



2009 CALENDAR



**WILL OUR KIDS EVER BE
BACK AFTER GRADUATION?**

January

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

Did you know?

From 2003-2006, the greatest percentage loss of citizens in the age group 20-34 was in Ignace -33.3% followed by Atikokan at -23%. Red Lake was the only larger community in the NTAB area to show an increase in the 20-34 age group at 13.8%. Sioux Lookout showed a percentage loss of -3.9%. The rate of youth out-migration in the NTAB catchment area continues to be higher for males than females. The rate of youth out-migration in Northern Ontario

declined the older the age group. Those communities with the highest rates of youth out-migration were smaller communities, unorganized areas & forest-dependent communities. Aboriginal communities continue to have lower overall rates of youth out-migration. Many mining-dependent communities either substantially reduced their rates of youth out-migration or experienced youth in-migration.

Source: CPRN - Pathways for Youth to the Labour Market: A Synthesis Report.

Learning Paths for Youth:

"The possible learning paths Canadian youth may follow are numerous, since there are not only different destinations but also different routes to a given destination. Some findings regarding who takes which pathway are as follows:

- Young women are less likely than young men to drop out of high school and more likely to go on to some type of post-secondary program prior to entering the labour force. They are also less likely to delay the start of a post-secondary program.

- Youth with parents who have a high level of education are more likely to participate in post secondary education.
- Working up to 20 hours per week in high school can be beneficial in terms of educational attainment. However, the effect of work on education becomes negative at more than 20 hours per week. "Many of today's youth are not following straight-line paths from high school to a postsecondary program to a job, but rather take time off from studies at some point or switch programs."

YOUTH

Youth is defined as the age cohort between 15 & 29 years of age.

Out-migration of youth is a significant problem in the Kenora & Rainy River Districts & elsewhere in Northern Ontario.

In 2006, the level of youth net out-migration in Northern Ontario was 10.5%. Youth net in-migration was 5.2% for Ontario overall. The level of youth out-migration in Northern Ontario was lower in 2006 at 10.5% compared to 18.3% in 2001.

Of the twelve districts in Northern Ontario, Rainy River District had the third highest level of youth out-migration at 18.6% in 2006. Kenora had almost the lowest level at 7.1%. The level of youth out-migration in the Rainy River District was slightly lower in 2006 compared to 2001 (18.6% vs. 19.7%). The level of youth out-migration in the Kenora District was significantly lower in 2006 compared to 2001 (7.1% vs. 13.7%).

Similar to the rest of Ontario, the majority of Northwestern Ontario's youth work in sales & service occupations.

Youth are leaving Northwestern Ontario for various reasons including the current economic climate, shortage of employment, apprenticeship, post-secondary education & entry level opportunities.



Northwest

Training and Adjustment Board

113 - 100 Casimir Avenue

DRYDEN, Ontario P8N 3L4

Tel: 807.223.3813

Toll: 800.305.1923

www.ntab.on.ca

DO YOU INVEST IN STAFF TRAINING?

**... DATA ENTRY
TO OFFICE ADMINISTRATOR**



February

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	2	3	4	5	6	7
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Rainy River District:

A high portion of the labour force in the prime working-age cohorts in Rainy River have not attained a high school diploma; in the 25-34 & 35-44 age cohorts, 15% & 16.2% respectively have not attained high school diplomas. In comparison, 8.7% of the provincial population in the age cohorts 25-34 & 10.5% in the age cohort 35-44 have not attained a high school education. The level of population in Rainy River with college diplomas is higher than

the provincial level. For the age 25-34 cohort 27.3% compared to 24.3% respectively & for the age 35-44 cohort 24.6% compared to 23.9% respectively.

The level of labour force in the prime working-age group with degrees is significantly lower in the Rainy River District compared to the province overall; only 15.8% in the age 25-34 age cohort have attained university degrees compared to 32.7% in the province overall.

Kenora District:

A high portion of labour in the prime working-age cohorts in Kenora have not attained a high school diploma; in the age cohorts 25-34 & 35-44, 31.1% & 28.1% respectively have not attained high school diplomas. Unlike many northern districts where the level of college training is higher than the provincial average, the level of population in the Kenora District with college diplomas is lower; in the 25-34 age cohort, 19.9% compared to 24.3% respec-

tively & in the 35-44 age cohort 21.6% compared to 23.9% respectively.

The level of labour force in the prime working-age group with degrees is significantly lower in the Kenora District compared to the province; only 14.5% of the 25-34 age cohort has attained university degrees compared to 37.2% at the provincial level; & 14.1% in the 35-44 age cohort, versus 32.7% at the provincial level.

Source: 2006 Census

TRAINING & DEVELOPMENT

Who holds the knowledge in your organization or business?

Senior & long-term staff are retiring - taking with them unwritten practices, tips, short-cuts & critical knowledge that has been part of the day to day operation - how can you replace this? Investing in people & particularly in the skills & training of our current workforce - is key to success for Canada & Canadians in today's global knowledge economy.

Why is workplace learning so important?

Canada's workforce will be smaller in the future, due to the retirement of many of the "baby boom" generation & a smaller youth cohort entering the labour market. In fact, more than one-half of the workforce of 2015 is already in the labour force!

The rate of participation in job-related training in Canada is only average compared to other countries & is below that of some of our competitors. Less than 30% of adult workers in Canada participate in job-related education & training, compared to 46% in Denmark, 45% in Sweden & 44% in the US.

Benefits from employee training & development include - increased job satisfaction & morale, increased employee motivation, reduced employee turnover, enhanced company image & risk management (i.e. sexual harassment & diversity training).



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**WHAT DO YOU MEAN
“SOME” ASSEMBLY REQUIRED?**

March

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
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Did you know?

There are 130+ apprenticeships offered in the province of Ontario!

These are not only limited to the skilled trades, but include other sectors as well. Some lesser known apprenticeships include;

Agriculture - Dairy Herdperson & Swine Herdperson, Aircraft Maintenance Engineer, Appliance Service Technician, Baker, Child & Youth

Worker, Chef, Cook, Drywall Finisher & Plasterer, Early Childhood Educator, Educational Assistant, Floor Covering Installer, Gem Setter/Goldsmith, Hairstylist, Hardware, Lumber & Building Materials Retailer, Horse Harness Maker, Information Technology - Customer Care Agent, Hardware Technician & Network Technician, Locksmith, Native Clothing & Crafts Artisan, Native Residential Construction Worker, Network Cabling Specialist, Painter & Deco-

rator, Process Operator: Refinery, Chemical & Liquid Processes, Recreation Vehicle Technician, Retail Meat Cutter, Ski Lift Mechanic, Special Events Coordinator, Truck & Coach Technician, Turf Equipment Technician, Water Well Driller and Wooden Boat Re-builder/Repairer.

Source: www.ilc.org

Local Statistics:

The portion of the labour force in Kenora & Rainy River that have apprenticeship or trades certificates or diplomas is higher than Ontario overall (8.0% in 2006).

- In Kenora, 5,040 (10.3%) of the labour force in 2006 had attained apprenticeship or trades certificates or diplomas.

- In Rainy River, 1,980 (11.6%) of the labour force in 2006 had attained apprenticeship or trades certificates or diplomas.

SKILLED TRADES

The following programs help people who want to pursue a career in the skilled trades become apprentices & supports employers who want to hire & train apprentices:

Apprenticeship Scholarships - worth \$1000 are available to high school leavers who return to school to qualify to enter apprenticeships. Employer Signing Bonuses of \$2000 per apprentice are available to employers who support the registration of & provide apprenticeship training to individuals receiving apprenticeship scholarships.

Apprenticeship Training Tax Credit - allows eligible employers to claim up to \$5000 per apprentice in each of the first three years of training in specific skilled trades.

Loans for Tools Program - helps apprentices buy the tools & equipment they need to perform the trade in which they are apprenticing.

Apprenticeship Incentive Grant - is a taxable cash grant of \$1000 per year available to registered apprentices once they have successfully completed their first or second year (level) of an apprenticeship program in one of the Red Seal trades.


Ontario Youth Apprenticeship Program - offers students the opportunity to train as apprentices while completing their secondary school diplomas.

Source: Employment Ontario



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**DON'T MY
YEARS OF
EXPERIENCE
COUNT FOR
ANYTHING
TODAY?**

April

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Local Statistics:

Two measures of the aging population are :

1. The percentage of the population 65 years of age & older
2. Median age - the mid-point age of the population where half the population is older & half is younger.

The oldest community in our region is Machin with a median age of 43.3, followed closely by Atikokan at 43. The youngest

community is Pickle Lake with a median age of 30.2, followed by Sioux Lookout at 35.1.

Median Ages of Communities:

Dryden - 41.8	Ear Falls - 39.1
Fort Frances - 42.3	Ignace - 42.5
Kenora - 42.4	Red Lake - 37.9

The portion of the population 65 years of age & older is higher in our region compared to Ontario overall. In 2006, this age cohort accounted for 15.8% of the popula-

tion compared to 13.6% in Ontario overall. The portion of the population 65 years & older in the Rainy River District in 2006 was 16.2%, while it was only 11.0% in the Kenora District. The lower portion in Kenora is primarily due to the large young Aboriginal population in the District. The portion of the population 65 year & older in Rainy River & Kenora Districts overall in 2006 was 12.3%.

The median age of population in the Rainy River District was 41.0 which is slightly

higher than the provincial population median age of 39.0.

The median age of the population in the Kenora District was 34.9, which is considerably lower than the Rainy River District & provincial median ages, due to the large young Aboriginal population. The median age of the Aboriginal population in the Kenora District in 2006 was 22.8 years.

Source: Statistics Canada

OLDER WORKERS

The major stumbling blocks to older workers getting & keeping desirable jobs are myths that blind employers from hiring from the 50+ crowd.

Negative myths suggest older workers:

- Resist change
- Have health problems & little energy
- Have few productive years left
- Lack computer skills
- Can't learn new systems & culture
- Fear failure & risk
- Are cranky & bossy
- Can't relate to younger workers
- Won't work with younger supervisors

The realities, supported by research, suggest older workers rate higher than younger counterparts in qualities such as:

- Wisdom, maturity, perspective, humour & judgement
- Experience & practical skills
- Attendance & punctuality
- Communication & interpersonal skills
- Work ethic & loyalty
- Supervisory skills
- Time management
- Responsibility
- Fewer accidents, less turnover & fewer outside distractions

Companies are realizing they need experienced workers to maintain productivity!



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CLOSED

**DUE TO
NURSING SHORTAGE**



May

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
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31						

Did you know?

The Province of Ontario has rolled out 150 Family Health Teams with another 50 planned to provide a team based environment for allied health professionals & physicians to work in a collaborative team-based approach. With a goal to increase access to physicians & provide health care that promotes & encourages health promotion & illness prevention, Family Health Teams are positioned to respond to local health

care needs based on a community's unique needs. Teams made up of physicians, nurses, pharmacists, mental health workers, dieticians, etc. will provide health care based on each professional's scope of practice & educate patients to live a healthy lifestyle, including eating nutritionally & exercising.

Local Statistics:

Employment in health care services is expected to increase in the future as a

result of the health care needs of an aging population.

- 755 individuals in the Rainy River District labour force were employed in health occupations in 2006, which represents 6.9% of the total labour force employment.
- 1,625 individuals in the Kenora District labour force were employed in health occupations in 2006, which represents 5.3% of

total labour force employment.

- In comparison, 5.1% of the Ontario labour force was employed in health occupations.
- The Kenora, Dryden, Fort Frances & Red Lake hospitals all utilize locum doctors in the Emergency Department to provide 50% of their coverage.

Source: Statistics Canada

HEALTH CARE

The average age of Registered Nurses has been increasing rapidly.

In 1991, there were almost five Nurses aged 20 to 34 for every Nurse aged 55 & over. By 2001, that ratio was down to two young Nurses for every one aged 55 or older.

Seventy percent of Nurses will be eligible for retirement in the next decade.

Physicians have the highest average age among healthcare professionals. Growth in cancer care, mental health & ambulatory care will see the need for specialized skills in a number of health care specialties that do not currently exist.

Research indicates that the average retirement age for healthcare employees is 58.

Professional occupations in health experienced a 9.4% increased share of workers in the 45 years & older age cohort, threatening a continued shortage of skilled professionals in all aspects of health care.

May 11 - 17
National Nursing Week



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HELP WANTED

**Hotel Staff, Front Desk Clerk,
Banquet Staff, Servers**

June

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1	2	3	4	5	6
7	8	9	10	11	12	13
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Local Statistics:

In 2006, the Kenora District welcomed 308,072 visitors & Rainy River District saw 566,005 visitors.

Of the Kenora visitors, 285,045 or 93% stayed in the area for one or more nights & 23,028, or 7% made a same-day visit. In the Rainy River District, 146,923 or 26% stayed in the area for one or more nights & 419,081 or 74% made a same-day visit.

In the Kenora District, 2006 saw 86% of overnight visitors traveling in adult-only parties & the remaining 14% traveling with at least one individual fifteen years of age or younger. The average party size for overnight visitors was 3.4 (including children).

Similarly, Rainy River District saw 88% of the overnight visitors traveling in adult only parties & 12% traveling with at least one individual fifteen years of age or

younger. The average party size was 3.0 (including children).

In the Kenora & Rainy River Districts, the average age of overnight visitors were approximately 40.7 & 40.6 years.

- In the Rainy River District, 850 individuals were employed in the accommodations & food services sector in 2006, accounting for 9.8% of employment.

- In the Kenora District, 2,585 individuals were employed in the accommodations & food sector in 2006, accounting for 9.9% of employment.
- In comparison, 6.6% of the Ontario labour force was employed in the accommodations & food services sector in 2006.

Source: Regional Tourism Profiles, 2006 - International Travel Statistics (U.S. and Overseas) - Ontario Ministry of Tourism.

HOSPITALITY & TOURISM

Tourism related industries are a key part of the economy in the Kenora & Rainy River Districts, with a greater portion of labour employed in this sector than in Ontario overall.

Jobs in the hospitality & tourism sector tend to be seasonal & vulnerable to economic downturns & factors that adversely impact tourism levels, such as the fluctuating Canadian dollar & gasoline prices which has resulted in lower visitation by American tourists recently.

In 2006, \$173,224,768 in spending by visitors in the Kenora District generated \$141,008,000 in direct, indirect & induced contributions to gross domestic product (GDP), \$85,291,000 of labour income & salaries & 2,463 part-time, full-time & seasonal jobs.

In the Rainy River District, \$85,213,779 in spending by visitors generated \$66,043,000 in direct, indirect & induced contributions to gross domestic product (GDP), \$38,562,000 of labour income & salaries & 1,140 part-time, full-time & seasonal jobs.



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**ARE YOU PREPARED FOR THE
GENERATION GAP?**



July

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
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5	6	7	8	9	10	11
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Did you know?

“For the very first time, we have four generations in Ontario’s workforce at the same time, each with its own values & expectations.” Dr. Linda Duxbury

Without fully understanding how each generation operates (work, pay, position) a leader will be unable to communicate effectively & efficiently about assignments, expectations related to work, & even daily conversations. Impact on productivity requires attention.

Do you know and understand your employees? **Silent Generation** - value loyalty, dependability, persistence, hard work, wisdom & experience over technical knowledge. They also respect authority. **Baby Boomers** - workaholics, team-oriented, accept high levels of stress, value titles & status symbols & demand respect & sacrifice from subordinates. **Generation X** - work within the system, sacrifice personal life for advancement, are dependent on close supervision, dedicated to goal

achievement, desire job security, are insecure & have a desire to be recognized. **Generation Y** - highly independent & autonomous, look for challenge & variety are entrepreneurial, distrust hierarchy & authority, want a fun & communal workplace & seek continuous development of skills & work/life balance. They have an unwillingness to commit and lack of loyalty. **Younger workers today are most attracted to positions & companies that provide:**

Flexible Health Programs (deductible plans that allow them to adjust options to fit their needs), **Technical Training** (opportunity to learn & develop marketable skills), **Mentoring** (gaining knowledge from more experienced colleagues) **Financial Rewards** (stock options, company cars, profit-sharing, referral & sign-up bonuses) and **Job Flexibility** (variable scheduling, telecommuting & virtual work arrangements).

Source: Shifting Demographics: The Search for Talent

GENERATION GAP

Who are your employees?

A generation gap is a popular term used to describe big differences between people of a younger generation & their elders. This can be defined as occurring "when older & younger people do not understand each other because of their different experiences, opinions, habits & behavior."

Each generation is shaped not only by birth rates & numerical age, but also events, leaders, development & trends of its time, which have caused them to create/mould different attitudes & behaviours.

Silent Generation
(1925 - 1945)

Baby Boomers
(1946 - 1964)

Generation X
(1965 - 1979)

Generation Y
(1980 - 1994)

Generation Z
(also known as V (Virtual),
I (Internet) or Google Generation)
(1995 - 2009)



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**WHAT WILL THE FUTURE JOBS
IN NORTHWESTERN ONTARIO LOOK LIKE?**

August

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
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SHIFT IN KEY EMPLOYMENT SECTORS

Based on the resource economy of Northwestern Ontario, the shift in economic & employment sectors is resulting in communities adjusting to changing conditions.

Canada's booming mining sector which is growing at twice the rate of the economy, expects a shortfall of 92,000 workers in the next decade as the industry wages rise more than the average increase for all other sectors.

Within the Kenora & Rainy River Districts, significant increases occurred in health care & social assistance services & educational services employment. Within the Kenora District, the number of jobs in these sectors increased by 17.1% & 12.2% respectively. Within the Rainy River District, the number of jobs in these sectors increased by 18.9% & 18% respectively.

A significant increase of 23.8% also occurred in the public administration sector in the Rainy River District.



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Did you Know?

In 2005, approximately 28% - roughly 4.1 million people - of the 14.6 million employed Canadians worked something other than a regular day shift. Rotating & irregular schedules were the most common types of shift work, accounting for roughly 2.3 million full-time workers.

Local Statistics:

- Decline in manufacturing & construction sectors - in the Kenora District,

13.1% of the labour force was employed in these sectors in 2006, compared to 16.3% in 2001. In the Rainy River District, 7.3% were employed in manufacturing & construction sectors in 2006, compared to 8.7% in 2001.

- Increase in the portion of the labour force employed in health & education services - in the Kenora District, 23.1% of the labour force were employed in these sectors in 2006,

compared to 19.8% in 2001. In the Rainy River District, 8.7% were employed in health & education services in 2006, compared to 7.1% in 2001.

- These changes are consistent with sectoral shifts at the provincial level; the portion of labour force employed in manufacturing & construction sectors declined from (22.0% to 19.8% between 2001 & 2006), & the portion employed in health & educa-

tion services increased (from 7.1% to 8.7%).

- In both Kenora & Rainy River Districts, the biggest job loss was within the manufacturing sector; 22.4% & 18.8% respectively.
- A significant increase occurred in the mining & oil & gas extraction sector in the Kenora District (35.7%) while a loss occurred in the agriculture, forestry hunting & fishing sector (18.1%).

Memo

WHAT IF YOUR WORLD READ LIKE THIS?

Literacy is one of the
biggest challenges in the
Northwestern Ontario
labour pool.



POST CARD

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Duis autem vei eum
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September

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LITERACY & ESSENTIAL SKILLS

Literacy is defined as the ability to understand & employ printed information in daily activities at home, work & in the community - to achieve one's goals & develop one's knowledge & potential.

Literacy has moved from a skill set that is "nice to have" to one that is necessary for people to meet their personal & economic goals. The literacy skills required to be successful today are quite different from the skills that were needed twenty or even ten years ago.

"Soft skills" is a term which refers to the cluster of personality traits, social graces, ability with language, personal habits, friendliness, & optimism that mark people to varying degrees. Soft skills complement hard skills, which are the technical requirements of a job.

Soft skills can also be an important part of the success of an organization. Organizations, particularly those frequently dealing with customers face-to-face, are generally more prosperous if they train their staff to use these skills. For this reason, soft skills are increasingly sought out by employers in addition to standard qualifications.

September 8
International Literacy Day



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www.ntab.on.ca

Did you know?

Literacy is not just reading & writing anymore. It includes numeracy & computer use.

Essential Skills are the skills needed for work, learning & life. They provide the foundation for learning all other skills & enable people to evolve with their jobs & adapt to workplace change. **Essential Skills are: Reading Text, Document Use, Numeracy, Writing, Oral Commu-**

nications, Working with Others, Continuous Learning, Thinking Skills & Computer Use.

42.2% of Canada's workforce possesses literacy skills that do not match the needs of their employment.

20% of adults entering the Literacy & Basic Skills program in Northwestern Ontario are at a Level 1 (comparable to Grades 1 - 4)

16% of learners have independence as

a goal. 69% of learners want to improve their literacy & numeracy skills to move on to other forms of education & training.

15% of learners identified employment as their goal. Between 22% & 50% of adults with lower levels of literacy live in low-income households, compared with only 8% of those with high-level literacy skills.

March 2 - 8, 2009
International Adult Learners Week

Benefits in the Workplace

- Improved productivity, quality & safety
- Improved problem solving
- Improved ability to handle change
- Help handle the introduction of new technology
- Improved employee relations

Resources:

www.literacynorthwest.on.ca

REMEMBER
TO
REMEMBER!

Reminder!
Send Invoices
Drop off Bank Deposit

MEMO
Don't
Forget

WHAT JOB WILL IT BE TODAY?
Sales or Human Resources or Bookkeeper

October

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
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Did you know?

BizPal is an on-line service that simplifies the business permit, license & other compliance regulation process for entrepreneurs, governments & third party business service providers. Visit www.bizpal.ca for more information.

Aboriginal Business Canada helps Canadian Aboriginal entrepreneurs reach their business goals by providing financial assistance, information, resource materials & referrals to other possible

sources of financing or business support. Clients must be individuals of Canadian Indian (on or off-reserve), Metis or Inuit heritage, or majority-owned Aboriginal organizations or development corporations. For further information on this program visit the Aboriginal Business Canada website.

The Northwest Business Centre provides a range of initiatives & programs designed to inspire entrepreneurship as a career – the aim is to motivate emerg-

ing entrepreneurs to develop their own entrepreneurial potential. Whether you are planning to launch the next great software company, open a retail store, or grow your well-established venture with a mind towards going public, the NWBC & its program partners have what you need! www.nwbiz.ca

Local Statistics:

- The level of self-employment in the Rainy River District is slightly higher than the provincial level (11.4%),

while the level of self-employment in the Kenora District is significantly lower.

- 1,285 individuals in the Rainy River District were self-employed in 2006, which represents 11.9% of the labour force.
- 2,480 individuals in the Kenora District were self-employed in 2006, which represents 8.1% of the labour force.

ENTREPRENEURS

An entrepreneur is someone who operates, organizes & assumes the risks & opportunities in a business venture.

In 2005, self-employed workers peaked at 2.51 million people, representing 16% of all employed workers in Canada. Over the past ten years, self-employed workers increased by 20.6%

Females who are self-employed has risen from 26% to 36% & has remained at approximately 35% since 1999. Of the 2.51 million self-employed workers in 2005, 64.6% had no paid help!

Ontario Self-Employment Benefit

Provides financial assistance & business planning advice to eligible unemployed individuals who want to start their own business. The financial assistance is intended to cover living & other expenses during the initial stages of the business.

October 18 - 24
Small Business Week

Resources: www.nwbiz.ca



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**WHY ISN'T
MY DEGREE
RECOGNIZED
HERE?**

Rhian Agu, Ph.D.
SUNSHINE CAFÉ



November

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
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IMMIGRATION & MIGRATION

The province of choice for more than half (52.3%) of the 1.1 million new Canadian immigrants continues to be Ontario. This was down from the 55.9% of new Canadian immigrants who settled in Ontario between 1996 & 2001.

The 2006 Census enumerated 3,398,700 Canadian immigrants in Ontario. They represented 28.3% of the province's population, the highest proportion of all provinces & the highest in Ontario's history. Most immigrants that settled in Ontario live in the area of Toronto (68.3%). The other Ontario metropolitan areas that were home to at least 2% of the province's foreign-born population were the Ontario part of Ottawa - Gatineau (5.3%), Hamilton (4.9%), Kitchener (3%), London (2.6%) & Windsor (2.2%).

Immigration is a huge population growth force in Ontario as it has been over the last two centuries, in relation to natural increase or inter-provincial migration. More recent sources of immigrants with already large or growing communities in Ontario include Caribbeans (a majority of whom are Jamaicans), South Asians (for example, Pakistanis, Indians, Bangladeshis & Sri Lankans), East Asians (mostly Chinese & Filipinos), Central/South Americans, Eastern Europeans such as Russians & Bosnians, & groups from Iran, Somalia & Western Africa.



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Local Statistics:

- Collectively, in 2006, the region had 13% in-migrants, just slightly below the Northern Ontario average of 13.2%.
- The City of Kenora & the Town of Fort Frances have relatively low rates of in-migrants while Red Lake & Sioux Lookout continue to have high rates of in-migrants.
- Kenora & Rainy River Districts had relatively low levels of immigration. In 2006, approximately 7.4% & 4.4% of

the population in the Rainy River & Kenora Districts respectively were immigrants, compared to 28.3% for Ontario overall.

- The immigrant population of the Rainy River & Kenora Districts in 2006 was 1,575 and 2,840 people respectively.
- The vast majority of immigrants in the Rainy River & Kenora Districts immigrated to Canada prior to 1991 (79.4% & 81.2% respectively).

Did You Know?

- In 2007, more than 370,800 Canadian residents changed province, a record number since 1981.
- Of all provinces & territories, Ontario has experienced the largest net loss of residents in each year from 2003 to 2007. In 2006, 32,300 more residents left the province than entered it, while in 2007, this deficit was 17,800.
- In 2007, very recent immigrants aged 25 - 54 who received their highest

university education in Canada were, on average 5 years younger than Canadian born with degrees.

- Almost 1 in 5 very recent immigrant university graduates were attending school in Canada in 2007, even though they already had a university degree. The majority of university-educated, very recent immigrant students were not participating in the 2007 labour market.

Source: Statistics Canada



**WHY AREN'T MY PRACTICAL SKILLS
AND WORK EXPERIENCE RECOGNIZED?**

December

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Local Statistics:

The Aboriginal population 15 years of age & older in the Kenora & Rainy River Districts in 2006 was 20,345 (17,090 in Kenora & 3,255 in Rainy River).

11,715 Aboriginal people were in the Kenora & Rainy River Districts' labour force in 2006, which represents a participation rate of 57.6%. In comparison, the participation rates for the overall population in Kenora & Rainy River Districts

were slightly higher; 64.1% & 64.2% respectively. The Ontario participation rate was 67.1%.

1,820 Aboriginal workers (15.5% of the Aboriginal workforce) were unemployed in 2006. In comparison, the overall unemployment rates for Kenora & Rainy River Districts that year were about half that; 8.8% & 7.9% respectively. The unemployment rate for the labour force in Ontario was 6.4%.

The distribution of employment by sector for the Aboriginal labour force in 2006 was generally consistent with that of the broader labour force in Kenora & Rainy River Districts, although the Aboriginal labour force had slightly higher concentrations of employment in sales & service occupations, social, education & government services & a lower percentage in health occupations.

The educational levels of the Aboriginal

population are significantly lower than the general population. For example, 50.5% of the Aboriginal population 25 - 34 years of age has not attained a high school diploma. This compares to 31.1% & 15.0% of the population in that age cohort in Kenora & Rainy River Districts respectively. In comparison, 8.7% of the labour force in Ontario has not attained a high school diploma.

Source: Statistics Canada

ABORIGINAL WORKFORCE (UNDER-REPRESENTED)

The Aboriginal workforce is under-utilized due to a lack of recognition of practical skills/credentials & past work experience resulting in low employment rates.

In 2001 there were over 620,000 Aboriginal people in the Canadian labour force, up significantly from 270,000 in 1986. Aboriginal people account for a growing share of the Canadian labour force. Over the past 15 years, the Aboriginal share of the labour force has doubled from 2% in 1986 to almost 4% in 2001.

The Aboriginal population in Canada represents a significant & rapidly growing market for goods & services. The total purchasing power of Aboriginal people has increased from \$4.7 billion in 1986 to \$19.2 billion in 2001.

As an employer, what can you do to recruit & retain Aboriginal people for your business/organization? Initiatives may include:

Target outreach activities to organizations with high Aboriginal populations - Visit Aboriginal communities & training institutions - Network with Aboriginal education & employment counselors - Keep Aboriginal organizations informed about job opportunities - Promote development of inventories of Aboriginal job candidates - Include Aboriginal people in the selection process - Use Aboriginal internship programs - Adapt corporate training programs to ensure cultural sensitivity - Promote & facilitate mentoring.

Source: Aboriginal Workforce Participation Initiative - AWPI Employer Toolkit



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Message from the Co-Chairs

We are pleased to present this Annual Report and 2009 Calendar!

The Northwest Training and Adjustment Board is well represented geographically throughout our catchment area in Northwestern Ontario. Over the past year, we have had the pleasure of welcoming two new board members from communities never before represented on the NTAB Board - Ignace and Rainy River. We have a total of six new board members and we greatly appreciate their enthusiasm and energy in meeting NTAB's goals and objectives.

One of the most significant projects undertaken by NTAB is the Trends, Opportunities and Priorities (TOP) process and we would like to thank the communities at large for assisting us with gathering the necessary information for this project. A special thanks to Kenora and Red Lake for hosting the TOP Community Consultations in 2007 and we look forward to working this year with Atikokan and Dryden. This process assists with researching local labour market information, consulting with community partners and stakeholders to prioritize trends and issues and develop action items. Additionally this process assists with developing and implementing local solutions to local issues. Finally, the TOP process helps us engage with community partners for subsequent projects.

The 2009 Calendar depicts various labour market issues ranging from literacy to skilled trades to older workers.

The Co-Chairs would like to thank all board members for their contributions and commitment of time over this past year. As well, the Co-Chairs would also like to thank the staff at NTAB for their high quality work and commitment to our successes.

Cathe Hoszowski
Co-Chair

Rick Moore
Co-Chair

BOARD OF DIRECTORS

CO-CHAIRS

Cathe Hoszowski
Rick Moore

DIRECTORS

Cheryl Betker
Bill Bousfield
Seona Furlong
Gary Gamsby
Jennifer Greenhalgh
Dianne Loubier
Garry McKinnon
Sandra Marshall
Siobain Moore

GOVERNMENT REPRESENTATIVES

Debbie Ewald, Municipal
Lauri Cunningham,
Ministry of Training, Colleges & Universities

STAFF

Liz Norman
Executive Director

Sonja Wainio
Executive Assistant

Devon MacKinnon
Coordinator, Passport to Prosperity

Calista Livingston
Conference Coordinator, FI:RE 2008

Message from the Executive Director

On behalf of our Board of Directors and Staff, the Northwest Training and Adjustment Board is pleased to present this Annual Report and 2009 Calendar. I would like to welcome and look forward to working with our new Board members who bring a wealth of knowledge, expertise and understanding of the local and regional labour markets to our organization.

The communities within our catchment area have again faced numerous and different challenges over the past year. Some communities are still struggling with economic challenges due to the continuing forestry industry decline and other communities are experiencing an economic boom and face challenges in recruiting and retaining workers.

In addition to producing an annual Trends, Opportunities and Priorities Report, NTAB has committed to facilitate four regional partnerships including the very successful FI:RE 2008 (Fueling Innovation: Reigniting Entrepreneurship) Conference held in Dryden in October. We continue to form partnerships and work with regional stakeholders to address local labour market issues.

I hope you enjoy this Calendar which depicts some of the labour trends and issues in our communities. I look forward to continuing to work with local stakeholders, the NTAB Board and Staff as we move forward in making positive changes to our labour force.

Sincerely,

Liz Norman
Executive Director

MISSION STATEMENT

The mission of the Northwest Training and Adjustment Board is to provide leadership for workforce development in the local board area by;

- Planning strategically for labour market development
- Working with other stakeholders to address and identify training needs
- Collecting appropriate data to identify current and future workforce trends
- Disseminating labour market information to the region
- Identifying local needs and facilitating solutions

OUR ROLE

NTAB's role is to actively engage communities and community partners in local labour market planning and development and facilitate community partnerships that help address priority needs.

VISION STATEMENTS

- An enriched pool of community skills which will allow all people to participate more successfully in the Northwestern Ontario labour force.
- A competitive labour force that results in a thriving and viable economy.
- All partners collaborating toward Northwestern Ontario labour force development.

BELIEF STATEMENTS

- Labour force development requires continuous "big picture" thinking.
- A skilled labour force enhances the economy.
- Skilled people are a fundamental part of any economic and employment growth strategy.
- Linkages between learning and working are critical conditions for growth.
- Education and training will provide the skills necessary for effective planning and decisions.
- Planning leads to solutions.
- Life-long learning must exist in a thriving community.
- Working together increases the potential for an improved labour force.



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The Year in Review

PARTNERSHIPS

FI:RE 2008 (October 2 & 3 - Dryden)

NTAB was honoured to be the lead organization for the Fueling Innovation: Reigniting Entrepreneurship 2008 conference which was a two day business conference that featured knowledgeable, dynamic keynote speakers & presenters including Rick Spence (former editor of Profit magazine), Donna Messer (networking guru), David Prentice (marketing expert) & Ben Barry (CEO Ben Barry Agency). In total, over 128 individuals attended the conference. Participants attended from as far away as Nipigon and included representation from Red Lake, Kenora, Sioux Lookout, Thunder Bay, Ignace & Fort Frances. Eleven organizations took advantage of the trade show space to promote their services and businesses. FI:RE 2009 has been scheduled for September 30 – October 2, 2009 at the Dryden Regional Training & Cultural Centre.



Youth “Tips” Tool

Geared to an employer audience, including samples & suggestions to improve youth attraction & retention strategies. Highlights 2 - 3 employers in the area who consistently recruit & retain younger workers & find out what works & why.

Aboriginal Workforce (under-represented)

Develop an Aboriginal workforce presentation geared to an employer & economic development audience profiling information, skills & abilities of the Aboriginal workforce - including hiring best practices.

Shift in Key Employment Sectors

Communicate labour market information via various methods (newsletters, brochures, etc.)

T.O.P. CONSULTATION & REPORT

The TOP consultation process provides an opportunity for community stakeholders at all levels of influence to come together through survey participation, focus groups & at the community consultations hosted by the Northwest Training & Adjustment Board. Informed through research & data analysis, this process supports the development of NTAB's local labour market planning actions for the next one to two years.

Regional labour market trends, opportunities, priorities and action items are discussed and captured in the annual TOP Report which will be released in February 2009.



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Local Boards of Ontario

- 1. REPRESENTATION** Ontario's Local Boards are led by more than 450 Volunteers representing business, labour, educators, trainers, women, persons with disabilities, Francophones, Aboriginals, visible minorities, youth, and local government, all key players with an important stake in the health of the local labour market.
- 2. RESPONSIVENESS** Local Boards address issues that are relevant to their local economy.
- 3. LEADERSHIP** It is through their unique membership that Local Boards can tap into and engage community partners in the development and implementation of local labour market solutions.
- 4. DIVERSITY** Membership on Local Boards includes representation from women, youth, visible minorities, persons with disabilities, Francophones and Aboriginals. It is through this diversity that Local Boards can reach out to the many constituencies in their communities.
- 5. VALUE** Local Boards use their modest resources efficiently to deliver effective results and measurable outcomes for their communities.
- 6. INNOVATION** Local Boards have the flexibility to test new approaches and initiate innovative and cost-effective solutions that respond to local issues.
- 7. PERSPECTIVE** Local Boards know their communities inside out and as such, bring a unique perspective to the labour market conditions that prevail in their immediate areas.
- 8. INFORMATION** Over the years, Local Boards have developed the ability to uncover a wealth of information about their communities including: labour force data, labour market research studies, database of programs and services leading to employment (IPS). The latter is now the official portal for such information on the 211Ontario site (www.211ontario.ca).
- 9. PARTNERSHIPS** Local Boards have led more than 1,000 partnership activities/projects since the beginning of the new millennium. Close to 2,500 different organizations have actively participated in and contributed to these partnerships.
- 10. PARTICIPATION** Since 1999, more than 4,000 organizations, 26,000 employers and 300,000 people have taken part in Local Board sponsored events.
- 11. CREDIBILITY** Local boards have earned their stripes in communities by delivering on commitments and achieving positive results.
- 12. TOP** A comprehensive labour market consultation and planning process organized and facilitated by Local Boards to engage community partners in the development of a locally driven action plan that responds to local priorities.
- 13. ACCOUNTABILITY** Local Boards answer to their communities. They are independent, not-for-profit organizations incorporated under Ontario's Business Corporations Act.
- 14. CONNECTIONS** Over time, Local Boards have established strong connections with key labour market players in their areas including business, unions, service providers, educational institutions, and local government officials.
- 15. NEUTRALITY** Local Boards are recognized as "neutral" brokers / facilitators by local partners and communities. As such, they can provide a non-threatening environment that is conducive to effective community discussions and cooperation.
- 16. CONSENSUS-DECISION MAKING** Local Boards use this model, which helps members learn how to work cooperatively to reach balanced decisions that benefit all constituencies.
- 17. LEVERAGE** Local boards have succeeded in generating much needed additional cash and/or in-kind resources from local partners and government departments to tackle pressing issues in their communities.
- 18. PERFORMANCE** Local Boards continue to meet their contractual commitments with government sponsors. They have implemented a Continuous Improvement Performance Measurement System to assess the impact of their work and enhance their services whenever necessary.
- 19. FOCUS** Local Boards are a focal point for community action, providing opportunity for grassroots input on local labour market development issues.
- 20. WWW.LOCALBOARDS.ON.CA** This Web site allows visitors to learn more about Local Boards in Ontario. It serves as a "Gateway" to countless resources including individual Local Board information and popular online search tools such as the Inventory of Programs and Services (www.ips.iwin.ca) and the Partnerships Database.
- 21. RELIABILITY** Ontario can count on the Local Boards to help communities achieve better results in local labour market planning tailored to local economic realities.



www.localboards.on.ca

The Northwest Training and Adjustment Board acknowledges the Niagara Workforce Planning Board a division of Niagara Training and Adjustment Board for the original concept and select content in this publication.

"The material contained in this Annual Report/2009 Calendar has been prepared by the Northwest Training and Adjustment Board and is drawn from a variety of sources considered to be reliable. We make no representation or warranty, express or implied, as to its accuracy or completeness. In providing this material, the Northwest Training and Adjustment Board does not assume any responsibility or liability."

2010 CALENDAR

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This *Employment Ontario* project is funded by the Ontario government.
Ce projet *Emploi Ontario* est financé par le gouvernement de l'Ontario.