

## Kenora and Rainy River Districts

2022-2025 Local Labour Market Plan Report

**2024 UPDATE**



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## How Did We Do?

Please access our short survey by visiting [form.simplesurvey.com/f/I/NTAB2024LLMPReport](https://form.simplesurvey.com/f/I/NTAB2024LLMPReport) 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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The views expressed in this document do not necessarily reflect those of the Government of Ontario.

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# 2022-2025 Local Labour Market Plan Report **Kenora and Rainy River Districts**

February 2024

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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 second 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 work 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 supply and demand over the past year:

### Labour Market Supply

- The Statistics Canada Census 2021 identified that the population in the Kenora District increased 0.7% 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%.
- Between 2016 and 2021, the population age 25 to 54 decreased 2% in the Kenora District and 6.2% in the Rainy River District. This is concerning as this is the age demographic comprising the greatest percentage of the labour force. The greatest population increase in the region took place in people age 55 and older.
- The Indigenous population increased 3.5% in the Kenora District and 8.3% in the Rainy River District between 2016 and 2021. The racialized population also increased during this period with an increase of 23.9% in the Kenora District and 43.2% in the Rainy River District. The increase in the number of racialized women is particularly noteworthy.
- More than 87% of 235 immigrants settling in the Kenora District and 82% of 55 newcomers to the Rainy River District were in the important workforce demographic, age 25 to 54. Integrating these individuals into the labour force is important to addressing labour market demand pressures.
- Overall migration in and out of the region between 2016 and 2021 has been relatively stable. In the Kenora District, there was a net in-migration of 527 people age 25 to 55. This reduced the overall out-migration from the Kenora District to 51 people. In the Rainy River District between 2016 and 2021, there was a net in-migration of 177 youth age 0 to 17 and 266 adults age 25 to 64 with a total net in-migration of 178.

- The number of people without a secondary school diploma decreased in the Kenora and Rainy River Districts between 2016 and 2021 while the number with a secondary school diploma and no post-secondary increased.
- The number of people with an apprenticeship credential also decreased in the Kenora and Rainy River Districts between 2016 and 2021. However, at 8% of the population in the Kenora District and 9% in the Rainy River District as of 2021, the percent of the population age 15 and older with this designation continues to be greater than the rest of the population where 5% has an apprenticeship credential.
- A greater percentage of the population in the Kenora and Rainy River Districts has a college certificate or diploma compared to Ontario. At just over 19%, the increase in the percentage of the population in the Kenora District with a university degree in 2021 is also noteworthy.
- In the Kenora District, the number collecting regular benefits decreased between October 2022 and October 2023 by 50 or 7.5%. The only demographic to increase in numbers collecting regular employment insurance benefits was males age 30 to 54. In the Rainy River District, relatively few are collecting Regular Employment Insurance benefits. As in the Kenora District, the total number collecting benefits decreased between October 2022 and October 2023. In this area the total number collecting decreased by 30 or 15.8%. The annual unemployment rate in 2023 was 4.7% in Northwest Ontario and 5.7% in Ontario.

## Labour Market Demand

- Comparing the number of businesses currently operating by sector in the Kenora and Rainy River Districts with the number operating in 2020 contributes to our understanding of how the pandemic impacted the local economy. In the Kenora District, there was a net increase of 18 businesses when comparing the total business count in June 2020 with June 2023; however, the increase is driven by an additional 63 owner-operators within the Real Estate and Leasing sector. There were also an additional 48 businesses operating that were not yet classified by industry. The greatest decrease in businesses continues in Accommodation and Food Services and Other Services.
- The Rainy River District continues to recover however there is a net loss of 16 businesses between June 2020 and June 2023. The greatest loss was in the Agriculture, Forestry, Fishing and Hunting and Accommodation and Food Services sectors. Growth was evident in the Real Estate and Leasing sector as well as Other Services.
- Examining the percentage of businesses operating within all sectors of the economy by employee size range (distribution) highlights the importance of small business to the region's economy. More than one half of businesses operating in the Kenora District and more than 60% of businesses in the Rainy River District are operated by individual owner-operators. Between 98 and 99% of all businesses in the region employ fewer than 99 people.
- Comparing the total number of businesses in each sector as a percentage of total businesses locally with the province overall highlights the importance of the Agriculture, Forestry, Fishing and Hunting; Construction; Retail Trade and Accommodation and Food Services sectors in the Kenora District as compared to Ontario. Agriculture, Forestry, Fishing and Hunting; Other Services and Accommodation and Food Services are the most predominant sectors in the Rainy River District, exceeding the province.

- Changes in the distribution of the labour force by industry and occupation can also be analyzed using the Statistics Canada Census 2016 and 2021. While it must be noted that the 2021 Census was taken in May 2021 while pandemic restrictions were in effect, the percentage of the region's labour force employed in the Accommodation and Food Services; Retail and Other Services decreased considerably compared to 2016. The greatest increases took place in the Construction; Health Care and Social Assistance and Public Administration sectors.
- EMSI Analyst uses various Statistics Canada data sources to project industry and occupation growth. Between 2024 and 2028 in the Kenora District, they anticipate the creation of more than 100 jobs per sector will be created in the Health Care and Social Assistance; Transportation and Warehousing; Management of Companies/Administrative and Support, Waste Management and Remediation Services; Public Administration and Educational Services sectors.
- The greatest projected job creation in the Rainy River District between 2024 and 2028 is anticipated in Health and Social Assistance; Public Administration; and Management of Companies/Administrative and Support, Waste Management and Remediation Services.
- Elevated employment concentration in Agriculture, Forestry, Fishing, Hunting; Mining, Oil and Gas Extraction and Quarrying; Utilities; Health and Social Assistance and Public Administration highlights their importance to the region's workforce.
- EMSI Analyst projects the greatest job creation in the Kenora District will occur for Transport truck drivers (77 jobs), Registered nurses and registered psychiatric nurses (72 jobs) and Nurses aides, orderlies and patient associates (62 jobs). In the Rainy River District, the greatest job creation is predicted for Nurses aides, orderlies and patient associates (28 jobs), Underground production and development miners (21 jobs) and Registered nurses and registered psychiatric nurses (18 jobs).
- Program data provided by Employment Ontario demonstrates that, as in Northern Ontario and Ontario overall, client participation in Employment Ontario programming between April 1 2022 and March 31 2023 has increased compared to 2021-2022. The most significant exception was the decrease in the number of Certificates of Apprenticeship issued in the Kenora District from 41 in 2021-2022 to 17 in 2022-2023, a decrease of 41.5%. In the Rainy River District, as in the 2021-2022, fewer than ten companies took advantage of the Canada Ontario Job Grant benefitting fewer than ten workers. With fewer than ten learners in both the Kenora and Rainy River Districts participation in Better Jobs Ontario continues to be low. Employment Ontario service providers attending a community consultation in November 2023, pointed to clients' preference for employment when available versus training, the amount of paperwork required and the lack of training options available locally.
- Employment Ontario service providers expressed concern with the lack of programming available to meet the specific needs of older workers. Considering the aging population, this group could contribute to ongoing local labour market demand. The increase in immigrants settling into the area offers a great opportunity, but there is concern that without the appropriate services within a welcoming community, it will be difficult to retain newcomers.
- The second 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 2024 report is the second of three annual updates to be issued in the coming years.

In 2023, reflecting the significant impact the pandemic continued to have on the local labour market, community partners in the Kenora and Rainy River Districts added a sixth strategic focus to their annual workforce development plan:

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
6. Adapting to post-pandemic changes to the local labour market.

Every five years, Statistics Canada conducts a census of the population of Canada. The Ministry of Immigration, Labour, Training and Skills Development (Ontario) purchases customized data from this census to gain a thorough understanding of regional labour market demand and supply. This update provides an analysis of some of these Census indicators comparing 2016 with the most recent census conducted in 2021. Additional data such as Statistics Canada Business Counts, Taxfiler and EMSI Analyst Lighthouse data has been used for further insights. Input from multiple stakeholders including employers, economic developers, educators and employment service providers has been combined with these statistical insights to create strategic actions outlined in the Local Labour Market Action Plan for Workforce Development in the Kenora and Rainy River Districts.

## Labour Market Supply

Statistics Canada Census 2021 population data provides an overview of changes that have taken place in the Kenora and Rainy River Districts over the past five years. As noted in our 2022 3-year Action Plan, the population of the Kenora District increased by 0.7% from 65,533 in 2016 to 66,000 in 2021. The median age in Kenora is 37.6. In the Rainy River District the population decreased by 3.3% from 20,110 in 2016 to 19,437 in 2021. The median age is 45.2. During the same five-year period, the population of Ontario grew by 5.8% and in Canada at 5.2%. The median age in both the province and Canada is 41.6.

### Population Groups in the Kenora and Rainy River Districts

Tables 1A, B and C provide a further examination of the populations of the Kenora and Rainy River Districts by gender, age group, racialized and indigenous populations and newcomers.

Table 1A: Age Characteristics of the Kenora and Rainy River District populations									
Kenora District									
Age Groups	2016			2021			Change		
	Total	Men+	Women+	Total	Men+	Women+	Total	Men+	Women+
15+ Pop.	50,235	25,120	25,115	50,990	25,645	25,350	1.5%	2.1%	0.9%
15-24	9,045	4,800	4,245	8,140	4,335	3,805	(-10.0%)	(-9.7%)	(-10.4%)
25-54	23,750	11,740	12,010	23,380	11,600	11,780	(-1.6%)	(-1.2%)	(-1.9%)
55+	17,445	8,590	8,855	19,480	9,715	9,765	11.7%	13.1%	10.3%
Rainy River District									
Age Groups	2016			2021			Change		
	Total	Men+	Women+	Total	Men+	Women+	Total	Men+	Women+
15+ Pop.	16,245	7,935	8,310	15,815	7,775	8,040	(-2.6%)	(-2.0%)	(-3.2%)
15-24	2,375	1,205	1,170	2,155	1,060	1,095	(-9.3%)	(-12.0%)	(-6.4%)
25-54	6,920	3,330	3,590	6,490	3,205	3,285	(-6.2%)	(-3.8%)	(-8.5%)
55+	6,955	3,405	3,550	7,150	3,510	3,640	2.8%	3.1%	2.5%

While the population of individuals age 15 and older in the Kenora District has increased slightly between 2016 and 2021, the population of people age 25 to 54 has decreased. This is concerning as this age demographic comprises the greatest percentage of the labour force. Population increases are driven by individuals age 55 and older. The population of individuals age 15 and older decreased slightly between 2016 and 2021 in Rainy River. The loss of over 400 people in the key labour force demographic of age 25 to 54 is of particular concern.

Table 1B: Changes in the Indigenous and Racialized populations in the Kenora and Rainy River Districts

Population Groups	2016			2021			Change		
	Total	Men+	Women+	Total	Men+	Women+	Total	Men+	Women+
<b>Kenora District</b>									
21,575	10,665	10,910	22,335	11,145	11,190	3.5%	4.5%	2.6%	
1,025	585	440	1,270	635	635	23.9%	8.5%	44.3%	
<b>Rainy River District</b>									
3,870	1,940	1,930	4,190	2,050	2,140	8.3%	5.7%	10.9%	
185	85	100	265	110	155	43.2%	29.4%	55.0%	

The population of both indigenous and racialized populations in the Kenora and Rainy River Districts increased between 2016 and 2021. The growth in the population of racialized women is noteworthy.

Table 1C: Changes in Newcomer population in the Kenora and Rainy River Districts

<b>Kenora District</b>								
Age Groups	Total	2016-2021	2016	2017	2018	2019	2020	2021
Age 15 to 24	95	10	0	0	0	0	0	0
Age 25 to 54	865	205	45	45	0	55	20	0
Age 55 and older	1,445	25	0	0	10	0	0	0
<b>Total - Age</b>	<b>2,420</b>	<b>235</b>	<b>50</b>	<b>55</b>	<b>20</b>	<b>60</b>	<b>45</b>	<b>0</b>
<b>Rainy River District</b>								
Age Groups	Total	2016-2021	2016	2017	2018	2019	2020	2021
Age 15 to 24	35	0	0	0	0	0	0	0
Age 25 to 54	345	45	0	0	0	10	0	0
Age 55 and older	610	10	0	0	10	0	0	0
<b>Total - Age</b>	<b>980</b>	<b>55</b>	<b>0</b>	<b>0</b>	<b>15</b>	<b>25</b>	<b>0</b>	<b>0</b>

Source: Statistics Canada Census 2021 and Statistics Canada Census 2016  
Arithmetical errors due to rounding

Table 1C highlights the increase and pace of immigrants arriving in the region. More than 87% of 235 immigrants settling in the Kenora District between 2016 and 2021 and 82% of 55 newcomers to the Rainy River District were in the important workforce age demographic, age 25 to 54. Integrating these individuals into the labour force is important to addressing labour market demand pressures.

## Migration Characteristics

Table 2 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 shows that in and out-migration during the five-year period from 2016 to 2021 was relatively stable. There was a net in-migration of 527 people to 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 2016 to 2021 to 51 people.

In-migration to the Rainy River District continues to increase. In the Rainy River District there has been a net in-migration between 2016 and 2021 of 177 people age 0 to 17; 194 people age 25 to 44; and 72 people age 45 to 64 producing a total net in-migration of 178 people.

Table 2 – Migration in and out of the Kenora and Rainy River Districts			
Kenora District – 2016 to 2021			
Age Range	Total In-Migration	Total Out-Migration	Net Migration
0 to 17	1,953	1,991	(-38)
18 to 24	1,181	1,154	27
25 to 44	3,424	2,897	527
45 to 64	1,285	1,445	(-160)
65 +	358	765	(-407)
<b>Total</b>	<b>8,201</b>	<b>8,252</b>	<b>(-51)</b>
Rainy River District – 2016 to 2021			
Age Range	Total In-Migration	Total Out-Migration	Net Migration
0 to 17	667	490	177
18 to 24	277	481	(-204)
25 to 44	1,038	844	194
45 to 64	494	422	72
65 +	153	214	(-61)
<b>Total</b>	<b>2,629</b>	<b>2,451</b>	<b>178</b>

Source: Statistics Canada Taxfiler data, 2022

## Educational Attainment

Tables 3A and B highlight the change in educational attainment in the Kenora and Rainy River District in the five-year period between 2016 and 2021.

Educational Level	Total Labour Force - 2021		Total Labour Force - 2016		Change	Percent Change
	Number	Percent	Number	Percent		
No certificate, diploma, degree	13,080	16.9%	14,220	19.7%	(-1,140)	(-8.0%)
Secondary school diploma or equivalent	23,590	30.4%	22,355	30.9%	1,235	5.5%
Apprenticeship or Trades certificate or diploma	6,275	8.1%	6,570	9.1%	(-295)	(-4.5%)
College/CEGEP or other non-university certificate or diploma	19,755	25.5%	17,365	24.0%	2,390	13.8%
Total University certificate, degree or diploma	14,920	19.2%	11,765	16.3%	3,155	26.8%

Source: Statistics Canada Census 2021 and Census 2016

The number of people without a secondary school diploma in the Kenora District decreased between 2016 and 2021. While the number with a college or university credential increased significantly, the number with an Apprenticeship or Trades certificate decreased by more than 300 during this 5-year time period.

Educational Level	Total Labour Force - 2021		Total Labour Force - 2016		Change	Percent Change
	Number	Percent	Number	Percent		
No certificate, diploma, degree	3,380	21.4%	3,955	24.4%	(-575)	(-14.5%)
Secondary school diploma or equivalent	4,985	31.5%	4,725	29.1%	260	5.5%
Apprenticeship or Trades certificate or diploma	1,425	9.0%	1,640	10.1%	(-215)	(-13.1%)
College/CEGEP or other non-university certificate or diploma	3,735	23.6%	3,745	23.1%	(-10)	(-0.3%)
Total University certificate, degree or diploma	2,290	14.5%	2,170	13.4%	120	5.5%

Source: Statistics Canada Census 2021 and Census 2016

As in the Kenora District, the number of individuals with no certificate or diploma has decreased in the Rainy River District between 2021 and 2016 while the number with a secondary school diploma only has increased during the same time period. Like the Kenora District, the number with an Apprenticeship or Trades certificate has decreased in this five-year period. However, at 8% of the total labour force in Kenora and 9% in the Rainy River District in 2021, the percentage of the total labour force with an Apprenticeship designation is significantly more than in Ontario where 5% has an apprenticeship certificate or diploma. A greater percentage of the total labour force has a college certificate or diploma in the Kenora and Rainy River Districts than in Ontario where one in five has this credential. Just over 32% of the total labour force in Ontario has a university certificate, diploma or degree.

## Labour Force Status

While local unemployment rates are suppressed by Statistics Canada to meet confidentiality requirements, Table 4 highlights the annual unemployment rates in northern Ontario.

Geography	2019	2020	2021	2022	2023
Northeast Ontario	6.3%	8.0%	6.9%	4.5%	5.5%
Northwest Ontario	5.3%	7.9%	6.8%	5.0%	4.7%
Thunder Bay Census Metropolitan Area	5.5%	8.0%	7.5%	4.3%	4.2%
Ontario	5.6%	9.8%	8.1%	5.6%	5.7%

Sources: Statistics Canada Table 14-10-0393-01 and Table 14-10-0385-01, Labour force characteristics, annual

Table 5 compares the number of people collecting Regular Employment Insurance benefits in October 2023 with October 2022. In the Kenora District, the number collecting regular benefits decreased between October 2022 and October 2023 by 50 or 7.5%. The only demographic to increase in numbers collecting regular employment insurance benefits was males age 30 to 54.

In the Rainy River District, relatively few are collecting Regular Employment Insurance benefits. As in the Kenora District, the total number collecting benefits decreased between October 2022 and October 2023. In this area the total number collecting decreased by 30 or 15.8%.

Age Range	Oct 2022		Oct 2023		Difference Recipients - Males		Difference Recipients - Females	
	Males	Females	Males	Females	Number	Per Cent	Number	Per Cent
<b>Kenora District</b>								
Age 15 to 29	120	70	110	50	(-10)	(-8.3%)	(-20)	(-28.6%)
Age 30 to 54	190	120	210	120	20	10.5%	0	0.0%
Age 55 to 64	110	60	90	40	(-20)	(-18.2%)	(-20)	(-33.3%)
<b>Rainy River District</b>								
Age 15 to 24	30	10	20	10	(-10)	(-33.3%)	0	0.0%
Age 30 to 54	50	60	50	40	0	0.0%	(-20)	(-33.3%)
Age 55 to 64	30	10	20	20	(-10)	(-33.3%)	10	100%

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

## 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 6A and B compares the number of businesses operating in the Kenora and Rainy River Districts as of June 2023 with the number operating in June 2020 shortly after the initial pandemic restrictions 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.

Sector	No of Businesses Jun 2020	No. of Businesses Jun 2023	Absolute Change	Per Cent change
Agriculture, Forestry, Fishing, Hunting	156	144	(-12)	(-7.7%)
Mining, Oil and Gas Extraction, Quarrying	22	21	(-1)	(-4.5%)
Utilities	18	19	1	5.6%
Construction	481	474	(-7)	(-1.5%)
Manufacturing	52	54	2	3.8%
Wholesale Trade	76	59	(-17)	(-22.4%)
Retail Trade	419	411	(-8)	(-1.9%)
Transportation and Warehousing	195	182	(-13)	(-6.7%)
Information and Cultural Services	51	45	(-6)	(-11.8%)
Finance and Insurance	178	170	(-8)	(-4.5%)
Real Estate and Leasing	631	693	62	9.8%
Professional, Scientific and Technical Services	230	241	11	4.8%
Management/Administrative & Support Services	125	124	(-1)	(-0.8%)
Educational Services	46	50	4	8.7%
Health Care and Social Assistance	340	347	7	2.1%
Arts, Entertainment and Recreation	81	71	(-10)	(-12.3%)
Accommodation and Food Services	500	473	(-27)	(-5.4%)
Other Services	340	313	(-27)	(-7.9%)
Public Administration	69	77	8	11.6%
Businesses not classified by industry	260	308	48	18.5%
<b>Total</b>	<b>4,270</b>	<b>4,288</b>	<b>18</b>	<b>0.4%</b>

Source: Statistics Canada, Canada Business Counts, June 2020 and June 2023

With the number of businesses operating in the Kenora District as of June 2023 slightly greater than June 2020, the economy in Kenora appears to be recovering to pre-pandemic levels. There was a net increase of 18 businesses when comparing the total business count in June 2020 with June 2023; however, the increase is driven by an additional 63 owner-operators within the Real Estate and Leasing sector. There were also an additional 48 businesses operating that were not yet classified by industry. The greatest decrease in businesses continues in Accommodation and Food Services and Other Services.

The Rainy River District continues to recover however there is a net loss of 16 businesses between June 2020 and June 2023. The greatest loss was in the Agriculture, Forestry, Fishing and Hunting and Accommodation and Food Services sectors. Growth was evident in the Real Estate and Leasing sector as well as Other Services.

Table 6B - Change in Number of Businesses June 2021 to June 2023 – Rainy River District				
Sector	No of Businesses Jun 2020	No. of Businesses Jun 2023	Absolute Change	Per Cent change
Agriculture, Forestry, Fishing, Hunting	305	284	(-21)	(-6.9%)
Mining, Oil and Gas Extraction, Quarrying	7	11	4	57.1%
Utilities	9	10	1	11.1%
Construction	162	149	(-13)	(-8.0%)
Manufacturing	36	37	1	2.8%
Wholesale and Distribution	28	32	4	14.3%
Retail Trade	134	127	(-7)	(-5.2%)
Transportation and Warehousing	102	91	(-11)	(-10.8%)
Information and Cultural Services	18	15	(-3)	(-16.7%)
Finance and Insurance	58	62	4	6.9%
Real Estate and Leasing	172	194	22	12.8%
Professional, Scientific and Technical Services	86	73	(-13)	(-15.1%)
Management/Administrative & Support Services	52	59	7	13.5%
Educational Services	18	19	1	5.6%
Health Care and Social Assistance	111	110	(-1)	(-0.9%)
Arts, Entertainment and Recreation	24	27	3	12.5%
Accommodation and Food Services	128	109	(-19)	(-14.8%)
Other Services	151	169	18	11.9%
Public Administration	26	29	3	11.5%
Businesses not classified by industry	96	100	4	4.2%
<b>Total</b>	<b>1,723</b>	<b>1,707</b>	<b>(-16)</b>	<b>(-0.9%)</b>

Source: Statistics Canada, Canada Business Counts, June 2020 and June 2023



Canada Business Counts data is also 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. Tables 7A and B examine the composition of the economies of the Kenora and Rainy River Districts by the number and size of businesses by the number of employees within each sector.

Businesses operated by self-employed entrepreneurs comprise more than 55% of the 4,288 businesses operating in the Kenora District as of June 2023. Businesses employing fewer than 4 individuals make up 76.5% of all businesses in the area.

**Table 7A: Distribution of Businesses by Sector and Employee Size Range – Kenora District**

Industries	No employees (emp)		Micro 1 to 4 emp		Small 5 to 99 emp		Medium 100-499 emp		Large 500+	
	No.	%	No.	%	No.	%	No.	%	No.	%
Agriculture, forestry, fish, hunting	94	65.3	30	29.8	19	13.2	1	0.7	0	0.0
Mining, Oil/Gas extract, Quarrying	11	52.4	3	143	5	23.8	1	4.8	1	4.8
Utilities	13	68.4	1	5.3	5	26.3	0	0.0	0	0.0
Construction	229	48.3	147	31.0	96	20.3	1	0.2	1	0.2
Manufacturing	25	46.3	8	14.8	19	35.2	2	3.7	0	0.0
Wholesale Trade	24	40.2	21	35.6	14	23.7	0	0.0	0	0.0
Retail Trade	112	27.3	81	19.7	214	52.1	4	1.0	0	0.0
Transportation and Warehousing	85	46.7	38	20.9	53	31.9	1	0.5	0	0.0
Information & Cultural Industries	11	25.0	14	31.8	19	43.2	0	0.0	0	0.0
Finance and Insurance	124	72.9	19	11.2	27	15.9	0	0.0	0	0.0
Real Estate and Leasing	622	89.8	52	7.5	19	2.7	0.0	0.0	0	0.0
Professional, Scientific, Technical	148	6.4	60	24.9	33	13.7	0	0.0	0	0.0
Management of Companies	21	87.5	1	4.2	1	4.2	0	0.0	0	0.0
Admin. Sup't., Waste, Remediat'n	43	43.0	36	36.0	21	21.0	0	0.0	0	0.0
Educational Services	14	28.0	8	16.0	23	46.0	4	8.0	1	2.0
Health Care and Social Assistance	172	47.8	86	23.9	83	23.1	15	4.2	4	1.1
Arts, Entertainment, Recreation	38	53.5	11	15.5	22	81.0	0	0.0	0	0.0
Accommodation & Food Services	201	42.5	121	25.6	151	31.9	0	0.0	0	0.0
Other Services	163	52.1	97	31.0	52	16.6	1	0.3	0	0.0
Public Administration	3	3.9	4	5.2	43	55.8	26	33.8	1	1.3
Unclassified	233	75.6	58	18.8	16	5.2	1	0.3	0	0.0
<b>TOTAL</b>	<b>2,386</b>	<b>55.6</b>	<b>896</b>	<b>20.9</b>	<b>940</b>	<b>24.9</b>	<b>57</b>	<b>1.3</b>	<b>9</b>	<b>0.2</b>

Source: Canada Business Counts, June 2023

As Table 7B illustrates, entrepreneurs are even more important in the Rainy River District where more than 60% of the 1,707 total businesses are operated by individual entrepreneurs with no employees and more than 80% of businesses employ four or fewer employees.

Table 7B: Distribution of Businesses by Sector and Employee Size Range – Rainy River District										
Industries	No employees (emp)		Micro 1 to 4 emp		Small 5 to 99 emp		Medium 100-499 emp		Large 500+	
	No.	%	No.	%	No.	%	No.	%	No.	%
Agriculture, forestry, fish, hunting	232	81.7	36	12.7	16	5.6	0	0.0	0	0.0
Mining, Oil/Gas extract, Quarrying	8	72.7	1	9.1	1	9.1	0	0.0	1	9.1
Utilities	3	30.0	4	40.0	2	20.0	1	10.0	0	0.0
Construction	73	49.0	45	30.2	31	20.8	0	0.0	0	0.0
Manufacturing	19	51.4	6	16.2	11	29.7	1	2.7	0	0.0
Wholesale Trade	15	46.9	7	21.9	10	31.3	0	0.0	0	0.0
Retail Trade	41	29.9	24	18.9	60	47.2	2	1.6	0	0.0
Transportation and Warehousing	49	53.8	22	24.2	20	22.0	0	0.0	0	0.0
Information & Cultural Industries	6	40.0	7	46.7	2	13.3	0	0.0	0	0.0
Finance and Insurance	43	69.4	10	16.1	9	14.5	0	0.0	0	0.0
Real Estate and Leasing	171	88.1	16	8.2	7	3.6	0	0.0	0	0.0
Professional, Scientific, Technical	37	50.7	29	78.4	7	9.6	0	0.0	0	0.0
Management of Companies	13	92.9	1	7.1	0	0.0	0	0.0	0	0.0
Admin. Sup't., Waste, Remediat'n	29	64.4	10	22.2	4	8.9	2	4.4	0	0.0
Educational Services	10	52.6	1	5.3	6	31.6	1	5.3	1	5.3
Health Care and Social Assistance	44	40.0	25	1.5	35	2.1	6	5.5	0	0.0
Arts, Entertainment, Recreation	20	74.1	2	7.4	5	18.5	0	0.0	0	0.0
Accommodation & Food Services	41	37.6	35	32.1	33	30.3	0	0.0	0	0.0
Other Services	96	56.8	43	25.4	30	17.8	0	0.0	0	0.0
Public Administration	1	3.4	1	3.4	21	72.4	6	20.7	0	0.0
Unclassified	77	77.0	18	18.0	5	5.0	0	0.0	0	0.0
<b>TOTAL</b>	<b>1,028</b>	<b>60.2</b>	<b>343</b>	<b>20.1</b>	<b>315</b>	<b>18.5</b>	<b>19</b>	<b>1.1</b>	<b>2</b>	<b>0.1</b>

Source: Canada Business Counts, June 2023

Canada Business Counts data can also be used to highlight the importance of each sector to the local economy. Table 8A and B examine the total number of businesses by sector in the Kenora and Rainy River Districts and the percentage within each sector of the total businesses overall. This can be compared with the distribution in Ontario to gauge the importance of the sector locally as compared to the province.

**Table 8A: Distribution of Total Businesses by Sector – Kenora District**

Industries	Total number in the sector and Percent of Total Businesses		Percent of Total Businesses in Ontario
	Total	%	
Agriculture, Forestry, Fishing and Hunting	144	12.3	2.9
Oil and gas extraction, Quarrying, Mining	21	0.5	0.1
Utilities	19	0.4	0.2
Construction	474	11.1	8.5
Manufacturing	54	1.3	2.1
Wholesale Trade	59	1.4	2.2
Retail Trade	411	9.6	5.6
Transportation and Warehousing	182	4.2	6.8
Information and Cultural Industries	44	1.0	1.3
Finance and Insurance	170	4.0	5.1
Real Estate and Leasing	693	16.2	20.7
Professional, Scientific and Technical Services	241	5.6	12.5
Management of Companies and Enterprises	24	0.6	0.8
Admin. support, Waste Mngt., Remediation	100	2.3	3.5
Educational Services	50	1.2	1.0
Health Care and Social Assistance	360	8.4	6.5
Arts, Sports, Entertainment and Recreation	71	1.7	1.4
Accommodation and Food Services	473	11.0	2.6
Other Services	313	7.3	5.5
Public Administration	77	1.8	0.1
Unclassified	308	7.2	10.7
<b>TOTAL</b>	<b>4,288</b>		

Source: Canada Business Counts, June 2023

Table 8A highlights the importance of Agriculture; Construction; Retail Trade; and Accommodation and Food Services in the Kenora District as compared to Ontario. Table 8B illustrates the importance of Agriculture; Accommodation and Food Services and Other Services to the economy of the Rainy River District as compared to Ontario.

Table 8B: Distribution of Total Businesses by Sector – Rainy River District			
Industries	Total number in the sector and Percent of Total Businesses		Percent of Total Businesses in Ontario
	Total	%	
Agriculture, Forestry, Fishing and Hunting	284	16.6	2.9
Oil and gas extraction, Quarrying, Mining	11	0.6	0.1
Utilities	10	0.6	0.2
Construction	149	8.7	8.5
Manufacturing	37	2.2	2.1
Wholesale Trade	32	1.9	2.2
Retail Trade	127	7.4	5.6
Transportation and Warehousing	91	5.3	6.8
Information and Cultural Industries	15	0.9	1.3
Finance and Insurance	62	3.6	5.1
Real Estate and Leasing	194	11.4	20.7
Professional, Scientific and Technical Services	73	4.3	12.5
Management of Companies and Enterprises	14	0.8	0.8
Admin. support, Waste Mngt., Remediation	45	2.6	3.5
Educational Services	19	1.1	1.0
Health Care and Social Assistance	110	6.4	6.5
Arts, Sports, Entertainment and Recreation	27	1.6	1.4
Accommodation and Food Services	109	6.4	2.6
Other Services	169	9.9	5.5
Public Administration	29	1.7	0.1
Unclassified	100	5.9	10.7
<b>TOTAL</b>	<b>1,707</b>		

Source: Canada Business Counts, June 2023

Table 9: Distribution of employed labour force by industry in Kenora and Rainy River Districts

Industry	Kenora & Rainy River Districts		Ontario
	Percent of Total Employed Labour Force 2016	Percent of Total Employed Labour Force 2021	Percent of Total Employed Labour Force 2021
Agriculture, Forestry, Fishing, Hunting	3.3%	3.4%	1.5%
Mining, Oil and Gas Extraction, Quarrying	4.2%	4.5%	0.5%
Utilities	1.3%	1.6%	0.8%
Construction	7.3%	7.2%	7.5%
Manufacturing	4.5%	3.7%	9.3%
Wholesale Trade	1.1%	1.1%	3.6%
Retail Trade	12.0%	11.2%	10.5%
Transportation and Warehousing	5.6%	5.2%	5.3%
Information and Cultural Services	1.0%	0.8%	2.4%
Finance and Insurance	1.8%	1.7%	6.0%
Real Estate and Leasing	1.0%	1.1%	2.2%
Professional, Scientific and Technical Services	2.5%	2.7%	9.9%
Management of Companies and Enterprises	0.04%	0.03%	0.4%
Admin. Support, Waste Mngmt., Remediation	2.5%	2.9%	4.3%
Educational Services	9.8%	10.4%	7.5%
Health Care and Social Assistance	18.3%	21.3%	12.6%
Arts, Entertainment and Recreation	1.0%	0.9%	1.3%
Accommodation and Food Services	7.8%	4.8%	4.5%
Other Services	4.1%	3.3%	3.5%
Public Administration	10.8%	12.0%	6.4%

Source: Statistics Canada Census 2016 and 2021

The Statistics Canada Census 2021 provides an opportunity to look at the change in total employment by industry and by occupation over the past five years. Table 9 highlights gains in employment taking place in the region in the Health Care and Social Assistance and Public Administration sectors. Decreases in the Accommodation and Food Services; Retail Trade; Other Services and Arts, Entertainment and Recreation sectors may be partially attributable to pandemic restrictions which were in place when the Statistics Canada Census 2021 was conducted.

Table 10 highlights changes in employment levels within major occupational groups between 2016 and 2021 in Kenora and Rainy River Districts. Again, decreases in Sales and Services occupations may be partially attributable to pandemic restrictions in place in 2021.

Table 10: Distribution of employed labour force by major occupational group in Kenora and Rainy River Districts			
Occupation	Kenora and Rainy River		Ontario
	Percent of Total Employed Labour Force 2016	Percent of Total Employed Labour Force 2021	Percent of Total Employed Labour Force 2021
0 Legislative and senior management	9.8%	10.5%	13.1%
1 Business, finance and administration	12.6%	13.0%	16.5%
2 Natural and applied sciences	3.9%	4.0%	9.2%
3 Health occupations	7.4%	8.1%	7.8%
4 Education, law, social, community, government	18.3%	19.6%	12.2%
5 Art, culture, recreation and sport occupations	1.4%	1.3%	2.9%
6 Sales and service occupations	22.2%	18.8%	18.8%
7 Trades, transport and equipment operators	17.2%	17.7%	13.4%
8 Natural resources and agriculture occupations	4.2%	3.8%	1.4%
9 Manufacturing and utilities occupations	3.0%	3.2%	4.6%

Source: Statistics Canada Census 2021 and National Household Survey 2016

EMSI Analyst is a useful tool for examining projected employment growth within industries and occupations. EMSI's analysis incorporates and harmonizes labour market data from multiple Statistics Canada datasets including the Survey of Employment, Payroll, and Hours (SEPH), Labour Force Survey (LFS), Canada Business Counts, Census, Postsecondary Student Information System (PSIS) and Canadian Occupation Projection System (COPS) to calculate employment growth and the concentration of employment locally as compared to national levels. Industries with a concentration of 1.00 or more have a higher concentration of employment locally compared to Canada. Along with employment concentration, Tables 11A and B summarize projected additional jobs created by industry from 2024 to 2028 in the Kenora and Rainy River Districts.

Between 2024 and 2028 in the Kenora District, they anticipate the creation of more than 100 jobs per sector will be created in the Health Care and Social Assistance; Transportation and Warehousing; Management of Companies/Administrative and Support, Waste Management and Remediation Services; Public Administration and Educational Services sectors.

Table 11A: Projected Job Change and Employment Concentration by Industry – Kenora District

Industries	2024 Jobs	2028 Jobs	2024 - 2028 Creation	2024 - 2028 % Change	2028 Employment Concentration
Agriculture, Forestry, Fishing, Hunting	392	382	(-10)	(-2%)	1.05
Mining, Oil and Gas Extraction, Quarrying	1,200	1,149	(-51)	(-4%)	3.11
Utilities	292	300	7	3%	1.32
Construction	1,518	1,569	52	3%	0.78
Manufacturing	725	736	11	1%	0.26
Wholesale Trade	371	400	29	8%	0.28
Retail Trade	3,039	3,096	57	2%	0.89
Transportation and Warehousing	2,066	2,280	218	10%	1.47
Information and Cultural Services	125	117	(-8)	(-7%)	0.17
Finance and Insurance	468	514	46	10%	0.31
Real Estate and Leasing	260	275	15	6%	0.54
Professional, Scientific and Technical Services	621	682	61	10%	0.31
Management/Administrative & Support Services	946	1,080	134	14%	0.68
Educational Services	3,168	3,277	109	3%	1.29
Health Care and Social Assistance	6,535	6,863	328	5%	1.63
Arts, Entertainment and Recreation	382	430	49	13%	0.80
Accommodation and Food Services	2,001	2,058	58	3%	0.85
Other Services (Except public administration)	822	864	42	5%	0.72
Public Administration	6,039	6,157	119	2%	2.63
Businesses not classified by industry	564	586	22	4%	0.93
<b>Total</b>	<b>31,531</b>	<b>32,814</b>	<b>1,283</b>	<b>4%</b>	

Source: EMSI Analyst

The greatest projected job creation in the Rainy River District between 2024 and 2028 is anticipated in the Health and Social Assistance; Public Administration; and Management of Companies/Administrative and Support, and Waste Management and Remediation Services sectors.

Table 11B: Projected Job Change and Employment Concentration by Industry – Rainy River District

Industries	2024 Jobs	2028 Jobs	2024 - 2028 Creation	2024 - 2028 % Change	2028 Employment Concentration
Agriculture, Forestry, Fishing, Hunting	177	168	(-9)	(-5%)	1.64
Mining, Oil and Gas Extraction, Quarrying	541	553	12	2%	5.33
Utilities	158	172	15	9%	2.69
Construction	367	373	6	2%	0.65
Manufacturing	289	292	3	1%	0.37
Wholesale Trade	132	142	9	7%	0.36
Retail Trade	981	1,003	22	2%	1.02
Transportation and Warehousing	337	371	34	10%	0.85
Information and Cultural Services	44	41	(-2)	(-6%)	0.22
Finance and Insurance	142	148	6	4%	0.35
Real Estate and Leasing	42	47	5	12%	0.33
Professional, Scientific and Technical Services	140	149	9	6%	0.24
Management/Administrative & Support Services	376	420	44	12%	0.93
Educational Services	820	835	16	2%	1.17
Health Care and Social Assistance	1,897	1,991	94	5%	1.68
Arts, Entertainment and Recreation	119	133	13	11%	0.87
Accommodation and Food Services	634	663	29	5%	0.98
Other Services (Except public administration)	186	192	7	4%	0.57
Public Administration	1,320	1,371	51	4%	2.08
Businesses not classified by industry	163	169	7	4%	0.95
<b>Total</b>	<b>8,865</b>	<b>9,235</b>	<b>370</b>	<b>4%</b>	

Source: EMSI Analyst

By 2028, elevated employment concentration in the Kenora District is projected in the Agriculture, Forestry, Fishing, Hunting; Mining, Oil and Gas Extraction and Quarrying; Utilities; Health and Social Assistance and Public Administration sectors.



Tables 12A and B examine occupations with the greatest projected job creation in the next four years. Tables 12A highlights occupations with 20 or more jobs projected to be created between 2024 and 2028 in the Kenora District. Table 12B examines occupations with 10 or more jobs created in Rainy River during the same time period.

Table 12A: Projected Job Change and Employment Concentration by Occupation – Kenora District

Occupations	2024 Jobs	2028 Jobs	2024 - 2028 Change	2024 - 2028 % Change	2028 Employment Concentration
73300 Transport truck drivers	688	765	77	11%	1.53
31301 Registered nurses and reg'd psychiatric nurses	809	881	72	9%	1.36
33102 Nurses aides, orderlies and patient associates	666	729	62	9%	1.17
65312 Janitors, caretakers and heavy-duty cleaners	420	453	33	8%	1.99
62010 Retail sales supervisors	467	498	32	7%	1.04
42201 Social and community service workers	1,121	1,151	30	3%	4.16
72410 Automotive service techs, truck/bus mechanics	264	292	28	11%	1.29
42202 Early childhood educators and assistants	314	342	27	9%	0.93
64410 Security guards and related security occupations	347	373	25	7%	1.69
13100 Administrative officers	321	346	25	8%	0.86
72402 Heating, refrigeration, air conditioning mechanic	191	213	21	11%	3.21
31300 Nursing coordinators and supervisors	116	137	20	17%	1.95
12200 Accounting technicians and bookkeepers	313	333	20	6%	1.20
<b>Total</b>	<b>31,531</b>	<b>32,814</b>	<b>1,283</b>	<b>4%</b>	

Source: EMSI Analyst

Table 12B: Projected Job Change and Employment Concentration by Occupation – Rainy River District

Occupations	2024 Jobs	2028 Jobs	2024 - 2028 Change	2024 - 2028 % Change	2028 Employment Concentration
33102 Nurses aides, orderlies and patient associates	254	282	28	11%	1.61
83100 Underground production & development miners	126	147	21	17%	9.91
31301 Registered nurses and reg'd psychiatric nurses	250	268	18	7%	1.48
73300 Transport truck drivers	156	169	13	8%	1.21
31300 Nursing coordinators and supervisors	51	62	10	20%	3.14
62010 Retail sales supervisors	145	154	10	7%	1.15
<b>Total</b>	<b>8,865</b>	<b>9,235</b>	<b>370</b>	<b>4%</b>	

Source: EMSI Analyst

Income levels provide additional insights into labour market demand. Table 13 provides the median annual employment income earned in 2020 within each major occupational group in the Kenora District, Rainy River District, the Northwest Economic Region and the province of Ontario as per the Statistics Canada Census 2021. The median employment income includes all wages, salaries and commissions from paid full and part-time employment and net self-employment income from farm or non-farm unincorporated business and/or professional practice.

Table 13: Median Employment Income (2020) by Major Occupational Group				
Major Occupational Group	Kenora	Rainy River	Northwest Economic Region	Ontario
0 Legislative and senior management occupations	\$69,000.	\$68,500.	\$76,500.	\$124,000.
1 Business, finance and administrative occupations	\$44,800.	\$43,600.	\$47,200.	\$52,000.
2 Natural and applied sciences and related occupations	\$68,500.	\$64,500.	\$67,000.	\$77,500.
3 Health occupations	\$56,400.	\$55,600.	\$57,200.	\$50,800.
4 Education, law, social, community, government services	\$50,800.	\$52,000.	\$53,200.	\$56,400.
5 Occupations in art, culture, recreation and sport	\$26,000.	\$29,200.	\$19,800.	\$20,400.
6 Sales and service occupations	\$22,800.	\$19,600.	\$20,200.	\$20,200.
7 Trades, transport, equipment operators, related occ's	\$47,600.	\$55,600.	\$50,400.	\$42,800.
8 Natural resources, agriculture, related production occ's	\$62,400.	\$24,800.	\$40,800.	\$20,600.
9 Occupations in manufacturing and utilities	\$64,500.	\$62,800.	\$62,400.	\$42,400.
<b>Total all occupations</b>	<b>\$42,800.</b>	<b>\$42,000.</b>	<b>\$42,800.</b>	<b>\$42,400.</b>

Source: Statistics Canada Census 2021

As more and more employers turn to online job postings sites analyzing the number of job postings provides insights into labour market demand. The Northwest Training and Adjustment Board hosts Career Compass Northwest, an online job posting board highlighting employment opportunities in the Kenora and Rainy River Districts. Table 14 provides a list of the top 25 occupations advertised on the site in 2023, the advertised wage and the number of postings providing wage information.

<b>NOC</b>	<b>Occupation</b>	<b>Number of Online Job Postings</b>	<b>Median Wage</b>	<b>Number of samples</b>
64100	Retail salesperson and visual merchandiser	371	\$34,125.	42
42201	Social and community service worker	262	\$54,829.	94
64409	Other customer and info service representatives	232	\$73,448.	10
62101	Retail and wholesale buyers	193	\$39,175.	51
60020	Retail and wholesale trade managers	179	\$51,500.	37
63200	Cooks	178	\$33,150.	48
31301	Registered nurses and registered psychiatric nurses	177	\$95,589.	90
65102	Store shelf stockers, clerks and order fillers	172	\$30,225.	4
13110	Administrative assistants	154	\$60,000.	14
65310	Light duty cleaners	154	\$42,315.	56
65100	Cashiers	136	\$33,150.	6
65201	Food counter attendants, kitchen helpers	134	\$38,629.	41
75101	Material handlers	123	\$40,950.	22
14100	General office support workers	85	\$42,852.	25
62020	Food service supervisors	77	\$32,272.	9
14200	Accounting and related clerks	76	\$58,617.	25
73300	Transport truck drivers	72	\$58,013.	26
14101	Receptionists	69	\$47,687.	23
14201	Banking, insurance and other financial clerks	68	\$45,108.	1
74101	Letter carriers	68	\$44,226.	16
72400	Construction millwrights and industrial mechanics	63	\$65,305.	9
72410	Automotive service technicians, truck/bus mechanics	63	\$68,250.	7
73400	Heavy equipment operators	62	\$56,355.	17
65200	Food and beverage servers	60	\$32,272.	21
32101	Licensed practical nurses	54	\$65,374.	8

Source: NTAB Career Compass Northwest / Windsor Essex Jobs Tool

## Employment Ontario Data 2022-2023

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. The following analysis examines service usage in 2022-2023 compared to the previous year as well as the last pre-pandemic year, 2019-2020.

### Employment Services

In the Kenora District:

- 441 people received Assisted Employment Services in 2022-2023. This is an increase of 67 clients compared to 2021-2022 (18%).
- 2,117 people took advantage of the Unassisted Employment Services in 2022-2023 or slight increase of 16 users (0.8%) compared.
- Usage of both assisted and unassisted Employment Services continues lower than in 2019-2020. There were 33% fewer Assisted Service clients and 26% fewer Unassisted Service clients.
- Of those receiving assisted services, 248 (56%) were indigenous, an increase of 19% over last year
- 74 clients were living with a disability, an increase of 45% over 2021-2022.
- Comparing the source of income of assisted service users with the previous year, there was a 24% increase in unemployed (398 clients), a 47% increase in those collecting Ontario Works (104 clients) and a 15% increase in individuals with no source of income (180 clients).

In the Rainy River District:

- 432 people received Assisted Employment Services or 10 more than 422 people who received Assisted Employment Services in 2021-2022.
- 4,005 people took advantage of Unassisted Employment Services. This was a significant 47% increase from the 2,731 who used Unassisted Services in the previous year.
- The number receiving Unassisted Employment Services in the Rainy River District has returned to pre-pandemic levels (4,005 last year compared to 4,019 in 2019-2020). Use of Assisted Services continues lower than before the pandemic when 624 received Assisted Services—192 fewer clients or 30.8%.
- Of those receiving assisted services, 182 (42%) were indigenous. Use of Assisted Services by newcomers increased in the past year when 30 individuals participated compared to fewer than 10 the previous year.
- 49 users of Assisted Services were employed or 69% more than the previous year. However, 46 relied on Ontario Works (an increase of 84% compared to 2021-2022) and 239 or 55% of all clients had no source of income.
- Comparatively, in the Northern Region the use of Assisted Services increased by 17% and Unassisted service usage increased by 13%. In Ontario, the number accessing assisted services increased by 4% while clients seeking unassisted service increased by 12%.

## Literacy and Basic Skills (LBS)

In the Kenora District:

- 463 new and carry-over learners participated in LBS in 2022-2023 compared to 403 in 2021-2022—an increase of 60 learners (15%).
- 364 new and carry-over learners (79%) were indigenous.
- 260 learners (56%) of learners had no source of income.
- Employment was the goal of 280 or 60% of participants. Fifty-six learners left service for employment while 14 continued on to further training or education.
- 222 or 48% of learners were referred by provincial training program while 115 (25%) participated as a result of word-of-mouth recommendations.
- While climbing, the use of LBS services continues lower than prior to the pandemic in the Kenora District. In 2019-2020, there were 523 new and carry-over learners compared to 463 last year.

In the Rainy River District:

- 236 new and carry-over learners participated in LBS in 2022-2023, an increase of 53 or 29% compared to 183 in 2021-2022.
- 74 of 236 (31%) total learners were indigenous.
- 82 learners (35%) were employed while 78 (33%) had no source of income.
- Employment was the goal of 154 or 65% of learners.
- 92 learners left LBS services for employment. Fewer than ten continued on to other training or education.
- 114 learners or 48% participated in LBS as a result of structured or formal referrals while 108 or 46% of learners sought service after word-of-mouth recommendations.
- As with Unassisted Employment Services, use of LBS in the Rainy River District has largely returned to pre-pandemic levels. In 2019-2020, there were 243 new and carry-over learners compared to 263 last year—a difference of 3%.
- Compared to 2021-2022, the number of new and carry-over learners accessing LBS increased by 14% in Northern Ontario and 3% in Ontario. The number of new and carry-over e-learners in Ontario decreased by 9%.

## Apprenticeship Training

### In the Kenora District

- After a 35% increase in 2021-2022, the number of new registrations stabilized last year. There were 101 new registrations in 2022-2023 compared to 97 in the previous year.
- There are 301 active apprentices in the Kenora District in 2022-2023 compared to 265 in 2021-2022, an increase of 14%.
- There were 24 Certificates of Apprenticeships issued in the past year, a decrease of 17 (42%) compared to 2021-2022 when 41 were issued.
- The number of modular registrations was stable with 545 issued last year.
- Construction electricians generated the most registrations at 24, followed by Truck and Coach Technician (18) and General Carpenter (11).

### In the Rainy River District

- After a two-year decline, the number of new apprenticeship registrations increased in the Rainy River District. There were 49 new registrations issued in the Rainy River District in 2022-2023 compared to 26 in 2021-2022 and 41 in 2020-2021.
- As of 2022-2023, there are 134 active apprentices – a 6% increase from the previous year.
- 24 Certificates of Apprenticeship were issued last year compared to 20 in 2021-2022.
- The number of Modular Training registrations was stable with a slight decrease from 207 in 2021-2022 to 203 in 2022-2023.
- Fewer than 10 apprentices were registered in any trade, but registrations did take place in 12 occupations with Construction, Manufacturing and Services sectors.
- In the Northern Region, the number of new registrations in Apprenticeship increased by 15% while Ontario saw a 23% increase. The number of active apprentices in the north increased by 7% while active apprentices in Ontario increased by 5%. Compared to 2021-2022, the number of Certificates of Apprenticeship issued in the North decreased by 7%, while in Ontario, the number increased by 18%. Modular training registrations increased by 4% in the past year in Northern Ontario and by 6% in Ontario.
- Compared to the pre-Covid year, 2019-2020, the number of new apprenticeship registrations increased 42% and active apprentices by 41%. The number of new Certificates of Apprenticeship decreased by 54%.
- In the Rainy River District, the number of new apprenticeship registrations in 2022-2023 was 7% less than 2019-2020 while the number of active apprentices increased 17%. The number of Certificates of Apprenticeship decreased 14%.
- In Northern Ontario the number of new registrations decreased by 5% compared to 2019-2020 while the number of active apprentices increased 23%. The number of Certificates of Apprenticeship decreased 14% in Ontario last year compared to pre-Covid activity.
- In Ontario, the number of new registrations last year was 2% greater than 2019-2020. There were 21% more active apprentices in Ontario than the pre-Covid year while the number of Certificates of Apprenticeship issued in 2022-2023 was 8% higher than in 2019-2020.

## Canada Ontario Job Grant (COJG)

In the Kenora and Rainy River Districts

- In 2022-2023, 13 companies in the Kenora District and fewer than 10 companies in the Rainy River District participated in Canada Ontario Job Grant training.
- The number of workers trained through COJG increased by 74% in the Kenora District to 33 people. As in 2021-2022, fewer than ten workers in the Rainy River District participated in COJG sponsored training.
- Two of every three companies (67%) in the Kenora District reported training improved their productivity while 75% indicated training met their workforce needs.
- 100% of participating companies in the Rainy River District reported that the training met their workforce needs and improved productivity.
- In Northern Ontario, the number of employers participating in COJG increased 10% from 198 in 2021-2022 to 218 in 2022-2023. In Ontario, 369 fewer companies took advantage of COJG in 2022-2023 compared to the previous year or an decrease of 13%.
- The number of workers in Northern Ontario who benefitted from COJG sponsored training increased in 2022-2023 by 7%, from 516 to 533. In Ontario, the number of workers participating in COJG sponsored training decreased by more than 1,800 in 2022-2023 (17%) compared to the previous year.
- Compared to pre-pandemic levels, the number of companies in the Kenora District utilizing the Canada Ontario Job Grant has increased although precise calculations are impossible due to data suppression. In the Rainy River District the data in both years are suppressed. The number of companies in Northern Ontario using COJG in 2022-2023 increased by 5% compared to 2019-2020. The number in Ontario decreased by 24%.
- The number of employees trained through COJG in the Kenora District decreased from 40 in 2019-2020 to 33 in 2021-2022 (18%). In Rainy River, the number decreased from 53 in the year prior to the pandemic to fewer than 10 in 2022-2023. The number of workers trained in Northern Ontario decreased 33% and by 36% in Ontario.

## 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 23% in Northern Ontario and by 19% in Ontario between 2021-2022 and 2022-2023. Since the pandemic, participation in Better Jobs Ontario decreased by 40% in Northern Ontario and 7.5% in Ontario.

## 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

- 55 people participated in YJC in 2022-2023 compared to 57 in 2021-2022.
- Participation in YJC Summer decreased slightly from 40 in 2021-2022 to 35 last year (13%).

In the Rainy River District

- 26 youth participated in YJC in 2022-2023 compared to 21 in 2020-2021, an increase of 24%.
- An additional 19 participated in YJC Summer in 2022-2023 compared to 18 in 2021-2022.

Participation in the Youth Job Connection program in Northern Ontario increased by 19% in 2022-2023 compared to the previous year while participation in the Youth Job Connection Summer increased by 16% during the same time period. In Ontario, participation in Youth Job Connection increased by 2% in the last year while participation in YJC Summer decreased by 2%.

Employment Ontario service providers attending a community consultation in November 2023, pointed to clients' preference for employment when available versus training, the amount of paperwork required and the lack of training options available locally. Services expressed concern with the lack of programming available to meet the specific needs of older workers. Considering the aging population, this group could contribute to ongoing local labour market demand. The increase in immigrants settling into the area offers a great opportunity, but there is concern that without the appropriate services within a welcoming community, it will be difficult to retain newcomers.




# Local Labour Market Action Plan 2022-2025: 2024 Update

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><b>Highway Twinning Project</b></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><b>Updates or Points of Interest:</b></p> <ul style="list-style-type: none"> <li>» Crews are continuing to work on a 6.5-kilometre stretch from the Ontario / Manitoba border to the junction of Highway 673, with crews from Iskatewizaagegan #39 Independent Nation. Work on the four-lane area is expected to wrap up by the summer of 2024.</li> <li>» The Four Winds partnership of Wauzhushk Onigum, Shoal Lake #40, Niisaachewan Anishinaabe Nation and Washagamis Bay First Nations has yet to give consent to Phase 2 or Phase 3 of the twinning project.</li> <li>» Kenora – Rainy River MPP and Northern Development Minister, Greg Rickford, was on hand for the announcement and ribbon cutting July 2023. The project could be wrapped up by 2025.</li> </ul>						

Key Priority #1 – Transitioning our Workers in a Changing Economy			Timeframe/ Progress			
Action	Outcomes	Partners*	Completed	Short Term	Mid-Term	Long Term
<b>Healthcare Lab Spaces</b> New healthcare lab spaces have been installed in all Seven Generations Education Institute Campuses; including Fort Frances, Sioux Lookout, and Kenora.	High tech equipment will improve learning outcomes and experiences for healthcare students.	SGEI				↕
<b>Updates or Points of Interest:</b> » <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> » <i>Health Disciplines enrollment in 2023 (W23/F23) was 120. The number of grads from the Healthcare programs in 2023 was 32. As well, BScN is currently in its last year of the program.</i>						
<b>Pathways to Employment</b> 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. In 2023 the group was re-established and renamed the Workforce Development Group.	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"> <li>• City of Kenora</li> <li>• NWBC</li> <li>• NTAB</li> <li>• LOW Dev Corp</li> <li>• LEAP</li> <li>• SGEI</li> <li>• SWB</li> <li>• KHA</li> <li>• KDCC</li> <li>• District C of C</li> <li>• LOW BrewCo.</li> <li>• Harbourtown BIZ</li> <li>• Ne-Chee FC</li> <li>• KDSB</li> <li>• Con College</li> <li>• LOWBIC</li> </ul>				↕
<b>Updates or Points of Interest:</b> » <i>The Workforce Development Group met twice in 2023. A strategy session took place and priorities and committee roles will be released in 2024.</i>						
<b>Pre-Apprenticeship Training</b> 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. How it works: Training is delivered through different organizations, such as colleges or community agencies, across Ontario. 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.	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.	<ul style="list-style-type: none"> <li>• MLITSD</li> <li>• Employment Ontario</li> <li>• Local employers</li> </ul>				↕
<b>Updates or Points of Interest:</b> » <i>Individuals can apply by searching for pre-apprenticeship training near them—then apply directly to the organization offering it.</i>						

Key Priority #1 – Transitioning our Workers in a Changing Economy			Timeframe/ Progress			
Action	Outcomes	Partners*	Completed	Short-Term	Mid-Term	Long-Term
<p><b>Better Jobs Ontario (Previously Second Career)</b></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"> <li>• skills training for in-demand jobs</li> <li>• financial support</li> </ul> <p>Apply for <b>up to \$28,000</b> for costs, including:</p> <ul style="list-style-type: none"> <li>• tuition</li> <li>• books</li> <li>• other instructional costs, including student fees, supplies and electronic devices</li> <li>• transportation</li> <li>• basic living allowance (up to \$500 per week)</li> </ul> <p>Additional funding may be available for:</p> <ul style="list-style-type: none"> <li>• childcare</li> <li>• disability-related supports</li> <li>• living away from home</li> <li>• Literacy and Basic Skills (LBS) and/or language training</li> </ul>	EOSP				
<p><b>Updates or Points of Interest:</b></p> <ul style="list-style-type: none"> <li>» <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></li> <li>» <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></li> </ul>						

\* 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><b>Federal Economic Development Initiative for Northern Ontario</b></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"> <li>• FedNor</li> <li>• Local Municipalities</li> <li>• First Nations</li> </ul>				▼
<p><b>Update or Points of Interest:</b></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><b>SkillsAdvance Ontario Project - Healthcare</b></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"> <li>• Government of Canada</li> <li>• Government of Ontario</li> <li>• Con College</li> </ul>				▼
<p><b>Update or Points of Interest:</b></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><b>Ear Falls Broadband Project</b></p> <p>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.</p> <p>This will be a great benefit to business, government and educational organizations as well as residents.</p>	<ul style="list-style-type: none"> <li>• Township of Ear Falls</li> <li>• NOHFC</li> <li>• Ear Falls businesses</li> </ul>				⏪
<p><b>Update or Points of Interest:</b></p> <p>» <i>Timeline is identified as up to 5 years for implementation.</i></p>						
<p><b>Quetico Lodge and Conference Centre</b></p> <p>The owners have expanded relationships with First Nations and various <b>Indigenous Training Organizations</b> 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"> <li>• AEC</li> <li>• AEDC</li> <li>• QLCC</li> <li>• NORCAT</li> </ul>				⏪
<p><b>Update or Points of Interest:</b></p> <p>» <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 continues with holding Training Courses at Quetico Lodge and Conference Centre. Focus has shifted from logging to Surface Mining Certification. Participants get hands on experience with heavy equipment and have the opportunity to acquire a driver's license. Hoping that increased training takes place in the coming year related to Power Line Construction Project – Waasigan Power Line. Ongoing program development– long term to meet regional needs. NORCAT has received a Skills Development Fund (SDF) grant to provide service.</i></p>						
<p><b>Choose Kenora Campaign</b></p> <p>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"> <li>• KDCC</li> <li>• NWBC</li> <li>• Harbourtown BIZ</li> <li>• Kenora Young Professionals Network</li> <li>• LOWBIC</li> </ul>				⏪
<p><b>Update or Points of Interest:</b></p> <p>» <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
<b>AFNOO (L'Association des Francophones du Nord Ouest de l'Ontario)</b> Employer information and promotion event.	Attract more people to Northwestern Ontario to fill job vacancies.	<ul style="list-style-type: none"> <li>City of Kenora</li> <li>AFNOO</li> </ul>			↓	
<b>This Item is New to the Action Plan.</b> » <i>City of Kenora hosted an employer session to promote Francophone immigration programs. The asset mapping portion for the Kenora District has wrapped up. A Committee Meeting is taking place late 2023 and an application to the Department of Immigration, Refugees and Citizenship Canada (IRCC) will be submitted.</i>						
<b>ACCES* Employment – Pre-Arrival Immigrants</b> Virtual Event hosted by Access Employment on November 9, 2023. There were 4 representatives from the Atikokan area; Northern Development, Atikokan General Hospital, and 2 from the Atikokan Employment Centre. ACCES provides the convenience of online services that are available to jobseekers locally, nationally and internationally for approved pre-arrival immigrants.	ACCES Employment assists jobseekers from diverse backgrounds, who are facing barriers to employment, to integrate into the Canadian job market. They achieve this by providing employment services, linking employers to skilled people and building strong networks in collaboration with community partners.	<ul style="list-style-type: none"> <li>AEC</li> <li>A.C.C.E.S. Employment</li> </ul>			↓	
<b>This Item is New to the 2023 Action Plan.</b> » <i>This project hopes to attract and retain people to and in Dryden.</i>						

\* 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><b>Level Up! Northwestern Ontario Skilled Trades Fair Pilot Hosted by NTAB on Oct 17, 2023</b></p> <p>Level Up! is a series of dynamic multi-day fairs that bring together the best in skilled trades professionals across industry organizations, post-secondary institutions, businesses, associations and more. Students in grades 7 to 12 have the opportunity to learn about Ontario's 140+ trades through interactive exhibitions and hands-on activities, while hearing directly from tradespeople and local employers about life-changing career opportunities.</p>	<p>Skilled trades professionals are in high demand in Ontario, with ideal career opportunities for a diverse range of young people who are hard-working, hands-on, passionate, and committed to positively impacting society through a future-facing career.</p> <p>For students in grades 7 to 12, Level Up! can be the first step toward a career in industries that are constantly innovating, on the cutting edge of emerging technologies, and making a critical difference in people's lives by providing them with immersive, hands-on experiences.</p>	<ul style="list-style-type: none"> <li>• NTAB</li> <li>• MLITSD</li> <li>• KPDSB</li> <li>• RRDSB</li> <li>• Dryden High School</li> </ul>	☑			
<p><b>Update or Points of Interest:</b></p> <ul style="list-style-type: none"> <li>» <i>This Item is New to the 2024 Action Plan.</i></li> <li>» <i>NTAB hosted over 560 regional students grades 7 to 12 on October 17, 2023 at Dryden High School.</i></li> </ul>						
<p><b>eCampusOntario Micro-credentials</b></p> <p>Announced on November 23, 2023.</p> <p>The Ontario government is investing \$5 million through the Micro-credentials Challenge Fund, to help more Ontarians quickly upgrade their skills for good-paying jobs in health care, auto, advanced manufacturing and other in-demand sectors.</p> <p>As part of the second round of the Micro-Credentials Challenge Fund, eligible postsecondary institutions can receive up to \$50,000 to develop or expand rapid training programs that give learners the specific knowledge and skills to support in-demand sectors in Ontario.</p>	<p>Micro-credentials are complementary to traditional learning and offer learners training focused on specific skills or knowledge areas such as cybersecurity or digital skills. They take less time to complete than degrees and diplomas and provide a way for individuals to demonstrate their skills and abilities to prospective employers.</p>	<ul style="list-style-type: none"> <li>• eCampusOntario</li> <li>• Participating employers</li> <li>• Participating post-secondary institutions</li> <li>• Ministry of Colleges and Universities</li> </ul>				☑
<p><b>Update or Points of Interest:</b></p> <ul style="list-style-type: none"> <li>» <i>Additional consideration will be given to proposals from: Postsecondary institutions that collaborate with other institutions on projects, Indigenous Institutes, Applicants who partner with Indigenous Institutes or focus on training for Indigenous learners. The deadline to submit applications for consideration was January 5, 2024.</i></li> <li>» <i>Available Micro-Credentials listed in the portal continues to increase. <a href="https://microlearnontario.ca">microlearnontario.ca</a></i></li> </ul>						
<p><b>Seven Generations Education Institute</b></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>	<p>Indigenous cultural engagement, awareness, and sensitivity.</p>	<ul style="list-style-type: none"> <li>• SGEI</li> <li>• Local businesses &amp; organizations</li> </ul>				☑
<p><b>Update or Points of Interest:</b></p> <ul style="list-style-type: none"> <li>» <i>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.</i></li> </ul>						

Key Priority #3 – Evolving Education Requirements			Timeframe/ Progress			
Action	Outcomes	Partners*	Completed	Short Term	Mid-Term	Long Term
<p><b>Confederation College Remote Campuses</b></p> <p>The remote campuses offer a wide variety of programs to meet the education and training needs of Northwestern Ontario.</p>	<p>Programs range from full-time postsecondary diploma programs, full-time and part-time certificate programs, continuing education courses, and other education training opportunities.</p>	<ul style="list-style-type: none"> <li>• Con College</li> </ul>				⏪
<p><b>Update or Points of Interest:</b></p> <p>» <i>Students can study and stay in their home communities.</i></p>						
<p><b>SkillsAdvance Ontario Project - Healthcare (Also in Key Priority #2)</b></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"> <li>• Government of Canada</li> <li>• Government of Ontario</li> <li>• Con College</li> </ul>				⏪
<p><b>Update or Points of Interest:</b></p> <p>» <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><b>Seven Generations Education Institute (SGEI) and college partnerships</b></p> <p>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 2023.</p>	<p>Training offered locally keeps students and graduates in the Kenora and Rainy River Districts.</p>	<ul style="list-style-type: none"> <li>• SGEI</li> <li>• Participating colleges</li> </ul>				
<p><b>Update or Points of Interest:</b></p> <p>» <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></p> <p>» <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></p> <p>» <i>SGEI has continued 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></p> <p>» <i>2023 Report Numbers – Training for Employment provided a variety of workplace and employment readiness programs and registered 354 participants; there were a total of 92 Post-Secondary Graduates in 2023, 46 graduates in Adult Education (partnered with Keewatin-Patricia District School Board). 241 students were enrolled in Post-Secondary Education in Fall 2023.</i></p>						⏪





Key Priority #3 – Evolving Education Requirements			Timeframe/ Progress			
Action	Outcomes	Partners*	Completed	Short Term	Mid-Term	Long Term
<p><b>Canada-Ontario Job Grant Program (COJG)</b> 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"> <li>• MLTSD</li> <li>• EOSP</li> <li>• Local businesses</li> </ul>				
<p><b>Update or Points of Interest:</b> <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 2023 Update:</i></p> <ul style="list-style-type: none"> <li>» 3 applications</li> <li>» 4 trainees</li> <li>» 2 applications pending</li> <li>» 1 cancelled application due to shortage of staff; need staff to be working and cannot take time to be training</li> <li>» Employers have expressed a need for staff to be working and unfortunately, not having time to train; travelling away for training is still being seen as a major barrier</li> </ul>					▼	

\* 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><b>AgriTech North (of Dryden)</b></p> <p>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.</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.</p> <p>Their vertical farming hydroponics system uses 90% less water, 60% less nutrients, and no pesticides, herbicides, or fungicides.</p>	<p>Announced on November 2, 2023 that AgriTech North will receive \$100,000 to purchase and install an Enerision solar tri-generation system. This military-tested system will generate clean energy for heating and cooling at the company's 4,400-square-foot indoor farm in Dryden.</p> <p>AgriTech North will be the first to adopt a solar tri-generation system for use in an agriculture setting. Once fully operational, this cutting-edge technology will help the company reduce energy consumption, lower production costs and expand its year-round harvest to include fruit bearing plants such as tomatoes, cucumbers and peppers.</p>	<ul style="list-style-type: none"> <li>• FedNor</li> <li>• ArgiTech North</li> </ul>				
<b>This Item is new to the 2023 Action Plan.</b>						
<p><b>Starter Company Plus</b></p> <p>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"> <li>• Government of Ontario</li> <li>• NWBC</li> </ul>				
<p><b>Update or Points of Interest:</b></p> <p>The NWBC's Starter Company Plus program is recognized across the two districts as the starting point for business success. No updates were provided for 2023 prior to publication.</p>						

Key Priority #4 – Supporting Entrepreneurs			Timeframe/ Progress			
Action	Outcomes	Partners*	Completed	Short Term	Mid-Term	Long Term
<p><b>Northwest Ontario Pitch It 2023</b></p> <p>NWO Pitch IT event saw Entrepreneurs from the Northwestern Ontario Region Pitch their business ideas to a panel of Judges and Investors for the chance to win prizes, recognition and support. The NWO Pitch IT competition was open to individuals located within the Kenora and Rainy River Districts with a business idea, new business start-up or proposed business expansion. NTAB participated in support services, judging the competition and marketing for the event.</p>	<p>Entrepreneurs are the future of our districts' business industry. With an aging population and effects of COVID-19 post-pandemic, many businesses are continuing to suffer and close their doors for good. Supporting new Entrepreneurs is of high importance to allow our small communities to grow and prosper. Entrepreneurs gained valuable skills, knowledge and support to move forward with their business start-up.</p>	<ul style="list-style-type: none"> <li>• NOIC</li> <li>• NWBC</li> <li>• NTAB</li> <li>• Northern Ontario Angels</li> <li>• City of Kenora</li> <li>• PACE</li> <li>• CCDC</li> <li>• City of Dryden</li> </ul>	▼			
<p><b>Update or Points of Interest:</b></p> <p><i>The event was held on April 20, 2023. The event saw entrepreneurs from the Kenora and Rainy River Districts pitch their business ideas and proposed business expansions for a chance to win \$11,000 in cash prizes and \$1,500 in vouchers for professional business support services and aired live on April 20, 2023. Applications for the competition were open for a two-week period and saw over 30 individuals and businesses submit their business ideas and proposed expansions for a chance at the prizes. 117 people registered to watch the event and the video has had over 300 views.</i></p> <ul style="list-style-type: none"> <li>» 1st Place Winner (\$5000), Vic Moss, Mosswood Adventures, Kenora</li> <li>» 2nd Place Winner (\$3000), Rod and Marion McKay, Sc-Wrap Environmental Services, Kenora</li> <li>» 3rd Place Winner (\$2000), Brennan and Colin Hochstedler, Icelander, Sioux Lookout</li> </ul>						
<p><b>PARO Peer Lending Circles</b></p> <p>A Micro-Finance Program for Women</p> <p>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, &amp; 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.</p>	<ul style="list-style-type: none"> <li>• PARO</li> <li>• Women Entrepreneurs</li> </ul>			▼	
<p><b>Update or Points of Interests:</b></p> <ul style="list-style-type: none"> <li>» Peer lending has helped many Circle members to grow their businesses and set new goals for the future.</li> </ul>						

Key Priority #4 – Supporting Entrepreneurs			Timeframe/ Progress			
Action	Outcomes	Partners*	Completed	Short Term	Mid-Term	Long Term
The <b>Northwestern Ontario's Innovation Centre</b> Co-Starter 2.0 launched this fall, in partnership with LOWBIC and the City of Kenora.	Innovative start-up applied to be in Kenora to participate and Woblu, an online platform where skilled workers such as plumbers, carpenters, electricians, HVAC technicians and handymen seamlessly connect with individuals in need of their expertise.	<ul style="list-style-type: none"> <li>• LOWBIC</li> <li>• City of Kenora</li> <li>• NOIC</li> </ul>		▼		
<b>This Item is New to the 2024 Action Plan.</b> » <i>To learn more about Woblu, visit their website at woblu.ca</i>						
<b>Chukuni Communities Development Corporation</b> in partnership with Red Lake Career and Employment Services hosted a Job Fair on October 19, 2023 at the Legion in Red Lake.	Nineteen employers participated and 153 members of the public attended. CCDC did 21 business support 1 to 1 sessions, disbursed \$130,000.00 in business loans and provided funding to an existing business for equipment upgrades.	<ul style="list-style-type: none"> <li>• CCDC</li> <li>• RLCEC</li> </ul>	▼			
<b>This Item is New to the 2024 Action Plan.</b>						

\* 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><b>Dryden Urban Indigenous Homeward Bound</b></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. Successful applicants 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"> <li>• KDSB</li> <li>• DNFC</li> <li>• OAHS</li> <li>• Con College</li> <li>• Dryden Literacy</li> <li>• DDC</li> <li>• Woodgreen</li> <li>• OFIFC</li> <li>• OTF</li> </ul>				▼
<p><b>Update or Points of Interest:</b></p> <p>» Applicants to honour a four to five year commitment.</p>						
<p><b>Rainy River First Nations &amp; New Gold Employee Retention Strategy</b></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>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"> <li>• RRFN</li> <li>• New Gold</li> <li>• Naicatchewenin First Nation</li> </ul>				▼
<p><b>Update or Points of Interest:</b></p> <p>» Standing topic on the monthly agenda meetings between the RRFN Implementation Committee and New Gold.</p>						

Key Priority #5 - Integrating the Marginalized Workforce			Timeframe/ Progress			
Action	Outcomes	Partners*	Completed	Short Term	Mid-Term	Long Term
<p><b>Youth Job Connect Program</b></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"> <li>• AEC</li> <li>• EOSP</li> <li>• Local employers</li> </ul>				
<p><b>Update or Points of Interest:</b></p> <ul style="list-style-type: none"> <li>» <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. This may change next year based on Transition to new Service System Manager.</i></li> <li>» <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></li> </ul>						





Key Priority #5 - Integrating the Marginalized Workforce			Timeframe/ Progress			
Action	Outcomes	Partners*	Completed	Short Term	Mid-Term	Long Term
<p><b>Nutrition North Canada &amp; Harvesters Support Grant Programs</b></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: 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: 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"> <li>• Transportation and related capital Investments.</li> <li>• Maintenance of equipment.</li> <li>• Harvesting equipment.</li> <li>• Temporary shelter and outdoor clothing.</li> <li>• Safety and rescue equipment.</li> <li>• Training, certification and education.</li> <li>• Traditional knowledge, practices and techniques.</li> <li>• Processing, food preparation and storage such as community freezers.</li> <li>• Maintenance of harvesting sites.</li> <li>• Innovation in harvesting.</li> <li>• Community, research, culture, and food sharing initiatives.</li> </ul>	<ul style="list-style-type: none"> <li>• CIRNAC</li> <li>• Indigenous communities</li> <li>• Traditional harvesters</li> <li>• SLAAMB</li> <li>• NNC</li> </ul>				▼
<p><b>Update or Points of Interest:</b></p> <ul style="list-style-type: none"> <li>» <i>Communities Stream – Sioux Lookout Area Aboriginal Management Board. Length of agreement: 3 years.</i></li> <li>» <i>Total funding: \$1,943,906. The goal is food security and healthy communities.</i></li> </ul>						

\* 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><b>Recruiting and Retaining Talent in a Post-Pandemic World</b></p> <p>There is no question that the world of work has changed. Spurred on by the Covid-19 pandemic, it is now harder to attract great talent and even harder still to keep them. NTAB worked with 2 trainers to host 2 webinars directed to employers.</p> <p>Our accustomed ways of recruiting and retaining our teams that were tried and true no longer work. We need to demonstrate how to recruit and retain staff in flexible, healthy work environments.</p>	<p>The highly interactive sessions explored what employees are looking for in an employer, generated ways in which to shine above the competition, and examined how to creatively motivate and engage staff to want to stay.</p>	<ul style="list-style-type: none"> <li>• PACE</li> <li>• NTAB</li> </ul>				
<p><b>This item is new to the Action Plan:</b></p> <ul style="list-style-type: none"> <li>» One presentation delivered in person on May 31, 2023.</li> <li>» The second presentation delivered virtually on June 5, 2023.</li> </ul>						
<p><b>New Beginnings Spring Job Fair</b></p> <p>This event featured over 30 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 22, 2023</p> <p>There is a major shortage in our labour force across the region.</p> <p>By connecting individuals who are unemployed/under-employed to employers who are experiencing labour shortages, we hope to address some of these gaps to enhance opportunities for employers and job seekers to grow together.</p>	<ul style="list-style-type: none"> <li>• PACE</li> <li>• NEW</li> <li>• NTAB</li> </ul>				
<p><b>Updates or Points of Interest:</b></p> <ul style="list-style-type: none"> <li>» There were over 220 job seekers who walked through the door and made very positive impressions on the employers in attendance. Organizers called it a huge success.</li> </ul>						

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



## Acronym Glossary

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



## Northwest Training & Adjustment Board

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