

2020 Community Profile Report

The Mid North Network for the Coordination and Development of Adult Learning

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Current Trends in the Northeast and Mid-North Region:

Covid

- Impacted in February 2020 and continues into the present. More LBS learners must continue their learning without face-to-face instruction.
- Covid impact studies show that employers are laying off workers, particularly in employment sectors impacted by restrictions on personal contact (i.e., service, hospitality, tourism, entertainment). Re-hiring workers remains very slow.
- New skills (i.e., working remotely) are more often required to remain in the workforce.

Demographic Changes

- Northern Ontario accounts for about 90 per cent of Ontario's land mass yet about six per cent of its population. The population 15-64 is projected to grow 1.7% by 2021 to 358,511.
- The population of Northern Ontario is projected to remain relatively stable to 2040, with a slight decrease of 2.1 per cent, from 798,000 in 2015 to 781,000 by 2040. Within the North, the Northeast is projected to see the population edging down by 19,800, or 3.5 per cent, from 559,000 to 539,000.
- The Northeast had the highest proportion of seniors in the province in 2015, at 19.9 per cent, and the region will continue to have the oldest age structure to 2040, with its share of seniors reaching 31.3 per cent.
- The population is aging. Baby boomers are moving through. By 2021, the projection of the percentage of the population by age group is largest in the older groups¹. This is also the trend across the LBS populations evidenced in the 2019/2020 LBS data.

	Ontario	Northeast Ontario	Greater Sudbury	Sudbury District	Nipissing District	Parry Sound District	Manitoulin District	Algoma District
Population - All ages (2016 Census)		548,449	161,531	21,546	83,150	42,824	13,255	114,094
Population projections for 2021 (all ages)		572,962	171,606	22,916	88,109	45,577	13,782	117,707
Population 15-64 (2016 Census)		352,495	106,800	13,980	53,785	26,040	7,855	71,160
Population 15-64 (2021 Projection)		358,511	112,057	13,589	36,340	26,654	7,982	70,362
Projected percentage increase		1.7%	4.9%	-2.8%	-32.4%	2.4%	1.6%	-1.1%
Population projections for 2021 (15-24)		65,545	22,058	2,362	10,673	4,038	1,456	12,039
Projected percentage		18.3%	19.7%	17.4%	29.4%	15.1%	18.2%	17.1%
Population projections for 2021 (25-44)		131,211	43,714	4,754	20,606	8,204	2,455	25,325
Projected percentage		36.8%	39.0%	35.0%	56.7%	30.8%	30.8%	36.0%
Population projections for 2021 (45-64)		161,755	46,285	6,473	5,061	14,412	4,071	32,998
Projected percentage		45.1%	41.3%	47.6%	13.9%	54.1%	51.0%	46.9%
Population projections for 2021 (65-84)		114,670	29,452	3,427	22,916	11,834	3,323	26,761
Projected percentage		32.0%	26.3%	25.2%	63.1%	44.4%	41.6%	38.0%

- Indigenous population, particularly younger people, is increased faster than the non-Indigenous population. Young people, aged 15 to 24, make up 19 per cent of Aboriginal employed people, compared to 13 per cent of non-Aboriginal employed people. Between 2007 and 2016, Aboriginal employment in Ontario grew by 39 per cent compared to six per cent for the non-Aboriginal population.

¹ I don't have data for this table for the Sault, although the Sault may be within Algoma.

Workforce

- Increasing number of employers with 0-5 employees, meaning small businesses with self-employed owner/operators (i.e., 81% of Nipissing businesses; 86% of Parry Sound)
- Labour pool is shrinking resulting from changing demographics, out-migration of youth, greater numbers who fit into the not-employed or in education (NEET) category and employers who are unwilling to adapt, shift, change or train.
- Immigration may become an important driver for building workforce capacity. Training issues may include English as a second language, developing digital and/or on-line workplace fluency, cultural acclimation.
- Continuing demand for workers in the skilled trades
- Aging population (and Covid) is driving the need to for more health care workers, particularly Personal Support Workers.

Services

- Employment Ontario Service saw increasing numbers of clients, reflecting an increase in international students, immigrants and newcomers looking for work. Additionally, there has been an increase in the number of women and retirees seeking employment, those looking for a career change as well as highly barriered individuals wanting to work.
- Service Providers also reported a decline in youth – particularly a select group who prefer to only use online services and not meet face-to-face with an employment consultant. Service Providers see these trends continuing and feel that services they provide may need to be more adaptable.
- Strong need for assessment of transferrable skills – identifying those that are irrelevant and those that are emergent and needed to reconnect with employment.

Algoma

The 2016 Algoma population (N=114,094) is a decrease of 1.5% (N=1,776) since 2011.

Algoma has one large population centre (Sault Ste. Marie; 73,368; 64%) and several smaller centres along the North Shore of Lake Huron: Elliot Lake (10,741, 9%); Blind River (3,472; 3.0%) and Thessalon (1,286; 1.1%). All had small population decreases from 2011 to 2016.

From 2015 to 2018 there was a net decline in the number of firms with the largest absolute declines among Health Care & Social Assistance, Finance & Insurance, Real Estate & Rental and Leasing, Other Services and Construction.

In 2018, decreases in employment included Public Administration (19.9%), Manufacturing (15.8%) and Other Services (16.7%). Increases included Accommodation & Food Services (13.3%), Agriculture, Forestry, Fishing & Farming (24.0%) and Health Care & Social Assistance (6.8%)

The Algoma Workforce Investment Corporation (2019) reports that 80% of jobs are in the Services-Producing Sector (Healthcare, Retail, Education and all levels of Government). 20% of jobs are in the Goods-Producing Sector (Manufacturing, Utilities and Construction). Almost two-thirds (65%) of all firms (with or without employees) are found in Sault Ste. Marie. Elliot Lake accounts for another 7% of firms; approximately 4% are found in each of Algoma, Unorganized North Part, Blind River and Huron Shores.

In the next 10 years Algoma will see 150 workers leaving the workforce for every 100 who enter. Demand will exceed supply. Technology changes will impact 43% of the current jobs. Algoma is an older population with 55% over 45 years of age (Sault Ste. Marie, 52%; Elliot Lake, 68%). In 2018/2019, 72% of the Algoma LBS population is over 45 years of age (Sault Ste. Marie is 36%).

The percentage of the 2016 Algoma Census population 15 to 44 years of age is 32% (Sault Ste. Marie, 33%). In 2018/2019, 27% of the Algoma LBS population is 15 to 44 years of age (Sault Ste. Marie, 64%).

The Service Quality Standard (SQS) for 'age' focusses on learners 45 to 64 years of age. The Algoma measure is 32.4%.

Language in Algoma by mother tongue is almost entirely English (Algoma, 86.1%; Sault Ste Marie, 87.7%; Thessalon, 94.4%). French is more dominant in smaller Algoma communities (Elliot Lake, 15.4%; Blind River 17.1%). Indigenous languages are not strong across Algoma (0.5%). Non-Indigenous languages are most dominant in Sault Ste Marie (8.8%), reflecting a greater diversity of cultures.

The 2016 Algoma Census data for educational attainment for persons over 15 years of age show 21.1% (N=20,295) with *less than grade 12*, 29.0% (N=27,900) with *completion of secondary* and 49.8% (N=47,860) with *postsecondary certificate, diploma or degree*. Algoma District

communities show similar percentages of the population with *less than grade 12*: Sault Ste. Marie (19.0%; N=11,675); Elliot Lake (28.7%; N=2,720); Blind River (24.8%; N=730); Thessalon (28.6%; N=285); Bruce Mines (30.1%; N=155); Spanish (34.6%; N=220)

2019/2020 Algoma LBS intake data show 34.9% (N=82) with *less than grade 12*, 32.3% (N=76) with *completion of secondary* and 22.9% (N=54) with *postsecondary certificate, diploma or degree*.

Less than grade 12 is a Service Quality Standard (SQS). From 2016/2017 to 2019/2020, the percentage of LBS learners with *less than grade 12* decreased from 35.0% to 33.0%. The largest percentage of the 2016 Algoma District population by educational attainment is *Completion of secondary* (29.0%) and *postsecondary certificate, diploma or degree* (49.8%). It's not surprising, therefore, to have fewer learners entering LBS with *less than grade 12*.

Algoma and Sault Ste. Marie show higher incomes, less dependence on government transfers and lower poverty indicators.

In 2016, the total Algoma population over 15 years of age by labour force status was 96,055. 45.2% were not in the labour force. The participation rate was 54.8%, the employment rate 49.1%, and the unemployment rate 10.5%. Significant 'not in the labour force' rates in the Algoma District include Elliot Lake (63.1%), Bruce Mines (60.2%) and Spanish (59.4%). Significant unemployment rates were identified in Spanish (13.7%), Blind River (11.7%) and Elliot Lake (11.3%).

Algoma's 2016 workforce shows a strong shift to fewer people working and more people working part-time. The participation rate was 58.2% with 47.5% working full-time and 52.5% working part-time.

In 2019, Sault Ste. Marie accounts for 77% (N=29,920) of jobs in Algoma and 52% (N=1,130) of the jobs of individuals working at home.

Sudbury (Greater Sudbury and Sudbury District)

2016 Census data show the combined Greater Sudbury and Sudbury District had a population of 183,077. The Greater Sudbury population is 161,531; the Sudbury District population is 21,546.

Ontario population projections suggest the Sudbury population could reach 194,522 by 2021 with 171,606 in Greater Sudbury and 22,916 in the District of Sudbury. The population will be older.

In 2019, Workforce Planning Sudbury and Manitoulin identified shortages of skilled trades workers and an underutilized workforce including persons with disabilities, Indigenous people, immigrants and women.

There were clear increases in employment among various sectors such as: Construction; Finance & Insurance; Real Estate & Rental and Leasing; and Health Care and Social Assistance. On the other hand, there have been job losses in Retail Trade, Accommodation and Food Services and Transportation & Warehousing.

Occupations that are expected to grow include health care (nurses, nurses aides, practical nurses), service jobs (food counter attendants, kitchen helpers, cooks, store shelf stockers, janitors, caretakers), social services (early childhood educators, social workers), transportation (transport truck drivers) mining (underground production and development) and trades (electricians, construction helpers, construction millwrights and industrial mechanics, heavy equipment mechanics, crane operators).

Occupations that are expected to decline include administrative/medical/legal assistants, correctional service officers, material handlers and industrial machine operators.

The January to March 2020 Online Job Vacancies Report (Workforce Planning Sudbury and Manitoulin) of the top 7 Greater Sudbury industries by job postings point to some areas of employer demand: public administration (N=77); retail trade (N=71); educational services (N=66); manufacturing (N=62); professional, scientific & technical services (N=57); accommodation & food Services (N=55); health care & social assistance (N=53).

The 2016 Greater Sudbury Census data showed that 52.1% of the population worked full time and 47.9% worked part-time. The April/June 2019 Online Job Vacancies Report suggests the full-/part-time situation may be changing as 64.3% of job postings were full-time (N=2,483). This suggests increasing opportunities to secure meaningful long-term employment. And, it suggests a crucial role for LBS service providers to help build the skills needed to support successful transition to that employment.

Almost 91% of the combined Greater Sudbury and Sudbury District population is over 15 years of age. Literacy and Basic Skills serves this population.

Service Quality Standard (SQS) for 'age' identifies learners 45 to 64 years of age. The percentage of the combined Greater Sudbury and Sudbury District population 45 to 64 years of age is 36%. 2019/2020 Greater Sudbury LBS data show that 76.7% of the learner population is

less than 45 years of age (15 to 24 is 31.3%; 25 to 44 is 45.4%). Only 19.5% of learners are 45 to 64 years of age. The presence of three large educational providers (Cambrian College, College Boréal, Sudbury Catholic District School Board) contribute to the large number (and high percentage) of younger learners.

2016 Census data show that language in Greater Sudbury by mother tongue is English (67.4%), French (26.2%), Non-Indigenous (6.2%) and Indigenous (0.1%). Non-Indigenous languages in Greater Sudbury reflect a greater diversity of cultures. Language by mother tongue in the Sudbury District is English (71.3%) and French (25.0%). In Sudbury East/St. Charles, English (50%) and French (45.6%) are almost equally represented.

Indigenous Group and *Francophone* are client status SQS's. The presence of three French-language providers and three educational providers ensures that 2019/2020 Greater Sudbury learners are well represented: *Indigenous Group* (N=177); *Francophone* (N=398).

2016 Greater Sudbury (and Sudbury District) Census data for the population over 15 years of age shows the percentage of those with *less than grade 12* (9.3%; N=14,195), *completion of secondary* (17.3%; N=26,270) and *postsecondary certificate, diploma or degree* (42.4%; N=64,385). The percentages are largely driven by Greater Sudbury which has 88% of the combined Greater Sudbury/Sudbury District population.

Less than grade 12 is a Service Quality Standard (SQS). From 2016/2017 to 2019/2020, the percentage of LBS learners with *less than grade 12* has decreased from 42.7% to 33.7%. The largest percentage of the 2016 Greater Sudbury population by educational attainment is *Less than grade 12* (28.5%), *Completion of Secondary* (21.8%) and *postsecondary certificate, diploma or degree* (34.2%). It may be challenging, therefore, to recruit and engage learners with *less than grade 12* in LBS services. The presence of two post-secondary institutions is likely the reason for higher levels of educational attainment.

The September 2019 Ontario labour force survey data suggest that education matters. As educational attainment increases, more people are working, fewer are unemployed. High school completers, however, generally find low-paying, low-skilled jobs.

2016 Greater Sudbury Census data shows a median income of \$30,224. 17.5% of the population depends on government transfers. The prevalence of low income is 5.0% of the population.

The Labour Force Survey is a monthly survey which measures the current state of the Canadian labour market and is used, among other things, to calculate the national, provincial, territorial and regional employment and unemployment rates. It uses a sample size that is too small to be able to provide data for smaller geographies (i.e., communities in most of the Mid-North CMSM's). Greater Sudbury, however, is one of the 14 Census Metropolitan Areas (CMA) in Ontario. Northeastern Ontario data is also available.

2016 Census data for the Greater Sudbury and Sudbury District labour force over 15 years of age identified a population of 151,959. The percentage not in the labour force was 38.3%.

Participation rate was 61.7%, employment rate 56.5% and unemployment rate 8.5%. The percentage in the labour force working full time was 51.8% and working part-time was 48.2%.

By comparison, in September 2019 Greater Sudbury had a labour force population of 141,200, a participation rate of 63.2%, an employment rate of 59.7%, and unemployment rate of 5.7%.

Manitoulin/Espanola

Manitoulin Island (population 13,255) is located south of the District of Sudbury. Espanola (population 4,996) is located a short distance from Manitoulin. From 2011 to 2016, Manitoulin experienced a small population increase (1.6 %); Espanola showed a decrease (-6.9%).

Cambrian College provides literacy services in Espanola and throughout Manitoulin. An Indigenous literacy provider (KTEI) is located on Manitoulin Island.

Small businesses comprise most of the Manitoulin District (i.e. 90% have less than 10 employees). The predominant Manitoulin industries are agriculture/forestry/fishing, retail trade (stores, pharmacies, gas stations and building material suppliers), construction (residential building construction and specialty trade contractors), and accommodation and food services (full-service restaurants, housekeeping cottages, and bed and breakfast establishments). Manitoulin has a much higher share of employment in Health Care & Social Assistance, significantly higher than Ontario or the Sudbury District and Greater Sudbury (source: Workforce Planning Sudbury and Manitoulin, 2018).

Between June 2017 and June 2018, Manitoulin experienced decreases in the number of (primarily small) employers in agriculture/forestry/fishing (-11), construction (-5), retail trade (-5) and manufacturing (-2). In the same period, the number of employers increased in real estate & rental leasing (+11) and accommodation & food services (+7). (source: Workforce Planning for Sudbury & Manitoulin, 2018).

Occupations expected to grow include nurses, nurse aides, orderlies, patient service associates, light duty cleaners, transport truck drivers, store shelf stockers and social and community service workers. Occupations that are expected to decline include administrative and medical assistants, customer service representatives, management consulting and home building/renovation managers.

85% of the combined 2016 Manitoulin/Espanola Census population is over 15 years of age. In 2019/2020, Manitoulin/Espanola LBS Providers served 197 learners, most of whom were aged 15 to 24 (37.1%) and 25 to 44 (39.1%).

The Service Quality Standard (SQS) for 'age' identifies learners 45 to 64 years of age. The 2016 Census shows the percentage of the population 45 to 64 years of age is 31% for Manitoulin and 32% for Espanola. In 2019/2020, Manitoulin/Espanola learners 45 to 64 years of age are 23.9% of LBS services.

76.2% of the 2019/2020 Manitoulin/Espanola LBS population is 15 to 44 years of age, suggesting strong engagement from the general Manitoulin and Espanola population. Younger people are upgrading skills, either because literacy skills were not acquired (low educational attainment) or not well developed in school. Manitoulin and Espanola LBS Service Providers could be serving more of the population 45 to 64 years of age.

2016 Census data shows that language in Manitoulin/Espanola by mother tongue is almost entirely English (Manitoulin 81.9%; Espanola 83.9%). The French language is more present in Espanola (13.1%). As expected, Indigenous languages are strong across Manitoulin (12.6%). Non-Indigenous languages (Manitoulin, 2.6%; Espanola, 2.7%) do not represent large populations.

Indigenous Group is a client status SQS. Learners who self-identify as *Indigenous Group* are well represented by two Service Providers: Cambrian (N=32) and KTEI (N=72).

2016 Manitoulin Census data for sources of income show a higher dependence on government transfers (22.9%). Espanola's dependence on government transfers is lower (15.6%) but still higher, for example, than Greater Sudbury (12.6%). 2016 after-tax median income for Manitoulin is \$25,277; \$32,619 for Espanola.

The September 2019 Ontario labour force survey data suggest that education matters; as educational attainment increases, more people are working and fewer are unemployed. High school completers, however, generally find low-paying, low-skilled jobs.

Manitoulin has 61% of the Manitoulin/Espanola population. In 2016, the percentage of the Manitoulin/Espanola Census population over 15 years of age with *less than grade 12* was 24.3% (N=3,670). *Completion of secondary* was 25.0% (N=3,775). *Postsecondary certificate, diploma or degree* was the highest percentage of the 2016 Manitoulin/Espanola Census population (50.7%; N=7,645).

Less than grade 12 is a Service Quality Standard (SQS). From 2017/2018 to 2019/2020, the percentage of LBS learners with *less than grade 12* increased from 59.1% (N=65) to 64.0% (N=130). In 2019/2020 LBS served more learners with *less than grade 12* and maintained a higher percentage of these learners in the overall LBS population. The SQS, therefore, appears to be well met and consistent with engaging learners from the general Manitoulin/Espanola population.

Compared to 2011, Manitoulin and Espanola's 2016 workforce data show a shift to fewer people working and more people working part-time.

In 2016, the Manitoulin participation rate is 52.5%, employment rate is 45.5% and unemployment rate is 13.4%.

The Espanola participation rate is 54.5%, employment rate is 50.5% and unemployment rate is 7.4%.

In 2016, of the total population aged 15 years and over who worked, 47.7% worked full-time on Manitoulin and 51.9% worked full-time in Espanola. 52.4% worked part-time on Manitoulin and 48.1% worked part-time in Espanola.

Nipissing

The 2016 Census population for Nipissing (N=83,150) includes North Bay (N=51,553) and West Nipissing (N=14,364).

In the District of Nipissing, North Bay accounts for approximately 80% of all jobs.

In 2019, there has been a net increase of 28 firms. Increases by sector and employment opportunities include Information & Cultural Industries, Real Estate and Rental & Leasing, and Health Care & Social Assistance.

Sectors experiencing a loss of firms and a likely loss of employment include Mining and Oil & Gas Extraction, Wholesale Trade (the largest loser), and Accommodation & Food Services (source: Labour Market Group, 2019).

85.2% of the 2016 Nipissing Census population is over 15 years of age. North Bay (85.1%), West Nipissing (84.9%) and Mattawa (86.2%) have similar percentages. In 2019/2020, Nipissing LBS Service Providers had 629 learners in this age group. North Bay serves the largest number (N=420). Most of the 2019/2020 LBS population is aged 15 to 24 (25.6%) or 25 to 44 (47.1%).

Nipissing is an older population with 51% over 45 years of age (North Bay, 49%; West Nipissing, 56%). The percentage of the 2019/2020 LBS population over 45 years of age is much lower: Nipissing (24.1%); North Bay (22.4%); West Nipissing (28.0%).

The percentage of the Census population 15 to 44 years of age in Nipissing is 34% (North Bay, 37%; West Nipissing, 30%). The percentage of the 2019/2020 LBS population 15 to 44 years of age is much higher: Nipissing (75.9%); North Bay (77.5%); West Nipissing (70.0%).

The Service Quality Standard (SQS) for 'age' identifies learners 45 to 64 years of age. The 2016 Census shows the percentage of the population 45 to 64 years of age is 31% for Nipissing (N=25,520), 29% for North Bay (N=14,730) and 24% for West Nipissing (N=4,585).

In 2019/2020, the percentage of the LBS population 45 to 64 years of age for Nipissing was 24.1% (N=148), for North Bay 22.4% (N=94) and for West Nipissing 28.0% (N=54).

2019/2020 LBS data show strong engagement from learners 15 to 44 years of age in the District of Nipissing and its sub-regions (North Bay, West Nipissing), suggesting younger people are upgrading skills, either because literacy skills were not acquired (low educational attainment) or not well developed in school. The presence of several local colleges and universities may explain LBS intake data that show 34.3% of learners enter with educational attainment beyond completion of secondary.

2016 Census data indicate that language in Nipissing by mother tongue is English (73.2%), French (23.2%), Non-Indigenous (3.3%) and Indigenous (0.3%). Non-Indigenous languages in Nipissing reflect a greater diversity of cultures.

Language in North Bay by mother tongue is dominated by English (82.43%; 13.3% French). West Nipissing shows very strong French language (62.8%; 35.6% English). Mattawa has strong representation of both languages (English, 66.2%; French, 32.0%).

Indigenous Group, Person with Disability, Francophone and Deaf/Deaf Blind are client status SQS's. 2019/2020 data show Nipissing LBS providers are serving three populations well: *Indigenous Group* (17.9%; N=102), *Persons with Disability* (36.3%; N=199), *Francophone* (36.5%; N=199). North Bay Service Providers, in particular, are serving *Persons with Disability* well (42.3%; N=155).

In 2016, Nipissing's median income is \$29,168. Percentage of income recipients who depend on income from all sources is 83.0% and from government transfers is 17.0%. The prevalence of low income in 2016 is 9.6%.

The percentage of income from all sources is similar across all Nipissing locations but North Bay shows less dependence on government transfers (15.7%) and higher prevalence of low income (11.7%). West Nipissing shows a higher dependence on government transfers (21.2%) and lower prevalence of low income (6.7%).

2016 Nipissing Census data for educational attainment for the population over 15 years of age show the following percentages: *less than grade 12* (21.3%; N=14,655); *completion of secondary* (25.9%; N=17,880); *postsecondary certificate, diploma or degree* (52.8%; N=36,445). North Bay has 61.9% (N=42,710) of the District of Nipissing population over 15 years of age

Less than grade 12 is a Service Quality Standard (SQS). From 2016/2017 to 2019/2020, the percentage of LBS learners with *less than grade 12* has decreased from 56.1% to 44.8%. Nipissing's 2019/2020 LBS intake data shows 44.8% with *less than grade 12* and 20.0% with *completion of secondary*. *Less than grade 12* is similar for North Bay (43.9%) and West Nipissing (44.9%). *Completion of secondary* for North Bay and West Nipissing is 20.8% and 20.1%.

In 2019/2020, LBS is serving a Nipissing population identified in the 2016 Census has having *completion of secondary* (25.9%) and *postsecondary certificate, diploma or degree* (52.8%). It's not surprising, therefore, to have fewer learners entering LBS with *less than grade 12*. The presence of two post-secondary institutions is likely the reason for higher levels of educational attainment.

The 2016 Nipissing workforce is less urban. In 2011, the North Bay's population over 15 years of age by labour force status was 75.7% of total Nipissing workforce. In 2016, this percentage was 61.9%.

In 2016, the total Nipissing population over 15 years of age by labour force status was 68,995 with 42.2% not in the labour force, 57.8% participating, 52.1% employed, and 9.9% unemployed. North Bay has the largest share of the Nipissing population over 15 years of age by labour force status (N=42,705). Not in the labour force, participation, employment and unemployment rates for North Bay and West Nipissing are similar to Nipissing.

The total number of 2018 job postings in Nipissing (N=5,873) is a 13% increase from 2017. In 2018, 41% of the Nipissing District job posting were for part-time work, 59% for full-time work.

Parry Sound

Since 2011 to 2016, the Parry Sound population (N=42,824) experienced a 1.6% increase (N=662).

Parry Sound had increases in all employee size categories, and while the total number was very much driven by increases in the zero-employee category, there also was a considerable increase of 82 firms among establishments with 1-19 employees.

There was significant growth in the following industries: Construction; Retail Trade; Real Estate and Rental & Leasing; and Administrative & Support Services driven by more firms in residential building construction, building finishing contractors, and landscaping services. No conclusion can be made to show any significant loss of employment across any of these industries (source: Labour Market Group, 2019).

In the Parry Sound District, the four largest employment centres (Parry Sound, Seguin, Sundridge and Burk's Falls) account for 60% of all jobs.

87.4% of the 2016 Parry Sound Census population is over 15 years of age. In 2019/2020, Parry Sound LBS Service Providers served 137 learners in this age group, most of whom are 45-64 years of age (33.3%) or 25 to 44 years of age (35.6%).

2016 Census data show that Parry Sound is an older population with 60.3% over 45 years of age. The percentage of the 2019/2020 LBS population over 45 years of age is much lower at 49.7%.

The percentage of the 2016 Census population 15 to 44 years of age in Parry Sound is 27%. The percentage of the LBS population 15 to 44 years of age is much higher at 66.1%.

The Service Quality Standard (SQS) for 'age' identifies learners 45 to 64 years of age. The 2016 Census shows the percentage of the Parry Sound population 45 to 64 years of age is 33.8%. 2019/2020 LBS data show that 33.3% of Parry Sound learners are 45 to 64 years of age.

Stronger representation from learners 15 to 44 years of age in Parry Sound (i.e., 66.1% of the 2019/2020 LBS population) suggests younger people are upgrading skills, either because literacy skills were not acquired (low educational attainment) or not well developed in school. 2019/2020 LBS intake data, for example, show 41.9% of learners enter with *less than grade 12* and 28.9% with *completion of secondary*.

Language in Parry Sound by mother tongue is English (92.3%), French (2.8%), Non-Indigenous (4.5%) and Indigenous (0.4%).

In 2016, Parry Sound shows a median income of \$27,819. Income recipients depend on income from all sources (81.5%) and government transfers (18.5%). The prevalence of low income is 5.8%.

2016 Parry Sound Census data for educational attainment for the population over 15 years of age shows the following percentages: *less than grade 12* (20.8%; N=7,585); *completion of secondary* (28.9%; N=10,555); *postsecondary certificate, diploma or degree* (50.2%; N=18,320). The high percentage of the population with *postsecondary certificate, diploma, degree* is notable.

Less than grade 12 is a Service Quality Standard (SQS). From 2016/2017 to 2019/2020, the percentage of LBS learners with *less than grade 12* has decreased from 58.7% to 41.9%. The largest pool of potential applicants for LBS services in the Parry Sound population are those with *postsecondary certificate, diploma or degree* (50.2%) and *completion of secondary* (28.9%). It's not surprising, therefore, to have fewer learners entering LBS with *less than grade 12*.

Parry Sound's 2019/2020 LBS intake data shows 41.9% (N=83) with *less than grade 12* and 29.8% (N=59) with *completion of secondary*.

In 2016, the total Parry Sound population aged 15 years and over by labour force status was 36,460 with 45.0% not in the labour force, 55.0% participating in the labour force, 49.9% employed and 9.3% unemployed.

The total number of 2018 job postings in Parry Sound (N=1,574) is a 21% increase from 2017. In 2018, 44.8% of the Parry Sound job posting were for part-time work, 55.2% for full-time work.

Sault Ste Marie

The 2016 Sault Ste. Marie population (N=73,368) declined by 2.45% (N=1,773) since 2011 (N=75,141).

79% of jobs are in the Services-Producing Sector (Healthcare, Retail, Education and all levels of Government). 21% of jobs are in the Goods-Producing Sector (Manufacturing, Utilities and Construction) (source: Algoma Workforce Investment Corporation, 2018).

Decreases in employment included Public Administration (19.9%), Manufacturing (15.8%) and Other Services (16.7%). Increases included Accommodation & Food Services (13.3%), Agriculture, Forestry, Fishing & Farming (24.0%) and Health Care & Social Assistance (6.8%) (source: Algoma Workforce Investment Corporation, 2018).

Sault Ste. Marie is an older population with 61% of Sault Ste. Marie over 45 years of age. The percentage of Sault Ste. Marie LBS population over 45 years of age is 33.9%.

The percentage of the Sault Ste. Marie Census population 15 to 44 years of age is 39%. The percentage of the Sault Ste. Marie LBS population 15 to 44 years of age is 65.8%.

The Service Quality Standard (SQS) for 'age' focusses on learners 45 to 64 years of age. In 2019/2020, 23.4% (N=163) of the Sault Ste. Marie LBS learners were 45 to 64 years of age. This percentage is significantly lower than the percentage of younger LBS learners 15 to 44 years of age (65.8%; N=323).

Strong representation from learners 15 to 44 years of age in Sault Ste. Marie suggests younger people are upgrading skills, either because literacy skills were not acquired (low educational attainment) or not well developed in school. Sault Ste. Marie may also have an unrealized need for an older population to upgrade.

Language in Sault Ste Marie by mother tongue is almost entirely English (87.7%). French is 3.4%, and Indigenous languages 0.1%. Non-Indigenous languages (8.8%) in Sault Ste Marie reflects a greater diversity of cultures living in the city.

The percentage of the 2016 Sault Ste. Marie Census population with *less than grade 12* (19.0%; N=11,625), *completion of secondary* (30.0%; N=18,435) and *postsecondary certificate, diploma or degree* (51.0%; N=31,335) remains essentially unchanged since 2011.

Less than grade 12 is a Service Quality Standard (SQS). The largest number of potential LBS learners in the Sault Ste Marie population are those with *completion of secondary* (30.0%) and *postsecondary certificate, diploma or degree* (51.0%). Sault Ste Marie's 2018/2019 LBS intake data shows 33.0% (N=162) with *less than grade 12*, 27.3% (N=134) with *completion of secondary* and 29.3% (N=144) with *postsecondary certificate, diploma or degree*.

In 2016, Sault Ste. Marie shows higher incomes, less dependence on government transfers and lower poverty indicators.

2016 Sault Ste. Marie Census data for the population over 15 years of age by labour force status showed 42.6% of the population not in the labour force, a participation rate of 57.4%, an employment rate of 51.5% and an unemployment rate of 10.3%.

The September 2019 unemployment rate for youth 15 to 24 years of age in Sault Ste. Marie is 18.5%. It is much higher than the general unemployment rate of 10.9%. Younger workers may not be developing the work/essential skills employers need to match the challenges of entering the workforce. It may also be the reason for the large number of younger LBS learners in the Sault.

Sault Ste. Marie's 2016 workforce shows a strong shift to fewer people working and more people working part-time. In 2016, 60.2% worked: with 48.8% worked full-time and 51.2% worked part-time. By comparison, in 2011, 95.4% of the Sault Ste. Marie population over 15 years of age worked: 76.3% worked full-time and 23.7% worked part-time.