

Local Labour Market Planning Report

2020



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TABLE OF CONTENTS

Executive Summary	4
Background	5
About AWIC	5
Algoma's Labour Market	6
Canadian Business Counts – Labour Market Indicators	8
Introduction.....	8
Number Of Businesses, By Size Of Establishment And By Industry.....	8
Change In The Number Of Firms By Industry, June 2018 To June 2019	12
Labour Market Information	14
Labour Force Survey Data.....	14
Education And Occupational Skill Levels.....	17
Occupations With Older Workers	22
Update On AWIC Action Items	25

EXECUTIVE SUMMARY

Algoma's Labour Market is constantly changing and evolving. It is important to identify the trends which have an impact on our local labour markets and recognize how they will continue to affect Algoma's workforce.

The first half of this report provides an overview of Algoma's Labour Market including:

- A summary of employment by sector and occupations
- Canadian Business Count data for Algoma

We also take a deeper look at Algoma's 2016 Census data to uncover information about:

- Labour Force Survey Data
- Education and Occupational Skill Levels
- Occupations with Older Workers

The second half of the report offers usage patterns of Employment Ontario (EO) programs including:

- Employment Services
- Literacy and Basic Skills
- Second Career
- Trades and Apprenticeships
- Canadian Ontario Job Grant

This information provides insights into how these programs are reaching and serving people entering or re-entering the labour force.

Finally, you will find an update on AWIC's activities around the region.

BACKGROUND

Both qualitative and quantitative methodologies were used to produce this report. In addition to an analysis of the data provided by Employment Ontario it includes the results of our continuous data analysis and our monitoring of emerging and critical workforce issues. We collect information from a wide range of stakeholders and in a variety of ways, such as feedback from consultations, surveys, research reports, industry groups and associations.

Unless otherwise noted, the information and data found in this report is derived from both primary and secondary sources of data including:

- Statistics Canada's 2016 Census data;
- An analysis of Statistics Canada's Canadian Business Patterns data for June 2019, and comparisons to previous years;
- An analysis of data pertaining to clients of Employment Ontario services, for the fiscal year 2018-2019 and comparisons to the previous year, including observations arising from consultation with EO service providers;
- Labour Force Survey data;
- Taxfiler data;
- Vicinity Jobs tracking;
- Community Consultations.

The analysis of this data provides insights into changing employment patterns, trends relating to business establishments, and the characteristics and outcomes of individuals seeking employment services.

The purpose of this report is to provide an update on Algoma's labour market conditions, characteristics and trends. We hope that readers find the information relevant and applicable in the current context of our rapidly changing labour market. We are confident that this report will help service providers understand the usefulness and importance of the support they provide to Algoma's job seekers. Our Action Plan update illustrates how we engage with the issues identified through our research and consultations.

As with any report of this nature, the data included in the report represents a snapshot in time. Since the labour market in Algoma is always evolving, please use this report as guide to the overall trends that are impacting Algoma and visit awic.ca for the most up-to-date labour market research.

ABOUT AWIC

The Algoma Workforce Investment Corporation (AWIC) is Algoma's Workforce Planning Board. AWIC's goal is to provide access to easy-to-understand, quality assured Labour Market Information (LMI) for the Algoma region that allows individuals to make decisions about future careers, employers to plan and find talent and community stakeholders to inform policy and support local workforces.

Operating as part of the Local Boards Network of Ontario, AWIC is one of 26 Workforce Planning Boards that are funded by the Ministry of Labour, Training and

Skills Development (MLTSD). We thank our sponsor for their support in publishing this report and our community partners for their generous participation in the research.

This report was prepared by Tom Zizys, Labour Market Analyst and Jonathan Coulman, the Executive Director of the Algoma Workforce Investment Corporation (AWIC).

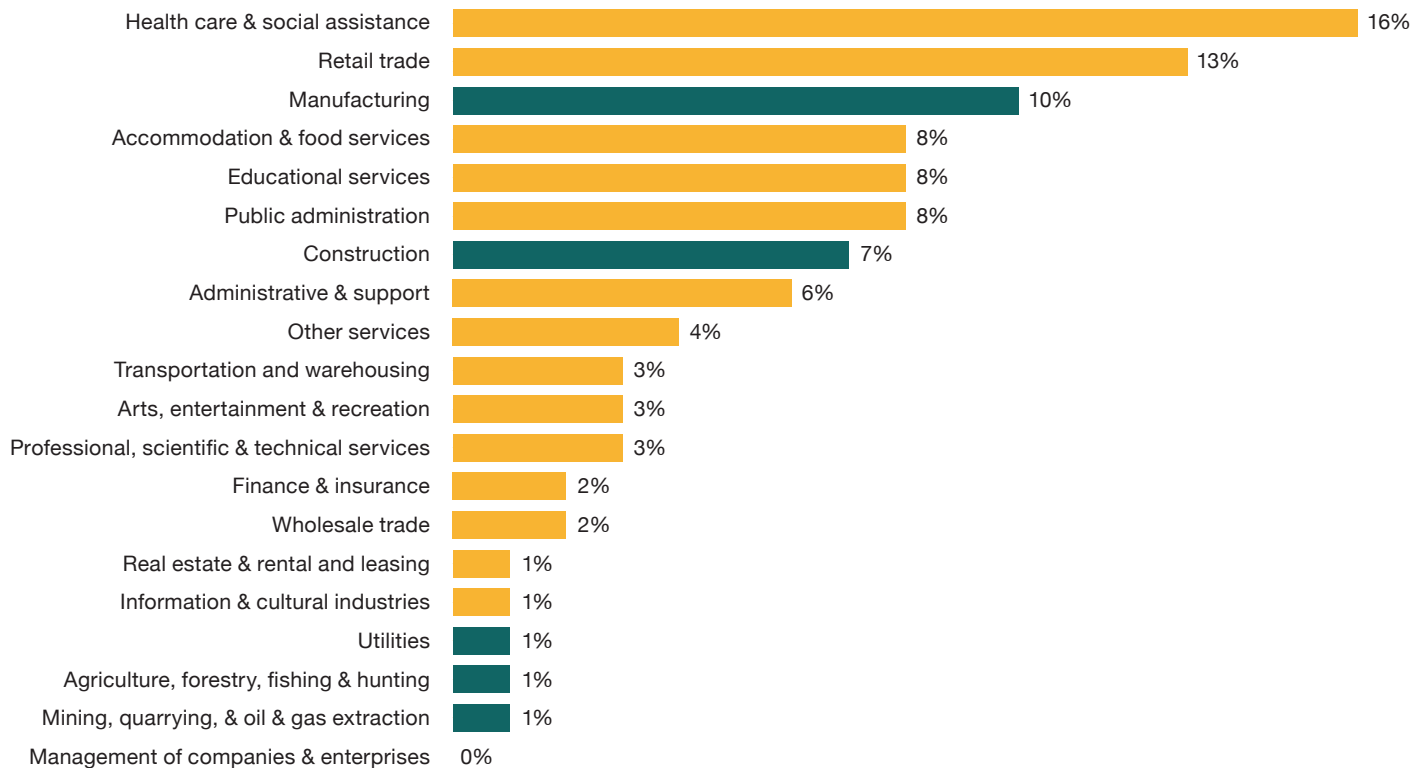
ALGOMA'S LABOUR MARKET

Employers are divided into broad types of sectors:

- Goods-Producing Sector – organizations that make things
- Services-Producing Sector – organizations that provide services

80% of jobs in Algoma are in the Services-Producing Sector – which includes Healthcare, Retail, Education and all levels of Government

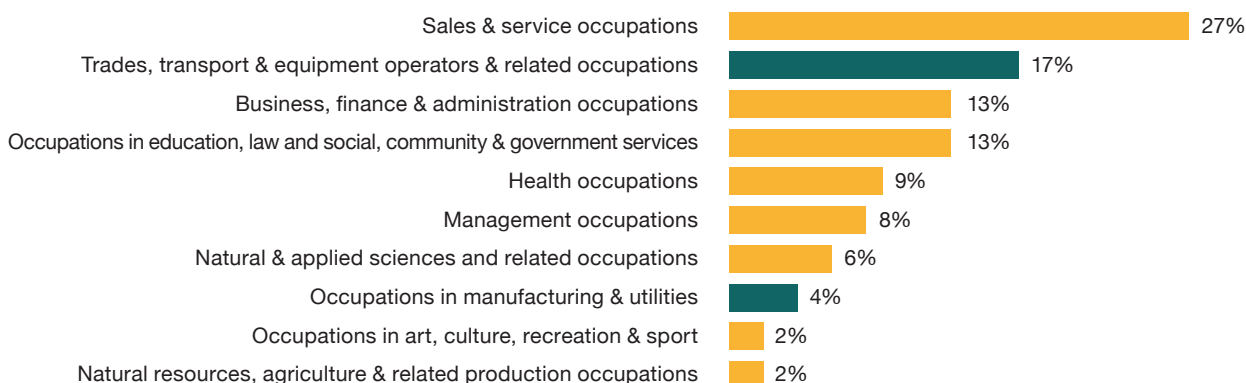
20% of jobs in Algoma are in the Goods-Producing Sector – which includes Manufacturing, Utilities and Construction



Statistics Canada 2016 Census

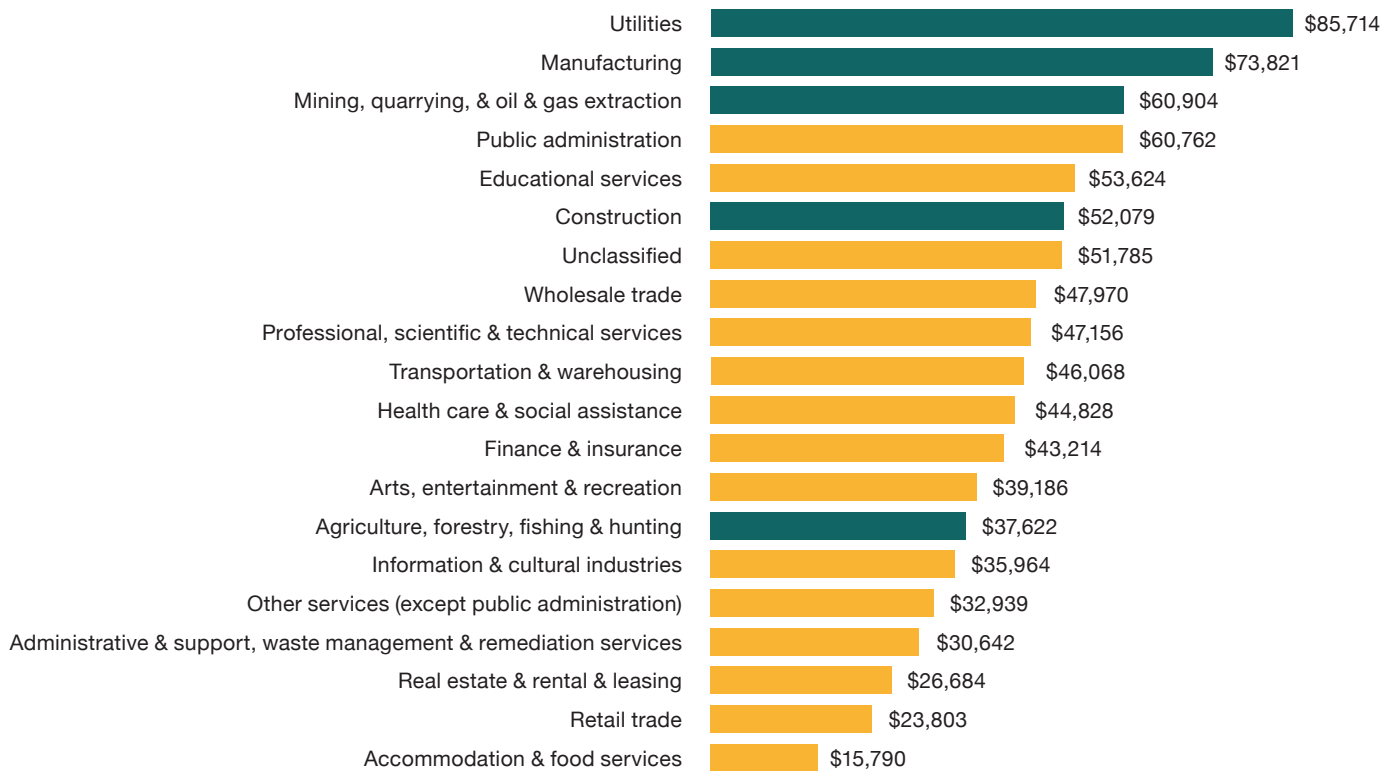
As you might expect, the ranking of Occupations (by job classification) follows the same trends as the Industry make up in Algoma.

Most people work in Sales and Service occupations, which are also the top occupations in the province.



Statistics Canada 2016 Census

The highest paying sectors are the Goods Producing Sectors. These sectors have occupations that generally require specialized skills and training in order to work in them.



Statistics Canada 2016 Census

CANADIAN BUSINESS COUNTS – LABOUR MARKET INDICATORS

INTRODUCTION

Statistics Canada maintains an on-going count of business establishments across the country, relying on administrative data (corporate income tax and GST files) and surveys of businesses. The information for this section comes from this data set, called Canadian Business Counts.

NUMBER OF BUSINESSES, BY SIZE OF ESTABLISHMENT & BY INDUSTRY

Table 1 provides the summary data for all businesses located in the District of Algoma for June 2019. 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; roughly 8% of the total counts in Algoma represent businesses that are unclassified, considerably lower than the provincial average of 12%. This simply means that for these businesses, Statistics Canada was unable to identify which industries these businesses belonged to.

The second-to-last column 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 largest number of classified businesses have their ranking numbers bolded.

The highlighted cells identify the three industries with the largest number of firms for each employee size category 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% and has been rounded down to 0%.

Table 1
Algoma Number of Businesses by Employee Size Range
June 2019

INDUSTRY SECTOR 2-DIGIT NAICS	NUMBER OF EMPLOYEES							TOTAL	%	RANK
	0	1-4	5-9	10-19	20-49	50-99	100+			
11 Agriculture	214	64	19	6	2	1	1	307	4	9
21 Mining	8	3	2	1	0	2	2	18	0	20
22 Utilities	16	3	2	5	4	0	3	33	1	19
23 Construction	340	176	87	41	33	6	2	685	10	3
31-33 Manufacturing	65	25	11	18	16	7	7	149	2	12
41 Wholesale Trade	63	26	21	24	10	2	1	147	2	13
44-45 Retail Trade	249	143	154	115	58	14	12	745	11	2
48-49 Transportation/Warehousing	175	39	13	16	17	4	2	266	4	10
51 Information & Cultural	23	21	20	3	7	1	0	75	1	15
52 Finance & Insurance	324	51	30	15	15	2	0	437	6	7
53 Real Estate, Rental, Leasing	1179	89	20	6	1	2	0	1297	19	1
54 Professional Scientific Tech	324	108	41	20	9	5	1	508	7	6
55 Management of Companies	47	5	2	0	1	0	0	55	1	16
56 Administrative Support	113	53	39	16	9	5	2	237	3	11
61 Educational Services	32	7	6	3	2	0	4	54	1	17
62 Health Care & Social Assist	329	169	50	44	42	7	17	658	10	4
71 Arts, Entertainment & Rec	76	27	13	10	5	2	2	135	2	14
72 Accommodation & Food	163	63	60	70	46	14	6	422	6	8
81 Other Services	339	203	65	33	13	4	1	658	10	4
91 Public Administration	3	3	6	4	19	4	6	45	1	18
CLASSIFIED BUSINESSES	4082	1278	661	450	309	82	69	6931		
Percentage of all classified & unclassified business	61	18	9	6	4	1	1	100		
Cumulative percentage	61	79	88	94	98	99	100			
Ontario percentage of classified & unclassified businesses	70%	17%	5%	4%	2%	1%	1%			

Statistics Canada, Canadian Business Counts, June 2019

Some observations:

- **Number of small firms:** Businesses are by far made up of small establishments. 61% of the classified and unclassified firms in Algoma have no employees,¹ and another 18% have 1-4 employees; Algoma has fewer solo establishments (61%) among its businesses compared to the Ontario average of 70% (the last row of the table);
- **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 18.7% of all firms (last year: 18.4%); the second largest, Retail Trade, represents 10.7% (last year: 11.1%); third, Construction, represents 9.9% (last year: 10.4%); and a tie for fourth, Health Care & Social Assistance 9.5% (same as last year) and Other Services (such as auto repair stores, hairdressers, nail salons and so on) also at 9.5% (last year: 9.3%); by way of context, the five largest industries by number of firms in Ontario are: Estate and Rental & Leasing (20%); Professional, Scientific and Technical Services (14%); Construction (10%); and then a near tie: Health Care & Social Assistance (7.0%) and Retail Trade (6.7%);

- **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, but also for Construction as well as Other Services). 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, three industries are prominent: Manufacturing; Health Care & Social Assistance; and Retail Trade.

Table 2 illustrates the distribution of establishments by locations with higher numbers of firms, together with the distribution by number of employees. Sault Ste. Marie accounts for almost two-thirds (64%) of all establishments in Algoma, followed at a distant second by Elliot Lake with 7%. Then a further four communities each have 4%.

The larger firms are even more concentrated in Sault Ste. Marie, with 78% of Algoma firms with 100 or more employees located there.

¹ 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.

Table 2
Distribution of Firms by Number of Employees by Select Locations
Algoma, June 2019

	NUMBER OF EMPLOYEES					TOTAL	PERCENT OF ALL FIRMS
	NONE	1-4	5-19	20-99	100+		
Algoma	4072	1254	1059	363	72	6820	1
Sault Ste. Marie	2616	747	701	249	56	4369	2
Elliot Lake	267	109	76	25	3	480	3
Blind River	176	60	45	12	3	296	2
Algoma, Unorganized, North	191	50	42	10	3	296	7
Huron Shores	165	64	24	15	1	269	1
Laird	188	45	28	6	0	267	12

Drilling down further:

As noted earlier, the large number of firms in the Real Estate and Rental & Leasing category is largely driven by establishments with no employees. If one ranked industries by the number of firms with employees, Real Estate and Rental & Leasing would stand in 8th place. This large number of solo operators includes 784 landlords of residential buildings and dwellings (80% of whom are located in Sault Ste. Marie), 150 landlords of non-residential buildings and dwellings (77% in Sault Ste. Marie) and 105 real estate agents (74% in Sault Ste. Marie).

The top ten for retail stores with employees in Algoma are:

- Convenience stores (30 stores)
- Pharmacies and drug stores (29)
- Beer, wine and liquor stores (25)
- All other miscellaneous general merchandise stores (variety and dollar stores, general stores, agricultural co-ops) (25)
- Supermarkets and other grocery (except convenience) stores (23)

- Gasoline stations with convenience stores (21)
- New car dealers (17)
- All other miscellaneous store retailers (except beer and wine-making supplies stores) (this remainder category covers everything from baby carriage stores to retailers selling burial monuments) (16)
- Home centres (building supplies) (12)
- All other health and personal care stores (assistive devices and disability aids) (12)
- Family clothing stores (12)

Establishments in the Construction sector are equally divided between firms with no employees and firms with employees, although in the case of those with employees, most of them have nine employees or less. In terms of percentages, 50% of Construction firms have no employees, another 38% have 1-9 employees, a further 11% have 10-49 employees and only 1% have 50 or more employees.

CHANGE IN THE NUMBER OF FIRMS BY INDUSTRY, JUNE 2018 TO JUNE 2019

Changes in the number of employers are experienced differently across the various industries. Table 3 highlights the changes in the number of firms by industry and by employee size between June 2018 and June 2019 for Algoma. The table also lists the total number of firms in each industry in June 2019, to provide a context. The colour-coding of the tables (green where there is an increase, orange where there is a decrease) helps to illustrate any pattern.

It should be noted that Statistics Canada discourages comparisons of this sort, on the grounds that their data collection and classification methods change. At the very least, these comparisons can provide the foundation for further inquiry, tested by local knowledge about changes in industries.

The most telling figure is the last row which totals the changes in the number of firms by employee size.

All size categories of firms increased, which clearly indicates an increase in net employment. Even though a large portion of the total increase can be attributed to firms with no employees, the fact remains that there were 65 more firms with employees in June 2019 compared to June 2018, with 17 of those firms having 20 or more employees.

By industry it is harder to estimate the impact on employment, trying to weigh the net result from losses in one size category and gains in another size category. However, there are several industries where one can be relatively certain of employment gains, namely: Construction; Finance & Insurance; Real Estate and Rental & Leasing; Health Care & Social Assistance; and Arts, Entertainment & Recreation. There is no industry with obvious net employment losses, except for Mining & Oil and Gas Extraction, but even here, based on the numbers, any loss would be minimal.

Table 3**Algoma, Change in the Number Of Employers, by Industry & by Firm Size,
June 2018 To June 2019**

INDUSTRY	FIRM SIZE (NUMBER OF EMPLOYEES)					TOTAL NUMBER OF FIRMS JUNE -19
	0	1-19	20-99	100+	TOTAL	
Agriculture, forestry, fishing & farming	2	4	-2	1	5	307
Mining and oil and gas extraction	-1	-1	0	0	-2	18
Utilities	-6	4	0	-1	-3	33
Construction	-27	7	3	0	-17	685
Manufacturing	-1	-3	3	1	0	149
Wholesale trade	0	-3	-1	1	-3	147
Retail trade	-8	2	-3	2	-7	745
Transportation and warehousing	7	-4	2	-1	4	266
Information & cultural industries	0	5	2	0	7	75
Finance & insurance	22	12	1	-1	34	437
Real estate & rental & leasing	32	19	0	0	51	1297
Professional, scientific & technical services	12	-10	0	1	3	508
Management of companies & enterprises	8	1	0	0	9	55
Administrative & support	20	-1	2	0	21	237
Educational services	0	2	0	0	2	54
Health care & social assistance	-1	10	1	4	14	658
Arts, entertainment & recreation	0	6	1	0	7	135
Accommodation & food services	10	-4	2	-1	7	422
Other services	25	6	-3	0	28	658
Public administration	1	-4	3	0	0	45
TOTAL	95	48	11	6	160	6931

Statistics Canada, Canadian Business Counts, June 2018 & June 2019

LABOUR MARKET INFORMATION

As part of each year's Local Labour Market Plan, labour market data is analyzed to provide deeper insights into local labour market dynamics. As in the last few years, this year's labour market analysis relies on data from the 2016 Census. While the data may be several years old, the percentage proportions of the various categories generally do not change very dramatically, so that the comparisons by different population categories still have relevance.

LABOUR FORCE SURVEY DATA

When most people think of labour market data, the first indicator that usually comes to mind is the unemployment rate. It is a useful barometer because it allows us to measure whether our local economy is able to generate enough jobs for all those residents who wish to work.

However, there are two other indicators which also provide a useful insight into our local labour market:

- The participation rate: The participation rate measures how many residents aged 15 years and older are in the labour force, meaning they are either employed or else looking for work; a lower participation rate may be the result of several possible reasons: there may be more residents under the age of 15 years old, it may mean that there is an older population, many of whom have retired, and/or it may mean that residents who otherwise would wish to work have given up seeking employment because they are having a hard time finding employment;
- The employment rate: The employment rate measures the proportion of residents aged 15 years or older who are working, regardless of whether they are in the labour force or not; its relevance is that it provides a sense of those not working, either because they are unemployed or because they are not participating in the labour force.

With these definitions we can understand what the unemployment rate measures and as importantly what it does not measure: the unemployment rate only reflects those residents who do not have a job but are actively looking for work. The unemployment rate does not include those residents who are not in the labour force, including those who would wish to work but have given up looking for work or who are not looking for work for other reasons.

In Canada, we measure these statistics that a monthly survey called the Labour Force Survey, administered by Statistics Canada. Being a survey means that a sample of the population is being questioned and the answers are applied to the population as a whole. In Canada, this sample size is approximately 56,000, of whom around 15,000 would be residents of Ontario. Every month, one-sixth of the sample is replaced by new respondents, so that there is both continuity in the sample but also a change in who is being surveyed.

While 56,000 respondents represent a large sample size, one can see how that figure drops quickly once we get to the provincial level. What this means is that for smaller geographic areas, the sample becomes very small and often unreliable as a reflection of the local population, especially if one measures changes from month-to-month. Statistics Canada does produce 3-month rolling averages for smaller geographies, such as for Sault Ste. Marie. There is also Labour Force Survey data which is available for Northeast Ontario (Nipissing, Parry Sound, Manitoulin, Sudbury, Greater Sudbury, Timiskaming, Cochrane and Algoma).

While Sault Ste. Marie accounts for roughly two-thirds of the labour force of Algoma, it would not exactly represent what is happening across Algoma in terms of labour market dynamics. To illustrate this point, Table 1 compares some of the labour force statistics from the 2016 Census, comparing the figures for Sault Ste. Marie and the rest of Algoma. While the figures are from 2016, their relevance has to do with the differences that are evident between these two parts of Algoma.

Table 1
Algoma, Change In The Number Of Employers,
By Industry And By Firm Size, June 2018 To June 2019

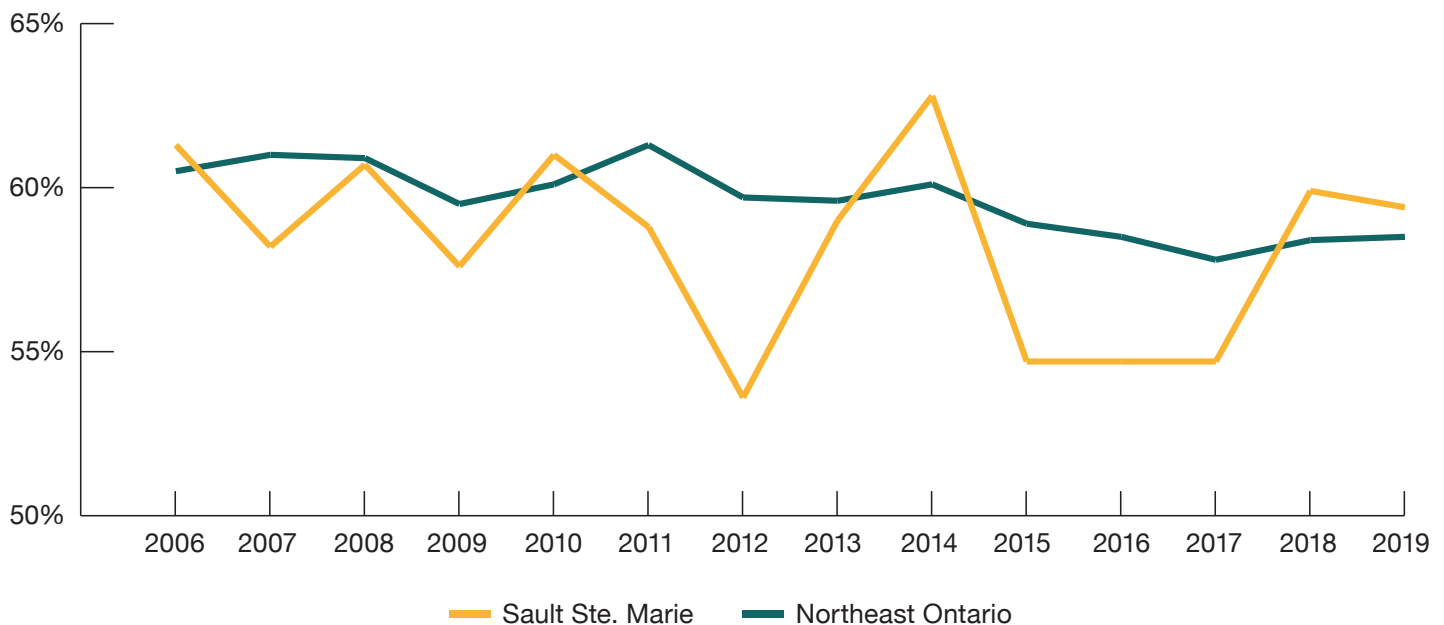
	SAULT STE. MARIE	REST OF ALGOMA
Participation rate	57.4%	50.1%
Unemployment rate	10.3%	10.8%
Employment rate	51.5%	44.7%

Statistics Canada, 2016 Census

Clearly, there is a significant difference between the participation rates for these two areas, as well as smaller difference in the unemployment rates. One would have such differences in mind when considering how data for Sault Ste. Marie might apply to the rest of Algoma.

With these cautions in mind, Chart 1 presents the participation rate for Sault Ste. Marie and Northeast Ontario for 2006 to 2019.

Chart 1: Participation rate, Sault Ste. Marie and Northeast Ontario, 2006-2019



Statistics Canada, Labour Force Survey

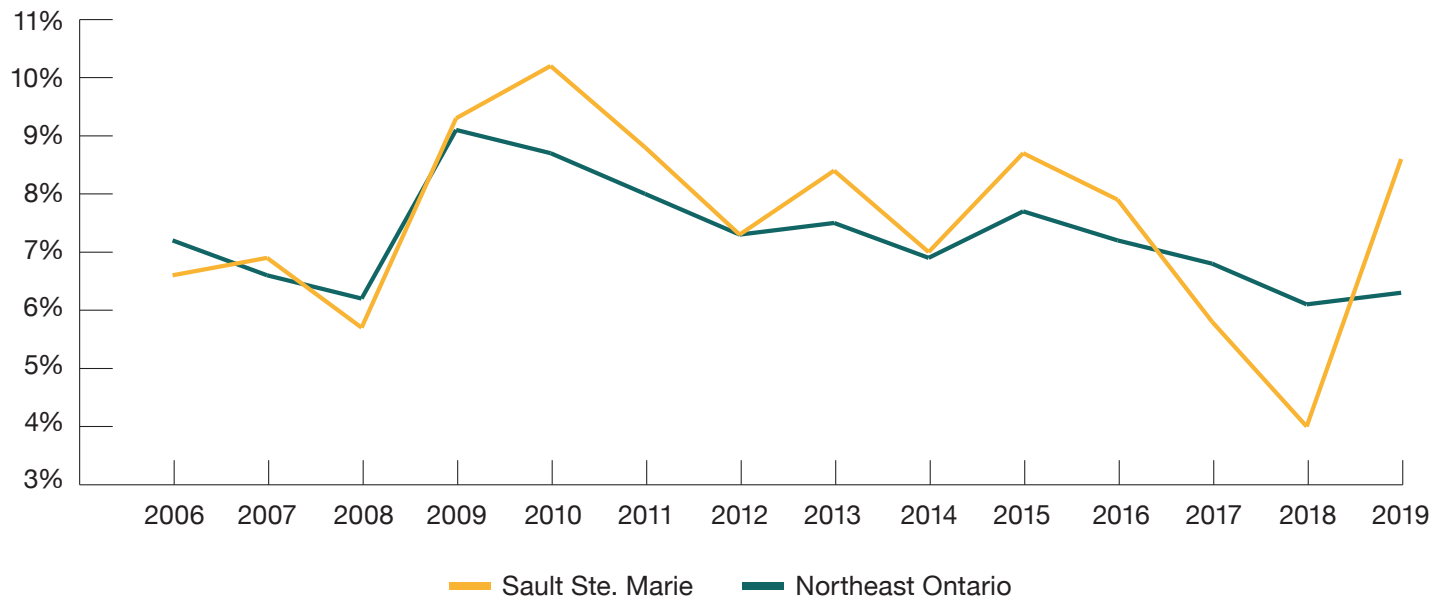
Sault Ste. Marie calculations based on an average of the 3-month moving average over 12 months

The first thing to note is the far greater volatility in the data for Sault Ste. Marie as compared to Northeast Ontario. This is more likely as a result of a smaller sample size, which can lead to greater variability in the results, depending on who is part of the sample. The larger the sample size, the more likely the sample is representative of the entire population and the less likelihood that there is variability due to changes in the sample.

That being said, it would appear that on average, the participation rate is slightly below that for Northeast Ontario over this time frame.

Chart 2 presents the trends in the unemployment rate for Sault Ste. Marie and Northeast Ontario over this same time frame.

Chart 2: Unemployment rate, Sault Ste. Marie and Northeast Ontario, 2006-2019



Statistics Canada, Labour Force Survey

Sault Ste. Marie calculations based on an average of the 3-month moving average over 12 months

Several things to note:

- From 2007 to 2009, the unemployment rates for the two areas were very similar;
- From 2010 to 2016, the unemployment rate for Sault Ste. Marie was often slightly higher than that for Northeast Ontario and in both areas the unemployment rate was on a downward trend;
- In 2017 and 2018, Sault Ste. Marie's unemployment rate dropped below that for Northeast Ontario;
- In 2019, Sault Ste. Marie's unemployment rate shot up while that for Northeast Ontario increased only very slightly.

The closure of a major retail store and two call centres had a significant impact on Sault Ste. Marie's unemployment figures.

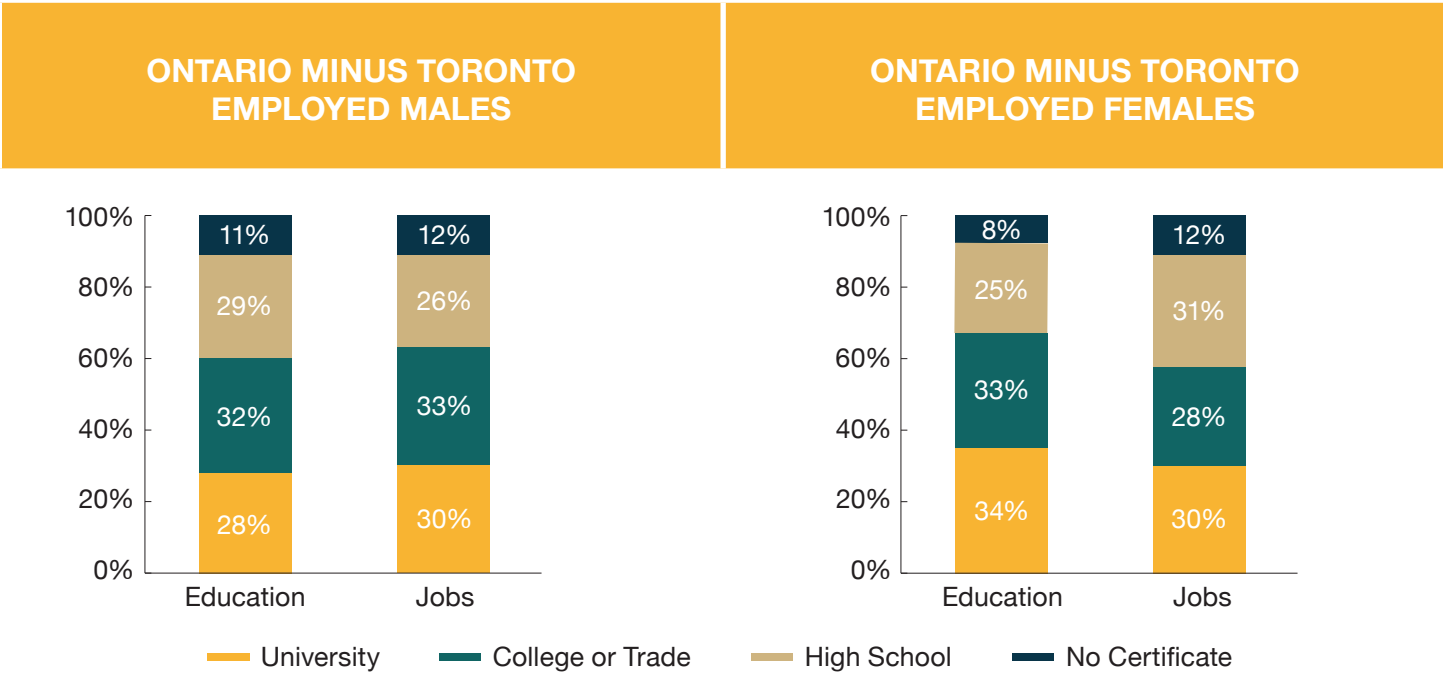
EDUCATION AND OCCUPATIONAL SKILL LEVELS

Over the last decades, far more emphasis has been placed on the acquisition of educational credentials, as Ontario's youth have been encouraged to stay in school longer in order to secure a post-secondary degree. As the educational attainment of our labour force has increased, how is that reflected in the educational requirements of the jobs they are employed in?

In order to provide a context for the Algoma analysis, the first chart provides the data for Ontario minus Toronto. Toronto is removed from this comparison because it

represents a labour market very distinct from the rest of the province, with much more university graduates among its labour force and many more jobs requiring a university degree based in Toronto. Chart 3 compares the education achieved by employed residents in Ontario minus Toronto and the education typically required for the job they are employed in, for males and females.

Chart 3: Educational attainment of employed residents & educational requirements of the occupation they are employed in, males & females, Ontario, 2016



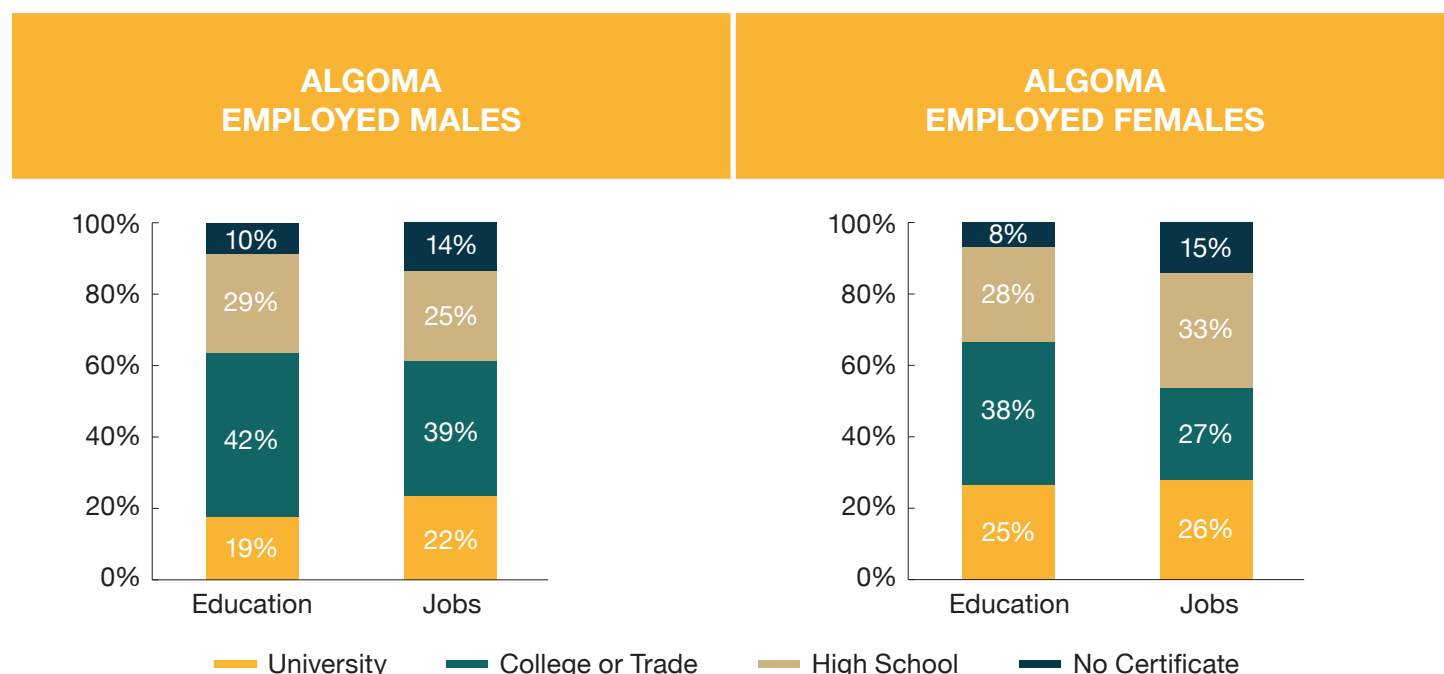
Statistics Canada, 2016 Census

Some observations regarding Chart 3:

- Males in this part of Ontario experience a general alignment between their levels of education and the jobs they are employed in, if anything doing slightly better, with 60% having an educational attainment of a trades certificate, college diploma or university degree (32% + 28% on the chart), while 63% of the jobs they occupy require that level of education (33% + 30%);
- Females, on the other hand, have higher levels of educational attainment (especially in terms of university degrees), yet they do not occupy jobs which require that level of education at the same rate that males do or that is commensurate with their education; thus, 67% have a post-secondary education (33% + 34%), yet only 58% of their jobs require that level of education.

Chart 4 provides the same figures for Algoma.

Chart 4: Educational attainment of employed residents and educational requirements of the occupation they are employed in, males and females, Algoma, 2016



Statistics Canada, 2016 Census

Some further observations:

- Compared to Ontario minus Toronto, Algoma has considerably lower proportions of residents who hold a university degree and considerably higher proportions of residents who hold a trades certificate or college diploma;
 - For Algoma employed males, there is a rough equivalence between their levels of education and the educational requirements of the jobs they work in; 61% have a post-secondary education and 61% work in jobs that require a post-secondary education;
 - Like their counterparts in the rest of the province, females in Algoma often end up in jobs whose educational requirements are below their levels of education attainment; 36% of employed Algoma females have a high school diploma or no certificate, yet almost half (48%) work in jobs that require not more than a high school diploma.
- These results can partly be explained by focusing in on specific occupational categories and exploring the distribution of workers by gender and by educational attainment. Three broad categories will be investigated:
- All management occupations (NOC Code 0)
 - All management occupations are considered to be jobs which typically require a university degree
 - All industrial, electrical and construction trades (NOC 72) and maintenance and equipment operation trades (NOC 73)
 - All of these trades' occupations (e.g. machinists, carpenters, and auto service technicians) are considered to be jobs which typically require a trade's certificate or a college diploma
 - All sales support occupations (NOC 66) and service support and other service occupations (NOC 67)
 - These entry-level service occupations (e.g. cashiers, food counter attendants, light duty cleaners) are considered to be jobs which require no educational certificate
 - All occupation in health (NOC 3) and in education, law and social, community and government services (NOC 4)
 - These broad occupational categories include a range of occupations, including personal support workers and home childcare providers, however, a large majority of these jobs (approximately 80%) require a university degree

These categorizations, developed for broad statistical purposes, do not always reflect the actual education attainment of individuals who get hired for these occupations. For example, a retail store assistant manager is considered a management occupation, yet many individuals are employed in such jobs without having need of a university degree. Carpenters are considered a voluntary trade and it is common for someone working in this field to only have a high school diploma, not a trade certificate. Someone working as a food counter attendant may not need a high school diploma but nevertheless may possess a college diploma or university degree.

These occupations employ males and females in different proportions, and the combination of the actual education levels of these employees and the different gender mix produces the kind of results displayed in Charts 3 and 4. The following four tables illustrate this point for the four highlighted occupational categories, for males and females, in Ontario minus Toronto and in Algoma.

Table 2
Distribution of management occupations by gender and educational attainment, Ontario minus Toronto and Algoma, 2016

ALL MANAGEMENT OCCUPATIONS						
	SHARE OF ALL EMPLOYEES FOR THAT GENDER	DISTRIBUTION OF OCCUPATION BY GENDER	DISTRIBUTION BY EDUCATIONAL ATTAINMENT			
			NO CERTIFICATE	HIGH SCHOOL	COLLEGE OR TRADES	UNIVERSITY
ONTARIO MINUS TORONTO						
Males	14%	62%	8%	25%	30%	38%
Females	9%	38%	5%	24%	29%	42%
ALGOMA						
Males	11%	59%	8%	27%	38%	27%
Females	7%	41%	6%	30%	31%	33%

Statistics Canada, 2016 Census

In the case of management occupations (Table 2), Algoma has a notably lower proportion of residents employed in this category, whereas the male-female split is roughly 60-40 in favour of males. In Ontario minus Toronto, 38%-42% of residents working in these occupations possess a university degree, while in Algoma it is a considerably lower 27%-33%. On the

other hand, 35%-36% of Algoma managers have a high school diploma or no certificate, working in jobs which technically are classified as requiring a university degree. As a result, especially for males, this makes their labour market outcomes appear better than their educational attainment levels might predict.

Table 3**Distribution of trades occupations by gender and educational attainment, Ontario minus Toronto and Algoma, 2016**

ALL TRADE OCCUPATIONS						
SHARE OF ALL EMPLOYEES FOR THAT GENDER		DISTRIBUTION OF OCCUPATION BY GENDER	DISTRIBUTION BY EDUCATIONAL ATTAINMENT			
			NO CERTIFICATE	HIGH SCHOOL	COLLEGE OR TRADES	UNIVERSITY
ONTARIO MINUS TORONTO						
Males	14%	96%	11%	23%	61%	5%
Females	1%	4%	12%	37%	39%	12%
ALGOMA						
Males	19%	98%	6%	22%	68%	4%
Females	1%	2%	0%	41%	46%	14%

Statistics Canada, 2016 Census

Table 3 highlights trades occupations. Trades occupations are predominately male, occupying 96%-98% of these jobs. In Ontario minus Toronto, these jobs account for 14% of all employed males while in Algoma the figure is even higher, at 19%, while just a sliver of female employment at 1% in both areas. While the majority of the male workforce has a trades certificate or a college diploma, a considerable minority, 34% in Ontario minus Toronto and 28% in Algoma, have a high

school diploma or less. Once again, as in the case of the management occupations, males with lower educational attainment benefit from being employed in much larger numbers in jobs that are designated as trades or college-level occupations, thus boosting their overall labour market outcomes. While females also benefit in the same way, their participation in these occupations is at a very small proportion, and so this hardly has an impact on the overall Algoma labour market outcomes.

Table 4**Distribution of sales and service support occupations by gender and educational attainment, Ontario minus Toronto and Algoma 2016**

ALL SALES AND SERVICE OCCUPATIONS						
	SHARE OF ALL EMPLOYEES FOR THAT GENDER	DISTRIBUTION OF OCCUPATION BY GENDER	DISTRIBUTION BY EDUCATIONAL ATTAINMENT			
			NO CERTIFICATE	HIGH SCHOOL	COLLEGE OR TRADES	UNIVERSITY
ONTARIO MINUS TORONTO						
Males	7%	42%	28%	45%	20%	8%
Females	10%	58%	27%	44%	20%	9%
ALGOMA						
Males	8%	41%	27%	45%	23%	5%
Females	14%	63%	27%	48%	21%	4%

Statistics Canada, 2016 Census

In the case of sales and service support occupations, the dynamic witnessed with management and trades occupations works in a different direction (Table 4). Females make up 58% of these occupations in Ontario minus Toronto and 63% of these jobs in Algoma. Whereas in Ontario minus Toronto 10% of all employed females work in these entry-level jobs, in Algoma the figure is 14%. While these jobs are classified as not requiring any level of education attainment, more than two-thirds of all employees in these jobs have at least a high school diploma and a quarter or more have completed post-secondary education. With more females working in these jobs, the consequence is that the overall result for females registers lower labour market outcomes in terms of the educational attainment designation of their occupation compared to their actual educational attainment, and this is especially pronounced for Algoma, with the higher concentration of females in these jobs.

Table 5 illustrates the results for all occupations in health, education, law and social, community and government services. The share of the labour force employed in these occupations is greater in Algoma than the rest of the province and a large part of that workforce represents females. Roughly 73%-75% of jobs in these occupations are filled by females, and in Algoma, a third (34%) of the female labour force work in these jobs, compared to 28% of the female workforce in Ontario minus Toronto. In Algoma, 78% of all jobs in this wide category require a university degree. As one can see, only 42% of Algoma females working in these occupations have a university degree. Given the considerable proportion of Algoma females who work in these occupations, one can assume that a portion are working in those jobs which typically require a university degree without having obtained that level of education. This may account for why in Chart 4 a slightly higher proportion of Algoma females work in jobs that require a university degree (26%) than possess a university degree (25%), whereas in Ontario minus Toronto, 34% of employed female residents have a university degree yet only 30% work in jobs that require a university degree.

Table 5

Distribution of health, education, law and social, community and government services occupations by gender and educational attainment, Ontario minus Toronto and Algoma 2016

HEALTH, EDUCATION, LAW AND SOCIAL, COMMUNITY AND GOVERNMENT SERVICES OCCUPATIONS						
SHARE OF ALL EMPLOYEES FOR THAT GENDER		DISTRIBUTION OF OCCUPATION BY GENDER	DISTRIBUTION BY EDUCATIONAL ATTAINMENT			
			NO CERTIFICATE	HIGH SCHOOL	COLLEGE OR TRADES	UNIVERSITY
ONTARIO MINUS TORONTO						
Males	10%	27%	1%	11%	24%	64%
Females	28%	73%	2%	8%	38%	52%
ALGOMA						
Males	11%	25%	1%	7%	32%	60%
Females	34%	75%	2%	10%	45%	42%

Statistics Canada, 2016 Census

OCCUPATIONS WITH OLDER WORKERS

It is well-known that the Canadian population is aging and that the onset of retirement for the baby-boom generation is posing a skills gap in certain occupations. Table 6 illustrates the percentage distribution of all

employed workers for three age categories over 55 years old, for each of Algoma, Ontario minus Toronto and Toronto.

Table 6

Profile of employed residents aged 55 years and older, Algoma, Ontario minus Toronto and Toronto, 2016

	55-59 YEARS OLD	60-64 YEARS OLD	65 OR MORE YEARS OLD	TOTAL 55 OR MORE YEARS OLD
Algoma	12.9%	7.7%	5.1%	25.7%
Ontario Minus Toronto	10.8%	6.7%	4.6%	22.1%
Toronto	9.3	6.2%	4.4%	19.9%

Statistics Canada, 2016 Census

The relevance of separating Toronto from the rest of Ontario is also evident when examining worker age profiles. Overall, 19.9% of Toronto's employed workers are 55 years or older, rather less than the 22.1% for the rest of Ontario. This highlights how Algoma's percentage is considerably higher, at 25.7%.

Table 7 profiles those occupations in Algoma which have a higher proportion of workers aged 55 years or older (at least 35%). The list is limited to those occupations with at least 100 employees, to ensure there was a sufficient sample size to provide a reliable calculation for the age ranges.

Table 6
Occupations which have a higher percentage of older workers, Algoma, 2016

OCCUPATION	ALGOMA			ONTARIO MINUS TORONTO
	NUMBER EMPLOYED	NUMBER OVER 55 YEARS OLD	PERCENT OVER 55 YEARS OLD	PERCENT OVER 55 YEARS OLD
00 Senior management occupations	295	115	39.0%	38.5%
07-09 Middle management occupations in trades, transportation, production, utilities	915	360	39.3%	34.5%
4413 Elementary and secondary school teacher assistants	580	215	37.1%	23.4%
6733 Janitors, caretakers and building superintendents	880	325	36.9%	36.3%
730 Contractors and supervisors, maintenance trades and heavy equipment and transport operators	225	125	49.0%	25.2%
7311 Construction millwrights and industrial mechanics	530	260	49.1%	30.6%
7511 Transport truck drivers	730	265	36.3%	32.3%
7512 Bus drivers, subway operators and other transit operators	340	175	51.5%	46.3%
7521 Heavy equipment operators (except crane)	480	170	35.4%	25.0%

Statistics Canada, 2016 Census

For a number of occupations, the percentage of Algoma workers over 55 years old was very similar to the figure for Ontario minus Toronto. For certain occupations, one could expect an older age profile, none more so than senior management occupations. It is noteworthy, however, that middle management positions had the same proportion of older workers.

Other occupations where the percentage of older workers was more or less the same between Algoma and Ontario minus Toronto:

- Janitors, caretakers and building superintendents
- Transport truck drivers
- Bus drivers, subway operators and other transit operators

It is striking that in the case of several occupations, the proportion of older workers was much more pronounced in Algoma:

- Elementary and secondary school teacher assistants (Algoma: 37%; Ontario minus Toronto: 23%);
- Contractors and supervisors, maintenance trades and heavy equipment and transport operators (Algoma: 49%; Ontario minus Toronto: 25%);
- 7311 Construction millwrights and industrial mechanics (Algoma: 49%; Ontario minus Toronto: 31%);
- Heavy equipment operators (except crane) (Algoma: 35%; Ontario minus Toronto: 25%).

There were also a few occupations where the proportion of those aged 65 years or older was particularly high in Algoma:

- Among senior management occupations, 16.9% -- one in six -- are 65 years or older;
- Managers in agriculture (a sub-category of middle management occupations, the formal title for farmer): in Algoma, 60% are 55 years or older and 25% -- one in four -- are 65 years or older;
- Among finance, insurance and related business administrative occupations, 13.2% -- roughly one in eight -- are 65 years or older;
- Among bus drivers, subway operators and other transit operators, 16.2% are 65 years or older.

UPDATE ON AUCTION ITEMS

Priority One

Provide Relevant and Current Labour Market Information

MONTHLY ONLINE JOB POSTINGS REPORT	The report provides a monthly portrait of unoccupied positions in the District and helps assess the degree of labour shortages and demand within the labour market.	Ongoing
LABOUR MARKET NEWSLETTER	Weekly roundup of Labour Market News is relevant here in Algoma and around Canada	Ongoing
SUPPORTING LOCAL PROJECTS	AWIC provides Labour Market data to a number of different groups throughout the region including The NELHIN PSW Taskforce and the Sault Ste. Marie Poverty Roundtable.	Ongoing
INDUSTRY AND OCCUPATION PROFILES FOR ALGOMA	Profiles provide an overview of the top Industries and Occupations in Algoma using local data. They are resource tools for students, job seekers and employment advisors.	Updated for 2019

Priority Two

Ensure the Algoma workforce meets the needs of our current and emerging economy

DEFINE AND COMMUNICATE GROWTH SECTORS AND OCCUPATIONS FOR ALGOMA	As technology advances and evolves, occupations and the skills sets required to do them are changing as well. Students, job seekers, teachers, employment counselors need to be aware of the occupations and skill sets that are going to be the most in demand so that they can prepare individuals accordingly.	March 2020
IN-DEMAND SKILLED TRADES	Identify skilled trades that are in demand as well as recruitment challenges and practices of local employers for the skilled trades. It is anticipated that this information will help inform, support and complement the province's broader efforts to modernize and transform the apprenticeship and skilled trades systems.	Completed Winter 2019
EMPLOYER SURVEY	The EmployerOne Survey will provide community stakeholders in Algoma valuable insights into the demand-side of the region's labour market. It is designed to collect information from local employers on a range of labour issues, such as labour turnover, hard-to-fill positions, recruitment difficulties, current and future skill shortages, as well as any issues in training and education practices.	Completed Fall 2019
WORKFORCE PLANNING SUMMIT	Algoma's Workforce Planning Summit will bring together local employers and community stakeholders with subject matter experts to listen and learn from each other on addressing workforce issues and opportunities in Algoma. The event will feature a keynote presentation by Michelle Schurter along with panel discussions and presentations with local employers and subject matter experts that are in demand. Guidance counsellors were also taken on tours of local manufacturers around Algoma.	March 2020

Priority Two
(Continued)

ALGOMA YOUTH SURVEY	Youth are the biggest asset to our future labour market and very little about their expectations, motivations and interests when it comes to staying and working in Algoma. AWIC will conduct a youth-oriented workforce survey that engages secondary school students, College, University and youth organizations in the community.	March 2020
DOLLARS AND SENSE	AWIC is committed to providing relevant workforce information to employers in order to help individuals get the training, skills and experience to achieve their career goals. This guide is meant to show that there are many tax credits, wage incentives, programs and resources available to help employers make their workplaces more efficient, productive and cost effective.	February 2020

Priority Three
Strengthening Connections

REGIONAL PRESENCE	AWIC attends and hosts regular meetings around the Algoma region. The goal is to continually improve communication and coordination of projects and programs related to workforce development within each region and across the district.	Ongoing
SPONSORSHIPS	In 2012, AWIC introduced a sponsorship program to support non- profit organizations that hold events and activities that will have a positive effect on workforce development within the Algoma District.	Ongoing



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