FAR NORTHEAST TRAINING BOARD (FNETB)
your Local Employment Planning Council

COMMISSION DE FORMATION DU NORD-EST (CFNE)
votre Conseil Local de Planification de l'Emploi

EVIDENCE-BASED LABOUR MARKET PLANNING
for Chapleau

Ontario

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

TABLE OF CONTENTS

BACKGROUND

Ten labour market indicator analysis workshops were held across the region between November 28th, 2016 and January 17, 2017. The purpose of the workshops was to present a limited set of labour market indicators that are deemed important to local labour market planning. During the full-day facilitated workshop participants analyzed the proposed indicators using an established framework. The intention was to help them better understand what they were looking at, how to look at that data, and why. More importantly, participants were provided with an opportunity to discuss the analysis in the context of what they know of their community, and how the data could help inform local planning decisions.

INTRODUCTION

This document provides a summary analysis of those labour market indicators at the community level. It includes labour market demand and supply indicators for Chapleau, and in some cases, compares the community's data to the Sudbury District and to Ontario. The goal is to provide a minimum interpretive framework to support and encourage 'evidence-based' or 'evidence-informed' planning of employment and training services, and to help decision makers inform their actions with relevant data.

The following pages present data analysis as well as comments shared by community stakeholders during the labour market indicator workshop that was held in Chapleau on December 9th, 2016. During that session, for each of the indicators, stakeholders were asked to discuss whether the data made sense to them based on their knowledge of the challenges, opportunities and implications for the local labour market.

Section 1 of this document provides a summarized analysis of the labour market demand indicators as well as the notes/comments collected from local stakeholders during the workshop.

Section 2 contains the analysis of, and comments on the supply indicators.

Section 3 includes two appendices.
Appendix A: data sources and their limitations
Appendix B: Worksheets to assist you and your team prepare for the upcoming local labour market planning meetings that will be held across the region between February 13th and March 9th, 2017.

Planning Meetings - Schedule	
Feb 13, 2017	Temiskaming Shores
Feb 14, 2017	Kirkland Lake
Feb 15, 2017	Iroquois Falls
Feb 16, 2017	Cochrane
Mar 1, 2017	Chapleau
Mar 2, 2017	Timmins
Mar 6, 2017	Hearst
Mar 7, 2017	Kapuskasing
Mar 9, 2017	Moose Factory

1. NUMBER OF EMPLOYERS

The number of employers, the size of employers and changes in the number and size of employers over time affect employment levels and employment opportunities within a local labour market. Based on Statistics Canada's Business Counts, in June 2016:

- 52.5% of businesses in Chapleau were businesses with no employees
- Businesses with 1 to 9 employees represent 69.5% (66 businesses) of the total number of SMEs (1 to 99 employees)
- Large businesses of 100+ employees only make up 1.0% of the total number of businesses in Chapleau.

Change in the Number of Businesses:

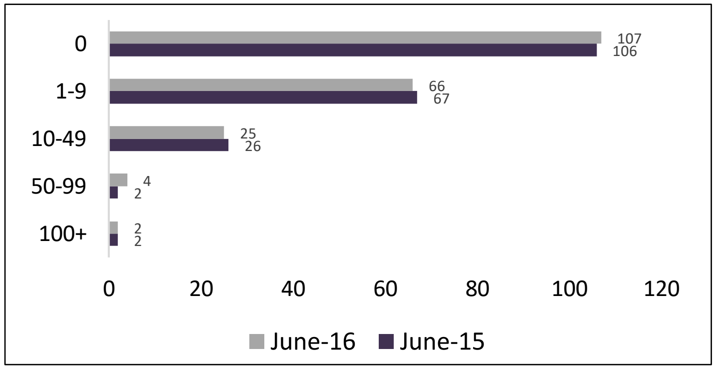
As can be seen in Figure A, Statistics Canada's Business Counts shows little change in the number of businesses between June 2015 and June 2016:

- The number of businesses with no employees increased by 0.9% or +1 business.
- Businesses with 1 to 9 employees decreased by -1.5% (-1 business), businesses with 10 to 49 employees decreased by -3.8% (-1 business), while those with 50 to 99 employees experienced an increase of 2 businesses.
- There was no change in the number of businesses with 100+ employees.

TABLE 1: NUMBER OF BUSINESSES BY EMPLOYEE SIZE RANGE CHAPLEAU, JUNE 2016

	#	% of total
0	107	52%
1-9	66	32%
10-49	25	12%
50-99	4	2%
100+	2	1%
	204	

FIGURE A: CHANGE IN THE NUMBER OF BUSINESSES CHAPLEAU, JUNE 2015 TO JUNE 2016



Source: Statistics Canada, Canadian Business Counts

Industrial Composition of Local Businesses:

Table 2 shows that in June 2016:

- Real Estate, Accommodation Services, and Forestry and Logging were the industries with the largest number of employers. However, although there are many businesses in the real estate, most are small enterprises with fewer than five employees, and therefore these industries may not represent a large proportion of total employment.
- For some industries, the distribution of employers is very different in Chapleau compared to the Sudbury District and the province. For example, there is a larger proportion of employers in Accommodation Services, Forestry and Logging, Support Activities for Agriculture and Forestry and, Truck Transportation in Chapleau than in the Sudbury District or the province. On the other hand, there is a smaller proportion of employers in the Professional, Scientific and Technical Services and Real Estate industries in Chapleau than in the province.

TABLE 2: TOP 20 INDUSTRIES BY TOTAL NUMBER OF EMPLOYERS, BY EMPLOYEE SIZE RANGE
CHAPEAU, SUDBURY DISTRICT, ONTARIO, JUNE 2016

NAICS	0	1-4	5-9	10-19	20-49	50-99	100-199	200-499	500+	Total	Chapleau %	Sudbury District %	Ontario %
113 – Forestry and Logging	2	11	1	2	0	1	0	0	0	17	8.3	2.9	0.1
115 – Support Activities for Agriculture and Forestry	1	3	0	0	0	0	0	0	0	4	2.0	0.7	0.2
236 - Construction of buildings	2	3	0	0	0	0	0	0	0	5	2.5	4.2	2.9
237 – Heavy and Civil Engineering Construction	2	0	0	2	0	0	0	0	0	4	2.0	1.4	0.8
238 – Specialty Trade Contractors	2	2	0	0	0	0	0	0	0	4	2.0	6.5	5.3
321 – Wood Product Manufacturing	2	0	0	1	0	0	1	0	0	4	2.0	0.9	0.1
441 – Motor Vehicle and Parts Dealers	1	1	1	0	0	0	0	0	0	3	1.5	1.2	0.6
445 – Food and Beverage Stores	3	1	1	2	1	0	0	0	0	8	3.9	2.5	1.0
452 – General Merchandise Stores	1	0	1	1	0	0	0	0	0	3	1.5	0.9	0.3
484 – Truck Transportation	11	1	1	0	0	0	0	0	0	13	6.4	4.3	3.2
523 – Securities, Commodity Contracts, and Other Financial Investment and	4	0	0	0	0	0	0	0	0	4	2.0	1.4	3.2
531 – Real Estate	21	0	1	0	0	0	0	0	0	22	10.8	10.6	15.5
541 – Professional, Scientific and Technical Services	5	1	0	0	0	0	0	0	0	6	2.9	3.7	12.6
551 – Management of Companies and Enterprises	3	0	0	0	0	0	0	0	0	3	1.5	1.1	2.1
561 – Administrative and Support Services	1	1	0	1	0	0	0	0	0	3	1.5	1.9	3.6
621 – Ambulatory Health Care Services	3	1	0	2	0	0	0	0	0	6	2.9	3.1	4.9
713 – Amusement, Gambling and….	2	2	0	0	0	0	0	0	0	4	2.0	1.5	0.5
721 – Accommodation Services	17	3	1	0	1	0	0	0	0	22	10.8	7.7	0.4
722 – Food Services and Drinking Places	0	1	1	1	0	0	0	0	0	3	1.5	2.5	2.5
811 – Repair and Maintenance	1	3	1	0	0	0	0	0	0	5	2.5	3.4	1.8
813 – Religious, Grant-Making, Civic, and Professional and Similar Organizations	3	3	0	0	0	0	0	0	0	6	2.9	2.3	1.8
914 – Aboriginal Public Administration	0	0	2	1	2	0	0	0	0	5	2.5	0.4	0.01

Source: Statistics Canada, Canadian Business Counts

2. EMPLOYMENT BY INDUSTRY

The industrial structure of an area – and, more specifically, shifts in industrial structure, can have significant consequences for the local labour market. Since the nature and composition of each industry tends to vary from one industry to the next, shifts in this structure can affect the supply of jobs and the demand for particular skills.

The following table shows that in 2011:

- Transportation and Warehousing was the largest source of employment in Chapleau (23.9% of total employment).
- The Health Care and Social Assistance industry was another large source of employment in Chapleau (13.2% of total employment).

TABLE 3: EMPLOYMENT BY INDUSTRY
CHAPLEAU, SUDBURY DISTRICT, ONTARIO, 2011

		Chapleau 2011	Chapleau Distribution (%)	Sudbury District Distribution (%)	Ontario Distribution (%)
11	Agriculture, forestry, fishing and hunting	115	9.8	5.9	1.5
21	Mining and oil and gas extraction	0	0.0	4.3	0.4
22	Utilities	0	0.0	0.4	0.9
23	Construction	50	4.3	6.7	6.3
31-33	Manufacturing	140	12.0	10.5	10.4
41	Wholesale Trade	0	0.0	2.0	4.6
44-45	Retail Trade	110	9.4	13.1	11.2
48-49	Transportation and warehousing	280	23.9	7.3	4.6
51	Information and cultural industries	0	0.0	1.0	2.7
52	Finance and insurance	40	3.4	2.3	5.5
53	Real estate and rental and leasing	0	0.0	1.4	2.0
54	Professional, scientific and technical services	0	0.0	2.4	7.6
55	Management of companies and enterprises	0	0.0	0.0	0.1
56	Administrative and support, waste management and remediation services	0	0.0	3.6	4.6
61	Educational services	85	7.3	7.0	7.5
62	Health care and social assistance	155	13.2	9.2	10.4
71	Arts, entertainment and recreation	0	0.0	1.4	2.2
72	Accommodation and food services	55	4.7	7.3	6.3
81	Other services (except public administration)	0	0.0	3.7	4.4
91	Public administration	85	7.3	9.9	6.9
	All industries	**1,170**	**100.0**	**100.0**	**100.0**

Source: Statistics Canada, National Household Survey 2011

Table 4 looks at changes in employment by industry between 2013 and 2015. Although the data in the following table is more recent, it is not available at the community level. The closest geography for which this data is available is the Northeastern Economic Region*. The data reveals that between 2013 and 2015:

- Forestry, Fishing, Mining, Quarrying, Oil and Gas Extraction was the fastest growing industry both in Northeastern Ontario and in Ontario (30% and 20.6% respectively) during this time period. Agriculture and Public Administration grew in Northeastern Ontario (16.7% and 3.3% respectively) while these industries decreased in Ontario (-8.2% and -7.4% respectively).
- The three industries that saw the largest decrease in Northeastern Ontario were Utilities (-44.7%), Other Services (except public administration) (-21.1%), and Transportation and Warehousing (-18%). At the Ontario level, these industries also experienced a decrease in employment in this time period.

TABLE 4: CHANGE IN THE TOTAL EMPLOYMENT BY INDUSTRY NORTHEAST – ECONOMIC REGION, ONTARIO, 2013 TO 2015)

Northeast Ontario Economic Region				Ontario
	2013	2015	Change (%) 2013 to 2015	Change (%) 2013-2015
Goods-producing sector	**58,600**	**60,500**	**3.2**	**0.3**
Agriculture	1,800	2,100	16.7	-8.2
Forestry, fishing, mining, oil and gas	16,000	20,800	30.0	20.6
Utilities	3,800	2,100	-44.7	-4.6
Construction	19,200	16,900	-12.0	6.1
Manufacturing	17,800	18,600	4.5	-2.9
Services-producing sector	**195,100**	**187,600**	**-3.8**	**1.8**
Wholesale and retail trade	43,400	41,500	-4.4	2.3
Transportation and warehousing	13,300	10,900	-18.0	-4.5
Finance, insurance, real estate and leasing	9,900	8,500	-14.1	6.5
Professional, scientific & technical services	10,500	10,600	1.0	6.8
Business, building & other support services	9,000	10,700	18.9	1.7
Educational services	18,000	18,000	0.0	6.5
Health care and social assistance	37,900	39,600	4.5	2.7
Information, culture and recreation	8,900	8,400	-5.6	-0.6
Accommodation and food services	17,600	15,000	-14.8	0.8
Other services (except public administration)	11,400	9,000	-21.1	-5.3
Public administration	15,000	15,500	3.3	-7.4
Total employed	**253,700**	**248,100**	**-2.2**	**1.5**

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

Source: Statistics Canada, Labour Force Survey, CANSIM Table: 282-0125

3. EMPLOYMENT BY OCCUPATION

While industries experiencing growth need additional workers, the demand for specific occupations is a function of the work that needs to be done. Both the changing marketplace and the advance of technology alter the demand for occupations, with some occupations growing strongly and others in decline.

Based on the 2011 Census data, Table 5 below shows that:

- Trade, Transports and Equipment and Related Occupations represented the largest share of total employment in Chapleau (25.6%)
- Sales and Service occupations represented the second largest share of total employment in Chapleau (19.7%). It was also the largest for the Cochrane District (22.8%) and Ontario (23.2%).

TABLE 5: EMPLOYMENT BY OCCUPATION
CHAPLEAU, SUDBURY DISTRICT, ONTARIO, 2011

		Chapleau Labour Force 2011	Chapleau Distribution %	Sudbury District Distribution %	Ontario Distribution %
	Total	**1,170**	**100.0**	**100.0**	**100.0**
0	Management occupations	100	8.5	11.2	11.5
1	Business, finance and administration occupations	190	16.2	10.7	17.0
2	Natural and applied sciences and related occupations	25	2.1	3.0	7.4
3	Health occupations	40	3.4	4.7	5.9
4	Occupations in education, law and social, community and government services	140	12.0	10.9	12.0
5	Occupations in art, culture, recreation and sport	0	0.0	1.8	3.1
6	Sales and services occupations	230	19.7	25.0	23.2
7	Trade, transport and equipment operators and related occupations	300	25.6	22.1	13.0
8	Natural resources, agriculture and related production occupations	65	5.6	4.9	1.6
9	Occupations in manufacturing and utilities	80	6.8	5.6	5.2

Source: Statistics Canada, National Household Survey 2011

The following table looks at changes in employment by occupation between 2013 and 2015. The data in this table is more recent, but the closest geography for which it is available at the Northeastern Economic Region. The data reveals that between 2013 and 2015:

- The occupational categories with the highest increases were Natural Resources, Agriculture and Related Production Occupations (28%) and Occupations in manufacturing and Utilities (16.2%), which is reflective of the industrial and natural resource based nature of the region`s economy. Occupations that experienced the most significant decreases in Northeastern Ontario are Occupations in Art, Culture, Recreation and Sport (-12.5%) and Business, Finance and Administration Occupations (-9.7%).

**TABLE 6: CHANGE IN TOTAL EMPLOYMENT BY OCCUPATION
NORTHEASTERN ONTARIO AND ONTARIO, 2013 TO 2015**

		Northeastern Ontario			Ontario
		2013	2015	2013-2015 Change (%)	2013-2015 Change (%)
2	Natural resources, agriculture and related production occupations	9,300	11,900	28.0	8.7
9	Occupations in manufacturing and utilities	7,400	8,600	16.2	-2.9
4	Occupations in education, law and social, community and government services	29,000	30,600	5.5	4.3
3	Health occupations	21,600	22,300	3.2	4.1
8	Natural and applied sciences and related occupations	13,500	13,700	1.5	11.2
0	Management occupations	18,300	17,500	-4.4	-6.2
7	Trades, transport and equipment operators and related occupations	46,500	44,300	-4.7	1.9
6	Sales and service occupations	67,300	62,600	-7.0	0.2
1	Business, finance and administration occupations	36,000	32,500	-9.7	1.2
5	Occupations in art, culture, recreation and sport	4,800	4,200	-12.5	0.7
	Total employed	**253,700**	**248,100**	**-2.2**	**1.5**

Source: Statistics Canada, Labour Force Survey, CANSIM Table: 282-0157

Table 7 presents information that is more localized. The data is presented for the region serviced by the Superior East Community Futures Development Corporation. It highlights the occupations in the Superior East area with the highest numbers of anticipated retirements between 2011 and 2031. The data is based on the assumption that workers who were employed in those occupations at the time of the 2011 Census retire as they reach the age of 65.

It is important to note that someone exiting the labour force does not necessarily mean that their position will be replaced but, given the high number of potential exists in some categories, the data provides an indication of the need to prepare a future generation of workers for those occupations.

TABLE 7: OCCUPATIONS WITH HIGHEST ANTICIPATED NUMBER OF RETIREMENTS
SUPERIOR EAST CFDC, 2011-2031

	Superior East
0 – Management	**115**
06 – Middle Management Occupations in Retail and Wholesale Trade and Customer Services	40
07-09 – Middle Management Occupations in Trades, Transportation, Production and Utilities	75
1 - Business, Finance and Administration Occupations	**145**
12 – Administrative and Financial Supervisors and Administrative Occupations	145
2 – Natural and Applied Sciences and Related Occupations	**50**
22 – Technical Occupations in Natural and Applied Sciences	50
04 – Occupations in Education, Law and Social, Community and Government Services	**45**
40 – Professional Occupations in Education Services	45
6 – Sales and Service Occupations	**230**
63 – Service Supervisors and Specialized Service Occupations	80
67 – Service Support and Other Service Occupations	150
7 – Trades, Transport and Equipment Operators and Related Occupations	**620**
72 – Industrial, Electrical and Construction Trades	125
73 – Maintenance and Equipment Operation Trades	280
75 – Transport and Heavy Equipment Operation and Related Maintenance Occupations	200
76 – Trades Helpers, Construction Labourers and Related Occupations	15
8 – Natural Resources, Agriculture and Related Production Occupations	**65**
82 – Supervisors and Technical Occupations in Natural Resources, Agriculture and Related Production	65

Source: Local Labour Market Forecast 2011-2031

Table 7 contains data on the number of potential labour force exits based on anticipated retirements.

The data indicates that the occupational categories with the highest number of anticipated retirements are in Trades, Transport and Equipment Operators and Related, and Sales and Services occupations

As we saw in a previous table, those are also the occupations that hire the most people in Chapleau. This seems to indicate a need to prepare a future generation of workers for those occupations.

Tables 8 and 9 present information that was collected from local employers in the fall of 2015.

The data appears to validate what the previous data sources highlighted. Local employers who responded to the EmployerOne survey in 2015 are hiring in those occupations that are identified as increasing, and those where there are high numbers of anticipated retirements.

This data also suggests the need to train and attract workers for those occupations in order to meet the current and future demand.

TABLE 8: OCCUPATIONS WITH THE HIGHEST NUMBER OF HIRES IN THE PAST 12 MONTHS FAR NORTHEAST TRAINING BOARD (FNETB) REGION, 2015

Occupation	Number	Occupation	Number
Food & beverage server	188	Millwright	26
General labourer	128	Room attendant	22
Equipment operator	106	Lifeguards	20
Administrative/clerical	43	Plant operators	20
Truck drivers	41	Registered practical nurse	18
Personal support worker	40	Sawmill & planer workers	18
Summer student	37	Assistant residential counselor	17
Professor	31	Sales clerk	16
Cashier	30	Driller helpers	15
Registered nurse	30	Residential worker	15

Source: FNETB 2015 EmployerOne Survey

TABLE 9: OCCUPATIONS WITH THE HIGHEST NUMBER OF ANTICIPATED HIRES IN THE NEXT 12 MONTHS, FAR NORTHEAST TRAINING BOARD (FNETB) REGION, 2015

	Full-time	Part-time	Contract	Seasonal	TOTAL PROJECTED HIRINGS
Managers & Executives	18	0	0	0	**18**
Professionals	23	19	8	0	**50**
Technical	12	6	0	0	**18**
Trades	25	6	1	4	**36**
Apprentices	13	1	0	0	**14**
Sales & Marketing	8	5	0	1	**14**
Admin & Clerical	32	21	1	5	**59**
Production Worker	42	28	0	128	**198**
Service Worker	54	55	2	7	**118**
Other	8	10	22	34	**74**
PROJECTED HIRINGS	**235**	**151**	**34**	**179**	**599**

Source: FNETB 2015 EmployerOne Survey

LABOUR MARKET DEMAND INDICATORS – WHAT WE HEARD

Chapleau – December 9th, 2016

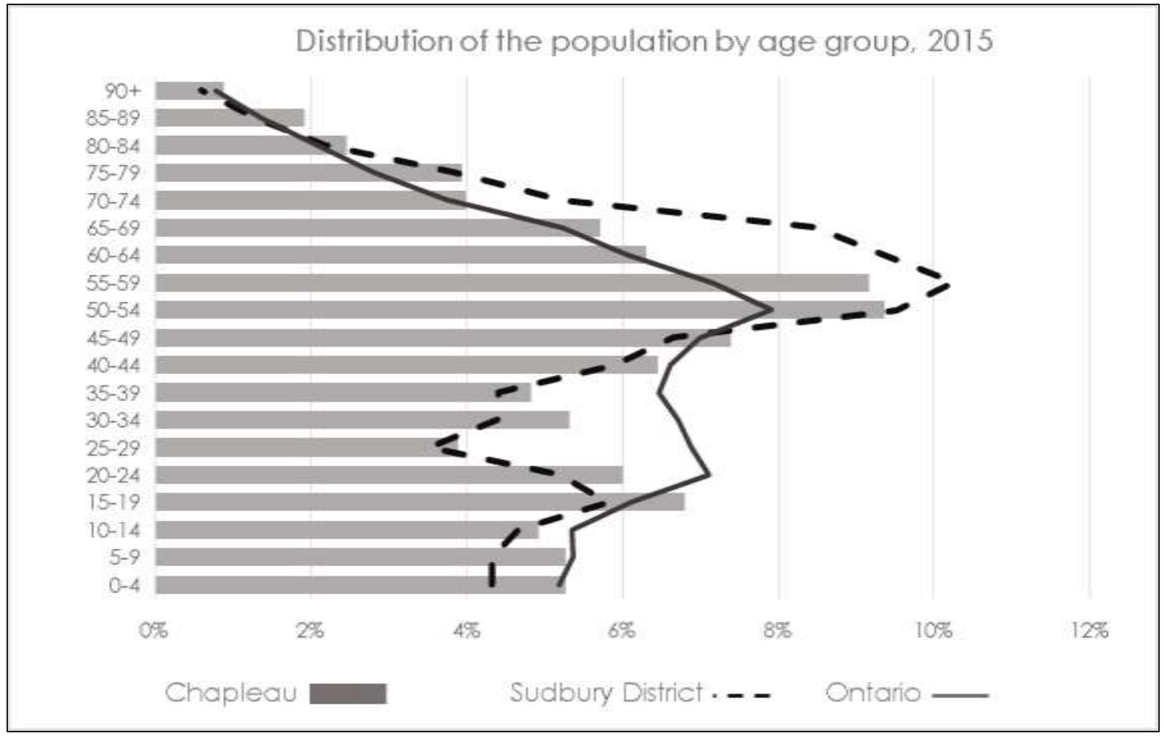
INDICATOR 1: NUMBER OF BUSINESSES	INDICATOR 2: EMPLOYMENT BY INDUSTRY	INDICATOR 3: EMPLOYMENT BY OCCUPATION
Challenges: • Local mines may be buying houses to use for staff (instead of using hotels); will affect accommodations employers. • Have seen GoldCorp drilling in this area; bringing in employees from outside the community. Opportunities: • High number of trades people who are self-employed. Can we offer self-employment training/courses/supports for trades people to help build strong local businesses? • Can we encourage small businesses to hire employees?	Challenges: • Not a lot of staff turnover in community. • Cutbacks at CP. • Lack of steady work for some (e.g. transportation industry); people need to go back to school. Opportunities: • Mining upsurge. • Mills re-opening in area; forestry resurgence. • IBA negotiations with industry and area First Nations. • Started discussions with GoldCorp about future employment opportunities.	Opportunities: • Heavy Equipment Operators can transfer between industries, flexible workers. • Get occupation information early to youth. • Employers are looking for trades. • Goldcorp is looking to truck ore to Timmins; can we match local employers/trucking companies? Challenges: • Concern community won't have people to help fill "lower level" jobs. • Some youth are not interested in low paying jobs; some youth don't want to work. • Many jobs in Chapleau are not even posted; sometimes employers don't have time to post the jobs. • We have few employers in the specialty trades

4. POPULATION

Population growth is the ultimate driver of labour market supply, as well as being a key component of the demand for some categories of workers. Changes over time can have dramatic effects on local labour markets.

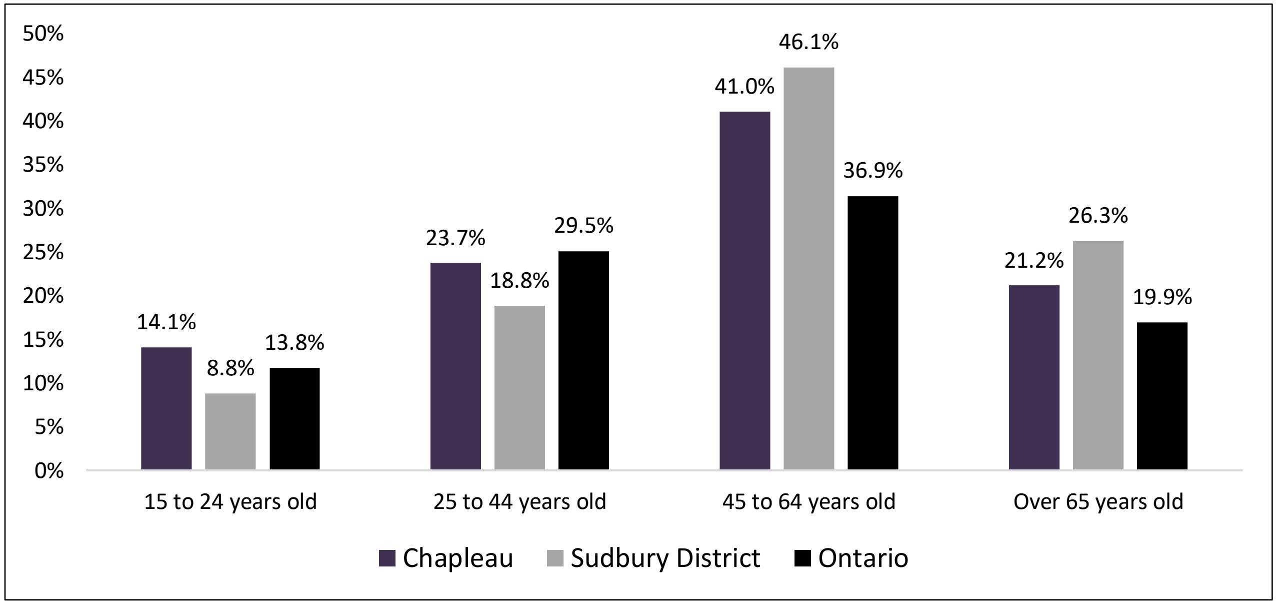
- The proportion of individuals aged 50+ is higher in Chapleau than Ontario.
- The proportion of individual in the 20 to 34 age cohort is much lower in Chapleau than in the province
- The age distribution of Chapleau's population is similar to that of the district, except for the 55+.

FIGURE B: DISTRIBUTION OF THE POPULATION BY AGE COHORT CHAPLEAU, SUDBURY DISTRICT AND ONTARIO, 2015



Source: Statistics Canada, Estimates of population

FIGURE C: FRANCOPHONES AS A PERCENTAGE OF THE LABOUR FORCE, BY GROUP, 2011



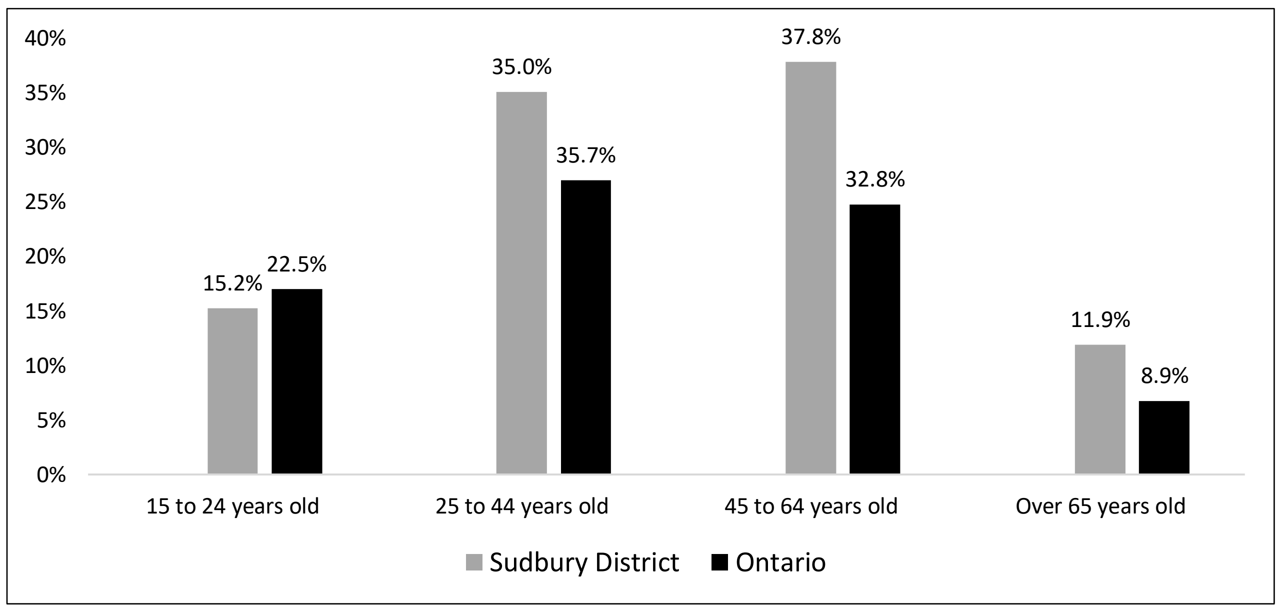
The age distribution of the Francophone population in Chapleau is younger that of Sudbury District.

When compared to Ontario we observe that we have an older Francophone population in Chapleau.

Source: Statistics Canada, Census 2011

FIGURE D: ABORIGINALS AS A PERCENTAGE OF THE LABOUR FORCE, BY AGE GROUP, 2011

Data for Chapleau was too unreliable and thus suppressed.

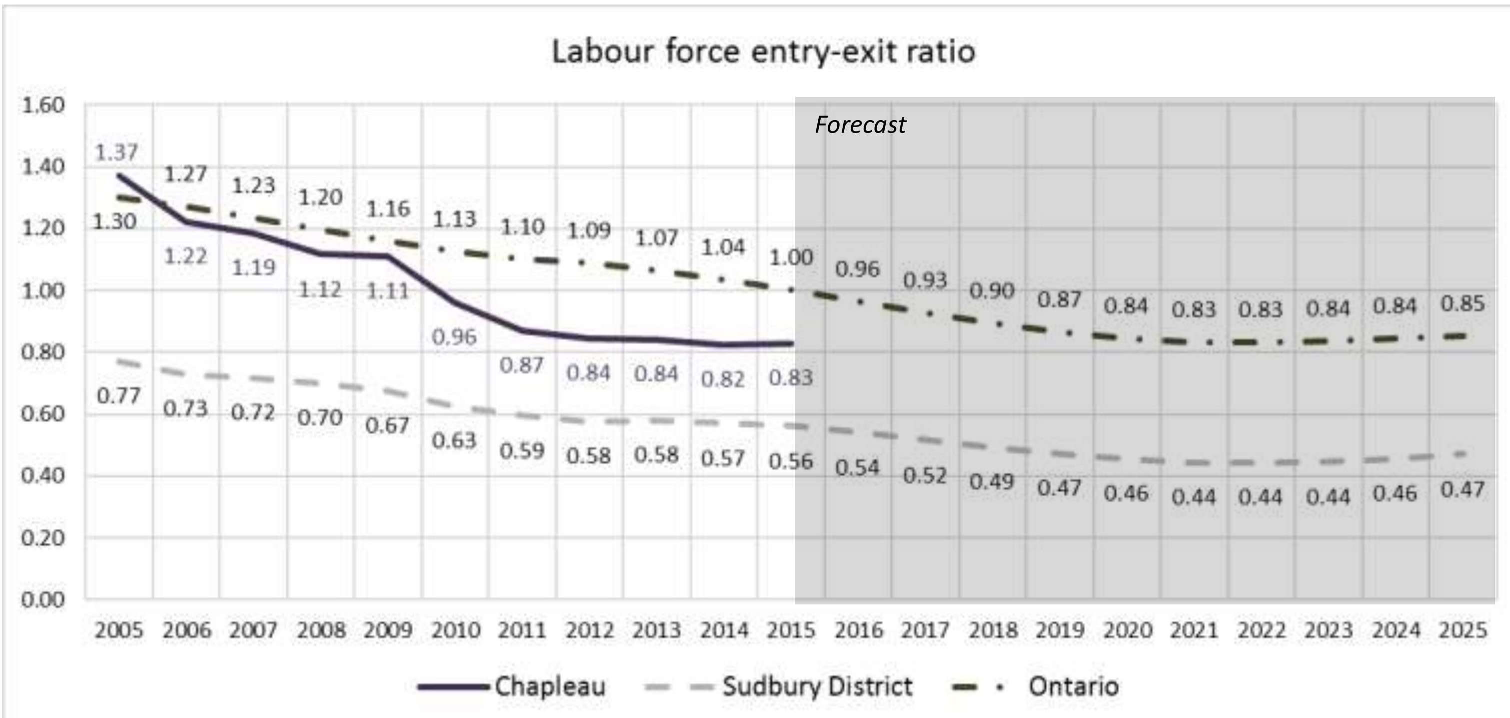


Source: Statistics Canada, Census 2011

LABOUR FORCE ENTRY-EXIT RATIO

The labour force entry-exit ratio shows the number of workers ready to enter the workforce (15 to 24 years old) to potentially replace those who will retire in the coming years (55 to 64 years old). In Chapleau, the ratio of 0.83 in 2015 indicates that there are not enough workers entering the labour market to ensure that all those retiring will be replaced.

FIGURE E: LABOUR FORCE ENTRY-EXIT RATIO
CHAPLEAU, SUDBURY DISTRICT AND ONTARIO, 2005 TO 2025



Source: Statistics Canada, Estimates of population and Ministry of finances forecasts, spring 2016 population projections update, for the forecast

5. MIGRATION

An area's migration patterns are often indicative of its labour force characteristics. Areas offering the greatest employment growth attract more people than they lose. Areas that offer less employment growth tend to lose more people than they attract.

TABLE 10: IN-MIGRATION, OUT-MIGRATION, AND NET MIGRATION, BY AGE GROUP SUDBURY DISTRICT, 2012-13

	In-migration	Out-migration	Net Migration
0 to 17	265	250	15
18 to 24	122	232	-110
25 to 44	323	340	-17
45 to 64	253	282	-29
65+	81	154	-73
TOTAL	**1,044**	**1,258**	**-214**

Source: Statistics Canada, Taxfiler, 2012-2013

For Sudbury District, the number of emigrants is greater than the number of immigrants (negative net migration) for every age group.

When we look at Table 8, which shows the origin and destination of migrants we see that a good part of the migration (in or out) happens within Northeastern

TABLE 11: TOP 5 DISTRICT, IN-MIGRATION, OUT-MIGRATION, BY AGE GROUP SUDBURY DISTRICT, 2012-13

	IN-MIGRATION (ORIGIN)					OUT-MIGRATION (DESTINATION)				
	Total population 15+	18 to 24	25 to 44	45 to 64	65+	Total population 15+	18 to 24	25 to 44	45 to 64	65+
Algoma	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Cochrane	✓	✓	✓		✓	✓		✓	✓	
Greater Sudbury	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Manitoulin		✓	✓						✓	
Nipissing	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Ottawa							✓			
Parry Sound						✓		✓	✓	✓
Simcoe	✓			✓	✓					
Toronto							✓	✓		
Waterloo				✓						✓

Source: Statistics Canada, Taxfiler, 2012-2013

6. EDUCATION

Employers continue to require higher educational attainments for a wider range of occupations Statistics Canada Census data from 2011 reveals that:

- Chapleau has a higher percentage than the Sudbury District and the province of people aged 65 and over with Apprenticeship or Trades Certificate or Diploma. The percentage is lower in all other age cohorts. This highlights the need to plan a succession for the older generation of journeyperson.
- Chapleau's population in the 25 to 44 and 45 to 64 age cohorts have higher percentage of people with College, CEGEP or other Non-university Certificate or Diploma.
- The percentage of Chapleau's population with University Certificate, Diploma or Degree is significantly lower than both the district and the province.

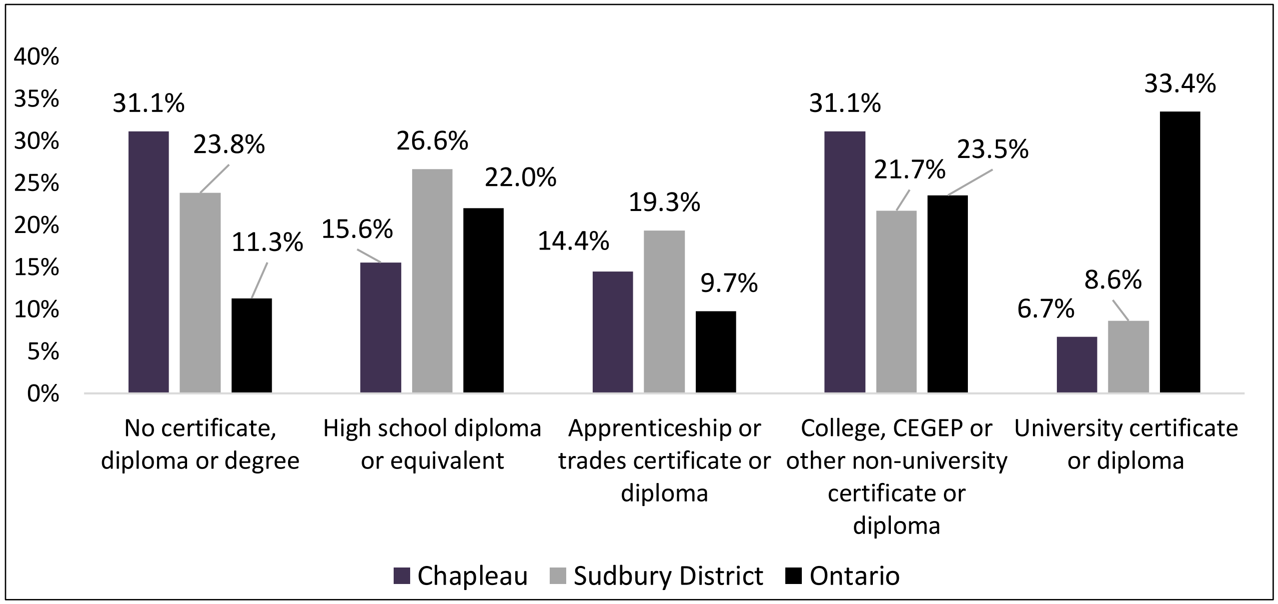
TABLE 12: EDUCATIONAL ATTAINMENT BY AGE GROUP
CHAPLEAU, SUDBURY DISTRICT AND ONTARIO, 2011

	Chapleau 2006 %	Chapleau 2011 %	Sudbury District %	Ontario %
Age cohort 15-24				
No certificate, diploma or degree	53.4	32.1	44.0	34.5
High School Diploma or Equivalent	25.9	25.0	35.9	40.5
Apprenticeship or Trades Certificate or Diploma	0.0	0.0	3.6	2.4
College, CEGEP or other non-university Certificate or Diploma	17.2	30.4	11.7	10.3
University Certificate Diploma or Degree	0.0	0.0	4.8	12.2
Total	**290**	**280**	**2,100**	**1,702,345**
Age cohort 25-44				
No certificate, diploma or degree	20.1	18.4	13.5	7.9
High School Diploma or Equivalent	27.6	26.3	23.8	21.8
Apprenticeship or Trades Certificate or Diploma	8.2	0.0	13.3	6.3
College, CEGEP or other non-university Certificate or Diploma	25.3	36.8	34.2	24.8
University Certificate Diploma or Degree	15.7	13.2	15.4	39.1
Total	**670**	**380**	**4,215**	**3,357,885**
Age cohort 45-64				
No certificate, diploma or degree	30.7	26.5	23.4	13.8
High School Diploma or Equivalent	17.3	31.6	27.3	26.5
Apprenticeship or Trades Certificate or Diploma	19.7	12.9	17.2	9.1
College, CEGEP or other non-university Certificate or Diploma	22.8	24.5	22.1	22.4
University Certificate Diploma or Degree	11.0	4.5	10.0	28.2
Total	**635**	**775**	**7,830**	**3,660,995**
Age cohort 65+				
No certificate, diploma or degree	72.2	42.0	41.4	34.1
High School Diploma or Equivalent	3.7	23.2	21.6	23.4
Apprenticeship or Trades Certificate or Diploma	7.4	18.8	14.7	10.5
College, CEGEP or other non-university Certificate or Diploma	7.4	8.7	12.0	13.7
University Certificate Diploma or Degree	0.0	5.8	10.3	18.3
Total	**270**	**345**	**3,780**	**1,752,440**
Total Population 15+	**1,860**	**1,775**	**17,925**	**10,473,665**

Source: Statistics Canada, National Household Survey, 2011; Census 2006

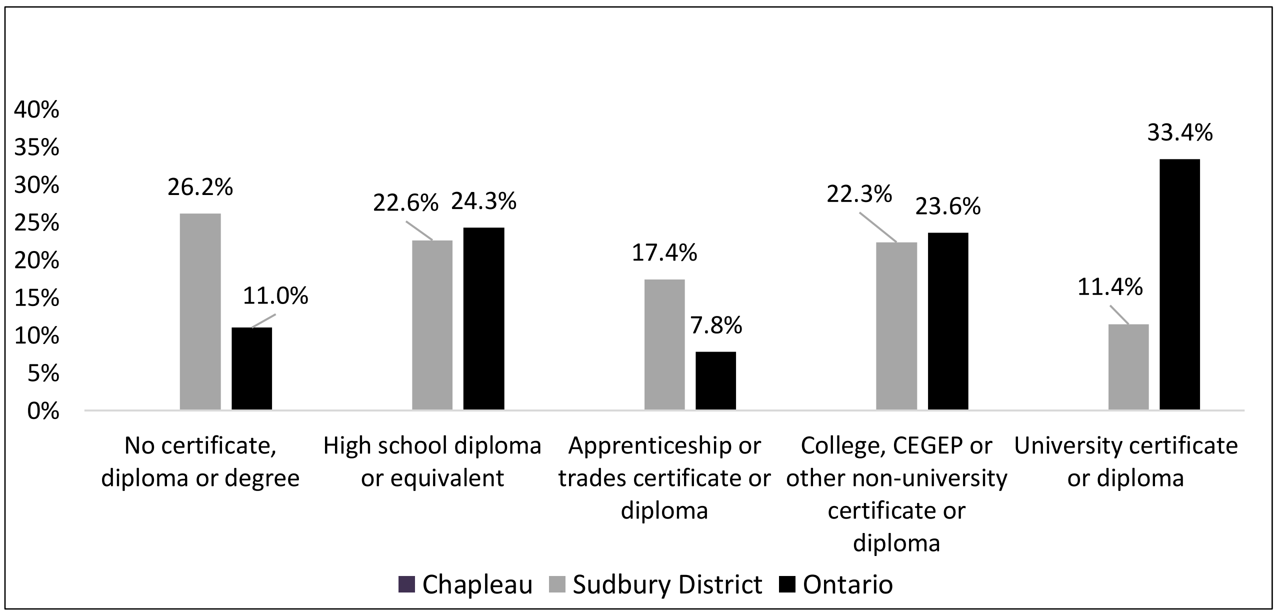
FIGURE F: EDUCATIONAL ATTAINMENT OF FRANCOPHONES, AGED 25-64, 2011

- Educational attainment levels of the Francophone population of Chapleau is lower than that of the Francophone population in the district and in the province with the exception of those with College, CEGEP or Other Non-university Certificate or Diploma.



Source: Statistics Canada, National Household Survey, 2011

FIGURE G: EDUCATIONAL ATTAINMENT OF ABORIGINALS, AGED 25-64, 2011



Data for Chapleau was too unreliable and thus suppressed.

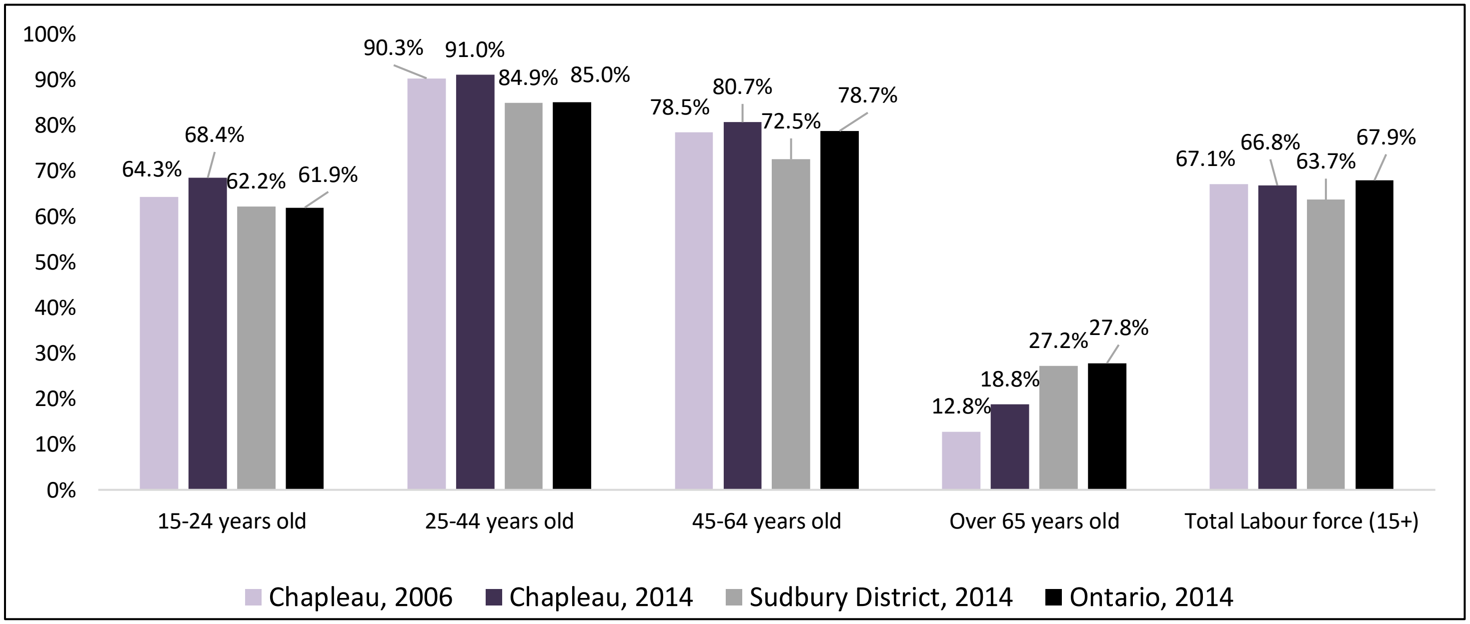
Source: Statistics Canada, National Household Survey, 2011

7. LABOUR FORCE PARTICIPATION

Understanding the makeup and level of activity of various age cohorts and groups within the local labour market provides important insight and can point to areas where more attention and support are needed to ensure all members of the local labour force can integrate or re integrate the labour market.

In Chapleau, the participation rate of the total labour force remained relatively stable between 2006 and 2014. Interestingly, the participation rate of individuals over 65 years of age increased by 6.0 percentage points between 2006 and 2014.

FIGURE H: PARTICIPATION RATE FOR THE TOTAL LABOUR FORCE (15+), BY AGE GROUPS CHAPLEAU, SUDBURY DISTRICT AND ONTARIO, 2006 AND 2014

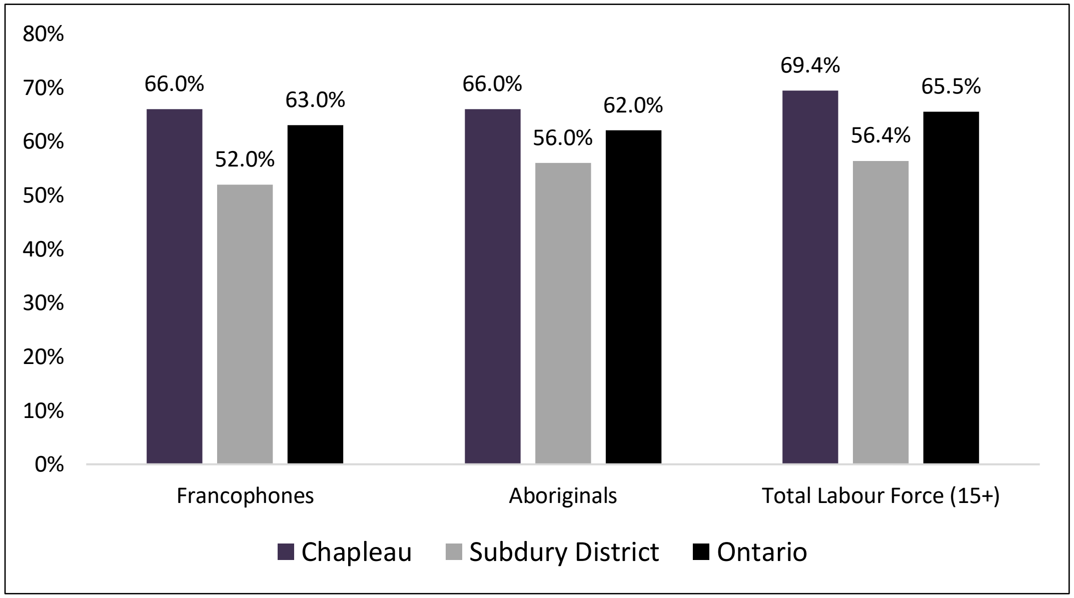


Source: Taxfiler, Chapleau Rural Community, Sudbury District and Ontario

In Figure I below, we see that at the time of the 2011 Census:

- The participation rate of Francophones in Chapleau was higher than the district and Ontario.
- The participation rate of the Aboriginal population was higher in Chapleau than in the Sudbury District and the province.

FIGURE I: PARTICIPATION RATE FOR FRANCOPHONES, ABORIGINAL AND THE TOTAL LABOUR FORCE (15+)
CHAPLEAU, SUDBURY DISTRICT AND ONTARIO
2011



Source: Statistic Canada, National Household Survey, 2011

LABOUR MARKET DEMAND INDICATORS – WHAT WE HEARD Chapleau – December 9th, 2016			
INDICATOR 4: POPULATION	**INDICATOR 5: MIGRATION**	**INDICATOR 6: EDUCATION**	**INDICATOR 7: LABOUR FORCE PARTICIPATION**
Opportunities: • Seeing many young families move to area because of employer incentives (e.g. OPP); they transfer out. • Younger aboriginal workforce. Challenges: • May be other barriers for the workforce: social, economic and mental health.	Opportunities: • People in the North stay in the North, but move around the North. • Employers/communities should recruit from the North. Challenges: • Many workers here who don't live here (fly in/fly out). • Can we get more people to live in Chapleau: move and work here?	Challenges: • Limited local access to education e.g. high school courses, limited college courses. • Concern that "pushing through" students and that many will not be prepared for the workforce or higher education. • Hard to secure apprenticeships; do employers know about apprenticeship subsidies? • Are employers concerned that apprentices will take their jobs or will be competition? Might employers only bring people in to help from outside the community for a short-term contract? • Our access to College/university is via distance. • May be a perception about a need to go to College and lack of appreciation for trades education and work. • See some university grads underemployed.	Challenges: • We have few services here to help people with barriers (e.g. mental health supports). • Younger workers are less interested in work, especially for low wages. • Shift in attitude toward work; everyone used to get part-time student job –this is changing. • Some of the Francophone population may need ESL . Opportunities: • If you want to work, you are working. • We have low Ontario Works numbers.

APPENDIX A: DATA SOURCES

To create this summary labour market indicator analysis, a variety of data and data sources need to be used:

Statistics Canada, Labour Force Survey
Statistics Canada, Canadian Business Counts
Statistics Canada, Census and National Household Survey Data
Statistics Canada, Small Area and Administrative Data Division (Taxfiler)
Local Knowledge:

- Local Labour Market Forecast 2011-2031, FNETB 2014
- 2015 employerone survey, FNETB
- Input from local stakeholders.

Each of the sources on its own does not allow us to get a full-picture of the local labour market conditions. Looking at each indicator using different sources provides a more accurate overview of the local labour market. The data that is available to us is never perfect. It is sometimes dated, sometimes it is more recent but does not cover the exact geographic boundaries that are of particular interest to us. When we understand these limitations and take them into account in our analysis, we are able to nonetheless identify and understand current and future labour market challenges and opportunities. Below is a brief description of the data sources that were used for this exercise as well as some of the limitations of those data sources.

Labour Force Survey:

The Labour Force Survey is used since it is a primary source of employment data for Canada, the provinces, economic regions and major urban areas (Census Metropolitan Areas – CMA). The Labour Force data may include many communities within a large geographic area and is of varying applicability across Ontario. Nevertheless, it provides the most current and localized context for all communities within these areas.

Canadian Business Counts:

Statistics Canada's Canadian Business Counts database identifies the number of business establishments (employers) within a Census Division and Census Sub-division. The database also identifies the number of employers by detailed industry and for nine different employee size ranges.

Data from Canadian Business Counts can serve as a very useful indicator, but they must be interpreted carefully. Although it is not absolutely inclusive, this database, and the indicators derived from it, remains broadly representative – providing insight into, for example, the fact that the number of employers in a specific industry was falling.

Canadian Business Counts data is available every six months (June and December) with an approximate five week time lag for release.

Census Data and National Household Survey Data:

For statistics and information on population, education and occupation, Census Canada and National Household Survey provides highly detailed and reliable data. Moreover, most of the Census and National Household Survey data is available at both larger and smaller geographic areas. It also provides the option of making comparisons between local areas and regional or provincial levels, adding to the 'telling the story' of the local area.

The principal limitation of the Census Data and the National Household Survey Data is that it is available only once every five years and it takes several years before some of the data is actually available. However, it offers a wealth of information that over time provides the most reliable in depth demographic and historical data available.

Statistics Canada, Small Area and Administrative Data Division (Tax Filer):

Statistics Canada, Small Area and Administrative Data Division (Tax Filer) generates a wealth of socio-economic and demographic data derived from personal income tax returns submitted each year by Canadians. Information on the annual migration characteristics both into and out of a Census Division can be found in this database.

Far Northeast Training Board - Local Labour Market Forecast 2011-2031:

Released in March 2014, this report projects anticipated retirements by occupations based on the demographic profile of the workforce at the time of the 2011 Census. Its advantage is that it provides detailed localized information. The information is provided by NOC occupation for each of the Community Futures Development Corporations (CFDC) that are located within the Far Northeast Training Board's catchment area.

Its limitation is that it estimates anticipated retirements based on age alone and does not factor economic shifts in the local area.

Far Northeast Training Board - 2016 employerone survey:

Conducted between October 17th and November 18th, it provides local insight on occupations for which employers have hired in the past 12 months, and those for which they anticipate hiring in the next 12 months.

Its limitation is that it represents a small sample of businesses and is based on the labour market conditions at the time of the data collection.

Local Knowledge:

While the more formal labour market indicator data capture the unique characteristics and circumstances of the community, local knowledge can be very useful in complementing this evidence. Every community has sources of local data and knowledgeable persons who can add valuable insights about the realities of the local labour market.

By its very nature, data is always dated, some more than others. This does not mean that data is not immensely valuable. However, it does not eliminate the need to include local knowledge or intelligence within the community to challenge or validate the data. Often community and business leaders offer more current information and experiences.

For example, local knowledge may indicate that a plant closure is imminent. This suggests that it may be useful to document the effects on the local labour market, and to consider whether help can be extended. Similarly, advance word about a possible arrival of a major new enterprise could also signal that certain indicators should be considered carefully. For example, does the community have the skills that will be demanded by a new or expanding employer?

However, local knowledge must be used carefully because this information is often a combination of factual information, opinions and advice. While these various aspects of local knowledge can be useful, they should not be confused with each other.

APPENDIX B: WORKSHEETS

WORKSHEET 1:
Based on the summary analysis of the labour market **DEMAND** indicators (pages 3 to 11), please list potential implications for the employers, for employees/job seekers, for your community, and for your organization.

	IMPLICATIONS
EMPLOYERS	
EMPLOYEES / JOB SEEKERS	
THE COMMUNITY	

Now list the implications for **your organization**:

WORKSHEET 2:
Based on the summary analysis of the labour market **SUPPLY** indicators (pages 12 to 20), please list potential implications for the employers, for employees/job seekers, for your community, and for your organization.

	IMPLICATIONS
EMPLOYERS	
EMPLOYEES / JOB SEEKERS	
THE COMMUNITY	

Now list the implications for **your organization**:

WORKSHEET 3:

Please give some thought to if/how your organization could help address local labour market challenges and opportunities in your community. Using the following chart, describe your organization's proposed action items/solutions. Please complete one chart per action.

Using the same chart, identify actions at the community level that could help address local labour market challenges.

TREND: *A brief description of a labour market change happening over time based on reliable labour market information (e.g. aging workforce, increase in youth out-migration, etc.).*
ISSUE: *A clear statement of the issue to be addressed - who is being affected and how.*
PROPOSED ACTION: *The action should be practical and achievable and be expressed in plain language*
APPLICABLE COMMUNITY PARTNERSHIP: *The type of partnership that could be used to support the proposed action should be identified.*
APPLICABLE GOVERNMENT PROGRAM/SERVICE: *The program or service that could be used to support the proposed actions.*
LEAD PARTNER(S): *Identify a lead community partner, and any partner(s) who will/can contribute to achievement of the goal.*
TIMELINES: *Wherever possible, please set timelines for action items identified.*
EXPECTED OUTCOMES: *Measurable outcomes, quantitative and then qualitative, are required for each of the action items.* *Example of a measurable outcome statement: Host 3 information sessions for 250 youths and 75 parents to raise their awareness of career opportunities in apprenticeship.*