involves two key components: one is the purchase of, and analysis of the most current Census data, and the second is employer interviews. Customized census data was ordered from Statistics Canada and employer interviews are underway.

TIMESLINES	2013-2014				2014-2015				2015-2016			
	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q
Proposed												
Status – October 2013												

PROMOTE THE DYNAMICS OF THE MULTI-GENERATIONAL WORKFORCE

This initiative proposes to organize workshops and presentations across the region to promote the advantages of a multi-generational workforce. It aims to increase awareness of the different values that each generation brings to the workforce. The presentations will target employers. The project also proposes a broader public awareness building campaign.

PARTNERS:

Far Northeast Training Board, local business associations, Economic Development Corporations, CFDCs, local educators and trainers

STATUS:

The workshops and presentations on this topic will be incorporated on the agenda of the Workforce Summit which will be held in February 2014. Awareness building on the generational differences is also embedded in existing events and activities such as the FNETB's Annual Meeting.

TIMESLINES	2013-2014				2014-2015				2015-2016			
	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q
Proposed												
Status – October 2013												

RESEARCH EXISTING MODELS OF MENTORSHIP/COACHING PROGRAMS

Across the region it is suggested that mentorship/coaching programs be developed. The suggestion is to keep or attract older workers to assist with the training of new employees to ensure a transfer of knowledge while maintaining productivity. Through the discussion, it was further suggested that as a starting point some research be done to identify existing programs and best practices in this regard. The result of this research could then guide potential future initiatives to implement mentorship/coaching programs in the region.

PARTNERS:

Far Northeast Training Board, MTCU, local CFDCs, local business associations, others TBD

STATUS:

Nothing to date

TIMESLINES	2013-2014				2014-2015				2015-2016			
	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q
Proposed												
Status – October 2013												

REVIVE THE ‘HATS OFF TO TRADES’ PROMOTIONAL CAMPAIGN

This project consists of a local strategy to promote skilled trades and encourage more people (particularly youth) to consider trades. The project will build on past work done with the ‘Hats Off to Trades’ campaign. The promotion will be done using social media. We also propose to approach local media to develop partnerships for a broader promotion of trades. At this time, the objective is to promote/profile a different trade every month. The monthly promotion will be done as a pilot project during a full year. Part of the pilot project will involve the development of indicators that will allow us to measure the impact and success of the initiative.

PARTNERS:

Far Northeast Training Board, MTCU, local CFDCs, local business TBD

STATUS:

Nothing to date.

TIMESLINES	2013-2014				2014-2015				2015-2016			
	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q
Proposed												
Status – October 2013												

EXPLORE YOUR OPTIONS – JOB FAIRS

This project proposes to build on the lessons learned and success of the previous editions of Explore Your Options job fairs which were well received by local employers and job seekers. Stakeholders expressed an interest in hosting Explore Your Options job fairs in the following communities: Kirkland Lake, Chapleau, Timmins, Cochrane, Iroquois Falls and Timiskaming Shores.

EXPLORE YOUR OPTIONS – KIRKLAND LAKE PARTNERS:

Far Northeast Training Board, Northern College, Kirkland & District Community Development Corporation, Employment Options Emploi, District of Timiskaming Social Services Administration Board, District School Board Ontario North East's The School of College Work Initiative, Ministry of Northern Development and Mines, the Town of Kirkland Lake and Kirkland Lake District Chamber of Commerce

STATUS:

Held on May 29th, 2013.

TIMESLINES	2013-2014				2014-2015				2015-2016			
	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q
Proposed												
Status – October 2013												

EXPLORE YOUR OPTIONS – CHAPLEAU PARTNERS:

Sudbury Manitoulin Social Services Administration Board

STATUS: N/A

TIMESLINES	2013-2014				2014-2015				2015-2016			
	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q
Proposed												
Status – October 2013												

EXPLORE YOUR OPTIONS – TIMMINS PARTNERS:

Far Northeast Training Board, Employment Options Emploi, Northern College, Collège Boréal, Profession North/Nord, the Timmins Economic Development Corporation, The Venture Centre/Le Centre de développement, March of Dimes of Canada, Timmins Native Friendship Centre, Mushkegowuk Employment and Training Services and Wabun Tribal Council

STATUS:

Held on September 26th, 2013.

TIMESLINES	2013-2014				2014-2015				2015-2016			
	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q
Proposed												
Status – October 2013												

EXPLORE YOUR OPTIONS – COCHRANE PARTNERS:

Far Northeast Training Board, Mushkegowuk Employment and Training Services, Cochrane and Area Community Development Corporation, Town of Cochrane, Cochrane Board of Trade, Ministry of Northern Development and Mines, North Claybelt Community Futures Development Corporation, Northern College, Cochrane/Iroquois Falls Adult Learning Centre, Ininew Friendship Centre – Apatisiwin UAESP, Apatisiwin Employment and Training, District of Cochrane Social Services Administration Board, and Centre de formation Cochrane-Iroquois Falls

STATUS:

Will be held on October 24th, 2013.

TIMESLINES	2013-2014				2014-2015				2015-2016			
	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q
Proposed												
Status – October 2013												

EXPLORE YOUR OPTIONS – IROQUOIS FALLS PARTNERS:

Iroquois Falls Economic Development Corporation and Cochrane Community Employment Centre

STATUS: Nothing to date.

TIMESLINES	2013-2014				2014-2015				2015-2016			
	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q
Proposed												
Status – October 2013												

EXPLORE YOUR OPTIONS – TIMISKAMING SHORES PARTNERS:

TBD

STATUS: Nothing to date.

TIMESLINES	2013-2014				2014-2015				2015-2016			
	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q
Proposed												
Status – October 2013												

DEVELOP A TOOL KIT FOR SME – ON BOARDING ORIENTATION GUIDE

Because many SME do not have the resources (human and financial) to offer full orientation to new employees this project consists of developing a toolkit for SMES. The tool kit will be based on examples used in large enterprises, and will be tailored to meet the specific needs of SMEs in regards to expectations re: work ethics, responsibilities, health and safety, etc. The tool kit will also provide information and links to existing workforce development programs and services. The project also involves a strategy to market the tool kit to SMEs, as well as a ‘train-the-trainer’ component to ensure that employers understand the importance of taking the time provide orientation and clearly communicate their expectations to new employees. This initiative will be undertaken has a pilot project in Kirkland Lake.

PARTNERS: Far Northeast Training Board, Kirkland & District Community Development Corporation, local employers and business associations, local training and employment services providers, others TBD

STATUS:

Documentation was collected and a draft was prepared. The draft will be reviewed by the Steering Committee and a marketing plan will be developed.

TIMESLINES	2013-2014				2014-2015				2015-2016			
	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q
Proposed												
Status – October 2013												

RESEARCH EXISTING MODELS OF ‘GROW YOUR OWN’ INITIATIVES

The objective of this initiative is to investigate existing incentive programs to encourage young people to consider remaining in the region, or returning after they complete their post secondary education. The first step is to collect information on successful initiatives, and based on that information, investigate if/how similar programs could be developed to address the local shortages.

PARTNERS: Far Northeast Training Board, local employers and business associations, local educators and trainers

STATUS:

Nothing to date

TIMESLINES	2013-2014				2014-2015				2015-2016			
	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q
Proposed												
Status – October 2013												

LOCAL HOUSING CORPORATION INITIATIVE – AFFORDABLE HOUSING PROJECT

The main objective of the project is to build affordable housing and at the same time providing on-the-job training to unemployed and under-employed people so that they could gain the hands-on experience that employers are looking for. This project consists of ensuring that throughout the project there is a workforce development/planning component.

PARTNERS: Cochrane District Housing Corporation, Cochrane District Social Services Administration Board, municipalities, colleges, high schools, service providers, others TBD

STATUS:

Ongoing

TIMESLINES	2013-2014				2014-2015				2015-2016			
	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q
Proposed												
Status												

RADIO SHOW TO PROMOTE LOCAL EMPLOYMENT OPPORTUNITIES

This project involves the development of a partnership with a community radio in order to have a regular show to promote the employment opportunities that are available in the community. The initial discussions suggested that a different sector or theme be featured with guests (local experts) on every show. As a starting point the project consists of investigating the possibilities and developing a plan. It was also suggested that it be linked to the 'Destination Hearst' initiative.

PARTNERS: Hearst Economic Development, Centre partenaires pour l'emploi, local media, colleges, high schools, local industries, others TBD

STATUS:

This initiative will be led by a sub-committee of the Economic Development Corporation and Partners for Employment. A plan and schedule is currently being developed to begin airing the shows in November 2013.

TIMESLINES	2013-2014				2014-2015				2015-2016			
	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q
Proposed												
Status												