

AGENDA FOR REGULAR COUNCIL MEETING
Tuesday, July 22nd, 2025 – 6:00 p.m.



Join Zoom Meeting: <https://us02web.zoom.us/j/89621126017?pwd=dQnoc7Dn8R6xoM8TNuuSazq4RISpgV.1>

Meeting ID: 896 2112 6017

Passcode: 418422

1. CALL TO ORDER

Land Acknowledgement

2. APPROVAL OF AGENDA

Recommendation: BE IT RESOLVED THAT the agenda for the Regular Council Meeting of July 22nd, 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

North Superior Workforce Planning Board (NSWPB) – Regional Labour Market Conditions – Gary Christian (Executive Director – NSWPB)

6. MINUTES OF PREVIOUS MEETINGS

6.1 Minutes – Open Session Regular Council Meeting – July 8th, 2025

Recommendation: BE IT RESOLVED THAT the Minutes of the Open Session of the Regular Council Meeting held on July 8th, 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 7497 to 7515 totalling \$78,526.48.

8. REPORTS FROM MUNICIPAL OFFICERS/OTHERS (As available)

8.1 Clerk's Report

8.2 Treasurer's Report

8.3 Deputy Clerk-Treasurer's Report (No report this meeting)

8.4 Public Works Report

8.5 Fire Chief's Report

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 Tax Adjustment Application

9.2 New Pumper Fire Truck

10. BYLAWS

No bylaws scheduled for this meeting.

11. CORRESPONDENCE

List of Resolution Support Requests from other municipalities/provincial government:

- 11.1 **Resolution Opposing Bill C-2, Section 77.5(1):** Council resolution condemning proposed federal legislation that would criminalize lawful cash transactions over \$10,000, citing negative impacts on small businesses, charities, and rural communities. Calls for withdrawal of the amendment and broader consultation.
- 11.2 **Resolution 2025-244 – Opposition to Proposed BESS Facility:** Council resolution requesting a provincial moratorium on new Battery Energy Storage System (BESS) projects pending a science-based study and policy framework. Expresses local opposition to the Pegg's Mountain proposal and calls for industrial zoning restrictions for future BESS siting.
- 11.3 **Request for Support: Northern Highway 11 and 17 Safety Act, 2025 (Bill 49):** Correspondence from MPP Lise Vaugeois requesting municipal endorsement of Bill 49, which proposes enhanced safety measures for Highways 11 and 17, including improved enforcement, certified driver testing, and Ministry-led winter maintenance.

12. UPCOMING MEETING DATES

Regular Council Meetings: 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 July 8th, 2025; and under the authority of paragraph 239(2)(d) of the same legislation, to consider Item 13.2, involving labour relations.

13.1 Minutes – Closed Session Regular Council Meeting – July 8th, 2025

13.2 HR Assistant's Report

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 July 8th, 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 2025-025 – To Confirm the Proceedings of the Meeting

Recommendation: BE IT RESOLVED THAT Bylaw 2025-025 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. 2025-025, 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.



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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.

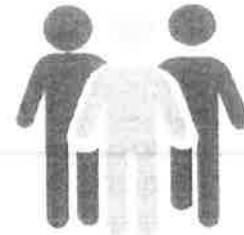
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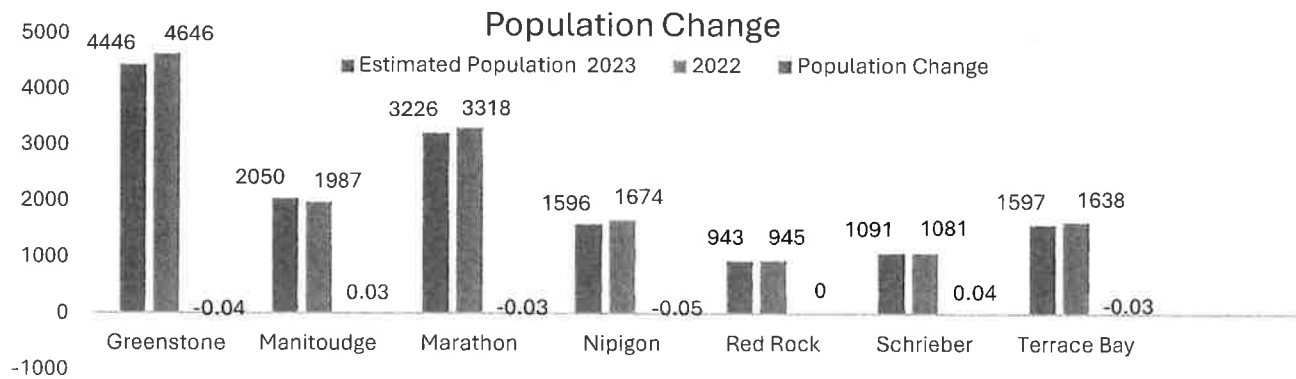
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Population

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.

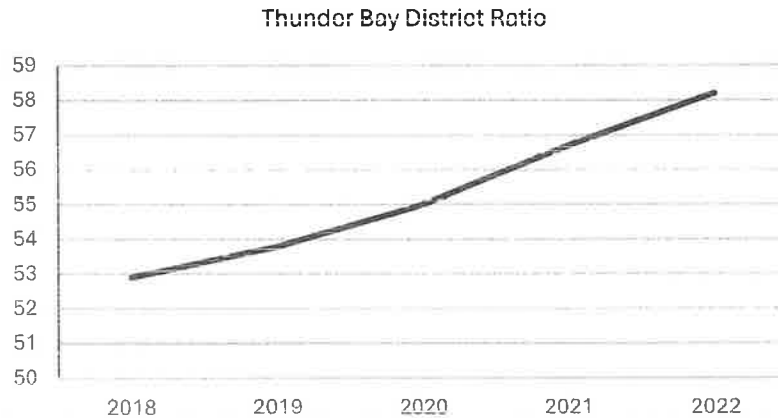
Thunder Bay District Dependency Ratio

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

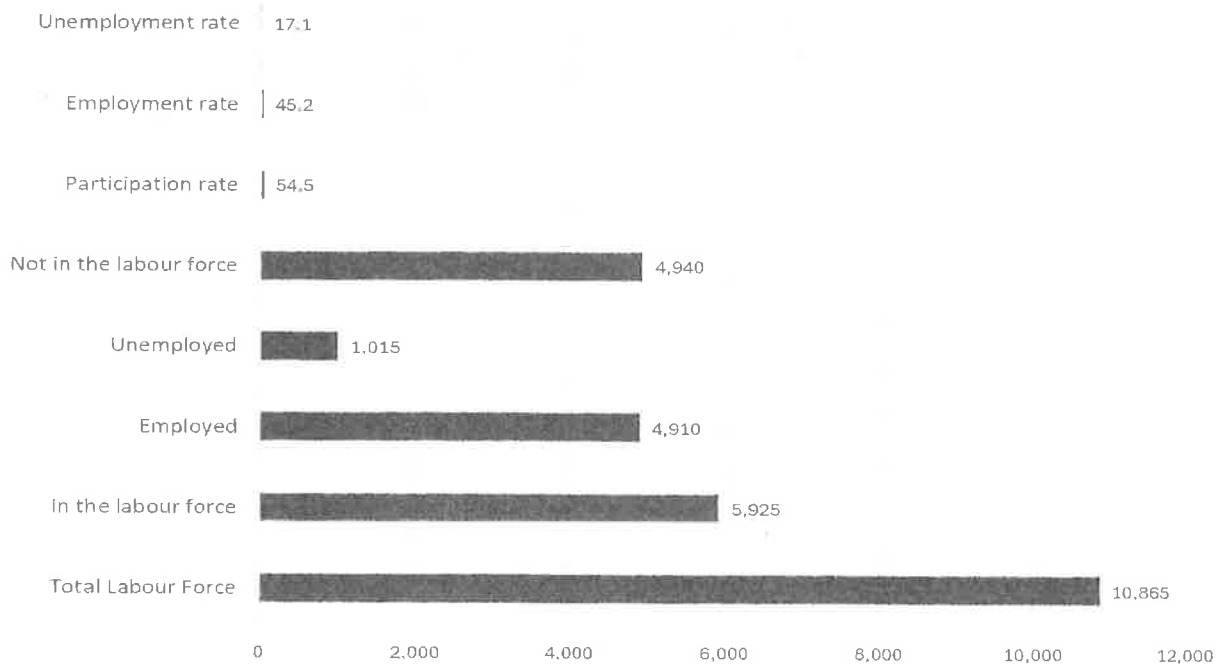
Since 2015, the Thunder Bay District recorded its second-highest employment level in 2019, with 64,000 people employed. The unemployment rate in the Thunder Bay CMA was 5.4% as of December 31, 2024. The lowest rate observed in 2024 was 3% in June, which marked the lowest unemployment rate since May 2023, 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.

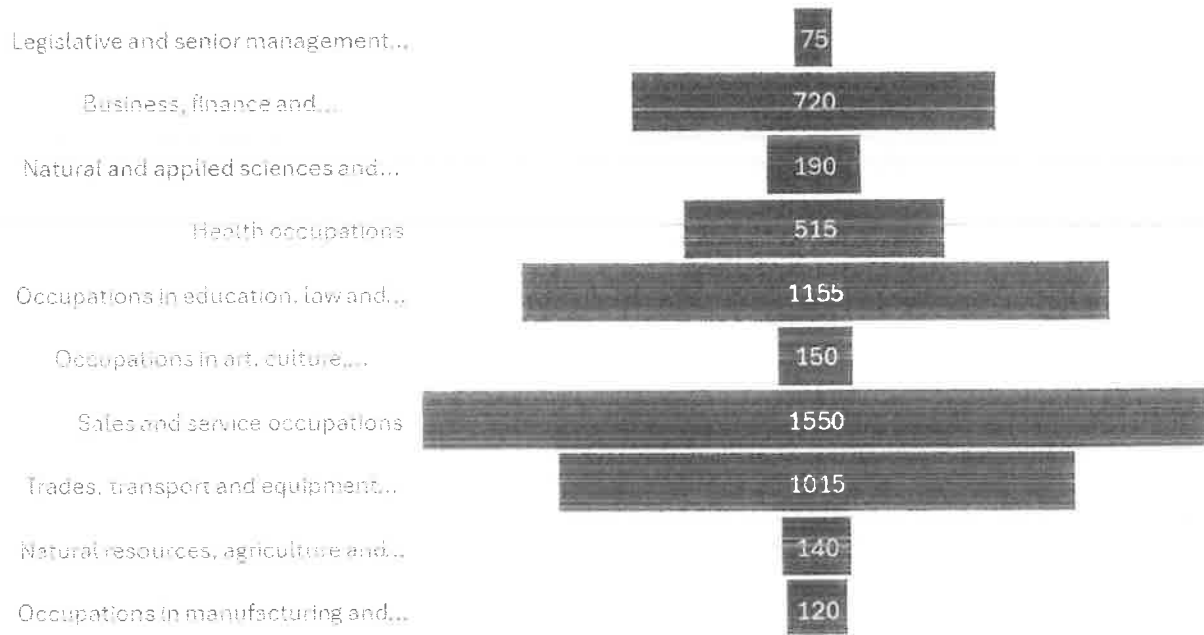
Indigenous Workforce

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.

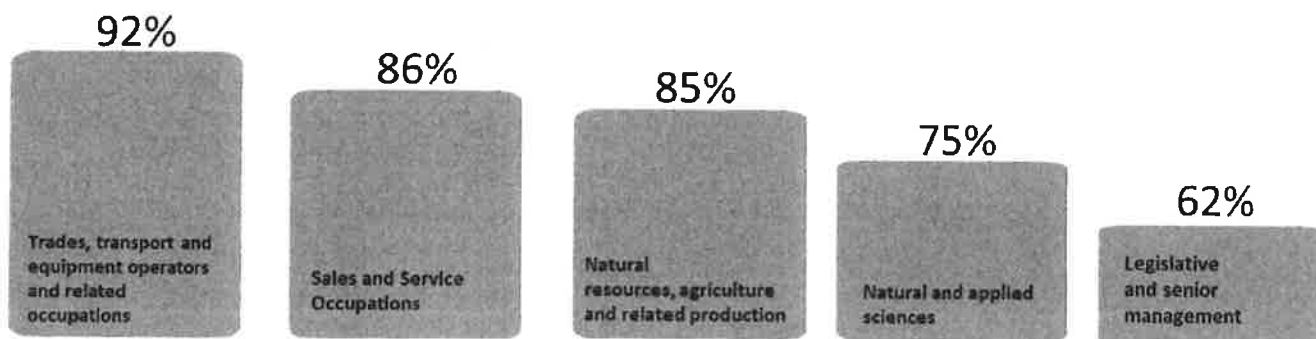
Top Five Occupations



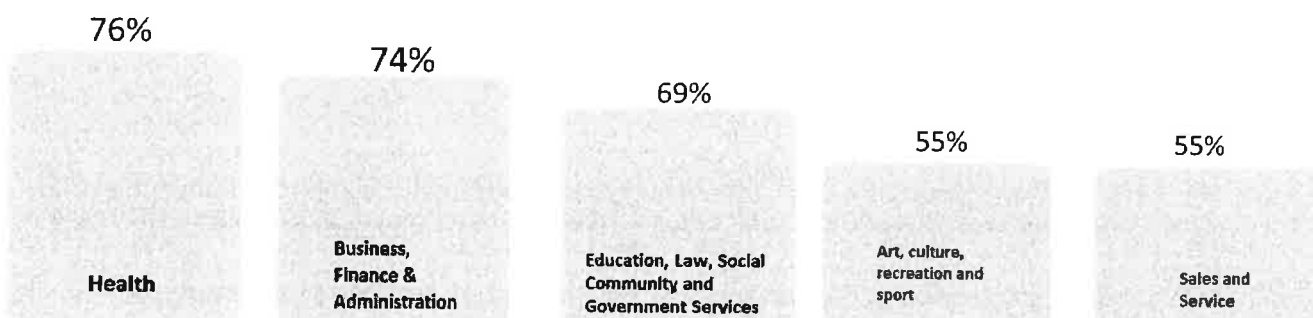
These five key occupations collectively account for 84% of the workforce, underscoring their central role in regional employment. Among them, the healthcare sector has experienced the most significant growth, expanding by 23% since 2016. This surge is largely driven by an aging population, increasing 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)

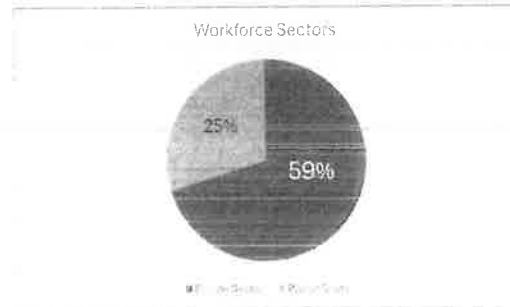


Occupations where women outnumbered men: (xii)



Work Sectors

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



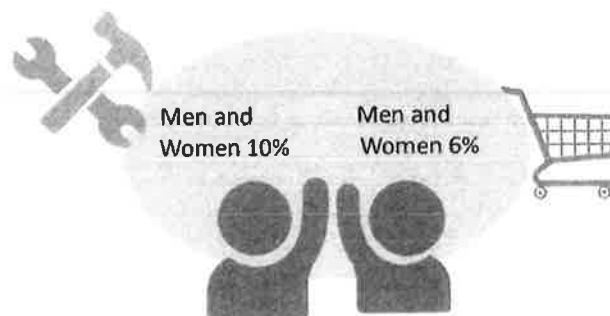
The healthcare and social assistance sectors are the largest employers in the Thunder Bay District, reflecting the region's growing demand for medical and community support services. Key organizations driving this sector include the Thunder Bay Regional Health Sciences Centre (TBRHSC), St. Joseph's Care 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)

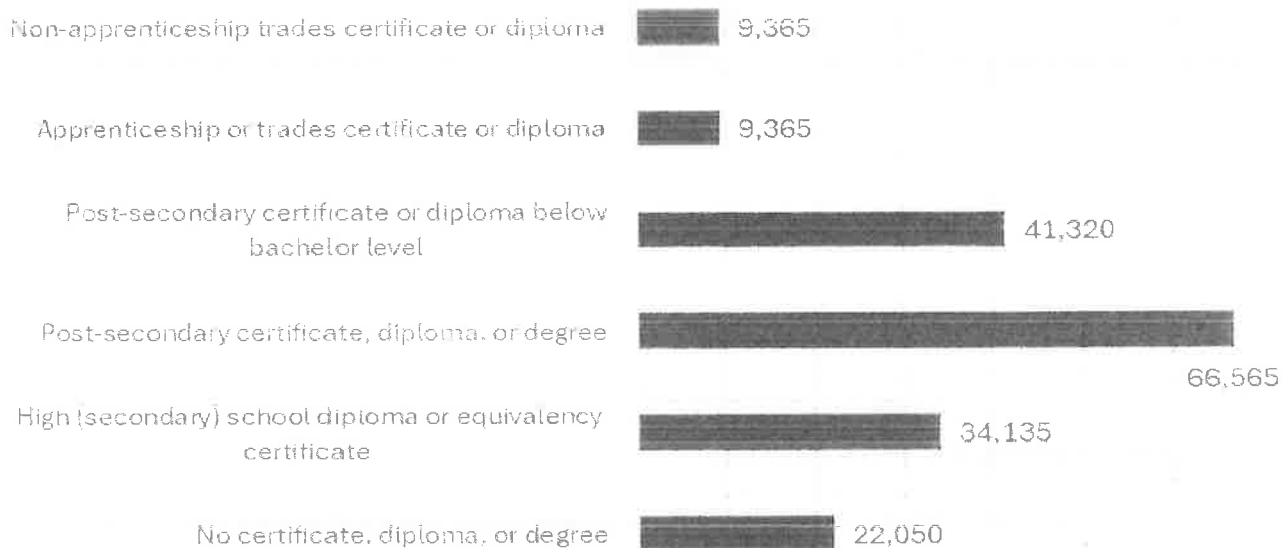


24.7% of people aged 25 to 64 in the Thunder Bay District had a bachelor's degree or higher, compared to 36.8% in Ontario and 32.9% in Canada.

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)



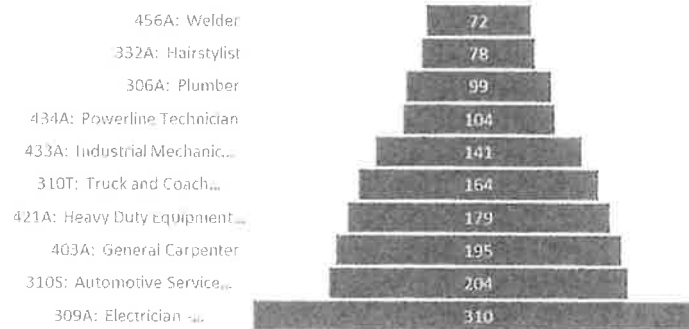
Apprenticeship and Trade Certification

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.

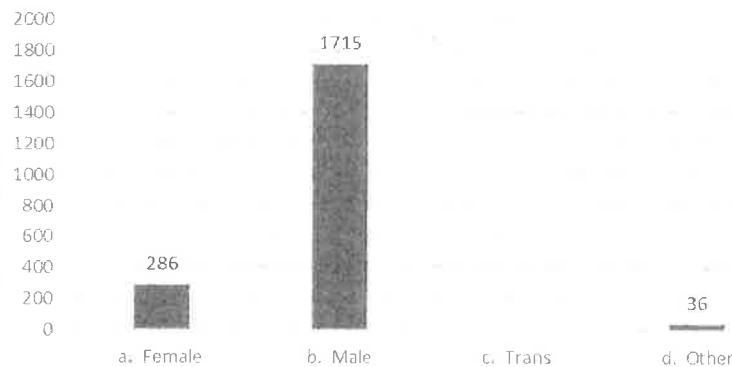
Despite concerted efforts by government agencies, educational institutions, and trade unions to promote opportunities for women in the skilled trades, participation levels remain disproportionately low. In 2024, men accounted for 85% of all registered and active apprentices in the Thunder Bay District, 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.

Top 10 Trade Registrations
in 2023-2024



Who is participating in the Apprenticeship
program?



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

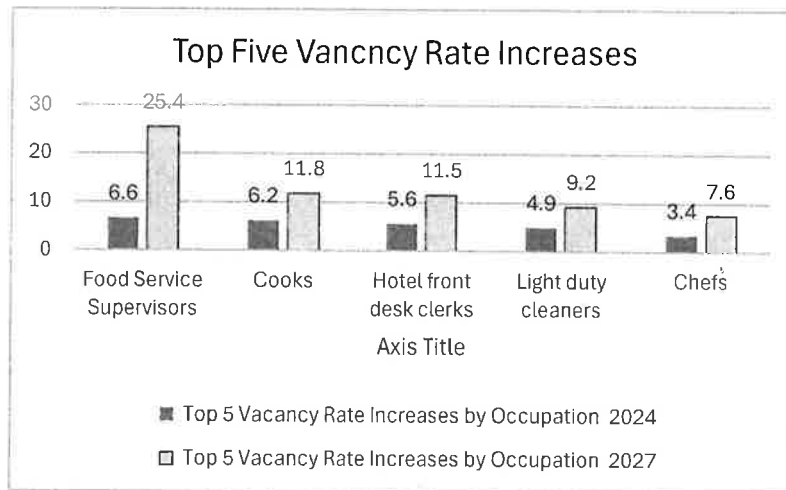
The hospitality and tourism sector in the Thunder Bay District has demonstrated significant resilience and growth in recent years. In 2022, the accommodation sector experienced a

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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- (xii) Statistics Canada, Thunder Bay District, Education
- (xiii) Immigration and Citizenship Canada, Canada to stabilize growth and decrease number of new international student permits.
- (xiv) Ministry of Labour, Immigration, Training and Skills Development, Skilled Trades Ontario.
- (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 Neyaashii 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 (Landsdowne House)	Landsdowne 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

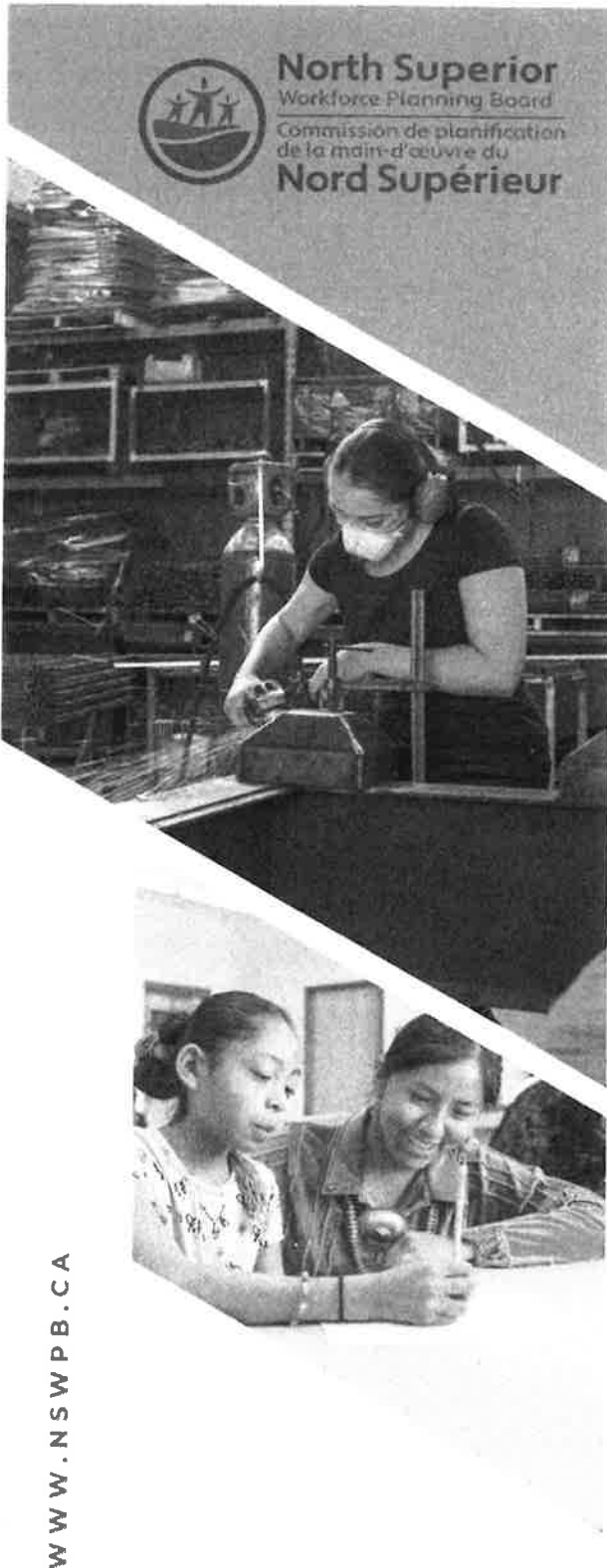
OYAP - Ontario Youth Apprenticeship Program

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



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Mining, Quarrying, and Oil and Gas Extraction (NAICS 21): Ontario, 2024-2026

HIGHLIGHTS

- There were 35,300 people employed in Ontario's mining, quarrying, and oil and gas industry, comprising 0.4% of Ontario's total workforce in 2023.
- Employment in the mining, quarrying, and oil and gas industry increased by 13.9% in 2023.
- Over the 2024 to 2026 period, the mining, quarrying and oil and gas industry is expected to experience moderate job growth in Ontario.

ABOUT THE SECTOR

Composition and importance of the sector

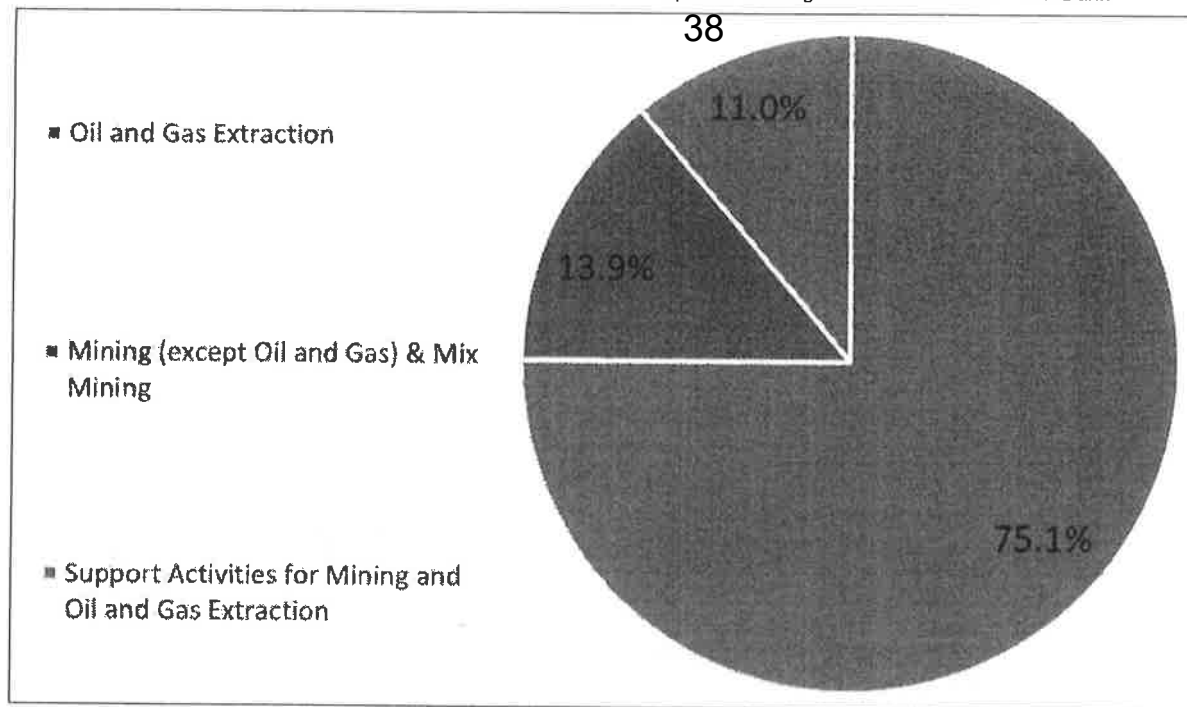
The mining, quarrying, and oil and gas sector includes firms that are engaged in the extraction of natural resources such as precious metals, non-metallic minerals, and oil and gas. Additionally, firms engaged in the development of mineral properties and mining operations are included in this sector. The majority of employment in this sector is derived from mining and quarrying, with oil and gas extraction making up a smaller percentage of total employment.

In 2023, the sector employed 35,300 people, comprising of 0.4% of Ontario's total employment. The sector contributed \$7.1 billion to the provincial economy in 2023, accounting for 0.8% of total provincial GDP. Compared to the previous year, GDP increased by 0.5% (\$37.4 million).

The mining, quarrying, and oil and gas industry is capital intensive and requires significant long-term investments to remain productive and competitive. In 2023, capital expenditure in Ontario's mining, quarrying, and oil and gas sector grew by 6.6% to reach \$5.3 billion.

Ontario is the largest mineral producer in Canada, with \$15.7 billion in mineral exploration alone in 2023. There are currently 36 active mining operations in Ontario – including 17 gold mines, 9 base metal mines (copper, nickel, zinc, and iron), and various others.

Graph 1. Employment Share by Subsector



Source: Statistics Canada, Labour Force Survey, Custom Table

► Show graphic in plain text

Geographical distribution of employment

This industry is particularly prevalent in the Northeast Economic Region (ER) where 55.6% (17,900) of the provincial mining workforce is employed, primarily in metal ore mining. The industry is over-represented in this region, where 7.1% of total employment is in mining – compared to 0.4% for the whole province.

The second largest employment cluster is in the Toronto ER, where 15.5% of employment in this sector is located. The majority of employment in this region is in administrative and executive positions at corporate headquarters in the Greater Toronto Area.

The Northwest ER is the third largest mining cluster in the province and is home to the “Ring of Fire” where significant mineral deposits have been discovered.

Table 1. Employment by Economic Region

Economic Region	Employed 2023	Sector Share (%)
Ottawa	n/a	n/a
Kingston-Pembroke	n/a	n/a
Muskoka-Kawartha	n/a	n/a
Toronto	5,000	15.5%
Kitchener-Waterloo-Barrie	n/a	n/a
Hamilton-Niagara Peninsula	1,500	4.7%
London	n/a	n/a
Windsor-Sarnia	1,900	5.9%
Stratford-Bruce Peninsula	1,700	5.3%
Northeast	17,900	55.6%
Northwest	4,200	13.0%

Source: Statistics Canada, Labour Force Survey, Custom Table

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WORKFORCE

Workforce characteristics

- The **average hourly wage** of workers in the mining, quarrying, and oil and gas sector in Ontario was \$43.91 in 2023. This was higher than the provincial average of \$29.18 amongst all sectors.
- This sector mainly employs **males**, who comprise 86.1% of the workforce. This is in contrast to total employment in the province where males comprise only 52.6% of the workforce.
- **Full-time employees** make up 97.7% of employment within this sector, compared to 82.7% in the labour market as a whole.
- Approximately 49.6% of workers in this sector have a **post secondary certificate or a diploma**, compared to 32.3% of the labour market as a whole.

Table 2. Top 5 Occupations

National Occupational Classification (NOC) 2021	Employed 2021	Sector Share (%)
83100 Underground production and development miners	4,785	14.6%
82020 Supervisors, mining and quarrying	2,225	6.8%
73400 Heavy equipment operators	1,895	5.8%
72400 Construction millwrights and industrial mechanics	1,455	4.4%
73300 Transport truck drivers	1,270	3.9%

Source: Statistics Canada, Labour Force Survey, Custom Table

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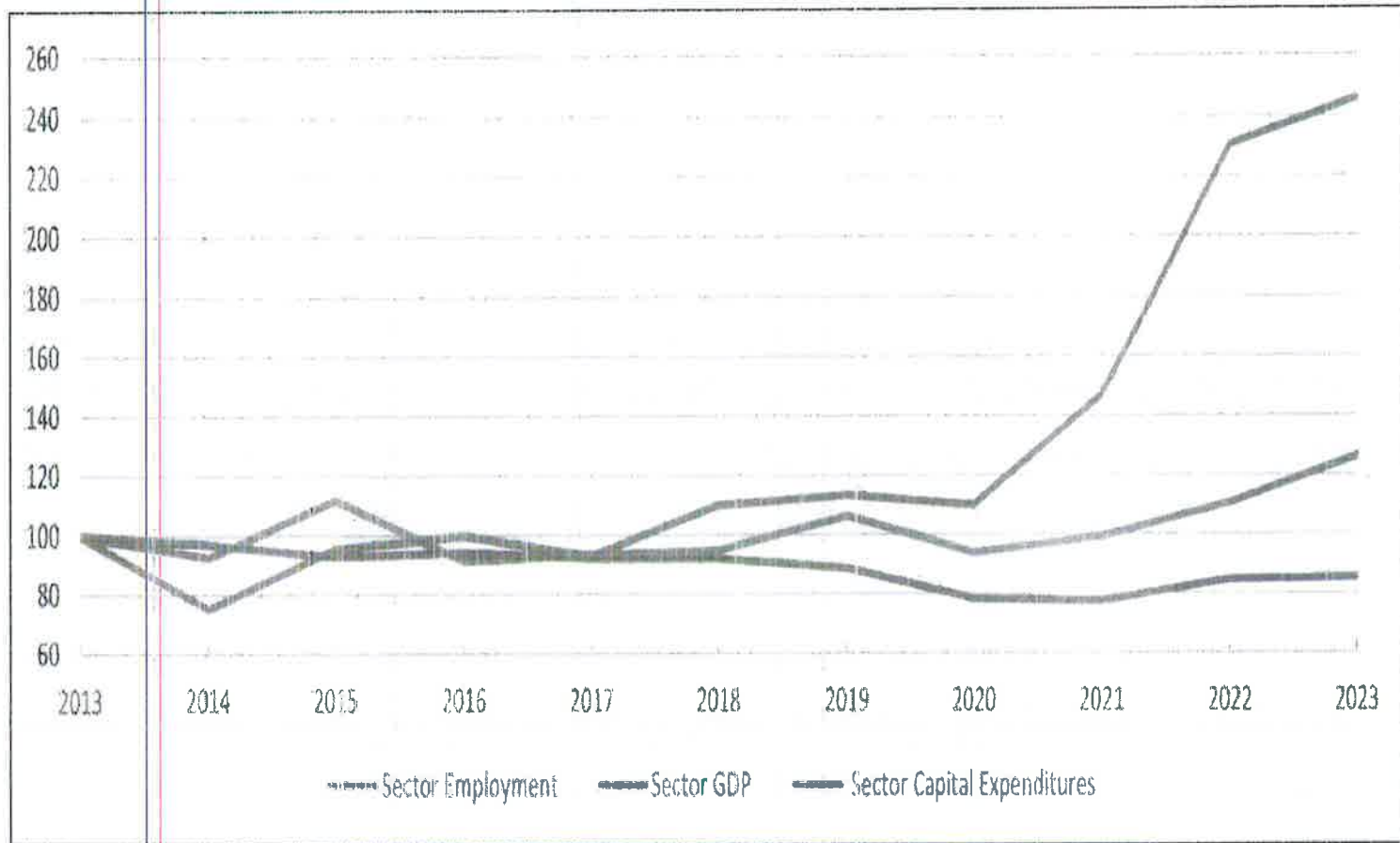
RECENT HISTORY

The mining, quarrying, and oil and gas⁴² sector experienced an average employment growth rate of 6.3% over the last 5 years (2019 – 2023). Employment declined only once annually over this period, by 11.7% in 2020. In 2023, the sector grew by 13.9%, adding 4,300 jobs. In July 2024, employment in the sector was 33,200, an increase of 4,400 jobs (+15.3%) from July 2019, pre-pandemic (28,800).

Employment in this industry is heavily dependent on the global market prices for metals and minerals because the market price for metals and minerals drives capital expenditure decisions, that is, how much a company is planning on investing in their business. Higher metal and mineral prices leads to greater investments, which leads to employment growth. In recent history, both the price of metals and minerals and capital expenditures have remained elevated since 2020.

In 2022, the Ontario Government announced it's first Critical Minerals Strategy, which aims to better connect mines in Northern Ontario to the manufacturing sector in the south, specifically to Ontario-based electric vehicle and battery manufacturers. Metals and minerals mined in Ontario such as copper, zinc, lithium, and nickel are critical raw materials for clean energy technology, particularly electric vehicle batteries. In 2023, over 10% of total new vehicle registrations were for zero-emission vehicles. The strengthening of the mining supply chain, along with numerous investments in EV manufacturing, have contributed to the growth of the provincial mining, quarrying, and oil and gas sector.

Graph 2. Sector Employment, Sector Gross Domestic Product (GDP), Sector Capital Expenditures in Ontario



Source: Statistics Canada, Labour Force Survey, Custom Table

*Data are expressed as index where year 2013 = 100%

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EMPLOYMENT OUTLOOKS

44

Over the 2024 to 2026 period, Ontario's mining, quarrying and oil and gas industry is expected to experience moderate job growth.

International efforts to decarbonize the economy and reduce reliance on fossil fuels will lead to greater demand for the metals and minerals needed for green technology, such as copper, nickel, and lithium, all of which are mined in Ontario. Minerals like copper and nickel are key minerals for technologies that support a low-carbon economy and an increase in demand for these technologies will increase demand in the mining industry. Additionally, a report from the World Bank Group found that production of minerals, such as graphite, lithium and cobalt, could increase by nearly 500% by 2050, in order to meet the growing demand for clean energy technologies.

Investments in EV manufacturing in Ontario will likely also provide a boost to the mining sector in Ontario. Recently, the province has attracted large-scale investments for EV battery and related plants, including NextStar Energy's battery manufacturing plant in Windsor, PowerCo's battery cell gigafactory in St. Thomas, and Honda's plans for EV production in Alliston. These investments will drive demand for the related input minerals, further growing this sector in Ontario.

Table 3. Employment Change in Mining, Quarrying, and Oil and Gas Extraction: July 2019 vs. July 2024

ONTARIO	↑ (+4,400; +15.3%)
Ottawa	
Kingston-Pembroke	
Muskoka-Kawartha	
Toronto	↑
Kitchener-Waterloo-Barrie	
Hamilton-Niagara Peninsula	
London	
Windsor-Sarnia	
Stratford-Bruce Peninsula	
Northeast	↑
Northwest	↑

Source: Statistics Canada, Labour Force Survey, Custom Table

► Show graphic in plain text

Key trends affecting the outlook of the mining, quarrying and oil and gas sector

- A shift towards decarbonization and clean energy technologies creating demand for certain minerals and metals
- Investments in EV manufacturing in Ontario

FOR FURTHER INFORMATION

Note: *In preparing this document, the authors have taken care to provide clients with labour market information that is timely and accurate at the time of publication. Since labour market conditions are dynamic, some of the information presented here may have changed since this document was published. Users are encouraged to also refer to other sources for additional information on the local economy and labour market. Information contained in this document does not necessarily reflect official policies of Employment and Social Development Canada.*

Prepared by: *Labour Market and Socio-economic Information Directorate, Service Canada, Ontario Region*

For further information, please contact LMSID at: Contact: Labour Market Information - Canada.ca (services.gc.ca)

APPENDIX

Table A1. Geographical Distribution of the Sector

	Share of Employment in Ontario (%)	Sector Share of Employment (%)
	2021-2023 Average	2021-2023 Average
Ontario	100.0%	0.4%
Ottawa	1.8%	0.1%
Kingston-Pembroke	n/a	n/a
Muskoka-Kawartha	n/a	n/a
Toronto	13.7%	0.1%
Kitchener-Waterloo-Barrie	1.6%	0.1%
Hamilton-Niagara Peninsula	1.6%	0.1%
London	n/a	n/a
Windsor-Sarnia	2.0%	0.2%
Stratford-Bruce Peninsula	1.8%	0.4%
Northeast	52.7%	6.6%
Northwest	10.1%	3.2%

Source: Statistics Canada, Labour Force Survey, Custom Table

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Table A2. Characteristics of Employed Persons

	48 Mining			All Sectors	
	Employment, 2023	Share of Total (%)	AAGR (%)*	Share of Total (%)	AAGR (%)*
Employment	35,300	100.0%	3.0%	100.0%	1.6%
Male	30,400	86.1%	2.8%	52.6%	1.7%
Female	4,900	13.9%	6.6%	47.4%	1.4%
15-24 years old	3,000	8.5%	n/a	13.2%	1.3%
25-54 years old	25,300	71.7%	2.8%	65.0%	1.2%
55 years and older	7,000	19.8%	3.5%	21.8%	3.0%
Worked full-time	34,500	97.7%	2.8%	82.7%	1.8%
Worked part-time	n/a	n/a	n/a	17.3%	0.3%
Self-employed	n/a	n/a	n/a	13.6%	0.4%
Employees	35,300	100.0%	3.0%	86.4%	1.8%
Permanent job	n/a	n/a	n/a	76.6%	1.9%
Temporary job	n/a	n/a	n/a	9.7%	0.9%
Less than high school	2,100	5.9%	n/a	6.1%	-2.1%
High school graduate	8,200	23.2%	3.6%	22.3%	-0.4%
Postsecondary cert. or diploma	17,500	49.6%	6.1%	32.3%	1.3%
University degree	7,400	21.0%	2.1%	39.3%	4.1%

Source: Statistics Canada, Labour Force Survey, Custom Table

*Average annual growth rate for last ten years available data

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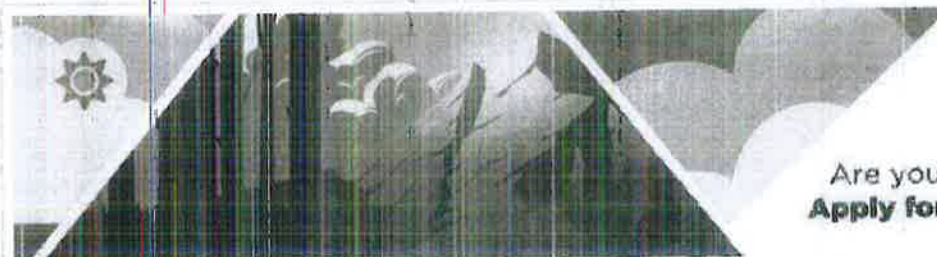
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Maximum 300 characters

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Forestry, Logging, Fishing, Hunting and Trapping (NAICS 113, 114, 1153): Ontario, 2024-2026

HIGHLIGHTS

- There were 4,800 people employed in Ontario's forestry, logging, fishing, hunting, and trapping sub-sector, comprising 0.1% of the province's total workforce in 2023.
- Employment in the forestry, logging, fishing, hunting, and trapping sub-sector decreased by 11.1% in 2023, after it fell by 12.9% in 2022.
- Employment in the forestry sub-sector and the fishing, hunting, and trapping sub-sector is expected to moderately decline over the 2024-2026 forecast period, due to lower demand for traditional forestry products and the continuing softwood lumber trade dispute with the United States.

ABOUT THE SECTOR

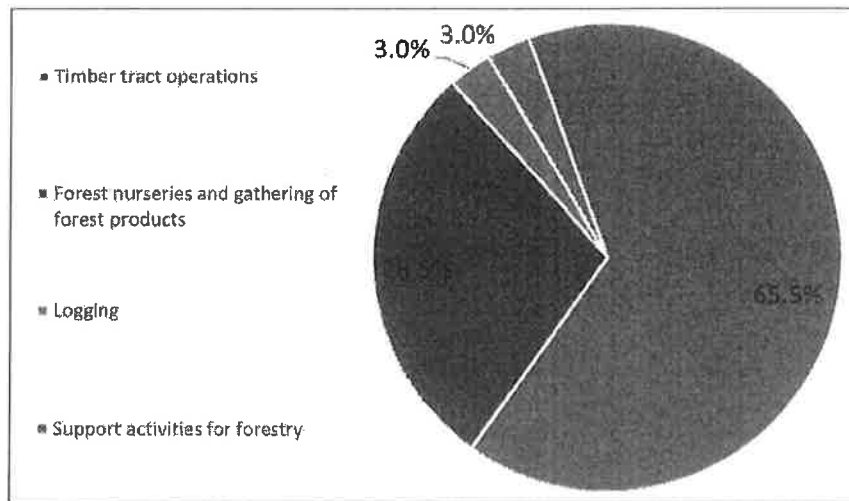
Composition and importance of the sector

In 2023, the forestry, logging, fishing, hunting, and trapping subsector employed 4,800 people in Ontario, approximately 0.1% of the province's total workforce.

The forestry and logging subsector includes establishments that grow and harvest timber on a long production cycle (10 years or more). Industries within it specialize in different stages of the cycle, including: operating nurseries that grow trees for reforestation; selling standing lumber in timber tracts; gathering of forest products; and cutting and transporting timber. Support activities for forestry, such as conservation and maintenance, are considered separate from, but often grouped together with, the main subsector.

The fishing, hunting, and trapping subsector is made up of establishments that catch fish and other wild animals from their natural habitats for commercial purposes. Establishments in this sub-sector are generally small and there is a high rate of self-employment. Fish harvesting is the predominant economic activity in this sub-sector, yet its contributions to Ontario's Gross Domestic Product (GDP) is dwarfed by that of coastal provinces. In 2023, fishing, hunting, and trapping contributed \$18.5 million to Ontario's GDP, far less than the \$669.9 million contributed by the sub-sector in Nova Scotia.

Graph 1. Employment Share by Subsector⁵²



Source: Statistics Canada, Labour Force Survey, Custom Table

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Geographical distribution of employment

The forestry, logging and support activities for forestry subsector is concentrated in northern Ontario, where the bulk of the province's forests are located. Employment in the Northwest economic region (ER) accounted for 29.2% of this sector's total provincial employment in 2023, while the Northeast ER accounts for about one-fifth (20.8%).

Ontario has the third largest workforce in forestry, logging, and support activities in Canada; about 12.7% of all individuals employed in this subsector worked in Ontario in 2023.

Table 1. Employment by Economic Region

Economic Region	Employed 2023	Sector Share (%)
Ottawa	n/a	n/a
Kingston-Pembroke	n/a	n/a
Muskoka-Kawartha	n/a	n/a
Toronto	1,000	20.8%
Kitchener-Waterloo-Barrie	n/a	n/a
Hamilton-Niagara Peninsula	500	10.4%
London	n/a	n/a
Windsor-Sarnia	n/a	n/a
Stratford-Bruce Peninsula	100	2.1%
Northeast	1,000	20.8%
Northwest	1,400	29.2%

Source: Statistics Canada, Labour Force Survey, Custom Table

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WORKFORCE

Workforce characteristics

- **Males** accounted for 87.5% of Ontario's forestry, logging, fishing, hunting, and trapping workforce in 2023, compared to 52.6% for all industries.
- Workers in forestry, logging, fishing, hunting, and trapping tend to be **older**, with almost 30% over 55 years old. For Ontario as a whole, this age group made up

54

21.8% of workers.

- The prevalence of **part-time workers** in the subsector was low; in Ontario, 2.1% of forestry, logging, fishing, hunting, and trapping employees were part-time, compared to 17.3% of Ontario's workforce.

Table 2. Top 5 Occupations

National Occupational Classification (NOC) 2021	Employed 2023	Sector Share (%)
85120 Logging and forestry labourers	1,045	13.2%
84110 Chain saw and skidder operators	575	7.3%
73300 Transport truck drivers	395	5.0%
83110 Logging machinery operators	395	5.0%
84111 Silviculture and forestry workers	310	3.9%

Source: Statistics Canada, Labour Force Survey, Census 2021

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RECENT HISTORY

Employment in the Ontario forestry and logging subsector has been in general decline since the mid-2010s. The demand for traditional wood products, such as newsprint, has been falling steadily as people shift towards digital media and consuming information online. The pandemic accelerated this trend, with production of newsprint falling by 27.0% in 2020, 3.5% in 2021 and 2.6% in 2022. However, several North American paper mills closed in recent history, reducing supply and creating unmet demand for paper industry products, including printing and writing grade paper, at the remaining mills. This has somewhat offset declines in wood pulp and newsprint production.

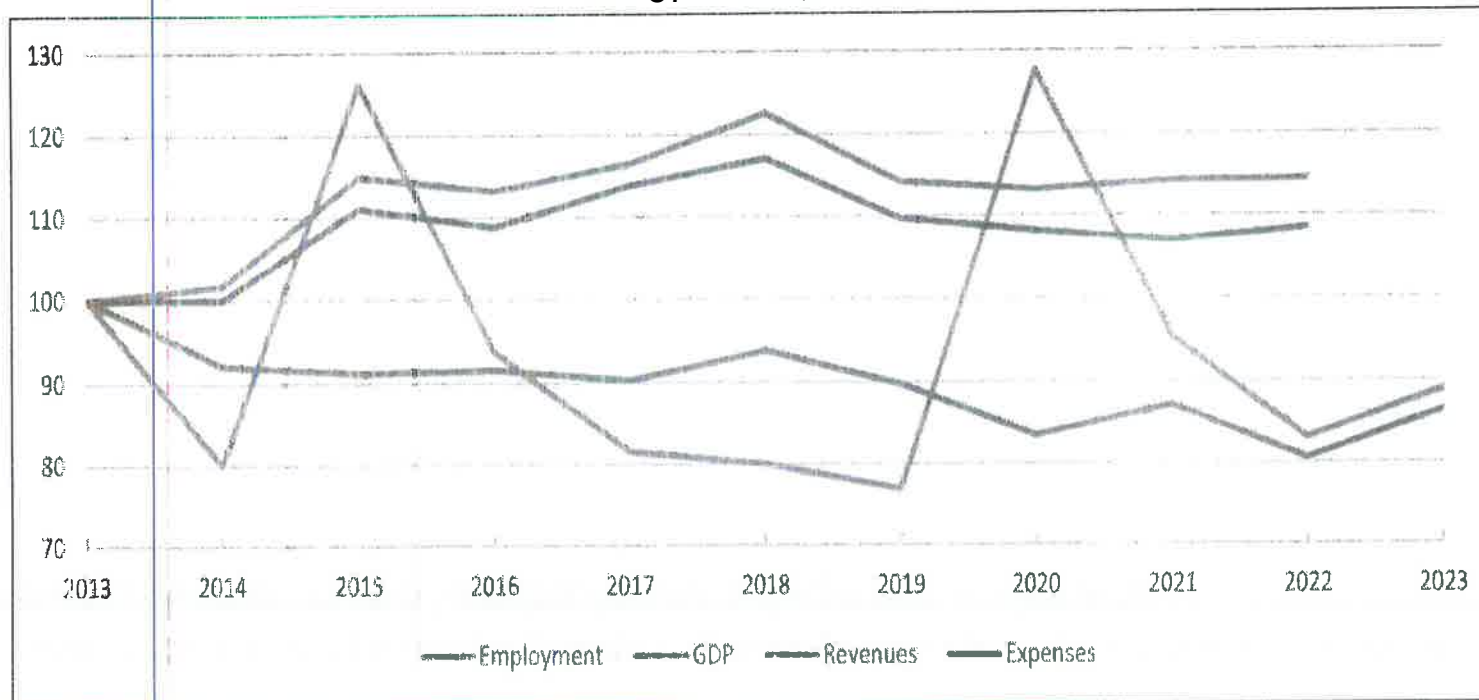
In addition, since 2020, the demand and price for lumber increased significantly as a result of the strength in residential construction, repair and remodelling markets. Low interest rates, excess household savings, and remote work led to more home improvement projects and an increase in housing construction. However, by 2022, demand for lumber softened due to higher inflation and interest rates, which reduced affordability and slowed residential construction activity in Canada.

Demand from the United States is another important driver for Ontario's forestry sector, as the majority of Canada's forest products exports are to the U.S. In 2022, Ontario exported \$6.4 billion in total forest products, accounting for 14.0% of Canada's total forest product exports. However, there has been a long-term dispute between Canada and the U.S. on softwood lumber duties. The 2006 Softwood Lumber Agreement, which manages trade between the two countries, expired in

2015 and since May 2017, Canadian softwood lumber exports to the U.S. have been subject to countervailing and anti-dumping duties. Most recently, in August 2024, the U.S. increased import duties on most Canadian softwood lumber producers from 8.05% to 14.54%, as part of their review of the duties since 2017. This ongoing trade instability has impacted Canadian softwood lumber exports, and the quantity of lumber and other sawmill products that Canada exports to the U.S. has been steadily declining since 2016.

The number of jobs has been slowly declining in the Ontario fishing, hunting, and trapping sub-sector, having decreased from about 800 in 2013 to about 500 in 2023. The factors limiting employment growth in this sector include the availability of natural resources, conservation requirements and proper habitat maintenance.

Graph 2. Sector Employment, Sector Gross Domestic Product (GDP), Logging Industry Revenues and Logging Industry Expenses in Ontario



Sources: Statistics Canada, Custom Tables

*Data are expressed as index where year 2013 = 100%

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EMPLOYMENT OUTLOOKS

The forestry, logging, fishing, hunting, and trapping subsectors are expected to see moderate declines over the 2024-2026 forecast period. The higher share of workers over the age of 55 means a large portion of the logging workforce will likely be

retiring in the near future. Recruitment and retention for the subsector is challenging given that this work is often geographically remote in nature. However, a record-breaking wildfire season in 2023 may provide new employment opportunities for forest management, including reforestation.

Over the forecast period, automation and increased use of technology in the forestry subsector will have an effect on how the industry operates. For example, drones can plant trees 10 times faster than a single worker and at a cost that is 80 percent cheaper than traditional methods. In Canada, technology is used to enhance tree-planting efforts in remote, inaccessible and unsafe locations, such as those severely affected from forest fires. As a result, the subsector is increasingly able to produce without employment necessarily growing in tandem.

International conditions will also have an impact on this subsector. The forestry and logging industry is export-oriented and heavily dependant on global market demand, particularly demand from the United States. The ongoing Canada-U.S. softwood lumber dispute may moderate demand for the province's forestry products, as the U.S. is Ontario's main export market.

On a longer timescale, the forestry subsector is undergoing transformation as it seeks to diversify products and increase market reach in order to meet global demand. There is growing interest in non-traditional renewable and sustainable forest products such as biofuels, biochemicals, and wood-based products as

alternatives to single-use plastics. For example, forest biomass is the by-product of wood manufacturing and mills and has many emerging uses, including renewable natural gas, bioplastics and hydrogen.

Table 3. Change in Employment in Forestry, Logging, Fishing, Hunting and Trapping: July 2019 vs. July 2024

ONTARIO	(+1,300; +22.4%)
Ottawa	---
Kingston-Pembroke	---
Muskoka-Kawartha	---
Toronto	↑
Kitchener-Waterloo-Barrie	↑
Hamilton-Niagara Peninsula	---
London	---
Windsor-Sarnia	↑
Stratford-Bruce Peninsula	↑
Northeast	↓
Northwest	↓

Source: Statistics Canada, Labour Force Survey, Custom Table

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Key trends affecting the outlook of the forestry, logging, fishing, hunting and trapping sub-sectors

- Automation and technology increasing output, but decreasing demand for labour
- Ongoing sector transformation to encourage the use of wood byproducts such as forest biomass
- The ongoing softwood lumber dispute between Canada and the U.S.

FOR FURTHER INFORMATION

Note: *In preparing this document, the authors have taken care to provide clients with labour market information that is timely and accurate at the time of publication. Since labour market conditions are dynamic, some of the information presented here may have changed since this document was published. Users are encouraged to also refer to other sources for additional information on the local economy and labour market. Information contained in this document does not necessarily reflect official policies of Employment and Social Development Canada.*

Prepared by: *Labour Market and Socio-economic Information Directorate, Service Canada, Ontario Region*

For further information, please contact LMSID at: Contact: Labour Market Information – Canada.ca (services.gc.ca)

APPENDIX

Table A1. Geographical Distribution of the Sector

	Share of Employment in Ontario (%)	Sector Share of Employment (%)
	2021-2023 Average	2021-2023 Average
Ontario	100.0%	0.1%
Ottawa	2.4%	0.0%
Kingston-Pembroke	0.0%	0.0%
Muskoka-Kawartha	0.0%	0.0%
Toronto	13.4%	0.0%
Kitchener-Waterloo-Barrie	10.4%	0.1%
Hamilton-Niagara Peninsula	14.0%	0.1%
London	0.0%	0.0%
Windsor-Sarnia	0.0%	0.0%
Stratford-Bruce Peninsula	0.6%	0.0%
Northeast	28.0%	0.6%
Northwest	26.2%	1.4%

Source: Statistics Canada, Labour Force Survey, Custom Table

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Table A2. Characteristics of Employed Persons

	62 Forestry, logging, fishing, hunting and trapping			All Sectors	
	Employment, 2023	Share of Total (%)	AAGR (%)*	Share of Total (%)	AAGR (%)*
Employment	4,800	100.0%	1.0%	100.0%	1.6%
Male	4,200	87.5%	0.0%	52.6%	1.7%
Female	700	14.6%	19.4%	47.4%	1.4%
15-24 years old	900	18.8%	33.7%	13.2%	1.3%
25-54 years old	2,600	54.2%	1.7%	65.0%	1.2%
55 years and older	1,400	29.2%	8.0%	21.8%	3.0%
Worked full-time	4,700	97.9%	1.8%	82.7%	1.8%
Worked part-time	100	2.1%	0.3%	17.3%	0.3%
Self-employed	700	14.6%	5.5%	13.6%	0.4%
Employees	4,100	85.4%	3.9%	86.4%	1.8%
Permanent job	n/a	n/a	n/a	76.6%	1.9%
Temporary job	n/a	n/a	n/a	9.7%	0.9%
Less than high school	n/a	n/a	n/a	6.1%	-2.1%
High school graduate	n/a	n/a	n/a	22.3%	-0.4%
Postsecondary cert. or diploma	n/a	n/a	n/a	32.3%	1.3%
University degree	n/a	n/a	n/a	39.3%	4.1%

Source: Statistics Canada, Labour Force Survey, Custom Table

*Average annual growth rate for last ten years available data

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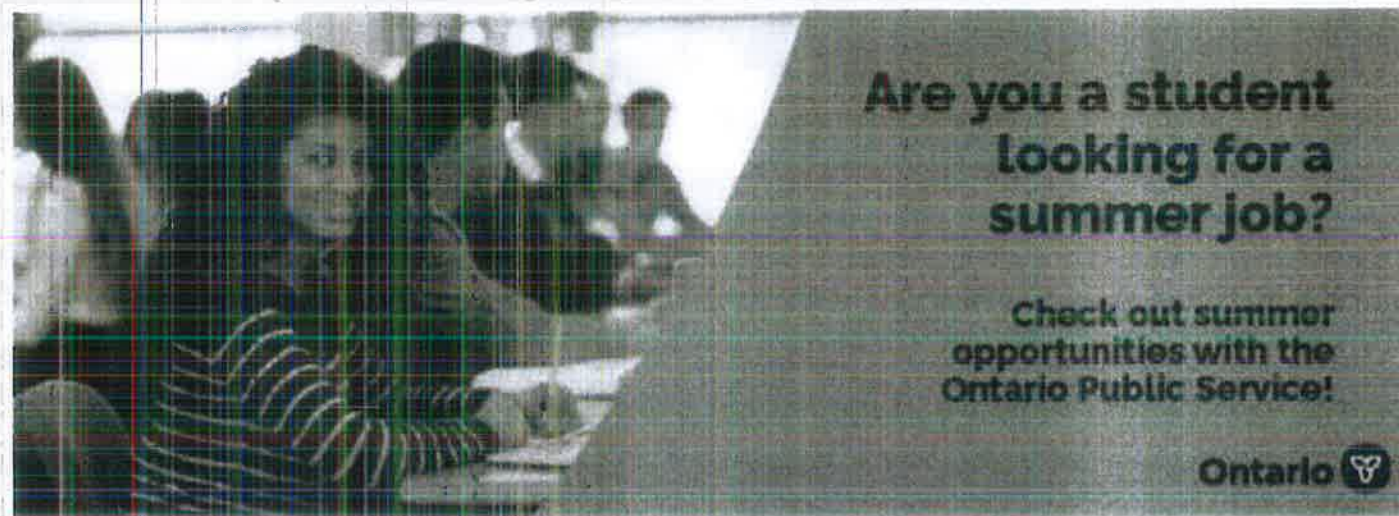
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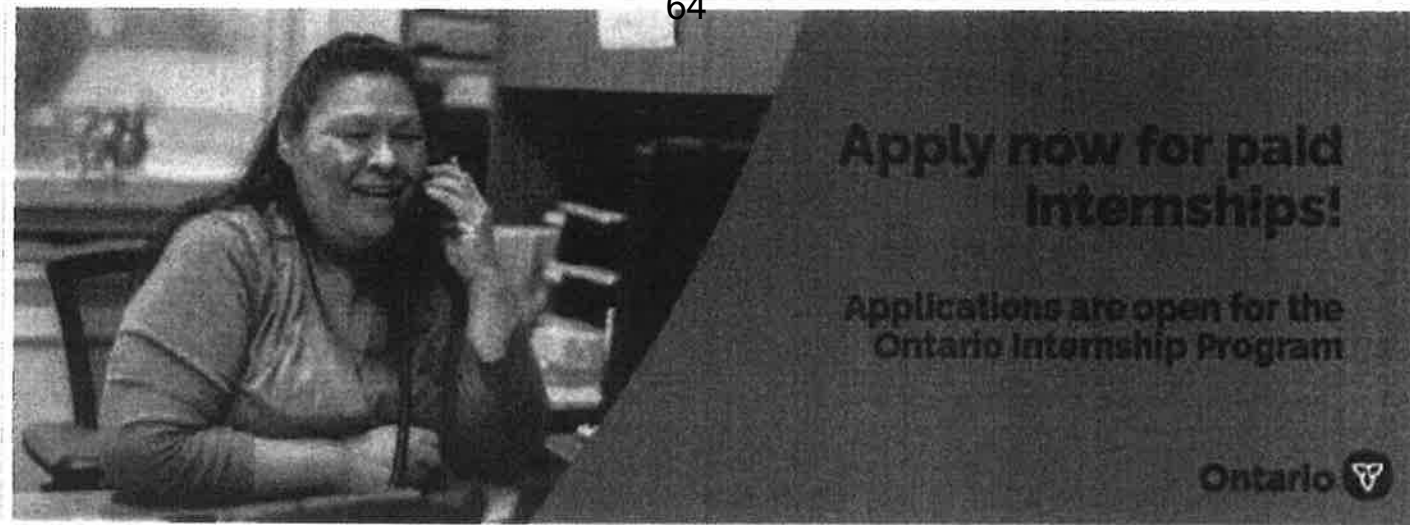
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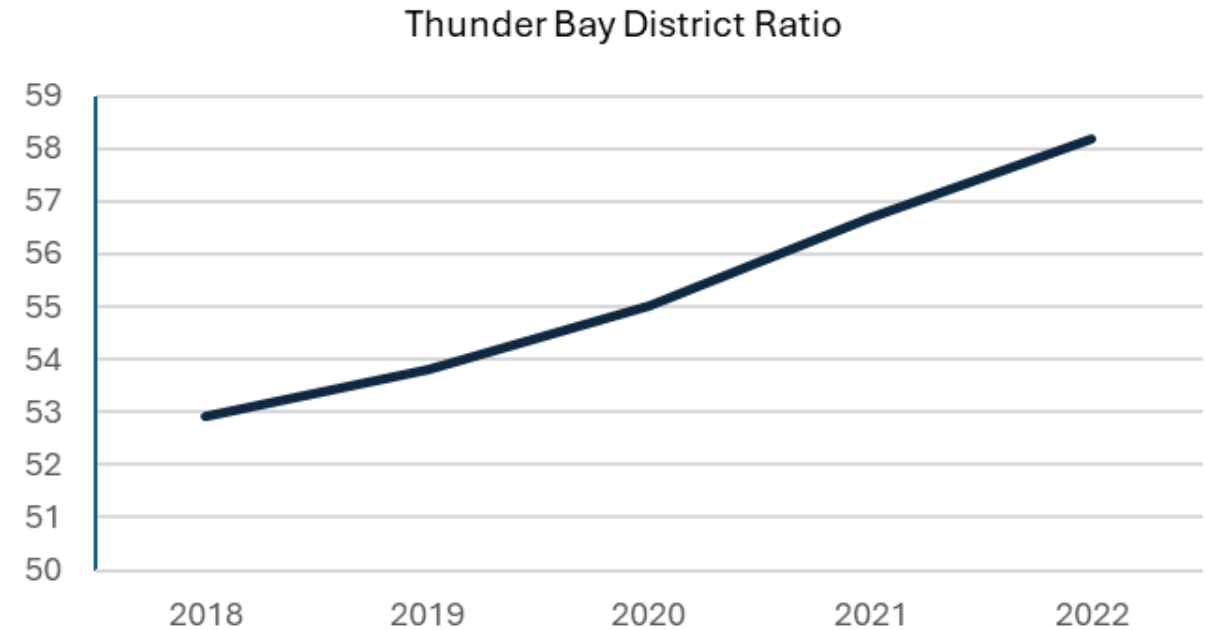
Date modified: 2025-02-26





Dependency Ratio

- Kenora: .63
- Rainy River: .69
- Thunder Bay: .58
- Ontario: .49
- Canada: .52



$$\mathbf{DDR} = \frac{\text{People under 14} + \text{People over 65}}{\text{People 15} - 64}$$

MINUTES - REGULAR COUNCIL MEETINGTuesday, July 8th, 2025 – 6:00 pm

PRESENT Mayor Sheila Maxwell
Councillor Chris Kresack
Councillor David Maxwell

VIRTUAL Councillor Grant Arnold

ALSO PRESENT Karen Paisley, Clerk
Leanne Maxwell, Treasurer
Robb Day, Fire Chief

ABSENT Councillor Halvorsen

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

The Clerk noted a correction to the reference under Item 13.4, clarifying that it should cite paragraph 239(2)(i) of the Municipal Act. No other amendments or omissions were raised.

RESOLUTION 2025 – 138**Moved by: Councillor Kresack****Seconded by: Councillor Maxwell**

BE IT RESOLVED THAT the agenda for the regular council meeting of July 8th, 2025, be approved as amended.

CARRIED**3. DECLARATIONS OF PECUNIARY INTEREST**

No declarations were made.

4. TOWN HALL SEGMENT

No members of the public had registered to speak at the Town Hall Segment.

5. DEPUTATIONS

No deputations were scheduled for this evening's meeting.

6. MINUTES OF PREVIOUS MEETING(S)**6.1 Minutes – Regular Council Meeting – June 25th, 2025**

Council present reviewed the minutes of the June 25th, 2025, Regular Council Meeting. No amendments were proposed.

RESOLUTION 2025 - 139**Moved by: Councillor Arnold****Seconded by: Councillor Maxwell**

BE IT RESOLVED THAT the minutes for the open session portion of the regular council meeting of June 25th, 2025, be approved as circulated.

CARRIED

6.2 Minutes – Special Council Meeting – June 29th, 2025

Council present reviewed the minutes of the June 29th, 2025, Special Council Meeting. No amendments were proposed.

RESOLUTION 2025 - 140

Moved by: Councillor Maxwell

Seconded by: Councillor Arnold

BE IT RESOLVED THAT the minutes of the special council meeting of June 29th, 2025, be approved as circulated.

CARRIED

7. DISBURSEMENT LIST

7.1. Payroll Report

Council reviewed the payroll report as presented in the agenda. No questions or comments were raised. The report was received for information.

7.2. Payment Register

Council reviewed the payment register, including electronic bank payments and cheque disbursements. No concerns were raised.

RESOLUTION 2025-141

Moved by: Councillor Maxwell

Seconded by: Councillor Kresack

BE IT RESOLVED THAT Council approved the disbursements represented by electronic bank payments, check numbers 7482 to 7496 totalling \$33,974.48.

8. REPORTS FROM MUNICIPAL OFFICERS

8.1. Clerk's Report

The Clerk provided an update on several administrative initiatives. A formal letter was sent to the Minister of Transportation, the Premier of Ontario, and MPP Kevin Holland outlining the Township's concerns regarding the proposed designated truck route. The updated landfill bylaw was posted to the Township website, and a pamphlet is being developed to inform users of recycling and disposal guidelines. The Clerk followed up with GFL Environmental regarding the exclusion of glass from rural recycling programs and is awaiting further clarification. Two contractors were contacted regarding repairs to the food bank loading dock; one has visited the site and recommended concrete over asphalt to address frost heaving. The contractor who attended will be following up with plan suggestions. The Clerk also registered to attend a Rural Ontario Development Program webinar scheduled for September 10.

8.2. Treasurer's Report

The Treasurer reported that the 2023 financial audit was completed on June 29, with final journal entries and documentation in progress. Preparations for the 2024 audit are underway. The Infrastructure Ontario loan application was submitted, and the Treasurer thanked Council for their support in facilitating the process. A budgetary control report (variance report) was included in the agenda, outlining actual revenues and expenditures compared to the approved budget. This report was provided for Council's review to support financial oversight; no discussion or amendments were raised. The Treasurer also provided an update on tax arrears, noting that only one resident with three properties remains outstanding from the previous year, and 15 properties have been submitted for tax sale proceedings.

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 joined the meeting virtually from Toronto. He advised that a written report would be submitted at the July 22 meeting. Chief Day thanked Councillor Kresack for assisting in locating a used pumper truck, which has already responded to two emergency calls. He discussed the department's ongoing operational needs, emphasizing the importance of acquiring a future tanker and the need for a standardized procurement process to ensure consistency and value in future equipment purchases.

8.6. Council Member Reports

Mayor Maxwell reported on the administrative process of licensing the newly acquired fire truck, including emissions testing and coordination with the MTO. She also addressed a bear incident at the municipal garbage bins, noting the need to consider deterrent measures. Additionally, she raised concerns about the City of Thunder Bay's proposed designated truck route (DTR) and its potential impact on Conmee's infrastructure and public safety. She confirmed plans to present these concerns to the Minister of Transportation, supported by photographic and video documentation of local intersections.

Councillor Grant Arnold provided updates on his attendance at the Thunder Bay District Health Unit and Lakehead Region Conservation Authority meetings in June, noting that both agencies would not meet in July. He also referenced the upcoming one-year anniversary of the HR Assistant's employment and inquired about the Clerk's six-month performance review. Councillor Arnold confirmed his participation in the June 29 Special Council Meeting and expressed support for the fire department's operational planning.

Councillor David Maxwell reported on his involvement in the licensing and emissions testing of the newly acquired fire truck. He also responded to a resident's concern regarding road conditions on Maxwell Road, confirming that gravel had been applied and that further grading would be scheduled. He noted his upcoming attendance at the Thunder Bay District Municipal League meeting and acknowledged receipt of information regarding the 2026 conference in Nipigon.

Councillor Kresack extended his apologies for being unable to attend the June 29, 2025 Special Council Meeting. He confirmed that the Conmee Food Bank is closed for the summer months and will resume operations in September.

8.7. Other Agencies' Reports

Council reviewed the other agency reports. These reports were listed in the Clerk's Report to Council. The reports were provided primarily for information purposes.

RESOLUTION 2025-142

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. New Pumper Fire Truck – Cost Comparisons

Council reviewed a summary of four vendor proposals for a new pumper fire truck. The Clerk provided an overview of the procurement process and clarified that while general features and pricing were discussed in open session, detailed vendor submissions contained confidential commercial information. In accordance with Section 239(2)(i) of the Municipal Act, Council resolved to move into closed session to review the detailed proposals.

RESOLUTION 2025-0143

Moved by: Councillor Maxwell

Seconded by: Councillor Arnold

BE IT RESOLVED THAT the time being 6:38 pm, Council moved into closed session, under the authority of those paragraphs of the Municipal Act, 2001 (S.O. 2001, c. 25, as amended) for which it was authorized to be closed, to review Item 13.4, under the authority of paragraph 239(2)(i), for discussions involving commercial information supplied in confidence.

CARRIED

During closed session, the following procedural resolution was passed:

RESOLUTION 2025-144

Moved by: Councillor Maxwell

Seconded by: Councillor Kresack

BE IT RESOLVED THAT, the time being 7:30 pm, Council rise from closed session and report in open session.

CARRIED

Open session resumed.

Council agreed to table Item 9.1 – New Pumper Fire Truck, Cost Comparisons, until the next regular Council meeting to allow time for additional information to be received and reviewed.

7:28 pm: Councillor Arnold left the meeting due to a loss of internet connection.

7:31 pm: Fire Chief Day left the meeting following the conclusion of discussion on Item 9.1 and Item 13.4.

7:32 pm: Councillor Arnold rejoined the meeting via telephone.

9.2 Asset Retirement Audit

Council considered a proposal from North Rock Engineering to conduct an Asset Retirement Obligation (ARO) audit, as required under current public sector accounting standards. The Treasurer confirmed that the audit is mandatory and that North Rock, having prior knowledge of the Township's infrastructure, is well-positioned to complete the work efficiently. Council approved proceeding with the audit.

Resolution 2025-145

Moved by: Councillor Maxwell

Seconded by: Councillor Arnold

BE IT RESOLVED THAT Council approve proceeding with the Asset Retirement Audit as proposed by North Rock Engineering.

CARRIED

10. BY-LAWSCapital Works Bylaw 2025-023

Council considered By-law 2025-023, a by-law to authorize administration to proceed with financing a new pumper fire truck through Infrastructure Ontario. This by-law supports the Township's application for long-term financing, as discussed at the Special Council Meeting held on June 29, 2025.

RESOLUTION 2025 – 146

Moved by: Councillor Maxwell

Seconded by: Councillor Arnold

BE IT RESOLVED THAT By-law 2025-023 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. 2025-023, being a by-law that authorizes administration to proceed with financing a new pumper fire truck through Infrastructure Ontario.

CARRIED

11. CORRESPONDENCEList of Resolution Support Requests from other Municipalities

There were no support resolutions submitted for this evening's meeting.

12. UPCOMING MEETING DATES

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

7:40 pm: Councillor Arnold regained internet connection and resumed participation via zoom.

13. CLOSED SESSION**RESOLUTION 2025-0147**

Moved by: Councillor Maxwell

Seconded by: Councillor Kresack

BE IT RESOLVED THAT the time being 7:40 pm, Council moved into closed session, under the authority of those paragraphs of the Municipal Act, 2001 (S.O. 2001, c. 25, as amended) for which it was authorized to be closed, to review Item 13.1 on the agenda, being the minutes of the closed session from the meeting of June 25th, 2025; and under the authority of paragraph 239(b), and 239(d) of the same legislation in order to consider Items 13.2 and 13.3 of the agenda, regarding personal matters about identifiable individuals and labour relations.

CARRIED

During closed session, the following procedural resolution was passed:

RESOLUTION 2025-148

Moved by: Councillor Maxwell

Seconded by: Councillor Kresack

BE IT RESOLVED THAT, the time being 7:58 pm, Council rise from closed session and report in open session.

CARRIED

Open session resumed.

14. REPORT FROM CLOSED SESSION**RESOLUTION 2025-149****Moved by: Councillor Maxwell****Seconded by: Councillor Arnold**

BE IT RESOLVED THAT the Closed Minutes of the Regular Council Meeting held on June 25th, 2025, be approved; AND, FURTHER, THAT Administration be authorized to proceed as directed in closed session.

CARRIED**15. CONFIRMING BY-LAW**By-law 2025-024**RESOLUTION 2025-150****Moved by: Councillor Maxwell****Seconded by: Councillor Kresack**

BE IT RESOLVED THAT By-law 2025-024 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. 2025-024, 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 8:00 pm.

 Mayor Sheila Maxwell

 Clerk Karen Paisley

Township of Conmee

Payment Register

Report Date

Batch: 2025-00115 to 2025-00118 2025-07-17 12:45 PM

Bank Code: GEN - TD Operating Account

Payment #	Vendor	Amount	
7497-7504	VOID - Cheque Printing	0.00	
7505	Bay City Contractors	38,851.69	gravel
7506	Certified Laboratories	855.13	lubricants
7507	CUPE	290.48	
7508	Kakabeka Esso	480.58	
7509	Maki's Diesel Repair	271.20	emission test
7510	Nova-Pro Industrial Supply Ltd	2,306.90	road signs
7511	Pollard Distribution Inc	13,900.85	calcium
7512	Real Tax Inc	10,746.30	fees - applied to registered properties
7513	Rosslyn Service Ltd	90.39	
7514	Sarjeant Propane	4,034.70	
7515	Ultramar	1,779.39	
	Total Cheques	<u>73,607.61</u>	
60	TD Visa	889.00	
91	TD Visa	385.57	
102	TD Visa	996.27	
220	TD Visa	29.00	
561	TD Visa	371.60	
595	Bell Canada	94.99	
955	Hydro One Networks	1,436.74	
957	Hydro One Networks	123.63	
958	Hydro One Networks	204.07	
964	TBayTel	133.33	
966	TBayTel	254.67	
	Total On-line Payment	<u>4,918.87</u>	
	Total	<u><u>78,526.48</u></u>	

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

Date: July 22, 2025

To: Mayor and Council

Subject: Administrative Activity Report

File Number: 01-C10-0000 Administrative Activity Reports

Submitted by: Karen Paisley Clerk

RECOMMENDATION:

For Council's information and direction as required.

BACKGROUND:

Administration's updates to Council on its ongoing activities

DISCUSSION:

1. Administrative Assistant Onboarding

The Clerk has been actively onboarding the new Administrative Assistant, who began her role on Wednesday, July 15. She has completed most of the onboarding checklist, with only the First Aid/CPR certification remaining. Her regular hours are Tuesday to Thursday from 9:00 a.m. to 4:00 p.m., and Friday from 9:00 a.m. to 1:00 p.m.

2. Training for Machine Operator

With input and approval from the Public Works Supervisor, the Clerk has registered Conmee's Machine Operator for the *TJ Mahony Northern Road School Maintenance Course*. This 20-hour online course must be completed by December 31 and covers topics such as road surface maintenance, the Municipal Act, road law fundamentals, drainage structures, and bridge maintenance. Completion of this course contributes toward the AORS Road Supervisor's Certification.

3. Waste Bin Management at Community Hall

The Rural Food Bank has recommended installing a lock on the garbage bins behind the Community Hall to deter bears. They propose designating the bins as follows:

- Bin 1: Household Garbage
- Bin 2: Flattened Cardboard
- Bin 3: Other Recyclables

The Food Bank has offered to provide signage for the bins.

4. Venue for Negotiations

The Clerk is in the process of securing a venue for upcoming negotiations and has confirmed the Rosslyn Recreation Centre with the Oliver Paipoonge Facilities Manager.

5. Council Chambers Microphone System

Steve Lazar from Backstage Music visited the office on Friday, July 18, to install additional electrical components for the Council Chambers microphone system. Some cabling is still required. Mr. Lazar will be contacting Councillor Maxwell to discuss the remaining needs.

6. Asset Audit

North Rock has been notified of Council's approval to proceed with the Asset Audit.

7. MFOA Workshop Attendance Request

The Clerk and Treasurer are requesting Council's approval to attend the Municipal Finance Officers' Association (MFOA) Workshop scheduled for:

- November 5 (afternoon session)
- November 6 (full day)
- November 7 (morning session)

As the Clerk is new to the role and will be participating in budget discussions, this workshop will be highly beneficial. With the addition of the Administrative Assistant, the office will remain open during this period.

8. Asset Management Planning

The Clerk and Treasurer have initiated discussions with PSD Citywide regarding asset management. A preliminary meeting has taken place with the PSD Citywide Facilitator. A kickoff meeting is scheduled for Wednesday, July 25 at 9:00 a.m., and will include the Clerk, Treasurer, Public Works staff, and a representative from MicroAge, whose input will be essential for the IT component of Conmee's asset inventory.

Other Agency Reports – 8.7

1. MFOA Workshop Registration
2. TBDML December 18, 2024 Minutes
3. TBDML July 12, 2025 Agenda
4. TBDSSAB Board Meeting Minutes – May 15, 2025

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

Date: July 22, 2025

To: Mayor and Council

Subject: Treasurer Report

Submitted by: Leanne Maxwell

RECOMMENDATION:

This report is for Councils information and discussion

BACKGROUND:

The Treasurer reports to Council, at regular council meetings, as necessary, on her activities

FOR INFORMATION:

Infrastructure Ontario –talked to Infrastructure Ontario on Thursday, July 17. They look at the last five years and review the financial statements. Conmee had reported a deficit in three of the years. I will be reporting back to them on the reasons for the deficits and they will then review the application again. If denied, we could apply again in the winter after the 2024 financial statements have been completed. One of the deficit years will have dropped off then. IO also will accept loans for used vehicles, so the Township could apply for a loan at a lower value.

Arrears – please see the attached arrears listing as of June 30, 2025

Property Taxes – property tax bills will be prepared next week and will be mailed out on August 5, 2025, with installment dates of August 27 and October 29.

FOR DISCUSSION:

MFOA – MFOA is holding the 2025 Northern Finance Workshop on November 5 at 12pm to November 7 at 12pm (half day, full day, half day). The cost is \$75.00. Will Council approve the Treasurer to attend?

VACATION:

July 31, 2025
August 1, 2025

Arrears - as of June 30, 2025

Total Amount Outstanding	# of Properties	2024	# of Properties	2023	# of Properties	2022 + prior	Total
\$0 - \$999	33	13,737.40	34	11,055.58	19	9,398.03	34,191.01
\$1000 - \$2499	9	13,490.47	2	3,472.83	1	1,564.32	18,527.62
\$2500 - \$4999	11	38,945.48	5	17,926.33	2	8,104.19	56,871.81
\$5000 - \$9999	0						
\$10000 +							
	53	<u>66,173.35</u>	41	<u>32,454.74</u>	22	<u>19,066.54</u>	<u>117,694.63</u>
							16,915.24
							35,558.25
							<u>65,221.14</u>

with RealTax 2024
with RealTax 2025

Public Works₇₇ Managers Report

8.4

Roads

- Grading
- Haul gravel June 114 loads
- Work at landfill
- Take garbage to land fill
- Burn Brush
- Repair washouts
- Fill water tank at cemetery x 2

Equipment

- repair riding mower

Fire Chiefs Report: June -July 18 2025 – Submitted July 18

Chiefs Hrs: 63 -75 as of the 18th

Volunteers: 56

This month Conmee Emergency Services were paged to 3 medical calls, and 2MVC's. in July so far we have had 2 medicals, 1 house fire, and 1 MVC.

This was an especially nerve wrecking month as our only pumper (75)has been out of commission since May 6. On June 4th a decision was made by council to pursue the purchase of a used truck. On Friday June 6th I flew down to Tortonto, rented a car, and drove to Beeton, where I looked at the pumper we purchased as well as another located in Lindsay. And returned the same day.

P-75 was picked up and returned to service on Thursday June 12. While this truck has been returned to service it is only to be used for water supply and due to consistent issues should not be relied upon for life or property preservation.

On Friday the 27th our new pumper 76 was put into service. This same day, the truck that was loaned to us by the OFM was returned to them.

The Pumper recently purchased is leaps and bounds better than the ancient P-75 but it is still a 21yr old truck. Low mileage does not mean low hours. Emergency service vehicles are driven in close proximity to their station and run hard for hours on end during training and calls. I stongly urge council to consider the purchase of the new truck offered by Fort Garry. It is a fact that the pricing given by them is unmatched for a pumper of that calibre with all of the necessary tools and hose on it ready for work. It is absolutely imperative that our municipality begin to upgrade our tools and apparatus.

This has taken many hours to coordinate and facilitate and while I am extremely grateful for the help from our office staff, the amount of time this has taken from my own personal life is unprecedented and unacceptable. There appears to be no end of the workload as we struggle to reach our training and staffing objectives. I strongly urge council to explore alternative options for fire protection in our municipality if they are unwilling or unable to adequately supply and fund the fire department. We are planning an open house in August and I am hoping that some access to gym equipment (supplied by myself and 2 donated pieces) excellent training, and a great team atmosphere will appeal to new recruits, however, I am fearful that when people are told that they are not paid (honorarium is a set budget no matter how many staff), certification is a requirement, and the majority of our equipment is aging to the point of failure, many will be reluctant to join.

From: [MFOA](#)
To: [Connée Clerk](#)
Subject: MFOA's Northern Finance Workshop - REGISTRATION NOW OPEN!
Date: July 7, 2025 5:23:23 PM

Problem viewing this email? [Click here](#) for our online version.



Open for **REGISTRATION!**

2025 Northern Finance Workshop

(hosted by MFOA)

SUDBURY October 15-17, 2025 Days Inn Click here to register	THUNDER BAY November 5-7, 2025 Delta Hotel Click here to register	Livestream October 15-17, 2025 Click here to register
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2 full days of

IN PERSON TRAINING FOR \$200.00
 (with a \$125 refund if you attend)
 (no refund if no-show)

LIVESTREAM TRAINING for \$75.00

A draft agenda can be found [here](#).

The registration fee of \$200.00 includes:

- A \$125 cheque issues to your municipality if you attend in person (no refund if no-show)
- Accommodation funded by MFOA and OECM (must select the nights required online)
- Mileage funded by MFOA and OECM and a cheque will be issued to your municipality (must select this option online)
- Thursday evening appetizers and social event funded by MFOA and OECM (must select this option online)

For further information or assistance, or you need a login created or a password reset, please feel free to contact Danica Edmonds at danica@mfoa.on.ca

Sponsored by:



The Municipal Finance Officers' Association of Ontario (MFOA), established in 1989, is the professional association of municipal finance officers with more than 2,300 individual members. We represent individuals who are responsible for handling the financial affairs of municipalities and who are key advisors to councils on matters of finance policy.

OECM is a trusted not-for-profit collaborative sourcing partner for Ontario's



Thunder Bay District Municipal League

Virtual Board Meeting

Minutes

December 18, 2024

1. Call to Order

The meeting was called to order at 5:06PM.

2. Approval of the Agenda

MOTION

THAT the agenda for the December 18th, 2024 board meeting be approved as amended with the addition of a request for resolution endorsement from the Municipality of Neebing.

Moved by: Mayor Moffat (Manitouwadge)

Seconded by: Reeve Beatty (Dorion)

Carried.

3. Approval of the Minutes of the Previous Meeting:

MOTION

THAT the minutes for the October 5th, 2024 board meeting be approved.

Moved by: Councillor Agarwal (Thunder Bay)

Seconded by: Councillor McGrath (Schreiber)

Carried.

4. Deputation

5. Business Arising from the Minutes

5.1 EMS Working Group

It was determined that the representatives for the EMS Working Group would be Councillor Pietsch (Greenstone) as Chair, Mayor Mullins (Schreiber), Mayor Kukko (Nipigon), Reeve Wright (Gillies).

The group was directed to bring a summary of concerns regarding impacts on various areas across the District back to the next board meeting and to follow-up with SNEMS Chief Shane Muir to prepare for his attendance at the Conference/AGM.

It was further suggested that following the report at the AGM, the League should reach out with AMO and NOMA for support.

6. Financial Matters

6.1 The ED provided a brief update regarding current bank balances and shared that the 2024 Audit has been scheduled.

7. Ongoing Business

7.1 DRAFT 2025 Conference Agenda

The DRAFT 2025 Conference Agenda was reviewed and discussed with no current concerns.

7.2 Tbaytel for Good – 60 second Video prepared for April

The ED was directed to build a connection with the new Tbaytel President and to discuss relationship building with NOMA's ED following the AGM and reassess the decision to pursue this grant.

7.3 Strategic Plan Tracker

The ED was directed to encourage collaboration with NOMA and FONOM to expeditiously focus on NWO investments. Regarding Highways, the Transportation Task Force has provided great

action items that have been added to our Strategic Plan. The transportation of hazardous waste is a new focus of concern and should be brought forward for future discussion.

8. New Business

8.1 CEDC Tourism Development Fund

The ED provided update regarding application for CEDC funding from the City of Thunder Bay. The funding is made available through the City's Municipal Accommodation Tax revenue and supports organizations who encourage travel in to the City for events. Tourism pays for tourism!

The ED had previously done a survey in 2023-2024 to determine which municipalities in the District utilize this tax. Nipigon started their MAT on October 1st at 4%. Manitouwadge is in the process of getting theirs started. Marathon and Terrace Bay also utilize MAT for tourism development.

8.2 Executive Director to Explore Incorporation of TBDML

The ED shared that details and pros and cons regarding Incorporation of the TBDML will be explored and a report will be brought back to a future meeting.

8.3 Neebing Resolution Regarding CCBF Funding

The resolution regarding CCBF Funding allocations in the Municipality of Neebing was discussed and a resolution of support was

Moved by: Councillor Crane (O'Connor)

Seconded by: Reeve Wright (Gillies)

Carried.

It was further suggested that the resolution be circulated to all municipalities within the League and NOMA membership with a

suggestion that they prepare a similar resolution with their own stats and specific to their individual municipality's needs.

9. Upcoming Business

9.1 2025 TBDML Board Meeting Schedule

The first two meetings were supported (February 19th – Virtual, March 5th – In-person) and the ED was directed to review the proposed schedule and bring it back to the next meeting.

10. Correspondence/Articles of Interest

10.1 [Ontario Completes Building Highway Upgrades at the Gateway to ROF](#)

10.2 [Construction Complete on Largest Indigenous-led Energy Project](#)

10.3 New NOMA By-Law no. 1 – Email (PDF)

10.4 New NOMA By-Law no. 1 – PDF

10.5 NOMA Board Meeting Summary Report – PDF

10.6 NOMA Email re: Rural and Northern Development Research – PDF

10.7 Oliver Paipoonge: Ambulance Shortage and Health Care Issues – PDF

10.8 Oliver Paipoonge: Ontario Deposit Return Program – PDF

10.9 Oliver Paipoonge: Requesting the Redistribution of PLT... - PDF

MOTION

That resolutions of support be provided for items 10.7-10.9.

Moved by: Councillor Agarwal (Thunder Bay)

Seconded by: Councillor McGrath (Schreiber)

Carried.

11. Committee Reports

11.1 Conference Committee

Reeve Wright, Chair of the Conference Committee, provided an update regarding the upcoming conference.

A final decision is yet to be made regarding the set-up and estimates for the tradeshow. The Committee will meet tonight following this board meeting.

Reeve Wright and the ED will meet with the Prince Arthur contact tomorrow to finalize the menu and venue set-up.

Councillor Agarwal, Conference Committee Member, encouraged all Board Members to think of who may be good candidates to reach out to for the tradeshow.

11.2 Constitution & By-laws Committee

It was discussed that the Constitution and & By-laws/Policies are in desperate need of review. The ED was directed to bring back to the next board meeting for approval and set a review date for 5 years from the date of passing.

12. Discussion/Good Stories:

12.1 Greenstone – Hospital Upgrades

Councillor Pietsch from the Municipality of Greenstone shared a recent experience regarding his experience with the Premier, Doug Ford, and requests for support for the Greenstone Hospital. The key take away message was

“It never hurts to ask – but back it up with why”

13. Adjournment:

The meeting was adjourned at 6:09PM.

Moved by: Mayor Kukko (Nipigon)

Seconded by: Councillor Swarek (White River)

Carried.

14. Next Meeting

The next board meeting will be held **VIRTUALLY**

Wednesday February 19th at 5:00PM (unless otherwise determined)
Meeting materials to be provided within a week of the meeting date



Thunder Bay District Municipal League

In-person Meeting – O'Connor Township

O'Connor Community Centre

Agenda

July 12 2025

1. Call to Order

2. Approval of the Agenda

MOTION

2.1 THAT the agenda for the July 12, 2025 board meeting be approved.

Resolution #2025-20

Moved by:

Seconded by:

3. Approval of the Minutes of the Previous Meeting:

MOTION

3.1 THAT The following Minutes be approved:

- a. of the February 19th Board Meeting, held virtually
- b. of the March 5th Board Meeting, held at the Portside Restaurant, Prince Arthur Waterfront Hotel & Suites, Thunder Bay, and
- c. of the May 21st Board Meeting, held virtually

Resolution #2025-21

Moved by:

Seconded by:

4. Deputation

4.1 Ken Ranta, CAO – Thunder Bay District Social Services Board (DSSAB)

Mr. Ranta has been invited to present information regarding the current DSSAB Levy, the homelessness scope outside of the City, and childcare capacity within the District.

5. Business Arising from the Minutes

5.1 Vacant Position on the North Superior Workforce Planning Board

ED circulated memo on behalf of Gary Christian, ED for the NSWPB. If anyone knows anyone who may be of interest, please reach out to them!

5.2 Vacant Position on NOMA Board (East Rep)

Resolution received from Schreiber regarding Councillor McGrath's appointment to NOMA (see attachment 5.2)

5.3 Dog Control Discussion

ED is following up with Municipalities who expressed positive procedures regarding dog control in their community. Will bring more information back to a future meeting if responses are received.

5.4 2025 Conference Tradeshow Survey Results

Please see attachment 5.4

5.5 Response to City of Thunder Bay's decision for designated truck route

Discuss

6. Financial Matters

6.1 Current Balances:

CIBC Account – \$38,292.97
ONE HISA – \$15,787.74

6.2 Review of current budget to actual:

See attachment 6.2

6.3 Finance Committee items:

The Finance Committee briefly discussed the following three items:

1. Cost of Meal for Shuniah in-person meeting
2. Transfer to ONE HISA
3. Plan for surplus conference revenues

Their recommendations are as follows (to be provided at the meeting):

7. Ongoing Business

7.1 2026 Conference

The save the date has recently been sent out and we already have two interested tradeshow exhibitors!

The Conference Committee will be meeting in August to discuss roles.

7.2 Strategic Plan Tracker

Progress to be discussed (Tracker will be sent in separate email)

8 New Business

9 Upcoming Business

9.1 In-person Meeting in The Municipality of Shuniah Saturday September 20th

- Start time
- Activity

10 Resolutions

11 Correspondence/Articles of Interest

- 11.1 [Directive from the Minister of Energy and Mines – Order 803/2025](#)
- 11.2a Upcoming IESO Webinars
- 11.2b LT2 Requirements for Municipalities
- 11.3 Iain Angus – Snippets from Enabling Growth Report
- 11.4 NOMA – Energy for Generations response letter
- 11.5 [SN News – Northwest Municipal Group Applauds Provincial Energy Strategy](#)
- 11.6 [MPAC – June InTouch](#)
- 11.7 [Northern Ontario Business – Northwest gold explorer raises some serious \\$](#)
- 11.8 [First Nations Ring of Fire Article](#)
- 11.9 Invitation to BeSpatial Conference

12 Committee Reports

13 Discussion/Good Stories:

Did anyone attend the Good Roads meeting that was held in Dryden?

14 Adjournment:

MOTION

THAT the meeting held on Saturday July 12th be adjourned

Resolution #2025-

Moved by:

Seconded by:

15 Next Meeting

The next board meeting will be held **IN PERSON**
 Saturday September 20th @ 11:30AM in The Municipality of Shuniah at
 The Mc Gregor Rec Centre – 800 Lakeshore Drive.
 Meeting materials to be provided within a week of the meeting date



**MINUTES OF BOARD (REGULAR SESSION) MEETING NO. 07/2025
OF**

THE DISTRICT OF THUNDER BAY SOCIAL SERVICES ADMINISTRATION BOARD

DATE OF MEETING: May 15, 2025

TIME OF MEETING: 10:00 a.m.

LOCATION OF MEETING: Microsoft Teams &
3rd Floor Boardroom
TBDSSAB Headquarters
231 May Street South
Thunder Bay, ON

CHAIR: Brian Hamilton

PRESENT:

Albert Aiello
Anne Marie Bourgeault
Meghan Chomut
Chris Eby
Kasey Etreni
Brian Hamilton
Greg Johnson
Kathleen Lynch
Elaine Mannisto
Jim Moffat
Dominic Pasqualino
Jim Vezina

OFFICIALS:

Ken Ranta, Chief Executive Officer
Georgina Daniels, Director, Corporate Services Division
Crystal Simeoni, Director, Integrated Social Services Division
Shari Mackenzie, Manager, Human Resources
Tafadzwa Mukubvu, Manager, Finance
Marty Read, Manager, Infrastructure & Asset Management
Tomi Akinyede, Supervisor, Research & Social Policy
Carole Lem, Communications & Engagement Officer
Bindiya Patel, Communications Assistant
Glenda Flank, Recording Secretary

GUESTS:

Richard Jagielowicz

REGRETS:

Ken Boshcoff
Mark Thibert

Note: For the purposes of the Minutes references to TBDSSAB or the Board refers to The District of Thunder Bay Social Services Administration Board of Directors as relevant to specific agenda items; references to TBDHC or the Board refers to the Directors of Thunder Bay District Housing Corporation as relevant to specific agenda items. References to CEO refer jointly to the Chief Executive Officer of TBDSSAB and Senior Administrator of TBDHC.

BOARD MEETING

DISCLOSURES OF INTEREST

None

NEW BUSINESS

None

CONFIRMATION OF BOARD MEETING AGENDA

Resolution No. 25/37

Moved by: Kasey Etreni
Seconded by: Chris Eby

THAT with respect to the agendas for the Board Regular and Closed Session meetings of The District of Thunder Bay Social Services Administration Board for May 15, 2025, we approve the agendas as presented;

AND THAT we approve any additional information and new business.

CARRIED

MINUTES OF PREVIOUS MEETINGS

Board Meetings

Minutes of Meeting No. 07/2025 (Regular Session) and Meeting No. 08/2025 (Closed Session) of The District of Thunder Bay Social Services Administration Board, held on April 17, 2025, were presented for confirmation.

Resolution No. 25/38

Moved by: Kathleen Lynch
Seconded by: Greg Johnsen

THAT the Minutes of Meeting No. 07/2025 (Regular Session) and Meeting No. 08/2025 (Closed Session) of The District of Thunder Bay Social Services Administration Board, held on April 17, 2025, be confirmed.

CARRIED

Draft Minutes of the TBDSSAB Twenty-Second Annual General Meeting held on April 17, 2025 were presented, for information only.

PRESENTATION

Integrated Landscaping Beautification Plan Results

A presentation was provided by Joel Sypkes and Kelly Prebble, Aquafor Beech Ltd regarding the Beautification Study conducted by Aquafor Beech Ltd., for information only. A copy of the presentation was provided at the meeting.

Report No. 2025-16, (Corporate Services Division) was presented to the Board providing the Board with the results of the Integrated Landscaping Beautification Plan completed for certain TBDSSAB properties.

Georgina Daniels, Director, Corporate Services provided an introduction to the presentation outlining the various reasons for the study to be conducted.

Joel Sypkes, Aquafor Beech Ltd provided an overview of the presentation agenda, beautification study overview and the approach to recommendations and responded to questions.

Kelly Prebble, Aquafor Beech Ltd provided further information regarding the draft recommendations and responded to questions.

Joel Sypkes, Aquafor Beech Ltd provided an overview of the recommendation framework and responded to further questions.

At 10:53 a.m. Elaine Mannisto, Board Member left the meeting.

Ken Ranta, CEO provided clarification and responded to questions.

At 11:06 a.m. Chris Eby, Board Member left the meeting.

Ken Ranta, CEO, Crystal Simeoni, Director, Integrated Social Services and Georgina Daniels, Director, Corporate Services responded to questions.

At 11:20 a.m. Joel Sypkes and Kelly Prebble, Aquafor Beech Ltd and Marty Read, Manager, Infrastructure & Asset Management left the meeting.

CLOSED SESSION MEETING

Administration recommended that the Board adjourn to a closed meeting relative to receipt of information with respect to identifiable individuals including members of Administration regarding the Chief Executive Officer Performance Evaluation update.

Resolution No. 25/39

Moved by: Jim Vezina
Seconded by: Albert Aiello

THAT the Board adjourns to a closed meeting relative to identifiable individuals including members of Administration regarding the 2024 Chief Executive Officer Performance Evaluation verbal update.

CARRIED

At 12:08 p.m. the meeting reconvened in Regular Session and Brian Hamilton, Board Chair called for a break for lunch.

At 12:29 p.m. the meeting reconvened and Tafadzwa Mukubvu, Manager, Finance and Tomi Akinyede, Supervisor, Research & Social Policy joined the meeting.

REPORTS OF ADMINISTRATION

2025 First Quarter Financial Report

Report No. 2025-17 (Corporate Services Division) was presented to the Board providing the 2025 First Quarter Financial Report and projection to year-end and progress of Key Performance Indicators.

Ken Ranta, CEO provided a brief introduction to the report.

Georgina Daniels, Director Corporate Services Division provided an overview of the report and highlighted the change in format within the report outlining the Key Performance Indicators separately.

At 12:34 p.m. Tafadzwa Mukubvu, Manager, Finance left the meeting.

2025 First Quarter Operational Report

Report No. 2025-18 (Integrated Social Services Division) was presented to the Board providing information containing the trends within TBDSSAB programs and services.

Ken Ranta, CEO provided a brief introduction to the report.

Tomi Akinyede, Supervisor, Research & Social Policy provided a brief overview of the report and responded to questions.

Crystal Simeoni, Director, Integrated Social Services Division provided clarification.

At 12:41 p.m. Tomi Akinyede, Supervisor, Research & Social Policy left the meeting.

2024-27 Strategic Plan – 2025 First
Quarter Update

Report No. 2025-19 (Chief Executive Officer Division) was presented to the Board providing the quarterly update on the progress of the 2024-27 Strategic Plan as at March 31, 2025.

Ken Ranta, CEO provided a brief introduction to the report.

Carole Lem, Communications & Engagement Officer responded to questions.

Crystal Simeoni, Director, Integrated Social Services Division provided further information.

Resolution No. 25/40

Moved by: Dominic Pasqualino
Seconded by: Meghan Chomut

THAT with respect to Report No. 2025-19 (Chief Executive Officer Division) we, The District of Thunder Bay Social Services Administration Board, receive the 2024-27 Strategic Plan – 2025 First Quarter Update for information only.

CARRIED

CORRESPONDENCE

None

BY-LAWS

None

NEXT MEETING

The next meeting of The District of Thunder Bay Social Services Administration Board was confirmed to be held on Thursday, June 19, 2025 at 10:00 a.m., in the 3rd Floor Boardroom, TBDSSAB Headquarters, 231 May Street South, Thunder Bay, Ontario and via Microsoft Teams.

ADJOURNMENT

Resolution No. 25/41

Moved by: Dominic Pasqualino
Seconded by: Kathleen Lynch

THAT the Board Meeting No. 07/2025 of The District of Thunder Bay Social Services Administration Board, held on May 15, 2025, be adjourned at 12:44 p.m.

CARRIED



Chair



Chief Executive Officer

The Corporation of the Township of Conmee
Report

Date: July 22, 2025

To: Mayor and Council

Subject: MPAC Tax Adjustment Application – roll# 13715-200
Holland Road

Submitted by: Karen Paisley, Clerk

Purpose:
To inform Council of the Municipal Property Assessment Corporation (MPAC)’s recommended assessment reductions for the 2023, 2024, and 2025 taxation years due to the demolition of a coverall shelter on the property.

Background:
An application under Section 357 of the Municipal Act, 2001 was submitted by the property owner, Kyle Lansdell, for tax relief following the collapse of a coverall shelter due to a windstorm on May 31, 2022. MPAC has reviewed the application and provided assessment adjustments for the 2023–2025 taxation years.

Assessment Summary:

<u>Tax Year</u>	<u>Original Assessment</u>	<u>Revised Assessment</u>	<u>Reduction</u>	<u>Notes</u>
2023	\$661,000	\$649,000	\$12,000	Partial reduction applied
2024	\$674,000	\$649,000	\$25,000	Full notional value removed
2025	\$674,000	\$649,000	\$25,000	Full notional value removed

Recommendation:
That Council approve the assessment reductions as recommended by MPAC for the 2023, 2024, and 2025 taxation years for Roll #5819-000-000-13715-0000, and that the Treasurer be directed to process the corresponding tax adjustments.

Tax Adjustment Application
Municipal Act, Section 357 & 358

Township of Conmee
19 Holland Road West, RR1
Kakabeka Falls, ON
P0T 1W0



Personal information on this form is collected under the authority of Section 357 & 358 of the *Municipal Act, 2001* and will be used for the purposes of processing applications for adjustment of realty taxes. Questions about the collection of this personal information only should be directed to the Treasurer. Township of Conmee 19 Holland Road West, RR1 Kakabeka Falls, Ontario P0T 1W0. Email to conmee@conmee.com telephone 807-475-5229 fax 807-475-4793

Section 357 - Application for current year

A request for an adjustment to your current year realty taxes may be made for one of the reasons listed below

Reason for Application (one must be checked)

- ☐ as a result of a change event the property is eligible to be reclassified in a different class of real property
- ☐ land has become vacant land or excess land
- ☐ land has become exempt from taxation
- ☐ building has become razed by fire or demolished
- ☐ building has become damaged by fire or demolition or otherwise so as to render it unusable
- ☐ applicant is unable to pay taxes due to sickness or extreme poverty (\$15 fee will be refunded if qualified)
- ☐ a mobile unit on the land was removed
- ☐ overcharged due to gross or manifest error (no fee applicable)
- ☐ repairs or renovations to the land prevented normal use for more than three months during the year

Applications must be received on or before the last day of February of the year following the year in respect of which the application is made.

Section 358—Application for previous years (full year only)

A request for an adjustment to your taxes for either of the two years preceding the current year may be made for the following reason:

- ☒ Gross or manifest error in the preparation of the assessment roll that was an error of fact which may include but not limited to a clerical error, the transposition of figures, a typographical error or similar errors, but not an error in judgment in assessing the property.

Applications must be received by the Township of Conmee on or before December 31st of the current year.

Property Tax Roll Number 58-19-000-000-13715-0000	Taxation year for which the application is made: 2022-Current	Effective Date (Year/Month/Day) 2022/05/31
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APPLICANT INFORMATION

AUTHORIZED AGENT INFORMATION

Property Location 200 Holland Road West	(If the applicant is represented by an agent this section must be completed and the owner’s written authorization must be attached)		
Owners Name Kyle Lansdell	Authorized Agent’s Name		
Mailing Address if Different:	Agent Mailing Address		
City Kakabeka Falls	Province ON	Postal Code P0T 1W0	
Phone / Fax (807) 472-4782	City	Province	Postal Code
	Phone / Fax		

Mandatory Details: (any additional information required to process this application).

Coverall building collapsed from a windstorm on May 31 2022

I certify that the information contained on this form and any attachments is true and correct.

Name of Applicant Kyle Lansdell	Date (Year/Month/Day) 2025/07/11
Signature 	

From: [Liz Ross](#)
To: info@fcm.ca; ["amo@amo.on.ca"](mailto:amo@amo.on.ca); emma-lee.harrisonhill@parl.gc.ca; [Bethlenfalvy, Peter](#); info@occ.ca; info@fnigc.ca
Subject: Resolution Re: Bill C-2, Section 77.5(1)
Date: July 16, 2025 9:39:54 AM

Good morning,

At their regular Council meeting held on July 14, 2025, the Council for the Township of Otonabee-South Monaghan passed the following resolution:

R191-2025

Moved by Councillor Terry Holmes
 Seconded by Councillor Mark Allen

WHEREAS Bill C-2 proposes to amend the Proceeds of Crime (Money Laundering) and Terrorist Financing Act by adding section 77.5 (1), making it a criminal offense for any business, profession, or charitable entity to accept cash payments, donations, or deposits of \$10,000 or more in a single transaction or related transactions, regardless of their lawful nature;

WHEREAS this blanket ban criminalizes legitimate business transactions using legal tender, punishing businesses and law-abiding citizens solely for choosing to use cash, a fundamental right in Canada;

WHEREAS small businesses, charities, and individuals in Otonabee-South Monaghan and across Canada, including farmers, car dealers, and community organizations, rely on cash for lawful high-value transactions, and this restriction will impose unnecessary hardship, stifle economic activity, and deter charitable giving;

WHEREAS the \$10,000 threshold is arbitrarily low, capturing routine legal transactions while creating compliance burdens that disproportionately harm small businesses, rural communities, and those without digital banking access;

WHEREAS municipalities must stand up for the economic freedom and financial inclusion of their residents;

NOW, THEREFORE, BE IT RESOLVED that the Council of Otonabee-South Monaghan:

- Condemns Bill C-2, section 77.5, as an unacceptable overreach that criminalizes lawful cash transactions and undermines the use of Canadians' right to use legal tender;
- Demands the federal government to withdraw this amendment and engage in meaningful consultation with municipalities, businesses, and charities to develop targeted anti-crime policies that do not penalize legitimate cash transactions;
- Instructs the Municipal Clerk to send this resolution to all Canadian municipalities, the Federation of Canadian Municipalities (FCM), the Ontario Municipal Association, the Minister of Finance, Emma Harrison, our local MP, the Ontario Chamber of Commerce, and First Nations, calling for unified opposition;
- Urges other municipalities to pass similar resolutions to protect the rights of their residents and businesses

CARRIED.

Sincerely,

Liz Ross, Deputy Clerk

Township of Otonabee-South Monaghan

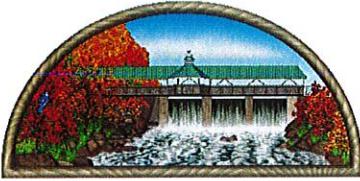
Tel: 705-295-6852 ext. 214 | Fax: 705-295-6405 | Email: deputy-clerk@osmtownship.ca

20 Third Street, PO Box 70, Keene, ON K0L 2G0



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The Municipality of the
VILLAGE OF BURK'S FALLS

Moved By: Ashley Brandt Date: July 15, 2025

Seconded By: Ryan Baptiste Resolution # 2025- 244

Be it resolved;

WHEREAS the Council of the Village of Burk's Falls, together with residents from surrounding municipalities, has expressed strong and united opposition to the proposed installation of a Battery Energy Storage System (BESS) facility, citing significant concerns regarding public safety, environmental risk, land use compatibility, and insufficient local economic benefit; and

WHEREAS the perceived risk associated with BESS installations significantly outweighs any demonstrated local advantage, and further, the lack of established, province-wide planning policies has led to avoidable conflict and uncertainty for municipalities and residents alike;

Now therefore be it resolved that:

1. The Council of the Village of Burk's Falls respectfully requests that the Province of Ontario immediately suspend the approval and development of all new BESS installations until a comprehensive, science-based study is completed. Such a study should result in the development of robust, province-wide policies and regulations governing the operation, and risk mitigation of BESS facilities.
2. The Province of Ontario be urged to provide clear policy guidance to municipalities and industry stakeholders recommending that BESS installations be permitted only on lands currently zoned for industrial use, recognizing that:
 - a) such lands have been previously evaluated and approved for industrial development; and
 - b) the limited economic return provided by BESS projects does not justify rezoning lands designated for other uses.

3. The Province of Ontario be further requested to disseminate the results of this study and any associated policy or regulatory recommendations to all Ontario municipalities, thereby preventing unnecessary and costly legal challenges, public opposition, and community division related to the siting of future BESS projects.
4. The Council of the Village of Burk's Falls calls upon Solar Bank Corporation to immediately withdraw its application for the proposed BESS facility at Pegg's Mountain, in the interest of fostering constructive community relations and acknowledging that this situation closely parallels the circumstances in Gravenhurst, where similar concerns led to widespread opposition and rejection of a comparable project.
5. That a copy of this resolution be forwarded to members of parliament (MPP's) and all municipalities in the province of Ontario.

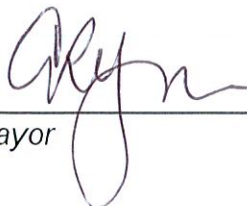
Recorded Vote requested by: _____

Ryan Baptiste	for / opposed
Ashley Brandt	for / opposed
Sean Cotton	for / opposed
Chris Hope	for / opposed
Nancy Kyte	for / opposed

 p

 Carried Defeated Deferred

Pecuniary Interest declared by:



 Mayor



LISE VAUGEOIS

MPP Thunder Bay—Superior North

Députée provinciale de Thunder Bay—Supérieur-Nord

Township of Conmee & Council
19 Holland Rd W
Kakabeka Falls, ON P0T 1W0

2025/07/07

Dear Mayor Maxwell;

I'm reaching out today to request your support for improving the safety of highways 11 and 17. In June, Guy Bourgouin (MPP Mushkegowuk—James Bay) introduced a new Private Member's Bill, the *Northern Highways 11 and 17 Safety Act, 2025*, that proposes crucial, common-sense measures to improve Northern Highway safety. This bill will be debated when the legislative session resumes in the fall. To strengthen our efforts, I am requesting the support of your municipality in the form of a resolution to bring these improvements into law.

The *Northern Highways 11 and 17 Safety Act, 2025* is co-sponsored by me, Lise Vaugois (MPP Thunder Bay-Superior North) and John Vanthof (MPP Temiskaming-Cochrane) and was inspired by the Northern Highway Safety Plan we developed in consultation with Northern residents and stakeholders earlier this year. You will find the legislation included with this correspondence. It proposes four key measures:

- Mandating that scale and inspection stations operate at least 12 hours daily
- Ensuring the sufficient enforcement of the Highway Traffic Act
- Guaranteeing that testing of truck drivers for commercial licensing is conducted by examiners certified by the Ministry of Transportation
- Restoring management of winter highway maintenance on Highways 11 and 17 to the Ministry of Transportation

Unfortunately, accidents and highway closures have become the norm along highways 11 and 17. While there are measures needed beyond what is in this bill, for example, the need to have more passing lanes, fully paved shoulders, and rest stops, this bill identifies issues that can be addressed immediately that will also have an immediate impact on highway safety.

COMMUNITY OFFICE

272 Park Ave.
Thunder Bay, ON P7B 1C5
☎ 807-345-3647 • 📞 1-833-690-2016 (toll free)
✉ LVaugois-CO@ndp.on.ca

QUEEN'S PARK

Room 203, North Wing, Main Legislative Building
Queen's Park, Toronto, ON M7A 1A5
☎ 416-325-0069 • 📞 416-325-0067
✉ LVaugois-QP@ndp.on.ca



LISE VAUGEOIS

MPP Thunder Bay—Superior North

Députée provinciale de Thunder Bay—Supérieur-Nord

As you know, my colleagues and I have been communicating these concerns to the Minister of Transportation during Question Period, during debates, and through written correspondence. Our caucus has additionally proposed amendments to numerous transportation bills that would advance measures to improve the state of our highways. We are using every legislative tool available to pressure the government to take action, but we need your support.

I am requesting that you review this draft bill and offer your support to bring these improvements into law. Several municipalities across the North have already passed council resolutions formally endorsing our Northern Highway Safety Plan, including the Township of Schreiber, Nipissing, Hearst, McGarry, Englehart, and Coleman.

Together, we can take action to address the dangerous state of our roads. Please let me know if you have any questions about the bill, or the legislative process.

Thank you, merci, miigwich,

Lise Vaugois
MPP Thunder Bay-Superior North

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Township of Conmee & Conseil municipal
19 Holland Rd W
Kakabeka Falls, ON P0T 1W0

2025/07/07

Madame la Mairesse Maxwell;

Je vous écris aujourd'hui pour vous demander votre soutien en vue d'améliorer la sécurité des autoroutes 11 et 17. En juin, j'ai présenté un nouveau projet de loi, la Loi de 2025 sur la sécurité des routes du Nord 11 et 17, qui propose des mesures essentielles et de bon sens pour améliorer la sécurité routière du Nord. Ce projet de loi sera débattu lors de la reprise de la session législative à l'automne. Pour renforcer nos efforts, je demande le soutien de votre municipalité sous la forme d'une résolution afin de faire adopter ces améliorations.

La Loi de 2025 sur la sécurité des routes du Nord 11 et 17 est coparrainée par les députés provinciaux Lise Vaugeois (Thunder Bay-Superior-Nord) et John Vanthof (Temiskaming-Cochrane) et s'inspire du Plan de sécurité routière dans le Nord que nous avons élaboré en consultation avec les résidents du Nord et les parties prenantes au début de l'année. Vous trouverez le projet de loi dans cette correspondance. Il propose quatre mesures clés :

- Obliger les balances et les postes d'inspections à opérer au moins 12 heures par jour
- Mettre en œuvre des mesures d'application suffisantes du Code de la route
- Veiller à ce que l'examen des camionneurs en vue de l'obtention d'un permis de conduire commercial soit effectué par des examinateurs certifiés par le ministère des transports
- Rétablir la gestion de l'entretien hivernal des routes 11 et 17 au sein du ministère des Transports

Malheureusement, les accidents et les fermetures de routes sont devenus la norme sur les autoroutes 11 et 17. Certains accidents sont inévitables, mais de nombreux accidents survenant dans le Nord sont évitables.

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LISE VAUGEOIS

MPP Thunder Bay—Superior North

Députée provinciale de Thunder Bay—Supérieur-Nord

Depuis 2018, j'ai déposé six projets de loi à l'Assemblée législative visant à améliorer la sécurité routière dans le Nord. Je continue de communiquer ces préoccupations au ministre des Transports, pendant la période des questions et par correspondance écrite. Notre caucus a en plus proposé des amendements à de nombreux projets de loi sur les transports qui avanceraient des mesures visant à améliorer l'état de nos routes. Nous utilisons tous les outils législatifs disponibles pour exercer une pression sur le gouvernement afin qu'il agisse, et nous avons besoin de votre soutien.

Je vous demande d'examiner ce projet de loi au sein de votre organisation et d'offrir votre soutien pour le faire entrer en vigueur. Plusieurs municipalités du Nord ont déjà adopté des résolutions du conseil municipal appuyant officiellement notre Plan de sécurité routière pour le Nord, notamment le canton de Schreiber, Nipissing, Hearst, McGarry, Englehart et Coleman.

Ensemble, nous pouvons prendre des mesures pour remédier à l'état dangereux de nos routes. N'hésitez pas à me faire part de vos questions concernant le projet de loi ou le processus législatif.

Thank you, merci, miigwich,

Lise Vaugois
MPP Thunder Bay- Supérieur-Nord

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Legislative
Assembly
of Ontario



Assemblée
législative
de l'Ontario

1ST SESSION, 44TH LEGISLATURE, ONTARIO
3 CHARLES III, 2025

Bill 49

**An Act to amend the Highway Traffic Act and Public Transportation
and Highway Improvement Act with respect to northern highway safety**

Co-sponsors:

Mr. G. Bourgouin

Mr. J. Vanthof

MPP L. Vaugeois

Private Members' Bill

1st Reading June 4, 2025

2nd Reading

3rd Reading

Royal Assent



EXPLANATORY NOTE

The Bill amends the *Highway Traffic Act* and the *Public Transportation and Highway Improvement Act*.

The Bill adds section 5.5 to the *Highway Traffic Act*. Subsection 5.5 (1) provides that the Minister of Transportation shall ensure scales and inspection sites along the portion of Highway 11 that is north of North Bay and along Highway 17 are staffed daily for a minimum of 12 hours. Subsection 5.5 (2) provides that the Government of Ontario shall ensure traffic enforcement by the Ontario Provincial Police is sufficiently staffed to ensure enforcement of the Act. The Bill also adds subsection 58.1 (6.1) to the Act. Commercial truck drivers must now be tested by an examiner certified by the Ministry of Transportation before being licensed.

The Bill adds section 96 to the *Public Transportation and Highway Improvement Act*. This section provides that winter maintenance operations for the portion of Highway 11 that is north of North Bay and for Highway 17 shall be managed by the Ministry of Transportation.

Bill 49

2025

**An Act to amend the Highway Traffic Act and Public Transportation
and Highway Improvement Act with respect to northern highway safety**

His Majesty, by and with the advice and consent of the Legislative Assembly of the Province of Ontario, enacts as follows:

1 Part 1 of the *Highway Traffic Act* is amended by adding the following section:

Staffing – scales and inspection sites

5.5 (1) The Minister shall ensure scales and inspection sites along the portion of Highway 11 that is north of North Bay and along Highway 17 are staffed daily for a minimum of 12 hours.

Staffing – traffic enforcement

(2) The Government of Ontario shall ensure traffic enforcement by the Ontario Provincial Police is sufficiently staffed to ensure enforcement of this Act.

2 Section 58.1 of the Act is amended by adding the following subsection:

Driver education certificate – commercial truck drivers

(6.1) Despite subsection (6), in order for a commercial truck driver education certificate prescribed under a regulation made under this section to be issued,

- (a) the driver must be tested by an examiner certified by the Ministry in accordance with the regulations and the examiner must indicate the driver should be certified; and
- (b) the Ministry must issue the certificate in accordance with the regulations.

3 Part XVI of the *Public Transportation and Highway Improvement Act* is amended by adding the following section:

Management – winter northern highway maintenance

96 (1) This section applies to the following:

- 1. The portion of Highway 11 that is north of North Bay.
- 2. Highway 17.

Same

(2) Winter maintenance operations for a highway or portion of a highway to which this section applies shall be managed by the Ministry.

Same

(3) For the purposes of subsection (2), the Ministry may work with contractors and providers.

Commencement

4 This Act comes into force on the day it receives Royal Assent.

Short title

5 The short title of this Act is the *Northern Highway 11 and 17 Safety Act, 2025*.

THE CORPORATION OF THE TOWNSHIP OF CONMEE

BY-LAW # 2025-025

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 July 22nd, 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 22nd day of July, 2025.

THE CORPORATION OF THE
TOWNSHIP OF CONMEE

Mayor Sheila Maxwell

Clerk Karen Paisley