



# Labour Market Bulletin

## Human Resource Centre of Canada

### Timmins and Area

~ An Analysis of the Timmins and Area Labour Market ~ July to September 2004 ~

Volume 3, Issue 3 Third Quarter 2004

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The Timmins and Area HRCC Labour Market Bulletin is a quarterly report produced by the area Labour Market Information Analyst. This bulletin and other LMI products may also be found on our website. (aussi disponible en français)

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**Note:** In preparing this bulletin, HRSDC has taken care to provide clients with labour market information from reliable sources 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 the bulletin was published. Readers are encouraged to also refer to other sources for additional information on the local economy and labour market. Information contained in this bulletin does not necessarily reflect official policies of HRSDC.

*An overview of the Timmins, Kapuskasing, Hearst, Kirkland Lake, Cochrane, Chapleau, Moosonee and surrounding areas.*

Labour market conditions continued to improve in Northeastern Ontario and in Timmins and Area in the third quarter of 2004. In Northeastern Ontario, the labour force expanded for the third consecutive quarter, causing the participation rate to reach a two-year high of 62.5%. Job growth was slight, and while part-time jobs declined (-8%), there was some growth in full-time employment (+ 4%). Northeastern Ontario's unemployment rate decreased from 8.6% to 8.2%, compared to 8.7% in the third quarter of 2003.

In Timmins and Area, the Construction and Mining sectors continued to fuel an active job market. Job postings were up slightly over the previous quarter (2%), and were 8% higher year-over-year. Mining development projects such as Apollo Gold's Black Fox project, Falconbridge's Montcalm nickel project, and St. Andrew Goldfields progressed well, with a few reaching production phase. Construction activity was up in Timmins. At June month-end, year-to-date building permit values were double the value as compared to the same time last year. With this heightened level of activity, the Employment Insurance claimload dropped significantly this quarter, and recorded a 12% decrease over the claim levels in the third quarter of 2003.

#### HIGHLIGHTS

- ▶ Value of building permits doubles in City of Timmins.
- ▶ Construction of new \$15 million Wal-Mart store begins with site preparation.
- ▶ Tembec in Cochrane to recall 30 workers to mill in November.
- ▶ Tembec in Smooth Rock Falls announces permanent lay-off of 57 workers.
- ▶ Strike at Caisse Populaire branches in Kapuskasing area in its tenth week in September.
- ▶ New LOEB store opens in Kapuskasing.
- ▶ Employment Insurance claimload drops 7%, reaching new low at the end of the quarter.
- ▶ Heightened job vacancy activity continues in third quarter.



LABOUR MARKET NEWS

*Highlights on industry activities that have an impact on the local labour market, this information is derived from several sources including local newspapers, newsletters and various publications. Please refer to "Notes to Readers" for additional information.*

**Forestry, Fishing, Mining, Oil and Gas**

Hiring continued at various mining projects in the Kirkland Lake and Timmins areas, with a couple of mines moving into production. The high price of gold and other base metals is a major factor in this continuing upward cycle of mining related activity.

The mining district stretching between Shining Tree and Matachewan to Kirkland Lake has seen more active exploration projects and more investment this year than last. In addition to work at Kirkland Lake Gold and all its properties, junior companies such as Mustang Mineral and Wallbridge Mining are both active in the area. Sudbury Contact Mines, Dianor Resources and Tres-Or Resources are finding kimberlites in the area. About 400 employees and contract workers are on site at Kirkland Lake Gold. Heath and Sherwood, a Kirkland Lake diamond drilling company, has 12 of its diamond drills at the Kirkland Lake Gold project, the largest number allotted to one site by their company in many years.

Apollo Gold increased the exploration budget at its Black Fox property near Matheson from \$1.5 million to \$4.2 million US. The company has 21 employees on site and contractors have a further 38. The company is reporting good diamond drill results. Current plans are to continue with the exploration schedule and to produce a feasibility study for an open pit and underground operation by the end of the first quarter of 2005.

St. Andrew Goldfields poured their first gold brick at the end of the quarter, signaling the start of production at their Stock Mine in the Black River-Matheson area. The company has approximately 150 workers on site and expects that number to increase to 200 by the end of 2004. Gold is currently selling at \$240 US an ounce, making this a very profitable enterprise.

Kirkland Lake Gold recorded a financial loss of \$22.6 million for its business year ending April 30<sup>th</sup>, compared to a \$4.9 million loss in the previous year. Problems included a difficult transition from a contractor workforce to non-union employees, equipment availability, unexpected de-watering costs and the scarcity of good miners. The company reports that its current workforce of 130 miners is now operating at planned productivity rates and its August tonnage met targets for the first time. Kirkland Lake Gold also increased its proven and probable reserves by 28%. Their ambitious exploration program over the last six months resulted in this significant addition to their reserves.

Porcupine Joint Venture in Timmins invested \$6 million in a wheel loader, which is expected to boost efficiencies at the Dome Super Pit by keeping the mill stocked with available ore. The largest wheel loader ever sold in Ontario, this machine is designed to load rock into 150-tonne ore trucks.

Barrick Gold's Holt-McDermott mine was sold to Newmont Mining this quarter. The change of ownership will take place in the last quarter after Barrick completes its mining and milling activities at the site. Newmont intends to continue to mill ore at the Holloway mine, retaining about 70% of the current mill employees. The purchase also gives Newmont rights to the underground mine infrastructure, which will be on care and maintenance status while exploration options for the area are evaluated.

Falconbridge's Montcalm nickel project is progressing on schedule and within its \$110 million budget. There are currently 200 workers on the site, 70 kilometres northwest of Timmins. A similar number are working at the Kidd Creek Metallurgical complex to convert one of its copper circuits to nickel. The mine has been in production for 6 months, sending 2,000 tonnes of ore each week to the Strathcona smelter in Sudbury. Once the circuit is ready at the Kidd Creek Met site, full processing of 2,000 tonnes of nickel ore per day should be achieved. The nickel concentrate will be trucked to Sudbury. When the construction phase is complete, there will be 80 full-time jobs at the mine site plus 12 additional jobs at the Met site.

Falconbridge Ltd. announced a second quarter loss of \$19 million at its Kidd Creek operation. The company as a whole recorded profits of \$139 million, up from \$39 million last year. However, the Kidd operation suffered operational challenges related to its Deep Mine expansion project. Increases in overall profits at Falconbridge this year resulted primarily from higher nickel, copper and zinc prices.

More zinc will be refined at the Kidd Creek Metallurgical site, as a result of a new contract signed with Agnico Eagle. Falconbridge has secured long term supply from Agnico, starting in September. The ore will come from the La Ronde mine, located just outside of Noranda, Quebec. As a result, the planned summer shutdown at the zinc plant ended six weeks early, with workers returning to work mid-August.

Construction of the De Beers' Victor Diamond Mine project has been delayed until 2006 due to a long environmental assessment process. The company must also sign the Impact



Benefit Agreement with the Attawapiskat First Nation before work begins. Next year, a winter coastal road between Moosonee and Attawapiskat will be used to haul in equipment and supplies. Plans also call for use of the power grid from the Otter Rapids area, which will entail upgrading the current hydro lines.

### Construction

The City of Timmins saw building permit values double at the end of June compared to the same time last year. New projects such as the Library Coalition building and construction and renovations at Falconbridge's mine site have brought the total to more than \$22.8 million this year compared to \$10.3 million last year. Residential construction values are relatively unchanged. However, permits for institutional and industrial structures have increased significantly.

Site preparation is in progress as construction of the new Wal-Mart store is underway. The new store is slated to open in 2005, and will be 10,000 square feet bigger than the current site. The project is valued at \$15 to \$20 million. An estimated 200 construction and trade jobs will result from the project.

With loan guarantees from the Town of Kirkland Lake, the tender process for Hockey Heritage North moved ahead this quarter. Pederson Construction was awarded a \$600,000 contract for site preparation. The contract includes surface fill work as well as installation of water and sewage infrastructure. With site preparation underway and the building construction put to tender, it is hoped that the 18,000 square-foot facility will be open in the third quarter of 2005.

Newpost First Nation near Cochrane plans to build an indoor ice rink with a completion date of November 2004. They have recently completed a playground for the community. The total cost of the rink facility is \$300,000, to which the Town of Cochrane is contributing \$100,000.

Kapuskasing Town council awarded the train station renovation contract to Lachance Construction. Expected to cost about \$3.6 million, the renovation will turn the building into a municipal welcome centre, and a new home for both the Chamber of Commerce and the Kapuskasing Economic Development Team. The Northern Ontario Heritage Fund is contributing \$2 million to the project, with the remainder of project funding coming from Ontario Northland Rail and the Municipality of Kapuskasing. Construction began in September 2004.

An official sod turning ceremony marked the commencement of construction of Eagle's Earth Cree Historical Centre. This \$10.8 million project is funded by the Northern Ontario Heritage Fund, Nord-Aski, the Ontario Ministry of Natural Resources, FedNor and the federal department of Indian and

Northern Affairs. The site will feature a museum, an art gallery, a restaurant and cabins.

The Ministry of Northern Development and Mines announced funding of \$256 million this quarter for a Northern Highways Program. Rehabilitation projects within the Timmins region include:

- rehabilitation and resurfacing on the Poplar Rapids bridge, west of Smooth Rock Falls
- work on Hwy 144, west of Gogama
- continuation of the construction of the new bridge at the Frederickhouse River on Hwy 101
- work on Hwy 655, 35 km north of Hwy 101
- upgrading of a section of Hwy 101 east of Chapleau

The Wintergreen Foundation will tender the Gillies Lake boardwalk project this winter for completion by spring 2005. The estimated cost of the project is \$250,000. The group reached its original fundraising goal, but plans to raise another \$100,000 due to cost increases in the project.

### Manufacturing

A rising Canadian dollar, predicted to pass the 80 cent mark, may present some challenges for this sector over the next quarter. However, there was good news this quarter from the North American Free Trade Panel (NAFTA).

In September, NAFTA released its decision on the ongoing softwood lumber dispute. It found that imports of Canadian softwood lumber pose no threat of injury to American producers. This ruling could pave the way for the return of \$6 billion in countervailing and anti-dumping duties, paid out by Canadian producers over the last three years. However, the legal battle may not be over. US may fight the ruling under the "extraordinary challenge" option allowed under NAFTA. If the ruling is challenged, the dispute may not be settled until March 2005.

Tembec Inc. announced that it will be recalling 30 workers who were laid off from its Cochrane mill almost a year ago. The company has decided to add a third shift to the planing mill and another three-quarter shift to the sawmill schedule. The layoffs occurred last year because of high costs at the mill but a year of efficiencies has put the mill in a more competitive position. The workers are expected to return in early November.

The Tembec pulp mill in Smooth Rock Falls will permanently cut 57 jobs over the last quarter of 2004 and the first quarter of 2005. A combination of management and mill employee positions are affected. The mill is the primary employer in the town, with 289 employees. The company has outlined a five-year restructuring plan to trim its high costs, and to improve technologies and efficiencies in order to gain a competitive edge in the world market. The first group of employees was laid off in September 2004.



## **Trade**

LOEB franchise owner Gilbert Levesque and Corporation President Robert Cloutier unveiled the floor plan for the new store in Kapuskasing. The company has completed the hiring of staff for the store, which is expected to open in September.

The Bargain! Shop opened in Chapleau in September 2004, filling a gap for a multi-department retail store. The store will lease the former Groves department store facility. The company was unable to say how many staff would be hired, but some full-time and part-time staff will be needed.

## **Transportation and Warehousing**

Air Canada Jazz will cut an afternoon flight from its Timmins to Toronto air service in November. There are currently five flights daily. According to the company, the change is the result of a financial restructuring initiative.

## **Finance, Insurance, Real Estate and Leasing**

The Bank of Montreal announced the closure of its branch in Chapleau effective November 2005. The Town of Chapleau is asking a federal agency - the Financial Consumer Agency of Canada - to intervene on its behalf to prevent the closure of the branch. There are two other banking facilities in the town.

Forty-three workers from the Caisse Populaire branches in the Kapuskasing, Moonbeam, Opasatika, Val Rita and Smooth Rock Falls were in the tenth week of a strike in September. They recently rejected an offer from the company. The main issue is benefits.

Real estate brokers in Timmins reported a hot market in the city this summer. According to a couple of prominent realtors, it has not been this busy in 10 to 15 years. They speculate that spending in mining exploration as well as the stability of the TeleTech call centre is helping to create consumer confidence. In addition, mortgage rates are at an all time low, ranging from 3.5% to 5.5%.

## **Health Care and Social Assistance**

The Ininew Friendship Centre in Cochrane received \$284,000 in federal funding to combat Aboriginal homelessness. A coordinator has been hired to oversee the November opening and subsequent operation of a homeless shelter. A local

coalition of community groups worked to develop plans for the shelter. The coordinator is tasked with securing on-going funding for the project as current funding will only cover a two-year period.

The Ontario Ministry of Health announced \$422,164 in funding for the Timmins Palliative Centre. While the centre is not a physical space, it provides services to individuals in their own homes. The funding was secured after an application was submitted by the Cochrane District Community Care Access Centre.

A restructuring plan by the Cochrane Temiskaming Resource Centre calls for the removal of 10 to 15 beds from their operations. The goal is to reduce the number of residential homes from 11 to 9. OPSEU in full represents the workers and does not feel the closure is warranted, given the current waiting list for beds.

The provincial Ministry of Health has allocated 8 extra beds to nursing homes in the Timmins area. The Golden Manor will receive 6 beds and Extendicare another 2 beds. This latest injection of beds complements 12 added to the Timmins and District Hospital to alleviate a crisis earlier this year. Even with these new beds, the shortage continues. There is a long waiting list for beds in area nursing homes.

## **Public Administration**

The Ontario government has moved six jobs with the Ministry of Shared Services Bureau from Cochrane to Sudbury and North Bay. The move was made to save on administrative expenses by placing workers in more central locations. The community of Cochrane is concerned about the loss of more government positions from the town.

The City of Timmins is upgrading its 911 service, investing \$100,000 to bring in a state-of-the-art system. The new service will improve the emergency response time, as it has the capability to identify the location of a caller without any verbal communication. Some street names in Timmins will have to be changed so that all streets have a unique name. The service should be in effect by June 2005.



LABOUR FORCE TRENDS

Source: Northern Ontario Economist, Economic & Analysis Directorate, Ontario Region, HRSDC

Labour market conditions in Northeastern Ontario continued to improve in the third quarter of 2004. Even with a slight downturn towards the end of the quarter, the labour force expanded (+3,100). This marked the third consecutive quarter of labour force growth in the Region. Coupled with a small decline in the working age population (-1,000), the expansion caused the participation rate to climb from 61.7% in the second quarter to a two-year high of 62.5%. Job growth was slight, although there were notable changes in the composition of employment in the Region. The number of people working

57.4%, another two-year high. Moreover, unemployment in the Region decreased because there were more new jobs created during the quarter than there were new or returning job seekers to fill them. Consequently, Northeastern Ontario's unemployment rate edged down from 8.6% in the second quarter to 8.2%.

**Northeastern Ontario** (Economic Region 590) is comprised of eight Census Divisions: the Districts of Nipissing, Parry Sound, Manitoulin, Sudbury, Timiskaming, Cochrane and Algoma, and the Greater Sudbury Division (formerly the Sudbury Regional Municipality).

Northeastern Ontario's labour market is also stronger year over year. Despite a smaller working age population (-3,700), the labour force expanded year over year (+2,600). This growth pushed the participation rate up from 61.4% in the third quarter of 2003 to 62.5%. The Region also experienced job growth (+3,800) over the past year. As a result, the employment rate rose from 56.1% in the third quarter of 2003 to 57.4%. Since this job growth outpaced the labour force expansion, unemployment decreased over the past four quarters. Consequently, Northeastern Ontario's unemployment rate dropped from 8.7% one year ago to 8.2%.

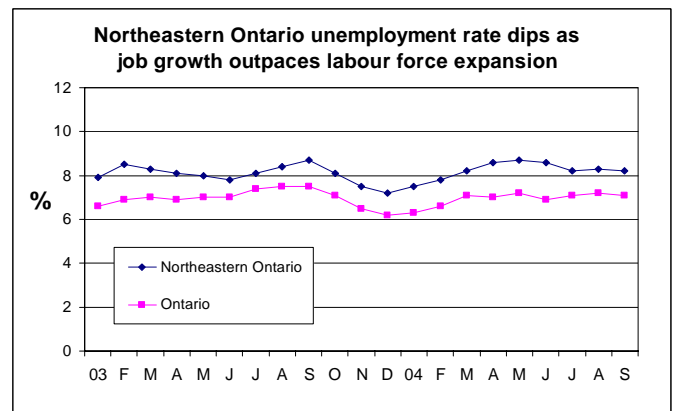
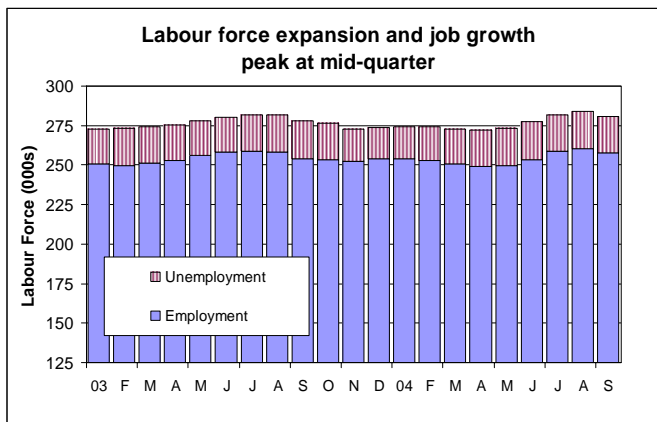
full-time employment rose 4 percent (+8,200). This increase more than compensated for an 8-percent decline in part-time work (4,000). The resulting net gain of 4,200 jobs pushed the employment rate up from 56.3% in the previous quarter to

Northeastern Ontario Labour Force Trends

	July to September 2004	April to June 2004	July to September 2003	Quarter/Quarter Change		Year/Year Change	
				Absolute	%	Absolute	%
Population 15 +	449,200	450,200	452,900	-1,000	-0.2	-3,700	-0.8
Labour Force	280,700	277,600	278,100	3,100	1.1	2,600	0.9
Employed	257,800	253,600	254,000	4,200	1.7	3,800	1.5
Full-time	210,300	202,100	203,800	8,200	4.1	6,500	3.2
Part-time	47,500	51,500	50,200	-4,000	-7.8	-2,700	-5.4
Unemployed	22,900	24,000	24,100	-1,100	-4.6	-1,200	-5.0
Not in Labour Force	168,600	172,500	174,700	-3,900	-2.3	-6,100	-3.5
Participation Rate	62.5%	61.7%	61.4%	0.8		1.1	
Unemployment Rate	8.2%	8.6%	8.7%	-0.4		-0.5	
Employment Rate	57.4%	56.3%	56.1%	1.1		1.3	

Note: Totals may not add due to rounding.

Source: Statistics Canada, Labour Force Survey.



## Employment by Industry

Employment in Northeastern Ontario's goods-producing sector declined during the third quarter (-2,200). These job losses erased all of the gains recorded by goods-producing industries in the second quarter, when the sector expanded to its highest level since the end of 2002. Jobs were lost throughout the sector, with the lone exception of Construction (+2,600). In contrast, the services-producing sector recorded growth of more than 3 percent (+6,400). Eight of the eleven industries within the sector expanded during the quarter. The strongest growth was recorded in Finance, Insurance, Real Estate and Leasing (+2,600), where employment hit a seven-year high of 11,900.

The same pattern of goods sector losses and services sector gains was seen in the comparison of year over year data. Despite the creation of 3,800 in Forestry, Fishing, Mining, Oil and Gas, employment in the goods sector fell more than 3 percent over the year. The sector's losses were centered in Manufacturing, where employment decreased 22 percent (-5,800).

All of the goods sector losses were offset by gains on the service-producing side of the labour market (+5,800). There were substantial year-over-year gains in Accommodation and Food Services (+4,200) and in Trade (+3,700).

Northeastern Ontario Employment by Industry

Industry	July to	April to	July to	Change		Change	
	September	June	September	Absolute	%	Absolute	%
	2004	2004	2003				
<b>Total</b>	<b>257,800</b>	<b>253,600</b>	<b>254,000</b>	<b>4,200</b>	<b>1.7</b>	<b>3,800</b>	<b>1.5</b>
<b>Goods-Producing Sector</b>	<b>60,900</b>	63,100	62,900	-2,200	-3.5	-2,000	-3.2
Agriculture	...	3,000	1,900	...	...	...	...
Forestry, Fishing, Mining, Oil and Gas	<b>18,400</b>	19,300	14,600	-900	-4.7	3,800	26.0
Utilities	<b>3,400</b>	4,200	2,400	-800	-19.0	1,000	41.7
Construction	<b>17,200</b>	14,600	17,600	2,600	17.8	-400	-2.3
Manufacturing	<b>20,500</b>	21,900	26,300	-1,400	-6.4	-5,800	-22.1
<b>Services-Producing Sector</b>	<b>196,900</b>	190,500	191,100	6,400	3.4	5,800	3.0
Trade	<b>42,700</b>	41,900	39,000	800	1.9	3,700	9.5
Transportation and Warehousing	<b>12,200</b>	12,600	12,500	-400	-3.2	-300	-2.4
Finance, Insurance, Real Estate and Leasing	<b>11,900</b>	9,300	11,500	2,600	28.0	400	3.5
Professional, Scientific and Technical Services	<b>9,700</b>	7,700	9,400	2,000	26.0	300	3.2
Business, Building and Other Support Services	<b>8,800</b>	10,200	8,900	-1,400	-13.7	-100	-1.1
Educational Services	<b>16,500</b>	20,100	14,000	-3,600	-17.9	2,500	17.9
Health Care and Social Assistance	<b>37,300</b>	35,100	39,200	2,200	6.3	-1,900	-4.8
Information, Culture and Recreation	<b>10,200</b>	8,700	9,500	1,500	17.2	700	7.4
Accommodation and Food Services	<b>22,700</b>	21,100	18,500	1,600	7.6	4,200	22.7
Other Services	<b>10,100</b>	9,400	11,400	700	7.4	-1,300	-11.4
Public Administration	<b>14,800</b>	14,400	17,100	400	2.8	-2,300	-13.5

Note: "..." indicates that data are too small to be expressed and are not appropriate for release. Totals may not add due to rounding.

Source: Statistics Canada. Labour Force Survey

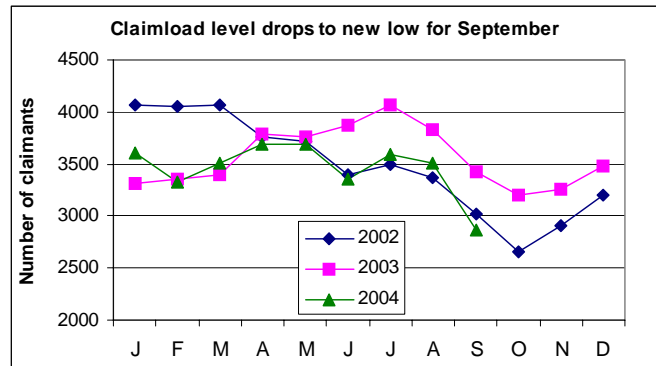


LABOUR SUPPLY AND DEMAND

**Employment Insurance Claimload**

The average number of regular active Employment Insurance (E.I.) claims in Timmins and area dropped 7% this quarter falling from 3,579 in the second quarter to 3,321. Supporting Northeastern Ontario's stronger year-over-year picture, claimload levels were down 12% over last year at the same time.

Women accounted for 43% of the E.I. claimload this quarter, compared to 28% in the previous quarter. The percentage of women on claim is normally higher in the third quarter, due to school-related lay-offs in female-dominated occupations such as cafeteria worker, educational assistant and secretary. Men accounted for a smaller percentage than in 2003 at the same time, with 340 fewer claims.



Typically, the resumption of school in September and continuing seasonal employment in construction leads to further decreases in claim levels at the end of the third quarter. This year, the monthly average of E.I. claims at the end of the quarter was 16% lower than in 2003, pointing to much improved labour market conditions.

The community areas of Timmins, Kirkland Lake and Cochrane-Iroquois Falls recorded the largest year-over-year decreases in claims.

**Regular Employment Insurance Claimants – Timmins and Area**

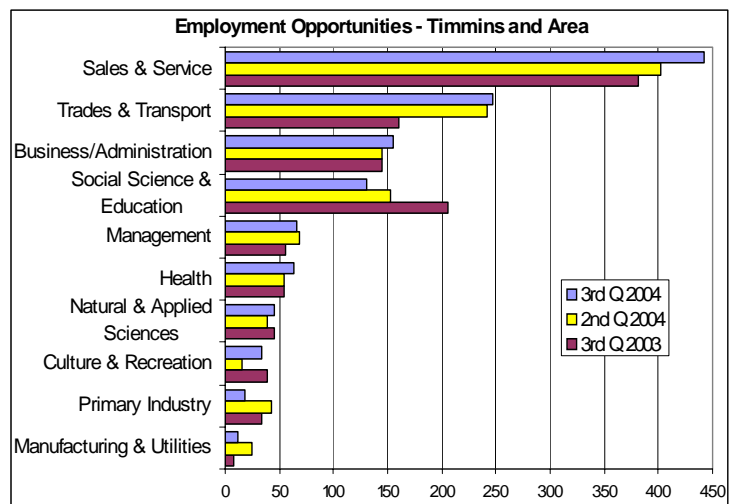
Area	July - September '04			April - June '04			July - September '03		
	Total	Female	Male	Total	Female	Male	Total	Female	Male
Timmins	1,294	591	703	1,347	380	967	1,536	635	901
Cochrane-Iroquois Falls	373	159	214	391	120	271	506	201	305
James Bay Coast	225	65	161	216	49	168	228	81	147
Kirkland Lake	385	174	210	436	124	312	468	188	279
Kapuskasing	516	222	294	564	161	402	502	192	310
Hearst	417	162	256	509	140	369	415	177	237
Chapleau	111	44	67	116	40	75	116	48	68
<b>Total Management Area</b>	<b>3,321</b>			<b>3,579</b>			<b>3,772</b>		

Source: HRCC administrative data C-356

**Employment Opportunities**

Job vacancy activity continued to be robust in the third quarter of 2004, matching the level of activity experienced in the previous quarter. Job opportunities were up 8% over the previous year at the same time. In Timmins specifically, job postings increased by 18%, pointing to a hotter job market in the city than in other community areas.

Jobs in Trades and Transport and Sales and Service occupations contributed significantly to this improved annual picture. Trades and Transport-related occupations accounted for 87 more jobs this year, while Sales and Service occupations were up by 61 jobs over last year.



**Employment Opportunities - Timmins And Area**

HRCC Location	Total Vacancies 3rd Quarter 2004		Total Vacancies 2nd Quarter 2004		Total Vacancies 3rd Quarter 2003	
	HRSDC		HRSDC		HRSDC	
	Job Bank	Newspaper	Job Bank	Newspaper	Job Bank	Newspaper
Timmins	387	432	363	446	332	361
Kirkland Lake	35	92	33	89	29	105
Kapuskasing	42	56	25	54	36	62
Hearst	22	45	15	56	20	57
Cochrane	33	68	16	89	37	88
<b>Total Timmins and Area</b>	<b>519</b>	<b>693</b>	<b>452</b>	<b>734</b>	<b>454</b>	<b>673</b>
<b>Grand Total Job Bank &amp; Newspaper</b>	<b>1,212</b>		<b>1,186</b>		<b>1,127</b>	

Source: HRCC vacancies and local newspaper ads

News articles during the month reported on emerging labour imbalances in trades and other skilled occupations. Among the occupations mentioned were heavy equipment mechanic and miner.

**Employment Opportunities by Occupational Category - Timmins And Area**

Occupations (NOC)	July to September 2004	April to June 2004	July to September 2003	Change			
				Quarter/Quarter		Year/Year	
				Absolute	%	Absolute	%
<b>Total Vacancies</b>	<b>1,212</b>	<b>1,186</b>	<b>1,127</b>	<b>26</b>	<b>2.2</b>	<b>85</b>	<b>7.5</b>
Management	66	68	56	-2	-2.9	10	17.9
Business/Administration	155	145	145	10	6.9	10	6.9
Natural & Applied Sciences	45	39	45	6	15.4	0	0.0
Health	64	54	54	10	18.5	10	18.5
Social Science & Education	130	153	206	-23	-15.0	-76	-36.9
Culture & Recreation	33	16	39	17	106.3	-6	-15.4
Sales & Service	442	402	381	40	10.0	61	16.0
Trades & Transport	247	242	160	5	2.1	87	54.4
Primary Industry	18	43	33	-25	-58.1	-15	-45.5
Manufacturing & Utilities	12	24	8	-12	-50.0	4	50.0

Source: HRCC vacancies and local newspaper ads

*FROM THE AUTHOR'S DESK*

This quarter, I would like to feature a new option in Job Bank called "Job Match". It allows job seekers to electronically advertise their skills to employers and to obtain a list of job advertisements matching their skill set.

A job seeker can create and manage up to three job profiles that will be advertised to employers using Job Bank and/or matched against existing job advertisements in Job Bank. For example, if the job seeker is skilled in a few occupational areas (for example, a truck driver who also operates various types of heavy equipment), a profile could be created for each of these skill sets.

A job profile is easy to complete using the checklists provided. The job seeker may then select 'Advertise' to post a profile for employers to view or select 'Match' to retrieve a list of current matching job advertisements.





**Notes to Readers:**

1. **Economic Region 590 (Northeastern Ontario)** is comprised of eight census subdivisions: the Districts of Cochrane, Manitoulin, Nipissing, Parry Sound, Sudbury, Timiskaming, Algoma, and the Greater Sudbury Division.
2. For the purpose of this publication, the **Timmins and Area** includes the communities of Timmins, Kirkland Lake, Kapuskasing, Cochrane, Chapleau, Moosonee, Hearst and surrounding areas.
3. The information contained in the Labour Market News section is gathered using a variety of internal and external sources. The primary sources of information include **The Daily Press, Les Nouvelles, Northern News, The Northern Times, Le Nord, The Enterprise, Cochrane Times-Post and Chapleau Express.**
4. **Definitions – Labour Force Survey data**  
**Population 15+** (the working age population) consists of all persons 15 years of age and over residing in Canada with the exception of residents of the Territories, persons living on Indian Reserves, inmates of institutions and full-time members of the Canadian Armed forces. The **Labour Force** consists of people employed or unemployed and searching for work. Those who are neither employed nor unemployed and are not willing or able to supply labour services are considered **Not in the Labour Force**. The **Participation Rate** is the percentage of the working age population (15+) who are seeking work or are employed. The **Unemployment Rate** is the number of people who are unemployed and looking for work as a percentage of the number of people in the Labour Force. The **Employment Rate** is the number of people employed as a percentage of the working age population.
5. **Definitions - HRSDC Corporate Data**  
**Employment Insurance claim load:** The number of individuals with an active claim for regular Employment Insurance benefits. Data on Employment Insurance claimants is not an accurate measure of the absolute level of unemployment. The data does not include unemployed individuals who: 1/ have not met the program's eligibility requirements or 2/ have exhausted their benefit entitlement.  
**Employment Opportunities:** Advertised employment opportunities are comprised of vacancies notified to the HRCC offices in our area and newspaper want ads. This data is not a count of all labour market activity; in practical terms, such a count is not feasible. This data is useful to track short and long-term changes in the demand for individual occupations. The total number of opportunities is equal to full-time plus part-time and casual.
6. This review uses data from **Statistics Canada's Labour Force Survey (LFS)**. In any survey there is a chance of variation due to sampling size. **Three-month moving averages** are used for selected labour force characteristics in an attempt to improve the reliability of this data. For further information on the Labour Force Survey, visit Statistics Canada's website at:  
<http://www.statcan.ca/english/concepts/labour/index.htm>
7. For more information on Industrial and Occupational categories used in this review, visit **Statistics Canada's website** at:  
<http://www.statcan.ca/english/concepts/index.htm>

