

# AGENDA

Thursday, May 11, 2023 at 6:30 PM

Board Meeting Via Zoom Video Conference

---



1. **CALL MEETING TO ORDER.**
2. **TRADITIONAL LAND ACKNOWLEDGMENT.**
3. **DISCLOSURE OF PECUNIARY INTEREST.**
4. **APPROVAL OF MINUTES:**
  - 4.1 April 13, 2023
5. **DEPUTATIONS & PRESENTATIONS.**
6. **REPORTS:**
  - 6.1 Chair
  - 6.2 Chief Administrative Officer
  - 6.3 Chief Financial Officer
7. **OUTSTANDING ISSUES.**
8. **NEW BUSINESS:**
  - 8.1 Homelessness Prevention Program (HPP) Investment Plan
9. **IN-CAMERA: 1**

THAT pursuant to Section 38 of the District of Parry Sound Social Services Administration Board's *Procedural Rules*, the Board moves to an In-Camera session in order to address matters pertaining to:

  - vi) a decision concerning negotiations for an agreement or contract between the Board and a third party
10. **CORRESPONDENCE:**
  - 10.1 Local Labour Market Plan 2023
  - 10.2 North Bay Parry Sound District Health Unit Overdose Report
  - 10.3 A Home for Everyone: How we get there together
11. **ADJOURNMENT.**

# MEETING MINUTES

Thursday, April 13, 2023 at 6:30 PM



Board Meeting via Zoom Video Conference

## Board Members Present:

Jerry Brandt      Ted Knight  
Janice Bray      Tom Lundy  
Ted Collins      Peter McIsaac  
Joel Constable   Sharon Smith  
Mike Dell      Rick Zanussi  
Gail Finsson

## Board Members Absent:

Teri Brandt      Teresa Hunt  
Sean Cotton      Jamie McGarvey

## Staff:

Sharon Davis, Director of Housing Operations  
Jennifer Harris, Administrative Officer  
Shannon Johnson, CFO  
Tammy MacKenzie, CAO

## Guests:

Sarah Bissonette  
Lisa Cook

### **1. CALL MEETING TO ORDER:**

The meeting was called to order by the Board Chair, Rick Zanussi at 6:31 PM.

### **2. TRADITIONAL LAND ACKNOWLEDGMENT.**

### **3. DISCLOSURE OF PECUNIARY INTEREST.**

### **4. APPROVAL OF MINUTES:**

4.1 March 9, 2023

***Resolution 23 04 01***

*Moved by Tom Lundy*

*Seconded by Ted Knight*

**CARRIED**

“THAT the Board meeting minutes of Thursday, March 9, 2023 be approved as presented.”

### **5. DEPUTATIONS & PRESENTATIONS.**

### **6. REPORTS:**

6.1 Chair

Mr. Zanussi and Mr. Brandt are attending the NOSDA AGM taking place this June in Thunder Bay.

Reminded members to please let staff know if they can't attend a meeting.

Commended staff on all their hard work in putting together the Board packages and hopes all members take the time to read them.

Mr. Collins joined the meeting at 6:40 PM.

6.2 Chief Administrative Officer

Ms. MacKenzie was available to take any questions regarding the CAO report. The board packages are now being posted to our external website.

6.3 Chief Financial Officer

Ms. Johnson reviewed the financial report.

**7. OUTSTANDING ISSUES.**

**8. NEW BUSINESS:**

8.1 Strategic Plan Update

A written report was presented and reviewed by Ms. MacKenzie.

8.2 Federal Budget Update

A written report was presented and reviewed by Ms. Johnson.

8.3 Tender: Duplex Conversion

A revised written report was presented and reviewed by Ms. Johnson.

***Resolution 23 04 02***

**CARRIED**

*Moved by Joel Constable*

*Seconded by Gail Finnon*

“THAT the Board direct staff to award the tender for the retrofit of 4 semi-detached DSSAB buildings within the LHC portfolio to Kenalex Construction Company Ltd. in the amount of \$990,735 inclusive of HST.”

**9. IN-CAMERA: 4**

***Resolution 23 04 03***

**CARRIED**

*Moved by Mike Dell*

*Seconded by Sharon Smith*

“THAT pursuant to Section 38 of the District of Parry Sound Social Services Administration Board’s *Procedural Rules*, the Board moves to an In-Camera session in order to address matters pertaining to:

- i) the security of the property and services of the Board;
- vi) a decision concerning negotiations for an agreement or contract between the Board and a third party”

***Resolution 23 04 04***

**CARRIED**

*Moved by Peter McIsaac*

*Seconded by Janice Bray*

“THAT the Board now rises out of In-Camera without report.”

***Resolution 23 04 05***

**CARRIED**

*Moved by Tom Lundy*

*Seconded by Jerry Brandt*

“THAT the Board supports the decision to cancel the Esprit Expansion plan; and

THAT the Board supports the request to the Ministry of Municipal Affairs and Housing, that the SSRF 4 and SSRF 5 allocation be redirected to the Retrofit Project.”

**10. ADJOURNMENT.**

The meeting was adjourned to the next regular meeting to be held Thursday, May 11, 2023 via Zoom Video Conference.

***Resolution 23 04 06***

**CARRIED**

*Moved by Jerry Brandt*

*Seconded by Ted Collins*

“THAT the Board meeting now be adjourned to the next regular meeting to be held Thursday, May 11, 2023 at the hour of 6:30 PM via Zoom Video Conference.”

DRAFT

District of Parry Sound



Social Services  
Administration Board

# **Chief Administrative Officer's Report**

*May 2023*

## **Mission Statement**

**To foster healthier communities by economically providing caring human services that empower and enable the people we serve to improve their quality of life.**

## Ending Homelessness Symposium

Homelessness throughout the province and the country in fact has reached disastrous proportions, with devastating impacts on people, communities and businesses across the province. The Association of Municipalities of Ontario (AMO) understands that action is required and held an Ending Homelessness Symposium that I was in attendance for.

This one and a half-day event which was held on May 3<sup>rd</sup> and 4<sup>th</sup>, saw close to 250 elected officials, municipal staff, those with lived experience, academics, not for profits, service providers and others coming together to examine solutions for ending homelessness in Ontario.

As stated by many in attendance, now is the time for action to achieve the goal of ending homelessness. AMO's Ending Homelessness Symposium offered perspectives on the root causes of homelessness – including income insecurity, insufficient supply of deeply affordable housing, insufficient responses to mental health and addictions challenges and the policy responses required. Governments, community and healthcare partners, and the private sector all have a role to play.

This was an important opportunity to understand experiences from across the province, share ideas with peers and build coordinated and strategically aligned solutions.

## Information Technology Update

The I.T. Department has continued to be busy this April with continued preparation for a major network shift that begins on May 3<sup>rd</sup>. This will bring a major security and network change to our main sites, along with setting the stage for our further upgrades across the district. Stage 1 is expected to be completed on May 3<sup>rd</sup> with further upgrades to be scheduled after the successful completion of the upgrade.

Mid-April, we completed the transition of our Women In Safe Housing (WISH) application to WebWISH for Esprit Place. This provides the Esprit staff with a more comprehensive, cloud based, management tool enabling more flexibility in how and where they can interact with the women they serve.

As always, we have maintained the daily support for the organization.

## Ticket Stats

### April 2023

Tickets created during period: 114

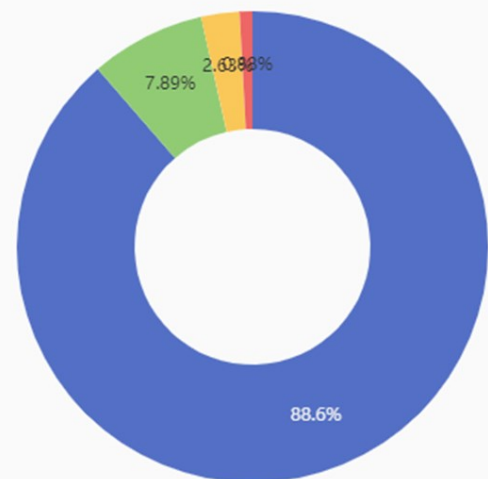
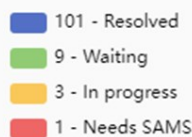
Of them closed: 101

Still open: 13

Tickets that were reopened: 0

Average response time: 0h 46m 43s

Average duration: 3 h 51m 15s



## Facebook Pages



A friendly reminder to follow our Facebook pages!

- ◆ [District of Parry Sound Social Services Administration Board](#)
- ◆ [Esprit Place Family Resource Centre](#)
- ◆ [EarlyON Child and Family Centres in the District of Parry Sound](#)
- ◆ [The Meadow View](#)

## Social Media

### Facebook Stats

<b>District of Parry Sound Social Services Administration Board</b>	<b>NOV 2022</b>	<b>DEC 2022</b>	<b>JAN 2023</b>	<b>FEB 2023</b>	<b>MAR 2023</b>	<b>APR 2023</b>
Total Page Followers	409	410	428	446	462	471
Post Reach this Period (# of people who saw post)	6,431	4,180	8,907	4,645	7,891	4,460
Post Engagement this Period (# of reactions, comments, shares)	437	59	234	565	757	505

<b>Esprit Place Family Resource Centre</b>	<b>NOV 2022</b>	<b>DEC 2022</b>	<b>JAN 2023</b>	<b>FEB 2023</b>	<b>MAR 2023</b>	<b>APR 2023</b>
Total Page Followers	127	127	128	128	132	131
Post Reach this Period (# of people who saw post)	1,155	353	103	75	124	116
Post Engagement this Period (# of reactions, comments, shares)	46	36	1	3	7	71

### Twitter Stats

Link to DSSAB's Twitter page - <https://twitter.com/psdssab>

	<b>NOV 2022</b>	<b>DEC 2022</b>	<b>JAN 2023</b>	<b>FEB 2023</b>	<b>MAR 2023</b>	<b>APR 2023</b>
Total Tweets	8	1	3	7	13	8
Total Impressions	50	13	178	158	300	300
Total Profile Visits	18	24	66	57	217	130
Total Followers	25	26	27	28	28	27

LinkedIn Stats - used primarily for HR recruitment & RFP/Tender postings

Link to DSSAB's LinkedIn page - <https://bit.ly/2YyFHIE>

	<b>NOV 2022</b>	<b>DEC 2022</b>	<b>JAN 2023</b>	<b>FEB 2023</b>	<b>MAR 2023</b>	<b>APR 2023</b>
<b>Total Followers</b>	377	377	382	395	399	410
<b>Search Appearances (in last 7 days)</b>	225	176	239	318	308	245
<b>Total Page Views</b>	73	45	46	31	31	30
<b>Post Impressions</b>	767	374	266	828	929	697
<b>Total Unique Visitors</b>	29	15	15	16	17	11

**Out and About in the Community**

On May 5<sup>th</sup>, I, along with JJ Blower (Communications Officer) were pleased to attend and be invited guest speakers at the District of Parry Sound Municipal Association meeting in Sprucedale. There were approximately 100 people in attendance, primarily elected officials, ministries, agencies and municipal staff from all municipalities in the District of Parry Sound. Our presentation included an overview of the DSSAB's programs and services, and how we can help members of their communities.

(Shown below: Ted Collins, DSSAB Board Member; Tammy MacKenzie, DSSAB CAO; Teri Brandt, DSSAB Board Member)





## Starbucks Donation to Esprit Place

We're proud to report that [Esprit Place Family Resource Centre](#) was selected by Starbucks partners (employees) to receive a \$1,350.00 grant from [#TheStarbucksFoundation](#).

During Starbucks Season of Cheer in December 2022, [#TheStarbucksFoundation](#) received over 20,000 nominations from Starbucks partners (employees) and alumni, and were able to recognize and support [Esprit Place Family Resource Centre](#) as one of 2,000 organizations across the U.S. & Canada through a [#neighbourhood-grant](#).

Thank you for the nomination and support!



## Licensed Child Care Programs

### Total Children Utilizing Directly Operated Child Care in the District March 2023

Age Group	Fairview ELCC	First Steps ELCC	Highlands ELCC	Waubee ELCC	HCCP	Total
Infant (0-18M)	0	0	3	2	8	15
Toddler (18-30M)	16	9	14	18	39	96
Preschool (30M-4Y)	20	17	19	41	47	144
# of Active Children	36	26	36	61	96	255

Some of the Directly Operated Child Care Programs welcomed ECE students back into our centres to complete their college program placements. Recruitment for vacant positions has been successful and we are encouraged by the increase in qualified applicants.

## School Age Programs

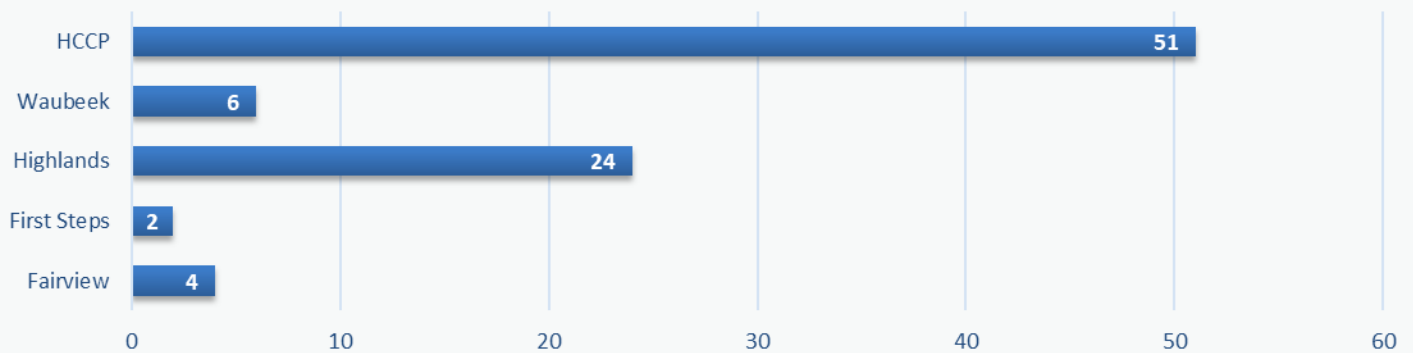
### March 2023

Location	Enrollment	Waitlist
Mapleridge After School	21	10
Mapleridge Before School	6	0
St. Gregory's After School	9	0
Sundridge Centennial After School	14	5
Land of Lakes After School	13	4
Home Child Care	39	15
<b># of Active Children</b>	<b>102</b>	<b>34</b>

The School Age Programs are seeing a slight decline in attendance as the weather warms and children are able to walk home or go home with an older sibling. We are monitoring the attendance rates and will be working with the school boards to assist with planning for September 2023.

## Directly Operated Child Care Waitlist by Program

### March 2023



Program Supervisors are reporting an increase in families looking for spaces for 2024 as maternity and paternity leaves expire.

## Inclusion Support Services

### March 2023

Age Group	EarlyON	Licensed ELCC's	Monthly Total	YTD Total	Waitlist	New Referrals	Discharges
Infant (0-18M)	0	0	0	0	0	0	0
Toddler (18-30M)	1	3	4	6	2	5	0
Preschool (30M-4Y)	8	39	47	47	4	2	0
School Age (4Y+)	2	17	19	19	0	0	0
Monthly Total	11	59	70	-	6	7	0
YTD Total	11	59	-	87	17	16	1

There has been a slight increase in new referrals to the ISS program this past month.

## Funding Sources for District Wide Childcare Spaces

### March 2023

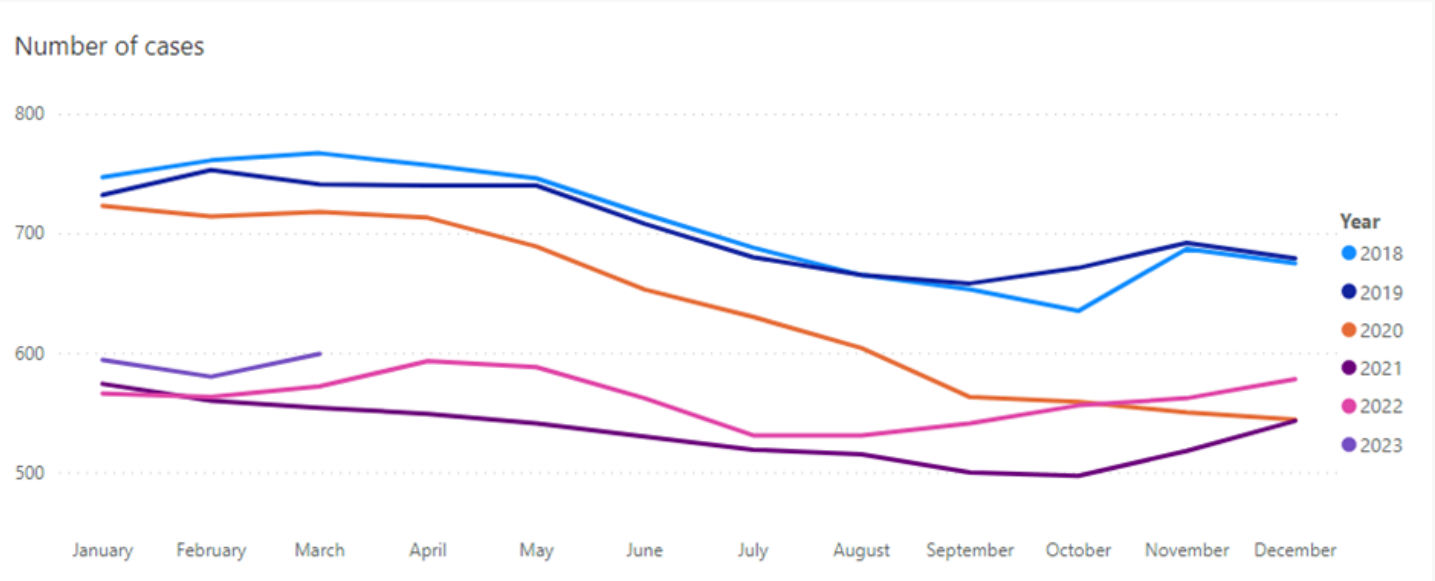
Active	# of Children	# of Families
CWELCC*	132	128
CWELCC Full Fee	200	197
Afterschool Fee Subsidy	4	4
Fee Subsidy	32	27
Full Fee	32	26
Ontario Works	7	6
<b>Total</b>	<b>407</b>	<b>388</b>

Funding Source - New	# of Children	# of Families
CWELCC	2	2
CWELCC Full Fee	6	6
Afterschool Fee Subsidy	5	3
<b>Total</b>	<b>1</b>	<b>11</b>

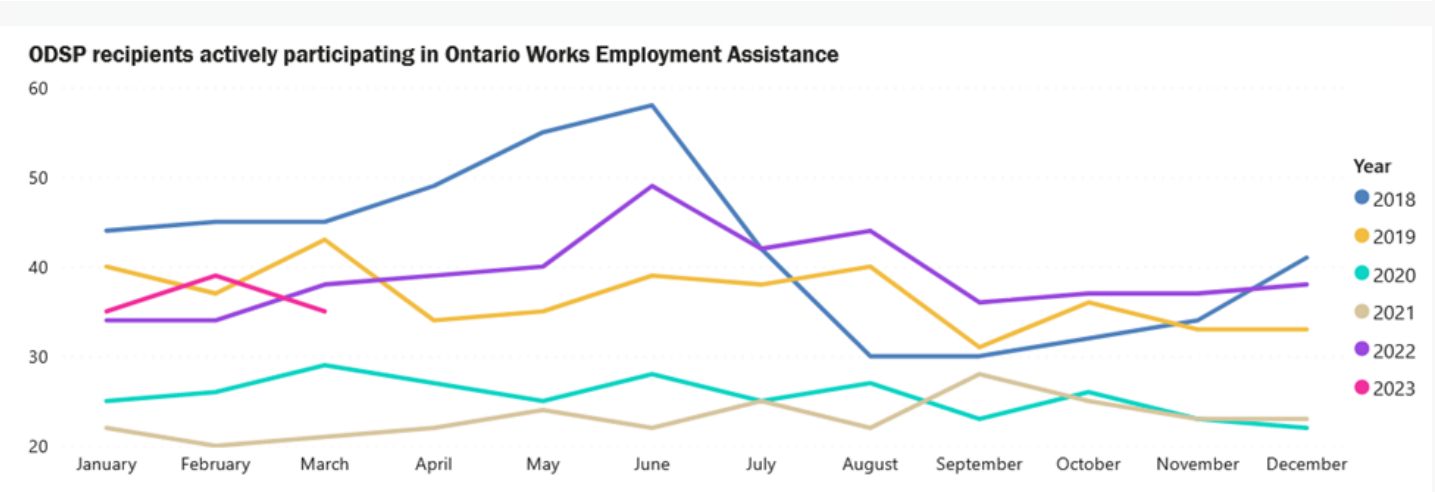
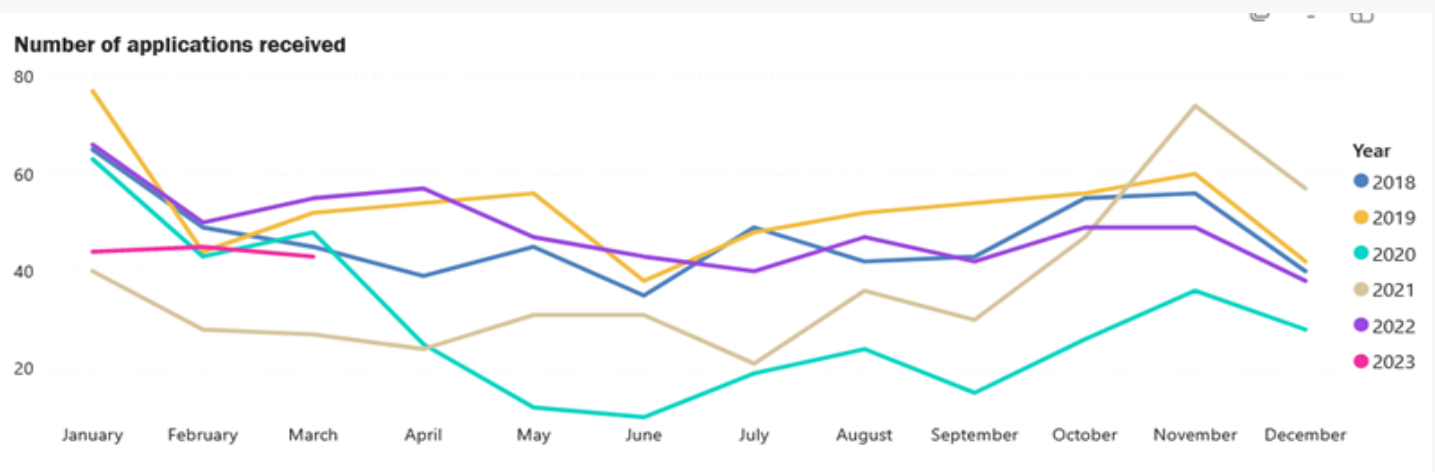
\* CWELCC – Canada-Wide Early Learning Child Care; eligible for children 0 - 6

Funding Source - Exits	# of Children	# of Families
CWELCC	1	1
Afterschool Fee Subsidy	3	2
<b>Total</b>	<b>4</b>	<b>3</b>

## Ontario Works Caseload March 2023



## Ontario Works Intake - Social Assistance Digital Application (SADA) & Local Office March 2023

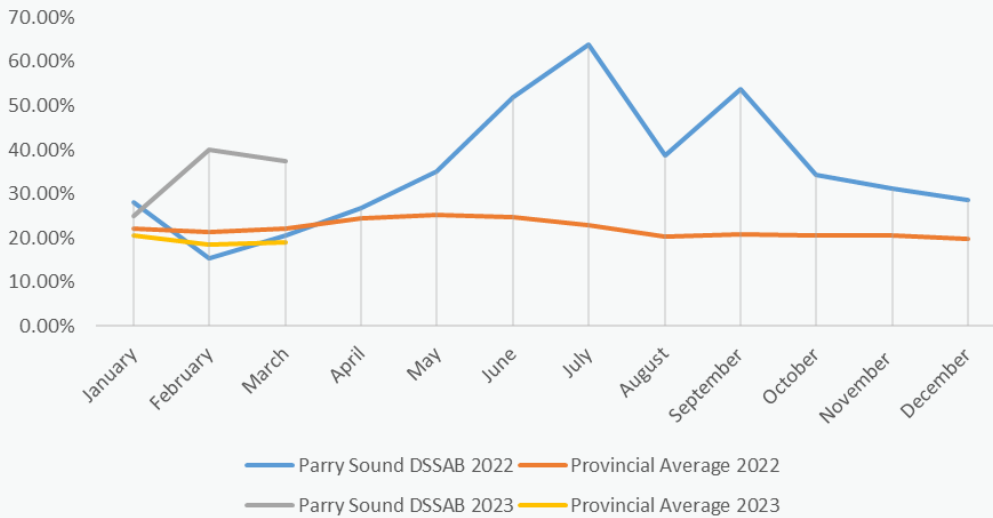




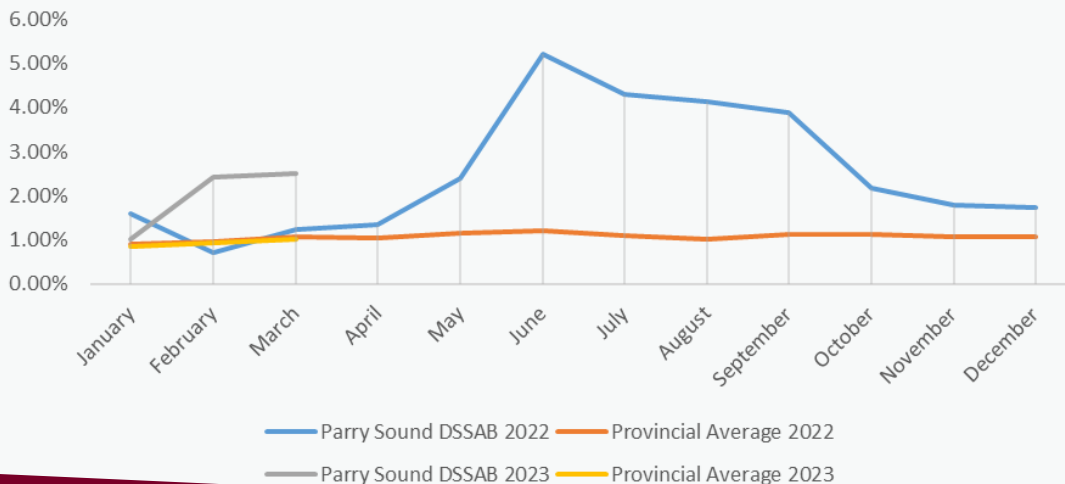
The OW Caseload for February was 599. We are supporting 35 ODSP participants in our Employment Assistance program. We also have 57 Temporary Care Assistance cases. Intake also remains steady. We had 43 Ontario Works Applications and 25 applications for Emergency Assistance which was close to where we were at in February.

## Employment Assistance & Performance Outcomes

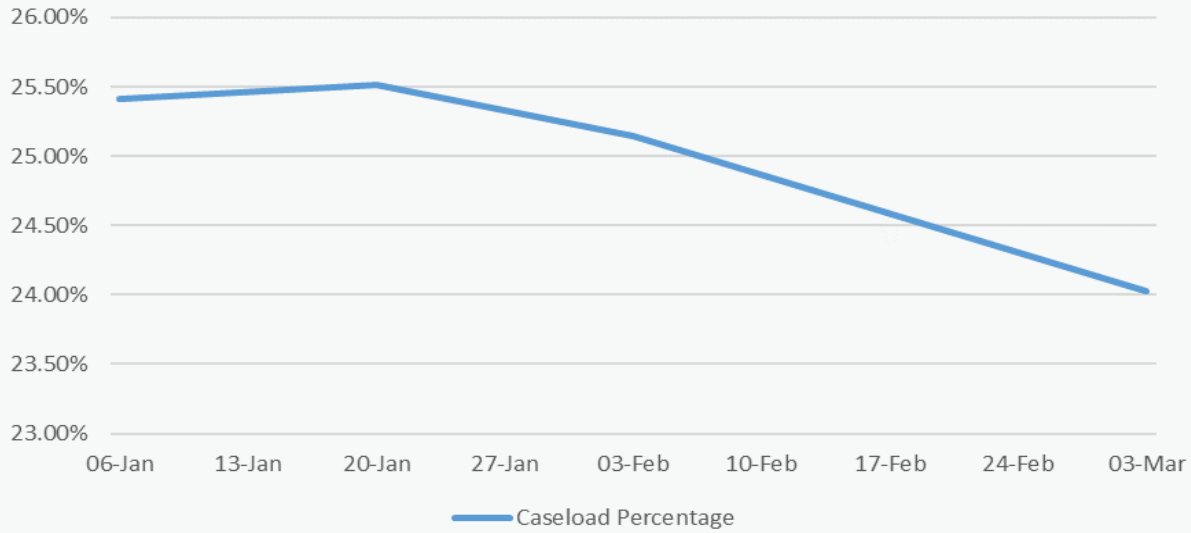
% of Closures Exiting to Employment



% of Caseload Exiting to Employment

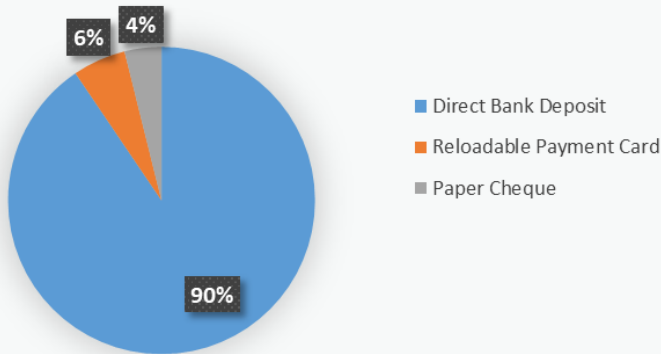


## MyBenefits Enrollment 2023



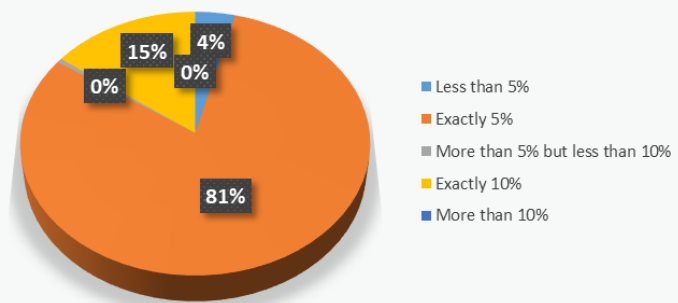
## DBD Enrollment

Payment Receipt Method  
March 2023



## Overpayment Recovery Rate

March 2023



## Housing Stability Program - Community Relations Workers

### Support

All services performed, provided, or arranged by the Homelessness Stability Program staff to promote, improve, sustain, or restore appropriate housing for individuals active with the Homelessness Stability Program, periodically within the month, not requiring intense case management.

March 2023 Income Source	East	West
Senior	6	16
ODSP	8	36
Ontario Works	4	12
Low Income	17	29

### Intense Case Management

Intense Case Management involves the coordination of appropriate services and the provision of consistent and on-going weekly supports, required by the individual to obtain, and sustain housing stability.

March 2023 Income Source	East	West
Senior	13	22
ODSP	10	25
Ontario Works	9	15
Low Income	10	37

### Contact/Referrals

March 2023	East	West	YTD
Homeless	0	3	13
At Risk	0	7	21
Esprit Outreach Homeless	0	0	0
Esprit Outreach at Risk	0	0	5
Esprit in Shelter		1	4
Program Total			43

### Short Term Housing Allowance

	Active	YTD
March 2023	8	20

### Housing Stability: Household Income Sources and Issuance from HPP & CHPI:

March 2023 Income Source	Total	CHPI
Senior	2	\$2,115.00
ODSP	8	\$4,206.63
Ontario Works	1	\$101.70
Low Income	8	\$3,634.00

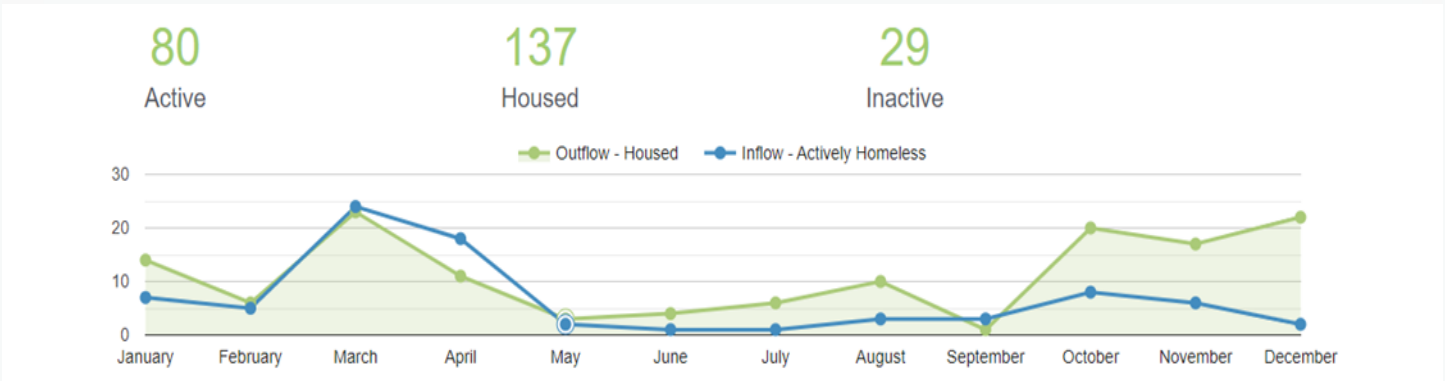
March 2023 Reason for Issue	Total
Rental Arrears	\$500.00
Utilities/Firewood	\$1,113.63
Transportation	\$72.00
Food/Household/Misc	\$8,270.00
Emergency Housing	\$101.70
Total	\$10,057.33

## Ontario Works: Household Income Sources and Issuance from HPP

March 2023 Income Source	Total	HPP
Senior	2	\$384.87
ODSP	9	\$2,717.44
Ontario Works	23	\$15,623.48
Low Income	9	\$3,202.26

March 2023	Total
Rental Arrears	\$3,289.09
Utilities/Firewood	\$7,976.73
Transportation	\$220.01
Food/Household/Misc.	\$10,442.22
Total	\$21,928.00

## By-Name List Report September 2021 - March 2023



## Housing Programs

Social Housing Centralized Waitlist Report March 2023			
	East Parry Sound	West Parry Sound	Total
Seniors	38	108	146
Families	114	420	534
Individuals	460	190	650
Total	612	718	1,330
Total Waitlist Unduplicated			445



## Social Housing Centralized Waitlist (CWL) 2022 - 2023 Comparison Applications and Households Housing from the CWL

Month 2022	New App.	New SPP	Cancelled	Housed	SPP Housing	Month 2023	New App.	New SPP	Cancelled	Housed	SPP Housing
Jan	5			1		Jan	5	1	13		
Feb	9	1	2			Feb	5	1	10		
Mar	12		5	2	1	Mar	6		35		
Apr	12	1	1			Apr					
May	11	1		3		May					
June	15		3	2		June					
July	13	2	10	1		July					
Aug	5		17	2	1	Aug					
Sept	16		10	1	1	Sept					
Oct	14		12	6		Oct					
Nov	12	1	8	3		Nov					
Dec	1			5		Dec					
<b>Total</b>	<b>125</b>	<b>6</b>	<b>68</b>	<b>26</b>	<b>3</b>	<b>Total</b>	<b>16</b>	<b>2</b>	<b>58</b>		

SPP = Special Priority Applicant

- Housing Programs received 6 new applications to the centralized waitlist in the month of March
- During the waitlist update, several applicants withdrew their status on the waitlist; of the cancelled applications, 8 were due to receipt of the Canada Ontario Housing Benefit (which indicates they have now secured affordable housing), 3 were deceased, 10 applicants requested that their files be cancelled, 13 were unable to be contacted after several attempts, and 1 failed to provide documentation necessary to determine eligibility

**Parry Sound District Housing Corporation**  
**March 2023**

Activity for Tenant and Maintenance Services

	<b>Current</b>	<b>YTD</b>
Move outs	3	6
Move in	1	8
L1/L2 forms	0	0
N4 - notice of eviction for non payment of rent	2	2
N5 - notice of eviction disturbing the quiet enjoyment of the other occupants	3	4
N6 - notice of eviction for illegal acts or misrepresenting income for RGI housing	0	0
N7 - notice of eviction for willful damage to unit	0	1
Repayment agreements	1	22
Tenant Home Visits	16	48
Mediation/Negotiation/Referrals	7	15
Tenant Engagements/Education	3	18

## Property Maintenance and Capital Projects

### March 2023

Pest Control	8	8 buildings monitored monthly
Vacant Units	12	one-bedroom (8); multiple bedroom (4) (not inclusive of The Meadow View)
Vacant Units - The Meadow View	8	one-bedroom market units (8)
After Hours Calls	6	Furnace not working, no hot water, smoke detector (battery) issue, heater making noise
Work Orders	136	Created for maintenance work, and related materials for the month of March
Fire Inspections		A total of 50 units were inspected for fire safety in the month of March

### Local Housing Corporation and DSSAB Buildings - April

- Installing/providing outdoor furniture
- Providing soil for personal tenant vegetable gardens
- RFQ went out for all custodial and landscaping contracts; internal hiring enabled the majority of landscaping and custodial work to be completed by DSSAB staff for 2023
- Hired a full-time custodian for 16 Toronto Ave. and East side work
- Fiber optic installed at 173 Main Street, Sundridge
- Starting the process of District wide unit inspections; deficiency lists to be created
- Fire remediation at 66 Church Street, Parry Sound is 50-60% complete
- In the process of tendering duplex renovation (East side)

### *Ongoing Challenges:*

Prices of services and materials are inflated. Wait times on certain items remains a challenge.

## Esprit Place Family Resource Centre

March 2023

Emergency Shelter Services	March 2023	YTD
Number of women who stayed in shelter this month	8	25
Number of children who stayed in the shelter this month	5	21
Number of hours of direct service to women (shelter and counselling)	181	377
Number of days at capacity	20	56
Number of days over capacity	4	29
Overall capacity %	99%	93%
Resident bed nights (women & children)	307	833
Phone interactions (crisis/support)	26	60

Transitional Support	March 2023	YTD
Number of women served this month	10	25
Number of NEW women registered in the program	1	1
Number of public ed/groups offered	2	2

Child Witness Program	March 2023	YTD
Number of children/women served this month	8	18
Number of NEW clients (mothers and children) registered in the program	9	12
Number of public ed/groups offered	1	1

**Report #:** 8.1  
**Subject:** Homelessness Prevention Program (HPP) Investment Plan  
**To:** Board Members  
**Presented By:** Tammy MacKenzie, CAO  
**Prepared By:** Jeff Degagne, Director of Income Support & Stability  
**Date:** May 11, 2023

---

For Information

**Report:**

On March 24, 2023, the Ministry of Municipal Affairs and Housing released allocation amounts to DSSAB's and CMSM's for the 2023-24 year. The District of Parry Sound Social Services Administration Board received an allocation of \$1,557,400, an overall increase of \$657,600. The Ministry has committed to this allocation amount as a baseline for 3 years.

This funding will be used to maintain current Housing Stability Program operations, (which includes case management and outreach, short term financial assistance and maintenance of the By-Name List) and eliminate the use of reserves in the program budget. The funding increase will be used to fund 3 key initiatives:

**1. Transitional Housing**

HPP Funding will be used to fund operations of up to 8 Transitional Housing units in the district. 4 units will be located at 15A & 15B Broadway Ave in South River, following the planned renovations and 4 units in West Parry Sound (site TBD). This program will take the successful model utilized during our former Hotel Project and provide a range of wraparound supports (our Mental Health & Addictions Worker, Canadian Mental Health Association Muskoka-Parry Sound, Community Paramedicine, Employment Ontario, Health Care, Literacy & Basic Skills, the Nurse Practitioner-Led Clinic, RAAM, the Safe Justice Bed program at West Parry Sound Health Centre, MCERT) to appropriate individuals from our By-Name List. This program will offer support and skill building opportunities to maintain stable housing. This program will fill a void in our housing continuum and support us in meeting the goals of our Housing and Homelessness Plan.

**2. Mental Health & Addictions Worker**

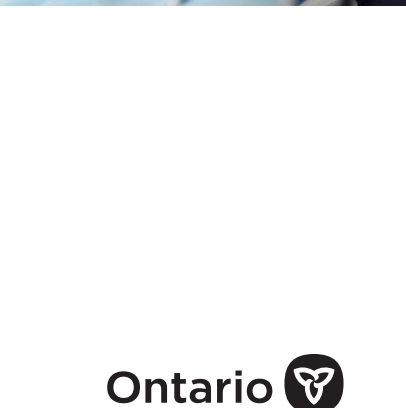
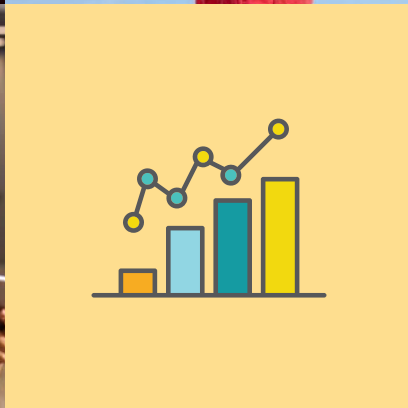
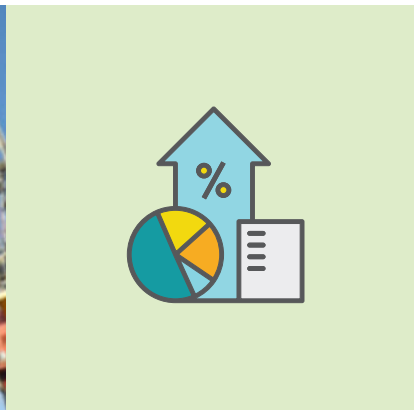
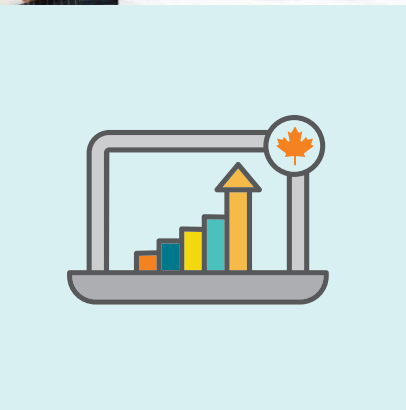
We will also use this funding to maintain our partnership with the West Parry Sound Health Centre. The Mental Health and Addictions Worker will provide clinical support and enhanced system navigation to mental health and addiction services and health care supports for our DSSAB programs (Housing Stability, Ontario Works, Community Housing, Esprit) as well as our Transitional Housing Program participants. This worker's involvement will further bolster the support required for the most vulnerable homeless or at risk of homelessness individuals. The ability to fund this worker will also allow the Housing Stability Program increased flexibility to provide short term financial assistance to eligible individuals and families.

### 3. **Operational Resources for Esprit**

Our Housing Stability Program (HSP) provides Transitional Housing Support to Esprit Place Family Resource Centre, our Women's Shelter. These women are placed on our By-Name List and are provided coordinated access to wraparound supports. To further support vulnerable women and families experiencing homelessness, gender-based violence or surviving Human Trafficking, we will also be providing operational resources to the shelter to create stronger linkages with our HSP team and ensure transitions from the shelter system are thoughtful and trauma-informed. These additional resources will support staff with the significant increase in the complexity of client needs, supplement the staffing complement to ensure client and staff safety, and will create quality programs and services. The resources will also support the management of the 24-hour crisis line and programming. This will improve outcomes and coordination for women transitioning from the shelter into safe and stable housing.

# LOCAL LABOUR MARKET PLAN 2023

## NIPISSING & PARRY SOUND DISTRICTS







## OVERVIEW

The Labour Market Group (LMG) is pleased to present the 2023 local labour market plan for the districts of Nipissing and Parry Sound. As always, the purpose of the Local Labour Market Plan (LLMP) is to identify significant labour market issues within the districts and set a strategic direction that addresses critical workforce development challenges and puts forth actions that will help alleviate them.

Our communities continue to see an unprecedented change in labour force supply and demand. New terms such as “The Great Resignation” have been featured throughout news and media outlets due to the overwhelming demand for workers.

All industries are facing critical shortages of employees; affecting business expansion, economic growth and sustainability. It is a job seekers market.

Employers with unreasonable job responsibilities, poor communication or misaligned company culture can be easily overlooked by potential employees who seek more fulfilling work. Work with higher salaries, better benefits and perks, more advancement opportunities and greater flexibility. Employers will need to continue to find innovative solutions that prioritize employee well being, engagement and recognition, as this will be critical to attracting and retaining valued talent and fulfilling their workforce needs.

In 2023, our local economy will require our community to continue to be innovative, robust and flexible to adapt, so we can provide our residents and newcomers with the skills and training needed to meet these historic demands.

The past few years have forced unprecedented changes that have transformed the workplace. Some say it is the tightest labour market seen in a half century. Employers are now faced with converting their workspaces to allow for remote, hybrid and virtual work. Investments are being made into infrastructure and technology to allow employees to work in this regard.

Available workers have disappeared, and employers are struggling more than ever before not only to hire, but to receive applicants.

As workforce trends continue to evolve, ensuring the growth and sustainability of the current and future workforce is critical. Our population is aging and is therefore exiting the workplace faster than it can be replaced. Not only is this causing great difficulty for employers to find a qualified replacement workforce, demographic changes in the workforce are shifting attitudes towards work in general.

The workplace of yesterday does not fit the workforce of today. Younger generations of workers have different expectations and skills that employers have to embrace in order to sustain their everyday business needs.

The outcome of the LLMP and its resulting initiatives is designed to support area residents looking for work, entering or re-entering the job market, help employees remain employed and assist employers access the workers they need to be competitive.

Times are changing. Technology and automation are influencing local economies at a rapid pace.

Keeping abreast of broader global trends can ensure our local businesses are prepared for the workplace of tomorrow. Continued consultations with key partners will ensure we remain committed to working together to build a strong, resilient and skilled workforce that is prepared for tomorrow's economy.





## INTRODUCTION

The 2023 LLMP provides an overview of current labour market conditions in the Nipissing and Parry Sound districts. This year's report includes several key pieces;

1. Update of Labour Market Indicators
2. Canadian Business Counts
3. Monthly Jobs Report data
4. Employment Ontario Client data
5. Labour Market Action Plan

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

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





# LABOUR MARKET UPDATE



# LABOUR MARKET UPDATE

## PARRY SOUND AND NIPISSING

### 2021 CENSUS – POPULATION

#### POPULATION CHANGES IN PARRY SOUND AND NIPISSING AREAS

Every five years, Canada carries out a national census, the most recent being in 2021. In addition to collecting basic data regarding population counts, the Census assembles a wide range of information about demographic characteristics, including levels of educational attainment and various labour market data. Statistics Canada releases the data in phases, because it rigorously checks its numbers, and it also produces a large set of data tables for each subject field. This report presents the initial detailed data from the 2021 Census. Next year we will provide more in-depth analyses and comparisons of data.

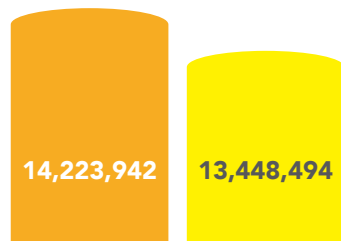


**TABLE 1: POPULATION DATA FOR PARRY SOUND DISTRICT, NIPISSING DISTRICT, NORTHERN ONTARIO AND ONTARIO, 2021**

#### ONTARIO

Percent Change 2016-2021

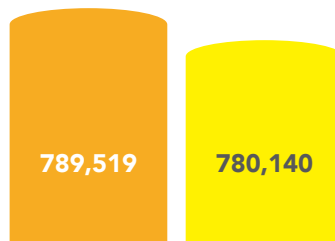
**5.8%**



#### NORTHERN ONTARIO

Percent Change 2016-2021

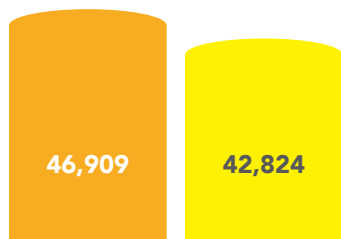
**1.2%**



#### PARRY SOUND DISTRICT

Percent Change 2016-2021

**9.5%**



#### NIPISSING DISTRICT

Percent Change 2016-2021

**1.9%**

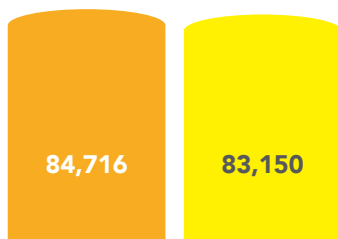


Table 1 provides the 2021 population figures for Parry Sound District and Nipissing District and compares the changes to the overall Northern Ontario and Ontario figures. Northern Ontario consists of Parry Sound, Nipissing, Timiskaming, Cochrane, Manitoulin, Greater Sudbury, Sudbury, Algoma, Thunder Bay, Kenora and Rainy River.

Parry Sound experienced a much higher rate of population growth (9.5%) compared to Northern Ontario (1.2%) and Ontario (5.8%). Nipissing's growth was a far more modest 1.9%.

2021 2016

Statistics Canada, 2021 Census

**TABLE 2: POPULATION DATA FOR PARRY SOUND DISTRICT AND LOCAL COMMUNITIES, 2021**

	2021	2016	% CHANGE 2016-2021
<b>PARRY SOUND DISTRICT</b>	<b>46,909</b>	<b>42,824</b>	<b>9.5%</b>
Armour	1,459	1,414	3.2%
Burk's Falls	957	981	↓2.4%
Callander	3,964	3,863	2.6%
Carling	1,491	1,125	32.5%
Dokis 9	201	344	↓41.6%
French River 13	137	117	17.1%
Henvey Inlet 2	15	5	200%
Joly	293	304	↓3.6%
Kearney	974	882	10.4%
Machar	969	882	9.9%
Magnetawan	1,753	1,390	26.1%
Magnetewan 1	102	101	1%
McDougall	2,744	2,702	1.6%
McKellar	1,419	1,111	27.7%
McMurrich/Monteith	907	824	10.1%
Naiscoutaing 17A	0	0	0%
Nipissing	1,769	1,707	3.6%
Parry Island First Nation	367	317	15.8%
Parry Sound	6,879	6,408	7.4%
Parry Sound, Unorganized, Centre Part	2,495	2,143	16.4%
Parry Sound, Unorganized, North East Part	179	187	↓4.3%
Perry	2,650	2,454	8%
Powassan	3,346	3,455	↓3.2%
Ryerson	745	648	15%
Seguin	5,280	4,304	22.7%
Shawanaga 17	155	195	↓20.5%
South River	1,101	1,114	↓1.2%
Strong	1,566	1,439	8.8%
Sundridge	938	961	↓2.4%
The Archipelago	979	531	84.4%
Whitestone	1,075	916	17.4%

Statistics Canada, 2021 Census





Tables 2 (previous page) and 3 provide the data for the various communities within Parry Sound and Nipissing.

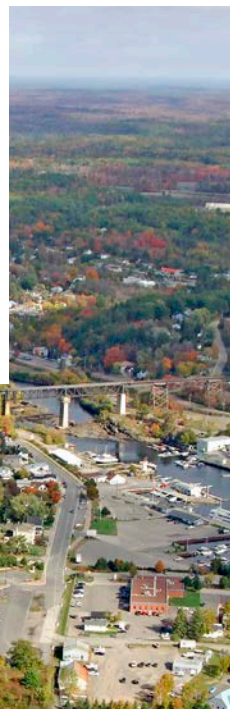
There were considerable variations in the population changes across Parry Sound communities. Among larger communities, Carling grew by 32.5%, McKellar by 27.7%, Magnetewan by 26.1%, Seguin by 22.7% and Parry Sound, Unorganized, Centre Part by 16.4%. The Archipelago almost doubled in size, growing by 84.4%. Some larger communities lost population: Powassan declined by -3.2%, Burk's Falls by -2.4%, Sundridge by -2.4% and South River by -1.2%.

Table 3 provides the population data for Nipissing District and its communities. The population change figures hovered within a narrower range. For the larger municipalities, the increases reflected the average for the district: North Bay up 2.2%, West Nipissing up 1.5% and East Ferris up 1.7%. Some large communities had larger declines: Nipissing, Unorganized, North Part down -10.8%, Mattawa down -5.6%, South Algonquin down -3.7% and Papineau-Cameron down -3.3%.

**TABLE 3: POPULATION DATA FOR NIPISSING DISTRICT AND LOCAL COMMUNITIES, 2021**

	2021	2016	% CHANGE 2016-2021
<b>NIPISSING DISTRICT</b>	<b>84,716</b>	<b>83,150</b>	<b>1.9%</b>
Bear Island 1	244	153	59.5%
Bonfield	2,146	1,990	7.8%
Calvin	557	516	7.9%
Chisholm	1,312	1,291	1.6%
East Ferris	4,946	4,862	1.7%
Mattawa	1,881	1,993	↓5.6%
Mattawan	153	161	↓5%
Nipissing 10	1,640	1,593	3%
Nipissing, Unorganized, North Part	1,591	1,784	↓10.8%
Nipissing, Unorganized, South Part	102	103	↓1%
North Bay	52,662	51,553	2.2%
Papineau-Cameron	982	1,016	↓3.3%
South Algonquin	1,055	1,096	↓3.7%
Temagami	862	802	7.5%
West Nipissing / Nipissing Ouest	14,583	14,364	1.5%

Statistics Canada, 2021 Census





## 2021 CENSUS – LABOUR MARKET DATA

The value of a census is the size of the sample. There are a set of questions which everyone in Canada must answer, then a further set of questions (what has been called the long-form census) which approximately 25% of residents are required to answer. It is from the long-form census that we obtain information about labour market activities and levels of educational attainment, among other variables.

The other value of a census is that with its big picture, deep data view of the labour market, it can offer a perspective of broader trends in the labour market, less affected by the month-to-month noise of the Labour Force Survey, which measures changes in levels of employment and variations in the unemployment rate. The Labour Force Survey's smaller sample size means it can be susceptible to variations due to its sample.

## COVID-19 AND THE 2021 CENSUS

It is unfortunate that the timing of the census (May 2021) coincided with the lingering effects of the COVID-19 pandemic and the associated lockdowns, which not only changed our patterns of how we purchased goods and services, but also affected levels of employment. In comparing the numbers between the 2016 Census and the 2021 Census, we need to bear in mind that overall employment dropped during COVID-19, and that some industries and occupations were more affected than others. Interpreting the data involves both comparing the numbers but also considering how the context influenced different categories.

For example, it is well-known that during COVID-19 employment levels dropped significantly in the Accommodation & Food Services sector and stayed lower for some time afterwards. As a result, the percentage share of all employment represented by this sector also dropped. This means that the percentage share of total employment increases for other industries, not because those other industries grew, but because they are making up for the shrinkage in total employment caused by the loss of jobs in Accommodation & Food Services.

## EMPLOYMENT BY INDUSTRY IN ONTARIO

All the data presented is based on where residents live, not where their jobs are located. For the Ontario data, this is not such a major issue, as only a small fraction of the Ontario population leaves the province for work. However, in smaller geographies there can be much more commuting that crosses census division boundaries.

**Table 4** profiles the resident employment numbers by industry for Ontario. The first column lists each major industry, the second column provides the number of employed residents by industry, and the third column indicates the percentage change for each number from the figure reported in 2016. The last four columns show the percentage distribution of all employed residents by industry over the last 20 years, to highlight how these proportions have shifted over time.

Focusing on the changes in employment between 2016 and 2021, sectors which experienced a decline in employment have their cells shaded in grey. Several of these sectors are customer-facing industries which were particularly affected by COVID-19 and the accompanying lockdowns, namely:

- Retail Trade
- Arts, Entertainment & Recreation
- Accommodation & Food Services

In all three of these industries, the percentage share of employment from 2006 to 2016 stayed relatively steady but experienced a noticeable drop in 2021. This is distinct from a sector such as Manufacturing, which has seen a steady decline in its share of total employment over the same period.

Wholesale Trade and Other Services also saw a considerable decline in their employment numbers and their share of total employment. Some of this was caused by COVID-19, but there has been a continuing decline since 2006 in their share of total employment, so some of this may be the continuation of a trend.

Three large sectors have seen continuing growth in employment and in their share of total employment:

- Construction
- Professional, Scientific & Technical Services
- Health Care & Social Assistance

In all three of these industries, the trend had been towards increasing share of total employment. However, the larger percentage jump in their share of total employment which occurred between 2016 and 2021 is likely in part due to the decline in employment share among those industries which suffered employment losses as a result of COVID-19.

As a result of these trends, Health Care & Social Assistance is now the largest single industry sector by employment in Ontario, surpassing Retail Trade. With the on-going aging of our population, one can expect that this sector will continue to be the largest industry in the foreseeable future. Manufacturing, which had been the industry with the largest share of employment in 2006, has now dropped to fourth place, while Professional, Scientific & Technical Services has moved from fourth place to third place.







**TABLE 4: EMPLOYMENT BY INDUSTRY; COMPARISONS BETWEEN 2006, 2011, 2016 AND 2021; ONTARIO**

	2021		PERCENT DISTRIBUTION BY INDUSTRY			
	NUMBER	CHANGE	2006	2011	2016	2021
<b>ALL INDUSTRIES</b>	6,492,895	↓1.8%	100%	100%	100%	100%
Agriculture, Forestry, Fishing, Farming	99,045	2.5%	1.8%	1.5%	1.5%	1.5%
Mining & Oil and Gas Extraction	32,660	10.8%	0.4%	0.4%	0.4%	0.5%
Utilities	53,755	9.2%	0.8%	0.9%	0.7%	0.8%
Construction	487,400	11%	5.9%	6.1%	6.6%	7.5%
Manufacturing	601,725	↓7.7%	13.9%	10.4%	9.9%	9.3%
Wholesale Trade	230,275	↓11.3%	4.8%	4.6%	3.9%	3.5%
Retail Trade	683,150	↓7.3%	11%	11.1%	11.1%	10.5%
Transportation & Warehousing	341,025	8.1%	4.8%	4.7%	4.8%	5.3%
Information & Cultural Industries	156,050	↓7.1%	2.7%	2.7%	2.5%	2.4%
Finance & Insurance	386,250	4.5%	5%	5.6%	5.6%	5.9%
Real Estate, Rental & Leasing	143,025	2.6%	2%	2.0%	2.1%	2.2%
Professional, Scientific, Technical	642,655	18.4%	7.3%	7.7%	8.2%	9.9%
Management of Companies	25,260	112.4%	0.1%	0.1%	0.2%	0.4%
Administrative & Support	281,860	↓8.3%	4.7%	4.4%	4.7%	4.3%
Educational Services	487,940	↓3.2%	6.8%	7.5%	7.6%	7.5%
Health Care & Social Assistance	817,405	11.6%	9.6%	10.6%	11.1%	12.6%
Arts, Entertainment & Recreation	85,955	↓35.8%	2.1%	2%	2%	1.3%
Accommodation & Food Services	293,020	↓33.3%	6.2%	6%	6.6%	4.5%
Other Services	228,525	↓19%	4.7%	4.4%	4.3%	3.5%
Public Administration	415,925	3.5%	5.5%	7%	6.1%	6.4%

Statistics Canada, 2021 Census





## EMPLOYMENT BY OCCUPATION IN ONTARIO

Occupations are organized according to the National Occupational Classification (NOC). Every ten years, this classification is revised, to accommodate changes in occupations, such as the emergence of new occupations, as well as to introduce new features to support deeper analysis of the data.

The 2021 NOC version reflects very significant changes which make comparisons between the 2021 and 2016 Census data more challenging. The biggest change has been to replace skill levels associated with an occupation with a more refined expression of the training, education, experience, and responsibilities associated with an occupation.

The data being used in this section does not reflect this level of detail. The most important change for this data refers to how Management Occupations are classified. In the previous NOC structure, all management occupations were under one heading. In the 2021 NOC, Management Occupations now only refer to legislative and senior management occupations. Specific management roles, such as Managers in Health Care or Restaurant Managers, which used to be classified under Management Occupations, are now classified under the relevant occupation category, so that Managers in Health Care are found in Health Occupations, and Restaurant Managers are found in Sales & Service Occupations. Thus, in addition to the impact of COVID-19 on reported levels of employment by occupation, the change in how occupations are classified make it harder to draw conclusions from comparisons between the 2016 Census and the 2021 Census.

Nevertheless, for the sake of context, data from previous censuses are presented in **Table 5**, which shows the number of employed residents by occupation category in 2021, the percentage change from 2016, and the percentage distribution by occupational category for 2006, 2011, 2016 and 2021.




**TABLE 5: EMPLOYMENT BY OCCUPATION; COMPARISONS BETWEEN 2006, 2011, 2016 AND 2021; ONTARIO**

	2021		PERCENT DISTRIBUTION BY OCCUPATION			
	NUMBER	CHANGE	2006	2011	2016	2021
<b>ALL OCCUPATIONS</b>	6,492,895	↓1.8%	100%	100%	100%	100%
Management Occupations/Legislative & Senior Management Occupations	93,130	↓87.9%	10.6%	11.9%	11.6%	1.4%
Business, Finance, Administration	1,246,220	15.9%	18.7%	17.2%	16.3%	19.2%
Natural & Applied Sciences	656,665	32.5%	7.1%	7.5%	7.5%	10.1%
Health Occupations	523,650	19.8%	5.4%	6.1%	6.6%	8.1%
Education, Law, Social, Government	815,710	2%	8.5%	12.2%	12.1%	12.6%
Art, Culture, Recreation & Sport	195,315	↓5.9%	3%	3%	3.1%	3%
Sales & Service Occupations	1,429,605	↓6.1%	23.2%	22.7%	23%	22%
Trades, Transport, Equipment Operators	1,066,190	23%	14%	12.8%	13.1%	16.4%
Primary Occupations (Natural Resources)	135,565	33%	2.5%	1.5%	1.5%	2.1%
Manufacturing & Utilities Occupations	330,840	↓1.7%	7%	5.1%	5.1%	5.1%

Statistics Canada, 2021 Census

The dispersal of these many management occupations into their respective occupational categories is the major reason why the Management Occupations category shrunk by almost 90%. It also means that each occupation category increased because of the re-classification, so a more careful analysis is required.

It is noteworthy that certain occupational categories nevertheless lost employment. These were:

-  Occupations in Art, Culture, Recreation & Sport
-  Sales & Service Occupations
-  Occupations in Manufacturing & Utilities

The first two occupational categories are particularly prominent among those industries especially affected by COVID-19: Arts, Entertainment & Recreation; Retail Trade; and Accommodation & Food Services. Thus, some portion of their loss is very likely attributable to the dip in employment caused by COVID-19. The third occupational category is prominent in the Manufacturing sector, where we have seen a slow decline in its share of total employment over the decades.

While every other occupation category increased in size, two categories are prominent for the size of their increases, namely:

-  Natural & Applied Sciences
-  Health Occupations
-  Trades, Transport, Equipment Operators & Related Occupations

All three of these occupational categories are prominent in the three industries which also had significant increases in employment during this period: Health Care & Social Assistance; Professional, Scientific & Technical Services; and Construction. Excluded from this list is Natural Resources, Agriculture and Related Production Occupations, because even though it experienced a significant employment increase (33%), it represents a very small share of total employment (2.1%).

## EMPLOYMENT BY INDUSTRY IN PARRY SOUND AND NIPISSING

The preceding review of changes in employment among industries and occupations in Ontario provides a context for interpreting changes in employment in these categories in Parry Sound and Nipissing.

Tables 6 and 7 provide the industry employment numbers for 2021, with comparisons to 2016, for Parry Sound and Nipissing. It bears emphasizing again that this data represents the industries that residents are employed in, including jobs they may be commuting to outside these areas, not the actual jobs that are present in Parry Sound and Nipissing.

In the case of Parry Sound (Table 6), there were certain similarities with the Ontario figures: large declines in employment among Accommodation & Food Services and Other Services, as well as significant increases in employment in Construction and Health Care & Social Assistance. On the other hand, there were several industries which lost employment in the Ontario comparison, but which gained employment in Parry Sound, including: Manufacturing; Wholesale Trade; Retail Trade; and Administrative & Support. Meanwhile, Arts, Entertainment & Recreation experienced a much smaller decline in employment compared to the provincial average. In addition, in Parry Sound the employment loss in Educational Services was much larger, while some industries which gained employment at the provincial level lost employment in Parry Sound, such as Transportation & Warehousing and Real Estate, Rental & Leasing. Finally, Professional, Scientific & Technical Services grew at a much lower rate in Parry Sound than at the provincial level.

The cumulative effect of these contrasting trends was that Parry Sound gained in employed residents by 2.5%, compared to a net loss at the provincial level of minus 1.8%. Health Care & Social Assistance remained the single largest industry by employment, increasing its share of total employment to 15.9%. Construction and Retail Trade tied for second place, each with a 14.2% share of total employment.





**TABLE 6: RESIDENT EMPLOYMENT BY INDUSTRY; COMPARISONS BETWEEN 2016 AND 2021; PARRY SOUND**

	2021	CHANGE BETWEEN 2016 AND 2021		PERCENT DISTRIBUTION BY INDUSTRY	
	NUMBER	NUMBER	PERCENT	2016	2021
<b>ALL INDUSTRIES</b>	18,645	450	2.5%	100%	100%
Agriculture, Forestry, Fishing, Farming	510	195	61.9%	1.7%	2.7%
Mining & Oil and Gas Extraction	240	35	17.1%	1.1%	1.3%
Utilities	195	↓30	↓13.3%	1.2%	1%
Construction	2,645	395	17.6%	12.4%	14.2%
Manufacturing	1,390	80	6.1%	7.2%	7.5%
Wholesale Trade	435	15	3.6%	2.3%	2.3%
Retail Trade	2,640	110	4.3%	13.9%	14.2%
Transportation & Warehousing	735	↓65	↓8.1%	4.4%	3.9%
Information & Cultural Industries	205	↓25	↓10.9%	1.3%	1.1%
Finance & Insurance	395	30	8.2%	2%	2.1%
Real Estate, Rental & Leasing	295	↓25	↓7.8%	1.8%	1.6%
Professional, Scientific, Technical	845	40	5.0%	4.4%	4.5%
Management of Companies	25	25	-	0%	0.1%
Administrative & Support	815	120	17.3%	3.8%	4.4%
Educational Services	1,015	↓215	↓17.5%	6.8%	5.4%
Health Care & Social Assistance	2,965	265	9.8%	14.8%	15.9%
Arts, Entertainment & Recreation	390	↓10	↓2.5%	2.2%	2.1%
Accommodation & Food Services	840	↓385	↓31.4%	6.7%	4.5%
Other Services	735	↓155	↓17.4%	4.9%	3.9%
Public Administration	1,340	70	5.5%	7%	7.2%

Statistics Canada, 2021 Census



In the case of Nipissing (Table 7), the trends held more closely to the outcomes experienced throughout Ontario: large decreases across Accommodation & Food Services and Arts, Entertainment & Recreation; smaller but considerable decreases among Manufacturing, Wholesale Trade, Retail Trade and Other Services. In addition, sectors which increased employment across Ontario witnessed employment decreases in Nipissing, such as Finance & Insurance, Real Estate, Rental & Leasing, and Professional, Scientific & Technical Services. Even Public Administration saw a slight decline in employment in Nipissing. On the other hand, Construction and Health Care & Social Assistance experienced employment increases similar to those felt across the province. The net consequence was a shrinkage in total employment of minus 3.3%, larger than the provincial loss of minus 1.8%.

Health Care & Social Assistance expanded its position as the largest source of employment for Nipissing residents, representing 18.9% of all employment, almost one in five. Retail Trade was a distant second in terms of total employment, representing 12.8% of all those employed. Educational Services, at 9.3% was third, followed closely by Public Administration in fourth place at 9.1%.

**TABLE 7: RESIDENT EMPLOYMENT BY INDUSTRY; COMPARISONS BETWEEN 2016 AND 2021; NIPISSING**

	2021	CHANGE BETWEEN 2016 AND 2021		PERCENT DISTRIBUTION BY INDUSTRY	
	NUMBER	NUMBER	PERCENT	2016	2021
<b>ALL INDUSTRIES</b>	34,765	↓1,180	↓3.3%	100%	100%
Agriculture, Forestry, Fishing, Farming	415	↓45	↓9.8%	1.3%	1.2%
Mining & Oil and Gas Extraction	1,145	235	25.8%	2.5%	3.3%
Utilities	395	45	12.9%	1%	1.1%
Construction	2,595	230	9.7%	6.6%	7.5%
Manufacturing	1,800	↓55	↓3%	5.2%	5.2%
Wholesale Trade	655	↓120	↓15.5%	2.2%	1.9%
Retail Trade	4,450	↓585	↓11.6%	14%	12.8%
Transportation & Warehousing	1,910	70	3.8%	5.1%	5.5%
Information & Cultural Industries	415	15	3.8%	1.1%	1.2%
Finance & Insurance	805	↓90	↓10.1%	2.5%	2.3%
Real Estate & Rental and Leasing	530	↓20	↓3.6%	1.5%	1.5%
Professional, Scientific, Technical	1,580	↓5	↓0.3%	4.4%	4.5%
Management of Companies	20	0	0%	0.1%	0.1%
Administrative & Support	1,485	↓15	↓1%	4.2%	4.3%
Educational Services	3,225	↓150	↓4.4%	9.4%	9.3%
Health Care & Social Assistance	6,530	555	9.3%	16.6%	18.8%
Arts, Entertainment & Recreation	325	↓265	↓44.9%	1.6%	0.9%
Accommodation & Food Services	2,040	↓720	↓26.1%	7.7%	5.9%
Other Services	1,280	↓250	↓16.3%	4.3%	3.7%
Public Administration	3,160	↓30	↓0.9%	8.9%	9.1%

Statistics Canada, 2021 Census

## EMPLOYMENT BY OCCUPATION IN PARRY SOUND AND NIPISSING

In both areas (Tables 8 and 9), the re-classification of management occupations resulted in a very large statistical decline in what had been Management Occupations to the more narrowly defined Legislative and Senior Management Occupations. In terms of COVID-19 impacts, there were differences between the two areas.

In Parry Sound (Table 8), apart from the re-classification of management occupations, all occupational categories grew, except for a slight decline in Natural & Applied Sciences and Related Occupations. This is in sharp contrast to the provincial averages, where Natural & Applied Sciences and Related Occupations increased employment significantly, whereas Occupations in Art, Culture, Recreation & Sport, Sales & Service Occupations, and Occupations in Manufacturing & Utilities declined. Indeed, the largest percentage increases in employment in Parry Sound were among Natural Resources, Agriculture & Related Production Occupations, Trades, Transport & Equipment Operators & Related Occupations, and Occupations in Manufacturing & Utilities. It should be noted that all three of these categories are heavily-male dominated, meaning that males were far more likely to be the beneficiaries of employment growth.

**TABLE 8: RESIDENT EMPLOYMENT BY OCCUPATION; COMPARISONS BETWEEN 2016 AND 2021; PARRY SOUND**

	2021	CHANGE BETWEEN 2016 AND 2021		PERCENT DISTRIBUTION BY OCCUPATION	
	NUMBER	NUMBER	PERCENT	2016	2021
<b>ALL OCCUPATIONS</b>	18,645	455	2.5%	100%	100%
Management Occupations/Legislative & Senior Management Occupations	255	↓1,830	↓87.8%	11.5%	1.4%
Business, Finance, Administration	2,590	215	9.1%	13.1%	13.9%
Natural & Applied Sciences	845	↓15	↓1.7%	4.7%	4.5%
Health Occupations	1,645	195	13.4%	8%	8.8%
Education, Law, Social, Government	2,235	160	7.7%	11.4%	12%
Art, Culture, Recreation & Sport	375	30	8.7%	1.9%	2%
Sales & Service Occupations	4,410	325	8%	22.5%	23.7%
Trades, Transport, Equipment Operators	4,635	865	22.9%	20.7%	24.9%
Primary Occupations (Natural Resources)	720	350	94.6%	2%	3.9%
Manufacturing & Utilities Occupations	930	170	22.4%	4.2%	5%

Statistics Canada, 2021 Census

In Nipissing (next page, Table 9), management occupations were dispersed across all the other categories and both Occupations in Art, Culture, Recreation & Sport, Sales & Service Occupations saw declines in employment. Increases in employment across Business, Finance & Administration Occupations and Natural & Applied Sciences and Related Occupations were much lower than the increases across Ontario. As in the case of Parry Sound, the largest percentage increases in employment were among Natural Resources, Agriculture & Related Production Occupations, Trades, Transport & Equipment Operators & Related Occupations, and Occupations in Manufacturing & Utilities.



**TABLE 9: RESIDENT EMPLOYMENT BY OCCUPATION; COMPARISONS BETWEEN 2016 AND 2021; NIPISSING**

	2021	CHANGE BETWEEN 2016 AND 2021		PERCENT DISTRIBUTION BY OCCUPATION	
	NUMBER	NUMBER	PERCENT	2016	2021
<b>ALL OCCUPATIONS</b>	34,765	↓1,180	↓3.3%	100%	100%
Management Occupations/Legislative & Senior Management Occupations	290	↓3,280	↓91.9%	9.9%	0.8%
Business, Finance, Administration	5,255	35	0.7%	14.5%	15.1%
Natural & Applied Sciences	1,990	120	6.4%	5.2%	5.7%
Health Occupations	3,770	445	13.4%	9.3%	10.8%
Education, Law, Social, Government	5,360	165	3.2%	14.5%	15.4%
Art, Culture, Recreation & Sport	660	↓55	↓7.7%	2%	1.9%
Sales & Service Occupations	8,790	↓160	↓1.8%	24.9%	25.3%
Trades, Transport, Equipment Operators	6,625	1,155	21.1%	15.2%	19.1%
Primary Occupations (Natural Resources)	900	155	20.8%	2.1%	2.6%
Manufacturing & Utilities Occupations	1,125	240	27.1%	2.5%	3.2%

Statistics Canada, 2021 Census

### EMPLOYMENT BY INDUSTRY AND OCCUPATION IN PARRY SOUND AND NIPISSING

Tables 10 and 11 combines the data from Tables 6 and 8 (Parry Sound) and Tables 7 and 9 (Nipissing) to present a composite table, with the industry and occupation data cross tabulated. Because the data is divided by geography, industry and occupation, some cells do fall below the threshold for reporting, resulting in several cells registering a “0” entry. Nevertheless, in terms of the larger categories, this data does provide useful information on which to draw comparisons.



#### A few observations regarding the data:

- Some occupations span most industries, notably Business, Finance & Administration Occupations and Sales & Service Occupations; this applies as well in Nipissing for Natural & Applied Sciences and Related Occupations.
- Similarly, many industries have workers in a very broad range of occupations: Manufacturing; Retail Trade; Health Care & Social Assistance; Public Administration (in Nipissing, Professional, Scientific & Technical Services as well).
- There are also many industries where a large majority of employees fall within one occupation category, for example: Agriculture, Forestry, Fishing & Hunting; Construction; Transportation & Warehousing; and Accommodation & Food Services.
- It is striking what a range of occupations are involved in the Manufacturing industry – Manufacturing Occupations make up less than half of all employment in the Manufacturing sector.

**TABLE 10: 2021, INDUSTRY CROSS-TABULATED BY OCCUPATION, EMPLOYED RESIDENTS IN PARRY SOUND**

	TOTAL NUMBER	Management Occupations	Business, Finance, Administration	Natural & Applied Sciences	Health Occupations	Education, Law, Social, Government	Art, Culture, Recreation & Sport	Sales & Service Occupations	Trades, Transport, Equipment Operators	Primary Occupations (Natural Resources)	Manufacturing & Utilities Occupations	% OF ALL INDUSTRIES
<b>% OF ALL OCCUPATIONS</b>	100%	1%	14%	5%	9%	12%	2%	24%	25%	4%	5%	
<b>ALL INDUSTRIES</b>	18,645	255	2,590	845	1,645	2,235	375	4,410	4,635	720	930	100%
Agriculture, Forestry	510	0	55	55	0	20	10	10	10	330	15	3%
Mining, Oil & Gas	240	0	25	25	0	0	0	0	95	55	30	1%
Utilities	195	0	20	50	0	0	0	0	85	0	35	1%
Construction	2,645	30	220	40	0	0	10	45	2,240	25	25	14%
Manufacturing	1,390	25	160	100	0	0	20	120	265	20	680	8%
Wholesale Trade	435	15	85	15	0	0	0	195	90	0	25	2%
Retail Trade	2,640	10	155	15	80	0	45	2,060	240	0	35	14%
Transportation & Warehousing	735	0	40	15	0	0	0	20	645	0	0	4%
Information & Cultural	205	10	50	15	0	0	90	15	20	0	0	1%
Finance & Insurance	395	0	210	15	0	0	0	160	0	0	0	2%
Real Estate & Rental	295	0	110	0	0	0	0	145	35	0	0	2%
Professional, Scientific, Technical	845	20	335	210	50	70	70	40	35	15	0	5%
Management of Companies	25	10	0	10	0	0	0	0	0	0	0	0%
Administrative & Support	815	10	75	25	0	10	0	250	220	190	15	4%
Educational Services	1,015	0	75	25	0	765	20	100	20	0	0	5%
Health Care & Social Assistance	2,965	35	385	50	1,465	700	0	265	60	0	0	16%
Art, Entertainment & Recreation	390	0	65	20	0	15	70	55	115	35	10	2%
Accommodation & Food Services	840	0	30	0	0	0	0	730	55	10	0	5%
Other Services	735	15	105	30	20	105	25	160	230	15	15	4%
Public Administration	1,340	35	390	125	15	535	0	20	165	20	35	7%

**TABLE 11: 2021, INDUSTRY CROSS-TABULATED BY OCCUPATION, EMPLOYED RESIDENTS IN NIPISSING**

	TOTAL NUMBER	Management Occupations	Business, Finance, Administration	Natural & Applied Sciences	Health Occupations	Education, Law, Social, Government	Art, Culture, Recreation & Sport	Sales & Service Occupations	Trades, Transport, Equipment Operators	Primary Occupations (Natural Resources)	Manufacturing & Utilities Occupations	% OF ALL INDUSTRIES
<b>% OF ALL OCCUPATIONS</b>	100%	1%	15%	6%	11%	15%	2%	25%	19%	3%	3%	
ALL INDUSTRIES	34,765	290	5,255	1,990	3,770	5,360	660	8,790	6,625	900	1,125	100%
Agriculture, Forestry	415	0	20	30	0	0	0	10	55	285	20	1%
Mining, Oil & Gas	1,145	0	130	200	0	20	0	40	380	315	60	3%
Utilities	395	0	35	65	0	0	0	10	180	15	90	1%
Construction	2,595	30	160	145	10	0	0	120	2,080	20	20	8%
Manufacturing	1,800	35	170	135	15	10	0	170	520	30	720	5%
Wholesale Trade	655	0	85	60	0	0	0	280	165	10	50	2%
Retail Trade	4,450	30	340	20	195	10	25	3,365	395	10	60	13%
Transportation & Warehousing	1,910	10	220	75	0	10	0	75	1,495	0	25	6%
Information & Cultural	415	15	55	40	0	0	200	45	65	0	0	1%
Finance & Insurance	805	15	415	10	0	20	0	335	10	0	0	2%
Real Estate & Rental	530	10	160	10	0	10	0	210	130	0	0	2%
Professional, Scientific, Technical	1,580	40	560	500	50	175	105	60	70	15	0	5%
Management of Companies	20	0	15	0	0	0	0	0	0	0	0	0%
Administrative & Support	1,485	0	225	60	30	50	10	795	185	100	20	4%
Educational Services	3,225	20	375	85	55	2,295	65	225	90	25	0	9%
Health Care & Social Assistance	6,530	30	920	90	3,330	1,425	45	645	45	0	10	19%
Art, Entertainment & Recreation	325	0	50	15	0	0	170	35	20	35	0	1%
Accommodation & Food Services	2,040	0	60	0	0	0	10	1,925	45	0	0	6%
Other Services	1,280	15	160	75	45	150	10	350	440	15	25	4%
Public Administration	3,160	45	1,095	380	45	1,175	10	100	265	30	20	9%





## EDUCATIONAL ATTAINMENT

Table 12 presents the educational attainment data for select age groups for 2021 and compares it to the 2016 numbers, for Ontario, Parry Sound and Nipissing.

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

**TABLE 12: LEVEL OF EDUCATIONAL ATTAINMENT, ALL RESIDENTS, NIPISSING, PARRY SOUND AND ONTARIO, 2016 AND 2021**

2016				2021		
ONTARIO	PARRY SOUND	NIPISSING		ONTARIO	PARRY SOUND	NIPISSING
<b>15 TO 24 YEARS OLD</b>						
33%	40%	40%	No certificate, diploma or degree	32%	42%	37%
42%	38%	36%	High school certificate or equivalent	43%	41%	39%
2%	3%	3%	Apprenticeship certificate or equivalent	1%	2%	3%
10%	14%	14%	College certificate or diploma	10%	9%	13%
12%	5%	7%	University certificate, diploma or degree	14%	6%	8%
<b>25 TO 44 YEARS OLD</b>						
8%	11%	10%	No certificate, diploma or degree	7%	9%	9%
22%	29%	24%	High school certificate or equivalent	21%	31%	24%
5%	10%	7%	Apprenticeship certificate or equivalent	4%	9%	6%
25%	32%	35%	College certificate or diploma	23%	31%	36%
40%	19%	23%	University certificate, diploma or degree	46%	21%	25%
<b>45 TO 64 YEARS OLD</b>						
13%	15%	14%	No certificate, diploma or degree	11%	13%	13%
27%	30%	26%	High school certificate or equivalent	26%	32%	27%
7%	12%	10%	Apprenticeship certificate or equivalent	6%	10%	7%
24%	28%	33%	College certificate or diploma	24%	30%	34%
29%	14%	16%	University certificate, diploma or degree	33%	16%	18%

Statistics Canada, 2016 and 2021 Census

There is a consistent pattern for both Parry Sound and Nipissing across all age groups: in general, residents of these two areas are considerably more likely to have a college education and considerably less likely to have a university degree compared to the provincial average. They are also slightly more likely to have either no certificate, a high school diploma or an apprenticeship certificate than the provincial average.

Comparing the two areas to each other, residents of Parry Sound are slightly more likely to have either no certificate, a high school diploma or an apprenticeship certificate, and residents of Nipissing are slightly more likely to have a college diploma or a university degree. Compared to the educational attainment profile in 2016, residents of both Parry Sound and Nipissing across all three age groups were slightly more likely to have obtained a university education.



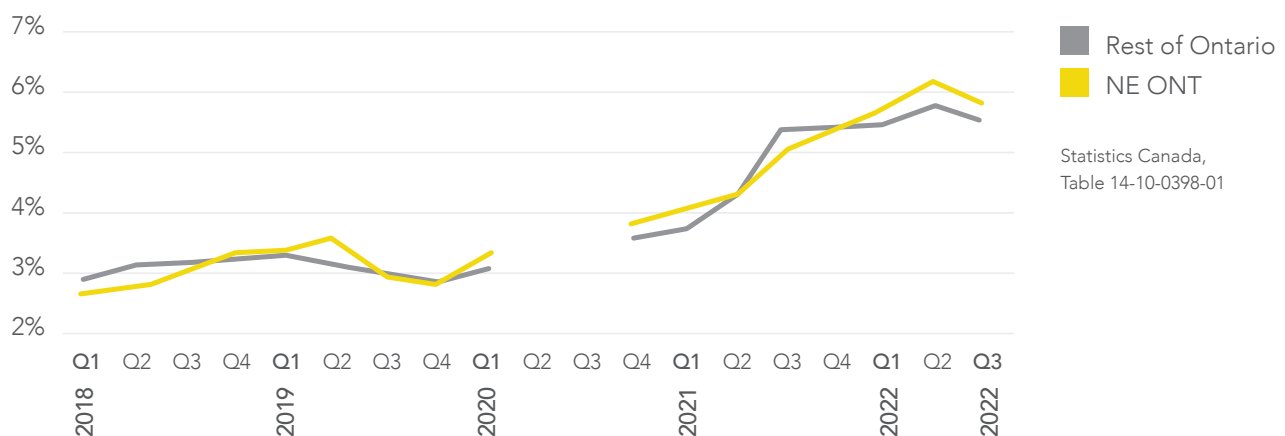
### JOB VACANCY DATA

For much of 2022, employers have been complaining of shortages of applicants for job openings. One way to measure this phenomenon is through job vacancy data, which shows the percentage of jobs (both filled and unfilled) which are vacant. A higher job vacancy rate implies that there are not enough job candidates available to meet the demand for workers.

**Chart 1** illustrates job vacancy data from StatCan’s Job Vacancy and Wage Survey, for the period January 1, 2018, to September 30, 2022. In terms of time frames, the data is reported by quarters and, in terms of geography, by economic region. Both Parry Sound and Nipissing fall within the Northeast Ontario economic region (NE ONT). Rest of Ontario reflects the data for Ontario minus the Toronto Region. (Data collection was suspended for the second and third quarters of 2020.)

Throughout 2018 and 2019, the job vacancy rate in Northeast Ontario very closely tracked a relatively stable trend for the Rest of Ontario, hovering between 2.7% and 3.6%. With the resumption of data collection in Q4 2020, the job vacancy rate started climbing significantly, peaking in Q2 2022 at 6.2% in Northeast Ontario and 5.8% in the Rest of Ontario. In the subsequent and last reported quarter, the rate has declined slightly. The data clearly illustrates the recent greater challenges that employers have in recruiting new workers.

**CHART 1: JOB VACANCY RATE, NORTHEAST ONTARIO AND REST OF ONTARIO, Q1 2018 TO Q3 2022**



Statistics Canada,  
Table 14-10-0398-01



# CANADIAN BUSINESS COUNTS





# CANADIAN BUSINESS COUNTS

## LABOUR MARKET INDICATORS

A regular part of our annual review of labour market indicators includes profiling Statistics Canada's Canadian Business Counts, which reflects the number of business establishments in a community. We also profile how these numbers have changed, by size of establishment and by industry. As a general rule, Statistics Canada recommends against using its semi-annual count of businesses as a longitudinal barometer of whether the number of businesses is growing or shrinking in a given community, and they particularly cautioned against using this data as a way to measure the impact that COVID-19 had on the number of businesses. We note this caution but continue to use comparisons as an additional piece of evidence that contributes to our understanding of local business and employment patterns.

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



### EXPERIMENTAL ESTIMATES FOR BUSINESS OPENINGS AND CLOSURES

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

- **Business Openings:** An establishment that had no employee in the previous month but has an employee in the current month.
- **Business Closures:** An establishment that had an employee in the previous month but has no employee in the current month.
- **Active Businesses:** An establishment that has an employee in the current month.
- **Continuing Businesses:** An establishment that had an employee in the previous month and has an employee in the current month.

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

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

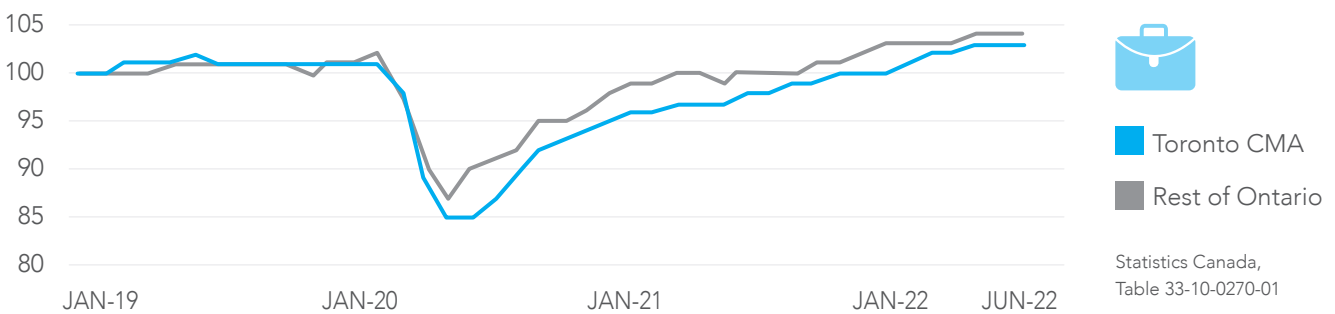
The data being profiled is up to June 2022, so it has the same end date as the Canadian Business Counts data which is reviewed in the remaining part of this analysis.

## ACTIVE BUSINESSES

Chart 1 profiles active businesses in the Rest of Ontario (that is, excluding the Toronto Census Metropolitan Area or CMA), and the Toronto CMA. Monthly data is provided from January 2019, to show the pattern before COVID-19 hit (March 2020), up to the most recent available figures (June 2022). All data in the chart is expressed in relation to the number of businesses active in January 2019; that figure is given a value of 100 and all subsequent months are a ratio of that 100. A value of 95 means that the number of businesses is 5% lower than the number present in January 2019.

Both areas followed a roughly similar trend prior to COVID-19, at which point the number of active businesses dropped precipitously, more so for the Toronto CMA (down to 85 in May 2020) and only somewhat less so for the Rest of Ontario (down to 87 in May 2020). The recovery was in full swing by the fall of 2020. By March 2021, the Rest of Ontario returned to the level of active businesses that had been present in January 2019 and the Toronto CMA returned to that level by October 2021. In June 2022, the values were as follows: Rest of Ontario – 104, and Toronto CMA – 103.

**CHART 1: RATIO OF ACTIVE BUSINESSES, REST OF ONTARIO AND TORONTO CMA, JANUARY 2019 TO JUNE 2022 (JANUARY 2019 = 100)**



## INDUSTRIES

Several select industries are presented, to highlight not only different impacts caused by the pandemic depending on the industry, but also slightly different impacts by geography (Rest of Ontario versus Toronto CMA).

Chart 2 present the data for Food and Beverage Services, one of several customized categories available through this dataset (it consists of: Full-service Restaurants; Limited-service Eating Places; and Drinking Places). This was an industry sub-sector which was particularly hard hit by the pandemic (the hardest hit subsector was Travel Services, but this represents a much smaller employment base). The chart presents monthly data from January 2019. In both areas, the drop in the number of active businesses was very severe, in May 2020 reaching 73 in the Rest of Ontario and 69 in the Toronto CMA, a drop of 27% and 31% from January 2019. Both areas experienced a similar recovery trajectory, with the Toronto CMA figures lagging the Rest of Ontario, but by September 2021 Toronto starting to overtake the Rest of Ontario. By March 2022, the number of active businesses in the Toronto CMA finally matched its January 2019 figure, while the Rest of Ontario reached its January 2019 levels in May 2022.

**CHART 2: RATIO OF ACTIVE BUSINESSES, FOOD & BEVERAGE SERVICES, REST OF ONTARIO AND TORONTO CMA, JANUARY 2019 TO JUNE 2022 (JANUARY 2019 = 100)**

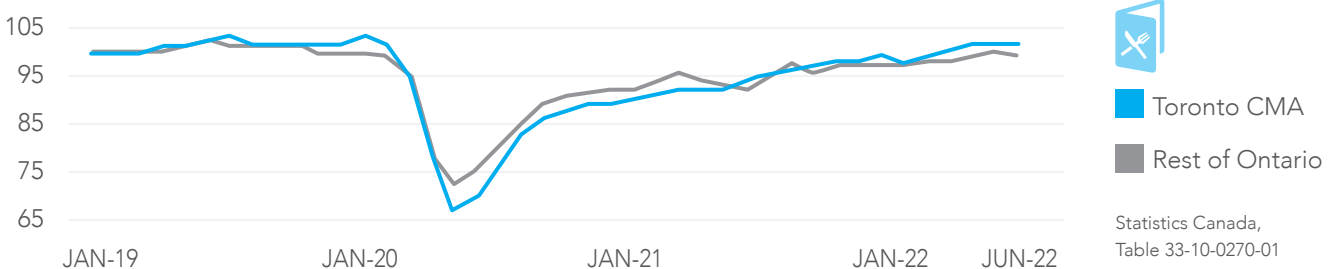




Chart 3 illustrates the figures for the Professional, Scientific and Technical Services sector, made up of professional firms such as lawyers, accountants, engineers, management consultants or IT specialists. Overall, this sector was only partly affected by COVID-19, in large measure because many of these professionals were able to carry on business by working remotely from home. Their lowest level of active businesses occurred in May and June 2020, when the Rest of Ontario fell to 95 (a decline of 5%) and the Toronto CMA numbers fell to 93 in June 2020 (a decline of 7%). By the end of 2020, both areas had already passed the level of active businesses present in January 2019, and by June 2022 the Rest of Ontario figure stood at 106 (6% more active businesses than in January 2019), and the Toronto CMA numbers were at 108, 8% higher than January 2019, in both cases a very healthy rise.

**CHART 3: RATIO OF ACTIVE BUSINESSES, PROFESSIONAL, SCIENTIFIC & TECHNICAL SERVICES, REST OF ONTARIO AND TORONTO CMA, JANUARY 2019 TO JUNE 2022 (JANUARY 2019 = 100)**

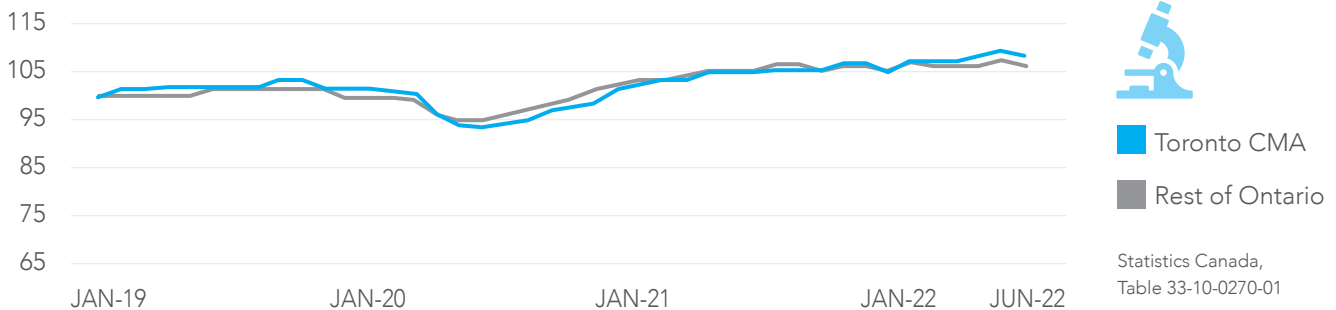
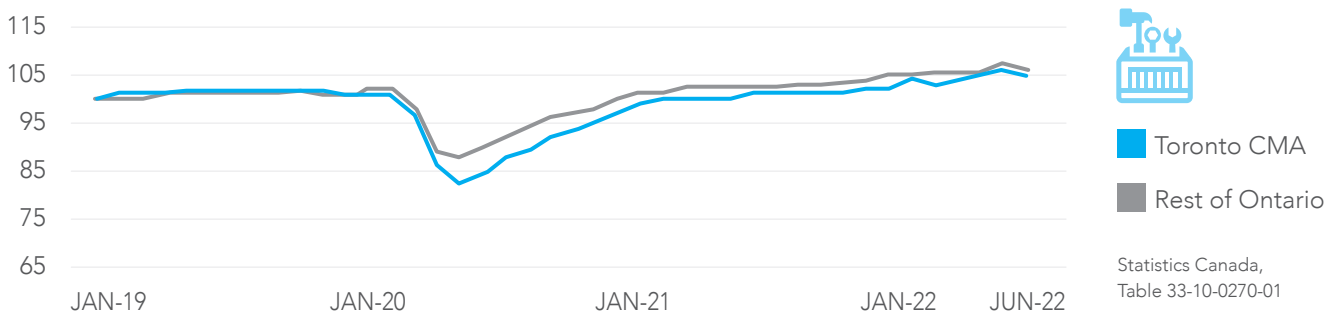
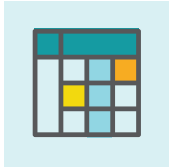


Chart 4 presents the trends for the Construction sector. By May 2020, in the Rest of Ontario the number of active businesses had fallen to 87 (a decline of 13%), while in the Toronto CMA, the fall was greater, down to 83 (a decline of 17%). The return to the 100 level did not take very long, in the Rest of Ontario by December 2020 and in the Toronto CMA by February 2021. By June 2022, the level of active businesses in the Rest of Ontario stood at 106 (6% higher than January 2019) and in the Toronto CMA at 105 (5% higher than January 2019).

**CHART 4: RATIO OF ACTIVE BUSINESSES, CONSTRUCTION, REST OF ONTARIO AND TORONTO CMA, JANUARY 2019 TO JUNE 2022 (JANUARY 2019 = 100)**





These three charts show how COVID-19 affected three industries, though at different levels of intensity and with some sectors by June 2022 barely returning to the level of active businesses that were present in January 2019. To illustrate these disparate outcomes, **Table 1** shows the figure for each industry as it stood in June 2022 for each of the Rest of Ontario and the Toronto CMA, highlighting (in blue cells) that there are several sectors where the number of active businesses had not returned to their January 2019 levels (that is, back to 100).

The list of industries profiled in **Table 1** represent almost all of the major industry sectors. Agriculture as well as Public Administration are not tracked in this data. In addition, two subsectors are included under Manufacturing: Food Manufacturing and Beverage & Tobacco Product Manufacturing. There is also a new sector created: Tourism, which includes five subsectors.

It is clear that apart from Forestry, Fishing & Hunting, the Tourism sector remained the industry that lagged furthest behind in returning to the level of active businesses present in January 2019. The one tourism subsector which had by this time recovered more strongly was the Accommodation subsector.

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

**TABLE 1: RATIO OF NUMBER OF ACTIVE BUSINESSES, REST OF ONTARIO AND TORONTO CMA, JUNE 2022 (JANUARY 2019 = 100)**

	REST OF ONTARIO	TORONTO CMA		REST OF ONTARIO	TORONTO CMA
<b>ALL</b>	<b>104</b>	<b>103</b>	Professional, Scientific & Technical Services	106	108
Forestry, Fishing & Hunting	89	78	Administrative & Support, Waste Management	104	101
Mining, Quarrying, Oil & Gas	98	88	Educational Services	109	107
Utilities	90	101	Health Care & Social Assistance	104	107
Construction	106	105	Arts, Entertainment & Recreation	102	102
Manufacturing	100	97	Accommodation & Food Services	100	101
Food Manufacturing	106	106	Other Services (Except Public Administration)	95	102
Beverage & Tobacco Product Manufacturing	114	109	Tourism Industry	98	98
Wholesale Trade	93	96	Tourism Transportation	86	87
Retail Trade	100	102	Travel Services (Tourism)	80	75
Transportation & Warehousing	102	96	Recreation & Entertainment (Tourism)	97	101
Information & Cultural Industries	100	107	Accommodation (Tourism)	103	110
Finance & Insurance & Management of Companies	98	100	Food & Beverage Services (Tourism)	99	101
Real Estate, Rental & Leasing	105	105			





## NUMBER OF BUSINESSES, BY THE SIZE OF ESTABLISHMENT AND BY THE INDUSTRY

Tables 2 and 3 provide the summary data for all businesses located in the Districts of Nipissing and Parry Sound for June 2022. The table provides two different counts:

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

### EXPLANATION FOR SPECIFIC COLUMNS IN THE TABLES:

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



**TABLE 2: NIPISSING NUMBER OF BUSINESSES BY EMPLOYEE SIZE RANGE JUNE 2022**

INDUSTRY SECTOR (2-DIGIT NAICS)	NUMBER OF EMPLOYEES								%	RANK
	0	1-4	5-9	10-19	20-49	50-99	100+	TOTAL		
11 - Agriculture	138	27	6	1	5	0	0	177	3%	11
21 - Mining	11	2	3	3	2	0	3	24	0%	19
22 - Utilities	24	0	2	0	0	2	0	28	0%	18
<b>23 - Construction</b>	334	170	71	35	24	5	2	641	10%	<b>2</b>
31-33 - Manufacturing	61	22	22	13	18	13	4	153	2%	13
41 - Wholesale Trade	67	27	31	19	10	1	0	155	3%	12
<b>44-45 - Retail Trade</b>	177	122	121	110	50	14	9	603	10%	<b>3</b>
48-49 - Transportation & Warehousing	138	42	8	13	10	6	5	222	4%	9
51 - Information & Cultural	29	19	16	3	4	0	0	71	1%	15
52 - Finance & Insurance	228	31	27	13	15	1	0	315	5%	8
<b>53 - Real Estate, Rental &amp; Leasing</b>	1,516	104	22	8	4	1	1	1,656	26%	<b>1</b>
54 - Professional, Scientific & Technical Services	299	93	36	29	13	2	1	473	8%	6
55 - Management of Companies	38	2	1	2	0	1	0	44	1%	17
56 - Administrative Support	112	40	26	15	6	2	1	202	3%	10
61 - Educational Services	34	8	9	6	3	1	6	67	1%	16
<b>62 - Health Care &amp; Social Assistance</b>	256	151	59	41	31	8	11	557	9%	<b>4</b>
71 - Arts, Entertainment & Recreation	51	11	10	6	7	2	0	87	1%	14
72 - Accommodation & Food Services	114	73	40	40	41	13	0	321	5%	7
<b>81 - Other Services</b>	280	138	45	22	4	2	0	491	8%	<b>5</b>
91 - Public Administration	0	2	1	0	5	5	5	18	0%	20
CLASSIFIED BUSINESSES	3,907	1,084	556	379	252	79	48	6,305		
% of All Classified & Unclassified Businesses	63%	17%	8%	6%	4%	1%	1%	100%		
Cumulative %	63%	80%	89%	94%	98%	99%	100%			
Ontario % of Classified & Unclassified Businesses	70%	18%	5%	3%	2%	1%	1%			

Statistics Canada, Canadian Business Counts, June 2022



**TABLE 3: PARRY SOUND NUMBER OF BUSINESSES BY EMPLOYEE SIZE RANGE JUNE 2022**

INDUSTRY SECTOR (2-DIGIT NAICS)	NUMBER OF EMPLOYEES								%	RANK
	0	1-4	5-9	10-19	20-49	50-99	100+	TOTAL		
11 - Agriculture	111	21	5	1	0	0	0	138	3%	11
21 - Mining	1	2	0	4	0	0	0	7	0%	20
22 - Utilities	12	1	0	0	0	0	0	13	0%	19
<b>23 - Construction</b>	421	257	95	31	6	0	0	810	20%	<b>1</b>
31-33 - Manufacturing	66	29	11	9	3	6	2	126	3%	12
41 - Wholesale Trade	47	17	9	5	3	0	0	81	2%	14
<b>44-45 - Retail Trade</b>	129	73	55	32	17	8	2	316	8%	<b>4</b>
48-49 - Transportation & Warehousing	125	32	13	5	5	1	0	181	4%	8
51 - Information & Cultural	17	16	9	0	0	0	0	42	1%	15
52 - Finance & Insurance	138	15	7	6	2	1	0	169	4%	9
<b>53 - Real Estate, Rental &amp; Leasing</b>	737	43	4	4	0	0	0	788	19%	<b>2</b>
<b>54 - Professional, Scientific &amp; Technical Services</b>	209	67	15	10	0	0	0	301	7%	<b>5</b>
55 - Management of Companies	31	2	0	0	0	0	0	33	1%	17
56 - Administrative Support	96	37	15	7	0	1	0	156	4%	10
61 - Educational Services	17	5	4	1	1	1	0	29	1%	18
62 - Health Care & Social Assistance	117	55	11	17	14	4	7	225	5%	7
71 - Arts, Entertainment & Recreation	53	24	20	5	5	1	0	108	3%	13
72 - Accommodation & Food Services	137	58	29	19	18	4	0	265	6%	6
<b>81 - Other Services</b>	195	93	19	4	7	1	0	319	8%	<b>3</b>
91 - Public Administration	2	2	4	5	16	5	3	37	1%	16
CLASSIFIED BUSINESSES	2,661	849	325	165	97	33	14	4,144		
% of All Classified & Unclassified Businesses	66%	20%	7%	4%	2%	1%	0%	100%		
Cumulative %	66%	86%	93%	97%	99%	100%	10%			
Ontario % of Classified & Unclassified Businesses	70%	18%	5%	3%	2%	1%	1%			

Statistics Canada, Canadian Business Counts, June 2022





## SOME OBSERVATIONS:

### *Number of small firms:*

Businesses are by far made up of small establishments. 63% of the classified and unclassified firms in Nipissing have no employees,<sup>1</sup> and another 17% have 1-4 employees; in Parry Sound, no employee firms account for 66%, and 1-4 employees another 20%; in both instances, the percentages of firms with 4 employees or less are relatively close to the figures for Ontario (last line of the table: 70% for no employees and 18% for 1-4 employees); evidently, both Parry Sound and Nipissing have a slightly smaller proportion of their firms which are solo operators with no employees;

### *Highest number of firms by industry:*

The second to last column provides the percentage distribution of all firms by industry. The three industries with the largest number of firms in Nipissing are Real Estate, Rental, & Leasing, accounting for 26.3% of all firms (last year it was 25.3%), the second largest, Construction, represents 10.2% of all firms (last year: 10%), and third, Retail Trade, representing 9.6% of all firms (last year: 9.3%); in Parry Sound, the largest are Construction (19.5%, same as last year), Real Estate, Rental & Leasing (19%; last year: 17.7%) and then Other Services (7.7%; last year: 8.2%); by way of context, the five largest industries by number of firms in Ontario are: Real Estate, Rental & Leasing (22.9%); Professional, Scientific and Technical Services (13.9%); Construction (9.6%); Health Care & Social Assistance (7.1%) and Retail Trade (6.5%).

### *Highest number of firms by size and industry:*

The three largest industries by each employee size category have also been highlighted. The table demonstrates how the very large number of firms in the no employee size category drives the total numbers (that is, for Real Estate, Rental & Leasing; Construction; Professional, Scientific & Technical Services; and Other Services). In the mid-size ranges, firms in Retail Trade and Accommodation & Food Services come to the fore (and in Nipissing, Health Care & Social Assistance). Among the largest firms (100 or more employees), in Nipissing they are found in: Health Care & Social Assistance; Retail Trade; and Educational Services; in Parry Sound, these are found in Health Care & Social Assistance; Public Administration; Retail Trade; and Manufacturing.

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



The next tables profile the ten largest sub-industries by different employee size categories for each of Nipissing and Parry Sound based on their 4-digit North American Industry Classification System (NAICS), which means drilling down deeper into each industry sector.

Among establishments with no employees (Tables 4 and 5), landlords are by far the biggest single sector at this level of industry detail. The construction sector (residential building construction, building finishing contractors, other specialty trade contractors and Building equipment contractors) make up a sizeable contribution, as does the health care sector (physicians and other health practitioners).

<b>TABLE 4: TOP TEN 4-DIGIT NAICS SUBSECTORS WITH ZERO EMPLOYEES, NIPISSING, JUNE 2022</b>	<b># OF FIRMS</b>
5311 - Lessors of real estate (i.e., landlords of residential and non-residential buildings)	89
5239 - Other financial investment activities (provide investment advice/investment services)	98
5312 - Offices of real estate agents and brokers	90
5416 - Management, scientific and technical consulting services	106
6213 - Offices of other health practitioners (e.g., optometrists, therapists, chiropractors)	100
2361 - Residential building construction	106
6211 - Offices of physicians	114
2383 - Building finishing contractors	93
4841 - General freight trucking	100
5313 - Activities related to real estate (e.g., appraisers)	102

Statistics Canada, Canadian Business Counts, June 2022

<b>TABLE 5: TOP TEN 4-DIGIT NAICS SUBSECTORS WITH ZERO EMPLOYEES, PARRY SOUND, JUNE 2022</b>	<b># OF FIRMS</b>
5311 - Lessors of real estate (i.e., landlords of residential and non-residential buildings)	563
2361 - Residential building construction	132
5312 - Offices of real estate agents and brokers	125
5239 - Other financial investment activities (provide investment advice/investment services)	109
2383 - Building finishing contractors	66
2389 - Other specialty trade contractors	66
5416 - Management, scientific and technical consulting services	66
7211 - Traveller accommodation	66
2382 - Building equipment contractors	63
4841 - General freight trucking	56

Statistics Canada, Canadian Business Counts, June 2022

Tables 6 and 7 profile the ten largest sub-industry categories with 1-19 employees. These include the many familiar businesses that populate the main streets of our communities, such as doctor's offices, restaurants, fast-food outlets, auto repair shops, grocery stores and places of worship. This list also includes a number of the categories found among the top ten sub-industry categories with zero employees, such as landlords and construction contractors.

<b>TABLE 6: TOP TEN 4-DIGIT NAICS SUBSECTORS WITH 1-19 EMPLOYEES, NIPISSING, JUNE 2022</b>	<b># OF FIRMS</b>
6211 - Offices of physicians	<b>113</b>
7225 - Full-service restaurants and limited-service eating places	<b>81</b>
5311 - Lessors of real estate (i.e., landlords of residential and non-residential buildings)	<b>80</b>
2382 - Building equipment contractors	<b>76</b>
8111 - Automotive repair and maintenance	<b>63</b>
2361 - Residential building construction	<b>61</b>
5617 - Services to buildings and dwellings (e.g., janitorial services, landscaping services)	<b>56</b>
6213 - Offices of other health practitioners (e.g., optometrists, therapists, chiropractors)	<b>51</b>
4451 - Grocery stores	<b>44</b>
2381 - Foundation, structure, and building exterior contractors	<b>41</b>

Statistics Canada, Canadian Business Counts, June 2022

<b>TABLE 7: TOP TEN 4-DIGIT NAICS SUBSECTORS WITH 1-19 EMPLOYEES, PARRY SOUND, JUNE 2022</b>	<b># OF FIRMS</b>
2361 - Residential building construction	<b>126</b>
2382 - Building equipment contractors	<b>68</b>
2383 - Building finishing contractors	<b>64</b>
2389 - Other specialty trade contractors	<b>56</b>
5617 - Services to buildings and dwellings (e.g., janitorial services, landscaping services)	<b>47</b>
2381 - Foundation, structure, and building exterior contractors	<b>45</b>
7225 - Full-service restaurants and limited-service eating places	<b>44</b>
7139 - Other amusement and recreation industries (e.g., marinas, golf courses)	<b>40</b>
6211 - Offices of physicians	<b>35</b>
8131 - Religious organizations (e.g., places of worship)	<b>32</b>

Statistics Canada, Canadian Business Counts, June 2022

Tables 8 and 9 present the results for establishments with 20 or more employees. They also display the number of establishments by 20-99 employees and 100 or more employees. These represent the larger employers across Nipissing and Parry Sound are represent restaurants (full-service and fast-food), retailers (grocery stores, automobile dealers) and public services (municipal governments, Aboriginal public administration and various community and health services and facilities).

TABLE 8: TOP TEN 4-DIGIT NAICS SUBSECTORS WITH 20 OR MORE EMPLOYEES, NIPISSING, JUNE 2022	NUMBER OF EMPLOYEES		
	20-99	100+	20+
7225 - Full-service restaurants and limited-service eating places	44	0	44
4451 - Grocery stores	8	5	13
4411 - Automobile dealers	12	0	12
5221 - Depository credit intermediation (e.g., banks and credit unions)	11	0	11
6241 - Individual and family services	10	1	11
9139 - Other local, municipal and regional public administration	8	2	10
4441 - Building material and supplies dealers	8	1	9
5413 - Architectural, engineering and related services	7	1	8
6232 - Residential developmental handicap, mental health and substance abuse facilities	8	0	8
7211 - Traveller accommodation	8	0	8

Statistics Canada, Canadian Business Counts, June 2022

TABLE 9: TOP TEN 4-DIGIT NAICS SUBSECTORS WITH 20 OR MORE EMPLOYEES, PARRY SOUND, JUNE 2022	NUMBER OF EMPLOYEES		
	20-99	100+	20+
9139 - Other local, municipal and regional public administration	15	1	16
7225 - Full-service restaurants and limited-service eating places	15	0	15
4451 - Grocery stores	7	1	8
4441 - Building material and supplies dealers	7	0	7
7139 - Other amusement and recreation industries	6	0	6
9141 - Aboriginal public administration	4	1	5
6214 - Out-patient care centres	4	0	4
6232 - Residential developmental handicap, mental health and substance abuse facilities	4	0	4
6241 - Individual and family services	3	1	4
7211 - Traveller accommodation	4	0	4

Statistics Canada, Canadian Business Counts, June 2022





### CHANGE IN THE NUMBER OF FIRMS BY INDUSTRY, JUNE 2021 TO JUNE 2022

Changes in the number of employers are experienced differently across the various industries. **Tables 10 and 11** highlight the changes in the number of firms by industry and by employee size between June 2021 and June 2022 for Nipissing and Parry Sound. The table also lists the total number of firms in each industry in June 2022, to provide a context. The colour-coding of the tables (teal and orange where there is an increase, grey where there is a decrease) helps to illustrate any pattern.

A comparison between this year's net changes by employee size and those of the previous two years is included at the bottom of each table, to illustrate overall changes in the number of businesses over this time period. In the next section, the changes over five years are illustrated in a chart. It should be noted that Statistics Canada discourages comparisons of this sort, on the grounds that their data collection and classification methods change. At the very least, these comparisons can provide the foundation for further inquiry, tested by local knowledge about changes in industries.

It also bears repeating that Statistics Canada made clear that the June 2021 counts cannot be used to measure the impacts of the COVID-19 pandemic, because there would be a delay in the time it takes for a business to close and the administrative paperwork to be completed to register that event, such that the June figures would not be a timely representation of the degree of possible business closures.





**NIPISSING:** The first thing to note about the net changes for Nipissing are in the last three rows: in 2019-20, while there was a total net loss of firms (minus 88), there was a net gain among firms with 20-99 employees (plus 22), and all the losses were among firms with zero or 104 employees, which suggest the overall impact on employment may have been balanced out. In 2020-21, there were widespread declines in the number of firms, notably among firms with 20 or more employees. In 2021-22, there were increases in every category.

Moreover, the net changes among firms with 20-99 employees were only either increases or no change, except for one industry. Among all firms with employees, there were 11 cells registering net losses, while there were 30 cells registering net increases.

Industries where there most likely were employment increases were: Construction; Retail Trade; Transportation & Warehousing; Professional, Scientific & Technical Services; Educational Services; and Accommodation & Food Services.

**TABLE 10: NIPISSING CHANGE IN THE NUMBER OF EMPLOYERS, BY INDUSTRY AND BY FIRM SIZE, JUNE 2021 TO JUNE 2022**

NIPISSING INDUSTRY	FIRM SIZE (NUMBER OF EMPLOYEES)					TOTAL # OF FIRMS JUNE 22
	0	1-19	20-99	100+	TOTAL	
Agriculture, Forestry, Fishing & Farming	↑15	↑4	↑1	0	↑20	177
Mining & Oil and Gas Extraction	↓2	↑1	0	0	↓1	24
Utilities	↑7	0	0	0	↑7	28
Construction	↑2	↑8	↑5	↓1	↑14	641
Manufacturing	↑2	↓4	0	↑3	↑1	153
Wholesale Trade	↑8	↓1	↑2	0	↑9	155
Retail Trade	↑11	↑5	↑5	0	↑21	603
Transportation & Warehousing	↑12	↑1	↑1	0	↑14	222
Information & Cultural Industries	↓4	↓3	↑1	0	↓6	71
Finance & Insurance	↓9	↓12	↑3	0	↓18	315
Real Estate, Rental & Leasing	↑77	↓2	0	0	↑75	1,656
Professional, Scientific & Technical Services	↓1	↑12	↑1	0	↑12	473
Management of Companies & Enterprises	↓1	↓1	0	0	↓2	44
Administrative & Support	↓8	↓1	↑3	0	↓6	202
Educational Services	↓4	0	↑1	0	↓3	67
Health Care & Social Assistance	↓33	↑14	↓3	0	↓22	557
Arts, Entertainment & Recreation	↓27	↓2	↑3	0	↓26	87
Accommodation & Food Services	↓27	↑4	↑12	0	↓11	321
Other Services	↓9	↓10	0	0	↓19	491
Public Administration	↓1	0	↑2	0	↑1	18
<b>NET TOTAL CHANGES, 2021-22</b>	<b>↑8</b>	<b>↑13</b>	<b>↑37</b>	<b>↑2</b>	<b>↑60</b>	
<b>NET TOTAL CHANGES, 2020-21</b>	<b>↓37</b>	<b>↑8</b>	<b>↓44</b>	<b>↓5</b>	<b>↓78</b>	
<b>NET TOTAL CHANGES, 2019-20</b>	<b>↓87</b>	<b>↓23</b>	<b>↑22</b>	<b>0</b>	<b>↓88</b>	

**PARRY SOUND:** Looking at the pattern over the last three years (Table 11), the rebound in Parry Sound was stronger. There had been large losses across all employee-size categories between 2020 and 2021, while there were significant increases in all employee-size categories between 2021 and 2022 (the next change among firms with 100 or more employees was small, but there are only 14 such firms in Parry Sound).

Given the pattern of net increases and net losses, it is very likely that the following industries experienced employment increases: Retail Trade; Information & Cultural Industries; Professional, Scientific & Technical Services; Administrative & Support; Educational Services; Arts, Entertainment & Recreation; and Accommodation & Food Services.

**TABLE 11: PARRY SOUND CHANGE IN THE NUMBER OF EMPLOYERS, BY INDUSTRY AND BY FIRM SIZE, JUNE 2021 TO JUNE 2022**

PARRY SOUND INDUSTRY	FIRM SIZE (NUMBER OF EMPLOYEES)					TOTAL # OF FIRMS JUNE 22
	0	1-19	20-99	100+	TOTAL	
Agriculture, Forestry, Fishing & Farming	↓13	↑1	0	0	↓12	138
Mining & Oil and Gas Extraction	↓3	↑2	0	0	↓1	7
Utilities	↑2	0	0	0	↑2	13
Construction	↑4	↑28	↓3	0	↑29	810
Manufacturing	↓6	↓3	↑1	↑1	↓7	126
Wholesale Trade	↓4	↑4	0	0	0	81
Retail Trade	↑4	↑2	↑1	↑1	↑8	316
Transportation & Warehousing	↓3	0	↑1	0	↓2	181
Information & Cultural Industries	↑2	↑2	0	0	↑4	42
Finance & Insurance	↓2	↓6	↑2	0	↓6	169
Real Estate, Rental & Leasing	↑80	0	↓1	0	↑79	788
Professional, Scientific & Technical Services	↑16	↓8	0	0	↑24	301
Management of Companies & Enterprises	↓1	↓1	0	0	0	33
Administrative & Support	↓3	↑7	0	0	↑4	156
Educational Services	↓4	↑3	↑1	0	0	29
Health Care & Social Assistance	↓4	↓2	↑2	↓1	↓5	225
Arts, Entertainment & Recreation	↑7	↓2	↑2	0	↑7	108
Accommodation & Food Services	↑8	0	↑8	0	↑16	265
Other Services	↓15	↓3	↑3	0	↓9	319
Public Administration	0	↓2	0	↑1	↓1	37
<b>NET TOTAL CHANGES, 2021-22</b>	<b>↑65</b>	<b>↑46</b>	<b>↑17</b>	<b>↑2</b>	<b>↑130</b>	
<b>NET TOTAL CHANGES, 2020-21</b>	<b>↓83</b>	<b>↓107</b>	<b>↓25</b>	<b>↓4</b>	<b>↓219</b>	
<b>NET TOTAL CHANGES, 2019-20</b>	<b>↓77</b>	<b>↑16</b>	<b>↑4</b>	<b>0</b>	<b>↓57</b>	

Tables 9 and 10; Statistics Canada, Canadian Business Counts, June 2021 and June 2022

### TIME SERIES FROM JUNE 2018 TO JUNE 2022

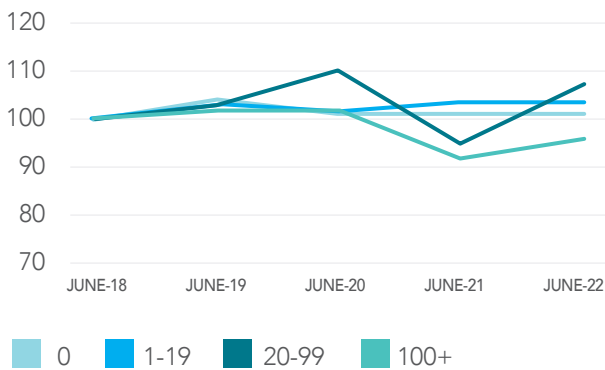
Changes which occur from year to year can sometimes be the consequence of a change in how a firm is classified or a small increase or decrease in employment resulting in a shift from one employee size category to another.

What can be more revealing is the longer-term pattern of changes by size of firm. The following chart tracks these changes for four employee size categories across five years (June 2018 to June 2022):

- Zero employees (0)
- 1-19 employees
- 20-99 employees
- 100 or more employees

The number of firms present in each category in June 2018 is assigned a value of 100 and each subsequent year the number of firms is expressed in relation to that value of 100. For example, if the value is 105, it means that the number of firms rose by 5%. In this way, one can compare the trend when the actual number of firms in each category is vastly different. **Charts 5 and 6** show the patterns for Nipissing and Parry Sound.

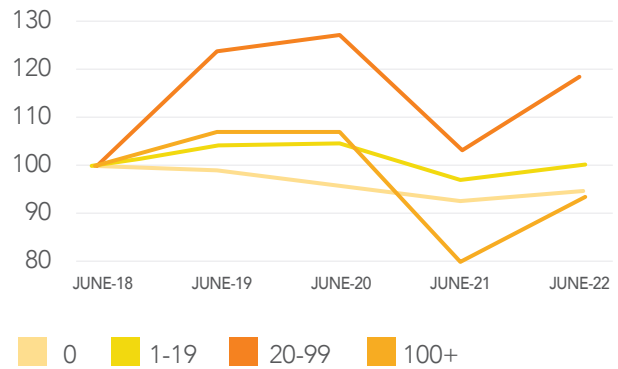
**CHART 5: RATIO OF NUMBER OF FIRMS BY EMPLOYEE SIZE CATEGORIES, NIPISSING, JUNE 2018 TO JUNE 2022 (JUNE 2018 = 100)**



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

Chart 5 shows how the number of firms in most categories increased very slightly through June 2018 to June 2020, except that firms with 20-99 employees grew by 10% by June 2020 from June 2018. The big decline in June 2021 was among firms with 20 or more employees, while by June 2022, there had been a considerable recovery among firms with 20-99 employees and only partial recovery among firms with 100 or more employees. (There are fewer firms in the category of 100 or more employees and so the changes are exaggerated when expressed as an index. In actual fact, there were 50 such firms in June 2018 and 48 firms in June 2022.)

**CHART 6: RATIO OF NUMBER OF FIRMS BY EMPLOYEE SIZE CATEGORIES, PARRY SOUND, JUNE 2018 TO JUNE 2022 (JUNE 2018 = 100)**



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

The profile in the change in the number of firms by size shows greater variation in Parry Sound (**chart 6**), with larger increases among firms with 20-99 employees, and more severe decreases among all categories in June 2021. There was a similar recovery pattern, with a greater recovery among firms with 20-99 employees and only partial recovery among firms with 100 or more employees. (This category of 100 or more employees is especially small in Parry Sound and once again the chart needs some perspective: in Parry Sound, there were 15 such firms in June 2018 and 14 firms in June 2022.)







# JOBS REPORT DATA



# JOBS REPORT DATA

## NIPISSING AND PARRY SOUND

Good labour market information is critical to understanding current and projected labour market demands/needs of local employers. This information is also helpful to: Employment Ontario service providers who try to match local job seekers with available jobs; post-secondary institutions that provide education and specialized training for various highly professional occupations and the skilled trades; and others interested in labour market trends and economic development opportunities.

### READY SET HIRED

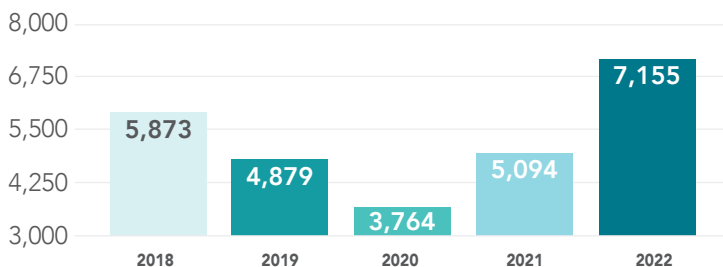
Readysethired.ca is a regional job portal for the Nipissing and Parry Sound districts. It collects local job postings on a daily basis and provides us with further insights into the local labour market.

- NIPISSING DISTRICT DATA
- PARRY SOUND DISTRICT DATA

### TOTAL JOB POSTINGS NIPISSING

There were a total of 7,155 job postings recorded within Nipissing District throughout 2022 which works out to an average of 596 postings each month. This figure was significantly above both the 2021 total (+2,061/ +40.5%) and the previous 4-year average (+1,898 / +36.1%). This large jump can be mainly attributed to the new collection method being utilized; however, there is also very likely a partial effect of the labour market rebounding from the nearly 2 years of pandemic effects. The traditional seasonal spring spike in job postings was again present in March 2022. There was a steady decline in job postings during the final quarter of the year which is largely due to seasonal trends.

### ANNUAL JOB POSTINGS OVER PAST 5 YEARS

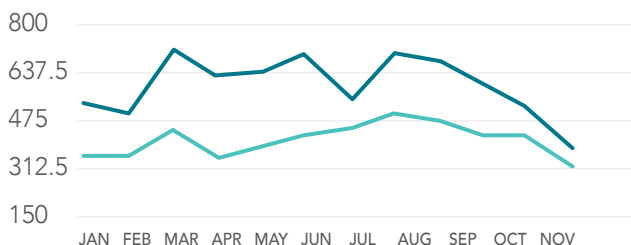


### NIPISSING DISTRICT

**JOB POSTINGS TOTAL RECORDED**  
**7,155**

**JOB POSTINGS MONTHLY AVERAGE**  
**596**

### MONTHLY JOB POSTINGS IN 2022 COMPARED TO PREVIOUS 4-YEAR AVERAGE



- 2022 Job Postings
- 2018-2021 Average Job Postings

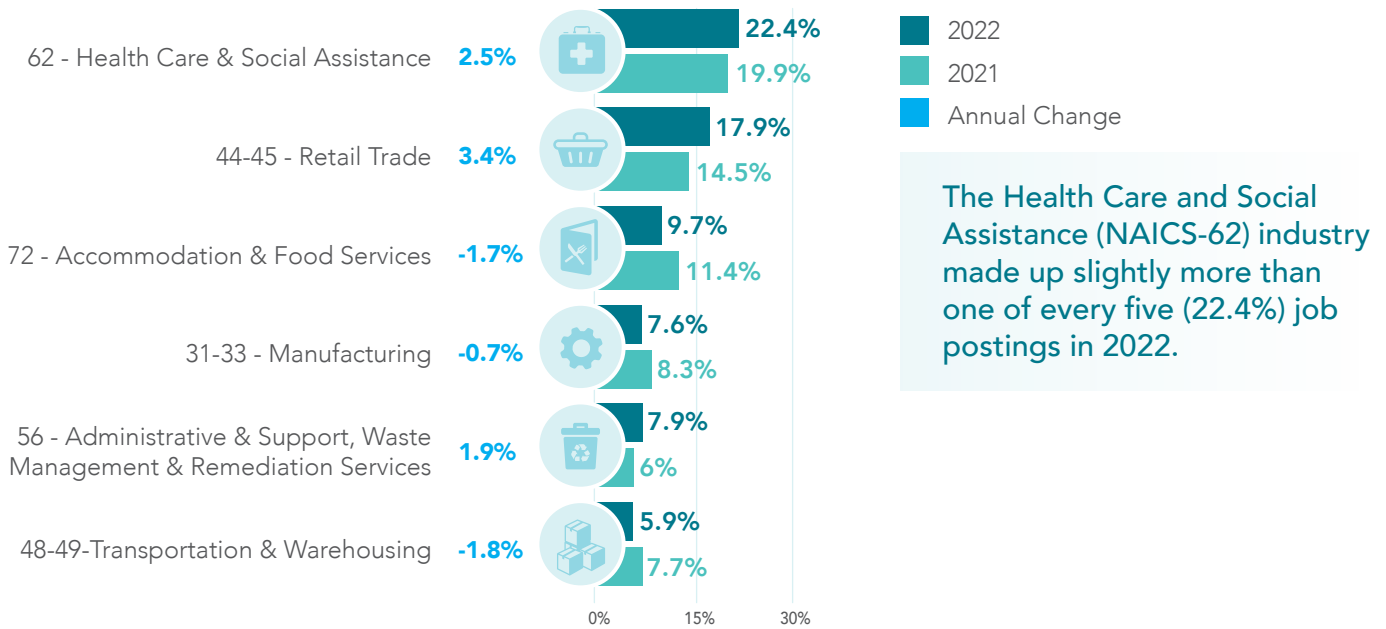
The traditional seasonal spring spike in job postings was again present in March 2022.



## JOB POSTINGS BY INDUSTRY CLASSIFICATION

The Health Care and Social Assistance (NAICS-62) industry made up slightly more than one of every five (22.4%) job postings in 2022 with Retail Trade (NAICS-44-45) and Accommodation and Food Services (NAICS-72) rounding out the top three with 17.9% and 9.7% of the job postings respectively. These three industries also made up the top three in 2021. The Health Care and Social Assistance saw a slight increase (+2.5%) in job posting representation when compared to the previous year. Retail Trade also saw a modest increase (+3.4%) in job postings from the previous year which could be explained by retailers returning to full operation.

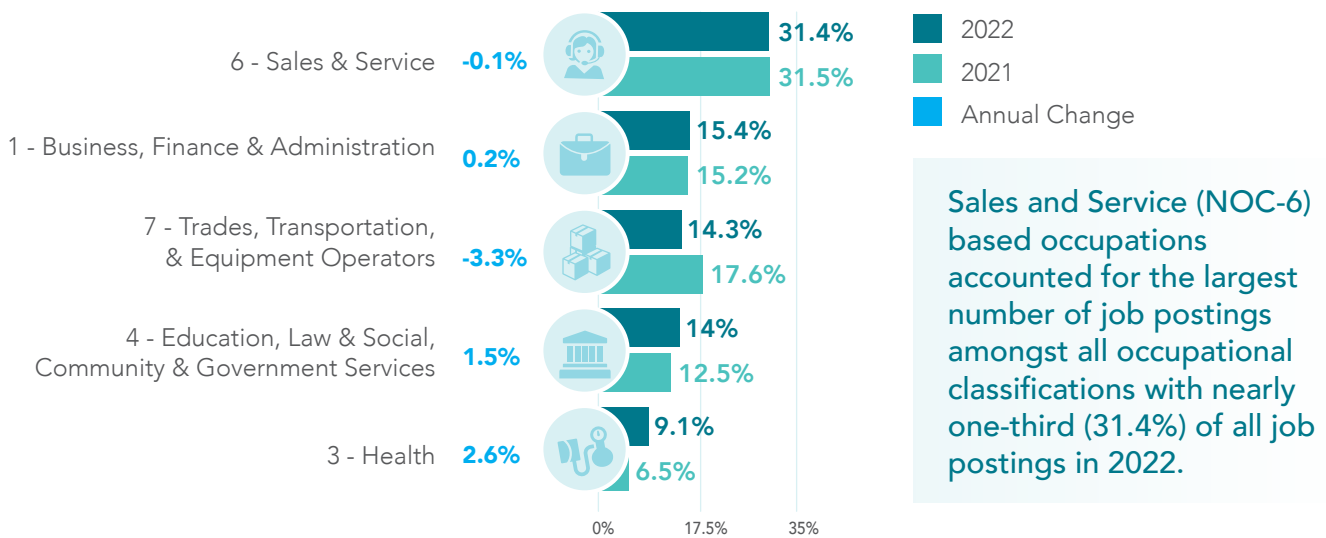
### REPRESENTATION OF JOB POSTINGS IN 2022 BY MAJOR INDUSTRY CLASSIFICATION (NAICS)



## JOB POSTINGS BY OCCUPATION CLASSIFICATION

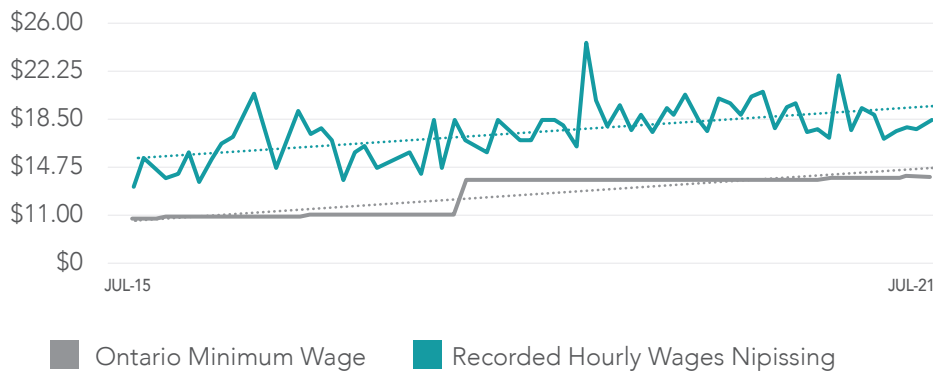
Sales and Service (NOC-6) based occupations accounted for the largest number of job postings amongst all occupational classifications with nearly one-third (31.4%) of all job postings in 2022; nearly identical to the 2021 figure of 31.5%. The top three occupational classifications also included Business, Finance and Administration (NOC-1) and Trades, Transportation and Equipment Operator (NOC-7) based occupations with 15.4% and 14.3% of the overall share respectively. Health (NOC-3) based occupations saw a slight increase (+2.6%) in job posting representation when compared to 2021.

### REPRESENTATION OF JOB POSTINGS IN 2022 BY MAJOR OCCUPATION CLASSIFICATION (NOCS)



## HOURLY WAGES

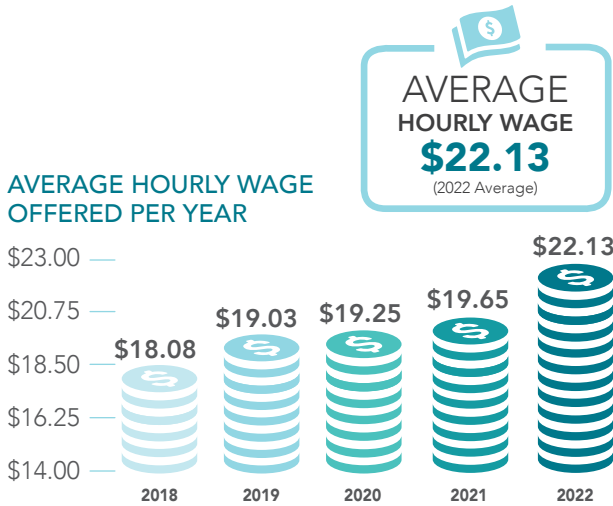
### BASE HOURLY WAGES OFFERED IN JOB POSTINGS (JULY 2015 TO JULY 2021)



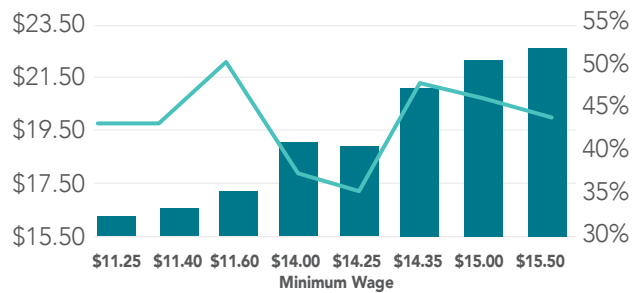


## HOURLY WAGES continued

The average hourly wage listed on job postings in 2022 was \$22.13/hour. This is a significant increase (+\$2.48 /+12.6%) from the 2021 figure of \$19.63/hr. This large increase is due primarily to LMG’s new collection algorithm which records the high end of the wage range listed as opposed to the low end which was previously recorded. Despite this, we do still see a downward trend in the percentage above the minimum wage that the average job posting is listed at. This suggests that jobs posted above minimum wage have not increased at the same rate as the minimum wage and likely resulting in a compression of jobs offered near the provincial minimum wage.

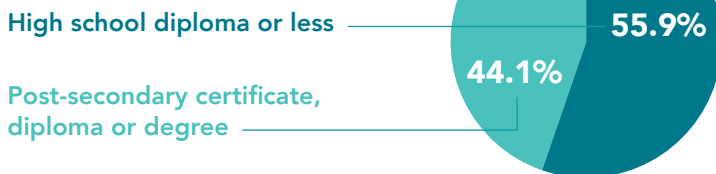


## AVERAGE HOURLY WAGE OFFERED AT PROVINCIAL MINIMUM WAGE



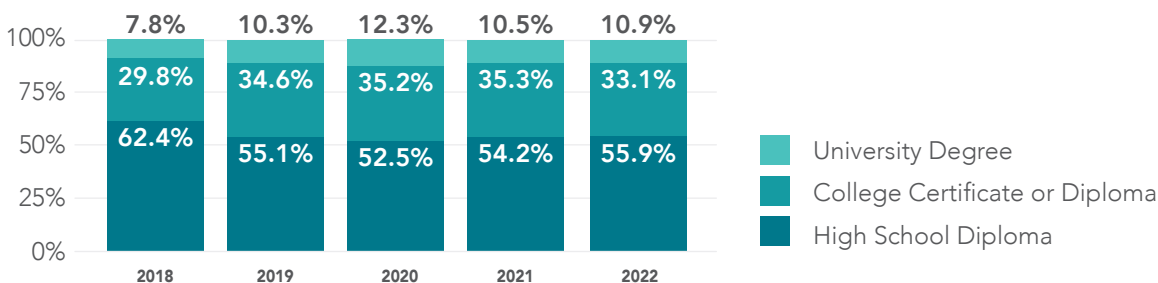
- Average \$/hr
- For the second consecutive year Job postings offering full-time equivalent (35+ hours/week) employment accounted for slightly more than 70% of the postings. Since this notable jump started prior to the switch to the new algorithm it can be stated with moderate to high confidence that more employers are moving towards offering more hours to their prospective employees.

## EDUCATIONAL REQUIREMENTS



In 2022 slightly more than half (55.9%) of the job postings were available for those with a high school diploma or less as opposed to those requiring some form of post-secondary certificate, diploma or degree (44.1%). The 2022 figure does represent a continued slight downward trend in employers requiring candidates with levels of education higher than that started with the 2020 data year and returns to a nearly similar figure of 55.1% from 2019.

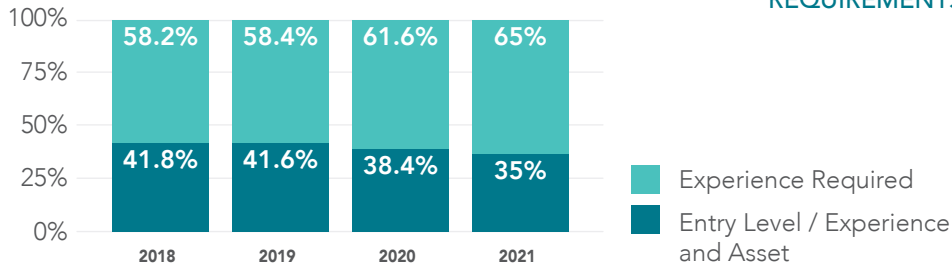
## MINIMUM EDUCATIONAL REQUIREMENTS



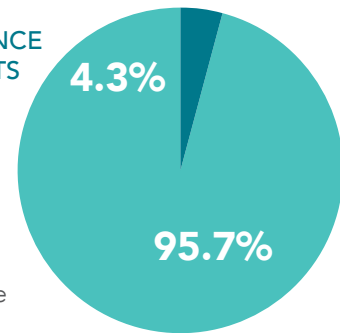
## EXPERIENCE LEVEL REQUIREMENTS

This variable is one that has been greatly affected by the new collection algorithm as can be clearly seen by the large shift after 4 years of a relatively consistent trend.

### EXPERIENCE REQUIREMENTS 2018-21



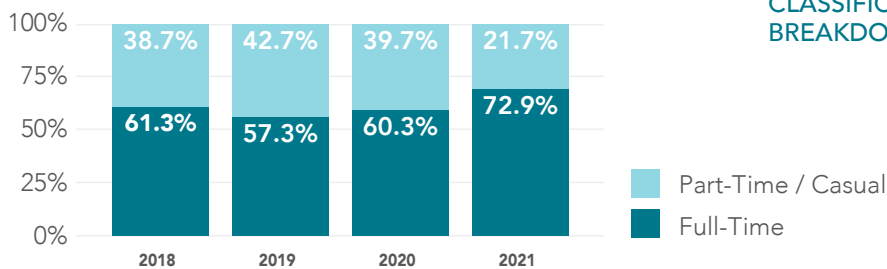
### 2022 EXPERIENCE REQUIREMENTS



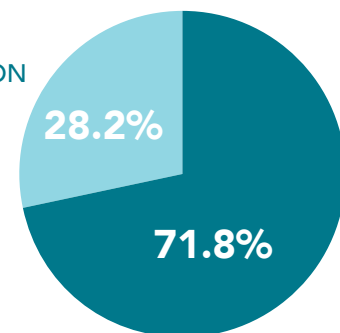
## HOURS OF EMPLOYMENT OFFERED

For the second consecutive year Job postings offering full-time equivalent (35+ hours/week) employment accounted for slightly more than 70% of the postings. Since this notable jump started prior to the switch to the new algorithm it can be stated with moderate to high confidence that more employers are moving towards offering more hours to their prospective employees.

### HOURLY CLASSIFICATION BREAKDOWN 2018-21



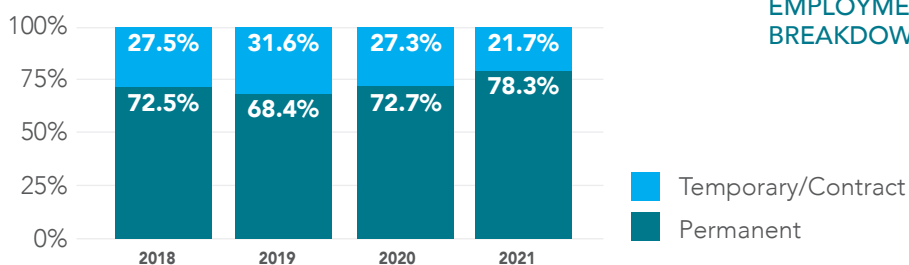
### 2022 HOURLY CLASSIFICATION BREAKDOWN



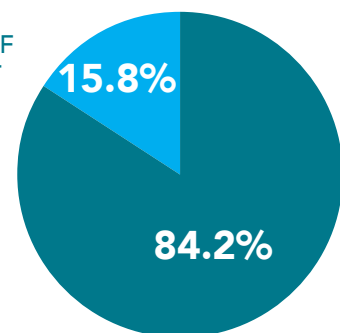
## TERMS OF EMPLOYMENT OFFERED

2022 saw the continuation in the increasing trend of job postings offering permanent employment opportunities which started in 2019 and has reached a new 5 year high of 84.2%; over 5% higher than the 2021 figure of 78.3%.

### TERMS OF EMPLOYMENT BREAKDOWN 2018-21



### 2022 TERMS OF EMPLOYMENT BREAKDOWN

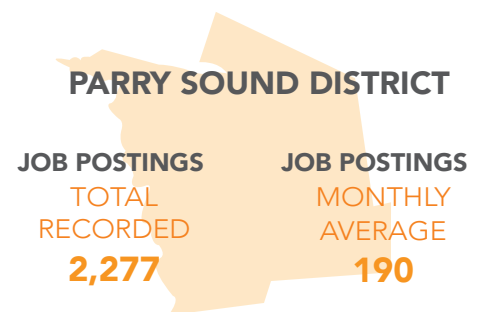
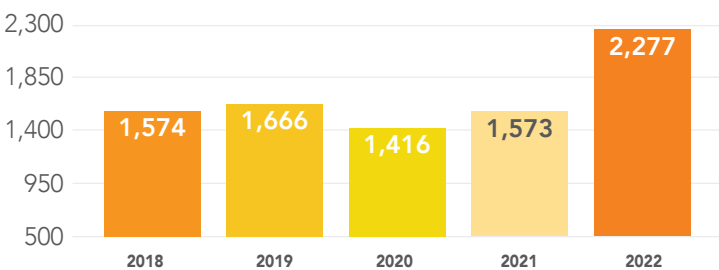




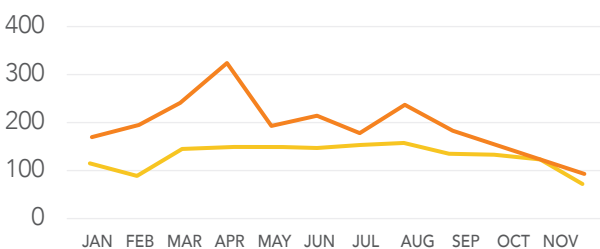
### TOTAL JOB POSTINGS PARRY SOUND

There were a total of 2,277 job postings recorded within Parry Sound District throughout 2022 which works out to an average of 190 postings each month. This figure was significantly above both the 2021 total (+704 / +44.8%) and the previous 4-year average (+720 / +46.2%). This large jump can be mainly attributed to the new collection method being utilized; however, there is also very likely a partial effect of the labour market rebounding from the nearly 2 years of pandemic effects. The traditional seasonal spring spike in job postings was again present in April 2022. There was a steady decline in job postings during the final quarter of the year which is largely due to seasonal trends.

### ANNUAL JOB POSTINGS OVER PAST 5 YEARS



### MONTHLY JOB POSTINGS IN 2022 COMPARED TO PREVIOUS 4-YEAR AVERAGE



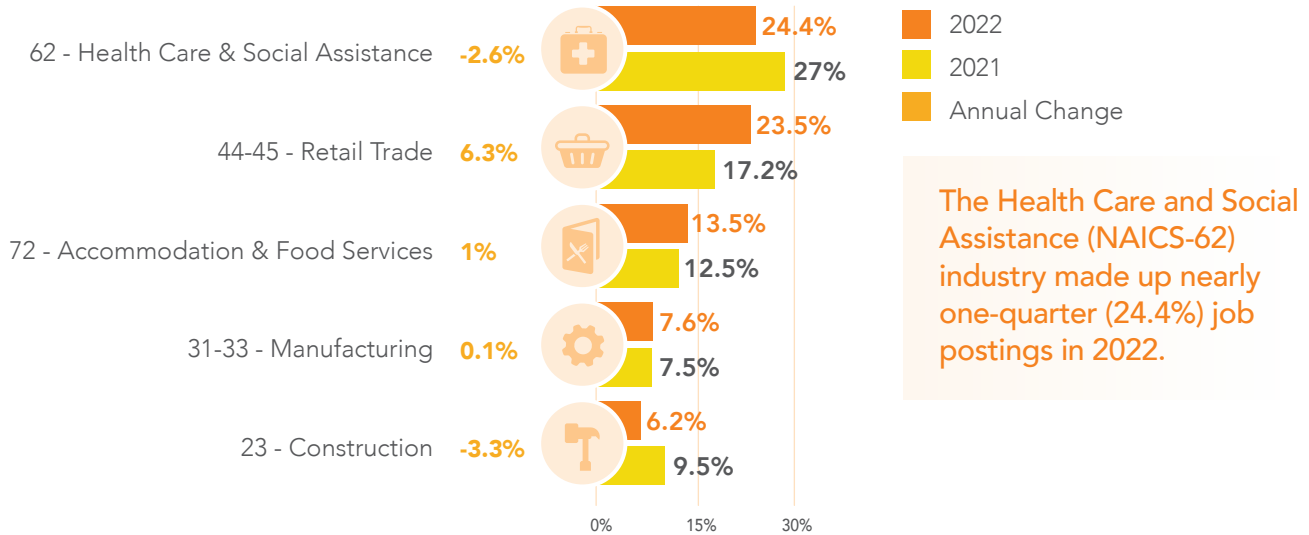
- 2022 Job Postings
- 2018-2021 Average Job Postings

The traditional seasonal spring spike in job postings was again present in April 2022.

## JOB POSTINGS BY INDUSTRY CLASSIFICATION

The Health Care and Social Assistance (NAICS-62) industry made up nearly one-quarter (24.4%) job postings in 2022 with Retail Trade (NAICS-44-45) and Accommodation and Food Services (NAICS-72) rounding out the top three with 23.5% and 13.5% of the job postings respectively. These three industries also made up the top three major industrial classifications in 2021. There was a significant bump; +6.3%, in job posting share for the Retail Trade industry when compared to 2021. This could be attributed to the increased return to in-person shopping following 2 years of pandemic measures and/or a possible increase in the number of employers within this industry in the region.

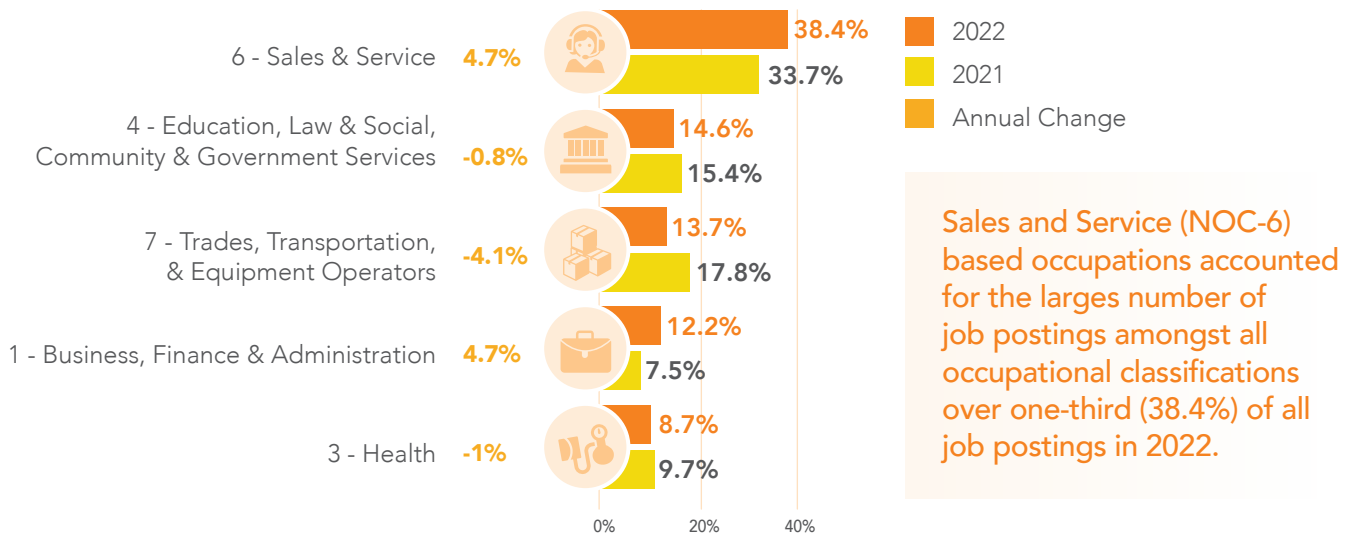
### REPRESENTATION OF JOB POSTINGS IN 2022 BY MAJOR INDUSTRY CLASSIFICATION (NAICS)



## JOB POSTINGS BY OCCUPATION CLASSIFICATION

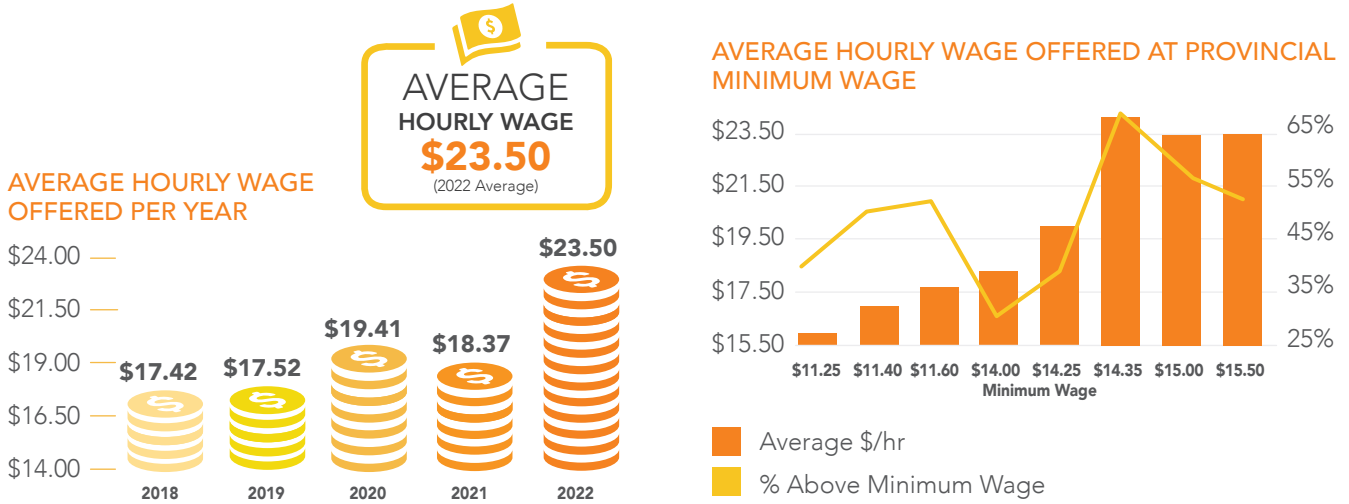
Sales and Service (NOC-6) based occupations accounted for the largest number of job postings amongst all occupational classifications over one-third (38.4%) of all job postings in 2022 which is also a light increase; +4.7%, from the 2021 figure. This increase could possibly be explained by the same rationale as described with the Retail Trade industry situation. The top three occupational classifications also included Education, Law and Social, Community and Government Services (NOC-4) and Trades, Transportation and Equipment Operator (NOC-7) based occupations with 14.6% and 13.7% of the overall share respectively.

### REPRESENTATION OF JOB POSTINGS IN 2022 BY MAJOR OCCUPATION CLASSIFICATION (NOCS)

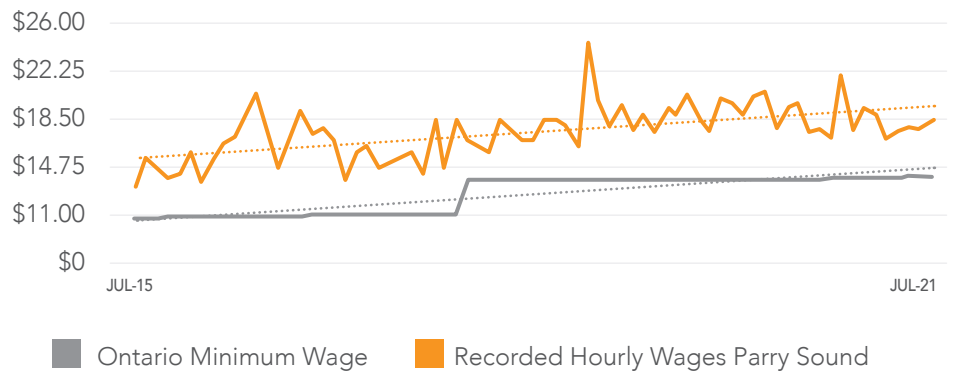


## HOURLY WAGES

The average hourly wage listed on job postings in 2022 was \$23.50/hour. This is a substantial increase (+\$5.13/ +27.9%) from the 2021 figure of \$18.37/hr. When investigating job posting wages offered by the minimum wage at the time of posting we see a downward trend in the percentage above the minimum wage that the average job posting is listed at. This suggests that jobs posted above minimum wage have not increased at the same rate as the minimum wage and likely resulting in a compression of jobs offered near the provincial minimum wage.



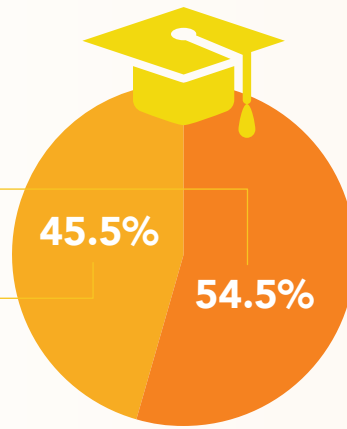
## BASE HOURLY WAGES OFFERED IN JOB POSTINGS (JULY 2015 TO JULY 2021)



### EDUCATIONAL REQUIREMENTS

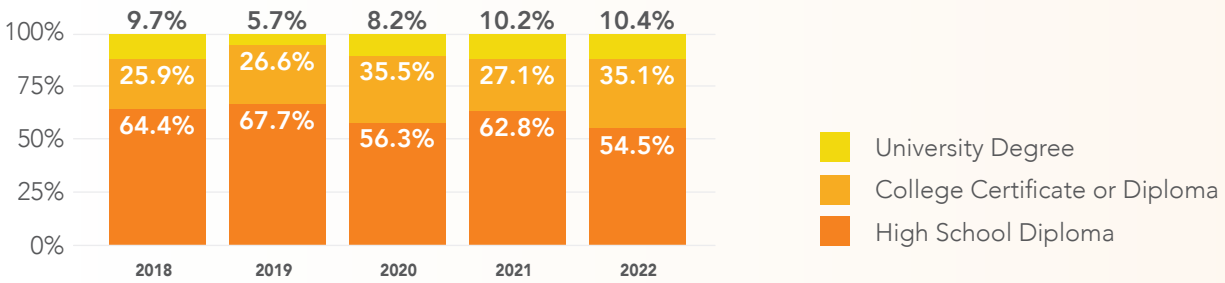
High school diploma or less

Post-secondary certificate, diploma or degree



In 2022 slightly more than half (54.5%) job postings were available for those with a high school diploma or less as opposed to those requiring some form of post-secondary certificate, diploma or degree (45.5%). This figure is more in-line with the 2020 value after jumping up to 62.8% in 2021.

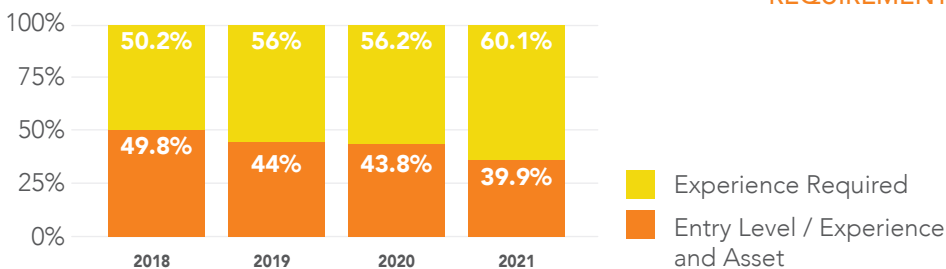
### MINIMUM EDUCATIONAL REQUIREMENTS



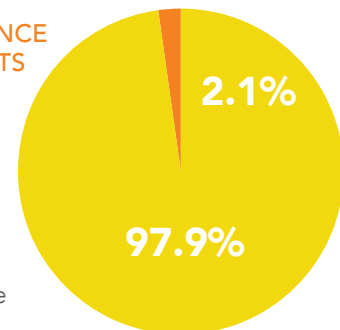
### EXPERIENCE LEVEL REQUIREMENTS

This variable is one that has been affected by the new collection algorithm as can be clearly seen by the large shift after 4 years of a relatively consistent trend.

#### EXPERIENCE REQUIREMENTS 2018-21



#### 2022 EXPERIENCE REQUIREMENTS

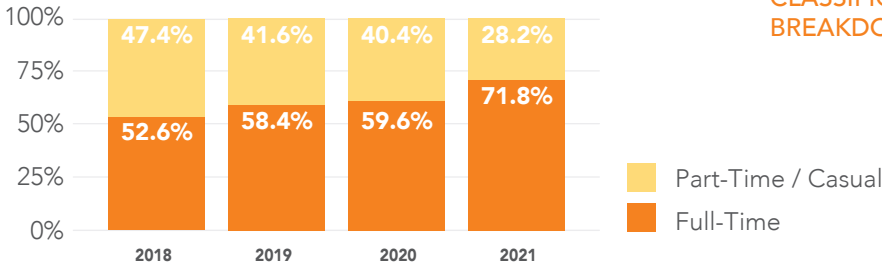




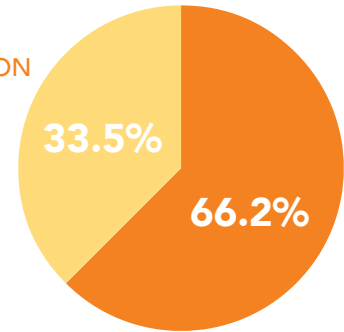
## HOURS OF EMPLOYMENT OFFERED

Job postings classified as Full-Time made up nearly two-thirds (66.2%) of all postings throughout 2022. Although this is a notable decrease (-5.8%) from the previous year it remains in-line with the current 5-year average of 61.7%.

### HOURLY CLASSIFICATION BREAKDOWN 2018-21



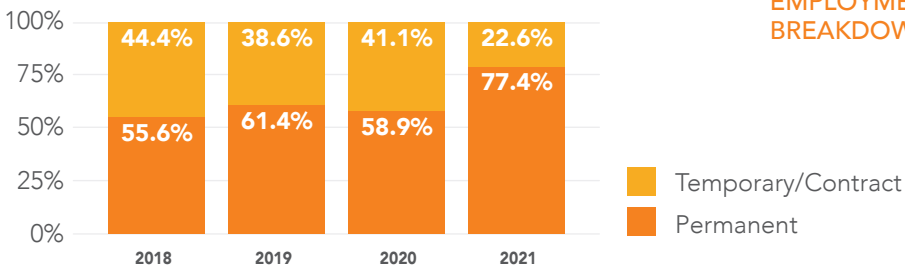
### 2022 HOURLY CLASSIFICATION BREAKDOWN



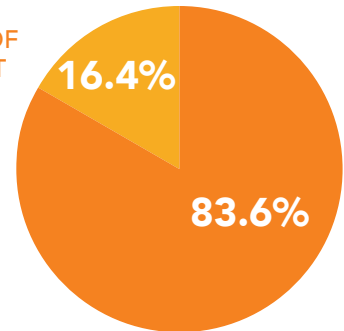
## TERMS OF EMPLOYMENT OFFERED

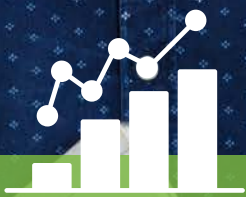
2022 saw the continuation in the increasing trend of job postings offering permanent employment opportunities which started in 2020 and has reached a new 5 year high of 83.6%; over 5% higher than the 2021 figure of 77.4%.

### TERMS OF EMPLOYMENT BREAKDOWN 2018-21



### 2022 TERMS OF EMPLOYMENT BREAKDOWN





# EMPLOYMENT ONTARIO DATA





# EMPLOYMENT ONTARIO DATA

2021-2022

## ANALYSIS OF EO PROGRAM RELATED DATA (2021-2022)

### BACKGROUND TO THE DATA

This document is based on data which has been provided by the Ontario Ministry of Labour, Immigration, Training and Skills Development to workforce planning boards and literacy and basic skills regional networks. This data was specially compiled by the Ministry and has program statistics related to Apprenticeship, Canada Ontario Job Grant, Employment Services, Literacy and Basic Skills, Ontario Employment Assistance Program, Second Career and Youth Job Connection (including summer program) or the 2021-22 fiscal year.

### BACKGROUND TO THE DATA ANALYSIS

The data released offers broad, demographic descriptions of the clients of these services and some information about outcomes. The data provided to each Local Board consists of three sets of data:

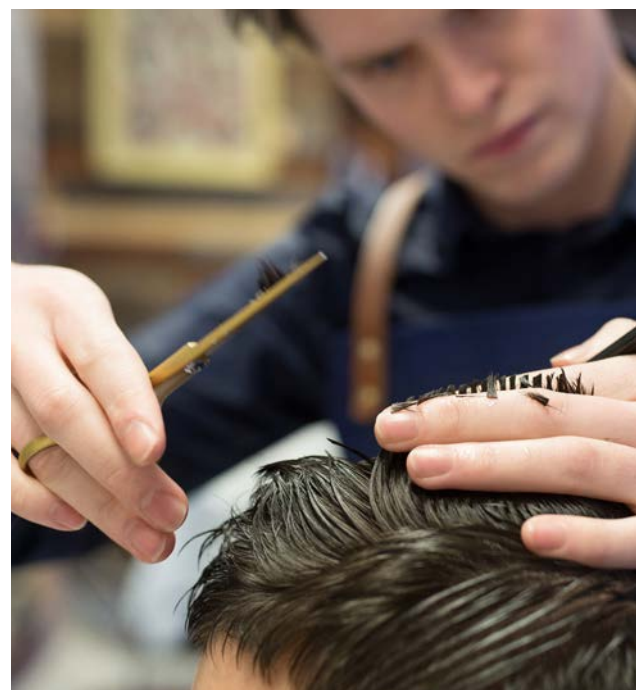
- *Data at the Local Board level* (in the case of the Labour Market Group – LMG, the geography covers the Districts of Parry Sound and Nipissing)
- *Data at the regional level* (in this case, the Northern Region, which consists of six workforce planning boards, covering Parry Sound, Nipissing, Timiskaming,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

### ANALYSIS

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

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

The COVID-19 pandemic and the accompanying lockdowns had a very disruptive impact on the lives of all of Ontarians, and that disruption was also reflected in the EO client numbers for 2020-21, when client numbers dropped (for example, in the case of Employment Services, by 40% to 60%). As will be seen in the following analysis, client numbers have recovered, but not yet to the pre-COVID-19 levels.





## EMPLOYMENT SERVICES

### ES CLIENTS

Tables 1 and 2 present the Employment Services numbers for Unassisted and Assisted clients. It should be noted that for 2021-22, several areas had already changed their client categories because of the EO transformation and the introduction of the Service System Manager model. The designation of Unassisted and Assisted client no longer applied in these areas<sup>1</sup>. The Ministry has provided very limited client data for the three SSM prototype catchment areas (except for “legacy” employment services clients from the previous year whose files were closed in 2021-22), and so one cannot include the SSM client data as part of the total figures for Ontario.

**TABLE 1: ES UNASSISTED R&I CLIENTS, NUMBER AND PERCENT OF ALL R&I CLIENTS**

	BOARD	REGION	ONTARIO
<b>2021-22 UNASSISTED R&amp;I CLIENTS</b>			
Number	5,682	34,475	386,909
As % of Ontario	1.5%	8.9%	—
<b>2020-21 UNASSISTED R&amp;I CLIENTS (unadjusted)</b>			
Number	3,936	26,180	411,557
<b>2020-21 UNASSISTED R&amp;I CLIENTS (without SSMs)</b>			
Number	3,936	26,180	361,108
<b>CLIENT SHARE IN PREVIOUS YEARS</b>			
2020-2021	1.0%	6.4%	—
2019-2020	0.9%	7.4%	—
2018-2019	0.9%	7.2%	—
<b>2021 TOTAL POPULATION</b>			
As % of Ontario	0.9%	5.6%	100%
(minus SSMs)	1.2%	7.1%	—

**TABLE 2: ES ASSISTED CLIENTS, NUMBER AND PERCENT OF ALL ASSISTED CLIENTS**

	BOARD	REGION	ONTARIO
<b>2021-22 ASSISTED CLIENTS</b>			
Number	2,088	10,594	99,810
As % of Ontario	2.1%	10.6%	—
<b>2020-21 ASSISTED R&amp;I CLIENTS (unadjusted)</b>			
Number	2,225	9,850	117,296
<b>2020-21 ASSISTED R&amp;I CLIENTS (without SSMs)</b>			
Number	2,225	9,850	96,592
<b>CLIENT SHARE IN PREVIOUS YEARS</b>			
2020-2021	1.9%	8.4%	—
2019-2020	1.9%	8.6%	—
2018-2019	1.7%	8.3%	—
<b>2021 TOTAL POPULATION</b>			
As % of Ontario	0.9%	5.6%	100%
(minus SSMs)	1.2%	7.1%	—

Tables 1 and 2: Population figures from StatCan 2021 Census.

<sup>1</sup>The three areas were: Hamilton-Niagara (Brant, Haldimand-Norfolk, Hamilton and Niagara); Muskoka-Kawarthas (Haliburton, Kawartha Lakes, Muskoka, Northumberland and Peterborough); and Peel (Peel).

To illustrate the significant changes in client numbers because of COVID-19 and its aftermath, **Tables 3 and 4** show the changes in client numbers over the last two years for each of Unassisted and Assisted clients. The Ontario figures for 2021-22 are compared to 2020-21 figures excluding the SSM areas.

**TABLE 3: PER CENT CHANGE IN NUMBER OF UNASSISTED CLIENTS OVER LAST TWO YEARS**

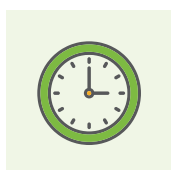
	BOARD	REGION	ONTARIO
Change between 2019-20 and 2020-21	↓21%	↓34%	↓23%
Change between 2020-21 and 2021-22	44%	32%	7%

There had been significant drops in Unassisted client numbers across all three areas two years ago, and a rebound in numbers across all three areas last year, especially at the Board and Region levels.

**TABLE 4: PER CENT CHANGE IN NUMBER OF ASSISTED CLIENTS OVER LAST TWO YEARS**

	BOARD	REGION	ONTARIO
Change between 2019-20 and 2020-21	↓35%	↓37%	↓36%
Change between 2020-21 and 2021-22	↓6%	8%	3%

The drop in the Assisted client numbers had been more severe than the drop among Unassisted clients between 2019-20 and 2020-21. Between 2020-21 and 2021-22, there were only modest increases in the Assisted client numbers, except at the Board level, where the numbers dropped a little further.

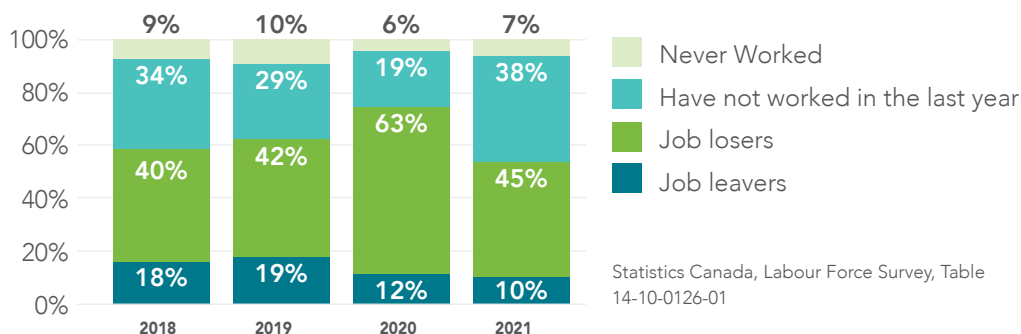


### LENGTH OF TIME OUT OF EMPLOYMENT/TRAINING

The Labour Force Survey tracks the reasons for why individuals become unemployed; these reasons can include leaving a job or that one had not worked for the past year or that one had never worked and had just joined the labour force. In 2020, because of COVID-19, the proportion of the unemployed who were laid off increased significantly. In 2021, this contributed to a higher proportion of the unemployed who had not worked in the previous year.

**Chart 1** shows the reason why a person became unemployed, focusing on unemployed individuals aged 25 to 54 years of age (prime working age), for the years 2018 to 2021. While the proportions were similar between 2018 and 2019, in 2020 the proportion of individuals who lost their job (either by permanent or temporary layoff) increased from 42% to 63% (the total number of unemployed also increased significantly). By 2021, that proportion almost returned to past figures, but the proportion who had not worked in the past year increased significantly.

**CHART 1: REASON FOR BEING UNEMPLOYED, UNEMPLOYED INDIVIDUALS AGED 25-54 YEARS OLD, ONTARIO, 2018-2021**

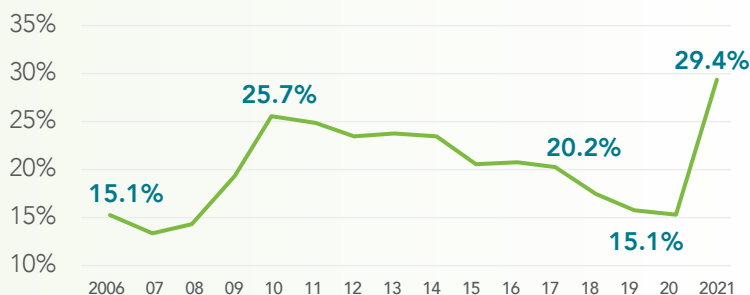




This contributed to an increase in the proportion of the unemployed who became long-term unemployed (six months or more). When COVID-19 struck in 2020, many individuals became unemployed all at once, so that the proportion of long-term unemployed decreased, with so many just recently unemployed. By 2021, a larger share of these unemployed had now been unemployed for a longer period. **Chart 2** illustrates these changes and compares the trajectory to the increase among the long-term unemployed which occurred because of the 2008 recession.

In 2006, the proportion of the unemployed who were long-term unemployed stood at 15.1% and was still falling. When the recession hit in late 2008, that proportion started increasing, rising to 25.7% in 2010. As the recession receded, the proportion of long-term unemployed fell, but slowly, still at 20.2% in 2017, some eight years after the recession started. The figure dropped to 15.1% in 2020, in part because so many individuals became unemployed all at once in the spring of that year. By 2021, the proportion of long-term unemployed had jumped to 29.4%, higher than the share caused by the 2008 recession.

**CHART 2: ANNUAL PROPORTION OF UNEMPLOYED WHO ARE UNEMPLOYED FOR MORE THAN SIX MONTHS, ONTARIO, 2006-2021**



Statistics Canada, Table 14-10-0057-01



For the 2021-22 Assisted client data, there has been a notable increase in the proportion of clients who have been unemployed for 12 months or more (**Table 5**). At all three levels, this category represents at least three out of every ten Assisted clients. The share of those recently unemployed (less than three months) has only slightly dropped. Instead, there are fewer clients who have been unemployed three to six months, whereas those unemployed six to twelve months is almost the same as the previous year.

**TABLE 5: PERCENTAGE DISTRIBUTION BY LENGTH OF TIME OUT OF EMPLOYMENT FOR 2021-22 AND 2020-21 ES ASSISTED CLIENTS, BOARD, REGION AND ONTARIO, AND UNEMPLOYED INDIVIDUALS, ONTARIO, 2021**

LENGTH OF TIME	2021-22 ES CLIENTS			2020-21 ES CLIENTS			LFS ONTARIO
	BOARD	REGION	ONTARIO	BOARD	REGION	ONTARIO	
< 3 months	39%	42%	35%	41%	45%	39%	55%
3 – 6 months	12%	13%	14%	17%	19%	20%	15%
6 – 12 months	16%	15%	19%	18%	18%	19%	20%
> 12 months	34%	30%	33%	24%	19%	22%	10%

Labour Force Survey data is from 2021.

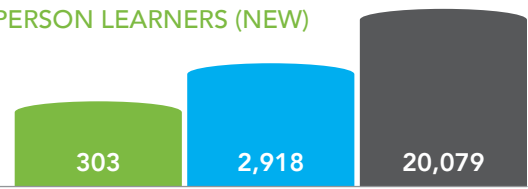
## LITERACY AND BASIC SKILLS

Table 6 presents the overall client numbers for Literacy and Basic Skills and makes some comparisons to figures from previous years. In 2020-21, the number of in-person learners declined in all three areas, almost entirely because of a decline in the number of new in-person learners. In 2021-22, these numbers rebounded slightly at the Region and provincial levels, but hardly at all at the local level. The number of New In-Person Learners increased very slightly at the local level (to 303), but nowhere near the levels of New In-Person Learners which had been registered in 2019-20 (561) or 2018-19 (556). At the Region and provincial levels, the number of new Learners increased over the previous year, however the number of carry-over clients decreased in comparison to the previous year.

■ Board ■ Region ■ Ontario

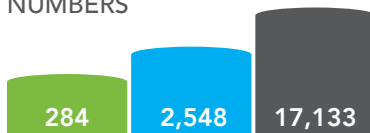
**TABLE 6: NUMBER OF LITERACY AND BASIC SKILLS LEARNERS**

**NUMBER OF IN-PERSON LEARNERS (NEW) 2021-22**

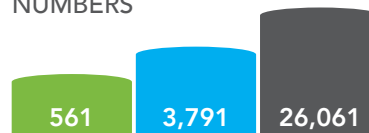


**NUMBER OF IN-PERSON LEARNERS (NEW)**

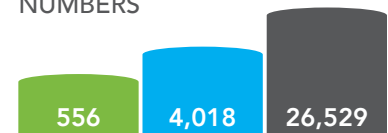
**2020-21 NUMBERS**



**2019-20 NUMBERS**



**2018-19 NUMBERS**



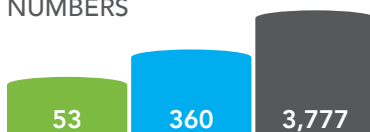
## SECOND CAREER

In the previous year, the number of Second Career clients had decreased across all three areas, although that has been the general trend for several years now. Last year, the number of Second Career clients increased somewhat at both the local and provincial levels, though not at the Region level (Table 7). The local share of all Second Career clients has stayed close to 1.5% for four years now, which is higher than the area's share of the province's population (0.9%), while the Region's share of the total Second Career client count has dropped to 9.5%, which is still higher than the Region's share of the provincial population (5.6%).

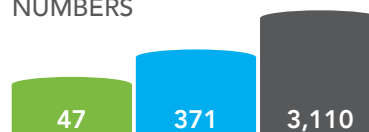
**TABLE 7: SECOND CAREER CLIENT NUMBERS, 2021-2022**

**NUMBER OF CLIENTS**

**2021-20 NUMBERS**



**2020-19 NUMBERS**



**2019-20 NUMBERS**





## APPRENTICESHIP

The number of new apprentice registrations for the last eight years are listed in **Table 8**. At the Board level, there had been higher numbers in 2014-15 and 2016-17, but since then a slight decline, followed by a large drop in 2020-21, no doubt due to COVID-19. At the Region and provincial levels, the recent high had been in 2018-19, with the same large drop in 2020-21. In 2021-22, the new registration numbers recovered somewhat, but have not reached the level they were at in the immediate year before COVID-19 (2019-2020).

**TABLE 8: NUMBER OF NEW APPRENTICESHIP REGISTRATIONS, 2014-15 TO 2021-22**

	BOARD	REGION	ONTARIO
<b>NUMBER OF NEW REGISTRATIONS</b>			
2021-2022	209	1,708	22,056
2020-2021	143	1,264	16,730
2019-2020	236	2,065	26,771
2018-2019	243	2,104	27,821
2017-2018	240	1,924	24,991
2016-2017	257	1,968	24,890
2015-2016	214	2,192	25,793
2014-2015	271	2,361	26,018



Table 9 shows several other figures in terms of their share of all provincial numbers for each category and how that share has compared over time.

**TABLE 9: NEW REGISTRATIONS AND ACTIVE APPRENTICESHIPS**

	BOARD	REGION	ONTARIO
<b>NUMBER OF NEW REGISTRATIONS</b>			
<b>2021-2022</b>	<b>209</b>	<b>1,708</b>	<b>22,056</b>
As % of Ontario: 2021-22	0.9%	7.7%	—
As % of Ontario: 2020-21	0.9%	7.6%	—
As % of Ontario: 2019-20	0.9%	7.7%	—
As % of Ontario: 2018-19	0.9%	7.6%	—
As % of Ontario: 2017-18	1.0%	7.7%	—
As % of Ontario: 2016-17	1.0%	7.9%	—
As % of Ontario: 2015-16	0.8%	8.5%	—
As % of Ontario: 2014-15	1.0%	9.1%	—



Table 9 continued on next page

**CONTINUED TABLE 9:  
NEW REGISTRATIONS AND ACTIVE APPRENTICESHIPS**

	BOARD	REGION	ONTARIO
<b>NUMBER OF ACTIVE APPRENTICES</b>			
2021-2022	668	6,298	84,937
2020-2021	635	5,819	78,733
2019-2020	614	5,462	73,924
2018-2019	62	5,254	71,279
As % of Ontario: 2021-22	0.8%	7.4%	—
As % of Ontario: 2020-21	0.8%	7.4%	—
As % of Ontario: 2019-20	0.8%	7.4%	—
As % of Ontario: 2018-19	0.9%	7.4%	—
As % of Ontario: 2017-18	0.9%	8.1%	—
As % of Ontario: 2016-17	0.8%	7.8%	—
As % of Ontario: 2015-16	0.8%	8.4%	—
As % of Ontario: 2014-15	1.2%	9.4%	—

<b>NUMBER OF COFAS ISSUED</b>			
2021-2022	65	629	8,120
2020-2021	64	420	5,877
2019-2020	67	680	8,892
2018-2019	70	750	9,878
As % of Ontario: 2021-22	0.8%	7.7%	—
As % of Ontario: 2020-21	1.1%	7.1%	—
As % of Ontario: 2019-20	0.8%	7.6%	—
As % of Ontario: 2018-19	0.7%	7.6%	—
As % of Ontario: 2017-18	0.8%	8.4%	—
As % of Ontario: 2016-17	0.9%	5.1%	—

<b>POPULATION</b>			
As % of Ontario (2021)	0.9%	5.6%	100%

At the local level, the local share of the provincial totals for new registrations, active apprentices and number of Certificates of Apprenticeship issued has pretty much stayed the same for years now, except that there has been a drop in the proportion of new CofAs (down to 0.8% from 1.1%).

In the case of the region, the general trend as far as the share of the provincial numbers has been steady the last few years, except for an upward tick in 2021-22 in new CofAs.



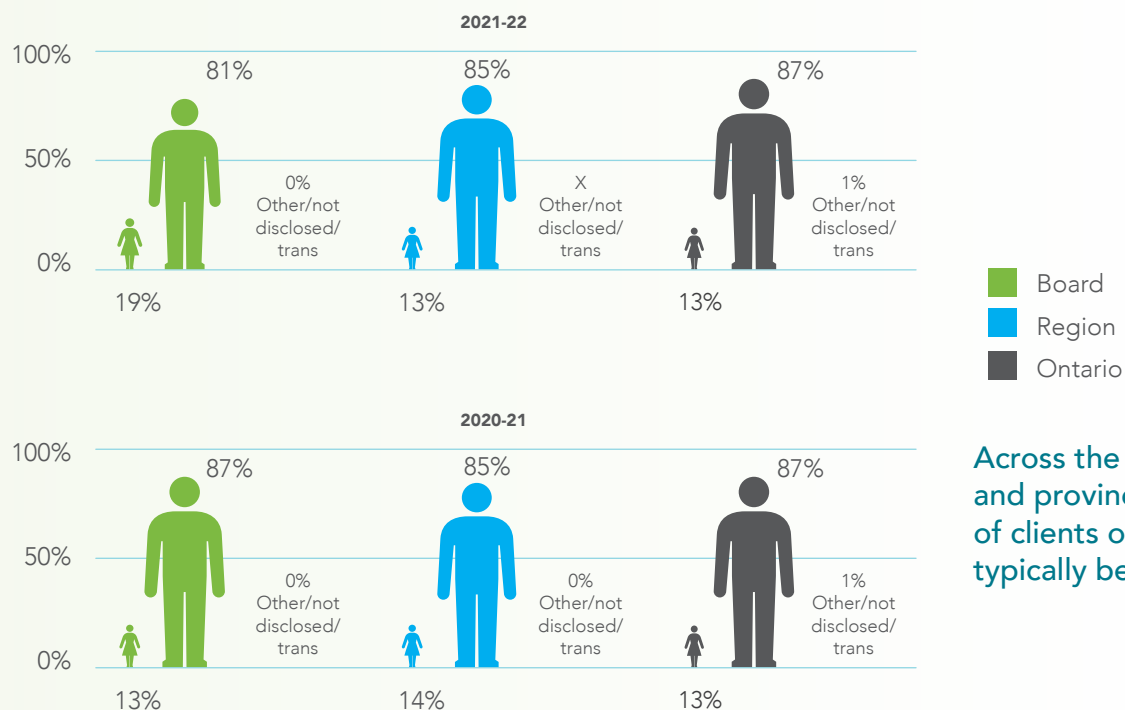
The following tables show more detailed demographic data for the Apprenticeship program. More than 95% of participants are youth or young adults, across all three levels (Table 10) and these proportions have held steady over the years.

**TABLE 10: DISTRIBUTION BY AGE OF APPRENTICESHIP, 2021-2022**

AGE	2021-22			2020-21		
	BOARD	REGION	ONTARIO	BOARD	REGION	ONTARIO
15-24 years	52%	58%	51%	54%	55%	48%
25-44 years	45%	40%	46%	45%	42%	48%
45-64 years	X	2%	4%	X	3%	4%
65+ years	0%	X	0%	0%	0%	0%

The distribution by gender (Table 11) is very heavily skewed towards males. Across the local, regional, and provincial levels, 81% of clients or more have typically been male. Locally, the proportion of females has been higher – in 2019-20 it was 23%, in 2018-19 it was 21%, but in 2020-21 it dropped to 13%; in 2021-22 it was again higher, at 19%, but below what it had been recently.

**TABLE 11: DISTRIBUTION BY GENDER OF APPRENTICESHIP, 2021-2022**



Across the local, regional, and provincial levels, 81% of clients or more have typically been male.



The distribution of clients by education at intake (Table 12) is dominated by clients who have a high school diploma. 84%-88% of clients fall into that category and the rest largely fall in the category of having no high school diploma. This was much the same distribution as the last two years.

**TABLE 12: DISTRIBUTION BY EDUCATION AT INTAKE OF APPRENTICESHIP, 2021-2022**

EDUCATION	2021-22			2020-21		
	BOARD	REGION	ONTARIO	BOARD	REGION	ONTARIO
No Certificate	10%	13%	12%	11%	11%	12%
High School	84%	88%	88%	84%	88%	88%
Apprenticeship	0%	0%	0%	0%	0%	0%
College	0%	X	0%	0%	0%	0%
University	0%	0%	0%	0%	0%	0%
Other	0%	0%	0%	0%	1%	1%

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

Table 13 provides an historical overview of the past nine years of new registrations by the largest number of registrations by trade over the years.

**TABLE 13: APPRENTICE REGISTRATIONS, TOP SIX NEW REGISTRATIONS FOR NIPISSING AND PARRY SOUND, 2013-2014 TO 2021-2022**

	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20-21	21-22	TOTAL
<b>Automotive Service Technician</b>	45	51	41	53	42	47	57	22	38	396
<b>Electrician - Construction and Maintenance</b>	29	29	32	42	23	37	28	34	40	294
IT Contact Centre Customer Service Agent	204	24	0	0	0	0	0	0	0	228
<b>Hairstylist</b>	23	19	26	30	21	20	21	11	13	184
<b>Truck and Coach Technician</b>	16	20	14	24	16	29	21	13	14	167
IT Contact Centre Sales Agent	150	0	0	0	0	0	0	0	0	150
General Carpenter	18	15	16	15	16	11	12	15	20	138
Child Development Practitioner	16	25	16	15	17	19	18	0	x	126
ALL NEW REGISTRATIONS	570	271	214	257	240	243	236	143	209	—

Bolded entries are compulsory trades



Table 14 lists the top ten trades for new registrations for the local area, the region and the province. With the smaller numbers, only seven trades had 10 or more new registrations at the local level (there were 17 other trades which had their numbers suppressed). There are enough entries at the region and provincial levels to populate a top ten. Seven trades are common to both top ten lists, and four of them are also part of the local area's top seven (bolded), as follows:

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



**TABLE 14: TOP 10 TRADES FOR NEW REGISTRATIONS, 2021-2022**

RANK	BOARD		REGION		ONTARIO	
	TRADE	NUMBER	TRADE	NUMBER	TRADE	NUMBER
<b>1</b>	Electrician - Construction & Maintenance	<b>40</b>	Electrician - Construction & Maintenance	<b>305</b>	Electrician - Construction & Maintenance	<b>4,359</b>
<b>2</b>	Automotive Service Technician	<b>38</b>	Automotive Service Technician	<b>179</b>	Automotive Service Technician	<b>2,412</b>
<b>3</b>	General Carpenter	<b>20</b>	Heavy Duty Equipment Technician	<b>158</b>	Plumber	<b>1,875</b>
<b>4</b>	Truck & Coach Technician	<b>14</b>	General Carpenter	<b>151</b>	General Carpenter	<b>1,786</b>
<b>5</b>	Hairstylist	<b>13</b>	Truck & Coach Technician	<b>131</b>	Truck & Coach Technician	<b>1,312</b>
<b>6</b>	Plumber	<b>12</b>	Plumber	<b>108</b>	Hairstylist	<b>1,052</b>
<b>7</b>	Heavy Duty Equipment Technician	<b>11</b>	Industrial Mechanic Millwright	<b>85</b>	Industrial Mechanic Millwright	<b>1,008</b>
<b>8</b>	—		Powerline Technician	<b>81</b>	Sheet Metal Worker	<b>602</b>
<b>9</b>	—		Welder	<b>59</b>	Refrigeration & Air Conditioning Systems Mechanic	<b>567</b>
<b>10</b>	—		Child Development Practitioner	<b>56</b>	Child Development Practitioner	<b>522</b>

## CANADA ONTARIO JOB GRANT (COJG) – EMPLOYER

As with other programs, there were fewer employer participants in COJG in 2020-21 compared to the previous year and particularly compared to 2018-19. In 2021-22, the numbers rose, but not to the level of the year before COVID-19 (2019-20) (Table 15). The employers that made use of the COJG are mostly smaller firms, at least 75% of whom have fewer than 50 employees.

**TABLE 15: CANADA ONTARIO JOB GRANT -- EMPLOYERS, 2021-2022**

EMPLOYERS	BOARD	REGION	ONTARIO
# of employers, 2021-22	30	198	2,837
# of employers, 2020-21	17	186	2,456
# of employers, 2019-20	19	208	3,232
# of employers, 2018-19	36	312	3,952
SIZE (PERCENT)			
<50	77%	78%	75%
50-150	X	12%	16%
151-300	X	0%	4%
301-500	X	0%	2%
501-1,500	X	0%	1%
1,501-10,000	0%	0%	1%
>10,001	0%	0%	0%

X denotes suppressed.



**TABLE 16: CANADA ONTARIO JOB GRANT – TRAINING PROVIDER TYPE, 2021-2022**

	BOARD	REGION	ONTARIO
Private Trainer	60%	55%	57%
Product Vendor	0%	0%	3%
Public College	X	16%	7%
Registered Private Career College	X	23%	28%
School Board	0%	0%	0%
Union Based Training Centre	0%	0%	1%
University	0%	0%	6%
Unknown	0%	0%	0%

X denotes suppressed.

Over half of the training at all three levels was provided by a private trainer (Table 16). In second place come private career colleges, followed by public community colleges, based on the data available at the Region and provincial levels.

## CANADA ONTARIO JOB GRANT – PARTICIPANT

The number of COJG participants has been dropping in all areas over the last several years, although for the last two years, the number of participants at the Board level has increased (Table 17). Still, the figures for the board level in 2021-22 are around one-quarter what they were in 2016-17.

**TABLE 17: NUMBER OF COJG PARTICIPANTS, 2021-2022**

COJG PARTICIPANTS	BOARD	REGION	ONTARIO
2021-2022 Number	89	516	10,767
2020-2021 Number	57	622	10,350
2019-2020 Number	32	827	14,073
2018-2019 Number	106	1,269	19,742
2017-2018 Number	184	2,262	25,278
2016-2017 Number	353	3,534	35,680
2021-2022 as % of Ontario	0.8%	4.8%	100%
2020-2021 as % of Ontario	0.6%	6.0%	100%
2019-2020 as % of Ontario	0.2%	5.9%	100%
2018-2019 as % of Ontario	0.5%	6.4%	100%
2017-2018 as % of Ontario	0.7%	8.9%	100%
2016-2017 as % of Ontario	1.0%	9.9%	100%
<b>2021 TOTAL ONTARIO POPULATION</b>			
As % of Ontario	0.9%	5.6%	100%



**TABLE 18: DISTRIBUTION BY AGE OF COJG PARTICIPANTS, 2021-2022**

AGE	2021-22		
	BOARD	REGION	ONTARIO
15-24 years	14%	17%	12%
25-44 years	64%	59%	60%
45-64 years	21%	23%	27%
65+ years	0%	0%	1%
Unknown	X	0%	0%

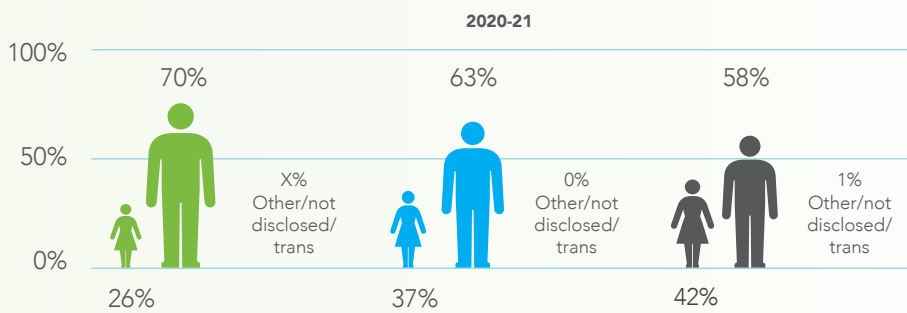
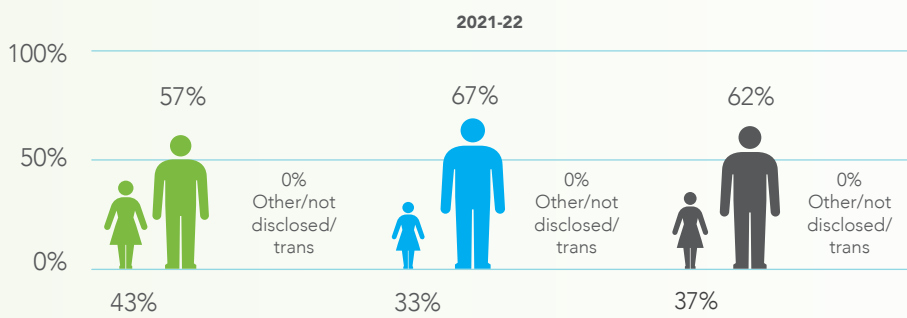
X denotes suppressed.

As Table 18 shows, most of the clients are younger adults (25-44 years old), followed by older adults (45-64 years old). In Ontario in 2021, younger adults (25-44 years old) made up 44% of the employed labour force, so this age group is certainly over-presented among COJG participants.



In previous years, the distribution by gender was more heavily skewed towards males, and that was particularly the case at the Board level. In 2020-21, there was a considerable increase in the proportion of females among COJG participants at the Board level (Table 19).

**TABLE 19: DISTRIBUTION BY GENDER OF COJG PARTICIPANTS, 2021-2022**



- Board
- Region
- Ontario

**2020-21, Considerable increase in the proportion of females.**





## YOUTH JOB CONNECTION

The following tables show the number of Youth Job Connection participants, and their breakdown by age and gender. The number of participants across all three areas rebounded from the previous year but were still far below the participant numbers experienced before COVID-19 (Table 20). The share of YJC participants as a proportion of the provincial total also increased, both at the local and region levels, and represent a proportion in both cases which is more than double the share of the provincial population represented by both areas. The figures for the Youth Job Connection Summer program are included as well; the local and region levels also had a slightly larger share of the total number of summer participants across the province (the YJC Summer program numbers are not analyzed any further beyond the number of clients).

**TABLE 20: NUMBER OF YJC PARTICIPANTS, 2021-2022**

YJC PARTICIPANTS	BOARD	REGION	ONTARIO
2021-2022 Number	184	867	7,097
2020-2021 Number	119	634	7,428
2019-2020 Number	266	1,249	12,063
2018-2019 Number	282	1,264	12,024
2017-2018 Number	264	1,275	12,958
2016-2017 Number	393	1,459	14,761
2021-2022 as % of Ontario	2.6%	12.2%	100%
2020-2021 as % of Ontario	1.6%	8.5%	100%
2019-2020 as % of Ontario	2.2%	10.4%	100%
2018-2019 as % of Ontario	2.3%	10.5%	100%
2017-2018 as % of Ontario	2%	9.8%	100%
2016-2017 as % of Ontario	2.7%	9.9%	100%
<b>YJC SUMMER PARTICIPANTS</b>			
2021-2022 Number	99	497	4,010
2020-2021 Number	84	495	4,815
As % of Ontario: 2021-2022	2.5%	12.4%	—
As % of Ontario: 2020-2021	2.2%	10.3%	—
<b>2021 TOTAL ONTARIO POPULATION</b>			
As % of Ontario	0.9%	5.6%	100%

Participants across all three areas rebounded from the previous year.



**TABLE 21: DISTRIBUTION BY AGE OF YJC PARTICIPANTS, 2021-2022**

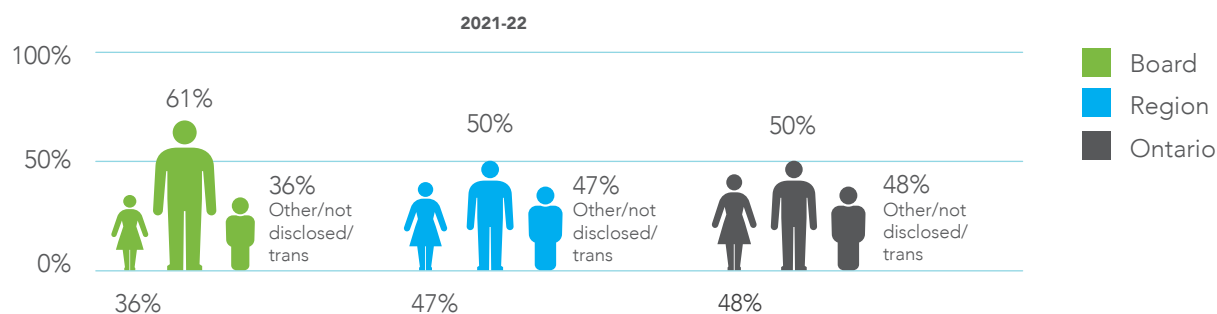
AGE	2021-22		
	BOARD	REGION	ONTARIO
15-24 years	80%	72%	77%
25-44 years	20%	24%	22%
45-64 years	0%	4%	1%
65+ years	0%	0%	0%

X denotes suppressed.

At the region and provincial levels, at least seven out of ten of the participants are between the ages of 15 and 24, with most of the rest in the 25-44 years old bracket (Table 21).

Across the Region and the province, there is an even balance between female and male participants, but in the Board area, the proportion of females dropped considerably, representing just over a third (36%) of participants (Table 22).

**TABLE 22: DISTRIBUTION BY GENDER OF YJC PARTICIPANTS, 2021-2022**



**TABLE 23: DISTRIBUTION BY EDUCATION AT INTAKE OF YJC PARTICIPANTS, 2021-2022**

EDUCATION	2021-22		
	BOARD	REGION	ONTARIO
Less than Grade 9	X	4%	2%
Less than Grade 12	29%	44%	26%
High school	61%	44%	52%
Apprenticeship	0%	0%	0%
College	X	4%	8%
University	0%	0%	6%
Other	X	4%	6%
Unknown	0%	0%	0%

X denotes suppressed.

At all levels, most participants have a high school education or less (Table 23). Particularly at the provincial level, there is a higher proportion of participants with a post-secondary degree.



# 2023 ACTION PLAN

**THEME ONE: LOCAL BUSINESSES NEED ASSISTANCE ACCESSING AVAILABLE PROGRAMS, INCENTIVES AND PROFESSIONALS**



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



**Why is this a priority for the community?** With the plethora of funding programs available to small businesses, the process of researching, application and implementation can be lengthy and burdensome. There continues to be a lack of awareness and understanding on the part of the employer to participate and engage in these types of programs and advises. Ultimately, these actions affect the long term sustainability of the workforce.



**How it aligns with the evidence:** More than ever, employers continue to struggle to find and maintain individuals in a variety of occupational classifications and industry sectors.



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

REQUIRED ACTION	POTENTIAL PARTNERS	EXPECTED OUTCOMES	TIMELINE
Conduct Future of Work Webinar Series	Chambers of Commerce, Employment Service Agencies, Economic Development Offices	Host a series of webinars that highlight the post pandemic working world and what employers and job seekers can expect upon returning to work in 2022 and beyond.  <b>UPDATE:</b> A series of speakers were presented each Friday from April through June of 2022. Each one covered a different topic and spoke to specific challenges facing our regional and local economies.	 <b>COMPLETE</b>
Take a sector specific approach to regional employers by focusing on key and specific issues and challenges facing new and emerging industries	Economic Development, Chambers of Commerce	Coordinate a series of targeted sector specific sessions with key employers to extrapolate core challenges and issues. Develop personalized approaches to industry based on feedback and analysis.  <b>UPDATE:</b> Further to previous target sectors: Film, Aviation Skilled Trades, Tourism, IT, Healthcare and Hospitality, Mining and the specific new innovations required for the future of that industry will further be explored through interviews, surveys and LMI research.	<b>LONG TERM</b>
Targeted Employer Audits	Chambers of Commerce, Economic Development Agencies	Small businesses often struggle with HR basics such as; developing complete and functional job descriptions, policies, websites and interview practices. Develop a program where employers can access the resources of HR professionals.  <b>UPDATE:</b> An HR firm has been selected to work with local businesses in assisting with their specific HR related needs.	<b>ON GOING</b>
Employer Education and Awareness	Employment Agencies, Chamber of Commerce, Economic Development Agencies	Offer a session (s) for employers to assist them with navigating the web of local service providers and the programs and incentives each agency can offer. Develop a resource that will further articulate the details of local programming.	<b>SHORT TERM</b>



## THEME TWO: SUPPLY AND DEMAND



**Goal:** The labourmarket has changed drastically over the last few years and employers are experiencing unprecedented labour shortages- more than ever before. The demand for workers is at an all- time high. Through various initiatives, the goal is to continue to promote the availability of employment opportunities in the region.



**Why is this a priority for the community?** If members of the community are aware of the workforce opportunities available, there will be more opportunities to remain in, and attract new individuals to fill local jobs.



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



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

REQUIRED ACTION	POTENTIAL PARTNERS	EXPECTED OUTCOMES	TIMELINE
Continue to expand the Ready Set Hired platform	Employment Service Providers, Chambers of Commerce, EO Network	Work with partners in the region and across the province to enhance and update the Ready Set Hired suite of tools. Provide a platform where job seekers can have their skills matched to the jobs offered in the portal.	<b>SHORT TERM</b>
Mining Innovations	Workforce planning board of Sudbury, Mining supply agencies, Chambers of Commerce	Host an event geared toward the Mining and Mining Supply sector that showcases the results of LMG's recent research on new innovations and technologies in the sector.	<b>SHORT TERM</b>
Generate new resources for high school guidance offices that provide updated information on various local occupations and industries	Employment Agencies, Broader EO network, Chambers of Commerce, School Boards, OYAP	Work in partnership with school boards to produce new resources that will provide pertinent information for students researching plausible career paths. Host a session for teachers that illustrates industry needs and skills.	<b>SHORT TERM</b>
Newcomer Integration and Sustainability	RNIP, Employment agencies, Chamber of Commerce, Post -Secondary Institutions, Settlement agencies	In order to sustain international students and newcomers in our community, agencies need to come together to fill in settlement gaps and help create a more welcoming, inclusive community. Organize meetings to bring groups together to begin to prioritize issues and develop pro- active strategies.	<b>LONG TERM</b>
Non traditional pathways for job seekers to explore	Employment agencies, post-secondary institutions	Host an event for job seekers looking long term employment, and the variety of non- traditional pathways to help them reach their full potential. Many agencies offer bridging programs and short-term credential programs that may allow job seekers to take the next step in their employment journey.	<b>SHORT TERM</b>





### THEME THREE: AWARENESS OF LOCAL LABOUR MARKET INFORMATION

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



**Why is this a priority for the community?** Making decisions based on evidence driven research will ensure labour market targets and decisions are based on the realities of our local communities.



**How it aligns with the evidence:** Using LMI as a decision- making tool will not only guide the career paths of those looking to gain entrance into the labour market, but will showcase the needs and challenges facing various industry sectors.



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

REQUIRED ACTION	POTENTIAL PARTNERS	EXPECTED OUTCOMES	TIMELINE
Now that the 2021 census figures have been released, update LMI products for the region.	Chambers of Commerce, Employment Service Providers, Economic Development	LMG and partners will begin updating all of the data products via the website and through the development of new publications that offer the results of the 2021 census.	<b>LONG TERM</b>
Enhance the existing Jobs Report by researching other existing models currently in existence	Industry, Chambers of Commerce, Employment Service Providers	Research other on-line job counting products and compare and contrast the pros and cons. Analyzing the results will provide insights on how the local product can be enhanced and expanded to meet local needs.  <b>UPDATE:</b> Various new reporting mechanisms have been researched and explored. The job portal Ready Set Hired will begin to undergo many upgrades over the next fiscal year in order to be a more effective labour market tool for our region.	 <b>COMPLETE</b>
Generate a searchable Career Library to ease researching labour market information	Employment service providers, EO network, Industry	This tool will make researching LMI occupations easier and more efficient. The tool could search a library of hundreds of occupations.  <b>UPDATE:</b> This product has been researched and developed and is expected to be launched in Q2 of 2023.	<b>MEDIUM TERM</b>
Develop a webinar series that highlights key pieces of labour market information ongoing throughout the year.	Municipalities, Economic Development organizations, Employment Service Providers	A new resource for the community that will further enhance awareness and availability of labour market information. Four key topics will be explored and a webinar series will be developed that will allow job seekers and stakeholders with more access to information.  <b>UPDATE:</b> Several webinars are currently being developed and will be implemented throughout the 2022-2023 fiscal year.	<b>LONG TERM</b>



The Labour Market Group  
Guiding partners to workforce solutions.

[www.thelabourmarketgroup.ca](http://www.thelabourmarketgroup.ca)

## 10.2

# Nipissing Parry Sound Overdose Incident Report

---

This report will be updated and sent weekly, every Monday, to inform community organizations and first responders of overdoses and/or negative drug reactions within our community.

	Overdoses or Negative Reactions Reported	Deaths Reported	Date	Number of Times 911 Called	Location	Substances Involved
<b>Week 50: May 1<sup>st</sup> to May 7<sup>th</sup>, 2023</b>	6	0	April 26 <sup>th</sup> , 2023 April 28 <sup>th</sup> , 2023 May 3 <sup>rd</sup> , 2023 (2) May 4 <sup>th</sup> , 2023 May 5 <sup>th</sup> , 2023	6	North Bay (3) Parry Sound (2) Sundridge	Don't Know Fentanyl (2) Polypharmacy Unknown Opioid (2)
<b>Week 49: April 24<sup>th</sup> to April 30<sup>th</sup>, 2023</b>	4	1	April 24 <sup>th</sup> , 2023 April 28 <sup>th</sup> , 2023 April 29 <sup>th</sup> , 2023 April 30 <sup>th</sup> , 2023	4	North Bay (4)	Fentanyl (2) Unknown Opioid (2)
<b>Week 48: April 17<sup>th</sup> to April 23<sup>rd</sup>, 2023</b>	4	1	April 19 <sup>th</sup> , 2023 (2) April 22 <sup>nd</sup> , 2023 April 23 <sup>rd</sup> , 2023	4	North Bay (4)	Fentanyl Unknown Opioid (3)
<b>Week 47: April 10<sup>th</sup> to April 16<sup>th</sup>, 2023</b>	0	0	N/A	N/A	N/A	N/A
<b>Week 46: April 3<sup>rd</sup> to April 9<sup>th</sup>, 2023</b>	3	1	April 4 <sup>th</sup> , 2023 April 7 <sup>th</sup> , 2023	3	North Bay (2) Powassan	Don't Know Unknown Opioid (2)

## 10.3

Municipal Support of Rental Development Technical Table  
A Home for Everyone: How we get there together

# A Home for Everyone: How we get there together

Recommendations from the Municipal Support of Rental  
Development Technical Table

Housing Strategic Steering Committee  
March 2023

Contents

- Introduction ..... 3
- The Role of Service Managers ..... 5
- The Role of Service Managers in Encouraging Rental Development..... 7
- What Service Managers Need ..... 9
  - Funding..... 9
  - Program/Process Improvement ..... 11
  - Education/Awareness Building ..... 13
- Growth opportunities for Service Managers ..... 14
- Next Steps..... 16
- Concluding Remarks ..... 17
- Data Appendix..... 18
  - Method..... 18
  - Analysis ..... 19
  - Limitations ..... 27

Throughout this paper, reference is made to Service Manager funded contributions. We respectfully acknowledge that Service Managers are funded differently from DSSABs, and where reference is made to Service Manager funding it is the intent that this encompasses all municipal funded tax levy investments, including municipal investments in DSSAB budgets.



## Introduction

Ontario's housing crisis is impacting every community in Ontario from the largest urban centres to the small rural centres, and even to the more remote Northern communities. What used to be considered a primarily urban issue, the housing affordability crisis is spanning across the province, employers are struggling to recruit employees that can afford to live in local communities. Tourist communities and other small rural municipalities are facing unprecedented affordability challenges.

To date there have been recommendations made by the Association of Municipalities of Ontario, Ontario's Housing Affordability Task Force, coordination from the Rural Ontario Municipal Association, and recommendations from Indigenous partners. Housing has been a key area of focus for both the provincial and federal governments.

Service Managers understand and recognize housing as a human right and are working diligently to support households to access and maintain housing. The recommendations in this paper will support us getting closer to this goal, but much more work will be required from all levels of government to realize this across the province for all households in need, particularly the most vulnerable in our communities.

The role of municipalities in recent discourse has predominately been focused on the role they can play in creating efficiencies in the planning processes. At the same time, there has been little focus to date on the role the 47 Service Managers have historically played, and continue to play, in supporting the creation of affordable housing in our communities. The impacts of recently announced legislative changes, including Bill 23, have not been considered in this paper, however it should be noted that these changes, and any future changes, have the potential to substantially impact municipal ability to support affordable housing initiatives through resulting reductions in municipal tax levies.

It is the intent of this paper to provide a response from Service Managers and to provide recommendations to other levels of government to support the creation of affordable rental housing options. This paper will also discuss ways in which Service Managers can improve their efforts and share best practices.

While this paper does not specifically make recommendations on the need to preserve existing stock in a state of good repair, this is an important element to the overall housing system that will need further attention and funding from all levels of government. Future consideration of how we maintain existing affordable stock is critical to support the growth of affordable housing options that meet the true needs of local communities. Service Managers continue to make difficult decisions with the intention of maintaining and improving existing stock while also growing the availability of affordable units across our communities.

This paper also does not specifically make recommendations to improve the homelessness system and funding relationships, however this is also an important area for future consideration. This paper does include recommendations relating to

supportive housing options and the need for more affordable units, which will inevitably support an improved homelessness system. Service Managers have demonstrated throughout the COVID-19 pandemic, our ability to be creative and nimble in a response to the homelessness crisis with additional funding from the province (Social Services Relief Fund). We are concerned with the ending of this funding that there will no longer be sufficient resources to adequately respond to this crisis, particularly for the most vulnerable in our communities. Specifically, based on surveyed Service Managers, SSRF accounted for approximately 43% of housing and homelessness funding allocations in 2020/21, 45% in 2021/22, and 19% in 2022/23. This is a considerable amount of funding that Service Managers will no longer have access to, despite the ongoing homelessness crisis facing many communities.

This paper was drafted by the Municipal Support of Rental Development (MSRD) Technical Table through the Service Manager organized Housing Strategic Steering Committee (HSSC). The technical table met monthly, beginning in April 2022, and all 47 Service Managers were invited to participate in a survey to inform the paper's position and to provide a clear picture of the leading role Service Managers are playing in new affordable rental housing development across the province (see Data Appendix).

The technical table respectfully and gratefully acknowledges the traditional territories that communities are located on across Ontario. The table recognizes that every house in Ontario is built upon the traditional territory of Indigenous peoples and that meaningful engagement is required to support Indigenous people residing in our communities across the province to ensure inclusion in Service Manager housing responses.

## The Role of Service Managers

Ontario is the only province in Canada where municipal levels of government are responsible for providing community housing. Other provinces provide housing programs that are fully funded by the provincial or territorial governments with support from federal funding agencies. Since the devolution of community (social) housing in the Province of Ontario in 2001, Service Managers have been responsible for the administration, planning, and have been the primary funder of community housing and housing initiatives in their local community. These programs are provided through 47 regional governments, counties, cities, and/or District Social Services Administration Boards (DSSABs). These bodies are collectively referred to as Service Managers. These contributions from Service Managers total more than \$1.77 billion in local funding annually<sup>1</sup>. This also includes managing more than 260,000 community and affordable housing units that represent approximately \$40 billion in combined assets<sup>2</sup>. Service Managers also administer Federal and Provincial housing and homelessness funding and conduct homelessness enumeration activities in accordance with Federal and Provincial guidelines.

In addition, Service Managers are also responsible for administration of centralized wait lists and access for community housing and for setting local housing standards and eligibility criteria for the various forms of housing assistance. Through these actions, Service Managers provide support to over 1,500 local non-profit and co-operative housing corporations ensuring the provision of affordable quality housing for more than 680,000 Ontarians<sup>3</sup>. Service Managers are the stewards of community housing in their local jurisdiction and take the lead role in supporting the longevity and vitality of the sector for years to come.

In addition to non-profit and co-operative housing corporations, Service Managers are the sole shareholders of Local Housing Corporations (LHC) that deliver public community housing across Ontario. While all Service Managers are the sole shareholder of LHCs, there are various governance structures across Ontario. Specifically, in our sampling of Ontario Service Managers, 21% reported a LHC structure that is fully integrated into their municipality, 32% described a mostly integrated structure, and 26% reported a hybrid structure. Only 21% of service managers reported that their LHC was fully separate from their municipality, suggesting that the majority of Service Managers play a significant role in their LHC. In general, LHCs own the oldest community housing stock in a community, represent the largest stock of affordable and community housing in their local regions, with a funding formula that is driven to a break-even point without surplus generation opportunities. At the same time, in some municipalities, LHCs are often one of the main vehicles for the growth of new subsidized and affordable housing units. Typically, LHCs represent the

---

<sup>1</sup> Ontario Municipal Social Services Association, Housing and Homelessness Services in Ontario, 2022.

<sup>2</sup> Housing Services Corporation, Social and Affordable Housing Primer, 2014.

<sup>3</sup> Ontario Municipal Social Services Association, Housing and Homelessness Services in Ontario, 2022.

largest single landlord of affordable rental housing and play a critical role for affordable rental housing stock in a community.

Since the *Housing Services Act*, 2011 came into effect, Service Managers have been responsible for developing local 10-Year Housing and Homelessness Plans. These plans include an assessment of current and future housing needs in the local area that are required to inform the identification of objectives and targets to address local housing and homelessness issues. These plans are an important planning tool for Service Managers and are informed by extensive community and stakeholder engagements which are followed by a description of measures proposed to meet the objectives and targets, as well as the methods to measure progress. These plans are annually reported to the community and the province and are reviewed every five years setting the direction for local housing and homelessness activities. In some Service Manager areas, local strategies have also been developed to lead the development of affordable housing and to oversee the long-term community housing assets within the Service Manager's jurisdiction.

Service Managers are accountable directly to each of their local communities and work to ensure that services funded by the taxpayers are provided in a transparent manner that focuses on quality assurance, local priorities, and outcomes. Through strengthening community partnerships, understanding sociodemographic factors, Service Managers provide housing supports to achieve better outcomes for the clients that they serve.

## The Role of Service Managers in Encouraging Rental Development

Service Managers across Ontario are acutely aware of the local, regional and provincial housing landscape. In Service Manager areas across Ontario, there is a housing crisis demonstrated by lack of affordability, limited stock and poor condition of units. Most Service Managers who responded to our surveys are actively addressing this crisis through ongoing development efforts and/or the introduction of incentive programs for third party developments.

Service Managers act as the 'boots on the ground' in providing advice to developers, planning departments (both upper and lower tier) in support of initiatives and projects aimed at increasing affordable housing stock in our local communities. 47.4% of Service Managers responding to the survey indicated that they have grown internal capacity and shift staffing complements to be able to support rental housing development. This is not a new role for many Service Managers, as we are the primary funders of maintaining and growing community and affordable housing. From our sampling of Ontario Service Managers, municipalities provide most of the housing funding when compared to ongoing Federal and Provincial allocations to housing-specific programs (see Figure 3 in Data Appendix). This pattern is consistent from 2014 to 2022. In 2022, Service Manager funding (municipal tax bases) represented an approximate average of 83% of all housing budgets.

Service Managers act as a conduit to support new housing developments being considered by non-profits, co-operatives, LHCs, and for-profit entities. To this end, the 25 Service Managers who responded to the survey reported partnering in the development of a total of 6,638 Affordable Rental Housing Units from 2018 to 2022, with an additional 16,827 units planned or in progress over the next three years. Service Managers indicated that in many cases (57.9% of Service Managers surveyed), non-profit housing developers were not able to expand their housing stock without substantial financial support from the service manager. Of the units that had been developed from 2018 to 2022, 42.8% were developed by the Non-Profit sector, 42.1% were Municipal builds, and only 15.1% were developed by Private Developers. Similar percentages were found for units planned over the next 3 years (36.9% Non-Profit, 51.9% Municipal builds, and 11.3% Private Developer). Given that only 55.32% of Service Managers responded, these figures are vast underestimates of the true number of units developed by all Service Managers in this timeframe and could be at least twice as high as indicated above.

Most Service Managers are providing some form of incentives for the creation of affordable housing in their communities. The most common tools reported include using Community Improvement Plans and Municipal Housing Facilities By-Laws (68.4% of Service Managers who responded to the survey), waiving and/or deferring development charges (63.2% of Service Managers) and reducing the property tax rate on multi-residential properties (57.9% of Service Managers). This work often requires collaboration between housing, planning and financial services within a municipal



environment. Housing Services are key supporters of these departments and support the implementation of local affordable housing strategies. It is important to note that the type of incentives provided will vary based on the local governance structure in communities, DSSABs and upper-tier municipalities will have a more complex relationship with other levels of local governments in considering potential incentives for affordable housing generation.

Service Managers are often the key funder of new affordable housing creation, maintenance of existing stock and in many cases a lead developer of affordable and community housing options. In our sampling of Service Manager affordable housing projects, funding contributions from the Service Manager/DSSAB represented the largest category of funding. An approximate \$820,000,000 across 48 projects were reported from responding Service Managers, of this Service Manager funding contributions represented 48% of all new development funding, while provincial only funding represented 9%, and provincial and federal cost shared investments represented 11%, and federal only funding represented 18%. In addition, some projects had Service Manager contributions reaching up to 80% for some projects. Additionally, 85% of projects reported Service Manager funding contributions, compared to only 44% of projects reporting provincial-only funding contributions. It should be noted that for many of the projects receiving provincial-only funding, the capital portion of this funding was often one-time (including SSRF and HFG), and as a result, a significant number of future projects will likely require a higher proportion of Service Manager funding or not be developed without an additional funding source.

The majority of responding Service Managers (73.7%) indicated that they are currently working on a new capital project, all of which require multiple funding sources to reach reality. Responding Services Managers identified the most significant limitations and barriers of funding programs that are specifically targeted to the development of rental housing. The biggest barrier identified was the funding amounts made available, followed by required timelines, a lack of operating funding to support ongoing costs, programmatic challenges and availability of land.

Service Managers across Ontario are exploring and implementing creative solutions to address the current lack of affordable housing options, including partnerships, exploration of different models and tenures of housing, landbanking and landtrusts, etc. Many Service Managers also are expanding the type of affordability available within their communities including rent supplement, affordable housing units, rent-geared-to-income, housing allowances, etc. Further, it takes significant resources to develop a project to the point of being funding-ready and shovel-ready, in terms of timelines, land and financing. It will be important that flexibility in supporting the advancement of early-stage projects is considered.

As Service Managers, we focus specifically on encouraging more affordable rental housing, our efforts often also lead to the development of attainable and market rent creation through the inclusive developments that include a range of affordability levels, sometimes a range of housing tenures and support a broader range of affordability needs across our community.

Service Managers across Ontario are working with partnering organizations to build housing that meets the specific needs of the community, including local Friendship Centres and the Ontario Aboriginal Housing Services. Service Managers encourage the provincial and federal governments to learn about existing work and join us in supporting this collaboration across the province.

Despite this historic and growing role for Service Managers, we frequently are not adequately consulted or recognized for our full role in the housing continuum. Service Managers are the key player and driver of housing growth across the province. Although engagement has been improving, all levels of government need to continue exploring a changed relationship that includes more productive dialogue on certain aspects of housing, broadening to include but not limited to affordable housing preservation and generation of new affordable housing units.

## What Service Managers Need

Service Managers are key stakeholders that are critical to the development of affordable rental development. There are several recommendations in three key areas that will facilitate the creation, success, and long-term sustainability of affordable rental development to assist Service Managers in this important role.

In the development of this paper the MSRD Technical Table surveyed Service Managers to determine what additional support was needed to create more housing. The responses to the survey reflect the key areas below. 89.5% of Service Managers who responded to the survey reported that their Municipality needed funding to help support the creation of affordable rental development. Other needs identified related to land (31.6% of Service Managers), additional personnel capacity (21.1% of Service Managers), considerations regarding additional supports in conjunction with housing (e.g., health, support services; 15.8% of Service Managers), and planning changes (15.8% of Service Managers).

In the spirit of collaboration, the recommendations in the following sections include actions for the Provincial and Federal governments as well as Service Managers. To create meaningful change, collaboration and partnerships with all levels of government is required.

The three key areas are: funding, program/process improvement, and education/awareness building.

### Funding

- The province should consider separate funding streams with flexible parameters for the creation of new affordable rental housing.
- The province should understand that housing needs range across a wide spectrum and to solve the housing crisis, innovative solutions that are cross-sectoral in nature are required.

- The province should consider expanding operating funding programs to support the ongoing operations of newly constructed supportive, transitional, and deeply affordable housing. Operational funding is needed up front to provide the level of supports needed by the most vulnerable in our community.
- The province should create additional programs that support the creation of new supportive housing opportunities and consider expanding the programmatic model of Home for Good for all communities.
- The province should seek to expand program funding in light of the success of recent 'one-time' funding programs used to support capital investments, including SSRF and Home for Good. Provincial-only funding represented about 19% of new housing project funding submitted through Service Managers. Going forward there will be a significant decrease in provincial funding for these critical projects and maintaining the critical improvements to local homelessness systems with the loss of SSRF.
  - Service Managers have heard from the province that the loss of SSRF would be addressed through increases to HPP programming beginning in 2022/2023. However, on average in 2022/2023, this incremental increase represented only 8% of SSRF funding received in 2021/2022.
  - Without a substantial increase to stable and predictable funding, Service Managers will continue to be challenged to meet the needs of our local communities for expansion of housing and supportive services.
- The province should address the funding gap in the health sector for community supports to ensure that those needing supportive housing can access the supports they require to remain housed. Existing Service Manager housing-focused funding allocations are not intended to fill this gap. Funding from partner ministries is necessary to support existing supportive housing/operational needs.
- The province should ensure that all new funding programs/streams are equitably accessed by all Service Manager areas, including small urban and rural municipalities.
- The province should ensure Indigenous Program Administrators and urban Indigenous housing providers are included in the discussion and design of new funding programs.
- The provincial and federal governments should consider the creation of an ongoing dedicated funding program that supports the acquisition and rehabilitation of rental properties being sold to preserve this important rental stock and maintain/introduce affordable rental options.
- Federal, provincial, and municipal governments should consider the re-purposing of existing built form for the use of innovative creation of affordable housing, for example the change in use from commercial to multi-residential, etc.
- The province should consider refunding land transfer taxes for the purchase of land that is used to develop or maintain affordable rental accommodations within a reasonable time period.

- The province should become an active partner in the funding of municipal incentives for affordable housing generation such as Development Charge Waivers, Capital Grants and Tax Increment Equivalent Grant, permit and other fee waivers, including the cancelled 2018 Provincial Development Charge Rebate Program.
- The provincial and federal governments need to re-evaluate the National Housing Strategy Funding allocations, as Service Managers who responded to our survey have seen an overall 51% decrease in cost-shared housing program allocations since 2016/17.
  - When considering COCHI, the provincial government has passed down the cost-sharing requirement to Service Managers with the federal government. When removing the COCHI allocation from this amount, the decrease in allocations jumps to 79%.
- The province and federal governments need to consider the increased funding allocation to COHB through the NHS and address the shrinking flexible funding allocation (OPHI). The province and federal governments should ensure any surplus within housing programs is provided fairly to Service Managers for spending within a reasonable timeframe.
- The province should support urban Indigenous housing providers and urban Indigenous partners to realize Indigenous-led housing priorities through the federal Urban, Rural and Northern Indigenous Housing Strategy and support the recommendations set out in the Urban and Rural Indigenous Housing Plan for Ontario, released by the Ontario Non-Profit Housing Association.

## **Program/Process Improvement**

- New and existing programs driven by the provincial and federal governments should focus on contribution/grants/forgivable loans, such as the CMHC Co-Investment Fund, Rental Construction Financing, etc. Municipalities must contend with debt ceilings and are required to limit debentures across all areas.
- The province should call on the federal government to reorient National Housing Strategy programs as per the most recent National Housing Council analysis<sup>4</sup> to ensure programs are meeting affordability targets, addressing those in core housing need, and ensuring we will end chronic homelessness.
- Multi-year planning allocations for all programs are required to ensure that investments are well planned and leveraged with other investments. Reactionary program delivery or scrambling to identify projects within Ministry imposed timelines is challenging and often doesn't align with planning and application processes for permits or additional investment opportunities like CMHC Co-

---

<sup>4</sup> National Housing Council. 9. 'Analysis of Affordable Housing Supply Created by Unilateral National Housing Strategy Programs: Research Report.' Retrieved from: <https://assets.cmhc-schl.gc.ca/sites/place-to-call-home/pdfs/analysis-affordable-housing-supply-created-unilateral-nhs-programs-en.pdf>

Investment Fund to ensure sustainable construction and operating budgets can be developed.

- The federal government should reconsider energy and accessibility requirements for their National Housing Strategy programs. With the rising cost of construction, aggressive energy targets are becoming harder to achieve within viable pro-formas. Further, repair funding which requires increasing accessibility requirements result in Service Managers leaving funding on the table – the cost of accessible retrofits do not match the level of funding provided, and in some cases are not achievable regardless of funding levels.
- The province should review and revamp the Canada-Ontario Housing Benefit (COHB) program to address the current market rental rates, while reflecting the rents actually paid by households.
- Shelter rates for social assistance recipients are too low. The province should work to increase these rates to support all social assistance recipients (Ontario Works and ODSP) working toward life stabilization.
- The province must reconsider rent scales and utility scales in rent geared to income units – as the main funder of community housing, municipalities can no longer subsidize provincial programming costs.
- The province should engage across ministries to address issues that extend past ministry boundaries including but not limited to supportive housing, social assistance modernization, justice sector, etc.
- The provincial and federal governments should consider the impact and options of providing interest free loans to local housing corporations, municipalities and other large housing providers who commit to multiple developments of affordable and attainable rental housing. The cost of debt servicing is high on project viability and pro formas – therefore projects are beginning to be kept on the shelf.
- The province and the federal government should consider the impact of requiring “shovel-ready” projects. Most provincial and federal funding programs require projects to be “shovel-ready” to receive funding. The time required to advance a project from concept to construction-ready varies, and often spans multiple years. Service Managers continue to work on building a pipeline of “funding-ready” projects, however advancing these projects is not easy and is increasingly costly for land acquisition and pre-development work.
- The provincial and federal governments should re-examine policies and practices relating to the disposition of surplus land and assets. The current policies surrounding the surplus lands at the provincial level create substantial barriers to the development of affordable and attainable housing on these sites. Service Managers and lower-tier municipalities are already engaging in more flexible and fair practices of disposal of surplus land for the purpose of affordable housing generation.
- A tri-lateral housing table should be formed to create open channels of communication between federal, provincial governments and Service Managers



to seek program efficiencies and implementation of shared goals and vision. Service Managers are unique to Ontario and as such require inclusion at the provincial and federal table that would benefit housing programming and investments.

- The provincial and federal governments must apply a rural and northern specific lens on housing programs, policies, and funding initiatives. This means understanding the varying capacity levels of Service Managers for implementation; understanding the ability to apply successfully for funding; consideration of unique rural, small urban, and Northern needs; and ensuring flexibility for Service Managers to serve the unique needs of their local communities.

### **Education/Awareness Building**

- The provincial and federal governments should work to reflect and acknowledge the funding role of Service Managers and Municipalities when making funding announcements and issuing press releases more accurately for new development of affordable housing.
  - In our sampling of Service Manager affordable housing projects, the Service Manager/DSSAB and Municipalities supplied the largest percentage of all funding sources, while other levels of government represented smaller funding contributions. However, announcements are co-branded only with provincial and federal logos and statements.
- Training should be provided to support the entire housing sector with succession planning in mind. Modules should be created for staff at the MMAH, CMHC, Service Managers and Community Housing Providers on the unique Ontario context and legacy funding arrangements for community housing in Ontario.
- The provincial government should evaluate their consultation process with Service Managers. Considering that Service Managers and their municipalities are the majority funder of community (social) housing in Ontario, they should be consulted meaningfully, early, and often.

Service Managers remain committed to supporting good plans, appropriate goals and partnerships across the sector to support a safe and affordable rental market in Ontario.

## Growth opportunities for Service Managers

As a key funder in the community (social) housing sector in Ontario, Service Managers are committed to continuous learning and engagement across the sector to implement best practices and share knowledge amongst each other. As many features exist which make us different from one another, there are just as many unifying features that demonstrate our shared successes, priorities and challenges. In the development of this paper, the MSRD Technical Table shared similar experiences, learned from one another and identified shared areas of growth that Service Managers should consider continuing implementing local and shared visions of improved community (social) housing systems.

- Service Managers should continue to learn about one another's unique geographic areas, needs and demographics to continue creating shared priorities, advocacy points and systems of support for similar Service Manager areas, while supporting each other's differences. Advancements should not be made to the exclusion of other SM areas.
- Service Managers should be familiar with, and understand the implications of, the United Nations Declaration on the Rights of Indigenous People, specifically Articles 21 and 23, as they pertain to the rights of Indigenous people to the development and self-administration of housing.
- Service Managers should continue to learn from, and meaningfully engage with local, regional and provincial urban Indigenous organizations to understand the unique urban Indigenous realities and the needs of urban Indigenous people in our communities.
- Service Managers should encourage and hold other levels of government accountable to their requirements and commitments to engage with urban Indigenous populations and organizations in the design, delivery, and funding of urban Indigenous housing initiatives.
- Service Managers should continue to learn about the unique needs of all equity seeking groups in our municipalities to ensure housing programs and policies meet their needs.
- Service Managers should continue to work and collaborate with community housing sector organizations like the Ontario Non-Profit Housing Association (ONPHA) and the Cooperative Housing Federation (CHF) to support and sustain a viable community housing sector in Ontario and expand affordable housing where feasible.
- Service Managers should continue to gather data and tell our unique stories to support ongoing investments and program efficiencies to meet provincial and local needs.
- Service Managers should share success stories more broadly to support the good work being done across the province.

- Service Managers should work to develop a best practice guide to support each other in building skills and capacity to further rental development in our communities.
- Service Managers should continue to support the advancement of affordable housing solutions locally and provincially.
- Service Managers should continue to advocate for the implementation of specific actions that address the creation and maintenance of affordable housing from all levels of government. The creation of affordable housing **cannot** be done through Planning Act changes alone.
- Service Managers should engage in stronger housing specific advocacy to other levels of government to understand the role Service Managers play and the importance of adequate funding for housing that is truly affordable and meets the needs of the most vulnerable populations. Responsibility for the creation and funding of housing lies with all levels of government and meaningful partnerships, advocacy and education are needed to establish fair and equitable contributions
- Service Managers should work with AMO to create a joint housing programming and planning table to actively seek partnerships within municipalities to develop recommendations in the planning areas that will support the creation of affordable rental housing, such as inclusionary zoning, rental and high density protection zoning, consideration of zoning practices from other jurisdictions such as British Columbia to support the creation of deeply affordable housing, land banking and addressing NIMBYism.
- Many Service Managers are also acting as developers, as such have first-hand experience in navigating NIMBYism and planning processes. Service Managers should work with AMO to provide this information collaboratively and cooperatively.

## Next Steps

The implementation of the recommendations included within this paper will require commitment from all levels of government including federal, provincial, municipal (upper tier, lower tier, single tier) and Service Managers.

The HSSC will lead the path in determining appropriate prioritization of recommendations and support the ongoing advocacy for foundational recommendations and communication channels with all orders of government.

It is the intention of the MSRD Technical Table and HSSC that this paper will be shared with key provincial advocacy organizations for consideration in their own provincial and advocacy efforts. Members of the Technical Table will be available for presentations on the findings and recommendations as required. The Technical Table recommends that HSSC consider implementing next steps including:

- Share this paper with the Ontario Municipal Social Services Association, Association of Municipalities of Ontario, Rural Ontario Municipal Association, Regional Chairs and Warden Caucuses, Northern Ontario Service Deliverers Association, Housing Services Corporation and key urban Indigenous organizations (such as the Ontario Federation of Indigenous Friendship Centres, Ontario Aboriginal Housing Services), provincial planning tables, and sector organizations such as ONPHA and CHF.
- A second generation of technical tables be created to support and examine the feasibility of some broad recommendations included in this paper, along with exploring areas that were outside of the scope of the MSRD Technical Table. Tables could focus on areas including, but not limited to: Local Housing Corporations; preservation and maintenance of existing community housing stock; affordable home ownership initiatives; supportive housing growth and operations, and National Housing Strategy provincial/federal funding programs.
- Develop a best practices guide and inventory that can support Service Managers' learnings from each other on successes achieved in encouraging the creation of affordable rental units; along with a directory of best practice leaders across the sector to support information sharing and learnings.
- The HSSC should use this paper to share with existing and future housing taskforces to support the position of Service Managers related to the creation of additional affordable rental housing.

## Concluding Remarks

The time is now for renewed commitment and effective action in order to sustain existing and create new affordable housing supply. Government has been guided by an assumption that new supply of private market housing (ownership and rental) is the primary solution to affordability. While undoubtedly there is a lack of a diverse range of housing supply, in particular rental housing, a predominant focus on general planning mechanisms will not necessarily increase affordable options.

Without a targeted effort on increasing affordable housing supply, governments will not be able to meet the needs of low-income, vulnerable and marginalized people. In their 2022 report, the Housing Affordability Task Force in their report stated, “The result is untenable: more people need affordable housing after being displaced from the market at the very time that affordable supply is shrinking.”<sup>5</sup> (Appendix C, page 29).

Service Managers remain enthusiastic and committed to work together with all orders of government to address this crisis in the immediate, mid, and long-term. Without concerted and collaborative efforts, Service Managers will continue to address what we can through local developments, levy-funded incentives, and limited government funding allocations. However, our ability to have the impact needed and to truly meet housing needs across the province will depend on collaborations that include all orders of government as well as partners from both the non-profit and private sectors.

---

<sup>5</sup> Housing Affordability Task Force. Appendix C, page 29. ‘Report of the Ontario Housing Affordability Task Force.’ Retrieved from: <https://files.ontario.ca/mmah-housing-affordability-task-force-report-en-2022-02-07-v2.pdf>



# Data Appendix

## Method

Service Managers were asked to complete a Rental Housing Survey, consisting of a Microsoft Excel template with four Tables to be filled in with relevant information, and an online survey administered via Survey Monkey. Twenty-six Service Managers completed the Excel template Tables, and 20 completed the online survey (see Figure 1).

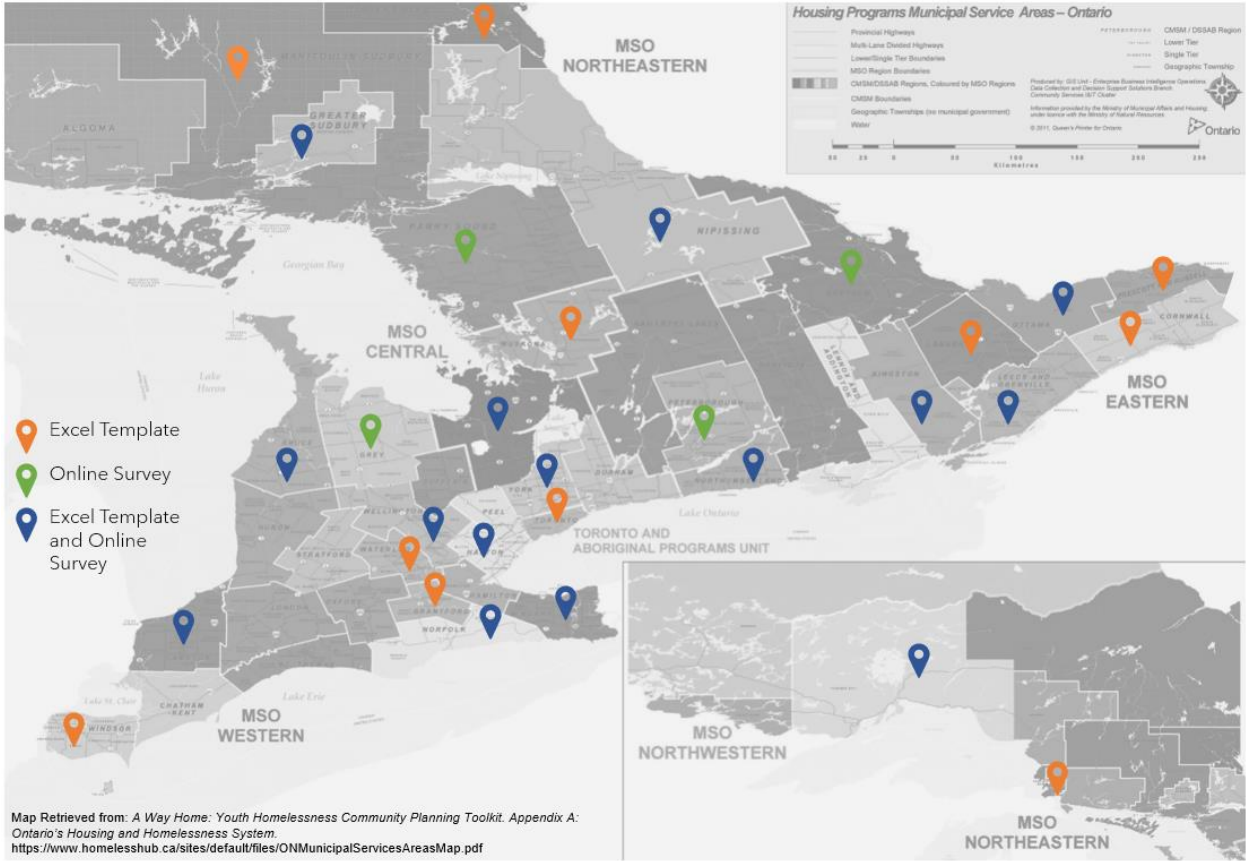


Figure 1. Map of Ontario Municipal Service Areas, with indicator of data type submitted to the Municipal Support of Rental Development Technical Table. A total of 11 Service Managers only submitted the Excel Template, an additional 4 only submitted the Online Survey, and 15 submitted both.

Following feedback from Service Managers, the Excel template was simplified during data collection, resulting in changes to the number and organization of the tables. Specifically, in the initial template, Table 3 included the number of housing units developed per year and the funding breakdown of those units. In the updated template, Table 3 was split into two tables, with the number of housing units developed per year outlined in Table 3, and funding information for specific projects outlined in Table 4. Due to these changes, any analyses involving Table 4 only include data from Service Managers who completed the updated template which outlines funding sources on a

project-by-project basis and may not be inclusive of all units created within a given year. This was done to ensure consistency when aggregating the data provided in this table across Service Managers.

### *Excel Template*

Table 1 outlined the Federal/Provincial funding allocations that the Service Manager received for specific programs, for funding years ranging from 2014/2015 to 2022/2023. The programs that were included in Table 1 included Social Housing Apartment Improvement Program (SHAIP), Social Housing Renovation and Retrofit Program (SHRRP), Investment in Affordable Housing – Extension (IAH-E), Social Infrastructure Fund (SIF), Social Housing Improvement Program (SHIP), Canada-Ontario Community Housing Initiative (COCHI), Ontario Priorities Housing Initiative (OPHI), Canada-Ontario Housing Benefit (COHB), Home for Good (HFG), Social Services Relief Fund (SSRF), Strong Communities Rent Supplement Program (SCRSP), and Community Homelessness Prevention Initiative/Homelessness Prevention Program (CHPI/HPP).

Table 2 outlined the Municipal funding for housing programs allocated by each Service Manager for each year, ranging from 2014 to 2022 (budgeted). Municipal funding was separated into Operating, Capital, and Other Municipal Dollars for each year specified.

Table 3 outlined the estimated total number of affordable rental housing units developed in partnership with the Service Manager over the last 5 years, from 2018 to 2022, and an additional category of the number of units that are planned or in progress over the next 3 years, following 2022. Units developed or planned for each year were categorized as belonging to Municipal Builds, Private Developer, Non-Profit, or Other.

Table 4 provided Service Managers an opportunity to outline the funding breakdown of a specific housing project, on a per-project basis. Service Managers were provided space to outline the funding breakdown of multiple projects. For each project, they were asked to specify the year that the project took place, the number of units that were created, and the funding received from Provincial, Provincial/Federal, Federal, Service Manager/DSSAB, and Other Sources.

### *Online Survey*

The online survey consisted of 13 items. One Service Manager response was excluded as a duplicate, resulting in 19 usable responses out of 20 total responses. Service Managers were asked a range of questions including the number of affordable rental units in their area, tools to encourage affordable rental developments, and limitations to funding for the development of rental housing. For full items and response options, see Survey Items section below.

## **Analysis**

### *Excel Template*

The funding amounts that were specified in Tables 1 and 2 were used to calculate the proportion of funding for each year that was derived from Federal/Provincial and Municipal sources. Separate calculations were carried out for Housing and Homelessness Programs and Housing Programs only. The average proportion for each category (Federal/Provincial or Municipal) across all Service Managers for each year is reported in Figures 2 and 3. For both calculations (Housing and Homelessness Programs and Housing Programs only), Social Services Relief Fund (SSRF) dollars were excluded from the calculations as this funding represented one-time temporary pandemic support and was not a long-term investment in the housing or homelessness system of a Service Manager. Further, four Service Managers listed additional or alternate funding programs other than those listed in the template. Any amounts included from programs not included in the original template provided were excluded from calculations to ensure consistency across Service Managers. For the Housing Programs calculation, CHPI/HPP and SCRSP were also excluded, as these programs primarily support homelessness programs; these programs remained in the calculation for Housing and Homelessness Programs.

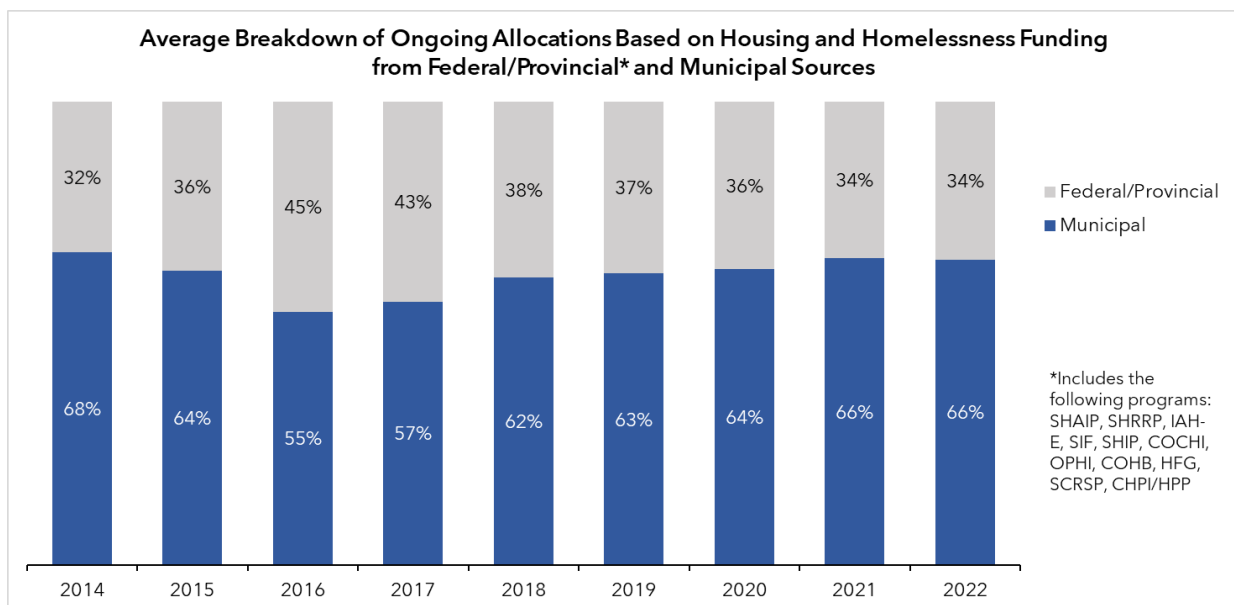


Figure 2. Average breakdown of funding allocations for Housing and Homelessness Programs, from Federal/Provincial and Municipal sources from 2014 to 2022.

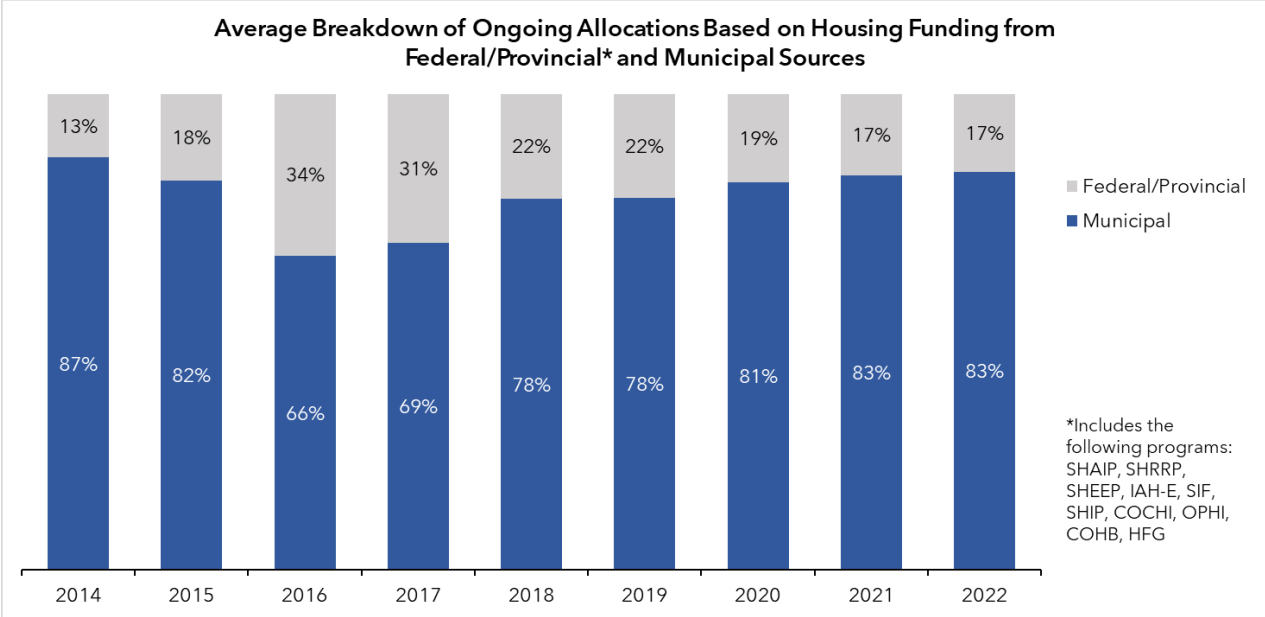


Figure 3. Average breakdown of funding allocations for Housing Programs, from Federal/Provincial and Municipal sources from 2014 to 2022.

The number of units developed with Service Managers were totaled for each type of unit (Municipal Builds, Private Developer, Non-Profit, Other), for each Service Manager, for each year (2018 – 2022) and the number of units that are planned or in progress for the next three years. After reviewing the data, the technical table determined that units included the Other category should be incorporated into the Municipal Builds category, as this represented the most appropriate category for these units. The overall total number of units developed by Service Managers from 2018 to 2022 was calculated, as was the total number of units planned for the next three years.

## Affordable Rental Housing Units Developed in Partnership with Service Managers

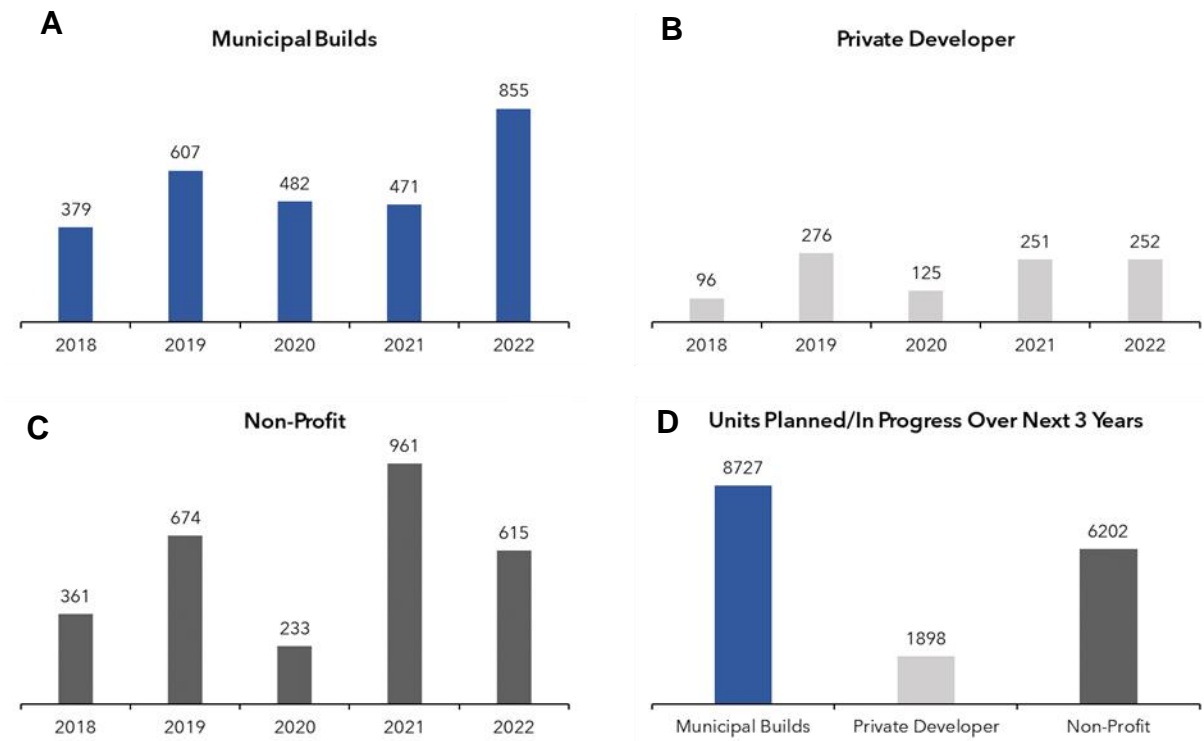


Figure 4. Affordable rental housing units developed from 2018 to 2022, based on unit type. A) Municipal Builds; B) Private Developer; C) Non-Profit; D) units that are planned or in progress over the next 3 years, based on unit type (Municipal Builds, Private Developer, Non-Profit).

For the breakdown of funding sources for projects that Service Managers reported, the amount of funding from each category for each reported project was used to calculate the proportion of all capital project funding that was derived from each funding source (e.g., proportion from Provincial, Provincial/Federal, Federal, Service Manager/DSSAB, and Other sources). The proportions for each project were combined to calculate the total amount of capital funding secured across 48 projects and then the proportion of funding from each funding source for a housing project. Additionally, the percentage of outlined projects that received Service Manager contributions was calculated, as was the percentage of projects that received Provincial contributions for comparison. Further the proportion of funding per project was also calculated.



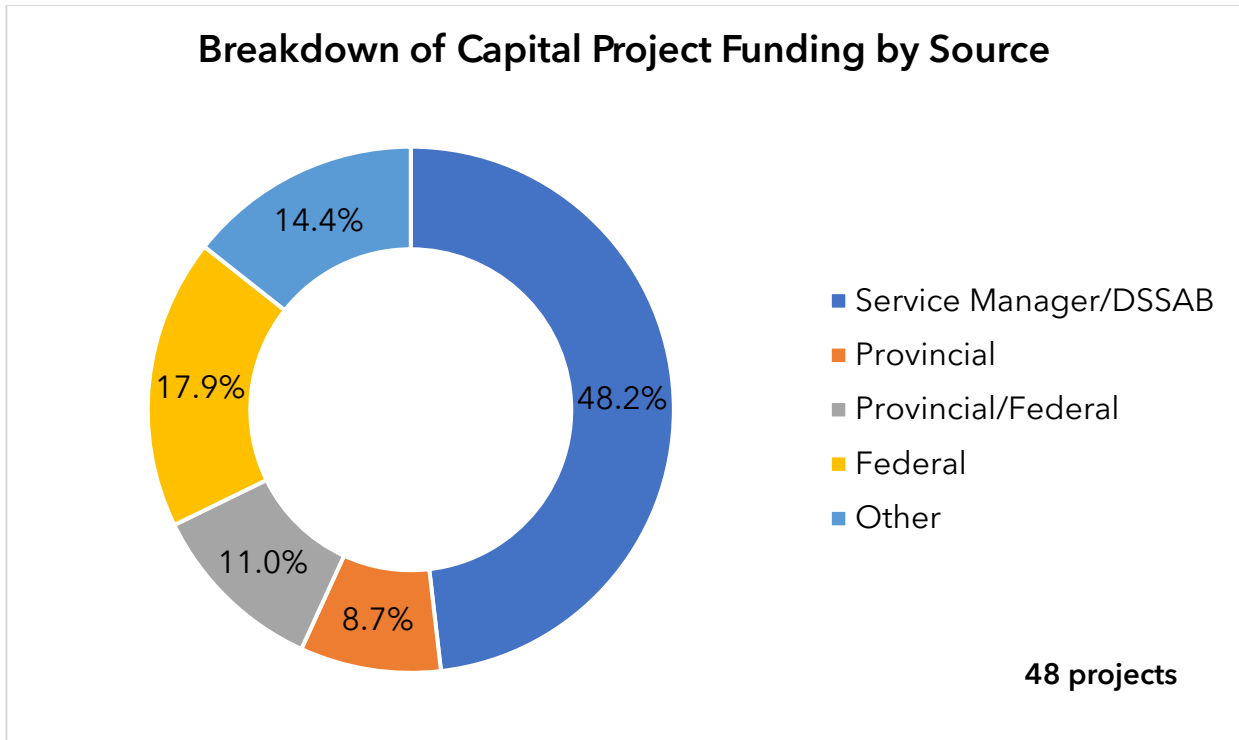


Figure 5. The amount of funding for identified housing projects provided by each funding source. A total of 48 housing projects are included.

The amount of funding that Service Managers received from the Social Services Relief Fund during the COVID-19 pandemic as a percentage of their total allocations received was calculated for each year this funding was available (2020/21, 2021/22, 2022/23). Note that some Service Managers reported SSRF funding in prior funding years (e.g., 2018/19 and 2019/20). As the amount of SSRF funding that Service Managers received was only calculated for 2020/21, 2021/22, and 2022/23, these amounts were excluded from the calculations. Additionally, for each Service Manager the increase to funding allocations from the harmonization of CHPI, HFG, and SCRSP into HPP was calculated as a percentage of 2021/21 SSRF funding received. Specifically, the difference between the combined total of CHPI, HFG, and SCRSP for 2021/22 and HPP for 2022/23 was expressed as a percentage of the SSRF allocation for 2021/22.

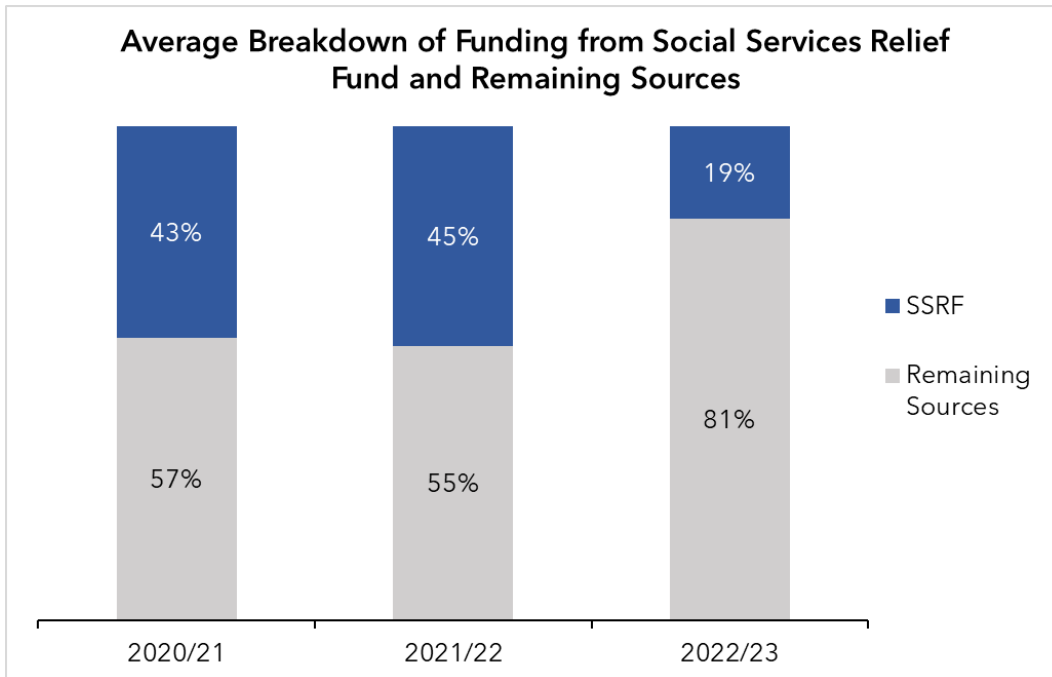


Figure 6. The average percentage of annual funding allocations received by Service Managers that were comprised of Social Service Relief Fund dollars and remaining sources, for 2020/21, 2021/22, and 2022/23.

The change in cost-shared program funding (SHAIP, SHRRP, IAH-E, SIF, SHIP, COCHI, OPHI, COHB) was determined by calculating the percentage change in total funding amounts for these programs from 2016/17 to 2022/23. 2016/17 was chosen as the comparison year as it represents the most recent programming shift (prior to OPHI/COHCI/COHB), as SIF was introduced to replace the historic IAH-E (see Figure 3). This calculation revealed that cost-shared program funding has overall decreased by approximately 51%.

Removing COCHI from the funding amounts, the decrease in Provincial-Federal cost shared funding jumps to 79% over the same time period. The technical table removed COCHI as the cost-shared component is shared by the Federal government and Service Managers. Further, the intent of COCHI is to address the reduced Federal investments into community housing, making Service Managers ‘whole’ to the 2018/2019 Federal investment levels.

### Online Survey

#### Item 2

To determine the amount and types of affordable rental units within each Service Manager’s area, the number of each of the following affordable rental units were collected: Rent Geared to Income (RGI), All Rent Supplement Units (including

municipal, provincial, federally funded units), Units receiving Portable Housing Benefits, Units receiving Housing Allowance, Units receiving Canada Ontario Housing Benefit (COHB), and Other. In total, 54.7% of all units reported were RGI units, 16.1% were All Rent Supplement Units, 14.2% were Affordable Average Market Rent (AMR), 4.1% were Units receiving Housing Allowance, 4.1% were Units receiving COHB, 3.9% were Other, and 2.9% were Units receiving Portable Housing Benefits.

### Item 3

Service Managers were asked if they had applied for funding targeted to the creation of rental units that wasn't approved, with Yes and No as response options, and if Yes was selected, Service Managers were given the opportunity to provide the rationale given (e.g., why the funding application was not successful). 52.6% of Service Managers reported that they had applied to funding that wasn't approved, and 47.4% reported that they had not. Of those who responded with Yes, programs that Service Managers had applied to included the Rapid Housing Initiative and Home for Good. Reasons for funding not being approved included the program receiving a greater number of applications than anticipated and application scoring criteria and rankings.

### Item 4

Service Managers were asked which tools they use to encourage rental development from the private or non-profit sector. The number of Service Managers reporting the use of each tool was calculated and converted to a percentage of the total number of Service Managers who responded to the Survey. This revealed that 68.4% of Service Managers reported using Community Improvement Plan/Municipal Housing Facilities By-Laws, 63.2% reported waiving and/or deferring development charges, and 57.9% reported reducing the property tax rate on multi-residential properties. 42.1% of Service Managers reported using Municipal Capital Facility designation, 31.6% reported using a reduction of parking requirements, 26.3% reported waiving planning application fees, and 21.1% reported reduction of parkland dedication. Finally, 15.8% of Service Managers reported using land transfer tools to encourage development. No Service Managers reported using the demolition and conversion of residential rental properties by-laws. One Service Manager did not respond to this item.

### Item 8

Limitations and barriers to funding pots for the development of rental housing were presented to Service Managers as a ranking question, with each Service Manager ranking all options from 1 (biggest limitation/barrier) to 10 (smallest limitation/barrier). These rankings were converted into a weighted score for each item, based on the number of times each item was ranked in each position. Based on this weighted score, the limitations ordered from biggest to smallest were: 1) funding amounts provided, 2) timelines, 3) operating/funding costs, 4) programmatic challenges, 5) availability/access to land, 6) average or median market rents and project/viability (tie), 7) application process for funding and financing issues (tie), and 8) housing providers.

### Item 9

Service Managers were asked how their Local Housing Corporation (LHC) was situated within their municipality, with a choice from 4 structure options and an “other” category. Upon review of the “other” responses, these Service Managers’ descriptions of their LHC were incorporated into the most appropriate existing structure category. Based on this categorization, 31.6% reported a mostly integrated structure (LHC is mostly integrated, operated by municipal staff, Council [or part of it] acts as the board, but Council has specific meetings for the LHC), 26.3% reported a hybrid structure (LHC is a hybrid model, supported by municipal staff, separate Board with Community Representatives, some separate branding, understanding of the LHC as a separate entity), 21.1% reported a fully integrated structure (LHC is fully integrated, operated only by the municipal staff, corporation has been removed – housing is now fully municipally run), and 21.1% reported a fully separate structure (LHC is a fully separate corporation with their own staff and a more formal relationship between LHC and municipality. Municipality only acts as a Service Manager).

### Item 10

Service Managers were asked if there were any non-profit housing providers within their Service Area that were able to expand their stock without significant financial assistance from the Service Manager. The free-text responses were categorized as Yes, No, or Planning/Attempting. 57.9% of Service Managers responded with No, 26.3% indicated that non-profit providers were Planning/Attempting development without significant Service Manager investment, and 10.5% responded with Yes. One Service Manager did not respond to this item.

### Item 11

To understand capacity to support rental housing development, Service Managers were asked if they had added any Full-Time Equivalents (FTE) or positions within their organization. The free-text responses were categorized as Yes, No, or In Progress. Based on this categorization, 47.4% had added FTE/positions, 42.1% had not, and 5.3% were In Progress for hiring a position. One Service Manager did not respond to this item.

### Item 12

Service Managers were asked what their municipality needed to help support the creation of affordable rental development. The free-text responses were coded as containing one or more of the following elements: funding, personnel, land, supports combined with housing, and planning changes. 89.5% of Service Managers reported needing funding, 31.6% reported needing land, 21.1% reported needing personnel, 15.8% reported needing supports combined with housing, and 15.8% reported needing planning changes. One Service Manager did not respond to this item.

### Item 13

Service Managers were asked if they had a new capital project that they would like to provide details on that demonstrates the need for multiple funding sources to make a viable project. The majority of Service Managers did have a project that demonstrated the need for multiple funding sources, with 73.7% reporting Yes, and 21.1% reporting No. One Service Manager did not respond to this item.

## Limitations

Of the 47 Service Managers who were asked to complete the survey, only 26, or 55.32% of all Service Managers provided responses for the Excel Template tables. However, as can be seen in Figure 1, the Service Managers who provided responses comprise a wide range of areas across the Province, with representation in the Northern, Eastern, Central, and Western areas of Ontario. Service Managers who filled out the templates also represented a wide range of community types in Ontario, such as rural and remote areas (e.g., Timiskaming), mid-size cities/regions (e.g., Region of Waterloo), and large cities (e.g., Ottawa, Toronto). Therefore, although the data is limited in that not all Service Managers are included, the collected data is likely representative of the province as a whole. A similar limitation is present in the online survey data, as only 19 (after removing a duplicate), or 40.4% of Service Managers provided responses for this component, however a similar range of regions and communities are represented in this data set.

The funding allocations, number of units created, and project funding data used in this analysis was self-reported by Service Managers. Therefore, it is possible that the data reported to the Municipal Support of Rental Development Technical Table may not be inclusive of all funding received from various funding programs. Further, Service Managers differ in terms of their organizational structure and internal processes, which may have impacted the data collected in the survey (e.g., which sources were used to complete the tables). An additional limitation concerns the change in template during data collection, which resulted in Table 3 (number of units developed per year) being separated from project funding information (Table 4 in the updated template). This change in template structure reduced the amount of data that we were able to use for the analysis of project funding information, due to being unable to compare Service Managers who filled out the initial template to those who filled out the revised template. A further limitation for Table 3 concerns the interpretation of the date associated with the creation of a unit. It is possible that some Service Managers organized their data based on the date that funding was committed for a project, whereas others organized it based on occupancy date. This may have impacted the accuracy of the data provided in Table 3.

Finally, project funding was collected based on tier of funding source – Provincial, Provincial/Federal, Federal, Service Manager/DSSAB, or Other. Multiple funding amounts from one source, for one project, may have been combined in this reporting structure (e.g., two funding amounts from different Provincial programs used for the same project). This may also be more pronounced for the “Other” category of funding, which may be made up of multiple smaller amounts. This means that the number of funding sources reported for each project/unit creation year should be viewed as an



underestimate of the true number of funding sources a project had. Another limitation to the project funding data concerns the role of Social Services Relief Funding provided throughout the COVID-19 pandemic. These funds were not separable from other sources of provincial funding in this table structure, as they were in the overall funding allocation tables (and thus could be excluded to isolate the influence of longer-term funding programs). Depending on the use of SSRF dollars for housing projects specifically, this potentially overestimates the amount of funding that is derived from Provincial contributions. It is important to note that Social Services Relief Funding is a one-time pandemic support measure that ends in the 2022-2023 fiscal year, and that the funding breakdown for housing projects may change considerably after this funding concludes.

## Survey Items

1. Contact Information
2. Number of rental units that provide some form of affordability in your service area:
  - a. Rent Geared to Income (RGI)
  - b. Affordable Average Market Rent (AMR) (based on definition of Area Municipality)
  - c. All Rent Supplement Units (including municipal, provincial, federally funded units)
  - d. Units receiving Portable Housing Benefits
  - e. Units receiving Housing Allowance
  - f. Units receiving Canada Ontario Housing Benefit (COHB)
  - g. Other
3. Have you applied for funding to any funding programs targeted to the creation of rental units that wasn't approved?
  - a. Yes
  - b. No
  - c. If Yes, please provide the rationale given (e.g., why didn't it work – ready, but were not selected, etc.).
4. What tools does your municipality use to encourage Rental Development from the Private or Non-Profit Sector?
  - a. Waiving and/or deferral of Development Charges
  - b. Waiving planning application fees
  - c. Municipal Capital Facility designation
  - d. Land transfer
  - e. Reduce the property tax rate on multi-residential properties
  - f. Demolition and Conversion of Residential Rental Properties By-Laws
  - g. Reduction of parking requirements
  - h. Reduction of parkland dedication
  - i. Community Improvement Plan/Municipal Housing Facilities By-Law
  - j. Other (please specify)
5. Is your municipality or one within a DSSAB considering enacting an inclusionary zoning by-law?
  - a. Yes
  - b. No
  - c. Unsure
6. Please share any best practices that you would recommend to other areas that have helped your area's success in increasing affordable rental supply.
  - a. Free text entry
7. Please share any "words of wisdom" or "do not's" that your area has experienced and would avoid in future as it relates to the rental housing market.
  - a. Free text entry

8. What are the biggest limitations/barriers to funding pots that are targeted to the development of rental housing you are currently accessing? Please rank in order, 1 being the biggest limitation/barrier and 10 being the least.
  - a. Average Market Rents or Median Market Rents
  - b. Funding amounts provided
  - c. Timelines
  - d. Programmatic Challenges – e.g. meeting program Guidelines/requirements
  - e. Application Process for Funding (length, capacity)
  - f. Project/Viability
  - g. Financing Issues
  - h. Housing Providers (Non-profit example)
  - i. Availability/Access to Land
  - j. Operating Funding/Costs
9. How is your local housing corporation (LHC) currently situated?
  - a. LHC is fully integrated, operated only by the municipal staff, corporation has been removed – housing is now fully municipally run.
  - b. LHC is mostly integrated, operated by municipal staff, Council (or part of it) acts as the board, but Council has specific meetings for the LHC.
  - c. LHC is a hybrid model, supported by municipal staff, separate Board with Community Representatives, some separate branding, understanding of the LHC as a separate entity.
  - d. LHC is a fully separate corporation with their own staff and a more formal relationship between LHC and municipality. Municipality only acts as a Service Manager.
  - e. Other (please specify)
10. Are any non-profit housing providers currently (or recently) expanding their stock in your Service Manager area without significant financial assistance from the Service Manager? Describe what they are doing and their success(es).
  - a. Free-text entry
11. Have you added any FTE/positions to support rental housing development (has your capacity grown)? Please describe.
  - a. Free-text entry
12. What does your municipality need to help support the creation of affordable rental development?
  - a. Free-text entry
13. Does your area have a new capital project that you would like to expand on that demonstrates the need for multiple funding sources to make a project viable?
  - a. Yes
  - b. No
  - c. Who can we contact to learn more? Please provide a name and email address