



Kenora and Rainy River Districts

2018-2020 Local Labour Market Plan Report
2020 Update



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How Did We Do?

Please access our short survey by visiting <https://www.surveymonkey.com/r/NTABLLMP2020> 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 2020

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Executive Summary

Since 2012, the Northwest 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 final update of that 3-year plan by further exploring statistical data and community feedback.

Labour Market Demand

- The Construction, Retail and Public Administration sectors are prevalent across the region compared to Ontario while Accommodation and Food Services are more predominant in the Kenora District and Agriculture, Forestry, Fishing and Hunting are more important in the Rainy River District.
- Between June 2016 and June 2019, there were 117 additional businesses operating in the Kenora District and 19 in the Rainy River District.
- To assess labour market demand, NTAB made use of web crawler software, Vicinity Jobs, to identify the occupations advertised most frequently online between January 1 and September 30, 2019. In both the Kenora and Rainy River Districts six of the Top 20 occupations (30%) are in the health care sector.
- Of the Top 20 occupations advertised online, there is a wide range of educational requirements. However, nine of the Top 20 advertised occupations in the Kenora District and eleven of the Top 20 advertised in the Rainy River District do not require post-secondary education. All of the occupations, however, require excellent customer service and interpersonal communication skills.
- Median income rates provide another means of substantiating demand. In the Kenora District, the compensation for five of the Top 20 occupations (25%) is greater than the provincial median. In the Rainy River District, the median income locally is higher than the provincial rate for nine of twenty occupations (45%).
- Finally, the percentage of the workforce employed full-time and part-time was analyzed for each of the Top 20 occupations advertised online. In addition to a broad range of educational requirements, these occupations offer jobseekers flexibility in work scheduling – a feature often sought by millennials, Generation X and Z workers.



Labour Market Supply

- While unavailable for the Census Division geography, the annual unemployment rate in Northwest Ontario is 5.3% in 2019 as compared to 5.6% in Ontario. The annual participation rate for the region is 62.9% as compared to 65.1% in Ontario.
- At 13.8% growth, the Kenora District experienced the greatest population increase between 2011 and 2016 in Ontario. With a median age of 36.5 years it is also a considerably younger population compared to Ontario with a median age of 41.3. The population in the Rainy River District decreased 1.3% from 2011 to the 2016 Census with a median age of 44.7.
- The workforce of both areas is impacted by an aging workforce. Close to 35% of the Kenora District's workforce and 43% of the Rainy River District's workforce is age 55 and older at the time of the 2016 census.
- Net out-migration from both the Kenora and Rainy River Districts continues to be a concern; however the numbers leaving the region have steadily declined since 2008.
- As the Census 2016 revealed, the proportion of the local population with either a secondary school diploma or a college accreditation is similar to provincial levels while there are more people locally with an apprenticeship certificate as compared to the rest of Ontario. However, there are fewer people locally without a secondary school diploma or a university degree as compared to Ontario. In the Kenora District, 27.4% of the working age population does not have a secondary school diploma as compared to 14.2% in the Rainy River District and 10.4% in Ontario. There is more than 50% fewer locally with a university credential as compared to Ontario. While ongoing emphasis on education and skills updating is necessary, the labour market demand data highlights employment opportunities at all educational levels.
- Using Employment Ontario data for 2018-2019 to identify the lay-off and hiring outcomes by occupation for Employment Services clients as compared to demand substantiated by the number of online job postings is an indicator of considerable churn within the labour markets of the Kenora and Rainy River Districts. The current labour market shortage combined with the high cost of employee turnover provides strong incentive to focus on employee retention. An analysis of the age demographics of the existing workforce highlights a multi-generational workforce with each generation possessing unique values and motivators. Understanding these motivators is a powerful tool to promote employee retention.

Focus on employee retention.

Employment Ontario Data

- Employment Ontario data gathered in 2018-2019 highlights either stable or declining usage of Employment Ontario programming in the Kenora and Rainy River Districts. With the exception of unassisted Employment Services clients in the Rainy River District, client participation in Employment Services decreased slightly since 2017-2018. This is likely a result of strong labour market demand. The number of new and carry-over learners participating in Literacy and Basic Skills in the Kenora District increased by 4.1% in 2018-2019 as compared to the previous year while participation in the Rainy River District decreased by 8.0%. Participation in Canada Ontario Job Grant for employers and employees as well as Second Career and Youth Job Connection declined over the past year.

Employer Feedback

- Between the period of September and December 2019, the Northwest Training and Adjustment Board consulted with employers in Motive Power, Industrial, Construction and Service sectors to obtain their views on skilled trades in demand. Employers' most pressing concerns focused on the aging workforce and lack of available individuals interested in pursuing a career in skilled trades. We also heard concerns with the lack of available training locally with employers suggesting options such as online and/or mobile training facilities along with the exploration of inter-provincial mobility of human resources and access to trainers in nearby Manitoba.

Once again, our analysis of statistical data combined with consultations with educators, service providers and employers have confirmed the ongoing viability of our workforce development priorities.

Workforce Development Priorities in 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.

Background

The Northwest Training and Adjustment Board (NTAB) continue to publish their annual Local Labour Market Plan (LLMP) in order to examine the labour market supply, demand and changes in the economy of the Northwest Ontario region of the Kenora and Rainy River Districts. The Local Labour Market Plan Report 2018-2020 released in February 2018 combined the analysis of Statistics Canada statistical data and Employment Ontario program results with input from businesses, employment service providers and educators to create a three-year action plan addressing five key priorities as noted above.

This 2019-2020 report continues to explore quantitative and qualitative labour market information and offers an update on our progress over the past year.

This report also has an extensive section on the Skilled Trades and how it affects the Kenora and Rainy River Districts.



Labour Market Demand

Statistics Canada and Canada Business Counts data identifies the number of businesses operating in the region. Examining the number of businesses by sector helps us to understand the composition of the local economy.

Distribution of Businesses in the Kenora and Rainy River Districts

Table 1A highlights the predominance of the Construction, Retail and Public Administration sectors across the region as well as the importance of Accommodation and Food Services in the Kenora District and Agriculture, Forestry, Fishing and Hunting in the Rainy River District.

Table 1A: Distribution of Businesses in the Kenora and Rainy River Districts and Ontario – 2019

	Kenora District	Rainy River District	Ontario
Agriculture, Forestry, Fishing and Hunting	3.7%	16.9%	3.0%
Mining / Oil and Gas Extraction	0.8%	0.4%	0.1%
Utilities	0.5%	0.5%	0.2%
Construction	11.6%	10.1%	8.9%
Manufacturing	1.2%	2.1%	2.3%
Wholesale Trade	2.2%	1.8%	2.6%
Retail Trade	9.5%	7.8%	5.9%
Transportation and Warehousing	4.5%	5.9%	5.8%
Information and Cultural Services	1.2%	1.1%	1.4%
Finance, Insurance and Real Estate (FIRE)	18.4%	13.5%	23.5%
Professional, Scientific, Technical Services	5.6%	4.8%	12.5%
Administrative, Waste Management, Remediation	2.8%	3.0%	4.5%
Educational Services	1.1%	1.0%	1.1%
Health Care and Social Services	7.4%	6.1%	6.2%
Arts, Recreation and Sport	1.8%	1.3%	1.5%
Accommodation and Food Services	11.7%	7.5%	2.8%
Personal and Household Services	7.7%	8.7%	5.9%
Public Administration	1.5%	1.6%	0.1%
Unclassified Businesses	6.7%	5.8%	11.8%

Source: Statistics Canada, Canada Business Counts, June 2019

We can also use this data to identify changes over time. In 2016, Statistics Canada made changes to Canada Business Counts data so it is impossible to compare data prior to that date, however, Table 1B shows that the number of businesses operating in the Finance, Insurance and Real Estate sector grew by more than one per cent of the total number of businesses operating in the region between 2016 and 2019. This growth reflects similar growth provincially. In the Kenora District the number of retail businesses as a percentage of the total number of businesses operating in the region fell by one percent during the same time period.

In the Rainy River District the number of businesses operating in the Agricultural, Forestry, Fishing and Hunting sector declined by one percent between 2016 and 2019; however, there was growth of more than one per cent of businesses operating in the Construction and Personal and Household services sectors in addition to Finance, Insurance and Real Estate as compared to the total number of businesses operating in the area.

Table 1B: Distribution of Businesses in the Kenora and Rainy River Districts and Ontario - 2016

	Kenora District	Rainy River District	Ontario
Agriculture, Forestry, Fishing and Hunting	4.0%	17.9%	3.3%
Mining / Oil and Gas Extraction	0.5%	0.2%	0.1%
Utilities	0.4%	0.7%	0.2%
Construction	11.9%	8.9%	8.9%
Manufacturing	1.3%	1.7%	2.5%
Wholesale Trade	2.5%	2.2%	2.9%
Retail Trade	10.5%	8.0%	6.4%
Transportation and Warehousing	4.4%	6.5%	5.1%
Information and Cultural Services	0.8%	1.0%	1.4%
Finance, Insurance and Real Estate (FIRE)	17.1%	12.4%	20.9%
Professional, Scientific, Technical Services	5.5%	4.2%	12.6%
Administrative, Waste Management, Remediation	3.6%	3.8%	5.8%
Educational Services	0.9%	1.0%	1.0%
Health Care and Social Services	8.1%	6.6%	6.2%
Arts, Recreation and Sport	1.8%	1.4%	1.5%
Accommodation and Food Services	11.7%	7.4%	2.9%
Personal and Household Services	7.6%	7.5%	5.7%
Public Administration	1.6%	1.7%	0.1%
Unclassified Businesses	7.0%	7.0%	12.5%

Source: Statistics Canada, Canada Business Counts, June 2016

Change in the Number of Businesses Operating in the Kenora and Rainy River Districts

Tables 2A and B identify the change in the number of businesses operating within each sector in 2016 and 2019. The number of businesses operating in the Kenora District grew by 117 (2.8%) and by 19 (1.1%) in the Rainy River District.

Table 2A: Change in Number of Businesses 2016 to 2019 – the Kenora District

Sector	No of Businesses 2016	No. of Businesses 2019	Absolute Change	Per Cent change
Agriculture, Forestry, Fishing, Hunting	168	162	(-6)	(-3.6%)
Mining	23	34	11	47.8%
Utilities	18	20	2	11.1%
Construction	485	504	19	3.9%
Manufacturing	55	54	(-1)	(-1.8%)
Wholesale and Distribution	105	94	(-11)	(-10.5%)
Retail Trade	445	414	(-31)	(-7.0%)
Transportation and Warehousing	184	197	13	7.1%
Information and Cultural Services	32	51	19	59.4%
Finance, Insurance and Real Estate	725	801	76	10.5%
Professional, Scientific and Technical	231	243	12	5.2%
Administration and Waste Management Services	154	121	(-33)	(-21.4%)
Educational Services	39	49	10	25.6%
Health and Social Services	305	322	17	5.6%
Recreation, Sports and Culture	78	79	1	1.3%
Accommodation and Food Services	493	509	16	3.2%
Personal and Household Services	322	335	13	4.0%
Public Administration	69	67	(-2)	(-2.9%)
Businesses not classified by industry	298	290	(-8)	(-2.7%)
Total	4,229	4,346	117	2.8%

Source: Statistics Canada - 2016, Canada Business Counts - June 2019

Table 2B: Change in Number of Businesses 2016 to 2019 – the Rainy River District

Sector	No of Businesses 2016	No. of Businesses 2019	Absolute Change	Per Cent change
Agriculture, Forestry, Fishing, Hunting	314	299	(-15)	(-4.8%)
Mining	4	7	3	75.0%
Utilities	12	9	(-3)	(-25.0%)
Construction	156	180	24	15.4%
Manufacturing	30	37	7	23.3%
Wholesale and Distribution	38	32	(-6)	(-15.8%)
Retail Trade	140	139	(-1)	(-0.7%)
Transportation and Warehousing	114	104	(-10)	(-8.8%)
Information and Cultural Services	17	20	3	17.6%
Finance, Insurance and Real Estate	218	239	21	9.6%
Professional, Scientific and Technical	73	86	13	17.8%
Administration and Waste Management Services	67	54	(-13)	(-19.4%)
Educational Services	18	18	0	0.0%
Health and Social Services	116	109	(-7)	(-6.0%)
Recreation, Sports and Culture	24	23	(-1)	(-4.2%)
Accommodation and Food Services	130	133	3	2.3%
Personal and Household Services	131	154	23	17.6%
Public Administration	30	28	(-2)	(-6.7%)
Businesses not classified by industry	123	103	(-20)	(-16.3%)
Total	1,755	1,774	19	1.1%

Source: Statistics Canada - 2016, Canada Business Counts - June 2019

Local Entrepreneurship

Owner-operated businesses are an indicator of innovation and entrepreneurial activity and they continue to be an important part of the region's economy. In the Kenora District, 54.3% of businesses are owned by individuals with no employees compared to the Rainy River District with 59.6% of businesses with no employees. In the Kenora District, the number of owner-operated businesses has increased by 138 (6%) between 2016 and 2019 while there are an additional 34 owner-operated businesses in the Rainy River District, an increase of 3.3%.

Top Occupations Advertised Online in the Kenora and Rainy River Districts

While our consultations with local employers, including through our previous EmployerOne survey, show that many local employers rely on word of mouth to fill openings, we are seeing an increase in online job postings. In the past few years, there has been an increasing use of web crawler software to better understand labour market demand by analyzing job postings. For the 2019-2020 update of our Local Labour Market Plan we have used Vicinity Jobs and the Statistics Canada Census 2016 to better understand the occupations most often advertised in the Kenora and Rainy River Districts between January 1, 2019 and September 30, 2019.

Tables 3A and B list the Top 20 occupations advertised online during that timeframe listed in order of the greatest frequency of posting to least frequent. In both the Kenora and Rainy River Districts, six of the Top 20 advertised occupations (30%) are in the health care sector.

Table 3A: Top 20 Occupations advertised most often between January 1, 2019 and September 30, 2019 in the Kenora District

Rank	NOC	Occupation	Number of Job Postings
1.	1411	General Office Support Worker	47
2.	4412	Home Support Workers; Housekeepers	37
3.	0621	Retail and Wholesale Trade Managers	36
4.	3012	Registered Nurses and Registered Psychiatric Nurses	33
5.	6611	Cashiers	33
6.	3233	Licensed Practical Nurses	31
7.	6623	Other Sales Related Occupations	27
8.	6552	Other Customer and Information Services Reps	20
9.	7311	Construction Millwrights & Industrial Mechanics	18
10.	3414	Other Assisting Occupations in Health Services	17
11.	6235	Financial Sales Representatives	17
12.	6421	Retail Salespersons	17
13.	6322	Cooks	16
14.	6622	Store Shelf Stockers, Clerks or Order Fillers	15
15.	1111	Financial Auditors and Accountants	13
16.	0111	Financial Managers	10
17.	6511	Maitres d'Hotel and Host/Hostesses	9
18.	1241	Administrative Assistants	8
19.	3131	Pharmacists	8
20.	3142	Physiotherapists	8

Source: Vicinity Jobs, 2019

Table 3B: Top 20 Occupations advertised most often between January 1, 2019 and September 30, 2019 in the Rainy River District

Rank	NOC	Occupation	Number of Job Postings
1.	3012	Registered Nurses and Registered Psychiatric Nurses	39
2.	3233	Licenses Practical Nurses	24
3.	4412	Home Support Workers; Housekeepers	14
4.	0621	Retail and Wholesale Trade Managers	13
5.	6623	Other Sales Related Occupations	13
6.	6611	Cashiers	12
7.	6711	Food Counter Attendants; Kitchen Helpers	12
8.	4030	Teachers	10
9.	3413	Nurses' Aides, Orderlies and Patient Services	9
10.	1411	General Office Support Workers	8
11.	1241	Administrative Assistants	7
12.	3414	Other Occupations in Support of Health Services	7
13.	1414	Receptionists	6
14.	6322	Cooks	6
15.	4214	Early Childhood Educators and Assistants	5
16.	6311	Food Service Supervisors	5
17.	3141	Audiologists and Speech-Language Pathologists	4
18.	4422	Correctional Service Officers	4
19.	6421	Retail Salespersons	4
20.	7621	Public Works and Maintenance Labourers	4

Source: Vicinity Jobs, 2019



Table 4A: Top 20 Occupations advertised most often between January 1, 2019 and September 30, 2019 in the Kenora District and their entry-level educational requirement

NOC	Occupation	Number of Job Postings	Entry-Level Education Requirement*				
			0	A	B	C	D
1411	General Office Support Worker	47				•	
4412	Home Support Workers; Housekeepers	37				•	
0621	Retail and Wholesale Trade Managers	36	•				
3012	Registered Nurses and Registered Psychiatric Nurses	33		•			
6611	Cashiers	33					•
3233	Licensed Practical Nurses	31			•		
6623	Other Sales Related Occupations	27					•
6552	Other Customer and Information Services Reps	20				•	
7311	Construction Millwrights & Industrial Mechanics	18		•			
3414	Other Assisting Occupations in Health Services	17				•	
6235	Financial Sales Representatives	17			•		
6421	Retail Salespersons	17				•	
6322	Cooks	16			•		
6622	Store Shelf Stockers, Clerks or Order Fillers	15					•
1111	Financial Auditors and Accountants	13		•			
0111	Financial Managers	10	•				
6511	Maitres d'Hotel and Host/Hostesses	9				•	
1241	Administrative Assistants	8			•		
3131	Pharmacists	8		•			
3142	Physiotherapists	8		•			

Source: Vicinity Jobs, 2019 and Service Canada NOC Matrix 2016

To better understand labour market demand, it is helpful to examine the educational requirements of these occupations.

Tables 4A and B highlight the entry-level educational requirements for each of the 20 occupations most advertised locally.

Skill Level 0 – Management occupations fall into Skill Level A

Skill Level A – Occupations usually require university level education

Skill Level B – Occupations usually require college or apprenticeship level education

Skill Level C – Occupations usually require secondary and/or occupation-specific training

Skill Level D – On-the-job training is usually provided for occupations

Table 4B: Top 20 Occupations advertised most often between January 1, 2019 and September 30, 2019 in the Rainy River District and their entry-level educational requirement

NOC	Occupation	Number of Job Postings	Entry-Level Education Requirement*				
			0	A	B	C	D
3012	Registered Nurses and Registered Psychiatric Nurses	39		•			
3233	Licenses Practical Nurses	24			•		
4412	Home Support Workers; Housekeepers	14				•	
0621	Retail and Wholesale Trade Managers	13	•				
6623	Other Sales Related Occupations	13					•
6611	Cashiers	12					•
6711	Food Counter Attendants; Kitchen Helpers	12					•
4030	Teachers	10		•			
3413	Nurses' Aides, Orderlies and Patient Services	9				•	
1411	General Office Support Workers	8				•	
1241	Administrative Assistants	7			•		
3414	Other Occupations in Support of Health Services	7				•	
1414	Receptionists	6				•	
6322	Cooks	6			•		
4214	Early Childhood Educators and Assistants	5			•		
6311	Food Service Supervisors	5			•		
3141	Audiologists and Speech-Language Pathologists	4		•			
4422	Correctional Service Officers	4				•	
6421	Retail Salespersons	4				•	
7621	Public Works and Maintenance Labourers	4					•

Source: Vicinity Jobs, 2019 and Service Canada NOC Matrix 2016

Clearly the range of advertised occupations identifies a wide range of required education levels. Nine of the Top 20 occupations advertised in the Kenora District and eleven of the Top 20 occupations advertised in the Rainy River District do not require post-secondary education. All of them require excellent essential skills including customer service, interpersonal communication and teamwork.

While a variety of factors impacts wage rates, income levels can provide an indicator of labour market demand. Labour market shortages often create upward pressure of wage rates. Tables 5A and B compare the median income rate for the Top 20 Occupations locally with provincial wage rates. To create a more equitable comparison, we have eliminated Toronto information from the provincial statistics.

In the Kenora District, the compensation of five of the Top 20 occupations (25%) is greater than the provincial median. In the Rainy River District, the median income locally is higher than provincial rates for nine of twenty occupations (45%).

Table 5A: Median Income for the Top 20 Occupations Advertised in the Kenora District as Compared to Ontario (Minus Toronto)

NOC	Top 20 Occupations Advertised in Kenora	Median Income		Absolute Difference in Median Income	Per Cent Difference in Median Income
		Kenora District	Ontario (minus Toronto)		
Total		29,058	38,616	(-9558)	(-24.8%)
1411	General Office Support Worker	25,145	31,964	(-6,819)	(-21.3%)
4412	Home Support Workers, Housekeepers	23,545	23,257	288.	1.2%
0621	Retail and Wholesale Trade Managers	41,959	44,109	(-2,150)	(-4.9%)
3012	Registered Nurses & Registered Psychiatric Nurses	72,834	68,809	4,025	5.8%
6611	Cashiers	8,171	9,054	(-833)	(-9.8%)
3233	Licensed Practical Nurses	56,078	47,363	8,715	18.4%
6623	Other Sales Related Occupations	n/a	10,862	--	--
6552	Other Customer & Information Services Reps	25,590	29,750	(-4,160)	(-14.0%)
7311	Construction/Industrial Millwrights	70,266	71,672	(-1,406)	(-2.0%)
3414	Other Assisting Occupations-Health Services	28,674	31,545	(-2,871)	(-9.1%)
6235	Financial Sales Representatives	55,046	45,649	9,397	20.6%
6421	Retail Salesperson	15,438	14,679	759	5.2%
6322	Cooks	14,767	15,055	(-288)	(-1.9%)
6622	Store Shelf Stockers, Clerks or Order Fillers	8,492	13,181	(-4,689)	(-35.6%)
1111	Financial Auditors and Accountants	45,251	60,902	(-15,651)	(-25.7%)
0111	Financial Managers	57,679	85,768	(-28,089)	(-32.7%)
6511	Maitres d'Hotel and Host/Hostesses	n/a	5,694	--	--
1241	Administrative Assistants	32,455	36,918	(-4,463)	(-12.1%)
3131	Pharmacists	83,641	87,694	(-4,053)	(-4.6%)
3142	Physiotherapists	n/a	61,735	--	--

Source: Vicinity Jobs, 2019 and Statistics Canada Census, 2016

Table 5B: Median Income for the Top 20 Occupations Advertised in the Rainy River District as Compared to Ontario (Minus Toronto)

NOC	Top 20 Occupations Advertised in Kenora	Median Income		Absolute Difference in Median Income	Per Cent Difference in Median Income
		Rainy River District	Ontario (minus Toronto)		
Total		34,024	38,616	(-4,592)	(-11.9%)
3012	Registered Nurses & Registered Psychiatric Nurses	79,528	68,809	10,719	15.6%
3233	Licensed Practical Nurses	49,021	47,363	1,658	3.5%
4412	Home Support Workers, Housekeepers	20,967	23,257	(-2,290)	(-9.8%)
0621	Retail and Wholesale Trade Managers	43,886	44,109	(-223)	(-0.5%)
6623	Other Sales Related Occupations	n/a	10,862	--	--
6611	Cashiers	10,130	9,054	1,076	11.9%
6711	Food Counter Attendants; Kitchen Helpers	10,818	9,185	1,633	17.8%
4030	Teachers	67,153	72,733	(-5,580)	(-7.7%)
3413	Nurses' Aides, Orderlies and Patient Services	40,836	32,848	7,988	24.3%
1411	General Office Support Workers	25,089	31,964	(-6,875)	(-21.5%)
1241	Administrative Assistants	29,741	36,918	(-7,177)	(-19.4%)
3414	Other Assisting Occupations-Health Services	20,188	31,545	(-11,357)	(-36.0%)
1414	Receptionists	23,715	23,314	401	1.7%
6322	Cooks	21,343	15,055	6,288	41.8%
4214	Early Childhood Educators and Assistants	29,333	26,437	2,896	11.0%
6311	Food Service Supervisors	n/a	22,513	--	--
3141	Audiologists & Speech-Language Pathologists	n/a	67,326	--	--
4422	Correctional Service Officers	43,338	76,988	(-33,650)	(-43.7%)
6421	Retail Salespersons	20,139	14,679	5,460	37.2%
7621	Public Works and Maintenance Labourers	10,188.	38,806	(-28,618)	(-73.7%)

Source: Vicinity Jobs, 2019 and Statistics Canada Census, 2016

Finally, employment scheduling is an important consideration for those looking for work. Some prefer full-time, year-round employment. Others are seeking the flexibility of part-time employment. Tables 6A and B examine employment status for the Top 20 occupations advertised online in the Kenora and Rainy River Districts.

Table 6A: Employment Status of those working in the Top 20 Advertised Jobs in the Kenora District

Occupation		Total Employed	Per Cent Employed*	
			Full-Time	Part-Time
1411	General Office Support Worker	430	83.7%	17.4%
4412	Home Support Workers, Housekeepers	320	78.1%	20.3%
0621	Retail and Wholesale Trade Managers	465	96.8%	2.2%
3012	Registered Nurses & Registered Psychiatric Nurses	420	81.0%	19.0%
6611	Cashiers	555	43.2%	56.8%
3233	Licensed Practical Nurses	190	76.3%	23.7%
6623	Other Sales Related Occupations	10	100%	0.0%
6552	Other Customer & Information Services Reps	115	73.9%	26.1%
7311	Construction/Industrial Millwrights	175	100%	0%
3414	Other Assisting Occupations-Health Services	80	81.3%	18.8%
6235	Financial Sales Representatives	40	100%	0%
6421	Retail Salesperson	695	59.7%	40.3%
6322	Cooks	410	57.3%	42.7%
6622	Store Shelf Stockers, Clerks or Order Fillers	220	47.7%	52.3%
1111	Financial Auditors and Accountants	50	100%	0%
0111	Financial Managers	70	85.7%	14.3%
6511	Maitres d'Hotel and Host/Hostesses	10	0.0%	100%
1241	Administrative Assistants	380	85.5%	15.8%
3131	Pharmacists	55	90.9%	18.2%
3142	Physiotherapists	15	50.0%	50.0%

Source: Vicinity Jobs, 2019 and Service Canada NOC Matrix 2016

Table 6B: Employment Status of those working in the Top 20 Advertised Jobs in the Rainy River District

Occupation		Total Employed	Per Cent Employed*	
			Full-Time	Part-Time
3012	Registered Nurses & Registered Psychiatric Nurses	200	80.0%	20.0%
3233	Licensed Practical Nurses	70	85.7%	14.3%
4412	Home Support Workers, Housekeepers	75	60.0%	40.0%
0621	Retail and Wholesale Trade Managers	155	100%	0.0%
6623	Other Sales Related Occupations	n/a	--	--
6611	Cashiers	175	37.1%	60.0%
6711	Food Counter Attendants; Kitchen Helpers	160	46.9%	50.0%
4030	Teachers	345	82.6%	18.8%
3413	Nurses' Aides, Orderlies and Patient Services	125	80.0%	20.0%
1411	General Office Support Workers	130	61.5%	30.8%
1241	Administrative Assistants	125	84.0%	20.0%
3414	Other Assisting Occupations-Health Services	125	80.0%	20.0%
1414	Receptionists	50	80.0%	20.0%
6322	Cooks	110	81.8%	22.7%
4214	Early Childhood Educators and Assistants	140	64.3%	28.6%
6311	Food Service Supervisors	25	40.0%	60.0%
3141	Audiologists & Speech-Language Pathologists	10	100%	0.0%
4422	Correctional Service Officers	40	37.5%	62.5%
6421	Retail Salespersons	290	67.2%	31.0%
7621	Public Works and Maintenance Labourers	15	66.7%	33.3%

Source: Vicinity Jobs, 2019 and Statistics Canada Census 2016

In addition to a broad range of educational requirements, these occupations offer flexibility in scheduling to meet the needs of a variety of job seekers.

Labour Market Supply

Population in the Kenora and Rainy River Districts

As noted in past labour market plans, the Kenora District is in an enviable position of population growth. 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. However, 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 was age 55 and older as of 2016.

The Rainy River District bears more similarity to other rural areas across the province struggling with stagnant population growth combined with an aging population. 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. In the Rainy River District, 43% of the Rainy River District workforce is age 55 and older as of 2016.

In and Out-Migration

Attracting and retaining people within the region is an important contributor to population growth, particularly in areas like the Rainy River District impacted by an aging population. Using Statistics Canada annual Taxfiler data, we can monitor the numbers of individuals moving in and out of the region. Tables 7A and B show net out-migration between 2012 and 2017 in all age cohorts.



Table 7A: Net Migration – the Kenora District 2012 to 2017

Age Group	In-migrants	Out-migrants	Net-migrants
0 – 17	2,048	2,204	(-156)
18 – 24	1,137	1,550	(-413)
25-44	3,155	3,200	(-45)
45-64	1,347	1,513	(-166)
65+	350	756	(-406)
Total	8,037	9,223	(-1,186)

Source: Statistics Canada Taxfiler, 2018

Table 7B: Net Migration – Rainy River District 2012 to 2017

Age Group	In-migrants	Out-migrants	Net-migrants
0 – 17	632	648	(-16)
18 – 24	267	661	(-394)
25-44	793	909	(-116)
45-64	446	515	(-69)
65+	141	215	(-74)
Total	2,279	2,948	(-669)

Source: Statistics Canada Taxfiler, 2018

While out-migration from the region continues, Table 8 highlights that the rate of net-migration has been declining over the past decade.

Table 8: Total Net Out-Migration from the Kenora and Rainy River Districts over 5-year periods

	5-Year Period Ending				
	2008 to 2013	2009 to 2014	2010 to 2015	2011 to 2016	2012 to 2017
Kenora District	(-2,105)	(-1,918)	(-1,585)	(-1,350)	(-1,186)
Rainy River District	(-938)	(-914)	(-1,012)	(-974)	(-669)

The Education of the Labour Force by Industry

The educational attainment of the working age population is another important variable when considering labour market supply. As the Census 2016 revealed, the proportion of the local population with either a secondary school diploma or a college accreditation is similar to provincial levels while there are more people locally with an apprenticeship certificate as compared to the rest of Ontario. However, there are fewer people locally without a secondary school diploma or a university degree as compared to Ontario. In the Kenora District, 27.4% of the working age population does not have a secondary school diploma as compared to 14.2% in the Rainy River District and 10.4% in Ontario. There is more than 50% locally without a university credential as compared to Ontario.

Tables 9A and B provide an overview of the industries operating in the region and the education of the workforce they employ.

Table 9A: Labour Force by Education and Industry – the Kenora District

Industry	Total Full-Time Labour Force	Percentage of the Full-Time Labour Force				
		No Certificate, Diploma or Degree	Secondary School Diploma	Apprenticeship Certificate	College Diploma	University Degree
Total	25,325	19.0%	27.0%	9.2%	25.8%	19.0%
Agriculture, Forestry, Fishing, Hunting	510	16.7%	26.5%	15.7%	25.5%	17.6%
Mining, Oil/Gas, Quarrying	1,940	12.4%	26.8%	21.1%	25.0%	13.9%
Utilities	270	20.4%	13.0%	33.3%	22.2%	13.0%
Construction	1,010	25.2%	25.7%	22.3%	19.3%	6.4%
Manufacturing	1,085	9.7%	35.0%	17.5%	27.6%	10.6%
Wholesale Trade	205	14.6%	51.2%	14.6%	17.1%	7.3%
Retail Trade	3,145	29.4%	38.5%	7.2%	15.3%	9.9%
Transportation and Warehousing	1,145	20.1%	36.7%	15.7%	20.1%	7.0%
Info and Cultural Industries	240	14.6%	25.0%	4.2%	39.6%	18.8%
Finance and Insurance	460	4.3%	39.1%	3.3%	35.9%	15.2%
Real Estate and Leasing	260	7.7%	32.7%	7.7%	42.3%	9.6%
Professional, Scientific, Technical	570	3.5%	17.5%	6.1%	29.8%	42.1%
Admin. and Waste Management	460	29.3%	30.4%	13.0%	22.8%	4.3%
Educational Services	2,745	10.7%	15.3%	2.7%	19.1%	52.1%
Health Care and Social Assistance	4,690	14.7%	19.0%	3.4%	38.3%	24.7%
Arts, Entertainment, Recreation	245	24.5%	28.6%	10.2%	18.4%	20.4%
Accommodation and Food Services	2,165	39.5%	38.6%	4.4%	12.5%	5.1%
Personal and Household Services	1,060	11.8%	25.0%	18.9%	28.8%	15.6%
Public Administration	3,125	19.8%	23.7%	7.0%	33.6%	16.2%

Statistics Canada Census, 2016

Table 9B: Labour Force by Education and Industry – the Rainy River District

Industry	Total Full-Time Labour Force	Percentage of the Full-Time Labour Force				
		No Certificate, Diploma or Degree	Secondary School Diploma	Apprenticeship Certificate	College Diploma	University Degree
Total	7,810	13.8%	28.4%	9.4%	30.2%	18.2%
Agriculture, Forestry, Fishing, Hunting	385	28.6%	35.1%	10.4%	19.5%	6.5%
Mining, Oil/Gas, Quarrying	255	9.8%	27.5%	17.6%	29.4%	17.6%
Utilities	110	0.0%	18.2%	36.4%	36.4%	9.1%
Construction	375	21.3%	28.0%	21.3%	24.0%	6.7%
Manufacturing	420	13.1%	34.5%	25.0%	25.0%	7.1%
Wholesale Trade	105	14.3%	33.3%	9.5%	28.6%	14.3%
Retail Trade	1,060	26.9%	41.5%	8.0%	17.0%	7.5%
Transportation and Warehousing	285	14.0%	43.9%	8.8%	31.6%	0.0%
Info and Cultural Industries	80	31.3%	25.0%	0.0%	31.3%	12.5%
Finance and Insurance	155	0.0%	38.7%	6.5%	38.7%	19.4%
Real Estate and Leasing	45	0.0%	22.2%	22.2%	33.3%	22.2%
Professional, Scientific, Technical	270	0.0%	25.9%	3.7%	20.4%	51.9%
Admin. and Waste Management	195	17.9%	46.2%	12.8%	12.8%	10.3%
Educational Services	815	2.5%	13.5%	3.7%	25.2%	54.6%
Health Care and Social Assistance	1,495	4.7%	21.4%	4.0%	52.5%	17.4%
Arts, Entertainment, Recreation	95	21.1%	21.1%	10.5%	21.1%	26.3%
Accommodation and Food Services	605	30.6%	43.8%	1.7%	16.5%	8.3%
Personal and Household Services	345	8.7%	18.8%	27.5%	30.4%	15.9%
Public Administration	690	10.1%	18.1%	9.4%	40.6%	21.0%

Statistics Canada Census, 2016

Labour Force Participation

Tables 10 identifies the annual labour force unemployment and participation rates in Northwest Ontario as compared to Ontario overall.

Table 10: Annual Unemployment and Participation Rates in Northwest Ontario

Region	2015	2016	2017	2018	2019
Annual Unemployment Rate					
Northwest Ontario	5.9%	6.9%	5.5%	5.1%	5.3%
Ontario	6.8%	6.5%	6.0%	5.6%	5.6%
Annual Participation Rate					
Northwest Ontario	60.4%	62.5%	63.2%	63.7%	62.9%
Ontario	65.8%	65.2%	65.0%	64.9%	64.5%

Source: Statistics Canada, Annual Labour Force Characteristics, Table 14-10-0090-01

Rates of employment provide further emphasis of strong labour market demand and, as noted when examining job postings, there are opportunities at all educational levels (See Tables 4A and B).

Encouraging greater labour force participation rate would help to address this labour market demand. However, fully understanding the impact of labour force participation requires additional exploration.

In the Kenora District, the Statistics Canada Census 2016 identifies the total labour force (the population age 15 and over) at 50,235 with 19,755 not participating in the workforce. However, of this 19,755, 2,770 are age 15 to 19 (14%) and 7,430 (38%) are age 65 and older. If we adjust the size of the labour force to those age 20 to 64, the total labour force falls to 36,740 individuals with 27,200 people either employed or looking for work and a labour force participation rate of 74.0%. Considering that people age 20 to 64 may not be participating in the labour force at the time of the Statistics Canada Census because they are ill, in training, or caring for a child or parent, the participation rate of 74% seems much more acceptable. As of the Statistics Canada Census, there were 9,555 individuals age 20 to 64 in the Kenora District who were not participating in the labour force.

In the Rainy River District, the total labour force age 20 to 64 is 11,290 with 8,565 people either working or looking for work. This creates a participation rate of 75.8%. There are 2,730 individuals age 20 to 64 in the Rainy River District who are neither employed nor looking for work.

Top 20 Occupations and Employment Ontario Services

Employment Ontario provides workforce development boards with an annual analysis of clients' participation in Employment and Literacy programs including the number of individuals accessing Employment Ontario Employment Services as a result of job loss and the number of clients placed in employment as a result of Employment Services. Tables 11A and B provide another insight into labour market activity over the past year. The tables examine lay-offs and hiring at the occupational level of Employment Services clients in 2018-2019 and how this labour market activity aligns with the Top 20 occupations advertised online over the past year. The occupational titles assigned to identify NOC numbers are listed in Tables 3A and B.

Table 11A: Labour Market Activity - 2018-2019 in the Kenora District

Occupation	Employment Ontario Clients 2018-2019		Top 20 Advertised Jobs in 2019	
	Lay-Offs*	Job Placements*	NOC	No. of Ads
00 Senior management occupations	X			
01 Specialized middle manager occupations	X		0111	10
02 Specialized middle manager occupations	X			
06 Middle management occupations retail/wholesale trade/customer service	X	X	0621	36
07 Middle management occupations in trades/transport/production/utilities	X	X		
11 Professional occupations in business and finance	X		1111	13
12 Administrative/financial supervisors & administrative occupations	14	X	1241	8
13 Finance, insurance and related business admin. occupations	X			
14 Other support occupations	11	X	1411	47
15 Distribution, tracking and scheduling coordination occupations	X	X		
21 Professional occupations in natural and applied sciences	X			
22 Technical occupations related to natural & applied sciences	14	X		
30 Professional occupations in nursing			3012	33
31 Professional occupations in health	X	X	3131 3142	8 8
32 Technical occupations in health	X	X	3233	31
34 Assisting occupations in support of health services	X	X	3414	17
40 Professional occupations in educational services	X	X		
41 Professional occupations - law, social, community & govt. services	X			
42 Paraprofessional occupations - legal, social, community & education	18	X		
44 Care providers and education, legal and public protection	15	X	4412	37
52 Technical occupations in art, culture, recreation and sport	X	X		
62 Retail sales supervisors and specialized sales occupations	X		6235	17
63 Service supervisors and technical service occupations	26	11	6322	16
64 Sales representatives and salespersons - wholesale and retail trade	21	X	6421	17
65 Service representatives & other customer and personal services occupations	37	X	6552 6511	20 9
66 Sales support occupations	45	27	6611 6623 6622	33 27 15

Table 11A: Labour Market Activity - 2018-2019 in the Kenora District (continued)

Occupation	Employment Ontario Clients 2018-2019		Top 20 Advertised Jobs in 2019	
	Lay-Offs*	Job Placements*	NOC	No. of Ads
67 Service support & other service occupations, not elsewhere classified (n.e.c.)	82	60		
72 Industrial, electrical and construction trades	20	X		
73 Maintenance and equipment operation trades	X	X	7311	18
74 Other installers, repairers, servicers and material handlers	X	X		
75 Transport and heavy equipment operation	45	12		
76 Trades helpers, construction labourers and related occupations	61	42		
82 Supervisors & technical occupations in natural resources & agricultural	X	X		
84 Workers in natural resources and agriculture	X			
86 Harvesting, landscaping and natural resources labourers	18	X		
94 Processing & manufacturing machine operators & production	X			
96 Labourers in processing, manufacturing and utilities	X	X		

* Fewer than 10 with number suppressed for confidentiality

Source: Employment Ontario Data 2018-2019; Vicinity Jobs 2019

Table 11B: Labour Market Activity - 2018-2019 in the Rainy River District

Occupation	Employment Ontario Clients 2018-2019		Top 20 Advertised Jobs in 2019	
	Lay-Offs*	Job Placements*	NOC	No. of Ads
01 Specialized middle manager occupations	X			
04 Specialized middle manager occupations	X			10
06 Middle management occupations in retail/wholesale trade/customer service	14		0621	13
07 Middle management occupations in trades/transport/production/utilities	X			
11 Professional occupations in business and finance	X	X		
12 Administrative/financial supervisors & administrative occupations	X	X	1241	7
13 Finance, insurance and related business administrative occupations	X	X	1241	8
14 Other support occupations	X	X	1411 1414	8 6
15 Distribution, tracking and scheduling coordination occupations	X	X		
21 Professional occupations in natural and applied sciences	X	X		
22 Technical occupations related to natural & applied sciences	X			
32 Technical occupations in health	X	X		
30 Professional occupations in nursing			3012	39
31 Professional occupations in health			3141	4
32 Technical occupations in health			3233	24

Table 11B: Labour Market Activity - 2018-2019 in the Rainy River District (continued)

Occupation	Employment Ontario Clients 2018-2019		Top 20 Advertised Jobs in 2019	
	Lay-Offs*	Job Placements*	NOC	No. of Ads
34 Assisting occupations in support of health services	X		3413 3414	9 7
40 Professional occupations in educational services		X	4030	10
41 Professional occupations - law, social, community & Government Services	X			
42 Paraprofessional occupations - legal, social, community & education	11	X	4214	5
43 Occupations in front-line public protection services	X			
44 Care providers and education, legal and public protection	12	12	4412 4422	14 4
52 Technical occupations in art, culture, recreation and sport	X			
62 Retail sales supervisors and specialized sales occupations	X	X		
63 Service supervisors and technical service occupations	26	14	6322 6311	6 5
64 Sales representatives and salespersons - wholesale and retail trade	17	12	6421	4
65 Service representatives & other customer and personal services occupations	30	X		
66 Sales support occupations	21	14	6623 6611	6 5
67 Service support & other service occupations, not elsewhere classified (n.e.c.)	83	46	6711	12
72 Industrial, electrical and construction trades	24	X		
73 Maintenance and equipment operation trades	X	X		
74 Other installers, repairers, servicers and material handlers	X	X		
75 Transport and heavy equipment operation	52	20		
76 Trades helpers, construction labourers and related occupations	88	52	7621	4
82 Supervisors & technical occupations in natural resources & agricultural	X			
84 Workers in natural resources and agriculture	X	X		
86 Harvesting, landscaping and natural resources labourers	11			
92 Processing, manufacturing, utilities supervisors & control operators		X		
94 Processing & manufacturing machine operators & production	X	X		
95 Assemblers in manufacturing	X	X		
96 Labourers in processing, manufacturing and utilities	X	X		

* Fewer than 10 with number suppressed for confidentiality Source: Employment Ontario Data 2018-2019; Vicinity Jobs 2019

Employee Retention

Tables 12A and B highlight significant churn in the region's labour market. Several occupations show both lay-offs and hiring. Improving employee retention is an important strategy that can improve business operations while addressing labour market shortages. While employee retention takes effort on the part of company owners and managers, employee turnover is costly. Canadian Business Magazine surveyed business owners who estimated the cost of losing an employee at approximately 40% of that individual's annual salary after considering the cost of the disruption of productivity, training the employee's replacement and the expense of hiring new people.

Employee retention strategies are wide-ranging. Management company, Robert Half identified comprehensive onboarding and orientation of new employees; competitive compensation rates; employee recognition and reward programs; providing employee training; fostering teamwork; implementing mentorship programs and ensuring active communication and feedback as practices that improve employee satisfaction and retention.

Furthermore, the values and actions that motivate employees can vary by age demographic. As older workers delay their retirement, a multi-generational workforce is resulting. For example, Tables 12A and B reveal the age demographics active in the workforce of the twenty occupations featured most often in online job postings in 2019 as well as a projection of future labour market demand when considering the percentage of employees age 45 and older as of 2016.

One in five of the Top 20 Occupations advertised in the Kenora District and one in four in the Rainy River District have 50% or more workers age 45 and older. In addition, in the Rainy River District, thirteen of the twenty employ a total of 175 people (5.2%) who are age 65 and older.

¹ Canadian Business Magazine, 2015, <https://www.canadianbusiness.com/leadership/the-true-cost-of-staff-turnover-and-one-smart-way-to-reduce-it/>

² <https://www.roberthalf.com/blog/management-tips/effective-employee-retention-strategies>



Table 12A – Age of Occupations in Demand – the Kenora District

NOC	Top 20 Occupations advertised most frequently – Jan 01 2019 to Sep 30 2019	Total *	Age 15 -24	Age 25 -44	Age 45 -54	Age 55 -64	Per Cent of LF Age 45 - 64
1411	General Office Support Worker	635	165	225	130	85	33.9%
4412	Home Support Workers, Housekeepers	430	45	185	105	70	40.7%
0621	Retail and Wholesale Trade Managers	665	15	205	235	135	55.6%
3012	Registered Nurses & Registered Psychiatric Nurses	475	15	225	80	105	38.9%
6611	Cashiers	885	435	230	110	80	21.5%
3233	Licensed Practical Nurses	190	10	120	35	30	34.2%
6623	Other Sales Related Occupations	30	10	10	10	10	66.7%
6552	Other Customer & Info Services Reps	160	40	45	40	35	46.9%
7311	Construction/Industrial Millwrights	210	10	90	35	55	42.9%
3414	Other Assisting Occupations - Health Services	85	25	45	0	10	11.8%
6235	Financial Sales Representatives	45	0	20	15	0	33.3%
6421	Retail Salesperson	910	310	255	105	145	27.5%
6322	Cooks	580	170	255	75	60	23.3%
6622	Store Shelf Stockers, Clerks or Order Fillers	340	175	90	20	40	17.6%
1111	Financial Auditors and Accountants	65	10	25	10	20	46.2%
0111	Financial Managers	75	0	20	35	25	80.0%
6511	Maitres d'Hotel and Host/Hostesses	25	25	0	0	0	0.0%
1241	Administrative Assistants	475	40	210	110	100	44.2%
3131	Pharmacists	60	0	30	20	10	50.0%
3142	Physiotherapists	30	0	10	10	0	33.3%

* Arithmetical differences due to rounding

Source: Statistics Canada Census 2016; Vicinity Jobs 2019

Table 12B – Age of Occupations employed in Occupations in Demand – the Rainy River District

NOC	Top 20 Occupations advertised most frequently – Jan 01 2019 to Sep 30 2019	Total *	Age 15 -24	Age 25 -44	Age 45 -54	Age 55 -64	Per Cent of LF Age 45 - 64
3012	Registered Nurses & Registered Psychiatric Nurses	215	10	85	75	40	53.5%
3233	Licensed Practical Nurses	90	10	60	10	15	27.8%
4412	Home Support Workers, Housekeepers	100	10	20	45	25	70.0%
0621	Retail and Wholesale Trade Managers	225	10	75	75	60	60.0%
6623	Other Sales Related Occupations	10	0	0	0	10	100.0%
6611	Cashiers	215	115	40	25	25	23.3%
6711	Food Counter Attendants; Kitchen Helpers	250	135	30	50	15	26.0%
4030	Teachers	385	15	220	70	60	33.8%
3413	Nurses' Aides, Orderlies and Patient Services	175	25	80	35	30	37.1%
1411	General Office Support Workers	205	65	60	35	30	31.7%
1241	Administrative Assistants	185	15	45	70	40	59.5%
3414	Other Assisting Occupations - Health Services	25	10	10	0	0	0.0%
1414	Receptionists	75	25	40	10	0	13.3%
6322	Cooks	200	75	45	40	30	35.0%
4214	Early Childhood Educators and Assistants	155	40	85	15	10	16.1%
6311	Food Service Supervisors	20	15	10	0	0	0.0%
3141	Audiologists/Speech-Language Pathologists	10	0	10	0	0	0.0%
4422	Correctional Service Officers	45	0	20	0	10	22.2%
6421	Retail Salespersons	390	120	110	45	80	32.1%
7621	Public Works and Maintenance Labourers	25	15	10	0	0	0.0%

* Arithmetical differences due to rounding

Source: Statistics Canada Census 2016; Vicinity Jobs 2019

Table 13 identifies the various age groupings active in our local labour market.

Table 13: Age Demographics in the Kenora and Rainy River Districts Labour Force

Age Category	Kenora District		Rainy River District	
	Number in the Labour force	Per Cent of Labour Force	Number in the Labour force	Per Cent of Labour Force
Total in the Labour Force	30,480		9,700	
Age 15 to 19	1,865	6.1%	605	6.2%
Age 20 to 39	11,915	39.1%	3,415	35.2%
Age 40 to 49	6,195	20.3%	2,045	21.1%
Age 52 to 64	9,090	29.8%	3,100	32.0%
Age 65 and over	1,425	4.7%	540	5.6%

Source: Statistics Canada Census, 2016

In their report, *HR and Millennials: Insights into Your New Human Capital*, the Human Resources Professionals Association took a look at the opportunities and challenges of leading a multi-generational workforce ages 20 and older. They examined the assets and liabilities of each generation and the resulting motivators. Table 14 provides a summary.

Table 14: Generational Differences in Today's Workforce

	Traditionalist	Baby Boomers	Generation X	Millennials
Assets	Experience; Dedication; Loyalty; Emotional Maturity	Service oriented; Dedication; Team Perspective; Experience	Adaptability; Techno-Literacy; Independence; Willing to 'buck the system'	Collective action; Optimism; Ability to multi-task; Techno-Savvy
Liabilities	Reluctant to 'buck the system'; Uncomfortable with conflict	Not necessarily budget minded; Uncomfortable with conflict	Skeptical; Distrustful of authority	Need for supervision and structure; Inexperience
Motivators	Connecting their actions to the overall good of their organization	Leaders who get them involved and show them how to make a difference	Permission to work on their own schedule	Connecting their actions to their personal career goals
Preferred methods of communication	Written	Verbal; Personal Interaction	Voicemail; Email	Instant messages; Text messages; Email

Source: Human Resources Personnel Association, 2016

To ensure a cohesive workplace and leverage talents, get to know your employees. Find out what motivates them and don't dwell on differences. Make sure all employees feel valued. Establish teams comprised of all age groups and create opportunities for cross-generational mentoring by pairing younger workers with their more experienced colleagues.

Get to know your employees. Find out what motivates them and don't dwell on differences.
Make sure all employees feel valued.

Labour Market Activity in 2019

Employment Ontario Data

Since 2016, Employment Ontario data has been shared annually with the Northwest Training and Adjustment Board to provide further insight and encourage collaboration to address local labour market demand and supply. Overall, usage of Employment Ontario programs and services in 2018-2019 has decreased compared to 2017-2018 which could be interpreted as an indicator of strong labour market demand. Here are the highlights by program:

Employment Services

- There were 757 assisted clients and 1,993 unassisted clients in the Kenora District – a decrease of 11.2% in assisted and 0.7% unassisted compared to 2017-2018. The number of Indigenous clients receiving assistance decreased from 454 in 2017-2018 to 378 in 2018-2019; a decrease of 76 clients.
- In the Rainy River District, the number of assisted clients decreased slightly from 666 in 2017-2018 to 648 in 2018-2019. This is a decrease of 18 participants (2.7%). In the same time period, the number of unassisted clients rose by 451 clients from 2,797 in 2017-2018 to 3,248 in 2018-2019, a 16.1% increase. There was a significant increase in the number of individuals age 45 to 64 seeking assistance. In 2017-2018, 156 older workers sought help. In 2018-2019, the number rose to 191 (22.4%)
- In Northern Ontario, the numbers of assisted clients remained stable with an increase of 0.7% while the number of unassisted clients increased by 24.7%. Similarly, in Ontario the number of assisted clients was stable increasing by 0.1% while the number of unassisted clients increased by 7.9%.

Literacy and Basic Skills

- The number of in-person learners in the Kenora District increased 4.1% in 2018-2019 compared to 2017-2018. There were 458 learners in the past year compared to 440 in 2017-2018. The increase was generated by carry-over learners with a small decrease of five new learners compared to the previous year's activity.
- The number of learners in the Kenora District reliant on Ontario Works as a source of income declined by 65 people (29.1%) compared to the previous years. Instead, there were 68 more participants who reported no source of income. This was an increase of 130.8% compared to 2017-2018. There was also an increase of 17 learners (25.4%) who are employed.
- The goals of learners shifted from employment to education in the past year. The number pursuing post-secondary education after participating in LBS increased from 22 in 2017-2018 to 47 in 2018-2019; an increase of 25 (113.6%).
- In the Rainy River District, there was a decrease in the number of learners compared to 2017-2018. In 2017-2018, there were a total of 387 new and carry-over learners. In 2018-2019, there were 356 learners resulting in a decrease of 31 (8.0%) total learners. While there was an increase of 43 carry-over learners the net decrease was generated by 74 fewer new learners. The number of Indigenous learners increased significantly increasing from 43 in 2017-2018 to 171 in 2018-2019 or 297.7%.
- As with Employment Services, there was an increase in the number of individuals age 45 and older seeking services. In 2017-2018, there were fifteen learners age 45 to 64. In 2018-2019, that number increased to 26, an increase of 73.3%.

- The number of LBS learners with a degree or diploma increased in 2018-2019. In 2017-2018, there were 50 learners with a certificate or diploma and 15 with a degree. That number rose to 58 learners with a certificate or diploma and 22 with a degree.
- While more than 50 per cent of learners secured either full or part-time employment at the conclusion of services, it appears to be becoming increasingly difficult to follow-up on clients exiting services. Of 266 clients leaving services, the status of 101 (38%) was unknown.
- The number of Literacy and Basic Skills learners increased by 6.6% in Northern Ontario and 9.0% in Ontario between 2017-2018 and 2018-2019.

Canada-Ontario Job Grant

- The number of employers in the Kenora District taking advantage of the Canada-Ontario Job Grant (COJG) fell slightly between 2017-2018 and 2018-2019. Nineteen companies participated in 2017-2018 and fifteen in 2018-2019, a decrease of 21.1%.
- Sixty-eight workers in the Kenora District were trained as a result of COJG in 2018-2019 compared to ninety-nine in the previous year – a decrease of 31.3%.
- In the Rainy River District, eleven employers participated in the Canada-Ontario Job Grant compared to twelve the preceding year.
- The number of workers in the Rainy River District benefitting from COJG sponsored training decreased significantly. In 2017-2018, 160 workers obtained training. In 2018-2019, 42 workers participated or 73.8% fewer workers obtaining training.
- Participation in the Canada-Ontario Job Grant initiative decreased in Northern Ontario where the number of businesses participating decreased from 467 to 312 (33.2%) and the number of workers participating in training decreased from 2,262 to 1,269 (43.9%). In Ontario, the number of companies participating decreased by 17.4% and the number of workers trained decreased 21.9%.

Second Career

- Participation in Second Career decreased in the Kenora District between 2017-2018 and 2018-2019 from twenty-two to fewer than ten. The actual number of participants in the last year has been suppressed to preserve confidentiality.
- During 2018-2019, Second Career training was conducted in the occupations of Accounting and Related Clerks; Administrative Officers; Funeral Directors and Embalmers; Heavy Equipment Operators (except Crane); and Transport Truck Drivers.
- Second Career participation increased in the Rainy River District in 2018-2019. There were no participants in 2017-2018 and fewer than ten in 2018-2019.
- In the past year, Second Career training was delivered in the occupations of Paramedical Occupations and Welders and Related Machine Operators.
- While specific numbers are suppressed, training outcomes in the region include full and part-time employment, further education, unemployment and unknown.
- Participation in Second Career training decreased in the Northern Region by 30.4%. In Ontario, participation declined by 28.7%.

Youth Job Connection

- Participation in the Youth Job Connection program decreased in the Kenora District from 87 to 71 youth (18.4%). Indigenous participation decreased 25% in the past year from 72 to 54 youth. The number of participants increased from zero in 2017-2018 to 17 in 2018-2019.
- In the Rainy River District, participation in Youth Job Connection activities decreased significantly from 56 youth in 2017-2018 to 29 in the past year – a decrease of 48.2%. Participation of Indigenous youth in the Rainy River District also decreased from 35 in 2017-2018 to 18 (48.6%) in 2018-2019.
- Participation in the Youth Job Connection program across the north was relatively stable decreasing by 0.9%. In Ontario, participation declined by 7.2% in the past year.

Consultations with Employers – Apprenticeship and Skilled Trades

Between the period of September and December, 2019, the Northwest Training and Adjustment Board interviewed 51 business representatives about their experience with apprenticeship. The primary concern of these employers was the aging workforce and lack of interest by young people in Skilled Trades opportunities and it has left a major void to fill. They felt that Skilled Trades could be better promoted in secondary schools. Some suggested training opportunities for displaced workers similar to Second Career.

There was also concern expressed about the lack of training facilities locally contributing to a shortage of Skilled Trades people as well as the non-completion of apprenticeship training. In some cases, apprentices leave for schooling in more urban centres and do not return. In other cases, the need to leave work and the community to attend school kilometers away causes the apprenticeship financial hardship. The scheduling of training also puts pressure on the business and employers. For example, employers in the Construction sector suggested training could be conducted in the winter months when production demands are not as heavy.

Employers indicated the changing technology makes computer skills an employment requirement and, in some cases, can push older workers out of the trades. The cost of technology and resulting training can be a barrier to adoption; however, the inability to integrate new technology can leave the company behind.

The Skilled Trades most in-demand by employers we interviewed was:

- Truck and Coach Mechanic
- Automotive Service Technician
- Electrician
- Heavy Duty Mechanic
- AZ Truck Driver with employers suggesting some type of mentorship program to alleviate demand and to resolve experience requirements of insurers
- Also in demand are welders, plumbers, carpenters and construction millwrights and industrial mechanics

For the positions that are hard to fill, employers in both districts stated that online advertising through websites like Indeed and Canada Job Bank were not helpful because many applicants from Southern Ontario and other areas, who apply, are not willing to relocate or remain in the North.

Some employers here do take advantage of the Co-op and OYAP programs as a way of taking on youth who want to learn about the trades.

To increase the number of apprentices and journey persons, more employers need to participate and support high school programs like Co-op and OYAP and the dual credit programs to continue to get more youth engaged. Also the Ontario Government needs to be focusing on and promoting the trades at the high school level to promote these jobs as viable career paths.

Incentives and subsidies for hiring apprentices would assist and generate more employers to take on additional participants. Training someone can add huge costs to employers. Tool allowances and grants to help the employees can help lower financial burdens for those people from the North that incur extra costs for training. More Ministry involvement at a local level, such as having accessible information available would also benefit both employers and employees. Employers also stated that more contact and information from the Ministry would be helpful; when is training offered; how many seats are available; where are the apprentices at for hours; site visits; program changes; what are the current expectations; and other factors could make this a smoother process. The Ontario government needs to ensure there is consistency between training facilities with equipment and instructors; standardized so that some facilities are not more advanced than others.

While larger organizations have the ability to offer apprentices supports such as wage top ups and living allowances, smaller organizations are unable to match these incentives. If there were incentives and subsidies to the smaller businesses they could be more available to offer the opportunities to more apprentices. Employers also stated that local/closer training, online options, and interprovincial opportunities could help with dropout rates. If the government took into consideration which trades are in high demand locally and offered more local options that fit the local job market they would understand that “one size fits does not fill all.” Employers stated that apprenticeship was one of the only ways to grow their companies. The stigma of going into the trades was also mentioned. The skilled trades need to be on the same level as college and university degrees. Employers also expressed that all of the trades need to be under one umbrella, employees are paying separate fees and attending training for ministry trades and the TSSA trades which add to their costs.

We also heard from Employers that Truck and Coach Mechanic is in high demand throughout both the Kenora and Rainy River Districts but this information does not show up in the data in sources like Vicinity Jobs. The other subject that affects our two districts is the vast shortage and the age cohort of the people currently trained to haul wood. AZ drivers that have only highway experience do not necessarily have the ability to be a bush haul driver. The conditions vary greatly and this is something that can seriously impede our Forestry Industry.

For further reference refer to the full report: IN-DEMAND SKILLED TRADES - Appendix A

Local Labour Market Action Plan Update 2020

The Local Labour Market Plan 2018-2020 included a three-year plan for addressing labour market imbalances. This update highlights actions and results achieved by the Northwestern Ontario Training Board and their partners over the past year.

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 Ministry of Labour, Training and Skills Development (MLTSD) through the Sector Partnership Planning Grant. Its purpose is to support the development of partnerships and strategies that will identify workforce needs among industry employers, and develop employment and training solutions that meet the needs of employers, job seekers, and workers. For the purposes of this project, the services sector was scoped as tourism-related industries including hospitality and retail-trade.	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 May of 2019 a Hiring Fair was held in Kenora with a focus on the tourism sector. A meeting to provide updates and meet new staff who are working for organizations who are members of the working group was held in December of 2019. A planning session to evaluate and work towards action items from the Action Plan will planned for 2020.</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 academic skills and basic level apprenticeship in-school training. Pre-apprenticeship training also includes a work placement for eight to twelve weeks.	There are programs for youth or adults who: graduated from high school, left before finishing high school, are unemployed or underemployed (age and eligibility for Employment Insurance are not considered), are Indigenous, newcomers to Canada, women, Francophone or youth-at-risk. Individuals prepared to seek apprenticeships after training.	MLTSD, Employment Ontario, Local employers				✓
This Item Is New To The Action Plan. <i>Individuals can apply by searching for pre-apprenticeship training near them – then apply directly to the organization offering it.</i>						

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			Timeframe/ Progress			
Action	Outcomes	Partners*	Completed	Short Term	Mid Term	Long Term
Second Career: Skills-training and financial support with Second Career. Obtain new skills – those needed for jobs in demand now – and financial support when a client qualifies for the Second Career program. 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), and 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. Northern Community Development Services of Fort Frances has had success with 3 clients using the Second Career program in 2019.</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 the 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				✓
Update or Points of Interest: <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
<p>Quetico College School has been sold and the new owners have renamed the facility Quetico Lodge and Conference Centre. The new owners have expanded relationships with First Nations and various Indigenous training organizations that have contracted their services. Norcat continues their work offering forestry and surface mining programs concurrently at QLCC. Additionally the new owners have reached an agreement with a local logging company to harvest wood in the area.</p>	<p>The intent of these programs and collaborations is to provide training to participants with all the necessary certifications and skills needed to competently operate a variety of forestry equipment used during the harvesting of trees. This is to include hands on experience actually operating equipment.</p>	<p>AEC, AEDC, QLCC, Norcat</p>				✓
<p>Update or Points of Interest: <i>Quetico Lodge & Conference Centre is continuing to expand in to the training, forestry and hospitality sectors. By offering a variety of services, there are increased employment potential and training opportunities in Northwestern Ontario. Further opportunities to collaborate are being sought by QLCC. They continue to assist with further expansion of training opportunities, relationship building and to garner support for programs offered through the Atikokan Employment Centre.</i></p>						
<p>Choose Kenora Campaign: The Lake of the Woods Development Commission and its partners have developed strategic community tools to assist in attracting young professionals to Kenora and have created a series of information packages and testimonials about living and working in Kenora for use by the community, by employers seeking new employees and by youth relocating or returning to the community. Campaign materials were developed by Fifth Hammer Marketing Group and Upriver Media.</p>	<p>To date, the video component has 25,000 views on Facebook and has been shared over 750 times. Marketing materials have been distributed and shared with employers and employment agencies in the community. The response to the campaign and the featured candidates has been positive. Young professionals who are interested in being profiled have volunteered to be featured in the next round of material development.</p>	<p>Kenora and District Chamber of Commerce, Northwest Business Centre (Small Business Enterprise Centre), Harbourtown Business Improvement Zone, Kenora Young Professionals Network, and LOWBIC</p>				✓
<p>This Item Is New To The Action Plan. <i>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. The campaign is continuing with the Choose Kenora information being shared by different organizations when recruiting for Kenora.</i></p>						

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			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. Details provided with regard to; a "Superior" lifestyle, career or business opportunities in one of the 32 northern Ontario 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
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 Businesses & 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>						

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			Timeframe/ Progress			
Action	Outcomes	Partners*	Completed	Short Term	Mid Term	Long Term
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 offered a Live Classroom experience during the 2018-2019 academic year for the Personal Support Worker Program (one year program). Students were schooled on site at an elder care facility with live practice being key. For the 2019-2020 academic year the program was modified slightly. Students take the majority of their theory classes on campus and take lab and clinical on location. This seems to be the best fix of on-campus and on-location training for this program so students have access to the best of both locations and the opportunity to be a part of both teams and support networks. As usual, they have community care placements like has always been done at the end of semester one. Community care placements are with a variety of agencies.	Students received live practice which assisted greatly with getting into the workforce faster and providing needed experience. Course in supportive care, professional growth, helping relationships and assisting clients.	Confederation College, Princess Court, Patricia Gardens		✓		
Update or Points of Interest: <i>The pilot year was completed and all students who started the program were fully successful. During semester 1 all courses were on location at the nursing home or Patricia Gardens. This was not changed as part of the living classroom model. In semester two, the students took several theory classes on campus and lab and clinical were on location at Princess Court. This change was made for a variety of reasons but facilitated a number of student supports and involvement with student council events, etc. As usual, they have community care placements like we have always done at the end of semester one. Community care placements are with a variety of agencies. At time of printing there are currently 9 students in the second semester PSW in Dryden.</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 (SGEI) and college partnerships. SGEI will continue to have a strong trades presence as they continue to offer carpentry, welding, hairstyling, and esthetics. They will be adding millwright and business to their trade programs. In healthcare they are still in development of their Bachelor of Science nursing program and will be adding a paramedic program. Education programs include Early Childhood Education and education support. Social services includes Social Service Worker, community and justice services, police foundations, mental health and addictions, and community youth worker.	Training offered locally keeps students and graduates in the Kenora and Rainy River Districts.	SGEI, Participating Colleges				✓
This Item Is New To The Action Plan. <i>SGEI continues to look for new partnerships on an ongoing basis.</i>						
Fort Frances High School Indigenous Career Day. April 26, 2019. Shooniyaa Wa-Biitong hosted a career day and invited local employers who had summer employment postings for 2019.	There were 45 employers in attendance as well as 500 students.	Shooniyaa Wa-Biitong, NCDS, RRDSB, RRDSAB	✓			
This Item Is New To The Action Plan.						
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.	MLTSD, Employment Ontario Service Providers, Local Businesses				✓
Update or Points of Interest: <i>The training has to be delivered by an eligible, third-party trainer. This program best suits employers with a particular skills demand. Applications are accepted on an ongoing basis. Northern Community Development Services of Fort Frances has secured 9 organizations with COJG funding.</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
Business Technology Improvement Fund (BTIF). Formal program offered by the Northwestern Ontario Innovation Centre.	The BTIF program is designed to assist businesses to incorporate Information Communication Technologies into their businesses by reducing the cost of adoption and any other barriers that may exist (awareness, training, etc.).	Northwestern Ontario Innovation Centre, FedNor				✓
This Item is New to the Action Plan. <i>There was one approved application launched in October 2019 in the Kenora District.</i>						
Next Level Program. Formal program offered by the Northwestern Ontario Innovation Centre.	Assist businesses with scaling their businesses to the 'next level' by providing funding for equipment purchases, videography and photography. Other items may be considered if there is a significant need. Projects must be completed within the year.	Northwestern Ontario Innovation Centre, FedNor		✓		
This Item is New to the Action Plan. <i>This program just started in January of 2020.</i>						
Go Global Program. Formal program offered by the Northwestern Ontario Innovation Centre.	The Go Global program provides businesses with a dedicated sales employee along with a subsidized wage. The overall goal of the program is to expand business sales beyond the immediate region. Projects must be completed by year end.	Northwestern Ontario Innovation Centre		✓		
This Item is New to the Action Plan. <i>There has been one success in this program as of January 2020 and the program recently launched in 2020.</i>						
MaRs (Medical and Related Sciences) Market Intelligence Service. Formal program offered by the Northwestern Ontario Innovation Centre.	The market intelligence service provides businesses with high-level market research necessary for finding industry trends. Information can also be utilized in funding applications and pitching to investors. Projects must be completed by year end.	Northwestern Ontario Innovation Centre		✓		
This Item is New to the Action Plan. <i>There were four successes in this program in 2019. It is a part of the same Regional Innovation Centre system as Northwestern Ontario Innovation Centre.</i>						
Trailblazer Program. Formal program offered by the Northwestern Ontario Innovation Centre.	The trailblazer program is designed to assist companies in validating their product and business model. Businesses work through the 'business model canvas' to refine their business model as well as engaging in customer interviews to validate their product. Projects must be completed by year end.	Northwestern Ontario Innovation Centre		✓		
This Item is New to the Action Plan.						

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			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><i>Seller Memberships:</i> 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.</p> <p><i>Buyer Memberships:</i> 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>	NWBC, LOWBIC, RRFDC, PACE, CCDC, AEDC				✓
<p>Update or Points of Interest: The Rainy River Futures Development Corporation has had 3 to 5 clients use the program in the past two years. All of the clients are quite pleased with the opportunity.</p>						
<p>PARO Peer Lending Circles. A Micro-Finance Program for Women Peer lending circles are small groups of like-minded women who meet regularly to share their experiences, offer advice to each other and expand their individual and shared contact networks. Circles are small groups of 4 to 7 women, who are over the age of 18, each of whom currently operate their own business, wish to start their own business, or believe in women helping women. PARO Peer Circles help women to connect and network with other enterprising women. Today PARO is one of the strongest peer lenders of small business loans in North America (Impact - A Social Enterprise Strategy for Ontario, 2013). Members of the Peer Circle are involved in the review and approval of a member's PARO loan application before it is approved.</p>	<p>There are a great number of benefits of being a PARO Circle member, including but not limited to: Access to and sharing of business knowledge; Peer mentoring, support, & encouragement; Access to peer loans from \$1000 to \$5000; With matching grants of \$500 and \$1000 (if criteria is met); Access to a variety of perspectives and experiences; Reduced rates for PARO events and equipment rentals. One of the key elements of a Peer Circle is that members also provide access to lending support of between \$500.00 and \$5,000.00. Peer lending has helped many Circle members to grow their businesses and set new goals for the future.</p>	PARO, Entrepreneurs			✓	
<p>This item is new to the Action Plan. In the Kenora District in 2019 there were 7 Circles formed, 35 women were involved in the circles and 11 Peer Circle Funding applications were awarded.</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
Startup & Expansion: Action: Deliver Starter Company Plus and Summer Company across the Kenora and Rainy River Districts.	Core function of NWBC is to provide programs and services to entrepreneurs of all ages and stages across the Kenora and Rainy River Districts.	NWBC Entrepreneurs			✓	
Update or Points of Interest: NWBC serves as a resource with a mandate to empower entrepreneurs with advice, information and skills needed to succeed in business. Twenty-five businesses received a grant, 101 individuals received training, and 73 jobs were created when the program wrapped up on March 31, 2019 after two years. The program will continue once an Intern can be hired by the NWBC and new targets have been created.						
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.	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.	FedNor, Ear Falls, Sioux Narrows, Nestor Falls				✓
Update or Points of Interest: 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.						

* 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 13 clients as of February 2020 and 8 clients are now in post-secondary school. They are not 100% fully funded quite yet, and continue to explore other funding opportunities.</i>						
Workshops for clients of Shooniyaa Wa-Biitong who have lost their jobs due to the closing and bankruptcy of Kenora Forest Products.	Held in October, November and December 2019 and then worked with the clients as needed. Twenty five people attended.	Shooniyaa Wa-Biitong	✓			
This item is new to the Action Plan.						
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. There was a change in management in 2019 with an interim manager for several months who stayed on in a permanent role. Usually during the interim some strategies come to a slow down or halt. Retention strategies remain as an ongoing topic of discussion at the HR sub-committee level.	To increase the First Nations employee retention percentage at New Gold. New Gold retooled their lines of progression late fall of 2019; it is now easier for employees to understand where they are at and where their career path may go. Employees were also given the opportunity to discuss with management if they disagreed. Training opportunities were identified for employees as well.	RRFN, New Gold, Naicatchewenin First Nation				✓
Update or Points of Interest: <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. As of 2019, New Gold has remained at a steady 25% for Indigenous employees over the last several years.</i>						

Key Priority #5 – Integrating the Marginalized Workforce

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			Timeframe/ Progress			
Action	Outcomes	Partners*	Completed	Short Term	Mid Term	Long Term
<p>Youth Job Connect program.</p> <p>The Youth Job Connection program serves youth aged 15 to 29 who experience multiple and/or complex barriers to employment by providing more intensive supports beyond traditional job search and placement opportunities.</p> <p>Supports include: Paid pre-employment training to promote job-readiness; Job matching and paid job placements, with placement supports for participants and hiring incentives for employers; Mentorship services; and Education and work transitions supports.</p> <p>The Atikokan Employment Centre has had participants from Upsala, Seine River First Nation and Lac La Croix First Nation.</p>	<p>Upon participating in an initial intake, participants complete pre-employment training provided through the Atikokan Employment Centre. Course work focuses on increasing work related knowledge, improving life skills and certifications marketable to local employers.</p> <p>Once completed a designated number of hours or pre-employment training, participants begin work in a training placement with an actual local employer. This allows them develop on-the-job skills in a real work environment with the support of the employer and employment specialists.</p>	<p>Atikokan Employment Centre, Employment Ontario Service Providers, Local employers</p>				✓
<p>This item is new to the Action Plan.</p> <p><i>In 2019 these services were provided to in excess of 65 individuals of which a considerable number ended up with employment.</i></p>						
<p>Child and Family Support Enhancement Program is designed to assist children, youth, and families by providing no-cost, healthy snacks and physical activity during the winter months, and provides them with the opportunity to connect with organizations able to assist in improving food security, developing poverty reduction strategies, and accessing employment supports to enhance their ability to attach to the labour force.</p>	<p>The goal is to connect 88 children/ youth and 12 adults with exposure to employment and food security services, exercise, and nutritious food through this program.</p> <p>Occurs once each month from November 2019 to February 2020.</p>	<p>KDSB, Red Lake Career & Employment Centre, Red Lake Indian Friendship Centre</p>		✓		
<p>This item is new to the Action Plan.</p>						
<p>Nutrition North Canada & Harvesters Support Grant Programs.</p> <p>In the 2018 Fall Economic Statement the Government proposed to invest an additional \$62.6 million over 5 years starting in 2019-20, with \$10.4 million ongoing, in the Nutrition North Canada program. This investment would help to support several program changes, informed by consultations with northerners, and to introduce a Harvesters Support Grant to help lower the high costs associated with traditional hunting and harvesting activities. The overall NNC budget was approximately \$99 million in 2018-2019.</p>	<p>Indigenous harvesters are provided with funding to purchase; ATVs, snow machines, outboard motors, butchering equipment, hunting equipment, and freezers for food storage.</p> <p>The goal is food security and healthy communities.</p>	<p>CIRNAC, Indigenous communities, Traditional harvesters</p>				✓
<p>This item is new to the Action Plan.</p>						

* Acronym Glossary follows

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

Acronym Glossary

SGEI – Seven Generations Education Institute
AEDC – Atikokan Economic Development Corporation
AEC – Atikokan Employment Centre
BIA – Business Improvement Association
CIRNAC – Crown-Indigenous Relations and Northern Affairs Canada
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

MEDEI – Ministry of Economic Development, Employment & Infrastructure
MLTSD – Ministry of Labour, Training and Skills Development
MNDM – Ministry of Northern Development and Mines
MNRF – Ministry of Natural Resources and Forestry
MRI – Ministry of Research, Innovation and Science
MTCS – Ministry of Tourism, Culture and Sport
MTO – 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
RR – Rainy River
RRFDC – Rainy River Futures Development Corporation
RRDSB – Rainy River District School Board
RRDSAB – RR District Social Services Administration Board
SLAAMB – Sioux Lookout Area Aboriginal Management Board
SWB – Shooniyaa Wa-Biitong
QLCC – Quetico Lodge and Conference Centre

Appendix A: Apprenticeship – In-Demand Skilled Trades Project

Apprenticeship by Industry within the economies of the Kenora and Rainy River Districts

Table 1A and 1B highlight the percentage of the labour force of the Kenora and Rainy River Districts with an Apprenticeship credential within each industry as compared to Ontario.

At 9.2% and 9.4% respectively, both the Kenora and Rainy River Districts rely on almost double the number of individuals with an apprenticeship credential as compared to Ontario as a whole at 5.3%.

In the Kenora District, the percentage of apprentices working in Utilities is 20% greater than in Ontario while Agriculture, Forestry, Fishing and Hunting; Mining, Quarrying and Oil and Gas Extraction; Wholesale Trade and Manufacturing sectors are almost 10% greater.

Table 1A: Labour Force with an Apprenticeship Credential by Industry – the Kenora District as compared to Ontario

Industry	Total Labour Force	Labour Force with Apprenticeship	Apprenticeship as a Per Cent of the Total Kenora Labour Force	Apprenticeship as a Per Cent of the Total ON Labour Force
Total	25,325	2,330	9.2%	5.3%
11 Agriculture, Forestry, Fishing and Hunting	510	80	15.7%	5.8%
21 Mining, Quarrying & Oil/Gas Extraction	1,940	410	21.1%	15.8%
22 Utilities	270	90	33.3%	13.3%
23 Construction	1,010	225	22.3%	17.4%
31-33 Manufacturing	1,085	190	17.5%	8.1%
41 Wholesale Trade	205	30	14.6%	4.9%
44-45 Retail Trade	3,145	225	7.2%	4.6%
48-49 Transportation and Warehousing	1,145	180	15.7%	7.7%
51 Information and Cultural Industries	240	10	4.2%	1.9%
52 Finance and Insurance	460	15	3.3%	1.7%
53 Real Estate and Rental and Leasing	260	20	7.7%	5.3%
54 Professional, Scientific and Tech. Services	570	35	6.1%	1.4%
55 Management-Companies & Enterprises	0	0	--	1.7%
56 Administration, Waste Management & Remediation	460	60	13.0%	5.2%
61 Educational Services	2,745	75	2.7%	1.6%
62 Health Care and Social Assistance	4,690	160	3.4%	3.5%
71 Arts, Entertainment, and Recreation	245	25	10.2%	3.8%
72 Accommodation and Food Services	2,165	95	4.4%	3.7%
81 Other Services (except Public Admin.)	1,060	200	18.9%	17.7%
91 Public Administration	3,125	220	7.0%	3.5%

Source: Statistics Canada Census, 2016

In the Rainy River District, concentration of apprentices in the Utilities sector is more than 23% greater than in Ontario while the Manufacturing and Real Estate and Leasing sectors employ almost 17% more apprentices than the sectors Ontario-wide.

Table 1B: Labour Force with an Apprenticeship Credential by Industry – the Rainy River District as compared to Ontario

Industry	Total Labour Force	Labour Force with Apprenticeship	Apprenticeship as a Per Cent of the Total Rainy River Labour Force	Apprenticeship as a Per Cent of the Total ON Labour Force
Total	7,810	735	9.4%	5.3%
11 Agriculture, Forestry, Fishing, Hunting	385	40	10.4%	5.8%
21 Mining, Quarrying & Oil/Gas Extraction	255	45	17.6%	15.8%
22 Utilities	110	40	36.4%	13.3%
23 Construction	375	80	21.3%	17.4%
31-33 Manufacturing	420	105	25.0%	8.1%
41 Wholesale Trade	105	10	9.5%	4.9%
44-45 Retail Trade	1,060	85	8.0%	4.6%
48-49 Transportation and Warehousing	285	25	8.8%	7.7%
51 Information and Cultural Industries	80	0	0.0%	1.9%
52 Finance and Insurance	155	10	6.5%	1.7%
53 Real Estate and Rental and Leasing	45	10	22.2%	5.3%
54 Professional, Scientific and Tech. Services	270	10	3.7%	1.4%
55 Management-Companies & Enterprises	10	0	0.0%	1.7%
56 Administration, Waste Management & Remediation	195	25	12.8%	5.2%
61 Educational Services	815	30	3.7%	1.6%
62 Health Care and Social Assistance	1,495	60	4.0%	3.5%
71 Arts, Entertainment, and Recreation	95	10	10.5%	3.8%
72 Accommodation and Food Services	605	10	1.7%	3.7%
81 Other Services (except Public Admin.)	345	95	27.5%	17.7%
91 Public Administration	690	65	9.4%	3.5%

Source: Statistics Canada Census, 2016, Table 30_POW

Apprenticeship by Occupations in the Labour Force of the Kenora and Rainy River Districts

Tables 2A and B highlight the occupations that employ the greatest number of individuals age 15 to 64 in the Kenora and Rainy River Districts. The occupations are listed in the order of the greatest number of people employed.

Table 2A: Number of Workers employed in Apprenticeable Occupations – the Kenora District

Compulsory Trade	NOC	Occupation	Total Labour Force	Total with Apprenticeship Training	Per Cent of Labour Force with Apprenticeship Training
Labour Force (LF) – Age 15 to 64			41,370	3,400	8.2%
	7271	General Carpenter	740	165	22.3%
√	7321	Automotive Service Technicians	265	145	54.7%
	7511	Tractor-Trailer Commercial Driver	630	120	19.0%
	7311	Construction Millwright	190	85	44.7%
	7521	Heavy Equipment Operator	420	75	17.9%
√	6341	Hairstylist	155	65	41.9%
	7611	Construction Craft Worker	535	65	12.1%
	7312	Heavy-duty Equipment Technician	115	60	52.2%
√	7241	Electrician (Construction & Maintenance)	130	55	42.3%
	7237	Welders	95	50	52.6%
	7244	Powerline Technician	55	50	90.9%
	9241	Process Operator – Power	100	35	35.0%
	4212	Child and Youth Worker	1,080	40	3.7%
	4214	Child Development Practitioner	485	35	7.2%
	6322	Cook	560	35	6.3%
√	7242	Industrial Electricians	70	35	50.0%
√	7251	Plumbers	70	30	42.9%
√	7322	Auto Body and Collision Repairer	45	30	66.7%
	4413	Educational Assistant	665	25	3.8%
	0714	Facilities Mechanic	115	20	17.4%
	2242	Electronic Service Technician	20	20	100%
√	7252	Sprinkler Installer or Steamfitter	25	15	60.0%
	3414	Optics Technician (Lens/Prism Maker)	80	10	12.5%
	6552	IT-Contact Centre Customer Service Agent	160	10	6.3%
	7231	General Machinist	40	10	25.0%

Table 2A: Number of Workers employed in Apprenticeable Occupations – the Kenora District continued

Compulsory Trade	NOC	Occupation	Total Labour Force	Total with Apprenticeship Training	Per Cent of Labour Force with Apprenticeship Training
	7282	Precast Concrete Erector	10	10	100%
√	7313	Heating, Refrigeration, AC mechanics	40	10	25.0%
	7315	Composite Structure Technician	85	10	11.8%
√	7334	Motorcycle Technician	45	10	22.2%
	7441	Pool, Hot Tub and Spa Installer	55	10	18.2%
	7522	Utility Arborist	90	10	11.1%
	1522	Parts Technician	30	10	33.3%
	7272	Cabinetmaker	30	10	33.3%
	9414	Concrete Pump Operator	10	10	100%
	9434	Process Operator - Wood Products	60	10	16.7%

Source: Statistics Canada Census, 2016

Table 2B: Number of Workers employed in Apprenticeable Occupations – the Rainy River District

Compulsory Trade	NOC	Occupation	Total Labour Force	Total with Apprenticeship Training	Per Cent of Labour Force with Apprenticeship Training
Labour Force (LF) – Age 15 to 64			41,370	3,400	8.2%
√	7321	Automotive Service Technicians	100	65	65.0%
	7511	Tractor-Trailer Commercial Driver	265	65	24.5%
	7271	General Carpenter	165	60	36.4%
	7521	Heavy Equipment Operators	210	55	26.2%
√	7242	Industrial Electricians	40	40	100%
√	7241	Electrician (Construction & Maintenance)	40	30	75.0%
	7312	Heavy-duty Equipment Technician	45	30	66.7%
	0714	Facilities Mechanic	40	20	50.0%
√	6341	Hairstylist	65	20	30.8%
	7237	Welders	60	20	33.3%
	7311	Construction Millwright	90	20	22.2%
	7611	Construction Craft Worker	185	20	10.8%
	2241	Micro Electronics Manufacturer	10	10	100%
	2242	Electronic Service Technician	30	10	33.3%
	4212	Child and Youth Worker	265	10	3.8%

Table 2B: Number of Workers employed in Apprenticeable Occupations – the Rainy River District continued

Compulsory Trade	NOC	Occupation	Total Labour Force	Total with Apprenticeship Training	Per Cent of Labour Force with Apprenticeship Training
	4413	Educational Assistant	190	10	5.3%
	6322	Cook	190	10	5.3%
√	7251	Plumbers	10	10	100%
√	7252	Sprinkler Installer or Steamfitter	10	10	100%
	7272	Cabinetmakers	15	10	66.7%
	7282	Precast Concrete Erector	10	10	100%
√	7322	Auto Body and Collision Repairer	10	10	100%
	7522	Utility Arborist	50	10	20.0%
√	7371	Hoisting Engineer-Mobile Crane Operator	10	10	100%
	7535	Hydraulic/Pneumatic Mechanic	20	10	50.0%
	9241	Process Operator – Power	35	10	28.6%
	9434	Process Operator – Wood Products	40	10	25.0%
	9619	Roll Grinder / Turner	30	10	33.3%

Source: Statistics Canada Census, 2016

Age of the Labour Force with an Apprenticeship Credential by Occupation in the Kenora and Rainy River Districts

Tables 3A and B highlight the aging workforce with an apprenticeship credential within each occupation in the Kenora and Rainy River Districts. In the Kenora District, one of every three skilled tradesperson is age 45 and older. In the Rainy River District three of every four journeypersons is age 45 and older as of 2016.

Table 3A – Age of Skilled Tradespersons by Occupation – the Kenora District

NOC	Occupations employing 20 or more	Labour force with Apprenticeship Credential					
		Total **	Age 15 -24	Age 25 -44	Age 45 -54	Age 55 +	Per Cent of LF Age 45 +
Total		4,420	195	1,240	915	2,070	67.5%
0714	Facilities Mechanic	20	0*	0	0	20	100%
1522	Parts Technician	Data not available*					
2242	Electronic Service Technician	20	0	15	0	10	50.0%
3414	Optics Technician (Lens and Prism Maker)	Data not available					
4212	Child and Youth Worker	35	10	20	10	0	28.6%
4214	Child Development Practitioner	25	0	15	10	10	80.0%
4413	Educational Assistant	25	0	10	15	0	60.0%
6322	Cook	45	0	35	0	0	0.0%
6341	Hairstylist	75	15	35	0	15	20.0%
6552	IT – Contact Centre Customer Service Agent	Data not available*					
7231	General Machinist	15	0	0	0	10	66.7%
7237	Welders	55	10	15	0	25	45.5%
7241	Electrician (Construction and Maintenance)	70	0	25	15	25	57.1%
7242	Industrial Electricians	35	0	10	15	10	71.4%
7244	Powerline Technician	45	10	15	15	10	55.6%
7251	Plumbers	40	0	10	10	25	87.5%
7252	Sprinkler Installer or Steamfitter	20	0	0	0	15	75.0%
7271	General Carpenter	175	10	75	35	60	54.3%
7272	Cabinetmaker	Data not available*					
7311	Construction Millwright	100	0	25	20	55	75.0%
7312	Heavy-duty Equipment Technician	55	0	35	15	10	45.5%
7313	Heating, Refrigeration, AC Mechanic	Data not available*					
7315	Composite Structure Technician	25	0	0	10	0	40.0%
7321	Automotive Service Technicians	155	0	50	35	60	61.3%
7322	Auto Body and Collision Damage Repairer	30	0	15	0	15	50.0%
7334	Motorcycle Technician	Data not available*					
7441	Pool, Hot Tub and Spa Installer	10	0	0	10	0	100%
7511	Tractor-Trailer Commercial Driver	135	0	50	35	50	63.0%
7521	Heavy Equipment Operator	85	0	30	35	20	64.7%
7522	Utility Arborist	Data not available*					
7611	Construction Craft Worker	80	0	45	10	20	37.5%
9241	Process Operator – Power	45	0	10	30	0	66.7%
9434	Process Operator – Wood Products	Data not available*					

Source: Statistics Canada Census 2016 * Fewer than ten. Data suppressed to preserve confidentiality ** Arithmetical differences due to rounding

Table 3B – Age of Skilled Tradespersons by Occupation – the Rainy River District

NOC	Occupations employing 20 or more	Labour force with Apprenticeship Credential					
		Total **	Age 15 -24	Age 25 -44	Age 45 -54	Age 55 +	Per Cent of LF Age 45 +
Total		1,640	40	370	345	885	75.0%
0714	Facilities Mechanic	20	0	10	0	10	50.0%
2242	Electronic Service Technician	Data not available*					
4212	Child and Youth Worker	Data not available*					
4413	Educational Assistant	Data not available*					
6322	Cooks	Data not available*					
6341	Hairstylist	20	0	10	10	0	50.0%
7237	Welders	20	0	10	10	0	50.0%
7241	Electrician (Construction and Maintenance)	35	0	20	0	20	57.1%
7242	Industrial Electricians	40	0	20	20	0	50.0%
7271	General Carpenter	60	0	30	15	15	50.0%
7311	Construction Millwright	Data not available*					
7312	Heavy-duty Equipment Technician	40	0	0	10	20	75.0%
7321	Automotive Service Technicians	75	0	45	10	25	46.7%
7511	Tractor-Trailer Commercial Driver	60	10	20	25	20	75.0%
7521	Heavy Equipment Operators	55	10	10	25	10	63.6%
7522	Utility Arborist	Data not available*					
7535	Hydraulic/Pneumatic Mechanic	Data not available*					
7611	Construction Craft Worker	20	0	10	10	0	50.0%
9241	Process Operator – Power	Data not available*					
9434	Process Operator – Wood Products	Data not available*					
9619	Roll Grinder / Turner	Data not available*					

Source: Statistics Canada Census 2016 * Fewer than ten. Data suppressed to preserve confidentiality ** Arithmetical differences due to rounding

Median Income for Individuals with an Apprenticeship Credential in the Kenora and Rainy River Districts

Tables 4A and B compare the median income of individuals with an Apprenticeship credential as compared to all workers within the occupation.

While a variety of factors impact wage rates, income levels are an indicator of labour market demand. Individuals' expertise as well as labour market shortages generally will put upward pressure of wage rates. The data demonstrates that, most often, those with an apprenticeship credential earn higher wage rates than those with other levels of education working in the same occupation.

In total, individuals in the Kenora District who identify an Apprenticeship or Trades Certificate or Diploma as their highest level of education earn 23.4% more than those working in the occupation without this credential.

Table 4A: Median Income for Workers with an Apprenticeship Credential compared to All Workers in the Occupation – the Kenora District

NOC	Skilled Trades Occupations	Median Income		Absolute Difference in Median Income	Per Cent Difference in Median Income
		With Apprenticeship Training	All Workers In the Occupation		
Total		37,920	29,058	8,862	23.4%
0714	Facilities Mechanic	n/a*	53,406	--	--
1522	Parts Technician	n/a*	35,148	--	--
2242	Electronic Service Technician	n/a*	27,186	--	--
3414	Optics Technician (Lens and Prism Maker)	n/a*	28,674	--	--
4212	Child and Youth Worker	34,568	36,787	(-2,219)	(-6.4%)
4214	Child Development Practitioner	25,544	28,087	(-2,543)	(-10.0%)
4413	Educational Assistant	30,294	26,947	3,347	11.0%
6322	Cook	34,680	14,767	19,913	57.4%
6341	Hairstylist	16,478	16,665	(-187)	(-1.1%)
6552	IT-Contact Centre Customer Service Agent	n/a*	25,590	--	--
7231	General Machinist	n/a*	n/a*	--	--
7237	Welders	44,028	45,862	(-1,834)	(-4.2%)
7241	Electrician (Construction and Maintenance)	67,675	39,042	28,633	42.3%
7242	Industrial Electricians	91,771	91,826	(-55)	(-0.1%)
7244	Powerline Technician	106,940	106,740	(-200)	(-0.2%)
7251	Plumbers	44,544	35,659	8,885	19.9%
7252	Sprinkler Installer or Steamfitter	n/a*	n/a*	--	--
7271	General Carpenter	32,363	20,292	12,071	37.3%
7272	Cabinetmaker	n/a*	n/a*	--	--
7311	Construction Millwright	70,259	70,266	(-7)	0.0%
7312	Heavy-duty Equipment Technician	81,166	73,659	7,507	9.2%
7313	Heating, Refrigeration, AC Mechanic	n/a*	n/a*	--	--
7315	Composite Structure Technician	n/a*	74,447	--	--

Table 4A: Median Income for Workers with an Apprenticeship Credential compared to All Workers in the Occupation – the Kenora District continued

NOC	Skilled Trades Occupations	Median Income		Absolute Difference in Median Income	Per Cent Difference in Median Income
		With Apprenticeship Training	All Workers In the Occupation		
7315	Composite Structure Technician	n/a*	74,447	--	--
7321	Automotive Service Technicians	58,878	53,825	5,053	8.6%
7322	Auto Body and Collision Damage Repairer	50,297	44,544	5,753	11.4%
7334	Motorcycle Technician	n/a*	24,252	--	--
7441	Pool, Hot Tub and Spa Installer	n/a*	29,836	--	--
7511	Tractor-Trailer Commercial Driver	56,199	50,477	5,722	10.2%
7521	Heavy Equipment Operator	38,074	44,998	(-6,924)	(-18.2%)
7522	Utility Arborist	n/a	35,629	--	--
7611	Construction Craft Worker	23,215	19,463	3,752	16.2%
9241	Process Operator – Power	88,025	86,298	1,727	2.0%
9434	Process Operator – Wood Products	n/a*	63,178	--	--

Source: Statistics Canada Census, 2016 * Data suppressed due to confidentiality

In total, individuals in the Rainy River District who identify an Apprenticeship or Trades Certificate or Diploma as their highest level of education earn 25% more than those working in the occupation without this credential.

Table 4B: Median Income for Workers with an Apprenticeship Credential compared to All Workers in the Occupation – the Rainy River District

NOC	Skilled Trades Occupations	Median Income		Absolute Difference in Median Income	Per Cent Difference in Median Income
		With Apprenticeship Training	All Workers In the Occupation		
Total		40,813	30,679	10,134	24.8%
0714	Facilities Mechanic	n/a*	49,133	--	--
2242	Electronic Service Technician	n/a*	29,542	--	--
4212	Child and Youth Worker	n/a*	43,843	--	--
4413	Educational Assistant	n/a*	30,899	--	--
6322	Cook	n/a*	21,343	--	--
6341	Hairstylist	n/a*	20,875	--	--
7237	Welders	n/a*	77,934	--	--
7241	Electrician (Construction and Maintenance)	59,597	37,736	21,861	36.7%
7242	Industrial Electricians	81,193	81,169	24	0.0%
7271	General Carpenter	42,654	32,698	9,956	23.3%
7272	Cabinetmaker	n/a*	n/a*	--	--
7311	Construction Millwright	n/a*	94,885	--	--
7312	Heavy-duty Equipment Technician	91,880	69,783	22,097	24.0%
7321	Automotive Service Technicians	65,390	48,864	16,526	25.3%
7511	Tractor-Trailer Commercial Driver	48,636	39,763	8,873	18.2%
7521	Heavy Equipment Operators	43,103	49,480	6,377	14.8%
7522	Utility Arborist	n/a*	54,804	--	--
7535	Hydraulic/Pneumatic Mechanic	n/a*	n/a*	--	--
7611	Construction Craft Worker	n/a*	23,625	--	--
9241	Process Operator – Power	n/a*	132,549	--	--
9434	Process Operator – Wood Products	n/a*	n/a*	--	--
9619	Roll Grinder / Turner	n/a*	n/a*	--	--

* Data suppressed due to confidentiality
Source: Statistics Canada Census, 2016

Individuals in the Kenora District who identify an Apprenticeship or Trades Certificate or Diploma as their highest level of education earn 23.4% more than those working in the occupation without this credential.

Individuals in the Rainy River District who identify an Apprenticeship or Trades Certificate or Diploma as their highest level of education earn 25% more than those working in the occupation without this credential.

Median Income for Individuals with an Apprenticeship Credential in the Kenora and Rainy River Districts (Continued)

Table 5A highlights that, overall, the median income of those with an Apprenticeship credential in the Kenora District is 33% lower than their provincial counterparts (excluding skilled tradespeople residing in the Toronto area). Median wages earned by those with Apprenticeship credentials in the Kenora District as compared to across Ontario varies considerably from trade to trade.

Table 5A: Median Income for Skilled Trades Occupations Locally as Compared to Ontario (Minus Toronto) – the Kenora District

NOC	Skilled Trades Occupations	Median Income		Absolute Difference in Median Income	Per Cent Difference in Median Income
		Skilled Trades Kenora District	Skilled Trades Ontario (minus Toronto)		
Total		37,920	38,616	(-9,558)	(-32.9%)
0714	Facilities Mechanic	n/a*	73,871	--	--
1522	Parts Technician	n/a*	39,083	--	--
2242	Electronic Service Technician	n/a*	49,844	--	--
3414	Optics Technician (Lens and Prism Maker)	n/a*	36,078	--	--
4212	Child and Youth Worker	34,568	36,282	(-1,714)	(-5.0%)
4214	Child Development Practitioner	25,544	23,412	2,132	8.3%
4413	Educational Assistant	30,294	16,417	(-13,877)	(45.8%)
6322	Cook	34,680	24,145	10,535	30.4%
6341	Hairstylist	16,478	16,909	(-431)	(-2.6%)
6552	IT-Contact Centre Customer Service Agent	n/a*	33,480	--	--
7231	General Machinist	n/a*	59,648	--	--
7237	Welders	44,028	50,655	(6,627)	(-15.1%)
7241	Electrician (Construction and Maintenance)	67,675	61,032	6,643	9.8%
7242	Industrial Electricians	91,771	83,075	8,696	9.5%
7244	Powerline Technician	106,940	101,206	5,734	5.4%
7251	Plumbers	44,544	59,606	(-15,062)	(-33.8%)
7252	Sprinkler Installer or Steamfitter	n/a*	78,600	--	--
7271	General Carpenter	32,363	38,801	(-6,438)	(-19.9%)
7272	Cabinetmaker	n/a*	39,971	--	--
7311	Construction Millwright	70,259	76,609	(-6,350)	(-9.0%)
7312	Heavy-duty Equipment Technician	81,166	67,255	13,911	17.1%
7313	Heating, Refrigeration, AC Mechanic	n/a*	62,233	--	--
7315	Composite Structure Technician	n/a*	68,542	--	--
7321	Automotive Service Technicians	58,878	53,460	5,418	9.2%
7322	Auto Body and Collision Damage Repairer	50,297	49,116	1,181	2.3%
7334	Motorcycle Technician	n/a*	50,129	--	--
7441	Pool, Hot Tub and Spa Installer	n/a*	35,547	--	--
7511	Tractor-Trailer Commercial Driver	56,199	44,965	11,234	20.0%

Table 5A: Median Income for Skilled Trades Occupations Locally as Compared to Ontario (Minus Toronto) – the Kenora District continued

NOC	Skilled Trades Occupations	Median Income		Absolute Difference in Median Income	Per Cent Difference in Median Income
		Skilled Trades Kenora District	Skilled Trades Ontario (minus Toronto)		
7521	Heavy Equipment Operator	38,074	54,023	(-15,949)	(-41.9%)
7522	Utility Arborist	n/a*	49,868	--	--
7611	Construction Craft Worker	23,215	38,607	(-15,392)	(-66.3%)
9241	Process Operator – Power	88,025	91,075	(-3,050)	3.5%
9434	Process Operator – Wood Products	n/a*	50,026	--	--

Source: Statistics Canada Census, 2016 * Data suppressed due to confidentiality

Table 5B highlights that, overall, those with an Apprenticeship credential in the Rainy River District have a median income more than 5% greater those with the same level of education across Ontario (minus Toronto).

Table 5B: Median Income for Skilled Trades Occupations Locally as Compared to Ontario (Minus Toronto) – the Rainy River District

NOC	Skilled Trades Occupations	Median Income		Absolute Difference in Median Income	Per Cent Difference in Median Income
		Skilled Trades Rainy River	Skilled Trades Ontario (minus Toronto)		
Total		37,920	38,616	(-9,558)	(-32.9%)
0714	Facilities Mechanic	n/a*	73,871	--	--
2242	Electronic Service Technician	n/a*	49,844	--	--
4212	Child and Youth Worker	n/a*	36,282	--	--
4413	Educational Assistant	n/a*	16,417	--	--
6322	Cook	n/a*	24,145	--	--
6341	Hairstylist	n/a*	16,909	--	--
7237	Welders	n/a*	50,655	--	--
7241	Electrician (Construction and Maintenance)	55,597	61,032	(-1,435)	(-2.4%)
7242	Industrial Electricians	81,193	83,075	(-1,882)	(-2.3%)
7271	General Carpenter	42,654	38,801	3,853	9.0%
7272	Cabinetmakers	--	39,971	--	--
7311	Construction Millwright	--	76,609	--	--
7312	Heavy-duty Equipment Technician	91,880	67,255	24,625	26.8%
7321	Automotive Service Technicians	65,390	53,460	11,930	18.2%
7511	Tractor-Trailer Commercial Driver	48,636	44,965	3,671	7.5%
7521	Heavy Equipment Operators	43,103	54,023	(-10,920)	(-25.3%)
7522	Utility Arborist	n/a*	49,868	--	--
7535	Hydraulic/Pneumatic Mechanic	n/a*	38,026	--	--
7611	Construction Craft Worker	n/a*	38,607	--	--
9241	Process Operator – Power	n/a*	91,075	--	--
9434	Process Operator – Wood Products	n/a*	50,026	--	--
9619	Roll Grinder / Turner	n/a*	24,525	--	--

Source: Statistics Canada Census, 2016 * Data suppressed due to confidentiality

Percentage of the Labour Force with an Apprenticeship Credential by Occupation working full-time/year-round in the Kenora and Rainy River Districts

Tables 6A and B highlight that individuals with an apprenticeship credential more often work full-time/year-round as compared to the total labour force working in the occupation. Of 33 skilled trades occupations in the Kenora District, 19 (57.5%) have a greater percentage of the workforce who work full-time. Those with an Apprenticeship Credential in the Kenora District are also more likely to work full time/full year as compared to those with an Apprenticeship Credential across Ontario.

Table 6A: Percentage of labour force working full-time/year-round in Skilled Trades as compared to all workers in the occupation – the Kenora District

NOC	Skilled Trades Occupations	Per Cent of Total Kenora Labour Force Working Full Time / Full Year	Per Cent of Kenora Labour Force with Apprenticeship Training working Full Time / Full Year	Per Cent of ON Labour Force with Apprenticeship Training
TOTAL		32.3%	38.1%	38.5%
0714	Facilities Mechanic	61.9%	50.0%	76.5%
1522	Parts Technician	75.0%	100%	60.9%
2242	Electronic Service Technician	68.8%	75.0%	69.3%
3414	Optics Technician (Lens and Prism Maker)	70.6%	n/a*	59.3%
4212	Child and Youth Worker	60.3%	57.1%	47.4%
4214	Child Development Practitioner	44.3%	75.0%	39.4%
4413	Educational Assistant	24.3%	40.0%	9.6%
6322	Cook	30.2%	66.7%	42.7%
6341	Hairstylist	54.8%	60.0%	47.9%
6552	IT – Contact Centre Customer Service Agent	46.9%	100%	58.9%
7231	General Machinist	100%	100%	76.9%
7237	Welders	60.0%	63.6%	61.8%
7241	Electrician (Construction and Maintenance)	39.3%	42.9%	63.8%
7242	Industrial Electricians	69.2%	71.4%	65.8%
7244	Powerline Technician	83.3%	77.8%	72.3%
7251	Plumbers	70.6%	71.4%	68.3%
7252	Sprinkler Installer or Steamfitter	40.0%	50.0%	53.0%
7271	General Carpenter	36.1%	51.4%	51.9%
7272	Cabinetmaker	n/a*	n/a*	69.2%
7311	Construction Millwright	54.8%	50.0%	70.3%
7312	Heavy-duty Equipment Technician	50.0%	45.5%	71.6%
7313	Heating, Refrigeration, AC Mechanic	80.0%	n/a*	73.8%
7315	Composite Structure Technician	76.5%	60.0%	71.4%
7321	Automotive Service Technicians	63.6%	64.5%	78.1%
7322	Auto Body and Collision Damage Repairer	90.9%	83.3%	74.4%
7334	Motorcycle Technician	42.9%	66.7%	73.4%
7441	Pool, Hot Tub and Spa Installer	36.4%	100%	51.6%
7511	Tractor-Trailer Commercial Driver	57.7%	70.4%	56.4%
7521	Heavy Equipment Operator	44.9%	41.2%	44.7%

Table 6A: Percentage of labour force working full-time/year-round in Skilled Trades as compared to all workers in the occupation – the Kenora District continued

NOC	Skilled Trades Occupations	Per Cent of Total Kenora Labour Force Working Full Time / Full Year	Per Cent of Kenora Labour Force with Apprenticeship Training working Full Time / Full Year	Per Cent of ON Labour Force with Apprenticeship Training
7522	Utility Arborist	47.4%	66.7%	56.0%
7611	Construction Craft Worker	23.7%	12.5%	39.2%
9241	Process Operator – Power	84.2%	77.8%	73.0%
9434	Process Operator – Wood Products	80.0%	100%	60.9%

Source: Statistics Canada Census, 2016 * Data suppressed due to confidentiality

Of the 22 Skilled Trades operating in the Rainy River District, data is available for 18. Of these 18, the labour force for 12 (66.7%) are more likely to work full-time/year-round. As in the Kenora District, skilled tradespeople working in the Rainy River District are more likely to work full-time than workers Ontario-wide.

Table 6B: Percentage of labour force working full-time /year-round in Skilled Trades as compared to all workers in the occupation – the Rainy River District

NOC	Skilled Trades Occupations	Per Cent of Total Rainy River District Labour Force Working Full Time / Full Year	Per Cent of Rainy River District Labour Force with Apprenticeship Training working Full Time / Full Year	Per Cent of ON Labour Force with Apprenticeship Training Working Full Time / Full Year
TOTAL		29.5%	36.9%	38.5%
0714	Facilities Mechanic	83.3%	100.0%	76.5%
2242	Electronic Service Technician	60.0%	n/a*	69.3%
4212	Child and Youth Worker	66.7%	n/a*	47.4%
4413	Educational Assistant	24.3%	n/a*	9.6%
6322	Cook	27.5%	n/a*	42.7%
6341	Hairstylist	35.7%	75.0%	47.9%
7237	Welders	66.7%	75.0%	61.8%
7241	Electrician (Construction and Maintenance)	50.0%	85.7%	63.8%
7242	Industrial Electricians	44.4%	50.0%	65.8%
7271	General Carpenter	34.3%	41.7%	51.9%
7272	Cabinetmaker	100%	100%	69.2%
7311	Construction Millwright	45.0%	50.0%	70.3%
7312	Heavy-duty Equipment Technician	36.4%	25.0%	71.6%
7321	Automotive Service Technicians	68.2%	66.7%	78.1%
7511	Tractor-Trailer Commercial Driver	40.9%	33.3%	56.4%
7521	Heavy Equipment Operators	53.3%	63.6%	44.7%
7522	Utility Arborist	63.6%	100%	56.0%
7535	Hydraulic/Pneumatic Mechanic	75.0%	100%	70.4%
7611	Construction Craft Worker	34.3%	0.0%	39.2%
9241	Process Operator – Power	100%	100%	73.0%
9434	Process Operator – Wood Products	42.9%	100%	60.9%
9619	Roll Grinder / Turner	50.0%	100%	42.2%

Source: Statistics Canada Census, 2016 * Data suppressed due to confidentiality

Participation and Unemployment Rates and Job Outlook for Skilled Trades Occupations

Table 7A: Participation and Unemployment Rates and Job Outlook for Skilled Trades Occupations – the Kenora District

NOC	Skilled Trades Occupations	Participation Rate	Unemployment Rate	Job Outlook
Total		60.7%	11.6%	n/a
0714	Facilities Mechanic	90.5%	0.0%	Average
1522	Parts Technician	100%	0.0%	Average
2242	Electronic Service Technician	93.8%	0.0%	Average
3414	Optics Technician (Lens and Prism Maker)	94.1%	0.0%	Undetermined
4212	Child and Youth Worker	93.3%	3.3%	Average
4214	Child Development Practitioner	88.8%	9.2%	Above Average
4413	Educational Assistant	89.6%	6.6%	Above Average
6322	Cook	85.3%	12.1%	Average
6341	Hairstylist	96.8%	6.7%	Average
6552	IT-Contact Centre Customer Service Agent	84.4%	14.8%	Below Average
7231	General Machinist	80.0%	0.0%	Average
7237	Welders	90.0%	27.8%	Average
7241	Electrician (Construction and Maintenance)	92.6%	20.0%	Above Average
7242	Industrial Electricians	100%	14.3%	Average
7244	Powerline Technician	100%	0.0%	Below Average
7251	Plumbers	87.5%	14.3%	Average
7252	Sprinkler Installer or Steamfitter	66.7%	0.0%	Average
7271	General Carpenter	85.8%	18.0%	Above Average
7272	Cabinetmaker	100%	0.0%	Below Average
7311	Construction Millwright	90.5%	7.9%	Average
7312	Heavy-duty Equipment Technician	90.9%	0.0%	Above Average
7313	Heating, Refrigeration, AC Mechanic	83.3%	0.0%	Above Average
7315	Composite Structure Technician	100%	0.0%	Average
7321	Automotive Service Technicians	98.2%	0.0%	Below Average
7322	Auto Body and Collision Damage Repairer	90.0%	0.0%	Below Average
7334	Motorcycle Technician	100%	28.6%	Average
7441	Pool, Hot Tub and Spa Installer	100%	0.0%	Undetermined
7511	Tractor-Trailer Commercial Driver	91.5%	9.3%	Above Average
7521	Heavy Equipment Operator	89.8%	20.3%	Above Average
7522	Utility Arborist	88.9%	12.5%	Undetermined
7611	Construction Craft Worker	88.6%	31.7%	Undetermined
9241	Process Operator – Power	94.7%	11.1%	Average
9434	Process Operator – Wood Products	81.8%	0.0%	Undetermined

Note: Rates and Job Outlook are for all those working in the occupation, not specifically those with an apprenticeship certificate.

Rates were not available by education level.

Source: Statistics Canada Census, 2016 and <https://www.iaccess.gov.on.ca/labourmarket/jobProfile>

Table 7B: Participation and Unemployment Rates and Job Outlook for Skilled Trades Occupations – the Rainy River District

NOC	Skilled Trades Occupations	Participation Rate	Unemployment Rate	Job Outlook
Total		59.7%	9.1%	n/a
0714	Facilities Mechanic	100%	0.0%	Above Average
2242	Electronic Service Technician	80.0%	50.0%	Average
4212	Child and Youth Worker	92.7%	3.9%	Average
4413	Educational Assistant	92.1%	5.7%	Above Average
6322	Cook	80.0%	6.2%	Average
6341	Hairstylist	100%	0.0%	Average
7237	Welders	91.7%	0.0%	Average
7241	Electrician (Construction and Maintenance)	90.0%	22.2%	Above Average
7242	Industrial Electricians	77.8%	28.6%	Average
7271	General Carpenter	85.7%	23.3%	Above Average
7272	Cabinetmaker	n/a*	n/a*	Below Average
7311	Construction Millwright	89.5%	11.8%	Average
7312	Heavy-duty Equipment Technician	58.3%	28.6%	Above Average
7321	Automotive Service Technicians	100%	0.0%	Below Average
7511	Tractor-Trailer Commercial Driver	84.8%	19.6%	Above Average
7521	Heavy Equipment Operators	91.3%	16.7%	Above Average
7522	Utility Arborist	83.3%	20.0%	Undetermined
7535	Hydraulic/Pneumatic Mechanic	100%	0.0%	Undetermined
7611	Construction Craft Worker	82.9%	34.5%	Undetermined
9241	Process Operator – Power	100%	0.0%	Average
9434	Process Operator – Wood Products	71.4%	0.0%	Undetermined
9619	Roll Grinder / Turner	100%	0.0%	Undetermined

Note: Rates are for all those working in the occupation, not specifically those with an apprenticeship certificate.

**Rates were not available for this cohort only.*

Source: Statistics Canada Census, 2016 and <https://www.iaccess.gov.on.ca/labourmarket/jobProfile>

Job Outlook categorization is defined as:

Above Average

Above average labour market conditions usually mean that, relative to the employment situation overall, there is a better likelihood of finding stable work in this occupation, and employment prospects are attractive or improving.

Average

Average labour market conditions indicate that jobs are expected to be more difficult to find; the probability of unemployment is higher; and wages and salaries have recently increased at a slower pace than those occupations rated as “Above average.” On the other hand, jobs are easier to find; unemployment is less likely; and wages and salaries have recently increased at a faster pace than in those occupations rated “Below Average”.

Below Average

Below average labour market conditions mean that it is more difficult to find stable work or employment prospects are not attractive or are deteriorating relative to those in other industries or occupations. For new entrants, such as people leaving school and immigrants, “Below average” labour market conditions mean a relatively low probability of finding stable work in this occupation and lower potential for rising pay.

Job Postings for Skilled Trades Occupations

While our EmployerOne surveys continue to highlight those local employers that often rely on ‘word of mouth’ to communicate job openings, an analysis of job posting in the Kenora and Rainy River Districts does offer some insight into labour market demand.

Tables 8A and B identify the skilled trades occupations advertised in each District between January 1, 2019 and September 30, 2019; the number of times the occupation was advertised and whether our data indicates that there are journey-people currently employed in this trade within the region.

Table 8A: Skilled Trades Occupations Advertised between January 1, 2019 and September 30, 2019 – the Kenora District

NOC	Occupation	Number of Positions Advertised	Journey-people Currently Employed in Kenora District
0714	Facilities Mechanic	3	√
1226	Special Events Coordinator	1	--
1522	Parts Technician	5	√
2242	Electronic Service Technician	0	√
3414	Optics Technician (Lens and Prism Maker)	0	√
4212	Child and Youth Worker	15	√
4214	Child Development Practitioner	9	√
4413	Educational Assistant	1	√
5226	Entertainment Industry Power Technician	3	--
6321	Chefs	2	--
6322	Cooks	27	√
6331	Butchers	1	--
6332	Baker	5	--
6341	Hairstylist	0	√
6552	IT-Contact Centre Customer Service Agent	53	√
7231	General Machinist	0	√
7237	Welders	4	√
7241	Electrician (Construction and Maintenance)	8	√
7242	Industrial Electricians	0	√
7244	Powerline Technician	0	√
7251	Plumbers	1	√
7252	Sprinkler Installer or Steamfitter	0	√
7271	General Carpenter	5	√
7272	Cabinetmaker	0	√
7311	Construction Millwright	26	√
7312	Heavy-duty Equipment Technician	0	√
7313	Heating, Refrigeration, AC Mechanic	4	√
7315	Composite Structure Technician	0	√
7321	Automotive Service Technicians	6	√
7322	Auto Body and Collision Damage Repairer	0	√
7334	Motorcycle Technician	0	√
7441	Pool, Hot Tub and Spa Installer	0	√
7511	Tractor-Trailer Commercial Driver	14	√
7521	Heavy Equipment Operator	10	√
7522	Utility Arborist	4	√
7611	Construction Craft Worker	7	√
9232	Process Operator – Petroleum & Gas	3	--
9241	Process Operator – Power	0	√
9434	Process Operator – Wood Products	0	√

Source: Vicinity Jobs, 2019

Table 8B: Skilled Trades Occupations Advertised between January 1, 2019 and September 30, 2019 – the Rainy River District

NOC	Occupation	Number of Positions Advertised	Journey-people Currently Employed in Rainy River
0714	Facilities Mechanic	1	√
2242	Electronic Service Technician	0	√
4212	Child and Youth Worker	3	√
4214	Early Childhood Educators and Assistants	0	√
4413	Educational Assistant	0	√
6321	Chef	2	--
6322	Cook	15	√
6341	Hairstylist	0	√
7237	Welders	1	√
7241	Electrician (Construction and Maintenance)	1	√
7242	Industrial Electricians	0	√
7251	Plumber	1	--
7271	General Carpenter	0	√
7272	Cabinetmaker	0	√
7311	Construction Millwright	4	√
7312	Heavy-duty Equipment Technician	2	√
7321	Automotive Service Technicians	0	√
7332	Appliance Servicers and Repairers	1	--
7334	Motorcycle Repairperson	1	--
7441	Hot Tub and Spa Installer	1	--
7511	Tractor-Trailer Commercial Driver	5	√
7521	Heavy Equipment Operators	0	√
7522	Utility Arborist	0	√
7535	Hydraulic/Pneumatic Mechanic	0	√
7611	Construction Craft Worker	4	√
9241	Process Operator – Power	1	√
9434	Process Operator – Wood Products	0	√
9619	Roll Grinder / Turner	0	√

Source: Vicinity Jobs, 2019

Job Postings for Skilled Trades Occupations (Continued)

Tables 9A and B highlight the skills most often cited in the job postings.

Table 9A: Skilled Trades Occupations Job Openings Advertised between January 1, 2019 and September 30, 2019 – the Kenora District

Skill	Number of Times Cited	Per Cent of Total Postings identifying the skill
Total number of Advertisements	196	
Teamwork	93	47.4%
Communication Skills	91	46.4%
Customer Service	89	45.4%
English Language	53	27.0%
Fast-Paced Setting	52	26.5%
Attention to Detail	46	23.5%
Flexibility	46	23.5%
Interpersonal Skills	45	23.5%
Organizational Skills	30	15.3%
Self-Starter / Self-Motivated	29	14.8%
Problem Solving	27	13.8%
Leadership	20	10.2%
Decision-Making	18	9.2%
Troubleshooting	18	9.2%
Work under Pressure	18	9.2%
Occupational Health and Safety	16	8.2%
Planning	16	8.2%
Analytical Skills	15	7.7%
Inventory Management	15	7.7%
Time Management	14	7.1%
Writing	14	7.1%
Office Administration	13	6.6%
Bilingual	11	5.6%
Computerized Cash Registers	11	5.6%
French language	10	5.1%
Microsoft Office	10	5.1%
Budgeting	9	4.6%
HVAC	9	4.6%
Multi-Tasking	9	4.6%
Program Management	9	4.6%
Sales	8	4.1%

Table 9A: Skilled Trades Occupations Job Openings Advertised between January 1, 2019 and September 30, 2019 – the Kenora District continued

Skill	Number of Times Cited	Per Cent of Total Postings identifying the skill
Supervisory Skills	8	4.1%
Power Tools	6	3.1%
Welding Equipment	6	3.1%
Critical Thinking	5	2.6%
Point of Sales (POS) Software	5	2.6%
Pressure Gauges	5	2.6%
Project Management	5	2.6%
Risk Management	5	2.6%
Alarm Systems	4	2.0%
Boilers	4	2.0%
Closed Circuit Television (CCTV) Systems	4	2.0%
Continuous Improvement	4	2.0%
Excavators	4	2.0%
Fire Alarm Systems	4	2.0%
Fork Lifts	4	2.0%
Microsoft Word	4	2.0%
Occupational Health and Safety Act	4	2.0%
Point of Sale (POS) Systems	4	2.0%
Security Monitors	4	2.0%
Water Pumps	4	2.0%
Diesel Engines	3	1.5%
Documentation Skills	3	1.5%
Hoists	3	1.5%
Inventory Control Systems	3	1.5%
Microsoft Excel	3	1.5%
Programmable Logic Controllers (PLC)	3	1.5%
SAP	3	1.5%
Shears	3	1.5%
Soldering Equipment	3	1.5%
Supervisory control and data acquisition (SCADA) systems	3	1.5%
Air Compressors	2	1.0%

Table 9A: Skilled Trades Occupations Job Openings Advertised between January 1, 2019 and September 30, 2019 – the Kenora District continued

Skill	Number of Times Cited	Per Cent of Total Postings identifying the skill
Air Guns	2	1.0%
Circular Saws	2	1.0%
Heat Exchangers	2	1.0%
Nail Guns	2	1.0%
Reciprocating Saws	2	1.0%
Research skills	2	1.0%
Scaffolding	2	1.0%
Scheduling	2	1.0%
Ability to Learn	1	0.5%
Adobe Systems Adobe Acrobat	1	0.5%
Autodesk AutoCAD	1	0.5%
Business Planning	1	0.5%
Compactors	1	0.5%
Conflict Management Skills	1	0.5%
Conveyor Systems	1	0.5%
Conveyors	1	0.5%
Database software	1	0.5%
Financial reporting	1	0.5%
Generators	1	0.5%
Grinding mills	1	0.5%
Inventory Control Software	1	0.5%
Lawn mowers	1	0.5%
Lift Trucks	1	0.5%
Microsoft Outlook	1	0.5%
Microsoft PowerPoint	1	0.5%
Microsoft Suite	1	0.5%
Physical Demands Analysis (PDA)	1	0.5%
Public Relations	1	0.5%
Snow removal equipment	1	0.5%
Sprayers	1	0.5%
Water pressure gauges	1	0.5%

Source: Vicinity Jobs, 2019

Job Postings for Skilled Trades Occupations (Continued)

Table 9B: Skilled Trades Occupations Job Openings Advertised between January 1, 2019 and September 30, 2019 – the Rainy River District

Skill	Number of Times Cited	Per Cent of Total Postings identifying the skill
Total number of Advertisements	34	
English Language	23	67.6%
Teamwork	23	67.6%
Communication Skills	16	47.1%
Fast-Paced Setting	13	38.2%
Flexibility	12	35.3%
Interpersonal Skills	9	26.5%
Attention to Detail	7	20.6%
Customer Service	6	17.6%
Self-Starter / Self-Motivated	5	14.7%
Troubleshooting	4	11.8%
Organizational Skills	3	8.8%
Multi-Tasking	2	5.9%
SAP	2	5.9%
Decision-Making	1	2.9%
Frequency Drives	1	2.9%
Generators	1	2.9%
Global Positioning System GPS Software	1	2.9%
HVAC	1	2.9%
Microsoft Word	1	2.9%
Navigation Equipment	1	2.9%
Planning	1	2.9%
Problem Solving	1	2.9%
Reverse Osmosis Systems	1	2.9%
Sales	1	2.9%
Time Management	1	2.9%
Ventilation Systems	1	2.9%
Welding Equipment	1	2.9%
Work under pressure	1	2.9%
Writing	1	2.9%

Source: Vicinity Jobs, 2019

Local Labour Market Activity in Apprenticeship

Table 10A: Apprenticeship Activity – the Kenora District

NOC	2016-2017	2017-2018	2018-2019
Number of Certificates of Apprenticeship issued	52	71	50
Number of active apprentices	376	353	234
Number of new registrations	76	131	91
Number of modular training registrations	661	723	544
Average age of apprentice at registration	26	25	26

Source: Employment Ontario annual data

Table 10B: Apprenticeship Activity – the Rainy River District

NOC	2016-2017	2017-2018	2018-2019
Number of Certificates of Apprenticeship issued	--	--	29
Number of active apprentices	106	103	113
Number of new registrations	54	32	41
Number of modular training registrations	182	285	218
Average age of apprentice at registration	27	26	27

Source: Employment Ontario annual data

After spiking in 2017-2018, apprenticeship activity in the Kenora District decreased with the number of new registrations falling by 30%. Despite this, the number of new registrations in 2018-2019 exceeds the 2016-2017 levels.

In the Rainy River District, the number of active apprentices has increased steadily since 2016-2017.

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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 the Kenora and Rainy River Districts.

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



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



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