



Kenora and Rainy River Districts

2018-2020 Local Labour Market Plan Report
2019 Update



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How Did We Do?

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

We invite your feedback on all publications produced by the Northwest Training and Adjustment Board.

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Vision

Engage all regional stakeholders and partners with valuable workforce information.

Mission

To improve our local workforce.

"A job for everyone, someone for every job."

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Local Labour Market Plan Update **Kenora and Rainy River Districts**

February 2019

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Executive Summary

Since 2012, the Northwest Ontario Training and Adjustment Board (NTAB) has been producing a Local Labour Market Plan examining labour market indicators, opportunities and activities undertaken by our Northwestern Ontario communities as we work together in support of our vision, *“To engage all regional stakeholders and partners with valuable workforce information.”* In 2018, NTAB released a three-year plan for workforce development in the Kenora and Rainy River Districts. This report provides our first annual update of that 3-year plan by further exploring statistical data and community feedback.

About six years ago, NTAB and their partners identified five action areas as priorities for workforce development for the Kenora and Rainy River Districts:

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

This updated report will cover those priorities and give the reader highlights of where we currently are with these issues.

Workforce Ages and Unemployment Rates

	Total Working Age Population in the Community	Unemployment Rate in the Community
Red Lake	2,810	5.1%
Sioux Lookout	3,630	6.1%
Dryden	4,885	7.9%
Kenora	9,640	7.0%
Ignace	730	10.5%
Atikokan	1,745	13.8%
Fort Frances	4,885	7.1%

Community Labour Market Trends – Insights from Census and Labour Force Survey MTCU 2018

Kenora Area North Region

Community Census Subdivision	Working Age Population 2016	Participation Rate (%) 2016	Unemployment Rate (%) 2016	Employment Services Starts by Census Subdivision 2016-17
Ignace	730	65.1	10.5	69
Kenora	9640	80.2	7.0	282
Machin	610	72.1	11.4	6
Dryden	4885	77.4	7.9	279
Ear Falls	605	86.0	7.7	
Sioux Lookout	3630	79.3	6.1	76
Red Lake	2810	83.6	5.1	98
Attawapiskat 91A	940	52.7	32.3	
Sandy Lake 88	1235	54.3	32.1	3
Kenora Unorganized	4205	72.8	8.5	87
Kenora Aggregated	12095	55.0	22.8	45
Kenora Total	41385	70.2	11.8	945

Ministry of Training, Colleges and Universities 2018

Rainy River Area North Region

Community Census Subdivision	Working Age Population 2016	Participation Rate (%) 2016	Unemployment Rate (%) 2016	Employment Services Starts by Census Subdivision 2016-17
Atikokan	1745	70.5	13.8	106
Alberton	655	85.5	8.0	2
Fort Frances	4885	76.0	7.1	339
La Vallee	630	73.8	10.8	24
Emo	830	77.1	6.3	*
Rainy River Unorganized	840	70.8	7.6	42
Rainy River Aggregated	2955	66.0	12.6	69
Rainy River Total	12540	73.0	9.4	582

*ES Starts for Emo is included in the Rainy River Aggregated data due to the postal code sorting for those areas.

Ministry of Training, Colleges and Universities 2018

Employment Ontario Services Clients

In 2017 – 2018, there were a total of 557 people seeking job search assistance that had been laid off from *Accommodation and Food Services, Construction and Retail Trade*. During the same time period, 247 people found employment in these sectors with the assistance of Employment Ontario services. These three sectors generate 70% of all Employment Service clients in the Kenora District and three of four clients in the Rainy River District.

Yet in the Kenora District those ages 15 to 24 experience the greatest decline in the use of Employment Services to become gainfully employed. The exception is the Rainy River District where participation by youth grew by 12%.

The three industries that continue to be highlighted for their high degree of labour market churn in both of the districts are:

1. Accommodation & Food Services: 260 laid-off – 112 employed
2. Construction: 164 laid-off – 59 employed
3. Retail Trade: 133 laid-off regularly – 76 employed
4. There were also significant lay-offs in Trade, Transport and Equipment Operation occupations
5. There were 76 laid-off from the Transportation and Heavy Equipment operations with 23 hires
6. 152 Trades Helpers laid-off and 54 hired

Literacy and Basic Skills (LBS)

The number of Literacy and Basic Skills (LBS) learners in the Kenora District increased significantly as did participation in the Rainy River District as well.

According to International Literacy assessments, more than 40% of Canada's workforce does not have adequate levels of the Literacy skills needed to learn efficiently and be highly productive in most jobs. Without this ability, many Canadians will not be able to keep their jobs – or find new ones – and a growing number of employers will not be able to find workers with the skills they need.¹

New learners in the Kenora District increased from 272 to 322 or an increase of 18.4% while in the Rainy River District learners increased by 47 individuals or 28.3%.

The number of learners with a secondary school diploma and who are working is a positive indicator of a growing realization of the contribution of skills development to stable employment. The increase in the number of learners obtaining employment versus continuing on to education or training could be an indicator to local job creation. People most often will choose employment versus training when jobs are readily available. The number of learners in the Kenora District that obtained employment increased from 45 to 86 almost doubling from the previous year. Participation in LBS has escalated in the past year with an increased participation by Indigenous learners. In the Rainy River District 78 learners entered the workforce and 18 went on to further education or training.

The goal of most participants in both Employment Services and LBS is employment but 60% of the qualifications required in online job postings require a Post-Secondary Certificate or Diploma or a University Degree yet people with less than a grade 12 diploma increased by 16% in the Kenora District and 17% in the Rainy River District.

¹ *Literacy Lost Canada's Basic Skills Shortfall*

Youth Job Connect

There was a slight decrease of 12 participants in the two districts. The numbers went from 155 to 143 that used the Youth Job Connect program.

Apprenticeship

The number of new registrations in the Kenora District increased by 72.4% in the past year and the number of Certificates of Apprenticeship (CoA's) issued increased by 37%. While new registration numbers are down in the Rainy River District by 40% the modular training numbers increased by 103 participants or by 57%.

The most common trades registered for in the Kenora District are:

1. 309A – Electrical (Construction and Maintenance)
2. 310S – Automotive Service Technician
3. 310T – Truck and Coach Mechanic
4. 403A – General Carpenter

The trade most registered for in the Rainy River District is:

1. 310T – Truck and Coach Mechanic

In the Kenora District the number of Indigenous apprentices has remained stable at 13. The number in the Rainy River District is fewer than 10 so it has been suppressed for confidentiality. Provincial numbers for Indigenous Apprenticeships went from 440 people to 711 or an increase of 61.6%

Second Career

The number of people participating in Second Career is decreasing across the province as well as our two districts. In the Kenora District the numbers went from 22 to 11 or a 33.3% decrease and 50% of those individuals took the truck driver training. There were less than 10 participants in the Rainy River District so those were again suppressed. There are 240 viable courses available to take that would fill the industry needs of the North yet the top five that are taken are:

1. Transport Truck Driver – 135 participants
2. Heavy Equipment Operator – 133 participants
3. Underground Production/Development Miners – 37 participants
4. Social and Community Service Workers – 30 participants
5. Home Support Workers – 27 participants

Canada Ontario Job Grants (COJG)

19 companies in the Kenora District participated in COJG and 12 in the Rainy River District. In the Kenora District 86% stated that it improved productivity and 96% felt that it met their training needs. In the Rainy River District 12 companies participated and of those 67% felt that their productivity was improved and 83% felt it met their workforce needs.

Population

The Kenora District is one of the fastest growing areas in Canada. Between 2011 and 2016, the population grew by 13.8%. The population in the Rainy River District was relatively stable but in a small district losing even 260 people can have a big impact on many levels. For comparison purposes the Provincial average growth was 4.6%, National average 5.0%, Kenora District 13.8% (65,533) and the Rainy River District had a loss of 1.3% (20,370 to 20,110 people).

Labour Market Supply and Demand

To better understand our labour force requirements we use Census data to compare to our local economies.

1. What are the leading industries in terms of the size of the workforce? NOC 4212 Health Care and Social Assistance for both of the districts.
2. What are the occupations that employ the most people? NOC 6733 Janitors and Building Supply for the Kenora District and NOC 6421 Retail Sales for the Rainy River District.
3. Which NOC's are most impacted by our aging population? NOC 1311 Accounting Techs & Bookkeepers, NOC 0621 Retail and Wholesale Trade Managers, NOC 7511 Transport Truck Drivers for the Kenora District and NOC 1311 Accounting Techs & Bookkeepers, NOC 1241 Administrative Assistance, NOC 7511 Transport Truck Drivers for the Rainy River District.
4. Participation and Unemployment Rates: the Kenora District has a participation rate of 53.6% and 11.6% unemployment rate. The Rainy River District has a participation rate of 59.7% and a 9.1% rate for unemployment.
5. According to Statistics Canada Census Data, Health Care and Social Assistance employ the most people in both districts. This is followed by Retail Trade, Public Administration, Educational Services and Accommodation and Food Services in that order.
6. Listed on the next page are the 15 occupations that employ the most people in Northwest Ontario. You can see that they represent a wide range of educational requirements. Everything from school to work; entry level positions to apprenticeships; college and university. Our local workforce provides opportunities for all skill levels.



Occupations Employing the Most People

Occupations Important to NTAB region	% ON*	% NTAB	Kenora District	% Kenora District	Rainy River District	% Rainy River District
4212 Social/Community Service Workers	0.8	3.1	1125	3.4	275	2.5
6421 Retail Salespersons	4.0	3.0	905	2.7	395	3.6
6733 Janitors, Building Supervisors	1.3	2.9	1145	3.5	230	2.1
6711 Food Counter A's/Kitchen Helper	2.5	2.4	790	2.4	255	2.4
7511 Transport Truck Drivers	1.8	2.4	705	2.1	330	3.0
6611 Cashiers	2.0	2.4	885	2.7	215	2.0
4032 Elementary School Teachers	1.8	2.2	715	2.2	240	2.2
7271 Carpenters	0.7	2.1	775	2.3	175	1.6
0621 Retail & Wholesale Trade Mngrs	2.2	2.0	660	2.0	225	2.1
4413 Elem./2ndary Teacher Assts.	0.7	1.9	675	2.0	190	1.8
1411 General Office Support Worker	1.5	1.9	630	1.9	205	1.9
6731 Light Duty Cleaners	1.3	1.8	615	1.9	205	1.9
6322 Cooks	1.1	1.8	580	1.8	200	1.8
7611 Construction Trades Helpers	1.1	1.7	570	1.7	175	1.6
3012 Registered Nurses	1.5	1.6	475	1.4	215	2.0

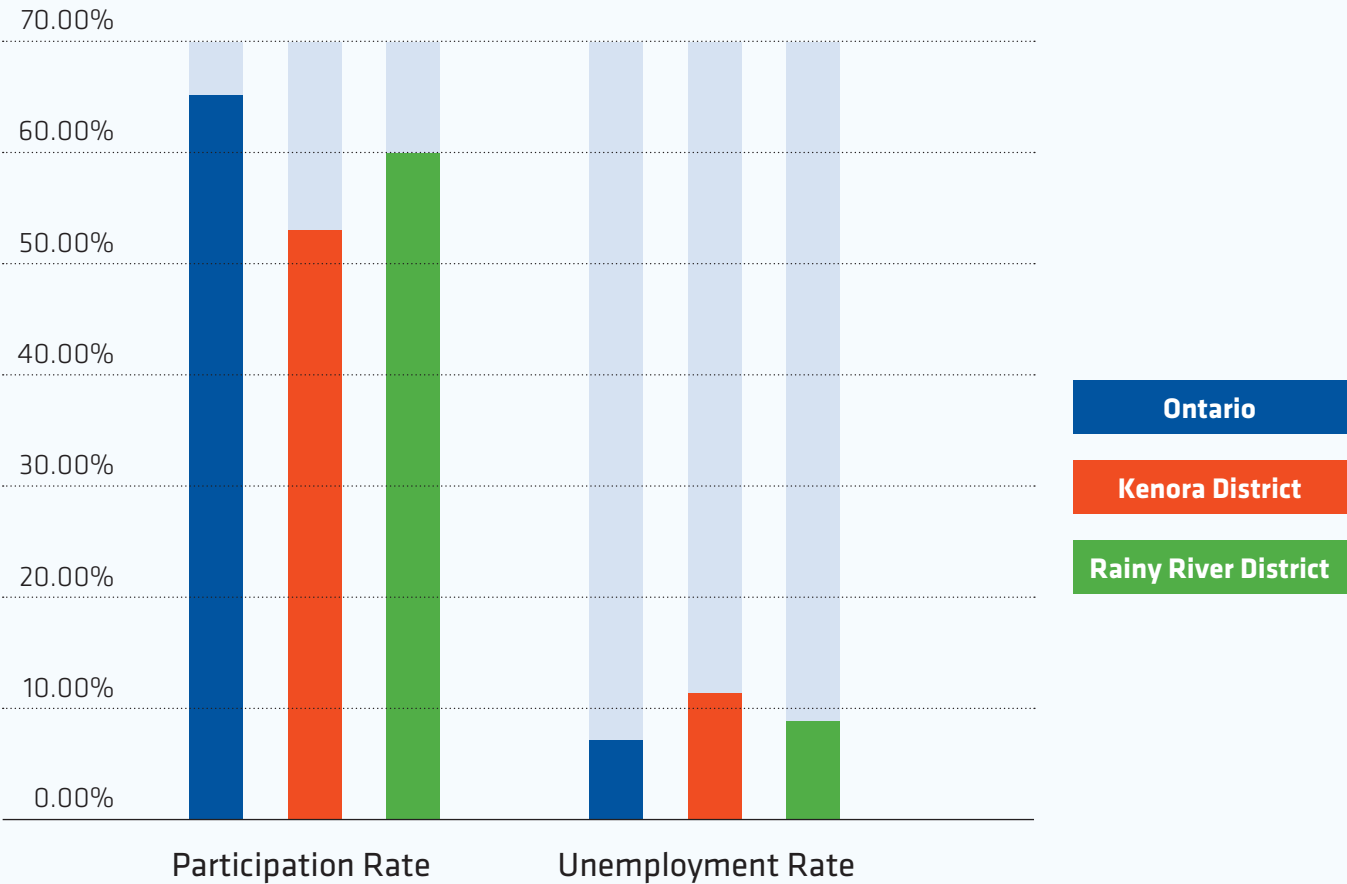
Occupations and an Aging Workforce

	NTAB	Kenora District		Rainy River District	
	% Age 45+	# Age 45+	% of total	# Age 45+	% of total
6733 Janitors & Building Superintendents	54.1	585	51.1	125	54.3
7511 Transport Truck Drivers	63.2	425	60.3	220	66.7
4212 Social/Community Service Workers	46.0	485	43.1	150	54.5
0621 Retail & Wholesale Trade Managers	66.5	435	65.9	140	62.2
6421 Retail Salespersons	39.1	345	38.1	165	41.8
7271 Carpenters	46.3	325	41.9	95	54.3
4413 Elem./Secondary Teacher Assts.	48.7	290	43.0	120	63.2
1241 Administrative Assistants	58.9	215	45.3	130	72.2
3012 Registered Nurses	52.2	240	50.5	115	53.5
4032 Elementary School Teachers	38.4	285	39.9	80	33.3
7521 Heavy Equipment Operators	58.2	225	51.1	145	63.0
6731 Light Duty Cleaners	43.2	250	40.7	105	51.2
1411 General Office Support Workers	40.8	245	38.9	80	39.0
1311 Accounting Techs/Bookkeepers	73.8	210	67.7	100	83.3
3413 Nurses' Aides, Orderlies	47.9	215	48.9	70	40.0

Above are the occupations that employ the most people in NW Ontario that will be *affected by the aging workforce*.

For the Kenora District these will be the Accounting Techs/Bookkeepers, Retail & Wholesale Trade Managers, and Transport Truck Drivers with the addition of Administrative Assistants added for the Rainy River District. More than 40% are age 45 or older as of 2016. With the exception of Retail Salespersons, Elementary School Teachers, General Office Support Workers, and these groups are so close to 40% that it is not really even worth noting. So while populations are either stable or declining in the Rainy River District or growing in the Kenora District, *the workforce is also aging*. It is likely that those workers age 57 years or older will be retiring in the next eight years. So potentially there will be a loss of 43 & 35% (78%) of workers in the next 8 years.

The Participation Rate reflects the population between ages 15 and 65 who are actively engaged in the labour market. That means that fewer than six of ten working age people indicate they are either working or looking for work.



Occupations Important to NTAB region	Ontario	Kenora District	Rainy River District
Participation Rates	64.7%	53.6%	59.7%
Unemployment Rates	7.4%	11.6%	9.1%

NTAB has listed five workforce development priorities for our two districts. Data generated by Employment Ontario Services combined with Statistics Canada Census data highlights an aging population, education levels that are still an issue, and even if the economy is showing signs of improvement we still have transitioning issues, we need more in-migration and to continue to support our Small and Medium Entrepreneurs.

So for next fiscal some of our priorities will be to work with our partners and stakeholders to try and increase our participation rates and see if the occupations that will be most affected by an aging workforce can be impacted in any way.

Ontario's recently released labour market information website provides access to LMI specific to 500+ job profiles – <https://www.ontario.ca/page/labourmarket> including the number of job postings by occupation in the region as well as the in-demand technical, foundational and computer knowledge and skills for each occupation as per job postings. This information is included for those occupations employing the most people in the region; occupations most impacted by an aging workforce and the occupations identified as generating the greatest number of lay-offs or hiring outcomes by Employment Services clients. The greatest number of job postings in the Kenora District were for Other Customer and Information Services Representatives (NOC 6552), Retail Salespersons (NOC 6421) and Janitors, Caretakers and Building Superintendents (NOC 6733). The foundational skills most commonly sought by employers were *Teambuilding/Collaboration; Detail-Oriented; Organizational and Communication Skills*.

Employment Ontario service providers recognized that significant barriers faced by the most vulnerable populations locally require a strategic, long-term and partnered approach by all human services impacting employment including Ontario Works, Ontario Disability Services Program and Canadian Mental Health Association. There is also a need to educate and encourage employers to better understand the social issues facing this group and to explore ways they can adapt their workplaces and management style to better meet the needs of today's workers and improve worker retention. The importance of fully understanding the knowledge and skills demanded in today's workplace will assist employment service providers and educators as they continue to promote the value of training.

Employers locally also agreed that the region's priorities for workforce development continue to be valid. While they feel that there is a need for the education system to be deft to both meet the unique needs of our boom-or-bust northern economy and deter out-migration, they also recognized that training for the business community would assist them in recruiting and retaining current and future workers. Supports for local entrepreneurs including assistance with business planning would be valued although employers continue to be concerned with labour market shortages, the high cost of training new employees and the challenges of keeping up with legislated employment requirements.

These consultations with service providers and the business community reinforced an ongoing focus on our five workforce development priorities.

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. This Local Labour Market Plan released in February 2019 combined the analysis of Statistics Canada statistical data and Employment Ontario program results with input from businesses, employment service providers and educators to create the first update of our 3 year plan.

This 2019 updated report continues to explore quantitative and qualitative labour market information and offers an update on our progress over the past year.

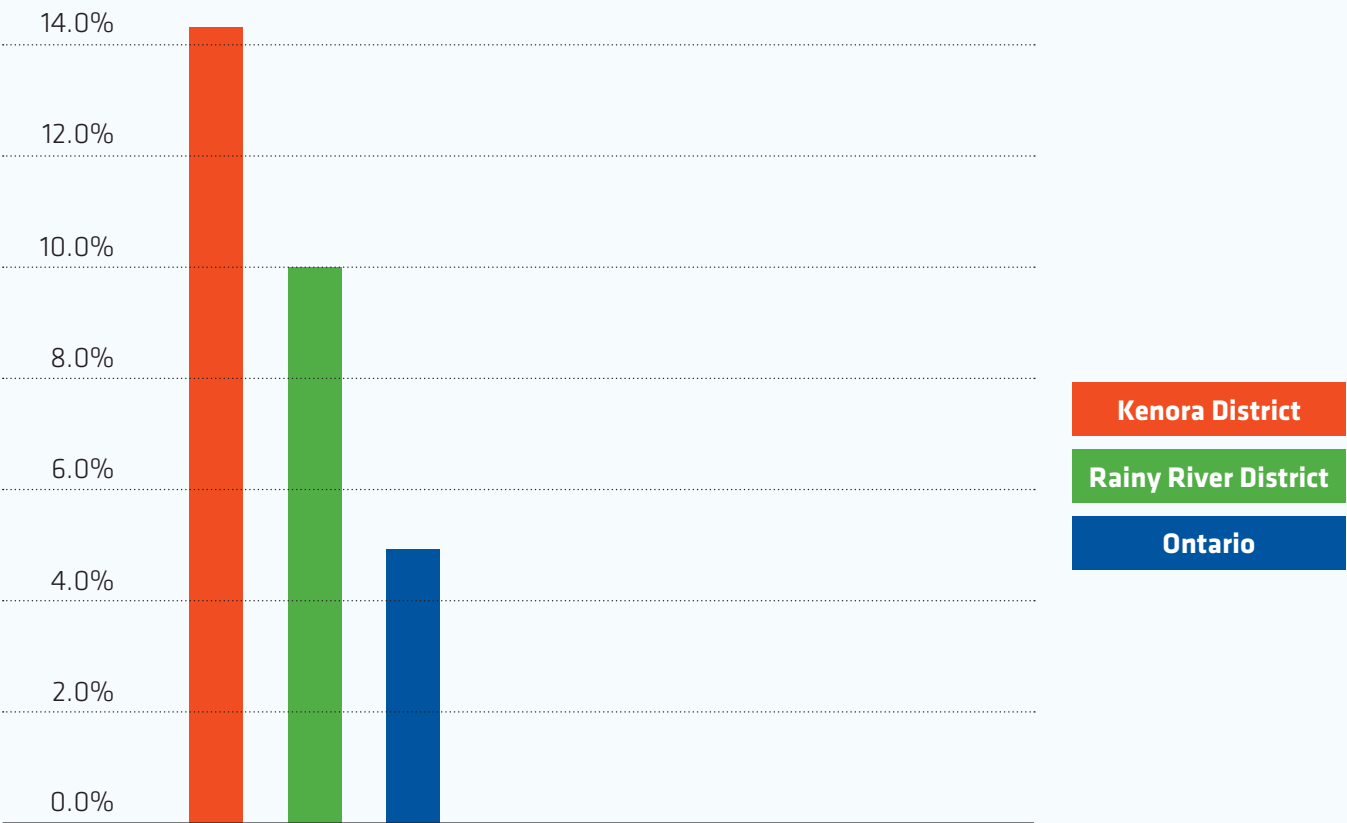


Labour Market Demand

Statistics Canada Canadian Business Counts offer insights into the composition of the economies of the Kenora and Rainy River Districts as they compare to Ontario overall.

Table 1 highlights the predominance of the region’s tourism sector. Together, the industries of Arts, Recreation and Sport as well as Accommodation and Food Services make up 14.5% of the businesses operating in the Kenora District and 9.8% of the Rainy River District businesses as compared 5% in Ontario.

Arts, Recreation and Sport / Accommodation and Food Services



	Kenora District	Red River District	Ontario
Arts, Recreation and Sport / Accommodation and Food Services	14.5%	9.8%	5.0%

Sectors encompassing the sale of goods and services are also important to the two district’s economies. Both Retail Trade and Personal and Household Services are more evident in our two districts than in Ontario. Personal and Household Services, referred to as Other Services (not public administration) in the North American Industrial Classification System (NAICS) include repair and maintenances services ranging from pet care to hairstyling to automotive repair.

Construction businesses as a percentage of total businesses are more significant to the economy *in the Kenora District* while *Agricultural enterprises* are important *in the Rainy River District*.

Table 1: Distribution of Businesses in the Kenora and Rainy River Districts and Ontario

	Kenora District	Rainy River District	Ontario
Agriculture, Forestry, Fishing and Hunting	4.25	17.62	3.52
Mining / Oil and Gas Extraction	0.61	0.30	0.41
Utilities	0.41	0.42	0.22
Construction	12.04	10.76	10.22
Manufacturing	1.43	2.04	2.70
Wholesale Trade	2.37	2.04	3.02
Retail Trade	10.67	7.82	6.88
Transportation and Warehousing	4.97	6.73	6.13
Information and Cultural Services	1.25	1.26	1.65
Finance, Insurance and Real Estate (FIRE)	19.00	14.31	26.27
Professional, Scientific, Technical Services	5.83	5.05	14.30
Administrative, Waste Management, Remediation	3.49	3.49	5.11
Educational Services	1.04	1.20	1.12
Health Care and Social Services	7.97	6.98	7.07
Arts, Recreation and Sport	2.22	1.74	1.78
Accommodation and Food Services	12.32	8.06	3.22
Personal and Household Services	8.45	8.48	6.56
Public Administration	1.68	1.68	0.10

Source: Statistics Canada, Canadian Business Counts, June 2018

Statistics Canada Canadian Business Counts can also be used to highlight the changes in the number of businesses operating in each sector over time. Here are some highlights of changes that took place between June 2016 and June 2018:

- There is a net increase of 22 (0.5%) additional businesses in the Kenora District and 44 (2.5%) more businesses operating in the Rainy River District.
- The number of owner-operated businesses with *no employees* in the Kenora District *increased* by 57 (2.5%).
- The number of owner-operated businesses with *no employees* in the Rainy River District *increased* by 87 or 8.5%
- The number of businesses *with employees* in the Kenora District *decreased* by 35 businesses (1.3%)
- The number of businesses *with employees* in the Rainy River District *decreased* by 43 or 5.9%.

While the overall total number of businesses has increased since 2016, *growth* can be *attributed* to the increase in the number of *owner-operated businesses* with no employees. This increase highlights the strength of the entrepreneurial spirit locally. It also highlights the importance of training and services that support individuals deciding to open their own business as well as those that support the retention and growth of existing businesses.

In the Kenora District, the greatest growth in the number of businesses with employees took place in the Information and Cultural Service sector. According to Census 2016, 29% of employees working in the sector worked in occupations related to electrical trades and electrical power line and telecommunications workers with 50 or 21% employed as Telecommunications installation and repair workers (NOC 7246). The sectors with the greatest increase of self-employed individuals were Personal and Household Services with an increase of 29 businesses in two years.

In the Rainy River District, the increase in the number of self-employed individuals working in the Construction; Professional, Scientific and Technical; and Personal and Household Services sectors is noteworthy. The Construction and Information and Cultural Sectors had the greatest increase in the number of businesses with employees. Each grew by 5 businesses in two years.

Detailed charts illustrating the changes by sector in the total number of businesses operating, owner-operated businesses and businesses with employees for the Kenora and Rainy River Districts are included as Appendix A.

While Canada Business Counts data identifies the number of businesses operating by sector, Statistics Canada Census 2016 offers insight into the size of the workforce by sector. Table 2 highlights the importance of public sector employment in the regions. As of the 2016 Statistics Canada Census, Health Care and Social Assistance, Public Administration and Educational Services combined employed 10,140 people in the Kenora District or 42.6% of the workforce. In the Rainy River District these industries employed 2,989 people or 38.9% of the workforce.

Table 2: Composition of the Workforce in the Kenora District, the Rainy River District and Ontario

	Kenora District		Rainy River District		Ontario
	No.	Per Cent	No.	Per Cent	Per Cent
Agriculture, Forestry, Fishing and Hunting	485	2.0%	380	4.9%	1.4%
Mining / Oil and Gas Extraction	1,085	4.6%	250	3.2%	0.5%
Utilities	275	1.2%	105	1.4%	1.0%
Construction	995	4.2%	335	4.4%	6.6%
Manufacturing	1,050	4.4%	410	5.3%	12.4%
Wholesale Trade	215	0.9%	100	1.3%	5.0%
Retail Trade	3,130	13.1%	1,065	13.8%	9.0%
Transportation and Warehousing	1,130	4.7%	285	3.7%	4.9%
Information and Cultural Services	240	1.0%	80	1.0%	2.8%
Finance and Insurance	465	2.0%	160	2.1%	7.0%
Real Estate, Rental and Leasing	270	1.1%	50	0.6%	2.1%
Professional, Scientific, Technical Services	575	2.4%	245	3.2%	8.8%
Administrative, Support and Waste Management	455	1.9%	200	2.6%	4.0%
Educational Services	2,590	10.9%	795	10.3%	7.0%
Health Care and Social Services	4,615	19.4%	1,500	19.5%	10.2%
Arts, Entertainment and Recreation	225	0.9%	90	1.2%	1.3%
Accommodation and Food Services	2,050	8.6%	580	7.5%	4.1%
Personal and Household Services	1,030	4.3%	355	4.6%	4.1%
Public Administration	2,935	12.3%	694	9.0%	7.8%

Source: Statistics Canada, Census 2016

Outside of the public sector, there is significant employment in Retail Trade; Accommodation and Food Services; Mining and Agriculture/Forestry sectors.

The 2016 Statistics Canada Census also provides insight into local employment by occupation. Tables 3A and 3B identify the five occupations in each district that employ the greatest number of workers.

Table 3A: 5 occupations that employ the greatest number of people in the Kenora District

	NOC	Occupation	Number Employed	Per Cent of Total Employed
1.	4212	Social and community service workers	940	3.9%
2.	6733	Janitors, Caretakers and Building Superintendents	750	3.1%
3.	6421	Retail Salesperson	745	3.1%
4.	0621	Retail and wholesale trade managers	620	2.6%
5.	4032	Elementary school and kindergarten teachers	605	2.5%

Source: Statistics Canada, Census 2016

Table 3B: 5 occupations that employ the greatest number of people in the Rainy River District

	NOC	Occupation	Number Employed	Per Cent of Total Employed
1.	6421	Retail Salesperson	295	3.8%
2.	4212	Social and community service workers	245	3.2%
3.	0621	Retail and wholesale trade managers	215	2.8%
4.	4032	Elementary school and kindergarten teachers	200	2.6%
5.	0821	Managers in agriculture	145	1.9%

Source: Statistics Canada, Census 2016

Labour Market Supply

As of the 2016 Census, the population of the Kenora District was 65,533, an increase of 13.8% since 2011 and making it of the fastest growing area in Ontario in terms of population. The median age of the population is 36.5 years.

In the Rainy River District the population as of the 2016 Census was 20,110 or a decrease of 1.3% since 2011. The median age of the population was 44.7 years. By comparison, at the same point in time, the population of Ontario grew by 4.6% with a median age of 41.3 years. In Canada, the population grew by 5.0% and had a median age of 41.2 years.

While the population of the Kenora District is growing, 29% of the population is under the age of 19. As a result, the current workforce age 25 to 64 is impacted by an aging workforce. Almost 35% of the entire workforce in the Kenora District and 43% of the Rainy River District workforce is age 55 and older as of 2016.

The educational attainment of the working age population is another important variable when considering labour market supply. As Table 4 highlights, 27.4% of the working age population of the Kenora District does not have a secondary school diploma as compared to 14.2% in the Rainy River District and 10.4% in Ontario. Despite this, the proportion of the population with a secondary school diploma and a college diploma or non-university credential approximately mirrors provincial levels and there are a greater percentage with an apprenticeship or trades certificate as compared to Ontario. Along with the gap in the number with a secondary school diploma, there are more than 50% fewer in the population with a university certificate, diploma or degree. With almost 40% of the region's workforce employed in the public sector, the lack of post-secondary credentials intensifies any labour market shortages in health care, education and public administration.

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

	Kenora District	Rainy River District	Ontario
No Certificate or Degree	27.2%	14.2%	10.4%
High School Certificate or Diploma	24.8%	30.9%	24.5%
Apprenticeship or Trades Certificate	9.9%	11.4%	6.2%
College Diploma or Non-University Credential	23.1%	28.1%	24.7%
University Certificate, Diploma or Degree	15.0%	15.4%	34.3%

Source: Statistics Canada Census 2016

As noted, the working age population of the Kenora and Rainy River Districts is impacted by both an aging population and a lack of workers with a secondary school diploma or a university credential. Census 2016 data allows us to explore occupations impacted by an aging workforce. Table 5A and B identify occupations that employ more than 150 people and have 50% or more workers age 45 and older as of 2016.

To gain further insights, the analysis also includes the educational requirement for entry-level employment in these occupations. Education Skill Levels from A to D are defined as:

- Skill Level A Occupations usually require a university level education
- Skill Level B Occupations usually require a college education or apprenticeship
- Skill Level C Occupations usually require secondary school and/or occupation-specific training
- Skill Level D On-the-job training is usually provided for occupations

Table 5A: Occupations employing 150 or more with over 50% of the workforce age 45 and older – the Kenora District.

NOC	Occupation	No. in Occ'n	Age 45 and older		Education			
			% Age 45-54	% Age 55+	A	B	C	D
6733	Janitors and caretakers	1,145	51.1%	27.1%				•
7511	Transport truck drivers	705	60.3%	36.9%			•	
0621	Retail and wholesale trade managers	660	65.9%	30.3%	•			
3012	Registered nurses	475	50.5%	32.6%	•			
7521	Heavy equipment operators (not crane)	440	51.1%	28.4%			•	
4031	Secondary school teachers	430	54.7%	26.7%	•			
1221	Administrative officers	340	61.8%	32.4%		•		
1311	Accounting technicians & bookkeepers	310	67.7%	45.2%		•		
7321	Auto service tech's, truck/bus mechanic	275	56.4%	32.7%		•		
1431	Accounting and related clerks	245	53.1%	24.5%			•	
7311	Construction millwright / Ind. Mechanic	210	50.0%	33.3%		•		
4152	Social Workers	205	51.2%	31.7%	•			
0631	Restaurant and food service managers	195	53.8%	23.1%	•			
0632	Accommodation service managers	190	71.1%	55.3%	•			
0011	Legislators	180	77.8%	44.4%	•			
7512	Bus drivers and other transit operators	180	75.0%	52.8%			•	
4153	Family, marriage and other counsellors	180	58.3%	36.1%	•			
6552	Other customer and info services reps	160	50.0%	25.0%			•	
7513	Taxi and limousine drivers	155	71.0%	58.1%			•	

Source: Statistics Canada Census 2016 and Statistics Canada NOC Matrix 2016

Table 5B: Occupations employing 150 or more with over 50% of the workforce age 45 and older – the Rainy River District.

NOC	Occupation	No. in Occ'n	Age 45 and older		Education			
			% Age 45-54	% Age 55+	A	B	C	D
7511	Transport truck drivers	330	66.7%	34.8%			•	
4212	Social and community service workers	275	54.5%	29.1%		•		
7521	Heavy equipment operators (not crane)	230	63.0%	37.0%			•	
6733	Janitors and caretakers	230	54.3%	28.3%				•
0621	Retail and wholesale trade managers	225	62.2%	31.1%	•			
3012	Registered nurses	215	53.5%	18.6%	•			
6731	Light duty cleaners	205	51.2%	34.1%				•
4413	Elementary/Secondary teacher asst.	190	63.2%	31.6%			•	
1241	Administrative assistants	180	72.2%	30.6%		•		
1221	Administrative officers	340	61.8%	32.4%		•		
7271	Carpenters	175	54.3%	34.3%		•		
0821	Managers in agriculture	170	82.4%	61.8%	•			

Source: Statistics Canada Census 2016 and Statistics Canada NOC Matrix 2016

It is important to note that occupations impacted by an aging workforce exist at every educational level and offer employment opportunities for workers with diverse knowledge and skills.

In addition to an aging workforce, labour market shortages are compounded by low rates of labour force participation and higher rates of unemployment than in other areas of Ontario. As of the 2016 Statistics Canada Census, *60.7% of individuals age 15 to 65 in the Kenora District and 59.7% in the Rainy River District participate in the labour force.* In comparison, *64.7% of individuals ages 15 to 65 in Ontario participate in the labour force.* During the same time period, *rates of unemployment are also higher in the two districts in comparison to Ontario. As of the 2016 Census, 7.4% of Ontario's workforce was unemployed compared to 11.6% in the Kenora District and 9.1% in the Rainy River District.*

*A recent analysis into labour market conditions of Indigenous people highlights positive employment indicators. While the analysis is province-wide, the data indicates growing levels of labour force participation by the province's Indigenous population living off reserve. This population grew by 9,700 between 2017 and 2018. During the same time period, **the labour force participation of Indigenous people increased from 60.3% to 62.3% and the rate of unemployment decreased from 11.3% to 6.8%.²***

Finally, labour market shortages are exacerbated by the ongoing out-migration from the two districts. Tables 6A and B highlight out-migration for all age cohorts in the five year period from 2011 to 2016.

² Ontario Labour Market Bulletin, June 2018

Table 6A: Net Migration – the Kenora District 2011 to 2016

Age Group	In-migrants	Out-migrants	Net-migrants
0 – 17	2,090	2,290	(-200)
18 – 24	1,183	1,669	(-486)
25-44	3,108	3,228	(-120)
45-64	1,381	1,574	(-193)
65+	359	710	(-351)
Total	8,121	9,471	(-1,350)

Source: Statistics Canada Taxfiler, 2017

Table 6B: Net Migration – the Rainy River District 2011 to 2016

Age Group	In-migrants	Out-migrants	Net-migrants
0 – 17	617	738	(-121)
18 – 24	274	724	(-450)
25-44	759	982	(-223)
45-64	436	536	(-100)
65+	144	224	(-80)
Total	2,230	3,204	(-974)

Source: Statistics Canada Taxfiler, 2017



Labour Market Activity in 2018-2019

Employment Ontario Data and Service Provider Feedback

Further insights into labour market supply and demand can be gained through the examination of Employment Ontario Service results; feedback from service providers working with the unemployed; job postings, the knowledge and skills requirements identified within job postings; and the views of business leaders in the two districts.

In October 2018, the Northwest Training and Adjustment Board (NTAB) met with Employment Ontario service providers to review their services' client demographics, results achieved from April 2017 and March 2018 and changes that have taken place since March 2017.

Apprenticeship

- As noted the region is a strong participant in apprenticeship training. More than 10% of the two districts working age population has an apprenticeship credential compared to 6% province-wide.
- Apprenticeship continues to be strong in the Kenora District. The number of new registrants increased by 55 or 72.4% and the number of Certificates of Apprenticeship increased by 37% between 2017 and 2018.
- While the number of new registrants decreased in the Rainy River District during the same period, the number of individuals participating in modular training programs increased by 103 or 57%.

Employment Services

- The number of jobseekers assisted by Employment Services remained relatively unchanged in the past year across the two districts.
- Unassisted client numbers were also relatively stable in the Rainy River District, but fell by 152 (7%) in the Kenora District.
- This rate of growth locally is similar to Northern Ontario and province-wide. The number of assisted clients fell by 2.4% in Northern Ontario and 0.7% provincially. The number of unassisted individuals fell by 6% in Northern Ontario and 1% in province-wide.
- The number of youth seeking services decreased while the number of Employment Services clients age 45 and older increased.
- Greatest labour market churn took place in the industry sectors of Accommodation and Food Services; Construction and Retail Trade. These three sectors generated both the greatest number of laid-off and hired Employment Service clients in the past year.
- At the occupational level, greatest churn took place in the Sales and Service Support occupational groups – 384 laid off from these occupations sought Employment Service support while 188 were hired. Significant activity also took place in the Trades, Transport and Equipment Operators group. There were 76 clients laid off compared to the 23 that were hired from Transportation and Heavy Equipment operations; and 152 Trades Helpers laid off versus 54 hired.

Literacy and Basic Skills (LBS)

- The number of LBS learners in the Kenora and Rainy River Districts increased significantly. There were 50 more learners in the Kenora District (18.4%) and 47 more (28.3%) in the Rainy River District. This increase is largely driven by a growth in the number of Indigenous learners. In 2017-2018, there were 54 more Indigenous learners in the Kenora District compared to the previous year and 41 more in the Rainy River District.
- There are an increasing number of LBS learners who either have some post-secondary training or have completed post-secondary education.

- The number of learners obtaining employment in the Kenora District at the conclusion of LBS services grew from 45 to 86, almost doubling since 2016-17. Both employment and education outcomes increased in the Rainy River District with 78 obtaining employment 18 continuing on to further education or training.
- Most clients of LBS participate as a result of word of mouth or are referred by Ontario Works.

Second Career

- The number of individuals participating in Second Career training continues to decrease. In the Kenora District, 22 participated during 2017-2018 – a 33% decrease from the previous year. In the Rainy River District the number of participants was fewer than ten causing the exact numbers to be suppressed for confidentiality. This decrease mirrors similar participation declines in Northern Ontario and province-wide.
- Eleven trainees or 50% of the Kenora District learners participated in truck driver training.

Youth Job Connection (YJC)

- 143 youth in the Kenora and Rainy River Districts participated in Youth Job Connection programming in 2017-2018. This is a decrease from 155 participants in the previous year. Decreasing participation was experienced across both Northern Ontario and the province overall.

Canada Ontario Job Grant (COJG)

- Participation in COJG decreased in the past year. 38 fewer companies in the Kenora District and 4 fewer companies participated in the Rainy River District. This decrease is similar to declines experienced in Northern Ontario and the province as a whole.
- 19 companies in the Kenora District and 99 of their employees received COJG sponsored training. 86% of the companies felt that the training improved workers' productivity while 96% were satisfied that the training met their needs.
- In the Rainy River District, 12 companies and 160 employees participated in the program. 67% felt the training contributed to worker productivity and 83% felt the training met their needs.

Service providers recommended a strategic “partnered approach” by all human services that impact employment including Ontario Works, Ontario Disability Services Program and Canadian Mental Health. In some cases, for the vulnerable people that are most marginalized from the labour force, other services may be required before job search services are implemented. Looking for work only increases their stress, leading to increased anxiety, depression and diminished confidence.

Service providers explored methods of marketing their services including reaching out to remote Northern reserves to inform them of Employment Ontario services and better prepare those who are considering relocating to more urban centres. Outreach to secondary schools including participation in school staff meetings to promote Youth Job Connection for those struggling in traditional learning environments was recommended.

Two best practices were suggested as possible solutions:

1. Sioux Hudson Employment Services deliver an alternative education program partnership granting eligible participants the ability to obtain a secondary school diploma.
2. The Humanitarian Organization for Providing Empowerment (H.O.P.E) work in partnership with marginalized groups in a way that shows respect for their culture and beliefs. With a philosophy of mutual aid, the group strives to learn more about the challenges different marginalized groups face; establish common goals and then undertake projects and mentorships.

There is a need to educate and encourage employers to better understand the social issues facing vulnerable people and explore ways they can adapt their workplaces and management style to better meet the needs of today's workers. Understand the needs of their current and future employees, what their lifestyle desires are and how to best motivate them would reduce the frustration and expense of high rates of employee turnover. Encouraging mentorships between youth and older workers could be a valuable strategy.

There is a need to promote the value of training locally as well as at the provincial level. Young people need to understand the benefits of programs like Second Career versus utilizing the Ontario Student Assistant Program. Employers are often unaware of training that is available and how it would be of value to their workers. The required paperwork is often viewed as a barrier to participation.

Whether helping employers to better understand the value of training, the need to support entrepreneurship or providing relevant training and employment services to jobseekers, the importance of understanding the knowledge and skills in demand was emphasized.



Job Postings Issued in the Kenora and Rainy River Districts – 2018-2019

When combined with statistical data and employer feedback, the newly released Ontario labour market information website, <https://www.ontario.ca/page/labour-market>, provides insights into labour market supply and demand across Ontario. Over 500 job profiles provide detailed information including a compilation of the number of job advertisements posted in the Kenora and Rainy River Districts during the period from July 1, 2017 and June 30, 2018.

The Local Labour Market Plan Update 2018-2019 has identified a number of occupations of interest:

- Five occupations that employ the most people in both the Kenora and Rainy River Districts.
- Occupations that employ 150 or more people and with 50% or more of the workforce have an age demographic of 45 years and older as of 2016.
- Occupations that generate the most number of lay-offs and hires based on jobseekers that are utilizing Employment Services.

Table 7 provides the number postings in the Kenora and Rainy River Districts appearing during a one year timeframe. While a large percentage of employers surveyed through our *employerone*® survey continue to rely on 'word of mouth' to recruit and fill openings, the number of job postings provides valuable insight into labour market demand.



Table 7: Number of Job Postings for occupations of interest July 1, 2017 to June 30, 2018

NOC	Occupation	Kenora District Number of Job Postings	Rainy River District Number of Job Postings
Occupations that employ the greatest number of people in the districts			
0621	Retail and Wholesale Trade Managers	0	0
0821	Managers in Agriculture	0	0
4032	Elementary School and Kindergarten Teachers	7	2
4212	Social and Community Service Workers	2	1
6421	Retail Salespersons	41	12
Occupations impacted by an aging workforce			
0011	Legislators	n/a	n/a
0621	Retail and Wholesale Trade Managers	0	0
0631	Restaurant and Food Service Managers	13	3
0632	Accommodation Service Managers	3	0
0821	Managers in Agriculture	0	0
1221	Administrative Officers	0	0
1241	Administrative Assistants	19	1
1311	Accounting Technicians and Bookkeepers	26	7
1431	Accounting and Related Clerks	0	0
3012	Registered Nurses and Psychiatric Nurses	20	2
4031	Secondary School Teachers	1	2
4152	Social Workers	5	0
4153	Family, Marriage and Related Counselors	5	1
4212	Social and Community Service Workers	2	1
4413	Elem./Secondary School Teacher Assistants	0	0
6552	Other Customer and Info Services Reps	75	18
6731	Light Duty Cleaners	0	0
6733	Janitors, Caretakers, Building Superintendents	32	4
7271	Carpenters	7	0
7311	Construction Millwrights and Ind. Mechanics	8	5
7321	Auto Service Technician, Bus/Truck Mechanics	10	0
7511	Transport Truck Drivers	8	1
7512	Bus Drivers and Other Transit Operators	4	2
7513	Taxi and Limousine Drivers	0	0
7521	Heavy Equipment Operators (except Crane)	2	0
Occupations with greatest numbers of lay-offs and hires - Employment Services			
6611	Cashiers	18	2
6711	Food Counter Attendants/Kitchen Helpers	13	1
6731	Light Duty Cleaners	0	0
6733	Janitors, Caretakers, Building Superintendents	32	4
7511	Transport Truck Drivers	8	1
7611	Construction Trades Helpers	12	1

Source: <https://www.ontario.ca/page/labour-market>

Knowledge and Skills In-Demand – 2017-2018

Also provided on Ontario's labour market information website is a listing of in-demand foundational, technical and computer skills by occupation extracted from job advertisements posted in Ontario from July 1, 2017 to June 30, 2018.

Table 8A provides a summary of foundational skills and generic computer skills for the occupations that employ the greatest number of people in the two districts. Table 8B provides this analysis for occupations that most often seek Employment Ontario Services. A final table is included as Appendix B for those occupations in the Kenora and Rainy River Districts most likely to be impacted by an aging workforce.

Table 8A: In demand knowledge and skills for occupations that employ the greatest number of people in the Kenora and Rainy River Districts

Foundational Skills	Occupations by NOC					
	0621	0821	4032	4212	6421	6733
Building Effective Relationships	n/a			•	•	
Computer Literacy				•		•
Customer Service				•	•	•
Communication Skills		•	•	•	•	•
Detail-Oriented		•		•	•	•
Energetic			•		•	
French			•			
Meeting Deadlines		•				
Mentoring			•			
Multi-tasking					•	
Organizational Skills		•	•	•	•	•
Planning		•	•			
Preventative Maintenance						•
Problem Solving				•	•	•
Teamwork / Collaboration		•	•	•	•	•
Time Management					•	
Troubleshooting						•
Writing		•	•	•		•
Computer Literacy (Generic)	n/a	n/a				
Facebook				•	•	
Microsoft Access			•		•	
Microsoft Excel			•	•	•	•
Microsoft Outlook			•	•	•	•
Microsoft PowerPoint			•	•	•	•
Microsoft Windows				•		•
Microsoft Word			•	•	•	•
SAP					•	
YouTube			•			

Source: <https://www.ontario.ca/page/labour-market>

Table 8B: In demand knowledge and skills for hiring and lay-off occupations with candidates seeking Employment Ontario Services in the Kenora and Rainy River Districts

Foundational Skills	Occupations by NOC					
	6611	6711	6731	6733	7511	7611
Information not available			.			
Building Effective Relationships		.				
Computer Literacy	.			.		
Customer Service	
Communication Skills
Decision-Making	.					
Detail-Oriented
Meeting Deadlines						.
Multi-tasking	.	.				
Organizational Skills
Planning					.	.
Positive Disposition		.			.	
Preventative Maintenance				.	.	
Problem Solving
Teamwork / Collaboration
Time Management	.					.
Troubleshooting				.		.
Work Area Maintenance		.				
Writing				.	.	.
Computer Literacy (Generic)					n/a	
Microsoft Excel
Microsoft Outlook	.			.		.
Microsoft PowerPoint	.			.		.
Microsoft Windows				.		
Microsoft Word	.			.		.
SAP	.					

Source: <https://www.ontario.ca/page/labour-market>

* See Table 8A

Community Consultations

On November 20 and 22, 2018, the Northwest Training and Adjustment Board met with employers and other stakeholders in Sioux Narrows/Nestor Falls and Sioux Lookout. These representatives agreed that the region's workforce development priorities continue to be valid.

The business representatives recognize that it is important to assist current workers to transition to meet the needs of our “boom and bust” economy. However, the education and training system often lacks the ability to be practiced enough to respond in a timely manner. At times, career interests and education available locally do not match labour market requirements and there is a need for short-term training that leverages individual's transferable skills to meet new labour market demand. Partnerships between training programs and employers would help to address specific skill shortages. This type of formal training would reduce the burden on employers who are often called upon to provide on-the-job training or mentorship. There is a need for employability skills for entry-level positions while insurance requirements present barriers for hiring new truck drivers, especially those specific to bush hauls.

Employers also turned their attention to the future workforce. They encouraged more promotion of apprenticeship and dual credit initiatives in secondary schools. Some are concerned with an aging workforce in the Forestry sector and the lack of promotion of forestry careers in secondary schools. The Statistics Canada Census Data validates this concern. As of 2016, 59% of the Kenora District and 44% of the Rainy River District workforce in the Forestry Sector were age 45 and older.

Employers would like to see an ongoing emphasis on soft skills like communication and problem-solving. Instilling future employability skills like dependability and meeting deadlines within the school environment would be valuable.

Representatives also recognized that training for the business community would be helpful in recruiting and retaining current and future workers as well as integrating workers most marginalized from the labour force. There is a challenge in shifting the expectations of employers that cultural competency training may help to alleviate. In some cases, there is a tendency for employers to look for higher formal education than necessary to perform the work. Determining whether criminal record restrictions are necessary, as well as training for employers on how to motivate millennial workers would be helpful in meeting labour market shortages.

With the large number of owner-operated businesses in the two districts, employers also focused on supports for entrepreneurs. Assistance with business planning would help some businesses to grow. Business representatives expressed concerns with labour market shortages, the high cost of training new employees including apprentices and their ability to keep up with and meet legislated requirements.

Out-migration was viewed as a source of labour market shortages. Business representatives pointed to a lack of locally-available options for post-secondary education. For some, once the training is received, it does not align with local employment. Perceptions also play a role in out-migration. Young people feel they are missing out on the excitement of urban life or they believe that jobs outside of the area are better paying. There is a need to attract people including the young people who leave the area for post-secondary education to return for the quality of life the area provides; however, the lack of affordable housing can present a barrier to both those who wish to stay or those who return. Increasing the use of innovative digital technologies by the business community may also present opportunities to address labour market shortages.

Local Labour Market Action Plan Update 2019

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?

			Timeframe/ Progress			
Action	Outcomes	Partners*	Completed	Short Term	Mid Term	Long Term
Pathways to Employment in Kenora's Service Sector: In August 2017, the City of Kenora received funding from MTCU 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.	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.	City of Kenora NWBC, NTAB LOW Dev Com LEAP, 7Gens SWB, KHA Kenora DCC District C of C LOW BrewCo. Harbourtown Biz Ne-Chee FC KDSB Con College LOWBIC				✓
Update or Points of Interest: <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> <i>In February 2019, a meeting was held to address and to provide updates on the Community Matchmaker program, Destination Canada, the Kenora Hiring Fair for the Service Sector and discussion around the Rural Immigration Project.</i>						
Pre-Apprenticeship Training: Individuals interested in working in a trade but do not have the skills or experience to get a job as an apprentice, can apply for this training. How it works: Training is delivered through different organizations, such as colleges or community agencies, across Ontario. It's free – costs for textbooks, safety equipment and tools are also covered. The training goes for up to 52 weeks and starts at different times throughout the year. Available: Safety training for skilled trades training to improve your academic skills basic level apprenticeship in-school training Pre-apprenticeship training also includes a work placement for eight to 12 weeks.	There are programs for youth or adults who: graduated from high school, left before finishing high school, are unemployed or underemployed (age and eligibility for Employment Insurance are not considered), are Indigenous, newcomers to Canada, women, Francophone or youth-at-risk. Individuals prepared to seek apprenticeships after training.	MTCU Employment Ontario Local employers				✓
This Item Is New To The Action Plan. <i>Individuals can apply by searching for pre-apprenticeship training near you – then apply directly to the organization offering it.</i>						

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?

			Timeframe/ Progress			
Action	Outcomes	Partners*	Completed	Short Term	Mid Term	Long Term
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.	Informed job seekers who understand the importance of transferable skills. Re-employment of individuals through the Second Career program.	Employment Ontario Service Providers				✓
Update or Points of Interest: <i>Part of these costs might have to be covered by applicant. The amount paid is based on several things, starting with gross (before tax) household income.</i>						
Upskilling/Capacity Building: Working with Industry Partners who have hired Indigenous workers to keep them employed and give those workers the skills and training to advance within company.	To review current recruitment strategy. To draft recruitment strategy to increase indigenous workforce within company. To develop maintenance program to ensure Indigenous workforce stays with company and is able to advance within company.	Shooniyaa Wa-Biitong New Gold				✓
This Item Is New To The Action Plan. <i>Increasing and Advancing the Treaty #3 Indigenous Workforce.</i>						

* 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.

			Timeframe/ Progress			
Action	Outcomes	Partners*	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				✓
Update or Points of Interest: Norcat's first course took place at Quetico November 12, 2018 to December 14, 2018. The course comprised 11 students and 3 instructors. All students successfully completed the course and are expected to be employed in the forest industry either with a major company or with an independent contractor. Norcat is following up with each student to track their employment. Norcat hopes to be able to continue this programme in the future.						
Choose Kenora Campaign: The Lake of the Woods Development Commission and its partners have developed strategic community tools to assist in attracting young professionals to Kenora and have created a series of information packages and testimonials about living and working in Kenora for use by the community, by employers seeking new employees and by youth relocating or returning to the community. Project partners include the Kenora and District Chamber of Commerce, Northwest Business Centre (Small Business Enterprise Centre), Harbourtown Business Improvement Zone, Kenora Young Professionals Network and Lake of the Woods Business Incentive Corporation (Community Futures Development Corporation.) Campaign materials were developed by Fifth Hammer Marketing Group and Upriver Media.	To date, the video component has 25,000 views on Facebook and has been shared over 750 times. Marketing materials have been distributed and shared with employers and employment agencies in the community. The response to the campaign and the featured candidates has been positive. Young professionals who are interested in being profiled have volunteered to be featured in the next round of material development.	Kenora and District Chamber of Commerce, Northwest Business Centre (Small Business Enterprise Centre), Harbourtown Business Improvement Zone, Kenora Young Professionals Network and LOWBIC				✓
This Item Is New To The Action Plan. The Kenora Business Partners are proud to announce that the Choose Kenora Youth Retention and Attraction Campaign has won three national marketing awards from the Economic Developers Association of Canada (EDAC). The awards were presented in New Brunswick in September as a part of the EDAC annual conference. The Choose Kenora Youth Retention and Attraction Campaign won awards in two categories: 1) advertising campaign 2) promotional video. In addition, they received a third award for the video production as an EDAC Cup Contender – the best marketing submission from across Canada for that budget category.						

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.

			Timeframe/ Progress			
Action	Outcomes	Partners*	Completed	Short Term	Mid Term	Long Term
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				✓
Update or Points of Interest: <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.

			Timeframe/ Progress			
Action	Outcomes	Partners*	Completed	Short Term	Mid Term	Long Term
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. 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.	Increase rate of Certificates of Apprenticeship or a Certificates of Qualification. Either a Certificate of Apprenticeship or a Certificate of Qualification.	MTCU Local Businesses				✓
Update or Points of Interest: <i>In the Fall Economic Statement on November 15, 2018, the government announced its plans to review the supports available to apprentices and to the businesses that employ and train those apprentices. The plan is to ensure that the right supports are available to maintain a strong and highly skilled workforce in Ontario.</i>						

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
Seven Generations Education Institute: To assist organizations with a better understanding of Anishinaabe culture, identity, history, inherent and treaty rights. Offered; custom training, engagement and information sessions for schools and organizations.	Indigenous cultural engagement, awareness, and sensitivity.	Seven Generations Local Business & Organizations				✓
Update or Points of Interest: <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>						
Confederation College Remote Campuses: The remote campuses offer a wide variety of programs to meet the education and training needs of Northwestern Ontario.	Programs range from full-time postsecondary diploma programs, full-time and part-time certificate programs, continuing education courses, and other education training opportunities.	Confederation College				✓
Update or Points of Interest: <i>Students can study and stay in their home communities.</i>						
Pilot Project: “Live Classroom” Confederation College, Dryden Campus is offering a Live Classroom experience this academic year (2018-2019) for the Personal Support Worker Program (one year program). Students are schooled on site at an elder care facility with live practice being key (theory and mannequin practice offered at the facility as well).	Students receive live practice which assists greatly with getting into the workforce faster and providing needed experience. Course in supportive car, professional growth, helping relationships and assisting clients.	Confederation College Princess Court Patricia Gardens		✓		
This Item Is New To The Action Plan. <i>This is a Pilot Project and may or may not be offered next year dependent upon enrollment numbers.</i>						
Canada-Ontario Job Grant Program (COJG) Provides opportunities for employers, individually or in groups, to invest in their workforce, with help from the government. The COJG provides direct financial support to individual employers or employer consortia who wish to purchase training for their employees. It is available to small, medium and large businesses with a plan to deliver short-term training to existing and new employees.	Employers with 100 or more employees need to contribute 1/2 of the training costs. Small employers with less than 100 employees need to contribute 1/6 of training costs. For employer groups who want to apply for training supports the government offers a COJG Consortium Stream.	MTCU Employment Ontario Service Providers Local Businesses				✓
Update or Points of Interest: <i>The training has to be delivered by an eligible, third-party trainer. If you're an employer with a particular skills demand, the COJG might be right for you. Applications are accepted on an ongoing basis.</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.

			Timeframe/ Progress			
Action	Outcomes	Partners*	Completed	Short Term	Mid Term	Long Term
<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. The average Succession Plan in Canada takes 2-7 years.</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 their 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 PACE CCDC AEDC</p>				✓
<p>Update or Points of Interest: <i>Patricia Area Community Endeavours has completed 8+ applications for local businesses with a breakdown as follows: Machin – 2, Dryden – 3, Ignace – 2, and Perrault Falls –1. All of the clients are quite pleased with the opportunity.</i></p>						
<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>			✓	
<p>Update or Points of Interest: <i>NWBC serves as a resource with a mandate to empower entrepreneurs with advice, information and skills needed to succeed in business. Starter Company Plus stats for 2018: Number of businesses started with program: 17, Number of businesses expanded with program: 8, Number of jobs created: 59, Number of grants issued: 19 Summer Company: Two students participated in the Kenora District.</i></p>						

Key Priority #4 – Supporting Entrepreneurs

Entrepreneurs and the small to medium-sized establishments they create are engines of economic growth and often leaders in job creation and innovation. Supporting the development of entrepreneurs from a workforce development perspective is an important contribution to the local economy.

			Timeframe/ Progress			
Action	Outcomes	Partners*	Completed	Short Term	Mid Term	Long Term
<p>Ear Falls and Sioux Narrows Economic Development Officers: Hiring of qualified Economic Development Officers in Ear Falls and Sioux Narrows-Nestor Falls (one each) for a period of three years under FedNor's Community Investment Initiative for Northern Ontario (CIINO). This program allows communities who do not have the resources available to hire EDOs to implement specific identified priorities. FedNor funds up to 90% of the expenses associated with the project, with the municipality or township providing the remaining 10%. In both cases, the EDO will be implementing priorities identified in a previous community strategic plan, or other report, to stimulate the local economy.</p> <p>This Item Is New To The Action Plan. <i>FedNor is supportive of these types of projects, as they assist smaller communities without the resources to go it on their own, to develop opportunities, based on what is available, what might potentially be available, and what has been identified as a priority through extensive stakeholder engagement. The hope is that the results of the three-year position might lead to long-term sustainable growth in the local economy.</i></p>	<p>In both communities, the EDO will be working with local stakeholders – businesses, nearby First Nations and the workforce, to stimulate economic growth and to identify barriers to this growth. Working together, these stakeholders will overcome barriers, and work toward increased entrepreneurship and employment opportunities. In each community, the EDO will be working with existing opportunities (eg. Forestry in Ear Falls and New Gold mining opportunities in Sioux Narrows-Nestor Falls) to determine how best to grow the local economy with the opportunities available and with potential opportunities as well.</p>	<p>FedNor Ear Falls Sioux Narrows Nestor Falls</p>				✓
<p>Matchmaker Session: Yaye Peukassa, Employability & Entrepreneurship Counselor, Societe Economique de L'Ontario presented on the matchmaking program and provided example of how the program has helped fill positions in the province. This program is an applied research project of the Northern Policy Institute.</p> <p>This Item Is New To The Action Plan. <i>This session was held in October of 2018.</i></p>	<p>This is a non-restrictive program and will assist anyone who is interested in moving to Northwestern Ontario, regardless of residency status, physical address or location.</p>	<p>NWBC</p>	✓			

* 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 age 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?

			Timeframe/ Progress			
Action	Outcomes	Partners*	Completed	Short Term	Mid Term	Long Term
Dryden Urban Indigenous Homeward Bound: A new program to help unemployed or underemployed Indigenous mother-led families is now operational in Dryden. A holistic job readiness program integrates key local supports to help single urban Indigenous mothers enhance their lives. Now recruiting single mothers, with at least one child under the age of 17. Successful applicants will receive skills training and academic upgrading along with a post-secondary education as well as support in housing, child care, on the job training and mentoring.	Increased independence and control in life; stabilized or improved health; sustainable social networks and supports; increased involvement in education and/or training; enhanced employment opportunities, and; increased income and access to amenities.	KDSB DNFC OAHS Confederation College Dryden Literacy DDC Woodgreen OFIFC OTF				✓
Update or Points of Interest: <i>Applicants to honour a four to five year commitment. There are currently 10 participants as of February 2019. They are not 100% fully funded quite yet, and continue to explore other funding opportunities.</i>						
Ogimaa Binesiyyog Stewardship Youth Ranger Program: The Ogimaa Binesiyyog – 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		✓		
Update or Points of Interest: <i>District of Rainy River in stewardship project. There were 8 Indigenous and 8 non-Indigenous participants in 2018.</i>						
Rainy River First Nations & New Gold Employee Retention Strategy: RRFN Joint Implementation Committee meetings with New Gold to address the unique needs of First Nations employees with regard to employee retention.	To increase the First Nations employee retention percentage at New Gold.	RRFN New Gold				✓
This Item Is New To The Action Plan. <i>Standing topic on the monthly agenda meetings between the RRFN Implementation Committee and New Gold. Currently, terminations are being approached at an individual level.</i>						
Sioux Lookout Area Aboriginal Management Board (SLAAMB) to assist trainees' access to written drivers licences tests. The first written test is taken online at the SLAAMB office. There is a classroom and tutor available if required. When the individual is ready to take the test SLAAMB will pay for the fee.	Trainees will be prepared for the workforce with a valid driver's licence.	SLAAMB				✓
This Item Is New To The Action Plan. <i>At time of publishing there have been two successful trainees who have obtained their driver's licences.</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

MTCU – Ministry of Training, Colleges and Universities
MEDEI – Ontario Ministry of Economic Development and Growth
MNDM – Ontario Ministry of Northern Development and Mines
MNR – 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
OAHS – Ontario Aboriginal Housing Services
OFIFC – Ontario Federation of Indigenous Friendship Centres
OTF – Ontario Trillium Foundation
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
 Community Futures Development Corporations
 Confederation College
 Crossroads Employment & Training Resource Centre
 Dryden Literacy
 Equay-Wuk Women's Group
 Kenora & District Chamber of Commerce
 Northern Community Development Services
 Sioux Lookout Area Aboriginal Management Board
 Township of Sioux Narrows/Nestor Falls
 Seven Generations Education Institute
 Lake of the Woods Brewing Company
 Lake of Woods Employment Action Project
 Literacy Northwest
 Ministry of Northern Development and Mines

Ministry of Training, Colleges and Universities
 Morgan Fuels
 Motlong's Canadian Camps Ltd.
 Municipality of Machin
 Municipality of Sioux Lookout
 Patricia Area Community Endeavours
 Sioux Hudson Employment Services
 City of Dryden
 City of Kenora
 Northwest Business Centre
 Northwest Employment Works
 Out of the Cold Sioux Lookout
 Quetico College School
 Rainy River First Nations
 Shooniyaa Wa-Biitong
 Sioux Hudson Literacy Council

Appendix A: Changes in the Number of Businesses Operating in the Region

Kenora District

Table A1 - Number of Total Businesses – the Kenora District

	Number of Businesses 2016	Number of Businesses 2017	Number of Businesses 2018	Absolute Change 2016-2018	Per Cent Change 2016-2018
Agriculture, Forestry, Fishing, Hunting	168	160	167	(-1)	(-0.6)
Mining, Quarrying, Oil and Gas Extraction	23	22	24	1	4.3
Utilities	18	18	16	(-2)	(-11.1)
Construction	485	490	473	(-12)	(-2.5)
Manufacturing	55	58	56	1	1.8
Wholesale Trade	105	102	93	(-12)	(-11.4)
Retail Trade	445	479	419	(-26)	(-5.8)
Transportation and Warehousing	184	161	195	11	6.0
Information and Cultural Services	32	36	49	17	53.1
Finance, Insurance and Real Estate	725	767	746	21	2.9
Professional, Scientific and Technical	231	238	229	(-2)	(-0.9)
Admin Services and Waste Management	154	135	137	(-17)	(-11.0)
Educational Services	39	46	41	2	5.1
Health and Social Assistance Services	305	314	313	8	2.6
Arts, Entertainment, Recreation	78	78	87	9	11.5
Accommodation and Food Services	493	491	484	(-9)	(-1.8)
Personal and Household Services	322	328	332	10	3.1
Public Administration	69	71	66	(-3)	(-4.3)
Businesses not classified by industry	298	298	324	26	8.7
Total	4,229	4,292	4,251	22	0.5

Source: Statistics Canada, Canada Business Counts, June 2016, 2017 and 2018

Changes in the Number of Businesses Operating in the Region

Kenora District (Continued)

Table A2 - Number of Owner-operated Businesses with no employees – the Kenora District

	Number of Businesses 2016	Number of Businesses 2017	Number of Businesses 2018	Absolute Change 2016-2018	Per Cent Change 2016-2018
Agriculture, Forestry, Fishing, Hunting	113	102	110	(-3)	(-2.7)
Mining, Quarrying, Oil and Gas Extraction	12	11	14	2	16.7
Utilities	11	10	8	(-3)	(-27.3)
Construction	245	253	236	(-9)	(-3.7)
Manufacturing	24	27	28	4	16.7
Wholesale Trade	52	47	46	(-6)	(-11.5)
Retail Trade	133	142	119	(-14)	(-10.5)
Transportation and Warehousing	84	86	93	9	10.7
Information and Cultural Services	13	13	12	(-1)	(-7.7)
Finance, Insurance and Real Estate	595	639	629	34	5.7
Professional, Scientific and Technical	138	144	135	(-3)	(-2.2)
Admin Services and Waste Management	101	86	80	(-21)	(-20.8)
Educational Services	9	14	12	3	33.3
Health and Social Assistance Services	139	143	143	4	2.9
Arts, Entertainment, Recreation	40	41	50	10	25.0
Accommodation and Food Services	204	220	207	3	1.5
Personal and Household Services	143	157	172	29	20.3
Public Administration	2	3	1	(-1)	(-50.0)
Businesses not classified by industry	237	229	257	20	8.4
Total	2,295	2,367	2,352	57	2.5

Source: Statistics Canada, Canada Business Counts, June 2016, 2017 and 2018

Changes in the Number of Businesses Operating in the Region

Kenora District (Continued)

Table A3 - Number of Businesses with employees – the Kenora District

	Number of Businesses 2016	Number of Businesses 2017	Number of Businesses 2018	Absolute Change 2016-2018	Per Cent Change 2016-2018
Agriculture, Forestry, Fishing, Hunting	55	58	57	2	3.6
Mining, Quarrying, Oil and Gas Extraction	11	11	10	(-1)	(-9.1)
Utilities	7	8	8	1	14.3
Construction	240	237	237	(-3)	(-1.3)
Manufacturing	31	31	28	(-3)	(-9.7)
Wholesale Trade	53	55	47	(-6)	(-11.3)
Retail Trade	312	337	300	(-12)	(-3.8)
Transportation and Warehousing	100	75	102	2	2.0
Information and Cultural Services	19	23	37	18	94.7
Finance, Insurance and Real Estate	130	128	117	(-13)	(-10.0)
Professional, Scientific and Technical	93	94	94	1	1.1
Admin Services and Waste Management	53	49	57	4	7.5
Educational Services	30	32	29	(-1)	(-3.3)
Health and Social Assistance Services	166	171	170	4	2.4
Arts, Entertainment, Recreation	38	37	37	(-1)	(-2.6)
Accommodation and Food Services	289	271	277	(-12)	(-4.2)
Personal and Household Services	179	171	160	(-19)	(-10.6)
Public Administration	67	68	65	(-2)	(-3.0)
Businesses not classified by industry	61	69	67	6	9.8
Total	1,934	1,925	1,899	(-35)	(1.8)

Source: Statistics Canada, Canada Business Counts, June 2016, 2017 and 2018

Changes in the Number of Businesses Operating in the Region

Rainy River District

Table B1 - Number of Total Businesses – the Rainy River District

	Number of Businesses 2016	Number of Businesses 2017	Number of Businesses 2018	Absolute Change 2016-2018	Per Cent Change 2016-2018
Agriculture, Forestry, Fishing, Hunting	314	298	293	(-21)	(-6.7)
Mining, Quarrying, Oil and Gas Extraction	4	3	5	1	25.0
Utilities	12	7	7	(-5)	(-41.7)
Construction	156	177	179	23	14.7
Manufacturing	30	33	34	4	13.3
Wholesale Trade	38	37	34	(-4)	(-10.5)
Retail Trade	131	136	130	(-1)	(-0.8)
Transportation and Warehousing	123	112	112	(-11)	(-8.9)
Information and Cultural Services	17	13	21	4	23.5
Finance, Insurance and Real Estate	218	226	238	20	9.2
Professional, Scientific and Technical	73	84	84	11	15.1
Admin Services and Waste Management	67	61	58	(-9)	(-13.4)
Educational Services	18	19	20	2	11.1
Health and Social Assistance Services	116	113	116	0	0.0
Arts, Entertainment, Recreation	24	25	29	5	20.8
Accommodation and Food Services	130	132	134	4	3.1
Personal and Household Services	131	139	141	10	7.6
Public Administration	30	30	28	(-2)	(-6.7)
Businesses not classified by industry	123	132	136	13	10.6
Total	1,755	1,777	1,799	44	2.52

Source: Statistics Canada, Canada Business Counts, June 2016, 2017 and 2018

Changes in the Number of Businesses Operating in the Region

Rainy River District (Continued)

Table B2 - Number of Owner-operated Businesses with no employees – the Rainy River District

	Number of Businesses 2016	Number of Businesses 2017	Number of Businesses 2018	Absolute Change 2016-2018	Per Cent Change 2016-2018
Agriculture, Forestry, Fishing, Hunting	248	237	239	(-9)	(-3.6)
Mining, Quarrying, Oil and Gas Extraction	2	0	3	1	50.0
Utilities	8	3	3	(-5)	(-62.5)
Construction	81	94	99	19	22.2
Manufacturing	14	18	19	5	35.7
Wholesale Trade	15	20	17	2	13.3
Retail Trade	43	43	40	(-3)	(-7.0)
Transportation and Warehousing	63	58	64	1	1.6
Information and Cultural Services	7	4	6	(-1)	(-14.3)
Finance, Insurance and Real Estate	180	185	205	25	13.9
Professional, Scientific and Technical	45	54	54	9	20.0
Admin Services and Waste Management	46	42	37	(-9)	(-19.6)
Educational Services	4	4	8	4	100.0
Health and Social Assistance Services	44	47	47	3	6.8
Arts, Entertainment, Recreation	11	11	14	3	27.3
Accommodation and Food Services	50	54	60	10	20.0
Personal and Household Services	61	71	80	19	31.1
Public Administration	0	0	0	0	0.0
Businesses not classified by industry	102	103	116	14	13.7
Total	1,024	1,048	1,111	87	8.5

Source: Statistics Canada, Canada Business Counts, June 2016, 2017 and 2018

Changes in the Number of Businesses Operating in the Region

Rainy River District (Continued)

Table B3 Number of Businesses with employees – the Rainy River District

	Number of Businesses 2016	Number of Businesses 2017	Number of Businesses 2018	Absolute Change 2016-2018	Per Cent Change 2016-2018
Agriculture, Forestry, Fishing, Hunting	66	61	54	(-12)	(-18.2)
Mining, Quarrying, Oil and Gas Extraction	2	3	2	0	0.0
Utilities	4	4	4	0	0.0
Construction	75	83	80	5	6.7
Manufacturing	16	15	15	(-1)	(-6.3)
Wholesale Trade	23	17	17	(-6)	(-26.1)
Retail Trade	88	93	90	2	2.3
Transportation and Warehousing	60	54	48	(-12)	(-20.0)
Information and Cultural Services	10	9	15	5	50.0
Finance, Insurance and Real Estate	38	41	33	(-5)	(-13.2)
Professional, Scientific and Technical	28	30	30	2	7.1
Admin Services and Waste Management	21	19	21	0	0.0
Educational Services	14	15	12	(-2)	(-14.3)
Health and Social Assistance Services	72	66	69	(-3)	(-4.2)
Arts, Entertainment, Recreation	13	14	15	2	15.4
Accommodation and Food Services	80	78	74	(-6)	(-7.5)
Personal and Household Services	70	68	61	(-9)	(-12.9)
Public Administration	30	30	28	(-2)	(-6.7)
Businesses not classified by industry	21	29	20	(-1)	(-4.8)
Total	731	729	688	(-43)	(-5.9)

Source: Statistics Canada, Canada Business Counts, June 2016, 2017 and 2018

Appendix B: In-Demand Knowledge & Skills for Occupations Impacted – Aging Workforce

Kenora District

Foundational Skills*	Occupations impacted by an aging workforce in the Kenora District (NOC Codes - see Legend Below)									
	0011	0621	0631	0632	1221	1311	1431	3012	4031	4152
Information not available	•	•								
Building Effective Relationships				•						
Communication Skills			•	•	•	•	•	•	•	•
Computer Literacy			•	•	•	•	•	•		•
Creativity			•							
Critical Thinking								•		
Customer Service			•	•		•	•			•
Decision-Making					•			•		
Detail-Oriented			•	•	•	•	•		•	
Energetic									•	
French / Bilingual									•	•
Leadership			•							
Meeting Deadlines					•	•	•			
Mentoring										
Multi-tasking						•	•			
Organizational Skills			•	•	•	•	•	•	•	•
Planning			•	•	•		•	•	•	•
Positive Disposition										
Preventative Maintenance										
Prioritizing Tasks										
Problem Solving			•	•	•	•	•	•		•
Research					•				•	•
Teamwork / Collaboration			•			•	•	•	•	•
Time Management				•				•		
Troubleshooting										
Work Area Maintenance										
Writing / Editing				•	•	•		•	•	•

In-Demand Knowledge & Skills for Occupations Impacted – Aging Workforce

Kenora District (Continued)

Foundational Skills*	Occupations impacted by an aging workforce in the Kenora District (NOC Codes - see Legend Below)									
	0011	0621	0631	0632	1221	1311	1431	3012	4031	4152
Computer Skills (Generic)*										
Information not available	•	•								
Accounting Software			•		•	•	•			
Customer Relationship / Sales										
Database Software			•							
Electronic Data Interchange										
Enterprise Resource Planning					•	•	•			
Facebook										
Microsoft Access								•		•
Microsoft Excel			•	•	•	•	•	•	•	•
Microsoft Outlook			•	•		•	•	•	•	•
Microsoft PowerPoint			•	•	•	•		•		•
Microsoft Windows			•	•		•	•	•		•
Microsoft Word			•	•	•	•	•	•	•	•
PeopleSoft / Oracle					•		•			
SAP					•	•	•			
YouTube									•	

Source: <https://www.ontario.ca/page/labour-market>

In-Demand Knowledge & Skills for Occupations Impacted – Aging Workforce

Kenora District (Continued)

Foundational Skills*	Occupations impacted by an aging workforce in the Kenora District (NOC Codes - see Legend Below)								
	4153	6552	6733	7311	7321	7511	7512	7513	7521
Information not available									
Building Effective Relationships							•		
Communication Skills	•	•	•	•	•	•	•	•	•
Computer Literacy	•	•	•	•	•				•
Creativity									
Critical Thinking									
Customer Service	•	•	•		•	•	•	•	
Decision-Making									
Detail-Oriented		•	•	•	•	•	•	•	•
Energetic							•		
French / Bilingual	•	•					•	•	
Leadership									
Meeting Deadlines									
Mentoring									
Multi-tasking		•						•	
Organizational Skills	•	•	•	•	•	•	•	•	•
Planning	•					•		•	•
Positive Disposition						•	•		
Preventative Maintenance			•	•	•	•			•
Prioritizing Tasks								•	
Problem Solving	•	•	•		•	•			
Research				•					
Teamwork / Collaboration	•	•	•	•	•	•	•	•	•
Time Management									
Troubleshooting			•	•	•				•
Work Area Maintenance				•					
Writing / Editing	•		•	•	•	•	•	•	•
Computer Skills (Generic)*									
Information not available	•	•							
Accounting Software			•		•	•	•		
Customer Relationship / Sales									
Database Software			•						

In-Demand Knowledge & Skills for Occupations Impacted – Aging Workforce

Kenora District (Continued)

Foundational Skills*	Occupations impacted by an aging workforce in the Kenora District (NOC Codes - see Legend Below)								
	4153	6552	6733	7311	7321	7511	7512	7513	7521
Electronic Data Interchange									
Enterprise Resource Planning					•	•	•		
Facebook									
Microsoft Access								•	
Microsoft Excel			•	•	•	•	•	•	•
Microsoft Outlook			•	•		•	•	•	•
Microsoft PowerPoint			•	•	•	•		•	
Microsoft Windows			•	•		•	•	•	
Microsoft Word			•	•	•	•	•	•	•
PeopleSoft / Oracle					•		•		
SAP					•	•	•		
YouTube									•

* Occupationally-specific Specialized Skills and Computer Programs are available by searching "Job Profiles" at <https://www.ontario.ca/page/labour-market>

Legend

NOC	Occupation
0011	Legislators
0621	Retail and Wholesale Trade Managers
0631	Restaurant and Food Service Managers
0632	Accommodation Service Managers
1221	Administrative Officers
1311	Accounting Technicians and Bookkeepers
1431	Accounting and Related Clerks
3012	Registered Nurses and Psychiatric Nurses
4031	Secondary School Teachers
4152	Social Workers
4153	Family, Marriage and other Related Counsellors
6552	Other Customer and Information Services Representatives
6733	Janitors, Caretakers and Building Superintendents
7311	Construction Millwrights and Industrial Mechanics
7321	Automotive Service Technicians, Truck and Bus Mechanics
7511	Transport Truck Drivers
7512	Bus Drivers and Transit Operators
7513	Taxi and Limousine Drivers
7521	Heavy Equipment Operators (Except Crane)

In-Demand Knowledge & Skills for Occupations Impacted – Aging Workforce

Rainy River District

Foundational Skills*	Occupations impacted by an aging workforce – in the Rainy River (NOC Codes - see Legend Below)											
	0621	0821	1221	1241	3012	4212	4413	6731	6733	7271	7511	7521
Information not available	•							•				
Building effective relationships						•						
Communication Skills		•	•	•	•	•	•		•	•	•	•
Computer Literacy			•	•	•	•	•		•			•
Creativity												
Critical Thinking					•							
Customer Service				•		•			•		•	
Decision-Making			•		•							
Detail-Oriented		•	•	•		•			•	•	•	•
Energetic												
French / Bilingual												
Leadership												
Meeting Deadlines		•	•	•			•			•		
Mentoring												
Multi-Tasking				•								
Organizational Skills		•	•	•	•	•	•		•	•	•	•
Planning		•	•		•	•	•			•	•	•
Positive Disposition											•	
Preventative Maintenance									•		•	•
Prioritizing Tasks							•					
Problem-Solving			•		•	•			•	•	•	
Research			•				•					
Teamwork / Collaboration		•		•	•	•			•	•	•	•
Time Management				•	•		•					
Troubleshooting									•			•
Work Area Maintenance										•		
Writing / Editing		•	•	•	•	•	•		•	•	•	•
Computer Skills (Generic)*												
Information not available	•	•						•			•	
Accounting Software			•	•								
Customer Relationship / Sales												

In-Demand Knowledge & Skills for Occupations Impacted – Aging Workforce

Rainy River District (Continued)

Foundational Skills*	Occupations impacted by an aging workforce – in the Rainy River (NOC Codes - see Legend Below)											
	0621	0821	1221	1241	3012	4212	4413	6731	6733	7271	7511	7521
Database Software												
Electronic Data Interchange												
Enterprise Resource Planning			•									
Facebook						•						
Microsoft Access				•	•		•					
Microsoft Excel			•	•	•	•	•		•	•		
Microsoft Outlook				•	•	•			•			
Microsoft PowerPoint			•	•	•	•			•			
Microsoft SharePoint				•		•						
Microsoft Windows				•	•	•			•			
Microsoft Word			•	•	•	•			•			
PeopleSoft / Oracle			•			•						
SAP			•	•					•			
YouTube												

Source: <https://www.ontario.ca/page/labour-market>

* Occupationally-specific Specialized Skills and Computer Programs are available by searching "Job Profiles" at <https://www.ontario.ca/page/labour-market>

Legend

NOC	Occupation
0621	Retail and Wholesale Trade Managers
0821	Managers in Agriculture
1221	Administrative Officers
1241	Administrative Assistants
3012	Registered Nurses and Psychiatric Nurses
4212	Social and Community Service Workers
4413	Elementary and Secondary School Teacher Assistants
6731	Light Duty Cleaners
6733	Janitors, Caretakers and Building Superintendents
7271	Carpenters
7511	Transport Truck Drivers
7521	Heavy Equipment Operators (Except Crane)

Northwest Training and Adjustment Board LLMP 2019 Update Stakeholder Survey

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

Web Address for survey:

<http://www.surveymonkey.com/r/LLMP2019NTAB>

Hard copy:

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

Thank you

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Geographic Areas

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

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



Rainy River District

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

Kenora District

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



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