



WORKFORCE DEVELOPMENT EXECUTIVE SUMMARY

NORTHWEST COMMUNITY STUDIES

Inter Group Consultants, Hardy Stevenson and Associates, Avaanz, Keir Group, June 2022



1. Study Objectives

This study characterizes the workforce within the Local Study Area (LSA)¹ and Regional Study Area (RSA)² and provides options to meet direct employment needs of the Project.

Key Planning Assumptions: labour residency for each phase of the project, average number of workers employed by the project, and number of workers that will commute to the Project from within and outside the LSA.

Ignace Workforce Development Aspirations

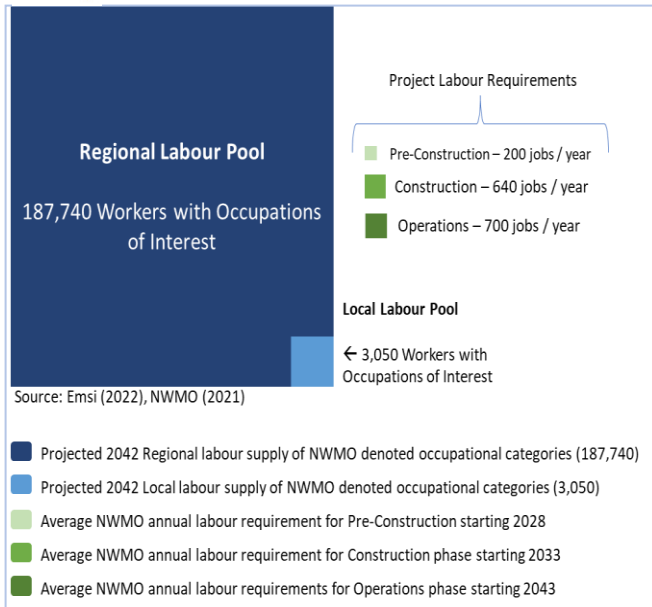
- Support and retain population (especially youth).
- Attract and retain workers and their families.

Other Communities in the Local Study Area (LSA) Workforce Development Aspirations

- City of Dryden: enhance economic and investment diversity.
- Municipality of Sioux Lookout: improve employee recruitment and retention.
- Municipality of Machin: diversify the local economy to support sustainable growth and a healthy vibrant community, with a focus on elders and youth.
- Northern Ontario: diversify the economy, stronger communities, and a skilled, adaptive, and innovative workforce.



2. Key Findings



Baseline (historical perspective)

- Limited education institutions and training opportunities are available in the LSA (e.g., STEM programs).
- Local and regional educational institutions, and willing industry partners form a strong ecosystem for workforce development.

Forecast without the Project:

- Strategies in recruiting and retaining skilled workers, youth, and Indigenous People are needed.
- The trades labour shortage within the LSA and RSA will continue due to the region's aging demographics.

Forecast with the Project:

- The Project will increase the demand for undersupplied skilled workers in both the LSA and RSA.
- Direct employment will have a material impact on the amount of employment in Ignace and LSA
- Project specific strategies for recruitment and retention of skilled workers, youth, and Indigenous Peoples will be needed.



3. Next Steps

- Attraction and Retention: actions to attract and retain labour in Ignace Area.
- Cultivate Partnerships: regional training/education institutions and industry to enhance local labour supply pool.
- Investment: early school age-education and outreach to underrepresented groups to enter STEM disciplines.

¹ The Local Study Area (LSA)¹ consists of communities generally within one hour drive time (commuting) of the project site.

²The Regional Study Area (RSA) is inclusive of the Kenora Census Division for context, but is expanded to northern Ontario, Winnipeg, and Steinbach for labour resourcing purposes.