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Kenora and Rainy River Districts Local Labour Market Plan Report Update

Produced by

The Northwest Training and Adjustment Board
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How Did We Do?

Please access our short survey by QR Code, web address or hardcopy on page 28.
We invite your feedback on all publications produced by the Northwest Training and Adjustment Board.

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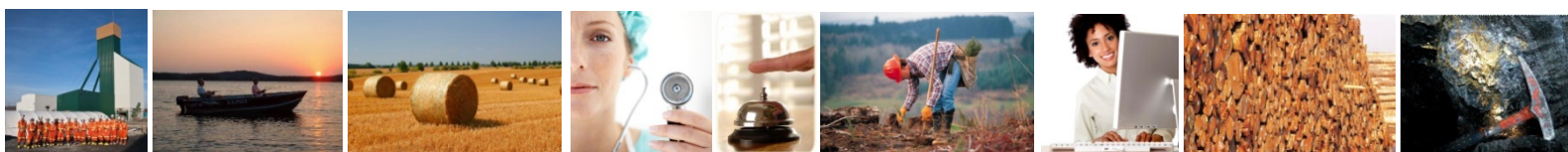
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Local Labour Market Plan 2016 – 2017

Kenora and Rainy River Districts

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Executive Summary

The Local Labour Market Plan 2016-2017 provides an update to the three year Labour Market Plan 2014-2017 originally released in 2014 by the Northwest Training and Adjustment (NTAB). Changing economic conditions continue to generate labour market demand pressures in the Kenora and Rainy River Districts. This demand is made even more critical by a declining and aging population, out-migration from the two areas, low levels of labour force participation and the gap between the education of the region's population and the knowledge and skills sought by local employers.

Analysis of education and employment statistics highlight the correlation between lower levels of education, reduced rates of labour force participation and higher unemployment. Similarly, Employment Ontario Employment Services clients with less than Grade 8 and less than Grade 12 increased in the past year. Individuals without an Ontario Secondary School Diploma or equivalent made up 31% of all Employment Services and 65% of Literacy and Basic Skills participants.

Feedback directly from employers reinforced that employment candidates often lack the knowledge, skills and the experience they are looking for. Last fiscal, 102 local business representatives responded to the **employerone**® business survey administered by NTAB. Eighty-five percent of participating businesses reported that they had hired in the past year with 60% of these employers indicating at least one position that was difficult to fill. The most common reason cited was applicants who did not possess the necessary education level or credentials and/or did not meet skill requirements. When asked to rank the availability of workers locally as either excellent, good, fair or poor, two out of every three employers rated availability as either fair or poor. Seventy percent of employers responding to the **employerone**® survey plan to hire in the coming year with openings ranging from entry-level labourers to apprentice/journey people, and college/university educated knowledge workers.

Concern with the knowledge and skill of the local workforce was reinforced by business representatives from the Kenora and Rainy River Districts who attended the Community Consultations in September 2016. Participants pointed to their requirements for computer, business, and financial literacy as well as Essential Skills, customer service and cross-cultural knowledge.

Business representatives stressed the importance of experiential learning in helping jobseekers transition into the workforce as well as helping youth gain exposure to local employment opportunities. In addition to encouraging post-secondary education and youth retention in the region, they felt this first-hand experience in the workforce would assist their businesses through the transfer of knowledge from older to younger workers.

Employment service providers and educators who also attended the community consultations reinforced businesses' recommendation to proactively anticipate employment trends within communities and then develop and deliver in-school and experiential training conducted at satellite post-secondary facilities located in these same communities.

Much of this local feedback aligns with recommendations made by the Premier's Highly Skilled Workforce Expert Panel report "Building the Workforce of Tomorrow" released in June 2016.

The Panel made 28 recommendations in six key themes along with two other areas of focus that outline the role of the federal government and strategies for evaluation. The six foundational themes include recommendations based on strong collaboration between business, education and government to better integrate underrepresented groups in an economy that is being rapidly transformed by both demographic and technological change.

Background

Since 2012, the Northwestern Ontario Training Board (NTAB) has published an annual Local Labour Market Plan examining labour market supply, demand and changes in the economy of the North West Ontario regions of the Kenora and Rainy River Districts. In October 2014, NTAB presented a comprehensive analysis of statistical data combined with input from businesses, employment service providers and educators to establish a three year workforce development plan outlining collaborative strategies to address five key priorities:

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.*

This 2016-2017 Local Labour Market Plan is the second update and concludes with an up-to-date list of the activities undertaken in the Kenora and Rainy River Districts. It showcases the progress on the three year workforce development plan for the Kenora and Rainy River Districts that addresses the labour force imbalances in 2015-2016 as well as a summary of new actions planned. It brings current local labour market information, summarizes input from businesses and service providers, offers an update on workforce development activities undertaken over the past twelve months and outlines strategies for the coming year.



Labour Market Supply

Census and National Household Survey data (2011) cited in previous Local Labour Market Plans offers the following insights about our local labour market supply:

- The population in the Kenora District declined by 10.6% between 2006 and 2011. The current Statistics Canada projections estimate the Kenora District's 2015 population at 70,311, or an increase of 1.0% since 2011.
- The population in the Rainy River District declined by 5.5% between 2006 and 2011. The current Statistics Canada projections estimate the Rainy River District's 2015 population at 20,047, a decrease of 4.0% since 2011.
- The median age in the Kenora District is 34.9 and 41.0 in the Rainy River District compared to 39.0 in Ontario. In 2015, NTAB used National Household Survey data (2011) to identify 86 occupations employing more than 400 people in the Kenora and Rainy River Districts at all education levels with more than 50% of the workforce being 45 and older.
- Four percent of the population of both the Kenora and Rainy River Districts are immigrants.
- More than 37% of the Kenora District's population and 24% of the Rainy River District's population are members of the Aboriginal group.
- Between 2009 and 2014, there was net out-migration from the region of 2,832 residents at all age groups. The Kenora District experienced a net out-migration of 1,918 residents while 914 of the Rainy River District's residents left the area during the same time period.

The National Policy Institute (NPI) took a further look at labour force participation rates across Northern Ontario including the Kenora and Rainy River Districts. Table One highlights various population groups in the region and rates of labour force participation and unemployment.

Table 1: Labour Force Participation in the Kenora and Rainy River Districts				
Populations	Kenora District		Rainy River District	
	Male	Female	Male	Female
Francophone Population				
Unemployment Rate	3.8%	3.8%	Suppressed due to confidentiality	
Participation Rate	79.1%	73.1%		
Immigrant Population				
Unemployment Rate	1.9%	8.8%	Suppressed due to confidentiality	
Participation Rate	82.8%	73.9%		
Indigenous Population – Total				
Unemployment Rate	22.6%	15.8%	17.0%	11.7%
Participation Rate	64.4%	60.1%	62.4%	58.0%
Indigenous Population – Off Reserve				
Unemployment Rate	16.6%	9.7%	11.4%	7.5%
Participation Rate	69.6%	69.5%	63.3%	63.7%
Indigenous Population – On Reserve				
Unemployment Rate	27.6%	22.4%	23.6%	16.5%
Participation Rate	60.5%	52.7%	62.2%	53.0%
Total Population				
Unemployment Rate	12.1%	8.5%	10.1%	7.9%
Participation Rate	75.4%	72.2%	72.0%	71.2%

Source: Statistics Canada, 2011 Census and NHS, NPI custom tabulation

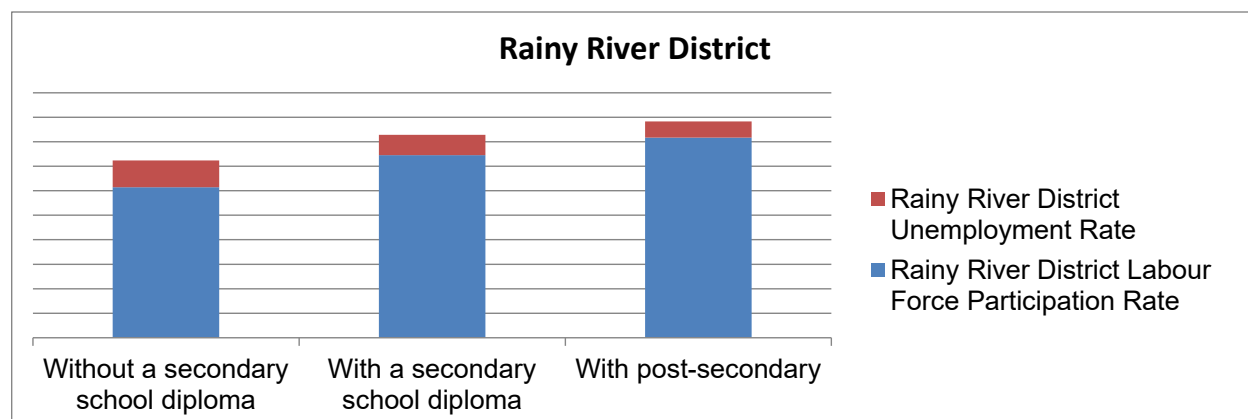
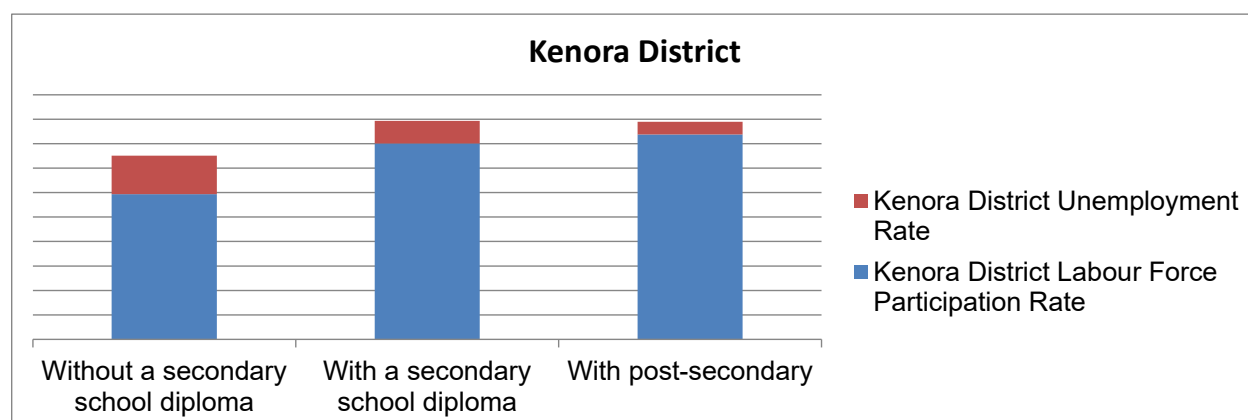
The National Policy Institute's calculations highlight participation rates of Francophone and Immigrant populations that are higher than overall participation rates. Unemployment rates for these two populations are lower than the population overall.

The local labour market would benefit from greater participation and employment rates for the Indigenous population, particularly those living on reserve.

The National Policy Institute conducted further analysis on the effect of education on labour force participation and rates of unemployment. Table Two highlights the significant impact education has on labour force participation and employment.

Table 2: Education, Unemployment and Labour Force Participation in the Kenora & Rainy River Districts				
	Kenora District		Rainy River District	
	L.F.* Participation Rate	Unemployment Rate	L.F.* Participation Rate	Unemployment Rate
Without a secondary school diploma	59.4%	15.7%	61.4%	11.0%
With a secondary school diploma	80.1%	9.2%	74.5%	8.3%
With post-secondary	83.8%	5.2%	81.7%	6.6%

* L.F. = Labour Force; Source: Statistics Canada, 2011 Census and NHS, NPI custom tabulation



Higher levels of education appear to be the key to engagement in the labour force as well as the ability to secure and maintain employment.

The 2011 Statistics Canada Census and National Household Survey identify that:

- 31.2% of the population in the Kenora District and 27.0% of the Rainy River District's population do not have a secondary school diploma.
- In the Kenora District, 54.7% of indigenous peoples do not have a secondary school diploma. In the Rainy River District, 37.3% of the indigenous population lack this credential.
- Just over one in four people in the region has a secondary school diploma but no post-secondary education.
- More than 11% locally have an Apprenticeship credential compared to 7.4% in Ontario.
- 19% of the local population has a College credential, approximately the same as Ontario.
- Just over 13% locally have a University certificate, diploma, or degree compared to 27.5% in Ontario.

Activities to attract and retain people to the region are another strategy to address labour market shortages.

Statistics Canada collaborates with Canada Revenue Agency to track the numbers of individuals moving in and out of a region each year. This information is summarized and released every 18 months. Tables 3A and 3B highlight migration in and out of the Kenora and Rainy River Districts between 2009 and 2014.

Table 3A & 3B – Net Migration

3A: Net Migration – the Kenora District 2009 to 2014			
Age Group	In-migrants	Out-migrants	Net-migrants
0 – 17	2,179	2,683	(-504)
18 – 24	1,274	1,830	(-556)
25-44	3,043	3,453	(-410)
45-64	1,468	1,655	(-187)
65+	378	639	(-261)
Total	8,342	10,260	(-1,918)

3B: Net Migration – the Rainy River District 2009 to 2014			
Age Group	In-migrants	Out-migrants	Net-migrants
0 – 17	638	727	(-89)
18 – 24	293	748	(-455)
25-44	760	980	(-220)
45-64	395	478	(-83)
65+	146	213	(-67)
Total	2,232	3,146	(-914)

Source: Statistics Canada Taxfiler, 2015

The net-outmigration of youth age 18 to 24 from both areas often reflects those who leave to pursue post-secondary education. Attracting these individuals back to the region is an important ongoing aspect of workforce development.

The net out-migration from the region of those aged 25 to 44 is worrisome as individuals in this age cohort are viewed as at their prime career years and considered to be one of the most important contributors to the local labour force as well as the vitality of the local economy.

Employment Ontario Employment Services (ES) / Literacy and Basic Skills (LBS) Results

Data released by Employment Ontario offered insights into Employment Services (ES) client demographics and outcomes between April 2015 and March 2016 and how these statistics compare with previous years. Highlights include:

Employment Services

- The number of jobseekers participating in Employment Services locally increased 4% between 2014 and 2016 at the same time as the number of clients in the Northern Region and Ontario declined.
- Service to members of designated groups increased by 15% since 2014. Newcomers increased from 0 to 14 and visible minorities from 0 to 18. Service to those with disabilities increased from 60 to 90 participants (50%) and the number of international professionals seeking services increased from 16 to 20 (25%).
- Designated groups made up 48% of all Employment Service clients in 2015-2016. At 40% of all clients, Indigenous peoples are the largest cohort.
- The number of clients who do not have Grade 8 has increased by 24% in the past year. The number of clients without Grade 12 increased 8%.
- Almost 30% more clients in the past year are obtaining employment in their area of choice after service. This surpasses the Northern region at 19% and 15%. Fewer clients locally are employed in a more suitable job.

Literacy and Basic Skills (LBS) Highlights

- There were 506 new learners in 2015-2016, an increase of 61 learners in the past year.
- More than 17% of LBS learners do not have grade 8 compared to 10% in the Northern Region and 11% in Ontario. Similarly, 48% of local learners do not have a secondary school diploma as compared to 39% in the Northern region and 32% in Ontario.
- Designated groups made up 79% of all LBS clients in 2015-2016. Indigenous peoples make up 65% of LBS learners.
- More than half of local learners identify employment as a goal while less than one in ten is pursuing a post-secondary education. In the Northern Region and Ontario, goals are more evenly split between employment and post-secondary education.
- These goals are reflected in learner outcomes. Twenty percent of learners locally are employed full-time on completion compared to eight percent who continue their education. In the Northern Region and Ontario, approximately twice as many learners go on to post-secondary. No local learners identified Apprenticeship as a goal.
- The ability to contact learners after service completion has increased significantly. The number of unknown outcomes has decreased from 50% to 11%.

Second Career and Apprenticeship Programs

- Second Career participation has remained relatively stable in the Kenora and Rainy River Districts while decreasing in the Northern Region and Ontario.
- The number of new Apprentice registrations locally increased by more than 37% in the past year while decreasing regionally and provincially.
- The number of active Apprentice registrations in the Kenora and Rainy River Districts increased by 84 apprentices (32.4%) in the past year. In the Northern Region active apprentice registrations decreased by 10% while participation remained stable provincially.
- Locally, the Trades experiencing the most registrations in the past year were Electrician Construction and Maintenance; Automotive Service Technician and Industrial Mechanic Millwright.

Employment Ontario provided a list of the Top 20 occupations experiencing lay-off and employment in 2015-2016. The majority of occupations continue to be found on both lists highlighting labour market churn. There have been only minor changes in the “lay-off” occupations since 2014. In 2014-2015, three occupations that were listed in these Top 20 categories are no longer identified as occupations experiencing the greatest number of lay-offs.

They are:

1. Harvesting, landscaping and natural resources labourers
2. Other installers, repairers and servicers and material handlers
3. Distribution, tracking and scheduling coordination occupations

Workers in natural resources, agriculture and related production have been added to this list of occupations most often affected by lay-off.

There are now four occupations identified as experiencing the greatest level of hiring: Service Support and other service occupations, not elsewhere classified; Trades Helper, Construction Labourers and related occupations; Sales Support occupations; and Service Supervisors and Specialized Service occupations. Remaining occupations in the 'Top 20' have been suppressed due to confidentiality.



Employment Ontario Service Provider Feedback

Service providers from across the region gathered in September 2016 to discuss current labour market information including the annual Employment Ontario data and **employerone®** survey results from last fiscal.

Service providers recognized the positive influence of service coordination in increasing participation in all Employment Ontario Employment Services locally during a period when other regions experienced declines. Ongoing communication, inter-agency education sessions and open houses highlighting available services that create 'wrap-around' assistance for clients were viewed as contributors to effective and efficient services. Continued sharing of resources including the Literacy and Basic Skills matrix to promote career advancement and apprenticeship resources would be beneficial as well as discussions on the differences in terminology between services.

Along with service-to-service collaboration, partnerships with the private sector as well as economic development officers, business associations and labour produces positive results. By demonstrating to employers the applicability of clients' past experience to their workplace, job developers contribute to placing existing workers in new employment opportunities. Service providers agreed it is important to continue to explain what 'transferable skills' are to both job seekers and employers.

Service providers reinforced that understanding the hiring needs of local employers and proactively collaborating on the development of in-school and experiential training programs delivered in satellite post-secondary facilities within the community will better prepare each area's workforce for local employment opportunities.

As well as transitioning those already in the workforce to new opportunities, service providers believe access to local training in areas of labour market demand would encourage increased labour force participation amongst marginalized groups. Attention should also be paid to eliminating barriers to an Ontario Secondary School Diploma for Ontario Works and Ontario Disability Service Program recipients as well as residents of the far north.

Employment Service providers are convinced that working with employers to establish experiential learning opportunities would provide youth with more exposure to future opportunities in the region encouraging them to consider post-secondary education. Interaction with employers would also help to stem out-migration by encouraging the retention of the current and future workforce.

Despite the increase in new apprenticeship and active registrations in the past year, few Employment Ontario program participants identify apprenticeship as a goal. Both employers and potential apprentices view the length of the period of apprenticeship, the financial investment, obstacles for small and medium-sized businesses and limited job security to be a deterrent. Promotion of programs like the Ontario Youth Apprenticeship Program and the benefits of apprenticeship to youth and their parents would encourage these groups to view apprenticeship as a viable learning pathway to employment.

To encourage in-migration to the area, they suggested promotion of the benefits of rural Northern life combined with more widespread sharing of local job postings. Limited English and French as a Second Language Services could become problematic as the number of newcomers seeking employment services increase. It was suggested that there is also the need for more Oji-Cree language services.

Labour Market Demand

Canadian Business Counts data, produced by Statistics Canada utilizing payroll tax information provided by Canada Revenue Agency, offers insight into the number of local businesses and the number of individuals employed by those businesses within different industries. Tables Four and Five highlight stable growth in the number of business establishments operating in both Districts.

While there appears to be considerable decline in the number of businesses operating in some sectors, it is noteworthy that individual owner-operators with no employees are common in the Agriculture, Forestry, Fishing and Hunting and Finance, Insurance and Real Estate sectors. Even in the retail sector, there were 151 businesses with no employees as of June 2015 and 133 in June 2016 accounting for much of the loss of businesses in this sector.

Table 4: Change in Number of Businesses 2015 to 2016 – the Kenora District

Sector	# of Businesses 2015	# of Businesses 2016	Absolute Change	Percent Change
Agriculture, Forestry, Fishing, Hunting	178	168	(-10)	-5.6%
Mining	23	23	0	0.0%
Utilities	17	18	1	5.9%
Construction	477	485	8	1.7%
Manufacturing	58	55	(-3)	-5.2%
Wholesale and Distribution	106	105	(-1)	-0.9%
Retail	458	445	(-13)	-2.8%
Transportation and Warehousing	184	184	0	0.0%
Information and Communication Services	29	32	3	10.3%
Finance, Insurance and Real Estate	739	725	(-14)	-1.9%
Professional, Scientific and Technical	221	231	10	4.5%
Management and Administrative Services	153	154	1	0.7%
Educational Services	39	39	0	0.0%
Health and Social Services	286	305	19	6.6%
Recreation, Sports and Culture	76	78	2	2.6%
Accommodation and Food Services	501	493	(-8)	-1.6%
Personal and Household Services	318	322	4	1.3%
Public Administration	66	69	3	4.5%
Businesses not classified by industry	266	298	32	12.0%
Total	4,195	4,229	34	0.81%

Source: Statistics Canada, Canada Business Counts, June 2015 and June 2016

Table 5: Change in Number of Businesses 2015 to 2016 – the Rainy River District

Sector	# of Businesses 2015	# of Businesses 2016	Absolute Change	Percent Change
Agriculture, Forestry, Fishing, Hunting	315	314	(-1)	-0.32
Mining	3	4	1	33.33
Utilities	9	12	3	33.3
Construction	153	156	3	1.96
Manufacturing	28	30	2	7.14
Wholesale and Distribution	43	38	(-5)	-11.63
Retail	139	140	1	0.72
Transportation and Warehousing	119	114	(-5)	-4.20
Information and Communication Services	18	17	(-1)	-5.56
Finance, Insurance and Real Estate	223	218	(-5)	-2.24
Professional, Scientific and Technical	71	73	2	2.82
Management and Administrative Services	64	67	3	4.69
Educational Services	21	18	-3	-14.29
Health and Social Services	116	116	0	0.00
Recreation, Sports and Culture	25	24	(-1)	-4.00
Accommodation and Food Services	124	130	6	4.84
Personal and Household Services	127	131	4	3.15
Public Administration	27	30	3	11.11
Businesses not classified by industry	120	123	3	2.5
Total	1745	1,755	10	0.57

Source: Statistics Canada, Canada Business Counts, June 2015 and June 2016

Tables Six and Seven identify the number of businesses operating in the Kenora and Rainy River Districts by industry and the number of people they employ. More than 70% of the Kenora District businesses and 58% of the Rainy River District businesses are operated by individual owners with no employees and highlight the importance of entrepreneurship to the region.

Table 6: Number of Businesses by Employee Range – the Kenora District

Industries	0	1-4	5-9	10-19	20-49	50-99	100-199	200-499	500 +	Total
Agriculture, Forestry, Fish, Hunting	113	28	11	5	8	1	2	0	0	168
Mining, Construction, Utilities	268	143	66	36	9	3	0	0	1	526
Manufacturing	24	9	6	4	9	1	0	2	0	55
Wholesale Trade	52	22	13	11	7	0	0	0	0	105
Retail Trade	133	91	87	81	41	5	4	3	0	445
Transportation and Warehousing	84	40	29	12	11	6	1	1	0	184
Information and Communication	13	4	8	3	4	0	0	0	0	32
Finance, Insurance, Real Estate	595	83	11	22	9	5	0	0	0	725
Professional/Management Service	239	95	29	18	3	1	0	0	0	385
Educational Services	9	12	3	4	3	6	0	1	1	39
Health Care and Social Assistance	139	76	33	24	18	4	7	3	1	305
Arts, Culture, Sports, Recreation	244	130	73	65	47	11	0	1	0	571
Personal and Household Services	143	117	41	11	7	2	1	0	0	322
Public Administration	2	5	5	4	19	12	16	6	0	69
Unclassified	237	33	17	3	4	4	0	0	0	298
TOTAL	2,295	888	432	303	199	61	31	17	3	4,229

Source: Canadian Business Counts, Statistics Canada, June 2016

Table 7: Number of Businesses by Employee Range – the Rainy River District

Industries	0	1-4	5-9	10-19	20-49	50-99	100-199	200-499	500 +	Total
Agriculture, Forestry, Fish, Hunting	248	50	11	4	1	0	0	0	0	314
Mining, Construction, Utilities	91	46	18	12	4	0	1	0	0	172
Manufacturing	14	4	6	3	1	1	1	0	0	30
Wholesale Trade	15	9	4	7	3	0	0	0	0	38
Retail Trade	48	31	26	22	9	2	1	1	0	140
Transportation and Warehousing	58	32	10	8	5	1	0	0	0	114
Information and Communication	7	5	2	0	3	0	0	0	0	17
Finance, Insurance, Real Estate	180	18	8	8	3	1	0	0	0	218
Professional/Management Service	91	33	7	4	4	1	0	0	0	140
Educational Services	4	5	4	1	0	2	0	1	1	18
Health Care and Social Assistance	44	27	17	10	10	6	1	1	0	116
Arts, Culture, Sports, Recreation	61	46	26	13	5	3	0	0	0	154
Personal and Household Services	61	42	21	6	0	1	0	0	0	131
Public Administration	0	1	2	13	5	5	3	1	0	30
Unclassified	102	13	5	2	0	1	0	0	0	123
TOTAL	1,024	362	167	113	53	24	7	4	1	1,755

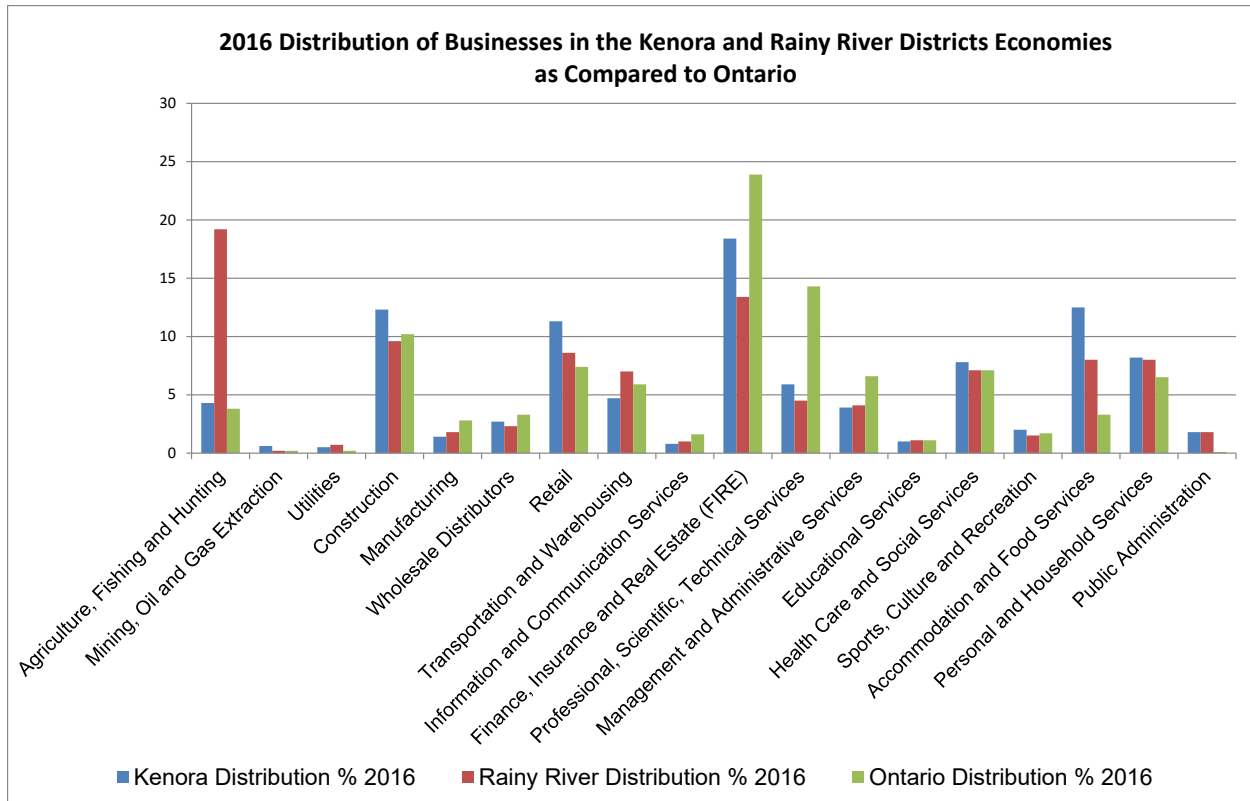
Source: Canadian Business Counts, Statistics Canada, June 2016

Canadian Business Counts information can also be used to examine the composition of the local economy by calculating the concentration of businesses within sectors as a percentage of the total number of local businesses.

Table 8: Distribution of Businesses in the Kenora and Rainy River District Economies as Compared to Ontario

	Kenora Distribution % 2015	Kenora Distribution % 2016	Rainy River Distribution % 2015	Rainy River Distribution % 2016	Ontario Distribution % 2016
Agriculture, Fishing and Hunting	4.5	4.3	19.4	19.2	3.8
Mining, Oil and Gas Extraction	0.6	0.6	0.2	0.2	0.2
Utilities	0.4	0.5	0.6	0.7	0.2
Construction	12.1	12.3	9.4	9.6	10.2
Manufacturing	1.5	1.4	1.7	1.8	2.8
Wholesale Distributors	2.7	2.7	2.6	2.3	3.3
Retail	11.7	11.3	8.6	8.6	7.4
Transportation and Warehousing	4.7	4.7	7.3	7.0	5.9
Information and Communication Services	0.7	0.8	1.1	1.0	1.6
Finance, Insurance and Real Estate (FIRE)	18.8	18.4	13.7	13.4	23.9
Professional, Scientific, Technical Services	5.6	5.9	4.4	4.5	14.3
Management and Administrative Services	3.9	3.9	3.9	4.1	6.6
Educational Services	1.0	1.0	1.3	1.1	1.1
Health Care and Social Services	7.3	7.8	7.1	7.1	7.1
Sports, Culture and Recreation	1.9	2.0	1.5	1.5	1.7
Accommodation and Food Services	12.8	12.5	7.6	8.0	3.3
Personal and Household Services	8.1	8.2	7.8	8.0	6.5
Public Administration	1.7	1.8	1.7	1.8	0.1

Source: Canadian Business Counts, Statistics Canada, June 2015 and 2016



The Kenora District economy is comprised of a greater percentage of businesses operating in Construction; Retail; and Accommodation and Food Services as compared to Ontario.

Agriculture is more predominant in the Rainy River District as compared to Ontario as well as Retail, Transportation and Warehousing, and Accommodation and Food Services.

employerone® Survey Results

Since its launch in the 2014-2015 fiscal, the Northwestern Training and Adjustment Board continue to survey employers in the Kenora and Rainy River Districts. Last fiscal, 2015-2016, 102 employers responded to the survey with 79 (77%) completing the survey in full. Of these completed responses, 62 (78.5%) are from businesses and services located in the Kenora District and 17 (21.5%) from the Rainy River District. Surveys were received from all sectors of the economy with the largest response from Social Services (15%); Accommodation and Food Services (14%); Public Administration (13%) and Education and Agriculture at 6% each.

Collectively, these businesses and services employ 4,283 people in the region: 2,960 (69%) full-time; 573 (13%) part-time; 484 (11%) contract and 266 (6%) seasonal. Like most areas, there is considerable churn within the local labour market:

- 46 of 79 (58%) of respondents experienced separations such as lay-offs, employees who quit or are dismissed, retire, etc.
- 67 of 79 businesses (85%) hired in the past year
- 39 of 64 businesses (61%) indicated at least one of these positions were difficult to fill
- 54 of 77 businesses (70%) plan to hire in the coming year.

The most common reasons cited for positions that were difficult to fill were candidates who did not meet the education levels or credentials necessary (42%) or who did not meet the skill requirements needed (39%). Employers were presented with a list of technical and employability or essential skills and asked to rank the top three sought-after competencies for future employees. Work ethic/dedication was the top priority followed by customer service skills and self-motivation and the ability to work independently. Technical skills were identified by only 9 or 11.4% of respondents.

Employers were asked to rate worker availability as Excellent, Good, Fair or Poor. Almost two out of every three survey respondents (65%) gauged availability as either “Fair” or “Poor”. The most common recruitment methods were: word of mouth (60.8%), online job boards and postings (59.5%), and newspaper ads (45.6%). Twenty-four or 30.4% use government employment centres.



Employer Consultations

In addition to the **employerone**® survey results and discussions with employers and labour groups taking place throughout the year, the Northwest Training and Adjustment Board conducted Community Consultations in September 2016 with employers located from within the Kenora and Rainy River Districts. Consultation participants confirmed that an aging population, low levels of literacy and education create trials when meeting local labour market demands. They also pointed to a changing economy and the challenges that can come from transitioning the current workforce to adapt to that, as well as preparing youth for careers and integrating marginalized individuals into the existing labour force. Similarly to educators and service providers, employers reinforced the need to anticipate employment trends and where the jobs will be before they become available so that training could be undertaken proactively within home communities. Tangible challenges such as the lack of transportation to the job and housing were identified as barriers.

Participating employers highlighted evolving educational requirements identifying the fundamental importance of a secondary school diploma, computer, business and financial literacy as well as Essential Skills, customer service and cross-cultural knowledge. Contributors advocated for efforts to be placed on transitioning young people directly from secondary schools to employment or further education. Experiential teaching methods such as co-operative education with the support of mentors would provide youth with exposure to the range of jobs available locally and create the opportunity for knowledge transfer from older workers. Linking young people to their experienced employees and exposing them to employment opportunities also provides a tool to retain youth in the region. Students would observe first-hand entry-level openings, local opportunities requiring post-secondary education as well as opportunities for career advancement. Strategies should be considered for reaching out to youth who leave for education to encourage them to return to the community.

As the data highlighted, individual entrepreneurs and small businesses are critically important to the economies of the Kenora and Rainy River Districts. Businesses and economic development organizations attending the consultations discussed the challenges facing start-up businesses including access to finances and a skilled workforce. There is a need for training and mentoring support for entrepreneurs. Transitioning from the 'start-up' phase puts the focus on the evolving needs of businesses including outreach to a peer network, marketing, financing for growth and skilled employee retention. The availability of centralized 'incubator' support from municipalities combined with some assistance in reducing expenditures during the critical start-up period was viewed as a possible support for business success.

Businesses and economic development organizations attending the consultations discussed the challenges facing start-up businesses including access to finances and a skilled workforce.

There is a need for training and mentoring support for entrepreneurs.

Building the Workforce of Tomorrow: A Shared Responsibility

Concurrent to these local consultations, Ontario leaders were focused on creating strategies to ensure a workforce is in place to support the province's economic growth. In 2015, the Premier's Highly Skilled Workforce Expert Panel was established to develop a strategy to help the province's current and future workforce adapt to the demands of a technology-driven knowledge economy.

Experts identified six Foundational Themes in "Building the Workforce of Tomorrow: A Shared Responsibility" issued in June 2016. Along with two other themes that focus on the role of the federal government and evaluation strategies, the panel's findings reinforce the need for strong collaboration that requires community leadership, community engagement, and sensitivity to local/regional conditions between industry, educators, service providers and government:

- Development of an integrated national labour market information system harmonizing data collection including improved ways of collecting information from business.
- Development of partnerships and local leadership frameworks linking business, labour, education, service providers and government to conduct the planning required to proactively ensure relevant talent development.
- Modernization of apprenticeship and expansion of experiential learning and mentorship ensuring every student has a minimum of one experiential learning opportunity by the end of high school and one during post-secondary education utilizing a streamlined process linking students to employers.
- Endorsement of science, engineering and technology fields as a career foundation while advancing multiple collaborative learning pathways linking educators and industry. Collaborative approaches to career counselling to ensure students are exposed to a variety of career opportunities are encouraged.
- Promotion of strategic investments in businesses' human capital.
- Development of an Ontario-specific Skills and Competencies framework identifying technical and Essential Skills like problem-solving, teamwork and entrepreneurship required in growth sectors and including short-term training programs for groups under-represented in the workforce.

Along with the release of The Premier's Highly Skilled Workforce Expert Panel recommendations, the Ministry of Advanced Education and Skills Development launched Local Employment Planning Councils (LEPC's) in eight pilot communities throughout Ontario in 2016. LEPC's will pioneer new and innovative approaches to local employment planning by gathering and sharing local labour market information; support integrated service and workforce planning by connecting community leaders, employers, service providers and other key organizations to address workforce needs ensuring employment and training programs provide learners and job seekers with the skills and training that employers need; and support innovative local projects that address labour market issues.

Local Labour Market Action Plan Update 2016-2017

The Local Labour Market Plan 2014-2017 included a three year plan for addressing labour market imbalances. The following charts highlight actions and results achieved by the Northwest Training and Adjustment Board and their partners in 2015-2016.

Key Priority # 1 – Transitioning our Workers in a Changing Economy							
The economies in the Kenora and Rainy River Districts are changing. Forestry is rebounding while mining, manufacturing, construction, healthcare, retail and tourism are also increasingly predominant. How do we support those in the workforce transition to new opportunities by developing new skills and/or transferring their existing skills to new opportunities?							
Action	Outcomes	Partners*	Timeframe/Progress				
			New for 2016-17	Completed	Short Term	Medium	Long Term
As requested in the Town of Fort Frances' Strategic plan, the RRFDC prepared and hosted a consultation with the community to gauge interest and need for supports in developing Sports Tourism initiatives. A meeting was held Wednesday April 13, 2016. Thirty individuals attended, representing area sporting groups, organizations, and townships. The meeting was well attended and was considered a success by the organizing partners.	Together, the groups identified regional assets, Sports Tourism barriers, and identified opportunities to overcome those barriers. They also identified key events that could be a source of opportunity for growth. A list of actions and next steps was created. Some of these included receiving expert advice on event planning, receiving training and more marketing knowledge, and forming partnerships.	Town of Fort Frances, RRFDC	✓		✓		
<i>Above Community Action Project – New for 2016-17 Report</i>							
D&S Timber of Dryden offers the following supports: They send employees to all training events available through the Domtar Pulp Mill in Dryden – fire training, first aid, etc., pay for and facilitate the common core training that is required to work in forestry, an experienced worker or one of the owners will job shadow for several days and then discuss scenarios on the commute to the bush and back, all workers are encouraged and given the opportunity to train on multiple machines if they are willing.	Employees have the ability to receive marketable skills. They are comfortable in the knowledge that they are able to ask questions and in fact are encouraged to “ask if you don't know” and the employees feel supported and encouraged by this. The employees are being taught safe work practices by regular “tailgate meetings” that are essentially a safety reminder.	D&S Timber, Domtar Inc. Dryden, Forestry Employees	✓				✓
<i>Above Community Action Project – New for 2016-17 Report</i>							
NCDS is working on helping the workforce transition into the new economy opportunities providing assistance in cover letters, online applications and resume writing. NCDS offers the Second Career program which financially assists the eligible workforce with post-secondary schooling in a needed trade/industry. NCDS also assists new employers with hiring, training, and orientation of new staff.	Informed job seekers who understand the importance of transferable skills. Re-employment of individuals through the Second Career program. Valued assistance provided to new employers.	NCDS, MAESD, Local Employers					✓
UPDATE: All of it is long term except Second Career, there is talk the program will come to an end soon but for now it is still going.							

Key Priority # 1 – Transitioning our Workers in a Changing Economy							
The economies in the Kenora and Rainy River Districts are changing. Forestry is rebounding while mining, manufacturing, construction, healthcare, retail and tourism are also increasingly predominant. How do we support those in the workforce transition to new opportunities by developing new skills and/or transferring their existing skills to new opportunities?							
			Timeframe/Progress				
Action	Outcomes	Partners*	New for 2016-17	Completed	Short Term	Medium	Long Term
Promote forestry and wood manufacturing jobs in our region as Ontario's forest industry requires approximately 18,000 new workers by 2020 due to a rebound in the industry. The rebound is being impeded by an aging workforce, a skills mismatch, a poor perception of the industry and competition from other sectors.	Informed workforce; new employees available and starting to prepare for succession planning that is needed for the rebound of the forest industry.	NTAB, MNRF, Educators, EOSP				✓	
UPDATE: This action plan is still in progress and has developed into an NTAB partnership for the 2016-2017 fiscal.							
"Tourism Matters" Campaign. Tourism is one of the largest and most important economic sectors in Northwestern Ontario but as an industry, it is largely under appreciated by the general public and the available workforce. In response to this, Ontario's Sunset Country Travel Association in partnership with the Kenora District Camp Owners Association (KDCA) has launched a region-wide communications campaign.	A region-wide communications campaign intended to educate and inform local residents and the business community about the important role tourism plays in our regional economy. Get available workforce interested in tourism jobs. Another objective is to get more businesses to join each organization as active members.	Ontario Sunset Country Travel Assn., KDCA, MTCS			✓		
UPDATE: On June 12, 2015 the Ministry of Tourism through Tourism Northern Ontario approved the partnership application for Year 2 of the Tourism Matters Ad Campaign. NTAB has also developed a Tourism Partnership for the 2016-2017 fiscal.							

* Acronym Glossary follows

Short-term, Mid-Term (2 Years), Long-Term (3 Years)

Key Priority # 2 – Out-migration of Key Demographics of our Population							
Both Rainy River and Kenora Districts experienced population decline between 2006 and 2011. Much of this decline was due to out-migration of people age 18 to 44. It is a priority for the local economy and workforce development to attract and retain people in this demographic as these are key consumer and career years.							
			Timeframe/Progress				
Action	Outcomes	Partners*	New for 2015-16	Completed	Short Term	Medium	Long Term
Morgan Fuels in Pickle Lake, Sioux Lookout, Dryden, Kenora, and Red Lake offer a recruitment and retention program. They offer increased vacation time to 3 weeks after 3 years of employment and 4 weeks after 8 years of employment. They also look at the Consumer Price Index (CPI) each year and if it increases they provide a Cost of Living Adjustment (COLA) to their full-time employees' wages for the amount of the increase. In Red Lake & Pickle Lake local recruitment is a struggle so they have changed work schedules and also provide staff housing so that they can bring employees in from outside of the community.	Employees are encouraged to stay employed by Morgan Fuels and are also encouraged to stay in area through these retention processes.	Morgan Fuels, Employees	✓				✓
<i>Above Community Action Project – New for 2016-17 Report</i>							
The Municipality of Sioux Lookout has formed a Labour Market Working Group in order to create a community based human resources plan, and an employment and training plan. Training needs in the labour market are identified by local employers and then the training is provided to the regional area. Also provided; information to assist students and job seekers make informed decisions on career pathways, occupation choices, and education and training directions.	This will help to increase the retention of highly skilled and educated workers; and it also supports recruiting efforts when required.	Municipality of Sioux Lookout, Lac Seul First Nation, NTAB				✓	
UPDATE: This Community Action Project has transitioned into a Labour, Human Resources Assessment & Employment Training Plan. Plan completion scheduled for 2017.							
"Live Boundless" re-branding of Fort Frances. http://www.fort-frances.com/fort-frances-boundless . A mill that once employed 1700 stands idled. Fort Frances has taken a positive approach and decided to re-brand to attract new people to their community.	Economic diversification and population attraction.	Town of Fort Frances, Sunset Country Tourism, Fort Frances C of C, Downtown BIA					✓
UPDATE: This Community Action Plan is still in progress. Tannis Drysdale, Economic Development Officer Fort Frances, "The new brand has been instrumental in developing a focused approach to telling the world who we are and how we are relevant in it."							
Eabametoong First Nation will receive \$44,325 to conduct a community wide holistic planning exercise and develop a community strategic plan (announced August 16, 2014).	The Strat Plan will research the potential benefits of nearby mining developments and possible employment opportunities for community members.	NOHFC, Eabametoong FN				✓	
UPDATE: This Community Action Plan is still in progress.							

* 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 team work and communication are now essential in the workplace and new skills requirements like adaptive thinking, virtual collaboration, and cross-cultural competency are on the horizon.							
			Timeframe/Progress				
Action	Outcomes	Partners*	New for 2016-17	Completed	Short Term	Medium	Long Term
Expanded training and educational offerings through a collaborative and strategic partnership between Northern College and the Lac Seul Training Centre of Excellence, located in Hudson. Courses such as WHMIS, Lock-out/Tag-out, Transportation of Dangerous Good, and Aboriginal Cultural Awareness are being offered.	This will serve the area well and is a key strategy to ensure sector labour market success. This also assists those who are barriered with regard to lack of transportation as the training has been brought to the community.	Lac Seul Training Centre of Excellence, Northern College, Local Employers	✓				✓
<i>Above Community Action Project – New for 2016-17 Report</i>							
The Sioux Lookout Area Aboriginal Management Board was instrumental in sponsoring a plumber's training course.	There were 10 participants, 8 completed the training, and 6 obtained seasonal employment with the housing or building construction in their communities.	Sioux Lookout Area Aboriginal Management Board, Plumbers Union Local 628	✓	✓			
<i>Above Community Action Project – New for 2016-17 Report</i>							
Cat Lake First Nation is currently finding funding sources, identifying training opportunities to bring to the community. They provide access site for Contact North for upgrading education and they have training onsite. They have established a working group to focus on economic opportunities.	Training opportunities within the Cat Lake First Nation; allows students stay in home community and obtain required training.	Cat Lake First Nation, Contact North	✓				✓
<i>Above Community Action Project – New for 2016-17 Report</i>							
Local Apprenticeship Employer Committee established in Kenora to address apprenticeship policies and to involve the Ontario College of Trades in the discussion.	Improved cooperation among apprenticeship service providers, stakeholders and employers that promotes access to the trades. A collective voice on issues relating to training, education and employment opportunities in the skilled trades occupations.	Confederation College, Kenora Construction Assn., NTAB, 7 Gens, Shooniyaa Wa Biitong				✓	
UPDATE: This Community Action Project is still in progress.							
DLA is currently delivering employment preparation programs in Dryden & Ignace. Classes run 12 weeks. DLA is also offering a 5 week preparation program that focusses on the skills necessary to be successful in OSSD, (completing or starting), post-secondary study or those interested in a trade.	Last year they ran two programs, with 15 participants in total. Over 60% had a work placement at exit. The programs focus on the essential skills necessary for employment, teamwork, self-management, community and other soft skills.	Dryden Literacy, Ignace Literacy, EOSP, NTAB					✓
UPDATE: This Community Action Project in still in progress.							

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 team work and communication are now essential in the workplace and new skills requirements like adaptive thinking, virtual collaboration, and cross-cultural competency are on the horizon.							
			Timeframe/Progress				
Action	Outcomes	Partners*	New for 2016-17	Completed	Short Term	Medium	Long Term
Promote economic development and skills training for First Nations Women. The Fed. Gov. provided \$200,000 for the next two years to the Nishnawbe Aski Nation to provide the training.	Additional skill sets acquired to expand businesses.	Government of Canada, First Nations			✓		
UPDATE: This Community Action Project is still in progress.							
COJG: Canada –Ontario Job Grant. COJG program will deliver direct financial support to employers who wish to purchase training for their employees. As well as two new skills training pilots; Customized Training and UpSkill through an Expression of Interest (EOI) process.	These programs involve employers more directly in skills training process and will present new opportunities for MAESD and EOSP to work closely with employers; will lead to a trained workforce.	MAESD, EOSP, Educators, Employers, NTAB					✓
UPDATE: This Community Action Project is still in progress.							

* 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.								
			Timeframe/Progress					
Action	Outcomes	Partners*	New for 2016-17	Completed	Short Term	Medium	Long Term	
Workshop “Etsy Essentials.” This workshop will help artisan, crafters, and small business owners learn how to sell their products on Etsy. Workshops were held in Sioux Narrows (February 25, 2016), Fort Frances (March 5, 2016), Dryden (March 12, 2016) and Vermilion Bay (March 13, 2016).	Better local business successes due to increased understanding of today’s global marketplace. These were attended by 41 people.	Northwest Business Centre MNDM, MEDEI, MRI, Ontario Network of Entrepreneurs	✓	✓				
<i>Above Community Action Project – New for 2016-17 Report</i>								
The Standard Insurance in Dryden provides small business owners and entrepreneurs a reduced insurance policy rate. Brokers share their information with regard to education, legalities, and liabilities.	A reduced insurance rate allows small business owners and entrepreneurs extra capital to re-invest in their business.	The Standard Insurance, Small Business Owners, Entrepreneurs	✓					✓
<i>Above Community Action Project – New for 2016-17 Report</i>								
Community Futures Development Corporations understand small businesses and the local marketplace. They provide important services to businesses, entrepreneurs and social enterprises, including: business counselling, documentation and referrals, guidance with business plans, entrepreneurial training, information on relevant federal and provincial programs and services.	Business Information and Planning Services assist entrepreneurs and new business owners.	AEDC, CCDC, PACE, LOWBIC, RRFDC	✓					✓
<i>Above Community Action Project – New for 2016-17 Report</i>								
The Fort Frances Chamber of Commerce reviewed municipal government by-law changes with regard to yearly business licences and was able to make suggestions and voice the concerns of those that these changes would be affecting. The changes they had proposed have now been taken back to Town Council for second review.	The Fort Frances Chamber of Commerce were able to ask questions and get clarification on a number of concerning points that their membership and other local businesses had with the way the wording was and what it could mean for them.	Fort Frances C of C, Town of Fort Frances, Local Chamber Members, Local Business Owners	✓	✓				
<i>Above Community Action Project – New for 2016-17 Report</i>								
Starter Company. The program provides advice and mentorship from local business leaders to help get a business running. It may also provide up to \$5000 for a start-up or expansion.	New local businesses started and new employees hired.	Northwest Business Centre, Local business leaders		✓				
UPDATE: As of September 30, 2016 there were 76 applications and 21 grants have been awarded for a total of \$105,000.00. The Starter Company program is set to expire on March 31, 2017.								

* Acronym Glossary follows

Short-term, Mid-Term (2 Years), Long-Term (3 Years)

Key Priority # 5 – Integrating the Marginalized Workforce							
The population of Kenora and Rainy River Districts has declined over 15 percent between 2006 and 2011. Growth in sectors like mining, construction, health care and the service sector will be constrained without a labour force to draw from. A strong local economy needs the contribution of everyone. How do we assist those who may feel marginalized to participate?							
			Timeframe/Progress				
Action	Outcomes	Partners*	New for 2016-17	Completed	Short Term	Medium	Long Term
Starting in November 2016, Shooniyaa Wa-Biitong will be offering the Stepping Stones program. It will be funded through poverty reduction. Aimed at First Nations.	Will assist multi-barriered clients (addiction, literacy, skilled training, and work experience) with moving through modules after an assessment process.	Shooniyaa Wa-Biitong, Poverty Reduction Fund of Ontario, Referral agencies	✓				✓
<i>Above Community Action Project – New for 2016-17 Report</i>							
Community Transportation Pilot Project: Community Action Plan with the Dryden Native Friendship Centre, the City of Dryden, and Patricia Regional Senior Services; sponsored by MTO, 2 year project for development of Community Transportation project.	City led community engagement process, development of feasible/sustainable community transportation project. The routes will stay within the City of Dryden limits.	DNFC, City of Dryden, Patricia Regional Senior Services, MTO					✓
UPDATE: City led Community Transportation Forum held on Sept 13, 2016, On-Site Networking and Accessible Vehicle Expo for opportunities, barriers, and actions/steps to move forward. A Project Committee was formed in 2015 to provide leadership, focus and accountability for the project to create a sustainable community transportation model. MTO funding will facilitate the purchase of a common software technology solution to create a single call number/website and centralized client information, intake, booking, scheduling and dispatch services. The new community transportation model will be launched in the fall of 2016 and run for up to one year under this initiative. The final sustainable model recommendation will be presented to the community and key stakeholders including funding agencies/governments and a final report to City of Dryden council.							✓
Customer Service Workshops offered by Ontario Works in Fort Frances offered continually.	Assists the marginalized with customer service skills in order to assist with employment in the Service Industry.	Ontario Works					✓
UPDATE: There are approximately six workshops per year depending on need, and there are usually 8-10 participants per workshop. This is a long term Community Action Project.							

* Acronym Glossary follows

Short-term, Mid-Term (2 Years), Long-Term (3 Years)

Acronym Glossary

7 Gens – Seven Generations Education Institute
AEDC – Atikokan Economic Development Corporation CFDC
BIA – Business Improvement Association
C of C – Chamber of Commerce
CCDC – Chukuni Communities Development Corporation CFDC
CFDC – Community Futures Development Corporation
DDC – Dryden Development Corporation
DLA – Dryden Literacy Association
DNFC – Dryden Native Friendship Centre
EOSP – Employment Ontario Service Providers
KDCA – Kenora District Camp Owners Association
LOW – Lake of the Woods
LOWBIC – Lake of the Woods Business Incentive Corporation CFDC
MAESD – Ministry of Advanced Education and Skills Development
MEDEI – Ontario Ministry of Economic Development and Growth

MNDM – Ontario Ministry of Northern Development and Mines
MNRF – Ontario Ministry of Natural Resources and Forestry
MRI – Ontario Ministry of Research, Innovation and Science
MTCS – Ontario Ministry of Tourism, Culture and Sport
MTO – Ontario Ministry of Transportation
NODN – Northwestern Ontario Development Network
NOHFC – Northern Ontario Heritage Fund
NTAB – Northwest Training and Adjustment Board
OCot – Ontario College of Trades
OSSD – Ontario Secondary School Diploma
OTEC – Ontario Tourism Education Corporation
PACE – Patricia Area Community Endeavours CFDC
RRFDC – Rainy River Future Development Corporation
RRFDC – Rainy River Futures Development Corporation CFDC
SLAAMB – Sioux Lookout Area Aboriginal Management Board

Northwest Training and Adjustment Board – Community Consultation Stakeholders

FP Innovations	Northern Community Development Services	The Standard Insurance
Dryden Literacy	Lake of Woods Employment Action Project	United Native Friendship Centre
D&S Timber	Crossroads Employment & Training Resource Centre	City of Dryden
Literacy Northwest	Red Lake Career & Employment Services	Ne-Chee Friendship Centre
Atikokan Employment Centre	Seven Generations Education Institute	Shooniyaa Wa-Biitong
Municipality of Machin	Fort Frances Chamber of Commerce	Quetico College School
Morgan Fuels	Rainy River First Nations	Kano Reid
Northwest Employment Works	Atikokan Economic Development Office	Atikokan Adult Learning Centre
CKDR 92.7 FM	Municipality of Sioux Lookout	Confederation College
Northern Policy Institute	Community Futures Development Corporations	Cat Lake First Nation
Bridge Apparel	Ministry of Advanced Education & Skills Development	Tim Hortons
Atikokan Literacy	Sioux Lookout Area Aboriginal Management Board	Dryden Development Corporation
Weyerhaeuser	Ministry of Northern Development and Mines	

Northwest Training and Adjustment Board LLMP 2016 Stakeholder Survey

Thank you for assisting us to improve the work that we do by completing this short survey.

QR Code:



Web Address:

<http://fluidsurveys.com/surveys/ntab/2016-ntab-llmp-report-survey/>

Hardcopy:

If you would like to complete a paper survey please contact our office
and we will be happy to email you a pdf copy or mail you a paper copy.

Thank you

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 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)
Big Grassy River 35G (Indian reserve)
Chapple (Township)
Dawson (Township)
Fort Frances (Town)
Lake of the Woods (Township)
Manitou Rapids 11 (Indian reserve)
Naguaguan Lake 25D (Indian reserve)
Rainy Lake 17B (Indian reserve)
Rainy Lake 26A (Indian reserve)
Rainy River, Unorganized (Unorganized)
Saug-a-Gaw-Sing 1 (Indian reserve)
Seine River 23B (Indian reserve)



Agency 1 (Indian reserve)
Atikokan (Township)
Big Island Mainland 93 (Indian reserve)
Couchiching 16A (Indian reserve)
Emo (Township)
La Vallee (Township)
Long Sault 12 (Indian reserve)
Morley (Township)
Rainy Lake 17A (Indian reserve)
Rainy Lake 18C (Indian reserve)
Rainy River (Town)
Sabaskong Bay (Part) 35C (Indian reserve)
Seine River 23A (Indian reserve)

Kenora District

Bearskin Lake (Indian reserve)
Deer Lake (Indian reserve)
Eagle Lake 27 (Indian reserve)
English River 21 (Indian reserve)
Fort Hope 64 (Indian reserve)
Ignace (Township)
Kee-Way-Win (Indian reserve)
Kenora 38B (Indian reserve)
Kingfisher Lake 1 (Indian reserve)
Lac Seul 28 (Indian reserve)
Lake Of The Woods 37 (Indian reserve)
MacDowell Lake (Indian settlement)
Marten Falls 65 (Indian reserve)
Neskantaga (Indian reserve)
Northwest Angle 33B (Indian reserve)
Peawanuck (Indian settlement)
Pikangikum 14 (Indian reserve)
Rat Portage 38A (Indian reserve)
Sabaskong Bay (Part) 35C (Indian reserve)
Sachigo Lake 1 (Indian reserve)
Sandy Lake 88 (Indian reserve)
Shoal Lake (Part) 40 (Indian reserve)
Sioux Lookout (Municipality)
Slate Falls (Indian settlement)
The Dalles 38C (Indian reserve)
Wabauskang 21 (Indian reserve)
Wapekeka 1 (Indian reserve)
Wawakapewin (Long Dog Lake) (Indian reserve)
Webequie (Indian reserve)
Whitefish Bay 33A (Indian reserve)
Wunnumin 1 (Indian reserve)

Attawapiskat 91A (Indian reserve)
Cat Lake 63C (Indian reserve)
Dryden (City)
Ear Falls (Township)
Fort Albany (Part) 67 (Indian reserve)
Fort Severn 89 (Indian reserve)
Kasabonika Lake (Indian reserve)
Kenora (City)
Kenora, Unorganized (Unorganized)
Kitchenuhmaykoosib Aaki 84 (Big Trout Lake) (Indian reserve)
Lake Of The Woods 31G (Indian reserve)
Lansdowne House (Indian settlement)
Machin (Township)
Muskrat Dam Lake (Indian reserve)
North Spirit Lake (Indian reserve)
Osnaburgh 63B (Indian reserve)
Pickle Lake (Township)
Poplar Hill (Indian reserve)
Red Lake (Municipality)
Sabaskong Bay 35D (Indian reserve)
Sachigo Lake 2 (Indian reserve)
Shoal Lake (Part) 39A (Indian reserve)
Shoal Lake 34B2 (Indian reserve)
Sioux Narrows - Nestor Falls (Township)
Summer Beaver (Indian settlement)
Wabaseemoong (Indian reserve)
Wabigoon Lake 27 (Indian reserve)
Wapekeka 2 (Indian reserve)
Weagamow Lake 87 (Indian reserve)
Whitefish Bay 32A (Indian reserve)
Whitefish Bay 34A (Indian reserve)



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