



# Kenora and Rainy River Districts

2018-2020 Local Labour Market Plan Report  
Final Update



Northwest Training and Adjustment Board  
113-100 Casimir Avenue  
Dryden, ON P8N 3L4  
[www.ntab.on.ca](http://www.ntab.on.ca)

Thank you for assisting us to improve the work we do by completing this short survey by using this tear-away sheet or by using the web address below.

## 2018-2020 Local Labour Market Plan Report: 2021 Update

Please score the following questions from 1 to 5, where:

- 1 = strongly disagree
- 2 = disagree
- 3 = neutral (neither agree nor disagree)
- 4 = agree
- 5 = strongly agree

Question	Score (1 to 5)
a) The LLMP Report is informative and easy to understand.	
b) In my opinion, the LLMP Report provides a good summary of the local labour market needs.	
c) The LLMP Report is a valuable tool to my organization for workforce planning or other purposes.	
d) I would recommend the LLMP report as a useful resource to others.	

Additional Comments:

Office Use - Average Score (Individual End-User Satisfaction):

Web Address for survey:

<https://www.surveymonkey.com/r/NTABLLMP2021>



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**Report preparation:**

**Diane Soucie**, *President, Net Success Inc.*

**LLMP report design:**

*Wake Marketing & Design, Kenora, ON*

## How Did We Do?

Please access our short survey by visiting [www.ntab.on.ca](http://www.ntab.on.ca) or by hardcopy included.  
We invite your feedback on all publications produced by the Northwest Training and Adjustment Board.

**For further information, please contact:**

**Crystal George**, *Executive Director*  
Northwest Training & Adjustment Board  
113-100 Casimir Ave • Dryden, ON P8N 3L4  
Phone 807.223.3813 • Cell 807.276.2530  
manager@ntab.on.ca • www.ntab.on.ca

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*Ministry of Labour, Training, and Skills Development*  
  
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## Vision

Engage all regional stakeholders and partners with valuable workforce information.

## Mission

To improve our local workforce.

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

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The views expressed in this document do not necessarily reflect those of the Government of Ontario.

*“The material contained in this report has been prepared by the Northwest Training and Adjustment Board and is drawn from a variety of sources considered to be reliable. We make no representation or warranty, express or implied as to its accuracy or completeness. In providing this material, the Northwest Training and Adjustment Board does not assume any responsibility or liability.”*



# Local Labour Market Plan Update **Kenora and Rainy River Districts** February 2021

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## Executive Summary

In 2018, the Northwest Training and Adjustment Board published a regional three-year plan for workforce development addressing the following five priorities:

### Workforce Development Priorities in Kenora and Rainy River Districts

1. Transitioning our workforce in a changing economy.
2. Attraction/retention of key demographics of our population to the region.
3. Evolving education requirements.
4. Supporting entrepreneurs.
5. Integrating the marginalized workforce.

While the region's economy and its labour force have been significantly impacted by the global COVID-19 pandemic, our examination of labour market supply and demand data demonstrates that these priorities continue to be valid.

This final update to our 2018 three-year plan includes a summary of activities undertaken to address these priorities. While still early in the analysis, the following indicators currently available have been used to assess changes in labour market demand and supply:



## Labour Market Demand

- Three surveys of local businesses conducted by NTAB in April, May and October 2020 generated 175 responses and reveal that one in four employers worried that their businesses would not survive the pandemic. The most prevalent impacts included a decrease in sales, increased cleaning and sanitation practices, cancellation of contracts and supply chain disruptions.
- Statistics Canada Business Counts data allowed us to compare the number of businesses operating in the region in June of 2019 with the number operating in December of 2019. The total number of businesses operating locally actually increased during this six-month period, growing from 4,232 to 4,270 in the Kenora District and from 1,715 to 1,723 in the Rainy River District. While we might expect a decrease in the number of businesses as a result of the COVID-19 pandemic, it must be recognized that Statistics Canada has provided the business data from the Canada Revenue Agency. These results display that many businesses are not formally recorded as closed by the Agency for many years after the business ceases operation. Despite the increase in the total number of businesses in the Kenora District, there was a decrease in enterprises operating in the Construction, Wholesale and Retail Trade sectors while modest losses in the Rainy River District were experienced over a broad number of sectors.
- A review of Statistics Canada data identifies the differing impact of the pandemic on the sectors of the Ontario economy.
- In order to better prepare for recovery, we looked at the five fastest growing occupations in each sector, the total number of workers in those occupations in the Kenora and Rainy River Districts, the level of education customarily required to enter the occupation as well as the percentage of workers age 55 and older, as of the 2016 Statistics Canada Census.

## Labour Market Supply

- Utilizing Statistics Canada data for the Northwestern Ontario Economic Region and the Thunder Bay Census Metropolitan Area (CMA), we calculated the month-to-month change in a number of indicators between March of 2019 and September of 2020 including the number of employed people working less than half of their usual hours, the number of unemployed individuals, the number of these individuals whom are actively job searching, and those who are not participating in the labour force.
- Subtracting Thunder Bay CMA data from Northwestern Ontario totals, we estimate that, prior to COVID-19 in March of 2019, 41,100 people in the Kenora and Rainy River Districts were employed and 3,600 were employed but did not work. One year later, at the height of the economic lockdown in April of 2020, employment fell to 31,600 with 10,300 employed but working zero hours with an additional 1,800 working less than one-half of their usual hours.
- As of September of 2020, the number of individuals who are not participating in the workforce has escalated to 28,200 as compared to 23,300 in March of 2019. Of these 23,300 not participating in the labour force prior to the pandemic, 1,800 individuals indicated that they wanted work but did not look for a job. The number in this regiment minimized by 700 individuals in September of 2020. Encouraging those who are currently not participating in the labour force to return as soon as possible is an imperative priority.
- In Northwestern Ontario (not including Thunder Bay), we estimate that the unemployment rate was approximately 6.3% one year before the pandemic in March of 2019. This can be compared to 8.0% in March of 2020 and 7.5% in September of 2020. At the initial height of the pandemic, May 2020, the unemployment rate rose to 11.9%.

- Also provided is the underutilized labour force rate which combines those who were unemployed, those who were not in the labour force but who wanted a job (but did not look for one), and those who were employed but worked less than half of their usual hours for reasons likely related to the pandemic as compared to the total labour force. The underutilization rate in the Kenora and Rainy River Districts in April of 2020 was 30.3% as compared to 34.4% in the Northwestern Ontario Economic Region, 37.0% in the Thunder Bay Census Metropolitan Area and 37.1% in Ontario.
- Statistics Canada Taxfiler data for the period of 2013 to 2018 shows that net-outmigration continues to weaken labour market supply.
- Employment Ontario data for 2019-2020 shows that other than those taking advantage of unassisted Employment Services, Literacy and Basic Skills instruction and the Youth Job Connection program, the number of Employment Ontario clients has decreased compared to 2018-2019. This is largely attributable to strong labour market demand prior to the COVID-19 pandemic.

Although the global COVID-19 pandemic continues to affect our districts in various ways, we shall remain positive and continue to consult with service providers, business owners and stakeholders to maintain focus on our five workforce development priorities. Together, we can work to re-build our local labour force and present opportunities for growth.

## Background

Since 2012, the Northwest Training and Adjustment Board (NTAB) has published an annual Local Labour Market Plan (LLMP) examining labour market supply, demand and changes in the economy of the Northwestern Ontario region of the Kenora and Rainy River Districts. In 2018, NTAB published a three-year plan, the Local Labour Market Plan 2018-2020 identifying five key priorities:

1. Transitioning our workforce in a changing economy.
2. Attraction/retention of key demographics of our population to the region.
3. Evolving education requirements.
4. Supporting entrepreneurs.
5. Integrating the marginalized workforce.

This report provides a final update to the three-year plan continuing to examine labour market information as well as updating the region's progress in addressing these priorities over the past year.

## Labour Market Demand

Entrepreneurs, by nature, are optimistic individuals and this includes most small businesses. The economy of the region is built on small business where in the Kenora District, a strong 76 percent of businesses employ fewer than five people. In the Rainy River District, it is even stronger at 80 percent of businesses that employ four or fewer. Two surveys of more than 1,000 small businesses conducted by the Business Development Bank of Canada reported that 87% of Canadian small businesses are confident that they can survive. As the second wave of the global COVID-19 pandemic continues, many businesses report that they are better prepared than they were in March. Operational changes involve modifying supply chains to include more local suppliers and adopting new technology to improve their online sales capability. Companies are adapting to changing consumer preferences including online purchases and shopping local. More than 80 percent of consumers indicated that they would be willing to pay more for local products and 56 percent have completed more online purchases since the initial lockdown. The BDC study also reported that 80 percent of businesses who have been working remotely plan to continue to do so.<sup>1</sup>

Despite this optimism, a recent business outlook survey of businesses conducted by the Bank of Canada suggests that companies project only modest hiring even as the overall outlook for employment improves slightly. Almost one in three businesses reported that they expect workforce numbers to remain below pre-pandemic levels for at least twelve months. The survey also reported that wage growth is widely expected to slow over the next year.<sup>2</sup>

During April and May of 2020, NTAB conducted two surveys of businesses operating in the Kenora and Rainy River Districts. The surveys generated 144 responses mainly from the Retail Trade, Accommodation and Food Services, Other Services and Agriculture, Forestry, Fishing and Hunting sectors. The majority of enterprises felt that the pandemic would significantly impact their business finances. Over one in four felt that COVID-19 “could put them out of business”. The most prevalent impacts included a decrease in sales, increased cleaning and sanitation practices, cancellation of contracts and supply chain disruptions. Also, over 100 of the 144 responding companies had laid-off staff as a result of the pandemic.

A third survey conducted by NTAB in September and October of 2020 generated responses from 31 businesses. Again, one in four continued to fear that the pandemic could result in the closure of their establishment. Over 16 percent recognized the financial impact but felt that they could “weather the storm”. Almost one in ten reported increased demand for some of their products and services. More than 35 percent of the respondents were concerned with the discontinuation of the Canada Emergency Wage Subsidy program expecting it would result in additional employee lay-offs. More than three in four felt that their business had been well supported by professional associations and local business support organizations. A full summary of the three survey results are available on our website, at [www.ntab.on.ca](http://www.ntab.on.ca)

Forty-seven of the 175 local survey respondents were from the local tourism sector and outdoor tourism is an important contributor to the economy of Northwestern Ontario. The Sunset Country Tourism Association, based in Kenora, Ontario is comprised of 270 members including lodge owners, restaurants, retail stores, fishing guides and other businesses that largely rely on hunters and anglers visiting from the United States. Reinforcing NTAB’s survey findings, the Association reports that the closed Canadian/U.S.A. border and the downsizing or temporary closure of airlines serving the north, has massively impacted their membership.<sup>3</sup>

<sup>1</sup>Barbara Shecter, *Small firms think they will make it: Survey*, Financial Post, Oct 7 2020

<sup>2</sup>Jordan Press, *Companies have modest hiring plans, low wage growth expectations*, Toronto Star, Oct 19 2020

<sup>3</sup>Gord Ellis, *COVID-19 impact could devastate Northwestern Ontario’s outdoor tourism, business owners say*, CBC News, Mar 30 2020, <https://www.cbc.ca/news/canada/thunder-bay/thunder-bay-outdoor-tourism-impact-1.5514194>

Statistics Canada, Canada Business Counts, released semi-annually, is regularly used by NTAB to monitor changes in the regional economy. A comparison of businesses operating in the Kenora and Rainy River Districts between December of 2019 and June of 2020 shows little change.

In the Kenora District there was a reduction of the number of businesses operating in the Construction, Wholesale Trade and Retail Trade sectors, while modest losses in the Rainy River District were experienced over a broad number of sectors. In fact, there was an overall increase of businesses operating during this time period in both the Kenora and Rainy River Districts. While we might project more significant losses as a result of the global COVID-19 pandemic, it must be recognized that the number of businesses operating is provided to Statistics Canada by the Canada Revenue Agency. Many businesses are not formally eliminated from the Agency's records for many years after their closure to the public.

**Table 1A: Change in Number of Businesses December 2019 to June 2020 – Kenora District**

Sector	No of Businesses Dec 2019	No. of Businesses Jun 2020	Absolute Change	Per Cent change
Agriculture, Forestry, Fishing, Hunting	155	156	1	0.6%
Mining, Oil and Gas Extraction, Quarrying	22	22	0	0.0%
Utilities	17	18	1	5.9%
Construction	482	481	(-1)	(-0.2%)
Manufacturing	50	52	2	4.0%
Wholesale and Distribution	81	76	(-5)	(-6.2%)
Retail Trade	423	419	(-4)	(-0.9%)
Transportation and Warehousing	192	195	3	1.6%
Information and Cultural Services	49	51	2	4.1%
Finance, Insurance and Real Estate	803	809	6	0.7%
Professional, Scientific and Technical Services	222	230	8	3.6%
Management and Administration Services	125	125	0	0.0%
Educational Services	46	46	0	0.0%
Health and Social Services	332	340	8	2.4%
Arts, Culture, Sports and Recreation	78	81	3	3.8%
Accommodation and Food Services	501	500	(-1)	(-0.2%)
Personal and Household Services	337	340	3	0.9%
Public Administration	70	69	(-1)	(-1.4%)
Businesses not classified by industry	247	260	13	5.3%
<b>Total</b>	<b>4232</b>	<b>4,270</b>	<b>38</b>	<b>0.9%</b>

Source: Statistics Canada, Canada Business Counts, December 2019 and June 2020

**Table 1B: Change in Number of Businesses December 2019 to June 2020 – Rainy River District**

Sector	No of Businesses Dec 2019	No. of Businesses Jun 2020	Absolute Change	Per Cent change
Agriculture, Forestry, Fishing, Hunting	300	305	5	1.7%
Mining, Oil and Gas Extraction, Quarrying	6	7	1	16.7%
Utilities	9	9	0	0.0%
Construction	163	162	(-1)	(-0.6%)
Manufacturing	35	36	1	2.9%
Wholesale and Distribution	29	28	(-1)	(-3.4%)
Retail Trade	137	134	(-3)	(-2.2%)
Transportation and Warehousing	101	102	1	1.0%
Information and Cultural Services	19	18	(-1)	(-5.3%)
Finance, Insurance and Real Estate	226	230	4	1.8%
Professional, Scientific and Technical Services	86	86	0	0.0%
Management and Administration Services	54	52	(-2)	(-3.7%)
Educational Services	19	18	(-1)	(-5.3%)
Health and Social Services	112	111	(-1)	(-0.9%)
Arts, Culture, Sports and Recreation	24	24	0	0.0%
Accommodation and Food Services	129	128	(-1)	(-0.8%)
Personal and Household Services	152	151	(-1)	(-0.7%)
Public Administration	26	26	0	0.0%
Businesses not classified by industry	88	96	8	9.1%
<b>Total</b>	<b>1,715</b>	<b>1,723</b>	<b>8</b>	<b>0.5%</b>

Source: Statistics Canada, Canada Business Counts, December 2019 and June 2020

Statistics Canada Labour Force Survey highlights the impact of the pandemic on the various sectors of the nation's economy between August 2019 and August 2020.

#### Industries experiencing a pandemic drop and continuing losses:

- Mining, Quarrying and Oil and Gas Extraction (this industry's numbers had recovered, but in August a large gap of 27% emerged between the employment numbers for August 2020 and August 2019)
- Transportation and Warehousing (-14%)
- Real Estate and Rental and Leasing (-18%)
- Accommodation and Food Services (-27%)

#### Industries experiencing an initial dip as a result of the pandemic followed by a near recovery:

- Manufacturing (-4%)
- Wholesale Trade (-2%)
- Retail Trade (-4%)
- Professional, Scientific and Technical Services (-3%)
- Educational Services (-2%)
- Health Care and Social Assistance (-3%)
- Other Services (-5%)

### Industries experiencing a pandemic dip and weaker recovery:

- Agriculture (-6%)
- Construction (-8%)
- Business, Building and Other Support Services (this combines Administrative and Support Services with Management of Companies) (-6%)
- Information, Culture and Recreation (this combines Information and Cultural Industries with Arts, Entertainment and Recreation) (-8%)

### Industries not affected by the pandemic:

- Forestry and Logging and Support Activities for Forestry (114% higher, August 2020 over August 2019)
- Finance and Insurance (7% higher)
- Public Administration (1% higher)

Despite the impact of the pandemic on employment numbers, the Ontario Labour Market Report Online published the top five in-demand occupations by sector. Table 2 identifies those occupations, the total number of individuals working in the occupations in the Kenora and Rainy Rivers Districts and the percentage of the workforce age 55 and older as of the Statistics Canada Census (2016). The chart also identifies the education most often required by workers entering the occupation.

**Table 2: In-demand Occupations in the Kenora and Rainy River Districts**

Occupation	Total Workers		Percent Age 55+		Education Required*
	Kenora District	Rainy River District	Kenora District	Rainy River District	
<b>Agriculture</b>					
1. Managers in agriculture (NOC 0821)	90	170	61.1%	61.8%	O
2. Nursery and greenhouse workers (NOC 8432)	70	10	28.6%	0.0%	C
3. Managers in horticulture (NOC 0822)	10	0	0.0%	0.0%	O
4. Managers in aquaculture (NOC 0823)	0	0	0.0%	0.0%	O
5. Biological technologists/technician (NOC 2221)	20	15	0.0%	0.0%	B
<b>Forestry, Fishing, Mining, Oil and Gas Extraction</b>					
1. Outdoor sports and recreational guides (NOC 6532)	120	40	29.2%	62.5%	C
2. Logging machinery operators (NOC 8241)	85	80	35.3%	31.3%	B
3. Mngrs: Nat. resources production/fishing (NOC 0811)	55	0	45.5%	0.0%	A
4. Undergrnd production/dev'ment miner (NOC 8231)	325	60	7.7%	0.0%	B
5. Heavy equipment operators (NOC 7521)	440	230	28.4%	37.0%	C

### \*NOC Matrix Legend

O	Management Occupations - Usually require university education
A	Occupations usually require university education
B	Occupations usually require college education, specialized or apprenticeship training
C	Occupations usually require secondary school and/or occupation specific training
D	On the job training is usually provided for these occupations

Source: <https://noc.esdc.gc.ca/Structure/Matrix/000e9b8170d945b7a7b6e0ecd4625357>

Table 2: In-demand Occupations in the Kenora and Rainy River Districts

Occupation	Total Workers		Percent Age 55+		Education Required*
	Kenora District	Rainy River District	Kenora District	Rainy River District	
<b>Utilities</b>					
1. Utilities managers (NOC 0912)	10	0	0.0%	0.0%	O
2. Water/waste treatment plant operators (NOC 9243)	125	45	20.0%	22.2%	B
3. Power engineers/systems operators (NOC 9241)	95	35	21.1%	28.6%	B
4. Electrical power line and cable workers (NOC 7244)	60	25	16.7%	0.0%	B
5. Supervisors, chem. processing & utilities (NOC 9212)	20	0	75.0%	0.0%	B
<b>Construction</b>					
1. Carpenters (NOC 7271)	775	175	20.6%	34.3%	B
2. Construction managers (NOC 0711)	105	40	33.3%	50.0%	O
3. Electricians (NOC 7241)	135	50	25.9%	40.0%	B
4. Painters and decorators (NOC 7294)	40	20	50.0%	50.0%	B
5. Heavy equipment operators (except crane) (NOC 7521)	440	230	28.4%	37.0%	C
<b>Manufacturing</b>					
1. Manufacturing managers (NOC 0911)	55	25	54.5%	60.0%	O
2. Machine operators and metal processing (NOC 9411)	15	0	0.0%	0.0%	C
3. Chemical plant machine operators (NOC 9421)	0	0	0.0%	0.0%	C
4. Machine operators, food and beverage (NOC 9461)	10	0	0.0%	0.0%	C
5. Construct. millwrights/Indust. mechanics (NOC 7311)	210	95	33.3%	31.6%	B
<b>Retail and Wholesale Trade</b>					
1. Retail and wholesale trade managers (NOC 0621)	660	225	30.3%	31.1%	O
2. Retail sales supervisors (NOC 6211)	95	40	21.1%	25.0%	B
3. Technical sales specialists-wholesale trade (NOC 6221)	10	10	0.0%	100%	B
4. Corporate sales managers (NOC 0601)	45	0	44.4%	0.0%	O
5. Retail and wholesale buyers (NOC 6222)	40	10	62.5%	100%	B
<b>Transportation and Warehousing</b>					
1. Transport truck drivers (NOC 7511)	705	330	36.9%	34.8%	C
2. Letter carriers (NOC 1512)	35	25	28.6%	40.0%	C
3. Bus drivers and other transit operators (NOC 7512)	180	65	52.8%	46.2%	C
4. Air pilots, flight engineers & instructors (NOC 2271)	140	15	17.9%	0.0%	B
5. Purser and flight attendants (NOC 6522)	10	0	0.0%	0.0%	C

\*NOC Matrix Legend

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D	On the job training is usually provided for these occupations

Source: <https://noc.esdc.gc.ca/Structure/Matrix/000e9b8170d945b7a7b6e0ecd4625357>

Table 2: In-demand Occupations in the Kenora and Rainy River Districts

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	Kenora District	Rainy River District	Kenora District	Rainy River District	
<b>Information, Culture and Recreation</b>					
1. Leaders/instructors: sports and recreation (NOC 5254)	170	75	5.9%	13.3%	B
2. Painters, sculptors & other visual artists (NOC 5136)	20	0	0.0%	0.0%	A
3. Casino occupations (NOC 6533)	0	0	0.0%	0.0%	C
4. Librarians (NOC 5111)	10	10	0.0%	0.0%	A
5. Artisans and craftspersons (NOC 5244)	15	15	66.7%	0.0%	B
<b>Finance, Insurance, Real Estate and Leasing</b>					
1. Real estate agents and salespersons (NOC 6232)	65	10	38.5%	0.0%	B
2. Insurance, real estate, broker managers (NOC 0121)	20	10	0.0%	0.0%	O
3. Property administrators (NOC 1224)	70	15	21.4%	0.0%	B
4. Banking, credit and investment managers (NOC 0122)	70	10	35.7%	100%	O
5. Insurance adjusters and claims examiners (NOC 1312)	10	15	0.0%	66.7%	B
<b>Professional, Scientific and Technical Services</b>					
1. Financial auditors and accountants (NOC 1111)	65	55	46.2%	18.2%	A
2. Lawyers and Quebec notaries (NOC 4112)	50	20	20.0%	44.4%	A
3. Graphic designers and illustrators (NOC 5241)	30	15	0.0%	0.0%	B
4. Interior designers and interior decorators (NOC 5242)	10	0	100%	0.0%	B
5. Prof'l. occ's in advertising, marketing, PR (NOC 1123)	55	10	18.2%	0.0%	A
<b>Business, Building and Support Services</b>					
1. Real estate agents and salespersons (NOC 6232)	65	10	38.5%	0.0%	B
2. Insurance, real estate, broker managers (NOC 0121)	20	10	0.0%	0.0%	O
3. Property administrators (NOC 1224)	70	15	21.4%	0.0%	B
4. Administrative officers (NOC 1221)	340	135	32.4%	25.9%	B
5. Assessors, valuers and appraisers (NOC 1314)	20	10	50.0%	100%	B
<b>Educational Services</b>					
1. Elementary & kindergarten teachers (NOC 4032)	715	240	17.5%	16.7%	A
2. Secondary school teachers (NOC 4031)	430	125	26.7%	16.0%	A
3. Elementary/secondary teacher assistants (NOC 4413)	675	190	20.7%	31.6%	C
4. Principals/admin. elementary/secondary (NOC 0422)	115	40	21.7%	0.0%	O
5. Educational counsellors (NOC 4033)	75	15	13.3%	66.7%	A

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Table 2: In-demand Occupations in the Kenora and Rainy River Districts

Occupation	Total Workers		Percent Age 55+		Education Required*
	Kenora District	Rainy River District	Kenora District	Rainy River District	
<b>Health Care and Social Assistance</b>					
1. Registered nurses/reg'd psychiatric nurses (NOC 3012)	475	215	32.6%	18.6%	A
2. Social and community service workers (NOC 4212)	1,125	275	17.3%	29.1%	B
3. Nurse aides, orderlies & patient associates (NOC 3413)	440	175	22.7%	22.9%	C
4. Home support workers and housekeepers (NOC 4412)	430	100	23.3%	20.0%	C
5. Licensed practical nurses (NOC 3233)	195	85	12.8%	17.6%	B
<b>Accommodation and Food Services</b>					
1. Cooks (NOC 6322)	580	200	13.8%	20.0%	B
2. Restaurant and food service managers (NOC 0631)	195	55	23.1%	18.2%	O
3. Accommodation service managers (NOC 0632)	190	45	55.3%	66.7%	O
4. Chefs (NOC 6321)	45	15	22.2%	0.0%	B
5. Executive housekeepers (NOC 6312)	15	10	66.7%	100%	B
<b>Other Services (Personal and Household Services)</b>					
1. Hairstylists and barbers (NOC 6341)	155	70	19.4%	0.0%	B
2. Auto service techs, truck & bus mechanics (NOC 7321)	275	110	32.7%	22.7%	B
3. Professional occupations in religion (NOC 4154)	65	35	38.5%	28.6%	A
4. Home care providers (NOC 4411)	135	45	18.5%	0.0%	C
5. Estheticians, electrologists (NOC 6562)	60	20	33.3%	0.0%	C
<b>Public Administration</b>					
1. Police officers (except commissioned) (NOC 4311)	375	75	4.0%	0.0%	B
2. EI, immigration, border services & Revenue (NOC 1228)	25	55	40.0%	0.0%	B
3. Fire chiefs and senior firefighting officers (NOC 0432)	10	10	0.0%	0.0%	O
4. Survey interviewers and statistical clerks (NOC 1454)	75	45	73.3%	66.7%	C
5. Program officers unique to government (NOC 4168)	20	15	100%	66.7%	A

**\*NOC Matrix Legend**

O	Management Occupations - Usually require university education
A	Occupations usually require university education
B	Occupations usually require college education, specialized or apprenticeship training
C	Occupations usually require secondary school and/or occupation specific training
D	On the job training is usually provided for these occupations

Source: <https://noc.esdc.gc.ca/Structure/Matrix/000e9b8170d945b7a7b6e0ecd4625357>

## Labour Market Supply

Table 3 summarizes labour force activity pre- and post-pandemic including the total employed, total unemployed and those not in the labour force in the Northwestern Ontario Economic Region. We have estimated that the activity in the Kenora and Rainy River Districts by subtracting employment numbers for the Thunder Bay Census Metropolitan Area from the larger Economic Region.

Using this calculation, we estimate that, prior to COVID-19 in March of 2019, 41,100 people in the Kenora and Rainy River Districts were employed and 3,600 were employed but did not work. One year later, at the height of the economic lockdown in April of 2020, estimated that employment fell to 31,600 with 10,300 employed but working zero hours and an additional 1,800 working less than half of their usual hours.

As of September, 2020, the unemployment rate in Northwestern Ontario excluding the Thunder Bay CMA has edged closer to pre-pandemic rates. Table 3 also identifies the number of unemployed individuals looking for work. In March of 2019, there were an estimated 2,000 job searchers compared to 2,200 in April of 2020.

As of September, 2020, the number of individuals who are not participating in the workforce has grown to 28,200 as compared to 23,300 in March of 2019. In addition, of the 23,300 not participating in the labour force prior to the pandemic, 1,800 indicated that they wanted work but did not look for a job. The number in this regiment minimized by 700 individuals in September of 2020. Encouraging those who are currently not participating in the labour force to return as soon as possible is an imperative priority. The underutilized labour force is defined by Statistics Canada as people who could potentially work but are not working, or when people could work more hours than they are currently working. The “labour underutilization rate” combines those who are unemployed, those who are not in the labour force but who wanted a job and did not look for one, and those who are employed but worked less than half of their usual hours for reasons likely related to the pandemic. The underutilization rate compares this cohort with the total labour force. Due to data suppression for confidentiality the rate in the Kenora and Rainy River Districts is only available in March and April of 2020.



Table 3: Labour Force Activity in Northwestern Ontario

Occupation	Labour Force Activity (x 1000)							
	Mar 2019	Mar 2020	Apr 2020	May 2020	Jun 2020	Jul 2020	Aug 2020	Sep 2020
<b>Northwest Ontario Economic Region</b>								
Total Employed	101.2	89.7	82.9	86.6	91.4	91.4	92.9	95.6
Employed worked zero hours	6.6	11.5	15.6	12.3	8.5	7.1	6.2	5.9
Emp. - worked less than half usual hours	2.1	5.2	2.1	2.2	x	1.6	x	x
Total Unemployed	6.6	9.7	10.9	11.2	9.2	8.3	7.8	6.7
Unemployed job searchers	5.5	5.7	5.2	5.2	5.6	6.8	5.4	5.2
Not in the labour force	63.9	72.2	77.7	73.7	70.6	71.5	70.3	68.7
Not in LF - wanted work but did not look	3.6	5.4	5.7	7.8	4.8	5.5	4.2	2.5
Unemployment Rate (%)	6.1%	9.8%	11.6%	11.5%	9.1%	8.3%	7.7%	6.6%
Underutilization Rate (%)	17.1%	30.3%	34.4%	31.8%	22.3%	21.4%	18.8%	15.8%
<b>Thunder Bay Census Metropolitan Area</b>								
Total Employed	60.1	56.3	51.3	52.9	55.8	56.8	57.9	59.7
Employed worked zero hours	3.6	7.4	10.3	8.4	5.6	5.4	4.2	4.2
Emp. - worked less than half usual hours	x	3.0	1.8	x	x	x	x	x
Total Unemployed	4.0	6.0	7.4	7.2	6.3	5.8	5.2	4.0
Unemployed job searchers	3.5	3.6	3.0	3.3	4.1	4.6	3.4	3.1
Not in the labour force	40.6	42.3	45.8	44.4	42.3	41.7	41.2	40.5
Not in LF - wanted work but did not look	1.8	3.1	3.5	4.9	3.1	4.0	3.3	1.8
Unemployment Rate (%)	6.2%	9.6%	12.6%	12.0%	10.1%	9.3%	8.3%	6.3%
Underutilization Rate (%)	15.9%	29.8%	37.0%	33.6%	23.8%	23.9%	20.4%	16.8%
<b>Northwest Ontario - not including the Thunder Bay Census Metropolitan Area</b>								
Total Employed	41.1	33.4	31.6	33.7	35.6	34.6	35.0	35.9
Employed worked zero hours	3.0	4.1	5.3	3.9	2.9	1.7	2.0	1.7
Emp. - worked less than half usual hours	x	2.2	3.0	x	x	x	x	x
Total Unemployed	2.6	3.7	3.5	4.0	2.9	2.5	2.6	2.7
Unemployed job searchers	2.0	2.1	2.2	1.9	1.5	2.2	2.0	2.1
Not in the labour force	23.3	29.9	31.9	29.3	28.3	29.8	29.1	28.2
Not in LF - wanted work but did not look	1.8	2.3	2.2	2.9	1.7	1.5	900	700
Unemployment Rate (%)	6.3%	11.1%	11.1%	11.9%	8.1%	7.2%	7.4%	7.5%
Underutilization Rate (%)	x	31.2%	30.3%	x	x	x	x	x
<b>Ontario</b>								
Unemployment Rate (%)	6.3%	8.0%	11.3%	13.9%	12.3%	12.2%	11.8%	9.1%
Underutilization Rate (%)	12.6%	26.7%	37.1%	35.4%	27.2%	24.6%	21.6%	17.8%

The next Statistics Canada Census will take place in May of 2021 and will provide new insights into local population growth and demographics. However, Taxfiler data issued every 18 months and offers additional information about people moving in and out of the region.

**Table 4 – Migration in and out of the Kenora and Rainy River Districts**

Kenora District – 2013 to 2018			
Age Range	Total Out-Migration	Total In-Migration	Net Migration
0 to 17	2,045	2,255	(-210)
18 to 24	1,131	1,463	(-332)
25 to 44	3,274	3,250	24
45 to 64	1,354	1,582	(-228)
65 +	368	773	(-405)
<b>Total</b>	<b>8,172</b>	<b>9,323</b>	<b>(-1,151)</b>
Rainy River District – 2013 to 2018			
Age Range	Total Out-Migration	Total In-Migration	Net Migration
0 to 17	676	611	65
18 to 24	277	624	(-347)
25 to 44	911	904	7
45 to 64	505	527	(-22)
65 +	143	225	(-82)
<b>Total</b>	<b>2,512</b>	<b>2,891</b>	<b>(-379)</b>

Source: Statistics Canada Taxfiler Data, 2019

The region continues to lose youth ages 18 to 24. As many in this age group may leave to pursue post-secondary education, strategies to convince these young people to return to the area should continue to be pursued. As those ages 25 to 44 are in their primary career and spending years, additional efforts to attract individuals in this age range would be beneficial.

## Employment Ontario Data 2019-2020

Over the past several years, Employment Ontario data has been shared annually with NTAB to provide further insight about service use and encourage collaboration to address local labour market demand and supply. Since 2017-2018, the overall usage of many Employment Ontario programs and services has decreased, a potential indicator of an ongoing strong labour market demand. The following highlights compare program activity from April of 2019 to March of 2020 with the previous year, 2018 to 2019:

### Employment Services (ES)

- The number of clients provided assistance by Employment Services in 2019-2020 decreased from 757 to 657 (-13%) in the Kenora District and from 648 to 624 (-3.7%) in the Rainy River District. In Northwestern Ontario overall, the number of clients receiving assisted services remained stable while decreasing by 3% overall in all of Ontario.
- During the same time period, the number of unassisted individuals accessing available labour market information, internet services, etc., increased significantly throughout the region; from 1,993 in 2018-2019 to 2,842 (42.6%) in the Kenora District and from 3,248 to 4,019 (23.7%) in the Rainy River District. In Northwestern Ontario, the number of individuals obtaining unassisted services increased by 6.6% and by 4.1% in Ontario.
- In the Kenora District, the majority of individuals taking advantage of Employment Services were from the Food and Accommodation, Retail and Construction sectors. Employment was most often secured in Sales and Service occupations.
- In the Kenora District, almost 3 of every 4 assisted by Employment Services secured employment, while 13% went on to education or training. Fewer than 2% were unemployed at the conclusion of services.
- The number of newcomers and internationally-trained professionals continues to increase in the Kenora District.
- As in the Kenora District, most individuals obtaining assisted services in the Rainy River District were from the Food and Accommodation, Retail and Construction sectors. Employment was most often secured in the Construction, Retail, Health Care and Food and Accommodation sectors although the number placed in each sector decreased when compared to 2018-2019.
- In the Rainy River District, three of every four individuals taking advantage of assisted Employment Services secured employment while 5% went on to education or training. Nine percent were unemployed at the conclusion of services.
- The number of individuals with a disability accessing assisted Employment Services in the Rainy River District increased by 49%.

## Literacy and Basic Skills (LBS)

- The number of new and carry-over Literacy and Basic Skills (LBS) learners in the Kenora District increased from 458 to 523 (14.2%) between 2018-2019 and 2019-2020. In the Rainy River District, the number of learners decreased from 356 to 243 (-31.7%). Most of the decrease was as a result of fewer carry-over learners. During the same time period, the number of learners decreased in Northwestern Ontario by 5.7% and in Ontario by 1.6%.
- While the number of Indigenous learners in the Kenora District continues to increase, the number in the Rainy River District decreased from 171 to 79.
- In the Kenora District 107 individuals left LBS services for employment. In the Rainy River District, 74 learners left for employment and 136 participated in LBS as a bridge to apprenticeship.

## Apprenticeship

- The number of new apprentice registrations in the Kenora District decreased from 91 in 2018-2019 to 71 (-22%) in 2019-2020. Registrations in the Rainy River District increased from 41 to 56 (36%). In Northwestern Ontario and Ontario, registrations decreased 1.9% and 3.8% respectively.
- The number of active apprentices in the Kenora District decreased from 234 to 213 (-9.9%). In the Rainy River District, the number of active apprentices remained stable, increasing by 2 (1.8%). In Northwestern Ontario, active apprentice numbers increased by 4.0% and by 3.7% in Ontario.
- The number of apprenticeship certificates increased from 50 to 50 in the Kenora District and decreased from 29 to 28 in the Rainy River District.
- The number of Indigenous apprentices increased from 13 to 14 in the Kenora District and from fewer than ten in the Rainy River District to 16 in 2019-2020. In Northwestern Ontario, the number of Indigenous apprentices increased by 14%. In Ontario, however, the number increased significantly from 689 in 2018-2019 to 2,389 (246%) in 2019-2020.

## Canada Ontario Job Grant

- Fewer than ten companies participated in training supported by the Canada Ontario Job Grant in 2019-2020. Participation in the program fell by 32% in Northwestern Ontario and by 18% in Ontario.
- The number of employees obtaining training also decreased in the Kenora District from 68 to 40 workers (-41.2%). In the Rainy River District, there was an increase in employee participation from 42 to 53 (26.2%). In Northwestern Ontario, 34.8% fewer workers obtaining training and in Ontario the number of participants decreased 28.7%.
- Most companies who did participate felt the training was of good value for cost and their productivity increased as a result.

## Second Career

- Since 2018-2019, fewer than ten individuals per year have participated in Second Career training in both the Kenora and Rainy River Districts. Participation in the program remained relatively stable across Northwestern Ontario but fell by 13.6% in Ontario.
- While specific numbers are not available, the greatest concentration of training prepared people for opportunities as social and community service workers or truck driving.

## Youth Job Connection

- Participation in the Youth Job Connection program has increased across the region between 2018-2019 and 2019-2020. In the Kenora District, participation increased from 70 to 91 (28.2%). In the Rainy River District, the number of youth served increased from 29 to 45 (55.2%). This growth took place at the same time participation across Northwestern Ontario and Ontario was stable.
- Indigenous participation is particularly noteworthy. In the Kenora District participation increased from 54 to 76 youth and in the Rainy River District Indigenous participation grew from 18 to 24.

This data was shared with service providers across the region in October of 2020. Discussions focused on strategies for encouraging participation in Employment Ontario services during the ongoing global COVID-19 pandemic. Health and safety guidelines for social distancing having limited the number of in-person clients served and internet connectivity presents a challenge to online Employment Ontario services. Some services have provided laptops to clients. Others found that incremental achievement rewards and/or the availability of a WIFI connection within their facility has presented an opportunity to promote their full range of services and client success. While youth programming like Youth Job Connection has been beneficial, many youth have complex and wide-ranging barriers requiring multiple interventions over time. Education and training including in-school apprenticeship instruction provided locally and targeted to meet area labour market demand would encourage participation. The type of training available through Second Career would help to alleviate local labour market demand, however, limits to financial support makes it unfeasible for many clients.

Service providers also recognized the need to maintain ongoing connections with local employers. COVID-19 information packages have been a catalyst for discussions with employers concerning other available Employment Ontario services. Training proposals making use of the Canada Ontario Job Grant and assistance in completing the application helps to encourage employer interest. Wage subsidies are useful in promoting apprenticeship and helping clients with barriers to employment secure and retain employment.

# Local Labour Market Action Plan Update

The Local Labour Market Plan 2018-2019 included a three-year plan for addressing labour market imbalances. This update highlights actions and results achieved by NTAB and their partners in the final year of the three-year plan, 2020-2021.

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

The economies in the Kenora and Rainy River Districts are resilient yet subject to the fluctuations of commodity prices and global demand. Forestry, mining, manufacturing, construction, and tourism are growing. How do we support those in the workforce transition to new opportunities by developing new skills and/or transferring their existing skills to new opportunities?

Action	Outcomes	Partners*	Timeframe/Progress			
			Completed	Short Term	Mid Term	Long Term
<p><b>Healthcare Lab Spaces.</b> New healthcare lab spaces have been installed in all Seven Generations Education Institute Campuses; including Fort Frances and Kenora.</p>	High tech equipment will improve learning outcomes and experiences for healthcare students.	SGEI				✓
<p><b>This Item is New to the Action Plan.</b> <i>Seven Generations Education Institute delivers accredited college and university level programming at our campuses throughout Treaty Three and in First Nations communities, upon request.</i></p>						
<p><b>Pathways to Employment</b> 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.</p>	Based on discussions with internal and external stakeholders, the City chose to use the funding to assess, plan and implement a strategy to address workforce needs in the services sector. Following the conclusion of the research stage, MDB Insight developed an action plan for City staff to validate amongst the key informants.	City of Kenora NWBC, NTAB LOW Dev Com LEAP, 7Gens, SWB, KHA, KDSB, LOWBIC, Kenora DCC District C of C, LOW BrewCo. , Harbourtown Biz Ne-Chee FC, Con College				✓
<p><b>Update or Points of Interest:</b> <b>History 2019:</b> <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> <b>Update 2020:</b> <i>There was no update submitted prior to publishing.</i></p>						
<p><b>Pre-Apprenticeship Training.</b> Individuals interested in working in a trade but do not have the skills or experience to get a job as an apprentice, can apply for this training. How it works: Training is delivered through different organizations, such as colleges or community agencies, across Ontario. Costs for textbooks, safety equipment and tools are also covered. The training goes for up to 52 weeks and starts at different times throughout the year. Pre-apprenticeship training also includes a work placement for eight to twelve weeks.</p>	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				✓
<p><b>Update or Points of Interest:</b> <i>Individuals can apply by searching for pre-apprenticeship training near them - then apply directly to the organization offering it.</i></p>						

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

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Action	Outcomes	Partners*	Timeframe/Progress			
			Completed	Short Term	Mid Term	Long Term
<p><b>Second Career.</b> This program has been re-vamped due to <b>COVID-19</b>. Phase 1 includes:</p> <ul style="list-style-type: none"> <li>• Short-term adjustments to provide rapid, targeted support to those whose employment was most impacted by COVID-19 by fast tracking the application process for those affected by COVID-19.</li> <li>• Reduction in training duration to 52 weeks.</li> <li>• The application processes - online option now available.</li> <li>• Streamlined feepayer access, permission has been granted to EI recipients, who agree to pay their own skills training costs, rather than seek funding.</li> </ul>	<p>Informed job seekers who understand the importance of transferable skills. Re-employment of individuals through the program.</p> <p>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.</p> <p>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.</p>	<p>Employment Ontario Service Providers</p>				✓
<p><b>Update or Points of Interest:</b> <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 2 clients completing and 2 clients currently using the Second Career program in 2020.</i></p>						
<p><b>Upskilling/Capacity Building:</b> 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.</p>	<p>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.</p> <p>Increasing and Advancing the Treaty #3 Indigenous Workforce</p>	<p>Shooniyaa Wa-Biitong New Gold</p>				✓
<p><b>Update or Points of Interest:</b> <i>During 2020, Marie Seymour, Executive Director, Shooniyaa Wa-Biitong, sat on the Labour Force Committee for New Gold which is involved in Recruitment, Screening, Interviewing and Retention and monthly.</i></p>						

\* Acronym Glossary follows

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

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

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

Action	Outcomes	Partners*	Timeframe/Progress			
			Completed	Short Term	Mid Term	Long Term
<p><b>Come North – Population Growth in Ontario's Northern Regions - Conference Report, Proceedings and Action Items.</b></p> <p>A new action plan aimed at attracting more people to northern Ontario. The report follows six days of meetings from February 2020 between more than 300 high profile individuals representing some 100 organizations.</p> <p>The document lays out short, medium, and long-term objectives and identifies 16 core themes and 18 separate action items to make Ontario's Northern Regions more welcoming.</p> <p>Highlights of the strategy include:</p> <ul style="list-style-type: none"> <li>Northern communities must become welcoming communities-for everyone.</li> <li>Northern Ontario needs a coordinated marketing plan that allows large and small communities to leverage shared resources. Common themes, common messages, common resources, and a collective effort to promote Northern Ontario and all the community present here.</li> </ul>	<p>Five key points came out of the meetings; "We need a plan. We need a brand. We need to work together. We need people to provide services, not websites. We need to monitor and update the plan, every year.</p> <p>Outcomes: Improved immigration processes. Coordinated marketing plan. Greater linkages established between those fighting racism, promoting immigration, and further reconciliation.</p> <p>To view the full report visit <a href="https://www.northernpolicy.ca/come-north-reports">https://www.northernpolicy.ca/come-north-reports</a></p>	<p>Northern Policy Institute</p> <p>Northwestern Ontario Stakeholders</p>				✓
<p><b>This Item Is New To The Action Plan.</b></p>						
<p><b>Quetico Lodge &amp; Conference Centre.</b></p> <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><b>Update or Points of Interest:</b></p> <p><i>QLCC has experienced a downturn in business in 2020 directly related to COVID-19 restrictions. Training courses that had been scheduled have been cancelled to align with COVID-19 restrictions and travel recommendations between areas/regions. Previously, they were the preferred site for NORCAT who provided training for forestry workers, those involved in creating right of way for area power line upgrades/installs and specialty training. Trying to manage at this with just hospitality related business. Wanting support for upgrades to facility/energy costs.</i></p>						

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Action	Outcomes	Partners*	Timeframe/Progress			
			Completed	Short Term	Mid Term	Long Term
<p><b>Choose Kenora Campaign.</b> 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><b>Update or Points of Interest:</b> <b>History 2019:</b> 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. <b>Update 2020:</b> There was no update submitted prior to publishing.</p>						
<p><b>Northwest Ontario Immigration Portal.</b> 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.</p>	<p>Moving to a different country, province or community is an exciting opportunity to start a new life. Informed immigration process.</p>	<p>Thunder Bay Multicultural Association, CEDC</p>				✓
<p><b>Update or Points of Interest:</b> The information is available in a variety of different languages.</p>						

\* Acronym Glossary follows

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

### Key Priority #3 – Evolving Education Requirements

Knowledge and skills are increasingly important in an innovation-based economy. Literacy, numeracy, computer skills as well as “soft skills” like teamwork and communication are now essential in the workplace and new 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
<p><b>Ear Falls Broadband Project.</b> The Township of Ear Falls, with funding support from NOHFC, is completing a broadband study to identify existing broadband infrastructure and determine upgrades required to develop functional broadband.</p> <p>At time of publishing, those speed tests completed are well below acceptable service levels. Almost 100 surveys have been completed on home and business service providers.</p>	Need to establish a baseline internet speed in order to move forward with pursuing projects to increase community broadband and internet speed.	Township of Ear Falls, NOHFC, Ear Falls Businesses, Ear Falls Residents			✓	
<b>This Item Is New To The Action Plan.</b>						
<p><b>Seven Generations Education Institute.</b> 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.</p>	Indigenous cultural engagement, awareness, and sensitivity.	Seven Generations, Local Businesses & Organizations				✓
<p><b>Update or Points of Interest:</b> <i>This includes topics such as (but not limited to): Culture, Identity, History, Treaty and Inherent Rights, Education, Residential Schools, Cultural and Language Revitalization, and leadership.</i></p>						
<p><b>Confederation College Remote Campuses.</b> The remote campuses offer a wide variety of programs to meet the education and training needs of Northwestern Ontario.</p>	Programs range from full-time postsecondary diploma programs, full-time and part-time certificate programs, continuing education courses, and other education training opportunities.	Confederation College				✓
<p><b>Update or Points of Interest:</b> <i>Students can study and stay in their home communities.</i></p>						

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			Timeframe/ Progress			
Action	Outcomes	Partners*	Completed	Short Term	Mid Term	Long Term
<p><b>Pilot Project: “Live Classroom”</b> 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.</p> <p>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 mix 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.</p>	<p>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.</p>	<p>Confederation College, Princess Court, Patricia Gardens</p>		✓		
<p><b>Update or Points of Interest:</b> <i>COVID-19 caused delays in completing the program as it impacted preceptorship for some; however, all 9 participants have either completed the program or are in the final stages of completing their preceptorship.</i></p>						

## Key Priority #3 – Evolving Education Requirements

Knowledge and skills are increasingly important in an innovation-based economy. Literacy, numeracy, computer skills as well as “soft skills” like teamwork and communication are now essential in the workplace and new skills requirements like adaptive thinking, virtual collaboration, and cross-cultural competency are on the horizon.

Action	Outcomes	Partners*	Timeframe/Progress			
			Completed	Short Term	Mid Term	Long Term
<p><b>Seven Generations Education Institute (SGEI)</b> 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.</p>	<p>Training offered locally keeps students and graduates in the Kenora and Rainy River Districts.</p>	<p>SGEI, Participating Colleges</p>				
<p><b>Update or Points of Interest:</b>            COVID-19 has had a significant impact on SGEI's operations. Their campuses have generally been restricted in terms of access to staff, students, and the general public. All programs, with the exception of hands on trades and healthcare courses, transitioned to an online delivery through both synchronous and asynchronous learning activities. SGEI has supported its students and staff with a variety of resources including training, technology loans, mental health supports, and ongoing social engagement through Zoom. As they strive to maintain the health and safety of our staff and students, we continue to look for new and innovative ways to operate during this unprecedented time.</p> <p>The language department recently graduated 18 students from the Anishinaabemowin Revitalization program. New language toolkits, professional development resources, and videos have been developed to further support language revitalization. \$2.25 million investment in telepresence technology to broaden the reach of SGEI programming across Northwestern Ontario.</p> <p>Training and Development offered 63 programs including Construction Craft Worker, Health and Safety, Sawmill Technician, and Life skills programs for over 400 participants with an employment rate following training of 65%; 83 participants returned to school following the training. There were 79 Postsecondary graduates.</p>						✓
<p><b>Canada-Ontario Job Grant Program (COJG).</b>            Provides opportunities for employers, individually or in groups, to invest in their workforce, with help from the government. The COJG provides direct financial support to individual employers or employer consortia who wish to purchase training for their employees. It is available to small, medium and large businesses with a plan to deliver short-term training to existing and new employees.</p>	<p>Employers with 100 or more employees need to contribute 1/2 of the training costs. Small employers with less than 100 employees need to contribute 1/6 of training costs. For employer groups who want to apply for training supports the government offers a COJG Consortium Stream.</p>	<p>MLTSD, Employment Ontario Service Providers, Local Businesses</p>				✓
<p><b>Update or Points of Interest:</b>            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 secured 7 organizations with COJG funding and 18 participants in 2020. NCDS noted that employers were not seeking funding to train employees during the pandemic – there was a significant loss of interest due to restrictions caused by the pandemic.</p>						

\* Acronym Glossary follows

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

## Key Priority #4 – Supporting Entrepreneurs

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

Action	Outcomes	Partners*	Timeframe/Progress			
			Completed	Short Term	Mid Term	Long Term
<p><b>COVID-19 Tourism Modification Project.</b> With the realization that their current facilities and operations will need modifications to properly re-open, the Sioux Lookout Economic Development Office and regional partners have agreed to engage in a pilot project in response to the COVID-19 pandemic. This pilot project is a regional initiative that will welcome participation from the entire jurisdiction from Machin to Pickle Lake. It will involve a charrette and hiring a facilitator to collect data on the monetary effects that the pandemic has brought to these lodges and to the community. All tourist lodge operators will have access to the information found and can be included in the process if they desire.</p>	<p><i>Tourist lodges in Northwestern Ontario have been successfully operating using American-oriented business models for decades. COVID-19 has seen lodges operating solely with this model lose their entire revenue stream for the 2020 season. Some lodges have been able to pivot and attract Canadian visitors, either in the form of local or Canadian tourists or visiting contractors. Others have not been able to do so. With the uncertainty of the future of this pandemic, many tourist outfitters want to be prepared to contribute to the tourism industry and need expertise and guidance on what that looks like before the border re-opens.</i></p>	<p>Sioux Lookout Chamber of Commerce, Municipality of Sioux Lookout, NTAB, Sunset Country Travel Association, Local Tourism Operators</p>			✓	
<p><b>This Item is New to the Action Plan.</b> <i>The charrette will be open to all stakeholders, including federal, provincial, and municipal representatives as well as tourism organizations (Sunset Country Travel Association, etc.) and lodges. By combining direct stakeholder feedback gained through the charrette and the regional analysis the project partners will be able to ensure that final project outcomes are directly aligned with the needs of operators.</i></p>						
<p>The <b>Business Technology Improvement Fund</b> program offered by NOIC and FedNor was directly affected by COVID-19.</p> <p>Additional funding was received in the form of a new program called <b>CTAF (COVID Technology Adoption Fund)</b> which was essentially a bolstered BTIF program (75% funding as opposed to 50%).</p>	<p>The <b>BTIF</b> program was 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.).</p> <p>The eligible expenses in <b>CTAF</b> were expanded to include remote workstations.</p>	<p>Northwestern Ontario Innovation Centre, FedNor</p>				✓
<p><b>Update or Points of Interest:</b> <i>The program was highly subscribed and funding was allocated within two months of launching the program in the Kenora District.</i></p>						

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			Timeframe/ Progress			
Action	Outcomes	Partners*	Completed	Short Term	Mid Term	Long Term
<p><b>Next Level Program.</b> Formal program offered by the Northwestern Ontario Innovation Centre.</p>	<p>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.</p>	<p>Northwestern Ontario Innovation Centre, FedNor</p>		✓		
<p><b>Update or Points of Interest:</b> <i>Due to COVID-19 this program is being delivered virtually.</i></p>						
<p><b>Go Global Program.</b> Formal program offered by the Northwestern Ontario Innovation Centre.</p>	<p>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.</p>	<p>Northwestern Ontario Innovation Centre</p>	✓			
<p><b>Update or Points of Interest:</b> <i>This program has been discontinued.</i></p>						
<p><b>Youth Effect Program.</b> The Youth Effect program aims to provide youth (18-29) with experiential learning and training with local businesses and focuses on fostering entrepreneurship and innovation in Northwestern Ontario. Youth will be carefully selected and matched with a local business based on interest, skill, and need. They will work together over the course of 15 weeks on a clearly identified innovative project to achieve milestones.  TimeLine: Company applications close: February 26, 2021 Youth applications close: March 31, 2021 The program tentatively starts May 3, 2021 August dates to be determined</p>	<p>There is value to the participating businesses, through innovation training and the ability to access the skills and energy of the youth to complete a defined innovative project, the business will be better positioned to grow.  The Youth Effect program is not like other placement programs. It not only provides real-life job skills for the youth, but provides them with innovation training, mentorship, a leadership retreat, and a peer network for those showing a passion for entrepreneurship and innovation.</p>	<p>Northwestern Ontario Innovation Centre  Participating Northwestern Ontario Businesses</p>		✓		
<p><b>This Item is New to the Action Plan.</b> <i>The program was offered virtually during the summer of 2020 and the current cohort is also being run virtually. Due to COVID-19 1 business dropped out of the program last summer, but there is 1 business participating in the program now (January 2021) in Kenora.</i></p>						

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			Timeframe/ Progress			
Action	Outcomes	Partners*	Completed	Short Term	Mid Term	Long Term
<p><b>MaRs (Medical and Related Sciences) Market Intelligence Service.</b> Formal program offered by the Northwestern Ontario Innovation Centre.</p>	<p>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.</p>	<p>Northwestern Ontario Innovation Centre</p>		✓		
<p><b>Update or Points of Interest:</b> <i>Due to COVID-19 this program is being delivered virtually.</i></p>						
<p><b>Trailblazer Program.</b> Formal program offered by the Northwestern Ontario Innovation Centre.</p>	<p>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.</p>	<p>Northwestern Ontario Innovation Centre</p>		✓		
<p><b>Update or Points of Interest:</b> <i>Due to COVID-19 this program is being delivered virtually.</i></p>						
<p><b>Succession Planning.</b> 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 &amp; Buyer Memberships. The average Succession Plan in Canada takes 2-7 years.</p>	<p><b>Seller Memberships:</b> Business owners looking to sell their business or farm and retire or to divest for a lifestyle change or desire to pursue other interests, or looking for a business partner who can help them financially and strategically. <b>Buyer Memberships:</b> Individuals interested in working for themselves and becoming an entrepreneur or who would like more information on how to purchase a business from family members, their employers or a third party; individuals or companies who are looking to purchase a business as an investment, employees who want to become owners, and business owners looking to expand and grow by acquiring a competitor.</p>	<p>NWBC, LOWBIC, RRFDC, PACE, CCDC, AEDC</p>				✓
<p><b>Update or Points of Interest:</b> <i>There were 10 businesses across Northern Ontario (re: Lake of Woods Business Incentive Corporation) that signed up to use the program during 2020. It was noted by LOWBIC that the program currently has more buyers signed up than sellers.</i></p>						

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Action	Outcomes	Partners*	Timeframe/ Progress			
			Completed	Short Term	Mid Term	Long Term
<p><b>PARO Peer Lending Circles.</b> 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, &amp; encouragement; Access to peer loans from \$1000 to \$5000; With matching grants of \$500 and \$1000 (if criteria is met); Access to a variety of perspectives and experiences; Reduced rates for PARO events and equipment rentals. One of the key elements of a Peer Circle is that members also provide access to lending support of between \$500.00 and \$5,000.00. Peer lending has helped many Circle members to grow their businesses and set new goals for the future.</p>	<p>PARO, Women Entrepreneurs</p>			✓	
<p><b>Update or Points of Interest:</b> <i>There were 2 circles formed in 2020. There were 24 women involved in the circles and there were 4 Peer funding circle applications awarded.</i></p>						
<p><b>Startup &amp; Expansion.</b> Action: Deliver Starter Company Plus and Summer Company across the Kenora and Rainy River Districts.</p>	<p>Core function of NWBC is to provide programs and services to entrepreneurs of all ages and stages across the Kenora and Rainy River Districts.</p>	<p>NWBC, Entrepreneurs</p>			✓	
<p><b>Update or Points of Interest:</b> <b>History 2019:</b> 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. <b>Update 2020:</b> There was no update submitted prior to publishing.</p>						

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Action	Outcomes	Partners*	Timeframe/Progress			
			Completed	Short Term	Mid Term	Long Term
<p><b>Ear Falls and Sioux Narrows Economic Development Officers.</b> Hiring of qualified Economic Development Officers in Ear Falls and Sioux Narrows-Nestor Falls (one each) for a period of three years under FedNor’s Community Investment Initiative for Northern Ontario (CIINO). This program allows communities who do not have the resources available to hire EDOs to implement specific identified priorities. FedNor funds up to 90% of the expenses associated with the project, with the municipality or township providing the remaining 10%. In both cases, the EDO will be implementing priorities identified in a previous community strategic plan, or other report, to stimulate the local economy.</p>	<p>In both communities, the EDO will be working with local stakeholders – businesses, nearby First Nations and the workforce, to stimulate economic growth and to identify barriers to this growth. Working together, these stakeholders will overcome barriers, and work toward increased entrepreneurship and employment opportunities. In each community, the EDO will be working with existing opportunities (eg. Forestry in Ear Falls and New Gold mining opportunities in Sioux Narrows-Nestor Falls) to determine how best to grow the local economy with the opportunities available and with potential opportunities as well.</p>	<p>FedNor, Ear Falls, Sioux Narrows, Nestor Falls</p>				
<p><b>Update or Points of Interest:</b>  <i>FedNor is supportive of these types of projects, as they assist smaller communities without the resources to go it on their own, to develop opportunities, based on what is available, what might potentially be available, and what has been identified as a priority through extensive stakeholder engagement. The hope is that the results of the three-year position might lead to long-term sustainable growth in the local economy.</i></p> <p><i>During the inception and ongoing COVID-19 restrictions, some economic development supports and services provided, including training for entrepreneurs, pivoted to online formats and a large component of time was redirected to support businesses in adapting to new guidelines, providing connections to understand evolving and changing health/safety requirements and operational restrictions, as well as assisting business in improving accessibility to online social media and website formats to promote products and services.</i></p> <p><i>The Township of Ear Falls has put additional focus on information sharing, funding referrals and direct outreach to those businesses hardest hit by the pandemic. They continue to explore and apply for project funding which will help us to directly support the Tourism Sector.</i></p> <p><i>During this time frame, approximately 12 new small and home-based businesses started operations in the community of Ear Falls, several with promotional supports and resident-incentive shop-local initiatives developed through the Township of Ear Falls. Another business was able to significantly expand their operating space and location with additional support from the Township.</i></p> <p><i>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.</i></p>						✓

\* Acronym Glossary follows

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

## Key Priority #5 – Integrating the Marginalized Workforce

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

Action	Outcomes	Partners*	Timeframe/Progress			
			Completed	Short Term	Mid Term	Long Term
<p><b>Driver Instructor Training Train the Trainer.</b> Seven Generations Education Institute.</p> <p>A lack of a driver's licence is a significant barrier to employment for some individuals. SGEI continues to train several new drivers' education instructors at all campuses and will be able to deliver programs this spring and summer (2021).</p>	<p>Drivers' Education Instructors will be able to offer driver training and ultimately ease barriers to employment.</p>	<p>SGEI</p>		✓		
<b><i>This Item is New to the Action Plan.</i></b>						
<p><b>Dryden Urban Indigenous Homeward Bound.</b> 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, childcare, on the job training and mentoring.</p>	<p>Increased independence and control in life; stabilized or improved health; sustainable social networks and supports; increased involvement in education and/or training; enhanced employment opportunities, and; increased income and access to amenities.</p>	<p>KDSB, DNFC, OAHS, Confederation College, Dryden Literacy, DDC, Woodgreen OFIFC, OTF</p>				✓
<p><b>Update or Points of Interest:</b>  <b>History 2019:</b> 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.  <b>Update 2020:</b> There was no update submitted prior to publishing.</p>						
<p><b>Rainy River First Nations &amp; New Gold Employee Retention Strategy.</b> 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.</p>	<p>To increase the First Nations employee retention percentage at New Gold. New Gold retooled their lines of progression late fall of 2019; it is now easier for employees to understand where they are at and where their career path may go. Employees were also given the opportunity to discuss with management if they disagreed. Training opportunities were identified for employees as well.</p>	<p>RRFN, New Gold, Naicatchewenin First Nation</p>				✓
<p><b>Update or Points of Interest:</b>            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. There was no information update submitted for 2020 at time of publishing.</p>						

## 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?

Action	Outcomes	Partners*	Timeframe/Progress			
			Completed	Short Term	Mid Term	Long Term
<p><b>Youth Job Connect Program.</b> 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. 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><b>Update or Points of Interest:</b> <i>The Atikokan Employment Centre continues with our outreach activities in an attempt recruit YJC program participants. In the era of COVID-19, number of participants in the program has decreased along with participants completing the program. It is suggested this has resulted from a decrease in in-person contacts with representatives from our agency related to government restrictions related to the coronavirus. It is suspected that both YJC participants and potential placement employers are somewhat hesitant to move forward with their program participation. This may be especially if their participation in a placement activities requires a considerable amount of in-person support. Moreover, some YJC participants may have been able/elected to secure federal benefits at this time to better support their financial needs/requirements. We continue to plan for the upcoming year and look forward to making changes that will further facilitate access and program completions. Notably, some participants in the program were able to make connections through their YJC participation that are leading to an apprenticeship opportunity.</i></p>						

## 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?

Action	Outcomes	Partners*	Timeframe/Progress			
			Completed	Short Term	Mid Term	Long Term
<p><b>Nutrition North Canada &amp; Harvesters Support Grant Programs.</b></p> <p>The Harvesters Support Grant relies on a distinctions-based design to maximize Indigenous control and decision-making. Because each community has unique harvesting needs and priorities, dedicated grant agreements have been developed to ensure that Indigenous governments and organizations can decide how best to support their own communities.</p> <p>Stream 1: Land claim organization and self-government stream: For communities with settled land claims, grant funding is being provided to land claim organizations. These organizations will decide how the grant is spent and how harvesting support programs are administered.</p> <p>Stream 2: Communities stream: For communities without a settled land claim, an Indigenous organization representing the community will receive and administer the grant. With input from community leaders, the organization will develop the program within their region.</p>	<p>Indigenous harvesters are provided with funding to purchase:</p> <ul style="list-style-type: none"> <li>• Transportation and related capital Investments.</li> <li>• Maintenance of equipment.</li> <li>• Harvesting equipment.</li> <li>• Temporary shelter and outdoor clothing.</li> <li>• Safety and rescue equipment.</li> <li>• Training, certification and education.</li> <li>• Traditional knowledge, practices and techniques.</li> <li>• Processing, food preparation and storage such as community freezers.</li> <li>• Maintenance of harvesting sites.</li> <li>• Innovation in harvesting.</li> <li>• Community, research, culture, and food sharing initiatives.</li> </ul>	<p>CIRNAC, Indigenous communities, Traditional harvesters, SLAAMB, NNC</p>				✓
<p><b>Update or Points of Interest:</b> Communities Stream – Sioux Lookout Area Aboriginal Management Board. Length of agreement: 3 years. Total funding: \$1,943,906. The goal is food security and healthy communities.</p>						

\* Acronym Glossary follows

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

## Acronym Glossary

<b>SGEI</b> – Seven Generations Education Institute	<b>MLTSD</b> – Ministry of Labour, Training and Skills Development
<b>AEDC</b> – Atikokan Economic Development Corporation	<b>MNDM</b> – Ministry of Northern Development and Mines
<b>AEC</b> – Atikokan Employment Centre	<b>MNRF</b> – Ministry of Natural Resources and Forestry
<b>BIA</b> – Business Improvement Association	<b>MRI</b> – Ministry of Research, Innovation and Science
<b>CIRNAC</b> – Crown-Indigenous Relations and Northern Affairs Canada	<b>MTCS</b> – Ministry of Tourism, Culture and Sport
<b>C of C</b> – Chamber of Commerce	<b>MTO</b> – Ministry of Transportation
<b>CCDC</b> – Chukuni Communities Development Corporation	<b>Ne-Chee FC</b> – Ne-Chee Friendship Centre
<b>CEDC</b> – Thunder Bay Community Economic Development Commission	<b>NNC</b> – Nutrition North Canada
<b>CFDC</b> – Community Futures Development Corporation	<b>NODN</b> – Northwestern Ontario Development Network
<b>Con College</b> – Confederation College	<b>NOHFC</b> – Northern Ontario Heritage Fund
<b>DDC</b> – Dryden Development Corporation	<b>NTAB</b> – Northwest Training and Adjustment Board
<b>DLA</b> – Dryden Literacy Association	<b>NWBC</b> – Northwest Business Centre
<b>DNFC</b> – Dryden Native Friendship Centre	<b>OAHS</b> – Ontario Aboriginal Housing Services
<b>EOSP</b> – Employment Ontario Service Providers	<b>OFIFC</b> – Ontario Federation of Indigenous Friendship Centres
<b>KDCA</b> – Kenora District Camp Owners Association	<b>OTF</b> – Ontario Trillium Foundation
<b>KDCC</b> – Kenora and District Chamber of Commerce	<b>OSSD</b> – Ontario Secondary School Diploma
<b>KDSB</b> – Kenora District Services Board	<b>OTEC</b> – Ontario Tourism Education Corporation
<b>KHA</b> – Kenora Hospitality Alliance	<b>PACE</b> – Patricia Area Community Endeavours
<b>LEAP</b> – Lake of the Woods Employment Action Project	<b>RR</b> – Rainy River
<b>LOW</b> – Lake of the Woods	<b>RRFDC</b> – Rainy River Futures Development Corporation
<b>LOW BrewCo.</b> – Lake of the Woods Brewing Company	<b>RRDSB</b> – Rainy River District School Board
<b>LOW Dev Com</b> – Lake of the Woods Development Commission	<b>RRDSAB</b> – RR District Social Services Administration Board
<b>LOWBIC</b> – Lake of the Woods Business Incentive Corporation	<b>SLAAMB</b> – Sioux Lookout Area Aboriginal Management Board
<b>MEDEI</b> – Ministry of Economic Development, Employment & Infrastructure	<b>SWB</b> – Shooniyaa Wa-Biitong
	<b>QLCC</b> – Quetico Lodge and Conference Centre



## 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)	



## Northwest Training & Adjustment Board

113-100 Casimir Avenue Dryden, ON P8N 3L4

Phone 807.223.3813 Fax 807.223.3821

[www.ntab.on.ca](http://www.ntab.on.ca)



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