



# 2025 LLMP

Local Labour Market Planning Report



## Disclaimer

The report does not reflect the view of the sponsors and is solely the work of the Algoma Workforce Investment Corporation. The material contained in this report is drawn from a variety of sources considered to be reliable. We make no representation or warranty, express or implied, as to its accuracy or completeness. In providing this material, AWIC does not assume any responsibility or liability.



This Employment Ontario project is funded in part by the Government of Canada and by the Government of Ontario.

### **FOR MORE INFORMATION REGARDING THIS REPORT:**

The Algoma Workforce Investment Corporation (AWIC)  
672 Queen Street East  
Sault Ste. Marie, ON P6A 2A4  
Phone 705.941.9341  
info@awic.ca  
[www.awic.ca](http://www.awic.ca)

Published: February 2025

# Contents

- About AWIC .....4
- Introduction & Background.....5
- Labour Market Snapshot .....6
- Labour Force Characteristics .....14
- Canadian Business Counts – Labour Market Indicators .....25
- Analysis of Employment Ontario (EO) Program Related Data (2023-2024) .....31
  - EMPLOYMENT SERVICES.....34
  - LITERACY AND BASIC SKILLS .....49
  - BETTER JOBS ONTARIO.....58
  - APPRENTICESHIP.....62
  - CANADA ONTARIO JOB GRANT (COJG) – EMPLOYER .....67
  - CANADA ONTARIO JOB GRANT – PARTICIPANT .....68
  - YOUTH JOB CONNECTION (YJC) .....71
- 2024-2025 Community Consultations Insights and Themes .....74
- Action Plan .....76

## **About AWIC**

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

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

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](http://www.awic.ca)**

## Introduction & Background

The Algoma Workforce Investment Corporation (AWIC) is committed to fostering a strong and resilient workforce in the Algoma region. As part of this mission, the Local Labour Market Plan (LLMP) for 2025 presents a comprehensive overview of the region's labour market dynamics, informed by quantitative data and qualitative insights from employers, service providers, and community stakeholders at the time of publication.

This report is vital for policymakers, businesses, educational institutions, and community organizations by offering a detailed analysis of workforce trends, economic changes, and employment opportunities, the LLMP supports evidence-based decision-making to address the challenges and leverage the opportunities within Algoma's evolving labour market landscape.

This annual report not only reflects AWIC's dedication to promoting workforce development insight but also serves as a collaborative call to action to create an informed, prosperous and inclusive region where other organizations can take a lead role in addressing issues and challenges within their mandate.

## Executive Summary

The 2025 Local Labour Market Plan (LLMP) provides a thorough analysis of Algoma's labour market, offering a clear perspective on both current conditions with past and future trends. Against the backdrop of economic recovery from the COVID-19 pandemic and ongoing workforce challenges, this report identifies key areas of opportunity for stakeholders in the region.

### Highlights of the 2025 report:

- Labour Market Trends: Drawing on data from Statistics Canada and the Labour Force Survey, the report highlights a gradual rise in unemployment rates in 2023 and 2024, while participation rates show variability influenced by Algoma's aging population.
- Population, Workforce and Migration Composition: Utilizing tax filer data, Algoma has seen a net migration gain over the past six years, with significant increases among individuals aged 25-44, a critical demographic for workforce sustainability. The number of non-permanent residents is largely the main driver of population growth.
- Business Dynamics: Statistics Canada's Canadian Business Counts data show a mixed recovery among industries. Construction, health care, and professional services demonstrate growth, while retail and tourism sectors continue to face hurdles in reaching pre-pandemic activity levels.
- Employment Ontario Program Insights: Ministry-provided data underscores the effectiveness of Employment Ontario services in addressing skills gaps and fostering job placements. While client numbers have rebounded from COVID-19 disruptions, the data reveals challenges in supporting individuals reliant on Ontario Works (OW) and the Ontario Disability Support Program (ODSP).

By integrating statistical evidence with qualitative insights from stakeholders, the report provides a robust framework for addressing workforce challenges and fostering economic resilience. AWIC remains committed to delivering actionable intelligence that empowers Algoma's communities to thrive in an evolving labour market.

# Labour Market Snapshot

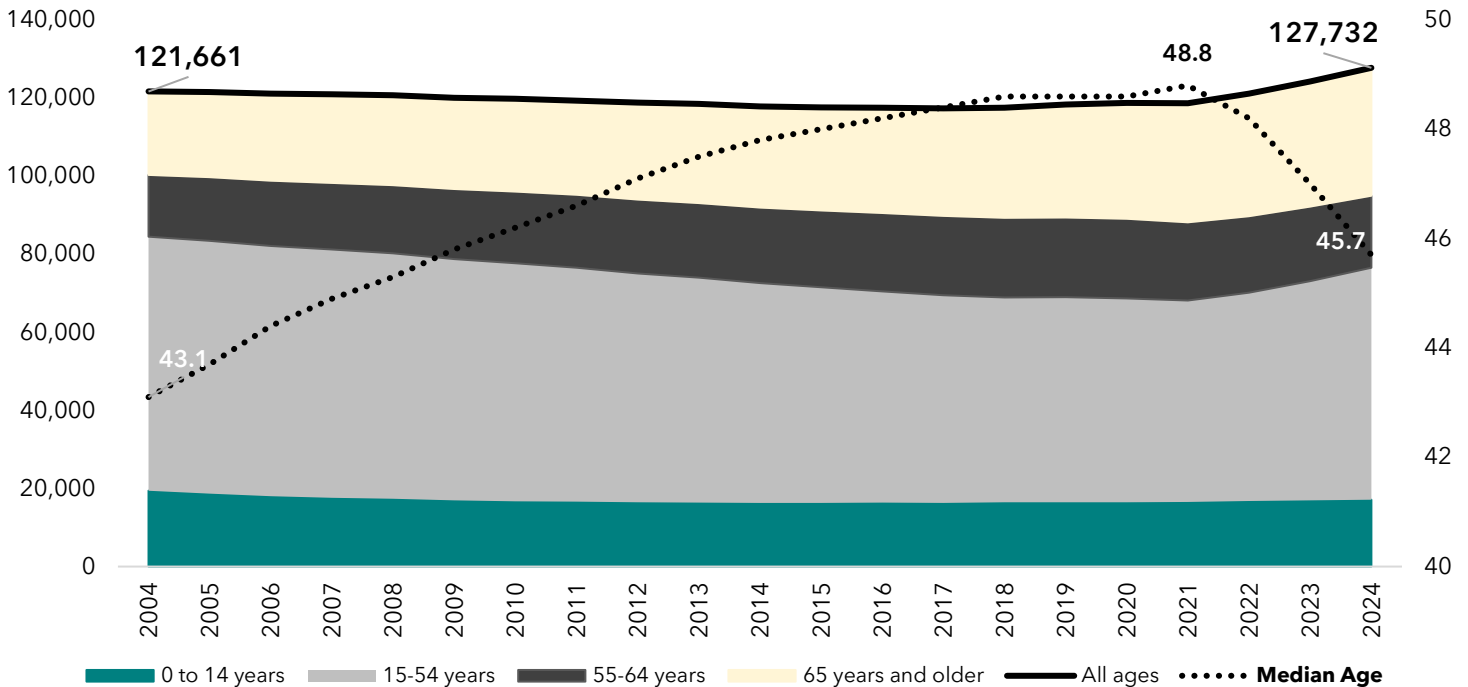
Algoma

## Population Trends

Over the past 20 years, the population has undergone significant demographic changes. From 2004 to 2024, the total population increased by 5%, growing from 121,661 to 127,732, with most of this growth occurring in the last five years. Over the same period, the 65+ age group expanded by more than 53%, rising from 21,324 to 32,721, reflecting an aging population. Meanwhile, the workforce-aged population (15-54 years) declined by 8.6% over 20 years but has seen a recovery in the past five years, increasing from 51,620 in 2021 to 59,414 in 2024. The youth population (0-14 years) declined by nearly 12% over 20 years, from 19,446 in 2004 to 17,152 in 2024, continuing a long-term downward trend. The median age, which peaked at 48.8 in 2021, has slightly decreased to 45.7 in 2024, suggesting a recent shift in demographics.

These trends, emphasize the ongoing challenges and opportunities in workforce planning, immigration, and economic development, highlighting the need for targeted strategies to sustain long-term labour market stability.

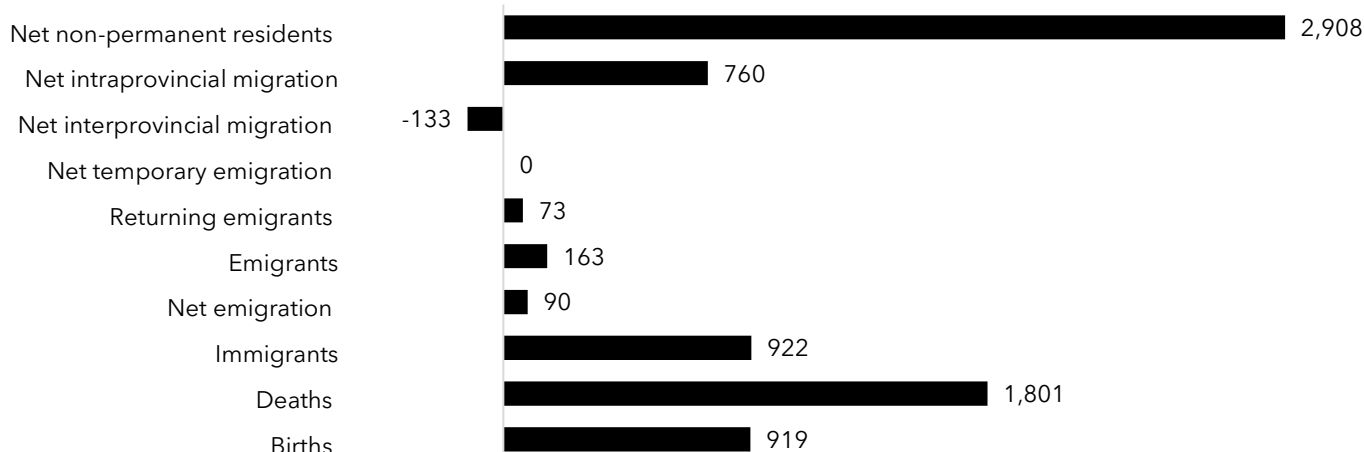
**CHART 1: INTERCENSAL POPULATION ESTIMATES, ALGOMA**



Statistics Canada. Table 17-10-0152-01 Population estimates, July 1, by census division, 2021 boundaries

In 2022-2023, there were 919 births and 1,801 deaths, resulting in a population decline. However, immigration (922 people) and a significant gain from non-permanent residents (2,908) helped offset this decline. A small loss was observed due to net emigration (-133). These trends are shown in Chart 2, which outlines the components of population change, including births, deaths, immigration, and other migration factors.

**CHART 2: COMPONENTS OF POPULATION GROWTH, ALGOMA  
2022-2023**



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

As we examine the data in detail for various age ranges, we see that in the 15 to 19-year-old group, immigration (48) and non-permanent residents (443) contribute to growth, despite a small loss from interprovincial migration (-21). The 20 to 24-year-old group experiences a strong boost from immigration (90) and non-permanent residents (1,253), with a slight loss from interprovincial migration (-13). The 25 to 29-year-old group benefits from both immigration (162) and interprovincial migration (70), as well as a gain of 678 non-permanent residents.

For older age groups, while migration continues to influence growth, its impact diminishes. The 30 to 34-year-old group sees significant immigration (151), but mortality begins to rise with age. In the 65 and older group, a notable 1,442 deaths are recorded, contributing to a decline in this age bracket.

Table 1 provides information about Indigenous identity in Canada, which includes individuals who identify as First Nations (North American Indian), Métis, or Inuk (Inuit). It also encompasses those who are registered or Treaty Indians under the Indian Act, or members of a First Nation or Indian band. It's important to note that the data related to Indigenous identity may be affected by incomplete enumeration, especially in certain reserves and settlements, which can influence the estimates provided in the Census of Population.

**TABLE 1: INDIGENOUS IDENTITY, ALGOMA, 2016 & 2021**

	2021 Counts	2016 Counts	% change (2016 to 2021)
<b>Total - Indigenous identity</b>	<b>111,975</b>	<b>112,055</b>	<b>-0.1</b>
Single Indigenous responses	15,445	15,110	2.2
First Nations (North American Indian)	9,870	9,390	5.2
Métis	5,515	5,665	-2.6
Inuk (Inuit)	55	55	0
Multiple Indigenous responses	175	205	-17.1
<b>Non-Indigenous identity</b>	<b>96,040</b>	<b>96,595</b>	<b>-0.6</b>

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

From the data obtained, between 2016 and 2021, the region's overall population showed a slight decrease of -0.1%. The Indigenous population exhibited diverse trends: the First Nations (North American Indian) group grew by 5.2%, while the Métis population declined by -2.6%, and Multiple Indigenous responses saw a significant drop of -17.1%. The Inuk (Inuit) population remained unchanged. The non-Indigenous population also experienced a minor decrease of -0.6%.

In terms of age groups, the Indigenous population in the 0 to 14 years category saw a small decline of -0.6%. In contrast, the 55+ age group experienced notable growth, increasing by 13%, particularly due to an increase in Single Indigenous responses (+46%) and First Nations (+47%). The 15-54 years Indigenous population decreased by -22%, with the Métis group facing a sharp decline of -49%. Overall, the data highlights an aging Indigenous population with growth in certain groups, particularly First Nations, while others like the Métis and Multiple Indigenous responses saw declines.

In Table 2, the racialized population refers to whether a person is a visible minority or not, as defined by the Employment Equity Act. The Employment Equity Act defines visible minorities as "persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour. The visible minority population consists mainly of the following groups: South Asian, Chinese, Black, Filipino, Arab, Latin American, Southeast Asian, West Asian, Korean and Japanese.

**TABLE 2: RACIALIZED POPULATION, 2021, ALGOMA**

	2021 Counts
Japanese	50
Southeast Asian	75
West Asian	90
Korean	125
Other Visible minority	125
Multiple visible minorities	135
Arab	150
Latin American	235
Filipino	250
Chinese	555
Black	780
South Asian	1,255
<b>Total visible minority population</b>	<b>3,820</b>

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

In 2021, the total racialized population recorded was 3,820, with South Asian (1,255; 32.8%), Black (780; 20.4%), and Chinese (555; 14.5%) being the three largest groups, collectively making up nearly 68% of the visible minority population. Smaller groups included Japanese (50; 1.3%), Southeast Asian (75; 2%), and West Asian (90; 2.4%). Categories such as Other Visible Minority (125; 3.3%) and Multiple Visible Minorities (135; 3.5%) highlight further diversity beyond standard classifications. The data suggests a concentration of certain minority populations, with a smaller presence of others. Understanding these demographics can help inform community planning, workforce development, and inclusion efforts within the region and communities of Algoma.



## 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 2021-2022.

Table 3 shows the net migration figures by age group for each year between 2016/17 and 2021/22, as well as the net total for the six years. 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.

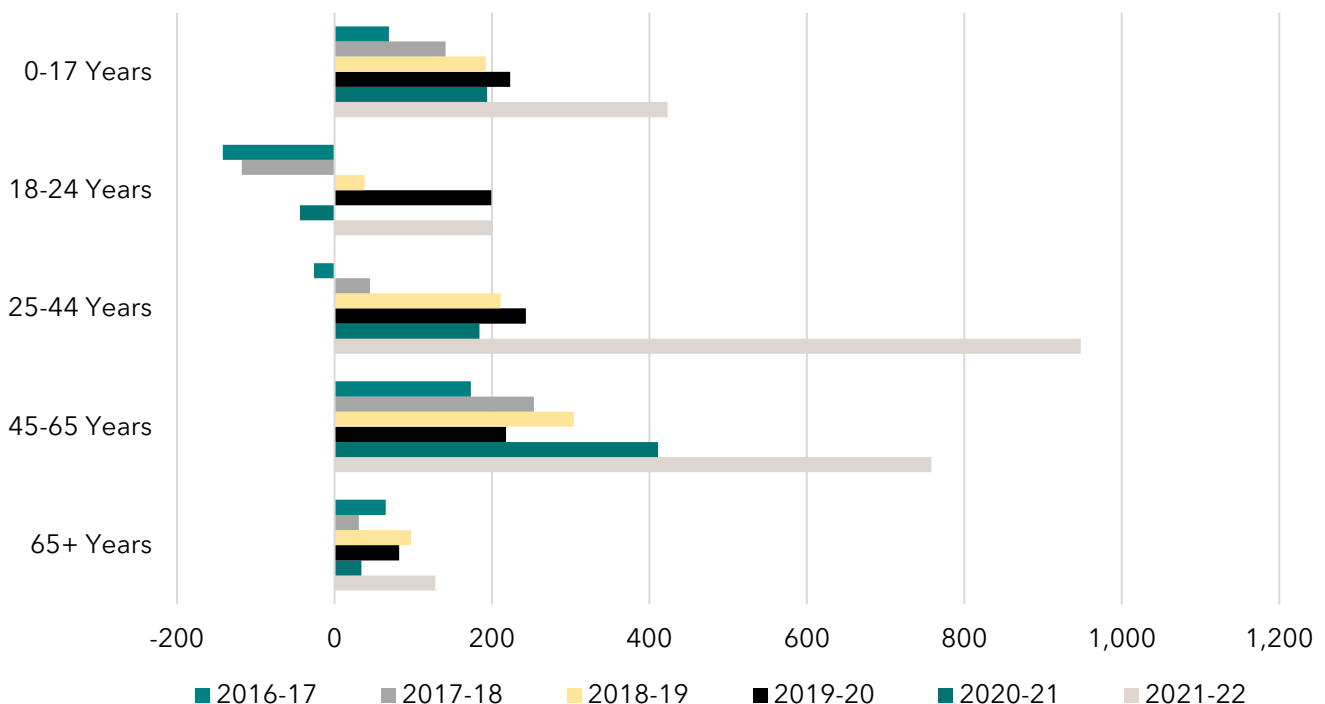
**TABLE 3: NET MIGRATION BY AGE GROUPS, ALGOMA, 2016-17 TO 2021-22**

	AGE					TOTAL
	0-17	18-24	25-44	45-64	65+	
<b>2016-17</b>	69	-142	-26	173	65	139
<b>2017-18</b>	141	-118	45	253	31	352
<b>2018-19</b>	192	38	211	304	97	842
<b>2019-20</b>	223	199	243	218	82	965
<b>2020-21</b>	194	-44	184	411	34	779
<b>2021-22</b>	423	201	948	758	128	2,458
<b>2016-17 to 2021-22</b>	1,173	276	1,631	1,944	372	5,396

Statistics Canada, Tax filer (T1FF) - Migration Estimates, 2016/17 to 2021/22

Algoma has generally experienced net in-migration across all age categories over the last six years, except for a few years among those aged 18 to 24 years old, when there was net out-migration. And in 2016-17 for those aged 25 to 44 years old. Otherwise, the numbers have generally been within a consistent band for each age group year to year, except that in 2021-22 there was a large increase across all groups, but especially among those aged 25 to 44 years old, which greatly contributed to a tripling of the net migration number for all age groups for that year. Chart 3 illustrates these trends.

**CHART 3: NET MIGRATION BY AGE GROUPS, ALGOMA, 2016-17 TO 2021-22**



Statistics Canada, Tax filer (T1FF) - Migration Estimates, 2016/17 to 2021/22

Profiling the data by where migrants were coming from and going to provides further insight into migration patterns. Table 4 shows that data, categorized as follows:

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

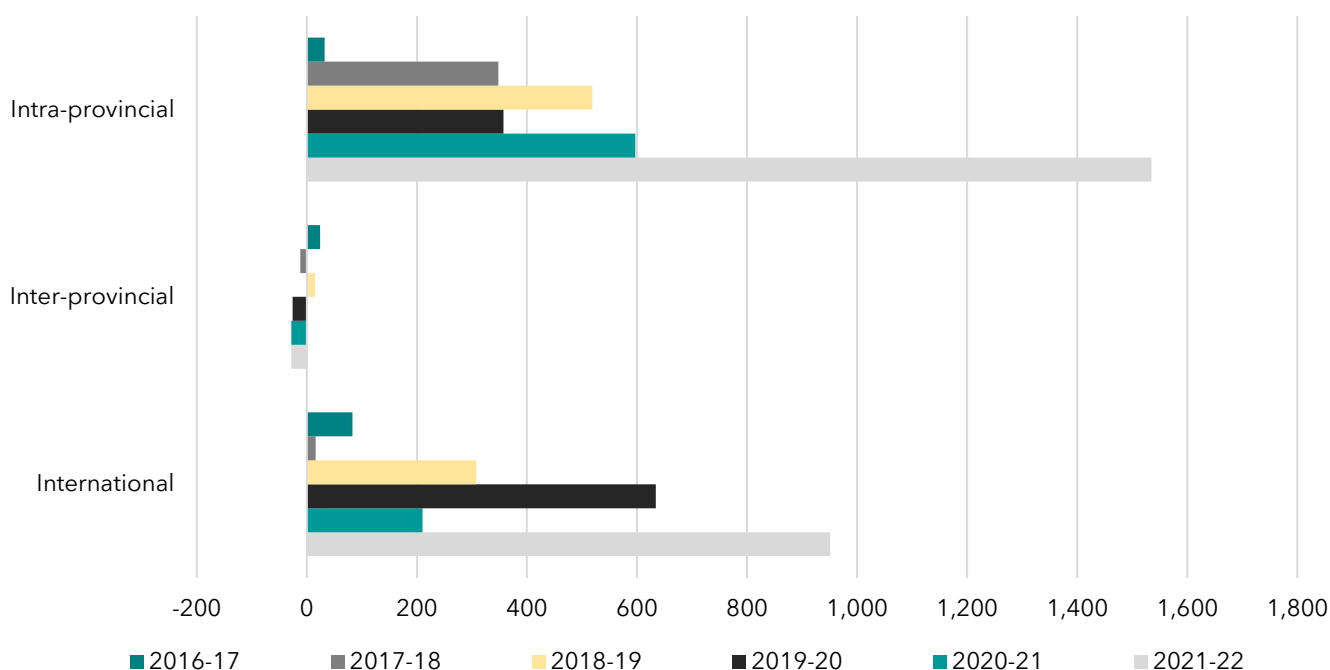
**TABLE 4: NET MIGRATION BY SOURCE AND DESTINATION, ALGOMA, 2016-17 TO 2021-22**

	Intra-provincial		Inter-provincial		International		TOTAL	
	Males	Females	Males	Females	Males	Females	Males	Females
<b>2016-17</b>	9	23	12	12	58	25	79	60
<b>2017-18</b>	224	124	-4	-8	24	-8	244	108
<b>2018-19</b>	252	267	21	-6	169	139	442	400
<b>2019-20</b>	229	128	-5	-21	348	286	572	393
<b>2020-21</b>	292	305	-27	-1	137	73	402	377
<b>2021-22</b>	791	744	-8	-20	506	445	1,289	1,169
<b>2016-17 to 2021-22</b>	1,797	1,591	-11	-44	1,242	960	3,028	2,507

Statistics Canada, Tax filer (T1FF) - Migration Estimates, 2016/17 to 2021/22

The pattern for Algoma is that a large proportion of net in-migration is due to people moving to Algoma from other parts of Ontario. The number of net migrants coming from international sources increased in 2018-19 and 2019-20 surpassed the net number of migrants coming from other parts of Ontario, but because of COVID, this figure dropped in 2020-21. In 2021-22, there was a very large increase in the number of net migrants coming from the Rest of Ontario, as well as a large increase in the number of net international migrants. Throughout this period, there has been a net loss of migrants to the rest of Canada, but this figure is very small. Chart 4 illustrates these trends.

**CHART 4: NET MIGRATION BY SOURCE AND DESTINATION, ALGOMA, 2016-17 TO 2021-22**



Statistics Canada, Tax filer (T1FF) - Migration Estimates, 2016/17 to 2021/22

## Occupational Trends

Table 5 provides a comparison of job demand across various occupations in Algoma over the past 5 years, between 2019 and 2024. It highlights both the total number of jobs and the percentage change for each category.

Between 2019 and 2024, job demand in Algoma increased by 9%, adding over 4,100 jobs across various occupations. The most significant growth was in natural and applied sciences, which saw a 39% increase, followed by business, finance, and administration occupations with a 23% rise. Health occupations also grew by 21%, reflecting the ongoing demand for healthcare professionals. Education, law, social, community, and government services saw a 10% increase, while occupations in art, culture, recreation, and sport grew by 7%. The trades, transport, and equipment sector expanded slightly by 2%, and manufacturing and utilities, along with natural resources and agriculture, each saw an 8% increase. However, sales and service occupations declined by 2%, indicating a shift in demand within the regional labour market.

Overall, the data highlights strong growth in high-skilled professions, particularly in STEM, business, and healthcare fields, reinforcing key trends in Algoma's evolving workforce.

**TABLE 5: OCCUPATION OF EMPLOYMENT, 5-YEAR CHANGE, ALGOMA**

Occupation (1-digit NOC)	2019 Jobs	2024 Jobs	2019 - 2024 Change	2019 - 2024 % Change
Legislative and senior management occupations	92	118	26	28%
Business, finance and administration occupations	6,497	7,972	1,474	23%
Natural and applied sciences and related occupations	2,118	2,954	836	39%
Health occupations	4,225	5,127	902	21%
Occupations in education, law and social, community and government services	6,210	6,811	601	10%
Occupations in art, culture, recreation and sport	633	677	44	7%
Sales and service occupations	13,088	12,761	(326)	(2%)
Trades, transport and equipment operators and related occupations	8,937	9,159	222	2%
Natural resources, agriculture and related production occupations	1,311	1,419	108	8%
Occupations in manufacturing and utilities	2,186	2,357	172	8%
<b>Total</b>	<b>46,104</b>	<b>50,247</b>	<b>4,144</b>	<b>9%</b>

Source: Lightcast, Analytics

Table 4 highlights the top 15 occupations with the highest numerical job growth in Algoma between 2019 and 2024. Growth is driven by various factors, including healthcare demands, increased financial and HR roles, and expansion in IT and skilled trades.

Sectoral trends reveal strong demand across several industries. Healthcare roles, including registered nurses, nurse aides, and psychiatric nurses, are growing due to an aging population and ongoing healthcare needs. Finance and administration are seeing growth in financial auditors, accountants, and administrative assistants, highlighting the need for financial expertise. Technology and IT roles, such as user support technicians and information systems specialists, are thriving due to digitalization. Skilled trades, particularly carpenters and heavy-duty equipment mechanics, are in demand due to infrastructure and construction projects. Education and social services are expanding, driven by increased teaching roles and a focus on social program development.

**TABLE 4: TOP 15 OCCUPATIONS WITH THE GREATEST CHANGE, 2019-2024 (5-DIGIT NOC), ALGOMA**

NOC	Occupation (5-digit NOC)	2019 Jobs	2024 Jobs	2019 - 2024 Change	2019 - 2024 % Change
31301	Registered nurses and registered psychiatric nurses	1,151	1,459	309	27%
12104	Employment insurance and revenue officers	78	284	206	266%
11202	Professional occupations in advertising, marketing and public relations	129	283	153	118%
11100	Financial auditors and accountants	215	360	145	68%
11200	Human resources professionals	161	301	140	87%
22221	User support technicians	138	265	127	93%
41229	Kindergarten, elementary, and secondary school teachers	567	680	114	20%
12200	Accounting technicians and bookkeepers	333	442	109	33%
33102	Nurse aides, orderlies and patient service associates	943	1,051	108	11%
21222	Information systems specialists	110	206	97	88%
72310	Carpenters	242	328	86	36%
72401	Heavy-duty equipment mechanics	289	370	81	28%
41403	Social policy researchers, consultants and program officers	63	140	77	123%
13110	Administrative assistants	503	580	76	15%
83100	Underground production and development miners	337	410	73	22%

Source: Lightcast, Analytics

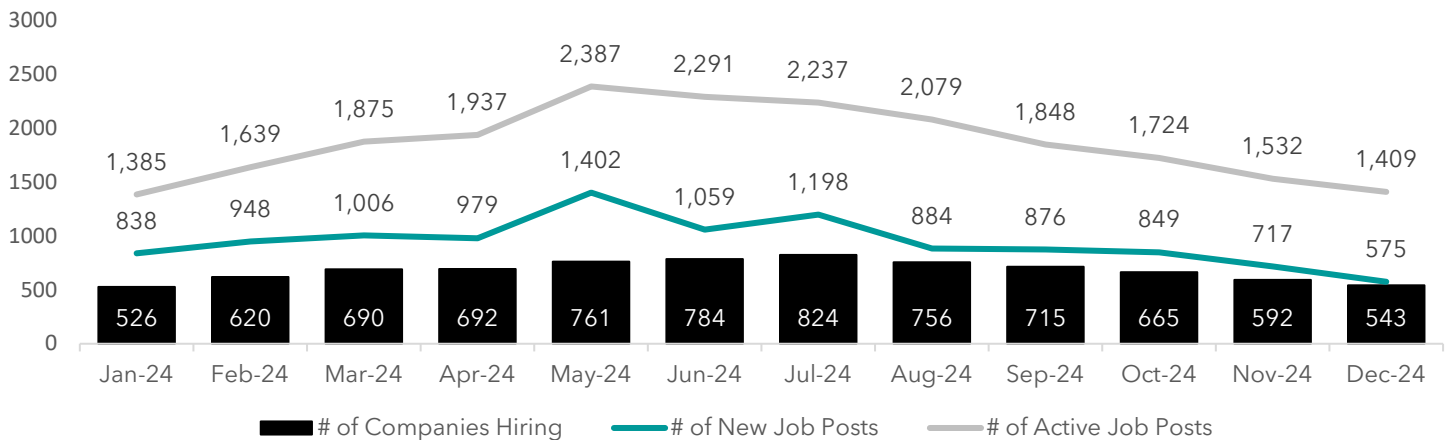
**Job Demand Overview**

At AWIC, we measure job demand in the Algoma region by collecting online job postings. This report presents information sourced from job ads posted by employers and agencies on over 50 publicly accessible websites. While this method doesn't capture all hiring methods—such as referrals or word-of-mouth—it provides a clear snapshot of jobs that are likely visible during online job searches.

Chart 5 provides the number of companies hiring, new job posts, and active job posts for each month from January 2024 to December 2024. It shows fluctuations in the hiring landscape throughout the year.

In 2024, the job market showed strong hiring activity in the first half of the year, with a peak in both the number of companies hiring and new job posts in May and June. However, hiring and new job postings declined in the second half of the year, particularly in the final quarter. Active job posts also followed a similar downward trend, reflecting a seasonal slowdown. Companies may want to focus their hiring efforts in the first half of the year, while job seekers should target opportunities during peak months when recruitment activity is higher.

**CHART 5: ONLINE JOB POST TRENDS, 2024, ALGOMA**



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

Table 5 presents the top 25 occupations in Algoma from January to December 2024 based on job postings, along with the annual wages for each occupation, sourced from the Survey of Employment, Payroll, and Hours (SEPH) from Lightcast. This survey offers valuable data on employment and wages across various occupations in demand in Algoma.

Retail salespersons and visual merchandisers continue to be the number one in-demand occupations year over year. Notably, the top 10 occupations largely mirror those from previous years, although with some variations in their ranking order.

**TABLE 5: 25 ONLINE IN-DEMAND OCCUPATIONS, ALGOMA, JANUARY - DECEMBER 2024**

<b>NOC</b>		<b>Posting Count</b>	<b>2023 Avg. Hourly Wages</b>	<b>2023 Median Wages</b>
64100	Retail salespersons and visual merchandisers	443	\$18.43	\$33,234.59
42201	Social and community service workers	243	\$29.18	\$57,254.62
65201	Food counter attendants, kitchen helpers and related support occupations	234	\$16.80	\$32,854.13
60020	Retail and wholesale trade managers	204	\$38.14	\$72,174.48
31301	Registered nurses and registered psychiatric nurses	200	\$41.34	\$85,948.18
13110	Administrative assistants	192	\$27.93	\$54,699.17
63200	Cooks	191	\$17.96	\$35,209.05
64409	Other customer and information services representatives	186	\$22.49	\$41,601.45
44101	Home support workers, caregivers and related occupations	169	\$21.59	\$43,115.11
73300	Transport truck drivers	168	\$27.39	\$54,209.20
65102	Store shelf stockers, clerks and order fillers	149	\$16.36	\$31,767.26
62020	Food service supervisors	128	\$18.21	\$34,471.07
65310	Light duty cleaners	125	\$19.35	\$37,416.39
13100	Administrative officers	110	\$29.76	\$55,563.63
75110	Construction trades helpers and labourers	104	\$22.71	\$42,727.45
72410	Automotive service technicians, truck and bus mechanics and mechanical repairers	103	\$30.43	\$62,575.53
31102	General practitioners and family physicians	100	\$42.12	\$69,930.42
62010	Retail sales supervisors	98	\$22.08	\$38,828.67
72400	Construction millwrights and industrial mechanics	93	\$38.88	\$83,392.15
64410	Security guards and related security service occupations	88	\$21.35	\$38,645.28
64400	Customer services representatives - financial institutions	82	\$22.39	\$44,431.01
32101	Licensed practical nurses	76	\$30.98	\$63,653.69
75201	Delivery service drivers and door-to-door distributors	76	\$18.80	\$35,496.20
42202	Early childhood educators and assistants	74	\$22.79	\$44,589.37
41300	Social workers	72	\$38.72	\$80,600.57

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

Source: Lightcast, Analytics

# Labour Force Characteristics

Algoma

## Current labour market data

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

## Annual unemployment rates

As has been regularly documented in past Local Labour Market Plan reports, COVID-19 caused a large increase in the unemployment rates across Ontario. Table 6 compares unemployment rates by year, for two years before COVID (2018 and 2019), when COVID hit in 2020 and its aftermath in 2021, and the trajectory since then, up until 2024. These rates are reported for Ontario, for the Toronto Census Metropolitan Area (CMA),<sup>1</sup> for the Rest of Ontario (Ontario figures minus the Toronto CMA), for Northeast Ontario<sup>2</sup> and for Sault Ste. Marie.<sup>3</sup>

Chart 5 illustrates the comparison (Ontario is excluded, so as not to clutter up the chart).

**TABLE 6: ANNUAL UNEMPLOYMENT RATES, ONTARIO, TORONTO CMA, REST OF ONTARIO, NORTHEAST ONTARIO AND SAULT STE. MARIE, 2018-2024**

	2018	2019	2020	2021	2022	2023	2024
Ontario	5.6%	5.6%	9.8%	8.1%	5.6%	5.7%	7.0%
Toronto CMA	6.0%	5.9%	11.0%	9.3%	6.4%	6.3%	8.0%
Rest of Ontario	5.3%	5.2%	8.7%	7.2%	4.9%	5.1%	6.1%
Northeast Ontario	6.4%	6.3%	8.0%	6.9%	4.5%	5.5%	5.9%
Sault Ste. Marie	5.2%	8.9%	8.3%	6.6%	5.4%	4.9%	6.2%

Statistics Canada, tables 14-10-0385-01, 14-10-0391-01 and 14-10-0327-01

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

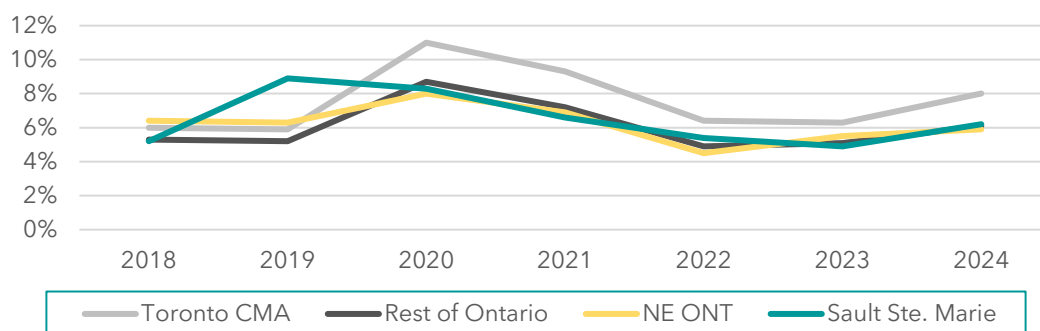
If one were to display only the Ontario data, one would miss the fact that COVID had a more significant impact on the Greater Toronto Area than any other area. In 2020, the annual unemployment rate in the Toronto CMA reached 11.0%, more than two percentage points higher than the 8.7% in the Rest of Ontario. Although the unemployment rate had been slightly higher in Northeast Ontario before COVID, it did not rise as high during COVID as it had elsewhere, and it decreased in the same manner afterwards, and generally followed the same trajectory as the Rest of Ontario, as did the figures for Sault Ste. Marie. The main difference in the Sault Ste. Marie's numbers show that the unemployment rate was much higher in 2019 and declined in 2020 to match the rising unemployment rates elsewhere. From 2020 to 2024, the local rates followed the same trajectory as the rates in Northeast Ontario and the Rest of Ontario.

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

<sup>2</sup> Northeast Ontario consists of Greater Sudbury, Sudbury, Manitoulin, Nipissing, Timiskaming, Cochrane and Algoma.

<sup>3</sup> The Algoma Workforce Investment Corporation receives a monthly update from StatCan's Labour Force Survey specifically for the Sault Ste. Marie Census Agglomeration.

**CHART 5: ANNUAL UNEMPLOYMENT RATES, TORONTO CMA, REST OF ONTARIO, NORTHEAST ONTARIO AND SAULT STE. MARIE, 2018-2024**



Statistics Canada, tables 14-10-0327-01, 14-10-0385-01, 14-10-0391-01 and 14-10-0393-01

**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; and
- Labour Force Survey data for Northeast Ontario.

To provide a comparison point, three-month moving average data is presented for the Rest of Ontario as well. The monthly data for 2023 and 2024 for all three areas is provided in Table 7 and this data is illustrated in Chart 6.

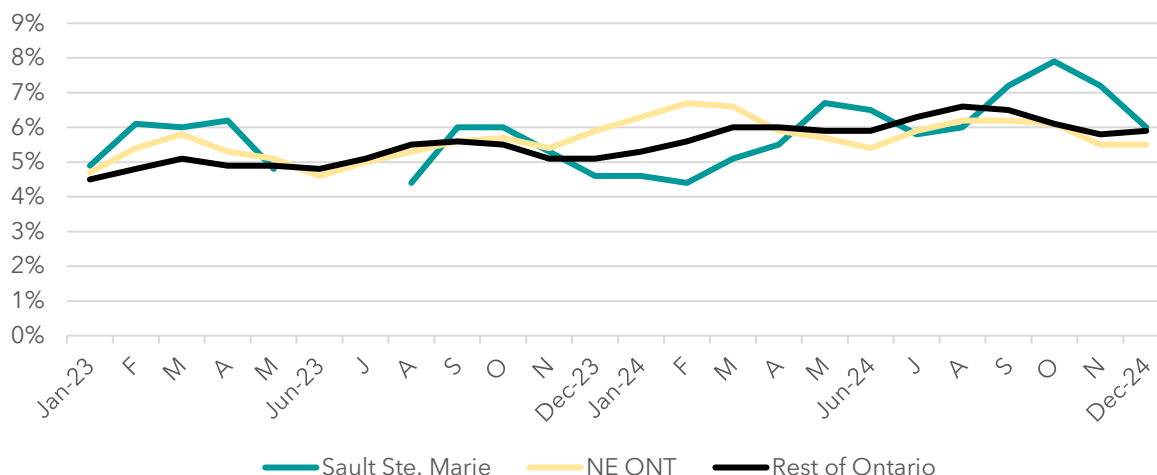
**TABLE 7: UNEMPLOYMENT RATE, THREE-MONTH MOVING AVERAGE, SAULT STE. MARIE, NORTHEAST ONTARIO AND THE REST OF ONTARIO, JANUARY 2023 TO DECEMBER 2024**

	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec
<b>2023</b>												
<b>SAULT STE. MARIE</b>												
	4.9%	6.1%	6.0%	6.2%	4.8%	-	-	4.4%	6.0%	6.0%	5.3%	4.6%
<b>NORTHEAST ONTARIO</b>												
	4.7%	5.4%	5.8%	5.3%	5.1%	4.6%	5.0%	5.3%	5.6%	5.7%	5.4%	5.9%
<b>REST OF ONTARIO</b>												
	4.5%	4.8%	5.1%	4.9%	4.9%	4.8%	5.1%	5.5%	5.6%	5.5%	5.1%	5.1%
<b>2024</b>												
<b>SAULT STE. MARIE</b>												
	4.6%	4.4%	5.1%	5.5%	6.7%	6.5%	5.8%	6.0%	7.2%	7.9%	7.2%	6.0%
<b>NORTHEAST ONTARIO</b>												
	6.3%	6.7%	6.6%	5.9%	5.7%	5.4%	5.9%	6.2%	6.2%	6.1%	5.5%	5.5%
<b>REST OF ONTARIO</b>												
	5.3%	5.6%	6.0%	6.0%	5.9%	5.9%	6.3%	6.6%	6.5%	6.1%	5.8%	5.9%

Statistics Canada, Table 14-10-0378-01 and Table 14-10-0387-01; AWIC custom data

Because the Labour Force Survey data is cross-tabulated for many other variables, there is a minimum sample size to ensure that when the data is cross-tabulated the smaller figure does not result in the ability to attribute responses to an individual. The Sault Ste. Marie's data for June and July 2023 fell below this threshold number.

**Chart 6: Unemployment rate, three-month moving average, Sault Ste. Marie, Northeast Ontario and the Rest of Ontario, January 2023 to December 2024**



Statistics Canada, Table 14-10-0378-01 and Table 14-10-0387-01; AWIC custom data

The unemployment rate for Sault Ste. Marie shows more volatility than the rates for Northeast Ontario and the Rest of Ontario. Even with the three-month moving average, it is likely more because of a smaller sample size, as opposed to some inherent instability in the Sault Ste. Marie labour market. The annual data in Table 6 and Chart 5 suggests that Sault Ste. Marie generally follows a trajectory like that for Northeast Ontario and the Rest of Ontario.

Otherwise, the main story to be drawn from 24 months of data is that unemployment rates have been slowly rising over this period, except that in Northeast Ontario it has stayed steady through 2024.

### Annual participation rates

The participation rate measures the proportion of the resident population aged 15 years or older who are in the labour force, meaning that they are either employed or actively looking for work. Table 8 provides the annual participation rates for Ontario, for the Toronto CMA, for the Rest of Ontario, for Northeast Ontario and Sault Ste. Marie. Chart 7 illustrates the comparison (Ontario is excluded, so as not to clutter up the chart).

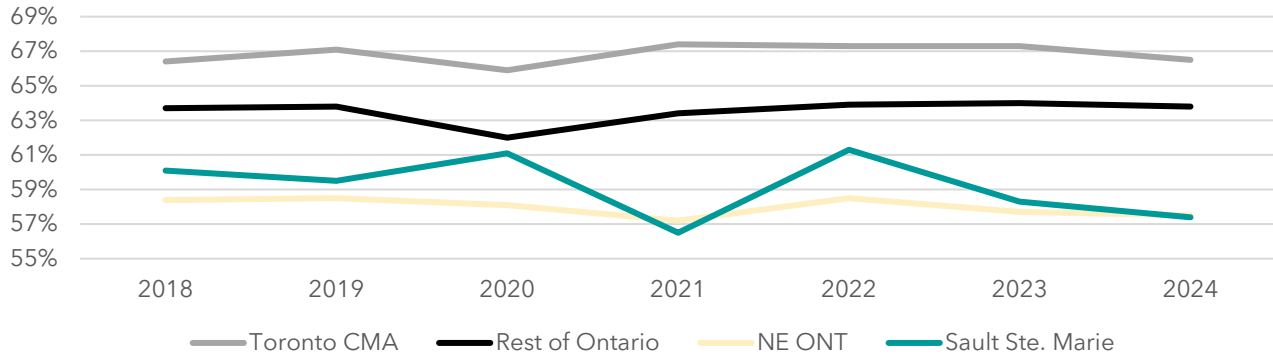
**TABLE 8: ANNUAL PARTICIPATION RATES, ONTARIO, TORONTO CMA, REST OF ONTARIO, NORTHEAST ONTARIO AND SAULT STE. MARIE, 2018-2024**

	2018	2019	2020	2021	2022	2023	2024
Ontario	64.9%	65.3%	63.7%	65.2%	65.4%	65.5%	65.0%
Toronto CMA	66.4%	67.1%	65.9%	67.4%	67.3%	67.3%	66.5%
Rest of Ontario	63.7%	63.8%	62.0%	63.4%	63.9%	64.0%	63.8%
Northeast Ontario	58.4%	58.5%	58.1%	57.2%	58.5%	57.7%	57.5%
Sault Ste. Marie	60.1%	59.5%	61.1%	56.5%	61.3%	58.3%	57.4%

Statistics Canada, tables 14-10-0385-01, 14-10-0391-01 and 14-10-0327-01



**CHART 7: ANNUAL PARTICIPATION RATES, ONTARIO, TORONTO CMA, REST OF ONTARIO, NORTHEAST ONTARIO AND SAULT STE. MARIE, 2018-2024**



Statistics Canada, tables 14-10-0385-01, 14-10-0391-01 and 14-10-0327-01

It is often the case that when the unemployment rate goes up, the participation rate goes down, as individuals find it harder to find work and some drop out of the labour force. This was the case for the Toronto CMA, the Rest of Ontario and Northeast Ontario in 2020 when unemployment rates increased because of COVID. The participation rate in Sault Ste. Marie did not go down, perhaps because the unemployment rate between 2019 and 2020 dropped.

The Sault Ste. Marie's participation rate shows greater volatility, possibly because it represents a smaller sample. The overall pattern shows distinct differences between areas in their participation rates. This is usually a function of the average age of the population: the Toronto CMA has a younger population (thanks to immigration), and so are more likely to be working, compared to the Rest of Ontario. The Northeast Ontario participation rate is considerably lower because it has an older resident population. Even with the volatility, the Sault Ste. Marie's participation rate is usually higher than that of Northeast Ontario.

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

Table 9 provides the three-month moving average participation rates for Sault Ste. Marie, Northeast Ontario and the Rest of Ontario, and Chart 4 illustrate these figures.

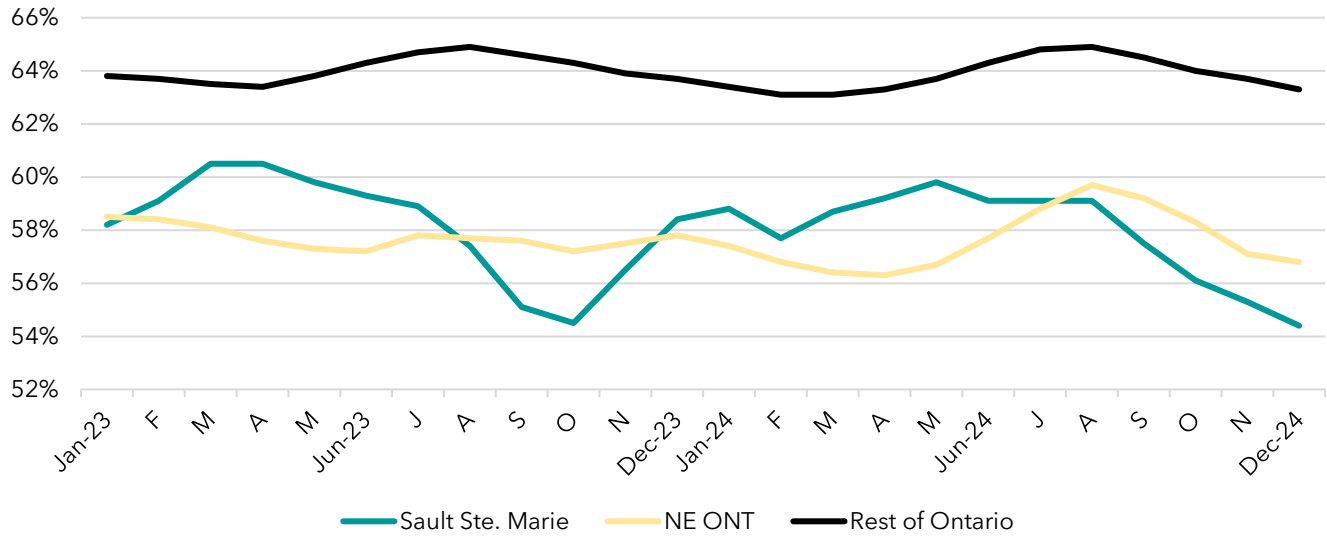
**TABLE 9: PARTICIPATION RATE, THREE-MONTH MOVING AVERAGE, SAULT STE. MARIE, NORTHEAST ONTARIO AND REST OF ONTARIO, JANUARY 2023 TO DECEMBER 2024**

Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec
<b>2023</b>											
<b>SAULT STE. MARIE</b>											
58.2%	59.1%	60.5%	60.5%	59.8%	59.3%	58.9%	57.4%	55.1%	54.5%	56.5%	58.4%
<b>NORTHEAST ONTARIO</b>											
58.5%	58.4%	58.1%	57.6%	57.3%	57.2%	57.8%	57.7%	57.6%	57.2%	57.5%	57.8%
<b>REST OF ONTARIO</b>											
63.8%	63.7%	63.5%	63.4%	63.8%	64.3%	64.7%	64.9%	64.6%	64.3%	63.9%	63.7%
<b>2024</b>											
<b>SAULT STE. MARIE</b>											
58.8%	57.7%	58.7%	59.2%	59.8%	59.1%	59.1%	59.1%	57.5%	56.1%	55.3%	54.4%
<b>NORTHEAST ONTARIO</b>											
57.4%	56.8%	56.4%	56.3%	56.7%	57.7%	58.8%	59.7%	59.2%	58.3%	57.1%	56.8%
<b>REST OF ONTARIO</b>											
63.4%	63.1%	63.1%	63.3%	63.7%	64.3%	64.8%	64.9%	64.5%	64.0%	63.7%	63.3%

Statistics Canada, Table 14-10-0378-01 and Table 14-10-0387-01; AWIC custom data

Chart 8 depicts the variations from month to month, the overall trend in participation rates for all three areas showed relatively stable participation rates over longer periods, with notable drops towards the end of 2024, corresponding with the continuing increase in the unemployment rates in all three areas.

**CHART 8: PARTICIPATION RATE, THREE-MONTH MOVING AVERAGE, SAULT STE. MARIE, NORTHEAST ONTARIO AND REST OF ONTARIO, JANUARY 2023 TO DECEMBER 2024**



Statistics Canada, Table 14-10-0378-01 and Table 14-10-0387-01; AWIC custom data

## Job vacancy and wage data

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

Table 10 provides the job vacancy rate by quarter, starting in Quarter One 2019, to establish the trend before COVID, until Quarter 3 2024, the last quarter for which there is data. During Quarters 2 and 3 of 2020, Statistics Canada did not administer the Job Vacancy and Wage Survey, as the pandemic lockdowns across the country essentially shut down a major portion of the labour market. The job vacancy rates are provided for the Toronto Economic Region,<sup>4</sup> the Rest of Ontario (Ontario minus the Toronto Economic Region) and Northeast Ontario. Chart 9 illustrates the data.

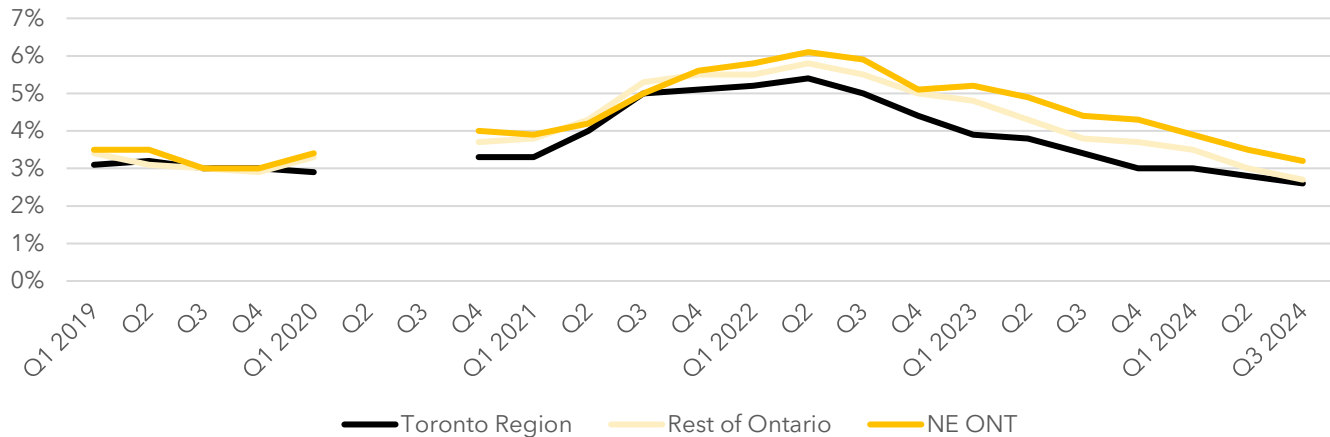
**TABLE 10: JOB VACANCY RATES, TORONTO REGION, REST OF ONTARIO AND NORTHEAST ONTARIO, Q1 2019 TO Q3 2024**

	Q1	Q2	Q3	Q4
<b>2019</b>				
Toronto Region	3.1%	3.2%	3.0%	3.0%
Rest of Ontario	3.4%	3.1%	3.0%	2.9%
Northeast Ontario	3.5%	3.5%	3.0%	3.0%
<b>2020</b>				
Toronto Region	2.9%	---	---	3.3%
Rest of Ontario	3.3%	---	---	3.7%
Northeast Ontario	3.4%	---	---	4.0%
<b>2021</b>				
Toronto Region	3.3%	4.0%	5.0%	5.1%
Rest of Ontario	3.8%	4.3%	5.3%	5.5%
Northeast Ontario	3.9%	4.2%	5.0%	5.6%
<b>2022</b>				
Toronto Region	5.2%	5.4%	5.0%	4.4%
Rest of Ontario	5.5%	5.8%	5.5%	5.0%
Northeast Ontario	5.8%	6.1%	5.9%	5.1%
<b>2023</b>				
Toronto Region	3.9%	3.8%	3.4%	3.0%
Rest of Ontario	4.8%	4.3%	3.8%	3.7%
Northeast Ontario	5.2%	4.9%	4.4%	4.3%
<b>2024</b>				
Toronto Region	3.0%	2.8%	2.6%	
Rest of Ontario	3.5%	3.0%	2.7%	
Northeast Ontario	3.9%	3.5%	3.2%	

Statistics Canada, Table 14-10-0057-01

<sup>4</sup> The job vacancy rate is reported by economic region, not census metropolitan areas. There are only minor geographic differences between the Toronto CMA and the Toronto Economic Region.

**CHART 9: JOB VACANCY RATES, TORONTO REGION, REST OF ONTARIO AND NORTHEAST ONTARIO, Q1 2019 TO Q3 2024**



Statistics Canada, Table 14-10-0057-01

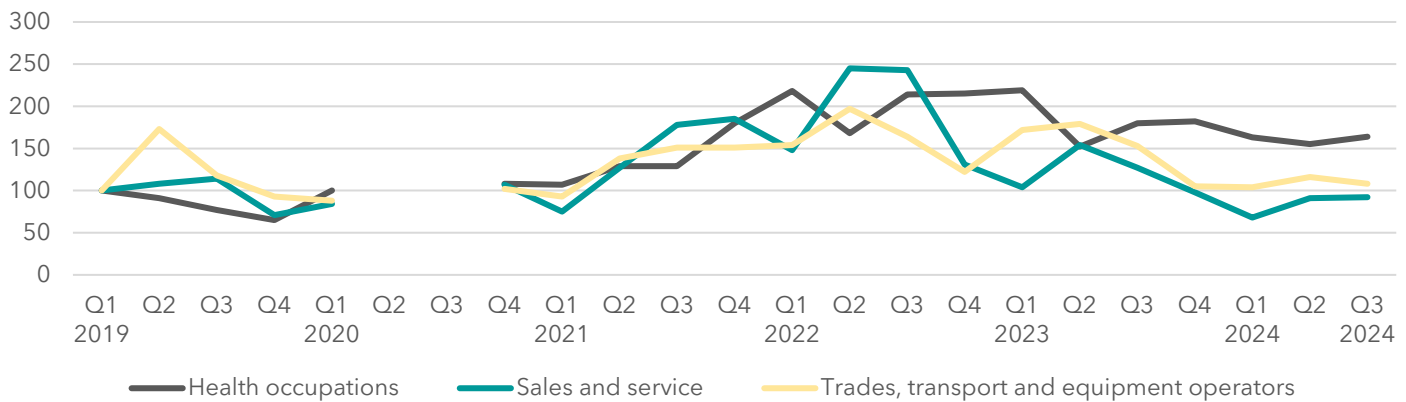
Before COVID, the job vacancy rate fluctuated between a relatively narrow band throughout 2019 and Q1 2020 for all three areas. Right after COVID, the job vacancy rate increased considerably, more so in Northeast Ontario, slightly lower in the Rest of Ontario, and lower still in the Toronto Region. There followed a slow and steady decline, until by Q3 2024, the job vacancy rate was lower in all three areas than the average for the five quarters in each area before COVID.

Another insight into the recent dynamics in the local labour market is provided by examining trends in job vacancy rates by occupation. Chart 10 shows the number of job vacancies in the Northeast Economic Region for the following three occupational categories:

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

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

**CHART 10: RATIO OF JOB VACANCIES FOR SELECT OCCUPATIONS, NORTHEAST ECONOMIC REGION, Q1 2019 TO Q3 2024 (Q1 2019 = 100)**



Statistics Canada, Table 14-10-0444-01

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

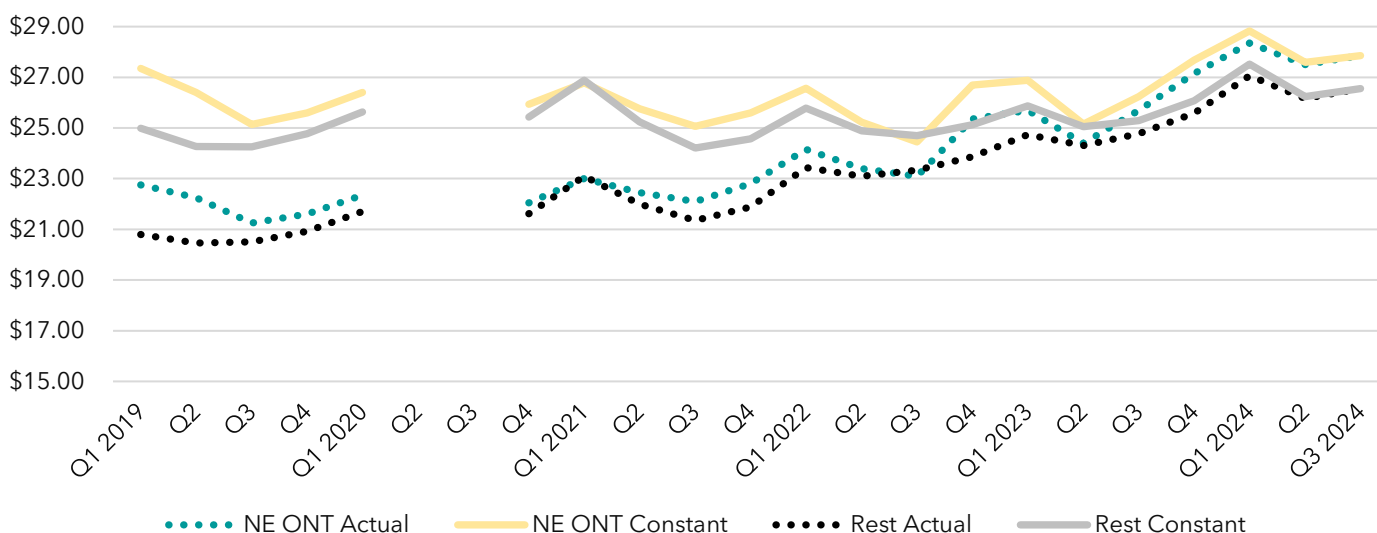
The Job Vacancy and Wage Survey also collects data on the hourly wage being offered and provides an average offered hourly wage for each quarter. During this period, the rate of inflation increased, especially in 2022. For this reason, the data is presented in two formats: the actual average hourly wage (that is, the wage as reported for each quarter) and the constant average hourly wage (the wage re-calculated in terms of Quarter 3 2024 dollars, that is, a constant wage). To illustrate the stark difference, Table 11 shows the actual and constant offered hourly wage for each of the Toronto Economic Region, the Rest of Ontario and the Northeast Economic Region, for Q1 2019 and Q1 2024.

**TABLE 11: ACTUAL AND CONSTANT (Q3 2024) HOURLY WAGE, TORONTO ECONOMIC REGION AND REST OF ONTARIO, Q1 2019 AND Q1 2024**

	Q1 2019	Q1 2024	% change
<b>TORONTO REGION</b>			
Actual	\$ 24.25	\$ 29.90	23.3%
Constant	\$ 29.15	\$ 30.41	4.3%
<b>REST OF ONTARIO</b>			
Actual	\$ 20.79	\$ 27.06	30.2%
Constant	\$ 24.99	\$ 27.52	10.1%
<b>NORTHEAST ONTARIO</b>			
Actual	\$ 22.75	\$ 28.35	24.6%
Constant	\$ 27.35	\$ 28.83	5.4%

The trend in actual and constant dollars for each of Northeast Ontario and the Rest of Ontario are illustrated in Chart 11.

**CHART 11: AVERAGE OFFERED HOURLY WAGE, ACTUAL AND CONSTANT (Q3 2024) DOLLARS, NORTHEAST ECONOMIC REGION AND REST OF ONTARIO, Q1 2019 TO Q3 2024**



Statistics Canada, Table 14-10-0057-01

The actual wage was certainly increasing, but the purchasing power of that wage is more properly measured by the constant dollar value, because as the price of goods and services increased, what one could purchase with that increased wage was restricted by the fact that everything was increasing in price. From that perspective, the average offered wage in constant dollars increased only slightly over those five years compared to the actual dollar increase. When looking at the percentage change between Q1 2019 and Q1 2024 (shown in the last column of Table 6), in the Northeast Ontario Economic Region the change in actual dollars between those two quarters was 24.6%, whereas in constant dollars it was only 5.4%.

### 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 12 shows the total number of tax filers with reported employment income<sup>5</sup> for 2017 to 2022 (the most recent year for which there is data).

**TABLE 12: TOTAL NUMBER OF TAX FILERS WITH EMPLOYMENT INCOME, ALGOMA AND NORTHEAST ONTARIO, 2017-2022**

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

Statistics Canada, Income and Financial Data of Individuals, Preliminary T1 Family File, 2017-2022

Both Northeast Ontario and Algoma had an increase in tax filers between 2017 and 2018, which then declined for two years and rebounded slightly in 2021. In 2022, there were much larger increases in the number of tax filers, an increase of 3.4% in Northeast Ontario and 3.6% in Algoma.

Tables 13 and 14 provide the data for median employment income,<sup>6</sup> for each male and female, for Algoma, Northeast Ontario, Toronto CMA and the Rest of Ontario. The figures are expressed in constant 2022 dollars, to remove the effect of inflation.

**TABLE 13: MEDIAN EMPLOYMENT INCOME, MALES, ALGOMA, NORTHEAST ONTARIO, TORONTO CMA AND REST OF ONTARIO, 2017-2022 (2022 DOLLARS)**

	2017	2018	2019	2020	2021	2022
Algoma	\$ 40,472	\$ 42,227	\$ 41,611	\$ 41,676	\$ 42,848	\$ 42,540
NE ONT	\$ 48,256	\$ 49,252	\$ 48,984	\$ 49,536	\$ 51,691	\$ 49,610
Toronto CMA	\$ 51,771	\$ 52,209	\$ 51,875	\$ 52,815	\$ 54,607	\$ 52,550
Rest of ONT	\$ 51,072	\$ 51,663	\$ 51,275	\$ 51,510	\$ 53,428	\$ 52,046

Statistics Canada, Income and Financial Data of Individuals, Preliminary T1 Family File, 2017-2022

**TABLE 14: MEDIAN EMPLOYMENT INCOME, FEMALES, ALGOMA, NORTHEAST ONTARIO, TORONTO CMA AND REST OF ONTARIO, 2017-2022 (2022 DOLLARS)**

	2017	2018	2019	2020	2021	2022
Algoma	\$ 32,967	\$ 33,899	\$ 33,849	\$ 34,423	\$ 35,148	\$ 34,280
NE ONT	\$ 34,881	\$ 35,848	\$ 36,329	\$ 37,028	\$ 38,694	\$ 37,570
Toronto CMA	\$ 39,452	\$ 40,244	\$ 40,032	\$ 39,490	\$ 42,453	\$ 41,500
Rest of ONT	\$ 36,817	\$ 37,922	\$ 38,028	\$ 37,791	\$ 39,768	\$ 39,160

Statistics Canada, Income and Financial Data of Individuals, Preliminary T1 Family File, 2017-2022

<sup>5</sup> Includes wages, salaries, commissions, tips and gratuities.

<sup>6</sup> 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 wage earners earn less than that amount and 50% of the wage earners earn more than that amount.

When viewed in terms of constant 2022 dollars, the pattern was as follows:

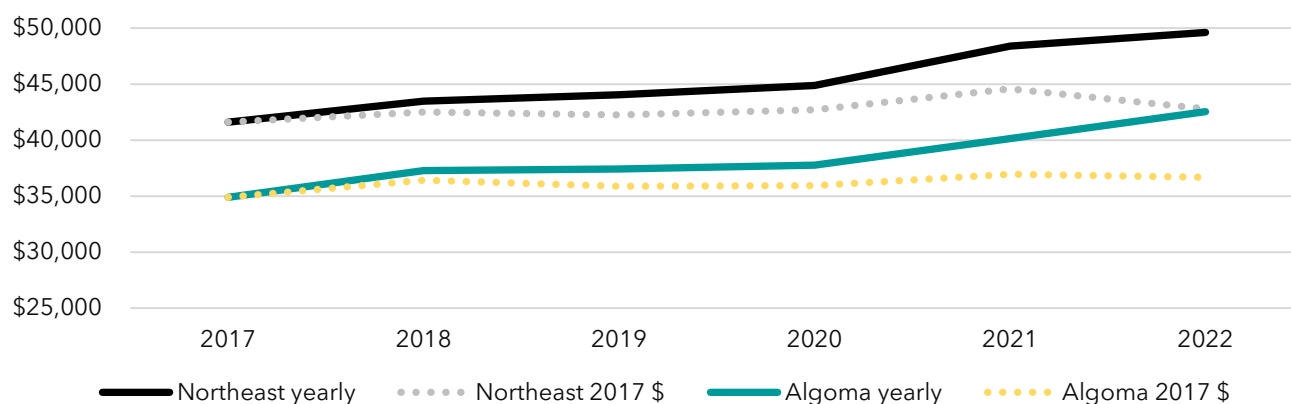
- For all areas and both males and females, median employment income stayed within a narrow band but rose slightly between 2017 and 2020, with median employment income increasing somewhat more for Northeast Ontario females
- For all areas and both males and females, median employment income rose more sharply in 2021; this is likely because in this COVID period, individuals in lower-paid occupations, such as customer-facing roles, were not working (and more likely receiving the COVID Canada Emergency Response Benefit - CERB), while workers in higher-paid occupations were able to continue working remotely
- In 2022, the median employment income dropped in all areas, in part because lower-paid workers returned to work, but also because inflation reduced the real income of individuals

To visualize the impact that inflation has had on incomes, Charts 12 and 13 show the trajectory of median employment income for males and females in Algoma and Northeast Ontario, highlighting two different measures. In both charts, the red lines represent the incomes for Algoma residents and the blue lines show the incomes for Northeast Ontario residents. The solid lines show the median employment income as expressed in current dollars, that is, for each year, that is the dollar amount for that year, the figure that one would see on one’s pay stub or that one would report for tax purposes. The dotted lines show the figures adjusted for inflation, that is, in constant dollars using 2017 as the baseline. Each other year is expressed in the value of 2017 dollars (this is unlike the data presented in Tables 7 and 8, where the constant dollar reference is 2022 dollars).

A few observations about this data:

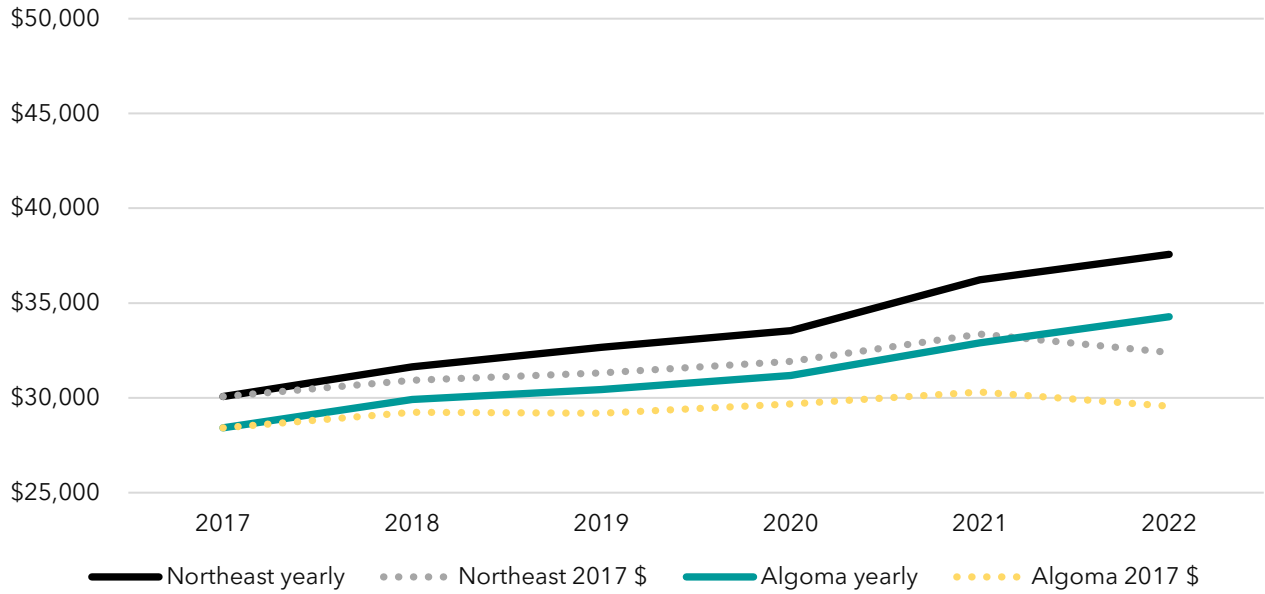
- The current dollar value for median employment income increased between 2017 and 2020, then jumped considerably in 2021 and by a slightly lesser extent in 2022; the rate of increase was slightly greater for male Algoma residents than for male Northeast Ontario residents, but was slightly less for female Algoma residents when compared to female Northeast Ontario residents
- However, the data adjusted for inflation shows a slightly different story; in general, median employment income for both Algoma and Northeast residents increased slightly between 2017 and 2020, increased somewhat more in 2021, and then in all categories dropped in 2022; comparing constant dollar incomes between 2017 and 2022, overall, median employment income for Algoma males increased by 5% and for Algoma females by 4%
- The gap between the current value and the constant value increased each year and especially increased in 2022 in both Algoma and Northeast Ontario, for males and females
- Essentially, the story can be expressed as follows: what workers “saw” was their pay cheque increasing (the solid line - current dollars), but the increase was not as great in constant dollars (the dotted line - constant dollars), except in 2021; but then what workers “felt” was that their pay cheque in constant dollars decreased in 2022

**CHART 12: MEDIAN EMPLOYMENT INCOME, MALES, ALGOMA AND NORTHEAST ONTARIO, 2017-2022 (2017 DOLLARS)**



Statistics Canada, Income and Financial Data of Individuals, Preliminary T1 Family File, 2017-2022

**CHART 13: MEDIAN EMPLOYMENT INCOME, FEMALES, ALGOMA AND NORTHEAST ONTARIO, 2017-2022  
(2017 DOLLARS)**



Statistics Canada, Income and Financial Data of Individuals, Preliminary T1 Family File, 2017-2022



# Canadian Business Counts – Labour Market Indicators

## Introduction

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

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

Table 15 provides the summary data for all businesses located in the Algoma District for June 2024. 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; 9% of the total count in Algoma represent unclassified businesses (that is, Statistics Canada was unable to ascertain the industry of the establishment), compared to the provincial average of 10%, which simply means that there was information about the industry sector among a slightly higher proportion of establishments in Algoma than the provincial average.

Explanation for specific columns in Table 15:

- The second-to-last column in Table 15 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 WHITE.
- The cells highlighted in GREY identify the industries with the largest number of firms for each employee size category (that is, for each column).
- Where under the percentage distribution a cell has 0%, it does not mean there are no firms in that category, only that the number of firms, when expressed as a percentage of the total, is below 0.5% of the total and has been rounded down to 0%. Also, where the total is slightly less or more than 100%, this is due to rounding of the component percentages.

**TABLE 15 - ALGOMA NUMBER OF BUSINESSES BY EMPLOYEE SIZE RANGE, JUNE 2024**

INDUSTRY SECTOR 2-DIGIT NAICS	NUMBER OF EMPLOYEES									R A N K
	0	1-4	5-9	10-19	20-49	50-99	100+	TOTAL	%	
11 Agriculture	217	54	11	7	2	0	0	291	4	10
21 Mining	8	2	2	0	1	1	4	18	0	20
22 Utilities	17	3	1	4	3	2	3	33	1	19
23 Construction	385	173	62	57	24	11	4	716	10	4
31-33 Manufacturing	68	24	20	17	15	7	6	157	2	12
41 Wholesale Trade	41	33	18	16	13	1	0	122	2	14
44-45 Retail Trade	244	121	164	100	66	16	12	723	10	3
48-49 Transportation/Warehousing	235	42	15	17	13	5	1	328	5	9
51 Information and Cultural	39	24	10	16	4	2	0	95	1	15
52 Finance and Insurance	310	37	21	18	19	2	0	407	6	8
53 Real Estate, Rental, Leasing	1382	96	21	11	1	3	0	1514	21	1
54 Professional Scientific Tech	351	102	44	34	13	1	4	549	8	6
55 Management of Companies	45	3	1	1	1	1	1	53	1	18
56 Administrative Support	106	64	32	20	9	7	2	240	3	11
61 Educational Services	36	5	6	3	2	1	4	57	1	16
62 Health Care & Social Assist	423	182	53	69	41	11	21	800	11	2
71 Arts, Entertainment & Rec	77	13	11	12	7	3	2	125	2	13
72 Accommodation & Food	186	61	71	61	55	9	6	449	6	7
81 Other Services	366	161	62	24	21	2	1	637	9	5
91 Public Administration	2	3	6	12	16	9	6	54	1	17
CLASSIFIED BUSINESSES	4538	1203	631	499	326	94	77	7368		
Percentage of all classified and unclassified businesses	63	16	8	6	4	1	1	100		
Cumulative percentage	63	79	87	94	98	99	100			
ONTARIO percentage of classified and unclassified businesses	73%	16%	5%	3%	2%	1%	1%			

Statistics Canada, Canadian Business Counts, June 2024

Some observations:

- *Number of small firms:* Businesses are by far made up of small establishments; 63% of the classified and unclassified firms in Algoma have no employees,<sup>7</sup> although that figure is considerably below the provincial average of 73%; on the other hand, there is a higher proportion of firms with 5 to 49 employees locally (18%), compared to the provincial average of 10%.
- *Highest number of firms by industry:* The second to last column provides the percentage distribution of all firms by industry. The five industries with the largest number of firms in Algoma are Real Estate, Rental, & Leasing, accounting for 20.5% of all firms (last three years: 21.0%; 20.9%; 19.7%); in second place, Health Care & Social Assistance, with 10.9% (last three years: 10.8%; 10.5%; 10.5%); in third, Retail Trade, represents 9.8% (last three years: 10.1%; 10.2%, 10.4%), whose share has been dropping for several years now; fourth place is Construction, at 9.7% (last three years: 9.5%; 9.5%; 9.6%); and in fifth place, Other Services (such as auto repair stores, hairdressers, nail salons and so on) at 8.6% (last three years: 8.7%; 8.7%; 9.2%);

<sup>7</sup> This 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 each year.

- 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%); the real lesson is that the proportions locally do not change much at all year-to-year, only by a fraction of 1%;
- *Highest number of firms by size and industry:* The three largest industries by each employee size category have also been highlighted. The table demonstrates how the very large number of firms in the no-employee size category drives the total numbers (especially for Real Estate and Rental & Leasing and, to a lesser extent, for 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, two industries are prominent: Health Care & Social Assistance (21 establishments with 100 or more employees), and Retail Trade (12 establishments); three industries are tied for third place with six establishments each (Manufacturing; Accommodation & Food Services; and Public Administration).

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

- *Real Estate & Rental and Leasing:* 70% of these 1382 establishments are landlords of residential dwellings, a further 11% are landlords of non-residential buildings and 9% are real estate agents
- *Health Care & Social Assistance:* The two largest subsectors of zero-employee establishments in this industry are offices of physicians (36%) and offices of other health practitioners (31%); all other health practitioners do not include dentists, which are a distant third in this list (9%), followed closely by child-care services (7%)
- *Construction:* The two large categories in this industry are specialty trade contractors (56%) and the construction of buildings subsector (34%) (includes residential and non-residential buildings)

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

- *Construction:* 192 firms among specialty trade contractors and 85 firms in the construction of buildings
- *Health Care & Social Assistance:* 98 firms among offices of physicians and 65 firms in offices of other health practitioners
- *Other Services:* 57 firms in automotive repair and maintenance and 39 religious organizations (churches and other places of worship, and related organizations)
- *Retail Trade:* 45 firms in health and personal care retailers (includes pharmacies, cosmetics retailers, optical goods retailers and health supplement retailers), 38 grocery and convenience stores, 33 clothing and clothing accessories retailers and 28 gas stations

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

- 21 specialty trade contractors
- 13 warehouse clubs, Supercentres and other general merchandise retailers
- 10 individual and family services (in Health Care & Social Assistance)
- 9 automobile dealers
- 9 construction of buildings firms

At the large end of the employee-size categories, there are 14 firms with 200-499 employees and eight firms with 500 or more employees, with the following industries having two or more such firms:

- Mining, Quarrying, and Oil and Gas Extraction
  - Three gold and silver ore mining companies, each with 200-499 employees
- Utilities
  - One hydro-electric power generation facility with 200-499 employees
  - One water supply and irrigation systems facility
- Manufacturing
  - Two primary metal manufacturing firms, each with 500 or more employees
- Educational Services
  - Two elementary and secondary school establishments (includes school boards), each with 500 or more employees
  - One community college with 500 or more employees
  - One university with 200-499 employees
- Health Care and Social Assistance
  - Two general hospitals, one with 500 or more employees and one with 200-499 employees
  - One nursing care facility with 200-499 employees
  - One other individual and family services with 200-499 employees
- Public Administration
  - Two other local, municipal and regional public administration establishments, one with 500 or more employees and one with 200-499 employees
  - One Aboriginal public administration establishment, with 200-499 employees

### **Change in the number of firms by industry, June 2023 to June 2024**

Changes in the number of employers are experienced differently across the various industries. Table 16 highlights the changes in the number of firms by industry and by employee size between June 2023 and June 2024 for Algoma. The table also lists the total number of firms in each industry in June 2024, to provide a context. The colour-coding of the tables (green where there is an increase, yellow where there is a decrease) helps to illustrate any pattern.

A comparison between this year's net changes by employee size and those of the previous four years is included at the bottom of Table 16, to illustrate what have been the overall changes in the number of businesses over this period.

There are several industries where there has been a clear growth in the number of establishments and very likely a growth in employment, notably among Professional, Scientific & Technical Services, Accommodation & Food Services, and Administrative & Support Services. There has been a growth in the net number of establishments in Health Care & Social Assistance and likely an employment growth as well. Other industries, such as Construction, Transportation & Warehousing, and Other Services have experienced healthy increase in the total number of firms, but it is less clear, given the distribution of increases and decreases by employee size categories, whether net employment might also have increased.

The sectors where there is a net decrease in the total number of firms, which in only some cases suggest a net decrease in employment, are: Utilities (only zero employee firms), Wholesale Trade, Finance & Insurance (very limited change), Management of Companies ((only zero employee firms), Educational Services (again minimal), and Public Administration.

The trend across all sizes of firms is positive, except for a decline among firms with 1 to 19 employees. In the previous two years, the trend was positive across all categories, except for no net change among firms with 1 to 19 employees in 2021-22. This followed widespread declines among most categories between 2020 and 2021, which was largely due to COVID-19.

**TABLE 16: ALGOMA CHANGE IN THE NUMBER OF EMPLOYERS, BY INDUSTRY AND BY FIRM SIZE, JUNE 2023 TO JUNE 2024**

INDUSTRY	Firm size (number of employees)					Total number of firms June-24
	0	1-19	20-99	100+	Total	
Agriculture, forestry, fishing and farming	4	-5	1	0	0	291
Mining and oil and gas extraction	1	0	1	1	3	18
Utilities	-4	0	0	0	-4	33
Construction	42	-1	-7	1	35	716
Manufacturing	3	0	4	-1	6	157
Wholesale trade	-4	-7	3	-1	-9	122
Retail trade	3	-4	1	1	1	723
Transportation and warehousing	47	4	-3	0	48	328
Information and cultural industries	2	2	1	0	5	95
Finance and insurance	-1	-3	2	0	-2	407
Real estate and rental and leasing	3	6	0	0	9	1514
Professional, scientific and technical services	35	6	4	0	45	549
Management of companies and enterprises	-5	0	0	0	-5	53
Administrative and support	5	6	1	0	12	240
Educational services	1	-5	2	0	-2	57
Health care and social assistance	34	-17	6	3	26	800
Arts, entertainment and recreation	7	-6	2	0	3	125
Accommodation and food services	6	10	8	0	24	449
Other services	38	-25	3	0	16	637
Public administration	-2	1	-1	-1	-3	54
NET TOTAL CHANGES, 2023-24	215	-38	28	3	208	
NET TOTAL CHANGES, 2022-23	205	30	11	5	251	
NET TOTAL CHANGES, 2021-22	123	0	3	3	129	
NET TOTAL CHANGES, 2020-21	21	-57	-21	-8	-65	
NET TOTAL CHANGES, 2019-20	-108	9	8	5	-86	

Statistics Canada, Canadian Business Counts, June 2023 and June 2024

## Time series from June 2019 to June 2024

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

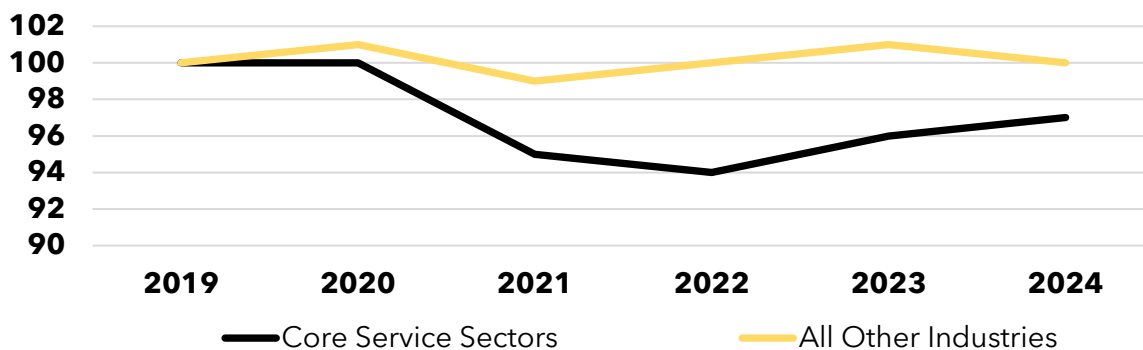
What can be more revealing is the longer pattern of changes among larger aggregates of firms. The following charts track these changes for all firms with employees, comparing the following clusters of industries between June 2019 and June 2024:

- Core Service Sector (Retail Trade; Arts, Entertainment & Recreation; and Accommodation & Food Services)
- All Other Industries

This core set of service sector industries has been selected because they were significantly affected by the COVID lockdowns and experienced not only temporary shutdowns but also a longer-term decline in the total number of establishments. The zero-employee category of firms has been excluded because their numbers are greatly distorted by a large proportion of solo operators, such as landlords of rental units, individual professional consultants, solo construction contractors and tradespersons, and self-employed truck drivers.

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

**CHART 14: RATIO OF NUMBER OF FIRMS WITH EMPLOYEES, CORE SERVICE SECTOR AND ALL OTHER INDUSTRIES, ALGOMA, JUNE 2019 TO JUNE 2024 (JUNE 2019 = 100)**



Statistics Canada, Canadian Business Counts, June 2019 to June 2024

Chart 14 shows the pattern for firms with employees for Algoma for these two categories. The number of firms declined in 2021, after COVID struck in the spring of 2020, and that decline was particularly pronounced among the three Core Service Sector industries. Starting in 2022, the number of establishments among all other industries showed a gradual increase, by June 2023 growing beyond the number of such firms that were present in June 2019, but dropping again in June 2024, reaching the same level as it had been in June 2019. Among the Core Service Sector industries, there was a much slower recovery, such that the number of firms in this category was still around 3% lower in June 2024 than it had been in June 2019.

The larger trend evident in this data is that the number of firms with employees among the Core Service Sector (Retail Trade; Arts, Entertainment & Recreation; and Accommodation & Food Services) has not yet recovered following the impact of COVID, whereas the number of firms with employees in all other industries has recovered, but it has not grown beyond the level that was present in June 2019.

# Analysis of Employment Ontario (EO) Program Related Data (2023-2024)

## Background to the data

This document is based on data which has been provided by the Ontario Ministry of Labour, Immigration, Training and Skills Development to workforce planning boards and literacy and basic skills regional networks. This data was specially compiled by the Ministry and has program statistics related to Apprenticeship, Canada Ontario Job Grant, Employment Service, Literacy and Basic Skills, Ontario Employment Assistance Program, Better Jobs Ontario, Youth Job Connection (including Summer program) and Integrated Employment Services for the 2023-24 fiscal year.

## Background to the data analysis

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

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

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

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

## EO Transformation

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

- 1) The COVID pandemic and the accompanying lockdowns had a very disruptive impact on the lives of all of Ontarians and it also caused EO client numbers to drop across all programs and all geographies.
- 2) The EO transformation and the on-going implementation of Integrated Employment Services (IES) across all areas has meant that an analysis of employment services means most often referring to two sets of data: Employment Service numbers (which include legacy clients where IES has just begun) and IES data for areas where it has begun operating (for 2023-24, Toronto and the Northern census divisions still only have Employment Services clients, while census divisions which are in Muskoka-Kawarthas, Hamilton-Niagara and Peel only have IES data; all the rest have a mix of the two data sets).

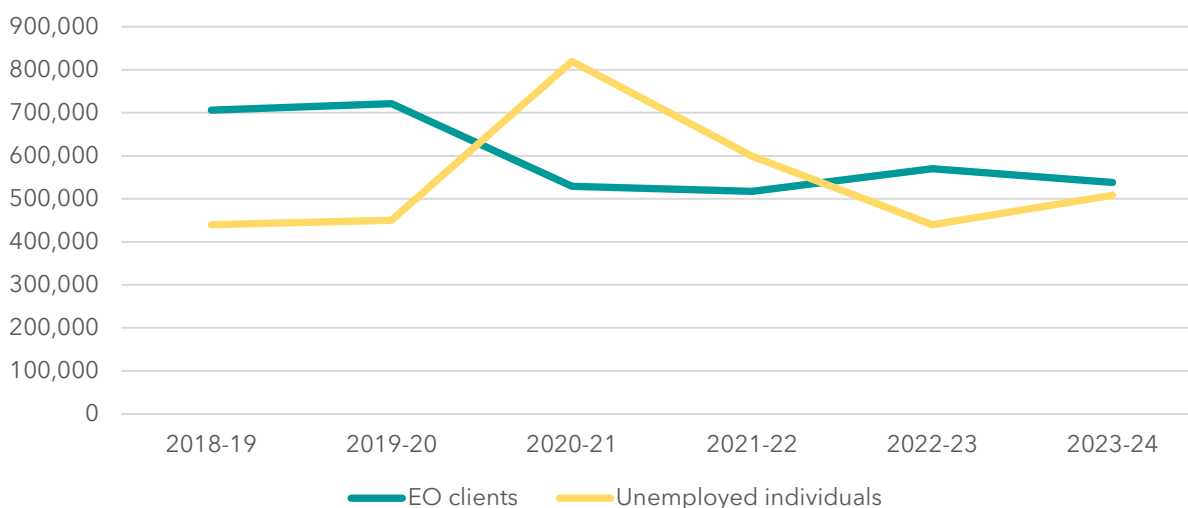
Under the old Employment Services (ES), there were two categories of clients, Unassisted and Assisted, and their numbers were reported separately. Under IES, there are three categories of clients (Streams A, B and C), but their data is combined. Table 17 shows the number of clients served under these different client categories and, as a reference point, the total number of unemployed individuals during the same period (April to March of each fiscal year).

**TABLE 17: CLIENT NUMBERS FOR EMPLOYMENT SERVICES, ONTARIO, 2018-19 TO 2023-24**

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

Chart 15 illustrates the total number of employment services clients (ES and IES) in Ontario and compares them to the total number of unemployed in the province, covering the same period.

**CHART 15: NUMBER OF CLIENTS UNDER ALL EMPLOYMENT SERVICES PROGRAMS AND NUMBER OF UNEMPLOYED, ONTARIO, 2018-2019 TO 2023-24**



Several things to note about Chart 15: firstly, the number of EO clients is often higher than the unemployed. The Unemployed figure is the monthly average over the 12-month span; however, the unemployed persons in a month are not the same unemployed persons in the next month, some do stay unemployed, but others find a job but are replaced by others who become unemployed. There are not annual statistics of how many distinct individuals might be unemployed in a year, but that number will be larger than the number of individuals seeking employment services in that period.

However, in 2020-21, the number of unemployed increased substantially because of COVID, while the number of EO clients dropped, primarily because there was so much less hiring during the lockdown period, and many relied on COVID relief funds.

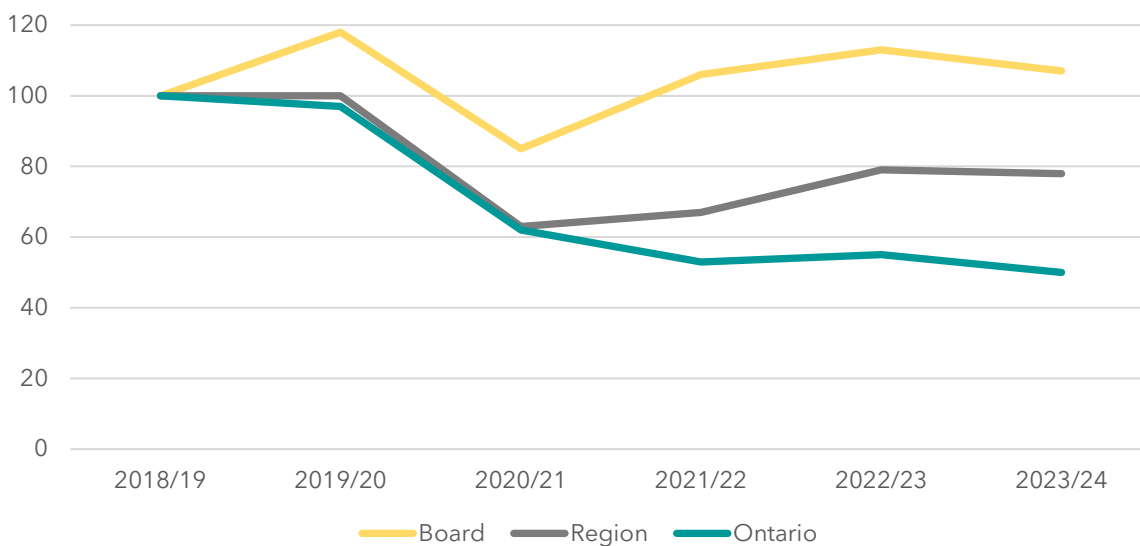
After COVID, the number of unemployed returned to the level that was present before COVID. But the total number of EO clients has stayed lower - in 2023-24, the number of clients was 25% less than what it had been in 2019-20.



The trends in terms of EO client numbers for Algoma and the Northern region are presented in Chart 16, focusing only on Assisted clients. As noted earlier, all Northern Ontario census divisions are still entirely under the old Employment Services system, and so one is comparing apples to apples. The Ontario figures, by showing Assisted client numbers, are also impacted by the fact that many clients have migrated to the IES system.

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 16: RATIO OF EMPLOYMENT SERVICE ASSISTED CLIENTS, BOARD, REGION AND ONTARIO, 2018-19 TO 2023-24 (2018-19 = 100)**



In all areas, the number of clients declined from the 2018/19 level, by almost 40% in the Northern Region and Ontario, and by around 15% in Algoma. In Ontario, these figures continued to drop, more so as clients came into the IES system. In Northern Ontario, where IES still had not been introduced, the client numbers only climbed back to 80% of what they had been in 2018/19. In Algoma, the numbers completely rebounded; in 2022/23, they were around 13% higher than the 2018/19 level and in 2023/24, still 7% higher.

Finally, another important impact of the EO transformation has been the change in the composition of clients by source of income. With EO absorbing the employment services functions that had been delivered by Ontario Works and the Ontario Disability Support Program to their clients, there has been a greater expectation placed on the IES system to serve these clients. Table 18 shows the percentage distribution of clients by source of income by ES and IES providers during the period of the transition. The ES clients are Assisted clients, while the IES clients are all clients.

**TABLE 18: DISTRIBUTION OF EMPLOYMENT SERVICES CLIENTS BY SELECT SOURCE OF INCOME CATEGORIES, ES AND IES, ONTARIO, 2021-22 TO 2023-24**

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

By far, the biggest change has been in the proportion of employment services clients who are OW recipients, on average more than doubling. On the other hand, the proportion of ODSF recipients only increased slightly, more so in 2021-22, but by 2023-24, the difference between ES and IES was small.

In 2021-22, there was a much higher proportion of EI claimants, especially among ES providers, but that was a consequence of COVID, as there were far more individuals who were laid off who qualified for EI. Those numbers returned to their historic levels in 2022-23 and 2023-24.

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

The rest of this report will examine client demographics by the various programs at the board, region and provincial levels, as has been done in previous years.

## EMPLOYMENT SERVICES

### Employment Services Clients

**TABLE 19: ES UNASSISTED R&I CLIENTS, NUMBER AND PERCENT OF ALL R&I CLIENTS**

	<b>Board</b>	<b>Region</b>	<b>Ontario</b>
<b>2023-24 UNASSISTED R&amp;I CLIENTS</b>			
Number	9,468	50,637	358,909
As % of Ontario	2.6%	14.1%	100%
<b>2022-23 UNASSISTED R&amp;I CLIENTS</b>			
Number	7,958	38,822	434,020
As % of Ontario	1.8%	8.9%	100%
<b>2021-22 UNASSISTED R&amp;I CLIENTS</b>			
Number	6,915	34,475	386,909
As % of Ontario	1.8%	8.9%	100%
<b>CLIENT SHARE IN PREVIOUS YEARS</b>			
2020-2021	1.6%	6.4%	
2019-2020	1.2%	7.4%	
2018-2019	1.2%	7.2%	
2017-2018	0.9%	6.3%	
<b>2021 TOTAL POPULATION</b>			
<b>% of Ontario</b>	0.8%	5.6%	100%

Population figures from StatCan 2021 Census

Table 19 shows the data for Unassisted EO clients. In terms of clients served, the numbers for both Algoma and the Northern Region have increased considerably over the last two years, in Algoma by 15% between 2021/22 and 2022/23 and by 19% between 2022/23 and 2023/24.

Before IES was introduced, one could calculate the percentage share of Unassisted clients to the provincial total and compare it to the share of all residents in the Board and Region levels of the total provincial population. In all years, the Algoma and Northern region always had a slightly higher share of Unassisted clients than their share of the provincial population.

Now, that calculation does not provide any insight, as the Ontario client figures are lower because of more clients being served under IES, so as the provincial number drops the local share of that client number is going to increase.

**TABLE 20: ES ASSISTED CLIENTS, NUMBER AND PERCENT OF ALL ASSISTED CLIENTS**

	<b>Board</b>	<b>Region</b>	<b>Ontario</b>
<b>2023-24 ASSISTED CLIENTS</b>			
<b>Number</b>	2,525	12,321	94,667
<b>As % of Ontario</b>	2.7%	13.0%	100%
<b>2022-23 ASSISTED CLIENTS</b>			
<b>Number</b>	2,652	12,427	104,045
<b>As % of Ontario</b>	2.5%	11.9%	100%
<b>2021-22 ASSISTED R&amp;I CLIENTS</b>			
<b>Number</b>	2,489	10,594	99,810
<b>As % of Ontario</b>	2.5%	10.6%	100%
<b>CLIENT SHARE IN PREVIOUS YEARS</b>			
<b>2020-2021</b>	1.7%	8.4%	
<b>2019-2020</b>	1.5%	8.6%	
<b>2018-2019</b>	1.2%	8.3%	
<b>2017-2018</b>	1.2%	8.2%	
<b>2021 TOTAL POPULATION</b>			
<b>As % of Ontario</b>	0.9%	5.6%	100%
<b>(minus SSMs)</b>	1.2%	7.1%	

Population figures from StatCan 2021 Census

Table 20 illustrates the data for Assisted clients and organizes the comparisons in the same way as Table 19. While there had been an increase in Assisted clients between 2021/22 and 2022/23 for Algoma and Northern Region, there was a decline between 2022/23 and 2023/24, by 5% in Algoma and by 1% at the regional level.

In pre-IES years, the share of Assisted clients in Algoma had been increasing, compared to its share of the provincial population, while the Northern Region level has always had share of Assisted clients that was higher than its share of the provincial population.

### Clients by Age Group

Unemployment rates go up and down over time, but changes in the composition of the unemployed population are more subtle and often take place over a longer period. Table 21 shows the percentage distribution of the unemployed population in Ontario over the last seven years. In many respects, it is quite steady, with the difference between years often being one percentage point. When COVID struck, the share of unemployed who were youth (15 to 24 years old) increased slightly, and that share had been also rising beforehand, but for 2021, it dropped considerably, as older adults (over 45 years old) increased their share.

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

**TABLE 21: SHARE OF ONTARIO UNEMPLOYED POPULATION BY AGE GROUPS, 2017-2023**

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

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

Table 22 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 22: DISTRIBUTION BY AGE OF ES ASSISTED CLIENTS**

<b>2023-24 ES ASSISTED</b>	<b>ASSISTED CLIENTS</b>			<b>2021 CENSUS UNEMPLOYED</b>		
	<b>Board</b>	<b>Region</b>	<b>Ontario</b>	<b>Board</b>	<b>Region</b>	<b>Ontario</b>
15-24 years	20%	23%	19%	22%	25%	27%
25-44 years	48%	47%	53%	32%	35%	37%
45-64 years	29%	28%	25%	37%	33%	30%
over 65 years	3%	3%	2%	9%	7%	6%
<b>2022-23 ES ASSISTED</b>	<b>ASSISTED CLIENTS</b>					
	<b>Board</b>	<b>Region</b>	<b>Ontario</b>			
15-24 years	20%	22%	19%			
25-44 years	48%	47%	52%			
45-64 years	29%	29%	27%			
over 65 years	3%	2%	2%			
<b>2021-22 ES ASSISTED</b>	<b>ASSISTED CLIENTS</b>					
	<b>Board</b>	<b>Region</b>	<b>Ontario</b>			
15-24 years	21%	23%	20%			
25-44 years	48%	47%	52%			
45-64 years	29%	28%	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 22 compared to 31% of all unemployed in 2023 in Table 21). There is a larger share of 25-44 years old clients (53%), especially compared to the 2023 unemployed percentage of 41%. 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 5, but since then there has been a trend to an increase of the unemployed who are under 45 years old, which has not been reflected in the age profile of EO clients.

At the regional level, the share of youth has been larger than that found at the provincial level. 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, which is not matched in the EO client data.

At the Algoma level, there has been almost no change in the age distribution of EO clients over three years. Those aged 25 to 44 years old make up a much larger of clients than the unemployed proportion of that age group. 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 23 provides this data for the previous seven years. The proportion of unemployed females increased in 2020 and has stayed at that slightly higher level for the three following years.

**TABLE 23: SHARE OF UNEMPLOYED POPULATION BY GENDER, ONTARIO, 2017-2023**

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

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

Table 24 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 24: DISTRIBUTION BY GENDER OF ES ASSISTED CLIENTS**

2023-24 ASSISTED	ES ASSISTED CLIENTS			2021 CENSUS UNEMPLOYED	Board	Region	Ontario
	Board	Region	Ontario				
Females	42.2%	41.9%	48.4%	47.9%	48.4%	52.5%	
Males	57.3%	57.0%	50.5%	52.0%	51.6%	47.5%	
Trans	---	0.3%	0.2%				
Other	0.5%	0.5%	0.4%				
Undisclosed	---	0.3%	0.4%				
2022-23 ASSISTED	ES ASSISTED CLIENTS			Board	Region	Ontario	
	Board	Region	Ontario				
	43.1%	41.9%	50.7%				
Females	56.5%	57.4%	48.5%				
Males	---	0.3%	0.3%				
Trans	0.4%	0.3%	0.3%				
Other	---	0.2%	0.3%				
Undisclosed	43.1%	41.9%	50.7%				

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

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 25 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 25: DISTRIBUTION OF DESIGNATED GROUPS AMONG ES ASSISTED CLIENTS**

Designated group	NUMBER 2023-24			PERCENTAGE 2023-24		
	Board	Region	Ontario	Board	Region	Ontario
Indigenous group	548	2,733	4,995	21.7%	22.2%	5.3%
Deaf	---	11	250	---	0.1%	0.3%
Deaf/Blind	0	---	67	0.0%	---	0.1%
Francophone	122	1,610	5,614	4.8%	13.1%	5.9%
Internationally Trained	589	1,146	26,672	23.3%	9.3%	28.2%
Newcomer	150	766	26,683	5.9%	6.2%	28.2%
Person w/disability	872	3,189	15,006	34.5%	25.9%	15.9%
Racialized	512	903	18,853	20.3%	7.3%	19.9%

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

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 three years: in 2021-22, at 24.9%, 2022-23 at 24.8% and now, in 2023-24, at 23.3%.

The proportion for racialized persons is also notably high. This figure had also increased significantly over the last four 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 (21.7%, down slightly from last year's 24.6%) as well as a much higher proportion of persons with a disability (at 34.5%, around a 50% jump from last year's 22.9%), compared to the region and provincial averages. At the regional level, there are also high proportions of Indigenous persons and persons with a disability, and there is also a higher proportion of Francophones.

Table 26 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 can 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, reliance is had the Statistics Canada Survey on Disability, which was carried out in 2022.

In the case of newcomers, their share of Assisted clients had generally been increasing each year at the Board, Region and Ontario levels. 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 (19.9%). 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 slightly over the years at the Region and provincial levels but has declined for two consecutive years 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, around one-fifth of all Assisted clients.

With regards to disabled persons, we know from the Survey on Disability that disabled persons made up 33.2% of Ontario’s unemployed in 2022, a very large increase from the 17.6% registered in 2017 (some of this is likely as an increase in individuals with mental health issues, which has increased since COVID). At the Board and Region level, their share of Assisted clients is much higher (at 34.5% and 22.2% respectively) than those at the provincial level (15.9%).

**TABLE 26: COMPARISON OF SHARE OF DESIGNATED GROUPS**

2023-24 Designated group	ASSISTED CLIENTS			Share of unemployed (2021 Census)		
	Board	Region	Ontario	Board	Region	Ontario
Newcomer	5.9%	6.2%	28.2%	0.8%	0.9%	5.3%
Racialized	20.3%	7.3%	19.9%	4.9%	4.9%	41.1%
Indigenous group	21.7%	22.2%	5.3%	17.4%	19.6%	3.1%
Person w/ disability	34.5%	25.9%	15.9%	Not available	Not available	33.2% (2022)
2022-23 Designated group	ASSISTED CLIENTS					
	Board	Region	Ontario			
Newcomer	4.8%	5.3%	22.1%			
Racialized	23.0%	7.9%	15.8%			
Indigenous group	24.6%	22.3%	5.1%			
Person w/ disability	22.9%	23.3%	14.9%			
2021-22 Designated group	ASSISTED CLIENTS					
	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%			

## Educational attainment

Table 27 displays the percentage distribution of EO Assisted clients by educational attainment for 2023-24 and compares it to the percentage distribution by educational attainment for the unemployed in the 2021 Census for each of the three areas.

**TABLE 27: EDUCATIONAL ATTAINMENT LEVELS OF ES ASSISTED CLIENTS AND THE UNEMPLOYED**

	Assisted Clients, 2023-24			Unemployed in 2021		
	Board	Region	Ontario	Board	Region	Ontario
No certificate	18%	19%	11%	17%	19%	12%
High school	39%	37%	29%	38%	37%	36%
Apprenticeship	2%	2%	1%	8%	9%	5%
College	25%	26%	23%	25%	24%	20%
Bachelor	8%	6%	20%	8%	8%	17%
Above Bachelor	1%	2%	11%	2%	2%	7%
Other	7%	8%	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).

Compared to last year, the largest change for Algoma has been an increase by 2% among clients with a high school diploma and a corresponding decrease of 2% among clients with a college diploma.

## Source of income

In 2020-21, there had been a large increase in the proportion of EO clients who were EI recipients, doubling 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 anomaly has reversed itself and returned to previous levels. Comparing 2023-24 to 2022-23, there has been almost no change in the source of income of EO clients in all three areas, except for a 4% increase in the proportion of OW recipients at the provincial level. In Algoma, almost half (48%) of EO clients have no source of income, with the second largest category being OW recipients (15%).

**TABLE 28: PERCENTAGE DISTRIBUTION OF SOURCE OF INCOME OF ES CLIENTS, BOARD, REGION AND ONTARIO**

	2023-24			2022-23		
	Board	Region	Ontario	Board	Region	Ontario
Employment Insurance	9%	10%	7%	9%	12%	9%
Ontario Works	15%	16%	18%	15%	16%	14%
ODSP	7%	8%	5%	7%	8%	5%
No Source of Income	48%	44%	50%	49%	44%	51%
Employed	12%	13%	9%	12%	12%	10%
Other	8%	9%	11%	8%	9%	12%

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

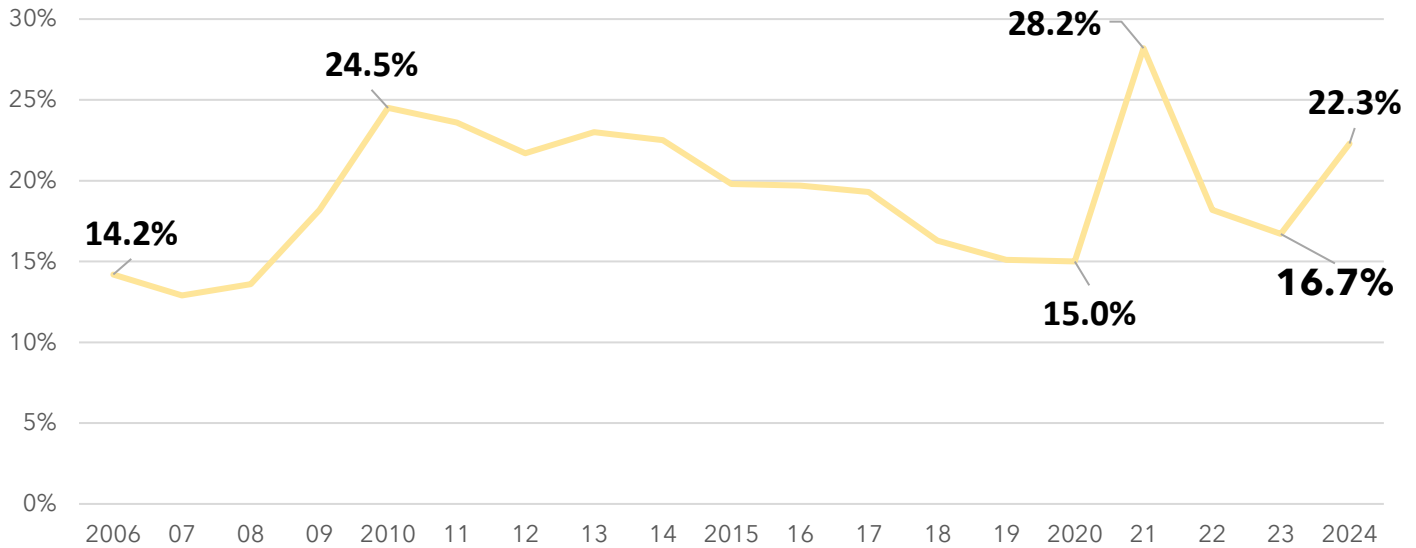
"Other" includes "Crown Ward," "Dependant of OW/ODSP or EI," "CPP," "Other" and "Self-Employed."



## Length of time out of employment/training

Long-term unemployment is usually defined as being unemployed for six months or more (26 weeks or more).<sup>8</sup> Chart 17 presents the annual data for those unemployed 27 weeks or more; this data is only available at the provincial level.

**CHART 17: ANNUAL PROPORTION OF UNEMPLOYED WHO ARE UNEMPLOYED FOR MORE THAN 27 WEEKS, ONTARIO, 2006-2024**



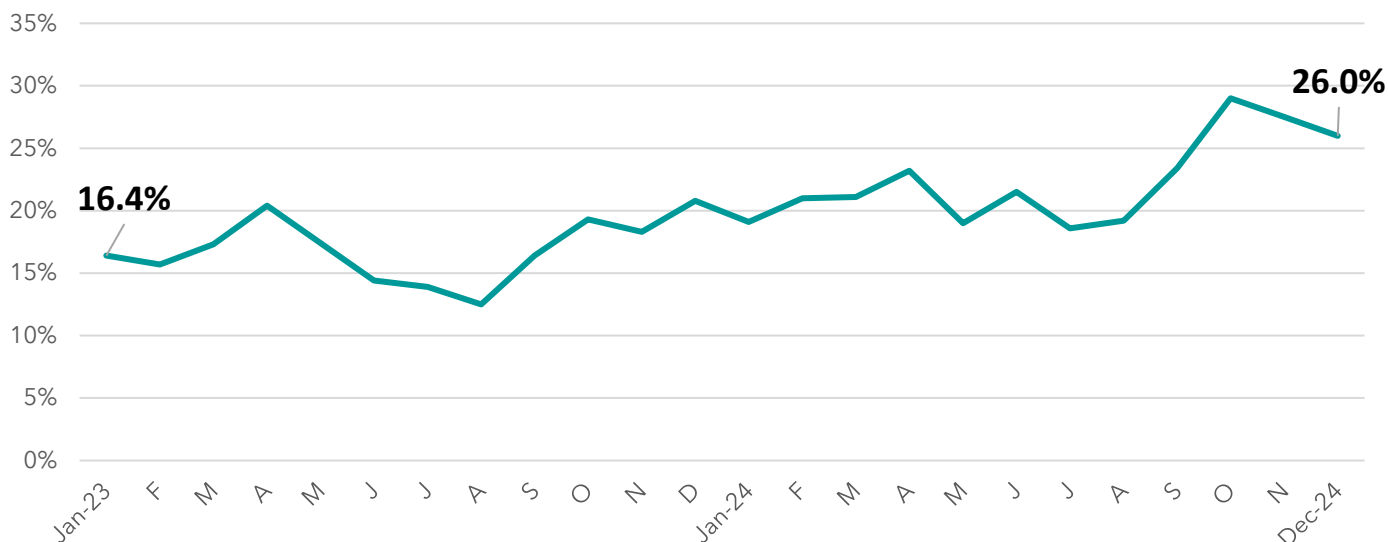
Statistics Canada, Table 14-10-0057-01

In 2006, the proportion of the unemployed who were long-term unemployed (more than 27 weeks) stood at 14.2% and was still falling. When the recession hit in late 2008, that proportion started increasing, rising to 24.5% in 2010. As the recession receded, the proportion of long-term unemployed fell, but slowly. When COVID hit and many individuals became unemployed, the percentage share of long-term unemployed fell further, because so many had just recently become unemployed all at once. By 2021, the proportion of long-term unemployed had jumped to 28.2%, higher than the share caused by the 2008 recession. Yet the recovery from the COVID-induced recession was much quicker because the economic slowdown was not a result of business conditions but instead caused by shutdowns of businesses as a health precaution. As the shutdowns lifted, by 2023 the long-term unemployed had already dropped to 16.7%. However, since then, the incidence of long-term unemployment has increased to 22.3%, which signals significant difficulties for some in the labour market.

Chart 18 shows the same measurement, this time month by month. While the incidence of long-term unemployment had dropped in the early part of 2023, it started increasing in fall 2023, stayed at a plateau for many months, but then rose significantly starting in fall 2024, reaching 27.5% in November before falling slightly to 26.0% in December.

<sup>8</sup> In this section, both annual and monthly data will be presented, to illustrate current trends. While the annual data is available for those unemployed 26 weeks or more, the monthly data is only available for those unemployed 27 weeks or more. Fortunately, the annual data also provides figures for those unemployed 27 weeks or more. Thus, the 27-week data will be presented; while it does not precisely measure long-term unemployment, the proportions of those unemployed more than 26 or 27 weeks are relatively close; more importantly are the trends which are revealed, whether long-term unemployment is increasing or decreasing.

**CHART 18: MONTHLY PROPORTION OF UNEMPLOYED WHO ARE UNEMPLOYED FOR MORE THAN 27 WEEKS, ONTARIO, JANUARY 2023 TO DECEMBER 2024 (SEASONALLY UNADJUSTED)**



Statistics Canada, Table 14-10-0342-01

For the 2023-24 Assisted client data, there has been very little change in the length of time that EO clients have been unemployed (Table 29). There has been a slight decline in the proportion of those who have been unemployed for 12 months or more, with corresponding small increases among those unemployed 3 to 6 months and 6 to 12 months.

**TABLE 29: PERCENTAGE DISTRIBUTION BY LENGTH OF TIME OUT OF EMPLOYMENT FOR 2023-2024 AND 2022-23 ES ASSISTED CLIENTS, BOARD, REGION AND ONTARIO, AND UNEMPLOYED INDIVIDUALS, ONTARIO, 2023**

	2023-24 ES CLIENTS			2022-23 ES CLIENTS			2023 LFS ONTARIO
	Board	Region	Ontario	Board	Region	Ontario	
< 3 months	45%	45%	37%	46%	44%	38%	66%
3 - 6 months	14%	14%	16%	11%	12%	14%	16%
6 - 12 months	14%	14%	17%	12%	13%	15%	13%
> 12 months	27%	28%	30%	31%	31%	33%	5%

Labour Force Survey data is for 2023.

**Outcomes at Exit**

There have been some slight changes in the broad outcomes for Assisted clients between this year and last year, the most notable being a larger decline in Employed outcomes at the provincial level (Table 30). Algoma has a higher proportion of those with an Employed outcome, compared to the Region and the province, as has been the case for the last two years, and there has been an across-the-board increase in Unemployed outcomes.

**TABLE 30: PERCENTAGE FIGURES FOR ES ASSISTED CLIENT OUTCOMES AT EXIT, BOARD, REGION AND ONTARIO**

	2023-24 ES CLIENTS			2022-23 ES CLIENTS		
	BOARD	REGION	ONTARIO	BOARD	REGION	ONTARIO
Employed	75%	70%	62%	74%	71%	68%
Education/Training	8%	11%	14%	10%	11%	13%
Other	3%	4%	5%	3%	4%	4%
Unemployed	7%	6%	9%	5%	5%	6%
Unknown	8%	9%	11%	8%	9%	8%

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

## Detailed Employment and Training Outcomes

The Outcomes listed in Table 30 are further detailed by sub-category in Table 21. In 2023-24, there were only minor differences from 2022-23 in the detailed employment and training outcomes, mainly small declines in Employed - Full-time (very small for Algoma) and in Employed - Other (employed in training/choice, more suitable job, and professional occupation/trade).

**TABLE 31: ES ASSISTED CLIENT EMPLOYMENT OUTCOMES, BOARD, REGION AND ONTARIO**

	2023-24 ES CLIENTS			2022-23 ES CLIENTS		
	BOARD	REGION	ONTARIO	BOARD	REGION	ONTARIO
Employed Full-Time	43%	39%	36%	44%	41%	40%
Employed Part-Time	15%	12%	12%	15%	11%	11%
Employed Apprentice	1%	1%	0%	1%	1%	1%
Employed - Other*	10%	13%	9%	11%	14%	12%
Employed and in education	2%	1%	1%	1%	1%	1%
Employed and in training	1%	1%	1%	1%	1%	1%
Self-Employed	2%	2%	2%	2%	2%	2%
In Education	4%	5%	5%	3%	4%	4%
In Training	5%	7%	9%	7%	8%	9%
Independent	---	1%	2%	0%	1%	2%
Volunteer	---	0%	0%	---	---	0%
Unable to Work	3%	3%	3%	2%	3%	3%
Unemployed	7%	6%	9%	5%	5%	6%
Unknown	8%	9%	11%	8%	9%	8%

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

-- Denotes that the figure was suppressed for being less than 10.

## Lay-off Industry – Employed Industry

Data is collected regarding the last job a client held, identifying both the industry and the occupation. The industry data is aggregated at the 2-digit NAICS level, which ensures few instances where the data is suppressed (any data category with less than 10 client entries). Table 32 lists the percentage of clients for which industry employment history is available, and compares the results to the previous years.

**TABLE 32: PERCENTAGE OF ASSISTED CLIENTS WITH LAY-OFF INDUSTRY DATA**

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

There has been a noticeable improvement in the collection of industry layoff data for Assisted clients, especially at the Board level, for two years now. In fact, this is the highest proportion of data capture for industry-layoff for the 11 years that this indicator has been tracked.

When it comes to 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 continued to drop at the region and provincial level, while in Algoma it has stayed even with the 2022-23 percentage, which was the lowest proportion since 2015-16 (Table 33). This should be of concern to service providers, as the incoming IES system has much higher expectations regarding the tracking of outcomes for clients.

**TABLE 33: NUMBER AND PERCENTAGE OF CLIENTS WITH INDUSTRY EMPLOYMENT OUTCOME DATA**

	<b>BOARD</b>	<b>REGION</b>	<b>ONTARIO</b>
Clients with industry employment data	293	1,581	6,057
ES Assisted clients with employment outcomes	1,885	8,578	58,478
Industry employment data as % of all clients with employment data, 2023-2024	16%	18%	10%
Industry employment data as % of all clients with employment data, 2022-2023	16%	19%	12%
Industry employment data as % of all clients with employment data, 2021-2022	20%	22%	15%
Industry employment data as % of all clients with employment data, 2020-2021	17%	21%	15%
Industry employment data as % of all clients with employment data, 2019-2020	21%	24%	17%
Industry employment data as % of all clients with employment data, 2018-2019	36%	33%	22%
Industry employment data as % of all clients with employment data, 2017-18	27%	29%	20%
Industry employment data as % of all clients with employment data, 2016-17	25%	27%	20%
Industry employment data as % of all clients with employment data, 2015-16	5%	8%	7%

Table 34 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. They account for 45% of the laid-off positions, but only 29% of employment in Ontario.

Across the Northern Region, the same pattern more or less applies, except that Manufacturing sector is slightly less prominent and instead Construction and Health Care & Social Assistance account for a somewhat disproportionate share of the layoff and employment outcome data, although in the case of Health Care & Social Assistance, these proportions are considerably below the percentage share of employment in Northern Ontario.

At the local level, those industries which represent a higher share of the layoffs, and the employment outcomes are Construction; Retail Trade; Administrative & Support; and Accommodation & Food Services. Indeed, these four industries account for half (51%) of all known industry employment outcomes.

**TABLE 34: 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%	1%	2%	2%	1%	2%
Mining & oil and gas extraction	5%	5%	3%	5%	5%	6%	1%	1%	1%
Utilities	0%	0%	1%	0%	1%	1%	0%	0%	1%
Construction	12%	12%	7%	13%	11%	8%	8%	7%	8%
Manufacturing	8%	0%	10%	8%	6%	6%	12%	10%	9%
Wholesale trade	1%	4%	2%	2%	4%	2%	2%	3%	4%
Retail trade	15%	15%	13%	15%	15%	12%	13%	14%	11%
Transportation & warehousing	5%	7%	4%	5%	6%	5%	6%	6%	5%
Information & cultural industries	1%	0%	1%	1%	1%	1%	2%	2%	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%	2%	5%	8%	5%	10%
Management of companies	0%	0%	0%	0%	0%	0%	0%	0%	0%
Administrative and support	10%	14%	4%	8%	9%	4%	10%	11%	4%
Educational services	3%	4%	8%	3%	4%	9%	4%	4%	8%
Health care and social assistance	7%	11%	19%	9%	13%	18%	9%	11%	13%
Arts, entertainment & recreation	3%	6%	2%	2%	2%	1%	2%	2%	1%
Accommodation & food services	16%	10%	6%	14%	11%	5%	10%	10%	5%
Other services	5%	6%	4%	4%	5%	4%	6%	6%	4%
Public administration	3%	7%	7%	4%	5%	9%	2%	2%	6%

The employment data is from the 2021 Census.

Red-shaded cell means the number was under 10 and therefore was suppressed.

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

### Lay-off Occupation – Employed Occupation

Table 35 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 35: TOP 10 OCCUPATIONS FOR LAY-OFFS, 2023-24**

RANK	Board		Region		Ontario	
	Occupation	#	Occupation	#	Occupation	#
1.	65: Sales and service support occupations	427	65: Sales and service support occupations	1,843	65: Sales and service support occupations	8,694
2.	75: Helpers and labourers and other transport drivers	296	75: Helpers and labourers and other transport drivers	1,306	75: Helpers and labourers and other transport drivers	5,857
3.	64: Sales and service representatives	224	64: Sales and service representatives	756	64: Sales and service representatives	5,594
4.	73: General trades	160	73: General trades	731	95: Labourers in processing, manufacturing	3,378
5.	72: Technical trades and transportation officers	135	72: Technical trades and transportation officers	563	13: Administrative occupations and transportation logistics	25,10
6.	63: Occupations in sales and services	99	63: Occupations in sales and services	394	14: Administrative and financial support and supply chain logistics	2,510
7.	85: Harvesting, landscaping and natural resources labourers	81	85: Harvesting, landscaping and natural resources labourers	343	72: Technical trades and transportation officers	2,496
8.	14: Administrative and financial support and supply chain logistics	73	14: Administrative and financial support and supply chain logistics	340	73: General trades	2,304
9.	44: Care providers and public protection support	73	42: Front-line public protection services and paraprofessional occupations in legal, social, community, education services	284	41: Professional occupations in law, education, social, community and government services	1,971
10.	95: Labourers in processing, manufacturing	66	95: Labourers in processing, manufacturing	268	94: Machine operators, assemblers and inspectors	1,958

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

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

Table 36 provides the top ten employment outcome . Because of the smaller number of clients with employment outcome data, there are only 10 occupations at the Algoma level where the number is reported (that is, the value is 10 or more). In all three areas, eight of the top ten occupations for employment outcomes also had been on the top ten list for lay-off occupations, which should not be a surprise, as individuals will often find employment in an occupation in which they have prior experience.

**TABLE 36: TOP 10 OCCUPATIONS FOR EMPLOYMENT OUTCOMES, 2023-24**

RANK	Board		Region		Ontario	
	Occupation	#	Occupation	#	Occupation	#
1.	65: Sales and service support occupations	69	65: Sales and service support occupations	331	65: Sales and service support occupations	1,158
2.	75: Helpers and labourers and other transport drivers	45	75: Helpers and labourers and other transport drivers	229	64: Sales and service representatives	662
3.	64: Sales and service representatives	35	64: Sales and service representatives	139	75: Helpers and labourers and other transport drivers	651
4.	73: General trades	31	73: General trades	136	95: Labourers in processing, manufacturing	323
5.	72: Technical trades and transportation officers	25	72: Technical trades and transportation officers	96	73: General trades	312
6.	85: Harvesting, landscaping and natural resources labourers	16	13: Administrative occupations and transportation logistics	64	14: Administrative and financial support and supply chain logistics	282
7.	42: Front-line public protection services and paraprofessional occupations in legal, social, community, education services	15	14: Administrative and financial support and supply chain logistics	62	72: Technical trades and transportation officers	260
8.	44: Care providers and public protection support	14	63: Occupations in sales and services	56	13: Administrative occupations and transportation logistics	256
9.	13: Administrative occupations and transportation logistics	13	42: Front-line public protection services and paraprofessional occupations in legal, social, community, and education services	54	42: Front-line public protection services and paraprofessional occupations in legal, social, community, and education services	213
10.	14: Administrative and financial support and supply chain logistics	11	44: Care providers and public protection support	49	44: Care providers and public protection support	190

There are 45 occupational categories for reporting purposes. Totalling all the reported employment outcome occupations at the regional and provincial levels, most of these jobs require a high school diploma or less. At the regional level, among the outcome occupations, 63% of these jobs require a high school diploma or no educational certificate. At the provincial level, where the data is most robust, 61% of the occupation outcomes are jobs that require a high school diploma or less.

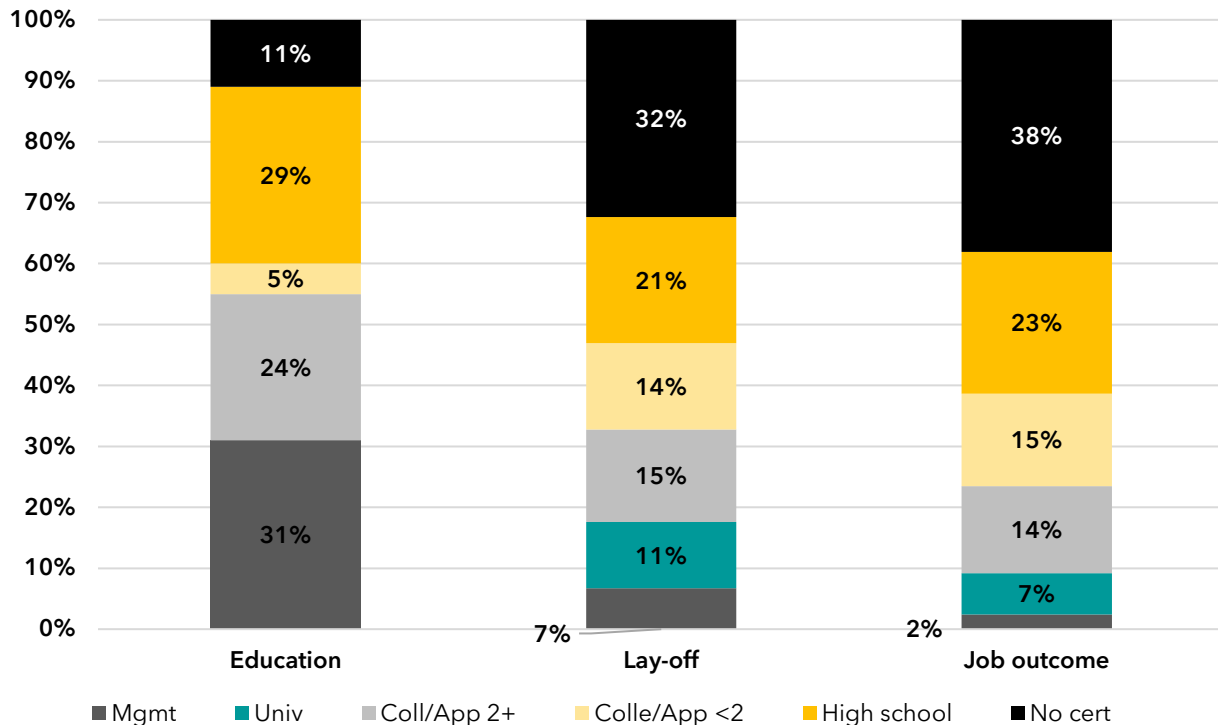
It is worth comparing these outcomes in terms of the educational attainment profile of Assisted clients and the occupations they were laid off from. The amount of data captured for layoffs and employment outcomes is limited, but this is the only data that we have. Chart 4 compares the data for educational attainment, layoff occupation (by the degree typically expected for that occupation) and employment outcome for all Ontario Assisted clients.

The NOC categories are now defined by a more detailed spectrum of training, education, experience and responsibilities, as follows:

<b>0</b> Management occupations	<b>3</b> Occupations usually require a college diploma or apprenticeship training of less than two years
<b>1</b> Occupations usually requiring a university degree	<b>4</b> Occupations usually require a secondary school diploma
<b>2</b> Occupations usually require a college diploma or apprenticeship training of two years or more	<b>5</b> Occupations usually require short-term work demonstration and no formal education

To match up these categories with the reported educational attainment of EO clients, those with a university degree span both management occupations and occupations usually requiring a university degree, and Other has been matched with 3 Occupations usually requiring a college diploma or apprenticeship training of less than two years.

**CHART 19: DISTRIBUTION OF EDUCATIONAL ATTAINMENT, LAYOFF OCCUPATION AND EMPLOYMENT OUTCOME OCCUPATION, ASSISTED CLIENTS, ONTARIO, 2023-24**



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

As a result, the total number of in-person learners (both new in-person and carry-over in-person) surpassed the level it had been before COVID (2018-2019) at the Board level already in 2022-23; this year, those pre-COVID levels have also been surpassed at the Region level, but the provincial level is still slightly below what it had been in 2018-19.

Algoma's share of all In-Person Learners in the province has risen the last four years, but especially these last two years, and now sits at 3.4%, much higher than the Algoma share of the provincial population (0.8%). The Region's share has also jumped, now at 17.1%, also very much higher than the Region's share of the provincial population (5.6%).

**TABLE 37: NUMBER OF LITERACY AND BASIC SKILLS LEARNERS**

	<b>BOARD</b>	<b>REGION</b>	<b>ONTARIO</b>
<b>Number of In-Person Learners (New In-Person + Carry-Over In-Person) (2023-24)</b>	<b>1,437</b>	<b>7,186</b>	<b>41,996</b>
<b>Number of In-Person Learners (New In-Person + Carry-Over In-Person) (2022-23)</b>	<b>1,054</b>	<b>6,049</b>	<b>36,120</b>
<b>Number of In-Person Learners (New In-Person + Carry-Over In-Person) (2021-22)</b>	<b>755</b>	<b>5,309</b>	<b>35,164</b>
<b>Number of In-Person Learners (New In-Person + Carry-Over In-Person) (2020-21)</b>	<b>580</b>	<b>5,167</b>	<b>33,025</b>
<b>Number of In-Person Learners (New In-Person + Carry-Over In-Person) (2019-20)</b>	<b>726</b>	<b>6,437</b>	<b>41,867</b>
Number of In-Person Learners (New) (2023-24)	<b>1,177</b>	<b>4,752</b>	<b>27,513</b>
Number of In-Person Learners (New) (2022-23)	<b>866</b>	<b>3,820</b>	<b>21,947</b>
Number of In-Person Learners (New) (2021-22)	<b>479</b>	<b>2,918</b>	<b>20,079</b>
Number of In-Person Learners (New) (2020-21)	<b>325</b>	<b>2,548</b>	<b>17,133</b>
Number of In-Person Learners (New) (2019-20)	<b>453</b>	<b>3,791</b>	<b>26,061</b>
<b>2023-24 In-Person Learners as % of Province (New In-Person + Carry-Over In-Person)</b>	<b>3.4%</b>	<b>17.1%</b>	
<b>2022-23 In-Person Learners as % of Province (New In-Person + Carry-Over In-Person)</b>	<b>2.9%</b>	<b>16.7%</b>	
<b>2021-22 In-Person Learners as % of Province (New In-Person + Carry-Over In-Person)</b>	<b>2.1%</b>	<b>15.1%</b>	
<b>2020-21 In-Person Learners as % of Province (New In-Person + Carry-Over In-Person)</b>	<b>1.8%</b>	<b>15.6%</b>	
<b>2019-20 In-Person Learners as % of Province (New In-Person + Carry-Over In-Person)</b>	<b>1.7%</b>	<b>15.4%</b>	
<b>As % of Ontario's population</b>	<b>0.8%</b>	<b>5.6%</b>	
Number of E-Channel Learners (New E-Channel + Carry-Over E-Channel) <b>(2023-24)</b>	0	0	6,278
Number of E-Channel Learners (New E-Channel + Carry-Over E-Channel) <b>(2022-23)</b>	0	0	5,987
Number of E-Channel Learners (New E-Channel + Carry-Over E-Channel) <b>(2021-22)</b>	0	0	6,541
Number of E-Channel Learners (New E-Channel + Carry-Over E-Channel) <b>(2020-21)</b>	0	0	7,069
Number of E-Channel Learners (New) <b>(2023-24)</b>	0	0	4,203
Number of E-Channel Learners (New) <b>(2022-23)</b>	0	0	4,168
Number of E-Channel Learners (New) <b>(2021-22)</b>	0	0	4,434
Number of E-Channel Learners (New) <b>(2020-21)</b>	0	0	4,678
Number of E-Channel Learners (Carry-Over) <b>(2023-24)</b>	0	0	2,075
Number of E-Channel Learners (Carry-Over) <b>(2022-23)</b>	0	0	1,819
Number of E-Channel Learners (Carry-Over) <b>(2021-22)</b>	0	0	2,107
Number of E-Channel Learners (Carry-Over) <b>(2020-21)</b>	0	0	2,391
<b>Total Number of Learners (In-Person + E-Channel) (2023-24)</b>	<b>1,437</b>	<b>7,186</b>	<b>48,274</b>
<b>Total Number of Learners (In-Person + E-Channel) (2022-23)</b>	<b>1,054</b>	<b>6,049</b>	<b>42,107</b>
<b>Total Number of Learners (In-Person + E-Channel) (2021-22)</b>	<b>755</b>	<b>5,309</b>	<b>41,705</b>
<b>Total Number of Learners (In-Person + E-Channel) (2020-21)</b>	<b>580</b>	<b>5,167</b>	<b>40,094</b>

Table 38 shows the distribution of learners by 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% three years ago to 64% this year, and the Indigenous stream has increased from 12% to 33%. The Francophone stream, which had been at 9%, now stands at 4%.

**TABLE 38: DISTRIBUTION OF LEARNERS BY STREAM, 2023-24**

	NUMBER OF LBS CLIENTS			% BY SERVICE PROVIDER STREAM		
	Board	Region	Ontario	Board	Region	Ontario
Anglophone	913	4674	40,449	64%	65%	84%
Deaf	0	50	283	0%	1%	1%
Deaf/Blind	0	0	211	0%	0%	0%
Francophone	54	1,452	3,709	4%	20%	8%
Indigenous	470	1,010	3,622	33%	14%	8%
Non-Designated	0	0	0	0%	0%	0%
<b>TOTAL</b>	<b>1,437</b>	<b>7,186</b>	<b>48,274</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

Table 39 shows the distribution of clients by service provider sector. In Algoma, there had been a large increase in the Community Agency share (from 36% three years ago to 56%) and a larger drop in the Community College share (from 31% three years ago to 17%). The Community Agency share had also increased at the Region level last year but this year the proportions have not changed at the Region level. There has been almost no change at the provincial level for the last three years.

**TABLE 39: DISTRIBUTION OF CLIENTS BY SERVICE PROVIDER SECTOR, 2022-23 AND 2023-24**

	2023-24			2022-23		
	Board	Region	Ontario	Board	Region	Ontario
Community Agency Sector	56%	49%	36%	56%	49%	35%
Community College Sector	17%	35%	38%	16%	35%	39%
School Board Sector	27%	16%	26%	28%	16%	26%

Table 40 shows the distribution of clients by their age. There have been very limited changes across all three areas from last year. Overall, around half of LBS clients are 25 to 44 years old, around a quarter are 45 to 64 years old, about one-fifth are 15 to 24 years old, and a tenth are 65 years and older. Algoma has a lower proportion of youth (15 to 24 years of age) and a higher proportion of young adults (25 to 44 years old).

**TABLE 40: LITERACY AND BASIC SKILLS CLIENTS BY AGE, 2022-23 AND 2023-24**

2023-24	NUMBER OF LBS CLIENTS			% BY AGE		
	Board	Region	Ontario	Board	Region	Ontario
15-24 years old	222	1,625	11,299	16%	23%	23%
25-44 years old	747	3,194	22,856	52%	45%	47%
45-64 years old	335	1,666	11,306	23%	23%	23%
65 years and older	131	696	2,765	9%	10%	6%
<b>TOTAL</b>	<b>1,435</b>	<b>7,181</b>	<b>48,226</b>	<b>100%</b>	<b>100%</b>	<b>101%</b>
2022-23	15-24 years old			15%	22%	24%
	25-44 years old			48%	45%	48%
	45-64 years old			26%	22%	23%
	65 years and older			11%	11%	6%

Females continue to make a larger proportion of learners at all three levels, although it has slowly been dropping over the last three years, from above 65% of all LBS clients to the current 55% to 61% (Table 41).

**TABLE 41: LITERACY AND BASIC SKILLS CLIENTS BY GENDER, 2022-23 AND 2023-24**

	2023-24			2022-23		
	Board	Region	Ontario	Board	Region	Ontario
Females	55%	61%	61%	58%	63%	64%
Males	45%	38%	38%	42%	36%	35%
Trans	---	0%	0%	---	0%	0%
Other	---	1%	1%	---	0%	1%
Prefer not to disclose	---	1%	1%	---	0%	1%
<b>TOTAL</b>	100%	100%	100%	100%	100%	100%

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

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

Table 42 provides the data for designated groups. This data relies on self-reported information and therefore is subject to under-counting. The figures are nevertheless being provided for the sake of comparison because presumably there is a degree of under-reporting at each level of data.

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

**TABLE 42: LITERACY AND BASIC SKILLS CLIENTS BY DESIGNATED GROUPS, 2023-24**

	NUMBER OF LBS CLIENTS			PER CENT		
	Board	Region	Ontario	Board	Region	Ontario
Indigenous Group	395	1,981	5,044	28%	28%	12%
Deaf	11	92	722	1%	1%	2%
Deaf/Blind	0	---	117	0%	---	0%
Francophone	93	1,554	4,479	7%	22%	11%
Internationally Trained	0	0	0	0%	0%	0%
Newcomer	167	769	8,419	12%	11%	20%
Person with Disability	632	2,039	13,484	44%	28%	32%
Racialized	489	878	8,618	34%	12%	21%

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

The distribution by educational attainment levels of clients is listed in Table 43. There is a fair degree of similarity in the educational levels of attainment across the three levels. The main differences are that Algoma has a much higher proportion of those with a high school diploma, while the region tends to have a higher proportion of clients with less than a Grade 12 education. All three areas have a much higher proportion of clients with a high school diploma or less (around 60% of clients or more) and a smaller proportion of clients with a post-secondary education.

**TABLE 43: LITERACY AND BASIC SKILLS CLIENTS BY EDUCATIONAL ATTAINMENT, 2023-24**

	Board	Region	Ontario
Less than Grade 9	6%	7%	7%
Less than Grade 12	19%	30%	23%
Completion of Secondary	41%	28%	27%
Certificate of Apprenticeship	1%	1%	1%
Certificate/Diploma	14%	17%	18%
Applied/Associate/Bachelor	9%	8%	11%
Postgraduate	4%	3%	4%
Other (Some Apprenticeship/College/University)	7%	5%	8%
Unknown	---	1%	1%

There are five main sources of income among LBS clients (Table 44): no source of income, employed, Ontario Works, Other and ODSP. The no source of income category is larger in Algoma and has increased from two years ago. This year, OW claimants represented a slightly higher proportion in Algoma than last year. In the region and the province, the largest category is those who are employed.

**TABLE 44: LITERACY AND BASIC SKILLS CLIENTS, PERCENT DISTRIBUTION BY SOURCE OF INCOME, 2022-23 & 2023-24**

	2023-24			2022-23		
	Board	Region	Ontario	Board	Region	Ontario
Canada Pension Plan	0%	0%	0%	0%	0%	0%
Crown Ward	---	0%	0%	0%	---	0%
Dependent of EI	0%	0%	0%	0%	0%	0%
Dependent of OW/ODSP	3%	2%	2%	2%	2%	2%
Employed	19%	30%	31%	19%	29%	33%
Employment Insurance	2%	3%	4%	4%	4%	5%
No Source of Income	33%	24%	23%	36%	24%	21%
Ontario Disability Support Program	11%	11%	10%	10%	10%	11%
Ontario Works	18%	15%	15%	13%	14%	14%
Other	13%	14%	12%	14%	15%	11%
Pension	0%	0%	0%	0%	0%	0%
Self Employed	1%	2%	2%	2%	2%	2%
Unknown	---	0%	1%	---	0%	1%

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

"Other" includes "Crown Ward," "Dependent of EI," "Dependant of OW/ODSP," "Pension," "Unknown" and "Other."

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

There had been a large shift at the local level in the Learner’s Goal Paths over the previous three years, as the proportion seeking Independence rose from 23% to 39% to 49%, but that proportion has declined this year back to 40%, tied with Employment as a Goal Path. At the regional level, Employment is the more likely Goal Path at 36% (with Postsecondary second), while at the provincial level Employment is also the more likely Goal Path at 36%, together with Postsecondary a close second (31%) (Table 45).

**TABLE 45: LITERACY AND BASIC SKILLS CLIENTS: LEARNER’S GOAL PATH, 2022-23 AND 2023-24**

	2023-24			2022-23		
	Board	Region	Ontario	Board	Region	Ontario
Apprenticeship	6%	5%	8%	4%	5%	8%
Employment	38%	36%	36%	24%	34%	32%
Independence	40%	22%	13%	49%	24%	13%
Postsecondary	15%	26%	31%	17%	26%	35%
Secondary School Credit	---	12%	12%	6%	11%	12%

The largest proportion of clients at the time of intake, across all three levels, are those who are unemployed, almost 60% at the regional and provincial levels, and higher (75%) at the local level (Table 46). There has been almost no change from the previous year.

**TABLE 46: LITERACY AND BASIC SKILLS CLIENTS: LABOUR FORCE ATTACHMENT, 2022-23 AND 2023-24**

	2023-24			2022-23		
	Board	Region	Ontario	Board	Region	Ontario
Employed Full Time	13%	21%	20%	13%	20%	22%
Employed Part Time	9%	12%	14%	9%	13%	15%
Full Time Student	1%	3%	2%	---	3%	3%
Part Time Student	1%	2%	1%	---	2%	1%
Self Employed	1%	2%	3%	2%	2%	2%
Under Employed	---	1%	1%	---	1%	1%
Unemployed	75%	59%	58%	77%	59%	56%

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

Table 47 shows the distribution of career path goals by labour force attachment. Depending on one’s labour force attachment, there are different priority goals:

- For those employed full-time in Algoma, the Employment goal has a higher priority, followed by the Post-secondary goal; the same applies at the Region level, but 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 most often have a Post-secondary goal, however different goals come in second in different areas: locally - Employment; Region - Secondary school; province: Apprenticeship
- Part-time students have a mix of goals: at the local level, it is primarily a Secondary school credit; at the regional level, it is Employment, followed by Secondary and Post-secondary; at the provincial level, Postsecondary and Employment stands at the top
- Self-employment learners rank Employment first at all levels, followed by Post-secondary
- The under-employed are focused primarily on Employment, especially at the local level; Independence and Post-secondary come second at the Region, while Post-secondary is a clear second at the provincial level
- The unemployed at the local level is 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 Post-secondary

**TABLE 47: PERCENTAGE DISTRIBUTION OF CAREER PATH GOALS BY LABOUR FORCE ATTACHMENT, 2023-24**

	<b>Board</b>	<b>Region</b>	<b>Ontario</b>
<b>EMPLOYED FULL-TIME</b>			
Apprenticeship Goal Path	5%	7%	8%
Employment Goal Path	55%	45%	33%
Independence Goal Path	12%	13%	8%
Post Secondary Goal Path	26%	30%	41%
Secondary School Credit Goal Path	2%	5%	9%
<b>EMPLOYED PART-TIME</b>			
Apprenticeship Goal Path	13%	5%	8%
Employment Goal Path	31%	32%	27%
Independence Goal Path	14%	11%	6%
Post Secondary Goal Path	40%	41%	48%
Secondary School Credit Goal Path	2%	10%	11%
<b>FULL-TIME STUDENT</b>			
Apprenticeship Goal Path	9%	11%	24%
Employment Goal Path	27%	16%	17%
Independence Goal Path	0%	4%	3%
Post Secondary Goal Path	45%	48%	44%
Secondary School Credit Goal Path	18%	21%	11%
<b>PART-TIME STUDENT</b>			
Apprenticeship Goal Path	6%	2%	7%
Employment Goal Path	28%	42%	32%
Independence Goal Path	6%	7%	7%
Post Secondary Goal Path	17%	23%	35%
Secondary School Credit Goal Path	44%	26%	18%
<b>SELF-EMPLOYED</b>			
Apprenticeship Goal Path	5%	4%	6%
Employment Goal Path	47%	49%	39%
Independence Goal Path	16%	18%	16%
Post Secondary Goal Path	26%	22%	30%
Secondary School Credit Goal Path	5%	8%	9%
<b>UNDER-EMPLOYED</b>			
Apprenticeship Goal Path	29%	7%	7%
Employment Goal Path	71%	41%	50%
Independence Goal Path	0%	22%	8%
Post Secondary Goal Path	0%	17%	28%
Secondary School Credit Goal Path	0%	12%	7%
<b>UNEMPLOYED</b>			
Apprenticeship Goal Path	5%	4%	7%
Employment Goal Path	34%	34%	39%
Independence Goal Path	48%	28%	16%
Post Secondary Goal Path	9%	21%	24%
Secondary School Credit Goal Path	4%	13%	14%

Table 48 identifies the top three sources of referrals to the LBS programs, by the percentage of all reported referrals (excluding suppressed cells), for each area. In each area, “informal word of mouth/media referral” and “other-structured/formal referral” are far and away the two largest categories, both of which account for almost two-thirds of all referrals.

**TABLE 48: TOP THREE SOURCES OF IN-REFERRALS, 2023-24**

BOARD	%	REGION	%	ONTARIO	%
Other - Structured/ Formal Referral	35%	Informal Word of Mouth/Media Referral	34%	Informal Word of Mouth/Media Referral	35%
Informal Word of Mouth/Media Referral	28%	Other - Structured/ Formal Referral	30%	Other - Structured/ Formal Referral	29%
Ontario Works	13%	Government Training Provincial - Other	8%	Employment Service Provider	8%

Table 49 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 49: TOP DESTINATIONS OF OUT-REFERRALS, 2023-24**

BOARD	#	REGION	#	ONTARIO	#
<b>TO OTHER COMMUNITY RESOURCES</b>					
Language Services - Assessment	306	Educational/Academic Services	637	Educational/Academic Services	5455
Educational/Academic Services	233	Health/Counselling Services	322	Health/Counselling Services	1027
<b>TO OTHER PROGRAMS AND SERVICES</b>					
Services for Indigenous People	453	Services for Indigenous People	482	EO - Employment Service Provider	2469
EO - Employment Service Provider	156	EO - Employment Service Provider	262	Other - Structured/ Formal Referral	2125
Government Services Municipal	36	Post-Secondary Education	196	Post-Secondary Education	1825

With regards to detailed outcomes at exit (Table 50), a few observations:

- At the local level, the single largest outcome is Independent (34%), followed by Employment Full-time (18%); Unemployed is a close third (14%); the proportion of Unknown has been dropping for the last three years
- The figures at the regional and provincial levels have changed very little from last year
- At the Region level, the single largest category is Employed Full-time, followed closely by Unemployed and Unknown; at the provincial level, the largest outcome is Unknown, followed by both In Education and Unemployed



**TABLE 50: LITERACY AND BASIC SKILLS CLIENTS: DETAILED OUTCOMES AT EXIT, 2022-23 AND 2023-24**

	2023-24			2022-23		
	Board	Region	Ontario	Board	Region	Ontario
Employed Full-Time	18%	19%	13%	13%	19%	13%
Employed Part-Time	6%	7%	6%	6%	7%	6%
Employed Apprentice	---	---	1%	0%	---	2%
Employed - Other	---	1%	1%	0%	1%	1%
Employed & in Education	2%	3%	3%	2%	2%	3%
Employed & in Training	2%	1%	1%	6%	2%	2%
Self-Employed	1%	1%	1%	---	1%	1%
In Education	5%	11%	15%	3%	10%	16%
In Training	7%	5%	8%	3%	4%	8%
Independent	34%	14%	6%	42%	13%	6%
Volunteer	2%	2%	1%	2%	2%	1%
Unable to Work	2%	4%	3%	3%	4%	3%
Unemployed	14%	17%	15%	12%	16%	14%
Unknown	7%	16%	25%	8%	20%	24%

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

## BETTER JOBS ONTARIO

The Algoma area enlisted 73 individuals into the Better Jobs Ontario program last year, a considerable decline from the previous year, and a general downward trend since 2015-16 (Table 51). The number of enrolments has been dropping at the regional level for the past eight years. For 2021-22, enrollment increased significantly in the province, but in 2022-23, the numbers dropped; it has since recovered some of that decline, but it is still lower than what it had been in 2018-19 and the years before that. The local share of all Better Jobs Ontario clients in 2023-24 was 2.1%, a lower percentage than it had been for the previous four years, but close to its average before then and still much higher than Algoma's share of the general population. The client share at the Region level has also dropped consistently, but it also is higher than the Region's share of the overall population.

**TABLE 51: BETTER JOBS ONTARIO CLIENT NUMBERS**

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

More than half of Better Jobs Ontario clients are younger adults (25-44 years old), followed by older adults (45-64 years old) (Table 52). This is generally consistent with past years.

**TABLE 52: BETTER JOBS ONTARIO CLIENTS BY AGE, 2022-23 AND 2023-24**

2023-24	NUMBER OF 2 <sup>nd</sup> CAREER CLIENTS			% BY AGE		
	Board	Region	Ontario	Board	Region	Ontario
15-24 years old	8	24	256	11%	10%	8%
25-44 years old	40	141	1922	55%	58%	57%
45-64 years old	25	75	1192	34%	31%	35%
65 years and older	0	4	31	0%	2%	1%
<b>TOTAL</b>	73	244	3,401	100%	100%	100%
<b>2022-23</b>	15-24 years old			---	11%	6%
	25-44 years old			60%	57%	59%
	45-64 years old			28%	30%	35%
	65 years and older			---	---	1%

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

Males make up a higher proportion of Better Jobs clients than females; while the percentages vary from year to year, the split typically is around 60-40 in favour of males.

**TABLE 53: BETTER JOBS ONTARIO CLIENTS BY GENDER, 2022-23 AND 2023-24**

	2023-24			2022-23		
	Board	Region	Ontario	Board	Region	Ontario
Females	40%	28%	39%	48%	34%	41%
Males	60%	71%	61%	52%	65%	59%
Other/Undisclosed	0%	---	---	0%	0%	0%

For the local and regional levels, the three largest categories for educational attainment among Better Jobs Ontario clients (Table 54 are “High school,” followed by “College” and Less than Grade 12. Around 60% of all Better Jobs clients at the local and regional level have a high school diploma or less. At the provincial level, the highest proportion is also High school, followed by Unknown and College.

**TABLE 54: BETTER JOBS ONTARIO CLIENTS: EDUCATIONAL ATTAINMENT AT INTAKE**

	2023-24		
	Board	Region	Ontario
Less than Grade 9	0%	0%	1%
Less than Grade 12	16%	18%	10%
Completion of Secondary	41%	45%	26%
Certificate of Apprenticeship	0%	---	1%
Certificate/Diploma	25%	23%	22%
Applied/Associate/Bachelor	---	7%	10%
Postgraduate	0	---	3%
Other (Some Apprenticeship/ College/University)	---	6%	4%
Unknown	0%	0%	23%

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

In terms of sources of income, the primary source of income for Better Jobs Ontario participants at the local and regional levels is Employment Insurance, followed by No source of income (Table 55). This is reversed at the provincial level. With declining client numbers at the local level and a larger number of categories under this heading, there are far more entries where the data is suppressed. There is limited change compared to last year, except for a significant decline in the percentage of Better Jobs clients at the local level who are OW recipients. However, last year may have been an anomaly, as the proportion of OW recipients had increased significantly from the previous year.

**TABLE 55: BETTER JOBS ONTARIO CLIENTS BY SOURCE OF INCOME, 2022-23 AND 2023-24**

	2023-24			2022-23		
	Board	Region	Ontario	Board	Region	Ontario
Canada Pension Plan	0%	0%	0%	0%	0%	0%
Crown Ward	0%	0%	0%	0%	0%	0%
Dependent of EI	0%	0%	0%	0%	0%	0%
Dependent of OW/ODSP	---	---	1%	---	---	1%
Employed	---	7%	5%	---	4%	6%
Employment Insurance	38%	41%	27%	31%	41%	33%
No Source of Income	22%	21%	34%	26%	24%	33%
Ontario Disability Support Program	---	10%	5%	---	8%	4%
Ontario Works	---	12%	18%	23%	18%	13%
Other	---	7%	7%	---	---	7%
Pension	0%	0%	0%	0%	0%	0%
Self Employed	---	---	2%	0%	---	2%
Unknown	0%	0%	0%	0%	0%	1%

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

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

Better Jobs clients at the local and regional level are more likely to have been unemployed for less than three months, a proportion very similar to ES clients; however, for both Better Jobs and ES clients, this percentage is lower than the share of the unemployed who have been out of work for three months or less (66%) (Table 56). On the other hand, a large proportion of these clients have been unemployed for over 12 months and at the provincial level this is the largest category; in all cases, these figures are also like the ES percentages, and both are much higher than the proportion of the unemployed who have been out of work for 12 months or more (5%).

**TABLE 56: PERCENTAGE DISTRIBUTION BY LENGTH OF TIME OUT OF EMPLOYMENT FOR BETTER JOBS ONTARIO CLIENTS AND ES ASSISTED CLIENTS (2023-2024), AND UNEMPLOYED INDIVIDUALS, ONTARIO, 2023**

	2023-24 BETTER JOBS			2023-24 ES CLIENTS			LFS
	Board	Region	Ontario	Board	Region	Ontario	ONTARIO
< 3 months	47%	45%	26%	45%	45%	37%	66%
3 - 6 months	26%	16%	18%	14%	14%	16%	16%
6 - 12 months	---	12%	21%	14%	14%	17%	13%
> 12 months	28%	27%	36%	27%	28%	30%	5%

Table 57 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 two training programs being identified, the data for the rest being suppressed for being under 10 (there were 20 entries which were suppressed). This means that among 73 Better Jobs Ontario participants at the local level, 32 were enrolled in either Transport Truck Driver and Underground Production and Development Miners 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 37 training programs with fewer than 10 enrolments). Thus, 195 Better Jobs Ontario participants were enrolled in one of the six programs listed in Table 57, while 49 participants were enrolled in these other 37 programs.

The Transport Truck Driver program is by far and away the largest for the province, so much so that it is larger than the enrolment numbers for the next ten largest programs combined and accounts for 32% of all enrolments, higher than the 30% in 2022-23, the 27% in 2021-22 and the 29% in 2020-21.

**TABLE 57: TOP 10 BETTER JOBS ONTARIO APPROVED SKILLS TRAINING PROGRAMS, 2023-2024**

RANK	Board		Region		Ontario	
	Trade	#	Trade	#	Trade	#
1.	Transport Truck Drivers	20	Transport Truck Drivers	93	Transport Truck Drivers	1,101
2.	Underground production and development miners	12	Underground production and development miners	38	Heavy Equipment Operators	268
3.			Heavy Equipment Operators	27	Medical Administrative Assistants	128
4.			Welders and related machine operators	13	Social and Community Service Workers	124
5.			Administrative Assistants	12	Home Support Workers, Housekeepers and Related Occupations	109
6.			Administrative Officers	12	Computer network and web technicians	97
7.					Accounting and related clerks	92
8.					Administrative Assistants	83
9.					Administrative officers	79
10.					Estheticians, electrologists and related occupations	59

Better Jobs Ontario Outcomes at exit for the local and regional levels show a high proportion of Unemployed (around 40%), followed by almost a third of Unknown and a quarter of Employed at the local level, while at the regional level, there is a third who are Employed and a fifth that are Unknown. At the provincial level, around 40% are Unknown and almost a third are Unemployed.

At 12 months, over half of the outcomes at the local and regional levels are Employed, and at the provincial level, it is 39%. Next, at the local and provincial levels, around half of the outcomes are Unknown, and at the regional level it is a third.

**TABLE 58: BETTER JOBS ONTARIO OUTCOMES AT EXIT AND AT 12 MONTHS, 2023-2024**

	NUMBER			PERCENT		
	Board	Region	Ontario	Board	Region	Ontario
<b>OUTCOME AT EXIT</b>						
Employed	16	74	376	25%	34%	19%
Training/Edn	---	13	146	---	6%	7%
Other	0	0	16	0%	0%	1%
Unemployed	28	88	574	44%	40%	29%
Unknown	20	46	850	31%	21%	43%
<b>TOTAL (Known values)</b>	64	221	1,962	100%	100%	100%
<b>OUTCOME AT 12 MONTHS</b>						
Employed	44	185	915	54%	61%	39%
Training/Edn	---	---	20	---	---	1%
Other	0	---	28	0%	---	1%
Unemployed	---	17	142	---	6%	6%
Unknown	38	102	1262	46%	34%	53%
<b>TOTAL (Known values)</b>	82	304	2,367	100%	100%	100%

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

## APPRENTICESHIP

The number of new apprentice registrations for the last ten years is listed in Table 59. COVID had an impact on the number of new registrations across all three areas in 2020-21. These numbers recovered somewhat in 2021-22, more so in 2022-23. But in Algoma, new apprenticeships dropped in 2023-24, as they did at the provincial level, whereas in the Northern Region, they continued to increase.

At the Algoma level, this reduced number of new apprenticeship registrations is the third lowest figure over these ten years, which includes the very low number in 2020-21. At the regional level, this year's figure is the sixth lowest and at the provincial level, it is the seventh lowest. This result for Algoma is concerning because it represents a poorer outcome compared to the region and the province.

**TABLE 59: NUMBER OF NEW APPRENTICESHIP REGISTRATIONS, 2014-15 TO 2023-24**

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

Table 60 shows several other figures in terms of their share of all provincial numbers for each category and how that share has been compared over time. In 2023-24, new registrations in Algoma represented a smaller share of all registrations compared to previous years, although it is still slightly higher than the Algoma share of Ontario's population. On the other hand, the share of new registrations at the Northern Region level is higher than it has been for several years.

The number of active apprentices has been rising for several years; because new registrations have not increased all that much, this may indicate that a larger proportion of apprentices are continuing their apprenticeships as opposed to dropping out.

The number of Certificates of Apprenticeships (CofAs) has also been rising at the Northern Region and provincial levels for the last several years, but in Algoma the figure has stayed relatively steady, rising and falling within a narrow band.

**TABLE 60: NEW REGISTRATIONS AND ACTIVE APPRENTICESHIPS**

	Board	Region	Ontario
<b>Number of New Registrations</b>			
<b>2023-2024</b>	226	2,041	26,296
As % of Ontario: 2023-24	0.9%	7.8%	
As % of Ontario: 2022-23	1.0%	7.2%	
As % of Ontario: 2021-22	1.0%	7.7%	
As % of Ontario: 2020-21	0.7%	7.6%	
As % of Ontario: 2019-20	0.9%	7.7%	
As % of Ontario: 2018-19	1.1%	7.6%	
As % of Ontario: 2017-18	1.2%	7.7%	
As % of Ontario: 2016-17	1.1%	7.9%	
As % of Ontario: 2015-16	1.3%	8.5%	
As % of Ontario: 2014-15	1.3%	9.1%	
<b>Number of Active Apprentices</b>			
2023-2024	1,000	7,302	95,343
2022-2023	951	6,736	89,482
2021-2022	844	6,298	84,937
2020-2021	750	5,819	78,733
2019-2020	779	5,462	73,924
2018-2019	765	5,254	71,279
2017-2018	762	5,639	69,576
As % of Ontario: 2023-24	1.0%	7.7%	
As % of Ontario: 2022-23	1.1%	7.5%	
As % of Ontario: 2021-22	1.0%	7.4%	
As % of Ontario: 2020-21	1.0%	7.4%	
As % of Ontario: 2019-20	1.1%	7.4%	
As % of Ontario: 2018-19	1.1%	7.4%	
As % of Ontario: 2017-18	1.1%	8.1%	
As % of Ontario: 2016-17	1.1%	5.1%	
As % of Ontario: 2015-16	1.2%	8.4%	
As % of Ontario: 2014-15	1.1%	9.4%	
<b>Number of CofAs Issued</b>			
2023-2024	75	621	9,837
2022-2023	67	583	9,564
2021-2022	85	629	8,120
2020-2021	77	420	5,877
2019-2020	82	680	8,892
2018-2019	93	750	9,878
2017-2018	72	702	8,348
As % of Ontario: 2023-24	0.8%	6.3%	
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%	
<b>Population</b>			
As percent of Ontario	0.8%	5.6%	100%

The following tables show more detailed demographic data for the Apprenticeship program. More than 95% of participants are youth (15-24 years old) or young adults (25-44 years old), across all three levels (Table 61). Compared to last year, the proportion of youth aged 15-24 years old appears to have increased in Algoma, but it is only returning to the percentage that was present in 2021-22.

**TABLE 61: DISTRIBUTION BY AGE OF APPRENTICESHIP**

	2023-24			2022-23		
	Board	Region	Ontario	Board	Region	Ontario
15-24 years	53%	56%	51%	48%	54%	50%
25-44 years	44%	41%	45%	47%	43%	46%
45-64 years	3%	3%	4%	5%	3%	4%
over 65 years	0%	---	0%	0%	0%	0%

The distribution by gender (Table 62) is very heavily male-skewed. Across the local, regional, and provincial levels, 84% or more of apprentices have been male. Some trade categories do have a large majority of females, namely Child Development Practitioners, Developmental Services Workers and Educational Assistants. There are several other trades where females account for at least a third of the number, such as Painter and Decorator (Commercial and Residential), Cook and Horticultural Technician.

**TABLE 62: DISTRIBUTION BY GENDER OF APPRENTICESHIP**

	2023-24			2022-23		
	Board	Region	Ontario	Board	Region	Ontario
Females	13%	14%	14%	15%	13%	13%
Males	86%	84%	85%	83%	85%	86%
Other/not disclosed/trans	---	2%	1%	---	---	1%

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

The distribution of clients by education at intake (Table 63) is dominated by clients who have a high school diploma, and the rest largely have no high school diploma.

**TABLE 63: DISTRIBUTION BY EDUCATION AT INTAKE OF APPRENTICESHIP**

	2023-24			2022-23		
	Board	Region	Ontario	Board	Region	Ontario
No certificate	8%	16%	16%	8%	12%	13%
High school	89%	81%	83%	91%	87%	87%
Apprenticeship	0%	0%	0%	0%	0%	0%
College	0%	---	0%	---	---	0%
University	0%	---	---	0%	0%	---
Other	---	---	0%	---	---	0%

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

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



There is limited data for the distribution by the designated group at the local level; there are only two categories that have reported data: members of an Indigenous Group and Francophone (Table 64). The Region level had a higher proportion of both Francophones and members of an Indigenous Group. Compared to data in other programs, this is incomplete. The proportions in Table 48 have not changed much for the past three years.

**TABLE 64: DISTRIBUTION BY DESIGNATED GROUP OF APPRENTICESHIP, 2023-2024**

	APPRENTICESHIP		
	Board	Region	Ontario
Indigenous Group	11%	11%	3%
Deaf	0%	0%	0%
Deaf/Blind	0%	0%	0%
Francophone	7%	16%	5%
Internationally Trained Professionals	0%	0%	0%
Newcomer	0%	---	0%
Person with Disability	---	2%	1%
Racialized	---	1%	5%

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

Table 65 lists the top ten trades for new registrations for the local area, the region and the province. Algoma only had nine trades among new registrations that had 10 or more registrations, while there were 17 trades which had their numbers suppressed (under 10). Six trades are common to all three top ten lists, as follows:

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

**TABLE 65: TOP 10 TRADES FOR NEW REGISTRATIONS, 2023-2024**

RANK	Board		Region		Ontario	
	Trade	#	Trade	#	Trade	#
1.	Electrician - Construction and Maintenance	30	Electrician - Construction and Maintenance	310	Electrician - Construction and Maintenance	5,153
2.	General Carpenter	25	Automotive Service Technician	204	Automotive Service Technician	2,767
3.	Industrial Mechanic Millwright	22	General Carpenter	195	General Carpenter	2,098
4.	Automotive Service Technician	21	Heavy Duty Equipment Technician	179	Industrial Mechanic Millwright	1,932
5.	Truck and Coach Technician	19	Truck and Coach Technician	164	Plumber	1,857
6.	Industrial Electrician	17	Industrial Mechanic Millwright	141	Truck and Coach Technician	1,483
7.	Plumber	14	Powerline Technician	104	Hairstylist	1,138
8.	Metal Fabricator (Fitter)	12	Plumber	99	Refrigeration and Air Conditioning Systems Mechanic	790
9.	Child Development Practitioner	11	Hairstylist	78	Sheet Metal Worker	695
10.			Welder	72	Child Development Practitioner	580

One piece of data which is not part of the EO client data is statistics that have been provided by Skilled Trades Ontario (STO), which keeps a registry of active tradespersons,<sup>9</sup> together with a range of demographic information. The top ten trades by number of active tradespersons in Algoma are listed in Table 66, together with their distribution by age and compared to the age distribution for each trade for Ontario.

In most of the trades listed, Algoma has a higher proportion of active tradespersons who are 55 years and older. Indeed, for two trades, 50% or more of those active are 55 years or older (shaded in black):

- Truck and Coach Technician
- Steamfitter

There are another four trades among the top ten where at least a third of the active tradespersons in Algoma are over 55 years old:

- Automotive Service Technician
- Electrician - Construction and Maintenance
- Hairstylist
- Plumber

On the other hand, there are also five trades where at least 10% are 15 to 24 years old (which suggests strong attraction for youth):

- Electrician - Construction and Maintenance
- Plumber
- Industrial Mechanic Millwright
- General Carpenter
- Heavy Duty Equipment Technician

Finally, it is worth noting that four trades have 70% or more of tradespersons who are 25 to 54 years old, which suggests a good pipeline of experienced tradespersons:

- Industrial Mechanic Millwright
- General Carpenter
- Industrial Electrician
- Heavy Duty Equipment Technician

**TABLE 66: TOP TEN TRADES BY ACTIVE TRADESPERSONS IN ALGOMA, AND DISTRIBUTION BY AGE FOR ALGOMA AND ONTARIO, SEPTEMBER 2024**

TRADE	ALGOMA				ONTARIO		
	Total number	Age			Age		
		15-24	25-54	55+	15-24	25-54	55+
Automotive Service Technician	626	6%	48%	46%	11%	53%	37%
Electrician – Construction and Maintenance	571	11%	55%	35%	11%	59%	29%
Truck and Coach Technician	491	8%	39%	53%	7%	43%	50%
Hairstylist	321	8%	50%	42%	6%	57%	37%
Plumber	217	11%	57%	32%	13%	64%	23%
Industrial Mechanic Millwright	175	17%	77%	7%	15%	78%	7%
General Carpenter	146	30%	69%	1%	29%	69%	2%
Industrial Electrician	133	5%	84%	11%	7%	75%	19%
Steamfitter	96	3%	47%	50%	6%	60%	34%
Heavy Duty Equipment Technician	90	18%	70%	12%	21%	71%	8%

<sup>9</sup> An active tradesperson, according to STO, is a person who holds one of the following documents that are active: a Registered Training Agreement (issued to Apprentices), a Provisional Certificate of Qualification (issued to completed Apprentices), all Compulsory Certificates of Qualification (issued to individuals who pass the certifying exam, for trades with a certifying exam) or all issued Non-Compulsory Certificates of Qualification.

## CANADA ONTARIO JOB GRANT (COJG) – EMPLOYER

The employers that made use of the COJG were mostly smaller firms with less than 50 employees (Table 67). At all levels, firms with fewer than 50 employees make up 73% to 80% of all employer participants. The number of employers making use of COJG dropped significantly because of COVID-19 (2020-21). Since then, in Algoma and the Northern region, the number has stayed low (with a small uptick locally in 2023-24); at the provincial level, there was a large increase in 2021-22 but it still fell short of the level present before COVID, and for the last two years that number has dropped.

**TABLE 67: CANADA ONTARIO JOB GRANT - EMPLOYERS, 2023-2024**

	Board	Region	Ontario
# of employers, 2023-24	35	194	2,347
# of employers, 2022-23	26	218	2,468
# of employers, 2021-22	29	198	2,837
# of employers, 2020-21	29	186	2,456
# of employers, 2019-20	57	312	3,952
Percent in Under 25 Stream	100%	100%	100%
Percent in Over 25 Stream	0%	0%	0%
Size (percent)			
<50	80%	76%	73%
50-160	---	20%	19%
151-300	---	---	4%
301-500	0%	---	2%
501-1,500	0%	---	2%
1,501-10,000	0%	0%	1%
>10,001	0%	0%	---

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

In terms of the training providers, by far most are provided by private trainers, followed more distantly by registered private career colleges (Table 68). There is a limited amount of training provided by public community colleges. These proportions are much the same as they were in the previous three years.

**TABLE 68: CANADA ONTARIO JOB GRANT - TRAINING PROVIDER TYPE, 2023-2024**

	Board	Region	Ontario
Private Trainer	69%	56%	59%
Product Vendor	0%	---	3%
Public College	---	12%	7%
Registered Private Career College	---	28%	26%
School Board	0%	0%	0%
Union Based Training Centre	0%	0%	---
University	---	---	4%
Unknown	0%	---	1%

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

The outcomes at exit details show very positive assessments by employers, with at least 95% indicating an increase in trainee productivity and at least 98% affirming that the training met their workforce needs.

**TABLE 69: OUTCOME AT EXIT DETAIL, 2023-2024**

	Board	Region	Ontario
Increase in trainee productivity	100%	100%	95%
The training met workforce needs	100%	100%	98%

## CANADA ONTARIO JOB GRANT – PARTICIPANT

The number of COJG participants has not recovered from the drop experienced when COVID-19 struck (2020-21); the 2023-24 numbers for all three areas are below or equal to what they were in 2020-21 (Table 70). Indeed, the 2023-24 figures in all three areas are less than half what they were in 2018-19. The local share of COJG participants compared to the provincial number has stayed the same (between 0.8% and 1.1%).

**TABLE 70: NUMBER OF COJG PARTICIPANTS, 2023-2024**

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

As Table 71 shows, most of the clients (55% to 58%) are younger adults (25-44 years old). The second largest age group in Algoma are youth (15 to 24 years old), and at the regional and provincial levels, it is older adults (45-64 years old).

**TABLE 71: DISTRIBUTION BY AGE OF COJG PARTICIPANTS, 2023-2024**

	Board	Region	Ontario
15-24 years	24%	18%	12%
25-44 years	56%	55%	58%
45-64 years	20%	26%	29%
over 65 years	---	---	1%
Unknown	0%	0%	---

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

The distribution by gender of COJG participants is slightly tilted towards females in Algoma but towards males at the regional and provincial levels.

**TABLE 72: DISTRIBUTION BY GENDER OF COJG PARTICIPANTS, 2022-2023 AND 2023-24**

	2023-24			2022-23		
	Board	Region	Ontario	Board	Region	Ontario
Females	62%	44%	38%	52%	36%	38%
Males	37%	55%	61%	47%	63%	61%
Other/not disclosed/trans	---	---	---	---	---	---

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

The educational attainment of COJG participants at all levels was heavily skewed towards those with a post-secondary certificate, especially college diplomas and university degrees (Table 73). This year in Algoma, the proportion of high school diploma holders was down and the proportion of those with a post-graduate degree was up, which was a change from previous years. Because of the small number of participants, a change in the profile of a few employer’s workforces can result in bigger swings in these categories.

**TABLE 73: DISTRIBUTION BY EDUCATION AT INTAKE OF COJG PARTICIPANTS, 2023-2024**

	Board	Region	Ontario
Less than Grade 9	0%	0%	0%
Less than Grade 12	---	4%	2%
Completion of Secondary	12%	30%	22%
Certificate of Apprenticeship	---	4%	5%
Certificate/Diploma	34%	33%	29%
Applied/Associate/Bachelor	24%	16%	27%
Postgraduate	11%	5%	11%
Other (Some Apprenticeship/ College/University)	---	8%	2%
Unknown	---	---	1%

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

There are either too few clients or the information was not collected about designated groups at the local level for the COJG program (Table 74). At the local level, there were either no clients in a designated group or the number had to be suppressed because the figure was under ten. At the 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, which suggests the data was not as diligently collected as in other programs.

**TABLE 74: DISTRIBUTION BY DESIGNATED GROUP OF COJG PARTICIPANTS, 2023-2024**

	COJG		
	Board	Region	Ontario
Indigenous Group	---	7%	1%
Deaf	0%	0%	---
Deaf/Blind	0%	0%	0%
Francophone	---	9%	2%
Internationally Trained Professionals	---	4%	9%
Newcomer	0%	3%	3%
Person with Disability	---	5%	2%
Racialized	0%	---	4%

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

The distribution by labour force attachment, as shown in Table 75, reveals the overwhelming proportion of clients who are employed, at least 85% across all three levels. This should not be surprising, as COJG has typically been relied upon to train incumbent workers, even though it can also be used for new hires. This proportion of employed is not only consistent across the Board, Region, and province but also across the distribution by source of income (Table 76).

**TABLE 75: DISTRIBUTION BY LABOUR FORCE ATTACHMENT OF COJG PARTICIPANTS, 2023-2024**

	COJG		
	Board	Region	Ontario
Employed Full Time	87%	85%	91%
Employed Part Time	---	4%	4%
Full Time Student	---	---	0%
Part Time Student	0%	0%	---
Self Employed	0%	0%	0%
Under Employed	0%	---	---
Unemployed	---	9%	5%
Unknown	---	---	0%

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

**TABLE 76: DISTRIBUTION BY SOURCE OF INCOME OF COJG PARTICIPANTS, 2023-2024**

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

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

## YOUTH JOB CONNECTION (YJC)

The tables in this section show the number of Youth Job Connection participants and their breakdown by age, gender, education, designated group and source of income. At the local level, the number of participants has stayed in the same range for the last three years; at the regional level, the figures have increased slightly, while at the provincial level, they have been declining (Table 77). As a result, the local and regional share of the total number of YJC participants has been increasing. Comparing the 2023-24 numbers to the year just before COVID-19 (2019-20), there has been a small drop at the local and regional levels, but a considerable decline in the provincial figures.

The figures for the Youth Job Connection Summer program are included as well (also Table 77); at the local level, the number roughly stayed the same, at the Region it increased, and at the province, it declined, which was the same pattern as the previous year.

**TABLE 77: NUMBER OF YJC PARTICIPANTS, 2023-2024**

	Board	Region	Ontario
<b>YJC PARTICIPANTS</b>			
Number, 2023-24	253	1,159	5,936
Number, 2022-23	266	1,027	7,247
Number, 2021-22	242	867	7,097
Number, 2020-21	189	634	7,428
Number, 2019-20	284	1,249	12,063
Number, 2018-19	275	1,264	12,024
As % of Ontario, 2023-24	4.3%	19.5%	
As % of Ontario, 2022-23	3.7%	14.2%	
As % of Ontario, 2021-22	3.4%	12.2%	
As % of Ontario, 2020-21	2.5%	8.5%	
As % of Ontario, 2019-20	2.4%	10.4%	
As % of Ontario, 2018-19	2.3%	10.5%	
<b>YJC SUMMER PARTICIPANTS</b>			
Number, 2023-24	94	586	2,985
Number, 2022-23	92	576	3,934
Number, 2021-22	89	497	4,010
Number, 2020-21	84	495	4,815
As % of Ontario, 2023-24	3.1%	19.6%	
As % of Ontario, 2022-23	2.3%	14.6%	
As % of Ontario, 2021-22	2.2%	12.4%	
As % of Ontario: 2020-21	1.7%	10.3%	
<b>EO ASSISTED CLIENTS</b>			
As % of Ontario	2.7%	13.0%	
<b>2016 TOTAL ONTARIO POPULATION</b>			
As % of Ontario	0.8%	5.6%	

At the regional and provincial levels, at least seven out of ten of the clients are between the ages of 15 and 24, with most of the rest in the 25-44 years bracket (one expects at the younger end of this age range). At the local level, there is far more of a balance between these two age categories (Table 62). At the local level, there are slightly more females, elsewhere there are slightly more males (Table 63). These proportions by age and gender are almost the same as they were the previous years.

**TABLE 78: DISTRIBUTION BY AGE OF YJC PARTICIPANTS, 2023-2024**

	Board	Region	Ontario
15-24 years	50%	75%	78%
25-44 years	37%	22%	21%
45-64 years	---	3%	1%
over 65 years	---	---	---

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

**TABLE 79: DISTRIBUTION BY GENDER OF YJC PARTICIPANTS, 2023-2024**

	Board	Region	Ontario
Females	51%	42%	45%
Males	47%	53%	51%
Other/not disclosed/trans	---	---	3%

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

At all three levels, around half of the participants have a high school diploma. At the Board and Region levels, there is also a high proportion with less than Grade 12, whereas that number is somewhat smaller at the provincial level, and instead, there is a higher share of those with a post-secondary certificate (Table 80).

**TABLE 80 DISTRIBUTION BY EDUCATION AT INTAKE OF YJC PARTICIPANTS, 2023-2024**

	Board	Region	Ontario
Less than Grade 9	---	3%	2%
Less than Grade 12	32%	40%	20%
Completion of Secondary	51%	47%	57%
Certificate of Apprenticeship	0%	0%	---
Certificate/Diploma	5%	4%	7%
Applied/Associate/Bachelor	---	1%	7%
Postgraduate	0%	0%	1%
Other (Some Apprenticeship/ College/University)	6%	4%	5%
Unknown	---	---	1%

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

For the last three years, across the YJC program at the local level, there were very high proportions of persons from an Indigenous Group, racialized persons, persons with a disability and internationally trained professionals (Table 81). The proportion of persons from an Indigenous Group was also high at the regional level, while both the regional 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. Some participants simultaneously belong to several of these designated groups.



**TABLE 81: DISTRIBUTION BY DESIGNATED GROUP OF YJC PARTICIPANTS, 2023-2024**

	YJC		
	Board	Region	Ontario
Indigenous Group	58%	39%	11%
Deaf	0%	---	0%
Deaf/Blind	0%	0%	0%
Francophone	---	10%	5%
Internationally Trained Professionals	20%	6%	6%
Newcomer	---	2%	16%
Person with Disability	38%	36%	27%
Racialized	42%	13%	35%

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

By far the two largest sources of income for YJC participants are all levels with no source of income and OW recipients, which has been the same circumstance for the last several years (Table 82). The mix of these two sources has tended to vary in the same way as well; in Algoma, there is almost an equal split between those without a source of income and those who are OW recipients, while at the provincial level, there is a much larger proportion who identify as having no source of income.

**TABLE 82: DISTRIBUTION BY SOURCE OF INCOME OF YJC PARTICIPANTS, 2023-2024**

	Board	Region	Ontario
Canada Pension Plan	0%	0%	0%
Crown Ward	---	3%	1%
Dependent of EI	0%	0%	---
Dependent of OW/ODSP	---	2%	3%
Employed	0%	0%	0%
Employment Insurance	---	2%	1%
No Source of Income	41%	55%	70%
Ontario Disability Support Program	11%	8%	4%
Ontario Works	40%	27%	16%
Other	---	3%	4%
Pension	0%	0%	0%
Self Employed	0%	0%	0%
Unknown	---	---	1%

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

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

- Virtually all participants are 15-24 years old
- Males make up a slight majority of the participants
- Over 80% of participants in all areas have less than a Grade 12 education
- Around 90% have no source of income
- At the Board level one-third are persons with a disability, while at the Region level, the proportion is around one-quarter; as well, for both these areas, around a quarter are members of an Indigenous group; at the provincial level, around a third are racialized persons

These proportions are almost the same as they were in 2022-23.

# 2024-2025 Community Consultations Insights and Themes

Throughout the 2024-25 fiscal year AWIC engaged in consultations in a variety of ways. We connected with regional employers and organizations throughout the year including:

- The local Employment Ontario network + other support service organizations
- Community stakeholders and organizations (e.g. industry specific meetings, Chamber of Commerce)
- Outreach through a variety of media methods (LinkedIn, employer workshops, surveys)
- Regional community consultations + Board Planning Session

In these conversations, we heard several key messages, outlined below:

## 1. **General Recruitment and Retention Issues**

- Difficulty hiring and retaining qualified workers.
- High demand for skilled/trained labour, particularly in healthcare, trades, and allied services.
- Shortages across service sector jobs (e.g., healthcare, education).
- Specific focus on retaining professional/skilled labour, including physicians.

## 2. **Youth Workforce Challenges**

- Young people face mental health challenges, lack of motivation, and social skills deficits.
- Employers are struggling to guide young workers and face inappropriate involvement from parents.
- High school graduates are inadequately prepared for the workforce.
- Need for workshops to introduce students to workforce skills.
- Career path guidance and connection to local employers needed.

## 3. **Workforce Barriers**

- Mental health and anxiety among young adults.
- Lack of Grade 12 education or driver's licenses prevents some from securing employment.
- Limited transportation options in rural areas, such as Blind River.
- Hiring persons with disabilities and older workers requires employer engagement.

## 4. **Skilled Labour and Training**

- Gaps in local access to post-secondary education and skills training.
- Need for local college courses and reskilling opportunities.
- Employers in trades face challenges with online training programs.
- Trades, mining, and health sectors require diverse skilled workers (e.g., statisticians, HR professionals, accountants).

## 5. **Economic and Social Factors**

- Housing shortages impacting workforce recruitment, particularly in Superior East.
- Economic barriers, such as limited weekend shopping and service availability in smaller communities.
- Employers are reluctant to hire spouses or provide flexible schedules for dual-working households.

## 6. **Immigration and Workforce Attraction**

- Rural communities lack an immigration strategy to attract and retain workers.
- Increased Interest in pathways to hire and integrate newcomers into the workforce.
- Retention strategies needed for foreign workers and newcomers.

## List of participating organizations and employers

- Algoma District School Board - Adult Education
- Algoma Manor Nursing Home
- Algoma University
- Argonaut Gold Inc.
- Aspen Roofing and Contracting
- Batchewana Employment and Training
- Blind River Adult Education Centre
- Cameco Corporation
- City of Elliot Lake
- Dunlop Lake Lodge
- East Algoma Community Development Corporation
- Elliot Lake and North Shore Corporation for Business Development (ELNOS)
- Elliot Lake Historical Society
- Elliot Lake Women's Group Inc.
- Employment Options Emploi (East Algoma)
- Enji-maawinjidiyaang Indigenous Friendship Centre-Niigaaniin
- Good Samaritan Services
- Heliene Inc.
- Huron North Community Economic Alliance
- iCA Immigration
- Mamaweswen - North Shore Tribal Council
- Mamaweswen, The North Shore Tribal Council
- Michipicoten High School
- Ministry of Natural Resources
- Ministry of Northern Development
- Municipality of Wawa
- North Algoma Employment Help Centre
- Sault College Continuing Education
- Sault College Employment Solutions
- Sault College Students' Union
- Sault Community Career Centre
- Soo Foundry & Machine
- SSM & Area CFDC
- Superior East CFDC
- Thessalon First Nation
- Wawa Family Health Team
- Wesdome Gold Mine Ltd.

# Action Plan

In today's rapidly changing labour market, adaptability and a forward-thinking strategy are essential for effective workforce development. AWIC remains dedicated to collaborating with local partners to address workforce challenges and opportunities in Algoma. Our action plan is built around three core priorities:

- Utilizing labour market data to empower community stakeholders
- Enhancing understanding of current and future workforce demands
- Expanding data collection on underrepresented and at-risk groups to improve employment opportunities

The following sections provide an update on previous initiatives from our Labour Market Report, along with new and emerging strategies guiding our work in Algoma.

## Priority One - Strengthening Connections

### Regional Presence | Impact

AWIC actively engages with communities across the Algoma region by initiating and facilitating meetings to enhance communication and collaboration on workforce development initiatives. These meetings serve as a platform to discuss local labour market needs, share insights, and develop strategies to address workforce challenges. In addition to strengthening existing partnerships, AWIC continuously seeks to build new collaborations that drive meaningful impact across the district.

### AWIC Sponsorship Fund

Each year, AWIC provides financial support to non-profit organizations hosting events and initiatives that positively contribute to workforce development in Algoma. This funding assists with:

- Local economic development programs that promote job creation
- Regional career fairs that connect job seekers with employers
- Labour market research projects that inform workforce planning
- Employer and business outreach initiatives to strengthen industry and demographic partnerships
- Community awareness events to support workforce development, job creation and/retention

Through this fund, AWIC helps organizations create opportunities that enhance employment outcomes and address regional workforce priorities.

### Regular Communication Channels

To keep stakeholders informed and engaged, AWIC maintains a strong presence through various communication channels, including:

- Regular social media updates with key workforce insights
- Publications highlighting industry trends and regional labour market data
- Data reports and analyses to support decision-making for employers, job seekers, and policymakers

By prioritizing open communication and knowledge-sharing, AWIC ensures that workforce partners remain well-equipped with the latest information, challenges, and opportunities shaping Algoma's labour market.

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

### **Employer Development Series**

The Employer Development Series provided businesses with practical solutions to workforce challenges through expert-led events, interactive workshops, and networking opportunities. Covering key topics such as talent acquisition, retention, skill development, and workplace diversity, the series offered employers research-based insights and practical tools to navigate industry changes. By fostering collaboration and knowledge-sharing, this initiative helped organizations strengthen their workforce strategies and remain competitive in Algoma's evolving labour market.

### **Industry Spotlight Video Series**

By collaborating with regional employers across various in-demand sectors, the series highlighted key occupations in different career fields, helping individuals understand local job prospects. This initiative aligned education with industry needs, enabling informed career decisions and supporting Algoma's economic growth. By providing accessible insights into diverse industries, the series served as a valuable resource for connecting people to relevant educational pathways and strengthening the local workforce.

### **Supporting Pathways to Employment, Education and Training**

This regional event series aimed to strengthen connections between individuals and opportunities in employment, education, and training across Algoma. By bringing together a diverse network of service providers, the initiative fostered collaboration, ensuring better support for clients' needs and creating smoother transitions into the workforce or further education. Held in East Algoma, Central Algoma, and Superior East, the events facilitated partnerships among employment, training, and education services, promoting the exchange of critical information, resources, and best practices. Additionally, the series increased awareness of available community support services while providing a platform for organizations to explore joint initiatives that enhance workforce development in the region.

### **Aging Workforce Study**

The Aging Workforce Study explored the challenges and opportunities presented by an aging workforce in Algoma, providing organizations and policymakers with strategies to enhance workplace inclusivity, support employee well-being, and drive innovation. The study aimed to develop sustainable practices that help both individual workers and the broader labour market adapt to demographic changes. Its key deliverable was a comprehensive report offering insights into demographic trends, industry-specific challenges, and the societal impact of an aging workforce, serving as a resource for informed decision-making and policy development.

## Priority Three - Provide Relevant and Current Labour Market Information

### **Labour Market Newsletter**

A weekly distribution of labour market-related news articles, focusing on updates relevant to the Algoma region and across Canada. This includes promoting events and local workshops offered by other organizations that align with workforce development and community engagement.

### **Career Tools**

AWIC's career tools provide localized and regional labour market information (LMI), enabling individuals to explore and better understand the labour market in Algoma. By generating timely reports on labour supply and demand, these tools simplify the job search process and offer valuable insights into local employment trends. They are often promoted at career fairs and information sessions in collaboration with community organizations that may benefit from the data and resources.

## **Proposed Actions 2025-2026**

### **Local Labour Market Planning Report (LLMP) 2025-2026**

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

### **Employer Survey (Algoma + Northeast)**

The four Northeastern Workforce Planning Boards will conduct a joint employer survey in 2025-2026 to gather insights from local employers across industries on labour force imbalances, workforce shortages, and strategies to address these challenges. The survey will focus on HR issues like recruitment, training, retention, and strategies for adopting technology and workforce restructuring. The report will be published for Algoma and then rolled up for a Northeastern report.

### **Educating and Supporting Employers in Hiring Underrepresented Groups**

The initiative aims to educate employers on the benefits and strategies for hiring and retaining underrepresented groups, such as Indigenous people, older workers, persons with disabilities, and newcomers. It focuses on fostering inclusivity, improving innovation, and addressing unconscious bias while offering actionable steps and showcasing successful examples of inclusive hiring and retention practices.

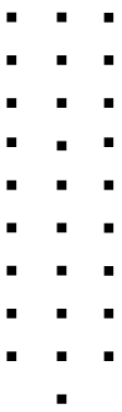
### **Bridging Generational Gaps**

To effectively address generational differences, we will incorporate data-driven insights and research into our approach, supported by workshops and training programs. This will enable organizations to better understand the diverse preferences and behaviours of different generations, allowing them to develop actionable strategies to enhance workplace collaboration and productivity.

### **Workforce Insights: Leveraging Local Labour Market Data**

This project will create a system for delivering tailored Labour Market Information (LMI) by collecting data from multiple sources, providing insights into employment trends, job vacancies, skill requirements, and industry performance. Analyzed data will highlight regional trends and emerging opportunities, offering valuable insights to help stakeholders make informed decisions aligned with local labour market needs.

## NOTES:



[www.awic.ca](http://www.awic.ca)

***AWIC*** **ALGOMA WORKFORCE  
INVESTMENT CORPORATION**