



Kenora and Rainy River Districts

2022-2025 Local Labour Market Plan Report

2023 UPDATE



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How Did We Do?

Please access our short survey by visiting form.simplesurvey.com/f/I/NTAB2023LLMPReport or by hardcopy request.

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Vision

Engage all regional stakeholders and partners with valuable workforce information.

Mission

To improve our local workforce.

“A job for everyone, someone for every job.”

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2022-2025 Local Labour Market Plan Report

Kenora and Rainy River Districts

February 2023

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Executive Summary

In 2021-2022, the Northwest Training and Adjustment Board released a plan for workforce development in the Kenora and Rainy River Districts covering the period of 2022 to 2025. The three-year evidence-based plan focused on:

- Re-building the local economy through the availability of a resilient and skilled labour force;
- Re-engaging with workers as they return to the workforce and students as they prepare for the future;
- Re-igniting the local economy via actions and strategies outlined in our Workforce Development Action Plan 2022-2025.

This report provides the first of three annual updates. Recognizing the significance of the pandemic on the region's economy and workforce, NTAB and their partners added a new priority to their Action Plan: Post-COVID-19 Workforce Trends. This new area of focus is now added to the five priorities that have formed the basis of NTAB's local labour market plan for many years:

1. Transitioning our workforce in a changing economy.
2. Evolving education requirements.
3. Integrating the marginalized workforce.
4. Supporting entrepreneurs.
5. Attraction of individuals to the region.

The following indicators have been used to assess changes in labour market demand and supply over the past year:

Labour Market Demand

- There are 113 fewer businesses operating in the Kenora District as of June 2022 compared to the previous year, a decrease of 2.6%. The most significant decreases took place in the Accommodation and Food Services; Personal and Household Services; and Retail Trade. An increase of 44 businesses not yet classified between 2020 and 2022 may be an early indicator of economic regeneration.
- The Rainy River District experienced a loss of 77 businesses as of June 2022 compared to June 2020. The greatest decrease took place in the Agriculture, Forestry, Fishing and Hunting sector. Real estate and leasing sector experienced the greatest increase.
- Statistics Canada, Canada Business Counts (June 2022) also highlights the importance of the Accommodation and Food Services; Construction and Retail sectors in the Kenora District and Agriculture, Forestry, Fishing and Hunting; Personal and Household Services and the Accommodation and Food Services sectors in the Rainy River District.
- The Rural Ontario Institute identified a 3% reduction in jobs in the Kenora District and 4% reduction in the Rainy River District between 2019 and 2021.
- Vicinity Jobs offers an indicator of immediate labour market demand. This software gathers and analyzes online job ads posted in the Kenora and Rainy River Districts. Looking at postings pre and during recovery, the greatest increase was observed in Educational services; Manufacturing; Professional, scientific and technical services and Public administration in the Kenora District. While not generating the same intensive activity, increases were observed in the Health and social services and Mining, oil and gas extraction and quarrying sectors in the Rainy River District. Job ads were also used as a tool to examine demand by occupational group and the educational requirements within sectors and occupational groups and demonstrated opportunity at all educational levels.

Labour Market Supply

- Statistics Canada began their release of Census 2021 population data and it provides an overview of changes that have taken place in Northwestern Ontario over the past five years.
- The population increased by 0.7% in the Kenora District and decreased in the Rainy River District by 3.3% between 2016 and 2021. During the same time period, the population in Ontario grew by 5.8% and in Canada by 5.2%
- Fifty percent of the population in the Kenora District and 30% of the population in the Rainy River District is Indigenous
- At 37.6, the median age of the population in the Kenora District is considerably younger than in Ontario and Canada where the median age is 41.6. The reverse is true in the Rainy River District where the median age of the population is 45.2.
- For the population age 15 and older, there has been an overall increase in educational attainment between 2016 and 2021. In the Kenora District increases were observed in secondary school completions, college certificates and diplomas and university certificates or diplomas at the bachelor level or higher. The Rainy River District experienced a similar increase in the percentage of the population with a secondary school diploma or equivalent as well as those with a university credential. The percentage of the population with a college certificate or diploma was stable.

- There was a significant decline in persons who had completed an apprenticeship or trades certificate or diploma in both the Kenora and Rainy River Districts.
- At 57.3% in the Kenora District and 58.1% in the Rainy River District, the labour force participation is lower in the region than in Ontario where participation is at 62.8%.
- Those who identified as self-employed grew by more than 21% in the Kenora District and 25% in the Rainy River District between 2016 and 2021.
- The number of female and male individuals at all age brackets receiving regular Employment Insurance regular benefits between September 2021 and September 2022 decreased by a minimum of 60%. While an indicator of strong labour market demand, it is also likely that many qualified in 2021 would have exhausted their benefits by September 2022.
- Growth in employment in the Kenora District took place primarily in the public sector. Compared to the Census conducted in 2016, employment in the Health and Social Assistance sector grew by almost 21% to 6,100; Public Administration employment increased by 12.6% to 3,690 and employment in Educational Services grew by 10.4% to 3,045. Almost 44% of the total labour force is employed in these three industries or almost 20% more than the 24.5% employed in the public sector in the province of Ontario. Outside of the public sector, the greatest concentration of employment is observed in Retail Trade; Construction and Accommodation and Food Services.
- The most significant growth in the Rainy River District was observed in the Mining, Oil and Gas and Quarrying sector where employment grew by 74.3% between 2016 and 2021 from 350 to 610 people. As in the Kenora District, employment growth was also evident in the public sector, particularly in Public administration. Almost 37% of the total labour force is employed in Educational services, Health and social assistance and Public Administration. The greatest concentration of employment in the private sector is observed in Retail Trade; Mining, Construction and Accommodation and Food Services.
- More than 60% of the Kenora District and 57% of the Rainy River District workforce work in Sales and service occupations, Trades, transport and equipment operation; and Education, law, social and government occupations.
- While net out-migration has slowed, a net total of 396 people left the Kenora District between 2015 and 2020 while net in-migration into the Rainy River District increased by 53 people during the same timeframe.
- Participation in Employment Ontario Assisted Employment Services, Canada Ontario Job Grant and Better Jobs Ontario between April 2021 and March 2022 still lags behind pre-pandemic levels across the region. During the same time period, participation in Unassisted Employment Services, Literacy and Basic Skills and Youth Job Connection increased. Apprenticeship registration and apprenticeship certificates issued in the Kenora District increased in the last year while registrations in the Rainy River District decreased. Despite issuing 20 Certificates of Apprenticeship in 2021-2022, the number of active apprentices in the Rainy River District also decreased compared to the previous year.
- The first of three annual updates to the three-year Action Plan 2022-2025, itemizes short, medium and long-term actions now underway.

Background

Early in 2022, the Northwest Training and Adjustment Board (NTAB) released a three-year evidence-based plan for workforce development in the Kenora and Rainy River Districts. This 2023 report is the first of three annual updates to be issued in the coming years.

Reflecting the significant impact that the pandemic continues to have on the local labour market, workforce development partners in the Kenora and Rainy River Districts have added a strategic focus: Adapting to post-pandemic changes to the local labour market. This priority joins the five priorities that have guided the actions undertaken by NTAB and their partners for the past decade:

1. Transitioning our workforce in a changing economy.
2. Meeting evolving education requirements.
3. Integrating the marginalized workforce.
4. Supporting entrepreneurs.
5. Out-migration of key demographics of our population and population attraction

This update provides an analysis of various indicators of labour market demand and labour market supply as well as a summary of input provided by multiple stakeholders including employers, economic developers, educators and employment service providers. These quantitative and qualitative indicators form the basis of strategic actions outlined in the Local Labour Market Action Plan for Workforce Development in the Kenora and Rainy River Districts.

Labour Market Demand

One of the first measures that provides some insight into the impact of the pandemic on the region's economy is Canada Business Counts data, released by Statistics Canada semi-annually. Tables 1A and B compares the number of businesses operating in the Kenora and Rainy River Districts as of June 2022 with the number operating in June 2020 shortly after the initial lockdown began in March 2020. It must be noted that some changes in the numbers of businesses operating in each sector may be caused by changes in the assignment of postal codes within Census Divisions by Statistics Canada.

Table 1A: Change in Number of Businesses June 2020 to June 2022 – Kenora District

| Sector | No of Businesses Jun 2020 | No. of Businesses Jun 2022 | Absolute Change | Per Cent change |
|---|---------------------------|----------------------------|-----------------|-----------------|
| Agriculture, Forestry, Fishing, Hunting | 156 | 146 | (-10) | (-6.4%) |
| Mining, Oil and Gas Extraction, Quarrying | 22 | 19 | (-3) | (-13.6%) |
| Utilities | 18 | 20 | 2 | 11.1% |
| Construction | 481 | 469 | (-12) | (-2.5%) |
| Manufacturing | 52 | 53 | 1 | 1.9% |
| Wholesale Trade | 76 | 68 | (-8) | (-10.5%) |
| Retail Trade | 419 | 396 | (-23) | (-5.5%) |
| Transportation and Warehousing | 195 | 188 | (-7) | (-3.6%) |
| Information and Cultural Services | 51 | 45 | (-6) | (-11.8%) |
| Finance and Insurance | 178 | 164 | (-14) | (-7.9%) |
| Real Estate and Leasing | 631 | 662 | 31 | 4.9% |
| Professional, Scientific and Technical Services | 230 | 225 | (-5) | (-2.2%) |
| Management/Administrative & Support Services | 125 | 111 | (-14) | (-11.2%) |
| Educational Services | 46 | 54 | 8 | 17.4% |
| Health and Social Services | 340 | 347 | 7 | 2.1% |
| Arts, Culture, Sports and Recreation | 81 | 65 | (-16) | (-19.8%) |
| Accommodation and Food Services | 500 | 443 | (-57) | (-11.4%) |
| Personal and Household Services | 340 | 312 | (-28) | (-8.2%) |
| Public Administration | 69 | 66 | (-3) | (-4.3%) |
| Businesses not classified by industry | 260 | 304 | 44 | 16.9% |
| Total | 4,270 | 4,157 | (-113) | (-2.6%) |

Source: Statistics Canada, Canada Business Counts, June 2020 and June 2022

There are 113 fewer businesses operating in the Kenora District as of June 2022 compared to the previous year; a decrease of 2.6%. With 57 fewer businesses operating, the greatest reduction took place in the Accommodation and Food Services sector followed by 28 business losses in Personal and Household Services, and 23 in Retail Trade. However, an increase of 44 businesses not yet classified between 2020 and 2022 is a positive indicator of regeneration.

In the Rainy River District, the number of businesses operating decreased by 77 between June 2020 and June 2022. The Agricultural, Forestry, Fishing and Hunting sector experienced the greatest decrease in operating businesses while Real Estate and Leasing experienced the greatest increase. Owner-operated businesses with no employees are predominant in both sectors.

Table 1B: Change in Number of Businesses June 2020 to June 2022 – Rainy River District

| Sector | No of Businesses Jun 2020 | No. of Businesses Jun 2022 | Absolute Change | Per Cent change |
|---|---------------------------|----------------------------|-----------------|-----------------|
| Agriculture, Forestry, Fishing, Hunting | 305 | 273 | (-32) | (-10.5%) |
| Mining, Oil and Gas Extraction, Quarrying | 7 | 8 | 1 | 14.3% |
| Utilities | 9 | 7 | (-2) | (-22.2%) |
| Construction | 162 | 157 | (-5) | (-3.1%) |
| Manufacturing | 36 | 35 | (-1) | (-2.8%) |
| Wholesale and Distribution | 28 | 26 | (-2) | (-7.1%) |
| Retail Trade | 134 | 128 | (-6) | (-4.5%) |
| Transportation and Warehousing | 102 | 99 | (-3) | (-2.9%) |
| Information and Cultural Services | 18 | 15 | (-3) | (-16.7%) |
| Finance and Insurance | 58 | 58 | 0 | 0.0% |
| Real Estate and Leasing | 172 | 209 | 37 | 21.5% |
| Professional, Scientific and Technical Services | 86 | 81 | (-5) | (-5.8%) |
| Management/Administrative & Support Services | 52 | 50 | (-2) | (-3.8%) |
| Educational Services | 18 | 18 | 0 | 0.0% |
| Health and Social Services | 111 | 115 | 4 | 3.6% |
| Arts, Culture, Sports and Recreation | 24 | 21 | (-3) | (-12.5%) |
| Accommodation and Food Services | 128 | 120 | (-8) | (-6.3%) |
| Personal and Household Services | 151 | 152 | 1 | 0.7% |
| Public Administration | 26 | 25 | (-1) | (-3.8%) |
| Businesses not classified by industry | 96 | 82 | (-14) | (-14.6%) |
| Total | 1,723 | 1,646 | (-77) | (-4.5%) |

Source: Statistics Canada, Canada Business Counts, June 2020 and June 2022

Canada Business Counts data is a useful tool to better understand the composition of the region’s economy by looking at the percent of total businesses operating in each sector, or distribution.

Table 2: Distribution of businesses by sector – Kenora and Rainy River Districts compared to Ontario

| Sector | Percent of Total Businesses – Kenora District | Percent of Total Businesses – Rainy River | Percent of Total Businesses – Ontario |
|--|---|---|---------------------------------------|
| Agriculture, Forestry, Fishing, Hunting | 3.5% | 16.6% | 2.9% |
| Mining, Oil and Gas Extraction, Quarrying | 0.5% | 0.5% | 0.1% |
| Utilities | 0.5% | 0.6% | 0.2% |
| Construction | 11.3% | 9.7% | 8.5% |
| Manufacturing | 1.3% | 2.1% | 2.2% |
| Wholesale and Distribution | 1.6% | 1.9% | 2.3% |
| Retail Trade | 9.5% | 7.4% | 5.7% |
| Transportation and Warehousing | 4.5% | 5.8% | 6.4% |
| Information and Cultural Services | 1.1% | 0.8% | 1.3% |
| Finance and Insurance | 3.9% | 3.5% | 5.4% |
| Real Estate and Leasing | 15.9% | 12.5% | 20.4% |
| Professional, Scientific, Technical Services | 5.4% | 4.4% | 12.3% |
| Management/Admin & Support Services | 2.7% | 3.1% | 4.3% |
| Educational Services | 1.3% | 1.2% | 1.0% |
| Health and Social Services | 8.3% | 6.2% | 6.3% |
| Sports and Recreation | 1.6% | 1.3% | 1.3% |
| Accommodation and Food Services | 10.7% | 6.3% | 2.7% |
| Personal and Household Services | 7.5% | 9.4% | 5.5% |
| Public Administration | 1.6% | 1.5% | 0.1% |
| Businesses not classified by industry | 7.3% | 5.4% | 11.1% |

Source: Canada Business Counts, June 2022, Statistics Canada

The predominance of the Accommodation and Food Services; Construction; and Retail Trade sectors in the Kenora District as compared to the province of Ontario is noteworthy as is the Agriculture, Forestry, Fishing and Hunting; Personal and Household Services and Accommodation and Food Services sectors in the Rainy River District.

EMSI Analyst uses Statistics Canada’s Survey of Employment, Payroll and Hours, combined with Census Data as a tool that provides insight into overall job creation. The Rural Ontario Institute used this source to examine rural versus urban job creation. They found that employment levels in 2021 were still slightly lower than in 2019. There are approximately 4% fewer jobs across all industries in both rural and urban areas of Ontario. Industries most impacted during the pandemic are still reeling. In rural areas of Ontario, there are 40% fewer jobs in the Arts, entertainment and recreation industry and employment in Accommodation and food services is 30% lower in 2021 than in 2019. Conversely, employment in the Management of companies and enterprises has increased 25%. Employment in the Professional, scientific and technical services sector has increased by 5%.

Table 3 summarizes job creation from 2019 to 2021 for the Kenora and Rainy River Districts, the Northwest Economic Region and Ontario.

Table 3: 2019-2021 Employment Statistics

| Location | 2019 Jobs | 2020 Jobs | 2021 Jobs | % jobs change 2019-2021 | Average Wage (2021) |
|---------------------------|-----------|-----------|-----------|-------------------------|---------------------|
| Kenora District | 30,929 | 28,950 | 30,018 | (-3%) | \$47,169. |
| Rainy River District | 9,145 | 8,455 | 8,823 | (-4%) | \$50,356. |
| Northwest Economic Region | 107,815 | 98,878 | 102,830 | (-5%) | \$50,542. |
| Ontario | 6,734,386 | 6,151,632 | 6,459,245 | (-4.3%) | \$50,694. |

Source: EMSI Analyst, Rural Ontario Institute Employment Fact Sheet, November 2022

As more and more employers turn to online job postings sites analyzing the number of job postings provides insights into labour market demand. Tables 4A and 4B compare the number of online job postings in the last six months of 2019 with the first six months of 2022 in the Kenora and Rainy River Districts.

It should be noted that the count does not include job postings where the employer advertised the job anonymously or when the job is advertised by a known employment agency.

Table 4A: Online job postings by industry pre-pandemic (2019) compared to 2022 – Kenora District

| Sector | No. of Online Postings Jul 1 2019 to Dec 31 2019 | No. of Online Postings Jan 1 2022 to Jun 30 2022 | Absolute Change |
|--|--|--|-----------------|
| Agriculture, Forestry, Fishing, Hunting | 0 | 17 | 17 |
| Mining, Oil/Gas Extraction, Quarrying | 10 | 13 | 3 |
| Utilities | 0 | 2 | 2 |
| Construction | 18 | 46 | 28 |
| Manufacturing | 23 | 115 | 92 |
| Wholesale and Distribution | 15 | 36 | 21 |
| Retail Trade | 146 | 191 | 45 |
| Transportation and Warehousing | 24 | 74 | 50 |
| Information and Cultural Services | 10 | 21 | 11 |
| Finance and Insurance | 49 | 126 | 77 |
| Real Estate and Leasing | 5 | 22 | 17 |
| Professional, Scientific, Tech. Services | 31 | 119 | 88 |
| Management/Administration Services | 8 | 75 | 67 |
| Educational Services | 14 | 291 | 277 |
| Health and Social Services | 134 | 208 | 74 |
| Arts, Culture, Sports and Recreation | 0 | 1 | 1 |
| Accommodation and Food Services | 57 | 139 | 82 |
| Personal and Household Services | 0 | 11 | 11 |
| Public Administration | 47 | 135 | 88 |
| Total | 591 | 1,642 | 1,051 |

The greatest increase in the number of job postings in the Kenora District is observed in Educational services; Manufacturing; Professional, scientific and technical services and Public administration. There is also a significant number of job postings in the Accommodation and food services industry as the sector continues to recover.

While not generating the same intensive activity, the Rainy River District experienced a significant increase in online job postings in the Health and social services sector as well as Mining, oil and gas extraction and quarrying.

Table 4B: Online job postings by industry pre-pandemic (2019) compared to 2022 – Rainy River District

| Sector | No. of Online Postings Jul 1 2019 to Dec 31 2019 | No. of Online Postings Jan 1 2022 to Jun 30 2022 | Absolute Change |
|--|---|---|-----------------|
| Agriculture, Forestry, Fishing, Hunting | 0 | 0 | 0 |
| Mining, Oil/Gas Extraction, Quarrying | 1 | 55 | 54 |
| Utilities | 0 | 2 | 2 |
| Construction | 16 | 1 | 15 |
| Manufacturing | 28 | 16 | (-22) |
| Wholesale and Distribution | 2 | 2 | 0 |
| Retail Trade | 126 | 42 | (-84) |
| Transportation and Warehousing | 5 | 13 | 8 |
| Information and Cultural Services | 0 | 2 | 2 |
| Finance and Insurance | 6 | 29 | 23 |
| Real Estate and Leasing | 1 | 4 | 3 |
| Professional, Scientific, Tech. Services | 0 | 21 | 21 |
| Management/Administration Services | 0 | 11 | 11 |
| Educational Services | 41 | 72 | 31 |
| Health and Social Services | 91 | 255 | 164 |
| Arts, Culture, Sports and Recreation | 0 | 1 | 1 |
| Accommodation and Food Services | 22 | 42 | 20 |
| Personal and Household Services | 0 | 4 | 4 |
| Public Administration | 4 | 28 | 24 |
| Total | 338 | 625 | 287 |

Table 5 provides an analysis of the educational requirements by industry as identified by employers within job postings issued in the one-year period between October 01, 2021 and September 30, 2022.

Table 5: Education Requirements identified in Job Postings by Industry – October 01, 2021 to September 30, 2022 in the Kenora District (KD) and the Rainy River District (RR)

| | University | | College, Vocational or Apprenticeship | | Secondary or Occupation Specific | | On the job or No Formal Education | | Unknown | | Total | |
|----------------------------------|------------|-----|---------------------------------------|-----|----------------------------------|----|-----------------------------------|----|---------|----|-------|-----|
| | KD | RR | KD | RR | KD | RR | KD | RR | KD | RR | KD | RR |
| Agriculture, Forestry, Fish/Hunt | 4 | 0 | 2 | 0 | 4 | 0 | 3 | 0 | 9 | 0 | 22 | 0 |
| Mining, Oil and Gas, Quarrying | 5 | 24 | 4 | 17 | 0 | 13 | 1 | 2 | 15 | 40 | 25 | 96 |
| Utilities | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 4 | 1 | 5 | 3 |
| Construction | 0 | 0 | 23 | 4 | 17 | 19 | 2 | 0 | 33 | 4 | 75 | 27 |
| Manufacturing | 24 | 2 | 58 | 24 | 25 | 10 | 16 | 0 | 84 | 5 | 207 | 41 |
| Wholesale Trade | 7 | 1 | 12 | 0 | 30 | 0 | 0 | 0 | 19 | 2 | 68 | 3 |
| Retail Trade | 63 | 18 | 37 | 7 | 145 | 23 | 83 | 8 | 100 | 8 | 428 | 64 |
| Transportation & Warehousing | 8 | 1 | 21 | 9 | 67 | 10 | 1 | 0 | 31 | 4 | 128 | 24 |
| Information & Cultural Services | 0 | 1 | 8 | 0 | 7 | 0 | 0 | 0 | 20 | 3 | 35 | 4 |
| Finance and Insurance | 9 | 4 | 119 | 22 | 61 | 10 | 3 | 0 | 26 | 14 | 218 | 50 |
| Real Estate and Leasing | 9 | 0 | 2 | 0 | 18 | 1 | 6 | 2 | 3 | 2 | 38 | 5 |
| Prof., Scientific., Tech Service | 60 | 12 | 39 | 11 | 15 | 2 | 4 | 0 | 56 | 4 | 174 | 29 |
| Mngmt/Admin Support Service | 17 | 2 | 15 | 16 | 86 | 4 | 8 | 6 | 2 | 3 | 128 | 31 |
| Educational Services | 159 | 20 | 71 | 25 | 203 | 49 | 39 | 0 | 56 | 32 | 528 | 126 |
| Health and Social Services | 83 | 169 | 105 | 103 | 73 | 41 | 23 | 6 | 144 | 30 | 428 | 349 |
| Arts, Entertainment, Recreation | 0 | 0 | 0 | 4 | 1 | 0 | 0 | 0 | 0 | 2 | 1 | 6 |
| Accommodation/Food Services | 36 | 15 | 78 | 26 | 29 | 24 | 29 | 4 | 141 | 31 | 313 | 100 |
| Personal & Household Services | 1 | 4 | 7 | 0 | 0 | 2 | 0 | 1 | 15 | 0 | 23 | 7 |
| Public Administration | 48 | 20 | 52 | 6 | 41 | 3 | 12 | 2 | 75 | 15 | 228 | 46 |

Source: Vicinity Jobs

Table 6 examines job postings in the Kenora and Rainy River Districts by occupational group during the same one-year period from October 01, 2021 to September 30, 2022. The percentage of total postings by occupational group was also provided for the province of Ontario to highlight local versus provincial demand.

Table 6: Job Postings by Occupational Group – October 01, 2021 to September 30, 2022

| Major Occupational Group | Kenora District | | Rainy River District | | Ontario |
|---|-----------------|------------------|----------------------|------------------|------------------|
| | Number | Percent of Total | Number | Percent of Total | Percent of Total |
| 0 Management Occupations | 392 | 7.8% | 89 | 5.7% | 11.8% |
| 1 Business, finance and administration occupations | 794 | 15.8% | 226 | 14.5% | 16.3% |
| 2 Natural and applied sciences ARO* | 105 | 2.10% | 23 | 1.5% | 4.4% |
| 3 Health occupations | 143 | 2.8% | 389 | 24.9% | 5.2% |
| 4 Education, law, social and government occupations | 567 | 11.3% | 205 | 13.1% | 6.0% |
| 5 Occupations in art, culture, recreation and sport | 42 | 0.8% | 12 | 0.8% | 1.1% |
| 6 Sales and service occupations | 1,398 | 27.8% | 284 | 18.2% | 24.6% |
| 7 Trades, transport and equipment operators and related occupations | 678 | 13.5% | 154 | 9.9% | 10.7% |
| 8 Natural resources, agriculture and related occupations | 88 | 1.8% | 11 | 0.7% | 0.6% |
| 9 Occupations in manufacturing and utilities | 73 | 1.5% | 18 | 1.2% | 2.6% |
| Other | 745 | 14.8% | 151 | 9.7% | 16.7% |
| TOTAL | 5,025 | | 1,562 | | |

ARO = And related occupations

Finally, Table 7 examines the educational requirements by occupational group as identified by employers within the job postings issued in the Kenora and Rainy River Districts between October 01, 2021 and September 30, 2022. Tables 5 and 7 highlight that there are available jobs within industries and occupations in the Kenora and Rainy River Districts at all educational levels.

Table 7: Education Requirements identified in Job Postings by Occupational Group – October 01, 2021 to September 30, 2022 in the Kenora District (KD) and the Rainy River District (RR)

| | University | | College, Vocational or Apprenticeship | | Secondary or Occupation Specific | | On the job or No Formal Education | | Unknown | | Total | |
|---|------------|-----|---------------------------------------|-----|----------------------------------|----|-----------------------------------|----|---------|-----|-------|-----|
| | KD | RR | KD | RR | KD | RR | KD | RR | KD | RR | KD | RR |
| 0 Management Occupations | 392 | 89 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 392 | 0 |
| 1 Business, finance and administration occupations | 52 | 26 | 241 | 57 | 319 | 87 | 0 | 0 | 182 | 56 | 794 | 226 |
| 2 Natural and applied sciences ARO* | 49 | 17 | 54 | 6 | 0 | 0 | 0 | 0 | 2 | 0 | 105 | 23 |
| 3 Health occupations | 68 | 227 | 32 | 109 | 27 | 29 | 0 | 0 | 16 | 24 | 143 | 389 |
| 4 Education, law, social and government occupations | 260 | 34 | 140 | 105 | 151 | 61 | 0 | 0 | 16 | 5 | 567 | 205 |
| 5 Occupations in art, culture, recreation and sport | 11 | 3 | 31 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 42 | 12 |
| 6 Sales & service occupations | 0 | 0 | 425 | 105 | 449 | 80 | 297 | 53 | 227 | 46 | 1398 | 284 |
| 7 Trades, transport and equipment operators ARO | 0 | 0 | 212 | 47 | 319 | 72 | 40 | 12 | 107 | 23 | 678 | 154 |
| 8 Natural resources, agriculture ARO | 0 | 0 | 25 | 3 | 53 | 5 | 10 | 3 | 0 | 00 | 88 | 11 |
| 9 Occupations in manufacturing and utilities | 0 | 0 | 8 | 8 | 21 | 5 | 33 | 5 | 11 | 0 | 73 | 18 |
| Other | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 745 | 151 | 745 | 151 |

Source: Vicinity Jobs
 * ARO - And related occupations

Labour Market Supply

Statistics Canada began their release of Census 2021 population data and it provides an overview of changes that have taken place in Northwestern Ontario over the past five years.

Population

Tables 8A and B highlight the change in population of communities throughout the region as well as median income in each area. The population of the Kenora District remained relatively stable between Census 2016 and 2021 increasing 0.7%. At 37.6, the median age of the population in the Kenora District is considerably younger than in Ontario and Canada.

Table 8A: Population Change, Age and Median Income of Population in the Kenora District

| | Population 2021 | Population 2016 | % Change 2016–2021 | Median Age | Median Income* |
|---|-----------------|-----------------|-----------------------|-------------|----------------|
| Kenora District - Municipalities | | | | | |
| Dryden (City) | 7,388 | 7,749 | (-4.7%) | 48 | \$45,200. |
| Ear Falls (Township) | 924 | 995 | (-7.1%) | 43.6 | \$48,800. |
| Ignace (Township) | 1,206 | 1,202 | 0.3% | 53.6 | \$38,000. |
| Kenora (City) | 14,967 | 15,096 | (-0.9%) | 44.4 | \$48,400. |
| Kenora (Unorganized) | 7,475 | 6,692 | 11.7% | 54.8 | \$46,000. |
| Machin (Municipality) | 1,012 | 971 | 4.2% | 53.6 | \$41,600. |
| Pickle Lake (Township) | 398 | 388 | (-2.6%) | 31.2 | \$37,200. |
| Red Lake (Municipality) | 4,094 | 4,107 | (-0.3%) | 38.4 | \$55,200. |
| Sioux Lookout (Municipality) | 5,839 | 5,272 | 10.8% | 38.0 | \$54,400. |
| Sioux Narrows-Nestor Falls (Twsp) | 727 | 567 | 28.2% | 60.0 | \$39,200. |
| Kenora District - Indigenous Communities | | | | | |
| Attawapiskat (IR) | 1,586 | 1,501 | 5.7% | 22.4 | \$25,000. |
| Bearskin Lake (IR) | 447 | 355 | 25.9% | 27 | \$17,600. |
| Cat Lake 63C (IR) | 651 | 565 | 15.2% | 21 | \$24,800. |
| Deer Lake (IR) | 1,087 | 867 | 25.4% | 23.4 | \$24,400. |
| Eagle Lake 27 (IR) | 257 | 224 | 14.7% | 32.8 | \$25,400. |
| Fort Albany 67 (Part) (IR) | Unavailable | 1,404 | Unavailable | Unavailable | Unavailable |
| Fort Albany 67 (Part) (IR) | 775 | 759 | 2.1% | 26.8 | \$27,800. |
| Fort Severn 89 (IR) | 364 | 361 | 0.8% | 26.0 | \$24,200. |
| Kasabonika Lake (IR) | 1,060 | 849 | 24.9% | 22.4 | \$23,800. |
| Kee-Way-Win (IR) | 409 | 421 | (-2.9%) | 19.6 | \$29,000. |
| Kenora 38B (IR) | 402 | 421 | (-4.5%) | 32.4 | \$29,800. |
| Kingfisher Lake 1 (IR) | 511 | 511 | 0.0% | 26.0 | \$29,200. |
| Kitchenuhmaykoosib Aaki 84 (IR) | 1,029 | 1,024 | 0.5% | 23.0 | \$26,800. |
| Lac Seul 28 (IR) | 1,022 | 974 | 4.9% | 29.6 | \$27,200. |
| Lake of the Woods 37 (IR) | 49 | 62 | (-21.0%) | 30.2 | Unavailable |

| | Population 2021 | Population 2016 | % Change 2016–2021 | Median Age | Median Income* |
|-------------------------------|-----------------|-----------------|--------------------|-------------|------------------|
| Marten Falls 65 (IR) | 243 | 252 | (-3.6%) | 23.4 | Unavailable |
| Muskrat Dam Lake (IR) | Unavailable | 281 | Unavailable | Unavailable | Unavailable |
| Neskantaga (IR) | 244 | 237 | 3.0% | 26.6% | Unavailable |
| North Spirit Lake (IR) | 265 | 293 | (-9.6%) | 25.0 | \$17,000. |
| Northwest Angle 33B (IR) | 52 | 95 | (-45.3%) | 49.2 | Unavailable |
| Peawanuck (IS) | 247 | 195 | 26.7% | 31 | Unavailable |
| Pikangikum 14 (IR) | Unavailable | Unavailable | Unavailable | Unavailable | Unavailable |
| Poplar Hill (IR) | 663 | 473 | 40.2% | 18.6 | \$26,000. |
| Rat Portage 38A (IR) | 171 | 140 | 22.1% | 35.6 | Unavailable |
| Sabaskong Bay 35D (IR) | 383 | 371 | 3.2% | 26.4 | \$28,800. |
| Sachigo Lake 1 (IR) | 608 | 514 | 18.3% | 21.6 | \$32,400. |
| Sandy Lake 88 (IR) | 2,100 | 2,017 | 4.1% | 22.8 | \$18,200. |
| Shoal Lake (Part) 39A (IR) | 445 | 391 | 13.8% | 27.6 | \$23,800. |
| Shoal Lake (Part) 40 (IR) | 96 | 71 | 35.2% | 28.6 | Unavailable |
| Shoal Lake 34B2 (IR) | 81 | 151 | (-46.4%) | 36 | Unavailable |
| Slate Falls (IS) | 299 | 232 | 28.9% | 25.4 | \$29,600. |
| Summer Beaver (IS) | 355 | 382 | (-7.1%) | 25.0 | \$25,400. |
| The Dalles 38C (IR) | 180 | 194 | (-7.2%) | 29.4 | Unavailable |
| Wabauskang 21 (IR) | 57 | 70 | (-18.6%) | 30 | Unavailable |
| Wabigoon Lake 27 (IR) | 175 | 168 | 4.2% | 42.4 | Unavailable |
| Wapekeka 2 (IR) | 456 | 440 | 3.6% | 23.8 | \$28,000. |
| Wawakapewin | 16 | 22 | (-27.3%) | Unavailable | Unavailable |
| Weagamow Lake 87 | 921 | 886 | 4.0% | 22.2 | \$19,400. |
| Webequie (IR) | 723 | 778 | (-7.1%) | 24.4 | \$24,200. |
| Whitefish Bay 32A (IR) | 610 | 575 | 6.1% | 29.8 | \$27,000. |
| Whitefish Bay 33A (IR) | 94 | 96 | (-2.1%) | 32.4 | Unavailable |
| Whitefish Bay 34A (IR) | 125 | 124 | 0.8% | 23.4 | Unavailable |
| Wunnumin 1 (IR) | 586 | 593 | (-1.0%) | 26.0 | \$24,200. |
| Kenora Census Division | 66,000 | 65,533 | 0.7% | 37.6 | \$41,200. |
| Ontario | | | 5.8% | 41.6 | \$41,200. |
| Canada | | | 5.2% | 41.6 | \$41,200. |

Source: Statistics Canada Census 2021 and 2016. Median income is based on 2020 information.

The population in the Rainy River District decreased by 3.3% between 2016 and 2021 and the median age at 45.2 is older than in Ontario and Canada.

Table 8B: Population Change, Age and Median Income of Population in the Rainy River District

| | Population 2021 | Population 2016 | % Change 2016-2021 | Median Age | Median Income* |
|--|-----------------|-----------------|--------------------|-------------|----------------|
| Rainy River District – Municipalities | | | | | |
| Alberton (Township) | 954 | 969 | (-1.5%) | 38.0 | \$52,400. |
| Atikokan (Town) | 2,642 | 2,753 | (-4.0%) | 51.6 | \$40,400. |
| Big Island Mainland | 5 | 10 | (-50.0%) | Unavailable | Unavailable |
| Chapple (Township) | 763 | 643 | 18.7% | 40.4 | \$36,400. |
| Dawson (Township) | 399 | 468 | (-14.7%) | 56.4 | \$40,800. |
| Emo (Township) | 1,204 | 1,333 | (-9.7%) | 41.2 | \$45,200. |
| Fort Frances (Town) | 7,466 | 7,739 | (-3.5%) | 46.4 | \$46,400. |
| Lake of the Woods (Township) | 308 | 230 | 33.9% | 59.2 | \$38,800. |
| La Vallee (Township) | 788 | 938 | (-16.0%) | 44.8 | \$47,200. |
| Morley (Township) | 493 | 481 | 2.5% | 40 | \$39,600. |
| Rainy River Unorganized | 1,423 | 1,380 | 3.1% | 54.4 | \$46,800. |
| Indigenous Communities | | | | | |
| Big Island Mainland 93 (IR) | 5 | 10 | (-50.0%) | Unavailable | Unavailable |
| Couchiching 16A (IR) | 633 | 810 | (-21.9%) | 36.0 | \$30,200. |
| Long Sault 12 (IR) | 2,154 | 1,951 | 10.4% | 47.6 | \$45,600. |
| Manitou Rapids 11 (IR) | 300 | 283 | 6.0% | 29.0 | \$28,400. |
| Neguaguon Lake 25D (IR) | 118 | 177 | (-33.3%) | 35.6 | Unavailable |
| Rainy Lake 17A (IR) | 234 | 211 | 10.9% | 24.6 | Unavailable |
| Rainy Lake 17B (IR) | 5 | 5 | 0.0% | Unavailable | Unavailable |
| Rainy Lake 18C (IR) | 125 | 115 | 8.7% | 26.8 | Unavailable |
| Rainy Lake 26A (IR) | 158 | 157 | 0.6% | 25.0 | Unavailable |
| Seine River 23A (IR) | 270 | 263 | 2.7% | 33.6 | \$21,400. |
| Rainy River District Census Div. | 19,437 | 20,110 | (-3.3%) | 45.2 | |
| Ontario | | | 5.8% | 41.6 | \$41,200. |
| Canada | | | 5.2% | 41.6 | \$41,200. |

Source: Statistics Canada Census 2021 and 2016. Median income is based on 2020 information

Indigenous Population (Census 2021)

Statistics Canada provided an overview of the Indigenous population in the Kenora and Rainy River Districts.

In the Kenora District:

- 49.7% of the total population or 32,355 people were Indigenous;
- 86% or 27,815 were First Nations people, 4075 (12.6%) Métis, and 30 (0.1%) Inuit;
- In general, the Indigenous population is younger than the non-Indigenous population. The average age of the Indigenous population in the Kenora was 30.2 years compared to 46.8 for the non-Indigenous population;
- The average age of First Nations people in the Kenora District was 29.1; it was 37.6 years for Métis; and 34 years for Inuit;
- Indigenous children aged 14 and under make up 31% of the total Indigenous population.

In the Rainy River District:

- 29.7% of the total population or 5,695 people were Indigenous;
- 73.3% or 4,175 were First Nations people, 1,385 (24.3%) were Métis and 10 (0.2%) were Inuit;
- As in the Kenora District, in general, the Indigenous population is younger than the non-Indigenous population. The average age of the Indigenous population in the Rainy River was 32.8 years compared to 46.9 years for the non-Indigenous population.
- The average age of First Nations people in the Rainy River District was 32.1 and 35.2 years for Métis;
- Indigenous children aged 14 and under make up 26.5% of the total Indigenous population.

Educational Attainment

Tables 9A and B highlight that both the Kenora and Rainy River Districts experienced an overall increase in educational attainment from 2016 to 2021. For the population age 15 and older, the Kenora District achieved increases in secondary school completions, college certificates/diplomas, and university certificates or diplomas at bachelor or above. The Rainy River District saw an increase in secondary school completions and university certificates or diplomas at the bachelor or above level while the number with a college certificate or diploma remained stable. There was a significant decline in persons who had completed an apprenticeship or trades certificate/diploma in both the Kenora and Rainy River Districts.

Table 9A: Educational attainment – 2021 compared to 2016 – Kenora District

| Level of Education | 2016 | 2021 | Absolute Change | Percent Change |
|--|--------|--------|-----------------|----------------|
| No certificate, diploma or degree | 17,695 | 15,750 | -1,945 | (-11.0%) |
| Secondary school diploma or equivalent | 12,225 | 14,800 | 2,575 | 21.1% |
| Apprenticeship or trades certificate/diploma | 4,420 | 3,820 | (-600) | (-13.6%) |
| College certificate/diploma | 9,415 | 9,475 | 60 | 0.6% |
| University certificate or diploma below bachelor | 1,000 | 810 | (-190) | (-19.0%) |
| University certificate or diploma at bachelor or above | 5,475 | 6,330 | 855 | 15.6% |

Table 9B: Educational attainment – 2021 compared to 2016 – Rainy River District

| Level of Education | 2016 | 2021 | Absolute Change | Percent Change |
|--|-------|-------|-----------------|----------------|
| No certificate, diploma or degree | 3,955 | 3,380 | (-575) | (-14.5%) |
| Secondary school diploma or equivalent | 4,725 | 4,985 | 260 | 5.5% |
| Apprenticeship or trades certificate/diploma | 1,640 | 1,430 | (-210) | (-12.8%) |
| College certificate/diploma | 3,740 | 3,730 | (-10) | (-0.3%) |
| University certificate or diploma below bachelor | 310 | 290 | (-20) | (-6.5%) |
| University certificate or diploma at bachelor or above | 1,870 | 2,000 | 130 | 7.0% |

Source: Statistics Canada Census 2021 and 2016

Labour Force Status

Tables 10, 11 and 12 compare changes in the labour market activity between when the Statistics Canada Census 2016 was taken and the results of the Statistics Canada Census 2021. It must be noted that the Census 2021 was conducted during a period of COVID-19 lockdown. On April 8, 2021, the government of Ontario issued a stay-at-home order which was extended to May 20, 2021. The 2021 Census was conducted on or about May 11, 2021.

Tables 10A and 10B highlight labour force participation in the Kenora and Rainy River District during 2020, the year previous to the 2021 Census. The labour force Participation Rate of 57.3% in the Kenora District and 58.1% in the Rainy River District is lower than the 62.8% in Ontario. The lower rate in the Rainy River District would be expected given the aging population; however, engaging and re-engaging with available workers presents an opportunity to address labour market shortages in the region. The increase in self-employment of 21% in the Kenora and 25% in the Rainy River District is significant.

Table 10A: Labour Force Status – 2021 Compared to 2016 – Kenora District

| | 2016 | 2021 | Absolute Change | Percent Change |
|-----------------------------------|--------|--------|-----------------|----------------|
| Labour Force Status | | | | |
| In the Labour Force | 30,480 | 29,245 | (-1,235) | (-4.1%) |
| Employed | 26,935 | 26,715 | (-220) | (-0.8%) |
| Unemployed | 3,545 | 2,530 | (-1,015) | (-28.6%) |
| Not in the Labour Force | 19,755 | 21,750 | 1,995 | 10.1% |
| Participation Rate (%) | 60.7% | 57.3% | | |
| Employment Rate (%) | 53.6% | 52.4% | | |
| Unemployment Rate (%) | 11.6% | 8.7% | | |
| Work Activity | | | | |
| Did not work | 18,220 | 21,745 | 3,525 | 19.3% |
| Worked full year / full time | 16,220 | 17,590 | 1,370 | 8.4% |
| Worked part year and/or part time | 17,790 | 11,660 | (-4,130) | (-26.2%) |
| Average weeks worked | 40.6 | 42.4 | | |
| Class of Worker | | | | |
| Employee | 27,180 | 26,050 | (-1,130) | (-4.2%) |
| Self Employed | 2,065 | 2,500 | 435 | 21.1% |

Source: Statistics Canada Census 2021 and 2016

Table 10B: Labour Force Status – 2021 Compared to 2016 – Rainy River District

| | 2016 | 2021 | Absolute Change | Percent Change |
|-----------------------------------|-------|-------|-----------------|----------------|
| Labour Force Status | | | | |
| In the Labour Force | 9,700 | 9,185 | (-515) | (-5.3%) |
| Employed | 8,820 | 8,345 | (-475) | (-5.4%) |
| Unemployed | 885 | 840 | (-45) | (-5.1%) |
| Not in the Labour Force | 6,540 | 6,630 | 90 | 1.4% |
| Participation Rate (%) | 59.7% | 58.1% | | |
| Employment Rate (%) | 54.3% | 52.8% | | |
| Unemployment Rate (%) | 9.1% | 9.1% | | |
| Work Activity | | | | |
| Did not work | 5,805 | 6,425 | 620 | 10.7% |
| Worked full year / full time | 4,785 | 5,045 | 260 | 5.4% |
| Worked part year and/or part time | 5,655 | 4,335 | (-1,320) | (-23.3%) |
| Average weeks worked | 40.4 | 40.8 | | |
| Class of Worker | | | | |
| Employee | 8,590 | 7,800 | (-790) | (-9.2%) |
| Self Employed | 940 | 1,175 | 235 | 25.0% |

Source: Statistics Canada Census 2021 and 2016

Table 11 compares the number of people collecting Regular Employment Insurance benefits in September 2021 and September 2022. The decrease in recipients for both genders and all age groups is noteworthy and an indicator of current labour market demand and pandemic recovery. However, it must also be recognized that the eligibility period for some collecting in September 2021 will have expired.

Table 11: Decrease in Number Collecting Regular Employment Insurance - Sep 2021 and Sep 2022

| Age Range | Sep 2021 | | Sep 2022 | | Difference Recipients - Males | | Difference Recipients - Females | |
|-----------------------------|----------|---------|----------|---------|-------------------------------|----------|---------------------------------|----------|
| | Males | Females | Males | Females | Number | Per Cent | Number | Per Cent |
| Kenora District | | | | | | | | |
| Age 15 to 29 | 300 | 210 | 110 | 70 | (-190) | (-63.3%) | (-140) | (-66.7%) |
| Age 30 to 54 | 580 | 420 | 190 | 140 | (-390) | (-67.2%) | (-280) | (-66.7%) |
| Age 55 to 64 | 190 | 170 | 100 | 50 | (-90) | (-47.4%) | (-120) | (-70.6%) |
| Rainy River District | | | | | | | | |
| Age 15 to 24 | 70 | 70 | 20 | 10 | (-50) | (-71.4%) | (-60) | (-85.7%) |
| Age 30 to 54 | 170 | 130 | 40 | 50 | (-130) | (-76.5%) | (-50) | (-61.5%) |
| Age 55 to 64 | 80 | 60 | 30 | 10 | (-50) | (-62.5%) | (-80) | (-83.3%) |

Source: Table 14-10-0323-01 Employment Insurance beneficiaries by Census Division, monthly, unadjusted for seasonality

Industry Employment

Growth in employment in the Kenora District took place primarily in the public sector. Compared to the Census conducted in 2016, employment in the Health and Social Assistance sector grew by almost 21% to 6,100; Public Administration employment increased by 12.6% to 3,690 and employment in Educational Services grew by 10.4% to 3,045. Almost 44% of the total labour force is employed in these three industries or almost 20% more than the 24.5% employed in the public sector in the province of Ontario. Outside of the public sector, the greatest concentration of employment is observed in Retail Trade; Construction and Accommodation and Food Services.

Table 12A: Employment by Industry 2016 to 2021 – Kenora District

| Industry | Number Employed 2016 | Number Employed 2021 | Percent of Total Work-force 2021 | Absolute Change | Percent Change |
|-------------------------------------|----------------------|----------------------|----------------------------------|-----------------|----------------|
| Agriculture, Forestry, Fish/Hunting | 765 | 725 | 2.5% | (-40) | (-5.2%) |
| Mining, Oil and Gas, Quarrying | 1,270 | 975 | 3.3% | (-295) | (-23.2%) |
| Utilities | 360 | 405 | 1.4% | 45 | 12.5% |
| Construction | 2,420 | 2,350 | 8.0% | (-70) | (-2.9%) |
| Manufacturing | 1,205 | 990 | 3.4% | (-215) | (-17.8%) |
| Wholesale Trade | 265 | 275 | 0.9% | 10 | 3.8% |
| Retail Trade | 3,445 | 3,190 | 10.9% | (-255) | (-7.4%) |
| Transportation & Warehousing | 1,680 | 1,485 | 5.1% | (-195) | (-11.6%) |
| Information & Cultural Services | 275 | 210 | 0.7% | (-65) | (-23.6%) |
| Finance and Insurance | 485 | 425 | 1.5% | (-60) | (-12.4%) |
| Real Estate and Leasing | 320 | 345 | 1.2% | 25 | 7.8% |
| Prof. Scientific, Tech. Service | 670 | 765 | 2.6% | 95 | 14.2% |
| Mngmt & Admin Support Service | 730 | 805 | 2.8% | 75 | 10.3% |
| Educational Services | 2,890 | 3,045 | 10.4% | 155 | 5.4% |
| Health and Social Services | 5,210 | 6,100 | 20.9% | 890 | 17.1% |
| Arts, Entertainment, Recreation | 335 | 290 | 1.0% | (-45) | (-13.4%) |
| Accommodation & Food Services | 2,375 | 1,500 | 5.1% | (-875) | (-36.8%) |
| Personal & Household Services | 1,125 | 975 | 3.3% | (-150) | (-43.7%) |
| Public Administration | 3,430 | 3,690 | 12.6% | 260 | 7.6% |
| Unclassified Industries | 1,235 | 695 | 2.4% | (-540) | (-43.7%) |
| Total | 30,480 | 29,245 | | (-1,235) | (-4.1%) |

Source: Statistics Canada Census 2021 and 2016

The most significant growth in the Rainy River District was observed in the Mining, Oil and Gas and Quarrying sector where employment grew by 74.3% between 2016 and 2021 from 350 to 610 people. As in the Kenora District, employment growth in the Rainy River District was also evident in the public sector, particularly in Public administration. Almost 37% of the total labour force is employed in Educational services, Health and social assistance and Public Administration. The greatest concentration of employment in the private sector is observed in Retail Trade; Mining, Construction and Accommodation and Food Services.

Table 12B: Employment by Industry 2016 to 2021 – Rainy River District

| Industry | Number Employed 2016 | Number Employed 2021 | Percent of Total Work-force 2021 | Absolute Change | Percent Change |
|-------------------------------------|----------------------|----------------------|----------------------------------|-----------------|----------------|
| Agriculture, Forestry, Fish/Hunting | 510 | 505 | 5.5% | (-5) | (-1.0%) |
| Mining, Oil and Gas, Quarrying | 350 | 610 | 6.6% | 260 | 74.3% |
| Utilities | 140 | 155 | 1.7% | 15 | 10.7% |
| Construction | 785 | 580 | 6.3% | (-205) | (-26.1%) |
| Manufacturing | 470 | 355 | 3.9% | (-115) | (-24.5%) |
| Wholesale Trade | 130 | 135 | 1.5% | 5 | 3.8% |
| Retail Trade | 1,175 | 1,025 | 11.2% | (-150) | (-12.8%) |
| Transportation & Warehousing | 480 | 445 | 4.8% | (-35) | (-7.3%) |
| Information & Cultural Services | 115 | 95 | 1.0% | (-20) | (-17.4%) |
| Finance and Insurance | 165 | 175 | 1.9% | 10 | 6.1% |
| Real Estate and Leasing | 75 | 65 | 0.7% | (-10) | (-13.3%) |
| Prof. Scientific, Tech. Service | 275 | 230 | 2.5% | (-45) | (-16.4%) |
| Mngmt & Admin Support Service | 335 | 325 | 3.5% | (-10) | (-3.0%) |
| Educational Services | 890 | 870 | 9.5% | (-20) | (-2.2%) |
| Health and Social Services | 1,650 | 1,670 | 18.2% | 20 | 1.2% |
| Arts, Entertainment, Recreation | 115 | 105 | 1.1% | (-10) | (-8.7%) |
| Accommodation & Food Services | 695 | 465 | 5.1% | (-230) | (-33.1%) |
| Personal & Household Services | 390 | 325 | 3.5% | (-65) | (-16.7%) |
| Public Administration | 770 | 840 | 9.2% | 70 | 9.1% |
| Unclassified Industries | 170 | 205 | 2.2% | 35 | 20.6% |
| Total | 9,700 | 9,180 | | (-520) | (-5.4%) |

Source: Statistics Canada Census 2021 and 2016

We are not able to compare changes in employment by occupation from census years 2016 and 2021 as there were substantial changes to the National Occupational Classification (NOC) coding between NOC 2016 and NOC 2021.

Table 13 examines the percentage of people employed in the Kenora and Rainy River Districts within each occupational group as compared to Ontario. More than 60% of the Kenora District workforce work in Sales and service occupations, Trades, transport and equipment operation; and Education, law, social and government occupations.

Table 13: Employment by Occupation – Kenora and Rainy River Districts

| Major Occupational Groups | Kenora District | Distribution Kenora District | Rainy River District | Distribution Rainy River District | Distribution Ontario |
|---|-----------------|------------------------------|----------------------|-----------------------------------|----------------------|
| 0 Management Occupations | 435 | 1.5% | 110 | 1.2% | 1.3% |
| 1 Business, finance and administration occupations | 3,890 | 13.3% | 1,145 | 12.5% | 17.9% |
| 2 Natural & applied sciences and related occupations | 995 | 3.4% | 320 | 3.5% | 9.3% |
| 3 Health occupations | 2,275 | 7.8% | 725 | 7.9% | 7.3% |
| 4 Education, law, social and government occupations | 5,945 | 20.3% | 1,625 | 17.7% | 11.8% |
| 5 Occupations in art, culture, recreation and sport | 365 | 1.2% | 155 | 1.7% | 3.1% |
| 6 Sales & service occupations | 6,610 | 22.6% | 1,915 | 20.9% | 23.5% |
| 7 Trades, transport, equipment operators & related occupations | 6,025 | 20.6% | 2,010 | 21.9% | 15.9% |
| 8 Natural resources, agriculture & related production occupations | 1,140 | 3.9% | 570 | 6.2% | 2.0% |
| 9 Occupations in manufacturing and utilities | 870 | 3.0% | 410 | 4.5% | 5.0% |
| Occupations – Not applicable | 695 | 2.4% | 205 | 2.2% | 2.9% |
| TOTAL | 29,245 | | 9,180 | | |

Source: Statistics Canada Census 2021

Finally, Table 14 indicates out-migration has continued to slow since 2018. Statistics Canada Taxfiler data measures the number of people moving in and out of our region. Between 2013 and 2018, a net 1,151 people had left the Kenora District and 379 moved from the Rainy River District. In 2014 to 2019, net out-migration slowed to 807 from the Kenora District and 231 from the Rainy River District.

The most current data available provides in and out-migration during the five-year period from 2015 to 2020. During this time, a net in-migration of 410 people took place in the Kenora District for the key economic demographic of people age 25 to 44. This reduced the overall out-migration from the Kenora District between 2015 and 2020 to 396.

In the Rainy River District there has been a net in-migration between 2015 and 2020 of 144 people age 0 to 17; 143 people age 25 to 44; and 73 people age 45 to 64 producing a total net in-migration of 53 people.

Table 14: Migration in and out of the Kenora and the Rainy River Districts

| Kenora District – 2015 to 2020 | | | |
|-------------------------------------|--------------------|---------------------|---------------|
| Age Range | Total In-Migration | Total Out-Migration | Net Migration |
| 0 to 17 | 2,044 | 2,132 | (-88) |
| 18 to 24 | 1,238 | 1,286 | (-48) |
| 25 to 44 | 3,435 | 3,025 | 410 |
| 45 to 64 | 1,304 | 1,576 | (-272) |
| 65 + | 367 | 765 | (-398) |
| Total | 8,388 | 8,784 | (-396) |
| Rainy River District – 2015 to 2020 | | | |
| Age Range | Total In-Migration | Total Out-Migration | Net Migration |
| 0 to 17 | 694 | 550 | 144 |
| 18 to 24 | 307 | 534 | (-227) |
| 25 to 44 | 1,037 | 894 | 143 |
| 45 to 64 | 550 | 477 | 73 |
| 65 + | 146 | 226 | (-80) |
| Total | 2,734 | 2,681 | 53 |

Source: Statistics Canada Taxfiler data, 2020

Employment Ontario Data 2021-2022

Over the past several years, Employment Ontario data has been shared annually with the Northwestern Ontario Training and Adjustment Board to provide further insight about service use and encourage collaboration to address local labour market demand and supply. In our plan update released early in 2022, NTAB noted that the overall use of many Employment Ontario programs in the Kenora and Rainy River Districts had decreased since 2017-2018. As the economy continues to recover and the labour force and both service providers and workers adjust to new models of assistance delivery, the number of individuals seeking Employment Ontario services continues, with some exceptions, to trend downward.

On November 9, 2022, service providers across the region met to discuss the findings. The following summary first looks at the data comparing Employment Ontario program activity from April 2021 to March 2022 in the Kenora and Rainy River Districts with the previous year and then offers service provider feedback.

EMPLOYMENT SERVICES

In the Kenora District:

- 374 people received Assisted Employment Services in 2021-2022. This is a slight increase from 2020-2021 but still considerably fewer than the 657 served in 2019-2020.
- 2,101 people took advantage of the Unassisted Employment Services in 2021-2022 or 611 more than in the previous year.
- Of those receiving assisted services, 209 (56%) were Indigenous, 321 (86%) were unemployed, 157 (42%) had no source of income and 128 (34%) were out of employment or training less than 3 months.
- Lay-off and hiring occupations continue to be widely distributed throughout industry and occupations groups.

In the Rainy River District:

- 422 people received Assisted Employment Services or 31 more than 391 people who received Assisted Employment Services in 2020-2021. As in the Kenora District the number seeking Assisted Employment Services is considerably fewer than the 624 served in 2019-2020.
- 2,731 people took advantage of Unassisted Employment Services. This was 680 more than the 2,051 served in 2020-2021.
- Of those receiving assisted services, 173 (41%) were Indigenous, 397 (94%) were unemployed, 197 (47%) had no source of income and 173 (41%) were out of employment or training less than 3 months.

Comparatively, in the Northern Region the use of Assisted Services increased by 7% and Unassisted service usage increased by 31.7%. In Ontario, the number accessing assisted services decreased by 14.9% while clients seeking unassisted service decreased by 6.0%.

Service Provider Feedback

Exploring the factors leading to the decrease in assisted services and increase in unassisted services, service partners pointed to:

- A strong labour market as the local economy recovers from the pandemic resulted in more jobs available. Some residents are able to secure employment without accessing in-person services.
- An increase in the number of immigrants to the area as well as more existing residents are comfortable with obtaining the information they require online. Social media has resulted in more informed jobseekers.
- Some clients continue to struggle with anxiety as a result of the COVID-19 pandemic and are hesitant to go out in public situations.
- Others are looking online for a second job to keep up with the cost of living

The decrease in the use and/or availability of in-person services hits those living in poverty the most as they lack transportation, housing and/or do not have the required technology or internet connection.

Some service providers pointed out that the data does not accurately reflect the demand for in-person services. As employment services re-opened to customer-facing services, they faced their own staffing shortages. As a result, they were either able to provide only basic customer service or unable to serve potential clients at all.

LITERACY AND BASIC SKILLS (LBS)

In the Kenora District:

- 403 new learners and carry-over learners participated in LBS in 2021-2022 compared to 360 in 2020-2021 – an increase of 43 learners (12%).
- 309 of 403 new and carry-over learners (77%) were Indigenous.
- 198 learners (49%) of learners had no source of income.
- Employment was the goal of 227 or 56% of participants. Sixty-one learners (15%) left service for employment while 20 (5%) continued on to further training or education.
- 159 or 40% of learners were referred by provincial training program while 119 (30%) participated as a result of word-of-mouth recommendations.

In the Rainy River District:

- 183 new and carry-over learners participated in LBS in 2021-2021, an increase of 38 or 26% compared to 145 in 2020-2021.
- 77 of 183 (42%) total learners were Indigenous.
- 69 learners (37%) were employed while 49 (27%) had no source of income. Employment was the goal of 103 or 56% of learners while 35 (19%) were striving to achieve a secondary school credit.
- 56 learners (31%) left LBS services for employment. Fewer than ten continued on to other training or education.
- 93 learners or 51% participated in LBS as a result of structured or formal referrals while 71 or 39% of learners sought service after word-of-mouth recommendations.

Compared to 2020-2021, the number of new learners accessing LBS increased by 14.5% in Northern Ontario and 17% in Ontario while the number of new and carry-over learners increased 2.7% in Northern Ontario and 6.5% in Ontario. The number of new and carry-over e-learners in Ontario decreased by 7.5%.

Service Provider Feedback

Service providers explored the reasons that participation has increased in Literacy and Basic Skills training despite pandemic barriers. Consultation participants pointed to the implementation of creative delivery models that made LBS instruction more mobile, flexible and accessible. The expanded use of social media combined with collaboration with service partners and businesses were cited as contributors to the increased use of LBS services by new client groups including immigrants and correctional services. At the height of the pandemic more learners had the time to devote to skill development while the training helped to alleviate social isolation. As the economy recovered from the pandemic, foot traffic increased. Creative delivery solutions, curbside service, Skills for Success, digital literacy, workplace literacy, training specifically designed for underrepresented groups all present opportunities for Literacy and Basic Skills programming in the future.

APPRENTICESHIP TRAINING

In the Kenora District:

- At 97, the number of new registrations increased by 35% compared to 2020-2021. There are 265 active apprentices in the Kenora District as of 2021-2022 compared to 245 in 2020-2021.
- 41 Certificates of Apprenticeship were issued in the past year – more than doubling the 17 issued in 2020-2021.
- The number of modular registrations also increased significantly – from 349 in 2020-2021 to 548 in 2021-2022, a 57% increase.
- Construction electricians generated the most registrations at 29, followed by General Carpenter (16) and Truck and Coach technician (14).
- Although there was a slight increase in the past year, the number of new registrations for female apprentices continues to lag behind males. Sixteen of the 97 new registrants (17%) were Indigenous.

In the Rainy River District:

- For the second year in a row, the number of new apprenticeship registrations decreased in the Rainy River District. There were 26 new registrations issued in the Rainy River District in 2021-2022 compared to 41 in 2020-2021 and 56 in 2019-2020.
- There are 126 active apprentices in the area in 2021-2022 decreasing from 131 in 2020-2021.
- 20 Certificates of Apprenticeship were issued last year compared to 13 in 2020-2021.
- The number of Modular Training registrations increased 10% from 189 in 2020-2021 to 207 in the past year.
- Fewer than 10 apprentices were registered in any trade, but registrations did take place in 12 occupations with Construction, Manufacturing and Services sectors.
- Employment Ontario data appears to indicate that the number of apprentices in the Rainy River District is slowing. Considering that the Census highlighted a decrease of more than 200 people in the labour force with an apprenticeship credential, this is concerning. EO data also highlights few female or Indigenous people are entering apprenticeships.

In the Northern Region, the number of new registrations in Apprenticeship increased by 35% while Ontario saw a 32% increase. The number of active apprentices in the north and in Ontario increased by 8%. Compared to 2020-2021, the number of Certificates of Apprenticeship increased in the North by 50%, significantly more than the 38% increase in Ontario. Modular training registrations increased by 26% in the past year and by 30% in Ontario.

Service Provider Feedback

Service providers discussed the reasons for slow or declining apprenticeship activity particularly in the Rainy River and strategies to increase participation. Expansion of key sectors like mining and government services in the Kenora District as well as companies like Hydro One and Bell Canada were identified as the key drivers in apprenticeship registrations. As the Kenora District is viewed as a Hub of the North, larger corporate employers are more likely to locate in the area. Conversely an aging population and lack of funding support to participate in apprenticeship for small and medium-sized businesses were viewed as reasons for the decrease in registrations in the Rainy River District. The absence of local opportunities for the in-school portion of trades can be a disincentive for individuals to participate in apprenticeship and often leads to youth out-migration.

CANADA ONTARIO JOB GRANT (COJG)

In the Kenora and the Rainy River Districts:

- In 2021-2022, 11 companies in the Kenora District and fewer than 10 participated in Canada Ontario Job Grant training.
- The number of workers trained through COJG decreased by 35% in the Kenora District to 19 people. As in 2020-2021, fewer than ten workers in the Rainy River District participated in COJG sponsored training.
- 100% of participating companies in the Kenora District reported that the training met their workforce needs and improved productivity. All participating companies in the Rainy River District reported that the training met the needs of their workforce while 75% felt that the training had improved productivity.

In Northern Ontario, the number of employers participating in COJG increased from 186 in 2020-2021 to 198 in 2021-2022 (6.5%). In Ontario, 381 more companies took advantage of COJG in 2021-2022 compared to the previous year or an increase of 16%.

The number of workers in Northern Ontario who benefited from COJG sponsored training continues to decrease from 2019-2020 levels. 516 workers in Northern Ontario benefited from COJG training in the last year. In Ontario, the number of workers participating in COJG sponsored training increased by 4% in 2021-2022 compared to the previous year.

Service Provider Feedback

Local service providers felt the program is being used by larger corporations. With limited marketing, there has been a reduction in awareness of the program by local employers. Other business owners and managers do not feel that the COJG increases their productivity or contributes to advancing their employees.

BETTER JOBS ONTARIO (FORMERLY SECOND CAREER)

In the Kenora and Rainy River Districts:

- Since 2019, fewer than 10 individuals in the Kenora or Rainy River District have participated in this program.
- Training was limited to Carpentry and Transport Truck Driving in the Kenora District while more diverse in the Rainy River District including business, graphic arts and transport truck driving.

Participation in the program decreased by 20% in Northern Ontario and by 6% in Ontario between 2020-2021 and 2021-2022.

Service Provider Feedback

With client participation continuing to fall across the province, service providers shared their view of recent changes to the program. Some felt that the elimination of two-year diploma programs is a concern. Others expressed concern that some who are interested in the program do not qualify because their household income is too high. Ontario Works or Ontario Disability Support Program recipients do not have the pre-requisites for Better Jobs Ontario. Other funding initiatives provide similar training has also reduced participation in the former Second Career Program.

YOUTH JOB CONNECTION (YJC)

In the Kenora District:

- 57 people participated in YJC in 2021-2022 compared to 49 in 2020-2021.
- An additional 40 participated in YJC Summer last compared to 37 in 2020-2021.

In the Rainy River District:

- 21 youth in 2020-2021 compared to 20 in 2020-2021.
- An additional 18 participated in YJC Summer in 2021-2022 compared to 17 in 2020-2021.

Participation in the Youth Job Connection program in Northern Ontario increased by 37% to 233 participants in 2021-2022. This increase took place at the same time as participation in the province overall fell by 5%. Summer YJC participation remained stable in Northern Ontario but decreased by 17% in Ontario.

Service Provider Feedback

Service providers attributed increased participation in Northern Ontario to both the flexibility of the YJC and YJC Summer guidelines and the approach to training. Excellent partnerships have been built with secondary schools, literacy organizations and the Ontario Works and Ontario Disability Support Programs. Social media outreach is working and, perhaps most importantly, youth are promoting the program to their peers. Participants enjoy the smaller, more intimate, participant groups and there is less stigma associated with asking for help. Finally, there has been a focus on the part of service providers to ensure participation targets are achieved.


Local Labour Market Action Plan 2022-2025

NTAB and their partners are establishing a new three-year plan to support workforce development in the Kenora and Rainy River Districts. These short, medium and long-term actions will contribute to our region’s efforts to:

- Re-build the local economy through the availability of a resilient and skilled labour force;
- Re-engage with workers as they return to the workforce and students as they prepare for their future;
- Re-ignite a resilient and revitalized local economy.

Key Priority #1 – Transitioning our Workers in a Changing Economy

The economies in the Kenora and Rainy River Districts are changing. Manufacturing, construction, education and health care are increasingly prominent. Retail and tourism, while still predominant, are unstable. Forestry is also uncertain. Mining can take years to develop. A foundational challenge in transitioning workers to new or evolving opportunities is convincing them that they have to change – that they have to update their education and skills. People are unsure how to transfer their skills to new industries and require a ‘navigator’ to identify how their skills translate and guide them through the process of change. Experiential learning would help to show what is available. There is a lack of training options available locally and a lack of financial support for those seeking training and education.

| Key Priority #1 – Transitioning our Workers in a Changing Economy | | | Timeframe/ Progress | | | |
|---|---|---------------------------|---------------------|------------|----------|---|
| Action | Outcomes | Partners* | Completed | Short Term | Mid-Term | Long Term |
| <p>Highway Twinning Project</p> <p>The Niiwin Wendaanimok (Four Winds) Partnership is an Indigenous-owned and operated corporation dedicated to providing construction, contracting, and environmental monitoring services in Treaty 3 territory. With a mandate to employ Anishinaabe workers and assets in construction and development projects, the Partnership is committed to rebuilding their economy, being a major part of the regional economy and ensuring Anishinaabe laws and voices are respected throughout development processes within Anishinaabe territory.</p> | <p>The Niiwin Wendaanimok Partnership is comprised of representatives and experts from four Nations–Wauzhushk Onigum Nation, Washagamis Bay First Nation, Shoal Lake 40 First Nation and Niisaachewan Anishinaabe Nation.</p> | <p>Niiwin Wendaanimok</p> | | | |  |
| <p>Updates or Points of Interest:</p> <ul style="list-style-type: none"> » Phase one of work will take place between the 6.5 kilometre stretch from the border to the junction of Highway 673 and the TransCanada, and is set to begin this spring. » Greg Rickford, who also serves as the Minister of Northern Development, Mines, Natural Resources and Forestry as well as Indigenous Affairs, says all three phases of the project could be wrapped up by 2025. | | | | | | |

| Key Priority #1 – Transitioning our Workers in a Changing Economy | | | Timeframe/ Progress | | | |
|--|---|---|---------------------|------------|----------|-----------|
| Action | Outcomes | Partners* | Completed | Short Term | Mid-Term | Long Term |
| <p>Healthcare Lab Spaces.</p> <p>New healthcare lab spaces have been installed in all Seven Generations Education Institute Campuses; including Fort Frances, Sioux Lookout, and Kenora.</p> | High tech equipment will improve learning outcomes and experiences for healthcare students. | SGEI | | | | |
| <p>Updates or Points of Interest:</p> <p>» <i>Seven Generations Education Institute delivers accredited college and university level programming at our campuses throughout Treaty Three and in First Nations communities, upon request.</i></p> <p>» <i>Health Disciplines enrollment in 2022 (W22/F22) was 123. The number of grads from the Healthcare programs in 2022 was 4. Programs, such as Paramedic, Health Support Worker, are new F22 Intakes and have no graduates yet. As well, BScN is currently in yr. 3 of 4.</i></p> | | | | | | ▼ |
| <p>Pathways to Employment in Kenora’s Service Sector: In August 2017, the City of Kenora received funding from Ministry of Labour, Immigration, Training and Skills Development (MLTSD) through the Sector Partnership Planning Grant. Its purpose is to support the development of partnerships and strategies that will identify workforce needs among industry employers, and develop employment and training solutions that meet the needs of employers, job seekers, and workers. For the purposes of this project, the services sector was scoped as tourism-related industries including hospitality and retail-trade.</p> | Based on discussions with internal and external stakeholders, the City chose to use the funding to assess, plan and implement a strategy to address workforce needs in the services sector. Following the conclusion of the research stage, MDB Insight developed an action plan for City staff to validate amongst the key informants. | <ul style="list-style-type: none"> • City of Kenora • NWBC • NTAB • LOW Dev Com • LEAP • SGEI • SWB • KHA • KDCC • District C of C • LOW BrewCo. • Harbourtown BIZ • Ne-Chee FC • KDSB • Con College • LOWBIC | | | | ▼ |
| <p>Updates or Points of Interest:</p> <p>» <i>The Service Sector Working Group will be reformed in 2023. The Strategy will be updated and new action items will be taken.</i></p> | | | | | | |

| Key Priority #1 – Transitioning our Workers in a Changing Economy | | | Timeframe/ Progress | | | |
|--|---|---|---------------------|------------|----------|-----------|
| Action | Outcomes | Partners* | Completed | Short Term | Mid-Term | Long Term |
| <p>Pre-Apprenticeship Training.</p> <p>Individuals interested in working in a trade but do not have the skills or experience to get a job as an apprentice, can apply for this training.</p> <p>How it works: Training is delivered through different organizations, such as colleges or community agencies, across Ontario.</p> <p>Costs for textbooks, safety equipment and tools are also covered. The training goes for up to 52 weeks and starts at different times throughout the year. Pre-apprenticeship training also includes a work placement for eight to twelve weeks.</p> | <p>There are programs for youth or adults who: graduated from high school, left before finishing high school, are unemployed or underemployed (age and eligibility for Employment Insurance are not considered), are Indigenous, newcomers to Canada, women, Francophone or youth-at-risk. Individuals prepared to seek apprenticeships after training.</p> | <ul style="list-style-type: none"> • MLITSD • Employment Ontario • Local employers | | | | ↙ |
| <p>Updates or Points of Interest:</p> <p>» <i>Individuals can apply by searching for pre-apprenticeship training near them – then apply directly to the organization offering it.</i></p> | | | | | | |
| <p>Better Jobs Ontario (Previously Second Career)</p> <p>Effective April 29, 2022, the program was expanded to better help people who may face challenges finding stable jobs such as gig workers, youth and people on social assistance. If you have been unemployed for six months or longer, and are part of a low-income household, you may benefit from these changes.</p> | <p>Informed job seekers who understand the importance of transferable skills. Re-employment of individuals through the program.</p> <p>Better Jobs Ontario provides eligible applicants with:</p> <ul style="list-style-type: none"> • skills training for in-demand jobs • financial support <p>Apply for up to \$28,000 for costs, including:</p> <ul style="list-style-type: none"> • tuition • books • other instructional costs, including student fees, supplies and electronic devices • transportation • basic living allowance (up to \$500 per week) <p>Additional funding may be available for:</p> <ul style="list-style-type: none"> • childcare • disability-related supports • living away from home • Literacy and Basic Skills (LBS) and/ or language training | <p>EOSP</p> | | | | ↙ |
| <p>Updates or Points of Interest:</p> <p>» <i>Better Jobs Ontario aims to help people rejoin the workforce quickly. The program focuses on training programs that take 52 weeks or less to complete, including micro-credential programs.</i></p> <p>» <i>If participants want to attend training longer than one year, they can apply to the Ontario Student Assistance Program (OSAP) for a mix of grants and loans to help pay for postsecondary education.</i></p> | | | | | | |



* Acronym Glossary follows. Short-term, Mid-Term (2 Years), Long-Term (3 Years)

Key Priority #2 – Attraction/Retention of Key Demographics of our Population

It is a priority for local economies and workforce development to attract and retain people in the workforce demographic as these are the key consumer and career years. There are a variety of factors causing out-migration including the lack of affordable housing, education options, lack of cultural activities or activities and amenities for youth. There is also a lack of services and/or a lack of awareness of these services including health care. People don't see future opportunity as an ongoing negative narrative permeates the region. Community partners offered recommendations to counter out-migration including corporate-sponsored housing, ensuring wages reflect the cost of living and the use of social media to promote activities, services and the region as a whole.

| Key Priority #2 – Attraction/Retention of Key Demographics of our Population | | | Timeframe/ Progress | | | |
|--|---|--|------------------------|------------|----------|-----------|
| Action | Outcomes | Partners* | Completed | Short Term | Mid-Term | Long Term |
| <p>Federal Economic Development Initiative for Northern Ontario.</p> <p>Strong municipalities and First Nation communities are key to a thriving regional economy. The Government of Canada is working at a grassroots level to help them develop and diversify their economies. Through its Regional Development Agencies, such as FedNor, the federal government is investing to strengthen rural communities and enable small and medium-sized enterprises to grow and create meaningful jobs for Canadians.</p> <p>The Government of Canada will invest more than \$770,000 to support three community economic development initiatives in the Kenora region.</p> | <p>Provided through FedNor's Community Investment Initiative for Northern Ontario (CIINO), the funding will enable the Obashkaandagaang First Nation, City of Dryden and Municipality of Machin to each hire an Economic Development Officers (EDO) for a three-year period. While on the job, the EDOs will undertake a variety of priority projects that will help create jobs, support recovery efforts, strengthen key sectors of the economy, and position the region for sustainable growth and prosperity.</p> | <ul style="list-style-type: none"> • FedNor • Local Municipalities • First Nations | | | | ▼ |
| <p>Update or Points of Interest:</p> <p>» Northern Ontario has been hard hit by COVID-19 and today's announcement is further proof of the Government of Canada's commitment to families, municipalities and Indigenous communities, helping them to not just survive, but thrive. Initiatives like these will help get Canadians back to work and ensure that Northern and First Nation communities are set to fully participate in Canada's economic recovery.</p> | | | | | | |
| <p>SkillsAdvance Ontario Project - Healthcare.</p> <p>The Ontario government is investing more than \$10.6 million to train 500 workers for well-paying and in-demand jobs at hospitals, long-term care homes, and with home care providers in Northern Ontario. This investment will help job seekers get the skills they need to find rewarding careers as medical laboratory assistants, personal support workers, and home support workers.</p> | <p>Led by Confederation College, this project covers training, fees and textbooks for 500 participants, prioritizing those who are unemployed, underemployed, or at risk of losing their jobs. Each participant will receive a job placement in the community and ongoing support, continuing after they graduate.</p> | <ul style="list-style-type: none"> • Government of Canada • Government of Ontario • Con College | | | | ▼ |
| <p>Update or Points of Interest:</p> <p>» The program targets the following communities in the Kenora and Rainy River Districts: Dryden, Kenora, Sioux Lookout, Atikokan, Emo, Fort Frances, Red Lake as well as First Nations in the region. The training is held at Confederation College campus locations. The funding for Confederation College's new project is supported through labour market transfer agreements between the Government of Canada and the Government of Ontario.</p> | | | | | | |


| Key Priority #2 – Attraction/Retention of Key Demographics of our Population | | | Timeframe/ Progress | | | |
|---|--|--|---------------------|------------|----------|-----------|
| Action | Outcomes | Partners* | Completed | Short Term | Mid-Term | Long Term |
| <p>Ear Falls Broadband Project. The Township of Ear Falls, with funding support from NOHFC, is completing a broadband study to identify existing broadband infrastructure and determine upgrades required to develop functional broadband.</p> | <p>Bell Canada with funding approved by the Universal Broadband Fund will be developing internet infrastructure consisting of fibre to home within the Township of Ear Falls. This will be a great benefit to business, government and educational organizations as well as residents.</p> | <ul style="list-style-type: none"> • Township of Ear Falls • NOHFC • Ear Falls businesses | | | | ↓ |
| <p>Update or Points of Interest: » <i>Timeline is identified as up to 5 years for implementation.</i></p> | | | | | | |
| <p>Quetico Lodge and Conference Centre. The owners have expanded relationships with First Nations and various Indigenous Training Organizations that have contracted their services. Norcat continues their work offering forestry and surface mining programs concurrently at QLCC. Additionally the owners have reached an agreement with a local logging company to harvest wood in the area.</p> | <p>The intent of these programs and collaborations is to provide training to participants with all the necessary certifications and skills needed to competently operate a variety of forestry equipment used during the harvesting of trees. This is to include hands on experience actually operating equipment.</p> | <ul style="list-style-type: none"> • AEC • AEDC • QLCC • NORCAT | | | | ↓ |
| <p>Update or Points of Interest: » <i>Quetico Lodge and Conference Centre over the last has resumed operations and capitalizing on both their tourism customers and working with trainers who accessed the site. Specifically, campground operations and cottage/house rentals continued to increase and the onsite restaurant and dining hall was regularly opened to users and the general public. NORCAT based out of Thunder Bay, ON hosted sessions of 6 week Surface Miner training onsite. This training included an introduction to driving allowing participants to additionally obtain their G1 license in Ontario. Moreover, participants in training were able to obtain practical experience operating both loaders and rock trucks. It is anticipated that with further construction activities such as road building, mine site development and right of way for area power line projects, equipment operation skills will continue to be in demand. NORCAT is making plans to host similar training in the coming year to assist with needs of the current labour market especially in the mining and forestry sectors. Acceptance into programs provided through NORCAT is conditional and designed for those under represented in the labour market.</i></p> | | | | | | ↓ |
| <p>Choose Kenora Campaign. The Lake of the Woods Development Commission and its partners have developed strategic community tools to assist in attracting young professionals to Kenora and have created a series of information packages and testimonials about living and working in Kenora for use by the community, by employers seeking new employees and by youth relocating or returning to the community. Campaign materials were developed by Fifth Hammer Marketing Group and Upriver Media.</p> | <p>To date, the video component has 25,000 views on Facebook and has been shared over 750 times. Marketing materials have been distributed and shared with employers and employment agencies in the community. The response to the campaign and the featured candidates has been positive. Young professionals who are interested in being profiled have volunteered to be featured in the next round of material development.</p> | <ul style="list-style-type: none"> • KDCC • NWBC • Harbourn BIZ • Kenora Young Professionals Network • LOWBIC | | | | ↓ |
| <p>Update or Points of Interest: » <i>This project continues to attract and retain people to Kenora.</i></p> | | | | | | |

| Key Priority #2 – Attraction/Retention of Key Demographics of our Population | | | Timeframe/ Progress | | | |
|---|---|--|---------------------|---|----------|-----------|
| Action | Outcomes | Partners* | Completed | Short Term | Mid-Term | Long Term |
| <p>AFNOO (L'Association des Francophones du Nord Ouest de l'Ontario) Study of Francophone Immigration in Northwestern Ontario that the City of Kenora is currently working on.</p> | Attract more people to Northwestern Ontario to fill job vacancies. | <ul style="list-style-type: none"> • NWBC • City of Kenora • AFNOO • NPI | |  | | |
| <p>This Item is New to the Action Plan. » <i>Report will be completed in 2023.</i></p> | | | | | | |
| <p>Dryden District Conservation Club Grant. On February 3, 2022 the Dryden District Conservation Club received \$107,353 to improve the clubhouse building through foundation repairs, roof replacement and upgrades to the plumbing, electrical and heating systems. The DDCC Inc. has an adult and youth Archery Range, a Trap Shooting Range, has partnered with local Indigenous groups on conservation projects, is the home for the First Dryden Scouts, and houses the Women's Outdoor Weekend program.</p> | The improvements to the clubhouse building will allow the club to provide more programming and events, attracting young families to Dryden. | <ul style="list-style-type: none"> • NOHFC • DDCC Inc. | |  | | |
| <p>This Item is New to the 2023 Action Plan. » <i>This project hopes to attract and retain people to and in Dryden.</i></p> | | | | | | |

* Acronym Glossary follows. Short-term, Mid-Term (2 Years), Long-Term (3 Years)

Key Priority #3 – Evolving Education Requirements

Knowledge and skills are increasingly important in an innovation-based economy. Literacy, numeracy, computer skills as well as ‘soft skills’ like teamwork and communication are now essential in the workplace, and new skill requirements like adaptive thinking, virtual collaboration and cross-cultural competency are new necessities. Consultation participants pointed to the lack of these foundational skills. Smaller communities lack a global perspective and people are unaware of training and education that is available. A shortage of specialized teachers locally limits the opportunity to promote new jobs or careers. There is a lack of apprenticeship opportunities exacerbated by a lack of facilities, local in-school training and licensed journey persons to support experiential learning. Aging workers can be reluctant to learn new things and, as a whole, it is difficult to motivate people to participate in training and education. Program guidelines can create barriers and limited lead-in time to market and recruit eligible and suitable participants often means those that could benefit the most miss the opportunity.

| Key Priority #3 – Evolving Education Requirements | | | Timeframe/ Progress | | | |
|---|--|---|---------------------|------------|----------|---|
| Action | Outcomes | Partners* | Completed | Short Term | Mid-Term | Long Term |
| <p>eCampusOntario Micro-credentials.</p> <p>A micro-credential is a certification of assessed learning associated with a specific and relevant skill or competency. Micro-credentials enable rapid retraining and augment traditional education through pathways into regular postsecondary programming.</p> <p>The eCampusOntario micro-credential framework guides educators, employers and policy makers in the development of new micro-credential initiatives. Co-developed by representatives from post-secondary institutions and workforce partners, this proven framework provides a common standard on which to collaborate and create micro-credential programming that fills an identified skills gap.</p> | <p>Provides those looking to upgrade their skills, enter, or re-enter the job market by equipping them with the exact knowledge and competencies that they need to succeed. To support access to the latest OSAP approved micro-credential offerings in the province, eCampusOntario maintains the Micro-Credential Portal in partnership with the Ministry of Colleges and Universities as well as Ontario post-secondary institutions.</p> | <ul style="list-style-type: none"> • eCampusOntario • Participating employers • Participating post-secondary institutions • Ministry of Colleges and Universities | | | |  |
| <p>Update or Points of Interest.</p> <ul style="list-style-type: none"> » <i>eCampusOntario is a provincial leader in the micro-credential landscape, with proven successes with initiatives at more than half of the colleges and universities in Ontario that utilize their Framework for ensuring workforce relevance.</i> » <i>Available Micro-Credentials listed in the portal continues to increase. microlearnontario.ca</i> | | | | | | |

| Key Priority #3 – Evolving Education Requirements | | | Timeframe/ Progress | | | |
|---|---|--|---------------------|------------|----------|-----------|
| Action | Outcomes | Partners* | Completed | Short Term | Mid-Term | Long Term |
| <p>eCampusOntario Virtual Learning Strategy</p> <p>Building on an initial investment of \$50 million in virtual learning in January, 2021, an additional \$8 million was made available by eCampusOntario through this Second Round of the VLS.</p> <p>The first round of projects were to be completed by March 2022 and they significantly expanded the options for traditional and life-long learning through the accelerated use of both online and hybrid learning. Projects funded in the second round are expected to be completed by March 2023.</p> | <p>Originally announced on December 11, 2020, the VLS is an historic investment by the Ontario Ministry of Colleges and Universities (MCU) to drive growth and advancement in virtual learning across the province's post-secondary institutions.</p> <p>Building on the successes of the inaugural funding, the Second Round continues to expand the capacity and quality of virtual learning in Ontario's postsecondary education sector.</p> | eCampusOntario | | | ▼ | |
| <p>Update or Points of Interest:</p> <p>» Throughout 2021, eCampusOntario supported the funding of over 395 projects led by Ontario's publicly assisted Indigenous institutes, colleges and universities. These new digital assets have been cataloged and added to the Open Library which is an open repository of learning content available through Creative Commons License. To date, the Open Library has saved Ontario Learners in excess of \$15.5 million. openlibrary.ecampusontario.ca</p> <p>» The second round of funding resulted in 64 projects with deliverables expected in March 2023.</p> | | | | | | |
| <p>RRFN Spring 2022 Heavy Equipment Operator Program.</p> <p>This training was completed on June 10, 2022.</p> | Immediate employment prospects. | RRFN | ▼ | | | |
| <p>This Item Is New to The 2023 Action Plan.</p> <p>» There were six graduates from the program. Local employers such as Ledcor, Veert, and New Gold visited the site during training and immediate employment prospects were noted.</p> | | | | | | |
| <p>Operators in Training for RRFN Water Treatment Plant.</p> <p>Multi-year training program. Job shadowing partnership with the Ontario Clean Water Agency.</p> | Goal to train the OITs to Level III Operators. RRFN will have a new treatment plant in March of 2023. | <ul style="list-style-type: none"> •RRFN •Ontario Clean Water Agency | | | ▼ | |
| <p>Updates or Points of Interest:</p> <p>» Year one of the Operator-in-Training program will end on March 31, 2022 with Year Two commencing on April 1, 2022 to March 31, 2023. This is designed to be a four year program.</p> | | | | | | |
| <p>Seven Generations Education Institute.</p> <p>To assist organizations with a better understanding of Anishinaabe culture, identity, history, inherent and treaty rights.</p> <p>Offered; custom training, engagement and information sessions for schools and organizations.</p> | Indigenous cultural engagement, awareness, and sensitivity. | <ul style="list-style-type: none"> •SGEI •Local businesses & organizations | | | | ▼ |
| <p>Update or Points of Interest 2022:</p> <p>» This includes topics such as (but not limited to): Culture, Identity, History, Treaty and Inherent Rights, Education, Residential Schools, Cultural and Language Revitalization, and leadership.</p> | | | | | | |

| Key Priority #3 – Evolving Education Requirements | | | Timeframe/ Progress | | | |
|--|---|--|---------------------|------------|----------|-----------|
| Action | Outcomes | Partners* | Completed | Short Term | Mid-Term | Long Term |
| <p>Confederation College Remote Campuses. The remote campuses offer a wide variety of programs to meet the education and training needs of Northwestern Ontario.</p> | Programs range from full-time postsecondary diploma programs, full-time and part-time certificate programs, continuing education courses, and other education training opportunities. | Con College | | | | ▼ |
| <p>Update or Points of Interest: » <i>Students can study and stay in their home communities.</i></p> | | | | | | |
| <p>SkillsAdvance Ontario Project - Healthcare. (Also in Key Priority #2) The Ontario government is investing more than \$10.6 million to train 500 workers for well-paying and in-demand jobs at hospitals, long-term care homes, and with home care providers in Northern Ontario. This investment will help job seekers get the skills they need to find rewarding careers as medical laboratory assistants, personal support workers, and home support workers.</p> | Led by Confederation College, this project covers training, fees and textbooks for 500 participants, prioritizing those who are unemployed, underemployed, or at risk of losing their jobs. Each participant will receive a job placement in the community and ongoing support, continuing after they graduate. | <ul style="list-style-type: none"> • Government of Canada • Government of Ontario • Con College | | | | ▼ |
| <p>Update or Points of Interest: » <i>The program targets the following communities in the Kenora and Rainy River Districts: Dryden, Kenora, Sioux Lookout, Atikokan, Emo, Fort Frances, Red Lake as well as First Nations in the region. The training is held at Confederation College campus locations. The funding for Confederation College's new project is supported through labour market transfer agreements between the Government of Canada and the Government of Ontario.</i></p> | | | | | | |
| <p>Seven Generations Education Institute (SGEI) and college partnerships. SGEI will continue to have a strong Trades presence as they continue to offer Carpentry, Welding, Hairstyling, and Esthetics. They started Business programs in 2021 and are offering Millwright training for Fall 2022.</p> | Training offered locally keeps students and graduates in the Kenora and Rainy River Districts. | <ul style="list-style-type: none"> • SGEI • Participating colleges | | | | |
| <p>Update or Points of Interest: » <i>COVID-19 has had a significant impact on SGEI's operations. Their campuses have generally been limited in terms of access to staff, students, and the general public in 2021. Campuses have resumed mainly normal operations since early 2022.</i> » <i>All programs, with the exception of hands on trades, healthcare labs, and experiential learning, transitioned to an online delivery through both synchronous and asynchronous learning activities.</i> » <i>SGEI has supported its students and staff with a variety of resources including training, technical help, mental health supports, and ongoing social engagement through digital technology. As they strive to maintain the health and safety of their staff and students, we continue to look for new and innovative ways to enhance and diversify the learning experience both within and outside of the classroom.</i> » <i>SGEI has continues to build on online learning support specialists, telepresence rooms, new software including Office 365 access, student wellness initiative, and several cultural learning opportunities for faculty and staff.</i> » <i>2022 Report Numbers – Training for Employment provided a variety of workplace and employment readiness programs and registered 354 participants; there were a total of 50 Post-Secondary Graduates in 2022, 46 graduates in Adult Education (partnered with Keewatin-Patricia District School Board). 245 students were enrolled in Post-Secondary Education in Fall 2022.</i></p> | | | | | | ▼ |

| Key Priority #3 – Evolving Education Requirements | | | Timeframe/ Progress | | | |
|---|--|---|---------------------|------------|----------|-----------|
| Action | Outcomes | Partners* | Completed | Short Term | Mid-Term | Long Term |
| <p>Canada-Ontario Job Grant Program (COJG). Provides opportunities for employers, individually or in groups, to invest in their workforce, with help from the government. The COJG provides direct financial support to individual employers or employer consortia who wish to purchase training for their employees. It is available to small, medium and large businesses with a plan to deliver short-term training to existing and new employees.</p> | <p>Employers with 100 or more employees need to contribute 1/2 of the training costs. Small employers with less than 100 employees need to contribute 1/6 of training costs. For employer groups who want to apply for training supports the government offers a COJG Consortium Stream.</p> | <ul style="list-style-type: none"> • MLTSD • EOSP • Local businesses | | | | |
| <p>Update or Points of Interest: <i>The training has to be delivered by an eligible, third-party trainer. This program best suits employers with a particular skills demand. Applications are accepted on an ongoing basis.</i> <i>Northern Community Development Services of Fort Frances:</i></p> <ul style="list-style-type: none"> » 9 organizations/businesses from across the district including assisting other EO agencies who had depleted their funding. » Exceeded our participant target with 26 trainees. » Interest in the program has regained its pre-Covid popularity and expect will continue with positive results for 2023. | | | | | ↓ | |

* Acronym Glossary follows. Short-term, Mid-Term (2 Years), Long-Term (3 Years)

Key Priority #4 – Supporting Entrepreneurs


Entrepreneurs and the small to medium-sized establishments they create are engines of economic growth and often leaders in job creation and innovation. Supporting the development of entrepreneurs from a workforce development perspective is an important contribution to the local economy. Challenges facing entrepreneurs are multi-faceted. The skills required to start and sustain a business are diverse and there is a lack of long-term support. Some are challenged by start-up costs including securing financing, high-cost loans, supply chain disruptions and challenges from a competitive online arena. There is a lack of space for “brick and mortar” businesses and an array of bi-laws to meet and permits to acquire that can be overwhelming. An aging population, local workforce shortages and the upward pressure of wages can be a further barrier.

| Key Priority #4 – Supporting Entrepreneurs | | | Timeframe/ Progress | | | |
|--|--|--|-------------------------------------|------------|-------------------------------------|-----------|
| Action | Outcomes | Partners* | Completed | Short Term | Mid-Term | Long Term |
| <p>AgriTech North (of Dryden) AgriTech North is committed to providing high quality, nutritious leafy greens, herbs, and small fruiting crops year-round, contributing to food security in Northwestern Ontario. Winner of \$100,000.00 at APTN's inaugural season of Bears' Lair (November 2022).</p> | <p>Their Social Mission is to reduce fresh produce costs in Far North Indigenous communities by 25% and increase availability in communities year-round. Their vertical farming hydroponics system uses 90% less water, 60% less nutrients, and no pesticides, herbicides, or fungicides, when compared to Organic and conventional farming methods. Hydroponically grown produce also yields up to three times conventional farming methods.</p> | <ul style="list-style-type: none"> • City of Dryden • NADF • NOHFC • NOIC • RAIN • BioTalent Canada • DNFC • MNO • NEW • PACE • Digital Main Street • CCAB | <input checked="" type="checkbox"/> | | | |
| This Item is new to the 2023 Action Plan. | | | | | | |
| <p>Starter Company Plus. Starter Company Plus is a Government of Ontario funded program and delivered by the Northwest Business Centre designed to create sustainable jobs for its residents through entrepreneurship. Participants will get one-on-one guidance, training to complete a business plan and the opportunity to apply for a \$5,000 grant.</p> | <p>The program has delivered positive outcomes and positions businesses for success when applying for loans, the Northern Ontario Heritage Fund or other opportunities.</p> | <ul style="list-style-type: none"> • Government of Ontario • NWBC | | | <input checked="" type="checkbox"/> | |
| <p>Update or Points of Interest: The NWBC's Starter Company Plus program is recognized across the two districts as the starting point for business success. In 2022, 31 people completed the business training, 10 businesses were started, 5 businesses were expanded, 1 business was purchased and 22 jobs were created. There were 12 \$5,000 grants awarded.</p> | | | | | | |

| Key Priority #4 – Supporting Entrepreneurs | | | Timeframe/ Progress | | | |
|---|---|---|------------------------|------------|----------|-----------|
| Action | Outcomes | Partners* | Completed | Short Term | Mid-Term | Long Term |
| <p>Starter Company Plus: Indigenous Stream.</p> <p>Starter Company Plus: Indigenous Stream is a Government of Ontario funded program and delivered by the Northwest Business Centre designed to create sustainable jobs for its residents through entrepreneurship. For those who are starting, expanding or buying a small business, apply for training, mentoring and a grant through Starter Company Plus program.</p> <p>One-on-one guidance, training to complete a business plan and the opportunity to apply for a \$5,000 grant.</p> <p>The original Starter Company Plus program can be accessed by both Indigenous and non-Indigenous individuals, however, this new stream allows the NWBC to work directly with partners like Shooniyaa Wa-Biitong and Nishnawbe Aski Development Fund (NADF) to strengthen the entrepreneurship eco-system in the Treaty 3, Treaty 5 and Treaty 9 areas of Ontario.</p> | <p>Will assist:</p> <ol style="list-style-type: none"> 1. Canadian Aboriginal individuals 18 years and older. 2. An Ontario resident with business located within the Treaty 3, Treaty 5 or Treaty 9 area of Ontario. 3. Not attending school full-time or returning to school or working full time (working no more than 20 hours/week at a part-time job) 4. Must be able to make a contribution in cash or in kind. It has to be for least 25% of the grant amount. <p>The NWBC has delivered the Starter Company Plus Initiative since 2014 and the program is funded through the Ministry of Economic Development, Job Creation and Trade.</p> | <ul style="list-style-type: none"> • NWBC • SWB • NADF • Government of Ontario | ▼ | | | |
| <p>Update or Points of Interest:</p> <p>» The NWBC was one of two SBEC's who were approached by the Ministry of Economic Development, Job Creation and Trade with an opportunity to develop and implement this program. 41 applications were received and 37 people are moving forward with the business training. Seven people completed the business training and five businesses received the \$5,000 grant. The program ended March 31, 2022.</p> | | | | | | |
| <p>Pitch It.</p> <p>The first regional Pitch It event to the Kenora and Rainy River Districts. Entrepreneurs from across the districts will be invited to enter with their big ideas for a chance to build capacity and Pitch It.</p> <p>This competition is intended to help to steer the course of innovation in the Kenora and Rainy River Districts.</p> | <p>To be held in late March 2022.</p> <p>Pitch It is a competition that cultivates opportunity! Innovative entrepreneurs will have a chance to present their investor pitch. Selected entrepreneurs will participate in workshops, 1:1 coaching and pitch to judges at a virtual event. This is a chance to showcase innovation throughout the Kenora and Rainy River Districts and strengthen ecosystem partnerships.</p> | <ul style="list-style-type: none"> • Northwestern Ontario Innovation Centre • NWBC • Northern Ontario Angels • City of Kenora • PACE • CCDC • City of Dryden | ▼ | | | |
| <p>Update or Points of Interest:</p> <p>» 28 businesses submitted an initial pitch and the top five submissions were chosen by the internal planning committee to pitch their business development and expansion ideas in front of a panel of judges. Four judges from across the two districts were chosen to determine the winners. The first place winner was Jena McCafferty from Awakened Roots in Dryden. Planning is underway for the 2023 event.</p> | | | | | | |

| Key Priority #4 – Supporting Entrepreneurs | | | Timeframe/ Progress | | | |
|---|--|---|------------------------|------------|----------|-----------|
| Action | Outcomes | Partners* | Completed | Short Term | Mid-Term | Long Term |
| <p>ProtoZone.</p> <p>The focus of the program is to support innovative product development and commercialization by providing the right technical and business support.</p> | Ensuring product-market fit throughout the product development process, and assisting innovative entrepreneurs and small businesses with the costs associated with successful product development. | <ul style="list-style-type: none"> Northwestern Ontario Innovation Centre FedNor | | ▼ | | |
| <p>Updates or Points of Interest:</p> <p>» No updates submitted at time of publishing.</p> | | | | | | |
| <p>MaRs (Medical and Related Sciences) Market Intelligence Service.</p> <p>Formal program offered by the Northwestern Ontario Innovation Centre.</p> | The market intelligence service provides businesses with high-level market research necessary for finding industry trends. Information can also be utilized in funding applications and pitching to investors. Projects must be completed by year end. | Northwestern Ontario Innovation Centre | | ▼ | | |
| <p>Updates or Points of Interest:</p> <p>» No updates submitted at time of publishing.</p> | | | | | | |
| <p>Trailblazer Program.</p> <p>Formal program offered by the Northwestern Ontario Innovation Centre.</p> | The trailblazer program is designed to assist companies in validating their product and business model. Businesses work through the ‘business model canvas’ to refine their business model as well as engaging in customer interviews to validate their product. Projects must be completed by year end. | Northwestern Ontario Innovation Centre | | ▼ | | |
| <p>Update or Points of Interest:</p> <p>» Ongoing quarterly.</p> | | | | | | |
| <p>Succession Planning Events with Northern Ontario CFDCs and SuccessionMatching.com</p> <p>SuccessionMatching.com is an online platform that matches people looking to buy a business with people who want to sell their small business.</p> <p>72% of business owners in Canada will transition out of their businesses with by selling to an outsider or shifting ownership with their family with the next decade.</p> | Northern Ontario Community Futures Development Corporations have partnered with SuccessionMatching.com to help with the business transition process, through a series of business succession planning events. Participants will obtain a high-level knowledge of the overall business transition process and some of the things to keep in mind when thinking about selling. | <ul style="list-style-type: none"> NWBC LOWBIC RRFDC PACE CCDC AEDC | ▼ | | | |
| <p>Update or Points of Interest:</p> <p>» Events held: Kenora: January 9, 2023 / Fort Frances: January 10, 2023 / Dryden: January 11, 2023 / Red Lake: January 12, 2023</p> | | | | | | |

| Key Priority #4 – Supporting Entrepreneurs | | | Timeframe/ Progress | | | |
|---|---|---|---------------------|------------|----------|-----------|
| Action | Outcomes | Partners* | Completed | Short Term | Mid-Term | Long Term |
| <p>PARO Peer Lending Circles. A Micro-Finance Program for Women Peer lending circles are small groups of like-minded women who meet regularly to share their experiences, offer advice to each other and expand their individual and shared contact networks. Circles are small groups of 4 to 7 women, who are over the age of 18, each of whom currently operate their own business, wish to start their own business, or believe in women helping women. PARO Peer Circles help women to connect and network with other enterprising women. Today PARO is one of the strongest peer lenders of small business loans in North America (Impact - A Social Enterprise Strategy for Ontario, 2013). Members of the Peer Circle are involved in the review and approval of a member's PARO loan application before it is approved.</p> | <p>There are a great number of benefits of being a PARO Circle member, including but not limited to: Access to and sharing of business knowledge; Peer mentoring, support, & encouragement; Access to peer loans from \$1000 to \$5000; With matching grants of \$500 and \$1000 (if criteria is met); Access to a variety of perspectives and experiences; Reduced rates for PARO events and equipment rentals. One of the key elements of a Peer Circle is that members also provide access to lending support of between \$500.00 and \$5,000.00. Peer lending has helped many Circle members to grow their businesses and set new goals for the future.</p> | <ul style="list-style-type: none"> • PARO • Women entrepreneurs | | | ▼ | |
| <p>Update or Points of Interests: » <i>There were 187 participants and one circle was formed in 2022.</i></p> | | | | | | |
| <p>Startup & Expansion. Summer Company Action: Deliver Starter Company Plus and Summer Company across the Kenora and Rainy River Districts. This is a repeat of the information above, so I put the Summer Company details in green, that this one could be changed to.</p> | <p>Summer Company is a Government of Ontario program and provides the opportunity for students to see their business ideas come to life! This program is offered to Ontario students (ages 15-29) who are returning to school in the fall and have a business plan for a summer company. The NWBC provides two Summer Company Grants to students across the Kenora and Rainy River Districts. The NWBC promotes the program and presents to students about entrepreneurship.</p> | <ul style="list-style-type: none"> •NWBC •Entrepreneurs | | | ▼ | |
| <p>Update or Points of Interest: » <i>In 2022 seven Summer Company presentations to students were delivered. Two students were awarded the Summer Company Grant.</i></p> | | | | | | |

| Key Priority #4 – Supporting Entrepreneurs | | | Timeframe/ Progress | | | |
|--|---|--|---------------------|------------|---|-----------|
| Action | Outcomes | Partners* | Completed | Short Term | Mid-Term | Long Term |
| <p>Ear Falls and Sioux Narrows Economic Development Officers. Hiring of qualified Economic Development Officers in Ear Falls and Sioux Narrows-Nestor Falls (one each) for a period of three years under FedNor's Community Investment Initiative for Northern Ontario (CIINO). This program allows communities who do not have the resources available to hire EDOs to implement specific identified priorities. FedNor funds up to 90% of the expenses associated with the project, with the municipality or township providing the remaining 10%. In both cases, the EDO will be implementing priorities identified in a previous community strategic plan, or other report, to stimulate the local economy.</p> | <p>In both communities, the EDO will be working with local stakeholders – businesses, nearby First Nations and the workforce, to stimulate economic growth and to identify barriers to this growth. Working together, these stakeholders will overcome barriers, and work toward increased entrepreneurship and employment opportunities. In each community, the EDO will be working with existing opportunities (eg. Forestry in Ear Falls and New Gold mining opportunities in Sioux Narrows-Nestor Falls) to determine how best to grow the local economy with the opportunities available and with potential opportunities as well.</p> | <ul style="list-style-type: none"> • FedNor • Ear Falls • Sioux Narrows • Nestor Falls | | |  | |
| <p>Update or Points of Interest:</p> <ul style="list-style-type: none"> » FedNor is supportive of these types of projects, as they assist smaller communities without the resources to go it on their own, to develop opportunities, based on what is available, what might potentially be available, and what has been identified as a priority through extensive stakeholder engagement. The hope is that the results of the three-year position might lead to long-term sustainable growth in the local economy. » The Township of Ear Falls participated in the Economic Recovery Program operated and primarily funded by CCDC. This is focused on a regional recovery approach (Perrault Falls, Ear Falls, Red Lake). Community promotional video development is currently underway with the focus on promoting each community individually, and as a whole, for tourism, in-migration, and employee attraction. This project was completed in 2022. » Entrepreneurs and the small to medium-sized establishments they create are engines of economic growth and often leaders in job creation and innovation. Supporting the development of entrepreneurs from a workforce development perspective is an important contribution to the local economy. | | | | | | |

* Acronym Glossary follows. Short-term, Mid-Term (2 Years), Long-Term (3 Years)

Key Priority #5 – Integrating the Marginalized Workforce

Growth in sectors like mining, construction, health care and the service sector will be constrained without a labour force to draw from. A strong economy needs the contribution of everyone. A variety of barriers continue to impede employment for marginalized workers. These include lack of affordable housing, transportation, workplace clothing, and access to technology including high-speed internet. There is a talent deficit and “barriered” individuals are often unaware of programs that could help them build in-demand skills. Programs that are established to build skills and experience are often set up on short notice without the time necessary to properly market and recruit marginalized workers. Employers often lack flexibility and are unwilling to change the structure of traditional job roles to accommodate employee’s abilities or employment requirements.

| Key Priority #5 – Integrating the Marginalized Workforce | | | Timeframe/ Progress | | | |
|---|--|---|---------------------|------------|----------|-----------|
| Action | Outcomes | Partners* | Completed | Short Term | Mid-Term | Long Term |
| <p>Dryden Urban Indigenous Homeward Bound.</p> <p>A new program to help unemployed or underemployed Indigenous mother-led families is now operational in Dryden. A holistic job readiness program integrates key local supports to help single urban Indigenous mothers enhance their lives. Now recruiting single mothers, with at least one child under the age of 17. Successful applicants will receive skills training and academic upgrading along with a post-secondary education as well as support in housing, childcare, on the job training and mentoring.</p> | <p>Increased independence and control in life; stabilized or improved health; sustainable social networks and supports; increased involvement in education and/or training; enhanced employment opportunities, and; increased income and access to amenities.</p> | <ul style="list-style-type: none"> •KDSB •DNFC •OAHs •Con College •Dryden Literacy •DDC •Woodgreen •OFIFC •OTF | | | | ✓ |
| <p>Update or Points of Interest:</p> <ul style="list-style-type: none"> » <i>Applicants to honour a four to five year commitment.</i> » <i>March 9, 2022: The Dryden Native Friendship Centre is celebrating the success of its Urban Indigenous Homeward Bound program, with the participants from its pilot program beginning to graduate and transition into the workforce. Launched four years ago, the UIHB is a unique, holistic approach to tackling the barriers urban Indigenous women, and specifically single mothers, face in Dryden as they try to obtain education and find meaningful employment.</i> » <i>thegraphicleader.com/news/local-news/urban-Indigenous-homeward-bound-program-celebrates-first-graduates</i> | | | | | | |
| <p>Rainy River First Nations & New Gold Employee Retention Strategy.</p> <p>RRFN Joint Implementation Committee meetings with New Gold to address the unique needs of First Nations employees with regard to employee retention.</p> <p>There was a change in management in 2019 with an interim manager for several months who stayed on in a permanent role. Usually during the interim some strategies come to a slow down or halt. Retention strategies remain as an ongoing topic of discussion at the HR sub-committee level.</p> | <p>To increase the First Nations employee retention percentage at New Gold. New Gold retooled their lines of progression late fall of 2019; it is now easier for employees to understand where they are at and where their career path may go. Employees were also given the opportunity to discuss with management if they disagreed. Training opportunities were identified for employees as well.</p> | <ul style="list-style-type: none"> •RRFN •New Gold •Naicatchewenin First Nation | | | | ✓ |
| <p>Update or Points of Interest:</p> <ul style="list-style-type: none"> » <i>Standing topic on the monthly agenda meetings between the RRFN Implementation Committee and New Gold.</i> | | | | | | |

| Key Priority #5 – Integrating the Marginalized Workforce | | | Timeframe/ Progress | | | |
|---|---|--|---------------------|------------|----------|-----------|
| Action | Outcomes | Partners* | Completed | Short Term | Mid-Term | Long Term |
| <p>Youth Job Connect Program.</p> <p>The Youth Job Connection program serves youth aged 15 to 29 who experience multiple and/or complex barriers to employment by providing more intensive supports beyond traditional job search and placement opportunities.</p> <p>Supports include: Paid pre-employment training to promote job-readiness; Job matching and paid job placements, with placement supports for participants and hiring incentives for employers;</p> <p>Mentorship services; and Education and work transitions supports.</p> <p>The Atikokan Employment Centre has had participants from Upsala, Seine River First Nation and Lac La Croix First Nation.</p> | <p>Upon participating in an initial intake, participants will complete pre-employment training provided through the Atikokan Employment Centre. Course work focuses on increasing work related knowledge, improving life skills and certifications marketable to local employers. Once completed a designated number of hours or pre-employment training, participants begin work in a training placement with an actual local employer. This allows them develop on-the-job skills in a real work environment with the support of the employer and employment specialists.</p> | <ul style="list-style-type: none"> • AEC • EOSP • Local employers | | | | |
| <p>Update or Points of Interest:</p> <ul style="list-style-type: none"> » <i>The Atikokan Employment Centre continues with providing employment related services to the youth in the community, ages 15-29 in the community that have been deemed to have barriers to employment. Over the course of the pandemic, our service has seen a lower intake into the YJC programs. It is uncertain why this has occurred, but it may be associated with hesitancy of youth on their relations to enter the labour market given perceived risks and other supports available during the era of Covid.</i> » <i>Opportunities for our agency to participate in marketing and outreach events were also lower in 2021-22 but this is in transition as many communities and organizations return to near “normal” status and operation. Moreover, given the demands placed on employers during this time, they may also be somewhat reluctant to participate in programs. Labour market strength has also influenced participation as employer need influences their hiring practices. We also seen a relative short of post-secondary students in the community and many student employers elected to hire secondary students. In the current year however, we have seen increased interest in the YJC program during the latter half of the fiscal year.</i> » <i>Program participants who do access the YJC program, continue to have significant number of barriers to employment. YJC program participants who identify as experiencing Mental health difficulties and the associated stigma, possess a lack of marketable skills, lack of work experience and/or having a poor working reputation in the community often continue to struggle with securing employment. We hope that participating in marketable training, skill development and educating the general public/employers regarding the impacts of employment with respect to the social determinants of health will yield a positive shift in employer hiring and retention practices. We also work with our community partners in an attempt to assist with housing shortages, clothing, food security and appropriate access to digital devices and related services. Note that in our small community, we are one of the only organizations that provide public WIFI access.</i> | | | | | | |



| Key Priority #5 - Integrating the Marginalized Workforce | | | Timeframe/ Progress | | | |
|--|--|---|---------------------|------------|----------|-----------|
| Action | Outcomes | Partners* | Completed | Short Term | Mid-Term | Long Term |
| <p>Nutrition North Canada & Harvesters Support Grant Programs.</p> <p>The Harvesters Support Grant relies on a distinctions-based design to maximize Indigenous control and decision-making. Because each community has unique harvesting needs and priorities, dedicated grant agreements have been developed to ensure that Indigenous governments and organizations can decide how best to support their own communities.</p> <p>Stream 1: Land claim organization and self-government stream:</p> <p>For communities with settled land claims, grant funding is being provided to land claim organizations. These organizations will decide how the grant is spent and how harvesting support programs are administered.</p> <p>Stream 2: Communities stream:</p> <p>For communities without a settled land claim, an Indigenous organization representing the community will receive and administer the grant. With input from community leaders, the organization will develop the program within their region.</p> | <p>Indigenous harvesters are provided with funding to purchase:</p> <ul style="list-style-type: none"> • Transportation and related capital Investments. • Maintenance of equipment. • Harvesting equipment. • Temporary shelter and outdoor clothing. • Safety and rescue equipment. • Training, certification and education. • Traditional knowledge, practices and techniques. • Processing, food preparation and storage such as community freezers. • Maintenance of harvesting sites. • Innovation in harvesting. • Community, research, culture, and food sharing initiatives. | <ul style="list-style-type: none"> • CIRNAC • Indigenous communities • Traditional harvesters • SLAAMB • NNC | | | | ▼ |
| <p>Update or Points of Interest:</p> <ul style="list-style-type: none"> » <i>Communities Stream – Sioux Lookout Area Aboriginal Management Board. Length of agreement: 3 years.</i> » <i>Total funding: \$1,943,906. The goal is food security and healthy communities.</i> | | | | | | |

* Acronym Glossary follows. Short-term, Mid-Term (2 Years), Long-Term (3 Years)

Key Priority #6 – Post COVID-19 Workforce Trends

As the economy continues to recover from COVID-19 pandemic disruptions, inflation is escalating and the labour market has experienced substantial changes. Local representatives pointed to a variety of reasons for the significant workforce shortages including older workers who have chosen retirement; people seeking more work-life balance; workers who prefer to work from home; workers who are still uneasy about public health concerns; and/or are not interested in working for minimum wage. Those who did return to the labour market are often presented with multiple employment choices. Employer loyalty is weaker as workers are attracted to higher wage opportunities. Some are exploring self-employment. Because of the worker shortage, those who are working are often faced with increased employer expectations.

| Key Priority #6 – Post COVID-19 Workforce Trends | | | Timeframe/ Progress | | | |
|---|--|--|------------------------|------------|----------|-----------|
| Action | Outcomes | Partners* | Completed | Short Term | Mid-Term | Long Term |
| <p>New Beginnings Spring Job Fair</p> <p>This event featured over 32 local and regional organizations and businesses.</p> <p>The event featured employers from a variety of sectors including Retail, Tourism, Hospitality, Health Care, Transportation, Trades, and Construction.</p> | <p>Held on April 27, 2022</p> <p>Organizers offered job seekers in Dryden and the region, the opportunity to meet and discuss jobs, training and job availability, with local and regional businesses. The event was in-person, making it possible to engage in conversation and gain information about the various options available.</p> | <ul style="list-style-type: none"> • PACE • NEW • NTAB | ▼ | | | |
| <p>This item is new to the 2023 Action Plan:</p> <p>» <i>There were over 125 job seekers who walked through the door and made very positive impressions on the employers in attendance. Organizers called it a huge success.</i></p> | | | | | | |
| <p>Turning the Lights Back On.</p> <p>Guest speaker, Dr. Marvin Washington will be in Kenora to present: Turning the Lights Back On, an opportunity to learn insights, tips, and tools to help you navigate your business and make it as successful as possible, after two years of COVID.</p> | <p>This event was held in Kenora on June 17, 2022.</p> <p>Development Kenora hosted a special event where business owners can learn about insights and tips to help make their businesses continue to flourish.</p> | <ul style="list-style-type: none"> • Development Kenora • City of Kenora • Copperfin Credit Union • NWBC | ▼ | | | |
| <p>This item is new to the Action Plan:</p> <p>» <i>Attended by Business owners, managers, employers and leaders, in the Kenora region.</i></p> | | | | | | |
| <p>Lake of the Woods District Hospital's 'Hire-a-Thon'</p> <p>Job-seekers met with hospital personnel, interviewed for available positions, and even received same-day employment offers.</p> | <p>Held on November 7, 2022.</p> <p>It was all part of LWDH's commitment to building a locally-focused community of care.</p> <p>Candidates learned more about careers as Clinical Information Clerks, Unit Attendants, Housekeeping Aides, Janitors, Laundry Extractors and Dietary workers.</p> | <ul style="list-style-type: none"> • LOW District Hospital • LEAP | ▼ | | | |
| <p>This item is new to the 2023 Action Plan:</p> <p>» <i>Candidates took part in actual job interviews on the spot and the opportunity to leave the event with a letter of offer of employment.</i></p> | | | | | | |

| Key Priority #6 – Post COVID-19 Workforce Trends | | | Timeframe/ Progress | | | |
|---|--|---|---------------------|------------|----------|-----------|
| Action | Outcomes | Partners* | Completed | Short Term | Mid-Term | Long Term |
| <p>Presentation: Using Immigration Pathways to Help Fill Labour Force Needs</p> <p>For businesses or organizations who are struggling to find enough qualified people in the Post Covid-19 Workforce.</p> | <p>Eligible employers will be able to use the Rural and Northern Ontario Immigration Pilot (RNIP) to recruit a new employee to a priority occupation or retain a foreign worker they already employ.</p> | <ul style="list-style-type: none"> • CEDC • Local business & organization owners and managers | ☑ | | | |
| <p>This item is new to the 2023 Action Plan:</p> <p>» <i>Was held in Dryden on Tuesday, January 10, 2023.</i></p> | | | | | | |
| <p>Report: The State of the Ontario Tourism Industry</p> <p>While domestic and inbound tourism improved in the latter half of 2022, the industry is not expected to fully recover from the pandemic until 2025 – a situation that looks grimmer as a recession approaches, cost of living goes up, and consumer spending behaviour shifts. Ontario’s tourism sector is calling for a comprehensive strategy to address ongoing impacts of COVID-19 border closures, capacity restrictions, and structural issues. In need of a path forward, the Tourism Industry Association of Ontario (TIAO) and Ontario Chamber of Commerce (OCC) released The State of the Ontario Tourism Industry Report, offering a blueprint to support the industry’s recovery and growth.</p> | <p>Key recommendations from the report include:</p> <ul style="list-style-type: none"> • Focus workforce development strategies on making the case for careers in the tourism industry, reforming immigration to help alleviate regional and sector disparities and optimizing work placement opportunities for post-secondary students. • Tap into underexplored markets from Indigenous and Francophone tourism sectors and emerging industries, such as cannabis. • Eliminate barriers to growth by revisiting taxes for the industry, such as the annual basic beer tax increase, federal excise taxes and municipal accommodation taxes. • Address major infrastructure gaps from public transportation and roads to housing and broadband. | <ul style="list-style-type: none"> • Ontario Chamber of Commerce • Tourism Industry of Ontario | ☑ | | | |
| <p>This item is new to the 2023 Action Plan:</p> <p>» <i>The report draws on input from tourism industry operators, experts, associations, chambers of commerce and boards of trade, and education leaders across the province. The OCC and TIAO thank Ontario’s Ministers of Heritage, Sport, Tourism and Culture and Labour, Immigration, Training and Skills Development for their engagement in industry roundtables that informed the report.</i></p> <p>» <i>The recommendations of the State of the Ontario Tourism Industry Report underpin both organizations’ advocacy efforts as they work to rebuild and grow Ontario’s tourism industry to ensure that it remains a world-class destination.</i></p> | | | | | | |

* Acronym Glossary follows. Short-term, Mid-Term (2 Years), Long-Term (3 Years)

Acronym Glossary

| | |
|--------------------|--|
| AEC | Atikokan Employment Centre |
| AEDC | Atikokan Economic Development Corporation |
| C of C | Chamber of Commerce |
| CCAB | Canadian Council for Aboriginal Business |
| CCDC | Chukuni Communities Development Corporation |
| CEDC | Community Economic Development Commission |
| CFDC | Community Futures Development Corporation |
| CIRNAC | Crown-Indigenous Relations and Northern Affairs Canada |
| Con College | Confederation College |
| DDC | Dryden Development Corporation |
| DNFC | Dryden Native Friendship Centre |
| EOSP | Employment Ontario Service Providers |
| KDCC | Kenora District Chamber of Commerce |
| KDSB | Kenora District Services Board |
| KHA | Kenora Hospitality Alliance |
| LEAP | Lake of the Woods Employment Action Project |
| LOW | Lake of the Woods |
| LOW BrewCo. | Lake of the Woods Brewing Company |
| LOW Dev Com | Lake of the Woods Development Commission |
| LOWBIC | Lake of the Woods Business Incentive Corporation |
| MLITSD | Ministry of Labour, Immigration, Training and Skills Development |
| MNDMF | Ministry of Northern Development, Mines, and Forestry |
| MNO | Metis Nation of Ontario |
| NADF | Nishnawbe Aski Development Fund |
| Ne-Chee FC | Ne-Chee Friendship Centre |
| NNC | Nutrition North Canada |
| NODN | Northwestern Ontario Development Network |
| NOHFC | Northern Ontario Heritage Fund Corporation |
| NTAB | Northwest Training and Adjustment Board |
| NWBC | Northwest Business Centre |
| OAHS | Ontario Aboriginal Housing Services |
| OFIFC | Ontario Federation of Indigenous Friendship Centres |
| OSSD | Ontario Secondary School Diploma |
| OTEC | Ontario Tourism Education Corporation |
| OTF | Ontario Trillium Foundation |
| PACE | Patricia Area Community Endeavours |
| QLCC | Quetico Lodge and Conference Centre |
| RAIN | Rural Agri-Innovation Network |
| RR | Rainy River |
| RRDSAB | RR District Social Services Administration Board |
| RRDSB | Rainy River District School Board |
| RRFDC | Rainy River Futures Development Corporation |
| SGEI | Seven Generations Education Institute |
| SLAAMB | Sioux Lookout Area Aboriginal Management Board |
| SWB | Shooniyaa Wa-Biitong |

Geographic Areas

The data presented in the Labour Market Conditions, Data and Analysis section is based on different sources of information from Statistics Canada relating to the Census Divisions for the Kenora and Rainy River Districts.

Statistics Canada defines Census Divisions as: “groups of neighbouring municipalities joined together for the purposes of regional planning and managing common services (such as police or ambulance services). These groupings are established under laws in effect in certain provinces of Canada. For example, a census division might correspond to a county, les municipalités régionales de comté or a regional district. In other provinces and the territories where laws do not provide for such areas, Statistics Canada defines equivalent areas for statistical reporting purposes in cooperation with these provinces and territories.”

The following lists detail the communities in the Kenora and Rainy River Districts:



Rainy River District

Alberton (Township)
 Agency 1 (Indian reserve)
 Big Grassy River 35G (Indian reserve)
 Atikokan (Township)
 Chapple (Township)
 Big Island Mainland 93 (Indian reserve)
 Dawson (Township)
 Couchiching 16A (Indian reserve)
 Fort Frances (Town)

Emo (Township)
 Lake of the Woods (Township)
 La Vallee (Township)
 Manitou Rapids 11 (Indian reserve)
 Long Sault 12 (Indian reserve)
 Neguaguon Lake 25D (Indian reserve)
 Morley (Township)
 Rainy Lake 17B (Indian reserve)
 Rainy Lake 17A (Indian reserve)

Rainy Lake 26A (Indian reserve)
 Rainy Lake 18C (Indian reserve)
 Rainy River, Unorganized (Unorganized)
 Rainy River (Town)
 Saug-a-Gaw-Sing 1 (Indian reserve)
 Sabaskong Bay (Part) 35C (Indian reserve)
 Seine River 23B (Indian reserve)
 Seine River 23A (Indian reserve)

Kenora District

Bearskin Lake (Indian reserve)
 Attawapiskat 91A (Indian reserve)
 Deer Lake (Indian reserve)
 Cat Lake 63C (Indian reserve)
 Eagle Lake 27 (Indian reserve)
 Dryden (City)
 English River 21 (Indian reserve)
 Ear Falls (Township)
 Fort Hope 64 (Indian reserve)
 Fort Albany (Part) 67 (Indian reserve)
 Ignace (Township)
 Fort Severn 89 (Indian reserve)
 Kee-Way-Win (Indian reserve)
 Kasabonika Lake (Indian reserve)
 Kenora 38B (Indian reserve)
 Kenora (City)
 Kingfisher Lake 1 (Indian reserve)
 Kenora, Unorganized (Unorganized)
 Lac Seul 28 (Indian reserve)
 Kitchenuhmaykoosib Aaki 84 (Big Trout Lake) (Indian reserve)
 Lake Of The Woods 37 (Indian reserve)

Lake Of The Woods 31G (Indian reserve)
 MacDowell Lake (Indian settlement)
 Lansdowne House (Indian settlement)
 Marten Falls 65 (Indian reserve)
 Machin (Township)
 Neskantaga (Indian reserve)
 Muskrat Dam Lake (Indian reserve)
 Northwest Angle 33B (Indian reserve)
 North Spirit Lake (Indian reserve)
 Peawanuck (Indian settlement)
 Osnaburgh 63B (Indian reserve)
 Pikangikum 14 (Indian reserve)
 Pickle Lake (Township)
 Rat Portage 38A (Indian reserve)
 Poplar Hill (Indian reserve)
 Sabaskong Bay (Part) 35C (Indian reserve)
 Red Lake (Municipality)
 Sachigo Lake 1 (Indian reserve)
 Sabaskong Bay 35D (Indian reserve)
 Sandy Lake 88 (Indian reserve)
 Sachigo Lake 2 (Indian reserve)
 Shoal Lake (Part) 40 (Indian reserve)

Shoal Lake (Part) 39A (Indian reserve)
 Sioux Lookout (Municipality)
 Shoal Lake 34B2 (Indian reserve)
 Slate Falls (Indian settlement)
 Sioux Narrows - Nestor Falls (Township)
 The Dalles 38C (Indian reserve)
 Summer Beaver (Indian settlement)
 Wabauskang 21 (Indian reserve)
 Wabaseemoong (Indian reserve)
 Wapekeka 1 (Indian reserve)
 Wabigoon Lake 27 (Indian reserve)
 Wawakapewin (Long Dog Lake) (Indian reserve)
 Wapekeka 2 (Indian reserve)
 Webequie (Indian reserve)
 Weagamow Lake 87 (Indian reserve)
 Whitefish Bay 33A (Indian reserve)
 Whitefish Bay 32A (Indian reserve)
 Wunnumin 1 (Indian reserve)
 Whitefish Bay 34A (Indian reserve)



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