

LOCAL LABOUR MARKET PLAN 2025

NIPISSING &
PARRY SOUND
DISTRICTS



The Labour Market Group
Guiding partners to workforce solutions.

Ontario 

OVERVIEW

The Labour Market Group (LMG) is pleased to present the 2025 Local Labour Market Plan for the districts of Nipissing and Parry Sound. As always, the purpose of the Local Labour Market Plan (LLMP) is to identify significant labour market issues within the districts and set a strategic direction that addresses critical workforce development challenges and puts forth actions that will help alleviate them.



Our communities continue to see changes and challenges in labour force supply and demand. The change in the amount of international students, housing issues, the looming infiltration of artificial intelligence and the ever-increasing importance of mental health in the workplace have been featured consistently throughout news and media outlets this past year. We are also witnessing the largest generation gap in history. The workplace is now more age-diverse than ever before, with five generations--Traditionalists, Baby Boomers, Generation X, Millennials, and Generation Z--working side-by-side. All industries continue to face similar shortages of employees; affecting business expansion, economic growth and sustainability. In 2025, our local economy will require our community to continue to be innovative, welcoming and flexible to adapt, so we can provide our residents and newcomers with the skills and training needed to meet the regional needs of the future.



As workforce trends continue to evolve, ensuring the growth and sustainability of the current and future workforce is critical. Our population is aging and is therefore exiting the workplace faster than it can be replaced. Not only is this causing great difficulty for employers to find a qualified replacement workforce, demographic changes in the workforce are shifting attitudes towards work in general. Prioritizing the available workforce, including many newcomers, immigrants, and international students, allows our communities to develop the talent we need in our region amongst those that have

already chosen to live and work here. The workplace of yesterday does not fit the workforce of today. Younger generations of workers have different expectations and skills that employers have to embrace in order to sustain their everyday business needs. More than ever, employers must be cognisant of the toll that mental health plays on employees. Workplaces of today must prioritize the nurturing, training and mentorship of an up- and coming workforce and understand how impactful those pieces are to sustaining a qualified workforce for tomorrow.

The outcome of the LLMP and its resulting initiatives is designed to support area residents looking for work, entering or re-entering the job market, help employees remain employed and assist employers access the workers they need to be competitive. Technology, artificial intelligence and automation are influencing local economies at a rapid pace. Keeping abreast of broader global trends can ensure our local businesses are prepared for the workplace of tomorrow. Continued consultations with key partners will ensure we remain committed to working together to build a strong, resilient and skilled workforce that is prepared for tomorrow's economy.



INTRODUCTION

The Labour Market Group (LMG) is a non-profit organization that serves our community's efforts to address workforce challenges and opportunities through research, data and collaboration. For the past 28 years, we have been building on decades of learning about labour market issues and taking action to develop workforce related solutions in collaboration with our numerous partners.

As the Workforce Planning Board for the Nipissing and Parry Sound districts, LMG aspires to assist with the improvement of labour market conditions in local communities through enhanced collection and dissemination of local labour market information and community engagement to drive regional approaches in the planning projects and partnerships that support workforce development throughout the region.

Quality labour market Information and understanding employment related challenges is critical to helping governments, businesses, community organizations, and individuals respond to the changes throughout Nipissing and Parry Sound.



The 2025 LLMP provides an overview of current labour market conditions in the **Nipissing** and **Parry Sound** districts. This year's report includes several key pieces;

1. Update of Labour Market Indicators
 2. Canadian Business Counts
 3. Jobs Report data
 4. Employment Ontario Client data
 5. Apprenticeship and Skilled Trades
 6. Labour Market Action Plan
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Each piece offers a unique snapshot of the local labour market and together provides great insight into the challenges faced by employers and job seekers in our region. This report builds on data explored in last year's report and the result is improved action strategies to address these complex issues.

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





1

Update of Labour Market Indicators

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

Unemployment Rates

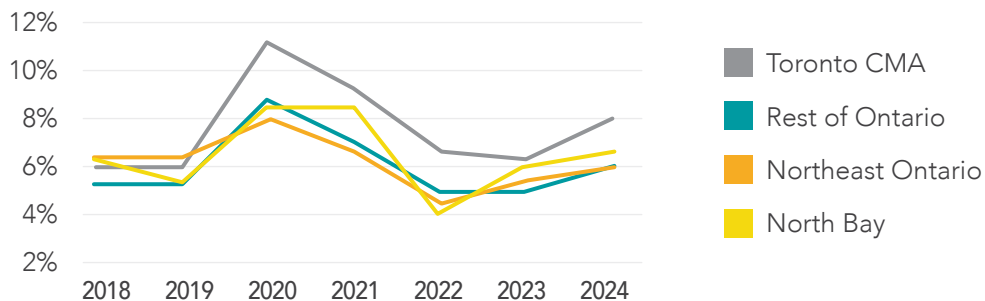
As has been regularly documented in past Local Labour Market Plan reports, COVID caused a large increase in the unemployment rates across Ontario. Table 1 compares unemployment rates by year, for two years before COVID (2018 and 2019), when COVID hit in 2020 and its aftermath in 2021, and the trajectory since then, up until 2024. Chart 1 illustrates the comparison (Ontario is excluded, so as not to clutter up the chart). These rates are reported for Ontario, for the Toronto Census Metropolitan Area (CMA),¹ for the Rest of Ontario (Ontario figures minus the Toronto CMA), for Northeast Ontario and for North Bay.²

TABLE 1: Annual unemployment rates, Ontario, Toronto CMA, Rest of Ontario, Northeast Ontario and North Bay, 2018-2024

	2018	2019	2020	2021	2022	2023	2024
Ontario	5.6%	5.6%	9.8%	8.1%	5.6%	5.7%	7.0%
Toronto CMA	6.0%	5.9%	11.0%	9.3%	6.4%	6.3%	8.0%
Rest of Ontario	5.3%	5.2%	8.7%	7.2%	4.9%	5.1%	6.1%
Northeast Ontario	6.4%	6.3%	8.0%	6.9%	4.5%	5.5%	5.9%
North Bay	6.3%	5.5%	8.5%	8.4%	4.2%	5.9%	6.7%

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

CHART 1: Annual unemployment rates, Toronto CMA, Rest of Ontario, Northeast Ontario and North Bay, 2018-2024



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

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

If one were to display only the Ontario data, one would miss the fact that COVID had a more significant impact on the Greater Toronto Area than any other areas. In 2020, the annual unemployment rate in the Toronto CMA reached 11.0%, more than two percentage points higher than the 8.7% in the Rest

of Ontario. Although the unemployment rate had been slightly higher in Northeast Ontario before COVID, it did not rise as high during COVID as it had elsewhere, and it decreased in the same manner afterwards, and generally followed the same trajectory as the Rest of Ontario, as did the figures for North Bay. The main difference in the North Bay numbers is that the unemployment rate hardly declined in 2021, but then had a considerable drop in 2022. In 2023 and 2024, the rates rose again, like the rest of Northeast Ontario.

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

² Northeast Ontario includes the following census divisions: Nipissing; Manitoulin; Sudbury; Greater Sudbury; Timiskaming; Cochrane; and Algoma. It does not include Parry Sound.

Three-month Moving Average Unemployment Rate – Northeast Ontario

For smaller population areas, Statistics Canada provides data that represents a three-month moving average. The Labour Force Survey relies on a sample and Statistics Canada makes the data more robust by averaging the results across three months. With a three-month moving average, the reported figure for May is the average of the data for March, April and May.



TABLE 2: Unemployment rate, three-month moving average, Northeast Ontario and Rest of Ontario, January 2023 to December 2024

	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
2023 NORTHEAST ONTARIO												
	4.7%	5.4%	5.8%	5.3%	5.1%	4.6%	5.0%	5.3%	5.6%	5.7%	5.4%	5.9%
2023 REST OF ONTARIO												
	4.5%	4.8%	5.1%	4.9%	4.9%	4.8%	5.1%	5.5%	5.6%	5.5%	5.1%	5.1%
2024 NORTHEAST ONTARIO												
	6.3%	6.7%	6.6%	5.9%	5.7%	5.4%	5.9%	6.2%	6.2%	6.1%	5.5%	5.5%
2024 REST OF ONTARIO												
	5.3%	5.6%	6.0%	6.0%	5.9%	5.9%	6.3%	6.6%	6.5%	6.1%	5.8%	5.9%

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

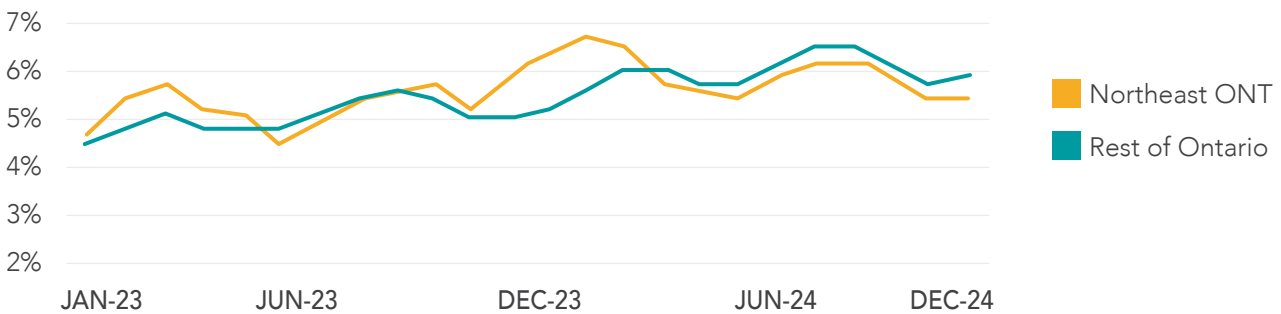
A three-month moving average will therefore have a time delay in terms of the impact of changes in any given month and it will also dampen the impact of any given month because that month's numbers are averaged with two other months. These are caveats to keep in mind when reviewing the following data, which relies on three-month moving averages.

In the case of Nipissing and Parry Sound, the North Bay data was only available for the annual figures, as the sample size becomes too small to report a monthly figure for North Bay, even with a three-month moving average. Therefore, for this section the data to be reported will be for Rest of Ontario and Northeast Ontario, both expressed as three-month moving averages. The monthly data for 2023 and 2024 is provided in Table 2 and this data is illustrated in Chart 2.

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



CHART 2: Unemployment rate, three-month moving average, Northeast Ontario and Rest of Ontario, January 2023 to December 2024



Statistics Canada, Table 14-10-0380-01 and Table 14-10-0387-01

Participation Rates

The participation rate measures the proportion of the resident population aged 15 years or older who are in the labour force, meaning that they are either employed or actively looking for work. Table 3 provides the annual participation rates for Ontario, for the Toronto CMA, for the Rest of Ontario, for Northeast Ontario and for North Bay. Chart 3 illustrates the comparison (Ontario is excluded, so as not to clutter up the chart).

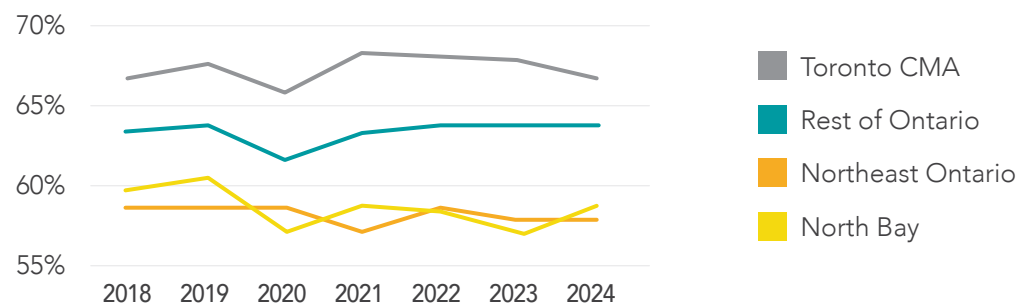
TABLE 3: Annual participation rates, Ontario, Toronto CMA, Rest of Ontario, Northeast Ontario and North Bay, 2018-2024

	2018	2019	2020	2021	2022	2023	2024
Ontario	64.9%	65.3%	63.7%	65.2%	65.4%	65.5%	65.0%
Toronto CMA	66.4%	67.1%	65.9%	67.4%	67.3%	67.3%	66.5%
Rest of Ontario	63.7%	63.8%	62.0%	63.4%	63.9%	64.0%	63.8%
Northeast Ontario	58.4%	58.5%	58.1%	57.2%	58.5%	57.7%	57.5%
North Bay	59.5%	59.7%	57.4%	58.4%	58.2%	56.8%	58.2%

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

It is often the case that when the unemployment rate goes up, the participation rate goes down, as individuals find it harder to find work and some drop out of the labour force. This was the case for all four areas profiled, as the participation rate dropped in 2020, corresponding with the increase in unemployment that year. The participation rates for Ontario, the Toronto CMA and the Rest of Ontario rebounded and in 2024 were at the same level they had been in 2018. In Northeast Ontario and North Bay, the participation rates struggled to recover and in 2024 were slightly lower than they had been in 2018.

CHART 3: Annual participation rates, Ontario, Toronto CMA, Rest of Ontario, Northeast Ontario and North Bay, 2018-2024



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

Three-month Moving Average Participation Rate – Northeast Ontario and North Bay

Table 4 provides the three-month moving average participation rates for Northeast Ontario and the Rest of Ontario, and Chart 4 illustrates these figures. As in the case of the unemployment three-month moving average data, the data for North Bay is not available because of its smaller sample size.

The three-month moving average participation rate for the Rest of Ontario has stayed relatively steady over the 24-month period, increasing in

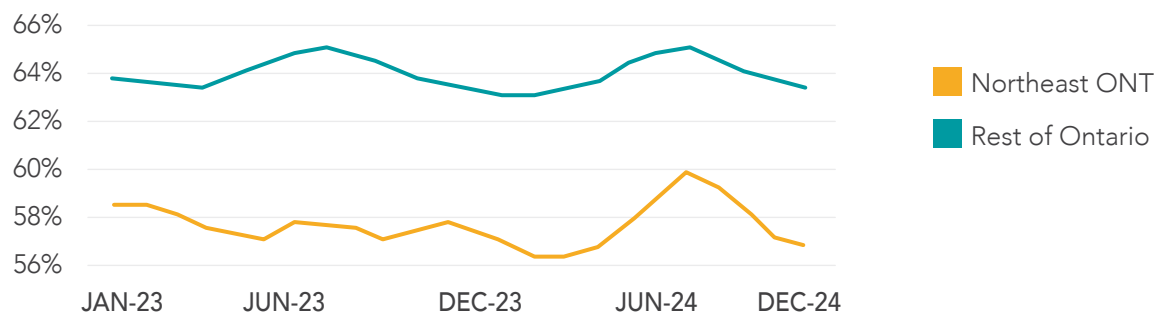
the summer as students join the workforce and dropping in the winter. The participation rate in December 2024 was only half a percentage point below what it had been in January 2023. The three-month moving average participation rate in Northeast Ontario has been slowly declining; even though there was a robust uptick in the summer of 2024, it was followed by a sharp decline. In December 2024, three-month moving average participation rate in Northeast Ontario was more than one and a half percentage points lower than what it had been in January 2023.

TABLE 4: Participation rate, three-month moving average, Northeast Ontario and Rest of Ontario, January 2023 to December 2024

	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
2023 NORTHEAST ONTARIO												
	58.5%	58.4%	58.1%	57.6%	57.3%	57.2%	57.8%	57.7%	57.6%	57.2%	57.5%	57.8%
2023 REST OF ONTARIO												
	63.8%	63.7%	63.5%	63.4%	63.8%	64.3%	64.7%	64.9%	64.6%	64.3%	63.9%	63.7%
2024 NORTHEAST ONTARIO												
	57.4%	56.8%	56.4%	56.3%	56.7%	57.7%	58.8%	59.7%	59.2%	58.3%	57.1%	56.8%
2024 REST OF ONTARIO												
	63.4%	63.1%	63.1%	63.3%	63.7%	64.3%	64.8%	64.9%	64.5%	64.0%	63.7%	63.3%

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

CHART 4: Participation rate, three-month moving average, Northeast Ontario and Rest of Ontario, January 2023 to December 2024



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



TABLE 5: Job vacancy rates, Toronto Region, Rest of Ontario and Northeast Ontario, Q1 2019 to Q3 2024

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

Job Vacancy Rates

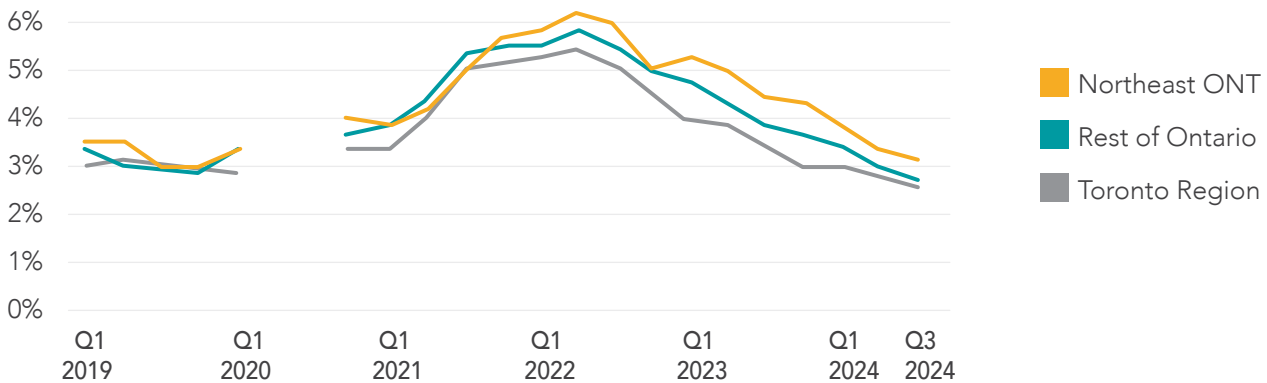
The job vacancy rate is calculated by adding up all job vacancies reported by employers and divided by the total number of filled jobs plus the total number of vacant jobs.

Table 5 provides the job vacancy rate by quarter, starting in Quarter One 2019, to establish the trend before COVID, until Quarter 3 2024, the last quarter for which there is data. During Quarters 2 and 3 of 2020, Statistics Canada did not administer the Job Vacancy and Wage Survey, as the pandemic lockdowns across the country essentially shut down a major portion of the labour market. The job vacancy rates are provided for the Toronto Economic Region,³ the Rest of Ontario (Ontario minus the Toronto Economic Region) and Northeast Ontario. Chart 5 illustrates the data.

³ The job vacancy rate is reported by economic region, not census metropolitan areas. There are only minor geographic differences between the Toronto CMA and the Toronto Economic Region.



CHART 5: Job vacancy rates, Toronto Region, Rest of Ontario and Northeast Ontario, Q1 2019 to Q3 2024



Statistics Canada, Table 14-10-0057-01

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

Another insight into the recent dynamics in the local labour market is provided by examining trends in job vacancy rates by occupations. Chart 6 shows the number of job vacancies in the Northeast Economic Region for the following three occupational categories:

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

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

For each of these three occupations, apart from a large increase in job vacancies among Trades, Transport and Equipment Operators and Related Occupations in Q2 2019, the level of job vacancies stayed stable during the five quarters

before COVID. After COVID, the job vacancy levels rose sharply, doubling in most instances either in 2021 or early 2022.

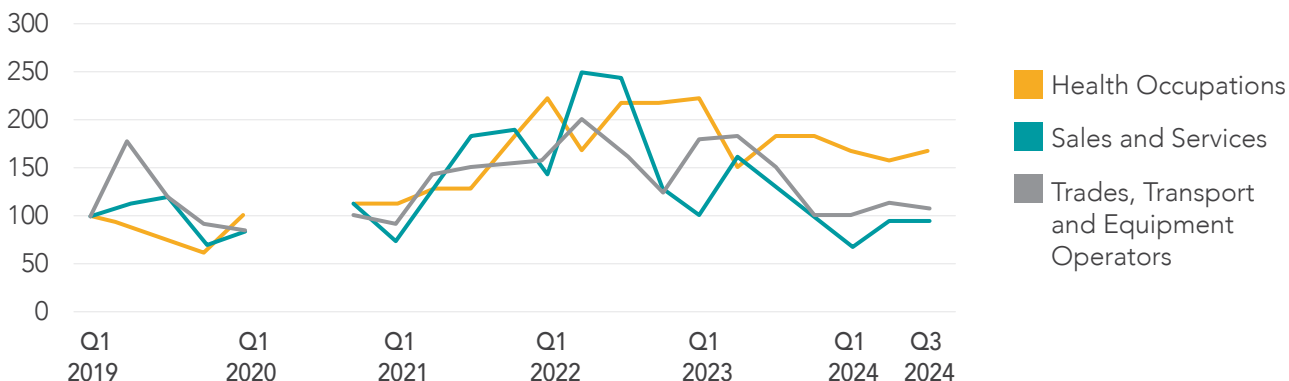
By Q2 and Q3 2022, the job vacancies for Sales and Service Occupations reached almost two and a half times what they had been in Q1 2019. But then, job vacancies in this occupation dropped off considerably, by Q4 2023 falling below what they had been in Q1 2019, and staying below that level through to Q3 2024.

Health Occupations, meanwhile, continued to experience higher levels of job vacancies, staying above one and half times the level in Q1 2019.

Trades, Transport and Equipment Operators and Related Occupations fell in between these other two occupations, tapering off in late 2023 and 2024, but continuing to have slightly higher job vacancy levels compared to Q1 2019.



CHART 6: Ratio of job vacancies for select occupations, Northeast Economic Region, Q1 2019 to Q3 2024 (Q1 2019 = 100)



Statistics Canada, Table 14-10-0444-01

The Job Vacancy and Wage Survey also collects data on the hourly wage being offered and provides an average offered hourly wage for each quarter. During this period, the rate of inflation increased, especially in 2022. For this reason, the data is presented in two formats: the actual average hourly wage (that is, the wage as reported for each quarter) and the constant average hourly wage (the wage re-calculated in terms of Quarter 3 2024 dollars, that is, a constant wage).

TABLE 6: Actual and Constant (Q3 2024) hourly wage, Toronto Economic Region and Rest of Ontario, Q1 2019 and Q1 2024

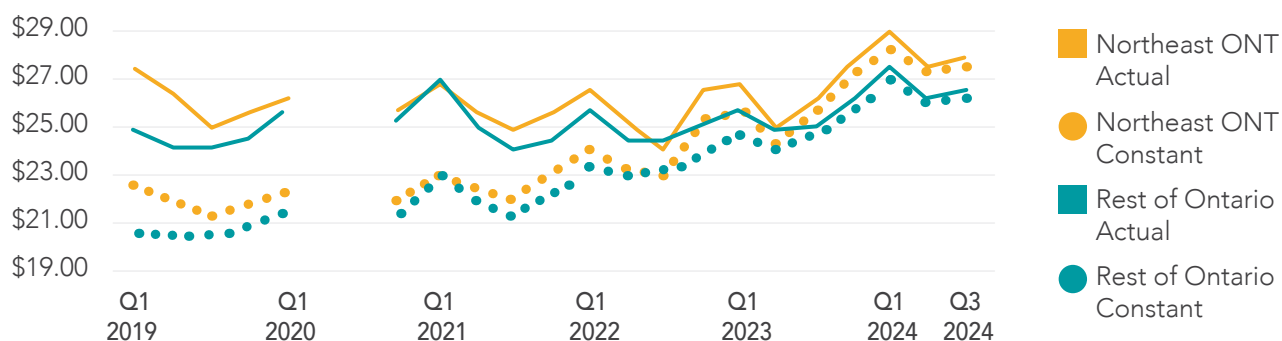
	Q1 2019	Q1 2024	% change
TORONTO REGION			
Actual	\$24.25	\$29.90	23.3%
Constant	\$29.15	\$30.41	4.3%
REST OF ONTARIO			
Actual	\$20.79	\$27.06	30.2%
Constant	\$24.99	\$27.52	10.1%
NORTHEAST ONTARIO			
Actual	\$22.75	\$28.35	24.6%
Constant	\$27.35	\$28.83	5.4%

To illustrate the stark difference, Table 6 shows the actual and constant offered hourly wage for each of the Toronto Economic Region, the Rest of Ontario and the Northeast Economic Region, for Q1 2019 and Q1 2024.

The trend in actual and constant dollars for each of Northeast Ontario and the Rest of Ontario are illustrated in Chart 7.

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

CHART 7: Average offered hourly wage, actual and constant (Q3 2024) dollars, Northeast Economic Region and Rest of Ontario, Q1 2019 to Q3 2024



Statistics Canada, Table 14-10-0057-01

Tax Filer Data

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

Table 7 shows the total number of tax filers with reported employment income⁴ for 2017 to 2022 (the most recent year for which there is data).

TABLE 7: Total number of tax filers with employment income, Nipissing, Parry Sound and Northeast Ontario, 2017-2021

	2017	2018	2019	2020	2021	2022
Nipissing	38,520	39,200	38,530	38,550	39,210	40,340
Parry Sound	19,740	19,950	19,560	19,460	19,800	20,630
Northeast ONT	265,100	268,870	262,540	260,940	263,010	271,950

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

The number of tax filers have gone up and down over the last six years, increasing in 2018, decreasing in 2019, increasing very slightly in Nipissing but decreasing in Parry Sound and Northeast Ontario in 2020, and increasing yet again in 2021. But in 2022, there were large increases in all three areas: 2.9% in Nipissing, 4.2% in Parry Sound and 3.4% in Northeast Ontario.

Tables 8 and 9 provide the data for median employment income,⁵ for each of males and females, for Nipissing, Parry Sound, Northeast Ontario, Toronto CMA and the Rest of Ontario. The figures are expressed in constant 2022 dollars, to remove the effect of inflation. The general trend was for incomes to stay in a relatively narrow range between 2017 and 2020, with only Parry Sound males

TABLE 8: Median employment income, males, Nipissing, Parry Sound, Northeast Ontario, Toronto CMA and Rest of Ontario, 2017-2022 (2022 dollars)

	2017	2018	2019	2020	2021	2022
Nipissing	\$44,277	\$44,799	\$44,547	\$45,198	\$47,163	\$45,490
Parry Sound	\$39,602	\$40,992	\$41,055	\$41,775	\$44,888	\$43,030
NE ONT	\$48,256	\$49,252	\$48,984	\$49,536	\$51,691	\$49,610
Toronto CMA	\$51,771	\$52,209	\$51,875	\$52,815	\$54,607	\$52,550
Rest of ONT	\$51,072	\$51,663	\$51,275	\$51,510	\$53,428	\$52,046

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

showing consistent growth in their median employment income. In 2021, there was a slight increase in the median employment income figure; this is likely due to the fact that during this COVID period, individuals in lower-paid occupations, such as customer-facing roles, were not working (and more likely receiving the COVID Canada Emergency Response Benefit – CERB), while workers in higher-paid occupations were able to continue working remotely. In 2022, the median employment income dropped in all areas, in part because lower-paid workers returned to work, but also because inflation actually reduced the real income of individuals.

TABLE 9: Median employment income, females, Nipissing, Parry Sound, Northeast Ontario, Toronto CMA and Rest of Ontario, 2017-2022 (2022 dollars)

	2017	2018	2019	2020	2021	2022
Nipissing	\$34,800	\$35,191	\$35,395	\$35,891	\$37,594	\$36,930
Parry Sound	\$31,540	\$32,268	\$32,126	\$33,076	\$34,774	\$34,050
NE ONT	\$34,881	\$35,848	\$36,329	\$37,028	\$38,694	\$37,570
Toronto CMA	\$39,452	\$40,244	\$40,032	\$39,490	\$42,453	\$41,500
Rest of ONT	\$36,817	\$37,922	\$38,028	\$37,791	\$39,768	\$39,160

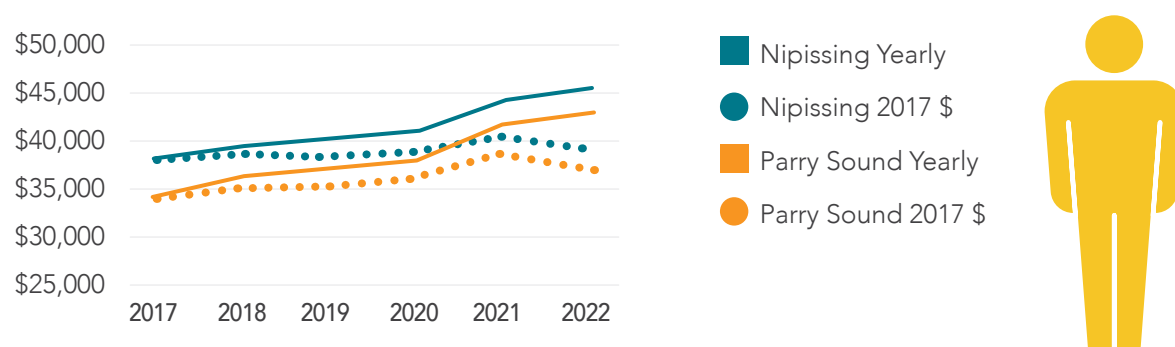
Statistics Canada, Income and Financial Data of Individuals, Preliminary T1 Family File, 2017-2022

⁴ Includes wages, salaries, commissions, tips and gratuities.

⁵ Median employment income represents the wage of that individual whose earnings are at the mid-point of the wages of all individuals; 50% of the wage earners earn less than that amount and 50% of the wage earners earn more than that amount.

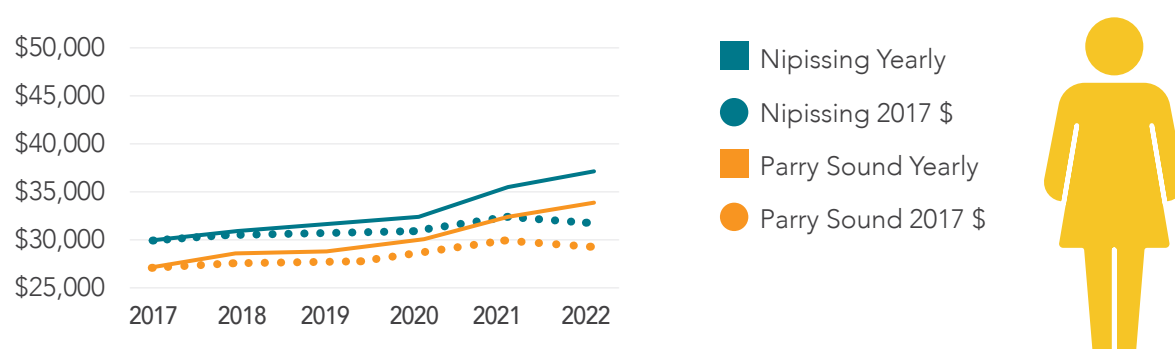


CHART 8: Median employment income, males, Nipissing and Parry Sound, 2017-2022 (2017 dollars)



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

CHART 9: Median employment income, females, Nipissing and Parry Sound, 2017-2022 (2017 dollars)



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



To visualize the impact that inflation has had on incomes, Charts 8 and 9 show the trajectory of median employment income for males and females in Nipissing and Parry Sound, highlighting two different measures. In both charts, the teal lines represent the incomes for Nipissing residents and the orange lines show the incomes for Parry Sound residents. The solid lines show the median employment income as expressed in current dollars, that is, for each year, that is the dollar amount for that year, the figure that one would see on one's pay stub or that one would report for tax purposes. The dotted lines show the figures adjusted for inflation, that is, in constant dollars using 2017 as the baseline. Each other year is expressed in the value of 2017 dollars (this is unlike the data presented in Tables 7 and 8, where the constant dollar reference is 2022 dollars).

Some Observations:

- The current dollar value for median employment income increased between 2017 and 2020, then jumped considerably in 2021 and by a slightly lesser extent in 2022; the rate of increase was slightly greater for Parry Sound residents than Nipissing residents
- However, the data adjusted for inflation shows a different story; in general, median employment income for Nipissing residents stayed relatively flat between 2017 and 2020, increased in 2021, then dropped in 2022; comparing constant dollar incomes between 2017 and 2022, overall, median employment income for Nipissing males increased by 3% and for Nipissing females by 6%
- Median employment income for Parry Sound residents, even after adjusting for inflation, increased more; even after declining in 2022, it was still 9% higher for Parry Sound males compared to 2017 and 8% higher for females
- The gap between the current value and the constant value increased each year and especially increased in 2022 in both Nipissing and Parry Sound, for males and females
- Essentially, the story can be expressed as follows: what workers “saw” was their pay cheque increasing (the solid line – current dollars), but the increase was not as great in constant dollars (the dotted line – constant dollars), except in 2021; but then what workers “felt” was that their pay cheque in constant dollars decreased in 2022



Migration Data

The migration data is derived from a dataset compiled by Statistics Canada using a comparison of addresses from individual income tax returns for two consecutive years. The data in this report covers the tax years from 2016-2017 to 2021-2022.

Tables 10 and 11 show the net migration figures by age group for each year between 2016/17 and 2021/22, as well as the net total for the five years, for each of Nipissing and Parry Sound. Net is the difference between the number of individuals migrating into an area minus the number of individuals migrating out of an area. A positive net figure means more individuals migrated in than migrated out.

TABLE 10: Net Migration by Age Groups, Nipissing, 2016-17 to 2021-22

	AGE					TOTAL
	0-17	18-24	25-44	45-64	65+	
2016-17	51	34	47	164	19	315
2017-18	22	90	12	172	-1	295
2018-19	183	95	175	179	-3	629
2019-20	132	127	274	232	39	804
2020-21	282	98	255	293	92	1,020
2021-22	263	214	527	500	115	1,619
2016-17 to 2021-22	933	658	1,290	1,540	261	4,682

TABLE 11: Net Migration by Age Groups, Parry Sound, 2016-17 to 2021-22

	AGE					TOTAL
	0-17	18-24	25-44	45-64	65+	
2016-17	89	-54	50	422	-127	380
2017-18	128	-72	151	378	5	590
2018-19	29	-1	68	354	-142	308
2019-20	113	-31	120	428	-80	550
2020-21	104	-4	128	461	-7	682
2021-22	164	-25	200	792	31	1,162
2016-17 to 2021-22	627	-187	717	2,835	-320	3,672



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

Nipissing has had net migration in all age categories and in each year (except for two small negative numbers among those aged 65 years and older in 2017-18 and 2018-19). The trend line in total net migration has been generally upward each year. For most of these years, there were growing numbers in all age categories, and in 2021-22, there were two prominent age categories, those aged 25 to 44 and 45 to 64 years old, each accounting for around one-third of all net migrants. (Table 10 shows the numbers for Nipissing and Chart 10 illustrates the trends.)

Parry Sound has also had a generally upward trend in its net migration numbers, although in two age categories it has a net loss of residents, among those aged 18-24 years old and those

aged 65 years and older. By far, the biggest category of net migrants is those aged 45-64 years old.

Between 2016-17 and 2017-18, Parry Sound had slightly more net migrants than Nipissing, but in the three years following, Nipissing has had considerably more net migrants. In 2021-22, there was a very large increase in the net in-migration of those aged 45 to 64 years old, around 70% higher than the previous year, which itself was the highest figure over those previous five years. (Table 11 shows the numbers for Parry Sound and Chart 11 illustrates the trends.)

CHART 10: Net Migration by Age Groups, Nipissing, 2016-17 to 2021-22

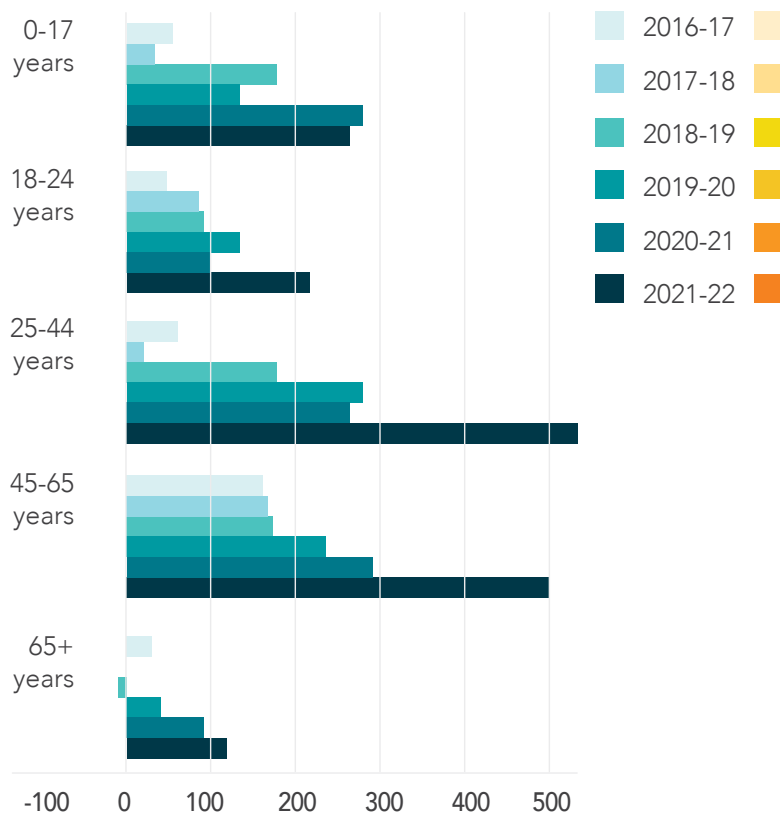
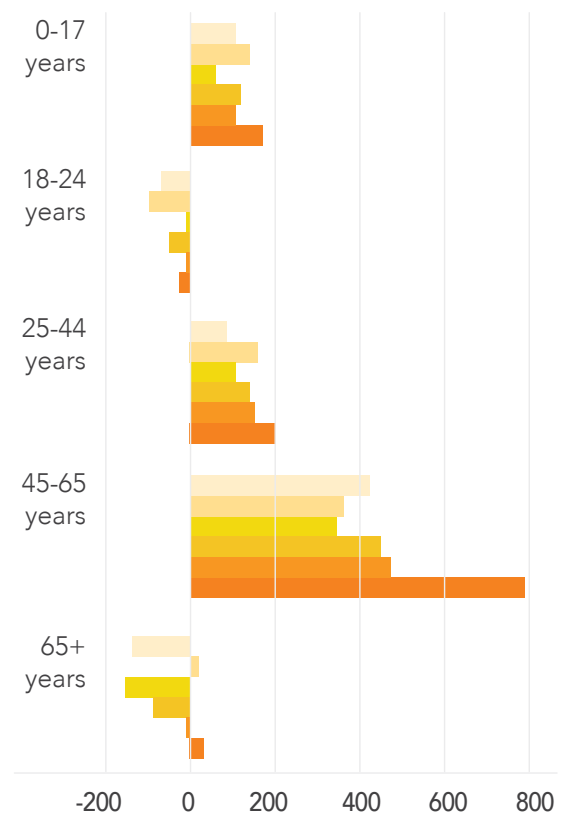


CHART 11: Net Migration by Age Groups, Parry Sound, 2016-17 to 2021-22



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

Profiling the data by where migrants were coming from and going to provides a further insight into migration patterns. The next set of tables and charts show that data, categorized as follows:

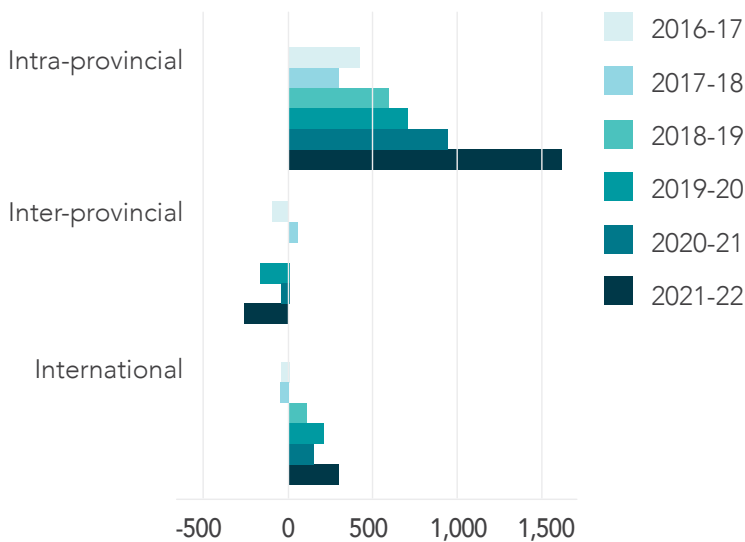
- Intra-provincial: movement to and from Ontario
- Interprovincial: movement to and from Canada, excluding Ontario
- International: movement to and from outside Canada

TABLE 12: Net Migration by Source and Destination, Nipissing, 2016-2022

	INTRA-PROVINCIAL		INTERPROVINCIAL		INTERNATIONAL		TOTAL	
	Males	Females	Males	Females	Males	Females	Males	Females
2016-17	215	216	-57	-32	4	-31	162	153
2017-18	210	89	21	3	-11	-17	220	75
2018-19	281	283	-11	7	39	30	309	320
2019-20	382	346	-49	-63	86	102	419	385
2020-21	504	459	-5	-46	59	49	558	462
2021-22	785	803	-88	-132	130	121	827	792
2016-17 to 2021-22	2,377	2,196	-189	-263	307	254	2,495	2,187

Statistics Canada, Tax filer (T1FF) – Migration Estimates, 2016/17 to 2020/22

CHART 12: Net Migration by Source and Destination, Nipissing, 2016-2022



In the case of Nipissing, the pattern is as follows: a very significant net number of residents arrive in Nipissing from other parts of Ontario, and that number has been increasing, and rose considerably in 2021-22; there is a small net migration out of Nipissing to other provinces, which also increased in 2021-22, and there is a small but slightly increasing number of net migrants from international sources. Table 12 provides the numbers and Chart 12 illustrates the trends.

Statistics Canada, Tax filer (T1FF) – Migration Estimates, 2016/17 to 2020/22

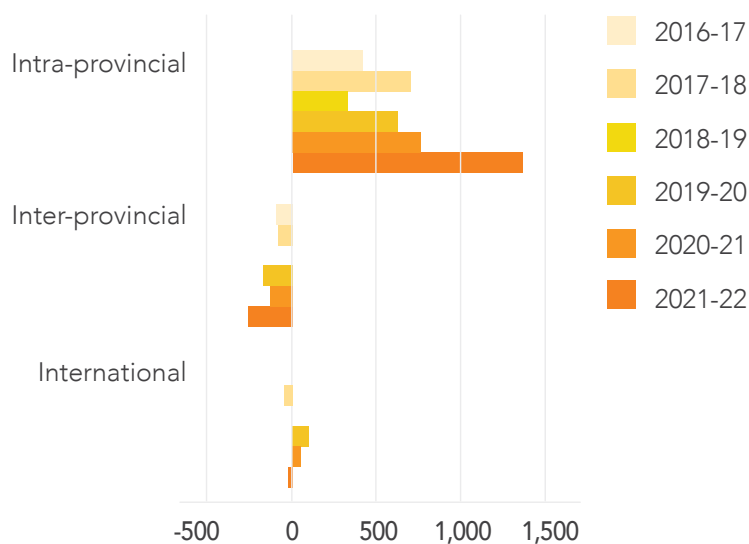


TABLE 13: Net Migration by Source and Destination, Parry Sound, 2016-2022

	INTRA-PROVINCIAL		INTERPROVINCIAL		INTERNATIONAL		TOTAL	
	Males	Females	Males	Females	Males	Females	Males	Females
2016-17	280	133	-14	-22	0	3	266	114
2017-18	341	303	-19	-11	-5	-19	317	273
2018-19	183	120	2	2	-2	3	183	125
2019-20	313	261	-27	-33	16	20	302	248
2020-21	325	381	-21	-29	17	9	321	361
2021-22	737	620	-81	-100	-8	-6	648	514
2016-17 to 2021-22	2,179	1,818	-160	-193	18	10	2,037	1,635

Statistics Canada, Tax filer (T1FF) – Migration Estimates, 2016/17 to 2020/22

CHART 13: Net Migration by Source and Destination, Parry Sound, 2016-2022



The pattern in Parry Sound is somewhat similar: migrants from the rest of Ontario represent almost all of the net total migrants to Parry Sound, that number stayed steady for most of these years, but had a large increase in 2021-22; there is a small net migration out of Parry Sound to other provinces, which also increased slightly in 2021-22; and there is a very small net migration from international sources. Table 13 provides the numbers and Chart 13 illustrates the trends.

Statistics Canada, Tax filer (T1FF) – Migration Estimates, 2016/17 to 2020/22



2

Canadian Business Counts

This section reviews various labour market indicators, such as unemployment rates, participation rates, job vacancy rates and other variables.

Introduction

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

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



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

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



Experimental Estimates for Business Openings and Closures

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

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



2020; that figure is given a value of 100 and all subsequent months are a ratio of that 100. A value of 95 means that the number of businesses is 5% lower than the number present in January 2020.

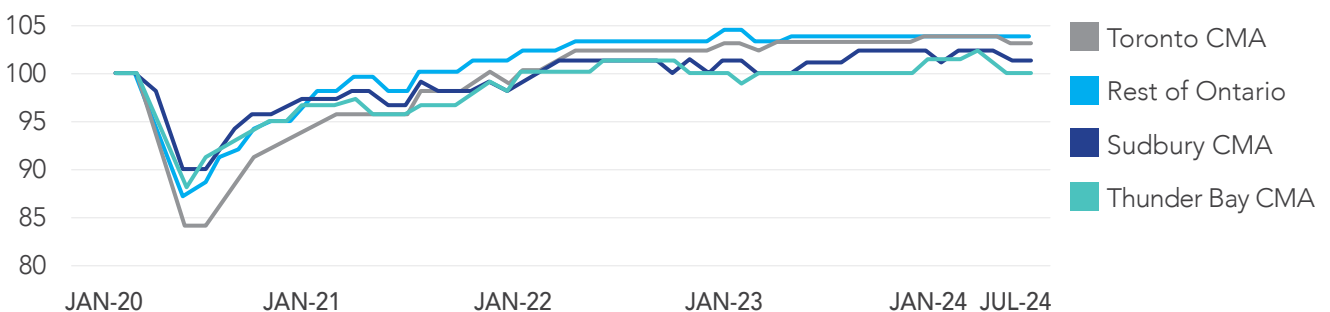
All four areas followed a roughly similar trend as COVID struck, when the number of active businesses dropped precipitously, more so for the Toronto CMA (down to 84 in May 2020, that is, down 16%) and somewhat less so for Sudbury CMA (down to 90 in May 2020, a decline of 10%). The recovery was in full swing by the fall of 2020, but that recovery slowed down sooner for both the Sudbury CMA and the Thunder Bay CMA. By October 2021, the Rest of Ontario returned to the level of active businesses that had been present in January 2020; the Toronto CMA returned to that level by January 2022, and Sudbury CMA and Thunder Bay CMA reached their January 2020 levels by February 2022.

Since then, each area reached a slightly higher plateau through 2023 and 2024, but in June 2024, there was a slight drop everywhere. In August 2024, the number of active businesses was 3% higher in the Rest of Ontario compared to the January 2020 figures, in the Toronto CMA it was 3% higher, in the Sudbury CMA it was 1% higher, while in the Thunder Bay CMA it was at the same level as it had been in January 2020.

Active Businesses

The first chart profiles active businesses in the Rest of Ontario (that is, excluding the Toronto Census Metropolitan Area or CMA), the Toronto CMA, and the two Northern Ontario CMAs profiled in this data: the Greater Sudbury CMA and the Thunder Bay CMA. Monthly data is provided from January 2020, to show the number just before COVID hit (March 2020), up to the most recent available figures (July 2024). All data in the chart is expressed in relation to the number of businesses active in January

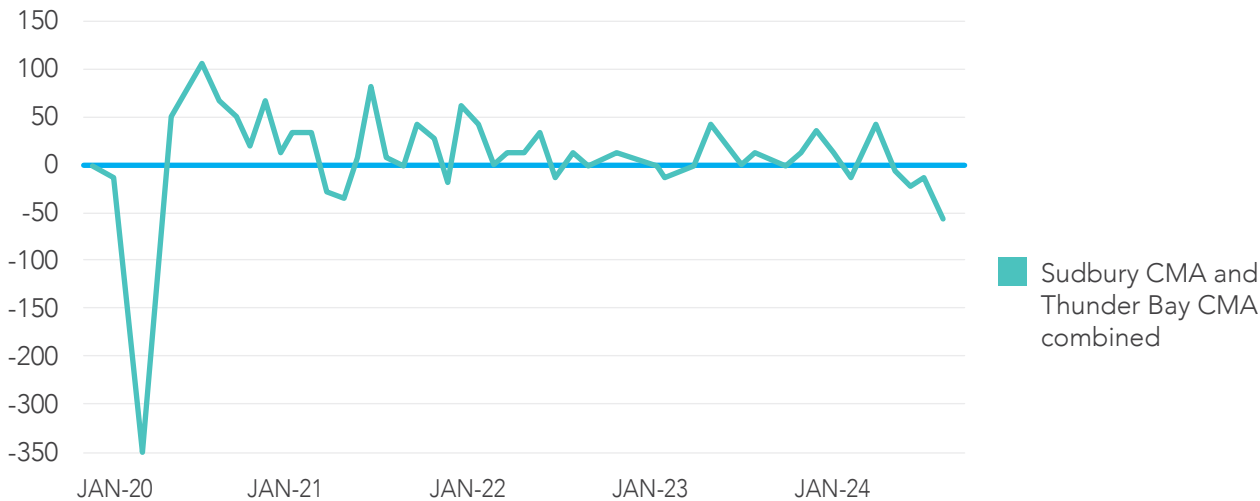
CHART 1: Active businesses, Rest of Ontario, Toronto CMA, Sudbury CMA and Thunder Bay CMA, January 2020 to August 2024 (January 2020 = 100)



Statistics Canada, Table 33-10-0270-01



CHART 2: Net difference between business openings and business closures, Sudbury CMA and Thunder Bay CMA combined, January 2020 to August 2024



Statistics Canada, Table 33-10-0270-01

Another way to look at these numbers is to focus on the difference between the number of business openings and the number of business closures per month. Chart 2 tracks this number for the two Northern CMAs, from January 2020 to August 2024. A positive number means there were more openings than closures and a negative number means there were more closures than openings.

The immediate net loss between business openings and closures was considerable at the onset of COVID: minus 149 in March 2020, minus 342 in April and minus 182 in May. The number started rebounding already in June 2020, but those initial losses were only made up by May 2022. However, right afterwards, there were further declines, and the longer-term trend line in the net figure in Chart 2 shows a continuing net decline. In May, June, July and August 2024, there was a combined net loss of 144 firms, half of which occurred in August alone. This raises questions regarding the direction of the Northern Ontario economy.



Industries

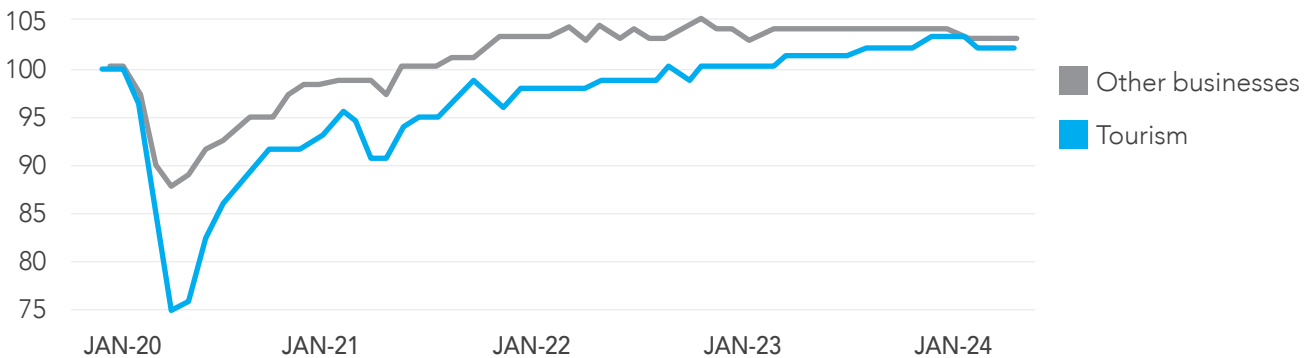
It is well-established that the tourism sector was particularly hard hit by the COVID lockdowns. These sectors include tourism transportation, travel services, recreation and entertainment, accommodation, and food and beverage services. The active business data is only available for larger geographies, so to illustrate the impact of COVID and the trajectory of the subsequent recovery, Chart 3 illustrates the trends for the Rest of Ontario, profiling the tourism sector and all other business sector industries (excluding tourism industries, as well as excluding industries in educational services and health care and social assistance).

By May 2020, soon after COVID struck, the number of tourism sector businesses had declined by 25%, whereas the drop among

all other business sector industries was half as severe (12%). While both sectors rebounded relatively quickly, the recovery for business sector industries was more robust, returning by October 2021 to the number of businesses which had been present in January 2020. The tourism recovery took much longer and was more likely to suffer greater setbacks with subsequent lockdowns, such that this sector only returned in February 2023 to its January 2020 level of establishments. Through 2023 and early 2024, the number of business sector establishments reached a plateau, whereas the number of tourism establishments continued to grow slowly. In the four months of May, June, July and August 2024, both sectors experienced slight declines in their numbers, such that by August 2024 the level of business sector establishments was around 3% higher than it had been in January 2020, while the tourism establishment number was around 2% higher.

Thus, while the tourism sector did suffer much more than other industries on account of COVID, and their recovery has taken a longer time, some four years after COVID there has finally been a convergence in the business growth trends across the tourism sector and all other business service sectors.

CHART 3: Active businesses, tourism industries and all other business sector industries, Rest of Ontario, January 2020 to August 2024 (January 2020 = 100)



Statistics Canada, Table 33-10-0270-01



Employment Size of Establishment

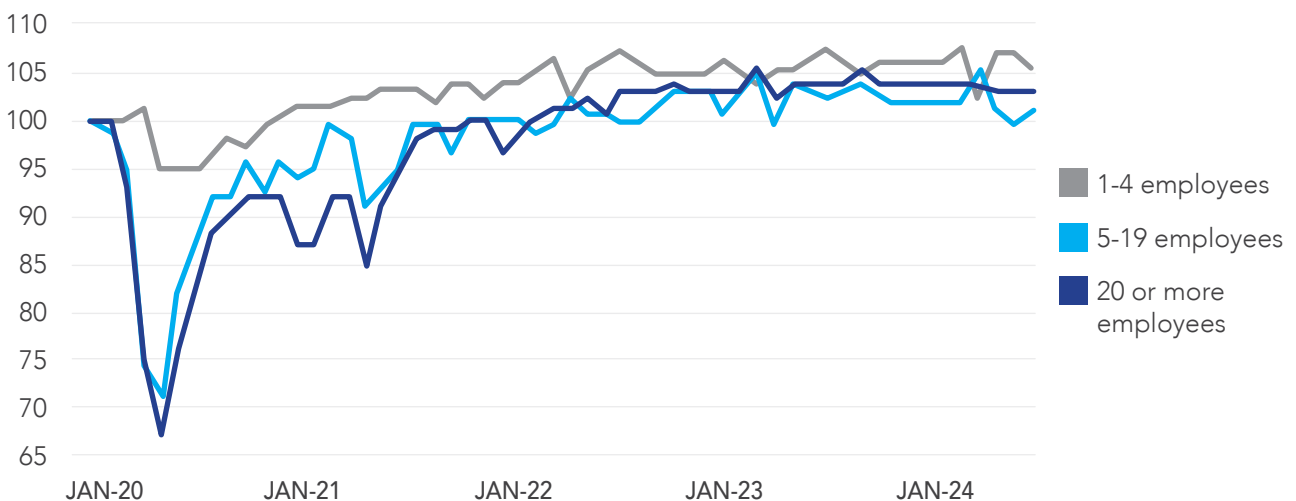
The changes in the number of establishments can also be examined by the employment size of the establishment. Chart 4 shows the results for the Rest of Ontario for all businesses, profiling three categories of employee size:

- **1-4 employees**
- **5-19 employees**
- **20 or more employees**

The greatest proportional decline as a result of COVID was among establishments with 20 or more employees (in May 2020, a 33% drop from January), followed closely by firms with 1 to 19 employees (29% drop), whereas firms with 1 to 4 employees declined much less (minus 5%), no doubt because as firms laid off workers but continued operating, they shifted from a larger employee size category to a smaller one. Over time, these two larger sized categories recovered and then increased further in number, but declined in June and July 2024, so that by August 2024 the number of firms with 20 or more employees was 3% higher than what it had been in January 2020, and the number of firms with 1 to 19 employees was 1% higher. The number of firms with 1 to 4 employees steadily increased over this period, such that the number in August 2024 was 6% higher than what it had been in January 2020.

The trajectory in the change in the number of firms in the tourism sector during this period was quite different.

CHART 4: Active businesses by number of employees, Rest of Ontario, January 2020 to August 2024 (January 2020 = 100)



Statistics Canada, Table 33-10-0722-01

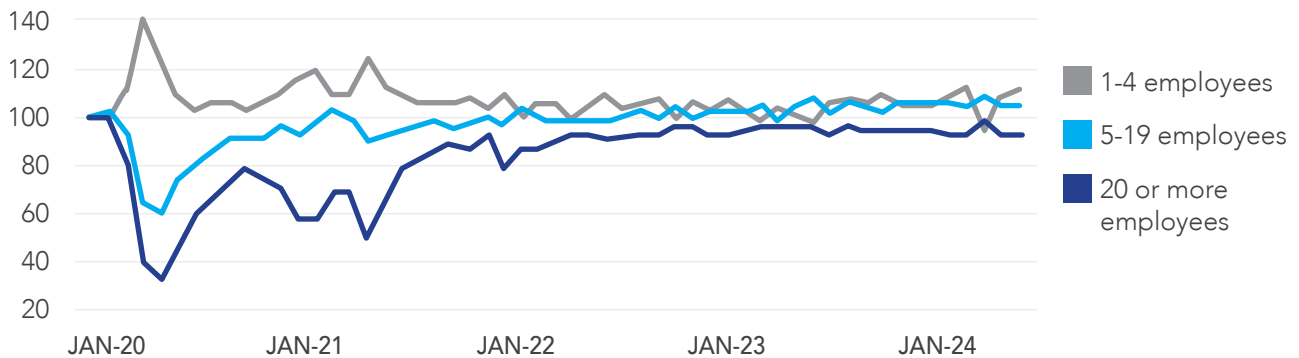


Chart 5 shows these results for the Rest of Ontario. There was an extremely large decline because of COVID among tourism firms with 20 or more employees, dropping 68% by May 2020 from the January 2020 level. The decline among firms with 5 to 19 employees was also considerable, at 38%, whereas the number of firms with 1 to 4 employees increased by 22%, which meant these larger firms shrank in size to much smaller operations. While all category sizes recovered, the recovery for firms with 20 or more employees was sluggish and even by

August 2024, their number was 8% below what it had been in January 2020, while firms with 5 to 19 employees grew by 5% and those with 1 to 4 employees grew by 11%. Thus, not only were the largest tourism establishments most affected in terms of their number, but one can also conclude that the impacts on employment were considerable.

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

CHART 5: Active businesses in the tourism sector by number of employees, Rest of Ontario, January 2020 to August 2024 (January 2020 = 100)



Statistics Canada, Table 33-10-0722-01

Number of Businesses, by Size of Establishment and by Industry

Tables 1 and 2 provide the summary data for all businesses located in the Districts of Nipissing and Parry Sound for June 2024. The table provides two different counts:

- 1) Classified businesses: The major part of the table provides the data for all businesses for which the industry classification is known and shows the breakdown by number of employees as well;
- 2) All businesses, classified and unclassified: The last three rows of the table present the distribution of all businesses (classified and unclassified) by number of employees; roughly 8-9% of the total counts in each of Nipissing and Parry Sound represent businesses that are unclassified, lower than the provincial average of 10%. This means that for these businesses, Statistics Canada was unable to identify which industries these businesses belonged to.

Explanation for specific columns in the tables:

- The second-to-last column in each table shows the percentage distribution of all classified businesses by industry.
- The last column shows the ranking of the total number of classified businesses by industry, from the largest (1) to the fewest (20) number of businesses. The five industries with the most classified businesses have their ranking numbers bolded.
- The highlighted cells identify the three industries with the largest number of firms for each employee-size category (each column).
- Where under the percentage distribution a cell shows 0%, it does not mean there are no firms in that category, only that the number of firms, when expressed as a percentage of the total, is below 0.5% of the total and has been rounded down to 0%. Also, where the total is slightly less or more than 100%, this is due to rounding of the component percentages.



TABLE 1: Number of businesses by employee size range, June 2024

INDUSTRY SECTOR (2-DIGIT NAICS)	NUMBER OF EMPLOYEES								%	RANK
	0	1-4	5-9	10-19	20-49	50-99	100+	TOTAL		
11 - Agriculture	165	24	6	2	4	0	0	201	3%	11
21 - Mining	16	5	2	2	3	2	5	35	1%	18
22 - Utilities	24	1	1	0	0	2	0	28	0%	19
23 - Construction	369	188	80	31	25	5	5	703	10%	2
31-33 - Manufacturing	57	27	25	27	18	10	2	166	2%	12
41 - Wholesale Trade	56	28	30	21	9	1	0	145	2%	13
44-45 - Retail Trade	199	112	118	101	50	21	6	607	9%	4
48-49 - Transportation & Warehousing	156	44	12	9	9	7	6	243	4%	9
51 - Information & Cultural	47	20	16	4	2	2	0	91	1%	15
52 - Finance & Insurance	218	29	19	21	12	4	0	303	4%	8
53 - Real Estate, Rental & Leasing	1621	108	25	9	4	1	0	1768	26%	1
54 - Professional, Scientific & Technical Services	335	103	30	31	9	7	2	517	8%	6
55 - Management of Companies	39	1	2	3	0	1	1	47	1%	17
56 - Administrative Support	132	56	20	14	8	4	0	234	3%	10
61 - Educational Services	46	10	7	6	4	2	6	81	1%	16
62 - Health Care & Social Assistance	349	156	67	40	25	12	11	660	10%	3
71 - Arts, Entertainment & Recreation	73	13	4	10	6	2	1	109	2%	14
72 - Accommodation & Food Services	118	60	54	41	43	15	2	333	5%	7
81 - Other Services	334	139	45	22	5	2	0	547	8%	5
91 - Public Administration	0	3	1	5	4	5	8	26	0%	20
CLASSIFIED BUSINESSES	4354	1127	564	399	240	105	55	6844		
% of All Classified & Unclassified Businesses	65%	16%	8%	6%	3%	1%	1%	100		
Cumulative %	65%	81%	89%	95%	98%	99%	100			
Ontario % of Classified & Unclassified Businesses	73%	16%	5%	3%	2%	1%	1%			

Statistics Canada, Canadian Business Counts, June 2024

RANK 1
26%



RANK 2
10%



RANK 3
10%



TABLE 2: Parry Sound number of businesses by employee size range, June 2024

INDUSTRY SECTOR (2-DIGIT NAICS)	NUMBER OF EMPLOYEES								%	RANK
	0	1-4	5-9	10-19	20-49	50-99	100+	TOTAL		
11 - Agriculture	128	24	5	2	0	0	0	159	3%	11
21 - Mining	7	2	0	4	1	0	0	14	0%	19
22 - Utilities	9	0	1	1	0	0	0	11	0%	20
23 - Construction	492	270	100	30	9	2	0	903	20%	1
31-33 - Manufacturing	72	23	17	9	6	5	2	134	3%	12
41 - Wholesale Trade	51	12	9	6	3	0	0	81	2%	14
44-45 - Retail Trade	143	72	50	34	25	6	4	334	7%	5
48-49 - Transportation & Warehousing	129	35	16	6	3	1	0	190	4%	9
51 - Information & Cultural	27	12	6	1	0	0	0	46	1%	15
52 - Finance & Insurance	145	17	4	8	3	1	0	178	4%	10
53 - Real Estate, Rental & Leasing	821	48	3	2	0	0	0	874	19%	2
54 - Professional, Scientific & Technical Services	271	74	17	9	1	1	0	373	8%	3
55 - Management of Companies	30	1	0	0	0	0	0	31	1%	17
56 - Administrative Support	140	40	12	13	0	1	0	206	5%	8
61 - Educational Services	20	1	5	3	1	1	0	31	1%	17
62 - Health Care & Social Assistance	147	66	14	14	13	1	8	263	6%	7
71 - Arts, Entertainment & Recreation	58	22	13	10	4	0	0	107	2%	13
72 - Accommodation & Food Services	147	44	27	22	20	5	1	266	6%	6
81 - Other Services	246	92	19	5	6	1	0	369	8%	4
91 - Public Administration	1	2	1	7	17	8	3	39	1%	16
CLASSIFIED BUSINESSES	3084	857	319	186	112	33	18	4609		
% of All Classified & Unclassified Businesses	69%	18%	7%	4%	2%	1%	0%	100		
Cumulative %	69%	86%	93%	97%	99%	100	100			
Ontario % of Classified & Unclassified Businesses	73%	16%	5%	3%	2%	1%	1%			

Statistics Canada, Canadian Business Counts, June 2024



Some Observations:

- **Number of small firms:** Businesses are by far made up of small establishments. 65% of the classified and unclassified firms in Nipissing have no employees,¹ and another 16% have 1-4 employees; in Parry Sound, no employee firms account for 69%, and 1-4 employees another 18%; in both instances, the percentages of firms with 4 employees or less is lower than the figures for Ontario (last line of the table: 73% for no employees and 16% for 1-4 employees), especially in the case of Nipissing; on the other hand, looking at firms with 5 to 49 employees, in Nipissing they make up 17% of all firms, and in Parry Sound 13% compared to 10% for Ontario;
- **Highest number of firms by industry:** The second to last column provides the percentage distribution of all firms by industry. The three industries with the largest number of firms in Nipissing are Real Estate & Rental and Leasing, accounting for 25.8% of all firms (last three years: 26.2%; 26.3%; 25.3%); the second largest, Construction, represents 10.3% of all firms (last three years: 10.0%; 10.2%; 10.0%); and third, Health Care & Social Assistance, representing 9.6% of all firms (last three years: 9.4%; 8.8%; 9.3%); in Parry Sound, the largest are Construction at 19.6% (last three years: 19.4%; 19.5%; 19.5%); Real Estate and Rental & Leasing at 19.0% (last three years: 19.1%; 19.0%; 17.7%); and then Professional, Scientific & Technical Services at 8.1% (last three years: 7.6; 7.5%; 6.9%); by way of context, the five largest industries by number of firms in Ontario are: Real Estate & Rental and Leasing (24.1%); Professional, Scientific & Technical Services (13.7%); Construction (9.3%); Transportation & Warehousing (8.1%); and Health Care & Social Assistance (7.4%); the real lesson is that the proportions locally do not change much at all year-to-year, only by a fraction of 1%, although it is noteworthy that in June 2024, in Nipissing, Health Care & Social Assistance moved from the 4th largest industry by number of employers to 3rd, as did Professional, Scientific & Technical Services in Parry Sound;
- **Highest number of firms by size and industry:** The three largest industries by each employee size category have also been highlighted. The table demonstrates how the very large number of firms in the no employee size category drives the total numbers (in Nipissing, this means Real Estate & Rental and Leasing; Construction; and Health Care & Social Assistance; in Parry Sound, this means Construction; Real Estate & Rental and Leasing; and Professional, Scientific & Technical Services). In the mid-size ranges, firms in Retail Trade and Accommodation & Food Services come to the



fore (and in Nipissing, Health Care & Social Assistance). Among the largest firms (100 or more employees), in Nipissing they are found in: Health Care & Social Assistance; Public Administration; Retail Trade; and Transportation & Warehousing; in Parry Sound, these are found in Health Care & Social Assistance; Retail Trade; and Public Administration.

The growth in two sectors, resulting in Health Care & Social Assistance in Nipissing moving from 4th largest to 3rd largest number of employers, and the same for Professional, Scientific & Technical Services in Parry Sound, is examined in greater detail in the next two tables.

Table 3 shows the change in the number of firms, with zero employees and with employees, in Health Care & Social Assistance in Nipissing between June 2021 and June 2024, by detailed subsectors.

Table 4 shows the change in the number of firms, with zero employees and with employees, in Professional, Scientific & Technical Services in Parry Sound between June 2021 and June 2024, by detailed subsectors.



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

Table 3 Observations:

- A few sectors had declines among firms with employees, but growth in the zero employee category.
 - Offices of physicians
 - Other ambulatory health care services
- One sector had large declines in the zero employee category but even larger growth in the with employee category.
 - Child day-care services
- There were far more increases among firms with zero employees (60) than among firms with employees (16).
- Several sectors saw considerable growth, though primarily among those with zero employees.
 - Offices of dentists
 - Offices of other health practitioners (also notable growth among firms with employees)
 - Out-patient care centres

TABLE 3: Change in the number of firms, with zero employees and with employees, in Health Care & Social Assistance in Nipissing, June 2021 to June 2024

	Zero employees	With employees
6211 - Offices of physicians	14	-5
6212 - Offices of dentists	16	1
6213 - Offices of other health practitioners	18	6
6214 - Out-patient care centres	10	1
6215 - Medical and diagnostic laboratories	2	-1
6216 - Home health care services	4	2
6219 - Other ambulatory health care services	5	-1
6221 - General medical and surgical hospitals	0	1
6222 - Psychiatric and substance use hospitals	0	-1
6223 - Specialty hospitals (except psychiatric and substance use)	0	0
6231 - Nursing care facilities	-1	0
6232 - Residential facilities for persons with an intellectual or developmental disability, a mental health or substance use condition	1	-1
6233 - Community care facilities for the elderly	-1	-1
6239 - Other residential care facilities	1	-1
6241 - Individual and family services	-2	4
6242 - Community food and housing, and emergency and other relief services	1	1
6243 - Vocational rehabilitation services	-1	1
6244 - Child day-care services	-7	10
TOTAL	60	16

Canadian Business Counts, June 2021 and June 2024

TABLE 4: Change in the number of firms, with zero employees and with employees, in Professional, Scientific & Technical Services in Parry Sound, June 2021 to June 2024

	Zero employees	With employees
5411 - Legal services	6	-2
5412 - Accounting, tax preparation, bookkeeping and payroll services	-1	4
5413 - Architectural, engineering and related services	6	0
5414 - Specialized design services	-2	2
5415 - Computer systems design and related services	8	11
5416 - Management, scientific and technical consulting services	43	2
5417 - Scientific research and development services	0	0
5418 - Advertising, public relations, and related services	8	2
5419 - Other professional, scientific and technical services	9	-3
TOTAL	77	16

Canadian Business Counts, June 2021 and June 2024

Table 4 Observations:

- As in Nipissing, there were many more increases among firms with zero employees (77) than among firms with employees (16)
- Management, scientific and technical consulting services had by far the largest increase in the total number of firms, although almost all these firms had zero employees
- Computer systems design and related services had the second largest increase and, significantly, a large increase among firms with employees; it is quite possible that more jobs were added in this subsector than among Management, scientific and technical consulting services
- The second largest increase among firms with employees was among Accounting, tax preparation, bookkeeping and payroll services

At the large end of the employee size spectrum, Nipissing has 23 firms with 200 or more employees, whereas Parry Sound has three:

- Nipissing firms with over 500 employees: two firms in other support activities for mining;

one short-haul freight rail transportation; four establishments in elementary and secondary schools (includes school boards); one community college; one university; one general hospital; one local public administration establishment;

- Nipissing firms with 200-499 employees: one firm in contract drilling (except oil and gas); one in broad-woven fabric mills; one department store; one in home auto supplies retailer; one in non-scheduled chartered air transportation; one in interurban and rural bus transportation; ; one other support for road transportation; one community health centre; one general hospital; one community care facility for the elderly; one provincial police service; one First Nations public administration establishment
- Parry Sound firms with 500 or more employees: one specialty hospital
- Parry Sound firms with 200-499 employees: one forging establishment; one community care facility for the elderly



Change in the Number of Firms by Industry, June 2023 to June 2024

Changes in the number of employers are experienced differently across the various industries. Tables 5 and 6 highlight the changes in the number of firms by industry and by employee size between June 2023 and June 2024 for Nipissing and Parry Sound. The table also lists the total number of firms in each industry in June 2024, to provide a context. The colour-coding of the tables (green where there is an increase, 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 four years is included at the bottom of each table, to illustrate overall changes in the number of businesses over this time period. It should be noted that Statistics Canada discourages comparisons of this sort, on the grounds that their data collection and classification methods change. At the very least, these comparisons can provide the foundation for further inquiry, tested by local knowledge about changes in industries.

NIPISSING

The first thing to note are the last two rows in Table 5 – there was a net decline in the number of firms between June 2019 and June 2020, led by declines among firms with zero employees and 1 to 19 employees, although there was a healthy increase among firms with 20 to 99 employees. Between June 2020 and June 2021, the impact of COVID emerged, with notable losses among firms with more than 20 employees, as well as firms with zero employees. But over the last three years, there have been across-the-board increases in all employee size categories – this is a very positive indicator regarding the growth of the Nipissing economy.

This pattern did not apply to all industries; in particular, Retail Trade had larger declines and likely a drop in employment, while several other industries likely stayed stagnant. But several industries experienced healthy growth: Mining & Oil and Gas Extraction; Construction; Professional, Scientific & Technical Services; Administrative & Support Services; and Accommodation & Food Services. There was also some growth among Agriculture, Forestry, Fishing & Farming; Information & Cultural Industries; and Other Services.

PARRY SOUND

The pattern in Parry Sound was roughly similar (Table 6): between June 2020 and June 2021, there were large decreases across all employee size categories. In the following three years, there was generally growth in all categories, except among firms with 1 to 19 employees between June 2023 and June 2024. But apart from that category, all other employee size categories regained the losses they experienced in June 2021 and grew beyond those losses.

Yet examining the results by industry shows that that only one sector, Retail Trade, had a net increase of firms in the category of 100 or more employees. Sectors which had clear net increases in the number of firms were Mining & Oil and Gas Extraction; Retail Trade; and Administrative & Support Services.

Sectors where there were likely declines in employment were Agriculture, Forestry, Fishing & Farming; Manufacturing; Wholesale Trade; Arts, Entertainment & Recreation; and possible Accommodation & Food Services.

TABLE 5: Change in the number of employers, by industry and by firm size, June 2023 to June 2024

NIPISSING INDUSTRY	FIRM SIZE (NUMBER OF EMPLOYEES)					TOTAL # OF FIRMS JUNE 24
	0	1-19	20-99	100+	TOTAL	
Agriculture, Forestry, Fishing & Farming	↑34	↑1	0	0	↑35	201
Mining & Oil and Gas Extraction	↑2	↑2	↑1	↑2	↑7	35
Utilities	↑3	0	0	0	↑3	28
Construction	↑39	↑16	↓3	↑1	↑53	703
Manufacturing	↓8	↑13	0	0	↑5	166
Wholesale Trade	↓10	0	↑2	0	↓8	145
Retail Trade	0	↓17	↑6	↓3	↓14	607
Transportation & Warehousing	↑11	↓3	↓4	↑2	↑6	243
Information & Cultural Industries	↑12	↑2	0	0	↑14	91
Finance & Insurance	↓13	0	0	0	↓13	303
Real Estate, Rental & Leasing	↑65	0	↓1	0	↑64	1768
Professional, Scientific & Technical Services	↑11	↑12	↑1	0	↑24	517
Management of Companies & Enterprises	↑1	↑1	0	↑1	↑3	47
Administrative & Support	↑13	↑4	↑4	0	↑21	234
Educational Services	↑5	↓1	↑1	0	↑5	81
Health Care & Social Assistance	↑45	↑9	↓3	↓1	↑50	660
Arts, Entertainment & Recreation	↑22	↓6	↑1	0	↑17	109
Accommodation & Food Services	↑10	↑19	↑3	0	↑32	333
Other Services	↑22	↑2	0	0	↑24	547
Public Administration	0	0	↑1	0	↑1	26
NET TOTAL CHANGES, 2023-24	↑264	↑54	↑9	↑2	↑329	
NET TOTAL CHANGES, 2022-23	↑183	↑17	↑5	↑5	↑210	
NET TOTAL CHANGES, 2021-22	↑8	↑13	↑37	↑2	↑60	
NET TOTAL CHANGES, 2020-21	↓37	↑8	↓44	↓5	↓78	
NET TOTAL CHANGES, 2019-20	↓87	↓23	↑22	0	↓88	

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

TABLE 6: Change in the number of employers, by industry and by firm size, June 2023 to June 2024

PARRY SOUND	FIRM SIZE (NUMBER OF EMPLOYEES)					TOTAL # OF FIRMS JUNE 24
	0	1-19	20-99	100+	TOTAL	
Agriculture, forestry, fishing and farming	↓14	↓2	0	0	↓16	159
Mining and oil and gas extraction	↑5	0	↑1	0	↑6	14
Utilities	↓5	↑1	0	0	↓4	11
Construction	↑18	↑4	↓1	0	↑21	903
Manufacturing	↓4	↓4	↑1	0	↓7	134
Wholesale trade	↑7	↓6	0	0	↑1	81
Retail trade	↑8	↑1	0	↑2	↑11	334
Transportation and warehousing	↓2	↑5	↓1	0	↑2	190
Information and cultural industries	↑6	↓2	0	0	↑4	46
Finance and insurance	0	0	0	0	0	178
Real estate and rental and leasing	↑12	↓3	0	0	↑9	874
Professional, scientific and technical services	↑26	↓2	↑2	0	↑26	373
Management of companies and enterprises	↓3	0	0	0	↓3	31
Administrative and support	↑21	↑1	0	0	↑22	206
Educational services	0	↓1	0	0	↓1	31
Health care and social assistance	↑1	↑1	↓1	0	↑1	263
Arts, entertainment and recreation	↓6	↓2	↓1	0	↓9	107
Accommodation and food services	↑9	↓16	↑4	0	↓3	266
Other services	↑12	↓1	↑1	0	↑12	369
Public administration	↓1	↓3	↑2	0	↓2	39
NET TOTAL CHANGES, 2023-24	↑90	↓29	↑7	↑2	↑70	
NET TOTAL CHANGES, 2022-23	↑333	↑52	↑8	↑2	↑395	
NET TOTAL CHANGES, 2021-22	↑65	↑46	↑17	↑2	↑130	
NET TOTAL CHANGES, 2020-21	↓83	↓107	↓25	↓4	↓219	
NET TOTAL CHANGES, 2019-20	↓77	↑16	↑4	0	↓57	

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



Time Series from June 2019 to June 2024

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

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

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

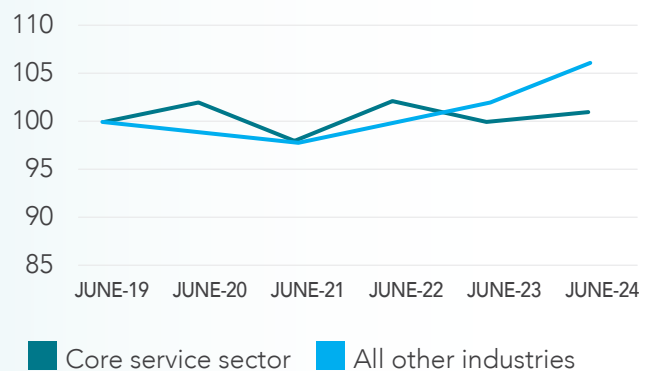
This core set of service sector industries has been selected because they were significantly affected by the COVID lockdowns and experienced not only temporary shutdowns but also longer-term decline in the total number of establishments. The zero-employee category of firms has been excluded because their numbers

are greatly distorted by a large proportion of solo operators, such as landlords of rental units, individual professional consultants, solo construction contractors and tradespersons, and self-employed truck drivers.

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

In Nipissing, both categories of industries experienced the same decline because of COVID, a decline of 2% in the number of establishments, comparing June 2019 and June 2021. Even though the number of Core Service Sectors establishments climbed in 2022, that recovery stalled and by June 2024, the number of establishments was only 1% higher than it had been in 2019. On the other hand, the number of establishments among All Other Industries steadily increased after 2021, such that by 2024, the level was 6% higher than what it had been in June 2019.

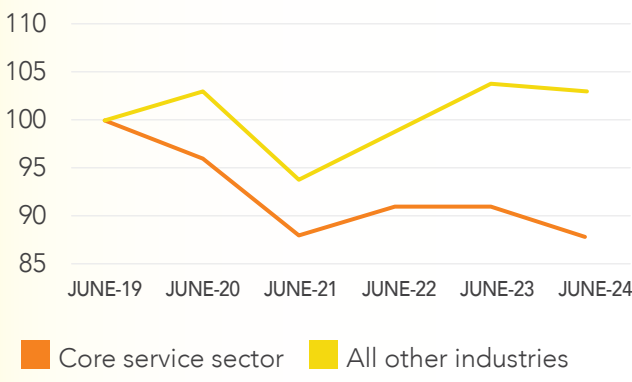
CHART 6: Ratio of number of firms with employees, Core Service Sector and All Other Industries, Nipissing, June 2019 to June 2024 (June 2019 = 100)



The pattern in Parry Sound was slightly different. For one, both sectors were far more affected by COVID: in June 2021, the number of Core Service Sectors establishments was 12% lower than what it had been in June 2019, while the figure for All Other Industries had dropped by 6%. Among the Core Service Sectors, the recovery was tepid, shallow and short-lived, and by June 2024, the number of establishments was back to where it had been in June 2021. Among All Other Industries, the recovery was far more robust, and by June 2024 the number of these establishments were 3% higher than what they had been in June 2019.

In short, the impact of COVID on the number of establishments in Nipissing was relatively mild, although growth among Core Service Sectors was stunted; in Parry Sound, COVID had far more of an impact, and the Core Service Sectors have not recovered.

CHART 7: Ratio of number of firms with employees, Core Service Sector and All Other Industries, Parry Sound, June 2019 to June 2024 (June 2019 = 100)





3

Jobs Report Data

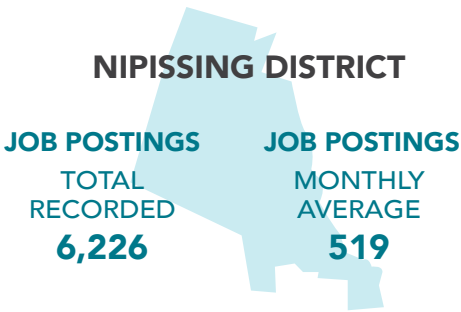
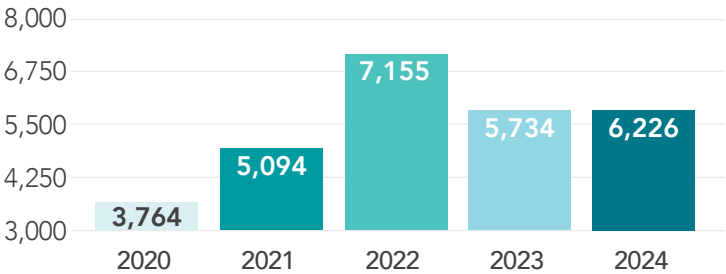
This section of the report highlights and analyzes the job postings as they appear on LMG's [readysethired.ca](https://www.readysethired.ca) portal. This online job portal provides and collects real-time job postings within the districts of Nipissing and Parry Sound. These postings are updated daily and a report is produced monthly. The portal provides job seekers with a one-stop shop for local current employment opportunities, while also providing valuable information about occupations and industries that are posting jobs more often.



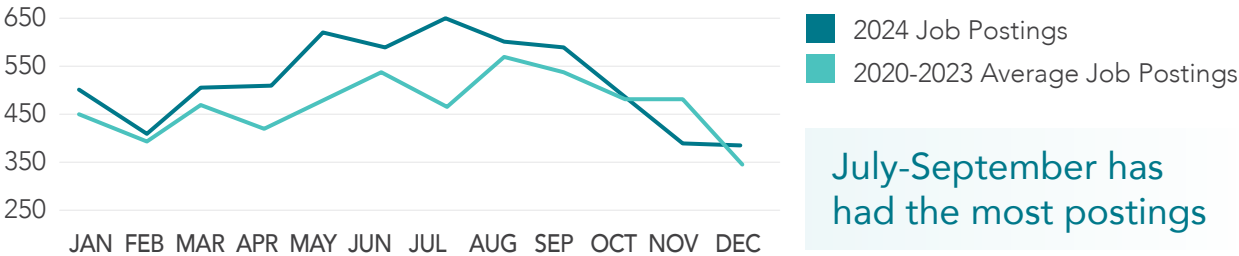
Total Job Postings

There were 6,226 job postings recorded within Nipissing District throughout 2024, an average of 519 postings each month. This figure is higher than the 2023 total (+492, +8.58%) and the previous 4-year average (+631, +11.29%). Although there is no consistent month-over-month trend annually, over the past four years, the highest month for job postings overall is August, at 2821, while the lowest month is December, at 1752. Over the past 4 years, trends indicate that the 3rd quarter of the year (July-September) has had the most postings, with 7894, and the lowest number of postings occurred in the fourth quarter (October-December) at the end of the year at 6478.

Annual job postings over past 5 years



Monthly job postings in 2023 compared to previous 4-year average

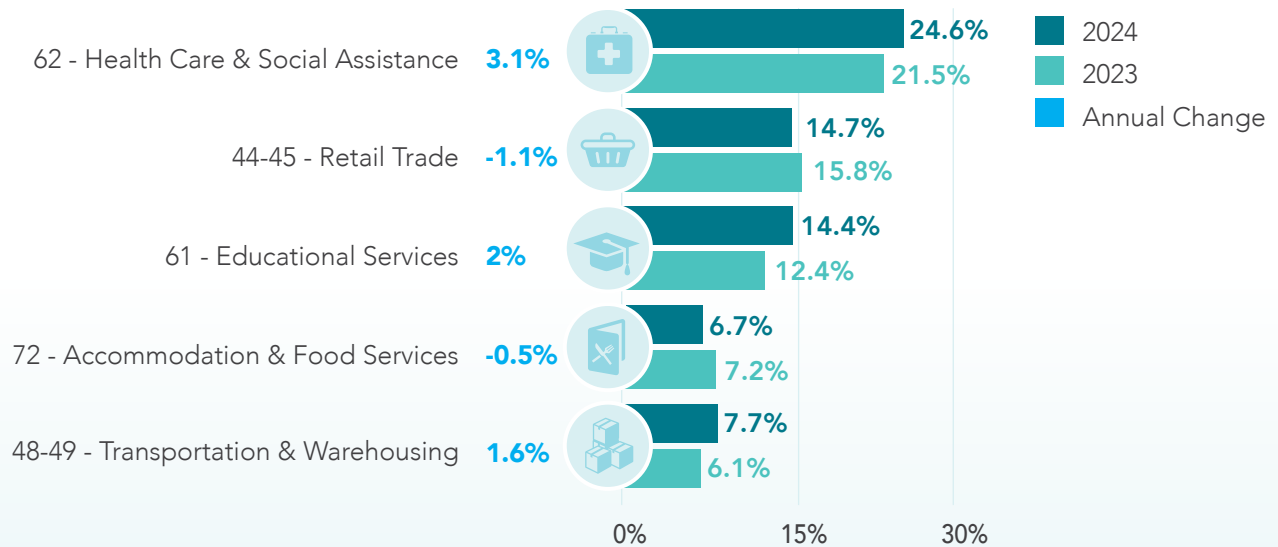


July-September has had the most postings

Job Postings by Industry Classification

The Health Care and Social Assistance (NAICS-62) industry made up almost one-quarter (24.6%) job postings in 2024, and saw the largest annual increase (+3.1%). Retail Trade (NAICS-44-45) and Educational Services (NAICS-61) rounded out the top three with 14.7% and 14.4% of the job postings respectively, cumulating to a little over half of total jobs. Retail Trade services saw the largest decrease, of the top 5 industries, but it was only a drop of -1.1%, compared to the 2023 figure of 15.8%.

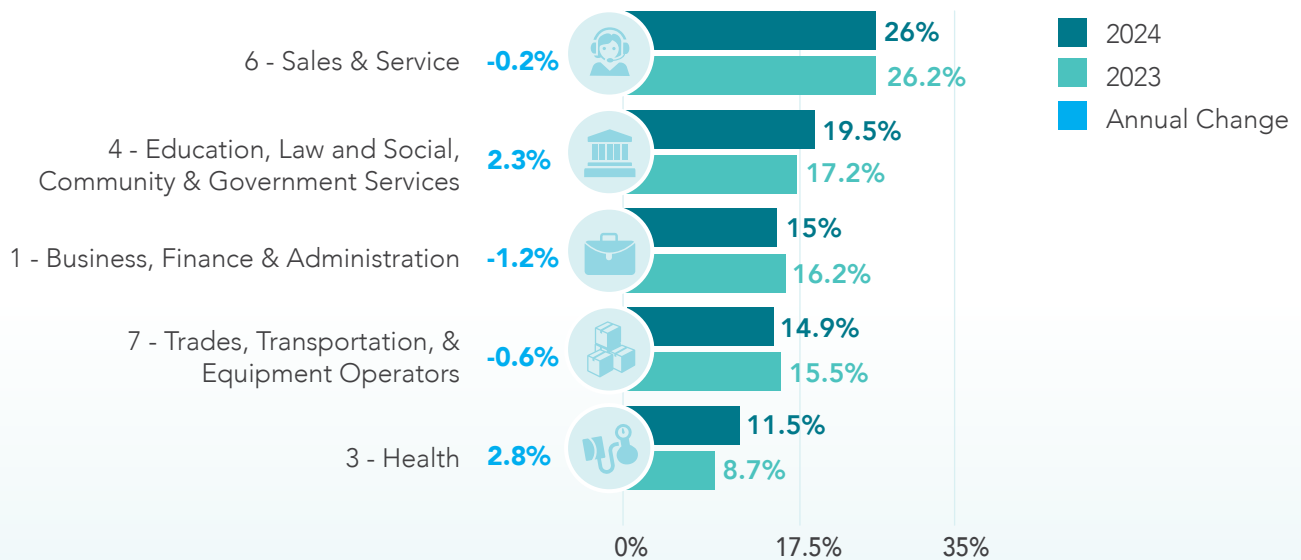
Representation of job postings in 2024 by major industry classification (NAICS)



Job Postings by Occupation Classification

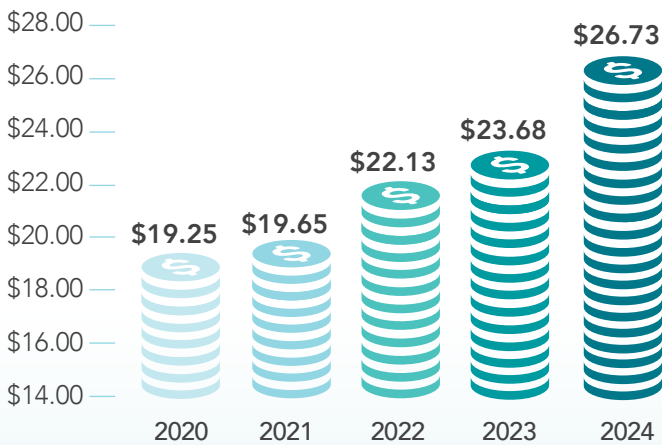
Sales and Service (NOC-6) based occupations accounted for the largest number of job postings amongst all occupational classifications with slightly greater than one-quarter (26%) of all job postings in 2024. The top three occupational classifications also included Education, Law and Social, Community and Government Services (NOC-4) and Business, Finance and Administration (NOC-1) based occupations with 19.5% and 15.0% of the overall share respectively. The top three were identical to 2023 and made up 60.4% of the total share. The notable increase of +2.8% from the 2023 figure was for Health occupations and the most significant decrease was for Business, Finance and Administration based occupations, a minor drop of -1.2%.

Representation of job postings in 2024 by major occupation classification (NOCS)



Hourly Wages

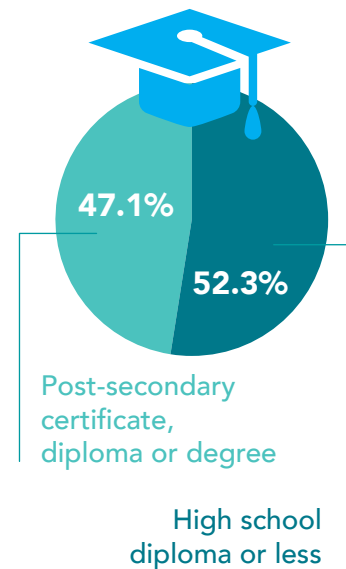
Average hourly wage offered per year



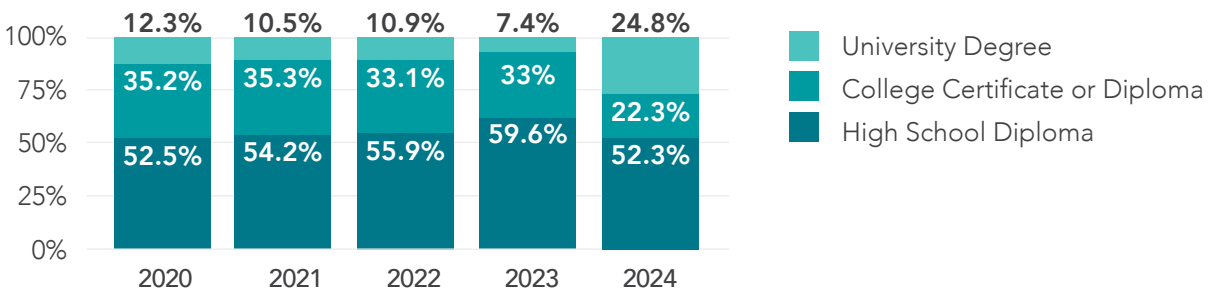
The average hourly wage listed on job postings in 2024 was \$26.73/hour. This is a notable increase (+\$3.05/hr, +12.87%) from the 2023 figure of \$23.68/hr. The increase can be primarily attributed to the raise in the provincial minimum wage from \$16.55/hr to \$17.2/hr which took place in October of 2024.

Educational Requirements

In 2024 slightly more than half (52.3%) of the job postings were available for those with a high school diploma or less as opposed to those requiring some form of post-secondary certificate, diploma or degree (47.1%). While this is a significant drop from the 2023 (-7.3%), the 2024 figure is closer to the 2020-2022 numbers. More curiously, the demand for University Degrees saw a very significant increase from previous years (2020-2023) with 24.8% of jobs requiring one, interesting to note that, similar to Parry Sound, the month of June recorded the most jobs requiring one, indicating at a possible seasonal correlation.



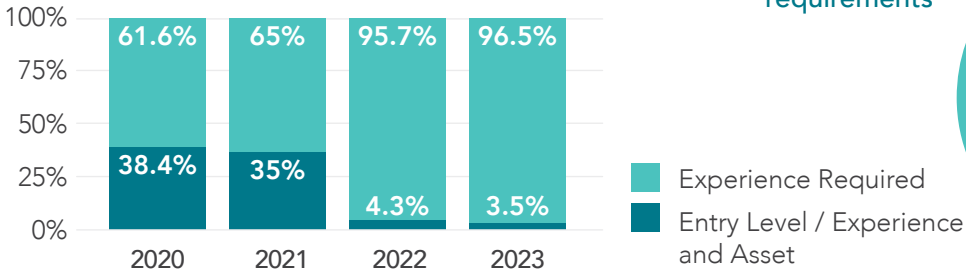
Minimum educational requirements



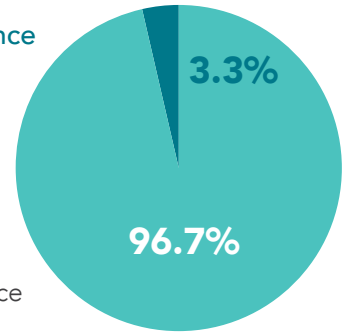
Experience Level Requirements

We continue to see the prevalence of required experience in most job postings. This applies to all industry sectors and across most occupations. Most job postings list a preference for workplace experience rather than as an asset. These trends have been fairly consistent for the past several years.

Experience requirements 2020-23



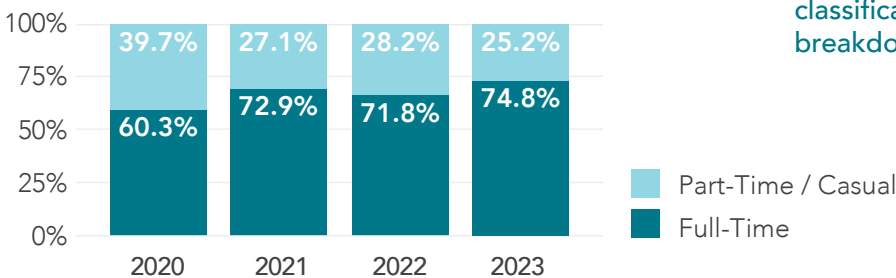
2024 Experience requirements



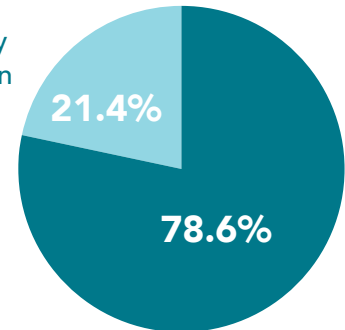
Hours of Employment Offered

For the fourth consecutive year, Job postings offering full-time equivalent (35+) employment accounted for more than 70% of the postings. This continued trend suggests that more employers are moving towards offering more hours to their prospective employees and that there are plenty of opportunities for full-time employment throughout the region.

Hourly classification breakdown 2020-23



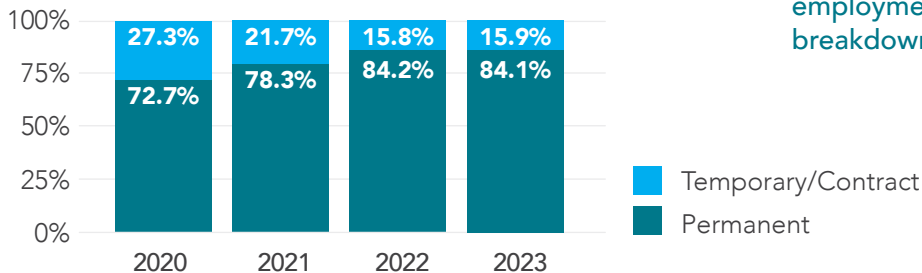
2024 Hourly classification breakdown



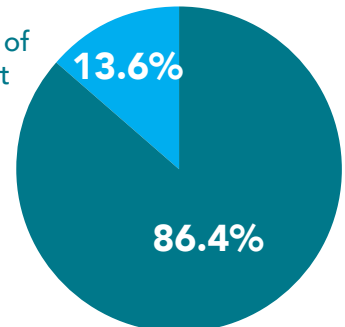
Terms of Employment Offered

The representation of permanent employment opportunities in 2024 (86.4%) remained virtually unchanged from the previous year. This indicates that there are significant permanent positions available throughout the region in a variety of industries.

Terms of employment breakdown 2020-23



2024 Terms of employment breakdown



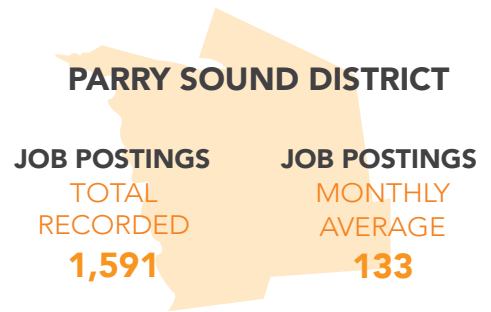
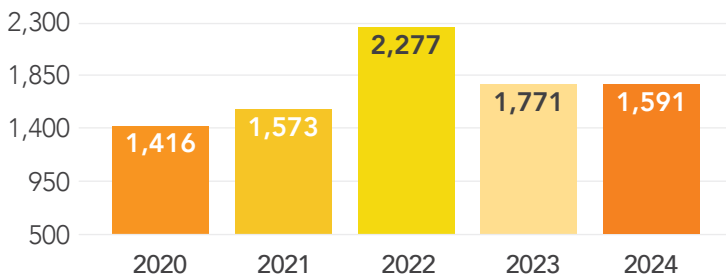
Parry Sound District Data



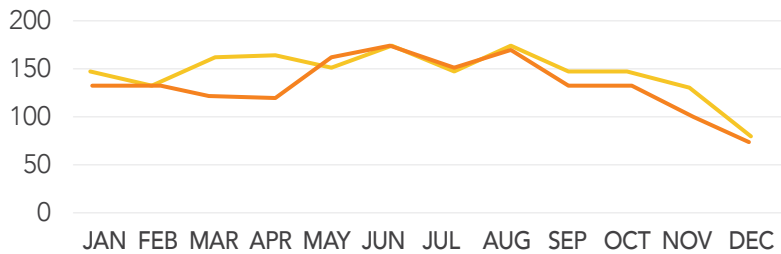
Total Job Postings

There were a total of 1,591 job postings recorded within Parry Sound District throughout 2024 which works out to an average of 133 postings each month. This figure was lower than the 2023 total (-180, -10.6%) of 1,771 postings but in-line (+12, +0.67%) with the previous 4-year average of 1,759. Although there is no consistent month-over-month trend annually, over the past four years, the highest month for job postings overall is August, at 869, while the lowest month is December, at 406. Over the past 4 years, trends indicate that the 2nd quarter of the year (April - June) has had the most postings, with 2420, and the lowest number of postings occurred in the fourth quarter (October-December) at the end of the year at 1720.

Annual job postings over past 5 years



Monthly job postings in 2024 compared to previous 4-year average

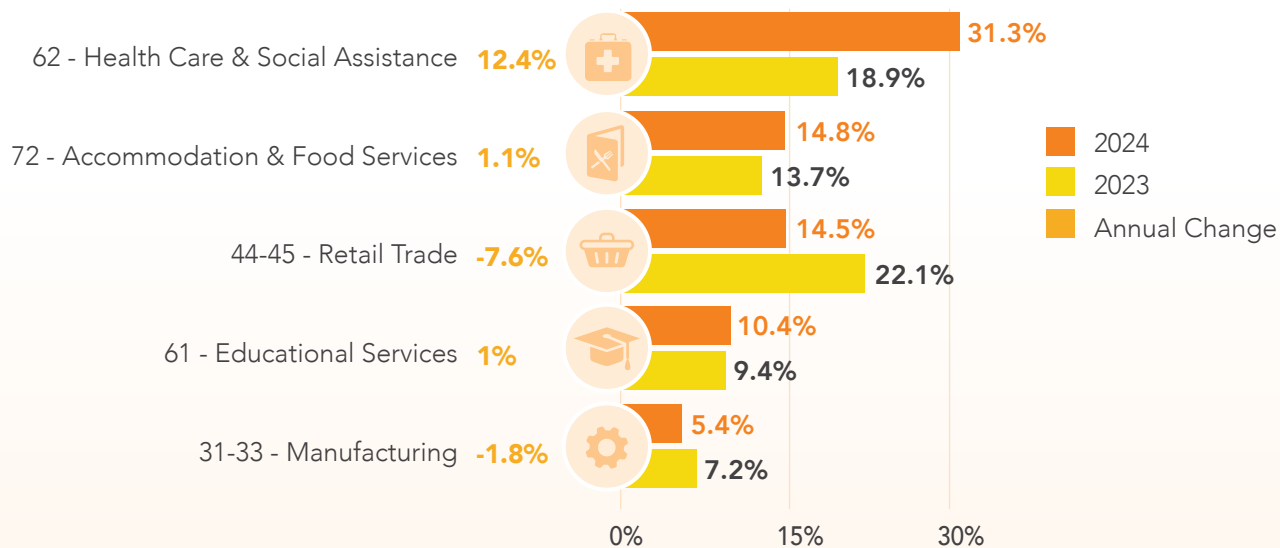


April - June has had the most postings

Job Postings by Industry Classification

The Health Care and Social Assistance (NAICS-62) industry made up almost a third (31.3%) of job postings in 2024 with Accommodation and Food Services (NAICS-72) and Retail Trade (NAICS-44-45) rounding out the top three with 14.8% and 14.5% of the job postings respectively, and making up 60.6% of all job postings. There was a significant increase; +12.4%, in job posting share for the Health Care and Social Assistance industry when compared to 2023, likely a rebound from last year where it saw the biggest decrease. On the other hand, Retail Trade which was the biggest contributor last year, saw the largest decrease; -7.6%.

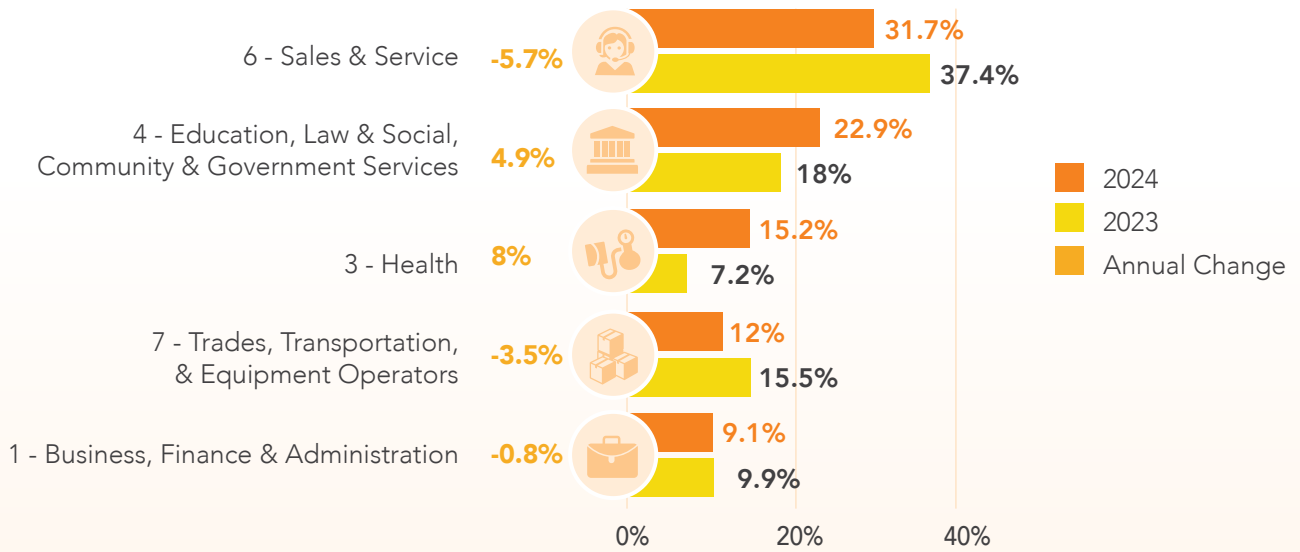
Representation of job postings in 2024 by major industry classification (NAICS)



Job Postings by Occupation Classification

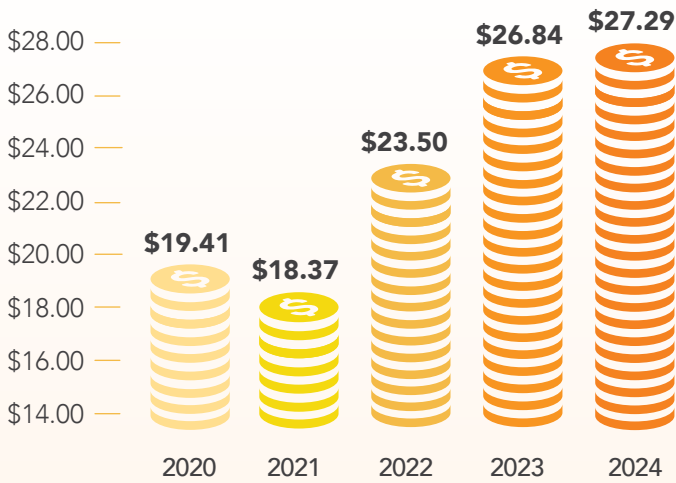
As in previous years, Sales and Service (NOC-6) based occupations accounted for the largest number of job postings amongst all occupational classifications almost one-third (31.7%) of all job postings in 2024; however, it also saw the largest annual decrease; -5.7%, from the 2023 figure of 37.4%. The top three occupational classifications also included Education, Law and Social, Community and Government Services (NOC-4) and Health (NOC-3) based occupations with 22.9.0% and 15.2% of the overall share respectively, making up two-third (69.9%) of the overall postings. Health based occupations saw the most notable increase of +8.0% from the previous year; correlating with the NAICS findings.

Representation of job postings in 2024 by major occupation classification (NOCS)



Hourly Wages

Average hourly wage offered per year

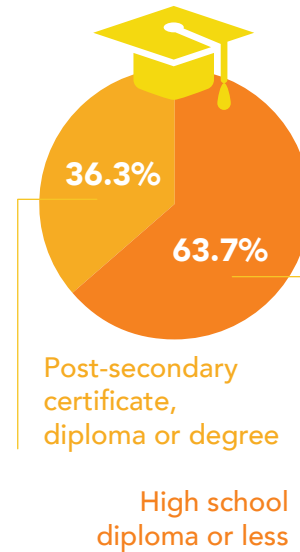


AVERAGE HOURLY WAGE
\$27.29
 (2024 Average)

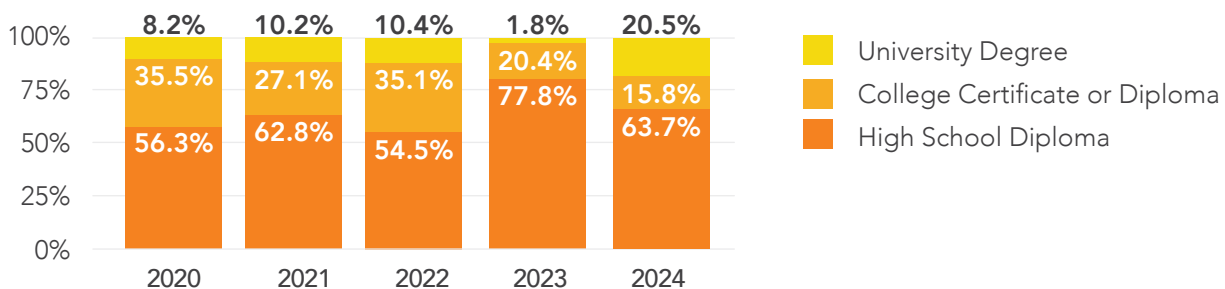
The average hourly wage listed on job postings in 2024 was \$27.29/hour. This is a minor increase (+\$0.45/hr / +1.69%) from the 2023 figure of \$26.84/hr and can likely be attributed to the increase in the provincial minimum wage from \$16.55/hr to \$17.20 starting from October. This does carry forward the positive trend over the past years, however, the increase has slowed down.

Educational Requirements

In 2024, 63.74% of job postings were available for those with a high school diploma or less as opposed to those requiring some form of post-secondary certificate, diploma or degree (36.26%). This figure represents a large decrease; from the previous year but is closer to 2022 and 2023 figures therefore, likely a more accurate representation of expectations. The demand for University Degrees saw a very significant increase from previous years with 20.5% of jobs requiring one, interesting to note that the month of June recorded almost half of such jobs.



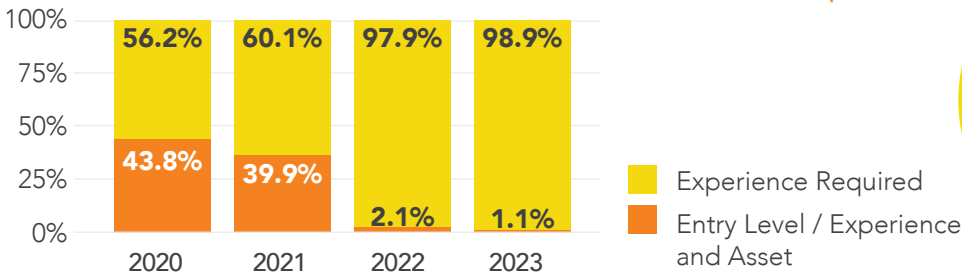
Minimum educational requirements



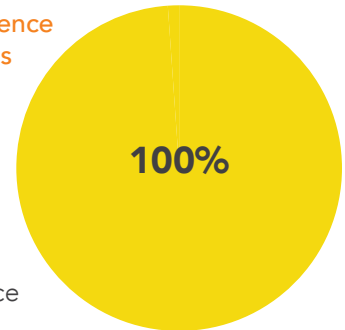
Experience Level Requirements

We continue to see the prevalence of required experience in most job postings. This applies to all industry sectors and across most occupations. Most job postings list a preference for workplace experience rather than as an asset. These trends have been fairly consistent for the past several years.

Experience requirements 2020-23



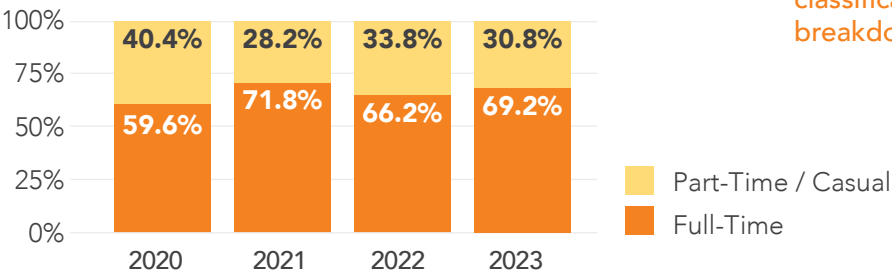
2024 Experience requirements



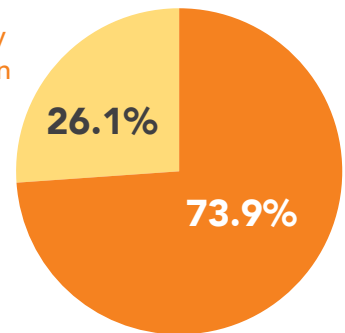
Hours of Employment Offered

Job postings classified as Full-Time made up more than two-thirds (73.9%) of all postings throughout 2024. This represents a slight increase; +4.7%, from the 2023 figure.

Hourly classification breakdown 2020-23



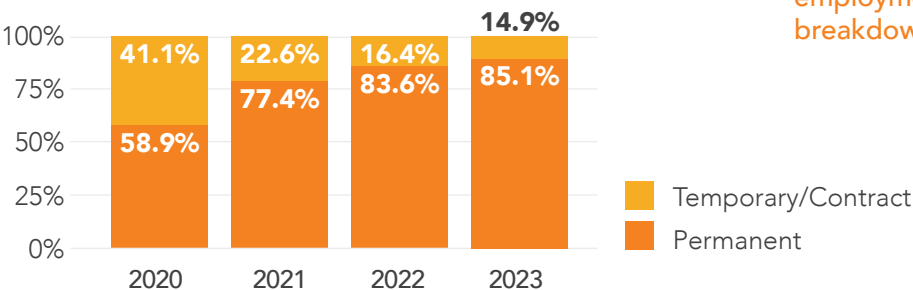
2024 Hourly classification breakdown



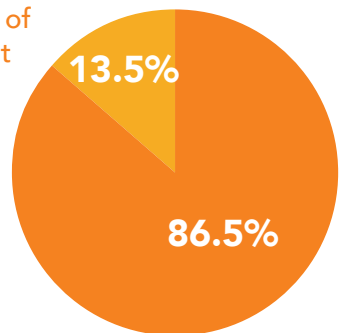
Terms of Employment Offered

2024 Saw the continuation in the increasing trend of job postings offering permanent employment opportunities which started in 2020 and has reached 86.5% in 2024.

Terms of employment breakdown 2020-23



2024 Terms of employment breakdown





4

Employment Ontario Client Data

This section reviews data which has been provided by the Ontario Ministry of Labour, Immigration, Training and Skills Development to workforce planning boards and literacy and basic skills regional networks.

Analysis of EO Program Related Data (2023-2024)

This data was specially compiled by the Ministry and has program statistics related to Apprenticeship, Canada Ontario Job Grant, Employment Service, Literacy and Basic Skills, Ontario Employment Assistance Program, Better Jobs Ontario and Youth Job Connection (including summer program) for the 2022-23 fiscal year.

Background to the data analysis

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

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

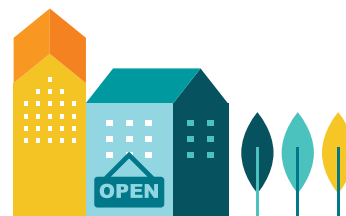
In all instances, some attempt is made to provide a context for interpreting the data. In some cases, this involves comparing the client numbers to the total number of unemployed, in other instances, this may involve comparing this recent year of data to the previous year's release.

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

EO Transformation

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

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



Under the old Employment Services (ES), there were two categories of clients, Unassisted and Assisted, and their numbers were reported separately. Under IES, there are three categories of clients (Streams A, B and C), but their data is combined. Table 1 shows the number of clients served under these different client categories and, as a reference point, the total number of unemployed individuals during the same period (April to March of each fiscal year).

TABLE 1: Client numbers for employment services, Ontario, 2018-19 to 2023-24

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

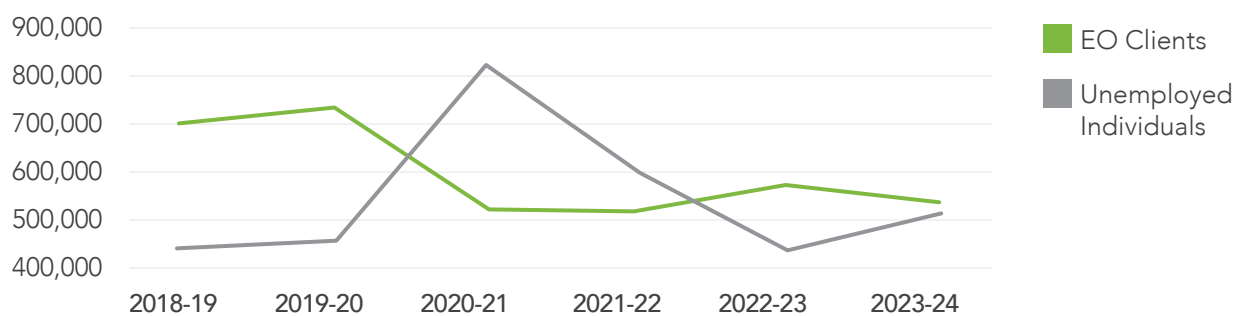
Chart 1 illustrates the total number of employment services clients (ES and IES) in Ontario and compares them to the total number of unemployed in the province, covering the same time period.

Several things to note about Chart 1: firstly, the number of EO clients is often higher than the unemployed. The Unemployed figure is actually the monthly average over the 12-month span; however, the unemployed persons in a month are not the same unemployed persons in the next month, some do stay unemployed, but others find a job but are replaced by others who become unemployed. There are not annual statistics of how many distinct individuals might be unemployed in a year, but that number will be larger than the number of individuals seeking employment services in that period.

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

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

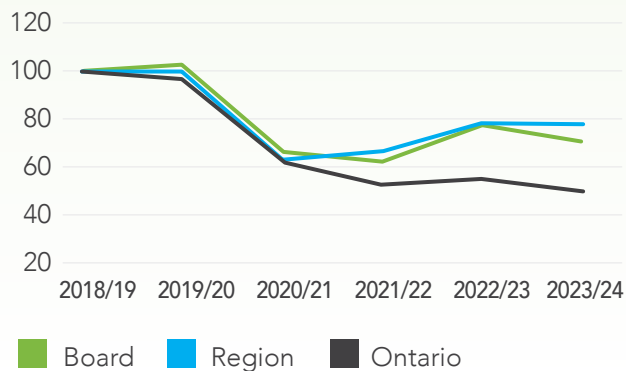
CHART 1: Number of clients under all employment services programs and number of unemployed, Ontario, 2018-2019 to 2023-24



The trends in terms of EO client numbers for the Labour Market Group area (Nipissing and Parry Sound) and the Northern Region are presented in Chart 2, focusing only on Assisted clients. As noted earlier, all Northern Ontario census divisions in 2023-24 were still entirely under the old Employment Services system, and so one is comparing apples to apples. The Ontario figures, by showing Assisted client numbers, are impacted by the fact that clients in many areas are served under the IES system.

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

CHART 2: Ratio of Employment Service Assisted clients, Board, Region and Ontario, 2018-19 to 2023-24 (2018-19 = 100)



In all areas, the number of clients declined in 2020-21 from the 2018/19 level, by between 34% to 38% in all three areas (LMG – 34%; Northern Region – 37%; and Ontario – 38%). In Ontario, these figures continued to drop, more so as clients moved into the IES system.

In the LMG area and Northern Ontario, where IES still had not been introduced, the client numbers climbed back, but in 2022-23 only reaching around 78% to 79% of what they had been in 2018/19, then falling again in 2023-24, when the proportion were: LMG – 71% and Northern Region – 78%. The Ontario figures, because of the on-going switch to the IES system, had 50% of the number of Assisted Clients that had been present in 2018-19.





Finally, another important impact of the EO transformation has been the change in the composition of clients by source of income. With EO absorbing the employment services functions that had been delivered by Ontario Works and the Ontario Disability Support Program to their clients, there has been a greater expectation placed on the IES system to serve these clients. Table 2 shows the percentage distribution of clients by source of income by

ES and IES providers during the period of the transition. The ES clients are Assisted clients, while the IES clients are all clients.

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

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

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

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

TABLE 2: Distribution of employment services clients by select source of income categories, ES and IES, Ontario, 2021-22 to 2023-24

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



Employment Services

ES clients

Table 3 shows the data for Unassisted EO clients. In terms of clients served, the numbers for both the Board and the Northern Region have increased considerably over the last two years, especially this current year; in the Board area, the increase was 10% between 2021/22 and 2022/23 and by 38% between 2022/23 and 2023/24.

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

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

TABLE 3: ES Unassisted R&I Clients, Number and Percent of all R&I Clients

	BOARD	REGION	ONTARIO
2023-24 UNASSISTED R&I CLIENTS			
Number	8,650	50,637	358,909
As % of Ontario	2.4%	14.1%	—
2022-23 UNASSISTED R&I CLIENTS			
Number	6,256	38,822	434,020
As % of Ontario	1.4%	8.9%	—
2021-22 UNASSISTED R&I CLIENTS			
Number	5,682	34,475	386,909
As % of Ontario	1.5%	8.9%	—
CLIENT SHARE IN PREVIOUS YEARS			
2020-2021	1.0%	6.4%	—
2019-2020	0.9%	7.4%	—
2018-2019	0.9%	7.2%	—
2021 TOTAL POPULATION			
% of Ontario	0.9%	5.6%	100%

Population figures from StatCan 2021 Census.



TABLE 4: ES Assisted Clients, Number and Percent of all Assisted Clients

	BOARD	REGION	ONTARIO
2023-24 ASSISTED CLIENTS			
Number	2,369	12,321	94,667
As % of Ontario	2.5%	13.0%	100%
2022-23 ASSISTED CLIENTS			
Number	2,616	12,427	104,045
As % of Ontario	2.4%	11.9%	100%
2021-22 ASSISTED CLIENTS			
Number	2,088	10,594	99,810
As % of Ontario	2.1%	10.6%	100%
CLIENT SHARE IN PREVIOUS YEARS			
2020-2021	1.9%	8.4%	—
2019-2020	1.9%	8.6%	—
2018-2019	1.7%	8.3%	—
2021 TOTAL POPULATION			
% of Ontario	0.9%	5.6%	100%

Population figures from StatCan 2021 Census.

Table 4 illustrates the data for Assisted clients and organizes the comparisons in the same way as Table 3. While there had been an increase in Assisted clients between 2021/22 and 2022/23 for the Board and the Northern Region, there was a decline between 2022/23 and 2023/24, by 9% in the Board area and by 1% at the regional level.

In pre-IES years, the share of Assisted clients in the Board area was higher than its share of the provincial population and was increasing; at the Northern Region level, the share of Assisted clients has consistently been higher than its share of the provincial population.

Outcomes at Exit

There have been some slight changes in the broad outcomes for Assisted Clients between this year and last year, the most notable being large declines at the Board and Ontario levels in Employed outcomes: locally, there was a decline of four percentage points and provincially of six percentage points (Table 14). There was also a slight increase locally of two percentage points in the proportion of Unknown outcomes.

TABLE 14: Percentage figures for ES Assisted client outcomes at exit, Board, Region and Ontario

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

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



Detailed Employment and Training Outcomes

The Outcomes listed in Table 14 are further detailed by sub-category in Table 15.

In 2020-21, the sub-categories which experienced larger declines were Employed – Other (finding work that was in an area of training or choice, in a more suitable job, or in a professional occupation or trade) and

Employed Part-Time. In 2021-22, the increases were among Employed Full-Time at all three levels, and among Employed – Other only at the Board level. In 2022-23, that higher level of at the Board level of Employed – Other (which is a more desirable outcome) continued, although it dropped slightly; at the Region and provincial levels, it also dropped slightly, but it already was much lower than the level experienced at the Board level. In 2023-24, the larger decline was among Employed Full-Time, and a slight increase in Employed Part-Time. The Employed – Other category stayed steady at the local level, but declined at the regional and provincial levels.

TABLE 15: ES Assisted client employment outcomes, Board, Region and Ontario

	2023-24 ES CLIENTS			2022-23 ES CLIENTS		
	BOARD	REGION	ONTARIO	BOARD	REGION	ONTARIO
Employed Full-Time	28%	39%	36%	32%	41%	40%
Employed Part-Time	12%	12%	12%	10%	11%	11%
Employed Apprentice	1%	1%	0%	1%	1%	1%
Employed – Other*	27%	13%	9%	27%	14%	12%
Employed and in education	1%	1%	1%	1%	1%	1%
Employed and in training	0%	1%	1%	1%	1%	1%
Self-Employed	3%	2%	2%	3%	2%	2%
In Education	5%	5%	5%	4%	4%	4%
In Training	5%	7%	9%	5%	8%	9%
Independent	1%	1%	2%	—	1%	2%
Volunteer	0%	0%	0%	—	—	0%
Unable to Work	3%	3%	3%	3%	3%	3%
Unemployed	5%	6%	9%	5%	5%	6%
Unknown	11%	9%	11%	9%	9%	8%

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

Literacy and Basic Skills

Table 21 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, this number declined a little further at the Board level but rebounded somewhat at the Region and provincial levels. The number of new in-person learners did increase across all three areas. In 2022-23, there were large increases at all three levels in the number of new learners. In 2023-24, those large increases continued in all three areas. Over the last two years, the number of new learners has grown by 90% at the Board level, 63% at the Northern region level, and 37% provincially.

The Board's share of all In-Person Learners in the province has increased 10.1%, which is close to the level it was in 2018-19 and 2019-20 (2.0%). This proportion is considerably higher than the local area's share of the provincial population (0.9%). The Region's share has jumped to 17.1%, also much higher than the Region's share of the provincial population (5.6%).

TABLE 21: Number of Literacy and Basic Skills Learners

	BOARD	REGION	ONTARIO
Number of In-Person Learners (New In-Person + Carry-Over In-Person) (2023-24)	28%	39%	36%
Number of In-Person Learners (New In-Person + Carry-Over In-Person) (2022-23)	12%	12%	12%
Number of In-Person Learners (New In-Person + Carry-Over In-Person) (2021-22)	1%	1%	0%
Number of In-Person Learners (New In-Person + Carry-Over In-Person) (2020-21)	27%	13%	9%
Number of In-Person Learners (New) (2023-24)	1%	1%	1%
Number of In-Person Learners (New) (2022-23)	0%	1%	1%
Number of In-Person Learners (New) (2021-22)	3%	2%	2%
Number of In-Person Learners (New) (2020-21)	5%	5%	5%
2023-24 In-Person Learners as % of Province (New In-Person + Carry-Over In-Person)	5%	7%	9%
2022-23 In-Person Learners as % of Province (New In-Person + Carry-Over In-Person)	1%	1%	2%
2021-22 In-Person Learners as % of Province (New In-Person + Carry-Over In-Person)	0%	0%	0%
2020-21 In-Person Learners as % of Province (New In-Person + Carry-Over In-Person)	3%	3%	3%

Table 24 shows the distribution of clients by their age. While there have been very limited changes in the distribution of clients by age at the Region and provincial levels over the last three years, at the local level the share represented by clients aged 45-64 years old has been increasing, from 19% to 23% to 26%. The share of those aged 65 years and older had increased from 8% to 16% but declined this year to 11%. Nevertheless, the largest age group remains those aged 25-44 years old across all three levels.

TABLE 24: Literacy and Basic Skills clients by age, 2023-24 and 2022-23

2023-24	NUMBER OF LBS CLIENTS			% BY AGE		
	BOARD	REGION	ONTARIO	BOARD	REGION	ONTARIO
15-24 years old	207	1,625	11,299	26%	23%	23%
25-44 years old	301	3,194	22,856	37%	45%	47%
45-64 years old	213	1,666	11,306	26%	23%	23%
65 years and older	88	696	2,765	11%	10%	6%
TOTAL	809	7,181	48,226	100%	101%	99%
2022-23	15-24 years old			21%	22%	24%
	25-44 years old			40%	45%	48%
	45-64 years old			23%	22%	23%
	65 years and older			16%	11%	6%



The distribution by education attainment levels of clients is listed in Table 27. There is a fair degree of similarity in the educational levels of attainment across the three levels. Both the Board and the Region levels have a higher proportion of clients with less than a Grade 12 education, but all three levels have a high proportion of clients with a high school diploma or less. These proportions have not changed much over the last two years.

TABLE 27: Literacy and Basic Skills clients by educational attainment, 2023-24

	BOARD	REGION	ONTARIO
Less than Grade 9	7%	7%	7%
Less than Grade 12	37%	30%	23%
Completion of Secondary	23%	28%	27%
Certificate of Apprenticeship	0%	1%	1%
Certificate/Diploma	15%	17%	18%
Applied/Associate/Bachelor	10%	8%	11%
Postgraduate	4%	3%	4%
Other (Some Apprenticeship/College/University)	3%	5%	8%
Unknown	0%	1%	1%

There has been a relatively high level of consistency in the Learner’s Goal Paths at the regional and provincial levels over the last several years. At the local level, the proportion of those seeking employment has not only been consistently higher than elsewhere, but it increased further in 2023-24 (Table 29). There are far fewer learners locally choosing post-secondary as a goal path. These patterns have been present for the last several years.

TABLE 29: Literacy and Basic Skills clients: Learner’s Goal Path, 2023-24 and 2022-23

	2023-24			2022-23		
	BOARD	REGION	ONTARIO	BOARD	REGION	ONTARIO
Apprenticeship	5%	5%	8%	6%	5%	8%
Employment	57%	36%	36%	47%	34%	32%
Independence	12%	22%	13%	17%	24%	13%
Postsecondary	7%	26%	31%	10%	26%	35%
Secondary School Credit	20%	12%	12%	21%	11%	12%



By far, the largest proportion of clients at the time of intake, across all three levels, are those who are unemployed, at 57% to 59% across all three areas (Table 30). The major change at the Board level has been an increase in the proportion of those employed full-time, although this figure is still considerably lower than that for the region and the province. As well, the Board area has a larger percentage of learners who are part-time students.

TABLE 30: Literacy and Basic Skills clients: Labour force attachment, 2023-24 and 2022-23

	2023-24			2022-23		
	BOARD	REGION	ONTARIO	BOARD	REGION	ONTARIO
Employed Full Time	12%	21%	20%	—	20%	22%
Employed Part Time	14%	12%	14%	15%	13%	15%
Full Time Student	4%	3%	2%	—	3%	3%
Part Time Student	12%	2%	1%	16%	2%	1%
Self Employed	2%	2%	3%	—	2%	2%
Under Employed	—	1%	1%	—	1%	1%
Unemployed	57%	59%	58%	70%	59%	56%

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

Better Jobs Ontario

The Board area enlisted 26 individuals into the Better Jobs Ontario program last year (Table 35). In 2015-16 and 2016-17, the number was around 100, then hovered between 50 and 60 for five years until dropping to 35 in 2022-23, and now to 26. There has been a similar pattern at the Regional level, while the provincial figures have not dropped as much and even increased from last year. As a result, the Board share of all Better Jobs Ontario clients, which had stayed close to 1.5% for several years, has now dropped to 0.8%, closer to the Board area's share of the provincial population. The Regional share of Better Jobs Ontario clients has also dropped, but as a percentage is still higher than the Region's share of the provincial population.

The low number of Better Jobs Ontario clients at the Board level means that as the client data gets dissected for analysis, there will be far more results where the data is suppressed. By looking at the reported data, one can sometimes "fill in the blanks" for the missing data by inference. The same analysis will nevertheless be carried out because it also provides the figures for the Region and provincial levels.

Better Jobs Ontario clients tend to be younger adults (25-44 years old), followed by older adults (45-64 years old) (Table 36). At the local level, this was reversed, although it had been the pattern the previous year. A small number (under 10) were either 15-24 years old or 65 years or older.



TABLE 35: Better Jobs Ontario client numbers

	BOARD	REGION	ONTARIO
Number of clients, 2023-24	26	244	3,401
Number of clients, 2022-23	35	276	3,064
Number of clients, 2021-22	53	360	3,777
Number of clients, 2020-21	47	371	3,110
2023-24 Better Jobs Ontario clients as % of Province	0.8%	7.2%	
2022-23 Better Jobs Ontario clients as % of Province	1.1%	9.0%	
2021-22 Better Jobs Ontario clients as % of Province	1.4%	9.5%	
2020-21 Better Jobs Ontario clients as % of Province	1.5%	11.9%	
2019-20 Better Jobs Ontario clients as % of Province	1.5%	13.9%	

TABLE 36: Better Jobs Ontario clients by age, 2023-24 and 2022-23

2023-24	NUMBER OF 2nd CAREER CLIENTS			% BY AGE		
	BOARD	REGION	ONTARIO	BOARD	REGION	ONTARIO
15-24 years old	—	24	256	—	10%	8%
25-44 years old	11	141	1,922	42%	58%	57%
45-64 years old	12	75	1,192	46%	31%	35%
65 years and older	—	4	31	—	2%	1%
TOTAL	26	244	3,401	88%	101%	101%
2022-23	15-24 years old			—	11%	6%
	25-44 years old			46%	57%	59%
	45-64 years old			43%	30%	35%
	65 years and older			—	—	1%



Canada Ontario Job Grant (COJG) – Employer

The employers that made use of the COJG are mostly smaller firms with less than 50 employees (Table 52).

This year, at the local level, 81% of the firms had less than 50 employees, while at the Region level that figure was 76%, and for the province it was 73%.

The number of employers dropped significantly because of COVID (2020-21); it had rebounded in 2021-22 and 2022-23, but in 2023-24 the number of employers dropped in all three areas.

TABLE 52: Canada Ontario Job Grant – Employers, 2023-2024

	BOARD	REGION	ONTARIO
# of employers, 2023-24	21	194	2,347
# of employers, 2022-23	30	218	2,468
# of employers, 2021-22	30	198	2,837
# of employers, 2020-21	17	186	2,456
# of employers, 2019-20	19	312	3,952
Percent in Under 25 Stream	100%	100%	100%
Percent in Over 25 Stream	0%	0%	0%
SIZE (PERCENT)			
<50	81%	76%	73%
50-150	—	20%	19%
151-300	—	—	4%
301-500	0%	—	2%
501-1,500	0%	—	2%
1,501-10,000	0%	0%	1%
>10,001	0%	0%	—

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



In terms of the training provided, by far most of the training is provided by private trainers at the regional and provincial levels (Table 53). This had been the case at the Board level last year, but this year most of the training was provided by private career colleges, which stand in second place as providers at the regional and provincial levels.

TABLE 53: Canada Ontario Job Grant – Training provider type, 2023-2024

	BOARD	REGION	ONTARIO
Private Trainer	—	56%	59%
Product Vendor	0%	—	3%
Public College	—	12%	7%
Registered Private Career College	52%	28%	26%
School Board	0%	0%	0%
Union Based Training Centre	0%	0%	—
University	0%	—	4%
Unknown	0%	—	1%

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

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

TABLE 54: Outcome at exit detail, 2023-2024

	BOARD	REGION	ONTARIO
Increase in trainee productivity	100%	100%	95%
Training met workforce needs	100%	100%	98%

Canada Ontario Job Grant – Participant

The number of COJG participants has not recovered from the drop experienced when COVID struck (2020-21); in truth, participant numbers had already been falling before COVID (Table 55). The 2023-24 number of participants at all three levels are less than half what they were in 2018-19; indeed, at the Board level, they are barely one quarter. The local share of COJG participants across the province (0.3%) is below what it has typically been and is lower than the Board area’s share of the provincial population, while at the Region level it has generally stayed within the same percentage range.

TABLE 55: Number of COJG participants, 2023-2024

	BOARD	REGION	ONTARIO
Number, 2023-24	28	444	8,706
Number, 2022-23	49	553	8,951
Number, 2021-22	89	516	10,767
Number, 2020-21	57	622	10,350
Number, 2019-20	32	827	14,073
Number, 2018-19	106	1,269	19,742
As % of Ontario, 2023-24	0.3%	5.1%	
As % of Ontario, 2022-23	0.8%	6.2%	
As % of Ontario, 2021-22	0.8%	4.8%	
As % of Ontario, 2020-21	0.6%	6.0%	
As % of Ontario, 2019-20	0.2%	5.9%	
As % of Ontario, 2018-19	0.5%	6.4%	
2016 TOTAL ONTARIO POPULATION			
As % of Ontario, 2018-19	0.9%	5.6%	

As Table 56 shows, most of the clients (55% to 64%) are younger adults (25-44 years old). The second largest age group at the Region and provincial levels is older adults (45-64 years old), whereas there is not enough data at the Board level.

TABLE 56: Distribution by age of COJG participants, 2023-2024

	BOARD	REGION	ONTARIO
15-24 years	—	18%	12%
25-44 years	64%	55%	58%
45-64 years	—	26%	29%
over 65 years	0%	—	1%
Unknown	0%	0%	—

No entry (-) means the figure was smaller than 10 and to ensure confidentiality, the figure was 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 Board and regional levels in 2023-24, but declined provincially. As with most programs, client numbers dropped during COVID and have not returned to pre-COVID levels.

The numbers for 2023-24 make up the following percentage of the numbers in 2018-19: at the Board level – 91%; at the regional level – 92%; provincially – 49%.

The figures for the Youth Job Connection Summer program are included as well: at the local and Region levels, the numbers increased last year and have returned to the levels present in 2018-19. Provincially, the numbers have dropped significantly, all of which accounts for the growing percentage share of YJC Summer clients at the Board and regional levels.

TABLE 62: Number of YJC participants, 2023-2024

	BOARD	REGION	ONTARIO
YJC PARTICIPANTS			
Number, 2023-24	256	1,159	5,936
Number, 2022-23	205	1,027	7,247
Number, 2021-22	184	867	7,097
Number, 2020-21	119	634	7,428
Number, 2019-20	266	1,249	12,063
Number, 2018-19	282	1,264	12,024
As % of Ontario, 2023-24	4.3%	19.5%	
As % of Ontario, 2022-23	2.8%	14.2%	
As % of Ontario, 2021-22	2.6%	12.2%	
As % of Ontario, 2020-21	1.6%	8.5%	
As % of Ontario, 2019-20	2.2%	10.4%	
As % of Ontario, 2018-19	2.3%	10.5%	
YJC SUMMER PARTICIPANTS			
Number, 2023-24	118	586	2,985
Number, 2022-23	109	576	3,934
Number, 2021-22	99	497	4,010
Number, 2020-21	84	495	4,815
Number, 2019-20	117	590	5,738
As % of Ontario, 2023-24	4.0%	19.6%	
As % of Ontario, 2022-23	2.8%	14.6%	
As % of Ontario, 2021-22	2.5%	12.4%	
As % of Ontario: 2020-21	2.2%	10.3%	
As % of Ontario: 2019-20	2.0%	10.3%	
EO ASSISTED CLIENTS			
As % of Ontario	2.5%	13.0%	
2016 TOTAL ONTARIO POPULATION			
As % of Ontario	0.9%	5.6%	



5

Apprenticeship and Skilled Trades

The number of new apprentice registrations for the last ten years are listed in Table 43. 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, and in 2022-23 they recovered some more. In 2023-24, there was a decline in the number of new registrations at the Board and provincial levels, although the figure did increase at the Regional level. Compared to the 2019-20, the number of new registrations is slightly lower this year in all three areas, which already was lower than 2018-19.



TABLE 43: Number of new apprenticeship registrations, 2018-19 to 2023-24

	BOARD	REGION	ONTARIO
NUMBER OF NEW REGISTRATIONS			
2023-2024	217	2,041	26,296
2022-2023	235	1,970	27,178
2021-2022	209	1,708	22,056
2020-2021	143	1,264	16,730
2019-2020	236	2,065	26,771
2018-2019	243	2,104	27,821

Table 44 shows several other figures in terms of their share of all provincial numbers for each category and how that share has compared over time. In 2023-24, new registrations at the local and Region levels were roughly in line with historic values, with the local area accounting for 0.8% of the provincial totals (equal to the local area representing 0.9% of the provincial population), just slightly down, and the Northern Region accounting for 7.8% of provincial new registrations, when the Northern Region represents 5.6% of the provincial population.

TABLE 44: New registrations and active apprenticeships

	BOARD	REGION	ONTARIO
NUMBER OF NEW REGISTRATIONS			
2023-2024	217	2,041	26,296
As % of Ontario: 2023-24	0.8%	7.8%	
As % of Ontario: 2022-23	0.9%	7.2%	
As % of Ontario: 2021-22	0.9%	7.7%	
As % of Ontario: 2020-21	0.9%	7.6%	
As % of Ontario: 2019-20	0.9%	7.7%	

Table 44 continues on next page

The proportion of all active apprenticeships at the local and Region levels have also been fairly consistent in terms of each area’s share of the provincial numbers. The number of active apprentices has been climbing over the years: compared to 2018-19, the number of active apprentices at the Board in 2022-23 was 19% higher, at the Region level it was 39%, and at the provincial level it was 34% higher. In terms of Number of CofAs issued, at the local level over the last five years the number has stayed within the same range (between 64 and 70); at the Region the number has fluctuated within a broader range; whereas at the provincial level, it has continued to grow since 2021-22.

	BOARD	REGION	ONTARIO
NUMBER OF ACTIVE APPRENTICES			
2023-2024	737	7,302	95,343
2022-2023	694	6,736	89,482
2021-2022	668	6,298	84,937
2020-2021	635	5,819	78,733
2019-2020	614	5,462	73,924
As % of Ontario: 2023-24	0.8%	7.7%	
As % of Ontario: 2022-23	0.8%	7.5%	
As % of Ontario: 2021-22	0.8%	7.4%	
As % of Ontario: 2020-21	0.8%	7.4%	
As % of Ontario: 2019-20	0.8%	7.4%	
NUMBER OF COFAS ISSUED			
2023-2024	68	621	9,837
2022-2023	66	583	9,564
2021-2022	65	629	8,120
2020-2021	64	420	5,877
2019-2020	67	680	8,892
2018-2019	70	750	9,878
As % of Ontario: 2023-24	0.7%	6.3%	
As % of Ontario: 2022-23	0.7%	6.1%	
As % of Ontario: 2021-22	0.8%	7.7%	
As % of Ontario: 2020-21	1.1%	7.1%	
As % of Ontario: 2019-20	0.8%	7.6%	
As % of Ontario: 2018-19	0.7%	7.6%	



The following tables show more detailed demographic data for the Apprenticeship program. More than 95% of participants are youth (15-24 years old) or young adults (25-44 years old), across all three levels (Table 45). More than half are youth (15-24 years old) and that proportion inched up slightly from last year.

TABLE 45: Distribution by age of apprenticeship, 2023-24 and 2022-23

	2023-24			2022-23		
	BOARD	REGION	ONTARIO	BOARD	REGION	ONTARIO
15-24 years	58%	56%	51%	49%	54%	50%
25-44 years	38%	41%	45%	46%	43%	46%
45-64 years	—	3%	4%	—	3%	4%
over 65 years	0%	—	0%	0%	0%	0%

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



The distribution by gender (Table 46) is very heavily male skewed. Across the local, regional, and provincial levels, around three-quarters or more of apprentices have been male. At the local level, the proportion of females has been slightly higher than the corresponding figures for the Region and provincial levels and it increased over the previous year.

TABLE 46: Distribution by gender of apprenticeship, 2023-24 and 2022-23

	2023-24			2022-23		
	BOARD	REGION	ONTARIO	BOARD	REGION	ONTARIO
Females	26%	14%	14%	17%	13%	13%
Males	74%	84%	85%	82%	85%	86%
Other/not disclosed/trans	—	2%	1%	—	—	1%

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

The distribution of clients by education at intake (Table 47) is mostly dominated by clients who have a high school diploma and almost all the rest have no high school diploma. There has been minimal variation in these percentages from year to year, no doubt because so many apprentices are youth.

TABLE 47: Distribution by education at intake of apprenticeship, 2023-24 and 2022-23

	2023-24			2022-23		
	BOARD	REGION	ONTARIO	BOARD	REGION	ONTARIO
No certificate	21%	16%	16%	12%	12%	13%
High school	78%	81%	83%	88%	87%	87%
Apprenticeship	0%	0%	0%	0%	0%	0%
College	0%	—	0%	—	—	0%
University	0%	—	—	0%	0%	—
Other	—	—	0%	—	—	0%

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



Table 49 lists the top ten trades for new registrations for the local area, the region and the province. The local area only had six trades among new registrations that had 10 or more registrations, while there were 19 trades which had their numbers suppressed (under 10). All six of these trades are common to the top ten registrations for the Region and the province.

One piece of data which is not part of the EO client data are statistics that has been provided by Skilled Trades Ontario (STO), which keeps a registry of active tradespersons, together with a range of demographic information. The top ten trades by number of active tradespersons 1 in Nipissing and Parry Sound are listed in Table 50 and Table 51, together with their distribution by age and compared to the age distribution for

each trade for Ontario. (For Parry Sound, there are actually 11 trades listed, as there are two trades tied for tenth position.)

Almost all of the tradespersons in the top ten registration list for Parry Sound have a higher proportion of those aged 55 years and older than that recorded for Ontario, the only exception being Powerline Technician, which has very few tradespersons over 55 years old. This is in contrast to Nipissing, where there are only five trades where the share of those 55 years and older is either equal to or greater than the percentage for Ontario.

One trade in Nipissing, Truck and Coach Technician, has 50% of its registrants aged 55 years and older, a proportion equal to the Ontario average. In Parry Sound, there are two such trades: Truck and Coach Technician, where 60% of registrants are 55 years and older, and Automotive Service Technician (50%, higher than the provincial average of 37%). There is a high probability that these trades will experience greater shortages of tradespersons as their large proportion of older workers retires.

TABLE 49: Top 10 trades for new registrations, 2023-2024

RANK	BOARD		REGION		ONTARIO	
	TRADE	NUMBER	TRADE	NUMBER	TRADE	NUMBER
1	Automotive Service Technician	40	Electrician - Construction and Maintenance	310	Electrician - Construction and Maintenance	5,153
2	Electrician - Construction and Maintenance	35	Automotive Service Technician	204	Automotive Service Technician	2,767
3	Truck and Coach Technician	21	General Carpenter	195	General Carpenter	2,098
4	Hairstylist	20	Heavy Duty Equipment Technician	179	Industrial Mechanic Millwright	1,932
5	General Carpenter	18	Truck and Coach Technician	164	Plumber	1,857
6	Plumber	14	Industrial Mechanic Millwright	141	Truck and Coach Technician	1,483
7	—	—	Powerline Technician	104	Hairstylist	1,138
8	—	—	Plumber	99	Refrigeration and Air Conditioning Systems Mechanic	790
9	—	—	Hairstylist	78	Sheet Metal Worker	695
10	—	—	Welder	72	Child Development Practitioner	580



TABLE 50: Top ten trades by active tradespersons in Nipissing, and distribution by age for Nipissing and Ontario, September 2024

TRADE	NIPISSING			ONTARIO			
	TOTAL	AGE			AGE		
		15-24	25-54	55+	15-24	25-54	55+
Automotive Service Technician	430	8%	50%	43%	11%	53%	37%
Electrician — Construction and Maintenance	418	12%	63%	25%	11%	59%	29%
Truck and Coach Technician	335	9%	41%	50%	7%	43%	50%
Hairstylist	257	6%	56%	39%	6%	57%	37%
Plumber	136	10%	65%	25%	13%	64%	23%
General Carpenter	90	23%	74%	2%	29%	69%	2%
Powerline Technician	67	31%	66%	3%	21%	75%	4%
Sheet Metal Worker	52	12%	60%	29%	10%	64%	26%
Industrial Mechanic Millwright	47	21%	72%	6%	15%	78%	7%
Child Development Practitioner	47	19%	77%	4%	11%	79%	10%

TABLE 51: Top ten trades by active tradespersons in Parry Sound, and distribution by age for Parry Sound and Ontario, September 2024

TRADE	PARRY SOUND			ONTARIO			
	TOTAL	AGE			AGE		
		15-24	25-54	55+	15-24	25-54	55+
Automotive Service Technician	363	7%	43%	50%	11%	53%	37%
Electrician — Construction and Maintenance	322	14%	51%	35%	11%	59%	29%
Truck and Coach Technician	261	5%	36%	60%	7%	43%	50%
Hairstylist	127	4%	58%	39%	6%	57%	37%
General Carpenter	106	26%	71%	4%	29%	69%	2%
Plumber	101	12%	44%	45%	13%	64%	23%
Refrigeration and Air Conditioning Systems Mechanic	44	2%	57%	41%	7%	59%	35%
Sheet Metal Worker	38	11%	55%	34%	10%	64%	26%
Auto Body and Collision Damage Repairer	32	3%	50%	47%	8%	48%	44%
Hoisting Engineer — Mobile Crane Operator 1	29	3%	59%	38%	4%	62%	33%
Powerline Technician	29	24%	72%	3%	21%	75%	4%

In Nipissing, there are two trades where at least one-third (33%) of the registrants are 55 years and older:

- Automotive Service Technician (43%)
- Hairstylist (39%)

In Parry Sound, there are seven trades where at least one-third (33%) of the registrants are 55 years and older:

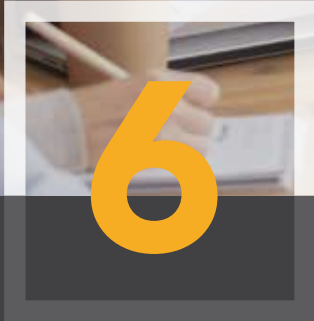
- Electrician – Construction and Maintenance
- Hairstylist
- Plumber
- Refrigeration and Air Conditioning Systems Mechanic
- Sheet Metal Worker
- Auto Body and Collision Damage Repairer
- Hoisting Engineer — Mobile Crane Operator 1

On the other hand, the following trades are composed of at least 10% of registrants who are 15 to 24 years old (which suggests strong attraction for youth):

- Electrician – Construction and Maintenance (Nipissing: 12%; Parry Sound: 14%)
- Plumber (Nipissing: 10%; Parry Sound: 12%)
- General Carpenter (Nipissing: 23%; Parry Sound: 26%)
- Powerline Technician (Nipissing: 31%; Parry Sound: 24%)
- Sheet Metal Worker (Nipissing: 12%; Parry Sound: 11%)
- Industrial Mechanic Millwright (Nipissing: 21%)
- Child Development Practitioner (Nipissing: 19%)



¹An active tradesperson, according to STO, is a person who holds one of the following documents that are active: a Registered Training Agreement (issued to Apprentices), a Provisional Certificate of Qualification (issued to completed Apprentices), all Compulsory Certificates of Qualification (issued to individuals who pass the certifying exam, for trades with a certifying exam) or all issued Non-Compulsory Certificates of Qualification.



Labour Market Action Plan

THEME ONE: Local Businesses need assistance accessing available programs, incentives and professionals.

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



Why is this a priority for the community?

With the plethora of funding programs available to small businesses, the process of researching, application and implementation can be lengthy

and burdensome. There continues to be a lack of awareness and understanding on the part of the employer to participate and engage in these types of programs and advises. Ultimately, these actions can affect the long- term sustainability of their workforce.

How it aligns with the evidence: Employers continue to struggle to find and maintain individuals in a variety of occupational classifications and industry sectors.

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

REQUIRED ACTION	EXPECTED OUTCOMES	TIMELINE
President’s Series Luncheon’s	<p>Invite local Presidents of various agencies and businesses to speak candidly on their corporation’s best practices and how they have navigated change, overcame diversity, and continue to plan and pivot for success during the current economic climate.</p> <p>This sector-specific approach will focus on key and specific issues and challenges facing new and emerging industries.</p> <p>UPDATE: Several breakfast sessions were held over the course of the fiscal that featured key community leaders. Due to their success, more sessions will be held throughout 2025-2026.</p>	 COMPLETE
Employer Education and Awareness	<p>With the increase of International students and newcomers to our community through the Rural Northern Immigration Pilot Project (RNIP), many programs and services have been developed for employers.</p> <p>Workshops, webinars and luncheons will be offered throughout the region to showcase how and where to seek services as it pertains to providing inclusive and welcoming workplaces.</p> <p>UPDATE: Several sessions were offered throughout the year with many employers participating.</p>	 COMPLETE
Mentorship series	<p>Small businesses make up the majority of employers in our region and oftentimes struggle to reach the ‘next level’ of operations within years 2-5 of starting up. Host a series of mentorship sessions that feature specific aspects of business such as: the hiring of employees, moving from a home-based business to having a storefront, as well as entering into the realm of imports or exports.</p>	MEDIUM TERM

THEME TWO: Supply and Demand

Goal: The labourmarket has changed drastically over the last few years and employers continue to experience labour shortages. Through various initiatives, the goal is to promote the availability of employment opportunities in the region.


Why is this important to the community?

If members of the community are aware of the workforce opportunities available, there will be more opportunities to remain in, and attract new individuals to fill local jobs.

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

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



REQUIRED ACTION	EXPECTED OUTCOMES	TIMELINE
Continue to expand the Ready Set Hired platform	<p>Work with partners in the region and across the province to enhance and update the Ready Set Hired suite of tools. Provide a platform where job seekers can have their skills matched to the jobs offered in the portal.</p> <p>UPDATE: A series of 'how to' videos were developed to showcase the suite of tools offered on the platform.</p>	 COMPLETE
Student engagement sessions	<p>Work in partnership with school boards to develop informal consultations with youth at the high school level. With so many options for life after graduation, determining how students are making decisions for their future career paths remains unclear.</p>	SHORT TERM
Sector-specific job fairs	<p>Host a series of sector-specific online job fairs to ensure that in-demand sectors can have a platform to interact with potential candidates. Host a different session each day that will highlight both employers within various sectors as well as provide opportunities for job seekers who are looking at specific occupational options.</p>	SHORT TERM

THEME THREE: Awareness of local labour market information

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

Why is this a priority for the community?

Making decisions based on evidence driven research is critical to helping governments, businesses, communities respond to change, and can ensure labour market targets and decisions are based on the realities of our local community.

How it aligns with the evidence: Understanding labour patterns and trends and using LMI as a decision-making tool is essential to not only guide the career paths of those looking to

gain entrance into the labour market, but will showcase the needs and challenges facing various industry sectors.

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



REQUIRED ACTION	EXPECTED OUTCOMES	TIMELINE
<p>Enhance the existing Jobs Report by researching other existing models currently in existence</p>	<p>Research other on-line job counting products and compare and contrast the pros and cons. Analyzing the results will provide insights on how the local product can be enhanced and expanded to meet local needs.</p> <p>UPDATE: Various new reporting mechanisms have been researched and explored. The job portal Ready Set Hired will begin to undergo many upgrades over the next fiscal year in order to be a more effective labour market tool for our region.</p>	<p>ON GOING</p>
<p>Develop a social media series that highlights key pieces of labour market information ongoing throughout the year.</p>	<p>A new social media presence will be implemented this fiscal. By providing short, digestible LMI that is available via social media feed, it is hoped that further awareness and availability of labour market information will be more informative for users. Hosting a segment on local television will also continue to highlight local LMI.</p> <p>UPDATE: LMG is currently working with a social media developer to create content and suitable reels for social media users.</p>	<p>ON GOING</p>
<p>Industry sector-specific publications</p>	<p>Develop sector-specific publications for job seekers and the general public to increase awareness of local occupational opportunities and in-demand sectors. This could assist job seekers and help them make informed career decisions at the local level.</p>	<p>MEDIUM TERM</p>



The Labour Market Group
Guiding partners to workforce solutions.



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