

WORKFORCE DEVELOPMENT INITIATIVES

BUILDING CAPACITY IN ONTARIO'S FOREST AND WOOD
MANUFACTURING INDUSTRIES



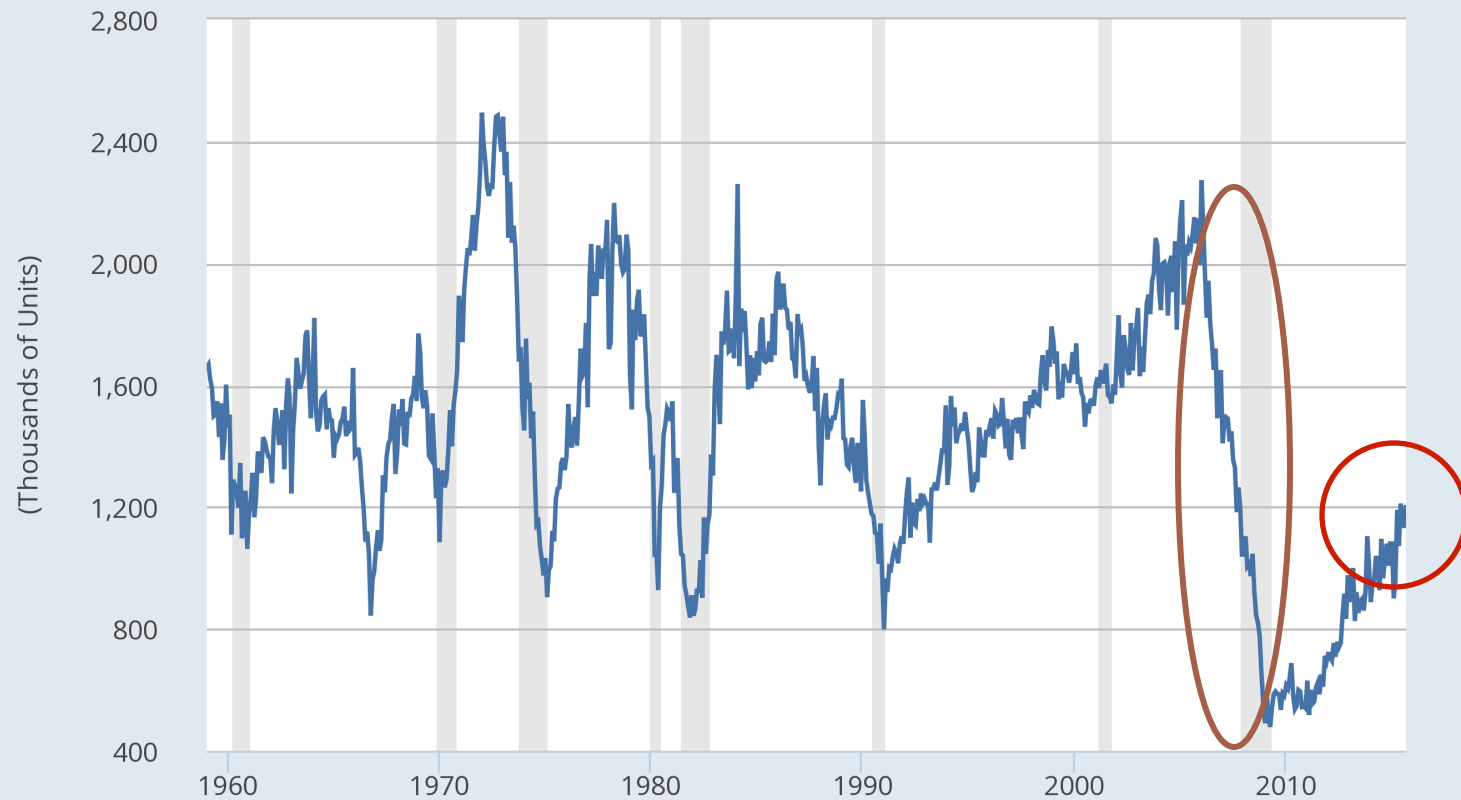
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Industry Division
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**Forestry
Automation
Expo,
Sudbury,
Nov 10, 2015**

RETURN TO PROSPERITY?

FRED 

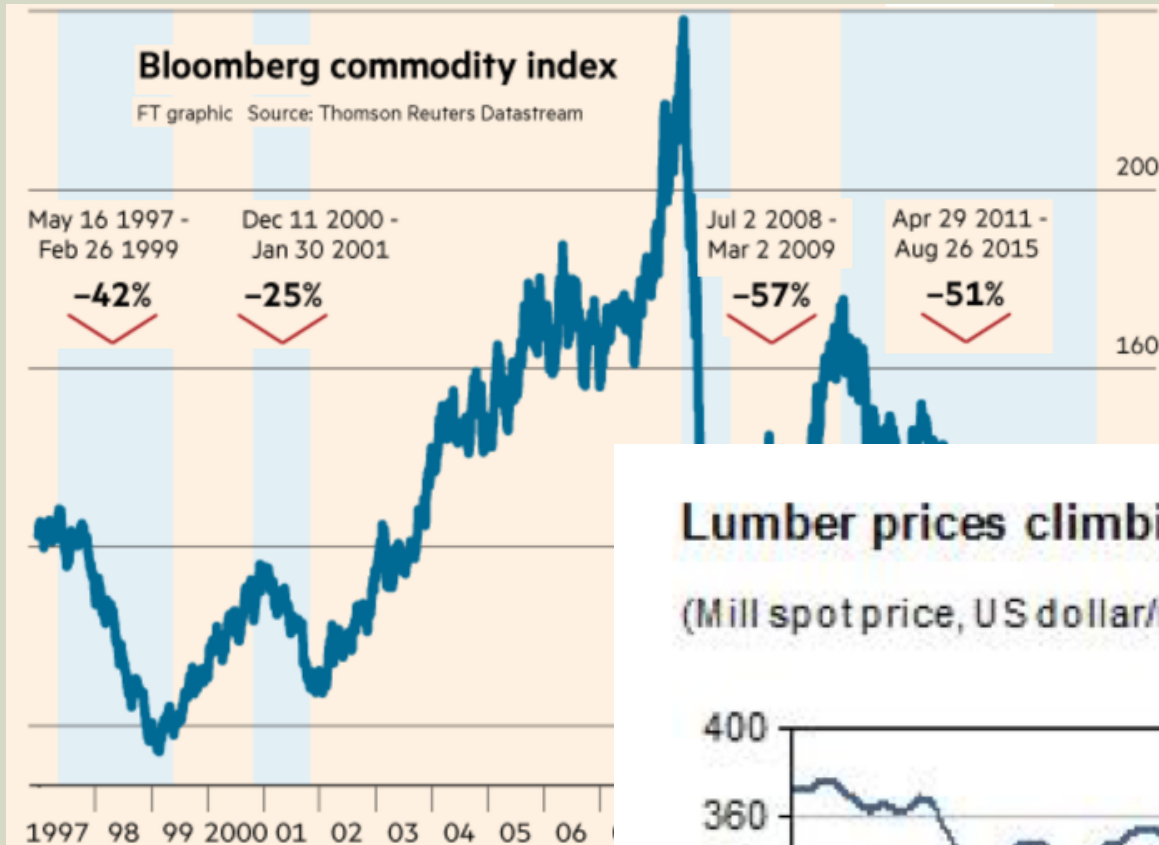
— Housing Starts: Total: New Privately Owned Housing Units Started



Source: US. Bureau of the Census
research.stlouisfed.org

myf.red/g/2i6f

Lumber Price Index



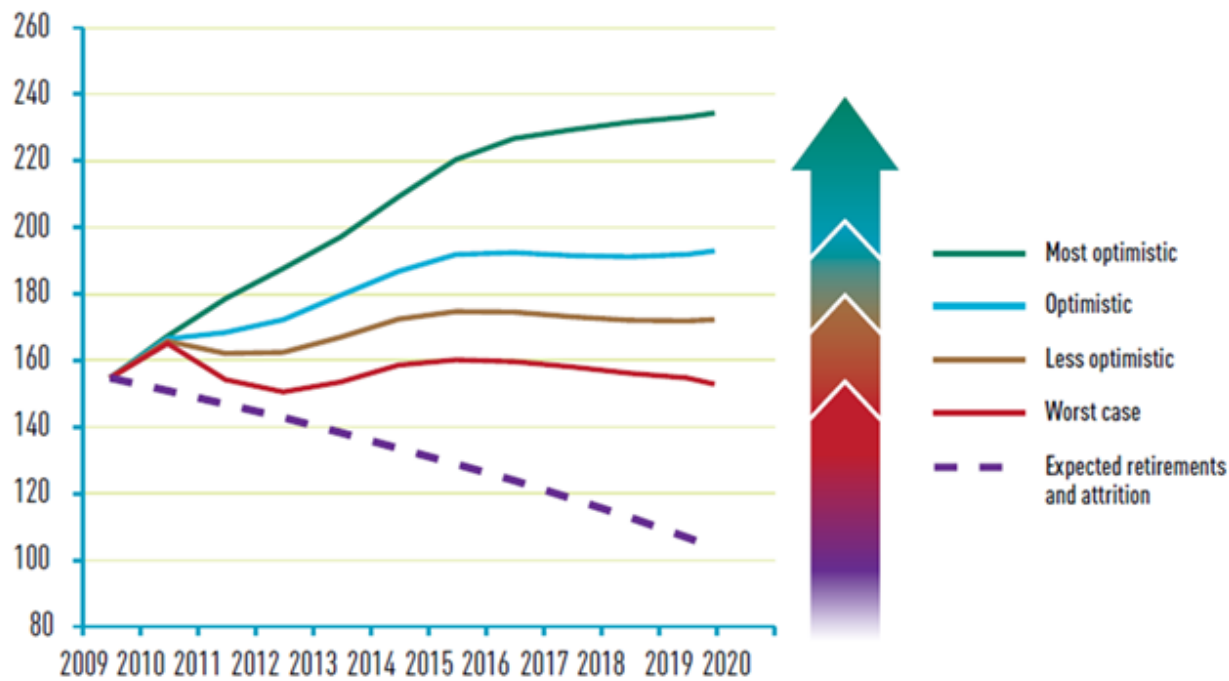
Lumber prices climbing up

(Mill spot price, US dollar/mbf)



UNPRECEDENTED GROWTH EXPECTED

National Employment Demand: Canadian Forest Products Sector
(000s of workers)



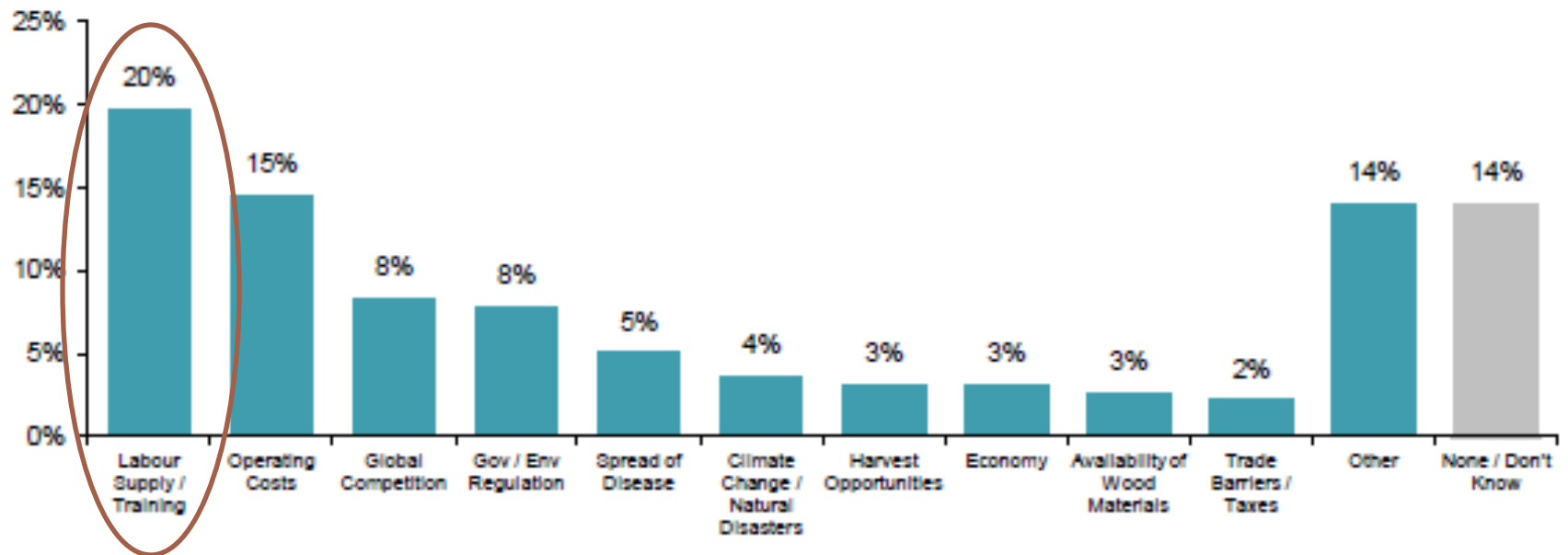
- **Replacement: 53,000 workers to leave the workforce by 2020**
 - 1/3 of existing workforce
- **Net Growth: Between 40,000 and 120,000 workers needed meet various projected growth scenarios**

LOTS OF RESEARCH COMPLETED WITH COMMON ISSUES

- **FPAC: Vision 2020 (Spring 2012)**
- **CCFM: Options to Address the Labour Market Challenges Facing Canada's Forest Sector (Spring 2013)**
- **Conference Board: The Cost of Ontario's Skills Gap (June/13)**
- **MNR: Situational Analysis and Strategic HR Overview for Ontario's Forest Product and Wood Manufacturing Industries (March/12)**
- **5 Challenges**
 1. **Financial strength in other competitive resource sectors**
 2. **Retirements**
 3. **Skills mismatch**
 4. **Public image – economic stability and environmental sustainability**
 5. **Underrepresentation of important demographic segments**

**KPMG REPORT -
ONTARIO FOREST INDUSTRY
CONSULTATIONS
APRIL/14**

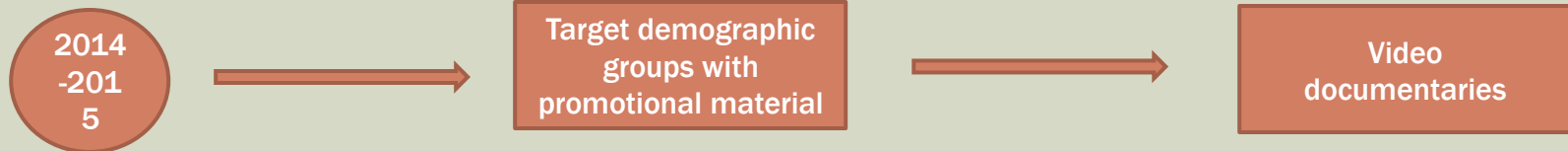
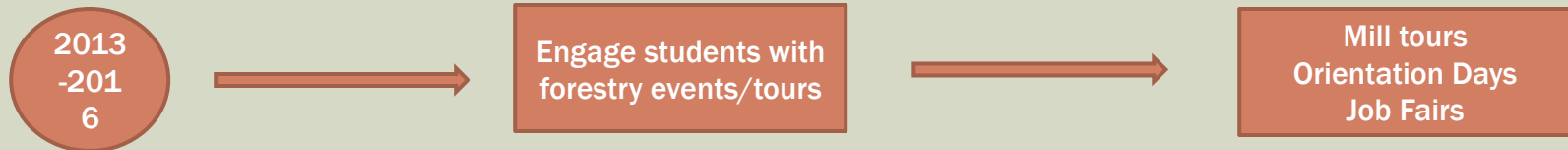
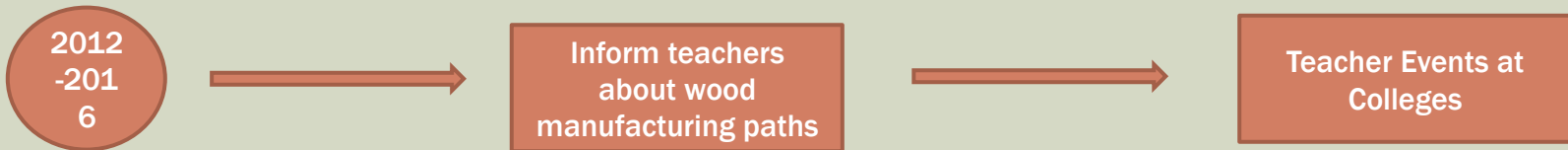
Figure 27: All Sectors – Perceptions on Future Challenges (%; n=212)



WORKFORCE INITIATIVES



Oct, 2013 – brought the representatives of Ontario’s forest industry together to discuss labour issues / results were divided into Operational and Promotional issues



QUESTIONS?