Local Labour Market Plan

2023-2024

Conduct research and analyze labour market information

Identify current and emerging workforce issues and trends

Facilitate partnerships to support workforce development

Local Labour Market Plan

2023-2024

MISSION STATEMENT

To coordinate identified education and training needs in order to generate opportunities for economic growth in the communities we serve.

MANDATE

The Board is active in the following labour market-related areas: labour market information and research; analysis and advice; planning; access and equity; and lifelong learning.

Workforce Planning for Sudbury & Manitoulin (WPSM) is one of 26 local planning boards in Ontario. Our mandate is to engage key partners across Greater Sudbury and the Districts of Sudbury and Manitoulin to address local labour market issues. Given our unique and neutral role, we bridge various labour market partners such as: business, labour, employment services, industry leaders, educators/trainers, economic development, and others to identify and address current and emerging workforce needs. The Local Labour Market Plan (LLMP) 2023-2024, provides a foundation on which to build local policies, programs and services. Evidence-based research and data analysis in the LLMP is corroborated by key stakeholder discussions and consultations which in turn contributes to sound planning, decision-making, partnerships, and action.

For more information please go to: www.planningourworkforce.ca
or contact info@planningourworkforce.ca

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The Ever-Changing Labour Market

Every year seems to bring new shifts, changes, and challenges to the labour market. By the labour market, we mean: the supply of labour (who is available to work); the demand for labour (where the jobs are): the training and education that is available and required for each occupation; what industries are growing or declining; the opening and closing of businesses; and other information that helps us identify trends, current challenges, and emerging issues. Some of this is predictable, like the age of our working population but some of it is not, like the impact of the pandemic, new technologies and global unrest.

Why is labour market information (LMI) important? It is actually important from a number of perspectives.

From a job-seeker's perspective, it is important to know which employers are hiring, what occupations are in demand and what training, or education is required. This could mean getting to know the sector or industry you want to work in and doing the years of prep work that is needed. For example, if you want to become a plumber, there are very specific skills and credentials that are required. This includes working as a registered apprentice under a certified journeyperson, completing the required number hours of hands-on training, completing specific levels of education, and writing an exam to receive a Certificate of Qualification.

Each occupation comes with its own set of requirements (skills, education, and experience) and for some jobs, other credentials are needed. Each occupation has also been assigned a NOC (National Occupational Classification) code. Using this code helps to find more information about the occupation and what is required.

All industries are also divided into categories called NAICS (North American Industry Classification System) and again the NAICS can be used to search and find out more about a specific industry such mining, retail, construction, and other industries.

From an employer's perspective, labour market information can help an employer see what other employers in their industry are paying for certain occupations and what the supply of labour is like.

Labour market information also helps the education system determine what courses they may want to offer to support the requirements for certain occupations that are in demand. This could include everything from culinary skills to project management to data analytics.

Those who provide employment services, whether government run non-profit agencies or private head-hunting firms also use LMI to assist their clients whether they be job-seekers or employers who are hiring.

Various levels of government also use LMI to guide what services and resources are needed to not only support the local labour market but help employers find the right people for their jobs. For example, population studies show that our working age population is in decline, and we will not have enough people to keep pace with current or future demand. As a result, federal immigration agencies use LMI to identify what occupations are in demand but can't be filled by local supply. In other words, their programs are dependent on accurate LMI to guide who should be allowed entry into to the country based on the skills they have and the shortages that exist.

Accurate LMI is an essential tool for planning, training, addressing, and readjusting to the needs of the labour market and to keep our economy both robust and competitive. Keeping abreast of how the labour market is changing is equally critical as we are seeing unprecedented shifts that were the result of the pandemic and the ongoing yet rapid pace of new technologies in how we learn, how we communicate, how we work and how we live.

None of us know where this will ultimately lead, but what we do know is that we need to continue making decisions based on solid LMI and evidence-based data to help guide us into the future as we adjust to the ever-changing labour market.

DATA OVERVIEW

WPSM BOARD AREA
Greater Sudbury
District of Manitoulin
District of Sudbury

Data and changes across various industries and LMI for each census area is provided where available, however some data is only available at a Sudbury CMA level.

This report features new workforce-related data from the 2021 census with comparisons to the 2016 census where possible.

Some ***Employment Ontario (EO)*** data may be suppressed and presented in aggregate form to ensure privacy.

Local data on the demand and supply side is further supplemented by other research and consultations done by WPSM.

The WPSM Board of Directors provides valuable LMI – Directors are from local unions, businesses and those representing industry, employment services, education, and diversity.

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more information at:
www.planningourworkforce.ca

About this Report

OVERVIEW

The mandate of Workforce Planning for Sudbury & Manitoulin (WPSM) is to identify labour market changes, trends, and issues that impact on local economies, workforce development, business growth, training, and employment.

In this report, Labour Market Information (LMI) from Statistics Canada and other evidence-based sources is highlighted. This data is further supplemented by research conducted by WPSM and consultations with key stakeholders such as local businesses and industry leaders and associations, employment services, economic development leads, educators, government representatives and others.

The Ministry of Labour, Immigration, Training and Skills Development (MLITSD) which funds all workforce planning boards across Ontario has asked for additional data to be included in this year's Local Labour Market report. Additional data for each census area that is being reported is noted in the following section: Other Census Data.

DEMAND SIDE

When examining the labour market, it is important to consider both the demand and supply side. The ***demand side*** includes industry changes, demand for certain occupations and skill sets as well as the needs of employers. Sometimes this is out of sync with the supply side and over the last few years, we are still seeing demand outstrip supply - in other words, there are not enough people to fill the needs of employers for a variety of reasons we will explore.

SUPPLY SIDE

Data from the ***supply side***, in other words, who is currently available to work is included. Sources include: reports produced by *Statistics Canada* (including the 2021 census) and data from *Employment Ontario (EO)* which is also funded by MLITSD. As noted above, matching job-seekers with industry needs is complex. We have seen that expectations from the supply and the demand side are not always in sync with one another either.

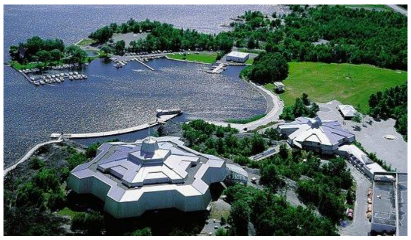
ACTIONS

This report also provides a brief summary and status update of the many labour market activities that WPSM currently supports in local communities and expected activities over the next few years. By no means does this represent the numerous efforts that are underway to develop and grow our workforce.

Labour Market Information - Indicators

CENSUS AREA

As one of Ontario's 26 workforce planning boards, WPSM is responsible for analyzing local LMI data in the following census areas: City of Greater Sudbury, the District of Manitoulin, and the District of Sudbury.



STATISTICS CANADA DATA

CANADIAN BUSINESS COUNTS

Statistics Canada maintains an on-going registry of business establishments across the country, relying on administrative data (corporate income tax and GST files) and surveys of businesses called ***Canadian Business Counts (CBC)***. This report relies on CBC data from June 2019 to June 2023.

As in previous reports, data has been broken down by Greater Sudbury, the District of Manitoulin, and the District of Sudbury. Businesses are categorized as ***classified*** if the industry classification is known and as ***unclassified*** if Statistics Canada was unable to ascertain the industry of the establishment.

There has also been significant interest in the number of businesses that have closed and recovered pre/post the COVID-19 pandemic. Some of this is captured when comparing data from the 2016 census to the 2021 census and the semi-annual count of businesses, however, Statistics Canada continues to caution against using this as a longitudinal barometer.

OTHER CENSUS DATA

As per a request from the MLITSD, other data over the past five years for each census area has been included in this report where available. This includes: total employment and distribution by industry; total employment by occupation; total population (15+) and distribution by age, gender, racialized, Indigenous and newcomers; migration characteristics by age group; highest level of educational attainment; number of tax filers by income group; and median employment income. Additionally, data on the top 25 occupations by number of job postings (online) and corresponding wages has been included.

OTHER DATA SOURCES

Other data sources include data from the WPSM job board, Employment Ontario and surveys conducted by WPSM. As noted, data is also supplemented with anecdotal information, consultations, and ongoing discussions with local stakeholders such as: business associations, employers, unions, education leads, employment services, economic development, diversity groups, government sources, and others.

DATA LIMITATIONS

The City of Greater Sudbury is a designated Census Metropolitan Area (CMA) as the total population is at 100,000 (and 50,000+ live in the core). This means more LMI is available. When data for smaller areas like the District of Sudbury or the District of Manitoulin is dissected it is randomly rounded.

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COVID 19 – CENSUS 2021

The census was in May 2021 – this coincided with the lingering effects of the pandemic. This impacted employment levels and patterns of goods and services purchased. Notably some industries and occupations were more affected than others which is reflected in the data.

Greater Sudbury

NUMBER OF BUSINESSES BY EMPLOYEE SIZE RANGE

TABLE 1 – GREATER SUDBURY
NUMBER OF BUSINESSES BY EMPLOYEE SIZE RANGE
JUNE 2023

INDUSTRY SECTOR 2-DIGIT NAICS	NUMBER OF EMPLOYEES								%	RANK
	0	1-4	5-9	10-19	20-49	50-99	100+	TOTAL		
11 Agriculture	68	11	9	5	4	0	0	97	1	18
21 Mining	47	13	9	10	5	7	14	105	1	17
22 Utilities	16	3	0	1	1	1	0	22	0	19
23 Construction	550	273	121	77	62	16	8	1107	9	3
31-33 Manufacturing	102	53	39	34	30	11	10	279	2	12
41 Wholesale Trade	103	75	69	58	31	8	2	346	3	10
44-45 Retail Trade	337	179	194	140	88	36	17	991	8	5
48-49 Transportation/Warehousing	242	45	18	15	9	9	6	344	3	11
51 Information and Cultural	83	27	18	6	4	8	0	146	1	15
52 Finance and Insurance	660	62	39	41	23	4	2	831	7	7
53 Real Estate, Rental, Leasing	3010	167	36	19	14	2	2	3250	27	1
54 Professional Scientific Tech	722	228	57	49	28	16	6	1106	9	4
55 Management of Companies	131	9	4	2	4	1	1	152	1	14
56 Administrative Support	196	75	32	26	24	15	10	378	3	9
61 Educational Services	70	23	12	6	5	1	9	126	1	16
62 Health Care & Social Assist	653	313	111	125	63	15	24	1304	11	2
71 Arts, Entertainment & Rec	127	26	12	20	14	6	2	207	2	13
72 Accommodation & Food	117	69	68	83	84	24	4	449	4	8
81 Other Services	429	240	94	44	33	3	5	848	7	6
91 Public Administration	0	2	1	0	1	3	2	9	0	20
CLASSIFIED BUSINESSES	7663	1893	943	761	527	186	124	12097		
Percentage classified/unclassified	66%	15%	7%	6%	4%	1%	1%	99%		
Cumulative percentage	66%	81%	88%	94%	98%	99%	100%			
ONTARIO % classified/unclassified	72%	17%	5%	3%	2%	1%	1%			

SOURCE: Statistics Canada, Canadian Business Counts June 2023
Highlighted cells: indicate the 3 largest industries (by number of businesses) for each employee-size category
Classified businesses are businesses for which the industry classification is known

CHANGE IN NUMBER OF EMPLOYERS BY INDUSTRY AND BY FIRM SIZE

TABLE 1a GREATER SUDBURY CHANGE IN THE NUMBER OF EMPLOYERS BY INDUSTRY AND BY FIRM SIZE, JUNE 2022 TO JUNE 2023						
INDUSTRY SECTOR	Firm size (# of employers)					Total # of firms June 2023
	0	1-19	20-99	100+	Total	
Agriculture, forestry, fishing and farming	11	-1	2	0	12	97
Mining and oil and gas extraction	3	-1	0	1	3	105
Utilities	-1	-2	0	0	-3	22
Construction	33	12	5	0	50	1107
Manufacturing	-2	0	0	0	-2	279
Wholesale trade	-6	13	-7	-2	-2	346
Retail trade	-21	-10	2	2	-27	991
Transportation and warehousing	27	-1	-1	0	25	344
Information and cultural industries	1	3	-3	0	1	146
Finance and insurance	4	-11	4	0	-3	831
Real estate and rental and leasing	120	-1	-3	0	116	3250
Professional, scientific and technical services	73	-7	4	1	71	1106
Management of companies and enterprises	0	1	-1	0	0	152
Administrative and support	29	-9	6	-2	24	378
Educational services	3	-1	-1	0	1	126
Health care and social assistance	57	17	5	1	80	1304
Arts, entertainment and recreation	21	6	5	0	32	207
Accommodation and food services	8	7	11	1	27	449
Other services	34	-14	7	0	27	848
Public administration	0	2	1	1	4	9
Total net changes 2022-2023	394	3	36	3	436	
Total net changes 2021-2022	280	88	30	3	401	
Total net changes 2020-2021	-64	-27	-62	-4	-157	
Total net changes 2019-2020	-72	-20	14	-3	-81	

SOURCE: Statistics Canada, Canadian Business Counts, June 2019 – June 2023
Green indicates an increase in number of firms; red indicates a decrease; "0" indicates no change

INSIGHTS: Change in number of employers by industry and by firm size

In Greater Sudbury, there was considerable growth across all employee-size categories for the second year in a row. There were large increases among establishment with no employees (especially among Real Estate & Rental & Leasing, as well as Professional, Scientific & Technical Services), but also a net increase of 36 firms with 20 to 99 employees.

Several industries experienced robust and widespread growth: Health Care & Social Assistance; Construction; Arts, Entertainment & Recreation; and Accommodation & Food Services. There were also declines, most notably among Wholesale Trade. There were a mix of increases and decreases by different sized firms among Retail Trade, and Administrative & Support Services.

EMPLOYMENT BY INDUSTRY: GREATER SUDBURY 2016-2021

TABLE 1b CHANGES IN EMPLOYMENT BY INDUSTRY GREATER SUDBURY (2016 – 2021)						
	2021 total employed	change between 2016 and 2021			% distribution by industry	
	Number	Number	Percent		2016	2021
ALL INDUSTRIES	75345	-1405	-1.8%		100.0%	100.0%
Agriculture, forestry, fishing, farming	350	-40	-10.3%		0.5%	0.5%
Mining and oil and gas extraction	7380	1015	15.9%		8.3%	9.8%
Utilities	535	80	17.6%		0.6%	0.7%
Construction	5715	615	12.1%		6.6%	7.6%
Manufacturing	3220	-175	-5.2%		4.4%	4.3%
Wholesale trade	2290	-230	-9.1%		3.3%	3.0%
Retail trade	8805	-795	-8.3%		12.5%	11.7%
Transportation and warehousing	3115	30	1.0%		4.0%	4.1%
Information and cultural industries	895	-205	-18.6%		1.4%	1.2%
Finance and insurance	2005	-175	-8.0%		2.8%	2.7%
Real estate and rental and leasing	1125	-195	-14.8%		1.7%	1.5%
Professional, scientific, technical	4060	385	10.5%		4.8%	5.4%
Management of companies	125	50	66.7%		0.1%	0.2%
Administrative and support	2920	-180	-5.8%		4.0%	3.9%
Educational services	6365	-385	-5.7%		8.8%	8.4%
Health care and social assistance	12520	740	6.3%		15.3%	16.6%
Arts, entertainment, and recreation	675	-500	-42.6%		1.5%	0.9%
Accommodation and food services	3405	-1910	-35.9%		6.9%	4.5%
Other services	2490	-740	-22.9%		4.2%	3.3%
Public administration	7365	1220	19.9%		8.0%	9.8%

Statistics Canada, 2016 and 2021 Census

INSIGHTS: change in employment by industry

The changes in employment by industry in Greater Sudbury (Table 1b) were much more like the provincial trends: overall employment fell by 1.8%; employment fell in Manufacturing; Wholesale Trade; Retail Trade; Information & Cultural Industries; Educational Services; Arts, Entertainment & Recreation; Accommodation & Food Services; and Other Services, as was the case provincially. These losses were almost balanced out by significant employment increases in Mining & Oil and Gas Extraction; Construction; Health Care & Social Assistance; and Public Administration.

As elsewhere, there has been some change in the top five industries by employment: in 2016, the order was: Health Care & Social Assistance; Retail Trade; Educational Services; Mining & Oil and Gas Extraction; and Public Administration. In 2021, the new order was: Health Care & Social Assistance; Retail Trade; a near tie for third place between Mining & Oil and Gas Extraction and Public Administration; and Educational Services.

EMPLOYMENT BY OCCUPATION: GREATER SUDBURY 2016-2021

TABLE 1c CHANGES IN EMPLOYMENT BY OCCUPATION GREATER SUDBURY (2016 – 2021)						
	2021 total employed	change between 2016 and 2021			% distribution by occupation	
	Number	Number	Percent		2016	2021
ALL OCCUPATIONS	**75345**	**-1405**	**-1.8%**		**100.0%**	**100.0%**
Management occupations/legislative and senior management occupations	670	-6500	-90.7%		9.3%	0.9%
Business, finance, administration	13735	1380	11.2%		16.1%	18.2%
Natural and applied sciences	5585	1155	26.1%		5.8%	7.4%
Health occupations	7960	900	12.7%		9.2%	10.6%
Education, law, social, government	9755	420	4.5%		12.2%	12.9%
Art, culture, recreation and sport	1220	-190	-13.5%		1.8%	1.6%
Sales and service occupations	16910	-1140	-6.3%		23.5%	22.4%
Trades, transport, equipment operators	14005	1990	16.6%		15.7%	18.6%
Primary occupations (natural resources)	3940	360	10.1%		4.7%	5.2%
Manufacturing + utilities occupations	1570	220	16.3%		1.8%	2.1%

Statistics Canada, 2016 and 2021 Census

INSIGHTS: change in employment by occupation

As in the case of employment by industry, the data for employment by occupation in Greater Sudbury largely follows the provincial pattern: decreases among Occupations in Art, Culture, Recreation & Sport and Sales & Service Occupations, considerable increases in Natural & Applied Sciences and Related Occupations and in Trades, Transport and Equipment Operators and Related Occupations. Notably, there was also a healthy increase among occupations in Manufacturing & Utilities.

District of Manitoulin

NUMBER OF BUSINESSES BY EMPLOYEE SIZE RANGE

TABLE 2 – MANITOULIN DISTRICT
NUMBER OF BUSINESSES BY EMPLOYEE SIZE RANGE
JUNE 2023

INDUSTRY SECTOR 2-DIGIT NAICS	NUMBER OF EMPLOYEES								%	RANK
	0	1-4	5-9	10-19	20-49	50-99	100+	TOTAL		
11 Agriculture	123	9	2	3	0	0	0	137	12	2
21 Mining	2	1	0	0	0	0	0	3	0	20
22 Utilities	11	2	0	0	0	0	0	13	1	16
23 Construction	54	39	22	4	0	0	0	119	11	4
31-33 Manufacturing	12	4	4	4	1	0	0	25	2	12
41 Wholesale Trade	9	4	1	1	0	0	0	15	1	15
44-45 Retail Trade	48	28	29	9	8	2	0	124	11	3
48-49 Transportation/Warehousing	27	11	4	3	2	1	1	49	4	9
51 Information and Cultural	6	5	1	1	0	0	0	13	1	16
52 Finance and Insurance	26	9	3	1	0	0	0	39	3	11
53 Real Estate, Rental, Leasing	130	14	1	1	1	0	0	147	13	1
54 Professional Scientific Tech	52	19	3	2	0	1	0	77	7	7
55 Management of Companies	7	0	1	0	0	0	0	8	1	19
56 Administrative Support	22	11	2	2	0	1	2	40	4	10
61 Educational Services	6	3	2	0	0	1	1	13	1	16
62Health Care & Social Assist	24	15	8	9	4	5	2	67	6	8
71 Arts, Entertainment & Rec	17	2	2	1	1	0	0	23	2	13
72 Accommodation & Food	56	20	13	8	4	1	0	102	9	5
81 Other Services	50	20	10	2	0	3	0	85	8	6
91 Public Administration	0	0	1	4	5	6	2	18	2	14
CLASSIFIED BUSINESSES	682	216	109	55	26	21	8	1117		
Percentage classified/unclassified	62%	19%	10%	5%	2%	2%	1%	100		
Cumulative percentage	62%	81%	91%	95%	97%	100%	100%			
ONTARIO % classified/unclassified	72%	17%	5%	3%	2%	1%	1%			

SOURCE: Statistics Canada, Canadian Business Counts June 2023
Highlighted cells: indicate the 3 largest industries (by number of businesses) for each employee-size category
Classified businesses are businesses for which the industry classification is known

CHANGE IN NUMBER OF EMPLOYERS BY INDUSTRY AND BY FIRM SIZE

TABLE 2a MANITOULIN DISTRICT CHANGE IN THE NUMBER OF EMPLOYERS BY INDUSTRY AND BY FIRM SIZE, JUNE 2022 TO JUNE 2023						
INDUSTRY SECTOR	Firm size (# of employers)					Total # of firms June 2023
	0	1-19	20-99	100+	Total	
Agriculture, forestry, fishing and farming	10	-4	0	0	6	137
Mining and oil and gas extraction	-1	0	0	0	-1	3
Utilities	-1	1	0	0	0	13
Construction	-2	6	0	0	4	119
Manufacturing	1	-1	0	0	0	25
Wholesale trade	0	0	0	0	0	15
Retail trade	0	2	-1	0	1	124
Transportation and warehousing	0	0	0	0	0	49
Information and cultural industries	2	-1	0	0	1	13
Finance and insurance	6	-2	-1	0	3	39
Real estate and rental and leasing	-3	5	0	0	2	147
Professional, scientific and technical services	8	-1	0	0	7	77
Management of companies and enterprises	1	0	0	0	1	8
Administrative and support	6	-1	-2	2	5	40
Educational services	3	0	0	0	3	13
Health care and social assistance	3	2	-1	0	4	67
Arts, entertainment and recreation	3	0	0	0	3	23
Accommodation and food services	3	8	1	0	12	102
Other services	7	-1	-1	0	5	85
Public administration	0	1	3	0	4	18
Total net changes 2022-2023	46	14	-2	2	60	
Total net changes 2021-2022	-7	8	1	0	-2	
Total net changes 2020-2021	26	-26	-1	-1	-2	
Total net changes 2019-2020	-31	2	-3	1	-31	

SOURCE: Statistics Canada, Canadian Business Counts, June 2019 – June 2023
Green indicates an increase in number of firms; red indicates a decrease; "0" indicates no change

INSIGHTS: Change in number of employers by industry and by firm size

In 2022-2023, there was a net increase of 14 firms with employees (compared to a net increase of 9 last year, and a net decline of 28 firms the year before that). Overall, there was a net increase of 2 firms with 100 or more employees (2 firms in the temporary help sector). In the 20-99 employee range, there were several sector increases/decreases, but the net result was a loss of 2 firms. Most of the net growth in establishments was among firms with zero employees and 1 to 4 employees.

By industry, larger net increases were experienced in Accommodation & Food Services; Professional, Scientific & Technical Services; and Agriculture, Forestry, Fishing & Farming. Overall, 15 sectors showed a net increase of firms, and four sectors showed no net change. Only one industry reported a net loss of establishments, and that was one firm with zero employees in the Mining & Oil and Gas Extraction sector.

EMPLOYMENT BY INDUSTRY: MANITOULIN DISTRICT 2016-2021

TABLE 2b CHANGES IN EMPLOYMENT BY INDUSTRY MANITOULIN DISTRICT (2016 – 2021)						
	2021 total employed	Change between 2016 and 2021			% distribution by industry	
	Number	Number	Percent		2016	2021
ALL INDUSTRIES	**5190**	**260**	**5.3%**		**100.0%**	**100.0%**
Agriculture, forestry, fishing, farming	390	95	32.2%		6.0%	7.5%
Mining and oil and gas extraction	90	25	38.5%		1.3%	1.7%
Utilities	50	-5	-9.1%		1.1%	1.0%
Construction	375	0	0.0%		7.6%	7.2%
Manufacturing	160	-5	-3.0%		3.3%	3.1%
Wholesale trade	45	-35	-43.8%		1.6%	0.9%
Retail trade	635	75	13.4%		11.4%	12.2%
Transportation and warehousing	370	15	4.2%		7.2%	7.1%
Information and cultural industries	40	-15	-27.3%		1.1%	0.8%
Finance and insurance	60	-35	-36.8%		1.9%	1.2%
Real estate and rental and leasing	40	-20	-33.3%		1.2%	0.8%
Professional, scientific, technical	285	75	35.7%		4.3%	5.5%
Management of companies	0	0	--		0.0%	0.0%
Administrative and support	205	75	57.7%		2.6%	3.9%
Educational services	455	55	13.8%		8.1%	8.8%
Health care and social assistance	955	-30	-3.0%		20.0%	18.4%
Arts, entertainment, and recreation	85	-35	-29.2%		2.4%	1.6%
Accommodation and food services	225	-85	-27.4%		6.3%	4.3%
Other services	175	-60	-25.5%		4.8%	3.4%
Public administration	545	155	39.7%		7.9%	10.5%

Statistics Canada, 2016 and 2021 Census

INSIGHTS: change in employment by industry

In the Manitoulin District, there were both similarities and differences when compared to the Ontario trends. For one, overall employment among Manitoulin residents increased, by 5.3%. There were comparable declines in employment in Arts, Entertainment & Recreation as well as Accommodation & Food Services, and some larger percentage declines in various industries that account for a small share of employment. Unlike at the provincial level, there was a decline registered in Health Care & Social Assistance. On the other hand, there were increases among many of the remaining larger industries, such as: Agriculture, Fishing, Forestry & Farming; Retail Trade; Professional, Scientific & Technical Services; Administrative & Support Services; Educational Services; and Public Administration (had largest increase in employment at 155 people).

There have been some changes in terms of the five largest industries by employment. In 2016, the order was: Health Care & Social Assistance; Retail Trade; Educational Services; Public Administration; and Construction. In 2021, the new ranking is: Health Care & Social Assistance; Retail Trade; Public Administration; Educational Services; and Agriculture, Fishing, Forestry & Farming.

EMPLOYMENT BY OCCUPATION: MANITOULIN DISTRICT 2016-2021

TABLE 2c CHANGES IN EMPLOYMENT BY OCCUPATION MANITOULIN DISTRICT (2016 – 2021)						
	2021 total employed	change between 2016 and 2021			% distribution by occupation	
	Number	Number	Percent		2016	2021
ALL OCCUPATIONS	**5190**	**260**	**5.3%**		**100.0%**	**100.0%**
Management occupations/legislative and senior management occupations	95	-605	-86.4%		14.2%	1.8%
Business, finance, administration	745	-25	-3.2%		15.6%	14.4%
Natural and applied sciences	180	35	24.1%		2.9%	3.5%
Health occupations	470	15	3.3%		9.2%	9.1%
Education, law, social, government	950	225	31.0%		14.7%	18.3%
Art, culture, recreation and sport	125	0	0.0%		2.5%	2.4%
Sales and service occupations	1040	5	0.5%		21.0%	20.0%
Trades, transport, equipment operators	1020	295	40.7%		14.7%	19.7%
Primary occupations (natural resources)	400	245	158.1%		3.1%	7.7%
Manufacturing + utilities occupations	160	55	52.4%		2.1%	3.1%

Statistics Canada, 2016 and 2021 Census

INSIGHTS: change in employment by occupation

In the Manitoulin District (Table 2c), there was a slight decline among Business, Finance & Administration Occupations and essentially no change among Occupations in Art, Culture, Recreation & Sport, and Sales & Service Occupations, the two occupations which registered declines at the provincial level. There were considerable increases among several occupational categories, the most prominent being in Natural Resources, and Agriculture & Related Production Occupations.

District of Sudbury

NUMBER OF BUSINESSES BY EMPLOYEE SIZE RANGE

TABLE 3 SUDBURY DISTRICT
NUMBER OF BUSINESSES BY EMPLOYEE SIZE RANGE
JUNE 2023

INDUSTRY SECTOR 2-DIGIT NAICS	NUMBER OF EMPLOYEES								%	RANK
	91	24	2	4	4	0	0	125		
11 Agriculture	5	1	0	0	1	1	0	8	1	17
21 Mining	5	1	1	1	0	0	0	8	1	17
22 Utilities	86	51	20	7	2	0	0	166	12	2
23 Construction	16	3	1	5	5	2	2	34	3	11
31-33 Manufacturing	19	4	1	0	1	0	0	25	2	13
41 Wholesale Trade	44	25	27	24	9	4	1	134	10	4
44-45 Retail Trade	37	12	3	3	3	1	1	60	4	8
48-49 Transportation/Warehousing	3	6	2	2	0	0	0	13	1	16
51 Information and Cultural	32	3	6	3	1	1	0	46	3	9
52 Finance and Insurance	214	12	2	3	1	0	0	232	17	1
53 Real Estate, Rental, Leasing	49	11	2	4	0	0	0	66	5	7
54 Professional Scientific Tech	6	0	0	0	0	0	0	6	0	18
55 Management of Companies	30	4	6	1	0	0	0	41	3	10
56 Administrative Support	12	1	2	0	0	0	0	15	1	15
61 Educational Services	27	14	6	15	6	0	3	71	5	6
62Health Care & Social Assist	18	5	4	1	0	0	0	28	2	12
71 Arts, Entertainment & Rec	79	35	19	10	7	1	0	151	11	3
72 Accommodation & Food	54	30	17	1	0	0	0	102	8	5
81 Other Services	0	2	2	8	8	3	1	24	2	14
91 Public Administration	827	244	123	92	48	13	8	1355		
CLASSIFIED BUSINESSES										
Percentage classified/ unclassified	63%	18%	9%	6%	3%	1%	1%	100%		
Cumulative percentage	63%	81%	89%	95%	99%	99%	100%			
ONTARIO % classified/unclassified	72%	17%	5%	3%	2%	1%	1%			

SOURCE: Statistics Canada, Canadian Business Counts June 2023
Highlighted cells: indicate the 3 largest industries (by number of businesses) for each employee-size category
Classified businesses are businesses for which the industry classification is known

CHANGE IN NUMBER OF EMPLOYERS BY INDUSTRY AND BY FIRM SIZE

TABLE 3a SUDBURY DISTRICT CHANGE IN THE NUMBER OF EMPLOYERS BY INDUSTRY AND BY FIRM SIZE, JUNE 2022 TO JUNE 2023						
INDUSTRY SECTOR	Firm size (# of employers)					Total # of firms June 2023
	0	1-19	20-99	100+	Total	
Agriculture, forestry, fishing and farming	8	-5	0	0	3	125
Mining and oil and gas extraction	1	0	1	-1	1	8
Utilities	0	0	0	0	0	8
Construction	0	3	0	0	3	166
Manufacturing	1	-1	0	0	0	34
Wholesale trade	3	-2	0	0	1	25
Retail trade	-5	-1	1	0	-5	134
Transportation and warehousing	-6	-5	0	0	-11	60
Information and cultural industries	-1	0	0	0	-1	13
Finance and insurance	-7	0	0	0	-7	46
Real estate and rental and leasing	7	-2	0	0	5	232
Professional, scientific and technical services	-3	3	0	0	0	66
Management of companies and enterprises	-1	0	0	0	-1	6
Administrative and support	6	5	0	0	11	41
Educational services	3	0	0	0	3	15
Health care and social assistance	-1	-3	0	0	-4	71
Arts, entertainment and recreation	-2	0	0	0	-2	28
Accommodation and food services	1	7	3	0	11	151
Other services	-4	0	0	0	-4	102
Public administration	0	6	0	0	6	24
Total net changes 2022-2023	0	5	5	-1	9	
Total net changes 2021-2022	-68	-18	-7	0	-93	
Total net changes 2020-2021	57	-31	-10	-1	15	
Total net changes 2019-2020	-51	-10	4	-3	-60	

SOURCE: Statistics Canada, Canadian Business Counts, June 2098 – June 2023
Green indicates an increase in number of firms; red indicates a decrease; "0" indicates no change

INSIGHTS: Change in the number of employers by industry and by firm size

Sudbury District witnessed an increase in number of establishments, a net plus 9 (plus 5 firms with 1 to 19 employees, plus 5 firms with 20 to 99 employees, and a net minus one among firms with 100 or more employees). By sector, there were some notable increases: plus 11 firms in Accommodation & Food Services; plus 11 as well in Administrative & Support Services (increases in landscaping services and office administrative services); plus 6 in Public Administration (10 to 19 employees in the provincial police services subsector); and plus 5 in Real Estate & Rental and Leasing. At the same time, there were notable declines, the two largest being a net minus 11 in Transportation & Warehousing and a net drop of 7 in Finance & Insurance. After three years of net declines across the range of employee-size firms, this last year provides some positive news.

EMPLOYMENT BY INDUSTRY: SUDBURY DISTRICT 2016-2021

TABLE 3b CHANGES IN EMPLOYMENT BY INDUSTRY SUDBURY DISTRICT (2016 – 2021)						
	2021 total employed	change between 2016 and 2021			% distribution by industry	
	Number	Number	Percent		2016	2021
ALL INDUSTRIES	8880	-235	-2.6%		100.0%	100.0%
Agriculture, forestry, fishing, farming	350	-50	-12.5%		4.4%	3.9%
Mining and oil and gas extraction	615	165	36.7%		4.9%	6.9%
Utilities	105	5	5.0%		1.1%	1.2%
Construction	765	30	4.1%		8.1%	8.6%
Manufacturing	960	-80	-7.7%		11.4%	10.8%
Wholesale trade	195	0	0.0%		2.1%	2.2%
Retail trade	1090	40	3.8%		11.5%	12.3%
Transportation and warehousing	465	-185	-28.5%		7.1%	5.2%
Information and cultural industries	95	0	0.0%		1.0%	1.1%
Finance and insurance	195	30	18.2%		1.8%	2.2%
Real estate and rental and leasing	85	-5	-5.6%		1.0%	1.0%
Professional, scientific, technical	275	-35	-11.3%		3.4%	3.1%
Management of companies	0	0	--		0.0%	0.0%
Administrative and support	310	100	47.6%		2.3%	3.5%
Educational services	570	-35	-5.8%		6.6%	6.4%
Health care and social assistance	1215	40	3.4%		12.9%	13.7%
Arts, entertainment and recreation	70	-20	-22.2%		1.0%	0.8%
Accommodation and food services	510	-275	-35.0%		8.6%	5.7%
Other services	300	5	1.7%		3.2%	3.4%
Public administration	690	0	0.0%		7.6%	7.8%

Statistics Canada, 2016 and 2021 Census

INSIGHTS: change in employment by industry

Changes in employment by industry in the Sudbury District (table 3b) often differ considerably from those experienced in the Manitoulin District. While there were similar employment declines in Arts, Entertainment & Recreation as well as Accommodation & Food Services, as well as increases in Retail Trade and in Administrative & Support Services, for many industries, the trends were exactly opposite: increase in Health Care & Social Assistance; and decreases in Educational Services; Agriculture, Fishing, Forestry & Farming; and Professional, Scientific & Technical Services. There were large decreases in Transportation & Warehousing, and large increases in Mining & Oil and Gas Extraction. Where Manitoulin District had a large increase in employment in Public Administration, Sudbury District had no change. Overall, resident employment fell by 2.6%.

In 2016, the five largest industries in the Sudbury District by employment were: Health Care & Social Assistance; Retail Trade; Manufacturing; Accommodation & Food Services; and Construction. In 2021, the top three were the same: Health Care & Social Assistance; Retail Trade; Manufacturing; followed by Construction and Public Administration.

EMPLOYMENT BY OCCUPATION: SUDBURY DISTRICT 2016-2021

TABLE 3c CHANGES IN EMPLOYMENT BY OCCUPATION SUDBURY DISTRICT (2016 – 2021)						
	2021 total employed	change between 2016 and 2021			% distribution by occupation	
	Number	Number	Percent		2016	2021
ALL OCCUPATIONS	8880	-235	-2.6%		100.0%	100.0%
Management occupations/legislative and senior management occupations	70	-890	-92.7%		10.5%	0.8%
Business, finance, administration	1155	5	0.4%		12.6%	13.0%
Natural and applied sciences	525	110	26.5%		4.6%	5.9%
Health occupations	740	40	5.7%		7.7%	8.3%
Education, law, social, government	1010	60	6.3%		10.4%	11.4%
Art, culture, recreation and sport	60	-55	-47.8%		1.3%	0.7%
Sales and service occupations	1965	-25	-1.3%		21.8%	22.1%
Trades, transport, equipment operators	2230	370	19.9%		20.4%	25.1%
Primary occupations (natural resources)	595	125	26.6%		5.2%	6.7%
Manufacturing + utilities occupations	525	5	1.0%		5.7%	5.9%

Statistics Canada, 2016 and 2021 Census

INSIGHTS: change in employment by occupation

In the Sudbury District, there was a slight decline in Sales & Service Occupations and a large decline among occupations in Art, Culture, Recreation & Sport, however this category is a small one provincially (around 3% of all occupations) and an even smaller one in the Sudbury District (around 1%). The largest percentage increase was in the occupation which is now the largest in the Sudbury District, namely Trades, Transport and Equipment Operators and Related Occupations.

Other Census Data

TOP FIVE INDUSTRIES: by number of businesses

As illustrated in Table 4, the top five industries for all four areas cited are the same industries in the same order as last year. Greater Sudbury has four of the same top five industries by number of employers as Ontario (excluding Transportation & Warehousing), although in a different ranking. Manitoulin and Sudbury Districts both count Agriculture, Forestry, Fishing & Farming as well as Accommodation & Food Services in their top five, as opposed to Professional, Scientific & Technical Services, and Health Care & Social Assistance, which are on the list for Greater Sudbury. In each of these three areas, the top five industries account for at least 56% of all businesses (in Manitoulin District) and as high as 64% in Greater Sudbury.

In all three areas, Real Estate & Rental & Leasing stand out in terms of the large number of solo operators, considerably higher than the next two industries (except in Manitoulin District, where Agriculture is a closer second). 69% to 74% of these solo operators are landlords of residential rental units; the next two largest categories are landlords of non-residential rental units and real estate agents.

TABLE 4 TOP FIVE INDUSTRIES BY NUMBER OF BUSINESSES: DISTRICTS OF MANITOULIN AND SUDBURY, GREATER SUDBURY AND ONTARIO (June 2023)

Manitoulin District	Sudbury District	Greater Sudbury	Ontario
Real Estate, Rental, Leasing	Real Estate, Rental, Leasing	Real Estate, Rental, Leasing	Real Estate, Rental, Leasing
Agriculture, Forestry, Fishing	Construction	Health Care & Social Assistance	Professional Scientific Technical Services
Retail Trade	Accommodation & Food Services	Construction	Construction
Construction	Retail Trade	Professional Scientific Technical Services	Transportation & Warehousing
Accommodation & Food Services	Agriculture, Forestry, Fishing	Retail Trade	Health Care & Social Assistance

BUSINESSES WITH 200+ EMPLOYEES

GREATER SUDBURY: There are 17 establishments with over 500 employees and 33 establishments with 200-499 employees; among establishments with 500 or more employees, there are: 7 establishments in the Educational Services sector (four representing elementary and secondary schools, two representing community colleges and one university); 3 in Mining & Oil and Gas Extraction (all nickel-copper ore mining firms); 2 in Health Care & Social Assistance (two general hospitals); 2 in Administrative & Support (both in janitorial services); one non-ferrous metal smelting and refining firm; one in construction (industrial building and structure construction) and one regional government.

MANITOULIN DISTRICT: There are 4 establishments with 200-499 employees, a general freight long-distance trucking firm, one in elementary and secondary schools, a home healthcare service and one First Nations public administration.

SUDBURY DISTRICT: There is one establishment with 500 or more employees (a home healthcare service) and three establishments with 200-499 employees (one sawmill, a general hospital, and an individual and family service).

MIGRATION between age groups: 2015/16 and 2019/2020

The migration table below was included in last year's LLMP, however, it is worth including again as it shows movement from one area to another. This data comes from Statistics Canada where information on tax returns is used to compare changes in address from one year to the next. It is important to point out however, migration is rarely a one-way phenomenon – there is much movement both ways and the significant measurement is the net result: either more people move into an area (+) or move out (-). Reviewing data over a 5-year period provides a more solid base of evidence as noted in Table 5.

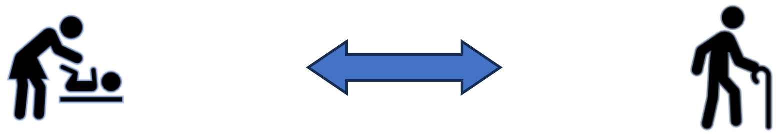


TABLE 5 – MIGRATION BETWEEN 2015/16 and 2019/20						
AGE GROUP	**0-17**	**18-24**	**25-44**	**45-64**	**65+**	**TOTAL**
OUT-MIGRATION						
Greater Sudbury	**3621**	**3367**	**7523**	**3990**	**1831**	**20332**
Manitoulin District	**452**	**354**	**600**	**402**	**395**	**2203**
Sudbury District	**1025**	**802**	**1583**	**1148**	**814**	**5372**
IN-MIGRATION						
Greater Sudbury	**4187**	**4504**	**8641**	**3675**	**1714**	**22721**
Manitoulin District	**588**	**268**	**724**	**908**	**334**	**2822**
Sudbury District	**1113**	**587**	**1518**	**1566**	**539**	**5323**
NET-MIGRATION						
Greater Sudbury	**566**	**1137**	**1118**	**-315**	**-117**	**2389**
Manitoulin District	**136**	**-86**	**124**	**506**	**-61**	**619**
Sudbury District	**88**	**-215**	**-65**	**418**	**-275**	**-49**

Statistics Canada, Taxfiler, migration estimates, Table B 2015/16 and 2019/20
red indicates a net decline in population amongst this age group

A deeper dive into the migration data also uncovers interesting trends for Greater Sudbury CMA:

- Non-permanent residents (persons who have a work or study permit or are a refugee claimant) account for 2.2% of Greater Sudbury's population (n=3,555)
- Net population increase is driven by migration and international students paying Canadian taxes; this includes 1,406 males and 1,168 females

RESIDENTS 15+ YEARS: number/percentage change from 2016-2021

GREATER SUDBURY:

TABLE 6	2021	% share	2016	% change
Total	137,525	100%	133,370	2.8%
Indigenous	14,430	10.4%	11,685	22.7%
Racialized	8,120	5.9%	4,515	79.8%
Newcomer	1,265	0.9%	815	55.2%
GENDER				
Males	67.260	48.9%	65,065	3.4%
Females	70,270	51.1%	68,665	2.3%
AGE				
15-24 years old	19,120	13.9%	19,500	-1.9%
25-44 years old	41,235	30.0%	39,390	4.7%
45-64 years old	45,505	33.1%	47,205	-3.6%
65 + years	31,665	23.0%	27,640	14.6%

- modest increase in 15+ population
- higher proportion of Indigenous persons; increased at a higher rate than the general population
- low proportion of racialized persons; very low proportion of newcomers; increase in newcomer population
- slightly more males than females; both increasing at comparable rates
- **total Greater Sudbury population (all age groups) 163,155**

MANITOULIN DISTRICT:

TABLE 7	2021	% share	2016	% change
Total	11,585	100.0%	10,845	6.8%
Indigenous	4,265	36.8%	3,940	8.2%
Racialized	125	1.1%	n/a	n/a
Newcomer	20	0.2%	25	-20.0%
GENDER				
Males	5,640	48.7%	5,360	5.2%
Females	5,945	51.3%	5,485	8.4%
AGE				
15-24 years old	1,330	11.5%	1,415	-6.0%
25-44 years old	2,445	21.1%	2,370	3.2%
45-64 years old	4,145	35.8%	3,965	4.5%
65 + years	3,660	31.6%	3,105	17.9%

- healthy increase in total population
- very high proportion of Indigenous persons; increased at a higher rate than the general population
- very low proportion of racialized persons and newcomers
- slightly more females than males; female population growing at a higher rate
- decline in those aged 15 to 24 years old and a large increase among those aged 65 years and older
- **total Manitoulin District population (all age groups) 13,935**

SUDBURY DISTRICT:

TABLE 8	2021	% share	2016	% change
Total	18,990	100.0%	18,325	3.6%
Indigenous	3,370	17.7%	3,025	11.4%
Racialized	315	1.7%	n/a	n/a
Newcomer	35	0.2%	25	40.0%
GENDER				
Males	9,695	51.1%	9,335	3.9%
Females	9,300	49.0%	8,995	3.4%
AGE				
15-24 years old	1,895	10.0%	2,080	-8.9%
25-44 years old	4,315	22.7%	4,160	3.7%
45-64 years old	7,245	38.2%	7,580	-4.4%
65 + years	5,535	29.1%	4,510	22.7%

- modest increase in total population
- higher proportion of Indigenous persons; increased at a much higher rate
- low proportion of racialized persons; very low proportion of newcomers
- more males than females; increasing at comparable rates
- decline in those aged 15 to 24 years old; smaller decline in those aged 45 to 64 years old; large increase among those aged 65 years and older
- **total Sudbury District population (all age groups) 22,368**

Stats Canada definitions: racialized – "persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour" and newcomer (recent/new immigrant) "who has been admitted to the country permanently in 5 years preceding a census"

RESIDENTS 15+ YEARS: educational attainment from 2016-2021

TABLE 9 CHANGE IN LEVEL OF EDUCATIONAL ATTAINMENT – ONTARIO, DISTRICT OF MANITOULIN, DISTRICT OF SUDBURY, AND GREATER SUDBURY 2016-2021								
2016					2021			
Ontario	Manitoulin	Sudbury	Greater Sudbury		Ontario	Manitoulin	Sudbury	Greater Sudbury
				15- to 24-year-olds				
33%	54%	44%	35%	No certificate, diploma or degree	32%	53%	42%	33%
42%	31%	35%	39%	High school certificate or equivalent	43%	35%	38%	40%
2%	4%	4%	3%	Apprenticeship certificate or equivalent	1%	2%	3%	2%
10%	8%	11%	15%	College certificate or diploma	10%	8%	14%	14%
12%	4%	6%	8%	University certificate, diploma, degree	14%	2%	3%	11%
				25- to 44-year-olds				
8%	16%	13%	8%	No certificate, diploma or degree	7%	16%	12%	7%
22%	25%	24%	20%	High school certificate or equivalent	21%	32%	27%	21%
5%	9%	10%	8%	Apprenticeship certificate or equivalent	4%	6%	9%	6%
25%	30%	36%	38%	College certificate or diploma	23%	28%	35%	36%
40%	19%	17%	27%	University certificate, diploma, degree	46%	19%	17%	30%
				45- to 64-year-olds				
13%	15%	20%	13%	No certificate, diploma or degree	11%	12%	18%	10%
27%	25%	31%	28%	High school certificate or equivalent	26%	28%	33%	27%
7%	12%	12%	9%	Apprenticeship certificate or equivalent	6%	9%	10%	8%
24%	32%	27%	31%	College certificate or diploma	24%	31%	30%	35%
29%	17%	9%	18%	University certificate, diploma, degree	33%	20%	10%	20%

Statistics Canada, 2016 and 2021 Census

In Manitoulin District, Sudbury District and Greater Sudbury, there has been very little change in educational attainment from 2016-2021. For those 25-44 years old there was a slight drop in those with an apprenticeship certificate or a college diploma; almost no change among those with a university degree (except for Greater Sudbury, where there was a 3-percentage point increase); and a slight increase in those with a high school diploma. However, in Ontario there was a 6-percentage point increase among those with a university degree in that age group.

It is important to explain the outcomes for those aged 15-24 years old, where there is a slight drop in the proportion of those with a university degree amongst the Districts of Manitoulin and Sudbury residents. In the case of Sudbury District, there was an increase among those with a college diploma, so one can say the level of post-secondary educational attainment remained the same. In the case of Manitoulin District, the result may partly be a reflection of demographics and the shift from one age group to the next between census years.

NUMBER OF TAX FILERS with employment income

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 10 shows the total number of tax filers with reported employment income for 2017 to 2021 (the most recent year for which data is available). Income includes wages, salaries, commissions, gratuities, and tips.

TABLE 10 TOTAL NUMBER OF TAX FILERS WITH EMPLOYMENT INCOME: GREATER SUDBURY, MANITOULIN DISTRICT AND SUDBURY DISTRICT 2017-2021

	2017	2018	2019	2020	2021
Greater Sudbury	82,950	84,460	83,600	83,140	82,590
Manitoulin District	5,340	5,500	5,290	5,470	5,360
Sudbury District	10,590	10,630	9,370	9,320	9,350

Statistics Canada, Income and Financial Data of Individuals, Preliminary T1 Family File, 2017-2021

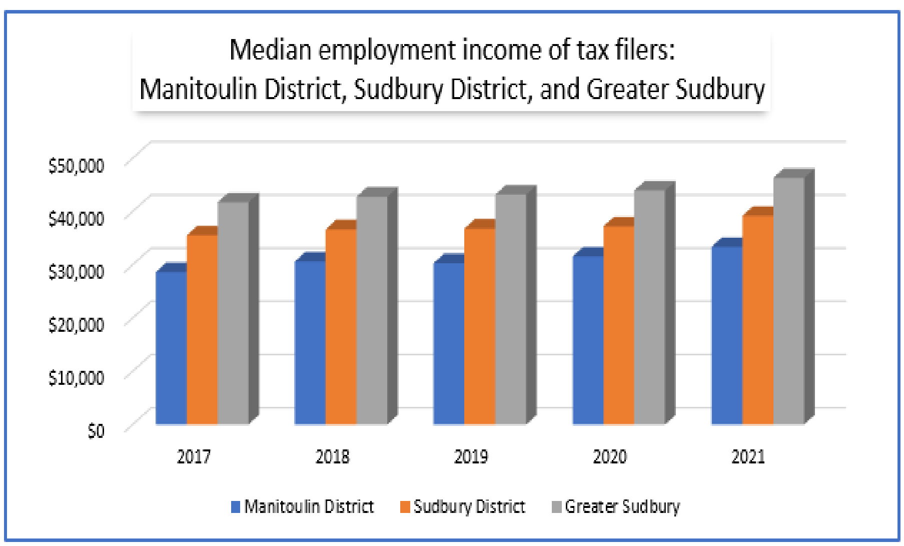
In Greater Sudbury, the number of tax filers with employment income increased between 2017 and 2018, then declined for the next three years. The numbers for Manitoulin District and Sudbury District have less of a pattern: in the Manitoulin District, the number has gone up and down within a narrow band, while in the Sudbury District, the trend has been towards a slight increase.

MEDIAN EMPLOYMENT INCOME OF TAX FILERS:

Table 11 illustrates the trend in median employment income from 2017 to 2021. The figures are expressed in constant 2021 dollars to remove the effect of inflation. Median employment income is not to be confused with average employment income. Median employment income is defined by Statistics Canada as follows: "The median employment income of a specified group is the amount that divides the employment income distribution of that group in two halves. The income of half of the units in that group are below the median, while the other half are above the median."

In 2021, Greater Sudbury had a median wage (employment income) of $40,570. The median wage for the Manitoulin District was $33,880 and for the Sudbury District $33,250. The median wages for both the Manitoulin District and the Sudbury District are not only lower than Greater Sudbury but lower than Northeastern Ontario which in 2021 was $36,230.

Although not illustrated in this table, there also are some gender differences: the median employment income for men tends to be higher than females with the exception of the Manitoulin District where males are consistently lower by anywhere from $1,000-$4,000 than females. Females in the Manitoulin District are also higher than females in the Sudbury District (some years by only a few dollars and other times over $2,000).



Local Data Sources and Research

JOB BOARD: JOBS IN SUDBURY MANITOULIN

In April 2021, WPSM launched and now hosts the *Jobs in Sudbury Manitoulin* job board which collects job postings from over 30 online job posting sites and several local employers. Job postings are updated daily and can be searched by industry, location, occupation (NOC – National Occupational Classification) and other categories. Newer features include links to: *work from home jobs; career explorer; training and event calendar* as well as a portal for job-seekers.

TABLE 12 TOP 25 ACTIVE ONLINE JOB POSTINGS BY NUMBER OF JOB POSTINGS GREATER SUDBURY JUNE 2022 – JUNE 2023

4-digit NOC	Occupation Title	# of job postings	average hourly wage
6410	Retail salespersons and non-technical wholesale trade sales and account representatives	2,084	$17.23
6440	Customer and information services representatives	976	$19.61
7330	Transport truck and transit drivers	771	$25.32
6002	Retail and wholesale trade managers	735	$20.75
6320	Cooks, butchers and bakers	735	$18.57
4220	Paraprofessional occupations (legal, social, community, education)	696	$25.24
1311	Office administrative assistants - general, legal, and medical	678	$23.33
6520	Food support occupations	671	$16.24
6531	Cleaners	637	$18.40
7510	Longshore workers and material handlers	606	$19.64
1410	Office support and court services occupations	604	$23.06
6510	Cashiers and other sales support occupations	546	$16.81
7240	Machinery and transportation equipment mechanics (except motor vehicles)	469	$34.70
7241	Automotive service technicians	437	$34.12
1420	Financial, insurance and related administrative support workers	352	$26.40
1440	Supply chain logistics, tracking, scheduling coordination occupations	318	$20.56
2130	Civil and mechanical engineers	314	$41.00
6210	Technical sales specialists (wholesale trade, retail, wholesale buyers)	281	$19.06
7001	Managers in construction and facility operation and maintenance	250	$30.96
7210	Machining, metal forming, shaping and erecting trades	243	$34.46
7340	Operators, drillers and blasters	238	$27.24
3310	Assisting occupations in support of health services	218	$25.23
1210	Administrative and regulatory occupations	213	$26.24
3210	Technical occupations in therapy and assessment	211	$31.95
6201	Retail sales supervisors	205	$18.88

data taken from Workforce Planning for Sudbury & Manitoulin Labour Market Insights Report using 2021 NOC codes

LIMITATIONS:

Understanding active job posting numbers: In Greater Sudbury there was a total of 35,295 active online job postings from June 2022 – June 2023. If a job posting is accepting applicants during any month, that is considered an active job posting for that month. This could result in one job posting being counted more than once if the same job posting appeared in more than one month. There was a total of 2,348 active online jobs postings during that same time period for the District of Sudbury and 1,481 for the District of Manitoulin. **NOTE:** This data does not include job vacancies advertised through word of mouth, company website postings, window signs and other methods used by employers.

Wages: Many online job postings do not include wages. Where wages are included, the highest wage offered has been used to calculate the average maximum wage that would be offered for a particular occupation. This information may vary from average wages provided on Canada's Job Bank which includes all jobs posted across the country.

MINING SECTOR: IMPACT OF NEW TECHNOLOGIES ON WORKFORCE SKILLS

Mining sector innovations are primarily focussed on improving safety, minimizing workforce injury and risk, mitigating environmental impacts, and reducing cost. At the same time, mining and mining supply services, like many employers, are finding it difficult to recruit the workforce they need now and what they will need in the future. It becomes a delicate balance between what is currently needed and the workforce skills that will be required to support and sustain this sector.

A survey was undertaken by WPSM in collaboration with the Labour Market Group to assess what type of new technologies are being developed and skills that will be required. A survey and key informant interviews were conducted to hear from leaders in the industry.

Industry leaders were forthcoming about the significant range of new innovations and technologies that are under development or already in place. All respondents identified the types of skills that will be required and the new occupations that will be in demand. They also identified a series of recommendations to help create the balance between what they currently need and the systems-oriented approach they will need in the near future.

Recommendations include:

- bridging the generational divide between older and younger workers in the industry,
- increasing new education and training approaches,
- forming industry partnerships,
- developing metrics to measure impact and success,
- collaborating on industry-wide awareness campaigns to attract new entrants,
- developing strategies to attract more diverse groups to the industry,
- addressing workplace health, safety, and work-life balance, and
- increasing funding supports for new technologies, help to offset costs related to new battery electric equipment and upgrading older equipment.

To access the full report, go to: Balancing the potential impact of new innovations and technologies on the mining and mining supply services workforce over the next 3-5 years.

NOTE: this report is only available in English

EO DATA (2022- 2023)

Employment Ontario (EO) Programs and Services

DATA LIMITATIONS

EO data presented here is aggregated for the entire WPSM catchment area. Data is also suppressed when the number of clients is too small for one specific category in order to protect privacy.

Broad age-specific categories used by the ministry continue to be an ongoing challenge.

Educational attainment data does not include date of completion and/or relevance to current labour market conditions.

Client numbers are driven by program requirements and MLITSD funding.

*****

GEOGRAPHIC AREAS
Greater Sudbury
Manitoulin District
Sudbury District

*****

PLEASE NOTE: some year-to-year client data will be provided, however, it is only to illustrate the impact that COVID-19 has had and continues to have on services and client demand.

BACKGROUND

Information and programs being offered by EO identified in this section has changed very little from the previous year. Data reported here is provided by the Employment Ontario (EO) branch of the Ministry of Labour, Immigration Training and Skills Development (MLITSD) and includes data from April 2022 - March 2023 for the following programs: Employment Services; Literacy and Basic Skills; and Apprenticeships. As noted in the previous report, MLITSD did expand eligibility for the former Second Career program now rebranded as Better Jobs Ontario. Client data will be included in this year's report.

It is also important to note that shifts are occurring at the provincial level which are beginning to impact on local employment services. Two of the more significant program and reporting structure shifts are as follows.

First, employment programs previously offered by social service agencies to highly barriered clients on Ontario Works (OW) and the Ontario Disability Support Program (ODSP) are shifting to local employment service providers. What this might mean for clients who require additional support will be discussed under the EO consultations section, however at this point, it is still unclear.

Second, a major Employment Services Transformation is currently underway by the ministry in terms of how local employment services will be coordinated and delivered. MLITSD has already implemented new Service System Management (SSM) prototypes in various areas of the province and are now governed by third party contracts that can make system changes. Employment services across northern Ontario and Toronto are the last areas to be part of this transformation which is to occur over the next 12-15 months. The outcome of who the contract holder will be and how this will unfold is not clear at the time of writing this labour market report.

EO data in this report will continue to be supplemented by consultations with direct EO service providers. Generally, 4 of the 5 local employment service agencies participate. Other local services are also used to add further insights into the data. The focus of these consultations is to hear from those who provide employment services about trends they are seeing, barriers that exist, how they assist clients and employers and what they find to be most successful.

EMPLOYMENT SERVICES (ES) DATA

Employment Services offer a wide range of employment-related services to assist clients with finding a job. Each location across the WPSM catchment area also houses a resource centre where job-seekers can normally drop in and receive assistance with resumes, online job applications and various government forms, and access job boards, computers, job search sites, and other resources. ES data includes the number of individuals who register as a client and a count of *unassisted* clients who do not register as a client but use ES services. These individuals are designated as R & I (resource and information) clients. Currently, ES cannot provide direct client support to international students who are looking for work, but international students are encouraged to use the local resource centres.

Typically, ES also provides Human Resources (HR) assistance to employers (i.e. screen/review applicant resumes; conduct interviews; etc.) however this service is not promoted or tracked by the ministry. ES also offers additional financial resources and other supports for clients that they place with an employer such as equipment required, training, and mentorship. These services are not as well known to all employers.

ES CLIENTS SERVED AND GENDER

Since mandatory public health guidelines related to the pandemic were still in effect during part of this reporting period, it is important to recognize that this continued to have an impact on number of registered and unassisted clients. While employment services have since opened up to provide a fuller suite of services, client numbers are still below pre-pandemic levels.

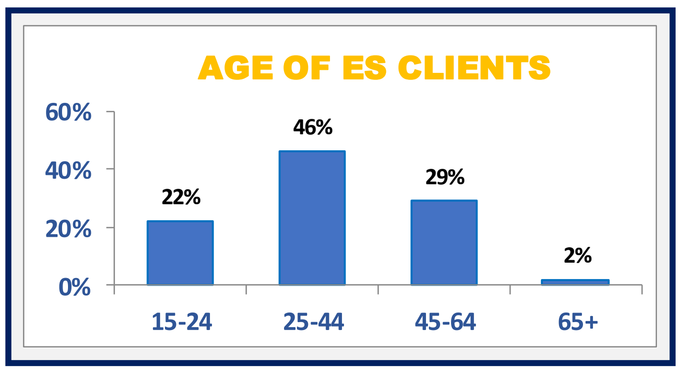
TABLE 13 ES CLIENTS SERVED AND GENDER

	2022-2023	2021-2022	2020-2021	2019-2020
NUMBER OF CLIENTS				
Assisted clients	2645	2230	2012	3346
R & I clients	6431	5274	4334	8990
TOTAL	9076	7504	6344	12336
GENDER				
Women	42%	46%	45%	44%
Men	58%	53%	55%	56%

Table 13 illustrates changes over the last three years regarding number of clients as well as the gender breakdown of clients. Each year, the gender breakdown consistently shows that more men use employment services than women.

ES CLIENTS BY AGE GROUP

The age of clients and the percentage they represent of overall clients that use local employment services has remained relatively stable with the exception of a slight increase in the use of employment services by those aged 45-64 years of age over the previous year.

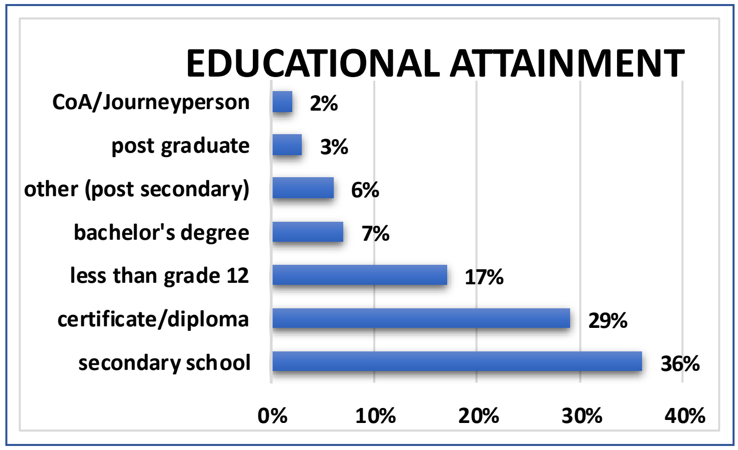


ES CLIENTS BY DESIGNATED GROUPS

Clients that register with ES are asked if they want to self-identify that they belong to a designated group as defined by MLITSD. From the 2,645 people that registered as an ES client in 2022-23: 16% identified as Aboriginal; 20% as Francophone; 8% as Internationally Trained Professional; 8% as Newcomer; 19% as a Person with a Disability; and 6% as Racialized. Clients can check more than one designated group. With the exception of those who identify as Aboriginal or as Francophone, there was an increase in all other designated groups – anywhere from a 3-4% increase.

It is important to note that local employment services continue to understand and be responsive to diverse populations, and while international students are not eligible to be served as a client of ES, they are, as noted, encouraged to use other information and resources that are available. As a result, they are not included in this data.

ES CLIENTS BY EDUCATIONAL ATTAINMENT



It is well documented that lower education results in higher unemployment/underemployment. In the WPSM area, 53% of all ES clients have a secondary school diploma or less. Along with low academic levels, many of these same clients have other barriers to employment. At the other end of the spectrum, roughly 3% have a post graduate degree.

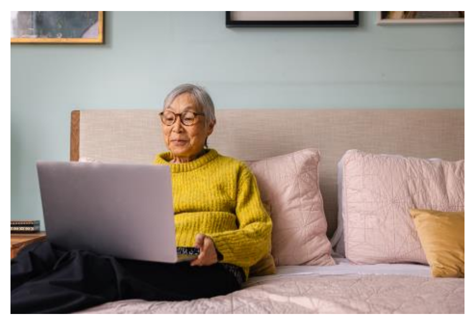
With educational attainment, clients are also assessed to identify what skills are transferrable or may be outdated/no longer relevant in today's labour market. This is particularly true of older ES clients.

Educational attainment of ES clients across the WPSM area has remained fairly constant however this may change when social service clients, who may have lower levels of education, are transferred to employment services.

ES CLIENTS BY OUTCOMES AT EXIT

Employment Services are expected to meet a quota set each year by the ministry regarding ES clients who exit ES services to employment, education, and/or training. In 2022-23, 67% of ES clients exited to employment which remains constant from the previous year. 10% of those who became employed became employed in a more suitable job or employed in their profession or training choice. Employment categories include: full-time; part-time; as an apprentice; or self employed. Of the remaining ES clients, 15% exited to education/training and 5% remained unemployed. All others fell into the following categories: *independent; unable to work; volunteer;* or *unknown.*

LITERACY AND BASIC SKILLS (LBS) DATA



According to the Ministry's website, "*Literacy and Basic Skills programs help adults in Ontario to develop and apply communication, numeracy, interpersonal and digital skills to achieve their goals. The LBS program serves learners who have goals to successfully transition to employment, postsecondary, apprenticeship, secondary school, and increased independence. The program includes learners who may have a range of barriers to learning.*" More can be found at: Literacy and Basic Skills.

The total number of learners for 2022-23 for the WPSM area was 1,338 which is slightly higher than the previous year. This represents new and carry-over in-person e-channel learners. There was also a slight percentage increase in the number of clients who are women from 67% to 70% and a slight decrease in clients who are men from 32% to 30%.

In terms of age, there was a drop in clients aged 15-24 from 33% of clients to 25% and a slight increase from 48 % to 52% who were 25-44 years of age. The percentage of clients who were 45-64 years of age remains unchanged however there was an increase of clients 65 and older from 3% to 5%. In terms of numbers, this represents 33 people who are 65 and older.

During intake, LBS clients are asked about their *Learner Goal Path.* In other words, why are they using LBS services? WPSM area clients reported the following reasons: 40% for post-secondary; 24% for employment; 13% for independence; 6% for an apprenticeship; and 19% to obtain a high school credit. Again, it is important to point out that a high school diploma is a necessary prerequisite for many occupations and/or training programs including the skilled trades. Employment and independence were the two *Learner Goal Paths* that represented an increase from the previous year.

APPRENTICESHIP DATA

As reported by various sources, including research conducted by WPSM, concerns about the number of new entrants into the skilled trades is not new. Similar to previous reports, issues related to navigating the apprenticeship system as a whole, low enrollment rates in various trades-related programs, the low number of employers who hire apprentices, and the aging demographic of current journeypersons across many trades continue to be highlighted. Although greater attention is being paid to the need to train and recruit more apprentices across most trades, many of the challenges remain persistent.

To become a certified journeyperson, it takes years of practical hands-on experience as an apprentice under a trained and experienced journeyperson, several levels of in-school learning and the successful completion of a trades' qualifying exam known as the Certificate of Qualification.

Clearly COVID-19 created other challenges as various restrictions were placed on in-school learning, hands-on training and the temporary closure of exam writing centres.

However, despite these challenges, the total number of apprentices in the WPSM area, as well as northern Ontario and Ontario is once again on an upward trajectory. This may in part be due to the enormous efforts by many, including the government to promote a career in the trades.

NEW & ACTIVE APPRENTICES (2019-2023)			
	WPSM	NORTH	ON
New 2019-2020	752	2,065	26,771
Active 2019-2020	1,856	5,462	73,924
TOTAL 2019-2020	2,608	7,527	100,695
New 2020-2021	484	1,264	16,730
Active 2020-2021	2,008	5,819	78,733
TOTAL 2020-2021	2,492	7,083	95,463
New 2021-2022	636	1,708	22,056
Active 2021-2022	2,204	6,698	84,937
TOTAL 2021-2022	2,840	8,406	106,993
New 2022-2023	702	1970	27,178
Active 2022-2023	2,327	6,726	89,482
TOTAL 2022-2023	3,029	8,706	116,660

There are many factors that influence the trades that apprentices choose and as a result, the top trades in demand fluctuate each year based on what trade programs are being offered, the location of those programs, and employers that are hiring apprentices. Some years this is unpredictable.

NEW APPRENTICE REGISTRATIONS 2022-2023	
SKILLED TRADE	#
Heavy duty equipment technician	109
Electrician (construction and maintenance)	77
General Carpenter	72
Industrial Mechanic Millwright	62
Powerline Technician	53
Industrial Electrician	52
Truck and Coach Technician	51
Automotive Service Technician	50
Plumber	26
Construction Craft Worker	19

There have also been shifts and changes in the regulatory framework and provincial agency that has oversight for the apprenticeship system and trades in Ontario. The former Ontario College of Trades is officially closed and has been replaced by Skilled Trades Ontario (STO) in an effort to streamline the application process while maintaining accountability and oversight for all skilled trades.

While still in its infancy, STO has embarked on a strategic plan to: "support an innovative apprenticeship and certification model; promote and advance the trades; facilitate research in the skilled trades; and build a diverse, equitable and inclusive skilled trades sector." More can be found at: Skilled Trades Ontario.

BETTER JOBS ONTARIO

Better Jobs Ontario provides eligible candidates with skills training for in-demand jobs and provides up to $28,000 in financial supports for costs related to tuition, books, instructional materials, and transportation. According to the Better Jobs Ontario website, this could also include a basic living allowance of up to $500 per week and other expenses such as childcare, disability-related supports, and language training. The focus of Better Jobs Ontario is on training programs that take 52 weeks or less to complete.

This is the first year that data has been provided on the program given how new it is. Between 2022-2023, in the WPSM area: 93 clients took part in this program; 25 were female, 68 were male; more than half were between the ages of 22-44; and just over 50% became employed or continued their education/training. Skills training programs that were approved locally are: Transport Truck Drivers and Heavy Equipment Operators (except cranes).

WORKPLACE GRANTS AND INCENTIVES

Funding opportunities, incentives, training grants and wage subsidies available through Employment Ontario change from year to year, so it is best to check the website to see what is available and how to access them. Grants such as the Canada Ontario Job Grant (COJG) have been offered for several years and provides direct financial support to all businesses who want to purchase training for their staff. During 2022-23, 58 employers took advantage of this grant. Other programs such as Youth Job Connection are focussed on youth. Last year, the Youth Job Connection and Youth Job Connection Summer helped 303 local youth.

EO Service Provider Consultations

While evidence-based data is important, it only tells part of the story. Each year, the ministry asks workforce planning boards to engage in consultations with local EO managers and ES providers since they work directly with clients looking for work and employers looking for workers. Their knowledge, insights, experience, and on-the ground perspectives are invaluable. Their information helps supplement data that WPSM collects and analyzes and helps us to better understand current/emerging workforce trends, issues, and challenges.

As noted throughout this report, the pandemic impacted on all services and industry sectors, including ES. For several years, ES providers had to work within restricted public health guidelines and adapt their service delivery model.

While client numbers are still below pre-pandemic levels, the need for their services has not declined. ES providers continue to help clients with the supports they need to help them succeed. At the same time, even though many companies have rebounded post-pandemic, employers continue to have attraction, recruitment, and retention challenges. Persistent labour shortages mean vacant jobs go unfilled and demand for workers continues to be high across various occupations. As noted, ES providers attempt to fill that gap by providing supports to both the job-seeker and the employer.

UPCOMING CHANGES

It's important to again state that changes to Ontario's employment system are on the minds of all employment service providers. At the time of writing this report, it is still not clear which company will be selected to be the Service System Manager (SSM) for northeastern Ontario and how this will impact on current employment service agencies, their staffing levels and programs being offered.

While the SSM is required to keep the current system status quo for one year, they will have the authority to change how the employment service system will operate in northeastern Ontario after that one-year period.

During the consultations, the following questions were asked to better understand the challenges being experienced, the specialized services that are provided and what strategies seem to be most successful. While each EO employment service has a similar mandate, there are some variations in response across services due to their geography, local industry profiles, clients requiring assistance, and allocated funding from MLITSD.

1. LABOUR MARKET TRENDS

INDUSTRY

- employers across all industries continue to experience hiring challenges with all positions
- some employers have unrealistic expectations, want experience, do not pay well and are inflexible
- other employers are completely opposite and are willing to take whoever they can get
- many of the jobs being offered are entry level, low wage jobs
- some jobs are only seasonal or casual
- some employers are willing to offer training, yet others are not
- businesses in some WPSM areas have been slower to recover post-covid
- some employers do not post their vacant positions externally, so hard to know if they are hiring (i.e. mining sector, engineering firms, and others)

JOBS IN DEMAND

- jobs in demand include: trades and trades-related jobs; retail; AZ/DZ driver; office admin and reception; Personal Support Worker (PSW); nurses; homecare jobs; general labourer; food services; hospitality (restaurant managers, kitchen helpers, servers, front desk clerks); Early Childhood Educators (ECE); corrections; human resources; finance; meat cutters; cleaners/janitors
- supply surplus – low demand: teachers; marketing
- some agencies only hire on occasion with: large hiring calls; offer higher wages; demanding work environment; and temporary employment - i.e. Canada Revenue Agency; Service Canada; WSIB

SKILLS IN DEMAND

- computer – digital literacy skills
- communication and language skills; speak English; some employers looking for bilingual workers
- drivers license (G licence and AZ/DZ)
- ability to work as part of a team

CHANGES OVER THE LAST FEW YEARS

- more job-seekers are looking for work from home jobs (often due to lack of transportation, mobility and/or childcare)
- job-seekers experiencing more mental health issues (i.e. anxiety, lack social skills, systemic generational issues, extreme life experiences), addictions and other barriers to employment (transportation, childcare, criminal records, affordable housing)
- mix of employer demands: some want Canadian experience; are inflexible (i.e. refuse to adjust work hours due to transportation challenges); don't want to pay a living wage…yet others are becoming desperate and are more open to inexperienced workers and accepting those with a criminal record
- some employers taking advantage of foreign workers and international students who do not know their employment rights
- some employers would rather work short or cut their days open if they can't find someone to fill their vacancies - this more prominent with restaurants
- lack of on-the-job training opportunities continues to be a problem
- significant concern re: older adults coming back to work as they cannot afford to live – some say they will "have to work until I die"

2. HOW TO IMPROVE EMPLOYMENT OUTCOMES

GOVERNMENT/COMMUNITY

- cost of education can be prohibitive – support opportunities for outreach, virtual learning and other programs that are less academically focused, particularly in more rural areas

- increase advocacy for underrepresented groups (including newcomers) to remove current stigma and barriers; provide greater long-term supports for those with disabilities
- address high interest rates, inflation and minimum wage
- school system should focus on character building such as work ethic and provide practical skills such as budgeting and financial literacy (include understanding the importance of pensions)
- provide free training for in-demand jobs, language skills and computer training
- improve funding models to support apprenticeships; paid co-op programs
- government should do more to promote various occupations and career opportunities
- promote and educate communities about EO employment services
- improve employment outcomes by addressing: simplified/expedited pardons; housing, transportation, childcare, addictions and mental health, and high cost of food
- support volunteer opportunities to promote future employment skills
- address job equivalency certifications to harmonize the credentials required/accepted

JOB-SEEKER

- work with employers to communicate training needs (rather than just quitting)
- in some cases, require confidence building, motivation, mental health supports and upskilling to breakdown some of the generational/family cycles that exist
- support sense of belong by connecting with community resources, leaders and mentors
- support life skills education to reduce reliance on government assistance programs as they are only a temporary solution

EMPLOYER

- commit and invest in employees – through job training, inclusivity and diversity, innovation, address/reduce unconscious bias, support wage increases, offer promotional pathways and career advancement opportunities
- become better educated on HR responsibilities and employment standards requirements
- be open to supporting candidates who may require more training, supports and mentorship
- remove ability to fire a new employee without cause within 3 months of probation

3. ROLE OF EMPLOYMENT SERVICES

HELPING JOB-SEEKERS

- help upskill those who are unemployed or working and want to improve their skills
- help to improve job search strategies and outcomes, building self-confidence/empowerment
- provide a safe environment to try new careers with support from an employment consultant
- train on workplace etiquette, resume building, interview preparation
- support client to identify and address employment barriers
- help client to get a job or go back to school
- offer highly specialized programs (youth programs, skill development)

HELPING EMPLOYERS

- need to inform employers of the HR services that ES can provide at no cost
- support with hiring: matching skills, job fairs, job postings, pre-screening, retention, wage subsidies

OVERALL SUCCESS

- knowledge and expertise of employment services' staff (identify, fix and eliminate barriers)
- develop collaborative relationship with employers and other employment and community services
- develop a trust relationship with the job-seeker and potential employers
- follow up with clients to support retention and success
- continue business as usual despite uncertainty surrounding the SSM outcome

Shifts in the World of Work

As part of our work and the ongoing consultations that we do with industry leads, local employers and unions, those in secondary and postsecondary education, economic development, employment services, and many other stakeholders, everyone is looking to understand what the future world of work will look like. All that we can say is that it is constantly shifting with new technologies, hybrid models of work, increased demand for work life balance and the integration of artificial intelligence in every aspect of our lives.

While COVID-19 certainly impacted on this as well, adjustments were made, and lessons were learned. We learned that we can all adapt even though some of it was forced upon us. We shop differently, we live differently, and we work differently whether it is conscious or not. But even though we have all settled into a new routine, things are different.

Employers are now having to respond differently as well. What was once an employer's monopoly on the labour market, is now an employee's monopoly. In other words, while the employer used to be in the driver's seat, the employee now is. Just look at some of the more recent strikes, where worker demands play a critical role in negotiations that are needed before a settlement is reached. Better wages and benefits, better working conditions and better work-life balance are now in demand. This is not unique to our area but is happening across jurisdictions. As noted, the pandemic certainly impacted on this, but we are now at a stage where there simply are not enough people to work, and this situation is not changing anytime soon.

Any strategy to ease the demand for labour will undoubtedly need to include hiring of international talent to fill some of those gaps. It should also underscore that everyone who wants to work should be able to work. This includes ensuring that we have strategies and policies that are inclusive of underrepresented groups such as women, Indigenous peoples, those with disabilities, newcomers and others. This means investing in training, industry diversity policies, and opening doors to good paying jobs.

Technological changes and new innovations, in other words, the way certain tasks can be done will also play a role in easing labour shortages, but it is almost impossible to predict what those changes will be and how fast they will be implemented. Our recent research project into the mining sector and the impact of new technologies and innovations showed us that not all mining companies are at the same stage of innovation adoption and implementation. What we do know however is that those who do not embrace technological changes will likely be left behind.

It is important that we stay on top of the changes that are coming, as they seem to be coming faster and faster each year. It is why real-time evidence-based labour market information on a local, provincial, national, and global level is so important.

As a workforce planning board, we need to keep assessing and reassessing the shifting labour market. This includes the ongoing nuances and changes that have happened as a result of the pandemic. We need to continue conducting labour market research and analyzing the evidence to identify and address current challenges but also use this information to guide us into the future. While we don't have a crystal ball to predict what that future will look like, we need to remain well informed, nimble and ready to pivot. This in turn will help us identify the development needs of our future workforce and help employers fill their labour gaps. Adapting to these shifts and changes is a necessary part of our work as we have learned that in the real world of work, change is constant, and nothing remains the same.

Action Plan Update

WPSM PRIORITY AREAS

Every year, all workforce planning boards are asked by MLITSD to provide an update on some of the activities that will be supported in local communities. This includes priority areas, actions, partners, outcomes, and timelines as well as partnership projects led/co-led by the local workforce planning board. Here is a summary of priority areas and actions that WPSM is or will be engaged in.

PRIORITY #1: support local labour market-related initiatives

ACTION	PARTNERS	OUTCOME(S)	TIMELINE
Chamber of Commerce – committees, events, and resources	Greater Sudbury Chamber of Commerce (GSCC) and business-related members	**Provincial Advisory Committee:** participate as a member of this committee mandated to identify and address provincial matters that impact on local businesses. **Events 2023-24-25:** participate in virtual or in-person roundtables and events related to the workforce.	one-year term as appropriate
LMI and support	Sudbury East Chamber of Commerce	Provide support, sponsorship and sharing of information on LMI issues, initiatives, resources, and employer awards.	ongoing as requested
Indigenous workforce development	Kenjgewin Teg (KT)	LMI support and assistance as requested.	ongoing as requested
	Gezhootjig Employment and Training	Provide LMI support and offer to host ES provider consultations with their staff each year.	ongoing as requested
	Atikameksheng Anishinabek (Whitefish)	LMI support and assistance as requested with annual career fair and other activities.	ongoing as requested
	M'Chigeeng Employment & Training	LMI support and assistance as requested with annual career fair.	ongoing as requested
OYAP	All 4 area school boards (English and French)	Provide LMI and consultations on a broad range of trades and workforce development-related topics.	ongoing
Employer information videos	LAMBAC; Canadian Mental Health Association	Development of a video for employers on mental health in the workplace.	March 2024
Regional consultations; expert panel interviews	Conference Board of Canada; Future Skills Centre	Continue to participate where requested.	as requested
Immigrant – attraction and retention	Sudbury Local Immigration Partnership (SLIP)	Collaborate with SLIP, SLIP stakeholders and partners on immigrant attraction, recruitment, and retention.	ongoing as requested
Rural Northern Immigration Pilot (RNIP)	City of Greater Sudbury	Provide LMI support, resources and job demand information to RNIP.	ongoing as requested
Workforce development priorities	Greater Sudbury Economic Development; GSCC; EO services; and others	Continue to provide support to various local agencies on workforce development priorities and other relevant LMI data re: jobs in demand.	ongoing as requested
Service networking event: Greater Sudbury	WPSM lead; various local service agencies	Hosted a Service Spotlight Summit networking event to connect and share resources with local agencies – included: social services; EO services; housing; mental health; public health; settlement services; explore interest in hosting a similar event in 2024.	summit event held Oct 2023 November 2024
Espanola Lacloche workforce priorities	Town of Espanola, EO, hospital, MLITSD, DOMTAR, DSAB and others	Continue to support the town and local services re: addressing the DOMTAR closure; continue to explore interest in a service networking event.	ongoing all fiscal
Supporting local employers – hiring international talent	WPSM led; settlement services; RNIP and others	Resource has been disseminated; continue to work with others to support employers' knowledge on how to hire international talent.	ongoing activity
International students	All three post-secondary institutions; EO; GSCC	Explore opportunities to connect international students who want to work and gain Canadian experience more directly with local employers.	March 2025
Labour force attraction	Led by Greater Sudbury Mayor; taskforce members	Participate on mayor's taskforce to explore avenues for attraction to the city to increase the labour force pool.	ongoing commitment

PRIORITY #2: promote current/forecasted in-demand skilled trades and professions

ACTION	PARTNERS	OUTCOME(S)	TIMELINE
Health Human Resources taskforce	Ontario Health North – regional advisory team and other stakeholders	WPSM to continue to represent local boards in the northeast; and participate as requested in regional planning.	ongoing as requested
Health human resources capacity	Ontario Health North; various health partners	OHN did not renew this taskforce; work no longer continuing despite need.	complete
Manitoulin – PSW and ECE shortages	LAMBAC; Employment Options; DSAB	Reassess interest in exploring the status of PSWs on Manitoulin; support efforts to attract and train ECEs to address childcare staff shortages.	no uptake at this time
Jill of all Trades	Cambrian college; OYAP at both English school boards	Supported Jill of all Trades for October 2023 event; continue to provide support (financial and swag) for October 2024.	2023 complete October 2024 upcoming
Filles dans les métiers	College Boreal; OYAP at French school boards	Supported Filles dans les Métiers for October 2023 event; continue to provide support (financial and swag) for October 2024.	2023 complete October 2024 upcoming
FONOM (Federation of NEO Municipalities) conference	Labour Market Group; Far NE Training Board; AWIC	Unable to participate in 2023 event in Parry Sound; plans to participate in 2024 event in Greater Sudbury.	next event May 2024
Construction Outlook	Buildforce Canada; LMI committee northern Ontario	Participate in invite-only annual event to review a preliminary construction labour market outlook report to identify local workforce issues, gaps, and projects.	complete December 2023 December 2024
Government outreach	Initiated by stakeholders and by WPSM	LMI presentations - local MPs, MPPs, Mayors, Council members, economic development, MLITSD, MNDM.	ongoing as scheduled
Tomorrow's Trades	Provincial Building and Trades Council of Ontario	Support local liaison coordinator with implementation of new initiative to introduce participants to the trades.	complete – no further funding

PRIORITY #3: support labour market research, information, profiles, forecasts

ACTION	PARTNERS	OUTCOME(S)	TIMELINE
TV and film workforce development	Cultural Industries Ontario North (CION); local producers; economic development; unions	Renew discussions with CION's new workforce coordinator; outreach to other industry partners including the union; explore survey of producers re: hiring needs/practices.	ongoing
Jobs in Sudbury Manitoulin Job Board	WPSM led	Continue to support WE job tools developed by Windsor-Essex workforce planning; upgrades as needed; ongoing pull of data to share with local stakeholders.	job board implemented share data
Job Trends	Windsor-Essex workforce planning board; WPO	Implement and promote new job portals; support provincial data trend efforts (if funding available).	ongoing no funding for trends project
Workforce Planning Ontario (WPO)	Four County planning board (lead); other Ontario workforce planning boards	Provide support for the development of a new WPO website (financial and design input).	ongoing
Impact of new innovations/technology on mining occupations	WPSM led in collaboration with the Labour Market Group; Mineconnect support	Mining research project and report complete; ongoing dissemination; continue to explore opportunities to share the results through media, mining company networks, research organizations and other stakeholders.	research report complete ongoing dissemination
Northern Ontario mining supply and services roundtable	chaired by MineConnect; various mining partners	Continue to participate at the roundtable to discuss current and emerging mining-related issues, forums, and industry changes.	ongoing
Agriculture industry forum and discussions	OMAFRA; northeast planning boards; North ON Farm Innovation Alliance	Continue to participate in various food and agricultural conferences and roundtable consultations.	ongoing forum spring 2024
Construction research	Northeastern Ontario Construction Association	Conduct a survey of construction industry businesses on hiring practices, requirements, strategies, and demand;	complete remove

	(NOCA)	continue to disseminate results.	
LMI in manufacturing	EMC (Excellence in Manufacturing Consortium)	Continue to support activities of the consortium with LMI where appropriate.	ongoing
Hospitality and tourism	OTEC (Ontario Tourism Education Corporation); various regional industry and municipal partners	Participate on regional advisory group; continue to provide LMI support and networking opportunities with local stakeholders.	ongoing
Employer survey – social and community services	Partners TBD	Conduct social and community services employer survey to identify hiring practices, recruitment challenges, wages, etc.; prepare a report on the findings	December 2024

PRIORITY #4: support alignment between training/education and industry need

ACTION	PARTNERS	OUTCOME(S)	TIMELINE
Support Ontario Youth - apprenticeships	Ontario Electrical League; Support Ontario Youth (SOY)	Continue to support this initiative and possible uptake in Sudbury despite no current interest by employers; remain connected with SOY.	ongoing
Trade talks	WPSM lead; local colleges and trade employers	Revisit trade talks for other skilled trades.	exploratory phase
Education Coordinating Team (ECT)	Area school boards; post secondary institutions; MLITSD	Continue to provide opportunities to increase ECT's knowledge re: employer needs to better align education and industry; various meetings and events held each year.	quarterly meetings
Stellar Awards	WPSM led; Education Coordinating Team	Host bi-annual Stellar Awards event to recognize employers who provide exemplary learning experiences for students; begin planning next event – early 2025.	complete January 2023 March 2025
GSCC online job portal	Greater Sudbury Chamber of Commerce; WPSM	Continue to support and sponsor GSCC job portal – free for Chamber member employers to post job vacancies.	ongoing
Employment Ontario (EO) network	WPSM; EO Service Providers	Regular consultations with EO services on EO data, LMI, EO network challenges, and needs of employers & job-seekers; support as requested.	annual consultations
Mining event planning committee	CEMI (Centre for Mining Innovation) lead; other mining stakeholders	Participate on planning committee to host a Partnership, Employment and Procurement event in 2024; not proceeding at this time.	no CEMI action remove
Skilled trades fair	Level up events funded by MLITSD	Provided connections to local school boards, skilled trades' employers and unions to support the first and second event; ongoing support for future events.	2023 complete next- 2024
Support secondary and post secondary school planning and programs	WPSM – but initiated by educational institution	LMI research and data to support various requests on occupations in demand; programs needed.	ongoing

Key Stakeholders & Resources

GOVERNMENT:
City of Greater Sudbury (Mayor, Council, staff)
Town of Espanola
Local MPs and MPPS
Immigration, Refugees, Citizenship Canada (IRCC)
Ministry of Agriculture, Food & Rural Affairs
Ministry of Northern Development, Mines, Natural Resources and Forestry
Ministry of Labour, Immigration, Training and Skills Development
Ministry of Health
Ontario Health (North)
Public Health Unit – Sudbury & District

ASSOCIATIONS:
BuildForce Canada
Canadian Mental Health Association
Excellence in Manufacturing Consortium
Northeastern Ontario Construction Association
Northern Ontario Farm Alliance
Ontario Construction Secretariat
Ontario Tourism Education Corporation
MineConnect (former SAMSSA)
United Way

LABOUR:
Various unions/locals

ECONOMIC DEVELOPMENT/BUSINESS:
Economic development leads (local area)
Greater Sudbury Economic Development
LAMBAC
Greater Sudbury Chamber of Commerce
Sudbury East Chamber of Commerce
Société Économique de l'Ontario

INDUSTRY/BUSINESSES (following sectors):
Professional, Scientific Technical
Construction
Education (secondary & postsecondary)
Health, hospitals, and long-term care
Information technology/high-tech
Mining and mining supply services
Television and film
Tourism and Hospitality
Community and social services

INDIGENOUS ORGANIZATIONS:
Atikameksheng Anishinabek
Gezhtoojig Employment & Training
Kenjgewin Teg

IMMIGRATION/INTERNATIONALLY TRAINED:
Sudbury Local Immigration Partnership
Rural Northern Immigration Pilot
Local settlement services
Post-secondary leads - international

TRAINING, EDUCATION AND EMPLOYMENT:
Cambrian College
Canadore College
Collège Boréal
Conseil scolaire catholique du Nouvel-Ontario
Conseil scolaire public du Grand Nord de l'Ontario
Employment Options Emploi
Employment Support Services, Greater Sudbury
Laurentian University
March of Dimes
Manitoulin – Sudbury District Services Board
Rainbow District School Board
SPARK Employment Services
SOY (Support Ontario Youth)
Sudbury Catholic District School Board
Tomorrow's Trades
YMCA Northeast Employment/Immigrant Services

RESEARCH AND INNOVATION:
CEMI (Centre for Excellence in Mining Innovation)
NPI (Northern Policy Institute)
NORCAT
MiHR (Mining industry HR Council)

MEDIA:
Calgary Herald
CBC
CTV – northern Ontario
Northern Ontario Business
Manitoulin Expositor
Roger's Communication (radio)
Sudbury Star
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