# Community Labour Market Report ]

**By Amandine Martel & José-Karl Noiseux**

# AROLAND FIRST NATION

The *Community Labour Market Report series* provides local labour market indicators to assist community leaders and organizations in the decision-making process. The goal of this report is to provide community actors with a better understanding of what is happening in their community. It does not attempt to explain the reasons behind the trends, spikes or troughs in the provided data. This information is intended as a starting point for an evidence-based conversation by the community about why certain changes are occurring. This report is a first step. It is now up to you the reader, and your fellow community members to explore and address the challenges and opportunities your community is experiencing. This report examines current labour demand and supply data from Aroland First Nation, Ontario, and analyzes how each data set aligns with the other.

# DEMAND

## 01. Employers

Central to local labour market planning is an understanding of the characteristics of area employers. The number of employers, the size of employers, the industry they are in, and changes in any of these factors over time affect employment levels and employment opportunities within a local labour market.

There are five employers in Aroland First Nation (Table 1). The band office is the largest source of employment, and the other four employers each have fewer than five employees. Available data from the period starting June 2015 and ending June 2016 suggests that one of Aroland First Nation's two employers in the forestry and logging industry downsized its workforce from a range of five to nine employees to a range of one to four (it is possible that the resulting change in employee category was due to the loss of just one employee – Table 2).

In Aroland First Nation, employers are spread across only three industries (Table 1). This industry distribution differs from that of the Thunder Bay District and the province, and results in an economy that is not as diversified.

**TABLE 1**

| EMPLOYERS BY INDUSTRY, AND AS A PERCENTAGE OF TOTAL NUMBER OF EMPLOYERS, JUNE 2016 | Aroland First Nation | | Thunder Bay District (% of Total Number of Employers) | Ontario (% of Total Number of Employers) |
|---|---|---|---|---|
| | Total | % of Total Number of Employers | | |
| 113 - Forestry & logging | 2 | 40.0 | 1.8 | 0.1 |
| 447 - Gasoline stations | 1 | 20.0 | 0.8 | 0.4 |
| 914 - Indigenous public administration | 1 | 20.0 | 0.2 | 0.0 |
| Unclassified | 1 | 20.0 | 8.5 | 12.5 |
| **Total number of employers** | **5** | - | - | - |

*Sources: Statistics Canada, Canadian Business Counts*



**0.6** Thunder Bay District

**3.0** Ontario

**0** Aroland First Nation

Business creation per **1,000** persons, June 2015-June 2016

*Source: Statistics Canada, Canadian Business Counts;*
*Statistics Canada estimates of population*

...there are five employers in Aroland First Nation.

# The band office is the **largest** source of employment...

**TABLE 2**

| CHANGE IN NUMBER OF EMPLOYERS BY NUMBER OF EMPLOYEES IN AROLAND FIRST NATION | June 2015 | June 2016 | 2015-2016 Change (#) | 2015-2016 Change (%) | Ontario Change (%) |
|---|---|---|---|---|---|
| 0[1] | 2 | 2 | 0 | 0 | 2.7 |
| 1-4 | 1 | 2 | 1 | 100 | 1.7 |
| 5-9 | 1 | 0 | -1 | -100 | 0.7 |
| 10-19 | 0 | 0 | 0 | 0 | -0.3 |
| 20-49 | 0 | 0 | 0 | 0 | -2.5 |
| 50-99 | 1 | 1 | 0 | 0 | 18.4 |
| 100-199 | 0 | 0 | 0 | 0 | -1.7 |
| 200-499 | 0 | 0 | 0 | 0 | 0.2 |
| 500+ | 0 | 0 | 0 | 0 | 1.1 |
| **Total Number of Employers** | **5** | **5** | **0** | **0.0** | **2.2** |

*Sources: Statistics Canada, Canadian Business Counts[2]*

[1]Businesses with 0 employees are self-employed entrepreneurs, who do not have any employee on their payroll.

## 02. Employment by Industry

Employment by Industry data[3] describes the type of business conducted by a person's employer. The industrial structure of an area – and, more specifically, shifts in industrial structure -can have significant consequences for the local labour market. The industrial structure has an impact on the types of jobs offered, as well as their respective salaries, and the type of education and skills these jobs require.

# In 2011, public administration represented the **largest share** of total employment in Aroland First Nation

*(Table 3).*

Between 2014 and 2016, public administration employment in Northwestern Ontario, excluding the Thunder Bay CMA, decreased by 31.4 percent (Table 4).

Health care and social assistance (15 percent); agriculture, forestry, fishing and hunting (10 percent); and administrative and support, waste management and remediation services (10 percent) were the other industries providing employment in Aroland First Nation (Table 3).

[3] Data from Statistics Canada, such as the census, or the National Household Survey (NHS), are used throughout this report.

This data source has limitations, namely, to ensure confidentiality of individual respondent identity and characteristics, Statistics Canada National Household Survey (NHS) data is subject to non-disclosure rules.

All estimates in NHS tabulations are subjected to a process called random rounding. Random rounding transforms all raw estimates to random rounded estimates. This reduces the possibility of identifying individuals within the tabulations. All estimates greater than 10 are rounded to base 5, estimates less than 10 are rounded to base 10. The total value of summed or grouped data may not match the individual values. Similarly, percentages, which Statistics Canada calculates on rounded data, may not necessarily add up to 100 percent.

Statistics Canada adjusts figures retroactively. Author's calculations are based on data available at the time of publication and are therefore subject to change.

**TABLE 3**

| EMPLOYMENT BY INDUSTRY, AND AS A PERCENTAGE OF TOTAL, 2011 | | Aroland First Nation (#) | Aroland First Nation (% of Total) | Thunder Bay District (% of Total) | Ontario (% of Total) |
|---|---|---|---|---|---|
| 91 | Public administration | 60 | 60.0 | 10.3 | 6.9 |
| 62 | Health care & social assistance | 15 | 15.0 | 15.9 | 10.4 |
| 11 | Agriculture, forestry, fishing & hunting | 10 | 10.0 | 2.0 | 1.5 |
| 56 | Administrative & support, waste management & remediation services | 10 | 0 | 2.9 | 4.6 |
| 21 | Mining & oil and gas extraction | 0 | 0 | 2.7 | 0.4 |
| 22 | Utilities | 0 | 0 | 1.2 | 0.9 |
| 23 | Construction | 0 | 0 | 6.1 | 6.3 |
| 31-33 | Manufacturing | 0 | 0 | 5.3 | 10.4 |
| 41 | Wholesale trade | 0 | 0 | 2.7 | 4.6 |
| 44-45 | Retail trade | 0 | 0 | 11.8 | 11.2 |
| 48-49 | Transportation & warehousing | 0 | 0 | 5.5 | 4.6 |
| 51 | Information & cultural industries | 0 | 0 | 1.9 | 2.7 |
| 52 | Finance & insurance | 0 | 0 | 2.7 | 5.5 |
| 53 | Real estate & rental and leasing | 0 | 0 | 1.5 | 2.0 |
| 54 | Professional, scientific & technical services | 0 | 0 | 4.8 | 7.6 |
| 55 | Management of companies & enterprises | 0 | 0 | 0.0 | 0.1 |
| 61 | Educational services | 0 | 0 | 9.1 | 7.5 |
| 71 | Arts, entertainment & recreation | 0 | 0 | 2.0 | 2.2 |
| 72 | Accommodation & food services | 0 | 0 | 7.2 | 6.3 |
| 81 | Other services (except public administration) | 0 | 0 | 4.5 | 4.4 |
| | **All Industries** | **100** | **100** | - | - |

Sources: Statistics Canada, National Household Survey 2011

| TABLE 4 EMPLOYMENT BY INDUSTRY IN NORTHWESTERN ONTARIO EXCLUDING THUNDER BAY CMA AND ONTARIO | Northwestern Ontario Excluding Thunder Bay CMA | | | | Ontario |
|---|---|---|---|---|---|
| Employment by Industry | 2012 | 2014 | 2016 | 2014-2016 Change (%) | 2014-2016 Change (%) |
| **Goods-producing Sector** | **9,400** | **6,900** | **10,000** | **44.9** | **2.6** |
| Agriculture | X | x | x | X | -5.0 |
| Forestry, fishing, mining, oil & gas | 2,300 | <1,500 | 2,400 | <60.0 | 7.8 |
| Utilities | X | X | X | X | -3.1 |
| Construction | 2,600 | 3,000 | 3,800 | 26.7 | 7.8 |
| Manufacturing | 3,300 | 1,000 | 2,900 | 190.0 | 0.4 |
| **Services-producing Sector** | **30,800** | **31,400** | **29,800** | **-5.1** | **1.6** |
| Wholesale & retail trade | 4,600 | 6,800 | 5,600 | -17.6 | -1.3 |
| Transportation & warehousing | 1,800 | 2,800 | 2,000 | -28.6 | -0.5 |
| Finance, insurance, real estate & leasing | 800 | 900 | 1,300 | 44.4 | 8.4 |
| Professional, scientific & technical services | 800 | 1,100 | 900 | -18.2 | 6.2 |
| Business, building & other support services | 900 | 1,300 | 800 | -38.5 | -2.6 |
| Educational services | 3,200 | 3,300 | 3,900 | 18.2 | 1.7 |
| Health care & social assistance | 8,700 | 6,700 | 7,200 | 7.5 | 5.0 |
| Information, culture & recreation | 1,300 | 900 | 700 | -22.2 | -0.5 |
| Accommodation & food services | 2,300 | 2,200 | 3,300 | 50.0 | 1.4 |
| Other services *(except public administration)* | 1,500 | 2,000 | 1,600 | -20.0 | -3.7 |
| Public administration | 4,700 | 3,500 | 2,400 | -31.4 | -3.8 |
| **Total Employed** | **40, 200** | **38,300** | **39,800** | **3.91.0** | **1.8** |

*Sources: Statistics Canada, Labour Force Survey, CANSIM Tables: 282-0125 and 282-0131, author's calculations*

*An 'X' indicates that the data was suppressed for confidentiality reasons. The Labour Force Survey suppresses data when an estimate is below 1,500 for Ontario, its Economic Regions or Census Metropolitan Areas.*

## 03. Employment by Occupation

Employment by occupation data describes the type of work an employee does on the job. While growing industries need additional workers, the demand for specific occupations is a function of the work that needs to be done. Both the changing marketplace and the advance of technology alter the demand for occupations, with some occupations growing strongly and others in decline. These changes again have an impact on the types of jobs offered, their respective salaries, and the type of education and skills required. Indeed, an increase in entry-level occupations may have a different impact on the community than growth in senior-level occupations.

In 2011, occupations in education, law and social community and government services (NOCS category 4) represented the largest share of total employment in Aroland First Nation (30 percent of total employment – Table 5). Between 2014 and 2016, these occupations increased by 10.2 percent in Northwestern Ontario excluding Thunder Bay CMA (Table 6).

**TABLE 5**

| | EMPLOYMENT BY OCCUPATION, AND AS A PERCENTAGE OF TOTAL, 2011 | Aroland First Nation (#) | Aroland First Nation (% of total) | Thunder Bay District (% of total) | Ontario (% of total) |
|---|---|---|---|---|---|
| 4 | Occupations in education, law & social, community & government services | 30 | 30.0 | 14.6 | 12.0 |
| 7 | Trades, transport & equipment operators & related occupations | 20 | 20.0 | 17.4 | 13.0 |
| 1 | Business, finance & administration occupations | 15 | 15.0 | 14.3 | 17.0 |
| 0 | Management occupations | 10 | 10.0 | 7.9 | 11.5 |
| 2 | Natural resources, agriculture & related production occupations | 10 | 10.0 | 5.9 | 7.4 |
| 6 | Sales & service occupations | 10 | 10.0 | 24.5 | 23.2 |
| 8 | Natural and applied sciences & related occupations | 10 | 10.0 | 3.1 | 1.6 |
| 3 | Health occupations | 0 | 0.0 | 7.9 | 5.9 |
| 5 | Occupations in art, culture, recreation & sport | 0 | 0.0 | 1.9 | 3.1 |
| 9 | Occupations in manufacturing & utilities | 0 | 0.0 | 2.7 | 5.2 |
| | **All occupations** | **100** | - | - | - |

*Sources: Statistics Canada, National Household Survey 2011*

**TABLE 6**

| | EMPLOYMENT BY OCCUPATION IN NORTHWESTERN ONTARIO EXCLUDING THUNDER BAY CMA AND ONTARIO | Northwestern Ontario Excluding Thunder Bay CMA | | | | Ontario |
|---|---|---|---|---|---|---|
| | | 2012 | 2014 | 2016 | 2014-2016 Change (%) | 2014-2016 Change (%) |
| 0 | Management occupations | 3,600 | 3,300 | 3,800 | 15.2 | -0.3 |
| 1 | Business, finance & administration occupations | 5,600 | 5,000 | 3,900 | -22.0 | 0.7 |
| 2 | Natural & applied sciences & related occupations | 1,300 | 1,400 | 1,400 | 0.0 | 3.5 |
| 3 | Health occupations | 4,000 | 3,000 | 3,400 | 13.3 | 4.5 |
| 4 | Occupations in education, law & social, community & government services | 7,300 | 5,900 | 6,500 | 10.2 | 9.5 |
| 5 | Occupations in art, culture, recreation & sport | X | X | X | X | 7.7 |
| 6 | Sales & service occupations | 8,200 | 9,300 | 9,700 | 4.3 | -1.7 |
| 7 | Trades, transport & equipment operators & related occupations | 6,600 | 7,700 | 7,400 | -3.9 | 1.4 |
| 8 | Natural resources, agriculture & related production occupations | X | X | X | x | -0.9 |
| 9 | Occupations in manufacturing & utilities | 800 | 1,000 | 1,700 | 70.0 | 0.8 |
| | **All occupations** | **40,200** | **38,300** | **39,800** | **3.9** | **1.8** |

*Sources: Statistics Canada, Labour Force Survey, CANSIM Tables: 282-0157 and 282-0159, author's calculations*

*An 'X' indicates that the data was suppressed for confidentiality reasons. The Labour Force Survey suppresses data when an estimate is below 1,500 for Ontario, its Economic Regions or Census Metropolitan Areas.*

# 04. Local Knowledge

This section features a summary of all jobs posted online in Aroland First Nation.[4] Although this source of data has its limitations, it does provide a general idea of the vacancies and job opportunities in the community at a given time, to complement the employment data presented previously.

## 0 jobs posted between April and November 2016

*Sources: Statistics Canada, Census 2016*

[4] Vicinityjobs.ca gathers and tallies job ads posted on diverse websites, such as jobbank.ca, indeed or monster. The system then strives to remove duplicate, and to class job ads into an occupation category.

The fact that no jobs were posted online does not mean that there were no job opportunities in Aroland First Nation during this time. It may be that the online job boards monitored are not the ones used by employers, or that opportunities are communicated through different means, such as a physical job board or word of mouth.

**1.4%**
**Population Rise**

**366**
**Population Total**

**148%**
**More People Ages 50-64**
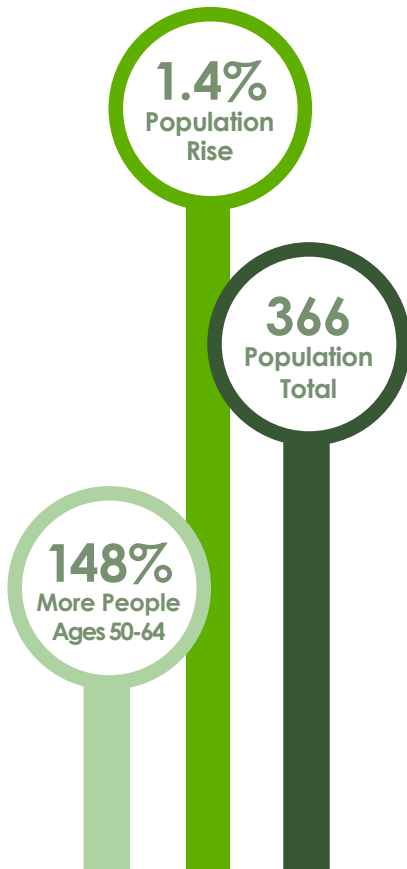
# SUPPLY

# 05. Population & Demographics

Population growth and composition are important drivers of labour market supply – the potential workers. It is also a key component of the demand for some categories of workers (e.g. education or health care).

Aroland First Nation's population has increased by 1.4 percent over the last 15 years, which contrasts with a 15.9 percent increase in Ontario's population over the same time (Figure 1). The net increase occurred despite the fact that, from 2001 until 2006, Aroland First Nation's population decreased, as reflected in part by a 20 percent decline in the number of births. On the other hand, between 2001 and 2015, the number of persons aged 50 to 64 grew by 148 percent.
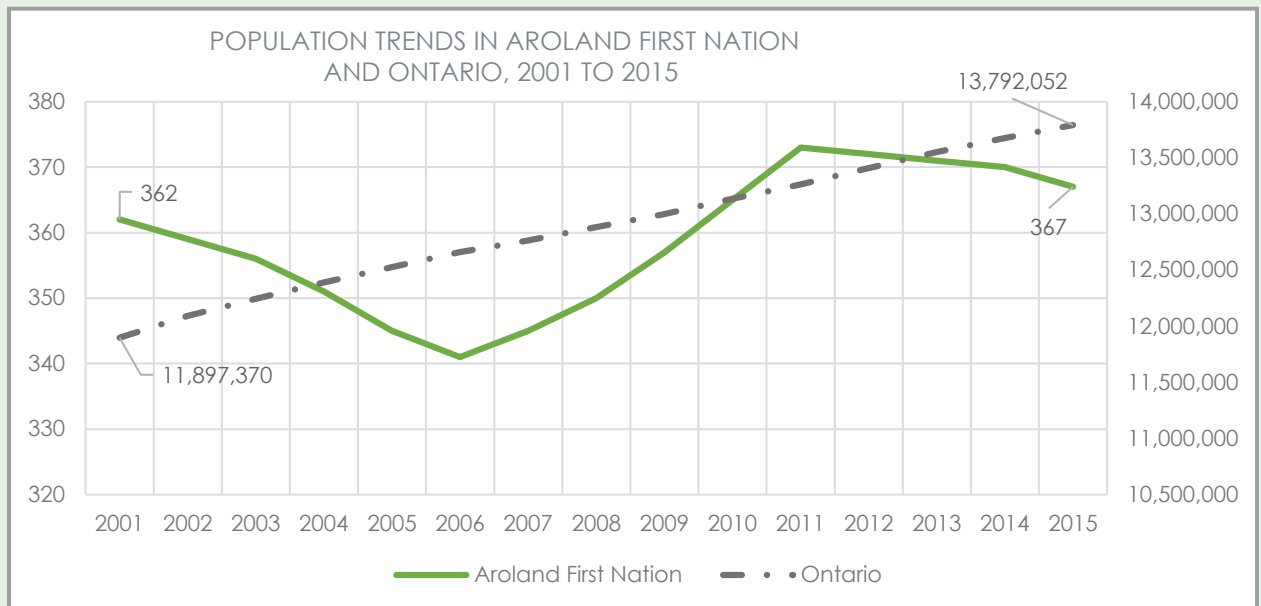
## Total Population in 2016: 366

*Sources: Statistics Canada, Census 2016*

# 314

## Registered population living off reserve, July 2016

*Source: Indigenous and Northern Affairs Canada.*

**FIGURE 1**

POPULATION TRENDS IN AROLAND FIRST NATION
AND ONTARIO, 2001 TO 2015

*Sources: Statistics Canada, Estimates of population*

**FIGURE 2**

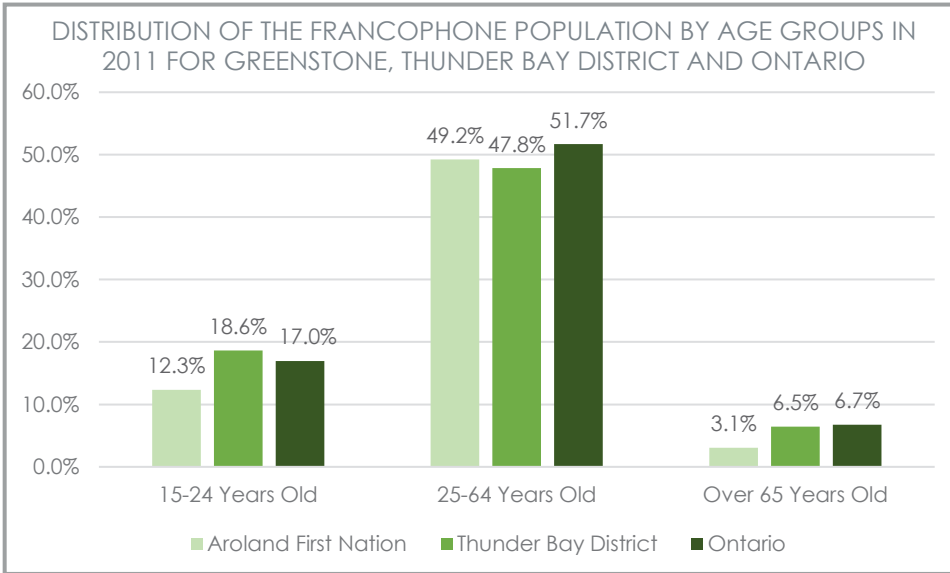DISTRIBUTION OF THE POPULATION BY AGE GROUPS IN 2015 FOR AROLAND FIRST NATION, THUNDER BAY DISTRICT AND ONTARIO

*Sources: Author calculations based on Statistics Canada, Estimates of population*

Aroland First Nation
Thunder Bay District
Ontario

| Age Group |
|-----------|
| 75-79 |
| 70-74 |
| 65-69 |
| 60-64 |
| 55-59 |
| 50-54 |
| 45-49 |
| 40-44 |
| 35-39 |
| 30-34 |
| 25-29 |
| 20-24 |
| 15-19 |
| 10-14 |
| 5-9 |
| 0-4 |

**10%**

**Rest of Population**
36 Individuals
36% of Total Population

**90%**

**Indigenous**
325 Individuals
27% of Total Population

**0%**

**Francophones**
0 Individuals
0% of Total Population

**FIGURE 3**

DISTRIBUTION OF THE POPULATION BY POPULATION GROUPS IN 2011 FOR AROLAND FIRST NATION[5]

*Sources: Statistics Canada, National Household Survey, 2011*

The population in Aroland First Nation is much younger than that of the Thunder Bay District or Ontario as a whole (Figure 2). It also appears, based on Figure 4, that Aroland's population is younger than that of other Indigenous communities in both the Thunder Bay District and the province. However, the number of Francophones residing in Aroland First Nation is too small to be reported.

The labour force entry-exit ratio reflects the number of workers ready to enter the workforce and replace the ones that are approaching retirement age (Figure 5). In Aroland First Nation, the ratio of 1.97 in 2015 indicates that there are enough workers entering the labour market to ensure that those retiring will be replaced. Therefore, in the future, the challenge is not about the quantity of workers available, but whether these workers have the necessary skills to successfully enter the workforce.
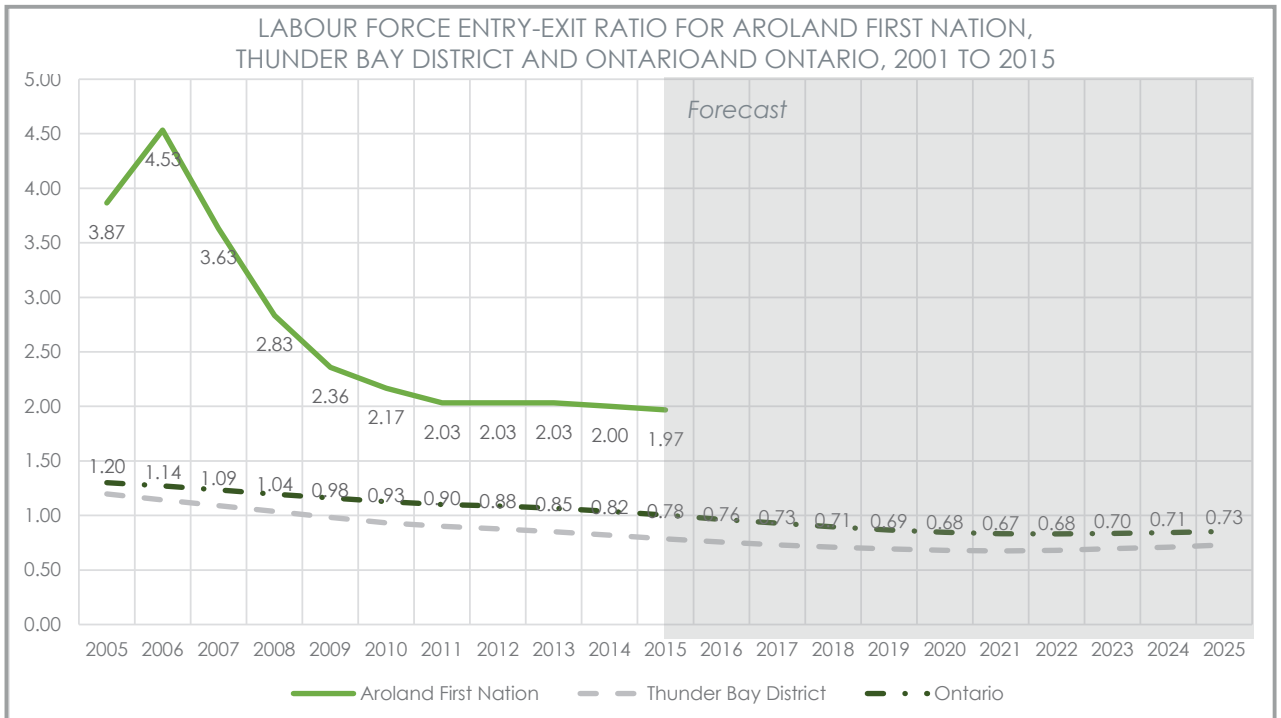
[5]Indigenous identity is determined by individuals' declaration while completing the census. It is possible that the remaining 10% of the population are of Indigenous identity, but did not declare it.

**FIGURE 4**

### DISTRIBUTION OF THE FRANCOPHONE POPULATION BY AGE GROUPS IN 2011 FOR GREENSTONE, THUNDER BAY DISTRICT AND ONTARIO



*Sources: Author calculations based on Statistics Canada, National Household Survey, 2011*

**FIGURE 5**

### LABOUR FORCE ENTRY-EXIT RATIO FOR AROLAND FIRST NATION, THUNDER BAY DISTRICT AND ONTARIOAND ONTARIO, 2001 TO 2015



*Sources: Author calculations based on Statistics Canada estimation of population and Ontario Ministry of Finance forecasts, spring 2016 population projections update, for the forecast*

## 06. Migration
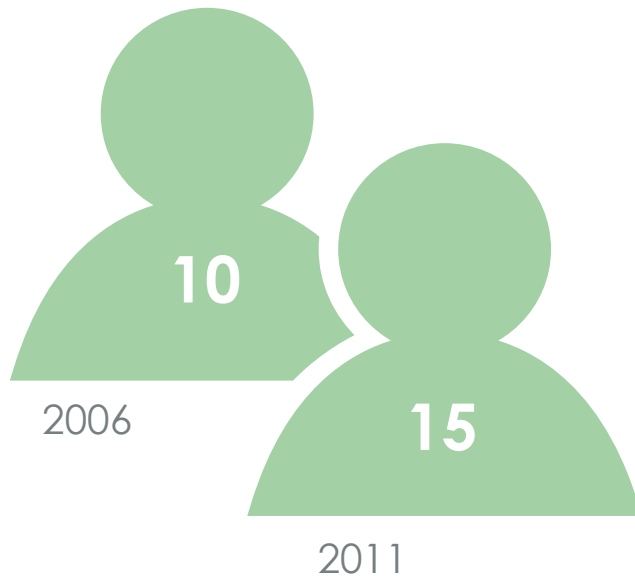
Migration patterns can influence the population changes in an area. An area's migration patterns can also reflect, and are dependent on, among other things, employment opportunities but also quality of life in the community and the services available to community members.

**10** 2006

**15** 2011

■ Other Province    ■ Other Country    ■ Other Community in the Province

### NEWCOMERS TO AROLAND BY ORIGIN, 2006 AND 2011

*Sources: Statistics Canada, Census 2006 and NHS 2011*

**TABLE 10**

| PERMANENT RESIDENTS BY INTENDED DESTINATION | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| Intended Destination | 2003 | 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 |
| Aroland First Nation | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a |
| Thunder Bay District | 140 | 150 | 130 | 190 | 160 | 155 | 130 | 155 | 125 | 105 |

*Sources: Permanent Residents Rounded Data Cube, 2012, Citizenship and Immigration Canada*

The number of newcomers to Aroland First Nation increased between 2006 and 2011 (Figure 6). These newcomers actually may be individuals who previously lived off-reserve and decided to return. They may also have contributed to the overall increase in Aroland First Nation's population, although it is difficult to determine, as there are no numbers available regarding emigration—those individuals leaving the community.

For the Thunder Bay district, the number of emigrants between 2001 and 2015 was greater than the number of immigrants (resulting in negative net migration), which applies a downward pressure on population growth (Figure 7). When looking at the districts of origin and destination of migrants (Tables 10 and 11), it is interesting to note the many exchanges that occur between the Thunder Bay CMA and districts to the west, such as Kenora and Rainy River, or with districts in Alberta and Manitoba.

**FIGURE 7**

HISTORICAL MIGRATION IN THUNDER BAY DISTRICT, BROKEN DOWN BY TYPES OF MIGRATION
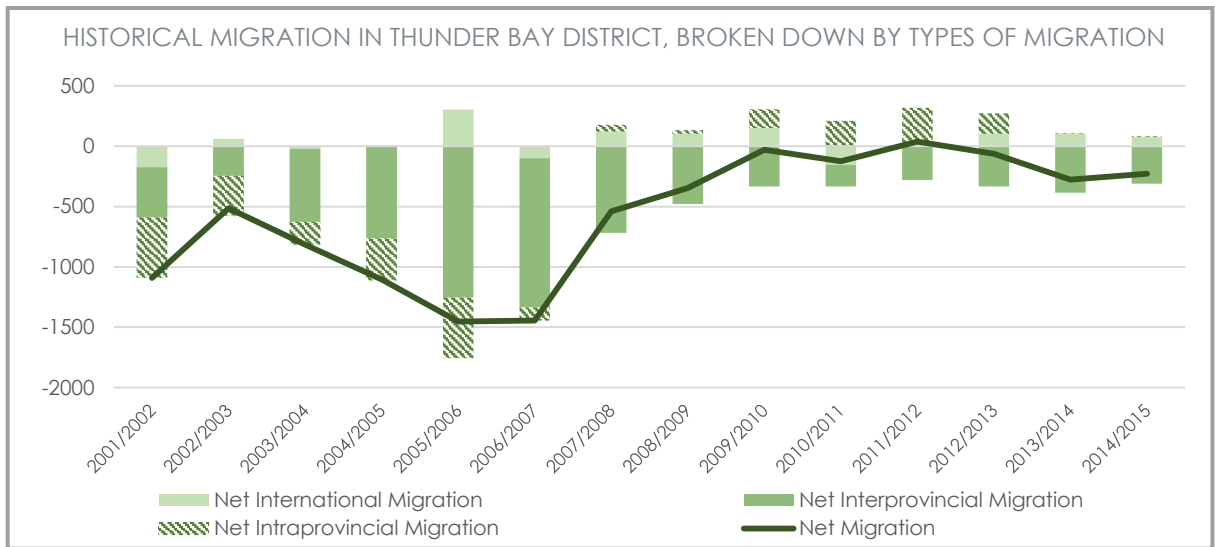


*Sources: Author calculations based on Statistics Canada, Components of population growth by census division, sex, and age group for the period from July 1, 2001, to June 30, 2015, based on the Standard Geographical Classification (SGC) 2011, CANSIM Table: 051-0063*

**TABLE 10**

### 10 LARGEST ORIGINATING CANADIAN COMMUNITIES FOR IN-MIGRANTS BY AGE GROUP, 2012-2013

| District of Origin of In-migrants | 0-17 | 18-24 | 25-44 | 45-64 | 65+ | TOTAL |
|---|---|---|---|---|---|---|
| Kenora | 151 | 102 | 149 | 65 | 25 | 492 |
| Toronto | 28 | 25 | 80 | 22 | 15 | 170 |
| Rainy River | 30 | 27 | 42 | 16 | 15 | 130 |
| Division No. 11 - Manitoba | 17 | 12 | 42 | 22 | 11 | 104 |
| Algoma | 15 | 13 | 40 | 22 | 8 | 98 |
| Ottawa | 21 | 11 | 53 | 9 | 3 | 97 |
| Division No. 6 - Alberta | 28 | 10 | 39 | 14 | 2 | 93 |
| Simcoe | 19 | 15 | 29 | 16 | 7 | 86 |
| Greater Sudbury / Grand Sudbury | 20 | 10 | 35 | 12 | 7 | 84 |
| Cochrane | 21 | 11 | 29 | 9 | 4 | 74 |
| **Total In-migrants** | **599** | **452** | **1060** | **417** | **180** | **2708** |

*Sources: Taxfiler*

**TABLE 11**

### 10 LARGEST CANADIAN DESTINATIONS FOR OUT-MIGRANTS BY AGE GROUP, 2012-2013

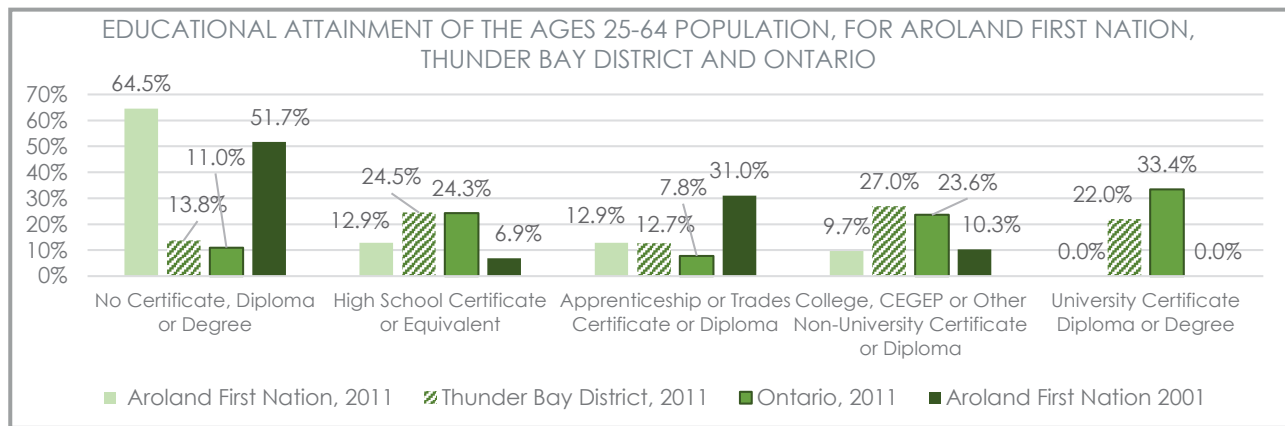| District of Destination of Out-migrants | 0-17 | 18-24 | 25-44 | 45-64 | 65+ | TOTAL |
|---|---|---|---|---|---|---|
| Kenora | 132 | 51 | 126 | 59 | 8 | 376 |
| Toronto | 7 | 51 | 83 | 13 | 9 | 163 |
| Division No. 6 - Alberta | 22 | 17 | 72 | 17 | 12 | 140 |
| Division No. 11 - Alberta | 25 | 26 | 54 | 23 | 5 | 133 |
| Ottawa | 18 | 24 | 50 | 21 | 5 | 118 |
| Algoma | 32 | 12 | 38 | 17 | 4 | 103 |
| Division No. 11 - Manitoba | 21 | 18 | 42 | 16 | 4 | 101 |
| Greater Vancouver | 6 | 19 | 45 | 8 | 4 | 82 |
| Rainy River | 23 | 10 | 21 | 19 | 8 | 81 |
| Cochrane | 13 | 10 | 26 | 17 | 7 | 73 |
| **Total Out-migrants** | **596** | **464** | **1162** | **495** | **157** | **2874** |

*Sources: Taxfiler*

# 07. Education, Literacy, Skills, and Training

[6] The detailed definition of the qualifications included in each education category can be found at http://www12.statcan.gc.ca/nhs-enm/2011/ref/dict/pop038-eng.cfm. For example, the category 'Apprenticeship or Trades Certificate or Diploma' includes registered apprenticeship certificates and Journeyperson's certificate. It also includes other trades certificates or diplomas such as pre-employment or vocational certificates and diplomas are brief trade programs completed at community colleges, institutes of technology, vocational centres, and similar institutions.

Employers often require education or experience to fill positions. Therefore, educational attainment and experience can be either a source of employment growth, or a constraint if the skills available in the community do not match the local employment opportunities.
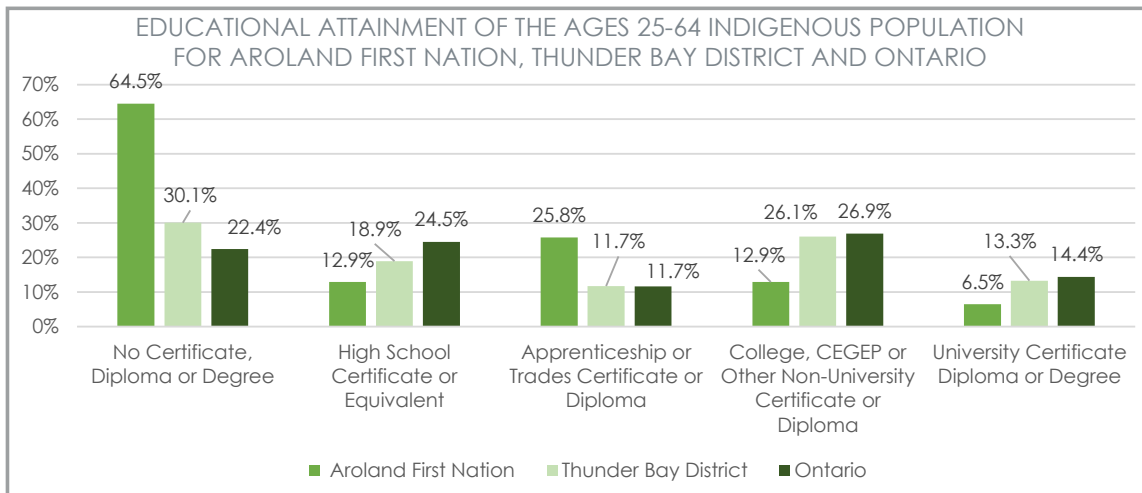
In 2011, more than half of the aged 25 to 64 population (64 percent) in Aroland First Nation had no certificate, diploma, or degree,[6] which is high compared to the Thunder Bay District (13.8 percent) and the province (11 percent - Figure 8). Surprisingly, this number increased by 12.8 percent since 2001. In addition, Figure 9 indicates that a smaller percentage of the Aroland First Nation population has achieved secondary or post-secondary education than other Indigenous populations in the Thunder Bay District and in the province.

**FIGURE 8**



EDUCATIONAL ATTAINMENT OF THE AGES 25-64 POPULATION, FOR AROLAND FIRST NATION, THUNDER BAY DISTRICT AND ONTARIO

Legend: Aroland First Nation, 2011 ▨ Thunder Bay District, 2011 ▥ Ontario, 2011 ■ Aroland First Nation 2001

*Sources: Author calculations based on Statistics Canada, Census 2001 and National Household Survey 2011*

**FIGURE 9**



EDUCATIONAL ATTAINMENT OF THE AGES 25-64 INDIGENOUS POPULATION FOR AROLAND FIRST NATION, THUNDER BAY DISTRICT AND ONTARIO

Legend: Aroland First Nation, Thunder Bay District, Ontario

*Sources: Author calculations based on Statistics Canada, Census 2001 and National Household Survey 2011*

Although there is an elementary school in Aroland First Nation—the Johnny Therriault Memorial School—enrolment data is not available through the Ontario School Information System.[7]

# ALIGNMENT

## 08. Labour Force Participation

Participation, employment and unemployment rates reflect whether an individual is willing and able to find employment, and whether an employer is able and willing to hire them. All the previous indicators, and more, influence a worker's ability to find a job and an employer's ability to find a worker.

In Aroland First Nation, the percentage of people declaring employment income is less than half that of the Thunder Bay District or Ontario percentages (Figure 12). Unfortunately, the number of individuals declaring Employment Insurance has been suppressed for confidentiality reasons (Figure 14).[8] Additionally, the participation rate (37.5 percent in 2014) is also 30 percent lower than that of the Thunder Bay District and Ontario (Figure 10).

In 2011, the participation of the Indigenous population in the Aroland First Nation labour force was comparable to that of the Thunder Bay District and the province as a whole (Figure 11). However, the Aroland First Nation employment rate was lower, and the unemployment rate was higher than that of the Thunder Bay District and the province (Figures 13 and 15).

Taken together, the low employment and workforce participation paint a potentially bleak picture for Aroland First Nation, especially since a large proportion of the population is of working age. The current situation may be the result of an actual lack of employment opportunities, a different understanding of what constitutes employment, or individuals who are not declaring their activities.
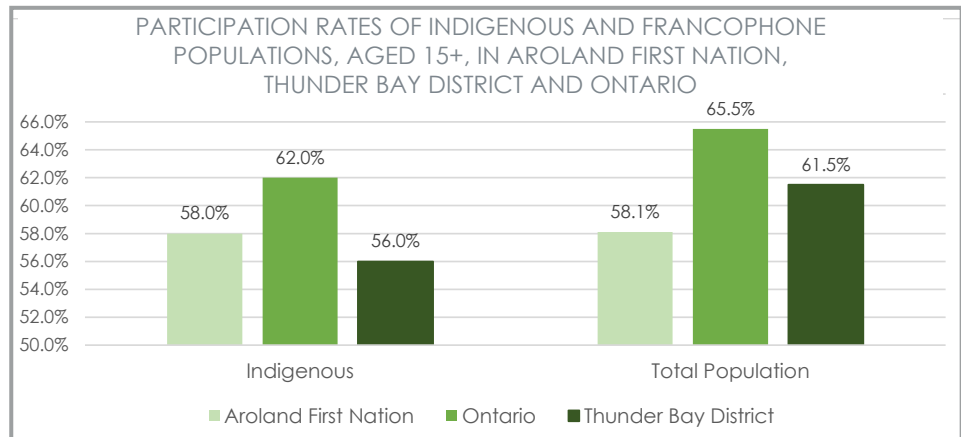
[8] Taxfiler confidentiality threshold is defined as less than 15 taxfilers per cell, or less than 100 taxfilers for an area, or cells dominated by a single taxfiler, or cells where the median income was based on a rounded count of less than 20 taxfilers.

**FIGURE 10**



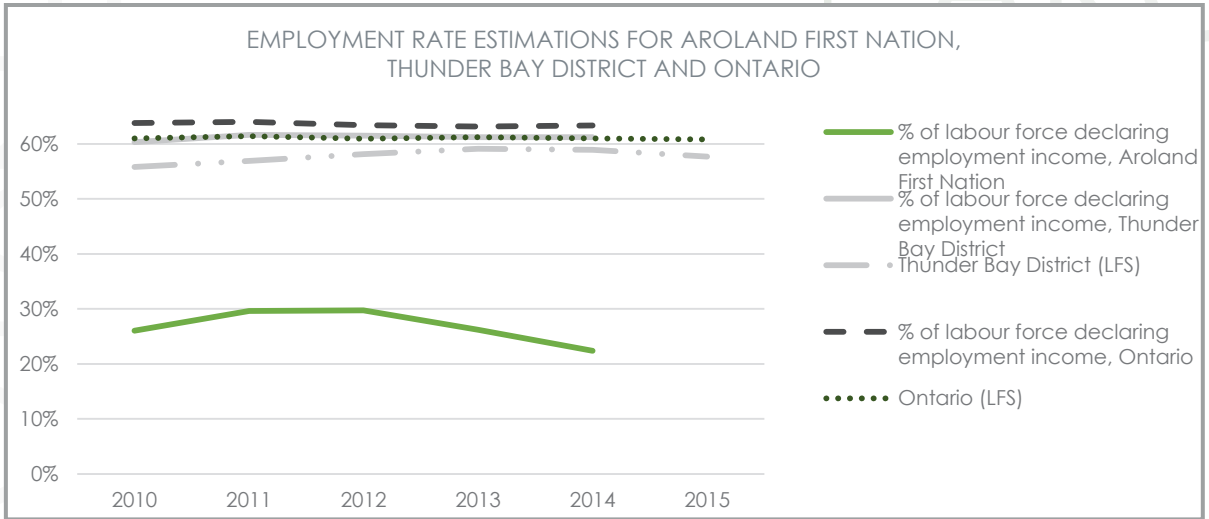PARTICIPATION RATE ESTIMATIONS FOR AROLAND FIRST NATION, THUNDER BAY DISTRICT AND ONTARIO
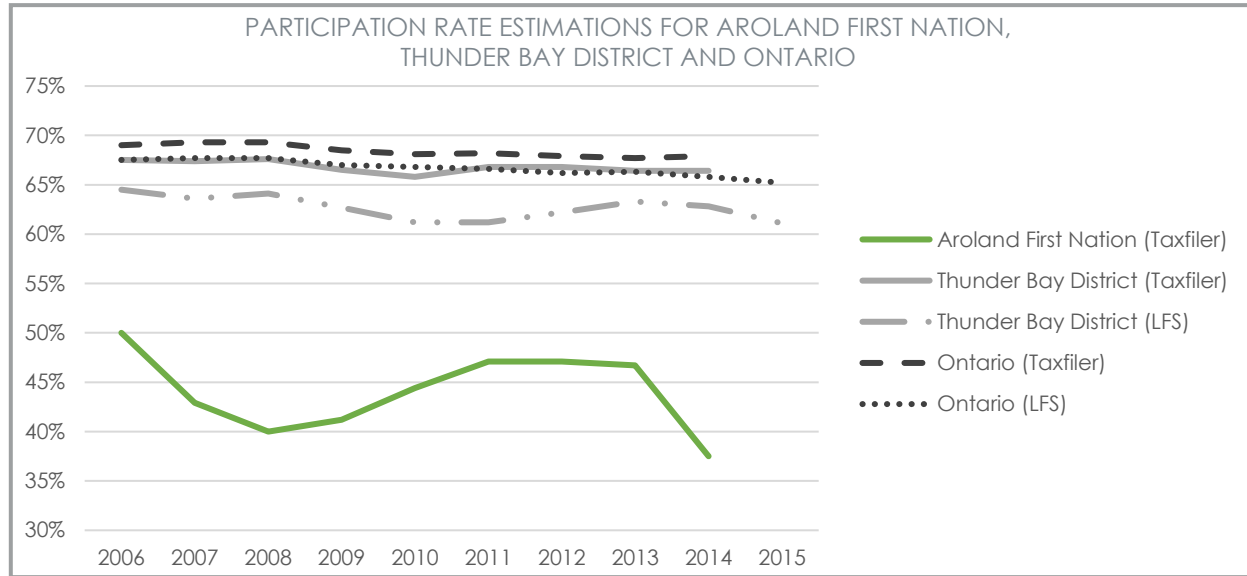
*Sources: Author calculations based on Taxfiler, participation rate calculated as the number of people receiving labour income in the total population over the age of15; Labour Force Survey (LFS )two-year average estimates, participation rate calculated as the number of civilian, non-institutionalized persons*
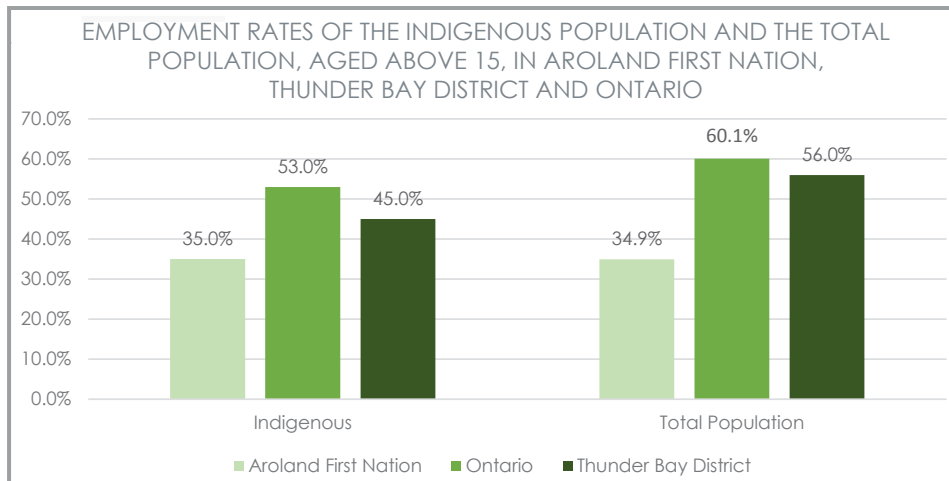
**FIGURE 11**



PARTICIPATION RATES OF INDIGENOUS AND FRANCOPHONE POPULATIONS, AGED 15+, IN AROLAND FIRST NATION, THUNDER BAY DISTRICT AND ONTARIO

*Sources: Statistics Canada, National Household Survey, 2011*

**FIGURE 12**

EMPLOYMENT RATE ESTIMATIONS FOR AROLAND FIRST NATION,
THUNDER BAY DISTRICT AND ONTARIO



Legend:
- % of labour force declaring employment income, Aroland First Nation
- % of labour force declaring employment income, Thunder Bay District
- Thunder Bay District (LFS)
- % of labour force declaring employment income, Ontario
- Ontario (LFS)

*Sources: Author calculations based on Taxfiler, number of people declaring Employment Income; Statistics Canada estimation of population; Labour Force Survey (LFS) two-year average estimates*
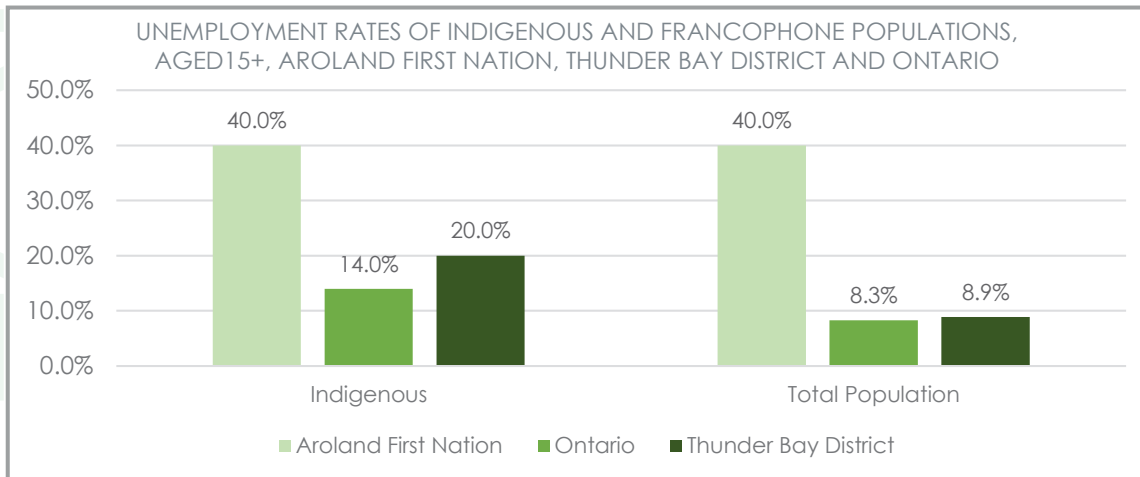
**FIGURE 13**

EMPLOYMENT RATES OF THE INDIGENOUS POPULATION AND THE TOTAL
POPULATION, AGED ABOVE 15, IN AROLAND FIRST NATION,
THUNDER BAY DISTRICT AND ONTARIO



| | Indigenous | Total Population |
|---|---|---|
| Aroland First Nation | 35.0% | 34.9% |
| Ontario | 53.0% | 60.1% |
| Thunder Bay District | 45.0% | 56.0% |

*Sources: Statistics Canada, National Household Survey, 2011*

**FIGURE 14**

UNEMPLOYMENT RATE ESTIMATIONS FOR AROLAND FIRST NATION THUNDER BAY DISTRICT AND ONTARIO



Legend:
- % of labour force receiving Employment Insurance, Aroland First Nation
- % of labour force receiving Employment Insurance, Thunder Bay District
- Thunder Bay District (LFS)
- % of labour force receiving Employment Insurance, Ontario
- Ontario (LFS)

*Sources: Author calculations based on Taxfiler, number of people declaring Employment Insurance (EI); Statistics Canada estimation of population; Labour Force Survey (LFS) two-year average estimates*

**FIGURE 15**

UNEMPLOYMENT RATES OF INDIGENOUS AND FRANCOPHONE POPULATIONS, AGED15+, AROLAND FIRST NATION, THUNDER BAY DISTRICT AND ONTARIO



Legend: Aroland First Nation, Ontario, Thunder Bay District

*Sources: Statistics Canada, National Household Survey, 2011*

## 09. Wages[9]

Wages – or the hourly rate an employee is compensated for their work – can have an impact on the capacity to attract candidates and to fill positions. On the other hand, if an area offers wages inferior to the rest of the province, it can be perceived as a competitive advantage and attract employers.

[9] For a more detailed analysis of salary comparison in the North, please see Sundmark, J. (2016). "Average salary comparison" [blog] Available at: northernpolicy.ca

**TABLE 11**

| COMPARISON OF AVERAGE HOURLY WAGES BY OCCUPATION BETWEEN NORTHWESTERN ONTARIO AND ONTARIO | | | |
|---|---|---|---|
| Average Hourly Wages Offered by Occupation, 2015 | Northwestern Ontario | Ontario | Difference |
| Professional occupations in health (except nursing) | $ 70.73 | $ 48.71 | $ 22.01 |
| Industrial, electrical & construction trades | $ 28.49 | $ 22.06 | $ 6.43 |
| Professional occupations in business & finance | $ 32.85 | $ 26.74 | $ 6.11 |
| Finance, insurance & related business administrative occupations | $ 15.15 | $ 24.48 | $ -9.33 |
| Professional occupations in natural & applied sciences | $ 25.29 | $ 34.39 | $ -9.10 |
| Retail sales supervisors & specialized sales occupations | $ 16.00 | $ 23.46 | $ -7.46 |

*Sources: Job vacancy and wages survey, 2015 (average of all quarters)*

# 10. Income

Average and median income indicate how well-off an area, and its inhabitants, are compared to others. Sources of income also provide information about how much of the community's income comes from the labour market, and how much comes from other sources. As such, it can be an indication about the prevalence of employment and the sustainability of the community.

Average income depends on multiple factors, such as the type of jobs available (part time or full time), and the dominant industry in a community. In 2014, Aroland First Nation's median income per person was half that of the Thunder Bay District and the province (Figure 16). The reported income data for Aroland First Nation (Figure 17) could be interpreted in light of the low labour market participation level (37.5 percent - Figure 10) in the community.

Additionally, the economic dependency ratio, or the amount of government transfers compared to the amount of income earned through employment, is higher than that of Thunder Bay District, and the ratio above 1 indicates that more than half the community's income is dependent on government transfers (Figure 18). Social assistance benefits account for 36.8 percent of these government transfers, and 25.4 percent are Canada Child Tax Benefits (Table 12).
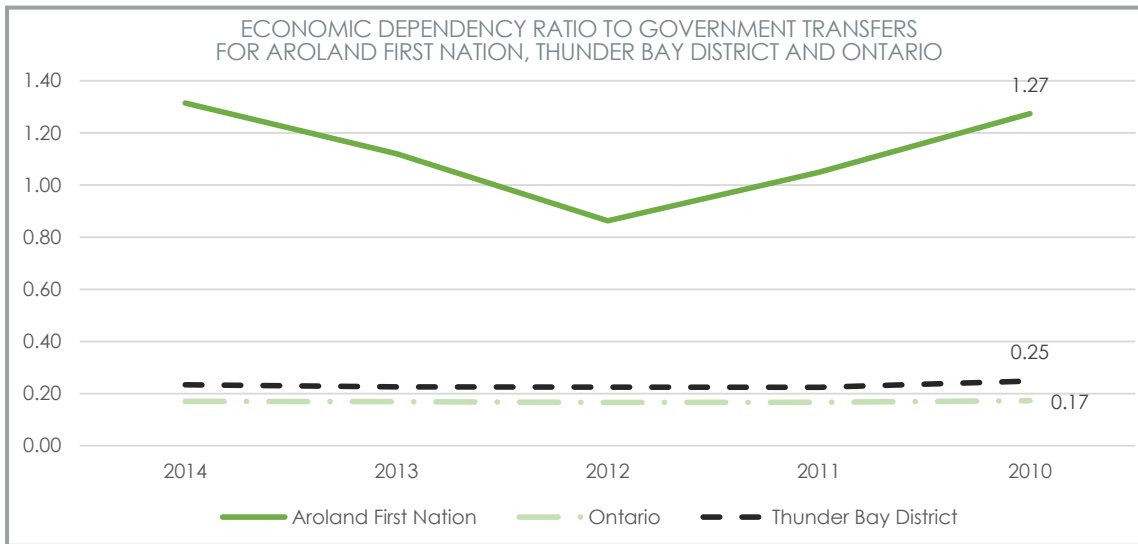
**FIGURE 16**



AVERAGE AND MEDIAN INCOME IN AROLAND FIRST NATION AND IN ONTARIO
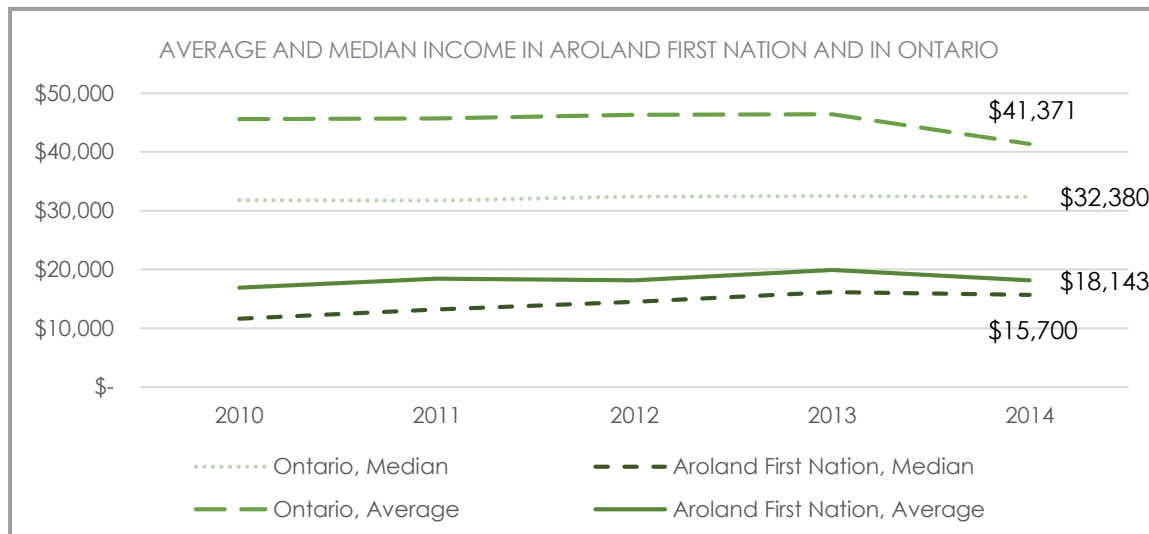
*Sources: Taxfiler, Aroland "rural community", and Ontario. Consumer Price Index from the Bank of Canada*

**FIGURE 17**

AVERAGE AND MEDIAN INCOME OF THE INDIGENOUS POPULATION
AND THE TOTAL POPULATION IN AROLAND FIRST NATION AND IN ONTARIO
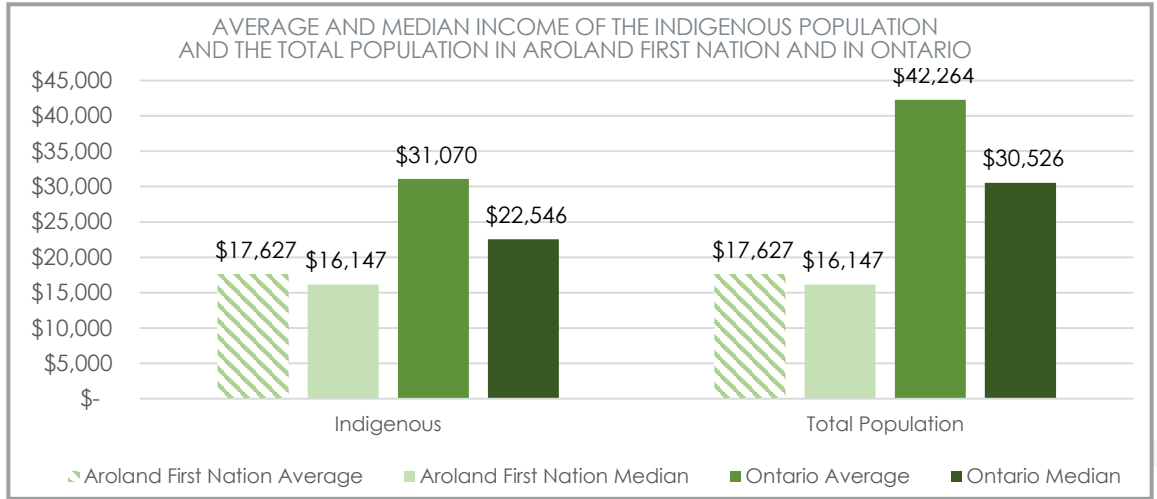


*Source: National Household Survey, 2011*

**FIGURE 18**

ECONOMIC DEPENDENCY RATIO TO GOVERNMENT TRANSFERS
FOR AROLAND FIRST NATION, THUNDER BAY DISTRICT AND ONTARIO



*Source: Author calculations based on Taxfiler, Aroland "rural community", Thunder Bay District, Ontario*

**TABLE 12**

| DISTRIBUTION OF THE INCOME OF THE COMMUNITY BY SOURCE OF INCOME | | | |
|---|---|---|---|
| **Amount of Dollars by Source of Income, 2014** | **Aroland First Nation** | **Thunder Bay District** | **Ontario** |
| Wages/salaries/commissions only | X | 64.9% | 67.7% |
| Self-employment only | X | 2.3% | 4.3% |
| **Employment income** | 41.9% | 67.2% | 72.0% |
| Employment Insurance | X | 1.4% | 1.1% |
| OAS/Net federal supplements | X | 3.8% | 3.3% |
| CPP/QPP | X | 5.4% | 3.9% |
| CCTB | 14.0% | 1.1% | 1.1% |
| Workers compensation | X | 1.0% | 0.4% |
| Social Assistance | 20.3% | 1.5% | 1.1% |
| Other government transfers | 9.8% | 1.4% | 1.3% |
| Government transfers | 55.1% | 15.7% | 12.2% |
| Private pensions | X | 10.6% | 7.7% |
| RRSP | X | 0.4% | 0.4% |
| Investment | X | 3.8% | 5.3% |
| Other income | X | 2.3% | 2.5% |
| **Total income** | **100.0%** | **100.0%** | **100.0%** |

*Source: Author calculations based on Taxfiler, Aroland "rural community", Thunder Bay District, Ontario. 'X' indicates suppressed data*

POPULATION

366 (2016)

3.21 SQUARE KILOMETRES ALONG THE CANADIAN NATIONAL RAILWAY LINE 20 KM WEST OF NAKINA

50°13'N 86°57'W

# AROLAND FIRST NATION

THEIR YOUNG AND GROWING WORKFORCE REPRESENTS AN OPPORTUNITY

# CONCLUSION

Aroland First Nation's workforce is young and growing, which represents an opportunity for the community and for the region as a whole, as potential workforce shortages loom across Northwestern Ontario. However, the participation and employment rates of Aroland First Nation members are low, as is the educational attainment of the population. These elements may pose challenges – and opportunities - for the community as it leverages its growing workforce to improve its economic and social well-being.
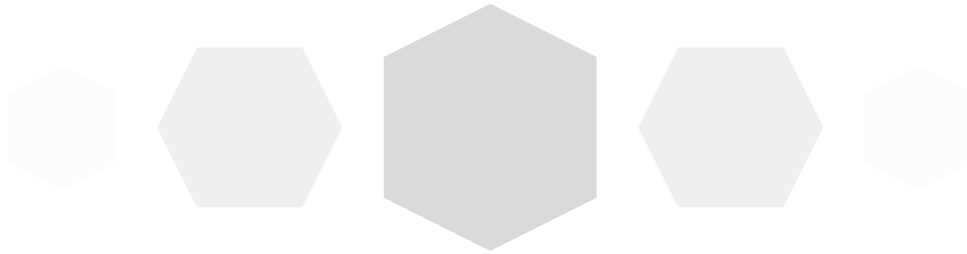
*NOTE TO READERS: Moving forward, the Community Labour Market Report Series will be replaced by Community Accounts. This online portal, no.communityaccounts.ca, will provide reliable information on key economic and social indicators, broken down to the community, regional, provincial and national levels over census years 2001, 2006, 2011 and 2016. Community Accounts will be publically available to allow anyone to access data for their community in tables, charts and other formats.*

# REFERENCES

Cuddy, J. and Moazzami, B. (2016). Northern Projections: Thunder Bay District. Thunder Bay: Northern Policy Institute.

Moazzami, B. (2015). Unpublished manuscript. Thunder Bay: Northern Policy Institute.

**About the Local Employment Planning Council (LEPC):**
LEPC in Thunder Bay is a pilot project led by the North Superior Workforce Planning Board (NSWPB) with the support of Northern Policy Institute (NPI) as data and research partner. The LEPC uses community consultation, research, and evidence-based practices to spur innovation in workforce development in our region.

**About North Superior Workforce Planning Board (NSWPB):**
The North Superior Workforce Planning Board (NSWPB) is one of twenty-six Workforce Planning zones across Ontario, mandated through the Ministry of Training, Colleges and Universities to identify, assess and prioritize the skills and knowledge needs of community, employers and individual participants/learners in the local labour market through a collaborative, local labour market planning process.

**About Northern Policy Institute (NPI):**
Northern Policy Institute is Northern Ontario's independent think tank. We perform research, collect and disseminate evidence, and identify policy opportunities to support the growth of sustainable Northern communities. Our operations are located in Thunder Bay, Sault Ste. Marie, and Sudbury. We seek to enhance Northern Ontario's capacity to take the lead position on socio-economic policy that impacts Northern Ontario, Ontario, and Canada as a whole.