

Table of Contents

Agenda.....	Page 2
Minutes from Tuesday April 22 nd , 2025.....	Page 4
7.2 Payment Register.....	Page 11
8.1 Clerk's Report.....	Page 12
8.4 Public Works Report.....	Page 14
8.7 Correspondence from other Agencies.....	Page 15
DTR Letters in Support 8.7-1 to 8.7-4.	Page 15
Letter from Minister Flack – Bill 17.....	Page 21
OPP – dissolution of the Municipal Policing Bureau	Page 25
Thunder Bay Ventures.....	Page 26
Ontario Land Tribunal and Draft Notice.....	Page 28
Lakehead Rural Planning Board.....	Page 37
SOLGEN Cost Recovery Model for OPP.....	Page 38
North Superior Workforce Planning Board 2025-26 Labour Market Plan....	Page 39
TBDHU – Minutes – April 16, 2025	Page 140
9.1 Comparison of Fire Apparatus Acquisition Proposals.....	Page 147
11 Correspondence from Other Municipalities.....	Page 149
Municipality of Chatham-Kent – Bill 5 Motion.....	Page 149
Town of the Blue Mountains – Reducing Prov. Tax Rate for Craft Cider....	Page 151
15. Confirming Bylaw 2025-16.....	Page 153

AGENDA FOR REGULAR COUNCIL MEETING
Tuesday, May 27th, 2025 – 6:00 p.m.



Join Zoom Meeting: <https://us02web.zoom.us/j/83923077115?pwd=M0co5ZWlEzzle1Q8oHVIWx9JDPcXDN.1>

Meeting ID: 839 2307 7115

Passcode: 747049

1. CALL TO ORDER
Land Acknowledgement
2. APPROVAL OF AGENDA
Recommendation: BE IT RESOLVED THAT the agenda for the Regular Council Meeting of May 27th, 2025, be approved as circulated. (Alternatively, amendments to be noted; with approval as amended.)
3. DECLARATIONS OF PECUNIARY INTEREST
4. TOWN HALL SEGMENT
5. DEPUTATIONS
None for this meeting.
6. MINUTES OF PREVIOUS MEETINGS
 - 6.1 Minutes – Open Session Regular Council Meeting – May 13th, 2025
Recommendation: BE IT RESOLVED THAT the Minutes of the Open Session of the Regular Council Meeting held on May 13th, 2025, be approved as circulated. (Alternatively, corrections to be noted; with approval as amended.)
7. DISBURSEMENT LIST
 - 7.1 Payroll Report (no report this meeting)
 - 7.2 Payment Register
Recommendation: BE IT RESOLVED THAT Council approve the disbursements represented by electronic bank payments, check numbers 7409 to 7432 totalling \$27,795.53.
8. REPORTS FROM MUNICIPAL OFFICERS/OTHERS (As available)
 - 8.1 Clerk's Report
 - 8.2 Treasurer's Report (Verbal)
 - 8.3 Deputy Clerk-Treasurer's Report (No report this meeting)
 - 8.4 Public Works Report
 - 8.5 Fire Chief's Report (No report this meeting)
 - 8.6 Council Member Reports (Verbal)
 - 8.7 Reports from Other Agencies: as listed in the Clerk's Report
Recommendation: BE IT RESOLVED THAT Council receive the reports presented as listed in Section 8 of this evening's agenda. (Alternatively, directions to Administration as per Council's determination)
9. NEW BUSINESS
 - 9.1 Pumper Fire Truck
10. BYLAWS
No bylaws for this meeting
11. CORRESPONDENCE
List of Resolution Support Requests from other municipalities:
 - 11.1 Correspondence from Municipality of Chatham-Kent – Bill 5 Motion
 - 11.2 Correspondence from the Town of The Blue Mountains – Reducing Provincial Tax Rate on Ontario-made Craft Cider

Recommendation: Administration to be directed as it relates to support requests from municipalities listed in Section 11 of this evening's agenda.

12. UPCOMING MEETING DATES
Regular Council Meetings: June 10th & 25th (Wed 6:30 pm) July 8th & 22nd; August 12th and 26th; September 9th and 23rd; October 14th and 28th; November 12th (Wed) & 24th; and December 16th, 2025.
13. CLOSED SESSION
Recommendation: BE IT RESOLVED THAT, the time being ____ p.m., Council enter Closed Session under the authority of those paragraphs of the Municipal Act, 2001, S.O. 2001, c. 25, as amended, for which the meetings were closed, to consider Item 13.1, being the Closed Session minutes of the Council meeting held May 13, 2025; under paragraph 239(2)(b) to consider Item 13.2, involving personal matters about identifiable individuals, and, under the authority of paragraph 239(2)(d) of the same legislation, to consider Item 13.3, involving labour relations.
- 13.1 Minutes – Closed Session Regular Council Meeting – May 13th, 2025
13.2 Clerk's Report – Bylaw and Zoning Inquiry
13.3 HR Assistant's Report (Verbal)
- Recommendation: BE IT RESOLVED THAT, the time being ____ p.m., Council rise from Closed Session and report in Open Session
14. BUSINESS ARISING FROM CLOSED SESSION
Recommendation 1: BE IT RESOLVED THAT the Minutes of the Closed Session of the Regular Council Meeting held on May 13th, 2025, be approved as circulated. (Alternatively, corrections to be noted; with approval as amended.)
Recommendation 2: BE IT RESOLVED THAT Administration be authorized to proceed as directed in Closed Session.
15. CONFIRMING BYLAW
By-law 2025-017 – To Confirm the Proceedings of the Meeting
Recommendation: BE IT RESOLVED THAT Bylaw 2025-017 be passed, and FURTHER, THAT the Mayor and the Clerk be authorized on behalf of the Township of Conmee to affix their signatures to By-law No. 2025-017, being a By-law to confirm the proceedings of this evening's meeting.
16. ADJOURN
Recommendation: There being no further business to conduct, the Mayor declares the meeting to be adjourned at ____ p.m.

MINUTES - REGULAR COUNCIL MEETING

Tuesday, May 13th, 2025 – 6:00 pm

PRESENT	Mayor Sheila Maxwell Councillor Chris Kresack Councillor David Maxwell
REGRETS	Councillor David Halvorsen Councillor Grant Arnold
ALSO PRESENT	Karen Paisley, Clerk Leanne Maxwell, Treasurer Robb Day, Fire Chief Resident
PRESENT VIRTUALLY	Olabisi Akinsanya-Hutka, HR Assistant Resident

1. CALL TO ORDER

Mayor Maxwell called the meeting to order at 6:00 p.m.
Mayor Maxwell provided a statement of land acknowledgement.

2. APPROVAL OF AGENDA

RESOLUTION 2025 – 084

Moved by: Councillor Kresack

Seconded by: Councillor Maxwell

BE IT RESOLVED THAT the agenda for the regular council meeting of May 13th, 2025, be approved.

CARRIED

3. DECLARATIONS OF PECUNIARY INTEREST

No declarations were made.

4. TOWN HALL SEGMENT

A resident requested to speak to Council in closed session.

6:04 pm – Fire Chief Day left the council meeting.

CLOSED SESSION

RESOLUTION 2025-085

Moved by: Councillor Maxwell

Seconded by: Councillor Kresack

BE IT RESOLVED THAT, the time being 6:04 p.m., Council move into Closed Session pursuant to Section 239(2)(b) of the Municipal Act, 2001, S.O. 2001, c. 25, as amended, to consider Item 13.1, as it pertains to personal matters about an identifiable individual.

CARRIED

During closed session, the following procedural resolution was passed:

RESOLUTION 2025-086

Moved by: Councillor Maxwell

Seconded by: Councillor Kresack

BE IT RESOLVED THAT, the time being 6:12 p.m., Council rise from closed session and report in open session.

CARRIED

Open session resumed.

6:13 p.m. – Fire Chief Day rejoined the meeting.

5. **DEPUTATIONS**

No deputations were scheduled for this evening's meeting.

6. **MINUTES OF PREVIOUS MEETING(S)**

6.1 Minutes – Regular Council Meeting – April 22nd, 2025

Members present reviewed the minutes. No errors or omissions were noted.

RESOLUTION 2025 - 087

Moved by: Councillor Kresack

Seconded by: Councillor Maxwell

BE IT RESOLVED THAT the minutes for the open session portion of the regular council meeting of April 22nd, 2025, be approved.

7. **DISBURSEMENT LIST**

7.1. Payroll Report

Council reviewed the payroll report. There were no questions for the Treasurer.

7.2. Payment Register

Council reviewed the payment register. The Treasurer responded to questions from members present.

RESOLUTION 2025-088

Moved by: Councillor Maxwell

Seconded by: Councillor Kresack

BE IT RESOLVED THAT Council approved the disbursements represented by electronic bank payments, check numbers 7376 to 7390, totalling \$26,743.73 and check numbers 7391 to 7408 totalling \$50,148.98.

8. **REPORTS FROM MUNICIPAL OFFICERS**

8.1. Clerk's Report

Clerk Paisley overviewed the Clerk's report to Council and responded to questions. In addition to the information in the report, the Clerk advised she'd contacted eScribe and was provided with a presentation. E-Scribe is a template program for minutes and agenda production. Due to the high cost of this program, the Clerk will not be purchasing the template. The Clerk advised that she will be providing the City of Thunder Bay with the resolutions in support of the Conmee correspondence against the designated truck route for their June 2nd meeting. The Clerk is utilizing Triton for record checks for employees. Volunteers requiring vulnerable sector checks need to go through OPP and require a letter from the municipality. The Clerk had provided a letter for vulnerable screening, utilizing the letter the previous clerk had used, but these have been rejected by OPP. The Clerk will find out from the OPP why this is happening and inquire if changes have been made to the process.

The Clerk has a list of names of residents who would like to purchase a food cycler system. The Clerk will be ordering the systems on May 15th and will notify residents when the systems are available to pick up from the municipal office. The Clerk has received a rain gauge from the Lakehead Region Conservation Authority. The municipal office will be responsible for taking readings and reporting the results to the LRCA.

8.2. Treasurer's Report

Treasurer Maxwell overviewed the Treasurer's report to Council and responded to questions. In addition to the information in the report, the Treasurer advised that Thunder Bay Xero Graphix (TBXI) will be servicing the Xerox photocopier in the office under contract, as Xerox Canada had reduced the number of technicians in our area and the closest repair technician Xerox Canada was providing, was in Kapuskasing. We had one resident pay off their tax arrears. We have two residents remaining in tax arrears. The auditor from BDO Dunwoody will be attending the office to work on our audit on Friday May 9th.

8.3. Deputy Clerk-Treasurer's Report

No Deputy Clerk-Treasurer's Report was presented at this evening's meeting.

8.4. Public Works Report

No Public Works Report was presented at this evening's meeting.

8.5. Fire Chief's Report

The Fire Chief overviewed his report to Council and responded to questions. In addition to the information in the report, the Fire Chief reported that the department responded to a few emergency calls, including medical and other general service calls. He noted one call was cancelled en route. Training progress was shared, with several members completing online modules and nearing the end of in-class firefighter certification. The department continues to benefit from volunteers focused on medical and support roles, even if they are not certified for fire suppression. Concerns were raised about the reliability of mutual aid due to limited staffing across neighboring departments, especially during multiple concurrent incidents. Equipment acquisition remains a challenge, with limited availability and pressure from vendors. Council discussed the urgency of securing a new fire truck and the need to explore financing options. Space constraints at the fire hall were also highlighted, with a proposal to reclaim the former ambulance bay for training and equipment storage. The possibility of seeking community or business support for non-core equipment was mentioned, though municipal restrictions may apply. The department is awaiting updated quotes to move forward with procurement planning.

8.6. Council Member Reports

Mayor Maxwell advised she will attend the upcoming Lakehead Rural Municipal Coalition (LRMC) meeting on May 20. Due to Councillor Arnold's absence, temporary coverage may be required for his committee responsibilities, including the Thunder Bay District Health Unit and Lakehead Region Conservation Authority. Health unit meetings are held during the day, while LRCA meetings typically begin at 4:30 p.m. Mayor Maxwell visited the municipal landfill and reported significant garbage accumulation, including overflow behind trailers and bins. She expressed concern regarding fire hazards and recommended exploring short-term cleanup options, such as hiring temporary help. Further discussion was tabled pending input from Public Works. She advised Council of the May 31 deadline for submitting delegation requests for the AMO annual conference. Council was encouraged to bring forward suggestions for ministries or topics of concern. Priorities identified included fire department funding and highway safety related to commercial driver behavior. The Solicitor General and Ministry of Transportation were noted as key contacts for these discussions.

Councillor Maxwell reported he spoke briefly with Public Works on Friday, May 9, while they were gravelling. He noted his upcoming attendance at a virtual meeting of the Thunder Bay District Municipal League on Wednesday, May 14, at 5:30 p.m. He also indicated he will be preparing a generator report over the coming weekend. Additionally, he advised that he would be contacting Steve Lazar on May 14.

Councillor Kresack reported he is attending the Rural Food Bank annual general meeting on Wednesday May 14th. Council had been offered a free ticket for the Food Bank's 25th Anniversary dinner, and by consensus Council agreed that the ticket should go to Councillor Kresack as he is Council's representative on this board.

8.7. Other Agencies' Reports

These reports were listed, for information, and discussed during the Clerk's report at Item 8.1.

RESOLUTION 2025-089

Moved by: Councillor Maxwell

Seconded by: Councillor Kresack

BE IT RESOLVED THAT Council received the reports presented as listed in Section 8 of this evening's agenda.

CARRIED

9. NEW BUSINESS

9.1. North Rock Engineering Proposal for 2025

Council was provided with a proposal from North Rock Engineering for the water quality monitoring program. The Clerk provided the Public Works supervisor with a copy of the proposal to review. The Public Works supervisor noted there was an item in the report provided, a standing pipe at the landfill, with a cost of \$1100 to repair. This pipe had been decommissioned. The Clerk advised North Rock Engineering, who removed the item and submitted an updated proposal. By consensus, Council approved the updated proposal.

9.2 Northern Peak HR Service Agreement

Council was provided with a service agreement from Northern Peak HR Service. By consensus, Council agreed to approve the proposal from Northern Peak HR Services to support the upcoming collective bargaining process.

10. BY-LAWS

10.1 Bylaw 2025-013 – Budget 2025

RESOLUTION 2025-090

Moved by: Councillor Maxwell

Seconded by: Councillor Kresack

BE IT RESOLVED THAT By-law 2025-013 be passed;

AND, FURTHER, THAT the Mayor and Clerk be authorized on behalf of the Township of Conmee to affix their signatures to By-law No. 2025-013, being a by-law to establish the 2025 Budget for the Municipality, effective May 13th, 2025.

10.2 Bylaw 2025-014 – 2025 Tax Rates

10.3 Bylaw 2025-015- 2025 Tax Ratios

RESOLUTION 2025-091

Moved by: Councillor Maxwell

Seconded by: Councillor Kresack

BE IT RESOLVED THAT By-law 2025-014 and By-law 2025-015 be passed;
AND, FURTHER, THAT the Mayor and Clerk be authorized on behalf of the Township of Conmee to affix their signatures to By-law No. 2025-014 and By-law No. 2025-015, being by-laws to establish the 2025 Tax Rates and the 2025 Tax Ratios for the Municipality, effective May 13th, 2025.

11. CORRESPONDENCE

List of Resolution Support Requests from other Municipalities

Council reviewed the list of resolutions. Council expressed its desire to support all resolutions listed.

RESOLUTION 2025-092

Moved by: Councillor Maxwell

Seconded by: Councillor Kresack

BE IT RESOLVED THAT: the Corporation of the Township of Conmee Council supports the April 17th, 2025 correspondence from the Township of Parry Sound supporting a national call for stronger federal support for inclusive research that reflects the diversity of Canadian communities; and that this supporting resolution and the originating correspondence be circulated to Prime Minister Mark Carney, Premier Doug Ford, Kevin Holland – Thunder Bay Atikokan, MPP Lise Vaugeois – Thunder Bay-Superior North, the Association of Municipalities of Ontario (AMO), and the Town of Parry Sound.

RESOLUTION 2025-093

Moved by: Councillor Maxwell

Seconded by: Councillor Kresack

BE IT RESOLVED THAT: the Corporation of the Township of Conmee Council supports the April 24th, 2025 correspondence from the Township of Champlain calling upon the Government of Ontario to increase surveillance and spot checks of all heavy vehicles travelling on Ontario roads, as well as monitoring the testing standards maintained by privately-owned heavy licensing facilities; and that this supporting resolution and originating correspondence be circulated to the Minister of Transportation of Ontario, the Minister of Municipal Affairs and Housing, Kevin Holland – Thunder Bay Atikokan, MPP Lise Vaugeois – Thunder Bay-Superior North, the Ontario Provincial Police, the Association of Municipalities in Ontario (AMO) and the Township of Champlain.

RESOLUTION 2025-094

Moved by: Councillor Maxwell

Seconded by: Councillor Kresack

BE IT RESOLVED THAT: the Corporation of the Township of Conmee Council supports the April 28th, 2025 correspondence from the City of Richmond Hill calling upon the Government of Ontario to implement provincial regulations to restrict the possession, breeding, and use of non-native (“exotic”) wild animals and license zoos in order to guarantee the fair and consistent application of policy throughout Ontario for the safety of Ontario’s citizens and the non-native (“exotic”) wild animal population; and that this supporting resolution and originating correspondence be circulated to Premier Doug Ford, the Ontario Solicitor General, the Ontario Minister of Natural Resources and Forestry, Kevin Holland – Thunder Bay Atikokan, MPP Lise Vaugeois – Thunder Bay-Superior North, the Association of Municipalities in Ontario (AMO), and the City of Richmond Hill.

RESOLUTION 2025-095**Moved by: Councillor Maxwell****Seconded by: Councillor Kresack**

BE IT RESOLVED THAT: the Corporation of the Township of Conmee Council supports the April 29th, 2025 correspondence from the Township of Otonabee-South Monaghan calling upon the Government of Ontario to amend the Time Amendment Act 2020, to drop New York's contingency, effective immediately, and set permanent Standard Time (EST) from November 2, 2025; and that this supporting resolution and originating correspondence be circulated to Premier Doug Ford, Kevin Holland – Thunder Bay Atikokan, MPP Lise Vaugeois – Thunder Bay-Superior North, the Association of Municipalities in Ontario (AMO), and the Township of Otonabee-South Monaghan.

RESOLUTION 2025-096**Moved by: Councillor Maxwell****Seconded by: Councillor Kresack**

BE IT RESOLVED THAT: the Corporation of the Township of Conmee Council supports the May 5th, 2025 correspondence from the Corporation of the Town of Cobourg calling upon the Government of Ontario to increase Ontario Works rates to match the ODSP rate increases that have already been made and be indexed to inflation and commit to ongoing cost of living increases above and beyond the rate of inflation to make up for the years they were frozen; and that this supporting resolution and originating correspondence be circulated to Premier Doug Ford, Kevin Holland – Thunder Bay Atikokan, MPP Lise Vaugeois – Thunder Bay-Superior North, the Minister of Children, Community, and Social Services, the Minister of Health, the Minister of Municipal Affairs and Housing the Association of Municipalities in Ontario (AMO), and the Corporation of the Town of Cobourg.

12. UPCOMING MEETING DATES

The list of upcoming regular Council meeting dates was available for review. No changes were proposed.

13. CLOSED SESSION**RESOLUTION 2025-097****Moved by: Councillor Maxwell****Seconded by: Councillor Kresack**

BE IT RESOLVED THAT the time being 7:49 p.m., Council enter Closed Session under the authority of those paragraphs of the Municipal Act, 2001, S.O. 2001, c. 25, as amended, for which the meetings were closed, in order to consider Item 13.2, being the Closed Session minutes of the Council meeting held April 22nd, 2025; and, under the authority of paragraph 239(2)(b) and 239(2)(d) of the same legislation, in order to consider Item 13.3 and 13.4, and additional item 13.5 involving personal information about identifiable individuals and involving labour relations or employee negotiations.

CARRIED

Council stood down for a brief recess.

Council resumed in closed session at 7:55 p.m.

During closed session, the following procedural resolution was passed:

RESOLUTION 2025-098**Moved by: Councillor Kresack****Seconded by: Councillor Maxwell**

BE IT RESOLVED THAT, the time being 9:09 p.m., Council rise from closed session and report in open session.

CARRIED

Open session resumed.

14. REPORT FROM CLOSED SESSION

RESOLUTION 2025-099

Moved by: Councillor Maxwell

Seconded by: Councillor Kresack

BE IT RESOLVED THAT the Closed Minutes of the Regular Council Meeting held on April 22nd, 2025, be approved; AND, FURTHER, THAT Administration be authorized to proceed as directed in closed session.

CARRIED

15. CONFIRMING BY-LAW

By-law 2025-016

RESOLUTION 2025-100

Moved by: Councillor Kresack

Seconded by: Councillor Maxwell

BE IT RESOLVED THAT By-law 2025-016 be passed;

AND, FURTHER, THAT the Mayor and Clerk be authorized on behalf of the Township of Conmee to affix their signatures to By-law No. 2025-016, being a By-law to confirm the proceedings of this evening's meeting.

CARRIED

16. ADJOURNMENT

There being no further business to attend to, the mayor declared the meeting adjourned at 9:10 p.m.

Mayor Sheila Maxwell

Clerk Karen Paisley

Township of Conmee Payment Register

Report Date

Batch: 2025-00088 to 2025-00090 2025-05-21 2:22 PM

Bank Code: GEN - TD Operating Account

Payment #	Vendor	Amount	
7409	VOID - Cheque Printing	0.00	
7410	VOID - Cheque Printing	0.00	
7411	Bay City Contractors	1,356.00	float for backhoe
7412	BMO RRSP/Kyle Foekens	134.54	
7413	Brandt	5,351.40	service on backhoe
7414	Central SquareTechnologies	168.69	
7415	Cintas	367.96	
7416	GFL Environmental Inc	310.19	
7417	ITEC 2000 Equipment Inc	16.53	
7418	Lakehead Cleaners	118.94	
7419	MNP	7,119.00	audit
7420	Nova-Pro Industrial Supply Ltd	79.10	
7421	Rosslyn Service Ltd	82.43	
7422	Thunder Bay Fire Rescue	194.36	
7423	Ultramar	1,029.51	
7424	VOID - Cheque Printing	0.00	
7425	VOID - Cheque Printing	0.00	
7426	BMO RRSP/Kyle Foekens	134.54	
7427	Kakabeka Esso	137.00	
7428	Minister of Finance	6,582.07	policing - may
7429	Ryans Small Engine Service	222.61	repair weed eater
7430	Sarjeant Propane	1,506.57	
7431	TrueNorth Tire and Auto	490.37	safety - roads truck
7432	Xerox Canada Ltd	52.86	
	Total Cheques	<hr/> 25,454.67	
497	TBayTel	395.50	
952	Hydro One Networks	454.01	
957	Hydro One Networks	1,491.35	
	Total on-line Payments	<hr/> 2,340.86	
	Total Payments	<hr/> <hr/> 27,795.53	

**The Corporation of the Township of Conmee
Administrative Report**

Date: May 27, 2025

To: Mayor and Council

Subject: Administrative Activity Report

File Number: 01-C10-0000 Administrative Activity Reports

Submitted by: Karen Paisley Clerk

RECOMMENDATION:

For information and direction from Council as required.

BACKGROUND:

Administration reports to Council at regular council meetings on its activities.

DISCUSSION:

The Clerk received a follow-up email from Northern Ontario Heritage Fund Corporation (NOHFC) advising the grant application for Clerk/Treasurer Intern is proceeding. As part of the ongoing grant application process with NOHFC, the Clerk was required to respond to a series of follow-up questions to support the continuation of funding. These responses were submitted as part of the due diligence and evaluation procedures outlined by NOHFC.

The Clerk has received correspondence in support of the Township of Conmee's opposition to the City of Thunder Bay's proposed Designated Truck Route Bylaw. This correspondence is included under *Item 8.7 – Other Agencies Reports (1 to 4)*. Submissions were received from the Lakehead Rural Municipal Coalition, as well as the Townships of Gillies, O'Connor, and Shuniah. At the request of Gillies Township, their correspondence was forwarded by the Clerk to the appropriate agencies, including the City of Thunder Bay's Clerk's Office.

The Clerk received correspondence from Thunder Bay Ventures – item 8.7-7, with regard to the use of the Conmee Township Logo.

The Clerk received correspondence from the Ontario Land Tribunal (OLT) – item 8.7-8. The use of an e-portal to submit land appeals is now mandatory and information of how to appeal must form part of the notice. The Clerk created a draft notice for Council to review and approve as directed in the OLT's instructions. Council is requested to review the registration form and draft notice.

The Clerk contacted the Ontario Provincial Police (OPP) to discuss ongoing concerns related to the processing of vulnerable sector checks. The OPP advised that these checks are currently being conducted through Triton and recommended that the Clerk follow up directly with the service provider. Accordingly, the Clerk reached out to Triton via email, providing both the previously used letter and a revised version drafted by the Clerk. The updated letter

incorporated suggested amendments based on a review of similar correspondence from other municipalities. As of the date of this report, a response from Triton has not yet been received. The Clerk has received confirmation from the Food Cycler representative that the units are currently in transit, with an anticipated arrival date of June 3, 2025.

Other Agency Reports – 8.7

1. DTR – to City of Thunder Bay – LRMC – for information
2. DTR – to City of Thunder Bay – Township of Gilles – for information
3. DTR – to City of Thunder Bay – Township of O'Connor - for information
4. DTR – to City of Thunder Bay – Township of Shuniah – for information
5. Minister Flack – Bill 17 – for information and/or direction
6. OPP – dissolution of the Municipal Policing Bureau – for information.
7. Thunder Bay Ventures – for information and direction re: use of logo.
8. Ontario Land Tribunal and Draft Notice – for information and direction.
9. Lakehead Rural Planning Board – for information.
10. SOLGEN - Cost Recovery Model for OPP- for information.
11. North Superior Workforce Planning Board 2025-26 Labour Market Plan – for information.
12. TBDHU – Minutes – April 16, 2025 – for information.

Publicworks Managers

Report

May 27-25

14

Roads

- Grading
- Haul gravel on Hunt Rd + Maxwell Rd
- Work at landfill
- Take Com. Centre garbage to landfill
- Work at landfill - Bay City Back-hoe
- Put up 7 new fire numbers
- Fill in washouts

Equipment

- New Tires on 550
- New stingers on 672
- 190 to Brandt for repairs

metal at landfill ?

May 7, 2025

Sent Via cityclerk@thunderbay.ca

Mayor Ken Boshcoff and Councillors

City Hall
500 Donald Street
P.O. Box 800
Thunder Bay, ON, P7C 5K4

Re: LRMC - Opposing the Proposed Truck Route

On behalf of the Lakehead Rural Municipal Coalition (LRMC) I write to formally endorse the Township of Conmee's position opposing the proposed Dedicated Truck Route. We share Conmee's serious concerns about public safety and community wellness related to the diversion of heavy truck traffic from Highway 102 onto Highway 11/17. Diverting truck traffic will simply create safety issues elsewhere.

This diversion would double the heavy truck traffic travelling through the proposed route, impacting fire stations, a public school, seniors residence, the newly developed medical centre and Superior North EMS Kakabeka ambulance station.

We urge City Council to carefully consider how this increased traffic will affect these essential services in our communities and its residents.

Best Regards,



Reeve Wendy Wright, LRMC Chair



The Corporation of the Township of Gillies
1092 Highway 595 Kakabeka Falls, ON P0T 1W0
Tel: (807) 475 3185 Fax: (807) 473 0767
Email: gillies@gilliestownship.com
www.gilliestownship.com

May 7, 2025

Sent Via Email: conmee@conmee.com

Conmee Township

19 Holland Road West
Kakabeka Falls, ON P0T 1W0

Re: Council Resolution Supporting Conmee Township's Opposition to City of Thunder Bay's Dedicated Truck Route Bylaw

Please be advised that on May 5, 2025, the Council of the Township of Gillies adopted the following resolution in support of a draft letter submitted by the Township of Conmee (attached).

Moved By: Councillor Jones
Seconded By: Councillor Groenheide

Be it resolved that the Council for the Township of Gillies supports the Township of Conmee's letter to the City of Thunder Bay as presented to Council in Draft form.
Carried

We trust this letter will be forwarded to the appropriate recipients as required.

Sincerely,

Laura Bruni, Dipl.M.A.
Clerk-Treasurer

Attached: Letter (Draft) from Conmee Re: Dedicated Truck Route on Highway 11/17 Bypassing Highway 102 – Dawson Road

Mayor Ken Boshcoff and Councillors
City of Thunder Bay

Re: Dedicated Truck Route on Highway 11/17 Bypassing Highway 102 – Dawson Road

Dear Mayor and Council,

We are writing to express our firm opposition to the proposed bylaw scheduled for consideration on June 2nd, which would prohibit trucks from accessing Highway 102 and divert transport trucks to Highway 11/17. This diversion would significantly impact multiple rural municipalities along the route, including the Township of Conmee and the Village of Kakabeka Falls, where there is an elementary school and a senior's home.

The Council of the Township of Conmee opposes this bylaw due to the serious safety risks it poses to our community. In April 2018, the Municipality of Oliver Paipoonge engaged an engineering consultant to count the number of heavy trucks using Highway 102. According to the consultant's report, the average daily number of trucks at that time was 869, which was slightly higher than the Ministry of Transportation's figure of 765 published several years ago. In May 2019, the municipality had the consultant count all traffic on Highway 11/17 in Kakabeka Falls, and the count for heavy trucks was 758 per day. This data clearly demonstrates that the city's diversion of truck traffic will double the number of heavy trucks traveling on Highway 11/17 through Kakabeka Falls.

Residents of Conmee, Oliver Paipoonge, and neighboring communities are aware of the current difficulties driving on Highway 11/17 in Kakabeka Falls. Getting into and out of side roads, businesses, and other properties is challenging due to existing heavy truck traffic. The hills and curves on either end of the settled area result in poor sightlines, making it difficult for pedestrians, including seniors and wheelchair users, to safely cross the highway. School buses struggle to get on and off the road, while recreational vehicles and vehicles with trailers visiting Kakabeka Falls Provincial Park face significant challenges navigating the highway. Having two trucks, rather than one, coming through on average every minute will undoubtedly exacerbate these difficulties.

In addition to generating unsafe conditions in Kakabeka Falls, the truck diversion will increase risks at the intersections with numerous side roads along Highway 11/17 in the Municipality of Oliver Paipoonge and the Township of Conmee. It is already difficult to enter or exit Highway 11/17 at these intersections due to poor sightlines and the absence of merge or turning lanes. Of particular concern to the Municipality of Conmee is the Conmee Fire Hall located on Highway 11/17, which has sightline issues for fire trucks exiting the lot. Doubling the number of heavy trucks will make the situation worse.

We respectfully urge you to reconsider this bylaw and explore alternative solutions that do not compromise the safety and well-being of our communities.

Thank you for your attention to this critical matter.

Sincerely,

Mayor Sheila Maxwell and Council
Township of Conmee



TOWNSHIP OF O'CONNOR

330 Highway 595, R.R. #1, Kakabeka Falls, Ontario P0T 1W0
 Tel. (807) 476-1451 Fax (807) 473-0891
 E-Mail - twpoconn@tbaytel.net www.oconnortownship.ca

Mayor
 Jim Vezina

Clerk-Treasurer
 Lorna Buob

Councillors
 Alex Crane
 Brendan Rea
 John Sobolka
 Carly Torkkeli

May 15, 2025

Mayor Ken Boshcoff and Councillors
 City of Thunder Bay
 500 Donald Street E.
 Thunder Bay, ON
 P7C 5K4

Re: Dedicated Truck Route on Highway 11/17 Bypassing Highway 102 – Dawson Road

Dear Mayor and Council,

We are writing to express our firm opposition to the proposed bylaw scheduled for consideration on June 2nd, which would prohibit trucks from accessing Highway 102 and divert transport trucks to Highway 11/17. This diversion would significantly impact multiple rural municipalities along the route, including the Township of Conmee, the Municipality of Oliver Paipoonge, and the Township of O'Connor.

The Council of the Township of O'Connor opposes this bylaw due to the serious safety risks it poses to these communities. Especially for the elementary school students and residents of the senior's home in the village of Kakabeka Falls.

In April 2018, the Municipality of Oliver Paipoonge engaged an engineering consultant to count the number of heavy trucks using Highway 102. According to the consultant's report, the average daily number of trucks at that time was 869, which was slightly higher than the Ministry of Transportation's figure of 765 published several years ago. In May 2019, the municipality had the consultant count all traffic on Highway 11/17 in Kakabeka Falls, and the count for heavy trucks was 758 per day. This data clearly demonstrates that the city's diversion of truck traffic will double the number of heavy trucks traveling on Highway 11/17 through Kakabeka Falls.

Residents of Conmee, Oliver Paipoonge, O'Connor and neighboring communities are aware of the current difficulties driving on Highway 11/17 in Kakabeka Falls. Getting into and out of side roads, businesses, and other properties is challenging due to the existing heavy truck traffic. The hills and curves on either end of the settled area result in poor sightlines, making it

difficult for pedestrians, including seniors and wheelchair users, to safely cross the highway. School buses struggle to get on and off the road, while recreational vehicles and vehicles with trailers visiting Kakabeka Falls Provincial Park face significant challenges navigating the highway. Having two trucks, rather than one, coming through on average every minute will undoubtedly exacerbate these difficulties.

In addition to generating unsafe conditions in Kakabeka Falls, the truck diversion will increase risks at the intersections with numerous side roads along Highway 11/17 in the Municipality of Oliver Paipoonge and the Township of Conmee, as well as Highway 590. It is already difficult to enter or exit Highway 11/17 at these intersections due to poor sightlines and the absence of merge or turning lanes. Doubling the number of heavy trucks will make the situation worse.

We respectfully urge you to reconsider this bylaw and explore alternative solutions that do not compromise the safety and well-being of our communities.

Thank you for your attention to this critical matter.

Yours truly,



Mayor Jim Vezina and Council
Township of O'Connor

Cc: Lakehead Rural Municipal Coalition (LRMC)	gillies@gilliestownship.com
Thunder Bay District Municipal League	ed.tbdl@gmail.com
Honourable Doug Ford, Premier of Ontario	premier@ontario.ca
Honourable Kevin Holland, Associate Minister of Forestry	
and Forest Products	Kevin.Holland@pc.ola.org
Honourable Prabmeet Singh Sarkaria, Minister of	
Transportation	prabmeet.sarkaria@pc.ola.org
Honourable Marie-France Lalonde, Minister of Community	
Safety and Correctional Services	Marie-France.Lalonde@pc.ola.org



MUNICIPALITY OF
SHUNIAH

20

COUNCIL RESOLUTION

Resolution No.: 158-25

Date: May 13, 2025

Moved By: _____

Seconded By: _____

THAT Council hereby receives and supports the resolution from the Township of Conmee regarding the Designated Truck Route;

AND THAT the same be filed in the Clerk's Office.

☒ Carried

☐ Defeated

☐ Amended

☐ Deferred

Wendy Landry
Signature

Municipality of Shuniah, 420 Leslie Avenue, Thunder Bay, Ontario, P7A 1X8

**Ministry of
Municipal Affairs
and Housing**

Office of the Minister

777 Bay Street, 17th Floor
Toronto ON M7A 2J3
Tel.: 416 585-7000

**Ministère des
Affaires municipales
et du Logement**

Bureau du ministre

777, rue Bay, 17^e étage
Toronto (Ontario) M7A 2J3
Tél. : 416 585-7000



234-2025-2204

May 13, 2025

Dear Head of Council,

On May 12, 2025 I introduced the *Protect Ontario by Building Faster and Smarter Act, 2025 (Bill 17)*. Through this legislation, and other changes, we are responding to recommendations and requests from municipal leaders to make it easier and faster to build new homes and infrastructure Ontario needs like transit, roads, water, and wastewater systems.

The bill contains bold actions to protect Ontario from the Ministry of Municipal Affairs and Housing, the Ministry of Infrastructure and the Ministry of Transportation. Details about the range of measures can be found in the [news release](#).

Building Code Act – Ministry of Municipal Affairs and Housing

Schedule 1 of the Bill proposes changes to the *Building Code Act* which include:

- Adding a provision to clarify that municipalities do not have the authority to create or enforce their own construction standards.
- Eliminating the requirement for a secondary provincial approval of innovative construction products for products that have already undergone a "Canadian Code Compliance Evaluation" by the federal Canadian Construction Materials Centre ([25-MMAH0042](#)). Comments can be made through the Regulatory Registry of Ontario (RR) from May 12, 2025, to June 11, 2025.

Development Charges Act – Ministry of Municipal Affairs and Housing

Schedule 4 of the Bill proposes changes to the *Development Charges Act, 1997*, to standardize the development charge (DC) methodology and framework and improve predictability of costs, include:

- Creating a regulation-making authority to merge service categories for DC credits.
- Creating a regulation-making authority to specify what constitutes a "local service."
- Expanding the DC deferral to non-rental residential developments. Related changes include:

- 2 -

- Providing municipalities authority, in circumstances set out in regulation, to require financial security for payment of deferred DCs for non-rental residential developments; and
- Removing authority for municipalities to charge interest on any legislated DC deferral amounts.
- Enabling municipalities to make any changes to their DC by-laws for the sole purpose of reducing DCs or removing indexing without undertaking certain procedural requirements.
- Creating a regulation-making authority to prescribe exceptions, including conditional exceptions, to capital costs that are eligible to be recovered from DCs.
- Providing that the frozen DC rates on a development would not be applicable if the current DC rates in effect would result in a lower payment.
- Exempting long-term care homes within the meaning of subsection 2 (1) of the *Fixing Long-Term Care Act, 2021* from municipal DCs.

We are interested in receiving your comments on these proposed measures. Comments can be made through the Regulatory Registry of Ontario (RR) from May 12, 2025, to June 11, 2025:

- [RR 25-MMAH003](#): Changes to the *Development Charges Act, 1997*, to Simplify and Standardize the Development Charge (DC) Framework.

Planning Act – Ministry of Municipal Affairs and Housing

Schedules 3 and 7 of the Bill propose changes to the *Planning Act* and the *City of Toronto Act, 2006* that would help streamline and standardize municipal development processes. If passed, the proposed changes would:

- Provide authority for regulations to limit municipal complete application studies and provide greater recognition of planning reports prepared by prescribed certified professionals,
- Remove the need for certain minor variances,
- Give the Minister of Municipal Affairs and Housing the authority to impose conditions on a use permitted by a Minister's zoning order, and
- Streamline planning approvals for publicly funded kindergarten to grade 12 schools.

We are interested in receiving your comments on these proposed measures. Comments can be made through the Environmental Registry of Ontario from May 12, 2025, to June 11, 2025:

- [ERO 025-0461](#): Proposed Planning Act and City of Toronto Act, 2006 Changes (Schedules 3 and 7 of Bill 17- Protect Ontario by Building Faster and Smarter Act, 2025).

We are also interested in receiving any comments you may have on associated regulatory changes. The government is undertaking 45-day consultations on the following proposals from May 12, 2025, to June 26, 2025:

- 3 -

- ERO 025-0462: Proposed Regulations – Complete Application (seeking feedback on proposed regulations to address complete application requirements (study/report requirements) and submissions from certified professionals)
- ERO 025-0463: Proposed Regulation – As-of-right Variations from Setback Requirements (seeking feedback on a proposed regulation that would allow variations to be permitted “as-of-right” if a proposal is within 10% of requirements for setbacks from property lines applicable to specified lands)

The Environmental Registry postings provide additional details regarding the proposed changes.

Ministry of Infrastructure Act – Ministry of Infrastructure

Schedule 6 of the Bill proposes changes to the *Ministry of Infrastructure Act, 2011* (MOIA), to provide the Minister of Infrastructure with the authority to request information and data from municipalities and municipal agencies, where needed to support provincially funded infrastructure projects. This would help speed up the delivery of critical infrastructure that our growing communities need, while also supporting jobs and economic growth. Comments can be made through the Regulatory Registry of Ontario (RR-25MOI003) from May 12, 2025, to June 11, 2025.

Transit-Oriented Communities Act – Ministry of Infrastructure

Proposed changes to the *Transit-Oriented Communities (TOC) Act, 2020*, would reduce barriers to implementing the Transit Oriented Communities (TOC) by:

- Amending the definition of a “Transit Oriented Communities project” to include projects along the GO and LRT network more efficiently,
- Removing OIC approval requirements for any agreements between the Minister (or an entity with delegated powers) and a municipality, and
- Enabling the Minister to delegate certain responsibilities to Infrastructure Ontario for the purpose of developing TOCs.

We are interested in receiving your comments on these proposed changes. Comments can be made through the Environmental Registry of Ontario from May 12, 2025, to June 11, 2025:

- ERO 025-0504: Proposed *Transit-Oriented Communities Act, 2020*, changes to reduce barriers to implementing municipal agreements.

Ministry of Transportation

Schedule 2 of the bill proposes a change to the *Building Transit Faster Act, 2020* (BTFA) that, if passed, would extend the use of the BTFA measures to all provincial transit projects. This change would remove barriers to building transit faster and get shovels in the ground quicker to build major provincial transit projects that connect communities.

- 4 -

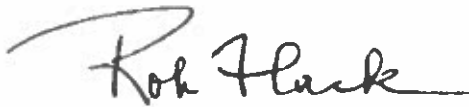
A proposed amendment to the *Metrolinx Act, 2006*, permits the Minister of Transportation to request certain information and data from municipalities or municipal agencies necessary to support the development of provincial transit projects or Transit-Oriented Communities projects.

You may provide your comments on the proposed change to the BTFA through the Environmental Registry of Ontario (ERO) notice [ERO 025-0450](#) and the Ontario Regulatory Registry notice ([RR 25-MTO005](#)) and the Metrolinx Act ([RR 25-MTO006](#)) from May 12, 2025 to June 11, 2025.

The government invites you to review the [Environmental Registry of Ontario](#) and [Regulatory Registry of Ontario](#) posting links provided above and share any feedback you may have. If you have any questions, please reach out to my Director of Stakeholder and Caucus Relations, Tanner Zelenko, at Tanner.Zelenko@ontario.ca.

In the face of economic uncertainty, we must protect Ontario by speeding up construction so we can lower housing costs and keep workers on the job. I look forward to continued collaboration with you, our municipal partners, to create the homes that Ontario need today, tomorrow, and in the decades to come.

Sincerely,



Hon. Robert J. Flack
Minister of Municipal Affairs and Housing

- c. The Honourable Kinga Surma, Minister of Infrastructure
 The Honourable Prabmeet Sarkaria, Minister of Transportation
 The Honourable Graydon Smith, Associate Minister of Municipal Affairs and Housing
 Robert Dodd, Chief of Staff, Minister's Office
 Matthew Rae, Parliamentary Assistant, Municipal Affairs and Housing
 Laura Smith, Parliamentary Assistant, Municipal Affairs and Housing
 Brian Saunderson, Parliamentary Assistant, Municipal Affairs and Housing
 Martha Greenberg, Deputy Minister, Municipal Affairs and Housing
 David McLean, Assistant Deputy Minister, Municipal Affairs and Housing
 Caspar Hall, Assistant Deputy Minister, Municipal Affairs and Housing
 Municipal Chief Administrative Officers

Ontario
Provincial
Police

Police
provinciale
de l'Ontario



**Crime Prevention and Community
Support Bureau**
**Bureau de la prévention du crime et du
soutien communautaire**

777 Memorial Ave.
Orillia ON L3V 7V3

777, av. Memorial
Orillia ON L3V 7V3

Tel: 705 329-7680
Fax: 705 329-7593

Tél. : 705 329-7680
Télec. : 705 329-7593

File Reference: GOV-1200

May 13, 2025

Mayor Reeve and Clerk CAO,

The Ontario Provincial Police (OPP) regularly evaluates its operations to ensure the effective use of resources while maintaining high-quality service. As part of this process, the OPP has undertaken an organizational realignment to better align with its strategic goals and priorities.

Effective immediately Municipal Policing Bureau has been dissolved. Municipal Policing Unit and Financial Service Unit have been realigned and will fall under the OPP's Crime Prevention and Community Support Bureau.

Municipal Policing Unit and Financial Services Unit will continue their regular business, including managing the cost recovery process for municipal policing services in accordance with the *Community Safety and Policing Act (CPSA) O. Reg. 413/23 Amount Payable by Municipalities for Policing from Ontario Provincial Police*, managing municipal policing agreements under the CSPA, delivering presentations, and providing clarifications on municipal inquiries.

Please continue to direct all future inquiries on municipal policing billing, requests for presentations, etc. to OPP.MunicipalPolicing@opp.ca. Please note, the general email inbox OPP.MPB.Financial.Services.Unit@opp.ca will be decommissioned and will no longer be monitored. We also encourage you to visit www.opp.ca/billingmodel where the 2025 estimate updates have been posted for your reference and planning purposes.

The OPP remains committed to working collaboratively with municipalities to ensure effective, efficient and sustainable policing services across Ontario.

Thank you for your continued cooperation. I look forward to your support during this transition and to a successful partnership.

J.G. (John) Dumond,
Chief Superintendent
Bureau Commander
Crime Prevention and Community Support Bureau

cc: OPP Regional and Detachment Commanders



Thunder Bay Ventures

Community Futures Development Corporation

May 16, 2025

Dear Community Partner,

For approximately twenty-one years, Thunder Bay Ventures (TBV) has administered a small business survey to examine the attitudes of the business community towards specific issues and developments in the local economy. This small business survey provides policy makers, business leaders, and other stakeholders with various insights from local businesses regarding operational challenges and future opportunities.

Ten years ago, TBV and its advisors produced the first **Business Confidence Index (BCI)**. This new research approach will provide an overall business confidence level and explore the impact of individual elements of overall confidence levels. The BCI will be administered biennially and will allow for a time series (changes in Thunder Bay's BCI over time) and cross section analysis (comparison of Thunder Bay with other regions).

We are asking for your organization's support with this initiative. Specifically, we would ask you to:

- Allow our research team to use your logo in the survey cover letter to display your commitment to potential survey participants.
- Share the survey link with your network and encourage your network of small businesses to participate.

Although there is no monetary consideration required or provided for your support, the following are direct benefits to your organization for supporting this initiative:

- ✓ All those supporting the initiative will be provided with a copy of the BCI and invited to participate in a round-table discussion to assess the implication of the findings.

- ✓ Your organization will be contributing to the overall level of detailed data available about local businesses, which can help inform policy development at the local level.
- ✓ Your organization's logo will appear on the final copy of the BCI.

If you have any questions, or would like further clarification on your requested support, please do not hesitate to contact one of our research team members.

- Dr. Camillo Lento
 - Email: clento@lakeheadu.ca
- Dr. Claudio Pousa
 - Email: cepousa@lakeheadu.ca
- Dr. David Richards
 - Email: david.richards@lakeheadu.ca

Thank you,



Maria Vidotto

General Manager, Thunder Bay Ventures



Ontario Land Tribunal

655 Bay Street, Suite 1500, Toronto, ON M5G 1E5

Tel: 416-212-6349 | 1-866-448-2248

Web Site: olt.gov.on.ca

E-file Registration Form

Instructions for Preparing the E-file Registration Form

Questions about completing this form or the registration process? Contact us at: olt_efile_Admin@ontario.ca

Definitions of terms used in this form:

approval authority: The initial decision-maker of the matter appealed to the Ontario Land Tribunal (OLT). It may be a **municipal council**, conservation authority, ministry, board, commission, agency, etc.

level-1 administrator(s): OLT's primary contact(s) for e-file. They can grant or revoke access to other staff from their office and will receive an email notification when an appeal has been submitted.

level-2 user(s): any staff in the approval authority office who have been granted access by their Level-1 administrator(s). They do not need approval from the OLT to access e-file. They will receive an email notification when an appeal has been submitted.

notice of decision: catch-all term to describe the official document that provides notice to the public or specific persons of a decision, amendment, bylaw, order, motion or other action of an approval authority. It may have various titles, and generally instructs how an appeal may be filed.

Registration Process:

- This form is for approval authorities who wish to register and receive appeals through the new OLT e-file service.
- **Before submitting this form, ensure that your approval authority's decision-makers/legal team have approved your updated notices and the information on this form..**
- Approval authorities who register will be identified as registered approval authorities on the OLT website and listed in the e-file interface for appellants to send appeals.
- Once we have received your completed form and approved your request, we will email you **a time-sensitive registration link to log in to e-file** and create your first user's profile (level-1 administrator) for your approval authority:
 - Upon receipt of this email, your approval authority portal is now activated, and appellants will be able to submit appeals to you through e-file.
 - You are advised to complete the next steps as soon as you receive the email with the registration link to avoid missing any potential appeals.
 - To log in and create the first user's profile, you will have to enter the same email address you provided on this form for the principal e-file administrator(s) (level-1 administrator).
 - Once the first user's profile has been created, that user can add other users from your approval authority, as needed (level-2 users).

Format of Approval Authority Identification Name in E-file:

In section 1 of the form, you are asked to provide the name that will be in the list of approval authorities that appellants/representatives will see in e-file. The name must match the filing entity name that is cited in your notices so that users can be sure that they are filing in accordance with legislation and with the correct entity.

- Do not use a specific person's name. Names should refer to a role or entity. For example:
 - Municipal Clerk
 - Secretary-Treasurer
 - Committee of Adjustment
 - Consent Authority
- For municipalities, please list the municipal name first (rather than "City of" or "Town of ") so that if a user scrolls through the list, they will see the list alphabetically sorted by municipal name. For examples, please see the [list of registered municipalities/approval authorities on our website](#).
- If your municipality or organization has separate staff who deal with different types of appeals, consider whether to have:
 1. one portal in e-file that is shared for different types of appeals (e.g., "Mississauga (City) – Clerk and Secretary-Treasurer"); or
 2. separate portals in e-file for each of your entities, for example:
 - (a) one portal for: "Mississauga (City) – Clerk"
 - (b) a second portal for: "Mississauga (City) – Secretary-Treasurer"
- Please note that **each staff member's email address can only be connected to one e-file portal at a time**, and they will only receive email notifications for appeals submitted to that portal.
 - If there are staff (e.g., legal counsel) that will need to see both Clerk appeals and Secretary Treasurer appeals, for example, it is better to combine these into one portal in e-file (option 1 above).
 - Alternatively, the Clerk appeals and the Secretary Treasurer appeals can be directed to two separate portals and can each be managed with distinct logins that are used by each staff group. If this is your preference, then a user in e-file would see two distinct options in e-file: both options 2(a) and 2(b) above. Each portal would require a separate registration request and updated notices from both the Clerk's office and the Secretary-Treasurer's office. This makes sense if you have two distinct staff groups that monitor these appeals separately. Otherwise, it is best to have one portal to monitor.

Notices of Decision:

- Per Section 3 of this Form, you are expected to include information about e-file in all notices of decision or other communications that explain the appeal process to the public. If you have separate notices for different areas, please ensure all notices are updated. For example, you may have a separate notice for planning appeals filed with the clerk, for Committee of Adjustment appeals filed with the secretary-treasurer, or for heritage appeals filed with the clerk.
- Language in your notices should provide:
 - information on how to file an appeal and pay the appeal fee through OLT e-file with a statement that advises that the approval authority agrees to receive appeals via the OLT e-file service
 - an email that can be used if the e-file portal is down
 - a date and a time for the expiry of the period for appeals to be filed (e.g., "December 13 at 4:30 p.m.", not just "December 13")
 - instructions for payment of any municipal administrative fees (if applicable)

- Some sample language is included below:

“Take notice that an appeal to the Ontario Land Tribunal in respect to all or part of this Official Plan Amendment and/or Zoning By-law may be made by filing a notice of appeal with the City Clerk either via the Ontario Land Tribunal e-file service (first-time users will need to register for a My Ontario Account) at <https://olt.gov.on.ca/e-file-service/> by selecting [name of municipality] as the Approval Authority or by mail [insert mailing address, etc.], no later than 4:30 p.m. on June 3, 2024. The filing of an appeal after 4:30 p.m., in person or electronically, will be deemed to have been received the next business day. The appeal fee of \$1,100 can be paid online through e-file or by certified cheque/money order to the Minister of Finance, Province of Ontario. If you wish to appeal to the Ontario Land Tribunal (OLT) or request a fee reduction for an appeal, forms are available from the OLT website at www.olt.gov.on.ca. If the e-file portal is down, you can submit your appeal to [insert email address for approval authority].”

- Please note that the sample language above would be used in addition to any statements required to be included in a notice of decision or notice of passing under any relevant statute or regulation (such as section 6 of O. Reg. 545/06).



Ontario Land Tribunal

655 Bay Street, Suite 1500, Toronto, ON M5G 1E5

Tel: 416-212-6349 | 1-866-448-2248

Web Site: olt.gov.on.ca

E-file Registration Form

Please note: mandatory fields are indicated with an asterisk (*)

Section 1 – Contact Information (Mandatory)

Approval Authority identification name to be used in e-file

Name for users to identify your approval authority in e-file:*

Note: This name must match the filing entity/addressee for appeals provided in your notice of decision or other communications or in applicable legislation.

For example: Middlesex Centre (Municipality): Clerk & Secretary-Treasurer; Hamilton (City): Committee of Adjustment & Consent Authority.

OLT may contact you to discuss/confirm the format of how your approval authority is to be cited in e-file. Please provide your approval authority name in English and French.

Approval Authority Name (English):*

Approval Authority Name (French):*

Approval Authority – Principal E-file Administrator (Level-1 administrator)

Last Name:*

First Name:*

Professional Title:*	
Department:*	
Email Address* (this will be the email address that you will be using to log in to e-file. A shared/group email account can be used for the Level-1 Administrator account, but only one user can be logged-in at a time.):	

Additional E-file Administrator (Level-1 administrator) — optional	
Last Name:	First Name:
Company Name:	
Professional Title:	
Department:	
Email Address (this will be the email address that you will be using to log in to e-file):	

Key Approval Authority Contact (e.g., Director, Municipal Manager, Legal Counsel)	
<i>This person may be contacted by OLT to discuss/confirm any information, as needed. If you have more than two contacts, please add any additional contacts in the space provided on the last page of this form.</i>	
Last Name:	First Name:
Professional Title:	Email Address:

Additional Approval Authority Contact (e.g., Director, Municipal Manager, Legal Counsel) — optional	
Last Name:	First Name:
Professional Title:	Email Address:

Section 2 – Declaration (Mandatory)

Declaration

☐ I solemnly declare that this request has been approved by the approval authority's decision-makers, and the statements and the information provided, as well as any supporting documents, are true, correct and complete.

Name of Approval Authority Staff	Professional Title	Date (yyyy/mm/dd)

Personal information or documentation requested on this form is collected under the authority of the *Ontario Land Tribunal Act*. In accordance with the *Freedom of Information and Protection of Privacy Act* and section 9 of the *Statutory Powers Procedure Act*, all information collected is available to the public subject to limited exceptions.

Section 3 – Public Communications Samples (Mandatory)

Communication Channels

What communication channels do you currently use to notify the public about your municipal/approval authority decisions?

☐ Notice of decision or passing

☐ Website (please specify URL):

☐ Emails

☐ Newspaper ads

☐ Other (please specify):

Documentation (Mandatory)

Please provide a **sample copy or template** of the communication channels you've check marked above showing how they will be updated to contain the following mandatory information (please see instructions section above for sample text):

<input type="checkbox"/>	information on how to file an appeal and pay the appeal fee through OLT e-file with a statement that advises that the approval authority agrees to receive appeals via the OLT e-file service
<input type="checkbox"/>	an email that can be used if the e-file portal is down
<input type="checkbox"/>	a date and a time for the expiry of the period for appeals to be filed (e.g., "December 13 at 4:30 p.m.", not just "December 13")

Please email this form along with sample copies of your updated public communications templates to: olt_efile_Admin@ontario.ca. If a template cannot be submitted at this time, please explain below.

Please provide any comments, additional information or details about any part of the form where you would like to provide more context (if applicable):

¹ Municipalities are entitled to charge administrative fees pursuant to s. 69 of the Planning Act or s. 391 of the Municipal Act.

We are committed to providing services as set out in the *Accessibility for Ontarians with Disabilities Act, 2005*.

If you have any accessibility needs, please contact our Accessibility Coordinator at:

OLT.COORDINATOR@ontario.ca; Toll free: 1-866-448-2248; or TTY: 1-800-855-1155 via Bell relay.

DRAFT NOTICE OF APPEAL RIGHTS

The Corporation of the Township of Conmee

Take notice that an appeal to the Ontario Land Tribunal (OLT) in respect of all or part of this decision may be made by filing a notice of appeal with the Township Clerk either:

- via the Ontario Land Tribunal e-file service (first-time users must register for a My Ontario Account) at <https://olt.gov.on.ca/e-file-service> by selecting Conmee (Township) – Clerk,

or

- by mail to:

Township of Conmee
19 Holland Road West
Kakabeka Falls, ON P0T 1W0

Deadline for filing an appeal: no later than 4:00 p.m. on [insert date]. Appeals received after this time, whether in person or electronically, will be deemed received the next business day.

Appeal Fee:

The appeal fee of \$1,100 can be paid online through the OLT e-file portal or by certified cheque/money order made payable to the Minister of Finance, Province of Ontario.

Note: The Township of Conmee does not charge an additional municipal administrative fee.

If the e-file portal is temporarily unavailable, appeals may be submitted by email to: conmee@conmee.com

For more information or to request a fee reduction, appeal forms are available at:
www.olt.gov.on.ca

AVIS PRÉLIMINAIRE – DROIT D’APPEL

La Corporation du Canton de Conmee

Avis est donné qu'un appel au Tribunal ontarien de l'aménagement du territoire (TOAT) concernant tout ou partie de cette décision peut être interjeté en déposant un avis d'appel auprès du greffier du canton, soit :

- par le service de dépôt électronique du Tribunal ontarien de l'aménagement du territoire (TOAT) (les nouveaux utilisateurs doivent d'abord créer un compte Mon Ontario) à l'adresse <https://olt.gov.on.ca/e-file-service>, en sélectionnant Conmee (Canton) – Greffier,
ou

- par la poste à l'adresse suivante :

Canton de Conmee
19, chemin Holland Ouest

Kakabeka Falls (Ontario) P0T 1W0

Date limite pour déposer un appel : au plus tard à 16 h 00 le [insérer la date]. Tout appel reçu après cette heure, en personne ou par voie électronique, sera réputé reçu le jour ouvrable suivant.

Frais d'appel :

Les frais d'appel de 1 100 \$ peuvent être payés en ligne via le portail de dépôt électronique du TOAT ou par chèque certifié ou mandat-poste libellé à l'ordre du Ministre des Finances, Province de l'Ontario.

Remarque : Le canton de Conmee ne facture pas de frais administratifs municipaux supplémentaires.

Si le portail de dépôt électronique est temporairement indisponible, les appels peuvent être envoyés par courriel à : conmee@conmee.com

Pour plus d'informations ou pour demander une réduction des frais, les formulaires d'appel sont disponibles sur le site : www.olt.gov.on.ca

Notice of Open House **Official Plan and Zoning By-law Update** **Unincorporated townships of Gorham, Ware,** **and Dawson Road Lots 1-20**

In accordance with Section 17, 26, and 34 of the Planning Act, R.S.O., C.P. 13, as amended, the Lakehead Rural Planning Board invites you to attend an Open House to discuss the proposed changes to the Official Plan and Zoning By-law of the unincorporated townships of Gorham, Ware, and Dawson Road Lots 1-20.

The Official Plan is a statement of goals, objectives and policies to guide future growth within the townships for a twenty to thirty (20-30) year horizon. The Lakehead Rural Planning Board administers the current Official Plan for the townships of Gorham, Ware, and Dawson Road Lots 1-20, which guides how land will be used. The Planning Board also administers a Zoning By-law which regulates land uses in the townships and implements the Official Plan.

The current Official Plan and Zoning By-law have been in-effect since 2013. The purpose of this Official Plan and Zoning By-law Update project is to review both documents to make sure they continue to reflect the community’s vision, goals and objectives for land use planning and are up-to-date with provincial legislative and policy requirements.

An Open House to provide input on the Official Plan and Zoning By-law Update project will be held on:

June 5, 2025
Anytime between
6-8 pm

Located at:
Gorham and Ware Public School, Gym
2023 Kam Current Road RR#14
Gorham, ON P7G 0K5

The purpose of the Open House is for the community to provide input into the townships’ vision, goals, and policy issues related to land use, to inform updates to the Official Plan and Zoning By-law.

How can I participate?

Attend the drop-in style Open House
On: June 5, 2025
From: 6-8 pm
At: Gorham and Ware Public School, Gym
2023 Kam Current Road RR#14, Gorham, ON P7G 0K5

Members of the public are also encouraged to provide written comments at any time by contacting:

Kerri Reid
Secretary-Treasurer, Lakehead Rural Planning Board
By telephone: 807-935-3300
By email: lrpb@tbaytel.net

Public and stakeholder consultation is critical to the Official Plan and Zoning By-laws process. There will be ongoing opportunities to participate in this process and information about an additional public meeting will be provided at a later date.



Where can I find information regarding the Official Plan and Zoning By-laws Project?

The townships’ current Official Plan, Zoning By-law are available online at:
<https://lrpb.ca/documents/gorham-ware/>

This information is also available to the public at the LRPB Office between the hours of 9:00 a.m. and 4:30 p.m., Monday to Friday.



Questions? Want more information? Ask a Planner!

David Welwood, MCIP, RPP, MES (Planning)
705-806-1440
dwelwood@jlrichards.ca

To send written comments:
By mail or in Person: the Lakehead Rural Planning Board Office
By email: Kerri Reid at lrpb@tbaytel.net
By fax: 807-935-2161

Want to be notified?
If you wish to be notified of future open houses or public meetings for this project, please make a written request to the Lakehead Rural Planning Board at the contact above.

NOTE:
Under the authority of the Municipal Act, 2001 and in accordance with Ontario's Municipal Freedom of Information and Protection of Privacy Act (MFIPPA), all information provided for, or at a Public Meeting, Public Consultation, or other Public Process are considered part of the public record, including resident deputations. This information may be posted on the Lakehead Rural Planning Board’s website and/or made available to the public upon request.

This document can be made available in other accessible formats upon request.

Date of this Notice:
May 15, 2025

Ministry of the Solicitor General

Ministère du Solliciteur général

Office of the Deputy Solicitor General
Community SafetyBureau du sous-solliciteur général
Sécurité communautaire25 Grosvenor Street, 11th Floor
Toronto ON M7A 1Y6
Tel: 416-326-5060
Fax: 416-327-046925, rue Grosvenor, 11^e étage
Toronto ON M7A 1Y6
Tél. : 416-326-5060
Télec. : 416-327-0469

DATE: May 21, 2025

MEMORANDUM TO: CAOs and Mayors from Municipalities Billed under
O. Reg. 413/23: Amount Payable by Municipalities for
Policing from Ontario Provincial Police

FROM: Mario Di Tommaso
Deputy Solicitor General, Community Safety

SUBJECT: Ontario Provincial Policing (OPP) Cost Recovery Model
Review and June 2025 Webinars

In Fall 2024, the Solicitor General announced a commitment to review of the OPP cost recovery model as set out in [O. Reg. 413/23: Amount Payable by Municipalities for Policing from Ontario Provincial Police](#) under the *Community Safety and Policing Act, 2019*.

The Ministry of the Solicitor General is pleased to announce that this review has been initiated. The ministry will be working with a third-party vendor to support an evidence-based review and analysis of the OPP cost recovery model.

The intent is for the review to be completed in time to inform the issuing of the 2026 annual billing statements and the approach going forward.

I would like to thank you for the extensive feedback you have shared with the ministry to date. This feedback is valuable in shaping the review.

We look forward to the opportunity for continued input from your municipalities. To achieve this goal, engagement webinars will take place in June 2025. More information regarding these webinars will follow as soon as possible. Your participation is encouraged to ensure that your perspectives are heard.

You can expect outreach in the coming weeks with details for the June webinars. Should you have any immediate questions, please reach out to Sheela Subramanian, Director, Community Safety and Intergovernmental Policy Branch at sheela.subramanian@ontario.ca

Thank you for your continued collaboration and future input.

Mario Di Tommaso, O.O.M.
Deputy Solicitor General, Community Safety
Ministry of the Solicitor General



EmployNext
powered by serco



North Superior
Workforce Planning Board
Commission de planification
de la main-d'œuvre du
Nord Supérieur



Northwest Labour Market Analysis

March 2025

Table of Contents

Land Acknowledgement	3
Background	4
Introduction	5
Executive summary	6
Current state analysis	8
Population groups	9
Skills and experience	10
Labour force status	11
Labour demand	12
Business counts	13
Future outlook by EmployNext	14
Economic conditions	15
Demographic trends	16
Labour demand	17
Labour supply	18
Labour market balance	19
Northwest Superior Workforce Planning Board	20
Northwest Training and Adjustment Board	54
Joint disclaimers	110

Land Acknowledgement

Northwest Training and Adjustment Board

The Northwest Training and Adjustment Board's Directors and staff recognize that we gather on the traditional lands of the Anishinaabe and Métis Peoples within the Kenora and Rainy River Districts. It is our hope that the information that is gathered and shared through the work of the Northwest Training and Adjustment Board will assist in the process of truth and reconciliation with Indigenous Peoples and augment the intended sharing of resources that these lands provide to its residents.

North Superior Workforce Planning Board

NSWPB respectfully acknowledges the First Peoples whose traditional territories we live and work. We are grateful for the privilege of having our office situated on these lands and extend our gratitude to all generations who have cared for this land. The NSWPB office is in the City of Thunder Bay, situated on Robinson-Superior Treaty territory, the traditional land of the Anishinaabeg and Fort William First Nation. Our service area encompasses more than forty communities, each home to diverse First Nations, Inuit, and Métis Peoples. NSWPB recognizes and values the deep historical connection these communities have to their territories. We stand in support of their efforts to sustain and grow their nations, while also honoring the significant contributions they have made in shaping and strengthening local communities, the province, and Canada as a whole.

EmployNext

EmployNext recognizes and supports the land acknowledgment statements of both Workforce Planning Boards, which honour the Indigenous Peoples of all the lands across Northwestern Ontario and Canada.



Background

This report represents a collaboration of three organizations supporting Northwestern Ontario's labour force: EmployNext, the Northwest Training and Adjustment Board (NTAB), and the North Superior Workforce Planning Board (NSWPB). The analysis presents a current state and future outlook for the Northwest economic region and the three Districts within it: Thunder Bay District, Rainy River District, and Kenora District. The EmployNext future outlook builds on the Labour Market Plans from NTAB and NSWPB, to share custom insights with the region and enhance access to labour market research. This future outlook provides a forecast for economic conditions, demographic trends, labour supply, labour demand, and the labour market outlook by occupation. Bringing the analysis together for all Districts ensures that the labour market dynamics are covered in one resource for the region.

EmployNext

EmployNext is the Service System Manager for Integrated Employment Services for Northwestern Ontario. EmployNext is committed to making labour market information (LMI) accessible, relevant, and actionable for job seekers, employers, and community partners. To support this, EmployNext has partnered with NTAB and NSWPB to develop a joint LMI report for Northwestern Ontario. This collaboration is a natural fit, allowing for combined expertise and resources to provide a comprehensive, data-driven understanding of regional labour market trends, employment opportunities, and workforce challenges across Northwestern Ontario. EmployNext is the consortium of Serco, Deloitte, and Thrive.

Northwest Training and Adjustment Board

In 2021-2022, the Northwest Training and Adjustment Board released a plan for workforce development in the Kenora and Rainy River Districts covering the period of 2022 to 2025. The three-year evidence-based plan focused on re-building the local economy through the availability of a resilient and skilled labour force; re-engaging with workers as they return to the workforce and students as they prepare for the future; and re-igniting the local economy via actions and strategies outlined in our Workforce Development Action Plan 2022-2025. This report provides the final annual update of the 3-year plan addressing the five priorities that have formed the basis of NTAB's local labour market plan for many years: (1) transitioning our workforce in a changing economy; (2) attraction/retention of key demographics of our population; (3) evolving education requirements; (4) supporting entrepreneurs; and (5) integrating the marginalized workforce.

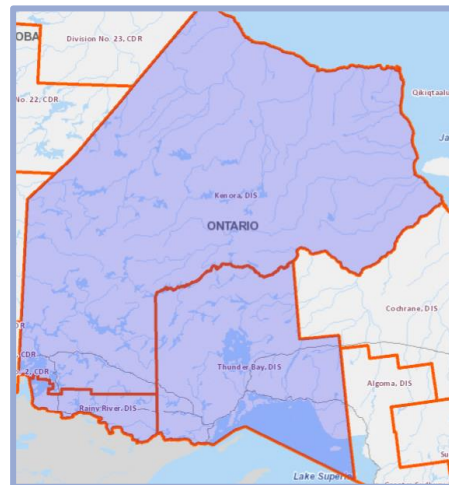
North Superior Workforce Planning Board

The Local Labour Market Plan (LLMP) is crucial to the Thunder Bay District as it provides data-driven insights and strategic direction to address workforce challenges, economic trends, and employment opportunities in the region. By analyzing labour market demands, skills gaps, and demographic shifts, the LLMP helps businesses, job seekers, educators, and policymakers make informed decisions to strengthen the local economy. It also supports initiatives that promote workforce inclusion, skill development, and industry growth, ensuring that the region's labour market remains resilient, adaptive, and aligned with emerging opportunities.

Introduction

Purpose

The purpose of this joint labour market analysis is to provide a labour market snapshot of the Northwest economic region and the three Districts within it (Thunder Bay District, Rainy River District, and Kenora District), and a forecast for future labour market conditions, to enable a better understanding of where high opportunity occupations (defined as high wage with relatively ample employment opportunities) exist in the catchment area. The current state analysis looks at key indicators such as demographics, skills and experience, and employment to demonstrate how the labour market is currently faring. The labour market forecast takes into consideration changes in demographics (age distribution, migration flows, etc.) and demand generated by economic growth to assess the supply and demand of workers across occupations in the region.



Source: [GeoSearch](#)

Scope and Approach

The scope of work includes current labour market conditions, prepared in collaboration with the Northwest Training and Adjustment Board and North Superior Workforce Planning Board, and a future outlook by EmployNext for occupations in all census Districts. In addition, the wider geographical analysis for each Workforce Planning Board can be found in later sections of this report to get a more granular view of labour market information for the three census Districts.

The map above shows the Northwest economic region (the blue shaded area) and the three census Districts within it. The future labour market, delivers an outlook for the 818 occupations across 20 industries, based on job openings and potential labour supply. This is used to develop a set of high opportunity occupations. Key variables within this analysis include demographics, employment, gross domestic product (GDP) by industry, and labour demand and supply across 818 occupational groups. Our forecast covers a six-year period (2024-2029), enabling us to see how each component is expected to perform over the near and medium-term.

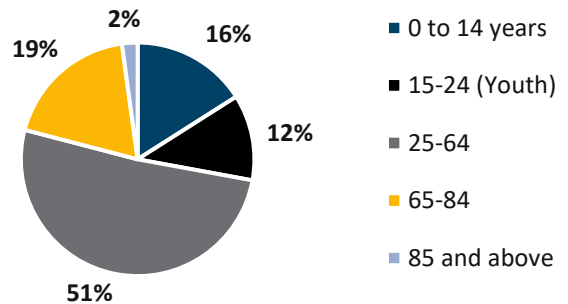
It is important to note that the analysis contained within this report was prepared prior to the announced changes in federal immigration policy across Canada as well as any threats of US tariffs on Canadian exports.

Current State

DEMOGRAPHICS

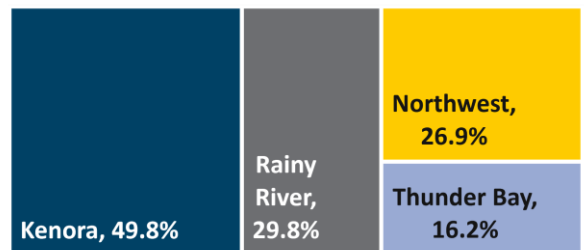
In 2024, the Northwest population was 250,466 with a high share (19%) aged between 65 to 84. In 2021, the share of the Indigenous population accounted for 26.9% of the population in the Northwest, much higher than the provincial average of 2.9%. To offset its aging population and regional outmigration, the Thunder Bay District must attract 50,000 newcomers by 2041 to maintain its current population levels. Out-migration in Rainy River and Kenora Districts has been limited to youth aged 18 to 24 from 2017 to 2022. This is often an expected occurrence as this age cohort leaves for post-secondary education.

Population share by age, Northwest 2024



Indigenous population share, Northwest 2021

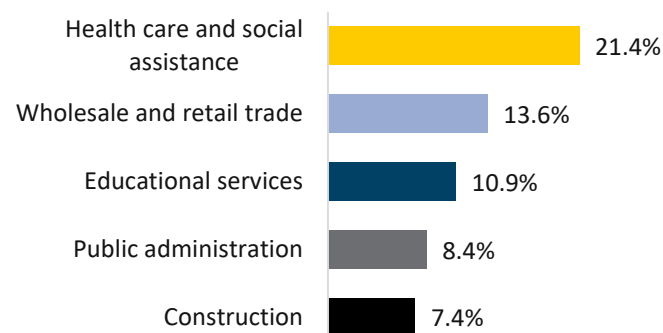
Northwest and Census Districts, Census 2021



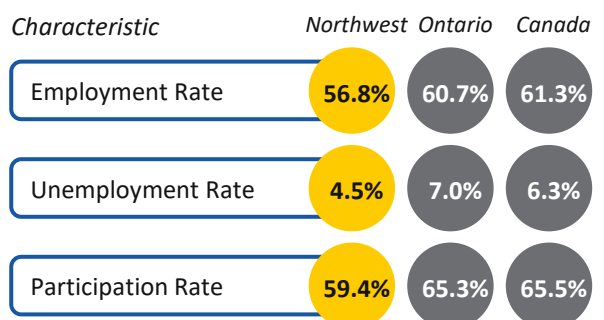
LABOUR MARKET TRENDS

Small businesses (those that employ 1-4 people) are the most prevalent type of business across all census Districts. From an industry perspective, the largest employers in the Northwest are health care and social assistance, retail trade, and education. The Northwest has a lower unemployment rate than the provincial average and is facing a higher-than-average job vacancy rate. This indicates that employers in the area are finding it difficult to fill certain roles. With an aging population leading to an increase in retirements, this challenge is likely to continue.

Top employers in the Northwest, 2024

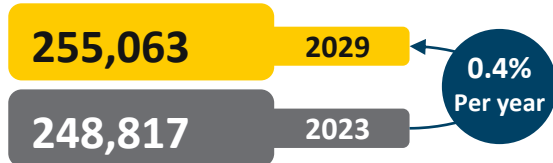


Labour Force Characteristics, 2024



Future Outlook

POPULATION OF REGION, 2023 vs 2029



The population in the Northwest is growing at a significantly slower pace than Ontario. The population forecast was prepared prior to the changes to federal immigration targets and non-permanent residents. While non-permanent residents are a driving force of population, the region represents a tiny fraction of all non-permanent residents country-wide and the impacts from immigration policy changes will likely differ from national trends.

Overall, the Northwest has a higher median age than the provincial average, meaning the region will likely face more retirements than other areas. Regionally, there is a larger concentration of younger people residing in Kenora District.

LABOUR DEMAND

Employment is projected to grow to 107,500 by 2029. Despite an anticipated decline in 2024, employment is expected to grow steadily for the rest of the forecast.

EMPLOYMENT GROWTH: NORTHWEST

0.7%
Average annual increase



ECONOMIC ACTIVITY

Real Gross Domestic Product (GDP) is forecast to surpass \$11 billion by 2029, growing 1.4% on average per year, with Thunder Bay District leading growth. Notable influences on GDP include:

A significant cause of the decline in 2024 is the closure of the pulp mill in Terrace Bay.



Elevated interest rates during the first half of 2024 causing weak business confidence.



\$1.2 billion jail construction project in Thunder Bay and exploration in Ontario's Ring of Fire.



An aging population will continue to drive demand for increased health care services.



LABOUR SUPPLY

The number of available workers in the Northwest is expected to reach 110,866 by 2029, rising 0.4% on average per year. Thunder Bay District is expected to see the largest increase in labour supply, however, a projected decrease in school leavers and an increase in retirements will result in decelerated growth in all census divisions. Overall, the Northwest will likely experience tight labour market conditions over the rest of this decade. However, that labour market tightness will not be evenly shared across occupations.

0.4%
Northwest

0.6%
Thunder Bay

-0.2%
Rainy River

0.2%
Kenora

Note: The future outlook of the Northwest economic region was produced prior to changes in immigration policy and the threat of US tariffs.
Source: Statistics Canada, forecast by Deloitte.

Current State

Current State Analysis

Population Groups

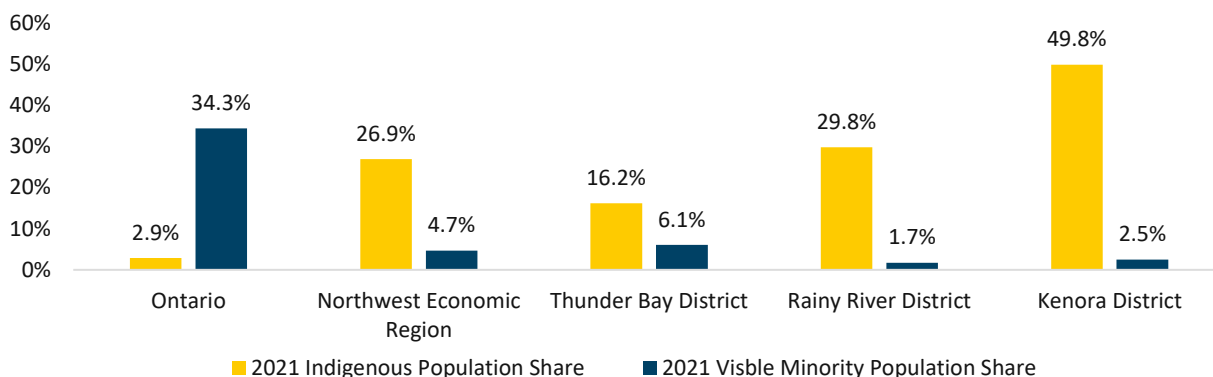
Immigration is the only driver of population growth in Thunder Bay District. The District must attract 50,000 newcomers by 2041 to maintain current population levels. The District's population is expected to have grown to 157,293 by the end of 2024. Between 2017 and 2022 the Rainy River District and Kenora District experienced a net increase in migration, of 214 and 55 individuals, respectively. Across both Districts, the only age cohort that experienced net out-migration were youth aged 18 to 24. Often this is a positive occurrence as youth leave for post-secondary education. The key, however, is to attract them back.

TOTAL POPULATION AGE CHARACTERISTICS IN EACH REGION, 2024¹

	0-14	15+	15-24	25-44	45-64	65+	Median Age
Northwest Economic Region	40,055	210,411	29,800	66,494	61,687	52,430	41.1
Thunder Bay District	22,145	135,148	17,809	42,962	39,241	35,136	42.5
Rainy River District	3,349	16,712	2,365	4,419	5,253	4,675	44.5
Kenora District	14,561	58,551	9,626	19,113	17,193	12,619	37.4

The Indigenous population accounts for 26.9% of the total population in the Northwest, with this strongest representation in Kenora District. This is much higher than the provincial average. It is important to note, however, the undercounts of the Indigenous population and the impact it has throughout Indigenous communities. Visit [Well Living House](#) to learn more.²

SPECIALIZED POPULATIONS IN EACH REGION, CENSUS 2021¹



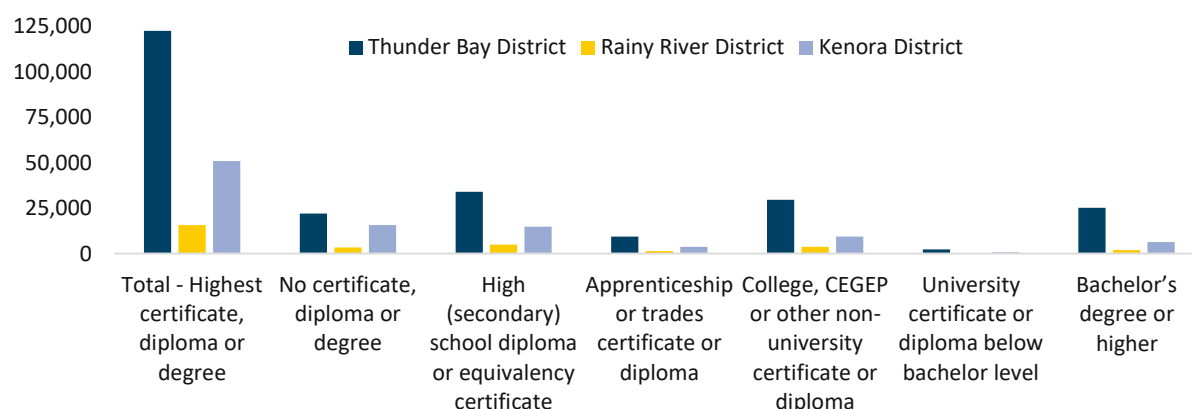
Note 1: Source: Statistics Canada

Note 2: [What We Do – Well Living House](#)

Skills and Experience

In early 2025, the federal government announced a pilot program focusing on providing pathways towards permanent residency for skilled workers in one of 18 rural and smaller communities in Canada, including the community of Thunder Bay.¹ This program builds off the successfully completed Rural and Northern Immigration Pilot (RNIP) which connected newcomers to businesses and employers in the region.² The Rural Community Immigration Pilot (RCIP) aims to build on these efforts by attracting skilled workers who wish to remain in the region long-term.¹ Amid the recent changes to immigration policy across Canada, RCIP possesses the potential to attract immigrants to the region as well as address labour market shortages that exist within Thunder Bay.

EDUCATION ATTAINMENT BY DISTRICT, CENSUS 2021³



KEY TAKEAWAYS

Thunder Bay District lags behind Ontario and Canada in the percentage of people graduating with a secondary and post-secondary education. Limited work experience opportunities continue to hinder entry into the labour force. Demand for new skills in clean energy technology continue to rise, including solar, wind, and bioenergy. In Rainy River District, a greater percentage of the total labour force has a college certificate or diploma (24%). The number of individuals with an Apprenticeship credential decreased between 2016 and 2021, representing 9% of the total labour force in 2021, significantly more than in Ontario (5%). Finally, the number of people with a university degree also increased in the Rainy River District, as 2,290 (14.5%) residents earned a university credential by 2021. In the Kenora District, the number of people with a secondary school diploma increased but the number with Apprenticeship credential decreased. In 2021, 8% of the total labour force in the Kenora District had an Apprenticeship designation, also above Ontario. Lastly, the number of residents with a university degree has increased to almost 15,000.

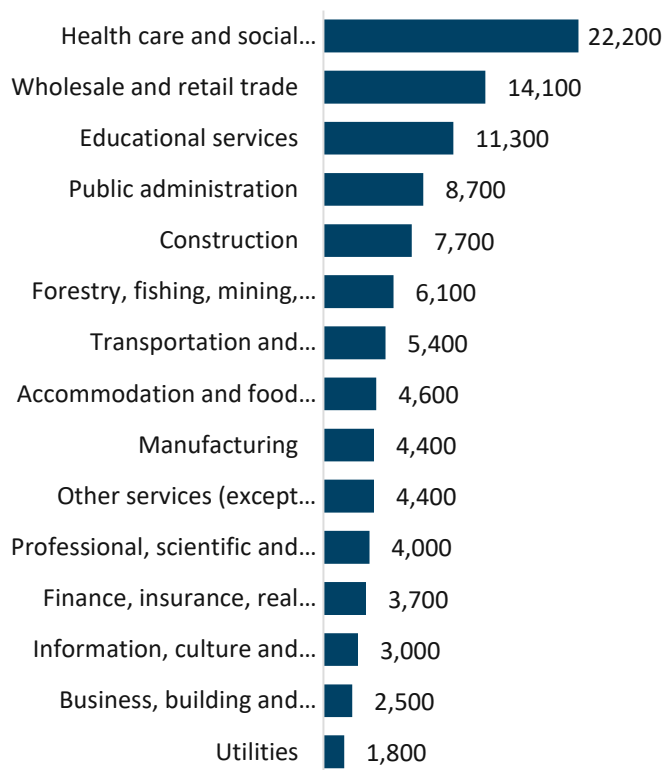
Note 1: [Canada launches Rural and Francophone Community Immigration pilots – Canada.ca](https://www.canada.ca/en/immigration-refugees-citizenship/news/2025/01/canada-launches-rural-and-francophone-community-immigration-pilots.html)

Note 2: [Rural and Northern Immigration Pilot Continues to Fill Local Healthcare Needs - CEDC](https://www.cedc.ca/en/2025/01/rural-and-northern-immigration-pilot-continues-to-fill-local-healthcare-needs)

Note 3: Source: Statistics Canada

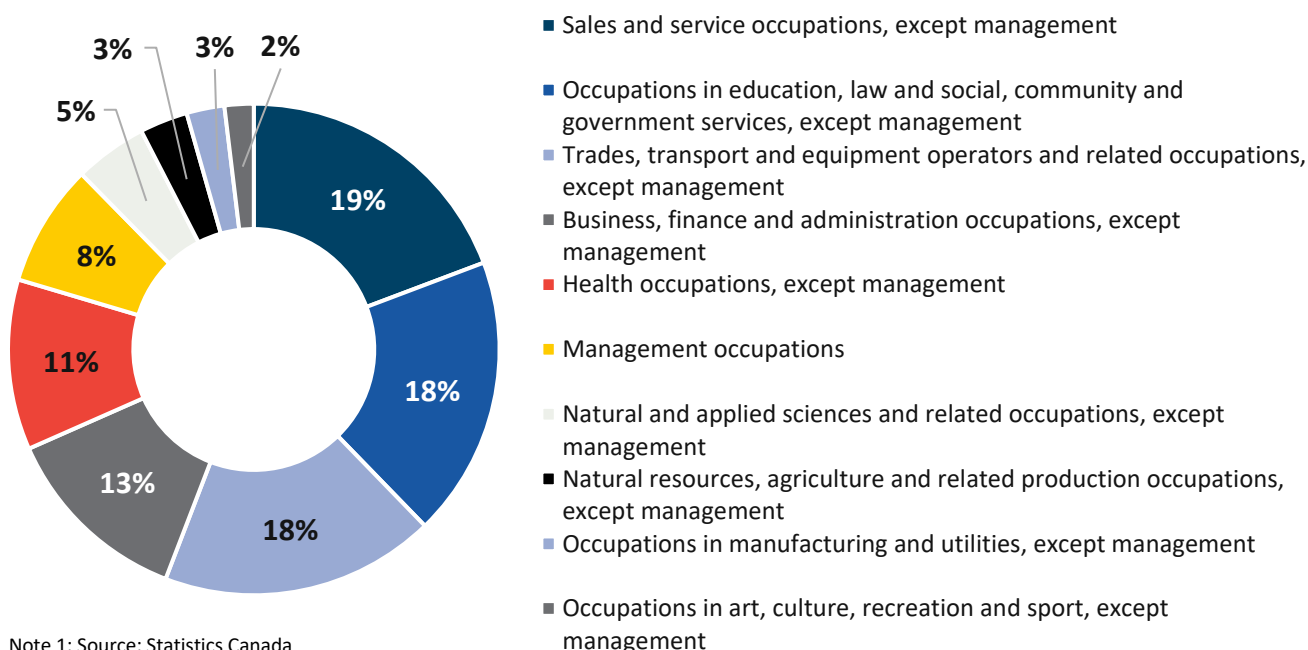
Labour Force Status

EMPLOYMENT BY INDUSTRY, NORTHWEST, 2024¹



The Northwest has a labour force participation rate of 59.4%; below the provincial (65.3%) and national (65.5%) average. In the Thunder Bay District, the number of women participating in the labour market continues to decline. An aging workforce, low fertility rates, and youth out-migration are contributing to a shrinking labour force. As such, healthcare, skilled trades, transportation, and mining are facing critical labour shortages. Tight labour markets have translated to fewer Employment Insurance (EI) beneficiaries in the region. In October 2024, there were 160 individuals in the Rainy River District collecting EI benefits, down from 170 in 2023. In Kenora District, 650 residents received EI benefits, down from 670 in 2023. However, women aged 55 to 64 experienced an increase in the number of people collecting EI benefits.

EMPLOYMENT BY BROAD OCCUPATION CATEGORY, NORTHWEST, 2024¹



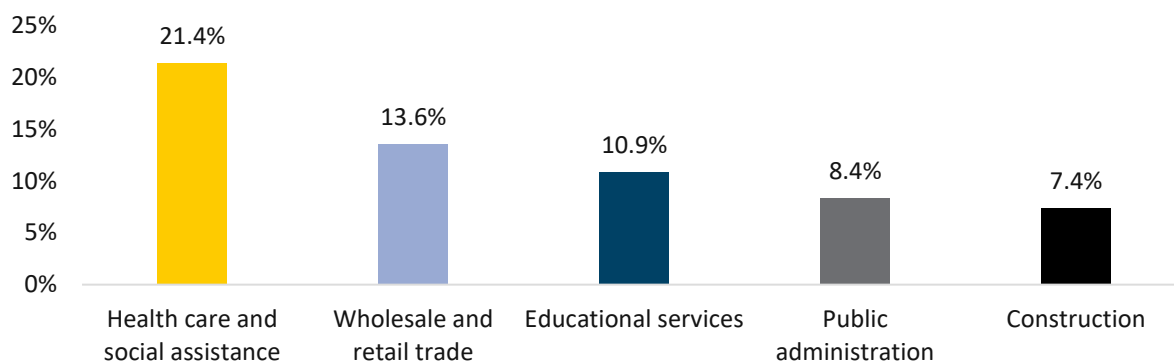
Note 1: Source: Statistics Canada

Labour Demand

In the Thunder Bay District, the demand for the construction and motive power trades continues to climb. Discovery of mineral deposits has increased demand for skilled labour. Employers in smaller communities are struggling to find local candidates with the required qualifications. Labour demand has been growing across several industries as new businesses are formed. In Rainy River District in 2022, there were 11 new administrative and support services, waste management and remediation businesses, representing growth of 30%. While the mining, oil and gas extraction and quarrying industry grew by three businesses, this represents an increase of 37.5% in the sector. In the Kenora District, administrative and support services, waste management and remediation businesses grew as well, rising from 86 to 141, representing growth of 64%. In addition, there were an additional 18 businesses (8% growth) in the professional, scientific and technical services industry, which includes legal services, accounting services, computer systems design, among others. This sector is often viewed as an indicator of a growing knowledge economy.

TOP HIRING EMPLOYERS, NORTHWEST¹

Top shares of employment, 2024



EXPLORING LABOUR MARKET TRENDS, NORTHWEST²

District	NOC	Occupation	Job Postings (Feb 2025)
Rainy River District	33102	Nurse aides, orderlies and patient service associates	50
Rainy River District	32101	Licensed practical nurses	31
Thunder Bay District	32101	Licensed practical nurses	31
Kenora District	54100	Program leaders and instructors in recreation, sport and fitness	24
Kenora District	95103	Labourers in wood, pulp and paper processing	23
Thunder Bay District	54100	Program leaders and instructors in recreation, sport and fitness	20

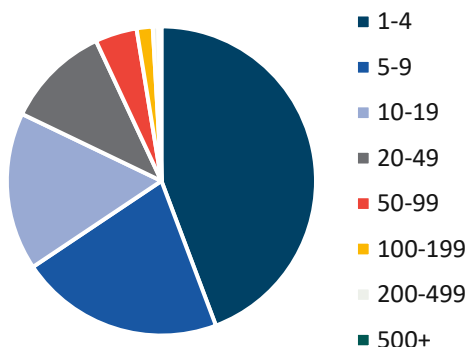
Note 1: Source: Statistics Canada

Note 2: Source: Job Bank

Business counts¹

THUNDER BAY DISTRICT

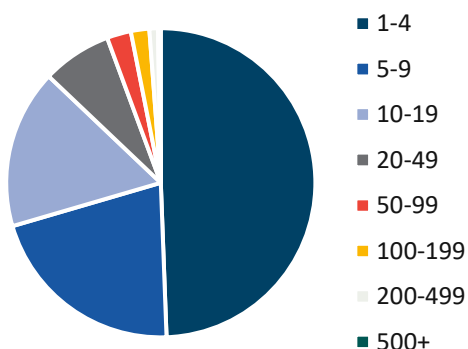
TOTAL BUSINESSES: 1,342



- At 44%, Thunder Bay District has the smallest share of micro businesses (those that employ 1-4 people) in the catchment. Nevertheless, small businesses are the main employers.
- The largest businesses (500+) are found in the education, healthcare and social assistance, mining and manufacturing industries.
- Within the District, the community of Thunder Bay has almost all of the large (500+) businesses.

RAINY RIVER DISTRICT

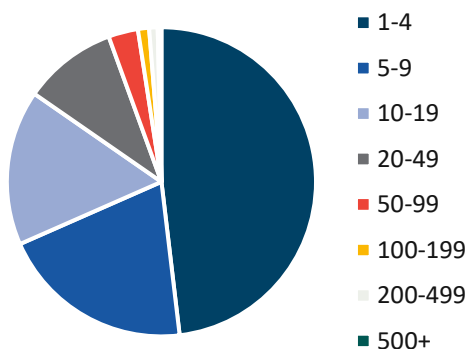
TOTAL BUSINESSES: 674



- Just over 70% of businesses in Rainy River District are small businesses, employing fewer than 10 people each. That's the largest share in the Northwest.
- The two large employers (500+) are found in the mining and education industries and geographically are in the Rainy River and Fort Frances sub-divisions.
- Five out of six businesses employing between 200-499 people are in Fort Frances and the last one is in Chapple.

KENORA DISTRICT

TOTAL BUSINESSES: 1,804



- Most are small businesses: 48% employ 1-4 people and 20% employ 5-9 people.
- The largest businesses (500+) are found in the healthcare and social assistance, education, and management industries.
- Within the census division, the communities of Kenora, Sioux Lookout and Dryden have most of the large businesses.

Note 1: Business counts as of June 2024, Source: Statistics Canada

Future Outlook

Future Outlook

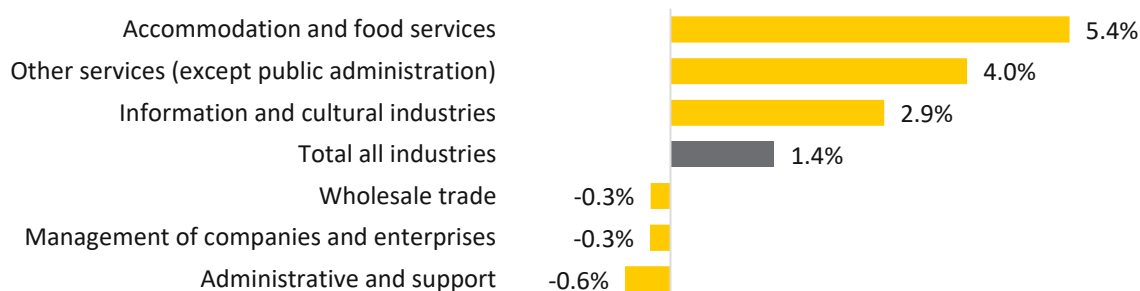
Economic Conditions

Real GDP growth in the Northwest economic region is predicted to fall 0.8% in 2024, before rising 1.4% in 2025. GDP is forecasted to surpass \$11 billion by 2029, growing 1.4% on average per year by 2029.

Contributing to the GDP decline in 2024 is the closure of the pulp mill in Terrace Bay.¹ In addition, elevated interest rates through the first half of 2024 dampened business confidence in the region.² Next year looks better as the \$1.2 billion jail construction project in Thunder Bay, high gold prices (which encourage increases in production and exploration activity) and exploration in the Ring of Fire, will help partially offset weakness in other parts of the economy, leading to stronger growth in 2025.³ In the outer years, an aging population will continue to drive demand for health care.

Thunder Bay District accounts for nearly 64% of GDP in the Northwest and therefore, has a large influence on the region's overall economy. Despite this, Kenora District is expected to face the greatest annual average growth in GDP over the forecast (1.5%). GDP growth is expected to be below the Northwest average in Rainy River District. This aligns to the demographic projection, as a shrinking population translates into less demand for services.

TOP FASTEST AND SLOWEST GROWING INDUSTRIES, REAL GDP GROWTH, 2024-2029⁴



AVERAGE ANNUAL GROWTH, REAL GDP, 2024-2029⁴



Note: The future outlook of the Northwest economic region was produced prior to changes in immigration policy and the threat of US tariffs.

Note 1: <https://www.cbc.ca/news/canada/thunder-bay/terrace-bay-pulp-mill-1.7081149>

Note 2: <https://www.tbchamber.ca/post-pandemic-business-confidence-continues-to-decline-ontario-chamber-report/>

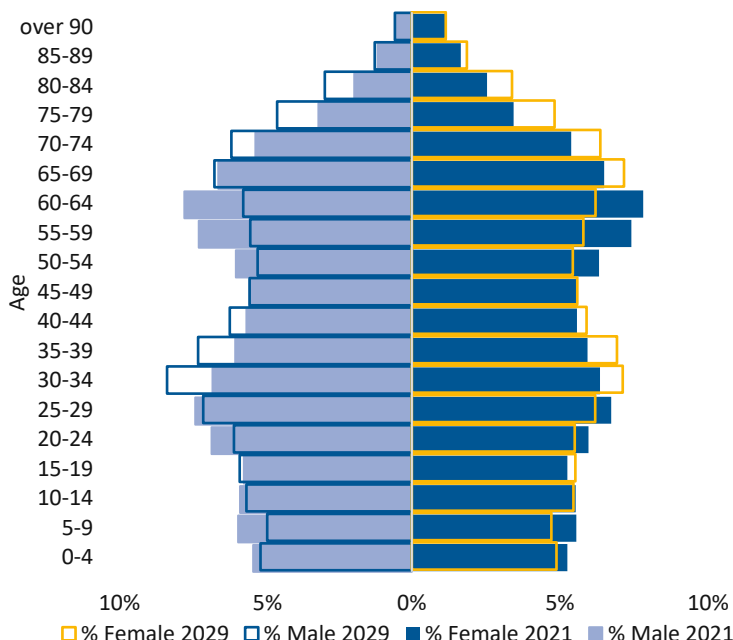
Note 3: <https://www.cbc.ca/news/canada/thunder-bay/thunder-bay-correctional-complex-update-1.6645082>

Note 4: Source: Statistics Canada, forecasts by Deloitte.

Demographic Trends

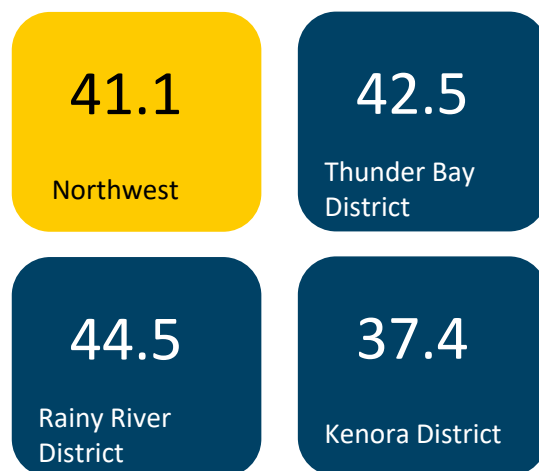
POPULATION PYRAMID IN THE NORTHWEST¹

Share of population by age group, 2021 vs. 2029



MEDIAN AGE ACROSS REGIONS²

2024, median age



The population in the Northwest is growing at a significantly slower pace than Ontario. The baseline forecast was prepared several weeks prior to the announced changes to federal immigration targets and non-permanent residents. The baseline forecast still assumed a sharp slowdown in non-permanent residents resulting in forecasted population growth for the region slowing to 0.4% a year. The population is projected to grow the fastest in Thunder Bay District, with annual growth averaging 0.6% by 2029, followed by Kenora District (0.2%) and Rainy River District (-0.05%).

A key risk to this projection is the change to non-permanent residents, should it materialize. In 2023, non-permanent residents made up over 100% of the Northwest's population growth as there was an outflow of interprovincial migrants from the region. Despite being a driving force in population growth, the Northwest represents a tiny fraction of all non-permanent residents country-wide, meaning the impacts of this policy in the Northwest could differ significantly from national trends. If the policy change is successful, companies could respond to worker shortages by attracting workers from other parts of the country, offsetting the exiting of non-permanent residents.

Overall, the Northwest has a higher median age than the provincial average, meaning the region will likely face more retirements than other areas. Regionally, there is a larger concentration of younger people residing in Kenora District.

Note: The future outlook of the Northwest economic region was produced prior to changes in immigration policy and the threat of US tariffs.

Note 1: Source: Statistics Canada. Annual Demographic Estimates: Subprovincial Areas

Note 2: Source: Statistics Canada, forecasts by Deloitte.

Labour Demand

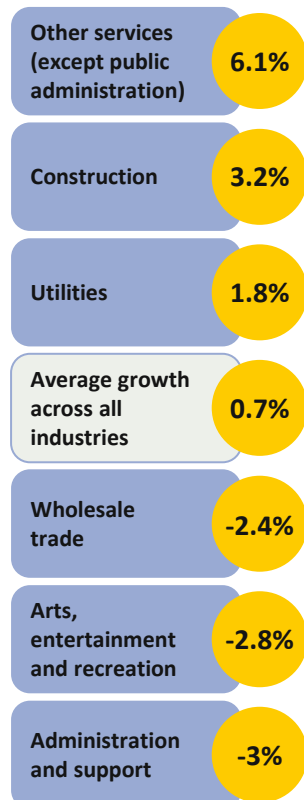
In 2023, 103,100 people were employed in the Northwest. Employment is forecast to reach 107,500 by 2029, rising at an average annual rate of 0.7% over the forecast period. After a drop in employment in 2024, employment is expected to rise for the rest of the forecast.

Between 2024 and 2029, other services (i.e.: personal care, home maintenance, etc.), construction, utilities, and health care and social assistance will see the largest gains in employment. By 2029, these industries will cover 40.3% of all jobs in the region. The jail construction project in Thunder Bay will drive demand for construction, leading to increased employment in the sector, while the aging population will require additional support in the health care workforce.

Over the forecast, growth is projected to be strongest in Kenora District, with employment growth averaging 0.8% per year by 2029, followed by Thunder Bay District (0.7%) and Rainy River District (0.3%). Strong gains in all census divisions are projected in other services, construction, and health care and social assistance.

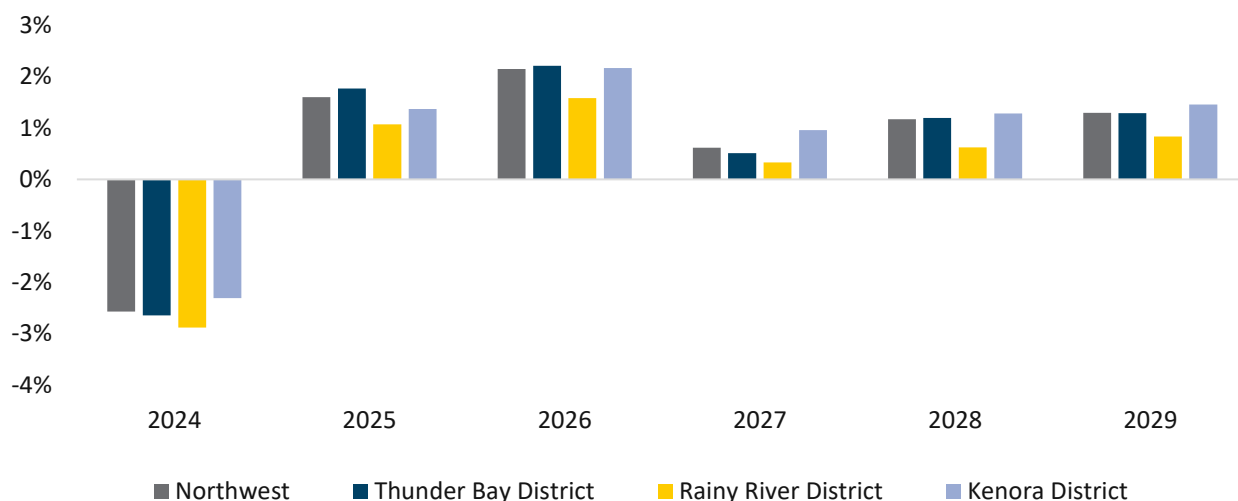
Between 2024 and 2029, social and community service workers; registered nurses and registered psychiatric nurses; and nurse aides, orderlies and patient service associates will face the largest change in demand. On the other hand, store shelf stockers, clerks and order fillers; retail salespersons and visual merchandisers; and retail and wholesale trade managers will see the largest declines in demand.

EMPLOYMENT GROWTH: TOP AND WEAKEST INDUSTRIES¹, 2024-2029



EMPLOYMENT GROWTH PROJECTION¹

Percent Change



Note: The future outlook of the Northwest economic region was produced prior to changes in immigration policy and the threat of US tariffs.

Note 1: Source: Statistics Canada, forecasts by Deloitte.

Labour Supply

There were approximately 108,200 workers available in the Northwest in 2023, and that number is projected to rise to 110,866 in 2029. Overall, between 2024 and 2029, the labour supply is forecasted to rise at an average annual rate of 0.4% per year.

The forecast projects a slowdown in school leavers entering the workforce and an increase in retirements, resulting in decelerated labour supply growth over the forecast. As a result, the number of school leavers is expected to fall from 3,627 in 2023 to 3,474 in 2029, while retirements are expected to rise from 1,047 in 2023 to 1,411 in 2029.

By 2029, social and community service workers, elementary school and kindergarten teachers, and registered nurses and registered psychiatric nurses are expected to see the largest decline in their labour supply due to elevated retirements. On the other hand, retail salespersons and visual merchandisers, software engineers and designers, and software developers and programmers are expected to see the greatest growth as these are popular with new immigrants.

By 2029, 7.0% of the Northwest's 2023 labour supply is expected to retire. Regionally, this rate is the highest in Rainy River at 7.8% and is lowest in Thunder Bay at 6.8%. About 1,065 newcomers per year are expected to enter the labour force in the Northwest by 2029. Leading in population, Thunder Bay is expected to see the largest rise in immigrants, receiving on average 89% of the Northwest's immigrants. Further supporting the labour supply in Thunder Bay, is that the District graduates 69% of the Northwest's school leavers. On average, between 2024 to 2029, 3,596 school leavers are expected to enter the labour market in the Northwest.

Overall, with labour markets already tight, retirements ramping up, and the anticipated changes to immigration policy in Canada, the catchment is likely to continue to see tight labour market conditions over the rest of this decade. However, as demonstrated through this analysis, that labour market tightness will not be evenly shared across occupations.

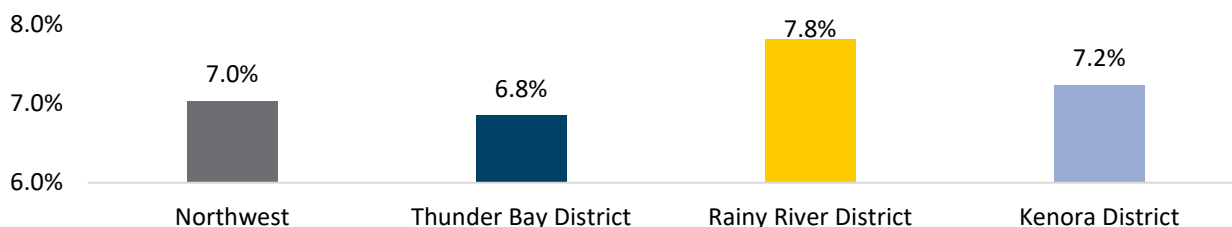
AVERAGE ANNUAL PERCENT CHANGE IN LABOUR SUPPLY, 2024 TO 2029¹

Percent Change



SHARE OF THE 2023 LABOUR SUPPLY EXPECTED TO RETIRE BY 2029. BY CENSUS DIVISION, 2024-2029 RETIREMENTS AS A SHARE OF 2023 LABOUR SUPPLY¹

2024-2029 retirements divided by 2023 labour supply



Note: The future outlook of the Northwest economic region was produced prior to changes in immigration policy and the threat of US tariffs.

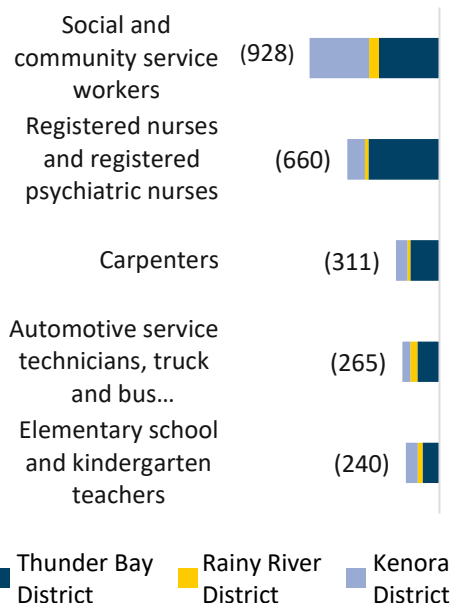
Note 1: Source: Statistics Canada, forecasts by Deloitte.

Labour Market Balance

These occupations are expected to face the most pronounced shortage of workers.

- 1 Social and community service workers (shortage of 928 workers):** As the region's population is expected to rise, demand for this job will as well. Social and community service workers are expected to see the third highest number of retirements by 2029.

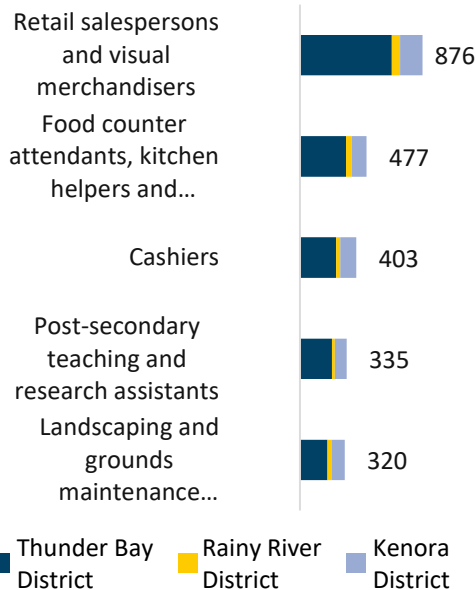
- 2 Registered nurses and registered psychiatric nurses (shortage of 660 workers):** As the region's population continues to age, demand for health care and related occupations, is expected to rise. Older people tend to rely more on health care services than the younger population.



These occupations are expected to have the largest pool of job seekers that will need to look at other occupations for job opportunities.

- 1 Retail salespersons and visual merchandisers (surplus of 876 workers):** Although the occupation's aging workforce is forecasted to increase retirements from the labour force, a consistent inflow of newcomers to the region will outpace the demand needed for this occupation.

- 2 Food counter attendants, kitchen helpers and related support occupations (surplus of 477 workers):** Despite the decline in recent graduates into the occupation, food counter attendants, kitchen helpers and related support occupations are forecasted to see a rise in the number of immigrants.



Note: The future outlook of the Northwest economic region was produced prior to changes in immigration policy and the threat of US tariffs.

Note 1: The total shortage and surplus displayed represents the total in the Northwest economic region.

Note 2: The balance of the top five occupations with a shortage or surplus of workers varies across the different census divisions, however, each contribute to the projected shortage and surplus within the wider Northwest economic region.

Note 3: Source: Statistics Canada, forecasts by Deloitte.

Northwest Superior Workforce Planning Board



North Superior
Workforce Planning Board
Commission de planification
de la main-d'œuvre du
Nord Supérieur



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NAVIGATING CHANGE

LOCAL
LABOUR
MARKET
PLAN

**2024
2025**

Limitations

The North Superior Workforce Planning Board (NSWPB) recognizes the potential limitations inherent in this local labour market report and is dedicated to addressing areas that may require further analysis and action. The data presented in this report reflects the most current and accurate information available as of the publication date. This document may be freely cited or reproduced, provided that appropriate attribution is made to the NSWPB as the source. However, the NSWPB assumes no liability for any consequences resulting from errors or omissions contained within this report.



This Employment Ontario project is funded in part by the Government of Canada and the Government of Ontario.

Executive Summary

For over 28 years, the North Superior Workforce Planning Board (NSWPB) has been a cornerstone organization dedicated to addressing workforce development needs across the Thunder Bay District. As one of Ontario's 26 workforce planning boards, NSWPB plays a critical role in fostering a skilled, inclusive, and sustainable labour market through strategic collaboration with employers, industry associations, educational institutions, and community organizations. The board's mission is to address regional economic and workforce challenges while empowering both individuals and businesses to thrive in a dynamic labour market.

At the core of NSWPB's mandate is comprehensive labour market research, which provides valuable insights into employment trends, workforce gaps, and sectoral challenges. This research spans key industries such as mining, forestry, healthcare, construction, and services, ensuring that policymakers, businesses, and educators have the necessary data to make informed workforce planning decisions. These insights enable the region to proactively address labour shortages and emerging opportunities, fostering long-term economic resilience.

A fundamental pillar of NSWPB's work is promoting workforce inclusivity, with a dedicated focus on supporting Indigenous peoples, youth, newcomers, women, and visible minorities. The board spearheads initiatives aimed at reducing barriers to employment, fostering cultural awareness, and enhancing diversity within the workforce. By addressing systemic challenges and advocating for inclusive hiring practices, NSWPB plays a vital role in strengthening both the social and economic fabric of the region.

In addition to inclusivity, NSWPB champions innovative workforce solutions tailored to the unique needs of Thunder Bay and its surrounding communities. Through targeted programs and strategic partnerships, the board ensures that individuals from all backgrounds have access to

meaningful employment opportunities, career advancement resources, and skills development programs.

NSWPB collaborates closely with businesses, post-secondary institutions, and government agencies to develop and implement industry-specific training programs. In partnership with the Ministry of Labour, Immigration, Training and Skills Development (MLITSD) and local training institutions, the board has played a pivotal role in supporting modular and apprenticeship training programs in high-demand fields such as mining, forestry, and the skilled trades. These programs ensure that workers acquire the specialized skills and certifications required to excel in critical sectors that drive regional economic growth.

Recognizing the importance of immigration in addressing labour shortages, NSWPB actively supports immigration-focused workforce development strategies. By leveraging initiatives such as Ontario's Regional Economic Development through Immigration Pilot (REDI) and Canada's Rural Community Immigration Pilot (RCIP), the board facilitates employer connections with skilled newcomers while ensuring their smooth integration into the local labour market. These initiatives contribute to a more diverse and resilient workforce, enhancing economic sustainability across the region.

Youth workforce development remains a strategic priority for NSWPB. The board supports career exploration workshops, mentorship programs, and work-integrated learning initiatives to equip young professionals with the skills and experience required for career success. By fostering strong school-to-work transitions, these programs help retain young talent within the region, addressing workforce sustainability challenges while ensuring that the next generation of professionals contributes to region's economic growth.

NSWPB envisions a resilient, dynamic, and inclusive workforce that drives long-term economic prosperity in the Thunder Bay District. By leveraging data-driven research, innovative programming, and strategic partnerships, the board continues to bridge labour market gaps, enhance workforce competitiveness, and shape policies that support sustainable economic development.

Vision

A strategically aligned labour force to meet demands across Northwestern Ontario.

Mission

Engaging community partners in leading collaborative workforce development planning. The North Superior Workforce Planning Board will:

- Build a strategic workforce readiness plan.
- Create a dynamic, responsive process to satisfy current needs and prepare people for emerging labour market opportunities within a global economy.
- Leverage community alliances to maximize labour market capacity and competitiveness.

Mandate

Leading in the creation of innovative labour market solutions by:

- Providing authoritative and evidence-based research.
- Identifying employment trends.
- Targeting workforce opportunities.
- Initiating workforce development strategies.

NSWPB, Board of Directors

David Farrell, Chair
Bert Johson
Doris Rossi
Emily Willson
Jesse Traer

John DeGiacomo, Vice Chair
Lorna Hunda
Roger Shott
Ryan Moore
Harold Wilson

Acknowledgements

The development of the 2024–2025 Local Labour Market Plan for the NSWPB catchment area has been shaped by the invaluable input of numerous community stakeholders. We deeply appreciate the time, expertise, and perspectives shared by individuals and organizations, which have been instrumental in crafting a plan that reflects our current realities within an ever-evolving social and economic landscape.

We also extend our gratitude to the Ministry of Labour, Immigration, Training and Skills Development of Ontario, whose support has been essential in addressing local labour market challenges and opportunities.



Land Acknowledgement

NSWPB respectfully acknowledges the First Peoples whose traditional territories we live and work. We are grateful for the privilege of having our office situated on these lands and extend our gratitude to all generations who have cared for this land.

The NSWPB office is in the City of Thunder Bay, situated on Robinson-Superior Treaty territory, the traditional land of the Anishinaabeg and Fort William First Nation. Our service area encompasses more than forty communities, each home to diverse First Nations, Inuit, and Métis Peoples. NSWPB recognizes and values the deep historical connection these communities have to their territories. We stand in support of their efforts to sustain and grow their nations, while also honoring the significant contributions they have made in shaping and strengthening local communities, the province, and Canada as a whole.

Permission Statement

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Thunder Bay District

The Thunder Bay District, Northwestern Ontario's largest by land area, is distinguished by its diverse landscapes and strategic role as a regional center for commerce, healthcare, and education. While historically anchored in the forestry and mining sectors, the district's economy has evolved to encompass healthcare, education, transportation, technology, and tourism, reflecting a dynamic and diversified economic landscape.

A key characteristic of the region is its significant Indigenous population, whose cultural and economic contributions are integral to the district's identity and development. Their involvement in resource management, entrepreneurship, and governance enhances regional economic sustainability while fostering a deeper commitment to reconciliation and inclusive growth.

Despite its economic strengths, the district faces demographic and labour market challenges, including an aging population, youth outmigration, and workforce shortages. To address these issues, strategic initiatives such as targeted immigration programs, workforce development strategies, and infrastructure investments have been implemented to stimulate population growth, enhance labour market participation, and sustain long-term economic prosperity.

As the region continues to adapt to emerging economic opportunities and workforce needs, the Thunder Bay District remains a critical driver of Northwestern Ontario's economic resilience, innovation, and cultural vibrancy.

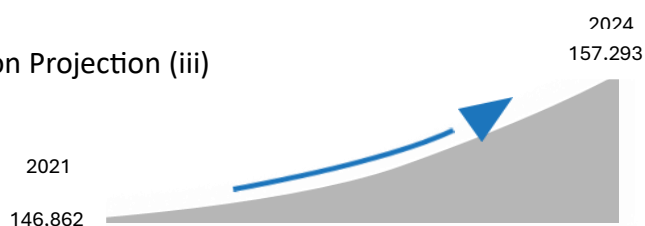
Content	Page
Limitations.....	2
Executive Summary.....	2-3
Vision, Mission, Mandate.....	3
NSWPB Board of Directors.....	3
Land Acknowledgement.....	4
Permission Statement	4
Thunder Bay District.....	4
Table of Contents.....	5-6
Population.....	6
Population Change	6
Thunder Bay District Dependency Ratio.....	6-7
Components of Population Growth.....	8
Immigration and International Students.....	8-9
First Nations, Métis, and Inuit.....	9
Working Population.....	10-13

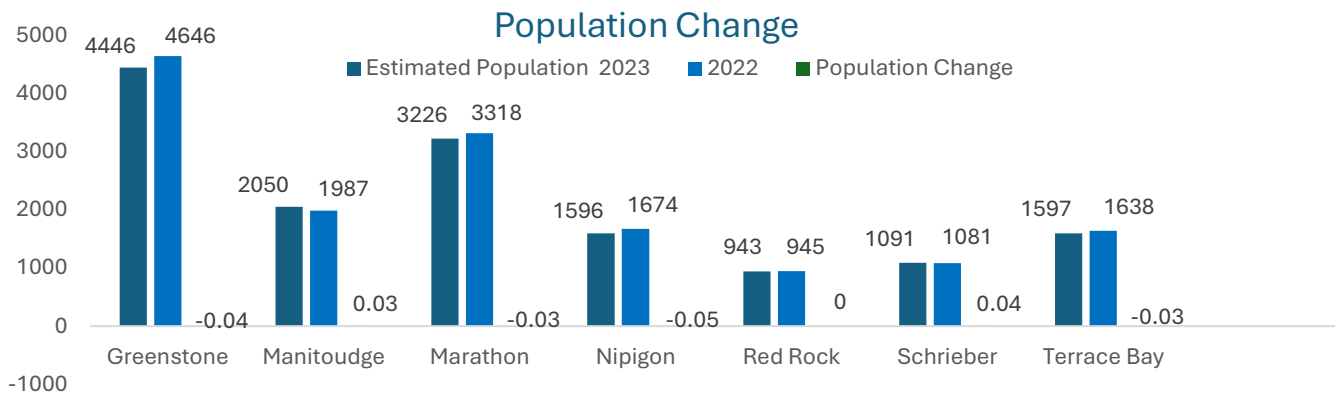
Labour Force.....	10-11
Indigenous Workforce.....	10-12
Indigenous Youth.....	12-13
Men vs Women.....	13
Income.....	13-14
Top Five Occupations.....	14
Occupations where men outnumber women.....	14
Occupations where women outnumber men.....	15
Work Sectors.....	15
Gender Breakdown.....	16
Unemployment.....	16
Youth Unemployment.....	16-17
Education.....	17
Levels of Education Completed in 2024.....	17
Apprenticeship and Trade Certification.....	18-19
Top 10 Trades Registrations.....	19
Who is Participating in the Apprenticeship Program.....	19
Employment Outlook for the Top 10 Trades.....	19-21
Modular Based Training.....	21
Regional Snapshot.....	21-23
Solutions and Strategies.....	23
Economic Outlook.....	23-24
Hospitality and Tourism.....	24
Social Issues.....	25
Solutions.....	25-26
Conclusion.....	26
Communities in the NSWPB Region.....	26
Definitions.....	27-28
References.....	29
Appendix A Communities in the NSWPB Region.....	29-30
Appendix B NSWPB Labour Market Tool and Programs.....	30-31
Acronyms.....	31

Population

The population of the Thunder Bay District grew slightly in 2022: +0.2% or three hundred people. (i) Statistics Canada estimates the population of the district will grow to 155,445 in 2023 and 157,293 in 2024. (ii) The City of Thunder Bay population is estimated to grow to 133,063 in 2024.

Population Projection (iii)





Strategic initiatives aimed at attracting immigrants and retaining younger residents, including the Rural Community Immigration Pilot (RCIP - Canada) and Regional Economic Development through Immigration Pilot (REDI - Ontario) have begun to yield positive outcomes, contributing to the potential stabilization of population trends in recent years. These efforts are instrumental in addressing demographic challenges, supporting labour market needs, and fostering long-term economic sustainability.

Despite these advancements, rural towns and communities continue to experience population declines, driven by limited economic opportunities and infrastructure constraints. Outside the Thunder Bay Census Metropolitan Area (CMA), nearly all communities have faced demographic contraction, with the exceptions of Manitowadge and Schreiber, which have demonstrated greater resilience. Addressing these regional disparities remains a priority, necessitating continued investment in economic diversification, workforce development, and infrastructure enhancement to ensure sustainable growth across Northwestern Ontario.

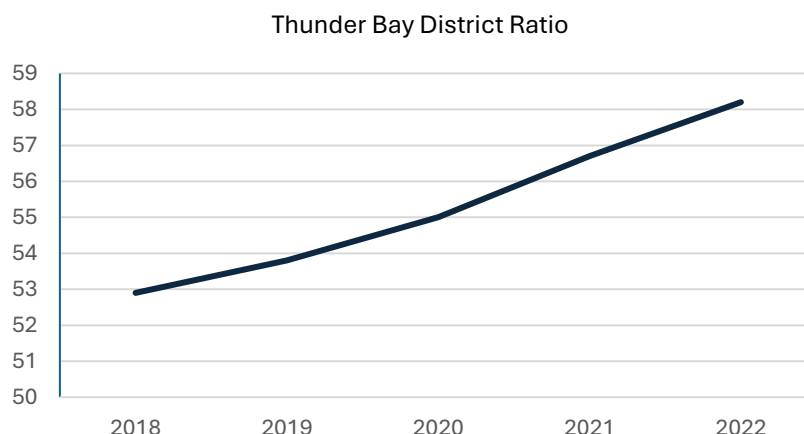
Thunder Bay District Dependency Ratio

The Demographic Dependency Ratio (DDR) is the ratio of the combined population of youth and seniors to the working age population. The formula for the DDR is:

$$\text{DDR} = \frac{(\text{persons aged 19 years or under}) + (\text{persons aged 65 and older})}{\text{Persons aged between 15 and 64 years}}$$

A DDR score of 0.5 indicates that there are two workers available to support each dependent person in a community. If the ratio increases, say to 1.5, it means there are 1.5 dependents for every worker. Essentially, a higher dependency ratio reflects a greater burden on the working-age population to support both the elderly and young dependents. While the DDR offers a general snapshot of the worker-to-dependent ratio, it is not without its limitations. The DDR is based on two key assumptions that do not necessarily reflect reality. First, it assumes full employment for individuals between the ages of 14 and 65. For instance, in 2014-15, the participation rate in the Thunder Bay District was 61.1%, and in Northwest Ontario, it was 60.4%. (xvii)

The ratio of the combined population between 0 to 14 years old and the population aged 65 years and older to 100 people in the population aged between 15 to 64 years old. The current DDR for the Thunder Bay District is 57.



Components of Population Growth

The influx of immigrants and non-permanent residents positively impacted population growth from 2021 to 2022. In contrast, natural change and interprovincial migration had a negative effect. (ii)



Immigration has emerged as the primary driver of population growth in the Thunder Bay District, accounting for over half of the increase. (v)

Birth	Deaths	Immigrant	Net Emigrants	Emigrants	Returning Emigrants	Net Interprovincial Migration	Net Intraprovincial Migration	Net non-permanent residents
123	2011	930	114	197	83	349	237	2007

Immigration and International Students

In January 2025, the Thunder Bay Community Economic Development Commission (CEDC) was approved to participate in Ontario's Regional Economic Development through Immigration Pilot (REDI), an initiative designed to increase skilled worker immigration to regions outside the Greater Toronto Area (GTA). This one-year pilot program aims to assist employers in securing permanent residency for new or existing employees, addressing critical regional labour market shortages.

In addition, CEDC was selected to participate in the Rural Community Immigration Pilot (RCIP), a national initiative that seeks to extend the benefits of immigration to rural communities. This program facilitates employer access to new talent while supporting the retention of skilled workers, particularly in industries experiencing acute labour shortages. These initiatives provide the Thunder Bay Census Metropolitan Area (CMA) with a unique opportunity to attract and retain newcomers, strengthening the regional workforce and driving economic growth.

Despite these proactive efforts, policy changes at the federal level present significant challenges to the region's labour market and economic stability. In January 2024, the Government of Canada announced a two-year reduction in study permit applications to stabilize international student growth, capping approvals at approximately 360,000 for 2024—a 35% decrease from 2023 levels.

Further, in September 2024, an additional 10% reduction was announced for 2025, with this lower threshold maintained through 2026. Notably, master's and doctoral students, previously exempt, will now be included in the cap, with 12% of available spots reserved for them. In October 2024, the Federal Government introduced a phased reduction in immigration targets for 2025 to 2027:

- 2025: Decrease from 500,000 to 395,000 permanent residents
- 2026: Decrease to 380,000 permanent residents
- 2027: Decrease to 365,000 permanent residents

These policy changes pose a significant threat to region's labour market, particularly in sectors such as healthcare, construction, and services, which already face persistent workforce shortages and rely heavily on immigrants and international students to fill critical roles. With an aging local workforce, these reductions may exacerbate the existing skills gap, hinder business expansion, and slow overall economic growth.

The impact of declining immigration levels extends beyond the labour market, affecting key institutions and economic sectors:

- Lakehead University and Confederation College, both of which depend on international student enrollments for tuition revenue and skilled graduates, may experience financial strain and disruptions to regional workforce pipelines.
- A decline in international student and immigrant populations could reduce demand for rental properties, potentially softening the local housing market.
- A shrinking and less diverse labour force may negatively impact innovation, entrepreneurship, and overall economic vitality.

To counteract these challenges, NSWPB recommends the implementation of targeted workforce and immigration strategies, including:

- Increasing labour market engagement among underrepresented groups, including Indigenous peoples, youth, women, and individuals with disabilities.
- Developing initiatives to retain young professionals and attract skilled workers from other provinces, particularly in high-demand sectors.
- Engaging with federal and provincial policymakers to advocate for regional exemptions or adjustments that prioritize workforce needs in Northern Ontario.
- Strengthening collaboration between educational institutions and employers to tailor training programs that address local labour market demands, ensuring a steady pipeline of skilled graduates for the region's key industries.

By taking a proactive and data-driven approach, Thunder Bay District can navigate the evolving immigration landscape while ensuring a resilient and sustainable workforce that supports the region's long-term economic prosperity.

First Nations, Métis, and Inuit

Indigenous people represent 2.8 per cent of the total population of Ontario. Ontario has the largest First Nations population in Canada (236,685 or 24 per cent of the total First Nations population in Canada). Thunder Bay has the highest proportion of Indigenous people in Canada (12.7 per cent of the population). In April 2024, unemployment rates for First Nations and Métis people were 17.2 per cent and 8 per cent, respectively. The estimated population in Thunder Bay is 19,976. (iv)

Working Population



Between 2018 and 2020, the working age population decreased by 3.9% in Thunder Bay District. However, between 2020 and 2022 it increased by 4.7%.

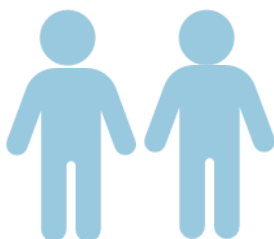
In the Thunder Bay District, the working-age population (ages 15 to 64) stands at 63.4%, slightly below the national average of 64.8%. In 2024, it is estimated that there are fifty-eight dependents for every one hundred workers. The dependency ratio in the Thunder Bay District has been steadily increasing since 2011. This rising trend is concerning, as it may present challenges for both the local economy and society and is not considered sustainable in the long term. (vi)

Labour Force

Thunder Bay CMA employment levels as of January 10, 2025. (vii)



December 2022
60,900 Employed



December 2023
62,900 Employed



December 2024
65,000 Employed

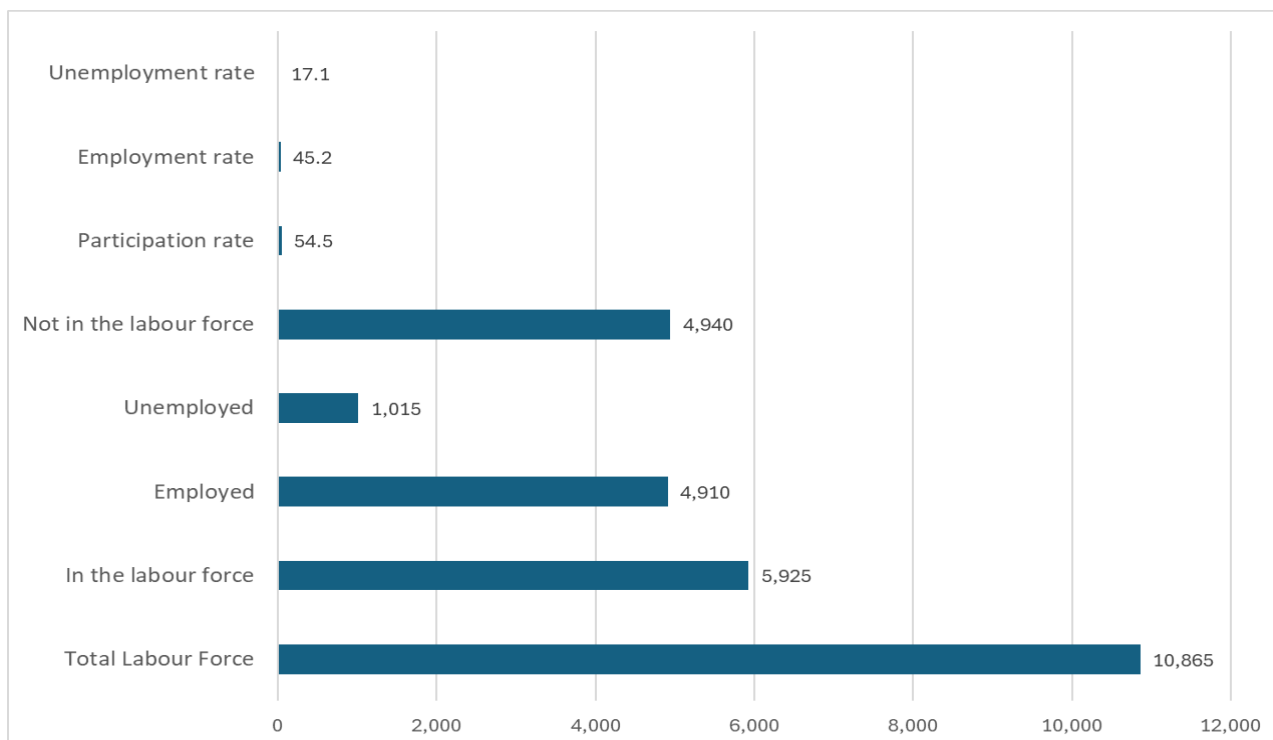
Since 2015, the Thunder Bay District recorded its second-highest employment level in 2019, with 64,000 people employed. The unemployment rate in the Thunder Bay CMA was 5.4% as of December 31, 2024. The lowest rate observed in 2024 was 3% in June, which marked the lowest unemployment rate since May 2023, when it was 3.8%. (viii) As of December 2024, an estimated 80% of workers (52,000 individuals) were employed full-time, while 20% (13,000 individuals) were working part-time. (ix) In 2022, 82% of employed individuals worked full-time,

while 18% held part-time positions. This represents a 2% decrease in the number of full-time workers in 2024, however, it is 3% higher than 2018.

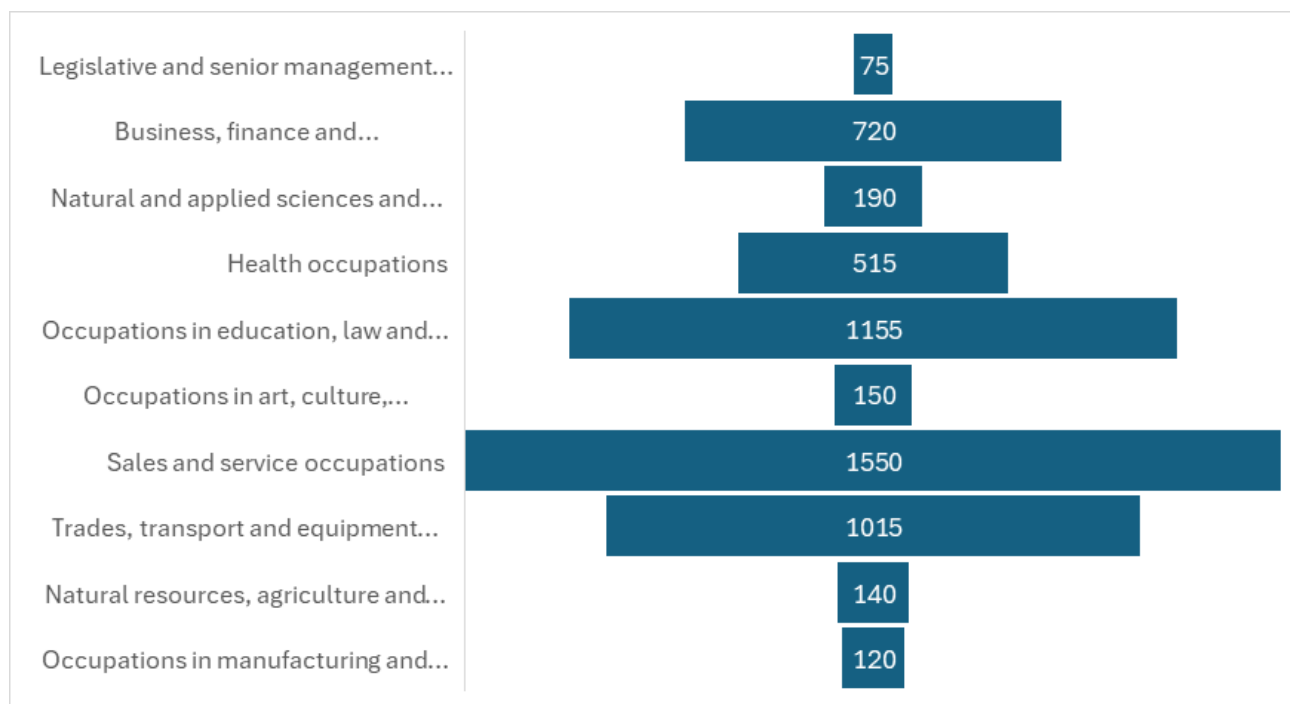
Indigenous Workforce

Information on the Indigenous population participation in the local labour market is limited. The Indigenous population in the Thunder Bay District is 16.2%. The City of Thunder Bay has the highest proportion of Indigenous people in Canada (12.7 per cent of the population), therefore has the highest number of Indigenous people in the workforce. Statistics Canada reports the following for Thunder Bay as of June 2023:

Representation in The Labour Force



Representation Based on Work Sector



Indigenous workers are integral to the labour market and economic vitality of the Thunder Bay District, given their significant presence and potential to address workforce shortages in the region. Situated in an area with a high Indigenous population, the district benefits from the cultural, social, and economic contributions of Indigenous workers across a diverse range of industries, including healthcare, education, construction, natural resources, and entrepreneurship—all of which are fundamental to the region's economic framework.

As the region grapples with an aging workforce and persistent labour shortages, the engagement and empowerment of Indigenous workers will be critical to sustaining long-term economic growth. Indigenous communities in Northwestern Ontario tend to have younger populations compared to the broader demographic landscape, representing a valuable and expanding talent pool. By strengthening access to education, skills development, and employment opportunities, the region can both close labour market gaps and promote greater economic inclusion.

The success of Indigenous workers is intricately linked to Canada's broader reconciliation efforts and the promotion of equity within the labour market. Employers who embrace culturally aware and inclusive workplace practices foster environments where Indigenous professionals can thrive and advance, driving both individual success and broader community well-being.

Furthermore, Indigenous entrepreneurship plays a growing role in economic diversification. Indigenous business leaders are actively shaping key industries such as tourism, renewable energy, and resource management, contributing to innovation, sustainability, and regional economic expansion.

By prioritizing Indigenous workforce engagement, the Thunder Bay District can unlock new economic opportunities, strengthen labour force resilience, and ensure a more inclusive and prosperous future for the entire region.

Indigenous Youth

Reliable data on Indigenous youth unemployment remains limited, but insights from the Nishnawbe Aski Nation (NAN) and Matawa Tribal Councils indicate that the unemployment rate for Indigenous youth is at least twice that of their non-Indigenous peers and can be as high as three times greater, depending on geographic location and access to opportunities. Effectively addressing Indigenous youth unemployment in the Thunder Bay District requires a multi-faceted approach that removes systemic barriers, expands access to employment opportunities, and fosters a more inclusive labour market.

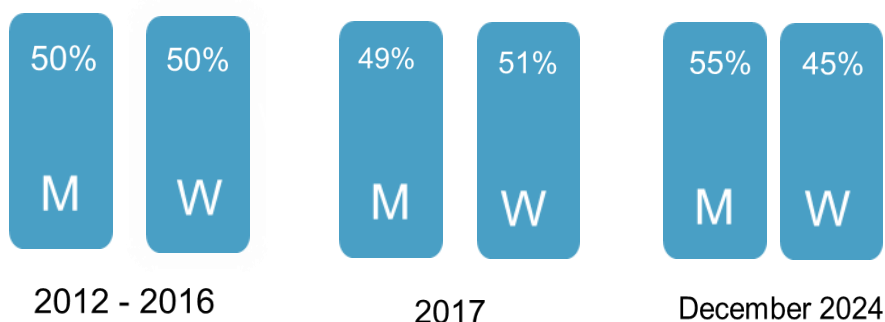
NSWPB recommends expanding vocational training and apprenticeship programs tailored to Indigenous youth. Integrating Indigenous perspectives and cultural relevance into education and workforce development initiatives. Strengthening mentorship programs that connect Indigenous youth with experienced professionals in high-demand industries. Supporting targeted hiring initiatives, internships, and co-op placements to create direct employment pathways.

NSWPB also recommends enhancing transportation infrastructure to improve access to job opportunities. Expanding affordable childcare options for Indigenous families. Implementing anti-discrimination training and inclusive workplace policies to foster equitable employment practices. Increasing funding and support for Indigenous entrepreneurship, allowing youth to pursue self-employment and business ownership. Partnering with industries such as mining, forestry, and healthcare to develop workforce pipelines for high-demand careers. Ensuring that workforce initiatives align with local needs and priorities by engaging Indigenous leadership. Expanding access to career counseling and funding for youth-focused employment programs, such as the Indigenous Youth Apprenticeship Program available at select high schools.

By implementing these strategic initiatives, the Thunder Bay District can foster economic inclusion, workforce readiness, and long-term career success for Indigenous youth, contributing to a stronger, more diverse regional economy.

Men vs Women

Men make up the majority of the full-time workforce in the region, accounting for 55%, while women represent 45%. This gender distribution highlights a persistent gap in full-time employment opportunities. Notably, the proportion of women in full-time roles has been declining since 2018, reversing a period of stability observed between 2012 and 2017. Several factors may contribute to this trend, including shifts in industry demand, workplace policies, caregiving responsibilities, and broader economic conditions. Understanding these patterns is crucial for addressing gender disparities in the labour market and developing targeted strategies to support women's participation in full-time employment. (x)



Income

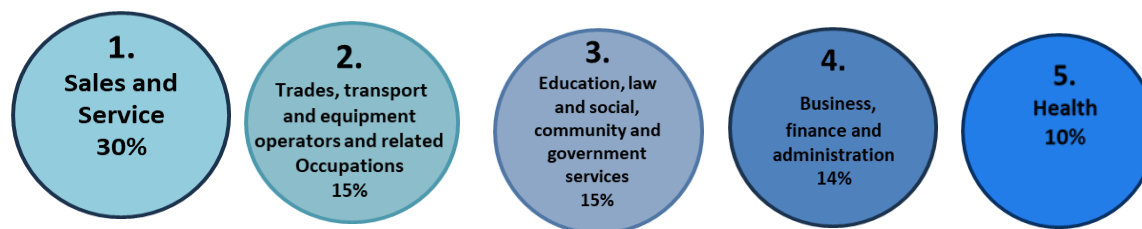
Income Median total income continuously increased since 2018 with the highest increase of 9.2% for women in 2020 (as of June 27, 2024). (xi)

	2018	2019	2020	2021	2022
Median total income, Men	\$46,590	\$47,380	\$49,360	\$50,510	\$51,940
		+1.9%	+4.2%	+2.3%	+2.8%
Median total income, Women	\$34,360	\$35,500	\$38,760	\$39,200	\$40,040
		+3.3%	+9.2%	+1.1%	+2.1%

The median total income trends for men and women from 2018 to 2022, show a consistent increase each year. The most significant rise occurred in 2020, with women experiencing a 9.2% increase, compared to 4.2% for men. Overall, women saw higher percentage growth than men, though a gender income gap remained throughout the period. In 2018, men had a median income of \$46,590, while women earned \$34,360, reflecting a \$12,230 gap. By 2022, this gap slightly narrowed to \$11,900, with men earning \$51,940 and women \$40,040.

Yearly income growth trends indicate moderate increases in 2019 (+1.9% for men, +3.3% for women), followed by the sharpest rise in 2020, likely influenced by external economic factors such as wage adjustments or stimulus measures. Growth slowed significantly in 2021 (+2.3% for men, +1.1% for women) but saw a slight recovery in 2022 (+2.8% for men, +2.1% for women). While women's incomes grew at a faster rate, men continued to earn more. The sharp rise in 2020 suggests economic disruptions may have played a role.

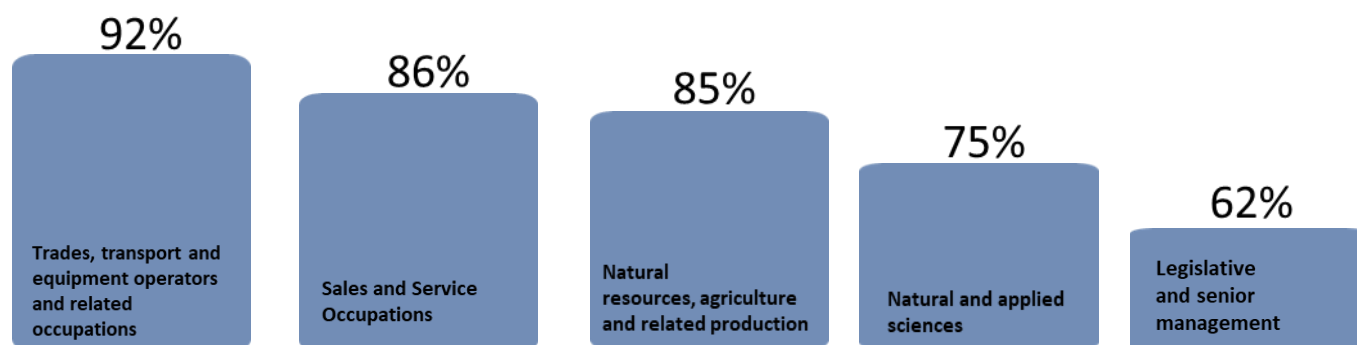
Top Five Occupations



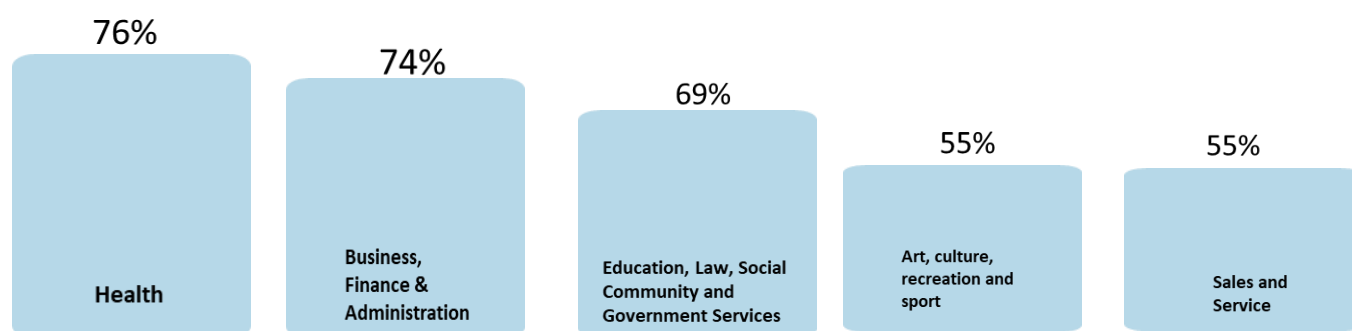
These five key occupations collectively account for 84% of the workforce, underscoring their central role in regional employment. Among them, the healthcare sector has experienced the most significant growth, expanding by 23% since 2016. This surge is largely driven by an aging population, increasing demand for healthcare services, and ongoing public health initiatives. The need for healthcare professionals, particularly personal support workers (PSWs), continues to rise, as elderly individuals and those with disabilities require sustained care in both institutional and homecare settings.

However, it is essential to recognize that the labour market remains highly dynamic, with emerging industries and economic shifts influencing employment trends. For example, efforts to diversify the local economy may foster growth in sectors such as technology and renewable energy, potentially reshaping the prominence of certain occupations in the future. Maintaining a proactive approach to workforce planning, skills development, and economic adaptation will be crucial in ensuring sustained regional prosperity and employment resilience.

Occupations where men outnumbered women: (xii)

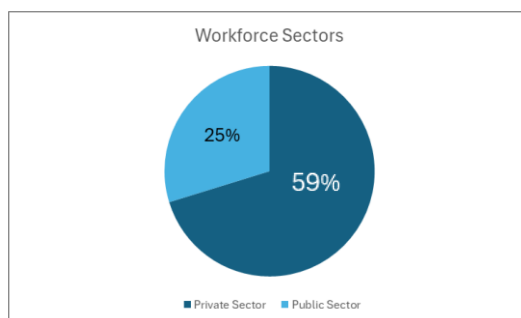


Occupations where women outnumbered men: (xii)



Work Sectors

The public and private employment sectors in the NSWPB region, based on the number of jobs employ 84% of the workforce. (xii)



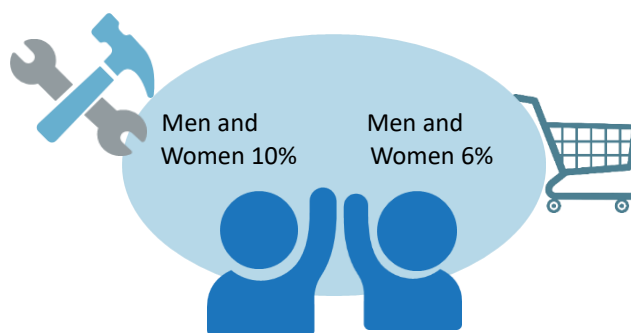
The healthcare and social assistance sectors are the largest employers in the Thunder Bay District, reflecting the region's growing demand for medical and community support services. Key organizations driving this sector include the Thunder Bay Regional Health Sciences Centre (TBRHSC), St. Joseph's Care Group, long-term care facilities, home care providers, and community health agencies. Despite the escalating demand for healthcare services, workforce shortages present a critical challenge to the sector. Nursing and personal support worker (PSW) roles are particularly affected, facing significant recruitment and retention difficulties.

To address these workforce shortages, NSWPB suggests the region must prioritize strategic workforce planning through enhanced training opportunities for graduates in nursing, PSW, and allied health professions, targeted recruitment and retention incentives to attract and retain healthcare professionals and workforce well-being initiatives to improve working conditions and support mental health among healthcare staff.

By investing in comprehensive workforce strategies, the Thunder Bay District can strengthen its healthcare infrastructure, ensuring continued access to high-quality medical and community care services while mitigating the impacts of labour shortages.

Gender breakdown

For men, the construction and retail industry were the biggest employers. Combined men and women working in construction sector represent 10% of total employment while in the retail sector represent 6% of total employment. In 2021, 2,940 men and 55 women worked in the construction sector while 4,160 men and 4,425 women worked in the retail sector. (xii)



The distribution of top employer industries was less balanced for women compared to men in 2021. Women were predominantly employed in the health care and social assistance industry, with significant representation in educational services and retail trade. These three industries collectively accounted for 59% of all employed women in the region. In contrast, seven industries combined accounted for a similar share (61%) of employment among men. Additionally, the top ten industries for women made up 15% more of their total workforce share than the top ten industries did for men. This indicates that women's employment is more concentrated in specific industries compared to men.

Unemployment

In December 2024, the unemployment rate declined to 5.5% for core-aged men (aged 25 to 54) and 5.2% for men aged fifty-five and older. For women, the unemployment rate was 5.7% among core-aged women (aged 25 to 54) and 4.6% for those aged fifty-five and older. The overall unemployment rate in the Thunder Bay region was 5.7% for the period ending January 2025.

Youth Unemployment

The youth (15 to 24) unemployment rate increased by 0.5 percentage points to 14.4% in December 2024, as more youth searched for work. The cumulative increase in the youth unemployment rate in November and December (+1.6 percentage points), largely offset the cumulative decline seen in September and October (-1.7 percentage points). In 2022, reports indicated that the Ontario government discontinued certain youth-specific job search programs. This move raised concerns about potential negative impacts on the career growth and earning potential of young people in the province.

In recent years, Employment Ontario has restructured its youth employment services, leading to the consolidation of certain programs. Notably, the Youth Job Connection (YJC) program was integrated into the broader Employment Ontario framework. This integration aims to streamline services and reduce redundancy. However, concerns have been raised that this move might limit access to specialized support tailored for young job seekers facing unique challenges.

Education

As of 2021, Statistics Canada reported that 83.0% of individuals aged fifteen and over in the Thunder Bay District had completed at least a high school diploma. Between 2006 and 2011, the proportion of individuals with post-secondary credentials in the region increased by 7%. While the number of individuals attaining a high school education continues to rise, the Thunder Bay District falls behind the rest of Ontario and Canada in the percentage of residents attending post-secondary institutions or completing a bachelor's degree or higher. (xiii)

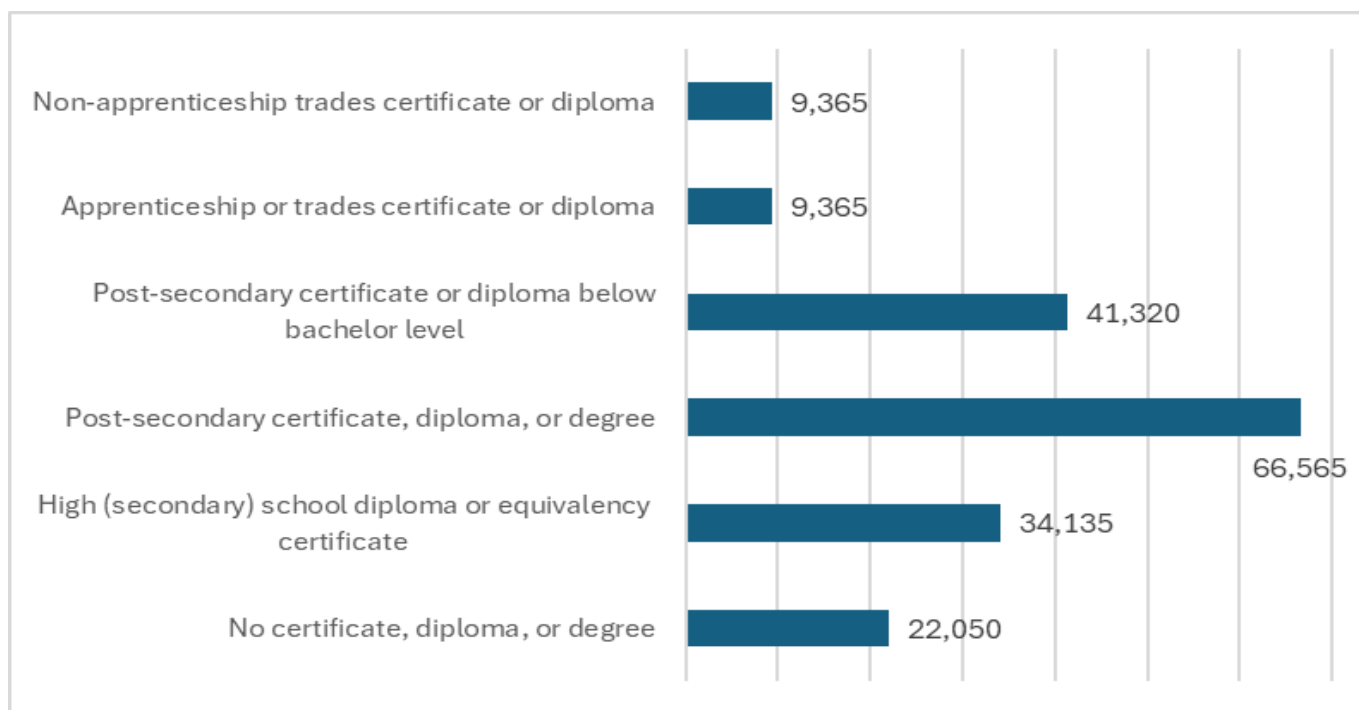


24.7% of people aged 25 to 64 in the Thunder Bay District had a bachelor's degree or higher, compared to 36.8% in Ontario and 32.9% in Canada.

7.1% of people in the Thunder Bay District had a location of study outside Canada, out of those aged 25 to 64 with a postsecondary certificate, diploma, or degree. This compares to 23.8% in Ontario and 20.1% in Canada overall. The most common location of study outside Canada for Thunder Bay (District) was India.

Among youth aged 18 to 24 in the Thunder Bay District, 44.4% were attending post-secondary school, compared to 51.5% in Ontario and 50.2% in Canada overall.

Levels of Education Completed in 2024 (xiii)

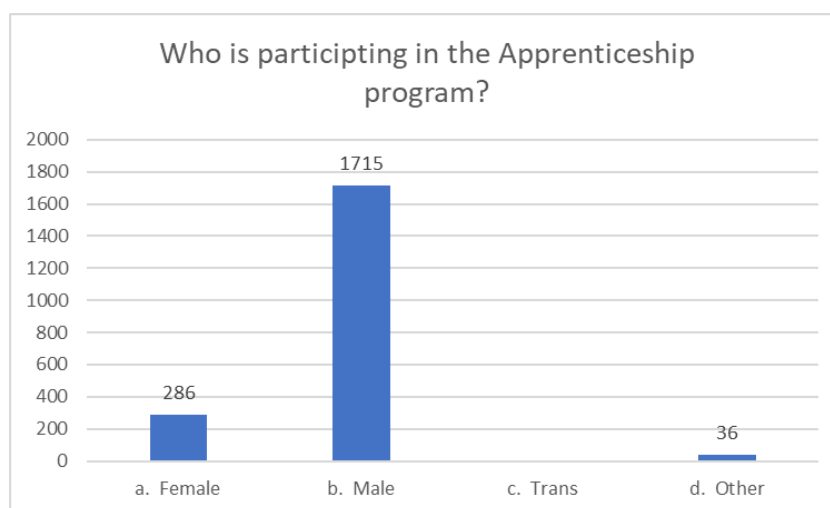


Apprenticeship and Trade Certification

The lingering effects of COVID-19 continued to impact the labour market into 2022 and early 2023. However, 2024 marked a significant resurgence in the skilled trades sector, with a notable increase in the number of registered and active apprentices, as well as higher enrollment in modular-based training programs. This growth reflects the ongoing economic recovery and rising demand for skilled labour across key industries.

Despite concerted efforts by government agencies, educational institutions, and trade unions to promote opportunities for women in the skilled trades, participation levels remain disproportionately low. In 2024, men accounted for 85% of all registered and active apprentices in the Thunder Bay District, underscoring the need for targeted initiatives to increase female representation in trade professions. (xiv)

To bridge this gender gap, NSWPB recommends further emphasis on mentorship programs, targeted recruitment strategies, and expanded access to training opportunities will be essential in ensuring a more diverse and inclusive skilled trades workforce. Addressing systemic barriers and fostering greater participation among underrepresented groups will strengthen the long-term sustainability and resilience of the region's labour market.



Between 2016 and 2021, the Thunder Bay District experienced a notable decline in the number of individuals holding apprenticeships or trade certifications, affecting both men and women at comparable rates. Specifically, the number of women with trade qualifications decreased by 13%, while men saw a 12% decline. (xv)

This trend raises significant concerns regarding the availability of skilled tradespeople, potentially exacerbating labour shortages in industries reliant on certified professionals, such as construction, manufacturing, and resource extraction. The decline may also reflect challenges in apprenticeship access, retention, and program completion rates, as well as shifting dynamics in vocational education and workforce development.

Addressing this issue requires strategic investment in trade education, enhanced apprenticeship support systems, and targeted initiatives to attract and retain skilled workers. Strengthening partnerships between educational institutions, industry stakeholders, and government agencies will be crucial to revitalizing the skilled trades workforce and ensuring long-term economic sustainability in the region.

Employment outlook for the ten top trades (xiv)

Electrician 309A

Job outlook over the next 3 years - **Moderate**

The employment outlook will be moderate for electricians (except industrial and power system) (NOC 72200) in the Thunder Bay region for the 2024-2026 period. Employment growth will lead to a moderate number of new positions. A moderate number of positions will become available due to retirement. There are several unemployed workers with recent experience in this occupation.

Automotive Service Technician 310S

Job outlook over the next 3 years - **Good**

The employment outlook will be good for Automotive Service Technicians, truck and bus mechanics and mechanical repairers (NOC 72410) in the Thunder Bay region for the 2024-2026 period. Employment growth will lead to several new positions. A moderate number of positions will become available due to retirements. There are a small number of unemployed workers with recent experience in this occupation.

Carpenter 402A

Job outlook over the next 3 years - **Moderate**

The employment outlook will be moderate for Carpenters (NOC 72310) in the Thunder Bay region for the 2024-2026 period. Employment growth will lead to a moderate number of new positions. A moderate number of positions will become available due to retirements. There are several unemployed workers with recent experience in this occupation.

Heavy Duty Equipment Technician 421A

Job outlook over the next 3 years - **Moderate**

The employment outlook will be moderate for Heavy-Duty Equipment Mechanics (NOC 72401) in the Thunder Bay region for the 2024-2026 period. Employment growth will lead to a moderate number of new positions. A moderate number of positions will become available due to retirements. There are a moderate number of unemployed workers with recent experience in this occupation.

Truck and Coach Technician 310T

Job outlook over the next 3 years - **Good**

The employment outlook will be good for Truck and Bus Mechanics and mechanical repairers (NOC 72410) in the Thunder Bay region for the 2024-2026 period. Employment growth will lead to several new positions. A moderate number of positions will become available due to

retirements. There are a small number of unemployed workers with recent experience in this occupation.

Industrial Mechanical Millwright 433A

Job outlook over the next 3 years - **Moderate**

The employment outlook will be moderate for Construction Millwrights and Industrial Millwrights (NOC 72400) in the Thunder Bay region for the 2024-2026 period. Employment growth will lead to a moderate number of new positions. Several positions will become available due to retirements. There are a moderate number of unemployed workers with recent experience in this occupation.

Powerline Technician 434A

Job outlook over the next 3 years - **Good**

The employment outlook will be good for Electrical Power Line and Cable workers (NOC 72203) in the Thunder Bay region for the 2024-2026 period. Employment growth will lead to several new positions. Few positions will become available due to retirements.

Plumber 306A

Job outlook over the next 3 years - **Good**

The employment outlook will be good for Plumbers (NOC 72300) in the Thunder Bay region for the 2024-2026 period. The following factors contributed to this outlook: Employment growth will lead to several new positions. A moderate number of positions will become available due to retirements. There are a moderate number of unemployed workers with recent experience in this occupation.

Hairstylist 332A

Job outlook over the next 3 years - **Very good**

The employment outlook will be very good for Hairstylists and barbers (NOC 63210) in the Thunder Bay region for the 2024-2026 period. Employment growth will lead to several new positions. A moderate number of positions will become available due to retirements. There are a small number of unemployed workers with recent experience in this occupation.

Welder 456A

Job outlook over the next 3 years - **Moderate**

The employment outlook will be moderate for Welders and related machine operators (NOC 72106) in the Thunder Bay region for the 2024-2026 period. Employment growth will lead to a moderate number of new positions. A moderate number of positions will become available due to retirements. There are several unemployed workers with recent experience in this occupation.

Modular Based Training

The number of registered mining modular training applications significantly surpasses those in the forestry sector, reflecting the increased mining activity within the region. This trend highlights the growing demand for skilled workers to support the expansion of the mining

industry. From 2021 to 2025, the number of individuals completing mining training programs has consistently risen, signaling a sustained focus on building workforce capacity to meet industry needs.

The most in-demand training within the mining sector was for the roles of "Underground Hard Rock Miner" and "Surface Miner Common Core", both of which are critical to supporting large-scale mining operations. These programs equip participants with the essential skills and safety knowledge required to operate in challenging environments, ensuring they meet industry standards.

In contrast, the forestry sector has seen less activity in modular training applications. However, the primary focus in this sector has been on training for Mechanical Harvesting Equipment Operators, a role essential for modernizing forestry operations and increasing efficiency in resource extraction. While the forestry sector's training activity is comparatively lower, it remains vital to maintaining sustainable forestry practices and supporting the regional economy.

The increasing uptake of mining training reflects the sector's dominance as a driver of economic growth in the region, while targeted training in forestry helps sustain its role as a foundational industry. Together, these training programs are key to preparing the workforce for opportunities in two of the region's most significant industries.

Regional Snapshot

The Thunder Bay District is facing significant labour market challenges that have far-reaching implications for economic sustainability. Employers across the region are struggling to fill positions due to a shortage of qualified workers, with the issue being particularly acute in Northern and rural communities, where population growth remains stagnant. The region's aging workforce, low fertility rates, and youth out-migration have contributed to a shrinking labour force, creating persistent labour shortages. A declining population threatens local businesses and the broader economy, as it leads to reduced consumer spending, lower tax revenues, and diminished economic activity.

As of December 31, 2024, Thunder Bay's unemployment rate rose to 5.4%, with the lowest rate of the year recorded at 3% in June; the lowest since May 2023, when it was 3.8%. While these fluctuations indicate some resilience, underemployment remains a persistent issue, with many workers either employed below their skill level or in part-time roles despite seeking full-time opportunities. Without targeted workforce expansion, the region faces an impending labour force contraction, with projections indicating that Thunder Bay District must attract 50,000 newcomers by 2041 to maintain its current population levels. Without significant immigration and workforce development efforts, the economic sustainability of the region remains at risk.

To meet evolving labour market demands, a workforce equipped with diverse and adaptive skills is essential. Addressing skill gaps through education and vocational training will be critical in preparing workers for high-demand sectors. Enhancing education and employment opportunities for Indigenous populations is particularly important, as projections indicate that

Indigenous participation in the labour force will continue to grow. Investing in targeted workforce initiatives, increasing Indigenous representation in key industries, and eliminating systemic employment barriers will strengthen the overall economy and bolster workforce resilience.

Several key industries including healthcare, skilled trades, transportation, and mining are experiencing critical labour shortages. Employers struggle to find local candidates with the required qualifications, particularly in smaller communities, where attracting talent from urban centers and other regions remains a challenge. With a significant proportion of the region's workforce approaching retirement age, the region faces a shrinking pool of experienced workers. Simultaneously, younger generations are migrating to larger urban centers, exacerbating the brain drain effect and depleting the local talent pipeline. Low birth rates further restrict natural workforce growth, compounding the challenge of maintaining an adequate supply of workers.

In addition to demographic shifts, skills mismatches remain a pressing concern. Many job seekers lack the qualifications necessary for in-demand roles, while others are overqualified for available positions. Emerging industries, such as clean energy, advanced manufacturing, and information technology, require new skill sets, necessitating a strategic focus on reskilling and upskilling initiatives. Aligning local educational institutions and training programs with industry demands is crucial to ensuring a steady pipeline of qualified workers.

The Indigenous population represents a significant and growing workforce demographic, making their increased participation essential to addressing regional labour shortages. However, systemic inequities, limited access to education and training, and a lack of culturally relevant employment opportunities continue to hinder Indigenous workforce integration. Overcoming these challenges will require comprehensive employment strategies that prioritize Indigenous-led workforce development, enhanced access to training programs, and the promotion of inclusive workplace practices.

Transportation barriers further complicate workforce participation, particularly in remote and rural communities, where poor infrastructure and limited transit options hinder access to employment opportunities. Enhancing regional connectivity will be essential for economic growth, allowing more workers to commute to job centers while ensuring that businesses have access to a broader talent pool.

The Thunder Bay economy remains heavily reliant on traditional industries, including forestry, mining, and healthcare. While these sectors continue to be vital, economic diversification is necessary to reduce vulnerability to market fluctuations and global demand shifts. Expanding opportunities in renewable energy, technology, and sustainable industries will not only attract new talent and investment but also ensure long-term economic resilience.

Solutions and Strategies

The region must expand training programs tailored to meet in-demand skills. Partnerships with industries must be expanded so there are more opportunities for apprenticeships and on-the-job training. Incentives such as affordable housing, career growth opportunities, and improved amenities must be created to encourage young professionals to stay in the region. The recent announcement for immigrant settlement programs to support housing, language training, and credential recognition provides an opportunity to grow the region population. However, retaining immigrants is still a critical issue. Developing culturally relevant training programs and create employment opportunities in collaboration with Indigenous organizations is necessary to address the under representation of Indigenous people in the region's workforce.

Economic Outlook

The economic outlook for the Thunder Bay District remains optimistic, driven by key developments, infrastructure investments, and strategic planning initiatives. In 2024, Thunder Bay's economy was projected to grow by 1.6%, surpassing the national average of 0.7%. This economic expansion is largely attributed to major projects, including the ongoing construction of the \$1.2-billion provincial jail, which has provided a significant boost to the local labour market and economic activity.

A key driver of Thunder Bay's economic growth is the "Shaping a Sustainable Future" Strategic Action Plan (2023-2025), developed by the Thunder Bay Community Economic Development Commission (CEDC). This plan focuses on positioning the city as a regional hub for mining, forest product services, supply, and manufacturing, further strengthening its role as an economic anchor in Northwestern Ontario. In addition, the strategy emphasizes attracting and retaining skilled workers through targeted immigration initiatives, enhancing year-round tourism experiences, and promoting Indigenous-led tourism enterprises to diversify the regional economy.

The Thunder Bay District continues to be a desirable place to live and do business, supported by strong infrastructure development and collaborative partnerships. To further stimulate economic activity, it is essential to encourage entrepreneurship, support new business start-ups, and address the challenges faced by small business owners. These efforts will foster long-term economic sustainability and create a welcoming environment for both businesses and residents.

Looking ahead, The Conference Board of Canada projects that Thunder Bay's population will continue to grow annually through 2028. Contributing factors include affordable housing, which remains a competitive advantage compared to larger urban centers, and the city's status as a regional healthcare hub for Northwestern Ontario. With a strong focus on infrastructure development, strategic workforce initiatives, and economic diversification, the Thunder Bay District is well-positioned for sustained growth and long-term economic prosperity.

Hospitality and Tourism

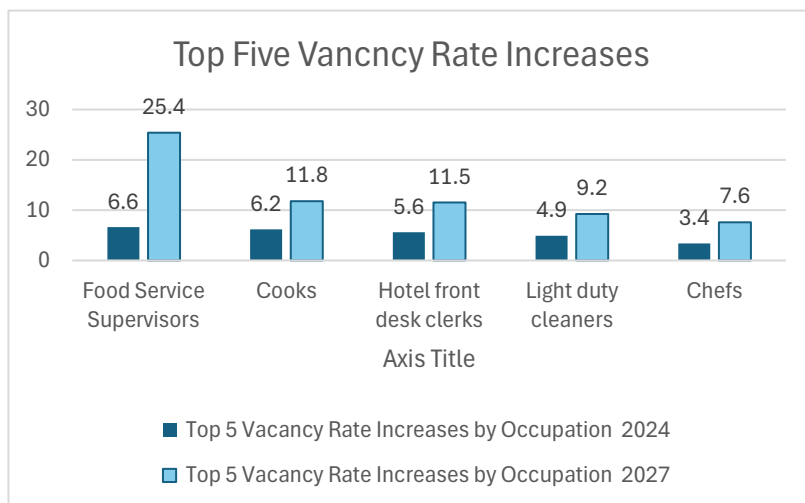
The hospitality and tourism sector in the Thunder Bay District has demonstrated significant resilience and growth in recent years. In 2022, the accommodation sector experienced a

notable recovery, with local occupancy rates rising above 73%, marking an increase of nearly 15 percentage points from 2021 and slightly surpassing 2019 figures. The average daily rate for stays in the city also increased to \$158, up by over 20% from the previous year.

In 2023, the sector continued its positive trajectory. Tourism Thunder Bay reported that the accommodation sector maintained strong performance, with occupancy rates and average daily rates remaining robust. The city also saw a significant economic impact from cruise ship tourism, contributing approximately \$3.9 million, and event-related tourism, which added around \$12 million to the local economy.

Looking ahead, the 2024 Marketing Plan for Tourism Thunder Bay emphasizes the importance of media relations, sport tourism, and the promotion of meetings and conventions to sustain and enhance the sector's growth. The plan highlights the city's strengths in outdoor adventure, cultural experiences, and its strategic location as key factors in attracting visitors. Overall, the hospitality and tourism sector in the Thunder Bay District has shown a remarkable recovery and continues to be a vital component of the local economy.

Provincially, the tourism sector's workforce is projected to grow, employing over 763,000 people by 2027. This expansion aligns with an anticipated increase in total tourism spending on domestic goods and services, reaching \$27.6 billion. However, persistent labour shortages will continue to challenge the sector's ability to meet visitor demand. The vacancy rate is expected to be 4.7% this year, with projections indicating a steady rise to 5.9% by 2027. (xix)



This trend is expected to greatly impact tourism and hospitality businesses, leading to cost challenges, operational shifts, reduced customer service quality, and constraints on expansion or growth opportunities.

Social Issues

Thunder Bay faces some of the highest poverty rates in Ontario, contributing to pressing social issues, including homelessness, limited economic opportunities, and inadequate access to

affordable housing. These challenges are further compounded by substance abuse concerns, with alcoholism and opioid addiction significantly impacting public health and community safety. The city has also experienced a notable rise in violent crime, including homicides, assaults, and robberies, often linked to poverty, substance dependence, and mental health struggles.

Indigenous communities in Thunder Bay continue to face systemic racism, which affects their access to essential services, employment, and social inclusion. These disparities create additional barriers to economic mobility and community well-being, highlighting the need for targeted policy interventions. Addressing these complex challenges requires a comprehensive and multi-faceted approach, including economic revitalization efforts, strengthened social support systems, and enhanced community engagement initiatives. By fostering greater inclusivity, investment in mental health and addiction services, and improved access to housing and employment opportunities, Thunder Bay can build a more equitable, resilient, and prosperous future for all residents.

NSWPB Recommended Solutions

Recommended solutions to address the economic and social challenges in the Thunder Bay District include a mix of community, government, and private sector initiatives aimed at fostering economic growth, improving social equity, and building a stronger community fabric. Here are some key recommendations.

- Partner with non-profits and developers to build subsidized and low-cost housing units. Provide enhanced access to employment counseling, mental health support, and food security initiatives.
- Increase the availability of safe consumption sites and needle exchange programs. Expand funding for addiction treatment centers and support services, particularly for youth and marginalized populations.
- Strengthen police-community relationships by emphasizing preventative measures and cultural awareness training for officers.
- Develop after-school programs and recreational facilities to engage youth and reduce vulnerability to crime.
- Collaborate with Indigenous leaders to develop culturally appropriate education, employment, and healthcare initiatives. Provide education on diversity and inclusion for public servants and community members.
- Support programs that promote reconciliation and understanding between Indigenous and non-Indigenous populations.
- Encourage collaborations between governments, businesses, and non-profits to pool resources and implement large-scale solutions.
- Leverage research from local institutions and organizations, such as the NSWPB, to craft evidence-based policies.
- Foster public dialogue and involvement in planning and decision-making to ensure solutions align with community needs.

- Develop measurable goals and timelines to evaluate the effectiveness of these solutions, adjusting strategies as necessary to meet changing conditions.

These solutions, implemented holistically, can help the region overcome its challenges and build a more vibrant and equitable community. A healthy society becomes a healthy workforce.

Conclusion

Delivering authoritative, evidence-based research, expert insights, and identifying employment trends lies at the core of NSWPB's mandate. By analyzing workforce dynamics and industry needs, NSWPB helps shape policies and programs that foster economic growth and workforce development.

This local labour market plan fulfills that commitment by incorporating consultations with local labour market organizations and utilizing the latest available data. Through engagement with industry leaders, employers, educational institutions, and community stakeholders, the plan provides a well-rounded perspective on regional labour trends, challenges, and opportunities.

Serving as a foundation for future planning processes, this report offers actionable insights to support workforce development initiatives, economic strategies, and policy decisions. The action points, recommendations, and expert insights within this report equip NSWPB to identify and capitalize on workforce opportunities effectively, ensuring a skilled labour force that meets the evolving needs of Northwestern Ontario's industries. By leveraging these insights, NSWPB aims to strengthen the local economy, support job seekers, and drive long-term workforce sustainability.

Communities in the NSWPB Region

As identified in the 2023-2024 Local Labour Market Plan, three Métis communities have been added to the communities in the NSWPB service region. Although the Métis Nation of Ontario Community Council offices listed are situated in established non-Indigenous municipalities, they are not within these municipalities' governance or representation. Métis Community Councils represent distinct communities within wider geographical areas. and initiate development strategies in its service area. Since workforce planning is a continuous activity, such information builds on last year's labour market picture and will equally contribute to upcoming reports and planning efforts.

Definitions

Apprenticeship

Apprenticeship training programs developed by MLITSD and are structured pathways that combine classroom instruction with paid, on-the-job training to develop skilled workers for various trades. These programs are designed in collaboration with industry stakeholders to ensure they align with current labour market demands and industry standards. Apprentices work under the guidance of experienced journeypersons, gaining firsthand experience while completing formal technical training at approved colleges or training institutions.

Apprenticeships typically lead to certification in Red Seal and non-Red Seal trades, providing credentials recognized across Canada. The programs cover a wide range of sectors, including construction, manufacturing, transportation, and service industries.

MLITSD supports apprenticeships through funding incentives for employers who hire and train apprentices, as well as grants and loans for apprentices to cover tuition, tools, and living expenses. Programs such as the Ontario Youth Apprenticeship Program (OYAP) encourage high school students to explore careers in the skilled trades, creating an early pathway into apprenticeships. Additionally, initiatives like the Pre-Apprenticeship Training Program prepare individuals who may lack the required experience or education to enter an apprenticeship.

These programs not only address skills shortages but also promote workforce inclusivity by targeting underrepresented groups, including women, Indigenous peoples, and newcomers. Apprenticeship training is an integral part of the province's strategy to build a robust, skilled workforce, contributing to economic growth and addressing labour market needs in regions like Thunder Bay District.

Modular Based Training Programs

Modular-based training programs developed by MLITSD and are structured and flexible learning approaches designed to meet specific industry needs and enhance workforce skills. These programs break complex training into smaller, manageable modules, each focusing on a particular skill or competency. Participants can complete individual modules as needed, allowing for targeted and efficient skill development.

A key feature of these programs is their industry-specific design. They are tailored to the requirements of various sectors, such as construction, mining, and manufacturing, ensuring that participants gain relevant and in-demand skills. Additionally, the flexibility of modular training allows learners to progress at their own pace and complete modules aligned with their career goals or job requirements. Many of these programs also include firsthand, practical training components, enabling participants to apply their learning in real-world scenarios. Modules can often be stacked to achieve certifications or qualifications recognized by employers, further enhancing their value.

Examples of modular-based training include the Working at Heights program, a mandatory safety training module for individuals in construction or similar industries, and the Mining Skills Programs, which focus on equipment operation, safety protocols, and environmental practices for workers in the mining sector. Another example is the Skilled Trades Readiness program, offering foundational trade skills for those entering fields like electrical work, plumbing, or welding.

These programs offer significant benefits, such as addressing labour shortages by enabling quick upskilling to meet immediate workforce needs. They also provide customization options, allowing employers to use specific modules to train employees on specialized tasks. Moreover, the modular approach promotes inclusivity by breaking down barriers to training, making it

accessible to diverse groups, including underrepresented populations and those re-entering the workforce.

By focusing on specific skills and offering flexibility, MLITSD's modular-based training programs help equip workers with the tools they need to succeed while supporting industries facing skill shortages, particularly in regions like Thunder Bay. (xvi)

Red Seal

The Red Seal Program, formally known as the Interprovincial Standards Red Seal Program, is a program that sets common standards to assess the skills of tradespeople across Canada. Industry is heavily involved in developing the national standard for each trade. It is a partnership between the federal government and provinces and territories, which are responsible for apprenticeship training and trade certification in their jurisdictions.

Thunder Bay Census Metropolitan Area (CMA)

Consists of: Conmee (Township), Fort William 52 (Indian reserve), Gillies (Township), Neebing (Municipality), O'Connor (Township), Oliver Paipoonge (Municipality), Shuniah (Township) and Thunder Bay (City). A Census Metropolitan Area is a large urban area (known as an urban core), together with adjacent urban and rural areas (known as urban and rural fringe) that have a high degree of social and economic integration with the urban core. A CMA has a minimum urban core population of 100,000.

The National Occupational Classification (NOC)

is the national reference for occupations in Canada. It provides a systematic classification structure that categorizes the entire range of occupational activity in Canada for collecting, analyzing, and disseminating occupational data for labour market information and employment-related program administration. Occupational information is of critical importance for the provision of labour market and career intelligence, skills development, occupational forecasting, labour supply and demand analysis, employment equity, and numerous other programs and services. The National Occupational Classification was updated in 2021.

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- (xv) Ministry of Labour, Immigration, Training and Skills Development.
- (xvi) Statistics Canada Demographic Dependency Ratio
- (xvii) District's economy needs 50,000 more immigrants by 2041 (TBT News)
- (xviii) Conference board of Canada: Major City Insights October 2024
- (xix) Tourism SkillsNet Ontario

Appendix A Communities in the NSWPB Region

Census District	Common Community Name	Census Subdivision Name, Type
Thunder Bay	Animbiigoo Zaagi'igan Anishinaabek (Lake Nipigon Ojibway First Nation)	Lake Nipigon, IRI
Thunder Bay	Aroland First Nation	Aroland 83, IRI
Thunder Bay	Biigtigong Nishnaabeg (Ojibways of the Pic River First Nation)	Pic River 50, IRI
Thunder Bay	Biinjitiwaabik Zaaging Anishinaabek (Rocky Bay First Nation)	Rocky Bay 1, IRI
Thunder Bay	Bingwi Neyaashi Anishinaabek (Sand Point First Nation)	
Thunder Bay	Conmee	Conmee, TP
Thunder Bay	Dorion	Dorion, TP
Kenora	Eabametoong First Nation (Fort Hope)	Fort Hope 64, IRI
Thunder Bay	Fort William First Nation	Fort William 52, IRI
Thunder Bay	Gillies	Gillies, TP
Thunder Bay	Ginoogaming First Nation (Long Lake #77 First Nation)	Ginoogaming First Nation, IRI
Thunder Bay	Greenstone, Municipality of	Greenstone, MU
Thunder Bay	Greenstone Métis Community	
Thunder Bay	Kiashke Zaaging Anishinaabek (Gull Bay First Nation)	
Thunder Bay	Lac des Mille Lacs First Nation	Lac Des Mille Lacs 22A1, IRI
Thunder Bay	Long Lake #58 First Nation	Long Lake 58, IRI
Thunder Bay	Manitouwadge	Manitouwadge, TP
Thunder Bay	Marathon	Marathon, TP
Kenora	Marten Falls First Nation	Marten Falls 65, IRI

Thunder Bay	Neebing	Neebing, MU
Kenora	Neskantaga First Nation (Lansdowne House)	Lansdowne House, S-E
Kenora	Nibinamik First Nation (Summer Beaver)	Summer Beaver, S-E
Thunder Bay	Nipigon	Nipigon, TP
Thunder Bay	O'Connor	O'Connor, TP
Thunder Bay	Oliver Paipoonge	Oliver Paipoonge, MU
Thunder Bay	Pawgwasheeng (Pays Plat First Nation)	Pays Plat 51, IRI
Thunder Bay	Pic Mobert First Nation	Pic Mobert N/S, IRI
Thunder Bay	Red Rock	Red Rock, TP
Thunder Bay	Red Rock Indian Band/Lake Helen First Nation	Lake Helen 53A, IRI
Thunder Bay	Schreiber	Schreiber, TP
Thunder Bay	Shuniah	Shuniah, MU
Thunder Bay	Terrace Bay	
Thunder Bay	Superior North Shore Métis Community	Terrace Bay, TP
Thunder Bay	Thunder Bay	Thunder Bay, CY
Thunder Bay	Thunder Bay, Unorganized	Thunder Bay, Unorganized, NO
Thunder Bay	Thunder Bay Métis Community	
Kenora	Webequie First Nation	Webequie, IRI
Thunder Bay	Whitesand First Nation	Whitesand, IRI

Appendix B: NSWPB Labour Market Tool and Program

NSWPB

Northwest Connector: The Northwest Connector Program connects skilled job seekers with local business professionals, civil servants, and community leaders, helping them expand their professional networks, access Northwestern Ontario's hidden job market, and successfully integrate into the Thunder Bay area.

WorkSCAPE Northwest: WorkSCAPE (Skills, Careers, Assets, and Programs Explorer) Northwest is a comprehensive suite of labour market tools that offers an in-depth view of the NSWPB region's workforce landscape. It consolidates job postings from twenty-five sources, along with community resources, a career pathway explorer, and more, all in one easily accessible platform. WorkSCAPE Northwest simplifies the job search process while enhancing understanding of the local labour market by generating up-to-date reports on labour supply and demand.

Acronyms

CEDC - Thunder Bay Community Economic Commission

CMA - Census Metropolitan Area

DDR - Demographic Dependency Ratio

NAN - Nishnawbe Aski Nation

NOC - Notional Occupation Classification

NSWPB - North Superior Workforce Planning Board

MINES - Ministry of Mines

MLITSD - Ministry of Labour, Immigration, Training and Skills Development

OYAP - Ontario Youth Apprenticeship Program

RCIP - Rural Community Immigration Pilot (Canada)

REDI - Regional Economic Development through Immigration Pilot (Ontario)

TBRHSC - Thunder Bay Regional Health Sciences Centre

YJC - Youth Job Connection Program



North Superior
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Nord Supérieur



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NAVIGATING CHANGE

LOCAL
LABOUR
MARKET
PLAN

**2024
2025**

Northwest Training and Adjustment Board



Kenora and Rainy River Districts

2022-2025 Local Labour Market Plan Report

2025 FINAL UPDATE



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LLMP Report design and printing: Wake Marketing & Design

How Did We Do?

Please access our short survey by visiting <https://form.simplesurvey.com/f/s/NTAB2025LLMPReport> or by hardcopy request.

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Vision

Engage all regional stakeholders and partners with valuable workforce information.

Mission

To improve our local workforce.

"A job for everyone, someone for every job."

Canada

EMPLOYMENT
ONTARIO

Ontario

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The views expressed in this document do not necessarily reflect those of the Government of Ontario.

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2022-2025 Local Labour Market Plan Report
Kenora and Rainy River Districts
February 2025

Table of Contents

EXECUTIVE SUMMARY4

BACKGROUND.....7

LABOUR MARKET SUPPLY8

LABOUR MARKET DEMAND13

CAREER COMPASS NORTHWEST17

EMPLOYMENT ONTARIO DATA 2023-2024.....21

ACTION PLAN UPDATE 2025.....25

ACRONYM GLOSSARY41

GEOGRAPHIC AREAS.....43

Executive Summary

The Northwest Training and Adjustment Board (NTAB) covers two catchment areas; the Kenora District and the Rainy River District. Each one comes with its own unique challenges. NTAB works with local partners and stakeholders to identify these local labour force issues. Local planning provides communities with the ability to identify, understand, and develop sustainable strategies to address labour market issues within our districts.

We have an aging workforce that needs immediate attention. As well, more skilled tradespeople/ apprentices are needed to grow our local economies. The relationship between economic development, higher educational attainments, supporting our Indigenous population and promoting Immigration are things needed to positively impact where we live. NTAB works to support Small and Medium Entrepreneurs in fields like Tourism, Agriculture and other various Service Sectors.

Forestry, Mining and Health Care create a lot of good job opportunities in the two districts and on-going work is needed with welcoming newcomers to help fill some of the vacancies that exist in these and other sectors.

The Northwest Training and Adjustment Board's Directors and staff recognize that we gather on the traditional lands of the Anishinaabe and Métis Peoples within the Kenora and Rainy River Districts. It is our hope that the information that is gathered and shared through the work of the Northwest Training and Adjustment Board will assist in the process of truth and reconciliation with Indigenous Peoples and augment the intended sharing of resources that these lands provide to its residents.

In 2021-2022, the Northwest Training and Adjustment Board released a plan for workforce development in the Kenora and Rainy River Districts covering the period of 2022 to 2025. The three-year evidence-based plan focused on:

- Re-building the local economy through the availability of a resilient and skilled labour force;
- Re-engaging with workers as they return to the workforce and students as they prepare for the future;
- Re-igniting the local economy via actions and strategies outlined in our Workforce Development Action Plan 2022-2025.

This report provides the final annual update of the 3-year plan addressing the five priorities that have formed the basis of NTAB's local labour market plan for many years:

1. Transitioning our workforce in a changing economy.
2. Attraction/Retention of Key Demographics of our Population.
3. Evolving Education Requirements.
4. Supporting entrepreneurs.
5. Integrating the Marginalized Workforce.

The following indicators have been used to assess changes in labour market supply and demand over the past year:

Labour Market Supply

- The Annual Unemployment rate has fallen consistently since 2020 and at 4.5% in 2024 is the lowest it has been in five years.
- While the participation rate in Northwest Ontario increased in 2022 and 2023, it fell significantly in 2024 and at 59.2% it is lower than in Ontario overall. With the very low unemployment rate, it is important to attract people back to the labour market.
- The number of people in the Kenora and Rainy River Districts collecting Employment Insurance has remained relatively stable over the past year. While the number is low, the group that experienced the most significant increase in employment insurance recipients was women age 55 to 64 in the Kenora District.
- Both the Kenora and Rainy River Districts experienced a net increase in migration into the region in the most current timeframe between 2017 and 2022. Fifty-five more people moved into the Kenora District than left. In the Rainy River District, 214 more individuals moved into the area than who left. The only age cohort that experienced net out-migration were youth age 18 to 24 from the Rainy River District.
- An analysis of the ten occupations that employ the most people by the level of educational typically required to obtain entry-level employment demonstrates that there are employment opportunities in both the Kenora and Rainy River Districts for people of all levels of educational attainment.

Labour Market Demand

- There were 218 or 5% more businesses operating in the Kenora District in June 2024 as compared to June 2022. The most notable increases were observed in Administrative Supports, Waste Management and Remediation with an increase from 86 to 141 businesses in operation (64%) and Professional, Scientific and Technical Services where the number of businesses increased from 225 to 243.
- The Rainy River District also experienced an increase in the number of businesses operating between 2022 and 2024. There were 62 more businesses operating as of June 2024, an increase of 3.7%. The greatest increase was observed in the Administrative Supports, Waste Management and Remediation sector growing from 37 to 48 businesses (30%). Businesses in this sector include supports to business such as personnel and recruiting companies as well as janitorial services, security provision, etc. Waste management establishments are engaged in the collection, treatment and disposal of waste material.
- Comparing the total number of businesses in each sector as a percentage of total businesses locally with the province overall highlights the importance of the Agriculture, Forestry, Fishing and Hunting; Retail Trade and Other Services sectors in the Kenora District as compared to Ontario. Agriculture, Forestry, Fishing and Hunting; Retail Trade, Other Services, Accommodation and Food Services and Public Administration are the most predominant sectors in the Rainy River District, exceeding the province.
- Elevated employment concentration in Agriculture, Forestry, Fishing, Hunting; Mining, Oil and Gas Extraction and Quarrying; Utilities; Health and Social Assistance and Public Administration highlights their importance to the region's workforce.
- The NTAB Northwest Career Compass provided a source for data examining online job postings issued in the Kenora and Rainy River Districts in 2024. The Top 20 occupations generating the most postings in both areas are summarized in Table 8A and B.

- The Northwest Training and Adjustment Board released an online survey of employers on December 17, 2024. The survey, distributed to Chambers of Commerce in the Kenora and Rainy River Districts to forward to their members, Employment Ontario Service Providers to forward to their employer network and to the NTAB Board of Directors' employer network. The survey closed on January 9, 2025, generating thirty completed responses from a cross-section of sectors, business types and business sizes. Feedback was provided on current occupational shortages, projected change in the number of employees and skill requirements.
- Program data provided by Employment Ontario demonstrates that client participation in Employment Ontario Assisted Employment Services programming in the Kenora District between April 1, 2023 and March 31, 2024 decreased by 84 clients (19%) compared to 2022-2023. However, the number taking advantage of Unassisted Employment Services in the same time period grew by 40% from 2,117 to 2,973.
- In the Rainy River District, participation in Assisted Employment Services grew significantly between 2022-2023 and 2023-2024. 565 people received Assisted Employment Services or 133 more than 432 people who received Assisted Employment Services in 2022-2023. This is an increase of 30%. However, the number who took advantage of Unassisted Services decreased by 181 falling to 3,824.
- Across Northern Ontario, usage of Assisted Employment Services remained relatively stable over the past year while use of Unassisted Services increased by 30%.
- The number of learners participating in Literacy and Basic Skills increased in both the Kenora and Rainy River Districts. There were 33 more learners in the Kenora District, an increase of 7% while there were 73 more learners in the Rainy River District, an increase of 30% compared to 2022-2023.
- The number of Apprenticeship registrations decreased in the Kenora District from 101 in 2022-2023 to 92 in 2023-2024. However, the number of active apprentices grew from 301 to 313 in the past year. The number of Certificates of Apprenticeship issued also grew from 24 in 2022-2023 to 45 in 2023-2024. The number of modular registrations decreased from 545 issues in 2022-2023 to 461 in 2023-2024.
- In the Rainy River District, the number of apprenticeship registrations also decreased from 49 in 2022-2023 to 31 in the past year. The number of active apprentices increased slightly from 134 in 2022-2023 to 136 in 2023-2024. There was a decrease in the number of Certificates of Apprenticeship issued falling to 18 issued last year compared to 24 in 2022-2023. This is a decrease of 6 certificates or 25%. There was an increase in the number of Modular Training registrations increasing from 203 in 2022-2023 to 265 in 2023-2024. This is an increase of 32 or 30.5%.
- Participation in the Canada Ontario Job Grant and Better Jobs Ontario programming continues to be minimal although increased activity in COJG was reported during the community consultation conducted in November 2024. Eligibility requirements and the lack of availability of local training continues to be a barrier to participation in Better Jobs Ontario.
- The final annual update to the three-year Action Plan 2022-2025, itemizes short, medium and long-term actions now underway.

Background

Early in 2022, the Northwest Training and Adjustment Board (NTAB) released a three-year evidence-based plan for workforce development in the Kenora and Rainy River Districts. This 2025 report is the Final Update of three annual updates.

In 2024, as the local economy, workforce and services returned to pre-pandemic conditions, community partners in the Kenora and Rainy River Districts continued their focus on five strategic priorities for workforce development in the region:

1. Transitioning our workforce in a changing economy.
2. Attraction/Retention of Key Demographics of our Population.
3. Evolving Education Requirements.
4. Supporting entrepreneurs.
5. Integrating the Marginalized Workforce.

Recognizing the significance of the pandemic on the region's economy and workforce, NTAB and their partners added a new priority to their Action Plan: 6. Post-COVID-19 Work Trends.

This update uses statistical data from a variety of sources including Statistics Canada Census 2021, Canada Business Counts, Taxfiler and NTAB's Career Compass Northwest Job Board analysis of online job postings. To gain insights into labour market supply, we have used Employment Ontario's own service data to serve as a sample set of the larger population of unemployed workers in the Kenora and Rainy River Districts. To gain further insight into local labour market demand, the plan includes feedback from local businesses gathered by a survey conducted at the end of 2024. Input from multiple stakeholders including employers, economic developers, educators and employment service providers has been combined with these statistical insights to create strategic actions outlined in the Local Labour Market Action Plan for Workforce Development in the Kenora and Rainy River Districts.

Labour Market Supply

Last year's labour market plan provided several insights into the population of the Kenora and Rainy River Districts gleaned through the Statistics Canada Census 2021 including population change, age, educational attainment and Indigenous and racialized populations. We learned that the region, like many in Ontario, is now being impacted by an aging workforce. While the population of individuals age 15 and older in the Kenora District has increased slightly between 2016 and 2021, the population of people age 25 to 54 has decreased. This is concerning as this age demographic comprises the greatest percentage of the labour force. Population increases are driven by individuals age 55 and older. In the Rainy River District, the population of individuals age 15 and older decreased slightly between 2016 and 2021. However, the loss of over 400 people in the key labour force demographic of age 25 to 54 is of particular concern.

The Statistics Canada Census 2021 revealed improved educational attainment as compared to the 2016 Census. The number of people without a secondary school diploma decreased in both the Kenora and Rainy River Districts. In the Rainy River District, the number with a secondary school diploma increased. At 25.5% and 24% respectively, a greater percentage of the total labour force has a college certificate or diploma in both the Kenora and Rainy River Districts compared to Ontario where one in five people have earned this credential. The number with an Apprenticeship credential decreased between 2016 and 2021 in both districts, however, at 8% of the total labour force in the Kenora District and 9% in the Rainy River District in 2021, the percentage of the total labour force with an Apprenticeship designation is significantly more than in Ontario where 5% has an apprenticeship certificate or diploma. Finally, the number who have a university degree also increased in the Kenora and Rainy River Districts. As of 2021, almost 15,000 people or one in five of the Kenora District residents have earned a university credential while in the Rainy River District, 2,290 (14.5%) have attained a university credential.

Labour Force Status

While local unemployment rates are suppressed by Statistics Canada to meet confidentiality requirements, Table 1 highlights the annual unemployment rates in northern Ontario. The unemployment rate in Northwest Ontario continues to fall in 2024 as the rate begins to rise across the province.

Geography	2020	2021	2022	2023	2024
Northeast Ontario	8.0%	6.9%	4.5%	5.5%	5.9%
Northwest Ontario	7.9%	6.8%	5.0%	4.7%	4.5%
Thunder Bay Census Metropolitan Area	8.0%	7.5%	4.3%	4.2%	4.3%
Ontario	9.8%	8.1%	5.6%	5.7%	7.0%

Sources: Statistics Canada Table 14-10-0393-01 and Table 14-10-0385-01, Labour force characteristics, annual

Table 2 looks at the participation rate in the North as compared to Ontario. Participation rate is a calculation of the percentage of people who are either working or looking for work. While the participation rate in Northwest Ontario increased in 2022 and 2023, it fell significantly in 2024 and is lower than in Ontario overall. With the very low unemployment rate, it is important to attract people back to the labour market. Our upcoming analysis of labour market demand will demonstrate that there are employment opportunities at all educational levels. Removing barriers that may keep people from seeing their place in the workforce would help to alleviate labour market demand.

Table 2: Annual participation rate in northern Ontario					
Geography	2020	2021	2022	2023	2024
Northeast Ontario	58.1%	57.1%	58.5%	57.7%	57.5%
Northwest Ontario	59.0%	61.0%	60.3%	61.6%	59.2%
Thunder Bay Census Metropolitan Area	60.3%	62.9%	61.1%	62.1%	60.7%
Ontario	63.7%	65.2%	65.4%	65.5%	65.0%

Sources: Statistics Canada Table 14-10-0393-01 and Table 14-10-0385-01, Labour force characteristics, annual

Table 3 compares the number of people collecting Regular Employment Insurance benefits in October 2024 with October 2023. The number collecting these benefits remained stable. In the Kenora District, 650 individuals received Employment Insurance as of October 2024 as compared to 670 in 2023. In the Rainy River District, 160 individuals were collecting Employment Insurance benefits as of October 2024 as compared to 170 in 2023. Table 3 provides a further breakdown of recipients by age and gender. The group that experienced the most significant increase was women age 55 to 64 in the Kenora District.

Table 3: Decrease in number collecting Regular Employment Insurance – Oct 2023 and Oct 2024								
Age Range	Oct 2023		Oct 2024		Difference Recipients - Males		Difference Recipients - Females	
	Males	Females	Males	Females	Number	Per Cent	Number	Per Cent
Kenora District								
Age 15 to 29	60	30	50	20	(-10)	(-16.7%)	(-10)	(-33.3%)
Age 30 to 54	220	130	230	130	10	9.0%	0	0.0%
Age 55 to 64	90	50	100	70	10	11.1%	20	40.0%
Rainy River District								
Age 15 to 24	10	10	20	10	10	100%	0	0.0%
Age 30 to 54	50	50	50	40	0	0.0%	(-10)	(-20.0%)
Age 55 to 64	20	20	20	20	0	0.0%	0	0.0%

Source: Table 14-10-0323-01 Employment Insurance beneficiaries by Census Division, monthly, unadjusted for seasonality

Migration Characteristics

Table 4A and B indicate out-migration has continued to slow since peaking in 2018. Statistics Canada Taxfiler data measures the number of people moving in and out of our region. Between 2013 and 2018, a net 1,151 people had left the Kenora District and 379 had moved from the Rainy River District. In 2014 to 2019, net out-migration slowed to 807 from the Kenora District and 231 from the Rainy River District.

In the most current timeframe between 2017 and 2022 both the Kenora and Rainy River Districts experienced a net increase in migration into the region. Fifty-five more people moved in to the Kenora District than left. In the Rainy River District, 214 more individuals moved into the area than who left. The only age cohort that experienced net out-migration were youth age 18 to 24. Often this is a positive occurrence as youth leave for post-secondary education. The key is to attract them back.

Table 4A: Migration in and out of the Kenora and Rainy River Districts			
Kenora District – 2017 to 2022			
Age Range	Total In-Migration	Total Out-Migration	Net Migration
0 to 17	1,911	2,000	(-149)
18 to 24	1,266	1,209	57
25 to 44	3,605	3,017	588
45 to 64	1,410	1,482	(-72)
65 +	415	764	(-369)
Total	8,607	8,552	55

Table 4B: Migration in and out of the Kenora and Rainy River Districts			
Rainy River District – 2017 to 2022			
Age Range	Total In-Migration	Total Out-Migration	Net Migration
0 to 17	660	439	171
18 to 24	291	459	(-168)
25 to 44	1,082	897	185
45 to 64	502	410	92
65 +	169	235	(-66)
Total	2,704	2,490	214

Source: Statistics Canada Taxfiler data, 2024

Composition of the Local labour force in the Kenora and Rainy River Districts

We have already identified that the census 2021 has pointed to an aging workforce locally as compared to the previous census conducted in 2016 as well as an increase in educational attainment. To highlight that there are employment and career opportunities in the Kenora and Rainy River Districts at all levels of education, we can use the Census 2021 to explore the occupational composition of the labour force by level of education.

Tables 5A and B look at the ten occupations that employ the greatest number of people in the Kenora and Rainy River Districts for each level of education. The analysis demonstrates that there is a good cross-section of jobs at every level of education as well as significant indicators of current and future demand.

The Employment Outlook information included in Tables 5A and 5B is an indicator provided by the Service Canada Job Bank. Any occupation can be looked up at www.jobbank.gc.ca/trend-analysis/search-job-outlooks.

Table 5A: Occupations that employ the most people in the Kenora District by educational attainment					
Occupation	Total Employed	No. of Job Postings Jan 1 to Nov 30 2024	Age 55+		Employment Outlook
			No.	%	
Secondary School or Less					
64410 Security guards and related occupations	545	26	110	16.9	Moderate
65310 Light duty cleaners	545	97	185	27.4	Good
64100 Retail salespersons/visual merchandisers	580	41	205	28.9	Moderate
73300 Transport truck drivers	570	66	335	46.9	Good
65312 Janitors, caretakers, heavy-duty cleaners	480	37	160	25.8	Moderate
60020 Retail and wholesale trade managers	705	171	220	29.3	Good
75110 Construction trades helpers & labourers	475	34	85	12.7	Moderate
65100 Cashiers	430	103	70	11.2	Moderate
65201 Food counter attendants/kitchen helpers	435	99	90	13.8	Good
14100 General office support workers	440	60	125	21.2	Limited
Apprenticeship or Trades Certificate or Diploma					
72310 Carpenters	405	9	110	20.0	Good
72410 Automotive service tech's, truck/repair	240	77	50	17.9	Moderate
72200 Electricians (except industrial)	150	12	30	18.2	Moderate
72400 Construction millwright/industrial mech.	180	42	60	30.8	Good
73400 Heavy equipment operators	390	22	145	29.9	Moderate
72300 Plumbers	95	8	20	20.0	Moderate
63210 Hairstylists and barbers	60	0	15	11.5	Moderate
72106 Welders and related machine operators	120	2	20	16.7	Moderate
63200 Cooks	275	112	80	22.2	Moderate
72020 Supervisors, mechanic trades	50	27	0	0.0	Very Good
72401 Heavy-duty equipment mechanics	75	18	0	0.0	Good
College (A = 2 or more years education / B = less than 2 years or more than 6 months on-the-job training)					
42201 Social & community service workers (A)	1,565	157	395	22.3	Good
42202 Early childhood educators/assistants (A)	390	29	80	18.0	Good
33102 Nurses aides, orderlies, service assoc. (B)	520	15	120	20.3	Good
42100 Police officers (except commissioned) (B)	360	0	40	10.5	Good
43100 Elem. & Sec. school teacher asst's. (B)	580	71	90	14.1	Good
13110 Administrative assistants (B)	430	119	160	33.7	Moderate
13100 Administrative officers (B)	330	65	145	39.7	Good
32102 Paramedic occupations (A)	135	3	0	0.0	Good
32101 Licensed practical nurses (A)	110	101	20	16.7	Very Good
12200 Accounting tech's and bookkeepers (A)	200	11	140	56.0	Good
University Certificate, Diploma or Degree					
41221 Elementary and kindergarten teachers	665	172	165	22.3	Good
31301 Registered nurses/psychiatric nurses	535	354	115	19.8	Good
41220 Secondary school teachers	360	211	70	18.2	Good
41300 Social workers	205	58	35	15.6	Good
00018 Senior managers-public & private sector	225	0	100	41.7	Unavailable
40021 School principals, administrators	105	23	35	33.3	Very Good
11100 Financial auditors and accountants	100	26	35	31.8	Very Good
31102 General practitioners, family physicians	85	42	0	0.0	Very Good
41301 Therapists in counselling	85	15	10	11.8	Very Good
30010 Managers in health care	105	79	20	18.2	Good
41101 Lawyers and Quebec notaries	60	24	0	0.0	Moderate

Table 5B: Occupations that employ the most people in the Rainy River District by educational attainment

Occupation	Total Employed	No. of Job Postings Jan 1 to Nov 30 2024	Age 55+		Employment Outlook
			No.	%	
Secondary School or Less					
73300 Transport truck drivers	265	8	115	36.5	Good
64100 Retail salespersons/visual merchandisers	195	32	50	20.8	Moderate
65201 Food counter attendants/kitchen helpers	160	43	15	6.7	Moderate
60020 Retail and wholesale trade managers	230	11	75	31.3	Moderate
65310 Light duty cleaners	140	24	35	17.1	Good
65100 Cashiers	140	14	0	00	Limited
65312 Janitors, caretakers, heavy-duty cleaners	115	4	85	53.1	Moderate
80020 Managers in agriculture	140	18	85	51.5	Good
65102 Store shelf stockers, clerks, order fillers	80	32	0	0.0	Moderate
75110 Construction trades helpers & labourers	100	10	45	25.0	Good
Apprenticeship or Trades Certificate or Diploma					
72410 Automotive service tech's, truck/repair	95	16	0	0.0	Moderate
73400 Heavy equipment operators	175	7	65	29.5	Good
72310 Carpenters	75	4	25	23.8	Good
72400 Construction millwright/industrial mech.	95	11	10	10.0	Moderate
72200 Electricians (except industrial)	30	8	0	0.0	Good
72401 Heavy-duty equipment mechanics	75	2	10	12.5	Moderate
73201 General building maintenance workers	60	11	25	35.7	Moderate
92101 Water and waste treatment operators	45	1	0	0.0	Moderate
63200 Cooks	120	12	35	23.3	Good
63210 Hairstylists and barbers	20	0	0	0.0	Moderate
College (A = 2 or more years education / B = less than 2 years or more than 6 months on-the-job training)					
42201 Social & community service workers (A)	360	28	75	18.8	Good
33102 Nurses aides, orderlies, service assoc. (B)	165	13	35	17.5	Good
42202 Early childhood educators/assistants (A)	125	8	0	0.0	Good
43100 Elem., Sec. school teacher asst's. (B)	165	5	40	20.5	Good
13110 Administrative assistants (B)	130	23	60	40.0	Moderate
32102 Paramedic occupations (A)	55	8	0	0.0	Good
13100 Administrative officers (B)	75	17	30	40.0	Good
72106 Welders & related machine operators (A)	55	12	0	0.0	Moderate
92100 Power engineers & power system op's (A)	65	0	0	0.0	Moderate
University Certificate, Diploma or Degree					
41221 Elementary and kindergarten teachers	220	6	35	14.6	Good
31301 Registered nurses/psychiatric nurses	180	71	40	20.0	Good
41220 Secondary school teachers	110	26	20	16.7	Good
00018 Senior managers-public & private sector	75	0	15	18.8	Unavailable
40021 School principals, administrators	30	7	0	0.0	Very Good
41300 Social workers	40	4	0	0.0	Good
41301 Therapists in counselling	25	3	0	0.0	Very Good
41302 Religious leaders	25	0	0	0.0	Undetermined
30010 Managers in health care	30	16	10	33.3	Good
41101 Lawyers and Quebec notaries	20	7	0	0.0	Moderate

Source: Statistics Canada Census 2021, NTAB Career Compass Northwest and Service Canada Job Bank

Labour Market Demand

One of the first measures that provides some insight into activity in the region's economy is Canada Business Counts data, released by Statistics Canada semi-annually. Tables 6A and B compares the number of businesses operating in the Kenora and Rainy River Districts as of June 2024 with the number operating in June 2022. It must be noted that some changes in the numbers of businesses operating in each sector may be caused by changes in the assignment of postal codes within Census Divisions by Statistics Canada.

Sector	No of Businesses Jun 2022	No. of Businesses Jun 2024	Absolute Change	Per Cent change
Agriculture, Forestry, Fishing, Hunting	146	167	21	14.4
Mining, Oil and Gas Extraction, Quarrying	19	21	2	10.5
Utilities	20	16	(-4)	(-20.0)
Construction	469	485	16	3.4
Manufacturing	53	49	(-4)	(-7.5)
Wholesale Trade	65	56	(-9)	(-13.8)
Retail Trade	399	408	9	2.3
Transportation and Warehousing	188	188	0	0.0
Information and Cultural Services	45	48	3	6.7
Finance and Insurance	164	159	(-5)	(-3.0)
Real Estate and Leasing	662	697	35	5.3
Professional, Scientific and Technical Services	225	243	18	8.0
Management pf Companies	25	21	(-4)	(-16.0)
Administrative & Support Services, Remediation	86	141	55	64.0
Educational Services	54	54	0	0.0
Health and Social assistance	347	375	28	8.1
Arts, Entertainment and Recreation	65	71	6	6.2
Accommodation and Food Services	443	472	29	6.5
Personal and Household Services	312	318	6	1.9
Public Administration	66	75	9	13.6
Businesses not classified by industry	304	311	7	2.3
Total	4,157	4,375	218	5.2

Source: Statistics Canada, Canada Business Counts, June 2022 and June 2024

With the number of businesses operating in the Kenora District as of June 2024 slightly greater than June 2022, the economy in the Kenora District appears to continue recovery from the pandemic. There was a net increase of 218 businesses when comparing the total business count in June 2022 with June 2024. There was a notable increase in the number of businesses operating in the Kenora District, they are Administrative and Support Services, Waste Management and Remediation businesses. Businesses in this sector include supports to business such as personnel and recruiting companies as well as janitorial services, security provision, etc. Waste management establishments are engaged in the collection, treatment and disposal of waste material. The number of businesses operating in this sector increased from 86 to 141 (64.0%). Professional, Scientific and Technical Services includes legal services, accounting services, computer systems design, etc. There are an additional 18 businesses operating in this sector, an increase of 8%. This sector is often viewed as an indicator of a growing knowledge economy.

The Rainy River District continues to recover from the pandemic. There are 62 more businesses operating in June 2024 as compared to June 2022. The Administrative and Support Services, Waste Management and Remediation Businesses also grew in the Rainy River District. There are 11 more businesses in operation, an increase of 30%. While the Mining, Oil and Gas Extraction and Quarrying grew by only 3 businesses, it represents a significant increase of 37.5% more businesses operating in the sector.

Table 6B - Change in Number of Businesses June 2022 to June 2024 - Rainy River District				
Sector	No of Businesses Jun 2022	No. of Businesses Jun 2024	Absolute Change	Per Cent change
Agriculture, Forestry, Fishing, Hunting	278	276	(-2)	(-0.7)
Mining, Oil and Gas Extraction, Quarrying	8	11	3	37.5
Utilities	10	11	1	10.0
Construction	163	153	(-10)	(-6.1)
Manufacturing	36	34	(-2)	(-5.6)
Wholesale Trade	31	31	0	0.0
Retail Trade	124	133	9	7.3
Transportation and Warehousing	97	92	(-5)	(-5.2)
Information and Cultural Services	13	15	2	15.4
Finance and Insurance	58	58	0	0.0
Real Estate and Leasing	209	217	8	3.8
Professional, Scientific and Technical Services	73	81	8	11.0
Management pf Companies	15	15	0	0.0
Administrative & Support Services, Remediation	37	48	11	29.7
Educational Services	20	18	(-2)	(-10.0)
Health and Social assistance	104	110	6	5.8
Arts, Entertainment and Recreation	21	22	1	4.8
Accommodation and Food Services	105	111	6	5.7
Personal and Household Services	157	168	11	7.0
Public Administration	25	29	4	16.0
Businesses not classified d by industry	91	104	13	14.3
Total	1,675	1,737	62	3.7

Source: Statistics Canada, Canada Business Counts, June 2020 and June 2022

Canada Business Counts data is also useful in understanding the composition of the local economy as compared to other areas including the province of Ontario. Table 7A and B examine the total number of businesses by sector in the Kenora and Rainy River Districts and the percentage within each sector of the total businesses overall. This can be compared with the distribution in Ontario to gauge the importance of the sector locally as compared to the province. Table 7A demonstrates the importance of the Agriculture, Forestry, Fishing and Hunting, Retail Trade and Other Service sectors to the economy in the Kenora District. Other services include repair services and general maintenance and include businesses operating in Automotive Services, personal care services, funeral services, etc. There may be room for growth for businesses operating in the Professional, Scientific and Technical Services as well as Health Care and Social Assistance.

Table 7A: Distribution of Total Businesses by Sector – Kenora District			
Industries	Total number in the sector and Percent of Total Businesses		Percent of Total Businesses in Ontario
	Total	%	No.
Agriculture, Forestry, Fishing and Hunting	1,374	13.3	3.8
Oil and gas extraction, Quarrying, Mining	7	0.1	0.1
Utilities	29	0.3	0.1
Construction	1,026	10.0	11.5
Manufacturing	245	2.4	2.8
Wholesale Trade	240	2.3	2.8
Retail Trade	769	7.5	2.4
Transportation and Warehousing	470	4.6	10.0
Information and Cultural Industries	60	0.6	1.8
Finance and Insurance	384	3.7	6.5
Real Estate and Leasing	1,999	19.4	29.6
Professional, Scientific and Technical Services	731	7.1	16.8
Management of Companies and Enterprises	55	0.5	1.0
Admin. support, Waste Mngt., Remediation	327	3.2	4.9
Educational Services	62	0.6	1.4
Health Care and Social Assistance	583	5.7	9.1
Arts, Sports, Entertainment and Recreation	123	1.2	1.9
Accommodation and Food Services	309	3.0	3.6
Other Services	708	6.9	2.5
Public Administration	27	0.3	0.1
Unclassified	774	7.5	14.2
TOTAL	10,302		

Source: Canada Business Counts, June 2024

Table 7B highlights the importance of Agriculture, Forestry, Fishing and Hunting as well as Accommodation and Food Services, Other Services, Retail Trade, and Public Administration as compared to Ontario. As in the Kenora District, there may be opportunities for business growth in the Professional, Scientific and Technical Services sector as well as Health Care and Social Assistance. There may also be business development opportunities in the Construction sector.

Table 7B: Distribution of Total Businesses by Sector – Rainy River District			
Industries	Total number in the sector and Percent of Total Businesses		Percent of Total Businesses in Ontario
	Total	%	No.
Agriculture, Forestry, Fishing and Hunting	276	15.9	3.8
Oil and gas extraction, Quarrying, Mining	11	0.6	0.1
Utilities	11	0.6	0.1
Construction	153	8.8	11.5
Manufacturing	34	2.9	2.8
Wholesale Trade	31	1.8	2.8
Retail Trade	133	7.7	2.4
Transportation and Warehousing	92	5.3	10.0
Information and Cultural Industries	15	0.9	1.8
Finance and Insurance	58	3.3	6.5
Real Estate and Leasing	217	12.5	29.6
Professional, Scientific and Technical Services	81	4.7	16.8
Management of Companies and Enterprises	15	0.9	1.0
Admin. support, Waste Mngt., Remediation	48	2.8	4.9
Educational Services	18	1.0	1.4
Health Care and Social Assistance	110	6.3	9.1
Arts, Sports, Entertainment and Recreation	22	1.3	1.9
Accommodation and Food Services	111	6.4	3.6
Other Services	168	9.7	2.5
Public Administration	29	1.7	0.1
Unclassified	104	6.0	14.2
TOTAL	1.737		

Source: Canada Business Counts, June 2024

Career Compass Northwest

As more and more employers turn to online job postings, sites analyzing the number of job postings provide insights into labour market demand. The Northwest Training and Adjustment Board hosts Career Compass Northwest, an online job posting board highlighting local employment opportunities. Tables 8A and B provide a list of the top 20 occupations advertised in both the Kenora and Rainy River Districts in 2024 as per Career Compass Northwest.

Table 8A: Top 20 occupations advertised in the Kenora District – Jan 1 to Dec 31 2024

	NOC	Occupation	Number of Online Job Postings 2024
1.	31301	Registered Nurses and Registered Psychiatric Nurses	354
2.	65102	Store Shelf Stockers, Clerks and Order Fillers	259
3.	64100	Retail Salespersons and Visual Merchandisers	258
4.	41220	Secondary School Teachers	211
5.	41221	Elementary School and Kindergarten Teachers	172
6.	60020	Retail and Wholesale Trade Managers	171
7.	42201	Social and Community Service Workers	157
8.	13110	Administrative Assistants	119
9.	64409	Other Customer and Information Service Representatives	113
10.	63200	Cooks	112
11.	65100	Cashiers	103
12.	62101	Retail and Wholesale Buyers	102
13.	32101	Licensed Practical Nurses	101
14.	65201	Food Counter Attendants, Kitchen Helpers	99
15.	65310	Light Duty Cleaners	97
16.	54100	Program Leaders and Instructors in Recreation, Sport and Fitness	88
17.	62020	Food Service Supervisors	83
18.	30010	Managers in Health Care	79
19.	72410	Automotive Service Technicians	77
20.	44101	Home Support Workers and Caregivers	74

Table 8B: Top 20 occupations advertised in the Rainy River District – Jan 1 to Dec 31 2024

	NOC	Occupation	Number of Online Job Postings 2024
1.	32101	Licensed Practical Nurses	49
2.	65201	Food Counter Attendants, Kitchen Helpers	43
3.	44101	Home Support Workers and Caregivers	37
4.	64100	Retails Salespersons and Visual Merchandisers	32
5.	65102	Store Shelf Stockers, Clerks, Order Fillers	32
6.	42201	Social and Community Support Workers	28
7.	21330	Mining Engineers	27
8.	33109	Other Assisting Occupations in Support of Health Services	26
9.	41220	Secondary School Teachers	26
10.	65310	Light Duty Cleaners	24
11.	13110	Administrative Assistants	23
12.	73301	Bus Drivers and other Transit Operators	22
13.	62020	Food Service Supervisors	19
14.	14100	General Office Support Workers	18
15.	82020	Supervisors, Mining and Quarrying	19
16.	13100	Administrative Officers	17
17.	21102	Geoscientists	17
18.	54100	Program Leaders and Instructors in Recreation, Sport and Fitness	17
19.	94140	Process Control and Machine Operators, Food and Beverage	17
20.	30010	Managers in Health Care	16
21.	72410	Automotive Service Technician	16

Survey of employers in the Kenora and Rainy River Districts

The Northwest Training and Adjustment Board released an online survey of employers on December 17, 2024.

The survey, distributed to Chamber of Commerce in the Kenora and Rainy River Districts to forward to their members, Employment Ontario Service Providers to forward to their employer network and to the NTAB Board of Directors' network. The survey closed on January 9, 2025, generating thirty completed responses from a cross-section of sectors, business types and business sizes.

NTAB Employer Survey Response by Sector		
Sector	Number of Responses	Percentage of Total
Agriculture, Forestry, Fishing and Hunting	2	6.7%
Mining, Quarrying, Oil and Gas Extraction	0	0
Utilities	0	0
Construction	2	6.7%
Manufacturing	2	6.7%
Wholesale Trade	0	0
Retail Trade	1	3.3%
Transportation and Warehousing	0	0
Information and Cultural Industries	0	0
Finance and Insurance	2	6.7%
Real Estate and Leasing	0	0
Professional, Scientific and Technical Services	1	3.3%
Management of Companies	0	0
Administrative Support, Waste Management and Remediation	2	6.7%
Educational Service	0	0
Health Care and Social Assistance	5	16.7%
Arts, Entertainment and Recreation	0	0
Accommodation and Food Services	1	3.3%
Other Services	5	16.7%
Public Administration	7	23.3%
Tourism	0	0

NTAB Employer Survey by Type of Business		
Type of Business	Number of Responses	Percentage of Total
Not for Profit	8	27%
Corporation	7	23%
Public	6	20%
Private	4	13%
Partnership	2	7%
Aboriginal Controlled	2	7%
Canadian owned	1	3%

NTAB Employer Survey by Size of the Business based on the number of employees		
Employee Size Range	Number of Responses	Percentage of Total
Owner-Operator (0 employees)	2	6.7%
Micro – 1 to 4 employees	10	33.3%
Small – 5 to 99	14	46.7%
Medium – 100 to 499	4	13.3%
Large – 500+	0	0.0%

In addition, 19 of the 30 respondents employed at least 1 part-time employee (63%) while 14 of 30 respondents employed at least 1 seasonal worker. Twelve of 30 respondents (40%) employed at least 1 contractor.

Summary of Survey Responses

What are the entry requirements for each type of position at your company?

Respondents indicated that entry-requirements were dependent on the type of position. Management or technical positions largely required a university credential, technicians either possessed secondary school with experience or a college diploma, technologists required a college diploma, labourers required a secondary school diploma. Three of 30 respondents required either an AZ or DZ accreditation. Computer skills and soft skills were identified from a number of respondents.

What workforce shortages are you experiencing, if any?

18 of 30 respondents (60%) identified workforce shortages ranging from entry level labourers to highly skilled and educated employees and managers.

Please tell us about any expected growth or reduction in your number of employees in the next year.

15 or 50% of respondents indicated they do not expect to hire or reduce the size of their workforce in 2025. Only one planned to reduce the size of the workforce and that was by five employees. All others indicated their intent to hire. Several indicated they were filling multiple positions and always in a hiring position. Nine respondents indicated that hiring was a result of business growth.

Describe your challenges in hiring and/or retaining employees.

The inability to offer competitive wages especially considering the mining and forestry sectors, present challenges for both hiring and retaining employees. A lack of suitable applicants was also identified as a challenge. Others pointed to the difficulties in attracting people to the north and a lack of available housing.

Is there any training that should be made available locally to support your business?

21 of the 30 respondents (70%) indicated that training would be helpful. Some pointed to general topics like change management, leadership, communication, etc. Others were looking for more technical skills training such Health and Safety, the safe use of hand and power tools, heavy equipment operation, DZ and AZ accreditation instruction. One respondent suggested subsidies for on-the-job training.

Which formats would you prefer? E-Learning

Respondents were divided on the preferred training format. Eighteen preferred E-learning; 12 preferred independent learning while another 12 felt in-class would be more appropriate. Ten preferred in-house instruction.

Is there anything else we should be aware of?

Only three respondents had additional comments. Two expressed concerns that growth in the community places additional pressure on the labour market shortage in health care. There was also the suggestion that more attention be paid by families and schools to instilling the life skills important to the workforce.

Employment Ontario Data 2023-2024

Over the past several years, Employment Ontario data has been shared annually with the Northwestern Ontario Training and Adjustment Board to provide further insight about service use and encourage collaboration to address local labour market demand and supply. The following analysis examines service usage in 2023-2024 compared to the previous year, 2022-2023.

Employment Services

In the Kenora District:

- 357 people received Assisted Employment Services in 2023-2024, slightly fewer than the 441 people who accessed the service in 2022-2023. This is a decrease of 84 clients (19%).
- People did turn to unassisted Employment Services in 2023-2024. The number using the online service grew by 40% from 2,117 to 2,973.
- Of those receiving assisted services, 176 were Indigenous, a decrease of 72 people (29%) over 2022-2023.
- Slightly fewer individuals with a disability accessed Assisted Employment Services decreasing from 74 in 2022-2023 to 72 in 2023-2024.

In the Rainy River District:

- 565 people received Assisted Employment Services or 133 more than 432 people who received Assisted Employment Services in 2022-2023. This is a significant increase of over 31%.
- 3,824 people took advantage of Unassisted Employment Services. This was a decrease of 181 users (4.5%) compared to 2022-2023.
- Of those receiving Assisted Services, 263 were Indigenous. This is a 44.5% increase in use of Assisted Services by this group as compared to 2022-2023. Use of Assisted Services by people with a disability also increased significantly in the past year growing from 71 to 129 (81.7%). The number relying on the Ontario Disability Support Program also grew from 17 to 28 or 64.7%.
- Comparatively, in the Northern Region the use of Assisted Services remained relatively stable, increasing by 0.9% and Unassisted service usage increased by 30%. In Ontario, the number accessing assisted services decreased by 0% while clients seeking unassisted service decreased by 17.3%.

Literacy and Basic Skills (LBS)

In the Kenora District:

- The numbers participating in the Literacy and Basic Skills (LBS) programming continues to grow in the Kenora District. In 2023-2024, 496 new and carry-over learners participated in LBS compared to 463 in 2022-2023 – an increase of 33 learners (7.1%).
- 396 new and carry-over learners (80%) were Indigenous.
- 240 learners (48%) had no source of income.
- Employment was the goal of 272 or 55% of participants. Sixty learners left service for employment while 22 continued on to further training or education.
- 187 or 38% of learners were referred by a provincial training program while 117 (24%) participated as a result of word-of-mouth recommendations.

In the Rainy River District:

- 309 new and carry-over learners participated in LBS in 2023-2024, an increase of 73 or 30% compared to 236 in 2022-2023.
- 78 of 309 (25%) total learners were Indigenous.
- 62 of 309 (20%) total learners were newcomers.
- 49 of 309 (16%) of learners were living with a disability.
- 129 learners (42%) were employed while 89 (29%) had no source of income.
- Employment was the goal of 191 or 62% of learners.
- 141 learners left LBS services for employment. Fewer than ten continued on to other training or education.
- 127 learners or 41% participated in LBS as a result of structured or formal referrals while 161 or 52% of learners sought service after word-of-mouth recommendations.
- Compared to 2022-2023, the number of new and carry-over learners accessing LBS increased by 19% in Northern Ontario and 2% in Ontario. The number of new and carry-over e-learners in Ontario increased by 15%.

Apprenticeship Training

In the Kenora District

- The number of Apprenticeship Registrations decreased in the Kenora District in 2023-2024. There were 92 new registrations in 2023-2024 compared to 101 in the previous year. This is a decrease of 8.9%
- There were 313 active apprentices in the Kenora District in 2023-2024 compared to 301 in 2022-2023, an increase of 4%.
- There were 45 Certificates of Apprenticeships issued in the past year, an increase of 21 (87.5%) compared to 2022-2023 when 24 were issued.
- The number of modular registrations decreased from 545 issues in 2022-2023 to 461 in 2023-2024.
- Construction electricians generated the most registrations at 18, followed by Truck and Coach Technician (14) and Automotive Service Technician (11).

In the Rainy River District

- There were 31 new registrations issued in the Rainy River District in 2023-2024 compared to 49 in 2022-2023. This is a decrease of 18 or 36.7%
- As of 2023-2024, there were 136 active apprentices, a slight increase from the 134 active apprentices in 2022-2023.
- 18 Certificates of Apprenticeship were issued last year compared to 24 in 2022-2023. This is a decrease of 6 certificates or 25%.
- The number of Modular Training registrations increased from 203 in 2022-2023 to 265 in 2023-2024. This is an increase of 62 or 30.5%.
- Fewer than 10 apprentices were registered in any trade, but registrations did take place in 12 occupations with Construction, Manufacturing and Services sectors.
- In the Northern Region, the number of new registrations in Apprenticeship increased by 3% while Ontario saw a 3% decrease. The number of active apprentices in the north increased by 8.5% while active apprentices in Ontario increased by 6.5%. Compared to 2022-2023, the number of Certificates of Apprenticeship issued in the North increased by 6.5%, while in Ontario, the number increased by 3%. Modular training registrations increased by 14% in the past year in Northern Ontario and by 13% in Ontario.

Canada Ontario Job Grant (COJG)

In the Kenora and Rainy River Districts

- In 2023-2024, fewer than 10 companies in both the Kenora and Rainy River Districts participated in Canada Ontario Job Grant training.
- The number of workers trained through COJG decreased by 52% in the Kenora District from 33 to 16 people. As in 2022-2023, fewer than ten workers in the Rainy River District participated in COJG sponsored training. That number grew to 15 workers in 2023-2024.
- 100% of participating companies in both the Kenora and Rainy River Districts reported that the training met their workforce needs and improved productivity.
- In Northern Ontario, the number of employers participating in COJG decreased 11% from 2022-2023 to 2023-2024. In Ontario, 4.9% fewer companies took advantage of COJG in 2023-2024 as compared to the previous year.
- The number of workers in Northern Ontario who benefitted from COJG sponsored training decreased by 20% in 2023-2024. In Ontario, the number of workers participating in COJG sponsored training decreased by 3% compared to the previous year.

Better Jobs Ontario (formerly Second Career)

In the Kenora and Rainy River Districts

- Since 2019, fewer than 10 individuals in the Kenora or Rainy River District have participated in this program.
- Training was limited to Home Support Worker, Human Resources Professional and Underground Production and Development Miners in the Kenora District.
- Participation in the program decreased by 12% in Northern Ontario and by 10% in Ontario between 2022-2023 and 2023-2024.

Youth Job Connection (YJC)

In the Kenora District

- 32 people participated in YJC in 2023-2024 compared to 55 in 2022-2023. This was a decrease in participation of 23 people or 42%.
- Participation in YJC Summer increased slightly from 35 in 2022-2023 to 38 last year (8.6%).

In the Rainy River District

- 34 youth participated in YJC in 2023-2024 compared to 26 in 2022-2023, an increase of 30%.
- An additional 17 participated in YJC Summer in 2023-2024 compared to 19 in 2022-2023.

Service Provider Feedback

This Employment Ontario data was shared at a community consultation conducted on November 28, 2024. During the presentation of Apprenticeship data for the region, Northern Community Development Services in Fort Frances noted that they regularly engage with secondary school students to promote Apprenticeship as a career path. More ministry representation at this event would be helpful. In the future, it will be beneficial if Skilled Trades Ontario representatives attend to provide required information to students.

Northern Community Development Services in Fort Frances also indicated they manage the contract for the Canada Ontario Job Grant (COJG) program in both the Kenora and Rainy River Districts. More recently, there has been a marked increase in the number of people accessing the program. It is anticipated that all funding will be depleted by February of 2025. Employers have more time to train and more staff to train and are readily accessing this program.

Service providers continue to point to changes in eligibility to qualify for Better Jobs Ontario as a significant barrier to participation. The need to travel to access training is also a barrier for clients.

Along with this program-specific feedback, services providers engaged in a general discussion about the lack of available housing in both the Kenora and Rainy River Districts. While some communities still have affordable housing, others have experienced a notable increase in the price of a starter home. These challenges can be a real barrier to attracting new people to the area.

It was also noted by organizers that the overall atmosphere during the virtual meeting was one of 'resignation'. Local service providers may be experiencing a feeling of 'burn-out' that seems increasingly common amongst those providing human services province-wide. Also, the Manager of Employment and Community Services Northwest, EmployNext (Powered by Serco) was in attendance and this may have had an affect of the feedback received. That is, some seemed to be encouraged to speak up while others remained silent. There was an overall concern amongst the meeting participants with the need to maintain funding so that clients could access services.

Action Plan Update 2025

In 2022 NTAB and their partners established a new three-year plan to support workforce development in the Kenora and Rainy River Districts. These short, medium and long-term actions contributed to our region's efforts to:

- Re-build the local economy through the availability of a resilient and skilled labour force;
- Re-engage with workers as they return to the workforce and students as they prepare for their future;
- Re-ignite a resilient and revitalized local economy.

Preceding the actions for each Key Priority, a summary provides input from community partners.

Key Priority #1 – Transitioning our Workers in a Changing Economy

The economies in the Kenora and Rainy River Districts are changing. Manufacturing, construction, education and health care are increasingly prominent. Retail and tourism, while still predominant, are unstable. Forestry is also uncertain. Mining can take years to develop. A foundational challenge in transitioning workers to new or evolving opportunities is convincing them that they have to change – that they have to update their education and skills. People are unsure how to transfer their skills to new industries and require a 'navigator' to identify how their skills translate and guide them through the process of change. Experiential learning would help to show what is available. There is a lack of training options available locally and a lack of financial support for those seeking training and education.

Key Priority #1 – Transitioning our Workers in a Changing Economy			Timeframe/Progress			
Action	Outcomes	Partners*	Completed	Short Term	Mid-term	Long Term
Highway Twinning Project The Niiwin Wendaanimok (Four Winds) Partnership is an Indigenous-owned and operated corporation dedicated to providing construction, contracting, and environmental monitoring services in Treaty 3 territory. With a mandate to employ Anishinaabe workers and assets in construction and development projects, the Partnership is committed to rebuilding their economy, being a major part of the regional economy and ensuring Anishinaabe laws and voices are respected throughout development processes within Anishinaabe territory.	The Niiwin Wendaanimok Partnership is comprised of representatives and experts from four Nations—Wauzhushk Onigum Nation, Washagamis Bay First Nation, Shoal Lake 40 First Nation and Niisaachewan Anishinaabe Nation.	Niiwin Wendaanimok				
Updates or Points of Interest: <ul style="list-style-type: none"> » The Niiwin Wendaanimok Partnership and Moncrief Construction have completed Phase 1 of the highway twinning project. Phase 2 is scheduled to start in late 2025. » Phase 2 will be double the size and scope. It will require a significant amount of labour to complete the project. » The Niiwin Wendaanimok Partnership supplied 30% of labour and equipment to the first phase and is looking to increase its share in phase 2. » The Niiwin Wendaanimok Partnership aims to build a training facility in Kenora to help fill the labour gaps and boost the local economy. Over 120 people are trained annually, which will increase to 420 with the construction of a training facility. 						

Key Priority #1 – Transitioning our Workers in a Changing Economy			Timeframe/Progress			
Action	Outcomes	Partners*	Completed	Short Term	Mid-Term	Long Term
Healthcare Lab Spaces New healthcare lab spaces have been installed in all Seven Generations Education Institute Campuses; including Fort Frances, Sioux Lookout, and Kenora.	High tech equipment will improve learning outcomes and experiences for healthcare students.	SGEI				
Updates or Points of Interest: <ul style="list-style-type: none"> » Seven Generations Education Institute delivers accredited college and university level programming at our campuses throughout Treaty Three and in First Nations communities, upon request. » Health Disciplines enrollment in 2023 (W23/F23) was 87 (across all 3 campuses). The number of grads from the Healthcare programs in 2023 was 35. As well, SGEI graduated their first BScN cohort in June 2024. 						↕
Ontario Immigrant Nominee Program The Ontario Immigrant Nominee Program (OINP), launched in 2007. Through this program, prospective immigrants with the skills and experience targeted by the province may receive a provincial nomination from Ontario, after which they can apply for Canadian permanent residence with Immigration, Refugees and Citizenship Canada (IRCC).	The main objectives of the OINP are to respond to skill shortages in targeted areas, make it easier to invest in Ontario and make sure newcomers can settle and integrate well in the province.	<ul style="list-style-type: none"> • City of Kenora • Government of Ontario 				↕
This Item is new to the 2025 Action Plan: <ul style="list-style-type: none"> » There were 60 spots designated for the City of Kenora out of 3000 Northern designations. 						
Pathways to Employment in Kenora's Service Sector: In August 2017, the City of Kenora received funding from Ministry of Labour, Immigration, Training and Skills Development (MLTSD) through the Sector Partnership Planning Grant. Its purpose is to support the development of partnerships and strategies that will identify workforce needs among industry employers, and develop employment and training solutions that meet the needs of employers, job seekers, and workers. For the purposes of this project, the services sector was scoped as tourism-related industries including hospitality and retail-trade. In 2023 the group was re-established and renamed the Workforce Development Group .	Based on discussions with internal and external stakeholders, the City chose to use the funding to assess, plan and implement a strategy to address workforce needs in the services sector. Following the conclusion of the research stage, MDB Insight developed an action plan for City staff to validate amongst the key informants.	<ul style="list-style-type: none"> • City of Kenora • NWBC • NTAB • LOW Dev Corp. • LEAP • SGEI • SWB • KHA • Kenora DCC District C of C • LOW BrewCo. • Harbourn town Biz • Ne-Chee FC • KDSB • Con College • LOWBIC 				↕
Updates or Points of Interest: <ul style="list-style-type: none"> » The Workforce Development Group met twice in 2023. A strategy session took place and priorities and committee roles will be released in 2024. The group met once in 2024 and the roles and priorities have moved into 2025. 						

Key Priority #1 – Transitioning our Workers in a Changing Economy			Timeframe/ Progress			
Action	Outcomes	Partners*	Completed	Short-Term	Mid-Term	Long-Term
Better Jobs Ontario (Previously Second Career) Effective April 29, 2022, the program was expanded to better help people who may face challenges finding stable jobs such as gig workers, youth and people on social assistance. If you have been unemployed for six months or longer, and are part of a low-income household, you may benefit from these changes. Informed job seekers who understand the importance of transferable skills. Re-employment of individuals through the program.	Informed job seekers who understand the importance of transferable skills. Re-employment of individuals through the program. Better Jobs Ontario provides eligible applicants with: <ul style="list-style-type: none"> • skills training for in-demand jobs • financial support Apply for up to \$28,000 for costs, including: <ul style="list-style-type: none"> • tuition • books • other instructional costs, including student fees, supplies and electronic devices • transportation • basic living allowance (up to \$500 per week) Additional funding may be available for: <ul style="list-style-type: none"> • childcare • disability-related supports • living away from home • Literacy and Basic Skills (LBS) and/or language training 	EOSP				
Updates or Points of Interest: <ul style="list-style-type: none"> » <i>Better Jobs Ontario aims to help people rejoin the workforce quickly. The program focuses on training programs that take 52 weeks or less to complete, including micro-credential programs.</i> » <i>If participants want to attend training longer than one year, they can apply to the Ontario Student Assistance Program (OSAP) for a mix of grants and loans to help pay for postsecondary education.</i> » <i>Since 2019, fewer than 10 individuals in the Kenora or Rainy River District have participated in this program. Training was limited to Home Support Worker, Human Resources Professional and Underground Production and Development Miners in the Kenora District. Participation in the program decreased by 12% in Northern Ontario and by 10% in Ontario between 2022-2023 and 2023-2024.</i> 						

* Acronym Glossary follows Short-term, Mid-Term (2 Years), Long-Term (3 Years)

Key Priority #2 – Attraction/Retention of Key Demographics of our Population

It is a priority for local economies and workforce development to attract and retain people in the workforce demographic as these are the key consumer and career years. There are a variety of factors causing out-migration including the lack of affordable housing, education options, lack of cultural activities or activities and amenities for youth. There is also a lack of services and/or a lack of awareness of these services including health care. People don't see future opportunity as an ongoing negative narrative permeates the region. Community partners offered recommendations to counter out-migration including corporate-sponsored housing, ensuring wages reflect the cost of living and the use of social media to promote activities, services and the region as a whole.

Key Priority #2 – Attraction/Retention of Key Demographics of our Population			Timeframe/Progress			
Action	Outcomes	Partners*	Completed	Short Term	Mid-Term	Long Term
Northern Ontario Heritage Funding to Sioux Narrows-Nestor Falls for Tourism Sioux Narrows-Nestor Falls has received funding of \$250,000 from the Northern Ontario Heritage Fund to extend trail network and create a bike park. The northwestern Ontario municipality is receiving the funding to support a plan to build 10 kilometres of a multi-use trail, install wayfinding signage, provide a parking area with bike racks, and construct a "small skills-building bike park.	The project is the second of a nine-phase building plan for a network of trails to be located in and around the town of Nestor Falls as part of a local tourism strategy to establish the community of 1,000 as a top-tier, multi-use destination. The town hosts about 5,000 seasonal residents.	<ul style="list-style-type: none"> Northern Ontario Heritage Fund Sioux Narrows - Nestor Falls 			✓	
This Item is New to the 2025 Action Plan: » <i>The targeted investments have a lasting impact on local economic development and support the vibrant tourism industry in Sioux Narrows-Nestor Falls.</i>						
AFNOO (L'Association des Francophones du Nord Ouest de l'Ontario) The Economic Development Department hosted an open house, welcoming representatives from Société Économique de l'Ontario (SEO), the Association des Francophones du Nord-Ouest de l'Ontario (AFNOO), and Réseau du Nord. Business owners were invited to connect and explore Francophone pathways to workforce recruitment, growth and opportunity. The representatives expressed enthusiasm for the visit to Kenora and were highly impressed by the active participation from local businesses and the warm reception from the community.	Attract more people to Northwestern Ontario to fill job vacancies. Over 20 families have settled in the community since the initiative's start.	<ul style="list-style-type: none"> City of Kenora AFNOO 			✓	
Update or Points of Interest: » <i>Recruit North Program: Due to Kenora's commitment to SEO's initiatives, it was chosen to host the launch of the Recruit North Program (pending official announcement awaiting ministerial approval) this past September. As part of the recent tour in September 2024, 10 job postings from the Kenora region were submitted to the project, paving the way for 10 families of skilled refugees to join the community in 2025.</i>						


Key Priority #2 – Attraction/Retention of Key Demographics of our Population			Timeframe/Progress			
Action	Outcomes	Partners*	Completed	Short Term	Mid-Term	Long Term
Choose Kenora Campaign The Lake of the Woods Development Commission and its partners have developed strategic community tools to assist in attracting young professionals to Kenora and have created a series of information packages and testimonials about living and working in Kenora for use by the community, by employers seeking new employees and by youth relocating or returning to the community. Campaign materials were developed by Fifth Hammer Marketing Group and Upriver Media.	To date, the video component has 25,000 views on Facebook and has been shared over 750 times. Marketing materials have been distributed and shared with employers and employment agencies in the community. The response to the campaign and the featured candidates has been positive. Young professionals who are interested in being profiled have volunteered to be featured in the next round of material development.	<ul style="list-style-type: none"> • KDCC • NWBC • Harbournetown BIZ • Kenora Young Professionals Network • LOWBIC 				✓
Update or Points of Interest: » <i>This project continues to attract and retain people to Kenora.</i>						
FSET's Four Day Work Week Pilot Since January 2024, FSET has been piloting a 4-day work week through "4 Day Week Global." Incorporating the shortened work week model, they are pleased to report that their results have been overwhelmingly positive. Their pilot program involves a 32-hour work week, with no reduction in pay or benefits for our employees. In their experience, not only has this led to happier, less stressed employees, but it has also resulted in consistent productivity. Their pilot has demonstrated that workers can be more productive in a shorter work week, reinforcing the fact that longer hours do not necessarily equate to higher output. This shift has allowed their employees to enjoy a better quality of life, with more time for personal pursuits and family commitments.	In recent years, the traditional five-day work week has been challenged by the rising trend of the 4-day work week. There has been a clear transition towards emphasizing employees' well-being, productivity levels, and work-life balance. FSET has always been dedicated to creating an environment that encourages innovation, collaboration, and the well-being of its employees. The belief is that the change could significantly enhance employees' work-life balance and satisfaction. Their goal is to leverage the benefits of the 4-day work week to improve their services and continue to deliver top-quality solutions.	<ul style="list-style-type: none"> • FSET Kenora 			✓	
This Item is New to the 2025 Action Plan: » <i>As they continue with their 4-day work week pilot, they remain committed to monitoring its impacts and adjusting their approach as necessary to ensure their workforce's ongoing well-being and productivity. Their experience has shown that a shorter work week is beneficial on multiple fronts, highlighting the potential for such a model to become the new standard. FSET is proud to be certified as an Ontario Living Wage employer since 2022.</i>						

Key Priority #2 – Attraction/Retention of Key Demographics of our Population			Timeframe/Progress			
Action	Outcomes	Partners*	Completed	Short Term	Mid-Term	Long Term
SkillsAdvance Ontario Project - Healthcare The Ontario government is investing more than \$10.6 million to train 500 workers for well-paying and in-demand jobs at hospitals, long-term care homes, and with home care providers in Northern Ontario. This investment will help job seekers get the skills they need to find rewarding careers as medical laboratory assistants, personal support workers, and home support workers.	Led by Confederation College, this project covers training, fees and textbooks for 500 participants, prioritizing those who are unemployed, underemployed, or at risk of losing their jobs. Each participant will receive a job placement in the community and ongoing support, continuing after they graduate.	<ul style="list-style-type: none"> • Government of Canada • Government of Ontario • Con College 				✓
Update or Points of Interest: » The program targets the following communities in the Kenora and Rainy River Districts: Dryden, Kenora, Sioux Lookout, Atikokan, Emo, Fort Frances, Red Lake as well as First Nations in the region. The training is held at Confederation College campus locations. The funding for Confederation College's new project is supported through labour market transfer agreements between the Government of Canada and the Government of Ontario.						
Quetico Lodge and Conference Centre The owners have expanded relationships with First Nations and various Indigenous Training Organizations that have contracted their services. Norcat continues their work offering forestry and surface mining programs concurrently at QLCC.	The intent of these programs and collaborations is to provide training to participants with all the necessary certifications and skills needed to competently operate a variety of forestry equipment used during the harvesting of trees. This is to include hands on experience actually operating equipment.	<ul style="list-style-type: none"> • AEC • AEDC • QLCC • NORCAT 				✓
Update or Points of Interest: » Quetico Lodge and Conference Centre continues to expand its operations capitalizing on both their tourism customers and promoting their services to trainers who are searching for a suitable location to complete training. Specifically, campground operations and cottage/house rentals continue to increase and the onsite restaurant and dining hall was regularly opened to users and the general public. Norcat continues with holding Training Courses at Quetico Lodge and Conference Centre, however their onus has shifted from logging to Surface Mining Certification. Participants get hands on experience with heavy equipment and have the opportunity to acquire a driver's license. Quetico Lodge and Conference Centre is ideally positioned to provide services in the coming year related to a power line Construction Project – Waasigan Power Line being built in partnership with area First Nations, Valard Construction LP and Hydro One. It is hoped that ongoing program development takes place over long term to further create programs meet regional skills need. NORCAT has received a Skills Development Fund (SDF) grant to provide training services.						
Francophone Immigration: An Asset Employer Information and promotion virtual event; May 23, 2024.	Session provided an opportunity to discover how the mobility francophone program assists in attracting, hiring, and retaining skilled foreign workers.	<ul style="list-style-type: none"> • Rural Development Network • AFNOO • Société Économique de l'Ontario, • RRFDC 	✓			
This Item is New to the 2025 Action Plan: » Rainy River Future Development Corporation hosted a virtual employer session to promote Francophone immigration programs to address local difficulties in sourcing skilled and qualified workers.						

* Acronym Glossary follows Short-term, Mid-Term (2 Years), Long-Term (3 Years)

Key Priority #3 – Evolving Education Requirements

Knowledge and skills are increasingly important in an innovation-based economy. Literacy, numeracy, computer skills as well as ‘soft skills’ like teamwork and communication are now essential in the workplace, and new skill requirements like adaptive thinking, virtual collaboration and cross-cultural competency are new necessities. Consultation participants pointed to the lack of these foundational skills. Smaller communities lack a global perspective and people are unaware of training and education that is available. A shortage of specialized teachers locally limits the opportunity to promote new jobs or careers. There is a lack of apprenticeship opportunities exacerbated by a lack of facilities, local in-school training and licensed journey persons to support experiential learning. Aging workers can be reluctant to learn new things and, as a whole, it is difficult to motivate people to participate in training and education. Program guidelines can create barriers and limited lead-in time to market and recruit eligible and suitable participants often means those that could benefit the most miss the opportunity.

Key Priority #3 – Evolving Education Requirements			Timeframe/ Progress			
Action	Outcomes	Partners*	Completed	Short Term	Mid-Term	Long Term
Skills Development Fund – Second Round More than \$74 million in provincial funds is now available for providers to develop new trades training centres in Ontario. The second round of the province’s Skills Development Fund Capital Stream opened on November 29, 2024. Providers can apply for funding to help build, expand or retrofit facilities to train workers in the trades, including construction, manufacturing, technology and health care.	The second round of funding includes an enhanced, streamlined application process that includes a new SEED pathway to help with the upfront costs of developing construction proposals, such as design drawings and technical plans (up to 40%). It addresses the needs of businesses and training providers who may lack the in-house capacity to develop complex construction plans. The Capital Stream will now also accept funding proposals all year round, which enables faster application reviews.	• MLITSD				
This Item is New to the 2025 Action Plan. » The new SEED pathway of the Capital Stream will help fund the development of capital plans for training facilities and will complement the already established GROW pathway that will continue to support projects to build, upgrade and expand new training infrastructure. Ministry of Labour, Immigration, Training and Skills Development.						

Key Priority #3 – Evolving Education Requirements			Timeframe/Progress			
Action	Outcomes	Partners*	Completed	Short Term	Mid-Term	Long Term
eCampusOntario Micro-credentials eCampusOntario is a leading platform in Canada launched in 2021 to enable users to discover microcredential programs tailored to workforce needs. eCampusOntario is funded by the Government of Ontario and leads a consortium of the province's 53 publicly-funded colleges, universities, and Indigenous Institutes to develop and test online learning tools to advance the use of education technology and digital learning environments. This initiative reflects a shift toward microcredentials in education. It is aimed at workforce development by aligning educational offerings with market demand. The portal lists more than 2500 microcredentials offered by Ontario's colleges, universities, and Indigenous institutes.	Programs offer information about access to short, flexible, and industry-relevant training programs that target key sectors such as healthcare, manufacturing, social assistance, information technology, and manufacturing with the goal to help individuals reskill or upskill efficiently. Programs listed at the portal are accessible online, on-campus, or in hybrid formats, to enable a variety of delivery modes to meet the needs of diverse users including: <ul style="list-style-type: none"> • Students seeking to enhance employability. • Professionals looking to upskill or reskill in emerging fields. • Employers seeking tailored training solutions for workforce development. 	<ul style="list-style-type: none"> • eCampusOntario • Participating employers • Participating post-secondary institutions • Ministry of Colleges and Universities 				✓
Update or Points of Interest. <ul style="list-style-type: none"> » The portal was updated and relaunched in September of 2023. » By late 2023, the portal had engaged over 40,000 users. Key Features: <ul style="list-style-type: none"> • Short Duration: Programs typically last under 12 weeks. • Affordability: Costs are significantly lower than traditional degrees or diplomas. • Industry Collaboration: Microcredentials are co-developed with employers to ensure relevance and alignment with current job market needs. • Flexibility and Accessibility: Many programs are eligible for financial support through Ontario Student Assistance Program (OSAP) » The portal uses tools like labor market data integration and the Conference Board of Canada's OpportuNext matching algorithm to personalize program recommendations. Recently, eCampusOntario introduced SkillsFinder.ai, a generative AI-powered tool that leverages user input to identify skills gaps and match learners with relevant microcredentials. » The integration of labor market insights into the portal has resulted in increased user engagement, with a 32% rise in inquiries and 4% boost in click-through rates to postsecondary institutions since its most recent update. 						
Seven Generations Education Institute To assist organizations with a better understanding of Anishinaabe culture, identity, history, inherent and treaty rights. Offered; custom training, engagement and information sessions for schools and organizations.	Indigenous cultural engagement, awareness, and sensitivity.	<ul style="list-style-type: none"> • SGEI • Local businesses & organizations 				✓
Update or Points of Interest: <ul style="list-style-type: none"> » This includes topics such as (but not limited to): Culture, Identity, History, Treaty and Inherent Rights, Education, Residential Schools, Cultural and Language Revitalization, and leadership. 						



Key Priority #3 – Evolving Education Requirements			Timeframe/Progress			
Action	Outcomes	Partners*	Completed	Short Term	Mid-Term	Long Term
Confederation College Remote Campuses The remote campuses offer a wide variety of programs to meet the education and training needs of Northwestern Ontario.	Programs range from full-time postsecondary diploma programs, full-time and part-time certificate programs, continuing education courses, and other education training opportunities.	• Con College				◀
Update or Points of Interest: » <i>Students can study and stay in their home communities.</i>						
SkillsAdvance Ontario Project - Healthcare (Also in Key Priority #2) The Ontario government is investing more than \$10.6 million to train 500 workers for well-paying and in-demand jobs at hospitals, long-term care homes, and with home care providers in Northern Ontario. This investment will help job seekers get the skills they need to find rewarding careers as medical laboratory assistants, personal support workers, and home support workers.	Led by Confederation College, this project covers training, fees and textbooks for 500 participants, prioritizing those who are unemployed, underemployed, or at risk of losing their jobs. Each participant will receive a job placement in the community and ongoing support, continuing after they graduate.	• Government of Canada • Government of Ontario • Con College				◀
Update or Points of Interest: » <i>The program targets the following communities in the Kenora and Rainy River Districts: Dryden, Kenora, Sioux Lookout, Atikokan, Emo, Fort Frances, Red Lake as well as First Nations in the region. The training is held at Confederation College campus locations. The funding for Confederation College's new project is supported through labour market transfer agreements between the Government of Canada and the Government of Ontario.</i>						
Seven Generations Education Institute (SGEI) and college partnerships SGEI will continue to have a strong Trades presence as they continue to offer Carpentry, Welding, Hairstyling, and Esthetics. They started Business programs in 2021 and is continuing.	Training offered locally keeps students and graduates in the Kenora and Rainy River Districts.	• SGEI • Participating colleges				
Update or Points of Interest: » <i>All programs, with the exception of hands on trades, healthcare labs, and experiential learning, transitioned to an online delivery through both synchronous and asynchronous learning activities.</i> » <i>SGEI has supported its students and staff with a variety of resources including training, technical help, mental health supports, accessibility and ongoing social engagement through digital technology. As they strive to maintain the health and safety of their staff and students, we continue to look for new and innovative ways to enhance and diversify the learning experience both within and outside of the classroom.</i> » <i>SGEI has continued to build on online learning support specialists, telepresence rooms, new software including Office 365 access, student wellness initiative, and several cultural learning opportunities for faculty and staff.</i> » <i>2023 Report Numbers – Training for Employment provided a variety of workplace and employment readiness programs and registered 616 participants; there were a total of 74 Post-Secondary Graduates in 2024, 31 graduates in Adult Education (partnered with Keewatin-Patricia District School Board). 160 students were enrolled in Post-Secondary Education in Fall 2024.</i>						◀

Key Priority #3 – Evolving Education Requirements			Timeframe/Progress			
Action	Outcomes	Partners*	Completed	Short Term	Mid-Term	Long Term
Canada-Ontario Job Grant Program (COJG) Provides opportunities for employers, individually or in groups, to invest in their workforce, with help from the government. The COJG provides direct financial support to individual employers or employer consortia who wish to purchase training for their employees. It is available to small, medium and large businesses with a plan to deliver short-term training to existing and new employees.	Employers with 100 or more employees need to contribute 1/2 of the training costs. Small employers with less than 100 employees need to contribute 1/6 of training costs. For employer groups who want to apply for training supports the government offers a COJG Consortium Stream.	<ul style="list-style-type: none"> • MLTSD • EOSP • Local businesses 				
Update or Points of Interest: » <i>The training has to be delivered by an eligible, third-party trainer. This program best suits employers with a particular skills demand. Applications are accepted on an ongoing basis.</i> Northern Community Development Services of Fort Frances 2024 Update: <ul style="list-style-type: none"> • 3 applications • 4 trainees • 2 applications pending • 1 cancelled application due to shortage of staff; need staff to be working and cannot take time to be training • Employers have expressed a need for staff to be working and unfortunately, not having time to train; travelling away for training is still being seen as a major barrier 					✓	

* Acronym Glossary follows Short-term, Mid-Term (2 Years), Long-Term (3 Years)

Key Priority #4 – Supporting Entrepreneurs

Entrepreneurs and the small to medium-sized establishments they create are engines of economic growth and often leaders in job creation and innovation. Supporting the development of entrepreneurs from a workforce development perspective is an important contribution to the local economy. Challenges facing entrepreneurs are multi-faceted. The skills required to start and sustain a business are diverse and there is a lack of long-term support. Some are challenged by start-up costs including securing financing, high-cost loans, supply chain disruptions and challenges from a competitive online arena. There is a lack of space for “brick and mortar” businesses and an array of by-laws to meet and permits to acquire that can be overwhelming. An aging population, local workforce shortages and the upward pressure of wages can be a further barrier.

Key Priority #4 – Supporting Entrepreneurs			Timeframe/Progress			
Action	Outcomes	Partners*	Completed	Short Term	Mid-Term	Long Term
Business Succession Planning Workshop Succession planning is the process of identifying and preparing future leaders to assume critical roles within their business. This planning ensures that essential skills and knowledge are passed on, helping organizations thrive through periods of change; retirement or business growth.	The purpose of the event is to guide business owners and leaders in creating smooth transitions and long-term stability for their organizations; to educate business owners about selling or transitioning their businesses and provide key insights to make that process seamless and effective.	<ul style="list-style-type: none"> • CFDCs • FedNor • Succession Matching 				
This Item is New to the 2025 Action Plan. » Event was hosted virtually by the Lake of the Woods Business Incentive Corporation in partnership with Superior East CFDC and SuccessionMatching.com on November 13, 2024.						
Starter Company Plus Starter Company Plus is a Government of Ontario funded program and delivered by the Northwest Business Centre designed to create sustainable jobs for its residents through entrepreneurship. Participants will get one-on-one guidance, training to complete a business plan and the opportunity to apply for a \$5,000 grant.	The program has delivered positive outcomes and positions businesses for success when applying for loans, the Northern Ontario Heritage Fund or other opportunities.	<ul style="list-style-type: none"> • Government of Ontario • NWBC 				
Update or Points of Interest: » The NWBC's Starter Company Plus program is recognized across the two districts as the starting point for business success. There were 35 participants in 2024.						

Key Priority #4 – Supporting Entrepreneurs			Timeframe/Progress			
Action	Outcomes	Partners*	Completed	Short Term	Mid-Term	Long Term
Northwest Ontario Pitch It 2024 The third annual NWO Pitch IT event saw Entrepreneurs from the Northwestern Ontario Region Pitch their business ideas to a panel of Judges and Investors for the chance to win prizes starting at: 1st Prize - \$5000, 2ND Prize - \$3000, People's Choice - \$2000. The NWO Pitch IT competition was open to individuals located within the Kenora and Rainy River Districts with a business idea, new business start-up or proposed business expansion. Applications were accepted from March 11, 2024 until March 25, 2024 and the event was held virtually on April 25, 2024. The YouTube channel received 148 views. The People's Choice category garnered a remarkable 795 votes, indicating strong engagement and interest from our community.	Entrepreneurs are the future of our districts' business industry. Supporting new Entrepreneurs is of high importance to allow our small communities to grow and prosper. Entrepreneurs gained valuable skills, knowledge and support to move forward with their business start-up.	<ul style="list-style-type: none"> • Copperfin Credit Union • BDC • Camp Tech • The Standard Insurance • LOW BrewCo • Bereskin and Parr • NTAB • Northern Ontario Angels • City of Kenora • NWBC • NOIC • PACE • Cliff Lake Entrepreneur Advisors 	✓			
Update or Points of Interest: <i>The event was held on April 25, 2024. The event saw entrepreneurs from the Kenora and Rainy River Districts pitch their business ideas and proposed business expansions for a chance to win \$10,000 in cash prizes and \$1,000 in vouchers for IP support. Over 178 people watched the event and over 790 people voted for people's choice.</i> <i>The Finalists:</i> » 1st Place Winner (\$5000) – Agombar Topsoil and Mulch – Dan Agombar » 2nd Place Winner (\$3000) – Bread + Butter Co. – Hannah Rose » People's Choice Winner (\$2000) – You Pick – Shauna Thain						
Community Improvement Plan The City of Kenora opened application intake for the Community Improvement Plan (CIP) programs in the Harbourtown Centre, Keewatin and the Former Mill Site. In 2024, Council awarded \$125,000 to support five project proposals submitted from local businesses in Harbourtown Centre and Keewatin.	This investment from the private sector and Council was a significant commitment to supporting growth and development in the City of Kenora.	<ul style="list-style-type: none"> • City of Kenora 	✓			
This Item is new to the 2025 Action Plan: » Hosted a CIP open house in October, applications closed on November 31, 2024, and 9 applications were received. Funding is based on the 2025 budget passing.						

Key Priority #4 – Supporting Entrepreneurs			Timeframe/ Progress			
Action	Outcomes	Partners*	Completed	Short Term	Mid-Term	Long Term
Mentorship, Business Incubator and Remote Access to Technology Program; MIRA The Mentorship and Incubator Program has moved into Phase 2 with FedNor. There are three incubator spaces in Sioux Lookout and one in Pickle Lake. The purpose of the Mentorship, Business Incubator and Remote Access to Technology programs is to encourage and nurture the growth of new and existing businesses which will create and/or maintain permanent full-time and/or permanent part-time jobs in the PACE region and surrounding First Nations.	Achieved by assisting entrepreneurs and existing small business enterprises to develop necessary business management skills through a variety of training opportunities, and subsidized shared resources. The Remote access to technology fund is intended to assist new and existing businesses to transition to remote work capability and to scale up post pandemic to adapt to evolving marketplace practices that demand increased digital operation.	<ul style="list-style-type: none"> • PACE • FedNor 		▼		
This Item is New to the 2025 Action Plan. » Phase 2 planned start in 2025.						
PARO Centre for Women's Enterprise The PARO Centre for Women's Enterprise's PAROBiz Program will receive \$1.24 million over three years through the Women's Economic Security Program. * The investment in the PAROBiz program will equip women with the skills and resources needed to start and grow their businesses. By supporting initiatives that provide vital entrepreneurship training and ongoing support, women are empowered to achieve financial independence. This will help strengthen local economies. This funding is part of the government's investment of up to \$26.7 million over three years in 25 local programs across the province that provide career training opportunities for women.	The program offers four different training options including skilled trades, entrepreneurship, information technology, and general employment. The goal of the program is to help remove barriers for women. Through the training program, women who have experienced or are at risk of intimate partner violence can also access wraparound support, including referrals to mental health and well-being support, counselling, housing, and legal support.	<ul style="list-style-type: none"> • PARO • Ontario Women's Economic Security Program 				▼
This Item is New to the 2025 Action Plan. » These programs help women gain the skills, knowledge, and experience they need to find a job, start a business, and achieve financial independence. PARO was founded in 1995 by Rosalind Lockyer in Thunder Bay. As of 2025, there are over 150+ PARO groups across the province. The organization also has over 125 community partners including organizations in Atikokan, Kenora, Dryden, Rainy River and more. » Announced January 13, 2025.						

* Acronym Glossary follows Short-term, Mid-Term (2 Years), Long-Term (3 Years)

Key Priority #5 – Integrating the Marginalized Workforce

Growth in sectors like mining, construction, health care and the service sector will be constrained without a labour force to draw from. A strong economy needs the contribution of everyone. A variety of barriers continue to impede employment for marginalized workers. These include lack of affordable housing, transportation, workplace clothing, and access to technology including high-speed internet. There is a talent deficit and “barriered” individuals are often unaware of programs that could help them build in-demand skills. Programs that are established to build skills and experience are often set up on short notice without the time necessary to properly market and recruit marginalized workers. Employers often lack flexibility and are unwilling to change the structure of traditional job roles to accommodate employee’s abilities or employment requirements.


Key Priority #5 – Integrating the Marginalized Workforce			Timeframe/ Progress			
Action	Outcomes	Partners*	Completed	Short Term	Mid-Term	Long Term
FSET Digital Empowerment FSET believes in innovation empowering people. They are dedicated to transforming connectivity for remote communities through Starlink technology, ensuring that even the most isolated regions have access to dependable internet. Through their collaborative partnership with SpaceX, using Starlink technology, they bring cutting-edge connectivity solutions to life through advanced high-speed internet service provided by satellites in Low-Earth orbit (LEO). These artificial constellations are capable of transmitting broadband signals to ground-level receivers, offering wire-free technology that not only addresses the limitations of fiber optics for remote Northern communities but also meets their longstanding connectivity needs.	FSET believes that reliable internet is not a luxury; it is a necessity. FSET ensures that even the most remote communities can access dedicated, rapid, reliable and cost-effective internet connections. At their core, they prioritize community-driven projects, specializing in installations tailored for community needs. While their focus primarily revolves around community deployments, they extend resources for self-installation and offer specialized residential solutions in Northwestern Ontario.	• FSET Kenora • SpaceX				▼
This Item is New to the 2025 Action Plan: » As of January 2025; 4,661+ Starlink Kits installed and 110+ Communities Served.						
Dryden Urban Indigenous Homeward Bound A new program to help unemployed or underemployed Indigenous mother-led families is now operational in Dryden. A holistic job readiness program integrates key local supports to help single urban Indigenous mothers enhance their lives. Successful applicants receive skills training and academic upgrading along with a post-secondary education as well as support in housing, childcare, on the job training and mentoring.	Increased independence and control in life; stabilized or improved health; sustainable social networks and supports; increased involvement in education and/or training; enhanced employment opportunities, and; increased income and access to amenities.	• KDSB • DNFC • OAHS • Con College • Dryden Literacy • DDC • Woodgreen • OFIFC • OTF				▼
Update or Points of Interest: » Applicants to honour a four to five-year commitment.						

Key Priority #5 – Integrating the Marginalized Workforce			Timeframe/ Progress			
Action	Outcomes	Partners*	Completed	Short Term	Mid-Term	Long Term
Youth Job Connect Program The Youth Job Connection program serves youth aged 15 to 29 who experience multiple and/or complex barriers to employment by providing more intensive supports beyond traditional job search and placement opportunities. Supports include: Paid pre-employment training to promote job-readiness; Job matching and paid job placements, with placement supports for participants and hiring incentives for employers; Mentorship services; and Education and work transitions supports. The Atikokan Employment Centre has had participants from Upsala, Seine River First Nation and Lac La Croix First Nation.	Upon participating in an initial intake, participants will complete pre-employment training provided through the Atikokan Employment Centre. Course work focuses on increasing work related knowledge, improving life skills and certifications marketable to local employers. Once completed a designated number of hours or pre-employment training, participants begin work in a training placement with an actual local employer. This allows them develop on-the-job skills in a real work environment with the support of the employer and employment specialists.	<ul style="list-style-type: none"> • AEC • EOSP • Local employers 				
Update or Points of Interest: <ul style="list-style-type: none"> » Effective March 1, 2025, the Atikokan Employment Centre will no longer be providing the Youth Job Connection program. This change has resulted as part of the transition to Employment Ontario programs. Employment Programs provided through Employment Ontario will adopt a new needs assessment protocol in which those that are experiencing barriers to employment regardless of age will be able to access required supports. Up until the end of February, 2025, the Atikokan Employment Centre will continue to provide services related to Employment Ontario YJC program. » The Atikokan Employment Centre continues with providing employment related services to the youth in the community, ages 15-29 in the community that have been deemed to have barriers to employment. This may change next year based on Transition to new Service System Manager. » Program participants who do access the YJC program, continue to have significant number of barriers to employment. YJC program participants who identify as experiencing Mental health difficulties and the associated stigma, possess a lack of marketable skills, lack of work experience and/or having a poor working reputation in the community often continue to struggle with securing employment. We hope that participating in marketable training, skill development and educating the general public/employers regarding the impacts of employment with respect to the social determinants of health will yield a positive shift in employer hiring and retention practices. We also work with our community partners in an attempt to assist with housing shortages, clothing, food security and appropriate access to digital devices and related services. Note that in our small community, we are one of the only organizations that provide public WIFI access. 				▼		

* Acronym Glossary follows Short-term, Mid-Term (2 Years), Long-Term (3 Years)

Key Priority #6 – Post COVID-19 Workforce Trends

Local representatives pointed to a variety of reasons for the significant workforce shortages including older workers who have chosen retirement; people seeking more work-life balance; workers who prefer to work from home; workers who are still uneasy about public health concerns; and/or are not interested in working for minimum wage. Those who did return to the labour market are often presented with multiple employment choices. Employer loyalty is weaker as workers are attracted to higher wage opportunities. Some are exploring self-employment. Because of the worker shortage, those who are working are often faced with increased employer expectations.

Key Priority #6 – Post COVID-19 Workforce Trends			Timeframe/ Progress			
Action	Outcomes	Partners*	Completed	Short Term	Mid-Term	Long Term
Third Annual New Beginnings Spring Job Fair This event featured over 30 local and regional organizations and businesses. The event featured employers from a variety of sectors including Retail, Tourism, Hospitality, Health Care, Transportation, Trades, and Construction.	Held on April 22, 2023 There is a major shortage in our labour force across the region. By connecting individuals who are unemployed/under-employed to employers who are experiencing labour shortages, we hope to address some of these gaps to enhance opportunities for employers and job seekers to grow together.	• NEW				
Updates or Points of Interest: » It was held on May 1, 2024 at the Dryden Memorial Arena from 11 a.m. until 6:00 p.m. » Job seekers who attended the event made very positive impressions on the employers in attendance. Organizers called it a success.						

* Acronym Glossary follows Short-term, Mid-Term (2 Years), Long-Term (3 Years)

Acronym Glossary

AEC	Atikokan Employment Centre
AEDC	Atikokan Economic Development Corporation
AFNOO	L'Association des Francophones du Nord Ouest de l'Ontario
C of C	Chamber of Commerce
CCDC	Chukuni Communities Development Corporation
CEDC	Community Economic Development Commission
CFDC	Community Futures Development Corporation
CIRNAC	Crown-Indigenous Relations and Northern Affairs Canada
Con College	Confederation College
DDC	Dryden Development Corporation
DNFC	Dryden Native Friendship Centre
EOSP	Employment Ontario Service Providers
FC	Friendship Centre
KDSB	Kenora District Services Board
KHA	Kenora Hospitality Alliance
LEAP	Lake of the Woods Employment Action Project
LOW	Lake of the Woods
LOW BrewCo.	Lake of the Woods Brewing Company
LOW Dev Com	Lake of the Woods Development Commission
LOWBIC	Lake of the Woods Business Incentive Corporation
MLITSD	Ministry of Labour, Immigration, Training and Skills Development
MNDMF	Ministry of Northern Development, Mines, and Forestry
MNO	Metis Nation of Ontario
NADF	Nishnawbe Aski Development Fund
Ne-Chee FC	Ne-Chee Friendship Centre
NNC	Nutrition North Canada
NOIC	Northwestern Ontario Innovation Centre
NODN	Northwestern Ontario Development Network
NOHFC	Northern Ontario Heritage Fund Corporation
NTAB	Northwest Training and Adjustment Board
NWBC	Northwest Business Centre
OAHS	Ontario Aboriginal Housing Services
OFIFC	Ontario Federation of Indigenous Friendship Centres
OSSD	Ontario Secondary School Diploma
OTEC	Ontario Tourism Education Corporation
OTF	Ontario Trillium Foundation
PACE	Patricia Area Community Endeavours
QLCC	Quetico Lodge and Conference Centre
RAIN	Rural Agri-Innovation Network
RR	Rainy River
RRDSAB	RR District Social Services Administration Board
RRDSB	Rainy River District School Board
RRFDC	Rainy River Futures Development Corporation
SGEI	Seven Generations Education Institute
SLAAMB	Sioux Lookout Area Aboriginal Management Board
SWB	Shooniyaa Wa-Biitong

Thank You

[illegible]

Geographic Areas

The data presented in the Labour Market Conditions, Data and Analysis section is based on different sources of information from Statistics Canada relating to the Census Divisions for the Kenora and Rainy River Districts.

Statistics Canada defines Census Divisions as: “groups of neighbouring municipalities joined together for the purposes of regional planning and managing common services (such as police or ambulance services). These groupings are established under laws in effect in certain provinces of Canada. For example, a census division might correspond to a county, *les municipalités régionales de comté* or a regional district. In other provinces and the territories where laws do not provide for such areas, Statistics Canada defines equivalent areas for statistical reporting purposes in cooperation with these provinces and territories.”

The following lists detail the communities in the Kenora and Rainy River Districts:



Rainy River District

Alberton (Township)
Agency 1 (Indian reserve)
Big Grassy River 35G (Indian reserve)
Atikokan (Township)
Chapple (Township)
Big Island Mainland 93 (Indian reserve)
Dawson (Township)
Couchiching 16A (Indian reserve)
Fort Frances (Town)

Emo (Township)
Lake of the Woods (Township)
La Vallee (Township)
Manitou Rapids 11 (Indian reserve)
Long Sault 12 (Indian reserve)
Neguagun Lake 25D (Indian reserve)
Morley (Township)
Rainy Lake 17B (Indian reserve)
Rainy Lake 17A (Indian reserve)

Rainy Lake 26A (Indian reserve)
Rainy Lake 18C (Indian reserve)
Rainy River, Unorganized (Unorganized)
Rainy River (Town)
Saug-a-Gaw-Sing 1 (Indian reserve)
Sabaskong Bay (Part) 35C (Indian reserve)
Seine River 23B (Indian reserve)
Seine River 23A (Indian reserve)

Kenora District

Bearskin Lake (Indian reserve)
Attawapiskat 91A (Indian reserve)
Deer Lake (Indian reserve)
Cat Lake 63C (Indian reserve)
Eagle Lake 27 (Indian reserve)
Dryden (City)
English River 21 (Indian reserve)
Ear Falls (Township)
Fort Hope 64 (Indian reserve)
Fort Albany (Part) 67 (Indian reserve)
Ignace (Township)
Fort Severn 89 (Indian reserve)
Kee-Way-Win (Indian reserve)
Kasabonika Lake (Indian reserve)
Kenora 38B (Indian reserve)
Kenora (City)
Kingfisher Lake 1 (Indian reserve)
Kenora, Unorganized (Unorganized)
Lac Seul 28 (Indian reserve)
Kitchenuhmaykoosib Aaki 84 (Big Trout Lake) (Indian reserve)
Lake Of The Woods 37 (Indian reserve)

Lake Of The Woods 31G (Indian reserve)
MacDowell Lake (Indian settlement)
Lansdowne House (Indian settlement)
Marten Falls 65 (Indian reserve)
Machin (Township)
Neskantaga (Indian reserve)
Muskrat Dam Lake (Indian reserve)
Northwest Angle 33B (Indian reserve)
North Spirit Lake (Indian reserve)
Peawanuck (Indian settlement)
Osnaburgh 63B (Indian reserve)
Pikangikum 14 (Indian reserve)
Pickle Lake (Township)
Rat Portage 38A (Indian reserve)
Poplar Hill (Indian reserve)
Sabaskong Bay (Part) 35C (Indian reserve)
Red Lake (Municipality)
Sachigo Lake 1 (Indian reserve)
Sabaskong Bay 35D (Indian reserve)
Sandy Lake 88 (Indian reserve)
Sachigo Lake 2 (Indian reserve)
Shoal Lake (Part) 40 (Indian reserve)

Shoal Lake (Part) 39A (Indian reserve)
Sioux Lookout (Municipality)
Shoal Lake 34B2 (Indian reserve)
Slate Falls (Indian settlement)
Sioux Narrows - Nestor Falls (Township)
The Dalles 38C (Indian reserve)
Summer Beaver (Indian settlement)
Wabauskang 21 (Indian reserve)
Wabaseemoong (Indian reserve)
Wapekeka 1 (Indian reserve)
Wabigoon Lake 27 (Indian reserve)
Wawakapewin (Long Dog Lake) (Indian reserve)
Wapekeka 2 (Indian reserve)
Webequie (Indian reserve)
Weagamow Lake 87 (Indian reserve)
Whitefish Bay 33A (Indian reserve)
Whitefish Bay 32A (Indian reserve)
Wunnumin 1 (Indian reserve)
Whitefish Bay 34A (Indian reserve)



Northwest Training & Adjustment Board

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www.workforceplanningontario.ca

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February 2025

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Current State and Future Outlook

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Northwest Superior Workforce Planning Board

The North Superior Workforce Planning Board (NSWPB) recognizes the potential limitations inherent in this local labour market report and is dedicated to addressing areas that may require further analysis and action. The data presented in this report reflects the most current and accurate information available as of the publication date. This document may be freely cited or reproduced, provided that appropriate attribution is made to the NSWPB as the source. However, the NSWPB assumes no liability for any consequences resulting from errors or omissions contained within this report.

Northwest Training and Adjustment Board

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THUNDER BAY DISTRICT HEALTH UNIT
BOARD OF HEALTH MEETING MINUTES

DATE OF THE MEETING: APRIL 16, 2025

TIME OF MEETING: 1:00 PM

PLACE OF MEETING: FIRST FLOOR BOARDROOM /
VIDEOCONFERENCE

CHAIR: MR. JAMES MCPHERSON

BOARD MEMBERS PRESENT:

Mr. Grant Arnold
 Ms. Lucy Belanger
 Ms. Cindy Brand
 Ms. Kasey Etreni
 Mr. Paul Malashewski
 Mr. James McPherson
 Mr. Allan Mihalcin
 Mr. Jim Moffat
 Ms. Cynthia Olsen
 Ms. Donna Peacock
 Mr. Don Smith
 Ms. Kristine Thompson
 Mr. Todd Wheeler

ADMINISTRATION PRESENT:

Dr. Janet DeMille, Medical Officer of Health and
 Chief Executive Officer
 Ms. Diana Gowanlock, Director – Health Protection
 Mr. Dan Hrychuk, Director – Corporate Services
 Ms. Shannon Robinson, Director – Health
 Promotion
 Ms. Diana Carlson, Administrative Assistant–
 Corporate Services

RECORDER:

Sunena Shetty, Executive Assistant and Secretary
 to the Board of Health

ABSENT:

Dr. Mark Thibert

1. CALL TO ORDER AND LAND ACKNOWLEDGEMENT

The Chair called the meeting to order at 1:07 PM.

2. ATTENDANCE AND ANNOUNCEMENTS

No regrets were presented.

3. **DECLARATIONS OF CONFLICT OF INTEREST**

There were no declarations of conflict of interest.

4. **AGENDA APPROVAL**

The agenda approved as presented.

Resolution No. 33-2025

Moved By: K. Etreni

Seconded By: D. Smith

THAT the Agenda for the Regular Board of Health Meeting to be held on April 16, 2025, be approved.

CARRIED

5. **INFORMATION SESSION**

Ms. Katrina Edey (Manager of Substance Use Health) introduced Ms. Stephanie Diebolt (Public Health Nurse) who provided a presentation on the "Parents Like Us" project and responded to questions and comments from the Board.

6. **MINUTES OF THE PREVIOUS MEETINGS**

6.1 **Thunder Bay District Board of Health**

The minutes of the Thunder Bay District Board of Health (Regular Session) Meeting held on March 19, 2025 were approved as presented.

Resolution No. 34-2025

Moved By: K. Etreni

Seconded By: D. Smith

THAT the Minutes of the Thunder Bay District Board of Health (Regular Session) Meeting held on March 19, 2025, be approved

CARRIED

7. **MATTERS ARISING FROM THE MINUTES**

There were no matters arising from the previous minutes.

8. **BOARD OF HEALTH (CLOSED SESSION) MEETING**

At 1:28 PM, the Board of Health moved into Closed Session.

As the matters to be discussed in Closed Session do not pertain to labour relations or employee negotiations, administration staff remained in the room for the duration of the Closed Session.

At 1:45 PM, the Board moved out of closed session.

Resolution No. 35a-2025

Moved By: P. Malashewski

Seconded By: J. Moffat

THAT the Board of Health move into closed session to receive information explicitly supplied in confidence to the board by the province.

CARRIED

8.1. Closed Session Report

The Chair reported that the Board of Health discussed matters relative to the Closed Session reports.

8.2. Resolutions from Closed Session

Resolution No. 35c-2025

Moved By: P. Malashewski

Seconded By: J. Moffat

THAT with respect to Report No. 21-2025 (Finance) we recommend that effective January 1, 2024 the updated Schedules to the Public Health Funding and Accountability Agreement with the Ministry of Health be approved, accepting one-time funding for the 2024-25 funding year to support the provision of public health programs and services in the District of Thunder Bay;

AND THAT the Director of Corporate Services and Manager of Finance be authorized to complete any administrative requirements of the submission and implementation process, as required.

CARRIED

Resolution No. 35d-2025

Moved By: J. Moffat

Seconded By: P. Malashewski

THAT with respect to Report No. 19–2025 (Finance) we recommend that effective January 1, 2025, the New Schedules to the Public Health Funding and Accountability Agreement with the Ministry of Health be approved, accepting base funding for 2025 funding year to support the provision of mandatory and related public health programs and services in the District of Thunder Bay;

AND THAT the Director of Corporate Services and Manager of Finance be authorized to complete any administrative requirements of the submission and implementation process, as required.

CARRIED

9. DECISIONS OF THE BOARD

9.1 Shared Library Services Partnership Funding

Report No. 22–2025 (Foundational Standards) relative to recommendations for approval of funding for the Hub Library for the period of April 1, 2025 to March 31, 2026 was presented to the Board for approval.

Resolution No. 36-2025

Moved By: P. Malashewski

Seconded By: K. Thompson

THAT with respect to Report No. 22-2025 (Foundational Standards), we recommend approval of \$127,245 in 100% funding from the Ontario Agency for Health Protection and Promotion for the purpose of continuing the Shared Library Services Partnership (Hub Library) at the Thunder Bay District Health Unit for the period of April 1, 2025 to March 31, 2026;

AND THAT the Director of Corporate Services and Manager of Finance be authorized to complete any administrative requirements of the funding process, as required.

CARRIED

9.2 HIV Anonymous Testing Program Budget 2025-2026

Report Number 20–2025 (Sexual Health and Harm Reduction) relative to providing the Board of Health with the proposed HIV Anonymous Testing Program Budget from the HIV and Hepatitis C Programs of the Ministry of Health was presented to the Board for approval.

Resolution No. 37-2025

Moved By: K. Thompson

Seconded By: P. Malashewski

THAT with respect to Report No 20-2025 (Sexual Health and Harm Reduction), we recommend approval of the 100% funding for the HIV Anonymous Testing Program totaling \$63,271 for the period of April 1, 2025 to March 31, 2026;

AND THAT The Director of Corporate Services and Manager of Finance be authorized to complete any administrative requirements of the budget submission process as required.

CARRIED

9.3 alPHa Annual General Meeting and Conference

Resolution No. 38-2025

Moved By: K. Etreni

Seconded By: K. Thompson

THAT the following members of the Board be authorized to attend the alPHa 2025 Annual Conference to be held in Toronto, Ontario, on June 18-20, 2025:

1. James McPherson
2. Grant Arnold
3. Cynthia Olsen
4. Don Smith

AND THAT all expenses be paid in accordance to Policy No. BH-02-04 - Board Members' Remuneration and Expense Policy.

CARRIED

9.4 2025 alPHa Board of Health Section Elections

A memorandum from Dr. J. DeMille (MOH/CEO) relative to the above noted, and containing a resolution was presented to the Board for approval.

Resolution No. 39-2025

Moved By: K. Thompson

Seconded By: K. Etreni

THAT the Board of Health endorse Trudy Sachowski as the Northwest Representative on the alPHa Board of Directors for a two-year term commencing June 2025.

AND THAT that copies of this resolution be sent to the Board of Health of NWHU and alPHa.

CARRIED

10. COMMUNICATIONS FOR INFORMATION

10.1 2024 Board of Health Expenses

Report Number 18–2025 from Dr. J. DeMille, Medical Officer of Health and Chief Executive Officer, dated April 16, 2025, relative to the Board's expenses incurred in 2024 was presented, for information.

10.2 2024 Legal Expenditures

Report Number 17–2025 (Finance) relative to providing the Board of Health with the review of legal fees incurred in 2024 was presented, for information.

10.3 Procurement Practices

Report Number 16–2025 (Finance) relative to providing the Board of Health with an update on the procurement policy and practices of the Thunder Bay District Health Unit was presented, for information.

10.4 Strategic Plan Update

Report No. 23-2025 (MOH/CEO) relative to providing the Board of Health with a one-year update on strategic plan implementation was presented, for information. Dr. J. DeMille answered questions and comments from the board. S. Robinson answered questions from the board regarding the Truth and Reconciliation component

10.5 Tracks Survey Report on STBBI and Drug Use 2025

Report No. 24-2025 (MOH/CEO) relative to providing the Board of Health with an update on substance use and harm reduction was presented, for information. D. Gowanlock (Director of Health Protection) introduced Adena Miller (Epidemiologist) and Rick Thompson (Outreach Worker) who provided a presentation on the TRACKS survey.

10.6 MOH/CEO Update

Dr. J. DeMille (Medical Officer of Health and Chief Executive Officer) provided an update to the Board relative to Immunization of School Pupils Act (ISPA) enforcement in Thunder Bay and District and addressed the measles outbreak in Southwest Ontario and other parts of Canada. It was noted that TBDHU is prepared to handle a measles case in Thunder Bay and the district and there have been no cases yet.

11. NEXT MEETING

The next regularly scheduled meeting will be held on Wednesday, May 21, 2025 at 1:00 PM.

12. ADJOURNMENT

Resolution No. 40-2025

Moved By: K. Etreni

Seconded By: D. Smith

THAT the Board of Health meeting held on April 16, 2025 be adjourned at 2:41 PM.

CARRIED

**The Corporation of the Township of Conmee
Administrative Report**

Date: May 27, 2025

To: Mayor and Council

Subject: Administrative Activity Report

File Number: 01-C10-0000 Administrative Activity Reports

Submitted by: Karen Paisley Clerk

RECOMMENDATION:

Proceed with the purchase of the Fort Garry Fire Trucks (FGFT) MXV Firewalker Pumper.

BACKGROUND:

Administration reports to Council at regular council meetings on its activities.

DISCUSSION:

BACKGROUND:

This memo provides a detailed comparison of three fire truck acquisition options for Conmee Emergency Services. Based on the analysis, the recommendation is to proceed with the purchase of the Fort Garry Fire Trucks (FGFT) MXV Firewalker Pumper.

DISCUSSION:

Why Fort Garry is Recommended

1. Comprehensive Package: Includes new chassis, pump, tank, foam system, and body—all integrated and warranted.
2. Long-Term Reliability: Offers extensive warranties (10–20 years on components, lifetime on tank).
3. Compliance: Fully meets NFPA and ULC standards.
4. Cost-Effective Over Time: While the upfront cost is higher, it reduces long-term risk and maintenance.
5. Offer of a “Loaner” pumper when one becomes available

Estimated Cost

Base Price: \$623,023 CAD

Add-ons/Equipment: ~\$50,000–\$100,000

Total Estimated Cost: ~\$675,000–\$725,000 CAD

Final Quote: \$647,319

Concerns with Other Options

Dependable Emergency Vehicles (DEV):

- Includes a used unit (Spartan Pumper), which may have unknown wear and shorter lifespan.
- Total cost: \$758,460 CAD

Maxim Truck & Trailer:

- Only provides a new cab and chassis.

Fire Truck Acquisition Comparison Report

This document provides a comprehensive comparison of fire truck acquisition options from three vendors: Fort Garry Fire Trucks (FGFT), Dependable Emergency Vehicles (DEV), and Maxim Truck & Trailer. The comparison includes vendor options, pricing, delivery timelines, equipment, lease terms, and a final recommendation.

Comparison Table

Feature / Vendor	Fort Garry (FGFT)	Dependable (DEV)	Maxim (Cab & Chassis Only)
Chassis	Freightliner 4x4	Freightliner M2 106	International MV607 4x2
Pump	Darley PSP 1250 PTO	Included (FoamPro 2001)	Not included
Water Tank	1000 IG Poly	Can be added – 1500 USG Porta Tank - \$3,235 + Porta Tank Enclosed Box Inside Hose Bed - \$4,130	Not included
Foam System	FoamPro 2001	Included	Not included
Body	New aluminum body	New (details not specified)	Reuse of 1997 pumper body
Lighting	Whelen LED, full NFPA	The overhead light bar on the cab would be a Federal Signal Allegiant 61" light bar. The Scene Lights would be Federal Signal Quadra-Flare series 12V LED surface-mounted scene lights. The Beacons would be Federal Signal Pro LED beacons.	Basic lighting only
Warranty	10–20 years (various)	1 year bumper-to-bumper	Standard Navistar
Delivery	20–22 months from PO – offer of a loaner to bridge	Immediate (used) / Q2–Q3 2026 (new)	Chassis available now
Base Price (CAD)	\$647,319 – final quote all in	\$758,460 (2 trucks)	\$175,658.50
Estimated Add-ons	~\$50K–\$100K (equipment)	None listed	~\$100,000 (conversion)
Total Estimated Cost	~\$675K–\$725K	\$758,460	~\$275,658.50
Risks / Concerns	None noted	Used unit condition unknown	Wiring, compatibility, age mismatch (1997 body)

May 13, 2025

To all Ontario Municipalities, AMO, ROMA and FCM:

Re: Bill 5 - Risks to your communities and support requested

As Mayor of the Municipality of Chatham-Kent, I am sharing this motion to bring to your attention the potential risks to your communities and ask for your support to oppose this approach. The following motion was approved yesterday, May 12, 2025:

“Whereas 29831 Irish School Road in the Municipality of Chatham-Kent is a property approximately 800 metres from the Town of Dresden;

And Whereas the property contain small fill areas used for historic local landfill purposes, and the property has never been properly studied or zoned for any significant landfilling use;

And Whereas the current property owners are attempting to create a new recycling and landfill facility for millions of tonnes of waste, which would result in hundreds of trucks travelling through towns and communities in the area;

And Whereas this approach has been strongly opposed by Council, the Community, neighbouring Indigenous Nations and many other voices, due to impacts to the environment, our homes, the safety of our families and children, and the fabric of our communities;

And Whereas the Provincial government has proposed Bill 5, which includes a section removing the obligation for a full Environmental Assessment for this new landfill and recycling facility;

And Whereas if this limited, historic local landfill use on the edge of Dresden can be expanded into a massive landfill and recycling facility, then this can happen anywhere;

And Whereas there are likely hundreds of properties across the Province that may have had limited, historic waste uses, which could also face this threat;

And Whereas Bill 197 established a veto for Municipalities within 3.5 kms of a new landfill, which reflected the need for local government and community approval of landfill sites;

And Whereas the approach being taken for this property disregards the importance of our rural communities, and local voices, in determining appropriate landfill sites within their communities:

Cont'd...

Now Therefore to ensure that other Municipal Councils and communities know about what is happening in Dresden, and the potential risk to their community if this approach is taken by the Province, Council requests that the Mayor's Office write a letter to all other Ontario Municipalities, AMO, ROMA and FCM:

1. Advising them of this issue and the risks to their community if a similar approach is taken for other historic landfill properties; the possibility of the Ontario government setting a precedence and
2. Requesting their support in opposing this approach and ensuring that full Environmental Assessments are required for all landfills and that municipalities have a strong voice in determining appropriate locations for landfills in their communities."

Thank you for your time and attention to this important matter.

Sincerely,

A handwritten signature in black ink, appearing to read 'D. Canniff', with a stylized flourish at the end.

Darrin Canniff, Mayor/CEO
Municipality of Chatham-Kent

Conmee Clerk

From: Carrie Fairley <cfairley@thebluemountains.ca>
Sent: May 15, 2025 2:47 PM
To: premier@ontario.ca; peter.bethlenfalvy@pc.ola.org; Jones, Trevor; Saunderson, Brian; Vickers, Paul; Grey County; nina.tangri@pc.ola.org
Cc: Town Clerk; Council; SMT
Subject: Advocating for a Reduced Provincial Tax Rate on Ontario-Made Craft Cider

Good afternoon,

This email is being sent to the attention of Premier Doug Ford, Honourable Peter Bethlenfalvy, Honourable Trevor Jones, MPP Brian Saunderson, MPP Paul Vickers, MPP Nina Tangri, Grey County and to all municipalities in Ontario, with a request to support the following Resolution that was passed by Council of the Town of The Blue Mountains at the May 14, 2025, Special Meeting of Council:

WHEREAS the Town of The Blue Mountains boasts a robust agricultural sector and a thriving agritourism industry, with numerous local cideries contributing significantly to the local economy, employment, and tourism;

AND WHEREAS Ontario's craft cider industry is experiencing substantial growth, with over 60 craft cideries across the province, many of which are situated in rural communities and utilize 100% Ontario-grown apples and are 100% made in Ontario, thereby supporting local agriculture and local economies;

AND WHEREAS under the current provincial tax structure, cider is officially classified and taxed at the same rate as imported wine which results in higher markups and taxes compared to craft beer, despite cider's comparable production processes and market positioning;

AND WHEREAS this tax disparity places Ontario's craft cider producers at a competitive disadvantage compared to craft brewers, despite the fact that Ontario cider utilizes 100% Ontario-grown apples and is 100% made in Ontario;

AND WHEREAS the Ontario Craft Cider Association (OCCA) has been actively advocating for a tax structure that levels the playing field between craft cider and craft beer, recognizing the potential for job creation, economic growth, and the promotion of local agriculture;

AND WHEREAS the Town acknowledges and appreciates the Province's investment in marketing and promotional support for the craft cider industry, but maintains that long-term sustainability and competitiveness for Ontario cider producers requires an adjustment to the underlying tax framework;

AND WHEREAS this motion is meant to support, not oppose, initiatives for fair taxation of the Ontario Craft Cider industry the Province of Ontario may be considering.

THEREFORE BE IT RESOLVED THAT the Council of the Town of The Blue Mountains:

1. Supports the efforts of the Ontario Craft Cider Association in advocating for a fair and equitable tax structure for Ontario-made craft cider.
2. Urges the Province of Ontario to review and amend the current tax regulations to align the tax rate of craft cider with that of craft beer, thereby fostering a more balanced and supportive environment for local cider producers.

3. Acknowledges the Province of Ontario's recent investment in marketing initiatives for the cider sector, while calling for complementary reform of the tax and markup structure that continues to disadvantage cider producers relative to other craft alcohol categories;
4. Directs the Mayor to forward this resolution to the Premier of Ontario, the Minister of Finance, the Minister of Agriculture, Food and Rural Affairs, MPP Brian Saunderson, MPP Paul Vickers and MPP Nina Tangri and the County of Grey requesting their consideration and support.
5. Directs the Mayor to forward this resolution to all municipalities in Ontario, encourages other municipalities with vested interests in agriculture and agri-tourism to adopt similar resolutions, amplifying the collective voice advocating for the prosperity of Ontario's craft cider industry.

Warm regards,



Carrie Fairley

Acting Deputy Clerk

Secretary-Treasurer to Committee of Adjustment

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THE CORPORATION OF THE TOWNSHIP OF CONMEE

BY-LAW # 2025-017

Being a By-law to confirm the proceedings of Council at its meeting.

Recitals:

Subsection 5(3) of the Municipal Act, 2001, S.O. 2001, Chapter 25, as amended, requires a municipal Council to exercise its powers by by-law, except where otherwise required.

Council from time to time authorizes action to be taken which does not lend itself to an individual by-law.

The Council of The Corporation of the Township of Conmee deems it desirable to confirm the proceedings of Council at its meeting by by-law to achieve compliance with the Municipal Act, 2001.

ACCORDINGLY, THE COUNCIL FOR THE CORPORATION OF THE TOWNSHIP OF CONMEE ENACTS AS FOLLOWS:

1. Ratification and Confirmation

The actions of this Council at its meeting held May 27th, 2025, with respect to each motion, resolution and other action passed and taken by this Council at the meeting, are adopted, ratified and confirmed as if such proceedings and actions had been expressly adopted and confirmed by by-law.

1. Execution of all Documents

The Mayor of the Council and the proper officers of the Township are authorized and directed to do all things necessary to give effect to the actions authorized at the meeting, and/or to obtain approvals where required, and except where otherwise provided, the Mayor and Clerk are authorized and directed to execute all necessary documents and to affix the Corporate Seal of the Township to such documents.

Passed this 27th day of May, 2025.

THE CORPORATION OF THE
TOWNSHIP OF CONMEE

Mayor Sheila Maxwell

Clerk Karen Paisley