Local Labour Market Plan

October 2016

Local Labour Market Plan 2016

MISSION STATEMENT

To coordinate identified education and training needs in order to generate opportunities for economic growth in the communities we serve.

MANDATE

The Board is active in the following labour market-related areas: labour market information and research; analysis and advice; planning; access and equity; and lifelong learning.

Workforce Planning for Sudbury & Manitoulin (WPSM) is one of twenty-six (26) local planning boards in Ontario, 8 of whom are pilot-test sites for Local Employment Planning Councils (LEPCs). Our mandate is to engage key partners across the Sudbury and Manitoulin Districts to address local labour market issues. Given our unique and neutral role, we bridge various labour market partners such as: business; labour; employment service providers; educators/trainers; economic development organizations; and others to identify and address current and projected workforce issues. This report, the Local Labour Market Plan (LLMP) 2016, provides a foundation on which to build. It provides evidence-based research, corroborated by information from key stakeholders...all of which contributes to informed planning, decision-making and action.

For more information please go to: www.planningourworkforce.ca
or contact info@planningourworkforce.ca

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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 is drawn from various sources. We make no representation or warranty, expressed or implied, as to its accuracy or completeness. In providing this material, WPSM does not assume any responsibility or liability. The assistance of Tom Zyzis for his data consultation expertise, translator Jean-Charles Cachon and WPSM Administrative Assistant Colleen Johnson Malette and Project Coordinator Dawn Graham are acknowledged for their contributions to this report. Local Employment Ontario Services are also thanked for their insights.

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A Focus on the Labour Market

Labour Market Information, known as LMI, is a lot of things, but most importantly it provides the foundation to make good decisions when it comes to our workforce. It helps us look at the size and growth of local industries, occupations people work in and where jobs might be in the future.

LMI is used by researchers, economists and others to track industry trends and prepare forecasts. Colleges and universities use it to decide course offerings. Governments use LMI to inform their economic development strategies and make funding decisions. LMI is also used by employment services to help those looking for work and to identify additional training that might be required.

Over the last year, we have witnessed an increased interest by governments of all levels to promote a more coordinated and innovative approach to building our future workforce and the use of evidence-based data or LMI.

For example, in the fall of 2015, the Premier of Ontario struck the *Highly Skilled Workforce Expert Panel* who was asked to *"help the province's current and future workforce adapt to a technology-driven knowledge economy"* (Premier's Highly Skilled Workforce Expert Panel June 2016); in other words, to create stronger linkages between skills development, education and training. The panel made 28 recommendations with the following 6 themes.

PREMIER'S HIGHLY SKILLED WORKFORCE EXPERT PANEL
RECOMMENDATIONS-THEMES

Build stronger partnerships between educators and employers
Increase access to job market information
Expand opportunities for learning by experience
Promote traditional and non-traditional career paths
Invest in human capital
Close gaps in skills and competencies

Around that time, the former Ministry of Training, Colleges and Universities (MTCU) also began changing and forged ahead with several new workforce development-focussed initiatives.

MTCU created the Ontario Centre for Workforce Innovation - "*a leading edge centre of research and innovation excellence that will support the employment and training sector to help build a skilled, resilient and productive Ontario workforce*." (from: http://www.ocwi-coie.ca/).

An 18-month pilot project (in 8 Ontario communities) of Local Employment Planning Councils (LEPCs) was also initiated. LEPCs are currently being led by local workforce planning boards to support locally-driven workforce development initiatives and create stronger linkages with employers and Employment Ontario (EO).

Last, the Premier announced a cabinet shuffle and ministry changes in June of this year which resulted in the new Ministry of Advanced Education and Skills Development (MAESD). This new ministry will encompass the mandate of MTCU as well as employment and training programs from other ministries.

All of these shifts and changes are sending a strong message. They are signalling that Ontario is embarking on a new approach to workforce development and the key role that employers, educators, trainers, employment service providers and workforce planning boards all play. It also sends the clear message that economic growth goes hand-in-hand with the development of a strong, resilient and skilled workforce.

Solid LMI is an integral part of this picture. It helps guide economic and workforce development planning and decisions. It provides the evidence-based foundation needed to prepare and train our current and future workforce. In turn, a highly skilled and trained workforce helps support local industries and paves the way for economic growth and new business investment.

About this Report

OVERVIEW

Workforce planning boards across Ontario help identify labour market issues that impact on their local economies. In order to do this, various labour market indicators from Statistics Canada are used. This year, data from Statistics Canada is very limited and as a result, other credible sources such as local research and EMSI Analyst have been used.

In this report, LMI data for the three WPSM Board census areas has been separated into distinct sections as the issues affecting each census area are unique. Where possible, data has been supplemented by key stakeholder meetings and local consultations.

DEMAND SIDE

As part of this overview, to provide a context for the ***demand side*** of the labour market, notable industry changes and employment trends are highlighted, along with emerging workforce themes that continue to require our individual and collective attention. Some of this is supplemented by information from the *2015 employerone survey* which provides valuable insights into workforce challenges that employers are experiencing and data from other resources.

SUPPLY SIDE

Data from Employment Ontario is used to understand the ***supply side*** of the labour market; in other words, who is looking for work, training and/or employment assistance. This data helps provide insights into those who are available for work and some of the challenges being experienced trying to match potential employees with industry needs.

Employment Ontario data includes information from: Employment Services; Literacy and Basic Skills; Second Career; and Apprenticeships. EO Service Providers were consulted on: needs, gaps, training and education, opportunities to improve service, emerging trends and geographic differences.

ACTIONS

Last, this report provides a brief update on some of the actions being undertaken by WPSM to support various labour market initiatives across our Board area. While WPSM may not have a lead role on some of these initiatives (like ministry approved partnerships), WPSM continues to provide local support, guidance and expertise where appropriate.

WPSM BOARD AREA
Greater Sudbury
District of Manitoulin
District of Sudbury

New information on changes in various industries and labour market indicators for each census area is provided where available.

Employment Ontario (EO) data is currently not available by each census division. As a result, only aggregate information for the WPSM Board area will be provided.

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For more information on WPSM go to:
www.planningourworkforce.ca

Labour Market Information - Indicators

CANADIAN BUSINESS COUNTS

Statistics Canada maintains an on-going count of business establishments across the country, relying on administrative data (corporate income tax and GST files) and surveys of businesses. This registry of businesses used to be called Canadian Business Patterns and has been re-branded to ***Canadian Business Counts*** to reflect changes in how the data is collected. As a result, only this year's data will be profiled and comparisons will be made to provincial averages.

Canadian Business Counts data is depicted in Tables 1a, 2a and 3a. Each table includes both classified businesses (where industry classification is known) and unclassified (where it is not known). Each table also includes:

- Ranking of top 10 businesses
- Highlighted cells showing largest number of firms for employee size (note: 0% includes 0.5% firms or lower)

EMSI ANALYST

EMSI Analyst is a web-based tool that harmonizes multiple national data sources to assist workforce planning and economic development. EMSI Analyst data includes information on current industries, number of employees, earnings, occupations, demographics, etc. It also uses NAICS (North American Industry Classification System) codes to identify industry sector categories and generate industry or occupation-specific projections. Local data is depicted in Tables 1b, 2b and 3b and is used to supplement the limited data currently available from Statistics Canada.

Access to EMSI analyst data is provided through the Ontario Ministry of Agriculture, Food and Rural Affairs. For more information, go to: http://www.omafra.gov.on.ca/english/rural/edr/edar/.

City of Greater Sudbury

District of Sudbury

District of Manitoulin

Greater Sudbury

NUMBER OF BUSINESSES BY EMPLOYEE SIZE RANGE

TABLE 1a GREATER SUDBURY
NUMBER OF BUSINESSES BY EMPLOYEE SIZE RANGE
JUNE 2016

INDUSTRY SECTOR 2-DIGIT NAICS	NUMBER OF BUSINESSES BY EMPLOYEE SIZE								%	RANK
	0	1-4	5-9	10-19	20-49	50-99	100+	TOTAL		
11 Agriculture, Forestry, Fishing	63	16	4	6	3	0	0	**92**	1	18
21 Mining	63	15	3	4	4	6	11	**106**	1	16
22 Utilities	12	2	2	0	0	1	0	**17**	0	19
23 Construction	602	241	114	60	55	18	10	**1100**	10	**2**
31-33 Manufacturing	90	47	37	24	37	13	6	**254**	2	13
41 Wholesale Trade	140	69	69	62	40	14	4	**398**	4	**9**
44-45 Retail Trade	386	200	209	154	84	34	16	**1083**	10	**3**
48-49 Transportation/Warehousing	212	47	21	25	14	5	3	**327**	3	11
51 Information & Cultural	58	13	6	7	3	4	2	**93**	1	17
52 Finance and Insurance	510	87	41	17	23	25	3	**706**	7	**7**
53 Real Estate, Rental, Leasing	2266	134	25	32	22	1	0	**2480**	23	**1**
54 Professional Scientific Tech	668	229	60	37	27	13	2	**1036**	10	**5**
55 Management of Companies	247	9	8	5	4	0	0	**273**	3	12
56 Administrative Support	164	69	45	34	16	15	14	**357**	3	**10**
61 Educational Services	62	14	10	3	11	3	9	**112**	1	15
62 Health Care & Social Assist	443	338	107	88	45	12	18	**1051**	10	**4**
71 Arts, Entertainment & Rec	95	30	16	18	12	3	1	**175**	2	14
72 Accommodation & Food	115	71	62	88	89	37	1	**463**	4	**8**
81 Other Services	377	240	99	53	27	6	6	**808**	7	**6**
91 Public Administration	1	1	0	1	3	1	1	**8**	0	20
TOTAL BUSINESSES	6574	1872	938	718	519	211	107	**10939**		
% of all classified and unclassified businesses	**62%**	**17%**	**8%**	**6%**	**4%**	**2%**	**1%**	**100%**		
Cumulative %	**62%**	**79%**	**87%**	**93%**	**97%**	**99%**	**100%**			
ONTARIO % of classified and unclassified businesses	**69%**	**18%**	**6%**	**4%**	**2%**	**1%**	**1%**			

SOURCE: *Statistics Canada, Canadian Business Counts*

INDUSTRY SPECIFIC JOB GROWTH PROJECTIONS – 2015-2017

TABLE 1b GREATER SUDBURY
INDUSTRY SPECFIC JOBS AND GROWTH PROJECTIONS
(2015 - 2017)

NAICS	DESCRIPTION OF INDUSTRY	2015 JOBS	2017 JOBS	2015-17 # CHANGE	2015-17 % CHANGE
11	Agriculture, forestry, fishing and hunting	323	324	1	0%
21	Mining, quarrying, and oil and gas extraction	6,046	6,199	153	3%
22	Utilities	329	340	11	3%
23	Construction	6,017	6,111	94	2%
31-33	Manufacturing	3,950	3,985	35	1%
41	Wholesale trade	3,697	3,743	46	1%
44-45	Retail trade	11,166	11,285	119	1%
48-49	Transportation and warehousing	3,232	3,295	63	2%
51	Information and cultural industries	1,056	1,066	10	1%
52	Finance and insurance	2,020	2,010	(10)	(0%)
53	Real estate and rental and leasing	1,991	2,050	59	3%
54	Professional, scientific and technical services	4,135	4,191	56	1%
55	Management of companies and enterprises	200	207	7	4%
56	Admin, support, waste management, remediation services	3,126	3,136	10	0%
61	Educational services	7,648	7,791	143	2%
62	Health care and social assistance	12,911	13,448	537	4%
71	Arts, entertainment and recreation	1,249	1,259	10	1%
72	Accommodation and food services	6,014	6,097	83	1%
81	Other services (except public administration)	3,731	3,742	11	0%
91	Public administration	6,279	6,205	(74)	(1%)
	PROJECTED GROWTH TOTALS	85,123	86,486	1,363	2%

NOTE: *Category XO (unclassified) data has been excluded and red signifies decline in # of jobs*
SOURCE: *OMAFRA/EMSI Analyst Q1 2016 Data Set*

GREATER SUDBURY - INSIGHTS:

Greater Sudbury has a slightly different business profile than the Districts of Sudbury and Manitoulin. Its Real Estate and Rental and Leasing sector consists of a large number of landlords of residential buildings, dwellings, and non-residential structures, and a large number of real estate agents, brokers and property managers. Construction includes a large number of residential building construction firms, specialty trades contractors, as well as commercial and institutional building and infrastructure construction. Retail Trade includes a mix of stores (grocery, gas stations, pharmacies) including automotive and auto parts dealers; electronics, appliance and home furnishing stores; clothing stores; and sporting goods stores. Health Care and Social Assistance (which employs the highest number of people) includes physicians' and dentists' offices; nursing homes and day care centres; and hospitals (largest facilities). Law, accounting and engineering firms are the three largest categories in the Professional, Scientific and Technical Services industries followed by other scientific and technical consulting services, computer systems design and related services.

District of Manitoulin

NUMBER OF BUSINESSES BY EMPLOYEE SIZE RANGE

TABLE 2a MANITOULIN
NUMBER OF BUSINESSES BY EMPLOYEE SIZE RANGE
JUNE 2016

INDUSTRY SECTOR 2-DIGIT NAICS	NUMBER OF BUSINESSES BY EMPLOYEE SIZE								%	RANK
	0	1-4	5-9	10-19	20-49	50-99	100+	TOTAL		
11 Agriculture, Forestry, Fishing	108	17	0	0	2	1	0	**128**	13	**1**
21 Mining	3	0	0	0	0	0	0	**3**	0	20
22 Utilities	11	0	0	0	0	0	0	**11**	1	18
23 Construction	48	37	12	6	0	0	0	**103**	10	**4**
31-33 Manufacturing	15	6	3	1	1	0	0	**26**	3	12
41 Wholesale Trade	14	6	0	1	0	0	0	**21**	2	14
44-45 Retail Trade	38	29	26	14	4	3	0	**114**	11	**2**
48-49 Transportation/Warehousing	24	13	2	5	1	2	2	**49**	5	**9**
51 Information & Cultural	6	4	1	1	0	0	0	**12**	1	17
52 Finance & Insurance	24	4	2	0	4	0	0	**34**	3	**10**
53 Real Estate, Rental, Leasing	90	7	0	0	0	0	1	**98**	10	**5**
54 Professional Scientific Tech	52	15	3	0	0	1	0	**71**	7	**7**
55 Management of Companies	12	0	3	0	0	0	0	**15**	2	16
56 Administrative Support	10	11	3	0	0	2	1	**27**	3	11
61 Educational Services	3	5	0	0	0	0	1	**9**	1	19
62 Health Care & Social Assist	24	17	13	6	5	5	1	**71**	7	**7**
71 Arts, Entertainment & Rec	16	2	3	1	1	0	0	**23**	2	13
72 Accommodation & Food	53	20	19	8	4	0	0	**104**	10	**3**
81 Other Services	44	29	5	2	1	3	0	**84**	8	**6**
91 Public Administration	2	0	2	4	5	3	2	**18**	2	15
TOTAL BUSINESSES	597	222	97	49	28	20	8	**1021**		
% of all classified and unclassified businesses	**60%**	**22%**	**9%**	**5%**	**3%**	**2%**	**1%**	**100%**		
Cumulative %	**60%**	**82%**	**91%**	**95%**	**98%**	**99%**	**100%**			
ONTARIO % of classified and unclassified businesses	**69%**	**18%**	**6%**	**4%**	**2%**	**1%**	**1%**			

INDUSTRY SPECIFIC JOB GROWTH PROJECTIONS – 2015-2017

TABLE 2b DISTRICT OF MANITOULIN INDUSTRY SPECFIC JOBS AND GROWTH PROJECTIONS (2015 - 2017)					
NAICS	DESCRIPTION OF INDUSTRY	2015 JOBS	2017 JOBS	2015-17 # CHANGE	2015-17 % CHANGE
11	Agriculture, forestry, fishing and hunting	307	308	1	0%
21	Mining, quarrying, and oil and gas extraction	46	45	(1)	(2%)
22	Utilities	15	16	1	7%
23	Construction	380	382	2	1%
31-33	Manufacturing	134	137	3	2%
41	Wholesale trade	84	86	2	2%
44-45	Retail trade	762	778	16	2%
48-49	Transportation and warehousing	599	631	32	5%
51	Information and cultural industries	87	89	2	2%
52	Finance and insurance	67	66	(1)	(1%)
53	Real estate and rental and leasing	26	27	1	4%
54	Professional, scientific and technical services	126	126	0	0%
55	Management of companies and enterprises	40	39	(1)	(3%)
56	Admin, support, waste management, remediation services	378	382	4	1%
61	Educational services	370	382	12	3%
62	Health care and social assistance	1,276	1,340	64	5%
71	Arts, entertainment and recreation	131	134	3	2%
72	Accommodation and food services	335	339	4	1%
81	Other services (except public administration)	330	339	9	3%
91	Public administration	916	923	7	1%
	PROJECTED GROWTH TOTALS	6,409	6,570	161	3%

NOTE: *Category XO (unclassified) data has been excluded and red signifies decline in # of jobs*
SOURCE: *OMAFRA/EMSI Analyst Q1 2016 Data Set*

DISTRICT OF MANITOULIN - INSIGHTS:

For the Manitoulin District, businesses are by far made up of small establishments with 99% of all businesses falling into this category. The predominant subsector in the Agriculture industry (which has the largest number of firms) is beef cattle ranching. Retail Trade is made up of a very diverse mix of stores, from grocery stores to gas stations, building material suppliers to pharmacies. Accommodation and Food Services is primarily represented by full-service restaurants, housekeeping cottages, and bed & breakfast establishments. The Construction sector is largely made up of residential building construction and specialty trade contractors. The large number of solo operators in the Real Estate and Rental and Leasing field are landlords of residential buildings and dwellings.

While the Agriculture industry has the largest number of firms, the most number of jobs are found in the Health Care and Social Assistance industry and are projected to increase by 5% by 2017.

District of Sudbury

NUMBER OF BUSINESSES BY EMPLOYEE SIZE RANGE

TABLE 3a SUDBURY
NUMBER OF BUSINESSES BY EMPLOYEE SIZE RANGE
JUNE 2016

INDUSTRY SECTOR 2-DIGIT NAICS	NUMBER OF BUSINESSES BY EMPLOYEE SIZE								%	RANK
	0	1-4	5-9	10-19	20-49	50-99	100+	TOTAL		
11 Agriculture, Forestry, Fishing	85	31	2	8	1	1	0	**128**	9	**5**
21 Mining	3	0	0	1	0	0	3	**7**	1	20
22 Utilities	10	1	0	2	0	0	0	**13**	1	17
23 Construction	105	63	17	7	2	0	0	**194**	13	**1**
31-33 Manufacturing	18	13	1	5	3	3	2	**45**	3	**10**
41 Wholesale Trade	18	8	3	0	1	1	0	**31**	2	13
44-45 Retail Trade	62	46	33	25	6	2	1	**175**	12	**2**
48-49 Transportation/Warehousing	70	23	5	1	4	1	1	**105**	7	**7**
51 Information & Cultural	3	6	3	0	0	0	0	**12**	1	19
52 Finance & Insurance	29	4	3	1	2	3	0	**42**	3	11
53 Real Estate, Rental, Leasing	156	14	2	1	1	1	0	**175**	12	**2**
54 Professional Scientific Tech	46	6	4	4	0	0	0	**60**	4	**9**
55 Management of Companies	18	0	0	0	0	0	0	**18**	1	16
56 Administrative Support	25	7	1	3	0	0	1	**37**	3	12
61 Educational Services	9	2	2	0	0	0	0	**13**	1	17
62 Health Care & Social Assist	25	23	4	8	6	2	1	**69**	5	**8**
71 Arts, Entertainment & Rec	7	14	4	3	0	0	0	**28**	2	14
72 Accommodation & Food	88	38	18	11	6	3	0	**164**	11	**4**
81 Other Services	76	33	13	0	1	0	0	**123**	8	**6**
91 Public Administration	1	3	4	2	9	1	2	**22**	2	15
TOTAL BUSINESSES	854	335	119	82	42	18	11	**1461**		
& of all classified and unclassified businesses	**60%**	**23%**	**8%**	**5%**	**3%**	**1%**	**1%**	**100%**		
Cumulative %	**60%**	**83%**	**90%**	**95%**	**98%**	**99%**	**100%**			
ONTARIO % of classified and unclassified businesses	**69%**	**18%**	**6%**	**4%**	**2%**	**1%**	**1%**			

INDUSTRY SPECIFIC JOB GROWTH PROJECTIONS

TABLE 3b DISTRICT OF SUDBURY INDUSTRY SPECFIC JOBS AND GROWTH PROJECTIONS (2015 - 2017)					
NAICS	DESCRIPTION OF INDUSTRY	2015 JOBS	2017 JOBS	2015-17 # CHANGE	2015-17 % CHANGE
11	Agriculture, forestry, fishing and hunting	693	712	19	3%
21	Mining, quarrying, and oil and gas extraction	106	111	5	5%
22	Utilities	23	22	(1)	(4%)
23	Construction	318	324	6	2%
31-33	Manufacturing	880	878	(2)	(0%)
41	Wholesale trade	275	286	11	4%
44-45	Retail trade	1,312	1,332	20	2%
48-49	Transportation and warehousing	895	947	52	6%
51	Information and cultural industries	99	105	6	6%
52	Finance and insurance	106	105	(1)	(1%)
53	Real estate and rental and leasing	89	94	5	6%
54	Professional, scientific and technical services	158	161	3	2%
55	Management of companies and enterprises	41	41	0	0%
56	Admin, support, waste management, remediation services	218	223	5	2%
61	Educational services	677	696	19	3%
62	Health care and social assistance	815	847	32	4%
71	Arts, entertainment and recreation	70	67	(3)	(4%)
72	Accommodation and food services	465	450	(15)	(3%)
81	Other services (except public administration)	317	318	1	0%
91	Public administration	767	784	17	2%
	PROJECTED GROWTH TOTALS	8,323	8,501	178	2%

NOTE: *Category XO (unclassified) data has been excluded and red signifies decline in # of jobs*
SOURCE: *OMAFRA/EMSI Analyst Q1 2016 Data Set*

DISTRICT OF SUDBURY - INSIGHTS:

The profile of establishments in the District of Sudbury is very similar to that of the Manitoulin District and most fit into the small business category. In the District of Sudbury, Construction has the largest number of firms primarily in residential housing and specialty trades. Like the Manitoulin District, Retail Trade includes a wide mix of different categories of stores and Real Estate and Rental and Leasing primarily consists of landlords of residential buildings and dwellings. The Sudbury District is however different from the Manitoulin District with respect to Agriculture, Forestry, Fishing and Farming. In addition to beef cattle, the Sudbury District has dairy cattle and other types of farming, and logging. Accommodation and Food Services includes hotels, motels, resorts, more fast-food restaurants and a large number of hunting and fishing camps.

While the Construction industry has the largest number of firms, the most number of jobs are found in the Retail Trade sector which is projected to increase by 2% by 2017.

Population

Statistics Canada estimates population based on population change for each area (births, deaths, migration) and adjusts the census numbers based on under-coverage from non-response.

Population estimates for the Manitoulin District, the Sudbury District and Greater Sudbury, are calculated for July 1st of each year. Additional estimates are available for 2015, but only for Greater Sudbury as a CMA (Census Metropolitan Area). The Manitoulin and Sudbury Districts have relatively smaller populations whose growth is heading in opposite directions, with the Manitoulin District estimated to be growing 1.4% between 2011 and 2014, and the Sudbury District declining by 3.4%. Greater Sudbury is just slightly above zero in its growth, at 0.3% over those four years and according to a Canadian Chamber of Commerce report, population growth has been "largely static" for the past five years and only a 0.1% growth is predicted by 2016/17 (Canadian Chamber of Commerce, December 2015).

POPULATION GROWTH			
CENSUS AREA	**2013**	**2014**	**2015**
Manitoulin	**13,487**	**13,524**	**N/A**
Sudbury	**21,134**	**20,887**	**N/A**
Greater Sudbury	**165,237**	**165,279**	**164,815**

Statistics Canada, CANSIM Table 051-0062
Statistics Canada, CANSIM Table 051-0056

Labour Force Survey

CONTEXT

Labour Force Survey data is only available at the census division level. As a result, this data is only available for Greater Sudbury and an area comprising Manitoulin District, Sudbury District and Timiskaming District. Because of the limited sample size, the dataset is presented as a two-year moving average: instead of data for 2014, we have data for 2013-14 and for 2014-15. Nevertheless, the data provides a sense of overall trends and differences.

UNEMPLOYMENT RATE: Chart 1 illustrates unemployment rate data. The **Ontario unemployment rate** has been dropping and is now starting to reach pre-recession levels (2008).

Prior to the recession, the **unemployment rate for Greater Sudbury** was usually higher than the provincial average but since that time, has dipped below the provincial average. A recent Sudbury Chamber of Commerce report predicts that the unemployment rate for Greater Sudbury may still increase to 7.3% and that economic growth will be "sluggish" (Canadian Chamber of Commerce, December 2015).

The **unemployment rate for Manitoulin-Sudbury-Temiskaming** has fluctuated more, although within a narrower band, and the overall trend-line has been downward since 2011-12.

CHART 1 unemployment rate

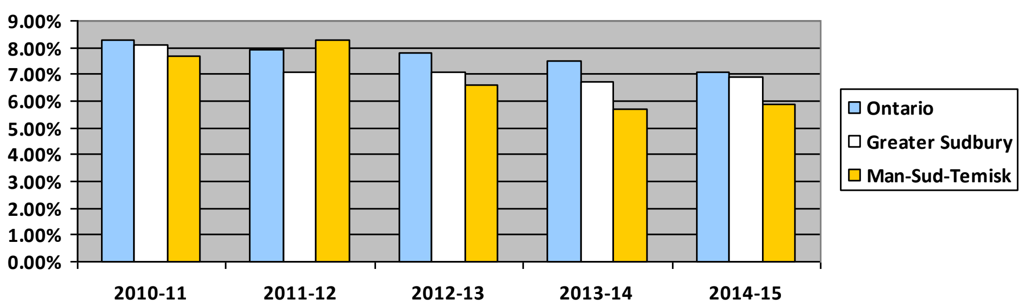
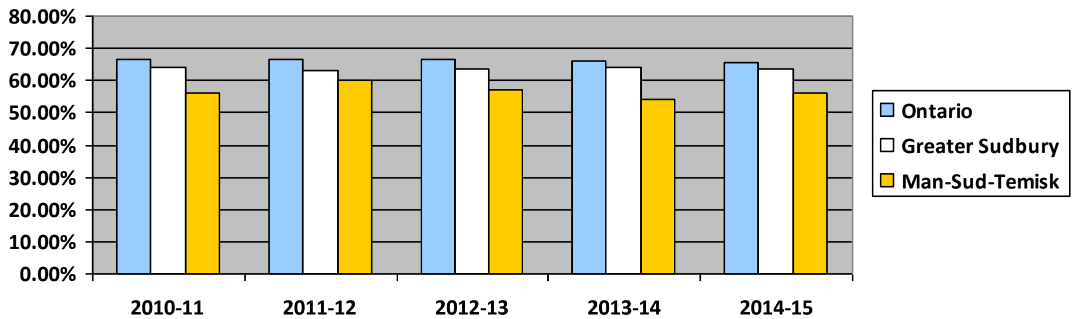


Chart 2 displays the participation rate - the proportion of all residents aged 15 years or older who are either working or actively looking for work. Ontario's rate has been slowly declining because the provincial population is getting older and retiring from the labour force. Greater Sudbury's participation rate has been lower than Ontario's however there has been a slight increase so that by 2014-15, the provincial rate was 65.5% and Greater Sudbury's was 63.5%. For Manitoulin-Sudbury-Temiskaming, the participation rate has generally been much lower and dipped to 52% and lower as a result of the recession. It has recovered somewhat, and in 2014-15 the rate stood at 56.1%.

CHART 2: Participation rates



Other LMI Data Sources

EMPLOYERONE 2015 SURVEY

Each year, Northern Ontario Workforce Planning Boards (NOWP) survey employers about their workforce and any Human Resources challenges.

Last year's survey yielded responses from 130 employers in the Districts of Sudbury & Manitoulin representing 21,359 employees. This is roughly 27% of the workforce.

Employers who responded said that 47% of separations were the result of employees quitting, though employers were not asked why someone quit (current work environment, better job, etc.) and only 14% of new hires were for full-time jobs as most were for contract positions.

89% of respondents said they recruit in the local area and 69 employers said they recruit using word of mouth, 58 use online job boards and 44 post positions on their website.

When asked what jobs they hired for in the last 12 months, just over 130 occupations were named. Thirteen occupations accounted for at least 30 new hires each. Half of these were labour positions (N=556) and contract faculty positions (N=520) followed by various trades-related occupations, health, office administration and food services. Employers were far less optimistic about hiring over the next 12 months.

Questions related to competencies that employers feel are necessary in their workforce yielded interesting results. The top three competencies most reported on were:

- Customer service skills
- Work ethic, dedication, dependability
- Teamwork/interpersonal skills.

HIRES/SEPARATIONS (PREVIOUS 12 MONTHS)	
SEPARATIONS	**HIRES**
1,436 left their job	**5,491 were hired**
47% quit	**14% full time**
17% retired	**23% part-time**
12% dismissed	**45% contact**

When asked about training, 79% said they provide employee training. Of those who don't, cost was identified as the number one challenge. Additionally, a limited number of employers provide training for co-op students, interns and job-seekers and only 14% hire apprentices. *Report available at: www.planningourworkforce.ca*

LOCAL SKILLED TRADES DATA

A lot of attention has been focussed on the skilled trades and that shortages are imminent in some trades and in some geographic areas across the country. This is based on the knowledge that the skilled trades workforce is aging and although a range of skilled trades programs are being offered, fewer students are entering the trades. For those who do, they are having a hard time finding an employer who will hire them.

Women in trades forum 2014

To understand how potential shortages might impact our area, WPSM asked the Ontario College of Trades (OCoT) for data on apprentices and journeypersons in the Sudbury & Manitoulin Districts, but there is a catch with the data.

While all apprentices in all trades are required to register with the College not all journeypersons are required to do so. Of the 156 trades in Ontario (in 4 trade sectors: construction, industrial, motive power and service), only 22 are compulsory which means that journeypersons in those 22 trades, must register with the college…but this also means that journeypersons in the other 134 voluntary trades do not.

As a result, accurate data on those other trades does not exist as no one collects this data. However, the OCoT data does provide an accurate number regarding apprentices in Ontario and in the Districts of Sudbury and Manitoulin Districts as it is mandatory for apprentices to register in order to work.

While it is clear from other more general labour market surveys that our skilled trades workforce is getting older and eligible to retire over the next few years, it is difficult to assess how serious this problem may be or may not be when it comes to journeypersons in the voluntary trades.

OCoT APPRENTICESHIP DATA (2016)

Greater Sudbury - 1,428 apprentices
Top 3 trades are concentrated in:

- *Electrician-Construction and Maintenance (N=149);*
- *Heavy Duty Equipment Technician (N=143) and*
- *Automotive Service Technician (N=137).*

District of Manitoulin - 77 apprentices
Top 3 trades are concentrated in:

- *Automotive Service Technician (N=12)*
- *Powerline Technician (N=11);*
- *Electrician-Construction and Maintenance (N=6) and General Carpentry (N=6).*

District of Sudbury - 165 apprentices
Top 3 trades are concentrated in:

- *General Carpenter (N=19)*
- *Industrial Mechanic Millwright (N=18) and*
- *Electrician-Construction and Maintenance (N=17).*

OCoT TRADES DATA HIGHLIGHTS - SUDBURY & MANITOULIN DISTRICTS

- 4,305 journeypersons and 1,670 apprentices are registered with OCoT
- Highest trades activity is in construction and motive power
- Most of the skilled trades workforce is located in Greater Sudbury
- Trades are overly represented by males
- Number of female journeypersons and apprentices are very low and are clustered in service sector trades
- In the top 10 most active trades, average age of journeypersons is 51.6 and 27.1 for apprentices

for more information on the **Trades Workforce Data 2016 go to www.planningourworkforce.ca*

INDUSTRY SPECIFIC - DATA:

As mentioned in previous labour reports, other industries are looking internally to better understand their workforce and future challenges.

MANUFACTURING: The CME (Canadian Manufacturers & Exporters) and CSTEC (Canadian Skills Training and Employment Coalition) looked at challenges the Sudbury Region will experience over the next 10 years. They estimate the Region will face a “recruitment gap” of 315 workers over the next 10 years, primarily in skilled trades and technical positions, not only due to an aging workforce but competition from other industries that require similar skill sets. They cite difficulties finding: *Construction Millwrights; Transport Truck Drivers; Machinists* and *Machining and Tool Inspectors, Welders* and related *Machine Operators* (Prism Economics & Analysis 2015).

Interestingly, the Canadian Apprenticeship Forum also examined supply and demand challenges in the manufacturing industry and, while manufacturing is in decline overall, upskilling and apprentice training opportunities may be required for advanced manufacturing.

CONSTRUCTION: From a national perspective, according to Buildforce Canada, “close to 25% of the construction and maintenance workforce can retire in the next decade” (Buildforce, September 2015). They also report that 1/3 of construction workers are employed by more than one employer per year; yearly turnover rate is close to 15%; labour mobility is part of the job; and most construction companies employ less than 5 people.

This is consistent with some of the Statistics Canada data that indicates that in the Districts of Sudbury and Manitoulin, the majority of construction companies are small enterprises, most employing less than 5 people.

TOURISM: Based on a study conducted by Tourism Northern Ontario, the majority of tourism employers in northern Ontario anticipate that employment in tourism will grow very little over the next few years but will be facing recruitment challenges, skills deficiencies, and retention difficulties. This has the potential to have significant impact especially since tourism-related jobs account for 40% of the total labour force in northern Ontario (Miller Dickinson Blais 2015).

Employment Ontario (EO) Programs

BACKGROUND

The following section examines data provided by the Ministry of Advanced Education and Skills Development MAESD on these Employment Ontario (EO) programs:

- Employment Services (ES);
- Literacy and Basic Skills (LBS);
- Second Career (SC) and
- Apprenticeships.

Client information is captured on the CaMS (Case Management System) database and in most cases represents clients who have exited before the end of March 31, 2016. Data is aggregated to maintain confidentiality.

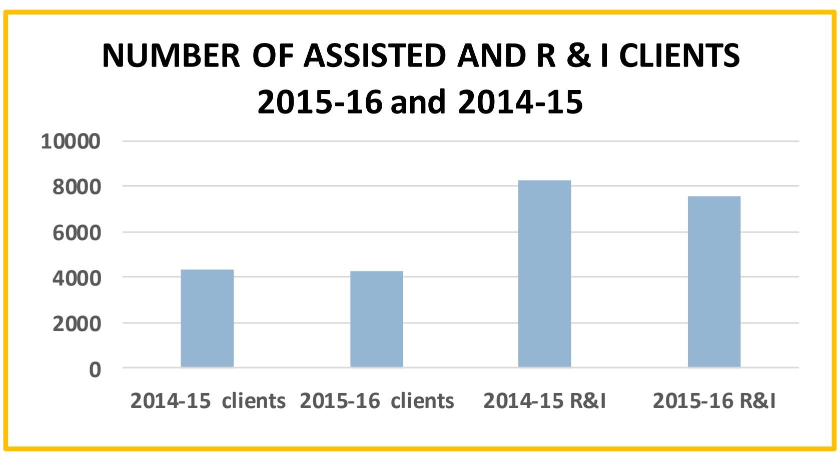
EMPLOYMENT SERVICES

Employment Services provide a range of services to assist clients with finding a job. They also have a resource centre where job-seekers can drop in and receive assistance with resumes, online job applications and various government forms, and access job boards, computers, and job search sites, etc. EO data includes the number of clients who register and a count of "unassisted" R&I (resource and information) clients who come in to use their services, but are not registered.

Employment Services also provide Human Resources assistance to employers (i.e. screen/review applicant resumes; conduct interviews; etc.) however this information is not well tracked or reported on in this report.

In some smaller rural communities, Employment Services have also become the unofficial public service centre hub where people ask about the location and availability of other unrelated services and/or resources.

ES CLIENTS



EO DATA

DATA LIMITATIONS

EO data is not available for each census area

Unable to make comparisons across programs

Due to data collection process, some designated groups are underrepresented (i.e. clients with disabilities)

Age categories used are too broad and do not reflect program criteria

Difficult to calculate true R & I client numbers as someone may come in multiple times to use services

*****

GEOGRAPHIC AREAS REPORTED

Greater Sudbury
Manitoulin District
Sudbury District

NORTHERN REGION
all of northern Ontario

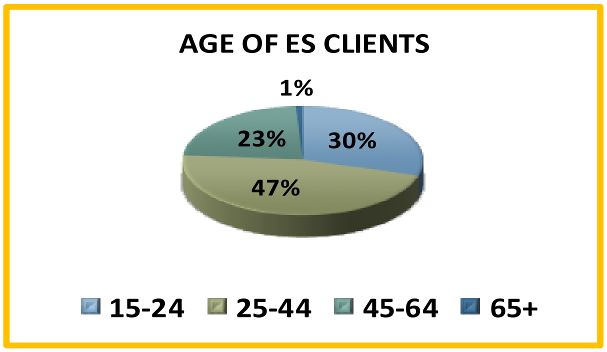
PROVINCE
all of Ontario

*****

Over the last year, the number of R&I clients has decreased all across Ontario. In the WPSM Board area, there were 8,246 R&I clients in 2014-15. While this number dropped in 2015-16 to 7,590, EO Service Providers feel this decrease might be a reflection of greater use of online services by job-seekers or participation in other programs not counted here. The number of assisted clients also decreased, however the decrease was very small. EO Service Providers have also observed several important client characteristics:

- an increase in clients with multiple barriers such as severe mental health problems and
- those who are very misinformed about the labour market (unrealistic expectations, convinced high paying jobs exist, not interested in entry level jobs).

ES CLIENTS BY AGE GROUP



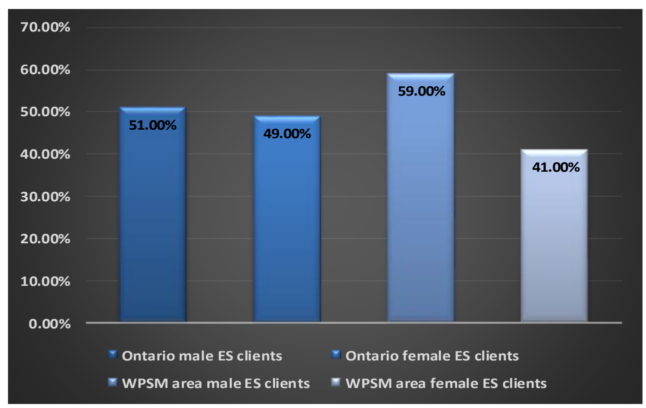
According to the Labour Force Survey (2015), youth made up 40% of all unemployed in Greater Sudbury, higher than the provincial average of 30%. In the WPSM Board area, about 30% of ES clients fall into this category. However, those between the ages of 25-44 make up 47% of those using ES services even though they have a lower unemployment rate of 34%.

EO Service Providers still feel that ministry age categories are too broad.

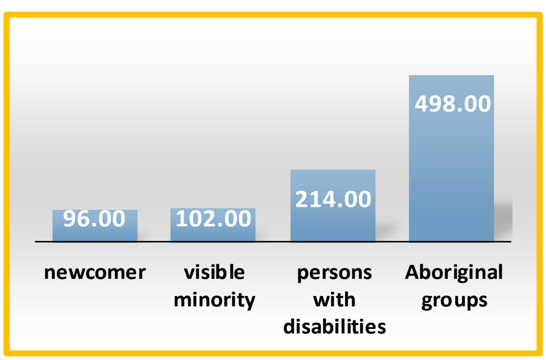
ES CLIENTS BY GENDER

In the WPSM area, the gender of ES clients remains unchanged – more men use ES services than women. EO Service Providers said that more men use ES services because of the following:

- lost/left their job (restructuring, lay-offs, quit or retired) and need/want to work;
- want to retrain to improve future prospects;
- have limited computer skills;
- want to supplement their retirement income; and
- bored with retirement and want to continue working (however they may face bias by employers).



ES CLIENTS BY DESIGNATED GROUPS



The number of ES clients who self-identified as a member of a designated group (newcomer, visible minority, person with disabilities and Aboriginal) continues to be low with only a slight increase over the last year. EO Service Providers who offer Aboriginal services note that they have seen an increase in newcomers – they have been told by newcomer clients that their services are perceived as being more culturally sensitive.

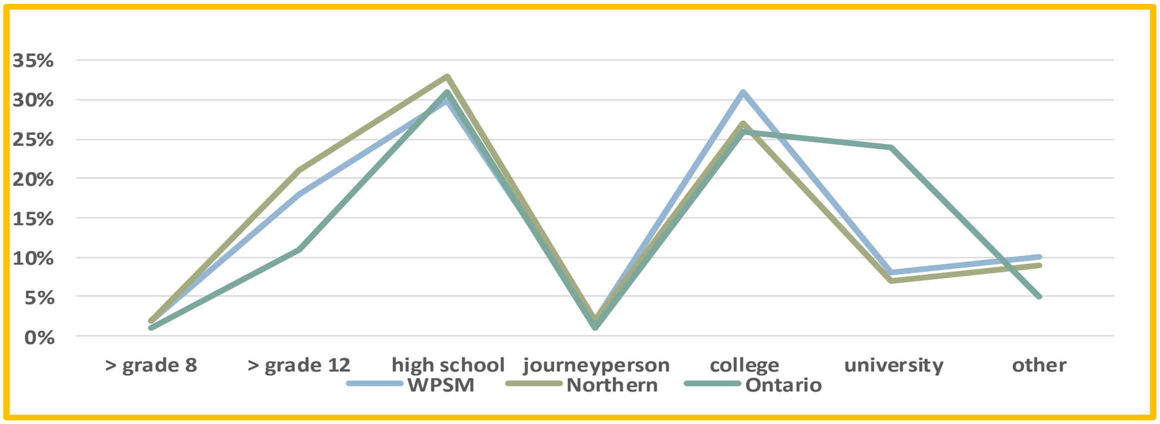
MAESD data also reported 129 internationally trained professionals who used Employment Services.

ES CLIENTS BY EDUCATIONAL ATTAINMENT

It is well known that lower levels of educational attainment result in higher levels of unemployment and underemployment.

The educational attainment of ES clients across the WPSM Board area follows a similar pattern to northern Ontario and the rest of the province with the exception of those with a university degree. There are fewer university degree holders amongst ES clients in the WPSM area and Northern region compared to Ontario, but a slightly higher proportion of individuals with high school and college diplomas.

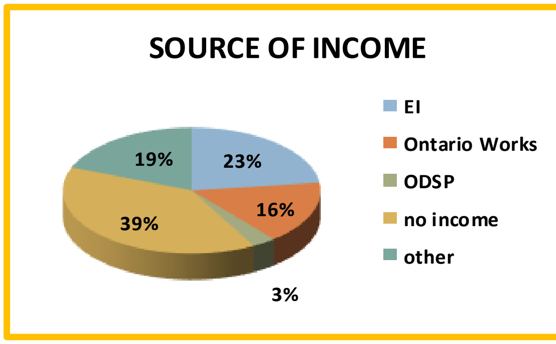
With college diplomas, EO Service Providers noted that they also assess what skills are transferrable and what skills may be outdated and require upgrading.



ES CLIENTS SOURCE OF INCOME

Information on the client's source of income is recorded at intake. Since last year, there has been a slight decline in ES clients receiving Employment Insurance and a slight increase in those reporting no income.

EO Service Providers have expressed concerns with how client information is categorized. They also feel that the actual number of people on ODSP is higher and that ODSP clients do not want to lose their benefits by working.



LAY-OFF OCCUPATIONS

52% of ES Clients provided information on which occupations they were laid off from. They include:

- Service support occupations (308)
- Trades helpers, construction labourers (281)
- Service representatives (145)
- Service supervisors (134)
- Transport and heavy equipment operators (130)
- Industrial, electrical and construction trades (120)
- Sales support occupations (105)

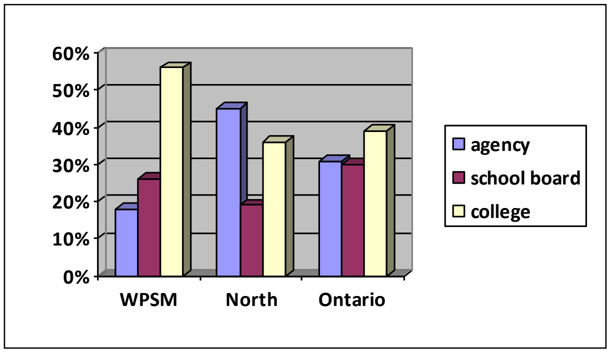
OUTCOMES AT EXIT

Employment Services are expected to meet a quota regarding the number of clients who exited their services to employment. The current target is set at 69%. Local data shows that the number of people who exited to employment is slightly lower than the quota at 66%, however the number of clients who go on to training/education is at 16% which is higher than the provincial quota of 10%.

LITERACY AND BASIC SKILLS (LBS)

Literacy and Basic Skills[1] programs offer free training in reading, writing, math, and basic work skills to help clients reach their goals (upgrade education or training, get a job, or be more independent). LBS services are offered in various ways (tutors, one-on-one, small groups, e-learning) and in various locations across Ontario. As noted in the chat (below), colleges have the largest share of LBS clients in the WPSM area.

The total number of in-person learners for 2015-16 (both new and carried over) for the WPSM area was 1,452, slightly higher than in 2014-15. The total number of LBS clients who use distance education/online programs (called *e--channel learners*) across the province for 2015-16 was 4,432.



While there has been no change in the age of LBS clients from last year at the Northern and provincial levels, there has been an increase in the proportion of youth (34% to 40%) and a decline in those 25-44 years of age (48% to 39%) locally. The number of clients between ages 45-64 who require computer upgrading or training has also increased.

As in the previous year, 56% (N= 806) of LBS clients are women. However, the number of clients from designated groups has increased and EO Service Providers feel that low literacy levels and inability to speak English may be contributing factors. Additionally, some agencies who primarily provide service to Aboriginal people have seen an increase in Aboriginal people from remote northern reserves wanting to upgrade their education.

LBS clients are also asked at intake what their *Learner Goal Path* is. In other words: why are they using LBS services? In the WPSM area, clients use LBS services to a lesser degree for employment reasons than those in northern Ontario (32%) and Ontario (31%), but as a whole, more report being interested in some form of postsecondary education (42%).

SECOND CAREER (SC)

Second Career[2] provides laid-off workers with skills training and/or education to help them find jobs in high-demand occupations. A grant is provided to eligible clients, based on need, to assist with tuition, books, transportation and basic living. Recent graduates are not eligible.

In 2015-16, the number of SC clients in the WPSM area declined from 383 in 2014-15 to 330. This follows a similar decline across the province from 9,271 clients in 2014-15 to 8,626. Northern Ontario remained relatively the same. As in past, most clients are under the age of 45, and in the WPSM area, 43% are female and 57% male. Most clients have been out of employment/training for less than 3 months.

Second Career is focussed on high-demand jobs. The client is required to provide proof of job opportunities that exist and go wherever the program is offered. This can be challenging as clients may need to leave their families for periods of time depending on the length, time and location. Additionally, the SC living allowance is felt to be too low and some clients can't manage without more funding support.

APPROVED
SKILLS TRAINING PROGRAMS
AND # OF CLIENTS

Transport truck driver* (74)
Heavy equipment operator* (30)
Home support workers and housekeepers* (20)
Welders and related machine operators (17)
Administrative officers* (16)
Receptionists (13)
Social and community service workers* (12)

**** on top ten list for Northern Ontario and Ontario***

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[1] *taken from MEASD website at: http://www.tcu.gov.on.ca/eng/apprentices/lbs.html*
[2] *taken from MAESD website at: http://www.tcu.gov.on.ca/eng/secondcareer/whatitis.html)*

For the WPSM area, 50% of SC clients were still employed 12 months after program completion, however it was noted that it is hard to follow up with clients a year after they have left the program. It is also not clear what occupations they were hired in or what happened to those who did not find employment.

APPRENTICESHIPS

CLIENT DATA

Economic outlook reports across Canada have backed away from the notion of an imminent skilled trades shortage to one that is more focussed on a skills mismatch. In other words, not all trades in all areas will experience shortages, however some will due to: an aging workforce, retirements, declining apprentice numbers, limited training opportunities and geographic area. This is further supported by various economists and management consultant Rick Miner in his 2014 report *The Great Canadian Skills Mismatch-People without Jobs, Jobs without People and MORE*...a title which has been popularized when it comes to the workforce.

Although it is impossible to specify how a skills shortage/mismatch will impact local industries, skilled trades continue to be vital to the local economy. For example, in a 2015 survey of Ontario's ICI Construction sector (Industrial, Commercial and Institutional), 91% of contractors surveyed identified a shortage of skilled workers in northern Ontario in the following trades: carpentry, electrical and plumber/steamfitter (Ontario Construction Secretariat, March 2015).

As noted, apprenticeship numbers continue to decline and some have speculated that this may be a reflection of the ministry's efforts to eliminate inactive apprentices from their books before the ministry's apprenticeship data completely transitioned to the Ontario College of Trades.

NEW & ACTIVE APPRENTICES

	WPSM	Northern	Ontario
New 2014-15	**842**	**2,361**	**26,018**
New 2015-16	**818**	**2,192**	**25,793**
Active 2014-15	**2,827**	**7,376**	**78,492**
Active 2015-165	**2,312**	**6,638**	**78,959**

TOP 10 NEW APPRENTICESHIP REGISTRATIONS

Automotive service technician
Heavy duty equipment technician
Truck & coach technician
Electrician (construction & maintenance)
Industrial mechanic millwright
General carpenter
Hairstylist
Powerline technician
Industrial electrician
Ironworker – structural & ornamental

Despite local efforts to promote the trades, EO Service Providers continue to report that it is challenging to find employers who are willing to hire, especially in rural areas. Although few apprenticeship jobs are advertised, other EO Service providers reported that some employers go directly to them for help to find a suitable apprentice candidate which has led to some successful hiring. Therefore, inconsistencies are being reported by EO Service Providers regarding the hiring practices of employers.

Recommendations

Employment Ontario data only tells part of the story. From local consultations, EO Service Providers identified some of the following recommendations that might improve data and client outcomes:

a) **Area-specific data:** It would be more helpful to have data provided by census division to better reflect client profiles, demographics and outcomes for all program areas as larger urban census areas overshadow rural census areas. It is however recognized that this may not be possible and still maintain client confidentiality.

b) **Age categories:** EO age categories are too broad and should be narrowed to align with current program criteria. This may also help identify high risk or hard to serve groups that may require additional attention or specialized program options.

c) **Ministry quotas and targets:** It is understood that the ministry requires quotas/targets as part of measurable outcomes. However, this has resulted in a more competitive relationship between some service providers as opposed to one of collaboration, particularly in terms of job development opportunities.

d) **Definition of assisted vs. unassisted R&I clients.** EO Service Providers feel that the ministry should acknowledge that ALL individuals who use their services are "assisted" whether they register as a client or simply come in for help on their resume.

e) **Specialized short-term programs:** Challenges continue for clients who only need very specific short-term programs; this is further compounded for those living in rural areas.

f) **Definitions:** Definitions for full time work require further clarity. This and other program criteria/definitions may need to be revised and/or clarified to ensure consistent application.

g) **EO clients with multiple challenges/barriers:** Some EO Service Providers have noted an increase in harder to serve clients with multiple challenges/barriers. However, others feel that these problems have always existed but are just more visible. These include significant problems with addiction and/or mental health. It was also noted that there is a lack of services and with the services that do exist, wait times and cost are barriers to seeking/receiving help.

h) **Increased agency responsibilities:** It was noted that new program responsibilities with limited flexibility continue to increase. This can present numerous challenges in the absence of additional funding, resources or supports and inability to be flexible about program criteria.

i) **Employer wage subsidies for summer students:** Many employers have expressed their concern to EO Service Providers about losing this subsidy and as a result, summer job opportunities have decreased.

j) **Second Career living allowance:** EO Service Providers noted that the amount allowed has not kept pace with the cost of living and should be increased to better assist SC clients.

k) **Service gaps:** Precarious work continues to need greater attention - this not only impacts on the individual's ability to plan for the future but on a community's economic base. Additionally, there is a lack of more specific services for Francophones, mature students and older workers. Lastly, students over 18 and going to school who need to work should be able to access the full suite of EO services.

Action Plan Update

PRIORITY #1: support local labour market-related initiatives

ACTION	PARTNERS	OUTCOME(S)	TIMELINE
Chamber of Commerce - workforce-related taskforces/roundtables	Sudbury Chamber of Commerce and business-related members	**Ring of Fire Taskforce:** Continue to advocate for northern workforce and business development strategy; **Succession Planning Taskforce:** participated on taskforce, reviewed employer survey and advocated for HR succession planning and efforts to protect jobs when business closes or changes hands. Will continue to support employer awareness and action re: succession planning. **Roundtable events**: Immigration and Citizenship Minister; Gender Equity; and Premier's breakfast	Long term Taskforce complete (Aug 2016) but activities to continue Complete
	Sudbury East Board of Trade	Support understanding of labour market related issues, initiatives and resources and relationship to economic development. Provide ongoing support.	September 2016 Ongoing
Aboriginal workforce development	Mnidoo Mnising	Provide support to training alliance as requested.	Ongoing as requested
	Northshore Tribal Council - ASETS	Assist where requested re: skills inventory, labour market research, industry profiles and workforce succession planning.	Ongoing as requested
Women of the Future	Women of the Future committee	Support annual one-day event to connect grade 9 & 10 girls with mentors, potential careers and local women.	Mar 2017 (annual event)
LaCloche and Manitoulin business showcase	LAMBAC, Espanola, employment services, NOHFC, Fednor, etc.	Supported two successful business resource showcase events to highlight local resources and services (Little Current and Espanola). Support if held again.	Fall 2015 Spring 2016 (complete)
GSDC 2025	Greater Sudbury Development Corporation, Chamber, etc.	Determine role for WPSM in economic development strategy and specific workforce-related initiatives.	Ongoing as requested
Ontario Centre for Workforce Innovation	College Boreal	Assist College Boreal in its capacity as the new Francophone hub re: workforce-related information, research, resources and services as requested and where appropriate.	Upon request (offer made)
Local Employment Planning Councils (LEPC)	Workforce planning boards that are piloting LEPCs	Participate in any activities/requests related to the LEPC pilot including surveys, consultations, data, resources, etc.	Pilot end May 2017
Immigration Advisory Panel	City of Sudbury Council and topic-specific agencies	Participate as member of the advisory panel to City Council re: immigrants, newcomers and workforce issues.	Sept 2017
Government outreach	WPSM initiated	Presentations to local MP, MPP, Mayors, etc.	Mar 2017

PRIORITY #2: promote current/forecasted in-demand skilled trades and professions

ACTION	PARTNERS	OUTCOME(S)	TIMELINE
Career resource sheets on in-demand trades	Employment Support Services, Greater Sudbury	As part of the top 25 occupations report, continue to develop the remaining 3 of 10 career resource sheets identifying wages, projected growth, career pathways, etc. Will be disseminated to educators and posted on website.	November 2016
PNN initiatives related to internationally trained workers	Professions North/Nord	Roundtable event participation at: internationally trained professionals and current/future export markets. Participate in conference if planned.	June 2016 TBD
Women in skilled trades	Tradeswomen, educators, industry, OYAP, etc.	Support skilled trades summer camp for girls, skills competition, and other related activities.	May 2017

Apprenticeships	Area school boards (OYAP); local colleges; EO services	Development of the "Hiring an Apprentice Made Easy" brochure for employers with insert card promoting EO and local apprenticeship contacts. Brochure dissemination strategy; develop "Becoming an Apprentice Made Easy" brochure for apprentices.	Complete Jan 2017
Top occupations	WPSM lead	Use of new EMSI Analyst data to identify top projected growth occupations for census areas where possible.	Annual
Modern Mining and Technology Sudbury (MMTS)	MMTS and various local partners	Continue to support event which provides experiential learning opportunities for students.	Activity complete June 2016
CIM Mining for Society	Goodman School of Mines, SAMSSA, local partners and school boards	Support national event being held in Sudbury which provides students with hands-on opportunities to explore careers in mining.	Nov 2016
Forestry and wood manufacturing industry	Greenest workforce	Promote career information and job matching website to local educators and employment service providers.	Dec 2016
Tourism Matters	Tourism Northern Ontario	Participate with Northern Ontario Workforce Planning to support development of a tourism toolkit/resource.	Mar 2017

PRIORITY #3: support labour market research, information, profiles, forecasts

ACTION	PARTNERS	OUTCOME(S)	TIMELINE
LMI consortium	Laurentian University, SPC, GSDC, colleges, etc.	Revisit LMI data consortium and benefits of sharing LMI and maintaining a web-based portal for current reports and data.	Mar 2017
Immigrant Retention	Northern Ontario Workforce Planning (NOWP)	Report complete and on WPSM website.	Mar 2016
Apprenticeship and Journeyperson data	Ontario College of Trades (data sharing)	Researcher hired and data analyzed. Report and trades map complete. Dissemination plan to share report being developed.	Complete June 2016 Nov 2016
Workforce Planning Ontario	All local boards and LEPCs in Ontario	Participate in discussions re: provincial issues, challenges, and policies that support workforce planning in Ontario. Bring a northern perspective to the table.	Ongoing
Agriculture	WPSM lead	Use EMSI analyst to identify agriculture industry and explore funding opportunities to develop local agriculture database.	June 2017
Cultural design cluster	**Potential:** CION; City of Greater Sudbury	Continue discussions to assess the cultural design network and identify workforce development needs.	Mar 2017
Job bank	WPSM lead	3-6-month job vacancy study based on Job Bank postings.	Mar 2017

PRIORITY #4: support alignment between training/education and industry need

ACTION	PARTNERS	OUTCOME(S)	TIMELINE
Employerone survey	Northern Ontario Workforce Planning	Annual survey of employers re: HR challenges, hiring practices, training, etc. and report of results.	Mar 2017
Promoting the trades	WPSM lead and various supporting organizations	Activities include supporting and promoting: ICE Challenge, Skills competition and trades-related resources and events.	Yearly activities
Education Coordinating Team (ECT)	Area school boards, post secondary institutions, training and employment services	Increased understanding by ECT re: needs of employers in key sectors, training opportunities, recruitment strategies, etc. to better align education with industry need. Current topics: math skills, use of cell phones, recruitment, etc.	Monthly meetings
Employment Ontario (EO) network	WPSM labour market and EO consultations	Consultations on Employment Ontario data and on labour market indicators and issues to assist network and gain insights into job-seeker needs. Promote EO services.	Approx. 10 consultations per year

Labour Market Themes

Themes continue to emerge in our local labour market…some more urgent than others. To understand and assess future impact here are some themes that require greater research and more attention. All of these pieces connect together to influence our current and future workforce.

LABOUR MARKET TRENDS

Industry restructuring
Impact of technology
Globalization
Entrepreneurship push
Lack of good LMI

SKILLED TRADES

Aging workforce
Who is retiring?
Projected trade shortages
Apprentices not being hired
Limited data on trades
Contract work

EMPLOYMENT SERVICES

Employers unaware of
free HR services available
Job developers-not connected
Maintaining quotas
Rural area challenges

STRATEGIC PLANNING

Local strategy needed
Ministry restructuring
Economic development
Role of LEPCs
OCWI

EMPLOYERS

HR needs and challenges
Limited training offered
Want experienced/trained
workers
Lack of succession planning
Hard to reach

EDUCATION &TRAINING

misalignment – out of sync with
employment needs
lack of basic & essential skills
work/life balance demands
concerns - math skills

Key Stakeholders & Resources

GOVERNMENT:
Employment Ontario (MAESD)
City of Greater Sudbury
Ministry of Agriculture, Food & Rural Affairs
Ministry of Labour
Ministry of Natural Resources & Forestry
Ministry of Northern Development & Mines

LABOUR:
Various unions/locals

ASSOCIATIONS:
Industrial Health and Safety Association
Northeastern Ontario Construction Association
Northern Policy Institute
Ontario College of Trades
Ontario Construction Careers Alliance
Ontario Construction Secretariat
SAMSSA
Tourism Northern Ontario (TNO)

ABORIGINAL ORGANIZATIONS:
First Nations - Economic development leads
Gezhtoojig Employment & Training
Kenjgewin Teg Educational Institute
Mnidoo Mnising Training Alliance
N'Swakamok Native Friendship Centre
North Shore Tribal Council

INDUSTRY/BUSINESS SECTORS:
Construction
Employers targeted for *2015 employerone* survey
Finance
Health
Hospitality & Tourism
Independent business owners, contractors
Manufacturing
Mining companies
Mining supply services
Real Estate
Retail
Service industry

TRAINING, EDUCATION AND EMPLOYMENT:
Cambrian College
Collège Boréal
Conseil scolaire catholique du Nouvel-Ontario
Conseil scolaire public du Grand Nord de l'Ontario
Employment Options Emploi
Employment Support Services, Greater Sudbury
Goodman School of Mines
Laurentian University
March of Dimes
Manitoulin – Sudbury District Services Board
Ontario College of Trades
Rainbow District School Board
Skills Ontario
Sudbury Catholic District School Board
Sudbury Vocational Resource Centre
YMCA Employment Services

ECONOMIC DEVELOPMENT/BUSINESS:
Greater Sudbury Development Corporation
Institute for Northern Ontario Research and Development (INORD)
LaCloche Foothills Chamber of Commerce
LAMBAC
Regional Business Centre - Greater Sudbury
Sudbury Chamber of Commerce
Sudbury East Chamber of Commerce
Town of Espanola

HEALTH & SOCIAL SERVICES:
Health Sciences North
Social Planning Council of Sudbury

IMMIGRATION:
Local Immigration Partnership
Professions North/Nord
YMCA Sudbury Newcomer Services

DISABILITIES:
Independent Living Sudbury Manitoulin
March of Dimes

MEDIA:
CBC
CTV
Northern Life
Northern Ontario Business
Sudbury Star

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