

The labour market we are operating in...

6 month comparison Unemployment

- Rural Economic Region
- May 5.9% (16,900)
- Aug 5.1% (14,100)
- Sept 5.7% (15,600)
- Oct 6.9% (18,700)
- Provincial trend was rising 6.9% to 7.2%

6 month comparison Participation rate

- Rural Economic Region
- May 67.4%
- Aug 65.6%
- Sept 64.8%
- Oct 63.9%
- Provincial rate has flattened from 65.2% to 65.1%

Comparison Job postings

- Minto
- Jan 35 (22 companies)
- Nov 25 (16 companies)
- WWD has seen a posting decline in general
- Minto employers leaving postings up 54 days vs 20 for WWD (was 34 days in Aug)

Top 5 postings August

- Registered nurses (9)
- Secondary teachers (2)
- Food counter attendants, kitchen help (2)
- Carpenters (2)
- Every other postings is 1
- Small demand

Posted hourly wage August

- Median posted \$23.50 (down \$1.50 from Aug)
- Average posted \$26.75 (down \$2.12 from Aug)
- County median \$23
- County average \$25.89
- Perth median \$25
- Perth average \$27.20

Labour Market Impact Assessments

- ▶ Employers seek LMIA's when they cannot find workers and decide to look for temporary foreign workers (TFW to permanent resident)
 - ▶ Pay a processing fee \$1000
 - ▶ Advertise for a Canada-based worker
 - ▶ Seek legal/immigrant consultant advice (\$)
 - ▶ In some cases, also need to guarantee housing, private health and workplace insurance, transportation (round trip for worker), competitive wage
 - ▶ Then find someone who can apply for the work permit, valid for 6 months
 - ▶ It is costly and time consuming for an employer to bring in a TFW
 - ▶ High wage stream is 56 days, low wage 52 days, PR stream 105 days after everything submitted - can take month+ to have everything

Labour Market Impact Assessments

- ▶ Global Talent Stream - firms are referred to Service Canada by a designated referral partner and need unique, specialized TFWs to scale-up or firms are filling roles from the [Global Talent Occupations List](#).
- ▶ High Wage - positions in Ontario paying over \$28.39 (went up to \$34 in November)
- ▶ Low Wage - must meet extra requirements listed in previous slide - some limitations on numbers and approvals depending on area and unemployment rates (over 6% unemployment is a no)
- ▶ Permanent Resident Only - supports the worker to move, receive PR status - but worker must still meet requirements to enter under Express Entry immigration process
- ▶ Primary Agriculture - workers are working in agriculture (not seasonal)

Positive LMA approvals Jan to Jul 2024

▶ County numbers

- ▶ 59 applications to bring in 136 workers
- ▶ 23 applications to bring in 66 workers for low wage positions
- ▶ If we take out one company's ask for 38 people, positions are sales and service dominant

▶ Minto numbers

- ▶ 1 High wage in Harriston for a residential and commercial installer and servicer (numbered company)
- ▶ 1 Low wage in Palmerston for a retail salesperson (numbered company)
- ▶ 1 Primary Agriculture in Harriston general farm worker and 1 in Palmerston for livestock labourer
- ▶ 2nd smallest approvals after Guelph-Eramosa

So, what is worrying the committee?

- ▶ What is making you nervous for local employers?
- ▶ What is making you nervous for jobseekers in the community?
- ▶ What unknowns need to be resolved?