ALGOMA WORKFORCE INVESTMENT CORPORATION

LOCAL LABOUR MARKET PLANNING REPORT

Algoma

2023

DISCLAIMER

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

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ABOUT AWIC

The Algoma Workforce Investment Corporation (AWIC) is Algoma's Workforce Planning Board. AWIC's goal is to provide access to easy-to-understand, quality-assured Labour Market Information (LMI) for the Algoma region, allowing individuals to make decisions about future careers, employers to plan and find talent, and community stakeholders to inform policy and support local workforces.

As part of the Workforce Planning Board Network of Ontario, AWIC is one of 26 Workforce Planning Boards funded by the Ministry of Labour, Immigration, Training, and Skills Development (MLITSD). We thank our funders for their support in publishing this report and our community partners for their generous participation in the research.

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

BACKGROUND

Both qualitative and quantitative methodologies were used to produce this report. In addition to analyzing the data provided by Employment Ontario, it includes the results of our continuous data analysis and our monitoring of emerging and critical workforce issues. We collect information from a wide range of stakeholders in various ways, such as feedback from consultations, surveys, research reports, industry groups, and associations. Unless otherwise noted, the information and data found in this report are derived from both primary and secondary data sources.

The analysis of this data provides insights into changing employment patterns, trends relating to business establishments, and the characteristics and outcomes of individuals seeking employment services.

This report aims to update Algoma's labour market conditions, characteristics, and trends. We hope that readers find the information relevant and applicable in the current context of our rapidly changing labour market.

We are confident that this report will help service providers understand the usefulness and importance of their support to Algoma's job seekers. Our Action Plan update illustrates how we engage with the issues identified through our research and consultations.

As with any report, the data included represents a snapshot in time. Since the labour market in Algoma is constantly evolving, please use this report as a guide to the overall trends impacting Algoma.

OVERVIEW OF DATA SOURCES

Statistics Canada

- 2021 Census (& previous Census data)
- Labour Force Survey
- Annual migration estimates
- Estimates of population
- Canadian Business Patterns
- Labour Force Survey data

Lightcast

Compiles data from:

- Canadian Business Counts
- Survey of Employment, Payrolls and Hours
- Labour Force Survey
- Canadian Occupational Projection System
- CANSIM demographics

Other data sources

- Community Consultations
- WeData Tools
- Taxfiler data
- Ministry of Labour, Immigration, Training and Skills Development
- Employment Ontario Services

EXECUTIVE SUMMARY

Since the onset of COVID-19, the labour market has manifested itself in various ways. The pandemic caused a surge in unemployment and had an uneven impact, exacerbating the inequality faced by women, youth, and marginalized workers. But the recovery was swift and across the board in 2022, with the fastest rebound in employment ever.

As we reflect on 2022 and our current labour market trends, we are in excess demand, where the economy's need for labour exceeds its ability to supply it. The unemployment rate in October and December 2022 hit record lows, and while that seems like a good thing, it is not sustainable.

One of the most significant causes of concern for many employers this year was a labour shortage, which made it challenging to maintain existing service levels or operations, let alone expand. Perhaps the most significant long-term impact of the COVID crisis will be the acceleration of trends already affecting Algoma's labour market. Those being an ageing workforce, technological advancement and the changing nature of employment.

Growing maximum sustainable employment is a shared responsibility of government, businesses and workers. Increased immigration adds potential workers, and governments should ensure newcomers have a smooth path into the workforce, with credential recognition and settlement support like language and skills training. Businesses need to invest in training to reduce the skills mismatch, while workers should invest in gaining the skills the new economy needs.

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

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

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

The second half of the report offers an analysis of Employment Ontario (EO) programs, including:

- Employment Services
- Literacy and Basic Skills
- Second Career
- Trades and Apprenticeships
- Canadian Ontario Job Grant

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

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

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

ALGOMA - LABOUR MARKET SNAPSHOT

DEMOGRAPHICS

The job market has shifted since the pandemic, which has exposed weaknesses in the labour market. The demographic structure of Algoma has been aging quicker than the provincial rate. Mainly due to the number of baby boomers getting older, migration patterns of our youth, and years of declining fertility rates for the District. These trends are felt deeply within the District's communities, where employers face a tight labour supply. These changes have had significant consequences, particularly on the current and future labour market. They will influence the necessary services and sectors to support an aging workforce.

Median Age, Algoma 50

Median Age, Ontario 42

Statistics Canada, 2021 Census of Population.

One major trend is the demographic structure and ageing population.

- Over one-fourth of the population is over the age of 65 (26%)
- 60% of the total population of Algoma is 15 to 64 years of age
- 14% of the total population of Algoma is 0-14 years of age
- 44% of the total population of Algoma is over the age of 55

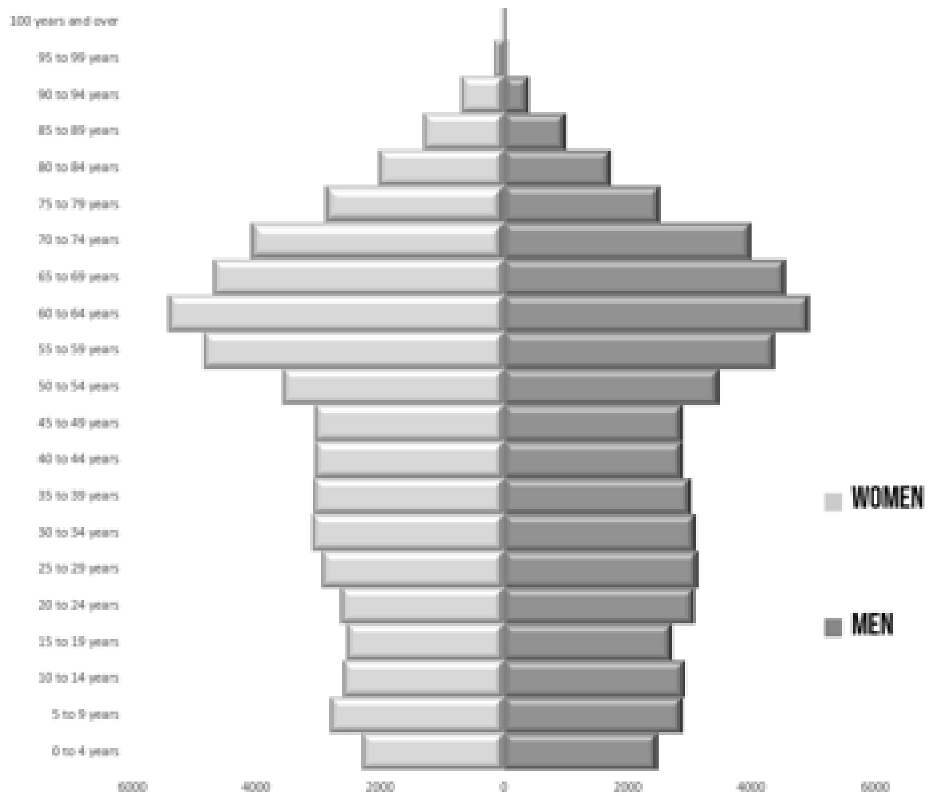
Algoma, Census of Population

2001	118,567
2006	117,461
2011	115,870
2016	114,094
2021	113,777

Statistics Canada, 2021 Census of Population

Over the past 20 years, from 2001 to 2021, Algoma has seen a total population decrease of -3%, and Ontario has experienced a 25% growth rate over the same period.

Algoma Population, 2021 Census



Statistics Canada, 2021 Census of Population.

In 2001, 82% of the population was 15 years and older. In 2021, 86% of the population was 15 years and older. The percentage of the population aged 15 and over has only grown by 4%. There are not enough individuals entering the labour market as we have existed. The population 15 to 24 to 55 to 64 indicates there are almost two times (1.8) as many people in the older age cohort.

Demographic Dependency Ratio

The demographic dependency ratio is based on age rather than employment status. The increasing senior population relative to working-aged people has implications for the care of seniors. Moreover, substantial numbers of women, who historically have been the primary caregivers of children and seniors, have entered the labour force in recent decades. In addition, because many couples have children at older ages, a generation has emerged that is responsible for young children and elderly parents simultaneously—the "sandwich generation."[1]

The total demographic dependency ratio is the ratio of the combined youth population (0 to 19 years) and senior population (65 or older) to the working-age population (20 to 64 years). It is expressed as the number of "dependents" for every 100 "workers."

youth (ages 0 to 19) + seniors (age 65 or older) per 100 workers (aged 20 to 64)

21,200 + 30,065 / 62,520 = 82

"dependents" for every 100 "workers.

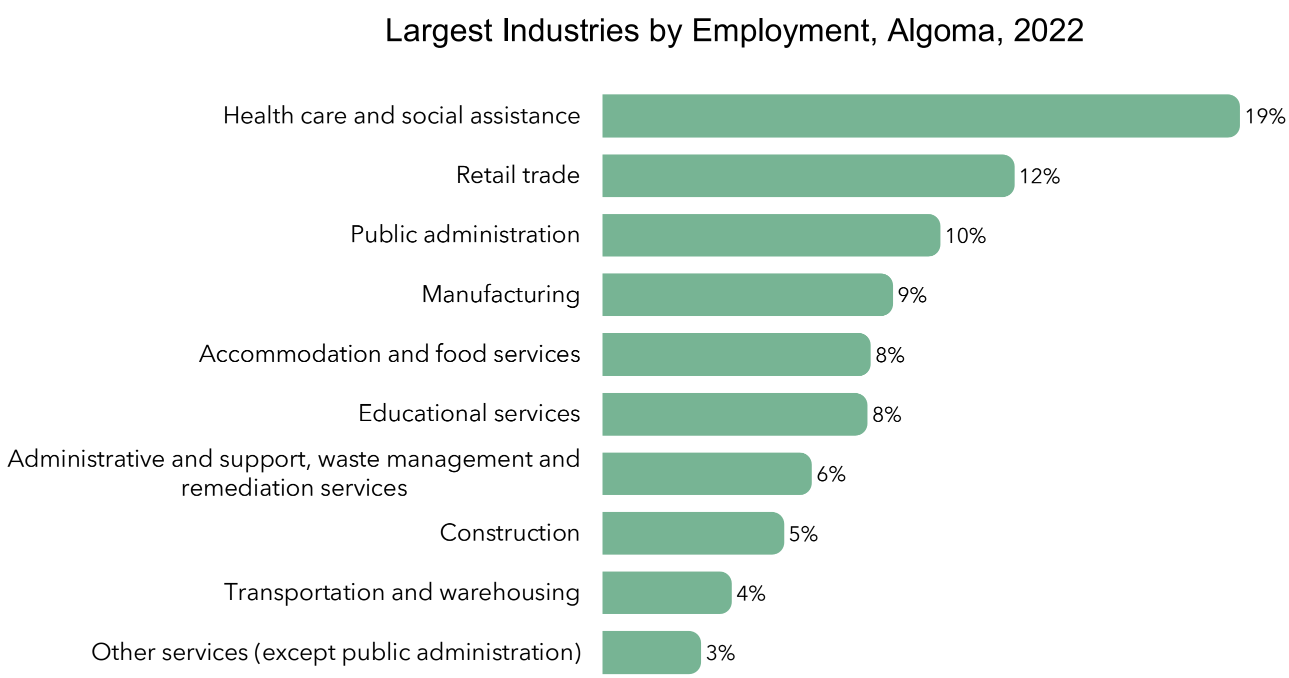
[1] Williams C. The sandwich generation. Canadian Social Trends (Statistics Canada Catalogue, 11-008) Summer 2005:16-21.

A high dependency ratio indicates stress on the economy as the dependent population is too large to be supported by the workforce. A sizeable share of seniors aged 65 or older and children and youth younger than 20 are

likely to be socially and economically dependent on working-age Canadians, and they may put additional demands on health services. The demographic dependency ratio measures the size of the "dependent" population in relation to the "working age" population, which theoretically provides social and economic support.[2]

INDUSTRIES

There were approximately 45,573 jobs in 2022, with a +4.5-percentage increase from 2021. Industries vary between each of the communities in Algoma as they reflect the main employment sectors for that region. In Algoma, health care and social assistance is the largest employment sector, with 8,826 jobs or 19% of the workforce in 2022. Followed by Retail Trade at 5,641 jobs or 12%, Public Administration at 4,595 jobs or 10% and Manufacturing at 3,926 jobs or 9% in 2022. Slightly over half of all jobs in Algoma are located in these four primary industries. The graph below illustrates the largest employment sectors by two-digit NAICS by percent.



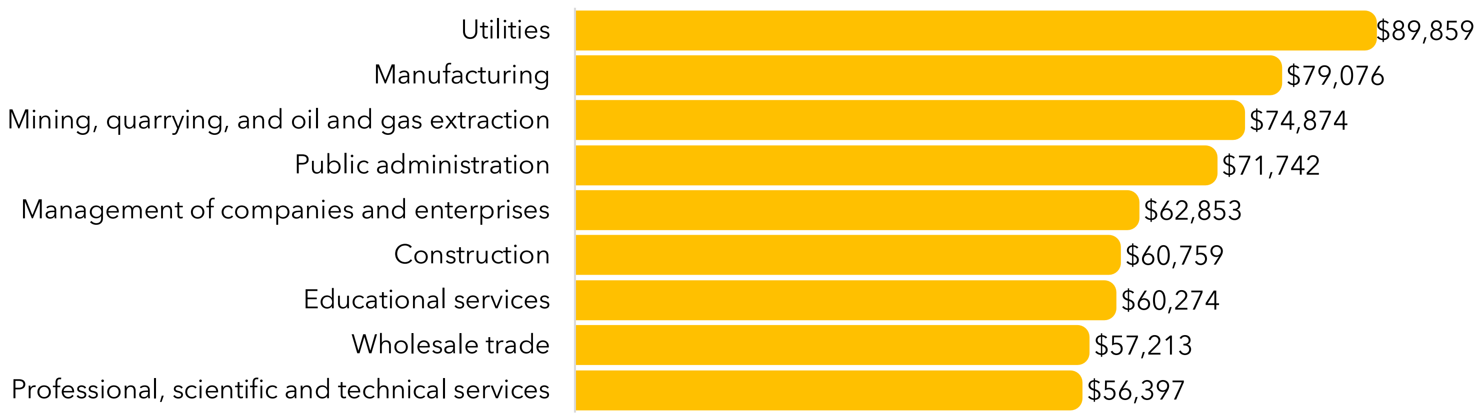
OMAFRA, Lightcast

[2] https://www150.statcan.gc.ca/n1/pub/82-229-x/2009001/demo/dep-eng.htm

To capture a complete picture of industry employment, Lightcast combines employment data from the Survey of Employment, Payrolls and Hours (SEPH) with data from the Labour Force Survey (LFS), Census, and Canadian Business Patterns (CBP) to form detailed geographic estimates of employment and wages.

Averages wages by industries in Algoma were approximately $51,442 in 2022 compared to $59,402 for Canada. Utilities are the highest-paid industry at $89,859, followed by Manufacturing ($79,076), Mining, quarrying, and oil and gas extraction ($74,874). The below graph illustrates the highest-paying 2-digit industries by average wages in 2022.

Highest Paying Industries, Algoma, 2022



OMAFRA, Lightcast

OCCUPATIONS

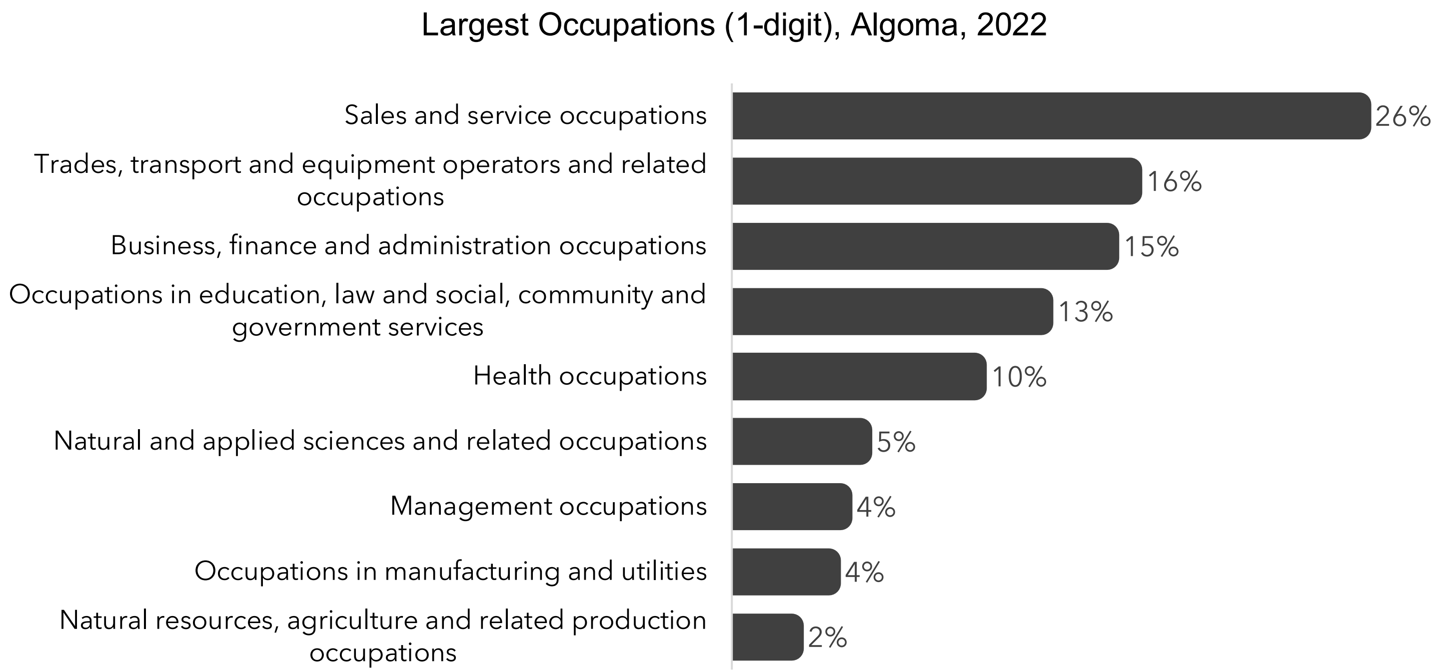
The table below shows a breakdown of the number of jobs within major subdivisions of Algoma. Most occupations are located within Sault Ste Marie at 34,622, followed by Elliot Lake with 2,894 and Wawa with 1,702.

Regional Employment by Subdivision, Algoma, 2022

Census Subdivision	**2022 Jobs**
Sault Ste. Marie (in Ontario)	34,622
Elliot Lake (in Ontario)	2,894
Wawa (in Ontario)	1,702
Blind River (in Ontario)	1,670
Thessalon (in Ontario)	678

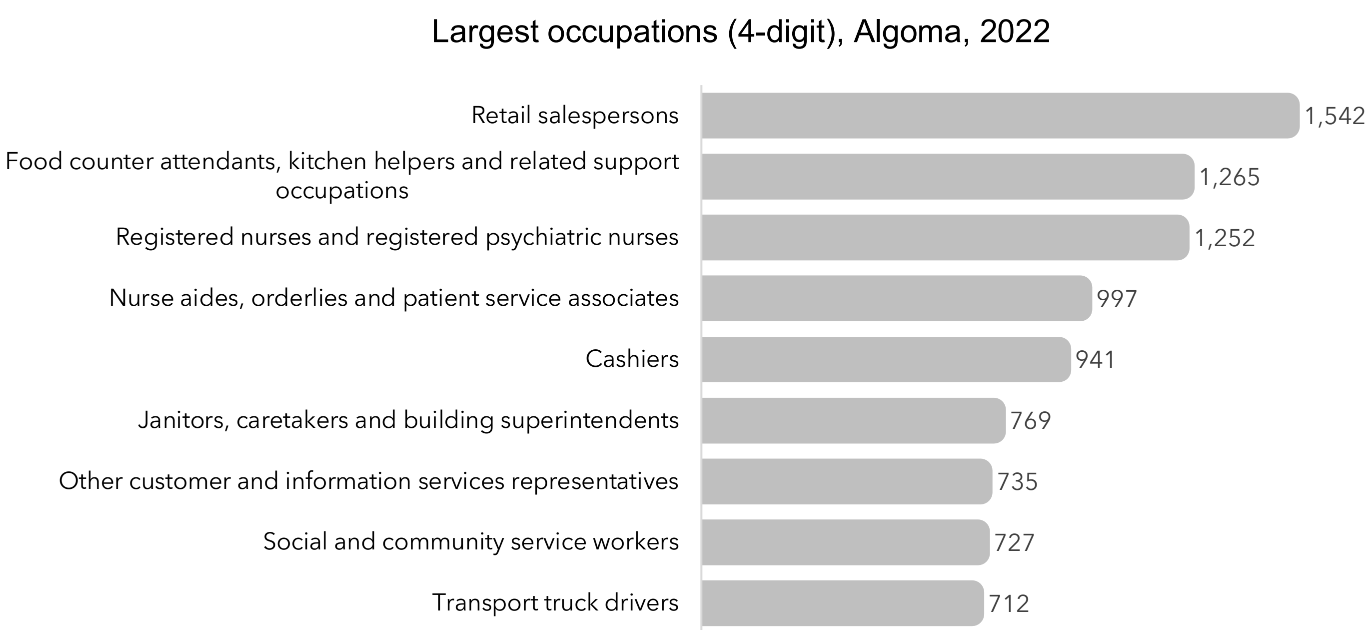
OMAFRA, Lightcast

The table below describes the largest occupations in Algoma by employment. Sales and Service occupations are among the largest 1-digit occupation, employing 11,791 or 26% of the workforce in 2022. Trades, transport and equipment operators and related occupations are the second largest occupations with 7,487 jobs or 16%, then Business, finance and administration occupations with 7,056 jobs or 15%. Over half (26,335) of the employment in Algoma are within these top 3 listed one-digit NOC occupations.



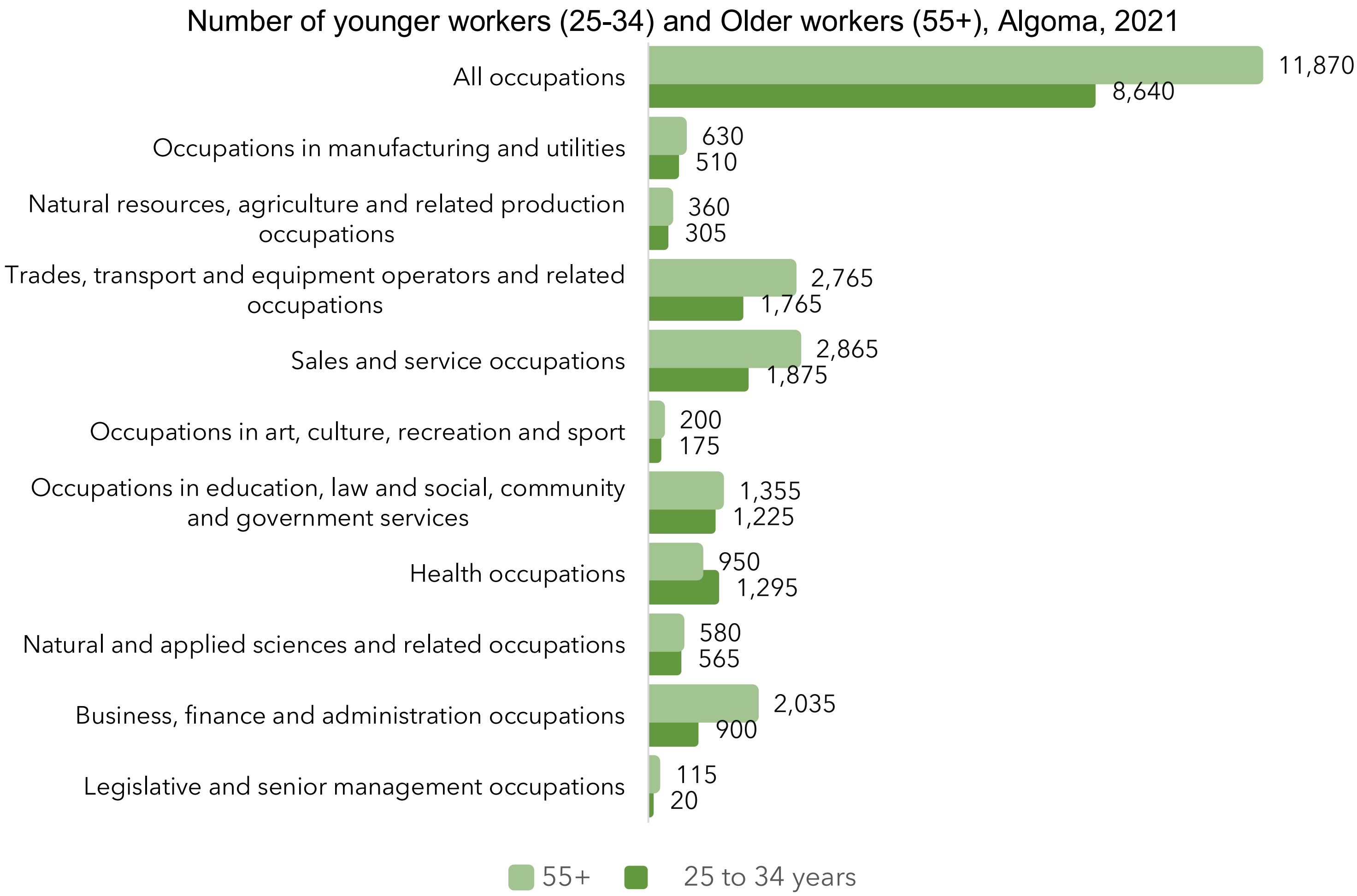
OMAFRA, Lightcast

The table below further breakdowns (4-digit NOCs) what specific jobs individuals are employed in. Retail salespersons are the largest occupation, with 1,542 jobs, followed by Food counter attendants, kitchen helpers and related support occupations with 1,265 jobs and Registered nurses and registered psychiatric nurses with 1,252 jobs.



OMAFRA, Lightcast

It is widely understood that Algoma has an aging population, which has many consequences for the labour force. Older workers are increasingly represented in a growing number of occupations such as Legislative and senior management occupations (10% over the age of 65), Natural resources, agriculture and related production occupations (9% over the age of 65) and Trades, transport and equipment operators and related occupations (8% over the age of 65). While these workers can possess accumulated skills and experience, an occupation or sector characterized by larger shares of older workers can foreshadow challenges employers may face in competing for potential replacements over the coming decades.

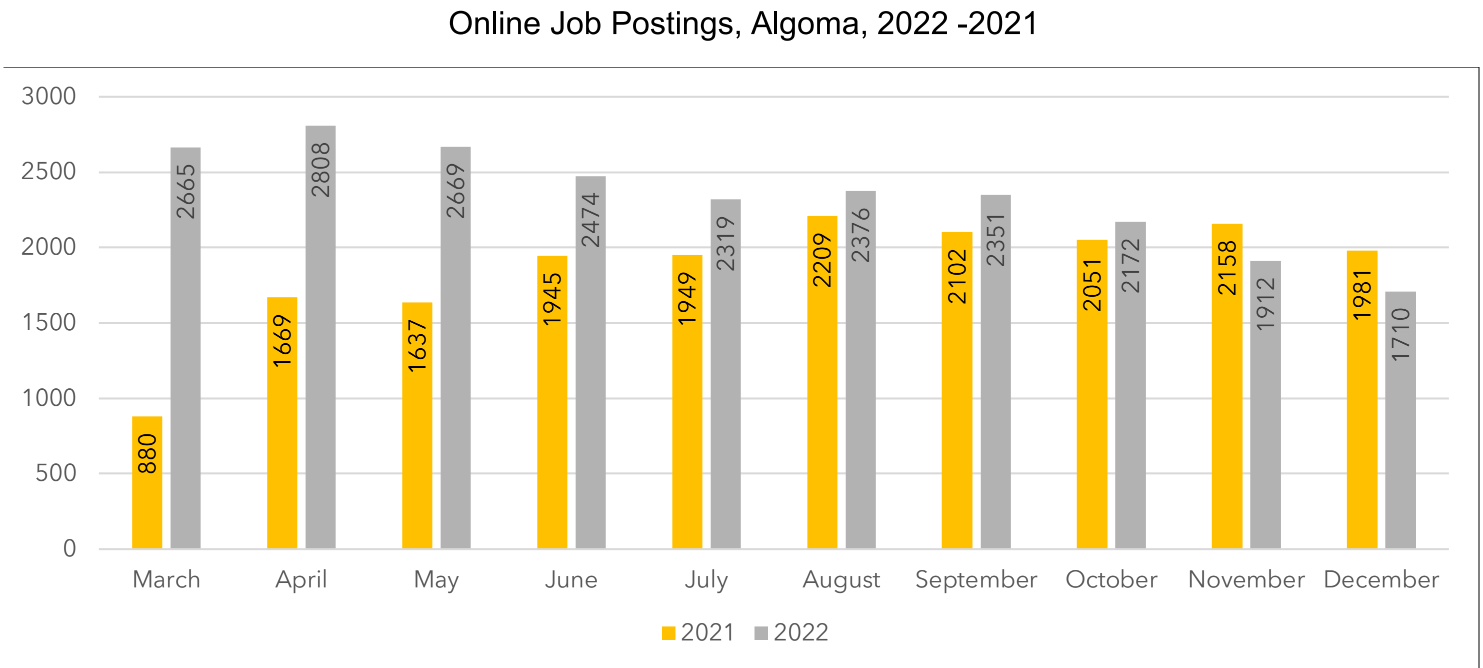


Statistics Canada, 2021 Census

The table above shows the number of younger workers (25-34 years of age) to older workers (55+) by 1-digit NOC occupations and indicates the renewal of the employed population. Ensuring an adequate number of replacements for particular occupations may be a challenge. As we see above, there are only positive gains of employment in only Health Occupations between the ages of 25-34. Whether it's because of experience, physical ability, or education level, some jobs trend towards a certain age of worker more than others. This graph allows us to understand the age distribution by occupation and how recruitment, attraction and retention efforts play a vital role and should have precedence over all occupational categories.

MONTHLY JOB POSTINGS

AWIC has the largest aggregated job board for the Algoma District which allows job seekers to search multiple job boards all in one site. There were over 9,800 job postings for Algoma in 2022. Below is a chart comparing the number of jobs posting for Algoma in 2021 and 2022. Overall, job demand was stronger for 2022 with the number of postings trending higher than 2021. Job postings were on a declining trend from August 2022 to December 2022, where November and December 2022 postings were less than 2021 job postings.



AWIC, Job Demand Report

The types of jobs being posted in 2022 reflected the economy and transition from a post-COVID period. Below are top occupations being posted for in 2022 and 2020 for a comparison on how our labour market greatly reflected the need of certain jobs.

Top 10 Online Job Posting Occupation, 2022	**Top 10 Online Job Posting Occupation, 2020**
Retail salespersons	Labourers
Other customer and information services representatives	Personal Support Workers
Social and community service workers	Registered Practical Nurses
Cooks	Security Guards
Home support workers, housekeepers and related occupations	Customer Service Representatives
Transport truck drivers	Delivery Drivers
Retail and wholesale trade managers	Registered Nurses
Light duty cleaners	Sales Associates
Administrative assistants	Administrative Assistants
Delivery and courier service drivers	Retail Sales Associates

AWIC, Job Demand Report

COVID-19 has emphasized the complexity and diversity of the labour market year over year. The table below illustrates the changes of recruitment efforts and the employers who were recruiting the most.

Top Hiring Employer 2022	Top Hiring Employers 2021
Varsity Tutors	Sault Area Hospital Foundation posted by Employment Solutions on behalf of the hiring employer
Alamos Gold Inc.	Algoma District School Board
Algoma District School Board	Algoma University
Marriott Vacations Worldwide	Alamos Gold Inc.
Canada Post Corporation	Home Depot of Canada Inc.
Nogdawindamin Family and Community Services	Tenaris Algoma Tubes Inc.
Ledcor Group of Companies	Extendicare Canada Inc.
Employment Options	Blind River Employment Solutions
Ontario Aboriginal Housing Support Services Corp.	N1 Solutions Inc. (Formerly Norpro)
Care Partners	Marriott Vacations Worldwide
Extendicare Canada Inc.	

AWIC, Job Demand Report

The employment market is an ever-evolving environment, and it's important to keep pace with new trends and employer needs. Qualities include all those traits that define you as a person and an employee. They go to the heart of who you are as a person, and often separate mediocre employees from the truly exceptional hires. They are personal skills that most employers recognize as good job qualities for any work environment.

Skills come in two forms: hard skills and soft skills. Hard skills are easy to define, as they include those technical skills that are often core requirements for a position. Soft skills, on the other hand, are often as difficult to measure as your personality traits. They encompass a range of social skills that are often informed by your personal qualities.

Below are top skills employers are listing within job postings in Algoma. There are similar skills when comparing to 2021 data, although the order differentiates. Newer entrants to the workforce and younger employees may possess—or at least have working knowledge of—many of the skills employers seek today. But some older, midcareer professionals are finding unforeseen gaps in their skill sets, no matter how experienced and qualified they may be otherwise as seen from our Breaking Down Barriers Survey that was conducted in 2022.

Top Skills listed in Job Postings, Algoma 2022

1. Communication
2. Support
3. Management
4. Customer Service
5. Driving
6. Organization
7. Interpersonal Skills
8. Relationships
9. Operations
10. Sales

Top Skills/Qualities listed by LinkedIn, 2022[3]

1. Communications
2. Problem solving
3. Time Management
4. Organization
5. Collaborative Skills
6. Honesty
7. Loyalty
8. Determination
9. Personal Work ethic
10. Eagerness to learn and adapt

[3] https://www.linkedin.com/pulse/top-15-skills-employers-hiring-2022-tracy-neerangan

2021 CENSUS LABOUR MARKET INDICATORS

Every five years, Canada carries out a national census, the most recent being in 2021. In addition to collecting primary 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 produces large 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.

POPULATION CHANGES IN ALGOMA DISTRICT.

Table 1 provides the population figures for all communities in the District of Algoma from the 2021 Census 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.

The population of the Algoma District declined by 0.3% between 2016 and 2021, compared to a decline of 1.5% between 2011 and 2016. Sault Ste. Marie, the district's largest population center, shrank by 1.8%, compared to a population loss of 2.4% in the last census in 2016. Among larger communities (over 1,000 residents), quite a few experienced increases in their population: Algoma, Unorganized, North Part (+5.4%); Elliot Lake (+5.9%); Huron Shores (+11.8%); Laird (7.1%); and St. Joseph (+15.0%).

Table 1: Population data for Algoma District and municipalities, Northern Ontario and Ontario, 2021

COMMUNITY	2021	2016	% CHANGE 20116-2021
ONTARIO	**14,223,942**	**13,448,494**	**5.8%**
NORTHERN ONTARIO	**789,519**	**780,140**	**1.2%**
ALGOMA DISTRICT	**113,777**	**114,094**	**-0.3%**
Algoma, Unorganized, North Part	6,050	5,739	5.4%
Algoma, Unorganized, South East Part	5	0	--
Blind River	3,422	3,472	-1.4%
Bruce Mines	582	582	0.0%
Dubreuilville	576	613	-6.0%
Elliot Lake	11,372	10,741	5.9%
Garden River 14	1,071	1,125	-4.8%
Goulais Bay 15A	--	--	--
Gros Cap 49	63	77	-18.2%
Hilton	382	307	24.4%
Hilton Beach	198	171	15.8%
Hornepayne	968	980	-1.2%
Huron Shores	1,860	1,664	11.8%
Jocelyn	314	313	0.3%
Johnson	749	751	-0.3%
Laird	1,121	1,047	7.1%
Macdonald, Meredith, and Aberdeen Additional	1,513	1,609	-6.0%
Mississagi River 8	414	411	0.7%
Obadjiwan 15E	--	0	--
Plummer Additional	757	660	14.7%
Prince	975	1,010	-3.5%
Rankin Location 15D	--	--	--
Sagamok	1,110	1,140	-2.6%
Sault Ste. Marie	72,051	73,368	-1.8%
Serpent River 7	351	371	-5.4%
Spanish	670	712	-5.9%
St. Joseph	1,426	1,240	15.0%
Tarbutt and Tarbutt Additional	573	534	7.3%
The North Shore	531	497	6.8%
Thessalon	1,260	1,286	-2.0%
Thessalon 12	151	124	21.8%
Wawa	2,705	2,905	-6.9%
White River	557	645	-13.6%

"–" denotes data not available

Statistics Canada, 2021 Census

THE 2021 CENSUS AND COVID

The value of a census is the size of the sample. There are a set of questions that everyone in Canada must answer, then an additional set of questions (what has been called the long-form census), which approximately 25% of residents are required to answer. From the long-form census, 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. Labour Force Survey data is only available for the Sault Ste. Marie region.

Unfortunately, the timing of the census (May 2021) coincided with the lingering effects of the COVID pandemic and the associated lockdowns, which not only changed our purchasing patterns but also affected our employment levels. In comparing the numbers between the 2016 and 2021 Census, we need to remember that overall employment dropped during COVID and that some industries and occupations were more affected than others. Interpreting the data involves comparing the numbers and considering how the context influenced different categories.

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

EMPLOYMENT BY INDUSTRY IN ALGOMA

Table 1 provides Algoma's industry employment numbers for 2021, compared to 2016. It bears emphasizing again that this data represents the industries residents are employed in, including jobs they may be commuting to outside of Algoma, not the actual jobs present in Algoma.

Table 1: Employment by Industry; Comparisons between 2016 and 2021; Algoma

	2021	Change between 2016 and 2021		Percent distribution by industry	
	Number	Number	Percent	2016	2021
ALL INDUSTRIES	43,855	-3,280	-7.0%	100.0%	100.0%
Agriculture, forestry, fishing, farming	950	150	18.8%	1.7%	2.2%
Mining and oil and gas extraction	1,160	320	38.1%	1.8%	2.6%
Utilities	505	30	6.3%	1.0%	1.2%
Construction	2,940	-195	-6.2%	6.7%	6.7%
Manufacturing	4,360	-155	-3.4%	9.6%	9.9%
Wholesale trade	760	-115	-13.1%	1.9%	1.7%
Retail trade	5,710	-230	-3.9%	12.6%	13.0%
Transportation and warehousing	1,795	-265	-12.9%	4.4%	4.1%
Information and cultural industries	445	-125	-21.9%	1.2%	1.0%
Finance and insurance	1,100	-10	-0.9%	2.4%	2.5%
Real estate and rental and leasing	600	0	0.0%	1.3%	1.4%
Professional, scientific, technical	1,750	265	17.8%	3.2%	4.0%
Management of Companies	35	20	133.3%	0.0%	0.1%
Administrative and support	1,715	-730	-29.9%	5.2%	3.9%
Educational services	3,700	-20	-0.5%	7.9%	8.4%
Health care and social assistance	8,195	370	4.7%	16.6%	18.7%
Arts, entertainment, and recreation	985	-365	-27.0%	2.9%	2.2%
Accommodation and food services	2,500	-1,375	-35.5%	8.2%	5.7%
Other services	1,585	-265	-14.3%	3.9%	3.6%
Public administration	3,065	-580	-15.9%	7.7%	7.0%

Statistics Canada, 2021 Census

Algoma experienced significant declines in Arts, Entertainment & Recreation, and Accommodation & Food Services on the same scale as the provincial average. However, Algoma had more industries with employment losses, and where these matched the trend provincially, the losses in Algoma were often on a larger scale. Thirteen sectors (out of 20) had employment declines, compared to nine at the provincial level, and eight had double-digit percentage decreases (compared to four provincially). This accounts for Algoma's much more significant overall decline in employment – at minus 7%, considerably more extensive than the provincial figure of minus 1.8%.

There were a few bright spots: resident employment in Professional, Scientific & Technical Services rose by 17.8%, very similar to the provincial average, and Algoma's most prominent industry by profession, Health Care & Social Assistance, increased by 4.7% (considerably lower than the provincial average of 11.6%). Almost one in five residents (18.7%) in Algoma were employed in Health Care & Social Assistance. While employment declined in Manufacturing, minus 3.4% was less than the provincial figure of minus 7.7%.

EMPLOYMENT BY OCCUPATION IN ALGOMA

Table 2 displays the data for resident employment by major occupation categories for Algoma, shows actual numbers, numerical and percentage changes from 2016, and a comparison of the distribution of employment by occupation between 2016 and 2021.

Table 2: Employment by occupation; Comparisons between 2016 and 2021; Algoma

	2021	Change between 2016 and 2021		Percent distribution by occupation	
	NUMBER	NUMBER	PERCENT	2016	2021
ALL OCCUPATIONS	43,855	-3,280	-7.0%	100.0%	100.0%
Management occupations/legislative and senior management occupations	300	-3,950	-92.9%	9.0%	0.7%
Business, finance, administration	6,015	-155	-2.5%	13.1%	13.7%
Natural and applied sciences	2,390	-35	-1.4%	5.1%	5.4%
Health occupations	4,765	355	8.0%	9.4%	10.9%
Education, law, social, government	6,370	215	3.5%	13.1%	14.5%
Art, culture, recreation, and sport	795	5	0.6%	1.7%	1.8%
Sales and service occupations	10,630	-1,225	-10.3%	25.2%	24.2%
Trades, transport, equipment operators	8,825	815	10.2%	17.0%	20.1%
Primary occupations (natural resources)	1,485	345	30.3%	2.4%	3.4%
Manufacturing + utility occupations	2,280	355	18.4%	4.1%	5.2%

Statistics Canada, 2021 Census

By far, the most significant difference is the result of a change in the make-up of the categories, resulting in a substantial decline in what had been Management Occupations to the more narrowly defined Legislative and Senior Management Occupations. In terms of COVID impacts, there was a significant drop in employment among Sales and Service Occupations, much more than the provincial decline. As well as slight decreases in Business, Finance & Administration Occupations and Natural & Applied Sciences and Related Occupations, both of which had substantial increases at the provincial level.

Overall, the significant change in the share of employment by occupation was among Legislative and Senior Management Occupations, simply shifting occupations. Every other occupation increased its share of total employment, except for Sales and Service Occupations, where the decline was because of job shrinkage due to COVID.

EMPLOYMENT BY INDUSTRY AND OCCUPATION IN ALGOMA

Table 3 combines the data from Tables 1 and 2 and presents a composite table with the industry and occupation data cross tabulated. Because the data is divided by geography, industry, and occupation, some cells fall below the threshold for reporting, resulting in several cells registering a "0" entry. Nevertheless, in terms of the more significant categories, this data does provide helpful information on which to draw comparisons.

A few observations regarding the data:

- Some occupations span most industries, notably Business, Finance, and Administration Occupations; it is striking that the most prominent industry location for this occupation is in Health care & Social Assistance
 (a consequence both of the size of this industry and the many office occupations associated with it); the same applies to the categories of Natural & Applied Sciences and Related Occupations and Sales & Service Occupations

- Similarly, many industries have workers in an extensive range of occupations: Manufacturing; Professional, Scientific & Technical Services; Health Care & Social Assistance; Public Administration

- It is striking what a range of occupations are involved in the Manufacturing industry – Manufacturing Occupations make up less than 40% of all employment in the Manufacturing sector, Trades occupations almost an equal amount, and then a considerable portion of Business, Finance and Administration Occupations, Natural & Applied Sciences and Related Occupations and Sales & Service Occupations

Table 3: Industry cross-tabulated by occupation, jobs in Algoma, 2021

	TOTAL NUMBER	Legislative and senior management	Business, finance, administration	Natural and applied sciences	Health occupations	Education, law, social, government	Art, culture, recreation, and sport	Sales and service occupations	Trades, transport, equipment operators	Primary occupations (natural resources)	Manufacturing + utility occupations	% OF ALL INDUSTRIES
% OF ALL OCCUPATIONS	100%	1%	14%	5%	11%	15%	2%	24%	20%	3%	5%	
ALL INDUSTRIES	43,855	300	6,015	2,390	4,765	6,370	795	10,630	8,825	1,485	2,280	100%
Agriculture, forestry	950	0	65	90	10	55	0	40	105	570	15	2%
Mining, oil, and gas	1,160	0	50	70	10	15	0	25	475	460	50	3%
Utilities	505	0	65	100	0	0	0	10	190	0	135	1%
Construction	2,940	25	250	120	0	10	0	80	2355	25	65	7%
Manufacturing	4,360	25	345	380	25	40	60	190	1600	20	1680	10%
Wholesale trade	760	0	115	65	0	0	0	175	260	0	140	2%
Retail trade	5,710	20	505	50	285	20	50	4250	475	20	30	13%
Transportation/warehousing	1,795	0	175	0	10	0	0	65	1490	10	35	4%
Information and Cultural	445	0	115	60	0	0	125	45	75	0	0	1%
Finance and insurance	1,100	0	540	25	0	25	15	475	15	0	0	3%
Real estate and rental	600	10	160	0	0	15	0	250	155	10	0	1%
Prof, scientific, technical	1,750	35	725	500	65	130	95	90	70	0	25	4%
Management of Companies	35	0	20	0	0	0	0	0	0	0	0	0%
Administrative and support	1,715	25	150	90	25	45	0	850	290	205	35	4%
Educational services	3,700	0	350	85	25	2735	110	280	85	25	0	8%
Health and social assist	8,195	45	1060	100	4235	1830	75	715	130	10	0	19%
Art, entertainment & recreation	985	0	215	165	0	40	205	250	55	25	15	2%
Accommodation and food	2,500	10	70	0	0	0	0	2310	85	15	0	6%
Other services	1,585	25	200	60	35	200	25	400	600	15	30	4%
Public administration	3,065	55	845	410	35	1205	20	130	295	45	30	7%

PLACE OF WORK

The degree to which the lingering effects of COVID affected the census is especially apparent in the Place of Work data. There are four options for the place of work:

- Worked at home
- Worked outside Canada
- No fixed workplace address (for example, a Construction worker who moves from one construction site to another)
- Usual place of work (a regular workplace location outside the home)

Table 4 provides the place of work data for Algoma, presenting the numbers and percentage distribution by various categories, and compares that distribution to the averages for Ontario and the results from 2016. Overall, all areas have a similar proportion of employees with no fixed workplace (10-12%) or working outside Canada (0-1%) for both censuses. The big difference between the two years is in the proportion of employed residents working from home: in Algoma, that share increased from 5% to 16%; in Ontario, the difference was much more significant, from 7% to 30%. One can assume that these proportions have declined somewhat, although the option of working from home, even if only for some part of the work week, has increased for more workers.

Table 4: Place of work status for residents of Algoma, 2021

	TOTAL, PLACE OF WORK STATUS	WORKED AT HOME	WORKED OUTSIDE CANADA	NO FIXED WORKPLACE ADDRESS	USUAL PLACE OF WORK
2021 NUMBER					
Algoma	43,855	6,830	170	4,750	32,105
2021 PERCENT					
Algoma	100%	16%	0%	11%	73%
ONTARIO	100%	30%	1%	12%	58%
2016 PERCENT					
Algoma	100%	5%	0%	10%	85%
ONTARIO	100%	7%	1%	11%	81%

Statistics Canada, 2021 Census
The "Worked outside Canada" figures are so small that they appear zero when rounded off to the nearest percentage.

The incidence of working from home is far more significant for specific occupations and certain industries. In Algoma, at the time of the census (May 2021), 38% of Professional, Scientific & Technical Services employees worked from home (the provincial figure was 63%). Similarly, in Algoma, 26% of employees in Public Administration worked from home (Ontario: 47%).

EDUCATIONAL ATTAINMENT

Table 5 presents the educational attainment data for select age groups for 2021 and compares it to the 2016 numbers for Ontario and Algoma.

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

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

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

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

Table 5: Level of educational attainment, all residents, Algoma and Ontario, 2016 and 2021

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

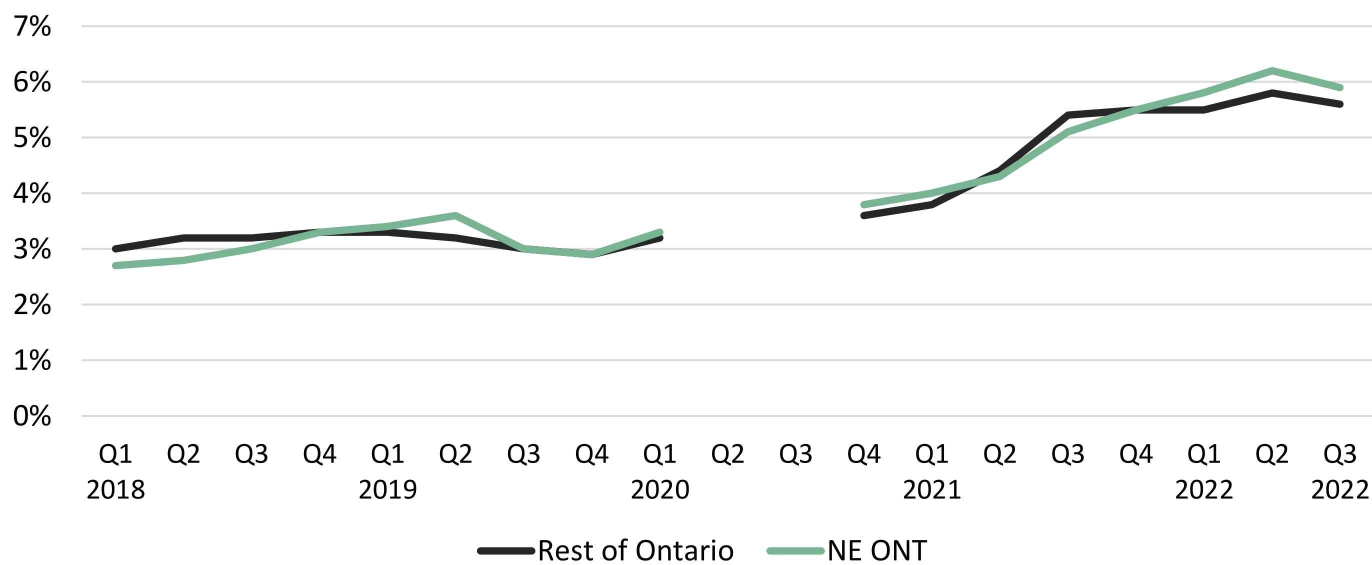
Statistics Canada, 2011 National Household Survey and 2016 Census

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 vacant jobs (both filled and unfilled). 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 Stat Can's Job Vacancy and Wage Survey for 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. Algoma falls within the Northeast Ontario economic region (NE ONT). The rest of Ontario reflects the data for Ontario minus the Toronto Region. (Data collection was suspended for the second and third quarters of 2020.)

Chart 1: Job vacancy rate, Northeast Ontario and Rest of Ontario, Q1 2018 to Q3 2022



Statistics Canada, Table 14-10-0398-01

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 declined slightly. The data clearly illustrates employers' recent greater challenges in recruiting new workers.

CANADIAN BUSINESS COUNTS -

LABOUR MARKET INDICATORS

Introduction

A regular part of our annual review of labour market indicators includes profiling Statistics Canada's Canadian Business Counts, which reflects the number of business establishments in a community. We also profile how these numbers have changed by the size of the 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 companies 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 had on the number of businesses. We note this caution but continue to use comparisons as evidence that contributes to our understanding of local business and employment patterns.

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

NUMBER OF BUSINESSES BY SIZE OF ESTABLISHMENT AND BY INDUSTRY

Table 6 provides the summary data for all businesses located in the District of Algoma for June 2022. The table offers two different counts:

1) Classified businesses: The major part of the table provides the data for all businesses for which the industry classification is known and shows the breakdown by number of employees as well.
2) All businesses classified and unclassified: The last three rows of the table present the distribution of all businesses (classified and unclassified) by the number of employees; roughly 9% of the total counts in Algoma represent businesses that are unclassified, lower than the provincial average of 11%. This means that for these businesses, Statistics Canada could not identify which industries these businesses belonged to.

The explanation for specific columns in the tables:

- The second-to-last column in each table shows the percentage distribution of all classified businesses by industry
- The last column shows the ranking of the total number of classified businesses by industry, from the largest (1) to the fewest (20) number of companies. The five industries with the most classified businesses have their ranking numbers bolded in black
- The highlighted cells identify the three industries with the most significant 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 6: Number of Businesses by employee size range, Algoma, June 2022

INDUSTRY SECTOR 2-DIGIT NAICS	NUMBER OF EMPLOYEES 0	1-4	5-9	10-19	20-49	50-99	100+	TOTAL	%	RANK
11 Agriculture	221	58	9	12	1	0	0	301	4	9
21 Mining	4	4	1	0	0	1	3	13	0	20
22 Utilities	19	2	3	4	2	3	3	36	1	19
23 Construction	**320**	**173**	**75**	51	29	8	3	659	10	**4**
31-33 Manufacturing	66	27	13	18	14	5	**7**	150	2	12
41 Wholesale Trade	43	31	17	20	11	1	1	124	2	13
44-45 Retail Trade	240	125	**150**	**105**	**59**	**16**	**13**	708	10	**3**
48-49 Transportation/Warehousing	173	42	16	17	9	7	2	266	4	10
51 Information and Cultural	32	21	23	4	4	1	0	85	1	15
52 Finance and Insurance	309	43	25	13	18	2	0	410	6	8
53 Real Estate, Rental, Leasing	**1,325**	80	22	13	0	3	0	1443	21	**1**
54 Professional Scientific Tech	299	106	41	21	15	3	2	487	7	6
55 Management of Companies	50	3	2	1	1	1	1	59	1	16
56 Administrative Support	106	57	27	12	12	4	1	219	3	11
61 Educational Services	27	8	4	4	1	0	4	48	1	17
62Health Care & Social Assist	**341**	**181**	64	**74**	**31**	**17**	**18**	726	11	**2**
71 Arts, Entertainment & Rec	62	18	13	13	5	3	1	115	2	14
72 Accommodation & Food	170	64	**65**	**57**	**42**	**12**	3	413	6	7
81 Other Services	307	**184**	63	28	15	2	1	600	9	**5**
91 Public Administration	4	3	6	5	19	4	**6**	47	1	18
CLASSIFIED BUSINESSES	4,118	1,230	639	472	288	93	69	6,909		
Percentage of all classified and unclassified businesses	61	18	9	6	4	1	1	100		
Cumulative percentage	61	79	88	94	98	99	100			
ONTARIO percentage of classified and unclassified businesses	70%	18%	5%	3%	2%	1%	1%			

Statistics Canada, Canadian Business Counts, June 2022

Some observations:

- *The number of small firms*: Businesses are by far made up of small establishments. 61% of the classified and unclassified firms in Algoma have no employees,[4] and another 18% have 1-4 employees; Algoma has fewer solo establishments (61%) among its businesses compared to the Ontario average of 70% (the last row of the table).

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

- *The highest number of firms by size and industry*: The three largest industries have also been highlighted by each employee size category. The table demonstrates how the large number of firms in the no-employee size category drives the total numbers (especially for Real Estate and Rental & Leasing and, to a lesser extent, for Construction, Health Care & Social Assistance, as well as Other Services). In the mid-size ranges, firms in Retail Trade, Health Care & Social Assistance, and Accommodation & Food Services come to the fore. Among the largest firms, three industries are prominent: Health Care & Social Assistance (18 establishments with 100 or more employees); Retail Trade (13 establishments); and Manufacturing (7 establishments).

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

The next three tables profiles the ten largest sub-industries by different employee size categories 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 (Table 7, landlords are by far the biggest single sector at this level of industry detail. The health care sector (physicians and other health practitioners) makes a sizeable contribution, as does the construction sector (residential building construction and building finishing contractors).

Table 7: Top ten 4-digit NAICS subsectors with zero employees, Algoma, June 2022

NAICS	INDUSTRY SUBSECTORS	# OF FIRMS
5311	Lessors of real estate (i.e., landlords of residential and non-residential buildings)	1,098
5239	Other financial investment activities (provide investment advice/investment services)	240
6211	Offices of physicians	145
5312	Offices of real estate agents and brokers	143
6213	Offices of other health practitioners (e.g., optometrists, therapists, chiropractors)	106
2361	Residential building construction	95
5416	Management, scientific, and technical consulting services	89
2383	Building finishing contractors	66
8121	Personal care services (e.g., hair care, beauty salons, massage, tattoo parlors)	65
5617	Services to buildings and dwellings (e.g. janitorial services, landscaping services)	58

Statistics Canada, Canadian Business Counts, June 2022

Table 8 profiles 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, and law offices. 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 8: Top ten 4-digit NAICS subsectors with 1-19 employees, Algoma, June 2022

NAICS	INDUSTRY SUBSECTORS	# OF FIRMS
6211	Offices of physicians	108
7225	Full-service restaurants and limited service eating places	106
2361	Residential building construction	79
8111	Automotive repair and maintenance	66
6213	Offices of other health practitioners (e.g., optometrists, therapists, chiropractors)	65
2382	2382 - Building equipment contractors (e.g. electricians and plumbers)	61
5617	Services to buildings and dwellings (e.g., janitorial services, landscaping services)	61
5311	Lessors of real estate (i.e. landlords of residential and non-residential buildings)	54
2382	Building finishing contractors	46
5411	Legal services	45

Statistics Canada, Canadian Business Counts, June 2022

Table 9 presents the results for establishments with 20 or more employees, and it also provides the number of establishments by 20-99 employees and 100 or more employees. These represent the larger employers across Algoma. Restaurants and fast-food outlets have the most establishments with 20 or more employees, yet all 39 of these establishments fall within the 20-99 employee category. Grocery stores have the greatest number of establishments (8) with 100 or more employees.

Table 9: Top ten 4-digit NAICS subsectors with 20 or more employees, Algoma, June 2022

NAICS	INDUSTRY SUBSECTORS	NUMBER OF EMPLOYEES		
		20-99	100+	20+
7225	Full-service restaurants and limited service eating places	39	0	39
9139	Other local, municipal and regional public administration	17	3	20
4451	Grocery stores	10	8	18
2382	Building equipment contractors	14	2	16
6214	Out-patient care centers (*e.g., community health centers*)	12	2	14
7211	Traveler accommodation (*e.g., hotels, motels and cabins*)	12	2	14
4461	Health and personal care stores (*e.g., pharmacies*)	13	0	13
6231	Nursing care facilities	7	4	11
4441	Building material and supplies dealers	7	3	10
5221	5221 - Depository credit intermediation (*e.g., banks and credit unions*)	9	0	9

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. Table 10 highlights the changes in the number of firms by industry and employee size between June 2021 and June 2022 for Algoma. To provide context, the table also lists the total number of firms in each industry in June 2022. The colour-coding of the tables (green where there is an increase, orange 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 Table 10, to illustrate the overall changes in the number of businesses over this period. A chart illustrates the changes over five years in the next section.

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

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. The administrative paperwork to be completed to register that event, such that the June figures would not be a timely representation of the degree of possible business closures.

It is interesting to note the pattern in the last three rows of Table 10:

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

Table 10: Change in the number of employers, by Industry and by firm size, Algoma

June 2021 to June 2022

INDUSTRY	FIRM SIZE (NUMBER OF EMPLOYEES)					TOTAL NUMBER OF FIRMS JUNE-22
	0	1-19	20-99	100+	TOTAL	
Agriculture, forestry, fishing and farming	19	-11	0	0	8	301
Mining and oil and gas extraction	1	0	0	0	1	13
Utilities	4	1	1	0	6	36
Construction	10	-6	3	2	9	659
Manufacturing	2	1	-3	1	1	150
Wholesale trade	-8	0	1	0	-7	124
Retail trade	9	-12	5	0	2	708
Transportation and warehousing	18	9	0	-1	26	266
Information and cultural industries	0	1	0	0	1	85
Finance and insurance	-5	-13	3	0	-15	410
Real estate and rental and leasing	101	8	-2	0	107	1443
Professional, scientific and technical services	6	-7	3	0	2	487
Management of companies and enterprises	1	1	-1	0	0	59
Administrative and support	0	0	2	-1	1	219
Educational services	0	2	0	0	2	48
Health care and social assistance	-17	38	-11	1	11	726
Arts, entertainment and recreation	-12	-1	3	-1	-11	115
Accommodation and food services	7	-2	-3	2	4	413
Other services	-14	-7	-1	0	-22	600
Public administration	1	-2	3	0	2	47
NET TOTAL CHANGES, 2021-22	123	0	3	3	129	
NET TOTAL CHANGES, 2020-21	21	-57	-21	-8	-65	
NET TOTAL CHANGES, 2019-20	-108	9	8	5	-86	

Statistics Canada, Canadian Business Counts, June 2021 and June 2022

Looking at specific industries in June 2022, it is worth highlighting the following:

- There are more cells shaded green, with the remainder almost equally split between grey cells or no change
- There were likely employment increase in Utilities and employment losses in Other Services; in other sectors, it would be hard to predict, because it depends on the magnitude of increases or decreases when balancing out gains and losses across the various employee size categories

But overall, even though Statistics Canada cautions against drawing such conclusions, it would appear that there has an increase in employment, as the next total changes show only increases or no change.

Some possible explanations for the larger changes:

- The increase of 101 establishments among Real Estate & Rental and Leasing firms with zero employees was almost entirely due to a large increase in the number of landlords of residential dwellings and, to a lesser extent, an increase in the number of real estates agents
- The increase of 38 establishments among Health Care & Social Assistance firms with 1-19 employees has two explanations: there were increases in the number of child daycare services, followed by an increase in the number of health practitioners' offices, but also it appears because of a decline in employment among residential developmental handicap facilities and other individual and family services which caused a shift of numbers from the 20 or more employee categories to the 1-19 employee category
- The increase of 18 establishments among Transportation & Warehousing firms with zero employees was largely due to an increase among local messengers and local delivery

TIME SERIES FROM JUNE 2018 TO JUNE 2022

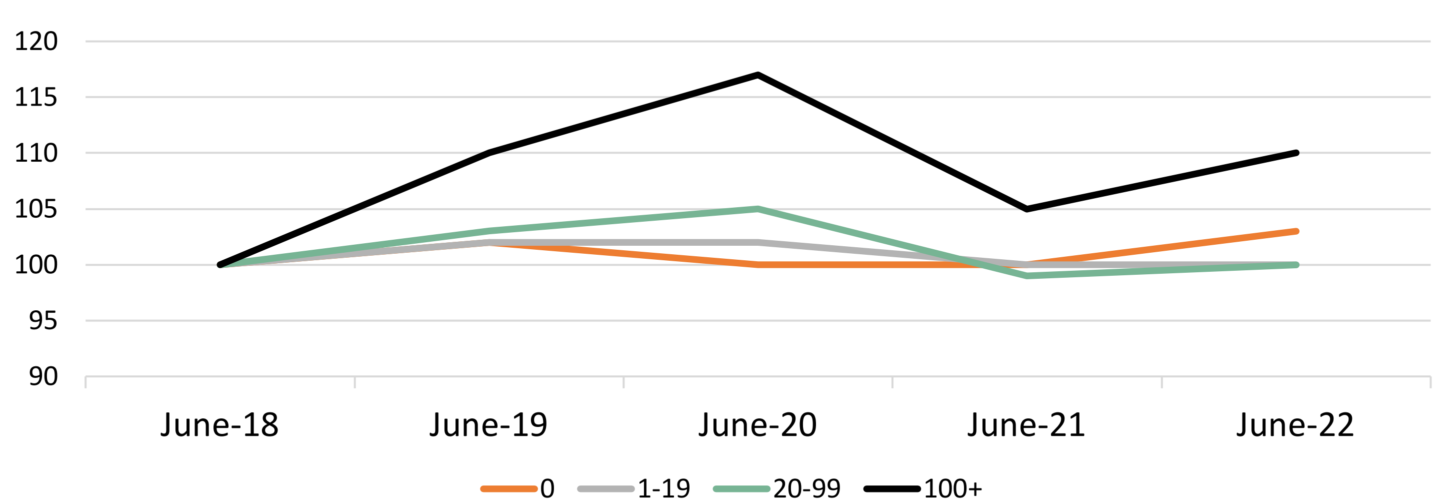
Changes that occur from year to year can sometimes be the consequence of how a firm is classified or a small increase or decrease in employment resulting in a shift from one employee size category to another.

What can be more revealing is the longer-term pattern of changes by firm size. 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; each subsequent year, the number of firms is expressed in relation to that value of 100. For example, if the value is 105, the number of firms rose by 5%. In this way, one can compare the trend when the number of firms in each category is vastly different. Chart 2 shows the pattern for Algoma.

Chart 2: Ratio of number of firms by employee size categories, Algoma, June 2018 to June 2022 (June 2018 = 100)

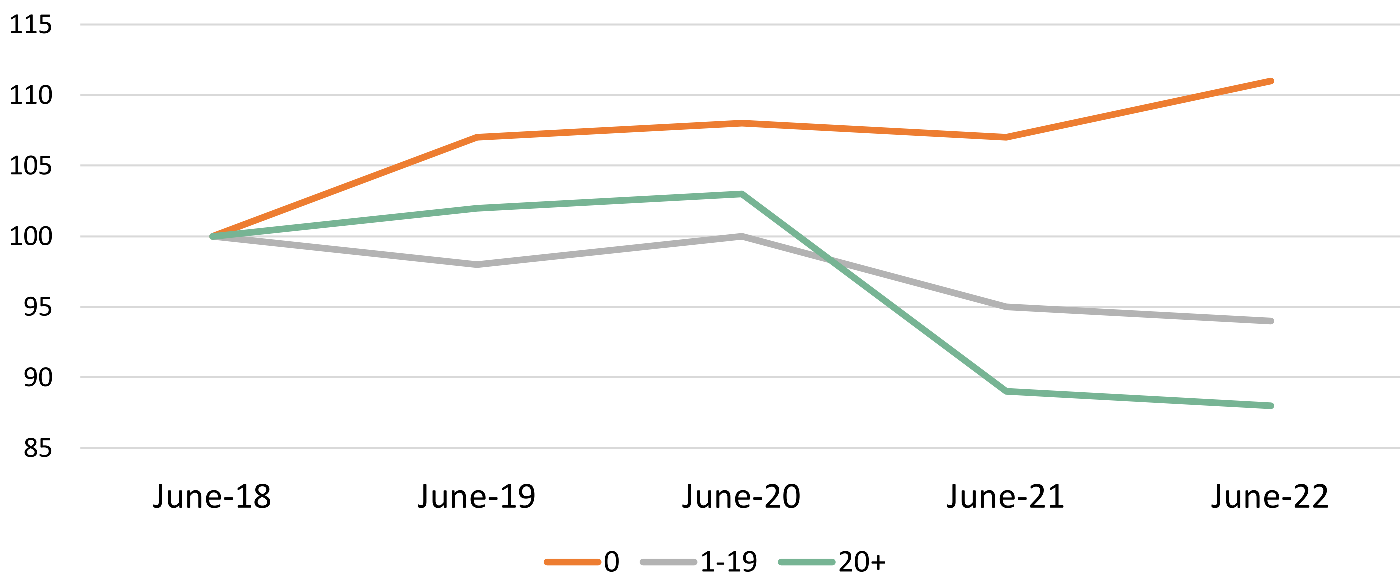


Statistics Canada, Canadian Business Counts, June 2018 to June 2022

Year by year, the number of firms in each employee size category increased in June 2019, and increased or stayed the same in June 2020, except for a slight decline among firms with zero employees. In June 2021, with the impact of COVID, all categories declined (firms with zero employees stayed steady). All categories increased in June 2022, except firms with 1-19 employees, which stayed the same. In short, there had been a steady increase in the number of firms through 2019 and 2020, a decline in 2021 due to COVID, and a rebound in 2022. The trend for firms with 100 or more employees (black line) exhibits a much greater variation because of the much smaller number of firms – 69 firms in June 2022. A difference of just 5 firms is a 7% change.

The Accommodation & Food Services sector presents a different story of what happened due to COVID. There are only a handful of firms in Algoma in this sector with 100 or more employees, so that category has been combined with the 1-19 employee category in Chart 3

Chart 3: Ratio of number of firms by employee size categories, Accommodation & Food Services sector, Algoma, June 2018 to June 2022 (June 2018 = 100)



Statistics Canada, Canadian Business Counts, June 2018 to June 2022

In 2019 and 2020, numbers rose among the zero employee and 20 or more employee categories, while there was a slight drop and rebound among firms with 1-19 employees. The impact of COVID was that the number of firms with employees in this sector shrunk in 2021 and continued to shrink in 2022, while the number of firms with zero employees increased.

ANALYSIS OF EO PROGRAM DATA

(2021-2022)

BACKGROUND TO THE DATA

This document is based on data provided by the Ontario Ministry of Labour, Immigration, Training and Skills Development to workforce planning boards, literacy, and basic skills regional networks. This data was specially compiled by the Ministry and has program statistics related to Apprenticeship, Canada Ontario Job Grant, Employment Services, Literacy and Basic Skills, Ontario Employment Assistance Program, Second Career and Youth Job Connection (including summer program) for the 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 Algoma Workforce Investment Corporation – AWIC, the geography covers the District of Algoma)
- Data at the regional level (in this case, the Northern Region, which consists of six workforce planning boards, covering Parry Sound, Nipissing, Timiskaming, Cochrane, Manitoulin, Greater Sudbury, Sudbury, Algoma, Thunder Bay, Kenora and Rainy River); and
- Data at the provincial level.

Analysis

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

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

The COVID 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 seen in the following analysis, client numbers have recovered, but not yet to the pre-COVID levels.

EMPLOYMENT SERVICES

ES CLIENTS

Table 11: ES Unassisted R&I Clients, Number and Percent of all R&I Clients

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

Population figures from StatCan 2021 Census.

Table 12: ES Assisted Clients, Number and Percent of all Assisted Clients

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

Population figures from StatCan 2021 Census.

Tables 11 and 12 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. The Ministry has provided limited client data for the three SSM prototype catchment areas[5] (except for "legacy" employment services clients from the previous year whose files were closed in 2021-22). So, one cannot include the SSM client data as part of the total figures for Ontario.

To illustrate the significant changes in client numbers because of COVID and its aftermath, Tables 13 and 14 show the changes in client numbers over the last two years for each Unassisted and Assisted client. The Ontario figures for 2021-22 are compared to 2020-21, excluding the SSM areas.

Table 13: Per cent change in number of Unassisted Clients over last two years

	BOARD	REGION	ONTARIO
Change between 2019-20 and 2020-21	5%	-34%	-23%
Change between 2020-21 and 2021-22	4%	32%	7%

There had been significant drops in Unassisted client numbers in the region and the province two years ago, while the figure for Algoma went up slightly. For 2021-22, all three areas posted increases, the largest being across the region.

Table 14: Per cent change in number of Assisted Clients over last two years

	BOARD	REGION	ONTARIO
Change between 2019-20 and 2020-21	-28%	-37%	-36%
Change between 2020-21 and 2021-22	24%	8%	3%

The drop in the Assisted client numbers had been more severe and the recovery this year was not so strong, except for the Algoma figures.

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

Clients by Age Group

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

Table 15: Share of Ontario unemployed population by age groups, 2016-2021

	2016	2017	2018	2019	2020	2021
15-24 years	30%	30%	30%	31%	33%	27%
25-44 years	37%	38%	39%	39%	38%	38%
45-64 years	31%	30%	28%	27%	26%	30%
over 65 years	2%	3%	3%	3%	3%	5%

Statistics Canada, Labour Force Survey

Table 16 shows the share of Assisted clients by age group and compares it by geography and over several years. Comparing the Ontario figures first, one can see that youth are under-represented among Assisted clients compared to their share of the unemployed population (20% of the Ontario client population in Table 6 compared to 27% of all unemployed in 2021 in Table 5), while there is a much higher proportion of 25-44 years old clients. Overall, the distribution of clients by age did not change much at all from last year, even though there were some changes in the share of the unemployed by age.

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

At the Board level, the share of youth Assisted clients has also dipped over the last three years, while there has been a growing proportion of Assisted clients aged 25-44 years old.

Table 16: Distribution by age of ES Assisted clients

2021-22 ES ASSISTED	ASSISTED CLIENTS		
	Board	Region	Ontario
15-24 years	21%	23%	20%
25-44 years	48%	47%	52%
45-64 years	29%	28%	27%
over 65 years	2%	2%	2%
2020-21 ES ASSISTED	ASSISTED CLIENTS		
	Board	Region	Ontario
15-24 years	23%	24%	19%
25-44 years	47%	47%	53%
45-64 years	28%	27%	27%
over 65 years	2%	2%	2%
2019-20 ES ASSISTED	ASSISTED CLIENTS		
	Board	Region	Ontario
15-24 years	26%	26%	21%
25-44 years	43%	45%	50%
45-64 years	29%	27%	27%
over 65 years	2%	2%	2%

Gender

In Ontario, males usually comprise a slightly larger share of the unemployed. Table 17 provides this data for the previous six years. The proportion of unemployed females increased in 2020, then dropped back somewhat in 2021.

Table 17: Share of unemployed population by gender, Ontario, 2016-2021

	2016	2017	2018	2019	2020	2021
Females	45.5%	45.5%	47.8%	46.2%	49.0%	47.2%
Males	54.5%	54.5%	52.2%	53.8%	51.0%	52.8%

Statistics Canada, Labour Force Survey

That pattern of a larger proportion of the unemployed population being male holds true at the Algoma and Northern region levels, though not at the provincial level (Table 18). The share of females dropped somewhat in Algoma last year, although it increased slightly at the region and provincial levels.

Table 18: Distribution by gender of ES Assisted clients

2021-22 ASSISTED	ES ASSISTED CLIENTS		
	Board	**Region**	**Ontario**
Females	43.5%	44.5%	51.9%
Males	56.5%	54.9%	47.4%
Trans	0.0%	0.0%	0.0%
Other	---	0.4%	0.4%
Undisclosed	---	0.1%	0.3%
2020-21 ES ASSISTED	**ES ASSISTED CLIENTS**		
	Board	**Region**	**Ontario**
Females	46.3%	43.3%	50.9%
Males	53.7%	56.3%	48.7%
Trans	0.0%	0.0%	0.0%
Other	---	0.3%	0.2%
Undisclosed	---	0.1%	0.2%

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

Designated Groups

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

Table 19 provides the data for the Board, Region and Ontario levels, and calculates the percentage of each group, based on the total number of clients. There is no way of knowing how many clients declined to self-identify.

Table 19: Distribution of designated groups among ES Assisted clients

Designated group	NUMBER 2021-22			PERCENTAGE 2021-22		
	Board	**Region**	**Ontario**	**Board**	**Region**	**Ontario**
Indigenous group	654	2,362	4,815	26.3%	22.3%	4.8%
Deaf	-	-	96	0.0%	0.0%	0.1%
Deaf/Blind	0	-	23	0.0%	0.0%	0.0%
Francophone	141	1,354	4,251	5.7%	12.8%	4.3%
Internationally Trained	621	861	23,158	24.9%	8.1%	23.2%
Newcomer	85	338	17,750	3.4%	3.2%	17.8%
Person w/disability	546	2,301	13,345	21.9%	21.7%	13.4%
Racialized	617	852	14,379	24.8%	8.0%	14.4%

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

The proportion for racialized persons is also notably high. This figure had also increased significantly over the last two years and is likely a consequence of the significant increase in the number of Internationally Trained Professionals.

Otherwise, the local area has a very high proportion of Assisted clients who identify as Indigenous (26.3%) and persons with a disability (21.9%), compared to the provincial averages. At the Region level, there are also high proportions of Indigenous persons and persons with a disability and a higher proportion of Francophones.

Table 20 provides the comparisons with previous years and the actual share of the unemployed by these different designated populations. To do so, we need to rely on different sources. For newcomers and Indigenous persons, Statistics Canada has been measuring that data for years via the Labour Force Survey, and so we have made comparisons for 2021. For racialized populations, Statistics Canada only started measuring this data in 2022, so the comparison is an average for the first five months of 2022. For persons with a disability, we have had to use the Statistics Canada Survey on Disability, carried out in 2017. Relying on these different sources and different reporting years should not be a major problem, for while the unemployment rate may vary from year to year, the proportion of the unemployed by different demographic categories, whether by gender, age or designated population, does not change as drastically.

In the case of newcomers, their share of Assisted clients had generally been increasing each year at the board, region and provincial levels. Still, this year the proportion declined slightly at the Board and Region levels. Newcomers are present among Assisted clients in a lower proportion than their share of the unemployed in the Board and Region levels. In comparison, they represented a much higher proportion at the provincial level.

In the case of racialized persons, as noted earlier, the proportion at the local level has increased dramatically. In terms of their share of the unemployed, at the provincial level it is very high (45.1%), but this is largely due to a much higher proportion of racialized persons in the Greater Toronto Area. Yet at the provincial level, the share of racialized persons among Assisted clients is very low (14.4%). This is a consequence of the self-reporting nature of this data – clients are less likely to identify themselves as racialized persons or members of a visible minority where they make up a significant proportion of the population, such as in the Greater Toronto area. This under-reporting in the GTA greatly affects the provincial figures.

The local share of Assisted clients who are Indigenous has grown over the years, now representing a larger share of clients than their share of the unemployed at the provincial level. Their share of the Board and Region client figures is very high.

Regarding disabled persons, we know from the Survey on Disability that disabled persons made up 17.6% of Ontario's unemployed in 2017. At the Board and Region level, their share of Assisted clients is slightly higher than that (at 21.9% and 21.7% respectively), whereas the client figures for the province are lower (13.4%).

Table 20: Comparison of share of designated groups

2021-22 Designated group	Assisted clients			Share of unemployed
	Board	Region	Ontario	Ontario
Newcomer	3.4%	3.2%	17.8%	4.6% (2021)
Racialized	24.8%	8.0%	14.4%	45.1% (2022)
Indigenous group	26.3%	22.3%	4.8%	2.9% (2021)
Person w/ disability	21.9%	21.7%	13.4%	17.6% (2017)

2020-21 Designated group	Assisted clients		
	Board	Region	Ontario
Newcomer	4.4%	3.6%	20.4%
Racialized	22.7%	6.4%	12.5%
Indigenous group	30.4%	20.4%	3.8%
Person w/ disability	18.9%	17.6%	12.0%

2019-20 Designated group	Assisted clients		
	Board	Region	Ontario
Newcomer	4.7%	3.5%	19.8%
Racialized	17.9%	5.2%	11.5%
Indigenous group	29.9%	22.0%	4.3%
Person w/ disability	17.5%	17.2%	12.4%

Educational Attainment

Table 21 displays the percentage of Ontario unemployed residents by educational attainment, which reveals a curious result. By and large, there has been little change in the distribution of the unemployed by educational attainment. Yet it is known that COVID resulted in far greater unemployment among those occupations requiring a high school diploma or less. The explanation for the results in Table 21 may be the following:

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

Table 21: Share of unemployed by educational attainment, Ontario, 2016-2021

	2016	2017	2018	2019	2020	2021
No certificate	9%	10%	7%	9%	7%	7%
High school	21%	22%	22%	21%	21%	21%
College/Apprenticeship	33%	32%	31%	31%	32%	35%
Bachelor	20%	20%	24%	23%	23%	22%
Above Bachelor	12%	11%	12%	12%	12%	11%
Other	6%	5%	4%	5%	5%	5%

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

Table 22 provides the breakdown by educational attainment of Assisted clients served.

Table 22: Educational attainment levels of ES Assisted clients

	ASSISTED CLIENTS, 2021-22			ASSISTED CLIENTS, 2020-21		
	Board	**Region**	**Ontario**	**Board**	**Region**	**Ontario**
No certificate	18%	19%	10%	17%	18%	9%
High school	33%	36%	28%	37%	37%	27%
Apprenticeship	2%	2%	1%	2%	2%	1%
College	29%	28%	25%	29%	27%	24%
Bachelor	7%	6%	20%	7%	6%	21%
Above Bachelor	2%	1%	10%	1%	1%	12%
Other	9%	8%	6%	8%	8%	6%

There has not been a drastic change in the distribution of Assisted clients by educational attainment from last year. At the local level, the biggest change was a 4% decrease among clients with high school diplomas, with one percent increases among several other categories.

In general, the local and region levels have higher proportions of Assisted clients with a high school diploma or less (over 50%). In contrast, in the provincial figures those individuals make up less than 40% of all Assisted clients, and instead there are considerably more clients with a university degree. This has been the case for several years.

Source of Income

In 2020-21, there was a significant change in the sources of income for Assisted clients at the time of intake: after a slow decline in the proportion of Assisted clients who cited Employment Insurance over the years, the share almost doubled from 2019-20 across all three areas. This reflected the large shift in unemployed people due to the pandemic and lockdowns. The large increase in EI recipients was almost entirely counter-balanced by an equivalent decline in those who fell in the category of "No source of income" at the provincial level; at the local and region level, there was a significant decline in clients in receipt of Ontario Works. This shift in the distribution by source of income continued in 2021-22.

Table 23: Percentage distribution of source of income of ES clients, Board, Region and Ontario

	2021-22			2020-21		
	Board	Region	Ontario	Board	Region	Ontario
Employment Insurance	22%	25%	21%	24%	26%	19%
Ontario Works	12%	12%	12%	13%	12%	13%
ODSP	6%	7%	4%	4%	5%	4%
No Source of Income	41%	35%	42%	38%	35%	43%
Employed	11%	11%	9%	12%	11%	8%
Other	9%	10%	12%	9%	12%	14%

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

In 2020, the two biggest reasons in Ontario for being unemployed were due to a permanent layoff (38% of all unemployed, up from 34% in 2019) or a temporary layoff (20%, up from 4% in 2019).

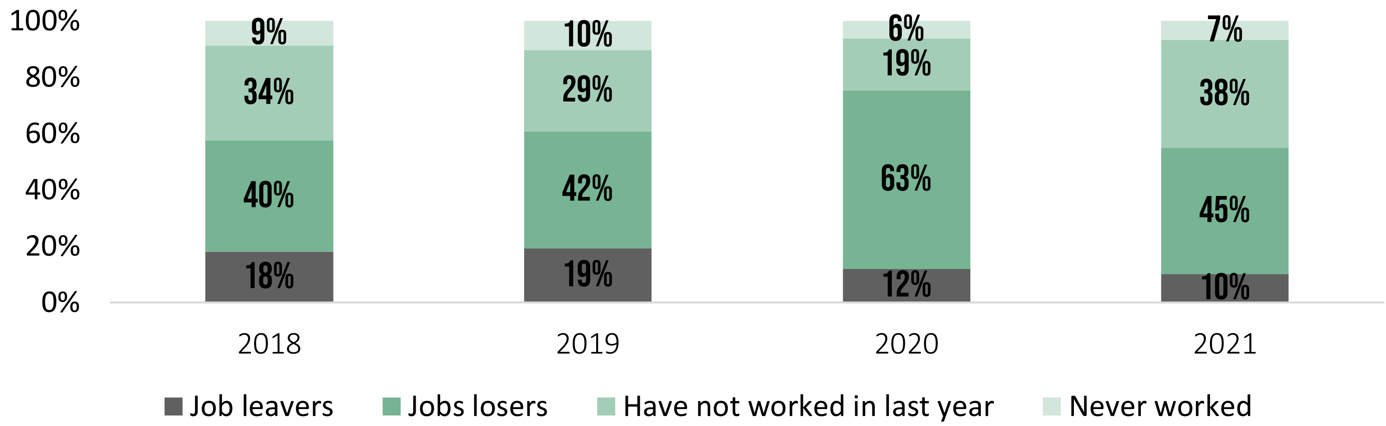
Length of time out of employment/training

The Labour Force Survey tracks why individuals become unemployed; these reasons include leaving a job 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, the proportion of 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 4 shows why a person became unemployed, focusing on 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 those who had not worked in the past year increased significantly.

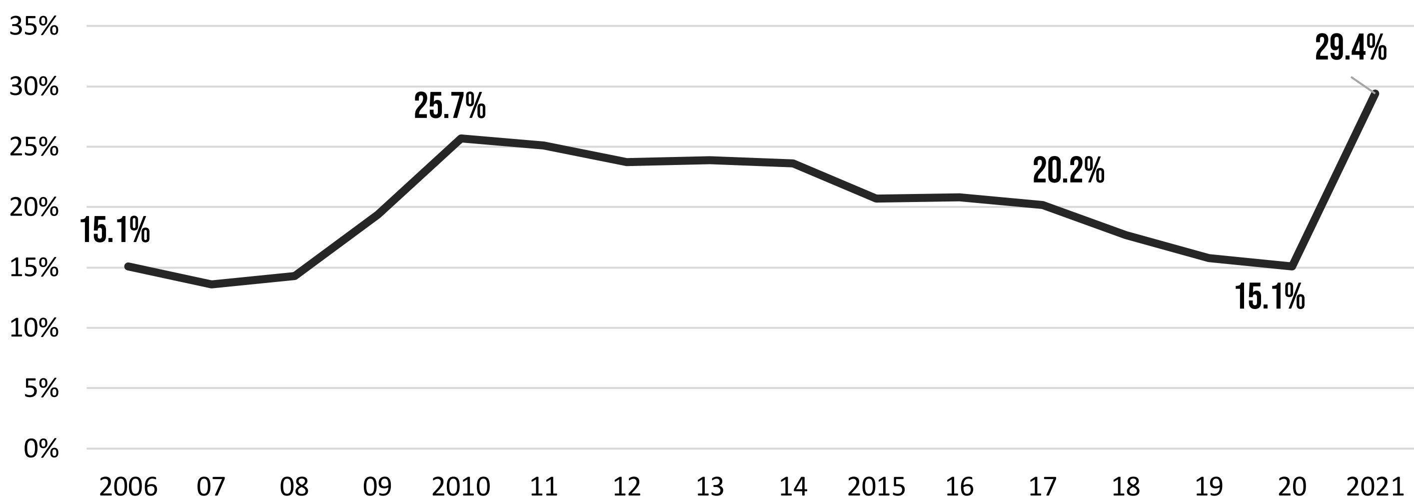
This contributed to an increase in the proportion of the unemployed who became long-term unemployed (six months or more). When COVID struck in 2020, many individuals became unemployed all at once, so the proportion of long-term unemployed decreased, with many just recently unemployed. By 2021, a larger share of these unemployed had now been unemployed for a longer period. Chart 5 illustrates these changes and compares the trajectory to the increase among the long-term unemployed, which occurred because of the 2008 recession.

Chart 4: Reason for being unemployed, unemployed individuals aged 25-54 years old, Ontario, 2018-2021



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

Chart 5: Annual proportion of unemployed who are unemployed for more than six months, Ontario, 2006-2021



Statistics Canada, Table 14-10-0057-01

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, partly because so many individuals became unemployed 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.

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. This category represents at least three of every ten Assisted clients at all three levels. The share of those recently unemployed (less than three months) has only slightly dropped. Instead, fewer clients have been unemployed three to six months, whereas those unemployed six to twelve months is almost the same as the previous year.

Table 24: Percentage distribution by the length of time out of employment for 2021-22 and 2020-21 ES Assisted clients, Board, Region and Ontario, and unemployed individuals, Ontario, 2021

	2021-22 ES CLIENTS			2020-21 ES CLIENTS			LFS ONTARIO
	Board	Region	Ontario	Board	Region	Ontario	
< 3 months	44%	42%	35%	47%	45%	39%	55%
3 - 6 months	12%	13%	14%	22%	19%	20%	15%
6 - 12 months	15%	15%	19%	16%	18%	19%	20%
> 12 months	29%	30%	33%	15%	19%	22%	10%

Labour Force Survey data is from 2021.

Outcomes at Exit

There had been a slight decline in the Employed outcomes for all three areas in 2020-21, likely because of COVID, particularly at the provincial level, where the figure dropped from 70% to 65%. These outcomes rebounded in 2021-22 and, at the Local and Region levels, surpassed previous employment outcomes, with employment services in Algoma achieving a 73% rate of employment.

Table 25: Percentage figures for ES Assisted client outcomes at exit, Board, Region and Ontario

	2021-22 ES CLIENTS			2020-21 ES CLIENTS		
	BOARD	REGION	ONTARIO	BOARD	REGION	ONTARIO
Employed	73%	71%	69%	68%	67%	65%
Education/Training	12%	13%	14%	14%	13%	13%
Other	2%	3%	4%	3%	4%	5%
Unemployed	6%	5%	6%	6%	7%	8%
Unknown	7%	8%	8%	8%	10%	9%

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

Detailed Employment and Training Outcomes

Sub-categories further detail the Outcomes listed in Table 25 in Table 26.

In 2020-21, the sub-categories that experienced more significant declines were Employed – Other (finding work in an area of training or choice, in a more suitable job, or a professional occupation or trade) and Employed Part-Time. In 2021-22, the increases were among those Employed Full-Time at all three levels and among those Employed – Other only at the Board level.

Table 26: ES Assisted client employment outcomes, Board, Region and Ontario

	2021-22 ES CLIENTS			2020-21 ES CLIENTS		
	BOARD	REGION	ONTARIO	BOARD	REGION	ONTARIO
Employed Full-Time	43%	42%	39%	41%	39%	35%
Employed Part-Time	11%	10%	10%	10%	9%	10%
Employed Apprentice	1%	1%	1%	1%	1%	0%
Employed – Other*	14%	15%	15%	11%	15%	15%
Employed and in education	2%	1%	1%	2%	1%	1%
Employed and in training	1%	1%	1%	1%	1%	1%
Self-Employed	2%	2%	2%	3%	2%	2%
In Education	3%	4%	5%	4%	4%	5%
In Training	9%	9%	9%	10%	8%	8%
Independent	---	0%	1%	0%	0%	2%
Volunteer	---	---	0%	0%	0%	0%
Unable to Work	2%	3%	2%	3%	3%	3%
Unemployed	6%	5%	6%	6%	7%	8%
Unknown	7%	8%	8%	8%	10%	9%

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

Lay-off Industry – Employed Industry

Data is collected regarding the client's last job, identifying both the industry and the occupation. The industry data is aggregated at the 2-digit NAICS level, which ensures a few instances where the data is suppressed (any data category with less than ten client entries).

Table 27 lists the percentage of clients for which industry employment history is available and compares the results to the previous year.

Table 27: Percentage of Assisted clients with lay-off industry data

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

Compared to last year, industry layoff data for Assisted clients declined slightly at the Board level and increased somewhat at the Region and provincial levels. Overall, data capture is below what it had been in 2015-16, 2016-17 and 2018-19 for all three areas. At the Board level, this is the lowest proportion of industry layoff data capture since workforce planning boards started receiving this client data in the first year.

Regarding employment outcome data and in which industries individuals found employment, there is a lower proportion of clients for which data has been collected (Table 28). In earlier years, the data capture of industry employment outcomes had risen, then dropped considerably. The 2021-22 figures are slightly improved but considerably below what the data capture had been in 2018-19.

Table 28: Number and percentage of clients with industry employment outcome data

	BOARD	REGION	ONTARIO
Clients with industry employment data	369	1,654	10,157
ES Assisted clients with employment outcomes	1,808	7,496	68,463
Industry employment data as % of all clients with employment data, 2021-2022	20%	22%	15%
Industry employment data as % of all clients with employment data, 2020-2021	17%	21%	15%
Industry employment data as % of all clients with employment data, 2019-2020	21%	24%	17%
Industry employment data as % of all clients with employment data, 2018-2019	36%	33%	22%
Industry employment data as % of all clients with employment data, 2017-18	27%	29%	20%
Industry employment data as % of all clients with employment data, 2016-17	25%	27%	20%
Industry employment data as % of all clients with employment data, 2015-16	5%	8%	7%

Table 29 summarizes the industry lay-off and outcome data that has been provided and shows comparisons to the actual employment of residents by the industry for the Board, Region and provincial levels. The comparison to actual employment distribution by industry relies on 2021 Census data.

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

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

At the local level, those industries representing a higher share of the layoffs and employment outcomes are Construction; Retail Trade; Administrative & Support; and Accommodation & Food Services. Indeed, these four industries account for over half (56%) of all known industry employment outcomes.

Table 29: Industry lay-off, industry employment outcomes and resident employment (2021), Board, Region and Ontario

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

The employment data is from the 2021 Census.
Red-shaded cell means the number was under ten and therefore was suppressed.

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

Lay-off Occupation – Employed Occupation

Table 30 provides the lay-off occupation data aggregated at the 2-digit NOC level., together with the actual number of clients per occupation, for the Board, Region and provincial levels.

Table 30: Top 10 occupations for lay-offs

RANK	BOARD Occupation	#	REGION Occupation	#	ONTARIO Occupation	#
1.	Trades helpers, construction labourers and related occupations	195	Trades helpers, construction labourers and related occupations	839	Service representatives and other customer and personal services occupations	4725
2.	Service support and other service occupations, n.e.c.	148	Service support and other service occupations, n.e.c.	714	Service support and other service occupations, n.e.c.	3773
3.	Service representatives and other customer and personal services occupations	127	Transport and heavy equipment operation and related maintenance occupations	563	Administrative and financial supervisors and administrative occupations	3416
4.	Transport and heavy equipment operation and related maintenance occupations	100	Service representatives and other customer and personal services occupations	447	Labourers in Processing, Manufacturing and Utilities	2979
5.	Sales support occupations	91	Sales support occupations	421	Sales support occupations	2709
6.	Service supervisors and technical service occupations	83	Industrial, electrical and construction trades	308	Trades helpers, construction labourers and related occupations	2473
7.	Industrial, electrical and construction trades	71	Service supervisors and technical service occupations	305	Transport and heavy equipment operation and related maintenance occupations	2241
8.	Sales representatives and salespersons - wholesale and retail trade	61	Sales representatives and salespersons - wholesale and retail trade	273	Sales representatives and salespersons - wholesale and retail trade	2123
9.	Maintenance and equipment operation trades	54	Administrative and financial supervisors and administrative occupations	249	Office support occupations	2019
10.	Administrative and financial supervisors and administrative occupations	52	Care providers and educational, legal and public protection support occupations	217	Service supervisors and technical service occupations	2016

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

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

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

Seven of these eight occupations were the same as last year, except that Administrative and financial supervisors and administrative occupations replaced Office support occupations. Also, the top five occupations in each area were the same top five in the same order as last year.

Table 31 provides the top ten employment outcome occupations. Seven of the eight occupations which were shared across the top ten lay-off occupations for all three areas are also shared among the top-ten employment outcome occupations for all three areas, with only Service supervisors not making a list. Still, Labourers in processing, manufacturing and utilities make up the eighth employment outcome occupation shared among the three areas.

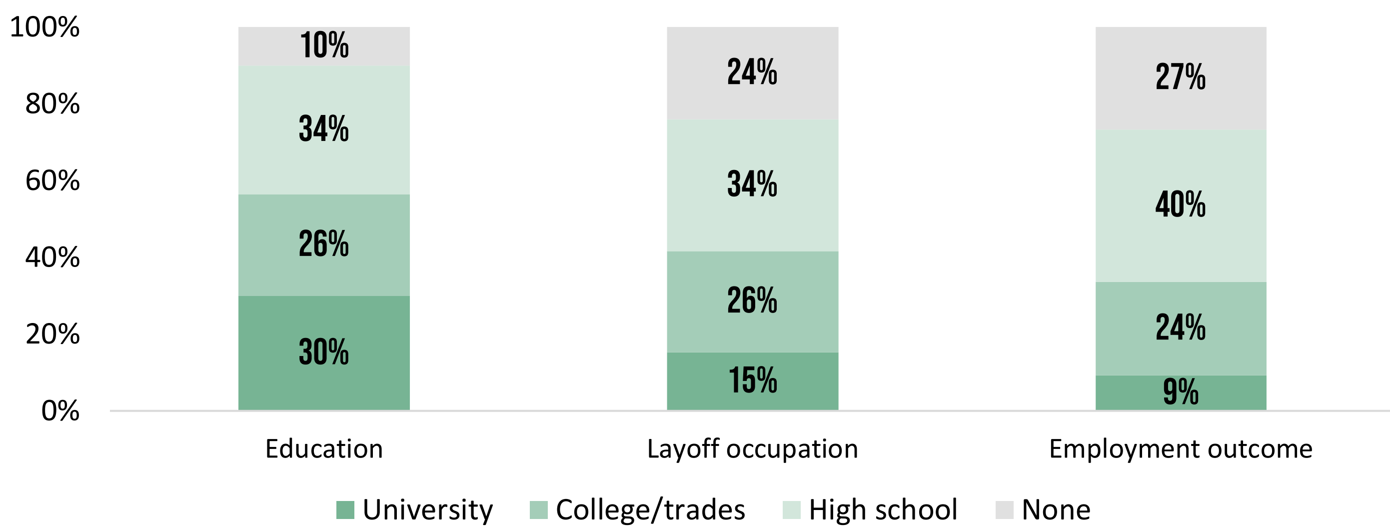
Table 31: Top 10 occupations for employment outcomes

RANK	BOARD Occupation	#	REGION Occupation	#	ONTARIO Occupation	#
1.	Trades helpers, construction labourers and related occupations	53	Service support and other service occupations, n.e.c.	205	Service representatives and other customer and personal services occupations	960
2.	Service support and other service occupations, n.e.c.	46	Trades helpers, construction labourers and related occupations	178	Service support and other service occupations, n.e.c.	935
3.	Transport and heavy equipment operation and related maintenance occupations	36	Transport and heavy equipment operation and related maintenance occupations	159	Administrative and financial supervisors and administrative occupations	719
4.	Service representatives and other customer and personal services occupations	27	Sales support occupations	126	Labourers in Processing, Manufacturing and Utilities	622
5.	Labourers in Processing, Manufacturing and Utilities	27	Service representatives and other customer and personal services occupations	108	Transport and heavy equipment operation and related maintenance occupations	608
6.	Sales support occupations	24	Sales representatives and salespersons - wholesale and retail trade	88	Sales support occupations	523
7.	Service supervisors and technical service occupations	22	Administrative and financial supervisors and administrative occupations	71	Sales representatives and salespersons - wholesale and retail trade	517
8.	Paraprofessional occupations in legal, social, community and education services	21	Office support occupations	66	Office support occupations	509
9.	Sales representatives and salespersons - wholesale and retail trade	19	Care providers and educational, legal and public protection support occupations	66	Trades helpers, construction labourers and related occupations	506
10.	Administrative and financial supervisors and administrative occupations	17	Paraprofessional occupations in legal, social, community and education services	65	Care providers and educational, legal and public protection support occupations	357
10.			Labourers in Processing, Manufacturing and Utilities	65		

There are 46 occupational categories for reporting purposes. At the local level, there is only data for 15 of these categories, as 23 categories were suppressed for having less than ten entries (the other eight categories had no entries). Totalling all the reported employment outcome occupations at the regional and provincial levels, most jobs require a high school diploma or less. At the regional level, among the outcome occupations, 76% of these jobs require a high school diploma or no educational certificate. At the provincial level, where the data is most robust, 67% of the occupation outcomes are jobs that require a high school diploma or less. This was the same proportion as last year.

It is worth comparing these outcomes in terms of the educational attainment profile of Assisted clients and the occupations they were laid off from. The amount of data captured for layoffs and employment outcomes is limited, but this is the only data we have. Chart 6 compares the data for educational attainment, layoff occupation (by the degree typically expected for that occupation), and employment outcome for all Ontario Assisted clients.

Chart 6: Distribution of educational attainment, layoff occupation and employment outcome occupation, Assisted clients, Ontario, 2021-22



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

LITERACY AND BASIC SKILLS

Table 32 presents the overall client numbers for Literacy and Basic Skills and makes some comparisons to figures from previous years. In 2020-21, the number of in-person learners declined in all three areas, almost entirely because of a decline in the number of new in-person learners. In 2021-22, these numbers rebounded at the local area back to 2019-20 levels though not back to the levels experienced in 2018-19. The uptick in numbers locally was due to a larger number of new and more carry-over in-person clients than the previous year. At the Region and provincial levels, the number of new clients increased over the previous year.

However, the number of carry-over clients decreased compared to the previous year. The total number of E-channel learners (only at the provincial level) decreased compared to the previous year, with fewer new and carry-over clients.

Algoma's share of all In-Person Learners in the province has risen in the last two years, while the Region's share dropped from 15.6% to 15.1%. For both areas, their share of in-person learners is considerably higher than that area's share of the provincial population.

Table 32: Number of Literacy and Basic Skills Learners

	BOARD	REGION	ONTARIO
Number of In-Person Learners (New In-Person + Carry-Over In-Person) (2021-22)	**755**	**5,309**	**35,164**
Number of In-Person Learners (New In-Person + Carry-Over In-Person) (2020-21)	**580**	**5,167**	**33,025**
Number of In-Person Learners (New In-Person + Carry-Over In-Person) (2019-20)	**726**	**6,437**	**41,867**
Number of In-Person Learners (New In-Person + Carry-Over In-Person) (2018-19)	**946**	**6,828**	**42,578**
Number of In-Person Learners (New) (2021-22)	**479**	**2,918**	**20,079**
Number of In-Person Learners (New) (2020-21)	**325**	**2,548**	**17,133**
Number of In-Person Learners (New) (2019-20)	**453**	**3,791**	**26,061**
Number of In-Person Learners (New) (2018-19)	**588**	**4,018**	**26,529**
2021-22 In-Person Learners as % of Province (New In-Person + Carry-Over In-Person)	**2.1%**	**15.1%**	
2020-21 In-Person Learners as % of Province (New In-Person + Carry-Over In-Person)	**1.8%**	**15.6%**	
2019-20 In-Person Learners as % of Province (New In-Person + Carry-Over In-Person)	**1.7%**	**15.4%**	
2018-19 In-Person Learners as % of Province (New In-Person + Carry-Over In-Person)	**2.2%**	**16.0%**	
As % of Ontario's population	**0.8%**	**5.6%**	
Number of E-Channel Learners (New E-Channel + Carry-Over E-Channel) **(2021-22)**	0	0	6,541
Number of E-Channel Learners (New E-Channel + Carry-Over E-Channel) **(2020-21)**	0	0	7,069
Number of E-Channel Learners (New) **(2021-22)**	0	0	4,434
Number of E-Channel Learners (New) **(2020-21)**	0	0	4,678
Number of E-Channel Learners (Carry-Over) **(2021-22)**	0	0	2,107
Number of E-Channel Learners (Carry-Over) **(2020-21)**	0	0	2,391
Total Number of Learners (In-Person + E-Channel) (2021-22)	**755**	**5,309**	**41,705**
Total Number of Learners (In-Person + E-Channel) (2020-21)	**580**	**5,167**	**40,094**
Total Number of Learners (In-Person + E-Channel) (2019-20)	**726**	**6,437**	**48,418**

Table 33 shows the distribution of learners by service provider stream. In Algoma, this distribution has typically not changed much over the years. However, this year, compared to the previous year, service provider stream proportions have changed as follows: Anglophone dropped from 79% to 68%; Francophone down from 9% to 5% and Native up from 12% to 27%.

Table 33: Distribution of clients by service provider stream, 2021-22

	NUMBER OF LBS CLIENTS			% BY SERVICE PROVIDER STREAM		
	Board	**Region**	**Ontario**	**Board**	**Region**	**Ontario**
Anglophone	510	3,096	34,959	68%	58%	84%
Deaf	0	61	412	0%	1%	1%
Francophone	39	1,452	3,483	5%	27%	8%
Native	206	700	2,851	27%	13%	7%
Non-Designated	0	0	0	0%	0%	0%
TOTAL	755	5,309	41,705	100%	100%	100%

Table 34 shows the distribution of clients by service provider sector. In Algoma, there has been a large increase in the Community Agency share (from 36% to 51%) and a larger drop in the Community College share (from 31% to 22%), and a smaller drop in the School Board share (from 33% to 27%). The Community Agency share increased at the Region level while the Community College share dropped. There was almost no change at the provincial level.

Table 34: Distribution of clients by the service provider sector, 2021-22 and 2020-21

	2021-22			2020-21		
	Board	**Region**	**Ontario**	**Board**	**Region**	**Ontario**
Community Agency Sector	51%	45%	36%	36%	40%	36%
Community College Sector	22%	38%	37%	31%	42%	38%
School Board Sector	27%	17%	26%	33%	18%	27%

Table 35 shows the distribution of clients by their age. There have been very limited changes across all three areas, never larger than 2%, except in the case of Algoma, where the proportion of clients aged 15-24 years old dropped by four percentage points, and the proportion of those aged 25-44 years old increased by 3%.

Table 35: Literacy and Basic Skills clients by age, 2021-22 and 2020-21

	NUMBER OF LBS CLIENTS			% BY AGE		
2021-22	**Board**	**Region**	**Ontario**	**Board**	**Region**	**Ontario**
15-24 years old	135	1,284	10,226	18%	24%	25%
25-44 years old	313	2,332	20,804	42%	44%	50%
45-64 years old	189	1,149	8,951	25%	22%	22%
65 years and older	116	539	1,688	15%	10%	4%
TOTAL	753	5,304	41,669	100%	100%	101%
2020-21	**15-24 years old**			22%	25%	26%
	25-44 years old			39%	42%	49%
	45-64 years old			24%	24%	22%
	65 years and older			15%	9%	4%

Females continue to make a larger proportion of learners at all three levels, hovering at or above 65% of all LBS clients, having increased slightly from the previous year (Table 36).

Table 36: Literacy and Basic Skills clients by gender, 2021-22 and 2020-21

	2021-22			2020-21		
	Board	**Region**	**Ontario**	**Board**	**Region**	**Ontario**
Females	68%	65%	66%	66%	64%	64%
Males	32%	34%	34%	34%	36%	35%
Trans	0%	0%	0%	0%	0%	0%
Other	0%	0%	0%	0%	0%	0%
Prefer not to disclose	0%	0%	0%	0%	0%	0%
TOTAL	100%	100%	100%	100%	100%	100%

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

Table 37 provides the data for designated groups. This data relies on self-reported information and therefore is subject to under-counting. The figures are nevertheless being provided for the sake of comparison because, presumably, there is a degree of under-reporting at each level of data.

There is considerable divergence across all three levels. The local and regional levels have a larger number of clients who are members of an Aboriginal group, and that proportion increased in Algoma from 28% to 36%. The region has a higher proportion of Francophones (27%); the local level is much closer to the provincial figure. All areas have high levels of individuals with a disability. The local and regional levels have lower levels of Newcomers, while Algoma has a comparatively high proportion of members of a visible minority. There is not a single record of an Internationally Trained Professional at any of the three levels.

Table 37: Literacy and Basic Skills clients by designated groups, 2021-22

	NUMBER OF LBS CLIENTS			PERCENT		
	Board	**Region**	**Ontario**	**Board**	**Region**	**Ontario**
Aboriginal Group	274	1,488	4,246	36%	28%	12%
Deaf	X	82	564	0%	2%	2%
Deaf/Blind	0	X	68	0%	0%	0%
Francophone	60	1,453	4,019	8%	27%	11%
Internationally Trained	0	0	0	0%	0%	0%
Newcomer	32	353	5,520	4%	7%	16%
Person with Disability	260	1,343	10,378	34%	25%	30%
Visible Minority	223	516	5,920	30%	10%	17%

The distribution by educational attainment levels of clients is listed in Table 38. There is a fair degree of similarity in the educational levels of attainment across the three levels. The region tends to have a higher proportion of clients with less than a Grade 12 education and consequently fewer clients with a high school diploma, whereas Algoma tends to have figures much more consistent with the provincial proportions. All three areas have a much higher proportion of clients with a high school diploma or less and a smaller proportion of clients with a post-secondary education.

Table 38: Literacy and Basic Skills clients by educational attainment, 2021-22

	Board	**Region**	**Ontario**
No certificate	33%	39%	32%
High school	31%	25%	27%
Apprenticeship	0%	1%	1%
College	16%	17%	17%
University	11%	11%	14%
Other	8%	5%	9%
Unknown	0%	1%	1%

In terms of sources of income (Table 39), there has been one notable change at the local level, an increase in the percentage of LBS clients who had no source of income (from 8% to 16%). Compared to the Region and the province, Algoma has a larger proportion of clients citing "Other" as their source of income, as has been the case for the last two years.

Table 39: Literacy and Basic Skills clients, percent distribution by the source of income, 2021-22 & 2020-21

	2021-22			2020-21		
	Board	Region	Ontario	Board	Region	Ontario
Canada Pension Plan	0%	0%	0%	0%	0%	0%
Crown Ward	0%	X	0%	0%	0%	0%
Dependent of EI	0%	0%	0%	0%	0%	0%
Dependent on OW/ODSP	2%	2%	2%	2%	2%	2%
Employed	21%	31%	33%	24%	30%	31%
Employment Insurance	7%	6%	9%	7%	6%	8%
No Source of Income	16%	19%	19%	8%	17%	19%
Ontario Disability Support Program	14%	10%	10%	15%	11%	11%
Ontario Works	18%	14%	14%	18%	16%	16%
Other	20%	15%	11%	23%	15%	11%
Pension	0%	0%	0%	0%	0%	0%
Self Employed	2%	2%	2%	0%	2%	2%
Unknown	X	1%	1%	2%	1%	1%

"No source of income" refers to personal income, not household income.
"Other" includes "Crown Ward," "Dependent of EI," "Dependant of OW/ODSP," "Pension," "Unknown," and "Other."

There has been a large shift at the local level in the Learner's Goal Paths, as the proportion seeking Independence rose from 23% to 39%, with corresponding declines among those seeking Postsecondary or Employment. At the Region level, Employment is the more likely Goal Path at 33% (with Postsecondary a close second), while at the provincial level, Postsecondary comes in first, and Employment is a slightly more distant second (Table 40).

Table 40: Literacy and Basic Skills clients: Learner's Goal Path, 2021-22 and 2020-21

	2021-22			2020-21		
	Board	Region	Ontario	Board	Region	Ontario
Apprenticeship	2%	5%	9%	2%	4%	8%
Employment	27%	33%	30%	32%	33%	30%
Independence	39%	20%	11%	23%	16%	10%
Postsecondary	26%	29%	39%	35%	33%	40%
Secondary School Credit	7%	12%	12%	9%	13%	12%

The largest proportion of clients at the time of intake, across all three levels, are those who are unemployed, over half (55%) at the Region and provincial levels and over two-thirds (70%) at the local level (Table 41). These proportions have been consistent for several years.

Table 41: Literacy and Basic Skills clients: Labour force attachment, 2021-22 and 2020-21

	2021-22			2020-21		
	Board	**Region**	**Ontario**	**Board**	**Region**	**Ontario**
Employed Full Time	13%	21%	22%	13%	21%	21%
Employed Part Time	11%	14%	15%	17%	13%	14%
Full-Time Student	X	4%	3%	0%	3%	3%
Part-Time Student	3%	3%	1%	4%	4%	2%
Self Employed	3%	3%	3%	3%	2%	2%
Under Employed	X	1%	1%	0%	1%	1%
Unemployed	70%	55%	55%	61%	55%	57%

Table 42 shows the distribution of career path goals by labour force attachment. Depending on one's labour force attachment, there are different priority goals:

- For those employed full-time, the employment goal has a higher priority, followed by the post-secondary goal, at the Board and Region level; these are reversed provincially.
- For those employed part-time, the post-secondary goal is primary across all three areas, followed by employment
- Full-time students at the local level were equally divided between Employment, Postsecondary and Secondary School Credit as a goal; at the Region level, the proportions are similarly split between these three, although Postsecondary is a primary choice; at the provincial level, Postsecondary is similarly clearly first, with Apprenticeship coming second
- Part-time students have a mix of three goals: secondary school credit (especially Board level); employment (especially Region level); or postsecondary (especially at the province level, though a close second at the Region level)
- Self-employment learners are focused on employment at the local and regional levels, with Independence scoring high as well at the local level
- The under-employed are focused on employment goals at all three levels, with postsecondary coming a not-too-distant second at the provincial levels
- The unemployed at the local level is particularly focused on Independence as a goal; at the Region and provincial levels, employment or postsecondary rank highly

Table 42: Percentage distribution of career path goals by labour force attachment, 2021-22

	Board	Region	Ontario
EMPLOYED FULL-TIME			
Apprenticeship Goal Path	2%	5%	11%
Employment Goal Path	45%	46%	27%
Independence Goal Path	6%	16%	8%
Post Secondary Goal Path	44%	29%	45%
Secondary School Credit Goal Path	3%	4%	9%
EMPLOYED PART-TIME			
Apprenticeship Goal Path	1%	5%	8%
Employment Goal Path	23%	27%	23%
Independence Goal Path	7%	11%	7%
Post Secondary Goal Path	57%	47%	53%
Secondary School Credit Goal Path	12%	10%	9%
FULL-TIME STUDENT			
Apprenticeship Goal Path	0%	5%	24%
Employment Goal Path	33%	29%	18%
Independence Goal Path	0%	4%	4%
Post Secondary Goal Path	33%	37%	41%
Secondary School Credit Goal Path	33%	25%	12%
PART-TIME STUDENT			
Apprenticeship Goal Path	0%	1%	5%
Employment Goal Path	21%	36%	23%
Independence Goal Path	16%	9%	11%
Post Secondary Goal Path	5%	33%	37%
Secondary School Credit Goal Path	58%	21%	24%
SELF-EMPLOYED			
Apprenticeship Goal Path	5%	4%	7%
Employment Goal Path	48%	47%	34%
Independence Goal Path	29%	22%	14%
Post Secondary Goal Path	14%	18%	38%
Secondary School Credit Goal Path	5%	9%	7%
UNDER-EMPLOYED			
Apprenticeship Goal Path	0%	6%	13%
Employment Goal Path	63%	47%	40%
Independence Goal Path	38%	23%	10%
Post Secondary Goal Path	0%	15%	29%
Secondary School Credit Goal Path	0%	9%	8%
UNEMPLOYED			
Apprenticeship Goal Path	2%	4%	7%
Employment Goal Path	22%	30%	34%
Independence Goal Path	53%	26%	13%
Post Secondary Goal Path	19%	26%	32%
Secondary School Credit Goal Path	5%	14%	13%

Table 43 identifies the top three sources of referrals to the LBS programs, by the percentage of all reported referrals (excluding suppressed cells), for each area. In each area, "informal word of mouth/media referral" is the top category, representing at least 40% of all in-referrals and almost half (47%) in Algoma. The second largest source of referrals in Algoma is Ontario Works (31%).

Table 43: Top three sources of in-referrals, 2021-22

BOARD	%	REGION	%	ONTARIO	%
Informal Word of Mouth/Media Referral	47%	Informal Word of Mouth/Media Referral	46%	Informal Word of Mouth/Media Referral	40%
Ontario Works	31%	Other - Structured/Formal Referral	22%	Other - Structured/Formal Referral	25%
Government Training Provincial - Other	7%	Ontario Works	9%	EO - Literacy and Basic Skills Service Provider	8%

Table 44 provides data on referral destinations. Two categories are provided:

- Referral Out to Other Community Resources
- Referral Out to Other Programs and Services

The actual number of referrals provided is the top two in the case of Other Community Resources and the top three in the case of Other Programs and Services.

Table 44: Top destinations of out-referrals, 2021-22

BOARD	%	REGION	%	ONTARIO	%
TO OTHER COMMUNITY RESOURCES					
Custom Basic Plan Item	214	Educational/Academic Services	460	Educational/Academic Services	4881
Educational/Academic Services	98	Custom Basic Plan Item	460	Custom Basic Plan Item	2291
TO OTHER PROGRAMS AND SERVICES					
Custom Basic Plan Item	207	Custom Basic Plan Item	514	Post-Secondary Education	2632
High School	64	EO - Literacy and Basic Skills Service Provider	215	Custom Basic Plan Item	1905
EO - Literacy and Basic Skills Service Provider	33	High School	206	EO - Literacy and Basic Skills Service Provider	1614

With regards to detailed outcomes at exit (Table 45), a few observations:

- In all three areas, there was a slight increase in the Employed Full-Time outcome
- In all three areas, there was a decrease in the Unknown results
- The largest detailed outcomes were: at the Board level – Independence (46%); at the Region level – Employed Full-Time tied with Unknown; at the provincial level – Unknown

Table 45: Literacy and Basic Skills clients: Detailed outcomes at exit, 2021-22 and 2020-21

	2021-22			2020-21		
	Board	**Region**	**Ontario**	**Board**	**Region**	**Ontario**
Employed Full-Time	11%	19%	13%	9%	17%	12%
Employed Part-Time	6%	6%	6%	9%	7%	5%
Employed Apprentice	0%	0%	2%	0%	0%	2%
Employed - Other	0%	1%	1%	0%	1%	1%
Employed & in Education	2%	2%	3%	0%	1%	2%
Employed & in Training	0%	0%	1%	0%	0%	1%
Self-Employed	X	2%	1%	0%	1%	1%
In Education	5%	15%	18%	12%	14%	18%
In Training	2%	3%	7%	0%	3%	6%
Independent	46%	12%	5%	19%	6%	4%
Volunteer	2%	2%	1%	0%	2%	1%
Unable to Work	3%	5%	2%	9%	5%	3%
Unemployed	11%	16%	15%	19%	16%	16%
Unknown	13%	19%	25%	23%	27%	28%

SECOND CAREER

The Algoma area enlisted 97 individuals into the Second Career program last year, a slight decline from the previous year (Table 46). The number of enrolments has been dropping at the regional level for several years. For 2021-22, enrollment increased in the province. As a result, the local share of all Second Career clients has fallen, now at 2.6%, though still much higher than Algoma's 0.8% share of the provincial resident population.

Table 46: Second Career client numbers

	BOARD	REGION	ONTARIO
Number of clients, 2021-22	97	360	3,777
Number of clients, 2020-21	103	371	3,110
Number of clients, 2019-20	98	461	3,314
Number of clients, 2018-19	74	460	3,834
Number of clients, 2017-18	106	661	5,379
Number of clients, 2016-17	137	922	7,158
Number of clients, 2015-16	186	1,005	8,626
2021-22 2nd Career clients as % of Province	2.6%	9.5%	
2020-21 2nd Career clients as % of Province	3.3%	11.9%	
2019-20 2nd Career clients as % of Province	3.0%	13.9%	
2018-19 2nd Career clients as % of Province	1.9%	12.0%	
2017-18 2nd Career clients as % of Province	2.0%	12.3%	
2016-17 2nd Career clients as % of Province	1.9%	12.9%	
2015-16 2nd Career clients as % of Province	2.2%	11.7%	
2014-15 2nd Career clients as % of Province	1.6%	11.1%	
Share of provincial population (2021)	0.8%	5.6%	

Second Career clients tend to be either younger or older adults (Table 47). At the local level, only a small number (under 10) were either 15-24 years old or 65 years or older. The "x" in the table denotes that the figure was suppressed for being under 10. (The percentages at the local level do not add to 100% because of the suppression.) Overall, there has been little change in the age distribution of Second Career clients over the years.

Table 47: Second Career clients by age, 2021-22 and 2020-21

	NUMBER OF 2nd CAREER CLIENTS			% BY AGE		
2021-22	**Board**	**Region**	**Ontario**	**Board**	**Region**	**Ontario**
15-24 years old	x	48	208	0%	13%	6%
25-44 years old	56	197	2,193	58%	55%	58%
45-64 years old	33	113	1,358	34%	31%	36%
65 years and older	x	x	18	0%	0%	1%
TOTAL	**97**	**360**	**3,777**	**92%**	**99%**	**101%**
2020-21			15-24 years old	11%	12%	6%
			25-44 years old	63%	62%	60%
			45-64 years old	25%	25%	33%
			65 years and older	0%	0%	1%

In Ontario, the split between males and females among Second Career clients had been more or less equal, but in the last three years, there has been a slightly higher proportion of males. At the regional level, there are considerably more males, whereas, at the local level, there has been considerable fluctuation (in part because of the small number of participants): in 2019-20, two-thirds of the participants were male, in 2020-21, 60% were female, and in 2021-22, females make up 45% (Table 48).

Table 48: Second Career clients by gender, 2021-22 and 2020-21

	2021-22			2020-21		
	Board	**Region**	**Ontario**	**Board**	**Region**	**Ontario**
Females	45%	41%	43%	59%	40%	45%
Males	54%	59%	56%	41%	60%	55%
Other/Undisclosed	0%	0%	0%	0%	0%	0%

For all three areas, the two largest categories for educational attainment among Second Career clients (Table 49) are "College" and "High school." Most of the rest of the clients either cite "Other" (some apprenticeship, college or university) or at the region is unknown. At the provincial level, there is also a small portion who have a university degree.

Table 49: Second Career clients: educational attainment at intake

	2021-22		
	Board	**Region**	**Ontario**
No certificate	0%	14%	7%
High school	24%	25%	22%
Apprenticeship	0%	3%	2%
College	28%	25%	23%
University	0%	4%	14%
Other	11%	13%	9%
Unknown	12%	15%	24%

In terms of sources of income, the primary source of income for most Second Career participants is Employment Insurance, and, in the case of Algoma, the only other data we have is that 16% had no source of income (Table 50).

Table 50: Second Career clients by the source of income, 2021-22 and 2020-21

	2021-22			2020-21		
	Board	**Region**	**Ontario**	**Board**	**Region**	**Ontario**
Canada Pension Plan	0%	0%	0%	0%	0%	0%
Crown Ward	0%	0%	0%	0%	0%	0%
Dependent of EI	0%	0%	0%	0%	0%	0%
Dependent on OW/ODSP	x	x	0%	x	x	0%
Employed	x	3%	3%	x	6%	4%
Employment Insurance	56%	68%	51%	60%	67%	57%
No Source of Income	16%	14%	14%	15%	14%	16%
Ontario Disability Support Program	x	4%	2%	x	0%	2%
Ontario Works	x	3%	3%	x	3%	5%
Other	x	7%	7%	x	8%	14%
Pension	0%	0%	0%	0%	0%	0%
Self Employed	0%	x	1%	0%	x	1%
Unknown	0%	0%	20%	0%	0%	2%

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

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

For 2021-2022, a much larger proportion of Second Career clients had been unemployed for 12 months or more, more so than in previous years and on a par with the increase in long-term unemployment among Employment Services clients (Table 51). A significant proportion of Second Career clients at the local level had been employed for less than three months, more so than was the case among Employment Services clients.

Table 51: Percentage distribution by the length of time out of employment for Second Career clients and ES Assisted clients (2021-2022), and unemployed individuals, Ontario, 2021

	2021-22 SECOND CAREER			2021-22 ES CLIENTS			LFS
	Board	**Region**	**Ontario**	**Board**	**Region**	**Ontario**	**ONTARIO**
< 3 months	57%	48%	34%	44%	42%	35%	55%
3 – 6 months	0%	12%	17%	12%	13%	14%	15%
6 – 12 months	15%	21%	23%	15%	15%	19%	20%
> 12 months	29%	19%	27%	29%	30%	33%	10%

Table 52 lists the top ten approved skills training programs under Second Career. There is a limited amount of data for the Algoma area because the total client numbers are small, with only two training programs being identified, the data for the rest being suppressed for being under 10 (there were 27 entries which were suppressed). This means that among 97 Second Career participants at the local level, 40 were enrolled in either Transport Truck Driver or Heavy Equipment Operator programs, and the remaining 57 were enrolled across 27 other programs. The regional program itself was limited to seven programs which had ten or more entries (there were 49 training programs which were suppressed).

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

Table 52: Top 10 Second Career-Approved Skills Training Programs, 2021-2022

RANK	BOARD		REGION		ONTARIO	
	Trade	**#**	**Trade**	**#**	**Trade**	**#**
1.	Transport Truck Drivers	25	Transport Truck Drivers	113	Transport Truck Drivers	1023
2.	Heavy Equipment Operators (Except Crane)	15	Heavy Equipment Operators (Except Crane)	45	Heavy Equipment Operators (Except Crane)	222
3.			Underground Production and Development Miners	27	Medical Administrative Assistants	194
4.			Medical Administrative Assistants	18	Computer Network Technicians	148
5.			Administrative Officers	15	Home Support Workers, Housekeepers and Related Occupations	128
6.			Welders and Related Machine Operators	14	Administrative Officers	116
7.			Administrative Assistants	11	Accounting and Related Clerks	112
8.					Social and Community Service Workers	111
9.					Administrative Assistants	82
10.					Refrigeration and Air Conditioning Mechanics	74

Outcomes at exit are better at the local and regional level, with 40% to 47% employed, compared to 30% at the provincial level (all the better than the previous year). At the same time, 28% to 35% are unemployed, and 21% to 25% have unknown outcomes (Table 53). There are far fewer reported outcomes during the 12-month period, with 50% to 60% employed and a large proportion with unknown outcomes.

Table 53: Outcomes at exit and at 12 months, 2021-2022

	NUMBER			PERCENT		
	Board	**Region**	**Ontario**	**Board**	**Region**	**Ontario**
OUTCOME AT EXIT						
Employed	41	139	702	47%	40%	30%
Training/Edn	X	31	264	X	9%	11%
Other	X	X	31	X	X	1%
Unemployed	24	107	822	28%	31%	35%
Unknown	22	72	534	25%	21%	23%
TOTAL (Known Outcomes)	87	349	2,353	100%	100%	100%
OUTCOME AT 12 MONTHS						
Employed	20	163	851	51%	60%	50%
Training/Edn	X	X	31	X	X	2%
Other	X	X	27	X	X	2%
Unemployed	X	30	179	X	11%	11%
Unknown	19	77	624	49%	29%	36%
TOTAL (Known Outcomes)	39	270	1,712	100%	100%	100%

APPRENTICESHIP

The number of new apprentice registrations for the last eight years is listed in Table 54. COVID clearly had an impact on the number of new registrations across all three areas in 2020-21. These numbers recovered somewhat in 2021-22. However, they are still below the levels experienced in 2019-20. Those 2019-20 figures at the local and regional levels were considerably below the 2014-15 levels, whereas the provincial comparison between those two years was much closer.

Table 54: Number of new apprenticeship registrations, 2014-15 to 2021-22

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

Table 55 shows several other figures in terms of their share of all provincial numbers for each category and how that share has been compared over time. In 2021-22, new registrations at the local and regional levels returned to their historical values, with Algoma accounting for 1.0% of the provincial totals (compared to Algoma representing 0.8% of the provincial population) and the Northern Region accounting for 7.7% of provincial new registrations when the Northern Region represents 5.6% of the provincial population.

Table 55: New registrations and active apprenticeships

		Board	Region	Ontario
2021-2022		**217**	**1,708**	**22,056**
	As % of Ontario: 2021-22	1.0%	7.7%	
	As % of Ontario: 2020-21	0.7%	7.6%	
	As % of Ontario: 2019-20	0.9%	7.7%	
	As % of Ontario: 2018-19	1.1%	7.6%	
	As % of Ontario: 2017-18	1.2%	7.7%	
	As % of Ontario: 2016-17	1.1%	7.9%	
	As % of Ontario: 2015-16	1.3%	8.5%	
	As % of Ontario: 2014-15	1.3%	9.1%	
2021-2022		**844**	**6,298**	**84,937**
2020-2021		750	5,819	78,733
2019-2020		779	5,462	73,924
2018-2019		765	5,254	71,279
2017-2018		762	5,639	69,576
	As % of Ontario: 2021-22	1.0%	7.4%	
	As % of Ontario: 2020-21	1.0%	7.4%	
	As % of Ontario: 2019-20	1.1%	7.4%	
	As % of Ontario: 2018-19	1.1%	7.4%	
	As % of Ontario: 2017-18	1.1%	8.1%	
	As % of Ontario: 2016-17	1.1%	5.1%	
	As % of Ontario: 2015-16	1.2%	8.4%	
	As % of Ontario: 2014-15	1.1%	9.4%	
2021-2022		85	629	8,120
2020-2021		77	420	5,877
2019-2020		82	680	8,892
2018-2019		93	750	9,878
2017-2018		72	702	8,348
	As % of Ontario: 2021-22	1.0%	7.7%	
	As % of Ontario: 2020-21	1.3%	7.1%	
	As % of Ontario: 2019-20	0.9%	7.6%	
	As % of Ontario: 2018-19	0.9%	7.6%	
	As % of Ontario: 2017-18	0.9%	8.4%	
	As % of Ontario: 2016-17	0.9%	5.1%	
As a percentage of Ontario		0.8%	5.6%	100%

The proportion of all active apprenticeships at the local and regional levels has been consistent in terms of each area's share of the provincial numbers. The number of active apprentices is the highest it has been for the last five years. In terms of the Number of CofAs issued, the local share has returned to its historical level, while the share for the region has returned to levels that were present just before COVID.

The following tables show more detailed demographic data for the apprenticeship program. More than 97% of participants are youth or young adults across all three levels (Table 56). Compared to last year, the proportion of youth aged 15-24 years old increased at all levels.

Table 56: Distribution by the age of apprenticeship

	2021-22			2020-21		
	Board	**Region**	**Ontario**	**Board**	**Region**	**Ontario**
15-24 years	55%	58%	51%	51%	55%	48%
25-44 years	42%	40%	46%	46%	42%	48%
45-64 years	0%	2%	4%	0%	3%	4%
over 65 years	0%	0%	0%	0%	0%	0%

The distribution by gender (Table 57) is very heavily male-skewed. Across the local, regional, and provincial levels, 85% or more of clients have typically been male. In 2021-22, there was some movement at the local level, where the share of females among new apprenticeship registration dropped to 10% after increasing from 15% to 23% in the previous year.

Table 57: Distribution by gender of apprenticeship

	2021-22			2020-21		
	Board	**Region**	**Ontario**	**Board**	**Region**	**Ontario**
Females	10%	13%	13%	23%	14%	13%
Males	88%	85%	87%	77%	85%	87%
Other/not disclosed/trans	0%	1%	1%	0%	0%	1%

The distribution of clients by education at intake (Table 58) is mostly dominated by clients who have a high school diploma, and the rest largely have no high school diploma. At the local level, the proportion of apprentices with no educational certificate increased from 14% to 21%, with far fewer such increases at the regional and provincial levels.

Table 58: Distribution by education at intake of apprenticeship

	2021-22			2020-21		
	Board	**Region**	**Ontario**	**Board**	**Region**	**Ontario**
No certificate	21%	13%	13%	14%	11%	12%
High school	78%	86%	87%	84%	88%	88%
Apprenticeship	0%	0%	0%	0%	0%	0%
College	0%	0%	0%	0%	0%	0%
University	0%	0%	0%	0%	0%	0%
Other	0%	0%	0%	0%	0%	0%

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

There is limited data for the distribution by the designated group at the local level; there are only two categories that have reported data: members of an Aboriginal Group and a Francophone (Table 59). The region level had a relatively high proportion of both Francophones and members of an Aboriginal Group. The proportions in Table 59 have not changed much from the previous year.

Table 59: Distribution by a designated group of apprenticeship, 2021-2022

	APPRENTICESHIP		
	Board	**Region**	**Ontario**
Aboriginal Group	12%	11%	11%
Deaf	0%	0%	0%
Deaf/Blind	0%	0%	0%
Francophone	5%	20%	6%
Internationally Trained Professionals	0%	0%	0%
Newcomer	0%	X	0%
Person with Disability	X	2%	1%
Racialized	X	1%	4%

Table 60 lists the top ten trades for new registrations for the local area, the region and the province. With the smaller numbers, the local area was able to report eight trades among new registrations (i.e., ten or more), while there were 19 trades which had their numbers suppressed (under 10). There are enough entries at the regional and provincial levels to populate a top ten. Seven trades are common to all three top ten lists, as follows:

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

Table 60: Top 10 trades for new registrations, 2021-2022

RANK	BOARD Trade	#	REGION Trade	#	ONTARIO Trade	#
1.	Electrician - Construction and Maintenance	32	Electrician - Construction and Maintenance	305	Electrician - Construction and Maintenance	4359
2.	Truck and Coach Technician	22	Automotive Service Technician	179	Automotive Service Technician	2412
3.	Automotive Service Technician	21	Heavy Duty Equipment Technician	158	Plumber	1875
4.	Plumber	17	General Carpenter	151	General Carpenter	1786
5.	Metal Fabricator (Fitter)	14	Truck and Coach Technician	131	Truck and Coach Technician	1312
6.	Child Development Practitioner	13	Plumber	108	Hairstylist	1052
7.	General Carpenter	12	Industrial Mechanic Millwright	85	Industrial Mechanic Millwright	1008
8.	Industrial Mechanic Millwright	11	Powerline Technician	81	Sheet Metal Worker	602
9.			Welder	59	Refrigeration and Air Conditioning Systems Mechanic	567
10.			Child Development Practitioner	56	Child Development Practitioner	522

CANADA ONTARIO JOB GRANT (COJG)- EMPLOYER

The employers that made use of the COJG were mostly smaller firms with less than 50 employees (Table 61). At all levels, firms with fewer than 50 employees make up 75% to 79% of all employer participants. The number of employers dropped significantly because of COVID (2020-21), and that number hardly rebounded in 2021-22.

Table 61: Canada Ontario Job Grant – Employers, 2021-2022

	Board	Region	Ontario
# of employers, 2021-22	29	198	2837
# of employers, 2020-21	29	186	2456
# of employers, 2019-20	57	312	3952
Percent in Under 25 Stream	100%	100%	100%
Percent in Over 25 Stream	0%	0%	0%
Size (percent)			
<50	79%	78%	75%
50-160	X	12%	16%
151-300	X	X	4%
301-500	0%	X	2%
501-1,500	0%	X	1%
1,501-10,000	0%	X	1%
>10,001	0%	X	X

X denotes suppressed.

In terms of the training provided, by far, most of the training is provided by private trainers, followed more distantly by registered private career colleges (Table 62). There is a limited amount of training provided by public community colleges, slightly more at the regional level. These proportions are much the same as they were the previous year.

Table 62: Canada Ontario Job Grant – Training provider type, 2021-2022

	Board	Region	Ontario
Private Trainer	69%	55%	57%
Product Vendor	0%	X	3%
Public College	X	16%	7%
Registered Private Career College	X	23%	28%
School Board	0%	0%	X
Union-Based Training Centre	0%	0%	1%
University	X	X	6%
Unknown	0%	0%	X

X denotes suppressed.

The outcomes at exit details usually are in the high 90% range in all three areas (Table 63); last year, the outcomes at the local level were 50%, so there has been a noticeable improvement.

Table 63: Outcome at exit detail, 2021-2022

	Board	Region	Ontario
Increase in trainee productivity	100%	98%	94%
The training met workforce needs	100%	100%	98%

CANADA ONTARIO JOB GRANT – PARTICIPANT

The number of COJG participants has not recovered from the drop experienced last year; at the local and regional levels, it has fallen even further (Table 63). There already had been a significant drop the year before. The 2021-22 number of participants at the local and regional levels is less than half what they were in 2018-19 and a little over half what they were at the provincial level. The local share of COJG participants across the province (0.8%) has stayed steady, but at the regional level, it has dropped. The proportions are also much lower than the equivalent share of EO Employment Services Assisted clients.

Table 63: Number of COJG participants, 2021-2022

	Board	Region	Ontario
COJG PARTICIPANTS			
Number, 2021-22	81	516	10,767
Number, 2020-21	97	622	10,350
Number, 2019-20	138	827	14,073
Number, 2018-19	218	1,269	19,742
	0.8%	4.8%	
As % of Ontario, 2020-21	0.9%	6.0%	
As % of Ontario, 2019-20	1.0%	5.9%	
As % of Ontario, 2018-19	1.1%	6.4%	
EO ASSISTED CLIENTS			
As % of Ontario	2.5%	10.6%	
2016 TOTAL ONTARIO POPULATION			
As % of Ontario	0.8%	5.6%	

As Table 64 shows, most of the clients are either younger or older adults. Between 48% and 60% of clients were between the ages of 25 and 44 years old across all three levels, and between 23% and 27% of clients were between the ages of 45 and 64 years old.

Table 64: Distribution by the age of COJG participants, 2021-2022

	Board	Region	Ontario
15-24 years	25%	17%	12%
25-44 years	48%	59%	60%
45-64 years	26%	23%	27%
over 65 years	X	X	1%
Unknown	0%	X	X

X denotes suppressed.

The distribution by gender of COJG participants has tended to be skewed toward males at the regional and provincial levels (Table 65). Locally, there was a larger proportion of females the previous year, and this year that proportion is still slight slightly above half.

Table 65: Distribution by gender of COJG participants, 2021-2022

	2021-22			2020-21		
	Board	**Region**	**Ontario**	**Board**	**Region**	**Ontario**
Females	53%	33%	37%	74%	37%	42%
Males	47%	67%	62%	26%	63%	58%
Other/not disclosed/trans	0%	0%	0%	0%	0%	1%

There is a much lower degree of certainty when it comes to education at intake for COJG participants at all levels, where there is no data for about half of the participants at the regional and provincial levels (Table 66). Of clients with a known level of educational attainment, a college diploma was most frequently cited. The local level also had a high proportion of clients with a university degree. It should be noted that the local level had a small number of participants overall, so that small differences in each category had large consequences in terms of the percentages.

Table 66: Distribution by education at intake of COJG participants, 2021-2022

	Board	**Region**	**Ontario**
No certificate	X	4%	1%
High school	16%	9%	7%
Apprenticeship	X	X	2%
College	26%	19%	18%
University	25%	8%	20%
Other	0%	6%	3%
Unknown	19%	51%	49%

X denotes suppressed.

There are either too few clients, or the information was not collected about designated groups at the local level for the COJG program (Table 67). At the local level, there were either no clients in a designated group, or the number had to be suppressed because the figure was under ten. At the regional and provincial levels, there are slightly more categories where numbers are present, but the proportions are often much smaller than for these same designated groups in other EO service categories, especially at the provincial level.

Table 67: Distribution by a designated group of COJG participants, 2021-2022

	COJG		
	Board	**Region**	**Ontario**
Indigenous Group	X	6%	1%
Deaf	0%	0%	X
Deaf/Blind	0%	0%	0%
Francophone	X	12%	2%
Internationally Trained Professionals	X	2%	8%
Newcomer	0%	X	3%
Person with Disability	X	3%	1%
Racialized	X	X	5%

X denotes suppressed.

The distribution by labour force attachment, as shown in Table 68, reveals the overwhelming proportion of clients who are employed, at least 78% across all three levels. The local level had a slightly higher proportion of participants who were unemployed. This proportion of employed is not only consistent across local, regional, and provincial, but also across the distribution by distribution by the source of income (Table 69).

Table 68: Distribution by labour force attachment of COJG participants, 2021-2022

	COJG		
	Board	Region	Ontario
Employed Full Time	78%	85%	91%
Employed Part Time	X	4%	4%
Full-Time Student	0%	X	0%
Part-Time Student	0%	0%	X
Self Employed	0%	X	0%
Under Employed	0%	0%	0%
Unemployed	14%	11%	5%
Unknown	0%	0%	0%

X denotes suppressed.

Table 69: Distribution by the source of income of COJG participants, 2021-2022

	COJG		
	Board	Region	Ontario
Canada Pension Plan	0%	0%	0%
Crown Ward	0%	0%	0%
Dependent of EI	0%	0%	0%
Dependent of OW/ODSP	0%	0%	X
Employed	84%	89%	94%
Employment Insurance	X	5%	2%
No Source of Income	X	5%	2%
Ontario Disability Support Program	X	X	X
Ontario Works	0%	X	0%
Other	X	X	1%
Pension	0%	0%	0%
Self Employed	0%	X	0%
Unknown	0%	0%	0%

X denotes suppressed.

YOUTH JOB CONNECTION (YJC)

The following tables show the number of Youth Job Connection participants and their breakdown by age and gender. The number of participants increased at the local and regional levels last year, while it decreased at the provincial level; however, in all three areas, the numbers have not returned to the pre-COVID figures (Table 70). At the local and regional levels, the share of the total provincial YJC numbers has increased from previous years.

The figures for the Youth Job Connection Summer program are also included. At the local and regional levels, the number of clients was the same as the previous year, while the provincial total declined. As a result, the local and regional share of the provincial total has increased (the YJC Summer program numbers are not analyzed further beyond the number of clients because the smaller number of clients results in many of the categories being suppressed).

Table 70: Number of YJC participants, 2021-2022

	Board	Region	Ontario
YJC PARTICIPANTS			
Number, 2021-22	242	867	7,097
Number, 2020-21	189	634	7,428
Number, 2019-20	284	1,249	12,063
Number, 2018-19	275	1,264	12,024
As % of Ontario, 2021-22	3.4%	12.2%	
As % of Ontario, 2020-21	2.5%	8.5%	
As % of Ontario, 2019-20	2.4%	10.4%	
As % of Ontario, 2018-19	2.3%	10.5%	
YJC SUMMER PARTICIPANTS			
Number, 2021-22	89	497	4,010
Number, 2020-21	84	495	4,815
As % of Ontario, 2021-22	2.2%	12.4%	
As % of Ontario: 2020-21	1.7%	10.3%	
EO ASSISTED CLIENTS			
As % of Ontario	2.5%	10.6%	
2016 TOTAL ONTARIO POPULATION			
As % of Ontario	0.8%	5.6%	

At the regional and provincial levels, at least seven out of ten of the clients are between the ages of 15 and 24, with most of the rest in the 25-44 years old bracket. At the local level, there is far more balance between these two age categories (Table 71). At the local level, there are slightly more females. Elsewhere it is a balance (Table 72). These proportions by age and by gender are almost the same as they were the previous year.

Table 71: Distribution by the age of YJC participants, 2021-2022

	Board	Region	Ontario
15-24 years	46%	72%	77%
25-44 years	39%	24%	22%
45-64 years	x	4%	1%
over 65 years	0%	0%	0%

X denotes suppressed.

Table 72: Distribution by gender of YJC participants, 2021-2022

	Board	Region	Ontario
Females	60%	47%	48%
Males	38%	50%	50%
Other/not disclosed/trans	x	x	2%

X denotes suppressed.

At all three levels, 80% or more of YJC participants have either a high school diploma or no certificate, with these proportions more or less equal at the local and regional levels. At the same time, provincially, there are far more high school diploma holders (Table 73).

Table 73: Distribution by education at intake of YJC participants, 2021-2022

	Board	Region	Ontario
No certificate	43%	48%	28%
High school	41%	44%	52%
Apprenticeship	0%	x	0%
College	7%	4%	8%
University	x	x	6%
Other	7%	4%	6%

X denotes suppressed.

Last year, across the YJC program at the local level, there were very high proportions of persons from an Aboriginal Group, racialized persons, persons with a disability and internationally trained professionals (Table 74). The proportion of persons from an Indigenous Group was also high at the regional level. In contrast, the regional and provincial levels had considerable proportions of persons with a disability and racialized persons. Most of these figures' proportions were rough and of the same magnitude as the previous year. Some participants simultaneously belong to several of these designated groups.

Table 74: Distribution by a designated group of YJC participants, 2021-2022

	YJC		
	Board	**Region**	**Ontario**
Indigenous Group	69%	48%	10%
Deaf	0%	0%	x
Deaf/Blind	0%	0%	0%
Francophone	x	7%	3%
Internationally Trained Professionals	45%	13%	4%
Newcomer	x	x	7%
Person with Disability	55%	41%	30%
Racialized	68%	24%	30%

X denotes suppressed.

In Table 75, the two most significant sources of income for YJC participants across all geographies are "no source of income" followed by "OW recipients," which was the same circumstance for the two previous years.

Table 75: Distribution by the source of income of YJC participants, 2021-2022

	Board	Region	Ontario
Canada Pension Plan	0%	0%	0%
Crown Ward	x	4%	2%
Dependent of EI	0%	x	0%
Dependent on OW/ODSP	x	2%	2%
Employed	0%	0%	0%
Employment Insurance	x	4%	3%
No Source of Income	48%	51%	68%
Ontario Disability Support Program	9%	9%	6%
Ontario Works	34%	25%	14%
Other	x	4%	4%
Pension	0%	0%	0%
Self Employed	0%	0%	0%
Unknown	0%	0%	0%

X denotes suppressed.

UPDATE ON AWIC ACTION ITEMS

Priority One - Provide Relevant and Current Labour Market Information

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

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

Focus On Youth	Given our aging workforce, the younger demographics (especially students & youth) are the biggest asset to our future labour market. The project focused on collecting data on demographic expectations, motivations and interests regarding career outlooks. This project also focused on informing students and youth about local LMI in the region and promoting jobs in demand and current and future trends and skills.	February 2023
Continued Impacts of COVID and Workforce/Sector Recovery	COVID created a divide in employment/unemployment. This project aimed to highlight and determine how under-employed and unemployed (under represented demographics can play a part in the workforce as there is a need/shortage of workers in all sectors of the labour market.	February 2023
Labour Shortages	COVID has amplified the issue of labour shortages and this project highlighted the most in-demand occupations, both now and in the near future. In addition, an updated report will be published specifically for the healthcare sector, which is experiencing high labour demand and experiencing shortages.	March 2023
Future of Work Series 2023	The COVID-19 crisis accelerated existing trends and caused organizations to re-evaluate many aspects of work. AWIC is hosting a series of online webinars as keynote speakers discuss and share their perspectives on insights on different trends, such as evolving work culture and multigenerational in the workplace.	March 2023
Dollars and Sense 2023	An updated guide for employers to easily learn about training credits, incentives, and supports for current and future employees	February 2023

Priority Three – Strengthening Connections

Regional Presence	AWIC attends and hosts regular meetings virtually and around the Algoma region. The goal is to continually improve communication and coordinate projects and programs related to workforce development within each community and across the District.	Ongoing
Sponsorships	Each year, AWIC provides non-profit support to organizations that hold events and activities that will have a positive effect on workforce development within the Algoma District, such as local economic development programs that create jobs, local career fairs, labour market research projects, business/employer outreach events, and events that promote apprenticeships, etc.	Ongoing

NOTES

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