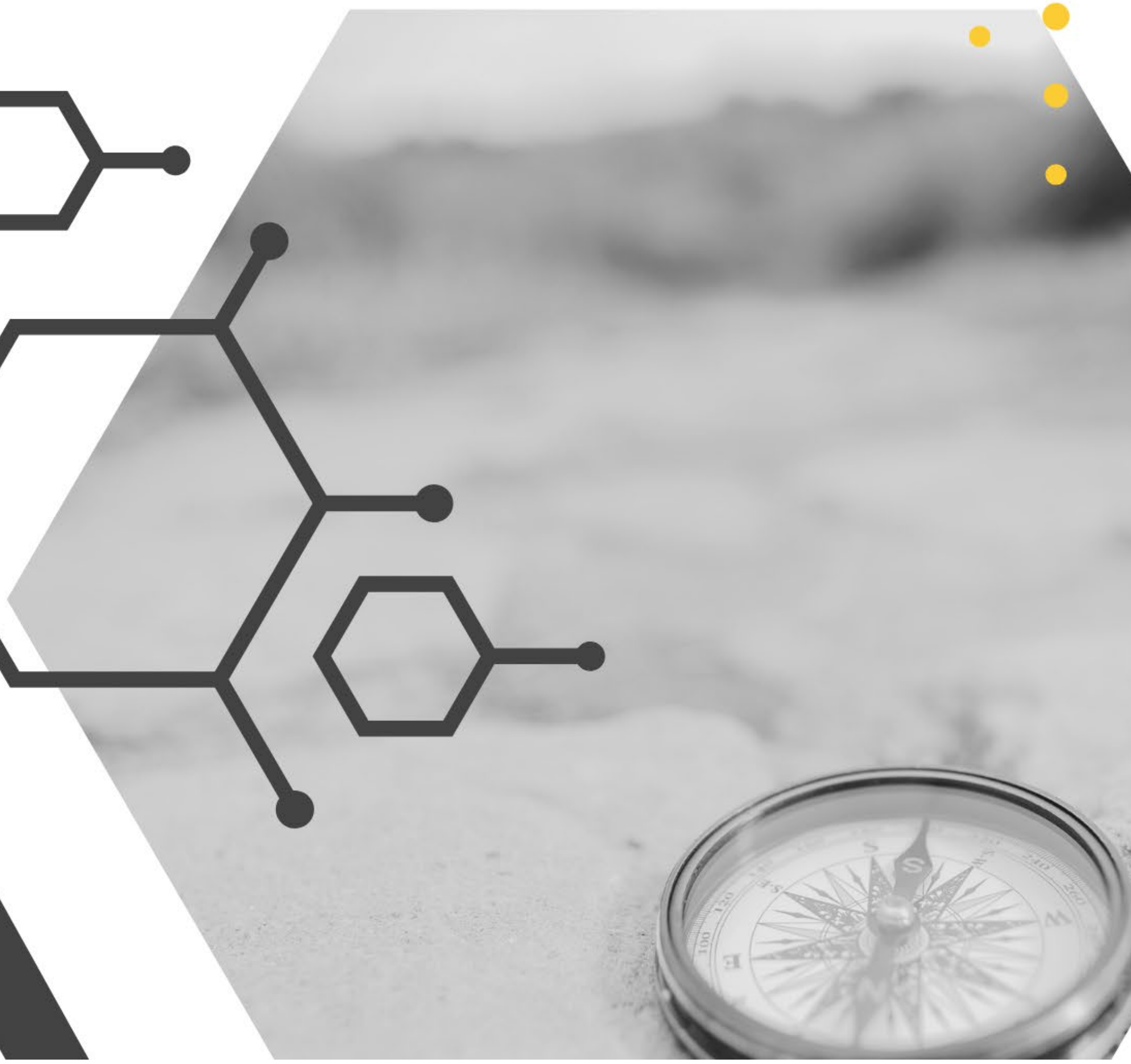
AWIC ALGOMA WORKFORCE INVESTMENT CORPORATION

2024 LLMP

Local Labour Market Planning Report



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ABOUT AWIC

Algoma Workforce Investment Corporation (AWIC) is a not-for-profit, community-centered organization. It is part of the 26 Workforce Planning Boards operating in the Province of Ontario, supported through funding from the Ministry of Labour, Immigration, Training, and Skills Development (MLITSD).

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

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

www.awic.ca

INTRODUCTION & BACKGROUND

The Local Labour Market Plan (LLMP) is an annual report prepared by the Algoma Workforce Investment Corporation (AWIC) to share labour market information (LMI) and insight into Algoma's labour market, including information on demographics, Employment Ontario services, and the local economy. The statistical data and qualitative input from employers, service providers, and other stakeholder groups will form a joint knowledge base of current LMI and recent changes to the local employment landscape.

The report has three main functions.

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

- A summary of Algoma's labour market characteristics
- 2021 Census Data
- 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
- Better Jobs Ontario
- Apprenticeships
- Canadian Ontario Job Grant
- Youth Job Connection

This information provides insights into how these programs reach and serve people entering or re-entering the labour force.

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

We trust readers will find the information pertinent and applicable to the current context. This report is designed to assist service providers in comprehending the significance of their support for Algoma's job seekers. The accompanying Action Plan update outlines our approach to addressing the issues identified through research and consultations.

It's essential to note that, like any report, the data presented reflects a snapshot in time. Given the continual evolution of Algoma's labour market, consider this report as a guide to the overarching trends impacting the region.

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 various ways, such as feedback from consultations, surveys, research reports, and participating in industry groups and associations.

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

LABOUR MARKET SNAPSHOT

Algoma

Demographics

Algoma's demographic profile indicates a significant rise in the aging population rate, surpassing the provincial average. This trend is primarily attributed to baby boomers' age, youth migration patterns shifts, and a prolonged period of declining fertility rates within the district. These demographic trends resonate deeply within local communities, challenging employers with a constrained labour supply. The repercussions of these changes are particularly significant for the current and future labour market, influencing the essential services and sectors required to support an aging workforce in the years to come.

In the occupational landscape of 2021, a total of 43,855 individuals were employed according to the 2021 census, revealing a diverse distribution across various sectors. Most of the workforce, constituting 82%, falls within the age range of 25-64, underscoring the significance of the middle-aged demographic. Notably, the 15-24 age group represents 12% of the total workforce, while the older age brackets, 45+ (48%), 55+ (27%), and 65+ (6%), highlight the continued participation of seasoned professionals in the workforce. Delving into specific occupational categories, service occupations exhibit a more diverse age distribution, with a substantial 25% in the 15-24 age bracket. Trades, transport, and equipment operators showcase 52% in the 45+ age range, emphasizing the experienced workforce in these fields. The data illuminates distinct age dynamics across occupations, providing valuable insights for workforce planning and development strategies in the years ahead.

Ages and Occupations (1 digit NOC) 2021, Algoma

	Total	Total %	15-24%	25-64 %	45+ %	55+ %	65+ %
Total - Occupation - Unit group - (NOC) 2021	**43,855**		**12%**	**82%**	**48%**	**27%**	**6%**
Legislative and senior management occupations	300	1%	3%	87%	70%	38%	10%
Business, finance and administration occupations	6,010	14%	6%	86%	58%	34%	8%
Natural and applied sciences and related occupations	2,390	5%	5%	90%	46%	24%	5%
Occupations in education, law and social, community and government services	6,375	15%	5%	90%	49%	21%	5%
Occupations in art, culture, recreation and sport	795	2%	9%	86%	45%	25%	5%
Sales and service occupations	10,630	24%	25%	69%	43%	27%	6%
Trades, transport and equipment operators and related occupations	8,820	20%	10%	82%	52%	31%	8%
Natural resources, agriculture, and related production occupations	1,480	3%	19%	73%	44%	24%	9%
Occupations in manufacturing and utilities	2,280	5%	6%	93%	51%	28%	1%

Statistics Canada, Census 2021.

Population

The population estimate data for 2018-2022 illustrates a notable growth trend in Canada's population, specifically in Ontario. Within Ontario, municipalities such as Sault Ste. Marie, Elliot Lake, Blind River, Wawa, White River, Dubreuilville, and The North Shore have experienced variations in their population sizes over the specified period. These fluctuations highlight the dynamic nature of local populations. While Sault Ste. Marie demonstrates a modest increase in population; other municipalities like The North Shore had the highest estimated growth of 9% over the past five years.

Population Estimates 2018-2022

Geography	2018	2019	2020	2021	2022	Growth over five
Canada	37,065,084	37,601,230	38,007,166	38,226,498	38,929,902	**5%**
Ontario	14,308,697	14,544,701	14,726,022	14,809,257	15,109,416	**6%**
Sault Ste. Marie	74,514	75,121	75,634	75,118	75,673	**2%**
Elliot Lake	11,318	11,259	11,286	11,348	11,551	**2%**
Blind River	3,636	3,629	3,660	3,681	3,622	**0%**
Wawa	2,961	2,995	2,962	2,985	3,035	**2%**
White River	661	688	677	685	641	**-3%**
Dubreuilville	625	626	600	600	608	**-3%**
The North Shore	489	480	487	532	535	**9%**

Statistics Canada. Table 17-10-0142-01 Population estimates, July 1, by census subdivision, 2016 boundaries

The population projection data below suggests an estimated total of 122,666 for Algoma in 2023, signifying a 2% growth over the preceding 5 years.

Population Projections, Algoma 2023

122,666	**2%**
2023 Population Projections	Population Growth for the last 5 years

Sources: Statistics Canada for 2022 and Ontario Ministry of Finance projections (Summer 2023).

Nationally, the share of Canada's population that is 65 or older jumped to nearly 19 percent in 2022, up from 14 percent in 2010. In Algoma, slightly over a quarter of the population is 65 years and older.

Age distribution by broad age groups, Algoma 2021

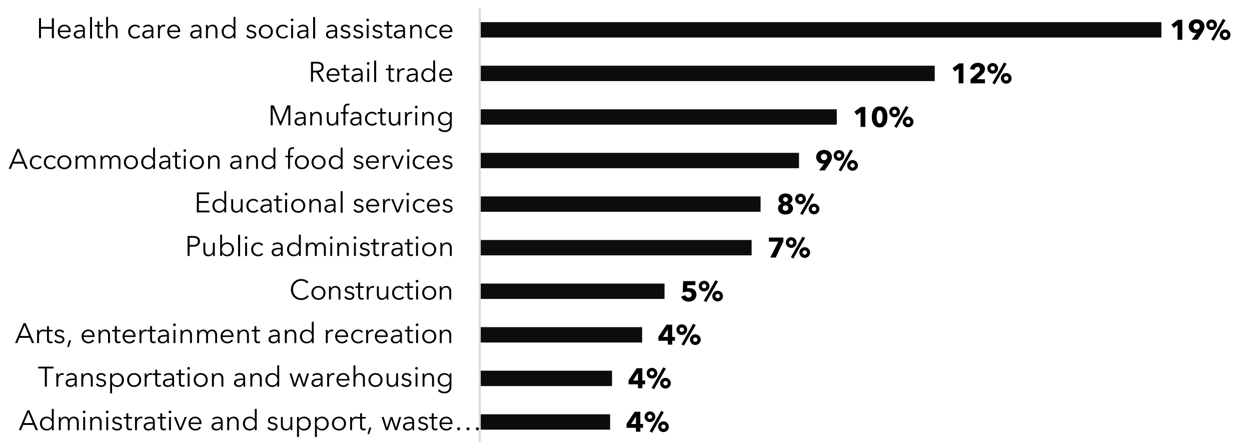
14%	In 2021, Algoma (District) had 15,940 children aged 0 to 14, making up 14.0% of its total population, while the national proportion for Canada was 16.3%.
60%	The working-age population (15 to 64) accounted for 59.6% of Algoma's total population in 2021, whereas the corresponding proportion for Canada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

Sources: Statistics Canada, 2021 Census, Focus on Geography,

Industries

In 2023, there were approximately 49,065 individuals employed. The top industries differ across each community in Algoma, mirroring the primary employment sectors within each region. In Algoma, healthcare and social assistance, retail trade and manufacturing are the three largest industries of employment.

Largest Industries (2-Digit) in Algoma, 2023



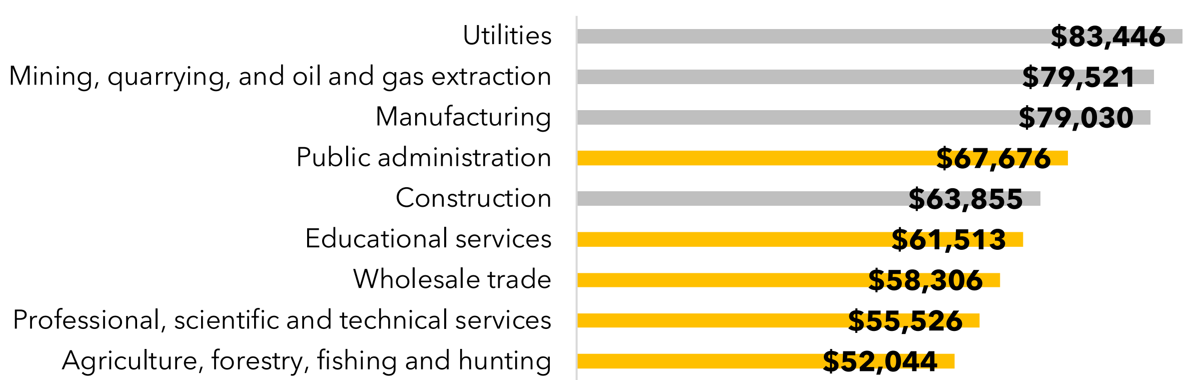
Data Source: Lightcast, 2023

Income

To obtain a comprehensive overview of industry employment, Lightcast integrates data from the Survey of Employment, Payrolls, and Hours (SEPH) with information from the Labour Force Survey (LFS), Census, and Canadian Business Patterns (CBP) to create detailed geographic estimates of employment and wages.

The average wages per job in Algoma were around $51,686, while the national average for Canada stood higher at $60,370. Industries predominantly centered on the goods-producing sector typically boast higher wages and are highlighted in grey. The following graph depicts the top-paying 2-digit industries based on median wages in 2022.

Highest Paying Industries (2-digit NAICS), Algoma, 2023

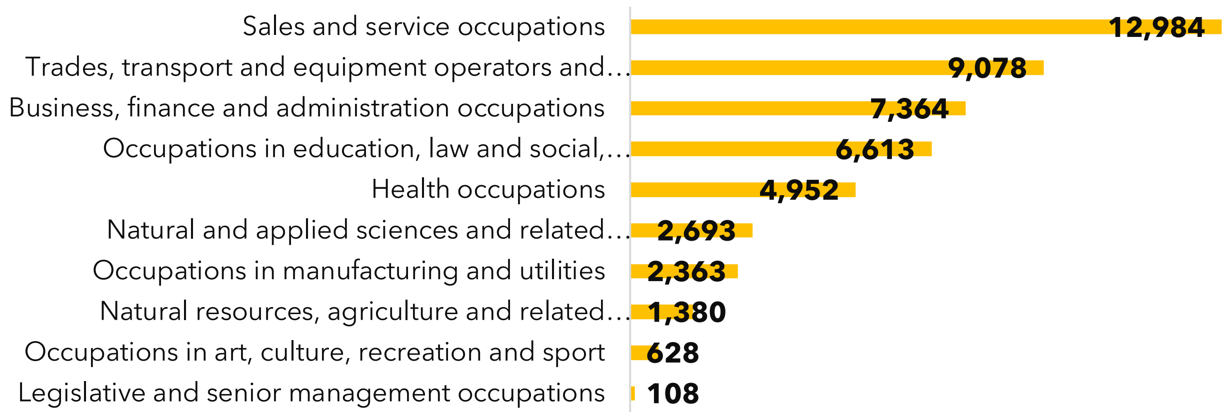


Data Source: Lightcast, 2023

Occupations

The following table outlines Algoma's most prominent occupations based on employment. Sales and service occupations stand out with a considerable job presence, highlighting a substantial workforce in this sector with a median hourly wage of $18.14. Additionally, the trades, transport, and equipment operations sector demonstrate a significant workforce, emphasizing skilled labour and featuring a distinctive median hourly wage of $30.39 in 2022. While legislative and senior management occupations have a smaller workforce, they command the highest median hourly wages at $67.26, underscoring their notable impact on the economic landscape and the associated remuneration for these roles.

Largest Occupations (1-digit NOC) in Algoma, 2023



Data Source: Lightcast, 2023

Diving into more specific occupations using 5-digit NOC codes, Retail Salespersons and Visual Merchandisers lead with the highest job count at 1,593 and a median hourly wage of $15.72. Registered Nurses and Psychiatric Nurses emerge as significant contributors with a workforce of 1,316, earning a noteworthy median hourly wage of $38.60. Social and Community Service Workers, totalling 737 jobs, play a crucial role in the workforce by delivering essential services and are distinguished by a median hourly wage of $25.77. Despite a smaller workforce of 713, the Construction Millwrights and Industrial Mechanics sector stands out for its skilled labour, commanding a higher median hourly wage of $37.55 in 2022.

Largest Occupations (5-digit NOC) and Median, Algoma

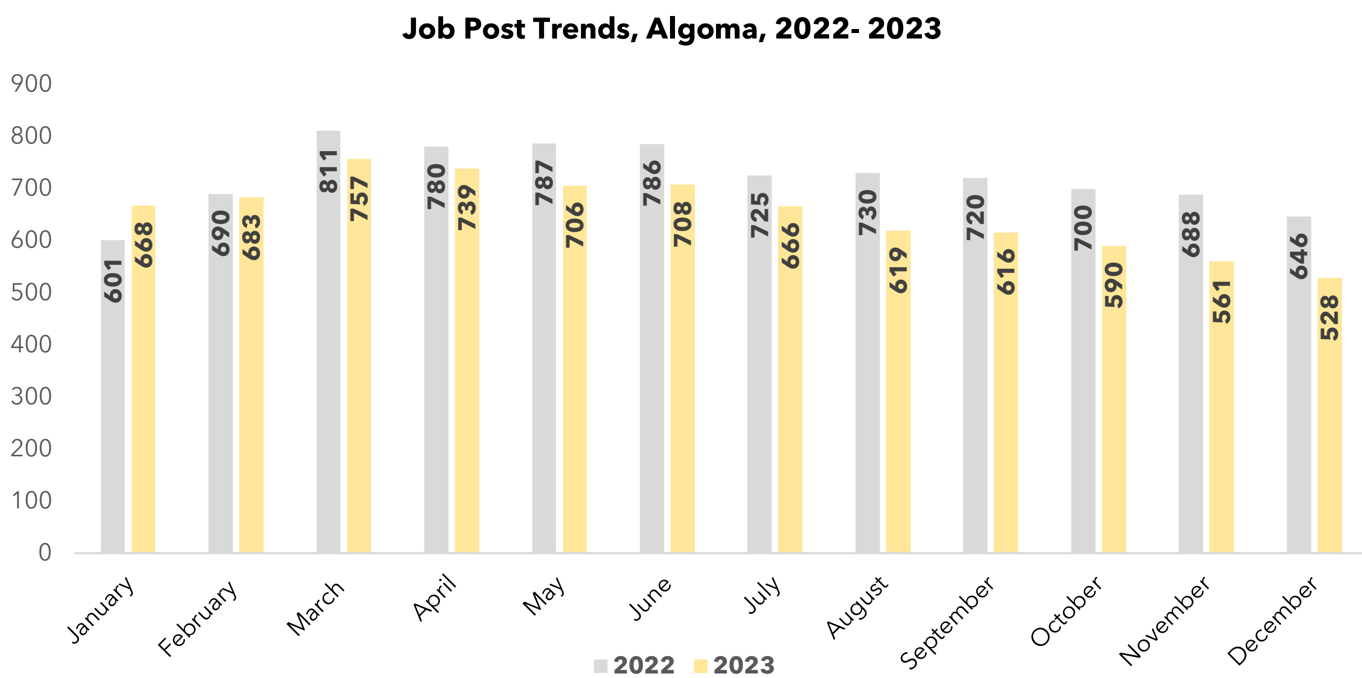
Data Source: Lightcast, 2023

Labour Market Insights Report – Online Job Posting Data 2023

The data presented in this report covers the period from January 2023 to December 2023 and is compared to previous years' data. The information is extracted from the Labour Market Insights Report obtained through the We Data Tools. This report compiles data from job advertisements posted by employers and agencies on more than 38 publicly accessible websites.

2023 | Active Job Postings | 11,532

AWIC boasts the Algoma District's most extensive aggregated job board, enabling job seekers to conveniently explore multiple job listings on a single platform. In 2023, there were more than 11,500 postings for Algoma, indicating a notable increase of 1,700 postings compared to the previous year, 2022. The chart below illustrates the comparison of the number of companies hiring between the years 2022 and 2023.



Source: https://www.awic.ca Job Posting Data, 2023.

Over the two-year period from 2022 to 2023, an evident trend in the number of companies hiring can be observed. In 2022, the number of companies hiring steadily increased from January to March, reaching its peak at 811 in March, before experiencing a slight decline in the following months. However, in 2023, the trend was less consistent, with fluctuations in hiring numbers throughout the year. Although there was a peak of 757 companies hiring in March, the overall trend showed a gradual decrease in hiring activity as the year progressed, with December recording the lowest hiring figure of 528 companies.

The top salaries by occupation reveal a spectrum of earning potential across diverse fields. Veterinarians lead the list with a median salary of $160,000, followed closely by real estate agents and salespersons at $150,00,0. Retail salespersons also feature prominently with a median of $120,000. Other notable positions include electrical and electronics engineers, transport truck drivers, and delivery and courier service drivers, each commanding a median salary of $85,000.

Top Salaries by Occupation (4-digit NOC), 2023 Algoma

NOC Code	NOC Label	Median Salary
3114	Veterinarians	$160,000
6232	Real estate agents and salespersons	$150,000
2133	Electrical and electronics engineers	$85,314
7511	Transport truck drivers	$85,000
7514	Delivery and courier service drivers	$85,000
1222	Executive assistants	$70,736
6552	Other customer and information services representatives	$70,000
1241	Administrative assistants	$57,636
714	Facility operation and maintenance managers	$55,000
0621	Retail and wholesale trade managers	$54,000

Source: https://www.awic.ca Job Posting Data, 2023.

In 2023, demand by occupation, categorized under 1-digit NOC, highlights key sectors and their respective job counts and median salaries. This data offers valuable insights into the occupational landscape, emphasizing both job demand and corresponding online posted median salaries.

In-Demand by Occupation (1-digit NOC), 2023 Algoma

Occupation	Job Count	Median Salaries
Sales and service occupations	2,579	$85,000
Trades, transport and equipment operators and related occupations	1,262	$80,000
Business, finance and administration occupations	939	$63,808
Occupations in education, law and social, community and government services	685	$69,369
Health occupations	535	$80,000

Source: https://www.awic.ca Job Posting Data, 2023.

The list below showcases the top 25 occupations in demand and their corresponding median posted wages for the year 2023. Notably, the top 10 occupations largely mirror those from previous years, although with some variations in their ranking order.

Top 25 In-Demand by Occupation (4-digit NOC) and Median Wages, 2023 Algoma

NOC Code	NOC Label	Posting Count	Median Posted Wage
6421	Retail salespersons	584	$ 35,100
6322	Cooks	268	$ 37,050
7511	Transport truck drivers	246	$ 56,550
6552	Other customer and information services representatives	218	$ 34,515
4212	Social and community service workers	203	$ 52,396
4412	Home support workers, housekeepers and related occupations	186	$ 40,950
6711	Food counter attendants, kitchen helpers and related support occupations	166	$ 36,426
621	Retail and wholesale trade managers	158	$ 54,000
1241	Administrative assistants	141	$ 48,750
7514	Delivery and courier service drivers	134	$ 54,600
6733	Janitors, caretakers and building superintendents	130	$ 40,462
6622	Store shelf stockers, clerks and order fillers	118	$ 38,766
7452	Material handlers	115	$ 35,100
6731	Light duty cleaners	113	$ 35,100
3233	Licensed practical nurses	103	$ 60,450
6611	Cashiers	101	$ 38,083
6541	Security guards and related security service occupations	100	$ 37,947
6235	Financial sales representatives	86	$ 46,995
6311	Food service supervisors	79	$ 33,638
6513	Food and beverage servers	76	$ 30,225
7521	Heavy equipment operators (except crane)	76	$ 48,750
7321	Automotive service technicians, truck and bus mechanics and mechanical repairers	73	$ 66,300
5254	Program leaders and instructors in recreation, sport and fitness	69	$ 40,950
1431	Accounting and related clerks	68	$ 51,457
1411	General office support workers	66	$ 35,958

Source: https://www.awic.ca Job Posting Data, 2023.

To access additional information on job posting reports, kindly explore the Career Tools and Labour Market Insights Report at www.awic.ca.

LABOUR FORCE CHARACTERISTICS–
Algoma

This section profiles the unemployment rate, the participation rate, and the job vacancy rate, focusing on that data which is available for either the Algoma district or Northeastern Ontario.

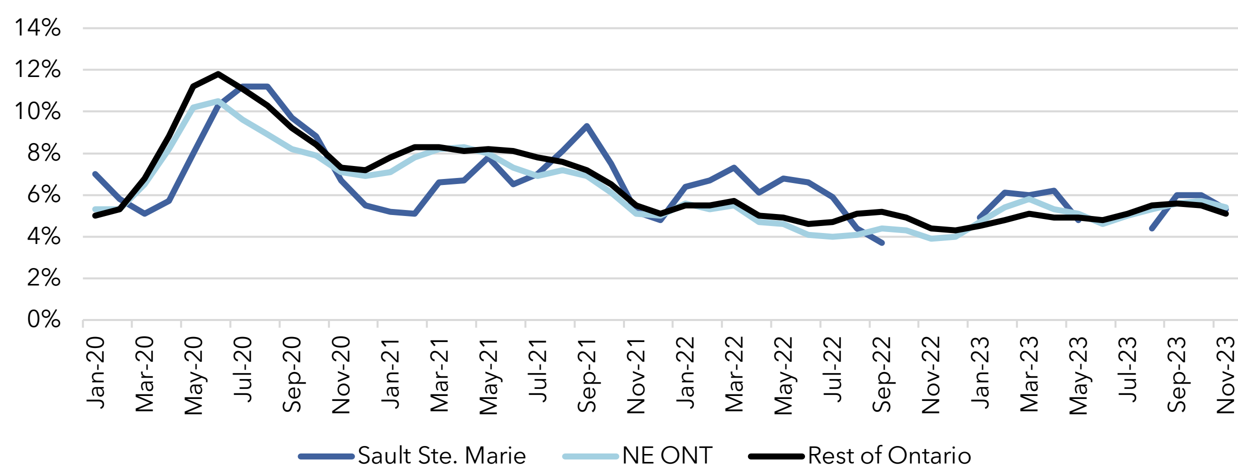
Three-month moving average unemployment rate – Northeast Ontario and Sault Ste. Marie

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

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

- Labour Force Survey data for Sault Ste. Marie, CA;[1] and
- Labour Force Survey data for Northeast Ontario.[2]

Chart 1: Unemployment rate, three-month moving average, Sault Ste. Marie, Northeast Ontario and Rest of Ontario, January 2020 to November 2023



Statistics Canada, Table 14-10-0378-01 and Table 14-10-0387-01

The chart above shows the Sault Ste. Marie and Northeast Ontario data compared to the Rest of Ontario data, which in this instance is also three-month moving average data. Because of the smaller sample size of the Labour Force Survey, there are a few entries for Sault Ste. Marie where the data is not available because it was deemed unreliable by StatCan. That intermittent unreliability of the data is also reflected in a more volatile unemployment rate trajectory, compared to Northeast Ontario and the Rest of Ontario with a wider range of outcomes over time.

[1] The Algoma Workforce Investment Corporation receives a monthly update from StatsCan's Labour Force Survey specifically for the Sault Ste. Marie Census Agglomeration.
[2] Northeast Ontario consists of Greater Sudbury, Sudbury, Manitoulin, Nipissing, Timiskaming, Cochrane and Algoma.

Table 1: Unemployment rate, three-month moving average, Sault Ste. Marie, Northeast Ontario and Rest of Ontario, January 2020 to November 2023

Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec
2020											
SAULT STE. MARIE											
7.0%	5.8%	5.1%	5.7%	8.0%	10.3%	11.2%	11.2%	9.7%	8.8%	6.7%	5.5%
NORTHEAST ONTARIO											
5.3%	5.3%	6.5%	8.2%	10.2%	10.5%	9.6%	8.9%	8.2%	7.9%	7.1%	6.9%
REST OF ONTARIO											
5.0%	5.3%	6.8%	8.8%	11.2%	11.8%	11.1%	10.3%	9.2%	8.4%	7.3%	7.2%
2021											
SAULT STE. MARIE											
5.2%	5.1%	6.6%	6.7%	7.8%	6.5%	7.0%	8.1%	9.3%	7.5%	5.2%	4.8%
NORTHEAST ONTARIO											
7.1%	7.8%	8.2%	8.3%	8.0%	7.3%	6.9%	7.2%	6.9%	6.1%	5.1%	5.0%
REST OF ONTARIO											
7.8%	8.3%	8.3%	8.1%	8.2%	8.1%	7.8%	7.6%	7.2%	6.5%	5.5%	5.1%
2022											
SAULT STE. MARIE											
6.4%	6.7%	7.3%	6.1%	6.8%	6.6%	5.9%	4.4%	3.7%	-	4.1%	-
NORTHEAST ONTARIO											
5.6%	5.3%	5.5%	4.7%	4.6%	4.1%	4.0%	4.1%	4.4%	4.3%	3.9%	4.0%
REST OF ONTARIO											
5.5%	5.5%	5.7%	5.0%	4.9%	4.6%	4.7%	5.1%	5.2%	4.9%	4.4%	4.3%
2023											
SAULT STE. MARIE											
4.9%	6.1%	6.0%	6.2%	4.8%	-	-	4.4%	6.0%	6.0%	5.3%	
NORTHEAST ONTARIO											
4.7%	5.4%	5.8%	5.3%	5.1%	4.6%	5.0%	5.3%	5.6%	5.7%	5.4%	
REST OF ONTARIO											
4.5%	4.8%	5.1%	4.9%	4.9%	4.8%	5.1%	5.5%	5.6%	5.5%	5.1%	

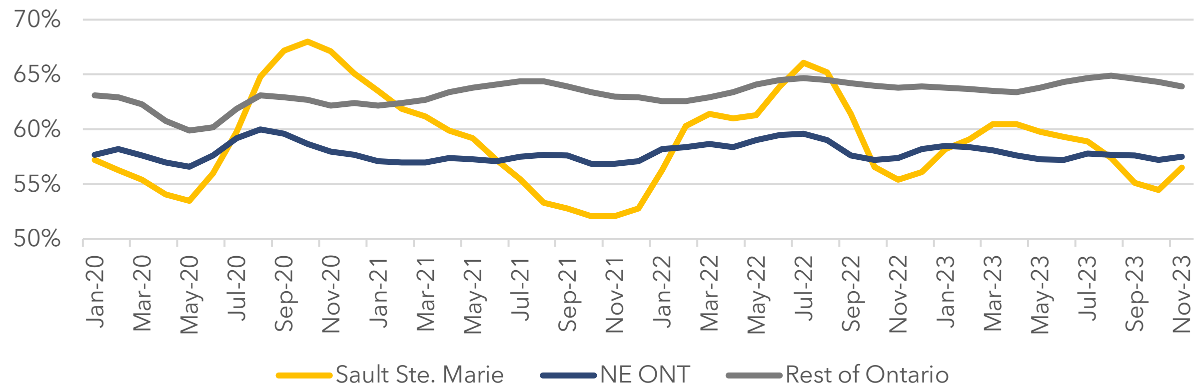
Statistics Canada, Table 14-10-0378-01 and Table 14-10-0387-01

There was a sharp increase at the outset of COVID, then a second, smaller peak during the second lockdown, and a steady decline toward the end of 2022, then flattening out and starting to increase in the summer of 2023. While it was not a consistent pattern, the unemployment rate for Sault Ste. Marie was more often greater than that for Northeast Ontario rather than below that rate over this four-year period.

Participation rate

The participation rate measures the proportion of the resident population aged 15 years or older who are in the labour force, meaning that they are either employed or actively looking for work. The participation rate in Sault Ste. Marie is highly volatile; this is likely not a reflection of the actual trends in Sault Ste. Marie but rather a consequence of a much smaller sample size for the Labour Force Survey, such that small changes within that sample cause outsized impacts. By contrast, the larger sample for Northeast Ontario shows a far more consistent pattern.

Chart 2: Participation rate, three-month moving average, Sault Ste. Marie CA, Northeast Ontario and Rest of Ontario, January 2020 to November 2023



Statistics Canada, Table 14-10-0378-01 and Table 14-10-0387-01

Table 2: Participation rate, three-month moving average, Sault Ste. Marie, Northeast Ontario and Rest of Ontario, January 2020 to November 2023

Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec
2020											
SAULT STE. MARIE											
57.2%	56.3%	55.4%	54.1%	53.5%	56.0%	59.8%	64.8%	67.2%	68.0%	67.1%	65.1%
NORTHEAST ONTARIO											
57.7%	58.2%	57.6%	57.0%	56.6%	57.6%	59.2%	60.0%	59.6%	58.7%	58.0%	57.7%
REST OF ONTARIO											
63.1%	62.9%	62.3%	60.8%	59.9%	60.2%	61.9%	63.1%	62.9%	62.7%	62.2%	62.4%
2021											
SAULT STE. MARIE											
63.5%	61.9%	61.2%	59.9%	59.2%	57.2%	55.5%	53.3%	52.8%	52.1%	52.1%	52.8%
NORTHEAST ONTARIO											
57.1%	57.0%	57.0%	57.4%	57.3%	57.1%	57.5%	57.7%	57.6%	56.9%	56.9%	57.1%
REST OF ONTARIO											
62.2%	62.4%	62.7%	63.4%	63.8%	64.1%	64.4%	64.4%	63.9%	63.4%	63.0%	62.9%
2022											
SAULT STE. MARIE											
56.3%	60.3%	61.4%	61.0%	61.3%	63.9%	66.1%	65.2%	61.4%	56.6%	55.4%	56.1%
NORTHEAST ONTARIO											
58.2%	58.4%	58.7%	58.4%	59.0%	59.5%	59.6%	59.0%	57.6%	57.2%	57.4%	58.2%
REST OF ONTARIO											
62.6%	62.6%	62.9%	63.4%	64.1%	64.5%	64.7%	64.5%	64.2%	64.0%	63.8%	63.9%
2023											
SAULT STE. MARIE											
58.2%	59.1%	60.5%	60.5%	59.8%	59.3%	58.9%	57.4%	55.1%	54.5%	56.5%	
NORTHEAST ONTARIO											
58.5%	58.4%	58.1%	57.6%	57.3%	57.2%	57.8%	57.7%	57.6%	57.2%	57.5%	
REST OF ONTARIO											
63.8%	63.7%	63.5%	63.4%	63.8%	64.3%	64.7%	64.9%	64.6%	64.3%	63.9%	

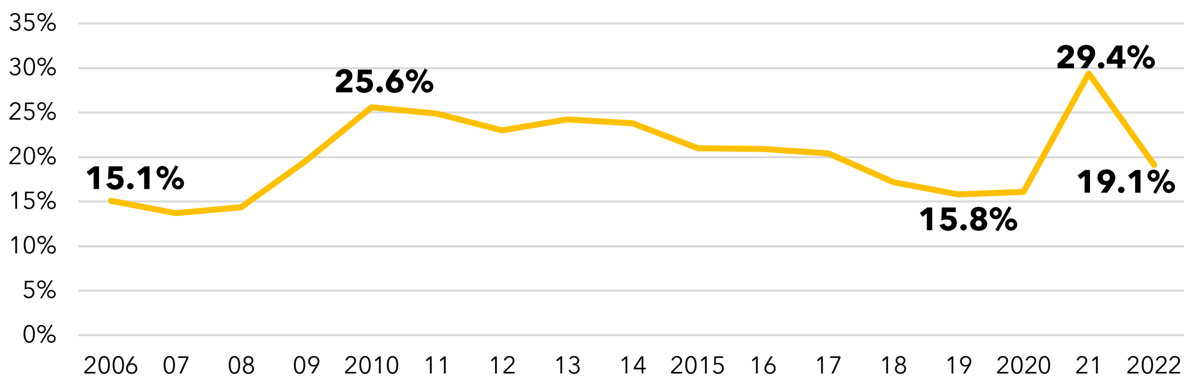
Statistics Canada, Table 14-10-0378-01 and Table 14-10-0387-01

Long-term unemployment, Ontario

A set of data which is only available at the provincial level measures the length of time that individuals stay unemployed. With the onset of a recession, not only does unemployment increase, but the proportion of those who remain unemployed for a longer period increases, as hiring slows down; this circumstance can continue for some time after a recession.

Chart 3 shows the proportion of the unemployed who were unemployed for six months or more since 2006. Following the 2008 recession, the proportion of long-term unemployed rose to 25.7% and then took a considerable amount of time to decline. The onset of COVID resulted in an even larger increase in the proportion of long-term unemployed (29.4%) in 2021. Yet, by the following year, the percentage of long-term unemployed dropped considerably, down to 19.1%, a sign that the recovery after COVID was comparatively robust.

Chart 3: Percent of long-term unemployed (unemployed for six months or more), Ontario, 2006-2022

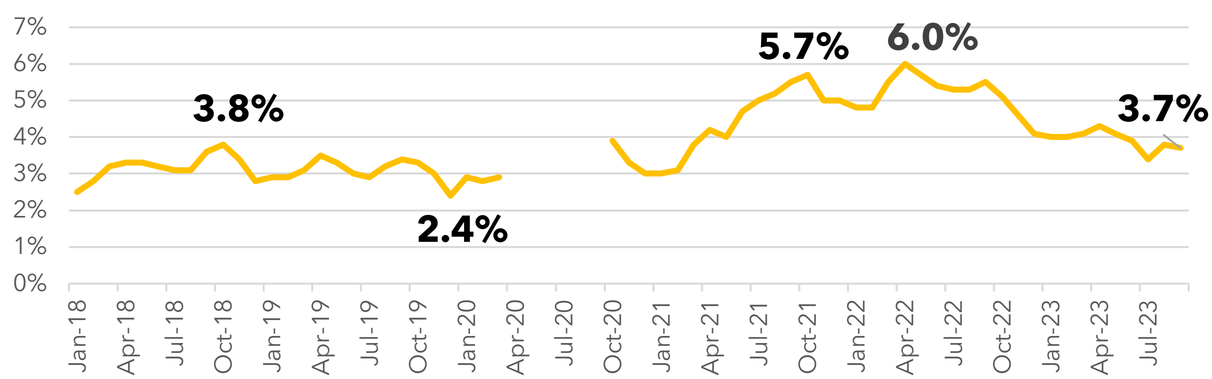


Statistics Canada, Table 14-10-0057-01

Job vacancy and Wage data

As employment levels have been recovering in the aftermath of COVID, another issue has emerged, namely, the significant increase in the proportion of jobs that go unfilled. Statistics Canada conducts a Job Vacancy and Wage Survey. The job vacancy rate is a ratio of the number of vacant jobs divided by all jobs (that is, both vacant jobs and jobs with employees). Chart 6 shows the monthly job vacancy rate for Ontario, starting from January 2018 (to establish the trendline), up until September 2023, the most recent month for which data available. Statistics Canada did not collect data during the two quarters most affected by COVID (Quarters Two and Three, 2020, which is April to September).

Chart 4: Monthly job vacancy rate, Ontario, January 2018 to September 2023 (seasonally unadjusted)



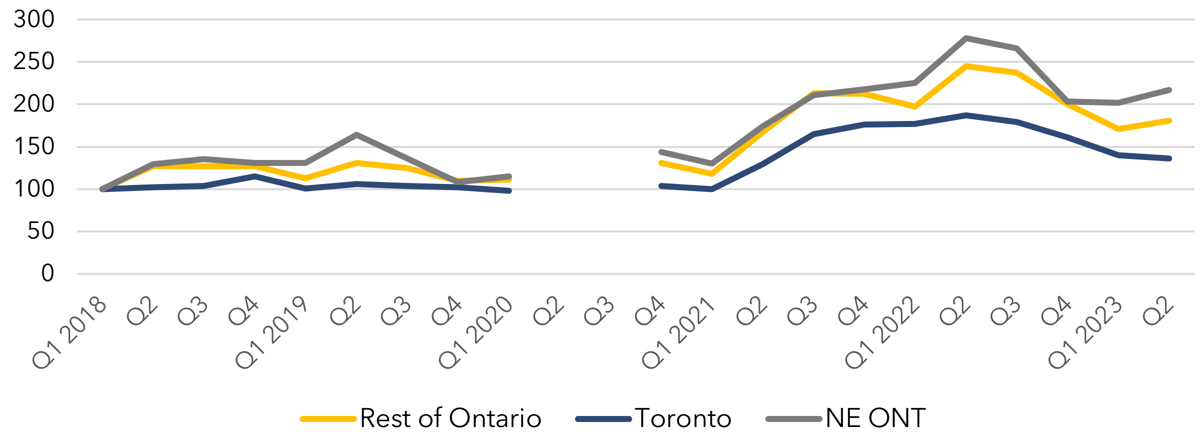
Statistics Canada, Table 14-10-0371-01

Before COVID, the job vacancy rate had fluctuated within a narrow band, between 2.4% and 3.8%. In the period after COVID, it rose as high as 6.0%, before eventually dropping to 3.7% in September 2023, a figure almost matching the highest level in the period before COVID.

The data is also available for economic regions, but only on a quarterly basis, and the reported data is the actual number of job vacancies. Chart 7 shows the trends in the total number of job vacancies, for the Rest of Ontario, Toronto[3] and Northeast Ontario, for each quarter starting in the First Quarter of 2018 (as before, to show the broad trend prior to COVID). In order to make comparisons between these areas of vastly different labour force sizes, a ratio will be used where the vacancy numbers are expressed in relation to the figure that was reported in Quarter One, 2018; the figure in Q1 2018 is given a value of 100, and each subsequent quarter is expressed as a proportion of 100; if the next figure is 5% greater, then the value is 105.

[3] The data is collected at the provincial and economic region levels. In the case of Toronto, this means the Toronto Economic Region, which is slightly different from the Toronto CMA used earlier. The data is not available at a level smaller than an economic region.

Chart 5: Ratio of number of total job vacancies, Northeast Ontario, Toronto Region and Rest of Ontario, Q1 2018 to Q2 2023 (Q1 2018 = 100)



Statistics Canada, Table 14-10-0356-01

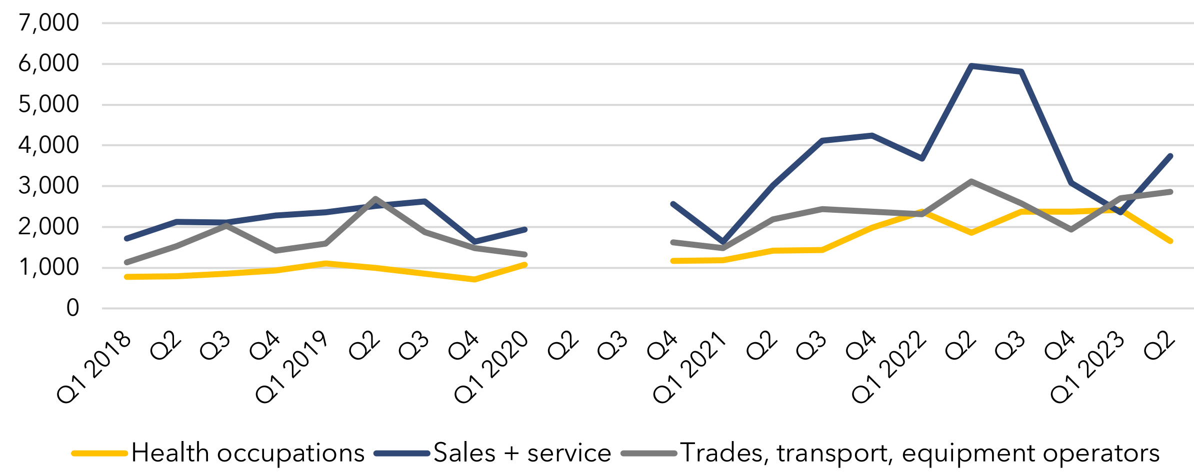
The number of job vacancies before COVID (Q1 2020) stayed within a relatively narrow band across all three areas, but as COVID started receding (Q2 2021), the job vacancies shot up, peaking in Q2 2022. The job vacancies then dropped but were still higher than they were before COVID. The rate of increase in the number of job vacancies in Northeast Ontario is either equal to or greater than that experienced in the Rest of Ontario. It is noteworthy that the job vacancy rate in the Rest of Ontario and Northeast Ontario has climbed again in Q2 2023.

In Northeast Ontario, three broad occupational categories regularly account for 60% to 70% of all job vacancies. These are:

- Health Occupations
- Sales and Service Occupations
- Trades, Transport and Equipment Operators and Related Occupations

Chart 6 tracks the actual number of job vacancies in each of these three categories before and after COVID. While job vacancies clearly increased among Health Occupations as well as Trades, Transport and Equipment Operators in the post-COVID period, they increased dramatically among Sales and Service Occupations (half of these jobs are found in either Retail Trade or Accommodation and Food Services). The number of job vacancies in this category more than tripled from Q1 2018 and Q2 2022 and was still more than twice as high in Q2 2023.

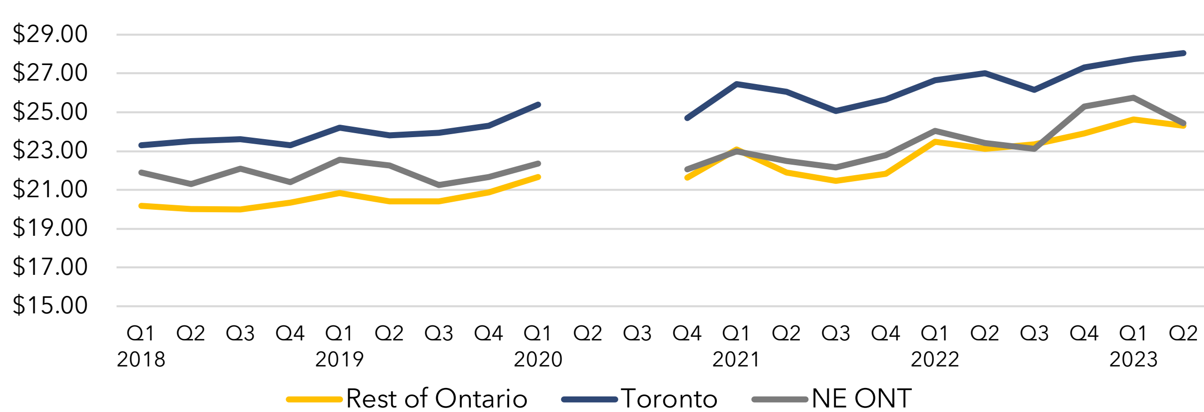
Chart 6: Number of job vacancies for Health Occupations, Sales and Service Occupations, and Trades, Transport and Equipment Operators, Northeast Ontario, Q1 2018 to Q2 2023



Statistics Canada, Table 14-10-0356-01

As job vacancies increased, so did wages. Chart 7 shows the average offered hourly wage for all job vacancies. Some of the variation over time can be due to a different mix of occupations among the job vacancies, which can account for the trend going down as well as up. The general trend is also driven somewhat by inflation. Nevertheless, comparing Q1 2023 to Q1 2018, the average offered hourly wage had increased by roughly 20% in each area over these five years.[4]

Chart 7: Average hourly wage being offered for all job vacancies, Northeast Ontario, Toronto Region and Rest of Ontario, Q1 2018 to Q2 2023



Statistics Canada, Table 14-10-0356-01

[4] In the Toronto Region – 22%; in the Rest of Ontario – 19%; in Northeast Ontario – 18%.

Tax filer data

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

Table 4 shows the total number of tax filers with reported employment income[5] for 2017 to 2021 (the most recent year for which there is data).

Table 4: Total number of tax filers with employment income, Algoma and Northeast Ontario, 2017-2021

	2017	2018	2019	2020	2021
Northeast ONT	265,100	268,870	262,540	260,940	263,010
Algoma	53,520	54,130	52,990	52,430	53,560

Statistics Canada, Income and Financial Data of Individuals, Preliminary T1 Family File, 2017-2021

Both Northeast Ontario and Algoma had an increase in tax filers between 2017 and 2018, which then declined for two years and rebounded slightly in 2021.

Tables 5 and 6 provide the data for median employment income, [6] for each of males and females, for Algoma, Northeast Ontario, Toronto CMA and the Rest of Ontario. The figures are expressed in constant 2021 dollars, to remove the effect of inflation.

Table 5: Median employment income, males, Algoma, Northeast Ontario, Toronto CMA and Rest of Ontario, 2017-2021 (2021 dollars)

	2017	2018	2019	2020	2021
Algoma	$ 37,891	$ 39,543	$ 38,954	$ 39,034	$ 40,120
NE ONT	$ 45,178	$ 46,122	$ 45,856	$ 46,396	$ 48,400
Toronto CMA	$ 48,468	$ 48,891	$ 48,563	$ 49,467	$ 51,130
Rest of ONT	$ 47,814	$ 48,379	$ 48,002	$ 48,244	$ 50,026

Statistics Canada, Income and Financial Data of Individuals, Preliminary T1 Family File, 2017-2021.

Table 6: Median employment income, females, Algoma, Northeast Ontario, Toronto CMA and Rest of Ontario, 2017-2021 (2021 dollars)

	2017	2018	2019	2020	2021
Algoma	$ 30,864	$ 31,745	$ 31,688	$ 32,240	$ 32,910
NE ONT	$ 32,656	$ 33,570	$ 34,009	$ 34,680	$ 36,230
Toronto CMA	$ 36,935	$ 37,687	$ 37,476	$ 36,986	$ 39,750
Rest of ONT	$ 34,469	$ 35,512	$ 35,600	$ 35,395	$ 37,236

Statistics Canada, Income and Financial Data of Individuals, Preliminary T1 Family File, 2017-2021

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

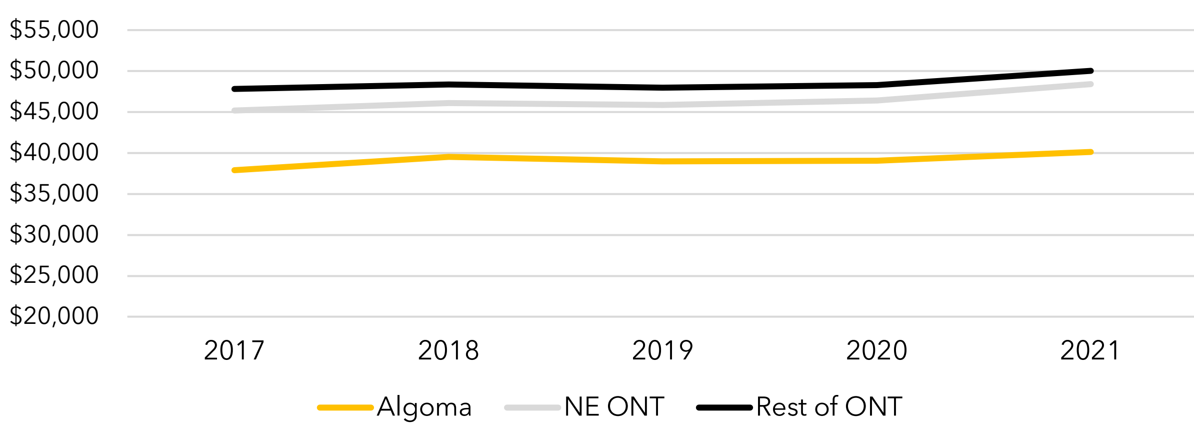
[6] Median employment income represents the wage of that individual whose earnings are at the mid-point of the wages of all individuals; 50% of the warn earners earn less than that amount and 50% of the wage earners earn more than that amount.

The changes in median employment income and the comparisons between areas are easier to visualize when expressed in a chart. Charts 8 and 9 illustrate the trend in median employment income profiled in Tables 5 and 6.

A few observations about this data:

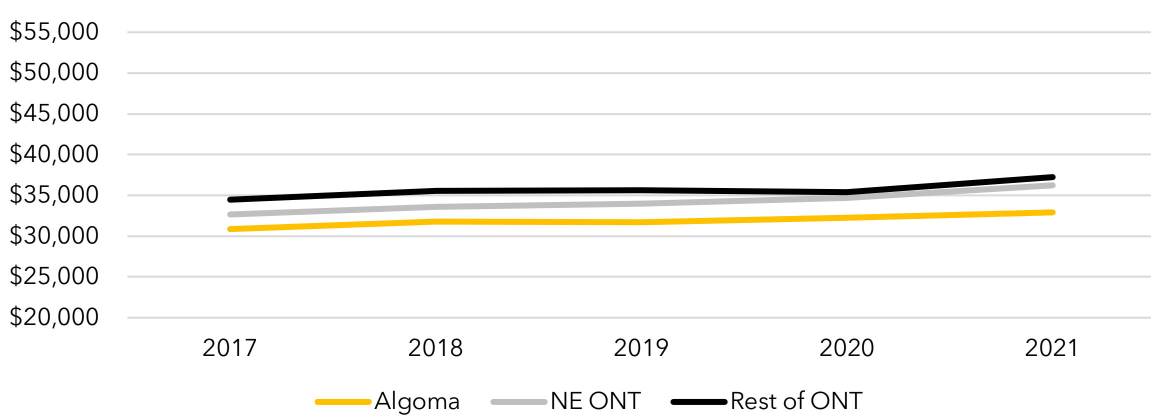
- The ranking of median employment income is the same for males and females: the Rest of Ontario has the highest value, followed by the, Northeast Ontario and then Algoma
- There is a far wider band of median employment income for males compared to females, and the median employment income for Algoma males is noticeably lower than that for other males in other parts of the province
- In general, median employment income has trended upwards, although it did decline for males in all areas between 2018 and 2019, and for females in Algoma between 2018 and 2019, and the Rest of Ontario between 2019 and 2020
- Median employment income had a large increase in all areas between 2020 and 2021
- In all areas, the male median employment income is considerably higher than that for females, anywhere from 30% to 40% higher; in Algoma, however, that gap is narrower, at around 20% to 25%

Chart 8: Median employment income, males, Algoma, Northeast Ontario, and Rest of Ontario, 2017-2021 (2021 dollars)



Statistics Canada, Income and Financial Data of Individuals, Preliminary T1 Family File, 2017-2021

Chart 9: Median employment income, females, Algoma, Northeast Ontario, and Rest of Ontario, 2017-2021 (2021 dollars)



Statistics Canada, Income and Financial Data of Individuals, Preliminary T1 Family File, 2017-2021

Migration data

The migration data is derived from a dataset compiled by Statistics Canada using a comparison of addresses from individual income tax returns for two consecutive years. The data in this report covers the tax years from 2016-2017 to 2020-2021. The figures for these five years have been added together for a migration summary for the years 2016 to 2021.

Table 7 shows the net migration figures by age group between 2016/17 and 2020/21. Net is the difference between the number of individuals migrating into an area minus the number of individuals migrating out of an area. A positive net figure means more individuals migrated in than migrated out.

Table 7: Net Migration by Age Groups, Algoma, 2016-2021

	AGE					TOTAL
	0-17	**18-24**	**25-44**	**45-64**	**65+**	
Algoma	819	-67	657	1,359	309	**3,077**

Statistics Canada, Tax filer (T1FF) – Migration Estimates, 2016/17 to 2020/21

In the case of Algoma, there was a net in-migration of 3,077 individuals between 2016 and 2021, with the largest number of net in-migrants aged 45-64 years old. Algoma experienced a small net loss of residents among those aged 18-24 years old, and there was a low number of net in-migrants aged 65 years and older.

Profiling the data by where migrants were coming from and going to provides further insight into migration patterns. Table 8 shows that data, categorized as follows:

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

Table 8: Net Migration by Source and Destination, Algoma, 2016-2021

	Intra-provincial		**Interprovincial**		**International**		**TOTAL**	
	Males	Females	Males	Females	Males	Females	Males	Females
Algoma	1,006	847	-3	-24	736	515	1,739	1,338

Statistics Canada, Tax filer (T1FF) – Migration Estimates, 2016/17 to 2020/21

The largest proportion of net in-migrants come from the rest of Ontario, followed by international sources. There is a very slight net out-migration when it comes to mobility between Algoma and the other parts of Canada. Males make up 54% of the net in-grants from Ontario and 59% of the net in-migrants coming from international sources.

2021 Census -

Labour Market Data

In last year's Local Labour Market Plan, several sections profiled labour market data from the 2021 Census. For this year's LLMP, several more topics are reviewed, drilling down deeper into the numbers as well as making comparisons with the previous census.

Educational Attainment

The follow table presents the educational attainment data for select age groups for 2021 and compares it to the 2016 numbers for Ontario and Algoma.

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

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

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

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

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

Statistics Canada, 2011 National Household Survey and 2016 Census

Change in occupations

With the 2021 Census, occupations were assigned following the National Occupation Classification, which had been revised in 2021. The most important change for this data related to how Management Occupations were classified. In the previous NOC structure, all management occupations were under one heading. In the 2021 NOC, Management Occupations now only refer to legislative and senior management occupations. Specific management roles, such as Managers in Health Care or Restaurant Managers, which used to be classified under Management Occupations, are now classified under the relevant occupation category so that Managers in Health Care are found in Health Occupations, and Restaurant Managers are found in Sales and Service Occupations.

The dispersal of these many management occupations into their respective occupational categories is the major reason why the Management Occupations category would appear to have shrunk considerably, and each occupation category also grew with the addition of these management occupations.

Consequently, the Ontario Ministry of Labour, Immigration, Training and Skills Development included in its custom purchase of 2021 Census data for the workforce planning boards a table which catalogued the 2021 count of occupations based on the older NOC 2016 version so that a straight comparison can be made in terms of changing levels of employment. This data is presented in Table 9 for Ontario.

Table 9: Employment by occupation; Comparison between 2016 and 2021 based on 2016 NOC, Ontario

	2021 Number	2016-2021 Change	2021 % share
ALL OCCUPATIONS	**6,492,895**	**-1.8%**	**100%**
Management occupations	849,685	10.4%	13.1%
Business, finance, administration	1,074,185	-0.1%	16.5%
Natural and applied sciences	595,970	20.3%	9.2%
Health occupations	505,135	15.6%	7.8%
Education, law, social, government	794,640	-0.7%	12.2%
Art, culture, recreation and sport	187,860	-9.5%	2.9%
Sales and service occupations	1,223,535	-19.6%	18.8%
Trades, transport, equipment operators	873,535	0.8%	13.5%
Primary occupations (natural resources)	92,450	-9.3%	1.4%
Manufacturing + utilities occupations	295,905	-12.1%	4.6%

The total change in employment between 2016 and 2021 was minus 1.8% (regardless of which occupation classification one uses). However, there are very clear differences between the growth and decline rates of the broad occupation categories:

Significant declines in employment

- Sales and Service Occupations (-19.6%)
- Occupations in Manufacturing and Utilities (- 12.1%)
- Occupations in Art, Culture, Recreation and Sport (- 9.5%)

Significant increases in employment

- Natural and Applied Sciences Occupations (+20.3%)
- Health Occupations (+ 15.6%)
- Management Occupations (+ 10.4%)

Little change

- Trades, Transport and Equipment Operators and Related Occupations (+ 0.8%)
- Business, Finance and Administration Occupations (- 0.1%)
- Occupations in Education, Law and Social, Community and Government Services (- 0.7%)

Two of the occupational categories with significant employment losses (Sales and Service Occupations; Occupations in Art, Culture, Recreation and Sport) have a large proportion of their jobs in industries which were negatively affected by COVID: Arts, Entertainment and Recreation, Retail Trade, Accommodation and Food Services; and Other Services. The third occupational category with considerable losses was Occupations in Manufacturing and Utilities, where we have seen a slow decline in its share of total employment over the decades.

Table 10 shows this same data for Algoma. As was already reported in last year's LLMP, the overall change in employment in Algoma between 2016 and 2021 was a decline of 7.0%, a very large decrease compared to the provincial decline of 1.8%.

Among some categories, the employment declines in Algoma are comparable to those experienced province-wide:

- Sales and Service Occupations (-19.5%)
- Occupations in Art, Culture, Recreation and Sport (-7.0%)
- Occupations in Education, Law and Social, Community and Government Services (- 3.4%)

Algoma also experienced declines in some occupational categories, which had increased or stayed the same at the provincial level:

- Management Occupations (declined by 4.0% in Algoma, while provincially, it increased by 10.4%)
- Natural and Applied Sciences Occupations (declined by 5.0% in Algoma, while provincially it increased by 20.3%)
- Business, Finance and Administration Occupations (declined by 4.0% in Algoma, while provincially, it stayed the same, a decline of only 0.1%)
- Trades, Transport and Equipment Operators and Related Occupations (declined by 5.0% in Algoma, while provincially it stayed the same, at plus 0.8%)

There were a few bright spots: Health Occupations in Algoma increased by 5.5% (provincially, the increase was 15.6%), and two occupations which experienced decreases provincially grew in Algoma (Natural Resources, Agriculture and Related Production Occupations – plus 1.8%, and Occupations in Manufacturing and Utilities – plus 8.9%.

Table 10: Employment by occupation; Comparison between 2016 and 2021 based on 2016 NOC, Algoma

	2021 Number	**2016-2021 Change**	**2021 % share**
ALL OCCUPATIONS	**43,410**	**-7.0%**	**100%**
Management occupations	4,040	-4.0%	9.3%
Business, finance, administration	5,640	-7.5%	13.0%
Natural and applied sciences	2,300	-5.0%	5.3%
Health occupations	4,615	5.5%	10.6%
Education, law, social, government	5,920	-3.4%	13.6%
Art, culture, recreation and sport	735	-7.0%	1.7%
Sales and service occupations	9,475	-19.5%	21.8%
Trades, transport, equipment operators	7,460	-5.0%	17.2%
Primary occupations (natural resources)	1,150	1.8%	2.6%
Manufacturing + utilities occupations	2,075	8.9%	4.8%

Census population categories of residents aged 15 years and older

The following table highlights various population groups among the resident population aged 15 years and older, representing the potential labour force in Algoma. Some proportions may differ slightly from those for the entire population, including persons under 15 years old.

Employment By Industry and Occupation, Algoma

Because the data is divided by geography, industry, and occupation, some cells fall below the threshold for reporting, resulting in several cells registering a "0" entry. Nevertheless, regarding the more significant categories, this data provides helpful information on which to draw comparisons.

A few observations regarding the data:

- Health and social assistance" has the largest number of total occupations (8,195), representing 19% of all industries. This sector includes various roles in healthcare and social service, Education, law, social, government Business, finance, administration.
- Sales and service occupations make up a significant segment of the workforce, representing 24% of all occupations and holding the highest percentage among all occupation categories. This sector predominantly employs individuals in the Retail Trade and Accommodation and Food Service industries.
- Manufacturing employs a substantial number of individuals (4,360), making up 10% of all industries, with a diverse distribution across various occupations within the sector.
- Public administration employs a significant number of individuals (3,065), constituting 7% of all industries, with a diverse distribution across various occupational categories, including Health occupations and Education, law, social, government.

Industry cross-tabulated by occupation, jobs in Algoma, 2021

	TOTAL NUMBER	Legislative and senior management	Business, finance, administration	Natural and applied sciences	Health occupations	Education, law, social, government	Art, culture, recreation, and sport	Sales and service occupations	Trades, transport, equipment operators	Primary occupations (natural resources)	Manufacturing + utility occupations	% OF ALL INDUSTRIES
% OF ALL OCCUPATIONS	100%	1%	14%	5%	11%	15%	2%	24%	20%	3%	5%	
ALL INDUSTRIES	43,855	300	6,015	2,390	4,765	6,370	795	10,630	8,825	1,485	2,280	100%
Agriculture, forestry	950	0	65	90	10	55	0	40	105	570	15	2%
Mining, oil, and gas	1,160	0	50	70	10	15	0	25	475	460	50	3%
Utilities	505	0	65	100	0	0	0	10	190	0	135	1%
Construction	2,940	25	250	120	0	10	0	80	2355	25	65	7%
Manufacturing	4,360	25	345	380	25	40	60	190	1600	20	1680	10%
Wholesale trade	760	0	115	65	0	0	0	175	260	0	140	2%
Retail trade	5,710	20	505	50	285	20	50	4,250	475	20	30	13%
Transportation/warehousing	1,795	0	175	0	10	0	0	65	1490	10	35	4%
Information and Cultural	445	0	115	60	0	0	125	45	75	0	0	1%
Finance and insurance	1,100	0	540	25	0	25	15	475	15	0	0	3%
Real estate and rental	600	10	160	0	0	15	0	250	155	10	0	1%
Prof, scientific, technical	1,750	35	725	500	65	130	95	90	70	0	25	4%
Management of Companies	35	0	20	0	0	0	0	0	0	0	0	0%
Administrative and support	1,715	25	150	90	25	45	0	850	290	205	35	4%
Educational services	3,700	0	350	85	25	2,735	110	280	85	25	0	8%
Health and social assistance	8,195	45	1,060	100	4,235	1,830	75	715	130	10	0	19%
Art, entertainment & recreation	985	0	215	165	0	40	205	250	55	25	15	2%
Accommodation and food	2,500	10	70	0	0	0	0	2,310	85	15	0	6%
Other services	1,585	25	200	60	35	200	25	400	600	15	30	4%
Public administration	3,065	55	845	410	35	1205	20	130	295	45	30	7%

Table 11: Population categories of residents aged 15 years and older, by age, gender, Indigenous identity, racialized person, and newcomer (arrived in Canada in the last five years), 2021 and 2016, Algoma

	2021	% SHARE	2016	% CHANGE 2016-21
TOTAL	**96,060**	**100%**	**96,055**	**0.0%**
Indigenous	12,375	12.9%	11,910	3.9%
Racialized	3,120	3.2%	2,015	54.8%
Newcomer	510	0.5%	355	43.7%
GENDER				
Males	47,015	48.9%	46,805	0.4%
Females	49,045	51.1%	49,250	-0.4%
AGE				
15-24 years old	10,890	11.3%	12,035	-9.5%
25-44 years old	24,100	25.1%	23,380	3.1%
45-64 years old	32,300	33.6%	35,280	-8.4%
65 years and older	28,765	29.9%	25,360	13.4%

Statistics Canada, 2016 and 2021 Census

Highlights from Table 11:

- There was no change in the number of Algoma residents aged 15 years and older between 2016 and 2021 (by comparison, the total population declined by 0.3%)
- There is a high proportion of Indigenous persons, and their population grew at a modest rate, whereas there are very low proportions of racialized persons and newcomers, but both categories grew at a high rate
- Females slightly outnumber males; the very slight differences in their rate of growth between 2016 and 2021 is within the margin of a rounding error
- There were significant decreases in the population of those aged 15-24 years old and those aged 45-64 years old, and a similarly large increase among those aged 65 years and older

Youth NEET (Not in Education, Employment, or Training)

According to the most recent data available, 13.6% of Canadian youth, aged 15 to 29, are not in employment, education or training. It's called the NEET rate – a measure policymakers and others invested in a thriving young workforce monitor as an indicator of economic and social well-being. Many reasons can lead to youth finding themselves in a NEET situation, including inter-generational cycles of poverty, physical or mental health concerns, and barriers to education like the high cost of post-secondary schooling. Some are unable to find paid work despite actively looking. Geography can play a role too as job distribution is not equal across the country.

The 2021 Census data allows us to quantify those youth who were not in school,[7] not working in a job, and not looking for work—NEET youth (Not in Education, Employment, or Training). The following tables break down the school and labour force activities for youth, for both 15- to 19-year-olds and for 20 to 24-year-olds, for Algoma.

Table 12: School attendance, all youth aged 15-19 years old, Algoma, 2021

	NUMBER			PERCENTAGE		
	TOTAL	**MALES**	**FEMALES**	**TOTAL**	**MALES**	**FEMALES**
TOTAL	5,350	2,825	2,520	100%	100%	100%
Attended school	4,525	2,320	2,205	85%	82%	88%
Elementary	3,670	1,960	1,715	69%	69%	68%
College etc.	420	215	205	8%	8%	8%
University	415	150	270	8%	5%	11%
Multiple responses	15	0	10	0%	0%	0%
Did not attend school	**820**	**505**	**315**	**15%**	**18%**	**13%**

Table 13: Labour force status of youth not attending school, youth aged 15-19 years old, Algoma, 2021

	NUMBER			PERCENTAGE		
	TOTAL	**MALES**	**FEMALES**	**TOTAL**	**MALES**	**FEMALES**
ALL NOT ATTENDING SCHOOL	820	505	315	100%	100%	100%
Employed	365	225	140	45%	45%	44%
Unemployed	130	70	60	16%	14%	19%
Not in the labour force	330	210	115	40%	42%	37%
% NEET†	**6.2%**	**7.4%**	**4.6%**			

† The NEET calculation is the number not in the labour force from Table 13 divided by the total number of youth from Table 12, expressed as a percentage

[7] School attendance includes full-time or part-time enrolment, including for any program that can be used as credits towards a certificate, diploma or degree, including a registered apprenticeship program, private business schools, private or public trade schools and vocational schools. It does not include training received from an employer unless it could be used as credit. School attendance can take place any time during the nine months prior to the Census (May 11, 2021) and includes distance learning for credit.

By far, most youth aged 15 to 19 years of age are still attending school (85% of the total), primarily in elementary (which in this table includes secondary school), as illustrated in Table 14. Of those not attending school, almost half (45%) are employed (Table 13). A slightly higher proportion of females are unemployed, whereas among males a higher proportion are not in the labour force (neither employed nor looking for work).

Table 14: School attendance, all youth aged 20-24 years old, Algoma, 2021

	NUMBER			PERCENTAGE		
	TOTAL	**MALES**	**FEMALES**	**TOTAL**	**MALES**	**FEMALES**
TOTAL	5,540	3,040	2,500	100%	100%	100%
Attended school	2,540	1,250	1,295	46%	41%	52%
Elementary	170	95	75	3%	3%	3%
College etc.	1,115	610	510	20%	20%	20%
University	1,250	540	710	23%	18%	28%
Multiple responses	15	10	0	0%	0%	0%
Did not attend school	**3,000**	**1,795**	**1,210**	**54%**	**59%**	**48%**

Table 15: School Labour force status of youth not attending school, youth aged 20-24 years old, Algoma, 2021

	NUMBER			PERCENTAGE		
	TOTAL	**MALES**	**FEMALES**	**TOTAL**	**MALES**	**FEMALES**
ALL NOT ATTENDING SCHOOL	3,000	1,795	1,210	100%	100%	100%
Employed	1,915	1145	765	64%	64%	63%
Unemployed	375	240	140	13%	13%	12%
Not in the labour force	710	410	305	24%	23%	25%
% NEET†	**12.8%**	**13.5%**	**12.2%**			

Among Algoma youth aged 20 to 24 years of age, slightly under half are still attending school, although among females the percentage is 52% compared to males at 41% (Table 14). The same proportion of males and females are attending college (20%), so the difference is among the percentage attending university (females at 28%, males at 18%).

Among those not in school almost two-thirds (64%) are employed, their unemployment rate is 13%, and almost a quarter (24%) at not in the labour force (Table 15). That group accounts for a NEET percentage of 12.8%, double the rate for youth aged 15-24 years old. Table 16 compares these results to the provincial average.

Tables 16: NEET rates, youth aged 15 to 19 and 20 to 24 years old, Algoma and Ontario, 2021

	15-19 years old	**20 to 24 years old**
Algoma	6.2%	12.8%
Ontario	5.4%	8.9%

The Algoma NEET rate for youth aged 15 to 19 years old is only slightly higher than the Ontario rate, but for Algoma youth aged 20 to 24 years old, the rate is almost one and a half times as high.

Canadian Business Counts-

LABOUR MARKET INDICATORS

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

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 during and after 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 but then re-opened.

The limitation of the data is that it is not available for smaller geographies, but rather only for provinces and larger census metropolitan areas. Even for the 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.

The data being profiled is up to August 2023, which is relatively close to the June 2023 date for the Canadian Business Counts figures which are reviewed in the remaining part of this analysis.

Number of businesses, by size of establishment and by industry

Table 17 provides the summary data for all businesses located in the District of Algoma for June 2023. The table provides two different counts:

1) Classified businesses: A major part of the table provides the data for all businesses for which the industry classification is known and shows the breakdown by number of employees as well.
2) All businesses classified and unclassified: The last three rows of the table present the distribution of all businesses (classified and unclassified) by number of employees; roughly 9% of the total counts in Algoma represent businesses that are unclassified, lower than the provincial average of 12%. This simply means that for these businesses, Statistics Canada was unable to identify which industries these businesses belonged to.

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 blue.
- 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 17 – Number of Businesses by Employee Size Range, June 2023, Algoma

INDUSTRY SECTOR 2-DIGIT NAICS	NUMBER OF EMPLOYEES								%	RANK
	0	1-4	5-9	10-19	20-49	50-99	100+	TOTAL		
11 Agriculture	213	58	11	8	1	0	0	291	4	9
21 Mining	7	2	1	1	0	1	3	15	0	20
22 Utilities	21	3	1	4	3	2	3	37	1	19
23 Construction	343	169	72	52	33	9	3	681	10	**4**
31-33 Manufacturing	65	22	19	20	13	5	7	151	2	12
41 Wholesale Trade	45	36	15	23	10	1	1	131	2	13
44-45 Retail Trade	241	133	151	105	67	14	11	722	10	**3**
48-49 Transportation/Warehousing	188	39	12	19	16	5	1	280	4	10
51 Information and Cultural	37	22	11	15	4	1	0	90	1	15
52 Finance and Insurance	311	40	25	14	17	2	0	409	6	8
53 Real Estate, Rental, Leasing	1,379	90	20	12	1	3	0	1505	21	**1**
54 Professional Scientific Tech	316	100	42	32	10	0	4	504	7	6
55 Management of Companies	50	3	1	1	1	1	1	58	1	17
56 Administrative Support	101	61	35	14	9	6	2	228	3	11
61 Educational Services	35	7	9	3	0	1	4	59	1	16
62Health Care & Social Assist	389	182	65	74	31	15	18	774	11	**2**
71 Arts, Entertainment & Rec	70	18	13	11	5	3	2	122	2	14
72 Accommodation & Food	180	66	60	57	46	10	6	425	6	7
81 Oher Services	328	175	67	30	16	4	1	621	9	**5**
91 Public Administration	4	4	6	10	18	8	7	57	1	18
CLASSIFIED BUSINESSES	4,323	1,230	636	505	301	91	74	7,160		
Percentage of all classified and unclassified businesses	62	17	9	7	4	1	1	100		
Cumulative percentage	62	79	87	94	98	99	100			
ONTARIO percentage of classified and unclassified businesses	70%	18%	5%	3%	2%	1%	1%			

Statistics Canada, Canadian Business Counts, June 2023

Some observations:

- *Percentage distribution of firms and rank*: There has been no change in the percentage distribution of firms by industry category compared to last year, and the only change in the ranking of industry categories is that Educational Services moved up to 16th and Management of Companies dropped to 17th – that is, almost no change in the rank order as well.

- *Number of small firms*: Businesses are by far made up of small establishments. 62% of the classified and unclassified firms in Algoma have no employees,[8] and another 17% have 1-4 employees; Algoma has fewer solo establishments (62%) among its businesses compared to the Ontario average of 70% (the last row of the table).

- *Highest number of firms by industry:* The second to last column provides the percentage distribution of all firms by industry. The five industries with the largest number of firms in Algoma are Real Estate, Rental, & Leasing, accounting for 21.0% of all firms (last year: 20.9%, the year before: 19.7%); in second place, Health Care & Social Assistance, with 10.8% (the previous two years: 10.5%); in third, Retail Trade, represents 10.1% (last year: 10.2%, the year before: 10.4%), whose share has been dropping for several years now; fourth place is Construction, at 9.5% (last year also at 9.5%; the year before: 9.6%); and in fifth place, Other Services (such as auto repair stores, hairdressers, nail salons and so on) at 8.7% (last year also at 8.7%; the year before: 9.2%); by way of context, the five largest industries by number of firms in Ontario are: Estate and Rental & Leasing (23.3%); Professional, Scientific and Technical Services (14.0%); Construction (9.5%); Health Care & Social Assistance (7.3%) and Other Services (6.1%);

- *Highest number of firms by size and industry:* The three largest industries by each employee size category have also been highlighted. The table demonstrates how the very large number of firms in the no employee size category drives the total numbers (especially for Real Estate and Rental & Leasing and, to a lesser extent, for 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: Health Care & Social Assistance (18 establishments with 100 or more employees); Retail Trade (11 establishments); and Manufacturing and Public Administration (each with 7 establishments).

[8] 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.

This pattern of different industries being concentrated in different employee-size categories is well illustrated in Table 18, which shows the percentage distribution of industries among firms with no employees and firms with employees.

Table 18: Percentage distribution of businesses with no employees and with employees, by industry, Algoma, June 2023

	No employees	With employees
Agriculture, forestry, fishing and farming	5%	3%
Mining and oil and gas extraction	0%	0%
Utilities	1%	1%
Construction	8%	12%
Manufacturing	2%	3%
Wholesale trade	1%	3%
Retail trade	6%	17%
Transportation and warehousing	4%	3%
Information and cultural industries	1%	2%
Finance and insurance	7%	4%
Real estate and rental and leasing	32%	4%
Professional, scientific, and technical services	7%	7%
Management of companies and enterprises	1%	0%
Administrative and support	2%	5%
Educational services	1%	1%
Health care and social assistance	9%	14%
Arts, entertainment, and recreation	2%	2%
Accommodation and food services	4%	9%
Other services	8%	10%
Public administration	0%	2%

Statistics Canada, Canadian Business Counts, June 2023

The Real Estate and Rental and Leasing industry stands out among firms with zero employees, representing almost a third (32%) of this category. Within this industry, landlords of residential buildings and dwellings stand out: they account for 69% of firms with zero employees in this sector. The next largest subsectors in this category are landlords of non-residential buildings (11%) and real estate agents (10%).

The next largest industry in the zero-employee column is Health Care and Social Assistance, and the subsector with by far the most establishments with zero employees is offices of physicians, accounting for 42% of the firms in this category. The next two industries with many firms with zero employees are Construction (notably residential building construction and building finishing contractors) and Other Services (largest subsectors are religious organizations as well as civic and social organizations, following by beauty salons and unisex hair salons).

Retail Trade leads with the largest proportion of establishments among firms with employees, at 17%. The large subsectors with employees in this industry are health and personal care stores (includes pharmacies) and grocery stores. Next comes Health Care and Social Assistance, at 14%, where the prominent subsector is, once again, offices of physicians, followed at a distant second by child day-care services. The third largest industry with employees is Construction, with residential building construction being the largest subsector, followed closely by building equipment contractors.

At the large end of the employee-size categories, there are 15 firms with 200-499 employees and nine firms with 500 or more employees, with the following industries having two or more such firms:

<u>Mining, Quarrying, and Oil and Gas Extraction</u>

- Three gold and silver ore mining companies, each with 200-499 employees

<u>Manufacturing</u>

- Two primary metal manufacturing firms, each with 500 or more employees

<u>Educational Services</u>

- Two elementary and secondary school's establishments (includes school boards), each with 500 or more employees
- One community college with 500 or more employees
- One university with 200-499 employees

<u>Health Care and Social Assistance</u>

- Two general hospitals, one with 500 or more employees and one with 200-499 employees
- One community health centre with 200-499 employees
- One home health care service with 200-499 employees
- Two nursing care facilities, each with 200-499 employees
- One other individual and family services with 200-499 employees

<u>Public Administration</u>

- Two other local, municipal, and regional public administration establishments, one with 500 or more employees and one with 200-499 employees
- One Aboriginal public administration establishment, with 200-499 employees

Change in the number of firms by industry, June 2022 to June 2023

Changes in the number of employers are experienced differently across the various industries. Table 19 highlights the changes in the number of firms by industry and by employee size between June 2022 and June 2023 for Algoma. The table also lists the total number of firms in each industry in June 2023, to provide a context. The colour-coding of the tables (grey where there is an increase, yellow where there is a decrease) helps to illustrate any pattern.

A comparison between this year's net changes by employee size and those of the previous three years is included at the bottom of Table 19, to illustrate what have been the overall changes in the number of businesses over this period. In the next section, the changes over six years are illustrated in a chart.

Table 19- Change in the Number of Employers, by Industry and by Firm Size June 2022 to June 2023, Algoma

INDUSTRY	Firm size (number of employees)					Total number of firms June-23
	0	1-19	20-99	100+	Total	
Agriculture, forestry, fishing, and farming	-8	-2	0	0	-10	291
Mining and oil and gas extraction	3	-1	0	0	2	15
Utilities	2	-1	0	0	1	37
Construction	23	-6	5	0	22	681
Manufacturing	-1	3	-1	0	1	151
Wholesale trade	2	6	-1	0	7	131
Retail trade	1	9	6	-2	14	722
Transportation and warehousing	15	-5	5	-1	14	280
Information and cultural industries	5	0	0	0	5	90
Finance and insurance	2	-2	-1	0	-1	409
Real estate and rental and leasing	54	7	1	0	62	1505
Professional, scientific and technical services	17	6	-8	2	17	504
Management of companies and enterprises	0	-1	0	0	-1	58
Administrative and support	-5	14	-1	1	9	228
Educational services	8	3	0	0	11	59
Health care and social assistance	48	2	-2	0	48	774
Arts, entertainment, and recreation	8	-2	0	1	7	122
Accommodation and food services	10	-3	2	3	12	425
Other services	21	-3	3	0	21	621
Public administration	0	6	3	1	10	57
NET TOTAL CHANGES, 2022-23	205	30	11	5	251	
NET TOTAL CHANGES, 2021-22	123	0	3	3	129	
NET TOTAL CHANGES, 2020-21	21	-57	-21	-8	-65	
NET TOTAL CHANGES, 2019-20	-108	9	8	5	-86	

Statistics Canada, Canadian Business Counts, June 2022 and June 2023

Looking at specific industries in June 2023, it is worth highlighting the following:

- There are considerably more cells shaded green, with the remainder almost equally split between orange cells or no change; there is much less change among firms with 100 or more employees
- It is very likely that there were employment increases in Real Estate and Rental and Leasing, Accommodation and Food Services, Other Services, and Public Administration, and a small increase in Educational Services, and employment losses in Agriculture, and Finance and Insurance; in other sectors, it would be hard to predict, because it depends on the magnitude of increases or decreases when balancing out gains and losses across the various employee size categories

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

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.

It is interesting to note the pattern in the last four rows of Table 19:

- Between 2019 and 2020, all three categories of firms with employees increased (there was a large decrease among firms with zero employees)
- Between 2020 and 2021, all three categories of firms with employees decreased (there was a small increase among firms with zero employees)
- Between 2021 and 2022, all categories increased, except firms with 1-19 employees, which stayed the same, so that the overall trend was positive
- Between 2022 and 2023, there was a net increase in all employee size categories

Even though Statistics Canada cautions against drawing such conclusions, there has an increase in employment, as the next total changes show only increases or no change.

Digging deeper into the larger changes reveals the following:

- The increase of 54 establishments among Real Estate & Rental and Leasing firms with zero employees was mainly due to an increase in the number of landlords of residential dwellings and in the number of real estate agents
- The increase of 48 establishments among Health Care & Social Assistance firms with zero employees was mainly due to increases among child day-care centres, offices of physicians and offices of dentists
- The increase of 14 establishments among Administrative & Support firms with 1-19 employees appears to be due to increases among janitorial services, security guard services and business service centres
- The increase of Retail Trade establishments among 1-19 and 20-99 employees appears to be mainly due to increases in gasoline stations, motor vehicle and parts dealers, and food and beverage stores.

Time series from June 2018 to June 2023

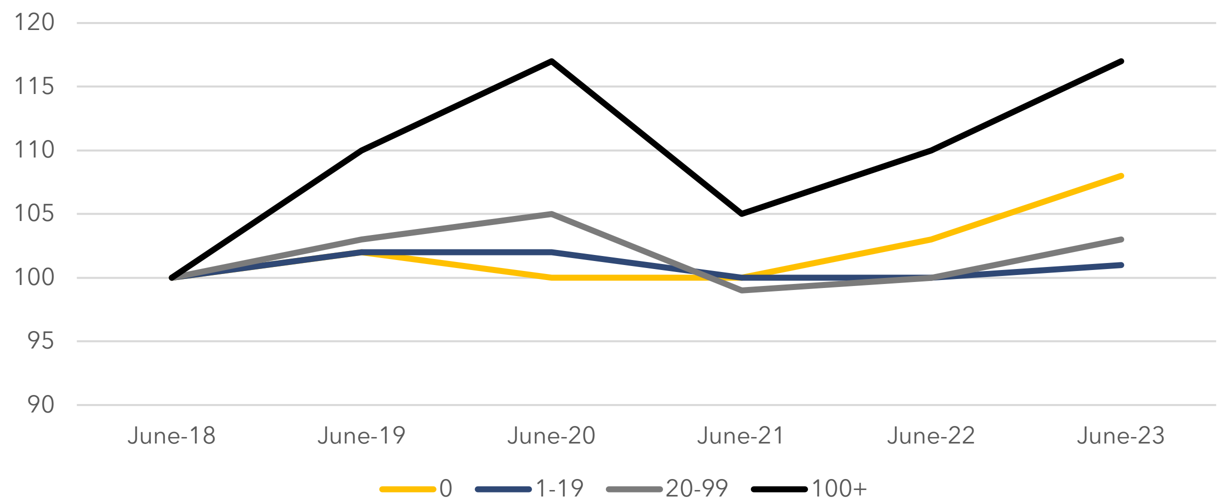
Changes which occur from year to year can sometimes be the consequence of a change in how a firm is classified or a small increase or decrease in employment resulting in a shift from one employee size category to another.

What can be more revealing is the longer-term pattern of changes by size of firm. The following chart tracks these changes for four employee size categories across six years (June 2018 to June 2023):

- Zero employees (0)
- 1-19 employees
- 20-99 employees
- 100 or more employees

The number of firms present in each category in June 2018 is assigned a value of 100 and each subsequent year the number of firms is expressed in relation to that value of 100. For example, if the value is 105, it means that the number of firms rose by 5%. In this way, one can compare the trend when the actual number of firms in each category is vastly different. Chart 11 shows the pattern for Algoma.

Chart 11: Ratio of number of firms by employee size categories, June 2018 to June 2023 (June 2018 = 100), Algoma

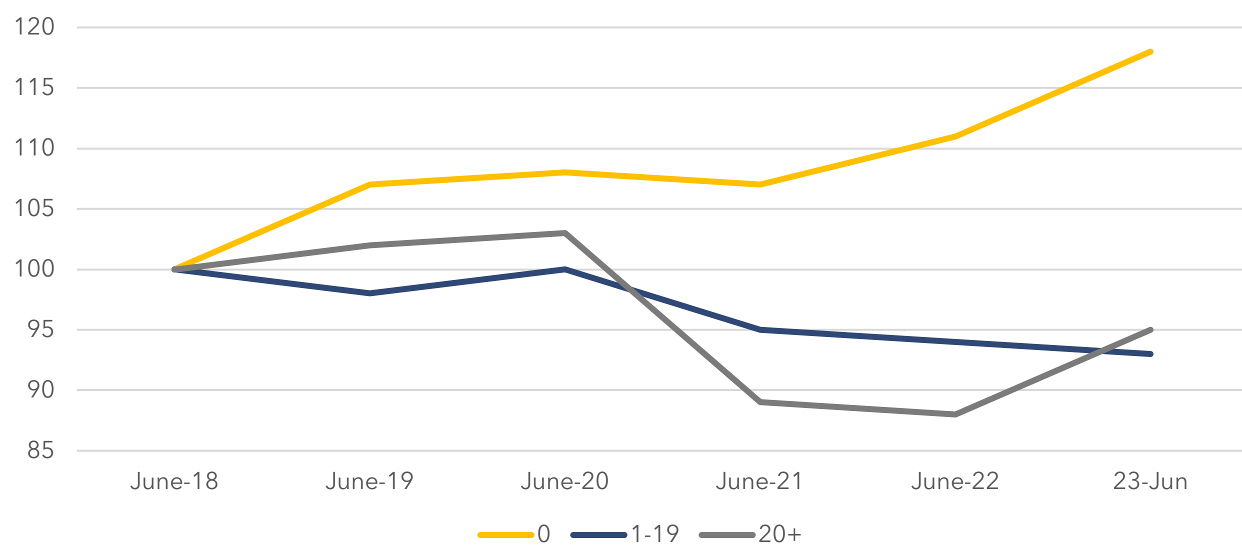


Statistics Canada, Canadian Business Counts, June 2018 to June 2023

Year by year, the number of firms in each employee size category increased in June 2019, and increased or stayed the same in June 2020, except for a slight decline among firms with zero employees. In June 2021, with the impact of COVID, all categories declined (firms with zero employees stayed steady). All categories increased in June 2022, except firms with 1-19 employees, which stayed the same. And in 2023, all categories increased, with larger proportionate increases among firms with zero employees and those with 100 or more employees. In short, there had been a slow, steady increase in the number of firms through 2019 and 2020, a decline in 2021 because of COVID, and a rebound in 2022 and 2023. The trend for firms with 100 or more employees (black line) exhibits a much greater variation because of the much smaller number of firms – 74 firms in June 2023. An increase of five firms in this category between June 2022 and June 2023 is a 7% change.

The Accommodation & Food Services sector presents a different story of what happened because of COVID. There are only a handful of firms in Algoma in this sector with 100 or more employees (in June 2021, there was one, while in June 2023 there were six), so that category has been combined with the 20-99 employee category to form a 20+ employee category in Chart 12.

Chart 12: Ratio of number of firms by employee size categories, Accommodation & Food Services sector, Algoma, June 2018 to June 2023 (June 2018 = 100)



Statistics Canada, Canadian Business Counts, June 2018 to June 2023

In 2019 and 2020, numbers rose among the zero employee and 20 or more employee categories, while there was a slight drop and then rebound among firms with 1-19 employees. The impact of COVID was that the number of firms in all size categories shrank in June 2021, and shrank slightly again for firms with employees in June 2022, while firms with zero employees rebounded. By June 2023, firms with zero employees grew considerably, as did firms with 20 or more employees, while firms with 1-19 employees declined slightly some more. In June 2023, the number of firms in Accommodation & Food Services with 1-19 employees and 20 or more employees was still lower than what it had been in June 2018, a testimony to the lingering consequences of COVID.

Analysis of Employment Ontario (EO) Program Related Data

(2022-2023)

This information is based on data which has been provided by the Ontario Ministry of Labour, Immigration, Training and Skills Development to workforce planning boards and literacy and basic skills regional networks. This data was specially compiled by the Ministry and has program statistics related to Apprenticeship, Canada Ontario Job Grant, Employment Service, Literacy and Basic Skills, Ontario Employment Assistance Program, Better Jobs Ontario and Youth Job Connection (including summer program) for the 2022-23 fiscal year.

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

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

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.

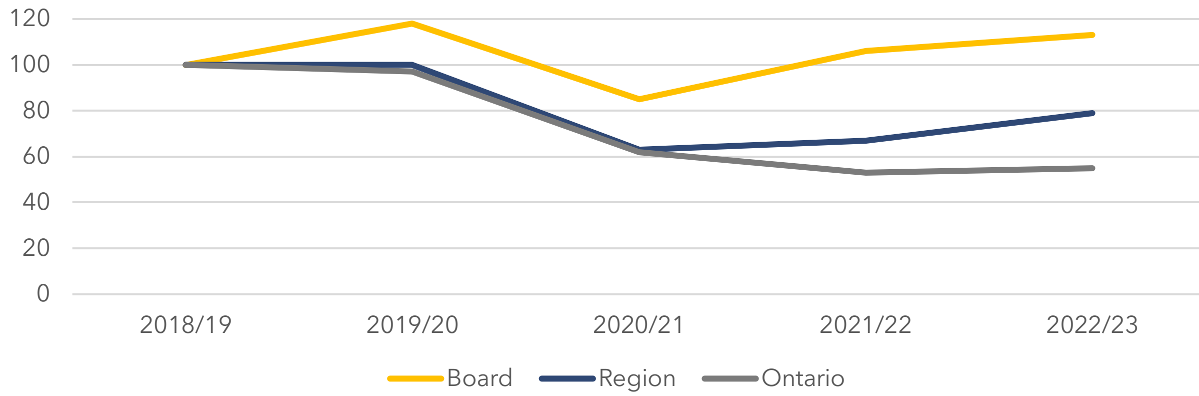
The following analysis looks at the six program categories (Employment Services, Literacy and Basic Skills, Better Jobs Ontario, Canada Ontario Job Grant, Apprenticeship, and Youth Job Connection). The number of data sub-categories for each of these programs varies considerably.

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

1) The COVID pandemic and the accompanying lockdowns had a very disruptive impact on the lives of all of Ontarians and it also caused EO client numbers to drop across all programs and all geographies.
2) The EO transformation and the implementation of Integrated Employment Service in three catchment areas (Hamilton-Niagara, Muskoka-Kawarthas and Peel) has meant that the total Employment Service numbers for Ontario have declined, because those clients are now counted under a different program.

Chart 13 illustrates these impacts. To compare numbers of different magnitudes, the number of Employment Service Assisted clients in 2018-2019 is given a value of 100 for each area, and the figure for each subsequent year is expressed in relation to that 100. For example, a value of 105 means that this figure was 5% higher than the value in 2018-2019.

Chart 13: Ratio of Employment Service Assisted clients, Board, Region, and Ontario, 2018-19 to 2022-23 (2018-19 = 100)



EMPLOYMENT SERVICES

Employment Services Clients

Table 20: ES Unassisted R&I Clients, Number and Percent of all R&I Clients

	Board	Region	Ontario
2022-23 UNASSISTED R&I CLIENTS			
Number	7,958	38,822	434,020
As % of Ontario	1.8%	8.9%	
2021-22 UNASSISTED R&I CLIENTS			
Number	6,915	34,475	386,909
As % of Ontario	1.8%	8.9%	
2020-21 UNASSISTED R&I CLIENTS (unadjusted)			
Number	6,683	26,180	411,557
2020-21 UNASSISTED R&I CLIENTS (without SSMs)			
Number	6,683	26,180	361,108
CLIENT SHARE IN PREVIOUS YEARS			
2020-2021	1.6%	6.4%	
2019-2020	1.2%	7.4%	
2018-2019	1.2%	7.2%	
2017-2018	0.9%	6.3%	
2021 TOTAL POPULATION			
% of Ontario	0.8%	5.6%	100%
(minus SSMs)	1.2%	7.1%	

Population figures from StatCan 2021 Census.

Table 20 shows the data for Unassisted EO clients. In the middle of the table, there are calculations for 2020-21, the year before the SSM prototypes started operating. The "unadjusted" data shows the full figures as reported in 2020-21. The "without SSMs" data shows what the numbers would look like if the client data for the soon-to-be SSM areas were to be taken out. This is the appropriate comparison for subsequent years. The only area affected by the SSM numbers being taken out is Ontario, as there were no SSMs in Northern Ontario.

Without the SSMs, the Algoma share of all Unassisted clients was 1.8% and the Region share was 8.9%, in both 2021-22 and 2022-23, notably higher than previous years now that the Ontario numbers are reduced by the SSM figures. Even so, those proportions are still higher than the population share of these areas, when the SSM population is taken out of the provincial total (last row of Table 20).

Between 2021-22 and 2022-23, there was a considerable increase in the number of Unassisted clients; the percentage increases were: Board – 15%; Region – 13%; and Ontario – 12%.

Table 21: ES Assisted Clients, Number and Percent of all Assisted Clients

	Board	Region	Ontario
2022-23 ASSISTED CLIENTS			
Number	2,652	12,427	104,045
As % of Ontario	2.5%	11.9%	
2021-22 ASSISTED CLIENTS			
Number	2,489	10,594	99,810
As % of Ontario	2.5%	10.6%	100%
2020-21 ASSISTED R&I CLIENTS (unadjusted)			
Number	2,002	9,850	117,296
2020-21 ASSISTED R&I CLIENTS (without SSMs)			
Number	2,002	9,850	96,592
CLIENT SHARE IN PREVIOUS YEARS			
2020-2021	1.7%	8.4%	
2019-2020	1.5%	8.6%	
2018-2019	1.2%	8.3%	
2017-2018	1.2%	8.2%	
2021 TOTAL POPULATION			
As % of Ontario	0.9%	5.6%	100%
(minus SSMs)	1.2%	7.1%	

Population figures from StatCan 2021 Census.

Table 21 illustrates the data for Assisted clients and organizes the comparisons in the same way as Table 20. Without the SSMs, the Algoma share of the Ontario Assisted client total is 2.5% (same as 2021-22), considerably higher than Algoma's share of the provincial population minus the SSM population (last row of Table 21). Similarly, the Region's share of the Assisted client figure is much higher than its population share, and it increased from 2021-22.

There were across-the-board increases in the Assisted client number compared to 2021-22:

- Algoma increased by 7%, the Region by 17% and the Ontario total by 4%.

Clients by Age Group

COVID not only caused a significant increase in unemployment, but that increase affected various age groups in a different way. To illustrate this point, Table 22 shows the share of the total unemployed population in Ontario by age groups for the last seven years. Overall, the share by age group has stayed relatively steady, but in 2020 (the year COVID started), there was a slightly bigger increase experienced by youth aged 15-24 years old. In 2021, that completely reversed itself, with the youth share of the unemployed dropping, with those aged 45 years and older making up a slightly larger share. There were small changes in 2022: a slight increase in the proportion of unemployed who are youth, and a slight decline in the share of unemployment represented by those aged 45-64 years old.

Table 22: Share of Ontario unemployed population by age groups, 2016-2022

	2016	2017	2018	2019	2020	2021	2022
15-24 years	30%	29%	31%	31%	32%	27%	29%
25-44 years	37%	38%	39%	39%	38%	38%	39%
45-64 years	31%	30%	28%	27%	27%	30%	28%
over 65 years	2%	3%	3%	3%	3%	5%	4%

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

Table 23 shows the share of Assisted clients by age group and compares it by geography and over several years. It also displays the percentage distribution of the unemployed by age for each of Algoma, the Region and Ontario, making use of 2021 Census data, as another point of comparison.

Table 23: Distribution by age of ES Assisted clients

2022-23 ES ASSISTED	ASSISTED CLIENTS			2021 CENSUS UNEMPLOYED		
	Board	Region	Ontario	Board	Region	Ontario
15-24 years	20%	22%	19%	22%	25%	27%
25-44 years	48%	47%	52%	32%	35%	37%
45-64 years	29%	29%	27%	37%	33%	30%
over 65 years	3%	2%	2%	9%	7%	6%
2021-22 ES ASSISTED	ASSISTED CLIENTS					
	Board	Region	Ontario			
15-24 years	21%	23%	20%			
25-44 years	48%	47%	52%			
45-64 years	29%	28%	27%			
over 65 years	2%	2%	2%			
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%			

Looking at the Ontario figures first, one can see that youth are under-represented among Assisted clients compared to their share of the unemployed population (19%-20% of the Ontario client population in Table 23 compared to 29% of all unemployed in 2022 in Table 22), while there is a much higher proportion of 25-44 years old clients. Overall, the distribution of clients by age has not changed much at all over the last two years, even though there were some changes in the share of the unemployed by age. The Census data for the age distribution of the unemployed is very close to the 2021 data in Table 22.

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 five years. Yet, according to the Census data, youth make up a smaller share of the unemployed in Northern Ontario compared to the whole province. The share of 25-44 years old clients is consistently lower than the proportion at the provincial level. According to the Census data, there a higher proportion of the unemployed in Northern Ontario are 45-64 years old and 65 years and older.

At the Board level, the share of youth Assisted clients has also dipped over the last four years, while every other age category has seen a small increase of the last two years. According to the 2021 Census, youth make up an even smaller share of the unemployed in Algoma, where a notably higher proportion of the unemployed are 45-64 years old and 65 years and older.

Gender

In Ontario, males usually make up a slightly larger share of the unemployed. Table 24 provides this data for the previous seven years. The proportion of unemployed females increased in 2020 and has stayed slightly higher in 2022.

Table 24: Share of unemployed population by gender, Ontario, 2016-2021

	2016	2017	2018	2019	2020	2021	2022
Females	45.2%	45.5%	47.8%	45.9%	48.2%	47.7%	48.6%
Males	54.7%	54.5%	52.2%	54.1%	51.8%	52.3%	51.4%

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

Table 25 provides the percentage distribution of Assisted clients by gender, together with the 2021 Census data for the percentage distribution of the unemployed by gender, for the Board, Region and Ontario levels.

Table 25: Distribution by gender of ES Assisted clients

2021-22 ASSISTED	ES ASSISTED CLIENTS					
	Board	Region	Ontario	Board	Region	Ontario
Females	43.1%	41.9%	50.7%	47.9%	48.4%	52.5%
Males	56.5%	57.4%	48.5%	52.0%	51.6%	47.5%
Trans	---	0.3%	0.3%			
Other	0.4%	0.3%	0.3%			
Undisclosed	---	0.2%	0.3%			
2021-22 ASSISTED	ES ASSISTED CLIENTS					
	Board	Region	Ontario			
Females	43.5%	44.5%	51.9%			
Males	56.5%	54.9%	47.4%			
Trans	0.0%	0.0%	0.0%			
Other	---	0.4%	0.4%			
Undisclosed	---	0.1%	0.3%			

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

According to the Census data, females made up a slightly higher proportion of the unemployed in Ontario, unlike the Labour Force Survey data. This may be a consequence of the Census being carried out in May 2021, when the impact of COVID was still present and when employment in certain occupations more likely to hire women were more severely affected by the COVID.

At both the Algoma level and the Region level, males make up a slightly higher share of the unemployed and in the Assisted client data they make up an even larger share of the clients.

Designated Groups

The ES client data collects information on designated groups, for example: newcomers, racialized persons, persons with disabilities, and members of an Indigenous group. This information is self-reported.

Table 26 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 26: Distribution of designated groups among ES Assisted clients

Designated group	NUMBER 2022-23			PERCENTAGE 2022-23		
	Board	Region	Ontario	Board	Region	Ontario
Indigenous group	653	2,774	5,316	24.6%	22.3%	5.1%
Deaf	---	16	105	0.0%	0.1%	0.1%
Deaf/Blind	---	---	16	0.0%	0.0%	0.0%
Francophone	153	1,613	5,092	5.8%	13.0%	4.9%
Internationally Trained	658	1,127	26,308	24.8%	9.1%	25.3%
Newcomer	127	654	22,971	4.8%	5.3%	22.1%
Person w/disability	607	2,890	15,460	22.9%	23.3%	14.9%
Racialized	611	976	16,473	23.0%	7.9%	15.8%

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

Algoma continues to have a high proportion of Internally Trained Professionals among its Assisted clients. In 2019-20, that share was 11.9% and in 2020-21 it jumped to 24.1%, and it has stayed at that level for the subsequent two years: in 2021-22, at 24.9%, in 2022-23 at 24.8%.

The proportion for racialized persons is also notably high. This figure had also increased significantly over the last three years 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 Indigenous (24.6%) as well as persons with a disability (22.9%), compared to the provincial averages. At the Region level, there are also high proportions of Indigenous persons and persons with a disability, and there is also a higher proportion of Francophones.

Table 27 provides the comparisons with previous years, as well as comparisons to the actual share of the unemployed by these different designated populations. To do so, we are able to rely on the 2021 Census, focusing on three categories: newcomers, racialized and a member of an Indigenous group; this data is available for all three areas. For persons with a disability, we have had to make use of the Statistics Canada Survey on Disability, which was carried out in 2017.

In the case of newcomers, their share of Assisted clients had generally been increasing each year at the Board, Region, and Ontario levels, although the proportions dipped in 2021-22. Newcomers are present among Assisted clients in a much higher proportion than their share of the unemployed at all three levels.

In the case of racialized persons, as noted earlier, the proportion at the local level has increased dramatically. In terms of their share of the unemployed, at the provincial level it is very high (41.1%), but this is largely due to a much higher proportion of racialized persons in the Greater Toronto Area. Yet at the provincial level, the share of racialized persons among Assisted clients is very low (15.8%).

This is a consequence of the self-reporting 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. At the Board and Region levels, racialized persons make up a higher proportion of Assisted clients than their share of the unemployed – this is especially the case at the board level.

The local share of Assisted clients who are Indigenous persons has grown over the years at the Region and provincial levels but has declined at the Board level. In all areas, Indigenous persons make up a higher proportion of Assisted clients than their share of the unemployed. Their share of the Board and Region Assisted client figures is very high.

With regards to disabled persons, we know from the Survey on Disability that disabled persons made up 17.6% of Ontario's unemployed in 2017. At the Board and Region level, their share of Assisted clients is slightly higher than that (at 22.9% and 23.3% respectively), whereas the client figures for the province are lower (14.9%).

Table 27: Comparison of share of designated groups

2022-23	ASSISTED CLIENTS			Share of unemployed (2021 Census)		
Designated group	Board	Region	Ontario	Board	Region	Ontario
Newcomer	4.8%	5.3%	22.1%	0.8%	0.9%	5.3%
Racialized	23.0%	7.9%	15.8%	4.9%	4.9%	41.1%
Indigenous group	24.6%	22.3%	5.1%	17.4%	19.6%	3.1%
Person w/ disability	22.9%	23.3%	14.9%	Not available	Not available	17.6% (2017)
2021-22	ASSISTED CLIENTS					
Designated group	Board	Region	Ontario			
Newcomer	3.4%	3.2%	17.8%			
Racialized	24.8%	8.0%	14.4%			
Indigenous group	26.3%	22.3%	4.8%			
Person w/ disability	21.9%	21.7%	13.4%			
2020-21	ASSISTED CLIENTS					
Designated group	Board	Region	Ontario			
Newcomer	4.4%	3.6%	20.4%			
Racialized	22.7%	6.4%	12.5%			
Indigenous group	30.4%	20.4%	3.8%			
Person w/ disability	18.9%	17.6%	12.0%			

Educational attainment

Table 28 displays the percentage distribution of EO Assisted clients by educational attainment for 2022-23 and compares it to the percentage distribution by educational attainment for the unemployed in the 2021 Census for each of the three areas.

Table 28: Educational attainment levels of ES Assisted clients and the unemployed

	Assisted Clients, 2022-23			Unemployed in 2021		
	Board	Region	Ontario	Board	Region	Ontario
No certificate	18%	20%	11%	17%	19%	12%
High school	37%	37%	28%	38%	37%	36%
Apprenticeship	1%	2%	1%	8%	9%	5%
College	27%	27%	24%	25%	24%	20%
Bachelor	6%	6%	20%	8%	8%	17%
Above Bachelor	2%	2%	11%	2%	2%	7%
Other	8%	7%	5%	1%	1%	2%

In the case of Assisted clients, "Other" refers to those with some post-secondary. In the case of the unemployed, "Other refers to those with a university certificate below a Bachelor

The figures for the Board and Region levels, both for Assisted clients and for the unemployed, are very similar: more than half of the Assisted clients and the unemployed have a high school diploma or less; there are proportionately fewer Assisted clients with an apprenticeship certificate, compared to their share of the unemployed, whereas for the remaining categories, there is a rough equivalent (the "Other" category does not have the same meaning under these two headings).

At the provincial level, there are fewer Assisted clients with a high school diploma compared to the unemployed population, and more Assisted clients with a post-secondary education (except for the apprenticeship category).

Source of income

In 2020-21, there was 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 2019-20 across all three areas. This reflected the large shift in who became unemployed as a result of the pandemic and lockdowns. In 2022-23, that anamoly has reversed itself and EI is far less likely a source of income for Assisted clients. Categories which increased as a result were primarily No Source of Income, as well as a slight uptick among those receiving Ontario Works or who were employed.

Table 29: Percentage distribution of source of income of ES clients, Board, Region and Ontario

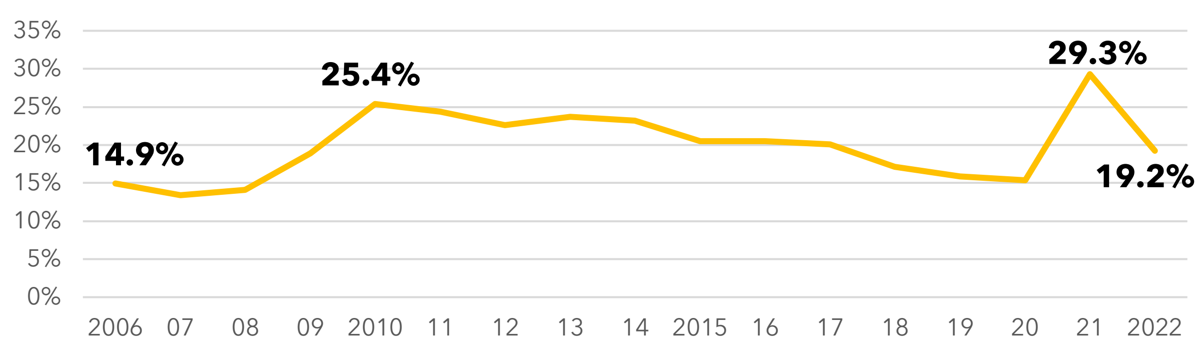
	2022-23			2021-22		
	Board	Region	Ontario	Board	Region	Ontario
Employment Insurance	9%	12%	9%	22%	25%	21%
Ontario Works	15%	16%	14%	12%	12%	12%
ODSP	7%	8%	5%	6%	7%	4%
No Source of Income	49%	44%	51%	41%	35%	42%
Employed	12%	12%	10%	11%	11%	9%
Other	8%	9%	12%	9%	10%	12%

"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."

Length of time out of employment/training

In 2006, the proportion of the unemployed who were long-term unemployed stood at 14.9% and was still falling. When the recession hit in late 2008, that proportion started increasing, rising to 25.4% in 2010. As the recession receded, the proportion of long-term unemployed fell, but slowly, still at 20.1% in 2017, some eight years after the recession started. When COVID hit and many individuals became unemployed, the percentage share of long-term unemployed fell further, because so many had just recently become unemployed all at once. By 2021, the proportion of long-term unemployed had jumped to 29.3%, higher than the share caused by the 2008 recession. Yet the recovery from the COVID-induced recession was much quicker because the economic slowdown was not caused by business factors but instead by shutdowns of businesses as a health precaution. As the shutdowns lifted, by 2022 the long-term unemployed had already dropped to 19.2%.

Chart 14: Annual proportion of unemployed who are unemployed for more than six months, Ontario, 2006-2022



Statistics Canada, Table 14-10-0057-01

For the 2022-23 Assisted client data, there has been a slight increase in the proportion of clients who have been unemployed for 12 months or more, on top of a larger increase the year before (Table 30). At all three levels, this category represents at least three out of every ten Assisted clients. The share of those recently unemployed (less than three months) has also increased slightly. Among the unemployed, there has been a considerbaly increase among those who were unemployed less than three months, compared to 2021.

Table 30: Percentage distribution by length of time out of employment for 2021-22 and 2020-21 ES Assisted clients, Board, Region and Ontario, and unemployed individuals, Ontario, 2021

	2022-23 ES CLIENTS			2021-22 ES CLIENTS			2022 LFS
	Board	Region	Ontario	Board	Region	Ontario	ONTARIO
< 3 months	46%	44%	38%	44%	42%	35%	67%
3 – 6 months	11%	12%	14%	12%	13%	14%	14%
6 – 12 months	12%	13%	15%	15%	15%	19%	12%
> 12 months	31%	31%	33%	29%	30%	33%	7%

Labour Force Survey data is for 2022.

Outcomes at Exit

There has been very little change in the broad outcomes for Assisted clients between this year and last year, the most notable being a slight decline in those with an In Education/Training outcome (Table 31). Algoma has a higher proportion of those with an Employed outcome, compared to the Region and the province, as was the case last year.

Table 31: Percentage figures for ES Assisted client outcomes at exit, Board, Region and Ontario

	2021-22 ES CLIENTS			2021-22 ES CLIENTS		
	BOARD	REGION	ONTARIO	BOARD	REGION	ONTARIO
Employed	74%	71%	68%	73%	71%	69%
Education/Training	10%	11%	13%	12%	13%	14%
Other	3%	4%	4%	2%	3%	4%
Unemployed	5%	5%	6%	6%	5%	6%
Unknown	8%	9%	8%	7%	8%	8%

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

Detailed Employment and Training Outcomes

The Outcomes listed in Table 31 are further detailed by sub-category in Table 32.

In 2020-21, the sub-categories which experienced larger declines were Employed – Other (finding work that was in an area of training or choice, in a more suitable job, or in a professional occupation or trade) and Employed Part-Time. In 2021-22, the increases were among Employed Full-Time at all three levels, and among Employed – Other only at the Board level. In 2022-23, at the Board level there were increases in Employed Part-time and decreases in Employed – Other (employed in area of training/choice, more suitable job, and professional occupation/trade) and in Training.

Table 32: ES Assisted client employment outcomes, Board, Region and Ontario

	2022-23 ES CLIENTS			2021-22 ES CLIENTS		
	BOARD	REGION	ONTARIO	BOARD	REGION	ONTARIO
Employed Full-Time	44%	41%	40%	43%	42%	39%
Employed Part-Time	15%	11%	11%	11%	10%	10%
Employed Apprentice	1%	1%	1%	1%	1%	1%
Employed – Other*	11%	14%	12%	14%	15%	15%
Employed and in education	1%	1%	1%	2%	1%	1%
Employed and in training	1%	1%	1%	1%	1%	1%
Self-Employed	2%	2%	2%	2%	2%	2%
In Education	3%	4%	4%	3%	4%	5%
In Training	7%	8%	9%	9%	9%	9%
Independent	0%	1%	2%	0%	0%	1%
Volunteer	---	---	0%	---	---	0%
Unable to Work	2%	3%	3%	2%	3%	2%
Unemployed	5%	5%	6%	6%	5%	6%
Unknown	8%	9%	8%	7%	8%	8%

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

Lay-off Industry – Employed Industry

Data is collected regarding the last job a client held, identifying both the industry and the occupation. The industry data is aggregated at the 2-digit NAICS level, which ensures few instances where the data is suppressed (any data category with less than 10 client entries). Table 33 lists the percentage of clients for which industry employment history is available, and compares the results to the previous years.

Table 33: Percentage of Assisted clients with lay-off industry data

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

There has been a noticeable improvement in the collection of industry layoff data for Assisted clients, especially at the Board level, although in all areas the figures are still below what they had been in 2015-16 and 2016-17.

When it comes to employment outcome data and in which industries individuals found employment, there has been a continuing decline in the ability to collect this data, as the percentage of Assisted clients with industry employment data among all those with employment outcomes has dropped in all three areas (Table 34). This is a category where the number had been increasing since 2015-16, reaching a high in 2018-19. At the Board level, the percentage of Assisted clients with employment incomes for which there is industry employment data is now less than half what it had been in 2018-19.

Table 34: Number and percentage of clients with industry employment outcome data

	BOARD	REGION	ONTARIO
Clients with industry employment data	**311**	**1,672**	**8,535**
ES Assisted clients with employment outcomes	**1,963**	**8,822**	**70,975**
Industry employment data as % of all clients with employment data, 2022-2023	16%	19%	12%
Industry employment data as % of all clients with employment data, 2021-2022	20%	22%	15%
Industry employment data as % of all clients with employment data, 2020-2021	17%	21%	15%
Industry employment data as % of all clients with employment data, 2019-2020	21%	24%	17%
Industry employment data as % of all clients with employment data, 2018-2019	36%	33%	22%
Industry employment data as % of all clients with employment data, 2017-18	27%	29%	20%
Industry employment data as % of all clients with employment data, 2016-17	25%	27%	20%
Industry employment data as % of all clients with employment data, 2015-16	5%	8%	7%

Table 35 summarizes the industry lay-off and outcome data that has been provided and shows comparisons to the actual employment of residents by industry, for the Board, Region, and provincial levels. The comparison to actual employment distribution by industry relies on 2021 Census data.

The big picture story for Ontario is straight-forward: there are several industries where the proportion of Assisted clients who have been laid off from that industry and who have an employment outcome in that industry is notably higher than the share of residents employed in those industries. These industries are Manufacturing; Retail Trade; Administrative & Support; and Accommodation & Food Services.

Across the Northern Region, the same pattern more or less applies, except that Manufacturing sector is slightly less prominent and instead Construction accounts for a somewhat disproportionate share of the layoff and employment outcome data.

At the local level, those industries which represent a higher share of the layoffs, and the employment outcomes are Construction; Retail Trade; Administrative & Support; and Accommodation & Food Services. Indeed, these four industries account for over half (54%) of all known industry employment outcomes, very similar to last year's 56%.

Table 35: Industry lay-off, industry employment outcomes and resident employment (2021), Board, Region, and Ontario

	BOARD			REGION			ONTARIO		
	EO lay-off industry	EO industry outcome	Employed – 2021	EO lay-off industry	EO industry outcome	Employed – 2021	EO lay-off industry	EO industry outcome	Employed – 2021
Agriculture, forestry, fishing	2%	0%	2%	2%	2%	2%	2%	1%	2%
Mining & oil and gas extraction	3%	7%	3%	4%	5%	6%	1%	1%	1%
Utilities	0%	0%	1%	0%	1%	1%	0%	1%	1%
Construction	13%	10%	7%	14%	10%	8%	8%	7%	8%
Manufacturing	8%	5%	10%	8%	7%	6%	12%	13%	9%
Wholesale trade	1%	0%	2%	2%	1%	2%	2%	2%	4%
Retail trade	15%	18%	13%	16%	17%	12%	14%	15%	11%
Transportation & warehousing	6%	6%	4%	5%	5%	5%	5%	6%	5%
Information & cultural industries	1%	0%	1%	1%	0%	1%	2%	1%	2%
Finance and insurance	1%	0%	3%	1%	1%	2%	3%	3%	6%
Real estate & rental and leasing	1%	0%	1%	1%	1%	1%	1%	1%	2%
Professional, scientific, technical	3%	0%	4%	3%	3%	5%	7%	5%	10%
Management of companies	0%	0%	0%	0%	0%	0%	0%	0%	0%
Administrative and support	8%	12%	4%	8%	8%	4%	10%	10%	4%
Educational services	2%	4%	8%	3%	4%	9%	4%	4%	8%
Health care and social assistance	11%	14%	19%	10%	13%	18%	10%	12%	13%
Arts, entertainment & recreation	3%	0%	2%	2%	1%	1%	2%	2%	1%
Accommodation & food services	15%	15%	6%	13%	12%	5%	10%	10%	5%
Other services	5%	7%	4%	4%	5%	4%	5%	5%	4%
Public administration	2%	4%	7%	4%	4%	9%	2%	2%	6%

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

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

Table 36 provides the lay-off occupation data aggregated at the 2-digit NOC level., together with the actual number of clients per occupation, for the Board, Region, and provincial levels.

Table 36: Top 10 occupations for lay-offs

RANK	Board		Region		Ontario	
	Occupation	**#**	**Occupation**	**#**	**Occupation**	**#**
1.	Service support and other service occupations, n.e.c.	242	Trades helpers, construction labourers and related occupations	981	Service support and other service occupations, n.e.c.	4,592
2.	Trades helpers, construction labourers and related occupations	241	Service support and other service occupations, n.e.c.	946	Service representatives and other customer and personal services occupations	4,435
3.	Service representatives and other customer and personal services occupations	143	Transport and heavy equipment operation and related maintenance occupations	667	Administrative and financial supervisors and administrative occupations	3,328
4.	Transport and heavy equipment operation and related maintenance occupations	123	Sales support occupations	565	Labourers in Processing, Manufacturing and Utilities	3,151
5.	Service supervisors and technical service occupations	116	Service representatives and other customer and personal services occupations	501	Sales support occupations	3,125
6.	Care providers and educational, legal and public protection support occupations	98	Industrial, electrical and construction trades	413	Trades helpers, construction labourers and related occupations	3,046
7.	Sales support occupations	98	Service supervisors and technical service occupations	401	Transport and heavy equipment operation and related maintenance occupations	2,653
8.	Industrial, electrical and construction trades	88	Care providers and educational, legal and public protection support occupations	358	Service supervisors and technical service occupations	2,245
9.	Sales representatives and salespersons - wholesale and retail trade	76	Sales representatives and salespersons - wholesale and retail trade	323	Sales representatives and salespersons - wholesale and retail trade	2,160
10.	Harvesting, landscaping and natural resources labourers	64	Office support occupations	256	Industrial, electrical and construction trades	2,064

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 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
- Industrial, electrical and construction trades

Seven of these eight occupations were the same as last year, except that Industrial, electrical and construction trades replaced Administrative and financial supervisors and administrative occupations.

Table 37 provides the top ten employment outcome occupations. Five of these occupations were shared across the top ten lay-off occupations for all three area and were also shared among the top-ten employment outcome occupations for all three areas. Another occupation, Care providers and educational, legal and public protection support occupations, was also shared across all three areas

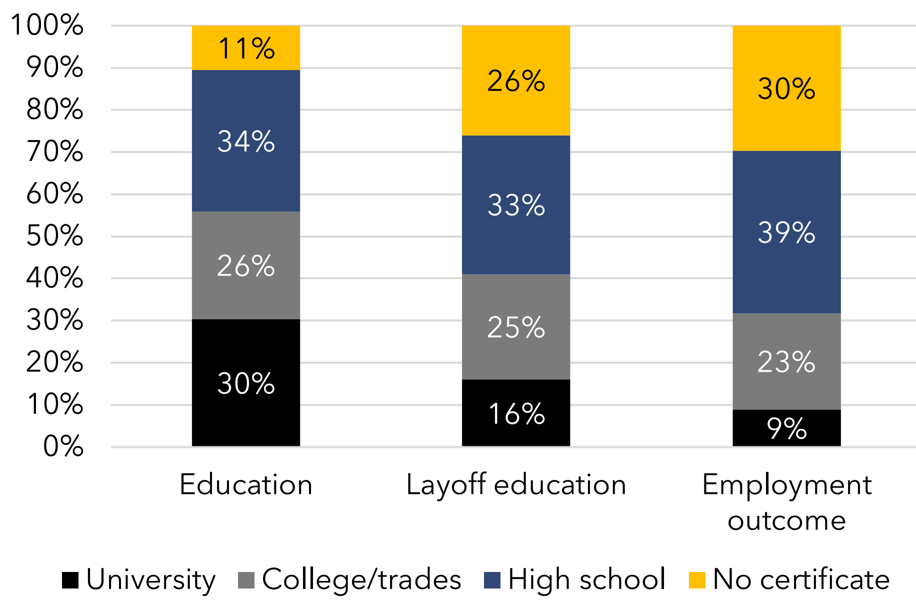
Table 37: Top 10 occupations for employment outcomes

RANK	Board		Region		Ontario	
	Occupation	**#**	**Occupation**	**#**	**Occupation**	**#**
1.	Service support and other service occupations, n.e.c.	39	Service support and other service occupations, n.e.c.	210	Service support and other service occupations, n.e.c.	886
2.	Transport and heavy equipment operation and related maintenance occupations	39	Trades helpers, construction labourers and related occupations	182	Service representatives and other customer and personal services occupations	757
3.	Trades helpers, construction labourers and related occupations	34	Transport and heavy equipment operation and related maintenance occupations	157	Labourers in Processing, Manufacturing and Utilities	586
4.	Service representatives and other customer and personal services occupations	27	Sales support occupations	123	Transport and heavy equipment operation and related maintenance occupations	523
5.	Sales support occupations	25	Service representatives and other customer and personal services occupations	111	Sales support occupations	497
6.	Paraprofessional occupations in legal, social, community and education services	22	Care providers and educational, legal and public protection support occupations	94	Administrative and financial supervisors and administrative occupations	483
7.	Care providers and educational, legal and public protection support occupations	20	Paraprofessional occupations in legal, social, community and education services	80	Sales representatives and salespersons - wholesale and retail trade	443
8.	Labourers in Processing, Manufacturing and Utilities	17	Sales representatives and salespersons - wholesale and retail trade	76	Trades helpers, construction labourers and related occupations	418
9.	Administrative and financial supervisors and administrative occupations	16	Service supervisors and technical service occupations	74	Care providers and educational, legal and public protection support occupations	346
10.	Service supervisors and technical service occupations	16	Industrial, electrical and construction trades	63	Office support occupations	340

There are 46 occupational categories for reporting purposes. At the local level, there is only data for 13 of these categories, as 19 categories were supressed for having less than 10 entries (the other 14 categories had no entries). Totalling all the reported employment outcome occupations at the region and provincial levels, most of these jobs require a high school diploma or less. At the region level, among the outcome occupations, 76% of these jobs require a high school diploma or no educational certificate. At the provincial level, where the data is most robust, 68% of the occupation outcomes are jobs that require a high school diploma or less. These results are very much in line with the proportions of the last two years.

It is worth comparing these outcomes in terms of the educational attainment profile of Assisted clients and the occupations they were laid off from. The amount of data capture for layoffs and for employment outcomes is limited, but this is the only data that we have. Chart 15 compares the data for educational attainment, layoff occupation (by the degree typically expected for that occupation) and employment outcome for all Ontario Assisted clients.

Chart 15: Distribution of educational attainment, layoff occupation and employment outcome occupation, Assisted clients, Ontario, 2022-23



Despite relatively large proportions of clients with higher levels of educational attainment, these clients often are laid off from occupations which require lower levels of educational attainment and, based on what outcome data is available, tend to slip a little further in terms of the profile of the jobs they eventually obtain.

LITERACY AND BASIC SKILLS

Table 38 presents the overall client numbers for Literacy and Basic Skills and makes some comparisons to figures from previous years. In 2020-21, the number of in-person learners declined in all three areas, almost entirely because of a decline in the number of new in-person learners. In 2021-22, these numbers rebounded, at the local area back to 2019-20 levels though not back to the levels experienced in 2018-19.

The uptick in numbers locally was due both a larger number of new as well as a larger number of carry-over in-person clients compared to the previous year. In 2022-23, there was a large increase locally in the number of new in-person learners – an increase of 81% over last year. At the Region level, the increase was 31% and at the provincial level it was 9%.

As a result, the total number of in-person learners, both new in-person and carry-over in-person) has now surpassed the level it had been before COVID (2018-2019) at the Board level. However, at the Region and provincial levels, this figure is still below what it had been in both 2018-19 and 2019-20.

Algoma's share of all In-Person Learners in the province has risen the last three years, but especially this last year, which now stands at 2.9%, much higher than the Algoma share of the provincial population (0.8%). The Region's while the Region's share has jumped to 16.7%, also very much higher than the Region's share of the provincial population (5.6%).

Table 38: Number of Literacy and Basic Skills Learners

	BOARD	REGION	ONTARIO
Number of In-Person Learners (New In-Person + Carry-Over In-Person) (2022-23)	1,054	6,049	36,120
Number of In-Person Learners (New In-Person + Carry-Over In-Person) (2021-22)	755	5,309	35,164
Number of In-Person Learners (New In-Person + Carry-Over In-Person) (2020-21)	580	5,167	33,025
Number of In-Person Learners (New In-Person + Carry-Over In-Person) (2019-20)	726	6,437	41,867
Number of In-Person Learners (New In-Person + Carry-Over In-Person) (2018-19)	946	6,828	42,578
Number of In-Person Learners (New) (2022-23)	866	3,820	21,947
Number of In-Person Learners (New) (2021-22)	479	2,918	20,079
Number of In-Person Learners (New) (2020-21)	325	2,548	17,133
Number of In-Person Learners (New) (2019-20)	453	3,791	26,061
Number of In-Person Learners (New) (2018-19)	588	4,018	26,529
2022-23 In-Person Learners as % of Province (New In-Person + Carry-Over In-Person)	2.9%	16.7%	
2021-22 In-Person Learners as % of Province (New In-Person + Carry-Over In-Person)	2.1%	15.1%	
2020-21 In-Person Learners as % of Province (New In-Person + Carry-Over In-Person)	1.8%	15.6%	
2019-20 In-Person Learners as % of Province (New In-Person + Carry-Over In-Person)	1.7%	15.4%	
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%**	**5.6%**	
Number of E-Channel Learners (New E-Channel + Carry-Over E-Channel) **(2022-23)**			
Number of E-Channel Learners (New E-Channel + Carry-Over E-Channel) (2021-22)	0	0	6,541
Number of E-Channel Learners (New E-Channel + Carry-Over E-Channel) (2020-21)	0	0	7,069
Number of E-Channel Learners (New) **(2022-23)**	0	0	4,168
Number of E-Channel Learners (New) (2021-22)	0	0	4,434
Number of E-Channel Learners (New) (2020-21)	0	0	4,678
Number of E-Channel Learners (Carry-Over) **(2022-23)**	0	0	1,819
Number of E-Channel Learners (Carry-Over) (2021-22)	0	0	2,107
Number of E-Channel Learners (Carry-Over) (2020-21)	0	0	2,391
Total Number of Learners (In-Person + E-Channel) **(2022-23)**	1,054	6,049	42,107
Total Number of Learners (In-Person + E-Channel) (2021-22)	755	5,309	41,705
Total Number of Learners (In-Person + E-Channel) (2020-21)	580	5,167	40,094

Table 29 shows the distribution of learners by service provider stream. In Algoma, this distribution has typically not changed much over the years. However, two trends have been apparent at the local level: the Anglophone stream has dropped from 79% to 68% to 61; and the Indigenous stream has increased from 12% to 27% to 34%. The Francophone stream, which dropped the previous year from 9% to 5%, has stayed steady at 5%.

Table 29: Distribution of clients by service provider stream, 2022-23

	NUMBER OF LBS CLIENTS			% BY SERVICE PROVIDER STREAM		
	Board	Region	Ontario	Board	Region	Ontario
Anglophone	642	3611	34810	61%	60%	83%
Deaf	0	53	273	0%	1%	1%
Deaf/Blind	0	0	122	0%	0%	0%
Francophone	50	1504	3526	5%	25%	8%
Indigenous	362	881	3376	34%	15%	8%
Non-Designated	0	0	0	0%	0%	0%
TOTAL	**1,054**	**6,049**	**42,107**	**100%**	**100%**	**100%**

Table 30 shows the distribution of clients by service provider sector. In Algoma, there had been a large increase in the Community Agency share (from 36% to 51%) and a larger drop in the Community College share (from 31% to 22%), and these trends continued this year, with the Community Agency sector increasing to 56% and the Community College sector dropping by almost the same amount. The Community Agency share has also increased at the Region level while the Community College share there has dropped. There has been almost no change at the provincial level for the last two years.

Table 30: Distribution of clients by service provider sector, 2022-23 and 2021-22

	2022-23			2021-22		
	Board	**Region**	**Ontario**	**Board**	**Region**	**Ontario**
Community Agency Sector	56%	49%	35%	51%	45%	36%
Community College Sector	16%	35%	39%	22%	38%	37%
School Board Sector	28%	16%	26%	27%	17%	26%

Table 31 shows the distribution of clients by their age. There have been very limited changes across all three areas, never larger than 2%, except in the case of Algoma, where the proportion of clients aged 15-24 years old, which dropped by four percentage points in 2021-22, dropped another three percentage points, and the proportion of those aged 25-44 years old. which increased by three percentage points last year, increased another six percentage points this year.

Table 31: Literacy and Basic Skills clients by age, 2022-23 and 2021-22

2022-23	NUMBER OF LBS CLIENTS			% BY AGE		
	Board	Region	Ontario	Board	Region	Ontario
15-24 years old	161	1,325	10,098	15%	22%	24%
25-44 years old	509	2,725	20,123	48%	45%	48%
45-64 years old	271	1,349	9,482	26%	22%	23%
65 years and older	110	643	2,346	11%	11%	6%
TOTAL	**1,051**	**6,042**	**42,107**	**100%**	**100%**	**101%**
2021-22	15-24 years old			18%	24%	25%
	25-44 years old			42%	44%	50%
	45-64 years old			25%	22%	22%
	65 years and older			15%	10%	4%

Females continue to make a larger proportion of learners at all three levels, hovering at or above 65% of all LBS clients, however, at the Algoma level, that proportion has dropped, from 68% to 58% in 2022-23 (Table 32).

Table 32: Literacy and Basic Skills clients by gender, 2022-23 and 2021-22

	2021-22			2020-21		
	Board	Region	Ontario	Board	Region	Ontario
Females	58%	63%	64%	68%	65%	66%
Males	42%	36%	35%	32%	34%	34%
Trans	---	0%	0%	0%	0%	0%
Other	---	0%	1%	0%	0%	0%
Prefer not to disclose	---	0%	1%	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%.
No entry (---) means the figure was smaller than 10 and to ensure confidentiality, the figure was supressed.

Table 33 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 level have a larger number of clients who are members of an Indigenous group. The region has a higher proportion of Francophones (26%); 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 lower levels of Newcomers, while Algoma has a comparatively high proportion of members of a racialized group. There is not a single record of an Internationally Trained Professional at any of the three levels, which was also the case last year.

Table 33: Literacy and Basic Skills clients by designated groups, 2022-23

	NUMBER OF LBS CLIENTS			PER CENT		
	Board	Region	Ontario	Board	Region	Ontario
Indigenous Group	291	1,659	4,446	28%	27%	12%
Deaf	---	73	553	0%	1%	2%
Deaf/Blind	---	---	76	0%	0%	0%
Francophone	81	1,562	4,125	8%	26%	11%
Internationally Trained	0	0	0	0%	0%	0%
Newcomer	40	516	6,014	4%	9%	17%
Person with Disability	296	1,508	10,892	28%	25%	30%
Racialized	392	725	6,380	37%	12%	18%

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

The distribution by education attainment levels of clients is listed in Table 34. 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 has a much higher proportion of those with a high school diploma. All three areas have a much higher proportion of clients with a high school diploma or less (around 60% of clients or more) and a smaller proportion of clients with a post-secondary education.

Table 34: Literacy and Basic Skills clients by educational attainment, 2022-23

	Board	Region	Ontario
Less than Grade 9	5%	7%	7%
Less than Grade 12	23%	31%	25%
Completion of Secondary	40%	27%	27%
Certificate of Apprenticeship	1%	1%	1%
Certificate/Diploma	15%	17%	18%
Applied/Associate/Bachelor	8%	9%	10%
Postgraduate	2%	2%	3%
Other (Some Apprenticeship/College/University)	6%	5%	8%
Unknown	0%	1%	1%

In terms of sources of income (Table 35), there has been one notable change at the local level, an increase in the percentage of LBS clients who had no source of income, a trend which began the previous year (from 8% to 16% to 36%). The increase this year is quite high and pushes this category as the largest single one for source of income for LBS clients in Algoma. At the Region and provincial levels, the largest source of income is Employed, followed by No Source of Income, Ontario Works and Other.

Table 35: Literacy and Basic Skills clients, percent distribution by source of income, 2022-23 & 2021-22

	2021-22			2020-21		
	Board	Region	Ontario	Board	Region	Ontario
Canada Pension Plan	0%	0%	0%	0%	0%	0%
Crown Ward	0%	---	0%	0%	---	0%
Dependent of EI	0%	0%	0%	0%	0%	0%
Dependent of OW/ODSP	2%	2%	2%	2%	2%	2%
Employed	19%	29%	33%	21%	31%	33%
Employment Insurance	4%	4%	5%	7%	6%	9%
No Source of Income	36%	24%	21%	16%	19%	19%
Ontario Disability Support Program	10%	10%	11%	14%	10%	10%
Ontario Works	13%	14%	14%	18%	14%	14%
Other	14%	15%	11%	20%	15%	11%
Pension	0%	0%	0%	0%	0%	0%
Self Employed	2%	2%	2%	2%	2%	2%
Unknown	---	0%	1%	---	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."
No entry (---) means the figure was smaller than 10 and to ensure confidentiality, the figure was supressed.

There has been a large shift at the local level in the Learner's Goal Paths over the last two years, as the proportion seeking Independence rose from 23% to 39% to 49%, with corresponding declines among those seeking Postsecondary or Employment. At the Region level, Employment is the more likely Goal Path at 34% (with Postsecondary second), while at the provincial level Postsecondary comes in first, and Employment is a slightly more distant second (Table 36).

Table 36: Literacy and Basic Skills clients: Learner's Goal Path, 2022-23 and 2021-22

	2022-23			2021-22		
	Board	Region	Ontario	Board	Region	Ontario
Apprenticeship	4%	5%	8%	2%	5%	9%
Employment	24%	34%	32%	27%	33%	30%
Independence	49%	24%	13%	39%	20%	11%
Postsecondary	17%	26%	35%	26%	29%	39%
Secondary School Credit	6%	11%	12%	7%	12%	12%

The largest proportion of clients at the time of intake, across all three levels, are those who are unemployed, over half (59% and 56%) at the Region and provincial levels, and much higher (77%) at the local level (Table 37). At the Algoma level, the proportion of clients who are unemployed has grown.

Table 37: Literacy and Basic Skills clients: Labour force attachment, 2022-23 and 2021-22

	2022-23			2021-22		
	Board	Region	Ontario	Board	Region	Ontario
Employed Full Time	13%	20%	22%	13%	21%	22%
Employed Part Time	9%	13%	15%	11%	14%	15%
Full Time Student	---	3%	3%	---	4%	3%
Part Time Student	---	2%	1%	3%	3%	1%
Self Employed	2%	2%	2%	3%	3%	3%
Under Employed	---	1%	1%	---	1%	1%
Unemployed	77%	59%	56%	70%	55%	55%

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

Table 38 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, at the Board and Region level; these are reversed provincially
- For those employed part-time, the post-secondary goal is primary across all three areas, followed by employment
- Full-time students at the local level were equally divided between Employment and Postsecondary as a goal, followed by Secondary School Credit; at the Region level, the proportions are also split between these three, although Postsecondary is a primary choice; at the provincial level, Postsecondary is similarly clearly first, with Apprenticeship coming second
- Part-time students have a mix of goals: at the local level, it is primarily a secondary school credit; at the Region level, it is an equal mix of a secondary school credit, postsecondary and employment; at the provincial level, postsecondary stands first, followed by a secondary school credit and employment
- Self-employment learners are focused on employment at all levels, with independence scoring high at the local and Region levels, and postsecondary scoring high at the provincial level
- The under-employed are focused exclusively on postsecondary at the local level and primarily employment at the Region and provincial levels
- The unemployed at the local level are particularly focused on independence as a goal; at the Region, the focus is on employment and independence, and at the provincial level it is employment and postsecondary

Table 38: Percentage distribution of career path goals by labour force attachment, 2022-23

	Board	Region	Ontario
EMPLOYED FULL-TIME			
Apprenticeship Goal Path	8%	7%	9%
Employment Goal Path	50%	43%	29%
Independence Goal Path	8%	17%	9%
Post Secondary Goal Path	32%	29%	43%
Secondary School Credit Goal Path	2%	4%	9%
EMPLOYED PART-TIME			
Apprenticeship Goal Path	7%	5%	8%
Employment Goal Path	30%	34%	25%
Independence Goal Path	14%	12%	6%
Post Secondary Goal Path	44%	40%	51%
Secondary School Credit Goal Path	5%	9%	10%
FULL-TIME STUDENT			
Apprenticeship Goal Path	0%	4%	21%
Employment Goal Path	38%	23%	19%
Independence Goal Path	0%	4%	3%
Post Secondary Goal Path	38%	44%	44%
Secondary School Credit Goal Path	25%	26%	13%
PART-TIME STUDENT			
Apprenticeship Goal Path	0%	14%	11%
Employment Goal Path	0%	27%	22%
Independence Goal Path	22%	6%	8%
Post Secondary Goal Path	11%	26%	35%
Secondary School Credit Goal Path	67%	28%	24%
SELF-EMPLOYED			
Apprenticeship Goal Path	0%	2%	7%
Employment Goal Path	35%	39%	34%
Independence Goal Path	35%	29%	15%
Post Secondary Goal Path	18%	22%	36%
Secondary School Credit Goal Path	12%	9%	8%
UNDER-EMPLOYED			
Apprenticeship Goal Path	0%	5%	9%
Employment Goal Path	0%	43%	44%
Independence Goal Path	0%	22%	12%
Post Secondary Goal Path	100%	19%	29%
Secondary School Credit Goal Path	0%	11%	7%
UNEMPLOYED			
Apprenticeship Goal Path	3%	4%	7%
Employment Goal Path	19%	32%	36%
Independence Goal Path	61%	30%	17%
Post Secondary Goal Path	11%	21%	26%
Secondary School Credit Goal Path	6%	13%	14%

Table 39 identifies the top three sources of referrals to the LBS programs, by percentage of all reported referrals (excluding supressed cells), for each area. In each area, "informal word of mouth/media referral" and "other – structured/formal referral" are far and away the two largest categories, both of which account for at least two-thirds of all referrals.

Table 39: Top three sources of in-referrals, 2022-23

BOARD	%	REGION	%	ONTARIO	%
Other – Structured/ Formal Referral	40%	Informal Word of Mouth/Media	42%	Informal Word of Mouth/Media	38%
Informal Word of Mouth/Media	34%	Other – Structured/ Formal Referral	30%	Other – Structured/ Formal Referral	29%
Ontario Works	12%	Employment Service Provider	7%	Employment Service Provider	8%

Table 40 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 40: Top destinations of out-referrals, 2022-23

BOARD	%	REGION	%	ONTARIO	%
TO OTHER COMMUNITY RESOURCES					
Language Services - Assessment	214	Educational/Academic Services	527	Educational/Academic Services	5158
Educational/Academic Services	141	Health/Counselling Services	232	Health/Counselling Services	927
TO OTHER PROGRAMS AND SERVICES					
Services for Indigenous People	328	Services for Indigenous People	351	EO - Employment Service Provider	2096
EO - Employment Service Provider	93	EO - Employment Service Provider	231	Post-Secondary Education	2036
High School	36	High School	200	Other – Structured/ Formal Referral	1826

With regards to detailed outcomes at exit (Table 41), a few observations:

- At the local level, the single largest outcome is Independent (42%), followed by Employment Full-time (13%); Unemployed is a close third (12%); the proportion of Unknown has been dropping for the last two years
- The figures at the Region and provincial levels have changed very little from last year, the most notable being a decline in the proportion In Education
- At the Region and provincial levels, the single largest category is Unknown; at the Region level, a close second is Employed Full-time, while at the provincial level, the second largest outcome is In Education

Table 41: Literacy and Basic Skills clients: Detailed outcomes at exit, 2022-23 and 2021-22

	2022-23			2021-22		
	Board	Region	Ontario	Board	Region	Ontario
Employed Full-Time	13%	19%	13%	11%	19%	13%
Employed Part-Time	6%	7%	6%	6%	6%	6%
Employed Apprentice	0%	---	2%	0%	0%	2%
Employed - Other	0%	1%	1%	0%	1%	1%
Employed & in Education	2%	2%	3%	2%	2%	3%
Employed & in Training	6%	2%	2%	0%	0%	1%
Self-Employed	---	1%	1%	---	2%	1%
In Education	3%	10%	16%	5%	15%	18%
In Training	3%	4%	8%	2%	3%	7%
Independent	42%	13%	6%	46%	12%	5%
Volunteer	2%	2%	1%	2%	2%	1%
Unable to Work	3%	4%	3%	3%	5%	2%
Unemployed	12%	16%	14%	11%	16%	15%
Unknown	8%	20%	24%	13%	19%	25%

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

BETTER JOBS ONTARIO

The Algoma area enlisted 94 individuals into the Better Jobs Ontario program last year, a slight decline from the previous year, and a general downward trend since 2015-16 (Table 42). The number of enrolments has been dropping at the region level for the past seven years. For 2022-23, enrollment increased significantly in the province, but in 2022-23, the numbers dropped below what they had been in 2020-21, joining the same downward trend since 2015-16. The local share of all Better Jobs Ontario clients in 2022-23 was 3.1%, close to the highest it has been over the years and considerably higher than Algoma's share of the general population. The client share at the Region level has dropped during the last few years, but it also is still higher than the Region's share of the overall population.

Table 42: Better Jobs Ontario client numbers

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

Better Jobs Ontario clients tend to be younger adults (25-44 years old), followed by older adults (45-64 years old) (Table 43). At the local level, only a small number (under 10) were either 15-24 years old or 65 years or older. Overall, there has been little change in the age distribution of Better Jobs clients over the years.

Table 43: Better Jobs Ontario clients by age, 2022-23 and 2021-22

2022-23	Number of Better Jobs Clients			% by Age		
	Board	Region	Ontario	Board	Region	Ontario
15-24 years old	---	29	179	---	11%	6%
25-44 years old	56	158	1,799	60%	57%	59%
45-64 years old	26	83	1,060	28%	30%	35%
65 years and older	---	---	23	---	---	1%
TOTAL	**94**	**276**	**3,064**	**87%**	**98%**	**100%**
2021-22	15-24 years old			0%	13%	6%
	25-44 years old			58%	55%	58%
	45-64 years old			34%	31%	36%
	65 years and older			0%	0%	1%

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

In Ontario, the split between males and females among Better Jobs Ontario clients had been equal, but in the last four 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 is a closer balance between males and females, although it has fluctuated (in 2019-20, two-thirds of the participants were male; in 2020-21, 60% were female; in 2021-22, females made up 45%; in 2022-23, females make up 48%).

Table 44: Better Jobs Ontario clients by gender, 2022-23 and 2021-22

	2022-23			2021-22		
	Board	Region	Ontario	Board	Region	Ontario
Females	48%	34%	41%	45%	41%	43%
Males	52%	65%	59%	54%	59%	56%
Other/Undisclosed	0%	0%	0%	0%	0%	0%

For all three areas, the two largest categories for educational attainment among Better Jobs Ontario clients (Table 45) are "College" and "High school." At the local and Region levels, the third largest category is Less than Grade 12, while at the provincial level, it is a tie between Unknown and the two categories representing a university degree.

Table 45: Better Jobs Ontario clients: Educational attainment at intake

	2021-22		
	Board	Region	Ontario
Less than Grade 9	---	---	1%
Less than Grade 12	14%	18%	9%
Completion of Secondary	34%	39%	32%
Certificate of Apprenticeship	0%	---	2%
Certificate/Diploma	33%	28%	25%
Applied/Associate/Bachelor	---	7%	11%
Postgraduate	---	---	3%
Other (Some Apprenticeship/ College/University)	---	5%	5%
Unknown	0%	0%	14%

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

In terms of sources of income, the primary source of income for most Better Jobs Ontario participants is Employment Insurance, although that has declined by a large amount from 2021-22, with a major part of the change reflected in a significant increase in the proportion of OW recipients. The second largest source of income in 2022-23 was No Source of Income (Table 46).

Table 46: Better Jobs Ontario clients by source of income, 2022-23 and 2021-22

	2022-23			2021-22		
	Board	Region	Ontario	Board	Region	Ontario
Canada Pension Plan	0%	0%	0%	0%	0%	0%
Crown Ward	0%	0%	0%	0%	0%	0%
Dependent of EI	0%	0%	0%	0%	0%	0%
Dependent of OW/ODSP	---	---	1%	---	---	0%
Employed	---	4%	6%	---	3%	3%
Employment Insurance	31%	41%	33%	56%	68%	51%
No Source of Income	26%	24%	33%	16%	14%	14%
Ontario Disability Support Program	---	8%	4%	---	4%	2%
Ontario Works	23%	18%	13%	---	3%	3%
Other	---	---	7%	---	7%	7%
Pension	0%	0%	0%	0%	0%	0%
Self Employed	0%	---	2%	0%	---	1%
Unknown	0%	0%	1%	0%	0%	20%

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

There has been a shift in the length of time that Better Jobs Ontario clients have been unemployed. In 2021-22, the percentage of clients who had been unemployed for less than three months was 57% at the Board level, 48% at the Region level and 34% at the provincial level. These figures have all dropped, especially at the local level (Table 47). On the other hand, the proportion of these clients who have been unemployed for 12 months or more has increased considerably.

Table 47: Percentage distribution by length of time out of employment for Better Jobs Ontario clients and ES Assisted clients (2022-2023), and unemployed individuals, Ontario, 2022

	2022-23 BETTER JOBS			2022-23 ES CLIENTS			LFS ONTARIO
	Board	Region	Ontario	Board	Region	Ontario	
< 3 months	31%	35%	28%	46%	44%	38%	67%
3 – 6 months	15%	15%	14%	11%	12%	14%	14%
6 – 12 months	14%	16%	20%	12%	13%	15%	12%
> 12 months	41%	34%	39%	31%	31%	33%	7%

Table 48 lists the top ten approved skills training programs under Better Jobs Ontario. There is a limited amount of data for the Algoma area because the total client numbers are small, with only three training programs being identified, the data for the rest being supressed for being under 10 (there were 20 entries which were suppressed). This means that among 94 Better Jobs Ontario participants at the local level, 53 were enrolled in either Transport Truck Driver, Heavy Equipment Operator or Home Support Worker programs, and the remaining 41 were enrolled across 20 other programs. The regional program itself was limited to six programs which had 10 or more entries (there were 42 training programs with fewer than 10 enrolments). Thus, 12 Better Jobs Ontario participants were enrolled in one of the six programs listed in Table 48, while 84 participants were enrolled in these other 42 programs.

The Transport Truck Driver program is by far and away the largest for the province, so much so that it is almost larger than the enrolment numbers for the next seven largest programs combined and accounts for 30% of all enrolments, higher than the 27% in 2021-22 and the 29% in 2020-21.

Table 48: Top 10 Better Jobs Ontario Approved Skills Training Programs, 2022-2023

RANK	Board		Region		Ontario	
	Trade	#	Trade	#	Trade	#
1.	Transport Truck Drivers	25	Transport Truck Drivers	89	Transport Truck Drivers	918
2.	Heavy Equipment Operators (Except Crane)	15	Heavy Equipment Operators (Except Crane)	48	Heavy Equipment Operators (Except Crane)	220
3.	Home Support Workers, Housekeepers and Related Occupations	13	Underground Production and Development Miners	16	Computer Network Technicians	163
4.			Home Support Workers, Housekeepers and Related Occupations	15	Medical Administrative Assistants	144
5.			Administrative Assistants	12	Accounting and Related Clerks	128
6.			Administrative Officers	12	Social and Community Service Workers	105
7.					Home Support Workers, Housekeepers and Related Occupations	89
8.					Administrative Officers	83
9.					Administrative Assistants	70
10.					Accounting Technicians and Bookkeepers	58

Better Jobs Ontario Outcomes at exit at all levels are almost equally distributed between being employed, being unemployed and unknown. Compared to last year, the employed proportions have dropped, the unemployed proportions are roughly the same, and the proportion of unknowns has increased somewhat (Table 49). There are fewer reported outcomes at the 12-month period, with 48% to 60% employed and a large proportion with unknown outcomes (37% to 52%).

Table 49: Better Jobs Ontario outcomes at exit and at 12 months, 2022-2023

	NUMBER			PERCENT		
	Board	Region	Ontario	Board	Region	Ontario
OUTCOME AT EXIT						
Employed	27	99	710	32%	35%	33%
Training/Edn	---	25	239	---	9%	11%
Other	---	---	22	---	---	1%
Unemployed	26	95	629	31%	34%	29%
Unknown	31	65	587	37%	23%	27%
TOTAL (Known Outcomes)	**84**	**284**	**2,187**	**100%**	**100%**	**100%**
OUTCOME AT 12 MONTHS						
Employed	45	194	1,222	48%	60%	54%
Training/Edn		---	25	0%	---	1%
Other		---	19	0%	---	1%
Unemployed	---	11	137	---	3%	6%
Unknown	48	118	875	52%	37%	38%
TOTAL (Known Outcomes)	**93**	**323**	**2,278**	**100%**	**100%**	**100%**

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

APPRENTICESHIP

The number of new apprentice registrations for the last eight years are listed in Table 50. COVID clearly had an impact on the number of new registrations across all three areas in 2020-21. These numbers recovered somewhat in 2021-22, but in 2022-23, they increased substantially; compared to 2021-22, the percentage growth was 29% at the Board level, 15% at the Region level and 23% at the provincial level. While the numbers at all three levels are higher than they have since 2016-17, only at the provincial level is the figure higher than it had been in 2014-15. At the Board and Region levels, the 2022-23 new registrations are still 17% below what they had been in 2014-15.

Table 50: Number of new apprenticeship registrations, 2014-15 to 2022-23

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

In 2022-23, new registrations at local and regional levels aligned with overall provincial figures. Algoma represented 1.0% of provincial totals (compared to 0.8% of the population), while the Northern Region accounted for 7.2% of new registrations, exceeding its 5.6% population share. Nevertheless, these proportions were lower than those observed in 2015-16 and 2014-15.

Table 51: New registrations and active apprenticeships

	Board	Region	Ontario
Number of New Registrations			
2022-2023	217	1,708	22,056
As % of Ontario: 2022-23	1.0%	7.2%	
As % of Ontario: 2021-22	1.0%	7.7%	
As % of Ontario: 2020-21	0.7%	7.6%	
As % of Ontario: 2019-20	0.9%	7.7%	
As % of Ontario: 2018-19	1.1%	7.6%	
As % of Ontario: 2017-18	1.2%	7.7%	
As % of Ontario: 2016-17	1.1%	7.9%	
As % of Ontario: 2015-16	1.3%	8.5%	
As % of Ontario: 2014-15	1.3%	9.1%	
Number of Active Apprentices			
2022-2023	951	6,736	89,482
2021-2022	844	6,298	84,937
2020-2021	750	5,819	78,733
2019-2020	779	5,462	73,924
2018-2019	765	5,254	71,279
2017-2018	762	5,639	69,576
As % of Ontario: 2022-23	1.1%	7.5%	
As % of Ontario: 2021-22	1.0%	7.4%	
As % of Ontario: 2020-21	1.0%	7.4%	
As % of Ontario: 2019-20	1.1%	7.4%	
As % of Ontario: 2018-19	1.1%	7.4%	
As % of Ontario: 2017-18	1.1%	8.1%	
As % of Ontario: 2016-17	1.1%	5.1%	
As % of Ontario: 2015-16	1.2%	8.4%	
As % of Ontario: 2014-15	1.1%	9.4%	
Number of CofAs Issued			
2022-2023	67	583	9,564
2021-2022	85	629	8,120
2020-2021	77	420	5,877
2019-2020	82	680	8,892
2018-2019	93	750	9,878
2017-2018	72	702	8,348
As % of Ontario: 2022-23	0.7%	6.1%	
As % of Ontario: 2021-22	1.0%	7.7%	
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%	5.6%	100%

The proportion of all active apprenticeships at the local and Region levels have also been consistent in terms of each area's share of the provincial numbers. The number of active apprentices has been climbing over the years: compared to 2017-18, the number of active apprentices at the Board in 2022-23 was 25%, at the Region level it was 20%, and at the provincial level it was 29% higher.

In terms of Number of CofAs issued, there has been a noticeable drop in the 2022-23 numbers from the previous year at the Board and Region levels, whereas at the provincial level, it has continued to grow.

The following tables show more detailed demographic data for the apprenticeship program. More than 95% of participants are youth (15-24 years old) or young adults (25-44 years old), across all three levels (Table 52). Compared to last year, the proportion of youth aged 15-24 years old decreased at all levels, and especially so at the Board level.

Table 52: Distribution by age of apprenticeship

	2022-23			2021-22		
	Board	Region	Ontario	Board	Region	Ontario
15-24 years	48%	54%	50%	55%	58%	51%
25-44 years	47%	43%	46%	42%	40%	46%
45-64 years	5%	3%	4%	0%	2%	4%
over 65 years	0%	0%	0%	0%	0%	0%

The distribution by gender (Table 53) is very heavily male skewed. Across the local, regional, and provincial levels, 83% or more of clients have typically been male. In 2021-22, at the local level, the share of females among new apprenticeship registration had dropped to 10%, after increasing from 15% to 23% in the previous year. In 2022-23, there was a partial rebound in the proportion of females registering as new apprentices, increasing to 15%.

Table 53: Distribution by gender of apprenticeship

	2022-23			2021-22		
	Board	Region	Ontario	Board	Region	Ontario
Females	15%	13%	13%	10%	13%	13%
Males	83%	85%	86%	88%	85%	87%
Other/not disclosed/trans	---	---	1%	0%	1%	1%

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

The distribution of clients by education at intake (Table 54) is mostly dominated by clients who have a high school diploma and the rest largely have no high school diploma. At the local level, the proportion of apprentices with no educational certificate decreased from 21% to 8%, after having increased from 14% to 21% the previous year. There have been only minor changes over the last two years at the Region and provincial levels.

Table 54: Distribution by education at intake of apprenticeship

	2022-23			2021-22		
	Board	Region	Ontario	Board	Region	Ontario
No certificate	8%	12%	13%	21%	13%	13%
High school	91%	87%	87%	78%	86%	87%
Apprenticeship	0%	0%	0%	0%	0%	0%
College	---	---	0%	0%	0%	0%
University	0%	0%	---	0%	0%	0%
Other	---	---	0%	0%	0%	0%

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

There is limited data for the distribution by designated group at the local level; there are only two categories that have reported data: members of an Aboriginal Group and Francophone (Table 55). The Region level had a relatively high proportion of both Francophones and members of an Indigenous Group. The proportions in Table 55 have not changed much for the past two years.

Table 55: Distribution by designated group of apprenticeship, 2021-2022

	APPRENTICESHIP		
	Board	Region	Ontario
Indigenous Group	12%	11%	3%
Deaf	0%	0%	0%
Deaf/Blind	0%	0%	0%
Francophone	5%	18%	5%
Internationally Trained Professionals	0%	0%	0%
Newcomer	0%	---	0%
Person with Disability	---	1%	1%
Racialized	---	2%	4%

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

Table 56 lists the top ten trades for new registrations for the local area, the region, and the province. The local area was able to report 12 trades among new registrations that had 10 or more registrations, while there were 18 trades which had their numbers supressed (under 10).

Six trades are common to all three top ten lists, as follows:

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

Table 56: Top 10 trades for new registrations, 2022-2023

RANK	Board		Region		Ontario	
	Trade	**#**	**Trade**	**#**	**Trade**	**#**
1.	Industrial Mechanic Millwright	44	Electrician - Construction and Maintenance	291	Electrician - Construction and Maintenance	5514
2.	Automotive Service Technician	28	Heavy Duty Equipment Technician	199	Automotive Service Technician	2984
3.	Plumber	22	Industrial Mechanic Millwright	174	Plumber	2218
4.	Electrician - Construction and Maintenance	22	General Carpenter	173	General Carpenter	2145
5.	Truck and Coach Technician	20	Truck and Coach Technician	167	Industrial Mechanic Millwright	1613
6.	Metal Fabricator (Fitter)	18	Automotive Service Technician	167	Truck and Coach Technician	1442
7.	Child Development Practitioner	17	Plumber	97	Hairstylist	1352
8.	Industrial Electrician	14	Industrial Electrician	69	Refrigeration and Air Conditioning Systems Mechanic	817
9.	Utility Arborist	13	Powerline Technician	67	Sheet Metal Worker	705
10.	Residential Air Conditioning Systems Mechanic Hairstylist General Machinist	11	Hairstylist Welder	62	Child Development Practitioner	597

CANADA ONTARIO JOB GRANT (COJG) – EMPLOYER

The employers that made use of the COJG are mostly smaller firms with less than 50 employees (Table 57). At all levels, firms with fewer than 50 employees make up 73% to 77% of all employer participants. The number of employers dropped significantly because of COVID (2020-21), and over the course of two years that number has not rebounded.

Table 57: Canada Ontario Job Grant – Employers, 2022-2023

	Board	Region	Ontario
# of employers, 2022-23	26	218	2468
# of employers, 2021-22	29	198	2837
# of employers, 2020-21	29	186	2456
# of employers, 2019-20	57	312	3952
Percent in Under 25 Stream	100%	100%	100%
Percent in Over 25 Stream	0%	0%	0%
Size (percent)			
<50	73%	77%	74%
50-160	---	15%	18%
151-300	0%	---	4%
301-500	0%	---	2%
501-1,500	0%	---	2%
1,501-10,000	---	---	1%
>10,001	0%	0%	---

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

In terms of the training provided, by far most of the training is provided by private trainers, followed more distantly by registered private career colleges (Table 58). There is a limited amount of training provided by public community colleges, slightly more at the Region level. These proportions are much the same as they were the previous two years.

Table 58: Canada Ontario Job Grant – Training provider type, 2022-2023

	Board	Region	Ontario
Private Trainer	73%	57%	54%
Product Vendor	0%	---	4%
Public College	---	16%	8%
Registered Private Career College	---	21%	28%
School Board	0%	0%	---
Union Based Training Centre	0%	---	1%
University	0%	---	4%
Unknown	0%	0%	---

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

The outcomes at exit details show very positive assessments by employers, with at least 75% indicating an increase in trainee productivity and at least 93% affirming that the training met their workforce needs.

Table 59: Outcome at exit detail, 2022-2023

	Board	Region	Ontario
Increase in trainee productivity	75%	87%	92%
Training met workforce needs	100%	93%	96%

CANADA ONTARIO JOB GRANT – PARTICIPANT

The number of COJG participants has not recovered from the drop experienced when COVID struck (2020-21); the 2022-23 numbers for all three areas are below what they were in 2020-21 (Table 60). The 2020-21 number of participants at the local and Region levels are less than half what they were in 2018-19, and a little over half what they were at the provincial level. The local share of COJG participants across the province (1.0%) has stayed steady, and at the Region level has generally stayed within the same percentage range.

Table 60: Number of COJG participants, 2022-2023

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

As Table 61 shows, most of the clients (53% to 59%) are younger adults (25-44 years old). The second largest age group are older adults (45-64 years old), although at the Region level, their share is equal to the proportion of youth (15-24 years old).

Table 61: Distribution by age of COJG participants, 2022-2023

	Board	Region	Ontario
15-24 years	15%	19%	13%
25-44 years	53%	59%	59%
45-64 years	30%	20%	26%
over 65 years	---	---	1%
Unknown	0%	0%	0%

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

The distribution by gender of COJG participants has tended to be skewed towards males at the Region and provincial levels, whereas at the local level, it is almost equal, with slightly more females than males.

Table 62: Distribution by gender of COJG participants, 2022-2023

	2022-23			2021-22		
	Board	Region	Ontario	Board	Region	Ontario
Females	52%	36%	38%	53%	33%	37%
Males	47%	63%	61%	47%	67%	62%
Other/not disclosed/trans	0%	0%	---	0%	0%	0%

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

The educational attainment of COJG participants at all levels was heavily skewed towards those with a post-secondary certificate, especially college diploma and university degrees (Table 63). At the local and Region levels, this included a higher proportion of individuals with apprenticeship certificate, while at the provincial level, there were also a fair number of those with post-graduate degrees. As well, around a quarter of participants at all levels had a high school diploma.

Table 63: Distribution by education at intake of COJG participants, 2022-2023

	Board	Region	Ontario
Less than Grade 9	0%	0%	0%
Less than Grade 12	---	4%	2%
Completion of Secondary	25%	28%	24%
Certificate of Apprenticeship	15%	11%	5%
Certificate/Diploma	37%	32%	27%
Applied/Associate/Bachelor	18%	17%	27%
Postgraduate	0%	4%	11%
Other (Some Apprenticeship/ College/University)	---	3%	2%
Unknown	0%	---	1%

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

There are either too few clients, or the information was not collected about designated groups at the local level for the COJG program (Table 64). At the local level, there were either no clients in a designated group or the number had to be supressed because the figure was under ten. At the Region and provincial levels there are slightly more categories where numbers are present, but the proportions are often much smaller than for these same designated groups in other EO service categories.

Table 64: Distribution by designated group of COJG participants, 2022-2023

	COJG		
	Board	Region	Ontario
Indigenous Group	---	6%	1%
Deaf	0%	0%	---
Deaf/Blind	0%	0%	0%
Francophone	---	5%	2%
Internationally Trained Professionals	0%	4%	10%
Newcomer	---	2%	3%
Person with Disability	---	2%	1%
Racialized	0%	---	5%

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

The distribution by labour force attachment, as shown in table 65, reveals the overwhelming proportion of clients who are employed, at least 84% across all three levels. This proportion of employed is not only consistent across the Board, Region, and province, but also across the distribution by source of income (Table 66).

Table 65: Distribution by labour force attachment of COJG participants, 2022-2023

	COJG		
	Board	Region	Ontario
Employed Full Time	84%	89%	90%
Employed Part Time	---	6%	5%
Full Time Student	0%	---	0%
Part Time Student	0%	0%	0%
Self Employed	---	---	0%
Under Employed	0%	---	---
Unemployed	---	4%	5%
Unknown	0%	0%	---

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

Table 66: Distribution by source of income of COJG participants, 2022-2023

	COJG		
	Board	Region	Ontario
Canada Pension Plan	0%	0%	0%
Crown Ward	0%	0%	0%
Dependent of EI	0%	0%	0%
Dependent of OW/ODSP	0%	0%	---
Employed	90%	94%	94%
Employment Insurance	---	3%	2%
No Source of Income	---	---	3%
Ontario Disability Support Program	0%	0%	---
Ontario Works	0%	---	0%
Other	---	---	1%
Pension	0%	0%	0%
Self Employed	---	---	0%
Unknown	0%	0%	---

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

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 increased at the local, Region and provincial levels last year, however, in all three areas the numbers have not returned to the pre-COVID figures (Table 67). At both the local and Region levels, the share of the total provincial YJC numbers have gone up from previous years and are higher than those areas' shares of the provincial population, as well as higher than their share of the EO Assisted client numbers.

The figures for the Youth Job Connection Summer program are included as well: at the local level, the number stayed the same, at the Region it increased, and at the province it declined. In all three areas, the numbers are still below the pre-COVID figures (2019-20) and Region levels, the number of clients was the same as the previous year, while the provincial total declined

Table 67: Number of YJC participants, 2022-2023

	Board	Region	Ontario
YJC PARTICIPANTS			
Number, 2022-23	266	1,027	7,247
Number, 2021-22	242	867	7,097
Number, 2020-21	189	634	7,428
Number, 2019-20	284	1,249	12,063
Number, 2018-19	275	1,264	12,024
As % of Ontario, 2022-23	3.7%	14.2%	
As % of Ontario, 2021-22	3.4%	12.2%	
As % of Ontario, 2020-21	2.5%	8.5%	
As % of Ontario, 2019-20	2.4%	10.4%	
As % of Ontario, 2018-19	2.3%	10.5%	
YJC SUMMER PARTICIPANTS			
Number, 2022-23	92	576	3,934
Number, 2021-22	89	497	4,010
Number, 2020-21	84	495	4,815
As % of Ontario, 2022-23	2.3%	14.6%	
As % of Ontario, 2021-22	2.2%	12.4%	
As % of Ontario: 2020-21	1.7%	10.3%	
EO ASSISTED CLIENTS			
As % of Ontario	2.5%	11.9%	
2016 TOTAL ONTARIO POPULATION			
As % of Ontario	0.8%	5.6%	

At the region 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 (Table 68). At the local level, there are slightly more females, elsewhere there are slightly more males (Table 69). These proportions by age and by gender are almost the same as they were the previous year.

Table 68: Distribution by age of YJC participants, 2022-2023

	Board	Region	Ontario
15-24 years	46%	74%	78%
25-44 years	38%	21%	21%
45-64 years	---	4%	1%
over 65 years	0%	0%	0%

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

Table 69: Distribution by gender of YJC participants, 2022-2023

	Board	Region	Ontario
Females	55%	42%	44%
Males	41%	53%	52%
Other/not disclosed/trans	---	---	3%

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

At all three levels, around half of participants have a high school diploma. At the Board and Region levels, there is also a high proportion with less than Grade 12, whereas that number is somewhat smaller at the provincial level, with a higher share of those with a post-secondary certificate (Table 70).

Table 70: Distribution by education at intake of YJC participants, 2022-2023

	Board	Region	Ontario
Less than Grade 9	5%	5%	3%
Less than Grade 12	37%	40%	24%
Completion of Secondary	48%	47%	53%
Certificate of Apprenticeship	---	---	0%
Certificate/Diploma	5%	3%	8%
Applied/Associate/Bachelor	---	---	6%
Postgraduate	0%	0%	1%
Other (Some Apprenticeship/ College/University)	6%	5%	6%
Unknown	0%	---	0%

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

For the last two years, across the YJC program at the local level, there were very high proportions of persons from an Indigenous Group, racialized persons, persons with a disability and internationally trained professionals (Table 71). The proportion of persons from an Indigenous Group were also high at the region level, while both the region and provincial levels had considerable proportions of persons with a disability and racialized persons. For most of these figures, the proportions were roughly of the same magnitude for several years. There clearly are participants who simultaneously belong to several of these designated groups.

Table 71: Distribution by designated group of YJC participants, 2022-2023

	YJC		
	Board	Region	Ontario
Indigenous Group	65%	46%	11%
Deaf	0%	---	---
Deaf/Blind	0%	0%	0%
Francophone	---	10%	4%
Internationally Trained Professionals	48%	13%	6%
Newcomer	---	1%	10%
Person with Disability	58%	42%	30%
Racialized	61%	20%	32%

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

By far the two largest sources of income for YJC participants are all levels are no source of income and OW recipients, which has been the same circumstance for the last several years (Table 72).

Table 72: Distribution by source of income of YJC participants, 2022-2023

	Board	Region	Ontario
Canada Pension Plan	0%	0%	0%
Crown Ward	---	3%	2%
Dependent of EI	0%	0%	---
Dependent of OW/ODSP	---	3%	3%
Employed	0%	0%	0%
Employment Insurance	---	2%	1%
No Source of Income	36%	53%	72%
Ontario Disability Support Program	14%	9%	6%
Ontario Works	45%	26%	13%
Other	---	4%	4%
Pension	0%	0%	0%
Self Employed	0%	0%	0%
Unknown	0%	0%	---

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

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

- Virtually all participants are 15-24 years old
- Males make up a slight majority of the participants
- Over 80% of participants in all areas have less than a Grade 12 education
- Over 80% have no source of income
- At the Board and Region levels, around one-third are persons with a disability and around a quarter of members of an Indigenous group; at the provincial level, around a third are racialized persons

Update on AWIC Action Items

The Action Plan (2023-2024) below identifies key priorities based on consultations with our community stakeholders. Our priorities are updated to meet the everchanging dynamics of Algoma's labour market. This year's priorities reflect what is most crucial for Algoma's community and economy in 2024-2025.

Priority One - Provide Relevant and Current Labour Market Information

Labour Market Newsletter
Weekly distribution of labour market-related news articles that are relevant to the Algoma region and around Canada.
Monthly Labour Force Survey (LFS) Estimates
Each month, AWIC provides a summary and analysis of the month's Labour Force Survey data for Sault Ste. Marie. Monthly updates can be found on our website or on socials.
Career Tools
AWIC's career tools provide localized and regional labour market information (LMI) to allow individuals to easily access, explore, and become knowledgeable of the labour market in Algoma. These tools will simplify how people look for work, enhancing knowledge of the local labour market by generating timely reports on labour supply and demand data.

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

Quality of Work-Life Study
With current workforce shortages, employers seek to understand better what people most value in a job and work environment. What key factors contribute to job satisfaction? Employers have been experiencing a particularly challenging time of recruitment and retention, and understanding employees' points of view and what they value is important to address ongoing employee turnover. This research report highlights the key findings contributing to overall employee job satisfaction and retention.
Employer Workshop Series
Organize a series of hybrid regional workshops designed for employers and organizations, featuring keynote speakers who will address topics such as compliance within non-profit employers, retention, attraction and recruitment strategies, diversity, and inclusion, accessing non-traditional talent pools, and international talent as key focus areas.
Newcomer Workforce Study
To meet the demands of the changing workforce, we must grasp the role of immigration and migration in our economic recovery. A research report specifically focusing on newcomers aims to illuminate how these factors influence demographic composition and labour supply dynamics in Algoma. Understanding these aspects is crucial for Algoma to develop informed strategies, leveraging the potential of newcomers to drive economic growth and strengthen community foundations.

Linking Labour Market Information (LMI) and Youth
Numerous individuals, especially young people, encounter obstacles when seeking crucial information for making well-informed career choices. To address this, a dedicated "Youth" section has been established, featuring documentation aimed at providing easily understandable and accessible Labour Market Information (LMI) tools and data for youth, parents, and educators. In addition, AWIC has played an active role in engaging with career fairs and classroom presentations, organizing workshops focused on students to display the functionality of career tools.

Priority Three – Strengthening Connections

Regional Presence | Impact
AWIC initiates and organizes meetings throughout the Algoma region with the aim of improving communication and fostering collaboration on workforce development initiatives within local communities and across the district. Additionally, AWIC seeks to establish new collaborations and strengthen existing relationships.
AWIC Sponsorship Fund
Annually, AWIC offers financial assistance to non-profit organizations hosting events and activities with a favorable impact on workforce development in and around the Algoma District. This includes supporting local economic development programs generating employment, organizing local career fairs, conducting labour market research projects, hosting business/employer outreach events, and promoting apprenticeships, among other events.
Regular Communication Channels
Establishing regular communication channels, such as social media update, publications, and data points helps keep stakeholders informed about the latest developments, challenges, and opportunities in the local workforce.

Proposed Actions 2024–2025

Local Labour Market Planning Report (LLMP) 2024-2025
The annual report provides a detailed narrative of the Algoma District, addressing regional supply and demand, skills shortages, industry profiles, and economic shifts. The LLMP ensures a thorough understanding of labour market dynamics for informed decision-making and future program implementation at the regional level.
Employer Development Series
Through a thought-provoking event series featuring expert speakers, interactive workshops, and networking sessions, the deliverables include a hub for professionals to connect, access a repository of valuable resources, and benefit from tailored solutions addressing key employer issues such as talent acquisition, employee retention, skill development, and workplace diversity among other key topics affecting employers and business owners around the region.
Exploring Industries: Spotlight
This initiative is a collection of industry-focused videos highlighting local career and training opportunities in the Algoma region. These videos aim to provide easily accessible insights into diverse sectors, connecting individuals to relevant educational pathways. The deliverable serves as a valuable resource for promoting informed decision-making and empowering the workforce in Algoma.
Supporting Pathways to Employment, Education and Training
A region-specific event designed for East Algoma, Central Algoma, and Superior East. The goal is to enhance collaborations and partnerships among various service sector organizations in Algoma and beyond, specifically focusing on employment, training, and education. This initiative seeks to create a more integrated and supportive network, promoting the exchange of essential information, resources, and best practices among service providers in the realms of employment, education, and training.
Study on Aging in the Workforce
The deliverable is an in-depth report offering insights into demographic changes, industry-specific hurdles, health considerations, legal frameworks, and societal impacts associated with the aging workforce.

AWIC ALGOMA WORKFORCE INVESTMENT CORPORATION

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