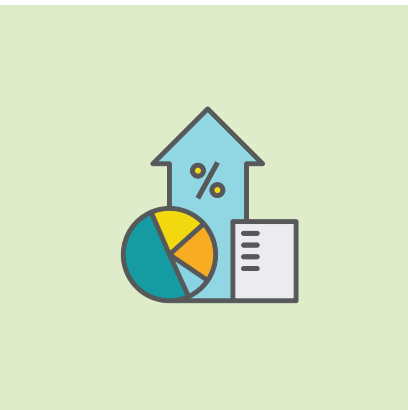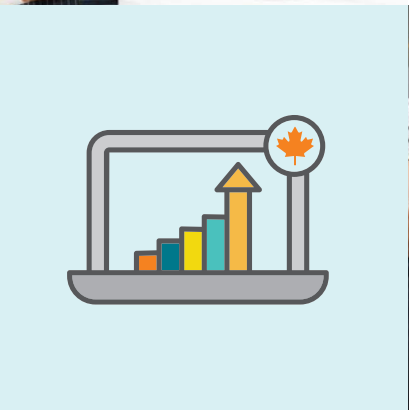# LOCAL LABOUR MARKET PLAN 2023

NIPISSING & PARRY SOUND DISTRICTS

Ontario

The Labour Market Group
Guiding partners to workforce solutions.

OVERVIEW

The Labour Market Group (LMG) is pleased to present the 2023 local labour market plan for the districts of Nipissing and Parry Sound. As always, the purpose of the Local Labour Market Plan (LLMP) is to identify significant labour market issues within the districts and set a strategic direction that addresses critical workforce development challenges and puts forth actions that will help alleviate them.

Our communities continue to see un precedented change in labour force supply and demand. New terms such as "The Great Resignation" have been featured throughout news and media outlets due to the overwhelming demand for workers.

All industries are facing critical shortages of employees; affecting business expansion, economic growth and sustainability. It is a job seekers market.

Employers with unreasonable job responsibilities, poor communication or misaligned company culture can be easily overlooked by potential employees who seek more fulfilling work. Work with higher salaries, better benefits and perks, more advancement opportunities and greater flexibility. Employers will need to continue to find innovative solutions that prioritize employee well being, engagement and recognition, as this will be critical to attracting and retaining valued talent and fulfilling their workforce needs.

In 2023, our local economy will require our community to continue to be innovative, robust and flexible to adapt, so we can provide our residents and newcomers with the skills and training needed to meet these historic demands.

The past few years have forced unprecedented changes that have transformed the workplace. Some say it is the tightest labour market seen in a half century. Employers are now faced with converting their workspaces to allow for remote, hybrid and virtual work. Investments are being made into infrastructure and technology to allow employees to work in this regard.

Available workers have disappeared, and employers are struggling more than ever before not only to hire, but to receive applicants.

As workforce trends continue to evolve, ensuring the growth and sustainability of the current and future workforce is critical. Our population is aging and is therefore exiting the workplace faster than it can be replaced. Not only is this causing great difficulty for employers to find a qualified replacement workforce, demographic changes in the workforce are shifting attitudes towards work in general.

The workplace of yesterday does not fit the workforce of today. Younger generations of workers have different expectations and skills that employers have to embrace in order to sustain their everyday business needs.

The outcome of the LLMP and its resulting initiatives is designed to support area residents looking for work, entering or re-entering the job market, help employees remain employed and assist employers access the workers they need to be competitive.

Times are changing. Technology and automation are influencing local economies at a rapid pace.

Keeping abreast of broader global trends can ensure our local businesses are prepared for the workplace of tomorrow. Continued consultations with key partners will ensure we remain committed to working together to build a strong, resilient and skilled workforce that is prepared for tomorrow's economy.

INTRODUCTION

The 2023 LLMP provides an overview of current labour market conditions in the Nipissing and Parry Sound districts. This year's report includes several key pieces;

1. Update of Labour Market Indicators
2. Canadian Business Counts
3. Monthly Jobs Report data
4. Employment Ontario Client data
5. Labour Market Action Plan

Each piece offers a unique snapshot of the local labour market and together provides great insight into the challenges faced by employers and job seekers in our region. This report builds on data explored in last year's report and the result is improved action strategies to address these complex issues.

In this report, labour market information from data sources such as Statistics Canada and other valid research reports are highlighted. This data is supplemented by research that LMG conducts along with input from extensive consultation from employers and key community partners.

LABOUR MARKET UPDATE

2021 CENSUS – POPULATION

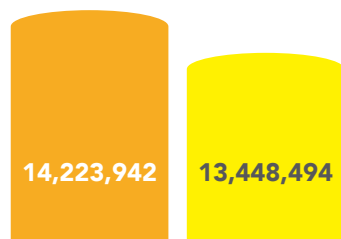**POPULATION CHANGES IN PARRY SOUND AND NIPISSING AREAS**

Every five years, Canada carries out a national census, the most recent being in 2021. In addition to collecting basic data regarding population counts, the Census assembles a wide range of information about demographic characteristics, including levels of educational attainment and various labour market data. Statistics Canada releases the data in phases, because it rigorously checks its numbers, and it also produces a large set of data tables for each subject field. This report presents the initial detailed data from the 2021 Census. Next year we will provide more in-depth analyses and comparisons of data.
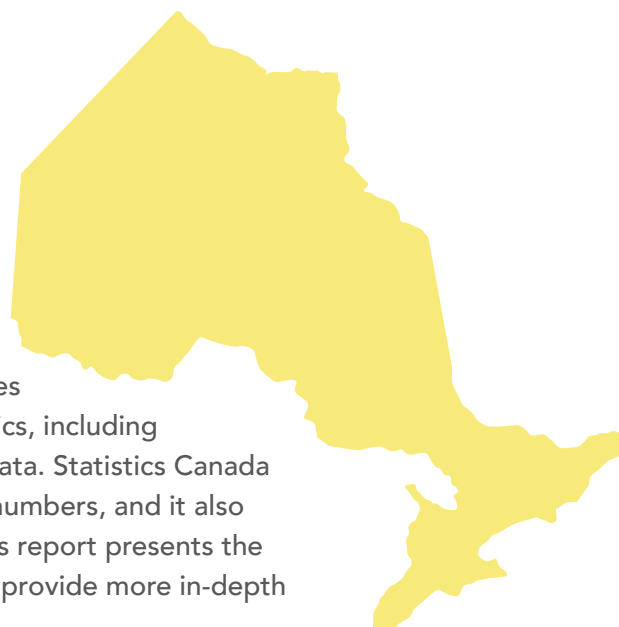
TABLE 1: POPULATION DATA FOR PARRY SOUND DISTRICT, NIPISSING DISTRICT, NORTHERN ONTARIO AND ONTARIO, 2021

ONTARIO
Percent Change 2016-2021
5.8%

| 14,223,942 | 13,448,494 |

NORTHERN ONTARIO
Percent Change 2016-2021
1.2%

| 789,519 | 780,140 |
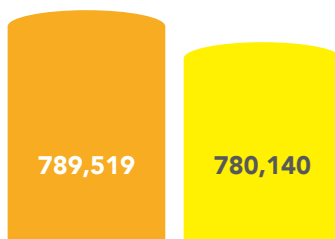
PARRY SOUND DISTRICT
Percent Change 2016-2021
9.5%

| 46,909 | 42,824 |
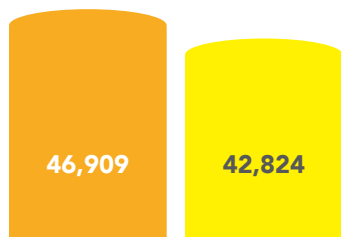
NIPISSING DISTRICT
Percent Change 2016-2021
1.9%

| 84,716 | 83,150 |
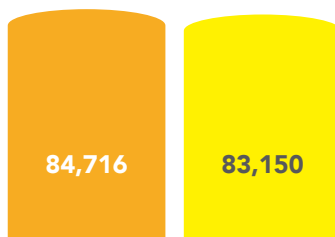
Table 1 provides the 2021 population figures for Parry Sound District and Nipissing District and compares the changes to the overall Northern Ontario and Ontario figures. Northern Ontario consists of Parry Sound, Nipissing, Timiskaming, Cochrane, Manitoulin, Greater Sudbury, Sudbury, Algoma, Thunder Bay, Kenora and Rainy River.

Parry Sound experienced a much higher rate of population growth (9.5%) compared to Northern Ontario (1.2%) and Ontario (5.8%). Nipissing's growth was a far more modest 1.9%.

■ 2021   ■ 2016

Statistics Canada, 2021 Census

TABLE 2: POPULATION DATA FOR PARRY SOUND DISTRICT AND LOCAL COMMUNITIES, 2021

	2021	2016	% CHANGE 2016-2021
PARRY SOUND DISTRICT	**46,909**	**42,824**	**9.5%**
Armour	1,459	1,414	3.2%
Burk's Falls	957	981	↓2.4%
Callander	3,964	3,863	2.6%
Carling	1,491	1,125	32.5%
Dokis 9	201	344	↓41.6%
French River 13	137	117	17.1%
Henvey Inlet 2	15	5	200%
Joly	293	304	↓3.6%
Kearney	974	882	10.4%
Machar	969	882	9.9%
Magnetawan	1,753	1,390	26.1%
Magnetewan 1	102	101	1%
McDougall	2,744	2,702	1.6%
McKellar	1,419	1,111	27.7%
McMurrich/Monteith	907	824	10.1%
Naiscoutaing 17A	0	0	0%
Nipissing	1,769	1,707	3.6%
Parry Island First Nation	367	317	15.8%
Parry Sound	6,879	6,408	7.4%
Parry Sound, Unorganized, Centre Part	2,495	2,143	16.4%
Parry Sound, Unorganized, North East Part	179	187	↓4.3%
Perry	2,650	2,454	8%
Powassan	3,346	3,455	↓3.2%
Ryerson	745	648	15%
Seguin	5,280	4,304	22.7%
Shawanaga 17	155	195	↓20.5%
South River	1,101	1,114	↓1.2%
Strong	1,566	1,439	8.8%
Sundridge	938	961	↓2.4%
The Archipelago	979	531	84.4%
Whitestone	1,075	916	17.4%

Statistics Canada, 2021 Census
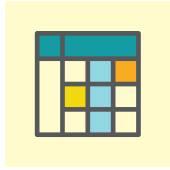
Tables 2 (previous page) and 3 provide the data for the various communities within Parry Sound and Nipissing.

There were considerable variations in the population changes across Parry Sound communities. Among larger communities, Carling grew by 32.5%, McKellar by 27.7%, Magnetewan by 26.1%, Seguin by 22.7% and Parry Sound, Unorganized, Centre Part by 16.4%. The Archipelago almost doubled in size, growing by 84.4%. Some larger communities lost population: Powassan declined by -3.2%, Burk's Falls by -2.4%, Sundridge by -2.4% and South River by -1.2%.

Table 3 provides the population data for Nipissing District and its communities. The population change figures hovered within a narrower range. For the larger municipalities, the increases reflected the average for the district: North Bay up 2.2%, West Nipissing up 1.5% and East Ferris up 1.7%. Some large communities had larger declines: Nipissing, Unorganized, North Part down -10.8%, Mattawa down -5.6%, South Algonquin down -3.7% and Papineau-Cameron down -3.3%.

TABLE 3: POPULATION DATA FOR NIPISSING DISTRICT AND LOCAL COMMUNITIES, 2021

	2021	2016	% CHANGE 2016-2021
NIPISSING DISTRICT	**84,716**	**83,150**	1.9%
Bear Island 1	244	153	59.5%
Bonfield	2,146	1,990	7.8%
Calvin	557	516	7.9%
Chisholm	1,312	1,291	1.6%
East Ferris	4,946	4,862	1.7%
Mattawa	1,881	1,993	⬇5.6%
Mattawan	153	161	⬇5%
Nipissing 10	1,640	1,593	3%
Nipissing, Unorganized, North Part	1,591	1,784	⬇10.8%
Nipissing, Unorganized, South Part	102	103	⬇1%
North Bay	52,662	51,553	2.2%
Papineau-Cameron	982	1,016	⬇3.3%
South Algonquin	1,055	1,096	⬇3.7%
Temagami	862	802	7.5%
West Nipissing / Nipissing Ouest	14,583	14,364	1.5%

Statistics Canada, 2021 Census
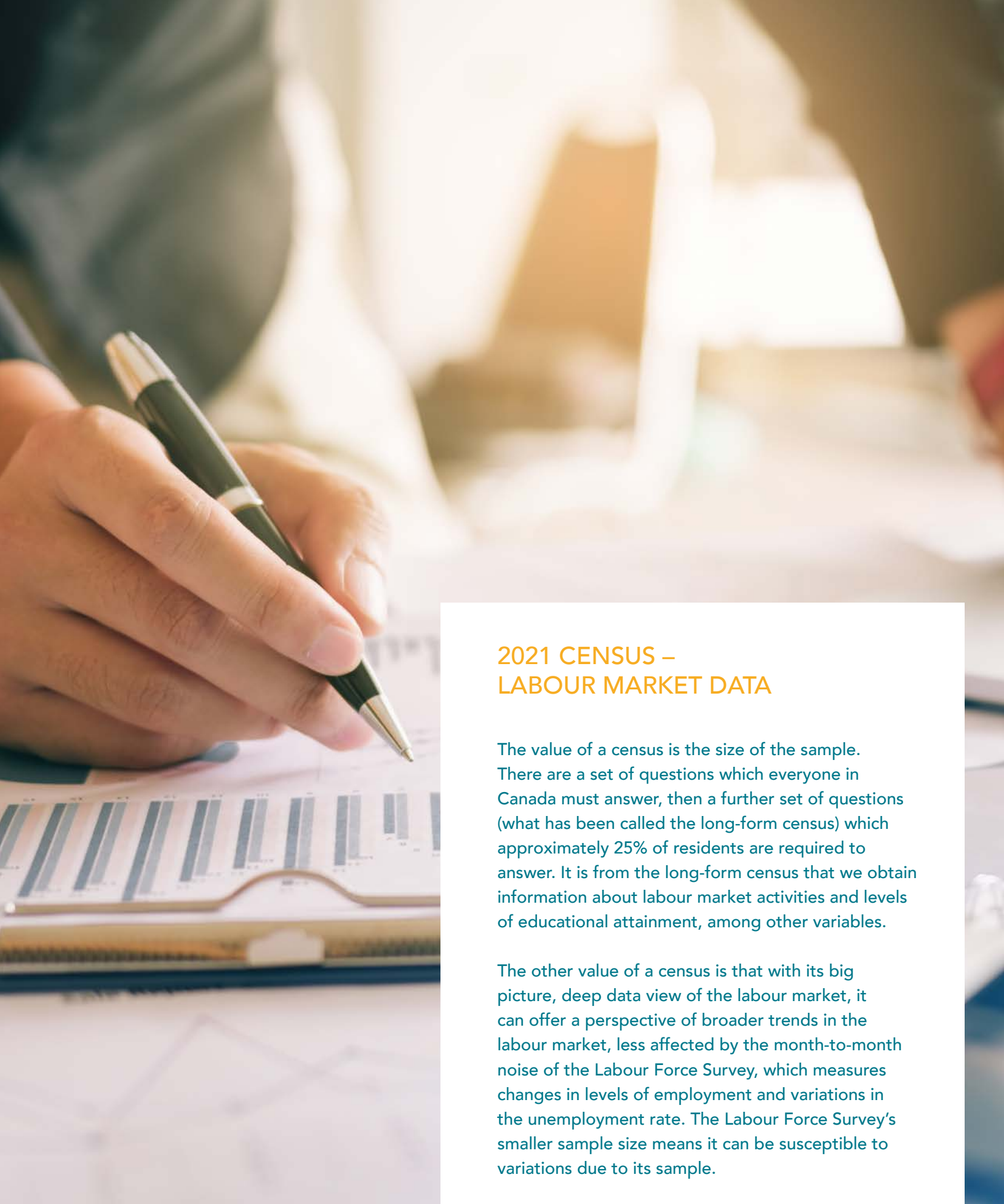
2021 CENSUS – LABOUR MARKET DATA

The value of a census is the size of the sample. There are a set of questions which everyone in Canada must answer, then a further set of questions (what has been called the long-form census) which approximately 25% of residents are required to answer. It is from the long-form census that we obtain information about labour market activities and levels of educational attainment, among other variables.

The other value of a census is that with its big picture, deep data view of the labour market, it can offer a perspective of broader trends in the labour market, less affected by the month-to-month noise of the Labour Force Survey, which measures changes in levels of employment and variations in the unemployment rate. The Labour Force Survey's smaller sample size means it can be susceptible to variations due to its sample.

COVID-19 AND THE 2021 CENSUS

It is unfortunate that the timing of the census (May 2021) coincided with the lingering effects of the COVID-19 pandemic and the associated lockdowns, which not only changed our patterns of how we puchased goods and services, but also affected levels of employment. In comparing the numbers between the 2016 Census and the 2021 Census, we need to bear in mind that overall employment dropped during COVID-19, and that some industries and occupations were more affected than others. Interpreting the data involves both comparing the numbers but also considering how the context influenced different categories.

For example, it is well-known that during COVID-19 employment levels dropped significantly in the Accommodation & Food Services sector and stayed lower for some time afterwards. As a result, the percentage share of all employment represented by this sector also dropped. This means that the percentage share of total employment increases for other industries, not because those other industries grew, but because they are making up for the shrinkage in total employment caused by the loss of jobs in Accommodation & Food Services.

EMPLOYMENT BY INDUSTRY IN ONTARIO

All the data presented is based on where residents live, not where their jobs are located. For the Ontario data, this is not such a major issue, as only a small fraction of the Ontario population leaves the province for work. However, in smaller geographies there can be much more commuting that crosses census division boundaries.

Table 4 profiles the resident employment numbers by industry for Ontario. The first column lists each major industry, the second column provides the number of employed residents by industry, and the third column indicates the percentage change for each number from the figure reported in 2016. The last four columns show the percentage distribution of all employed residents by industry over the last 20 years, to highlight how these proportions have shifted over time.

Focusing on the changes in employment between 2016 and 2021, sectors which experienced a decline in employment have their cells shaded in grey. Several of these sectors are customer-facing industries which were particularly affected by COVID-19 and the accompanying lockdowns, namely:

- Retail Trade
- Arts, Entertainment & Recreation
- Accommodation & Food Services

In all three of these industries, the percentage share of employment from 2006 to 2016 stayed relatively steady but experienced a noticeable drop in 2021. This is distinct from a sector such as Manufacturing, which has seen a steady decline in its share of total employment over the same period.

Wholesale Trade and Other Services also saw a considerable decline in their employment numbers and their share of total employment. Some of this was caused by COVID-19, but there has been a continuing decline since 2006 in their share of total employment, so some of this may be the continuation of a trend.

Three large sectors have seen continuing growth in employment and in their share of total employment:

- Construction
- Professional, Scientific & Technical Services
- Health Care & Social Assistance

In all three of these industries, the trend had been towards increasing share of total employment. However, the larger percentage jump in their share of total employment which occurred between 2016 and 2021 is likely in part due to the decline in employment share among those industries which suffered employment losses as a result of COVID-19.

As a result of these trends, Health Care & Social Assistance is now the largest single industry sector by employment in Ontario, surpassing Retail Trade. With the on-going aging of our population, one can expect that this sector will continue to be the largest industry in the foreseeable future. Manufacturing, which had been the industry with the largest share of employment in 2006, has now dropped to fourth place, while Professional, Scientific & Technical Services has moved from fourth place to third place.

TABLE 4: EMPLOYMENT BY INDUSTRY; COMPARISONS BETWEEN 2006, 2011, 2016 AND 2021; ONTARIO

	2021		PERCENT DISTRIBUTION BY INDUSTRY			
	NUMBER	CHANGE	2006	2011	2016	2021
ALL INDUSTRIES	6,492,895	↓1.8%	100%	100%	100%	100%
Agriculture, Forestry, Fishing, Farming	99,045	2.5%	1.8%	1.5%	1.5%	1.5%
Mining & Oil and Gas Extraction	32,660	10.8%	0.4%	0.4%	0.4%	0.5%
Utilities	53,755	9.2%	0.8%	0.9%	0.7%	0.8%
Construction	487,400	11%	5.9%	6.1%	6.6%	7.5%
Manufacturing	601,725	↓7.7%	13.9%	10.4%	9.9%	9.3%
Wholesale Trade	230,275	↓11.3%	4.8%	4.6%	3.9%	3.5%
Retail Trade	683,150	↓7.3%	11%	11.1%	11.1%	10.5%
Transportation & Warehousing	341,025	8.1%	4.8%	4.7%	4.8%	5.3%
Information & Cultural Industries	156,050	↓7.1%	2.7%	2.7%	2.5%	2.4%
Finance & Insurance	386,250	4.5%	5%	5.6%	5.6%	5.9%
Real Estate, Rental & Leasing	143,025	2.6%	2%	2.0%	2.1%	2.2%
Professional, Scientific, Technical	642,655	18.4%	7.3%	7.7%	8.2%	9.9%
Management of Companies	25,260	112.4%	0.1%	0.1%	0.2%	0.4%
Administrative & Support	281,860	↓8.3%	4.7%	4.4%	4.7%	4.3%
Educational Services	487,940	↓3.2%	6.8%	7.5%	7.6%	7.5%
Health Care & Social Assistance	817,405	11.6%	9.6%	10.6%	11.1%	12.6%
Arts, Entertainment & Recreation	85,955	↓35.8%	2.1%	2%	2%	1.3%
Accommodation & Food Services	293,020	↓33.3%	6.2%	6%	6.6%	4.5%
Other Services	228,525	↓19%	4.7%	4.4%	4.3%	3.5%
Public Administration	415,925	3.5%	5.5%	7%	6.1%	6.4%

Statistics Canada, 2021 Census

EMPLOYMENT BY OCCUPATION IN ONTARIO

Occupations are organized according to the National Occupational Classification (NOC). Every ten years, this classification is revised, to accommodate changes in occupations, such as the emergence of new occupations, as well as to introduce new features to support deeper analysis of the data.

The 2021 NOC version reflects very significant changes which make comparisons between the 2021 and 2016 Census data more challenging. The biggest change has been to replace skill levels associated with an occupation with a more refined expression of the training, education, experience, and responsibilities associated with an occupation.

The data being used in this section does not reflect this level of detail. The most important change for this data refers to how Management Occupations are classified. In the previous NOC structure, all management occupations were under one heading. In the 2021 NOC, Management Occupations now only refer to legislative and senior management occupations. Specific management roles, such as Managers in Health Care or Restaurant Managers, which used to be classified under Management Occupations, are now classified under the relevant occupation category, so that Managers in Health Care are found in Health Occupations, and Restaurant Managers are found in Sales & Service Occupations. Thus, in addition to the impact of COVID-19 on reported levels of employment by occupation, the change in how occupations are classified make it harder to draw conclusions from comparisons between the 2016 Census and the 2021 Census.

Nevertheless, for the sake of context, data from previous censuses are presented in **Table 5**, which shows the number of employed residents by occupation category in 2021, the percentage change from 2016, and the percentage distribution by occupational category for 2006, 2011, 2016 and 2021.

TABLE 5: EMPLOYMENT BY OCCUPATION; COMPARISONS BETWEEN 2006, 2011, 2016 AND 2021; ONTARIO

	2021		PERCENT DISTRIBUTION BY OCCUPATION			
	NUMBER	CHANGE	2006	2011	2016	2021
ALL OCCUPATIONS	6,492,895	↓1.8%	100%	100%	100%	100%
Management Occupations/Legislative & Senior Management Occupations	93,130	↓87.9%	10.6%	11.9%	11.6%	1.4%
Business, Finance, Administration	1,246,220	15.9%	18.7%	17.2%	16.3%	19.2%
Natural & Applied Sciences	656,665	32.5%	7.1%	7.5%	7.5%	10.1%
Health Occupations	523,650	19.8%	5.4%	6.1%	6.6%	8.1%
Education, Law, Social, Government	815,710	2%	8.5%	12.2%	12.1%	12.6%
Art, Culture, Recreation & Sport	195,315	↓5.9%	3%	3%	3.1%	3%
Sales & Service Occupations	1,429,605	↓6.1%	23.2%	22.7%	23%	22%
Trades, Transport, Equipment Operators	1,066,190	23%	14%	12.8%	13.1%	16.4%
Primary Occupations (Natural Resources)	135,565	33%	2.5%	1.5%	1.5%	2.1%
Manufacturing & Utilities Occupations	330,840	↓1.7%	7%	5.1%	5.1%	5.1%

Statistics Canada, 2021 Census

The dispersal of these many management occupations into their respective occupational categories is the major reason why the Management Occupations category shrunk by almost 90%. It also means that each occupation category increased because of the re-classification, so a more careful analysis is required.

It is noteworthy that certain occupational categories nevertheless lost employment. These were:

- Occupations in Art, Culture, Recreation & Sport
- Sales & Service Occupations
- Occupations in Manufacturing & Utilities

The first two occupational categories are particularly prominent among those industries especially affected by COVID-19: Arts, Entertainment & Recreation; Retail Trade; and Accommodation & Food Services. Thus, some portion of their loss is very likely attributable to the dip in employment caused by COVID-19. The third occupational category is prominent in the Manufacturing sector, where we have seen a slow decline in its share of total employment over the decades.

While every other occupation category increased in size, two categories are prominent for the size of their increases, namely:

- Natural & Applied Sciences
- Health Occupations
- Trades, Transport, Equipment Operators & Related Occupations

All three of these occupational categories are prominent in the three industries which also had significant increases in employment during this period: Health Care & Social Assistance; Professional, Scientific & Technical Services; and Construction. Excluded from this list is Natural Resources, Agriculture and Related Production Occupations, because even though it experienced a significant employment increase (33%), it represents a very small share of total employment (2.1%).

EMPLOYMENT BY INDUSTRY IN PARRY SOUND AND NIPISSING

The preceding review of changes in employment among industries and occupations in Ontario provides a context for interpreting changes in employment in these categories in Parry Sound and Nipissing.

Tables 6 and 7 provide the industry employment numbers for 2021, with comparisons to 2016, for Parry Sound and Nipissing. It bears emphasizing again that this data represents the industries that residents are employed in, including jobs they may be commuting to outside these areas, not the actual jobs that are present in Parry Sound and Nipissing.

In the case of Parry Sound (**Table 6**), there were certain similarities with the Ontario figures: large declines in employment among Accommodation & Food Services and Other Services, as well as significant increases in employment in Construction and Health Care & Social Assistance. On the other hand, there were several industries which lost employment in the Ontario comparison, but which gained employment in Parry Sound, including: Manufacturing; Wholesale Trade; Retail Trade; and Administrative & Support. Meanwhile, Arts, Entertainment & Recreation experienced a much smaller decline in employment compared to the provincial average. In addition, in Parry Sound the employment loss in Educational Services was much larger, while some industries which gained employment at the provincial level lost employment in Parry Sound, such as Transportation & Warehousing and Real Estate, Rental & Leasing. Finally, Professional, Scientific & Technical Services grew at a much lower rate in Parry Sound than at the provincial level.

The cumulative effect of these contrasting trends was that Parry Sound gained in employed residents by 2.5%, compared to a net loss at the provincial level of minus 1.8%. Health Care & Social Assistance remained the single largest industry by employment, increasing its share of total employment to 15.9%. Construction and Retail Trade tied for second place, each with a 14.2% share of total employment.

TABLE 6: RESIDENT EMPLOYMENT BY INDUSTRY; COMPARISONS BETWEEN 2016 AND 2021; PARRY SOUND

	2021	CHANGE BETWEEN 2016 AND 2021		PERCENT DISTRIBUTION BY INDUSTRY	
	NUMBER	NUMBER	PERCENT	2016	2021
ALL INDUSTRIES	18,645	450	2.5%	100%	100%
Agriculture, Forestry, Fishing, Farming	510	195	61.9%	1.7%	2.7%
Mining & Oil and Gas Extraction	240	35	17.1%	1.1%	1.3%
Utilities	195	↓30	↓13.3%	1.2%	1%
Construction	2,645	395	17.6%	12.4%	14.2%
Manufacturing	1,390	80	6.1%	7.2%	7.5%
Wholesale Trade	435	15	3.6%	2.3%	2.3%
Retail Trade	2,640	110	4.3%	13.9%	14.2%
Transportation & Warehousing	735	↓65	↓8.1%	4.4%	3.9%
Information & Cultural Industries	205	↓25	↓10.9%	1.3%	1.1%
Finance & Insurance	395	30	8.2%	2%	2.1%
Real Estate, Rental & Leasing	295	↓25	↓7.8%	1.8%	1.6%
Professional, Scientific, Technical	845	40	5.0%	4.4%	4.5%
Management of Companies	25	25	-	0%	0.1%
Administrative & Support	815	120	17.3%	3.8%	4.4%
Educational Services	1,015	↓215	↓17.5%	6.8%	5.4%
Health Care & Social Assistance	2,965	265	9.8%	14.8%	15.9%
Arts, Entertainment & Recreation	390	↓10	↓2.5%	2.2%	2.1%
Accommodation & Food Services	840	↓385	↓31.4%	6.7%	4.5%
Other Services	735	↓155	↓17.4%	4.9%	3.9%
Public Administration	1,340	70	5.5%	7%	7.2%

Statistics Canada, 2021 Census

In the case of Nipissing (**Table 7**), the trends held more closely to the outcomes experienced throughout Ontario: large decreases across Accommodation & Food Services and Arts, Entertainment & Recreation; smaller but considerable decreases among Manufacturing, Wholesale Trade, Retail Trade and Other Services. In addition, sectors which increased employment across Ontario witnessed employment decreases in Nipissing, such as Finance & Insurance, Real Estate, Rental & Leasing, and Professional, Scientific & Technical Services. Even Public Administration saw a slight decline in employment in Nipissing. On the other hand, Construction and Health Care & Social Assistance experienced employment increases similar to those felt across the province. The net consequence was a shrinkage in total employment of minus 3.3%, larger than the provincial loss of minus 1.8%.

Health Care & Social Assistance expanded its position as the largest source of employment for Nipissing residents, representing 18.9% of all employment, almost one in five. Retail Trade was a distant second in terms of total employment, representing 12.8% of all those employed. Educational Services, at 9.3% was third, followed closely by Public Administration in fourth place at 9.1%.

TABLE 7: RESIDENT EMPLOYMENT BY INDUSTRY; COMPARISONS BETWEEN 2016 AND 2021; NIPISSING

	2021	CHANGE BETWEEN 2016 AND 2021		PERCENT DISTRIBUTION BY INDUSTRY	
	NUMBER	NUMBER	PERCENT	2016	2021
ALL INDUSTRIES	34,765	⬇1,180	⬇3.3%	100%	100%
Agriculture, Forestry, Fishing, Farming	415	⬇45	⬇9.8%	1.3%	1.2%
Mining & Oil and Gas Extraction	1,145	235	25.8%	2.5%	3.3%
Utilities	395	45	12.9%	1%	1.1%
Construction	2,595	230	9.7%	6.6%	7.5%
Manufacturing	1,800	⬇55	⬇3%	5.2%	5.2%
Wholesale Trade	655	⬇120	⬇15.5%	2.2%	1.9%
Retail Trade	4,450	⬇585	⬇11.6%	14%	12.8%
Transportation & Warehousing	1,910	70	3.8%	5.1%	5.5%
Information & Cultural Industries	415	15	3.8%	1.1%	1.2%
Finance & Insurance	805	⬇90	⬇10.1%	2.5%	2.3%
Real Estate & Rental and Leasing	530	⬇20	⬇3.6%	1.5%	1.5%
Professional, Scientific, Technical	1,580	⬇5	⬇0.3%	4.4%	4.5%
Management of Companies	20	0	0%	0.1%	0.1%
Administrative & Support	1,485	⬇15	⬇1%	4.2%	4.3%
Educational Services	3,225	⬇150	⬇4.4%	9.4%	9.3%
Health Care & Social Assistance	6,530	555	9.3%	16.6%	18.8%
Arts, Entertainment & Recreation	325	⬇265	⬇44.9%	1.6%	0.9%
Accommodation & Food Services	2,040	⬇720	⬇26.1%	7.7%	5.9%
Other Services	1,280	⬇250	⬇16.3%	4.3%	3.7%
Public Administration	3,160	⬇30	⬇0.9%	8.9%	9.1%

Statistics Canada, 2021 Census

EMPLOYMENT BY OCCUPATION IN PARRY SOUND AND NIPISSING

In both areas (**Tables 8 and 9**), the re-classification of management occupations resulted in a very large statistical decline in what had been Management Occupations to the more narrowly defined Legislative and Senior Management Occupations. In terms of COVID-19 impacts, there were differences between the two areas.

In Parry Sound (**Table 8**), apart from the re-classification of management occupations, all occupational categories grew, except for a slight decline in Natural & Applied Sciences and Related Occupations. This is in sharp contrast to the provincial averages, where Natural & Applied Sciences and Related Occupations increased employment significantly, whereas Occupations in Art, Culture, Recreation & Sport, Sales & Service Occupations, and Occupations in Manufacturing & Utilities declined. Indeed, the largest percentage increases in employment in Parry Sound were among Natural Resources, Agriculture & Related Production Occupations, Trades, Transport & Equipment Operators & Related Occupations, and Occupations in Manufacturing & Utilities. It should be noted that all three of these categories are heavily-male dominated, meaning that males were far more likely to be the beneficiaries of employment growth.

TABLE 8: RESIDENT EMPLOYMENT BY OCCUPATION; COMPARISONS BETWEEN 2016 AND 2021; PARRY SOUND

	2021	CHANGE BETWEEN 2016 AND 2021		PERCENT DISTRIBUTION BY OCCUPATION	
	NUMBER	NUMBER	PERCENT	2016	2021
ALL OCCUPATIONS	18,645	455	2.5%	100%	100%
Management Occupations/Legislative & Senior Management Occupations	255	⬇1,830	⬇87.8%	11.5%	1.4%
Business, Finance, Administration	2,590	215	9.1%	13.1%	13.9%
Natural & Applied Sciences	845	⬇15	⬇1.7%	4.7%	4.5%
Health Occupations	1,645	195	13.4%	8%	8.8%
Education, Law, Social, Government	2,235	160	7.7%	11.4%	12%
Art, Culture, Recreation & Sport	375	30	8.7%	1.9%	2%
Sales & Service Occupations	4,410	325	8%	22.5%	23.7%
Trades, Transport, Equipment Operators	4,635	865	22.9%	20.7%	24.9%
Primary Occupations (Natural Resources)	720	350	94.6%	2%	3.9%
Manufacturing & Utilities Occupations	930	170	22.4%	4.2%	5%

Statistics Canada, 2021 Census

In Nipissing (next page, **Table 9**), management occupations were dispersed across all the other categories and both Occupations in Art, Culture, Recreation & Sport, Sales & Service Occupations saw declines in employment. Increases in employment across Business, Finance & Administration Occupations and Natural & Applied Sciences and Related Occupations were much lower than the increases across Ontario. As in the case of Parry Sound, the largest percentage increases in employment were among Natural Resources, Agriculture & Related Production Occupations, Trades, Transport & Equipment Operators & Related Occupations, and Occupations in Manufacturing & Utilities.

TABLE 9: RESIDENT EMPLOYMENT BY OCCUPATION; COMPARISONS BETWEEN 2016 AND 2021; NIPISSING

	2021	CHANGE BETWEEN 2016 AND 2021		PERCENT DISTRIBUTION BY OCCUPATION	
	NUMBER	NUMBER	PERCENT	2016	2021
ALL OCCUPATIONS	34,765	⬇1,180	⬇3.3%	100%	100%
Management Occupations/Legislative & Senior Management Occupations	290	⬇3,280	⬇91.9%	9.9%	0.8%
Business, Finance, Administration	5,255	35	0.7%	14.5%	15.1%
Natural & Applied Sciences	1,990	120	6.4%	5.2%	5.7%
Health Occupations	3,770	445	13.4%	9.3%	10.8%
Education, Law, Social, Government	5,360	165	3.2%	14.5%	15.4%
Art, Culture, Recreation & Sport	660	⬇55	⬇7.7%	2%	1.9%
Sales & Service Occupations	8,790	⬇160	⬇1.8%	24.9%	25.3%
Trades, Transport, Equipment Operators	6,625	1,155	21.1%	15.2%	19.1%
Primary Occupations (Natural Resources)	900	155	20.8%	2.1%	2.6%
Manufacturing & Utilities Occupations	1,125	240	27.1%	2.5%	3.2%

Statistics Canada, 2021 Census

EMPLOYMENT BY INDUSTRY AND OCCUPATION IN PARRY SOUND AND NIPISSING

Tables 10 and 11 combines the data from **Tables 6 and 8** (Parry Sound) and **Tables 7 and 9** (Nipissing) to present a composite table, with the industry and occupation data cross tabulated. Because the data is divided by geography, industry and occupation, some cells do fall below the threshold for reporting, resulting in several cells registering a "0" entry. Nevertheless, in terms of the larger categories, this data does provide useful information on which to draw comparisons.

A few observations regarding the data:

- Some occupations span most industries, notably Business, Finance & Administration Occupations and Sales & Service Occupations; this applies as well in Nipissing for Natural & Applied Sciences and Related Occupations.

- Similarly, many industries have workers in a very broad range of occupations: Manufacturing; Retail Trade; Health Care & Social Assistance; Public Administration (in Nipissing, Professional, Scientific & Technical Services as well).

- There are also many industries where a large majority of employees fall within one occupation category, for example: Agriculture, Forestry, Fishing & Hunting; Construction; Transportation & Warehousing; and Accommodation & Food Services.

- It is striking what a range of occupations are involved in the Manufacturing industry – Manufacturing Occupations make up less than half of all employment in the Manufacturing sector.

TABLE 10: 2021, INDUSTRY CROSS-TABULATED BY OCCUPATION, EMPLOYED RESIDENTS IN PARRY SOUND

	TOTAL NUMBER	Management Occupations	Business, Finance, Administration	Natural & Applied Sciences	Health Occupations	Education, Law, Social, Government	Art, Culture, Recreation & Sport	Sales & Service Occupations	Trades, Transport, Equipment Operators	Primary Occupations (Natural Resources)	Manufacturing & Utilities Occupations	% OF ALL INDUSTRIES
% OF ALL OCCUPATIONS	100%	1%	14%	5%	9%	12%	2%	24%	25%	4%	5%	
ALL INDUSTRIES	18,645	255	2,590	845	1,645	2,235	375	4,410	4,635	720	930	100%
Agriculture, Forestry	510	0	55	55	0	20	10	10	10	330	15	3%
Mining, Oil & Gas	240	0	25	25	0	0	0	0	95	55	30	1%
Utilities	195	0	20	50	0	0	0	0	85	0	35	1%
Construction	2,645	30	220	40	0	0	10	45	2,240	25	25	14%
Manufacturing	1,390	25	160	100	0	0	20	120	265	20	680	8%
Wholesale Trade	435	15	85	15	0	0	0	195	90	0	25	2%
Retail Trade	2,640	10	155	15	80	0	45	2,060	240	0	35	14%
Transportation & Warehousing	735	0	40	15	0	0	0	20	645	0	0	4%
Information & Cultural	205	10	50	15	0	0	90	15	20	0	0	1%
Finance & Insurance	395	0	210	15	0	0	0	160	0	0	0	2%
Real Estate & Rental	295	0	110	0	0	0	0	145	35	0	0	2%
Professional, Scientific, Technical	845	20	335	210	50	70	70	40	35	15	0	5%
Management of Companies	25	10	0	10	0	0	0	0	0	0	0	0%
Administrative & Support	815	10	75	25	0	10	0	250	220	190	15	4%
Educational Services	1,015	0	75	25	0	765	20	100	20	0	0	5%
Health Care & Social Assistance	2,965	35	385	50	1,465	700	0	265	60	0	0	16%
Art, Entertainment & Recreation	390	0	65	20	0	15	70	55	115	35	10	2%
Accommodation & Food Services	840	0	30	0	0	0	0	730	55	10	0	5%
Other Services	735	15	105	30	20	105	25	160	230	15	15	4%
Public Administration	1,340	35	390	125	15	535	0	20	165	20	35	7%

TABLE 11: 2021, INDUSTRY CROSS-TABULATED BY OCCUPATION, EMPLOYED RESIDENTS IN NIPISSING

	TOTAL NUMBER	Management Occupations	Business, Finance, Administration	Natural & Applied Sciences	Health Occupations	Education, Law, Social, Government	Art, Culture, Recreation & Sport	Sales & Service Occupations	Trades, Transport, Equipment Operators	Primary Occupations (Natural Resources)	Manufacturing & Utilities Occupations	% OF ALL INDUSTRIES
% OF ALL OCCUPATIONS	100%	1%	15%	6%	11%	15%	2%	25%	19%	3%	3%	
ALL INDUSTRIES	34,765	290	5,255	1,990	3,770	5,360	660	8,790	6,625	900	1,125	100%
Agriculture, Forestry	415	0	20	30	0	0	0	10	55	285	20	1%
Mining, Oil & Gas	1,145	0	130	200	0	20	0	40	380	315	60	3%
Utilities	395	0	35	65	0	0	0	10	180	15	90	1%
Construction	2,595	30	160	145	10	0	0	120	2,080	20	20	8%
Manufacturing	1,800	35	170	135	15	10	0	170	520	30	720	5%
Wholesale Trade	655	0	85	60	0	0	0	280	165	10	50	2%
Retail Trade	4,450	30	340	20	195	10	25	3,365	395	10	60	13%
Transportation & Warehousing	1,910	10	220	75	0	10	0	75	1,495	0	25	6%
Information & Cultural	415	15	55	40	0	0	200	45	65	0	0	1%
Finance & Insurance	805	15	415	10	0	20	0	335	10	0	0	2%
Real Estate & Rental	530	10	160	10	0	10	0	210	130	0	0	2%
Professional, Scientific, Technical	1,580	40	560	500	50	175	105	60	70	15	0	5%
Management of Companies	20	0	15	0	0	0	0	0	0	0	0	0%
Administrative & Support	1,485	0	225	60	30	50	10	795	185	100	20	4%
Educational Services	3,225	20	375	85	55	2,295	65	225	90	25	0	9%
Health Care & Social Assistance	6,530	30	920	90	3,330	1,425	45	645	45	0	10	19%
Art, Entertainment & Recreation	325	0	50	15	0	0	170	35	20	35	0	1%
Accommodation & Food Services	2,040	0	60	0	0	0	10	1,925	45	0	0	6%
Other Services	1,280	15	160	75	45	150	10	350	440	15	25	4%
Public Administration	3,160	45	1,095	380	45	1,175	10	100	265	30	20	9%

EDUCATIONAL ATTAINMENT

Table 12 presents the educational attainment data for select age groups for 2021 and compares it to the 2016 numbers, for Ontario, Parry Sound and Nipissing.

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

TABLE 12: LEVEL OF EDUCATIONAL ATTAINMENT, ALL RESIDENTS, NIPISSING, PARRY SOUND AND ONTARIO, 2016 AND 2021

2016				2021		
ONTARIO	PARRY SOUND	NIPISSING		ONTARIO	PARRY SOUND	NIPISSING
15 TO 24 YEARS OLD						
33%	40%	40%	No certificate, diploma or degree	32%	42%	37%
42%	38%	36%	High school certificate or equivalent	43%	41%	39%
2%	3%	3%	Apprenticeship certificate or equivalent	1%	2%	3%
10%	14%	14%	College certificate or diploma	10%	9%	13%
12%	5%	7%	University certificate, diploma or degree	14%	6%	8%
25 TO 44 YEARS OLD						
8%	11%	10%	No certificate, diploma or degree	7%	9%	9%
22%	29%	24%	High school certificate or equivalent	21%	31%	24%
5%	10%	7%	Apprenticeship certificate or equivalent	4%	9%	6%
25%	32%	35%	College certificate or diploma	23%	31%	36%
40%	19%	23%	University certificate, diploma or degree	46%	21%	25%
45 TO 64 YEARS OLD						
13%	15%	14%	No certificate, diploma or degree	11%	13%	13%
27%	30%	26%	High school certificate or equivalent	26%	32%	27%
7%	12%	10%	Apprenticeship certificate or equivalent	6%	10%	7%
24%	28%	33%	College certificate or diploma	24%	30%	34%
29%	14%	16%	University certificate, diploma or degree	33%	16%	18%

Statistics Canada, 2016 and 2021 Census

There is a consistent pattern for both Parry Sound and Nipissing across all age groups: in general, residents of these two areas are considerably more likely to have a college education and considerably less likely to have a university degree compared to the provincial average. They are also slightly more likely to have either no certificate, a high school diploma or an apprenticeship certificate than the provincial average.

Comparing the two areas to each other, residents of Parry Sound are slightly more likely to have either no certificate, a high school diploma or an apprenticeship certificate, and residents of Nipissing are slightly more likely to have a college diploma or a university degree. Compared to the educational attainment profile in 2016, residents of both Parry Sound and Nipissing across all three age groups were slightly more likely to have obtained a university education.


JOB VACANCY DATA

For much of 2022, employers have been complaining of shortages of applicants for job openings. One way to measure this phenomenon is through job vacancy data, which shows the percentage of jobs (both filled and unfilled) which are vacant. A higher job vacancy rate implies that there are not enough job candidates available to meet the demand for workers.

Chart 1 illustrates job vacancy data from StatCan's Job Vacancy and Wage Survey, for the period January 1, 2018, to September 30, 2022. In terms of time frames, the data is reported by quarters and, in terms of geography, by economic region. Both Parry Sound and Nipissing fall within the Northeast Ontario economic region (NE ONT). Rest of Ontario reflects the data for Ontario minus the Toronto Region. (Data collection was suspended for the second and third quarters of 2020.)

Throughout 2018 and 2019, the job vacancy rate in Northeast Ontario very closely tracked a relatively stable trend for the Rest of Ontario, hovering between 2.7% and 3.6%. With the resumption of data collection in Q4 2020, the job vacancy rate started climbing significantly, peaking in Q2 2022 at 6.2% in Northeast Ontario and 5.8% in the Rest of Ontario. In the subsequent and last reported quarter, the rate has declined slightly. The data clearly illustrates the recent greater challenges that employers have in recruiting new workers.

CHART 1: JOB VACANCY RATE, NORTHEAST ONTARIO AND REST OF ONTARIO, Q1 2018 TO Q3 2022

Rest of Ontario
NE ONT

Statistics Canada, Table 14-10-0398-01
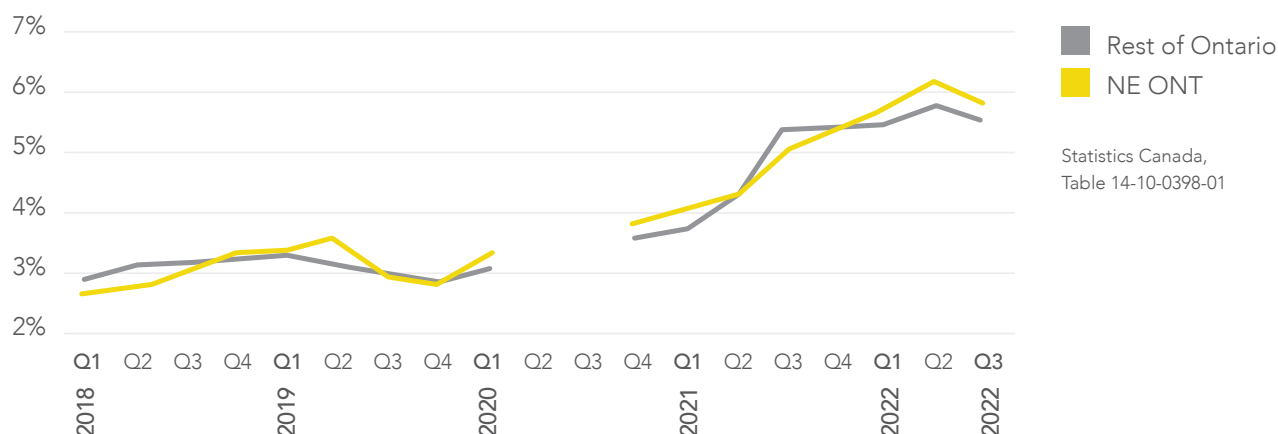
CANADIAN BUSINESS COUNTS

CANADIAN BUSINESS COUNTS
LABOUR MARKET INDICATORS

A regular part of our annual review of labour market indicators includes profiling Statistics Canada's Canadian Business Counts, which reflects the number of business establishments in a community. We also profile how these numbers have changed, by size of establishment and by industry. As a general rule, Statistics Canada recommends against using its semi-annual count of businesses as a longitudinal barometer of whether the number of businesses is growing or shrinking in a given community, and they particularly cautioned against using this data as a way to measure the impact that COVID-19 had on the number of businesses. We note this caution but continue to use comparisons as an additional piece of evidence that contributes to our understanding of local business and employment patterns.

We are also including data from another Statistics Canada program, the Experimental Estimates for Business Openings and Closures, as this provides another perspective regarding how businesses (and, by inference, employment) were affected during and after the pandemic.

EXPERIMENTAL ESTIMATES FOR BUSINESS OPENINGS AND CLOSURES

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

- **Business Openings:** An establishment that had no employee in the previous month but has an employee in the current month.

- **Business Closures:** An establishment that had an employee in the previous month but has no employee in the current month.

- **Active Businesses:** An establishment that has an employee in the current month.

- **Continuing Businesses:** An establishment that had an employee in the previous month and has an employee in the current month.

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

The limitation of the data is that it is not available for smaller geographies, but rather only for provinces and census metropolitan areas. Even for smaller census metropolitan areas, the data is not available for all industries, because the data groups become quite small and cannot be released due to confidentiality requirements.

The data being profiled is up to June 2022, so it has the same end date as the Canadian Business Counts data which is reviewed in the remaining part of this analysis.

ACTIVE BUSINESSES

Chart 1 profiles active businesses in the Rest of Ontario (that is, excluding the Toronto Census Metropolitan Area or CMA), and the Toronto CMA. Monthly data is provided from January 2019, to show the pattern before COVID-19 hit (March 2020), up to the most recent available figures (June 2022). All data in the chart is expressed in relation to the number of businesses active in January 2019; that figure is given a value of 100 and all subsequent months are a ratio of that 100. A value of 95 means that the number of businesses is 5% lower than the number present in January 2019.

Both areas followed a roughly similar trend prior to COVID-19, at which point the number of active businesses dropped precipitously, more so for the Toronto CMA (down to 85 in May 2020) and only somewhat less so for the Rest of Ontario (down to 87 in May 2020). The recovery was in full swing by the fall of 2020. By March 2021, the Rest of Ontario returned to the level of active businesses that had been present in January 2019 and the Toronto CMA returned to that level by October 2021. In June 2022, the values were as follows: Rest of Ontario – 104, and Toronto CMA – 103.

CHART 1: RATIO OF ACTIVE BUSINESSES, REST OF ONTARIO AND TORONTO CMA, JANUARY 2019 TO JUNE 2022 (JANUARY 2019 = 100)


Statistics Canada, Table 33-10-0270-01
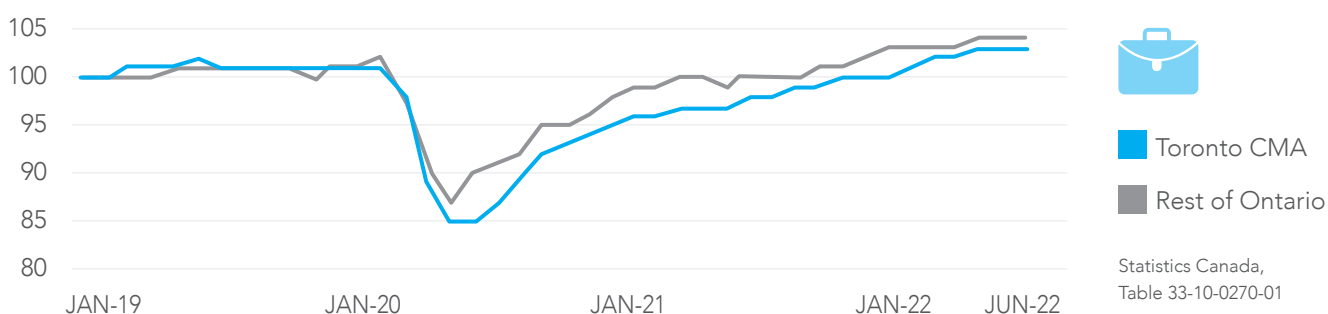
INDUSTRIES

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

Chart 2 present the data for Food and Beverage Services, one of several customized categories available through this dataset (it consists of: Full-service Restaurants; Limited-service Eating Places; and Drinking Places). This was an industry sub-sector which was particularly hard hit by the pandemic (the hardest hit subsector was Travel Services, but this represents a much smaller employment base). The chart presents monthly data from January 2019. In both areas, the drop in the number of active businesses was very severe, in May 2020 reaching 73 in the Rest of Ontario and 69 in the Toronto CMA, a drop of 27% and 31% from January 2019. Both areas experienced a similar recovery trajectory, with the Toronto CMA figures lagging the Rest of Ontario, but by September 2021 Toronto starting to overtake the Rest of Ontario. By March 2022, the number of active businesses in the Toronto CMA finally matched its January 2019 figure, while the Rest of Ontario reached its January 2019 levels in May 2022.

CHART 2: RATIO OF ACTIVE BUSINESSES, FOOD & BEVERAGE SERVICES, REST OF ONTARIO AND TORONTO CMA, JANUARY 2019 TO JUNE 2022 (JANUARY 2019 = 100)


Statistics Canada, Table 33-10-0270-01
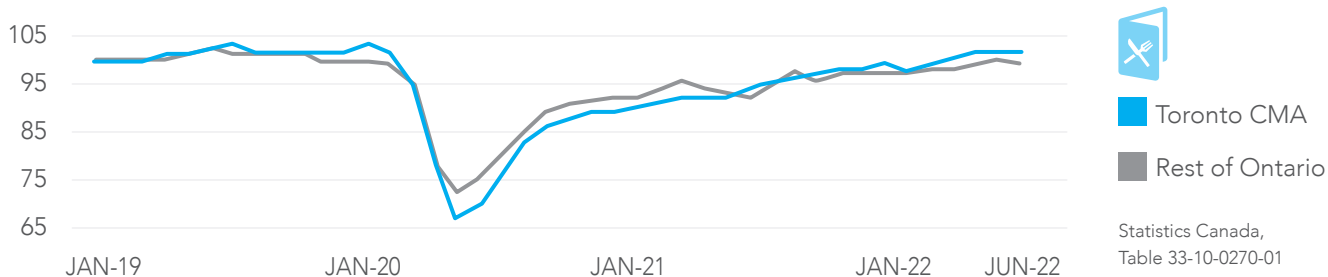
Chart 3 illustrates the figures for the Professional, Scientific and Technical Services sector, made up of professional firms such as lawyers, accountants, engineers, management consultants or IT specialists. Overall, this sector was only partly affected by COVID-19, in large measure because many of these professionals were able to carry on business by working remotely from home. Their lowest level of active businesses occurred in May and June 2020, when the Rest of Ontario fell to 95 (a decline of 5%) and the Toronto CMA numbers fell to 93 in June 2020 (a decline of 7%). By the end of 2020, both areas had already passed the level of active businesses present in January 2019, and by June 2022 the Rest of Ontario figure stood at 106 (6% more active businesses than in January 2019), and the Toronto CMA numbers were at 108, 8% higher than January 2019, in both cases a very healthy rise.

CHART 3: RATIO OF ACTIVE BUSINESSES, PROFESSIONAL, SCIENTIFIC & TECHNICAL SERVICES, REST OF ONTARIO AND TORONTO CMA, JANUARY 2019 TO JUNE 2022 (JANUARY 2019 = 100)

Toronto CMA
Rest of Ontario

Statistics Canada, Table 33-10-0270-01
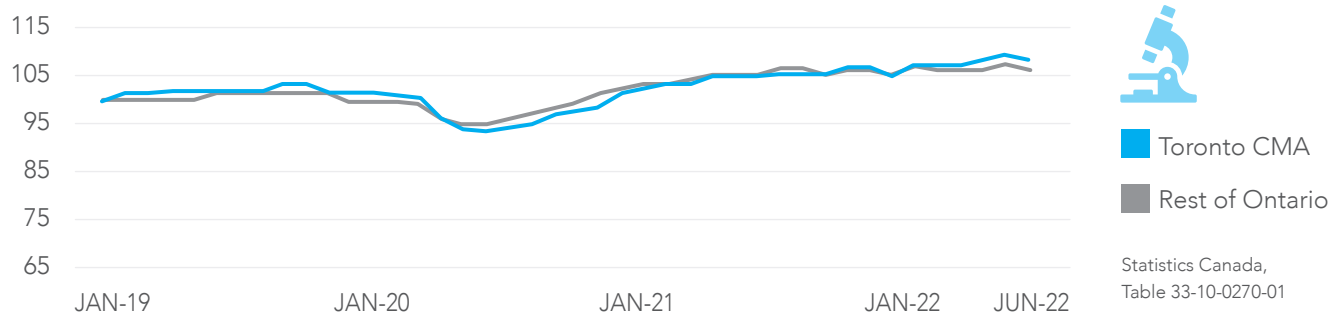
Chart 4 presents the trends for the Construction sector. By May 2020, in the Rest of Ontario the number of active businesses had fallen to 87 (a decline of 13%), while in the Toronto CMA, the fall was greater, down to 83 (a decline of 17%). The return to the 100 level did not take very long, in the Rest of Ontario by December 2020 and in the Toronto CMA by February 2021. By June 2022, the level of active businesses in the Rest of Ontario stood at 106 (6% higher than January 2019) and in the Toronto CMA at 105 (5% higher than January 2019).

CHART 4: RATIO OF ACTIVE BUSINESSES, CONSTRUCTION, REST OF ONTARIO AND TORONTO CMA, JANUARY 2019 TO JUNE 2022 (JANUARY 2019 = 100)

Toronto CMA
Rest of Ontario

Statistics Canada, Table 33-10-0270-01
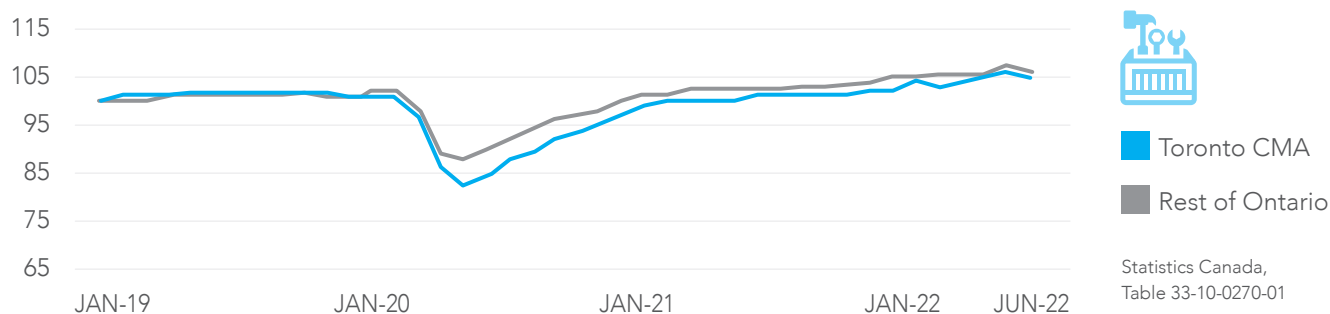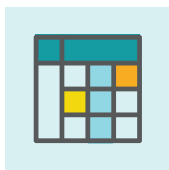
These three charts show how COVID-19 affected three industries, though at different levels of intensity and with some sectors by June 2022 barely returning to the level of active businesses that were present in January 2019. To illustrate these disparate outcomes, **Table 1** shows the figure for each industry as it stood in June 2022 for each of the Rest of Ontario and the Toronto CMA, highlighting (in blue cells) that there are several sectors where the number of active businesses had not returned to their January 2019 levels (that is, back to 100).

The list of industries profiled in **Table 1** represent almost all of the major industry sectors. Agriculture as well as Public Administration are not tracked in this data. In addition, two subsectors are included under Manufacturing: Food Manufacturing and Beverage & Tobacco Product Manufacturing. There is also a new sector created: Tourism, which includes five subsectors.

It is clear that apart from Forestry, Fishing & Hunting, the Tourism sector remained the industry that lagged furthest behind in returning to the level of active businesses present in January 2019. The one tourism subsector which had by this time recovered more strongly was the Accommodation subsector.

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

TABLE 1: RATIO OF NUMBER OF ACTIVE BUSINESSES, REST OF ONTARIO AND TORONTO CMA, JUNE 2022 (JANUARY 2019 = 100)

	REST OF ONTARIO	TORONTO CMA		REST OF ONTARIO	TORONTO CMA
ALL	**104**	**103**	Professional, Scientific & Technical Services	106	108
Forestry, Fishing & Hunting	89	78	Administrative & Support, Waste Management	104	101
Mining, Quarrying, Oil & Gas	98	88	Educational Services	109	107
Utilities	90	101	Health Care & Social Assistance	104	107
Construction	106	105	Arts, Entertainment & Recreation	102	102
Manufacturing	100	97	Accommodation & Food Services	100	101
Food Manufacturing	106	106	Other Services (Except Public Administration)	95	102
Beverage & Tobacco Product Manufacturing	114	109	Tourism Industry	98	98
Wholesale Trade	93	96	Tourism Transportation	86	87
Retail Trade	100	102	Travel Services (Tourism)	80	75
Transportation & Warehousing	102	96	Recreation & Entertainment (Tourism)	97	101
Information & Cultural Industries	100	107	Accommodation (Tourism)	103	110
Finance & Insurance & Management of Companies	98	100	Food & Beverage Services (Tourism)	99	101
Real Estate, Rental & Leasing	105	105			

NUMBER OF BUSINESSES, BY THE SIZE OF ESTABLISHMENT AND BY THE INDUSTRY

Tables 2 and 3 provide the summary data for all businesses located in the Districts of Nipissing and Parry Sound for June 2022. The table provides two different counts:

1) *Classified businesses:* The major part of the table provides the data for all businesses for which the industry classification is known and shows the breakdown by number of employees as well;

2) *All businesses, classified and unclassified:* The last three rows of the table present the distribution of all businesses (classified and unclassified) by number of employees; roughly 8-9% of the total counts in each of Nipissing and Parry Sound represent businesses that are unclassified, lower than the provincial average of 11%. This means that for these businesses, Statistics Canada was unable to identify which industries these businesses belonged to.

EXPLANATION FOR SPECIFIC COLUMNS IN THE TABLES:

- The second-to-last column in each table shows the percentage distribution of all classified businesses by industry.

- The last column shows the ranking of the total number of classified businesses by industry, from the largest (1) to the fewest (20) number of businesses. The five industries with the most classified businesses have their ranking numbers bolded in red.

- The highlighted cells identify the three industries with the largest number of firms for each employee-size category (each column).

- Where under the percentage distribution a cell shows 0%, it does not mean there are no firms in that category, only that the number of firms, when expressed as a percentage of the total, is below 0.5% of the total and has been rounded down to 0%. Also, where the total is slightly less or more than 100%, this is due to rounding of the component percentages.

TABLE 2: NIPISSING NUMBER OF BUSINESSES BY EMPLOYEE SIZE RANGE JUNE 2022

INDUSTRY SECTOR (2-DIGIT NAICS)	NUMBER OF EMPLOYEES							TOTAL	%	RANK
	0	1-4	5-9	10-19	20-49	50-99	100+			
11 - Agriculture	138	27	6	1	5	0	0	177	3%	11
21 - Mining	11	2	3	3	2	0	3	24	0%	19
22 - Utilities	24	0	2	0	0	2	0	28	0%	18
23 - Construction	334	170	71	35	24	5	2	641	10%	2
31-33 - Manufacturing	61	22	22	13	18	13	4	153	2%	13
41 - Wholesale Trade	67	27	31	19	10	1	0	155	3%	12
44-45 - Retail Trade	177	122	121	110	50	14	9	603	10%	3
48-49 - Transportation & Warehousing	138	42	8	13	10	6	5	222	4%	9
51 - Information & Cultural	29	19	16	3	4	0	0	71	1%	15
52 - Finance & Insurance	228	31	27	13	15	1	0	315	5%	8
53 - Real Estate, Rental & Leasing	1,516	104	22	8	4	1	1	1,656	26%	1
54 - Professional, Scientific & Technical Services	299	93	36	29	13	2	1	473	8%	6
55 - Management of Companies	38	2	1	2	0	1	0	44	1%	17
56 - Administrative Support	112	40	26	15	6	2	1	202	3%	10
61 - Educational Services	34	8	9	6	3	1	6	67	1%	16
62 - Health Care & Social Assistance	256	151	59	41	31	8	11	557	9%	4
71 - Arts, Entertainment & Recreation	51	11	10	6	7	2	0	87	1%	14
72 - Accommodation & Food Services	114	73	40	40	41	13	0	321	5%	7
81 - Other Services	280	138	45	22	4	2	0	491	8%	5
91 - Public Administration	0	2	1	0	5	5	5	18	0%	20
CLASSIFIED BUSINESSES	3,907	1,084	556	379	252	79	48	6,305		
% of All Classified & Unclassified Businesses	63%	17%	8%	6%	4%	1%	1%	100%		
Cumulative %	63%	80%	89%	94%	98%	99%	100%			
Ontario % of Classified & Unclassified Businesses	70%	18%	5%	3%	2%	1%	1%			

Statistics Canada, Canadian Business Counts, June 2022

RANK 1 **26%**   RANK 2 **10%**   RANK 3 **10%**

TABLE 3: PARRY SOUND NUMBER OF BUSINESSES BY EMPLOYEE SIZE RANGE JUNE 2022

INDUSTRY SECTOR (2-DIGIT NAICS)	NUMBER OF EMPLOYEES								%	RANK
	0	1-4	5-9	10-19	20-49	50-99	100+	TOTAL		
11 - Agriculture	111	21	5	1	0	0	0	138	3%	11
21 - Mining	1	2	0	4	0	0	0	7	0%	20
22 - Utilities	12	1	0	0	0	0	0	13	0%	19
23 - Construction	421	257	95	31	6	0	0	810	20%	1
31-33 - Manufacturing	66	29	11	9	3	6	2	126	3%	12
41 - Wholesale Trade	47	17	9	5	3	0	0	81	2%	14
44-45 - Retail Trade	129	73	55	32	17	8	2	316	8%	4
48-49 - Transportation & Warehousing	125	32	13	5	5	1	0	181	4%	8
51 - Information & Cultural	17	16	9	0	0	0	0	42	1%	15
52 - Finance & Insurance	138	15	7	6	2	1	0	169	4%	9
53 - Real Estate, Rental & Leasing	737	43	4	4	0	0	0	788	19%	2
54 - Professional, Scientific & Technical Services	209	67	15	10	0	0	0	301	7%	5
55 - Management of Companies	31	2	0	0	0	0	0	33	1%	17
56 - Administrative Support	96	37	15	7	0	1	0	156	4%	10
61 - Educational Services	17	5	4	1	1	1	0	29	1%	18
62 - Health Care & Social Assistance	117	55	11	17	14	4	7	225	5%	7
71 - Arts, Entertainment & Recreation	53	24	20	5	5	1	0	108	3%	13
72 - Accommodation & Food Services	137	58	29	19	18	4	0	265	6%	6
81 - Other Services	195	93	19	4	7	1	0	319	8%	3
91 - Public Administration	2	2	4	5	16	5	3	37	1%	16
CLASSIFIED BUSINESSES	2,661	849	325	165	97	33	14	4,144		
% of All Classified & Unclassified Businesses	66%	20%	7%	4%	2%	1%	0%	100%		
Cumulative %	66%	86%	93%	97%	99%	100%	10%			
Ontario % of Classified & Unclassified Businesses	70%	18%	5%	3%	2%	1%	1%			

Statistics Canada, Canadian Business Counts, June 2022

RANK 1 **20%**   RANK 2 **19%**   RANK 3 **8%**

SOME OBSERVATIONS:

Number of small firms:
Businesses are by far made up of small establishments. 63% of the classified and unclassified firms in Nipissing have no employees,[1] and another 17% have 1-4 employees; in Parry Sound, no employee firms account for 66%, and 1-4 employees another 20%; in both instances, the percentages of firms with 4 employees or less are relatively close to the figures for Ontario (last line of the table: 70% for no employees and 18% for 1-4 employees); evidently, both Parry Sound and Nipissing have a slightly smaller proportion of their firms which are solo operators with no employees;

Highest number of firms by industry:
The second to last column provides the percentage distribution of all firms by industry. The three industries with the largest number of firms in Nipissing are Real Estate, Rental, & Leasing, accounting for 26.3% of all firms (last year it was 25.3%), the second largest, Construction, represents 10.2% of all firms (last year: 10%), and third, Retail Trade, representing 9.6% of all firms (last year: 9.3%); in Parry Sound, the largest are Construction (19.5%, same as last year), Real Estate, Rental & Leasing (19%; last year: 17.7%) and then Other Services (7.7%; last year: 8.2%); by way of context, the five largest industries by number of firms in Ontario are: Real Estate, Rental & Leasing (22.9%); Professional, Scientific and Technical Services (13.9%); Construction (9.6%); Health Care & Social Assistance (7.1%) and Retail Trade (6.5%).

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 (that is, for Real Estate, Rental & Leasing; Construction; Professional, Scientific & Technical Services; and Other Services). In the mid-size ranges, firms in Retail Trade and Accommodation & Food Services come to the fore (and in Nipissing, Health Care & Social Assistance). Among the largest firms (100 or more employees), in Nipissing they are found in: Health Care & Social Assistance; Retail Trade; and Educational Services; in Parry Sound, these are found in Health Care & Social Assistance; Public Administration; Retail Trade; and Manufacturing.

[1] This actually undercounts the number of self-employed individuals. The Statistics Canada's Canadian Business Count database does not include unincorporated businesses that are owner-operated (have no payroll employees) and that earn less than $30,000 in a given year.

The next tables profile the ten largest sub-industries by different employee size categories for each of Nipissing and Parry Sound based on their 4-digit North American Industry Classification System (NAICS), which means drilling down deeper into each industry sector.

Among establishments with no employees (**Tables 4 and 5**), landlords are by far the biggest single sector at this level of industry detail. The construction sector (residential building construction, building finishing contractors, other specialty trade contractors and Building equipment contractors) make up a sizeable contribution, as does the health care sector (physicians and other health practitioners).

TABLE 4: TOP TEN 4-DIGIT NAICS SUBSECTORS WITH ZERO EMPLOYEES, NIPISSING, JUNE 2022	# OF FIRMS
5311 - Lessors of real estate (i.e., landlords of residential and non-residential buildings)	89
5239 - Other financial investment activities (provide investment advice/investment services)	98
5312 - Offices of real estate agents and brokers	90
5416 - Management, scientific and technical consulting services	106
6213 - Offices of other health practitioners (e.g., optometrists, therapists, chiropractors)	100
2361 - Residential building construction	106
6211 - Offices of physicians	114
2383 - Building finishing contractors	93
4841 - General freight trucking	100
5313 - Activities related to real estate (e.g., appraisers)	102

Statistics Canada, Canadian Business Counts, June 2022

TABLE 5: TOP TEN 4-DIGIT NAICS SUBSECTORS WITH ZERO EMPLOYEES, PARRY SOUND, JUNE 2022	# OF FIRMS
5311 - Lessors of real estate (i.e., landlords of residential and non-residential buildings)	563
2361 - Residential building construction	132
5312 - Offices of real estate agents and brokers	125
5239 - Other financial investment activities (provide investment advice/investment services)	109
2383 - Building finishing contractors	66
2389 - Other specialty trade contractors	66
5416 - Management, scientific and technical consulting services	66
7211 - Traveller accommodation	66
2382 - Building equipment contractors	63
4841 - General freight trucking	56

Statistics Canada, Canadian Business Counts, June 2022

Tables 6 and 7 profile the ten largest sub-industry categories with 1-19 employees. These include the many familiar businesses that populate the main streets of our communities, such as doctor's offices, restaurants, fast-food outlets, auto repair shops, grocery stores and places of worship. This list also includes a number of the categories found among the top ten sub-industry categories with zero employees, such as landlords and construction contractors.

TABLE 6: TOP TEN 4-DIGIT NAICS SUBSECTORS WITH 1-19 EMPLOYEES, NIPISSING, JUNE 2022	# OF FIRMS
6211 - Offices of physicians	113
7225 - Full-service restaurants and limited-service eating places	81
5311 - Lessors of real estate (i.e., landlords of residential and non-residential buildings)	80
2382 - Building equipment contractors	76
8111 - Automotive repair and maintenance	63
2361 - Residential building construction	61
5617 - Services to buildings and dwellings (e.g., janitorial services, landscaping services)	56
6213 - Offices of other health practitioners (e.g., optometrists, therapists, chiropractors)	51
4451 - Grocery stores	44
2381 - Foundation, structure, and building exterior contractors	41

Statistics Canada, Canadian Business Counts, June 2022

TABLE 7: TOP TEN 4-DIGIT NAICS SUBSECTORS WITH 1-19 EMPLOYEES, PARRY SOUND, JUNE 2022	# OF FIRMS
2361 - Residential building construction	126
2382 - Building equipment contractors	68
2383 - Building finishing contractors	64
2389 - Other specialty trade contractors	56
5617 - Services to buildings and dwellings (e.g., janitorial services, landscaping services)	47
2381 - Foundation, structure, and building exterior contractors	45
7225 - Full-service restaurants and limited-service eating places	44
7139 - Other amusement and recreation industries (e.g., marinas, golf courses)	40
6211 - Offices of physicians	35
8131 - Religious organizations (e.g., places of worship)	32

Statistics Canada, Canadian Business Counts, June 2022

Tables 8 and 9 present the results for establishments with 20 or more employees. They also display the number of establishments by 20-99 employees and 100 or more employees. These represent the larger employers across Nipissing and Parry Sound are represent restaurants (full-service and fast-food), retailers (grocery stores, automobile dealers) and public services (municipal governments, Aboriginal public administration and various community and health services and facilities).

TABLE 8: TOP TEN 4-DIGIT NAICS SUBSECTORS WITH 20 OR MORE EMPLOYEES, NIPISSING, JUNE 2022	NUMBER OF EMPLOYEES		
	20-99	100+	20+
7225 - Full-service restaurants and limited-service eating places	44	0	44
4451 - Grocery stores	8	5	13
4411 - Automobile dealers	12	0	12
5221 - Depository credit intermediation (e.g., banks and credit unions)	11	0	11
6241 - Individual and family services	10	1	11
9139 - Other local, municipal and regional public administration	8	2	10
4441 - Building material and supplies dealers	8	1	9
5413 - Architectural, engineering and related services	7	1	8
6232 - Residential developmental handicap, mental health and substance abuse facilities	8	0	8
7211 - Traveller accommodation	8	0	8

Statistics Canada, Canadian Business Counts, June 2022

TABLE 9: TOP TEN 4-DIGIT NAICS SUBSECTORS WITH 20 OR MORE EMPLOYEES, PARRY SOUND, JUNE 2022	NUMBER OF EMPLOYEES		
	20-99	100+	20+
9139 - Other local, municipal and regional public administration	15	1	16
7225 - Full-service restaurants and limited-service eating places	15	0	15
4451 - Grocery stores	7	1	8
4441 - Building material and supplies dealers	7	0	7
7139 - Other amusement and recreation industries	6	0	6
9141 - Aboriginal public administration	4	1	5
6214 - Out-patient care centres	4	0	4
6232 - Residential developmental handicap, mental health and substance abuse facilities	4	0	4
6241 - Individual and family services	3	1	4
7211 - Traveller accommodation	4	0	4

Statistics Canada, Canadian Business Counts, June 2022

CHANGE IN THE NUMBER OF FIRMS BY INDUSTRY, JUNE 2021 TO JUNE 2022

Changes in the number of employers are experienced differently across the various industries. **Tables 10 and 11** highlight the changes in the number of firms by industry and by employee size between June 2021 and June 2022 for Nipissing and Parry Sound. The table also lists the total number of firms in each industry in June 2022, to provide a context. The colour-coding of the tables (teal and orange where there is an increase, grey 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 two years is included at the bottom of each table, to illustrate overall changes in the number of businesses over this time period. In the next section, the changes over five years are illustrated in a chart. It should be noted that Statistics Canada discourages comparisons of this sort, on the grounds that their data collection and classification methods change. At the very least, these comparisons can provide the foundation for further inquiry, tested by local knowledge about changes in industries.

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

NIPISSING: The first thing to note about the net changes for Nipissing are in the last three rows: in 2019-20, while there was a total net loss of firms (minus 88), there was a net gain among firms with 20-99 employees (plus 22), and all the losses were among firms with zero or 104 employees, which suggest the overall impact on employment may have been balanced out. In 2020-21, there were widespread declines in the number of firms, notably among firms with 20 or more employees. In 2021-22, there were increases in every category.

Moreover, the net changes among firms with 20-99 employees were only either increases or no change, except for one industry. Among all firms with employees, there were 11 cells registering net losses, while there were 30 cells registering net increases.

Industries where there most likely were employment increases were: Construction; Retail Trade; Transportation & Warehousing; Professional, Scientific & Technical Services; Educational Servics; and Accommodation & Food Services.

TABLE 10: NIPISSING CHANGE IN THE NUMBER OF EMPLOYERS, BY INDUSTRY AND BY FIRM SIZE, JUNE 2021 TO JUNE 2022

NIPISSING	FIRM SIZE (NUMBER OF EMPLOYEES)					TOTAL # OF FIRMS JUNE 22
INDUSTRY	0	1-19	20-99	100+	TOTAL	
Agriculture, Forestry, Fishing & Farming	↑15	↑4	↑1	0	↑20	177
Mining & Oil and Gas Extraction	↓2	↑1	0	0	↓1	24
Utilities	↑7	0	0	0	↑7	28
Construction	↑2	↑8	↑5	↓1	↑14	641
Manufacturing	↑2	↓4	0	↑3	↑1	153
Wholesale Trade	↑8	↓1	↑2	0	↑9	155
Retail Trade	↑11	↑5	↑5	0	↑21	603
Transportation & Warehousing	↑12	↑1	↑1	0	↑14	222
Information & Cultural Industries	↓4	↓3	↑1	0	↓6	71
Finance & Insurance	↓9	↓12	↑3	0	↓18	315
Real Estate, Rental & Leasing	↑77	↓2	0	0	↑75	1,656
Professional, Scientific & Technical Services	↓1	↑12	↑1	0	↑12	473
Management of Companies & Enterprises	↓1	↓1	0	0	↓2	44
Administrative & Support	↓8	↓1	↑3	0	↓6	202
Educational Services	↓4	0	↑1	0	↓3	67
Health Care & Social Assistance	↓33	↑14	↓3	0	↓22	557
Arts, Entertainment & Recreation	↓27	↓2	↑3	0	↓26	87
Accommodation & Food Services	↓27	↑4	↑12	0	↓11	321
Other Services	↓9	↓10	0	0	↓19	491
Public Administration	↓1	0	↑2	0	↑1	18
NET TOTAL CHANGES, 2021-22	↑8	↑13	↑37	↑2	↑60	
NET TOTAL CHANGES, 2020-21	↓37	↑8	↓44	↓5	↓78	
NET TOTAL CHANGES, 2019-20	↓87	↓23	↑22	0	↓88	

PARRY SOUND: Looking at the pattern over the last three years (**Table 11**), the rebound in Parry Sound was stronger. There had been large losses across all employee-size categories between 2020 and 2021, while there were significant increases in all employee-size categories between 2021 and 2022 (the next change among firms with 100 or more employees was small, but there are only 14 such firms in Parry Sound).

Given the pattern of net increases and net losses, it is very likely that the following industries experienced employment increases: Retail Trade; Information & Cultural Industries; Professional, Scientific & Technical Services; Administrative & Support; Educational Services; Arts, Entertainment & Recreation; and Accommodation & Food Services.

TABLE 11: PARRY SOUND CHANGE IN THE NUMBER OF EMPLOYERS, BY INDUSTRY AND BY FIRM SIZE, JUNE 2021 TO JUNE 2022

PARRY SOUND	FIRM SIZE (NUMBER OF EMPLOYEES)					TOTAL # OF FIRMS JUNE 22
INDUSTRY	0	1-19	20-99	100+	TOTAL	
Agriculture, Forestry, Fishing & Farming	↓13	↑1	0	0	↓12	**138**
Mining & Oil and Gas Extraction	↓3	↑2	0	0	↓1	**7**
Utilities	↑2	0	0	0	↑2	**13**
Construction	↑4	↑28	↓3	0	↑29	**810**
Manufacturing	↓6	↓3	↑1	↑1	↓7	**126**
Wholesale Trade	↓4	↑4	0	0	0	**81**
Retail Trade	↑4	↑2	↑1	↑1	↑8	**316**
Transportation & Warehousing	↓3	0	↑1	0	↓2	**181**
Information & Cultural Industries	↑2	↑2	0	0	↑4	**42**
Finance & Insurance	↓2	↓6	↑2	0	↓6	**169**
Real Estate, Rental & Leasing	↑80	0	↓1	0	↑79	**788**
Professional, Scientific & Technical Services	↑16	↓8	0	0	↑24	**301**
Management of Companies & Enterprises	↓1	↓1	0	0	0	**33**
Administrative & Support	↓3	↑7	0	0	↑4	**156**
Educational Services	↓4	↑3	↑1	0	0	**29**
Health Care & Social Assistance	↓4	↓2	↑2	↓1	↓5	**225**
Arts, Entertainment & Recreation	↑7	↓2	↑2	0	↑7	**108**
Accommodation & Food Services	↑8	0	↑8	0	↑16	**265**
Other Services	↓15	↓3	↑3	0	↓9	**319**
Public Administration	0	↓2	0	↑1	↓1	**37**
NET TOTAL CHANGES, 2021-22	↑65	↑46	↑17	↑2	↑130	
NET TOTAL CHANGES, 2020-21	↓83	↓107	↓25	↓4	↓219	
NET TOTAL CHANGES, 2019-20	↓77	↑16	↑4	0	↓57	

Tables 9 and 10; Statistics Canada, Canadian Business Counts, June 2021 and June 2022

TIME SERIES FROM JUNE 2018 TO JUNE 2022

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

What can be more revealing is the longer-term pattern of changes by size of firm. The following chart tracks these changes for four employee size categories across five years (June 2018 to June 2022):

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

The number of firms present in each category in June 2018 is assigned a value of 100 and each subsequent year the number of firms is expressed in relation to that value of 100. For example, if the value is 105, it means that the number of firms rose by 5%. In this way, one can compare the trend when the actual number of firms in each category is vastly different. **Charts 5 and 6** show the patterns for Nipissing and Parry Sound.

CHART 5: RATIO OF NUMBER OF FIRMS BY EMPLOYEE SIZE CATEGORIES, NIPISSING, JUNE 2018 TO JUNE 2022 (JUNE 2018 = 100)

Legend: 0 | 1-19 | 20-99 | 100+
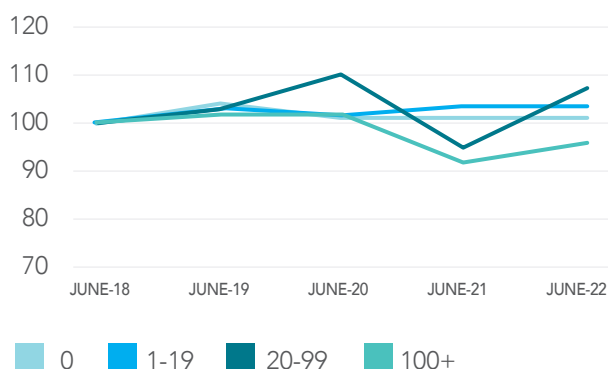
Statistics Canada, Canadian Business Counts, June 2018 to June 2022

Chart 5 shows how the number of firms in most categories increased very slightly through June 2018 to June 2020, except that firms with 20-99 employees grew by 10% by June 2020 from June 2018. The big decline in June 2021 was among firms with 20 or more employees, while by June 2022, there had been a considerable recovery among firms with 20-99 employees and only partial recovery among firms with 100 or more employees. (There are fewer firms in the category of 100 or more employees and so the changes are exaggerated when expressed as an index. In actual fact, there were 50 such firms in June 2018 and 48 firms in June 2022.)

CHART 6: RATIO OF NUMBER OF FIRMS BY EMPLOYEE SIZE CATEGORIES, PARRY SOUND, JUNE 2018 TO JUNE 2022 (JUNE 2018 = 100)

Legend: 0 | 1-19 | 20-99 | 100+
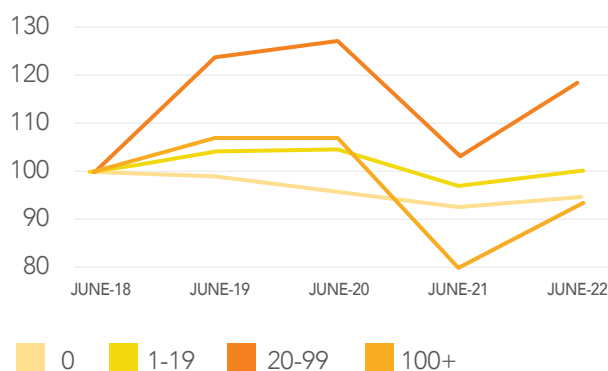
Statistics Canada, Canadian Business Counts, June 2018 to June 2022

The profile in the change in the number of firms by size shows greater variation in Parry Sound (**chart 6**), with larger increases among firms with 20-99 employees, and more severe decreases among all categories in June 2021. There was a similar recovery pattern, with a greater recovery among firms with 20-99 employees and only partial recovery among firms with 100 or more employees. (This category of 100 or more employees is especially small in Parry Sound and once again the chart needs some perspective: in Parry Sound, there were 15 such firms in June 2018 and 14 firms in June 2022.)

JOBS REPORT DATA

JOBS REPORT DATA
NIPISSING AND PARRY SOUND

Good labour market information is critical to understanding current and projected labour market demands/needs of local employers. This information is also helpful to: Employment Ontario service providers who try to match local job seekers with available jobs; post-secondary institutions that provide education and specialized training for various highly professional occupations and the skilled trades; and others interested in labour market trends and economic development opportunities.
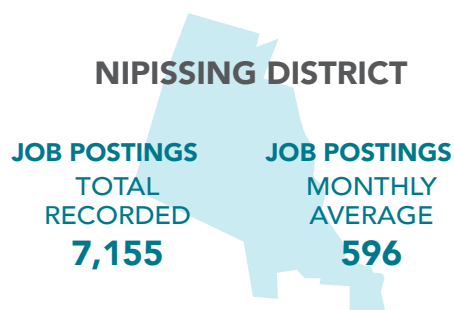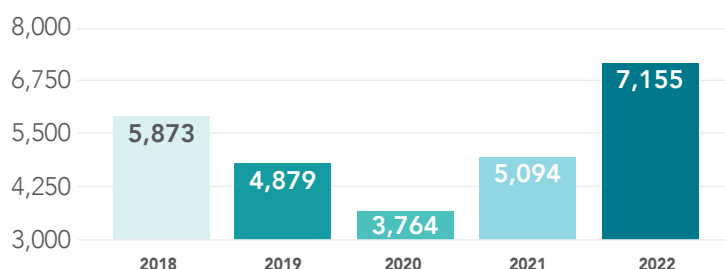
READY SET HIRED

Readysethired.ca is a regional job portal for the Nipissing and Parry Sound districts. It collects local job postings on a daily basis and provides us with further insights into the local labour market.
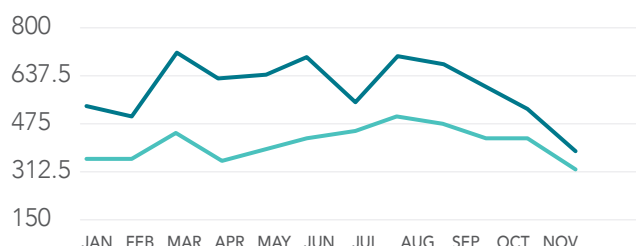
■	NIPISSING DISTRICT DATA
■	PARRY SOUND DISTRICT DATA
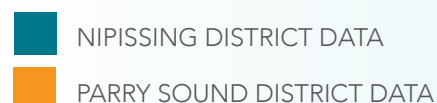
TOTAL JOB POSTINGS NIPISSING

There were a total of 7,155 job postings recorded within Nipissing District throughout 2022 which works out to an average of 596 postings each month. This figure was significantly above both the 2021 total (+2,061/ +40.5%) and the previous 4-year average (+1,898 / +36.1%). This large jump can me mainly attributed to the new collection method being utilized; however, there is also very likely a partial effect of the labour market rebounding from the nearly 2 years of pandemic effects. The traditional seasonal spring spike in job postings was again present in March 2022. There was a steady decline in job postings during the final quarter of the year which is largely due to seasonal trends.

ANNUAL JOB POSTINGS OVER PAST 5 YEARS

Bar chart values:
- 2018: 5,873
- 2019: 4,879
- 2020: 3,764
- 2021: 5,094
- 2022: 7,155

NIPISSING DISTRICT

JOB POSTINGS
TOTAL
RECORDED
7,155

JOB POSTINGS
MONTHLY
AVERAGE
596

MONTHLY JOB POSTINGS IN 2022 COMPARED TO PREVIOUS 4-YEAR AVERAGE

■ 2022 Job Postings
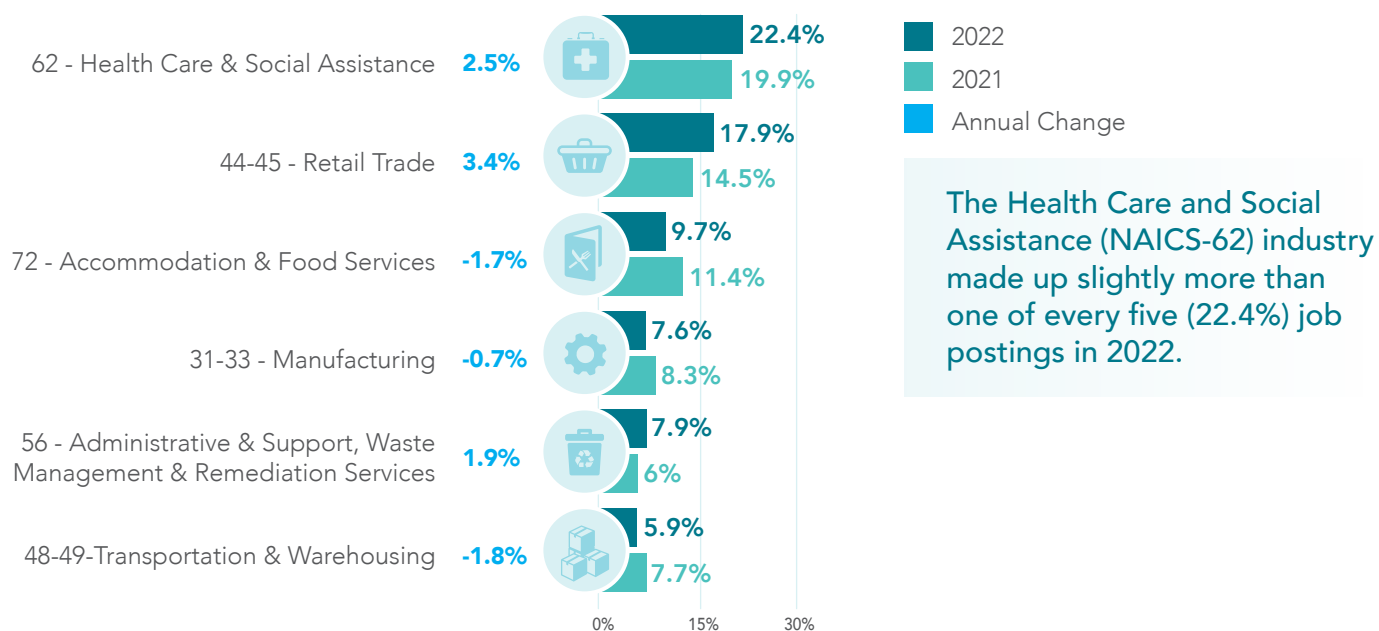■ 2018-2021 Average Job Postings

The traditional seasonal spring spike in job postings was again present in March 2022.

JOB POSTINGS BY INDUSTRY CLASSIFICATION

The Health Care and Social Assistance (NAICS-62) industry made up slightly more than one of every five (22.4%) job postings in 2022 with Retail Trade (NAICS-44-45) and Accommodation and Food Services (NAICS-72) rounding out the top three with 17.9% and 9.7% of the job postings respectively. These three industries also made up the top three in 2021. The Health Care and Social Assistance saw a slight increase (+2.5%) in job posting representation when competed to the previous year. Retail Trade also saw a modest increase (+3.4%) in job postings from the previous year which could be explained by retailers returning to full operation.
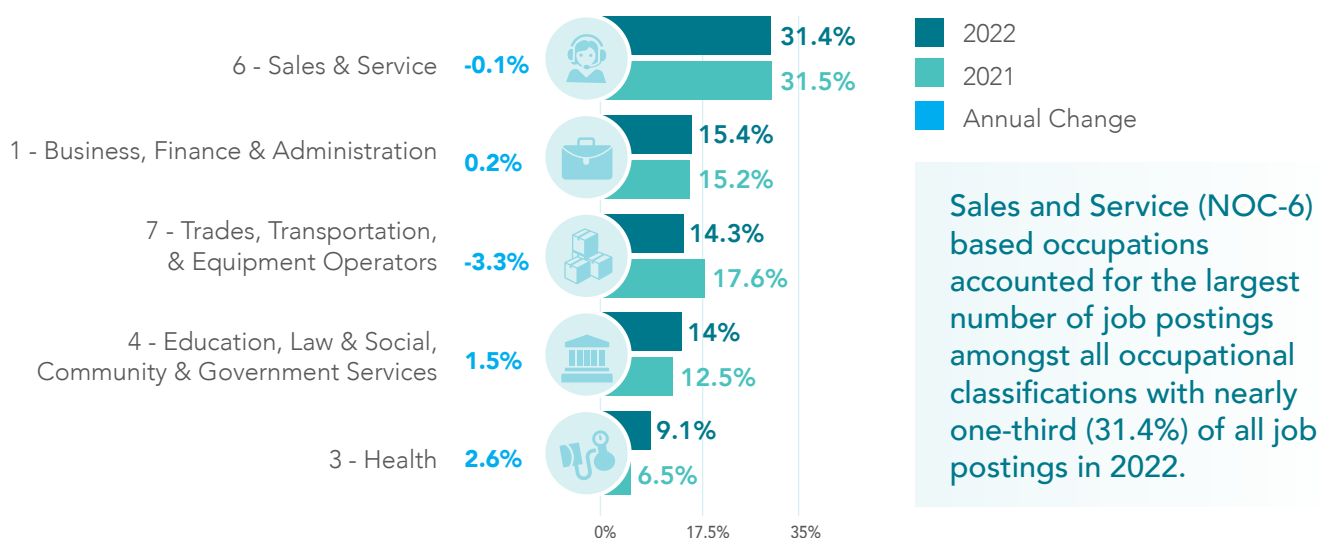
REPRESENTATION OF JOB POSTINGS IN 2022 BY MAJOR INDUSTRY CLASSIFICATION (NAICS)

Industry	Annual Change	2022	2021
62 - Health Care & Social Assistance	2.5%	22.4%	19.9%
44-45 - Retail Trade	3.4%	17.9%	14.5%
72 - Accommodation & Food Services	-1.7%	9.7%	11.4%
31-33 - Manufacturing	-0.7%	7.6%	8.3%
56 - Administrative & Support, Waste Management & Remediation Services	1.9%	7.9%	6%
48-49-Transportation & Warehousing	-1.8%	5.9%	7.7%

Legend:
- 2022
- 2021
- Annual Change

The Health Care and Social Assistance (NAICS-62) industry made up slightly more than one of every five (22.4%) job postings in 2022.

JOB POSTINGS BY OCCUPATION CLASSIFICATION

Sales and Service (NOC-6) based occupations accounted for the largest number of job postings amongst all occupational classifications with nearly one-third (31.4%) of all job postings in 2022; nearly identical to the 2021 figure of 31.5%. The top three occupational classifications also included Business, Finance and Administration (NOC-1) and Trades, Transportation and Equipment Operator (NOC-7) based occupations with 15.4% and 14.3% of the overall share respectively. Health (NOC-3) based occupations saw a slight increase (+2.6%) in job posting representation when compared to 2021.

REPRESENTATION OF JOB POSTINGS IN 2022 BY MAJOR OCCUPATION CLASSIFICATION (NOCS)
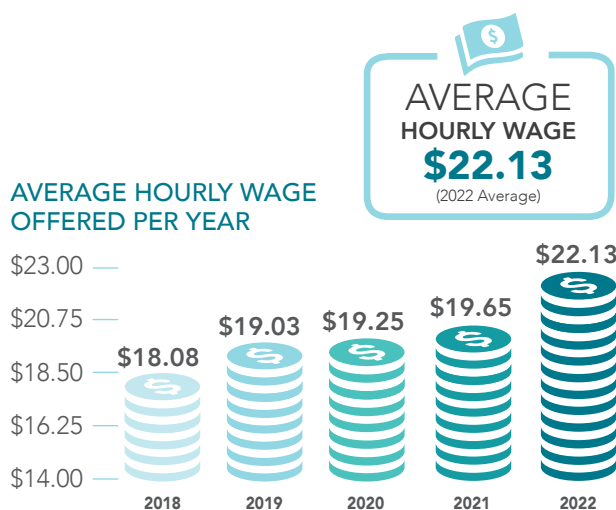
Occupation	Annual Change	2022	2021
6 - Sales & Service	-0.1%	31.4%	31.5%
1 - Business, Finance & Administration	0.2%	15.4%	15.2%
7 - Trades, Transportation, & Equipment Operators	-3.3%	14.3%	17.6%
4 - Education, Law & Social, Community & Government Services	1.5%	14%	12.5%
3 - Health	2.6%	9.1%	6.5%

■ 2022
■ 2021
■ Annual Change

> Sales and Service (NOC-6) based occupations accounted for the largest number of job postings amongst all occupational classifications with nearly one-third (31.4%) of all job postings in 2022.

HOURLY WAGES

BASE HOURLY WAGES OFFERED IN JOB POSTINGS (JULY 2015 TO JULY 2021)

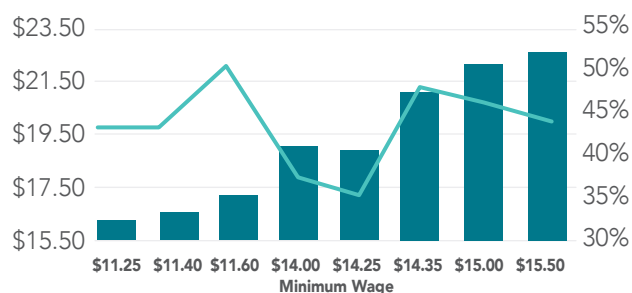■ Ontario Minimum Wage   ■ Recorded Hourly Wages Nipissing
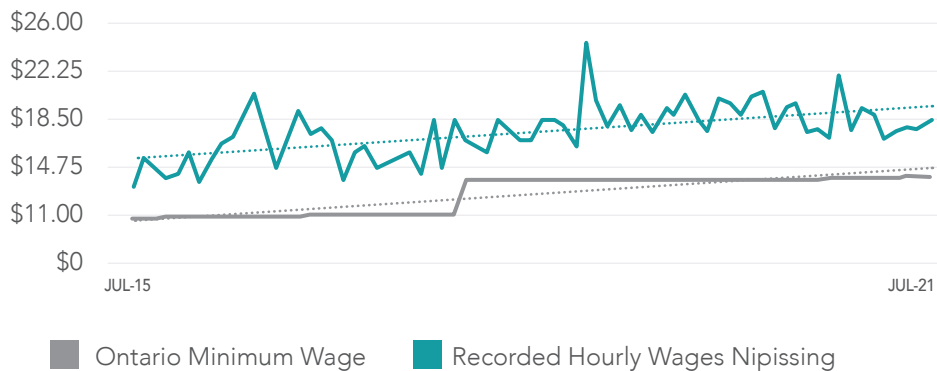
HOURLY WAGES continued

The average hourly wage listed on job postings in 2022 was $22.13/hour. This is a significant increase (+$2.48 /+12.6%) from the 2021 figure of $19.63/hr. This large increase is due primarily to LMG's new collection algorithm which records the high end of the wage range listed as opposed to the low end which was previously recorded. Despite this, we do still see a downward trend in the percentage above the minimum wage that the average job posting is listed at. This suggests that jobs posted above minimum wage have not increased at the same rate as the minimum wage and likely resulting in a compression of jobs offered near the provincial minimum wage.

AVERAGE HOURLY WAGE $22.13
(2022 Average)

AVERAGE HOURLY WAGE OFFERED PER YEAR

Year	Wage
2018	$18.08
2019	$19.03
2020	$19.25
2021	$19.65
2022	$22.13

AVERAGE HOURLY WAGE OFFERED AT PROVINCIAL MINIMUM WAGE

Minimum Wage: $11.25, $11.40, $11.60, $14.00, $14.25, $14.35, $15.00, $15.50

■ Average $/hr

■ For the second consecutive year Job postings offering full-time equivalent (35+ hours/week) employment accounted for slightly more than 70% of the postings. Since this notable jump started prior to the switch to the new algorithm it can be stated with moderate to high confidence that more employers are moving towards offering more hours to their prospective employees.
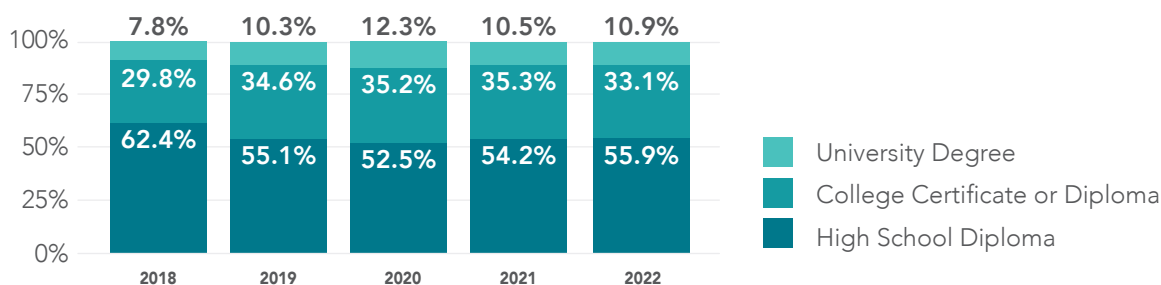
EDUCATIONAL REQUIREMENTS

High school diploma or less — 55.9%

Post-secondary certificate, diploma or degree — 44.1%
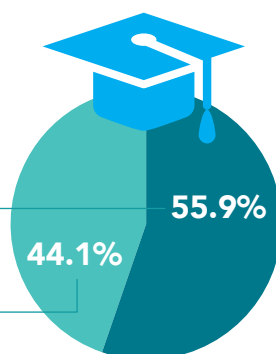
In 2022 slightly more than half (55.9%) of the job postings were available for those with a high school diploma or less as opposed to those requiring some form of post-secondary certificate, diploma or degree (44.1%). The 2022 figure does represent a continued slight downward trend in employers requiring candidates with levels of education higher that started with the 2020 data year and returns to a nearly similar figure of 55.1% from 2019.

MINIMUM EDUCATIONAL REQUIREMENTS

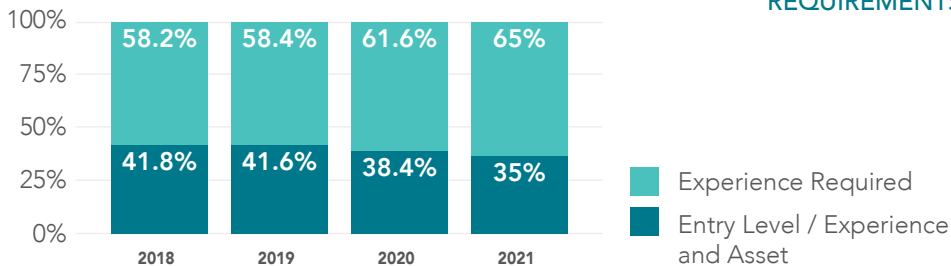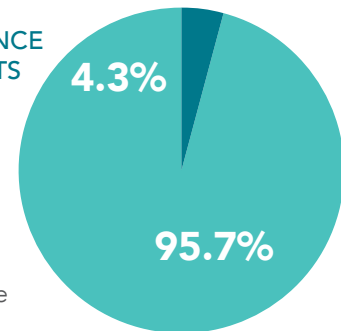|	2018	2019	2020	2021	2022
University Degree	7.8%	10.3%	12.3%	10.5%	10.9%
College Certificate or Diploma	29.8%	34.6%	35.2%	35.3%	33.1%
High School Diploma	62.4%	55.1%	52.5%	54.2%	55.9%

EXPERIENCE LEVEL REQUIREMENTS

This variable is one that has been greatly affected by the new collection algorithm as can be clearly seen by the large shift after 4 years of a relatively consistent trend.
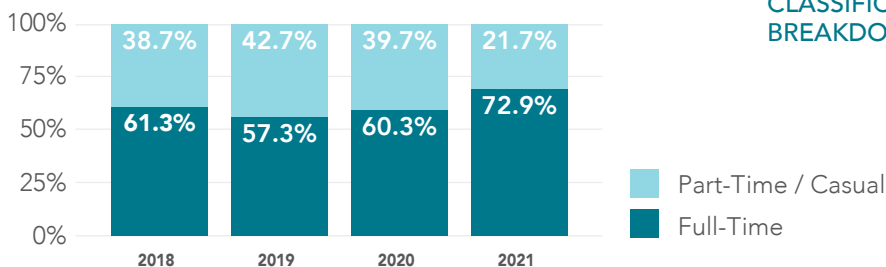
EXPERIENCE REQUIREMENTS 2018-21

	2018	2019	2020	2021
Experience Required	58.2%	58.4%	61.6%	65%
Entry Level / Experience and Asset	41.8%	41.6%	38.4%	35%

2022 EXPERIENCE REQUIREMENTS

4.3%

95.7%

- Experience Required
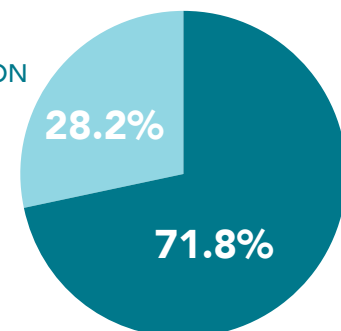- Entry Level / Experience and Asset

HOURS OF EMPLOYMENT OFFERED

For the second consecutive year Job postings offering full-time equivalent (35+ hours/week) employment accounted for slightly more than 70% of the postings. Since this notable jump started prior to the switch to the new algorithm it can be stated with moderate to high confidence that more employers are moving towards offering more hours to their prospective employees.
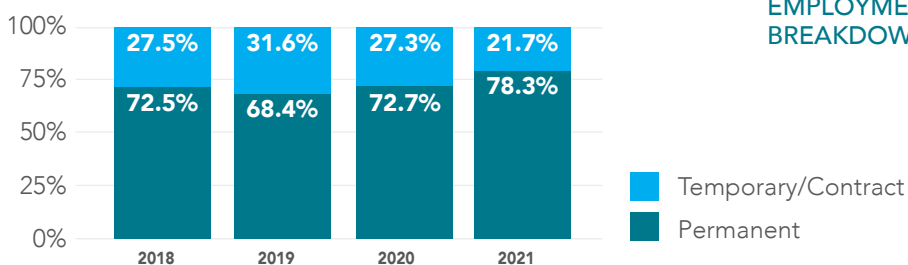
HOURLY CLASSIFICATION BREAKDOWN 2018-21

	2018	2019	2020	2021
Part-Time / Casual	38.7%	42.7%	39.7%	21.7%
Full-Time	61.3%	57.3%	60.3%	72.9%

2022 HOURLY CLASSIFICATION BREAKDOWN

28.2%

71.8%
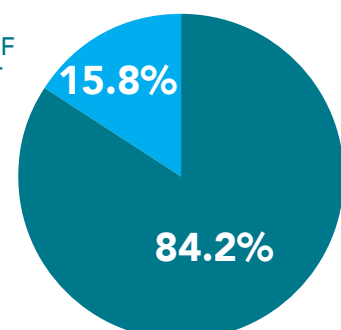
- Part-Time / Casual
- Full-Time

TERMS OF EMPLOYMENT OFFERED

2022 saw the continuation in the increasing trend of job postings offering permanent employment opportunities which started in 2019 and has reached a new 5 year high of 84.2%; over 5% higher than the 2021 figure of 78.3%.

TERMS OF EMPLOYMENT BREAKDOWN 2018-21

	2018	2019	2020	2021
Temporary/Contract	27.5%	31.6%	27.3%	21.7%
Permanent	72.5%	68.4%	72.7%	78.3%

2022 TERMS OF EMPLOYMENT BREAKDOWN
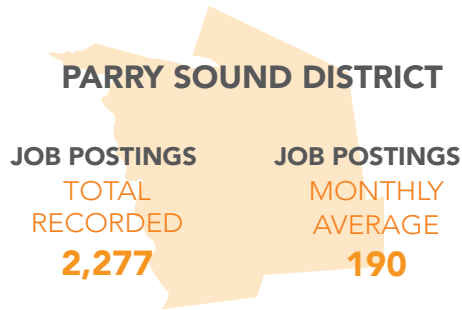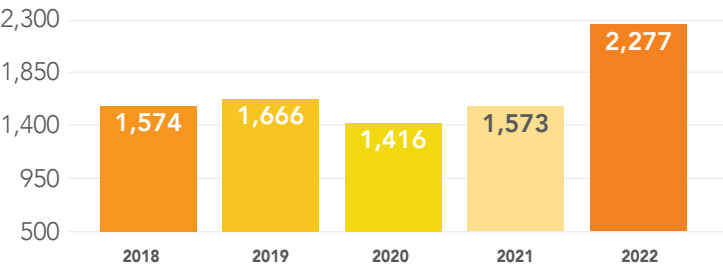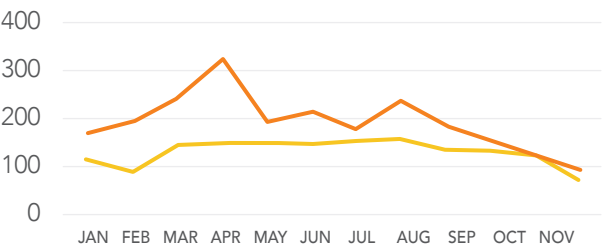
15.8%

84.2%

- Temporary/Contract
- Permanent

TOTAL JOB POSTINGS PARRY SOUND

There were a total of 2,277 job postings recorded within Parry Sound District throughout 2022 which works out to an average of 190 postings each month. This figure was significantly above both the 2021 total (+704 / +44.8%) and the previous 4-year average (+720 / +46.2%). This large jump can me mainly attributed to the new collection method being utilized; however, there is also very likely a partial effect of the labour market rebounding from the nearly 2 years of pandemic effects. The traditional seasonal spring spike in job postings was again present in April 2022. There was a steady decline in job postings during the final quarter of the year which is largely due to seasonal trends.

ANNUAL JOB POSTINGS OVER PAST 5 YEARS

Year	Postings
2018	1,574
2019	1,666
2020	1,416
2021	1,573
2022	2,277

PARRY SOUND DISTRICT

JOB POSTINGS
TOTAL RECORDED
2,277

JOB POSTINGS
MONTHLY AVERAGE
190

MONTHLY JOB POSTINGS IN 2022 COMPARED TO PREVIOUS 4-YEAR AVERAGE

■ 2022 Job Postings
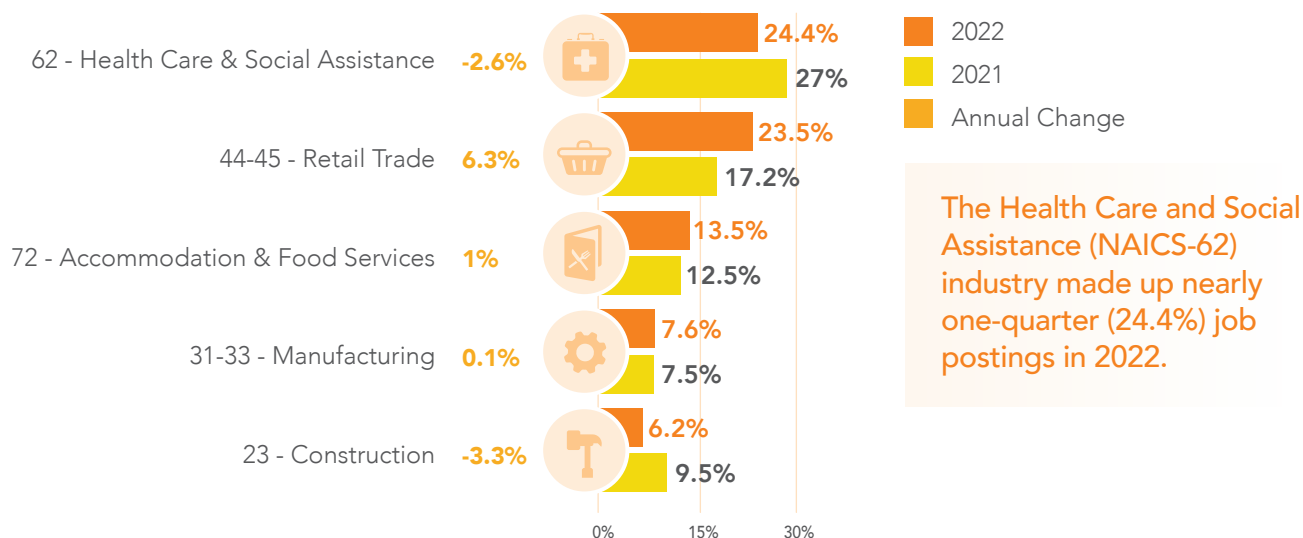■ 2018-2021 Average Job Postings

The traditional seasonal spring spike in job postings was again present in April 2022.

JOB POSTINGS BY INDUSTRY CLASSIFICATION

The Health Care and Social Assistance (NAICS-62) industry made up nearly one-quarter (24.4%) job postings in 2022 with Retail Trade (NAICS-44-45) and Accommodation and Food Services (NAICS-72) rounding out the top three with 23.5% and 13.5% of the job postings respectively. These three industries also made up the top three major industrial classifications in 2021. There was a significant bump; +6.3%, in job posting share for the Retail Trade industry when compared to 2021. This could be attributed to the increased return to in-person shopping following 2 years of pandemic measures and/or a possible increase in the number of employers within this industry in the region.
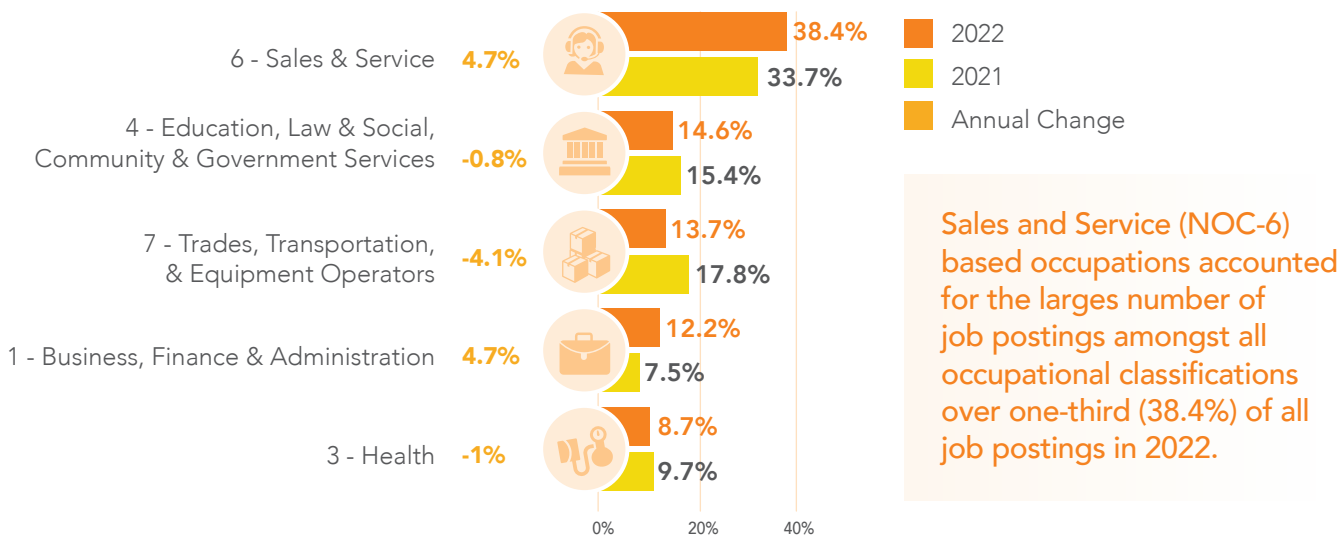
REPRESENTATION OF JOB POSTINGS IN 2022 BY MAJOR INDUSTRY CLASSIFICATION (NAICS)

Industry	Annual Change	2022	2021
62 - Health Care & Social Assistance	-2.6%	24.4%	27%
44-45 - Retail Trade	6.3%	23.5%	17.2%
72 - Accommodation & Food Services	1%	13.5%	12.5%
31-33 - Manufacturing	0.1%	7.6%	7.5%
23 - Construction	-3.3%	6.2%	9.5%

■ 2022
■ 2021
■ Annual Change

The Health Care and Social Assistance (NAICS-62) industry made up nearly one-quarter (24.4%) job postings in 2022.
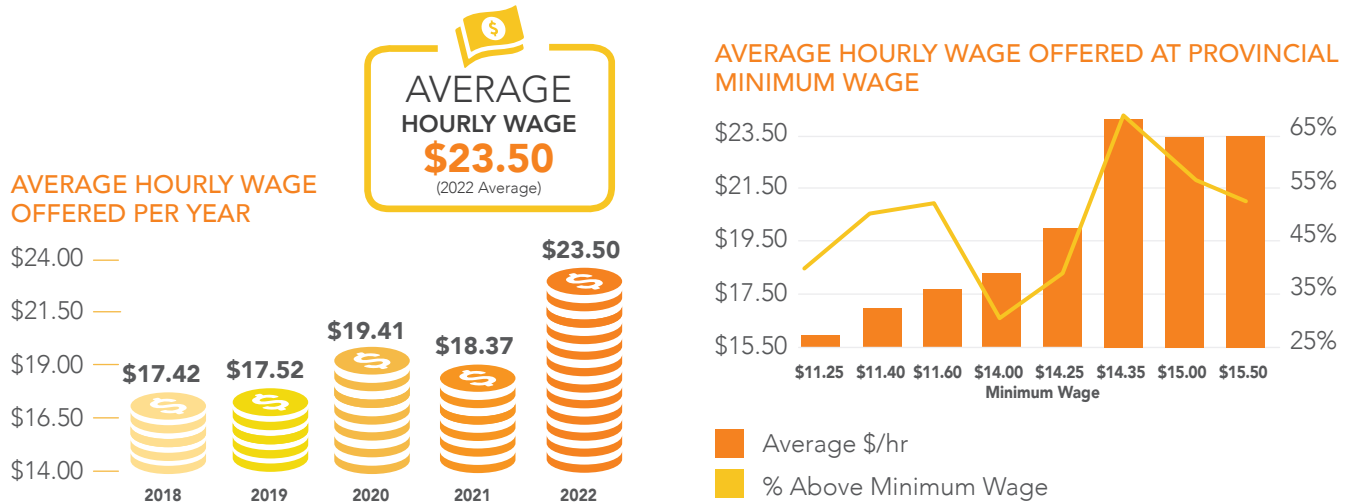
JOB POSTINGS BY OCCUPATION CLASSIFICATION

Sales and Service (NOC-6) based occupations accounted for the larges number of job postings amongst all occupational classifications over one-third (38.4%) of all job postings in 2022 which is also a light increase; +4.7%, from the 2021 figure. This increase could possibly be explained by the same rationale as described with the Retail Trade industry situation. The top three occupational classifications also included Education, Law and Social, Community and Government Services (NOC-4) and Trades, Transportation and Equipment Operator (NOC-7) based occupations with 14.6% and 13.7% of the overall share respectively.

REPRESENTATION OF JOB POSTINGS IN 2022 BY MAJOR OCCUPATION CLASSIFICATION (NOCS)

Occupation	Annual Change	2022	2021
6 - Sales & Service	4.7%	38.4%	33.7%
4 - Education, Law & Social, Community & Government Services	-0.8%	14.6%	15.4%
7 - Trades, Transportation, & Equipment Operators	-4.1%	13.7%	17.8%
1 - Business, Finance & Administration	4.7%	12.2%	7.5%
3 - Health	-1%	8.7%	9.7%

■ 2022
■ 2021
■ Annual Change

Sales and Service (NOC-6) based occupations accounted for the larges number of job postings amongst all occupational classifications over one-third (38.4%) of all job postings in 2022.

HOURLY WAGES

The average hourly wage listed on job postings in 2022 was $23.50/hour. This is a substantial increase (+$5.13/ +27.9%) from the 2021 figure of $18.37/hr. When investigating job posting wages offered by the minimum wage at the time of posting we see a downward trend in the percentage above the minimum wage that the average job posting is listed at. This suggests that jobs posted above minimum wage have not increased at the same rate as the minimum wage and likely resulting in a compression of jobs offered near the provincial minimum wage.

AVERAGE HOURLY WAGE $23.50 (2022 Average)

AVERAGE HOURLY WAGE OFFERED PER YEAR

- 2018: $17.42
- 2019: $17.52
- 2020: $19.41
- 2021: $18.37
- 2022: $23.50

AVERAGE HOURLY WAGE OFFERED AT PROVINCIAL MINIMUM WAGE

Minimum Wage: $11.25, $11.40, $11.60, $14.00, $14.25, $14.35, $15.00, $15.50

- Average $/hr
- % Above Minimum Wage

BASE HOURLY WAGES OFFERED IN JOB POSTINGS (JULY 2015 TO JULY 2021)

JUL-15 to JUL-21

- Ontario Minimum Wage
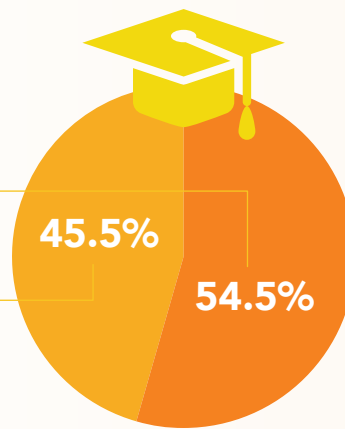- Recorded Hourly Wages Parry Sound
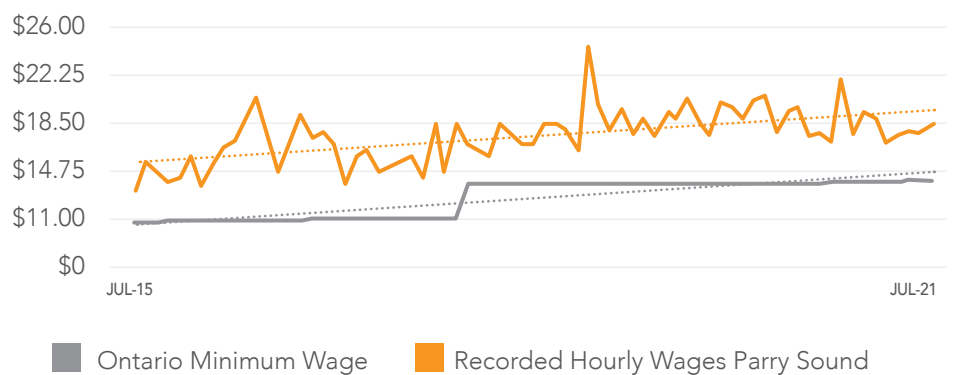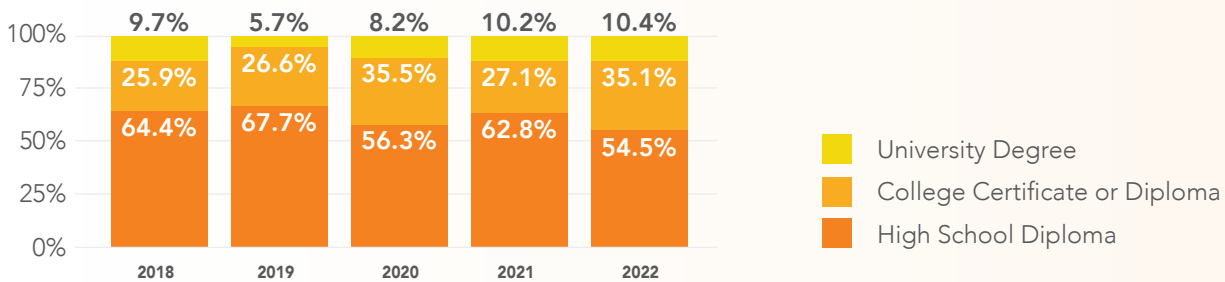
EDUCATIONAL REQUIREMENTS

High school diploma or less

Post-secondary certificate, diploma or degree

45.5%

54.5%

In 2022 slightly more than half (54.5%) job postings were available for those with a high school diploma or less as opposed to those requiring some form of post-secondary certificate, diploma or degree (45.5%). This figure is more in-line with the 2020 value after jumping up to 62.8% in 2021.
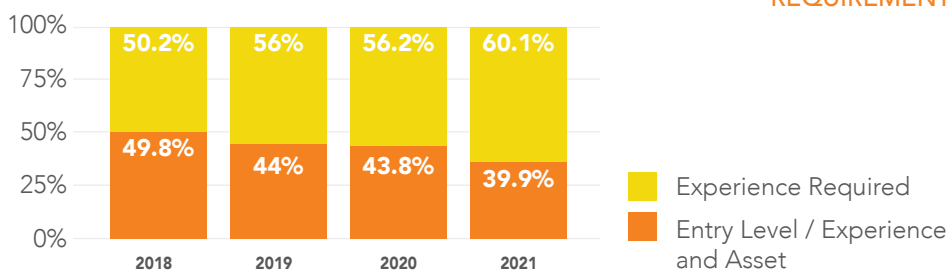
MINIMUM EDUCATIONAL REQUIREMENTS

	2018	2019	2020	2021	2022
University Degree	9.7%	5.7%	8.2%	10.2%	10.4%
College Certificate or Diploma	25.9%	26.6%	35.5%	27.1%	35.1%
High School Diploma	64.4%	67.7%	56.3%	62.8%	54.5%

Legend:
- University Degree
- College Certificate or Diploma
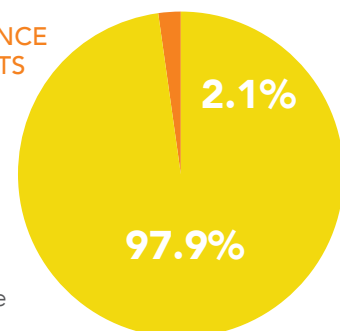- High School Diploma

EXPERIENCE LEVEL REQUIREMENTS

This variable is one that has been affected by the new collection algorithm as can be clearly seen by the large shift after 4 years of a relatively consistent trend.

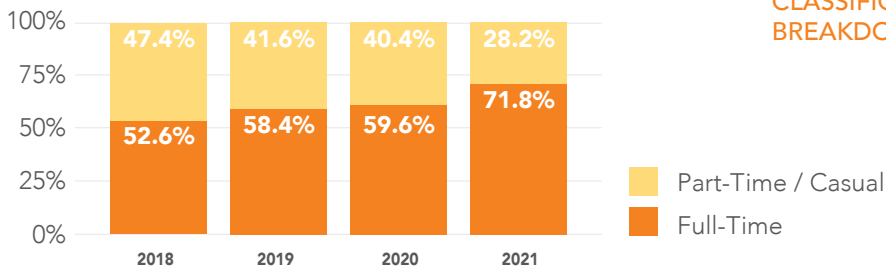### EXPERIENCE REQUIREMENTS 2018-21

	2018	2019	2020	2021
Experience Required	50.2%	56%	56.2%	60.1%
Entry Level / Experience and Asset	49.8%	44%	43.8%	39.9%

2022 EXPERIENCE REQUIREMENTS

2.1%

97.9%

Legend:
- Experience Required
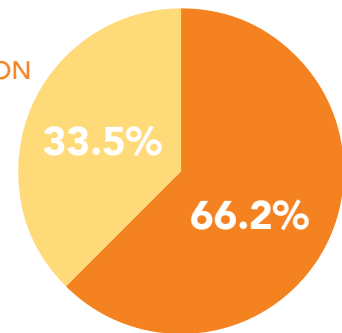- Entry Level / Experience and Asset

HOURS OF EMPLOYMENT OFFERED

Job postings classified as Full-Time made up nearly two-thirds (66.2%) of all postings throughout 2022. Although this is a notable decrease (-5.8%) from the previous year it remains in-line with the current 5-year average of 61.7%.
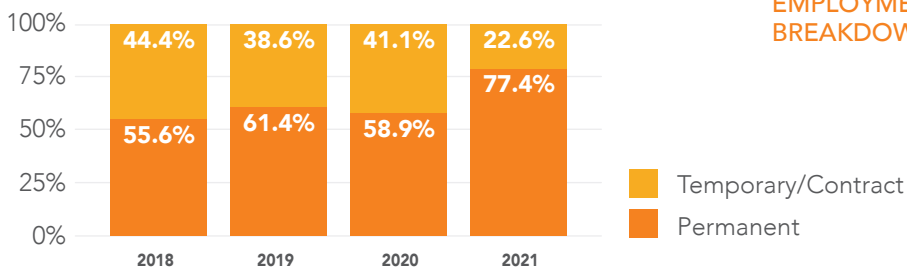
HOURLY CLASSIFICATION BREAKDOWN 2018-21

Year	Part-Time / Casual	Full-Time
2018	47.4%	52.6%
2019	41.6%	58.4%
2020	40.4%	59.6%
2021	28.2%	71.8%

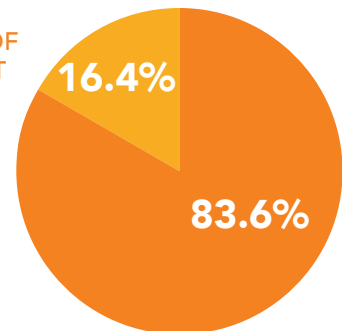### 2022 HOURLY CLASSIFICATION BREAKDOWN
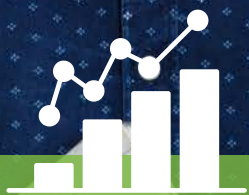
- 33.5%
- 66.2%

TERMS OF EMPLOYMENT OFFERED

2022 saw the continuation in the increasing trend of job postings offering permanent employment opportunities which started in 2020 and has reached a new 5 year high of 83.6%; over 5% higher than the 2021 figure of 77.4%.

TERMS OF EMPLOYMENT BREAKDOWN 2018-21

Year	Temporary/Contract	Permanent
2018	44.4%	55.6%
2019	38.6%	61.4%
2020	41.1%	58.9%
2021	22.6%	77.4%

2022 TERMS OF EMPLOYMENT BREAKDOWN

- 16.4%
- 83.6%

EMPLOYMENT ONTARIO DATA

ANALYSIS OF EO PROGRAM RELATED DATA (2021-2022)

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 Services, Literacy and Basic Skills, Ontario Employment Assistance Program, Second Career and Youth Job Connection (including summer program) or the 2021-22 fiscal year.

BACKGROUND TO THE DATA ANALYSIS

The data released offers broad, demographic descriptions of the clients of these services and some information about outcomes. The data provided to each Local Board consists of three sets of data:

- *Data at the Local Board level* (in the case of the Labour Market Group – LMG, the geography covers the Districts of Parry Sound and Nipissing)

- *Data at the regional level* (in this case, the Northern Region, which consists of six workforce planning boards, covering Parry Sound, Nipissing, Timiskaming, Cochrane, Manitoulin, Greater Sudbury, Sudbury, Algoma, Thunder Bay, Kenora and Rainy River) and

- *Data at the provincial level.*

ANALYSIS

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

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

The COVID-19 pandemic and the accompanying lockdowns had a very disruptive impact on the lives of all of Ontarians, and that disruption was also reflected in the EO client numbers for 2020-21, when client numbers dropped (for example, in the case of Employment Services, by 40% to 60%). As will be seen in the following analysis, client numbers have recovered, but not yet to the pre-COVID-19 levels.

EMPLOYMENT SERVICES

ES CLIENTS

Tables 1 and 2 present the Employment Services numbers for Unassisted and Assisted clients. It should be noted that for 2021-22, several areas had already changed their client categories because of the EO transformation and the introduction of the Service System Manager model. The designation of Unassisted and Assisted client no longer applied in these areas[1]. The Ministry has provided very limited client data for the three SSM prototype catchment areas (except for "legacy" employment services clients from the previous year whose files were closed in 2021-22), and so one cannot include the SSM client data as part of the total figures for Ontario.

TABLE 1: ES UNASSISTED R&I CLIENTS, NUMBER AND PERCENT OF ALL R&I CLIENTS

	BOARD	REGION	ONTARIO
2021-22 UNASSISTED R&I CLIENTS			
Number	5,682	34,475	386,909
As % of Ontario	1.5%	8.9%	——
2020-21 UNASSISTED R&I CLIENTS (unadjusted)			
Number	3,936	26,180	411,557
2020-21 UNASSISTED R&I CLIENTS (without SSMs)			
Number	3,936	26,180	361,108
CLIENT SHARE IN PREVIOUS YEARS			
2020-2021	1.0%	6.4%	——
2019-2020	0.9%	7.4%	——
2018-2019	0.9%	7.2%	——
2021 TOTAL POPULATION			
As % of Ontario	0.9%	5.6%	100%
(minus SSMs)	1.2%	7.1%	——

TABLE 2: ES ASSISTED CLIENTS, NUMBER AND PERCENT OF ALL ASSISTED CLIENTS

	BOARD	REGION	ONTARIO
2021-22 ASSISTED CLIENTS			
Number	2,088	10,594	99,810
As % of Ontario	2.1%	10.6%	——
2020-21 ASSISTED R&I CLIENTS (unadjusted)			
Number	2,225	9,850	117,296
2020-21 ASSISTED R&I CLIENTS (without SSMs)			
Number	2,225	9,850	96,592
CLIENT SHARE IN PREVIOUS YEARS			
2020-2021	1.9%	8.4%	——
2019-2020	1.9%	8.6%	——
2018-2019	1.7%	8.3%	——
2021 TOTAL POPULATION			
As % of Ontario	0.9%	5.6%	100%
(minus SSMs)	1.2%	7.1%	——

Tables 1 and 2: Population figures from StatCan 2021 Census.

[1]The three areas were: Hamilton-Niagara (Brant, Haldimand-Norfolk, Hamilton and Niagara); Muskoka-Kawarthas (Haliburton, Kawartha Lakes, Muskoka, Northumberland and Peterborough); and Peel (Peel).

To illustrate the significant changes in client numbers because of COVID-19 and its aftermath, **Tables 3 and 4** show the changes in client numbers over the last two years for each of Unassisted and Assisted clients. The Ontario figures for 2021-22 are compared to 2020-21 figures excluding the SSM areas.

TABLE 3: PER CENT CHANGE IN NUMBER OF UNASSISTED CLIENTS OVER LAST TWO YEARS

	BOARD	REGION	ONTARIO
Change between 2019-20 and 2020-21	↓21%	↓34%	↓23%
Change between 2020-21 and 2021-22	44%	32%	7%

There had been significant drops in Unassisted client numbers across all three areas two years ago, and a rebound in numbers across all three areas last year, especially at the Board and Region levels.

TABLE 4: PER CENT CHANGE IN NUMBER OF ASSISTED CLIENTS OVER LAST TWO YEARS

	BOARD	REGION	ONTARIO
Change between 2019-20 and 2020-21	↓35%	↓37%	↓36%
Change between 2020-21 and 2021-22	↓6%	8%	3%

The drop in the Assisted client numbers had been more severe than the drop among Unassisted clients between 2019-20 and 2020-21. Between 2020-21 and 2021-22, there were only modest increases in the Assisted client numbers, except at the Board level, where the numbers dropped a little further.
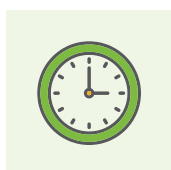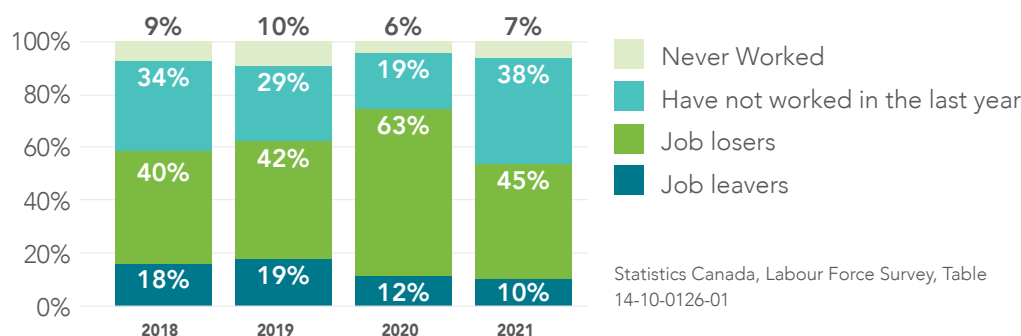
LENGTH OF TIME OUT OF EMPLOYMENT/TRAINING

The Labour Force Survey tracks the reasons for why individuals become unemployed; these reasons can include leaving a job or that one had not worked for the past year or that one had never worked and had just joined the labour force. In 2020, because of COVID-19, the proportion of the unemployed who were laid off increased significantly. In 2021, this contributed to a higher proportion of the unemployed who had not worked in the previous year.

Chart 1 shows the reason why a person became unemployed, focusing on unemployed individuals aged 25 to 54 years of age (prime working age), for the years 2018 to 2021. While the proportions were similar between 2018 and 2019, in 2020 the proportion of individuals who lost their job (either by permanent or temporary layoff) increased from 42% to 63% (the total number of unemployed also increased significantly). By 2021, that proportion almost returned to past figures, but the proportion who had not worked in the past year increased significantly.

CHART 1: REASON FOR BEING UNEMPLOYED, UNEMPLOYED INDIVIDUALS AGED 25-54 YEARS OLD, ONTARIO, 2018-2021

Legend:
- Never Worked
- Have not worked in the last year
- Job losers
- Job leavers

Year	Never Worked	Have not worked in the last year	Job losers	Job leavers
2018	9%	34%	40%	18%
2019	10%	29%	42%	19%
2020	6%	19%	63%	12%
2021	7%	38%	45%	10%

Statistics Canada, Labour Force Survey, Table 14-10-0126-01

This contributed to an increase in the proportion of the unemployed who became long-term unemployed (six months or more). When COVID-19 struck in 2020, many individuals became unemployed all at once, so that the proportion of long-term unemployed decreased, with so many just recently unemployed. By 2021, a larger share of these unemployed had now been unemployed for a longer period. **Chart 2** illustrates these changes and compares the trajectory to the increase among the long-term unemployed which occurred because of the 2008 recession.

In 2006, the proportion of the unemployed who were long-term unemployed stood at 15.1% and was still falling. When the recession hit in late 2008, that proportion started increasing, rising to 25.7% in 2010. As the recession receded, the proportion of long-term unemployed fell, but slowly, still at 20.2% in 2017, some eight years after the recession started. The figure dropped to 15.1% in 2020, in part because so many individuals became unemployed all at once in the spring of that year. By 2021, the proportion of long-term unemployed had jumped to 29.4%, higher than the share caused by the 2008 recession.

CHART 2: ANNUAL PROPORTION OF UNEMPLOYED WHO ARE UNEMPLOYED FOR MORE THAN SIX MONTHS, ONTARIO, 2006-2021
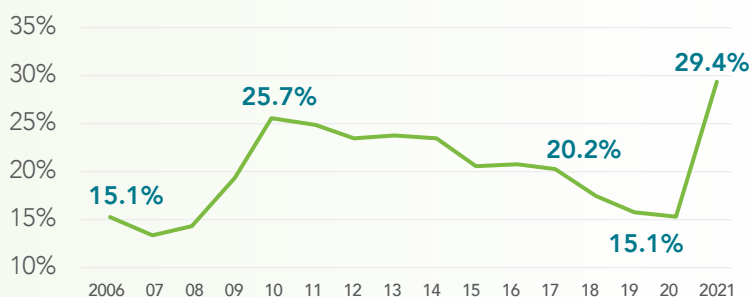
Statistics Canada, Table 14-10-0057-01

For the 2021-22 Assisted client data, there has been a notable increase in the proportion of clients who have been unemployed for 12 months or more (Table 5). At all three levels, this category represents at least three out of every ten Assisted clients. The share of those recently unemployed (less than three months) has only slightly dropped. Instead, there are fewer clients who have been unemployed three to six months, whereas those unemployed six to twelve moths is almost the same as the previous year.

TABLE 5: PERCENTAGE DISTRIBUTION BY LENGTH OF TIME OUT OF EMPLOYMENT FOR 2021-22 AND 2020-21 ES ASSISTED CLIENTS, BOARD, REGION AND ONTARIO, AND UNEMPLOYED INDIVIDUALS, ONTARIO, 2021

LENGTH OF TIME	2021-22 ES CLIENTS			2020-21 ES CLIENTS			LFS ONTARIO
	BOARD	REGION	ONTARIO	BOARD	REGION	ONTARIO	
< 3 months	39%	42%	35%	41%	45%	39%	55%
3 – 6 months	12%	13%	14%	17%	19%	20%	15%
6 – 12 months	16%	15%	19%	18%	18%	19%	20%
> 12 months	34%	30%	33%	24%	19%	22%	10%

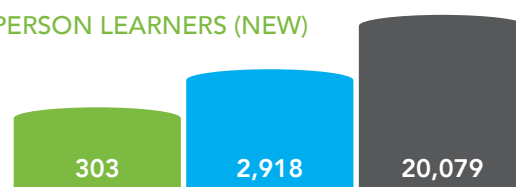Labour Force Survey data is from 2021.

LITERACY AND BASIC SKILLS

Table 6 presents the overall client numbers for Literacy and Basic Skills and makes some comparisons to figures from previous years. In 2020-21, the number of in-person learners declined in all three areas, almost entirely because of a decline in the number of new in-person learners. In 2021-22, these numbers rebounded slightly at the Region and provincial levels, but hardly at all at the local level. The number of New In-Person Learners increased very slightly at the local level (to 303), but nowhere near the levels of New In-Person Learners which had been registered in 2019-20 (561) or 2018-19 (556). At the Region and provincial levels, the number of new Learners increased over the previous year, however the number of carry-over clients decreased in comparison to the previous year.
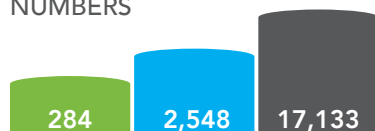
■ Board ■ Region ■ Ontario

TABLE 6: NUMBER OF LITERACY AND BASIC SKILLS LEARNERS

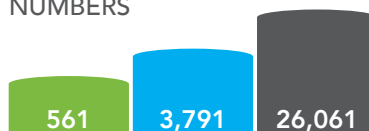NUMBER OF IN-PERSON LEARNERS (NEW)
2021-22

Board	Region	Ontario
303	2,918	20,079

NUMBER OF IN-PERSON LEARNERS (NEW)

2020-21 NUMBERS

Board	Region	Ontario
284	2,548	17,133

2019-20 NUMBERS

Board	Region	Ontario
561	3,791	26,061

2018-19 NUMBERS

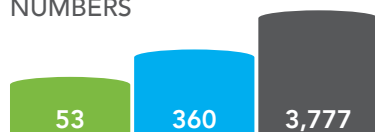| Board	Region	Ontario
556	4,018	26,529

SECOND CAREER

In the previous year, the number of Second Career clients had decreased across all three areas, although that has been the general trend for several years now. Last year, the number of Second Career clients increased somewhat at both the local and provincial levels, though not at the Region level (Table 7). The local share of all Second Career clients has stayed close to 1.5% for four years now, which is higher than the area's share of the province's population (0.9%), while the Region's share of the total Second Career client count has dropped to 9.5%, which is still higher than the Region's share of the provincial population (5.6%).

TABLE 7: SECOND CAREER CLIENT NUMBERS, 2021-2022

NUMBER OF CLIENTS

2021-20 NUMBERS

Board	Region	Ontario
53	360	3,777

2020-19 NUMBERS

Board	Region	Ontario
47	371	3,110

2019-20 NUMBERS

Board	Region	Ontario
50	461	3,314
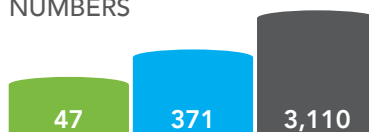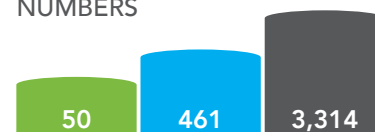
APPRENTICESHIP

The number of new apprentice registrations for the last eight years are listed in **Table 8**. At the Board level, there had been higher numbers in 2014-15 and 2016-17, but since then a slight decline, followed by a large drop in 2020-21, no doubt due to COVID-19. At the Region and provincial levels, the recent high had been in 2018-19, with the same large drop in 2020-21. In 2021-22, the new registration numbers recovered somewhat, but have not reached the level they were at in the immediate year before COVID-19 (2019-2020).

TABLE 8: NUMBER OF NEW APPRENTICESHIP REGISTRATIONS, 2014-15 TO 2021-22

	BOARD	REGION	ONTARIO
NUMBER OF NEW REGISTRATIONS			
2021-2022	209	1,708	22,056
2020-2021	143	1,264	16,730
2019-2020	236	2,065	26,771
2018-2019	243	2,104	27,821
2017-2018	240	1,924	24,991
2016-2017	257	1,968	24,890
2015-2016	214	2,192	25,793
2014-2015	271	2,361	26,018

Table 9 shows several other figures in terms of their share of all provincial numbers for each category and how that share has compared over time.

TABLE 9: NEW REGISTRATIONS AND ACTIVE APPRENTICESHIPS

	BOARD	REGION	ONTARIO
NUMBER OF NEW REGISTRATIONS			
2021-2022	**209**	**1,708**	**22,056**
As % of Ontario: 2021-22	0.9%	7.7%	——
As % of Ontario: 2020-21	0.9%	7.6%	——
As % of Ontario: 2019-20	0.9%	7.7%	——
As % of Ontario: 2018-19	0.9%	7.6%	——
As % of Ontario: 2017-18	1.0%	7.7%	——
As % of Ontario: 2016-17	1.0%	7.9%	——
As % of Ontario: 2015-16	0.8%	8.5%	——
As % of Ontario: 2014-15	1.0%	9.1%	——

CONTINUED TABLE 9:
NEW REGISTRATIONS AND ACTIVE APPRENTICESHIPS

	BOARD	REGION	ONTARIO
NUMBER OF ACTIVE APPRENTICES			
2021-2022	668	6,298	84,937
2020-2021	635	5,819	78,733
2019-2020	614	5,462	73,924
2018-2019	62	5,254	71,279
As % of Ontario: 2021-22	0.8%	7.4%	———
As % of Ontario: 2020-21	0.8%	7.4%	———
As % of Ontario: 2019-20	0.8%	7.4%	———
As % of Ontario: 2018-19	0.9%	7.4%	———
As % of Ontario: 2017-18	0.9%	8.1%	———
As % of Ontario: 2016-17	0.8%	7.8%	———
As % of Ontario: 2015-16	0.8%	8.4%	———
As % of Ontario: 2014-15	1.2%	9.4%	———

	BOARD	REGION	ONTARIO
NUMBER OF COFAS ISSUED			
2021-2022	65	629	8,120
2020-2021	64	420	5,877
2019-2020	67	680	8,892
2018-2019	70	750	9,878
As % of Ontario: 2021-22	0.8%	7.7%	———
As % of Ontario: 2020-21	1.1%	7.1%	———
As % of Ontario: 2019-20	0.8%	7.6%	———
As % of Ontario: 2018-19	0.7%	7.6%	———
As % of Ontario: 2017-18	0.8%	8.4%	———
As % of Ontario: 2016-17	0.9%	5.1%	———

	BOARD	REGION	ONTARIO
POPULATION			
As % of Ontario (2021)	0.9%	5.6%	100%

At the local level, the local share of the provincial totals for new registrations, active apprentices and number of Certificates of Apprenticeship issued has pretty much stayed the same for years now, except that there has been a drop in the proportion of new CofAs (down to 0.8% from 1.1%).

In the case of the region, the general trend as far as the share of the provincial numbers has been steady the last few years, except for an upward tick in 2021-22 in new CofAs.
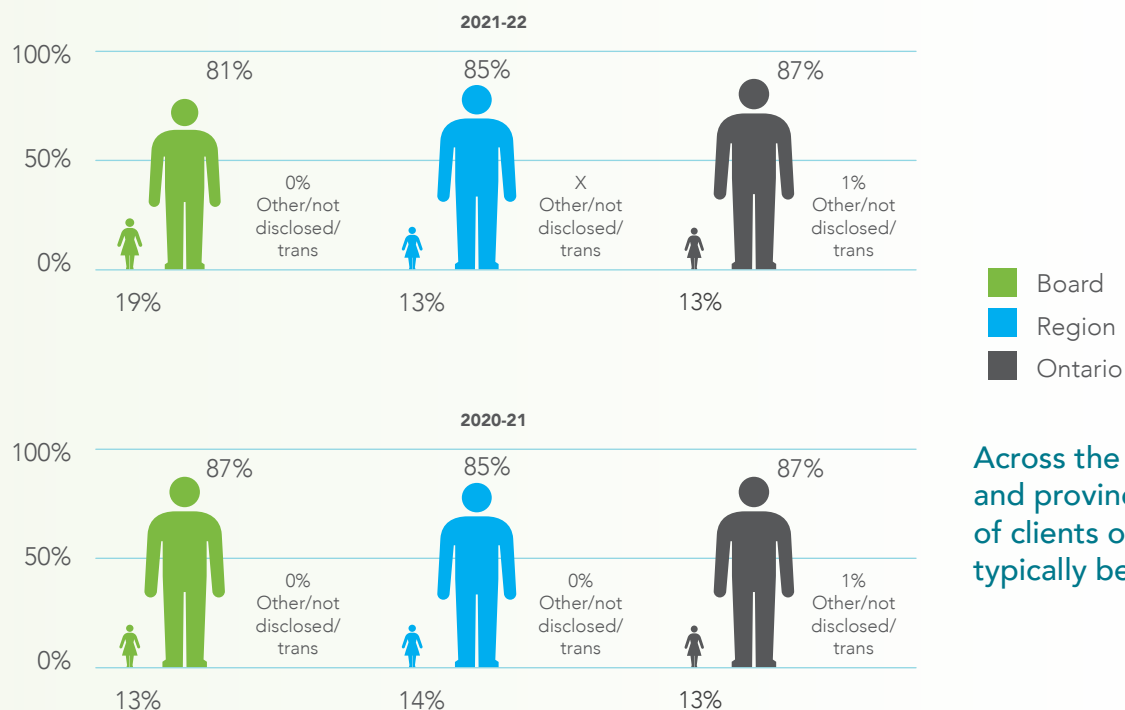
The following tables show more detailed demographic data for the Apprenticeship program. More than 95% of participants are youth or young adults, across all three levels (**Table 10**) and these proportions have held steady over the years.

TABLE 10: DISTRIBUTION BY AGE OF APPRENTICESHIP, 2021-2022

AGE	2021-22			2020-21		
	BOARD	REGION	ONTARIO	BOARD	REGION	ONTARIO
15-24 years	52%	58%	51%	54%	55%	48%
25-44 years	45%	40%	46%	45%	42%	48%
45-64 years	X	2%	4%	X	3%	4%
65+ years	0%	X	0%	0%	0%	0%

The distribution by gender (**Table 11**) is very heavily skewed towards males. Across the local, regional, and provincial levels, 81% of clients or more have typically been male. Locally, the proportion of females has been higher – in 2019-20 it was 23%, in 2018-19 it was 21%, but in 2020-21 it dropped to 13%; in 2021-22 it was again higher, at 19%, but below what it had been recently.

TABLE 11: DISTRIBUTION BY GENDER OF APPRENTICESHIP, 2021-2022

2021-22

	Board	Region	Ontario
Male	81%	85%	87%
Female	19%	13%	13%
Other/not disclosed/trans	0%	X	1%

2020-21

	Board	Region	Ontario
Male	87%	85%	87%
Female	13%	14%	13%
Other/not disclosed/trans	0%	0%	1%

- Board
- Region
- Ontario

Across the local, regional, and provincial levels, 81% of clients or more have typically been male.

The distribution of clients by education at intake (Table 12) is dominated by clients who have a high school diploma. 84%-88% of clients fall into that category and the rest largely fall in the category of having no high school diploma. This was much the same distribution as the last two years.

TABLE 12: DISTRIBUTION BY EDUCATION AT INTAKE OF APPRENTICESHIP, 2021-2022

EDUCATION	2021-22			2020-21		
	BOARD	REGION	ONTARIO	BOARD	REGION	ONTARIO
No Certificate	10%	13%	12%	11%	11%	12%
High School	84%	88%	88%	84%	88%	88%
Apprenticeship	0%	0%	0%	0%	0%	0%
College	0%	X	0%	0%	0%	0%
University	0%	0%	0%	0%	0%	0%
Other	0%	0%	0%	0%	1%	1%

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

Table 13 provides an historical overview of the past nine years of new registrations by the largest number of registrations by trade over the years.

TABLE 13: APPRENTICE REGISTRATIONS, TOP SIX NEW REGISTRATIONS FOR NIPISSING AND PARRY SOUND, 2013-2014 TO 2021-2022

	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20-21	21-22	TOTAL
Automotive Service Technician	45	51	41	53	42	47	57	22	38	396
Electrician - Construction and Maintenance	29	29	32	42	23	37	28	34	40	294
IT Contact Centre Customer Service Agent	204	24	0	0	0	0	0	0	0	228
Hairstylist	23	19	26	30	21	20	21	11	13	184
Truck and Coach Technician	16	20	14	24	16	29	21	13	14	167
IT Contact Centre Sales Agent	150	0	0	0	0	0	0	0	0	150
General Carpenter	18	15	16	15	16	11	12	15	20	138
Child Development Practitioner	16	25	16	15	17	19	18	0	x	126
ALL NEW REGISTRATIONS	570	271	214	257	240	243	236	143	209	——

Bolded entries are compulsory trades

Table 14 lists the top ten trades for new registrations for the local area, the region and the province. With the smaller numbers, only seven trades had 10 or more new registrations at the local level (there were 17 other trades which had their numbers supressed). There are enough entries at the region and provincial levels to populate a top ten. Seven trades are common to both top ten lists, and four of them are also part of the local area's top seven (bolded), as follows:

- **Electrician – Construction & Maintenance**
- **Automotive Service Technician**
- **General Carpenter**
- **Truck and Coach Technician**
- Industrial Mechanic Millwright
- Plumber
- Child Development Practitioner

TABLE 14: TOP 10 TRADES FOR NEW REGISTRATIONS, 2021-2022

RANK	BOARD		REGION		ONTARIO	
	TRADE	NUMBER	TRADE	NUMBER	TRADE	NUMBER
1	Electrician - Construction & Maintenance	40	Electrician - Construction & Maintenance	305	Electrician - Construction & Maintenance	4,359
2	Automotive Service Technician	38	Automotive Service Technician	179	Automotive Service Technician	2,412
3	General Carpenter	20	Heavy Duty Equipment Technician	158	Plumber	1,875
4	Truck & Coach Technician	14	General Carpenter	151	General Carpenter	1,786
5	Hairstylist	13	Truck & Coach Technician	131	Truck & Coach Technician	1,312
6	Plumber	12	Plumber	108	Hairstylist	1,052
7	Heavy Duty Equipment Technician	11	Industrial Mechanic Millwright	85	Industrial Mechanic Millwright	1,008
8	——		Powerline Technician	81	Sheet Metal Worker	602
9	——		Welder	59	Refrigeration & Air Conditioning Systems Mechanic	567
10	——		Child Development Practitioner	56	Child Development Practitioner	522

CANADA ONTARIO JOB GRANT (COJG) – EMPLOYER

As with other programs, there were fewer employer participants in COJG in 2020-21 compared to the previous year and particularly compared to 2018-19. In 2021-22, the numbers rose, but not to the level of the year before COVID-19 (2019-20) (**Table 15**). The employers that made use of the COJG are mostly smaller firms, at least 75% of whom have fewer than 50 employees.

TABLE 15: CANADA ONTARIO JOB GRANT -- EMPLOYERS, 2021-2022

EMPLOYERS	BOARD	REGION	ONTARIO
# of employers, 2021-22	30	198	2,837
# of employers, 2020-21	17	186	2,456
# of employers, 2019-20	19	208	3,232
# of employers, 2018-19	36	312	3,952
SIZE (PERCENT)			
<50	77%	78%	75%
50-150	X	12%	16%
151-300	X	0%	4%
301-500	X	0%	2%
501-1,500	X	0%	1%
1,501-10,000	0%	0%	1%
>10,001	0%	0%	0%

X denotes suppressed.

TABLE 16: CANADA ONTARIO JOB GRANT – TRAINING PROVIDER TYPE, 2021-2022

	BOARD	REGION	ONTARIO
Private Trainer	60%	55%	57%
Product Vendor	0%	0%	3%
Public College	X	16%	7%
Registered Private Career College	X	23%	28%
School Board	0%	0%	0%
Union Based Training Centre	0%	0%	1%
University	0%	0%	6%
Unknown	0%	0%	0%

Over half of the training at all three levels was provided by a private trainer (**Table 16**). In second place come private career colleges, followed by public community colleges, based on the data available at the Region and provincial levels.

X denotes suppressed.

CANADA ONTARIO JOB GRANT – PARTICIPANT

The number of COJG participants has been dropping in all areas over the last several years, although for the last two years, the number of participants at the Board level has increased (Table 17). Still, the figures for the board level in 2021-22 are around one-quarter what they were in 2016-17.

TABLE 17: NUMBER OF COJG PARTICIPANTS, 2021-2022

COJG PARTICIPANTS	BOARD	REGION	ONTARIO
2021-2022 Number	89	516	10,767
2020-2021 Number	57	622	10,350
2019-2020 Number	32	827	14,073
2018-2019 Number	106	1,269	19,742
2017-2018 Number	184	2,262	25,278
2016-2017 Number	353	3,534	35,680
2021-2022 as % of Ontario	0.8%	4.8%	100%
2020-2021 as % of Ontario	0.6%	6.0%	100%
2019-2020 as % of Ontario	0.2%	5.9%	100%
2018-2019 as % of Ontario	0.5%	6.4%	100%
2017-2018 as % of Ontario	0.7%	8.9%	100%
2016-2017 as % of Ontario	1.0%	9.9%	100%
2021 TOTAL ONTARIO POPULATION			
As % of Ontario	0.9%	5.6%	100%

TABLE 18: DISTRIBUTION BY AGE OF COJG PARTICIPANTS, 2021-2022

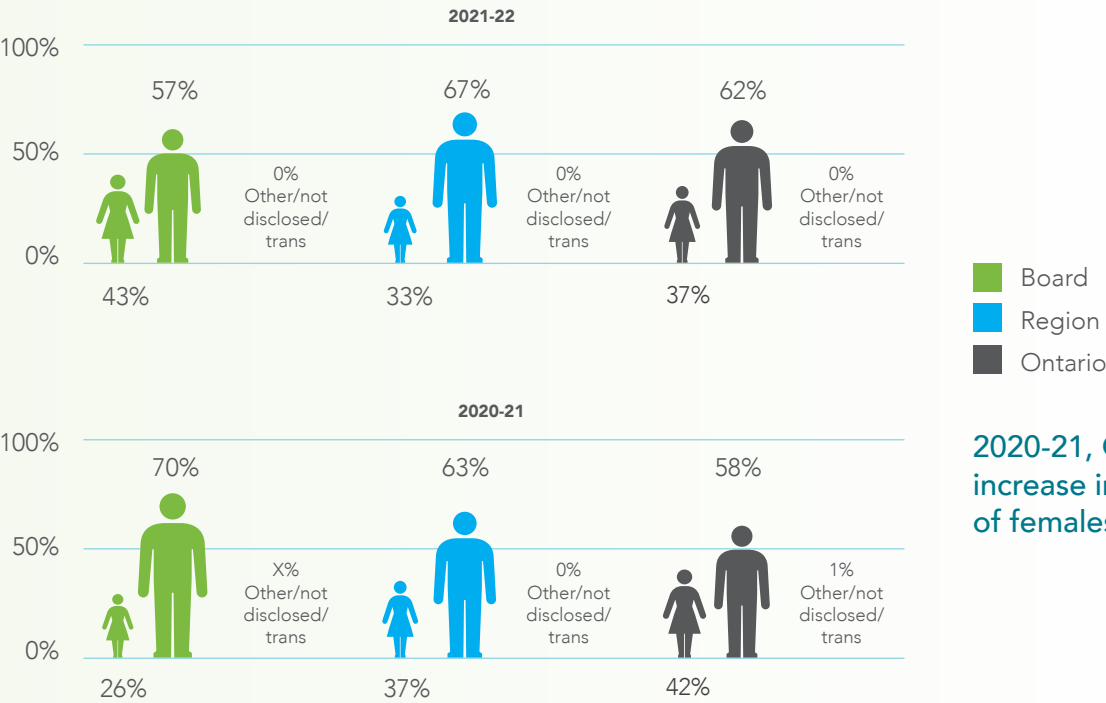| AGE	2021-22		
	BOARD	REGION	ONTARIO
15-24 years	14%	17%	12%
25-44 years	64%	59%	60%
45-64 years	21%	23%	27%
65+ years	0%	0%	1%
Unknown	X	0%	0%

X denotes suppressed.

As **Table 18** shows, most of the clients are younger adults (25-44 years old), followed by older adults (45-64 years old). In Ontario in 2021, younger adults (25-44 years old) made up 44% of the employed labour force, so this age group is certainly over-presented among COJG participants.

In previous years, the distribution by gender was more heavily skewed towards males, and that was particularly the case at the Board level. In 2020-21, there was a considerable increase in the proportion of females among COJG participants at the Board level (**Table 19**).

TABLE 19: DISTRIBUTION BY GENDER OF COJG PARTICIPANTS, 2021-2022

2021-22

	Board	Region	Ontario
Male	57%	67%	62%
Other/not disclosed/trans	0%	0%	0%
Female	43%	33%	37%

■ Board
■ Region
■ Ontario

2020-21

	Board	Region	Ontario
Male	70%	63%	58%
Other/not disclosed/trans	X%	0%	1%
Female	26%	37%	42%

2020-21, Considerable increase in the proportion of females.

YOUTH JOB CONNECTION

The following tables show the number of Youth Job Connection participants, and their breakdown by age and gender. The number of participants across all three areas rebounded from the previous year but were still far below the participant numbers experienced before COVID-19 (**Table 20**). The share of YJC participants as a proportion of the provincial total also increased, both at the local and region levels, and represent a proportion in both cases which is more than double the share of the provincial population represented by both areas. The figures for the Youth Job Connection Summer program are included as well; the local and region levels also had a slightly larger share of the total number of summer participants across the province (the YJC Summer program numbers are not analyzed any further beyond the number of clients).

TABLE 20: NUMBER OF YJC PARTICIPANTS, 2021-2022

YJC PARTICIPANTS	BOARD	REGION	ONTARIO
2021-2022 Number	184	867	7,097
2020-2021 Number	119	634	7,428
2019-2020 Number	266	1,249	12,063
2018-2019 Number	282	1,264	12,024
2017-2018 Number	264	1,275	12,958
2016-2017 Number	393	1,459	14,761
2021-2022 as % of Ontario	2.6%	12.2%	100%
2020-2021 as % of Ontario	1.6%	8.5%	100%
2019-2020 as % of Ontario	2.2%	10.4%	100%
2018-2019 as % of Ontario	2.3%	10.5%	100%
2017-2018 as % of Ontario	2%	9.8%	100%
2016-2017 as % of Ontario	2.7%	9.9%	100%
YJC SUMMER PARTICIPANTS			
2021-2022 Number	99	497	4,010
2020-2021 Number	84	495	4,815
As % of Ontario: 2021-2022	2.5%	12.4%	——
As % of Ontario: 2020-2021	2.2%	10.3%	——
2021 TOTAL ONTARIO POPULATION			
As % of Ontario	0.9%	5.6%	100%

Participants across all three areas rebounded from the previous year.

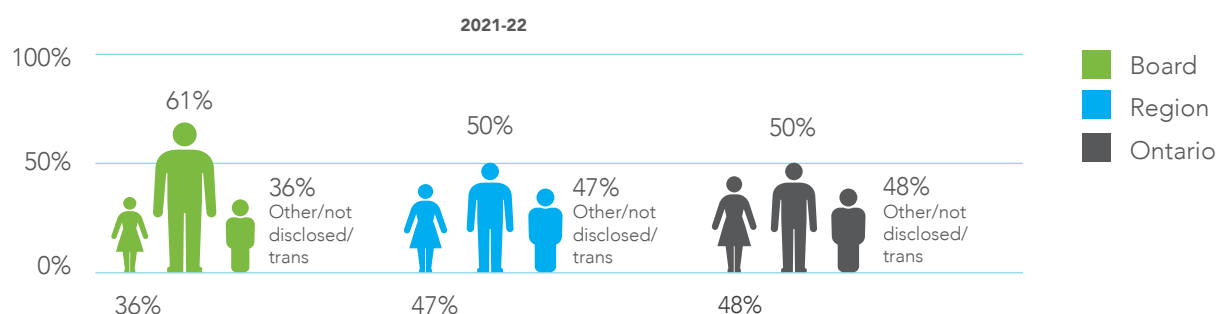**TABLE 21:** DISTRIBUTION BY AGE OF YJC PARTICIPANTS, 2021-2022

AGE	2021-22		
	BOARD	REGION	ONTARIO
15-24 years	80%	72%	77%
25-44 years	20%	24%	22%
45-64 years	0%	4%	1%
65+ years	0%	0%	0%

X denotes suppressed.

At the region and provincial levels, at least seven out of ten of the participants are between the ages of 15 and 24, with most of the rest in the 25-44 years old bracket (Table 21).

Across the Region and the province, there is an even balance between female and male participants, but in the Board area, the proportion of females dropped considerably, representing just over a third (36%) of participants (Table 22).

TABLE 22: DISTRIBUTION BY GENDER OF YJC PARTICIPANTS, 2021-2022

- Board
- Region
- Ontario

TABLE 23: DISTRIBUTION BY EDUCATION AT INTAKE OF YJC PARTICIPANTS, 2021-2022

EDUCATION	2021-22		
	BOARD	REGION	ONTARIO
Less than Grade 9	X	4%	2%
Less than Grade 12	29%	44%	26%
High school	61%	44%	52%
Apprenticeship	0%	0%	0%
College	X	4%	8%
University	0%	0%	6%
Other	X	4%	6%
Unknown	0%	0%	0%

X denotes suppressed.

At all levels, most participants have a high school education or less (Table 23). Particularly at the provincial level, there is a higher proportion of participants with a post-secondary degree.

2023 ACTION PLAN

THEME ONE: LOCAL BUSINESSES NEED ASSISTANCE ACCESSING AVAILABLE PROGRAMS, INCENTIVES AND PROFESSIONALS

Goal: To increase small business capacity during unprecedented labour market challenges, emphasis should be placed on increasing awareness and uptake on the programs and services that are available to assist their business and increased hiring needs.

Why is this a priority for the community? With the plethora of funding programs available to small businesses, the process of researching, application and implementation can be lengthy and burdensome. There continues to be a lack of awareness and understanding on the part of the employer to participate and engage in these types of programs and advises. Ultimately, these actions affect the long term sustainability of the workforce.

How it aligns with the evidence: More than ever, employers continue to struggle to find and maintain individuals in a variety of occupational classifications and industry sectors.

Next Steps: Develop regional committees made up of the identified partners to begin to move projects forward.

REQUIRED ACTION	POTENTIAL PARTNERS	EXPECTED OUTCOMES	TIMELINE
Conduct Future of Work Webinar Series	Chambers of Commerce, Employment Service Agencies, Economic Development Offices	Host a series of webinars that highlight the post pandemic working world and what employers and job seekers can expect upon returning to work in 2022 and beyond. **UPDATE:** A series of speakers were presented each Friday from April through June of 2022. Each one covered a different topic and spoke to specific challenges facing our regional and local economies.	✔️ **COMPLETE**
Take a sector specific approach to regional employers by focusing on key and specific issues and challenges facing new and emerging industries	Economic Development, Chambers of Commerce	Coordinate a series of targeted sector specific sessions with key employers to extrapolate core challenges and issues. Develop personalized approaches to industry based on feedback and analysis. **UPDATE:** Further to previous target sectors: Film, Aviation Skilled Trades, Tourism, IT, Healthcare and Hospitality, Mining and the specific new innovations required for the future of that industry will further be explored through interviews, surveys and LMI research.	**LONG TERM**
Targeted Employer Audits	Chambers of Commerce, Economic Development Agencies	Small businesses often struggle with HR basics such as; developing complete and functional job descriptions, policies, websites and interview practices. Develop a program where employers can access the resources of HR professionals. **UPDATE:** An HR firm has been selected to work with local businesses in assisting with their specific HR related needs.	**ON GOING**
Employer Education and Awareness	Employment Agencies, Chamber of Commerce, Economic Development Agencies	Offer a session (s) for employers to assist them with navigating the web of local service providers and the programs and incentives each agency can offer. Develop a resource that will further articulate the details of local programming.	**SHORT TERM**

THEME TWO: SUPPLY AND DEMAND

Goal: The labourmarket has changed drastically over the last few years and employers are experiencing unprecedented labour shortages- more than ever before. The demand for workers is at an all- time high. Through various initiatives, the goal is to continue to promote the availability of employment opportunities in the region.

Why is this a priority for the community? If members of the community are aware of the workforce opportunities available, there will be more opportunities to remain in, and attract new individuals to fill local jobs.

How it aligns with the evidence: Employers large and small are feeling the effects of an aging workforce. Many jobs are available, but there are simply not enough people to fill them.

Next Steps: Continue to work with employers and Employment Ontario agencies to ensure local jobs are filled and sustained.

REQUIRED ACTION	POTENTIAL PARTNERS	EXPECTED OUTCOMES	TIMELINE
Continue to expand the Ready Set Hired platform	Employment Service Providers, Chambers of Commerce, EO Network	Work with partners in the region and across the province to enhance and update the Ready Set Hired suite of tools. Provide a platform where job seekers can have their skills matched to the jobs offered in the portal.	SHORT TERM
Mining Innovations	Workforce planning board of Sudbury, Mining supply agencies, Chambers of Commerce	Host an event geared toward the Mining and Mining Supply sector that showcases the results of LMG's recent research on new innovations and technologies in the sector.	SHORT TERM
Generate new resources for high school guidance offices that provide updated information on various local occupations and industries	Employment Agencies, Broader EO network, Chambers of Commerce, School Boards, OYAP	Work in partnership with school boards to produce new resources that will provide pertinent information for students researching plausible career paths. Host a session for teachers that illustrates industry needs and skills.	SHORT TERM
Newcomer Integration and Sustainability	RNIP, Employment agencies, Chamber of Commerce, Post -Secondary Institutions, Settlement agencies	In order to sustain international students and newcomers in our community, agencies need to come together to fill in settlement gaps and help create a more welcoming, inclusive community. Organize meetings to bring groups together to begin to prioritize issues and develop pro- active strategies.	LONG TERM
Non traditional pathways for job seekers to explore	Employment agencies, post-secondary institutions	Host an event for job seekers looking long term employment, and the variety of non- traditional pathways to help them reach their full potential. Many agencies offer bridging programs and short-term credential programs that may allow job seekers to take the next step in their employment journey.	SHORT TERM

THEME THREE: AWARENESS OF LOCAL LABOUR MARKET INFORMATION

Goal: To inform job seekers, partners and agencies of the realities of the local labour market.

Why is this a priority for the community? Making decisions based on evidence driven research will ensure labour market targets and decisions are based on the realities of our local communities.

How it aligns with the evidence: Using LMI as a decision- making tool will not only guide the career paths of those looking to gain entrance into the labour market, but will showcase the needs and challenges facing various industry sectors.

Next Steps: Develop regional committees made up of the identified partners to begin to move projects forward

REQUIRED ACTION	POTENTIAL PARTNERS	EXPECTED OUTCOMES	TIMELINE
Now that the 2021 census figures have been released, update LMI products for the region.	Chambers of Commerce, Employment Service Providers, Economic Development	LMG and partners will begin updating all of the data products via the website and through the development of new publications that offer the results of the 2021 census.	**LONG TERM**
Enhance the existing Jobs Report by researching other existing models currently in existence	Industry, Chambers of Commerce, Employment Service Providers	Research other on-line job counting products and compare and contrast the pros and cons. Analyzing the results will provide insights on how the local product can be enhanced and expanded to meet local needs. **UPDATE:** Various new reporting mechanisms have been researched and explored. The job portal Ready Set Hired will begin to undergo many upgrades over the next fiscal year in order to be a more effective labour market tool for our region.	✔️ **COMPLETE**
Generate a searchable Career Library to ease researching labour market information	Employment service providers, EO network, Industry	This tool will make researching LMI occupations easier and more efficient. The tool could search a library of hundreds of occupations. **UPDATE:** This product has been researched and developed and is expected to be launched in Q2 of 2023.	**MEDIUM TERM**
Develop a webinar series that highlights key pieces of labour market information ongoing throughout the year.	Municipalities, Economic Development organizations, Employment Service Providers	A new resource for the community that will further enhance awareness and availability of labour market information. Four key topics will be explored and a webinar series will be developed that will allow job seekers and stakeholders with more access to information. **UPDATE:** Several webinars are currently being developed and will be implemented throughout the 2022-2023 fiscal year.	**LONG TERM**