

CORPORATION OF THE TOWNSHIP OF MCKELLAR

BY-LAW NO. 2024-XX

Being a By-law to Appoint an Acting Clerk

WHEREAS under the provisions of Section 228(1) of the Municipal Act, S.O 2001, C. 25, a Municipality may appoint Acting Clerk who shall have all the powers and duties of the Clerk;

AND WHEREAS the Council of the Corporation of the Township of McKellar deems it desirable to appoint an Acting Clerk;

NOW THEREFORE the Council of the Corporation of the Township of McKellar hereby enacts as a By-law of the Corporation as follows:

1. **THAT** Karlee Britton be appointed an Acting Clerk/Administrator for the Corporation of the Township of McKellar.

READ a FIRST and SECOND time this 7th day of May, 2024.

David Moore, Mayor

Karlee Britton, Deputy Clerk

READ a THIRD time and **PASSED** in **OPEN COUNCIL** this 7th day of May, 2024.

David Moore, Mayor

Karlee Britton, Deputy Clerk

CORPORATION OF THE TOWNSHIP OF MCKELLAR

BY-LAW NO. 2024-XX

**Being a By-law to Authorize an Agreement Between
The Corporation of The Township Of McKellar And
John Jackson Planner Inc.**

WHEREAS pursuant to Section 9 of the Municipal Act, 2001, S.O. 2001, as amended, a Municipality has the capacity, rights, powers and privileges of a natural person for the purpose of exercising its authority under this or any other Act; and

WHEREAS pursuant to Section 5.3 of the Municipal Act, 2001, S.O. 2001, c.25, the powers of every Council shall be exercised by by-law; and

WHEREAS it is deemed expedient that the Township of McKellar enter into an Agreement with John Jackson Planner Inc. respecting the updates to the Township’s Zoning By-law and Official Plan documents;

NOW THEREFORE the Council of the Corporation of the Township of McKellar hereby enacts as follows:

1. **THAT** the Mayor and Acting Clerk/Administrator be authorized to enter into an Agreement attached hereto as 'Schedule A' and forming a part of this by-law with John Jackson Planner Inc.;
2. **THAT** a copy of said Agreement shall remain attached to and form part of this by-law marked as Schedule A.
3. **THAT** this by-law shall come into effect upon the passing thereof.

READ a **FIRST** and **SECOND** time this 7th day of May, 2024.

David Moore, Mayor

Karlee Britton, Acting Clerk/Administrator

READ a **THIRD** time and **PASSED** in **OPEN COUNCIL** this 7th day of May, 2024.

David Moore, Mayor

Karlee Britton, Acting Clerk/Administrator

AGREEMENT

BETWEEN the Council of the Corporation of the Township of McKELLAR

AND

John Jackson Planner Inc.

WHEREAS the Council of the Corporation of McKellar wishes to engage the services of planning consultant John Jackson Planner Inc;

AND WHEREAS John Jackson has agreed to provide the necessary planning consulting services;

NOW THEREFORE the parties hereby agree as follows:

1. John Jackson will provide the planning consulting services as described in the attached proposal dated April 15, 2024.
2. The Council of the Corporation of the Township of McKellar agrees to the terms and conditions of the attached proposal by John Jackson Planner Inc.
3. Any disputes respecting the completion of the tasks outlined in the April 15, 2024 Proposal shall be arbitrated by a third party to be agreed upon by the parties whose findings shall be final and binding on each of the parties.

Dated this 16 day of April 2024 at the Township of McKellar



John Jackson Planner Inc
(John Jackson)

McKellar

Mayor



Witness

Clerk



Proposal to Update Township of McKellar Official Plan and Zoning By-Law

By John Jackson Planner Inc.

April 15, 2024

Background

The Council of the Township of McKellar is wanting to update its comprehensive zoning By-Law to incorporate current provisions as set out in the provincial policy statements and its own official plan.

There was an attempt to update the zoning By-Law in 2018-2019 that resulted in an appeal that caused the Council at the time to rescind the new By-Law. By-Law No. 2019-23 was enacted on May 11, 2021 and rescinded on March 17, 2022.

In response to submissions on the proposed new By-Law, concerns were expressed over official plan conflicts so that an official plan amendment (No. 9) was considered.

Official Plan Amendment No. 9 attracted additional policy matters requested by the Ministry of Municipal Affairs and Housing to reflect the more current provincial policy statements.

O.P.A. No. 9 was adopted on March 16, 2020 but was also repealed because of appeals. The policy amendment was withdrawn on March 17, 2022.

Objectives

McKellar wishes to update its planning documents so that they are considered current and reflect the most recent provincial policies as well as the official plan.

Some of the specific objectives include:

- Compliance with the most current P.P.S. – this will allow the Municipality to approve site-specific policy amendments;
- Attempt to avoid many, if not all of the objections to the previous By-Law;
- Incorporate necessary and appropriate provisions that reflect Planning Act amendments;
- Return the site-specific provisions that were deemed to be objectionable by the appellant where appropriate;
- Include any By-Law changes that are deemed appropriate by the building department and Council;
- Include a planning report that sufficiently explains the proposed changes to the By-Law and official plan (this was a recurring objection in the appeal to the former By-Law); and
- Update/reformat zoning maps to identify special exceptions on the current geographic network platform.

Official Plan Amendment

Because council will want its official plan to reflect current provincial policies, Official Plan Amendment No. 9, will need to be re-introduced with a completely revised content including matters of provincial interest and policy statements.

Public Meetings

There will be a minimum of three meetings required to update the planning documents.

Two public meetings may be combined so that they occur at a single meeting of council.

A separate “open house” type meeting will be required for O.P.A No. 9 as prescribed under the Planning Act.

Schedule / Timing

Council will want to proceed with the revisions on relatively compact schedule.

Many of the complications related to the lead up of Zoning By-Law No. 2019-23 was the carry over from a previous council and the onset of Covid. The process ended up taking four years including four different administrators.

The key to keeping the new program in check is to introduce as few changes as possible to avoid prolonged issues.

Council will also want to manage the costs of public notice. This can be accomplished by including the notice in the July tax assessment notice. Therefore, Council will need to work “backwards” from this date to ensure that the general substance is well characterized before circulating the notice.

May 15, 2024	Prepare draft OPA and By-Law
June 1, 2024	Preliminary meeting with Council
June 5, 2024	Pre-consult with MMAH
June 15, 2024	Working Meeting of Council
July 15, 2024	Notice of Open House Public Meeting
August, 2024	Open House
August, 2024	Public Meeting
September, 2024	Council Review of Submissions
October, 2024	Report on Submissions
November, 2024	Adoption
November, 2024	Notice of Passing Post Red Line / Track Changes

Deliverables

The task will involve the production of a number of documents.

These will include:

1. Report on Changes
2. Notices for Public Meetings/Open Housing
3. Draft Zoning By-Law
4. Red Line Version of By-Law
5. Draft Official Plan Amendment
6. Consolidated Official Plan
7. Report on Submissions
8. Final Draft Documents for Adoption.

All documents will be supplied in electronic form available for posting and production.

Estimated Costs

The following breakdown is for the estimated costs associated with the above program.

Should the budget approach its estimated limits, the matter will be revisited between the parties to determine any adjustments that may be warranted.

Review File(s) Prepare Report	\$5000.00
Draft Documents/Notice	\$5000.00
Mapping Revisions	\$2500.00
Report on Submissions	\$2500.00
Final Documents Red-Line	\$2500.00
Meeting(s)	\$2500.00
Total	\$20,000.00 + HST

Respectfully,



John Jackson

CORPORATION OF THE TOWNSHIP OF MCKELLAR

BY-LAW NO. 2024-XX

**Being a By-law to Authorize an Agreement Between
The Corporation of The Township Of McKellar And
R.H.H. Engineering**

WHEREAS pursuant to Section 9 of the Municipal Act, 2001, S.O. 2001, as amended, a Municipality has the capacity, rights, powers and privileges of a natural person for the purpose of exercising its authority under this or any other Act; and

WHEREAS pursuant to Section 5.3 of the Municipal Act, 2001, S.O. 2001, c.25, the powers of every Council shall be exercised by by-law; and

WHEREAS it is deemed expedient that the Township of McKellar enter into an Agreement with R.H.H. Engineering respecting Engineering Services for Repaving Centre Road and Project Management for the Completion of the McKellar Ballfield and Examination of Craigmore Subdivision for Certification;

NOW THEREFORE the Council of the Corporation of the Township of McKellar hereby enacts as follows:

1. **THAT** the Mayor and Acting Clerk/Administrator be authorized to enter into an Agreement as per the conditions outlined in the quotation dated May 1, 2024 attached hereto as 'Schedule A' and forming a part of this by-law with R.H.H. Engineering;
2. **THAT** a copy of said Agreement shall remain attached to and form part of this by-law marked as Schedule A.
3. **THAT** this by-law shall come into effect upon the passing thereof.

READ a **FIRST** and **SECOND** time this 7th day of May, 2024.

David Moore, Mayor

Karlee Britton, Acting Clerk/Administrator

READ a **THIRD** time and **PASSED** in **OPEN COUNCIL** this 7th day of May, 2024.

David Moore, Mayor

Karlee Britton, Acting Clerk/Administrator

CORPORATION OF THE TOWNSHIP OF MCKELLAR

BY-LAW NO. ~~2019-24~~ 2024-XX

**Being a By-law to Prescribe Times for Setting Fires and
Precautions / Restrictions for Burning and to Repeal By-law No. ~~2018-30~~ 2019-24,
as amended**

WHEREAS Section 7.1(b) of the *Fire Protection and Prevention Act, 1997*, S.O. 1997, c.4, as amended, provides that ~~the~~ a Council of a municipality may pass by-laws regulating fire prevention, including the prevention of the spreading of fires and regulating the setting of open air fires, including establishing the times during which open air fires may be set;

AND WHEREAS section 2.4.4.4(1)(b) of the *Fire Code, O. Reg. 213/07*, as amended, prohibits open air burning unless approved, or unless such burning consists of a small, confined fire, supervised at all times, and used to cook food on a grill, barbeque or spit, and is commensurate with the type and quantity of food being cooked;

AND WHEREAS Section 128 of the *Municipal Act, 2001*, S. O. 2001, c. 25, as amended provides that a municipality may prohibit and regulate with respect to public nuisances, including matters that, in the opinion of Council, are or could become or cause public nuisances; and

AND WHEREAS Section 391 of the *Municipal Act, 2001*, S.O. 2001, c. 25, as amended, authorizes Council to pass by-laws imposing fees or charges on any class of persons for services or activities provided or done by or on behalf of it, and for costs payable by it for services or activities provided or done by or on behalf of any other municipality, or local board;

AND WHEREAS section 425(1) of the *Municipal Act, 2001*, S.O. 2001, c. 25, as amended, permits Council to pass by-laws providing that any person who contravenes any by-law of the municipality is guilty of an offence;

AND WHEREAS Section 429(1), subject to subsection (4), of the *Municipal Act, 2001*, S.O. 2001, c. 25, as amended, provides that a municipality may establish a system of fines for offences under a by-law of the municipality passed under this Act;

AND WHEREAS section 444 of the *Municipal Act, 2001*, S.O. 2001, c. 25, as amended, provides that if a municipality is satisfied that a contravention of a by-law has occurred, the municipality may make an order requiring the person who contravened the by-law or who caused or permitted the contravention or the owner or occupier of the land on which the contravention occurred to discontinue the contravening activity;

AND WHEREAS Section 446 of the *Municipal Act, 2001*, S.O. 2001, c. 25, as amended, provides that where a municipality has the authority to direct or require a person to do a matter or thing, the municipality may also provide that, in default of it being done by the person directed or required to do it, the matter or thing shall be done at the person's expense;

AND WHEREAS section 6 of the *Farming and Food Production Protection Act, 1998*, S.O. 1998, c. 1 provides that no municipal by-law applies to restrict a normal farm practice carried on as part of an agricultural operation;

AND WHEREAS *Ontario Regulation 207/96, "Outdoor Fires,"* as amended by *Ontario Regulation 230/00*, made under the *Forest Fires Prevention Act*, regulates the burning of outdoor fires;

AND WHEREAS the Council of the Corporation of the Township of McKellar deems it expedient to regulate the setting of open fires, including establishing the times during which open air fires may be set;

NOW THEREFORE BE IT RESOLVED THAT the Council of the Corporation of the Township of McKellar hereby enacts as follows:

1.0 DEFINITIONS:

Definitions of words and phrases used in this By-law that are not included in the list of definitions supplied, have the meanings that are commonly assigned to them in the context in which they are used, taking into account the specialized use of terms with the various trades and professions to which the terminology applies.

For the purpose of this by-law the following definitions shall apply:

"Campfire/Recreation Fire" means a fire situated outdoors set for the purpose of cooking, warmth or recreational enjoyment;

"Camping Establishment" means a tourist establishment of at least six **campsites** and comprising of land used or maintained as grounds for the camping or parking of trailers, motorized coach, truck campers, campers or tents but not including mobile homes;

"Campsite" means an area of land within a tent and trailer park or **camping establishment** which is designed to accommodate the placement of tents, travel trailers, motor coach or truck campers for the temporary quarters of a travelling or vacationing public;

"Chief Fire Official" means the Fire Chief of the **Township** and **Township** staff as designated by the Fire Chief **and approved by Council**;

"Chiminea" means clay, porcelain or metal receptacle used for the purposes of burning and constitutes an **open air fire** under this by-law;

"Combustible" means able to catch fire and burn easily;

"Controllable Fire" means an **open air fire** that can be **extinguished** using resources on the **property**;

~~“Debris Fire” means any open air fire used to dispose of large branches, many leaves or unpainted/untreated wood, in the course of property maintenance, that is greater than 2 metres in diameter or height;~~

“**Extinguish**” means to put out or quench an **open air fire** completely, so that no smoke, hot or glowing embers are to remain;

“**Fire Ban**” means a ban, until further notice, of an **open-air fire** as declared by the **Chief Fire Official** or by the applicable Ministry, pursuant to this By-law;

“**Fire Chief**” means the person appointed by Council to act as Fire Chief for the Township of McKellar, as defined in the *Fire Protection and Prevention Act, 1997*, or a person designated by the Fire Chief with the approval of Council;

“**Fire Hazard Rating**” means one of the following ratings established from time to time by the Fire Chief and communicated publicly by the **Township** to indicate the risk of forest fires based on changing conditions: LOW, MODERATE, HIGH, EXTREME;

“**Fire Season**” means the period from April 1 to October 31 of each year, as set out in the *Forest Fires Prevention Act, R.S.O. 1990, F.24*, as amended;

“**Flammable Material**” includes means solids, liquids or vapours which could quickly ignite into flames or explode should sparks or flames or hot gases from an ignition or fire source come in contact with them;

“**Incinerator Fire**” means a non-combustible container used for the purposes of burning and constitutes an **open air fire** under this by-law;

“**Nuisance**” means excessive smoke, smell, airborne sparks or embers that is likely to disturb others, or that is likely to reduce visibility on roads in the vicinity of the Open Air Burning;

“**Occupant**” means an individual over the age of 18 years, in possession of the property, to whom the property is rented, leased or sold as evidenced by a deposit receipt, rental agreement or lease, contract for sale or deed;

“**Officer**” means a Municipal Law Enforcement Officer, Police Officer, **Chief Fire Official**, or any other person appointed by by-law to enforce the provisions of this By-law;

“**Open Air/Outdoors Fire**” means a fire situated outdoors, whether burned in a container or on the ground, and includes a **chiminea, campfire/recreational fire** and an **incinerator fire** but does not include an **outdoor campfire device**;

“**Outdoor campfire device**” means listed ULC or CSA gas (natural or propane) appliances, and includes a BBQ or heating unit that is fueled by charcoal and does not constitute an **open air fire** under this By-law;

“**Owner**” includes,

- (a) the registered owner of the land; and
- (b) the **person** for the time being managing or receiving the rent of the land, lot or premises in connection with which the word is used, whether on the **person's** own account or as agent or trustee of any other **person**, or who would receive the rent if the land, lot and premises were let; and
- (c) a lessee or occupant of the lot who, under the terms of a lease, is required to repair and maintain the lot in accordance with the standards for the maintenance and occupancy of lot;

"Permit" means a Permit issued, *at no charge*, by the **Township** in accordance with this By-law *and may reference a **Special Occasion Permit***;

"Person" includes an individual, sole proprietorship, partnership, limited partnership, trust, corporation, and an individual in his or her capacity as a trustee, executor, administrator, or other legal representative;

"Property" means a parcel of land which is capable of being legally conveyed;

"Provincial Offences Act" means the Provincial Offences Act, R.S.O. 1990, c. P. 33 and its regulations, as amended;

"Public Land" means any land registered in the name of the **Township**;

"Restricted Fire Zone" (RFZ) means a specific area in Ontario where Outdoor fires are not permitted for a specific period of time, pursuant to the *Forest Fires Prevention Act*, R.S.O. 1990, Chapter F.24 and *Ontario Regulation 207/96* (Outdoor Fires) made thereunder;

"Special Occasion fire on public land" means an open air fire for which a permit is required from the Chief Fire Official;

"Township" means the Corporation of the Township of McKellar or the land within the geographic limit of the Corporation of the Township of McKellar as the context requires.

2.0 APPLICATION

2.1 This by-law shall apply throughout the whole of the **Township**.

3.0 GENERAL PROVISIONS

3.1 No **person** shall set, maintain, permit or cause to be set or maintained an **open air fire** on **Township Public** lands without a current valid **permit issued by the Chief Fire Official**.

3.2 No **person** shall set, maintain, permit or cause to be set or maintained an **open air fire** in the **Township** other than in accordance with this By-law and the terms and conditions of this By-law.

~~3.3 No **person** shall set, maintain, permit or cause to be set or maintained an **open air fire** other than in accordance with the terms and conditions of a **permit** outlined in this By-law.~~

~~3.4~~ 3.3 An **owner** of **property** on which an **open air fire** has been set or permitted to burn shall be deemed to have permitted the **open air fire** and assumes all responsibility.

3.4 A person may conduct an open air burning if it is part of a normal farm practice carried on as part of an agricultural operation, as those terms are defined in the *Farming and Food Production Protection Act*, 1998, S.O. 1998, c.1, on lands zoned for agricultural use.

3.5 No **person** shall set, maintain, permit ~~of~~ **or** cause to be set or maintained an **open air fire** during a **Fire Ban**.

3.6 Notwithstanding any other provision of this By-law, an **open air fire** may be set or maintained at any time of the day when **Fire Season** is not in effect.

3.7 Notwithstanding any provisions herein, no person shall set or maintain a fire; (a) in contravention of the Ontario Fire Code, the Environmental Protection Act, or any other statutory requirements of the Province of Ontario, or the Government of Canada; (b) on any highway, or public property within the Municipality; (c) on any asphalt surface; (d) in any park owned or operated by the Municipality without the written permission of the Municipality.

4. TERMS AND CONDITIONS OF AN OPEN AIR FIRE

4.1 No **person** shall set, maintain, permit or cause to be set or maintained an **open air fire** in the **Township** other than in accordance with the following:

- (a) where a **permit** is required, the **permit** shall be available for inspection at the **property** upon request;
- (b) no more than one (1) **controllable fire** on a **property**, except on a **campsite** or **camping establishment** at any time, unless otherwise approved by the **Chief Fire Official**;
- (c) an **open air fire** shall not exceed 2 metres in diameter or height or as otherwise restricted by this By-law;
- (d) the burning only of brush, leaves and unpainted/untreated wood is permitted;
- (e) an **open air fire** shall be attended and supervised at all times by a **person** at least sixteen (16) years of age;

- (f) an **open air fire** shall not occur without appropriate extinguishing agents such as portable fire extinguishers, pressurized garden hose, shovel, rake, portable pump and hose, bobcat (or similar) being on-hand at all times until the **open air fire** is **extinguished**;
- (g) an **open air fire** shall be **extinguished** when not attended and supervised by a **person** at least sixteen (16) years of age;
- (h) an **open air fire** is not permitted when the wind velocity may cause the following unsafe conditions:
 - (i) a decrease in visibility on any highway, road or navigable channel;
 - (ii) the rapid spread of fire through grass, brush, forested area or other **property** that was not intended to be burned;
- (i) an **open air fire** shall not create excessive smoke;
- (j) an **open air fire** is not permitted during a **fire ban**;
- (k) an **open air fire** shall not create a nuisance or have an adverse effect on a neighbouring **property owner**;
- (l) in conditions or a location that the **open air fire** is not safe from ignition to **extinguishment**;
- (m) a safe distance from combustible structures or objects and **flammable materials**;
- (n) on a **property** other than on a **property** that the **person** owns or lawfully occupies;
- (o) an **open air fire** shall be a minimum of ~~ten (10)~~ **three (3)** metres from a building, fence, hedge, other combustible material, highway, overhead wire or a **property** line or as otherwise restricted by this By-law;
- (p) between the hours of 6:00 p.m. on one day and no later than 10:00 a.m. the following day;
- (q) is only permitted during a low or moderate fire danger rating, unless otherwise permitted by this By-law;
- (r) **a Special Occasion permit** shall be available at the discretion of the Chief Fire Official, and may be cancelled at any time by the Chief Fire Official should conditions or applicable Ministry recommendations change. The permit holder shall indemnify and save harmless the Corporation of the Township of McKellar and its employees from any and all claims, demands, causes of action, costs or damages that the Township may suffer, incur or be liable for resulting from the open air burning as set out in this By-law, whether with or without negligence on the part of the permit holder, the permit holder's

employees, directors, contractors and agents The Chief Fire Official may refuse to issue a permit if (i) the proposed open air burning would contravene this By-law; or, (ii) the owner or permit holder has previously contravened any permit conditions or other provisions of this By-law.

5.0 GENERAL BURNING RESTRICTIONS FOR CAMPFIRE/RECREATION FIRES

- 5.1 Notwithstanding any other provision contained in this By-law, no **person** shall set, maintain, permit or cause to be set or maintained a **campfire/recreation fire** other than in accordance with the following:
- (a) the **campfire/recreation fire** shall not exceed 2 ~~feet (61 centimetres)~~ metres in diameter or height;
 - (b) be a minimum of 1.5 metres from a building, fence, hedge, other combustible material, **flammable** material, highway, overhead wire or a **property** line;
 - (c) during a low, moderate or high fire danger rating.
 - (d) where the site of the **campfire/recreation fire** is bare rock or non-combustible material for a minimum distance of one (1) metre in diameter from the **campfire/recreation fire**;
 - (e) CSA approved outdoor recreational fire simulators can only be fueled by propane fuel delivered via CSA approved/inspected delivery systems.

6.0 CAMPSITE AND CAMPING ESTABLISHMENT

- 6.1 Notwithstanding any other provision of this By-law, a **campfire/recreation fire** may be set, permitted or maintained in a **campsite** or **camping establishment** by a **person** registered with the **campsite** or **camping establishment** between the hours of 4:00 p.m. one day and no later than 10:00 a.m. the following day.

7.0 INCINERATOR FIRE

- 7.1 Notwithstanding any other provision of this By-law, no **person** shall set, maintain, permit or cause to be set or maintained an **incinerator fire** other than in accordance with the following:
- (a) with a screen cover in place during the **incinerator fire**;
 - (b) the size of the non-combustible container shall not exceed a size, more than 2 meters in diameter, by 1 meter in height.
 - (c) be a minimum of ~~eight (8)~~ **three (3)** metres from a building, fence, hedge, other combustible material, **flammable material**, highway, overhead wire or a **property** line;

- (d) during a low or moderate fire danger rating;
- (e) only paper, wood, brush, leaves or unpainted/untreated wood products are burned.

8.0 GRASS OR LEAF LITTER FIRE

8.1 Notwithstanding any other provision of this By-law, no person shall set, maintain, permit or cause to be set or maintained a grass or leaf litter fire other than in accordance with the following, in addition to the General Provisions/Conditions of Sections 3 and 4 above:

- (a) the total area to be burned does not exceed 1.0 hectare;
- (b) the length of the flaming edge does not exceed thirty (30) metres;
- (c) the fire is started between the hours of 6:00 p.m. one day and no later than 10:00 a.m. the following day;
- (d) during a low or moderate fire danger rating;
- (e) a responsible person is available to tend the fire until the fire is extinguished;
- (f) the person tending the fire has tools and/or water adequate to contain the fire within the fire site.

~~8.0~~ 9.0 DECLARATION OF A FIRE BAN AND FIRE DANGER RATINGS

~~8.0~~ 9.1 The **Chief Fire Official** is responsible for establishing and declaring fire danger ratings and a **Fire Ban**. A graphical depiction of the fire danger ratings ~~are~~ **is** outlined on Schedule A to the By-law.

~~8.0~~ 9.2 A Fire Danger Rating or a **Fire Ban** may be posted or advertised through the local media, on the **Township's** website or on Fire Danger Rating signs within the **Township**. All **Special Occasion** permits will be suspended.

9.3 Any persons found to be burning, setting off fireworks, or lighting or releasing a Chinese lantern during a declared and established **Fire Ban** shall be subject to a municipal fine in the amount equivalent to the current Ministry of Transportation (MTO) rates per apparatus response automatically for a second occurrence and at the discretion of the Chief Fire Official in the first offence;

9.4 Any persons found to be burning or setting off fireworks in a **Restricted Fire Zone** (RFZ) shall be subject to fines as levied by the Ministry of Natural Resources and Forestry as referenced at www.ontario.ca.

~~9~~10.0 PERMIT

~~9.4~~ 10.1 A **person** making an application for ~~a permit for an open air fire~~ a **Special Occasion Permit** on **public land**, shall:

- (a) submit a complete application in the form provided by the **Township**;

- (b) submit plans showing the location of buildings in relation to **property** lines;
- (c) submit any other documents as may be required by the **Township**;

~~(d) submit the required **permit** fee.~~

~~9.2~~ 10.2 A **permit** is valid for the event and period of time ~~in which it is issued for.~~ for which it is issued.

~~9.3~~ 10.3 A **permit** is valid only for the **property** identified on the **permit**.

~~9.4~~ 10.4 A **permit** is not transferable.

~~9.5A~~ ~~**permit** is non-returnable and non-refundable.~~

~~9.5~~ 10.5 The **Chief Fire Official** may:

- (a) refuse to issue a **permit** where a **person** has previously failed to comply with the terms and conditions of a **permit** or the provisions of this By-law;
- (b) impose any additional terms or conditions that he considers necessary in the interest of public safety;
- (c) vary the terms and conditions of a **permit** upon conducting an inspection and determining safety is maintained through approved site specific terms and conditions;
- (d) revoke a **permit** for failing to comply with the terms and conditions of a **permit** or the provisions of this By-law;
- (e) issue a **permit** for an **open air fire** to be set during hours not otherwise permitted by this By-law.

~~9.7~~ 10.6 The **Chief Fire Official** is hereby delegated authority to issue a **permit** in accordance with the provisions of this By-law.

~~10. FEES~~

~~10.1. The fee for a **permit** shall be as prescribed in the **Township's Fees and Charges Bylaw.**~~

~~10.0~~ 11.0 PROHIBITIONS

~~10.4~~ 11.1 (a) No person shall:

- (i) start or tend an **open air fire**, or permit an **open air fire** to be set or maintained contrary to any provision of this By-law;

- (ii) contravene any conditions of setting or tending an **open air fire** under this By-law;
- (iii) contravene any conditions of a permit issued under this By-law;
- (iv) contravene an **official** order to discontinue **open air fire** activity;
- (v) contravene an **official** order to extinguish an **open air fire**.

~~11.0~~ 12.0 TOWNSHIP & PROVINCIAL AGENTS EXEMPT

~~11.1~~ 12.1 The **Township** and the Ministry are exempt from the provisions of this By-law.

~~12.0~~ 13.0 RIGHT OF ENTRY

~~12.1~~ 13.1 An **Officer** may enter at all reasonable times upon any ~~premises or~~ **property** to ascertain whether the provisions of this By-law are obeyed and to enforce and carry into effect the provisions of this By-law.

~~12.2~~ 13.2 No **person** shall hinder or obstruct, or attempt to hinder or obstruct, an **Officer** from carrying out inspections of ~~premises or~~ **property** to ensure compliance with this Bylaw.

~~12.3~~ 13.3 An **Officer** must, upon request, display or produce proper identification.

13.4 A person exercising a power of entry shall not enter or remain in any room or place actually being used as a dwelling unless the consent of the occupier is obtained, the occupier first having been informed that the right of entry may be refused, and if refused, may only be made under the authority of an order issued under section 438 of the *Municipal Act, 2001*, a warrant issued under section 439 of the *Municipal Act, 2001*, or a warrant under section 386.3 of the *Municipal Act, 2001*.

~~13.0~~ 14.0 OBSTRUCTION

~~13.1~~ 14.1 No **person** shall hinder or obstruct, or attempt to hinder or obstruct, any **Officer** exercising a power, or performing a duty under this By-law.

~~13.2~~ 14.2 Any **person**, who has been alleged to have contravened any of the provisions of this By-law, shall identify himself/herself to the **Officer** upon request. Failure to do so shall be deemed to have obstructed or hindered the **Officer** in the execution of his/her duties.

~~13.3~~ 14.3 A refusal of consent to enter or to remain in a room or place actually used as a dwelling does not constitute hindering or obstruction within the meaning of subsection 13.4 unless the **Township** is acting under an order under Section 438 of the *Municipal Act*, or a warrant under Section 439 of the *Municipal Act*, or in the circumstances described in Section 437(d) or (e) of the *Municipal Act*.

~~14.0~~ 15.0 ENFORCEMENT AND PENALTY

~~14.1~~ 15.1 The enforcement of this By-law shall be conducted by an **Officer**.

~~14.2~~ 15.2 Every **person** who contravenes any provision of this By-law or every director or **Officer** of a corporation, who knowingly concurs in the contravention by a corporation is guilty of an offence and upon conviction is liable to a fine as provided for under the **Provincial Offences Act**.

~~14.3~~ 15.3 Upon conviction any penalty imposed under this By-law may be collected under the authority of the **Provincial Offences Act**.

~~15.0~~ 16.0 RECOVERY OF COSTS

~~15.4~~ 16.1 In addition to any fines or penalties established elsewhere in accordance with this By-law, the **person(s)** responsible for setting or maintaining, or permitting to be set or maintained, an **Open Air Fire** and/or the **property owners** shall be liable to the **Township** by way of a fee or charge, as calculated in accordance with Schedule B to this By-law, on account of those costs and expenses incurred by the **Township** including:

- (a) Investigating and responding to a complaint made to the **Township**, the **Chief Fire Official**, an **Officer** or by any **person** acting reasonably and in good faith, which results from setting and/or maintenance of the **Open Air Fire** and, in the opinion of the **Chief Fire Official** ~~an~~ or other **Officer**, the smoke or emissions from such **Open Air Fire** are causing or have caused actual discomfort to the complainant, or was in violation of a By-law; ~~and therein resulted in.~~
- (b) The dispatching of an **Officer**, a Fire Department and/or other agencies, their vehicles, equipment or aircraft, and fire-fighting and/or emergency support personnel for the purpose of: investigating a complaint and/or initiating the controlling or extinguishing an **Open Air Fire** that is in violation of the By-law.

16.2 All fees and charges payable under this By-law, ~~Section 15.4~~ are due and owing to the **Township** within thirty (30) days of the date of an invoice rendered to the **person** liable to pay them.

16.3 All overdue accounts shall accrue interest at the rate of 1.25% per month (15% per annum), calculated monthly, from the due date until paid in full.

16.4 If a **person** who sets or maintains an **Open Air Fire** contrary to this By-law is not the **owner** of the **property** but occupies or is using the **property** with the **owner's** consent, the **owner** and the **person** conducting the **Open Air Fire** shall be jointly and severally liable to pay any fees and charges imposed by this By-law.

16.5 All fees and charges payable under this By-law constitute a debt of the **person** liable for payment of them to the **Township** and, in the case of **owners** of a **property** being responsible for payment of the fees and charges, the **Township** may add the amount owing to the tax roll for the **owner(s)** real property and collect them in like manner as municipal taxes.

~~16.0~~ 17.0 SEVERABILITY

~~16.1~~ 17.1 If any section, clause or provision of this By-law is for any reason declared to be invalid by a court of competent jurisdiction, the same shall not affect the validity of the By-law as a whole or in part thereof, other than the section, clause or provision so declared to be invalid and it is hereby declared to be the intention that all the remaining sections, clauses or provisions of this By-law shall remain in full force and effect until repealed.

~~17.0~~ 18.0 SINGULAR AND PLURAL

~~17.1~~ 18.1 In this By-law, unless the context otherwise requires words importing the singular shall include the plural and use of the masculine shall include the feminine, where applicable.

~~18.0~~ 19.0 SHORT TITLE

~~18.1~~ 19.1 The short title of this By-law is the "Open Air Burning By-law".

~~19.0~~ 20.0 ADMINISTRATION

~~19.1~~ 20.1 That By-law No. ~~2018-30~~ 2019-24 and By-law No. 2023-53, an amendment to By-law No. 2019-24, ~~are is~~ hereby repealed.

~~19.2~~ 20.2 This By-Law shall come into force and take effect on the date of its passing.

READ a FIRST and SECOND TIME this ~~21st~~ ____ day of ~~May, 2019~~ _____, 2024.

Original signed by ~~Peter Hopkins~~

Mayor

Original signed by ~~Tammy Wylie~~

Clerk

READ a THIRD time and PASSED in OPEN COUNCIL this ____ day of ~~May, 2019~~ _____, 2024.

Original signed by ~~Peter Hopkins~~

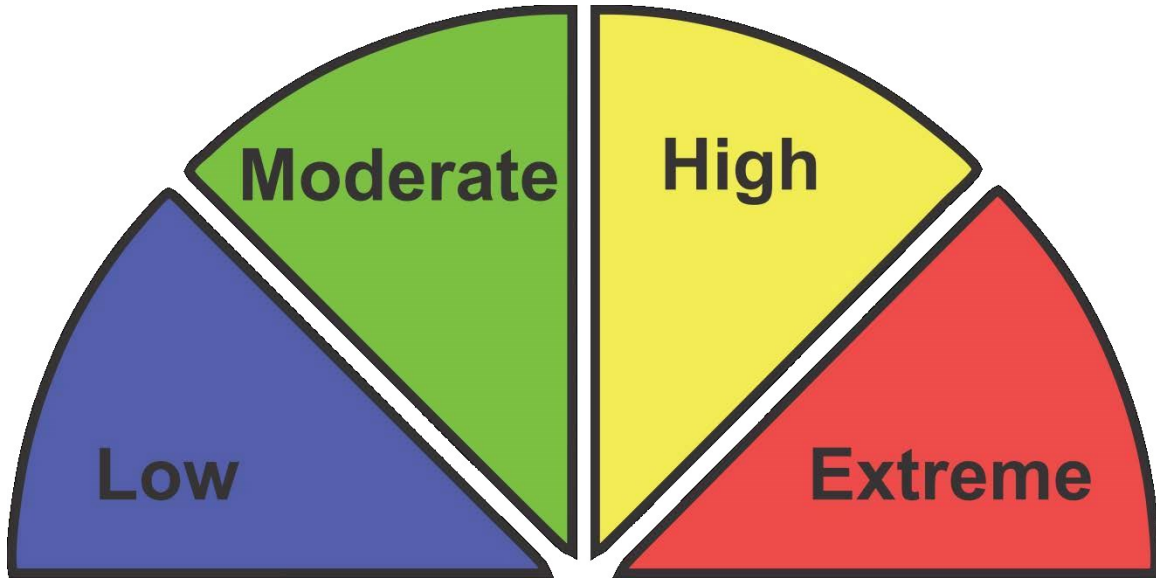
Mayor



Original signed by ~~Tammy Wylie~~

Clerk

THE CORPORATION OF THE TOWNSHIP OF MCKELLAR Schedule "A"
of By-law No. ~~2019-24~~ 2024- XX

FIRE RATINGS



LOW			EXTREME
LOW and MODERATE FIRE RATINGS: No person shall start an open air fire during the Fire Season (April 1 st to October 31 st) other than between the hours of 6:00 p.m. one day and 10:00 a.m. the following day. A Campfire/Recreation Fire at a Campsite or Camping Establishment may be conducted between the hours of 4:00 p.m. one day and 10:00 a.m. the following day.		Fire Danger is SERIOUS An open air fire is not permitted except a Campfire/Recreation Fire	Fire Danger is EXTREMELY HIGH NO OPEN BURNING of any kind! TOTAL FIRE BAN DECLARED

THE CORPORATION OF THE TOWNSHIP OF THE MCKELLAR

Schedule “B part 1, of By-law No. 2019-24 2024- XX

COSTS OF INVESTIGATION / ENFORCEMENTS PER SECTION 15.4 16.1

ITEM	AUTHORITY SECTION	RELATED COSTS MAY INCLUDE	CALCULATED & DOCUMENTED BY
Responding to a Scene	Section 15.4 Section 16.1	TIME, per Officer @ \$50.00 per hour	Officer’s time sheets & related video/photos
Occurrence and Investigation Time	Section 15.4 Section 16.1	TIME, per Officer @ \$75.00 per hour	Officer’s time sheets & related video/photos
Court – Officer Time	Section 15.4 Section 16.1	TIME, per Officer @ \$75.00 per hour	Officer’s time sheets & related video/photos
Court – Prosecutor(s) Costs	Section 15.4 Section 16.1	TIME, as per Prosecutor’s Case Invoice	Legal Invoice(s)
Administrative Costs	Section 15.4 Section 16.1	Staff TIME	Office Staff & Officer(s) logged hours
Equipment/Apparatus Cost	Section 16.1	Current MTO Rate plus personnel plus any additional costs per incident. Total replacement cost for every or any damaged unit of equipment or material used in the response	Current rate set by MTO on the day(s) of the occurrence, personnel time sheets, replacement cost at the time of the occurrence

**SCHEDULE “B part 2” of By-law No. 2019-24 2024- XX COST OF:
FIRE CONTAINMENT and/or SUPPRESSION SUPPRESSION
SERVICES AND FEES**

The cost(s) for all Fire Control equipment or ~~devises~~ ~~devices~~, or suppression ~~personal personnel~~, are based on the ~~current MTO~~ rates ~~established by the organization supplying said resources.~~

This shall be calculated from the initial dispatch of The Fire Department or support agency under contract or agreement, until such time as each is back in service and the vehicle/devise or personnel are back at their base and have been returned to operational level.

The above category Costs will be invoiced by the **Township** and will be due thirty days from the date of the invoice and interest shall accrue and be added to the amount at the rate of 1.25% per month commencing 30 days following the delivery or sending of the invoice.

These fees are in addition to any fines or penalties established elsewhere, in accordance with this By-law.

NOTE: The above cost and fee schedule(s) “B” parts 1 & 2- may be amended at any time at the discretion of the Council of the **Township of McKellar**.



LOCAL LABOUR MARKET PLAN 2024

NIPISSING & PARRY SOUND DISTRICTS



The Labour Market Group
Guiding partners to workforce solutions.

Ontario 

OVERVIEW

The Labour Market Group (LMG) is pleased to present the 2024 local labour market plan for the districts of Nipissing and Parry Sound. As always, the purpose of the Local Labour Market Plan (LLMP) is to identify significant labour market issues within the districts and set a strategic direction that addresses critical workforce development challenges and puts forth actions that will help alleviate them.



Our communities continue to see changes and challenges in labour force supply and demand. International students, housing issues, artificial intelligence and the ever-increasing importance of mental health in the workplace have been featured consistently throughout news and media outlets this past year. All industries continue to face similar shortages of employees; affecting business expansion, economic growth and sustainability. In 2024, our local economy will require our community to continue to be innovative, welcoming and flexible to adapt, so we can provide our residents and newcomers with the skills and training needed to meet the regional needs of the future.

As workforce trends continue to evolve, ensuring the growth and sustainability of the current and future workforce is critical. Our population is aging and is therefore exiting the workplace faster than it can be replaced. Not only is this causing great difficulty for employers to find a qualified replacement workforce, demographic changes in the workforce are shifting attitudes towards work in general. Prioritizing the available workforce, including many newcomers, immigrants, and international students, allows our communities to develop the talent we need in our region amongst those that have already chosen to live and work here. The workplace of yesterday does not fit the workforce of today. Younger generations of workers have different expectations and skills that employers have to embrace in order to sustain their everyday business needs. More than ever, employers must be cognisant of the toll that mental health plays on employees. Workplaces of today must prioritize the nurturing, training and mentorship of an up-and-coming workforce and understand how impactful those pieces are to sustaining a qualified workforce for tomorrow.

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

INTRODUCTION

The Labour Market Group (LMG) is a non-profit organization that serves our community's efforts to address workforce challenges and opportunities through research, data and collaboration. For the past 27 years, we have been building on decades of learning about labour market issues and taking action to develop workforce related solutions in collaboration with our numerous partners.

As the Workforce Planning Board for the Nipissing and Parry Sound districts, LMG aspires to assist with the improvement of labour market conditions in local communities through enhanced collection and dissemination of local labour market information and community engagement to drive regional approaches in the planning projects and partnerships that support workforce development throughout the region. Quality labour market information and understanding employment related challenges is critical to helping governments, businesses, community organizations, and individuals respond to the changes throughout Nipissing and Parry Sound.

The 2024 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: NIPISSING AND PARRY SOUND

Current Labour Market Data

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

Unemployment Rates

As has been regularly documented in past Local Labour Market Plan reports, COVID caused a large increase in the unemployment rates across Ontario. Table 1 compares unemployment rates by year, for two years before COVID (2018 and 2019), when COVID hit in 2020 and its aftermath in 2021, and the trajectory since then (2022 and 2023). Chart 1 illustrates the comparison. These rates are reported for Ontario, for the Toronto Census Metropolitan Area (CMA),¹ for the Rest of Ontario (Ontario figures minus the Toronto CMA), for Northeast Ontario, and for North Bay.²

TABLE 1: Annual unemployment rates, Ontario, Toronto CMA, Rest of Ontario and Northeast Ontario, 2018-2023

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

Statistics Canada, Tables 14-10-0385-01, 14-10-0391-01 and 14-10-0393-01

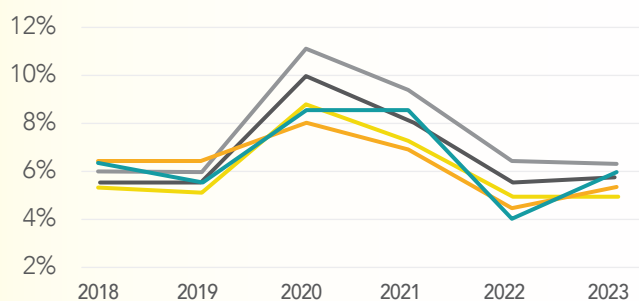
Overall, the trajectory of each unemployment rate followed much the same trajectory: a significant increase in the year when COVID hit (2020), a decline over the next two years, and then more or less staying steady into 2023.

If one were to display only the Ontario data, one would miss the fact that COVID had a more significant impact on the Greater Toronto Area than the Rest of Ontario. In 2020, the annual unemployment rate in the Toronto CMA reached 11.0%, more than two percentage points higher than the 8.7% in the Rest of Ontario. Although the unemployment rate had been slightly higher in Northeast Ontario before COVID, it did not rise as high during COVID as it had elsewhere, and it decreased in the same manner afterwards, although it did increase in 2023. The annual unemployment rates for all areas in 2023 were relatively close to what they had been in 2018, with the Northeast Ontario figure being notably lower.

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

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

CHART 1: Annual unemployment rates, Ontario, Toronto CMA, Rest of Ontario, Northeast Ontario and North Bay, 2018-2023



Statistics Canada, Tables 14-10-0385-01, 14-10-0391-01 and 14-10-0393-01

The main difference in the North Bay numbers is that the unemployment rate hardly declined in 2021, but then had a considerable drop in 2022. In 2023, the rate rose again, like the rest of Northeast Ontario.

■ Ontario
 ■ Toronto CMA
 ■ Rest of Ontario
■ Northeast Ontario
 ■ North Bay

The recent monthly unemployment rates are provided in Table 2. For Northeast Ontario, having a smaller population, Statistics Canada provides data which is a three-month moving average, where, for example, the figure for May is the average for March, April and May, in this way generating a more robust sample size. The data for Rest of Ontario and Toronto CMA is presented for the sake of comparison and also is expressed as a three-month moving average. The data which was available for North Bay was only reported for annual figures, not for three-month moving averages.

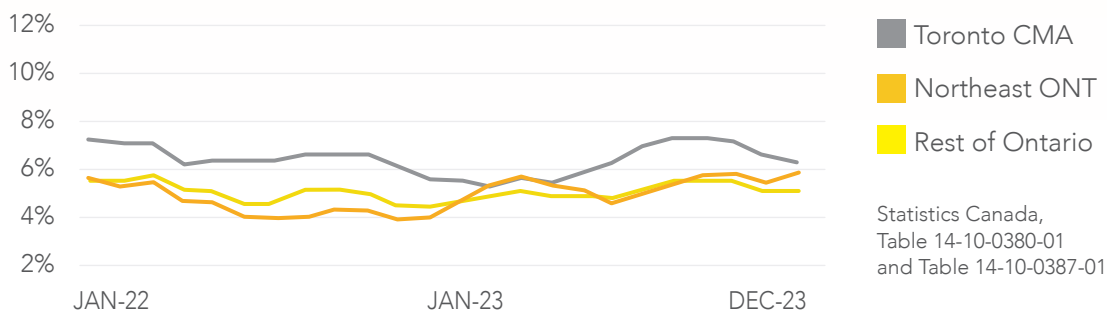
TABLE 2: Three-month moving average unemployment rates, Rest of Ontario, Toronto CMA and Northeast Ontario, January 2022 – December 2023

	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
2022												
REST OF ONTARIO												
	5.5%	5.5%	5.7%	5.0%	4.9%	4.6%	4.7%	5.1%	5.2%	4.9%	4.4%	4.3%
TORONTO CMA												
	7.2%	7.1%	7.1%	6.2%	6.3%	6.3%	6.3%	6.5%	6.5%	6.5%	6.1%	5.6%
NORTHEAST ONTARIO												
	5.6%	5.3%	5.5%	4.7%	4.6%	4.1%	4.0%	4.1%	4.4%	4.3%	3.9%	4.0%
2023												
REST OF ONTARIO												
	4.5%	4.8%	5.1%	4.9%	4.9%	4.8%	5.1%	5.5%	5.6%	5.5%	5.1%	5.1%
TORONTO CMA												
	5.5%	5.3%	5.6%	5.4%	5.9%	6.3%	6.9%	7.2%	7.2%	7.1%	6.5%	6.2%
NORTHEAST ONTARIO												
	4.7%	5.4%	5.8%	5.3%	5.1%	4.6%	5.0%	5.3%	5.6%	5.7%	5.4%	5.9%

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



CHART 2: Three-month moving average unemployment rates, Rest of Ontario, Toronto CMA and Northeast Ontario, January 2022 – December 2023



Over the last two years, the unemployment rate in the Toronto CMA has always remained higher than that for the Rest of Ontario, usually by around one to one-and-a-half percentage points. The unemployment rate for Northeast Ontario is more often lower than that for the Rest of Ontario, although there have been stretches when it is higher, including most recently, between September and December 2023.

Participation Rates

The participation rate measures the proportion of the working age population (15 years and older) who are in the labour force, that is, either employed or actively looking for work. Table 3 shows the annual participation rate for Ontario, Toronto CMA, the Rest of Ontario and Northeast Ontario.

TABLE 3: Annual participation rates, Ontario, Toronto CMA, Rest of Ontario and Northeast Ontario, 2018-2023

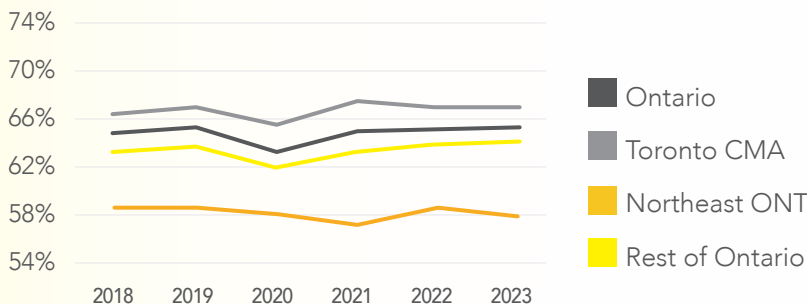
	2018	2019	2020	2021	2022	2023
Toronto CMA	66.4%	67.1%	65.9%	67.4%	67.3%	67.3%
Ontario	64.9%	65.3%	63.7%	65.2%	65.4%	65.5%
Rest of Ontario	63.7%	63.8%	62.0%	63.4%	63.9%	64.0%
Northeast Ontario	58.4%	58.5%	58.1%	57.2%	58.5%	57.7%

Statistics Canada, Tables 14-10-0385-01 and 14-10-0393-01

There are also distinct differences in the level of their participation rates between the areas: the Toronto CMA regularly has a higher participation rate compared to the Rest of Ontario, while the participation rate for Northeast Ontario is considerably lower. This is primarily a function of age demographics – the more an area has a larger proportion of older individuals, the lower its participation rate. The Toronto CMA has a younger population on account of the high influx of new immigrants.

In terms of its trajectory, the participation rate declined in all areas because of COVID and then increased during the recovery afterwards, such that the participation rate in 2023 was usually slightly higher than it had been in 2018. The exception is Northeast Ontario, where the increase was slight and the 2023 rate was slightly lower than that in 2018.

CHART 3: Annual participation rates, Ontario, Toronto CMA, Rest of Ontario and Northeast Ontario, 2018-2023



Statistics Canada, Tables 14-10-0385-01 and 14-10-0393-01



Table 4 and Chart 4 present the monthly participation rate data for Rest of Ontario, the Toronto CMA and Northeast Ontario.

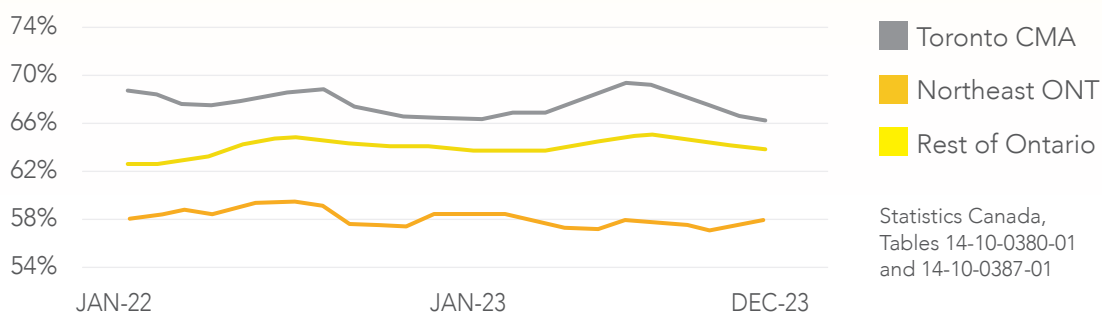
The pattern present in the annual participation rate data is evident in the monthly data as well: compared to the Rest of Ontario, the Toronto CMA has a higher participation rate and Northern Ontario has a lower rate. The participation rate also has an annual cycle to it, rising in the summer months (as students joining the labour force for summer jobs), and declining going into the fall and winter.

TABLE 4: Three-month moving average participation rates, Rest of Ontario, Toronto CMA and Northeast Ontario, January 2022 – December 2023

JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
2022											
REST OF ONTARIO											
62.6%	62.6%	62.9%	63.4%	64.1%	64.5%	64.7%	64.5%	64.2%	64.0%	63.8%	63.9%
TORONTO CMA											
68.5%	68.1%	67.4%	67.3%	67.5%	68.0%	68.3%	68.4%	67.6%	67.0%	66.4%	66.3%
NORTHEAST ONTARIO											
58.2%	58.4%	58.7%	58.4%	59.0%	59.5%	59.6%	59.0%	57.6%	57.2%	57.4%	58.2%
2023											
REST OF ONTARIO											
63.8%	63.7%	63.5%	63.4%	63.8%	64.3%	64.7%	64.9%	64.6%	64.3%	63.9%	63.7%
TORONTO CMA											
66.2%	66.3%	66.7%	66.8%	67.5%	68.3%	69.1%	68.9%	68.1%	67.3%	66.6%	66.2%
NORTHEAST ONTARIO											
58.5%	58.4%	58.1%	57.6%	57.3%	57.2%	57.8%	57.7%	57.6%	57.2%	57.5%	57.8%

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

CHART 4: Three-month moving average participation rates, Rest of Ontario, Toronto CMA and Northeast Ontario, January 2022 – December 2023



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

Job Vacancy Rates

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

Table 5 provides the job vacancy rate by quarter, starting in Quarter One 2019, to establish the trend before COVID, until Quarter 3 2023, the last quarter for which there is data. During Quarters 2 and 3 of 2020, Statistics Canada did not administer the Job Vacancy and Wage Survey, as the pandemic lockdowns across the country essentially shut down a major portion of the labour market. The job vacancy rates are provided for the Toronto Region,³ the Rest of Ontario (Ontario minus the Toronto Region) and Northeast Ontario. Chart 6 illustrates the data.

TABLE 5: Job vacancy rates, Toronto Region, Rest of Ontario and Northeast Ontario, Q1 2019 to Q3 2023

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

Statistics Canada, Table 14-10-0057-01



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

Before COVID, the job vacancy rate fluctuated between a relatively narrow band throughout 2019 and Q1 2020. Right after COVID, the job vacancy rate increased considerably, actually doubling by Q2 2022 in Northeast Ontario, slightly lower in the Rest of Ontario, and lower still in the Toronto CMA. There followed a slow and steady decline, although by Q3 2023, the job vacancy rate was still higher in each of these three areas than it had been during any quarter in 2019.

Throughout this period, the average offered hourly wage rose (Chart 6), although at a steady pace, with little difference in the rate of increase between the pre-and post-COVID periods in the Rest of Ontario and the Toronto Region, whereas in Northeast Ontario, the wage increased more in the post-COVID period, after stagnating in the pre-COVID period.

CHART 5: Job vacancy rates, Toronto Region, Rest of Ontario and Northeast Ontario, Q1 2019 to Q3 2023

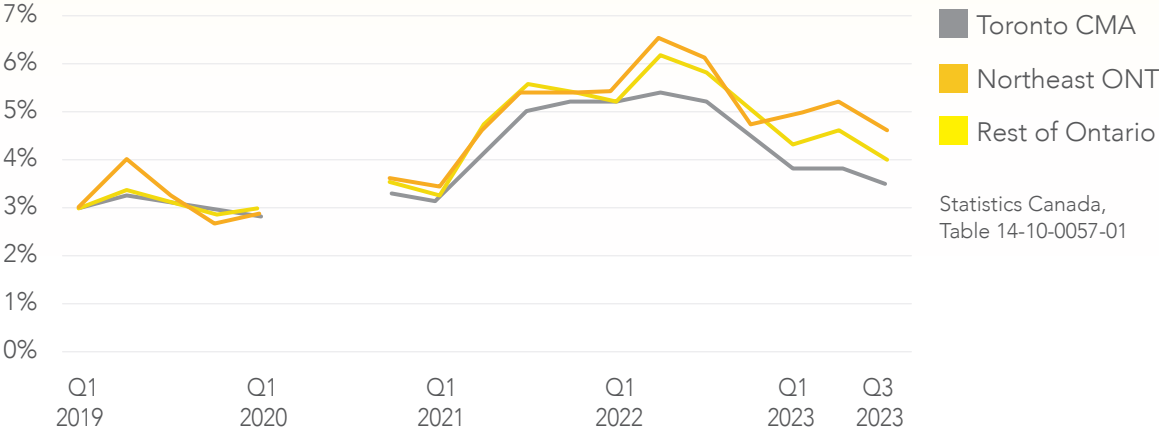
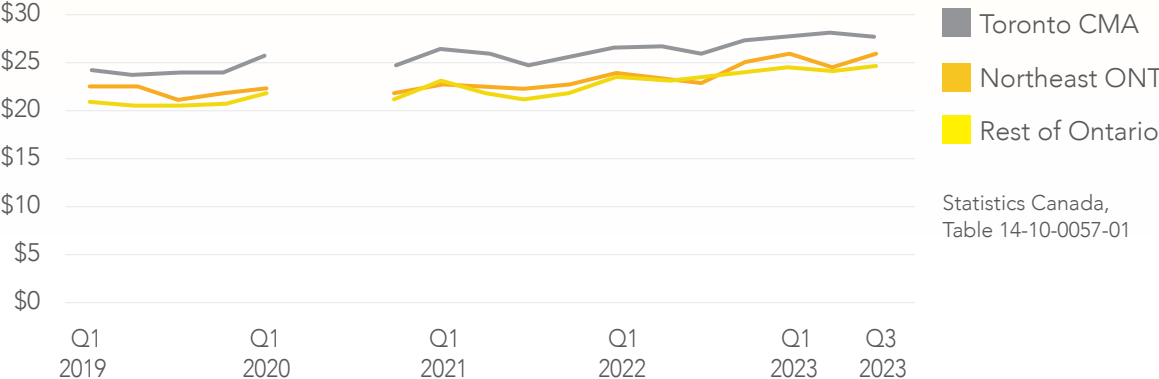


CHART 6: Average offered hourly wage, Toronto Region, Rest of Ontario and Northeast Ontario, Q1 2019 to Q3 2023



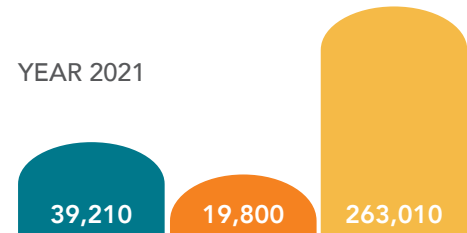
Tax Filer Data

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

Table 6 shows the total number of tax filers with reported employment income⁴ for 2017 to 2021 (the most recent year for which there is data).

TABLE 6: Total number of tax filers with employment income, Nipissing, Parry Sound and Northeast Ontario, 2017-2021

	2017	2018	2019	2020
Nipissing	38,520	39,200	38,530	38,550
Parry Sound	19,740	19,950	19,560	19,460
Northeast ONT	265,100	268,870	262,540	260,940



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



The number of tax filers have gone up and down over the last five years, increasing in 2018, decreasing in 2019, increasing very slightly in Nipissing but decreasing in Parry Sound and Northeast Ontario, and increasing yet again in 2021.

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

Tables 7 and 8 provide the data for median employment income,⁵ for each of males and females, for Nipissing, Parry Sound, Northeast Ontario, Toronto CMA and the Rest of Ontario. The figures are expressed in constant 2021 dollars, to remove the effect of inflation.

The changes in median employment income and the comparisons between areas are easier to visualize when expressed in a chart. Charts 7 and 8 illustrate the trend in median employment income profiled in Tables 7 and 8.

TABLE 7: Median employment income, males, Nipissing, Parry Sound, Northeast Ontario, Toronto CMA and Rest of Ontario, 2017-2021 (2021 dollars)

	2017	2018	2019	2020	2021
Nipissing	\$41,453	\$41,952	\$41,702	\$42,332	\$44,160
Parry Sound	\$37,076	\$38,387	\$38,434	\$39,127	\$42,030
Northeast ONT	\$45,178	\$46,122	\$45,856	\$46,396	\$48,400
Toronto CMA	\$48,468	\$48,891	\$48,563	\$49,467	\$51,130
Rest of ONT	\$47,814	\$48,379	\$48,002	\$48,244	\$50,026

TABLE 8: Median employment income, females, Nipissing, Parry Sound, Northeast Ontario, Toronto CMA and Rest of Ontario, 2017-2021(2021 dollars)

	2017	2018	2019	2020	2021
Nipissing	\$32,580	\$32,955	\$33,135	\$33,615	\$35,200
Parry Sound	\$29,528	\$30,217	\$30,074	\$30,979	\$32,560
Northeast ONT	\$32,656	\$33,570	\$34,009	\$34,680	\$36,230
Toronto CMA	\$36,935	\$37,687	\$37,476	\$36,986	\$39,750
Rest of ONT	\$34,469	\$35,512	\$35,600	\$35,395	\$37,236

Tables 7 and 8, Statistics Canada, Income and Financial Data of Individuals, Preliminary T1 Family File, 2017-2021



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

A few observations about this data:

- The ranking of median employment income is the same for males and females: the Toronto CMA has the highest value, followed by the Rest of Ontario, Northeast Ontario, then Nipissing and Parry Sound.
- The median employment income for males in Nipissing and Parry Sound is considerably below the other income levels profiled, while for females, the Nipissing figures are closer to the Northeast Ontario numbers, while the Parry Sound incomes are lower.
- In general, median employment income has trended upwards, although it did decline for males in all areas in 2019, and for females in Parry Sound and the Toronto CMA in 2019, and in the Toronto CMA and the Rest of Ontario in 2020.
- Median employment income had a large increase in all areas in 2021.
- In all areas, the male median employment income is considerably higher than that for females, anywhere from around 26% to 36% higher, over the five years.

CHART 7: Median employment income, males, Nipissing, Parry Sound, Northeast Ontario, Toronto CMA and Rest of Ontario, 2017-2021 (2021 dollars)

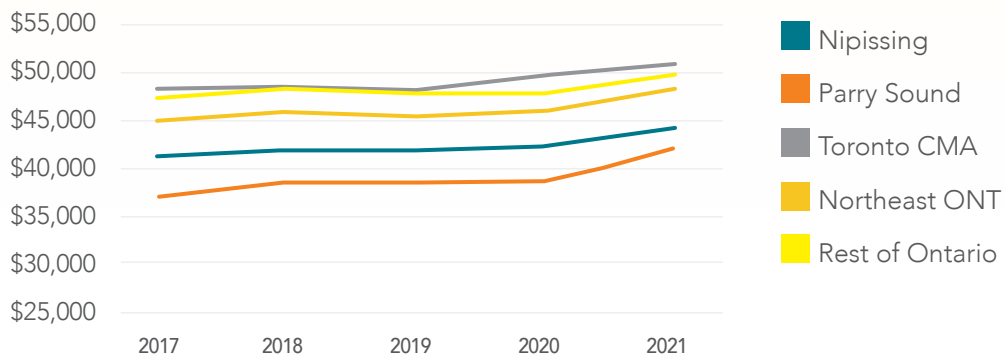
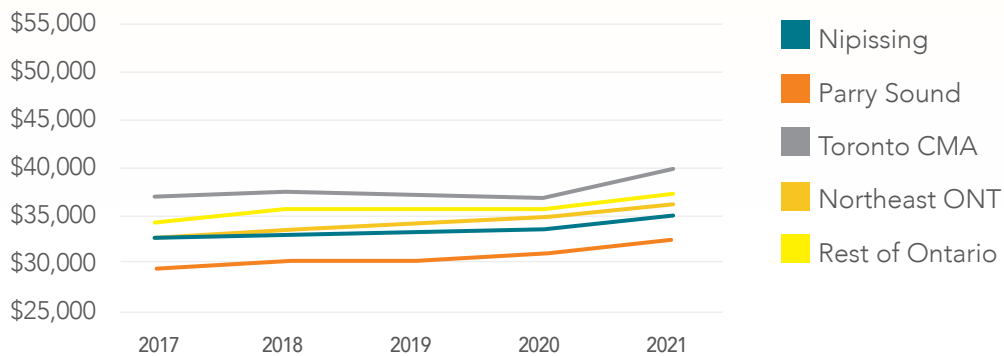


CHART 8: Median employment income, females, Nipissing, Parry Sound, Northeast Ontario, Toronto CMA and Rest of Ontario, 2017-2021 (2021 dollars)



Charts 7 and 8, Statistics Canada, Income and Financial Data of Individuals, Preliminary T1 Family File, 2017-2021

Migration Data

The migration data is derived from a dataset compiled by Statistics Canada using a comparison of addresses from individual income tax returns for two consecutive years. The data in this report covers the tax years from 2016-2017 to 2020-2021.

Tables 9 and 10 show the net migration figures by age group for each year between 2016/17 and 2020/21, as well as the net total for the five years, for each of Nipissing and Parry Sound. Net is the difference between the number of individuals migrating into an area minus the number of individuals migrating out of an area. A positive net figure means more individuals migrated in than migrated out.

TABLE 9: Net Migration by Age Groups, Nipissing, 2016-17 to 2020-21

	AGE					TOTAL
	0-17	18-24	25-44	45-64	65+	
2016-17	51	34	47	164	19	315
2017-18	22	90	12	172	-1	295
2018-19	183	95	175	179	-3	629
2019-20	132	127	274	232	39	804
2020-21	282	98	255	293	92	1,020
2016-17 to 2020-21	670	444	763	1,040	146	3,063

Nipissing has had net migration in all age categories and in each year (except for two small negative numbers among those aged 65 years and older in 2017-18 and 2018-19). The trend line in total net migration has been generally upward each year. Around one-third of net migrants are 45-64 years old, with around one-quarter aged 25-44 years old, and somewhat less than a quarter aged 0-17 years old.

TABLE 10: Net Migration by Age Groups, Parry Sound, 2016-17 to 2020-21

	AGE					TOTAL
	0-17	18-24	25-44	45-64	65+	
2016-17	89	-54	50	422	-127	380
2017-18	128	-72	151	378	5	590
2018-19	29	-1	68	354	-142	308
2019-20	113	-31	120	428	-80	550
2020-21	104	-4	128	461	-7	682
2016-17 to 2020-21	463	-162	517	2,043	-351	2,510

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

Between 2016-17 and 2017-18, Parry Sound had slightly more net migrants than Nipissing, but in the three years following, Nipissing has had considerably more net migrants.

Tables 9 and 10, Statistics Canada, Tax filer (T1FF) – Migration Estimates, 2016/17 to 2020/21

Profiling the data by where migrants were coming from and going to provides a further insight into migration patterns. Table 11 shows that data, categorized as follows:

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

TABLE 11: Net Migration by Source and Destination, Nipissing, 2016-2021

	INTRA-PROVINCIAL		INTERPROVINCIAL		INTERNATIONAL		TOTAL	
	Males	Females	Males	Females	Males	Females	Males	Females
2016-17	215	216	-57	-32	4	-31	162	153
2017-18	210	89	21	3	-11	-17	220	75
2018-19	281	283	-11	7	39	30	309	320
2019-20	382	346	-49	-63	86	102	419	385
2020-21	504	459	-5	-46	59	49	558	462
2016-17 to 2020-21	1,592	1,393	-101	-131	177	133	1,668	1,395

In the case of Nipissing (Table 11), the pattern is as follows: a very significant net number of residents arrive in Nipissing from other parts of Ontario, and that number has been increasing; there is a small net migration out of Nipissing to other provinces, and there is a small but slightly increasing number of net migrants from international sources.

TABLE 12: Net Migration by Source and Destination, Parry Sound, 2016-2021

	INTRA-PROVINCIAL		INTERPROVINCIAL		INTERNATIONAL		TOTAL	
	Males	Females	Males	Females	Males	Females	Males	Females
2016-17	280	133	-14	-22	0	3	266	114
2017-18	341	303	-19	-11	-5	-19	317	273
2018-19	183	120	2	2	-2	3	183	125
2019-20	313	261	-27	-33	16	20	302	248
2020-21	325	381	-21	-29	17	9	321	361
2016-17 to 2020-21	1,442	1,198	-79	-93	26	16	1,389	1,121

Tables 11 and 12, Statistics Canada, Tax filer (T1FF) – Migration Estimates, 2016/17 to 2020/21

The pattern in Parry Sound is somewhat similar: migrants from the rest of Ontario represent almost all of the net total migrants to Parry Sound, but that number is only slightly increasing; there is a small net migration out of Parry Sound to other provinces; and there is a very small net migration from international sources.

Change in Occupations

With the 2021 Census, occupations were assigned following the National Occupation Classification (NOC), which had been revised in 2021. The most important change for this data related to how Management Occupations were 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 and Service Occupations.

The dispersal of these many management occupations into their respective occupational categories is the major reason why the Management Occupations category would appear to have shrunk considerably, and each occupation category also grew with the addition of these management occupations.

As a consequence, the Ontario Ministry of Labour, Immigration, Training and Skills Development included in its custom purchase of 2021 Census data for the workforce planning boards a table which catalogued the 2021 count of occupations based on the older NOC 2016 version, so that a straight comparison can be made in terms of changing levels of employment. This data is presented in Table 13 for Ontario.

TABLE 13: Employment by occupation; Comparison between 2016 and 2021 based on 2016 NOC, Ontario

	2021 NUMBER	2016-2021 CHANGE	2021 % SHARE
ALL OCCUPATIONS	6,492,895	-1.8%	100%
Management occupations	849,685	10.4%	13.1%
Business, finance, administration	1,074,185	-0.1%	16.5%
Natural and applied sciences	595,970	20.3%	9.2%
Health occupations	505,135	15.6%	7.8%
Education, law, social, government	794,640	-0.7%	12.2%
Art, culture, recreation and sport	187,860	-9.5%	2.9%
Sales and service occupations	1,223,535	-19.6%	18.8%
Trades, transport, equipment operators	873,535	0.8%	13.5%
Primary occupations (natural resources)	92,450	-9.3%	1.4%
Manufacturing + utilities occupations	295,905	-12.1%	4.6%

The total change in employment between 2016 and 2021 was minus 1.8% (regardless of which occupation classification one uses). However, there are very clear differences between growth and decline rates of the broad occupation categories.

Significant declines in employment

- Sales and Service Occupations (minus 19.6%)
- Occupations in Manufacturing and Utilities (minus 12.1%)
- Occupations in Art, Culture, Recreation and Sport (minus 9.5%)

Significant increases in employment

- Natural and Applied Sciences Occupations (plus 20.3%)
- Health Occupations (plus 15.6%)
- Management Occupations (plus 10.4%)

Little change

- Trades, Transport and Equipment Operators and Related Occupations (plus 0.8%)
- Business, Finance and Administration Occupations (minus 0.1%)
- Occupations in Education, Law and Social, Community and Government Services (minus 0.7%)

Two of the occupational categories with significant employment losses (Sales and Service Occupations; Occupations in Art, Culture, Recreation and Sport) have a large proportion of their jobs in industries which were negatively affected by COVID: Arts, Entertainment and Recreation; Retail Trade; Accommodation and Food Services; and Other Services. The third occupational category with considerable losses was Occupations in Manufacturing and Utilities, where we have seen a slow decline in its share of total employment over the decades.

Table 14 shows this same data for Nipissing and Parry Sound (the data is only available for the workforce planning board area, not for each separate census division). Overall, there was a decline in employment in the Labour Market Group area of 1.2% between 2016 and 2021, just a bit less than the provincial decline of 1.8%. (Last year, the data by census division showed that the decline in Nipissing was 3.3%, while Parry Sound had a net increase in employment of 2.5%).

TABLE 14: Employment by occupation; Comparison between 2016 and 2021 based on 2016 NOC, Nipissing and Parry Sound

	2021 NUMBER	2016-2021 CHANGE	2021 % SHARE
ALL OCCUPATIONS	53,035	-1.2%	100.0%
Management occupations	6,310	12.6%	11.9%
Business, finance, administration	7,360	-2.6%	13.9%
Natural and applied sciences	2,750	0.7%	5.2%
Health occupations	5,240	10.3%	9.9%
Education, law, social, government	7,180	-1.0%	13.5%
Art, culture, recreation and sport	955	-9.5%	1.8%
Sales and service occupations	11,020	-14.4%	20.8%
Trades, transport, equipment operators	9,335	2.0%	17.6%
Primary occupations (natural resources)	1,155	6.9%	2.2%
Manufacturing + utilities occupations	1,730	7.8%	3.3%

Statistics Canada, 2016 and 2021 Census

Among some categories, the large employment declines in Nipissing and Parry Sound are comparable to those experienced province-wide:

- Sales and Service Occupations (minus 14.4%, compared to minus 19.6% at the provincial level)
- Occupations in Art, Culture, Recreation and Sport (minus 9.5%, the same as the provincial figure)

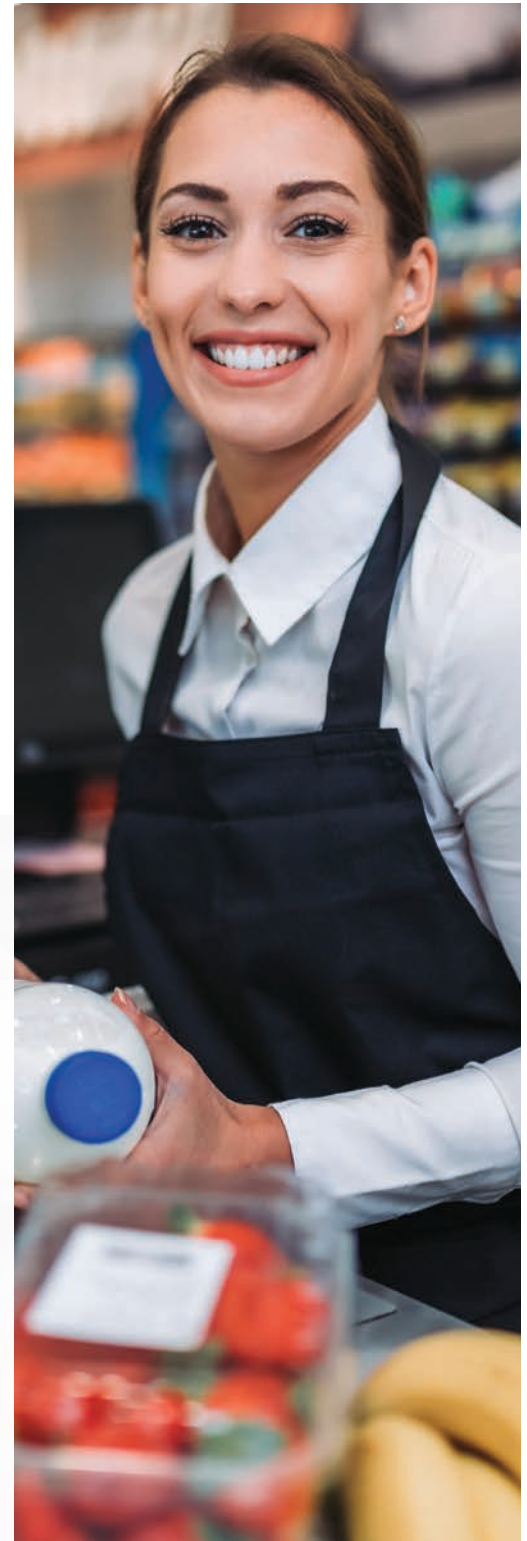
The other declines were smaller:

- Business, Finance and Administration Occupations (declined by 2.6%, compared to only minus 0.1% provincially)
- Occupations in Education, Law and Social, Community and Government Services (minus 1.0%, very similar to the minus 0.7% provincially)

There were some bright spots:

- Management Occupations increase 12.6% (provincially, the increase was 10.4%)
- Health Occupations increased 10.3% (provincially, the increase was 15.6%)
- Natural Resources, Agriculture and Related Production Occupations grew by 6.9%, while provincially this category declined by 9.3%
- Occupations in Manufacturing and Utilities increased by 7.8%, while provincially it declined by 12.1% – plus 8.9%

Two other occupational categories had small increases: Natural and Applied Sciences Occupations (0.7%, much lower than the provincial increase of 20.3%), and Trades, Transport and Equipment Operators and Related Occupations (an increase of 2.0%, similar to the provincial increase of 0.8%).



2021 Census: Population Categories of Residents Aged 15 Years and Older

The following tables highlight various population groups among the resident population aged 15 years and older, representing the potential labour force in each of Nipissing and Parry Sound. Some of these proportions may differ slightly from those for the entire population, because the latter includes persons aged under 15 years old.

TABLE 15: Population categories of residents aged 15 years and older, by age, gender, Indigenous identity, racialized person, and newcomer (arrived in Canada in the last five years), 2021 and 2016, Nipissing

	2021	% SHARE	2016	% CHANGE 2016-21
Total	70,735	100.0%	68,995	2.5%
Indigenous	9,605	13.6%	9,135	5.1%
Racialized	2,105	3.0%	1,400	50.4%
Newcomer	295	0.4%	215	37.2%
GENDER				
Males	34,475	48.7%	33,480	3.0%
Females	36,260	51.3%	35,515	2.1%
AGE				
15-24 years old	8,845	12.5%	9,430	-6.2%
25-44 years old	19,185	27.1%	18,470	3.9%
45-64 years old	24,240	34.3%	25,175	-3.7%
65 years and older	18,470	26.1%	15,915	16.1%

Statistics Canada, 2016 and 2021 Census

Nipissing highlights from Table 15:

- There was a moderate increase (2.5%) in the number of Nipissing residents aged 15 years and older between 2016 and 2021.
- Almost 14% of the Nipissing population aged 15 years and older is Indigenous, and the Indigenous population is growing slightly faster than the overall population.
- Racialized and newcomer populations make up a small proportion of the Nipissing population, but they are growing at a considerable rate, although even at such a rate, these populations will continue to be a smaller proportion of the population for some time to come.
- There are slightly more females than males, although the male population grew at a slightly faster rate.
- There was a decline in the number of those aged 15-24 years old and 45-64 years old, a little increase among those aged 25-44 years old, and a large increase among those aged 65 years and older.

TABLE 16: Population categories of residents aged 15 years and older, by age, gender, Indigenous identity, racialized person, and newcomer (arrived in Canada in the last five years), 2021 and 2016, Parry Sound

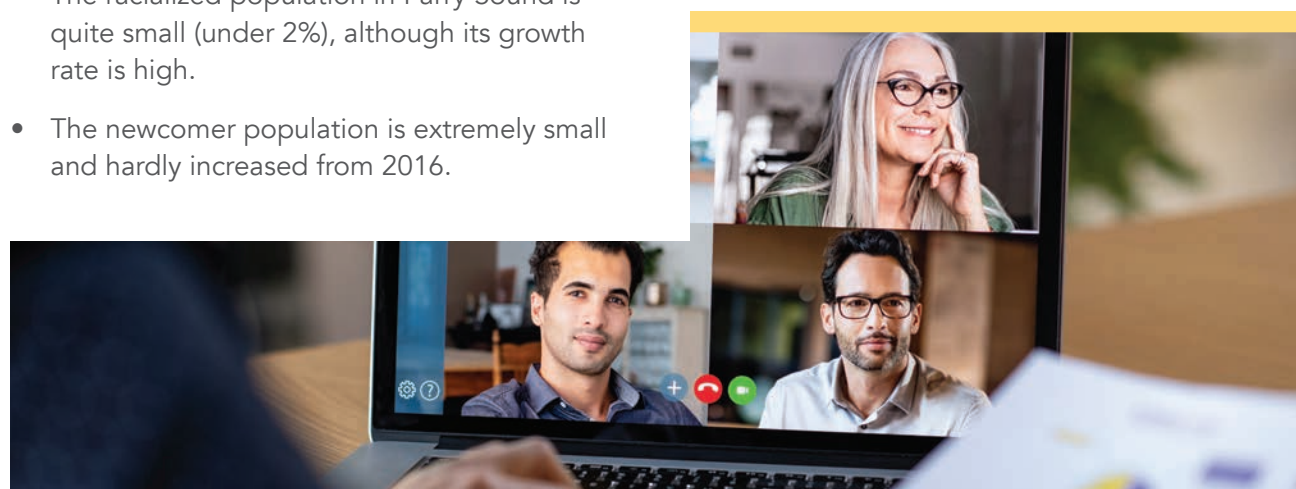
	2021	% SHARE	2016	% CHANGE 2016-21
Total	39,930	100.0%	36,460	9.5%
Indigenous	2,665	6.7%	2,465	8.1%
Racialized	735	1.8%	480	53.1%
Newcomer	125	0.3%	120	4.2%
GENDER				
Males	20,135	50.4%	18,200	10.6%
Females	19,800	49.6%	18,260	8.4%
AGE				
15-24 years old	3,475	8.7%	3,705	-6.2%
25-44 years old	8,515	21.3%	7,695	10.7%
45-64 years old	14,500	36.3%	14,190	2.2%
65 years and older	13,435	33.6%	10,870	23.6%

Statistics Canada, 2016 and 2021 Census

Parry Sound highlights from Table 16:

- There was a considerable increase (9.5%) in the number of Parry Sound residents aged 15 years and older between 2016 and 2021.
- Close to 7% of the Parry Sound population aged 15 years and older is Indigenous (around half the proportion in Nipissing), and the Indigenous population is growing at a slightly slower than the overall population.
- The racialized population in Parry Sound is quite small (under 2%), although its growth rate is high.
- The newcomer population is extremely small and hardly increased from 2016.

- There are slightly more males than females, and the rate of growth for males was slightly higher than that for females.
- There was a decline in the number of residents aged 15-24 years old, and a slight increase among those aged 45-64 years old, whereas there was a considerable increase among those aged 25-44 years old and a large increase among those aged 65 years and older.



Youth Not in School, Not Employed and Not Looking for Work

The 2021 Census data allows us to quantify those youth who were not in school,⁶ not working in a job and not looking for work—NEET youth (Not in Education, Employment or Training). The following tables break down the school and labour force activities for youth, for both 15 to 19 year olds and for 20 to 24 year olds, for Nipissing and Parry Sound. First, for those aged 15-19 years old:



TABLE 17: School attendance, all youth aged 15-19 years old, Nipissing, 2021

	NUMBER			PERCENTAGE		
	Total	Males	Females	Total	Males	Females
TOTAL	4,415	2,325	2,085	100%	100%	100%
Attended school	3,770	1,925	1,850	85%	83%	89%
Elementary	2,985	1,600	1,385	68%	69%	66%
College etc.	395	175	220	9%	8%	11%
University	370	140	230	8%	6%	11%
Multiple responses	20	10	15	1%	0%	1%
Did not attend school	640	410	235	15%	18%	11%

TABLE 18: Labour force status of youth not attending school, youth aged 15-19 years old, Nipissing, 2021

	NUMBER			PERCENTAGE		
	Total	Males	Females	Total	Males	Females
ALL NOT ATTENDING SCHOOL	640	410	235	100%	100%	100%
Employed	285	200	85	45%	49%	36%
Unemployed	95	45	50	15%	11%	21%
Not in the labour force	265	165	100	41%	40%	43%
% NEET†	6.0%	7.1%	4.8%	—	—	—

† The NEET calculation is the number not in the labour force from Table 18 divided by the total number of youths from Table 17, expressed as a percentage

⁶ School attendance includes full-time or part-time enrolment, including for any program that can be used as credits towards a certificate, diploma or degree, including a registered apprenticeship program, private business schools, private or public trade schools and vocational schools. It does not include training received from an employer unless it could be used as credit. School attendance can take place any time during the nine months prior to the Census (May 11, 2021) and includes distance learning for credit.

TABLE 19: School attendance, all youth aged 15-19 years old, Parry Sound, 2021

	NUMBER			PERCENTAGE		
	Total	Males	Females	Total	Males	Females
TOTAL	1,965	1,025	935	100%	100%	100%
Attended school	1,565	770	795	80%	75%	85%
Elementary	1,335	700	635	68%	68%	68%
College etc.	90	45	40	5%	4%	4%
University	130	20	110	7%	2%	12%
Multiple responses	10	0	0	1%	0%	0%
Did not attend school	400	255	145	20%	25%	16%

TABLE 20: Labour force status of youth not attending school, youth aged 15-19 years old, Parry Sound, 2021

	NUMBER			PERCENTAGE		
	Total	Males	Females	Total	Males	Females
ALL NOT ATTENDING SCHOOL	400	255	145	100%	100%	100%
Employed	195	110	90	49%	43%	62%
Unemployed	55	30	20	14%	12%	14%
Not in the labour force	145	115	30	36%	45%	21%
% NEET†	7.4%	11.2%	3.2%	—	—	—

† The NEET calculation is the number not in the labour force from Table 20 divided by the total number of youths from Table 19, expressed as a percentage



By far, most youth aged 15 to 19 years of age are still attending school (80% to 85% of the total), primarily in elementary (which in this table includes secondary school), as illustrated in Tables 17 and 19. However, the proportion of males aged 15-19 years old in Parry Sound who are attending school is 75%, rather less than the other percentages. Of those not attending school, almost half (45% in Nipissing, 49% in Parry Sound) are employed (Tables 18 and 20). Around 40% of those not attending school are not in the labour force (neither employed nor looking for work, which is the category of unemployed). The exception is females in Parry Sound, where a larger portion are employed.

TABLE 21: School attendance, all youth aged 20-24 years old, Nipissing, 2021

	NUMBER			PERCENTAGE		
	Total	Males	Females	Total	Males	Females
TOTAL	4,430	2,270	2,160	100%	100%	100%
Attended school	1,955	840	1,120	44%	37%	52%
Elementary	90	70	20	2%	3%	1%
College etc.	860	375	490	19%	17%	23%
University	980	370	605	22%	16%	28%
Multiple responses	25	25	0	1%	1%	0%
Did not attend school	2,475	1,435	1,045	56%	63%	48%

TABLE 22: Labour force status of youth not attending school, youth aged 20-24 years old, Nipissing, 2021

	NUMBER			PERCENTAGE		
	Total	Males	Females	Total	Males	Females
ALL NOT ATTENDING SCHOOL	2,475	1,435	1,045	100%	100%	100%
Employed	1,590	945	650	64%	66%	62%
Unemployed	420	255	165	17%	18%	16%
Not in the labour force	460	235	230	19%	16%	22%
% NEET†	10.4%	10.4%	10.6%	—	—	—

† The NEET calculation is the number not in the labour force from Table 22 divided by the total number of youths from Table 21, expressed as a percentage

Among youth aged 20 to 24 years of age, a higher proportion are attending school in Nipissing compared to Parry Sound (Tables 21 and 23). The proportion is especially higher among females in Nipissing, who outpace males by considerable margins in college and university attendance. Females in Parry Sound also have a higher university attendance, but not so for college attendance.

Among those not in school almost two-thirds (64% and 68%) are employed. In Nipissing, the proportion who are unemployed (17%) and the proportion who are not in the labour force (19%) is about the same, with females more likely not to be in the labour force (Table 22). In Parry Sound, a higher proportion of those 20–24-year-olds not attending school are not in the labour force (20%), with females having a higher rate than males.



TABLE 23: School attendance, all youth aged 20-24 years old, Parry Sound, 2021

	NUMBER			PERCENTAGE		
	Total	Males	Females	Total	Males	Females
TOTAL	1,515	780	730	100%	100%	100%
Attended school	500	230	270	33%	30%	37%
Elementary	15	10	10	1%	1%	1%
College etc.	195	105	90	13%	14%	12%
University	290	115	175	19%	15%	24%
Multiple responses	0	0	0	0%	0%	0%
Did not attend school	1,010	550	460	67%	71%	63%

TABLE 24: Labour force status of youth not attending school, youth aged 20-24 years old, Parry Sound, 2021

	NUMBER			PERCENTAGE		
	Total	Males	Females	Total	Males	Females
ALL NOT ATTENDING SCHOOL	1,010	550	460	100%	100%	100%
Employed	685	410	275	68%	75%	60%
Unemployed	120	55	60	12%	10%	13%
Not in the labour force	205	85	120	20%	16%	26%
% NEET†	13.5%	10.9%	16.4%	—	—	—

† The NEET calculation is the number not in the labour force from Table 24 divided by the total number of youths from Table 23, expressed as a percentage

For males and females, for both those aged 15-19 and 20-24 years old, Nipissing and Parry Sound have a higher proportion of NEET youth compared to the provincial average. In almost all categories, these proportions have increased since 2016. Part of this could be on account of when the Census was carried out, when there were fewer entry-level service sector jobs available in the aftermath of COVID. Nevertheless, it is worrisome that these proportions would have increased.

TABLE 25: NEET rates, youth aged 15 to 19 and 20 to 24 years old, Nipissing, Parry Sound and Ontario, 2016 and 2021

	2016		2021	
	15-19 years old	20 to 24 years old	15-19 years old	20 to 24 years old
Nipissing	3.8%	10.1%	6.0%	10.4%
Parry Sound	8.0%	10.1%	7.4%	13.5%
Ontario	4.8%	7.2%	5.4%	8.9%



CANADIAN BUSINESS COUNTS

Introduction

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

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

Experimental Estimates for Business Openings and Closures

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

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

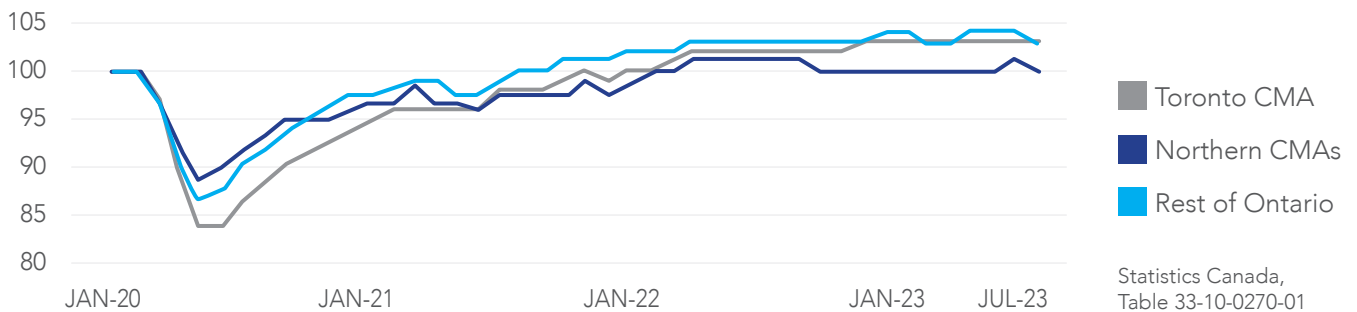
This data is particularly relevant to the circumstances of the pandemic because a business closure can be temporary or permanent (as opposed to an exit). The experience of the pandemic included many businesses which closed for a limited period of time, but then re-opened.

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

The data being profiled is up to August 2023, which is relatively close to the June 2023 date for the Canadian Business Counts figures which are 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), the Toronto CMA and a combination of the two Northern Ontario CMAs for which there is data (Sudbury CMA and Thunder Bay CMA). Monthly data is provided from January 2020, to show the pattern just before COVID hit (March 2020), up to the most recent available figures (August 2023). All data in the chart is expressed in relation to the number of businesses active in January 2020; that figure is given a value of 100 and all subsequent months are in relation to that figure of 100. A value of 95 means that the number of businesses is 5% lower than the number present in January 2020.

CHART 1: Ratio of active businesses, Rest of Ontario, Toronto CMA and Northern CMAs, January 2020 to August 2023 (January 2020 = 100) (seasonally adjusted)



Overall, the broad trend for all three areas is much the same: a sharp drop right after COVID hits and then a recovery which takes over a year. However, the details are slightly different:

- The **Northern Ontario CMAs** did not experience as severe a drop after COVID (in May 2020, the number of active businesses was 11% below what it had been in January 2020) and their recovery was initially faster but then it plateaued, and stayed hovering at or very close to the same number of active businesses as were present in January 2020
- In the **Rest of Ontario**, the COVID impact was more significant (in May 2020, the number of active businesses were 13% below what they had been in January 2020), but the recovery was more robust, reaching the January 2020 number of active businesses by September 2021 and since then exceeding that number; in August 2023, the number of active businesses in the Rest of Ontario was around 3% higher than it had been in January 2020
- The **Toronto CMA** was more severely affected by COVID (in May 2020, the number of active businesses was 16% below what it had been in January 2020), and the recovery took a longer time (it took until January 2022 to return to the number of active businesses present in January 2020); the number of active businesses continued to grow; in August 2023, the number of active businesses in the Toronto CMA was around 3% higher than it had been in January 2020.

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, the only areas for which there is data by industry categories).

Chart 2 presents the data for the Tourism industry, a special category created by StatCan, which includes Food and Beverage Services, portions of Accommodation Services and Recreation and Entertainment, and Travel Services. This was a sector especially hard hit because of COVID, as restrictions on gatherings and on travel shut down many tourism activities. To make comparisons easier, the number of active businesses present in January 2020 is given a value of 100 and all subsequent months are expressed in relation to that 100.



CHART 2: Ratio of active businesses, Tourism industry, Toronto CMA and Rest of Ontario, January 2020 to August 2023 (January 2020 = 100)

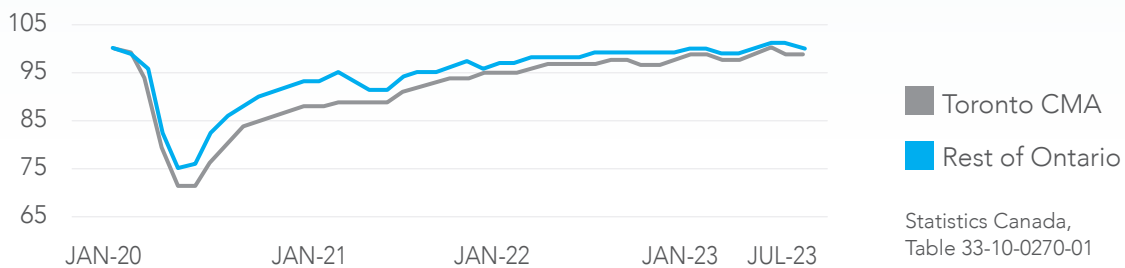


Chart 2 shows how COVID had a greater impact on the Tourism industry in the Toronto CMA, where the number of active businesses declined by 29% in May 2020, compared to January 2020, while in the Rest of Ontario, the decline was 23%. The recovery was more rapid in the Rest of Ontario, although it took until January 2023 to reach the same number of active businesses as had been present in January 2020; in the Toronto CMA, this moment was achieved in June 2023 (although since then the ratio has declined to 99).

Chart 3 illustrates the same figures, but for Other Services, which includes Repair and Maintenance establishments (includes all kinds of repair services, including auto repair), Personal and Laundry Services (hair care, esthetic services, funeral services, dry cleaning, tattoo parlours), Religious, Grant-making, Civic, Professional and Similar Organizations (places of worship, philanthropic foundations, advocacy groups, ethnic associations, chambers of commerce, professional associations, labour unions, political parties, sports leagues) and Private Households employing workers.

Other Services experienced a decline in active businesses right after COVID struck, but also a second round of declines that stretched between January to June 2021, around the time of the second lockdown. As with the Tourism industry, the Toronto CMA experienced a larger proportional decline among active businesses during both lockdown periods. Even though by the spring of 2022 both areas were reaching over 95% of their active business number in January 2020, even by August 2023 the number of active businesses had not yet returned to the January 2020 level.

CHART 3: Ratio of active businesses, Other Services, Toronto CMA and Rest of Ontario, January 2020 to August 2023 (January 2020 = 100)

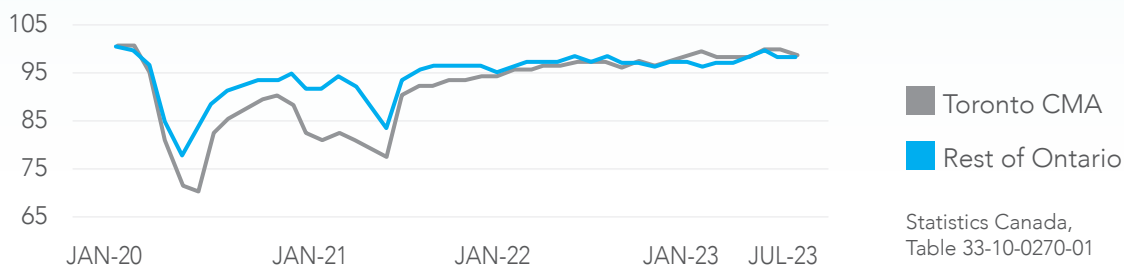


Chart 4 illustrates the figures for the Professional, Scientific and Technical Services sector, made up of professional firms such as lawyers, accountants, engineers, management consultants or IT specialists. Overall, this sector was only partly affected by COVID, in large measure because many of these professionals were able to carry on business by working remotely from home. Their lowest level of active businesses occurred in June 2020, when the Rest of Ontario fell to 95 (a decline of 5%) and the Toronto CMA numbers fell to 91 (a decline of 9%), compared to the January 2020 level. By the end of 2020, both areas had already returned to the level of active businesses present in January 2020, and by the end of 2022, the number of active businesses in both areas were around 8% higher than January 2020. Through 2023, Toronto CMA has stayed at this level, while in the Rest of Ontario, it has reached at various times 9% and 10% higher.

CHART 4: Ratio of active businesses, Professional, Scientific & Technical Services, Toronto CMA and Rest of Ontario, January 2020 to August 2023 (January 2020 = 100)

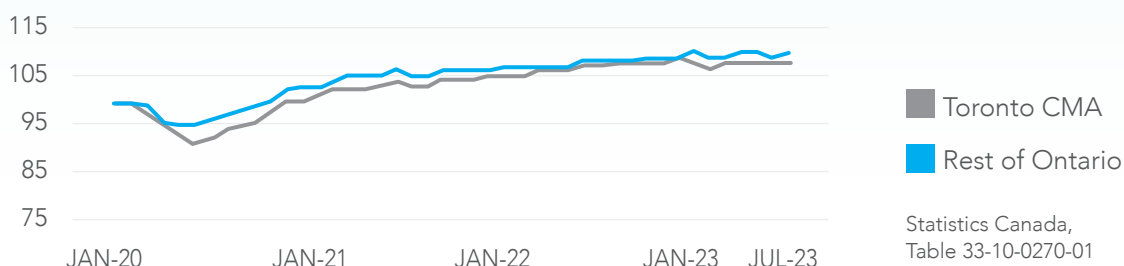
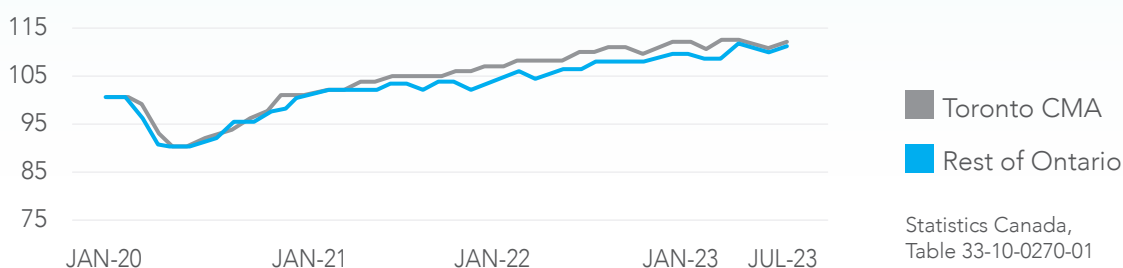


Chart 5 presents the trends for the Food Manufacturing sector. Through May and June 2020, the index for both areas fell to 90, which meant that the number of active businesses in this sector were 10% below what they had been in January 2020. But there was quite a rapid recovery: by January 2021, the ratio stood at 100 for both areas. By end of 2021, the ratio for both areas was around 105, and by the end of 2022, around 108 to 109, with the numbers levelling off around that level through 2023. In this sector, the level for the Toronto CMA has generally been slightly higher than that for the Rest of Ontario.

CHART 5: Ratio of active businesses, Food Manufacturing, Toronto CMA and Rest of Ontario, January 2020 to August 2023 (January 2020 = 100)



Looking in rapid succession through each of these four charts, one can see there is a different trajectory for each of these four sectors, illustrating how the impact of COVID varied on the number of active businesses. As the numbers recovered, there has tended to be a flat-lining of the ratios through 2023, which may be a consequence of a slowing economy, brought on by rising interest rates.



Number of businesses, by size of establishment and by industry

Tables 1 and 2 provide the summary data for all businesses located in the Districts of Nipissing and Parry Sound for June 2023. 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 12%. 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 colour.
- The highlighted cells identify the three industries with the largest number of firms for each employee-size category (each column).
- Where under the percentage distribution a cell shows 0%, it does not mean there are no firms in that category, only that the number of firms, when expressed as a percentage of the total, is below 0.5% of the total and has been rounded down to 0%. Also, where the total is slightly less or more than 100%, this is due to rounding of the component percentages.

TABLE 1: Nipissing number of businesses by employee size range June 2023

INDUSTRY SECTOR (2-DIGIT NAICS)	NUMBER OF EMPLOYEES							TOTAL	%	RANK
	0	1-4	5-9	10-19	20-49	50-99	100+			
11 - Agriculture	131	24	5	2	4	0	0	166	3%	11
21 - Mining	14	2	3	2	4	0	3	28	0%	18
22 - Utilities	21	1	0	1	0	2	0	25	0%	19
23 - Construction	330	178	75	30	28	5	4	650	10%	2
31-33 - Manufacturing	65	29	21	16	15	13	2	161	3%	12
41 - Wholesale Trade	66	26	30	23	7	1	0	153	2%	13
44-45 - Retail Trade	199	127	122	99	49	16	9	621	10%	3
48-49 - Transportation & Warehousing	145	49	11	8	11	9	4	237	4%	9
51 - Information & Cultural	35	20	14	4	3	1	0	77	1%	15
52 - Finance & Insurance	231	30	23	16	14	2	0	316	5%	7
53 - Real Estate, Rental & Leasing	1,556	103	30	9	5	1	0	1,704	26%	1
54 - Professional, Scientific & Technical Services	324	93	30	29	11	4	2	493	8%	6
55 - Management of Companies	38	1	2	2	0	1	0	44	1%	17
56 - Administrative Support	119	51	16	19	5	3	0	213	3%	10
61 - Educational Services	41	8	8	8	3	2	6	76	1%	16
62 - Health Care & Social Assistance	304	156	61	37	30	10	12	610	9%	4
71 - Arts, Entertainment & Recreation	51	17	9	7	6	1	1	92	1%	14
72 - Accommodation & Food Services	108	52	43	41	40	15	2	301	5%	8
81 - Other Services	312	136	47	21	5	2	0	523	8%	5
91 - Public Administration	0	3	1	5	3	5	8	25	0%	19
CLASSIFIED BUSINESSES	4,090	1,106	551	379	243	93	53	6,515		
% of All Classified & Unclassified Businesses	64%	17%	8%	6%	4%	1%	1%	100%		
Cumulative %	64%	81%	89%	94%	98%	99%	100%			
Ontario % of Classified & Unclassified Businesses	72%	17%	5%	3%	2%	1%	1%			

Statistics Canada, Canadian Business Counts, June 2023



TABLE 2: Parry Sound number of businesses by employee size range june 2023

INDUSTRY SECTOR (2-DIGIT NAICS)	NUMBER OF EMPLOYEES								%	RANK
	0	1-4	5-9	10-19	20-49	50-99	100+	TOTAL		
11 - Agriculture	142	28	2	3	0	0	0	175	4%	11
21 - Mining	2	2	0	4	0	0	0	8	0%	20
22 - Utilities	14	1	0	0	0	0	0	15	0%	19
23 - Construction	474	285	82	29	10	2	0	882	19%	1
31-33 - Manufacturing	76	31	13	9	3	7	2	141	3%	12
41 - Wholesale Trade	44	16	10	7	3	0	0	80	2%	14
44-45 - Retail Trade	135	75	52	28	25	6	2	323	7%	5
48-49 - Transportation & Warehousing	131	31	16	5	4	1	0	188	4%	8
51 - Information & Cultural	21	12	9	0	0	0	0	42	1%	15
52 - Finance & Insurance	145	17	6	6	3	1	0	178	4%	10
53 - Real Estate, Rental & Leasing	809	47	5	4	0	0	0	865	19%	2
54 - Professional, Scientific & Technical Services	245	76	15	11	0	0	0	347	8%	4
55 - Management of Companies	33	1	0	0	0	0	0	34	1%	17
56 - Administrative Support	119	45	9	10	0	1	0	184	4%	9
61 - Educational Services	20	4	4	2	1	1	0	32	1%	18
62 - Health Care & Social Assistance	146	64	12	17	14	1	8	262	6%	7
71 - Arts, Entertainment & Recreation	64	24	15	8	5	0	0	116	3%	13
72 - Accommodation & Food Services	138	58	26	25	16	5	1	269	6%	6
81 - Other Services	234	95	16	6	5	1	0	357	8%	3
91 - Public Administration	2	3	3	7	15	8	3	41	1%	16
CLASSIFIED BUSINESSES	2,994	915	295	181	104	34	16	4,539		
% of All Classified & Unclassified Businesses	68%	19%	6%	4%	2%	1%	0%	100%		
Cumulative %	68%	87%	93%	97%	99%	100%	100%			
Ontario % of Classified & Unclassified Businesses	72%	17%	5%	3%	2%	1%	1%			

Statistics Canada, Canadian Business Counts, June 2023

RANK 1
19%

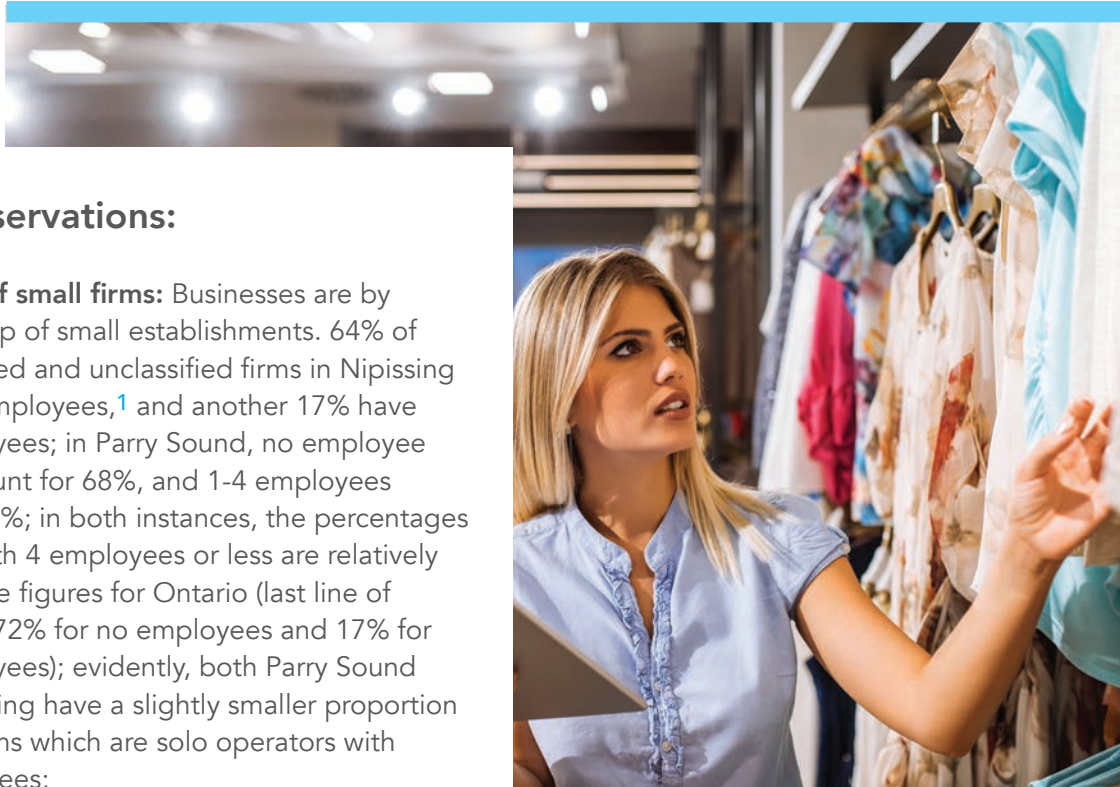


RANK 2
19%



RANK 3
8%





Some Observations:

- **Number of small firms:** Businesses are by far made up of small establishments. 64% of the classified and unclassified firms in Nipissing have no employees,¹ and another 17% have 1-4 employees; in Parry Sound, no employee firms account for 68%, and 1-4 employees another 19%; 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: 72% for no employees and 17% 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 26.2% of all firms (last year it was 26.3% and the year before, 25.3%), the second largest, Construction, represents 10.0% of all firms (last year: 10.2%; year before, 10.0%), and third, Retail Trade, representing 9.5% of all firms (last year: 9.6%; year before, 9.3%); in Parry Sound, the largest are Construction at 19.4% (the last two years at 19.5%), Real Estate and Rental & Leasing at 19.1% (the year before 19.0%; the previous 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: Estate and Rental & Leasing (23.3%); Professional, Scientific and Technical Services (14.0%); Construction (9.5%); Transportation & Warehousing (7.6%) and Health Care & Social Assistance (7.3%);
- **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 and 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 Public Administration; in Parry Sound, these are found in Health Care & Social Assistance; Public Administration; Retail Trade; and Manufacturing.

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



In both Nipissing and Parry Sound, Real Estate & Rental & Leasing stand out in terms of the large number of solo operators, considerably higher than the next two industries. Around two-thirds to three-quarters of these solo operators are landlords of residential rental units; the next two largest categories are landlords of non-residential rental units and real estate agents.

The next industry in both Nipissing and Parry Sound with the largest number of solo operators is Construction. Even though Parry Sound has around 70% of the total number of establishments that Nipissing has, it has considerably more Construction businesses, especially among firms with nine employees or less. In both areas, among Construction solo operators, the largest subsectors by number of businesses are residential building construction, building finishing contractors, other specialty trade contractors and building equipment contractors.

The third largest category of solo operators in both areas is in Professional, Scientific & Technical Services, with the largest subsector being management, scientific and technical consulting services, representing slightly over a third of all solo operators, followed by other professional, scientific and technical services. In Nipissing, a very close third are computer systems design and related services, while in Parry Sound, third place is occupied by accounting, tax preparation, bookkeeping and payroll services.

At the other end of the employee size spectrum, **Nipissing** has 22 firms with 200 or more employees, whereas **Parry Sound** has 3:

- **Nipissing firms with over 500 employees:** two firms in other support activities for mining; four establishments in elementary and secondary schools (includes school boards); one community college; one university; one general hospital.
- **Nipissing firms with 200-499 employees:** one firm in contract drilling (except oil and gas); one in broad-woven fabric mills; one department store; one in non-scheduled chartered air transportation; one in short-haul freight rail transportation; one other support for road transportation; one community health centre; one nursing care facility; one community care facility for the elderly; one provincial police service; two local public administration establishments; one First Nations public administration establishment.
- **Parry Sound firms with 500 or more employees:** one specialty hospital.
- **Parry Sound firms with 200-499 employees:** one forging establishment; one community care facility for the elderly.

Change in the Number of Firms by Industry, June 2022 to June 2023

Changes in the number of employers are experienced differently across the various industries. Tables 3 and 4 highlight the changes in the number of firms by industry and by employee size between June 2022 and June 2023 for Nipissing and Parry Sound. The table also lists the total number of firms in each industry in June 2023, to provide a context. The colour-coding of the tables (teal and orange are where there is an increase, gray 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 three 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 six 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.

Nipissing. The first thing to note about the net changes for Nipissing are in the last four rows in Table 3: 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 1-19 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, with a net total increase of 60 establishments.

In 2022-23, there also were net increases in all employee size categories, with a net increase of 210 more establishments, although the vast majority of these were among firms with zero employees. There are certainly more teal-shaded than gray-shaded cells; most of the cells with no net change are in the columns for firms with 20-99 and 100 or more employees.

Industries where there most likely were employment increases were: Construction; Transportation & Warehousing; Information & Cultural Industries; Real Estate & Rental and Leasing; Educational Services; Health Care & Social Assistance; Other Services; and Public Administration.

Industries where there most likely were employment decreases were: Agriculture, Forestry, Fishing & Farming; Manufacturing; and Wholesale Trade.

Parry Sound. Looking at the pattern over the last four years (Table 4), the rebound in Parry Sound appears even stronger than that in Nipissing. 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, as well as between 2022 and 2023, where again the very large increase in the total number of establishments was driven by firms with zero employees.

Given the pattern of net increases and net losses, it is very likely that only a few *industries the following experienced employment decreases*, namely Arts, Entertainment & Recreation, as well as Information & Cultural Industries. *Among industries where there was likely higher employment growth were:* Construction; Manufacturing; Finance & Insurance; Real Estate & Rental and Leasing; Professional, Scientific & Technical Services; and Administrative & Support.

TABLE 3: NIPISSING CHANGE IN THE NUMBER OF EMPLOYERS, BY INDUSTRY AND BY FIRM SIZE, JUNE 2022 TO JUNE 2023

NIPISSING INDUSTRY	FIRM SIZE (NUMBER OF EMPLOYEES)					TOTAL # OF FIRMS JUNE 23
	0	1-19	20-99	100+	TOTAL	
Agriculture, Forestry, Fishing & Farming	↓7	↓3	↓1	0	↓11	166
Mining & Oil and Gas Extraction	↑3	↓1	↑2	0	↑4	28
Utilities	↓3	0	0	0	↓3	25
Construction	↓4	↑7	↑4	↑2	↑9	650
Manufacturing	↑4	↑9	↓3	↓2	↑8	161
Wholesale Trade	↓1	↑2	↓3	0	↓2	153
Retail Trade	↑22	↓5	↑1	0	↑18	621
Transportation & Warehousing	↑7	↑5	↑4	↓1	↑15	237
Information & Cultural Industries	↑6	0	0	0	↑6	77
Finance & Insurance	↑3	↓2	0	0	↑1	316
Real Estate, Rental & Leasing	↑40	↑8	↑1	↓1	↑48	1,704
Professional, Scientific & Technical Services	↑25	↓6	0	↑1	↑20	493
Management of Companies & Enterprises	0	0	0	0	0	44
Administrative & Support	↑7	↑5	0	↓1	↑11	213
Educational Services	↑7	↑1	↑1	0	↑9	76
Health Care & Social Assistance	↑48	↑3	↑1	↑1	↑53	610
Arts, Entertainment & Recreation	0	↑6	↓2	↑1	↑5	92
Accommodation & Food Services	↓6	↓17	↑1	↑2	↓20	301
Other Services	↑32	↓1	↑1	0	↑32	523
Public Administration	0	↑6	↓2	↑3	↑7	25
NET TOTAL CHANGES, 2022-23	↑183	↑17	↑5	↑5	↑210	
NET TOTAL CHANGES, 2021-22	↑8	↑13	↑37	↑2	↑60	
NET TOTAL CHANGES, 2020-21	↓37	↑8	↓44	↓5	↓78	
NET TOTAL CHANGES, 2019-20	↓87	↓23	↑22	0	↓88	

Statistics Canada, Canadian Business Counts, June 2022 and June 2023

TABLE 4: PARRY SOUND CHANGE IN THE NUMBER OF EMPLOYERS, BY INDUSTRY AND BY FIRM SIZE, JUNE 2022 TO JUNE 2023

PARRY SOUND INDUSTRY	FIRM SIZE (NUMBER OF EMPLOYEES)					TOTAL # OF FIRMS JUNE 23
	0	1-19	20-99	100+	TOTAL	
Agriculture, Forestry, Fishing & Farming	↑31	↑6	0	0	↑37	175
Mining & Oil and Gas Extraction	↑1	0	0	0	↑1	8
Utilities	↑2	0	0	0	↑2	15
Construction	↑53	↑13	↑6	0	↑72	882
Manufacturing	↑10	↑4	↑1	0	↑15	141
Wholesale Trade	↓3	↑2	0	0	↓1	80
Retail Trade	↑6	↓5	↑6	0	↑7	323
Transportation & Warehousing	↑6	↑2	↓1	0	↑7	188
Information & Cultural Industries	↑4	↓4	0	0	0	42
Finance & Insurance	↑7	↑1	↑1	0	↑9	178
Real Estate, Rental & Leasing	↑72	↑5	0	0	↑77	865
Professional, Scientific & Technical Services	↑36	↑10	0	0	↑46	347
Management of Companies & Enterprises	↑2	↓1	0	0	↑1	34
Administrative & Support	↑23	↑5	0	0	↑28	184
Educational Services	↑3	0	0	0	↑3	32
Health Care & Social Assistance	↑29	↑10	↓3	↑1	↑37	262
Arts, Entertainment & Recreation	↑11	↓2	↓1	0	↑8	116
Accommodation & Food Services	↑1	↑3	↓1	↑1	↑4	269
Other Services	↑39	↑1	↓2	0	↑38	357
Public Administration	0	↑2	↑2	0	↑4	41
NET TOTAL CHANGES, 2022-23	↑333	↑52	↑8	↑2	↑395	
NET TOTAL CHANGES, 2021-22	↑65	↑46	↑17	↑2	↑130	
NET TOTAL CHANGES, 2020-21	↓83	↓107	↓25	↓4	↓219	
NET TOTAL CHANGES, 2019-20	↓77	↑16	↑4	0	↓57	

Statistics Canada, Canadian Business Counts, June 2022 and June 2023

Time Series from June 2018 to June 2023

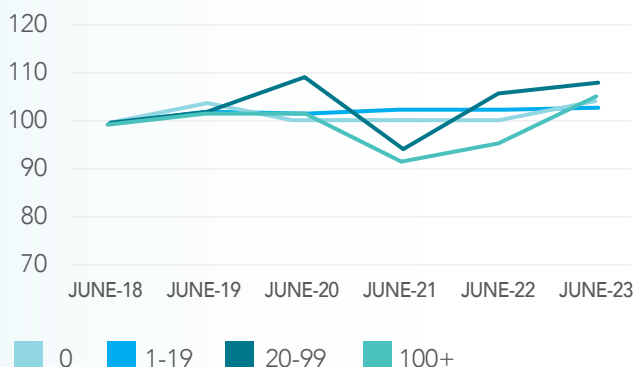
Changes which occur from year to year can sometimes be the consequence of a change in how a firm is classified or a small increase or decrease in employment resulting in a shift from one employee size category to another. What can be more revealing is the longer-term pattern of changes by size of firm. The following chart tracks these changes for four employee size categories across five years (June 2018 to June 2023):

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 6 and 7** show the patterns for Nipissing and Parry Sound.

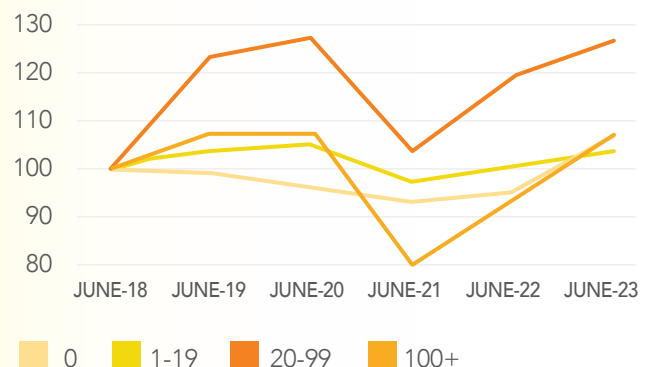
Chart 6 shows how the number of firms in most categories increased very slightly through June 2018 to June 2020, except that firms with 20-99 employees grew by 10% by June 2020 from June 2018. The big decline in June 2021 was among firms with 20 or more employees, while by June 2022, there had been a considerable recovery among firms with 20-99 employees and only partial recovery among firms with 100 or more employees. But by June 2023, every size category was higher than the number present in June 2018; among zero employee firms, the growth was 5%, among firms with 1-19 employees, the growth was 4%; among firms with 20-99 employees, growth was 9%; and among firms with 100 or more employees, growth was 6%. While the trend line before COVID would have suggested a higher trajectory, the figures show that by the measure of number of establishments, there has been a recovery from the impact of COVID.

CHART 6: Ratio of number of all firms by employee size categories, Nipissing, June 2018 to June 2023 (June 2018 = 100)



Statistics Canada, Canadian Business Counts, June 2018 to June 2023

CHART 7: Ratio of number of all firms by employee size categories, Parry Sound, June 2018 to June 2023 (June 2018 = 100)

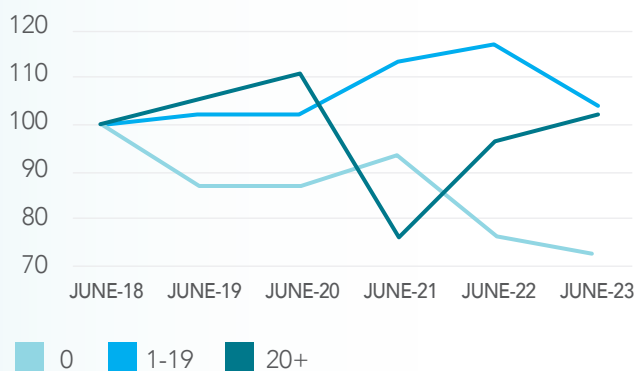


Statistics Canada, Canadian Business Counts, June 2018 to June 2023

The profile in the change in the number of firms by size shows greater variation in Parry Sound, 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 by June 2022. But by June 2023, the recovery is substantial: every size category was higher than the number present in June 2018; among zero employee firms, the growth was 7%, among firms with 1-19 employees, the growth was 4%; among firms with 20-99 employees, growth was 27%; and among firms with 100 or more employees, growth was 7%. All these figures are very similar to those for Nipissing, except for the much larger increase in the number of firms with 20-99 employees, a growth from 109 firms in June 2018 to 138 firms in June 2023.

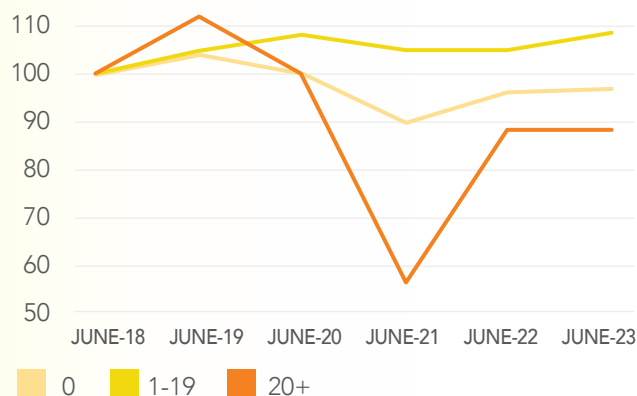
The Accommodation & Food Services sector presents a different story of what happened because of COVID. There are only a handful of firms in Nipissing and Parry Sound in this sector with 100 or more employees (in June 2018, there were three in Parry Sound and none in Nipissing), so that this category has been combined with the 20-99 employee category to form a 20+ employee category in Charts 8 and 9.

CHART 8: Ratio of number of Accommodation & Food Services firms by employee size categories, Nipissing, June 2018 to June 2023 (June 2018 = 100)



Statistics Canada, Canadian Business Counts, June 2018 to June 2023

CHART 9: Ratio of number of Accommodation & Food Services firms by employee size categories, Parry Sound, June 2018 to June 2023 (June 2018 = 100)



Statistics Canada, Canadian Business Counts, June 2018 to June 2023

The decline in the number of firms in Accommodation & Food Services because of COVID was especially severe among firms with 20 or more employees: in Nipissing, the drop in June 2021 from June 2018 was 25%, while the decline in Parry Sound was 44%.

In both Nipissing and Parry Sound, the number of establishments with zero employees had begun declining before COVID, with no recovery after COVID in Nipissing where the number of these firms in June 2023 was 29% below what it had been in June 2018, while in Parry Sound there was a slight recovery, but the figure in June 2023 was still 3% below what it had been in June 2018.

Only among firms with 1-19 employees was there less change because of COVID. In part, this was likely due to firms because of COVID shrinking from the 20 or more employee category into the 1-19 employee category, that is, these firms were not going out of business, but were shedding staff as a result of COVID, and then grew back into the 20 or more range after COVID.



JOBS REPORT DATA

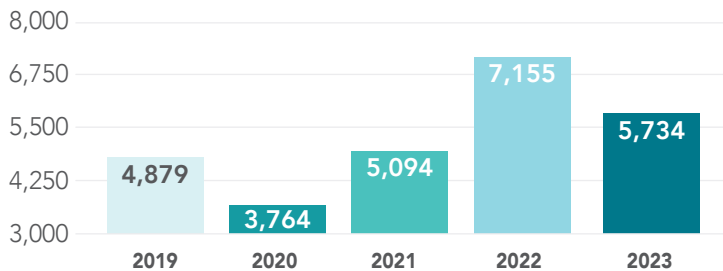


Nipissing District Data

TOTAL JOB POSTINGS

There were a total of 5,734 job postings recorded within Nipissing District throughout 2023 which works out to an average of 478 postings each month. This figure was significantly below the 2022 total (-1,421/ -19.9%) but notably above the previous 4-year average (-511 / +9.8%). The significant year-over year drop from 2022 to 2023 is mainly attributed to a period of economic slow down.

Annual job postings over past 5 years

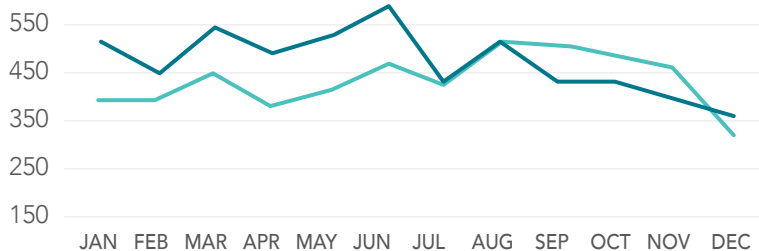


NIPISSING DISTRICT

JOB POSTINGS
TOTAL
RECORDED
5,734

JOB POSTINGS
MONTHLY
AVERAGE
478

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



■ 2023 Job Postings
■ 2019-2022 Average Job Postings

The significant year-over year drop from 2022 to 2023 is mainly attributed to a period of economic slow down.

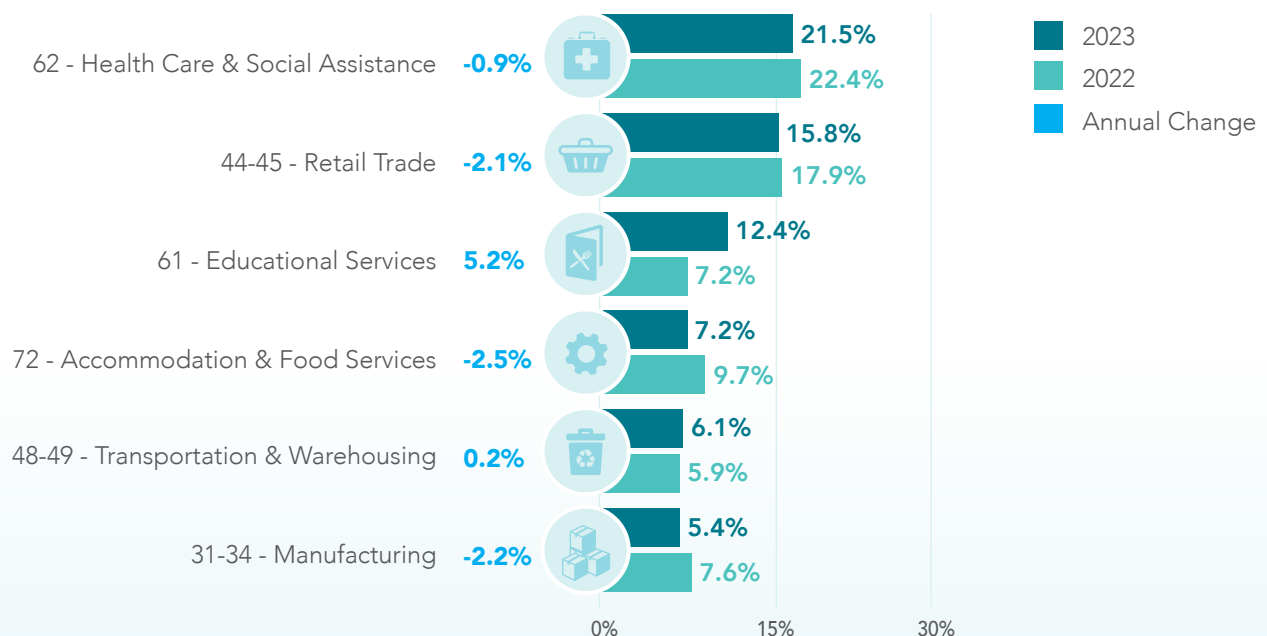


The Health Care and Social Assistance (NAICS-62) industry made up slightly more than one of every five (21.5%) job postings in 2023.

JOB POSTINGS BY INDUSTRY CLASSIFICATION

The Health Care and Social Assistance (NAICS-62) industry made up slightly more than one of every five (21.5%) job postings in 2023 with Retail Trade (NAICS-44-45) and Educational Services (NAICS-61) rounding out the top three with 15.8% and 12.4% of the job postings respectively. Educational services made a significant jump in representation; up +5.2% compared to the 2022 figure of 7.2%. This significant jump is attributed to a number of teaching positions which were rarely seen in previous years. This shortage could indicate a lack of new teachers entering the field and/or a number of teachers leaving the field.

Representation of job postings in 2023 by major industry classification (NAICS)



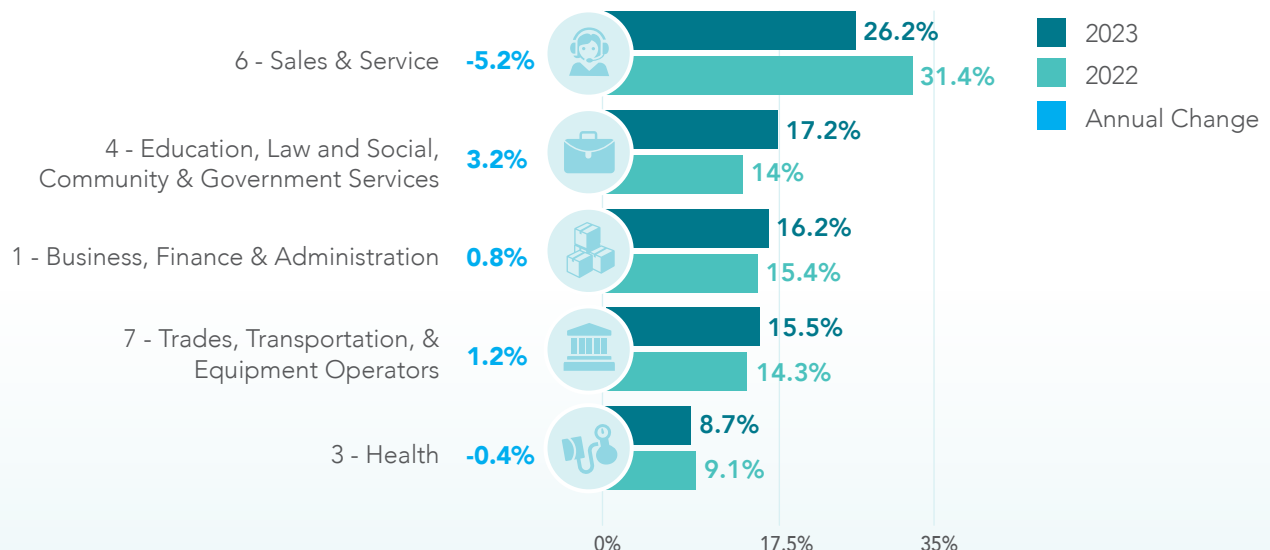


Sales and Service (NOC-6) based occupations accounted for the largest number of job postings amongst all occupational classifications with slightly greater than one-quarter (26.2%) of all job postings in 2023.

JOB POSTINGS BY OCCUPATION CLASSIFICATION

Sales and Service (NOC-6) based occupations accounted for the largest number of job postings amongst all occupational classifications with slightly greater than one-quarter (26.2%) of all job postings in 2023. This does however represent a notable decrease (-5.2%) from the 2022 figure of 31.4%. The top three occupational classifications also included Education, Law and Social, Community and Government Services (NOC-4) and Business, Finance and Administration (NOC-1) based occupations with 17.2% and 16.2% of the overall share respectively. The notable increase of +3.2% from the 2022 figure for Education, Law and Social, Community and Government Services is reflective of the increase in representation by Educational Services postings as mentioned in the previous section.

Representation of job postings in 2023 by major occupation classification (NOCS)

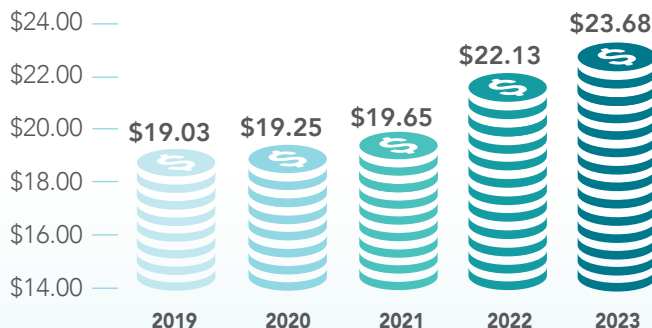


HOURLY WAGES

The average hourly wage listed on job postings in 2023 was \$23.68/hour. This is a notable increase (+\$1.55/hr /+7.0%) from the 2022 figure of \$22.13/hr. This increase can be primarily attributed to the raise in the provincial minimum wage from \$15.50/hr to \$16.55/hr (+6.8%) which took place in the fall of the 2023. Both 2022 and 2023 figures were significantly higher than the 2019-2021 figures. This difference is largely due to a new algorithmic collection method which focused on the higher end of listed pay ranges as opposed to the lower end.

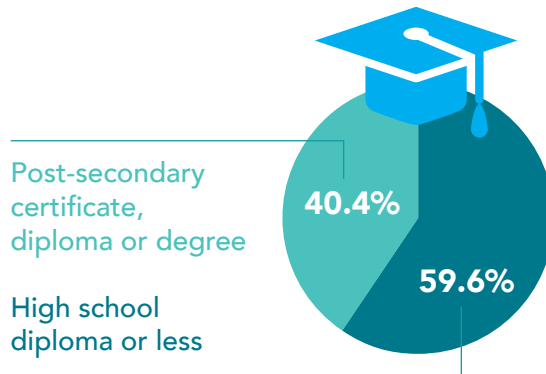


Average hourly wage offered per year

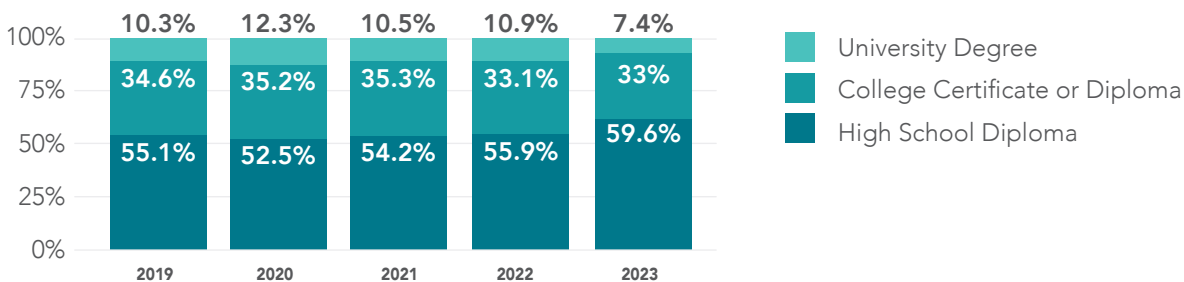


EDUCATIONAL REQUIREMENTS

In 2023 nearly three-fifths (59.6%) 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 (40.4%). The 2023 figure does represent a continued trend towards more opportunities not requiring higher levels of education beyond high school.



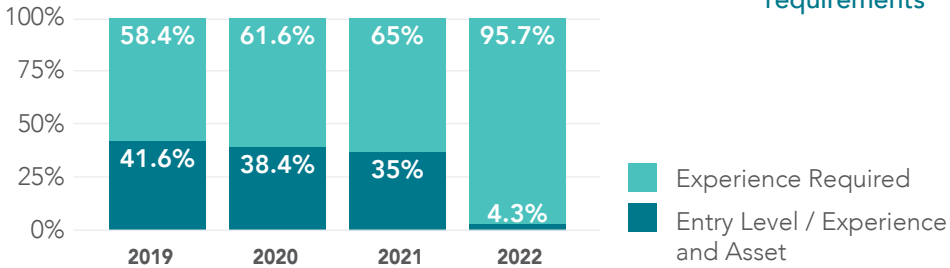
Minimum educational requirements



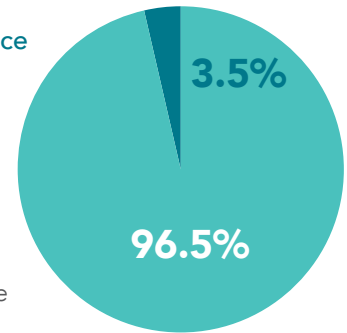
EXPERIENCE LEVEL REQUIREMENTS

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

Experience requirements 2019-22



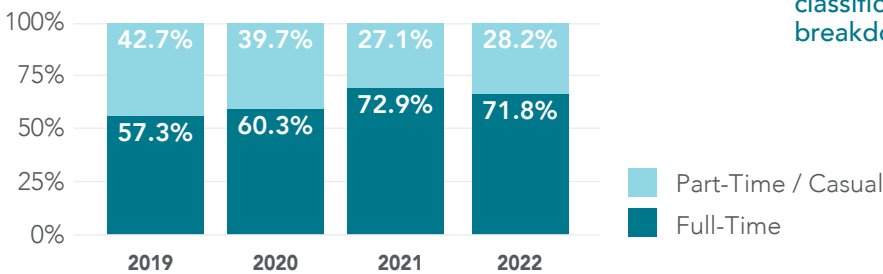
2023 Experience requirements



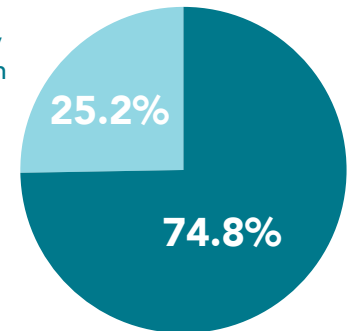
HOURS OF EMPLOYMENT OFFERED

For the third consecutive year Job postings offering full-time equivalent (35+ hours/week) employment accounted for 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 2019-22



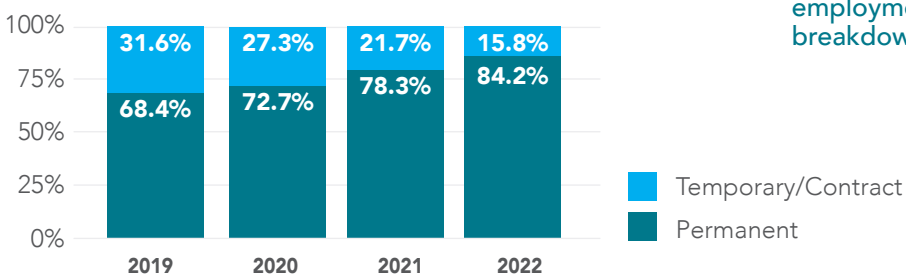
2023 Hourly classification breakdown



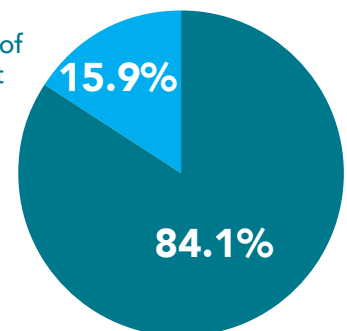
TERMS OF EMPLOYMENT OFFERED

The representation of permanent employment opportunities in 2023 (84.1%) remained virtually unchanged (-0.1%) from the 2022 figure (84.2%). Both these figures are significantly higher than previous years; with the increase occurring at the time that the new collection algorithm began being used. Knowing this means that it cannot be said with a high level of confidence that there was actually an increase in permanent positions over the last 3 to 5 years.

Terms of employment breakdown 2019-22



2023 Terms of employment breakdown



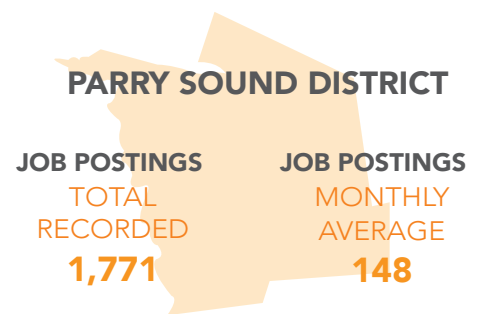
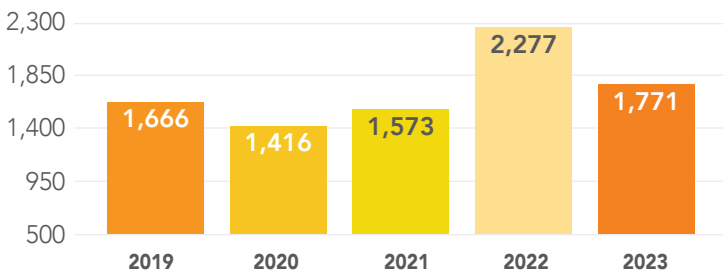


Parry Sound District Data

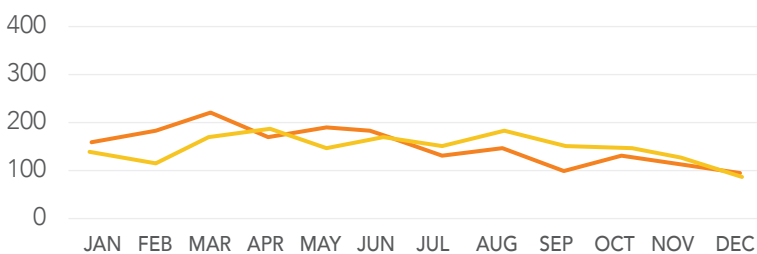
TOTAL JOB POSTINGS

There were a total of 1,771 job postings recorded within Parry Sound District throughout 2023 which works out to an average of 148 postings each month. This figure was significantly below the 2022 total (-506 / -22.2%) of 2,277 postings but in-line (+38 / +2.2%) with the previous 4-year average of 1,733. The decrease between 2022 and 2023 can be attributed to the economic downturn; seen across the country. The decrease in job postings was most predominant between July and November.

Annual job postings over past 5 years



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



■ 2023 Job Postings
■ 2019-2022 Average Job Postings

The decrease in job postings was most predominant between July and November.

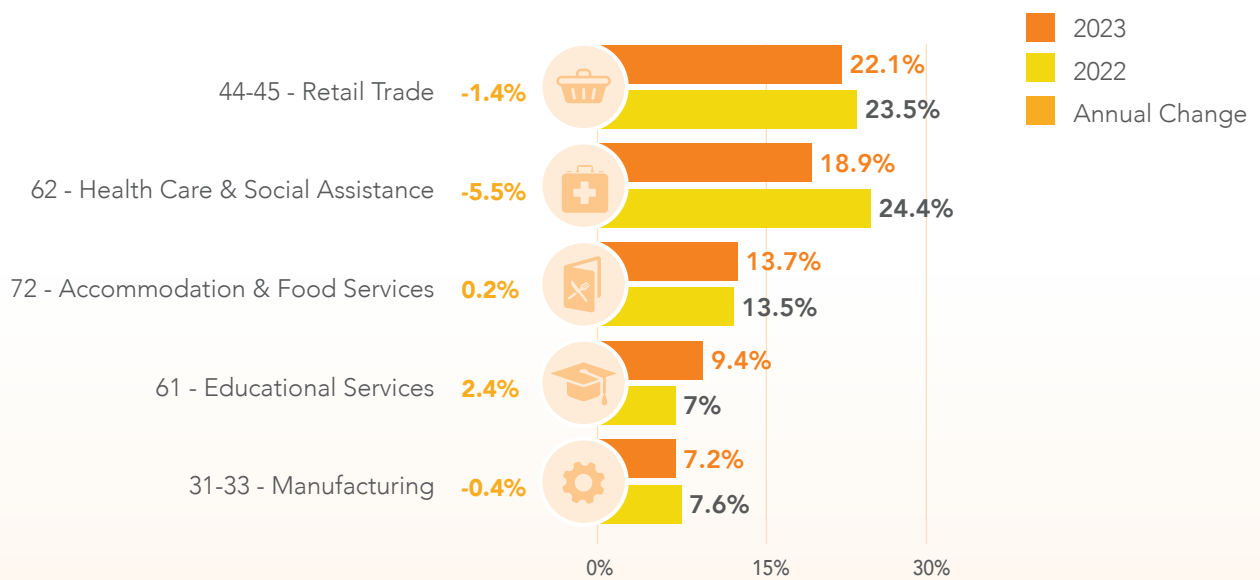


The Retail Trade (NAICS-44-45) industry made up nearly one-quarter (22.1%) job postings in 2023.

JOB POSTINGS BY INDUSTRY CLASSIFICATION

The Retail Trade (NAICS-44-45) industry made up nearly one-quarter (22.1%) of the job postings in 2023 with Health Care and Social Assistance (NAICS-62) and Accommodation and Food Services (NAICS-72) rounding out the top three with 18.9% and 13.7% of the job postings respectively. These three industries also made up the top three major industrial classifications in 2021. There was a significant decrease; -5.5%, in job posting share for the Health Care and Social Assistance industry when compared to 2022.

Representation of job postings in 2023 by major industry classification (NAICS)



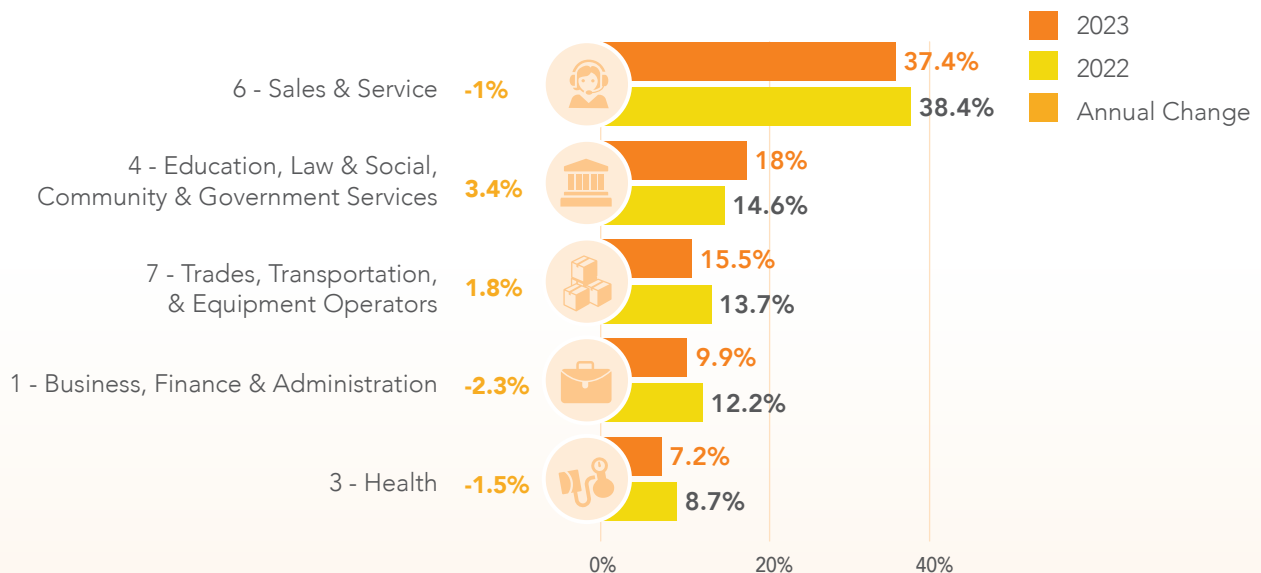


Sales and Service (NOC-6) based occupations accounted for the largest number of job postings amongst all occupational classifications over one-third (37.4%) of all job postings in 2023.

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 (37.4%) of all job postings in 2023; nearly identical; -1.0%, from the 2022 figure of 38.4%. 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 18.0% and 15.5% of the overall share respectively. Education, Law and Social, Community and Government Services based occupations saw the most notable increase of +3.4% from the previous year; carried by a significant number of teaching opportunities being posted.

Representation of job postings in 2023 by major occupation classification (NOCS)

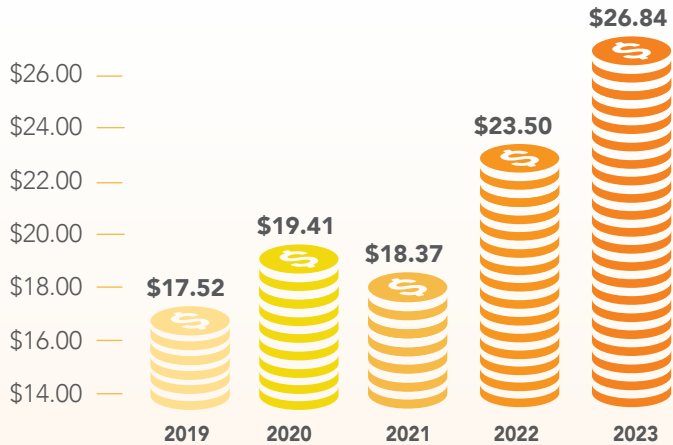


HOURLY WAGES

The average hourly wage listed on job postings in 2023 was \$26.84/hour. This is a substantial increase (+\$3.34/hr / +14.2%) from the 2022 figure of \$23.50/hr. A portion of this increase is resulting from the increase in the provincial minimum wage from \$15.50/hr to \$16.55/hr (+6.8%) in the later months of the year. The remaining rationale for the year-over-year increase in hourly wages is currently unknown.

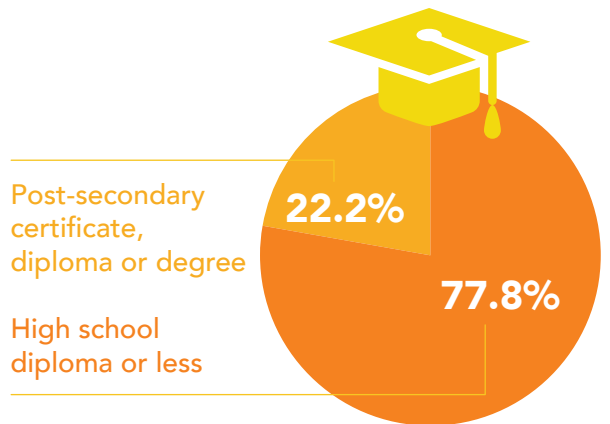


Average hourly wage offered per year

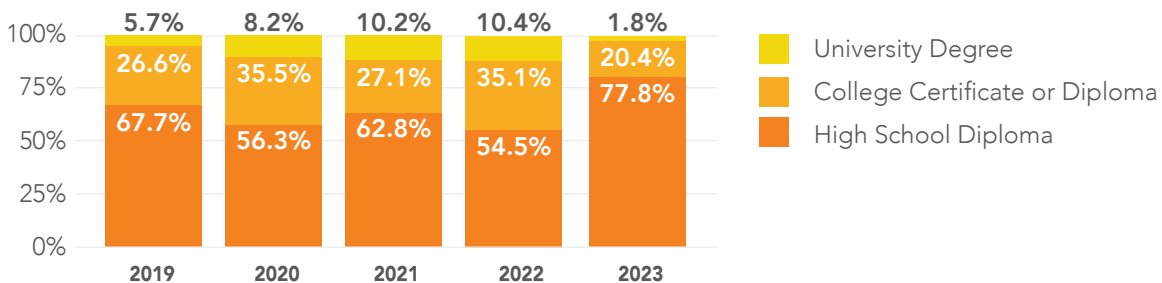


EDUCATIONAL REQUIREMENTS

In 2023 slightly more than three-quarters (77.8%) 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 (22.2%). This figure does represent a large increase; +23.3%, from the previous year. The large fluctuation could possibly be attributed to the new algorithm on collecting this metric and does lead to some confidence issues in identifying any trends. Future years data will provide a better idea as to any longer term trends.



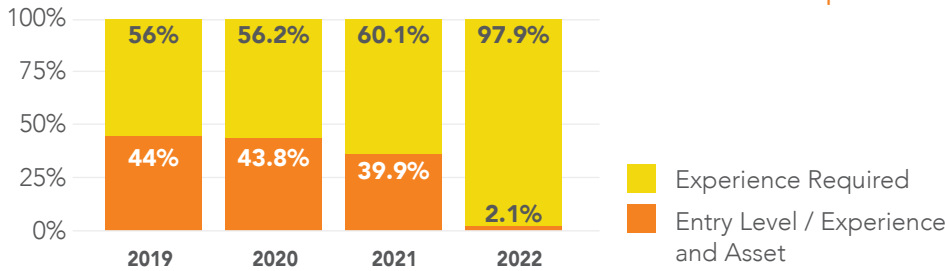
Minimum educational requirements



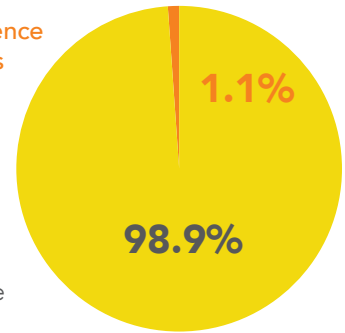
EXPERIENCE LEVEL REQUIREMENTS

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

Experience requirements 2019-22



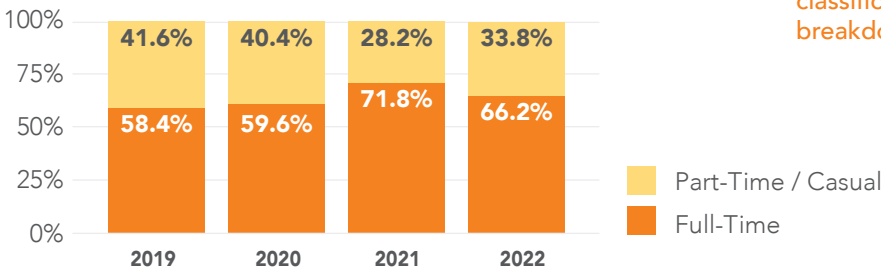
2023 Experience requirements



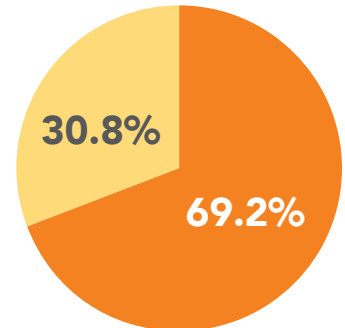
HOURS OF EMPLOYMENT OFFERED

Job postings classified as Full-Time made up slightly more than two-thirds (69.2%) of all postings throughout 2023. This represents a slight increase; +3.0%, from the 2022 figure. There has been some effects on this variable since late 2021 from the newly used collection algorithm; however, there does appear to be a moderate-to-high level of confidence in the data at this time.

Hourly classification breakdown 2019-22



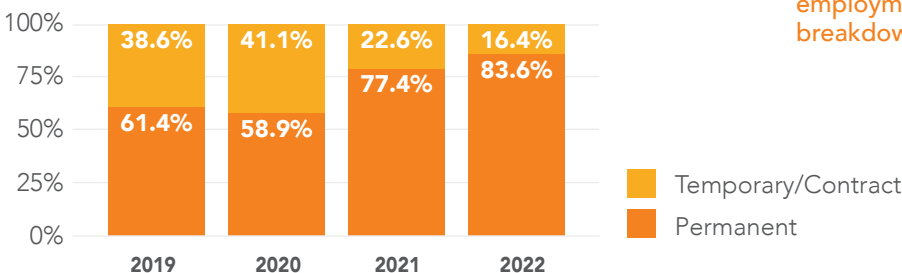
2023 Hourly classification breakdown



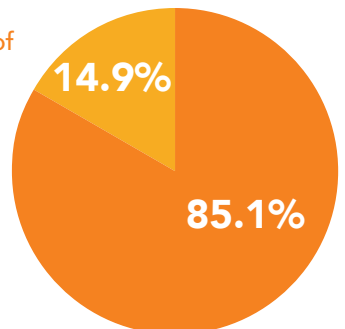
TERMS OF EMPLOYMENT OFFERED

2023 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 85.1% in 2023. Ongoing considerations should be taken with this metric due to the new collection algorithm.

Terms of employment breakdown 2019-22



2023 Terms of employment breakdown





EMPLOYMENT ONTARIO DATA

ANALYSIS OF EO PROGRAM RELATED DATA (2022-2023)

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 Service, Literacy and Basic Skills, Ontario Employment Assistance Program, Better Jobs Ontario and Youth Job Connection (including summer program) for the 2022-23 fiscal year.

Background to the Data Analysis

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

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

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

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

- 1) The COVID pandemic and the accompanying lockdowns had a very disruptive impact on the lives of all of Ontarians and it also caused EO client numbers to drop across all programs and all geographies;
- 2) The EO transformation and the implementation of Integrated Employment Service in three catchment areas (Hamilton-Niagara, Muskoka-Kawarthas and Peel) has meant that the total Employment Service numbers for Ontario have declined, because those clients are now counted under a different program.



CHART 1: Ratio of Employment Service Assisted clients, Board, Region and Ontario, 2018-19 to 2022-23 (2018-19 = 100)

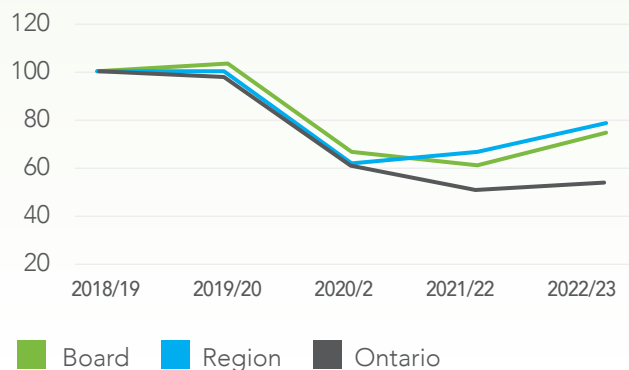


Chart 1 illustrates these impacts. In order to compare numbers of different magnitudes, the number of Employment Service Assisted clients in 2018-2019 is given a value of 100 for each area, and the figure for each subsequent year is expressed in relation to that 100. For example, a value of 105 means that this figure was 5% higher than the value in 2018-2019.

In 2019-2020, the Assisted client numbers were more or less equivalent to the previous year, but right after March 2020, when COVID hit, the fiscal year 2020-21 client numbers dropped significantly. In 2021-22, these numbers hovered in the same range, except at the provincial level they dropped somewhat, reflecting the impact of converting the prototype locations to the EO Transformation model and the counting of their clients until a different program. In 2022-23, there was a more pronounced recovery at the Board and Region levels, although their numbers were still considerably below where they had been before COVID. At the provincial level, this recovery was far weaker.

EMPLOYMENT SERVICES

ES Clients

Table 1 shows the data for Unassisted EO clients. In the middle of the table, there are calculations for 2020-21, the year before the Service System Manager (SSM) prototypes started operating. The “unadjusted” data shows the full figures as reported in 2020-21. The “without SSMs” data shows what the numbers would look like if the client data for the soon-to-be SSM areas were to be taken out. This is the appropriate comparison for subsequent years. The only area affected by the SSM numbers being taken out is Ontario, as there were no SSMs in Northern Ontario.

The local Board share of all Unassisted clients was 1.4% in 2022-23 and 1.5% in 2021-22, while the Region share was 8.9% in both 2021-22 and 2022-23, notably higher than previous years now that the Ontario numbers are reduced by the SSM figures. Even so, those proportions are still higher than the population share of these areas, when the SSM population is taken out of the provincial total (last row of Table 1).

Between 2021-22 and 2022-23, there was a considerable increase in the number of Unassisted clients; the percentage increases were:

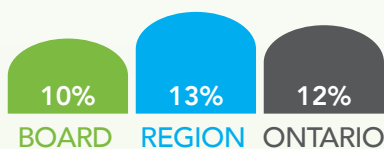


TABLE 1: ES Unassisted R&I Clients, Number and Percent of all R&I Clients

	BOARD	REGION	ONTARIO
2022-23 UNASSISTED R&I CLIENTS			
Number	6,256	38,822	434,020
As % of Ontario	1.4%	8.9%	—
2021-22 UNASSISTED R&I CLIENTS			
Number	5,682	34,475	386,909
As % of Ontario	1.5%	8.9%	—
2020-21 UNASSISTED R&I CLIENTS (unadjusted)			
Number	3,936	26,180	411,557
2020-21 UNASSISTED R&I CLIENTS (without SSMs)			
Number	3,936	26,180	361,108
CLIENT SHARE IN PREVIOUS YEARS			
2020-2021	1.0%	6.4%	—
2019-2020	0.9%	7.4%	—
2018-2019	0.9%	7.2%	—
2021 TOTAL POPULATION			
As % of Ontario	0.9%	5.6%	100%
(minus SSMs)	1.2%	7.1%	—

Population figures from StatCan 2021 Census.





Table 2 illustrates the data for Assisted clients and organizes the comparisons in the same way as Table 1. Without the SSMs, the Board share of the Ontario Assisted client total is 2.4% (a little higher than the 2.1% in 2021-22), and considerably higher than the Board's share of the provincial population minus the SSM population (last row of Table 2). Similarly, the Region's share of the Assisted client figure is much higher than its population share, and it increased from 2021-22.

There were across-the-board increases in the Assisted client number compared to 2021-22; the percentage increases were:

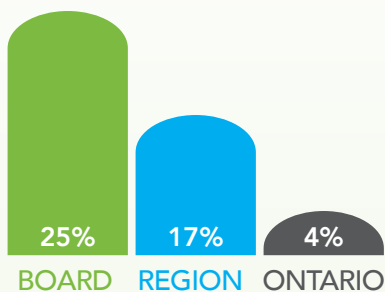


TABLE 2: ES Assisted Clients, Number and Percent of all Assisted Clients

	BOARD	REGION	ONTARIO
2022-23 ASSISTED CLIENTS			
Number	2,616	12,427	104,045
As % of Ontario	2.4%	11.9%	—
2021-22 ASSISTED CLIENTS			
Number	2,088	10,594	99,810
As % of Ontario	2.1%	10.6%	100%
2020-21 ASSISTED R&I CLIENTS (unadjusted)			
Number	2,002	9,850	117,296
2020-21 ASSISTED R&I CLIENTS (without SSMs)			
Number	2,225	9,850	96,592
CLIENT SHARE IN PREVIOUS YEARS			
2020-2021	1.9%	8.4%	—
2019-2020	1.9%	8.6%	—
2018-2019	1.7%	8.3%	—
2021 TOTAL POPULATION			
As % of Ontario	0.9%	5.6%	100%
(minus SSMs)	1.2%	7.1%	—

Population figures from StatCan 2021 Census.



COVID not only caused a significant increase in unemployment, but that increase affected various age groups in a different way.

Clients by Age Group

To illustrate this point, Table 3 shows the share of the total unemployed population in Ontario by age groups for the last seven years. Overall, the share by age group has stayed relatively steady, but in 2020 (the year COVID started), there was a slightly bigger increase experienced by youth aged 15-24 years old. In 2021, that completely reversed itself, with the youth share of the unemployed dropping, with those aged 45 years and older making up a slightly larger share. There were small changes in 2022: a slight increase in the proportion of unemployed who are youth, and a slight decline in the share of unemployment represented by those aged 45-64 years old.

TABLE 3: Share of Ontario unemployed population by age groups, 2016-2022

	2016	2017	2018	2019	2020	2021	2022
15-24 years	30%	29%	31%	31%	32%	27%	29%
25-44 years	37%	38%	39%	39%	38%	38%	39%
45-64 years	31%	30%	28%	27%	27%	30%	28%
over 65 years	2%	3%	3%	3%	3%	5%	4%

Statistics Canada, Labour Force Survey, Table 14-10-0327-01

TABLE 4: Distribution by age of ES Assisted clients

2022-23 ES ASSISTED	ASSISTED CLIENTS			2021 CENSUS UNEMPLOYED		
	BOARD	REGION	ONTARIO	BOARD	REGION	ONTARIO
15-24 years	19%	22%	19%	23%	25%	27%
25-44 years	47%	47%	52%	34%	35%	37%
45-64 years	32%	29%	27%	35%	33%	30%
over 65 years	3%	2%	2%	8%	7%	6%
2021-22 ES ASSISTED	ASSISTED CLIENTS					
	BOARD	REGION	ONTARIO			
15-24 years	22%	23%	20%			
25-44 years	44%	47%	52%			
45-64 years	31%	28%	27%			
over 65 years	3%	2%	2%			
2020-21 ES ASSISTED	ASSISTED CLIENTS					
	BOARD	REGION	ONTARIO			
15-24 years	24%	24%	19%			
25-44 years	44%	47%	53%			
45-64 years	30%	27%	27%			
over 65 years	2%	2%	2%			

Table 4 shows the share of Assisted clients by age group and compares it by geography and over several years. It also displays the percentage distribution of the unemployed by age for each of the Board, the Region and Ontario, making use of 2021 Census data, as another point of comparison.

Ontario figures first, one can see that youth are under-represented among Assisted clients compared to their share of the unemployed population (19%-20% of the Ontario client population in Table 4 compared to 29% of all unemployed in 2022 in Table 3), while there is a much higher proportion of 25-44 years old clients. Overall, the distribution of clients by age has not changed much at all over the last two years, even though there were some changes in the share of the unemployed by age. The Census data for the age distribution of the unemployed is very close to the 2021 data in Table 3.

At the Regional level, the share of youth has been larger than that found at the provincial level, although it has been dropping over the last five years. Yet, according to the Census data, youth make up a smaller share of the unemployed in Northern Ontario compared to the whole province. The share of 25-44 years old clients is consistently lower than the proportion at the provincial level. According to the Census data, a higher proportion of the unemployed in Northern Ontario are 45-64 years old and 65 years and older.

At the Board level, the share of youth Assisted clients has also dipped over the last three years, while every other age category has seen a small increase of the last two years. According to the 2021 Census, youth make up a smaller share of the unemployed in the Board area at 23%, while a disproportionately higher percentage of the unemployed are 45-64 years old and 65 years and older, compared to the provincial figures.

Designated Groups

The ES client data collects information on designated groups, for example: newcomers, racialized persons, persons with disabilities, and members of an Indigenous group. This information is self-reported.

Table 5 provides the data for the Board, Region and Ontario levels, and calculates the percentage of each group, based on the total number of clients. There is no way of knowing how many clients declined to self-identify.

TABLE 5: Distribution of designated groups among ES Assisted clients

Designated group	NUMBER 2022-23			PERCENTAGE 2022-23		
	BOARD	REGION	ONTARIO	BOARD	REGION	ONTARIO
Indigenous group	424	2,774	5,316	16.9%	22.3%	5.1%
Deaf	—	16	105	0.0%	0.1%	0.1%
Deaf/Blind	0	—	16	0.0%	0.0%	0.0%
Francophone	262	1,613	5,092	10.4%	13.0%	4.9%
Internationally Trained	124	1,127	26,308	4.9%	9.1%	25.3%
Newcomer	135	654	22,971	5.4%	5.3%	22.1%
Person w/disability	825	2,890	15,460	32.8%	23.3%	14.9%
Racialized	88	976	16,473	3.5%	7.9%	15.8%

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



The Board area has a much higher share of Assisted clients who identify as disabled (32.8%), more than double the provincial figure. In addition, the Board area has a much higher proportion of persons from an Indigenous group, although it is lower than the Northern Ontario proportion. There are also a high proportion of Francophones, more than double the provincial proportion, but once again lower than the share for the Region.

On the other hand, the Board area has a lower figure for those who are internationally trained professionals, for newcomers, and for racialized persons.

TABLE 6: Comparison of share of designated groups

2022-23 Designated group	ASSISTED CLIENTS			Share of unemployed (2021 Census)		
	BOARD	REGION	ONTARIO	BOARD	REGION	ONTARIO
Newcomer	5.4%	5.3%	22.1%	0.5%	0.9%	5.3%
Racialized	3.5%	7.9%	15.8%	3.2%	4.9%	41.1%
Indigenous group	16.9%	22.3%	5.1%	14.1%	19.6%	3.1%
Person w/ disability	32.8%	23.3%	14.9%	Not available	Not available	17.6% (2017)

2021-22 Designated group	ASSISTED CLIENTS		
	BOARD	REGION	ONTARIO
Newcomer	2.6%	3.2%	17.8%
Racialized	2.4%	8.0%	14.4%
Indigenous group	14.9%	22.3%	4.8%
Person w/ disability	32.2%	21.7%	13.4%

2020-21 Designated group	ASSISTED CLIENTS		
	BOARD	REGION	ONTARIO
Newcomer	2.7%	3.6%	20.4%
Racialized	1.9%	6.4%	12.5%
Indigenous group	12.5%	20.4%	3.8%
Person w/ disability	24.9%	17.6%	12.0%

Table 6 provides the comparisons with previous years, as well as comparisons to the actual share of the unemployed by these different designated populations. To do so, we can rely on the 2021 Census, focusing on three categories: newcomers, racialized and a member of an Indigenous group; this data is available for all three areas. For persons with a disability, we have had to make use of the Statistics Canada Survey on Disability, which was carried out in 2017 (the granular data from the 2022 survey has not yet been released by StatCan).

In the case of newcomers, their share of Assisted clients had generally been increasing each year at the Board, Region and Ontario levels, although the proportions dipped slightly in 2021-22. Newcomers are present among Assisted clients in a much higher proportion than their share of the unemployed at all three levels.

In the case of racialized persons, their share of the unemployed, at the provincial level it is very high (41.1%), but this is largely due to a much higher proportion of racialized persons in the Greater Toronto Area. Yet at the provincial level, the share of racialized persons among Assisted clients is very low (15.8%). This is a consequence of the self-reporting nature of this data – clients are less likely to identify themselves as racialized persons or members of a visible minority where they make up a significant proportion of the population, such as in the Greater Toronto area. This under-reporting in the GTA greatly affects the provincial figures. At the Board and Region levels, racialized persons make up a slightly higher proportion of Assisted clients than their share of the unemployed, and the proportion of Assisted clients who are racialized persons has been growing at the Board and Region level.

The local share of Assisted clients who are Indigenous persons has grown over the years at the Board, Region and provincial levels. In all areas, Indigenous persons make up a higher proportion of Assisted

clients than their share of the unemployed. Indigenous persons represent one in six Assisted clients at the Board level and almost one in four at the Region level.

With regards to disabled persons, we know from the Survey on Disability that disabled persons made up 17.6% of Ontario’s unemployed in 2017. At the Board level, their share of Assisted clients is much higher (at 32.8%, one in three), and also slightly higher at the Region level (at 23.3%, one in four), whereas the Assisted client figures for the province are lower (14.9%).



Outcomes at Exit

There has been very little change in the broad outcomes for Assisted clients between this year and last year, the most notable being a slight decline in those with an In Education/Training outcome (Table 7). The Board area has a higher proportion of those with an Employed outcome, compared to the Region and the province, as was the case last year.

TABLE 7: Percentage figures for ES Assisted client outcomes at exit, Board, Region and Ontario

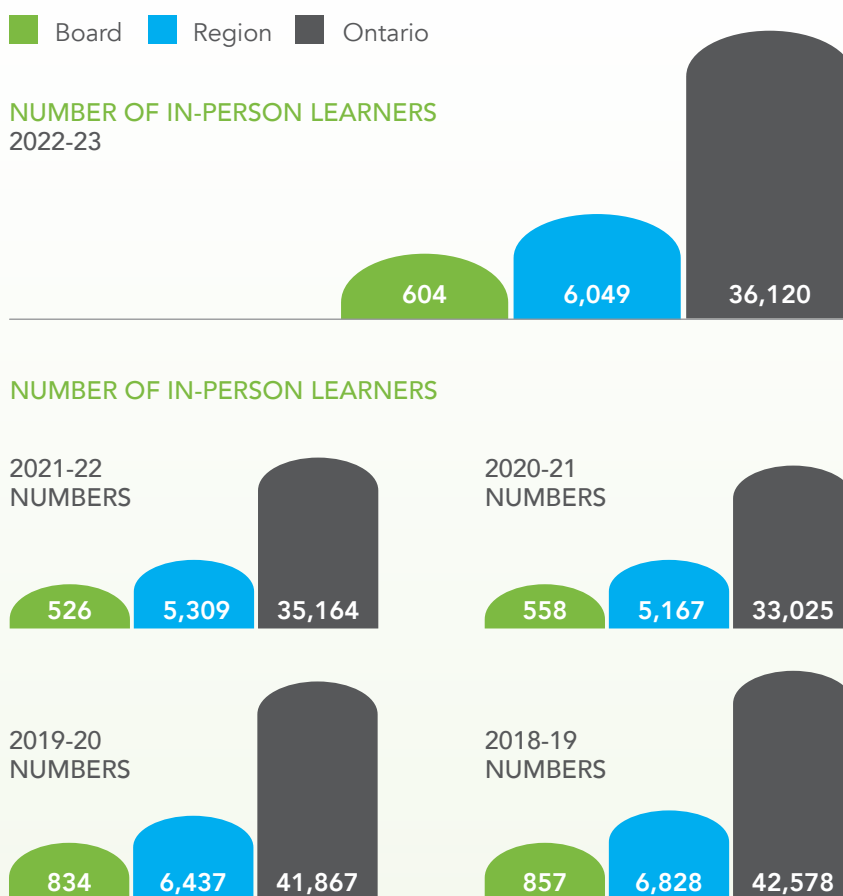
	2021-22 ES CLIENTS			2022-23 ES CLIENTS		
	BOARD	REGION	ONTARIO	BOARD	REGION	ONTARIO
Employed	74%	71%	68%	73%	71%	69%
Education/Training	9%	11%	13%	11%	13%	14%
Other	4%	4%	4%	3%	3%	4%
Unemployed	5%	5%	6%	4%	5%	6%
Unknown	9%	9%	8%	9%	8%	8%

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

Literacy and Basic Skills

Table 8 presents the overall client numbers for Literacy and Basic Skills and makes some comparisons to figures from previous years. In 2020-21, the number of in-person learners declined in all three areas, almost entirely because of a decline in the number of new in-person learners. In 2021-22, this number declined a little further at the Board level but rebounded somewhat at the Region and provincial levels. The number of new in-person learners did increase across all three areas. In 2022-23, there were increases at all three levels in the number of new learners, an increase of 42% at the Board level, 31% at the Region level and 9% provincially.

TABLE 8: Number of Literacy and Basic Skills Learners (New In-Person + Carry-Over In-Person)



However, despite these increases in new in-person learners the last two years, the number of in-person learners (new and carry-over) at the Board, Region and provincial levels is still lower than what it had been before COVID.

The Board's share of all In-Person Learners in the province has dropped slightly, now at 1.7%, when in 2018-19 and 2019-20, it was at 2.0%. Nevertheless, it is still higher than the local area's share of the provincial population (0.9%). The Region's share has jumped to 16.7%, much higher than the Region's share of the provincial population (5.6%).



Overall, the number of Better Jobs Ontario clients has dropped quite sharply; compared to the number of clients in 2015-16, the current enrolment rate is a fraction of what it had been.

Better Jobs Ontario

The Board area enlisted 35 individuals into the Better Jobs Ontario program last year, a considerable decline from last year's 53, which was in the range of enrolments for several years after 2016-17 (Table 9). The local share of all Better Jobs Ontario clients had stayed close to 1.5% for several years as well, but this year that share dropped to 1.1%, just slightly higher than the local share of the provincial population (0.9%). At the Region level, the share of all Better Jobs Ontario clients has also been dropping, from between 11% and 14%, to 9.0% this year. Still, that figure is higher than the Region's share of the province's population (5.6%).

TABLE 9: Better Jobs Ontario client numbers

	BOARD	REGION	ONTARIO
2022-23	35	276	3,064
2021-22	53	360	3,777
2020-21	47	371	3,110
2019-20	50	461	3,314
2018-19	59	460	3,834
2017-18	56	661	5,379
2016-17	103	922	7,158
2015-16	88	1,005	8,626

At the local level, this year's enrolment represents 40% of 2015-16's client number; the Region level is at 28%, and provincially the comparison is 36%. The low number of Better Jobs Ontario clients at the Board level means that as the client data gets dissected for analysis, there will be far more results where the data is suppressed.

Apprenticeship

The number of new apprentice registrations for the last eight years are listed in Table 10. COVID clearly had an impact on the number of new registrations across all three areas in 2020-21. These numbers recovered somewhat in 2021-22, and in 2022-23 they recovered some more; compared to 2021-22, the percentage growth was 12% at the Board level, 15% at the Region level and 23% at the provincial level. But the registration figures for 2022-23 do not surpass the highest number for registrations since 2014-15 for any of the three areas, although the figures are now close: the 235 registrations locally make up 87% of the high-level mark set in 2014-15; at the Region level, the 1,970 is 83% what the figure was in 2014-15; while the provincial number of 27,178 is 98% of the high set in 2018-19.



TABLE 10: Number of new apprenticeship registrations, 2014-15 to 2022-23

	BOARD	REGION	ONTARIO
NUMBER OF NEW REGISTRATIONS			
2022-2023	235	1,970	27,178
2021-2022	209	1,708	22,056
2020-2021	143	1,264	16,730
2019-2020	236	2,065	26,771
2018-2019	243	2,104	27,821
2017-2018	240	1,924	24,991
2016-2017	257	1,968	24,890
2015-2016	214	2,192	25,793
2014-2015	271	2,361	26,018

The following tables show more detailed demographic data for the Apprenticeship program. More than 95% of participants are youth (15-24 years old) or young adults (25-44 years old), across all three levels (Table 11). Compared to last year, the proportion of youth aged 15-24 years old decreased somewhat at all levels.

TABLE 11: Distribution by age of apprenticeship

	2022-23			2021-22		
	BOARD	REGION	ONTARIO	BOARD	REGION	ONTARIO
15-24 years	49%	54%	50%	52%	58%	51%
25-44 years	46%	43%	46%	45%	40%	46%
45-64 years	—	3%	4%	—	2%	4%
over 65 years	0%	0%	0%	0%	0%	0%

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

Table 12 shows several other figures in terms of their share of all provincial numbers for each category and how that share has compared over time.

- In 2022-23, new registrations at the local and Region levels were roughly in line with historic values, with the local area accounting for 0.9% of the provincial totals (equal to the local area representing 0.9% of the provincial population) and the Northern Region accounting for 7.2% of provincial new registrations, when the Northern Region represents 5.6% of the provincial population.
- The Region proportions are, however, lower than they were in 2015-16 and 2014-15.
- The proportion of all active apprenticeships at the local and Region levels have also been fairly consistent in terms of each area's share of the provincial numbers.
- The number of active apprentices has been climbing over the years: compared to 2018-19, the number of active apprentices at the Board in 2022-23 was 12%, at the Region level it was 28%, and at the provincial level it was 26% higher.
- In terms of Number of CofAs issued, at the local level over the last five years the number has stayed within the same range (between 64 and 70); at the Region the number has been dropping; whereas at the provincial level, it has continued to grow.

TABLE 12: New registrations and active apprenticeships

	BOARD	REGION	ONTARIO
NUMBER OF NEW REGISTRATIONS			
2022-2023	235	1,970	27,178
As % of Ontario: 2022-23	0.9%	7.2%	—
As % of Ontario: 2021-22	0.9%	7.7%	—
As % of Ontario: 2020-21	0.9%	7.6%	—
As % of Ontario: 2019-20	0.9%	7.7%	—
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%	—
NUMBER OF ACTIVE APPRENTICES			
2022-2023	694	6,736	89,482
2021-2022	668	6,298	84,937
2020-2021	635	5,819	78,733
2019-2020	614	5,462	73,924
2018-2019	620	5,254	71,279
NUMBER OF CofAs ISSUED			
2022-2023	66	583	9,564
2021-2022	65	629	8,120
2020-2021	64	420	5,877
2019-2020	67	680	8,892
2018-2019	70	750	9,878
POPULATION			
As % of Ontario	0.9%	5.6%	100%



TABLE 13: Top 10 trades for new registrations, 2022-2023

RANK	BOARD		REGION		ONTARIO	
	TRADE	NUMBER	TRADE	NUMBER	TRADE	NUMBER
1	Electrician - Construction and Maintenance	59	Electrician - Construction and Maintenance	291	Electrician - Construction and Maintenance	5,514
2	Automotive Service Technician	28	Heavy Duty Equipment Technician	199	Automotive Service Technician	2,984
3	General Carpenter	21	Industrial Mechanic Millwright	174	Plumber	2,218
4	Truck and Coach Technician	19	General Carpenter	173	General Carpenter	2,145
5	Plumber	18	Truck and Coach Technician	167	Industrial Mechanic Millwright	1,613
6	Hairstylist	13	Automotive Service Technician	167	Truck and Coach Technician	1,442
7	Railway Car Technician	13	Plumber	97	Hairstylist	1,352
8	—	—	Industrial Electrician	69	Refrigeration and Air Conditioning Systems Mechanic	817
9	—	—	Powerline Technician	67	Sheet Metal Worker	705
10	—	—	Hairstylist Welder	62	Child Development Practitioner	597

Canada Ontario Job Grant (COJG) – Employer

The employers that made use of the COJG are mostly smaller firms with less than 50 employees (Table 14). This year, at the local level, 100% of the firms had less than 50 employees, while at the Region level that figure was 77%, and for the province it was 74%. The number of employers dropped significantly because of COVID (2020-21); at the local and Region levels, that number has rebounded, but at the provincial level, the number is at the same level it was in 2020-21, even though it had risen in 2021-22.

TABLE 14: Canada Ontario Job Grant – Employers, 2022-2023

	2022-23		
	BOARD	REGION	ONTARIO
# of employers, 2022-23	30	218	2,468
# of employers, 2021-22	30	198	2,837
# of employers, 2020-21	17	186	2,456
# of employers, 2019-20	19	208	3,232
Percent in Under 25 Stream	100%	100%	100%
Percent in Over 25 Stream	0%	0%	0%



TABLE 15: Canada Ontario Job Grant – Training provider type, 2022-2023

	2022-23		
	BOARD	REGION	ONTARIO
Private Trainer	57%	57%	54%
Product Vendor	—	—	4%
Public College	—	16%	8%
Registered Private Career College	—	21%	28%
School Board	0%	0%	—
Union Based Training Centre	0%	—	1%
University	0%	—	4%
Unknown	0%	0%	—

In terms of the training provided, by far most of the training is provided by private trainers, followed more distantly by registered private career colleges (Table 15). There is a limited amount of training provided by public community colleges, slightly more at the Region level. These proportions are much the same as they were the previous two years.

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

Canada Ontario Job Grant – Participant

The number of COJG participants has not recovered from the drop experienced when COVID struck (2020-21); in truth, participant numbers had already been falling before COVID (Table 16). The 2022-23 number of participants at all three levels are less than half what they were in 2018-19. The local share of COJG participants across the province (0.8%) has actually increased over time, while at the Region level it has generally stayed within the same percentage range.

TABLE 16: Number of COJG participants, 2022-2023

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

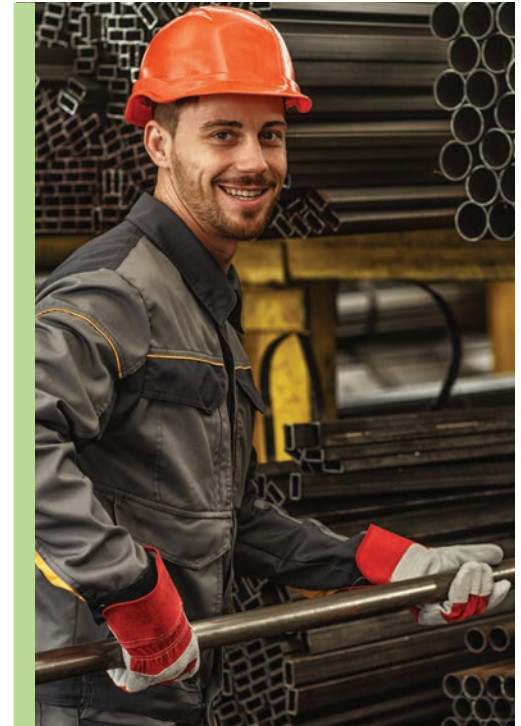


TABLE 17: Distribution by age of COJG participants, 2022-2023

	BOARD	REGION	ONTARIO
15-24 years	33%	19%	13%
25-44 years	47%	59%	59%
45-64 years	—	20%	26%
over 65 years	0%	—	1%
Unknown	0%	0%	0%

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

As Table 17 shows, most of the clients (47% to 59%) are younger adults (25-44 years old). The second largest age group at the local level is youth aged 15-24 years old, while at the Region and provincial levels, it is older adults (45-64 years old).

Youth Job Connection (YJC)

The following tables show the number of Youth Job Connection participants, and their breakdown by age and gender. The number of participants increased at the local, Region and provincial levels last year, however, in all three areas the numbers have not returned to the pre-COVID figures (Table 18). At both the local and Region levels, the share of the total provincial YJC numbers have gone up from previous years and are higher than those areas' shares of the provincial population, as well as higher than their share of the EO Assisted client numbers.

TABLE 18: Number of YJC participants, 2022-2023

	BOARD	REGION	ONTARIO
YJC PARTICIPANTS			
Number, 2022-23	205	1,027	7,247
Number, 2021-22	184	867	7,097
Number, 2020-21	119	634	7,428
Number, 2019-20	266	1,249	12,063
Number, 2018-19	282	1,264	12,024
As % of Ontario, 2022-23	2.8%	14.2%	—
As % of Ontario, 2021-22	2.6%	12.2%	—
As % of Ontario, 2020-21	1.6%	8.5%	—
As % of Ontario, 2019-20	2.2%	10.4%	—
As % of Ontario, 2018-19	2.3%	10.5%	—
YJC SUMMER PARTICIPANTS			
Number, 2022-23	109	576	3,934
Number, 2021-22	99	497	4,010
Number, 2020-21	84	495	4,815
Number, 2019-20	117	590	5,738
As % of Ontario, 2022-23	2.8%	14.6%	—
As % of Ontario, 2021-22	2.5%	12.4%	—
As % of Ontario: 2020-21	2.2%	10.3%	—
As % of Ontario: 2019-20	2.0%	10.3%	—
EO ASSISTED CLIENTS			
As % of Ontario	2.4%	11.9%	—
2016 TOTAL ONTARIO POPULATION			
As % of Ontario	0.9%	5.6%	—

The figures for the Youth Job Connection Summer program are included as well: at the local and Region levels, the number increased, while at the province it declined. In all three areas, the numbers are still below the pre-COVID figures (2019-20), although the figures for the local and Region levels are much closer than the provincial numbers.





At the region and provincial levels, around three-quarters or more of the clients are between the ages of 15 and 24, with almost all the rest in the 25-44 years old bracket (Table 19).

TABLE 19: Distribution by age of YJC participants, 2022-2023

	BOARD	REGION	ONTARIO
15-24 years	85%	74%	78%
25-44 years	15%	21%	21%
45-64 years	0%	4%	1%
over 65 years	0%	0%	0%



2024 ACTION PLAN

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

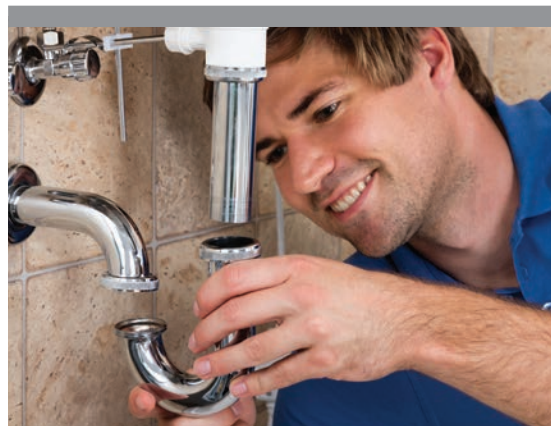
Goal: To increase small business capacity during unprecedented labour market challenges, emphasis should be placed on increasing awareness and uptake on the programs and services that are available to assist their business and increased hiring needs.


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 can affect the long-term sustainability of their workforce.

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

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



REQUIRED ACTION	POTENTIAL PARTNERS	EXPECTED OUTCOMES	TIMELINE
President's Series Luncheon's	Chambers of Commerce, Employment Service Agencies, Economic Development offices	Invite local Presidents of various agencies and businesses to speak candidly on their corporation's best practices and how they have navigated change, overcome diversity and continue to plan and pivot for success during the current economic climate. This sector specific approach will focus on key and specific issues and challenges facing new and emerging industries.	SHORT TERM
Employer Education and Awareness	Economic Development, Chambers of Commerce, Local Immigration Partnership	With the increase of International students and newcomers to our community through the Rural Northern Immigration Pilot Project (RNIP), many programs and services have been developed for employers. Workshops, webinars and luncheons will be offered throughout the region to showcase how and where to seek services as it pertains to providing inclusive and welcoming workplaces.	MEDIUM TERM
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. UPDATE: HR firm worked with over 30 businesses to assist with their specific HR related needs. Findings will be released in 2024.	 COMPLETE

THEME TWO: Supply and Demand

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



Why is this important to the community?

If members of the community are aware of the workforce opportunities available, there will be

more opportunities to remain in, and attract new individuals to fill local jobs.

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

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

REQUIRED ACTION	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. UPDATE: A series of 'how to' videos were developed to showcase the suite of tools offered on the platform.	 COMPLETE
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. UPDATE: Several presentations were conducted to various groups throughout the Nipissing and Sudbury districts highlighting the results of the research study.	 COMPLETE
Partner with community agencies to ensure newcomers, both through the rural Northern Immigration Partnership (RNIP) as well as international students are received through a welcoming community program.	Employment Service Providers, Post-secondary institutions, Local Immigration Partnership, Chamber of Commerce	Develop a welcoming community program that allows businesses and agencies to work through modules that pertain to diversity, inclusiveness and sustainability. UPDATE: DAWN (Diversity at Work Nipissing) has been implemented by YES Employment. Employers continue to register for workshops that will offer them gold, silver or bronze status.	ON GOING
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.	ON GOING

THEME THREE: Awareness of local labour market information

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

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

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

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

REQUIRED ACTION	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. UPDATE: Many LMI products have been updated and posted to the LMG website as a tool and resource. More products will be released in the upcoming fiscal.	ON GOING
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. UPDATE: Various new reporting mechanisms have been researched and explored. The job portal Ready Set Hired will begin to undergo many upgrades over the next fiscal year in order to be a more effective labour market tool for our region.	ON GOING
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. UPDATE: This product continues to be researched and developed and is expected to be launched in Q2 of 2024.	MEDIUM TERM
Develop a social media series that highlights key pieces of labour market information ongoing throughout the year.	Municipalities, Economic Development organizations, Employment Service Providers	A new social media presence will be implemented this fiscal. By providing short, digestible LMI that is available via social media feed, it is hoped that further awareness and availability of labour market information will be more informative for users. Hosting a segment on local television will also continue to highlight local LMI. UPDATE: LMG is currently working with a social media developer to create content and suitable reels for social media users.	LONG TERM



The Labour Market Group
Guiding partners to workforce solutions.



www.thelabourmarketgroup.ca



April, 11 2024

In This Issue

- 2024 is an AMO Board election year!
- Application for the PJ Marshall Awards is open.
- Consultation on Rural Economic Development Strategy.
- Nominations open for Lieutenant Governor's Award.
- Housing-Enabling Water Systems Fund.
- Survey: Asset Management Quality Assurance Review.
- Consultation: 2025 National Construction Codes.
- Disability Inclusion Virtual Workshop.
- Land Use Planning - Foundations and Deeper Dive workshops.
- Anti-Semitism and Anti-Islamophobia: Spring workshops.
- Councillor Training - Refresh and refine your leadership, May workshop.
- Advanced Councillor Training Series to revitalize your leadership.
- Municipal Codes of Conduct Workshop: Essential to Good Governance.
- Understanding Competing Human Rights - Upcoming workshop.
- OSUM 2024: Join provincial leaders at OSUM.
- Demystifying Digital Access: Small Changes that Make a Big Impact.
- Canoe Spring webinar series on now.
- Upcoming webinar: Measurement and Verification for Energy.
- Municipal Energy Reporting Consulting Service: Limited time only.
- Elliot Lake awarded Kraft Hockeyville 2024!
- Survey: National Climate Project.
- Registration open for Basic Income Forum.
- Call for delegates to SIESLR Conference.
- Invasive Species Action Fund.
- Future of Aging Summit - May 15-17.
- Matrix Cares Affordable Housing Summit.
- Careers: Brampton, Peterborough and Simcoe County.

AMO Matters

Elections for positions to the AMO Board of Directors will occur at the AMO Annual Conference, hosted by the City of Ottawa in August 2024. [Click here](#) for answers to some frequently asked questions if you are considering running.

The Peter J. Marshall Municipal Innovation Award celebrates municipal governments in Ontario that implement new and innovative ways to make public services, facilities, and infrastructure better for Ontarians. View [full details here](#).

Provincial Matters

The province is conducting a [survey](#) to inform the creation of a Rural Economic Development Strategy. Share your ideas on how the province can support rural communities plan for economic success.

Nominations are open for the Lieutenant Governor's Medal of Distinction in Public Administration,

Ontario's highest honour for public service. [Nominate someone](#) from your municipality by April 30.

Applications to the Ministry of Infrastructure's Housing-Enabling Water Systems Fund [are open](#) until April 19, 2024. Review the program and application guidelines online.

On behalf of the Ministry of Infrastructure, Optimus SBR sent a survey to municipalities on March 26. It closes April 23, 2024. Complete it to provide the province feedback on its asset management requirements and supports.

Federal Matters

The Canadian Board for Harmonized Construction Codes is [consulting on proposed changes](#) for the 2025 national codes. Feedback collected will also serve as [consultation for Ontario's 2026/27 Building Code](#). Submissions due April 14.

Education Opportunities

AMO Education has partnered with the Abilities Centre to deliver a workshop designed to enhance elected official understanding and approach to inclusion. Register for this important [Disability Inclusion June 5 workshop](#).

AMO's is offering two education opportunities focused on planning issues and strategies: [April 17 Foundations in Planning workshop](#) builds foundational knowledge and insight into planning legislation and municipal roles and responsibilities. Our [April 18 Advanced Land Use Planning workshop](#) includes analysis of case studies and lessons learned to build your strategic management and decision making on local planning matters.

Don't miss this time limited opportunity: register for the [May 7 antisemitism workshop](#) and the [May 15 anti-islamophobia workshop](#). These important workshops provide you invaluable insight on the historical and contemporary roots of antisemitism and anti-islamophobia, how to address these and how to build relationships and allyships.

The Councillor Training interactive workshop delves into the key areas of your responsibility as an elected official in a forum where you can ask questions that you can't always raise locally. Register for the [May 14 Councillor Training workshop](#) today.

As an elected municipal official we know the pressure you deal with is real and we are here to support you. AMO has developed [Advanced Councillor Training](#) in 3 sessions focused on core elements of leadership. Register for the [May 8 Session 1 workshop](#), [May 29 Session 2 workshop](#), and the [October 2 Session 3 workshop](#).

As AMO and municipalities await provincial direction, your Association has developed a course that helps and guides municipal leaders in the development, communication, adherence, and issues management of codes of conducts. [Register for the April 25 Code of Conduct workshop](#) today.

AMO and Hicks Morley have developed training to support municipal elected officials and council in understanding their obligations related to human rights and understanding how to manage seemingly competing human rights. Register for this important [Competing Rights May 23 workshop](#).

This year's OSUM Conference will include remarks from provincial leaders; Marit Stiles, Bonnie Crombie, and Mike Schreiner. [View the full program](#) and [register today](#).

LAS

Join our Barrier-free Website Builder Program partner on April 15 for an [accessibility webinar](#) with a panel of experts.

Canoe's [spring webinar series](#) continues this spring. Do your local suppliers contact you wondering how they can get on Canoe's vendor list? On May 2 at 11am, Tony DeSciscio explains on how suppliers are selected and the benefits of Canoe Procurement to the private sector. [Register here to attend](#).

'You can't manage what you can't measure'. Measurement & Verification is the missing link that plays a crucial role in energy projects. Join SaveONenergy with us on April 18 at 2:30pm to explore how to monitor and assess your project outcomes. [Register here today](#).

With the July 1, 2024 Energy Reporting deadline less than 3 months away, the focus is on 5-year Conservation Plans. LAS is here to help with a limited time energy consulting service. Don't wait til the last minute - [contact us](#) to get started before it's too late.

Municipal Wire*

Congratulations to Elliot Lake! Crowned [2024 Kraft Hockeyville](#), Elliot Lake will receive the opportunity to host an NHL® Pre-Season game and \$250,000 for upgrades to Centennial Arena.

Are you from a small or medium-sized municipality with perspectives on local climate initiatives? If yes, share your thoughts here [EN](#) | [FR](#) by April 15. Insights inform supports for carbon resilience.

Registrations for Canada's inaugural Basic Income Guarantee Forum are open. [BIG 2024](#) takes place from May 23-26 at the University of Ottawa. Elected officials and staff are encouraged to attend.

Explore economic trends impacting Canada and the world at the [Summer Institute on Economic Security and Local Resilience](#) (SIESLR) conference on July 18-19, 2024 in Orillia. Register by June 1.

The Invasive Species Centre with support from Ontario's Ministry of Natural Resources and Forestry opens the [Invasive Species Action Fund](#) intake. The fund assists municipalities in combating priority species. Apply by April 18.

The Future of Aging Summit in Toronto from May 15-17, will bring together policymakers and others focused on building age-friendly societies. See the speaker lineup and register at [agingsummit.ca](#).

Join the [Affordable Housing Summit & Skilled Trades Fair](#) from May 23-26 with over 10,000 policymakers, prospective housing project owners and the off-site modular industry to accelerate actionable, affordable housing projects.

Careers

[Coordinator, Financial - Zero Emission Mobility - City of Brampton](#). Closing date: April 21, 2024.

[Manager, Public Works Operations \(Forestry and Sanitation\) - City of Peterborough](#). Closing date: April 26, 2024 at 12:00 pm.

[Manager, People & Inclusivity - County of Simcoe](#). Closing date: April 20, 2024.

[Engineering Technician II - County of Simcoe](#). Closing date: April 14, 2024.

About AMO

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strong and effective municipal government in Ontario and promotes the value of municipal government as a vital and essential component of Ontario's and Canada's political system. Follow [@AMOPolicy](#) on Twitter!

AMO Contacts

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[Conferences/Events](#)

[Policy and Funding Programs](#)

[LAS Local Authority Services](#)

[MEPCO Municipal Employer Pension Centre of Ontario](#)

[ONE Investment](#)

[Media Inquiries](#)

[Municipal Wire, Career/Employment and Council Resolution Distributions](#)



AMO Watchfile



April, 18 2024

In This Issue

- 2024 is an AMO Board election year!
- Media responses to M3RC waste advocacy.
- Circular Materials' response to blue box advocacy.
- Nominate your Local Senior of the Year.
- Inclusive Community Grants Program applications due.
- IPC Transparency Challenge.
- Consultation on Rural Economic Development Strategy.
- Nominations open for Lieutenant Governor's Award.
- Housing-Enabling Water Systems Fund.
- Survey: Asset Management Quality Assurance Review.
- ERO posting: Development Charges.
- ERO posting: Land Use Planning matters under Bill 185.
- ERO posting: Newspaper Notice Requirements.
- ERO posting: Removing Barriers for Additional Residential Units.
- ERO posting: Municipal Planning Data Reporting Regulation.
- ERO posting: Streamlining Pipeline Relocation to support Transit.
- Technical session - CMHC Housing Design Catalogue.
- Disability Inclusion Virtual Workshop.
- Land Use Planning - Foundations and Deeper Dive workshops.
- Anti-Semitism and Anti-Islamophobia: Spring workshops.
- Councillor Training - Refresh and refine your leadership, May workshop.
- Advanced Councillor Training Series to revitalize your leadership.
- Municipal Codes of Conduct Workshop: Essential to Good Governance.
- Understanding Competing Human Rights - Upcoming workshop.
- OSUM Conference study tours.
- Blog: eScribe's 2024 "State of the Clerk's Office" survey report.
- Canoe Spring webinar series continue.
- Road & Sidewalk Assessments booking now.
- Registration open for Basic Income Forum.
- Call for delegates to SIESLR Conference.
- Future of Aging Summit - May 15-17.
- Careers.

AMO Matters

Elections for positions to the AMO Board of Directors will occur at the AMO Annual Conference, hosted by the City of Ottawa in August 2024. [Click here](#) for answers to some frequently asked questions if you are considering running.

AMO's advocacy via the Municipal Resource, Recovery and Research Collaboration (M3RC) gained media attention. [A CBC article](#) quoted AMO on extended producer responsibility, while The Narwhal wrote a piece on Ontario landfills [citing AMO's research](#).

Provincial Matters

Circular Materials (CM) replied to a [letter from municipal governments](#) on CM blue box advocacy. [CM's response](#) remains vague on the details of the changes they are seeking and on the details on how the changes will reduce costs.

Municipalities are invited to submit a nomination for the [2024 Ontario Senior of the Year Award](#) by April 30.

[Inclusive Community Grants](#) funds projects that help local governments, not-for-profits, and Indigenous communities develop and implement local age-friendly community plans. Applications are due by May 22.

Show and tell us how your transparency project or program is modern and innovative, improves government transparency creatively, and has a solid positive impact for Ontarians. [Submissions](#) due May 31.

The province is conducting a [survey](#) to inform the creation of a Rural Economic Development Strategy. Share your ideas on how the province can support rural communities plan for economic success.

Nominations are open for the Lieutenant Governor's Medal of Distinction in Public Administration, Ontario's highest honour for public service. [Nominate someone](#) from your municipality by April 30.

Applications to the Ministry of Infrastructure's Housing-Enabling Water Systems Fund [are open](#) until April 19, 2024. Review the program and application guidelines online.

On behalf of the Ministry of Infrastructure, Optimus SBR sent a survey to municipalities on March 26. It closes April 23, 2024. Complete it to provide the province feedback on its asset management requirements and supports.

The Ministry of Municipal Affairs and Housing is seeking feedback on proposed changes to repeal the five-year DC phase in and reinstate certain costs as eligible for DCs. [Comments are open](#) until May 10, 2024.

The province has posted land use planning changes to be made under Bill 185, *Cutting Red Tape to Build More Homes Act* for [comment](#) until May 10, 2024.

The Ministry of Municipal Affairs and Housing is proposing to allow digital publication of public notices for certain land use and development charge by-laws where local newspapers are not available. [Comments are open](#) until May 10, 2024.

The Ministry of Municipal Affairs and Housing is seeking input on barriers to the development of additional residential units. [Comments are open](#) until May 10, 2024.

The Ministry of Municipal Affairs and Housing is proposing expanding the list of municipalities required to report municipal planning data, and to enhance the quality of the data provided. [Comments are open](#) until May 10, 2024.

The Ministry of Energy is proposing exempt energy infrastructure relocation from seeking leave to construct if the relocation supports priority transit. [Comments are open](#) until May 11, 2024.

Federal Matters

AMO and CMHC are hosting a technical session on April 30 to provide information and gather feedback from municipalities on a standard housing design catalogue. [Register over Zoom](#).

Education Opportunities

AMO Education has partnered with the Abilities Centre to deliver a workshop designed to enhance elected official understanding and approach to inclusion. Register for this important [Disability Inclusion June 5 workshop](#).

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AMO and Hicks Morley have developed training to support municipal elected officials and council in understanding their obligations related to human rights and understanding how to manage seemingly competing human rights. Register for this important [Competing Rights May 23 workshop](#).

[Register today](#) for OSUM 2024 Conference study tours hosted by the City of Orillia. Gain firsthand insight into the City of Orillia's local initiatives.

LAS

Our Electronic Meeting Management and Livestreaming Service partner conducted a survey that garnered over 500 responses from city/municipal clerks. [Read the results](#) in our latest blog.

Canoe's [spring webinar series](#) continues this spring. Do your local suppliers contact you wondering how they can get on Canoe's vendor list? On May 2 at 11am, Tony DeSciscio explains on how suppliers are selected and the benefits of Canoe Procurement to the private sector. [Register here to attend](#).

Is a road or sidewalk survey part of your Summer 2024 plans? [Contact Tanner](#) for a no-obligation quote through the [LAS Road & Sidewalk Assessment Service](#). Better data helps you make better decisions for your infrastructure.

Municipal Wire*

Registrations for Canada's inaugural Basic Income Guarantee Forum are open. [BIG 2024](#) takes place from May 23-26 at the University of Ottawa. Elected officials and staff are encouraged to attend.

Explore economic trends impacting Canada and the world at the [Summer Institute on Economic Security and Local Resilience](#) (SIESLR) conference on July 18-19, 2024 in Orillia. Register by June 1.

The Future of Aging Summit in Toronto from May 15-17, will bring together policymakers and others focused on building age-friendly societies. See the speaker lineup and register at [agingsummit.ca](#).

Careers

[Supervisor-Facilities Management - Peel Regional Police](#). Closing Date: April 25, 2024.

[Administrator - County of Simcoe](#). Closing Date: April 27, 2024.

[Director of Planning and Development - Town of Petawawa](#). Closing Date: April 26, 2024.

[Corporate Project Manager - County of Hastings](#). Closing Date: May 12, 2024.

[Director of Infrastructure Services & Town Engineer - Town of Erin](#). Closing Date: April 23, 2024.

[Manager, Works Operations - Town of Oakville](#). Closing Date: May 3, 2024.

[Director, Communications and Customer Experience - Town of Oakville](#). Closing Date: May 15, 2024.

[Chief Administrative Officer - Municipality of West Grey](#). Closing Date: May 14, 2024.

[Director of Operations and Human Resources - Municipality of Casselman](#). Closing Date: May 1, 2024.

About AMO

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Wednesday, April 10, 2024

Matthew Pearson
Chair
Ausable Bayfield Maitland Valley Source Protection Committee
71108 Morrison Line
RR3, Exeter Ontario
N0M 1S5

SENT VIA EMAIL: mpearson@bmross.net

RE: Recommended Phase-Out of Free Well Water Testing in the 2023 Auditor General's Report

Dear M. Pearson,

Please be advised of the following motion passed at the Monday, March 18, 2024, Goderich Town Council Meeting:

Moved By: Councillor Segeren
Seconded By: Deputy Mayor Noel

That the Town of Goderich direct a letter to Minister Lisa Thompson requesting that the province not proceed with the recommended phase-out of free private well testing in Ontario;

And Further That area municipalities, the Minister of Environment Conservation and Parks, the Minister of Health and Long-Term Care, other Source Protection Committees, and local health units be forwarded the letter and asked for their support.

CARRIED

If you have any questions, please do not hesitate to contact me at 519-524-8344 ext. 210 or afisher@goderich.ca.

Yours truly,

A handwritten signature in cursive script that reads "Andrea Fisher".

Andrea Fisher
Director of Legislative Services/Clerk
/ar

cc. Premier Doug Ford premier@ontario.ca
Hon. Paul Calandra Paul.Calandra@pc.ola.org

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MPP Lisa Thompson, Huron–Bruce lisa.thompsonco@pc.ola.org
MPP Andrea Khanjin, Minister of Environment Conservation and Parks
andrea.khanjin@pc.ola.org
MPP Stan Cho, Minister of Long-Term Care Stan.Cho@pc.ola.org
Ontario Municipalities



April 16, 2024

Conservation Authorities and
Natural Hazards Section
Ministry of Natural Resources and
Forestry – RPDPB
By E-mail: ca.office@ontario.ca

Matthew Rae
MPP for Perth-Wellington
By E-mail: matthew.rae@pc.ola.org

RE: Conservation Authorities Act

Please note that in response to the attached Ministry of Natural Resources and Forestry's proposal "Regulation detailing new Minister's Permit and Review powers under the Conservation Authorities Act" on April 5, 2024, Council of the Municipality of West Perth at its Regular Council Meeting held on April 15, 2024, passed the following resolution:

RESOLUTION: 122/24

Moved By: Councillor Trentowsky

Seconded by: Councillor Duck

CARRIED

"That the Council for the Municipality of West Perth recommends to the province that any proposed changes contemplated by the province be put on hold until such time that the planning statement is finalized by the province and communicated to the municipalities and that this motion be circulated to the Association of Municipalities of Ontario (AMO) All Ontario Municipalities for support."

If you require further information, please do not hesitate to contact the Clerk's Department.



Daniel Hobson
Manager of Legislative Services/Clerk
Municipality of West Perth

cc: Matthew Rae, MPP for Perth-Wellington
Association of Municipalities of Ontario (AMO)
All Ontario Municipalities

Regulation detailing new Minister's Permit and Review powers under the Conservation Authorities Act.

ERO (Environmental Registry of Ontario) number	019-8320
Notice type	Regulation
Act	Conservation Authorities Act, R.S.O. 1990
Posted by	Ministry of Natural Resources and Forestry
Notice stage	Proposal
Proposal posted	April 5, 2024
Comment period	April 5, 2024 - May 6, 2024 (31 days) Open
Last updated	April 5, 2024

This consultation closes at 11:59 p.m.

on:

May 6, 2024

Proposal summary

We are proposing a regulation specifying the circumstances under which the Minister may issue an order to prevent a conservation authority from making a permitting decision and make the permitting decision in the place of a conservation authority or may undertake a review of a conservation authority permitting decision.

Proposal details

Conservation authorities regulate development and other activities through a permitting process under the *Conservation Authorities Act* for the purposes of natural hazard management and to protect people and property from natural hazards, such as flooding and erosion. Each conservation authority implements the permitting framework based on provincial legislation, regulatory

requirements, and technical standards, as well as conservation authority board-approved policies that outline how the conservation authority administers regulations locally.

Recently proclaimed provisions in the *Conservation Authorities Act* and associated regulations came into effect on April 1, 2024, including new powers for the Minister to 1) issue an order to prevent a conservation authority from issuing a permit and to take over the permitting process in the place of a conservation authority, and 2) review a conservation authority permit decision at the request of the applicant.

The Ministry is proposing a regulation which would set out the circumstances under which these powers could be used. If the regulation is approved, public guidance would be made available on the criteria and processes outlined in the regulation.

1. Permits issued by the Minister

Existing requirements under the *Conservation Authorities Act* regarding permits issued by the Minister under section 28.1.1 include:

- The Minister may issue an order directing a conservation authority not to issue a permit to a specific individual to engage in a specified activity, or to persons who may wish to engage in a certain type or class of activity, that would be prohibited under section 28 without a permit.
- The Minister's decision to issue an order is discretionary, and it may be issued either before or after an application for a permit has been submitted to the relevant conservation authority.
- Notice of any order must be provided to affected conservation authorities, any person who applied for the permit in question prior to the order and be posted on the Environmental Registry of Ontario (ERO (Environmental Registry of Ontario)) within 30-days.
- If an order made, the Minister has the power to issue a permit in place of the conservation authority. When making a permitting decision, the Minister is required to satisfy the same criteria concerning natural hazards and public safety that are considered by conservation authorities. This includes whether the activity is likely to affect the control of flooding, erosion, dynamic beaches or unstable soil or

bedrock. It also must consider whether the activity is likely to create conditions or circumstances that, in the event of a natural hazard, might jeopardize the health or safety of persons or result in the damage or destruction of property.

- The Minister may refuse the permit or issue a permit subject to such conditions as the Minister determines are appropriate.

Proposed additional requirements that would be set out in regulation include:

- The Minister may make an order to prevent a conservation authority from making a permitting decision and take over the permitting process only if the development activity or type or class of permits pertains to or supports a specified provincial interest, including:
 - Housing (community, affordable and market-based)
 - Community services (health, long-term care, education, recreation socio-cultural, security and safety, environment)
 - Transportation infrastructure
 - Buildings that facilitate economic development or employment
 - Mixed use developments
- If a proponent wishes to petition the Minister to issue an order, the proponent must submit a request to the Minister that would include information on:
 - Overview of proposed development.
 - Why the Minister's involvement is requested (e.g., development of provincial interest, timing/urgency; permitting process to date if applicable; other barriers) and preferable to the standard process in the *Conservation Authorities Act*.
 - Indication of whether the local municipality has endorsed the project and the request for Minister's involvement (e.g., by municipal letter or resolution).
 - Status of other required project approvals including the extent of any engagement with the conservation authority in the permitting process that the applicant has had to date.

2. Permits reviewed by the Minister

Existing requirements under the *Conservation Authorities Act* relating to requests for review under section 28.1.2 regarding permits where there is an order made by the Minister of Municipal Affairs and Housing under section 34.1 or 47 of the *Planning Act* and section 28.1 regarding all other conservation authority permits include:

- An applicant who has been refused a permit or had conditions attached to a permit by a conservation authority to which the applicant objects can, within 15-days of receiving reasons for the authority's decision, submit a request to the Minister for the Minister to review the authority's decision. Alternatively, an applicant also has the option to appeal the authority's decision to the Ontario Land Tribunal.
- After receiving a request, the Minister has 30-days in which to decide whether or not they intend to conduct a review. If the Minister decides to conduct the review, a notice shall be posted on the ERO (Environmental Registry of Ontario) within 30-days of a reply indicating the Minister intends to review the decision by the authority. If the Minister does not reply within 30-days of the request, this is deemed to indicate that the Minister does not intend to conduct a review.
- After conducting a review, the Minister may confirm or vary the authority's decision or make any decision that the Minister considers appropriate, including issuing the permit subject to conditions.
- The Minister is required to base the decision on same criteria concerning natural hazards and public safety that are considered by conservation authorities. This includes whether the activity is likely to affect the control of flooding, erosion, dynamic beaches or unstable soil or bedrock. It also must consider whether the activity is likely to create conditions or circumstances that, in the event of a natural hazard, might jeopardize the health or safety of persons or result in the damage or destruction of property.

Proposed additional requirements that would be set out in regulation include:

- The Minister may conduct a review of a conservation authority permit decision only if the development activity pertains to or supports a development of specified provincial interest, including:
 - Housing (community, affordable and market-based)

- Community services (health, long-term care, education, recreation socio-cultural, security and safety, environment)
- Transportation infrastructure
- Buildings that facilitate economic development or employment
- Mixed use developments

Note: This criteria would not apply to permit reviews under section 28.1.2 regarding permits where there is an order made by the Minister of Municipal Affairs and Housing under section 34.1 or 47 of the *Planning Act*.

- The request submitted to the Minister for a review would include information on:
 - Overview of proposed development.
 - If the request relates to conditions imposed by the conservation authority to which the applicant objects, identification of the specific conditions that are subject to the request for review, the changes requested to the conditions and the rationale in support of the requested changes.
 - If the request relates to an authority's decision to refuse a permit, the rationale in support of requesting that the Minister varies the decision and issues the permit.
 - Why the Minister's involvement is requested (e.g., development of provincial interest, timing/urgency; permitting process to date; other barriers) and preferable to alternative mechanisms in the *Conservation Authorities Act*.
 - Indication of whether the local municipality has endorsed the project and/or the request for Minister's involvement (e.g., by municipal letter or resolution).
 - Status of other required project approvals.

Regulatory impact analysis

By clearly communicating the circumstances under which the Minister would consider whether to issue an order to prevent a conservation authority from making a permitting decision and to make permitting decisions in place of a conservation authority or to review a conservation authority permitting decision, this proposal would ensure that development proponents pursue the appropriate permitting channel. Efficiently navigating the permitting process is

expected to help save proponents time and resources. We expect that there will be some minor administrative costs for development proponents based on the time needed to learn about and understand the proposed changes.

Related links

[Conservation Authorities Act](https://www.ontario.ca/laws/statute/90c27#BK43)

(<https://www.ontario.ca/laws/statute/90c27#BK43>)

[O. Reg. 41/24: Prohibited Activities, Exemptions and Permits](https://www.ontario.ca/laws/regulation/240041)

(<https://www.ontario.ca/laws/regulation/240041>)

View materials in person

Some supporting materials may not be available online. If this is the case, you can request to view the materials in person.

Get in touch with the office listed below to find out if materials are available.

MNRF - RPDPB - Resources Development Section

300 Water Steet

2nd Floor South

Peterborough, ON

K9J 3C7

Canada

Let us know what you think of our proposal.

Have questions? Get in touch with the contact person below. Please include the [ERO \(Environmental Registry of Ontario\)](#) number for this notice in your email or letter to the contact.

[Read our commenting and privacy policies. \(/page/commenting-privacy\)](#)

Supporting materials

Comment

Submit by mail

Conservation Authorities and
Natural Hazards Section

Ministry of Natural Resources and
Forestry - RPDPB

300 Water Street

2nd Floor South Tower

Peterborough, ON

K9J 3C7

Canada

Connect with
US

Contact

Conservation Authorities and
Natural Hazards Section

 ca.office@ontario.ca



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Hastings County

235 Pinnacle St. Postal Bag 4400,
Belleville ON K8N 3A9

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www.hastingscounty.com

April 17, 2024

Honourable Doug Ford, Premier of Ontario
Premier of Ontario
Legislative Building
Queen's Park
Toronto ON M7A 1A1

Delivered via email

doug.fordco@pc.ola.org

premier@ontario.ca

RE: Hastings County Motion regarding sustainable infrastructure funding for small rural municipalities

Please be advised that Hastings County Council, at its meeting held on March 28, 2024, passed the following resolution:

WHEREAS Ontario's small rural municipalities face insurmountable challenges to fund both upfront investments and ongoing maintenance of their capital assets including roads and bridges and water wastewater and municipally owned buildings including recreational facilities and libraries;

WHEREAS in 2018, the Ontario government mandated all Ontario municipalities to develop capital asset management plans with the stipulation that they be considered in the development of the annual budget;

WHEREAS small rural municipalities (of 10,000 people or less) are facing monumental infrastructure deficits that cannot be adequately addressed through property tax revenue alone;

WHEREAS the only application approved through the recently awarded Housing Accelerator Fund to a small rural municipality was to Marathon Ontario, who received an allocation of \$1.9 million dollars while over \$1.369 billion going to Ontario's large urban centres, resulting in a 0.2% investment in rural Ontario;

WHEREAS the Ontario Government has committed \$9.1 billion to Toronto alone to assist with operating deficits and the repatriation of the Don Valley and Gardner Expressway;

WHEREAS small rural Ontario cannot keep pace with the capital investments required over the next 20 years unless both the Provincial and Federal Governments come forward with new sustainable infrastructure funding;

WHEREAS it is apparent that both the Federal and Ontario Governments have neglected to recognize the needs of small rural Ontario;

NOW THEREFORE BE IT RESOLVED THAT Hastings County call on the Ontario and Federal Government to implement sustainable infrastructure funding for small rural municipalities;

AND THAT small rural municipalities are not overlooked and disregarded on future applications for funding;

AND THAT both the Federal and Ontario Governments begin by acknowledging that there is an insurmountable debt facing small rural municipalities;

AND THAT both the Federal and Ontario Governments immediately commission a Working Group that includes a member of the Eastern Ontario Wardens Caucus, to develop a plan on how to deal with the impending debt dilemma;

AND FINALLY THAT this resolution be forwarded to The Honourable Justin Trudeau, Prime Minister of Canada, The Honourable Sean Fraser, Minister of Housing, Infrastructure and Communities of Canada; Michel Tremblay Acting President and CEO, Canada Mortgage and Housing Corporation; The Honourable Doug Ford, Premier of Ontario; The Honourable Kinga Surma, Ontario Minister of Infrastructure; The Honourable Paul Calandra, Ontario Minister of Municipal Affairs and Housing; MP Shelby Kramp-Neuman, Hastings-Lennox Addington; MPP Ric Bresee Hastings-Lennox Addington, AMO, ROMA, FCM, Eastern Ontario Wardens' Caucus and all Municipalities in Ontario.

If you have any questions regarding the above motion, please do not hesitate to contact me directly.

Sincerely,



Cathy Bradley
Director of Legislative Services