

Trends, Opportunities and Priorities Labour Market Report

Community Action Plan 2004-2005

September 2004



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BACKGROUND INFORMATION

The North Superior Training Board/Comité de formation du Nord Supérieur is pleased to present to our community stakeholders the first ***Trends, Opportunities and Priorities (TOP) Report 2004***. Local Boards are required to involve community stakeholders in a consultation and planning process that will promote a greater understanding of the trends, opportunities and priorities in their local communities relating to labour force and labour market issues and needs. The Trends, Opportunities and Priorities Report is a result of a highly interactive process between the Board and community stakeholders.

Over the past 12 months, the Directors and staff of the Local Training Board have been carrying out a series of consultation processes (see Appendix III) which included town-hall meetings, on-line surveys, focus groups and group discussions throughout the Local Board area. We began in September 2003, in Manitowadge, a small rural community which is facing a serious economic downturn due to mine closures. Jobs are the number one priority and the community will require significant government intervention to assist in the process of re-positioning their community to survive in the future. With the town's largest employer gone by 2006, the grim realities of a reduced skilled labour pool, fewer jobs, population decline, youth out-migration and a severely reduced tax base have pulled the townspeople together to work towards actions and solutions. The Mayor, Council and Economic Development Corporation in partnership with resident stakeholders are aggressively pursuing ways and means to diversify the local economy and to reduce dependence on the resource sector.

At the Greenstone 2020 Community Workshop (October 2003), community leaders, citizens and the Local Training Board participated in a forum that led to open and extensive dialogue on local labour market issues.

The issues most frequently identified were:

- youth out-migration;
- shortage of skilled trades and training facilities and courses available to provide upgrading for communities for all sectors, not just trades;
- broadband – technological shortcomings;
- lack of employment opportunities, not enough economic diversification and over-reliance on one major employer; literacy upgrades required to acquire grade 12.

Recommended steps to address these issues:

- promote quality of life offered in the communities, there is affordable housing and access to diverse recreation opportunities – great place to raise families;
- introduce value-added industries to diversify economic base;
- create awareness with the 3 levels of government, host public forums, enhance awareness and create local solutions;
- promote entrepreneurship amongst young people;
- design training delivery mechanisms for people to access without having to travel to larger centres;
- more job training;
- provide customer service training;
- Create a Greenstone Connect Program-IT.

The Local Training Board agreed to assist in creating a Community Partnership to facilitate the planning process of the human resource development component of the Greenstone CCDI (Community Capacity Development Initiative) forward plan.

During the Training Board's Adjustment Forum (February 2004), four major themes of concern arose: youth; knowledge management; changes in available work; and changes in the regional labour force. Youth out-migration was again identified as a growing if not new, concern. Growth in the Aboriginal population will mean greater numbers of young people from remote communities preparing for employment and yet entering a shrinking job market. A Centre for Research was suggested as an opportunity to gather and develop regional statistics which would enable individuals, groups and businesses to more accurately predict and prepare for shifts in jobs and people. Trends in the nature of jobs and wage rates were of concern. Overall, there is a shrinking labour market in higher paid areas of work, including the resource sector. While our regional population is declining and aging, proactive initiatives would be helpful in predicting where and when skill gaps resulting from retirements will occur.

An on-line survey was developed by the Board as a result of research into growth related issues and challenges that face Northwestern Ontario. Issues identified as High Priorities in this survey by respondents who felt should be addressed in 2004/05 are: aging and skill shortages; youth out-migration; education and literacy levels – literacy levels, while improving, continue to be a challenge for ensuring workforce readiness skills; better coordination of training and employment programs available and information sharing to maximize the use of resources and prevent overlap; inclusion of Aboriginal people into the labour force – address the very low rates of labour force involvement; retention and recruitment of Doctors and Healthcare Practitioners; and more proactive mechanisms to identify and address employer skill requirements and occupational shortages.

The Board hosted a large town-hall community consultation meeting in June 2004 in Thunder Bay. The resulting top 5 Issues were identified as High Priorities that should be addressed in 2004-05.

Health issues principally the shortage of doctors and nurses, full time vs part time staff and the disparity between Canadian and U.S. wage/bonus levels were cited.

Apprenticeships – the paradox of current high levels of unemployment in skilled labour resulting in the threat of losing Skilled Trades people to other areas. The limited opportunities (trade specific) for young people to acquire an apprenticeship contrasted against the impending shortages of these positions when the current skilled labour force retires in 5-10 years. Aging – the combined result of a declining population growth, a lack of new immigrants and continued youth out-migration has resulted in the population in this region aging more rapidly than the nation or province as a whole.

Youth out-migration current rates are the highest ever recorded in our region – speaks to the need to develop economic policies and programs that will provide labour market opportunities for young people. Aboriginals have the highest population growth, highest percentage of youth yet their labour force participation rates (59% in 2001) and employment rates (45%) are lower than for the region as a whole. Systemic barriers, such as limited educational opportunities, cycles of poverty, and dependence on social assistance have prevented some Aboriginal people from entering the workforce.

Surveys, key interviews, focus groups have been conducted for the past 5 months with women from White River, Manitouwadge, Nipigon, Longlac and Thunder Bay. The information gathered in the research and development stages of *Northern Opportunities for Women* will assist in creating a program(s) that will adjust women's economic independence by increasing women's access to education and skills development. Women continue to earn significantly less than men for similar work, experience lower employment rates and are increasingly employed in part-time, casual multi-job employment. Women continue to be the primary childcare and elder care providers which has significant opportunity costs in terms of accessing training and education programs. There needs to be an acknowledgement of the vast distances that divide communities in Northwestern Ontario and some provision of funding to women who are required to travel to a major centre in order to access employment programs and training courses. Respondents in this group spoke to a lack of a comprehensive information system regarding training and employment programs. Educational awareness programs are needed to bring to light employment opportunities in Skilled Trades, advanced technology, entrepreneurial pursuits and soft skills development. Women are severely under-represented in the Skilled Trades and research has shown that the Trades need to be promoted as a viable-career choice and that more collaboration is needed between industry, government and training providers.

In September 2004 the Local Training Board travelled to Marathon to conduct a community consultation meeting and meet with the Northwest Associated Chambers of Commerce (NOACC) at their annual general meeting. Labour market issues identified as high priorities included: Apprenticeships – how do we provide apprenticeship hours for Skilled Tradespersons in training; union contracts contain language which sometimes act as barriers to creating employment/training opportunities for new apprentices; how can we provide for localized training and address the issue of not enough apprenticeship trade dollars being allocated to our region. There was some discussion on the possibilities of establishing an “exchange” of apprentices between a multiple number of employers in smaller communities to expedite training requirements. Affordable broadband internet capabilities for all rural communities and improved connectivity remains as an important issue. Women are limited in smaller communities if they do not qualify for EI assistance in training because their partners earn too much money – need to remove this barrier. Youth out-migration, economy dependent on natural resource sector, geographic isolation/challenges, low levels of immigration, lack of job opportunities and mentorship programs for Aboriginal people were also issues identified as high priorities.

**TRENDS, OPPORTUNITIES AND PRIORITIES
COMMUNITY ACTION PLAN 2004-05
(Planning Charts September, 2004)**

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| <p>Issue 1: Aging and Labour Shortages The combined result of a negative population growth, a lack of new immigrants and continued youth out-migration has resulted in the population in this region aging more rapidly than the province or the nation as a whole. An aging and declining population has serious implications for the area's economy and shortages in the labour force. Time spent looking for qualified replacement employees has a negative impact on profitability and may force companies to rethink expansion plans or relocate to remain competitive. While we have some information on sector specific impending shortages there is a need to further analyze other sectors that will be significantly impacted and develop action plans to deal with these issues.</p> | |
| Priority | High, Long Term |
| <p>Next Step/Proposed Action Prepare sector specific occupational and industrial profiles. Identify occupations in sectors by working with sector specific committees that will be impacted by anticipated shortages and develop strategies to address/resolve these issues.</p> | |
| Partners | Lead – North Superior Training Board Other potential partners: City of Thunder Bay, YES Employment Services, Human Resource Professional Association of Northern Ontario, Lakehead University, Confederation College, Local and regional school boards |
| Timelines | October 2004- June 2005 |
| Expected Outcomes | This on-going analysis will provide invaluable information to our community and regional stakeholders in designing strategies to address the needs of potential impending employment shortages in a proactive fashion. |

**TRENDS, OPPORTUNITIES AND PRIORITIES
COMMUNITY ACTION PLAN 2004-05
(Planning Charts September, 2004)**

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| Issue 2: Apprenticeships | |
| <p>The lack of apprenticeship opportunities in Northwestern Ontario contrast sharply with the projected need due to the aging workforce. According to the Ontario Chamber of Commerce's 2003 Skilled Trades Survey, within the next 15 years, 52% of skilled trades people are expected to retire. In addition, 41% of Ontario's skilled trades anticipate that they will face skills shortages in their industry within five years. We need to increase the participation of youth entering workplace and experiential education programs and raise the awareness of the many career opportunities available in Skilled Trades. By creating a highly skilled workforce we will not only strengthen the region's economy but will also serve to address youth out-migration and lower youth employment participation rates.</p> | |
| Priority | High, Long-term |
| Next Step/Proposed Action | |
| <p>To organize stakeholders in an Apprenticeship Forum to discuss concerns and issues of apprenticeships and alternative strategies to address unique Northern Ontario needs – November 2004. To organize and host a Skills Networking event for young women in partnership with local and regional school boards and Skills Canada to promote career opportunities in the Skilled Trades area – winter 2005</p> | |
| Partners | <p>Lead: North Superior Training Board Other Potential Partners: MTCU – Apprenticeship Branch, Job Connect – Confederation College, Thunder Bay Chamber of Commerce, Northwestern Ontario Associated Chambers of Commerce, Lakehead School Board, Thunder Bay Catholic District School Board, Ministry of Education, YES Employment.</p> |
| Timelines | November 2004 & Winter 2005 |
| Expected Outcomes | <p>These activities will assist to increase the number of apprenticeships in the area and assist all stakeholders in developing solutions that address our unique needs in this region.</p> |
| Status | |

**TRENDS, OPPORTUNITIES AND PRIORITIES
COMMUNITY ACTION PLAN 2004-05
(Planning Charts September, 2004)**

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| Issue 3: Literacy & Essential Skills Training | |
| <p>The City of Thunder Bay's recent Business Retention and Expansion survey suggests that over 90% of businesses surveyed indicated that workforce skill development is somewhat or very important. The same survey however shows that less than 40% of those same businesses have conducted a formal training needs analysis to assess the future training requirements for positions within their organization. There is a need to invest in training of employees and to carry out a comprehensive training needs analysis.</p> | |
| Priority | High, Long Term |
| Next Step/Proposed Action | |
| <p>To launch TOWES – the Test of Workplace Essential Skills designed to evaluate workplace skills in reading text, document use and numeracy. Identified and validated by the federal government and other agencies, essential skills are those which people need for work, learning and life. An increasing number of employers are recognizing the importance of lifelong learning and workplace skills training particularly in literacy and language skills.</p> <p>HRPANO – Human Resource Professionals Association of Northwestern Ontario is taking a lead role in creating awareness about the significant role Human Resource Planning has among small to mid size business as well as continuing to monitor and forecast the human resource needs of small to mid size businesses.</p> <p>Literacy Northwest will conduct several employer group meetings to validate job specific skills demonstrations that have been developed by adult literacy practioners.</p> | |
| Partners | <p>Lead: Confederation College; Human Resource Professionals Association of Northwestern Ontario</p> <p>Organizations interested in Partnering: Secondary Schools, Thunder Bay Chamber of Commerce, YES Employment Services, Job Connect, City of Thunder Bay, North Superior Training Board, Literacy Network Northeast</p> |
| Timelines | September 2004- June 2005 |
| Expected Outcomes | <p>Introduce, to local employers, tools for measuring worker competency and for developing effective training focusing on identified skill gaps. Provide an opportunity for job-seekers to identify gaps in their essential skills, in order to address those skill gaps and improve career options. Ensure that employees and prospective employees have the essential skills to do their jobs effectively.</p> <p>To develop an understanding of Human Resources needs relevant to members and non-members (HRPANO) in order to prioritize service delivery and assist the worker and employer community in identifying and developing employer and worker needs.</p> <p>Adult literacy practioners that are aware of job specific skills training needs and resources, where to find required information/materials, and that are confident in their abilities to address the basic employment preparation/training needs that will help their adult learners keep and/or find jobs.</p> |
| Status | |

**TRENDS, OPPORTUNITIES AND PRIORITIES
COMMUNITY ACTION PLAN 2004-05
(Planning Charts September, 2004)**

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| <p>Issue 4: Aboriginals – Lack of Employment Opportunities Northwestern Ontario is home to the fastest growing number of children and young people from First Nations and Métis communities. While Aboriginal communities have the highest population growth, their labour force participation rates (59% in 2001) and employment rates (45%) are lower than for the region as a whole. Youth in Northern Ontario's Aboriginal communities have especially low rates of labour force involvement. The average income of individuals in Aboriginal communities is also lower than the regional and provincial average. Opportunities for employment, education and training, access to business opportunities and revenue sharing must be addressed. Innovative solutions and collaborative projects need to be identified.</p> | |
| Priority | High, Long Term |
| <p>Next Step/Proposed Action Through community meetings address the employment and training barriers for First Nations and Métis and forge stronger linkages among key stakeholders. Pursue greater access to technical/skills training and develop strategies to engage youth in reserve communities and urban settings.</p> | |
| Partners | Lead: Aboriginal Employment Resource Committee Other Potential Partners: North Superior Training Board; Fort William First Nation; Ontario Native Women's Association; Thunder Bay Indian Friendship Centre; YES Employment Services/Job Connect; Aboriginal Recruitment Coordination Office; Mamo-Wichi-Hetiwin; Mattawa; Anishinabek Employment & Training. |
| Timelines | October 2004- June 2005 |
| Expected Outcomes | To work collectively to assist Aboriginal and Métis people prepare for and keep meaningful employment opportunities and to enhance and promote an Aboriginal workforce through leveraging partnerships and linkages with the federal government to address employment, training and education issues. |
| Status | |

**TRENDS, OPPORTUNITIES AND PRIORITIES
COMMUNITY ACTION PLAN 2004-05
(Planning Charts September, 2004)**

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| Issue 5: Women – Skills Development and Employment | |
| <p>Women have lower labour force participation in this region, are lower paid and are under-represented in the skilled trades and technical occupations and over-represented in the administrative and business occupations (support), clerical and health support services. Women continue to be primarily responsible for unpaid work (homecare, childcare and elder care) and are faced with the lack of access to quality, reliable, affordable child care services. There is a lack of information for training, employment, self-employment and education services available for women and in particular, there is a need to promote skills development and skills opportunities for women.</p> | |
| Priority | High, Long-Term |
| Next Step/Proposed Action | |
| <p>Upon completion of surveys, key interviews, focus groups to analyze skills development and business interests, assets and vulnerabilities and access/barriers to funding, develop a strategic action plan. The strategic action plan will identify awareness and implementation strategies and a system and framework for a Women's Skills Development Program.</p> | |
| Partners | <p>Lead Organization PARO Centre for Women's Enterprise – North Superior Training Board Other Partners: Confederation College – Job Connect; MTCU – Apprenticeship Branch; Superior Credit Union</p> |
| Timelines | October 2004 – March 2005 |
| Expected Outcomes | <p>To increase awareness of skill development and innovative entrepreneurial opportunities and supports available to women. To develop a loan fund and increased financial supports to build an environment of learning and accessible funding that is available to all women. To strengthen the skills and opportunities of women in our communities. To increase and sustain economic development in the Local Board area and therefore create broad, positive and permanent impact on the local and regional economy.</p> |
| Status | |

**TRENDS, OPPORTUNITIES AND PRIORITIES
COMMUNITY ACTION PLAN 2004-05
(Planning Charts September, 2004)**

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| Issue 6: Knowledge Economy | |
| <p>The growth of knowledge based industries is vital to the growth and development of the Northwestern Ontario economy. The “innovation agenda” is a key element of a knowledge-based economy for this region. Research has shown that communities that remain focused solely on the basic natural resources economy have difficulties competing and surviving in the global economy. The local board area economy since 1991 has consistently been less heavily invested in the knowledge-based occupations. The Northern Ontario Biotechnology Initiative is composed of representatives from Northeastern and Northwestern Ontario. Northern Ontario has been affected by higher than Ontario average unemployment rates and significant youth out-migration. The I-Team or Northwestern Ontario Innovation Team has been created as an action oriented group representing key players in innovation in the region. The I-Team organize innovation initiatives, lobby and, leverage partnerships for key projects</p> | |
| Priority | High, Long-term |
| Next Step/Proposed Action | |
| <p>NOBI is building a business plan and three proposals that focus upon one of the key strengths for the region, namely, forestry, mining and health. These proposals are currently under development with the assistance of sector specific subcommittees that are composed of regional stakeholders and subject matter experts.</p> <p>The I-Team is going to build a model which supports innovation and invite stakeholders to identify gaps and areas which need support and develop strategies to address each area.</p> | |
| Partners | <p>Lead: City of Thunder Bay, Innovation Team – NWO Other Partners: FedNor, Northern Ontario Heritage Fund Corporation, Lakehead University, Northwestern Ontario Technology Centre, Confederation College, Ministry of Northern Development and Mines, Industrial Research Assistance Program, Northwestern Ontario Development Network Genesis Genomics, Thunder Bay Ventures/Fast Forward, North Superior Training Board</p> |
| Timelines | 2004-2005 |
| Expected Outcomes | <p>The culture of innovation is not a commodity that can be purchased. It is acquired through action, participation and the collective will to succeed. This is particularly important for Northern Ontario as the comparative economic advantage of relying on natural resources declines. The inception of more knowledge-based industries and companies in the NOBI region could provide youth with the incentive to remain in the region.</p> <p>The NOBI proposals will be to further develop their proposals in forestry, mining and health into investment grade business cases that can be used to attract capital.</p> |
| Status | |

APPENDIX I

North Superior Training Board Summary Labour Market Information Profile

The District of Thunder Bay (Local Training Board Area #24) has a population of 151,300, or 0.013 % of the population of the province of Ontario - 49% was male, and 51% female. The geographic area covers approximately 136,000 square kilometres and ranges from English River in the west up to Marathon and Manitowadge in the east, and encompasses all of Northern Aboriginal communities up to Webequie. Within a one day drive from Thunder Bay there are a number of major Canadian and American population centres – the total population within a 1,000 km radius is 48 million. The largest city in the district is Thunder Bay with a population of 109,015 followed by the municipality of Greenstone with 5,662 and Marathon with 4,416. There has been a 5.6% decrease in the population of the area since 1996 – nearly 5,000 people left the city of Thunder Bay between 1996 and 2001.

The region's economy has depended on the primary industries common to Northwestern Ontario: Logging and Forestry; Pulp and Paper manufacturing and mining. In recent years, forestry, mining and construction jobs have been hard hit and show the highest job losses. There are many challenges for the economy and workforce development in our region and as such, new knowledge-based industries are being explored which show great promise for economic growth.

Workforce Trends

Declining Population

While the population of Ontario increased by 6.1% from 1996 to 2001 (4% for Canada), the population of the Thunder Bay Census Management Area decreased by 5.6%. The decrease in population is concentrated in the younger age groups. At the same time, the older age groups (45+) have increased in this period. A declining population has serious implications for the area's economy and shortages in the labour force.

Aging and Skill Shortages

The combined result of a slow population growth, a lack of new immigrants, and continued youth out-migration has resulted in the population in this region aging more rapidly than the nation or the province as a whole. Most occupations in the local board area experienced an increase in the share of all workers aged 45 and older. 15 out of 26 occupations experienced an increase in the proportion of workers aged 55 years and older between 1996 and 2001. Sectors most likely to be affected are the health sector, the education sector and the pulp and paper industry.

Education and Literacy Levels

As of 2001 the North Superior workforce was slightly less concentrated in the higher educational attainment categories than was Ontario's. In 2001 the share of the local board's area employed labour force showing "university" as the highest level of education was 25.3% vs. the same share for Ontario at 32.5%. Visible minorities, Aboriginals, Francophones and immigrants are over-represented in the "less than grade 9 category" although this is decreasing over time. The percentage of people without a high school diploma (2001 census) was 33.5% vs. 29.7% for Ontario. The percentage of people with a trades certificate or diploma is higher in the District

(13.2%) than in Ontario (9.4%). The local board area economy since 1991 has consistently been less heavily invested in the knowledge-based occupations.

Youth Out-migration

Youth out-migration for the Board area is 14.1% with the City of Thunder Bay at 12.4%. The 15 to 29 year old age group shows the largest decrease in size. The trend continues and current rates of youth out-migration are the highest ever recorded. This outward migration of youths to major urban centres speaks to the need to develop policies and programs that will provide labour market opportunities for young people.

In-Migration

The Local Board area at 9.9% has the lowest migration rate in Northern Ontario. Immigrants recently arrived to the local board area in 2001 exhibited a high unemployment rate of 14%, compared to 9 percent for the overall employed labour force. Fewer and fewer migrants from outside Canada are choosing to come to our area. The inability of the region to attract new immigrants adds to the potential for possible labour shortages in the future.

Weak Labour Market Conditions

“Conditions in Thunder Bay continue to weaken; unemployment rate reaches two-year high”. January-March 2004. The unemployment rate in the local board area has consistently exceeded that for the rest of Ontario and is higher in 2001 than 1996. The lowest employment participation rate since 2002 was recorded in the last quarter of 2003 with more than two-thirds of the jobs lost during the quarter being full-time. Fifty-five hundred jobs have been lost in Northwestern Ontario since the first quarter of 2003. Youths and Aboriginals have a significantly higher rate of unemployment in the District Labour Force (18 percent and 22 percent respectively).

Occupational Structure

In the Local Board Area, over half of all employment is found in three occupational groups: *Business, finance and administration (includes both professional and clerical positions in business; Sales and Service Occupations; and Trades, transport and equipment operators and related occupations (includes all construction trades, mechanics and truck drivers).* Relative to Ontario as a whole, the local board is more heavily concentrated in skilled occupations (primary industry, trades and skilled transport operators) and less concentrated in higher-skilled occupations (middle management, business, finance and arts and culture).

Employment by Industry

In the Local Board Area the largest employers were health care and social assistance which accounted for 13 percent of all jobs in the region. This was followed by Manufacturing at 12.6% - this compares to 8.9% for the province and 9.7% nationally. These are followed by: Retail Trade (11.6%); Educational Services (7.8%) and Accommodation and Food Services (7.7%). These five industries account for more than 50% of all employment in the local board area. The top five “specialized” industries are: mining and oil and gas extraction (4.5); administrative support, waste management and remediation services (3.5); real estate and rental and leasing (1.8); retail trade (1.8) and educational services (1.7). Because paper mills and sawmills are found in Manufacturing industry, most of the communities along the north shore had a higher percentage of employment in that industry than is found in the provincial or national profile. In

Marathon and Manitowadge, mining and oil and gas extraction holds the highest percentage of employment.

Aboriginal Labour Force Growth

The percentage of Aboriginals found in the Local Board area is 6.9% and this is higher than the provincial and national levels. Among the North Shore communities, Nipigon (18.7%) and Greenstone (15.3%) have the highest percentage of Aboriginal residents. Aboriginal communities have the highest population growth, highest percentage of youth yet their labour force participation rates (59% in 2001) and employment rates (45% are lower than for the region as a whole. Aboriginals have the highest unemployment rate at 23%. The average income of individuals in Aboriginal communities in Northern Ontario is lower than the regional and provincial average.

Income Levels

The average income of individuals and families is lower than the provincial average and the differences in levels of income between Northern Ontario and Ontario is increasing. Resource dependent communities have the highest levels of income. The median income in our area is 15.6% less than the provincial average. The Local Board area has a higher percentage of part-time workers than in Ontario as a whole.

Women in the Workforce

Women in the Local Board area have lower labour force participation and self-employment rates than men. As of 2001, women are overrepresented in skilled administrative and business occupations i.e. bookkeepers, clerical occupation; professional/technical occupations in health; and in sales and service. Women are under-represented in middle and other management occupations, professional occupations in applied science, Trades and skilled occupations. A positive trend is that from 1996 to 2001 unemployment rates for women in the Board area decreased by 4%.

Resources

A Profile of the Labour Market in the North Superior Training Board, April 2004. Regional Analytics.

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Numerous Statistics Canada data tables; newspaper articles; journals and research papers; municipal websites et.al

Appendix II

A PROFILE OF THE LABOUR MARKET IN THE NORTH SUPERIOR TRAINING BOARD

Prepared by:

REGIONAL ANALYTICS

May 2004

Highlights

- ***The North Superior Training Board (hereafter referred to as “North Superior” or “the local board area”) population is aging more rapidly than is the population of Ontario. In particular the 2001 Census reveals that relative to Ontario in 2001, the North Superior population is:***
 - more concentrated in all cohorts above 40 years of age;
 - less concentrated in all cohorts between 0 and 14 years of age, and between 20 and 39 years of age; and,
 - experiencing much more dramatic declines in all cohorts between 0 and 39 years of age (and especially in age groups 0-4, 5-9, 10-14 and, 15-19 years), than did the province; and,
 - experiencing noticeably higher rates of growth in those cohorts above 79 years of age.
- ***In terms of the age of the labour force, by occupation, the 2001 census tells us that:***
 - most occupations in the local board area experienced an increase in the share of all workers aged 45 years and older;
 - nearly half of all occupations experienced an increase in the share of workers aged 65 years and older; and,
 - 15 out of 26 occupations experienced an increase in the proportion of workers aged 55 years and older between 1996 and 2001, and the most notable were:
 - Technical And Skilled Occupations in Art, Culture, Recreation and Sport (400 percent);
 - Technical And Skilled Occupations in Health (167 percent);
 - Senior Management Occupations (94 percent); and,
 - 7 occupations experienced a decline in the share of all workers aged 55 years and over, the largest of which was:
 - Assisting Occupations in Support of Health Services (-66.7 percent).
- ***As of 2001, the North Superior workforce was slightly less concentrated in the higher educational attainment categories than was Ontario's. In addition:***
 - Visible Minorities, Aboriginals, Francophones, and Immigrants are over-represented in the “Less than grade 9” category for both 1996 and 2001;

- likewise all groups except Youth have experienced an increase in the share of each equity group reporting “University” as the highest level of education attained;
 - since 1996, the share of the employed labour force reporting a “Trades Certificate or Diploma” as the highest level of education attained has decreased in the local board area as well as in Ontario overall; and,
 - Immigrants who immigrated to the local board area between 1996 and 2001 had a higher level of educational attainment than did those immigrants who migrated between 1991 and 1996 (based on a 22.9 percent increase in Immigrants reporting “University” as their highest level of education attained).
- ***In terms of the occupational mix in the North Superior Training Board and Ontario, the 2001 census reveals that:***
 - the top 3 occupations in the local board area are:
 - Elemental Sales and Service Occupations (e.g., cashiers, security guards, nannies etc.) (11.0 percent);
 - Trades and Skilled Transport and Equipment Operators (e.g., machinists, tool and die makers, plumbers etc.) (11.0 percent);
 - Intermediate Sales and Service Occupations (e.g., retail salespersons, bartenders, sales representatives, travel agents etc.) (10.5 percent); and,
 - relative to Ontario as a whole, the local board area is more heavily concentrated in:
 - Labourers in Primary Industry;
 - Processing, Manufacturing And Utilities Supervisors and Skilled Operators;
 - Technical And Skilled Occupations in Health;
 - Skilled Occupations in Primary Industry;
 - Professional Occupations in Health;
 - Intermediate Occupations in Transport, Equipment Operation, Installation and Maintenance;
 - Trades And Skilled Transport and Equipment Operators; and,
 - the local board area is less concentrated than Ontario in higher-skilled occupations including:
 - Professional Occupations in Art and Culture;
 - Professional Occupations in Business and Finance;
 - Professional Occupations in Natural and Applied Sciences;
 - Processing And Manufacturing Machine Operators and Assemblers;
 - Middle and other Management Occupations; and,
 - as of 2001, women are overrepresented in:
 - Skilled Administrative and Business Occupations (e.g., bookkeepers, loan officers, legal secretaries etc.);
 - Clerical Occupations (e.g., data entry clerks, receptionists, court clerks etc.);
 - Professional Occupations in Health;
 - Technical And Skilled Occupations in Health;
 - Professional Occupations in Social Science, Education, Government Services and Religion (e.g., judges, lawyers, university professors, teachers etc.);
 - Paraprofessional Occupations in Law, Social Services, Education and Religion
 - Intermediate Sales and Service Occupations (e.g., retail salespersons, bartenders, sales representatives, travel agents etc.);
 - Elemental Sales and Service Occupations; and,
 - Youth tend to dominate Elemental Sales and Service categories, as well as occupations as Labourers in Primary Industry. This trend has not changed between the two census periods.

- unemployment rates for Youth, Women and the overall Labour Force in the local board area have decreased between 1996 and 2001 by:
 - -4 percent for Women;
 - -2 percent for Youth; and,
 - -2 percent for the overall Labour Force.

- ***The largest employers in the North Superior Training Board in 2001 was “Health care and Social Assistance” which accounted for 13 percent of all jobs in the region, followed by:***
 - Manufacturing (12.6 percent);
 - Retail trade (11.6 percent);
 - Educational Services (7.8 percent); and,
 - Accommodation and Food Services (7.7 percent).

- ***In 2001, 98.6 percent of the local board area resident labour force actually worked in the North Superior Training Board area.***



Comité de formation du Nord Supérieur

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