2022

LOCAL LABOUR MARKET PLAN

NIPISSING & PARRY SOUND DISTRICTS

The Labour Market Group
Guiding partners to workforce solutions.

Ontario

OVERVIEW

The Labour Market Group (LMG) is pleased to present the 2022 local labour market plan for the districts of Nipissing and Parry Sound. As always, the purpose of the Local Labour Market Plan (LLMP) is to identify significant labour market issues within the districts and set a strategic direction that addresses critical workforce development challenges and puts forth actions that will help alleviate them.

In March of 2020, the labour market in Nipissing and Parry Sound was dramatically impacted by the COVID-19 pandemic. Our communities saw unprecedented change in labour force supply and demand. Some impacts were immediate: job losses and business closers, while other impacts created innovation and alteration such as working from home and curbside pick-ups. Resiliency has undoubtedly been a key theme of these unprecedented times. As our economy continues to adjust to the various stages of re-opening, our local economy will require our community to be innovative, robust and flexible to adapt, so we can provide our residents and newcomers with the skills and training needed to meet the demands of the post-pandemic economy.

The pandemic has created unprecedented changes to the workplace. Employers are now faced with converting their workspaces to allow for remote, hybrid and virtual work. Investments are being made into infrastructure and technology to allow employees to work in this regard. Available workers have disappeared, and employers are struggling more than ever before not only to hire, but to receive applicants. The pandemic provided workers a time of reflection. A time to assess and re-assess their personal lives which resulted in early retirements, major career changes, and even re-location. As workforce trends continue to evolve, ensuring the growth and sustainability of the current and future workforce is critical. Our population is aging and is therefore exiting the workplace faster than it can be replaced. Not only is this causing great difficulty for employers to find a qualified replacement workforce, demographic changes in the workforce are shifting attitudes towards work in general. The workplace of yesterday does not fit the workforce of today. Younger generations of workers have different expectations and skills that employers have to embrace in order to sustain their everyday business needs. This will have further impacts due to the pandemic.

The outcome of the LLMP and its resulting initiatives is designed to support area residents looking for work, entering or re-entering the job market, help employees remain employed and assist employers access the workers they need to be competitive. Times are changing. Technology and automation are influencing local economies at a rapid pace especially as the world moves to a virtual format. Keeping abreast of broader global trends can ensure our local businesses are prepared for the workplace of tomorrow. Continued consultations with key stakeholders will ensure we remain committed to working together to build a strong, resilient and skilled workforce that is prepared for tomorrow's economy.

INTRODUCTION

The 2022 LLMP provides an overview of current labour market conditions in the Nipissing and Parry Sound districts. This year's report includes several key pieces;

1. Labour Market Data
2. Canadian Business Counts
3. Jobs Report Data
4. Employment Ontario Data
5. 2022 Action Plan

Each piece offers a unique snapshot of the local labour market and together provides great insight into the challenges faced by employers and job seekers in our region. This report builds on data explored in last year's report and the result is improved action strategies to address these complex issues.

In this report, labour market information from data sources such as Statistics Canada and other valid research reports are highlighted. This data is supplemented by research that LMG conducts along with input from extensive consultation from employers and key stakeholders. It is important to note that COVID-19 has presented significant challenges not only for this report, but for labour market research in general.

LABOUR MARKET DATA

LABOUR MARKET DATA

NIPISSING AND PARRY SOUND

Last year, when we produced our analysis of the local labour market, we noted how the impact of the COVID-19 pandemic and the resulting lockdowns represented an unprecedented event, for individuals, for businesses and for the economy as a whole. A year later, we are still dealing with the aftermath of this upheaval. This overview of the labour market data aims to describe what has happened, to provide some perspective on employment and how individuals, industries and occupations have been affected.

For basic unemployment data, there is Statistics Canada monthly Labour Force Survey data. For more detailed labour force characteristics and employment data by gender, age, industry or occupation at a regional or local level, the data which is available relies on three-month moving averages. Because it is a survey and has a limited sample size, for smaller geographies Statistics Canada makes the Labour Force Survey sample more robust by averaging the results across three months. With a three-month moving average, the reported figure for May, for example, is the average of the data for March, April and May. A three-month moving average will therefore have a time delay in terms of the impact of changes in any given month and it will also dampen the impact of any given month because that month's numbers are averaged with two other months. These are caveats to keep in mind when reviewing the following data, some of which relies on three-month moving averages.

The data in this report includes Labour Force Survey data for January 2022. The Labour Force Survey data for December 2021 would have been collected between December 5 and 11, 2021, which is before the point when the impact of the Omicron variant would have been felt in the labour market. Thus, the January 2022 data is the first evidence of the impact of Omicron on the labour market.

The first part of this analysis presents provincial data, including variables which are only available at a provincial level. The next set of data provides data at a regional level.

Unfortunately, the Labour Force Survey data does not have a sufficiently large sample to produce robust results for areas with smaller populations, such as Nipissing and Parry Sound. This report will present data for Ontario, for Northeast Ontario, for Ontario minus the Toronto area, and for the Toronto area, so as to highlight the varying impacts of the pandemic on different parts of the province.

PROVINCIAL DATA: MONTHLY UNEMPLOYMENT RATE

Table 1 provides the monthly unemployment rates for the Toronto Census Metropolitan Area (CMA)[1] and for the Rest of Ontario minus the Toronto CMA numbers, illustrating the broad provincial unemployment trends over the last 25 months. On many labour market issues, the Toronto CMA is distinct from the Rest of Ontario, and this was certainly the case during the COVID-19 period, when restrictions were in place longer in the City of Toronto and Peel Region than in most other parts of the province. Chart 1 illustrates the Table 1 data and includes the Ontario unemployment rates as well. If one were only to focus on the Ontario data, one would miss the dynamics that played out somewhat differently between the Toronto CMA and the Rest of Ontario. Before the pandemic, the unemployment rate in the Toronto CMA was slightly lower than that in the Rest of Ontario. When the pandemic hit, the unemployment rate climbed considerably higher in the Toronto CMA, and while the unemployment rates in the two areas usually moved along the same trend, the gap between the Toronto CMA and the rest of the province increased to as much as five percentage points. In the last five months or so, the difference in the rates has remained between 1.4 and 2.1 percentage points higher in the Toronto CMA.

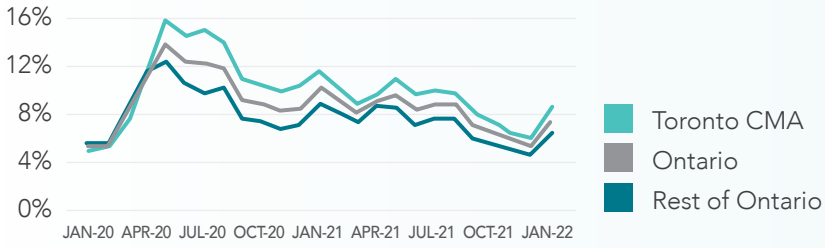
TABLE 1: MONTHLY UNEMPLOYMENT RATES, TORONTO CMA AND THE REST OF ONTARIO, 2020, 2021 AND JANUARY 2022 (SEASONALLY UNADJUSTED)

JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
2020 TORONTO CMA											
5%	5.4%	7.6%	11.1%	15.8%	14.5%	15%	13.8%	10.9%	10.4%	9.9%	10.2%
2020 REST OF ONTARIO											
5.5%	5.6%	8.3%	11.5%	12.3%	10.5%	9.8%	10.2%	7.6%	7.4%	6.9%	7.1%
2021 TORONTO CMA											
11.6%	10.3%	9%	9.6%	10.9%	9.6%	9.9%	9.7%	8.1%	7.4%	6.5%	6%
2021 REST OF ONTARIO											
8.9%	8%	7.4%	8.6%	8.5%	7.2%	7.6%	7.7%	6%	5.5%	5.1%	4.6%
2022 TORONTO CMA											
8.5%	–	–	–	–	–	–	–	–	–	–	–
2022 REST OF ONTARIO											
6.3%	–	–	–	–	–	–	–	–	–	–	–

Statistics Canada, Table 14-10-0017-01 and Table 14-10-0383-01

[1] The Toronto CMA encompasses the City of Toronto, York Region, Peel Region, all of Halton Region except Burlington, a portion of Durham Region (Pickering, Ajax and Uxbridge), together with New Tecumseth and Bradford West Gwillimbury (Simcoe County) and Mono (Dufferin County). The Toronto CMA accounts for almost half (47%) of Ontario's labour force.

CHART 1: MONTHLY UNEMPLOYMENT RATES, ONTARIO, TORONTO CMA AND THE REST OF ONTARIO, 2020, 2021 AND 2022



Statistics Canada, Table 14-10-0017-01 and Table 14-10-0383-01

In January 2022, the unemployment rate shot up again in all areas, because of the lockdowns resulting from Omicron.

The grey line in **Chart 1** shows the Ontario data, whereas the two areas (the rest of Ontario and the Toronto CMA) had quite different levels of unemployment through much of this period.

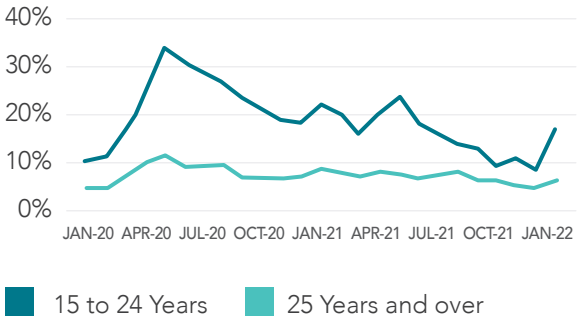
PROVINCIAL DATA: UNEMPLOYMENT RATE BY AGE

Chart 2 shows the unemployment rate for youth (15-24 years old) and adults (25 years and older) for Ontario over the last 25 months. As is very evident, youth experienced far higher unemployment rates during the initial stage of the pandemic. While historically the youth unemployment rate is usually twice that of adults, there were several months during the pandemic when the youth unemployment rate was three times that of adults. The youth unemployment rate peaked at 33.2% in May 2020. Over time, the unemployment rate for both youth and adults had been steadily dropping and, in December 2021, the youth unemployment rate was 8.4%, lower than it was in January 2020 (10.2%). Then, with the impact of Omicron, the youth unemployment rate shot up again to 16.4% in January 2022, 2.7 times the adult unemployment rate of 6%.

PROVINCIAL DATA: UNEMPLOYMENT RATE BY GENDER

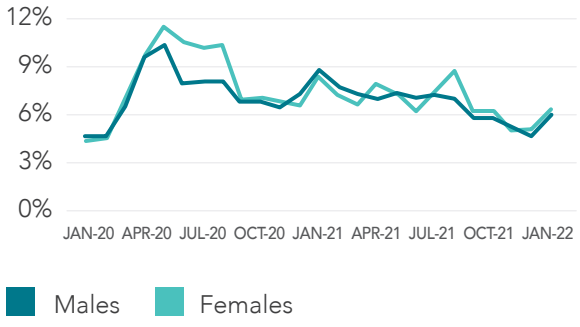
The unemployment rate was also experienced differently by gender, but not nearly in as stark a contrast as by age. **Chart 3** illustrates the monthly unemployment rate for adults (25 years and older) by gender. In the early stages of the pandemic, females had an unemployment rate that was around two percentage points higher than that for males, but then the two unemployment rates more or less trended in tandem. It was also the case that the participation rate dropped more sharply for females than for males, but this also was more pronounced at the beginning of the pandemic, although the gap between the male and female participation rates is still slightly wider in January 2022 than it was in January 2020. (The participation rate is the proportion of the population over 15 years of age who are in the labour force, that is, either employed or actively looking for employment.)

CHART 2: MONTHLY UNEMPLOYMENT RATE FOR YOUTH AND ADULTS, ONTARIO, JANUARY 2020-JANUARY 2022



Statistics Canada, Table 14-10-0017-01

CHART 3: MONTHLY UNEMPLOYMENT RATE FOR ADULT MALES AND FEMALES (AGED 25 YEARS AND OLDER), ONTARIO, JANUARY 2020-JANUARY 2022



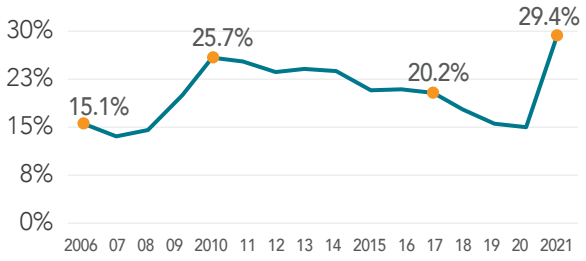
Statistics Canada, Table 14-10-0017-01

PROVINCIAL DATA: LONG-TERM UNEMPLOYMENT (MORE THAN SIX MONTHS)

Any recession will not only increase unemployment, but it will also enlarge the proportion of the unemployed who stay unemployed for a longer period. This certainly has been the case with this current pandemic. **Chart 4** illustrates the percentage of unemployed residents in Ontario who have been unemployed for more than six months. The data goes back to 2006, when the proportion of long-term unemployed was 15.1%, before the previous 2008 recession. After the 2008 recession, the proportion of the unemployed who had been without a job for more than six months rose to 25.7% in 2010, and then declined very slowly, still at very high 20.2% even seven years later in 2017.

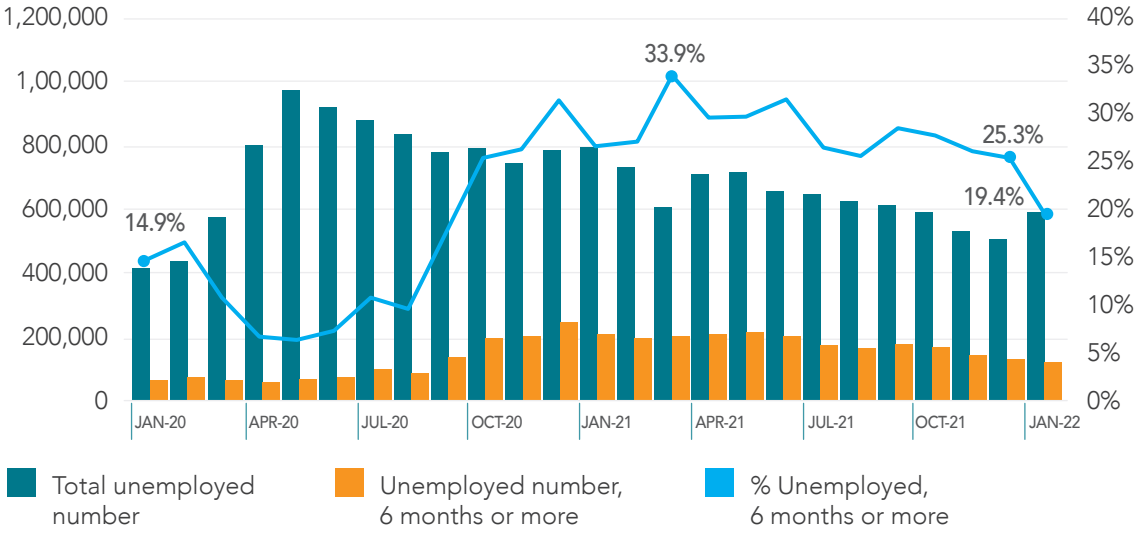
During the current pandemic, long-term unemployment has also risen, reaching 29.4% in 2021. **Chart 5** shows the dynamics of that rise, month by month. The blue columns show the total number of unemployed for each month, measured by the scale on the left. Unemployment peaked in May 2020, affecting almost one million Ontario residents (971,000). The number of long-term unemployed (the orange column) was initially rising slowly, because the pandemic struck so suddenly. As a result, the percentage of long-term unemployed at first dropped (the blue line, measured by the scale on the right), falling to 6.4% in May 2020. But as the number of long-term unemployed increased and the total number of unemployed started decreasing, the percentage of long-term unemployed shot up dramatically, reaching 33.9% in March 2021, finishing off the year at 25.3% in December. When Omicron hit, the number of total unemployed increased suddenly again, and so the percentage of long-term unemployed declined to 19.4% in January 2022. But we know from the previous trend that as the total number of unemployed starts declining, the percentage of long-term unemployed will increase again.

CHART 4: ANNUAL PROPORTION OF UNEMPLOYED WHO ARE UNEMPLOYED FOR MORE THAN SIX MONTHS, ONTARIO, 2006-2021



Statistics Canada, Table 14-10-0057-01

CHART 5: MONTHLY PROPORTION OF UNEMPLOYED WHO ARE UNEMPLOYED FOR MORE THAN SIX MONTHS, ONTARIO, JANUARY 2020 – DECEMBER 2021



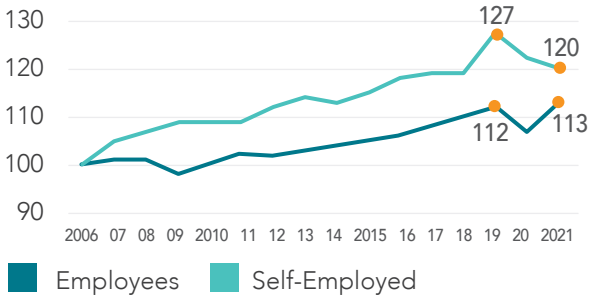
Statistics Canada, Table 14-10-0342-01

Those who are unemployed for a longer period of time have a harder time getting hired, in part because their skills fall out of use and in part because employers sometimes assume that this longer period of unemployment is a reflection of a job candidate's employability. It is important that special attention be paid to the longer-term unemployed by employment services providers, including convincing employers that their circumstances are, in most cases, the unlucky consequence of a recession.

PROVINCIAL DATA: SELF-EMPLOYED

Over the last 15 years, self-employment has been growing at a greater rate than the number of persons who are employees. In 2006, self-employed individuals represented 14.3% of all employment in Ontario, while by 2019 that share was 15.9%. **Chart 6** compares the changing levels of employment among the self-employed and employees using the following approach: the employment number in 2006 for each category is given a value of 100 and each subsequent year's data is expressed in relation to that 2006 number. Thus, a figure of 105 indicates the number is 5% larger than what was present in 2006, while a figure of 93 indicates that the figure is 7% lower than the 2006 number. In this way, Chart 6 shows the relative change in employment for each of the self-employed and employees.

CHART 6: RELATIVE GROWTH OF SELF-EMPLOYED AND EMPLOYEES, ONTARIO, 2006-2021



Statistics Canada, Table 14-10-0027-01

By 2019, the number of self-employed workers was 27% higher than it had been in 2006, whereas the number of employed workers had only risen by 12%. With the onset of the pandemic, employment fell in both categories, but in 2021, something curious happened: the number of employees rebounded to slightly above the level in 2019, whereas the number of self-employed continued to drop.

When the data is examined further, one finds this phenomenon was primarily the consequence of dynamics taking place within three industry sectors. **Chart 7** illustrates the changes, using the following abbreviations for these industries:

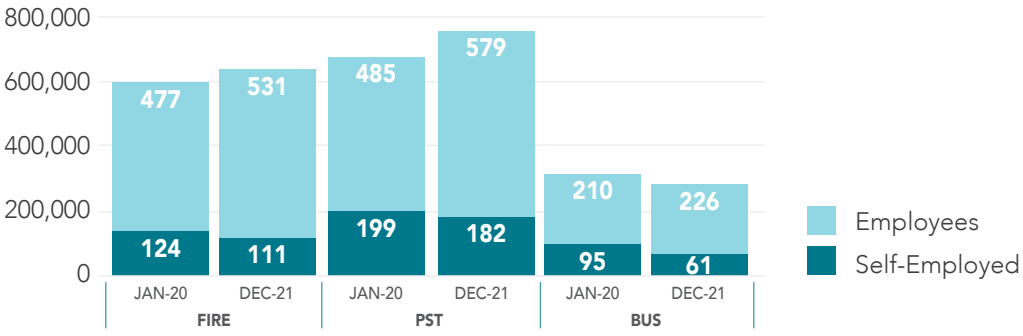
FIRE: Finance, insurance, real estate, rental and leasing.

PST: Professional, scientific and technical services.

BUS: Business, building and other support services.

Between January 2020 and December 2021, the net decline in the number of self-employed workers in Ontario was 70,100, and these three industries had a combined loss during that period of 64,800, almost as large as the entire net loss. Yet all three industries experienced healthy growth in the number of employees during this same period. It is plausible that some portion of the self-employed shifted into employee roles in the same industry, however, the available data does not provide us with an ability to examine this possibility.

CHART 7: NUMBER OF EMPLOYEES AND SELF-EMPLOYED BY SELECT INDUSTRIES, ONTARIO JANUARY 2020 AND DECEMBER 2021



Statistics Canada, Table 14-10-0026-01

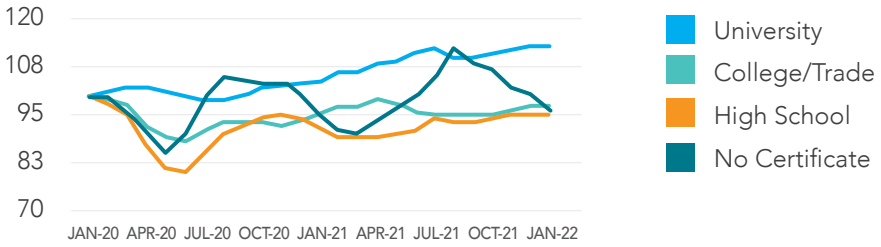
EMPLOYMENT BY CATEGORY OF OCCUPATION

The pandemic had a varying impact on different occupations and industries. The lockdown closure of indoor dining in restaurants, for example, had a significant impact on employment levels in the Accommodation & Food Services industry and in the occupation of Food and Beverage Servers. One way to aggregate this impact on numerous occupations is to cluster these jobs on the basis of the level of education typically required for that occupation. Statistics Canada classifies occupations in the following way (preceded by the label that will be used in the subsequent charts):

- University: occupations usually requiring a university education
- College/Trades: occupations usually requiring a college education, specialized training or apprenticeship training
- High School: occupations usually requiring secondary school and/or occupation-specific training
- No Certificate: occupations which may have on-the-job training but no educational requirement

Chart 8 shows the trends for the Rest of Ontario for each of these four categories of occupations by educational attainment qualifications. The level of employment in January 2020 for each occupational category is assigned a value of 100 and each subsequent month is measured in relation to the January 2020 figure. The data relies on three-month moving averages.

CHART 8: NUMBER OF EMPLOYED BY LEVEL OF EDUCATION OF OCCUPATION, THREE-MONTH MOVING AVERAGE, REST OF ONTARIO, JANUARY 2020 TO JANUARY 2022 (JANUARY 2020 = 100)



Statistics Canada, Table 14-10-0381-01 and Table 14-10-0386-01

Beginning with occupations which typically require a university education (blue line), one can see that their employment levels were hardly affected by the pandemic, dipping to 99 in July and August 2020, and otherwise experiencing employment growth, reaching 113 in December 2022, 13% above the January 2020 employment level. When Omicron hit, employment in this category stayed at 113, although in fact the number of jobs actually increased slightly.

Jobs requiring a college diploma or apprenticeship (green line) suffered larger employment declines, but then recovered, almost returning to 100 (99 in April 2021), then plateauing between 95 and 97. With Omicron, the January 2022 employment ratio stayed at 97 (although there was an actual drop of around 9,700 jobs).

Jobs requiring a high school diploma (orange line) experienced the largest losses at the start of the pandemic, by June 2020 dropping to 80% of their January level in the Rest of Ontario. The recovery has not been as robust in this category, only reaching 95, where it has stayed for the last three months (between December 2021 and January 2022, there was a drop of employment of 7,800 jobs).

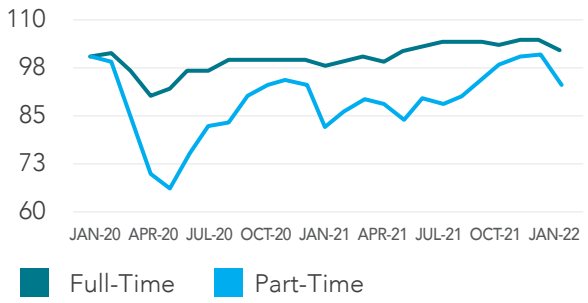
Jobs requiring no educational certificate (teal line) experienced a sequence of declines and then recoveries, with the number of jobs peaking during the summer months, with a strong rebound in 2021, when the employment ratio reached 112 in August. Since then, there has been a steady decline, some of which is due to the end of summer jobs. But the level in January 2022 was at 96, 4% below what the employment level was in January 2020. This category also lost the most number of jobs between December 2021 and January 2022, with a loss of 16,300.

PROVINCIAL DATA: FULL-TIME AND PART-TIME EMPLOYMENT

Occupations requiring a high school diploma, or less, often involve a higher proportion of part-time jobs. Comparing the employment levels between full-time and part-time jobs highlights just how much greater was the impact of the pandemic on part-time jobs. Chart 9 compares levels of employment in these categories; the number of jobs in each category in January 2020 is given a value of 100.

In April 2020, the number of full-time jobs dropped to 90% of their January 2020 level, while in May 2020, part-time jobs bottomed out at 66% of their January 2020 number. Full-time jobs recovered relatively quickly, by December 2021 climbing to 4% above the level before the pandemic. Part-time jobs took much longer to recover, experiencing another drop in employment in January 2021, and only in December 2021 finally surpassing by 1% the January 2020 figures. Then, when Omicron hit, the drop was much greater for part-time jobs, falling to 93 in January 2022, a much greater drop than the slide to 102 for full-time jobs.

CHART 9: MONTHLY NUMBER OF PART-TIME AND FULL-TIME JOBS, ONTARIO, JANUARY 2020 TO JANUARY 2022 (JANUARY 2020 = 100)

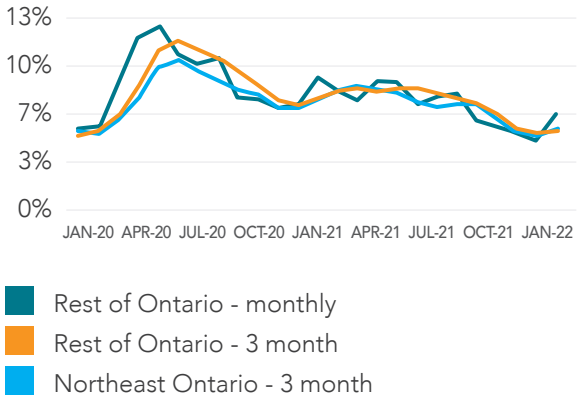


Statistics Canada, Table 14-10-0050-01

REGIONAL DATA: UNEMPLOYMENT RATE

For a finer grain of local Labour Force Survey data, we can only rely on data for Northeast Ontario[2]. As noted earlier, for this smaller sample size, it is necessary to rely on three-month moving average figures. **Chart 10** presents the following unemployment rate data: the three-month moving average for Northeast Ontario, the three-month moving average for the Rest of Ontario, and the one-month unemployment rate for the Rest of Ontario, so as to compare the difference between the one-month and three-month moving average figures.

CHART 10: UNEMPLOYMENT RATES – REST OF ONTARIO MONTHLY, REST OF ONTARIO THREE-MONTH MOVING AVERAGE, AND NORTHEAST ONTARIO THREE-MONTH MOVING AVERAGE, JANUARY 2020 – JANUARY 2022



Statistics Canada, Table 14-10-0017-01 and Table 14-10-0387-01

Comparing first the Rest of Ontario monthly (teal line) to the Rest of Ontario three-month average (orange line), one can see how the three-month figures takes longer to reflect a change, peaking or bottoming out after the monthly trend, as well as muting the result to an extent because it is averaged over three months. The Northeast Ontario unemployment rate very much follows the Rest of Ontario unemployment rate, with the biggest difference being a slightly lower unemployment rate when the pandemic first emerged in the early months of 2020.

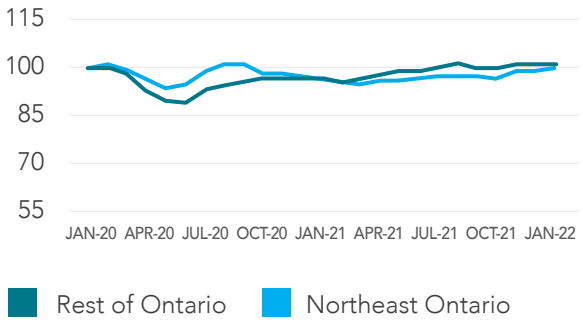
[2] Northeast Ontario consists of the Districts of Algoma, Cochrane, Timiskaming, Sudbury, Manitoulin, Nipissing and Parry Sound, and the City of Greater Sudbury.

REGIONAL DATA: EMPLOYMENT BY INDUSTRY

Statistics Canada also provides employment data, which for the regional levels is available in the three-month moving average format. To illustrate the trends across many industry categories, once again we have assigned the level of employment in any given industry in January 2020 as 100, and all subsequent numbers in relation to the January value. Each of these charts compares Northeast Ontario outcomes with those of the Rest of Ontario.

Chart 11 begins with employment in all industries. Just as Northeast Ontario did not experience as high a level of unemployment as the Rest of Ontario at the onset of the pandemic, so did its employment level not fall as sharply, bottoming out at 94 (a 6% drop) in May 2020, compared to 90 (a 10% drop) for the Rest of Ontario. However, by fall of 2020, the employment level started slowly dropping in Northeast Ontario, until after the second lockdown lifted. Since then, employment levels in both the Rest of Ontario and Northeast Ontario have been slowly increasing, with the comparative level in the Rest of Ontario always slightly higher than that for Northeast Ontario.

CHART 11: EMPLOYMENT IN ALL INDUSTRIES, THREE-MONTH MOVING AVERAGE, REST OF ONTARIO AND NORTHEAST ONTARIO, JAN 2020 – JAN 2022 (JAN 2020 = 100)



Statistics Canada, Table 14-10-0379-01 and Table 14-10-0388-01

Table 2 shows the employment ratio result in January 2022 for each industry in the Rest of Ontario and Northeast Ontario, providing a comparison between the two areas of how each industry has fared. The cells are shaded to make comparisons easier; the grey cells indicate the number is above 100 (increase in employment compared to January 2020) and the blue cells indicate the value is below 100. Overall, in each area the trends more often match than don't match, but there are some notable differences.

In some cases, this could be due to the fact the industry is relatively small, and with a smaller sample size in the case of Northeast Ontario, the figures may be slightly more subject to greater variability. This may apply to the Utilities sector and to the Information, Culture and Recreation industry. This explanation, however, would less likely account for the large differences seen among sectors with larger employment numbers, such as: Construction; Manufacturing; Educational Services; and Public Administration.

TABLE 2: JANUARY 2021 EMPLOYMENT LEVELS BY INDUSTRY, THREE-MONTH MOVING AVERAGE REST OF ONTARIO AND NORTHEAST ONTARIO (JANUARY 2020 = 100)

	REST OF ONTARIO	NORTHEAST ONTARIO
ALL INDUSTRIES	101	100
Agriculture[1]	86	86
Forestry, fishing, mining, quarrying, oil & gas[1]	105	102
Utilities	114	59
Construction	106	91
Manufacturing	99	119
Wholesale & retail trade[2]	99	88
Transportation & warehousing	99	85
Finance, insurance, real estate, rental & leasing[3]	113	124
Professional, scientific & technical services	125	111
Business, building & other support services[4]	95	111
Educational services	101	138
Health care & social assistance	100	88
Information, culture & recreation[5]	91	116
Accommodation & food services	81	94
Other services (except public administration)	84	73
Public administration	107	134

Statistics Canada, Table 14-10-0379-01, Table 14-10-0388-01
N/A = Not available

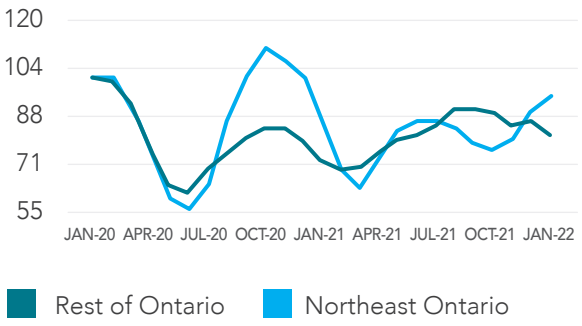
For the purposes of this data, Statistics Canada rearranges some of the usual industry categories:

1 "Agriculture, forestry, fishing and hunting" is split up; "Agriculture" stands on its own, and the other subsectors join "Mining, quarrying, and oil and gas extraction"
2 "Wholesale trade" and "Retail trade" are combined into one industry
3 "Finance and insurance" is combined with "Real estate and rental and leasing"
4 "Management of companies" is combined with "Administrative and support, waste management and remediation services"
5 "Information and cultural industries" is combined with "Arts, entertainment and recreation"

THE NEXT SEVERAL CHARTS EXAMINE THE TRENDS IN EMPLOYMENT LEVELS AMONG SEVERAL INDUSTRIES

Chart 12 looks at the industry which was most affected by the pandemic, namely, the Accommodation and Food Services sector. In both areas, the employment ratio fell dramatically, in June 2020 reaching 56 (a 44% decline) in Northeast Ontario and 61 (a 39% decline) in the Rest of Ontario. The figure rebounded considerably in Northeast Ontario, much less so in the Rest of Ontario, and then responded to subsequent lockdowns. In the last few months, employment has been recovering once more in Northeast Ontario, reaching 94 in January 2022, while in the Rest of Ontario, it has been declining, dropping to 81.

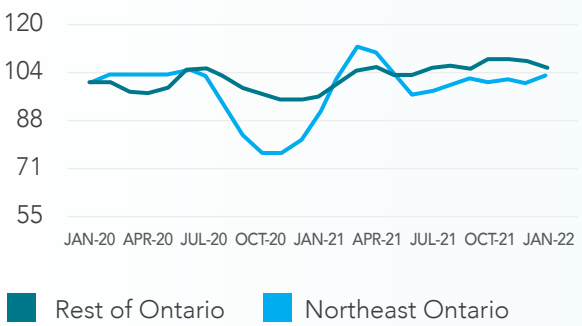
CHART 12: CHANGE IN EMPLOYMENT, ACCOMMODATION AND FOOD SERVICES, THREE-MONTH MOVING AVERAGE, REST OF ONTARIO AND NORTHEAST ONTARIO, JANUARY 2020 TO DECEMBER 2021 (JANUARY 2020 = 100)



Statistics Canada, Table 14-10-0379-01 and Table 14-10-0388-01

Chart 13 profiles an important regional industry, Forestry, Fishing, Mining, Quarrying, Oil and Gas.

CHART 13: CHANGE IN EMPLOYMENT, FORESTRY, FISHING, MINING, QUARRYING, OIL & GAS, THREE-MONTH MOVING AVERAGE, REST OF ONTARIO AND NORTHEAST ONTARIO, JANUARY 2020 TO DECEMBER 2021 (JANUARY 2020 = 100)

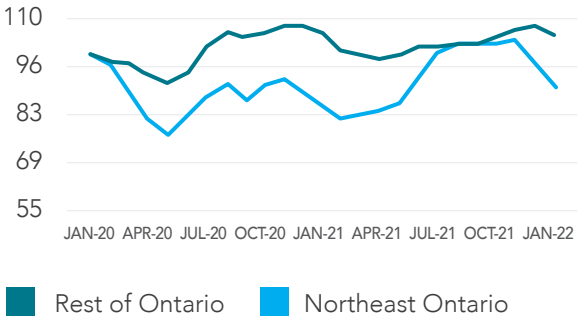


Statistics Canada, Table 14-10-0379-01 and Table 14-10-0388-01

In the first few months of the pandemic, this sector appeared unaffected in Northeast Ontario compared to the Rest of Ontario. But by mid-summer 2020, that changed significantly, with large employment losses, eventually dropping to 76 in October and November (a 24% decline in the number of jobs, compared to a 6% decline in the Rest of Ontario. Over the last eight months or so, there has been a steady recovery, with the employment ratio reaching 102 in Northeast Ontario and 105 in the Rest of Ontario by January 2022.

Chart 14 tracks the employment trends in the Construction industry. In both Northeast Ontario and the Rest of Ontario, there was an immediate drop in employment at the start of the pandemic. The decline in employment was much greater in Northeast Ontario and it stayed lower for a much longer period of time. By the summer of 2021, employment levels returned to those experienced in January 2020, for both Northeast Ontario and the Rest of Ontario. In the last few months, employment has dropped once more in Northeast Ontario, down to 91 in January 2022, compared to 106 for the Rest of Ontario.

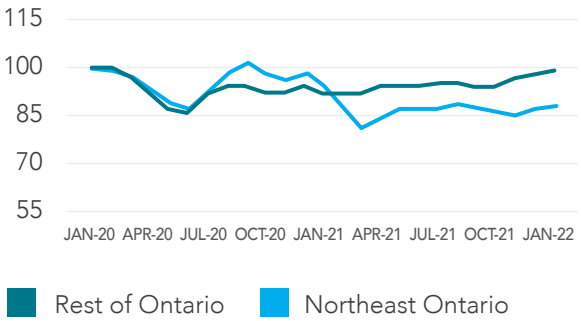
CHART 14: CHANGE IN EMPLOYMENT, CONSTRUCTION, THREE-MONTH MOVING AVERAGE, REST OF ONTARIO AND NORTHEAST ONTARIO, JANUARY 2020 TO DECEMBER 2021 (JANUARY 2020 = 100)



Statistics Canada, Table 14-10-0379-01 and Table 14-10-0388-01

Chart 15 shows the employment trends for the Wholesale and Retail Trade sector. While employment also dropped suddenly in this sector, the drop was not as severe as it could have been, given that certain categories of stores were deemed essential, and so the logistics support (wholesale trade) was also required to maintain their operations. The recovery after the first lockdown was stronger in Northeast Ontario than in the Rest of Ontario, but with the further lockdown at the start of 2021, Northeast Ontario experienced a significant employment decline which has continued through all of 2021.

CHART 15: CHANGE IN EMPLOYMENT, WHOLESALE AND RETAIL TRADE, THREE-MONTH MOVING AVERAGE, REST OF ONTARIO AND NORTHEAST ONTARIO, JANUARY 2020 TO DECEMBER 2021 (JANUARY 2020 = 100)



Statistics Canada, Table 14-10-0379-01 and Table 14-10-0388-01

SUMMING UP

The pandemic caused considerable disruption in business operations and employment and these impacts have continued over time:

- The pandemic resulted in a sharp increase in unemployment and significant drops in employment levels across most industries.
- It is important to note there were major differences in impact by geography, by demographic category, by industry and by occupation.
- The impact was especially difficult for individuals working in lower-skilled occupations and/or in precarious work.
- Employment levels are recovering unevenly by industry.
- The number of businesses is also recovering unevenly by industry.
- Long-term unemployment increased significantly, and this will be a continuing challenge for the next while.

As the recovery takes hold, it will be important to target assistance and resources to those categories of individuals and to those businesses which have been hardest hit by the events of the last two years.


CANADIAN
BUSINESS
COUNTS

CANADIAN BUSINESS COUNTS

LABOUR MARKET INDICATORS

A regular part of our annual review of labour market indicators includes profiling Statistics Canada's Canadian Business Counts, which reflects the number of business establishments in a community. With the impact of COVID-19, there has been an increased interest in how the number of business establishments has been affected. As a general rule, Statistics Canada recommends against using its semi-annual count of businesses as a longitudinal barometer of whether the number of businesses is growing or shrinking in a given community. With respect to the impact of COVID-19, Statistics Canada has issued the following qualification:

"Please note that the June 2021 counts cannot be used to measure the impacts of the COVID-19 pandemic. These figures continue to include most businesses that closed in the months since the crisis began. Those that close permanently will eventually cease to be included, once business wind-down and closeout procedures are completed and confirmed, which can take several months."

The analysis this year will continue to profile the Canadian Business Counts numbers, however, we are also including data from another Statistics Canada program, the Experimental Estimates for Business Openings and Closures, as this provides another perspective regarding how businesses (and, by inference, employment) were affected as a result of the pandemic.

EXPERIMENTAL ESTIMATES FOR BUSINESS OPENINGS AND CLOSURES

These estimates are derived from the Business Register which Statistics Canada maintains and are supplemented by payroll deduction files from the Canada Revenue Agency. This data provides the following information:

- Business Openings: An establishment that had no employee in the previous month but has an employee in the current month
- Business Closures: An establishment that had an employee in the previous month but has no employee in the current month
- Active Businesses: An establishment that has an employee in the current month
- Continuing Businesses: An establishment that had an employee in the previous month and has an employee in the current month

continued on next page

This data is particularly relevant to the circumstances of the pandemic because a business closure can be temporary or permanent (as opposed to an exit). The experience of the pandemic included many businesses which closed for a limited period of time, but then re-opened.

The limitation of the data is that it is not available for smaller geographies, but rather only for provinces and census metropolitan areas. Even for smaller census metropolitan areas, the data is not available for all industries, because the data groups become quite small and cannot be released due to confidentiality requirements. As a result, the analysis by industry is only shown for the Toronto Census Metropolitan Area and for Ontario minus these Toronto figures, because the business dynamics were often different between these two areas. However, what happened in the Rest of Ontario would be relevant to Nipissing and Parry Sound.

ACTIVE BUSINESSES

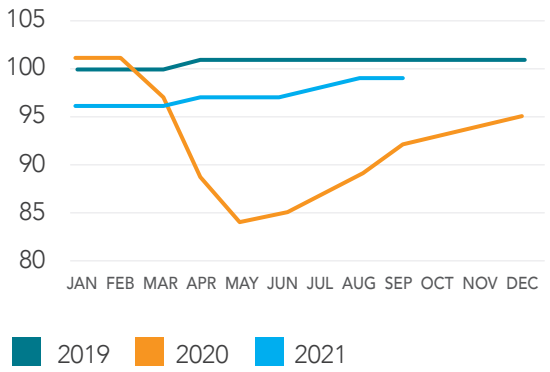
The first set of charts profiles active businesses in the Toronto CMA as well as the Rest of Ontario. Monthly data is provided for three years, to show the typical pattern in 2019, the impact of the pandemic in 2020, continuing with the hesitant recovery into 2021. Data is available up to September 2021 and the data is seasonally adjusted, which means that the data has been adjusted to avoid changes due entirely to seasonal fluctuations. All data in the charts are expressed in relation to the number of businesses active in January 2019; that figure is given a value of 100 and all subsequent months are a ratio of that 100. A value of 95 means that the number of businesses is 5% lower than the number present in January 2019.

Chart 1 illustrates the trends experienced in the Toronto CMA.

The 2019 figures show a slight increase during the year, while the 2020 numbers illustrate the significant drop in the number of active businesses which occurred as a result of the start of the pandemic and the lockdown which ensued.

The number bottoms out at 84, meaning a 16% drop from January 2019. There is a recovery, with the 2021 figures rising steadily but slowly, in August and September 2021 reaching the 99 level, still 1% below the number of active businesses present in January 2019, but considerably higher than August or September 2020.

CHART 1: ACTIVE BUSINESSES, TORONTO CMA, 2019, 2020 AND 2021 (TO SEPTEMBER) (JANUARY 2019 = 100)



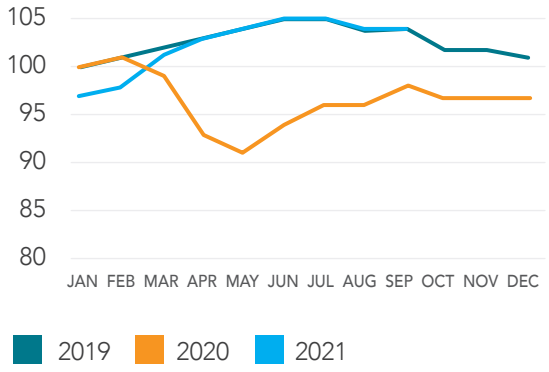
Statistics Canada, Table 33-10-0270-01

Chart 2 provides the data for the Rest of Ontario (i.e., minus the Toronto CMA figures).

The 2019 count of active businesses increased slowly during the year and then declined by December to just above its January starting point.

In 2020, there is an initial increase followed by the impact of the pandemic, bottoming out at 91 (9% drop) and a slow return, by December to 97. In 2021, the rebound continued, following closely the trajectory of 2019, so that from April to September 2021, the number of active businesses is almost exactly the same as it was in the corresponding months in 2019.

CHART 2: ACTIVE BUSINESSES, REST OF ONTARIO, 2019, 2020 AND 2021 (TO SEPTEMBER) (JANUARY 2019 = 100)



Statistics Canada, Table 33-10-0270-01

INDUSTRIES

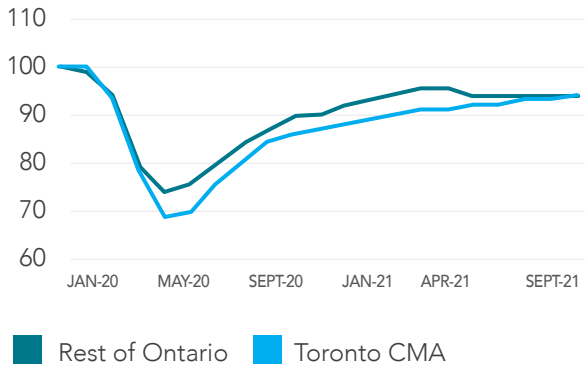
Several select industries are presented, to highlight not only different impacts caused by the pandemic depending on the industry, but also somewhat different impacts by geography (Rest of Ontario versus Toronto CMA).

Chart 3 presents the data for Food and Beverage Services, one of several customized categories available through this dataset (it consists of: full-service restaurants; limited-service eating places; and drinking places).

This was an industry sub-sector which was particularly hard hit by the pandemic.

The chart presents monthly data from January 2020. In both areas, the drop in the number of active businesses was very severe, in May 2020 reaching 69 in the Toronto CMA and 74 in the Rest of Ontario, a drop of 31% and 26% from January. Both areas experienced a similar recovery trajectory, with the Toronto figures always slightly lower than the Rest of Ontario. In September 2021, the Toronto figures caught up to the figures in the Rest of Ontario, with both areas registering a 94 in September 2021, still 6% below the number of active establishments present in January 2020.

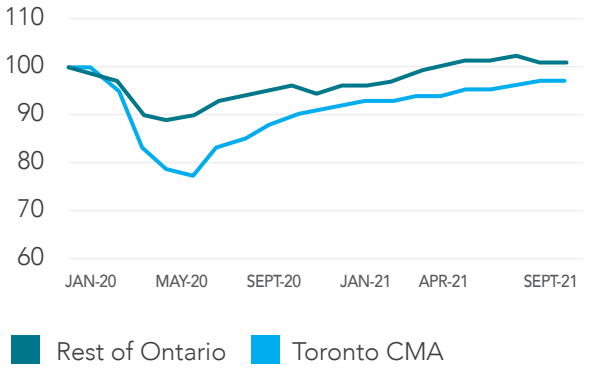
CHART 3: ACTIVE BUSINESSES, FOOD & BEVERAGE SERVICES, TORONTO CMA AND REST OF ONTARIO, JANUARY 2020 TO SEPTEMBER 2021 (JANUARY 2020 = 100)



Statistics Canada, Table 33-10-0270-01

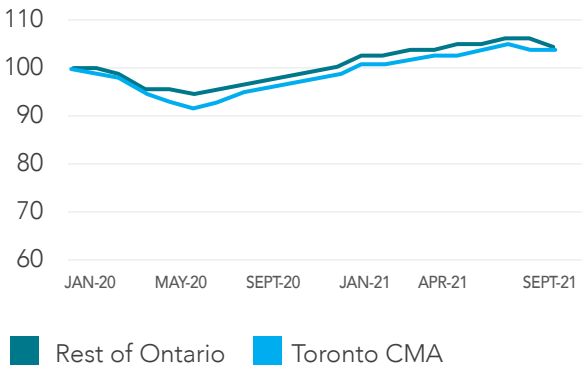
Chart 4 illustrates the figures for the Retail Trade sector, where two subsectors performed well (food and beverage stores, and general merchandise stores, that is, department stores and warehouse clubs), while the broad range of non-essential retailers did poorly. The cumulative effect was a noticeable decline when the pandemic hit and then a slow recovery. In the case of the Rest of Ontario, the decline was not as severe, bottoming out at 89 in May 2020, whereas in the Toronto CMA it plunged down to 78 in June. The recovery has been steady and slow, in the Rest of Ontario returning to 100 by April 2021 and reaching 101 in September 2021; in the Toronto CMA, the numbers lag a bit further behind, standing at 97 in September 2021.

CHART 4: ACTIVE BUSINESSES, RETAIL TRADE, TORONTO CMA AND REST OF ONTARIO, JANUARY 2020 TO SEPTEMBER 2021 (JANUARY 2020 = 100)

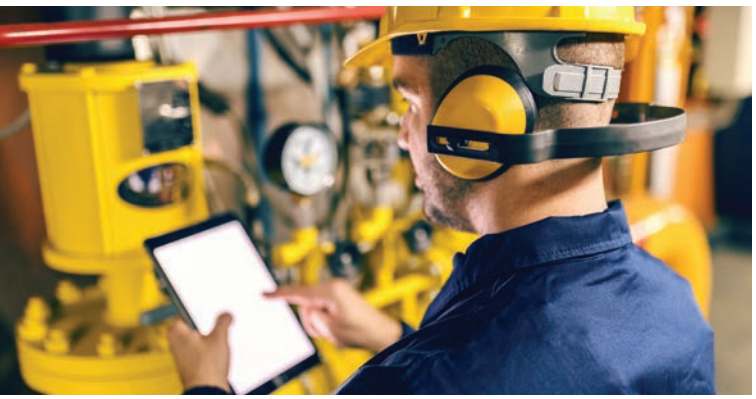


Statistics Canada, Table 33-10-0270-01

CHART 5: ACTIVE BUSINESSES, PROFESSIONAL, SCIENTIFIC & TECHNICAL SERVICES, REST OF ONTARIO AND TORONTO CMA, JANUARY 2020 TO SEPTEMBER 2021 (JANUARY 2020 = 100)



Statistics Canada, Table 33-10-0270-01



Some sectors were much less affected by the pandemic. One such industry was Professional, Scientific & Technical Services, made up of professional firms such as lawyers, accountants, engineers, management consultants or IT specialists. Chart 5 presents the data.

In both the Toronto CMA and the Rest of Ontario, the decline in the number of these professional firms was much more limited, dropping to 92 in the Toronto CMA in June 2020 and 95 in the Rest of Ontario. In both areas there was a steady recovery, so that by September 2021, employment stood at 104 in the Toronto CMA and 105 in the Rest of Ontario, that is, 4% and 5% higher than the January 2020 level in each area.

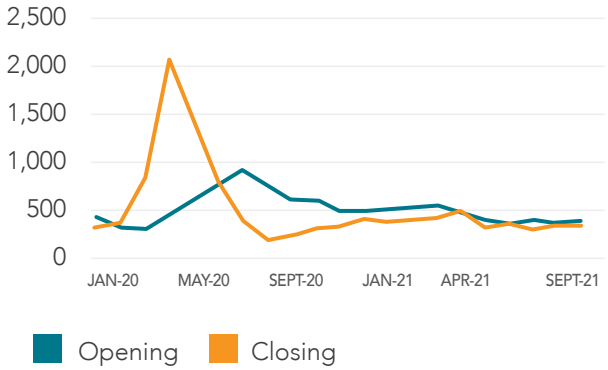
The three charts use the same scale (from 60 to 110), so the trends are exactly comparable. The trajectories of these three industries are quite distinct, both in the degree to which they lost active businesses at the height of the start of the pandemic and then the varying rates of recovery. Accommodation and Food Services in August 2021 were still more than 6% short of the number of active establishments present in January 2020, Retail Trade in the Rest of Ontario had just inched past its January 2020 level, whereas Professional, Scientific and Technical Services surged ahead in both areas with an increase in active businesses beyond what was present in January 2020.

BUSINESS OPENINGS AND CLOSINGS

The number of active businesses is a reflection of the number of businesses which continue their operations, subtracting the number which close and adding the number which open. The total number of businesses is therefore the net outcome of a fair amount of fluctuation. To illustrate this point and how it manifested itself during the pandemic, the next charts map the actual number of business openings and closures in the Food and Beverage Services sector, in each of the Toronto CMA and the Rest of Ontario.

Chart 6 presents these figures for the Toronto CMA. Before the onset of the pandemic, the number of openings was just slightly above the number of closures. When the pandemic hit, there was a huge increase in the number of closures, rising from 328 in January 2020 to 2,039 in April 2020. The number of openings, meanwhile, only declined slightly, from 401 in January 2020 to 278 in March 2020. The number of closures eventually declined, while the number of openings rose above their usual levels. However, by September 2021, the net difference between all the openings and all the closures in this sector since January 2020 was minus 510, that is, 510 more Food and Beverage Services operations closed in comparison to the number that opened during this period in the Toronto CMA. That represents 5.3% of all establishments which were present in January 2020.

CHART 6: NUMBER OF BUSINESS OPENINGS AND CLOSURES, FOOD & BEVERAGE SERVICES, TORONTO CMA, JANUARY 2020 TO SEPTEMBER 2021



Statistics Canada, Table 33-10-0270-01

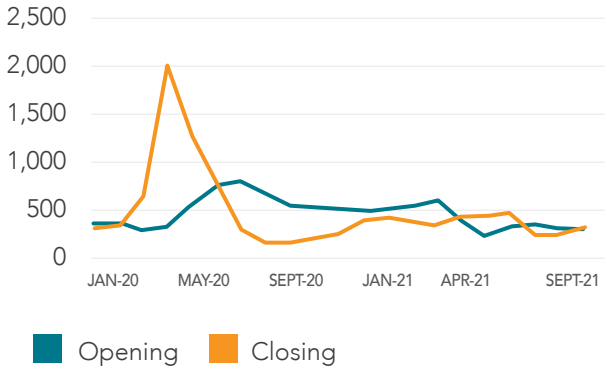
The pattern in the Toronto CMA was exactly replicated in the Rest of Ontario, Chart 7.

The number of closures rose from 325 in January 2020 to 1,981 in April 2020, while the number of openings only declined slightly, from 351 in January 2020 to 280 in March 2020. By September 2021, the net difference between all the openings and all the closures in this sector since January 2020 was minus 436, a decline of 4.3% from the number of active establishments in January 2020.

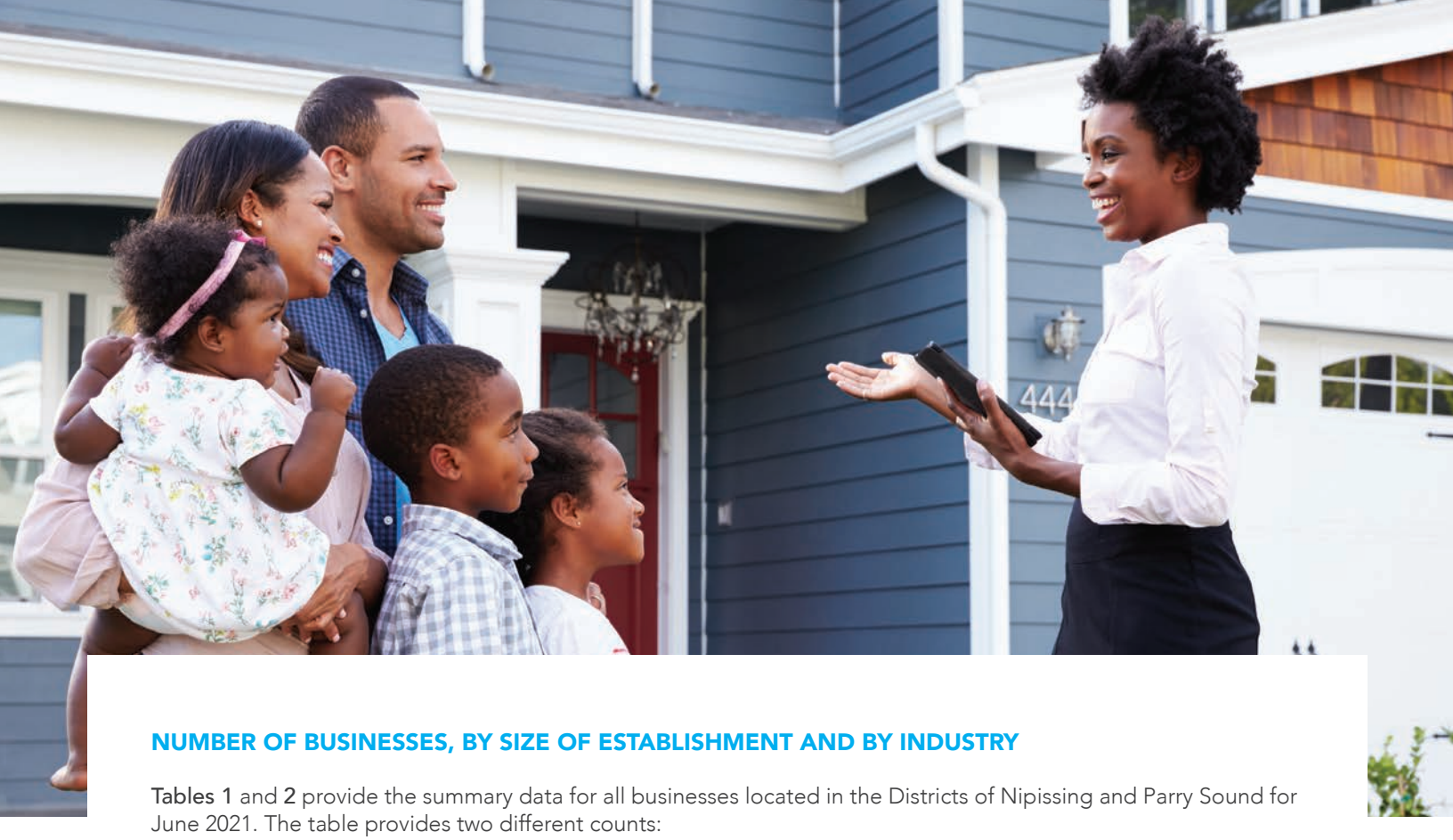
In short, after the first lockdown, there has been a higher number of businesses in this sector opening (or more likely, re-opening); however, the number of openings has not yet been able to make up for the much larger number of businesses which closed since January 2020.

The rest of this report relies on the familiar Canadian Business Count data which we have focused on for the past several years.

CHART 7: NUMBER OF BUSINESS OPENINGS AND CLOSURES, FOOD & BEVERAGE SERVICES, REST OF ONTARIO, JANUARY 2020 TO SEPTEMBER 2021



Statistics Canada, Table 33-10-0270-01



NUMBER OF BUSINESSES, BY SIZE OF ESTABLISHMENT AND BY INDUSTRY

Tables 1 and 2 provide the summary data for all businesses located in the Districts of Nipissing and Parry Sound for June 2021. The table provides two different counts:

1) *Classified businesses:* The major part of the table provides the data for all businesses for which the industry classification is known and shows the breakdown by number of employees as well;

2) *All businesses, classified and unclassified:* The last three rows of the table present the distribution of all businesses (classified and unclassified) by number of employees; roughly 7-9% of the total counts in each of Nipissing and Parry Sound represent businesses that are unclassified, lower than the provincial average of 10%. This means that for these businesses, Statistics Canada was unable to identify which industries these businesses belonged to.

EXPLANATION FOR SPECIFIC COLUMNS IN THE TABLES:

- The second-to-last column in each table shows the percentage distribution of all classified businesses by industry.
- The last column shows the ranking of the total number of classified businesses by industry, from the largest (1) to the fewest (20) number of businesses. The five industries with the most classified businesses have their ranking titles bolded.
- The highlighted cells identify the three industries with the largest number of firms for each employee-size category (each column).
- Where under the percentage distribution a cell shows 0%, it does not mean there are no firms in that category, only that the number of firms, when expressed as a percentage of the total, is below 0.5% of the total and has been rounded down to 0%. Also, where the total is slightly less or more than 100%, this is due to rounding of the component percentages.

TABLE 1: NIPISSING NUMBER OF BUSINESSES BY EMPLOYEE SIZE RANGE JUNE 2021

INDUSTRY SECTOR (2-DIGIT NAICS)	NUMBER OF EMPLOYEES								%	RANK
	0	1-4	5-9	10-19	20-49	50-99	100+	TOTAL		
11 - Agriculture	123	26	3	1	4	0	0	**157**	**3%**	11
21 - Mining	13	3	4	0	2	0	3	**25**	**0%**	18
22 - Utilities	17	0	2	0	0	2	0	**21**	**0%**	19
23 - Construction	332	174	59	35	20	4	3	**627**	**10%**	**2**
31-33 - Manufacturing	59	23	22	16	14	17	1	**152**	**2%**	12
41 - Wholesale Trade	59	31	27	20	8	1	0	**146**	**2%**	13
44-45 - Retail Trade	166	124	116	108	45	14	9	**582**	**9%**	**3**
48-49 - Transportation & Warehousing	126	44	7	11	9	6	5	**208**	**3%**	9
51 - Information & Cultural	33	23	15	3	3	0	0	**77**	**1%**	15
52 - Finance & Insurance	237	44	22	17	12	1	0	**333**	**5%**	7
53 - Real Estate, Rental & Leasing	1,439	111	17	8	4	1	1	**1,581**	**25%**	**1**
54 - Professional, Scientific & Technical Services	300	94	28	24	11	3	1	**461**	**7%**	6
55 - Management of Companies	39	1	3	2	1	0	0	**46**	**1%**	17
56 - Administrative Support	120	46	23	13	3	2	1	**208**	**3%**	9
61 - Educational Services	38	13	4	6	2	1	6	**70**	**1%**	16
62 - Health Care & Social Assistance	289	153	44	40	33	9	11	**579**	**9%**	**4**
71 - Arts, Entertainment & Recreation	78	11	12	6	6	0	0	**113**	**2%**	14
72 - Accommodation & Food Services	141	68	38	43	31	11	0	**332**	**5%**	8
81 - Other Services	289	157	44	14	5	1	0	**510**	**8%**	**5**
91 - Public Administration	1	3	0	0	3	5	5	**17**	**0%**	20
CLASSIFIED BUSINESSES	3,899	1,149	490	367	216	78	46	**6,245**		
% of All Classified & Unclassified Businesses	63%	18%	8%	6%	3%	1%	1%	**100%**		
Cumulative %	63%	82%	89%	95%	98%	99%	100%			
Ontario % of Classified & Unclassified Businesses	71%	17%	5%	3%	2%	1%	1%			

Statistics Canada, Canadian Business Counts, June 2021

RANK 1 **25%**

RANK 2 **10%**

RANK 3 **9%**

TABLE 2: PARRY SOUND NUMBER OF BUSINESSES BY EMPLOYEE SIZE RANGE JUNE 2021

INDUSTRY SECTOR (2-DIGIT NAICS)	NUMBER OF EMPLOYEES								%	RANK
	0	1-4	5-9	10-19	20-49	50-99	100+	TOTAL		
11 - Agriculture	124	21	5	0	0	0	0	**150**	**4%**	11
21 - Mining	4	0	1	3	0	0	0	**8**	**0%**	20
22 - Utilities	10	1	0	0	0	0	0	**11**	**0%**	19
23 - Construction	417	249	80	26	9	0	0	**781**	**19%**	**1**
31-33 - Manufacturing	72	31	12	9	3	5	1	**133**	**3%**	12
41 - Wholesale Trade	51	16	9	2	3	0	0	**81**	**2%**	14
44-45 - Retail Trade	125	81	44	33	17	7	1	**308**	**8%**	**4**
48-49 - Transportation & Warehousing	128	32	14	4	5	0	0	**183**	**5%**	8
51 - Information & Cultural	15	16	7	0	0	0	0	**38**	**1%**	15
52 - Finance & Insurance	140	21	6	7	1	0	0	**175**	**4%**	9
53 - Real Estate, Rental & Leasing	657	43	7	1	1	0	0	**709**	**18%**	**2**
54 - Professional, Scientific & Technical Services	193	62	15	7	0	0	0	**277**	**7%**	**5**
55 - Management of Companies	32	1	0	0	0	0	0	**33**	**1%**	17
56 - Administrative Support	99	35	12	5	0	1	0	**152**	**4%**	10
61 - Educational Services	21	1	5	1	0	1	0	**29**	**1%**	18
62 - Health Care & Social Assistance	121	58	12	15	12	4	8	**230**	**6%**	7
71 - Arts, Entertainment & Recreation	46	28	15	8	3	1	0	**101**	**3%**	13
72 - Accommodation & Food Services	129	54	30	22	10	4	0	**249**	**6%**	6
81 - Other Services	210	85	25	3	5	0	0	**328**	**8%**	**3**
91 - Public Administration	2	2	3	8	15	6	2	**38**	**1%**	15
CLASSIFIED BUSINESSES	2,596	837	302	154	84	29	12	**4,018**		
% of All Classified & Unclassified Businesses	66%	20%	7%	4%	2%	1%	0%	**100%**		
Cumulative %	66%	86%	94%	97%	99%	100%	100%			
Ontario % of Classified & Unclassified Businesses	71%	17%	5%	3%	2%	1%	1%			

Statistics Canada, Canadian Business Counts, June 2021

RANK 1 **19%**

RANK 2 **18%**

RANK 3 **8%**

SOME OBSERVATIONS:

- *Number of small firms:* Businesses are by far made up of small establishments. 63% of the classified and unclassified firms in Nipissing have no employees,[1] and another 18% have 1-4 employees; in Parry Sound, no employee firms account for 66%, and 1-4 employees another 20%; in both instances, the percentages of firms with 4 employees or less are relatively close to the figures for Ontario (last line of the table: 71% for no employees and 17% for 1-4 employees); evidently, both Parry Sound and Nipissing have a slightly smaller proportion of their firms which are solo operators with no employees;

- *Highest number of firms by industry:* The second to last column provides the percentage distribution of all firms by industry. The three industries with the largest number of firms in Nipissing are Real Estate, Rental, and Leasing, accounting for 25.3% of all firms, the second largest, Construction, represents 10% of all firms, and third, Retail Trade, representing 9.3% of all firms; in Parry Sound, the largest are Construction (19.5%), Real Estate and Rental and Leasing (17.7%) and then Other Services (8.2%); by way of context, the five largest industries by number of firms in Ontario are: Real Estate and Rental and Leasing (21.5%); Professional, Scientific and Technical Services (13.8%); Construction (9.6%); Health Care and Social Assistance (7.3%) and Retail Trade (6.4%);

- *Highest number of firms by size and industry:* The three largest industries by each employee size category have also been highlighted. The table demonstrates how the very large number of firms in the no employee size category drives the total numbers (that is, for Real Estate and Rental and Leasing; Construction; Professional, Scientific and Technical Services; and Other Services). In the mid-size ranges, firms in Retail Trade and Accommodation and Food Services come to the fore (and in Nipissing, Health Care and Social Assistance). Among the largest firms (100 or more employees), in Nipissing they are found in: Health Care and Social Assistance; Retail Trade; and Educational Services; in Parry Sound, these are found in Health Care and Social Assistance; Public Administration; Retail Trade; and Manufacturing.

Even though Nipissing has around one-and-a-half times the number of establishments than Parry Sound, it is striking that Parry Sound has more Construction establishments than Nipissing. That being said, Nipissing has 27 Construction establishments with 20 or more employees, compared to 9 for Parry Sound. In terms of specific subsectors of Construction, the biggest difference is with respect to establishments engaged in residential building construction. Parry Sound has 257 such firms (138 with no employees and 119 with employees), while Nipissing has 149 (81 without employees and 68 with employees).

Nipissing has more than double the number of establishments in Real Estate and Rental and Leasing compared to Parry Sound. The great difference in numbers is driven by landlords of residential buildings with no employees, of which Nipissing has 1065 compared to Parry Sound's 403.

[1] This actually undercounts the number of self-employed individuals. The Statistics Canada's Canadian Business Count database does not include unincorporated businesses that are owner-operated (have no payroll employees) and that earn less than $30,000 in a given year.

Tables 3 and 4 illustrate the distribution of establishments by number of employees among the five municipalities with the highest number of establishments in each of Nipissing and Parry Sound. In Nipissing, North Bay accounts for two-thirds (69%) of all establishments, and 83% of all establishments with 100 or more employees. In Parry Sound District, there is a greater dispersal of establishments. The Town of Parry Sound accounts for 20% of all establishments, although it is the location for 70% of all firms with 100 or more employees.

TABLE 3: DISTRIBUTION OF FIRMS BY NUMBER OF EMPLOYEES BY SELECT LOCATIONS, NIPISSING, JUNE 2021

NIPISSING	NUMBER OF EMPLOYEES						PERCENT OF ALL FIRMS
LOCATION	0	1-4	5-19	20-99	100+	TOTAL	
Nipissing	3,886	1,122	807	286	47	**6,148**	
North Bay	2,604	753	603	216	39	**4,215**	**69%**
West Nipissing	643	172	96	32	4	**947**	**15%**
East Ferris	226	59	26	5	1	**317**	**5%**
Calvin	131	47	29	11	1	**219**	**4%**
Bonfield	73	15	5	3	0	**96**	**2%**

Statistics Canada, Canadian Business Counts, June 2021

Not only is North Bay a major presence in Nipissing, but the Nipissing number of establishments is higher than the District of Parry Sound and it has many more establishments with 20 or more employees.

TABLE 4: DISTRIBUTION OF FIRMS BY NUMBER OF EMPLOYEES BY SELECT LOCATIONS, PARRY SOUND, JUNE 2021

PARRY SOUND	NUMBER OF EMPLOYEES						PERCENT OF ALL FIRMS
LOCATION	0	1-4	5-19	20-99	100+	TOTAL	
Parry Sound District	2,593	827	446	109	10	**3,985**	
Town of Parry Sound	453	166	123	41	7	**790**	**20%**
Callander	351	94	58	14	1	**518**	**13%**
Armour	296	99	55	10	0	**460**	**12%**
Seguin	260	73	31	8	0	**372**	**9%**
Perry	235	64	32	8	0	**339**	**9%**

Statistics Canada, Canadian Business Counts, June 2021

CHANGE IN THE NUMBER OF FIRMS BY INDUSTRY, JUNE 2020 TO JUNE 2021

Changes in the number of employers are experienced differently across the various industries. **Tables 5** and **6** highlight the changes in the number of firms by industry and by employee size between June 2020 and June 2021 for each of Nipissing and Parry Sound. These tables also list the total number of firms in each industry in June 2021, to provide a context. The colour-coding of the tables (teal and orange where there is an increase, grey where there is a decrease) helps to illustrate any pattern.

It should be noted that Statistics Canada discourages comparisons of this sort, on the grounds that their data collection and classification methods change. At the very least, these comparisons can provide the foundation for further inquiry, tested by local knowledge about changes in industries.

It also bears repeating that Statistics Canada made clear that the June 2021 counts cannot be used to measure the impacts of the COVID-19 pandemic, because there would be a delay in the time it takes for a business to close and the administrative paperwork to be completed to register that event, such that the June figures would not be a timely representation of the degree of possible business closures.

NIPISSING

Several things to note about the figures for Nipissing (Table 5). Only firms with 1-19 employees had a slight increase in numbers.

Others, the other categories all registered net losses:

- Zero employees: minus 37
- 20-99 Employees: minus 44
- 100 Or more employees: minus 5

Secondly, there are 80 cells with outcomes (not counting the totals): 36 experienced a loss, 22 experienced a gain and 22 had no net change.

Thirdly, for certain industries one can predict with relative confidence that there have been employment losses:

- Construction (with the largest decline of establishments among residential building construction).
- Transportation & Warehousing (decline in general freight trucking, long distance, less than truck-load, as well as Other freight transportation arrangement).
- Administrative & Support (decline among all other support services, which is a miscellaneous category of establishments which provide some form of services to support other organizations not elsewhere classified).
- Arts, Entertainment & Recreation (net loss of one scattered across several subsectors).

TABLE 5: CHANGE IN THE NUMBER OF EMPLOYERS, BY INDUSTRY AND BY FIRM SIZE, JUNE 2020 TO JUNE 2021

NIPISSING	FIRM SIZE (NUMBER OF EMPLOYEES)					TOTAL # OF FIRMS JUNE 21
INDUSTRY	0	1-19	20-99	100+	TOTAL	
Agriculture, Forestry, Fishing & Farming	⬇9	⬇2	⬆1	0	⬇10	**157**
Mining & Oil & Gas Extraction	⬆1	⬆2	0	0	⬆3	**25**
Utilities	⬆5	⬇2	0	0	⬆3	**21**
Construction	⬇37	⬆2	⬇2	⬇1	⬇38	**627**
Manufacturing	⬇1	⬇3	⬆6	⬇2	0	**152**
Wholesale Trade	⬇6	⬆7	0	0	⬆1	**146**
Retail Trade	⬇12	⬇8	⬇8	⬆2	⬇26	**582**
Transportation & Warehousing	⬇7	0	⬇5	⬇1	⬇13	**208**
Information & Cultural Industries	⬇2	⬆3	⬇3	0	⬇2	**77**
Finance & Insurance	⬆1	⬆7	⬇4	0	⬆4	**333**
Real Estate, Rental & Leasing	⬆8	⬆1	0	⬆1	⬆10	**1,581**
Professional, Scientific & Tech Services	0	⬇4	⬆1	0	⬇3	**461**
Management of Companies & Enterprises	⬇5	0	0	0	⬇5	**46**
Administrative & Support	⬇2	⬇4	⬇2	0	⬇8	**208**
Educational Services	⬆8	⬆1	⬇2	⬇2	⬆5	**70**
Health Care & Social Assistance	⬆25	⬇6	⬇2	0	⬆17	**579**
Arts, Entertainment & Recreation	⬆10	⬇4	⬇2	⬇1	⬆3	**113**
Accommodation & Food Services	⬆10	⬆16	⬇19	⬇1	⬆6	**332**
Other Services	⬇24	⬆3	⬇3	0	⬇24	**510**
Public Administration	0	⬇1	0	0	⬇1	**17**
TOTAL	⬇37	⬆8	⬇44	⬇5	⬇78	**6,245**

Statistics Canada, Canadian Business Counts, June 2020 and June 2021

PARRY SOUND

In the case of Parry Sound (Table 6), the net losses were even more widespread. To begin with, each employee size category had a net loss:

- Zero employees: minus 83
- 1-19 Employees: minus 107
- 20-99 Employees: minus 25
- 100 Or more employees: minus 4

Among the total of eighty cells, 41 experienced a loss, only 10 experienced a gain and 29 had no net change.

Employment losses very likely occurred among almost every industry. Among industries with larger net establishment losses, the subsectors with losses included the following:

- Construction (residential building construction).
- Retail Trade (motorcycle, boat and other motor vehicle dealers, and convenience stores).
- Administrative & Support (janitorial services).
- Accommodation & Food Services (full-service restaurants and resorts).

TABLE 6: CHANGE IN THE NUMBER OF EMPLOYERS, BY INDUSTRY AND BY FIRM SIZE, JUNE 2020 TO JUNE 2021

PARRY SOUND	FIRM SIZE (NUMBER OF EMPLOYEES)					TOTAL # OF FIRMS JUNE 21
INDUSTRY	0	1-19	20-99	100+	TOTAL	
Agriculture, Forestry, Fishing & Farming	⬇5	⬇11	0	0	⬇16	**150**
Mining & Oil & Gas Extraction	⬇1	⬇1	0	0	⬇2	**8**
Utilities	⬇2	0	0	0	⬇2	**11**
Construction	⬆1	⬇43	⬆1	0	⬇41	**781**
Manufacturing	⬇3	⬇2	⬇1	0	⬇6	**133**
Wholesale Trade	⬇2	⬇2	⬆1	0	⬇3	**81**
Retail Trade	⬇23	⬇10	⬇4	⬇1	⬇38	**308**
Transportation & Warehousing	0	0	⬇3	0	⬇3	**183**
Information & Cultural Industries	⬇2	⬇6	0	0	⬇8	**38**
Finance & Insurance	⬇6	⬇3	0	0	⬇9	**175**
Real Estate, Rental & Leasing	⬆7	⬇17	⬇1	0	⬇11	**709**
Professional, Scientific & Tech Services	⬇6	⬇1	⬇1	0	⬇8	**277**
Management of Companies & Enterprises	⬆1	0	0	0	⬆1	**33**
Administrative & Support	⬇15	⬇7	⬇1	0	⬇23	**152**
Educational Services	⬆1	0	⬇2	0	⬇1	**29**
Health Care & Social Assistance	0	⬆11	⬇2	⬆2	⬆11	**230**
Arts, Entertainment & Recreation	⬇5	⬇1	⬇4	0	⬇10	**101**
Accommodation & Food Services	⬇14	⬇3	⬇7	⬇4	⬇28	**249**
Other Services	⬇9	⬇13	⬆1	0	⬇21	**328**
Public Administration	0	⬆2	⬇2	⬇1	⬇1	**38**
TOTAL	⬇83	⬇107	⬇25	⬇4	⬇219	**4,018**

Statistics Canada, Canadian Business Counts, June 2020 and June 2021

JOBS REPORT DATA

NIPISSING AND PARRY SOUND

JOB REPORT DATA

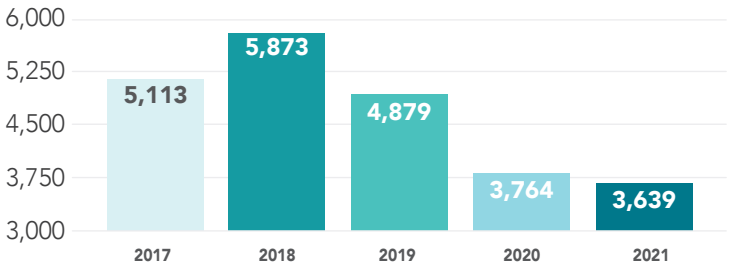
Good labour market information is critical to understanding current and projected labour market demands/needs of local employers. This information is also helpful to: Employment Ontario service providers who try to match local job seekers with available jobs; post-secondary institutions that provide education and specialized training for various highly professional occupations and the skilled trades; and others interested in labour market trends and economic development opportunities. In July of 2015, LMG began monitoring online job postings through the readysethired.ca portal. Although not fully inclusive, the job postings have provided some key insights into those employers who are hiring, and for what particular occupations.

NIPISSING DISTRICT DATA PARRY SOUND DISTRICT DATA

TOTAL JOB POSTINGS

There were a total of 3,639 job postings recorded within Nipissing District throughout 2021 which works out to an average of 303 postings each month. This figure was slightly below the 2020 total (-125 / -3.3%) but significantly below the previous 4-year average (-1,2368 / -25.9%). These figures are not surprising given the COVID-19 pandemic had great effects on the local, provincial and national labour markets for the majority of 2020 and all of 2021. There were some obvious spikes in job postings in both June and September of 2021 which coincide with the larger reopening efforts seen in the province of Ontario.

ANNUAL JOB POSTINGS OVER PAST 5 YEARS

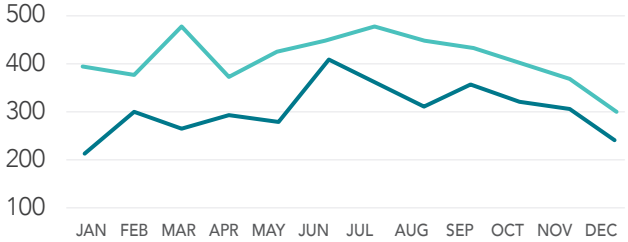


NIPISSING DISTRICT

JOB POSTINGS TOTAL RECORDED **3,639**

JOB POSTINGS MONTHLY AVERAGE **303**

MONTHLY JOB POSTINGS IN 2021 COMPARED TO PREVIOUS 4-YEAR AVERAGE



2021 Job Postings

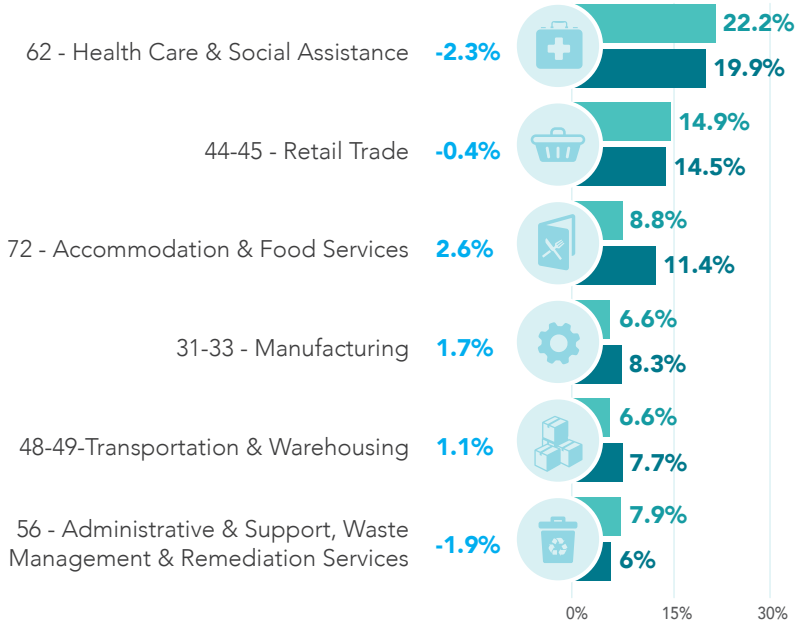
2017-2020 Average Job Postings

Spikes in job postings in both June and September of 2021.

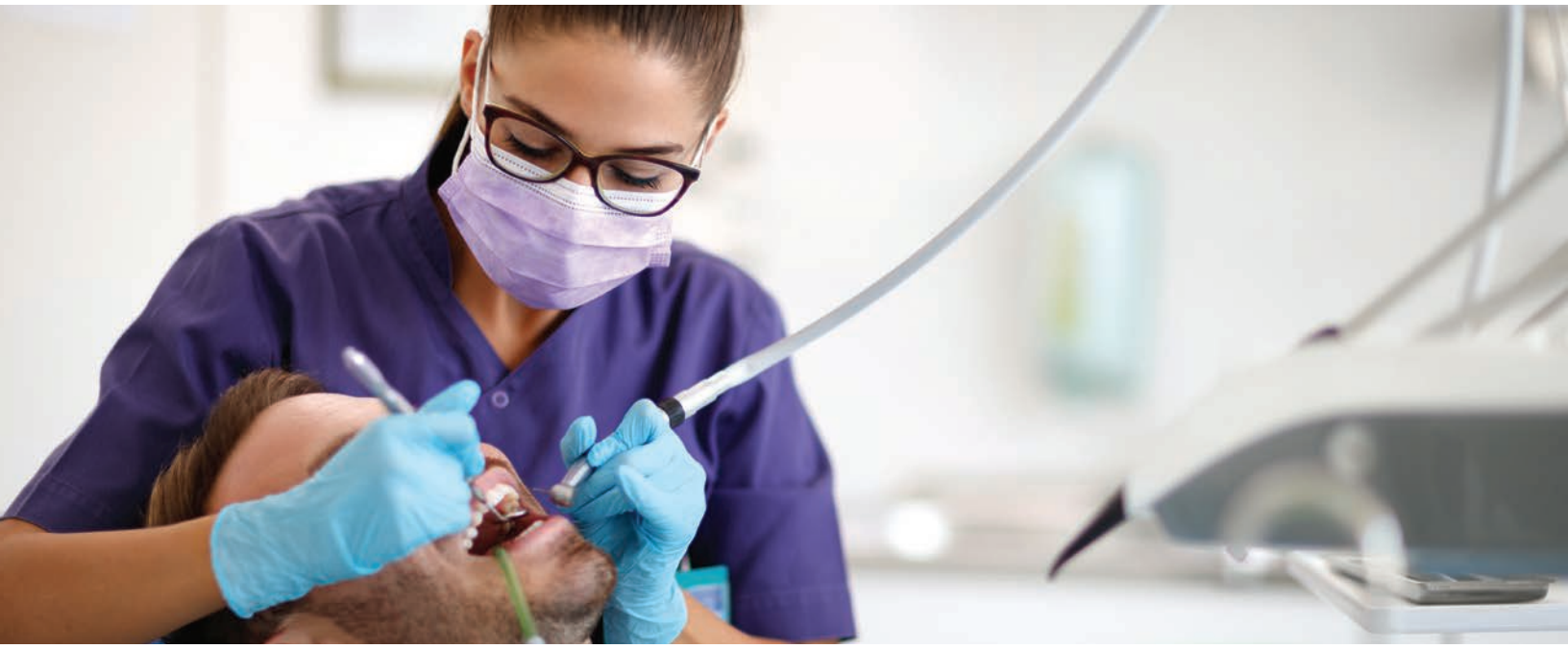
JOB POSTINGS BY INDUSTRY CLASSIFICATION

The Health Care and Social Assistance (NAICS-62) industry made up nearly one of every five (19.9%) job postings in 2021 with Retail Trade (NAICS-44-45) and Accommodation and Food Services (NAICS-72) rounding out the top three with 14.5% and 11.4% of the job postings respectively. These three industries also made up the top three in 2020. The Accommodation and Food Service Industry saw a slight increase (+2.6%) in job posting representation when compated to the previous year. This aligns with the qualitative data regarding these types of employers struggling to find employees who were willing to return to the industry following COVID-19 mandates that forced their closure for an exended period over the past two years. There was a unexpected slight decrease (-2.3%) in job posting representation for the Heatlh Care and Social Assistance industry with no clear explanation as to why at this time.

REPRESENTATION OF JOB POSTINGS IN 2021 BY MAJOR INDUSTRY CLASSIFICATION (NAICS)



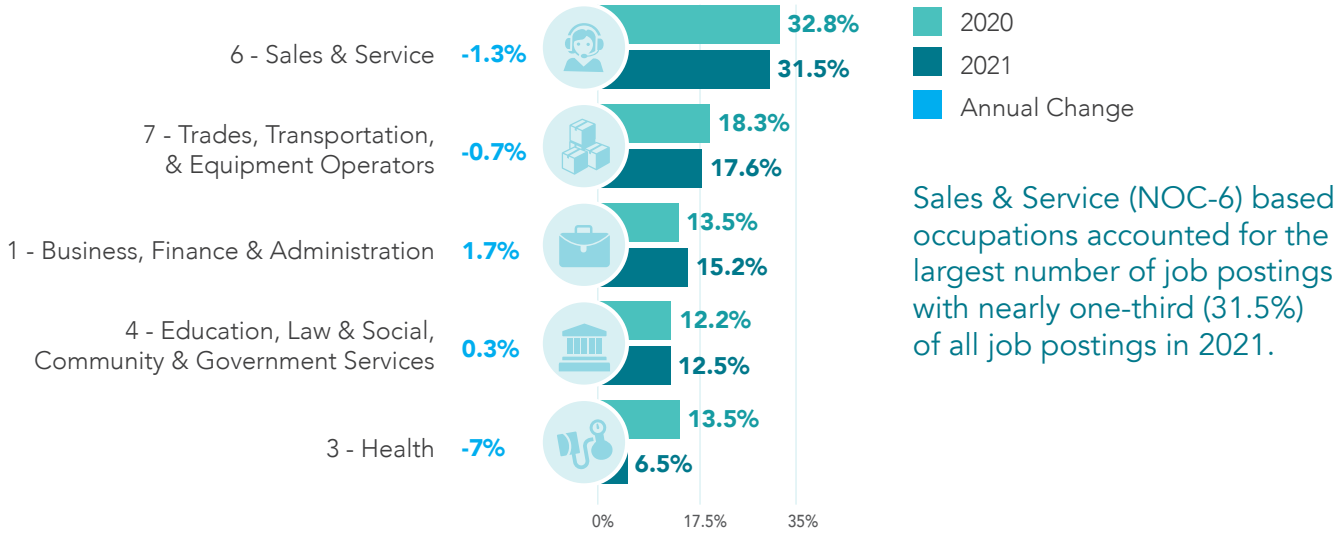
The Health Care & Social Assistance (NAICS-62) industry made up nearly one of every five (19.9%) job postings in 2021.



JOB POSTINGS BY OCCUPATION CLASSIFICATION

Sales and Service (NOC-6) based occupations accounted for the larges number of job postings amongst all occupational classifications with nearly one-third (31.5%) of all job postings in 2021; nearly identical to the 2019 figure of 32.8%. The top three occupational classifications also included Trades, Transportation and Equipment Operator (NOC-7) and Business, Finance and Administration (NOC-1) based occupations with 17.6% and 15.2% of the overall share respectively. Health (NOC-3) based occupations saw a notable decrease (-7%) in job posting representation when compared to 2020.

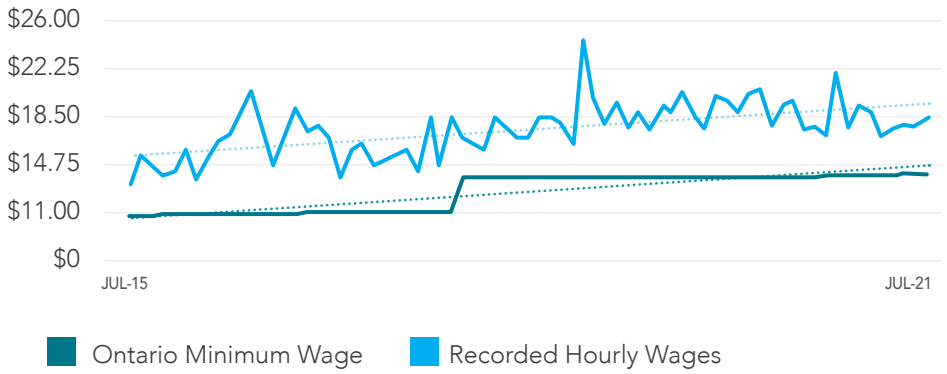
REPRESENTATION OF JOB POSTINGS IN 2021 BY MAJOR OCCUPATION CLASSIFICATION (NOCS)



Sales & Service (NOC-6) based occupations accounted for the largest number of job postings with nearly one-third (31.5%) of all job postings in 2021.

HOURLY WAGES

BASE HOURLY WAGES OFFERED IN JOB POSTINGS (JULY 2015 TO JULY 2021)

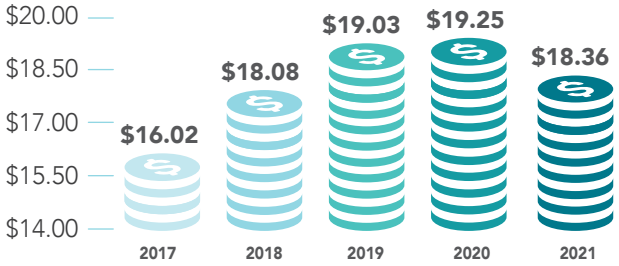


HOURLY WAGES continued

The average hourly wage listed on job postings in 2021 was $18.36/hour. This is a slight decrease (-$0.89 / -4.6%) from the 2020 figure of $19.25/hr. This figure is closer to the 2018 average than it is to the previous 2 years. This could be a statistical anomoly or could represent a trend that requires attention moving forward. When investigating job posting wages offered by the minimum wage at the time of posting we see a downward trend in the percentage above the minimum wage that the average job posting is listed at. This suggests that jobs posted above minimum wage have not increased at the same rate as the minimum wage and likely resulting in a compression of jobs offered near the provincial minimum wage.

AVERAGE
HOURLY WAGE
$18.36
(2021 Average)

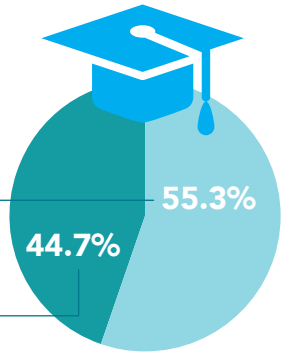
AVERAGE HOURLY WAGE OFFERED PER YEAR



AVERAGE HOURLY WAGE OFFERED AT PROVINCIAL MINIMUM WAGE

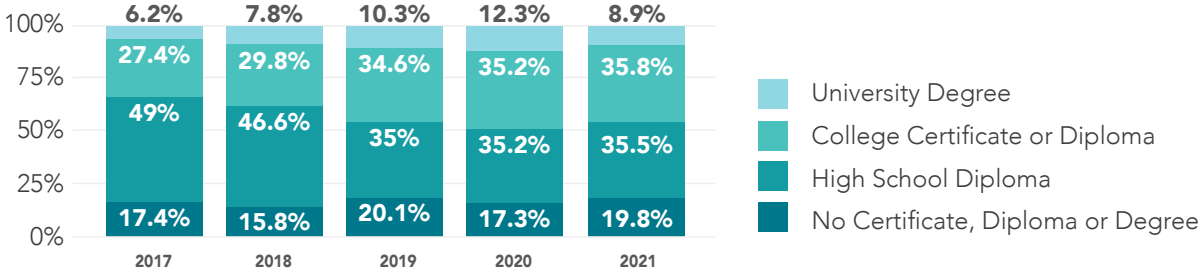
EDUCATIONAL REQUIREMENTS

In 2021 there was a slight majority towards job availability for those with a high school diploma or less as opposed to those requring some form of post-secondary certificate, diploma or degree.



The 2021 figure does represent a slight downward trend in employers requiring candidates with levels of education higher than secondary school but does remain on par with the 2019 figure of 44.9% and notably above the 2018 figure of 37.6%. It would still be safe to conclude; based on trends since 2016, that employers will continue to demand more out of potential candidates with regards to education as time progresses.

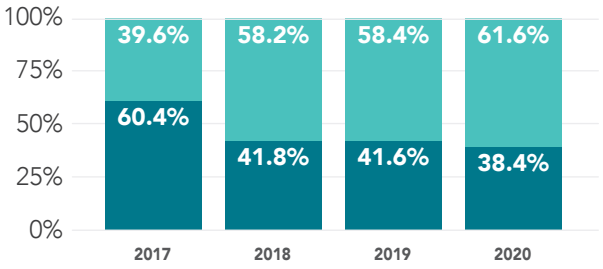
MINIMUM EDUCATIONAL REQUIREMENTS



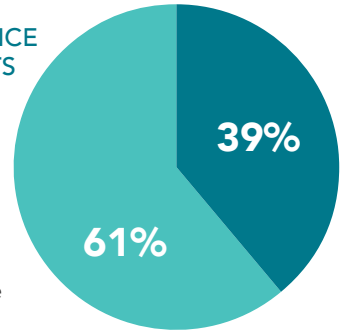
EXPERIENCE LEVEL REQUIREMENTS

Three out of five job postings in 2021 were seeking individuals with some degree of formal experience in the role being hired for. This gap is comparable to the previous year and remains part of the upward trend seen over the past five years of data collection. The large shift between 2017 and the last four years are likely a result of a shift of data collection technique within this project and acceptable adjustments cannot be made to draw an accurate comparison.

EXPERIENCE REQUIREMENTS 2017-20



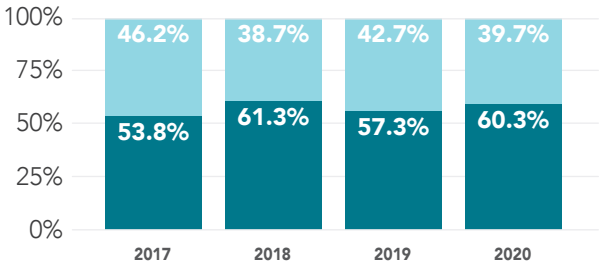
2021 EXPERIENCE REQUIREMENTS



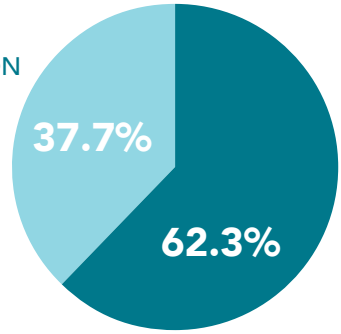
HOURS OF EMPLOYMENT OFFERED

Job postings offering full-time equivalent (35+ hours/week) employment accounted for slightly more than three out of every five (62.3%) postings throughout 2021. This distribution falls within the trends seen since 2018 with annual values of 61.3%, 57.3% and 60.3% respectively. It appears that although COVID-19 had a great affect on the number of job postings it did not affect the hours of employment being offered. The significant jump between 2017 and 2018 (+7.5%) is unexplained at this time as there has been so significant alteration in data collection methods for this variable.

HOURLY CLASSIFICATION BREAKDOWN 2017-20



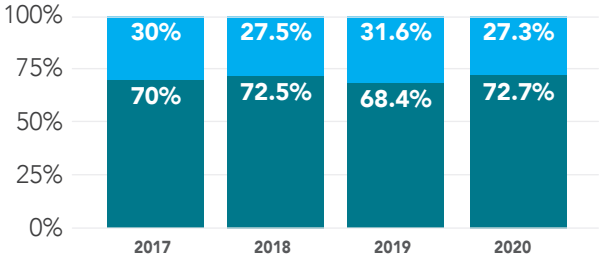
2021 HOURLY CLASSIFICATION BREAKDOWN



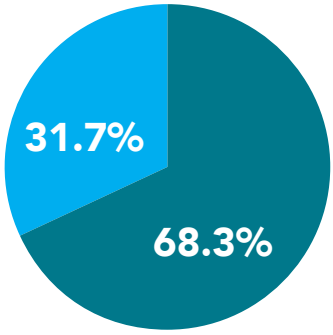
TERMS OF EMPLOYMENT OFFERED

In 2021 approximately 68% of the job postings recorded indicated that the position would be permanent in nature. This figure remains virtually unchanged since 2017 with distributions ranging from 68.3% to 72.7%. In summary there has not been a significant shift in direction between permanent and temporary based opportunities in Nipissing District over the past 5 years.

TERMS OF EMPLOYMENT BREAKDOWN 2017-20



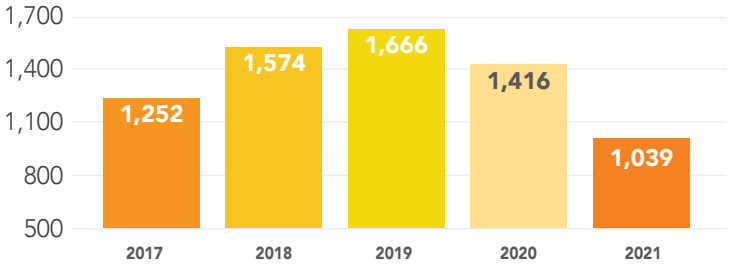
2021 TERMS OF EMPLOYMENT BREAKDOWN



TOTAL JOB POSTINGS

There were a total of 1,039 job postings recorded within Parry Sound District throughout 2021 which works out to an average of 87 postings each month. This figure was significantly below both the 2020 total (-377 / -25.9%) and the previous 4-year average (-438 / -29.7%). These figures are not surprising given the COVID-19 pandemic had great effects on the local, provincial and national labour markets for the majority of 2020 and all of 2021. It appears that not only has demand for employees in the Parry Sound District not returned to pre-COVID-19 levels, but they took an even larger hit in 2021.

ANNUAL JOB POSTINGS OVER PAST 5 YEARS

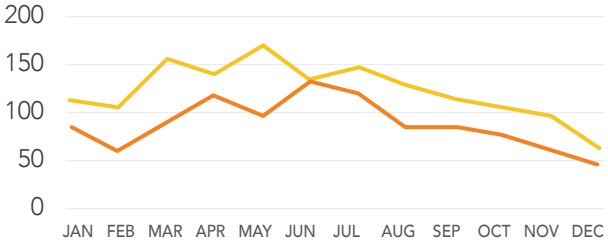


PARRY SOUND DISTRICT

JOB POSTINGS
TOTAL RECORDED
1,039

JOB POSTINGS
MONTHLY AVERAGE
87

MONTHLY JOB POSTINGS IN 2021 COMPARED TO PREVIOUS 4-YEAR AVERAGE



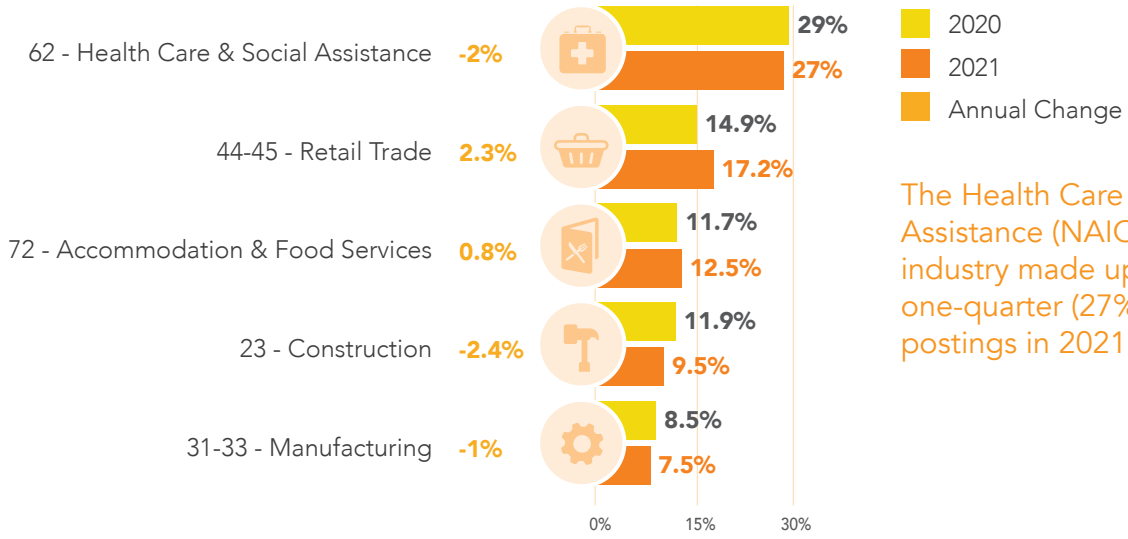
2021 Job Postings
2017-2020 Average Job Postings

Demand for employees took a larger hit in 2021.

JOB POSTINGS BY INDUSTRY CLASSIFICATION

The Health Care and Social Assistance (NAICS-62) industry made up over one-quarter (27%) job postings in 2021 with Retail Trade (NAICS-44-45) and Accommodation and Food Services (NAICS-72) rounding out the top three with 17.2% and 12.5% of the job postings respectively. These three industries were also amongst the top four industries in 2020 with Accommodation and Food Services overtaking Construction (NAICS-23) for the third largest representation. Non of the top five industries in 2021 saw any significant change in overall representation when compared to the previous year.

REPRESENTATION OF JOB POSTINGS IN 2021 BY MAJOR INDUSTRY CLASSIFICATION (NAICS)

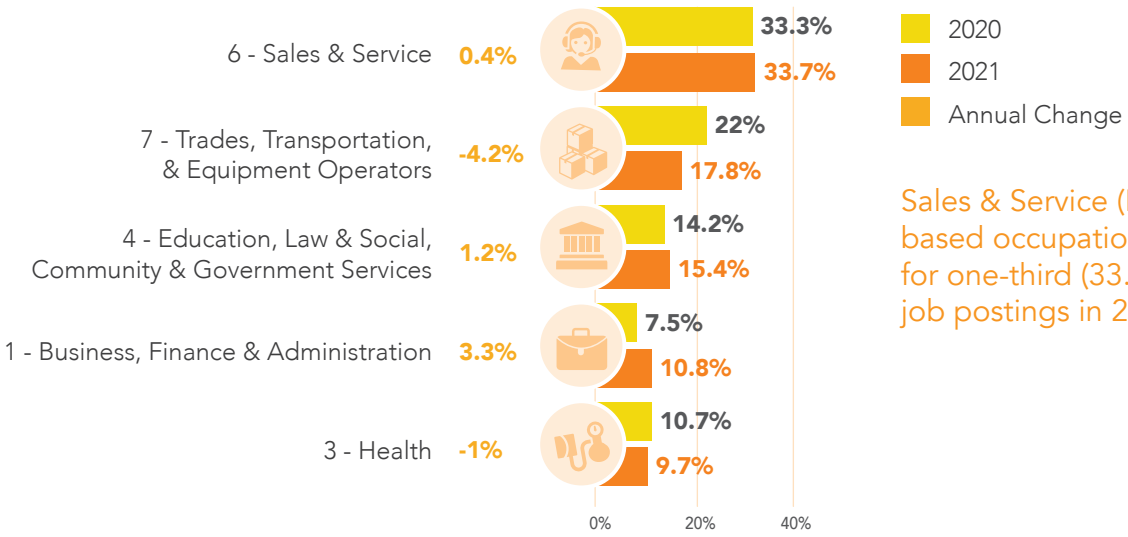


The Health Care & Social Assistance (NAICS-62) industry made up over one-quarter (27%) job postings in 2021.

JOB POSTINGS BY OCCUPATION CLASSIFICATION

Sales and Service (NOC-6) based occupations accounted for the larges number of job postings amongst all occupational classifications with one-third (33.7%) of all job postings in 2021; nearly identical to the 2020 figure of 33.3%. The top three occupational classifications also included Trades, Transportation and Equipment Operator (NOC-7) and Education, Law and Social, Community and Government Services (NOC-4) based occupations with 17.8% and 14.2% of the overall share respectively. There was a notable drop of -4.2% in representation amongst Trades, Transportation and Equipment Operators with the remainder of the top five occupations by representation not seeing a significant change over the past year.

REPRESENTATION OF JOB POSTINGS IN 2021 BY MAJOR OCCUPATION CLASSIFICATION (NOCS)

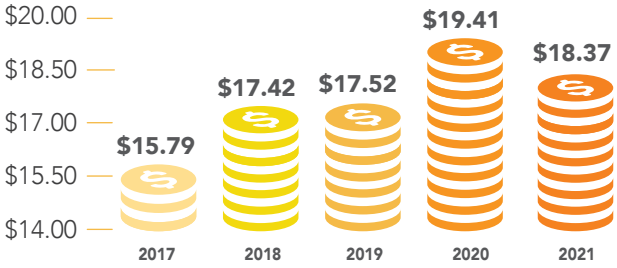


Sales & Service (NOC-6) based occupations accounted for one-third (33.7%) of all job postings in 2021.

HOURLY WAGES

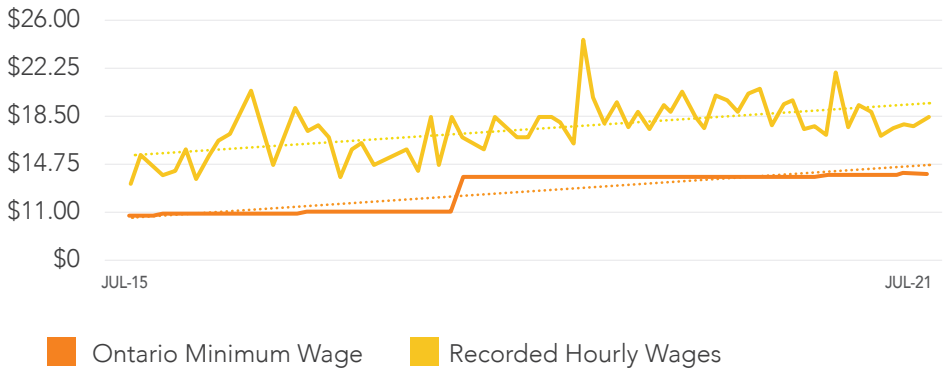
The average hourly wage listed on job postings in 2021 was $18.37/hour. This is a notable decrease (-$1.04 / -5.4%) from the 2020 figure of $19.25/hr. When investigating job posting wages offered by the minimum wage at the time of posting we see a downward trend in the percentage above the minimum wage that the average job posting is listed at. This suggests that jobs posted above minimum wage have not increased at the same rate as the minimum wage and likely resulting in a compression of jobs offered near the provincial minimum wage.

AVERAGE HOURLY WAGE OFFERED PER YEAR



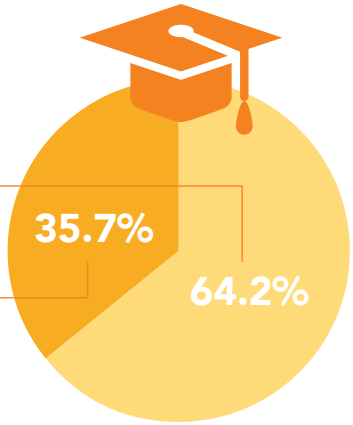
AVERAGE HOURLY WAGE OFFERED AT PROVINCIAL MINIMUM WAGE

BASE HOURLY WAGES OFFERED IN JOB POSTINGS (JULY 2015 TO JULY 2021)



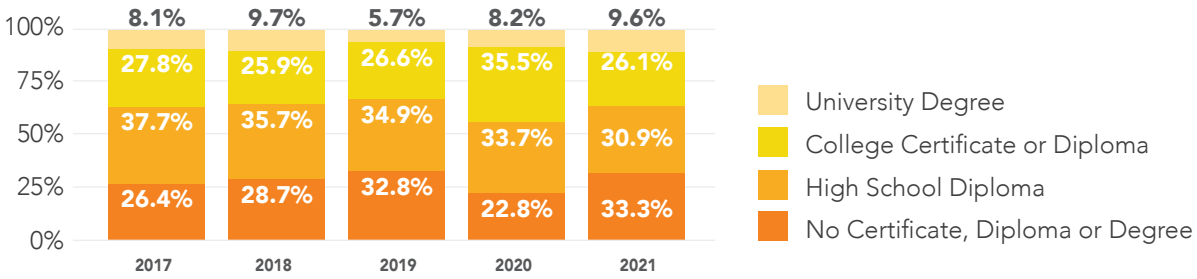
EDUCATIONAL REQUIREMENTS

In 2021 nearly two out of three job postings were available for those with a high school diploma or less as opposed to those requring some form of post-secondary certificate, diploma or degree.



This figure is more in-line with the 2017-2019 (inclusive) breakdowns with regards to education levels but does represent an significant increase from the 56.5% representation of high school diploma or less postings from 2020.

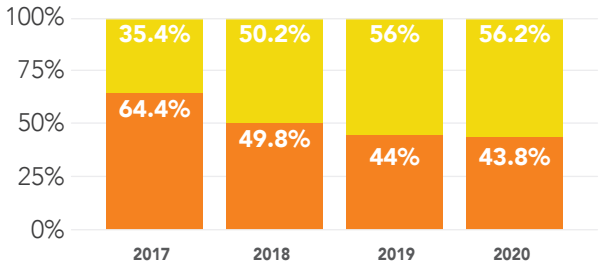
MINIMUM EDUCATIONAL REQUIREMENTS



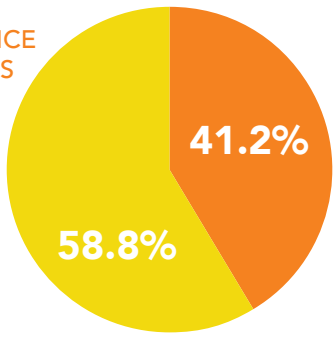
EXPERIENCE LEVEL REQUIREMENTS

Nearly three out of five job postings in 2021 were seeking individuals with some degree of formal experience in the role being hired for. This gap is nearly identical to the previous year and remains part of the upward trend seen over the past five years of data collection. The large shift between 2017 and the last four years are likely a result of a shift of data collection technique within this project and acceptable adjustments cannot be made to draw an accurate comparison.

EXPERIENCE REQUIREMENTS 2017-20



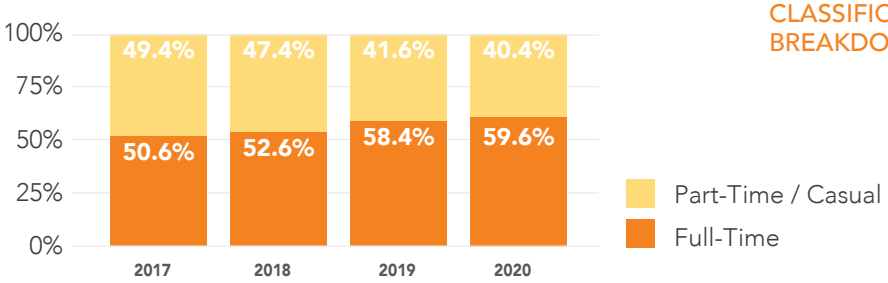
2021 EXPERIENCE REQUIREMENTS



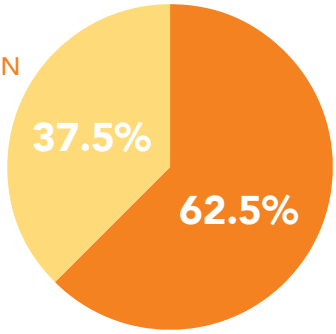
HOURS OF EMPLOYMENT OFFERED

Job postings offering full-time equivalent (35+ hours/week) employment accounted for just over three out of every five (62.5%) postings throughout 2021. Full-time job postings have made progressive steps in overall representation since 2017 with values of 50.6%, 52.6%, 58.4% and 59.6% respectively.

HOURLY CLASSIFICATION BREAKDOWN 2017-20



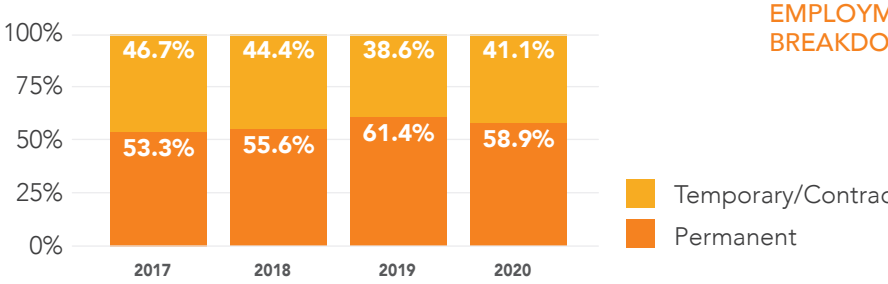
2021 HOURLY CLASSIFICATION BREAKDOWN



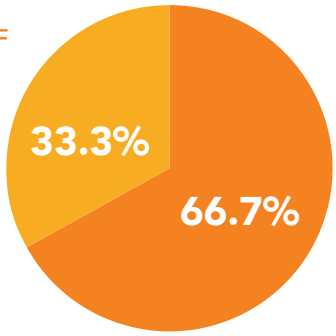
TERMS OF EMPLOYMENT OFFERED

In 2021 approximately 67% of the job postings recorded indicated that the position would be permanent in nature. This figure is a notable jump from the 2020 share of 58.9% and more in-line with the 2019 value of 61.4%. The 2021 figure is also the highest over the collection period of the Jobs Report program.

TERMS OF EMPLOYMENT BREAKDOWN 2017-20



2021 TERMS OF EMPLOYMENT BREAKDOWN



EMPLOYMENT ONTARIO DATA

ANALYSIS OF EO PROGRAM RELATED DATA 2020-2021

This document is based on data which has been provided by the Ontario Ministry of Labour, Training and Skills Development to workforce planning boards and literacy and basic skills regional networks. This data was specially compiled by the Ministry and has program statistics related to Apprenticeship, Canada Ontario Job Grant, Employment Services, Literacy and Basic Skills, Ontario Employment Assistance Program, Second Career and Youth Job Connection (including summer program) for the 2020-21 fiscal year.

BACKGROUND TO THE DATA ANALYSIS

The data released offers broad, demographic descriptions of the clients of these services and some information about outcomes. The data provided to each Local Board consists of three sets of data:

- *Data at the local board level* (in the case of the Labour Market Group – LMG, the geography covers the Districts of Parry Sound and Nipissing).
- *Data at the regional level* (in this case, the Northern Region, which consists of six workforce planning boards, covering Parry Sound, Nipissing, Timiskaming, Cochrane, Manitoulin, Greater Sudbury, Sudbury, Algoma, Thunder Bay, Kenora and Rainy River).
- *Data at the provincial level*.

ANALYSIS

In all instances, some attempt is made to provide a context for interpreting the data. In some cases, this involves comparing the client numbers to the total number of unemployed, in other instances, this may involve comparing this recent year of data to the previous year's release.

The following analysis looks at the six program categories (Employment Services, Literacy and Basic Skills, Second Career, Apprenticeship, Canada Ontario Job Grant, and Youth Job Connection). The number of data sub-categories for each of these programs vary considerably.

The COVID-19 pandemic and the accompanying lockdowns had a very disruptive impact on the lives of all of Ontarians, and that disruption is also reflected in the EO client numbers for 2020-21. Over the course of several years of producing summaries and analyses of this EO client data, in many instances the proportion by various service categories and demographic populations changes very little from year to year. That is certainly not the case for 2020-21, as the following analysis will illustrate.

EMPLOYMENT SERVICES (ES CLIENTS)

TABLE 1: ES UNASSISTED R&I CLIENTS, NUMBER AND PERCENT OF ALL R&I CLIENTS

	BOARD	REGION	ONTARIO
2020-21 UNASSISTED R&I CLIENTS			
Number	3,936	26,180	411,557
As % of Ontario	1%	6.4%	—
2019-20 UNASSISTED R&I CLIENTS			
Number	4,999	39,838	537,403
2018-19 UNASSISTED R&I CLIENTS			
Number	4,590	37,371	516,469
CLIENT SHARE IN PREVIOUS YEARS			
2019-2020	0.9%	7.4%	—
2018-2019	0.9%	7.2%	—
2017-2018	0.7%	6.3%	—
2016-2017	0.8%	6.6%	—
2016 TOTAL POPULATION			
As % of Ontario	0.9%	5.8%	100%

There was a significant decrease in the number of Unassisted R&I clients. The percentage change by area was as follows:

- In the Board area: a drop of 23%
- In the Northern Region: a drop of 34%
- In Ontario: a drop of 23%

The Board area share of the total number of Unassisted Clients at the provincial level stayed more or less steady at 1%, just slightly higher than last year's 0.9%.

TABLE 2: ES ASSISTED CLIENTS, NUMBER AND PERCENT OF ALL ASSISTED CLIENTS

	BOARD	REGION	ONTARIO
2020-21 ASSISTED R&I CLIENTS			
Number	2,225	9,850	117,296
As % of Ontario	1.9%	8.4%	—
2019-20 ASSISTED R&I CLIENTS			
Number	3,435	15,720	183,826
2018-19 ASSISTED R&I CLIENTS			
Number	3,346	15,702	189,591
CLIENT SHARE IN PREVIOUS YEARS			
2019-2020	1.9%	8.6%	—
2018-2019	1.7%	8.3%	—
2017-2018	1.7%	8.2%	—
2016-2017	1.6%	8.4%	—
2016 TOTAL POPULATION			
As % of Ontario	0.9%	5.8%	100%

In terms of Assisted clients, there was a considerable and equal drop across all three areas, as the following percentages illustrate:

- In the Board area: a drop of 35%
- In the Northern Region: a drop of 37%
- In Ontario: a drop of 36%

With the drop being equal across all areas, the Board area share of all Assisted Clients in the province stayed at 1.9%, considerably higher than the Board area's share of the provincial population (0.9%).

Population figures from StatCan 2016 Census.

CLIENTS BY AGE GROUP

COVID-19 not only caused a significant increase in unemployment, but that increase affected various age groups in a different way.

To illustrate this point, **Table 3** shows the share of the total unemployed population in Ontario by age groups for the last five years. Overall, the share by age group has stayed relatively steady (except for a decline in the share among those aged 45-64 years old), but in 2020, there was a slightly bigger increase experienced by youth aged 15-24 years old.

TABLE 3: SHARE OF ONTARIO UNEMPLOYED POPULATION BY AGE GROUPS, 2016-20

AGE	2016	2017	2018	2019	2020
15-24	30%	30%	30%	31%	33%
25-44	37%	38%	39%	39%	38%
45-64	31%	30%	28%	27%	26%
65+	2%	3%	3%	3%	3%

Statistics Canada, Labour Force Survey

TABLE 4: DISTRIBUTION BY AGE OF ES ASSISTED CLIENTS

2020-21 ES ASSISTED	ASSISTED CLIENTS		
	BOARD	REGION	ONTARIO
15-24 years	24%	24%	19%
25-44 years	44%	47%	53%
45-64 years	30%	27%	27%
65+ years	2%	2%	2%
2019-20 ES ASSISTED	**ASSISTED CLIENTS**		
	BOARD	REGION	ONTARIO
15-24 years	26%	26%	21%
25-44 years	45%	45%	50%
45-64 years	27%	27%	27%
65+ years	2%	2%	2%
2018-19 ES ASSISTED	**ASSISTED CLIENTS**		
	BOARD	REGION	ONTARIO
15-24 years	28%	27%	23%
25-44 years	44%	44%	48%
45-64 years	27%	26%	27%
65+ years	2%	2%	2%

Table 4 shows the share of Assisted clients by age group and compares it by geography and over several years.

Comparing the Ontario figures first, one can see that youth are under-represented among Assisted clients compared to their share of the unemployed population (19% of the Ontario client population in Table 4 compared to 33% of all unemployed in 2020 in Table 3), while there is a much higher proportion of 25-44 years old clients. What is noteworthy is that as the youth share of the unemployed numbers increased, their share of all Assisted clients dropped.

At the regional level, the share of youth has been larger than that found at the provincial level, although it has been dropping over the last three years. The share of 25-44 years old clients is consistently lower than the proportion at the provincial level.

At the board level, the share of youth Assisted clients is roughly similar to that at the region level and it has also dipped in comparison to 2018-19 and 2019-20. There has been an increase in the proportion of Assisted clients aged 45-64 years old, from 27% to 30%.

GENDER

In Ontario, males usually make up a slightly larger share of the unemployed.

Table 5 provides this data for the previous five years. The proportion of unemployed females increased in 2020.

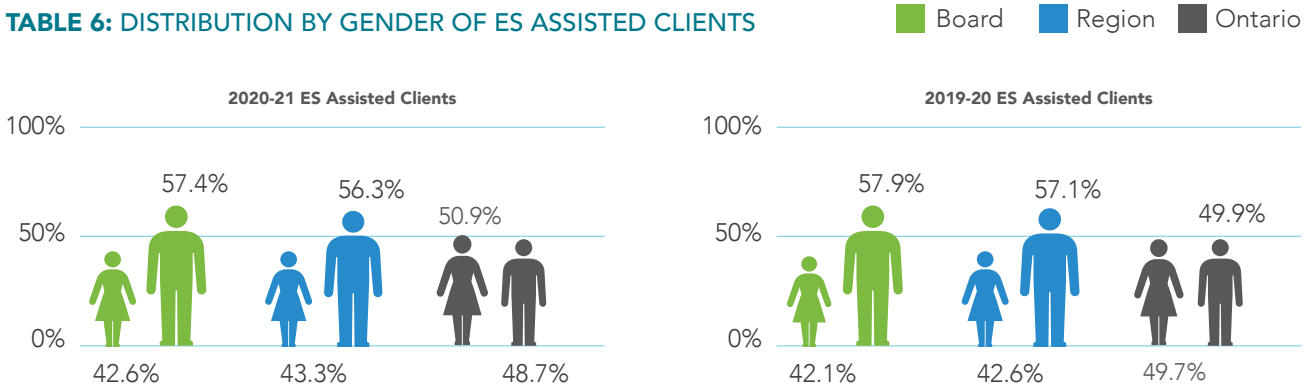
That pattern of a larger proportion of the unemployed population being male holds true at the Board and Northern region levels, and these proportions have barely changed from last year (Table 6). Thus, the provincial increase in the proportion of unemployed who were female was not the case in the Board or Region areas.

TABLE 5: SHARE OF UNEMPLOYED POPULATION BY GENDER, ONTARIO, 2016-20

GENDER	2016	2017	2018	2019	2020
Females	45.5%	45.5%	47.8%	46.2%	49%
Males	54.5%	54.5%	52.2%	53.8%	51%

Statistics Canada, Labour Force Survey

TABLE 6: DISTRIBUTION BY GENDER OF ES ASSISTED CLIENTS



GENDERS	BOARD	REGION	ONTARIO
Transgender	0%	0%	0%
Other	—	0.3%	0.2%
Undisclosed	—	0.1%	0.2%

GENDERS	BOARD	REGION	ONTARIO
Transgender	—	—	—
Other	—	0.2%	0.2%
Undisclosed	—	0.1%	0.2%

No entry (---) means the figure was smaller than 10 and to ensure confidentiality, the figure was supressed.

EDUCATIONAL ATTAINMENT

Table 7 displays the percentage of Ontario unemployed residents by educational attainment, which reveals a curious result.

TABLE 7: SHARE OF UNEMPLOYED BY EDUCATIONAL ATTAINMENT, ONTARIO, 2016-20

EDUCATION	2016	2017	2018	2019	2020
No Certificate	9%	10%	7%	9%	7%
High School	21%	22%	22%	21%	21%
College/Apprenticeship	33%	32%	31%	31%	32%
Bachelor	20%	20%	24%	23%	23%
Above Bachelor	12%	11%	12%	12%	12%
Other	6%	5%	4%	5%	5%

"Other" refers to those with some post-secondary after high school. Statistics Canada, Labour Force Survey

By and large, there has been little change in the distribution of the unemployed by educational attainment. Yet it is known that COVID-19 resulted in far greater unemployment among those occupations requiring a high school diploma or less.

The explanation for the results in Table 7 may be the following:

- On the one hand, individuals with no certificate are a shrinking part of the labour force and thus a shrinking proportion of the unemployed as well;
- On the other hand, there is an increasing proportion of individuals with a post-secondary degree who are working in jobs which require a high school diploma or less; this is esepcially so in the Greater Toronto Area, which accounts for a large share of the Ontario population;
- As a result, it may be that the loss of jobs among occupations which require a high school diploma or less was being equally experienced across the range of educational attainment.

Table 8 provides the breakdown by educational attainment of Assisted clients served.

There has hardly been any change in the distribution of Assisted clients by educational attainment from last year. At the local level, the biggest change was a 3% decrease among clients with no educational credential.

In general, both the local and region levels have higher proportions of Assisted clients with a high school diploma or less (over 50%), whereas in the provincial figures those individuals make up less than 40% of all Assisted clients and instead there are considerably more clients with a university degree.

TABLE 8: EDUCATIONAL ATTAINMENT LEVELS OF ES ASSISTED CLIENTS

EDUCATIONAL LEVELS	ASSISTED CLIENTS, 2020-21			ASSISTED CLIENTS, 2019-20		
	BOARD	REGION	ONTARIO	BOARD	REGION	ONTARIO
No Certificate	18%	18%	9%	21%	22%	11%
High School	39%	37%	27%	39%	36%	28%
Apprenticeship	3%	2%	1%	2%	2%	1%
College	28%	27%	24%	27%	26%	24%
Bachelor	6%	6%	21%	5%	6%	19%
Above Bachelor	2%	1%	12%	1%	1%	11%
Other	5%	8%	6%	5%	8%	6%

SOURCE OF INCOME

Table 9 shows that there has been a significant change in the sources of income for Assisted clients at the time of intake: after a slow decline in the propotion of Assisted clients who cited Employment Insurance over the years, the share increased significantly across all three areas. This reflects the large shift in who became unemployed as a result of the pandemic and lockdowns. The large increase in EI recipients was almost entirely counter-balanced by an equivalent decline in those who fell in the category of "No Source of Income" at the provincial level; at the local and region level, there was a significant decline in clients in receipt of Ontario Works.

TABLE 9: PERCENTAGE DISTRIBUTION OF SOURCE OF INCOME OF ES CLIENTS, BOARD, REGION AND ONTARIO

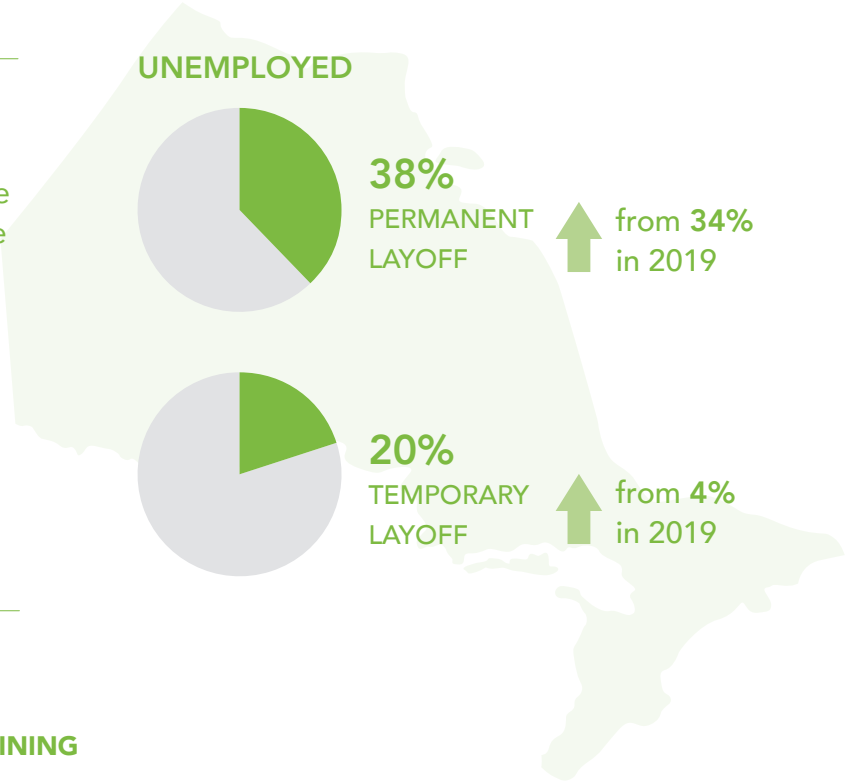
SOURCE OF INCOME	2020-21			2019-20		
	BOARD	REGION	ONTARIO	BOARD	REGION	ONTARIO
Employment Insurance	23%	26%	19%	14%	16%	10%
Ontario Works	14%	12%	13%	21%	18%	16%
ODSP	8%	5%	4%	8%	6%	4%
No Source of Income	31%	35%	43%	36%	39%	50%
Employed	12%	11%	8%	14%	11%	9%
Other	13%	12%	14%	8%	9%	10%

"No source of income" refers to personal income, not household income.

"Other" includes "Crown Ward," "Dependant of OW/ODSP," "Employed" and "Self-Employed."

The Labour Force Survey tracks the reasons why individuals become unemployed; these reasons can include leaving a job, or that one had not worked for the past year, or that one had never worked and had just joined the labour force.

In 2020, the two biggest reasons in Ontario for being unemployed were due to: a permanent layoff (38% of all unemployed up from 34% in 2019), or a temporary layoff (20%, up from 4% in 2019).



LENGTH OF TIME OUT OF EMPLOYMENT/TRAINING

TABLE 10: PERCENTAGE DISTRIBUTION BY LENGTH OF TIME OUT OF EMPLOYMENT FOR 2020-21 AND 2019-20 ES ASSISTED CLIENTS, BOARD, REGION AND ONTARIO, AND UNEMPLOYED INDIVIDUALS, ONTARIO, 2020

LENGTH OF TIME	2020-21 ES CLIENTS			2019-20 ES CLIENTS			LFS ONTARIO
	BOARD	REGION	ONTARIO	BOARD	REGION	ONTARIO	
< 3 months	41%	45%	39%	43%	48%	46%	65%
3 – 6 months	17%	19%	20%	13%	15%	15%	20%
6 – 12 months	18%	18%	19%	16%	14%	15%	12%
> 12 months	24%	19%	22%	29%	23%	24%	3%

Labour Force Survey data is from 2020.

The proportion of longer-term unemployed (unemployed for six months or more) rose significantly in Ontario as a result of the 2008 recession and stayed relatively high, with a very slow decline until recently. In 2019, it almost matched the 15% which was recorded in 2006. With the pandemic and resulting economic slowdown, one can expect the proportion of longer-term unemployed will increase again in the coming year.

For the 2020-21 data, the shift in the data was among those who had been unemployed for 3-6 months or for 6-12 months, as there was not a sufficient length of time for individuals who lost their jobs as a result of the pandemic to accumulate 12 months or more of unemployment. In all three areas, the proportions of these categories increased compared to the previous year, as is evident in Table 10.

The largest difference between the length of time unemployed among ES Assisted clients and the unemployed population is the lower proportions of ES clients who have been unemployed for less than 3 months and the far greater number of ES clients who have been unemployed for more than 12 months. These proportions are consistent across the board, regional, and provincial levels. At the Board level, there has tended to be a higher proportion of Assisted clients who have been unemployed for 12 months or more compared to the region and provincial proportions.

OUTCOMES AT EXIT

There has been a slight decline in the Employed outcomes at the provincial level, from 70% to 65%. At the region level the figures held steady, while at the board level there was a slight increase, from 70% to 71%.

TABLE 11: PERCENTAGE FIGURES FOR ES ASSISTED CLIENT OUTCOMES AT EXIT, BOARD, REGION AND ONTARIO

OUTCOME	2020-21 ES CLIENTS			2019-20 ES CLIENTS		
	BOARD	REGION	ONTARIO	BOARD	REGION	ONTARIO
Employed	71%	67%	65%	70%	68%	70%
Education/Training	11%	13%	13%	13%	13%	12%
Other	4%	4%	5%	4%	4%	4%
Unemployed	5%	7%	8%	6%	6%	7%
Unknown	9%	10%	9%	8%	9%	7%

"Other" outcomes at exit include "Independent," "Unable to work" and "Volunteer."

LAY-OFF INDUSTRY – EMPLOYED INDUSTRY

The big picture story for Ontario is fairly straightforward: there is considerable reliance on the part of Employment Services on a handful of industries for employment outcomes. In previous years, over half of employment outcomes would be found in four industries: Manufacturing; Retail Trade; Administrative and Support Services; and Accommodation and Food Services. This year, because of the pandemic, a smaller proportion of clients could be placed in Accommodation and Food Services; instead, a considerably higher proportion were placed in Health Care and Social Assistance.

Across the Northern region, the Manufacturing sector accounts for a somewhat smaller proportion of the lay-off and outcome figures, at 9% and 10%, compared to 13% and 14% respectively at the provincial level. A portion of that difference is made up via the Mining sector and the Construction industry. The Accommodation and Food Services sector was still a significant source for lay-off, but a smaller destination for employment outcomes than in previous years.

At the local level, three industries account for almost half (49%) of the lay-off data: Construction; Retail Trade; and Accommodation and Food Services. Yet, in comparison, there were different proportions when it came to employment outcome data. For one, far fewer clients found employment in Accommodation and Food Services (10%, compared to 17% of the lay-off number). On the other hand, certain industries had notably higher percentages among their employment outcome figures compared to their lay-off figures:

- *Manufacturing:* 9% of lay-off numbers, 15% of employment outcomes.
- *Health Care & Social Assistance:* 6% of lay-off numbers, 11% of employment outcomes.
- Even *Retail Trade* saw a slight increase in proportions, from 15% of the lay-off numbers to 18% of the employment outcomes.

LAY-OFF OCCUPATION – EMPLOYED OCCUPATION

The lay-off and employment outcome data for occupations has been aggregated at the 2-digit NOC level. Table 12 provides the lay-off occupation data, together with the actual number of clients per occupation, for the board and region.

TABLE 12: TOP 10 OCCUPATIONS FOR LAY-OFFS

BOARD		NUMBER OF LAYOFFS
1	Trades helpers, construction labourers & related occupations	269
2	Service support & other service occupations, n.e.c.	241
3	Transport & heavy equipment operation & related maintenance occupations	125
4	Service representatives & other customer & personal services occupations	118
5	Sales support occupations	117
6	Industrial, electrical & construction trades	102
7	Service supervisors & technical service occupations	82
8	Sales representatives & salespersons - wholesale & retail trade	62
9	Maintenance & equipment operation trades	57
10	Labourers in Processing, manufacturing & utilities	52

REGION		NUMBER OF LAYOFFS
1	Trades helpers, construction labourers & related occupations	776
2	Service support & other service occupations, n.e.c.	702
3	Transport & heavy equipment operation & related maintenance occupations	453
4	Service representatives & other customer & personal services occupations	409
5	Sales support occupations	364
6	Service supervisors & technical service occupations	281
7	Industrial, electrical & construction trades	273
8	Sales representatives & salespersons - wholesale & retail trade	223
9	Administrative & financial supervisors & administrative occupations	222
10	Office support occupations	217

Administrative supervisors & administrative occupations: Office worker supervisors, executive & administrative assistants
Office support occupations: General office clerks, receptionists
Sales support occupations: Cashiers, store shelf stockers
Service representatives: Food & beverage servers, hostesses, security guards, customer service representatives
Service supervisors: Food service supervisors, customer service supervisors, cooks
Service support occupations: Food counter attendants, light duty cleaners, operators in amusement & recreation

There are seven occupations in the top ten (Table 12) that are common to all areas, although they may rank slightly differently by area.

Six of these seven occupations are also common to all areas among the employment outcome occupations, although they may rank slightly differently by area.

THE SEVEN COMMON OCCUPATIONS ARE:

- Trades helpers, construction labourers
- Service support occupations
- Service representatives
- Sales support occupations
- Transport & heavy equipment operators
- Salespersons - wholesale & retail
- Service supervisors

LITERACY AND BASIC SKILLS

The overall client numbers for Literacy and Basic Skills makes some comparisons to last year's figures. The number of in-person learners declined in all three areas, almost entirely as a result of a decline in the number of new in-person learners. The percentage decline of in-person learners was the same across the region and the province, in the 20% - 21% range, while at the local level, the decline was 33%. The total number of E-channel learners (only at the provincial level) increased slightly – the number of new E-channel learners was the same as last year, rather it was the number of carry-over learners that increased over last year.

The local area's share of all In-Person Learners in the province declined, at 1.7% below the usual average of 2%. The Region's share more or less stayed steady (15.6% compared to last year's 15.4%). For both areas, their share of in-person learners is considerably higher than that area's share of the provincial population.

Table 13 shows the distribution of learners by service provider stream. The local area has a large Francophone stream (which increased from 22% to 30% this year), but otherwise no other streams apart from the Anglophone stream (which dropped from 78% to 70%).

TABLE 13: DISTRIBUTION OF CLIENTS BY SERVICE PROVIDER STREAM, 2020-21

SERVICE PROVIDER STREAMS	NUMBER OF LBS CLIENTS			% BY SERVICE PROVIDER STREAM		
	BOARD	REGION	ONTARIO	BOARD	REGION	ONTARIO
Anglophone	392	3,192	33,843	70%	62%	84%
Deaf	0	61	284	0%	1%	1%
Francophone	166	1,443	3,623	30%	28%	9%
Native	0	471	2,237	0%	9%	6%
Non-Designated	0	0	107	0%	0%	0%
TOTAL	**558**	**5,167**	**40,094**	**100%**	**100%**	**100%**

TABLE 14: LITERACY AND BASIC SKILLS CLIENTS BY AGE

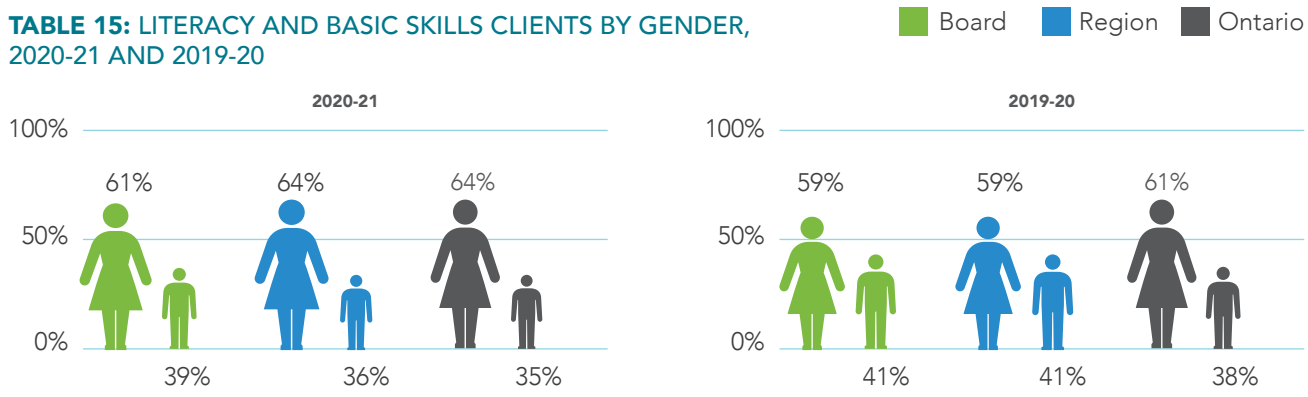
2020-21	BOARD		REGION		ONTARIO	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
15-24 year olds	132	**24%**	1,293	**25%**	10,257	**26%**
25-44 year olds	282	**51%**	2,181	**42%**	19,512	**49%**
45-64 year olds	114	**20%**	1,212	**24%**	8,759	**22%**
65+ years	30	**5%**	474	**9%**	1,536	**4%**
TOTAL	**558**	**100%**	**5,160**	**100%**	**40,064**	**100%**
2019-20	**BOARD**		**REGION**		**ONTARIO**	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
15-24 year olds	———	**26%**	———	**26%**	———	**26%**
25-44 year olds	———	**43%**	———	**40%**	———	**45%**
45-64 year olds	———	**25%**	———	**25%**	———	**24%**
65+ years	———	**6%**	———	**9%**	———	**5%**

Table 14 shows the distribution of clients by their age.

There has been an increase in the proportion of learners aged 25-44 years old across all three areas, especially the local level, and the proportion of youth has stayed more or less steady.

At the local level, there has been a decline in the proportion of learners aged 45-64 years old and 65 years and older.

TABLE 15: LITERACY AND BASIC SKILLS CLIENTS BY GENDER, 2020-21 AND 2019-20



The distribution by education attainment levels of clients is listed in **Table 16**. There is a fair degree of similarity in the educational levels of attainment across the three levels. The region tends to have a higher proportion of clients with less than a Grade 12 education and slightly fewer clients with a high school diploma, whereas the local area has even more clients with less than a Grade 12 education and fewer with a high school diploma. Locally, there has been little change over the last three years.

TABLE 16: LITERACY AND BASIC SKILLS CLIENTS BY EDUCATIONAL ATTAINMENT, 2020-21

EDUCATION	2020-21		
	BOARD	REGION	ONTARIO
No Certificate	45%	39%	34%
High School	21%	26%	27%
Apprenticeship	0%	1%	1%
College	18%	16%	16%
University	14%	11%	13%
Other	3%	6%	9%
Unknown	0%	1%	1%

60%
UNEMPLOYED ACROSS ALL THREE LEVELS

By far, the largest proportion of clients at the time of intake, across all three levels, are those who are unemployed, at around 60% (**Table 17**). These proportions have been more or less consistent for several years.

TABLE 17: LITERACY AND BASIC SKILLS CLIENTS: LABOUR FORCE ATTACHMENT, 2020-21 AND 2019-20

LABOUR FORCE	2020-21			2019-20		
	BOARD	REGION	ONTARIO	BOARD	REGION	ONTARIO
Employed Full Time	13%	21%	21%	10%	18%	18%
Employed Part Time	12%	13%	14%	11%	13%	14%
Full Time Student	0%	3%	3%	2%	4%	4%
Part Time Student	17%	4%	2%	13%	4%	2%
LFA Self Employed	0%	2%	2%	2%	3%	2%
Under Employed	0%	1%	1%	0%	1%	1%
Unemployed	58%	55%	57%	62%	58%	58%

SECOND CAREER

While there has been hardly any change in the number of Second Career clients enlisted at the local level compared to last year, the number has been steadily declining. The number of enrolments has also been dropping at the region and provincial levels. As a result, the local share of all Second Career clients has stayed at 1.5% for three years now, which is slightly higher than its historical average (between 1% and 1.4%) and higher than the area's share of the province's population.

TABLE 18: SECOND CAREER CLIENT NUMBERS

	BOARD	REGION	ONTARIO
Number of clients, 2020-21	47	371	3,110
Number of clients, 2019-20	50	461	3,314
Number of clients, 2018-19	59	460	3,834
Number of clients, 2017-18	56	661	5,379
Number of clients, 2016-17	103	922	7,158
Number of clients, 2015-16	88	1,005	8,626
2020-21 2nd Career clients as % of Province	1.5%	11.9%	—
2019-20 2nd Career clients as % of Province	1.5%	13.9%	—
2018-19 2nd Career clients as % of Province	1.5%	12%	—
2017-18 2nd Career clients as % of Province	1%	12.3%	—
2016-17 2nd Career clients as % of Province	1.4%	12.9%	—
2015-16 2nd Career clients as % of Province	1%	11.7%	—
2014-15 2nd Career clients as % of Province	1.3%	11.1%	—
Share of provincial population (2016)	0.9%	5.8%	—

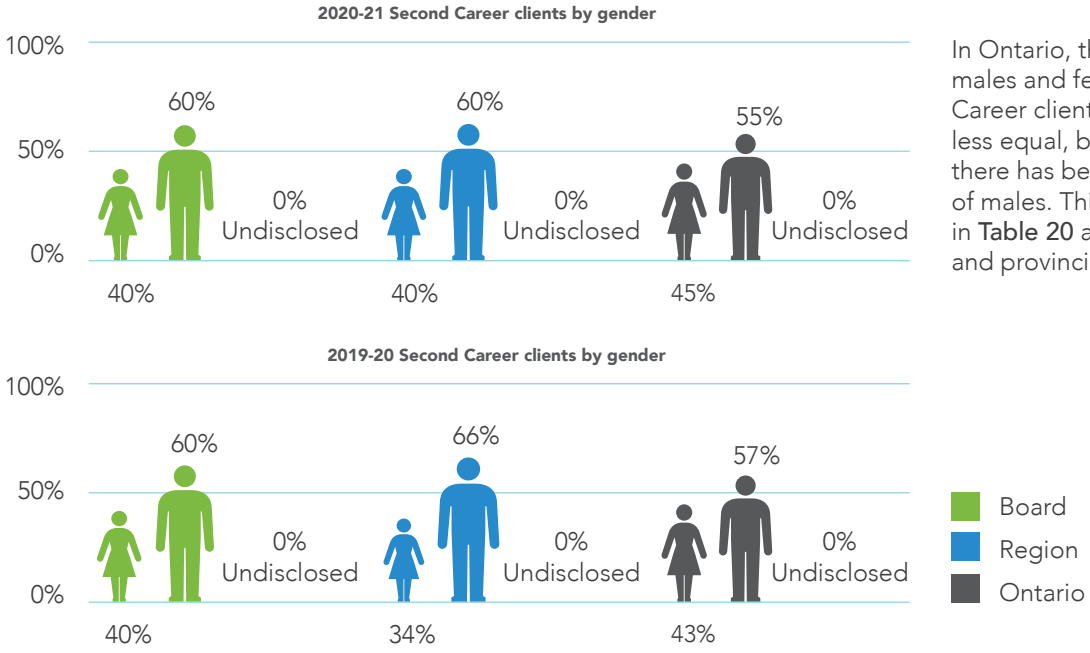
There is a change at the local level, with a drop among those aged 25-64 years old and an increase among those aged 45-64 years old.

TABLE 19: SECOND CAREER CLIENTS BY AGE, 2020-21 AND 2019-20

2020-21	BOARD		REGION		ONTARIO	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
15-24 year olds	X	X	46	12%	187	6%
25-44 year olds	21	45%	230	62%	1,871	60%
45-64 year olds	21	45%	94	25%	1,038	33%
65+ years	0	0%	X	0%	14	1%
TOTAL	**47**	**100%**	**371**	**100%**	**3,110**	**100%**
2019-20	**BOARD**		**REGION**		**ONTARIO**	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
15-24 year olds	———	0%	———	12%	———	6%
25-44 year olds	———	66%	———	60%	———	58%
45-64 year olds	———	26%	———	27%	———	35%
65+ years	———	0%	———	0%	———	1%

Second Career clients tend to be either younger or older adults. This year at the local level there were some participants who were 15-24 years old. The "x" in the table denotes that the figure was supressed, for being under 10. (The percentages at the local level do not add to 100% because of the suppression.)

TABLE 20: SECOND CAREER CLIENTS BY GENDER, 2020-21 AND 2019-20



In Ontario, the split between males and females among Second Career clients had been more or less equal, but in the last two years there has been a higher proportion of males. This pattern is apparent in Table 20 across the local, region and provincial levels.

For 2020-2021, the length of time which Second Career clients had been unemployed was slightly higher over the 3-6 month and 6-12 month timeframes compared to the profile of ES Assisted clients.

And it was certainly longer than the duration of unemployment profile for all unemployed in Ontario (Table 21). Once again, the smaller numbers for the local area means some cells are supressed.

TABLE 21: PERCENTAGE DISTRIBUTION BY LENGTH OF TIME OUT OF EMPLOYMENT FOR SECOND CAREER CLIENTS AND ES ASSISTED CLIENTS (2020-2021), AND UNEMPLOYED INDIVIDUALS, ONTARIO, 2020

LENGTH OF TIME	2020-21 SECOND CAREER			2020-21 ES CLIENTS			LFS ONTARIO
	BOARD	REGION	ONTARIO	BOARD	REGION	ONTARIO	
< 3 months	47%	46%	39%	41%	45%	39%	65%
3 – 6 months	X	20%	23%	17%	19%	20%	20%
6 – 12 months	26%	22%	23%	18%	18%	19%	12%
> 12 months	X	13%	16%	24%	19%	22%	3%

Labour Force Survey data is from 2020.

APPRENTICESHIP

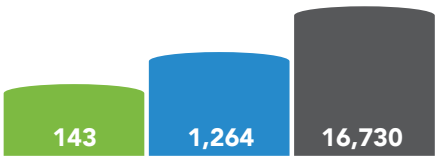
The number of new apprentice registrations for the last seven years are listed in Table 22.

At the local level, there had been higher numbers in 2014-15 and 2016-17, but since then a decline and a large drop from last year.

At the region and provincial levels, the recent high had been in 2018-19, and the same large drop from last year.

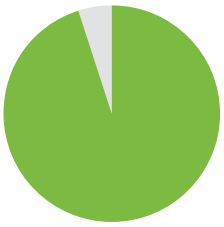
At the local level, the local share of the provincial totals for new registrations, active apprentices and number of Certificates of Apprenticeship issued has pretty much stayed the same for years now, except for a slight increase in the proportion of new CofAs (up to 1.1% from 0.8%). In the case of the region, the general trend as far as the share of the provincial numbers has been slightly downward.

TABLE 22: NUMBER OF NEW APPRENTICESHIP REGISTRATIONS, 2014-15 TO 2020-21



NUMBER OF NEW REGISTRATIONS	BOARD	REGION	ONTARIO
2019-2020	236	2,065	26,771
2018-2019	243	2,104	27,821
2017-2018	240	1,924	24,991
2016-2017	257	1,968	24,890
2015-2016	214	2,192	25,793
2014-2015	271	2,361	26,018

95%
PARTICIPANTS ARE YOUTH OR YOUNG



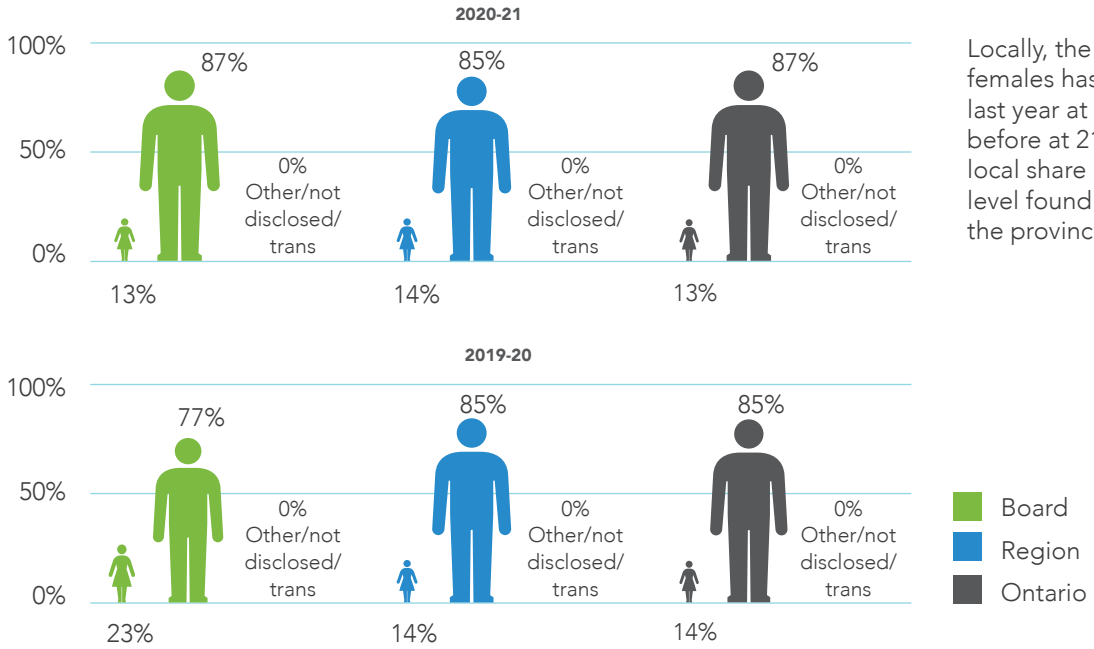
The following tables show more detailed demographic data for the Apprenticeship program. More than 95% of participants are youth or young adults, across all three levels (**Table 23**) and these proportions have more or less held steady.

TABLE 23: DISTRIBUTION BY AGE OF APPRENTICESHIP, 2020-21

DISTRIBUTION BY AGE	2020-21			2019-20		
	BOARD	REGION	ONTARIO	BOARD	REGION	ONTARIO
15-24 years	54%	55%	48%	50%	53%	50%
25-44 years	45%	42%	48%	42%	43%	46%
45-64 years	—	3%	4%	7%	3%	4%
65+ years	0%	0%	0%	0%	0%	0%

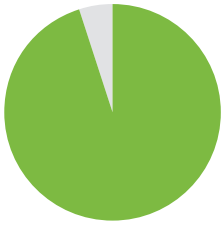
The distribution by gender, Table 24 is very heavily male skewed. Across the local, regional, and provincial levels, 85% of clients have typically been male.

TABLE 24: DISTRIBUTION BY GENDER OF APPRENTICESHIP, 2020-2021 AND 2019-20



Locally, the proportion of females has been higher – last year at 23% and the year before at 21%, but this year the local share has dropped to the level found at the region and the province.

84-88%
HIGH SCHOOL DIPLOMA



The distribution of clients by education at intake (**Table 25**) is mostly dominated by clients who have a high school diploma. 84%-88% of clients fall into that category and the rest largely fall in the category of having no high school diploma. This was much the same distribution as last year.

TABLE 25: DISTRIBUTION BY EDUCATION AT INTAKE OF APPRENTICESHIP, 2020-21

EDUCATION	2020-21			2019-20		
	BOARD	REGION	ONTARIO	BOARD	REGION	ONTARIO
No Certificate	11%	11%	12%	16%	15%	13%
High School	84%	88%	88%	84%	83%	86%
Apprenticeship	0%	0%	0%	0%	0%	0%
College	0%	0%	0%	0%	1%	1%
University	0%	0%	0%	0%	0%	0%
Other	0%	0%	0%	0%	1%	1%

Totals do not always add up to 100% because some entries are supressed for being less than ten.

Table 26 lists the top ten trades for new registrations for the local area, the region and the province. With the smaller numbers, only six trades had 10 or more new registrations at the local level (there were actually 13 trades which had their numbers supressed). There are enough entries at the region and provincial levels to populate a top ten. Seven trades are common to both of these top ten lists, and five of them are also part of the local area's top six (bolded), as follows:

- **Electrician – Construction & Maintenance**
- **Automotive Service Technician**
- **General Carpenter**
- **Truck and Coach Technician**
- Industrial Mechanic Millwright
- Plumber
- **Hairstylist**

TABLE 26: TOP 10 TRADES FOR NEW REGISTRATIONS, 2020-21

	BOARD		REGION		ONTARIO	
RANK	TRADE	NUMBER	TRADE	NUMBER	TRADE	NUMBER
1	Electrician - Construction & Maintenance	34	Electrician - Construction & Maintenance	160	Electrician - Construction & Maintenance	3,308
2	Automotive Service Technician	22	Automotive Service Technician	139	Automotive Service Technician	1,850
3	General Carpenter	15	Heavy Duty Equipment Technician	132	Plumber	1,305
4	Truck & Coach Technician	13	General Carpenter	115	General Carpenter	1,237
5	Hairstylist	11	Truck & Coach Technician	110	Truck & Coach Technician	973
6	Heavy Duty Equipment Technician	11	Industrial Mechanic Millwright	105	Hairstylist	863
7	——		Plumber	60	Industrial Mechanic Millwright	812
8	——		Hairstylist	50	Refrigeration & Air Conditioning Systems Mechanic	477
9	——		Powerline Technician	50	Child Development Practitioner	408
10	——		Child Development Practitioner	41	Sheet Metal Worker	392

CANADA ONTARIO JOB GRANT (COJG) – EMPLOYER

There were fewer applicants to the program compared to the previous year across all three areas, Table 27.

The employers that made use of the COJG are mostly smaller firms. At the local level, the number of firms making use of COJG is so small that the figures for distribution by size are suppressed, but one can see the only entries are for firms with 150 employers or less. The figures at the regional and provincial levels show at least two-thirds have 50 employees or less and most of the rest have between 50 and 150 employees.

TABLE 27: CANADA ONTARIO JOB GRANT - EMPLOYERS

DESIGNATED GROUP	BOARD	REGION	ONTARIO
# of employers, 2020-21	17	186	2,456
# of employers, 2019-20	19	208	3,232
# of employers, 2018-19	36	312	3,952
SIZE (PERCENT)			
<50	X	70%	76%
50-150	X	20%	15%
151-300	0%	X	4%
301-500	0%	X	2%
501-1,500	0%	0%	2%
1,501-10,000	0%	X	1%
>10,001	0%	X	X

X Denotes suppressed.

CANADA ONTARIO JOB GRANT – PARTICIPANT

The number of COJG participants has been dropping in all areas over the last several years, although this year the number of participants did increase at the local level (Table 28). Still, the figures for the local level are around one-sixth what they were in 2016-17.

TABLE 28: NUMBER OF COJG PARTICIPANTS, 2020-21

COJG PARTICIPANTS	BOARD		REGION		ONTARIO	
COJG Participants	NUMBER	AS % OF ONTARIO	NUMBER	AS % OF ONTARIO	NUMBER	AS % OF ONTARIO
2020-2021	57	0.6%	622	6%	10,350	100%
2019-2020	32	0.2%	827	5.9%	14,073	100%
2018-2019	106	0.5%	1,269	6.4%	19,742	100%
2017-2018	184	0.7%	2,262	8.9%	25,278	100%
2016-2017	353	1%	3,534	9.9%	35,680	100%
EO Assisted Client Participants	NUMBER	AS % OF ONTARIO	NUMBER	AS % OF ONTARIO	NUMBER	AS % OF ONTARIO
	——	1.9%	——	8.6%	——	100%
2016 Total Ontario Population	NUMBER	AS % OF ONTARIO	NUMBER	AS % OF ONTARIO	NUMBER	AS % OF ONTARIO
	——	0.9%	——	5.8%	——	100%

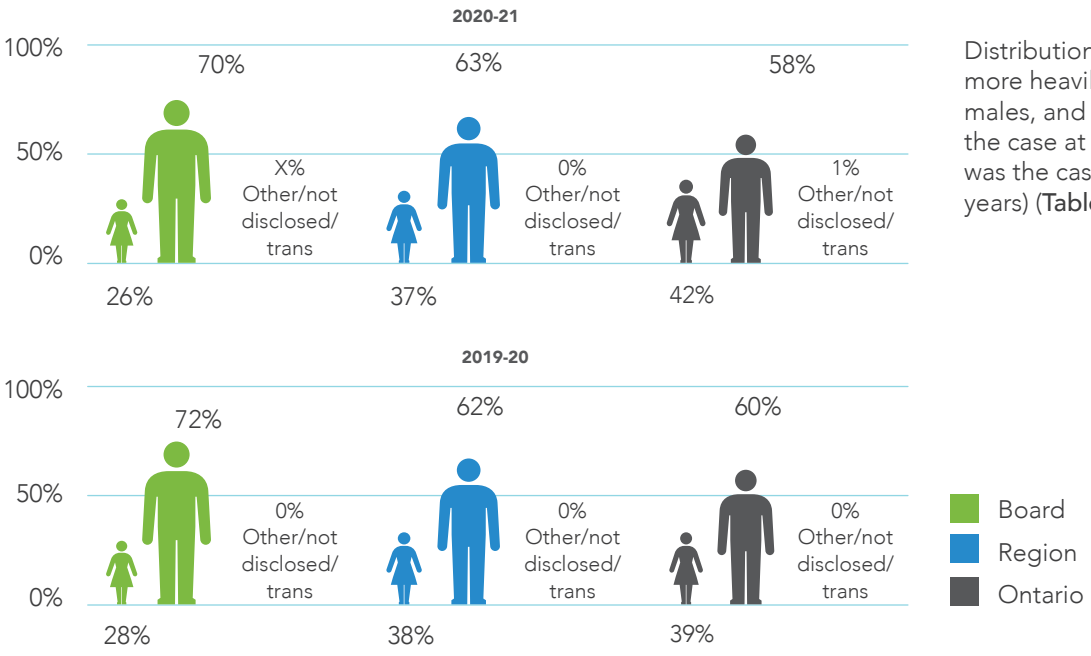
TABLE 29: DISTRIBUTION BY AGE OF COJG PARTICIPANTS, 2020-21

	BOARD	REGION	ONTARIO
15-24	X	17%	12%
25-44	54%	57%	58%
45-64	X	26%	29%
65+	0%	X	1%
Unknown	0%	0%	X

X Denotes suppressed.

As Table 29 shows, most of the clients are either young or older adults (we do not have figures for older adults at the local level). These proportions are very similar to last year.

TABLE 30: DISTRIBUTION BY GENDER OF COJG PARTICIPANTS, 2020-21 AND 2019-20



Distribution by gender was more heavily skewed towards males, and that was particularly the case at the local level (as was the case over the last two years) (Table 30).

YOUTH JOB CONNECTION

The following tables show the number of Youth Job Connection participants, and their breakdown by age and gender.

The number of participants across all three areas dropped this year (**Table 31**).

The share of YJC participants as a proportion of the provincial total also dropped, both at the local and region levels. The figures for the Youth Job Connection Summer program are included as well; the local level had a slightly larger share of the total number of summer participants across the province, compared to the YJC program, as did the region share (the YJC Summer program numbers are not analyzed any further beyond the number of clients).

At the region and provincial levels, at least seven out of ten of the participants are between the ages of 15 and 24, with most of the rest in the 25-44 years old bracket (**Table 32**).

TABLE 31: NUMBER OF YJC PARTICIPANTS, 2020-21

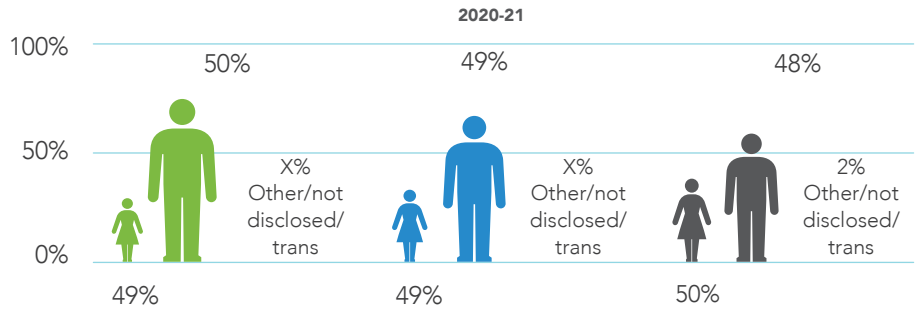
YJC PARTICIPANTS	BOARD		REGION		ONTARIO	
YJC Participants	NUMBER	AS % OF ONTARIO	NUMBER	AS % OF ONTARIO	NUMBER	AS % OF ONTARIO
2019-2020	266	2.2%	1,249	10.4%	12,063	100%
2018-2019	282	2.3%	1,264	10.5%	12,024	100%
2017-2018	264	2%	1,275	9.8%	12,958	100%
2016-2017	393	2.7%	1,459	9.9%	14,761	100%
EO Assisted Client Participants	NUMBER	AS % OF ONTARIO	NUMBER	AS % OF ONTARIO	NUMBER	AS % OF ONTARIO
	——	1.9%	——	8.6%	——	100%
2016 Total Ontario Population	NUMBER	AS % OF ONTARIO	NUMBER	AS % OF ONTARIO	NUMBER	AS % OF ONTARIO
	——	0.9%	——	5.8%	——	100%

TABLE 32: DISTRIBUTION BY AGE OF YJC PARTICIPANTS, 2020-21

	BOARD	REGION	ONTARIO
15-24	77%	70%	77%
25-44	23%	24%	22%
45-64	0%	5%	1%
65+	0%	X	X

X Denotes suppressed.

TABLE 33: DISTRIBUTION BY GENDER OF YJC PARTICIPANTS, 2020-2021



Across all three areas, there is an even balance between female and male participants (Table 33).

X denotes suppressed.

At all levels, the vast majority of participants have a high school education or less (Table 34). Particularly at the provincial level, there is a higher proportion of participants with a post-secondary degree.

Across the YJC program last year, persons with a disability had accounted for a significant proportion of participants, from around a third at the regional and provincial levels to over half at the local level (Table 35). Members of an Aboriginal group (25%) was the next largest category at the local level and make up almost half of the participants at the region level. The next largest category at the local level is Francophones (9%).

TABLE 34: DISTRIBUTION BY EDUCATION AT INTAKE OF YJC PARTICIPANTS, 2020-21

EDUCATION	BOARD	REGION	ONTARIO
Less than Grade 9	X	2.4%	1.7%
Less than Grade 12	33.6%	42.7%	25.4%
High School	54.6%	39.1%	48.3%
Apprenticeship	X	X	0.2%
College	X	7.6%	7.9%
University	0%	1.9%	8.5%
Other	0%	0%	1.4%
Unknown	X	5.5%	6.5%

X denotes suppressed.

TABLE 35: DISTRIBUTION BY DESIGNATED GROUP OF YJC PARTICIPANTS, 2020-21

DESIGNATED GROUP	BOARD	REGION	ONTARIO
Aboriginal Group	25%	45%	8%
Deaf	0%	0%	X
Deaf/Blind	0%	0%	0%
Francophone	9%	6%	2%
Internationally Trained Professionals	X	14%	5%
Newcomer	X	X	10%
Person with Disability	58%	39%	28%
Racialized	X	22%	24%

X denotes suppressed.

2022 ACTION PLAN

THEME ONE: LOCAL BUSINESSES NEED ASSISTANCE ACCESSING AVAILABLE PROGRAMS, INCENTIVES AND PROFESSIONALS

Goal: COVID-19 recovery program incentives are key to assisting small and medium sized businesses with the assistance they require to re-start, rebuild and recover from the restrictions placed upon them during the pandemic. To increase small business capacity during the various re-opening phases, emphasis should be placed on increasing awareness and uptake on the programs and services that are available to assist their business and hiring needs.

Why is this a priority for the community? With the plethora of funding programs available to small businesses, the process of researching, application and implementation can be lengthy and burdensome. There continues to be a lack of awareness and understanding on the part of the employer to participate and engage in these types of programs. Ultimately, these actions affect the long term sustainability of the workforce.

How it aligns with the evidence: Employers continue to struggle to find and maintain individuals in a variety of occupational classifications and industry sectors.

Next Steps: Develop regional committees made up of the identified partners to begin to move projects forward.

REQUIRED ACTION	POTENTIAL PARTNERS	EXPECTED OUTCOMES	TIMELINE
Conduct Future of Work Webinar Series.	Chambers of Commerce, Employment Service Agencies, Economic Development offices	Host a series of webinars that highlight the post pandemic working world and what employers and job seekers can expect upon returning to work in 2022 and beyond.	**MEDIUM TERM**
Take a sector specific approach to regional employers by focusing on key and specific issues and challenges facing new and emerging industries.	Economic Development, Chambers of Commerce	Coordinate a series of targeted sector specific sessions with key employers to extrapolate core challenges and issues. Develop personalized approaches to industry based on feedback and analysis. **UPDATE:** Further to previous target sectors: Film, Aviation Skilled Trades and Tourism, additional target groups such as IT, Healthcare and Hospitality will further be explored through interviews, surveys and LMI research.	**LONG TERM**
Offer panel discussions with a variety of agencies and community personnel.	Chambers of Commerce, Economic Development agencies	Develop weekly/monthly segments with key local organizations in an attempt to educate and provide awareness to employers of the local services and funding opportunities available locally. **UPDATE:** Series schedule is currently being developed and a marketing campaign is being designed to highlight the many community-based services that can assist employers with their hiring needs.	✓ **COMPLETE**

THEME TWO: SUPPLY AND DEMAND

Goal: Although the COVID-19 pandemic forced many businesses to close either temporarily or permanently, many others needed to hire numerous employees to keep up with demand. Through various initiatives, the goal is to promote the availability of employment opportunities in the region.

Why is this a priority for the community? If members of the community are aware of the workforce opportunities available, there will be more opportunities to remain in the area, and attract new individuals to fill local jobs.

How it aligns with the evidence: Employers large and small are not only feeling the effects of the global pandemic, but an aging workforce as well. Many jobs are available, but there are simply not enough people to fill them.

Next Steps: Continue to work with employers and Employment Ontario agencies to ensure local jobs are filled and sustained.

REQUIRED ACTION	POTENTIAL PARTNERS	EXPECTED OUTCOMES	TIMELINE
Continue to offer the Workforce Week series of events. In 2022, these events will be virtual.	Employment Service Providers, Chambers of Commerce, EO network	Use a broader virtual platform to host a variety of events, sessions and engagements to highlight and bring awareness to the plethora of employment opportunities in the region. **UPDATE:** A major virtual platform has been established and will be populated with content for Workforce Week 2022.	**ON GOING**
Generate a series of Virtual Job Fairs throughout the region.	Employment Service Providers, Broader EO network, Chambers of Commerce	Develop a series of mini-job fairs that will showcase particular employers and their available employment opportunities. **UPDATE:** Since April of 2020, 18 different virtual job fairs have taken place in various formats throughout the Nipissing and Parry Sound district. Over 30 employers and 200 participants have taken part in the events.	✓ **COMPLETE**
Partner with community agencies to ensure newcomers, both through the rural Northern Immigration Partnership (RNIP) as well as international students are received through a welcoming community program.	Employment Service Providers, Post-secondary institutions, Local Immigration Partnership, Chamber of Commerce	Develop a welcoming community program that allows businesses and agencies to work through modules that pertain to diversity, inclusiveness and sustainability. **UPDATE:** DAWN (Diversity at Work Nipissing) has been implemented by YES Employment. Employers continue to register for workshops that will offer them Gold, Silver or Bronze status.	**LONG TERM**
Develop a series of mini-videos highlighting careers and occupations in various key industries in the region.	Employment Agencies, Broader EO network, Chambers of Commerce, Economic Development	Conduct LMI research to determine the top 3 occupations in demand in the top 3 industries in the region. Find and film individuals speaking about their career paths. **UPDATE:** In follow up to the Film and Television LMI study, 3 individuals have agreed to participate in mini-documentaries on their career and industry experiences.	**SHORT TERM**

THEME THREE: AWARENESS OF LOCAL LABOUR MARKET INFORMATION

Goal: To inform job seekers, stakeholders and agencies of the realities of the local labour market.

Why is this a priority for the community? Making decisions based on evidence driven research will ensure labour market targets and decisions are based on the realities of our local community.

How it aligns with the evidence: Using LMI as a decision-making tool will not only guide the career paths of those looking to gain entrance into the labour market, but will showcase the needs and challenges facing various industry sectors.

Next Steps: Develop regional committees made up of the identified partners to begin to move projects forward.

REQUIRED ACTION	POTENTIAL PARTNERS	EXPECTED OUTCOMES	TIMELINE
COVID-19 research and impact studies.	Chambers of Commerce, Employment Service Providers, Economic Development	Hire a researcher to generate reports that are based on the latest statistical data related to the impact of the COVID-19 pandemic. **UPDATE:** Two studies were commissioned by LMG to report and provide data on the impact of COVID-19 on a variety of industry sectors. One report highlighted the impacts on a provincial scale, and the other highlighted impacts on a regional level (Northeast).	✓ **COMPLETE**
Enhance the existing Jobs Report by researching other existing models currently in existence.	Industry, Chambers of Commerce, Employment Service Providers	Research other on-line job counting products and compare and contrast the pros and cons. Analyzing the results will provide insights on how the local product can be enhanced and expanded to meet local needs. **UPDATE:** Various new reporting mechanisms have been researched and explored. The job portal Ready Set Hired will begin to undergo many upgrades over the next fiscal year in order to be a more effective labour market tool for our region.	**LONG TERM**
Generate a searchable Career Library to ease researching labour market information.	Employment service providers, EO network, Industry	This tool will make researching LMI occupations easier and more efficient. The tool could search a library of hundreds of occupations. **UPDATE:** This product has been researched and developed and is expected to be launched in Q2 of 2022.	**MEDIUM TERM**
Develop a webinar series that highlights key pieces of labour market information ongoing throughout the year.	Municipalities, Economic Development organizations, Employment Service Providers	A new resource for the community that will further enhance awareness and availability of labour market information. Four key topics will be explored and a webinar series will be developed that will allow job seekers and stakeholders more access to information. **UPDATE:** Several webinars are currently being developed and will be implemented throughout the 2022-2023 fiscal year.	**LONG TERM**

Ontario

The Labour Market Group
Guiding partners to workforce solutions.

www.thelabourmarketgroup.ca