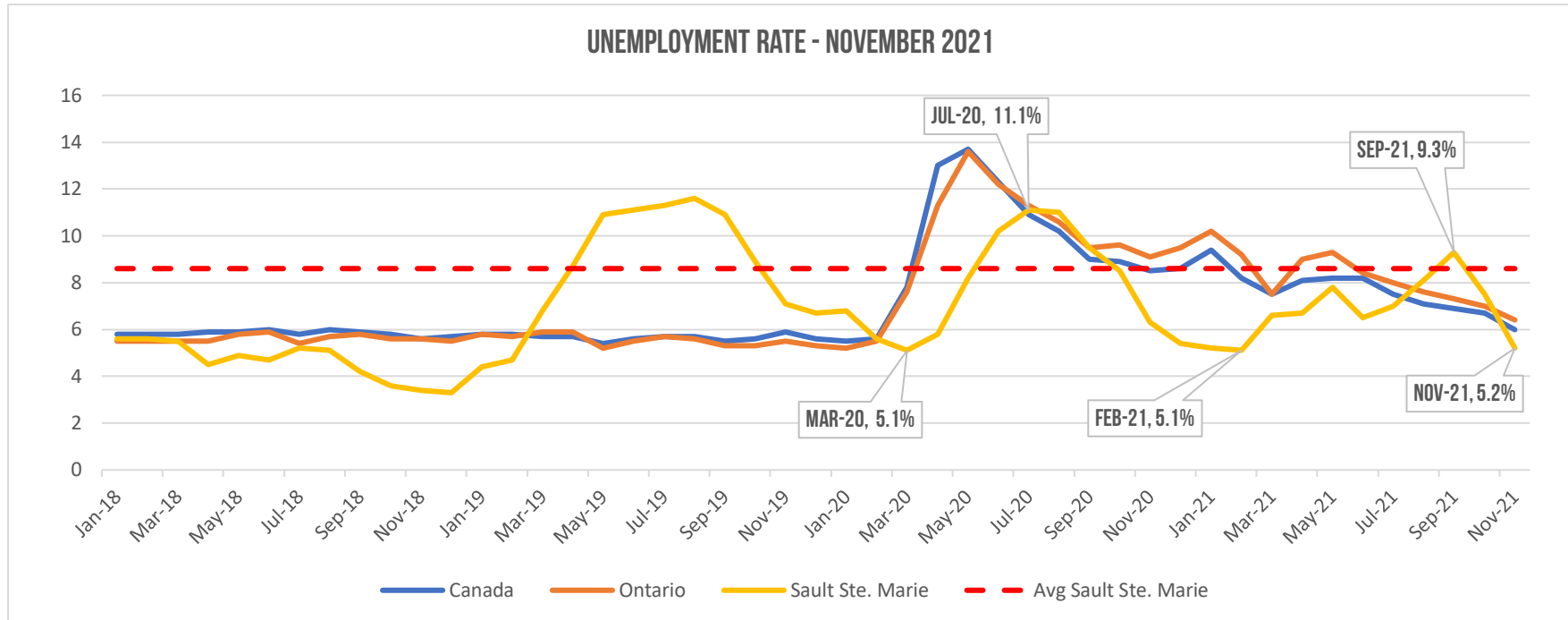


Unemployment Rate

- Sault Ste. Marie’s unemployment rate in November 2021 was 5.2% (Canada 6%, Ontario 6.4%)
- This represents an increase from a recent high of 9.3% in September 2021 and significantly lower than a high of 11.1% in July 2020.
- Previous to COVID restrictions in March 2020, the unemployment rate was 5.1% and then climbed significantly.
- The national and provincial rates also spiked due to COVID restrictions and have fallen steadily over recent months.

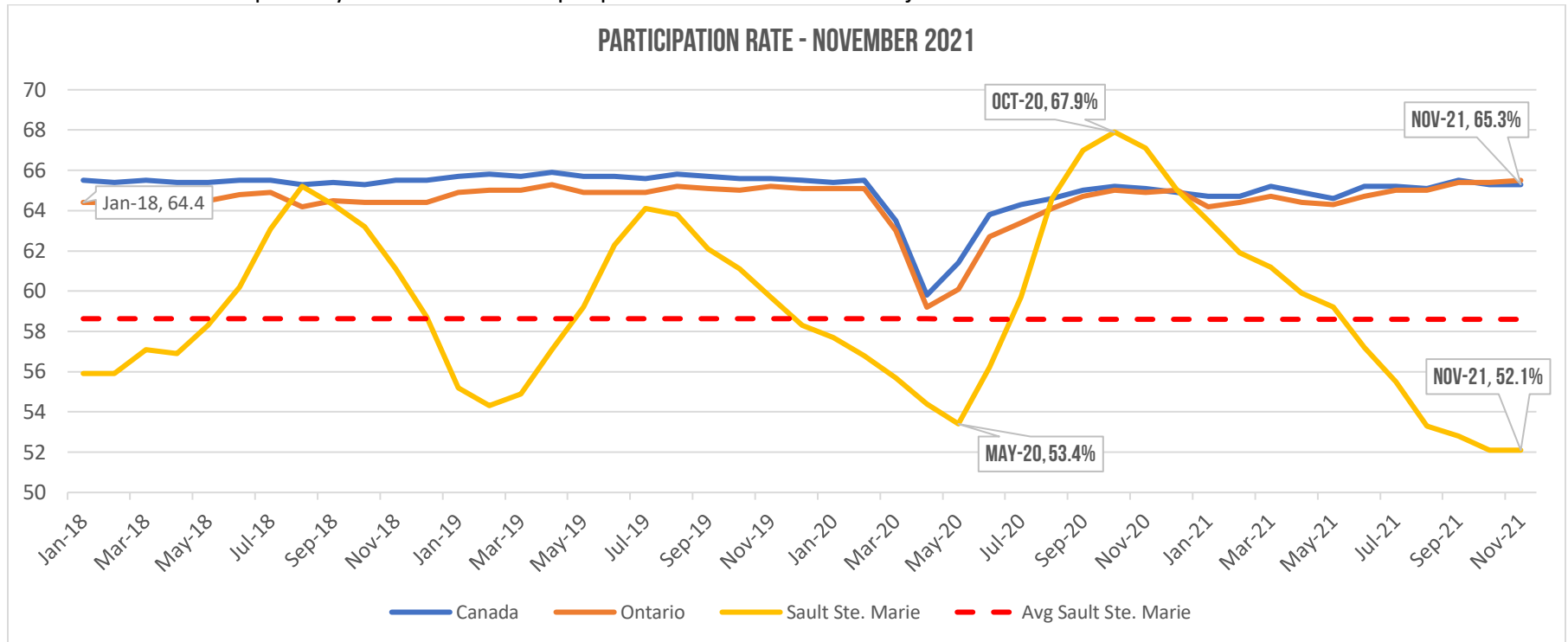


- Sault Ste. Marie’s Labour Force Survey results are based on 3-month rolling average which means the Unemployment rate is an average of the previous 3 months’ rates. This can delay the real time changes to the rates appearing in the monthly rates.
- We can also compare Unemployment Rates by age group and here we see that Sault Ste. Marie’s unemployment rates are in line with than Provincial and National rates across a variety of age ranges.
- The exception is those 55 years and over who are looking for work have significantly lower unemployment rate.

Unemployment Rate by age	15 years and over	15 to 24 years	25 to 54 years	55 years and over
Canada	6.0%	10.5%	4.8%	6.8%
Ontario	6.4%	11.4%	5.1%	6.9%
Sault Ste. Marie	5.2%	10.7%	5.4%	3.1%

Participation Rate

- Sault Ste. Marie’s Participation Rate has fallen since October 2020 to the current level of 52.1% - which means that fewer people in Sault Ste. Marie’s working aged population (15 years and above) are working or actively looking for work.
- In general, a low Participation Rate means a tighter Labour Market, which will continue to make it difficult for employers to find employees.
- Sault Ste. Marie’s lower Participation Rate is mainly attributable to the fact that we have an older population and therefore more people in our general population have left the workforce (retired). (Canada 65.3%, Ontario 65.5%)
- This could also be partially an indication that people are slow to reenter the job market after COVID restrictions.

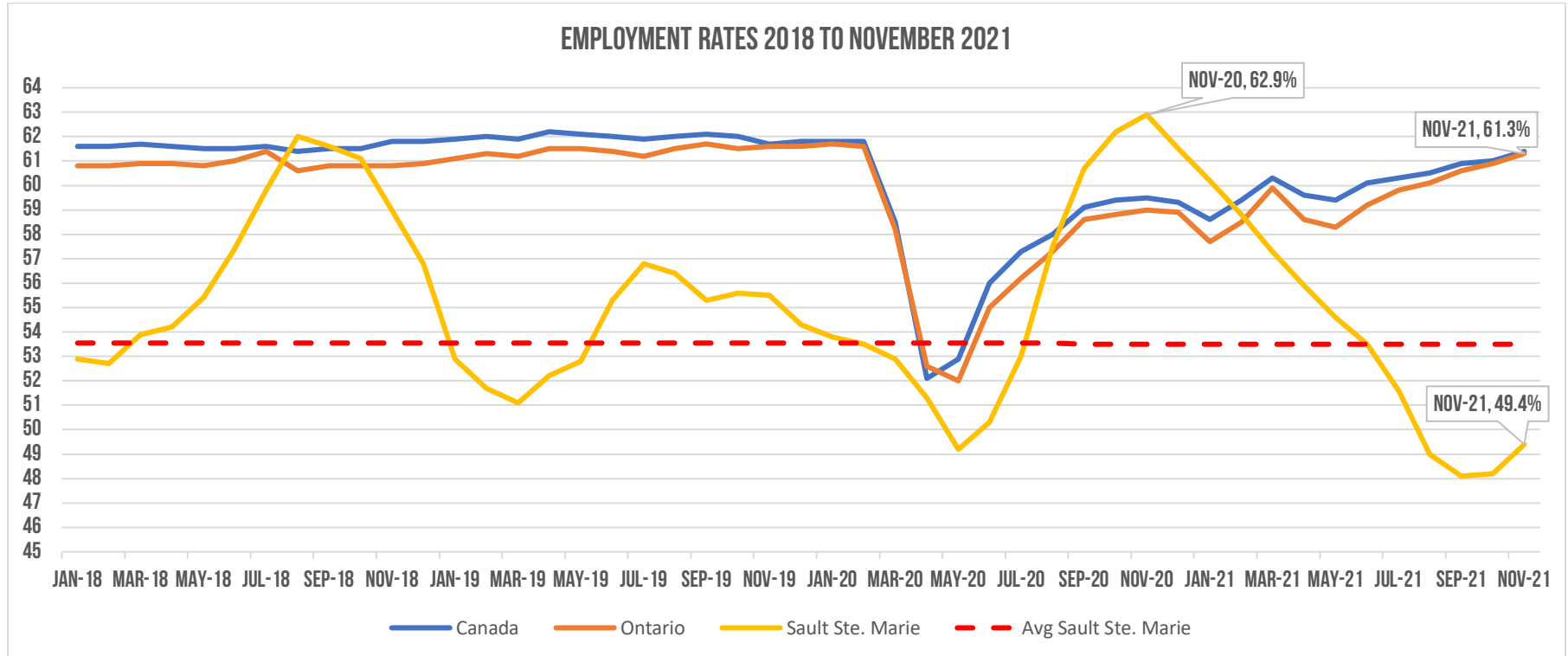


- If we compare Participation Rates by age groups, we can isolate the older population and see that Sault Ste. Marie is generally in line with the Provincial and National rates in the core working age range (25-54 years), but significantly lower in the 55+ age range.

Participation Rate	15 years and over	15 to 24 years	25 to 54 years	55 years and over
Canada	65.3%	64.9%	88.2%	37.1%
Ontario	65.5%	62.2%	87.7%	38.6%
Sault Ste. Marie	52.1%	63.6%	93.3%	25.0%

Employment Rate

- Sault Ste. Marie’s employment rate in October 2021 was 49.4%. (Canada 61.4%, Ontario 61.3%)
- The employment has fallen from a high of 62.9% in November 2020 to similar levels as May 2020.
- The national and provincial rates have rebounded from earlier lows, but they are still slightly lower than previous norms.
- Similar to the Participation Rate, the Employment Rate is based on general population 15 years and older. Therefore, Sault Ste. Marie’s relatively older population contributes to lower overall Employment Rates when compared to the Provincial and National rates.

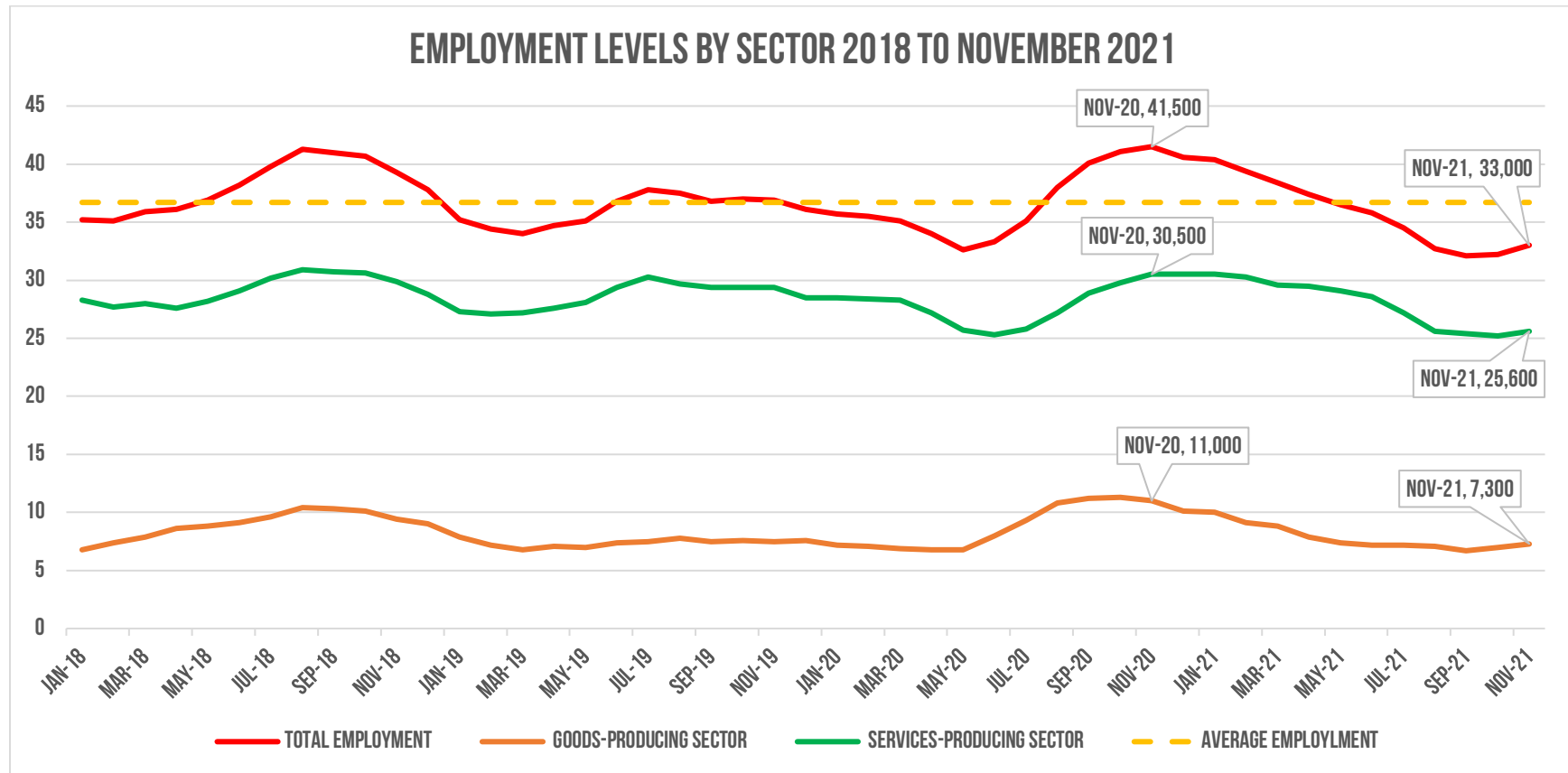


- If we compare Employment Rates by age groups, we can isolate the older population and see that Sault Ste. Marie is in line with the Provincial and National rates in the younger and core working age ranges.

Employment Rate	15 years and over	15 to 24 years	25 to 54 years	55 years and over
Canada	61.4%	58.1%	83.9%	34.6%
Ontario	61.3%	55.1%	83.2%	35.9%
Sault Ste. Marie	49.4%	56.8%	88.3%	24.2%

Employment Numbers

- Overall Employment in Sault Ste. Marie held steady at 33,000 jobs in November since falling from a high of 41,500 jobs in November 2020. (The average level of employment over past 20 years is 36,700)
- Employment in the Goods-Producing Sector rose slightly to 7,300 with a rise in employment in the Manufacturer sector.
- Employment in the Services-Producing Sector also rose slightly to 25,600 mainly due to an increase in Education employment.



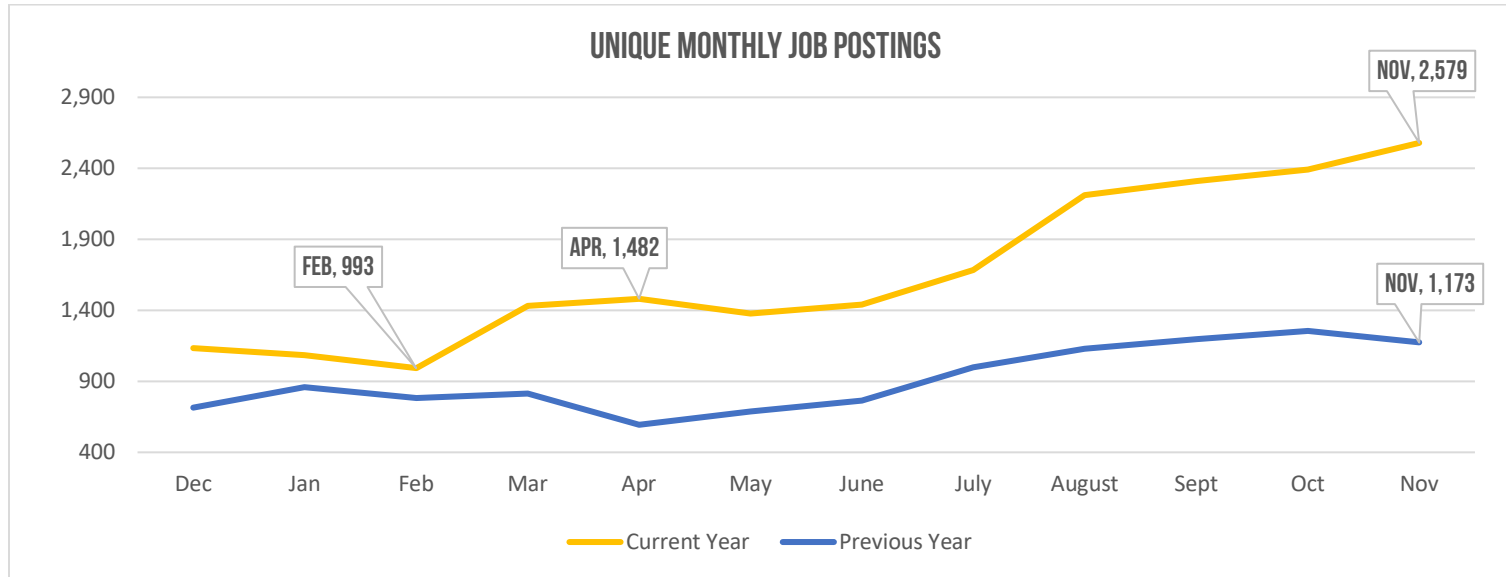
- Comparing employment levels in key sectors in November 2021 to November 2019 (pre-COVID) and November 2020, we can see the impacts COVID restrictions had on employment over the past 18 months and how much, in general, we still have to go to reach pre-pandemic levels of employment.
- Comparing November 2019 to November 2021, Sault Ste. Marie is down 12% in overall employment, so we still have a way to go to fully recover and reach the same levels of employment – especially in sectors like Retail and Culture/Recreation
- Comparing October 2021 to November 2021, we are starting to see slight increases in overall employment month over month.

	November-19	November-20	November-21	% Change Nov 2019 to Nov 2021
Total, all industries	37.3	42.1	33	-12%
Goods-producing sector	7.6	11.2	7.3	-4%
Construction	2.9	1.7	2.5	-14%
Manufacturing	3.9	8.7	3.8	-3%
Services-producing sector	29.8	30.9	25.6	-14%
Wholesale and retail trade	5.7	7.5	4.3	-25%
Educational services	3.7	3.4	3	-19%
Health care and social assistance	6.4	8.1	5.3	-17%
Information, culture and recreation	2.4	1.7	1.7	-29%
Accommodation and food services	n/a	1.8	n/a	n/a
Public administration	2.1	1.7	2.9	38%

	October-21	November-21	% Change Oct 2021 to Nov 2021
Total, all industries	32.2	33	2%
Goods-producing sector	7	7.3	4%
Construction	2.5	2.5	0%
Manufacturing	3.7	3.8	3%
Services-producing sector	25.2	25.6	2%
Wholesale and retail trade	4.5	4.3	-4%
Educational services	2.7	3	11%
Health care and social assistance	5.5	5.3	-4%
Information, culture and recreation	1.8	1.7	-6%
Accommodation and food services	n/a	n/a	n/a
Public administration	3	2.9	-3%

Job Postings

- Online job postings in Sault Ste. Marie continue to be strong.
- An increase in Retail related jobs could be a sign of higher levels of employment in the Retail sector to come.
- Similarly, there was an increase in demand for Cooks, Food Counter and Kitchen Helpers.



Top 10 Postings by Job Title 2020

Personal Support Workers
Security Guards
Registered Practical Nurses
Sales Associates
Administrative Assistants
Retail Sales Associates
Support Workers
Registered Nurses
Customer Service Representatives
Delivery Drivers

OCTOBER 2021

Retail Salesperson
Registered Nurses
Customer Services Representatives
Food Counter and Kitchen Helpers
Social and Community Service Workers
PSW/Home Support, Housekeepers
Delivery Drivers
Cooks
Light Duty Cleaners
Retail Managers

2019

Personal Support Workers
Sales Associates
Customer Service Representatives
Retail Sales Associates
Administrative Assistants
Delivery Drivers
Store Managers
Retail Merchandisers
School Bus Drivers
Cooks

How the Unemployment Rate is Calculated for Sault Ste. Marie

Sault Ste. Marie's monthly Labour Force Survey estimates are based on a sample of the working age population (the population 15 years and above). For example, the results in a typical month would be based on the survey completions of 205 households and these would be extrapolated for the entire working population of 66,500.

While labour force estimates are produced for Census Agglomerations such as Sault Ste. Marie, the Labour Force Survey sample is not allocated specifically at this level of geography. Sault Ste. Marie's data is captured within surveys of the entire North East region of Ontario. Regular sample rotation within the larger Economic Regions (ERs) that contain these communities may cause the sample size within CA boundaries to vary over time. As a result, data level movements may be due to real change, or they may be due to data variability from changes in sample size. Users are encouraged to use the employment rate and participation rate as their main variables of analysis. These estimates are the most reliable, while other estimates should be interpreted with caution.

Job Postings

The monthly Job Demand Report for the Algoma District and the Unorganized North Algoma District in Ontario is created using data collected by the Algoma Workforce Investment Corporation from national, provincial and locally-significant job boards as well as employer career pages.

For this report only job postings in Sault Ste. Marie are referenced.

Previous Job Demand Reports can be found at <https://awic.ca/job-demand-report/>