

## LABOUR FORCE RECRUITMENT INFORMATION

**Mover:** Paul Christian

**Seconder:** Matthew Shoemaker

**WHEREAS** in 2020, a report from the federal ministry of Immigration, Refugees, and Citizenship Canada determined that 26% of the working population in Sault Ste. Marie is over the age of 55; and

**WHEREAS** nearly 11,000 people are expected to retire within the next decade, requiring an influx of workers to fill the gap; and

**WHEREAS** the number of people exiting the workforce over this period is projected to be 1.5 times as many entering, creating a shortage of workers; and

**WHEREAS** although the challenges listed above are daunting, the current trend of utilizing remote employees and the positive lifestyle the Sault has to offer can help mitigate the effects of a shrinking labour pool and present opportunities for the City to attract new residents; and

**WHEREAS** Sault Ste. Marie has embarked on an initiative to recruit remote workers and new residents through the Sault Ste. Marie Innovation Centre and the Community Development and Enterprise Services Department (formerly the Economic Development Corporation); and

**WHEREAS** it is important for Council and the community at large to be cognizant of the opportunities and remain informed and engaged in the progress of these initiatives.

**NOW THEREFORE BE IT RESOLVED THAT** Council ask staff to provide quarterly updates on these initiatives with the goal of filling these employment gaps and grow the community population;

**AND FURTHER THAT** this report include (but not be limited to) the following information:

- summary of recruitment activities
- number of views/inquires relating to recruitment activities
- new positions filled through recruitment activities
- current challenges/shortfall or opportunities in particular industries
- local initiatives (training courses, educational programs (postsecondary etc.))