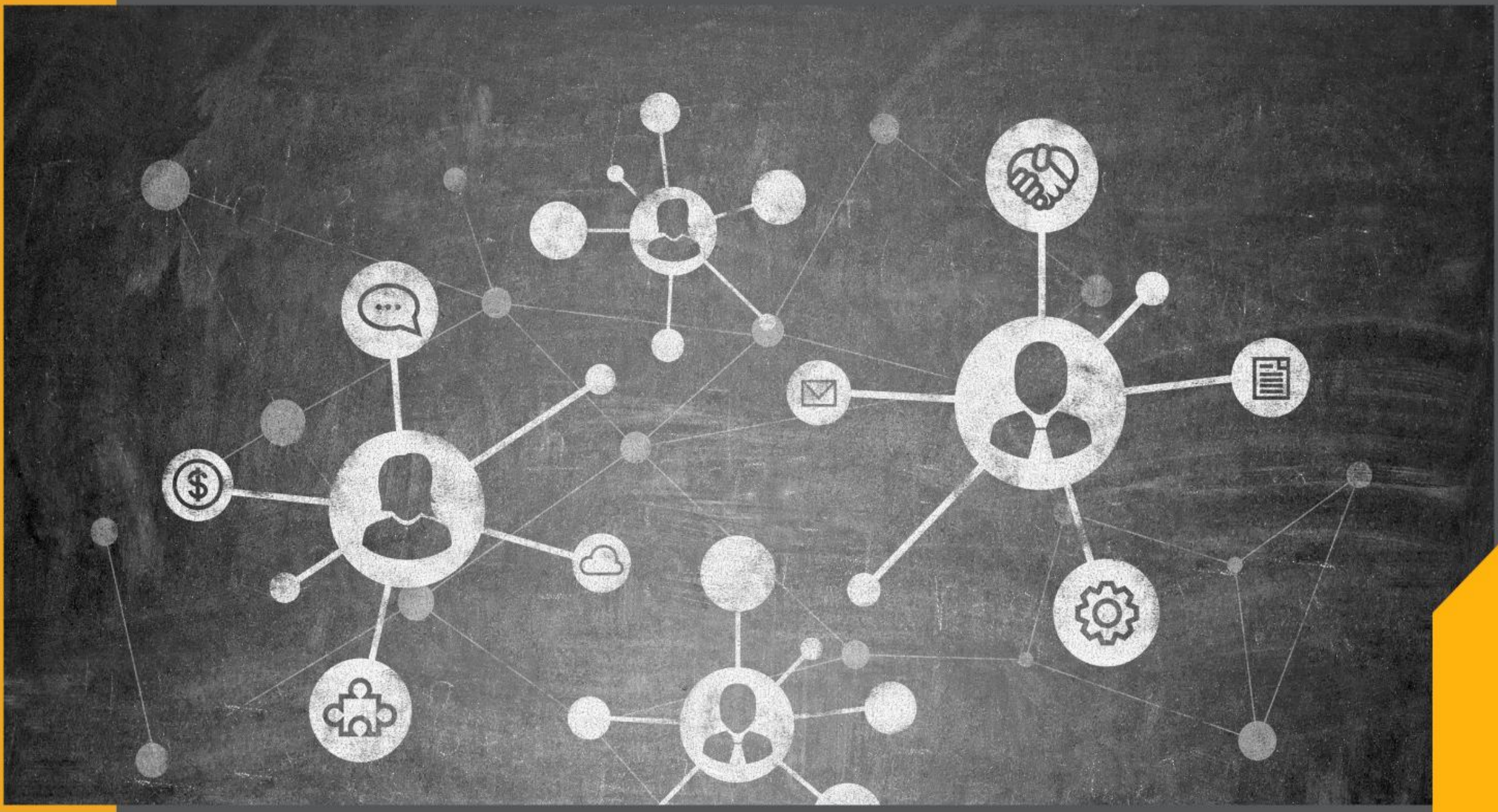
ALGOMA WORKFORCE INVESTMENT CORPORATION

2026 LLMP

Local Labour Market Planning Report



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About AWIC

Algoma Workforce Investment Corporation (AWIC) is a not-for-profit, community-centred organization. It is part of the 25 Workforce Planning Boards operating in the Province of Ontario, supported through funding from the Ministry of Labour, Immigration, Training, and Skills Development (MLITSD).

AWIC is a trusted community partner in Algoma, providing data and insight supporting a diverse and talented workforce that contributes to a prosperous community. Our work prepares Algoma's communities for the current and future workforce challenges and opportunities.

Introduction & Background

The Algoma Workforce Investment Corporation (AWIC) prepares the Local Labour Market Plan (LLMP) annually to support informed, evidence-based decision-making across the Algoma District. As one of Ontario's 25 Workforce Planning Boards, AWIC plays a critical role in analyzing labour market trends, identifying emerging challenges, and convening partners to respond to workforce needs in a rapidly changing economic environment.

The 2025–2026 LLMP was developed at a time of continued economic adjustment. While the most acute impacts of the COVID-19 pandemic have passed, its long-term effects—combined with demographic aging, inflationary pressures, and structural labour shortages—continue to shape employment patterns and workforce participation. For Algoma, these forces are amplified by a smaller population base, sectoral concentration, and geographic dispersion, making local labour market intelligence particularly important.

Parts of this analysis are informed by detailed labour market research conducted by Tom Zizys, Labour Market Analyst, combining quantitative data and qualitative insights to support evidence-based workforce planning in Algoma.

This report integrates multiple lines of evidence, including:

- Labour Force Survey and tax-filer data from Statistics Canada;
- Canadian Business Counts and business dynamics indicators;
- Employment Ontario administrative data across major programs; and
- Qualitative insights from employer and community consultations conducted during 2025.

Rather than presenting data in isolation, the LLMP emphasizes interpretation and implications—examining what current trends mean for employers, jobseekers, service providers, educators, and policymakers. The goal is not only to describe Algoma's labour market, but to inform action: supporting workforce resilience, inclusive economic growth, and alignment between skills development and labour demand.

Ultimately, this report serves as both a planning tool and a call to collaboration, recognizing that no single organization can address workforce challenges alone. By grounding decisions in shared evidence and local insight, Algoma's partners are better positioned to respond to immediate pressures while preparing for long-term labour market transformation.

Methodology

The 2025–2026 Local Labour Market Plan (LLMP) is based on a mixed-methods approach that integrates quantitative labour market data with qualitative community insights to provide a comprehensive picture of workforce conditions in the Algoma District

Executive Summary

The **2025–2026 Local Labour Market Plan (LLMP)** provides a comprehensive analysis of labour market conditions in the Algoma District, drawing on Statistics Canada data, Employment Ontario administrative data, and community consultations conducted during 2025. The report examines how demographic change, economic restructuring, and post-pandemic recovery are reshaping workforce supply, labour demand, and service system pressures across the region.

Overall, Algoma's labour market remains stable but constrained, characterized by modest population growth driven largely by in-migration, an aging workforce, and ongoing mismatches between labour supply and employer demand. Unemployment rates increased gradually through 2023–2025, mirroring provincial trends, while labour force participation remained relatively flat—reflecting demographic realities more than cyclical weakness. Despite higher unemployment, job vacancy rates remain elevated in key sectors, particularly health care, skilled trades, transportation, and construction, indicating persistent structural shortages rather than a lack of jobs.

Business dynamics show a labour market dominated by small and micro-employers, with nearly two-thirds of businesses reporting no employees and a higher-than-provincial share of firms in the 5–49 employee range. Growth has been strongest in health care and social assistance, construction, real estate and rental services, and administrative support, while retail trade, accommodation and food services, and some goods-producing industries experienced net firm losses in 2024–2025. Notably, Algoma recorded its first net decline in larger employers (20+ employees) since the height of the pandemic, raising concerns about employment stability and job quality.

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Employment Ontario program data highlights increasing system complexity following EO Transformation and the rollout of Integrated Employment Services (IES). Client volumes are recovering from pandemic lows, but the client profile has shifted significantly. A growing share of employment services clients are recipients of Ontario Works and ODSP, placing greater demands on service providers to deliver longer-term, wraparound supports. While programs continue to support job attachment and skills development, outcomes are increasingly shaped by broader affordability pressures, health-related barriers, and limited access to housing and transportation.

Taken together, the findings point to a labour market that is not lacking opportunity, but one that requires coordinated responses across workforce development, economic development, immigration, and social policy. This report provides evidence to support strategic investments in skills training, workforce retention, employer supports, and inclusive labour market participation, ensuring Algoma remains resilient and competitive in a tightening labour market

Labour Market Snapshot 2025

Algoma

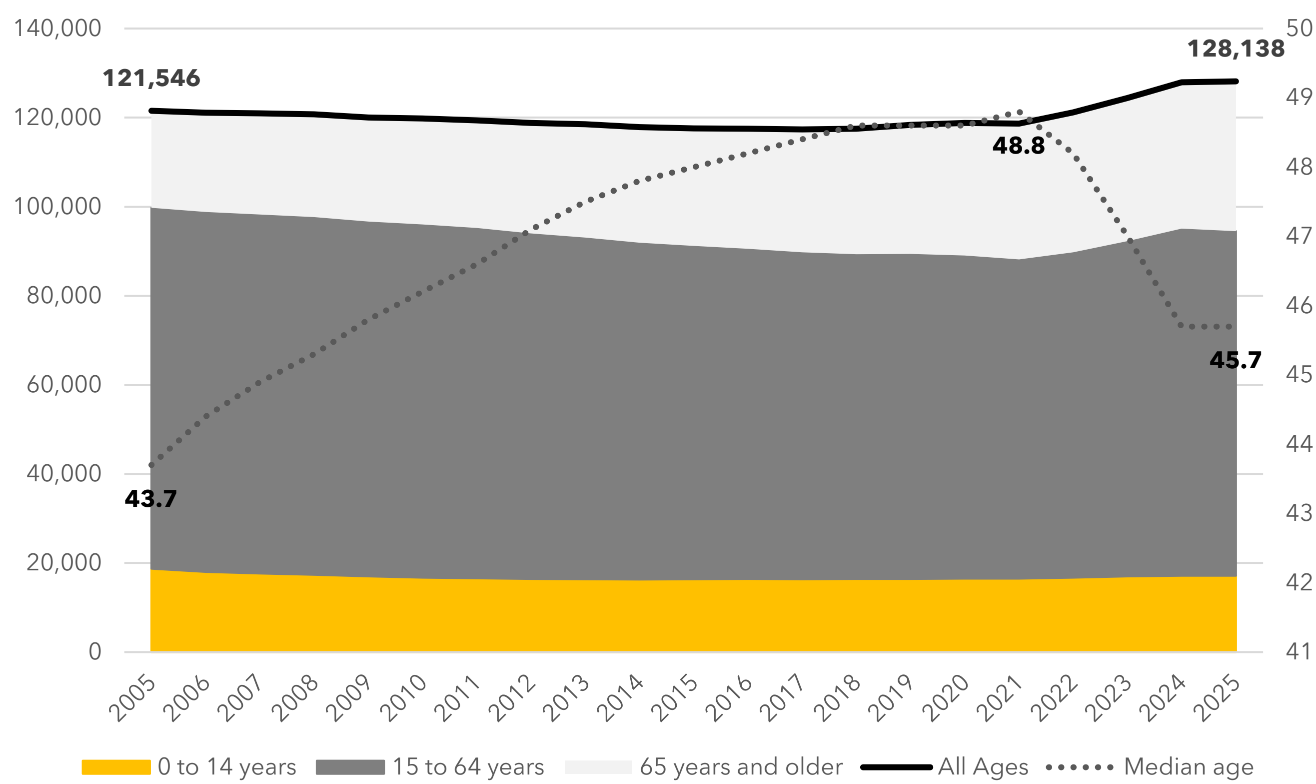
Population Trends

From 2005 to 2025, population change was characterized by sustained aging, a long-term decline in the working-age population, and a recent period of renewed growth. Total population increased from 121,546 in 2005 to 128,138 in 2025 (+5.4%); however, this net gain followed a prolonged decline through the mid-2010s, with population growth resuming after 2021, when the population increased by approximately 9,500 persons. Growth over the period was driven primarily by increases in the population aged 65 years and older, which rose from 21,808 to 33,668 (+54%). In contrast, the population aged 15 to 64 years declined from 81,026 in 2005 to 71,647 in 2021, before partially recovering to 77,345 in 2025, remaining below its 2005 level.

The population aged 0 to 14 years declined from 18,712 in 2005 to a low of approximately 16,300–16,400 during the mid-2010s and increased to 17,125 by 2025.

Consistent with these shifts, the median age increased from 43.7 years in 2005 to 48.8 years in 2021, before declining to 45.7 years in 2025. Despite recent population gains, demographic aging and a smaller working-age population continue to shape population structure into 2025.

Chart 1: Intercensal Population Estimates, Algoma, 2005-2025



Statistics Canada. Table 17-10-0152-01, Population estimates, July 1, Algoma, 2005-2025

Between 2021 and 2025, natural population change was negative, as deaths consistently exceeded births. Births remained relatively stable over the period, ranging from 891 to 924 annually, while deaths remained elevated and stable, ranging from 1,668 to 1,708 annually. As a result, the population experienced an ongoing natural decrease each year. Mortality was concentrated among adults aged 65 years and older, who accounted for the majority of deaths (1,313 to 1,371 annually).

Migration gains were concentrated in the core working-age population (15–64 years). International immigration more than doubled over the period (from 366 to 912), with working-age immigrants increasing from 308 to 723, while very few newcomers were aged 65 and older. Non-permanent residents were the largest contributor to growth, adding 1,457 people in 2021/22 and peaking at 3,020 in 2023/24, almost entirely among those aged 15–64. This trend reversed in 2024/25, when the region recorded a net loss of -401 working-age non-permanent residents, highlighting the impact of immigration changes from the government.

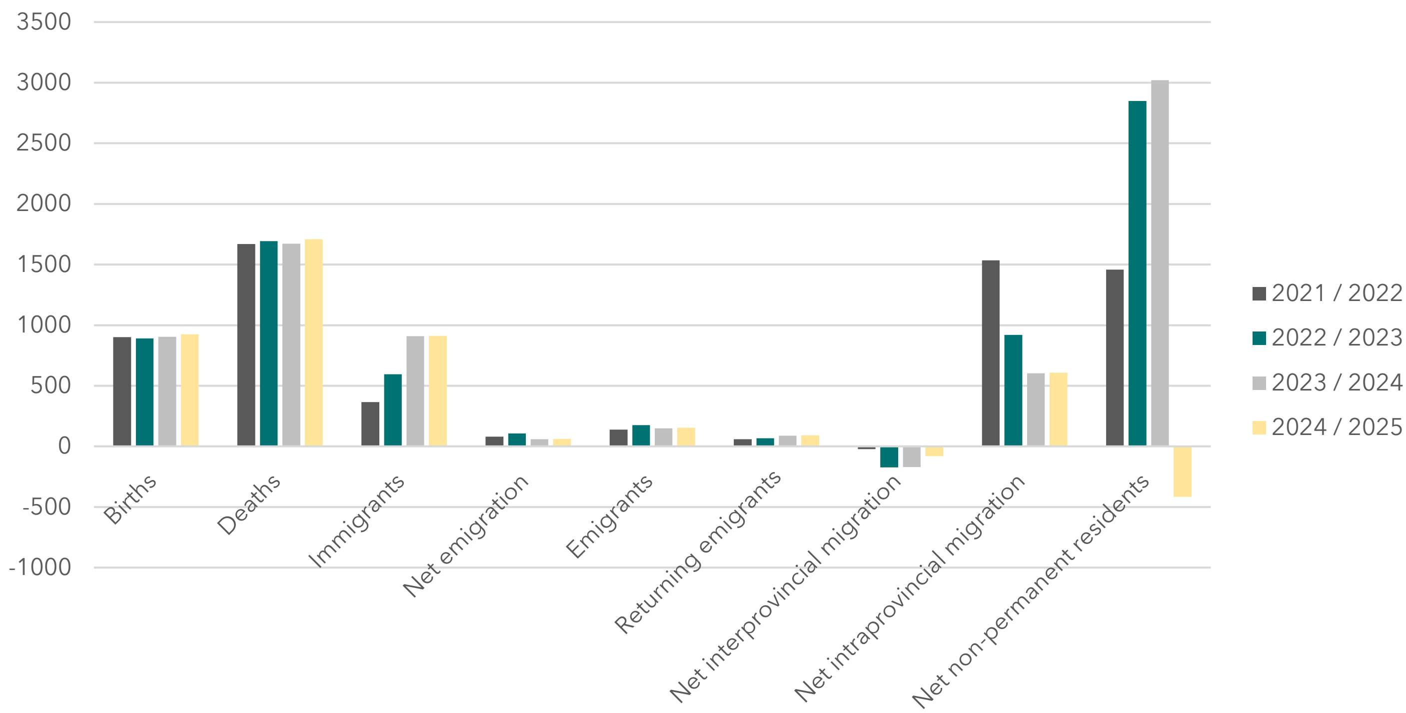
Internal migration patterns further shaped age outcomes. Net interprovincial losses were concentrated among working-age adults, reaching -169 in 2023/24, while small gains or losses among children and seniors had a limited impact. These losses were offset by net intraprovincial migration, which brought in primarily working-age adults and families, though volumes declined from 1,535 in 2021/22 to 608 in 2024/25. Growth among children (0–14 years) was modest and inconsistent, and population change among those aged 65 and older remained limited, reinforcing a demographic profile marked by aging, weak natural renewal, and reliance on mobile working-age populations.

Age distribution by broad age groups, Algoma 2021

14%	In 2021, Algoma (District) had 15,940 children aged 0 to 14, making up 14.0% of its total population, while the national proportion for Canada was 16.3%.
60%	The working-age population (15 to 64) accounted for 59.6% of Algoma's total population in 2021, whereas the corresponding proportion for Canada was higher at 64.8%.
26%	In 2021, Algoma (District) recorded 30,070 individuals aged 65 and over, comprising 26.4% of the total population. In contrast, Canada's national proportion of seniors was 19.0% during the same year.

Sources: Statistics Canada, 2021 Census, Focus on Geography

Chart 2: Annual Components of Population Change, 2021/2022–2024/2025



Statistics Canada. Table 17-10-0153-01, Components of population change by census division, 2021

Between 2016 and 2021, the population identifying as Indigenous increased from 15,460 to 15,940 (+3.1%), raising its share of the total population from 13.8% to 14.2%. Growth was concentrated among individuals reporting a single Indigenous identity, which rose by 2.2% to 15,445, and was driven primarily by an increase in the First Nations population, up 5.2% from 9,390 to 9,870, with its population share rising from 8.4% to 8.8%. In contrast, the Métis population declined by 2.6%, falling from 5,665 to 5,515, while the Inuit population remained unchanged at 55 persons. Over the same period, the non-Indigenous population declined slightly (–0.6%), from 96,595 to 96,040, with its share of the population decreasing from 86.2% to 85.8%. Overall, the data indicate gradual growth in the Indigenous population—particularly among First Nations—within a context of modest overall population decline.

Table 1: Indigenous and Non-Indigenous Population Distribution (%), Algoma,2016–2021

	2016 Counts	% distribution (2016)	2021 Counts	% distribution (2021)	% change (2016 to 2021)
Indigenous identity	**15,460**	**13.8**	**15,940**	**14.2**	**3.1**
Single Indigenous responses	15,110	13.5	15,445	13.8	2.2
First Nations (North American Indian)	9,390	8.4	9,870	8.8	5.2
Métis	5,665	5.1	5,515	4.9	-2.6
Inuk (Inuit)	55	0	55	0	0
Non-Indigenous identity	**96,595**	**86.2**	**96,040**	**85.8**	**-0.6**

Statistics Canada. Table 98-10-0293-01, Indigenous identity population, Algoma 2016-2021

Table 2: Age structure of the population by Indigenous identity, Algoma, 2016 and 2021

	Age		0 to 14 years		15 to 24 years		25 to 54 years of age		55+	
	2021 Counts	2016 Counts	2021 Counts	2016 Counts	2021 Counts	2016 Counts	2021 Counts	2016 Counts	2021 Counts	2016 Counts
Total Indigenous identity	111,975	112,055	15,915	16,000	10,890	12,040	36,960	39,100	48,210	44,920
Indigenous identity	15,940	15,460	3,565	3,545	2,170	2,260	5,785	5,975	4,425	3,670
Non-Indigenous identity	96,040	96,595	12,350	12,450	8,720	9,775	31,180	33,120	43,790	41,250

Statistics Canada. Table 98-10-0293-01, Indigenous identity population by age, Algoma 2016-2021

From 2016 to 2021, the total population declined slightly (112,055 to 111,975), while the Indigenous identity population increased by 3.1% (15,460 to 15,940). Over the same period, the non-Indigenous population decreased modestly (–0.6%), reinforcing divergent demographic trends.

Younger age groups continued to contract. Children aged 0–14 remained relatively stable overall, though Indigenous children increased slightly (3,545 to 3,565) while non-Indigenous children declined. Youth aged 15–24 declined more sharply across both populations (–9.6% overall). The core working-age population (25–54) also fell (–5.5%), with declines evident for both Indigenous (5,975 to 5,785) and non-Indigenous populations.

In contrast, population aging accelerated. The number of people aged 55 and over rose from 44,920 to 48,210 (+7.3%), with especially rapid growth among Indigenous adults (+20.6%, from 3,670 to 4,425), compared with +6.2% among the non-Indigenous population. Overall, while Indigenous populations remain younger on average, faster growth in older age groups and declines in youth and prime working ages point to increasing pressures on labour force renewal and age-related services.

In Table 3, the racialized population refers to whether a person is a visible minority or not, as defined by the Employment Equity Act. The Employment Equity Act defines visible minorities as "persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour.

The population is predominantly composed of persons not belonging to a visible minority group, totalling 108,150 individuals in 2021, while the visible minority population numbers 3,820, representing a relatively small share of the overall population. Among visible minority groups, the South Asian population (1,255) is the largest, followed by Black (780) and Chinese (555) populations. Other visible minority groups, including Filipino, Latin American, Arab, Korean, West Asian, Southeast Asian, and Japanese populations, are present in smaller numbers, each accounting for fewer than 300 individuals.

Age distribution patterns indicate that the visible minority population has a younger age profile compared with the non-visible minority population. Children aged 0 to 14 years comprise approximately 18% of the visible minority population (705 individuals), compared with about 14% among those not identifying as a visible minority. This pattern is particularly evident within the Black population, where children account for a comparatively higher share of the total population, suggesting stronger demographic momentum. In contrast, South Asian and Chinese populations are more heavily concentrated in the 15 years and over age group, consistent with immigration patterns linked to employment and education. Overall, despite its smaller size, the visible minority population contributes to population renewal and longer-term labour force sustainability through its relatively younger age structure.

Table 3: Population by Visible Minority Group and Age Group, Algoma, 2021

	Total Age	0 to 14 years	15 years and over
Total visible minority population	**3,820**	**705**	**3,120**
South Asian	1,255	130	1,120
Chinese	555	95	460
Black	780	230	545
Filipino	250	40	210
Arab	150	35	115
Latin American	235	40	195
Southeast Asian	75	25	55
West Asian	90	10	80
Korean	125	25	95
Japanese	50	10	45
Not a visible minority	**108,150**	**15,205**	**92,945**

Statistics Canada. Table 98-10-0352-01 Visible minority by gender and age, Algoma, 2021

Migration Data

The migration data is derived from a dataset compiled by Statistics Canada using a comparison of addresses from individual income tax returns for two consecutive years. The data in this report covers the tax years from 2016 to 2024.

Over the last 5 years, from 2019 to 2024, the region recorded 20,975 in-migrants and 12,090 out-migrants, resulting in a net gain of 8,885 people. In the figure from Table 3, all age groups experienced positive net migration, with the largest net increases among those aged 25–44 (+3,588) and 45–64 (+2,271), followed by 0–17 (+1,492) and 18–24 (+1,324). Net migration among those aged 65 and over was modest at +210.

Table 4: Migration Characteristics, 2019-2024

Age Group	In-migrants	Out-migrants	Net-migrants
0-17	3,253	1,761	1,492
18-24	3,295	1,971	1,324
25-44	7,946	4,358	3,588
45-64	4,294	2,023	2,271
65+	2,187	1,977	210
Total	**20,975**	**12,090**	**8,885**

Source: Statistics Canada, Taxfiler, 2019-2024

Table 5 shows the net migration figures by age group for each year between 2018 and 2023, as well as the net total for the five years. Net is the difference between the number of individuals migrating into an area and the number of individuals migrating out of an area. A positive net figure means more individuals migrated in than migrated out.

TABLE 5: NET MIGRATION BY AGE GROUPS, ALGOMA,2018-19 to 2022-2023

	AGE					TOTAL
	0-17	18-24	25-44	45-64	65+	
2018-19	192	38	211	304	97	842
2019-20	223	199	243	218	82	965
2020-21	194	-44	184	411	34	779
2021-22	423	201	948	758	128	2458
2022-23	316	220	932	477	-27	1918
2018 to 2023	1,348	614	2,518	2,168	314	6,962

Statistics Canada, Tax filer (T1FF) – Migration Estimates, 2018 to 2023

Between 2018–19 and 2022–23, the population experienced a net increase of 6,962 persons, with growth driven primarily by the working-age population. Individuals aged 25 to 44 years accounted for the largest share of net gains (2,518 persons; 36%), followed by those aged 45 to 64 years (2,168 persons; 31%). Together, these age groups represented more than two-thirds of total net population growth over the period.

Net population change among children aged 0 to 17 years totalled 1,348 persons (19%), indicating continued inflows of families. In contrast, growth among youth aged 18 to 24 years was comparatively modest (614 persons; 9%) and more volatile, including a net decline in 2020–21. Population changes among seniors aged 65 years and over were limited (314 persons; 5%), with year-to-year fluctuations and a net loss observed in 2022–23.

Overall, the age profile of population change over the five years reflects strong gains among core working-age cohorts, while younger adults and seniors contributed a smaller and more variable share to total population growth.

Profiling the data by where migrants were coming from and going to provides further insight into migration patterns. Table 6 shows the data, categorized as follows:

- Intra-provincial: movement to and from Ontario
- Interprovincial: movement to and from Canada, excluding Ontario
- International: movement to and from outside Canada

Table 6: Net Migration by Source and Sex, Algoma, 2018–19 to 2022–23

	Intra-provincial		Inter-provincial		International		TOTAL	
	Males	Females	Males	Females	Males	Females	Males	Females
2018-19	252	267	21	-6	169	139	442	400
2019-20	229	128	-5	-21	348	286	572	393
2020-21	292	305	-27	-1	137	73	402	377
2021-22	791	744	-8	-20	506	445	1,289	1169
2022-23	482	438	-92	-82	610	562	1,000	918
2018-2023	2,046	1,882	-111	-130	1,770	1,505	3,705	3,257

Statistics Canada, Tax filer (T1FF) – Migration Estimates, 2018/19 to 2022/23

Over the 2018–19 to 2022–23 period, net migration gains were driven primarily by intra-provincial and international migration, while inter-provincial migration consistently resulted in net losses for both males and females. Cumulatively, between 2017 and 2023, total net migration amounted to 3,705 males and 3,257 females, indicating slightly higher net inflows among males.

Intra-provincial migration was the largest contributor to population growth throughout the period, accounting for 2,046 male and 1,882 female net migrants. Net gains increased notably in 2021–22, reflecting heightened population mobility, before moderating in 2022–23. In comparison, inter-provincial migration recorded sustained net outflows, totalling –111 males and –130 females over the period, with losses intensifying in the most recent year.

International migration contributed substantially to net population growth, particularly following 2020–21. Over the full period, international migration resulted in net gains of 1,770 males and 1,505 females, with the largest increases observed in 2021–22 and 2022–23. Across all years, net migration gains were slightly higher among males than females, although the gap narrowed during periods of elevated international inflow

Occupational Trends

Between 2021 and 2025, employment growth was concentrated in a small number of major occupational groups. Business, finance and administration occupations recorded the largest increase, rising by 1,778 jobs (+26%), followed by trades, transport and equipment operators, which grew by 1,422 jobs (+17%). Health occupations also expanded by 527 jobs (+11%), while occupations in education, law, and social, community and government services increased by 502 jobs (+8%), reflecting sustained demand for public and essential services.

Proportionally, the fastest growth occurred in art, culture, recreation and sport, where employment increased by 49% (+263 jobs), and in natural resources, agriculture and related production occupations, which grew by 30% (+359 jobs), despite their smaller employment bases. In contrast, manufacturing and utilities were the only occupational group to decline, with employment falling by 72 jobs (–3%), indicating continued structural adjustment in the sector. Median hourly wages in 2024 ranged from $19.83 in sales and service occupations, which experienced modest growth of 4% (+406 jobs), to $78.51 among legislative and senior management occupations, highlighting substantial wage variation across occupational groups.

Table 7: Employment by Occupational Group, Algoma, 2021–2025
Jobs, Growth and 2024 Median Hourly Wages

Occupation (1-digit NOC)	2021 Jobs	2025 Jobs	Change in Jobs (2021-2025)	% Change	2024 Median Hourly Wages
Sales and service occupations	11,476	11,882	406	4%	$19.83
Trades, transport and equipment operators and related occupations	8,177	9,599	1,422	17%	$32.36
Business, finance and administration occupations	6,826	8,604	1,778	26%	$29.67
Occupations in education, law and social, community and government services	6,306	6,808	502	8%	$39.27
Health occupations	4,949	5,476	527	11%	$36.79
Natural and applied sciences and related occupations	2,643	2,837	194	7%	$41.33
Occupations in manufacturing and utilities	2,195	2,123	(72)	(3%)	$33.97
Natural resources, agriculture and related production occupations	1,179	1,538	359	30%	$36.30
Occupations in art, culture, recreation and sport	534	797	263	49%	$21.71
Legislative and senior management occupations	107	126	19	18%	$78.51

Source: Lightcast, Analyst

Table 8: Top 20 Employment Occupational Trends (5-Digit NOC), Algoma, 2021-2025

Occupation (5-digit NOC)	2021 Jobs	2025 Jobs	Change in Jobs (2021-2025)	% Change	2024 Median Hourly Wages
Retail salespersons and visual merchandisers	1,456	1,728	272	19%	$17.18
Registered nurses and registered psychiatric nurses	1,271	1,612	341	27%	$43.30
Food counter attendants, kitchen helpers and	1,180	1,096	(84)	(7%)	$17.04
Nurse aides, orderlies and patient service associates	1,065	1,107	42	4%	$25.09
Cashiers	1,019	1,085	66	7%	$16.26
Store shelf stockers, clerks and order fillers	756	914	158	21%	$16.09
Construction millwrights and industrial mechanics	686	778	92	13%	$38.40
Retail sales supervisors	676	798	122	18%	$20.04
Social and community service workers	671	785	114	17%	$27.65
Elementary school and kindergarten teachers	647	459	(188)	(29%)	$49.99
Kindergarten, elementary, and secondary school	638	749	111	17%	$47.10
Light-duty cleaners	620	678	58	9%	$18.87
Janitors, caretakers and heavy-duty cleaners	564	421	(143)	(25%)	$22.09
Administrative assistants	557	676	119	21%	$26.98
Transport truck drivers	544	726	182	33%	$27.36
Cooks	528	505	(23)	(4%)	$17.11
Other customer and information services	525	383	(142)	(27%)	$21.57
Early childhood educators and assistants	525	520	(4)	(1%)	$23.11
General office support workers	514	576	62	12%	$22.96
Administrative officers	507	627	120	0.24	$26.78

Source: Lightcast, Analyst

In Table 8, employment trends among the top 20 5-digit NOC occupations show continued growth in health care, transportation, retail, and administrative roles, alongside declines in select education, cleaning, and customer service occupations. The largest employment increases were observed among registered nurses and registered psychiatric nurses (+341 jobs; +27%), reflecting sustained demand in health services, and transport truck drivers, which grew by 182 jobs (+33%), consistent with ongoing needs in goods movement and logistics. Strong gains were also recorded in several retail and administrative occupations, including retail salespersons and visual merchandisers (+272 jobs; +19%), store shelf stockers, clerks and order fillers (+158 jobs; +21%), administrative assistants (+119 jobs; +21%), and administrative officers (+120 jobs; approximately +24%).

In contrast, employment declined in several education-, cleaning-, and service-related occupations. Elementary school and kindergarten teachers experienced the largest decrease (–188 jobs; –29%), while janitors, caretakers and heavy-duty cleaners declined by 143 jobs (–25%). Employment also fell among other customer and information services representatives (–142 jobs; –27%) and food counter attendants, kitchen helpers and related support occupations (–84 jobs; –7%).

Median hourly wages in 2024 varied substantially across occupations, ranging from $16.09–$17.18 in several retail and food service roles to $49.99 among elementary school and kindergarten teachers and $43.30 among registered nurses, highlighting pronounced differences in earnings by occupation and skill levels.

Industry Trends

In Table 9, Employment growth between 2021 and 2025 was concentrated in service-providing industries, led by Accommodation and Food Services, which recorded the fastest growth (+1,229 jobs, +37%), though it remained the lowest-wage sector at $20,966 per worker in 2024. Health Care and Social Assistance added a comparable number of jobs (+1,219, +14%), reinforcing its role as the region's primary employment engine, with mid-range average wages of $56,976. Educational Services also expanded steadily (+425 jobs, +12%), supported by relatively strong earnings ($66,770).

In contrast, goods-producing and support sectors declined, most notably Manufacturing (–362 jobs, –8%) and Administrative and Support Services (–187 jobs, –10%), despite Manufacturing remaining the highest-paying industry ($83,547 per worker). Public Administration employment was largely stable (–1%), while Retail Trade and Transportation and Warehousing posted modest gains (+5% each) with comparatively lower to mid-range wages. Overall, employment growth over the period reflects a continued shift toward service-sector and population-serving industries, alongside contraction in traditionally higher-wage goods-producing sectors.

Table 9: Changes in Industry and Average Wages by Industry, 2021–2025

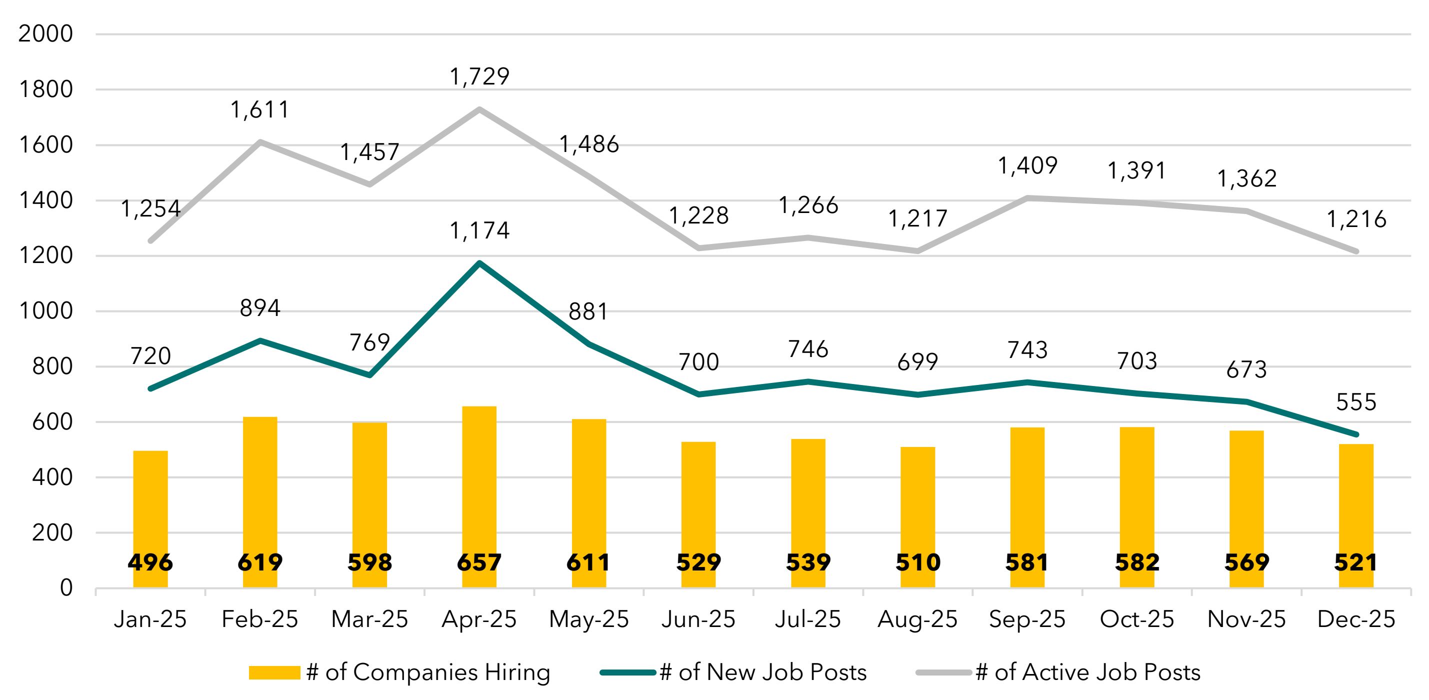
Industry	2021 Jobs	2025 Jobs	Change in Jobs (2021-2025)	% Change	2024 Wages Per Worker
Health care and social assistance	8,481	9,699	1,219	14%	$56,976
Retail trade	5,827	6,092	265	5%	$32,445
Manufacturing	4,516	4,154	(362)	(8%)	$83,547
Public administration	3,839	3,794	(45)	(1%)	$72,161
Educational services	3,596	4,021	425	12%	$66,770
Accommodation and food services	3,361	4,590	1,229	37%	$20,966
Construction	2,380	2,601	221	9%	$67,269
Administrative and support, waste management and remediation services	1,952	1,765	(187)	(10%)	$42,300
Transportation and warehousing	1,656	1,732	76	5%	$53,864
Other services (except public administration)	1,422	1,601	179	13%	$42,117

Source: Lightcast, Analyst

Job Demand Overview

AWIC.ca job posting data provides timely indicators of labour demand by tracking online recruitment activity. Job posting data for the region are derived from a systematic web-based collection of publicly available online job advertisements. Postings are gathered from a broad range of sources, including national and regional job boards, employer career pages, and publicly accessible recruitment platforms. Automated processes are used to collect postings on a continuous basis and to extract key variables such as occupation, location, employer, and posting date. To support regional analysis, postings are geographically assigned using employer-reported work locations and standardized place-name matching. Duplicate postings appearing across multiple platforms are identified and removed to reduce overcounting. While job posting data provide timely insight into employer hiring intentions, they do not capture all job vacancies, particularly positions filled through informal recruitment channels or internal hiring processes.

Chart 3: AWIC Online Job Posting Trends, Algoma, January- December 2025



Source: https://www.awic.ca Job Posting Data

Throughout 2025, online job posting activity exhibited clear seasonal variation, with hiring demand peaking in the spring and moderating toward year's end. The number of companies hiring increased from 496 in January to a high of 657 in April, before gradually declining through the summer and fall to 521 in December. A similar pattern was observed in new job postings, which rose sharply from 720 in January to a peak of 1,174 in April, then trended downward, reaching a low of 555 postings in December.

The stock of active job postings followed a similar seasonal pattern, rising from 1,254 in January to a peak of 1,729 in April, indicating heightened labour demand in the second quarter. Active postings remained relatively elevated through the spring and early fall, fluctuating between 1,217 and 1,486, before declining toward year's end. Overall, the data suggest that employer hiring activity in 2025 was strongest in the spring, with softer labour demand during the summer and winter months, consistent with typical seasonal hiring patterns observed in job vacancy data.

Table 10: Top 25 Online In-Demand Occupations and Wages, Algoma, January -December 2025

	NOC Code	NOC Occupation	Posting Count 2025	2025 Median Hourly Wages
1	64100	Retail salespersons and visual merchandisers	517	17.60
2	65201	Food counter attendants, kitchen helpers and related support	358	17.60
3	63200	Cooks	216	17.60
4	42201	Social and community service workers	196	28.00
5	65102	Store shelf stockers, clerks and order fillers	189	17.60
6	73201	General building maintenance workers and building superintendents	189	26.00
7	60020	Retail and wholesale trade managers	176	34.86
8	31301	Registered nurses and registered psychiatric nurses	170	44.00
9	44101	Home support workers, caregivers and related occupations	168	23.00
10	73300	Transport truck drivers	168	27.00
11	65310	Light-duty cleaners	141	19.00
12	72410	Automotive service technicians, truck and bus mechanics and mechanical	139	33.00
13	13110	Administrative assistants	133	29.00
14	22.97	Customer service representatives - financial institutions	132	22.97
15	62020	Food service supervisors	126	18.00
16	64409	Other customer and information services representatives	122	21.50
17	13100	Administrative officers	110	29.00
18	31120	Pharmacists	99	65.00
19	11102	Financial advisors	98	36.06
20	32101	Licensed practical nurses	97	33.00
21	75110	Construction trades helpers and labourers	96	23.08
22	75101	Material handlers	92	20.00
23	31102	General practitioners and family physicians	88	n/a
24	75201	Delivery service drivers and door-to-door distributors	87	20.00
25	72400	Construction millwrights and industrial mechanics	86	39.00

Source: https://www.awic.ca Job Posting Data

Source: Government of Canada, Job Bank Wage Report for the Northeast Region (Economic Region 50120), updated November 19, 2025 (https://www.jobbank.gc.ca/wagereport/location/50120).

In Table 10, job posting data, including occupational classifications and posting counts, are based on advertisements posted to the Algoma Workforce Investment Corporation job board between January and December 2025. Occupations are classified using standardized occupational groupings; posting counts reflect advertised demand and may include repeat postings.

Wage data are drawn from the Government of Canada's Job Bank Wage Report for the applicable economic region and were last updated November 19, 2025. Wages are reported as hourly low, median, and high values, derived from federal survey and administrative sources (including the Labour Force Survey and Census), and provide a standardized regional benchmark for wage analysis. Wage data for general practitioners and family physicians in the Northeast region are not available because most are self-employed and compensated under non-hourly payment models.

Algoma Labour Force Characteristics

This section reviews various labour market indicators, including unemployment rates, participation rates, job vacancy rates, employment income data, and educational attainment, to provide insight into the current state of the labour market in Algoma.

Annual unemployment rates

As has been regularly documented in past Local Labour Market Plan reports, COVID caused a large increase in the unemployment rates across Ontario. Table 11 compares unemployment rates by year, for two years before COVID (2018 and 2019), when COVID hit in 2020 and its aftermath in 2021, and the trajectory since then, up until 2025. These rates are reported for the Toronto Census Metropolitan Area (CMA),1 for the Rest of Ontario (Ontario figures minus the Toronto CMA), and for Northeast Ontario.2

TABLE 11: ANNUAL UNEMPLOYMENT RATES, TORONTO CMA, REST OF ONTARIO AND NORTHEAST ONTARIO, 2018-2025

	2018	2019	2020	2021	2022	2023	2024	2025
Toronto CMA	6.0%	5.9%	11.0%	9.2%	6.3%	6.3%	8.0%	8.6%
Rest of Ontario	5.3%	5.2%	8.7%	7.2%	4.9%	5.1%	6.1%	6.9%
Northeast ONT	6.4%	6.3%	8.0%	6.8%	4.5%	5.4%	5.9%	6.0%

Statistics Canada, Tables 14-10-0327-01, 14-10-0461-01 and 14-10-0464-01

Overall, the trajectory of each unemployment rate followed much the same trajectory: a significant increase in the year when COVID hit (2020), a decline over the next two years, and then increasing through 2023, 2024 and 2025.

If one were to display only the Ontario data, one would miss the fact that COVID had a more significant impact on the Greater Toronto Area than any other area. In 2020, the annual unemployment rate in the Toronto CMA reached 11.0%, more than two percentage points higher than the 8.7% in the Rest of Ontario. Although the unemployment rate had been slightly higher in Northeast Ontario before COVID, it did not rise as high during COVID as it had elsewhere, and it decreased in the same manner afterwards, and generally followed the same trajectory as the Rest of Ontario, except that in 2025, the unemployment rate rose by a greater margin in the Rest of Ontario (as well as the Toronto CMA), whereas it barely increased in Northeast Ontario.

Three-month moving average unemployment rate

For smaller population areas, Statistics Canada provides data that represents a three-month moving average. The Labour Force Survey relies on a sample, and Statistics Canada makes the data more robust by averaging the results across three months. With a three-month moving average, the reported figure for May is the average of the data for March, April and May. A three-month moving average will therefore have a time delay in terms of the impact of changes in any given month, and it will also dampen the impact of any given month because that month's numbers are averaged with two other months. These are caveats to keep in mind when reviewing the following data, which relies on three-month moving averages.

Local labour market conditions are reflected by three sets of three-month moving average data:

- Labour Force Survey data for Sault Ste. Marie;
- Labour Force Survey data for Elliot Lake; and
- Labour Force Survey data for Northeast Ontario.

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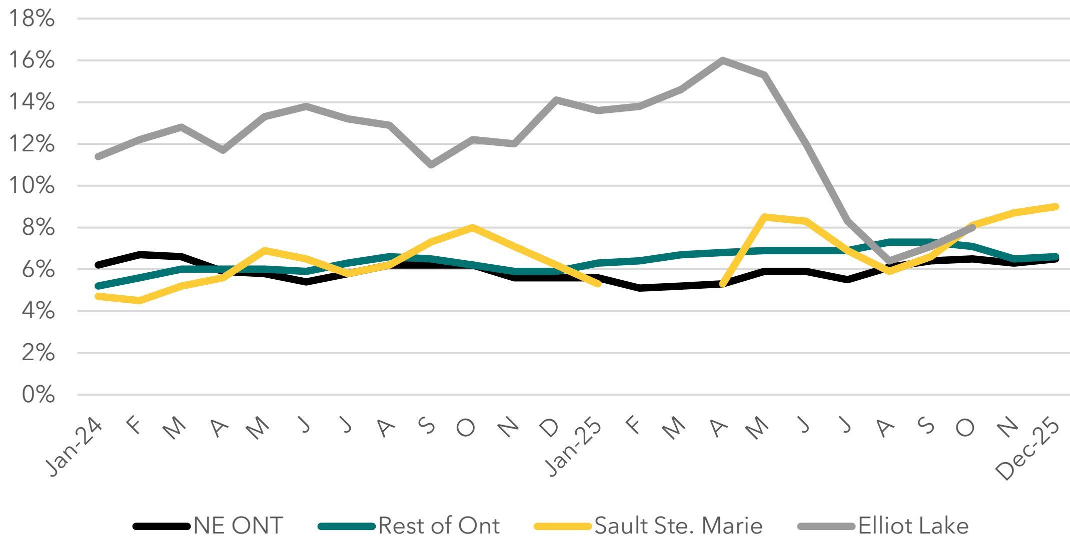
[1] The Toronto CMA encompasses the City of Toronto, York Region, Peel Region, all of Halton Region except Burlington, a portion of Durham Region (Pickering, Ajax and Uxbridge), together with New Tecumseth and Bradford West Gwillimbury (Simcoe County) and Mono (Dufferin County). The Toronto CMA accounts for almost half (47%) of Ontario's labour force.

[2] Northeast Ontario consists of Greater Sudbury, Sudbury, Manitoulin, Nipissing, Timiskaming, Cochrane and Algoma.

To provide a comparison point, three-month moving average data is presented for the Rest of Ontario as well. The monthly data for 2024 and 2025 for all four areas are illustrated in Chart 4.

CHART 4: UNEMPLOYMENT RATE, THREE-MONTH MOVING AVERAGE, NORTHEAST ONTARIO, REST OF ONTARIO, SAULT STE. MARIE AND ELLIOT LAKE, JANUARY 2024 TO DECEMBER 2025



Because the Labour Force Survey data is cross-tabulated for many other variables, there is a minimum sample size to ensure that when the data is cross-tabulated, the smaller figure does not result in the ability to attribute responses to an individual. The Sault Ste. Marie's data for February and March 2025 fell below this threshold number.

Statistics Canada, Table 14-10-0459-01, Table 14-10-0462-01 and Table 14-10-0480-01; and AWIC custom data

The general trends in the unemployment rate over the last 24 months have been as follows: for the Rest of Ontario, Sault Ste. Marie and Elliot Lake, there was a slow, continuing increase in the unemployment rate until around May or June 2025, after which it either declined very sharply in the case of Elliot Lake, dipped, then increased in Sault Ste. Marie or continued a slow rise, then declined in the Rest of Ontario. In Northeast Ontario, it stayed within a relatively narrow band through much of this period, only sometimes reaching over 6%.

The unemployment rates for Sault Ste. Marie and Elliot Lake show more volatility than the rates for Northeast Ontario and the Rest of Ontario. Even with the three-month moving average, it is likely because of a smaller sample size, as opposed to some inherent instability in the Sault Ste. Marie and Elliot Lake labour markets.

Over the 24 months, the unemployment rate stayed fairly steady in Northeast Ontario and declined in Sault Ste. Marie and the Rest of Ontario but increased in Elliot Lake. As a rule, the unemployment rate in Elliot Lake was usually higher than in the other three areas profiled.

Annual participation rates

The participation rate measures the proportion of the resident population aged 15 years or older who are in the labour force, meaning that they are either employed or actively looking for work. Table 12 provides the annual participation rates for Northeast Ontario, the Toronto CMA and the Rest of Ontario.

TABLE 12: ANNUAL PARTICIPATION RATES, NORTHEAST ONTARIO, TORONTO CMA AND REST OF ONTARIO, 2018-2025

	2018	2019	2020	2021	2022	2023	2024	2025
Northeast ONT	58.4%	58.4%	58.0%	57.0%	58.4%	57.6%	57.6%	58.6%
Toronto CMA	66.4%	67.1%	66.0%	67.6%	67.5%	67.6%	66.9%	66.9%
Rest of Ontario	63.6%	63.7%	61.9%	63.3%	63.8%	64.1%	63.9%	63.5%

Statistics Canada, Tables 14-10-0327-01, 14-10-0461-01 and 14-10-0464-01

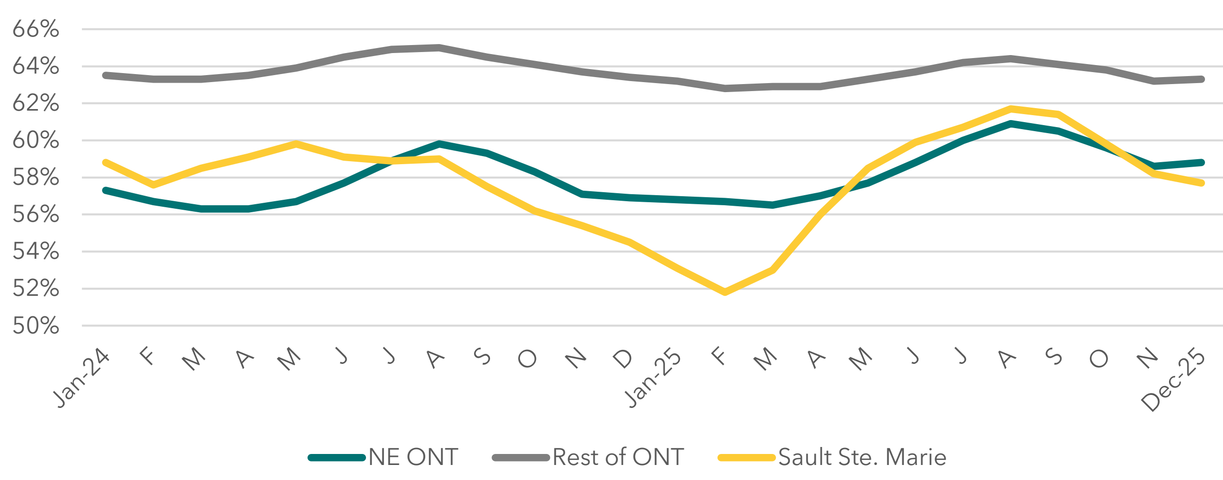
The participation rate is greatly influenced by the age profile of a community; a larger number of recent immigrants (who tend to be younger) and/or a larger proportion of families with children (in suburbs) typically go hand-in-hand with a higher participation rate, signalling a higher proportion of working-age adults. This explains the higher participation rate in the Toronto CMA, and the lower figures for the Rest of Ontario and especially Northeast Ontario.

The participation rate declined everywhere at the height of COVID, then rebounded, more so in the Toronto CMA. In the Toronto CMA and the Rest of Ontario, it declined slightly in 2024 and 2025; it is often the case that when the unemployment rate goes up, the participation rate goes down, as individuals find it harder to find work and some drop out of the labour force. Yet in Northeast Ontario, the participation rate rose slightly in 2025. Despite these ups and downs, the participation rates in 2025 were almost the same as they had been in 2018

Three-month moving average participation rates

Chart 5 provides the three-month moving average participation rates for Sault Ste. Marie, Northeast Ontario and the Rest of Ontario.

CHART 5: PARTICIPATION RATE, THREE-MONTH MOVING AVERAGE, NORTHEAST ONTARIO, REST OF ONTARIO AND SAULT STE. MARIE, JANUARY 2024 TO DECEMBER 2025



Statistics Canada, Table 14-10-0459-01 and Table 14-10-0462-01; AWIC custom data

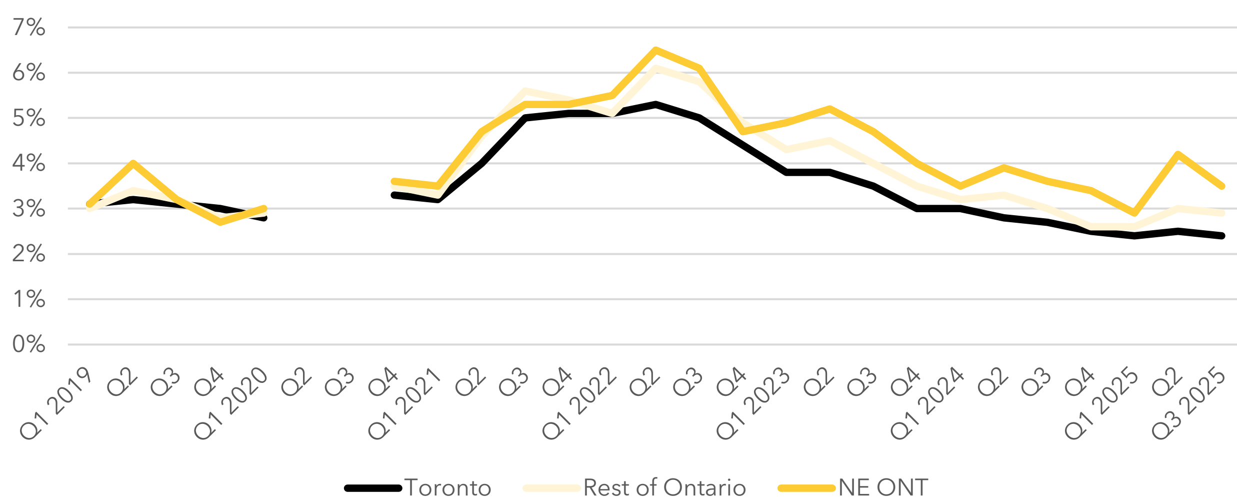
The participation rate for Sault Ste. Marie generally follows the trend in the Northeast Ontario participation rate, although it has wider variations, no doubt because the data relies on a smaller sample size. Despite the month-to-month changes, there is limited change between January 2024 and December 2025: a slight increase in Sault Ste. Marie, a slight decrease in Northeast Ontario and almost no change in the Rest of Ontario.

Job vacancy and wage data

The job vacancy rate is calculated by adding up all job vacancies reported by employers and dividing by the total number of filled jobs plus the total number of vacant jobs.

Chart 6 provides the job vacancy rate by quarter, starting in Quarter One 2019, to establish the trend before COVID, until Quarter 3 2025, the last quarter for which there is data. 3 During Quarters 2 and 3 of 2020, Statistics Canada did not administer the Job Vacancy and Wage Survey, as the pandemic lockdowns across the country essentially shut down a major portion of the labour market. The job vacancy rates are provided for the Toronto Economic Region,4 The rest of Ontario (Ontario minus the Toronto Economic Region) and Northeast Ontario.

CHART 6: JOB VACANCY RATES, TORONTO REGION, REST OF ONTARIO AND NORTHEAST ONTARIO, Q1 2019 TO Q3 2025, UNADJUSTED FOR SEASONALITY



Statistics Canada, Table 14-10-0441-01

Before COVID, the job vacancy rate fluctuated between a relatively narrow band throughout 2019 and Q1 2020 for all three areas. Right after COVID, the job vacancy rate increased considerably, more so in Northeast Ontario, slightly lower in the Rest of Ontario, and lower still in the Toronto Region. There followed a slow and steady decline, until by Q1 2025, the job vacancy rate was lower in all three areas than the average for the five quarters in each area before COVID. Since Q1 2025, the job vacancy rate has inched up slightly.

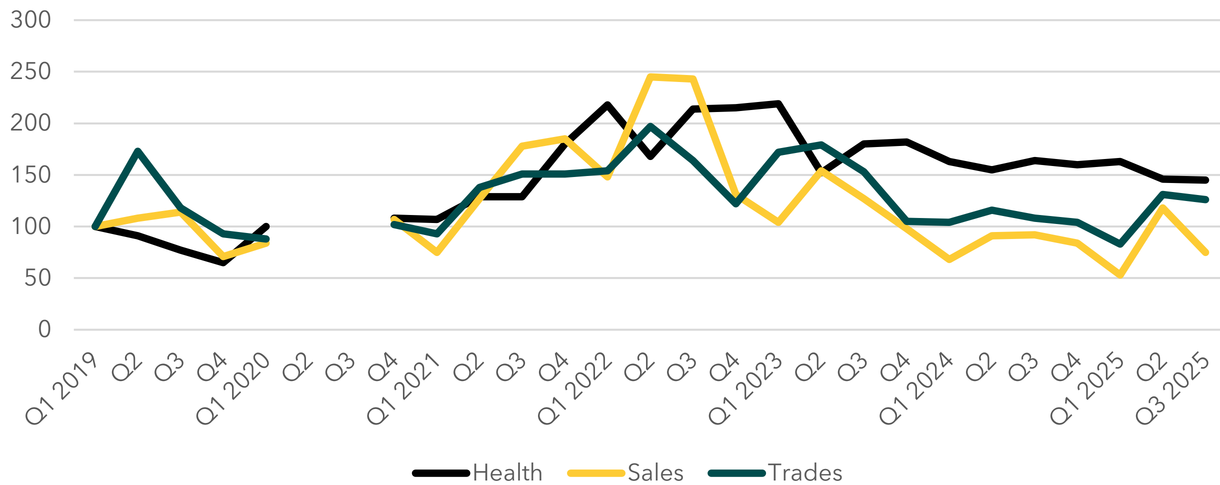
Another insight into the recent dynamics in the local labour market is provided by examining trends in job vacancy rates by occupations. Chart 7 shows the number of job vacancies in the Northeast Economic Region for the following three occupational categories and their label in the chart:

- Health occupations (Health)
- Sales and service occupations (Sales)
- Trades, transport and equipment operators and related occupations (Trades)

[3] The data for Chart 5 is provided in Table A2 in the Appendix.
[4] The job vacancy rate is reported by economic region, not census metropolitan areas. There are only minor geographic differences between the Toronto CMA and the Toronto Economic Region.

The number of job vacancies in each of these categories varies considerably. To illustrate the trends over time and compare them, the number of job vacancies in Q1 2019 in each occupation is given a value of 100, and each subsequent quarter is expressed in relation to that Q1 2019 figure. Thus, a value of 105 means that the number of job vacancies in that quarter was 5% higher than the number for Q1 2019

CHART 7: RATIO OF JOB VACANCIES FOR SELECT OCCUPATIONS, NORTHEAST ONTARIO ECONOMIC REGION, Q1 2019 TO Q3 2025 (Q1 2019 = 100), UNADJUSTED FOR SEASONALITY



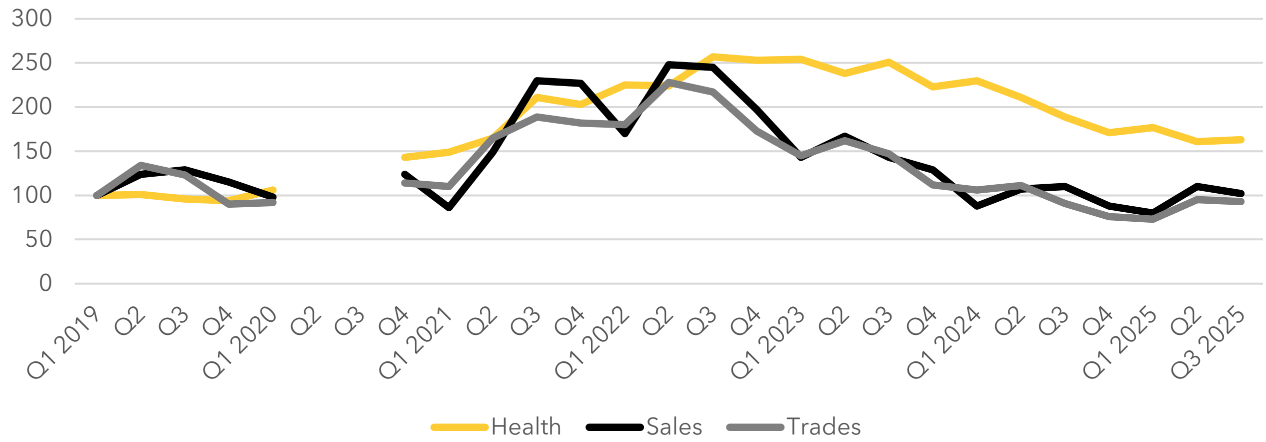
Statistics Canada, Table 14-10-0444-01

For each of these three occupations, apart from a large increase in job vacancies among Trades, Transport and Equipment Operators and Related Occupations in Q2 2019, the level of job vacancies stayed stable during the five quarters before COVID. After COVID, the job vacancy levels rose sharply, doubling in most instances either in 2021 or early 2022. By Q2 and Q3 2022, the job vacancies for Sales and Service Occupations reached almost two and a half times what they had been in Q1 2019. But then, job vacancies in this occupation dropped off considerably, by Q4 2023 falling below what they had been in Q1 2019 (except for Q2 2025), staying below that level through to Q3 2025. Health Occupations, meanwhile, continued to experience higher levels of job vacancies, staying around one and a half times the level in Q1 2019. Trades, Transport and Equipment Operators and Related Occupations fell in between these other two occupations, tapering off in late 2023 and 2024, but rising again in Q2 and Q3 2025 to slightly higher job vacancy levels compared to Q1 2019.

By way of comparison, Chart 8 shows the same occupation vacancy data for the Rest of Ontario.

The pattern is generally similar, with vacancies for Health Occupations increasing considerably, then dropping somewhat but still staying high, where Sales and Service Occupations increase by a large factor, then decline back to pre-COVID levels, with the same trend applying as well to Trades, Transport and Equipment Operators and Related Occupations. All of which is to say that the dynamics of job vacancies by these occupations in Northeast Ontario were more or less the same as those experienced in the Rest of Ontario.

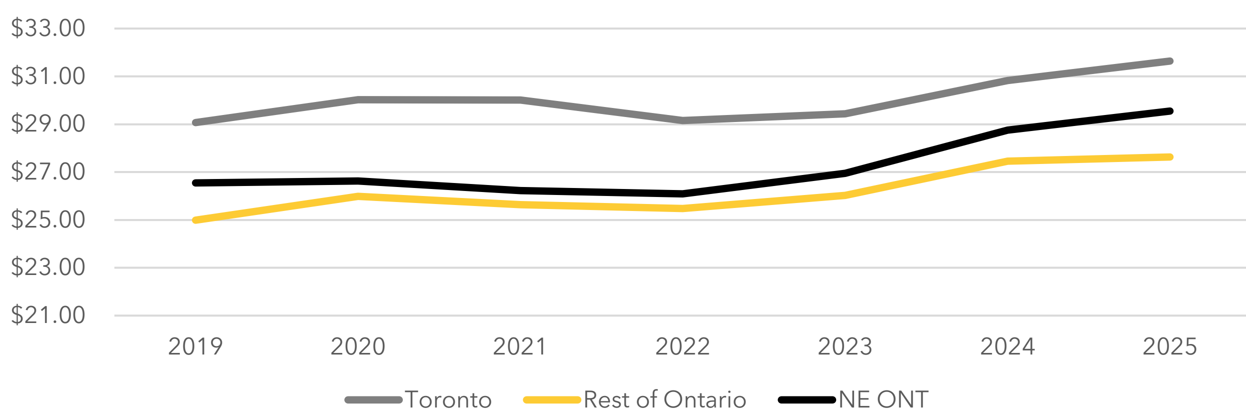
CHART 8: RATIO OF JOB VACANCIES FOR SELECT OCCUPATIONS, REST OF ONTARIO, Q1 2019 TO Q3 2025 (Q1 2019 = 100), UNADJUSTED FOR SEASONALITY



Statistics Canada, Table 14-10-0444-01

The Job Vacancy and Wage Survey also collects data on the hourly wage being offered and provides an average offered hourly wage for each quarter. There can be seasonal variations in the data: there are more job openings for summer jobs in Quarter 2, lowering the average wage level, then as those job openings end in the fall, the average offered wage goes up. To eliminate the seasonal variations, an annual figure has been created by averaging the results for each quarter (the entry for 2025 is the average of the three reported quarters). To make comparisons across each year, the figures have been converted into constant Q3 2025 dollars to eliminate the impact of inflation. Chart 9 shows the results for Toronto, the Rest of Ontario, and Northeast Ontario.

CHART 9: AVERAGE OFFERED HOURLY WAGE, TORONTO, REST OF ONTARIO AND NORTHEAST ONTARIO, 2019 TO 2025, CONSTANT (Q3 2025) DOLLARS



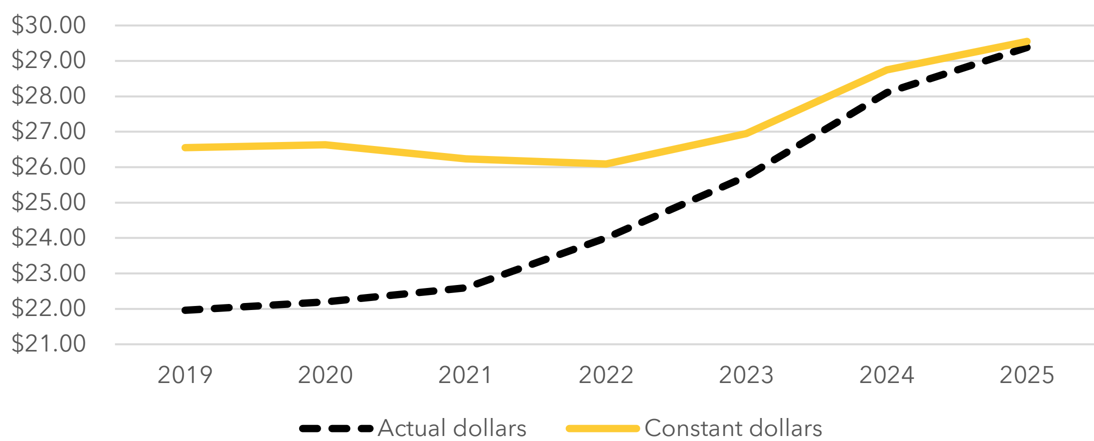
Statistics Canada, Table 14-10-0441-01

Several observations about Chart 9:

- The average offered wage in the Toronto Region is noticeably higher than elsewhere
- The average offered wage in Northeast Ontario is higher than the Rest of Ontario
- The average offered wage, in constant dollars, actually declined between 2020 and 2022
- Starting in 2023, the average offered wage increased; between 2023 and 2025, it rose by slightly over 8% in both Toronto and the Rest of Ontario, while in Northeast Ontario it increased by 13%
- Not all the increase can be attributed to rising wages, as the mix of occupations for which there are vacancies could also impact the average offered wage

The impact of inflation is illustrated in Chart 10, showing the average offered wage in Northeast Ontario, comparing the actual dollar figure (what wage earners saw in the pay stub) and the constant dollar (the value of the wage expressed in Q3 2025 dollars). When the rate of inflation was especially high (particularly in 2022), the pay stub figure was increasing, but the purchasing power of that wage was dropping.

CHART 10: AVERAGE OFFERED HOURLY WAGE, ACTUAL AND CONSTANT Q3 2025 DOLLARS, NORTHEAST ONTARIO, 2019 TO 2025



Tax filer data

Tax filer data is derived from T1 income tax returns, where income tax forms filled out in the spring provide data on employment income in the previous calendar year. The tax filer data represents over 70% of the total population aged 15 years and older.

Table 13 shows the total number of tax filers with reported employment income[5] for 2017 to 2023 (the most recent year for which there is data).

TABLE 13: TOTAL NUMBER OF TAX FILERS WITH EMPLOYMENT INCOME, ALGOMA AND NORTHEAST ONTARIO, 2017-2023

	2017	2018	2019	2020	2021	2022	2023
Algoma	53,520	54,130	52,990	52,430	53,560	55,490	56,440
Northeast ONT	265,100	268,870	262,540	260,940	263,010	271,950	279,020

Statistics Canada, Income and Financial Data of Individuals, Preliminary T1 Family File, 2017-2023

[5] Includes wages, salaries, commissions, tips and gratuities.

Both Northeast Ontario and Algoma had an increase in tax filers between 2017 and 2018, which then declined for two years and rebounded slightly in 2021. In 2022, there were much larger increases in the number of tax filers, followed in 2023 by moderate increases of 2.6% in Northeast Ontario and 1.7% in Algoma.

Tables 14 and 15 provide the data for median employment income, [6] for each of males and females, for Algoma, Northeast Ontario, Toronto CMA and the Rest of Ontario. The figures are expressed in constant 2023 dollars to remove the effect of inflation.

TABLE 14: MEDIAN EMPLOYMENT INCOME, MALES, ALGOMA, NORTHEAST ONTARIO, TORONTO CMA AND REST OF ONTARIO, 2017-2023 (2023 DOLLARS)

MALES	2017	2018	2019	2020	2021	2022	2023
Algoma	$ 42,042	$ 43,904	$ 43,220	$ 43,299	$ 44,493	$ 44,199	$ 45,840
NE ONT	$ 50,128	$ 51,208	$ 50,878	$ 51,466	$ 53,676	$ 51,545	$ 52,150
Toronto CMA	$ 53,779	$ 54,282	$ 53,881	$ 54,872	$ 56,703	$ 54,599	$ 55,000
Rest of ONT	$ 53,054	$ 53,714	$ 53,258	$ 53,517	$ 55,479	$ 54,076	$ 54,622

Statistics Canada, Income and Financial Data of Individuals, Preliminary T1 Family File, 2017-2023

TABLE 15: MEDIAN EMPLOYMENT INCOME, FEMALES, ALGOMA, NORTHEAST ONTARIO, TORONTO CMA AND REST OF ONTARIO, 2017-2023 (2023 DOLLARS)

FEMALES	2017	2018	2019	2020	2021	2022	2023
Algoma	$ 34,246	$ 35,246	$ 35,158	$ 35,763	$ 36,497	$ 35,617	$ 36,900
NE ONT	$ 36,234	$ 37,272	$ 37,734	$ 38,470	40,179	$ 39,035	$ 40,240
Toronto CMA	$ 40,982	$ 41,843	$ 41,580	$ 41,028	$ 44,083	$ 43,119	$ 44,000
Rest of ONT	$ 38,245	$ 39,428	$ 39,499	$ 39,263	$ 41,295	$ 40,687	$ 41,571

Statistics Canada, Income and Financial Data of Individuals, Preliminary T1 Family File, 2017-2023

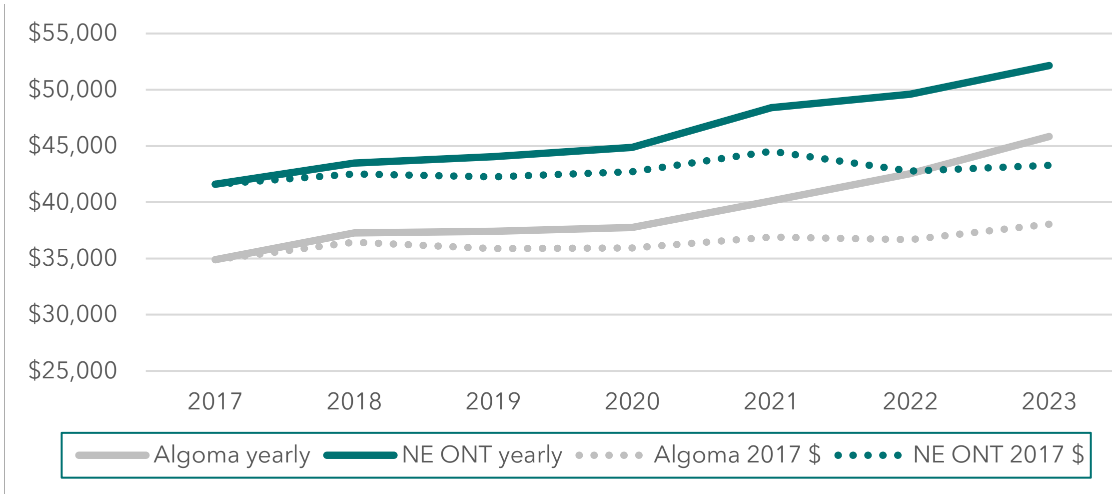
When viewed in terms of constant 2023 dollars, the pattern was as follows:

- For all areas and for both males and females between 2017 and 2020, median employment income stayed within a narrow band, sometimes rising slightly, with median employment income increasing somewhat more for Northeast Ontario females, followed by Algoma females and Algoma males
- For all areas and both males and females, median employment income rose more sharply in 2021; this is likely since in this COVID period, individuals in lower-paid occupations, such as customer-facing roles, were not working (and more likely receiving the COVID Canada Emergency Response Benefit – CERB), while workers in higher-paid occupations were able to continue working remotely
- In 2022, the median employment income dropped in all areas, in part because lower-paid workers returned to work, but also because inflation actually reduced the real income of individuals
- In 2023, median employment income rose again for all categories
- Overall, between 2017 and 2023, median employment income rose more for females than for males, except in Algoma, where both males and females had larger increases, but the proportionate increase was greater for males

To visualize the impact that inflation has had on incomes, Charts 11 and 12 show the trajectory of median employment income for males and females in Algoma and Northeast Ontario, highlighting two different measures. In both charts, the grey lines represent the incomes for Algoma residents, and the green lines show the incomes for Northeast Ontario residents. The solid lines show the median employment income as expressed in current dollars, that is, for each year, the figure that one would see on one's pay stub or that one would report for tax purposes. The dotted lines show the figures adjusted for inflation, that is, in constant dollars using 2017 as the baseline.

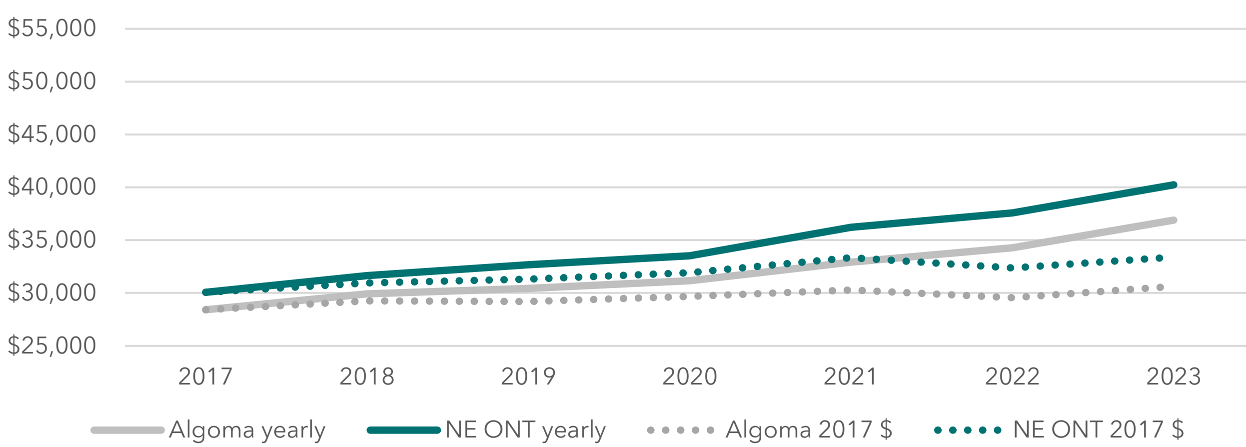
[6] Median employment income represents the wage of that individual whose earnings are at the mid-point of the wages of all individuals; 50% of the warn earners earn less than that amount and 50% of the wage earners earn more than that amount.

CHART 11: MEDIAN EMPLOYMENT INCOME, MALES, ALGOMA AND NORTHEAST ONTARIO, 2017-2023 (CURRENT AND 2017 DOLLARS)



Statistics Canada, Income and Financial Data of Individuals, Preliminary T1 Family File, 2017-2023

CHART 12: MEDIAN EMPLOYMENT INCOME, FEMALES, ALGOMA AND NORTHEAST ONTARIO, 2017-2023 (CURRENT AND 2017 DOLLARS)



Statistics Canada, Income and Financial Data of Individuals, Preliminary T1 Family File, 2017-2023

A few observations about Charts 11 and 12:

- The current dollar value for median employment income increased between 2017 and 2018, then increased slowly until 2020, except for Algoma males, where it stayed relatively flat; in 2921, it increased in all areas considerably, then continued increasing through 2022 and 2023
- The data adjusted for inflation shows a slightly different story; in general, median employment income for both Algoma and Northeast residents increased slightly between 2017 and 2020, increased somewhat more in 2021, then in all categories dropped in 2022, but increased to varying degrees in 2023; overall, between 2017 and 2023, the increases in real terms were as follows: Northeast Ontario females – 11%; Algoma males – 9%; Algoma females – 8%; Northeast Ontario males – 4%
- The story can be expressed as follows: what workers "saw" was their pay cheque increasing (the solid line – current dollars), but the increase was not as great in constant dollars (the dotted line – constant dollars), except in 2021, after which it rose only a little, except a little more for Algoma males; all of which gave the impression that wages were not always keeping up with the cost of living.

Employment by Industry

Table 16: Employment by Industry; Comparisons between 2016 and 2021; Algoma

	2021	Change between 2016 and 2021		Percent distribution by industry	
	Number	Number	Percent	2016	2021
ALL INDUSTRIES	43,855	-3,280	-7.0%	100.0%	100.0%
Agriculture, forestry, fishing, farming	950	150	18.8%	1.7%	2.2%
Mining and oil and gas extraction	1,160	320	38.1%	1.8%	2.6%
Utilities	505	30	6.3%	1.0%	1.2%
Construction	2,940	-195	-6.2%	6.7%	6.7%
Manufacturing	4,360	-155	-3.4%	9.6%	9.9%
Wholesale trade	760	-115	-13.1%	1.9%	1.7%
Retail trade	5,710	-230	-3.9%	12.6%	13.0%
Transportation and warehousing	1,795	-265	-12.9%	4.4%	4.1%
Information and cultural industries	445	-125	-21.9%	1.2%	1.0%
Finance and insurance	1,100	-10	-0.9%	2.4%	2.5%
Real estate and rental and leasing	600	0	0.0%	1.3%	1.4%
Professional, scientific, technical	1,750	265	17.8%	3.2%	4.0%
Management of Companies	35	20	133.3%	0.0%	0.1%
Administrative and support	1,715	-730	-29.9%	5.2%	3.9%
Educational services	3,700	-20	-0.5%	7.9%	8.4%
Health care and social assistance	8,195	370	4.7%	16.6%	18.7%
Arts, entertainment, and recreation	985	-365	-27.0%	2.9%	2.2%
Accommodation and food services	2,500	-1,375	-35.5%	8.2%	5.7%
Other services	1,585	-265	-14.3%	3.9%	3.6%
Public administration	3,065	-580	-15.9%	7.7%	7.0%

Statistics Canada, 2021 Census

In Table 16, Algoma experienced significant declines in Arts, Entertainment & Recreation, and Accommodation & Food Services on the same scale as the provincial average. However, Algoma had more industries with employment losses, and where these matched the trend provincially, the losses in Algoma were often on a larger scale. Thirteen sectors (out of 20) had employment declines, compared to nine at the provincial level, and eight had double-digit percentage decreases (compared to four provincially). This accounts for Algoma's much more significant overall decline in employment, at minus 7%, considerably more extensive than the provincial figure of minus 1.8%.

There were a few bright spots: resident employment in Professional, Scientific & Technical Services rose by 17.8%, very similar to the provincial average, and Algoma's most prominent industry by profession, Health Care & Social Assistance, increased by 4.7% (considerably lower than the provincial average of 11.6%). Almost one in five residents (18.7%) in Algoma were employed in Health Care & Social Assistance. While employment declined in Manufacturing, minus 3.4% was less than the provincial figure of minus 7.7%.

Employment by occupation in Algoma

Table 17 displays the data for resident employment by major occupation categories for Algoma, shows actual numbers, numerical and percentage changes from 2016, and a comparison of the distribution of employment by occupation between 2016 and 2021.

Table 17: Employment by occupation; Comparisons between 2016 and 2021; Algoma

	2021	Change between 2016 and 2021		Percent distribution by occupation	
	Number	Number	Percent	2016	2021
ALL OCCUPATIONS	43,855	-3,280	-7.0%	100.0%	100.0%
Management occupations/legislative and senior management occupations	300	-3,950	-92.9%	9.0%	0.7%
Business, finance, administration	6,015	-155	-2.5%	13.1%	13.7%
Natural and applied sciences	2,390	-35	-1.4%	5.1%	5.4%
Health occupations	4,765	355	8.0%	9.4%	10.9%
Education, law, social, government	6,370	215	3.5%	13.1%	14.5%
Art, culture, recreation, and sport	795	5	0.6%	1.7%	1.8%
Sales and service occupations	10,630	-1,225	-10.3%	25.2%	24.2%
Trades, transport, equipment operators	8,825	815	10.2%	17.0%	20.1%
Primary occupations (natural resources)	1,485	345	30.3%	2.4%	3.4%
Manufacturing + utility occupations	2,280	355	18.4%	4.1%	5.2%

Statistics Canada, 2021 Census

By far, the most significant difference is the result of a change in the make-up of the categories, resulting in a substantial decline in what had been Management Occupations to the more narrowly defined Legislative and Senior Management Occupations. In terms of COVID impacts, there was a significant drop in employment among Sales and Service Occupations, much more than the provincial decline. As well as slight decreases in Business, Finance & Administration Occupations and Natural & Applied Sciences and Related Occupations, both of which had substantial increases at the provincial level.

Overall, the significant change in the share of employment by occupation was among Legislative and Senior Management Occupations, simply shifting occupations. Every other occupation increased its share of total employment, except for Sales and Service Occupations, where the decline was because of job shrinkage due to COVID.

Employment by industry and occupation in Algoma

Table 18 combines the data from Tables 16 and 17 and presents a composite table with the industry and occupation data cross-tabulated. Because the data is divided by geography, industry, and occupation, some cells fall below the threshold for reporting, resulting in several cells registering a "0" entry. Nevertheless, in terms of the more significant categories, this data does provide helpful information on which to draw comparisons.

A few observations regarding the data:

- Some occupations span most industries, notably Business, Finance, and Administration Occupations; it is striking that the most prominent industry location for this occupation is in Health care & Social Assistance
- (a consequence both of the size of this industry and the many office occupations associated with it); the same applies to the categories of Natural & Applied Sciences and Related Occupations and Sales & Service Occupations
- Similarly, many industries have workers in an extensive range of occupations: Manufacturing; Professional, Scientific & Technical Services; Health Care & Social Assistance; Public Administration
- It is striking what a range of occupations are involved in the Manufacturing industry – Manufacturing Occupations make up less than 40% of all employment in the Manufacturing sector, Trades occupations almost an equal amount, and then a considerable portion of Business, Finance and Administration Occupations, Natural & Applied Sciences and Related Occupations and Sales & Service Occupations.

Table 18: Industry cross-tabulated by occupation, jobs in Algoma, 2021

	TOTAL NUMBER	Legislative and senior management	Business, finance, administration	Natural and applied sciences	Health occupations	Education, law, social, government	Art, culture, recreation, and sport	Sales and service occupations	Trades, transport, equipment operators	Primary occupations (natural resources)	Manufacturing + utility occupations	% OF ALL INDUSTRIES
% OF ALL OCCUPATIONS	**100%**	**1%**	**14%**	**5%**	**11%**	**15%**	**2%**	**24%**	**20%**	**3%**	**5%**	
ALL INDUSTRIES	43,855	300	6,015	2,390	4,765	6,370	795	10,630	8,825	1,485	2,280	100%
Agriculture, forestry	950	0	65	90	10	55	0	40	105	570	15	2%
Mining, oil, and gas	1,160	0	50	70	10	15	0	25	475	460	50	3%
Utilities	505	0	65	100	0	0	0	10	190	0	135	1%
Construction	2,940	25	250	120	0	10	0	80	2355	25	65	7%
Manufacturing	4,360	25	345	380	25	40	60	190	1600	20	1680	10%
Wholesale trade	760	0	115	65	0	0	0	175	260	0	140	2%
Retail trade	5,710	20	505	50	285	20	50	4250	475	20	30	13%
Transportation/warehousing	1,795	0	175	0	10	0	0	65	1490	10	35	4%
Information and Cultural	445	0	115	60	0	0	125	45	75	0	0	1%
Finance and insurance	1,100	0	540	25	0	25	15	475	15	0	0	3%
Real estate and rental	600	10	160	0	0	15	0	250	155	10	0	1%
Prof, scientific, technical	1,750	35	725	500	65	130	95	90	70	0	25	4%
Management of Companies	35	0	20	0	0	0	0	0	0	0	0	0%
Administrative and support	1,715	25	150	90	25	45	0	850	290	205	35	4%
Educational services	3,700	0	350	85	25	2735	110	280	85	25	0	8%
Health and social assistance	8,195	45	1060	100	4235	1830	75	715	130	10	0	19%
Art, entertainment & recreation	985	0	215	165	0	40	205	250	55	25	15	2%
Accommodation and food	2,500	10	70	0	0	0	0	2310	85	15	0	6%
Other services	1,585	25	200	60	35	200	25	400	600	15	30	4%
Public administration	3,065	55	845	410	35	1205	20	130	295	45	30	7%

Educational Attainment

Table 19 presents the educational attainment data for select age groups for 2021 and compares it to the 2016 numbers for Ontario and Algoma. In Ontario, the trend between 2016 and 2021 has been towards an increase in university-level education at the expense of all other educational attainment categories. This has been especially pronounced among those aged 25 to 44 (a rise of six percentage points in the proportion of residents with a university education), followed by those aged 45 to 64. Among those aged 15 to 24 years old, there has been less change simply because within that age bracket, there will be a relatively constant proportion of educational attainment up to 18 years of age, and after that, only a certain percentage will obtain their post-secondary certificate before the age of 24 years old. In short, there is a limit to how much educational achievement can be obtained for youth aged 15 to 24.

In Algoma, the changes have been more muted, and there has been virtually no change in educational attainment among those aged 15 to 24. Compared to the provincial average, there is a higher proportion of those with no certificate and with a college diploma and fewer residents with a high school diploma or a university degree.

Among those aged 25 to 44 years old, in Algoma, there has been a slight increase in those with a university education, but that proportion is considerably lower than the provincial average. Instead, there is a higher proportion of Algoma residents with every other educational designation (no certificate, high school diploma, apprenticeship, or college diploma).

This same pattern applies to Algoma residents aged 45 to 64: a slight increase among university graduates but still much lower than the provincial average, with the difference spread across each other's educational attainment category, particularly high school and college diploma holders.

Table 19: Level of educational attainment, all residents, Algoma and Ontario, 2016 and 2021

2016			2021	
Ontario	Algoma		Ontario	Algoma
		15 to 24 years old		
33%	38%	No certificate, diploma, or degree	32%	38%
42%	40%	High school certificate or equivalent	43%	39%
2%	2%	Apprenticeship certificate or equivalent	1%	2%
10%	13%	College certificate or diploma	10%	13%
12%	8%	University certificate, diploma, or degree	14%	8%
		25 to 44 years old		
8%	10%	No certificate, diploma, or degree	7%	9%
22%	26%	High school certificate or equivalent	21%	26%
5%	7%	Apprenticeship certificate or equivalent	4%	7%
25%	32%	College certificate or diploma	23%	32%
40%	25%	University certificate, diploma, or degree	46%	27%
		45 to 64 years old		
13%	14%	No certificate, diploma, or degree	11%	12%
27%	30%	High school certificate or equivalent	26%	32%
7%	11%	Apprenticeship certificate or equivalent	6%	8%
24%	29%	College certificate or diploma	24%	29%
29%	17%	University certificate, diploma, or degree	33%	19%

Statistics Canada, 2011 National Household Survey and 2016 Census

Canadian Business Counts – Labour Market Indicators

A regular part of our annual review of labour market indicators includes profiling Statistics Canada's Canadian Business Counts, which reflects the number of business establishments in a community. We also profile how these numbers have changed, by size of establishment and by industry. As a general rule, Statistics Canada recommends against using its semi-annual count of businesses as a longitudinal barometer of whether the number of businesses is growing or shrinking in a given community, and they particularly cautioned against using this data to measure the impact that COVID had on the number of businesses. We note this caution but continue to use comparisons as an additional piece of evidence that contributes to our understanding of local business and employment patterns.

Number of businesses, by size of establishment and by industry

Table 20 provides the summary data for all businesses located in Algoma District for June 2025. The table provides two different counts:

1) Classified businesses: The major part of the table provides the data for all businesses for which the industry classification is known and shows the breakdown by number of employees as well;
2) All businesses, classified and unclassified: The last three rows of the table present the distribution of all businesses (classified and unclassified) by number of employees; 9% of the total count in Algoma represent unclassified businesses (that is, Statistics Canada was unable to ascertain the industry of the establishment), compared to the provincial average of 11%, which simply means that there was information about the industry sector among a slightly higher proportion of establishments in Algoma than the provincial average.

Explanation for specific columns in Table 20:

- The second-to-last column in Table 1 shows the percentage distribution of all classified businesses by industry.
- The last column shows the ranking of the total number of classified businesses by industry, from the largest (1) to the fewest (20) number of businesses. The five industries with the most classified businesses have their ranking numbers bolded in Black.
- The cells highlighted in grey identify the three industries with the largest number of firms for each employee size category (that is, for each column);
- Where under the percentage distribution a cell has 0%, it does not mean there are no firms in that category, only that the number of firms, when expressed as a percentage of the total, is below 0.5% of the total and has been rounded down to 0%. Also, where the total is slightly less or more than 100%, this is due to rounding of the component percentages.

Table 20: ALGOMA NUMBER OF BUSINESSES BY EMPLOYEE SIZE RANGE, JUNE 2025

INDUSTRY SECTOR 2-DIGIT NAICS	NUMBER OF EMPLOYEES									RANK
	0	1-4	5-9	10-19	20-49	50-99	100+	TOTAL	%	
11 Agriculture	216	48	11	8	1	0	0	284	4	10
21 Mining	8	2	2	0	0	3	2	17	0	20
22 Utilities	17	4	1	3	5	1	3	34	1	19
23 Construction	371	182	65	51	28	11	4	712	10	3
31-33 Manufacturing	78	28	17	17	13	7	8	168	2	12
41 Wholesale Trade	44	35	18	17	13	0	0	127	2	14
44-45 Retail Trade	222	126	143	109	68	17	10	695	9	4
48-49 Transportation/Warehousing	261	45	13	20	13	4	1	357	5	9
51 Information and Cultural	40	20	14	16	5	1	0	96	1	15
52 Finance and Insurance	298	38	20	19	12	10	0	397	5	8
53 Real Estate, Rental, Leasing	1433	89	21	11	2	3	0	1559	21	1
54 Professional Scientific Tech	381	110	30	40	9	3	3	576	8	6
55 Management of Companies	45	3	1	1	1	1	1	53	1	18
56 Administrative Support	119	72	28	19	10	8	4	260	4	11
61 Educational Services	31	5	8	5	2	0	4	55	1	16
62Health Care & Social Assist	477	170	62	77	24	14	20	844	11	2
71 Arts, Entertainment & Rec	85	12	10	12	8	3	2	132	2	13
72 Accommodation & Food	184	60	69	71	44	13	4	445	6	7
81 Other Services	388	164	65	23	14	3	2	659	9	5
91 Public Administration	3	4	5	12	14	9	8	55	1	16
CLASSIFIED BUSINESSES	4701	1217	603	531	286	111	76	7525		
Percentage of all classified and unclassified businesses	64	16	8	7	4	1	1	100		
Cumulative percentage	64	80	88	94	98	99	100			
ONTARIO percentage of classified and unclassified businesses	74%	15%	4%	3%	2%	1%	1%			

Statistics Canada, Canadian Business Counts, June 2025

Some observations:

- *Number of small firms*: Businesses are by far made up of small establishments; 64% of the classified and unclassified firms in Algoma have no employees,[7] although that figure is considerably below the provincial average of 74%; on the other hand, there is a higher proportion of firms with 5 to 49 employees locally (19%), compared to the provincial average of 9%;

- *Highest number of firms by industry*: The second to last column provides the percentage distribution of all firms by industry. The five industries with the largest number of firms in Algoma are Real Estate, Rental, & Leasing, accounting for 20.7% of all firms (last three years: 20.5%; 21.0%; 20.9%); in second place, Health Care & Social Assistance, with 11.2%, constantly growing (last three years: 10.9%; 10.8%; 10.5%); rising to third is Construction, with 9.5% (last three years: 9.7%; 9.5%; 9.5%); dropping to fourth place is Retail Trade at 9.2%, which has been steadily dropping (last three years: 9.8%; 10.1%; 10.2%); and in fifth place, Other Services (such as auto repair stores, hairdressers, nail

[7] This actually undercounts the number of self-employed individuals. The Statistics Canada's Canadian Business Count database does not include unincorporated businesses that are owner-operated (have no payroll employees) and that earn less than $30,000 in a given year.

salons and so on) at 8.8% (last three years: 8.6%; 8.7%; 8.7%); by way of context, the five largest industries by number of firms in Ontario are: Estate and Rental & Leasing (25.7%) (it is likely that the growth in this sector has been partly related to the large number of international students seeking rental accommodations); Professional, Scientific and Technical Services (13.4%); Construction (9.1%); Transportation & Warehousing (8.4%); and Health Care & Social Assistance (7.4%); the real lesson is that the proportions locally do not change much at all year-to-year, only by a fraction of 1%;

- *Highest number of firms by size and industry*: The three largest industries by each employee size category have also been highlighted. The table demonstrates how the very large number of firms in the no employee size category drives the total numbers (especially for Real Estate and Rental & Leasing and, to a lesser extent, for Health Care & Social Assistance, Other Services as well as Construction). In the mid-size ranges, firms in Retail Trade, Health Care & Social Assistance, and Accommodation & Food Services come to the fore. Among the largest firms, two industries are prominent: Health Care & Social Assistance (20 establishments with 100 or more employees), and Retail Trade (10 establishments); two industries are tied for third place with eight establishments (Manufacturing; and Public Administration).

Looking more closely at firms with zero employees, the three largest industries consist of the following:

- *Real Easte & Rental and Leasing*: 71% of these 1433 establishments are landlords of residential dwellings, a further 10% are landlords of non-residential buildings and 8% are real estate agents
- *Health Care & Social Assistance*: The two largest subsectors of zero employee establishments in this industry are offices of physicians (35%) and offices of other health practitioners (31%); all other health practitioners do not include dentists, which are a distant third in this list (9%), followed closely by child-care services (8%)
- *Construction*: The two large categories in this industry are specialty trade contractors (55%) and the construction of buildings subsector (33%) (includes residential and non-residential buildings)

In the range of firms with 1 to 19 employees, the following represent larger subsectors in this category:

- *Construction*: 199 firms among specialty trade contractors and 84 firms in construction of buildings
- *Health Care & Social Assistance*: 95 firms among offices of physicians and 62 firms in offices of other health practitioners (as well as 29 offices of dentists)
- *Other Services*: 55 firms in automotive repair and maintenance, 44 religious organizations (churches and other places of worship, and related organizations), 29 civic and social organizations, and 28 personal care services (barber shops, beauty salons, hair salons and other personal care services)
- *Retail Trade*: 40 firms in health and personal care retailers (includes pharmacies, cosmetics retailers, optical goods retailers and health supplement retailers), 37 grocery and convenience stores, 33 clothing and clothing accessories retailers and 28 gas stations

Among firms with 20 to 99 employees, some of the larger clusters include:

- 38 full-service restaurants and limited-service eating places
- 24 specialty trade contractors
- 14 traveller accommodations (hotels, motels, B&B's, and housekeeping cottages)
- 11 securities and financial investment firms
- 11 local, municipal and regional public administration
- 10 grocery and convenience retailers
- 10 automobile dealers
- 10 construction of buildings firms

At the large end of the employee-size categories, there are 55 firms with 100-199 employees, 11 firms with 200-499 employees and 11 firms with 500 or more employees; the following list shows industries with at least two firms with 200 or more employees:

- Utilities
  - One hydro-electric power generation facility with 200-499 employees
  - One water-supply and irrigation systems facility with 200-499 employees
- Manufacturing
  - Two primary metal manufacturing firms, each with 500 or more employees
- Educational Services
  - Two elementary and secondary school establishments (includes school boards), each with 500 or more employees
  - One community college with 500 or more employees
  - One university with 500 or more employees
- Health Care and Social Assistance
  - Two general hospitals, one with 500 or more employees and one with 200-499 employees
  - One other individual and family services with 200-499 employees
  - One child day-care service with 200-499 employees

- Public Administration
  - Two other local, municipal and regional public administration establishments, one with 500 or more employees and one with 200-499 employees
  - Two First Nations public administration establishments, both with 200-499 employees

Change in the number of firms by industry, June 2024 to June 2025

Changes in the number of employers are experienced differently across the various industries. Table 21 highlights the changes in the number of firms by industry and by employee size between June 2024 and June 2025 for Algoma. The table also lists the total number of firms in each industry in June 2025, to provide a context. The colour-coding of the tables (green where there is an increase, yellow where there is a decrease) helps to illustrate any pattern.

A comparison between this year's net changes by employee size and those of the previous five years is included at the bottom of Table 21, to illustrate the overall changes in the number of businesses over this period.

Estimating the impact of the change in the number of establishments on total employment is best limited to obvious calculations: where there have been only increases or only decreases (not counting cells with no change, or where changes in neighbouring columns cancel each other out); or where the change among firms with employees clearly surpasses the change among firms with no employees.

On that basis, one can assume the following likely employment impacts:

- Increases in employment across Construction; Manufacturing; Finance & Insurance; Administrative & Support
- Decreases in employment across Agriculture, Forestry, Fishing & Farming; Mining & Oil and Gas Extraction; Retail Trade; Professional, Scientific & Technical Services; Health Care & Social Assistance; Accommodation & Food Services

When looking at the overall net total changes, however, the results are not positive: net losses of one firm with 100 or more employees and 23 firms with 20-99 employees, the majority of which were in Health Care & Social Assistance, the first time there has been a net decrease in both these categories since 2020-21, which was a consequence of the impact of COVID.

TABLE 21: ALGOMA CHANGE IN THE NUMBER OF EMPLOYERS, BY INDUSTRY AND BY FIRM SIZE, JUNE 2024 TO JUNE 2025

INDUSTRY	Firm size (number of employees)					Total number of firms June-25
	0	1-19	20-99	100+	Total	
Agriculture, forestry, fishing and farming	-1	-5	-1	0	-7	284
Mining, oil and gas extraction	0	0	1	-2	-1	17
Utilities	0	0	1	0	1	34
Construction	-14	6	4	0	-4	712
Manufacturing	10	1	-2	2	11	168
Wholesale trade	3	3	-1	0	5	127
Retail trade	-22	-7	3	-2	-28	695
Transportation and warehousing	26	4	-1	0	29	357
Information and cultural industries	1	0	0	0	1	96
Finance and insurance	-12	1	1	0	-10	397
Real estate and rental and leasing	51	-7	1	0	45	1559
Professional, scientific and technical services	30	0	-2	-1	27	576
Management of companies and enterprises	0	0	0	0	0	53
Administrative and support	13	3	2	2	20	260
Educational services	-5	4	-1	0	-2	55
Health care and social assistance	54	5	-14	-1	44	844
Arts, entertainment and recreation	8	-2	1	0	7	132
Accommodation and food services	-2	7	-7	-2	-4	445
Other services	22	5	-6	1	22	659
Public administration	1	0	-2	2	1	55
NET TOTAL CHANGES, 2024-25	163	18	-23	-1	157	7525
NET TOTAL CHANGES, 2023-24	215	-38	28	3	208	
NET TOTAL CHANGES, 2022-23	205	30	11	5	251	
NET TOTAL CHANGES, 2021-22	123	0	3	3	129	
NET TOTAL CHANGES, 2020-21	21	-57	-21	-8	-65	
NET TOTAL CHANGES, 2019-20	-108	9	8	5	-86	

Statistics Canada, Canadian Business Counts, June 2024 and June 2025

Time series from June 2018 to June 2025

Changes which occur from year to year can sometimes be the consequence of a change in how a firm is classified or a small increase or decrease in employment, resulting in a shift from one employee size category to another, the kind of measurement error which Statistics Canada is worried about when making comparisons in the number of firms between one year and the next.

What can be more revealing is the longer pattern of changes among larger aggregates of firms. Chart 13 tracks these changes for all firms with employees, comparing the following clusters of industries between June 2018 and June 2025:

Goods Producing	Service Sector	Knowledge Sector
• Agriculture, forestry, fishing and hunting • Construction • Manufacturing • Mining, quarrying, and oil and gas extraction • Utilities	• Accommodation and food services • Administrative and support • Arts, entertainment and recreation • Other services • Real estate and rental and leasing • Retail trade • Transportation and warehousing • Wholesale trade	• Educational services • Finance and insurance • Health care and social assistance • Information and cultural industries • Management of companies and enterprises • Professional, scientific and technical services • Public administration

Industries within each cluster share certain similarities:

- Goods producing industries typically employ larger proportions of blue-collar workers, the majority of whom are males
- Service sector industries tend to be lower paying[8]
- Knowledge sector industries are also technically service sector industries; however, these industries tend to have higher proportions of jobs that typically require a post-secondary education

The number of firms present in each category in June 2019 is assigned a value of 100 and for each subsequent year the number of firms is expressed in relation to that value of 100. For example, if the value is 105, it means that the number of firms rose by 5%. In this way, one can compare the proportional change when the actual number of firms in each category is vastly different.

Overall, the trends by each cluster were as follows:

- The Knowledge Sector has seen a continuing growth over these last eight years, except in 2021 (likely because of COVID) and a slight decline in 2025
- The Goods Producing Sector has experienced a continuous slow decline, starting in 2021
- The Services Sector had a sharp decline in 2021, with a slow recovery, but in 2025 still slightly lower from where it was in 2018

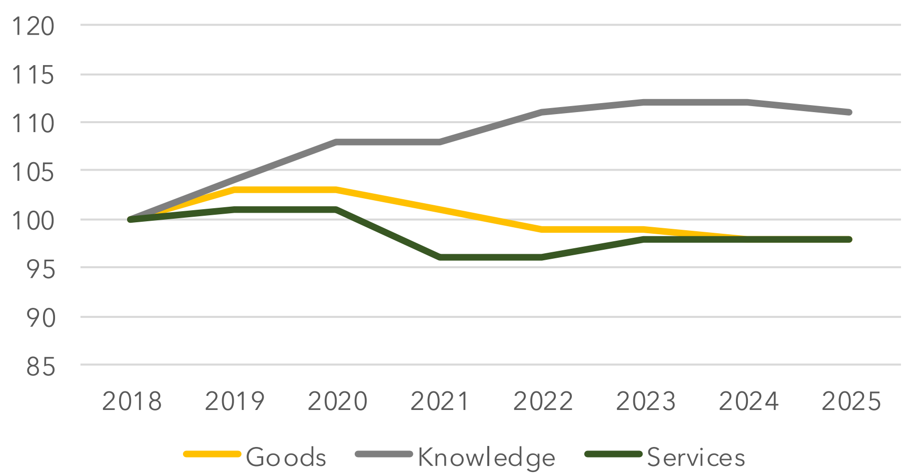
Within these three sectors there are important variations:

- Knowledge Sector: most industries in this sector saw considerable growth in the number of employers, except for Finance & Insurance, where there has been a decline in the last three years, leaving the sector with slightly fewer employers than was the case in 2018; two sectors, Professional, Scientific & Technical Services, and Educational Services, have experienced only modest growth
- Goods Producing Sector: There is quite a discrepancy in the trends among industries in this sector; Utilities and Manufacturing have experienced healthy growth in the number of employers, while Agriculture, Forestry, Fishing & Hunting, as well as Mining, Quarrying, & Oil and Gas Extraction, have seen consistent declines; the number of employers in the Construction industry has held steady

[8] One could make an argument that Wholesale Trade should be in the Knowledge Sector category, but it is very close to the average proportions of jobs requiring a postsecondary education. It represents a smaller proportion of all jobs and where it is placed makes less difference in terms of the overall figures.

- Services Sector: Most industries in this sector felt declines, the largest being in Other Services, followed by Arts, Entertainment & Recreation and Wholesale Trade; Accommodation & Food Services and Transportation & Warehousing had declined, but by 2025 had returned to the same number of employers as in 2025; Administrative & Support showed healthy growth, while Real Estate & Rental and Leasing had the largest increase in the number of employers since 2018

CHART 13: RATIO OF NUMBER OF FIRMS WITH EMPLOYEES BY GOODS PRODUCING SECTOR, KNOWLEDGE SECTOR AND SERVICE SECTOR, ALGOMA, JUNE 2018 TO JUNE 2025 (JUNE 2018 = 100)

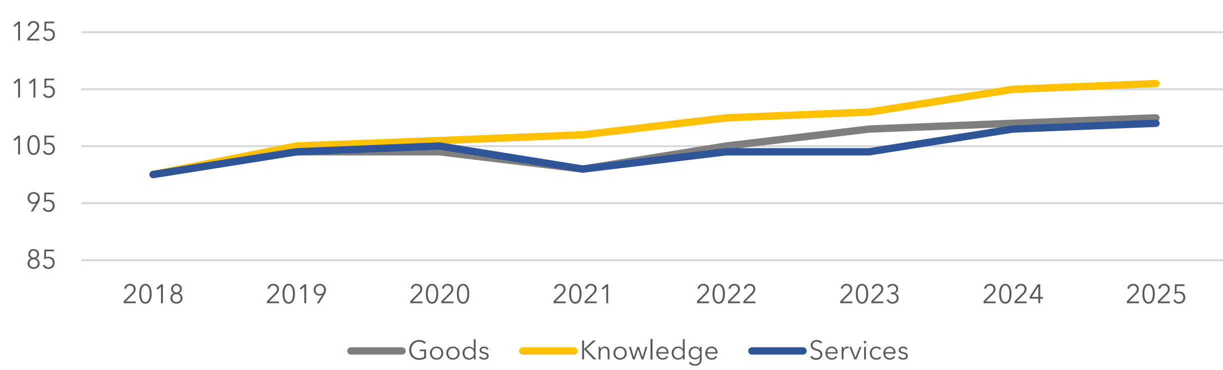


Statistics Canada, Canadian Business Counts, June 2018 to June 2025

A relevant reference point is to compare these trends with those for Ontario. Chart 14 presents the same results for Ontario over the same time period. There are a few comparison points:

- In Ontario, the number of establishments in the Knowledge Sector has experienced a steady increase; in Algoma, it had been the case until 2022, after which the trendline has flattened out into a plateau
- In Ontario, both the Goods Producing Sector and the Services Sector experienced a decline in 2021 (after COVID), but since then have recovered and grown; in Algoma, following a decline in 2021, the Goods Producing Sector declined again in 2023 and then stayed flat, while the Services Sector stayed flat then increased slightly; both of these sectors are below the number of establishments that were present in 2018

CHART 14: RATIO OF NUMBER OF FIRMS WITH EMPLOYEES BY GOODS PRODUCING SECTOR, KNOWLEDGE SECTOR AND SERVICE SECTOR, ONTARIO, JUNE 2018 TO JUNE 2025 (JUNE 2018 = 100)



Statistics Canada, Canadian Business Counts, June 2018 to June 2025

Analysis of Employment Ontario (EO) Program Related Data

(2024-2025)

Background to the data

This document is based on data which has been provided by the Ontario Ministry of Labour, Immigration, Training and Skills Development to workforce planning boards and literacy and basic skills regional networks. This data was specially compiled by the Ministry and has program statistics related to Apprenticeship, Canada Ontario Job Grant, Employment Service, Literacy and Basic Skills, Ontario Employment Assistance Program, Better Jobs Ontario, Youth Job Connection (including Summer program) and Integrated Employment Services for the 2024-25 fiscal year.

Background to the data analysis

The data released offers broad, demographic descriptions of the clients of these services and some information about outcomes. There are three sets of data:

- Data at the Local Board level (in the case of the Algoma Workforce Investment Corporation – AWIC, the geography covers the District of Algoma)
- Data at the regional level (in this case, the Northern Region, which consists of six workforce planning boards, covering Parry Sound, Nipissing, Timiskaming, Cochrane, Manitoulin, Greater Sudbury, Sudbury, Algoma, Thunder Bay, Kenora and Rainy River); and
- Data at the provincial level.

In all instances, some attempt is made to provide a context for interpreting the data. In some cases, this involves comparing the client numbers to the total number of unemployed, in other instances, this may involve comparing this recent year of data to the previous year's release.

The following analysis looks at the six program categories (Employment Services, Literacy and Basic Skills, Better Jobs Ontario, Canada Ontario Job Grant, Apprenticeship, and Youth Job Connection). The number of data sub-categories for each of these programs varies considerably.

EO Transformation

In the last few years, there have been two factors which have affected the EO client numbers:

1) The COVID pandemic and the accompanying lockdowns had a very disruptive impact on the lives of all of Ontarians and it also caused EO client numbers to drop across all programs and all geographies;

2) The EO transformation and the on-going implementation of Integrated Employment Services (IES) across all areas has meant that an analysis of employment services means most often referring to two sets of data: Employment Service numbers (which include legacy clients where IES has just begun) and IES data for areas where it has begun operating (for 2024-25, IES has begun in all areas, and in 10 of 26 workforce planning boards, the number of Employment Services Assisted clients is either nil or less than 50).

Under the old Employment Services (ES), there were two categories of clients, Unassisted and Assisted, and their numbers were reported separately. Under IES, there are three categories of clients (Streams A, B and C), but their data is combined. Table 22 shows the number of clients served under these different client categories and, as a reference point, the total number of unemployed individuals during the same period (April to March of each fiscal year).

TABLE 22: CLIENT NUMBERS FOR EMPLOYMENT SERVICES, ONTARIO, 2018-19 TO 2024-25

	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
Unassisted R&I	516,469	537,403	411,557	386,909	434,020	358,909	152,119
Assisted	189,591	183,826	117,296	99,810	104,045	94,667	59,487
SSM				30,658	32,296	84,317	159,737
Total unemployed	440,200	450,500	819,500	598,900	439,800	508,100	635,000

As the SSMs have been rolling out across the province, the old EO system is giving way, and their numbers are declining while the SSM client numbers are steadily increasing.

A major impact of the EO transformation has been the change in the composition of clients by source of income. With EO absorbing the employment services functions that had been delivered by Ontario Works and the Ontario Disability Support Program to their clients, there has been a greater expectation placed on the IES system to serve these clients. Table 23 shows the percentage distribution of clients by source of income by ES and IES providers during the period of the transition. The ES clients are Assisted clients, while the IES clients are all clients.

TABLE 23: DISTRIBUTION OF EMPLOYMENT SERVICES CLIENTS BY SELECT SOURCE OF INCOME CATEGORIES, ES AND IES, ONTARIO, 2021-22 TO 2024-25

	2021-22		2022-23		2023-24		2024-25	
	ES	IES	ES	IES	ES	IES	ES	IES
Ontario Works	12%	36%	14%	28%	18%	33%	26%	37%
ODSP	4%	8%	5%	8%	5%	7%	4%	6%
EI	21%	12%	9%	5%	7%	7%	7%	7%
Employed	9%	8%	10%	11%	9%	9%	7%	9%
Other	10%	8%	9%	8%	8%	7%	7%	5%
No source of income	42%	25%	51%	38%	50%	35%	47%	34%

By far, the biggest change has been in the proportion of employment services clients who are OW recipients, on average more than two or three times what the EO figure was in 2021-22. Interestingly, the proportion of OW clients being served by services under EO kept on rising as IES was being introduced, to the point that rather than being one-third the proportion in 2021-22, it is two-thirds the proportion in 2024-25.

On the other hand, the proportion of ODSP recipients only increased slightly, more so in 2021-22, but by 2023-24 and 2024-25, the difference between ES and IES was small.

In 2021-22, there was a much higher proportion of EI claimants, especially among ES providers, but that was a consequence of COVID, as there were far more individuals who were laid off who qualified for EI. Those numbers later returned to their historic levels.

For source of income categories such as Employed or Other, there is hardly much change at all. Thus, the main difference between ES clients and IES clients is that a portion of the No Source of Income clients who had received employment services have now been replaced by a larger proportion of OW recipients.

The rest of this report will examine client demographics by the various programs at the board, region and provincial levels.

EMPLOYMENT SERVICES

Number of Clients

The IES Service System Manager for Northeast Ontario has only just begun receiving clients, such that the majority of employment services clients for the fiscal year 2024-25 are still under the old EO system. Table 24 shows the numbers for three categories of clients in for the board area (Algoma), for the current year and the previous year (for comparison):

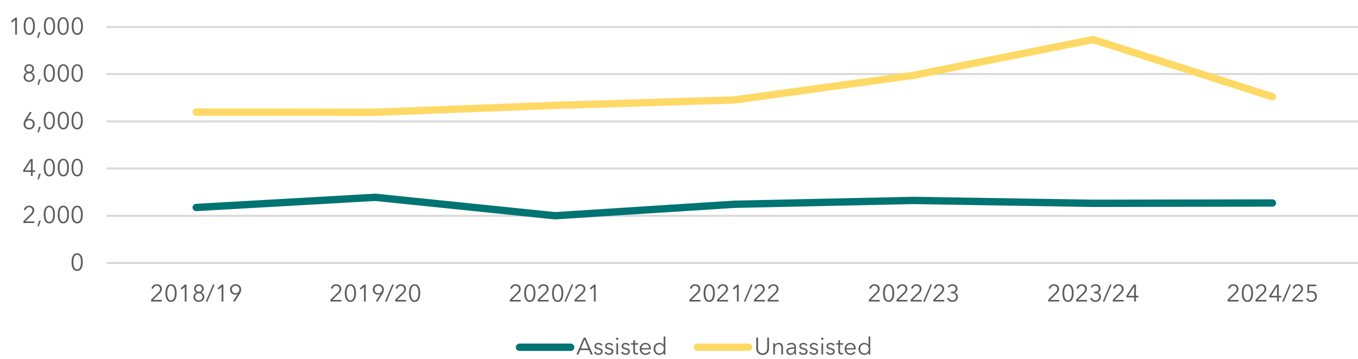
- EO Assisted
- EO Unassisted
- IES

TABLE 24: NUMBER OF EMPLOYMENT SERVICES CLIENTS, ALGOMA, 2024-25 AND 2023-24

	2024-25	2023-24
EO Unassisted Clients	7,050	9,468
EO Assisted Clients	2,546	2,525
IES Clients	281	---

To put these figures into a broader context, Chart 15 shows the trends over six years in the number of EO Unassisted and Assisted clients. Over this period, the number of Assisted clients has held rather steady, save for a slight drop in 2020-21. The Unassisted numbers over this same time slowly increased, rising considerably in 2022-23 and 2023-24, until dropping closer to past values in 2024-25.

CHART 15: EO UNASSISTED AND ASSISTED CLIENTS, ALGOMA, 2018-19 TO 2024-25



Clients by Age Group

Unemployment rates go up and down over time, but changes in the composition of the unemployed population are more subtle and often take place over a longer period of time. Table 25 shows the percentage distribution of the unemployed population in Ontario over the last eight years. In many respects, it is quite steady, with the difference between years often only being one percentage point. When COVID struck in 2020, the share of the unemployed who were youth (15 to 24 years old) increased slightly, and that share had also been rising beforehand, but for 2021, it dropped considerably, as older adults (over 45 years old) increased their share.

In 2023 and 2024, there has been an increase yet again in the share of unemployed who are youth, as well as an increase among younger adults (25 to 44 years old), while older adults (over 45 years of age) make up a declining share.

TABLE 25: SHARE OF ONTARIO UNEMPLOYED POPULATION BY AGE GROUPS, 2017-2024

	2017	2018	2019	2020	2021	2022	2023	2024
15-24 years	29%	31%	31%	32%	27%	29%	31%	31%
25-44 years	38%	39%	39%	38%	38%	39%	41%	43%
45-64 years	30%	28%	27%	27%	30%	28%	25%	23%
over 65 years	3%	3%	3%	3%	5%	4%	3%	3%

Statistics Canada, Labour Force Survey, Table 14-10-0327-01

Table 26 shows the share of employment services clients by age group, for EO and IES systems, for each of Algoma (Board), Northern Ontario (Region) and Ontario and compares it to the percentage distribution by age of the unemployed for Ontario in 2024. (The only available data for the percentage distribution of the unemployed for the Board and Region level would be the 2021 Census, which is slightly too old for our purposes.)

TABLE 26: DISTRIBUTION OF EO AND IES CLIENTS BY AGE (2024-25) AND COMPARISON TO PROVINCIAL DISTRIBUTION BY AGE OF THE UNEMPLOYED (2024)

AGE	BOARD		REGION		ONTARIO		% by age of the unemployed
	EO	IES	EO	IES	EO	IES	
15-24 years	20%	27%	22%	24%	18%	20%	31%
25-44 years	51%	48%	48%	49%	56%	54%	43%
45-64 years	27%	25%	27%	26%	24%	25%	23%
over 65 years	2%	0%	2%	2%	2%	2%	3%

There are only limited differences between the age distribution of EO and IES clients, except in the case of Algoma, which may be due to a small sample size. Compared to the provincial distribution by age of the unemployed, youth (15-24 years old) are under-represented among employment services clients (a circumstance that has been prevalent for some time), whereas younger adults (25-44 years old) and, to a lesser extent, older adults (45-64 years old), are slightly over-represented.

Gender

In Ontario, males usually make up a slightly larger share of the unemployed. Table 27 provides this data for the previous seven years. The proportion of unemployed females increased in 2020 and stayed at that slightly higher level for three years, but in 2024, the share of unemployed who were male rose to almost 56%, slightly above the higher shares seen in 2017 and 2019.

TABLE 27: SHARE OF UNEMPLOYED POPULATION BY GENDER, ONTARIO, 2017-2024

	2017	2018	2019	2020	2021	2022	2023	2024
Females	45.5%	47.8%	45.9%	48.2%	47.7%	48.6%	48.5%	44.3%
Males	54.5%	52.2%	54.1%	51.8%	52.3%	51.4%	51.5%	55.7%

Statistics Canada, Labour Force Survey Table 14-10-0327-01

Table 28 shows the share of employment services clients by gender, for EO and IES systems, for each of Algoma (Board), Northern Ontario (Region) and Ontario and compares it to the percentage distribution by gender of the unemployed for Ontario in 2024.

TABLE 28: DISTRIBUTION OF EO AND IES CLIENTS BY GENDER (2024-25) AND COMPARISON TO PROVINCIAL DISTRIBUTION BY GENDER OF THE UNEMPLOYED (2024)

GENDER	BOARD		REGION		ONTARIO		% by age of the unemployed
	EO	IES	EO	IES	EO	IES	
Females	40.9%	36.8%	39.6%	37.0%	46.6%	43.9%	44.3%
Males	57.8%	63.2%	59.0%	61.5%	52.1%	54.5%	55.7%
Trans	0.5%	0.0%	0.3%	0.0%	0.2%	0.0%	N/A
Other	0.7%	---	0.7%	1.5%	0.5%	1.1%	N/A
Undisclosed	---	---	0.5%	---	0.6%	0.5%	N/A

No entry (---) means the figure was smaller than 10, and to ensure confidentiality, the figure was suppressed.

The male share of EO employment services clients is slightly higher at the Board and Region levels, compared to their share of the unemployed, while for Ontario, the male client proportion is slightly less than the unemployment share. In all three areas, there is a slightly higher proportion of males among IES clients than among EO clients. The three categories of Trans, Other, or Prefer not to disclose together make up around 1.5% or less of all clients.

Designated Groups

Both EO and IES employment services collect designated group data about their clients, although the number of categories has gone from eight under EO to six for IES (Deaf/Blind and Internationally Trained have been dropped). This information is self-reported; there is no way of knowing how many clients declined to self-identify. Table 29 shows the percentage of all clients who identified as a member of a designated group, for both EO and IES, at the Board, Region and Ontario levels.

TABLE 29: DISTRIBUTION OF EO AND IES CLIENTS BY DESIGNATED GROUP (2024-25)

DESIGNATED GROUP	BOARD		REGION		ONTARIO	
	EO	IES	EO	IES	EO	IES
Indigenous group	29.9%	18.9%	22.1%	21.8%	5.7%	3.9%
Deaf	0.5%	4.3%	0.7%	4.4%	0.4%	2.2%
Deaf/Blind	0.0%	N/A	0.2%	N/A	0.1%	N/A
Francophone	6.1%	9.6%	13.5%	17.4%	4.8%	8.4%
Internationally Trained	23.5%	N/A	10.4%	N/A	31.4%	N/A
Newcomer	7.5%	9.6%	7.6%	7.8%	33.5%	30.0%
Person w/disability	35.9%	48.0%	28.8%	51.2%	14.4%	37.0%
Racialized	22.2%	17.8%	8.7%	14.0%	28.0%	52.1%

In most instances (except for members of an Indigenous group), the percentage of clients identifying themselves as a member of a designated group has increased. Some of this may be a consequence of the Common Assessment Tool, which probes more deeply in terms of characteristics of the client and may act as a more effective prompt. This could be the case in relation to persons with disabilities (and by extension, deaf individuals). There are significant increases in the proportion of persons with disabilities among IES clients compared to EO clients (persons with disabilities make up 33.2% of the Ontario unemployed, according to the 2022 Canadian Survey on Disability).

On the other hand, proportion of IES clients who are members of an Indigenous group has declined, compared to the figures under EO, which themselves had been steadily rising over the past few years. That being said, the figures for Northern Region have held steady, and this is an area where more than one out of five employment services clients is Indigenous.

There are three categories where one can make comparisons to the proportions of the unemployed by designated groups. These are shown in Table 30 and are compared to the IES figures.

TABLE 30: DISTRIBUTION OF IES CLIENTS BY SELECT DESIGNATED GROUPS (2024-25) AND COMPARISON TO DISTRIBUTION AMONG UNEMPLOYED (2021 CENSUS)

	IES CLIENTS			PERCENT OF UNEMPLOYED		
	BOARD	REGION	ONTARIO	BOARD	REGION	ONTARIO
Indigenous group	18.9%	21.8%	3.9%	17.1%	19.6%	3.1%
Newcomer	9.6%	7.8%	30.0%	0.8%	0.9%	5.3%
Racialized	17.8%	14.0%	52.1%	4.9%	4.9%	41.1%

These comparisons indicate the following:

- Indigenous persons are IES clients at around the same proportion as their share of the unemployed across all three areas
- Newcomers are IES clients at a far higher proportion than their share of the unemployed across all three areas
- Racialized persons are IES clients at a higher proportion than their share of the unemployed, particularly at the Board and Region level

Educational attainment

Table 31 displays the percentage distribution by educational attainment of employment services clients, EO and IES, across all three areas.

TABLE 31: DISTRIBUTION OF EO AND IES CLIENTS BY EDUCATIONAL ATTAINMENT (2024-25)

	BOARD		REGION		ONTARIO	
	EO	IES	EO	IES	EO	IES
No certificate	17%	16%	18%	19%	9%	12%
High school	43%	35%	39%	35%	28%	31%
Apprenticeship	1%	---	2%	2%	1%	1%
College	24%	27%	25%	22%	22%	19%
Bachelor	7%	8%	7%	6%	23%	17%
Above Bachelor	2%	---	2%	3%	11%	9%
Other	7%	15%	7%	14%	5%	12%

No entry (---) means the figure was smaller than 10, and to ensure confidentiality, the figure was suppressed.
"Other" refers to those with some post-secondary

The Board area serves a high proportion of clients with a secondary school diploma, and six out of ten clients have a high school diploma or less. Another quarter or so has a college diploma. These figures are similar to those for the Region. The figures for Ontario show that almost a third have a high school diploma, and around one out of five have a college diploma and one in five have a bachelor's degree.

The figures do not appear to change much at all between EO and IES, except that at the Ontario level, there is a drop in the proportion of those with a bachelor's degree or higher, which is not the case at the Board or Region levels.

Table 32 displays the percentage distribution of IES clients by educational attainment for 2024-25 and compares it to the percentage distribution by educational attainment for the unemployed for Ontario in 2024.

TABLE 32: EDUCATIONAL ATTAINMENT LEVELS OF IES CLIENTS (2024-25) AND THE UNEMPLOYED IN ONTARIO (2024)

<table>
<tr><th></th><th colspan="3">IES Clients, 2024-25</th><th>Unemployed</th></tr>
<tr><th></th><th>Board</th><th>Region</th><th>Ontario</th><th>Ontario</th></tr>
<tr><td>No certificate</td><td>16%</td><td>19%</td><td>12%</td><td>14%</td></tr>
<tr><td>High school</td><td>35%</td><td>35%</td><td>31%</td><td>22%</td></tr>
<tr><td>Apprenticeship</td><td>---</td><td>2%</td><td>1%</td><td rowspan="2">24%</td></tr>
<tr><td>College</td><td>27%</td><td>22%</td><td>19%</td></tr>
<tr><td>Bachelor</td><td>8%</td><td>6%</td><td>17%</td><td>22%</td></tr>
<tr><td>Above Bachelor</td><td>---</td><td>3%</td><td>9%</td><td>11%</td></tr>
<tr><td>Other</td><td>15%</td><td>14%</td><td>12%</td><td>8%</td></tr>
</table>

Unemployed data from StatCan, Labour Force Survey, Table: 14-10-0020-01
In the case of IES clients, "Other" refers to those with some post-secondary
In the case of the unemployed, "Other refers to those with some postsecondary
In the case of the unemployed, College includes both College and Apprenticeship

There is a fairly strong match between the Ontario distribution by educational attainment of IES clients and their share of the unemployed population; the only notable difference was a lower proportion of clients with a Bachelor's degree or higher and a higher proportion of those with a high school diploma. The IES client data for the Board and the Region largely reflect differences in the educational attainment of the local population.

Source of income

The biggest change between EO and IES in the source of income of clients is the considerable increase in clients in receipt of Ontario Works, followed by a smaller increase among ODSP recipients, with the consequence of there being fewer individuals citing no source of income.

TABLE 33: PERCENTAGE DISTRIBUTION OF SOURCE OF INCOME OF ES CLIENTS, BOARD, REGION AND ONTARIO

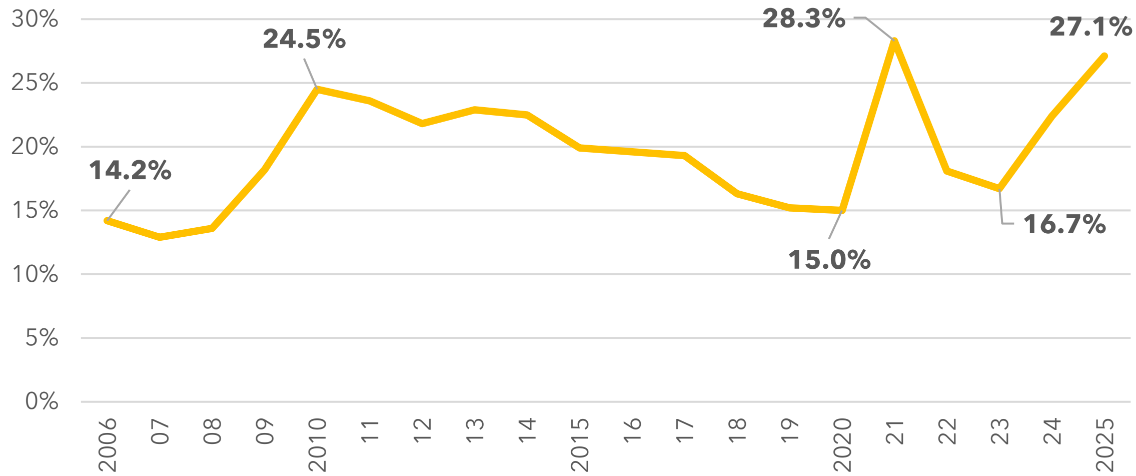
	BOARD		REGION		ONTARIO	
	EO	IES	EO	IES	EO	IES
Employment Insurance	10%	12%	11%	12%	7%	7%
Ontario Works	19%	27%	18%	29%	26%	37%
ODSP	7%	11%	8%	11%	4%	6%
No Source of Income	46%	25%	43%	28%	47%	34%
Employed	12%	17%	11%	12%	7%	9%
Other	6%	9%	9%	8%	10%	8%

"No source of income" refers to personal income, not household income.
"Other" under EO includes "Crown Ward," "Dependant of OW/ODSP or EI," "CPP", "Other," "Pension," and "Self-Employed." Same for IES, plus the addition of WSIB.

Long-term unemployment

Long-term unemployment is usually defined as being unemployed for six months or more (26 weeks or more).[9] Chart 16 presents the annual data for those unemployed for more than six months; this data is only available at the provincial level.

CHART 16: ANNUAL PROPORTION OF UNEMPLOYED WHO ARE UNEMPLOYED FOR MORE THAN SIX MONTHS, ONTARIO, 2006-2025



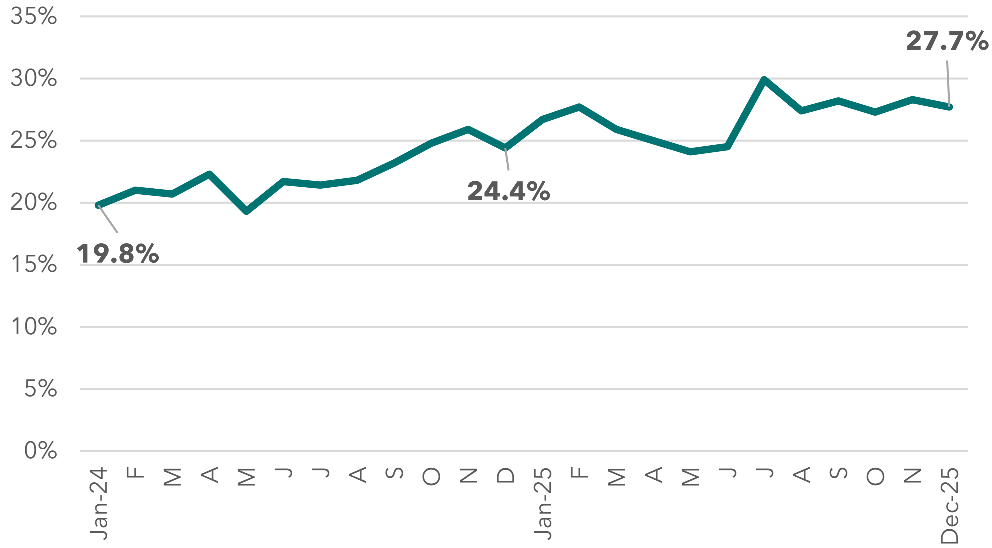
Statistics Canada, Table 14-10-0057-01

In 2006, the proportion of the unemployed who were long-term unemployed (more than six months) stood at 14.2% and was still falling. When the recession hit in late 2008, that proportion started increasing, rising to 24.5% in 2010. As the recession receded, the proportion of long-term unemployed fell, but slowly. When COVID hit, and many individuals became unemployed, the percentage share of long-term unemployed fell further, because so many had just recently become unemployed all at once. By 2021, the proportion of long-term unemployed had jumped to 28.2%, higher than the share caused by the 2008 recession. Yet the recovery from the COVID-induced recession was much quicker because the economic slowdown was not a result of business conditions but instead caused by shutdowns of businesses as a health precaution. As the shutdowns lifted, by 2023, the long-term unemployed had already dropped to 16.7%. However, since then, the incidence of long-term unemployment has increased in each of 2024 and 2025, rising to 27.1%, a figure higher than that induced by the 2008 Recession and almost as high as that caused by the pandemic, which signals significant difficulties for some in the labour market.

Chart 17 shows the same measurement, this time, month by month. The data is seasonally adjusted, meaning it is slightly altered to smooth out variations caused by unemployment patterns resulting from seasonal jobs. The incidence of long-term unemployment stood at 19.8% in January 2024, and the trend line has shown a continuing increase, to 24.4% in December 2024 and 27.7% in December 2025. This is a troubling trend, as it suggests an underlying weakness in the economy and a category of individuals who will find it more difficult to become employed.

[9] In this section, both annual and monthly data will be presented, to illustrate current trends. While the annual data is available for those unemployed 26 weeks or more, the monthly data is only available for those unemployed 27 weeks or more. Fortunately, the annual data also provides figures for those unemployed 27 weeks or more. Thus, the 27-week data will be presented; while it does not precisely measure long-term unemployment, the proportions of those unemployed more than 26 or 27 weeks are relatively close; more importantly are the trends which are revealed, whether long-term unemployment is increasing or decreasing.

CHART 17: MONTHLY PROPORTION OF UNEMPLOYED WHO ARE UNEMPLOYED FOR MORE THAN 27 WEEKS, ONTARIO, JANUARY 2023 TO DECEMBER 2024 (SEASONALLY ADJUSTED)



Statistics Canada, Table 14-10-0342-01

For the 2024-25 Assisted client data, there has been an increase in the proportion of EO clients who have been unemployed for more than 12 months and a decrease among those unemployed three months or less (Table 34). The proportion of EO clients unemployed for more than 12 months is much higher than the proportion of all unemployed for 12 months, and the increase in that category is much higher than the increase between 2023 and 2024 among those unemployed for more than 12 months, which rose from 5% to 7%.

TABLE 34: PERCENTAGE DISTRIBUTION BY LENGTH OF TIME OUT OF EMPLOYMENT FOR 2024-2025 AND 2023-24 ES ASSISTED CLIENTS, BOARD, REGION AND ONTARIO, AND UNEMPLOYED INDIVIDUALS, ONTARIO, 2024

	2024-25 ES CLIENTS			2023-24 ES CLIENTS			2024 LFS
	Board	Region	Ontario	Board	Region	Ontario	ONTARIO
< 3 months	38%	40%	30%	45%	45%	37%	59%
3 – 6 months	13%	14%	17%	14%	14%	16%	18%
6 – 12 months	14%	15%	22%	14%	14%	17%	17%
> 12 months	35%	31%	32%	27%	28%	30%	7%

Labour Force Survey data is for 2024.

Outcomes at Exit

Under the previous EO system, the LITSD ministry would share employment services outcome data as part of client data made available for the range of EO services. For IES, the Ministry has chosen not to share outcome data. This also applies to lay-off industry and occupation data, in addition to industry and occupation employment outcome data. For this report, only EO data will be shown for the rest of this section on employment services, all of which represent Assisted clients.

There has been a considerable decline in the percentage of Assisted clients who were employed at exit in 2024-25 across all three areas (Table 35), with corresponding increases in three outcomes: Unknown, Unemployed and Other (includes Independent, Unable to Work and Volunteer).

TABLE 35: PERCENTAGE FIGURES FOR ES ASSISTED CLIENT OUTCOMES AT EXIT, BOARD, REGION AND ONTARIO

	2024-25 ES CLIENTS			2023-24 ES CLIENTS		
	BOARD	REGION	ONTARIO	BOARD	REGION	ONTARIO
Employed	66%	58%	53%	75%	70%	62%
Education/Training	8%	11%	14%	8%	11%	14%
Other	9%	7%	6%	3%	4%	5%
Unemployed	10%	10%	12%	7%	6%	9%
Unknown	8%	15%	15%	8%	9%	11%

"Other" outcomes at exit include "Independent," "Unable to work," and "Volunteer."

Detailed Employment and Training Outcomes

The Outcomes listed in Table 36 are further detailed by sub-category in Table 37. The drop in employment outcomes is the result of a decline in those employed full-time as well as those employed in other categories (employed in an area of training/choice, a more suitable job, and a professional occupation/trade). Otherwise, there is very little change in the other outcomes, except as noted in Table 14, where the proportion of Unemployed and Unknown outcomes increased; the increase in the Other category was primarily due to an increase in the Independent outcomes.

TABLE 36: ES ASSISTED CLIENT EMPLOYMENT OUTCOMES, BOARD, REGION AND ONTARIO

	2024-25 ES CLIENTS			2023-24 ES CLIENTS		
	BOARD	REGION	ONTARIO	BOARD	REGION	ONTARIO
Employed Full-Time	39%	32%	29%	43%	39%	36%
Employed Part-Time	15%	12%	12%	15%	12%	12%
Employed Apprentice	1%	1%	0%	1%	1%	0%
Employed – Other*	8%	11%	7%	10%	13%	9%
Employed and in education	1%	1%	1%	2%	1%	1%
Employed and in training	1%	1%	1%	1%	1%	1%
Self-Employed	1%	2%	2%	2%	2%	2%
In Education	4%	5%	5%	4%	5%	5%
In Training	4%	6%	9%	5%	7%	9%
Independent	6%	3%	4%	---	1%	2%
Volunteer	0%	0%	0%	---	0%	0%
Unable to Work	2%	3%	2%	3%	3%	3%
Unemployed	10%	10%	12%	7%	6%	9%
Unknown	8%	15%	15%	8%	9%	11%

*Includes employment in the area of training/choice, a more suitable job, and a professional occupation/trade
-- Denotes that the figure was suppressed for being less than 10.

Lay-off Industry – Employed Industry

Data is collected regarding the last job a client held, identifying both the industry and the occupation. The industry data is aggregated at the 2-digit NAICS level, which ensures fewer instances where the data is suppressed (any data category with fewer than 10 client entries). Table 37 lists the percentage of clients for which industry employment history is available, and compares the results to the previous years.

TABLE 37: PERCENTAGE OF ASSISTED CLIENTS WITH LAY-OFF INDUSTRY DATA

	BOARD	REGION	ONTARIO
% of 2024-25 ES Assisted Clients with industry lay-off data	85%	70%	54%
% of 2023-24 ES Assisted Clients with industry lay-off data	88%	75%	63%
% of 2022-23 ES Assisted Clients with industry lay-off data	73%	67%	56%
% of 2021-22 ES Assisted Clients with industry lay-off data	62%	64%	52%
% of 2020-21 ES Assisted Clients with industry lay-off data	65%	62%	51%
% of 2019-20 ES Assisted Clients with industry lay-off data	68%	61%	52%
% of 2018-19 ES Assisted Clients with industry lay-off data	76%	64%	54%
% of 2017-18 ES Assisted Clients with industry lay-off data	59%	53%	43%
% of 2016-17 ES Assisted Clients with industry lay-off data	78%	69%	57%
% of 2015-16 ES Assisted Clients with industry lay-off data	78%	70%	58%
% of 2014-15 ES Assisted Clients with industry lay-off data	68%	66%	55%
% of 2013-14 ES Assisted Clients with industry lay-off data	30%	52%	45%

There was a slight dip in the industry lay-off data collected in 2024-25, proportionately much larger at the Region and especially Ontario levels. This was after a stronger data collection outcome in 2023-24, which had reversed a declining trend in the collection of this information.

When it comes to which industries individuals found employment, there has been a continuing decline in the ability to collect this data, as the percentage of Assisted clients with industry employment data among all those with employment outcomes has continued to drop since reaching a high point of reporting in 2018-19. This year, the data was collected for between one in six and one in twelve clients with employment outcomes across all three areas.

TABLE 38: NUMBER AND PERCENTAGE OF CLIENTS WITH INDUSTRY EMPLOYMENT OUTCOME DATA

	BOARD	REGION	ONTARIO
Clients with industry employment data	197	1,144	2,608
ES Assisted clients with employment outcomes	1,677	7,747	31,214
Industry employment data as % of all clients with employment data, 2024-2025	12%	15%	8%
Industry employment data as % of all clients with employment data, 2023-2024	16%	18%	10%
Industry employment data as % of all clients with employment data, 2022-2023	16%	19%	12%
Industry employment data as % of all clients with employment data, 2021-2022	20%	22%	15%
Industry employment data as % of all clients with employment data, 2020-2021	17%	21%	15%
Industry employment data as % of all clients with employment data, 2019-2020	21%	24%	17%
Industry employment data as % of all clients with employment data, 2018-2019	36%	33%	22%
Industry employment data as % of all clients with employment data, 2017-18	27%	29%	20%
Industry employment data as % of all clients with employment data, 2016-17	25%	27%	20%
Industry employment data as % of all clients with employment data, 2015-16	5%	8%	7%

Table 39 summarizes the industry lay-off and outcome data that has been provided and shows comparisons to the actual employment of residents by industry, for the Board, Region and provincial levels. The comparison to actual employment distribution by industry relies on 2021 Census data. This year, there are more cells where the data has been suppressed, a result of a smaller data set of outcomes, resulting in entries under 10 in any given industry cell being suppressed.

The big picture story for Ontario is straightforward: there are several industries where the proportion of Assisted clients who have been laid off from that industry and who have an employment outcome in that industry is notably higher than the share of residents employed in those industries. These industries are Retail Trade, Administrative & Support, and Accommodation & Food Services. These three industries account for 33% of the laid-off positions, but only 20% of employment in Ontario.

Across the Northern Region, the same pattern more or less applies. In addition, one can add Construction to the list of industries with a disproportionate share of the layoff and employment outcome data.

At the local level, those industries which represent a higher share of the layoffs and the employment outcomes are: Construction; Retail Trade; Administrative & Support; and Accommodation & Food Services. Indeed, these four industries account for half (50%) of all known industry employment outcomes.

TABLE 39: INDUSTRY LAY-OFF, INDUSTRY EMPLOYMENT OUTCOMES AND RESIDENT EMPLOYMENT (2021), BOARD, REGION AND ONTARIO

	BOARD			REGION			ONTARIO		
	EO lay-off industry	EO industry outcome	Employed - 2021	EO lay-off industry	EO industry outcome	Employed - 2021	EO lay-off industry	EO industry outcome	Employed - 2021
Agriculture, forestry, and fishing	1%	0%	2%	2%	0%	2%	1%	1%	2%
Mining & oil and gas extraction	5%	0%	3%	4%	5%	6%	2%	2%	1%
Utilities	0%	0%	1%	0%	0%	1%	0%	0%	1%
Construction	13%	23%	7%	13%	13%	8%	8%	8%	8%
Manufacturing	7%	0%	10%	8%	7%	6%	10%	8%	9%
Wholesale trade	2%	0%	2%	2%	2%	2%	2%	2%	4%
Retail trade	14%	18%	13%	15%	17%	12%	13%	15%	11%
Transportation & warehousing	4%	0%	4%	5%	6%	5%	5%	7%	5%
Information & cultural industries	1%	0%	1%	1%	0%	1%	3%	1%	2%
Finance and insurance	1%	0%	3%	1%	0%	2%	3%	2%	6%
Real estate & rental and leasing	1%	0%	1%	1%	1%	1%	1%	1%	2%
Professional, scientific, technical	3%	0%	4%	3%	2%	5%	8%	5%	10%
Management of companies	0%	0%	0%	0%	0%	0%	0%	0%	0%
Administrative and support	9%	15%	4%	8%	9%	4%	10%	13%	4%
Educational services	3%	0%	8%	3%	4%	9%	4%	4%	8%
Health care and social assistance	9%	12%	19%	9%	12%	18%	9%	11%	13%
Arts, entertainment & recreation	4%	0%	2%	3%	3%	1%	2%	3%	1%
Accommodation & food services	14%	18%	6%	14%	10%	5%	10%	10%	5%
Other services	7%	7%	4%	5%	6%	4%	7%	5%	4%
Public administration	3%	6%	7%	4%	4%	9%	2%	3%	6%

The employment data is from the 2021 Census.
Grey shaded cell means the number was under 10 and therefore was suppressed.

Because of the smaller data points, when the numbers are divided into industries, if the figure is below 10, the number is suppressed, because some information could be revealed about individuals when there are only a handful of clients in a particular category. As a result, quite a few industries record 0% for their employment outcome at the local level and, in almost all cases, this is not due to rounding down to 0% but because the actual figure was under 10 (grey-shaded cells).

Lay-off Occupation – Employed Occupation

Table 40 provides the lay-off occupation data aggregated at the 2-digit NOC level, together with the actual number of clients per occupation, for the Board, Region and provincial levels.

TABLE 40: TOP 10 OCCUPATIONS FOR LAY-OFFS, 2024-25

RANK	Board		Region		Ontario	
	Occupation	**#**	**Occupation**	**#**	**Occupation**	**#**
1.	65: Sales and service support occupations	427	65: Sales and service support occupations	1843	65: Sales and service support occupations	4853
2.	75: Helpers, labourers, and other transport drivers	296	75: Helpers, labourers, and other transport drivers	1306	75: Helpers, labourers, and other transport drivers	3056
3.	64: Sales and service representatives	224	64: Sales and service representatives	756	64: Sales and service representatives	3030
4.	73: General trades	160	73: General trades	731	14: Administrative and financial support and supply chain logistics	1456
5.	72: Technical trades and transportation officers	135	72: Technical trades and transportation officers	583	72: Technical trades and transportation officers	1418
6.	63: Occupations in sales and services	99	63: Occupations in sales and services	425	13: Administrative occupations and transportation logistics	1365
7.	85: Harvesting, landscaping and natural resources labourers	81	14: Administrative and financial support and supply chain logistics	397	73: General trades	1338
8.	14: Administrative and financial support and supply chain logistics	73	85: Harvesting, landscaping and natural resources labourers	301	95: Labourers in processing, manufacturing	1337
9.	44: Care providers and public protection support occupations	73	95: Labourers in processing, manufacturing	240	21: Professional occupations in natural and applied sciences	1128
10.	95: Labourers in processing, manufacturing	66	42: Front-line public protection services and paraprofessional occupations in legal, social, community, education services	233	63: Occupations in sales and services	1089

When it comes to occupations for lay-offs, there are seven occupations in the top ten that are common to all areas, although they may rank slightly differently by area. These seven occupations are:

- 65: Sales and service support occupations
- 75: Helpers, labourers and other transport drivers
- 64: Sales and service representatives
- 73: General trades
- 72: Technical trades and transportation officers
- 14: Administrative and financial support and supply chain logistics
- 95: Labourers in processing, manufacturing

There is little change among the top ten lay-off occupations from last year, often only the ranking changes.

Table 41 provides the top ten employment outcome occupations. Because of the smaller number of clients with employment outcome data, there are only eight occupations at the Algoma level where the number is reported (that is, the value is 10 or more). Among the three areas, the employment outcome occupations largely match the lay-off occupations: six are the same at the Board level, and nine each are the same at the Region and provincial levels. That should not be a surprise, as individuals will often find employment in an occupation in which they have prior experience.

TABLE 41: TOP 10 OCCUPATIONS FOR EMPLOYMENT OUTCOMES, 2024-25

RANK	Board		Region		Ontario	
	Occupation	**#**	**Occupation**	**#**	**Occupation**	**#**
1.	65: Sales and service support occupations	62	65: Sales and service support occupations	263	65: Sales and service support occupations	503
2.	75: Helpers and labourers and other transport drivers	42	75: Helpers and labourers and other transport drivers	164	64: Sales and service representatives	328
3.	64: Sales and service representatives	25	64: Sales and service representatives	122	75: Helpers and labourers and other transport drivers	287
4.	73: General trades	22	73: General trades	121	73: General trades	152
5.	72: Technical trades and transportation officers	16	72: Technical trades and transportation officers	66	13: Administrative occupations and transportation logistics	128
6.	14: Administrative and financial support and supply chain logistics	12	14: Administrative and financial support and supply chain logistics	53	14: Administrative and financial support and supply chain logistics	128
7.	42: Front-line public protection services and paraprofessional occupations in legal, social, community, and education services	11	42: Front-line public protection services and paraprofessional occupations in legal, social, community, and education services	50	72: Technical trades and transportation officers	119
8.	63: Occupations in sales and services	11	85: Harvesting, landscaping and natural resources labourers	43	63: Occupations in sales and services	109
9.			63: Occupations in sales and services	38	42: Front-line public protection services and paraprofessional occupations in legal, social, community, and education services	96
10.			13: Administrative occupations and transportation logistics	30	95: Labourers in processing, manufacturing	96

There are 45 occupational categories for reporting purposes. Totalling all the reported employment outcome occupations at the region and provincial levels, most of these jobs require a high school diploma or less. At the region level, among the outcome occupations, 65% of these jobs require a high school diploma or no educational certificate. At the provincial level, where the data is most robust, 61% of the occupation outcomes are jobs that require a high school diploma or less. For the Algoma area, where there are only eight occupations for which data is reported, 70% of them require a high school diploma or less.

To put this is context, Table 42 shows the proportion of Assisted clients who have a high school diploma or less, as well as the proportion of clients who were laid off from an occupation which required a high school diploma or less, for all three areas.

TABLE 42: COMPARISON OF CLIENT EDUCATIONAL ATTAINMENT AND EDUCATIONAL REQUIREMENTS FOR LAY-OFF OCCUPATION, HIGH SCHOOL DIPLOMA OR LESS

	Board	Region	Ontario
Client educational attainment	58%	59%	52%
Education level of lay-off occupation	59%	57%	37%

At the Board and Region levels, there is a high level of concordance between the educational level of clients and the occupations from which they were laid off. That doesn't apply to the provincial numbers because of how this issue plays out in the Greater Toronto Area.

LITERACY AND BASIC SKILLS

Table 43 presents the overall client numbers for Literacy and Basic Skills and makes some comparisons to figures from previous years. In 2020-21, the number of in-person learners declined in all three areas, almost entirely because of a decline in the number of new in-person learners. In 2021-22, these numbers started to rebound, slowly at first. In 2022-23, the number of new learners increased by 81% in Algoma, 31% in the Northern Region and 9% provincially. These large increases in new learners continue in 2023-24, with increases of 36% in Algoma, 24% in the northern region and 25% provincially.

However, in 2024-25, the number of new in-person learners declined in all three areas, which was the major reason for a decline in new in-person and carry-over in-person learners. Still, the total number of in-person learners in 2024-25 is still higher than pre-COVID at the Board and Region levels, although it is slightly lower at the Ontario level.

Algoma's share of all In-Person Learners in the province had risen the last four years, but this year it declined very slightly (from 3.4% to 3.3%), still higher than its share of the provincial population. The Region's share has continued to rise, now at 17.3%, very much higher than the Region's share of the provincial population (5.6%).

TABLE 43: NUMBER OF LITERACY AND BASIC SKILLS LEARNERS

	BOARD	REGION	ONTARIO
Number of In-Person Learners (New In-Person + Carry-Over In-Person) (2024-25)	**1,331**	**7,027**	**40,636**
Number of In-Person Learners (New In-Person + Carry-Over In-Person) (2023-24)	**1,437**	**7,186**	**41,996**
Number of In-Person Learners (New In-Person + Carry-Over In-Person) (2022-23)	**1,054**	**6,049**	**36,120**
Number of In-Person Learners (New In-Person + Carry-Over In-Person) (2021-22)	**755**	**5,309**	**35,164**
Number of In-Person Learners (New In-Person + Carry-Over In-Person) (2020-21)	**580**	**5,167**	**33,025**
Number of In-Person Learners (New In-Person + Carry-Over In-Person) (2019-20)	**726**	**6,437**	**41,867**
Number of In-Person Learners (New) (2024-25)	**1,090**	**4,454**	**25,525**
Number of In-Person Learners (New) (2023-24)	**1,177**	**4,752**	**27,513**
Number of In-Person Learners (New) (2022-23)	**866**	**3,820**	**21,947**
Number of In-Person Learners (New) (2021-22)	**479**	**2,918**	**20,079**
Number of In-Person Learners (New) (2020-21)	**325**	**2,548**	**17,133**
Number of In-Person Learners (New) (2019-20)	**453**	**3,791**	**26,061**
2024-25 In-Person Learners as % of Province (New In-Person + Carry-Over In Person)	**3.3%**	**17.3%**	
2023-24 In-Person Learners as % of Province (New In-Person + Carry-Over In-Person)	**3.4%**	**17.1%**	
2022-23 In-Person Learners as % of Province (New In-Person + Carry-Over In-Person)	**2.9%**	**16.7%**	
2021-22 In-Person Learners as % of Province (New In-Person + Carry-Over In-Person)	**2.1%**	**15.1%**	
2020-21 In-Person Learners as % of Province (New In-Person + Carry-Over In-Person)	**1.8%**	**15.6%**	
2019-20 In-Person Learners as % of Province (New In-Person + Carry-Over In-Person)	**1.7%**	**15.4%**	
As % of the Ontario population	**0.8%**	**5.6%**	
Number of E-Channel Learners (New E-Channel + Carry-Over E-Channel) **(2024-25)**	0	0	6,156
Number of E-Channel Learners (New E-Channel + Carry-Over E-Channel) **(2023-24)**	0	0	6,278
Number of E-Channel Learners (New E-Channel + Carry-Over E-Channel) **(2022-23)**	0	0	5.987
Number of E-Channel Learners (New E-Channel + Carry-Over E-Channel) **(2021-22)**	0	0	6,541
Number of E-Channel Learners (New E-Channel + Carry-Over E-Channel) **(2020-21)**	0	0	7,069
Number of E-Channel Learners (New) **(2024-25)**	0	0	4,393
Number of E-Channel Learners (New) **(2023-24)**	0	0	4,203
Number of E-Channel Learners (New) **(2022-23)**	0	0	4,168
Number of E-Channel Learners (New) **(2021-22)**	0	0	4,434
Number of E-Channel Learners (New) **(2020-21)**	0	0	4,678
Number of E-Channel Learners (Carry-Over) **(2024-25)**	0	0	1,763
Number of E-Channel Learners (Carry-Over) **(2023-24)**	0	0	2,075
Number of E-Channel Learners (Carry-Over) **(2022-23)**	0	0	1,819
Number of E-Channel Learners (Carry-Over) **(2021-22)**	0	0	2,107
Number of E-Channel Learners (Carry-Over) **(2020-21)**	0	0	2,391
Total Number of Learners (In-Person + E-Channel) (2024-25)	**1,331**	**7,027**	**46,792**
Total Number of Learners (In-Person + E-Channel) (2023-24)	**1,437**	**7,186**	**48,274**
Total Number of Learners (In-Person + E-Channel) (2022-23)	**1,054**	**6,049**	**42,107**
Total Number of Learners (In-Person + E-Channel) (2021-22)	**755**	**5,309**	**41,705**
Total Number of Learners (In-Person + E-Channel) (2020-21)	**580**	**5,167**	**40,094**

Table 44 shows the distribution of learners by stream. In Algoma, this distribution has not changed much over the years. This year, the Francophone stream increased by 3 percentage points, and the Indigenous stream declined by a little more than the same amount.

TABLE 44: DISTRIBUTION OF LEARNERS BY STREAM, 2024-25

	NUMBER OF LBS CLIENTS			% BY SERVICE PROVIDER STREAM		
	Board	Region	Ontario	Board	Region	Ontario
Anglophone	864	4,612	39,343	65%	66%	84%
Deaf	0	59	287	0%	1%	1%
Deaf/Blind	0	0	215	0%	0%	1%
Francophone	96	1,448	3,834	7%	21%	8%
Indigenous	371	908	3,113	28%	13%	7%
Non-Designated	0	0	0	0%	0%	0%
TOTAL	**1,331**	**7,027**	**46,792**	**100%**	**100%**	**100%**

Table 45 shows the distribution of clients by service provider sector. In Algoma, some four years there had been a large increase in the Community Agency share and a larger drop in the Community College share. This year there was a slight drop in the Community Agency Sector share, with some increases at the School Board Sector and Community College Sector shares.

TABLE 45: DISTRIBUTION OF CLIENTS BY SERVICE PROVIDER SECTOR, 2023-24 AND 2024-25

	2024-25			2023-24		
	Board	Region	Ontario	Board	Region	Ontario
Community Agency Sector	50%	45%	35%	56%	49%	36%
Community College Sector	19%	39%	38%	17%	35%	38%
School Board Sector	31%	17%	28%	27%	16%	26%

Table 46 shows the distribution of clients by their age. There have been very limited changes across all three areas for the last two years, save for an incremental increase among those aged 15-24 years old. Overall, around half of LBS clients are 25 to 44 years old, around a quarter are 45 to 64 years old, about one-fifth are 15 to 24 years old, and a tenth are 65 years and older. Algoma has a lower proportion of youth (15 to 24 years of age) and slightly higher proportions among the other age categories.

TABLE 46: LITERACY AND BASIC SKILLS CLIENTS BY AGE, 2023-24 AND 2024-25

2023-24	NUMBER OF LBS CLIENTS			% BY AGE		
	Board	Region	Ontario	Board	Region	Ontario
15-24 years old	230	1,690	11,025	17%	24%	24%
25-44 years old	635	3,169	22,495	48%	45%	48%
45-64 years old	318	1,525	10,658	24%	22%	23%
65 years and older	148	640	2,577	11%	9%	6%
TOTAL	**1,331**	**7,024**	**46,755**	**100%**	**100%**	**101%**
2022-23	15-24 years old			16%	23%	23%
	25-44 years old			52%	45%	47%
	45-64 years old			23%	23%	23%
	65 years and older			9%	10%	6%

Females continue to make a larger proportion of learners at all three levels, although it has dropped over the last four years, from above 65% of all LBS clients to the current 57% to 61% (Table 47).

TABLE 47: LITERACY AND BASIC SKILLS CLIENTS BY GENDER, 2023-24 AND 2024-25

	2024-25			2023-24		
	Board	**Region**	**Ontario**	**Board**	**Region**	**Ontario**
Females	57%	59%	61%	55%	61%	61%
Males	43%	39%	38%	45%	38%	38%
Trans	---	0%	0%	---	0%	0%
Other	---	1%	1%	---	1%	1%
Prefer not to disclose	---	1%	1%	---	1%	1%
TOTAL	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**

0% does not mean there were none, only that the figure, when rounded, was less than 0.5%.

No entry (---) means the figure was smaller than 10, and to ensure confidentiality, the figure was suppressed.

Table 48 provides the data for designated groups. This data relies on self-reported information and, therefore, is subject to undercounting. The figures are nevertheless being provided for the sake of comparison, because presumably there is a degree of under-reporting at each level of data.

All of the proportions are in the same range as those for last year. There is considerable divergence across all three levels. The local and regional levels have a larger number of clients who are members of an Indigenous group. The region has a higher proportion of Francophones (22%); the local level is much closer to the provincial figure. All areas have high levels of individuals with a disability, especially in Algoma. The local and regional levels have lower levels of Newcomers (though higher than their share of the resident population), while Algoma has a comparatively high proportion of members of a racialized group. There is not a single record of an Internationally Trained Professional at any of the three levels, which was also the case in the last three years.

TABLE 48: LITERACY AND BASIC SKILLS CLIENTS BY DESIGNATED GROUPS, 2024-25

	NUMBER OF LBS CLIENTS			PER CENT		
	Board	**Region**	**Ontario**	**Board**	**Region**	**Ontario**
Indigenous Group	419	2,045	4,802	32%	29%	12%
Deaf	11	100	848	1%	1%	2%
Deaf/Blind	---	15	153	---	0%	0%
Francophone	137	1,547	4711	10%	22%	12%
Internationally Trained	0	0	0	0%	0%	0%
Newcomer	116	839	9,869	9%	12%	24%
Person with Disability	589	1,990	13,771	44%	28%	34%
Racialized	387	866	10,438	29%	12%	26%

No entry (---) means the figure was smaller than 10, and to ensure confidentiality, the figure was suppressed.

The distribution by education attainment levels of clients is listed in Table 49. There is a high degree of similarity in the educational levels of attainment across the three levels. The main differences are that Algoma has a much higher proportion of those with a high school diploma, while the region tends to have a higher proportion of clients with less than a Grade 12 education. All three areas have a much higher proportion of clients with a high school diploma or less (around 60% of clients or more) and a smaller proportion of clients with a post-secondary education.

TABLE 49: LITERACY AND BASIC SKILLS CLIENTS BY EDUCATIONAL ATTAINMENT, 2024-25

	Board	Region	Ontario
Less than Grade 9	4%	6%	7%
Less than Grade 12	20%	29%	24%
Completion of Secondary	38%	29%	28%
Certificate of Apprenticeship	---	1%	1%
Certificate/Diploma	16%	17%	17%
Applied/Associate/Bachelor	9%	9%	11%
Postgraduate	3%	4%	4%
Other (Some Apprenticeship/College/University)	9%	5%	8%
Unknown	1%	0%	1%

There are five main sources of income among LBS clients (Table 50): no source of income, employed, Ontario Works, Other and ODSP. The no source of income category is larger in Algoma and has increased from three years ago. This year, OW claimants represented a lower proportion in Algoma than last year. In the region and the province, the largest category is those who are employed.

TABLE 50: LITERACY AND BASIC SKILLS CLIENTS, PERCENT DISTRIBUTION BY SOURCE OF INCOME, 2023-24 AND 2024-25

	2024-25			2023-24		
	Board	Region	Ontario	Board	Region	Ontario
Canada Pension Plan	0%	0%	0%	0%	0%	0%
Crown Ward	---	0%	0%	---	0%	0%
Dependent of EI	0%	0%	0%	0%	0%	0%
Dependent of OW/ODSP	3%	2%	2%	3%	2%	2%
Employed	22%	30%	30%	19%	30%	31%
Employment Insurance	3%	3%	4%	2%	3%	4%
No Source of Income	34%	25%	23%	33%	24%	23%
Ontario Disability Support Program	9%	10%	10%	11%	11%	10%
Ontario Works	13%	14%	17%	18%	15%	15%
Other	14%	13%	12%	13%	14%	12%
Pension	0%	0%	0%	0%	0%	0%
Self Employed	2%	2%	2%	1%	2%	2%
Unknown	---	0%	---	0%	0%	1%

"No source of income" refers to personal income, not household income.
"Other" includes "Crown Ward," "Dependent of EI," "Dependant of OW/ODSP," "Pension," "Unknown," and "Other."
No entry (---) means the figure was smaller than 10, and to ensure confidentiality, the figure was suppressed.

There has been little change across all three areas in the Learner's Goal Paths compared to last year. After increasing significantly over several years, the proportion seeking Independence has declined the last two years from 49% to 40% last year and 37% this year, and it is virtually tied with Employment as the largest goal path. At the Region level, Employment is the more likely Goal Path at 34% (with Postsecondary second), while at the provincial level, Employment is tied with Postsecondary as the more likely Goal Path, both at 34% (Table 51).

TABLE 51: LITERACY AND BASIC SKILLS CLIENTS: LEARNER'S GOAL PATH, 2023-24 AND 2024-25

	2024-25			2023-24		
	Board	Region	Ontario	Board	Region	Ontario
Apprenticeship	5%	6%	7%	6%	5%	8%
Employment	36%	34%	34%	38%	36%	36%
Independence	37%	19%	12%	40%	22%	13%
Postsecondary	17%	29%	34%	15%	26%	31%
Secondary School Credit	4%	12%	13%	---	12%	12%

The largest proportion of clients at the time of intake, across all three levels, are those who are unemployed, around 60% at the Region and provincial levels, and higher (72%) at the local level (Table 52). There has been a marginal change from the previous year.

TABLE 52: LITERACY AND BASIC SKILLS CLIENTS: LABOUR FORCE ATTACHMENT, 2023-24 AND 2024-25

	2024-25			2023-24		
	Board	Region	Ontario	Board	Region	Ontario
Employed Full Time	15%	20%	19%	13%	21%	20%
Employed Part Time	9%	12%	14%	9%	12%	14%
Full Time Student	1%	3%	2%	1%	3%	2%
Part Time Student	1%	2%	1%	1%	2%	1%
Self Employed	2%	2%	2%	1%	2%	3%
Under Employed	---	1%	1%	---	1%	1%
Unemployed	72%	59%	60%	75%	59%	58%

No entry (---) means the figure was smaller than 10, and to ensure confidentiality, the figure was suppressed.

Table 53 shows the distribution of career path goals by labour force attachment. Depending on one's labour force attachment, there are different priority goals:

- For those employed full-time in Algoma, the Employment goal has the highest priority, followed by the Post-secondary goal; the same applies at the Region level, but these are reversed provincially; the same applied last year
- For those employed part-time, the Post-secondary goal is primary across all three areas, followed by Employment; the same applied last year
- Full-time students most often have a Postsecondary goal; however, different goals come in second in different areas: locally – Employment (tied with Postsecondary); Region – Secondary school; province: Apprenticeship and Employment
- Part-time students have a mix of goals: at the local level, it is primarily Employment, followed by a Secondary school credit; at the Region level, it is Employment, followed by Secondary and Postsecondary; at the provincial level, Postsecondary is first, followed by Employment
- Self-employment learners rank Employment first at all levels, followed by Postsecondary (same as last year)
- The under-employed are focused primarily on Employment, especially at the local level; Independence and Postsecondary come second at the Region, while Postsecondary is a clear second at the provincial level (same as last year)
- The unemployed at the local level are particularly focused on Independence as a goal, followed by Employment; at the regional level, the focus is on Employment, then Independence and Postsecondary, and at the provincial level it is Employment and Postsecondary

TABLE 53: PERCENTAGE DISTRIBUTION OF CAREER PATH GOALS BY LABOUR FORCE ATTACHMENT, 2024-25

	Board	Region	Ontario
EMPLOYED FULL-TIME			
Apprenticeship Goal Path	5%	7%	8%
Employment Goal Path	63%	46%	31%
Independence Goal Path	5%	11%	7%
Post Secondary Goal Path	26%	32%	44%
Secondary School Credit Goal Path	1%	4%	10%
EMPLOYED PART-TIME			
Apprenticeship Goal Path	10%	7%	7%
Employment Goal Path	37%	27%	25%
Independence Goal Path	10%	10%	6%
Post Secondary Goal Path	42%	48%	52%
Secondary School Credit Goal Path	2%	9%	11%
FULL-TIME STUDENT			
Apprenticeship Goal Path	0%	3%	18%
Employment Goal Path	44%	21%	17%
Independence Goal Path	6%	3%	4%
Post Secondary Goal Path	44%	59%	50%
Secondary School Credit Goal Path	6%	13%	11%
PART-TIME STUDENT			
Apprenticeship Goal Path	12%	10%	8%
Employment Goal Path	47%	36%	26%
Independence Goal Path	6%	8%	9%
Post Secondary Goal Path	6%	22%	40%
Secondary School Credit Goal Path	29%	25%	17%
SELF-EMPLOYED			
Apprenticeship Goal Path	4%	8%	9%
Employment Goal Path	40%	44%	36%
Independence Goal Path	24%	18%	12%
Post Secondary Goal Path	28%	24%	34%
Secondary School Credit Goal Path	4%	8%	9%
UNDER-EMPLOYED			
Apprenticeship Goal Path	0%	10%	8%
Employment Goal Path	50%	34%	42%
Independence Goal Path	33%	20%	11%
Post Secondary Goal Path	0%	21%	32%
Secondary School Credit Goal Path	17%	15%	8%
UNEMPLOYED			
Apprenticeship Goal Path	4%	5%	7%
Employment Goal Path	30%	32%	38%
Independence Goal Path	49%	24%	15%
Post Secondary Goal Path	12%	24%	26%
Secondary School Credit Goal Path	5%	14%	15%

Table 54 identifies the top three sources of referrals to the LBS programs, by percentage of all reported referrals (excluding supressed cells), for each area. In each area, "informal word of mouth/media referral" and "other – structured/formal referral" are far and away the two largest categories, both of which account for over 60% of all referrals.

TABLE 54: TOP THREE SOURCES OF IN-REFERRALS, 2024-25

BOARD	%	REGION	%	ONTARIO	%
Other – Structured/ Formal Referral	39%	Informal Word of Mouth/Media Referral	31%	Informal Word of Mouth/Media Referral	35%
Informal Word of Mouth/Media Referral	27%	Other – Structured/ Formal Referral	31%	Other – Structured/ Formal Referral	30%
Ontario Works	10%	Government Training Provincial - Other	10%	Employment Service Provider	9%

Table 55 provides data on referral destinations. Two categories are provided:

- Referral Out to Other Community Resources
- Referral Out to Other Programs and Services

The actual number of referrals are provided, the top two in the case of Other Community Resources and the top three in the case of Other Programs and Services.

TABLE 55: TOP DESTINATIONS OF OUT-REFERRALS, 2024-25

BOARD	#	REGION	#	ONTARIO	#
TO OTHER COMMUNITY RESOURCES					
Language Services - Assessment	283	Educational/Academic Services	532	Educational/Academic Services	6068
Educational/Academic Services	177	Language Services - Assessment	187	Health/Counselling Services	1011
TO OTHER PROGRAMS AND SERVICES					
Services for Indigenous People	390	Services for Indigenous People	410	EO - Employment Service Provider	2469
EO - Employment Service Provider	197	Post-Secondary Education	313	Post-Secondary Education	2029
Post-Secondary Education	56	EO - Employment Service Provider	312	Other – Structured/ Formal Referral	1998

With regards to detailed outcomes at exit (Table 56), a few observations:

- At the local level, the single largest outcome is Independent (40%), followed by Unknown (17%); Unemployed (13%) and Employed Full-time (12%) are almost tied for third; the proportion of Unknown has more than doubled after dropping for the previous three years
- The figures at the Region and provincial levels have changed very little for the last two years
- At the Region level, the single largest category is Unknown, followed by Unemployed, Employed Full-time, and Independent; at the provincial level, the largest outcome is Unknown, followed by In Education and Unemployed

TABLE 56: LITERACY AND BASIC SKILLS CLIENTS: DETAILED OUTCOMES AT EXIT, 2023-24 AND 2024-25

	2024-25			2023-24		
	Board	Region	Ontario	Board	Region	Ontario
Employed Full-Time	12%	15%	11%	18%	19%	13%
Employed Part-Time	6%	6%	6%	6%	7%	6%
Employed Apprentice	---	---	1%	---	---	1%
Employed - Other	---	1%	0%	---	1%	1%
Employed & in Education	3%	3%	4%	2%	3%	3%
Employed & in Training	---	---	1%	2%	1%	1%
Self-Employed	---	1%	1%	1%	1%	1%
In Education	5%	12%	18%	5%	11%	15%
In Training	4%	6%	7%	7%	5%	8%
Independent	40%	15%	6%	34%	14%	6%
Volunteer	---	2%	2%	2%	2%	1%
Unable to Work	---	3%	3%	2%	4%	3%
Unemployed	13%	17%	16%	14%	17%	15%
Unknown	17%	20%	25%	7%	16%	25%

No entry (---) means the figure was smaller than 10, and to ensure confidentiality, the figure was suppressed.

BETTER JOBS ONTARIO

The Algoma area enlisted 55 individuals into the Better Jobs Ontario program last year, continuing a decline in enrollments in the previous year and a general downward trend since 2015-16 (Table 57). The number of enrolments has been dropping at the region level for the previous eight years, but last year more or less held steady.

For 2021-22, enrollment increased significantly in the province, but in 2022-23, the numbers dropped; in the last two years, the provincial number has been increasing and are now at their highest level since 2017-18. The local share of all Better Jobs Ontario clients in 2024-25 was 1.3%, also continuing a decline, but still higher than Algoma's share of the general population. The client share at the Region level has also been dropping consistently and is now only slightly higher than the Region's share of the overall population.

TABLE 57: BETTER JOBS ONTARIO CLIENT NUMBERS

	BOARD	REGION	ONTARIO
Number of clients, 2024-25	55	247	4,111
Number of clients, 2023-24	73	244	3,401
Number of clients, 2022-23	94	276	3,064
Number of clients, 2021-22	97	360	3,777
Number of clients, 2020-21	103	371	3,110
Number of clients, 2019-20	98	461	3,314
Number of clients, 2018-19	74	460	3,834
Number of clients, 2017-18	106	661	5,379
Number of clients, 2016-17	137	922	7,158
Number of clients, 2015-16	186	1,005	8,626
2024-25 Better Jobs Ontario clients as % of Province	1.3%	6.0%	
2023-24 Better Jobs Ontario clients as % of Province	2.1%	7.2%	
2022-23 Better Jobs Ontario clients as % of Province	3.1%	9.0%	
2021-22 Better Jobs Ontario clients as % of Province	2.6%	9.5%	
2020-21 Better Jobs Ontario clients as % of Province	3.3%	11.9%	
2019-20 Better Jobs Ontario clients as % of Province	3.0%	13.9%	
2018-19 Better Jobs Ontario clients as % of Province	1.9%	12.0%	
2017-18 Better Jobs Ontario clients as % of Province	2.0%	12.3%	
2016-17 Better Jobs Ontario clients as % of Province	1.9%	12.9%	
2015-16 Better Jobs Ontario clients as % of Province	2.2%	11.7%	
2014-15 Better Jobs Ontario clients as % of Province	1.6%	11.1%	
Share of provincial population (2021)	0.8%	5.6%	

More than half of Better Jobs Ontario clients are younger adults (25-44 years old), followed by older adults (45-64 years old) (Table 58). This is generally consistent with past years.

TABLE 58: BETTER JOBS ONTARIO CLIENTS BY AGE, 2023-24 AND 2024-25

2024-25	NUMBER OF 2nd CAREER CLIENTS			% BY AGE		
	Board	Region	Ontario	Board	Region	Ontario
15-24 years old	6	38	348	11%	15%	9%
25-44 years old	28	128	2393	51%	52%	58%
45-64 years old	21	80	1325	38%	32%	32%
65 years and older	0	1	45	0%	0%	1%
TOTAL	**55**	**247**	**4,111**	100%	**100%**	**100%**
2023-24	15-24 years old			11%	10%	8%
	25-44 years old			55%	58%	57%
	45-64 years old			34%	31%	35%
	65 years and older			0%	2%	1%

No entry (---) means the figure was smaller than 10, and to ensure confidentiality, the figure was suppressed.

Males make up a higher proportion of Better Jobs clients than females; while the percentages vary from year to year, the split typically is around 60% to 70% in favour of males (Table 59).

TABLE 59: BETTER JOBS ONTARIO CLIENTS BY GENDER, 2023-24 AND 2024-25

	2024-25			2023-24		
	Board	Region	Ontario	Board	Region	Ontario
Females	27%	26%	37%	40%	28%	39%
Males	71%	73%	62%	60%	71%	61%
Other/Undisclosed	2%	1%	1%	0%	---	---

For the local and regional levels, the two largest categories for educational attainment among Better Jobs Ontario clients (Table 60) are "High school," followed by "College." At the provincial level, the highest proportion is "Unknown," followed by College.

Table 60: Better Jobs Ontario clients: Educational attainment at intake

	2024-25		
	Board	Region	Ontario
Less than Grade 9	---	---	1%
Less than Grade 12	---	10%	8%
Completion of Secondary	38%	47%	9%
Certificate of Apprenticeship	---	---	1%
Certificate/Diploma	33%	25%	23%
Applied/Associate/Bachelor	---	6%	4%
Postgraduate	---	---	1%
Other (Some Apprenticeship/ College/University)	---	5%	1%
Unknown	0%	---	53%

No entry (---) means the figure was smaller than 10, and to ensure confidentiality, the figure was suppressed.

In terms of sources of income, the primary source of income for Better Jobs Ontario participants at the local and regional levels is Employment Insurance, followed by no source of income (Table 61). At the provincial level, these two categories are at about the same proportion, with Ontario Works clients coming in a close third. With declining client numbers at the local level and a larger number of categories under this heading, there are far more entries where the data is suppressed, as well as where the item has no clients. There is limited change compared to last year, except for an increase in the percentage of Better Jobs clients at the local and Region levels who are EI recipients.

TABLE 61: BETTER JOBS ONTARIO CLIENTS BY SOURCE OF INCOME, 2023-24 AND 2024-25

	2024-25			2023-24		
	Board	Region	Ontario	Board	Region	Ontario
Canada Pension Plan	0%	0%	0%	0%	0%	0%
Crown Ward	0%	0%	0%	0%	0%	0%
Dependent of EI	0%	0%	0%	0%	0%	0%
Dependent of OW/ODSP	---	---	1%	---	---	1%
Employed	---	6%	5%	---	7%	5%
Employment Insurance	49%	47%	31%	38%	41%	27%
No Source of Income	22%	24%	29%	22%	21%	34%
Ontario Disability Support Program	---	---	6%	---	10%	5%
Ontario Works	---	14%	21%	---	12%	18%
Other	---	0%	5%	---	7%	7%
Pension	0%	0%	0%	0%	0%	0%
Self Employed	0%	---	2%	---	---	2%
Unknown	0%	0%	1%	0%	0%	0%

"No source of income" refers to personal income, not household income.
"Other" includes "Crown Ward," "Dependant of OW/ODSP," "Employed," and "Self-Employed."

The data for the length of time out of employment had a very large proportion of clients with Unknown data. As a result, Table 62 is calculated based on known entries. Even so, with so many suppressed cells at the Board level, there are fewer observations to be made.

It does appear, unlike in past years, that more Better Jobs clients have been unemployed for a longer period of time (six months or more), often similar to the proportions present among EO clients (Table 62), and much higher than the proportions present among the unemployed.

TABLE 62: PERCENTAGE DISTRIBUTION BY LENGTH OF TIME OUT OF EMPLOYMENT FOR BETTER JOBS ONTARIO CLIENTS AND ES ASSISTED CLIENTS (2024-2025), AND UNEMPLOYED INDIVIDUALS, ONTARIO, 2024

	2024-25 BETTER JOBS			2024-25 ES CLIENTS			LFS
	Board	Region	Ontario	Board	Region	Ontario	ONTARIO
< 3 months	36%	36%	19%	38%	40%	30%	59%
3 – 6 months	---	19%	15%	13%	14%	17%	18%
6 – 12 months	---	23%	29%	14%	15%	22%	17%
> 12 months	---	22%	36%	35%	31%	32%	7%

Table 63 lists the top ten approved skills training programs under Better Jobs Ontario. There is a limited amount of data for the Algoma area because the total client numbers are small, with only one training program being identified, and the data for the rest being suppressed for being under 10 (there were 15 entries which were suppressed). This means that among 55 Better Jobs Ontario participants at the local level, 23 were enrolled in the Transport Truck Driver program, and the remaining 32 were enrolled across 15 other programs. The regional program itself was limited to five programs, which had 10 or more entries (there were 28 training programs with fewer than 10 enrolments). Thus, 192 Better Jobs Ontario participants were enrolled in one of the five programs listed in Table 63, while 55 participants were enrolled in the remaining 28 programs.

The Transport Truck Driver program is by far and away the largest for the province, so much so that it is larger than the enrolment numbers for the next eight largest programs combined and accounts for 31% of all enrollments (in 2023-24, it was 32%; in 2022-23: 30%; in 2022-23: 27%; in 2020-21: 29%).

TABLE 63: TOP 10 BETTER JOBS ONTARIO APPROVED SKILLS TRAINING PROGRAMS, 2024-2025

RANK	Board		Region		Ontario	
	Trade	**#**	**Trade**	**#**	**Trade**	**#**
1.	Transport Truck Drivers	23	Transport Truck Drivers	107	Transport Truck Drivers	1,281
2.			Underground production and development miners	40	Heavy Equipment Operators	340
3.			Welders and related machine operators	19	Home Support Workers, Housekeepers and Related Occupations	260
4.			Heavy Equipment Operators	15	Medical Administrative Assistants	143
5.			Administrative Officers	11	Social and Community Service Workers	140
6.					Accounting and related clerks	101
7.					Administrative Assistants	101
8.					Accounting technicians and bookkeepers	97
9.					Heating, refrigeration and air conditioning mechanics	97
10.					Welders and related machine operators	80

Better Jobs Ontario Outcomes at exit for the local and regional levels show a high proportion of Unemployed (40% to 43%), followed by 30% employed. Coming third is the proportion Unknown, 28% at the local level and 17% at the Region level. At the provincial level, 41% are Unknown, 33% are unemployed, and 19% are employed.

At 12 months, over half of the outcomes at the local and regional levels are employed, and at the provincial level, it is 35%. Next, at the local and provincial levels, around 40% of the outcomes are Unknown, and at the regional level, it is half. These outcomes are relatively similar to last year's.

TABLE 64: BETTER JOBS ONTARIO OUTCOMES AT EXIT AND AT 12 MONTHS, 2024-2025

	NUMBER			PERCENT		
	Board	Region	Ontario	Board	Region	Ontario
OUTCOME AT EXIT						
Employed	16	62	191	30%	30%	19%
Training/Edn	---	18	56	---	9%	6%
Other	0	0	12	0%	0%	1%
Unemployed	23	94	336	43%	45%	33%
Unknown	15	36	418	28%	17%	41%
TOTAL (Known values)	64	221	1,962	100%	100%	100%
OUTCOME AT 12 MONTHS						
Employed	30	116	483	55%	53%	35%
Training/Edn	0	---	25		0%	2%
Other	---	---	21		0%	2%
Unemployed	---	17	124		8%	9%
Unknown	25	86	720	46%	39%	52%
TOTAL (Known values)	55	219	1,373	100%	100%	100%

No entry (---) means the figure was smaller than 10, and to ensure confidentiality, the figure was suppressed.

APPRENTICESHIP

The number of new apprentice registrations for the last ten years is listed in Table 65. COVID clearly had an impact on the number of new registrations across all three areas in 2020-21. These numbers recovered somewhat in 2021-22, more so in 2022-23. Since then, the recovery has been up and down in Algoma, while in the Northern Region and Ontario, there has been a steady growth in the numbers.

TABLE 65: NUMBER OF NEW APPRENTICESHIP REGISTRATIONS, 2014-15 TO 2024-25

	Board	Region	Ontario
Number of New Registrations			
2024-2025	262	2,187	28,848
2023-2024	226	2,041	26,296
2022-2023	280	1,970	27,178
2021-2022	217	1,708	22,056
2020-2021	122	1,264	16,730
2019-2020	237	2,065	26,771
2018-2019	306	2,104	27,821
2017-2018	292	1,924	24,991
2016-2017	263	1,968	24,890
2015-2016	325	2,192	25,793
2014-2015	339	2,361	26,018

Table 66 shows several other figures in terms of their share of all provincial numbers for each category and how that share has compared over time. Over the last few years, new registrations in Algoma represented a smaller share of all registrations compared to 2018-19 and earlier, although it is still slightly higher than Algoma's share of Ontario’s population. The share of new registrations at the Northern Region level has been in the same range for many years, down from what it had been in 2025-16.

The number of active apprentices has been rising for several years, because new registrations have not increased all that much. This may indicate that a larger proportion of apprentices are continuing their apprenticeships as opposed to dropping out. The number of Certificates of Apprenticeships (CofAs) has also been rising at the Northern Region and provincial levels for the last several years, but in Algoma, the figure has stayed relatively steady, rising and falling within a narrow band.

TABLE 66: NEW REGISTRATIONS AND ACTIVE APPRENTICESHIPS

	Board	Region	Ontario
Number of New Registrations			
2024-2025	262	2,187	28,848
As % of Ontario: 2024-25	0.9%	7.6%	
As % of Ontario: 2023-24	0.9%	7.8%	
As % of Ontario: 2022-23	1.0%	7.2%	
As % of Ontario: 2021-22	1.0%	7.7%	
As % of Ontario: 2020-21	0.7%	7.6%	
As % of Ontario: 2019-20	0.9%	7.7%	
As % of Ontario: 2018-19	1.1%	7.6%	
As % of Ontario: 2017-18	1.2%	7.7%	
As % of Ontario: 2016-17	1.1%	7.9%	
As % of Ontario: 2015-16	1.3%	8.5%	
As % of Ontario: 2014-15	1.3%	9.1%	
Number of Active Apprentices			
2024-2025	1,056	8,090	105,396
2023-2024	1,000	7,302	95,343
2022-2023	951	6,736	89,482
2021-2022	844	6,298	84,937
2020-2021	750	5,819	78,733
2019-2020	779	5,462	73,924
2018-2019	765	5,254	71,279
2017-2018	762	5,639	69,576
As % of Ontario: 2024-25	1.0%	7.7%	
As % of Ontario: 2023-24	1.0%	7.7%	
As % of Ontario: 2022-23	1.1%	7.5%	
As % of Ontario: 2021-22	1.0%	7.4%	
As % of Ontario: 2020-21	1.0%	7.4%	
As % of Ontario: 2019-20	1.1%	7.4%	
As % of Ontario: 2018-19	1.1%	7.4%	
As % of Ontario: 2017-18	1.1%	8.1%	
As % of Ontario: 2016-17	1.1%	5.1%	
As % of Ontario: 2015-16	1.2%	8.4%	
As % of Ontario: 2014-15	1.1%	9.4%	
Number of CofAs Issued			
2024-2025	76	701	10,236
2023-2024	75	621	9,837
2022-2023	67	583	9,564
2021-2022	85	629	8,120
2020-2021	77	420	5,877
2019-2020	82	680	8,892
2018-2019	93	750	9,878
2017-2018	72	702	8,348
As % of Ontario: 2024-25	0.7%	6.8%	
As % of Ontario: 2023-24	0.8%	6.3%	
As % of Ontario: 2022-23	0.7%	6.1%	
As % of Ontario: 2021-22	1.0%	7.7%	

	Board	Region	Ontario
As % of Ontario: 2020-21	1.3%	7.1%	
As % of Ontario: 2019-20	0.9%	7.6%	
As % of Ontario: 2018-19	0.9%	7.6%	
As % of Ontario: 2017-18	0.9%	8.4%	
As % of Ontario: 2016-17	0.9%	5.1%	
Population			
As a percent of Ontario	0.8%	5.6%	100%

The following tables show more detailed demographic data for the Apprenticeship program. More than 95% of participants are youth (15-24 years old) or young adults (25-44 years old), across all three levels (Table 67). For the last two years, the proportion of youth aged 15-24 years old has increased in Algoma.

TABLE 67: DISTRIBUTION BY AGE OF APPRENTICESHIP

	2024-25			2023-24		
	Board	Region	Ontario	Board	Region	Ontario
15-24 years	59%	59%	54%	53%	56%	51%
25-44 years	37%	37%	42%	44%	41%	45%
45-64 years	4%	4%	4%	3%	3%	4%
over 65 years	0%	0%	0%	0%	---	0%

The distribution by gender (Table 68) is very heavily male-skewed. Across the local, regional, and provincial levels, 82% or more of apprentices have been male. Some trade categories do have a large majority of females, namely Child Development Practitioner, Developmental Services Worker and Educational Assistant. There are several other trades where females account for at least a third of the number, such as Painter and Decorator (Commercial and Residential), Cook and Horticultural Technician.

TABLE 68: DISTRIBUTION BY GENDER OF APPRENTICESHIP

	2024-25			2023-24		
	Board	Region	Ontario	Board	Region	Ontario
Females	17%	14%	14%	13%	14%	14%
Males	82%	83%	85%	86%	84%	85%
Other/not disclosed/trans	0%	---	---	---	2%	1%

No entry (---) means the figure was smaller than 10, and to ensure confidentiality, the figure was suppressed.

The distribution of clients by education at intake (Table 69) is dominated by those with a high school diploma, and the remainder largely lack a high school diploma.

TABLE 69: DISTRIBUTION BY EDUCATION AT INTAKE OF APPRENTICESHIP

	2024-25			2023-24		
	Board	Region	Ontario	Board	Region	Ontario
No certificate	---	---	24%	8%	16%	16%
High school	81%	68%	75%	89%	81%	83%
Apprenticeship	0%	0%	0%	0%	0%	0%
College	---	---	0%	0%	---	0%
University	0%	0%	---	0%	---	---
Other	---	---	0%	---	---	0%

No entry (---) means the figure was smaller than 10, and to ensure confidentiality, the figure was suppressed.
Totals do not always add up to 100% because some entries are suppressed when they are less than 10.

There is limited data for the distribution by designated group at the local level; there is only one category that has reported data: members of an Indigenous Group (the Francophone category had an entry, but it was under 10) (Table 70). The Region level had higher proportions of both Francophones and members of an Indigenous Group. Compared to data in other programs, the data in this program is incomplete. The proportions in Table 49 have not changed much over the past four years.

TABLE 70: DISTRIBUTION BY DESIGNATED GROUP OF APPRENTICESHIP

	APPRENTICESHIP		
	Board	Region	Ontario
Indigenous Group	13%	8%	2%
Deaf	0%	0%	0%
Deaf/Blind	0%	0%	0%
Francophone	---	16%	5%
Internationally Trained Professionals	0%	0%	0%
Newcomer	0%	---	0%
Person with Disability	---	1%	1%
Racialized	---	1%	3%

No entry (---) means the figure was smaller than 10, and to ensure confidentiality, the figure was suppressed.

Table 71 lists the top ten trades for new registrations for the local area, the region and the province. Algoma only had ten trades among new registrations that had 10 or more registrations, while there were 14 trades which had their numbers suppressed (under 10). Six trades are common to all three top ten lists, as follows:

- Automotive Service Technician
- Industrial Mechanic Millwright
- Truck and Coach Technician
- Electrician – Construction & Maintenance
- Hairstylist
- General Carpenter

TABLE 71: TOP 10 TRADES FOR NEW REGISTRATIONS, 2024-2025

	Board		Region		Ontario	
	Trade	#	Trade	#	Trade	#
1.	Automotive Service Technician	38	Electrician - Construction and Maintenance	321	Electrician - Construction and Maintenance	5415
2.	Industrial Mechanic Millwright	33	Automotive Service Technician	271	Automotive Service Technician	3756
3.	Truck and Coach Technician	29	General Carpenter	225	Plumber	2239
4.	Electrician - Construction and Maintenance	28	Truck and Coach Technician	220	Truck and Coach Technician	1894
5.	Metal Fabricator (Fitter)	23	Heavy Duty Equipment Technician	177	General Carpenter	1804
6.	Hairstylist	16	Industrial Mechanic Millwright	158	Hairstylist	1629
7.	Welder	14	Hairstylist	92	Industrial Mechanic Millwright	1607
8.	Industrial Electrician	13	Powerline Technician	91	Sheet Metal Worker	926
9.	Child Development Practitioner	13	Plumber	88	Refrigeration and Air Conditioning Systems Mechanic	856
10.	General Carpenter		Welder	76	Child Development Practitioner	732

CANADA ONTARIO JOB GRANT (COJG) – EMPLOYER

The employers that made use of the COJG are mostly smaller firms with less than 50 employees (Table 72). At all levels, firms with fewer than 50 employees make up 61% to 75% of all employer participants (last year, the range was 73% to 80%). The number of employers making use of COJG dropped significantly because of COVID (2020-21). Since then, in Algoma and in the Northern region, the number has stayed low (with a small uptick locally in 2023-24 and 2024-25); at the provincial level, there was a large increase in 2021-22 but it still fell short of the level present before COVID, and for the last three years, that number has dropped.

TABLE 72: CANADA ONTARIO JOB GRANT – EMPLOYERS, 2024-2025

	Board	Region	Ontario
# of employers, 2024-25	41	170	2,039
# of employers, 2023-24	35	194	2,347
# of employers, 2022-23	26	218	2,468
# of employers, 2021-22	29	198	2,837
# of employers, 2020-21	29	186	2,456
# of employers, 2019-20	57	312	3,952
Percent in Under 25 Stream	100%	100%	100%
Percent in Over 25 Stream	0%	0%	0%
Size (percent)			
<50	61%	76%	75%
50-160	---	15%	18%
151-300	---	---	3%
301-500	---	---	2%
501-1,500	---	---	3%
1,501-10,000	0%	---	---
>10,001	0%	0%	---

No entry (---) means the figure was smaller than 10, and to ensure confidentiality, the figure was suppressed.

In terms of the training providers, by far most is provided by private trainers, followed more distantly by registered private career colleges (Table 73). There is a limited amount of training provided by public community colleges. These proportions are much the same as they were in the previous four years.

TABLE 73: CANADA ONTARIO JOB GRANT – TRAINING PROVIDER TYPE, 2024-2025

	Board	Region	Ontario
Private Trainer	68%	61%	61%
Product Vendor	0%	---	1%
Public College	---	14%	7%
Registered Private Career College	---	18%	26%
School Board	0%	0%	0%
Union-Based Training Centre	0%	---	---
University	---	7%	5%
Unknown	0%	0%	---

No entry (---) means the figure was smaller than 10, and to ensure confidentiality, the figure was suppressed.

The outcomes at exit details show very positive assessments by employers, with at least 93% indicating an increase in trainee productivity and at least 93% affirming that the training met their workforce needs (Table 74).

TABLE 74: OUTCOME AT EXIT DETAIL, 2024-2025

	Board	Region	Ontario
Increase in trainee productivity	100%	93%	94%
Training met workforce needs	93%	98%	97%

CANADA ONTARIO JOB GRANT – PARTICIPANT

At the Region and provincial levels, the number of COJG participants has not recovered from the drop experienced when COVID struck (2020-21); the numbers for both areas have steadily declined from what they were in 2020-21 (Table 75). In Algoma, the number had also dropped, then stayed relatively steady, while in 2024-25 actually increased beyond what it had been in 2019-20. The local share of COJG participants compared to the provincial number is higher than it has ever been (2%, compared to an 0.8% share of the provincial population), whereas for the North, the participant share is equal to its share of the resident population (both at 5.6%).

TABLE 75: NUMBER OF COJG PARTICIPANTS, 2024-2025

	Board	Region	Ontario
COJG PARTICIPANTS			
Number, 2024-25	161	439	7,880
Number, 2023-24	97	444	8,706
Number, 2022-23	87	553	8,951
Number, 2021-22	81	516	10,767
Number, 2020-21	97	622	10,350
Number, 2019-20	138	827	14,073
Number, 2018-19	218	1,269	19,742
As % of Ontario, 2024-25	2.0%	5.6%	
As % of Ontario, 2023-24	1.1%	5.1%	
As % of Ontario, 2022-23	1.0%	6.2%	
As % of Ontario, 2021-22	0.8%	4.8%	
As % of Ontario, 2020-21	0.9%	6.0%	
As % of Ontario, 2019-20	1.0%	5.9%	
As % of Ontario, 2018-19	1.1%	6.4%	
2016 TOTAL ONTARIO POPULATION			
As % of Ontario	0.8%	5.6%	

As Table 76 shows, most of the clients (53% to 58%) are younger adults (25-44 years old). The second largest age group in all three areas are older adults (45-64 years old).

TABLE 76: DISTRIBUTION BY AGE OF COJG PARTICIPANTS, 2024-2025

	Board	Region	Ontario
15-24 years	16%	16%	11%
25-44 years	53%	57%	58%
45-64 years	29%	25%	29%
over 65 years	---	---	2%
Unknown	0%	---	---

No entry (---) means the figure was smaller than 10 and to ensure confidentiality, the figure was suppressed.

The distribution by gender of COJG participants is tilted towards males in all three areas, although in the previous two years, the majority of participants in Algoma had been females (Table 77).

TABLE 77: DISTRIBUTION BY GENDER OF COJG PARTICIPANTS, 2023-2024 AND 2024-25

	2023-24			2022-23		
	Board	Region	Ontario	Board	Region	Ontario
Females	34%	34%	41%	62%	44%	38%
Males	65%	65%	58%	37%	55%	61%
Other/not disclosed/trans	---	---	---	---	---	2%

No entry (---) means the figure was smaller than 10, and to ensure confidentiality, the figure was suppressed.

The educational attainment of COJG participants at all levels was heavily skewed towards those with a post-secondary certificate, especially college diplomas and university degrees (Table 78), as was the case last year.

TABLE 78: DISTRIBUTION BY EDUCATION AT INTAKE OF COJG PARTICIPANTS, 2024-2025

	Board	Region	Ontario
Less than Grade 9		0%	0%
Less than Grade 12		4%	2%
Completion of Secondary		30%	22%
Certificate of Apprenticeship		4%	5%
Certificate/Diploma		33%	29%
Applied/Associate/Bachelor		16%	27%
Postgraduate		5%	11%
Other (Some Apprenticeship/ College/University)		8%	2%
Unknown	---	4%	1%

No entry (---) means the figure was smaller than 10, and to ensure confidentiality, the figure was suppressed.

There are either too few clients or the information was not collected about designated groups at the local level for the COJG program (Table 79). At the local level, only two categories had more than 10 participants, namely members of an Indigenous Group (15%) and Internationally Trained Professionals (17%). At the Region and provincial levels, there are slightly more categories where numbers are present.

TABLE 79: DISTRIBUTION BY DESIGNATED GROUP OF COJG PARTICIPANTS, 2024-2025

	COJG		
	Board	Region	Ontario
Indigenous Group	15%	14%	2%
Deaf	0%	0%	0%
Deaf/Blind	0%	0%	0%
Francophone	---	9%	2%
Internationally Trained Professionals	17%	9%	10%
Newcomer	---	3%	3%
Person with Disability	---	3%	2%
Racialized	---	3%	5%

No entry (---) means the figure was smaller than 10, and to ensure confidentiality, the figure was suppressed.

The distribution by labour force attachment, as shown in Table 80, reveals the overwhelming proportion of clients who are employed, at least 81% across all three levels. This should not be surprising, as COJG has typically been relied upon to train incumbent workers, even though it can also be used for new hires. This proportion of the employed is not only consistent across the Board, Region, and province, but also across the distribution by source of income, where 89% or more indicate that their source of income is from employment (Table 81).

TABLE 80: DISTRIBUTION BY LABOUR FORCE ATTACHMENT OF COJG PARTICIPANTS, 2024-2025

	COJG		
	Board	Region	Ontario
Employed Full Time	81%	87%	92%
Employed Part-Time	8%	4%	4%
Full-Time Student	0%	---	---
Part-Time Student	0%	0%	---
Self Employed	0%	0%	0%
Under Employed	---	---	---
Unemployed	---	7%	3%
Unknown	---	---	0%

No entry (---) means the figure was smaller than 10, and to ensure confidentiality, the figure was suppressed.

TABLE 81: DISTRIBUTION BY SOURCE OF INCOME OF COJG PARTICIPANTS, 2024-2025

	COJG		
	Board	Region	Ontario
Canada Pension Plan	0%	0%	0%
Crown Ward	0%	---	---
Dependent of EI	0%	0%	0%
Dependent of OW/ODSP	0%	0%	---
Employed	94%	89%	94%
Employment Insurance	---	4%	1%
No Source of Income	0%	4%	3%
Ontario Disability Support Program	0%	---	---
Ontario Works	0%	---	0%
Other	---	---	1%
Pension	0%	0%	0%
Self Employed	0%	---	0%
Unknown	---	---	0%

No entry (---) means the figure was smaller than 10, and to ensure confidentiality, the figure was suppressed.

YOUTH JOB CONNECTION (YJC)

The tables in this section show the number of Youth Job Connection participants and their breakdown by age, gender, education, designated group and source of income. At the local level, after the number of participants had stayed in the same range for the previous three years, the figure declined; at the regional level, the figures had increased slightly, but this year also dropped; while at the provincial level, the numbers have been shrinking consistently (Table 61). The local and regional share of the total number of YJC participants has been increasing, but largely because of the decline in the number of participants in other parts of the province.

The figures for the Youth Job Connection Summer program are included as well (also Table 82); at all three levels, the numbers declined compared to previous years, while the local and regional share of participants increased, again, only because of the decline in the number of participants in other parts of the province.

TABLE 82: NUMBER OF YJC PARTICIPANTS, 2024-2025

	Board	Region	Ontario
YJC PARTICIPANTS			
Number, 2024-25	152	758	2,936
Number, 2023-24	253	1,159	5,936
Number, 2022-23	266	1,027	7,247
Number, 2021-22	242	867	7,097
Number, 2020-21	189	634	7,428
Number, 2019-20	284	1,249	12,063
Number, 2018-19	275	1,264	12,024
As % of Ontario, 2024-25	5.2%	25.8%	
As % of Ontario, 2023-24	4.3%	19.5%	
As % of Ontario, 2022-23	3.7%	14.2%	
As % of Ontario, 2021-22	3.4%	12.2%	
As % of Ontario, 2020-21	2.5%	8.5%	
As % of Ontario, 2019-20	2.4%	10.4%	
As % of Ontario, 2018-19	2.3%	10.5%	
YJC SUMMER PARTICIPANTS			
Number, 2024-25	63	485	1,494
Number, 2023-24	94	586	2,985
Number, 2022-23	92	576	3,934
Number, 2021-22	89	497	4,010
Number, 2020-21	84	495	4,815
As % of Ontario, 2024-25	4.2%	32.5%	
As % of Ontario, 2023-24	3.1%	19.6%	
As % of Ontario, 2022-23	2.3%	14.6%	
As % of Ontario, 2021-22	2.2%	12.4%	
As % of Ontario: 2020-21	1.7%	10.3%	
2016 TOTAL ONTARIO POPULATION			
As % of Ontario	0.8%	5.6%	

At the regional and provincial levels, at least seven out of ten of the clients are between the ages of 15 and 24, with most of the rest in the 25-44 years old bracket (one expects at the younger end of this age range). At the local level, there is more of a balance between these two age categories (Table 83). At the local level, there are slightly more females, and there are slightly more males (Table 84). These proportions by age and by gender are almost the same as they were in the previous years.

TABLE 83: DISTRIBUTION BY AGE OF YJC PARTICIPANTS, 2024-2025

	Board	Region	Ontario
15-24 years	50%	77%	74%
25-44 years	36%	20%	25%
45-64 years	---	3%	1%
over 65 years	0%	0%	0%

No entry (---) means the figure was smaller than 10, and to ensure confidentiality, the figure was suppressed.

TABLE 84: DISTRIBUTION BY GENDER OF YJC PARTICIPANTS, 2024-2025

	Board	Region	Ontario
Females	51%	45%	45%
Males	45%	51%	53%
Other/not disclosed/trans	---	3%	2%

No entry (---) means the figure was smaller than 10, and to ensure confidentiality, the figure was suppressed.

At all three levels, around half or more of participants have a high school diploma. At the Board and Region levels, there is also a high proportion with less than Grade 12, whereas that number is somewhat smaller at the provincial level, and instead, there is a higher share of those with a post-secondary certificate (Table 85).

TABLE 85: DISTRIBUTION BY EDUCATION AT INTAKE OF YJC PARTICIPANTS, 2024-2025

	Board	Region	Ontario
Less than Grade 9	---	4%	2%
Less than Grade 12	30%	38%	16%
Completion of Secondary	58%	49%	60%
Certificate of Apprenticeship	---	0%	0%
Certificate/Diploma	---	4%	7%
Applied/Associate/Bachelor	---	---	9%
Postgraduate	0%	---	1%
Other (Some Apprenticeship/ College/University)	---	3%	4%
Unknown	0%	---	---

No entry (---) means the figure was smaller than 10, and to ensure confidentiality, the figure was suppressed.

For the last three years, across the YJC program at the local level, there were very high proportions of persons from an Indigenous Group, racialized persons, and persons with a disability, as well as internationally trained professionals (Table 86). The proportion of persons from an Indigenous Group were also high at the regional level, as was the proportion of racialized persons at the provincial level, and both areas had higher proportions of persons with a disability. For most of these figures, the proportions were roughly of the same magnitude for several years. There clearly are participants who simultaneously belong to several of these designated groups.

TABLE 86: DISTRIBUTION BY DESIGNATED GROUP OF YJC PARTICIPANTS, 2024-2025

	YJC		
	Board	Region	Ontario
Indigenous Group	55%	38%	11%
Deaf	0%	0%	---
Deaf/Blind	0%	0%	0%
Francophone	---	10%	4%
Internationally Trained Professionals	13%	4%	6%
Newcomer	---	4%	19%
Person with Disability	45%	37%	20%
Racialized	47%	14%	45%

No entry (---) means the figure was smaller than 10, and to ensure confidentiality, the figure was suppressed.

By far the two largest sources of income for YJC participants are all levels with no source of income and OW recipients, which has been the same circumstance for the last several years (Table 87). The mix of these two sources has tended to vary in the same way as well; in Algoma, there are somewhat more OW recipients compared to those with no source of income, while at the regional and provincial levels, there is a much larger proportion who identify as having no source of income.

TABLE 87: DISTRIBUTION BY SOURCE OF INCOME OF YJC PARTICIPANTS, 2024-2025

	Board	Region	Ontario
Canada Pension Plan	0%	0%	0%
Crown Ward	---	2%	1%
Dependent of EI	0%	0%	---
Dependent of OW/ODSP	---	2%	3%
Employed	0%	0%	0%
Employment Insurance	0%	---	---
No Source of Income	36%	60%	73%
Ontario Disability Support Program	10%	8%	3%
Ontario Works	50%	24%	17%
Other	---	4%	3%
Pension	0%	0%	0%
Self Employed	0%	0%	0%
Unknown	0%	0%	0%

No entry (---) means the figure was smaller than 10, and to ensure confidentiality, the figure was suppressed.

The data for the Youth Job Connection Summer program is more limited, especially at the Board level. However, a few characteristics of the clients can be highlighted:

- Virtually all participants are 15-24 years old
- Males make up a slight majority of the participants
- Almost all participants in all areas have less than a Grade 12 education
- Around 90% have no source of income
- At the Board and Region levels, one-third are Indigenous persons; at the Region level, another one-fifth are persons with a disability; at the provincial level, almost two out of five are racialized persons

All these proportions have been relatively similar since 2022-23.

2025-2026 Community Consultations Insights and Themes

Through our 2025–2026 Community Consultation conversations, we heard consistent and clear messages from employers, community partners, and local leaders across the region. These discussions highlighted shared workforce challenges that cut across sectors and communities, as well as emerging opportunities to strengthen labour market participation, skills development, and retention. While local contexts differ, the themes outlined below reflect common pressures related to workforce availability, skills gaps, youth engagement, and the broader social and economic factors influencing how people access and experience work.

Talent Supply & Workforce Sustainability

- Employers are facing persistent labour shortages as the available talent pool continues to shrink.
- An aging workforce and limited youth replacement pose long-term risks to workforce sustainability.
- Retention challenges, absenteeism, and workforce reliability are impacting productivity and service delivery.

Skills Gaps & Training Access

- Skills mismatches are widening as employer needs outpace the qualifications of available workers.
- Limited access to training, certifications, and post-secondary programs remains a significant barrier, especially in rural communities.
- Employers need job-ready workers but often lack the capacity or incentives to invest in training and apprenticeships.

Youth Engagement & Labour Market Attachment

- Youth are increasingly disconnected from traditional entry-level pathways into the workforce.
- Declining volunteering and early work experience opportunities are weakening employability and career readiness.
- Balancing education, work expectations, and mental health is making labour market entry more complex for young people.

Mental Health & Workplace Well-Being

- Mental health challenges are affecting workforce participation, attendance, and performance across age groups.
- Managers and employers are increasingly impacted, highlighting the need for workplace-level supports and resources.
- Well-being and flexibility are becoming central to employee engagement and retention.

Job Quality, Wages & Employer Competitiveness

- Wage pressures from higher-paying industries are reshaping local labour markets and increasing competition for workers.
- Job quality— including benefits, flexibility, and work-life balance — is now as important as pay for many workers.
- Small businesses and municipalities face structural disadvantages in competing for talent.

Housing, Transportation & Essential Supports

- Housing shortages are directly limiting workforce attraction, mobility, and retention.
- Transportation and licensing barriers are preventing people from accessing available jobs.
- Childcare, health services, and other essential supports are critical enablers of labour force participation.

Future of Work & Technological Change

- Demand for digital, technical, and IT skills is growing across sectors.
- AI and automation are reshaping jobs, creating both uncertainty and opportunity.
- Flexible, remote, and hybrid work models are increasingly important attraction and retention tools.

List of participating organizations and employers

- Alamos Gold Inc
- Algoma District School Board - Literacy and Basic Skills program
- Canadian Mental Health Association
- City of Elliot Lake
- East Algoma Community Futures Development Corporation
- Elliot Lake and North Shore Corporation for Business Development (ELNOS)
- Employment Options Emploi (East Algoma)
- Heliene Inc.
- Huron North Community Economic Alliance
- Mamaweswen, The North Shore Tribal Council
- Ministry of Natural Resources
- Municipality of Wawa
- Regional Employment Help Center
- Sault College Employment Solutions
- Sault College Employment Solutions - Blind River
- Sault Community Career Centre
- Skills Ontario
- Sault Ste. Marie & Area Community Development Corporation
- Superior Children's Centre
- Superior East Community Futures Development Corporation
- The Claire Dimock Children’s Centre (CDCC)
- Thessalon First Nation
- Tim Hortons Elliot Lake
- Township of Dubreuilville
- Wawa Family Health Team

Action Plan

In an increasingly dynamic labour market, effective workforce development requires adaptability and a forward-looking approach. The Algoma Workforce Investment Corporation (AWIC) remains committed to working collaboratively with local partners to respond to evolving workforce challenges and opportunities across Algoma.

AWIC's action plan is guided by three strategic priorities:

- Evidence-based employer engagement and responsiveness
- Translating labour market data into practical, usable tools
- Strengthening workforce readiness, retention, and future capacity

The sections that follow outline progress on initiatives identified in the previous Labour Market Report and introduce new and emerging strategies that continue to shape AWIC's work in Algoma.

Priority One – Strengthening Connections

REGIONAL PRESENCE | IMPACT

AWIC actively engages communities across the Algoma region by convening and facilitating meetings that strengthen communication and collaboration on workforce development initiatives. These forums support the identification of local labour market needs, the exchange of insights, and the joint development of strategies to address workforce challenges. In addition to reinforcing established partnerships, AWIC continues to build new collaborations that support meaningful and sustained impact across the district.

AWIC SPONSORSHIP FUND

Through its annual Sponsorship Fund, AWIC supports non-profit organizations delivering initiatives that advance workforce development in Algoma. Funded activities include local economic development programs, career fairs, labour market research, employer outreach, and community awareness events. This targeted investment enables community partners to improve employment outcomes, strengthen employer–jobseeker connections, and address priority workforce needs across the region.

REGULAR COMMUNICATION CHANNELS

AWIC supports informed decision-making by maintaining regular communication with workforce stakeholders through multiple channels, including social media, publications, and data reports. These tools share timely labour market insights, highlight regional trends, and promote workforce-related initiatives. By prioritizing open communication and knowledge-sharing, AWIC ensures partners remain informed of evolving challenges and opportunities within Algoma's labour market.

Priority Two - Ensure the Algoma workforce meets the needs of our current and emerging workforce.

Proposed Actions 2026-2027

LOCAL LABOUR MARKET PLANNING REPORT (LLMP) 2026-2027

An annual comprehensive report will be published, analyzing the state of the local labour market in Algoma. This report will cover job vacancy trends, employment projections, skill shortages, demographic shifts, and key regional challenges. It will focus on initiatives relevant to the local business landscape, identifying gaps and workforce issues that impact students, employers, and the broader community.

2026/2027 NORTHEASTERN ONTARIO MUNICIPALITIES SURVEY

The four Northeastern Workforce Planning Boards propose to conduct a joint employer survey in 2026-2027 for the municipal sector. Outreach to municipal employers within our respective regions is a strength and a valuable contribution that the WPB bring to support our small, medium and large municipalities throughout the Northeast.

WORKFORCE INSIGHTS, DIGITAL READINESS & FUTURE OF WORK

This initiative provides employers with practical insights and tools to anticipate workforce needs, adapt to labour market change, and prepare for the future of work. It translates labour market data and emerging trends—such as digital skills, AI, and evolving work models—into actionable planning resources that address skills shortages, HR capacity gaps, succession planning, and digital modernization.

YOUTH CAREER PATHWAYS, WORK READINESS & WORKPLACE WELL-BEING

A youth-focused workforce development project that strengthens career pathway awareness, work readiness, and workplace well-being. It will deliver a rapid youth pulse survey (ages 15–29), short videos featuring successful local young adults, and a practical toolkit for schools, youth agencies, employment providers, and employers.

SKILLED TRADES & SERVICE/HOSPITALITY SECTOR FOCUS

A dual-sector work-readiness and career pathways initiative focused on Skilled Trades and the Service/Hospitality sector. The project will produce sector pathway guides and priority occupational profiles, supported by short resources and toolkits, and employer connection events.

Priority Three - Provide Relevant and Current Labour Market Information

LABOUR MARKET NEWSLETTER

A weekly summary of labour market–related news is shared, highlighting updates relevant to the Algoma region and across Canada. This distribution also promotes events and local workshops offered by partner organizations that support workforce development and community engagement.

CAREER TOOLS

AWIC's career tools deliver localized and regional labour market information (LMI) that helps individuals explore and better understand employment conditions in Algoma. Through timely reporting on labour supply and demand, these tools support informed job search decisions and provide insight into local employment trends. They are regularly shared at career fairs and information sessions, often in partnership with community organizations that benefit from access to this data and related resources.

ONLINE COMMUNITY CALENDAR

A centralized and regional calendar that promotes workforce development events, training opportunities, career fairs, and community initiatives across Algoma. The calendar helps improve awareness, coordination, and participation by providing stakeholders with timely information on local workforce-related activities.

Appendix

TABLE A1: UNEMPLOYMENT RATE, THREE-MONTH MOVING AVERAGE, NORTHEAST ONTARIO, REST OF ONTARIO, SAULT STE. MARIE AND ELLIOT LAKE, JANUARY 2024 TO DECEMBER 2025

Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec
2024											
NORTHEAST ONTARIO											
6.2%	6.7%	6.6%	5.9%	5.8%	5.4%	5.8%	6.2%	6.2%	6.2%	5.6%	5.6%
REST OF ONTARIO											
5.2%	5.6%	6.0%	6.0%	6.0%	5.9%	6.3%	6.6%	6.5%	6.2%	5.9%	5.9%
SAULT STE. MARIE											
4.7%	4.5%	5.2%	5.6%	6.9%	6.5%	5.8%	6.2%	7.3%	8.0%	7.1%	6.2%
ELLIOT LAKE											
11.4%	12.2%	12.8%	11.7%	13.3%	13.8%	13.2%	12.9%	11.0%	12.2%	12.0%	14.1%
2025											
NORTHEAST ONTARIO											
5.6%	5.1%	5.2%	5.3%	5.9%	5.9%	5.5%	6.1%	6.4%	6.5%	6.3%	6.5%
REST OF ONTARIO											
6.3%	6.4%	6.7%	6.8%	6.9%	6.9%	6.9%	7.3%	7.3%	7.1%	6.5%	6.6%
SAULT STE. MARIE											
5.3%	---	---	5.3%	8.5%	8.3%	6.9%	5.9%	6.6%	8.1%	8.7%	9.0%
ELLIOT LAKE											
13.6%	13.8%	14.6%	16.0%	15.3%	12.0%	8.3%	6.4%	7.1%	8.0%		

Because the Labour Force Survey data is cross-tabulated for many other variables, there is a minimum sample size to ensure that when the data is cross-tabulated, the smaller figure does not result in the ability to attribute responses to an individual. The Sault Ste. Marie's data for February and March 2025 fell below this threshold number.

Statistics Canada, Table 14-10-0459-01, Table 14-10-0462-01 and Table 14-10-0480-01; and AWIC custom data

TABLE A2: JOB VACANCY RATES, TORONTO REGION, REST OF ONTARIO AND NORTHEAST ONTARIO, Q1 2019 TO Q3 2025, UNADJUSTED FOR SEASONALITY

	Q1	Q2	Q3	Q4
2019				
Toronto Region	3.1%	3.2%	3.1%	3.0%
Rest of Ontario	3.0%	3.4%	3.2%	2.8%
Northeast Ontario	3.1%	4.0%	3.2%	2.7%
2020				
Toronto Region	2.8%	---	---	3.3%
Rest of Ontario	2.9%	---	---	3.5%
Northeast Ontario	3.0%	---	---	3.6%
2021				
Toronto Region	3.2%	4.0%	5.0%	5.1%
Rest of Ontario	3.3%	4.6%	5.6%	5.4%
Northeast Ontario	3.5%	4.7%	5.3%	5.3%
2022				
Toronto Region	5.1%	5.3%	5.0%	4.4%
Rest of Ontario	5.1%	6.1%	5.8%	4.9%
Northeast Ontario	5.5%	6.5%	6.1%	4.7%
2023				
Toronto Region	3.8%	3.8%	3.5%	3.0%
Rest of Ontario	4.3%	4.5%	4.0%	3.5%
Northeast Ontario	4.9%	5.2%	4.7%	4.0%
2024				
Toronto Region	3.0%	2.8%	2.7%	2.5%
Rest of Ontario	3.2%	3.3%	3.0%	2.6%
Northeast Ontario	3.5%	3.9%	3.6%	3.4%
2025				
Toronto Region	2.4%	2.5%	2.4%	
Rest of Ontario	2.6%	3.0%	2.9%	
Northeast Ontario	2.9%	4.2%	3.5%	

Statistics Canada, Table 14-10-0441-01

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