



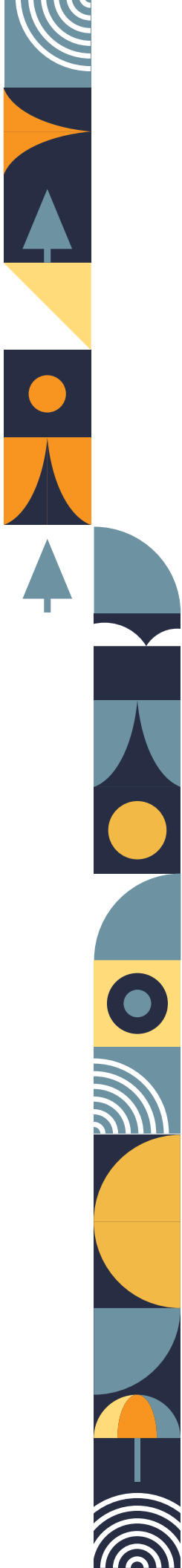
The Labour Market Group

Guiding partners to workforce solutions.

LOCAL LABOUR MARKET PLAN 2026

NIPISSING &
PARRY SOUND
DISTRICTS





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NIPISSING & PARRY SOUND DISTRICTS

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OVERVIEW

The Labour Market Group (LMG) is pleased to present the 2026 Local Labour Market Plan (LLMP) for the districts of Nipissing and Parry Sound. This plan reflects our ongoing commitment to supporting the people, businesses, and communities that make up our local labour market. The LLMP identifies key workforce challenges facing the region and sets a shared, forward-looking direction to help build a strong, inclusive, and sustainable workforce for the years ahead.



Our communities continue to adapt to ongoing changes in labour force supply and demand. Shifts in international student numbers, persistent economic pressures, the growing influence of artificial intelligence, and the increasing importance of welcoming and supportive workplaces have all shaped the local labour market over the past year. At the same time, our workforce is more diverse than ever before. Five generations—Traditionalists, Baby Boomers, Generation X, Millennials, and Generation Z—are working alongside one another, bringing a wide range of experiences, skills, and expectations. Across all sectors, employers are facing continued workforce shortages that impact business growth, service delivery, and long-term economic sustainability.



Looking ahead to 2026, our communities will need to remain welcoming, flexible, and innovative, ensuring that residents and newcomers alike have access to the skills, training, and supports needed to meet the evolving needs of the regional economy.

While employers continue to face difficulties recruiting qualified workers, demographic shifts and the reliance on social media are also reshaping how people view work, career pathways, and work-life balance. Today's workforce expects more than traditional employment models. Employers are increasingly called upon to offer supportive, inclusive workplaces that value mental well-being, mentorship, training, and career development. Investing in people today is essential to sustaining a skilled and resilient workforce for tomorrow.

The LLMP and its associated initiatives are designed to support community members at every stage of their employment journey—whether they are entering the workforce for the first time, re-entering after time away, or working to remain employed in a changing economy. The plan also supports local employers by helping them connect with the workers they need to remain competitive and responsive. As technology, artificial intelligence, and automation continue to reshape the world of work, staying connected to broader trends will help ensure our region is prepared for the opportunities ahead. Through ongoing collaboration with community partners, employers, educators, and service providers, we remain committed to working together to build a strong, adaptable, and people-centered workforce that will support a thriving regional economy well into the future.

INTRODUCTION

The Labour Market Group (LMG) is a non-profit organization dedicated to supporting our communities in navigating workforce challenges and opportunities through data-driven research, collaboration, and strategic insight. For nearly three decades, LMG has built on a strong foundation of labour market knowledge, working alongside partners across the region to turn evidence into action and develop practical workforce solutions.

As the Workforce Planning Board for the districts of Nipissing and Parry Sound, LMG is committed to strengthening local labour market conditions by gathering, analyzing, and sharing timely, relevant labour market information. Through meaningful community engagement and regional collaboration, we help inform planning, projects, and partnerships that support workforce development across the region. High-quality labour market insights and a clear understanding of employment trends are essential to helping governments, employers, community organizations, and individuals adapt and respond to the evolving world of work in Nipissing and Parry Sound.

The 2026 LLMP provides an overview of current labour market conditions in the Nipissing and Parry Sound districts. This year's report includes several key pieces;

- Update of Labour Market Indicators
- Monthly Jobs Report data
- Employment Ontario Client data
- Labour Market Action Plan

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

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





CURRENT LABOUR MARKET DATA

This section reviews various labour market indicators, including unemployment rates, participation rates, job vacancy rates, employment income data and migration data, to provide insight into the current state of the labour market in 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 2025. These rates are reported for the Toronto Census Metropolitan Area (CMA),¹ for the Rest of Ontario (Ontario figures minus the Toronto CMA), and for Northeast Ontario.² Chart 1 illustrates the data.

TABLE 1: Annual unemployment rates, Toronto CMA, Rest of Ontario and Northeast Ontario, 2018-2025

	2018	2019	2020	2021	2022	2023	2024	2025
Toronto CMA	6.0%	5.9%	11.0%	9.2%	6.3%	6.3%	8.0%	8.6%
Rest of Ontario	5.3%	5.2%	8.7%	7.2%	4.9%	5.1%	6.1%	6.9%
Northeast ONT	6.4%	6.3%	8.0%	6.8%	4.5%	5.4%	5.9%	6.0%

Statistics Canada, Tables 14-10-0327-01, 14-10-0461-01 and 14-10-0464-01

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.

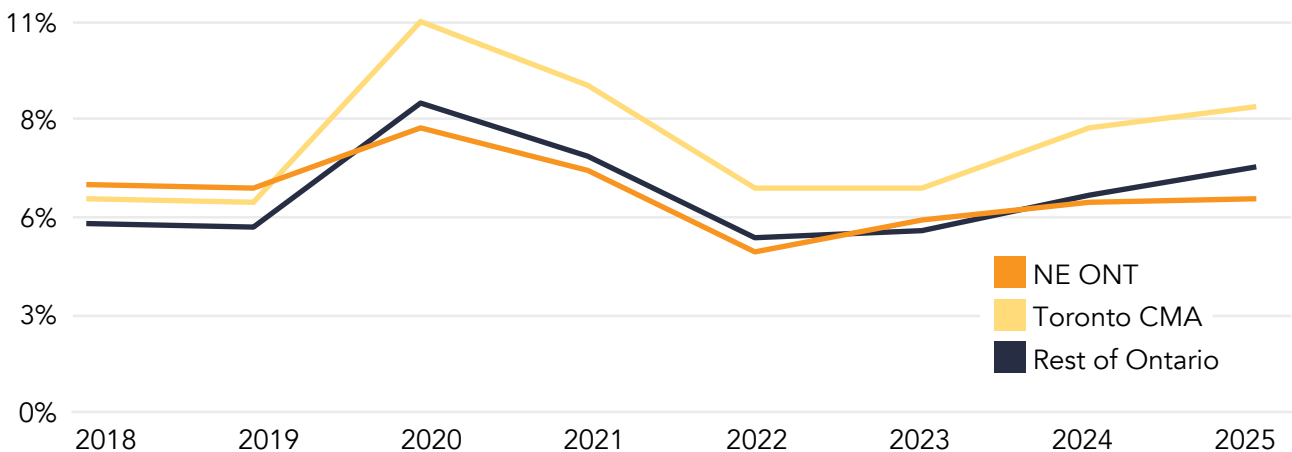
2 Northeast Ontario consists of Greater Sudbury, Sudbury, Manitoulin, Nipissing, Timiskaming, Cochrane and Algoma.



Overall, the trajectory of each unemployment rate followed much the same trajectory: a significant increase in the year when COVID hit (2020), a decline over the next two years, and then increasing through 2023, 2024 and 2025.

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, except that in 2025, the unemployment rate rose by a greater margin in the Rest of Ontario (as well as the Toronto CMA), whereas it barely increased in Northeast Ontario.

CHART 1: Annual unemployment rates, Toronto CMA, Rest of Ontario and Northeast Ontario, 2018-2025



Statistics Canada, Tables 14-10-0327-01, 14-10-0461-01 and 14-10-0464-01

Three-month moving average unemployment rate

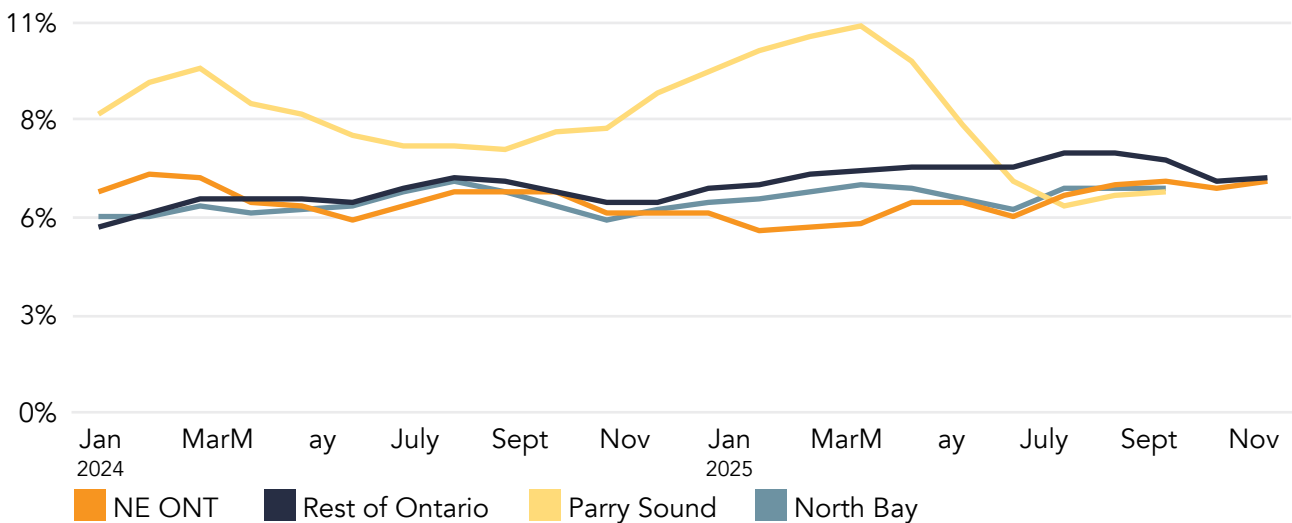
For smaller population areas, Statistics Canada provides data that represents a three-month moving average. The Labour Force Survey relies on a sample and Statistics Canada makes the data more robust by averaging the results across three months. With a three-month moving average, the reported figure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

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

- Labour Force Survey data for North Bay;
- Labour Force Survey data for the Town of Parry Sound; and
- Labour Force Survey data for Northeast Ontario.

To provide a comparison point, three-month moving average data is presented for Rest of Ontario as well. The monthly data for 2024 and 2025 for all four areas is illustrated in Chart 2.³

CHART 2: Unemployment rate, three-month moving average, Northeast Ontario, Rest of Ontario, Town of Parry Sound and North Bay, January 2024 to December 2025



Statistics Canada, Table 14-10-0459-01, Table 14-10-0462-01 and Table 14-10-0480-01

The general trends in the unemployment rate over the last 24 months have been as follows: for the Rest of Ontario, the Town of Parry Sound and North Bay, there was a slow, continuing increase in the unemployment rate until around May or June 2025, after which it either declined very sharply in the case of the Town of Parry Sound, dipped then increased in North Bay or continued a slow rise, then declined in the Rest of Ontario. In Northeast Ontario, it stayed within a relatively narrow band through much of this period, only sometimes reaching over 6%.

³ The data for Chart 2 is presented in Table A1 in the Appendix. The data for North Bay and the Town of Parry Sound is from a special calculation from Statistics Canada and is only available up until October 2025.

Annual participation rates

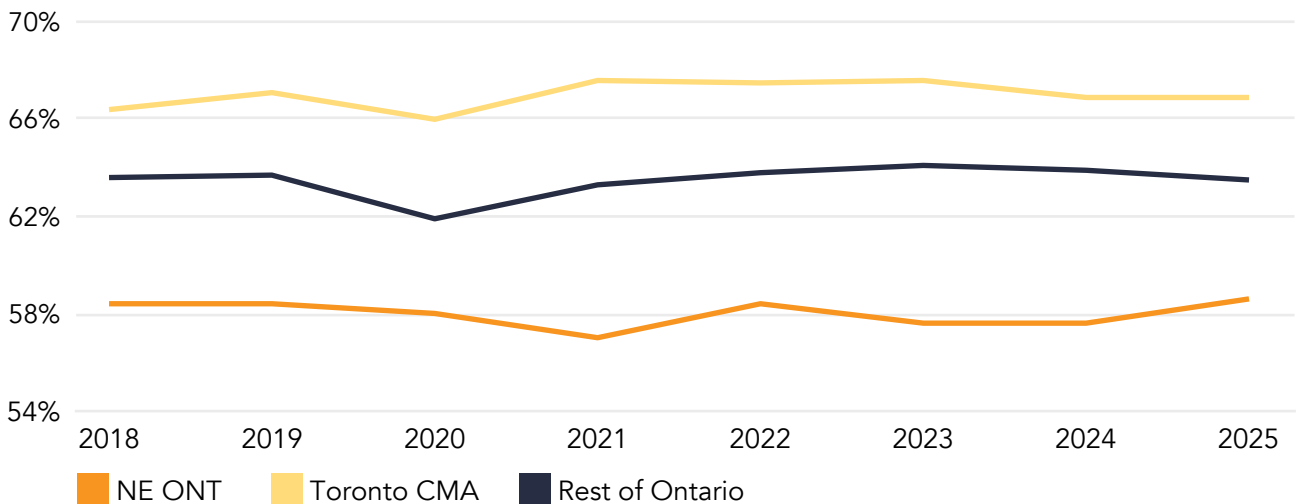
The participation rate measures the proportion of the resident population aged 15 year or older who are in the labour force, meaning that they are either employed or actively looking for work. Table 3 provides the annual participation rates for Northeast Ontario, the Toronto CMA and the Rest of Ontario. Chart 3 illustrates the comparison.

TABLE 2: Annual participation rates, Northeast Ontario, Toronto CMA and Rest of Ontario, 2018-2025

	2018	2019	2020	2021	2022	2023	2024	2025
Northeast ONT	58.4%	58.4%	58.0%	57.0%	58.4%	57.6%	57.6%	58.6%
Toronto CMA	66.4%	67.1%	66.0%	67.6%	67.5%	67.6%	66.9%	66.9%
Rest of Ontario	63.6%	63.7%	61.9%	63.3%	63.8%	64.1%	63.9%	63.5%

Statistics Canada, Tables 14-10-0327-01, 14-10-0461-01 and 14-10-0464-01

CHART 3: Annual participation rates, Northeast Ontario, Toronto CMA and Rest of Ontario, 2018-2025



Statistics Canada, Tables 14-10-0327-01, 14-10-0461-01 and 14-10-0464-01

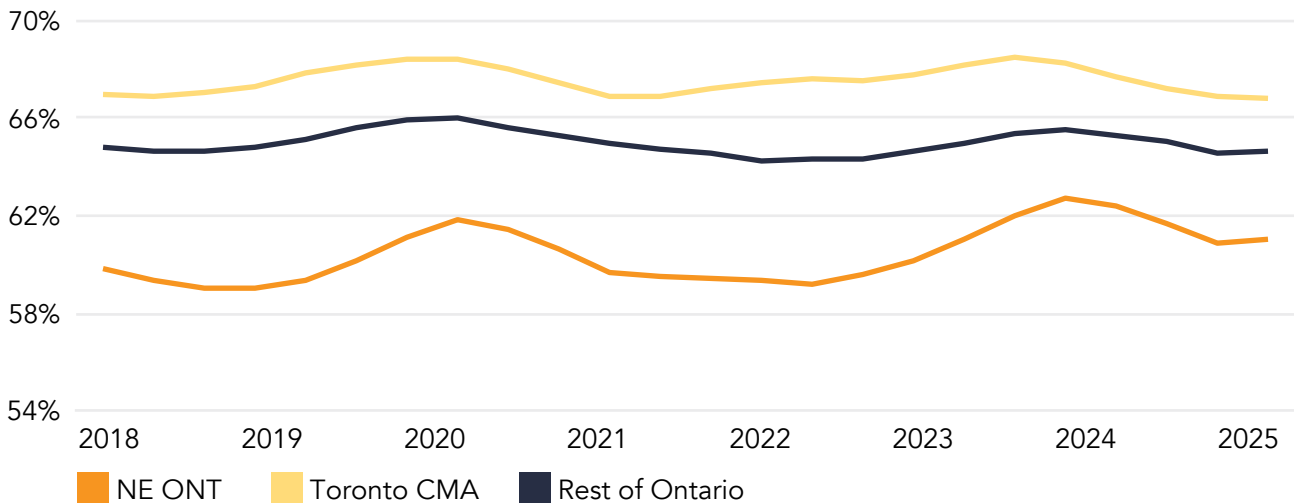
The participation rate is greatly influenced by the age profile of a community; a larger number of recent immigrants (who tend to be younger) and/or a larger proportion of families with children (suburbs) typically go hand-in-hand with a higher participation rate, signaling a higher proportion of working-age adults. This explains the higher participation rate in the Toronto CMA, and the lower figures for the Rest of Ontario and especially Northeast Ontario.

The participation rate declined everywhere at the height of COVID, then rebounded, more so in the Toronto CMA. In the Toronto CMA and the Rest of Ontario, it declined slightly in 2024 and 2025; 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. Yet in Northeast Ontario, the participation rate rose slightly in 2025. Despite these ups and downs, the participation rates in 2025 were almost exactly the same as they had been in 2018.

Three-month moving average participation rates

Chart 4 provides the three-month moving average participation rates for Northeast Ontario, the Rest of Ontario and the Toronto CMA. Statistics Canada only makes unemployment rate data available for Parry Sound and North Bay, not participation rate data.

CHART 4: Participation rate, three-month moving average, Northeast Ontario, Rest of Ontario and Toronto CMA, January 2024 to December 2025



Statistics Canada, Table 14-10-0459-01 and Table 14-10-0462-01

On a monthly basis, the participation rate increases in June, July and August, as the addition of summer jobs brings more individuals into the labour force. Despite the variations, over a 24-month period there is almost no change in the participation rates for the Rest of Ontario and the Toronto CMA, while Northeast Ontario did see a small increase.

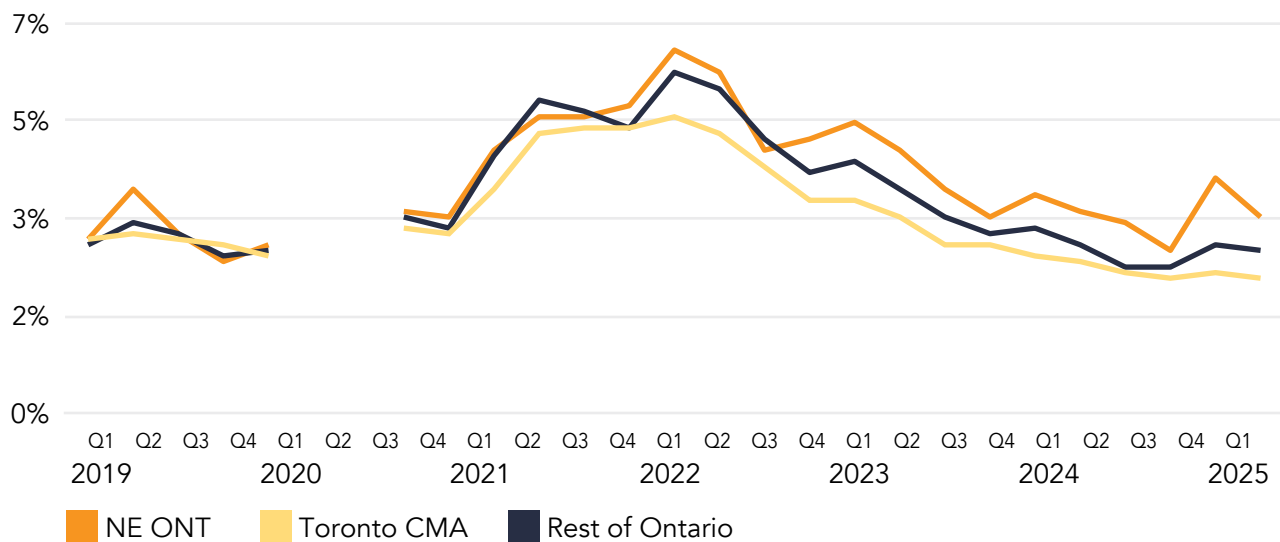


Job vacancy rates

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.

Chart 5 provides the job vacancy rate by quarter, starting in Quarter One 2019, to establish the trend before COVID, until Quarter 3 2025, the last quarter for which there is data.⁴ 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,⁵ the Rest of Ontario (Ontario minus the Toronto Economic Region) and Northeast Ontario.

CHART 5: Job vacancy rates, Toronto Region, Rest of Ontario and Northeast Ontario, Q1 2019 to Q3 2025, unadjusted for seasonality



Statistics Canada, Table 14-10-0441-01

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 Q1 2025, the job vacancy rate was lower in all three areas than the average for the five quarters in each area before COVID. Since Q1 2025, the job vacancy rate has inched up slightly.

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 and their labels in the chart:

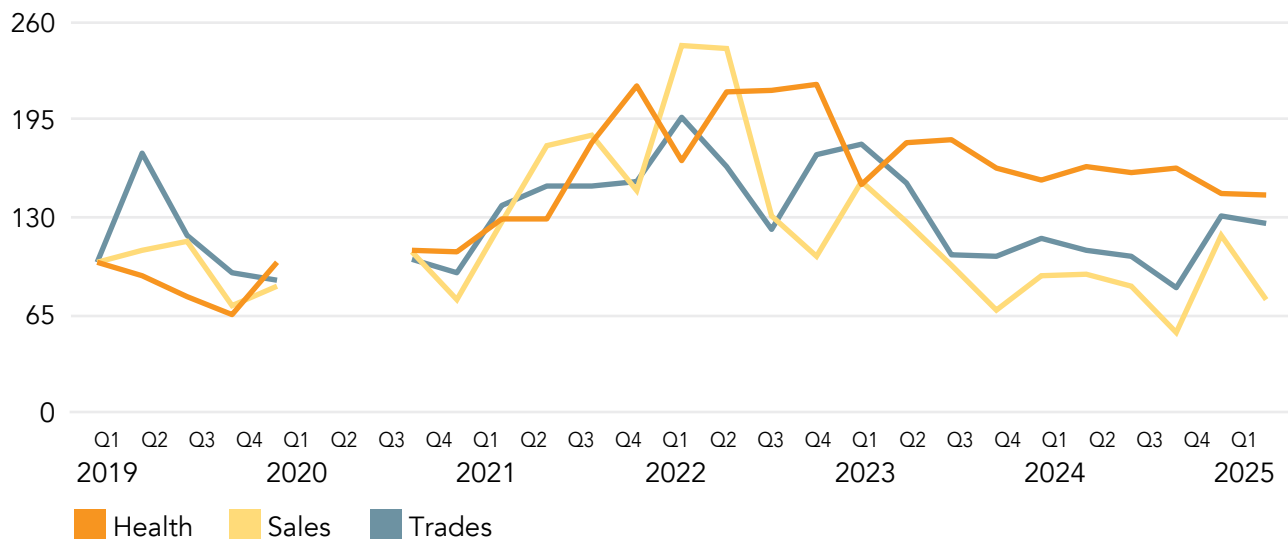
- Health occupations (**Health**)
- Sales and service occupations (**Sales**)
- Trades, transport and equipment operators and related occupations (**Trades**)

⁴ The data for Chart 5 is provided Table A2 in the Appendix.

⁵ 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.

The number of job vacancies in each of these categories varies considerably. To illustrate the trends over time and compare them, the number of job vacancies in Q1 2019 in each occupation is given a value of 100, and each subsequent quarter is expressed 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.

CHART 6: Ratio of job vacancies for select occupations, Northeast Ontario Economic Region, Q1 2019 to Q3 2025 (Q1 2019 = 100), unadjusted for seasonality



Statistics Canada, Table 14-10-0444-01

For each of these three occupations, apart from a large increase in job vacancies among Trades, Transport and Equipment Operators and Related Occupations in Q2 2019, the level of job vacancies stayed stable during the five quarters before COVID. After COVID, the job vacancy levels rose sharply, doubling in most instances either in 2021 or early 2022. By Q2 and Q3 2022, the job vacancies for Sales and Service Occupations reached almost two and a half times what they had been in Q1 2019. But then, job vacancies in this occupation dropped off considerably, by Q4 2023 falling below what they had been in Q1 2019 (except for Q2 2025), staying below that level through to Q3 2025. Health Occupations, meanwhile, continued to experience higher levels of job vacancies, staying around 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 rising again in Q2 and Q3 2025 to slightly higher job vacancy levels compared to Q1 2019.

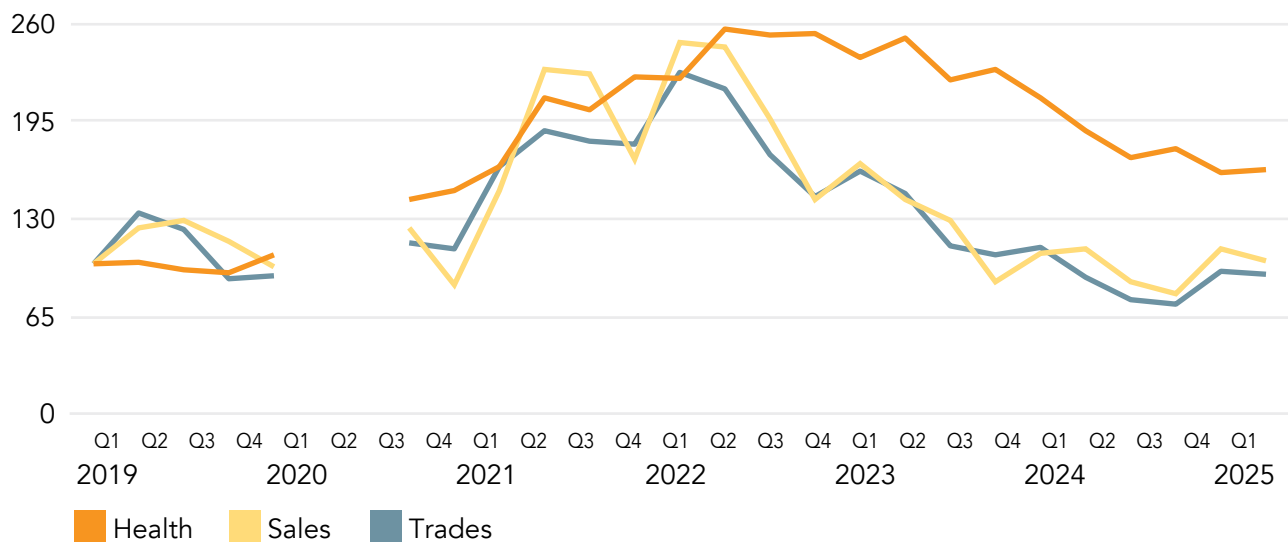
By way of comparison, Chart 7 shows the same occupation vacancy data for the Rest of Ontario.





The pattern is generally similar, with vacancies for Health Occupations increasing considerably, then dropping somewhat but still staying high, where Sales and Service Occupations increase by a large factor, then decline back to pre-COVID levels, with the same trend applying as well to Trades, Transport and Equipment Operators and Related Occupations. All of which is to say that the dynamics of job vacancies by these occupations in Northeast Ontario were more or less the same as those experienced in the Rest of Ontario.

CHART 7: Ratio of job vacancies for select occupations, Rest of Ontario, Q1 2019 to Q3 2025 (Q1 2019 = 100), unadjusted for seasonality



Statistics Canada, Table 14-10-0444-01

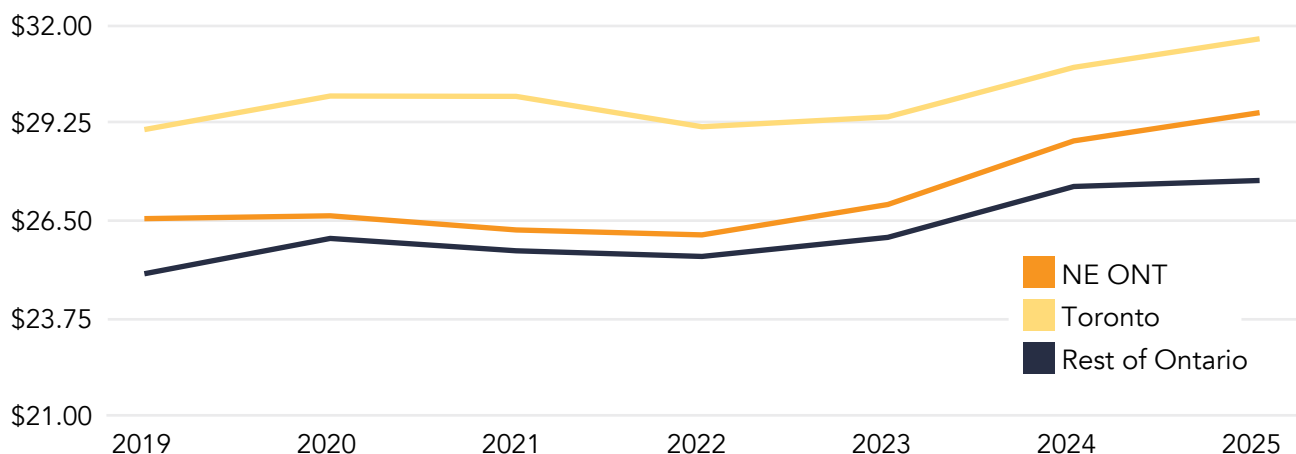
The Job Vacancy and Wage Survey also collects data on the hourly wage being offered and provides an average offered hourly wage for each quarter. There can be seasonal variations in the data: there are more job openings for summer jobs in Quarter 2, lowering the average wage level, then as those job openings end in the fall, the average offered wage goes up. To eliminate the seasonal variations, an annual figure has been created by averaging the results for each quarter (the entry for 2025 is the average of the three reported quarters). To make comparisons across each year, the figures have been converted into constant Q3 2025 dollars, to eliminate the impact of inflation. Chart 8 shows the results for Toronto, the Rest of Ontario and Northeast Ontario.



SEVERAL OBSERVATIONS ABOUT CHART 8:

- The average offered wage in the Toronto Region is noticeably higher than elsewhere
- The average offered wage in Northeast Ontario is higher than the Rest of Ontario
- The average offered wage, in constant dollars, actually declined between 2020 and 2022
- Starting in 2023, the average offered wage increased; between 2023 and 2025, it rose by slightly over 8% in both Toronto and the Rest of Ontario, while in Northeast Ontario it increased by 13%
- Not all the increase can be attributed to rising wages, as the mix of occupations for which there are vacancies could also impact the average offered wage

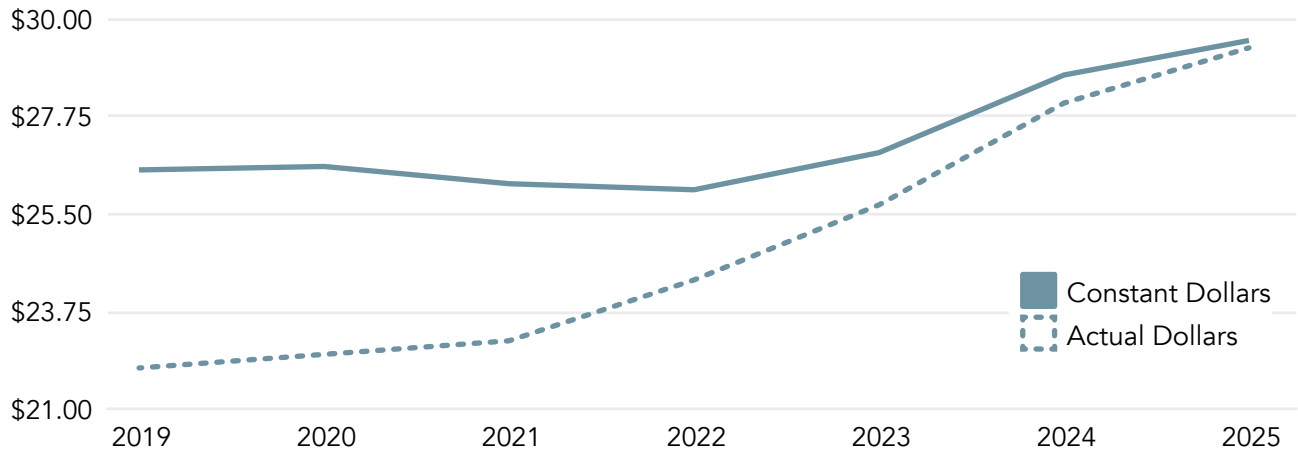
CHART 8: Average offered hourly wage, Toronto, Rest of Ontario and Northeast Ontario, 2019 to 2025, constant (Q3 2025) dollars



Statistics Canada, Table 14-10-0441-01

The impact of inflation is illustrated in Chart 9, showing the average offered wage in Northeast Ontario, comparing the actual dollar figure (what wage earners saw in the pay stub) and the constant dollar (the value of the wage expressed in Q3 2025 dollars). When the rate of inflation was especially high (particularly in 2022), the pay stub figure was increasing, but the purchasing power of that wage was dropping.

CHART 9: Average offered hourly wage, actual and constant Q3 2025 dollars, Northeast Ontario, 2019 to 2025



Statistics Canada, Table 14-10-0441-01



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 3 shows the total number of tax filers with reported employment income⁶ for 2017 to 2023 (the most recent year for which there is data).



TABLE 3: Total number of tax filers with employment income, Nipissing, Parry Sound and Northeast Ontario, 2017-2023

	2017	2018	2019	2020	2021	2022	2023
Nipissing	38,520	39,200	38,530	38,550	39,210	40,340	41,110
Parry Sound	19,740	19,950	19,560	19,460	19,800	20,630	21,010
Northeast ONT	265,100	268,870	262,540	260,940	263,010	271,950	279,020

Statistics Canada, Income and Financial Data of Individuals, Preliminary T1 Family File, 2017-2023

The number of tax filers have gone up and down over the last seven years, increasing in 2018, decreasing in 2019, staying flat in Nipissing but decreasing in Parry Sound and Northeast Ontario in 2020. Since then, the numbers have steadily increased annually, in Nipissing by 2% to 3% each year, in Parry Sound by 2% to 4% each year, and in Northeast Ontario by 1% to 3.5% each year.

Tables 4 and 5 provide the data for median employment income,⁷ 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 2023 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 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.

⁶ Includes wages, salaries, commissions, tips and gratuities.

⁷ 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.

All areas showed median employment income growth in 2023, but to different degrees. Males in Nipissing and Parry Sound had an increase of around 2%, whereas the other areas had growth closer to 1%. Females in Parry Sound had a large jump of 4.5%, while other areas managed around a 2% to 3% increase, except for Nipissing, where the female median employment income only rise 1%.



TABLE 4: Median employment income, males, Nipissing, Parry Sound, Northeast Ontario, Toronto CMA and Rest of Ontario, 2017-2023 (2023 dollars)

MALES	2017	2018	2019	2020	2021	2022	2023
Nipissing	\$ 45,995	\$ 46,578	\$ 46,269	\$ 46,958	\$ 48,973	\$ 47,264	\$ 48,140
Parry Sound	\$ 41,139	\$ 42,620	\$ 42,643	\$ 43,402	\$ 46,611	\$ 44,708	\$ 45,610
NE ONT	\$ 50,128	\$ 51,208	\$ 50,878	\$ 51,466	\$ 53,676	\$ 51,545	\$ 52,150
Toronto CMA	\$ 53,779	\$ 54,282	\$ 53,881	\$ 54,872	\$ 56,703	\$ 54,599	\$ 55,000
Rest of ONT	\$ 53,054	\$ 53,714	\$ 53,258	\$ 53,517	\$ 55,479	\$ 54,076	\$ 54,622

Statistics Canada, Income and Financial Data of Individuals, Preliminary T1 Family File, 2017-2023

TABLE 5: Median employment income, females, Nipissing, Parry Sound, Northeast Ontario, Toronto CMA and Rest of Ontario, 2017-2023 (2023 dollars)

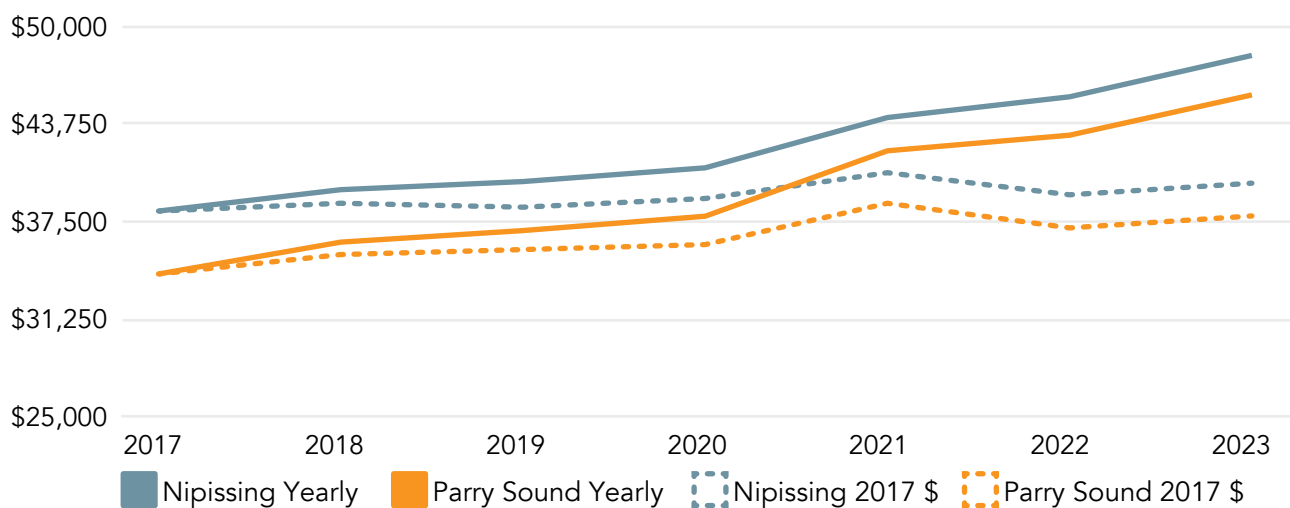
FEMALES	2017	2018	2019	2020	2021	2022	2023
Nipissing	\$ 36,150	\$ 36,589	\$ 36,764	\$ 37,289	39,037	\$ 38,370	\$ 38,780
Parry Sound	\$ 32,764	\$ 33,549	\$ 33,368	\$ 34,364	36,109	\$ 35,378	\$ 36,990
NE ONT	\$ 36,234	\$ 37,272	\$ 37,734	\$ 38,470	40,179	\$ 39,035	\$ 40,240
Toronto CMA	\$ 40,982	\$ 41,843	\$ 41,580	\$ 41,028	\$ 44,083	\$ 43,119	\$ 44,000
Rest of ONT	\$ 38,245	\$ 39,428	\$ 39,499	\$ 39,263	\$ 41,295	\$ 40,687	\$ 41,571

Statistics Canada, Income and Financial Data of Individuals, Preliminary T1 Family File, 2017-2023

To visualize the impact that inflation has had on incomes, Charts 10 and 11 show the trajectory of median employment income for males and females in Nipissing and Parry Sound, highlighting two different measures. In both charts, the red lines represent the incomes for Nipissing residents and the blue lines show the incomes for Parry Sound residents.

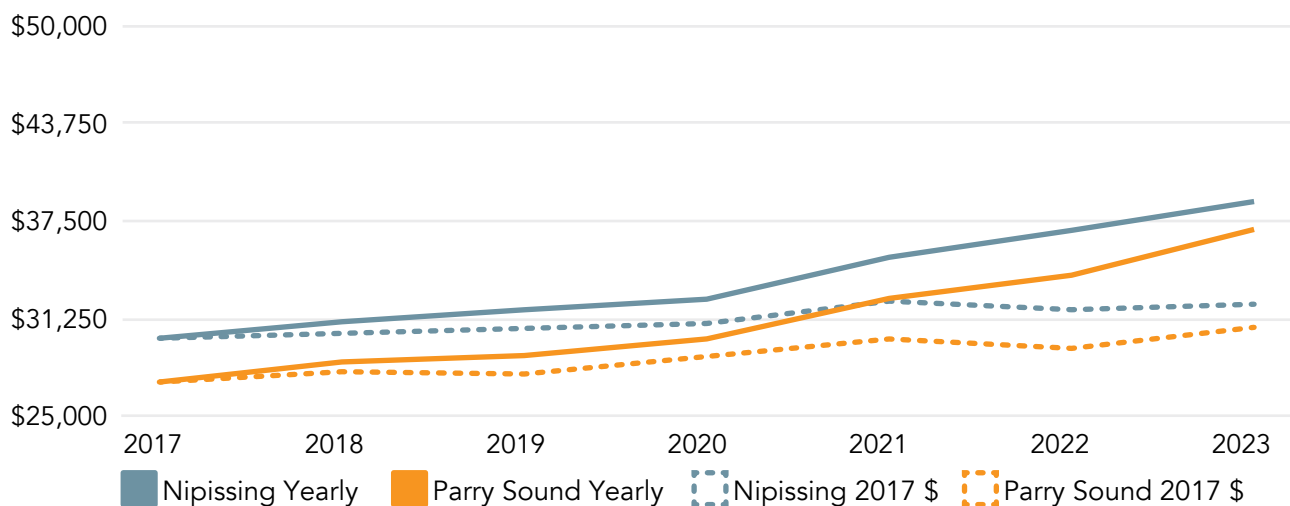
The solid lines show the median employment income as expressed in current dollars, that is, for each year, that is the dollar amount for that year, the figure that one would see on one’s pay stub or that one would report for tax purposes. The dotted lines show the figures adjusted for inflation, that 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 4 and 5, where the constant dollar reference is 2023 dollars).

CHART 10: Median employment income, males, Nipissing and Parry Sound, 2017-2023 (current and 2017 dollars)



Statistics Canada, Income and Financial Data of Individuals, Preliminary T1 Family File, 2017-2023

CHART 11: Median employment income, females, Nipissing and Parry Sound, 2017-2023 (current and 2017 dollars)



Statistics Canada, Income and Financial Data of Individuals, Preliminary T1 Family File, 2017-2023

A FEW OBSERVATIONS ABOUT CHARTS 10 AND 11:

- The current dollar value for median employment income increased somewhat 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, dropped in 2022, then recovered slightly in 2023; Parry Sound residents experienced growth in their median employment income through most of the period between 2017 and 2023, except for 2022
- The median employment income growth was more pronounced for Parry Sound males
- Essentially, the story can be expressed as follows: what workers “saw” was their pay cheque increasing (the solid line – current dollars), but what workers “felt” was that their pay cheque was often flat (the dotted line – constant dollars)



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 2022-2023.

Tables 6 and 7 show the net migration figures by age group for each year between 2016/17 and 2022/23, as well as the net total for the seven 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.

Nipissing has had net migration in all age categories and in each year (except for two very 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. In 2022-23, there were further increases in the net in-migration across all age groups except those aged 45 to 64 years old. In 2022-23, the total net in-migration number was more than twice what it had been between 2016-17 and 2019-20 and higher than any previous total number over these seven years (Table 6 shows the numbers for Nipissing and Chart 12 illustrates the trends.)

TABLE 6: Net Migration by Age Groups, Nipissing, 2016-17 to 2022-23

	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
2022-23	291	364	675	402	128	1,860
2016-17 to 2022-23	1,224	1,022	1,965	1,942	389	6,542

Statistics Canada, Tax filer (T1FF) – Migration Estimates, 2016/17 to 2022/23

TABLE 7: Net Migration by Age Groups, Parry Sound, 2016-17 to 2022-23

	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
2022-23	139	-20	293	521	99	1,032
2016-17 to 2022-23	766	-207	1,010	3,356	-221	4,704

Statistics Canada, Tax filer (T1FF) – Migration Estimates, 2016/17 to 2022/23

Parry Sound has also had a generally upward trend in its net migration numbers, although in two age categories it has had a net loss of residents over the last seven years, among those aged 18-24 years old and those aged 65 years and older. By far, the biggest category of net in-migrants is those aged 45-64 years old, followed by those aged 25 to 44 years old.

Between 2016-17 and 2027-18, Parry Sound had slightly more net migrants than Nipissing, but

in the years that followed, Nipissing always had more net in-migrants, except in 2021-22. In that year, there was a very large increase for Parry Sound in the net in-migration of those aged 45 to 64 years old. That number dropped somewhat in 2022-23 but was still higher than in the past. That drop contributed to a slightly lower net total in-migration number in 2022-23. Table 7 shows the numbers for Parry Sound and Chart 13 illustrates the trends.)

CHART 12: Net Migration by Age Groups, Nipissing, 2016-17 to 2022-23

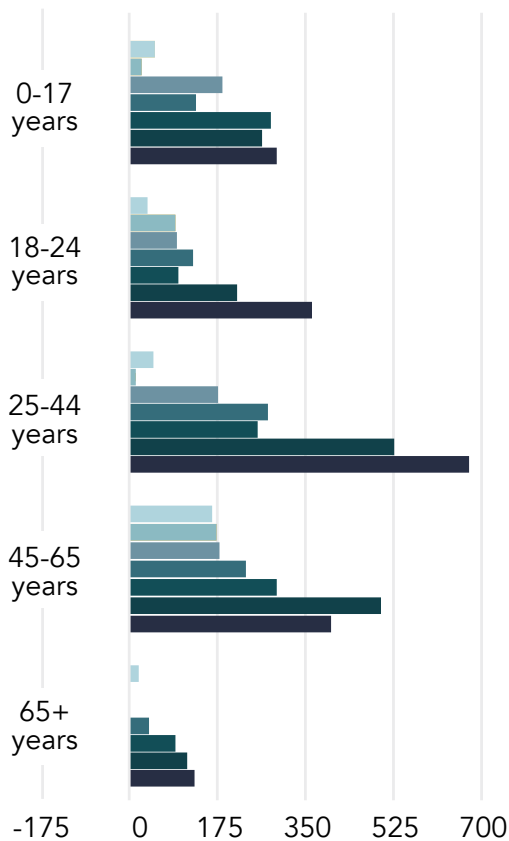
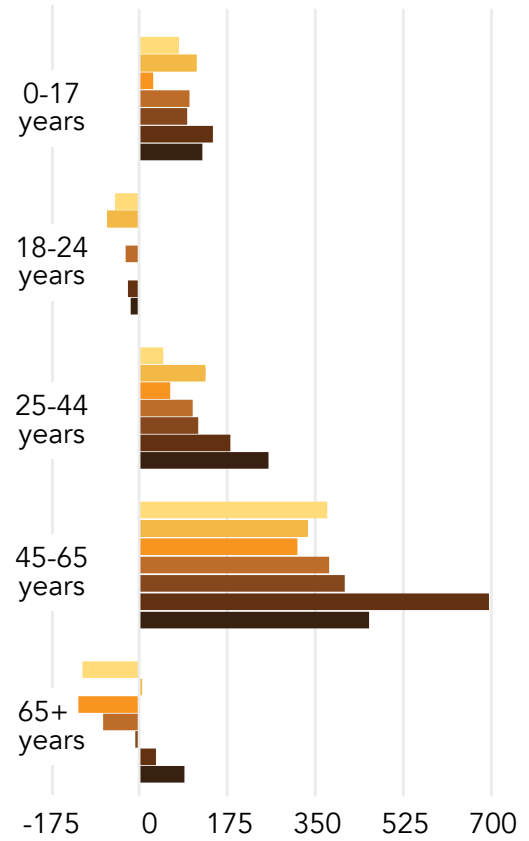


CHART 13: Net Migration by Age Groups, Parry Sound, 2016-17 to 2022-23



Statistics Canada, Tax filer (T1FF) – Migration Estimates, 2016/17 to 2022/23

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:

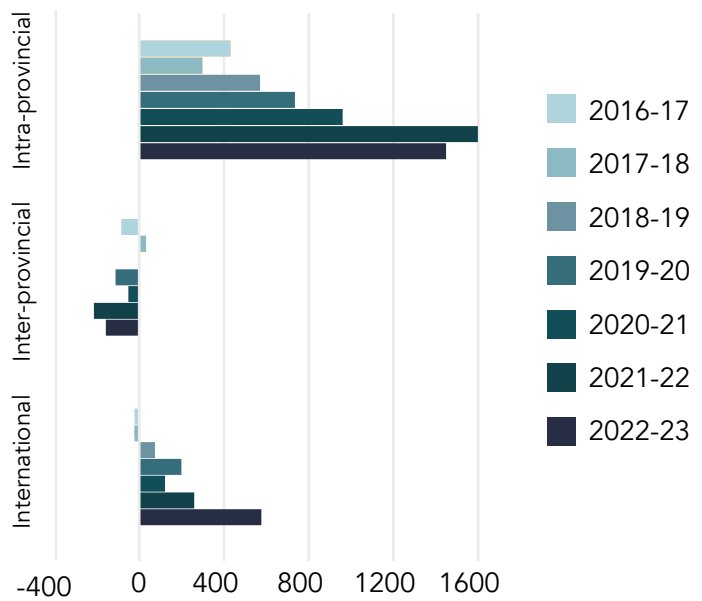
- Intra-provincial: movement to and from Ontario
- Interprovincial: movement to and from Canada, excluding Ontario
- International: movement to and from outside Canada



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, rising considerably in 2021-22, and staying high in 2022-23; there is a small net migration out of Nipissing to other provinces, which also increased in 2021-22 and stayed at that level in 2022-23, and there is a small but increasing number of net migrants from international sources, especially in 2022-23. Table 8 provides the numbers and Chart 14 illustrates the trends.

CHART 14: Net Migration by Source and Destination, Nipissing, 2016/17-2022/23



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

TABLE 8: Net Migration by Source and Destination, Nipissing, 2016/17-2022/23

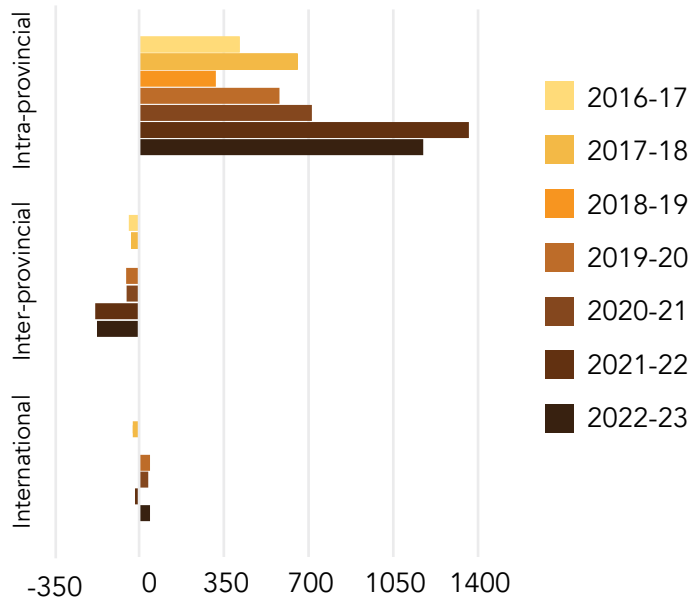
	Intra-provincial		Interprovincial		International		TOTAL	
	Males	Females	Males	Females	Males	Females	Males	Females
2016-17	215	216	-57	-32	4	-31	162	153
2017-18	210	89	21	3	-11	-17	220	75
2018-19	281	283	-11	7	39	30	309	320
2019-20	382	346	-49	-63	86	102	419	385
2020-21	504	459	-5	-46	59	49	558	462
2021-22	785	803	-88	-132	130	121	827	792
2022-23	729	716	-88	-70	313	260	954	906
2016-17 to 2022-23	3,106	2,912	-277	-333	620	514	3,449	3,093



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, which continued in 2022-23; there is a small net migration out of Parry Sound to other provinces, which also increased slightly in 2021-22 and continued in 2022-23; and there is a very small net migration from international sources, less than in the case of Nipissing. Table 9 provides the numbers and Chart 13 illustrates the trends.

CHART 14: Net Migration by Source and Destination, Nipissing, 2016/17-2022/23



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

TABLE 9: Net Migration by Source and Destination, Parry Sound, 2016/17-2022/23

	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
2022-23	628	541	-81	-90	27	7	574	458
2016-17 to 2022-23	2,807	2,359	-241	-283	45	17	2,611	2,093

Statistics Canada, Tax filer (T1FF) – Migration Estimates, 2016/17 to 2022/23

APPENDIX

TABLE A1: Unemployment rate, three-month moving average, Northeast Ontario, Rest of Ontario, Town of Parry Sound and North Bay, January 2024 to December 2025

Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec
2024											
NORTHEAST ONTARIO											
6.2%	6.7%	6.6%	5.9%	5.8%	5.4%	5.8%	6.2%	6.2%	6.2%	5.6%	5.6%
REST OF ONTARIO											
5.2%	5.6%	6.0%	6.0%	6.0%	5.9%	6.3%	6.6%	6.5%	6.2%	5.9%	5.9%
TOWN OF PARRY SOUND											
8.4%	9.3%	9.7%	8.7%	8.4%	7.8%	7.5%	7.5%	7.4%	7.9%	8.0%	9.0%
NORTH BAY											
5.5%	5.5%	5.8%	5.6%	5.7%	5.8%	6.2%	6.5%	6.2%	5.8%	5.4%	5.7%
2025											
NORTHEAST ONTARIO											
5.6%	5.1%	5.2%	5.3%	5.9%	5.9%	5.5%	6.1%	6.4%	6.5%	6.3%	6.5%
REST OF ONTARIO											
6.3%	6.4%	6.7%	6.8%	6.9%	6.9%	6.9%	7.3%	7.3%	7.1%	6.5%	6.6%
TOWN OF PARRY SOUND											
9.6%	10.2%	10.6%	10.9%	9.9%	8.1%	6.5%	5.8%	6.1%	6.2%		
NORTH BAY											
5.9%	6.0%	6.2%	6.4%	6.3%	6.0%	5.7%	6.3%	6.3%	6.3%		

Statistics Canada, Table 14-10-0459-01, Table 14-10-0462-01 and Table 14-10-0480-01; and AWIC custom data

TABLE A2: Job vacancy rates, Toronto Region, Rest of Ontario and Northeast Ontario, Q1 2019 to Q3 2025, unadjusted for seasonality

	Q1	Q2	Q3	Q4
2019				
Toronto Region	3.1%	3.2%	3.1%	3.0%
Rest of Ontario	3.0%	3.4%	3.2%	2.8%
Northeast Ontario	3.1%	4.0%	3.2%	2.7%
2020				
Toronto Region	2.8%	---	---	3.3%
Rest of Ontario	2.9%	---	---	3.5%
Northeast Ontario	3.0%	---	---	3.6%
2021				
Toronto Region	3.2%	4.0%	5.0%	5.1%
Rest of Ontario	3.3%	4.6%	5.6%	5.4%
Northeast Ontario	3.5%	4.7%	5.3%	5.3%
2022				
Toronto Region	5.1%	5.3%	5.0%	4.4%
Rest of Ontario	5.1%	6.1%	5.8%	4.9%
Northeast Ontario	5.5%	6.5%	6.1%	4.7%
2023				
Toronto Region	3.8%	3.8%	3.5%	3.0%
Rest of Ontario	4.3%	4.5%	4.0%	3.5%
Northeast Ontario	4.9%	5.2%	4.7%	4.0%
2024				
Toronto Region	3.0%	2.8%	2.7%	2.5%
Rest of Ontario	3.2%	3.3%	3.0%	2.6%
Northeast Ontario	3.5%	3.9%	3.6%	3.4%
2025				
Toronto Region	2.4%	2.5%	2.4%	
Rest of Ontario	2.6%	3.0%	2.9%	
Northeast Ontario	2.9%	4.2%	3.5%	

Statistics Canada, Table 14-10-0441-01



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.

Experimental Estimates for Business Openings and Closures

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

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



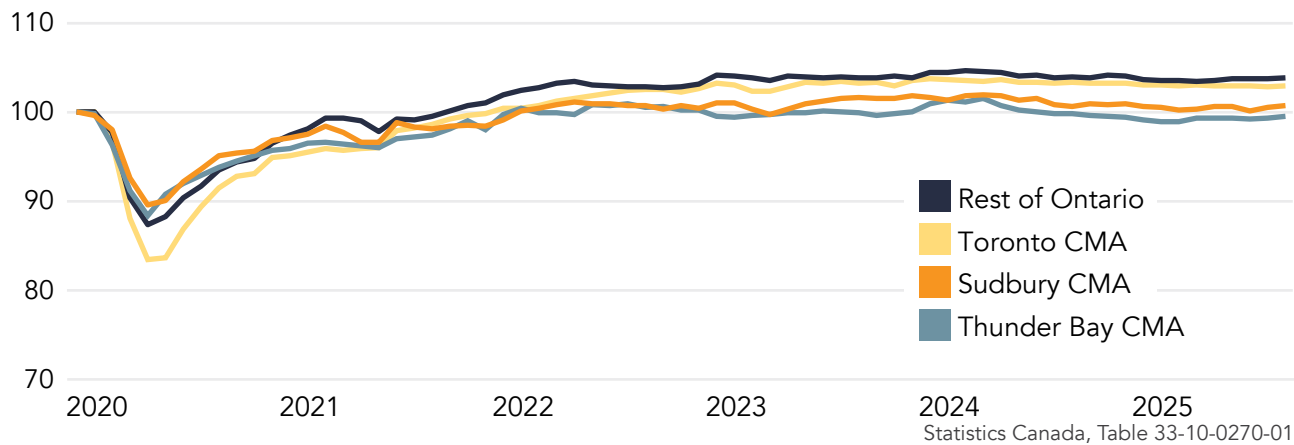
This data is particularly relevant to the circumstances of the pandemic because a business closure can be temporary or permanent (as opposed to an exit). The experience of the pandemic included many businesses which closed for a limited period of time, but then re-opened.

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

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 (September 2025). All data in the chart is expressed in relation to the number of businesses active in January 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.

CHART 1: Active businesses, Rest of Ontario, Toronto CMA, Sudbury CMA and Thunder Bay CMA, January 2020 to September 2025 (January 2020 = 100)



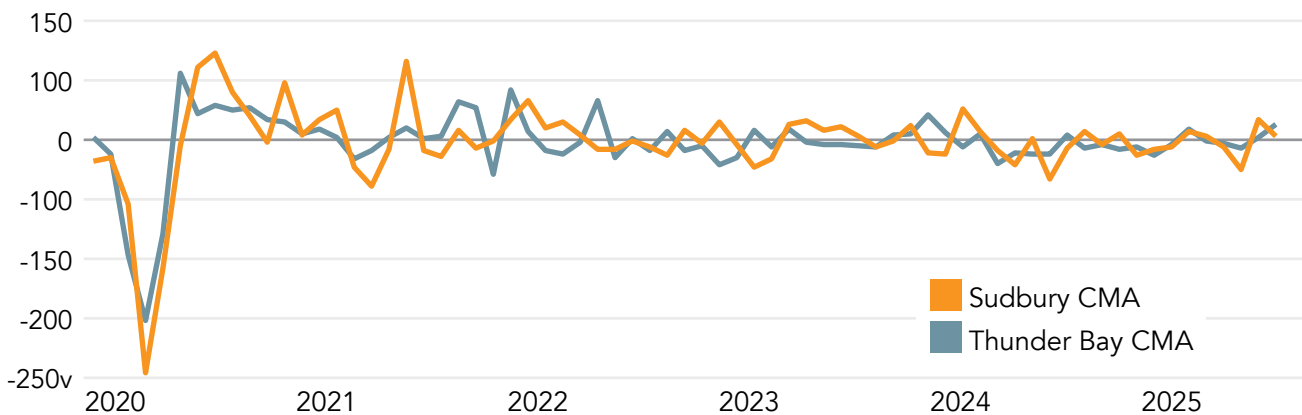
All four areas followed a roughly similar trend as COVID struck, when the number of active businesses dropped precipitously, more so for the Toronto CMA (down to 84 in May 2020, that is, down 16%) and somewhat less so for Sudbury CMA (down to 90 in May 2020, a decline of 10%). The recovery was in full swing by the fall of 2020. 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. Overall, the recovery slowed down sooner for both the Sudbury CMA and the Thunder Bay CMA, and the growth in active businesses in both these areas has lagged behind that of the Toronto CMA and the Rest of Ontario. In September 2025, the number of active businesses was 4% 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.



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 each of the two Northern CMAs, from January 2020 to September 2025. A positive number means there were more openings than closures and a negative number means there were more closures than openings.

CHART 2: Net difference between business openings and business closures, Sudbury CMA and Thunder Bay CMA, January 2020 to September 2025



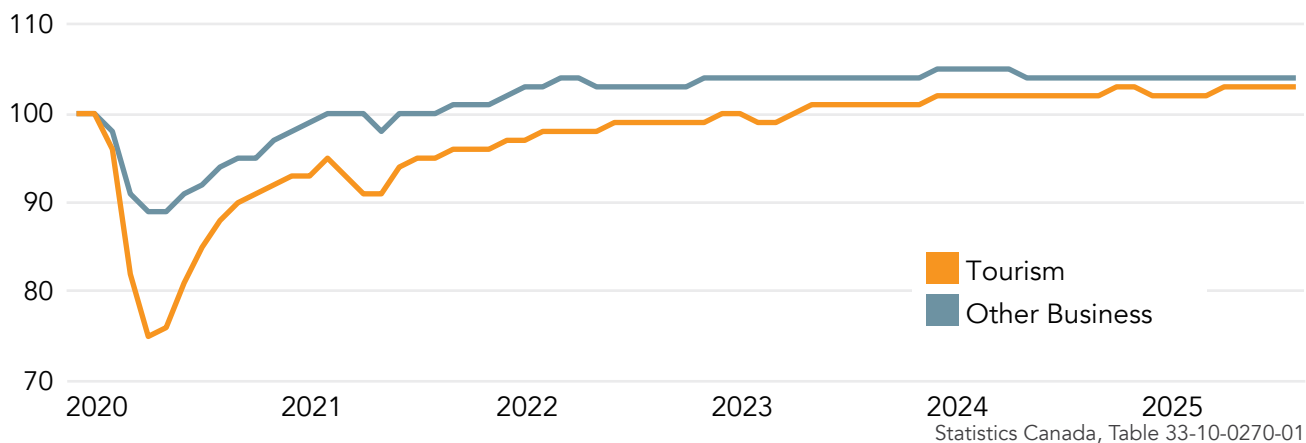
Statistics Canada, Table 33-10-0270-01

The immediate net loss between business openings and closures was considerable at the onset of COVID: for the Sudbury CMA, minus 52 in March, minus 194 in April, minus 106 in May; for Thunder Bay CMA, minus 95 in March 2020, minus 150 in April and minus 77 in May. The numbers started rebounding already in June 2020, but those initial losses were only made up by April 2022 for the Sudbury CMA and June 2022 for the Thunder Bay CMA. However, since then the net change is minimal: between August 2022 and September 2025, Sudbury CMA has seen a net increase of 10 establishments (that is, 10 more openings compared to closures), while Thunder Bay CMA has seen a net decline of 30 establishments, which is not a good sign for its local 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).

CHART 3: Active businesses, tourism industries and all other business sector industries, Rest of Ontario, January 2020 to September 2025 (January 2020 = 100)



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 less than half as severe (11%). 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 2024, the number of business sector establishments reached a plateau, as did the tourism sector. In 2025, the tourism sector further closed the gap between the growth rates of the two sectors. By September 2025, the level of business sector establishments was 4% higher than it had been in January 2020, while the tourism establishment number was 3% 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 five years after COVID there has finally been a convergence in the business growth trends across the tourism sector and all other business service sectors.



Employment size of establishment

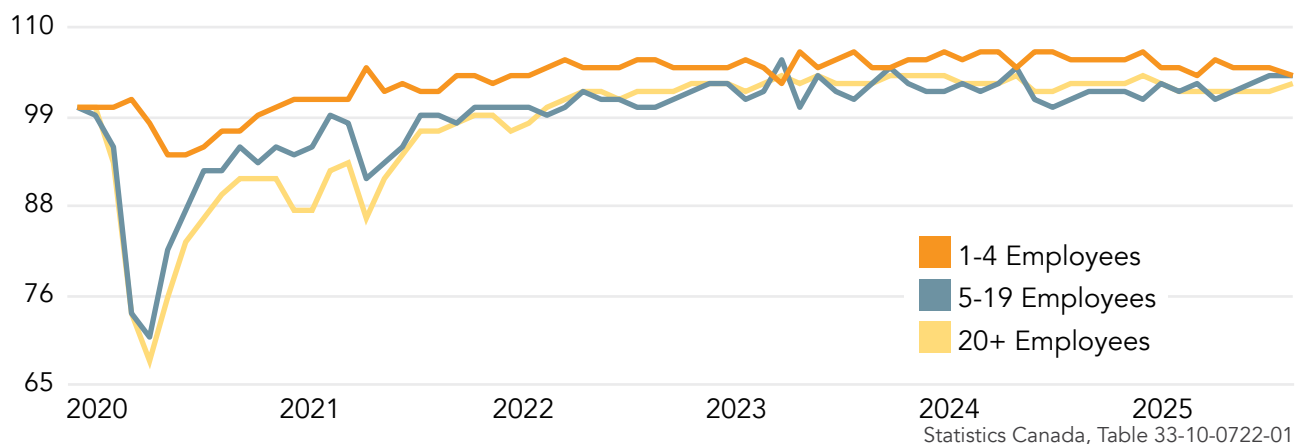
The changes in the number of establishments can also be examined by the employment size of the establishment. Chart 4 shows the results for the Rest of Ontario for all businesses, profiling three categories of employee size:

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

To compare these three categories, the number of active firms in each category in January 2020 was given a value of 100, and each subsequent month for that category is expressed in relation to the January 2020 figure. Thus, a value of 105 means that the number of firms present in that month was 5% greater than the number in January 2020.



CHART 4: Active businesses by number of employees, Rest of Ontario, January 2020 to August 2025 (January 2020 = 100)



The greatest proportional decline as a result of COVID was among establishments with 20 or more employees (in May 2020, a 32% drop from January), followed closely by firms with 1 to 19 employees (29% drop), whereas firms with 1 to 4 employees hardly declined (minus 2%), 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; for example, the values in January 2025 were: firms with 1-4 employees at 105; firms with 5-19 employees at 103; and firms with 20 or more employees at 103 as well. Since then, there has been a slight narrowing of the differences between these categories. In August 2025, the figures stood at: firms with 1-4 employees at 104; firms with 5-19 employees at 104; and firms with 20 or more employees at 103.

In short, larger-sized firms experienced slightly lower increases in their numbers compared to small firms, but more recently all three categories of firms have about the same growth rate since January 2020.

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 2025. The table provides two different counts:

1. Classified businesses: The major part of the table provides the data for all businesses for which the industry classification is known and shows the breakdown by number of employees as well;
2. All businesses, classified and unclassified: The last three rows of the table present the distribution of all businesses (classified and unclassified) by number of employees; roughly 8-9% of the total counts in each of Nipissing and Parry Sound represent businesses that are unclassified, lower than the provincial average of 11%. This means that for these businesses, Statistics Canada was unable to identify which industries these businesses belonged to.

Explanation for specific columns in the tables:

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



Table 1 – Nipissing
Number of Businesses By Employee Size Range (June 2025)

INDUSTRY SECTOR (2-DIGIT NAICS)	NUMBER OF EMPLOYEES								%	RANK
	0	1-4	5-9	10-19	20-49	50-99	100+	TOTAL		
11 Agriculture	158	25	7	2	4	0	1	197	3	11
21 Mining	17	4	3	2	3	0	5	34	1	18
22 Utilities	22	1	1	0	0	2	0	26	0	19
23 Construction	397	193	74	33	21	8	4	730	10	2
31-33 Manufacturing	64	34	25	19	19	8	3	172	2	12
41 Wholesale Trade	56	31	26	20	9	2	1	145	2	13
44-45 Retail Trade	187	126	97	105	50	18	6	589	8	4
48-49 Transportation/Warehousing	169	45	12	10	10	5	5	256	4	9
51 Information and Cultural	44	21	14	8	3	1	0	91	1	15
52 Finance and Insurance	210	30	22	16	14	6	0	298	4	8
53 Real Estate, Rental, Leasing	1777	113	22	8	3	0	1	1924	27	1
54 Professional Scientific Tech	336	106	30	27	13	8	2	522	7	6
55 Management of Companies	37	2	1	1	2	1	1	45	1	17
56 Administrative Support	158	52	20	18	5	3	0	256	4	9
61 Educational Services	51	10	7	5	3	2	6	84	1	16
62 Health Care & Social Assist	366	169	62	41	28	13	11	690	10	3
71 Arts, Entertainment & Rec	68	13	8	10	6	2	1	108	2	14
72 Accommodation & Food	110	60	62	35	51	11	1	330	5	7
81 Other Services	343	141	48	24	3	1	0	560	8	5
91 Public Administration	0	3	1	5	4	5	8	26	0	19
CLASSIFIED BUSINESSES	4570	1179	542	389	251	96	56	7083		
Percentage of all classified and unclassified businesses	66%	17%	7%	5%	3%	1%	1%	100		
Cumulative percentage	66%	82%	90%	95%	98%	99%	100			
ONTARIO percentage of classified and unclassified businesses	74%	15%	4%	3%	2%	1%	1%			

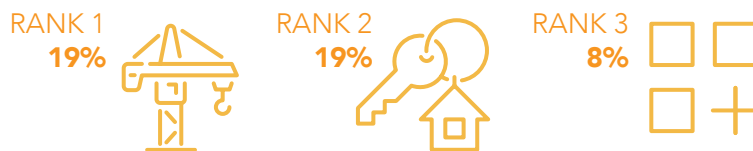
Statistics Canada, Canadian Business Counts, June 2025



Table 2 – Parry Sound
Number Of Businesses By Employee Size Range (June 2025)

INDUSTRY SECTOR (2-DIGIT NAICS)	NUMBER OF EMPLOYEES								%	RANK
	0	1-4	5-9	10-19	20-49	50-99	100+	TOTAL		
11 Agriculture	140	24	5	1	0	0	0	170	4	11
21 Mining	9	2	0	4	0	0	0	15	0	19
22 Utilities	9	1	1	1	0	0	0	12	0	20
23 Construction	491	294	84	25	13	0	0	907	19	1
31-33 Manufacturing	70	19	17	9	4	5	1	125	3	12
41 Wholesale Trade	45	17	7	6	4	0	0	79	2	14
44-45 Retail Trade	128	76	46	34	20	7	4	315	7	5
48-49 Transportation/Warehousing	137	30	10	8	2	2	0	189	4	10
51 Information and Cultural	27	11	9	0	0	0	0	47	1	15
52 Finance and Insurance	160	15	6	7	3	2	0	193	4	9
53 Real Estate, Rental, Leasing	821	47	9	2	0	0	0	879	19	2
54 Professional Scientific Tech	277	76	17	10	1	1	0	382	8	4
55 Management of Companies	29	1	0	0	0	0	0	30	1	18
56 Administrative Support	148	37	16	12	2	0	0	215	5	8
61 Educational Services	28	0	4	3	1	1	0	37	1	17
62 Health Care & Social Assist	162	73	11	20	12	0	10	288	6	6
71 Arts, Entertainment & Rec	56	23	17	7	3	2	0	108	2	13
72 Accommodation & Food	140	45	26	18	21	6	1	257	6	7
81 Other Services	262	93	26	7	3	1	0	392	8	3
91 Public Administration	1	2	2	6	16	8	4	39	1	16
CLASSIFIED BUSINESSES	3140	886	313	180	105	35	20	4679		
Percentage of all classified and unclassified businesses	69%	18%	6%	4%	2%	1%	0%	100		
Cumulative percentage	69%	87%	93%	97%	99%	100	100			
ONTARIO percentage of classified and unclassified businesses	74%	15%	4%	3%	2%	1%	1%			

Statistics Canada, Canadian Business Counts, June 2025





Some observations:

- Number of small firms: Businesses are by far made up of small establishments. 66% of the classified and unclassified firms in Nipissing have no employees, 1 and another 17% have 1-4 employees; in Parry Sound, no employee firms account for 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: 74% for no employees and 15% 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 16% of all firms and in Parry Sound 12%, compared to 9% 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 27.2% of all firms (last three years: 25.8%; 26.2%; 26.3%); the second largest, Construction, represents 10.3% of all firms (last three years: 10.3%; 10.0%; 10.2%); and third, Health Care & Social Assistance, representing 9.7% of all firms (last three years: 9.6%; 9.4%; 8.8%; 9.3%); in Parry Sound, the largest are Construction at 19.4% (last three years: 19.6%; 19.4%; 19.5%); Real Estate and Rental & Leasing at 19.4% (last three years: 19.0%; 19.1%; 19.0%); and then Other Services climbing into third spot at 8.4% (last three years: 8.0%; 7.9%; 7.7%); by way of context, the five largest industries by number of firms in Ontario are: Estate and Rental & Leasing (25.7%) (it is likely that the growth in this sector has been partly related to the large number of international students seeking rental accommodations); Professional, Scientific and Technical Services (13.4%); Construction (9.1%); Transportation & Warehousing (8.4%); 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%;
- 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; and more distantly Construction; and Health Care & Social Assistance; in Parry Sound, this means Real Estate & Rental and Leasing; Construction; 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 Educational Services; in Parry Sound, these are found in Health Care & Social Assistance; Retail Trade; and Public Administration.

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

Looking more closely at firms with zero employees, Real Estate & Rental and Leasing accounts for almost four in ten (39%) of all such firms in Nipissing, and a smaller but still significant one quarter (26%) in Parry Sound. In Nipissing, 80% of this industry's zero employee firms are landlords of residential buildings and dwellings, while in Parry Sound this category accounts for 71%. Other prominent sub-categories are landlords of non-residential buildings and real estate agents.

The zero employee firms in Construction are mainly made up of specialty trade contractors (around 55% of all firms in both areas) and construction of buildings firms (around 35%).

In Nipissing, the third largest zero employee industry is Health Care & Social Assistance, with the large sub-categories being: offices of health practitioners other than physicians (43%); offices of physicians (23%); and child day-care centres (14%).

In Parry Sound, the third largest zero employee industry is Professional, Scientific & Technical Services, where the larger sub-categories are: management, scientific and technical consulting services (33%); other professional, scientific and technical services (17%); and accounting, tax preparation, bookkeeping and payroll services (11%).



In the range of firms with 1 to 19 employees, the following represent the three largest industries in this category:

NIPISSING

- Retail Trade (303 firms): 37 grocery and convenience retailers; 34 other miscellaneous store retailers; 30 gasoline stations; 29 health and personal care retailers
- Construction (300 firms): 86 building equipment contractors; 66 residential building construction firms; 44 foundation, structure, and building exterior contractors
- Health Care & Social Assistance (266 firms): 119 offices of physicians; 91 offices of health practitioners other than physicians; 24 child day-care centres

PARRY SOUND

- Construction (403 firms): 90 building equipment contractors; 66 building equipment contractors; 57 other specialty trade contractors
- Retail Trade (151 firms): 19 other miscellaneous store retailers; 16 gasoline stations; 14 grocery and convenience retailers; 14 beer, wine and liquor retailers
- Other Services (126 firms): 35 religious organizations; 27 automotive repair and maintenance establishments; 13 civic and social organizations



In the range of medium-sized firms with 20 to 99 employees, the following represent the three largest industries in this category:

At the large end of the employee size spectrum, Nipissing has 21 firms with 200 or more employees, whereas Parry Sound has two:

NIPISSING

- Retail Trade (63 firms): 13 automobile dealers; 10 health and personal care retailers; 9 grocery and convenience retailers; 8 building material and supplies dealers
- Accommodation & Food Services (57 firms): 24 full-service restaurants; 24 limited-service eating places
- Health Care & Social Assistance (42 firms): 7 other individual and family services; 4 offices of health practitioners other than physicians; 3 nursing care facilities; 3 child day-care centres

NIPISSING

- Firms with over 500 employees: one firm in support activities for forestry; two firms in other support activities for mining; one in 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;
- Firms with 200-499 employees: one firm in contract drilling (except oil and gas); one in oil and gas pipeline and related construction; one department store; one in home and auto supplies retailer; one in interurban and rural bus transportation; ; one general hospital; one community care facility for the elderly; one provincial police service; one First Nations public administration establishment

PARRY SOUND

- Retail Trade (27 firms): 8 grocery and convenience retailers; 6 building material and supplies dealers; 4 automobile dealers
- Accommodation & Food Services (26 firms): 11 full-service restaurants; 4 limited-service eating places
- Public Administration (22 firms): 17 local, municipal and regional public administration; 3 First Nations public administration; 2 provincial police services

PARRY SOUND

- Firms with 500 or more employees: one specialty hospital
- Firms with 200-499 employees: one community care facility for the elderly

Change in the number of firms by industry, June 2024 to June 2025



Changes in the number of employers are experienced differently across the various industries. **Tables 3 and 4** highlight the changes in the number of firms by industry and by employee size between June 2024 and June 2025 for Nipissing and Parry Sound. The table also lists the total number of firms in each industry in June 2025, to provide a context. The colour-coding of the tables (dark colour where there is an increase, light colour 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 five 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.

Table 3: Nipissing
Change in the number of employers, by industry and by firm size, June 2024 to June 2025

INDUSTRY	FIRM SIZE (Number of employees)					Total n° of firms (June-25)
	0	1-19	20-99	100+	TOTAL	
Agriculture, forestry, fishing and farming	-7	2	0	1	-4	197
Mining and oil and gas extraction	1	0	2	0	-1	34
Utilities	-2	0	0	0	-2	26
Construction	28	1	-1	-1	27	730
Manufacturing	7	-1	-1	1	6	172
Wholesale trade	0	-2	1	1	0	145
Retail trade	12	-3	-3	0	-18	589
Transportation and warehousing	13	2	-1	-1	13	256
Information and cultural industries	-3	3	0	0	0	91
Finance and insurance	-8	-1	4	0	-5	298
Real estate and rental and leasing	156	1	-2	1	156	1924
Professional, scientific and technical services	1	-1	5	0	5	522
Management of companies and enterprises	-2	-2	2	0	-2	45
Administrative and support	26	0	-4	0	22	256
Educational services	5	-1	-1	0	3	84
Health care and social assistance	17	9	4	0	30	690
Arts, entertainment and recreation	-5	4	0	0	-1	108
Accommodation and food services	-8	2	4	-1	-3	330
Other services	9	7	-3	0	13	560
Public administration	0	0	0	0	0	26
NET TOTAL CHANGES, 2024-25	216	20	2	1	239	
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 2024 and June 2025

Table 4: Parry Sound
Change In The Number of Employers, By Industry And By Firm Size (June 2024 - June 2025)

INDUSTRY	FIRM SIZE (Number of employees)					Total n° of firms (June-25)
	0	1-19	20-99	100+	TOTAL	
Agriculture, forestry, fishing and farming	12	-1	0	0	11	170
Mining and oil and gas extraction	2	0	-1	0	1	15
Utilities	0	1	0	0	1	12
Construction	-1	3	2	0	4	907
Manufacturing	-2	-4	-2	-1	-9	125
Wholesale trade	-6	3	1	0	-2	79
Retail trade	-15	0	-4	0	-19	315
Transportation and warehousing	8	-9	0	0	-1	189
Information and cultural industries	0	1	0	0	1	47
Finance and insurance	15	-1	1	0	15	193
Real estate and rental and leasing	0	5	0	0	5	879
Professional, scientific and technical services	6	3	0	0	9	382
Management of companies and enterprises	-1	0	0	0	-1	30
Administrative and support	8	0	1	0	9	215
Educational services	8	-2	0	0	6	37
Health care and social assistance	15	10	-2	2	25	288
Arts, entertainment and recreation	-2	2	1	0	1	108
Accommodation and food services	-7	-4	2	0	-9	257
Other services	16	10	-3	0	23	392
Public administration	0	0	-1	1	0	39
NET TOTAL CHANGES, 2024-25	56	17	-5	2	70	
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 2024 and June 2025

NIPISSING

The first thing to note are the last rows in Table 5: since the large declines in several of the establishment categories between 2020-21, there have only been increases in every category for four years now. The most recent entry, comparing June 2024 and June 2025, does show a slowdown in the rate of increase among different size firms, although the increase among firms with zero employees remains high. With increases in all categories, one can assume that this also represents an increase in employment. When one examines the patterns of increases and decreases for each industry, one could assume that net employment **increased among the following industries:** Agriculture, Forestry, Fishing & Farming; Wholesale Trade; Information & Cultural Industries; Finance & Insurance; Professional, Scientific & Technical Services; Health Care & Social Assistance; Arts, Entertainment & Recreation; and Accommodation & Food Services.

It also seems likely that employment declined in the following industries: Mining & Oil and Gas Extraction; Retail Trade; Administrative & Support; and Educational Services.

PARRY SOUND

The pattern in Parry Sound was almost similar (Table 4): apart from two cells, there has been consistent growth across all categories over the last four years. As in the case of Nipissing, one can say that the pace of growth has declined between June 2024 and June 2025. It is likely the case that there has been a net growth in employment.

By industry, net employment has likely grown in: Construction; Wholesale Trade; Information & Cultural Industries; Finance & Insurance; Real Estate & Rental and Leasing; Professional, Scientific & Technical Services; Administrative & Support; Health Care & Social Assistance; Arts, and Entertainment & Recreation.

Employment likely declined in: Mining & Oil and Gas Extraction; Manufacturing; Retail Trade; and Transportation & Warehousing.



Time series from June 2018 to June 2025

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 2018 and June 2025:



KNOWLEDGE SECTOR



- Educational services
- Finance and insurance
- Health care and social assistance
- Information and cultural industries

- Management of companies and enterprises
- Professional, scientific and technical services
- Public administration

GOODS PRODUCING



- Agriculture, forestry, fishing and hunting
- Construction
- Manufacturing

- Mining, quarrying, and oil and gas extraction
- Utilities

SERVICE SECTOR



- Accommodation and food services
- Administrative and support
- Arts, entertainment and recreation
- Other services

- Real estate and rental and leasing
- Retail trade
- Transportation and warehousing
- Wholesale trade

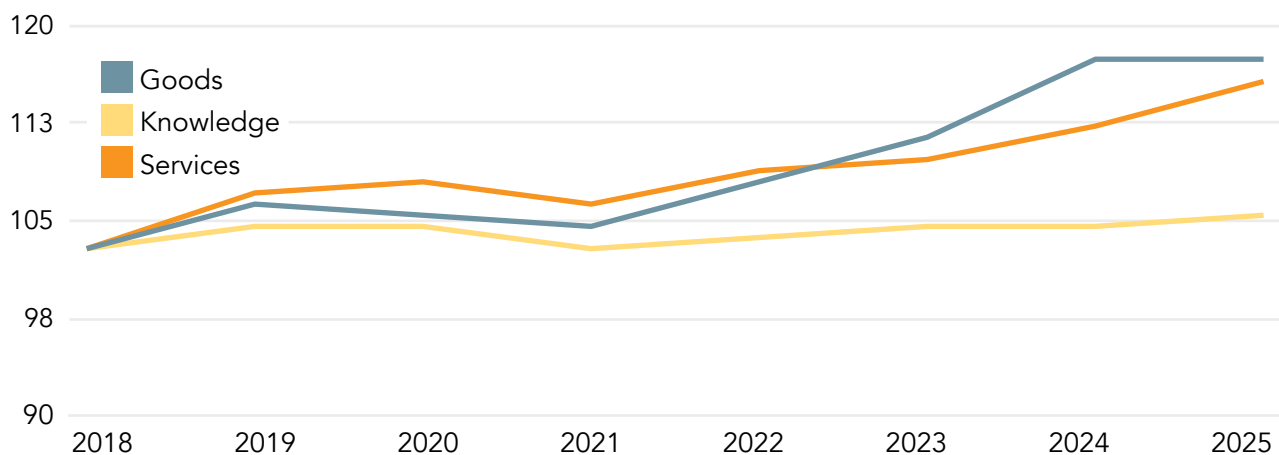
INDUSTRIES WITHIN EACH CLUSTER SHARE CERTAIN SIMILARITIES:

- Goods producing industries typically employ larger proportions of labourers, the majority of whom are males
- Service sector industries tend to be lower paying²
- Knowledge sector industries are also technically service sector industries; however, these industries tend to have higher proportions of jobs that typically require a post-secondary education

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.

Charts 5 and 6 show the results for **Nipissing** and **Parry Sound**; for context, Chart 7 shows the trends for Ontario.

CHART 5: Ratio of number of firms with employees by Goods Producing Sector, Knowledge Sector and Service Sector, Nipissing, June 2018 to June 2025 (June 2018 = 100)



Statistics Canada, Canadian Business Counts, June 2018 to June 2025

² One could make an argument that Wholesale Trade should be in the Knowledge Sector category, but it is very close to the average proportions of jobs requiring a postsecondary education. It represents a smaller proportion of all jobs and where it is placed makes less difference in terms of the overall figures.

Overall, the trends by each cluster for **Nipissing** were as follows:

- All three sectors experienced a slight decline in 2021 as a result of COVID
- The Knowledge Sector has seen a steady and increasing growth over these last eight years and in 2025 the number of employers was 15% higher than in 2018
- The Goods Producing Sector saw considerable growth after 2021, flattening out in 2025, but still the number of employers was 17% higher than in 2018
- The Services Sector had very slow growth after 2021; the number of employers in 2025 was only 3% higher than it had been in 2018

Within these three sectors in **Nipissing** there are important variations:



Knowledge Sector: All industries in this sector saw considerable growth in the number of employers, except for Finance & Insurance, where there had been a decline in 2021 and very little recovery, such that the number of employers in this sector was 3% lower than what it had been in 2018

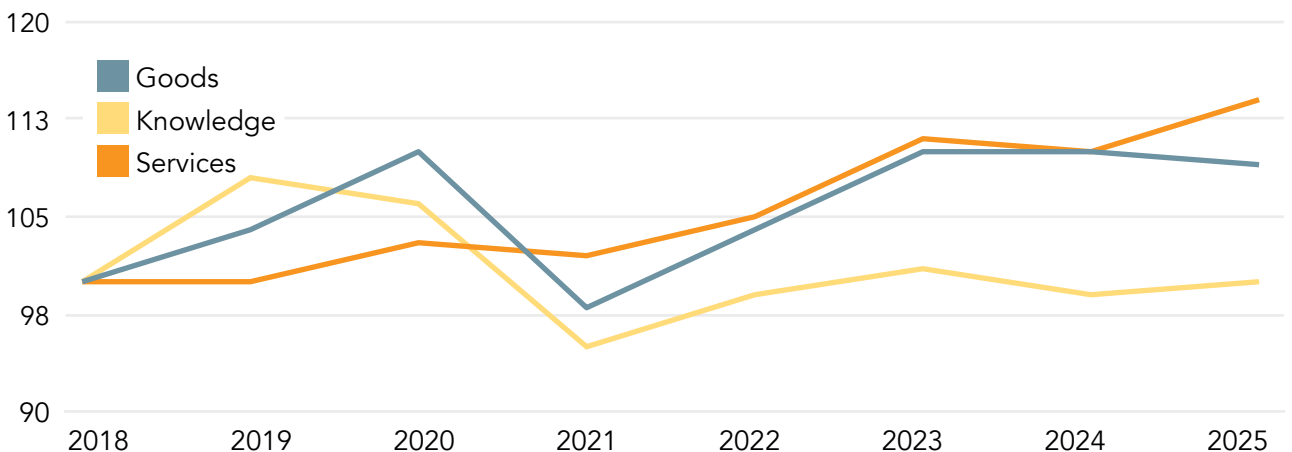


Goods Producing Sector: There was very strong growth among Mining, Quarrying, & Oil and Gas Extraction employers, as well as healthy growth in the Construction and Manufacturing sectors; Agriculture, Forestry, Fishing & Hunting had seen a slight decline but by 2025 was back at the same number of employers as in 2018; Utilities had dropped from six firms in 2018 to four in 2025



Services Sector: Some sectors had high growth: Real Estate & Rental and Leasing, followed by Arts, Entertainment & Recreation and Accommodation & Food Services; Administrative & Support also showed healthy growth; Other Services had declined, but returned in 2025 to the same number of employers as in 2018; two sectors experienced declines (Retail Trade and Transportation & Warehousing), by 2025 dropping to 7% fewer employers than there had been in 2018; while Wholesale Trade also declined, in 2025 reaching 3% below what it had been in 2018

CHART 6: Ratio of number of firms with employees by Goods Producing Sector, Knowledge Sector and Service Sector, Parry Sound, June 2018 to June 2025 (June 2018 = 100)



Statistics Canada, Canadian Business Counts, June 2018 to June 2025

The trends by each cluster for **Parry Sound** were as follows:

- The Knowledge Sector has seen a steady and increasing growth over these last eight years, only stalling in 2021 and 2024; by 2025 the number of employers was 14% higher than in 2018
- The Goods Producing Sector witnessed high growth until 2020, then a sharp decline in 2021, recovering immediately, with the number of employers in 2025 reaching 9% higher than in 2018
- The Services Sector also had healthy growth in 2019, but then declined, in 2021 dropping to 5% below its level in 2018; afterwards, there was some recovery, which plateaued, so that by 2025 the number of employers was equal to what it had been in 2018

Within these three sectors in **Parry Sound**, the variations were as follows:



Knowledge Sector: There was considerable variation among the industries in the Knowledge Sector: Both Professional, Scientific & Technical Services and Health Care & Social Assistance experienced high growth in the number of employers (both over 20% over these eight years); Public Administration stayed steady; Retail Trade as well as Finance & Insurance each had sharp declines but both recovered to a level 3% below what they had been in 2018; Information & Cultural Industries dropped from 29 employers in 2018 to 20 in 2025, while Educational Services dropped from 14 employers in 2018 to 9 in 2025



Goods Producing Sector: Three industries (Agriculture, Forestry, Fishing & Hunting; Construction; Manufacturing) had medium-level growth; Utilities, a small industry, went from one employer in 2018 to three in 2025; Mining, Quarrying, & Oil and Gas Extraction declined in 2020 then had a sharp drop in 2021, recovering in 2025 back to the same number of employers as was present in 2018



Services Sector: Administrative & Support had high growth, followed by medium growth in Real Estate & Rental and Leasing; Other Services stayed around the same level of employers, while Wholesale Trade, which had increased, dropped down in 2025 to the same level of employers as in 2018; the biggest decline was in Arts, Entertainment & Recreation, in 2025 down 21% from the number of employers in 2018, Accommodation & Food Services down 6%, Transportation & Warehousing down 5%, and Retail Trade down 3%

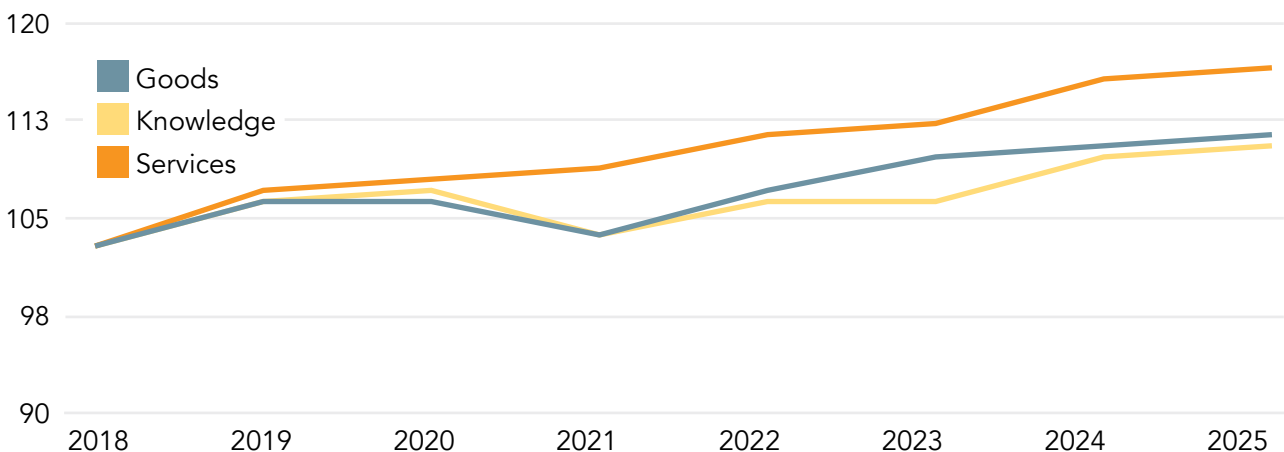




A relevant reference point is to compare these trends for those for Ontario. Chart 7 presents the same results for Ontario over the same time period. There are a few comparison points:

- The pattern for the Knowledge Sector in Nipissing and Parry Sound is generally similar to that for Ontario
- The pattern for the Goods Producing Sector has some similarity, except that in Parry Sound, there was a sharper drop in the number of employers in 2021 and the recovery has been more tepid, while in Nipissing the growth since 2021 is greater than that for Ontario
- The pattern for the Services Sector is also broadly similar, although the growth by 2025 has been higher in Ontario than that for either Nipissing or Parry Sound

CHART 7: Ratio of number of firms with employees by Goods Producing Sector, Knowledge Sector and Service Sector, Ontario, June 2018 to June 2025 (June 2018 = 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.

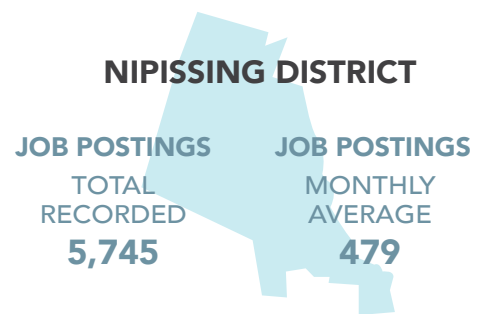
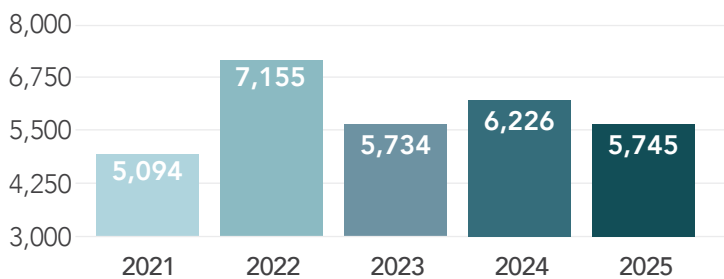


Nipissing District Data

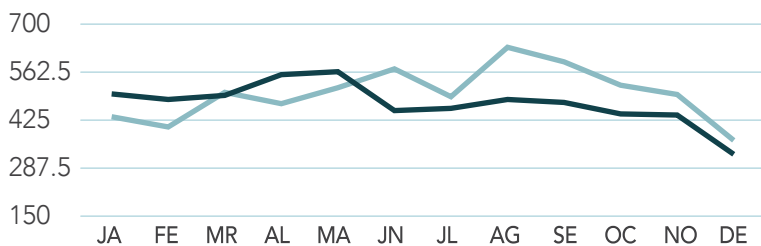
Total Job Postings

There were a total of 5,745 job postings recorded within Nipissing District throughout 2025. This figure is lower than the 2024 total (-481, -7.73%) and also sits below the previous 4-year average (-307, -5.08%). While 2024 saw a temporary rebound in hiring activity, the 2025 numbers indicate a cooling in the labour market as volumes returned to levels consistent with 2023 (5,734). Adding to these employment challenges, diversity in various industry environments in 2025 introduced further caution, particularly affecting sectors already experiencing labour shortages. Combined with broader economic ebbs and flows, these conditions challenged recruitment, with 2025 reflecting a more normalized and measured pace of hiring across the district.

Annual job postings over past 5 years



Monthly Job Postings in 2025 compared to previous 4-Year average



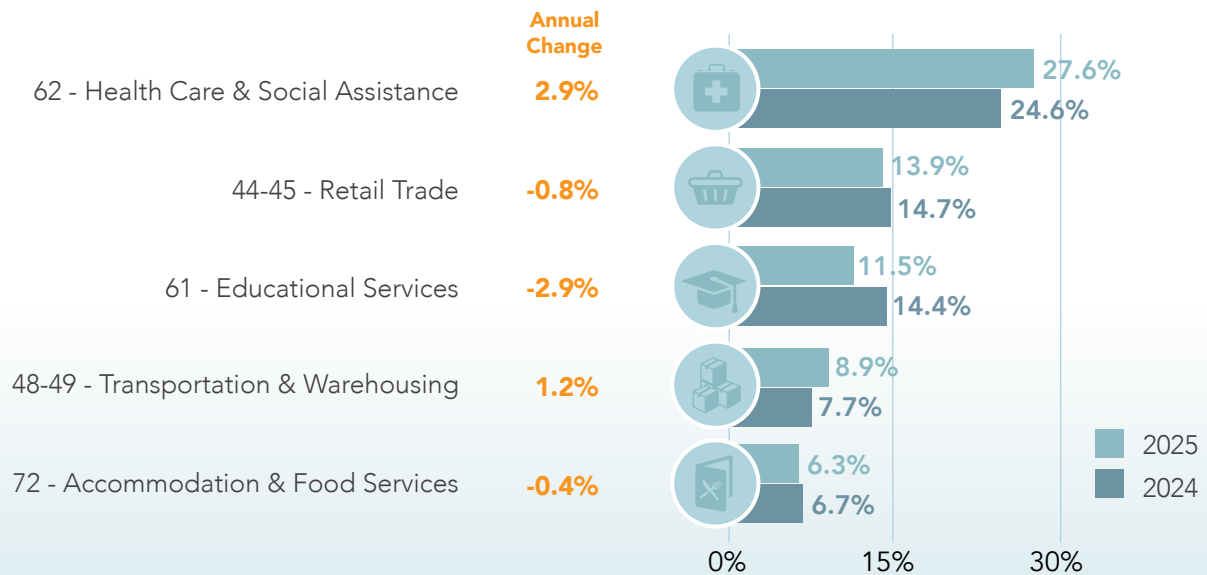
- 2025 Job Postings
- 2021-2024 Average Job Postings

April - May has had the most postings

Job Postings by Industry Classification

The Health Care and Social Assistance (NAICS-62) industry remained the primary driver of labour demand in 2025, accounting for 27.6% of all job postings and seeing the largest annual increase in share (+2.9%). Retail Trade (NAICS-44-45) and Educational Services (NAICS-61) followed as the next most active sectors, though both experienced declines in their overall share of the market. Retail Trade saw a decrease of -0.8% compared to 2024, while Educational Services saw the largest decrease among the top five industries at -2.9%. These trends highlight essential health services and sectors that are geared to consumer spending and public funding, such as retail and Education.

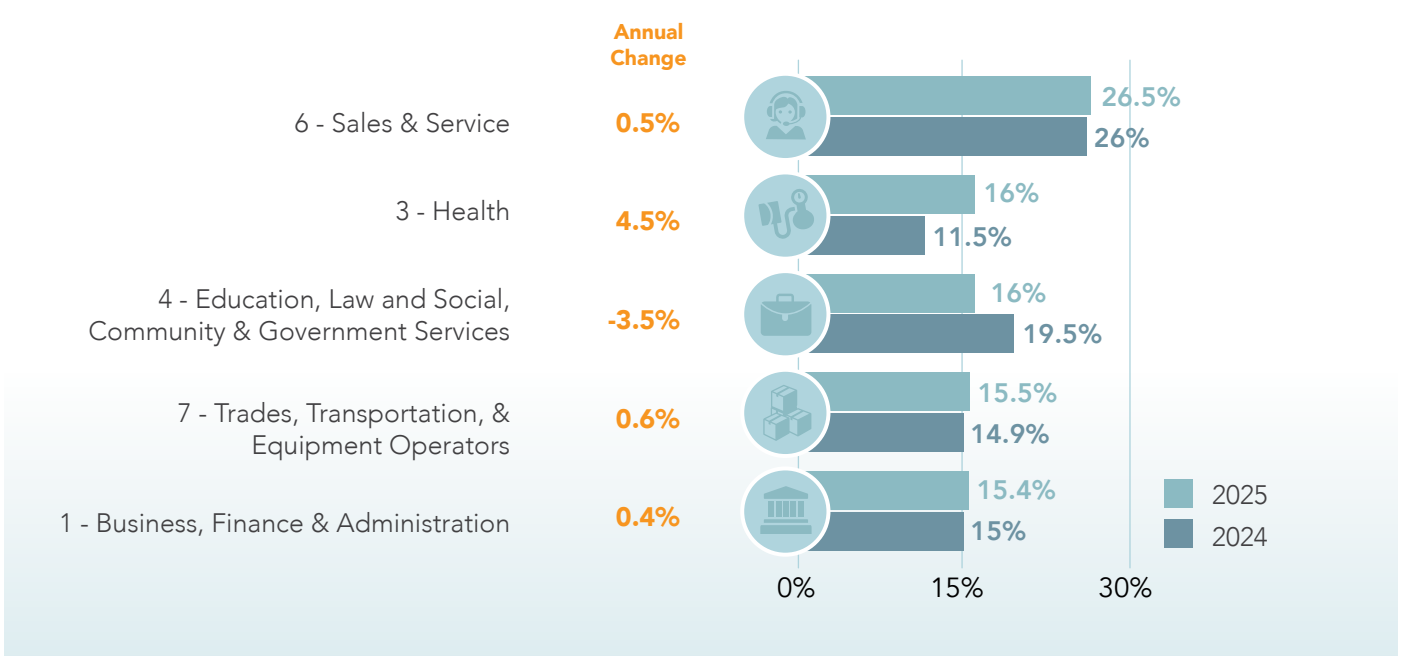
Representation of job postings in 2025 by major industry classification (NAICS)



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 2025 by major occupation classification (NOCS)





2021 National Occupational Classification (NOC)	Total Jobs	Share of NOC
60 - Middle management occupations in retail and wholesale trade and customer services	172	11.3%
62 - Retail sales and service supervisors and specialized occupations in sales and services	136	8.9%
63 - Occupations in sales and services	170	11.2%
64 - Sales and service representatives and other customer and personal services occupations	517	34.0%
65 - Sales and service support occupations	525	34.5%
30 - Specialized middle management in health care	26	2.8%
31 - Professional occupations in health	451	49.1%
32 - Technical occupations in health	287	31.3%
33 - Assisting occupations in support of health services	154	16.8%
40 - Managers in public admin, in education and social and community services and public protection services	47	5.1%
41 - Professional occupations in law, education, social, community and government services	413	45.0%
42 - Front-line public protection services and para-professional occupations in legal, social, community, education services	257	28.0%
43 - Assisting occupations in education and in legal and public protection	106	11.5%
44 - Care providers and legal and public protection support occupations	91	9.9%
45 - Student monitors, crossing guards and related	4	0.4%
70 - Middle management occupations in trades and transportation	37	4.2%
72 - Technical trades and transportation officers and controllers	343	38.5%
73 - General trades	297	33.3%
74 - Mail and message distribution, other transport equipment operators and related maintenance workers	64	7.2%
75 - Helpers and labourers and other transport drivers, operators and labourers	150	16.8%
10 - Specialized middle management occupations in administrative services, financial and business services and communication (except broadcasting)	76	8.6%
11 - Professional occupations in finance and business	176	19.9%
12 - Administrative and financial supervisors and specialized administrative occupations	123	13.9%
13 - Administrative occupations and transportation logistics occupations	309	35.0%
14 - Administrative and financial support and supply chain logistics occupations	200	22.6%

Job Postings by Occupation Classification

Sales and Service (NOC-6) remained the leading source of recruitment in 2025. While this sector remains the district's volume leader, the most significant shift in the labour market was the surge in Health occupations (NOC-3). Making it the primary growth driver for the region.

In contrast, there was a decline in Education, Law, and Social, Community, and Government Services (NOC-4). Meanwhile, the demand within Trades and Transportation (NOC-7) remained resilient, focused heavily on technical trades and general labour. Similarly, the Business and Administration (NOC-1) sector saw steady activity, with a particular focus on administrative and logistics roles.



6 - Sales & Service



3 - Health



4 - Education, Law and Social, Community & Government Services



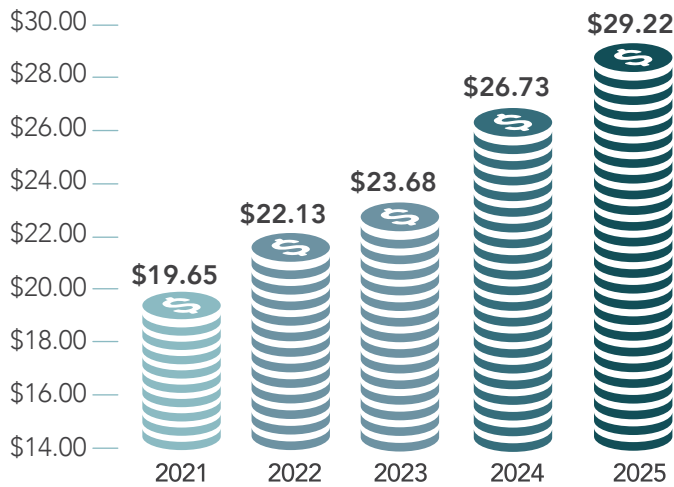
7 - Trades, Transportation, & Equipment Operators



1 - Business, Finance & Administration

Hourly Wages

Average hourly wage offered per year

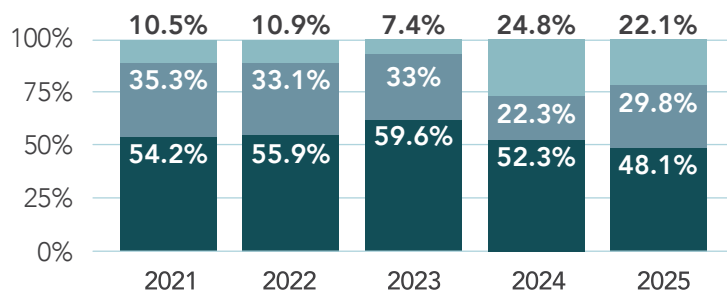


The average hourly wage listed on job postings in 2025 was \$29.22/hour. This represents a significant increase of +\$2.49/hour (+9.3%) over the 2024 figure of \$26.73/hour. This upward trajectory is partially driven by the provincial minimum wage increase to \$17.55/hour in October 2025, which created a "ripple effect" forcing wages upward across entry-level and mid-range positions to maintain competitive scaling. While the multi-year growth from 2021 to 2025 appears substantial, it is important to note that a portion of the increase between earlier years and the 2024–2025 period stems from an improved algorithmic collection. However, the consistent rise throughout 2025 remains a genuine indicator of a tightening labour market.

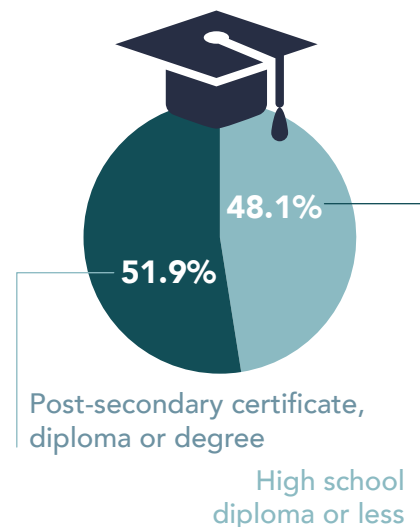
Educational Requirements

In 2025, the local labour market continued its shift toward more specialized roles, with post-secondary qualifications (51.9%) now required for more than half of all job postings. This marks a clear move away from entry-level requirements, as positions only requiring a high school diploma fell to 48.1%. A key driver of this change was the recovery in demand for college certificates and diplomas (29.8%), reflecting a focus on technical and vocational skills needed for trades and health support roles. While university degree requirements saw a minor dip to 22.1%, they remain well above historical levels.

Minimum educational requirements

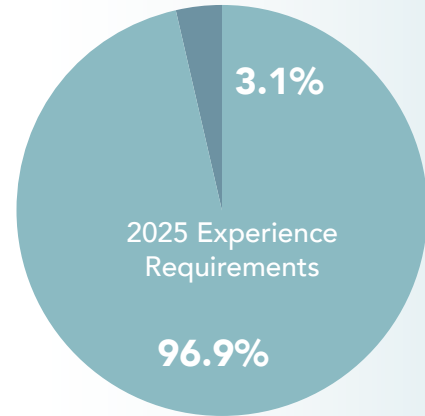


- University Degree
- College Certificate or Diploma
- High School Diploma

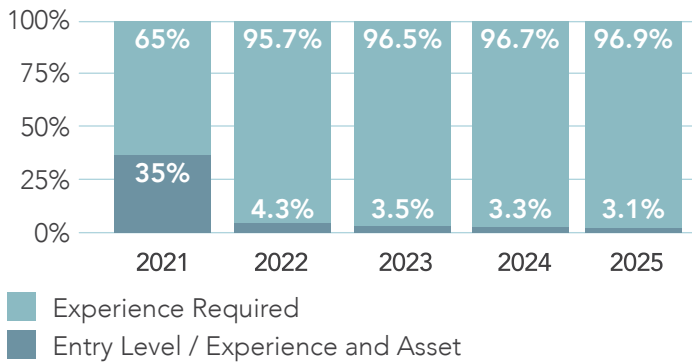


Experience Level Requirements

In 2025, nearly all job postings (96.9%) were categorized as requiring previous experience. Employers often add the term 'previous experience' to their job postings for a variety of reasons. They often hope that this will trigger an applicant to list previous work, activities, or practical exposure they've already had that relates to the job they have available. It shows employers that a potential applicant has conducted similar tasks before and can handle the responsibilities necessary to be successful in the job. It also allows employers to ensure that a potential candidate is experienced in the field or



Experience Requirements 2021-2025



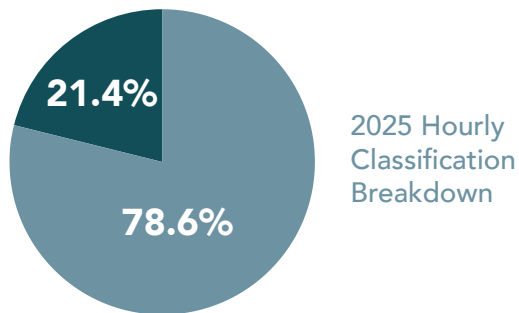
occupation being sought after, which can potentially indicate the amount of training time required on behalf of the employer and can confirm their level of competency within a particular skill set.

While there is likely a genuine preference for experienced workers during an economic cooling period, the data is heavily skewed by the technical way "experience" is now captured and does not necessarily reflect a total disappearance of entry-level opportunities in the district.

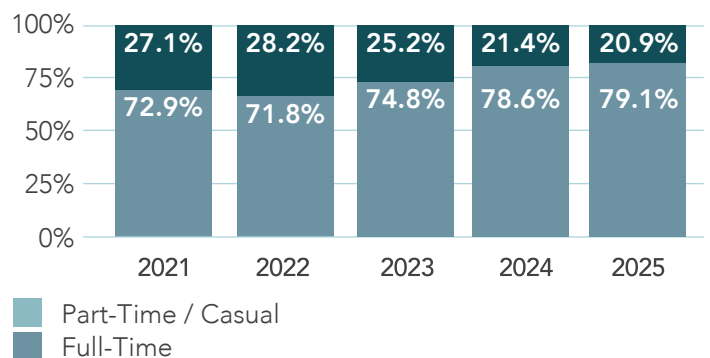
Hours of Employment Offered

In 2025, the Nipissing District saw a record high in full-time employment, with 79.1% of all job postings offering 35+ hours per week. This marks the third consecutive year of growth in full-time roles. Despite the overall decline in the total number of job postings, this shift is a strong positive economic indicator.

Overall, the mix of part-time and full-time employment in the region reflects a balance between economic necessity and flexibility. The relative importance of each can vary by community and industry, shaped by factors such as population size, seasonality, and access to a stable labour supply. It confirms with high confidence that local employers are prioritizing workforce stability.



Hourly classification breakdown 2021-2025



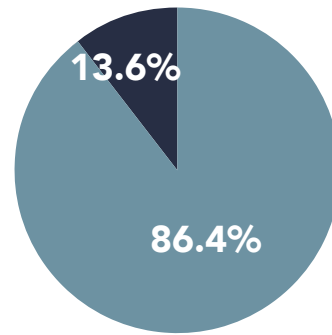
Terms of Employment Offered

In 2025, the share of job postings for permanent positions reached 89.6%, continuing a steady three-year upward trend. While this suggests a strong move toward long-term hiring. These figures have been consistently higher than 2020/2021 coinciding with the new collection algorithm began being used.

Temporary employment refers to work arrangements that are intended to last for a limited period of time. These roles may be used to meet short-term needs, such as seasonal demand, project support, or staff absences, and typically do not carry an expectation of ongoing employment beyond the agreed timeframe.

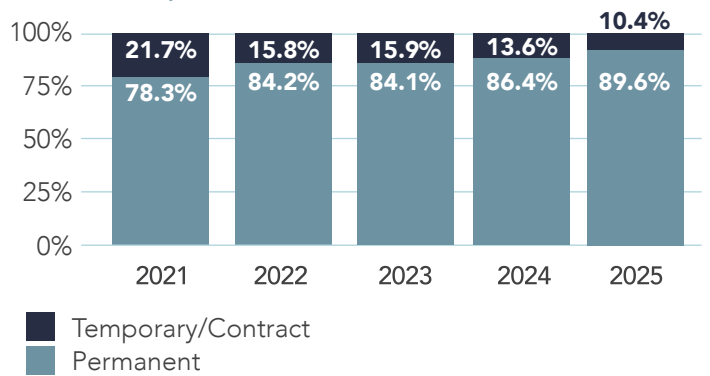
Permanent employment describes ongoing work arrangements without a predetermined end date. These positions are generally intended to provide long-term employment and may be either full-time or part-time, offering greater continuity for both the employer and the employee.

Contract employment involves work performed under the terms of a specific agreement that outlines the scope, duration, and conditions of the work. Contracts are often time-bound or project-based and may apply to individuals working independently or through an employment relationship, depending on the arrangement.



2025 Terms of Employment Breakdown

Terms of employment breakdown 2021-2025



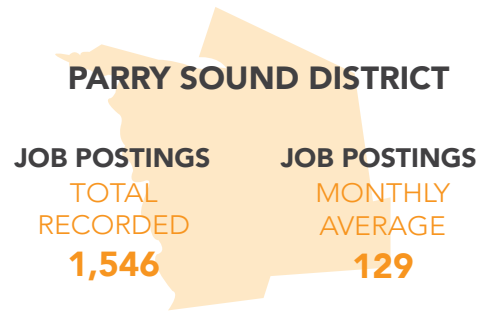
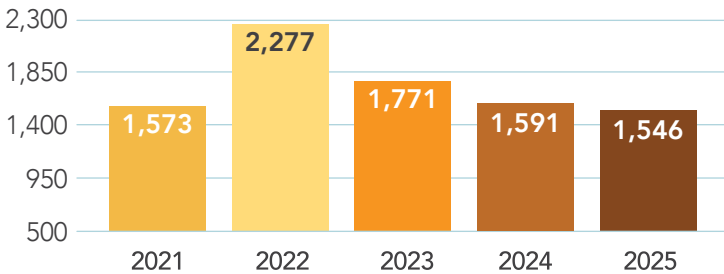


Parry Sound District Data

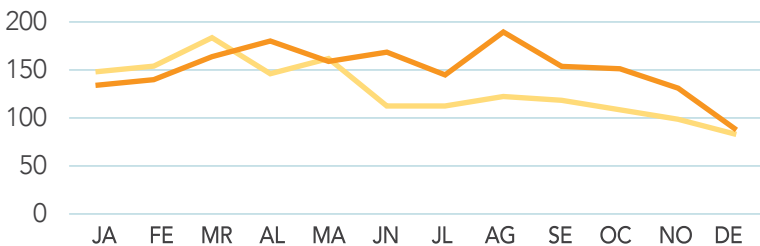
Total Job Postings

There were a total of 1,546 job postings recorded within Parry Sound District throughout 2025. This figure represents a slight decrease from the 2024 total (-45, -2.8%) and sits approximately 14.3% (-257) below the previous 4-year average of 1,803. The continued cooling of the labour market for the third consecutive year can be attributed to several compounding factors. While the record high of 2022 (2,277) is now viewed as an unsustainable post-COVID spike, the 2025 totals suggest the district is settling into a more stabilized, albeit guarded, recruitment environment.

Annual job postings over past 5 years



Monthly job postings in 2025 compared to previous 4-year average

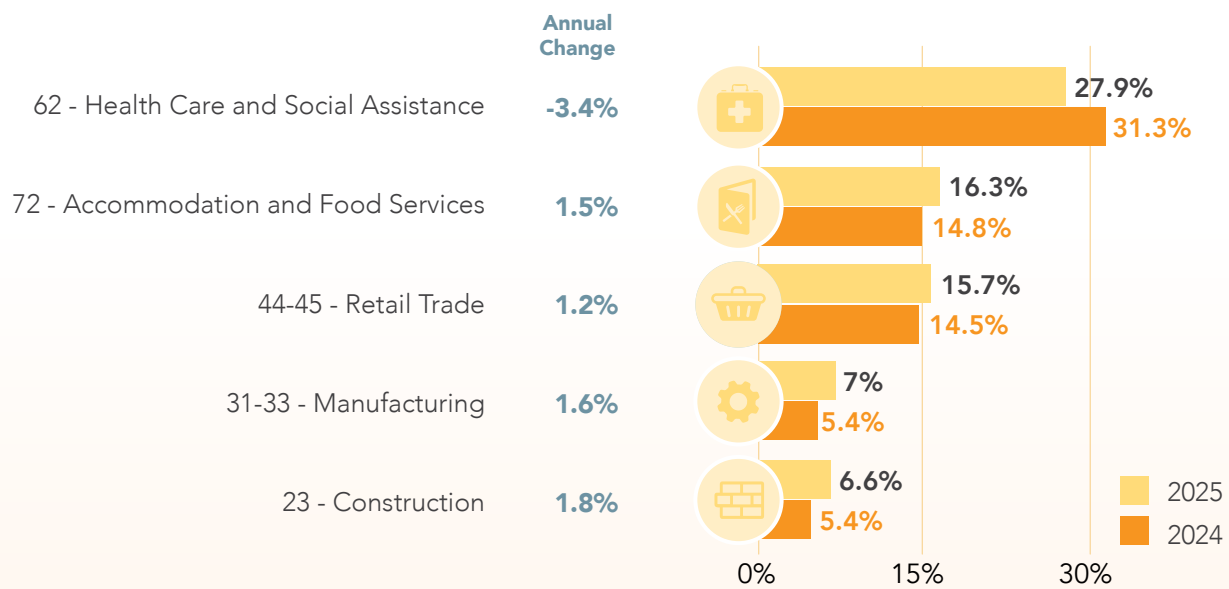


Feb-May has had the most postings

Job Postings by Industry Classification

In 2025, Health Care and Social Assistance continued to be the primary driver of the Parry Sound labour market, representing 27.9% of all postings. While this reflects a slight cooling from the previous year's record high, the sector remains the district's most significant employer. Combined with Accommodation and Food Services and Retail Trade, these top three industries accounted for nearly 60% of local hiring activity, illustrating a regional economy heavily reliant on essential services and tourism-related trade. The year was marked by a notable shift toward diversification as secondary sectors like Manufacturing and Construction saw modest gains in their share of the market. Meanwhile, the slight rise in Retail and Hospitality shares suggests these sectors are stabilizing their workforce needs.

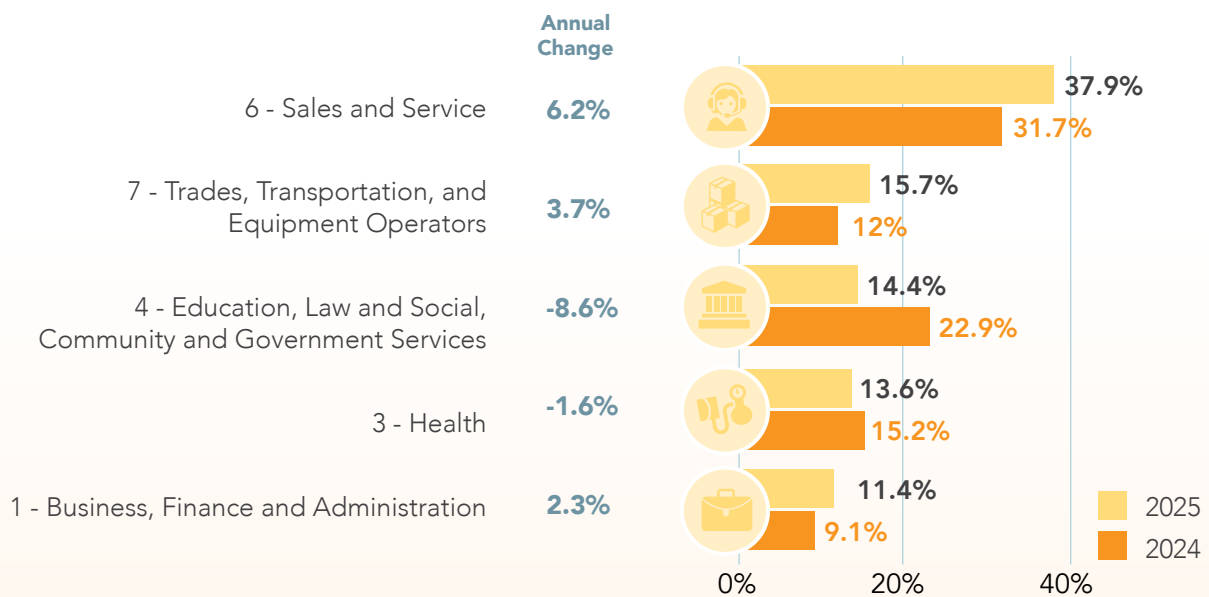
Representation of job postings in 2025 by major industry classification (NAICS)



Job Postings by Occupation Classification

In 2025, Health Care and Social Assistance continued to be the primary driver of the Parry Sound labour market, representing 27.9% of all postings. While this reflects a slight cooling from the previous year's record high, the sector remains the district's most significant employer. Combined with Accommodation and Food Services and Retail Trade, these top three industries accounted for nearly 60% of local hiring activity, illustrating a regional economy heavily reliant on essential services and tourism-related trade. The year was marked by a notable shift toward diversification as secondary sectors like Manufacturing and Construction saw modest gains in their share of the market. Meanwhile, the slight rise in Retail and Hospitality shares suggests these sectors are stabilizing their workforce needs.

Representation of job postings in 2025 by major occupation classification (NOCS)





2021 National Occupational Classification (NOC)	Total Jobs	Share of NOC
60 - Middle management occupations in retail and wholesale trade and customer services	61	10.4%
62 - Retail sales and service supervisors and specialized occupations in sales and services	71	12.1%
63 - Occupations in sales and services	94	16.0%
64 - Sales and service representatives and other customer and personal services occupations	113	19.3%
65 - Sales and service support occupations	247	42.2%
70 - Middle management occupations in trades and transportation	17	7.0%
72 - Technical trades, transportation officers and controllers	73	30.0%
73 - General trades	64	26.3%
74 - Mail and message distribution, other transport equipment operators and related maintenance workers	24	9.9%
75 - Helpers and labourers and other transport drivers, operators and labourers	65	26.7%
40 - Managers in public administration, in education, social, community services, and public protection services	8	3.6%
41 - Professional occupations in law, education, social, community and government services	29	13.1%
42 - Front-line public protection services and para-professional occupations in legal, social, community, education services	114	51.4%
43 - Assisting occupations in education and in legal and public protection	14	6.3%
44 - Care providers and legal and public protection support occupations	57	25.7%
45 - Student monitors, crossing guards and related occupations	0	0.0%
30 - Specialized middle management in health care	6	2.9%
31 - Professional occupations in health	95	45.2%
32 - Technical occupations in health	64	30.5%
33 - Assisting occupations in support of health services	45	21.4%
10 - Specialized middle management occupations in administrative services, financial and business services and communication (except broadcasting)	14	7.9%
11 - Professional occupations in finance and business	41	23.0%
12 - Administrative and financial supervisors and specialized administrative occupations	21	11.8%
13 - Administrative occupations and transportation logistics occupations	69	38.8%
14 - Administrative and financial support and supply chain logistics occupations	33	18.5%

Job Postings by Occupation Classification

In 2025, Sales and Service occupations dominated the Parry Sound labour market, accounting for nearly 38% of all job postings.

This sector saw a substantial increase in its share compared to 2024, driven primarily by a high demand for support occupations and service representatives, which together make up over 60% of the category. Trades and Transportation also saw a notable rise in activity, with technical trades and general labour roles leading the demand, reflecting ongoing needs in infrastructure and local maintenance.

Conversely, the Education, Law, and Social Services sector experienced a significant decline, dropping by over 8% to reach a 14.4% share. While this sector saw a reduction in overall volume, demand within it remained concentrated in front-line public protection and paraprofessional roles. Health occupations also experienced a slight dip in market share but maintained a consistent need for professional and technical staff. In the Business and Administration sector, recruitment was largely focused on administrative and logistics roles, which support the operational backbone of local businesses.



6 - Sales & Service



7 - Trades, Transportation, & Equipment Operators



4 - Education, Law and Social, Community & Government Services



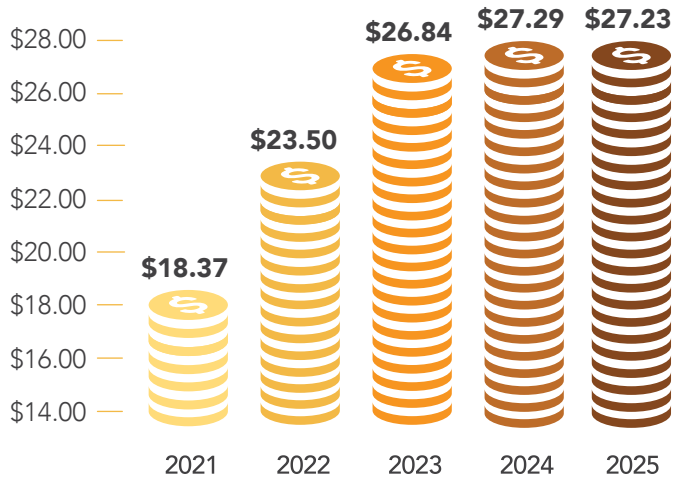
3 - Health



1 - Business, Finance & Administration

Hourly Wages

Average hourly wage offered per year



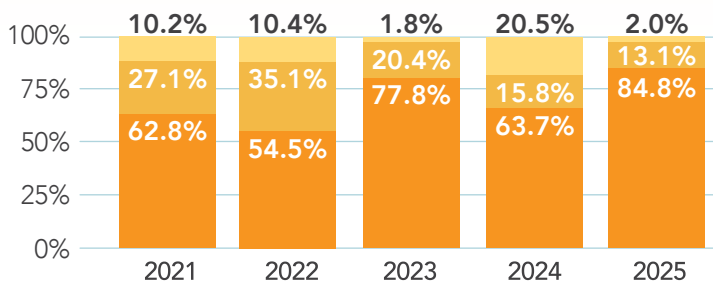
In 2025, the average hourly wage in the Parry Sound District remained essentially flat at \$27.23/hour, a negligible decrease of \$0.06 from the 2024 average. This stability marks a significant departure from the rapid wage growth seen between 2021 and 2023, where averages jumped nearly \$8.50 over just two years. While the provincial minimum wage saw a scheduled increase to \$17.60 in October 2025, its impact on the district's overall average was largely offset by broader economic cooling.

The rising concentration of Sales and Service roles—which often start closer to the minimum wage floor—likely anchored the district's average, preventing the significant upward movement seen in previous years when specialized professional roles were the primary drivers of growth.

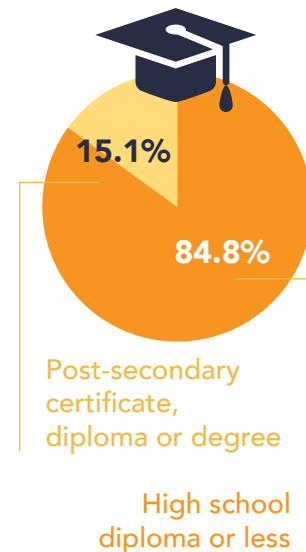
Educational Requirements

In 2025, the demand for candidates with a high school diploma or less surged to 84.8%, signaling a return to a market dominated by entry-level service and trade roles. This shift caused requirements for university degrees to drop back to a baseline of 2.0%. Overall, the data shows that Parry Sound employers are currently prioritizing immediate labour availability and on-the-job training over formal post-secondary credentials.

Minimum educational requirements



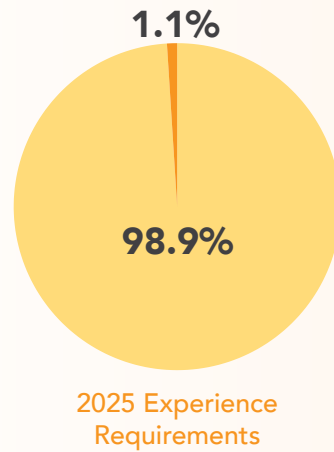
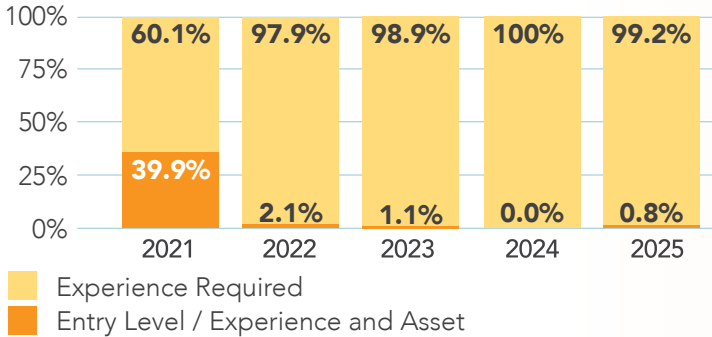
- University Degree
- College Certificate or Diploma
- High School Diploma



Experience Level Requirements

In 2025, experience requirements in Parry Sound remained at an extreme high of 99.2%, continuing a pattern where nearly every posting specifies a need for previous experience.

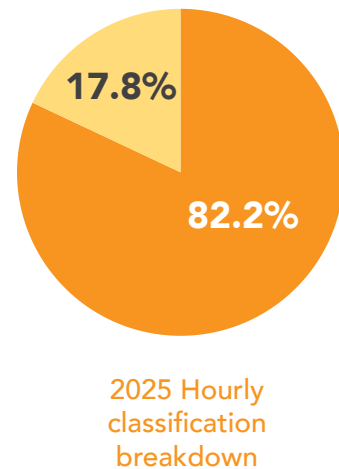
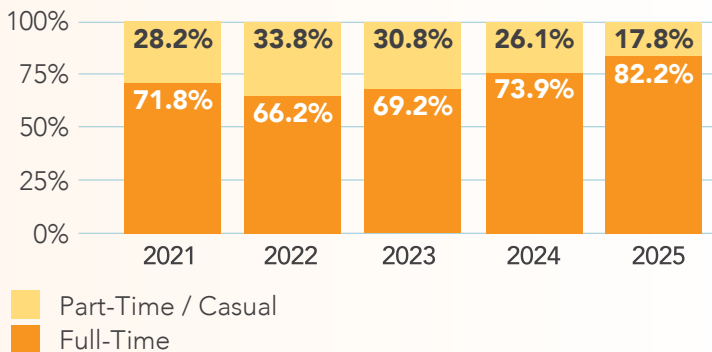
Experience requirements 2021-2025



Hours of Employment Offered

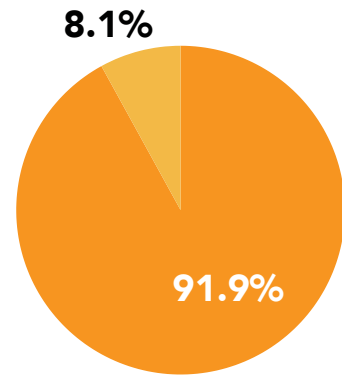
In 2025, full-time employment opportunities in Parry Sound reached a record high of 82.2%, continuing a consistent upward trend since 2022. This shift is a positive economic sign, as it indicates a move toward higher labour productivity and workforce stability.

Hourly classification breakdown 2021-2025



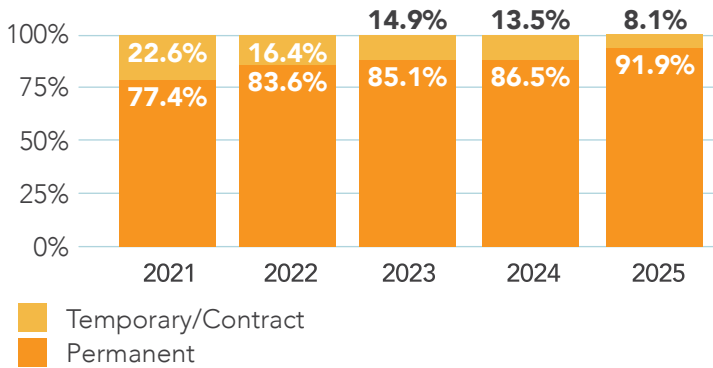
Terms of Employment Offered

In 2025, the share of job postings for permanent positions in Parry Sound reached 91.9%, a significant rise from 86.5% in 2024. While this data is influenced by a newer collection algorithm, the consistent five-year climb strongly suggests that local employers are prioritizing long-term workforce stability. This shift toward permanent roles is a positive economic marker for the district, as it fosters higher institutional knowledge and productivity compared to a reliance on temporary or contract staff.



2025 Terms of employment breakdown

Terms of employment breakdown 2021-2025





4

ANALYSIS OF EO PROGRAM RELATED DATA (2024-2025)

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

Background to the data

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 2024-25 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).

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 2024-25, IES has begun in all areas, and in 10 of 26 workforce planning boards, the number of Employment Services Assisted clients is either nil or less than 50).

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 2024-25

	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
Unassisted R&I	516,469	537,403	411,557	386,909	434,020	358,909	152,119
Assisted	189,591	183,826	117,296	99,810	104,045	94,667	59,487
SSM				30,658	32,296	84,317	159,737
Total unemployed	440,200	450,500	819,500	598,900	439,800	508,100	635,000

As the SSMs have been rolling out across the province, the old EO system is giving way and their numbers are declining while the SSM client numbers are steadily increasing.

A major 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.

TABLE 2: Distribution of employment services clients by select source of income categories, ES and IES, Ontario, 2021-22 to 2024-25

	2021-22		2022-23		2023-24		2024-25	
	ES	IES	ES	IES	ES	IES	ES	IES
Ontario Works	12%	36%	14%	28%	18%	33%	26%	37%
ODSP	4%	8%	5%	8%	5%	7%	4%	6%
EI	21%	12%	9%	5%	7%	7%	7%	7%
Employed	9%	8%	10%	11%	9%	9%	7%	9%
Other	10%	8%	9%	8%	8%	7%	7%	5%
No source of income	42%	25%	51%	38%	50%	35%	47%	34%

By far, the biggest change has been in the proportion of employment services clients who are OW recipients, on average more than two or three times what the EO figure was in 2021-22. Interestingly, the proportion of OW clients being served by services under EO kept on rising as IES was being introduced, to the point that rather than being one-third the proportion in 2021-22, it is two-thirds the proportion in 2024-25.

On the other hand, the proportion of ODSP recipients only increased slightly, more so in 2021-22, but by 2023-24 and 2024-25, the difference between ES and IES was small.

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

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.



Employment Services

NUMBER OF CLIENTS

The IES Service System Manager for Northeast Ontario has only just begun receiving clients, such that the majority of employment services clients for the fiscal year 2024-25 are still under the old EO system. Table 3 shows the numbers for three categories of clients in for the LMG board area (Parry Sound and Nipissing), for the current year and the previous year (for comparison):

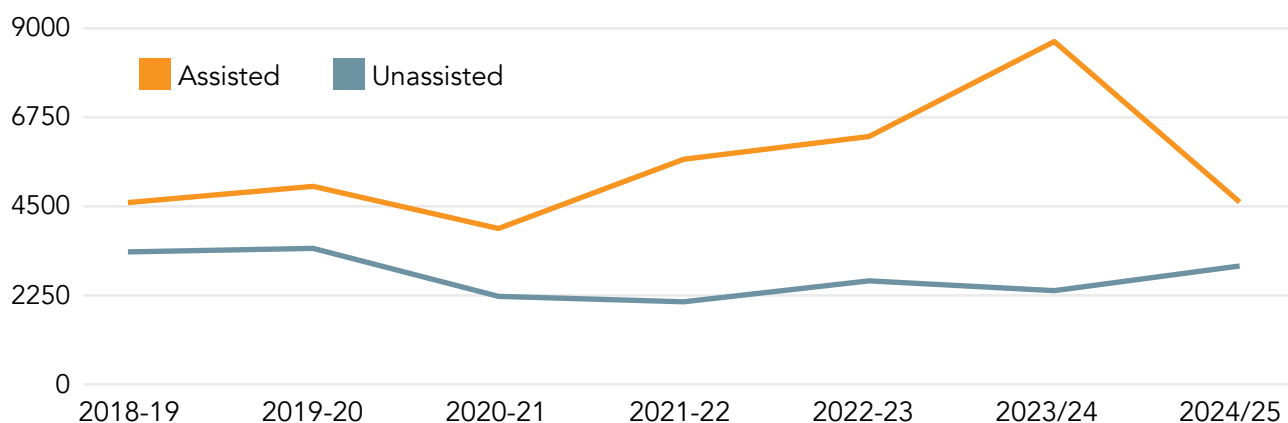
- EO Assisted
- EO Unassisted
- IES

TABLE 3: Number of employment services clients, LMG, 2024-25 and 2023-24

	2024-25	2023-24
EO Unassisted Clients	4,603	8,650
EO Assisted Clients	2,991	2,369
IES Clients	290	---

To put these figures into broader context, Chart 1 shows the trends over six years in the number of EO Unassisted and Assisted clients. Over this period, the number of Assisted clients dropped in 2020-21, then slowly increased, although it never reached the pre-COVID levels. The Unassisted numbers over this same time also dropped in 2020-21, then rose considerably from 2021-22 to 2023-24, then dropped sharply, returning to pre-COVID levels in 2024-25.

CHART 1: EO Unassisted and Assisted clients, LMG, 2018-19 to 2024-25



Literacy And Basic Skills

Table 22 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 and 2023-24, there were large increases at all three levels in the number of new learners, pushing up further the number of all in-person learners. In 2024-25, the number of new in-person learners dropped in all three areas, but especially at the Board level, leading to declines of all in-person learners.

The Board's share of all In-Person Learners in the province has declined this year to 1.4%,

dropping to its lowest level in seven years. Still, this proportion remains higher than the local area's share of the provincial population (0.9%). The Region's share has been steadily increasing, and this year rose to 17.3%, much higher than the Region's share of the provincial population (5.6%).

TABLE 22: Number of Literacy and Basic Skills Learners

	Board	Region	Ontario
Number of In-Person Learners (New In-Person + Carry-Over In-Person)			
2024-25	570	7,027	40,636
2023-24	809	7,186	41,996
2022-23	604	6,049	36,120
2021-22	526	5,309	35,164
2020-21	558	5,167	33,025





Better Jobs Ontario

The Board area enlisted 39 individuals into the Better Jobs Ontario program last year (Table 36). 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 26 in 2023-24, and increasing somewhat in 2024-25. There has been a similar pattern at the Regional level, though the increase this year was minor. The provincial figures have not dropped as much and increased the last two years. The Board share of all Better Jobs Ontario clients, which had stayed close to 1.5% for several years, has now dropped below 1% for the last two years, 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.

TABLE 36: Better Jobs Ontario client numbers

	Board	Region	Ontario
Number of Clients			
2024-2025	39	247	4,111
2023-2024	26	244	3,401
2022-2023	35	276	3,064
2021-2022	53	360	3,777
2020-2021	47	371	3,110
2019-2020	50	461	3,314
2018-2019	59	460	3,834
2017-2018	56	661	5,379
2016-2017	103	922	7,158
2015-2016	88	1,005	8,626

Apprenticeship

The number of new apprentice registrations for the last 11 years are listed in Table 44. 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. In 2024-25, all three areas registered healthy increase. This year, the number of new registrations at the Board level is higher than it has been since 2016-17, higher at the Region level since 2015-16, and higher at the provincial level over this entire 11-year span.

TABLE 44: Number of new apprenticeship registrations, 2014-15 to 2024-25

	Board	Region	Ontario
Number of New Registrations			
2024-2025	252	2,187	28,848
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
2017-2018	240	1,924	24,991
2016-2017	257	1,968	24,890
2015-2016	214	2,192	25,793
2014-2015	271	2,361	26,018

Table 45 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 2024-25, new registrations at the local and Region levels were roughly in line with historic values, with the local area accounting for 0.9% of the provincial totals (equal to the local area representing 0.9% of the provincial population) and the Northern Region accounting for 7.6% of provincial new registrations, in keeping with recent historical proportions, and higher than the Northern Region share of the provincial population (5.6%).

In all areas, the number of Certificates of Apprenticeship issued increased are higher than they have been since 2018-19, except for the Region, where it is higher since 2019-20.



TABLE 45: New registrations and active apprenticeships

	Board	Region	Ontario
Number of New Registrations			
2024-2025	252	2,187	28,848
(As % of Ontario)			
2024-2025	0.9%	7.6%	
2023-2024	0.8%	7.8%	
2022-2023	0.9%	7.2%	
2021-2022	0.9%	7.7%	
2020-2021	0.9%	7.6%	
2019-2020	0.9%	7.7%	
2018-2019	0.9%	7.6%	
2017-2018	1.0%	7.7%	
2016-2017	1.0%	7.9%	
2015-2016	0.8%	8.5%	
2014-2015	1.0%	9.1%	
Number of Active Apprentices			
2024-2025	813	8,090	105,396
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
2018-2019	620	5,254	71,279
Number of CofAs Issued			
2024-2025	89	701	10,236
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
Population (As percent of Ontario)			
2024-2025	0.9%	5.6%	100%

The following tables show more detailed demographic data for the Apprenticeship program. More than 95% of participants are youth (15-24 years old) or young adults (25-44 years old), across all three levels (Table 46), of which more than half are youth (15-24 years old).

TABLE 46: Distribution by age of apprenticeship, 2024-25 and 2023-24

	2024-25			2023-24		
	Board	Region	Ontario	Board	Region	Ontario
15-24 years	56%	59%	54%	58%	56%	51%
25-44 years	39%	37%	42%	38%	41%	45%
45-64 years	5%	4%	4%	---	3%	4%
over 65 years	0%	0%	0%	0%	---	0%

The distribution by gender (Table 47) 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 over the previous two years, but last year it dipped slightly.

TABLE 47: Distribution by gender of apprenticeship, 2024-25 and 2023-24

	2024-25			2023-24		
	Board	Region	Ontario	Board	Region	Ontario
Females	17%	14%	14%	26%	14%	14%
Males	83%	83%	85%	74%	84%	85%
Other/not disclosed/trans	---	---	---	---	2%	1%

The distribution of clients by education at intake (Table 48) 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, although this year a slightly smaller percentage had a high school diploma.

TABLE 48: Distribution by education at intake of apprenticeship, 2024-25 and 2023-24

	2024-25			2023-24		
	Board	Region	Ontario	Board	Region	Ontario
No certificate	29%	---	24%	21%	16%	16%
High school	69%	68%	75%	78%	81%	83%
Apprenticeship	0%	0%	0%	0%	0%	0%
College	0%	---	0%	0%	---	0%
University	0%	0%	---	0%	---	---
Other	0%	---	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 50 lists the top ten trades for new registrations for the local area, the region and the province. The local area only had eight trades among new registrations that had 10 or more registrations, while there were 19 trades which had their numbers suppressed (under 10). Six of these trades are common to the top ten registrations for the Region and the province.



TABLE 50: Top 10 trades for new registrations, 2024-2025

RANK	Board		Region		Ontario	
	Trade	#	Trade	#	Trade	#
1.	Automotive Service Technician	51	Electrician - Construction and Maintenance	321	Electrician - Construction and Maintenance	5415
2.	Electrician - Construction and Maintenance	41	Automotive Service Technician	271	Automotive Service Technician	3756
3.	Truck and Coach Technician	35	General Carpenter	225	Plumber	2239
4.	Plumber	19	Truck and Coach Technician	220	Truck and Coach Technician	1894
5.	General Carpenter	16	Heavy Duty Equipment Technician	177	General Carpenter	1804
6.	Hairstylist	13	Industrial Mechanic Millwright	158	Hairstylist	1629
7.	Heavy Duty Equipment Technician	13	Hairstylist	92	Industrial Mechanic Millwright	1607
8.	Railway Car Technician	11	Powerline Technician	91	Sheet Metal Worker	926
9.			Plumber	88	Refrigeration and Air Conditioning Systems Mechanic	856
10.			Welder	76	Child Development Practitioner	732

Canada Ontario Job Grant (COJG) – Employer

The employers that made use of the COJG are mostly smaller firms with less than 50 employees (Table 51). This year, at the local level, 83% of the firms had less than 50 employees, while at the Region level that figure was 76%, and for the province it was 75%. The number of employers dropped significantly because of COVID (2020-21); it had rebounded in 2021-22 and 2022-23, but in 2023-24 and 2024-25, the number of employers has been lower in all three areas.

TABLE 51: Canada Ontario Job Grant – Employers, 2024-2025

	Board	Region	Ontario
Number of Employers			
2024-25	24	170	2,039
2023-24	21	194	2,347
2022-23	30	218	2,468
2021-22	30	198	2,837
2020-21	17	186	2,456
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	83%	76%	75%
50-150	---	15%	18%
151-300	0%	---	3%
301-500	0%	---	2%
501-1,500	0%	---	3%
1,501-10,000	0%	---	---
>10,001	0%	0%	---

In terms of the training provided, by far most of the training is provided by private trainers at all three levels (Table 52). There are too few employers to generate enough data that can be released at the Board level for other training providers, but at the Region and provincial levels, the next largest providers are registered private career colleges and public community colleges.

TABLE 52: Canada Ontario Job Grant – Training provider type, 2024-2025

	Board	Region	Ontario
Private Trainer	75%	61%	61%
Product Vendor	0%	---	1%
Public College	---	14%	7%
Registered Private Career College	---	18%	26%
School Board	0%	0%	0%
Union Based Training Centre	0%	---	---
University	0%	7%	5%
Unknown	0%	0%	---

The outcomes at exit details generally show extremely positive assessments by employers, with over 90% an increase in trainee productivity and affirming that the training met their workforce needs (Table 53). The sole exception was at the Board level, where only 75% said it increased trainee productivity, a figure much lower than has usually been reported over the years in any of the three areas.

TABLE 53: Outcome at exit detail, 2024-2025

	Board	Region	Ontario
Increase in trainee productivity	75%	93%	94%
Training met workforce needs	100%	98%	97%



Canada Ontario Job Grant – Participant

The number of COJG participants at the Board level has increased considerably, halting a decline that had been taking place over three years (Table 54). At the Region and provincial levels, the figures are lower than last year's (only by a little for the Region), continuing a decline that has been going on since 2018-19.

The local share of COJG participants across the province (0.7%) is in the same range as what it has typically been and is a little 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 54: Number of COJG participants, 2024-2025

	Board	Region	Ontario
Cojg Participants			
2024-25	56	439	7,880
2023-24	28	444	8,706
2022-23	49	553	8,951
2021-22	89	516	10,767
2020-21	57	622	10,350
2019-20	32	827	14,073
2018-19	106	1,269	19,742
2016 Total Ontario Population			
As % of Ontario	0.9%	5.6%	

Youth Job Connection (YJC)

The following tables show the number of Youth Job Connection participants, and their breakdown by age and gender. There has been a big drop in the number of participants at all three levels compared to last year: by around half at the Board and provincial levels, and by a third at the Region level. This follows what had been a recovery in participation since COVID. In 2024-25, the provincial figure is one quarter what it had been in 2018-19.

With this decline in the provincial figures, the share of participants at the Board and Region levels has been increasing.

The figures for the Youth Job Connection Summer program are included as well: at the Board and Region levels, the figures have dropped by almost 20% compared to last year, but at the provincial level, the drop is 50%. As a result, the share of participants at the Board and Region levels has also increased.

TABLE 61: Number of YJC participants, 2024-2025

	Board	Region	Ontario
YJC Participants			
2024-25	135	758	2,936
2023-24	256	1,159	5,936
2022-23	205	1,027	7,247
2021-22	184	867	7,097
2020-21	119	634	7,428
2019-20	266	1,249	12,063
2018-19	282	1,264	12,024
YJC Summer Participants			
2024-25	97	485	1,494
2023-24	118	586	2,985
2022-23	109	576	3,934
2021-22	99	497	4,010
2020-21	84	495	4,815
2019-20	117	590	5,738
2021 Total Ontario Population			
As % of Ontario	0.9%	5.6%	

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

- Virtually all participants are 15-24 years old
- Males make up a slight majority of the participants at the Board and Region levels (56% and 54%), but at the provincial level, there are slightly more females (52%)
- Over 85% of participants in all areas have less than a Grade 12 education
- Over 90% have no source of income
- The distribution of participants by designated group for YJC Summer is somewhat similar to that for the YJC, except that the proportion of persons with a disability is lower; there are higher proportions of Indigenous persons and Francophones at the Board and Region levels, and higher proportions of racialized persons at the provincial level



5

2026 ACTION PLAN

In LMG's attempt to help improve the conditions of the local labour market, we continue to support stronger linkages among local employment and community services and through a comprehensive engagement process focusing on the needs of stakeholders. By identifying local labour market issues, we hope to contribute to a better understanding of employment opportunities and workforce development needs in the community, and assist and initiate joint actions to address local issues of common interest.

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.





THEME ONE: Required Actions

Required Action:

President's Series Luncheon's

Ongoing

Invite local Presidents of various agencies and businesses to speak candidly on their corporation's best practices and how they have navigated change, overcome diversity, and continue to plan and pivot for success during the current economic climate.

This sector-specific approach will focus on key and specific issues and challenges facing new and emerging industries.

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 2026-2027.

Required Action:

Employer Education and Awareness

Complete

With the increase of International students and newcomers to our community through the Rural Community Immigration Project (RCIP), many programs and services have been developed for employers.

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.

UPDATE: Several sessions were offered throughout the year with many employers participating.

Required Action:

Mentorship Series

Ongoing

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.

UPDATE: These sessions were held throughout the year in both Nipissing and Parry Sound districts. Funding opportunities were explored by those who qualified for financial assistance to get their businesses to the next level.

Required Action:

AI Summit

Medium Term

With the emergence of AI in the workplace, businesses struggle to understand how its uses and efficiencies can be aligned with productivity and strategic planning.

Host a summit that will offer an expert panel of AI enthusiasts who can explain and educate businesses in a variety of sectors how AI can best suit their needs.

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.





THEME TWO: Required Actions

Required Action:

Continue to expand the Ready Set Hired platform

Complete

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.

UPDATE: A series of 'how to' videos were developed to showcase the suite of tools offered on the platform.

Required Action:

Student engagement sessions

Complete

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.

UPDATE: A youth engagement survey was developed and distributed to students throughout the region. Responses are currently being reviewed and analyzed to determine how best to reach students regarding careers and jobs.

Required Action:

Sector-specific job fairs

Complete

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.

UPDATE: Several job fairs were hosted throughout the year that highlighted a variety of in-demand industry sectors. Employers were able to connect with individuals with specific skill requirements for their particular industry. Future job fairs are planned throughout the region in 2026.

Required Action:

Virtual Job Fairs

Short Term

Purchase a virtual job fair platform that has the capacity to host a variety of job fairs, education sessions and awareness forums throughout the year.

The virtual nature of this platform will allow employers to reach a broader audience of talent while allowing job seekers the flexibility to job search from home.

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





THEME THREE: Required Actions

Required Action:

Enhance the existing Jobs Report by researching other existing models currently in existence

Ongoing

Research other on-line job counting products and compare and contrast the pros and cons. Analyzing the results will provide insights on how the local product can be enhanced and expanded to meet local needs.

UPDATE: Various new reporting mechanisms have been researched and explored. The job portal Ready Set Hired will begin to undergo many upgrades over the next fiscal year in order to be a more effective labour market tool for our region.

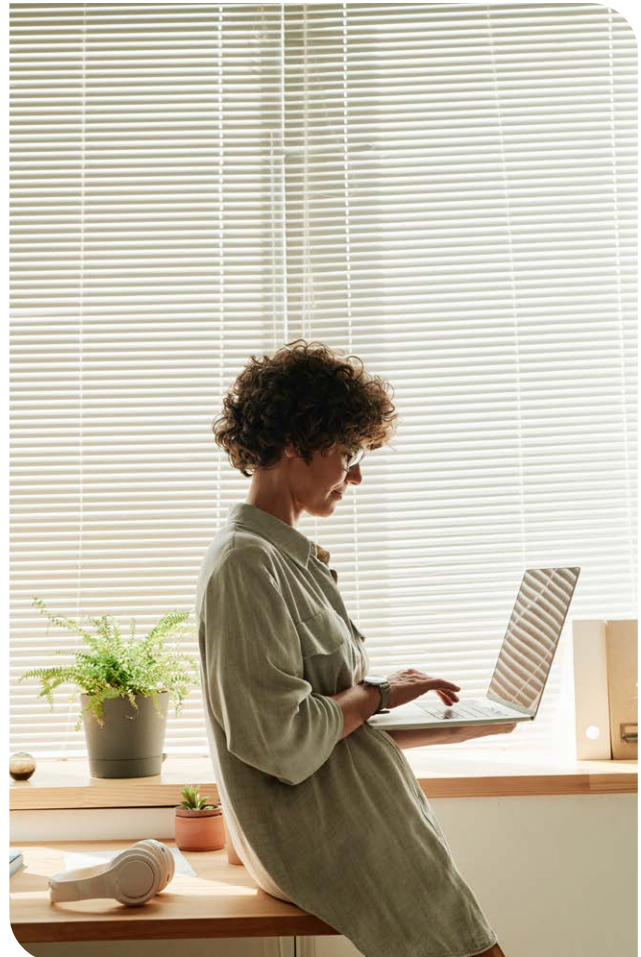
Required Action:

Develop a social media series that highlights key pieces of labour market information ongoing throughout the year.

Ongoing

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.

UPDATE: LMG is currently working with a social media developer to create content and suitable reels for social media users.



Required Action:

Industry sector-specific publications

Medium Term

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.



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Guiding partners to workforce solutions.

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