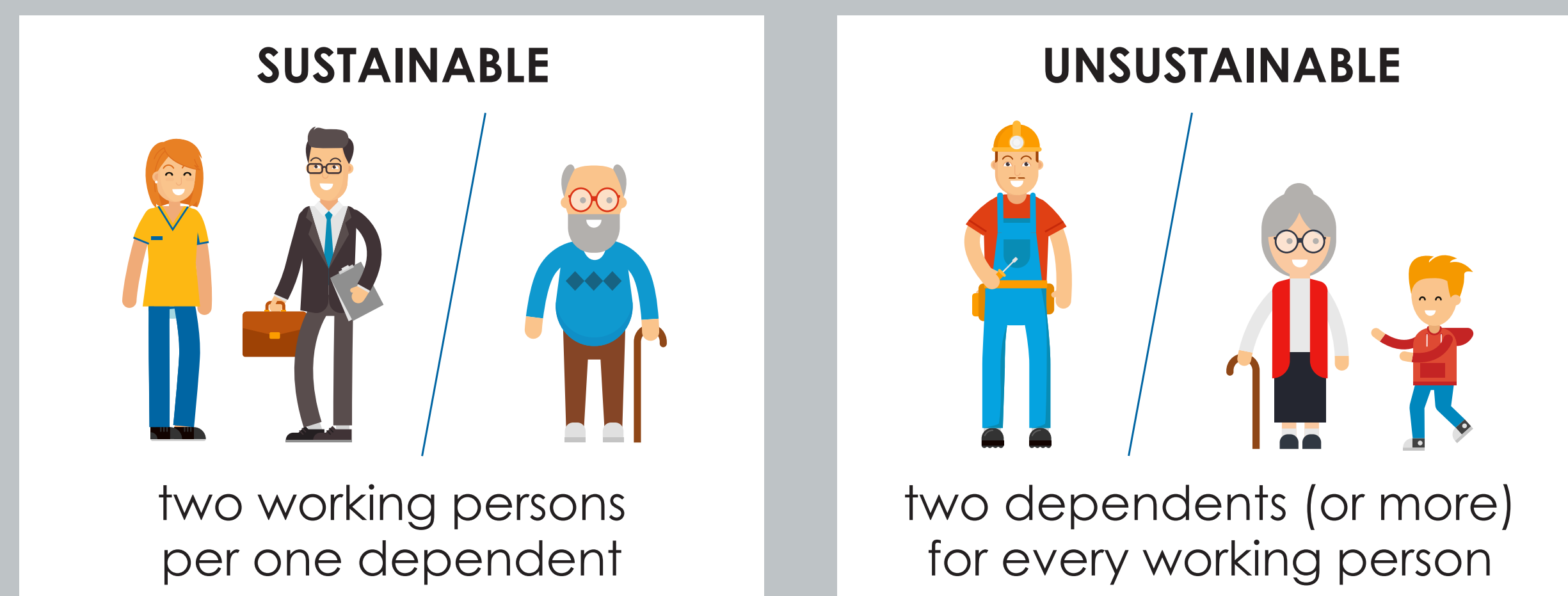


This project is designed to help northern and rural communities build a skilled workforce and fill recognized labour shortages by helping potential immigrants and international students secure firm job offers.

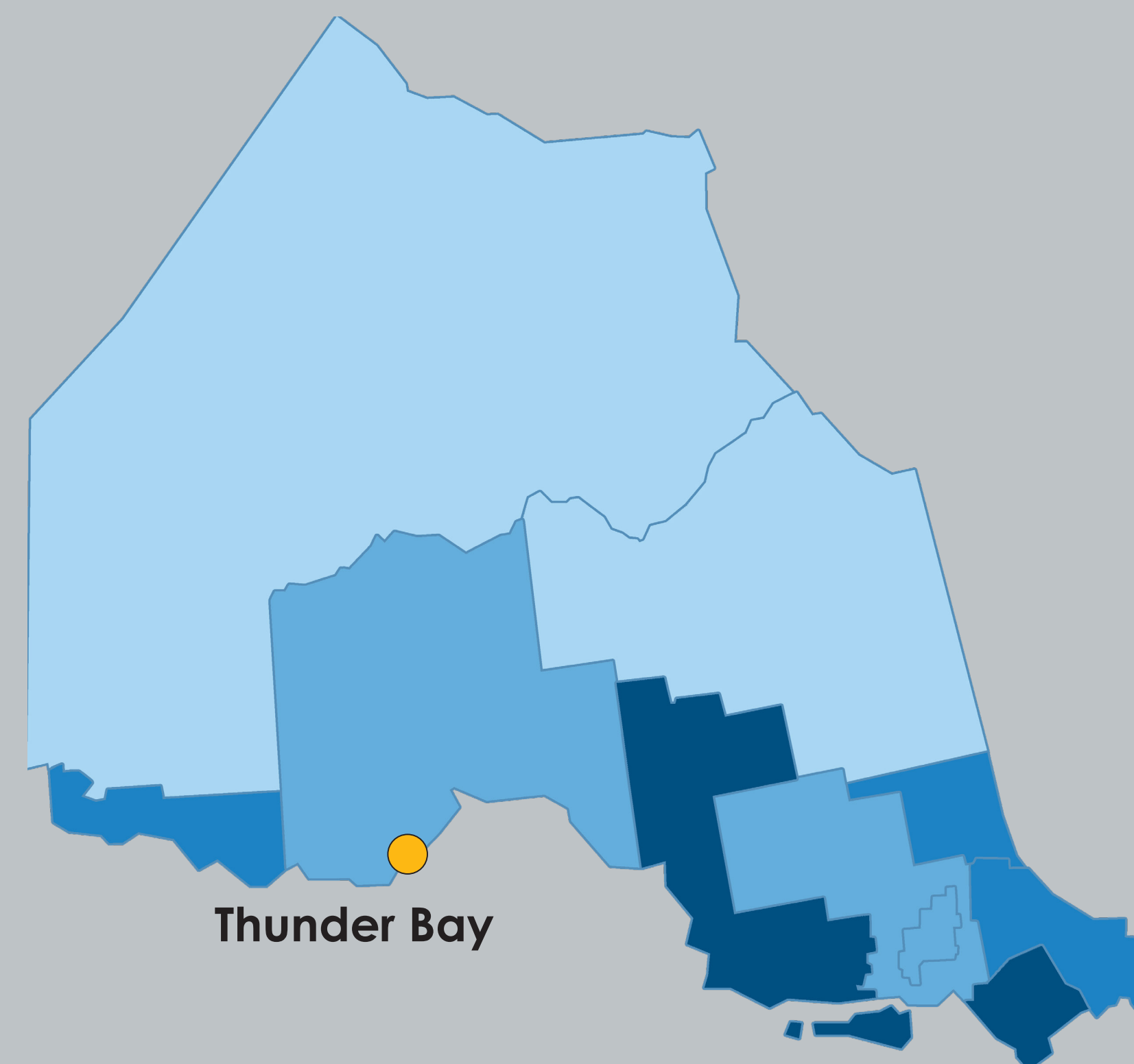
NEED & OPPORTUNITY

Population Decline

- Northern Ontario faces a number of challenges related to population growth. Specifically, the North has a **low birth rate**, an **aging and declining population**, and **low in-migration rates** that have caused the population to remain stagnant.
- In order to maintain the current ratio of workers to dependents, Northwestern Ontario needs 2,310 new people a year for the next 20 years.



- By 2036, the dependency ratio is projected to be **too high** in nine of Northern Ontario's eleven districts for their economies to be sustainable.



Gap in services

Local employment agencies and immigrant services are unable to assist with immigration advice, job matching or pre-arrival services due to provincial and federal funding restrictions. This gap is troublesome because economic development officers are highly successful in generating interest internationally in coming to the Thunder Bay area. As well, Northern Ontario's post-secondary institutions had a total of 4,127 international students in the 2015/16 school year.

PROJECT OBJECTIVES

- Attracting Newcomers (both international and domestic migrants) to Northwestern Ontario
- Connecting them with workplaces in need of their skills

The final report will assess the efficacy of community based matchmakers working in tandem with local job developers to meet identified local skills gaps. It will include:

- Best practices
- Research and analysis on the selection measures
- Advice on structure and reporting
- Report of performance metrics
- Proposal for a sustainable path forward

"I had a chance to be one of the first to visit Thunder Bay. It was a **rich and mind opening experience**. I met employers, recruiters and professionals in the city and learned a lot about employment in Thunder Bay. I encourage others who are interested to work and live in Northern Ontario to visit this beautiful city and see for themselves the **potential of growth among a very welcoming community**."

- International & Community Matchmaker Client

ACTIVITIES & GOALS

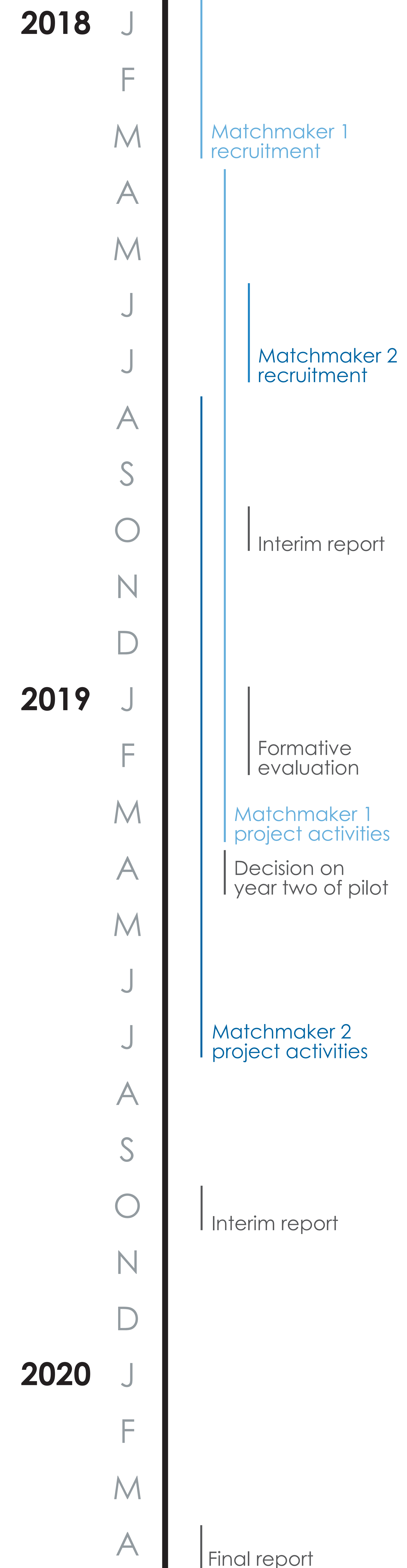
Matchmaker services

- Navigating and participating in immigrant and migrant settlement/attraction services, programs and administration.
- Facilitating access to or awareness of job matching, payroll subsidy programs, and other employment supports.
- Working closely with job developers in the region.
- Connecting job seekers with employers in Thunder Bay and Northwestern Ontario more generally who are looking for their skills.
- Providing assistance to job seekers and potential employers in ensuring a successful match and relocation to the region.
- Attending recruitment fairs to promote the region and newcomer services in both French and English.

MATCHMAKER TARGETS

	Target	To Date
Job seeker information requests dealt with.....	1200	148
Number of information packages distributed.....	240	144
Employer information requests dealt with.....	240	33
Job seeker clients arrived in region.....	120	18
Employer clients with job offers and approved placements.....	48	3
Information sessions held.....	8	104
Info packages distributed in French to French speaking clients.....	48	42
Clients who speak French.....	48	40
Employers expressing an appreciation for the value of French language skills in their workplace.....	20	21
Employers helped to access French immigration tools (e.g. Francophone Mobility).....	20	7
Clients signed up for orientation sessions in French.....	20	8

PROJECT TIMELINE



Project Partners:

Northern Ontario Workforce Planning
Société Économique de l'Ontario
Thunder Bay CEDC
Thunder Bay Chamber of Commerce