



Community Labour Market Report

By Amandine Martel & José-Karl Noiseux

CONMEE

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 Conmee, 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.

Unfortunately, available employer data for Conmee was not sufficiently reliable for use in this analysis.

02. Employment by Industry

Employment by industry data¹ 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, agriculture, forestry, fishing and hunting represented the largest share of total employment (7 percent) in Conmee (Table 1). Unfortunately, between 2014 and 2016, data for employment in agriculture in the Thunder Bay CMA has been suppressed for confidentiality reasons (Table 2).

Retail trade (6.6 percent of total employment), and construction (6.1 percent of total employment) were the second and third largest employers in Conmee in 2011 (Table 1). Between 2014 and 2016, employment in retail trade and wholesale decreased by 5.1 percent in Thunder Bay CMA. On the other hand, during this same period, employment in construction increased by 2.4 percent in Thunder Bay CMA.

Given Conmee's close proximity to Thunder Bay, it is possible that the employment by industry reflects jobs that are in the city of Thunder Bay and not the industrial structure within the township.

¹ 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 1	EMPLOYMENT BY INDUSTRY, AND AS A PERCENTAGE OF TOTAL, 2011	Conmee (#)	Conmee (% of Total)	Thunder Bay	Ontario
				District (% of Total)	(% of Total)
	11 - Agriculture, forestry, fishing & hunting	80	15,7	2.0	1.5
	44-45 - Retail trade	75	14,7	11.8	11.1
	23 - Construction	70	13,7	6.1	6.1
	72 - Accommodation & food services	60	11,8	7.2	6.0
	54 - Professional, scientific & technical services	45	8,8	4.8	7.7
	48-49 - Transportation & warehousing	35	6,9	5.5	4.7
	62 - Health care & social assistance	30	5,9	15.9	10.6
	91 - Public administration	25	4,9	10.3	7.0
	31-33 - Manufacturing	15	2,9	5.3	10.4
	61 - Educational services	15	2,9	9.1	7.5
	56 - Administrative & support, waste management & remediation services	10	2,0	2.9	4.4
	21 - Mining & oil & gas extraction	0	0	2.7	0.4
	22 - Utilities	0	0	1.2	0.9
	41 - Wholesale trade	0	0	2.7	4.6
	51 - Information & cultural industries	0	0	1.9	2.7
	52 - Finance & insurance	0	0	2.7	5.6
	53 - Real estate & rental & leasing	0	0	1.5	2.0
	55 - Management of companies & enterprises	0	0	0.0	0.1
	71 - Arts, entertainment & recreation	0	0	2.0	2.0
	81 - Other services (except public administration)	0	0	4.5	4.4
	All industries	510	-	-	-

Source: Statistics Canada, National Household Survey 2011

TABLE 2

EMPLOYMENT BY INDUSTRY IN THUNDER BAY CMA AND ONTARIO	Thunder Bay CMA				Ontario
	2012	2014	2016	2014-2016 Change (%)	2014-2016 Change (%)
Goods-producing Sector	10,400	8,900	9,700	9.0	2.6
Agriculture	X	X	X	X	-5.0
Forestry, fishing, mining, oil & gas	1,600	<1,500	1,600	>6.7	7.8
Utilities	X	X	X	X	-3.1
Construction	4,200	4,200	4,300	2.4	7.8
Manufacturing	3,400	2,300	2,600	13.0	0.4
Services-producing Sector	51,400	52,700	50,400	-4.4	1.6
Wholesale & retail trade	8,900	9,800	9,300	-5.1	-1.3
Transportation & warehousing	2,900	3,300	3,200	-3.0	-0.5
Finance, insurance, real estate & leasing	2,800	2,700	2,600	-3.7	8.4
Professional, scientific & technical services	3,100	3,100	3,300	6.5	6.2
Business, building & other support services	2,500	2,700	1,500	-44.4	-2.6
Educational services	6,200	4,800	5,200	8.3	1.7
Health care & social assistance	11,100	11,400	11,500	0.9	5.0
Information, culture & recreation	2,600	2,400	2,400	0.0	0.5
Accommodation & food services	5,000	5,100	5,000	-2.0	1.4
Other services (except public administration)	2,500	2,800	2,600	-7.1	-3.7
Public administration	4,000	4,500	3,900	-13.3	-3.8
Total Employed	61,800	61,500	60,100	-2.3	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.

As of 2011, occupations in Conmee were concentrated in trades, transport and equipment operators, which accounted for 30.7 percent of employment, followed by sales and service (29.7 percent) and business, finance and administration (14.9 percent - Table 3). Combined, these three sectors accounted for approximately 75 percent of all occupations in the community. While occupations in transport and equipment operators remained stable between 2014 and 2016 in Thunder Bay CMA, occupations sales and services and occupations in business, finance and administration both decreased (-6.6 percent and -20.8 percent respectively – Table 4).

TABLE 3

EMPLOYMENT BY OCCUPATION, AND AS A PERCENTAGE OF TOTAL, 2011		Conmee (#)	Conmee (% of total)	Thunder Bay District (% of total)	Ontario (% of total)
7	Trades, transport & equipment operators & related occupations	155	30.7	17.4	13.0
6	Sales & service occupations	150	29.7	24.5	23.2
1	Business, finance & administration occupations	75	14.9	14.3	17.0
2	Natural & applied sciences & related occupations	35	6.9	5.9	7.4
0	Management occupations	25	5.0	7.9	11.5
3	Health occupations	25	5.0	7.9	5.9
4	Occupations in education, law & social, community & government services	20	4.0	14.6	12.0
8	Natural resources, agriculture & related production occupations	15	3.0	3.1	1.6
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		510	-	-	-

Source: Statistics Canada, National Household Survey 2011

TABLE 4

EMPLOYMENT BY OCCUPATION IN THUNDER BAY CMA AND ONTARIO		Thunder Bay CMA				Ontario
		2012	2014	2016	2014-2016 Change (%)	2014-2016 Change (%)
0	Management occupations	5,000	4,100	3,800	15.2	-0.3
1	Business, finance & administration occupations	9,200	10,600	8,400	-22.0	0.7
2	Natural & applied sciences & related occupations	4,400	3,400	4,100	0.0	3.5
3	Health occupations	6,200	5,400	6,300	13.3	4.5
4	Occupations in education, law & social, community & government services	8,000	8,400	8,700	10.2	9.5
5	Occupations in art, culture, recreation & sport	X	X	X	X	7.7
6	Sales & service occupations	15,900	16,700	-6.6	4.3	-1.7
7	Trades, transport & equipment operators & related occupations	9,200	9,200	0.0	-3.9	1.4
8	Natural resources, agriculture & related production occupations	X	X	X	x	-0.9
9	Occupations in manufacturing & utilities	1,600	1,500	<0.1	70.0	0.8
All occupations		61,800	38,300	-2.3	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 were 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 Conmee.² 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 September 2016

Source: Statistics Canada, Census 2016

The fact that no jobs were posted online does not mean that there were no job opportunities in Conmee 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.

² Vicinityjobs.ca gathers and tallies job ads posted on diverse websites, such as jobbank.ca, indeed.ca or monster.ca. The system then strives to remove duplicate, and to classify job ads into occupational categories.

SUPPLY

Unfortunately most of the data on Francophone and Indigenous populations are suppressed as the figures are too small.

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).

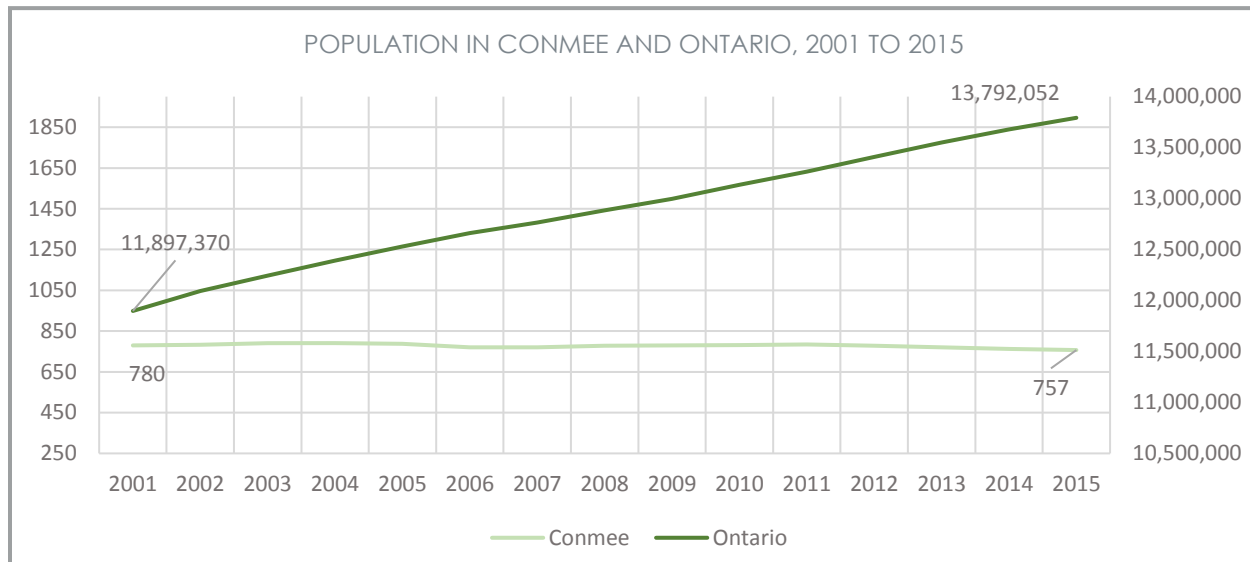
Conmee's population has declined by 2.9 percent over the last 15 years, which contrasts with a 15.9 percent increase in Ontario's population (Figure 1). This downward trend is the result of several factors, principally a decreasing fertility rate and emigration as part of a larger movement in Northwestern Ontario except for the Thunder Bay CMA (Cuddy, J. and Moazzami, B. (2016). This decline has been offset to a large extent by in-migration (see Figure 4).

819 Total Population in 2016

Source: Statistics Canada, Census 2016

The proportion of individuals in Conmee aged 50 to 64, and those over the age of 65, is higher than that of the province and the Thunder Bay District. Conversely the number of people aged 25 to 64—traditionally the prime employment years—has dropped below that of the Thunder Bay District and the province.

FIGURE 1



Sources: Statistics Canada, Estimates of population

FIGURE 2

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

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

Conmee 
Thunder Bay District 
Ontario 

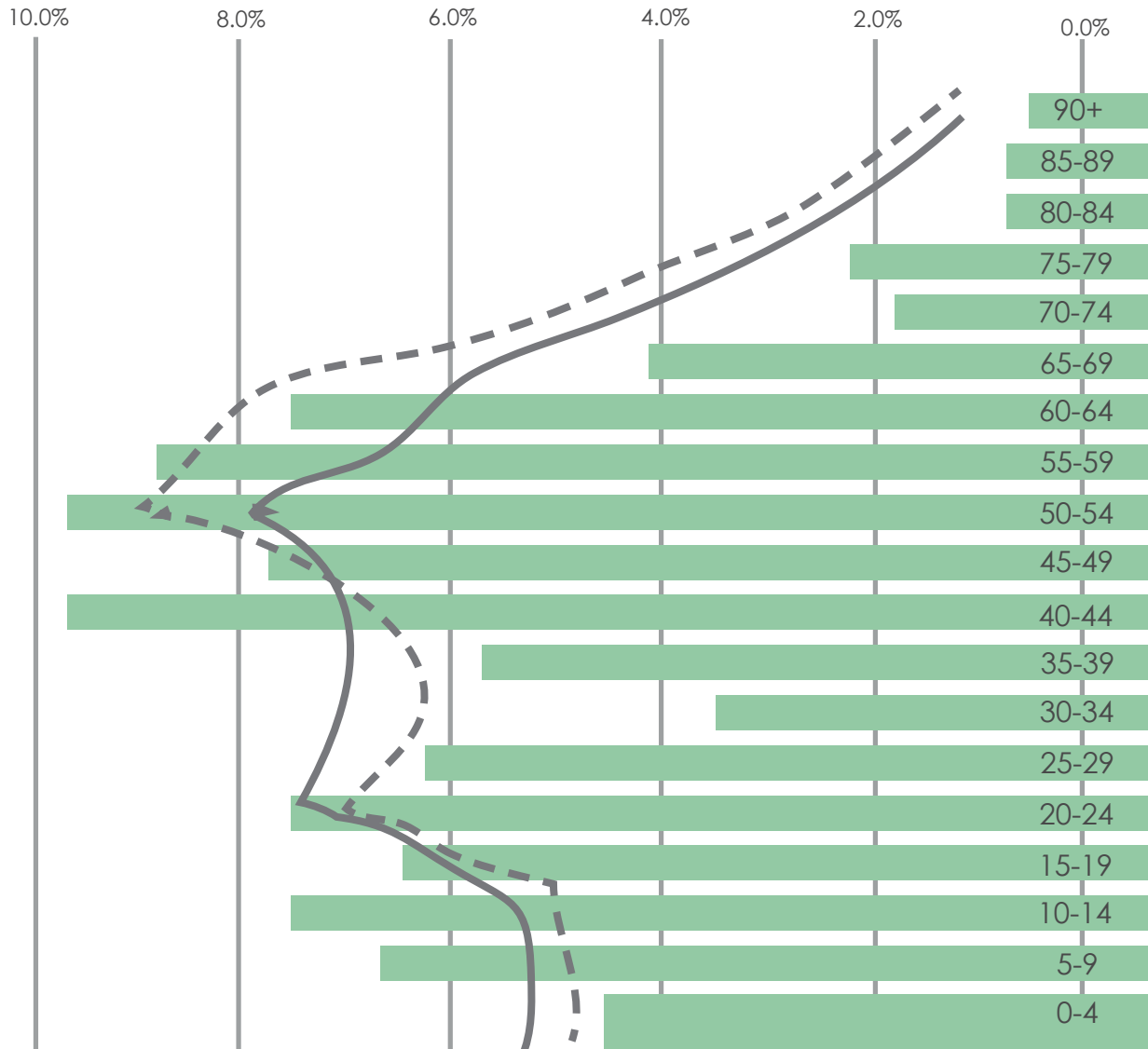
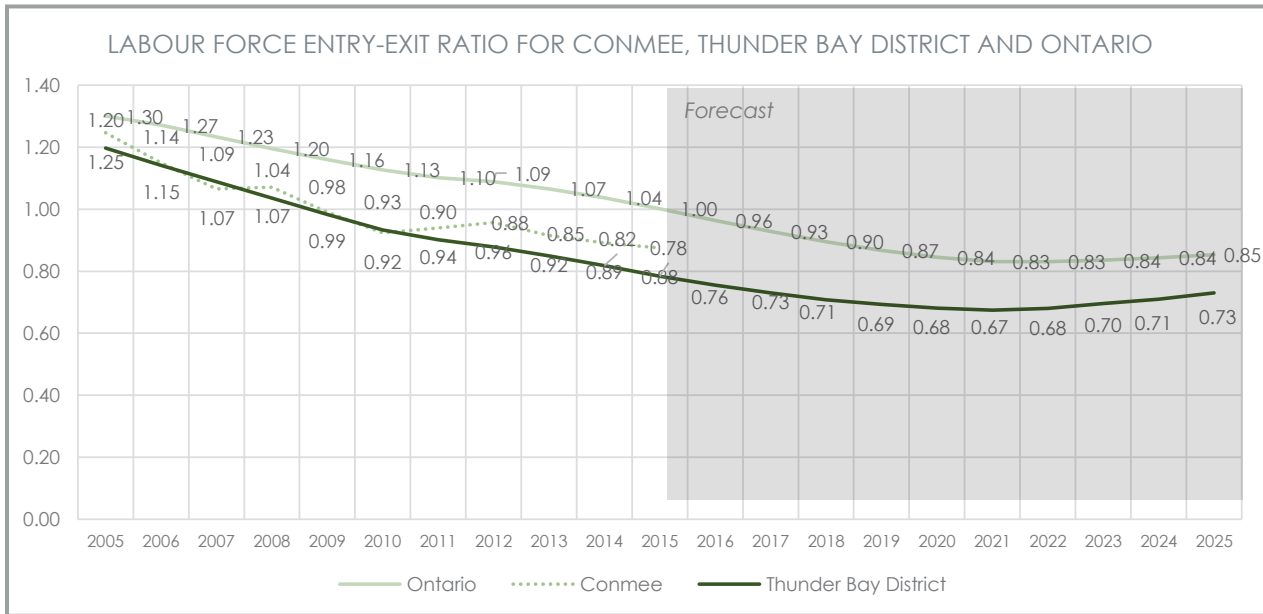
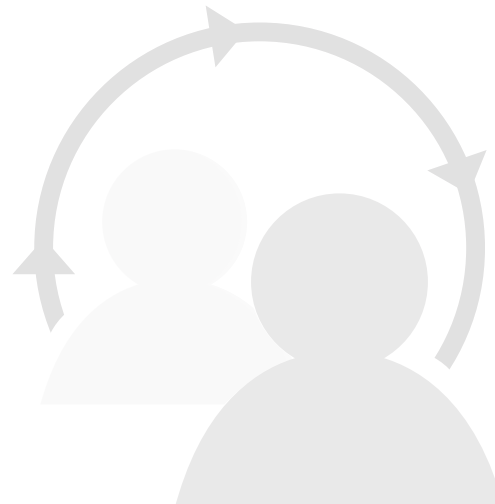


FIGURE 3



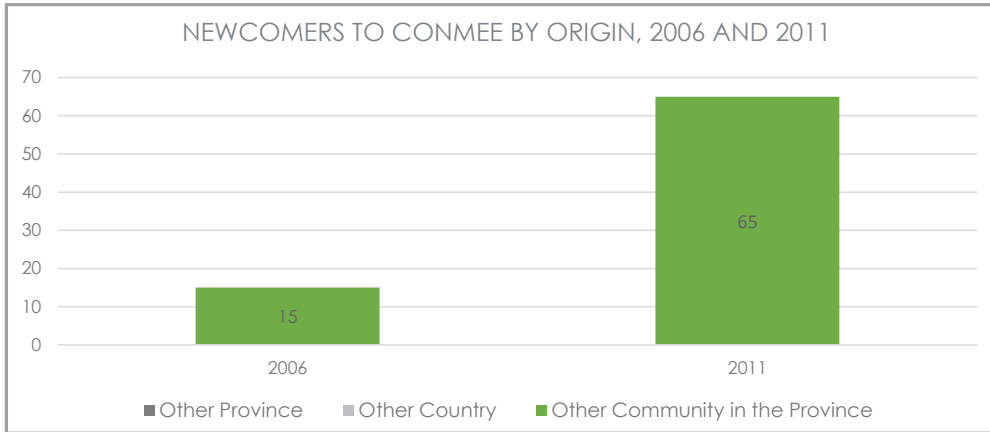
Sources: Author's calculations based on Statistics Canada estimation of population and Ontario Ministry of Finance forecasts, spring 2016 population projections update, for the forecast

The labour force entry-exit ratio reflects the number of workers ready to enter the workforce (i.e., ages 15 to 24) and replace those who are approaching retirement age (i.e., ages 55 to 64 – Figure 3). In Conmee, the labour force entry-exit ratio of 0.88 indicates that there are not enough people entering the workforce to ensure that those retiring will be replaced (Figure 3). If the situation remains unchanged, and an insufficient number of working-age newcomers are attracted to address this discrepancy, Conmee may experience a future shortage of workers.



06. Migration

FIGURE 4



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

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.

TABLE 5

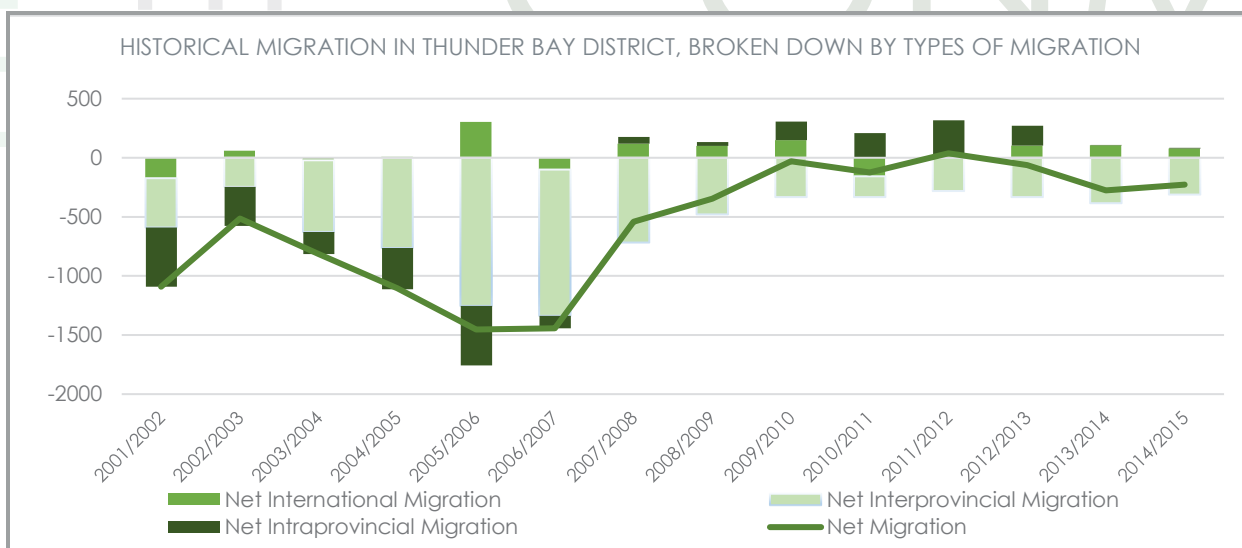
Intended Destination	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Conmee	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Thunder Bay District	140	150	130	190	160	150	130	155	125	105

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

The majority of newcomers to Conmee originated from other Ontario communities (Figure 4). The number of migrants arriving from outside the province or the country was small enough that it falls within government confidentiality regulations. As a result, no distinction can be made between the presence and absence of new immigrants. Nonetheless, the number of people settling in Conmee increased between 2006 and 2011, which led to relative population stability during that time.

The number of emigrants from the Thunder Bay District was greater than the number of immigrants, resulting in negative net migration, which applies a downward pressure on population growth (Figure 5). When looking at the districts of origin and destination (Tables 6 and 7), it is interesting to note the many exchanges that occur between the Thunder Bay District and districts west of Thunder Bay, such as Kenora and Rainy River, or even districts in Alberta and Manitoba.

FIGURE 5



Source: Author's 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 6

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

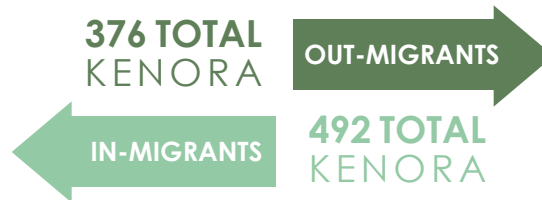
District of Origin of In-migrants	0-17	18-24	25-44	45-64	65+	TOTAL
Kenora	151	102	149	65	25	492
Toronto	28	25	80	22	15	170
Rainy River	30	27	42	16	15	130
Division No. 11 - Manitoba	17	12	42	22	11	104
Algoma	15	13	40	22	8	98
Ottawa	21	11	53	9	3	97
Division No. 6 - Alberta	28	10	39	14	2	93
Simcoe	19	15	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

Source: Taxfiler

TABLE 7

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

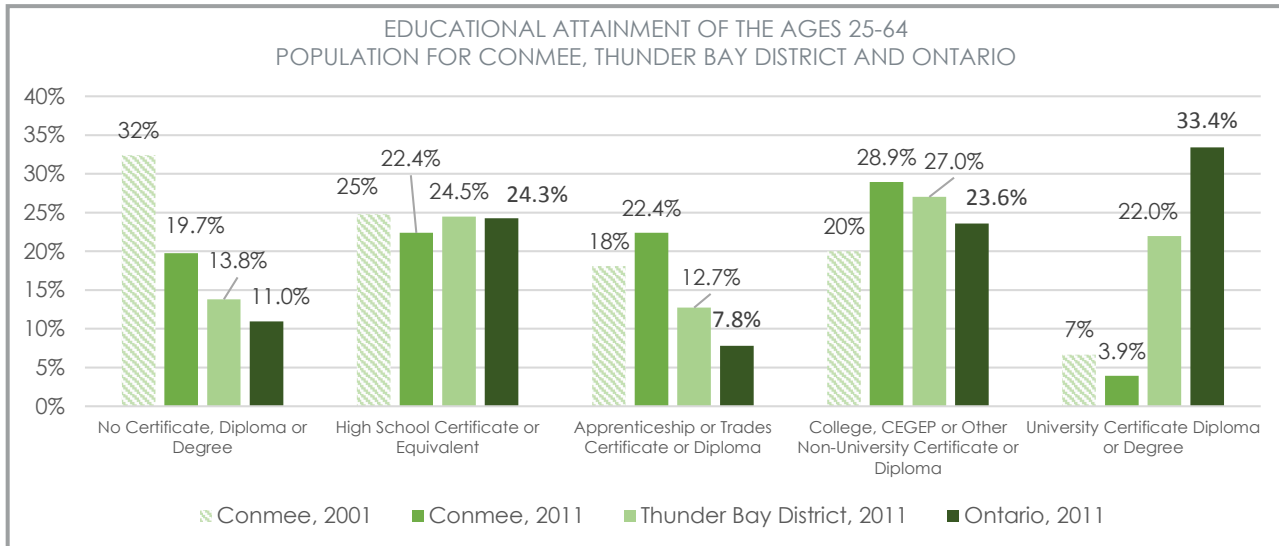
Source: Taxfiler



07. Education, Literacy, Skills, and Training

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.

FIGURE 6



Sources: Author's calculations based on Statistics Canada, Census 2001, 2006 and National Household Survey 2011

Between 2001 and 2011, there was a 12 percent decline in the population that does not possess a certificate, diploma, or degree (Figure 6).³ This trend may be the result of an increase in all other types of school achievements, except university certificate, diploma, or degree, since this category experienced a decline from 7 percent to 3.9 percent.

The municipality lists the Kakabeka Falls Public School as an option, but Conmee does not have a dedicated elementary school. The nearest high school is in Thunder Bay.

³ 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.



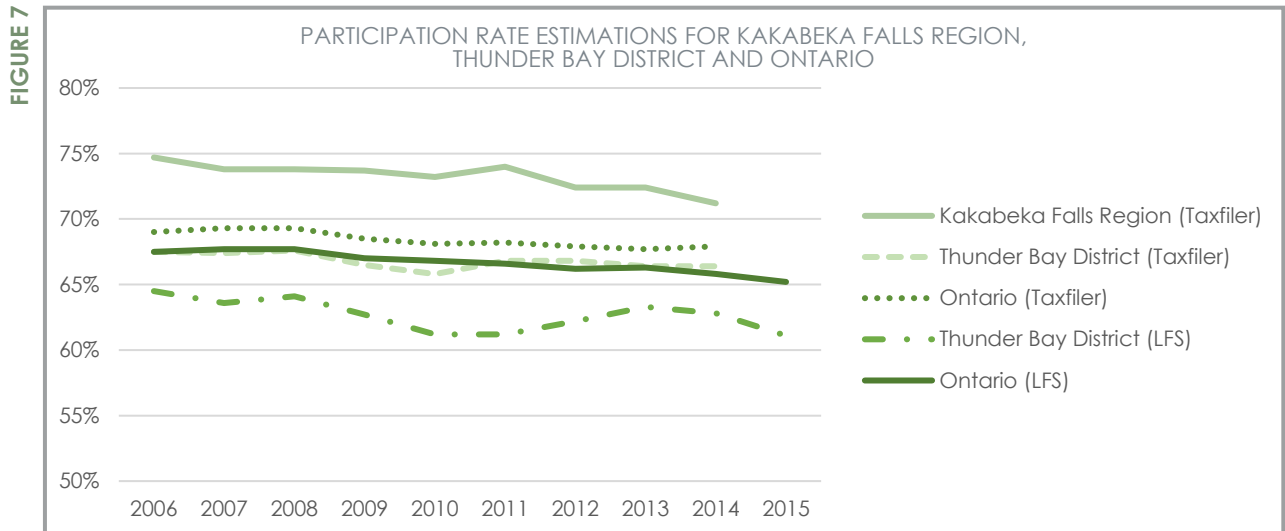
ALIGNMENT

Conmee labour force status and income data were only available for the general population in inter-census years as part of the broader region of Kakabeka Falls which is comprised within postal code P0T 1W0 and includes the Townships of Conmee, Kakabeka Falls, O'Connor, Oliver Paipoonge and a portion of Gillies.

08. Labour Force Participation

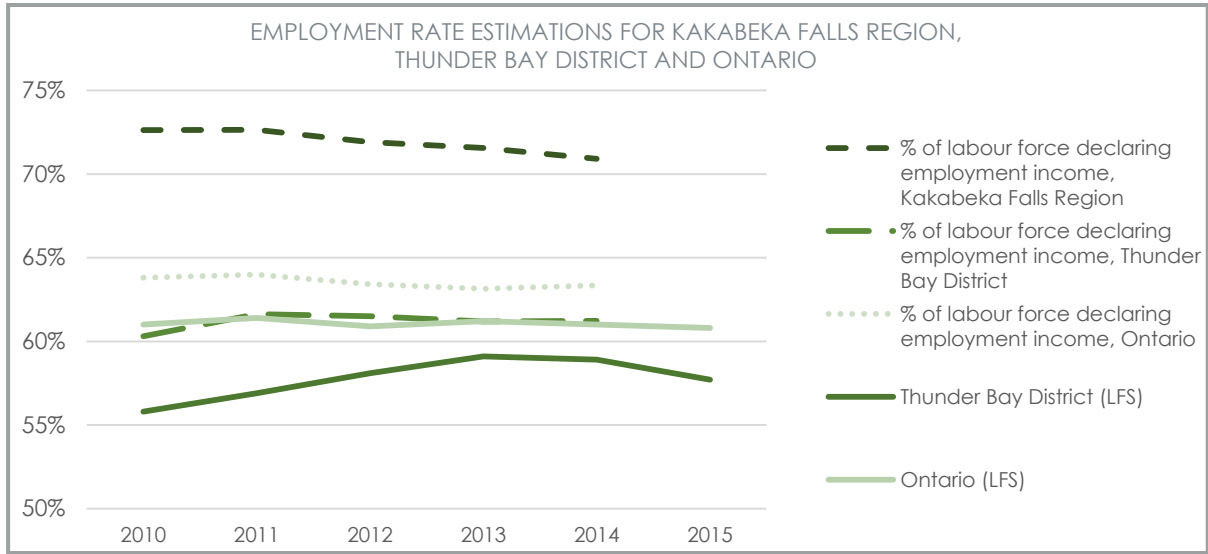
Participation, employment and unemployment rates reflect whether an individual is willing and able to find employment, and whether an employer is able and willing to hire them. All the previous indicators, and more, have an influence on a worker's ability to find a job and a job's ability to find a worker.

Since 2010, the number of tax filers declaring employment income and employment insurance decreased slightly, along with the participation rate in the labour market (Figures 7, 8, and 9). This change is in line with the transformation of the demography of the township and the aging of the population (Figure 2).



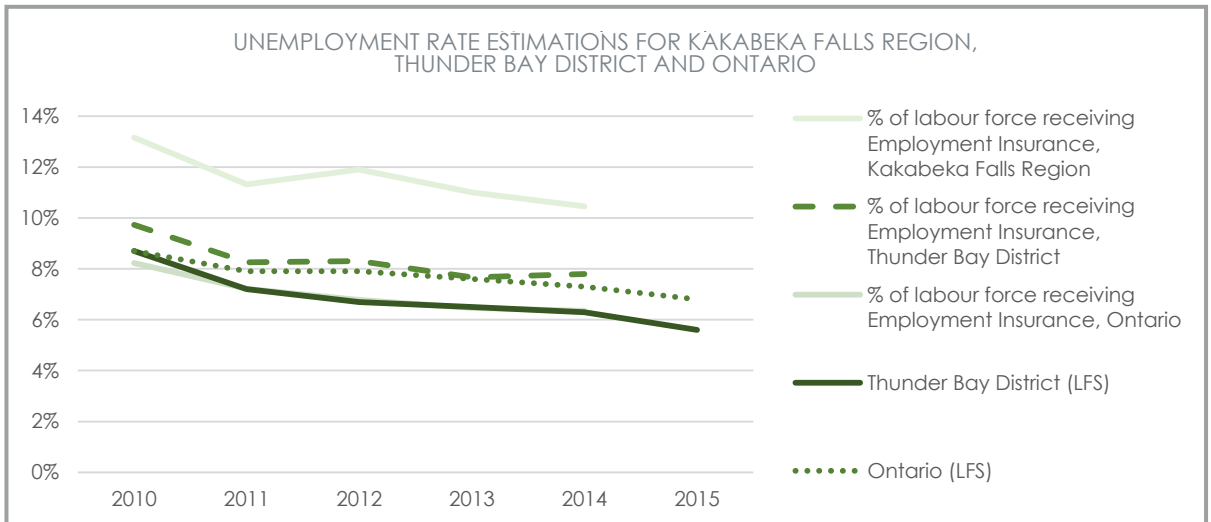
Sources: Author's calculations based on Taxfiler, participation rate calculated as the number of people receiving labour income in the total population over the age of 15; Labour Force Survey (LFS) two-year average estimates, participation rate calculated as the number of civilian, non-institutionalized persons age 15 or over who are employed or unemployed in the total population

FIGURE 8



Sources: Author's calculations based on Taxfiler, number of people declaring employment income; Statistics Canada estimation of population; Labour Force Survey (LFS) two-year average estimates

FIGURE 9



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

09. Wages⁴

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 a position. 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.

⁴ 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 8

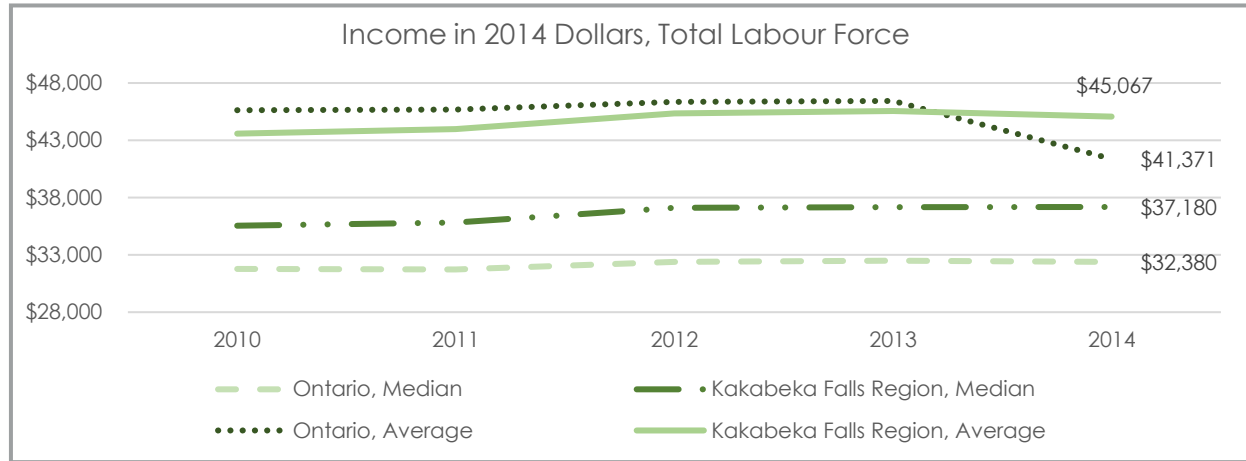
COMPARISON OF AVERAGE HOURLY WAGES BY OCCUPATION BETWEEN NORTHWESTERN ONTARIO AND ONTARIO			
Average Hourly Wages Offered by Occupation, 2015	Northwestern Ontario	Ontario	Difference
Professional occupations in health (except nursing)	\$ 70.73	\$ 48.71	\$ 22.01
Industrial, electrical & construction trades	\$ 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

Source: Author's calculations based on Statistics Canada, 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.

FIGURE 10



Sources: Author's calculations based on Taxfiler, Kakabeka Falls "rural community" – postal code P0T1W0, and Ontario. Consumer Price Index from the Bank of Canada

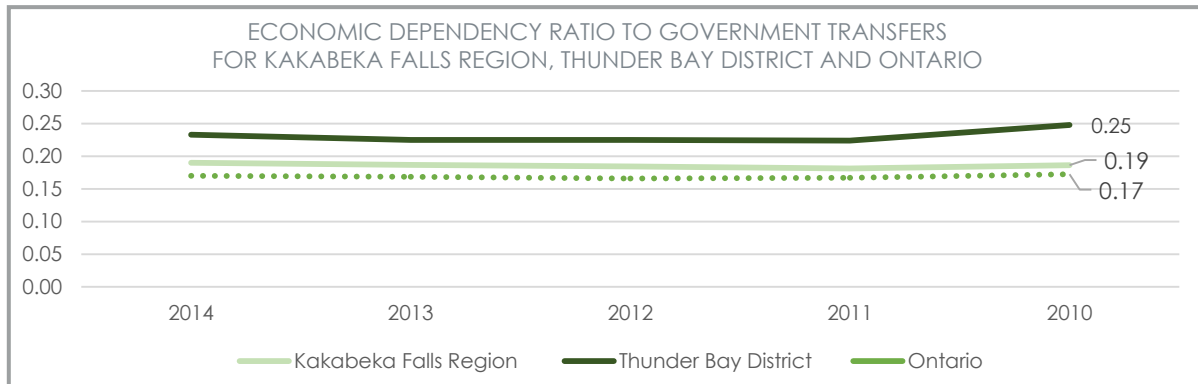
Average income depends on multiple factors, such as the type of jobs available (part time or full time), and/or the dominant industry in a community. Interestingly, Ontario's average income dropped under the average Kakabeka Falls income in 2014 (Figure 10). Moreover, Kakabeka Falls Region's average income was more stable over the period than that of the province. One possible explanation for this stability is the rising proportion of retirees in the Region, as they tend to have a steadier income than the rest of population.

Furthermore, the economic dependency ratio—the amount of government transfers received compared to the amount of income earned through employment—in the Kakabeka Falls Region is lower than that of the Thunder Bay

District but higher than the provincial level (figure 11). Therefore, Kakabeka Falls Region's income is less dependent on government transfers than that of the Thunder Bay District but more than that of Ontario.

A large portion (63 percent) of the government transfers to the Kakabeka Falls Region consists of Old Age Security and Canada Pension Plan payments (Table 12). On the other hand, employment income in the Kakabeka Falls Region is predominately wages, salaries and commissions revenues, which contrasts with that of both the Thunder Bay District and the province. The revenues from self-employment represent a smaller proportion of total income in Kakabeka Falls than that of the province, but are in line with the district average.

FIGURE 11



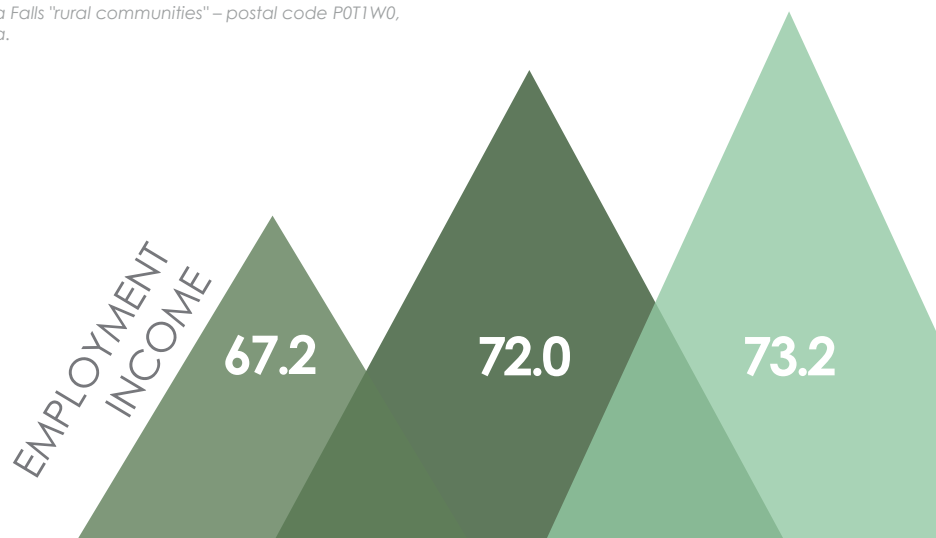
Sources: Author's calculations based on Taxfiler, Kakabeka Falls "rural community" – postal code P0T1W0, Thunder Bay District and Ontario

...Kakabeka Falls Region's income is **less dependent** on government transfers than that of the Thunder Bay District...

TABLE 9

DISTRIBUTION OF THE INCOME OF THE COMMUNITY BY SOURCE OF INCOME			
Amount of Dollars by Source of Income, 2014	Kakabeka Falls Region	Thunder Bay District	Ontario
Wages/salaries/commissions only	70.7%	64.9%	67.7%
Self-employment only	2.5%	2.3%	4.3%
Employment income	73.2%	67.2%	72.0%
Employment Insurance	1.7%	1.4%	1.1%
OAS/Net federal supplements	3.6%	3.8%	3.3%
CPP/QPP	5.1%	5.4%	3.9%
CCTB	0.8%	1.1%	1.1%
Workers compensation	1.1%	1.0%	0.4%
Social Assistance	0.5%	1.5%	1.1%
Other government transfers	1.0%	1.4%	1.3%
Government transfers	13.9%	15.7%	12.2%
Private pensions	8.2%	10.6%	7.7%
RRSP	0.2%	0.4%	0.4%
Investment	2.6%	3.8%	5.3%
Other income	1.9%	2.3%	2.5%
Total income	100.0%	100.0%	100.0%

Source: Author's calculations based on Tax File, Kakabeka Falls "rural communities" – postal code P0T1W0, Thunder Bay district, Ontario. 'X' indicates suppressed data.



POPULATION



819 (2016)



168.81km²

THIRTY MINUTES
FROM THUNDER BAY
INTERNATIONAL

AIRPORT

48°28'N
89°40'W

CONNEMEE



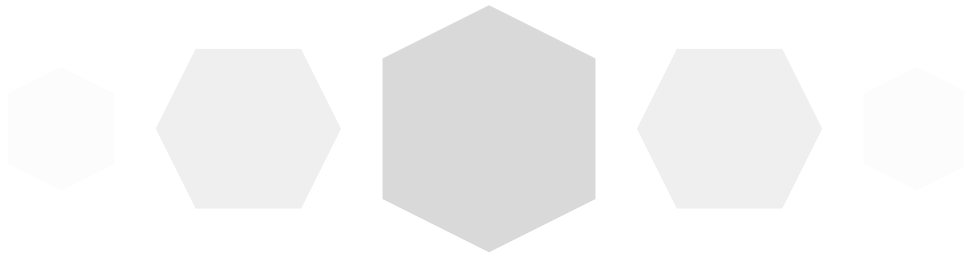
OPPORTUNITIES
EXIST

FOR THOSE WHO WISH
TO STAY OR COME
TO THE COMMUNITY

CONCLUSION

Conmee, as in many other communities in the North, faces the challenge of an aging and shrinking population. However, since local industries can tap into the much larger workforce of Thunder Bay, Conmee does not face a labour shortage comparable to other communities in the region. Nevertheless, for the community to be sustainable, population changes will have to be monitored.

The data above suggests that opportunities exist for those who wish to stay or who wish to come to the community. Where to start, is for the community to decide. Filling the jobs that already exist in Conmee or in Thunder Bay would create increased prosperity and create even more opportunity in the future. This does not mean ignoring the pursuit of new employers, but it does mean not ignoring the potential of sustaining or expanding current ones either.



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

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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.



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