

1. Introduction

The North Superior Training Board affirms that a skilled workforce is one of the strongest competitive advantages in Northwestern Ontario.

As a Workforce Planning Board, we are in the process of developing a Local Labour Market Plan. We are asking you to share your opinion on the state of the local labour market.

The responses provided to these questions will be held as anonymous. The input you provide in the completion of this survey will assist our Board in capturing the perspectives held by our region. Your taking the time to complete this survey is greatly appreciated by everyone involved in developing the Local Labour Market Plan.

2. Skilled Workforce

1. Read each statement carefully before making a selection to the right.

	Strongly agree	Agree	Undecided	Disagree	Strongly disagree
A skilled workforce is critical to the success of business in Northwestern Ontario.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A skilled workforce is critical to job creation in Northwestern Ontario.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People do not have the skills employers require.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Today's workplace advocates a greater emphasis on skills like adaptability, flexibility, problem-solving and teamwork.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

3. Skills and Technology

2. Read each statement carefully before making a selection to the right.

	Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree
The rapid change of technology results in frequently changing the skill requirements of a job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The lack of skills in new technology limits opportunities for anyone currently looking for work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It is the employer's responsibility to make sure that their workforce has the knowledge and skills to adapt to new technology.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employers believe that training is an investment in the success of their company.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I see training as an investment in my future.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Training courses and programs are readily available to support my career goals.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

4. Reasons for Leaving the Region

3. Read each statement carefully before making a selection to the right.

	Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree
Skilled workers are leaving our community because of the lack of employment opportunities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Youth are leaving our community because of the lack of opportunities for post-secondary education.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Youth are leaving our community because of the lack of employment opportunities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Youth are leaving our community because of the lack of an appealing lifestyle.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

5. Training and Employment

4. Read each statement carefully before making a selection to the right.

	Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree
There is a strong connection between the amount of education you have and the amount of money you can make.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is a strong connection between the amount of education you have and your ability to find and keep work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A secondary school diploma or equivalent is necessary to obtain and retain employment.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Post-secondary education is necessary to obtain and retain employment.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Continuous learning is a person's greatest link to job security.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have the information I need to make career decisions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have the information I need to select courses that support my job goals.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Immigrants living in Northwestern Ontario are under-utilized due to a lack of recognition of credentials and past work experience.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

5. Are you planning to take a workshop, course or training program in the next year?

Yes

No

Describe the type of workshop/training/course that you plan to attend (or why you are not planning to attend):

6. Employment and the Economy

6. Read each statement carefully before making a selection to the right.

	Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree
Most jobs in the future will be created by small companies employing less than 20 people.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The global economy dictates new business and management skills for company owners and senior managers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
While we are currently experiencing a period of severe unemployment, this situation will be short-lived when you consider the large number of people who will be retiring in the next 5-10 years.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The perceived instability in the manufacturing industry today may discourage people from seeing the opportunities that are available.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

7. Priorities for Developing a World Class Workforce

7. From your perspective, what are the three most important things we need to do to ensure a world class workforce in Northwestern Ontario? Please rank the first, second and third priority from the column on the right.

	First	Second	Third
Ensure that the skills of our current workforce match the skill requirements of business and industry in Thunder Bay.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ensure that the skills of our future workforce match the skill requirements of business and industry in Thunder Bay.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Possess the knowledge and skills that attract business to our region.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Make full use of the education and talents of all of our citizens including immigrants, the disabled, aboriginal population, etc.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Encourage job creation by supporting the retention and growth of small and medium size businesses locally.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
View ourselves as a world-class workforce.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

8. From your perspective, to be recognized globally for our workforce we must:

8. Employment Information

The remaining questions are related to your employment information. We encourage you to fill this information in but it is optional.

9. Employment information:

- I am an employer.
- I am a worker (scroll down and click "Next Page")
- Take me to the end of the survey please.

10. Employer Sector/Type:

- Management
- Business and Finance
- Natural and Applied Sciences
- Health
- Social Science/Education/Gov't Services
- Law/Social Services/Education/Religion
- Art and Culture/Recreation and Sport
- Skilled Sales and Service
- Intermediate Sales and Service Occupations
- Elemental Sales and Service Occupations
- Transport and Equipment Operators/Installation and Maintenance
- Trades Helpers, Construction Labourers and Related
- Primary Industry
- Processing And Manufacturing

11. Number of employees:

0 (Owner operated)

1-4

5-9

10-19

20-49

50-99

100-199

200-499

500+

9. Workers

12. You are currently:

Employed

Unemployed

Student

Other:

13. What was your last occupation?

14. Age Group:

15-24

25-44

45-64

65+

15. Gender:

Male

Female

16. Highest completed education level:

Less than Grade 12

Grade 12 Completion

College Diploma

Private Vocational Trades/Certificate

Bachelors

Masters

PhD

10. Finished!

That's it! Thank you so much for completing our survey. Your input is greatly appreciated and valuable to the future of our local workforce!