

# Welcoming Communities

Experience from one of  
the “Big Five”

Lynn Despatie



sudbury

# Rural and Northern Immigration Pilot Program aka RNIP

# CGS APPROACH TO ADDRESSING WORKFORCE SHORTAGES

# What are these principles?

1. Understand your current labour force
2. Work with your community partners
3. Value every role in your economy

# CGS Workforce Strategy

**Data, Research and Evaluation**



**Local  
Workers**



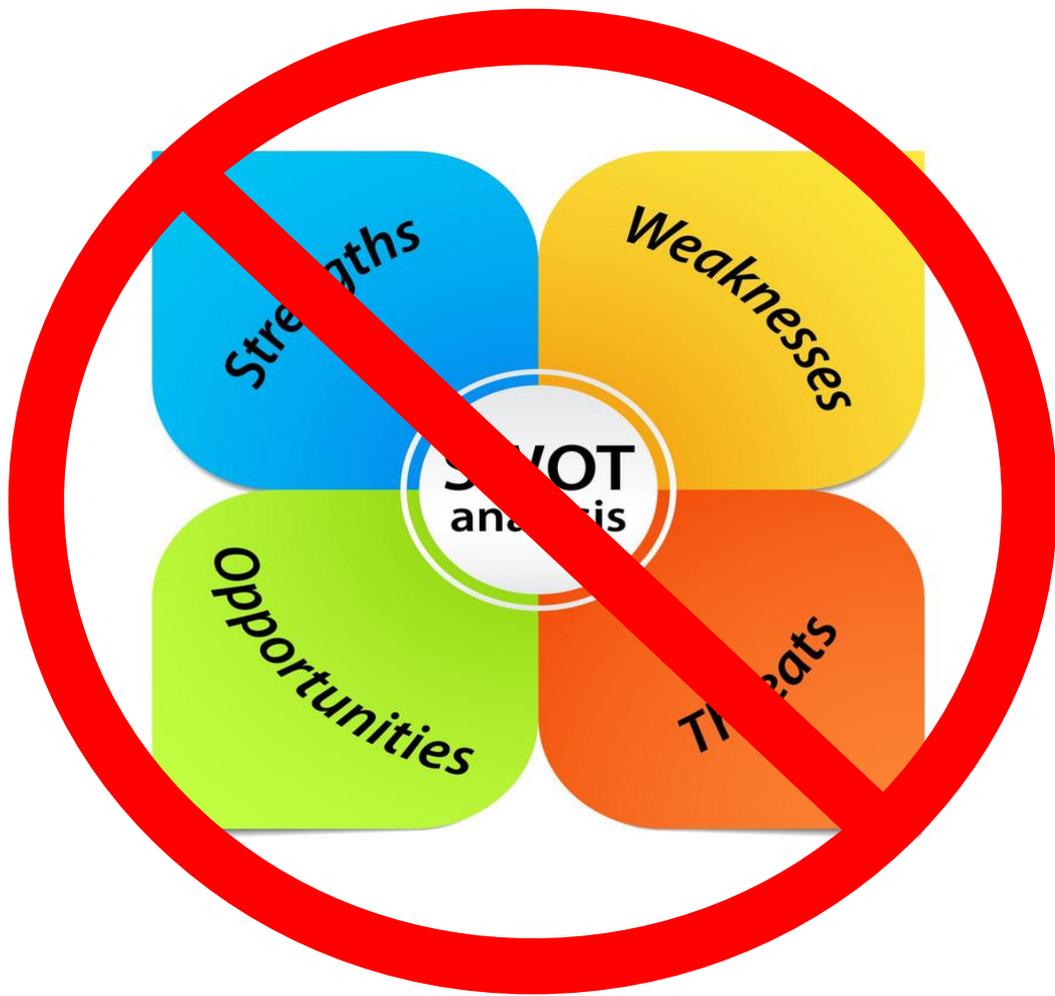
**Domestic  
Workers**



**International  
Workers**



# 1) UNDERSTAND YOUR CURRENT WORKFORCE FORCE





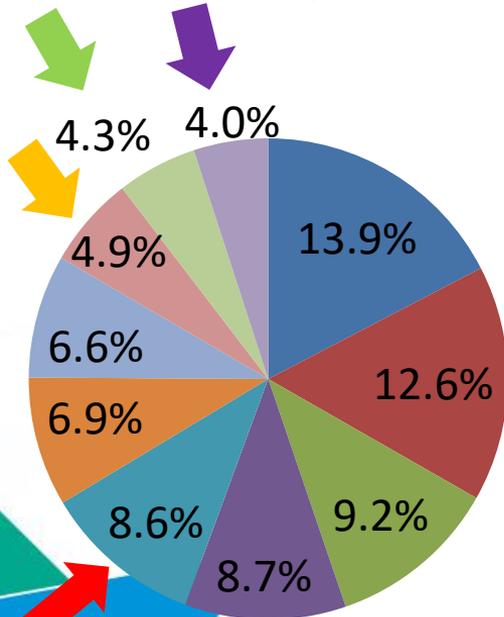
  
sudbury  
canada's resourceful city   ville ingénieuse du canada

# StatsCan (2016) and Wikipedia

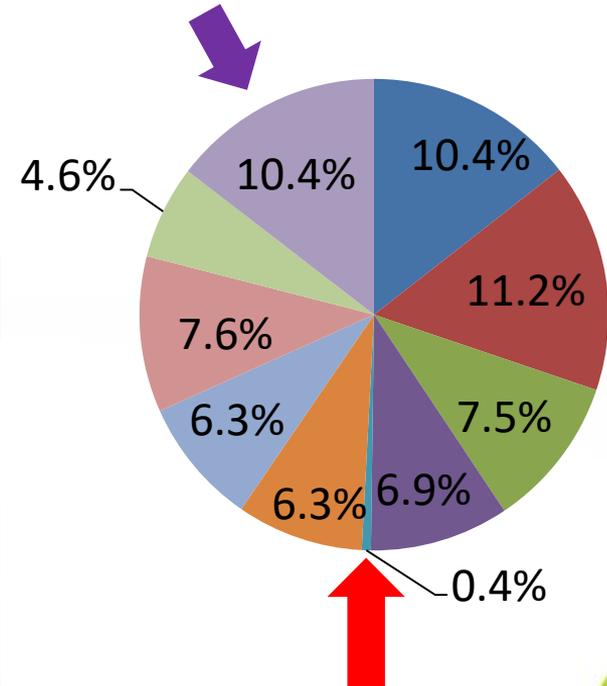
- Greater Sudbury CMA (165,000 pop.)
- Largest urban centre by population in NO
- Second largest by land area in Canada
- 1 in 5 people in the Greater Sudbury workforce are over 55 years old
- Primary sectors: Mining and MSS, Health, Education, Public Administration

# Labour Force by Industry

Greater Sudbury, CMA



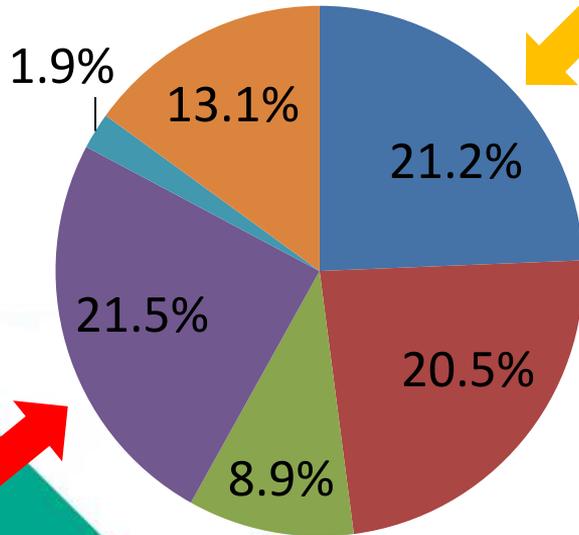
Ontario



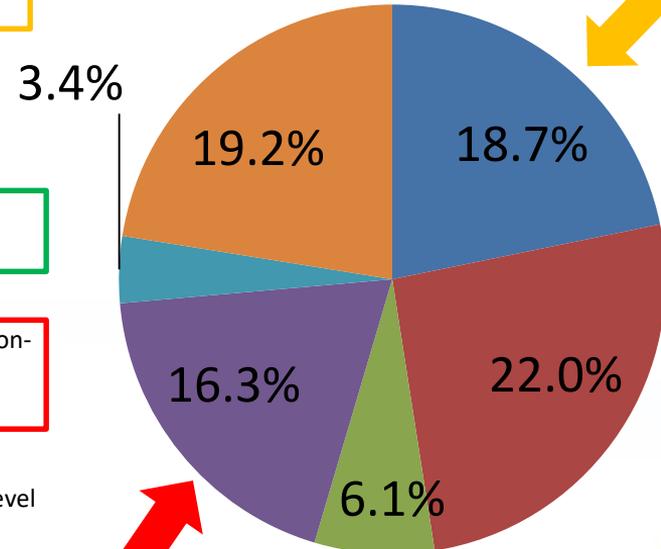
- 62 Health care and social assistance
- 44-45 Retail trade
- 61 Educational services
- 91 Public administration
- 21 Mining, quarrying, and oil and gas extraction
- 23 Construction
- 72 Accommodation and food services
- 54 Professional, scientific and technical services
- 48-49 Transportation and warehousing
- 31-33 Manufacturing

# Level of Education

Greater Sudbury, CMA



Ontario



No certificate, diploma or degree

High school diploma or equivalent

Apprenticeship or trades certificate or diploma

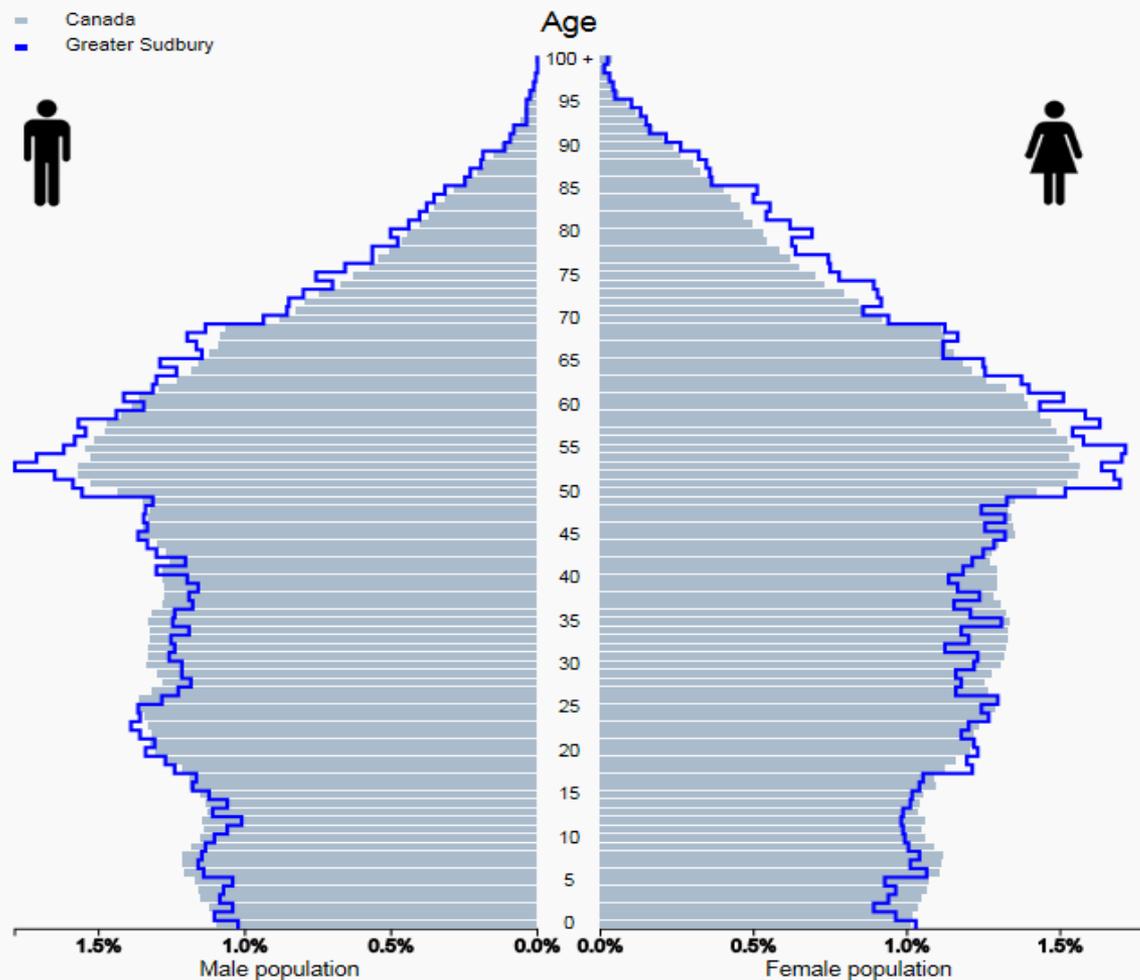
College, CEGEP or other non-university certificate or diploma

University certificate or diploma below bachelor level

University certificate, diploma or degree at bachelor level or above

Greater Sudbury Median Age  
**43.3 years old**

# Canada vs. Greater Sudbury



# Let's put this into context

# Greater Sudbury

## Median Age: 43 years old

Canada: 41 yrs (2016)

Ontario: 41 yrs (2016)

Guelph: 38 yrs (2016)

Chile: 34 yrs (2017)

Algeria: 28 yrs (2017)

Mexico: 28 yrs (2017)

D.R.: 28 yrs (2017)

Honduras: 23 yrs (2017)

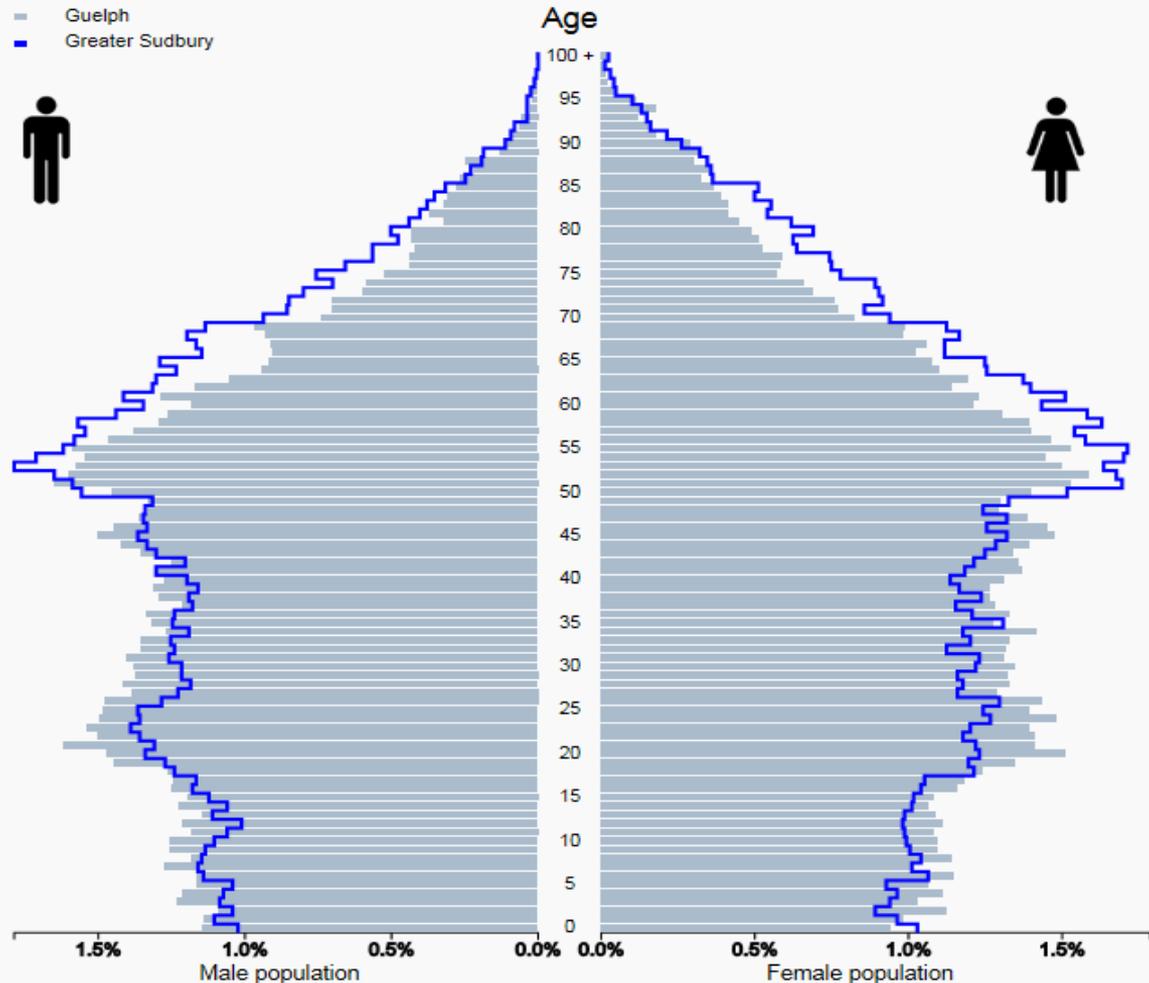
Côte d'Ivoire: 21 yrs (2017)

Nigeria: 20 yrs (2017)

Congo: 20 yrs (2017)

Cameroon: 19 yrs (2017)

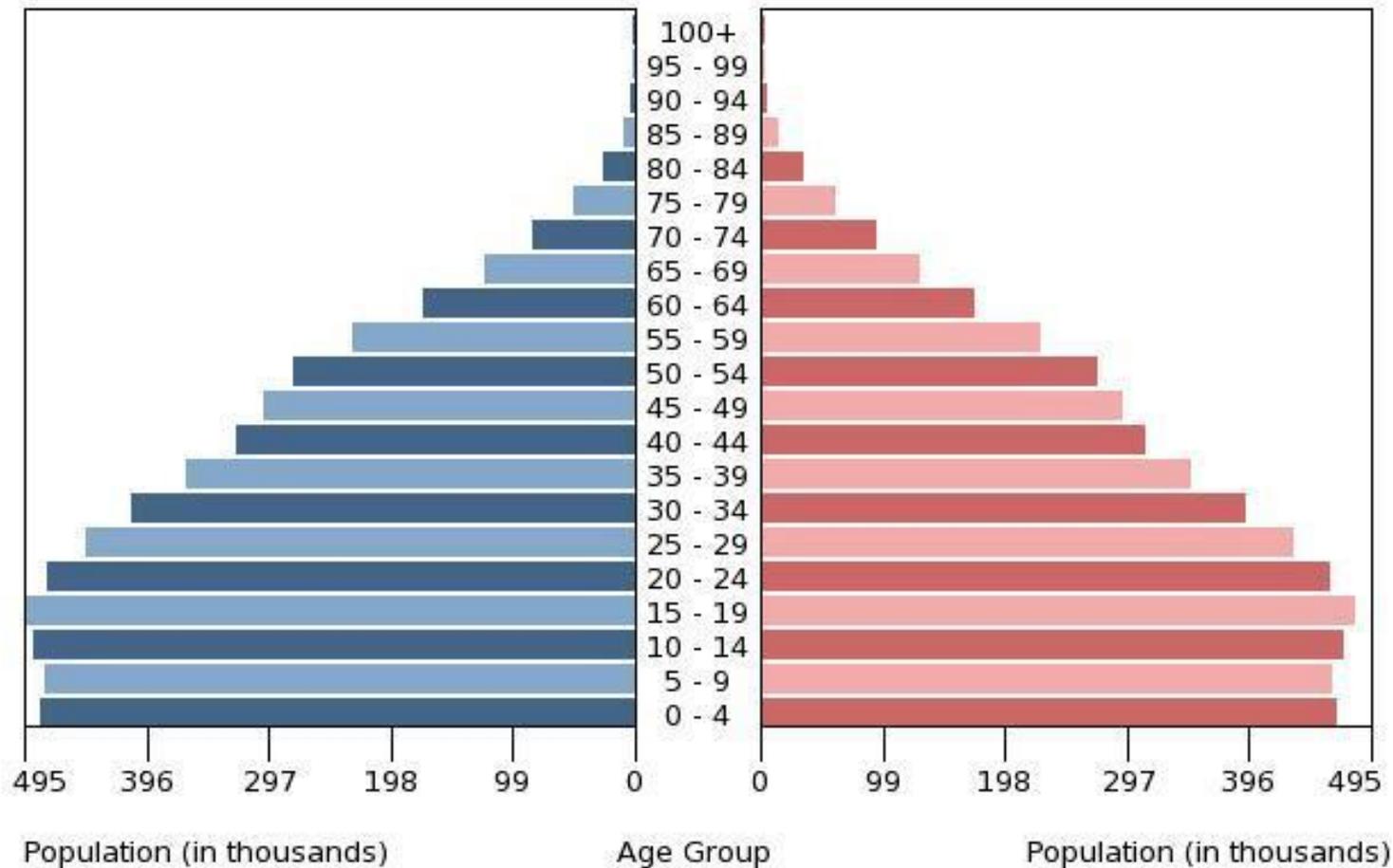
# Guelph vs. Greater Sudbury



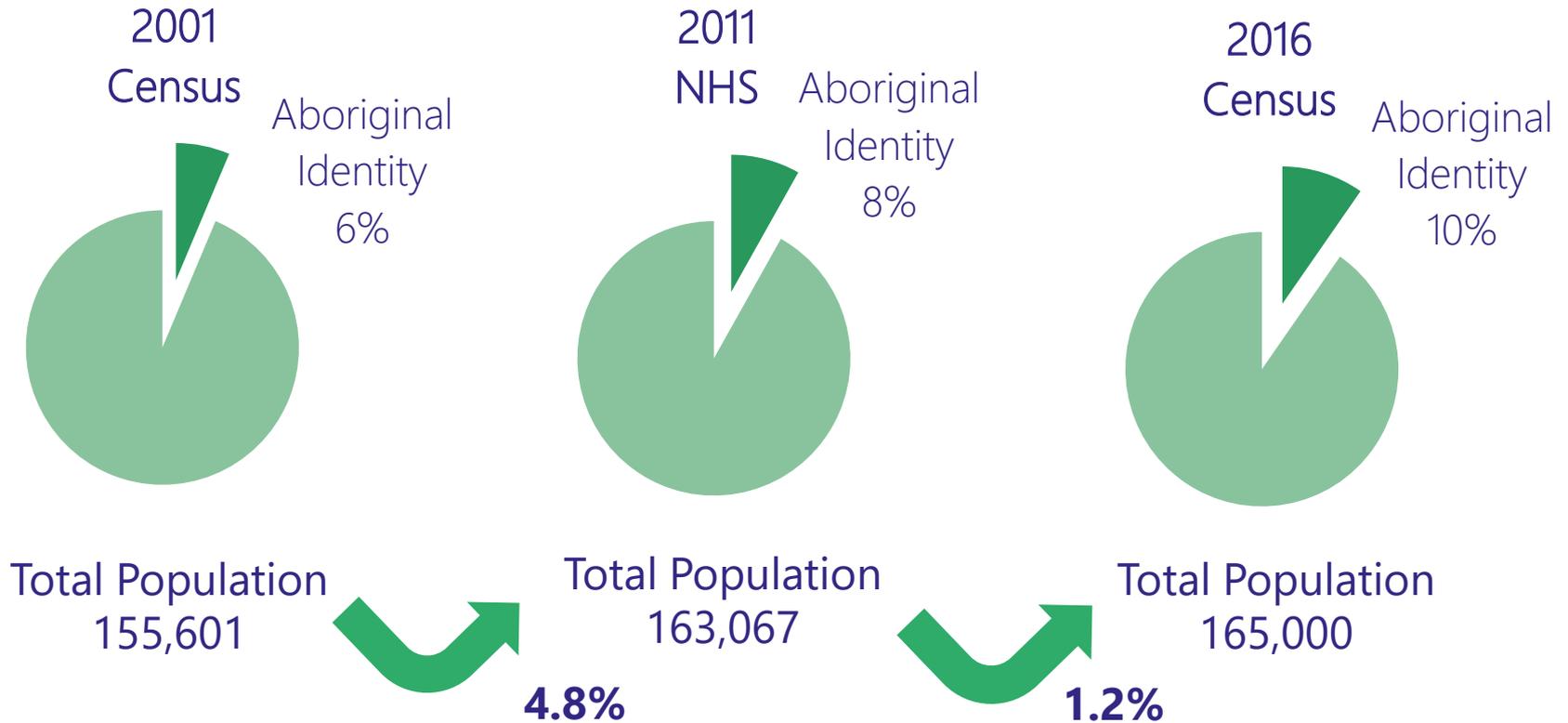
Male

# Dominican Republic - 2018

Female



# Indigenous Peoples Living in Greater Sudbury



# Indigenous Peoples – Median Age **27 years old**

# Why is this important?

# CGS Workforce Strategy





# CGS Workforce Strategy





## Local Workers

Students/New grads

Indigenous Peoples

International Students

Unemployed

Underemployed

Immigrants

## Domestic Workers

Internationally Trained Professionals

Regions with high unemployment

Regions with contracting economies

Francophones

## International Workers

Specific occupation groups

Target geographic markets

Francophones

## 2) WORK WITH COMMUNITY PARTNERS

- People with lived experience
- Collège Boréal
- Laurentian University
- Cambrian College
- Workforce Planning for Sudbury & Manitoulin
- Professions North/ Professions Nord
- Northern Policy Institute
- Greater Sudbury Chamber of Commerce
- FedNor
- ENDM
- CCO

- Northern Policy Institute
- Spark Employment Services
- Gezhtoojig Employment & Training
- YMCA Employment and Immigrant Services
- Employment Options Emploi
- Centre de santé communautaire du Grand Sudbury
- Carrefour francophone
- Réseau du Nord
- Sudbury LIP
- CSPGNO
- CSCNO
- Rainbow School Board
- Sudbury Catholic School Board
- Société économique de l'Ontario

# Why is this important?

# Customer Service



# Community Buy-in



# **3) VALUE EVERY ROLE IN THE ECONOMY**

# National Occupational Classification (NOC)

0

- Management jobs  
Example: Mine managers

A

- Professional jobs requiring a university degree  
Example: Engineer

B

- Technical jobs and skilled trades  
Example: Welder

C

- Jobs requiring high school or job-specific training  
Example: Industrial butcher

D

- Labour jobs that provide on-the-job training  
Example: Cleaning staff



# Mechatronics Engineer (A) travels to Sudbury for an interview

## Airport

- Air traffic controller (B)
- Security guard (C)

## Taxi

- Driver (C)
- Dispatcher (C)

## Hotel

- Accommodation manager or supervisor (O or B)
- Hotel front desk clerk (C)
- Housekeeper (C)
- Janitor (D)

## Restaurant

- Restaurant manager (O)
- Food and beverage server (C)
- Chef (B)
- Cooks (B)
- Kitchen helper (D)

# Mechatronics Engineer (A) lives in Sudbury

Buys a house

- Carpenter (B)
- Electrician (B)
- Heavy duty equipment operator (C)
- Concrete finisher (B)
- Residential installer (C)
- Construction labourer (D)

Goes to the gym

- Receptionist (C)
- Personal trainer (B)
- Lifeguard (B)
- Janitor (D)

Health care services

- Nurse practitioner (A)
- Medical laboratory tech (B)
- Receptionist (C)
- Janitor (D)

Goes to work

- Engineering manager (0)
- Electrical and electronics technologist (B)
- Drafting professional (B)
- Finance clerk (C)
- Janitor (D)

## Local Workers

Students/New grads

Indigenous Peoples

International Students

Unemployed

Underemployed

Immigrants

## Domestic Workers

Internationally Trained Professionals

Regions with high unemployment

Regions with contracting economies

Francophones

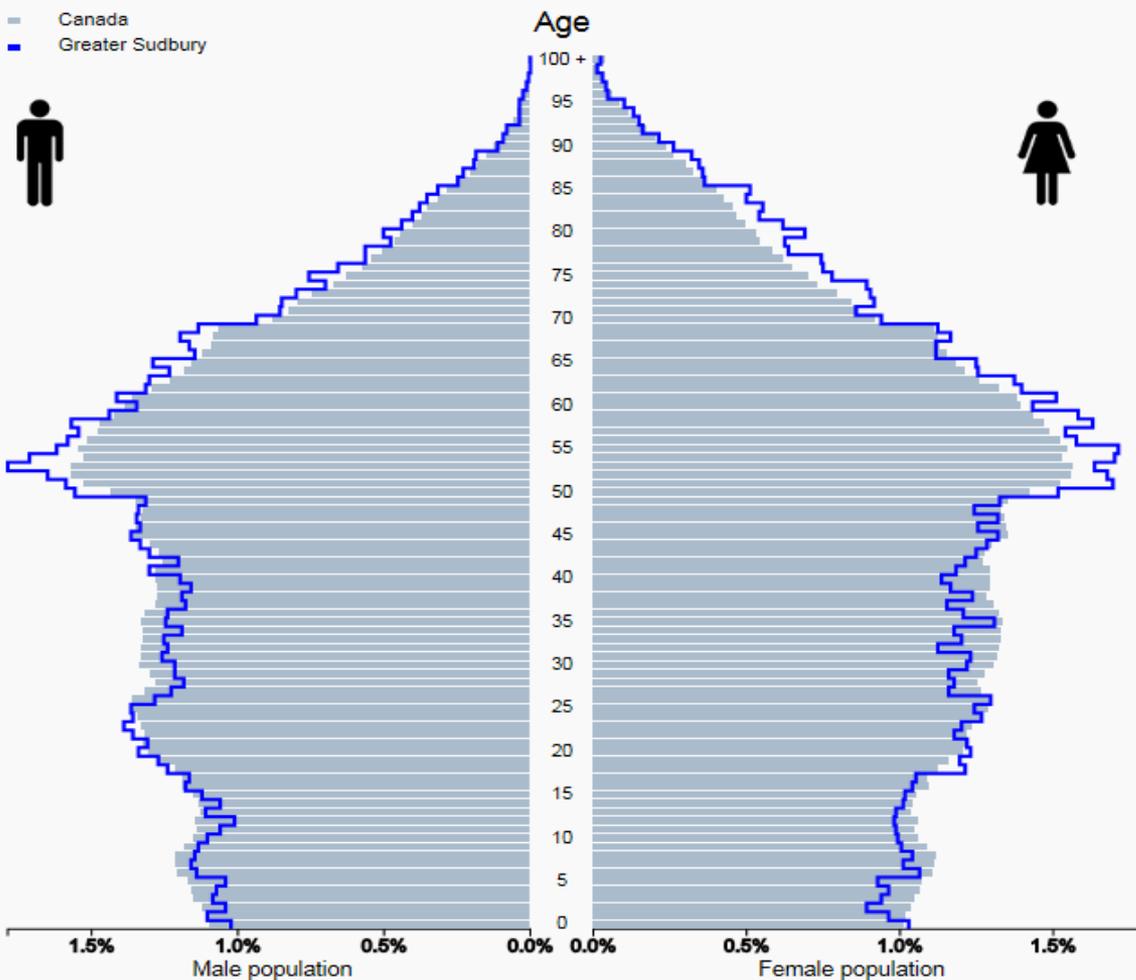
## International Workers

Specific occupation groups

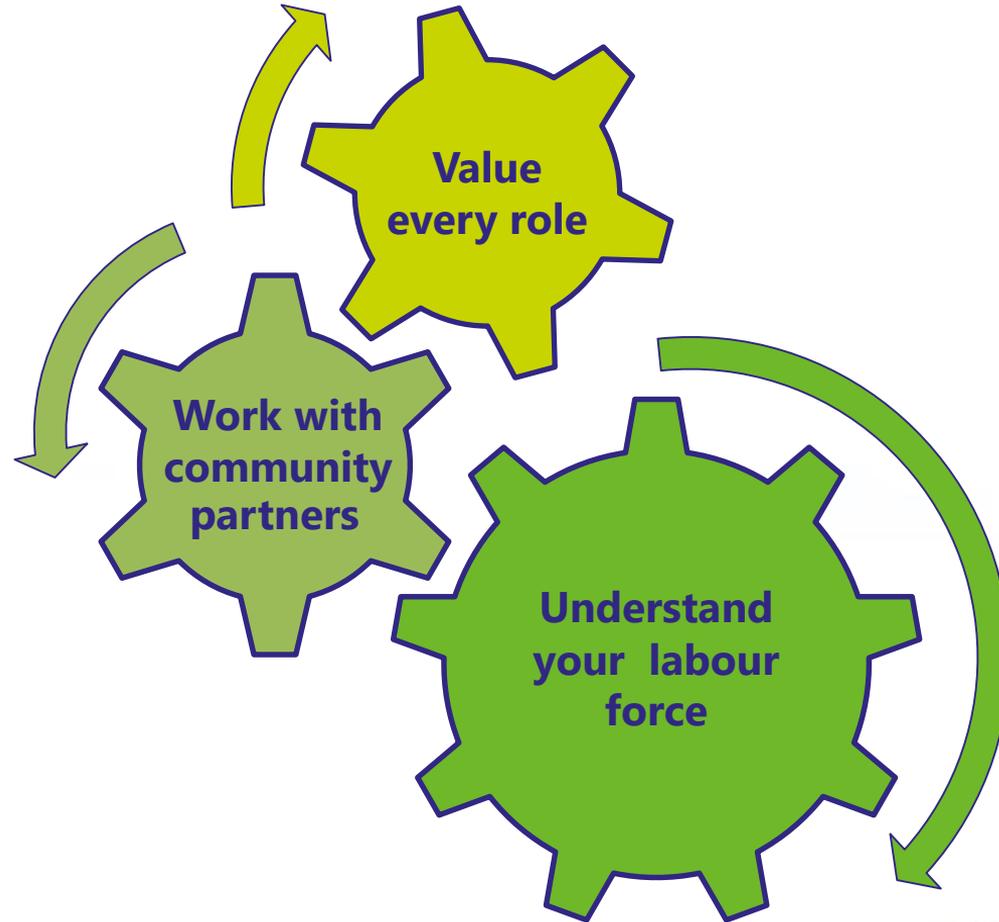
Target geographic markets

Francophones

# Canada vs. Greater Sudbury



# KEY PRINCIPLES



**MERCI!**