2022

LOCAL LABOUR MARKET PLANNING REPORT

AWIC ALGOMA WORKFORCE INVESTMENT CORPORATION

Ontario

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Ontario

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EXECUTIVE SUMMARY

As a global phenomenon, COVID-19 continued to disrupt lives and economies in 2021 around the world, to the extent that people everywhere experienced many of the same challenges. We did see periods of recovery in Algoma as restrictions eased in the summer months through to December, but faced lockdowns later in the year to help contain the spread of the virus.

Certainly, all sectors of Algoma's Labour Market were impacted immediately, but the hardest hit were Tourism, Accommodations, Small Retailers, and Restaurants. AWIC conducted a series of Employer Impact surveys throughout the past 2 years and initially, 40% of Algoma's workforce was laid-off. Thankfully government support programs cushioned the impact for both employees and employers. As restrictions eased, businesses adapted and re-opened – and by the end of 2021, employment levels had returned to close to pre-pandemic levels and online job postings exceeded those from the previous year.

In fact, the greatest cause of concern for many employers this year was a shortage of labour which made it a challenge to maintain existing levels of service or operations, let alone expansion. Perhaps the greatest long-term impacts of the COVID crisis will be the acceleration of trends that were already having an impact on Algoma's labour market – an aging workforce, technological advancement, and the changing nature of employment.

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

- A summary of labour market characteristics
- Employment data by industry
- Canadian Business Count data for Algoma

The second half of the report offers an analysis 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.

The data contained in this report is a 'snapshot' in time. For the most up-to-date data and analysis, please visit awic.ca

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).

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 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 are 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 2020 and 2021, and comparisons to previous years;
- An analysis of data pertaining to clients of Employment Ontario services, for the fiscal year 2020-2021 and comparisons to the previous year, including observations arising from consultation with EO service providers;
- Labour Force Survey data;
- Taxfiler data;
- WeData Online Job Posting 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 a guide to the overall trends that are impacting Algoma and visit awic.ca for the most up-to-date labour market research.

LABOUR MARKET SNAPSHOT ALGOMA

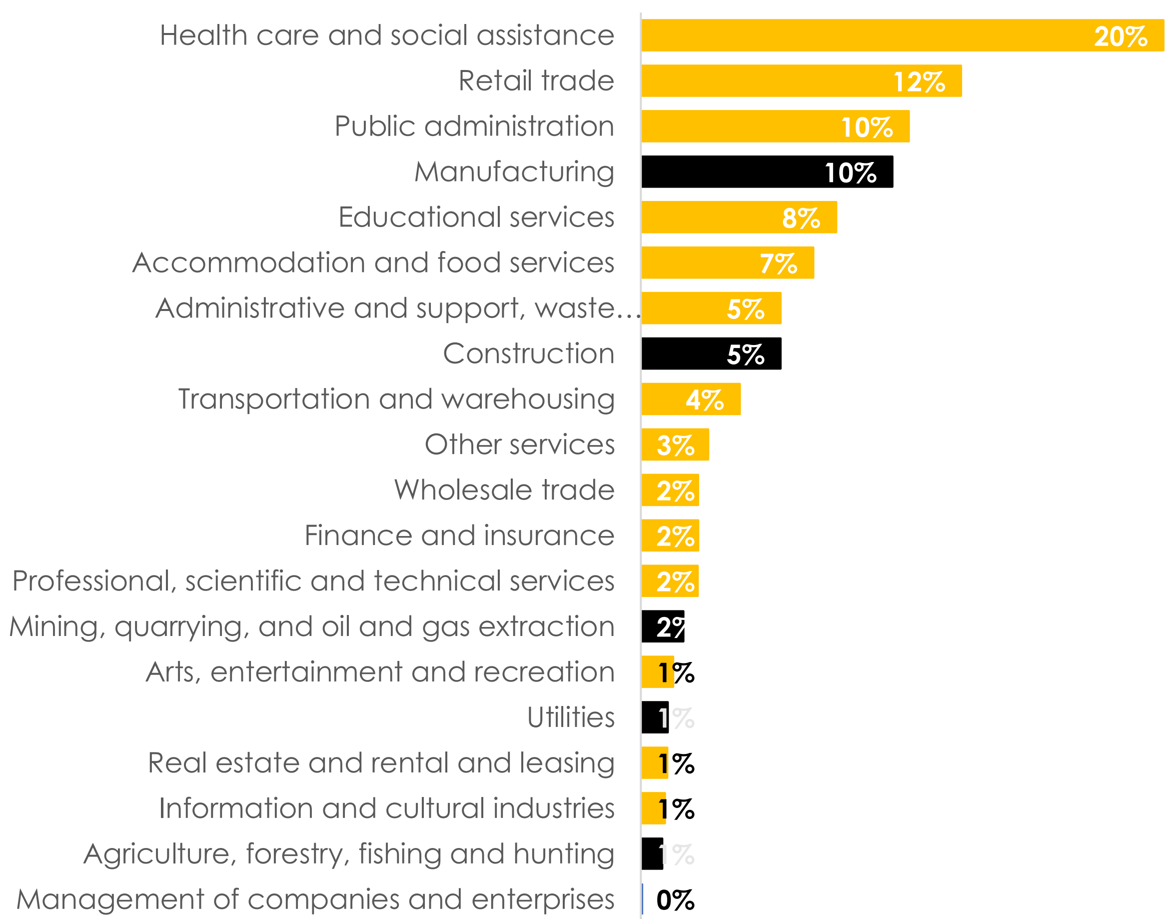
Algoma Employers by Sector (2-digit NAICS)

Employers are divided into broad types of sectors:

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

81% of jobs in Algoma are in the Services-Producing Sector – which includes Healthcare, Retail, Education, and all levels of Government (Shown in yellow).

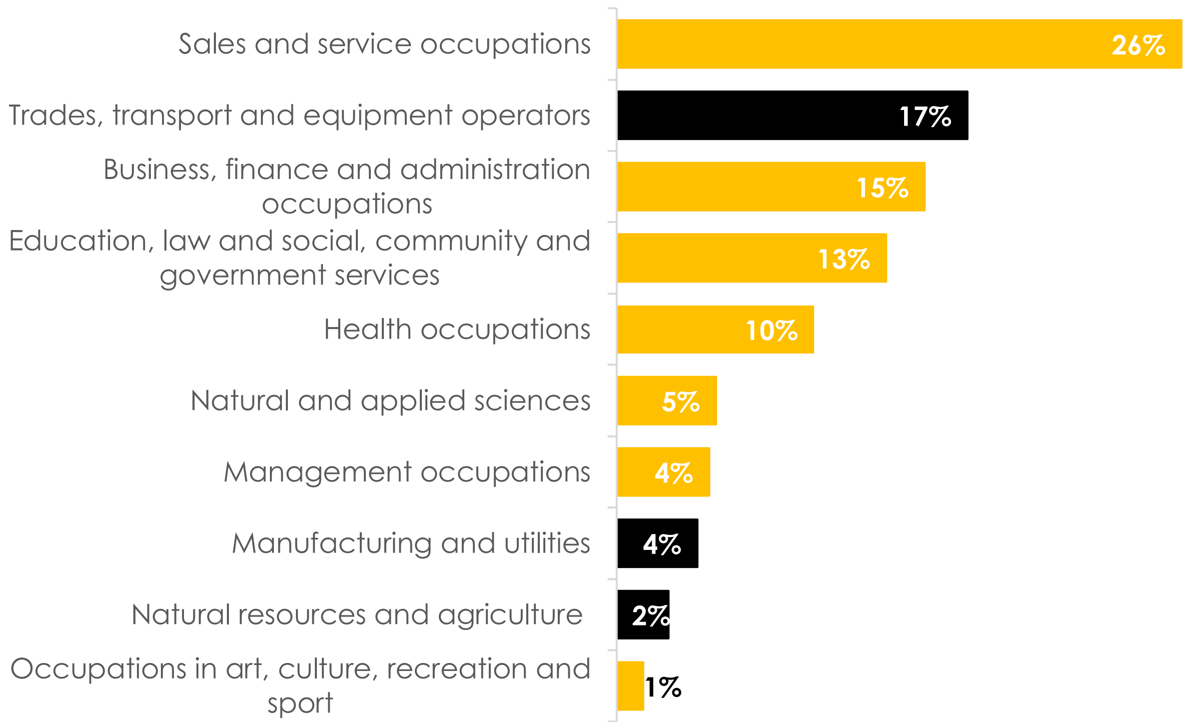
19% of jobs in Algoma are in the Goods-Producing Sector – which includes Manufacturing, Utilities, and Construction (Shown in black).



OMAFRA | EMSI 2021

Algoma Employment by Occupation (2-digit NOC)

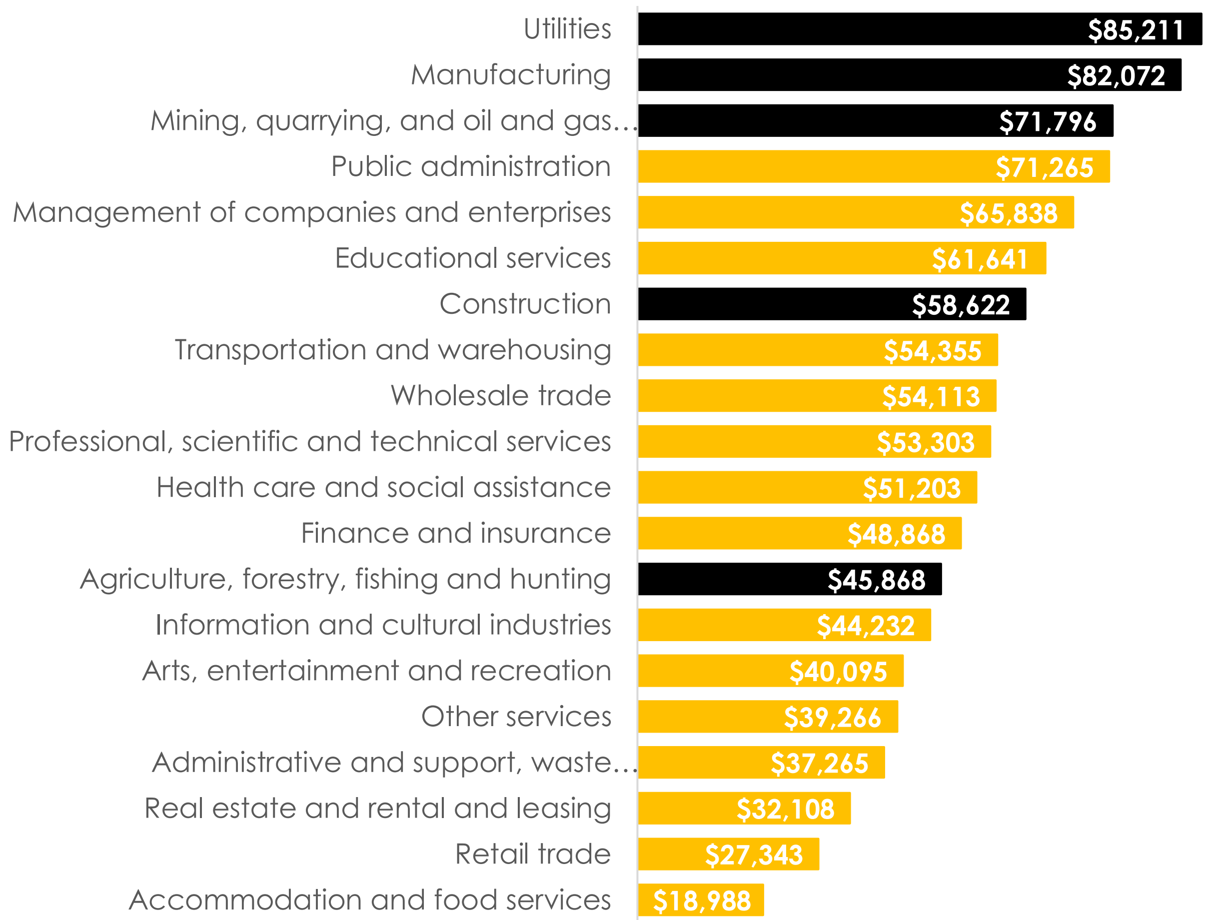
As you might expect, the ranking of Occupations (by job classification) follows the same trends as the Industry make up in Algoma. Most people work in Sales and Service occupations, which are also the top occupations in the province. (Occupations associated with Services Producing Sectors are shown in yellow. Occupations associated with Goods Producing Sectors are shown in black).



OMAFRA | EMSI 2021

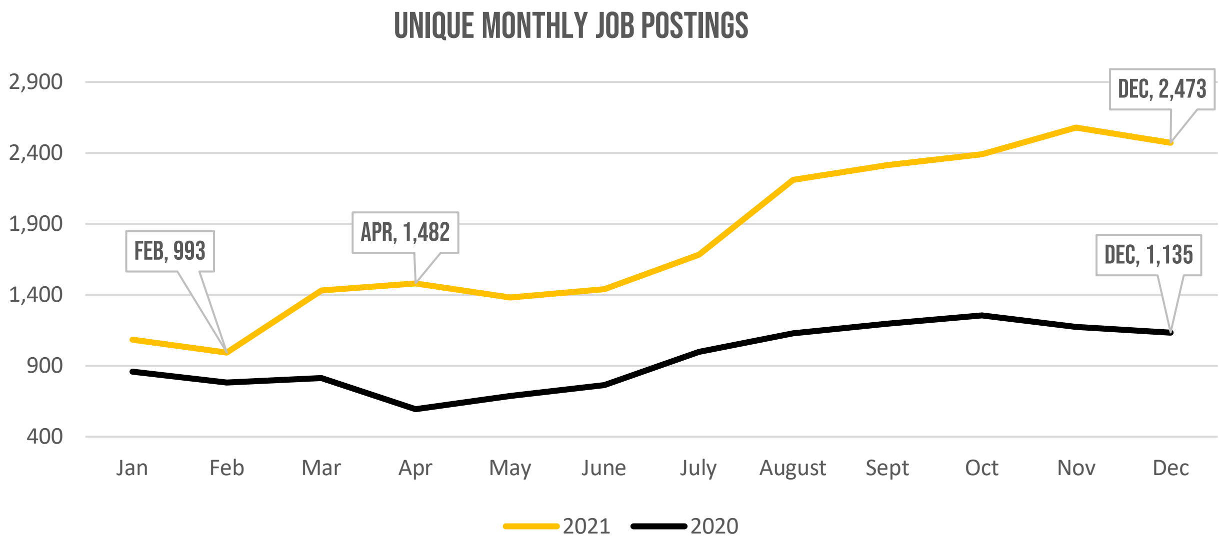
Compensation by Sector (2-digit NAICS)

The highest paying sectors are the Goods Producing Sectors. These sectors have occupations that generally require specialized skills and training to work them. (Services Producing Sectors are shown in yellow. Goods Producing Sectors are shown in black.)



OMAFRA | EMSI 2021

Monthly Online Job Postings



The types of jobs being posted were also influenced by COVID. Demand for Health Care occupations has always been strong, but we saw an increase in the number of postings for PSWs, Registered Nurses, and Registered Practical Nurses. Security Guards were also in high demand in 2021 which was not the case in years past.

Top 10 Online Job Postings for 2020

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

Top 10 Skills Listed in 2020 Online Job Postings

Communications
Customer Service
Management
Valid Driver's License
Sales
Operations
Detail Oriented
Problem Solving
Interpersonal Communications
Leadership

LABOUR MARKET DATA **ALGOMA**

Last year, when we produced our analysis of the local labour market, we noted how the impact of the COVID pandemic and the resulting lockdowns represented an unprecedented event, for individuals, businesses, and the economy as a whole. A year later, we are still dealing with the aftermath of this upheaval. This overview of the labour market data aims to describe what has happened, to provide some perspective on employment and how individuals, industries, and occupations have been affected.

For basic unemployment data, there is Statistics Canada's monthly Labour Force Survey data. For more detailed labour force characteristics and employment data by gender, age, industry, or occupation at a regional or local level, the available data relies on three-month moving averages. Because it is a survey and has a limited sample size, for smaller geographies Statistics Canada makes the Labour Force Survey sample 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, some of which rely on three-month moving averages.

It should also be pointed out that the data for December 2021 would have been collected between December 5 and 11, 2021, before the point when the impact of the Omicron variant would have been felt in the labour market. Whether the labour market trends apparent in this report up until December 2021 continue depends on the impact Omicron will have on our economy and labour market. The value of what this data shows is what has been the trajectory of the labour market during the pandemic and what it looks like as the pandemic recedes, as was the expectation after the third COVID wave.

The first part of this analysis presents provincial data, including variables that are only available at a provincial level. The next set of data provides data at a regional and local level.

Provincial data: Monthly unemployment rate

Table 1 provides the monthly unemployment rates for the Toronto Census Metropolitan Area (CMA) [1] and the Rest of Ontario minus the Toronto CMA numbers, illustrating the broad provincial unemployment trends over the last 24 months. On many labour market issues, the Toronto CMA is distinct from the Rest of Ontario, and this was certainly the case during the COVID period when restrictions were in place longer in the City of Toronto and Peel Region than in most other parts of the province. Chart 1 illustrates the Table 1 data and includes the Ontario unemployment rates as well. If one were only to focus on the Ontario data, one would miss the dynamics that played out somewhat differently between the Toronto CMA and the Rest of Ontario. Before the pandemic, the unemployment rate in the Toronto CMA was slightly lower than that in the Rest of Ontario. When the pandemic hit, the unemployment rate climbed considerably higher in the Toronto CMA, and while the unemployment rates in the two areas usually moved along the same trend, the gap between the Toronto CMA and the rest of the province increased to as much as five percentage points. In the last five months or so, the difference in the rates has remained between 1.4 and 2.1 percentage points higher in the Toronto CMA.

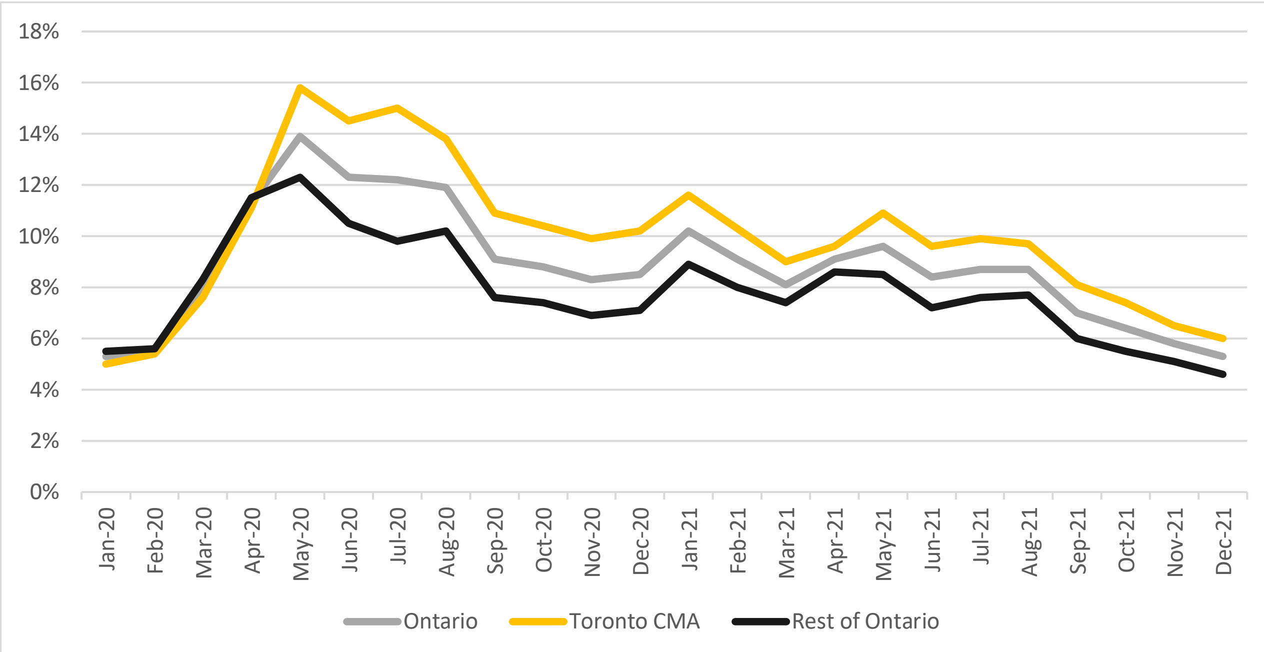
Table 1: Monthly unemployment rates, Toronto CMA and the Rest of Ontario, 2020 and 2021

Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec
2020											
REST OF ONTARIO											
5.5%	5.6%	8.3%	11.5%	12.3%	10.5%	9.8%	10.2%	7.6%	7.4%	6.9%	7.1%
TORONTO CMA											
5.0%	5.4%	7.6%	11.1%	15.8%	14.5%	15.0%	13.8%	10.9%	10.4%	9.9%	10.2%
2021											
REST OF ONTARIO											
8.9%	8.0%	7.4%	8.6%	8.5%	7.2%	7.6%	7.7%	6.0%	5.5%	5.1%	4.6%
TORONTO CMA											
11.6%	10.3%	9.0%	9.6%	10.9%	9.6%	9.9%	9.7%	8.1%	7.4%	6.5%	6.0%

Statistics Canada, Table 14-10-0017-01 and Table 14-10-0383-01

[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.

Chart 1: Monthly unemployment rates, Ontario, Toronto CMA and the Rest of Ontario, 2020 and 2021



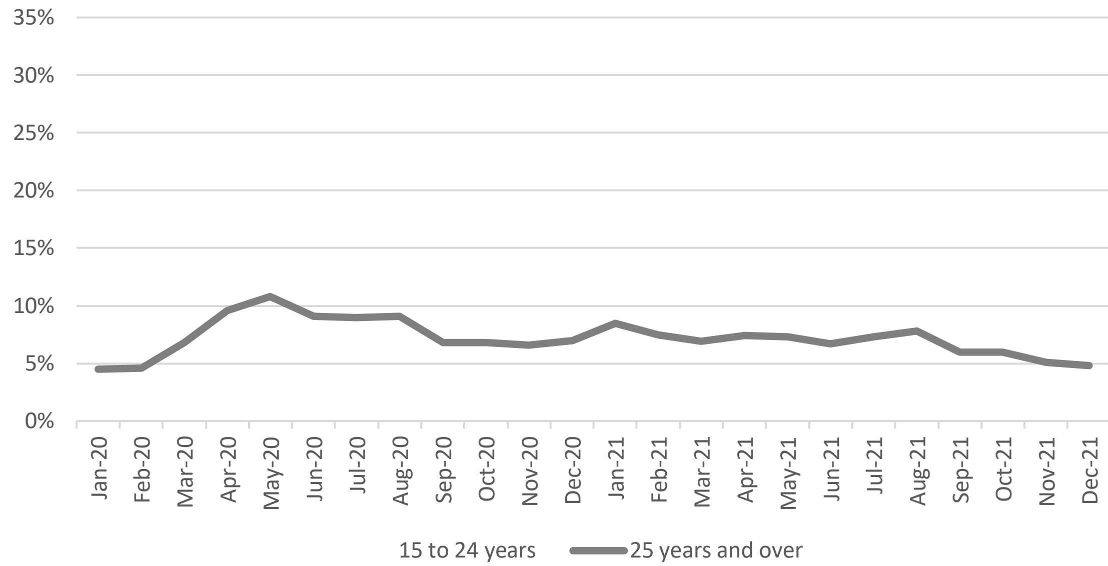
Statistics Canada, Table 14-10-0017-01 and Table 14-10-0383-01

The grey line in Chart 1 shows the Ontario data, whereas the two areas (the Rest of Ontario and the Toronto CMA) had quite different levels of unemployment through much of this period.

Provincial data: Unemployment rate by age

Chart 2 shows the unemployment rate for youth (15-24 years old) and adults (25 years and older) in Ontario over the last two months. As is very evident, youth experienced far higher unemployment rates during the initial stage of the pandemic. While historically the youth unemployment rate is usually twice that of adults, there were several months when the youth unemployment rate was three times that of adults. The youth unemployment rate peaked at 33.2% in May 2020. Over time, the unemployment rate for both youth and adults has been steadily dropping, and in December 2021, the youth unemployment rate was 8.4%, lower than it was in January 2020 (10.2%).

Chart 2: Monthly unemployment rate for youth and adults, Ontario, 2020-2021

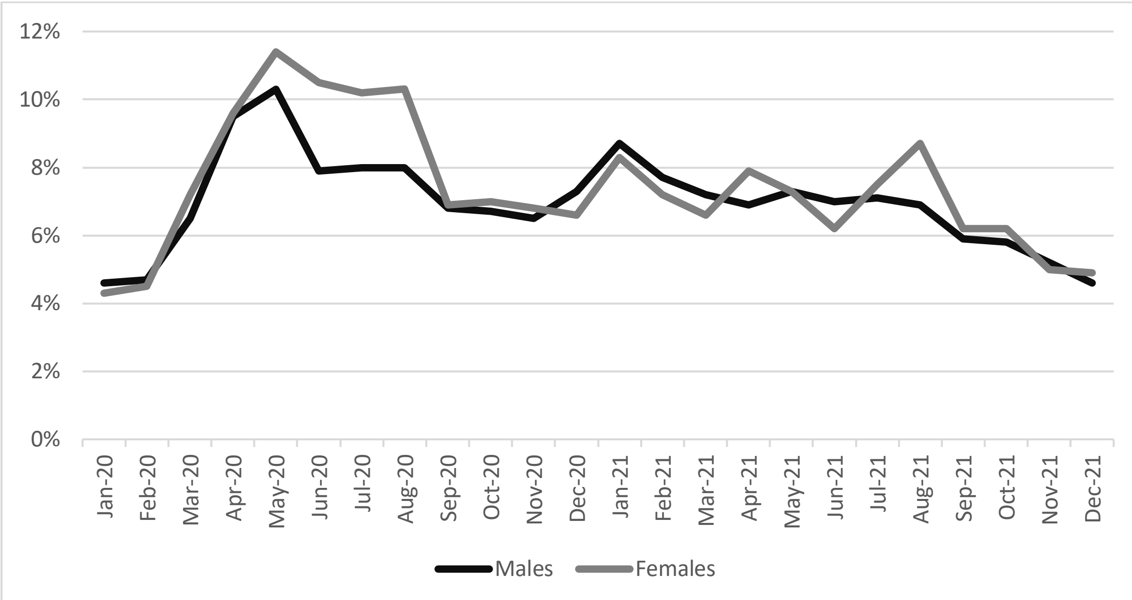


Statistics Canada, Table 14-10-0017-01

Provincial data: Unemployment rate by gender

The unemployment rate was also experienced differently by gender, but not nearly in as stark a contrast as by age. Chart 3 illustrates the monthly unemployment rate for adults (25 years and older) by gender. In the early stages of the pandemic, females had an unemployment rate that was around two percentage points higher than that of males, but then the two unemployment rates more or less trended in tandem. It was also the case that the participation rate dropped more sharply for females than for males, but this also was more pronounced at the beginning of the pandemic, although the gap between the male and female participation rates is still slightly wider in December 2021 than it was in January 2020. (The participation rate is the proportion of the population over 15 years of age who are in the labour force, that is, either employed or actively looking for employment.)

Chart 3: Monthly unemployment rate for adult males and females (aged 25 years and older), Ontario, 2020-2021



Statistics Canada, Table 14-10-0017-01

Provincial data: Long-term unemployment (more than six months)

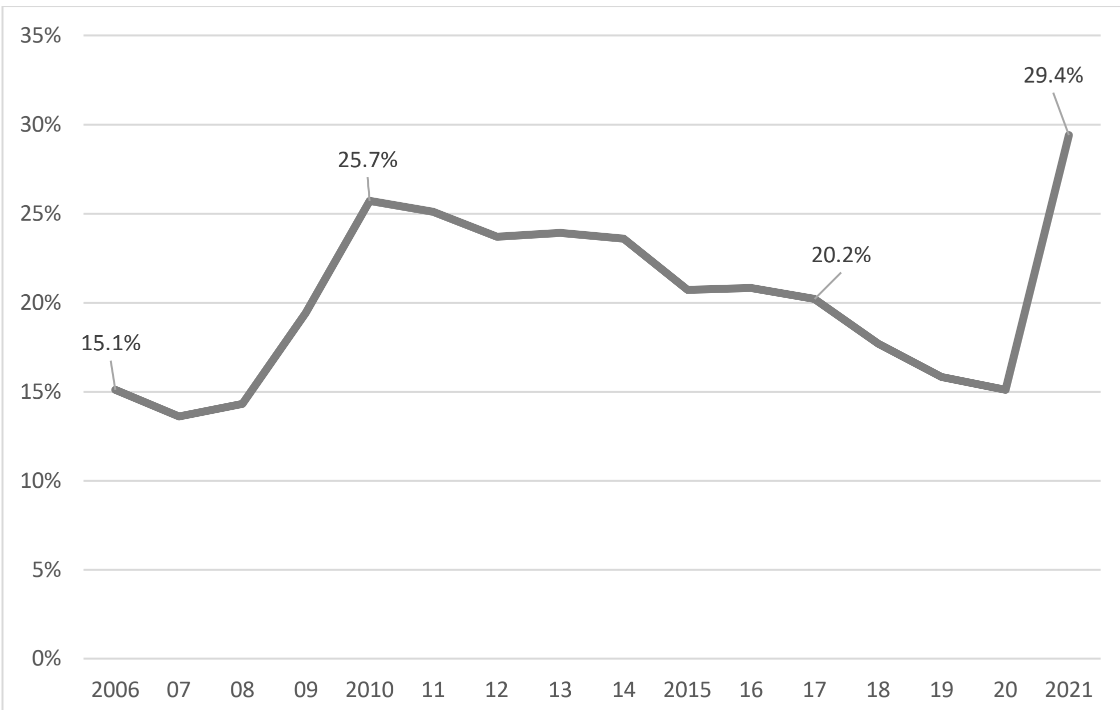
Any recession will not only increase unemployment but will also enlarge the proportion of the unemployed who stay unemployed for a longer period. This certainly has been the case with this current pandemic. Chart 4 illustrates the percentage of unemployed residents in Ontario who have been unemployed for more than six months. The data goes back to 2006, when the proportion of long-term unemployed was 15.1%, before the previous 2008 recession. After the 2008 recession, the proportion of the unemployed who had been without a job for more than six months rose to 25.7% in 2010 and then declined very slowly, still at a very high 20.2% even seven years later in 2017.

During the current pandemic, long-term unemployment has also risen, reaching 29.4% in 2021. Chart 5 shows the dynamics of that rise, month by month. The black columns show the total number of unemployed for each month, measured by the scale on the left. Unemployment peaked in May 2020, affecting almost one million Ontario residents (992,600). The number of long-term unemployed (the yellow column) was initially rising slowly because the pandemic struck so suddenly. As a result, the percentage of long-term unemployed first dropped (the grey line, measured by the scale on the right), falling to 6.4% in May 2020. But as the number of long-term unemployed increased and the total number of unemployed started decreasing, the percentage of long-term unemployed shot up dramatically, reaching 34.6% in March 2021, finishing off the year at 25.6% in December.

Those who are unemployed for a longer period have a harder time getting hired, in part because their skills fall out of use. After all, employers sometimes assume that this long period of unemployment reflects a job candidate's employability. Special attention must be paid to the longer-term unemployed by employment services providers, including convincing employers that their circumstances are in most cases the unlucky consequence of a recession.

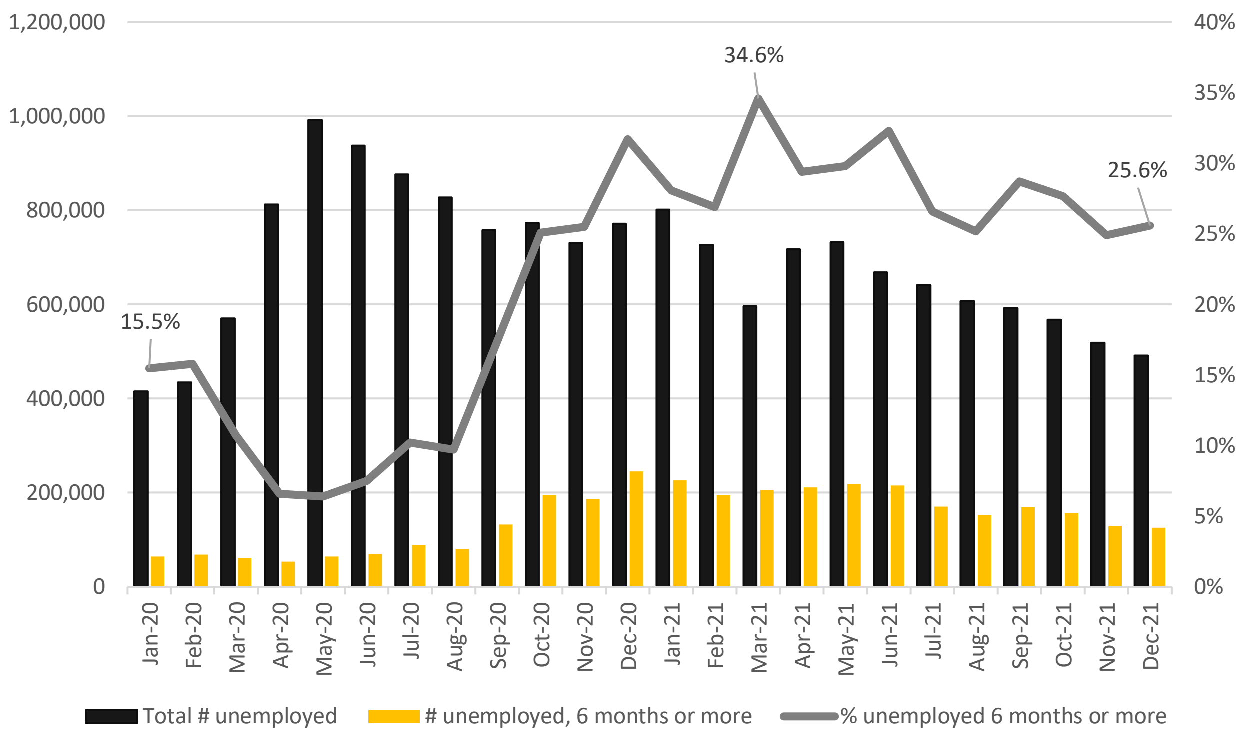
Chart 4: Annual proportion of unemployed who are unemployed for more than six months, Ontario,

2006-2021



Statistics Canada, Table 14-10-0057-01

Chart 5: Monthly proportion of unemployed who are unemployed for more than six months, Ontario, January 2020 – December 2021

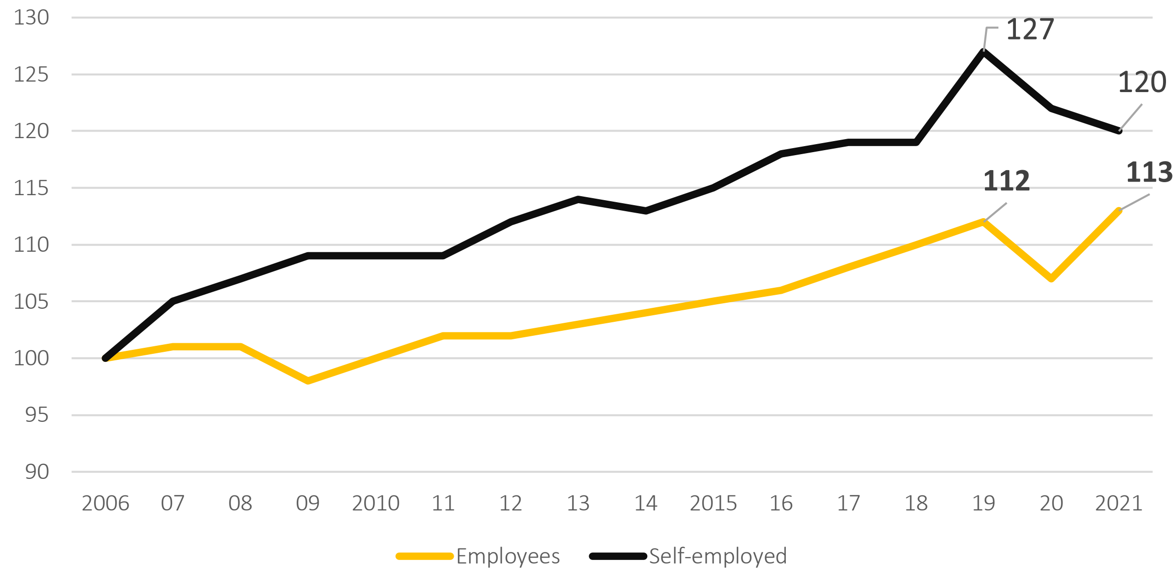


Statistics Canada, Table 14-10-0342-01

Provincial data: Self-employed

Over the last 15 years, self-employment has been growing at a greater rate than the number of persons who are employees. In 2006, self-employed individuals represented 14.3% of all employment in Ontario, while by 2019 that share was 15.9%. Chart 6 compares the changing levels of employment among the self-employed and employees using the following approach: the employment number in 2006 for each category is given a value of 100 and each subsequent year's data is expressed in relation to that 2006 number. Thus, a figure of 105 indicates the number is 5% larger than what was present in 2006, while a figure of 93 indicates that the figure is 7% lower than the 2006 number. In this way, Chart 6 shows the relative change in employment for each of the self-employed and employees.

Chart 6: Relative growth of self-employed and employees, Ontario, 2006-2021



Statistics Canada, Table 14-10-0027-01

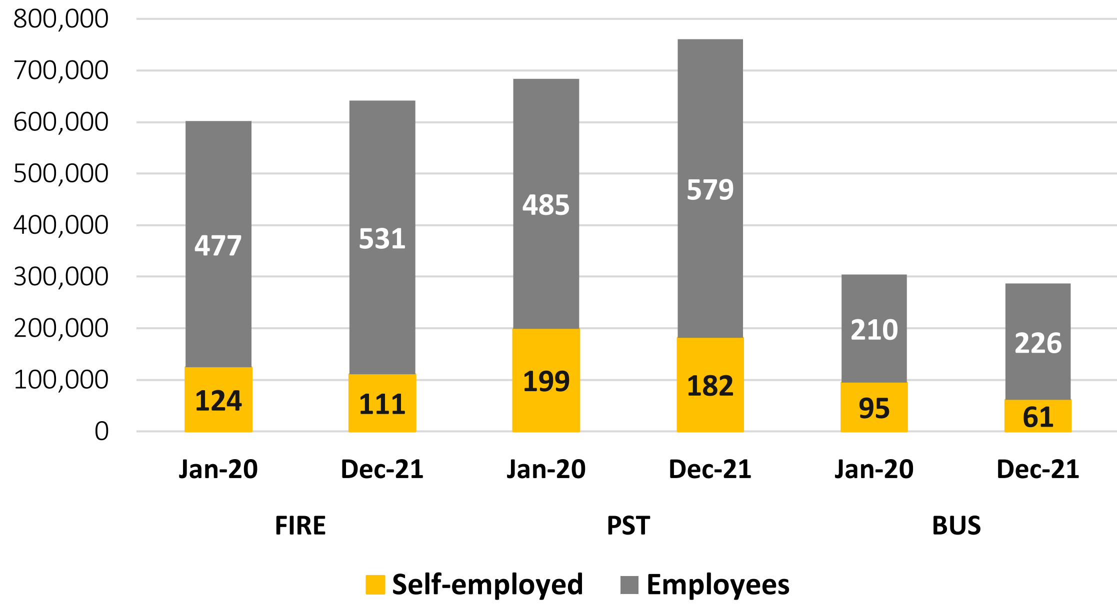
By 2019, the number of self-employed workers was 27% higher than it had been in 2006, whereas the number of employed workers had only risen by 12%. With the onset of the pandemic, employment fell in both categories, but in 2021, something curious happened: the number of employees rebounded to slightly above the level in 2019, whereas the number of self-employed continued to drop.

When the data is examined further, one finds that this phenomenon was primarily the consequence of dynamics taking place within three industry sectors. Chart 7 illustrates the changes, using the following abbreviations for these industries:

FIRE	Finance, insurance, real estate, rental, and leasing
PST	Professional, scientific and technical services
BUS	Business, building, and other support services

Between January 2020 and December 2021, the net decline in the number of self-employed workers in Ontario was 70,100, and these three industries had a combined loss during that period of 64,800, almost as large as the entire net loss. Yet all three industries experienced healthy growth in the number of employees during this same period. It is plausible that some portion of the self-employed shifted into employee roles in the same industry, however, the available data does not provide us with an ability to examine this possibility.

Chart 7: Number of employees and self-employed by select industries, Ontario, January 2020 and December 2021



Statistics Canada, Table 14-10-0026-01

Provincial data: employment by category of occupation

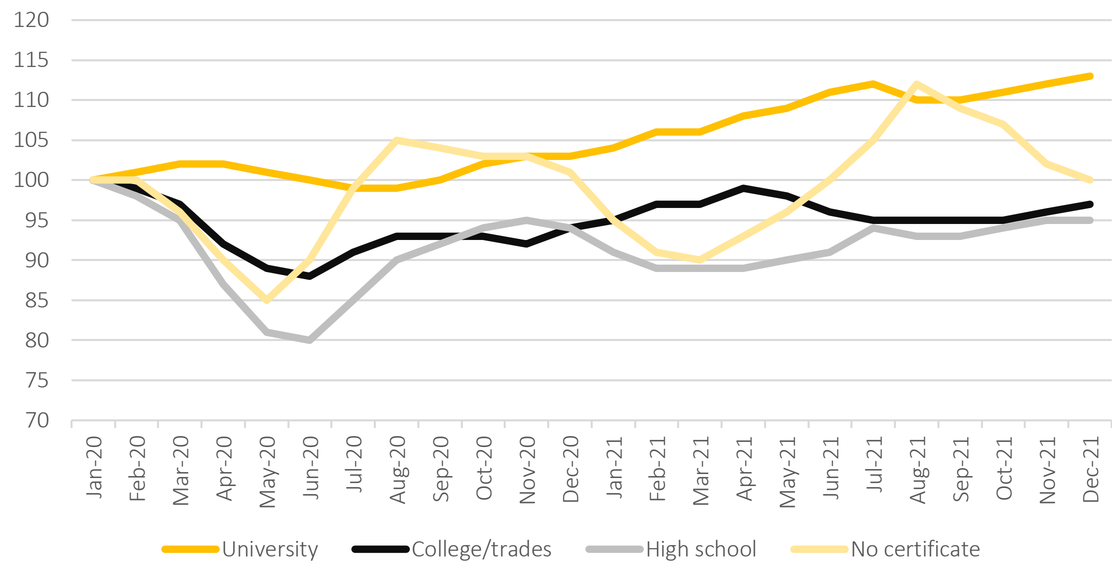
The pandemic had a varying impact on different occupations and industries. The lockdown closure of indoor dining in restaurants, for example, had a significant impact on employment levels in the Accommodation & Food Services industry and the occupation of Food and Beverage Servers. One way to aggregate this impact on numerous occupations is to cluster these jobs based on the level of education typically required for that occupation. Statistics Canada classifies occupations in the following way (preceded by the label that will be used in the subsequent charts):

- <u>University</u>: occupations usually requiring a university education
- <u>College/trades</u>: occupations usually requiring a college education, specialized training, or apprenticeship training
- <u>High school</u>: occupations usually requiring secondary school and/or occupation-specific training
- <u>No certificate</u>: occupations that may have on-the-job training but no educational requirement

Two charts are presented: Chart 8 shows the trends for the rest of Ontario and Chart 9 provides the same analysis for the Toronto CMA. The level of employment in January 2020 for each occupational category is assigned a value of 100 and each subsequent month is measured in relation to the January 2020 figure. The data relies on three-month moving averages.

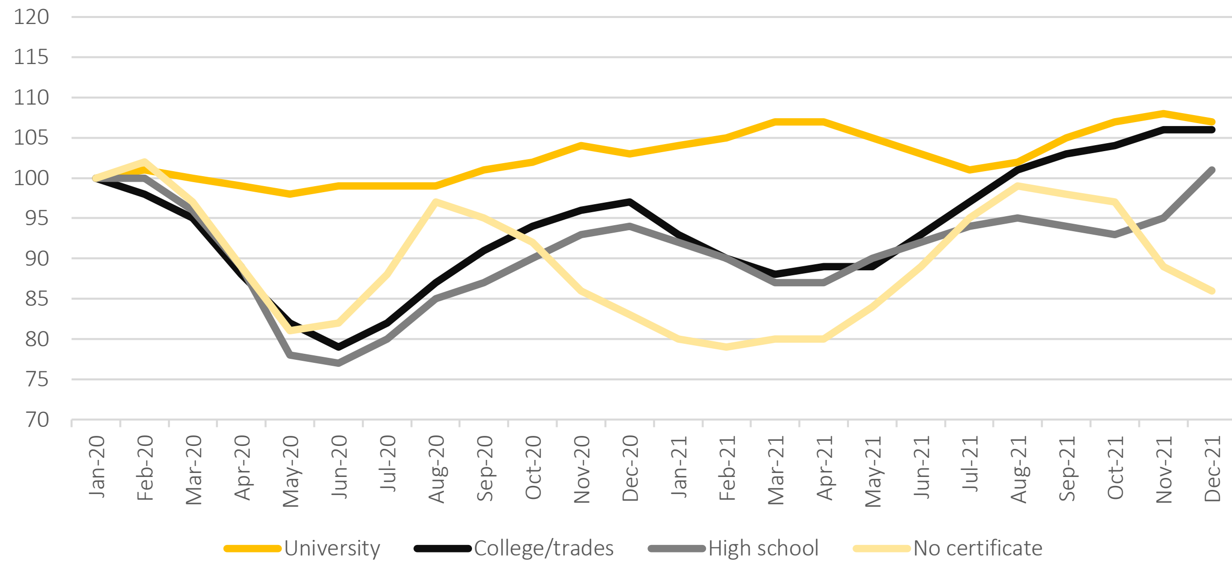
Overall, there were a few similarities between the two areas, but also significant differences. The notable similarity was among occupations requiring a university degree (yellow line), where employment levels dipped only slightly once the pandemic struck, then climbed higher. By December 2021, the level of employment in this category stood 13% higher than the January 2020 figure in the Rest of Ontario and 7% higher in the Toronto CMA.

Chart 8: Number of employed by the level of education of occupation, three-month moving average, Rest of Ontario, January to December 2020 (January = 100)



Statistics Canada, Table 14-10-0381-01 and Table 14-10-0386-01

Chart 9: Number of employed by the level of education of occupation, three-month moving average, Toronto CMA, January to December 2020 (January = 100)



Statistics Canada, Table 14-10-0381-01 and Table 14-10-0386-01

Jobs requiring a college diploma or apprenticeship (black line) suffered larger employment declines, especially in the Toronto CMA, but then climbed higher in the Toronto CMA, whereas in the Rest of Ontario, the level increased then plateaued. By December 2021, these jobs in the Rest of Ontario stood at 97% of their January 2020 level, while in the Toronto CMA these jobs eventually rose to 6% higher than before the pandemic.

Jobs requiring a high school diploma (grey line) experienced the largest losses at the start of the pandemic, by June 2020 dropping to 80% of their January level in the Rest of Ontario and 77% in the Toronto CMA. Once again, the recovery in the Toronto CMA has been more robust, in December 2021 reaching 1% above the January 2020 level, while in the Rest of Ontario it remained 5% below.

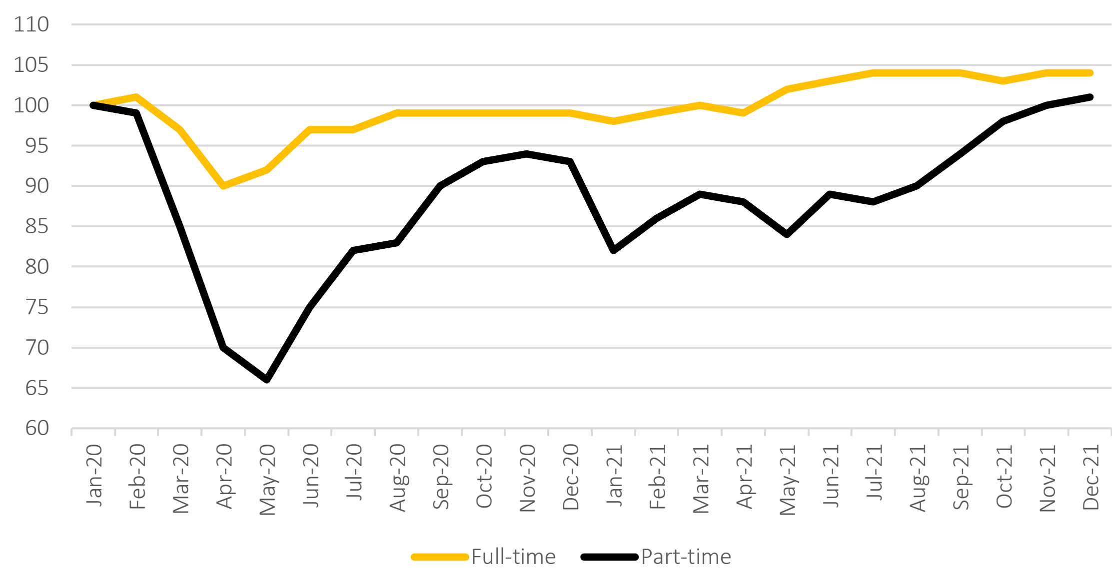
Jobs requiring no educational certificate (light yellow line) experienced a sequence of declines and then recoveries, with the number of jobs peaking during the summer months, with a stronger rebound in the Rest of Ontario. In December 2021, the number of these jobs in the Rest of Ontario matched their level in January 2020, but in the Toronto CMA, they were 14% below that earlier level.

Overall, jobs requiring a university degree were less affected by the pandemic, while jobs in other categories had significant declines, with stronger recoveries in the Toronto CMA, except for jobs requiring no certificate.

Provincial data: Full-time and part-time employment

Occupations requiring a high school diploma or less often involve a higher proportion of part-time jobs. Comparing the employment levels between full-time and part-time jobs highlights just how much greater was the impact of the pandemic on part-time jobs. Chart 10 compares levels of employment in these categories; the number of jobs in each category in January 2020 is given a value of 100.

Chart 10: Monthly number of part-time and full-time jobs, Ontario, January 2020 to December 2021 (January 2020 = 100)



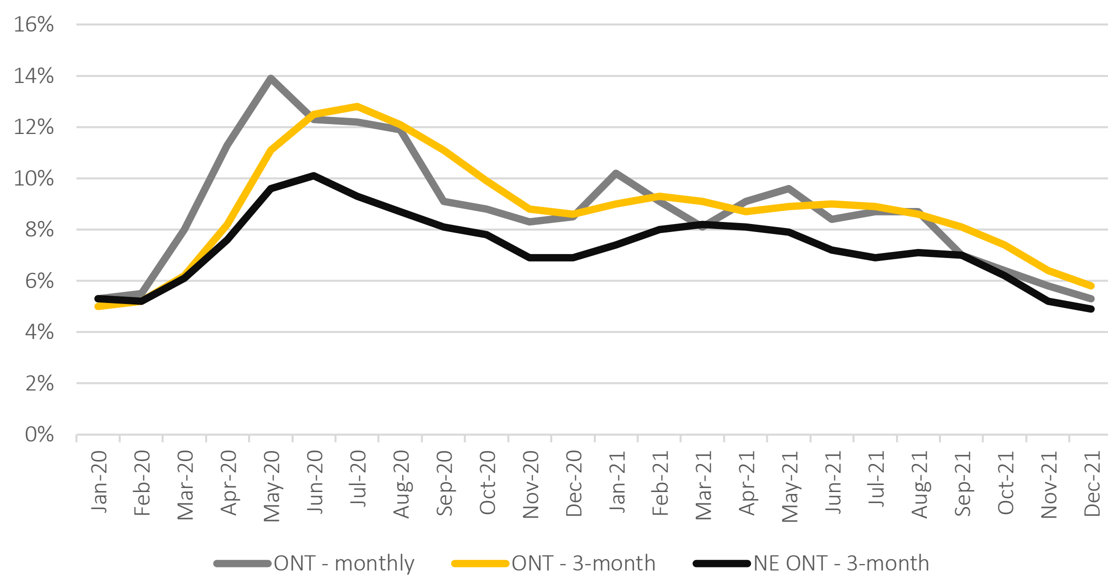
Statistics Canada, Table 14-10-0050-01

In April 2020, the number of full-time jobs dropped to 90% of their January 2020 level, while in May 2020, part-time jobs bottomed out at 66% of their January 2020 number. Full-time jobs recovered relatively quickly, by December 2021 climbing to 4% above the level before the pandemic. Part-time jobs took much longer to recover, experiencing another drop-in employment in January 2021, and only in December 2021 finally surpassing by 1% the January 2020 figures.

Regional and local data: Unemployment rate

To examine the unemployment rate at a regional or local level, one needs to rely on three-month moving average data. To appreciate how this affects the presentation of the data, Chart 11 provides a comparison between the monthly unemployment rate for Ontario, the three-month moving average unemployment rate for Ontario, and the three-month moving average unemployment rate for Northeast Ontario.[2]

Chart 11: Unemployment rates – Ontario monthly, Ontario three-month moving average, Northeast Ontario three-month moving average, January 2020 – December 2021



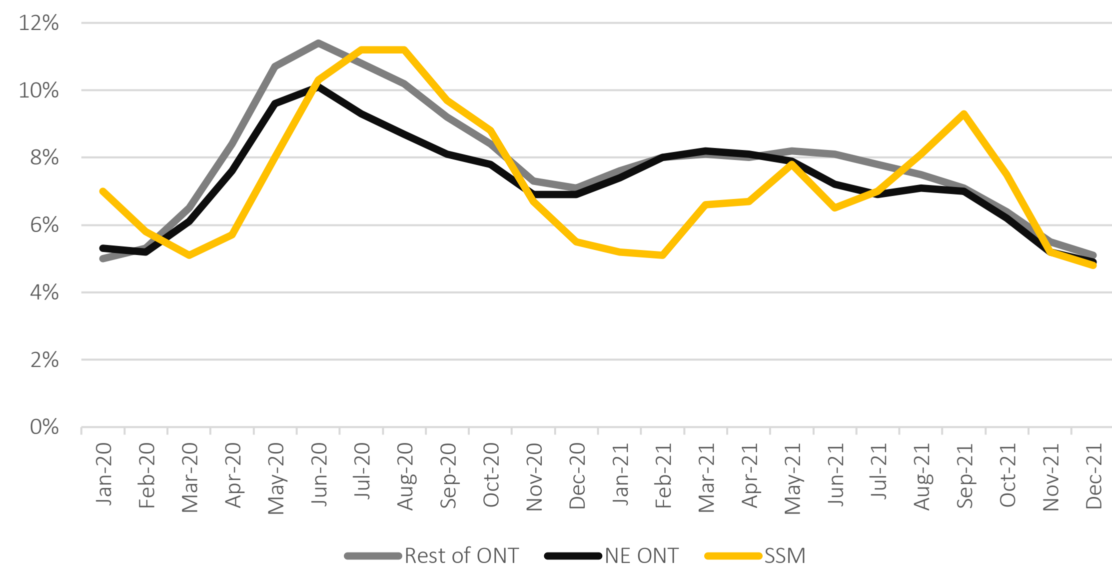
Statistics Canada, Table 14-10-0017-01 and Table 14-10-0387-01

The Ontario monthly unemployment rate spikes sooner (in May 2020) and is higher than the Ontario three-month moving average, because the monthly figure is not averaged with the two preceding months. One can see that the Northeast Ontario unemployment rate was usually lower than that for the province, peaking at 10.1% in June 2020, considerably below the provincial three-month average peak of 12.8% in July 2020.

[2] Northeast Ontario consists of the Districts of Algoma, Cochrane, Timiskaming, Sudbury, Manitoulin, Nipissing and Parry Sound, and the City of Greater Sudbury.

The Ontario figures include the Toronto CMA data, which had higher unemployment rates through the pandemic. Chart 12 provides the three-month moving average for the Rest of Ontario as a more appropriate comparison for the Northeast Ontario data. As well, it provides the unemployment rate for Sault Ste. Marie.[3]

Chart 12: Three-month moving average unemployment rates – Rest of Ontario, Northeast Ontario, and Sault Ste. Marie, January 2020 – December 2021



Statistics Canada, Table 14-10-0378-01, Table 14-10-0387-01, and AWIC's customized table

When compared to the Rest of Ontario, the Northeast Ontario figures align more closely, except for a couple of periods (April to September 2020 and June to July 2021) when unemployment in Northeast Ontario is lower. Unemployment in Sault Ste. Marie follows a slightly more erratic path – this could be because its sample size is much smaller. The pandemic peak in Sault Ste. Marie came slightly later (July and August 2020), then dropped lower, only to peak again in September 2021.

[3] The Sault Ste. Marie labour force represents approximately two-thirds of the labour force of Algoma District. This data is made available thanks to a custom purchase by the Algoma Workforce Investment Corporation (AWIC).

Regional and local data: Employment by industry

Statistics Canada also provides employment data, which for the regional and local levels is available in the three-month moving average format. To illustrate the trends across many industry categories, once again we have assigned the level of employment in any given industry in January 2020 as 100, and all subsequent numbers in relation to the January value.

Table 2 presents the December 2021 values for the following areas: Rest of Ontario, Northeast Ontario, and Sault Ste. Marie. In the case of Sault Ste. Marie, the data is not available for several industries because the sample size is too small and estimates below a certain threshold are suppressed by Statistics Canada. The cells are colour-coded to make it easier to see patterns: gray if the December 2021 figure is higher than the January 2020 figure, yellow if it is lower.

Overall, the total employment level in December 2021 for the Rest of Ontario just barely surpassed the figure for January 2020 (1% above). In Northeast Ontario, it was 1% below, while for Sault Ste. Marie, it was 7% below.

Looking at the industries, here are several where all three areas registered the same trends:

- A decline in employment in Wholesale and Retail Trade
- An increase in employment in Finance, Insurance, Real Estate, Rental and Leasing; and in Public Administration

Unusually, there were many more industries where there were different trends across these areas. Some industries where the trends were quite distinct: Construction; Manufacturing; Health Care & Social Assistance; Information, Culture and Recreation; and Accommodation and Food Services.

Table 2: December 2021 employment levels by industry, three-month moving average Rest of Ontario, Northeast Ontario and Sault Ste. Marie (January 2020 = 100)

	REST OF ONTARIO	NORTHEAST ONTARIO	SAULT STE. MARIE
ALL INDUSTRIES	101	99	93
Agriculture[1]	93	81	N/A
Forestry, fishing, mining, quarrying, oil and gas[1]	107	100	N/A
Utilities	112	55	N/A
Construction	108	97	70
Manufacturing	98	119	124
Wholesale and retail trade[2]	98	87	69
Transportation and warehousing	102	88	N/A
Finance, insurance, real estate, rental, and leasing[3]	113	127	155
Professional, scientific and technical services	123	107	N/A
Business, building, and other support services[4]	100	109	N/A
Educational services	101	136	97
Health care and social assistance	100	86	81
Information, culture and recreation[5]	97	124	112
Accommodation and food services	85	88	107
Other services (except public administration)	85	72	N/A
Public administration	108	127	137

Statistics Canada, Table 14-10-0378-01, Table 14-10-0387-01, and AWIC's customized table

N/A = Not available

For this data, Statistics Canada rearranges some of the usual industry categories:

[1] "Agriculture, forestry, fishing, and hunting" is split up; "Agriculture" stands on its own, and the other subsectors join "Mining, quarrying, and oil and gas extraction"

[2] "Wholesale trade" and "Retail trade" are combined into one industry

[3] "Finance and insurance" is combined with "Real estate and rental and leasing"

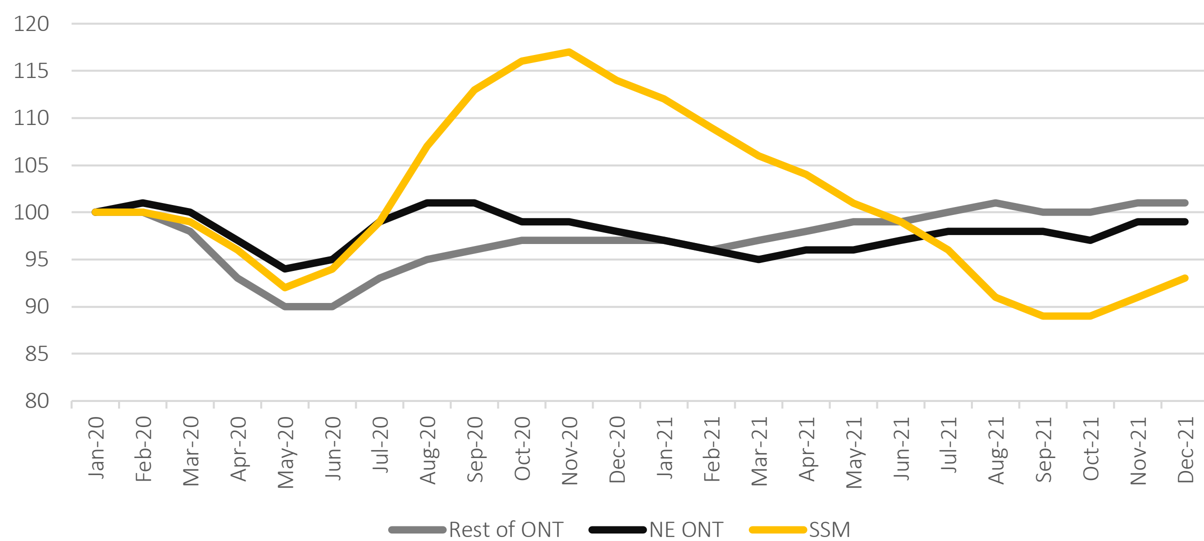
[4] "Management of companies" is combined with "Administrative and support, waste management, and remediation services"

[5] "Information and cultural industries" is combined with "Arts, entertainment and recreation"

The variations in the total employment number for the three areas are presented in Chart 13. The unemployment rate was lower in Northeast Ontario at the start of the pandemic and correspondingly the number of individuals employed was higher than in the Rest of Ontario. The figures then evened out and through most of 2021, the employment levels recovered to a higher level than in Northeast Ontario.

As for Sault Ste. Marie, the data seems as volatile as the earlier unemployment rate data. While employment dropped during the summer of 2020, from August 2020 to May 2021 it was over 100, reaching 117 in November 2020. The figure then dropped considerably, lingering between 89 and 91 from August to November 2021 until inching up further to 93 in December. Such volatility is likely more a consequence of the small sample size as it reflects the actual dynamics in the local labour market.

Chart 13: Change in total employment, three-month moving average, Rest of Ontario, Northeast Ontario, and Sault Ste. Marie, January 2020 to December 2021 (January 2020 = 100)



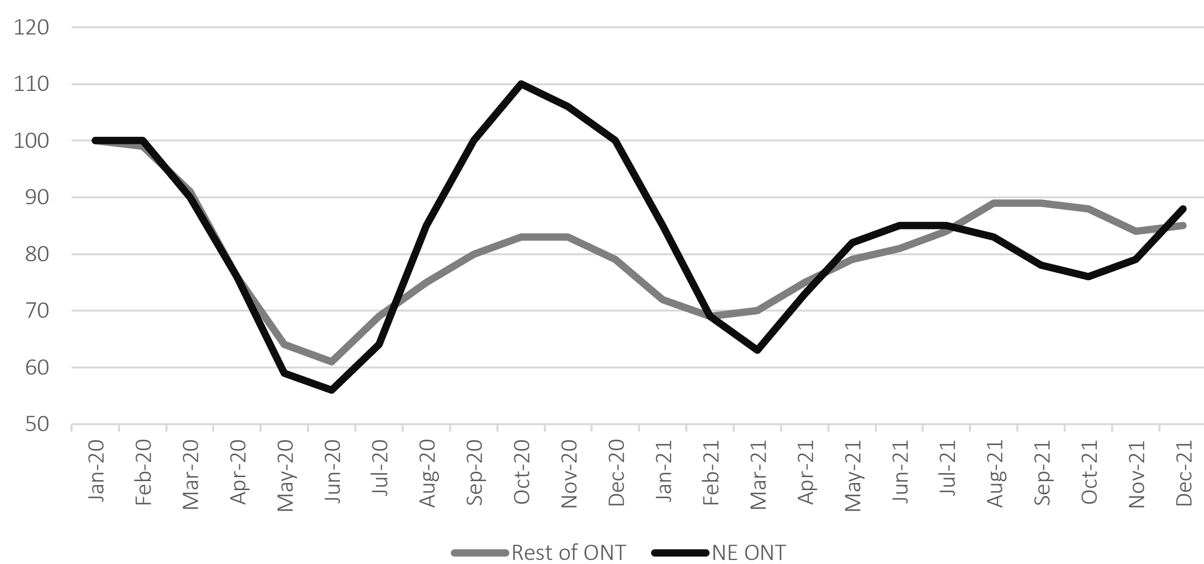
Statistics Canada, Table 14-10-0378-01, Table 14-10-0387-01, and AWIC's customized table

Regional data: employment by industry

In this section we will profile the employment trends in four industries, comparing outcomes between the Rest of Ontario and Northeast Ontario.

Chart 14 illustrates employment trends in the Accommodation and Food Services sector, the industry most affected by the pandemic. In the Rest of Ontario, employment levels in June 2020 declined to 61, that is, 39% below the level they were at in January 2020, while in Northeast Ontario, they declined to 56, 44% below the January level. Both areas rebounded in the fall, Northeast Ontario very much so, climbing to 110 in October 2020, but then reverted to the same levels as the rest of Ontario. By December 2021, in both areas' employment levels were still considerably below their January 2020 levels: in the rest of Ontario at 85, in Northeast Ontario at 88.

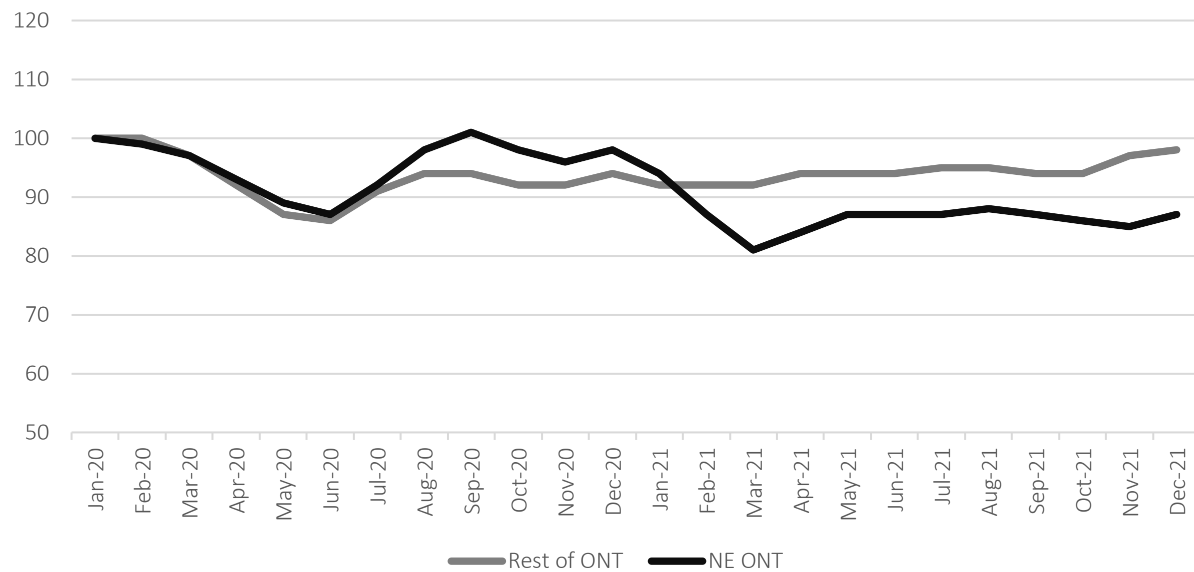
Chart 14: Change in employment, Accommodation and Food Services, three-month moving average, Rest of Ontario and Northeast Ontario, January 2020 to December 2021 (January 2020 = 100)



Statistics Canada, Table 14-10-0379-01 and Table 14-10-0388-01

Chart 15 profiles the Wholesale and Retail Trade sectors. Wholesale trade involves the movement of goods to businesses and retailers, while Retail Trade involves the flow of goods to consumers. Both reflect the level of spending in a community.

Chart 15: Change in employment, Wholesale and Retail Trade, three-month moving average, Rest of Ontario and Northeast Ontario, January 2020 to December 2021 (January 2020 = 100)

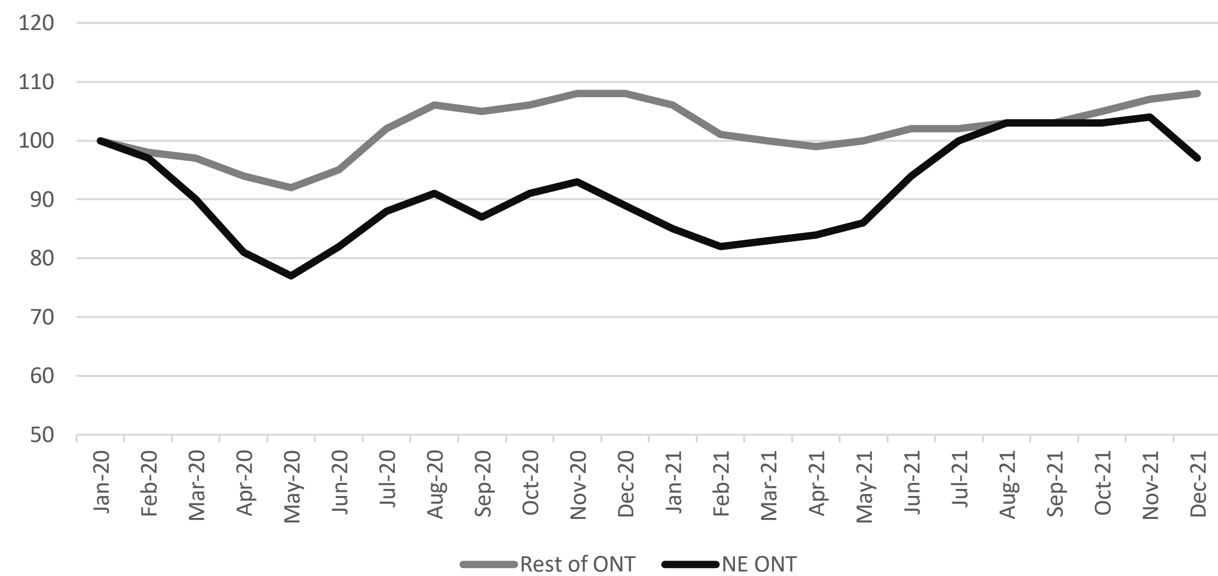


Statistics Canada, Table 14-10-0379-01 and Table 14-10-0388-01

When the pandemic first struck, non-essential retail stores were closed and so a portion of consumer spending was reduced. June 2020 employment levels in the Rest of Ontario dropped to 86 and in Northeast Ontario to 87. There was a recovery in the fall, more so in Northeast Ontario, but then the levels declined and stayed low in Northeast Ontario, while in the Rest of Ontario the levels inched up slowly. By December 2021, the levels were as follows: in the Rest of Ontario at 98, but in Northeast Ontario at 87.

Chart 16 shows the employment trends for Construction. Employment levels dropped much lower in Northeast Ontario, bottoming out at 77 in May 2020 when in comparison the figure for the Rest of Ontario was 92. While both areas subsequently gained employment, Northeast Ontario did not return to the January 2020 employment levels until July 2021, a year later than the rest of Ontario.

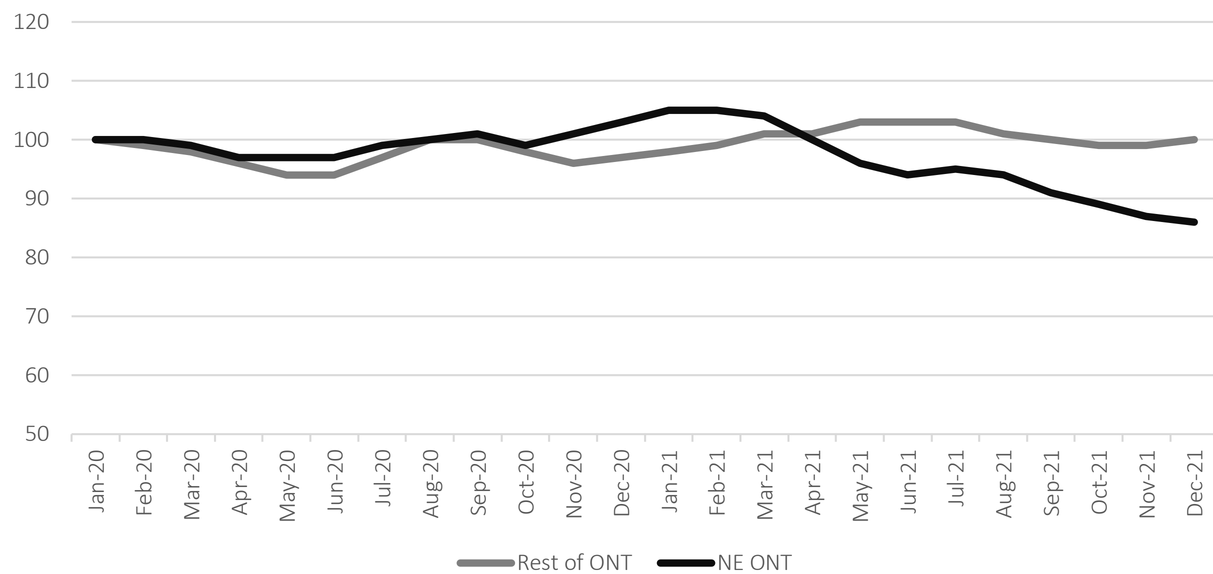
Chart 16: Change in employment, Construction, three-month moving average, Rest of Ontario and Northeast Ontario, January 2020 to December 2021 (January 2020 = 100)



Statistics Canada, Table 14-10-0379-01 and Table 14-10-0388-01

Chart 17 profiles the Health Care and Social Assistance sectors, whose various components were affected in different ways by the pandemic. During lockdown periods, some ambulatory health care services, child daycare centres and many social services were closed, although some services were delivered online. Residential care facilities and hospitals were, of course, very busy, however, perennial staff shortages have placed a strain on their ability to meet the heightened demand for their services. Overall, the Rest of Ontario, have fluctuated around the 100 level, whereas in Northeast Ontario, after an initial recovery, employment levels have been on a downward trend since February 2021, in December 2021 dropping to 86, its lowest level in two years.

Chart 17: Change in employment, Health Care and Social Assistance, three-month moving average, Rest of Ontario and Northeast Ontario, January 2020 to December 2021 (January 2020 = 100)



Statistics Canada, Table 14-10-0379-01 and Table 14-10-0388-01

Regional data: employment by occupation

Examining employment by occupation provides another perspective on labour market dynamics. Table 3 shows the level of employment present in each broad occupational category in Northeast Ontario in January 2020 and compares it to the most recent data for December 2021. The last column shows the percentage difference.

Table 3: Employment by occupational categories, Northeast Ontario, January 2020 and December 2021

Occupation	Jan 2020	Dec 2021	% Change
Management occupations	15,700	18,300	17%
Business, finance and administration occupations	40,400	37,400	-7%
Natural & applied sciences and related occupations	14,000	18,700	34%
Health occupations	24,300	23,700	-3%
Occupations in education, law, community and government	32,100	33,500	4%
Occupations in art, culture, recreation and sport	4,600	3,800	-17%
Sales and service occupations	57,400	58,500	2%
Trades, transport and related occupations	44,800	39,100	-13%
Natural resources, agriculture and related occupations	11,400	9,200	-19%
Occupations in manufacturing and utilities	7,600	8,200	8%
TOTAL	**252,400**	**250,500**	**-1%**

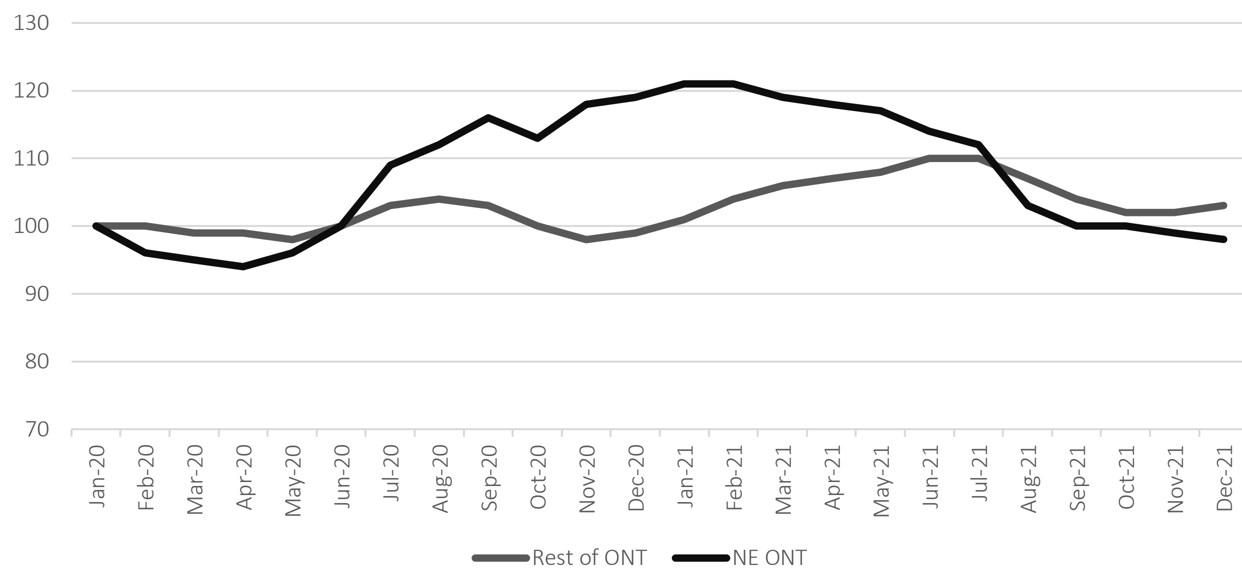
Statistics Canada, Table 14-10-0386-01

As was apparent in Table 2, total employment during this period declined by 1%, however, there were wide variations by occupational category:

- Natural Resources, Agriculture and Related Production Occupations declined by 19%
- Occupations in Art, Culture, Recreation and Sport declined by 17%
- Trades, Transport and Equipment Operators and Related Occupations declined by 13%
- Natural and Applied Sciences and Related Occupations increased by 34%
- Management Occupations increased by 17%

We will explore further the employment dynamics in two occupational categories. Health Occupations almost exclusively are found in the Health Care and Social Assistance industry; in Algoma, around 88% of these occupations are employed in that sector. Chart 18 shows the changes in the level of employment in Health Occupations.

Chart 18: Change in employment, Health Occupations, three-month moving average, Rest of Ontario and Northeast Ontario, January 2020 to December 2021 (January 2020 = 100)

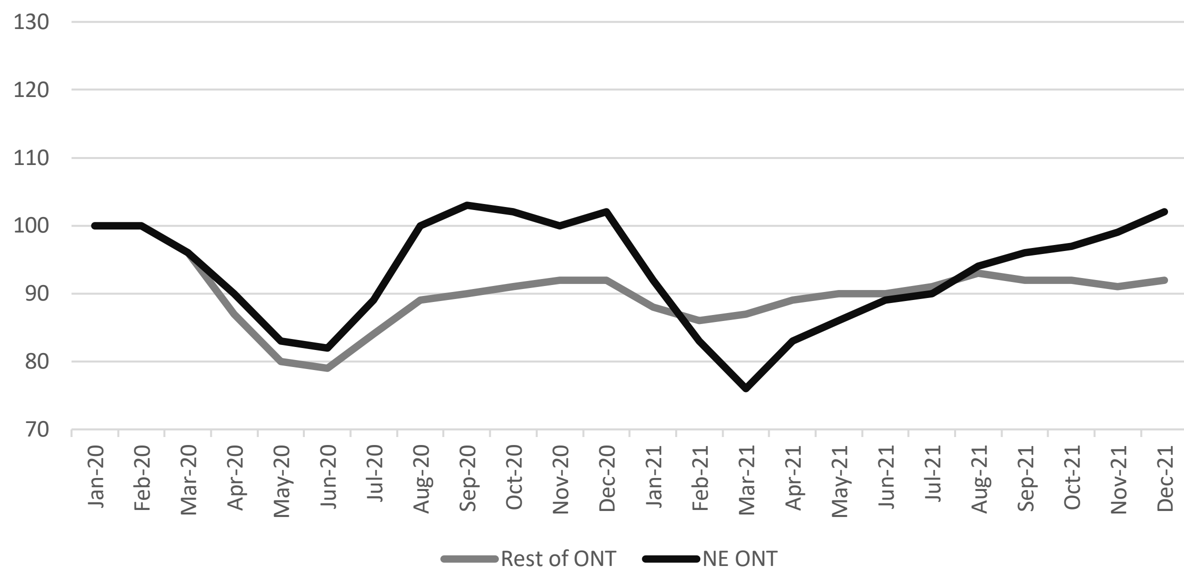


Statistics Canada, Table 14-10-0386-01

After an initial slight drop, employment levels in Health Occupations rose considerably in Northeast Ontario, much more so than in the Rest of Ontario and stayed high, then dropped in August 2021, ending up at 98 in December 2021. Compared to the trajectory of employment levels in the Health Care and Social Assistance sector, it would suggest that other parts of this sector, either non-health occupations in Health Care or other occupations in Social Assistance, are responsible for the larger decline in employment in this industry.

Chart 19 profiles Sales and Service Occupations. Unlike Health Occupations, these occupations are not concentrated in one industry, although slightly over half (56%) of these occupations are found in either the Retail Trade or Accommodation and Food Services sectors. Indeed, Chart 19 looks a little like what one would expect if one combined Chart 14 (Accommodation and Food Services) and Chart 15 (Wholesale and Retail Trade) – both industries had a double-dip, particularly deep for Accommodation and Food Services, and in the second half of 2021, while employment levels for Wholesale and Retail Trade stayed flat, there was some increase for Accommodation and Food Services.

Chart 19: Change in employment, Sales and Service Occupations, three-month moving average, Rest of Ontario and Northeast Ontario, January 2020 to December 2021 (January 2020 = 100)



Statistics Canada, Table 14-10-0386-01

By examining the data for both industries and occupations, it is possible to triangulate a better view of what is taking place in the labour market.

CANADIAN BUSINESS COUNTS – **LABOUR MARKET INDICATORS**

Introduction

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. With the impact of COVID, there has been an increased interest in how the number of business establishments has been affected. 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. With the impact of COVID, Statistics Canada has issued the following qualification:

> "Please note that the June 2021 counts cannot be used to measure the impacts of the COVID-19 pandemic. These figures continue to include most businesses that closed in the months since the crisis began. Those that close permanently will eventually cease to be included, once business wind-down and closeout procedures are completed and confirmed, which can take several months."

The analysis this year will continue to profile the Canadian Business Counts numbers, however, we are also including data from another Statistics Canada program, the Experimental Estimates for Business Openings and Closures, as this provides another perspective regarding how businesses (and, by inference, employment) were affected as a result of the pandemic.

Experimental Estimates for Business Openings and Closures

These estimates are derived from the Business Register which Statistics Canada maintains and are supplemented by payroll deduction files from the Canada Revenue Agency. This data provides the following information:

- Business openings: An establishment that had no employee in the previous month but has an employee in the current month
- Business closures: An establishment that had an employee in the previous month but has no employee in the current month
- Active businesses: An establishment that has an employee in the current month
- Continuing businesses: An establishment that had an employee in the previous month and has an employee in the current month

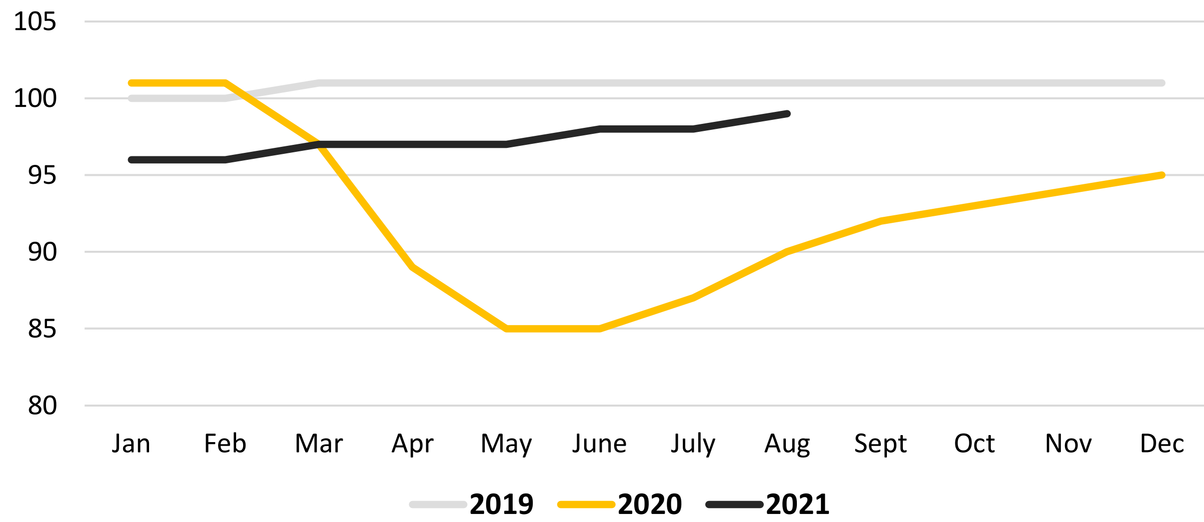
This data is particularly relevant to the circumstances of the pandemic because a business closure can be temporary or permanent (as opposed to an exit). The experience of the pandemic included many businesses which closed for a limited period of time but then re-opened.

The limitation of the data is that it is not available for smaller geographies, but rather only for provinces and census metropolitan areas. Even for smaller census metropolitan areas, the data is not available for all industries, because the data groups become quite small and cannot be released due to confidentiality requirements. As a result, the analysis by industry is only shown for the Toronto Census Metropolitan Area and Ontario minus these Toronto figures, because the business dynamics were often different between these two areas.

Active businesses. The first set of charts profiles active businesses in the Toronto CMA as well as the Rest of Ontario. Monthly data is provided for three years, to show the typical pattern in 2019, the impact of the pandemic in 2020, continuing with the hesitant recovery into 2021. Data is available up to August 2021 and the data is seasonally adjusted, which means that the data has been adjusted to avoid changes due entirely to seasonal fluctuations. All data in the charts are expressed in relation to the number of businesses active in January 2019; that figure is given a value of 100 and all subsequent months are a ratio of that 100. A value of 95 means that the number of businesses is 5% lower than the number present in January 2019.

Chart 20 illustrates the trends experienced in the Toronto CMA. The 2019 figures show a slight increase during the year, while the 2020 numbers illustrate the significant drop in the number of active businesses which occurred as a result of the start of the pandemic and the lockdown which ensued. The number bottoms out at 85, meaning a 15% drop from January 2019. There is a recovery, with the 2021 figures rising steadily but slowly, in August 2021 reaching the 99 levels, still 1% below the number of active businesses present in January 2019, but considerably higher than August 2020.

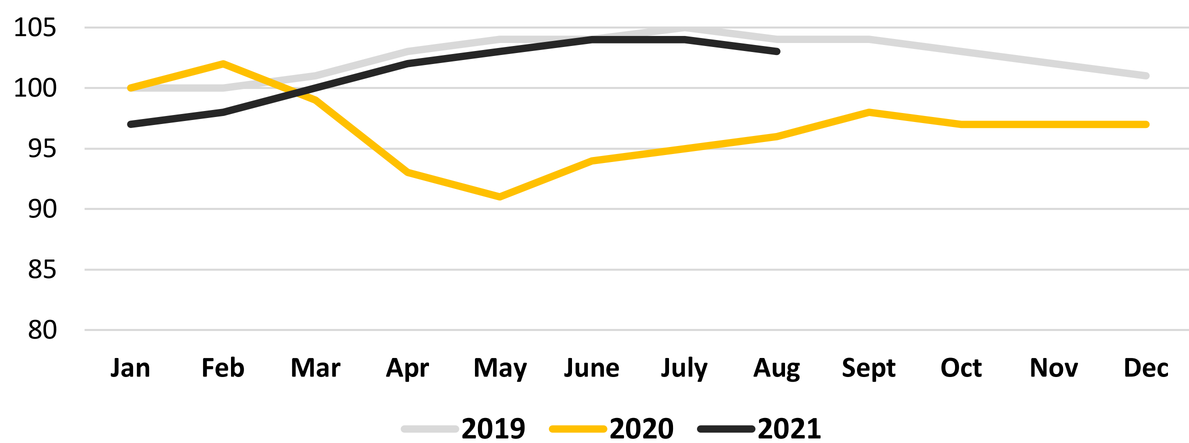
Chart 20: Active businesses, Toronto CMA, 2019, 2020 and 2021 (to August) (January 2019 = 100)



Statistics Canada, Table 33-10-0270-01

Chart 21 provides the data for the rest of Ontario (i.e., minus the Toronto CMA figures). The 2019 count of active businesses increased slowly during the year and then declined by December to just above its January starting point. In 2020, there is an initial increase followed by the impact of the pandemic, bottoming out at 91 (a 9% drop) and a slow return, by December to 97. In 2021, the rebound continued, following closely the trajectory of 2019, so that by June 2021 the number of businesses is almost the same as it was in June 2019. The 2021 figures dip below figures in 2019 for July and August.

Chart 21: Active businesses, Rest of Ontario, 2019, 2020 and 2021 (to August) (January 2019 = 100)

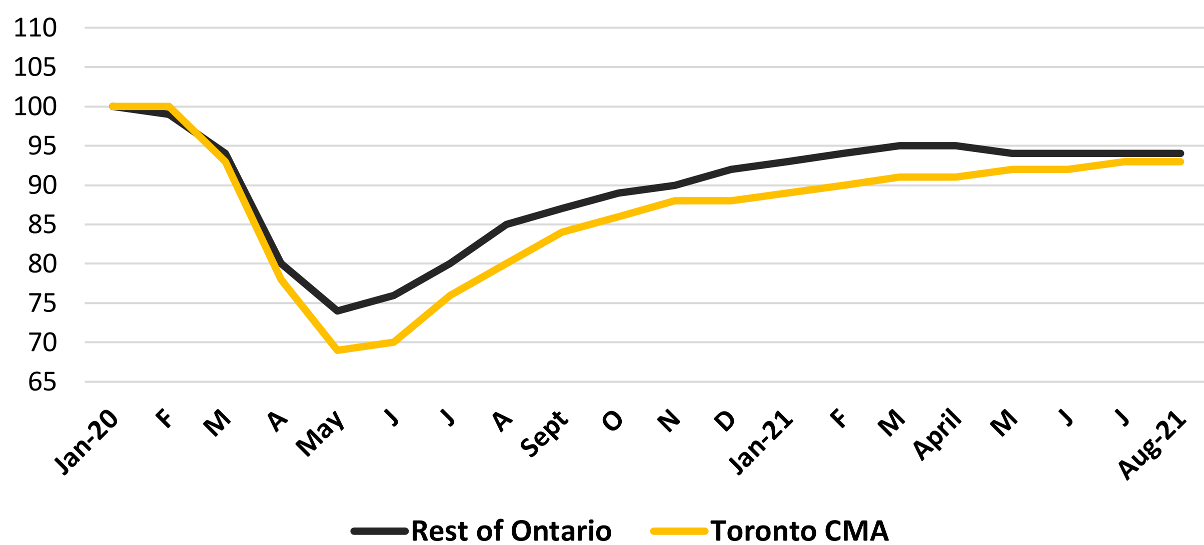


Statistics Canada, Table 33-10-0270-01

Industries. Several select industries are presented, to highlight not only different impacts caused by the pandemic depending on the industry but also somewhat different impacts by geography (rest of Ontario versus Toronto CMA).

Chart 22 presents the data for Food and Beverage Services, one of several customized categories available through this dataset (it consists of Full-service Restaurants; Limited-service Eating Places and Drinking Places). This was an industry sub-sector that was particularly hard hit by the pandemic. The chart presents monthly data from January 2020. In both areas, the drop in the number of active businesses was very severe, in May 2020 reaching 69 in the Toronto CMA and 74 in the rest of Ontario, a drop of 31% and 26% from January. Both areas experienced a similar recovery trajectory, with the Toronto figures always slightly lower than the rest of Ontario, although the Toronto figures have continued a slow rise, up to 93 in August, while the figures in the rest of Ontario have been stuck at the same plateau of 94 from May until August.

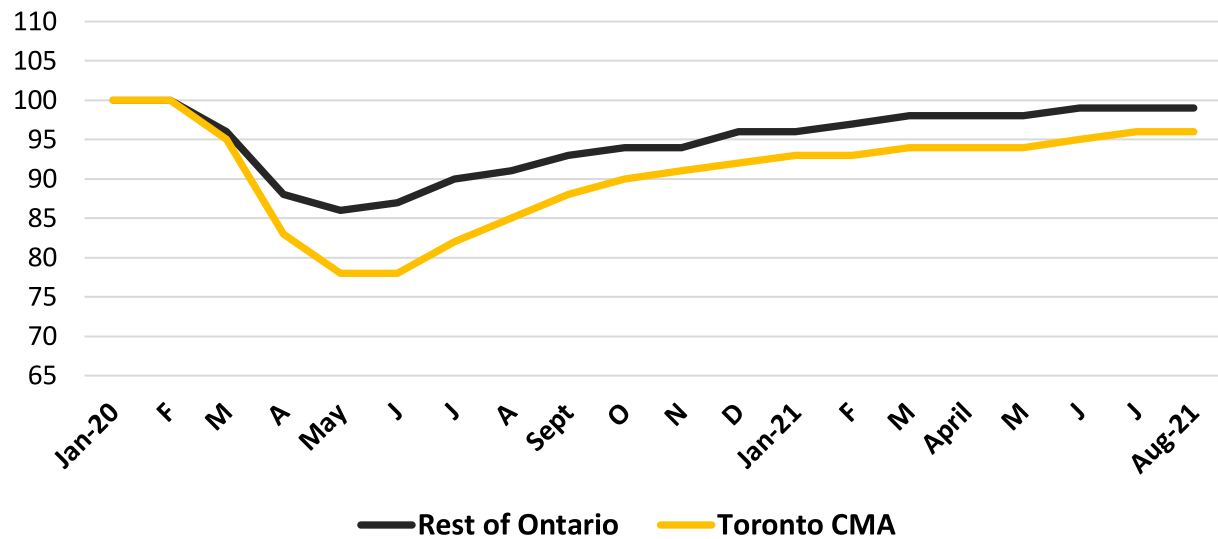
Chart 22: Active businesses, Food & Beverage Services, Toronto CMA and Rest of Ontario, January 2020 to August 2021 (January 2020 = 100)



Statistics Canada, Table 33-10-0270-01

Chart 23 illustrates the figures for the Retail Trade sector, where two subsectors performed well (food and beverage stores, and general merchandise stores, that is, department stores and warehouse clubs), while the broad range of non-essential retailers did poorly. The cumulative effect was a noticeable decline when the pandemic hit and then a slow recovery. In the case of the rest of Ontario, the decline was not as severe, bottoming out at 86 in May 2020, whereas in the Toronto CMA it plunged to 78 in May. The recovery has been steady and slow, in the rest of Ontario reaching 99 in August 2021, and in the CMA reaching 96.

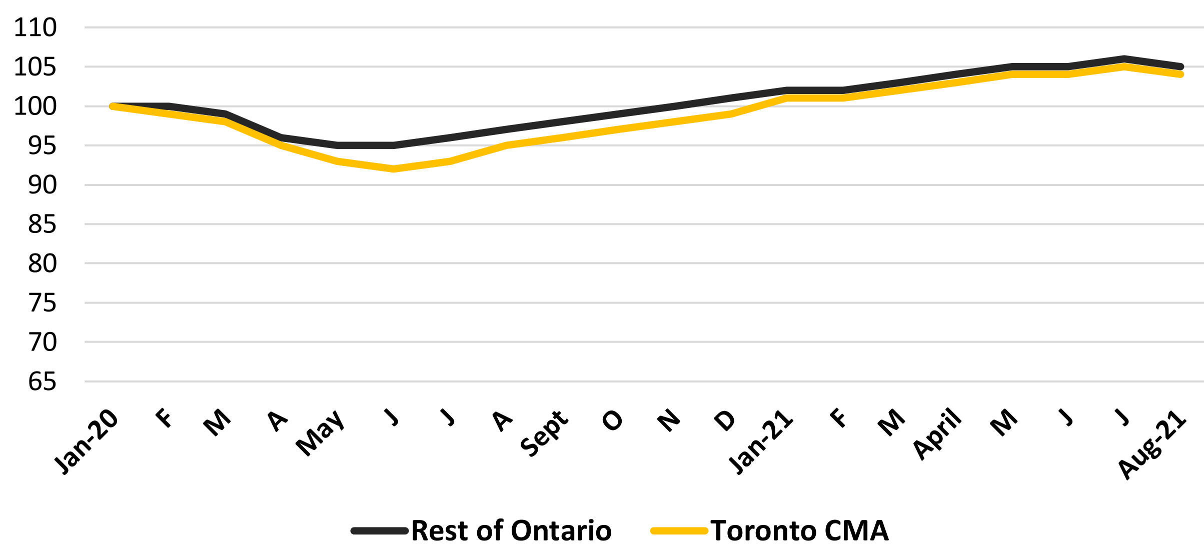
Chart 23: Active businesses, Retail Trade, Toronto CMA and Rest of Ontario, January 2020 to June 2021 (January 2020 = 100)



Statistics Canada, Table 33-10-0270-01

Some sectors were much less affected by the pandemic. One such industry was Professional, Scientific & Technical Services, made up of professional firms such as lawyers, accountants, engineers, management consultants, or IT specialists. Chart 24 presents the data.

Chart 24: Active businesses, Professional, Scientific & Technical Services, Rest of Ontario and Toronto CMA, January 2020 to June 2021 (January 2020 = 100)



Statistics Canada, Table 33-10-0270-01

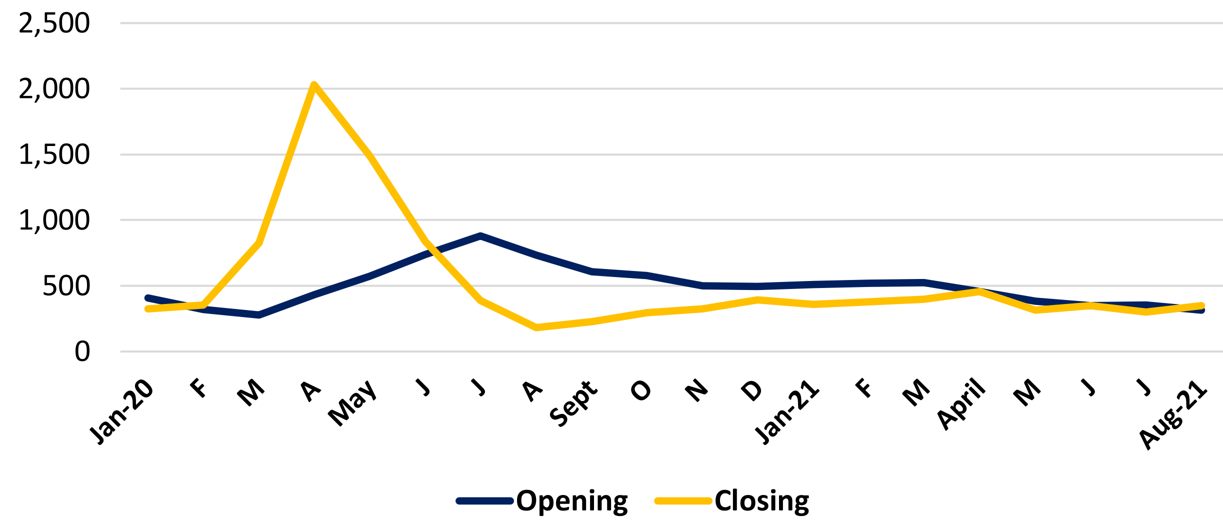
In both the Toronto CMA and the rest of Ontario, the decline in the number of these professional firms was much more limited, dropping to 92 in the Toronto CMA in June 2020 and 95 in the rest of Ontario in May 2020. In both areas, there was a steady recovery, so that by August 2021, employment stood at 104 in the Toronto CMA and 105 in the rest of Ontario, that is, 4% and 5% higher than the January 2020 level in each area.

The three charts use the same scale (from 65 to 110), so the trends are exactly comparable. The trajectories of these three industries are quite distinct, both in the degree to which they lost active businesses at the height of the start of the pandemic and then the varying rates of recovery. Accommodation & Food Services in August 2021 were still more than 5% short of the number of active establishments present in January 2020, Retail Trade in the rest of Ontario had almost returned to its January 2020 level, whereas Professional, Scientific & Technical Services surged ahead with an increase in active businesses beyond what was present in January 2020.

Business openings and closings. The number of active businesses is a reflection of the number of businesses that continue their operations, subtracting the number which closes and adding the number which opens. The total number of businesses is therefore the net outcome of a fair amount of fluctuation. To illustrate this point and how it manifested itself during the pandemic, the next charts map the actual number of business openings and closures in the Food & Beverage Services sector, in each of the Toronto CMA and the rest of Ontario.

Chart 25 presents these figures for the Toronto CMA. Before the onset of the pandemic, the number of openings was just slightly above the number of closures. When the pandemic hit, there was a huge increase in the number of closures, rising from 327 in January 2020 to 2,031 in April 2020. The number of openings, meanwhile, only declined slightly, from 406 in January 2020 to 278 in March 2020. The number of closures eventually declined, while the number of openings rose above their usual levels. However, by August 2021, the net difference between all the openings and all the closures in this sector since January 2020 was minus 622, that is, 622 more Food & Beverage Services operations closed in comparison to the number that opened during this period in the Toronto CMA. August 2021 was also the first time in over a year when the number of closings exceeded the number of openings.

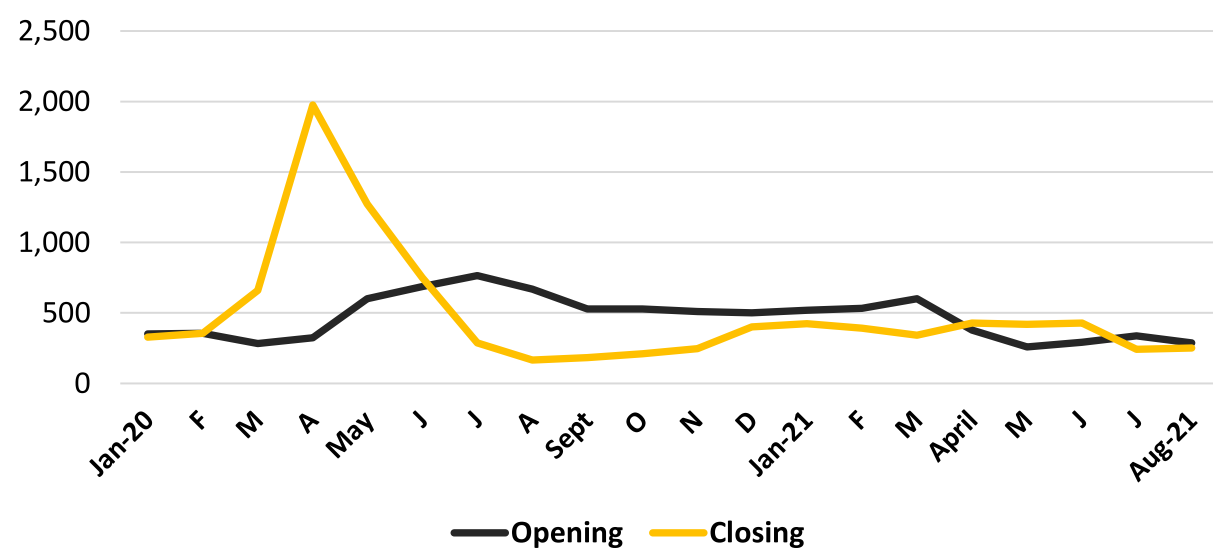
Chart 25: Number of business openings and closures, Food & Beverage Services, Toronto CMA,
January 2020 to August 2021



Statistics Canada, Table 33-10-0270-01

The pattern in the Toronto CMA was exactly replicated in the rest of Ontario (Chart 26).

Chart 26: Number of business openings and closures, Food & Beverage Services, rest of Ontario, January 2020 to August 2021



Statistics Canada, Table 33-10-0270-01

The number of closures rose from 327 in January 2020 to 1,975 in April 2020, while the number of openings only declined slightly, from 350 in January 2020 to 284 in March 2020. By August 2021, the net difference between all the openings and all the closures in this sector since January 2020 was minus 452. Through April, May, and June, there were more closures than openings. In short, after the first lockdown, there has been a higher number of businesses in this sector opening (or more likely, re-opening); however, the number of openings has not yet been able to make up for the much larger number of businesses which closed since January 2020.

The rest of this report relies on the familiar Canadian Business Count data which we have focused on for the past several years.

Number of businesses, by the size of establishment and by industry

Table 4 provides the summary data for all businesses located in the District of Algoma for June 2021. 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 the number of employees; roughly 8% of the total counts in Algoma represent businesses that are unclassified, lower than the provincial average of 10%. This simply means that for these businesses, Statistics Canada was unable to identify which industries these businesses belonged to.

The explanation for specific columns in the tables:

- The second-to-last column in each table 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 red
- The highlighted cells identify the three industries with the largest number of firms for each employee-size category (each column)
- Where under the percentage distribution a cell shows 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 4 – ALGOMA, NUMBER OF BUSINESSES BY EMPLOYEE SIZE RANGE, JUNE 2021

INDUSTRY SECTOR 2-DIGIT NAICS	NUMBER OF EMPLOYEES 0	1-4	5-9	10-19	20-49	50-99	100+	TOTAL	%	RANK
11 Agriculture	202	70	11	9	1	0	0	293	4	9
21 Mining	3	4	1	0	0	1	3	12	0	20
22 Utilities	15	2	2	4	1	3	3	30	0	19
23 Construction	310	**183**	**69**	**53**	25	9	1	650	10	**4**
31-33 Manufacturing	64	29	14	14	17	5	**6**	149	2	12
41 Wholesale Trade	51	25	22	21	10	1	1	131	2	13
44-45 Retail Trade	231	140	**147**	**105**	**57**	**13**	**13**	706	10	**3**
48-49 Transportation/Warehousing	155	38	15	13	10	6	3	240	4	10
51 Information and Cultural	32	23	20	4	4	1	0	84	1	15
52 Finance and Insurance	314	54	21	19	14	3	0	425	6	7
53 Real Estate, Rental, Leasing	**1224**	77	23	7	3	2	0	1336	20	**1**
54 Professional Scientific Tech	293	108	47	20	12	3	2	485	7	6
55 Management of Companies	49	3	1	1	0	3	1	58	1	16
56 Administrative Support	106	53	31	12	9	5	2	218	3	11
61 Educational Services	27	7	4	3	1	0	4	46	1	17
62Health Care & Social Assist	**358**	**176**	58	47	**41**	**18**	**17**	715	11	**2**
71 Arts, Entertainment & Rec	74	17	15	13	4	1	2	126	2	14
72 Accommodation & Food	163	72	**64**	**52**	**45**	**12**	1	409	6	8
81 Other Services	**321**	**200**	56	26	16	2	1	622	9	**5**
91 Public Administration	3	3	6	7	15	5	**6**	45	1	18
CLASSIFIED BUSINESSES	3995	1284	627	430	285	93	66	6780		
Percentage of all classified and unclassified businesses	61	19	9	6	4	1	1	101		
Cumulative percentage	61	79	88	94	98	99	100			
ONTARIO percentage of classified and unclassified businesses	71%	17%	5%	3%	2%	1%	1%			

Statistics Canada, Canadian Business Counts, June 2021

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,[4] and another 19% have 1-4 employees; Algoma has fewer solo establishments (61%) among its businesses compared to the Ontario average of 71% (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 19.7% of all firms (last year: 18.8%); moving into second place, Health Care & Social Assistance, with 10.5% (up from 9.5% two years ago); falling to third, Retail Trade, represents 10.4% (last year: 10.4%), whose share has been dropping the last few years; the fourth place is Construction, at 9.6% (last year at 9.6%); and in fifth place, Other Services (such as auto repair stores, hairdressers, nail salons and so on) at 9.2% (last two years at 9.5%); by way of context, the five largest industries by number of firms in Ontario are: Estate and Rental & Leasing (21.5%); Professional, Scientific and Technical Services (13.8%); Construction (9.6%); Health Care & Social Assistance (7.3%) and Retail Trade (6.4%);
- *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 Construction, Health Care & Social Assistance, 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: Retail Trade; Manufacturing; and Health Care & Social Assistance.

Table 5 illustrates the distribution of establishments by locations with higher numbers of firms, together with the distribution by the 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%. A further four communities each have 4%. (The total number of establishments for Algoma in this table does not exactly match the figure in Table 1 because we have relied on two different datasets, but the figures are sufficiently close and the point of this table is to show the distribution across municipalities in Algoma.)

The larger firms are even more concentrated in Sault Ste. Marie, with 73% of Algoma firms with 100 or more employees located there.

Most areas have seen a decline in the total number of establishments, with both Elliot Lake and Blind River seeing a decline of 5%. On the other hand, Algoma, Unorganized, North Part saw an increase of 5% in the number of establishments located there.

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[4] 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 5: Distribution of firms by number of employees by select locations, Algoma, June 2021

	NUMBER OF EMPLOYEES						
	None	1-4	5-19	20-99	100+	TOTAL	Percent of all firms
Algoma	3985	1261	1017	353	69	**6685**	
Sault Ste. Marie	2569	720	683	256	50	**4278**	64%
Elliot Lake	244	112	74	26	3	**459**	7%
Blind River	168	59	44	11	3	**285**	4%
Algoma, Unorganized, North	190	56	39	7	2	**294**	4%
Laird	184	47	24	5	0	**260**	4%
Huron Shores	152	66	18	14	3	**253**	4%

Statistics Canada, Canadian Business Counts, June 2021

Table 6 shows the ten industry sub-sectors with the highest number of establishments with employees in Algoma (industry sub-sectors are designated by 3-digit NAICS numbers, as opposed to the 2-digit numbers for the industry level used in Table 1). This is not entirely a proper comparison. Some industries have a large number of sub-sectors, such as Manufacturing, with 21. Others, such as Professional, Scientific & Technical Services, have only one sub-sector, and many others have only three or four. (There are further sub-categories at the 4-digit level.) Nevertheless, these sub-sectors do highlight prominent sub-sectors and illustrate the varying distribution of firms by the number of employees. The top ten sub-sectors are the same as last year and in the same order, except that 531 – Real estate has moved into the eighth position and 445 – Food and beverage stores have dropped to the ninth position.

Table 6: Top ten industry sub-sectors by number of firms with employees, Algoma

	NUMBER OF EMPLOYEES				
3-digit NAICS industry sub-sector	**1-4**	**5-19**	**20-99**	**100+**	**TOTAL**
621 - Ambulatory health care services	153	57	19	5	234
238 - Specialty trade contractors	107	85	23	1	216
541 - Professional, scientific and technical services	108	67	15	2	192
722 - Food services and drinking places	36	88	44	1	169
813 - Religious, grant-making and civic organizations	86	32	8	1	127
561 - Administrative and support services	50	42	13	2	107
236 - Construction of buildings	67	30	5	0	102
531 - Real estate	71	20	3	0	94
445 - Food and beverage stores	25	49	12	7	93
811 - Repair and maintenance	53	30	6	0	89

Statistics Canada, Canadian Business Counts, June 2021

Ambulatory health care services include physicians' and dentists' offices, as well as medical laboratories. Specialty trade contractors represent all the skilled trades contractors involved in the range of construction activities. Professional, scientific, and technical services include offices of lawyers, accountants, engineers, management consultants, IT professionals, and advertising and public relations professionals.

Change in the number of firms by industry, June 2020 to June 2021

Changes in the number of employers are experienced differently across the various industries. Table 7 highlights the changes in the number of firms by industry and by employee size between June 2020 and June 2021 for Algoma. The table also lists the total number of firms in each industry in June 2021, to provide a context. The color-coding of the tables (grey where there is an increase, yellow where there is a decrease) helps to illustrate any pattern.

It should be noted that Statistics Canada discourages comparisons of this sort because 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.

It also bears repeating that Statistics Canada made clear that the June 2021 counts cannot be used to measure the impacts of the COVID-19 pandemic, because there would be a delay in the time it takes for a business to close and the administrative paperwork to be completed to register that event, such that the June figures would not be a timely representation of the degree of possible business closures.

Several things to note about Table 4. Firstly, the bottom line: all establishments with employees experienced a net loss:

- 1-19 employees: minus 57
- 20-99 employees: minus 21
- 100 or more employees: minus 8

Only firms with no employees increased their numbers, by 21.

Secondly, across all cells, of which there are 80 (not counting the column for the Total), 41 cells indicated a net loss, 22 cells indicated a net gain and 17 cells had no net change (zero).

Thirdly, for certain industries one can predict with relative confidence that there have been employment losses:

- Construction
- Wholesale Trade
- Educational Services
- Arts, Entertainment & Recreation
- Accommodation & Food Services
- Other Services
- Public Administration

TABLE 7: ALGOMA, CHANGE IN THE NUMBER OF EMPLOYERS, BY INDUSTRY AND BY FIRM SIZE, JUNE 2020 TO JUNE 2021

INDUSTRY	Firm size (number of employees)					Total number of firms June-21
	0	1-19	20-99	100+	Total	
Agriculture, forestry, fishing, and farming	0	3	-1	0	2	293
Mining and oil and gas extraction	-1	0	-1	1	-1	12
Utilities	0	-2	-2	1	-3	30
Construction	-19	0	-5	-2	-26	650
Manufacturing	5	-2	2	-3	2	149
Wholesale trade	0	-7	-1	0	-8	131
Retail trade	7	-20	0	2	-11	706
Transportation and warehousing	-14	-1	-2	1	-16	240
Information and cultural industries	-1	4	-4	0	-1	84
Finance and insurance	-8	4	-2	0	-6	425
Real estate and rental and leasing	51	-2	0	0	49	1336
Professional, scientific and technical services	2	-10	0	2	-6	485
Management of companies and enterprises	-1	0	1	1	1	58
Administrative and support	-4	-10	2	-2	-14	218
Educational services	1	-2	-2	0	-3	46
Health care and social assistance	19	9	2	-2	28	715
Arts, entertainment and recreation	-5	1	-2	-1	-7	126
Accommodation and food services	-2	-9	-4	-5	-20	409
Other services	-10	-13	-1	-1	-25	622
Public administration	1	0	-1	0	0	45
TOTAL	**21**	**-57**	**-21**	**-8**	**-65**	**6780**

Statistics Canada, Canadian Business Counts, June 2020 and June 2021

The only sector where one can predict employment increases with the same degree of confidence is Management of Companies and enterprises, and probably Mining & Oil and Gas Extraction. In other instances, it is less clear what the employment outcome would be when one balances out the gains and losses across various sizes of establishments.

But overall, even though Statistics Canada cautions against drawing such conclusions, it would appear that there has been a considerable loss of establishments (almost 1%) with a likely accompanying loss of employment.

ANALYSIS OF EO PROGRAM RELATED DATA

Background to the data

This document is based on data which has been provided by the Ontario Ministry of Labour, 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 Services, Literacy, and Basic Skills, Ontario Employment Assistance Program, Second Career and Youth Job Connection (including summer program) for the 2020-21 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. The data provided to each Local Board consists of 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.

Analysis

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, Second Career, Canada Ontario Job Grant, Apprenticeship, and Youth Job Connection). The number of data sub-categories for each of these programs varies considerably.

The COVID pandemic and the accompanying lockdowns had a very disruptive impact on the lives of all Ontarians, and that disruption is also reflected in the EO client numbers for 2020-21. Over several years of producing summaries and analyses of this EO client data, in many instances, the proportion by various service categories and demographic populations changes very little from year to year. That is certainly not the case for 2020-21, as the following analysis will illustrate.

Employment Services

ES clients

Table 8: ES Unassisted R&I Clients, Number and Percent of all R&I Clients

	Board	Region	Ontario
2020-21 UNASSISTED R&I CLIENTS			
Number	6,683	26,180	411,557
As % of Ontario	1.6%	6.4%	100%
2019-20 UNASSISTED R&I CLIENTS			
Number	6,387	39,838	537,403
2018-19 UNASSISTED R&I CLIENTS			
Number	6,398	37,371	516,469
CLIENT SHARE IN PREVIOUS YEARS			
2019-2020	1.2%	7.4%	
2018-2019	1.2%	7.2%	
2017-2018	0.9%	6.3%	
2016-2017	1.2%	6.6%	
2016 TOTAL POPULATION			
As % of Ontario	0.8%	5.8%	100%

Population figures from StatCan 2016 Census.

Table 9: ES Assisted Clients, Number, and Percent of all Assisted Clients

	Board	Region	Ontario
2020-21 ASSISTED CLIENTS			
Number	2,002	9,850	117,296
As % of Ontario	1.7%	8.4%	100%
2019-20 ASSISTED CLIENTS			
Number	2,783	15,720	183,826
2018-19 ASSISTED CLIENTS			
Number	2,357	15,702	189,591
CLIENT SHARE IN PREVIOUS YEARS			
2019-2020	1.5%	8.6%	
2018-2019	1.2%	8.3%	
2017-2018	1.2%	8.2%	
2016-2017	0.7%	8.4%	
2016 TOTAL POPULATION			
As % of Ontario	0.8%	5.8%	100%

Population figures from StatCan 2016 Census.

There was a significant decrease in the number of Unassisted R&I clients, except in Algoma. The percentage change by area was as follows:

- In Algoma: an increase of 5%
- In the Northern Region: a drop of 34%
- In Ontario: a drop of 23%

The increase in numbers in Algoma, when the total number decreased in Ontario, meant that the local share of the total provincial number of Unassisted R&I clients increased to 1.6%, whereas over the previous four years the local share had been between 0.9% and 1.2%. That share has always been somewhat higher than the local area's share of the provincial population, which in 2016 stood at 0.8%.

In terms of Assisted clients, there was a considerable drop across all three areas, although in Algoma it was not as severe as elsewhere, as the following percentages illustrate:

- In Algoma: a drop of 28%
- In the Northern Region: a drop of 37%
- In Ontario: a drop of 36%

Once again, the smaller decline in Algoma with a larger decline at the provincial level meant that the local share of the total provincial number of Assisted clients increased to 1.7%, compared to its share in the last three years between 1.2% and 1.5%.

Clients by Age Group

COVID not only caused a significant increase in unemployment, but that increase affected various age groups differently. To illustrate this point, Table 10 shows the share of the total unemployed population in Ontario by age groups for the last five years. Overall, the share by age group has stayed relatively steady (except for a decline in the share among those aged 45-64 years old), but in 2020, there was a slightly bigger increase experienced by youth aged 15-24 years old.

Table 10: Share of Ontario unemployed population by age groups, 2016-2020

	2016	2017	2018	2019	2020
15-24 years	30%	30%	30%	31%	33%
25-44 years	37%	38%	39%	39%	38%
45-64 years	31%	30%	28%	27%	26%
over 65 years	2%	3%	3%	3%	3%

Statistics Canada, Labour Force Survey

Table 11 shows the share of Assisted clients by age group and compares it by geography and over several years. Comparing the Ontario figures first, one can see that youth are under-represented among Assisted clients compared to their share of the unemployed population (19% of the Ontario client population in Table 4 compared to 33% of all unemployed in 2020 in Table 3), while there is a much higher proportion of 25-44 years old clients. What is noteworthy is that as the youth share of the unemployed numbers increased, their share of all Assisted clients dropped.

At the regional level, the share of youth has been larger than that found at the provincial level, although it has been dropping over the last three years. The share of 25-44 years old clients is consistently lower than the proportion at the provincial level.

At the Board level, the share of youth Assisted clients is roughly similar to that at the region level and it has also dipped in comparison to 2018-19 and 2019-20. There has been a growing proportion of Assisted clients aged 25-44 years old.

Table 11: Distribution by age of ES Assisted clients

2020-21 ES ASSISTED	**ASSISTED CLIENTS**		
	Board	**Region**	**Ontario**
15-24 years	23%	24%	19%
25-44 years	47%	47%	53%
45-64 years	28%	27%	27%
over 65 years	2%	2%	2%
2019-20 ES ASSISTED	**ASSISTED CLIENTS**		
	Board	**Region**	**Ontario**
15-24 years	26%	26%	21%
25-44 years	43%	45%	50%
45-64 years	29%	27%	27%
over 65 years	2%	2%	2%
2018-19 ES ASSISTED	**ASSISTED CLIENTS**		
	Board	**Region**	**Ontario**
15-24 years	25%	27%	23%
25-44 years	44%	44%	48%
45-64 years	30%	26%	27%
over 65 years	2%	2%	2%

Gender

In Ontario, males usually make up a slightly larger share of the unemployed. Table 12 provides this data for the previous five years. The proportion of unemployed females increased in 2020.

Table 12: Share of the unemployed population by gender, Ontario, 2016-2020

	2016	2017	2018	2019	2020
Females	45.5%	45.5%	47.8%	46.2%	49.0%
Males	54.5%	54.5%	52.2%	53.8%	51.0%

Statistics Canada, Labour Force Survey

That pattern of a larger proportion of the unemployed population being male holds true at the Algoma and Northern region levels, and these proportions have barely changed from last year (Table 13). Thus, the provincial increase in the proportion of unemployed who were female was not the case in the Board or Region areas.

Table 13: Distribution by gender of ES Assisted clients

2020-21 ASSISTED	ES ASSISTED CLIENTS		
	Board	**Region**	**Ontario**
Females	46.3%	43.3%	50.9%
Males	53.7%	56.3%	48.7%
Trans	0.0%	0.0%	0.0%
Other	---	0.3%	0.2%
Undisclosed	---	0.1%	0.2%
2019-20 ES ASSISTED	**ES ASSISTED CLIENTS**		
	Board	**Region**	**Ontario**
Females	45.0%	42.6%	49.7%
Males	55.0%	57.1%	49.9%
Trans	---	---	---
Other	---	0.2%	0.2%
Undisclosed	---	0.1%	0.2%

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

Designated Groups

The ES client data collects information on designated groups, for example, newcomers, visible minorities, persons with disabilities, and members of Aboriginal groups. This information is self-reported.

Table 14 provides the data for the Board, Region, and Ontario levels, and calculates the percentage of each group, based on the total number of clients. There is no way of knowing how many clients declined to self-identify.

Table 14: Distribution of designated groups among ES Assisted clients

Designated group	NUMBER 2020-21			PERCENTAGE 2020-21		
	Board	Region	Ontario	Board	Region	Ontario
Aboriginal group	608	2,007	4,430	30.4%	20.4%	3.8%
Deaf	X	13	99	0.0%	0.1%	0.1%
Deaf/Blind	0	X	14	0.0%	0.0%	0.0%
Francophone	125	1,426	4,779	6.2%	14.5%	4.1%
Internationally Trained	483	751	30,526	24.1%	7.6%	26.0%
Newcomer	88	356	23,960	4.4%	3.6%	20.4%
Person w/disability	378	1,737	14,027	18.9%	17.6%	12.0%
Racialized	455	630	14,689	22.7%	6.4%	12.5%

The figure in Table 14 which is the biggest surprise is that for Internationally Trained Professional (ITP) at the Board level, 483 Assisted clients in 2020-21, representing 24.1% of all Assisted clients. That is a proportion closer to the share of ITPs within the immigrant-heavy Greater Toronto Area. Last year, a comparable number – 322 Assisted clients, making up 11.6% of all clients, was already a surprise, but the fact that this figure has been high for two years now indicates that this is not a numerical error.

The proportion for racialized persons (previously visible minority) is also notably high. This figure had also increased significantly last year and is likely a consequence of the significant increase in the number of Internationally Trained Professionals.

Otherwise, the local area has a very high proportion of Assisted clients who identify as Aboriginal as well as persons with a disability, compared to the provincial averages. At the regional level, there is a high proportion of Francophones.

To make an appropriate comparison to actual proportions in the broader population, we need to rely on the 2016 Census data. We will be limiting the comparisons to a smaller set of these designated groups.

As well, while we do have 2016 data for unemployment rates for newcomers, visible minorities, and Aboriginal peoples, this data is only for census metropolitan and census agglomeration areas – essentially, larger urban areas, and so do not quite reflect the full population. Thus, for Algoma, the data only represent Sault Ste. Marie and Elliot Lake and thus is only an approximation, so it should be treated with some caution.

Table 15 provides the comparisons with the unemployment data as well as with previous years. In the case of newcomers, their share of Assisted clients had generally been increasing each year at the board, region, and provincial levels, but this year the proportions stayed more or less the same as last year. Newcomers are present among Assisted clients in a higher proportion than their share of the unemployed for all three areas.

In the case of racialized persons, as noted earlier, the proportion at the local level has increased dramatically. Whereas in earlier years their share of local clients was roughly in line with their share of the local unemployed, last year and this year there is a huge discrepancy. The increase at the regional level has been much less pronounced, while the share of Ontario clients who report as racialized persons has more or less stayed the same, which represents a rather low proportion compared to their share of the unemployed. In general, the figures for the province are very much a consequence of the self-reported nature of this data – clients are less likely to identify themselves as racialized persons or members of a visible minority where they make up a significant proportion of the population, such as in the Greater Toronto area. This under-reporting in the GTA greatly affects the provincial figures.

The local share of clients who are Aboriginal persons has grown over the years, now representing a larger share of clients than their share of the unemployed. Their share of the region's client figures was already high.

With regards to disabled persons, we can make use of the Statistics Canada Survey on Disability, from which we can estimate that disabled persons made up 17.6% of Ontario’s unemployed in 2017. That is very much in line with the proportions reported for the local and regional levels, which increased slightly from last year. The figures for the province are notably lower.

Table 15: Comparison of share of designated groups

2020-21 Designated group	ASSISTED CLIENTS Board	Region	Ontario	UNEMPLOYED in 2016 Board	Region	Ontario
Newcomer	4.4%	3.6%	20.4%	0.5%	0.7%	5.9%
Racialized	22.7%	6.4%	12.5%	3.0%	3.7%	35.7%
Aboriginal group	30.4%	20.4%	3.8%	19.6%	17.0%	4.2%
Person w/ disability	18.9%	17.6%	12.0%			17.6%
2019-20 Designated group	**ASSISTED CLIENTS Board**	**Region**	**Ontario**			
Newcomer	4.7%	3.5%	19.8%			
Racialized	17.9%	5.2%	11.5%			
Aboriginal group	29.9%	22.0%	4.3%			
Person w/ disability	17.5%	17.2%	12.4%			
2018-19 Designated group	**ASSISTED CLIENTS Board**	**Region**	**Ontario**			
Newcomer	4.2%	2.6%	16.3%			
Racialized	3.9%	2.4%	12.5%			
Aboriginal group	18.3%	20.1%	4.0%			

Unemployed data for newcomers, visible minorities, and Aboriginal people are from the 2016 Census. Northern Region data represents North Bay, Greater Sudbury, Elliot Lake, Timmins, Sault Ste. Marie, Thunder Bay, and Kenora CMAs.

Board data for unemployed represent Sault Ste. Marie and Elliot Lake.

Educational attainment

Table 16 displays the percentage of Ontario unemployed residents by educational attainment, which reveals a curious result.

Table 16: Share of unemployed by educational attainment, Ontario, 2016-2020

	2016	2017	2018	2019	2020
No certificate	9%	10%	7%	9%	7%
High school	21%	22%	22%	21%	21%
College/Apprenticeship	33%	32%	31%	31%	32%
Bachelor	20%	20%	24%	23%	23%
Above Bachelor	12%	11%	12%	12%	12%
Other	6%	5%	4%	5%	5%

Statistics Canada, Labour Force Survey; "Other" refers to those with some post-secondary after high school

By and large, there has been little change in the distribution of the unemployed by educational attainment. Yet it is known that COVID resulted in far greater unemployment among those occupations requiring a high school diploma or less. The explanation for the results in Table 9 may be the following:

- On the one hand, individuals with no certificate are a shrinking part of the labour force and thus a shrinking proportion of the unemployed as well;
- On the other hand, there is an increasing proportion of individuals with a post-secondary degree who are working in jobs that require a high school diploma or less; this is especially so in the Greater Toronto Area, which accounts for a large share of the Ontario population;
- As a result, it may be that the loss of jobs among occupations that require a high school diploma or less was being equally experienced across the range of educational attainment.

Table 17 provides the breakdown by educational attainment of Assisted clients served.

Table 17: Educational attainment levels of ES Assisted clients

	Assisted Clients, 2020-21			Assisted Clients, 2019-20		
	Board	**Region**	**Ontario**	**Board**	**Region**	**Ontario**
No certificate	17%	18%	9%	20%	22%	11%
High school	37%	37%	27%	35%	36%	28%
Apprenticeship	2%	2%	1%	2%	2%	1%
College	29%	27%	24%	25%	26%	24%
Bachelor	7%	6%	21%	8%	6%	19%
Above Bachelor	1%	1%	12%	1%	1%	11%
Other	8%	8%	6%	9%	8%	6%

There has not been a drastic change in the distribution of Assisted clients by educational attainment from last year. At the local level, the biggest change was a 4% increase among clients with a college diploma and a 3% drop among clients with no educational credentials.

In general, both the local and regional levels have higher proportions of Assisted clients with a high school diploma or less (over 50%), whereas in the provincial figures the individuals make up less than 40% of all Assisted clients, and instead, there are considerably more clients with a university degree.

Source of income

Table 18 shows that there has been a significant change in the sources of income for Assisted clients at the time of intake: after a slow decline in the proportion of Assisted clients who cited Employment Insurance over the years, the share almost doubled from last year across all three areas. This reflects the large shift in who became unemployed as a result of the pandemic and lockdowns. The large increase in EI recipients was almost entirely counter-balanced by an equivalent decline in those who fell in the category of "No source of income" at the provincial level; at the local and regional level, there was a significant decline in clients in receipt of Ontario Works.

Table 18: Percentage distribution of source of income of ES clients, Board, Region and Ontario

	2020-21			2019-20		
	Board	**Region**	**Ontario**	**Board**	**Region**	**Ontario**
Employment Insurance	24%	26%	19%	15%	16%	10%
Ontario Works	13%	12%	13%	23%	18%	16%
ODSP	4%	5%	4%	5%	6%	4%
No Source of Income	38%	35%	43%	35%	39%	50%
Employed	12%	11%	8%	11%	11%	9%
Other	9%	12%	14%	11%	9%	10%

"No source of income" refers to personal income, not household income.

"Other" includes "Crown Ward," "Dependant of OW/ODSP or EI," "CPP", "Other" and "Self-Employed."

The Labour Force Survey tracks the reasons why individuals become unemployed; these reasons can include leaving a job or that one had not worked for the past year or that one had never worked and had just joined the labour force. In 2020, the two biggest reasons in Ontario for being unemployed were due to a permanent layoff (38% of all unemployed, up from 34% in 2019) or a temporary layoff (20%, up from 4% in 2019).

Length of time out of employment/training

The proportion of longer-term unemployed (unemployed for six months or more) rose significantly in Ontario as a result of the 2008 recession and stayed relatively high, with a very slow decline until recently. In 2019, it almost matched the 15% which was recorded in 2006. With the pandemic and the resulting economic slowdown, one can expect that the proportion of longer-term unemployed will increase again in the coming year.

For the 2020-21 data, the shift in the data was among those who had been unemployed for 3-6 months or 6-12 months, as there was not a sufficient length of time for individuals who lost their jobs as a result of the pandemic to accumulate 12 months or more of unemployment. In all three areas, the proportions of these categories increased compared to the previous year, as is evident in Table 19.

The largest difference between the length of time unemployed among ES Assisted clients and the unemployed population is the lower proportions of ES clients who have been unemployed for less than 3 months and the far greater number of ES clients who have been unemployed for more than 12 months. These proportions are consistent across the board, regional, and provincial levels.

Table 19: Percentage distribution by the length of time out of employment for 2020-21 and 2019-20 ES Assisted clients, Board, Region, and Ontario, and unemployed individuals, Ontario, 2020

	2020-21 ES CLIENTS			2019-20 ES CLIENTS			LFS ONTARIO
	Board	**Region**	**Ontario**	**Board**	**Region**	**Ontario**	
< 3 months	47%	45%	39%	48%	48%	46%	65%
3 – 6 months	22%	19%	20%	16%	15%	15%	20%
6 – 12 months	16%	18%	19%	15%	14%	15%	12%
> 12 months	15%	19%	22%	21%	23%	24%	3%

Labour Force Survey data is from 2020.

Outcomes at Exit

There has been a slight decline in the Employed outcomes for all three areas this year, more so at the provincial level. Where the figure dropped from 70% to 65%.

Table 20: Percentage figures for ES Assisted client outcomes at exit, Board, Region, and Ontario

	2020-21 ES CLIENTS			2019-20 ES CLIENTS		
	BOARD	**REGION**	**ONTARIO**	**BOARD**	**REGION**	**ONTARIO**
Employed	68%	67%	65%	70%	68%	70%
Education/Training	14%	13%	13%	12%	13%	12%
Other	3%	4%	5%	3%	4%	4%
Unemployed	6%	7%	8%	7%	6%	7%
Unknown	8%	10%	9%	8%	9%	7%

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

Detailed Employment and Training Outcomes

The Outcomes listed in Table 20 are further detailed by the sub-category in Table 21.

Compared to last year's figures, at the local level, there has been an increase in the proportion of individuals finding full-time employment, but that is counter-balanced by a comparable decline among those finding work that was in an area of training or choice, in a more suitable job, or a professional occupation or trade. Otherwise, there is hardly much change.

Table 21: ES Assisted client employment outcomes, Board, Region, and Ontario

	2020-21 ES CLIENTS			2019-20 ES CLIENTS		
	BOARD	**REGION**	**ONTARIO**	**BOARD**	**REGION**	**ONTARIO**
Employed Full-Time	41%	39%	35%	34%	34%	37%
Employed Part-Time	10%	9%	10%	13%	11%	13%
Employed Apprentice	1%	1%	0%	1%	1%	1%
Employed – Other*	11%	15%	15%	17%	18%	16%
Employed and in education	2%	1%	1%	2%	1%	1%
Employed and in training	1%	1%	1%	1%	1%	1%
Self-Employed	3%	2%	2%	2%	2%	2%
In Education	4%	4%	5%	5%	5%	5%
In Training	10%	8%	8%	8%	8%	8%
Independent	0%	0%	2%	0%	0%	1%
Volunteer	0%	0%	0%	0%	0%	0%
Unable to Work	3%	3%	3%	2%	3%	2%
Unemployed	6%	7%	8%	7%	6%	7%
Unknown	8%	10%	9%	8%	9%	7%

**Includes employment in the area of training/choice, more suitable job, and professional occupation/trade*

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 few instances where the data is suppressed (any data category with less than 10 client entries).

Table 22 lists the percentage of clients for which industry employment history is available, and compares the results to the previous year.

Table 22: Percentage of Assisted clients with lay-off industry data

	BOARD	REGION	ONTARIO
% 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 has been a slight drop in the proportion of clients for whom lay-off industry data has been collected at the local level, after a larger drop in the previous year. There had been several years when the data collected at the local level represented over three-quarters of Assisted clients; now the figure is two-thirds.

When it comes to employment outcome data and in which industries individuals found employment, there is a lower proportion of clients for which data has been collected (Table 23). For several years, there had been a positive trend, where the proportion of clients with employment outcomes for whom there was industry employment data was growing, in all three areas. In 2019-2020, that trend was reversed and in 2020-21, the amount of industry employment outcome data dropped again. At the local level, there is now data reported for only 17% of those clients with employment outcomes, slightly less at the regional level (21%) but a bit more than what is available at the provincial level (15%).

Table 23: Number and percentage of clients with industry employment outcome data

	BOARD	REGION	ONTARIO
Clients with industry employment data	232	1,407	11,074
ES Assisted clients with employment outcomes	1,368	6,640	75,899
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 24 summarizes the industry lay-off and outcome data that has been provided and provides comparisons to the actual employment of residents by industry, for the local, regional and provincial levels.

The big picture story for Ontario is fairly straightforward: there is considerable reliance on the part of Employment Services on a handful of industries for employment outcomes. In previous years, over half of the employment outcomes would be found in four industries: Manufacturing; Retail Trade; Administrative & Support Services; and Accommodation & Food Services. This year, because of the pandemic, a smaller proportion of clients could be placed in Accommodation & Food Services; instead, a considerably higher proportion was placed in Health Care & Social Assistance.

Across the Northern region, the Manufacturing sector accounts for a somewhat smaller proportion of the lay-off and outcome figures, at 9% and 10%, compared to 13% and 14% respectively at the provincial level. A portion of that difference is made up via the Mining sector and the Construction industry. The Accommodation & Food Services sector was still a significant source for lay-off, but a smaller destination for employment outcomes than in previous years.

At the local level, Manufacturing does not represent any employment outcomes (in part, this is because the Manufacturing data is reported in three categories, resulting in all the figures being suppressed for being under 10). Four industries account for over half (53%) of the lay-off data: Construction; Retail Trade; Administrative & Support Services; and Accommodation & Food Services. They account for almost 60% of the employment outcomes as well, even though Accommodation & Food Services has fallen as an employment destination during the pandemic. On the other hand, health Care & Social Assistance accounted for a significant share of employment outcomes.

Table 24: Industry lay-off, industry employment outcomes and resident employment (2016), Board, Region and Ontario

	BOARD			REGION			ONTARIO		
	EO lay-off industry	EO industry outcome	Employed – 2016	EO lay-off industry	EO industry outcome	Employed – 2016	EO lay-off industry	EO industry outcome	Employed – 2016
Agriculture, forestry, fishing	2%	5%	2%	2%	2%	2%	1%	1%	2%
Mining & oil and gas extraction	3%	0%	2%	5%	6%	5%	1%	1%	0%
Utilities	0%	0%	1%	0%	0%	1%	0%	0%	1%
Construction	13%	15%	7%	14%	12%	7%	7%	7%	7%
Manufacturing	7%	0%	10%	9%	10%	6%	13%	14%	10%
Wholesale trade	2%	0%	2%	2%	2%	2%	2%	2%	4%
Retail trade	14%	18%	13%	14%	15%	13%	12%	15%	11%
Transportation & warehousing	4%	5%	4%	5%	5%	5%	6%	6%	5%
Information & cultural industries	0%	0%	1%	1%	0%	1%	2%	2%	3%
Finance and insurance	1%	0%	2%	1%	1%	2%	3%	3%	6%
Real estate & rental and leasing	2%	0%	1%	1%	1%	1%	1%	1%	2%
Professional, scientific, technical	3%	0%	3%	3%	3%	4%	8%	7%	8%
Management of companies	0%	0%	0%	0%	0%	0%	0%	0%	0%
Administrative and support	11%	14%	5%	8%	9%	4%	10%	12%	5%
Educational services	3%	6%	8%	2%	4%	9%	4%	3%	8%
Health care and social assistance	8%	15%	17%	8%	12%	16%	8%	12%	11%
Arts, entertainment & recreation	4%	6%	3%	3%	1%	2%	3%	1%	2%
Accommodation & food services	15%	11%	8%	15%	10%	7%	12%	7%	7%
Other services	4%	0%	4%	4%	4%	4%	6%	4%	4%
Public administration	5%	7%	8%	4%	3%	8%	2%	2%	6%

The employment data is from the 2016 Census.
A yellow-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% at the local level and, in most cases, this is not due to rounding down to 0% but because the actual figure was under 10.

Lay-off Occupation – Employed Occupation

The lay-off and employment outcome data for occupations has been aggregated at the 2-digit NOC level. Table 25 provides the lay-off occupation data, together with the actual number of clients per occupation, for the board, region, and provincial levels.

Table 25: Top 10 occupations for lay-offs

RANK	Board		Region		Ontario	
	Occupation	**#**	**Occupation**	**#**	**Occupation**	**#**
1.	Trades helpers, construction labourers, and related occupations	147	Trades helpers, construction labourers, and related occupations	776	Service representatives and other customer and personal services occupations	5,089
2.	Service support and other service occupations, n.e.c.	145	Service support and other service occupations, n.e.c.	702	Service support and other service occupations, n.e.c.	4,463
3.	Service representatives and other customer and personal services occupations	110	Transport and heavy equipment operation and related maintenance occupations	453	Administrative and financial supervisors and administrative occupations	4,062
4.	Transport and heavy equipment operation and related maintenance occupations	80	Service representatives and other customer and personal services occupations	409	Labourers in Processing, Manufacturing, and Utilities	3,362
5.	Sales support occupations	68	Sales support occupations	364	Sales support occupations	2,693
6.	Service supervisors and technical service occupations	60	Service supervisors and technical service occupations	281	Office support occupations	2,582
7.	Middle management occupations in retail and wholesale trade and customer services	55	Industrial, electrical, and construction trades	273	Sales representatives and salespersons - wholesale and retail trade	2,561
8.	Industrial, electrical, and construction trades	53	Sales representatives and salespersons - wholesale and retail trade	223	Trades helpers, construction labourers, and related occupations	2,522
9.	Sales representatives and salespersons - wholesale and retail trade	52	Administrative and financial supervisors and administrative occupations	222	Service supervisors and technical service occupations	2,483
10.	Office support occupations	51	Office support occupations	217	Transport and heavy equipment operation and related maintenance occupations	2,200

Administrative supervisors and administrative occupations: Office worker supervisors, executive, and administrative assistants
Office support occupations: General office clerks, receptionists
Sales support occupations: Cashiers, store shelf stockers
Service representatives: Food & beverage servers, hostesses, security guards, customer service representatives
Service supervisors: food service supervisors, customer service supervisors, cooks
Service support occupations: Food counter attendants, light duty cleaners, operators in amusement and recreation

When it comes to occupations for lay-offs, there are eight occupations in the top ten that are common to all areas, although they may rank slightly differently by area. These were also the same eight common occupations across all three areas last year. These eight occupations are:

- Service support occupations
- Trades helpers, construction labourers
- Service representatives
- Transport and heavy equipment operators
- Sales support occupations
- Salespersons – wholesale and retail
- Service supervisors
- Office support occupations

Table 26 provides the top ten employment outcome occupations, and the same eight occupations which were shared across the top ten lay-off occupations for all three areas are also shared among the top-ten employment outcome occupations for all three areas.

Table 26: Top 10 occupations for employment outcomes

RANK	Board		Region		Ontario	
	Occupation	#	Occupation	#	Occupation	#
1.	Trades helpers, construction labourers, and related occupations	31	Trades helpers, construction labourers, and related occupations	156	Service representatives and other customer and personal services occupations	962
2.	Administrative and financial supervisors and administrative occupations	28	Service support and other service occupations, n.e.c.	139	Service support and other service occupations, n.e.c.	865
3.	Service support and other service occupations, n.e.c.	25	Transport and heavy equipment operation and related maintenance occupations	139	Labourers in Processing, Manufacturing, and Utilities	851
4.	Transport and heavy equipment operation and related maintenance occupations	24	Sales support occupations	93	Administrative and financial supervisors and administrative occupations	775
5.	Service representatives and other customer and personal services occupations	23	Service representatives and other customer and personal services occupations	87	Sales support occupations	681
6.	Care providers and educational, legal, and public protection support occupations	15	Administrative and financial supervisors and administrative occupations	78	Transport and heavy equipment operation and related maintenance occupations	596
7.	Service supervisors and technical service occupations	15	Sales representatives and salespersons - wholesale and retail trade	66	Office support occupations	557
8.	Paraprofessional occupations in legal, social, community, and education services	13	Labourers in Processing, Manufacturing, and Utilities	63	Trades helpers, construction labourers, and related occupations	508
9.	Labourers in Processing, Manufacturing, and Utilities	13	Paraprofessional occupations in legal, social, community, and education services	58	Sales representatives and salespersons - wholesale and retail trade	498
10.	Sales support occupations	11	Care providers and educational, legal, and public protection support occupations	56	Other installers, repairers and servicers, and material handlers	400

There are 46 occupational categories for reporting purposes. At the local level, there is only data for 10 of these categories (just enough to form the top ten list), as 21 categories were suppressed for having less than 10 entries (the other 15 categories had no entries). Totaling all the reported employment outcome occupations at the regional and provincial levels, the large majority of these jobs require a high school diploma or less. At the region level, among the outcome occupations, 73% of these jobs require a high school diploma or no educational certificate. At the provincial level, where the data is most robust, 67% of the occupation outcomes are jobs that require a high school diploma or less.

Literacy and Basic Skills

Table 27 presents the overall client numbers for Literacy and Basic Skills and makes some comparisons to last year's figures. The number of in-person learners declined in all three areas, almost entirely as a result of a decline in the number of new in-person learners. The percentage decline of in-person learners was the same across all three areas, in the 20%-21% range. The total number of E-channel learners (only at the provincial level) increased slightly – the number of new E-channel learners was the same as last year, rather it was the number of carry-over learners that increased over last year.

Algoma's share of all In-Person Learners in the province stayed steady, at 1.8% essentially the same as last year's 1.7%. The Region's share also more or less stayed steady (15.6% compared to last year's 15.4%). For both areas, their share of in-person learners is considerably higher than that area's share of the provincial population.

Table 27: Number of Literacy and Basic Skills Learners

	BOARD	REGION	ONTARIO
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 In-Person + Carry-Over In-Person) (2018-19)	**946**	**6,828**	**42,578**
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**
Number of In-Person Learners (New) (2018-19)	**588**	**4,018**	**26,529**
Number of In-Person Learners (Carry-Over) (2019-20)	**273**	**2,646**	**15,806**
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%**	
2018-19 In-Person Learners as % of Province (New In-Person + Carry-Over In-Person)	**2.2%**	**16.0%**	
As % of Ontario population	**0.8%**	**5.8%**	
Number of E-Channel Learners (New E-Channel + Carry-Over E-Channel) **(2020-21)**	0	0	7,069
Number of E-Channel Learners (New E-Channel + Carry-Over E-Channel) **(2019-20)**	0	0	6,551
Number of E-Channel Learners (New) **(2020-21)**	0	0	4,678
Number of E-Channel Learners (New) **(2019-20)**	0	0	4,602
Number of E-Channel Learners (Carry-Over) **(2020-21)**	0	0	2,391
Number of E-Channel Learners (Carry-Over) **(2019-20)**	0	0	1,949
Total Number of Learners (In-Person + E-Channel) (2020-21)	**580**	**5,167**	**40,094**
Total Number of Learners (In-Person + E-Channel) (2019-20)	**726**	**6,437**	**48,418**

Table 28 shows the distribution of learners by service provider stream. In Algoma, this distribution has hardly changed over the last few years – there have been years when the native stream was larger, but overall, the local distribution by service provider stream in 2020-21 is the same as it was in 2015-2016.

Table 28: Distribution of clients by service provider stream, 2020-21

	NUMBER OF LBS CLIENTS			% BY SERVICE PROVIDER STREAM		
	Board	Region	Ontario	Board	Region	Ontario
Anglophone	458	3192	33843	79%	62%	84%
Deaf	0	61	284	0%	1%	1%
Francophone	50	1443	3623	9%	28%	9%
Native	72	471	2237	12%	9%	6%
Non-Designated	0	0	107	0%	0%	0%
TOTAL	**580**	**5,167**	**40,094**	**100%**	**100%**	**100%**

Table 29 shows the distribution of clients by service provider sector. In Algoma, there has been a drop in the Community Agency share (from 41% to 36%) and an increase in the School Board share (from 28% to 33%). The Community Agency share had also dropped at the regional level but had increased at the provincial level.

Table 29: Distribution of clients by the service provider sector, 2020-21 and 2019-20

	2020-21			2019-20		
	Board	Region	Ontario	Board	Region	Ontario
Community Agency Sector	36%	40%	36%	41%	45%	31%
Community College Sector	31%	42%	38%	31%	39%	40%
School Board Sector	33%	18%	27%	28%	16%	29%

Table 30 shows the distribution of clients by their age. There has been a slight increase in the proportion of learners aged 25-44 years old across all three areas and the proportion of youth has stayed steady. At the local level, there has been a slight decline in the proportion of learners aged 45-64 years old and 65 years and older.

Table 30: Literacy and Basic Skills clients by age, 2019-20

2020-21	NUMBER OF LBS CLIENTS			% BY AGE		
	Board	Region	Ontario	Board	Region	Ontario
15-24 years old	127	1293	10257	22%	25%	26%
25-44 years old	227	2181	19512	39%	42%	49%
45-64 years old	137	1212	8759	24%	24%	22%
65 years and older	88	474	1536	15%	9%	4%
TOTAL	**579**	**5,160**	**40,064**	**100%**	**101%**	**100%**
2019-20	15-24 years old			23%	26%	26%
	25-44 years old			33%	40%	45%
	45-64 years old			27%	25%	24%
	65 years and older			17%	9%	5%

Females continue to make a larger proportion of learners at all three levels, hovering above 60% of all LBS clients. The proportion of female learners has hardly changed from last year.

Table 31: Literacy and Basic Skills clients by gender, 2020-21 and 2019-20

	2020-21			2019-20		
	Board	**Region**	**Ontario**	**Board**	**Region**	**Ontario**
Females	66%	64%	64%	63%	59%	61%
Males	34%	36%	35%	38%	41%	38%
Trans	0%	0%	0%	0%	0%	0%
Other	0%	0%	0%	0%	0%	0%
Prefer not to disclose	0%	0%	0%	0%	0%	0%
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%.

Table 32 provides the data for designated groups. This data relies on self-reported information and therefore is subject to under-counting. 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.

There is considerable divergence across all three levels. The local and regional levels have a larger number of clients who are members of an Aboriginal group. The region in particular has a higher proportion of Francophones (24%); the local level is much closer to the provincial figure. All areas have high levels of individuals with a disability. The local and regional levels have considerably lower levels of Newcomers and clients who belong to visible minority groups. And there is not a single record of an Internationally Trained Professional. At the local level, each of the designated groups increased by one or several percentage points, except Francophones, which decreased slightly.

Table 32: Literacy and Basic Skills clients by designated groups, 2020-21

	NUMBER OF LBS CLIENTS			PERCENT		
	Board	**Region**	**Ontario**	**Board**	**Region**	**Ontario**
Aboriginal Group	162	1318	3680	28%	26%	11%
Deaf	X	73	484	0%	1%	2%
Deaf/Blind		X	69	0%	0%	0%
Francophone	53	1388	4122	9%	27%	13%
Internationally Trained	0	0	0	0%	0%	0%
Newcomer	42	342	5468	7%	7%	17%
Person with Disability	187	1262	9635	32%	24%	29%
Visible Minority	80	348	5184	14%	7%	16%

The distribution by education attainment levels of clients is listed in Table 33. There is a fair degree of similarity in the educational levels of attainment across the three levels. The region tends to have a higher proportion of clients with less than a Grade 12 education, and consequently fewer clients with a high school diploma, whereas Algoma tends to have figures much more consistent with the provincial proportions. Locally, there has been little change over the last three years.

Table 33: Literacy and Basic Skills clients by educational attainment, 2020-21

	Board	Region	Ontario
No certificate	31%	39%	34%
High school	29%	26%	27%
Apprenticeship	0%	1%	1%
College	19%	16%	16%
University	13%	11%	13%
Other	7%	6%	9%
Unknown	2%	1%	1%

In terms of sources of income (Table 34), there has been one notable change at the local level, an increase in the percentage of LBS clients who have No Source of Income, from 0% to 9% (the figure in 2018-19 was 8%, so it seems the number returned to its usual proportion). Compared to the region and the province, Algoma has a larger proportion of clients citing "Other" as their source of income, as was the case last year.

Table 34: Literacy and Basic Skills clients, percent distribution by the source of income, 2020-21 & 2019-20

	2019-20			2018-19		
	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	2%	2%	2%	3%	3%	2%
Employed	24%	30%	31%	24%	27%	28%
Employment Insurance	7%	6%	8%	5%	5%	5%
No Source of Income	8%	17%	19%	0%	17%	19%
Ontario Disability Support Program	15%	11%	11%	18%	12%	11%
Ontario Works	18%	16%	16%	21%	19%	20%
Other	23%	15%	11%	26%	15%	11%
Pension	0%	0%	0%	0%	0%	0%
Self Employed	0%	2%	2%	2%	2%	2%
Unknown	2%	1%	1%	0%	1%	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."

There has been a high level of consistency in the Learner's Goal Paths at all three levels over the last three years. The major difference between the areas is that the local and regional areas have a higher proportion of learners seeking Independence and a slightly lower proportion of learners aiming for post-secondary (Table 35).

Table 35: Literacy and Basic Skills clients: Learner's Goal Path, 2020-21 & 2019-20

	2020-21			2019-20		
	Board	**Region**	**Ontario**	**Board**	**Region**	**Ontario**
Apprenticeship	2%	4%	8%	0%	6%	7%
Employment	32%	33%	30%	34%	35%	33%
Independence	23%	16%	10%	21%	16%	11%
Postsecondary	35%	33%	40%	34%	30%	36%
Secondary School Credit	9%	13%	12%	11%	13%	13%

The largest proportion of clients at the time of intake, across all three levels, are those who are unemployed, at around 60% (Table 36). These proportions have been more or less consistent for several years.

Table 36: Literacy and Basic Skills clients: Labour force attachment, 2020-21 & 2019-20

	2020-21			2019-20		
	Board	**Region**	**Ontario**	**Board**	**Region**	**Ontario**
Employed Full Time	13%	21%	21%	12%	18%	18%
Employed Part Time	17%	13%	14%	16%	13%	14%
Full Time Student	0%	3%	3%	6%	4%	4%
Part Time Student	4%	4%	2%	3%	4%	2%
LFA Self Employed	3%	2%	2%	2%	3%	2%
Under Employed	0%	1%	1%	0%	1%	1%
Unemployed	61%	55%	57%	62%	58%	58%

Table 37 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, the employment goal has a higher priority, followed by the post-secondary goal
- For those employed part-time, it is the reverse, with the post-secondary goal being the priority followed by employment
- Full-time students prioritize education goals – at the local level, secondary-school credit is the main goal followed closely by a postsecondary goal; at the regional and provincial levels, the postsecondary goal is the main priority
- Part-time students have a mix of three goals: secondary school credit; postsecondary; or employment
- Self-employment learners are focused on employment at the local level, with the postsecondary goal increasing in importance among region and provincial level learners
- The under-employed are focused on employment goals and, at the local level, independence, while at the regional and provincial levels, a postsecondary goal
- The unemployed distribute their priority among three goals: employment, independence, or postsecondary

Table 37: Percentage distribution of career path goals by labour force attachment, 2020-2021

	Board	Region	Ontario
EMPLOYED FULL-TIME			
Apprenticeship Goal Path	3%	4%	10%
Employment Goal Path	56%	49%	28%
Independence Goal Path	5%	13%	8%
Post Secondary Goal Path	32%	28%	45%
Secondary School Credit Goal Path	4%	5%	9%
EMPLOYED PART-TIME			
Apprenticeship Goal Path	0%	4%	6%
Employment Goal Path	29%	28%	24%
Independence Goal Path	4%	11%	7%
Post Secondary Goal Path	61%	48%	54%
Secondary School Credit Goal Path	6%	9%	10%
FULL-TIME STUDENT			
Apprenticeship Goal Path	0%	3%	31%
Employment Goal Path	13%	12%	13%
Independence Goal Path	0%	4%	4%
Post Secondary Goal Path	38%	55%	40%
Secondary School Credit Goal Path	50%	26%	13%
PART-TIME STUDENT			
Apprenticeship Goal Path	0%	2%	7%
Employment Goal Path	26%	42%	27%
Independence Goal Path	0%	10%	10%
Post Secondary Goal Path	30%	20%	31%
Secondary School Credit Goal Path	43%	26%	24%
SELF-EMPLOYED			
Apprenticeship Goal Path	0%	3%	6%
Employment Goal Path	64%	42%	35%
Independence Goal Path	14%	16%	13%
Post Secondary Goal Path	14%	25%	37%
Secondary School Credit Goal Path	7%	14%	8%

Table 37: Percentage distribution of career path goals by labour force attachment, 2020-2021 CON'T			
	Board	**Region**	**Ontario**
UNDER-EMPLOYED			
Apprenticeship Goal Path	0%	0%	6%
Employment Goal Path	50%	45%	40%
Independence Goal Path	38%	15%	11%
Post Secondary Goal Path	0%	30%	33%
Secondary School Credit Goal Path	13%	10%	10%
UNEMPLOYED			
Apprenticeship Goal Path	2%	4%	7%
Employment Goal Path	26%	29%	33%
Independence Goal Path	35%	20%	12%
Post Secondary Goal Path	31%	32%	34%
Secondary School Credit Goal Path	7%	15%	14%

Table 38 identifies the top three sources of referrals to the LBS programs, by the percentage of all reported referrals (excluding suppressed cells), for each area. In each area, "informal word of mouth/media referral" is the top category, representing at least 40% of all in-referrals. Ontario Works is the second-largest source of referrals in Algoma, whereas Other – Structured/Formal referrals hold the second place at the regional and provincial levels. These are the same top two referrals, in the same order, as last year.

Table 38: Top three sources of in-referrals, 2020-21

BOARD	%	REGION	%	ONTARIO	%
Informal Word of Mouth/Media Referral	**49%**	Informal Word of Mouth/Media Referral	**49%**	Informal Word of Mouth/Media Referral	**40%**
Ontario Works	**19%**	Other - Structured/Formal Referral	**20%**	Other - Structured/Formal Referral	**24%**
Government Training Provincial - Other	**8%**	Ontario Works	**8%**	EO - Literacy and Basic Skills Service Provider	**9%**

Table 39 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 39: Top destinations of out-referrals, 2020-21

BOARD	%	REGION	%	ONTARIO	%
TO OTHER COMMUNITY RESOURCES					
Educational/Academic Services	**102**	Educational/Academic Services	**418**	Educational/Academic Services	**4,908**
Custom Basic Plan Item	**71**	Custom Basic Plan Item	**349**	Custom Basic Plan Item	**2,003**
TO OTHER PROGRAMS AND SERVICES					
Custom Basic Plan Item	**51**	Custom Basic Plan Item	**283**	Custom Basic Plan Item	**1,930**
EO - Employment Service Provider	**40**	EO - Literacy and Basic Skills Service Provider	**186**	Post-Secondary Education	**1,880**
High School	**38**	High School	**184**	EO - Literacy and Basic Skills Service Provider	**1,723**

With regards to detailed outcomes at exit (Table 40), a few observations:

- At the local level, there has been an increase in the proportion of Unemployed outcomes, and declines in Employed Full-Time, Volunteer, and In-Training outcomes
- At the regional level, the largest change was among Unknown outcomes, an increase of 6%
- At the provincial level, the differences were very minor (1% to 2%), except for a considerable increase in the proportion of Unknown outcomes (from 21% to 28%)

Table 40: Literacy and Basic Skills clients: Detailed outcomes at exit, 2020-21 & 2019-20

	2020-21			2019-20		
	Board	**Region**	**Ontario**	**Board**	**Region**	**Ontario**
Employed Full-Time	9%	17%	12%	13%	17%	14%
Employed Part-Time	9%	7%	5%	7%	7%	7%
Employed Apprentice	0%	0%	2%	0%	0%	1%
Employed - Other	0%	1%	1%	0%	1%	1%
Employed & in Education	0%	1%	2%	3%	2%	3%
Employed & in Training	0%	0%	1%	0%	1%	1%
Self-Employed	0%	1%	1%	0%	2%	1%
In Education	12%	14%	18%	11%	13%	18%
In Training	0%	3%	6%	3%	6%	7%
Independent	19%	6%	4%	18%	8%	4%
Volunteer	0%	2%	1%	5%	3%	2%
Unable to Work	9%	5%	3%	5%	6%	3%
Unemployed	19%	16%	16%	13%	14%	17%
Unknown	23%	27%	28%	23%	21%	21%

Second Career

The Algoma area enlisted 103 individuals into the Second Career program last year, as the enrolment for Second Career increased for the second year in a row locally (Table 41). The number of enrolments has been dropping at the regional and provincial levels. As a result, the local share of all Second Career clients has also risen, now at 3.3%, much higher than Algoma's 0.8% share of the provincial resident population.

Table 41: Second Career client numbers

	BOARD	REGION	ONTARIO
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
2020-21 2^{nd} Career clients as % of Province	3.3%	11.9%	
2019-20 2^{nd} Career clients as % of Province	3.0%	13.9%	
2018-19 2^{nd} Career clients as % of Province	1.9%	12.0%	
2017-18 2^{nd} Career clients as % of Province	2.0%	12.3%	
2016-17 2^{nd} Career clients as % of Province	1.9%	12.9%	
2015-16 2^{nd} Career clients as % of Province	2.2%	11.7%	
2014-15 2^{nd} Career clients as % of Province	1.6%	11.1%	
Share of provincial population (2016)	**0.8%**	**5.8%**	

Second Career clients tend to be either younger or older adults. Unlike the previous year, this year at the local level some participants were 15-24 years old. The "x" in the table denotes that the figure was suppressed, for being under 10. (The percentages at the local level do not add to 100% because of the suppression.) There has been little change in the age distribution of Second Career clients over the years.

Table 42: Second Career clients by age, 2020-21 and 2019-20

	NUMBER OF 2nd CAREER CLIENTS			% BY AGE		
	Board	Region	Ontario	Board	Region	Ontario
15-24 years old	11	46	187	11%	12%	6%
25-44 years old	65	230	1871	63%	62%	60%
45-64 years old	26	94	1038	25%	25%	33%
65 years and older	X	X	14	0%	0%	1%
TOTAL	**103**	**371**	**3,110**	**99%**	**100%**	**100%**
2019-2020	15-24 years old			0%	12%	6%
	25-44 years old			57%	60%	58%
	45-64 years old			34%	27%	35%
	65 years and older			0%	0%	1%

In Ontario, the split between males and females among Second Career clients had been more or less equal, but in the last two years, there has been a slightly higher proportion of males. At the regional level, there are considerably more males, whereas, at the local level, there has been considerable fluctuation: in 2019-20, two-thirds of the participants were male, while in 2020-21, 60% were female (Table 43).

Table 43: Second Career clients by gender, 2020-21 and 2019-20

	2020-21			2019-20		
	Board	Region	Ontario	Board	Region	Ontario
Females	59%	40%	45%	33%	34%	43%
Males	41%	60%	55%	67%	66%	57%
Other/Undisclosed	0%	0%	0%	0%	0%	0%

For all three areas, the two largest categories for educational attainment among Second Career clients (Table 44) are "College" and then "High school" (at the provincial level it is a tie). Most of the rest of the clients either cite "Other" (some apprenticeship, college, or university) or at the region and provincial level are unknown. At the provincial level, there is also a small portion who have a university degree.

Table 44: Second Career clients: Educational attainment at intake, 2020-21

	2020-21		
	Board	Region	Ontario
No certificate	0%	0%	7%
High school	27%	29%	26%
Apprenticeship	0%	0%	1%
College	37%	30%	26%
University	0%	0%	15%
Other	13%	14%	9%
Unknown	0%	12%	16%

In terms of sources of income, the primary source of income for most Second Career participants is Employment Insurance and in the case of Algoma, the only other data point we have is that 15% had no source of income. At the regional and provincial levels, there was a notable increase in the proportion of clients who received EI (Table 45).

Table 45: Second Career clients by the source of income, 2020-21 and 2019-20

	2020-21			2019-20		
	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	0%	0%	0%	0%	0%	1%
Employed	0%	6%	4%	0%	5%	5%
Employment Insurance	60%	67%	57%	60%	58%	46%
No Source of Income	15%	14%	16%	26%	23%	29%
Ontario Disability Support Program	0%	0%	2%	0%	2%	2%
Ontario Works	0%	3%	5%	0%	6%	9%
Other	0%	8%	14%	0%	5%	7%
Pension	0%	0%	0%	0%	0%	0%
Self Employed	0%	0%	1%	0%	0%	1%
Unknown	0%	0%	2%	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."

For 2020-2021, the length of time which Second Career clients had been unemployed was slightly higher over the 3-6 months and 6-12 months timeframes compared to the profile of ES Assisted clients, and it was certainly longer than the duration of unemployment profile for all unemployed in Ontario (Table 46)

Table 46: Percentage distribution by the length of time out of employment for Second Career clients and ES Assisted clients (2020-2021), and unemployed individuals, Ontario, 2020

	2020-21 SECOND CAREER			2020-21 ES CLIENTS			LFS ONTARIO
	Board	**Region**	**Ontario**	**Board**	**Region**	**Ontario**	
< 3 months	33%	46%	39%	47%	45%	39%	65%
3 – 6 months	31%	20%	23%	22%	19%	20%	20%
6 – 12 months	20%	22%	23%	16%	18%	19%	12%
> 12 months	17%	13%	16%	15%	19%	22%	3%

Table 47 lists the top ten approved skills training programs under Second Career. There is a limited amount of data for the Algoma area because the total client numbers are small, with only two training programs being identified, the data for the rest being suppressed for being under 10 (there were 32 entries that were suppressed). The regional program itself was limited to seven programs that had 10 or more entries (60 training programs were suppressed).

The Transport Truck Driver program is by far and away from the largest for the province, so much so that it is larger than the enrolment numbers for the next six largest programs combined and accounts for 29% of all enrolments, slightly higher than the 27% for last year.

Table 47: Top 10 Second Career Approved Skills Training Programs, 2020-2021

RANK	Board		Region		Ontario	
	Trade	**#**	**Trade**	**#**	**Trade**	**#**
1.	Transport Truck Drivers	22	Transport Truck Drivers	104	Transport Truck Drivers	798
2.	Medical Administrative Assistants	12	Heavy Equipment Operators (Except Crane)	40	Heavy Equipment Operators (Except Crane)	166
3.			Home Support Workers, Housekeepers, and Related Occupations	19	Social and Community Service Workers	144
4.			Medical Administrative Assistants	18	Home Support Workers, Housekeepers, and Related Occupations	133
5.			Social and Community Service Workers	15	Computer Network Technicians	127
6.			Underground Production and Development Miners	15	Medical Administrative Assistants	120
7.			Administrative Assistants	11	Administrative Officers	75
8.					Paralegal and Related Occupations	75
9.					Accounting Technicians and Bookkeepers	73
10.					Early Childhood Educators and Assistants	70

Outcomes at exit are relatively the same across all three areas: 40% to 50% are unemployed (only slightly higher than last year), around a quarter are employed, and around a quarter are unknown (Table 48). At 12 months, 60% of the clients are employed at the local and regional levels, 44% at the provincial level. There is a considerable proportion (30% to 40%) for whom the results are unknown.

Table 48: Outcomes at exit and 12 months, 2020-2021

	NUMBER			PERCENT		
	Board	**Region**	**Ontario**	**Board**	**Region**	**Ontario**
OUTCOME AT EXIT						
Employed	16	91	411	24%	29%	22%
Training/Edn	X	23	227	0%	7%	12%
Other	X	X	33	0%	0%	2%
Unemployed	34	140	766	52%	44%	41%
Unknown	16	61	453	24%	19%	24%
TOTAL (Known Outcomes)	**66**	**315**	**1,890**	**100%**	**100%**	**100%**
OUTCOME AT 12 MONTHS						
Employed	52	249	1,149	60%	60%	44%
Training/Edn	X	X	45	0%	0%	2%
Other		X	57	0%	0%	2%
Unemployed	X	47	348	0%	11%	13%
Unknown	35	116	1,031	40%	28%	39%
TOTAL (Known Outcomes)	**87**	**412**	**2,630**	**100%**	**100%**	**100%**

Apprenticeship

The number of new apprentice registrations for the last seven years is listed in Table 49. At all three levels, these figures had dropped a few years ago and more recently had recovered somewhat, but in the last two years, the numbers have dropped again, by a significant amount in 2020-21. The decline in the local area was 49%, at the regional level was 39% and at the provincial level was 38%.

Table 49: Number of new apprenticeship registrations, 2014-15 to 2020-21

	Board	Region	Ontario
Number of New Registrations			
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 50 shows several other figures in terms of their share of all provincial numbers for each category and how that share has compared over time. With the larger percentage decline in new apprenticeship numbers in the local area, the local share of all new registrations across the province has dropped to 0.7%, continuing a slide that started five years ago, when the local share was 1.3%. The local share of new registrations now accounts for a smaller share than the local area's share (0.8%) of the provincial population.

Table 50: New registrations and active apprenticeships

	Board	Region	Ontario
Number of New Registrations			
2020-2021	122	1,264	16,730
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			
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: 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			
2020-2021	**77**	**4,20**	**5,877**
2019-2020	82	680	8,892
2018-2019	93	750	9,878
2017-2018	72	702	8,348
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 percent of Ontario	0.8%	5.8%	100%

The proportion of all active apprenticeships at the local and regional levels has been fairly consistent in terms of each area's share of the provincial numbers. In terms of the Number of CofAs issued, the local share increased last year, after staying steady for several years, while the region share has been slowly shrinking.

The following tables show more detailed demographic data for the Apprenticeship program. More than 95% of participants are youth or young adults, across all three levels (Table 51). Compared to last year, the proportion of youth aged 15-24 years old increased somewhat at the local level.

Table 51: Distribution by age of apprenticeship, 2020-2021

	2020-21			2019-20		
	Board	**Region**	**Ontario**	**Board**	**Region**	**Ontario**
15-24 years	51%	55%	48%	44%	53%	50%
25-44 years	46%	42%	48%	51%	43%	46%
45-64 years	0%	3%	4%	5%	3%	4%
over 65 years	0%	0%	0%	0%	0%	0%

The distribution by gender (Table 52) is very heavily male-skewed. Across the local, regional, and provincial levels, 85% of clients have typically been male. In 2020-21, there was some movement at the local level, where the share of females among new apprenticeship registration increased from 15% to 23%.

Table 52: Distribution by gender of apprenticeship, 2020-2021

	2020-21			2019-20		
	Board	**Region**	**Ontario**	**Board**	**Region**	**Ontario**
Females	23%	14%	13%	15%	14%	14%
Males	77%	85%	87%	85%	85%	85%
Other/not disclosed/trans	0%	0%	1%	0%	0%	0%

The distribution of clients by education at intake (Table 53) is mostly dominated by clients who have a high school diploma. 84%-88% of clients fall into that category and the rest largely have no high school diploma.

Table 53: Distribution by education at intake of apprenticeship, 2020-2021

	2020-21			2019-20		
	Board	Region	Ontario	Board	Region	Ontario
No certificate	14%	11%	12%	16%	15%	13%
High school	84%	88%	88%	84%	83%	86%
Apprenticeship	0%	0%	0%	0%	0%	0%
College	0%	0%	0%	0%	1%	1%
University	0%	0%	0%	0%	0%	0%
Other	0%	0%	0%	0%	1%	1%

Totals do not always add up to 100% because some entries are suppressed for being less than ten.

There is limited data for the distribution by the designated group at the local level; there is only one category that has reported data: members of an Aboriginal Group (Table 54). With a limited number of participants at the local level, several of the cells for designated groups were suppressed because they were less than 10. The region-level had a relatively high proportion of both Francophones and members of an Aboriginal Group.

Table 54: Distribution by a designated group of apprenticeships, 2020-2021

	APPRENTICESHIP		
	Board	Region	Ontario
Aboriginal Group	13%	10%	10%
Deaf	0%	0%	0%
Deaf/Blind	0%	0%	0%
Francophone	X	20%	6%
Internationally Trained Professionals	0%	0%	0%
Newcomer	0%	X	1%
Person with Disability	X	1%	1%
Racialized	X	1%	3%

Table 55 lists the top ten trades for new registrations for the local area, the region, and the province. With the smaller numbers, only one trade had 10 or more new registrations (20 trades had their numbers suppressed). There are enough entries at the regional and provincial levels to populate a top ten. Seven trades are common to both of these top ten lists, as follows:

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

Table 55: Top 10 trades for new registrations, 2020-2021

RANK	Board		Region		Ontario	
	Trade	**#**	**Trade**	**#**	**Trade**	
1.	Automotive Service Technician	21	Electrician - Construction, and Maintenance	160	Electrician - Construction, and Maintenance	3308
2.	Truck and Coach Technician	12	Automotive Service Technician	139	Automotive Service Technician	1850
3.	Hairstylist	11	Heavy Duty Equipment Technician	132	Plumber	1305
4.			General Carpenter	115	General Carpenter	1237
5.			Truck and Coach Technician	110	Truck and Coach Technician	973
6.			Industrial Mechanic Millwright	105	Hairstylist	863
7.			Plumber	60	Industrial Mechanic Millwright	812
8.			Hairstylist	50	Refrigeration and Air Conditioning Systems Mechanic	477
9.			Powerline Technician	50	Child Development Practitioner	408
10.			Child Development Practitioner	41	Sheet Metal Worker	392

Canada Ontario Job Grant (COJG)- Employer

The employers that made use of the COJG are mostly smaller firms with less than 50 employees (Table 56). At the local level, they comprise 97% of all employers, which is higher than the share of COJG share of smaller firms elsewhere (70% at the region level and 76% provincially). As with all other programs, there was a significant drop in clients this year, minus 38% provincially and minus 49% at the local level.

Table 56: Canada Ontario Job Grant – Employers, 2020-2021

	Board	Region	Ontario
# of employers, 2019-20	29	186	2456
# of employers, 2018-19	57	312	3952
Percent in Under 25 Stream	97%	99%	98%
Percent in Over 25 Stream	3%	1%	2%
Size (percent)			
<50	97%	70%	76%
50-160	X	20%	15%
151-300	0%	X	4%
301-500	0%	X	2%
501-1,500	0%	0%	2%
1,501-10,000	0%	X	1%
>10,001	0%	X	X

X denotes suppressed.

In terms of the training provided, by far the majority of training is provided by private trainers, followed more distantly by registered private career colleges (Table 57). There is a limited amount of training provided by public community colleges, slightly more at the region level.

Table 57: Canada Ontario Job Grant – Training provider type, 2019-2020

	Board	Region	Ontario
Private Trainer	62%	57%	58%
Product Vendor	X	X	6%
Public College	X	15%	8%
Registered Private Career College	X	21%	22%
School Board	0%	0%	X
Union Based Training Centre	0%	0%	X
University	X	X	6%
Unknown	0%	0%	X

X denotes suppressed.

The outcome at exit details usually are in the high 90% range in all three areas, however, this year there was a noticeable drop in outcomes at the local level (Table 58).

Table 58: Outcome at exit detail, 2020-2021

	Board	Region	Ontario
Increase in trainee productivity	50%	93%	94%
The training met workforce needs	50%	93%	98%

Canada Ontario Job Grant (COJG) – Participant

The number of COJG participants has dropped across all three areas this year (Table 59), as has been the case with almost every program. There already had been a significant drop the year before. The local share of COJG participants across the province (0.9%) has stayed steady, but it is lower than the local area's share of EO Assisted clients (1.7%).

Table 59: Number of COJG participants, 2020-2021

	Board	Region	Ontario
COJG PARTICIPANTS			
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, 2020-21	0.9%	6.0%	
As % of Ontario, 2019-20	1.0%	5.9%	
As % of Ontario, 2018-19	1.1%	6.4%	
EO ASSISTED CLIENTS			
As % of Ontario	1.7%	8.4%	
2016 TOTAL ONTARIO POPULATION			
As % of Ontario	0.8%	5.8%	

As table 60 shows, most of the clients are either younger or older adults. Almost 60% of clients were between the ages of 25 and 44, across all three levels, and between 19% and 29% of clients were between the ages of 45 and 64.

Table 60: Distribution by age of COJG participants, 2020-2021

	Board	Region	Ontario
15-24 years	25%	17%	12%
25-44 years	57%	57%	58%
45-64 years	19%	26%	29%
over 65 years	0%	X	1%
Unknown	0%	0%	X

X denotes suppressed.

The distribution by gender of COJG participants has tended to be skewed towards males at the regional and provincial levels (Table 61). Locally, there was a much larger proportion of females; the year before, the gender split was more or less even, whereas going back two years there was a considerably higher proportion of females as well.

Table 61: Distribution by gender of COJG participants, 2020-2021

	2020-21			2019-20		
	Board	Region	Ontario	Board	Region	Ontario
Females	74%	37%	42%	47%	38%	39%
Males	26%	63%	58%	53%	62%	60%
Other/not disclosed/trans	0%	0%	1%	0%	0%	0%

There is a much lower degree of certainty when it comes to education at intake for COJG participants at all levels, where there is no data for half or more of the participants (Table 62). Of clients with a known level of educational attainment, most clients at the local and regional levels have a high school or college diploma, whereas at the provincial level there is an even split between those with a college diploma and those with a university degree.

Table 62: Distribution by education at intake of COJG participants, 2020-2021

	Board	Region	Ontario
No certificate	X	3%	2%
High school	11%	8%	7%
Apprenticeship	0%	2%	2%
College	13%	15%	17%
University	X	8%	18%
Other	X	6%	3%
Unknown	55%	56%	52%

X denotes 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 63). At the local level, there were either no clients in a designated group or the number had to be suppressed because the figure was under ten. At the regional and provincial levels, there are slightly more categories where numbers are present, but the proportions are much smaller than for these same designated groups in other EO service categories.

Table 63: Distribution by a designated group of COJG participants, 2020-2021

	COJG		
	Board	**Region**	**Ontario**
Aboriginal Group	X	X	X
Deaf	0%	0%	X
Deaf/Blind	0%	0%	0%
Francophone	X	9%	2%
Internationally Trained Professionals	X	3%	9%
Newcomer	0%	X	3%
Person with Disability	X	2%	1%
Racialized	0%	X	5%

X denotes suppressed.

The distribution by labour force attachment, as shown in Table 64, reveals the overwhelming proportion of clients who are employed, at least 75% across all three levels (the local level is unusually by having a higher percentage of part-time workers being trained). The local level also had a considerably higher proportion of unemployed participants. This proportion of employed is not only consistent across local, regional, and provincial, but also the distribution by distribution by the source of income (Table 65).

Table 64: Distribution by labour force attachment of COJG participants, 2020-2021

	COJG		
	Board	**Region**	**Ontario**
Employed Full Time	53%	81%	86%
Employed Part Time	22%	7%	6%
Full Time Student	0%	X	0%
Part Time Student	0%	0%	0%
Self Employed	0%	0%	0%
Under Employed	X	X	0%
Unemployed	25%	11%	7%
Unknown	0%	X	0%

X denotes suppressed.

Table 65: Distribution by the source of income of COJG participants, 2020-2021

	COJG		
	Board	**Region**	**Ontario**
Canada Pension Plan	0%	0%	0%
Crown Ward	0%	0%	X
Dependent of EI	0%	0%	0%
Dependent of OW/ODSP	X	X	X
Employed	75%	88%	91%
Employment Insurance	X	5%	3%
No Source of Income	X	4%	3%
Ontario Disability Support Program	X	X	0%
Ontario Works	X	X	1%
Other	X	X	2%
Pension	0%	0%	0%
Self Employed	0%	0%	1%
Unknown	0%	X	0%

X denotes suppressed.

Youth Job Connection (YJC)

The following tables show the number of Youth Job Connection participants and their breakdown by age and gender. The number of participants across all three areas dropped this year (Table 67). At the local level, the share of YJC participants stayed the same (2.5%), but it dropped at the region level (8.5%). The figures for the Youth Job Connection Summer program are included as well; the local level had a smaller share of the total number of summer participants across the province, compared to the YJC program (the YJC Summer program numbers are not analyzed any further beyond the number of clients).

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. At the local level, there is far more of a balance between these two age categories, and, unusually, there would be a considerable percentage who are over 45 years old (Table 67). At the local level, there are slightly more females, elsewhere it is a balance (Table 68). Last year, at all levels there were slightly more males than females.

Table 66: Number of YJC participants, 2020-2021

	Board	Region	Ontario
YJC PARTICIPANTS			
Number, 2019-20	189	634	7428
Number, 2019-20	284	1,249	12,063
Number, 2018-19	275	1,264	12,024
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			
2020-21 Number	84	495	4,815
As % of Ontario: 2020-21	1.7%	10.3%	
EO ASSISTED CLIENTS			
As % of Ontario	1.7%	8.4%	
2016 TOTAL ONTARIO POPULATION			
As % of Ontario	0.8%	5.8%	

Table 67: Distribution by age of YJC participants, 2020-2021

	Youth Job Connection		
	Board	Region	Ontario
15-24 years	46%	70%	77%
25-44 years	35%	24%	22%
45-64 years	18%	5%	1%
over 65 years	X	X	X

X denotes suppressed.

Table 68: Distribution by gender of YJC participants, 2020-2021

Percent	Youth Job Connection		
	Board	Region	Ontario
Females	56%	49%	50%
Males	42%	49%	48%
Other/not disclosed/trans	X	X	2%

X denotes suppressed.

At the regional and provincial levels, 75% or more of clients either have no certificate or have a high school diploma. At the local level, the figure was 65% and there was also a significant percentage of clients with a college diploma (Table 69).

Table 69: Distribution by education at intake of YJC participants, 2020-2021

	Board	Region	Ontario
No certificate	33%	45%	27%
High school	32%	39%	48%
Apprenticeship	0%	X	0%
College	18%	8%	8%
University	6%	2%	10%
Other	9%	6%	7%

X denotes suppressed.

Across the YJC program last year, persons with a disability had accounted for a significant proportion of participants, from around a third at the regional and provincial levels to around a half at the local level. That proportion has increased at the local level to 58% (Table 70). Aboriginal persons last year at the local and regional levels accounted for 40% or more of participants; this year, that proportion stayed high at the local level but dropped at the region level. Last year, racialized persons accounted for 59% of participants at the local level and this year the figure has risen to 68%, much higher than their share of any other EO program at the local level. Some participants simultaneously belong to several of these designated groups.

Table 70: Distribution by a designated group of YJC participants, 2020-2021

	YJC		
	Board	**Region**	**Ontario**
Aboriginal Group	64%	45%	8%
Deaf	0%	0%	X
Deaf/Blind	0%	0%	0%
Francophone	X	6%	2%
Internationally Trained Professionals	46%	14%	5%
Newcomer	X	X	10%
Person with Disability	58%	39%	28%
Racialized	68%	22%	24%

X denotes suppressed.

By far the two largest sources of income for YJC participants are all levels are no source of income followed by OW recipients, which was the same circumstance last year (Table 71).

Table 71: Distribution by the source of income of YJC participants, 2020-2021

	Board	Region	Ontario
Canada Pension Plan	0%	0%	0%
Crown Ward	X	4%	2%
Dependent of EI	0%	X	0%
Dependent of OW/ODSP	X	X	2%
Employed	0%	0%	0%
Employment Insurance	6%	4%	4%
No Source of Income	51%	54%	65%
Ontario Disability Support Program	X	6%	5%
Ontario Works	36%	28%	16%
Other	0%	X	6%
Pension	0%	0%	0%
Self Employed	0%	0%	0%
Unknown	0%	0%	0%

X denotes suppressed.

UPDATE ON **AWIC** ACTION ITEMS

Priority One - Provide Relevant and Current Labour Market Information

Labour Market Newsletter	Weekly roundup of Labour Market News is relevant here in Algoma and around Canada	Ongoing
Monthly Labour Force Survey Summaries	Each month AWIC provides a summary and analysis of the month Labour Force Survey data provided for Sault Ste. Marie. Monthly updates can be found at https://awic.ca/news/	Ongoing

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

COVID Impacts and Recovery	AWIC's primary role is to gather information from employers about the impacts of COVID on their workforce. COVID and the response to COVID has had unprecedented impacts on Algoma's employers and workforce. AWIC is playing a role in gathering relevant information directly from employers so that all levels of government and community partners can help address the issues and plan support recovery projects. AWIC is also working with community partners to support local vaccination efforts across the region.	March 2022
Future of Work in Algoma	AWIC is hosting a series of online webinars in which subject matter experts will share their insights and perspectives on what the Future of Work could look like in their field. Topics include Future Trends post COVID, Immigration, Big Data and Modeling Occupations and Skills for the Future. Recordings of the webinars can be found on AWIC's site at: https://awic.ca/events/	February 2022
Occupation Profiles for In Demand Jobs	Leveraging WE Data, AWIC will continue to develop improved profiles for the top occupations in Algoma. As part of the project AWIC has published interviews with people who work in the occupations to provide real world perspective to the data we collect. https://awic.ca/career-profiles/	March 2022

Remote Work	COVID-19 provided people around the globe an opportunity to try working from home. While there are downsides, some have recognized the benefits of working from home and the potential for remote work. One of the considerable benefits of working from home is having access to a broader range of job opportunities that aren't limited by geographic location. From a community perspective it opens up the possibility of attracting people into the area even though their job may be elsewhere.	March 2022

Priority Three – Strengthening Connections

Regional Presence	AWIC attends and hosts regular meetings virtually and 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	AWIC supports support non- profit organizations that hold events and activities that will have a positive effect on workforce development within the Algoma District such as Local Economic Development Programs that create jobs, Career Fairs, Labour Market Research, Business/Employer Outreach, Promoting Apprenticeships	Ongoing