

NWPB worked with eight other workforce planning boards in Southern Ontario to explore the employment impacts of COVID-19 over the next two years.

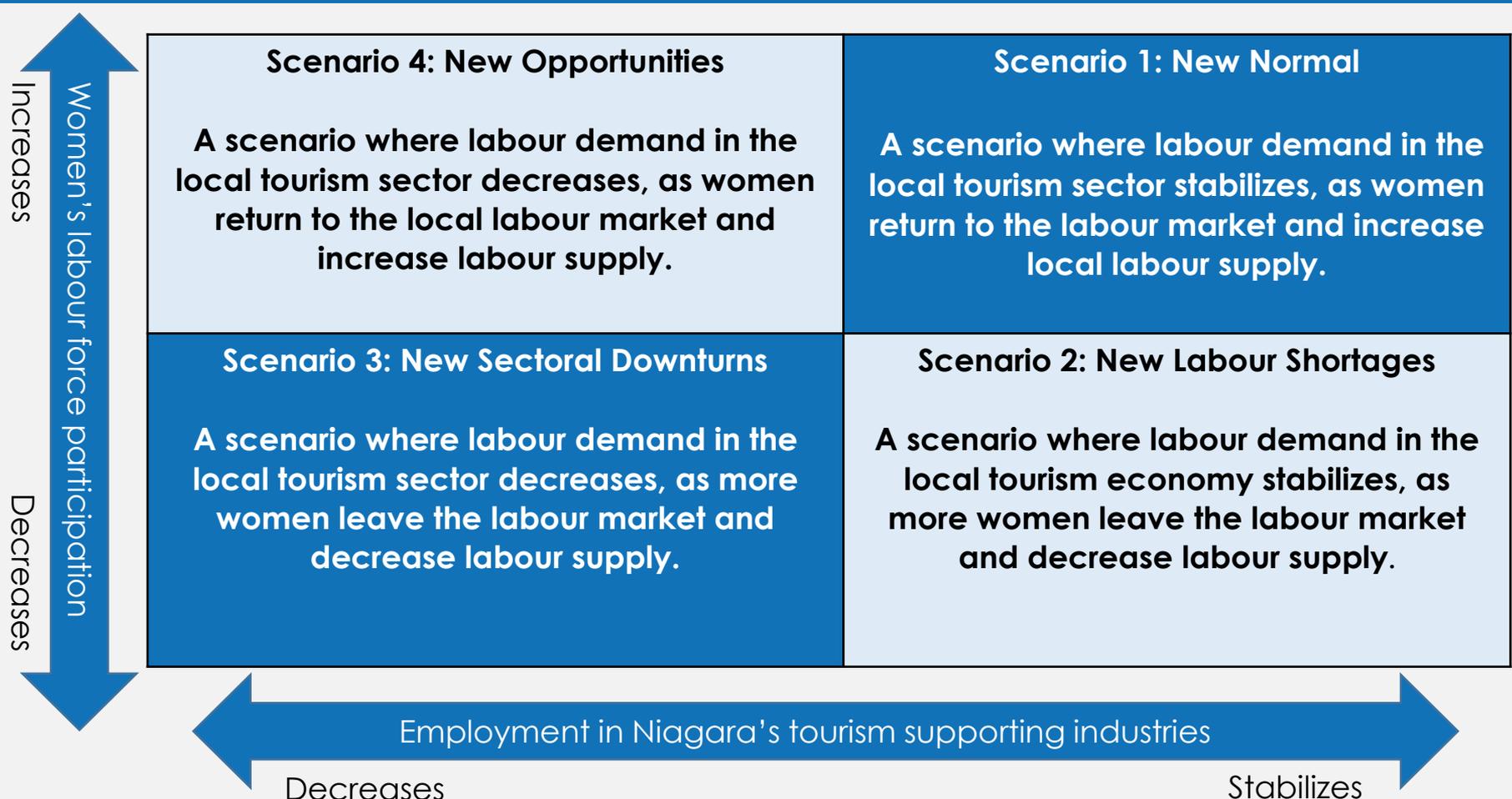
In fundamentally uncertain times, scenario planning uses the evidence we have at hand to explore how potential futures may impact Niagara.

We begin by considering two general uncertainties:

Structural workforce changes

Pandemic-related changes to an employment sector

Research and consultation identified the types of workforce changes that seemed most pressing for Niagara. By inserting focused uncertainties into a 2x2 matrix, we created 4 possible scenarios.



Identifying our Scenario

Let's consider the data we have at hand, to see which scenario Niagara may face.

	In 2019		In 2020
Individuals employed in tourism	36,101	Individuals employed in tourism	28,481
Women in employment	96,400	Women in employment	87,300
Women not in the labour force	80,600	Women not in the labour force	85,500

These data show...



a 21.1% decline in tourism employment



a 9.4% decline in women's employment



6.1% more women not in the labour force

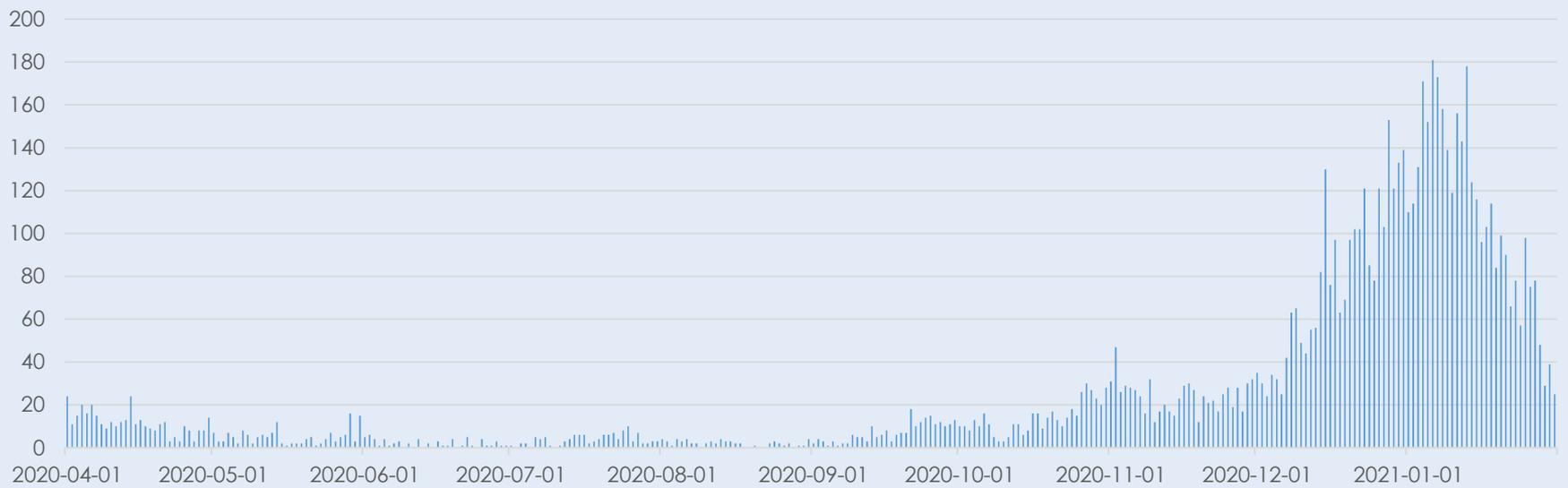
Notes on definitions and sources:

NWPB estimates employment in tourism using a methodology that combines Statistics Canada's Tourism Satellite Account, job counts from EMSI Analyst, and monthly and annual data from Statistics Canada's Labour Force Survey.

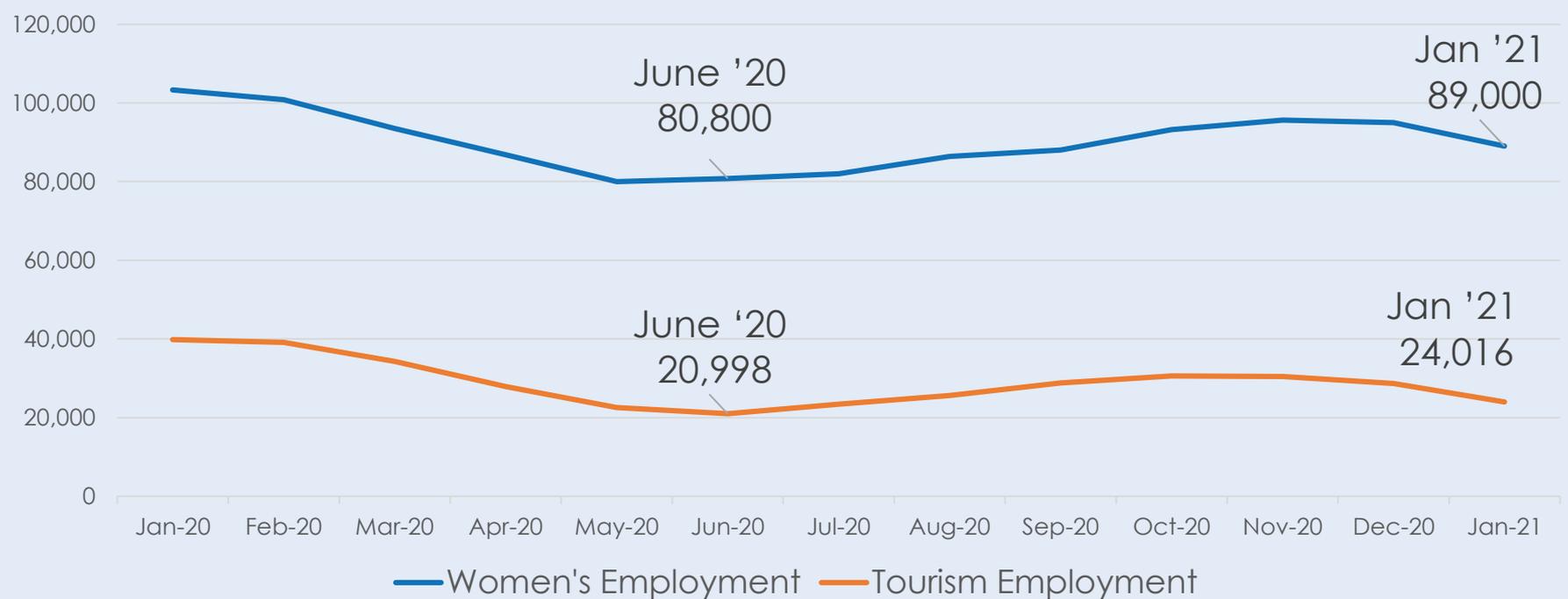
All other employment metrics in this infographic are derived from Statistics Canada's Labour Force Survey. Additional insights and citations can be found in the Scenario Planning Summary Report

What do the Most Recent Data Show Us?

As COVID-19 cases in Niagara went up, and we shifted out of our traditional tourism season...



...Niagara has started to see declines in both women's employment and tourism employment.

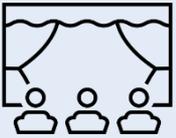


- ✓ Full-time employment for women is down 18.8% in January 2021 compared to January 2020, and down 6.3% compared to August 2020 – the month that saw the most women in full-time employment since the start of the pandemic.
- ✓ Tourism employment is down 37.9% in January 2021 compared to January 2020, and down 21.6% compared to October 2020 – the month that saw the highest level of tourism employment.

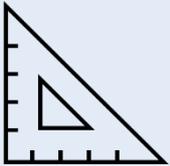
The Scenario to Date

Scenario 4: New Opportunities A scenario where labour demand in the local tourism sector decreases, as women return to the local labour market and increase labour supply.	Scenario 1: New Normal A scenario where labour demand in the local tourism sector stabilizes, as women return to the labour market and increase local labour supply.
Scenario 3: New Sectoral Downturns A scenario where labour demand in the local tourism sector decreases, as more women leave the labour market and decrease labour supply.	Scenario 2: New Labour Shortages A scenario where labour demand in the local tourism economy stabilizes, as more women leave the labour market and decrease labour supply.

Current indicators show us that...



Employment in the local tourism sector has been declining since October of 2020.



The number of women in employment declined sharply in January of 2021.

That's the bad news, is there good news?

NWPB created these scenarios when the second wave of the pandemic and a COVID-19 vaccine were still speculative. Distribution of the vaccine combined with a post-pandemic economic rebound in the coming months may change us to a different scenario.

Ongoing efforts to retrain displaced workers, target sectors that grew despite the pandemic, and break down systematic and historic barriers to employment can also act as a positive force for changing our scenario.

NWPB will continue to monitor and update on these trends and the coming months.

Would you like to know more?
Visit us at nwpb.ca

