



Kenora and Rainy River Districts

2018-2020 Local Labour Market Plan Report



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How Did We Do?

Please access our short survey by visiting www.ntab.on.ca or by hardcopy included.
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Vision

A diverse workforce supporting a vibrant economy.

Mission

To improve our local workforce.

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

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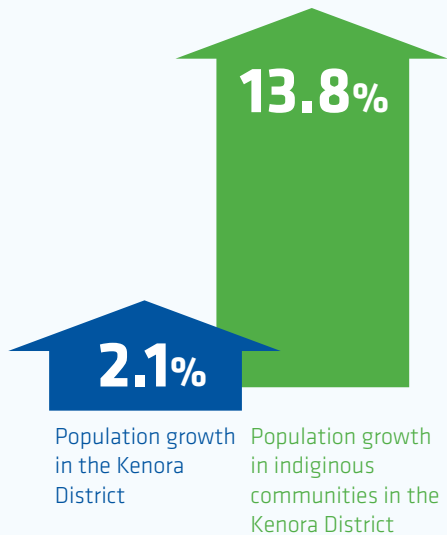
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Executive Summary

Since 2012, the Northwest Training and Adjustment Board has issued an annual report on the region's strategic activities promoting workforce development. Each year, community partners identify actions they will be undertaking to address five priorities focused on building a workforce that supports secure employment and economic growth. The release of Statistics Canada Census 2016 data provides the opportunity to assess our progress to date.

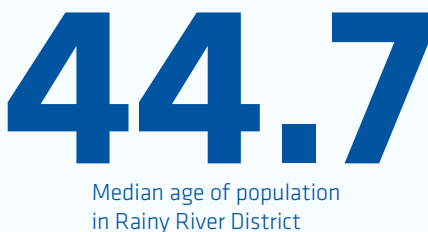
The following summary of labour market supply and demand highlights statistical data from both the 2016 Census and the Statistics Canada Business Counts data released in June 2017.

Labour Market Supply and Demand Highlights

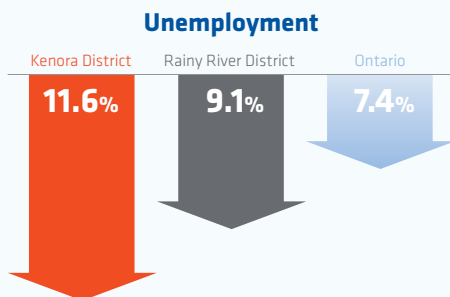


- Indigenous communities have driven population growth in the Kenora District. In the Kenora District municipalities, the population increased by 975 people or 2.1%. However, population growth in indigenous communities resulted in increased population growth in the Kenora District overall by 13.8%. The median age in the area is 36.5, considerably younger than Ontario's 41.3.

- The population in the Rainy River District decreased by 1.3% between 2011 and 2016. With a median age of 44.7 years, the area is affected by an aging population.

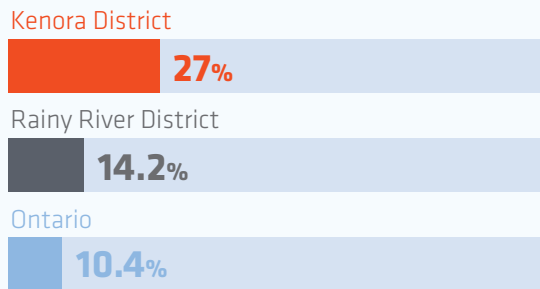


- There are 1,795 youth age 20 to 24 residing in the Kenora District's indigenous communities and 2,490 in the area's municipalities. In the Rainy River District, the 2016 Census reported 320 youth age 20 to 24 residing in indigenous communities and 870 residing in municipalities.



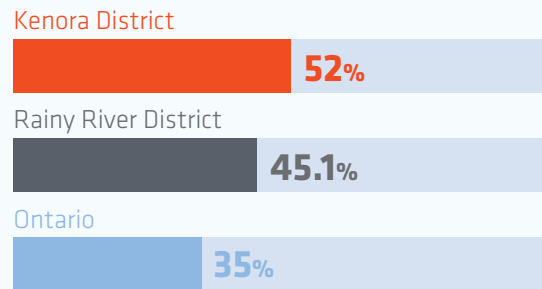
- As of 2016, participation in the region's labour force hovered around 60% compared to 64.7% in Ontario. The unemployment rate in the Kenora District was 11.6% as compared to 9.1% in the Rainy River District and 7.4% in Ontario.

Lack of Secondary School Diploma



- More than 27% of those ages 25 to 64 in the Kenora District do not have a secondary school diploma as compared to 14.2% in the Rainy River District and 10.4% in Ontario.

Lack of Post-Secondary Education



- In the Kenora District 52% of the population age 25 to 64 does not have a post-secondary education compared to 45.1% in the Rainy River District and 35% in Ontario.

- The percentage of people age 25 to 64 with a college credential increased to 23.1% in the Kenora District and 28.1% in the Rainy River District; however, between 2011 and 2016 the percentage with an Apprenticeship or Trades certificate fell from 12.9% to 9.9% in the Kenora District and from 12.4% to 11.4% in the Rainy River District.
- The Kenora and Rainy River Districts have a greater percentage of businesses operating in the goods producing sectors of Agriculture, Forestry and Logging, Fishing and Hunting, Mining and Construction as compared to Ontario.
- The greatest percentage of workers in the Kenora and Rainy River Districts work in Health Care and Social Assistance; Public Administration; Retail and Educational Services sectors.
- The major occupation groups of Sales and Service Occupations; Trades, Transport and Equipment Operators; and Education, Law and Social; Community and Government employ the greatest percentage of the region's population.

The resilient local economy offers opportunities in construction, utilities, forestry, mining and tourism sectors but is generating labour market demand pressures in the Kenora and Rainy River Districts. Employers are quick to point out their challenges in securing and retaining employees with the required technical and interpersonal communication or soft skills. Despite the region's focus on workforce development, educational attainment has largely decreased since the last census conducted in 2011. However, if educational requirements can be met, a growing local population offers future opportunities for both the business community and local residents.

Consultations with service providers and the business community reinforced an ongoing focus on five workforce development priorities. This plan identifies strategies that will be undertaken in the next three years.

Background

Since 2012, the Northwest Training and Adjustment Board (NTAB) has published an annual Local Labour Market Plan (LLMP) examining labour market supply, demand and changes in the economy of the Northwestern Ontario region of the Kenora and Rainy River Districts. The Local Labour Market Plan 2018-2020 combines the analysis of Statistics Canada statistical data and Employment Ontario program results with input from businesses, employment service providers and educators to create a three-year action plan addressing five key priorities:

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 districts.

Labour Market Supply

The release of Statistics Canada Census 2016 data over the past year offers new insights into local demographics and workforce characteristics. To better understand local labour market supply, our plan examines this updated data related to local population change, age characteristics, labour force participation, education level, and fields of study.

Table 1A highlights the population changes in the Kenora District communities, the median age and the percent of the population in the key workforce demographic of age 25 to 65. However, population growth in indigenous communities resulted in increased population growth in Kenora District overall by 13.8 percent. It must be noted that completion of the census by indigenous peoples in Canada is not compulsory so precise figures are unavailable.

Table 1A: Population Change and Age of Population in the Kenora District

	Population 2016	Population 2011	% Change 2011-2016	Median Age	% Age 25 To 65
Kenora District - Municipalities					
Dryden (City)	7,749	7,617	1.7%	46.2	51.4%
Ear Falls (Township)	995	1,026	(-3.0%)	41.0	54.8%
Ignace (Township)	1,202	1,202	0.0%	52.5	54.6%
Kenora (City)	15,096	15,348	(-1.6%)	44.9	53.1%
Kenora (Unorganized)	6,737	7,031	(-4.2%)	52.7	54.0%
Machin (Municipality)	971	935	3.9%	50.6	56.7%
Pickle Lake (Township)	388	425	(-8.7%)	32.0	50.0%
Red Lake (Municipality)	4,107	4,670	(-12.1%)	38.0	56.5%
Sioux Lookout (Municipality)	5,272	5,037	4.7%	35.9	56.4%
Sioux Narrows - Nestor Falls (Twsp)	567	720	(-21.3%)	57.7	54.0%

Table 1A: Population Change and Age of Population in the Kenora District

	Population 2016	Population 2011	% Change 2011-2016	Median Age	% Age 25 To 65
Kenora District - Indigenous Communities					
Attawapiskat (IR)	1,501	n/a	n/a	25.0	44.5%
Bearskin Lake (IR)	355	n/a	n/a	26.0	43.7%
Cat Lake 63C (IR)	565	489	15.5%	22.3	42.5%
Deer Lake (IR)	867	763	13.6%	22.3	41.0%
Eagle Lake 27 (IR)	224	227	(-1.3%)	37.5	53.3%
Fort Albany 67 (Part) (IR)	759	511	48.5%	25.1	47.7%
Fort Albany 67 (Part) (IR)	1,404	1,520	(-7.6%)	20.4	38.2%
Fort Severn 89 (IR)	361	334	8.1%	24.9	38.4%
Kasabonika Lake (IR)	849	n/a	n/a	23.0	39.4%
Kee-Way-Win (IR)	421	340	23.8%	21.4	42.9 %
Kenora 38B (IR)	421	394	6.9%	26.9	50.0%
Kingfisher Lake 1 (IR)	511	n/a	n/a	25.9	40.8%
Kitchenuhmaykoosib Aaki 84 (IR)	1,024	904	13.3%	23.4	38.8%
Lac Seul 28 (IR)	974	872	11.7%	26.5	46.9%
Lake of the Woods 37 (IR)	62	46	34.8%	23.5	41.7%
Marten Falls 65 (IR)	252	190	32.6%	21.2	31.4%
Muskrat Dam Lake (IR)	281	260	8.1%	24.1	39.3%
Neskantaga (IR)	237	n/a	n/a	27.1	44.7%
North Spirit Lake (IR)	293	263	11.4%	22.5	40.7%
Northwest Angle 33B (IR)	95	86	10.5%	n/a	n/a
Peawanuck (IS)	195	237	(-17.7%)	33.8	43.6%
Pikangikum 14 (IR)	n/a	n/a	n/a	n/a	n/a
Poplar Hill (IR)	473	n/a	n/a	18.1	35.8
Rat Portage 38A (IR)	140	362	(-61.3%)	31.0	42.9%
Sabaskong Bay 35C (Part) (IR)	n/a	n/a	n/a	n/a	n/a
Sabaskong Bay 35C (Part) (IR)	n/a	n/a	n/a	n/a	n/a
Sabaskong Bay 35D (IR)	371	387	(-4.1%)	28.5	47.3%
Sachigo Lake 1 (IR)	514	n/a	n/a	20.8	35.9%
Sandy Lake 88 (IR)	2,017	1,861	8.4%	22.4	40.4%
Shoal Lake (Part) 39A (IR)	391	388	0.8%	29.8	51.3%
Shoal Lake (Part) 40 (IR)	71	101	(-29.7%)	29.2	53.3%
Shoal Lake 34B2 (IR)	151	97	55.7%	27.3	46.7%
Slate Falls (IS)	187	186	0.5%	25.1	48.6%
Summer Beaver (IS)	382	n/a	n/a	21.9	40.8%
The Dalles 38C (IR)	194	195	(-0.5%)	28.0	43.6%

Table 1A: Population Change and Age of Population in the Kenora District

	Population 2016	Population 2011	% Change 2011-2016	Median Age	% Age 25 To 65
Kenora District - Indigenous Communities					
Wabauskang 21 (IR)	70	75	(-6.7%)	33.5	53.8%
Wabigoon Lake 27 (IR)	168	184	(-8.7%)	39.2	63.6%
Wapekeka 2 (IR)	440	368	19.6%	22.4	40.9%
Wawakapewin	22	n/a	n/a	n/a	n/a
Weagamow Lake 87	886	n/a	n/a	24.1	42.4%
Webequie (IR)	778	n/a	n/a	22.4	40.6%
Whitefish Bay 32A (IR)	575	670	(-14.2%)	25.2	41.4%
Whitefish Bay 33A (IR)	96	79	21.5%	26.4	45.0%
Whitefish Bay 34A (IR)	124	126	(-1.6%)	23.2	40.0%
Wunnumin 1 (IR)	593	n/a	n/a	23.1	42.0%
Kenora Census Division	57,607	65,533	13.8%	36.5	49.9%
Ontario			4.6%	41.3	54.2%
Canada			5.0%	41.2	54.4%

Source: Statistics Canada Census 2016

The median age in the municipalities of the Kenora District at 45.6 is considerably older than the Kenora Census Division at 36.5. In the age cohort of 20 to 24 year olds, there are 1,795 youth residing in indigenous communities and another 2,490 in municipalities. However, the percentage of the population in the working age cohort of Age 25 to 65, on average, is greater in municipalities than in the Kenora District indigenous communities based on the available data.

In the municipalities of the Rainy River District, the population decreased by 176 people or 1.0 percent. In the Rainy River District overall, the population decreased by 1.3 percent. The median age in municipalities is 42.5 and 44.7 in the Census Division overall. In participating indigenous communities, the Census 2016 identified 320 youth age 20 to 24. There are 870 youth age 20 to 24 residing in the Rainy River District municipalities. With the exception of Rainy Lake 18C, percentage of the population age 25 to 65 is similar within municipalities and indigenous communities.

Figure 1B: Population Change and Age of Population in the Rainy River District

	Population 2016	Population 2011	% Change 2011-2016	Median Age	% Age 25 To 65
Rainy River District - Municipalities					
Alberton (Township)	969	864	12.2%	39.6	61.3%
Atikokan (Town)	2,753	2,787	(-1.2%)	46.2	57.4%
Chapple (Township)	638	741	(-13.9%)	39.4	52.8%
Dawson (Township)	468	563	(-16.9%)	48.1	51.6%
Emo (Township)	1,333	1,252	6.5%	40.3	54.5%
Fort Frances (Town)	7,739	7,952	(-2.7%)	43.3	57.2%
Lake of the Woods (Township)	230	296	(-22.3%)	53.0	54.3%
La Vallee (Township)	938	988	(-5.1%)	41.6	62.0%

Figure 1B: Population Change and Age of Population in the Rainy River District

	Population 2016	Population 2011	% Change 2011-2016	Median Age	% Age 25 To 65
Rainy River District - Municipalities					
Morley (Township)	481	508	(-5.3%)	40.5	51.5%
Rainy River Unorganized	1,385	1,159	19.5%	49.4	58.1%
Indigenous Communities					
Big Island Mainland 93 (IR)	10	0	n/a	n/a	n/a
Couchiching 16A (IR)	810	796	1.8%	29.9	52.5%
Long Sault 12 (IR)	5	5	0	n/a	n/a
Manitou Rapids 11 (IR)	283	314	(-9.9%)	30.2	50.9%
Neguaguon Lake 25D (IR)	177	192	(-7.8%)	26.6	60.0%
Rainy Lake 17A (IR)	211	215	(-1.9%)	24.2	47.6%
Rainy Lake 17B (IR)	5	5	0.0%	n/a	n/a
Rainy Lake 18C (IR)	115	93	23.7%	22.2	34.8%
Rainy Lake 26A (IR)	157	159	(-1.3%)	27.2	65.6%
Sabaskong Bay 35C (Part) (IR)	n/a	n/a	n/a	n/a	n/a
Sabaskong Bay 35C (Part) (IR)	n/a	n/a	n/a	n/a	n/a
Seine River 22A2 (IR)	n/a	n/a	n/a	n/a	n/a
Seine River 23A (IR)	263	271	(-3.0%)	30.1	58.5%
Seine River 23B (IR)	n/a	n/a	n/a	n/a	n/a
Rainy River District Census Div.	20,110	20,370	(-1.3%)	44.7	56.5%
Ontario			4.6%	41.3	60.8%
Canada			5.0%	41.2	60.7%

Source: Statistics Canada Census 2016

Out-Migration from the Kenora and Rainy River Districts

Attraction of workers to the region continues to be an important contributor to creating a balance between labour market supply and demand. Tables 2A and 2B summarize in and out-migration from the region by age demographics. Net out-migration from the Kenora District decreased between 2010 and 2015 compared to 2009 to 2014 from 1,918 to 1,585. Out-migration from the Rainy River District increased slightly from 914 between 2009 and 2014 to 1,012 between 2010 and 2015.

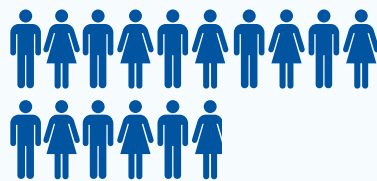
Kenora District

2009-2014



1,918

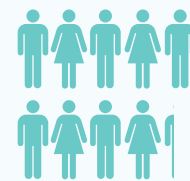
2010-2015



↓ 1,585

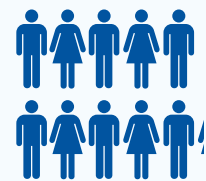
Rainy River District

2009-2014



914

2010-2015



↑ 1,012

Table 2A: Net Migration – Kenora District 2010 to 2015

Age Group	In-migrants	Out-migrants	Net-migrants
0 – 17	2,138	2,437	(-299)
18 – 24	1,186	1,731	(-545)
25-44	3,085	3,323	(-238)
45-64	1,404	1,586	(-182)
65+	350	671	(-321)
Total	8,163	9,748	(-1,585)

Table 2B: Net Migration – Rainy River District 2010 to 2015

Age Group	In-migrants	Out-migrants	Net-migrants
0 – 17	608	716	(-108)
18 – 24	281	728	(-447)
25-44	726	988	(-262)
45-64	383	497	(-114)
65+	130	211	(-81)
Total	2,128	3,140	(-1,012)

Source: Statistics Canada Taxfiler, 2016

The Statistics Canada Census 2016 indicated that at 60%, the participation in the labour force in the Kenora and Rainy River Districts is lower than in Ontario at 64.7%. As Table 3A identifies, at the time of the 2016 Census, the unemployment rate in the Kenora District was 11.6% and 9.1% in the Rainy River District compared to 7.4% in Ontario.

Table 3A: Population and participation in the local labour force

	Kenora District	Rainy River District	Ontario
Total Population age 15 and older	50,235	16,245	11,038,440
Number in the Labour Force	30,480	9,700	7,141,675
Number not in the Labour Force	19,755	6,540	3,896,765
Participation Rate	60.7%	59.7%	64.7%
Number of Employed	26,935	8,820	6,612,150
Number of Unemployed	3,545	885	529,525
Employment Rate	53.6%	54.3%	59.9%
Unemployment Rate	11.6%	9.1%	7.4%

Source: Statistics Canada Census 2016

Table 3B highlights that when compared to Ontario a smaller percentage of the available labour force worked in 2015; a greater percentage of the local workforce worked part time and a smaller percentage of the local labour force was self-employed.

Table 3B: Workforce participation in the Kenora and Rainy River Districts and ON

	Kenora District	Rainy River District	Ontario
% of Population that worked in 2015	63.7%	64.3%	66.5%
% of Population that did not work in 2015	36.3%	35.7%	33.5%
% of Working Population that worked full-time	50.7%	45.8%	52.3%
% of Working Population that worked part-year or part-time	49.3%	54.2%	47.7%
Average no. of weeks worked in 2015	40.6	40.4	42.9
Percent of Workforce Employed	92.9%	90.1%	88.2%
Percent of Workforce Self-Employed	7.1%	9.9%	11.8%
Unemployment Rate	11.6%	9.1%	7.4%

Source: Statistics Canada Census 2016

The seasonally adjusted unemployment rate for October 2017 in Ontario is 5.1 percent. For youth age 15 to 24, the unemployment rate is 10.9 percent.

The 2016 Statistics Canada Census also examined educational attainment in the area. Table 3 identifies the highest certificate, diploma or degree of the working age population age 25 to 64 in 2016 as compared to 2011.

Table 4: Educational Attainment of the population age 25 to 64 in the Kenora and Rainy River Districts and Ontario 2011 to 2016

	Kenora District		Rainy River District		Ontario	
	2011	2016	2011	2016	2011	2016
No Certificate or Degree	23.2%	27.2%	16.4%	14.2%	11.0%	10.4%
High School Certificate or Diploma	24.4%	24.8%	28.0%	30.9%	24.3%	24.5%
Apprenticeship or Trades Certificate	12.9%	9.9%	12.4%	11.4%	7.8%	6.2%
College Diploma or Non-University Credential	22.8%	23.1%	27.3%	28.1%	23.6%	24.7%
University Certificate, Diploma or Degree	16.7%	15.0%	16.0%	15.4%	33.4%	34.3%

Source: Statistics Canada Census 2016

It is significant to note that as of 2016, 27 percent of the population age 25 to 64 in the Kenora District did not have a secondary school diploma.

While the percentage of the population with a secondary school diploma increased between 2011 and 2016, the percentage of the population without a post-secondary credential increased from 47.6% to 52.0% in the Kenora District and from 44.4% to 45.1% in the Rainy River District. By comparison, 35% of Ontario's population age 25 to 64 does not have a post-secondary credential.

The percentage of the population with a college diploma or other non-university credential increased locally, however, the percentage with an Apprenticeship or Trades Certificate as well as those with a university credential decreased between 2011 and 2016.

Table 5 examines the fields of study for the working age population with a post-secondary education. The Kenora and Rainy River Districts have a greater percentage of individuals who have studied in the fields of Education; Engineering and Related Technologies; Agriculture, Natural Resources and Conservation; Health; and Personal, Protective and Transportation Services.

Table 5: Field of Study for the population age 25 to 64 in the Kenora and Rainy River Districts

Field of Study of the Working Population Age 25 to 64	Kenora District	Rainy River District	Ontario
Education	10.0%	7.9%	5.2%
Education	10.0%	7.9%	5.2%
Visual and Performing Arts & Communication Technologies	1.3%	1.3%	4.1%
Communication technologies/technicians & support services	0.3%	0.2%	0.6%
Visual and performing arts	1.0%	1.1%	3.5%
Humanities	3.2%	3.9%	5.7%
Aboriginal and foreign languages; literatures and linguistics	0.3%	0.2%	0.6%
English language and literature/letters	0.5%	0.6%	1.6%
Liberal arts and sciences; general studies and humanities	1.2%	1.4%	1.5%
Interdisciplinary humanities	0.1%	0.0%	0.0%
Philosophy and religious studies	0.1%	0.2%	0.4%
Theology and religious vocations	0.6%	0.7%	0.4%
History	0.3%	0.7%	0.9%
French language and literature/letters	0.1%	0.0%	0.2%
Social and Behavioural Sciences and Law	9.9%	9.4%	13.8%
Area; ethnic; cultural; gender; and group studies	0.3%	0.3%	0.2%
Communication; journalism and related programs	0.5%	0.4%	1.4%
Family and consumer sciences/human sciences	4.2%	4.1%	2.4%
Legal Professions and Studies	1.1%	1.0%	2.3%
Interdisciplinary social and behavioural sciences	0.1%	0.2%	0.3%
Psychology	1.1%	1.6%	2.0%
Social Sciences	2.5%	1.9%	5.2%
Business, Management and Public Administration	17.3%	15.3%	21.8%
Accounting and Computer Science	0.1%	0.0%	0.0%
Public administration and social service professions	4.2%	3.8%	1.9%
Business; management; marketing and related support services	13.1%	11.6%	19.9%
Physical and Life Sciences and Technologies	2.5%	2.8%	4.0%
Biological and biomedical sciences	1.1%	1.7%	1.8%
Biological and physical sciences	0.5%	0.6%	0.9%
Other interdisciplinary physical and life sciences	0.1%	0.0%	0.1%
Physical Sciences	0.6%	0.2%	1.1%
Science technologies/technicians	0.2%	0.2%	0.2%
Mathematics, Computer and Information Sciences	1.7%	1.3%	5.4%
Computer and information sciences and support services	1.3%	0.9%	4.2%
Library Science	0.3%	0.3%	0.2%
Mathematics and Statistics	0.1%	0.2%	0.8%
Interdisciplinary math; computer and information sciences	0.0%	0.0%	0.1%

Table 5: Field of Study for the population age 25 to 64 in the Kenora and Rainy River Districts

Field of Study of the Working Population Age 25 to 64	Kenora District	Rainy River District	Ontario
Architecture, Engineering and Related Technologies	22.4%	25.2%	18.7%
Architecture and related services	0.3%	0.4%	0.9%
Engineering	1.1%	1.5%	5.7%
Engineering technologies and engineering-related fields	4.6%	4.6%	3.8%
Historic preservation and conservation	0.0%	0.0%	0.0%
Construction Trades	6.7%	7.3%	3.0%
Mechanic and repair technologies/technicians	7.8%	8.6%	3.5%
Precision Production	2.0%	3.0%	1.8%
Agriculture, Natural Resources, and Conservation	4.2%	4.5%	1.8%
Agriculture; agriculture operations and related sciences	0.8%	1.1%	1.1%
Natural resources and conservation	3.4%	3.5%	0.7%
Health and Related Fields	17.0%	18.1%	14.1%
Parks; recreation; leisure and fitness studies	1.3%	1.0%	1.2%
Health professions and related programs	15.6%	17.1%	12.5%
Dental; medical and veterinary residency programs	0.2%	0.0%	0.4%
Personal; protective and transportation services	10.3%	10.4%	5.5%
Personal and culinary services	3.3%	4.0%	2.9%
Military science; leadership and operational art	0.1%	0.0%	0.0%
Military technologies and applied sciences	0.0%	0.0%	0.0%
Security and protective services	3.1%	3.0%	1.6%
Transportation and materials moving	3.8%	3.2%	0.9%
Other	0.0%	0.0%	0.0%
Multidisciplinary/interdisciplinary studies; other	0.1%	0.0%	0.0%

Labour Market Demand

To better understand the composition of the region's economy and labour market demand, we combine an analysis of statistical data with feedback directly from employers. Canadian Business Counts data published by Statistics Canada twice annually in June and December provides information about the numbers of businesses operating by sector.

63

In the one year period from June 2016 to June 2017, the number of businesses operating in the Kenora District increased by 63 businesses (1.5%) from 4,229 to 4,292. The greatest increase took place in the Transportation and Warehousing and Finance, Insurance and Real Estate sectors. Both of these sectors are dominated by self-employed individuals who establish themselves as a business operator.

During the same period, the number of businesses operating in the Rainy River District increased by 22 businesses or 1.3% from 1,755 to 1,777. The greatest increase in businesses took place in the Construction and Professional, Scientific and Technical sectors.

22

Table 6 identifies the predominance of Accommodation and Food Services within the Kenora District's economy while Agriculture is a cornerstone of the economy of the Rainy River District. Forestry, Construction, Retail, Household and Repair Services and Public Administration are also important components of the region's economy as compared to the province overall.

Table 6: Distribution of Businesses in the Kenora and Rainy River Districts and Ontario

Field of Study of the Working Population Age 25 to 64	Kenora District Distribution	Rainy River District Distribution	Ontario Distribution
Goods Producing Sectors			
Agriculture	0.78%	10.09%	3.08%
Forestry and Logging	2.20%	6.44%	0.07%
Fishing and Hunting	0.50%	0.79%	0.01%
Support Activities for Agriculture and Forestry	0.53%	0.79%	0.14%
Mining / Oil and Gas Extraction	0.55%	0.18%	0.14%
Construction	12.27%	10.76%	9.89%
Manufacturing	1.45%	2.01%	2.68%
Goods Producing Sector Total	18.28%	31.06%	16.78%
Service Sectors			
Utilities	0.45%	0.43%	0.12%
Wholesale Distributors	2.55%	2.25%	3.03%
Retail	11.02%	8.27%	6.89%
Transportation and Warehousing	5.01%	6.81%	5.76%
Information and Communication Services	0.90%	0.79%	1.52%
Finance, Insurance and Real Estate (FIRE)	19.20%	13.74%	24.73%
Professional, Scientific, Technical Services	5.96%	5.11%	13.90%
Management and Administrative Services	3.38%	3.71%	4.94%
Educational Services	1.20%	1.16%	1.10%
Health Care and Social Services	7.86%	6.87%	6.84%
Sports, Culture and Recreation	1.95%	1.52%	1.63%
Accommodation and Food Services	12.29%	8.02%	3.18%
Household and Repair Services	8.21%	8.45%	6.45%
Public Administration	1.78%	1.82%	0.11%
Services Sector Total	81.72%	68.94%	83.22%

The Statistics Canada Census 2016 provides insights into the numbers employed within these industries. This information is summarized in Table 7.

Table 7: Employment in Industries in the Kenora and Rainy River Districts and Ontario

	Kenora District		Rainy River District		Ontario
	No.	Percent	No.	Percent	Percent
Goods Producing Sectors					
Agriculture, Forestry, Fishing and Hunting	765	2.6%	510	5.4%	1.5%
Mining / Oil and Gas Extraction	1,270	4.3%	350	3.7%	0.5%
Construction	2,420	8.3%	785	8.2%	6.8%
Manufacturing	1,205	4.1%	470	4.9%	9.8%
Goods Producing Sector Total	5,660	19.4%	2,115	22.3%	18.6%
Service Sectors					
Utilities	360	1.2%	140	1.5%	0.7%
Wholesale Trade	265	0.9%	130	1.4%	3.9%
Retail Trade	3,445	11.8%	1,175	12.3%	11.2%
Transportation and Warehousing	1,680	5.7%	480	5.0%	4.7%
Information and Cultural Industries	275	0.9%	115	1.2%	2.5%
Finance and Insurance	485	1.7%	165	1.7%	5.5%
Real Estate, Rental and Leasing	320	1.1%	75	0.8%	2.1%
Professional, Scientific and Technical Services	670	2.3%	275	2.9%	8.1%
Management of Companies and Enterprises	10	0.0%	10	0.1%	0.2%
Administrative and Support, Waste Mngmt.	720	2.5%	325	3.4%	4.9%
Educational Services	2,890	9.9%	890	9.3%	7.6%
Health Care and Social Assistance	5,210	17.8%	1,650	17.3%	10.8%
Arts, Entertainment and Recreation	335	1.1%	115	1.2%	2.1%
Accommodation and Food Services	2,375	8.1%	695	7.3%	6.9%
Other Services (except Public Administration)	1,125	3.8%	390	4.1%	4.3%
Public Administration	3,430	11.7%	770	8.1%	6.0%
Service Sector Total	23,595	80.6%	7,400	77.7%	81.4%

A greater percentage of the region's population is employed in the goods producing sectors of agriculture, forestry, mining and construction. In the services sector, a greater percentage of the workforce is employed in utilities, retail, transportation and warehousing, educational services, health care and social assistance, accommodation and food services and public administration.

Data on the occupations that employ the local workforce in 2016 is summarized in Table 8.

Table 8: Employment in major occupational groups in the Kenora and Rainy River Districts and Ontario

	Kenora District		Rainy River District		Ontario
	No.	Percent	No.	Percent	Percent
0 Management occupations	2,675	9.1%	885	9.3%	11.3%
1 Business; finance and administration	3,630	12.4%	1,205	12.6%	16.1%
2 Natural and applied science	1,060	3.6%	345	3.6%	7.4%
3 Health occupations	1,960	6.7%	735	7.7%	6.4%
4 Education; law & social; community & govt.	5,405	18.5%	1,510	15.8%	11.9%
5 Art, culture, recreation and sport	405	1.4%	165	1.7%	3.2%
6 Sales and service occupations	6,730	23.0%	2,110	22.1%	23.4%
7 Trades; transport & equipment operators	5,330	18.2%	1,785	18.7%	13.3%
8 Natural resources; agriculture	1,225	4.2%	465	4.9%	1.6%
9 Manufacturing and utilities	815	2.8%	335	3.5%	5.2%
Total					

A greater percentage of individuals in the region work in Education; Law and Social, Community and Government Services; Trades, Transport and equipment operators and related occupations and Natural Resources, agriculture and related production occupations.

18%

Given that more than 18% of the local labour force workers in Major Occupational Group 7, Trades, Transport and Equipment Operators, the decline in the percentage of the population age 25 to 64 with an Apprenticeship or Trades Certificate is concerning.

In 2018 the Ministry of Advanced Education and Skills Development will be providing the Northwest Training and Adjustment Board with customized data allowing us to analyze the demographics for individual occupations including the age of the workforce, education levels and median income rates.

Since labour market shortages have a tendency to result in upward pressure on wages, median income levels can be considered another indicator of labour market demand. Tables 9A and 9B highlight that median employment income levels in the Kenora and Rainy River Districts for 2015 were lower than in Ontario overall. With the exception of indigenous communities, income levels were higher for males than females.

Table 9A: Median 2015 Employment Income Rates – Kenora District

Geography	Median Total Employment Income	Median Total Employment Income – Male	Median Total Employment Income – Female
Dryden (City)	\$32,688.	\$39,680.	\$27,664.
Ear Falls (Township)	\$40,960.	\$64,128.	\$24,533.
Ignace (Township)	\$28,352.	\$47,488.	\$19,488.
Kenora (City)	\$35,864.	\$41,495.	\$31,706.
Kenora (Unorganized)	\$33,141.	\$40,080.	\$28,749.
Machin (Municipality)	\$31,104.	\$37,504.	\$27,168.
Pickle Lake (Township)	\$33,664.	\$41,088.	\$23,936.
Red Lake (Municipality)	\$49,536.	\$74,581.	\$35,104.
Sioux Lookout (Municipality)	\$40,432.	\$41,498.	\$39,367.
Sioux Narrows – Nestor Falls (Township)	\$24,128.	\$25,792.	\$20,288.
Indigenous Communities*	\$15,616.	\$13,488.	\$18,603.
Kenora District	\$29,177.	\$31,915.	\$26,651.
Ontario	\$33,946.	\$39,490.	\$29,413.
Canada	\$33,684.	\$39,836.	\$28,474.

Source: Statistics Canada Census 2016
 * Data available for 25 of 42 communities

Table 9B: Median 2015 Employment Income Rates – Rainy River District

Geography	Median Total Employment Income	Median Total Employment Income – Male	Median Total Employment Income – Female
Alberton (Township)	\$39,125.	\$54,656.	\$34,347.
Atikokan (Town)	\$32,528.	\$41,216.	\$26,352.
Chapple (Township)	\$30,080.	\$35,200.	\$22,677.
Dawson (Township)	\$23,522.	\$23,680.	\$23,168.
Emo (Township)	\$34,645.	\$44,736.	\$29,248.
Fort Frances (Town)	\$32,653.	\$36,836.	\$30,074.
Lake of the Woods (Township)	Unavailable	Unavailable	Unavailable
La Vallee (Township)	\$36,736.	\$46,080.	\$29,632.
Morley (Township)	\$29,280.	\$32,704.	\$24,384.
Rainy River Unorganized	\$33,056.	\$34,432.	\$30,912.
Indigenous Communities*	\$17,040.	\$14,544.	\$17,040.
Rainy River District	\$30,615.	\$34,848.	\$27,290.
Ontario	\$33,946.	\$39,490.	\$29,413.
Canada	\$33,684.	\$39,836.	\$28,474.

Source: Statistics Canada Census 2016
 * Data available for 4 of 15 communities

Recent research has turned a spotlight on the impact of automation and the importance of digital literacy. Advanced robotics performing routine work is evolving to incorporate artificial intelligence and machine learning [allowing automation of non-routine tasks in sectors like sales and service and office support](#). Recent research released by the Brookfield Institute (2016) built on previous research of Frey and Osborne (2013) and McKinsey and Company (2015) to identify the probability of an occupation being automated within the next ten to twenty years and the proportion of tasks within each occupation most likely to be affected. For example, [some large mining companies are experimenting with driverless trucks and robotic rock-drilling rigs](#).¹ Appendix One provides a summary of the occupations that employ the greatest number of people in the Kenora and Rainy River Districts, the probability those occupations will be impacted by automation in the next ten to twenty years and the proportion of tasks within each occupation that will be affected. Also identified is the percentage of the population working in each occupation that is age 34 and younger.

While the increase in population and lower median age experienced in parts of the region offer positive opportunities, low levels of labour force participation, high rates and unemployment, the evolving impact of automation on the workplace combined with stagnant education levels are threats to economic growth.

The Ontario Labour Market Bulletin (August 2017) identified several Government of Canada initiatives that will support employment growth primarily in the utilities and construction sectors. The water treatment system in Neskantaga First Nation community will be upgraded.² In 17 First Nations communities in the Treaty # 3 area, the government has committed to building new homes and renovating existing structures³ and Wataynikaneyap Power LP is receiving funding to construct a 117-km power line connecting Pikangikum First Nation to Ontario's electricity grid.⁴ An estimated 200 workers from 22 First Nation communities in the region will be hired through the Wataynikaneyap Transmission Project Training Program to support the energy sector.⁵ Finally, federal and provincial commitments were made to replace the Rainy River-Baudette International Bridge at the Canada-US border.⁶

Engagement with local employers has already demonstrated that [labour market shortages are threatening opportunities in the forestry sector](#). Industry representatives have identified labour market demand [for both non-skilled and skilled workers](#). Log haulers and chippers are in demand while CBC News reported earlier in 2017 that technical jobs are going unfilled due to a shortage of skilled workers.

They attributed the shortage as a result of “a confluence of retiring workers and disinterested millennials”.⁷

The Lake of the Woods Development Commission reported that the Avalon Advanced Materials planned lithium open-pit mine north of Kenora has the potential to create 100 jobs. In February 2017, Avalon announced that

¹ *Learning Nation: Equipping Canada's Workforce with Skills for the Future*, Advisory Council on Economic Growth, Dec 1, 2017, pg. 2

² *Government of Canada Press Release*, July 27, 2017, *Government and First Nations Work to end Drinking Water Advisory at Neskantaga First Nation*, https://www.canada.ca/en/indigenous-northern-affairs/news/2017/07/government_and_firstnationsworkstoenddrinkingwateradvisoryatnesk.html

³ *Government of Canada Press Release*, August 18, 2017, *Government of Canada and the Anishinaabe nation in Treaty # 3 work together to support housing initiatives on reserve*, https://www.canada.ca/en/indigenous-northern-affairs/news/2017/08/government_of_canadaandtheanishinaabenationintreaty3worktogether0.html

⁴ *Government of Canada Press Release*, August 17, 2017, *The Government of Canada invests in bringing clean, safe and reliable electricity to Pikangikum First Nation in northwestern Ontario*, https://www.canada.ca/en/indigenous-northern-affairs/news/2017/08/the_government_ofcanadainvestsinbringingcleansafeandreliableelec.html

⁵ *Forbes*, R. (July 27 2017). *Canada investing into indigenous workforce*. *Kenora Online*, <https://www.kenoraonline.com/local/canada-investing-into-ingeigenous-workforce>

⁶ *Government of Canada Press Release*, August 24, 2017, *Governments of Canada and Ontario invest in the replacement of Rainy River – Baudette International Bridge*, https://www.canada.ca/en/office-infrastructure/news/2017/08/governments_of_canadaandontarioinvestinthereplacementofrainyrive.html

⁷ *Forest Sector losing jobs – but desperately needs more skilled workers*, *CBC News*, May 8 2017

laboratory test work on the lithium mica lepidolite found north of Kenora confirmed that a 99.88% pure lithium carbonate product could be made from this material. As a result, Avalon has now signed a letter of intent to supply Lepidico Ltd., an Australian company.

In the Rainy River District, New Gold Inc. began processing ore on September 14, 2017 and in October completed its first pour. [New Gold Inc. continues to work with the local indigenous workers employed within the mine and as suppliers for the mining operation.](#)

[Tourism continues as a local economic driver.](#) The Sunset County Travel Association reported that it had received an “exceptional” number of inquiries for trips. As of July 2017 they had received 2,597 internet-based inquiries and another 40 percent of that volume of inquiries over the telephone”.⁸ Since many of the hunting and fishing lodges are locally-owned, much of the [tourism dollars generated stay within the region.](#)

Community Consultations – Employers

To better understand issues and opportunities related to labour market demand, the Northwest Training and Adjustment Board met with representatives of the business communities of the Kenora and Rainy River Districts late in 2017.

Employers recognized the challenge of finding and retaining workers with the necessary technical and Essential Skills. Employers reinforced that these ‘soft’ or Essential Skills like interpersonal communication, problem-solving and teamwork are necessary if workers are to have the versatility necessary to transition between industries within an economy that is subject to commodity prices.

Low levels of labour force participation and high unemployment rates led to discussions on how to better integrate the marginalized workforce. There are difficult challenges related to affordable housing, daycare and transportation. However, there are opportunities to increase the number of experiential learning opportunities including promotion of the Ontario Youth Apprenticeship Program. Increasing cultural awareness amongst employers would be beneficial and increased wages would make employment more attractive. Employers identified disconnect between employers, government agencies and partners and encouraged a stronger relationship with employment agencies. Innovative ideas like labour force sharing within seasonal industries were suggested as a method of generating more secure year-round employment.

One of the most pronounced concerns was the lack of educational attainment locally. Employers identified the lack of qualified candidates for employment focusing on a [lack of technology training, customer service skills, a skilled trades gap and a lack of math and science.](#) Frustration with the lack of Essential Skills was again evident. Employers identified a lack of communication skills, problem-solving, critical thinking and team work. More rapid accreditation of immigrants was viewed as one possible solution. Specific skills gaps identified included technology training for farmers and leadership skills development to ensure professionally conducted meetings. Despite the predominance of the agricultural sector in the region, there is no Agricultural College in the north.

Out-migration of residents was also recognized as a contributor to labour market shortages. Older individuals leave for warmer climates or to follow family. Mature workers leave for employment opportunities elsewhere and young people leave for education and do not return. Employers acknowledged that many are using outdated

⁸ *Sunset Country Travel Association's Marketing Initiatives bring in Visitors, Eric Pindera, Miner and News, July 11, 2017*

recruitment methods limiting their ability to attract talent from outside the region in growing sectors like mining, forestry and food services. It is also necessary for employers to focus on retention of their current workers as much as recruitment of new employees.

Finally, we took the opportunity to discuss how to best support entrepreneurs in the region. Business representatives identified the high cost of starting and growing a business especially in an area where seasonal sales fluctuations are common. They reinforced the challenge of finding and keeping good employees. The need to acquire technology skills as well as bookkeeping and legal services is a challenge. Business largely is unaware of services to support small business. Increasing awareness of what is available and how to access services would be beneficial.

Community Consultation – Employment Ontario Data Share

Since 2014, Employment Ontario has been providing both districts with a summary of results of Employment Ontario services in the past year. In 2017, Employment Ontario provided an expanded set of information for the Kenora and Rainy River Districts. In addition to Employment Services, Literacy and Basic Skills and Second Career results, information specific to Apprenticeship, Canada Ontario Job Grant and Youth Skills Connection program results for 2016-2017 was provided. The objective for the additional information was to encourage evidence-based discussions about service issues and to allow the service network to plan coordinated actions to address these issues.

Early in November, service representatives from across the two districts gathered to discuss the issues arising from program results. Highlights of the Employment Ontario programs’ regional results achieved from April 1, 2016 to March 31, 2017 include:

Apprenticeship

- Since reaching a high benchmark in 2015, the number of new registrants and active apprentices has decreased as has the number of Certificate of Apprenticeships / Qualifications issued.
- The number of modular training registrations has increased significantly.

Employment Services

- The number of individuals accessing Employment Services for referral and information services has increased by more than 50% during the period from 2015 to 2017.
- The number of individuals receiving more in-depth services has remained largely unchanged since 2013-2014 at 1,500 per year.

The greatest labour market churn affecting Employment Service clients occurred in

Construction	Retail Trade	Accommodation and Food Services
230 70	190 60	348 148
lay-offs hires	lay-offs hires	lay-offs hires

There were 496 fewer Employment Service clients hired than laid-off from these industries that are often impacted by seasonal employment.

Occupationally, **550** individuals working in Sales and Service occupations were laid off and **213** were hired. There were **86** clients employed as Transport and Heavy Equipment Operators who experienced lay-off in the past year while **33** clients were hired. Finally, **126** Trades Helpers sought Employment Services assistance as a result of lay-off while **72** were hired. In total, **197** fewer Employment Services clients were hired in Transport and Heavy Equipment Operator and Trades Helper occupations than were hired.

Literacy and Basic Skills (LBS)

- While the number of carry-over LBS clients has increased by 30.8% in the past two years, the number of new learners has decreased by 74 learners (14.6%).
- More than 40% of LBS learners across the region rely on Ontario Works as their primary source of income. More than 35% of LBS learners are referred by Ontario Works.
- More than 55% of LBS learners are participating to secure employment. However, less than 10% of learners are referred to Employment Services.
- While more than one in four Employment Services clients do not have a secondary school diploma, only 5% of jobseekers are referred to Literacy and Basic Skills.

Second Career

- 41 individuals in the Kenora and Rainy River Districts participated in Second Career. This equates to 2.6% of Assisted Employment Services clients.
- 14 of the 41 Second Career participants (34%) took part in Truck Driver training. Data for the remaining clients was suppressed to preserve confidentiality.
- Across Ontario, Second Career participation was provided in 240 different post-secondary programs.

Youth Job Connection

- 155 Youths in the Kenora and Rainy River Districts participated in the Youth Job Connection program.
- During the same time period, 460 youths age 15 to 24 participated in Assisted Employment Services and 193 participated in Literacy and Basic Skills.

Canada Ontario Job Grant (COJG)

73

companies in the two districts made use of the Canada Ontario Job Grant and 570 individuals received training through the program.

41

of the companies (56%) indicated the training improved the trainees' productivity.

27

of the companies (37%) indicated the training met their workforce needs.

Of 66 companies responding,

27

received training from a private career college and

20

from a public college. The balance obtained training through a product vendor.

Employment Ontario service providers acknowledge that service coordination between providers would benefit clients and their organizations; however, they also articulated their view that Employment Ontario is not an integrated employment and training system. While employment is the overall goal of the various programs, the paths to employment vary. Different mandates make it difficult for organizations to collaborate efficiently and effectively. Literacy and Basic Skills helps adults to develop communication, numeracy, interpersonal and digital skills to achieve and apply their goals of further education, work and independence.⁹ Employment Service offers a range of resources, supports and service components to respond to the career and employment needs of individuals and the skilled labour needs of employers, and can help individuals on a path to higher skill training and employment¹⁰ while the intent of Ontario Works is to help people in temporary financial need find sustainable employment and achieve self-reliance through the provision of effective, integrated employment services and financial assistance.¹¹ Furthermore, different success metrics make it difficult to collaborate and data generated by the Case Management System (CAMS) does not tell the full story.

There is an opportunity to increase the number of individuals accessing valuable Employment Services. When a person drops in to look at job boards simply asking the right questions can lead to instant intakes and positive word of mouth in the community.

Some felt that there is a stigma attached to the name "Literacy and Basic Skills" and that LBS programming should be shortened so that participants can return to Employment Services facilitating more rapid employment. There is a need for more coordination between ministries to support Prior Learning Assessment Recognition as it relates to the Ontario Secondary School Diploma.

Discussion arose around the low levels of labour force participation and how to connect youth to the labour market. A multi-media approach was recommended. There is a need to 'meet them where they are' using a variety of media. Literacy and Basic Skills can inform clients age 29 and younger of program opportunities.

⁹ <http://www.tcu.gov.on.ca/eng/eopg/programs/lbs.html>

¹⁰ <http://www.tcu.gov.on.ca/eng/eopg/programs/es.html>

¹¹ https://www.mcsc.gov.on.ca/en/mcsc/programs/social/directives/ow/1_1_OW_Directives.aspx

However, there is a need to shift how we define “success” for at-risk youth programming. High risk youth will not hold a job for six months to a year and, as a result, services are not viewed as successful. There is a need to close the file when the participant is addressing at least one significant barrier to employment and then allocating the remaining funds to support those with other challenges.

Opportunities for strengthened collaboration can result from shared information delivered at interagency meetings and partner networking events. Co-location of Employment Services and Literacy and Basic Skills services would facilitate referrals. Integration of Employment Services and Literacy and Basic Skills would contribute to both organizations’ ability to work with employers especially when serving individuals who are marginalized from the workforce. Transitional support amongst Employment Services to employers to LBS supported by Job Coaches and Job Readiness training would be beneficial for clients facing significant barriers. Unfortunately, jobseekers with barriers are hired to fill vacancies no one else wants and quick turnover results. This erodes the client’s confidence and it becomes difficult to encourage them to try again.

Much discussion arose around education and training as a route to employment including measures to encourage participation in Apprenticeship and Second Career. The group endorsed the Ontario Youth Apprenticeship Program as a means of promoting apprenticeship but encouraged the inclusion of soft skill development along with technical skills. It is hoped that the recently announced Graduated Apprenticeship Grant offering businesses’ incentives as the apprentice progresses to the completion of their Apprenticeship as well as incentives for hiring underrepresented groups may contribute to success. Service providers recommended that the Ministry work more closely with Employment Services to market apprenticeships to jobseekers, schools, the public, etc. as well as consider having Employment Ontario service providers register apprentices. Regardless, there is a need to respond to employers’ concerns; for example, utilize statistical evidence to convince them that by training an apprentice they are building their business rather than creating the threat of future competition.

Second Career was viewed as most appropriate for those who had lost their job in manufacturing. The financial aspects of the program do not suit those most marginalized from the labour force and local residents cannot leave the community for school because of family commitments. Truck driving has become the most popular option since the training is available locally.

The training most in-demand and most difficult to provide is soft skills training.

It is important to continue to coach both workers and employers about transferable skills gained through paid and unpaid work.

The group discussed how they, as service providers, could support entrepreneurship locally. Programs facilitated by Chambers of Commerce and Community Futures Development Corporations are valuable resources. The Dryden “Win This Space” competition inviting entrepreneurs from across Canada to compete to win rental space in the downtown core plus coaching support from local business people for a one year period was lauded for its innovation.

The group wrapped up the consultation by discussing strategies for attracting and retaining people to the area. A balance between older and younger people attraction would be optimal. There is a need for affordable housing, transportation and recreational activities. Municipal infrastructure and a plan to address social issues of drug addiction and mental health are also required.

Local Labour Market Action Plan Update from the 2016-2017 Report

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.

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			
			Completed	Short Term	Mid Term	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	✓			
UPDATE: <i>This Community Action Project has been completed.</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				✓
UPDATE: <i>Above Community Action Project is still ongoing.</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 is provided to new employers.	NCDS, MAESD, Local Employers				✓
UPDATE: <i>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.</i>						

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			
			Completed	Short Term	Mid Term	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, EO SP	✓			
UPDATE: <i>This Community Action Project was developed into an NTAB partnership for the 2016-2017 fiscal and was completed on February 16, 2017.</i>						
"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: <i>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. This Community Action Project has been completed.</i>						

* 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 the 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.

Action	Outcomes	Partners*	Timeframe/Progress			
			Completed	Short Term	Mid Term	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 the area through these retention processes.	Morgan Fuels, Employees				✓
UPDATE: <i>Above Community Action Project – Ongoing.</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: <i>This Community Action Project has transitioned into a Labour, Human Resources Assessment & Employment Training Plan. Plan completion was scheduled for 2017.</i>						
"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: <i>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."</i>						
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: <i>This Community Action Plan has been completed.</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 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*	Completed	Short Term	Mid Term	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				✓
UPDATE: <i>This Community Action Project is ongoing.</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				✓
UPDATE: <i>This Community Action Project is ongoing.</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, Shoonyaa Wa Bitong	X			
UPDATE: <i>This Community Action Project did not come to fruition.</i>						
Dryden Literacy Association 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, EOOSP, NTAB	✓			
UPDATE: <i>This Community Action Project has been completed.</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 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.

Action	Outcomes	Partners*	Timeframe/Progress			
			Completed	Short Term	Mid Term	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: <i>This Community Action Project has been completed.</i>						
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 EO SP to work closely with employers; will lead to a trained workforce.	MAESD, EO SP, Educators, Employers, NTAB				✓
UPDATE: <i>This Community Action Project has transitioned into a Labour, Human Resources Assessment & Employment Training Plan. Plan completion was scheduled for 2017.</i>						

* 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.

Action	Outcomes	Partners*	Timeframe/Progress			
			Completed	Short Term	Mid Term	Long Term
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				✓
UPDATE: <i>This Community Action Project is ongoing.</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				✓
UPDATE: <i>This Community Action Project is ongoing.</i>						

* Acronym Glossary follows

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

Key Priority #5 – Integrating the Marginalized Workforce

The population of the 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?

Action	Outcomes	Partners*	Timeframe/Progress			
			Completed	Short Term	Mid Term	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				✓
UPDATE: Above Community Action Project is ongoing.						
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)

Local Labour Market Action Plan 2018-2020

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

The economies in the Kenora and Rainy River Districts are resilient yet subject to the fluctuations of commodity prices and global demand. Forestry, mining, manufacturing, construction, and tourism are growing. 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			
			Completed	Short Term	Mid Term	Long Term
<p>Pathways to Employment in Kenora's Service Sector: In August 2017, the City of Kenora received funding from MAESD through the Sector Partnership Planning Grant. Its purpose is to support the development of partnerships and strategies that will identify workforce needs among industry employers, and develop employment and training solutions that meet the needs of employers, job seekers, and workers. For the purposes of this project, the services sector was scoped as tourism-related industries including hospitality and retail-trade.</p>	<p>Based on discussions with internal and external stakeholders, the City chose to use the funding to assess, plan and implement a strategy to address workforce needs in the services sector. Following the conclusion of the research stage, MDB Insight developed an action plan for City staff to validate amongst the key informants.</p>	<p>City of Kenora, NWBC, NTAB, LOW Dev Com, LEAP, 7Gens, SWB, Kenora DCC District C of C, KHA, LOW BrewCo., Harbortown Biz, Ne-Chee FC, KDSB, Con College, LOWBIC</p>				✓
<p><i>In November 2017, a strategic planning session was held in which proposed action items were given a level of priority and organizations were required to identify leads for implementation.</i></p>						
<p>Starter Company PLUS: Starter Company Plus is a Government of Ontario funded program designed to create sustainable jobs for its residents through entrepreneurship. The program is open to those (18 to 29) looking to purchase, expand, or open a new business. Through Starter Company Plus participants will receive one-on-one business training, business plan development, mentorship and the chance to receive funds for their venture of up to \$5,000.</p>	<p>The program will provide training sessions on aspects of running a successful business; mentorship from local business leaders; as well as gain additional experience running a successful business that may help the owner obtain more traditional financing such as a bank loan. Successful applicants may then apply for the Starter Company Grant to receive up to \$5,000 to kick off a new business or expand current business.</p>	<p>NWBC Government of Ontario City of Kenora</p>			✓	
<p><i>Successful applicants must provide matching funds worth 25% (in cash or equivalent) of the grant.</i></p>						
<p>Second Career: Get skills-training and financial support with Second Career. Get new skills – those needed for jobs in demand now – and financial support when you qualify for Second Career. Apply for up to \$28,000 for costs including: tuition, books, manuals, workbooks or other instructional costs, transportation, basic living allowance (maximum \$410 per week), child care.</p>	<p>Informed job seekers who understand the importance of transferable skills. Re-employment of individuals through the Second Career program.</p>	<p>Employment Ontario Service Providers</p>				✓
<p><i>Part of these costs might have to covered by applicant. The amount paid is based on several things, starting with gross (before tax) household income.</i></p>						

* Acronym Glossary follows

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

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

The Kenora District experienced population growth between 2011 and 2016 while the Rainy River District's population was more stable. Despite this growth, it is a priority for the local economy to attract and retain people in the region.

Action	Outcomes	Partners*	Timeframe/ Progress			
			Completed	Short Term	Mid Term	Long Term
The Atikokan Employment Centre, the Atikokan Economic Development Corporation, Norcat and Quetico Conference Centre are actively collaborating on a project that will hopefully see a Forestry Equipment Operator program started at Quetico Conference Centre. The intent of this program would be to provide training 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.	Locally trained Forestry Equipment Operators.	AEC AEDC QCC Norcat				✓
<i>Possibly expand to surface mining. Applied for grant from Skills Catalyst Fund from MAESD.</i>						
Sioux Lookout Area Aboriginal Management Board Pilot Project: De-centralized training to more community based training. Twelve people from Wapekeka and Kitchenuhmaykoosib Inninuwug trained on short-line cook program.	Capacity building: 12 people trained to work in community restaurants or starting their own business. They are also now ready for hydro construction and expansion in the north.	SLAAMB	✓			
<i>Looking to the future and prepared for hydro and highway construction need for short line cooks.</i>						
Northwest Ontario Immigration Portal: MovetoNWOntario.ca provides helpful information about living, working, learning and doing business in Northwestern Ontario, Canada. If you're looking for a superior lifestyle, career or business opportunity in Canada, you'll find it right here in one of our 32 northern cities and towns.	Moving to a different country, province or community is an exciting opportunity to start a new life. Informed immigration process.	Thunder Bay Multicultural Association CEDC				✓
<i>The information is available in a variety of different languages.</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 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.

Action	Outcomes	Partners*	Timeframe/ Progress			
			Completed	Short Term	Mid Term	Long Term
<p>Graduated Apprenticeship Grant for Employers: Money available for training apprentices in over 100 eligible trades, and a bonus if the apprentice is from an underrepresented group.</p> <p>Overview - Use the Graduated Apprenticeship Grant to help with the costs of training an apprentice. Receive up to \$16,700 to train an apprentice in more than 100 eligible trades, if your apprentice: is registered in an eligible apprenticeship program after November 14, 2017 achieves key milestones – like successfully completing levels of classroom training receives final certification – either a Certificate of Apprenticeship or a Certificate of Qualification.</p>	Increase rate of Certificates of Apprenticeship or a Certificates of Qualification.	MAESD College of Trades Local Businesses				✓
<p><i>Note: Employers with apprentices registered in an eligible apprenticeship program on or before November 14, 2017 are not eligible for the Graduated Apprenticeship Grant for Employers but may be eligible to receive support through the Apprenticeship Training Tax Credit.</i></p>						
<p>Seven Generations Education Institute: To assist organizations with a better understanding of Anishinaabe culture, identity, history, inherent and treaty rights.</p> <p>Offered; custom training, engagement and information sessions for schools and organizations.</p>	Indigenous cultural engagement, awareness, and sensitivity.	Seven Gens Local Business & Organizations				✓
<p><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></p>						
<p>Confederation College Remote Campuses: The remote campuses offer a wide variety of programs to meet the education and training needs of Northwestern Ontario.</p>	Programs range from full-time post-secondary diploma programs, full-time and part-time certificate programs, continuing education courses, and other education training opportunities.	Confederation College				✓
<p><i>Students can study and stay in their home communities.</i></p>						

* 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.

Action	Outcomes	Partners*	Timeframe/Progress			
			Completed	Short Term	Mid Term	Long Term
<p>A contest was introduced to attract new business to Dryden's downtown core while helping to fill vacant storefronts.</p> <p>Starting on July 1, 2017, ideas were submitted for a new business in 250 words or less or a short two to three minute video.</p> <p>The contest ended July 31, 2017.</p> <p>On October 3, 2017, Morgan Shepherd won the Win This Space contest with her business idea Little Mod Nest (Natural Minded Children's Boutique & Studio).</p>	<p>The winner will receive their first year of rent in monthly payments to a maximum of \$1,000 per month, plus in-kind professional service sponsorships.</p> <p>The contest is a great way to start a new business and promote what Dryden has to offer.</p>	<p>Dryden District Chamber of Commerce Patricia Area Community Endeavours City of Dryden NTAB</p>	✓			
<i>This Community Action Project has been completed.</i>						
<p>Succession Planning: SXNM SuccessionMatching is an online platform that matches people looking to buy a business with people who want to sell their small business. Two Customer Segments – Seller Memberships & Buyer Memberships.</p>	<p>Seller Memberships: Business owners looking to sell their business or farm and retire / looking to divest for a lifestyle change or desire to pursue other interests / who are looking to grow operation and would like to find a partner that can help them financially and strategically / who would like more information on how to transition their business. Buyer Memberships: Individuals interested in working for themselves and becoming an entrepreneur / who would like more information on how to purchase a business from family members, their employer or from a third party / Individuals or companies who are looking to purchase a business as an investment / Employees who have hit a ceiling in their organization and want to become owners / Business owners looking to expand and grow by acquiring a competitor.</p>	<p>NWBC LOWBIC RRFDC</p>				✓
<i>The average Succession Plan in Canada takes 2-7 years.</i>						
<p>Startup & Expansion: Action: Deliver Starter Company Plus and Summer Company across the Kenora and Rainy River Districts. Starter Company: 60 people over 18 will be engaged in business training and mentoring and will have the opportunity to apply for a \$5,000 grant (20 will be awarded by March 31, 2019). Summer Company: Students between the aged of 15-29 have the opportunity to apply for a \$3,000 award to run their business over the summer. This includes business training and mentorship. Four awards are available for Summer 2018.</p>	<p>Core function of NWBC is to provide programs and services to entrepreneurs of all ages and stages across the Kenora and Rainy River Districts.</p>	<p>NWBC Entrepreneurs</p>			✓	
<i>NWBC serves as a resource with a mandate to empower entrepreneurs with advice, information and skills needed to succeed in business.</i>						

* Acronym Glossary follows

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

Key Priority #5 – Integrating the Marginalized Workforce

Population growth in the Kenora District combined with a median income six years younger than Ontario and Canada is driven largely by growth in indigenous communities. The Rainy River District's population has been more stable in the past five years, but labour market supply is threatened by an aging workforce. Leveraging the talents of all workers is important to the future of the two districts. How do we assist those who may feel marginalized to participate?

Action	Outcomes	Partners*	Timeframe/Progress			
			Completed	Short Term	Mid Term	Long Term
Rainy River First Nations: Employment readiness program online and classroom. Skill bot online and then two classroom sessions the following week. Aimed at grade 11 and grade 12 students.	Soft skill and life readiness preparation.	RRFN Shooniyaa Wa-Biitong 7Gens		✓		
<i>October 2017 until March 2017.</i>						
Homeward Bound: A new program to help unemployed or under-employed Indigenous mother-led families is now operational in Dryden. The Urban Indigenous Homeward Bound Program was launched Wednesday at the Native Friendship Centre. They are now recruiting single mothers, with children under the age of 17. Successful applicants will receive life skills and academic upgrading as well as support in housing, child care, income support and mentoring.	Participants will be partnered with mentors and cultural support as well as other wrap-around services. They will be taking in 10-15 successful applicants starting in mid-to-late February 2018. Applicants to honour a four to five year commitment. Improved lives and education of Indigenous mothers and children.	KDSB DNFC OAHS				✓
<i>They are not 100% fully funded quite yet, but they are ready to reach out and help improve the lives of single aboriginal mothers.</i>						
Ogimaa Binesiiyog Stewardship Youth Ranger Program: The Ogimaa Binesiiyog – Stewardship Youth Ranger (SYR) Program brings together indigenous and non-indigenous youth to learn stewardship skills.	Youth is encouraged to stay in school. Inter-racial cooperation achieved.	Shooniyaa Wa-Biitong UNFC MNRF		✓		
<i>District of Fort Frances in stewardship project.</i>						

* 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
BIA – Business Improvement Association
C of C – Chamber of Commerce
CCDC – Chukuni Communities Development Corporation
CEDC – Thunder Bay Community Economic Development Commission
CFDC – Community Futures Development Corporation
Con College – Confederation College
DDC – Dryden Development Corporation
DLA – Dryden Literacy Association
DNFC – Dryden Native Friendship Centre
EOSP – Employment Ontario Service Providers
KDCA – Kenora District Camp Owners Association
KDCC – Kenora and District Chamber of Commerce
KDSB – Kenora District Services Board
KHA – Kenora Hospitality Alliance
LEAP – Lake of the Woods Employment Action Project
LOW – Lake of the Woods
LOW BrewCo. – Lake of the Woods Brewing Company
LOW Dev Com – Lake of the Woods Development Commission

LOWBIC – Lake of the Woods Business Incentive Corporation
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
Ne-Chee FC – Ne-Chee Friendship Centre
NODN – Northwestern Ontario Development Network
NOHFC – Northern Ontario Heritage Fund
NTAB – Northwest Training and Adjustment Board
NWBC – Northwest Business Centre
OCOT – Ontario College of Trades
OSSD – Ontario Secondary School Diploma
OTEC – Ontario Tourism Education Corporation
PACE – Patricia Area Community Endeavours
RRFDC – Rainy River Futures Development Corporation
SLAAMB – Sioux Lookout Area Aboriginal Management Board
SWB – Shooniyaa Wa-Biitong
QCC – Quetico College School

Northwest Training and Adjustment Board – Community Consultation Stakeholders

Atikokan Employment Centre
Atikokan Literacy Incorporated
City of Dryden
City of Kenora
Cloverbelt Local Food Coop
Municipality of Machin
Community Living Fort Frances & District
Confederation College
Ne-Chee Friendship Centre
Dryden Literacy
Fort Frances Chamber of Commerce
Keewatin Patricia Board of Education
Kenora & District Chamber of Commerce
Lake of the Woods Brewing Company
Lake of Woods Employment Action Project
Ministry of Advanced Education & Skills Development
Ministry of Northern Development and Mines
Seven Generations Education Institute
Northern Community Development Services

Paro Centre for Women's Enterprise
Quetico College School
Community Futures Development Corporations
Red Lake Career & Employment Services
Rainy River Future Development Corporation
Crossroads Employment & Training Resource Centre
Sioux Lookout Area Aboriginal Management Board
Rainy River First Nations
Literacy Northwest
Rainy River Meats
Red Lake Adult Learning Centre
Northern Policy Institute
Northwest Business Centre
Shooniyaa Wa-Biitong
Sioux Hudson Employment Services
Sioux Hudson Literacy Council
Northwest Employment Works
Township of Emo
University of Guelph Agriculture

Appendix One

The impact of automation on occupations employing the greatest number of people in the Kenora and Rainy River Districts

Occupation	No. in Occupation*	Percent under age 35	Probability of Automation**	Proportion of Tasks Automated
4212 Social and Community Service Workers	1,310	34.7%	1.2%	13.0%
6421 Retail Salesperson	1,220	52.0%	92.0%	47.0%
6611 Cashiers	1,080	60.6%	97.0%	49.0%
4032 Elementary School/Kindergarten Teachers	995	20.1%	0.4%	14.0%
7271 Carpenters	965	45.6%	92.0%	72.0%
6711 Food Counter Attendants/Kitchen Helpers	960	63.0%	91.5%	78.0%
7511 Transport Truck Drivers	930	16.1%	79.0%	69.0%
0621 Retail and Wholesale Trade Managers	895	7.8%	20.5%	28.0%
6731 Light Duty Cleaners	880	37.5%	69.0%	18.0%
3012 Registered Nurses	870	20.7%	0.9%	29.0%
7611 Construction Trades Helpers/Labourers	865	60.7%	88.0%	35.0%
1241 Administrative Assistants	825	28.5%	96.0%	54.0%
6733 Janitors, Caretakers, Building Super'ts	825	22.4%	66.0%	22.0%
1414 Receptionists	585	54.7%	96.0%	53.0%
1411 General Office Support Workers	555	39.6%	61.0%	96.0%
4031 Secondary School Teachers	530	22.6%	0.8%	15.0%
4214 Early Childhood Educators & Assistants	530	53.8%	0.7%	7.0%
4311 Police Officers (except Commissioned)	520	33.7%	9.8%	19.0%
6322 Cooks	510	49.0%	83.0%	81.0%
1221 Administrative Officers	460	15.2%	96.0%	54.0%
3413 Nurses' Aides, Orderlies, Patient Associates	435	40.2%	38.5%	38.7%
7521 Heavy Equipment Operators (except crane)	430	17.4%	89.2%	79.0%
1311 Accounting Technicians & Bookkeepers	425	8.2%	98.0%	86.0%
4412 Home Support Workers	405	22.2%	63.0%	17.0%
6421 Retail Salesperson	1,220	52.0%	92.0%	47.0%
6611 Cashiers	1,080	60.6%	97.0%	49.0%
7271 Carpenters	965	45.6%	92.0%	72.0%
6711 Food Counter Attendants/Kitchen Helpers	960	63.0%	91.5%	78.0%
1241 Administrative Assistants	825	28.5%	96.0%	54.0%
1414 Receptionists	585	54.7%	96.0%	53.0%
1221 Administrative Officers	460	15.2%	96.0%	54.0%
7521 Heavy Equipment Operators (except crane)	430	17.4%	89.2%	79.0%
1311 Accounting Technicians & Bookkeepers	425	8.2%	98.0%	86.0%

* Source: Statistics Canada National Household Survey 2011 (Information will be updated with 2016 Census data when customized information provided by Statistics Canada in March 2018)

** Probability of automation within the next 10 to 20 years

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

Agency 1 (Indian reserve)	Alberton (Township)
Atikokan (Township)	Big Grassy River 35G (Indian reserve)
Big Island Mainland 93 (Indian reserve)	Chapple (Township)
Couchiching 16A (Indian reserve)	Dawson (Township)
Emo (Township)	Fort Frances (Town)
La Vallee (Township)	Lake of the Woods (Township)
Long Sault 12 (Indian reserve)	Manitou Rapids 11 (Indian reserve)
Morley (Township)	Neguaguon Lake 25D (Indian reserve)
Rainy Lake 17A (Indian reserve)	Rainy Lake 17B (Indian reserve)
Rainy Lake 18C (Indian reserve)	Rainy Lake 26A (Indian reserve)
Rainy River (Town)	Rainy River, Unorganized (Unorganized)
Sabaskong Bay (Part) 35C (Indian reserve)	Saug-a-Gaw-Sing 1 (Indian reserve)
Seine River 23A (Indian reserve)	Seine River 23B (Indian reserve)

Kenora District

Attawapiskat 91A (Indian reserve)	Lake Of The Woods 37 (Indian reserve)	Shoal Lake (Part) 40 (Indian reserve)
Bearskin Lake (Indian reserve)	Lansdowne House (Indian settlement)	Shoal Lake 34B2 (Indian reserve)
Cat Lake 63C (Indian reserve)	MacDowell Lake (Indian settlement)	Sioux Lookout (Municipality)
Deer Lake (Indian reserve)	Machin (Township)	Sioux Narrows - Nestor Falls (Township)
Dryden (City)	Marten Falls 65 (Indian reserve)	Slate Falls (Indian settlement)
Eagle Lake 27 (Indian reserve)	Muskat Dam Lake (Indian reserve)	Summer Beaver (Indian settlement)
Ear Falls (Township)	Neskantaga (Indian reserve)	The Dalles 38C (Indian reserve)
English River 21 (Indian reserve)	North Spirit Lake (Indian reserve)	Wabaseemoong (Indian reserve)
Fort Albany (Part) 67 (Indian reserve)	Northwest Angle 33B (Indian reserve)	Wabauskang 21 (Indian reserve)
Fort Hope 64 (Indian reserve)	Osnaburgh 63B (Indian reserve)	Wabigoon Lake 27 (Indian reserve)
Fort Severn 89 (Indian reserve)	Peawanuck (Indian settlement)	Wapekeka 1 (Indian reserve)
Ignace (Township)	Pickle Lake (Township)	Wapekeka 2 (Indian reserve)
Kasabonika Lake (Indian reserve)	Pikangikum 14 (Indian reserve)	Wawakapewin (Long Dog Lake) (Indian reserve)
Kee-Way-Win (Indian reserve)	Poplar Hill (Indian reserve)	Weagamow Lake 87 (Indian reserve)
Kenora (City)	Rat Portage 38A (Indian reserve)	Webequa (Indian reserve)
Kenora 38B (Indian reserve)	Red Lake (Municipality)	Whitefish Bay 32A (Indian reserve)
Kenora, Unorganized (Unorganized)	Sabaskong Bay (Part) 35C (Indian reserve)	Whitefish Bay 33A (Indian reserve)
Kingfisher Lake 1 (Indian reserve)	Sabaskong Bay 35D (Indian reserve)	Whitefish Bay 34A (Indian reserve)
Kitchenuhmaykoosib Aaki 84 (Big Trout Lake) (Indian reserve)	Sachigo Lake 1 (Indian reserve)	Wunnumin 1 (Indian reserve)
Lac Seul 28 (Indian reserve)	Sachigo Lake 2 (Indian reserve)	
Lake Of The Woods 31G (Indian reserve)	Sandy Lake 88 (Indian reserve)	
	Shoal Lake (Part) 39A (Indian reserve)	



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