Community Labour Market Report

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FORT WILLIAM FIRST NATION

By Amandine Martel & José-Karl Noiseux

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 Fort William 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, such as their numbers, size, and the industries they represent. Changes in any of these factors over time affect employment levels and opportunities within a local labour market.

In December 2016, 65.7 percent of businesses in Fort William First Nation had fewer than five employees (Table 2). By comparison, 87 percent of Ontario businesses had fewer than five employees at that time (Statistics Canada, 2016). Although the community had only recorded a growth of five employers since December 2015, there were changes in most of the business size categories (Table 2).

The five industries with the largest number of employers in Fort William First Nation were professional, scientific and technical services (12.9 percent); securities, commodity contracts, and other financial investment and related activities (7.1 percent); religious, grant-making, civic, and professional and similar organizations (7.1 percent); specialty trade contractors (5.7 percent); and Indigenous public administration (5.7 percent - Table 1).

Three of these industries accounted for a greater proportion of total employment in the community when compared to employment in both the Thunder Bay District and Ontario. For example, only 4.4 percent of employers in the District and 1.4 percent of provincial employers were in the securities, commodity contracts, and other financial investment and related activities sector, compared with 7.1 percent in the community. Meanwhile, 7.1 percent of community employers fell into the religious, grant-making, civic, and professional and similar organizations sector, compared to 2.9 percent in the District and 2.7 percent in the province. Finally, Indigenous public administration provided more employment in the community (5.7 percent) than in the District (0.2 percent) or the province (0.04 percent – Table 1).

TABLE 1

EMPLOYERS BY INDUSTRY AND AS A PERCENTAGE OF TOTAL NUMBER OF EMPLOYERS, DECEMBER 2016	Total	Fort William First Nation (% of Total Number of Employers)	Thunder Bay District (% of Total Number of Employers)	Ontario (% of Total Number of Employers)
541 - Professional, scientific & technical services	9	12.9	7.8	13.0
523 - Securities, commodity contracts & other financial investment & related activities	5	7.1	4.4	1.4
813 - Religious, grant-making, civic & professional & similar organizations	5	7.1	2.9	2.7
238 - Specialty trade contractors	4	5.7	5.6	6.6
914 - Indigenous public administration	4	5.7	0.2	0.04
115 - Support activities for agriculture & forestry	3	4.3	0.5	0.2
237 - Heavy & civil engineering construction	3	4.3	1.2	0.5
447 - Gasoline stations	3	4.3	0.8	0.5
531 - Real estate	3	4.3	15.3	3.5
532 - Rental & leasing services	3	4.3	0.8	0.5
623 - Nursing & residential care facilities	3	4.3	0.6	0.9
321 - Wood product manufacturing	2	2.9	0.3	0.2
621 - Ambulatory health care services	2	2.9	7.1	7.2
Total Number of Employers	**70**	-	-	-

Sources: Statistics Canada, Canadian Business Counts, and author's calculations based on Statistics Canada, Canadian Business Counts

TABLE 2

CHANGE IN NUMBER OF EMPLOYERS BY NUMBER OF EMPLOYEES IN FORT WILLIAM FIRST NATION	December 2015	December 2016	Dec. 2015-Dec. 2016 Change (#)	Dec. 2015-Dec. 2016 Change (%)	Ontario Change (%)
0[1]	21	36	15	71.4	1.0
1-4	14	10	-4	-28.6	2.5
5-9	11	7	-4	-36.4	2.6
10-19	3	4	1	33.3	2.5
20-49	11	7	-4	-36.4	-1.5
50-99	4	5	1	25.0	3.1
100-199	1	1	0	0.0	0.6
200-499	0	0	0	0.0	0.8
500+	0	0	0	0.0	0.8
Total Number of Employers	**65**	**70**	**5**	**7.7**	**1.3**

Sources: Statistics Canada, Canadian Business Counts, and author's calculations based on Statistics Canada, Canadian Business Counts[2]

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

[2] At the community level, the Canadian Business Counts data can be inconsistent due to concordance issues in geographical boundaries. Business data are collected according to postal codes; however, the data are aggregated and displayed according to Census Subdivision (CSD) boundaries. The postal code and CSD boundaries do not perfectly match and this can cause misreporting of data, especially when two communities are small, rural, and close to one another. Where Northern Policy Institute becomes aware of such issues, we make every effort to correct them at the earliest opportunity by working directly with Statistics Canada and locally affected communities.

1.4 Ontario

5.1 Fort William First Nation

-0.1 Thunder Bay District
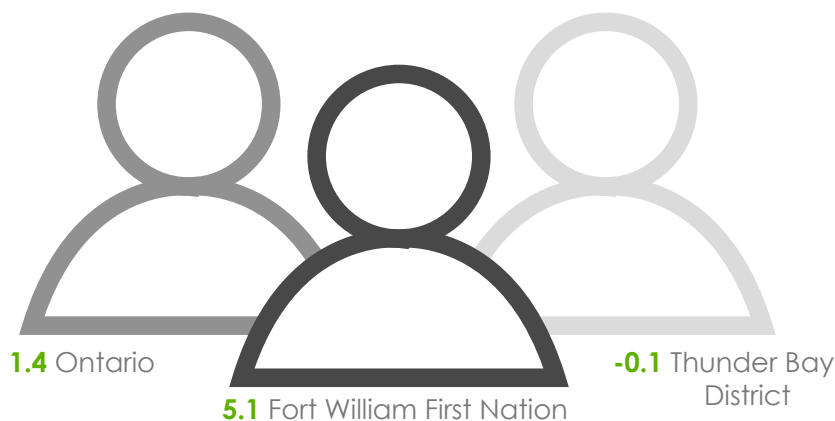
Business creation per **1,000** persons, December 2015-December 2016

Source: Author's calculations based on Statistics Canada, Canadian Business Counts, and estimates of population

02. Employment by Industry

Employment by industry data[3] describe 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, such as the types of jobs available, their respective salaries, and the type of education and skills these jobs require.

It is important to note that, in Table 3, there is a difference between the sum of employees listed in each industry and the total employment in all industries. This difference occurs because of random rounding, a process used by Statistics Canada to protect the confidentiality of respondents.

Nonetheless, it is possible to say that in Fort William First Nation, in 2011, the three largest sources of employment by industry were public administration (21.5 percent), retail trade (15.4 percent), and health care and social assistance (10.8 percent - Table 3).

Interestingly, public administration represents a **significantly larger proportion of total employment** in the community than in either the Thunder Bay District (10.3 percent) or the province (7 percent).

However, given Fort William First Nation's close proximity to Thunder Bay, it is possible that these jobs are located within the city of Thunder Bay and may not reflect the industrial structure of the community.

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. To ensure confidentiality of individual respondent identity and characteristics, Statistics Canada National Household Survey (NHS) data are subject to non-disclosure rules. All estimates in NHS tabulations are subjected to a process called random rounding, which 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		Fort William First Nation (#)	Fort William First Nation (% of Total)	Thunder Bay District (% of Total)	Ontario (% of Total)
91	Public administration	70	21.5	10.3	7.0
44-45	Retail trade	50	15.4	11.8	11.1
62	Health care & social assistance	35	10.8	15.9	10.6
71	Arts, entertainment & recreation	25	7.7	2.0	2.0
23	Construction	25	7.7	6.1	6.1
72	Accommodation & food services	20	6.2	7.2	6.0
31-33	Manufacturing	15	4.6	5.3	10.4
61	Educational services	15	4.6	9.1	7.5
81	Other services (except public administration)	15	4.6	4.5	4.4
53	Real estate & rental & leasing	10	3.1	1.5	2.0
56	Administrative & support, waste management & remediation services	10	3.1	2.9	4.4
11	Agriculture, forestry, fishing & hunting	10	0.0	2.0	1.5
21	Mining & oil & gas extraction	10	0.0	2.7	0.4
22	Utilities	0	0.0	1.2	0.9
41	Wholesale trade	0	0.0	2.7	4.6
48-49	Transportation & warehousing	0	0.0	5.5	4.7
51	Information & cultural industries	0	0.0	1.9	2.7
52	Finance & insurance	0	0.0	2.7	5.6
54	Professional, scientific & technical services	0	0.0	4.8	7.7
55	Management of companies & enterprises	0	0.0	0.0	0.1
	All Industries	**325**	-	-	-

Sources: Statistics Canada, National Household Survey, 2011, and author's calculations based on Statistics Canada, National Household Survey, 2011

TABLE 4

EMPLOYMENT BY INDUSTRY IN THE THUNDER BAY CMA AND ONTARIO	Thunder Bay CMA				Ontario
Employment by Industry	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 describe 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 growing strongly and others in decline. These changes have an impact on the types of jobs available, 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.

Although the data must be interpreted with caution, it is possible to say that, in 2011, sales and service occupations (29.2 percent), trades, transport and equipment operators and related occupations (20.0 percent), and business, finance and administration occupations (13.8 percent) were the three largest sources of employment in Fort William First Nation (Table 5).

In Thunder Bay CMA, employment in trades, transport and equipment operators and related occupations remained stable between 2014 and 2016, while employment in sales and service occupations and in business, finance and administration occupations declined by 6.6 percent and 20.8 percent, respectively (Table 6).

...in 2011, **sales and service occupations** represented **29.2 percent** of total employment...

TABLE 5

	EMPLOYMENT BY OCCUPATION, AND AS A PERCENTAGE OF TOTAL, 2011	Fort William First Nation (#)	Fort William First Nation (% of Total)	Thunder Bay District (% of Total)	Ontario (% of Total)
6	Sales & service occupations	95	29.2	24.5	23.2
7	Trades, transport & equipment operators & related occupations	65	20.0	17.4	13.0
1	Business, finance & administration occupations	45	13.8	14.3	17.0
4	Occupations in education, law & social, community & government services	45	13.8	14.6	12.0
0	Management occupations	30	9.2	7.9	11.5
8	Natural resources, agriculture & related production occupations	20	6.2	3.1	1.6
3	Health occupations	15	4.6	7.9	5.9
9	Occupations in manufacturing & utilities	10	3.1	2.7	5.2
2	Natural & applied sciences & related occupations	0	0.0	5.9	7.4
5	Occupations in art, culture, recreation & sport	0	0.0	1.9	3.1
	All occupations	**325**	-	-	-

Sources: Statistics Canada, National Household Survey, 2011, and author's calculations based on Statistics Canada, National Household Survey, 2011

TABLE 6

	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	-7.3	-0.3
1	Business, finance & administration occupations	9,200	10,600	8,400	-20.8	0.7
2	Natural & applied sciences & related occupations	4,400	3,400	4,100	20.6	3.5
3	Health occupations	6,200	5,400	6,300	16.7	4.5
4	Occupations in education, law & social, community & government services	8,000	8,400	8,700	3.6	9.5
5	Occupations in art, culture, recreation & sport	X	X	1,500	X	7.7
6	Sales & service occupations	15,900	16,700	15,600	-6.6	-1.7
7	Trades, transport & equipment operators & related occupations	9,200	9,200	9,200	0.0	1.4
8	Natural resources, agriculture & related production occupations	X	X	X	X	-0.9
9	Occupations in manufacturing & utilities	1,600	1,500	X	X	0.8
	All occupations	**61,800**	**61,500**	**60,100**	**-2.3**	**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 (CMA).

04. Local Knowledge

This section features a summary of all jobs posted online in Fort William 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.

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

1 job posted between April and December 2016

Source: Vicinityjobs.ca

The job advertised was for a full-time retail sales supervisor.

The fact that only one job was posted online does not mean that there were no other job opportunities in Fort William 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 through word of mouth.

SUPPLY ⤴

05. Population & Demographics

Population growth and composition are important drivers of labour market supply—the potential workers. These factors are also key components of the demand for some categories of workers (e.g., education, health care).

From 2001 to 2016, the population of Fort William First Nation grew by 32.3 percent while the province's population grew by 17.5 percent over the same period (Figure 1). This change in the community's population began with a 49.6 percent increase from 2001 to 2006, which was followed by an 11.5 percent decline from 2006 to 2016.

POPULATION IN FORT WILLIAM FIRST NATION AND ONTARIO, 2001 TO 2016
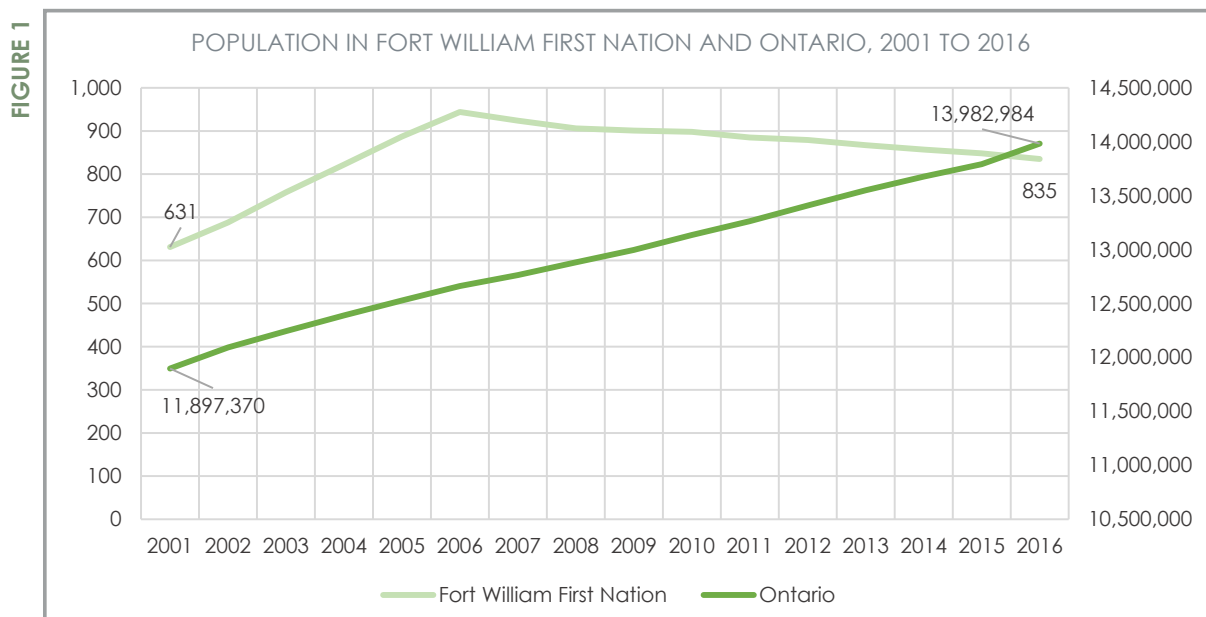
Source: Statistics Canada, Estimates of population

The age distribution of the community's population differs from that of the Thunder Bay District and Ontario. The proportion of residents under age 24 is higher in Fort William First Nation than in Ontario and the Thunder Bay District (Figure 2) while the proportion of community residents over the age of 60 is lower. Therefore, the community's population is younger than that of the District or the province.
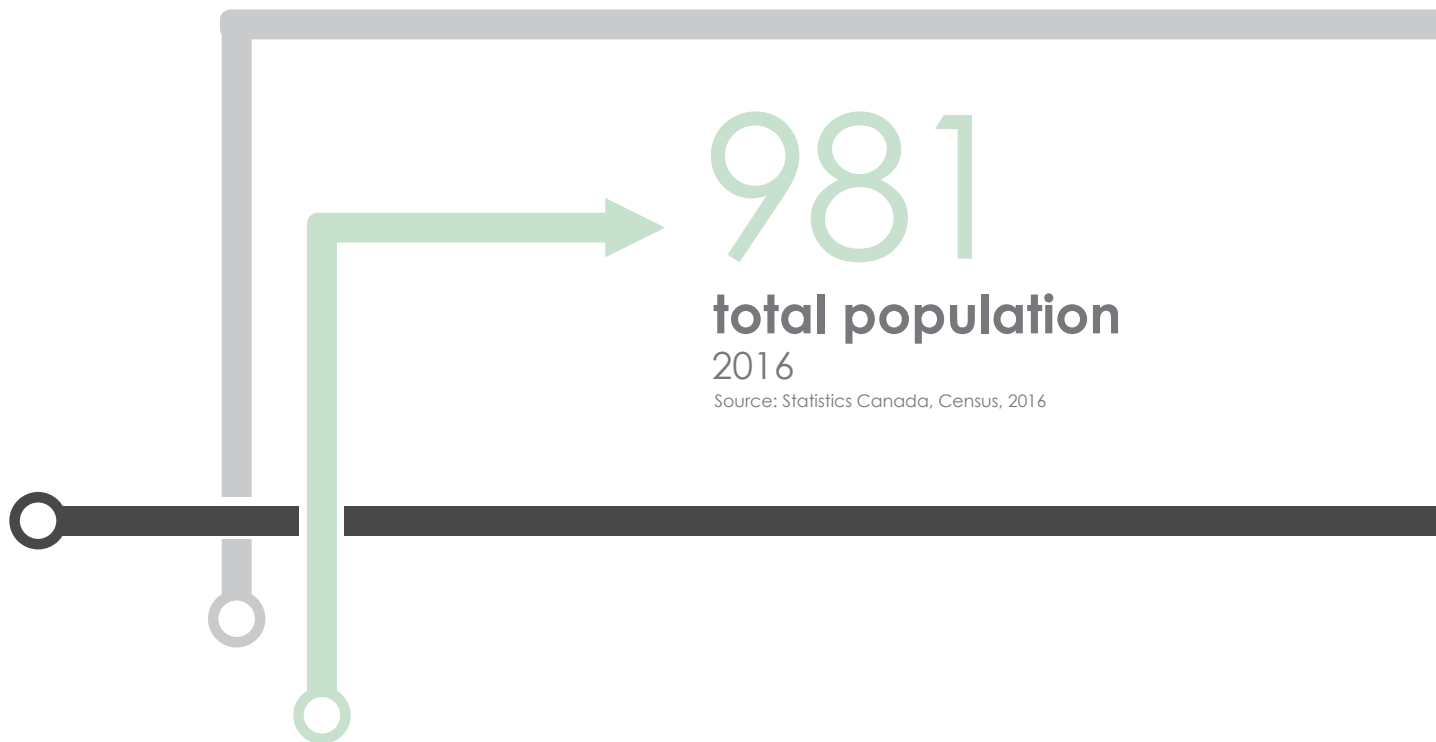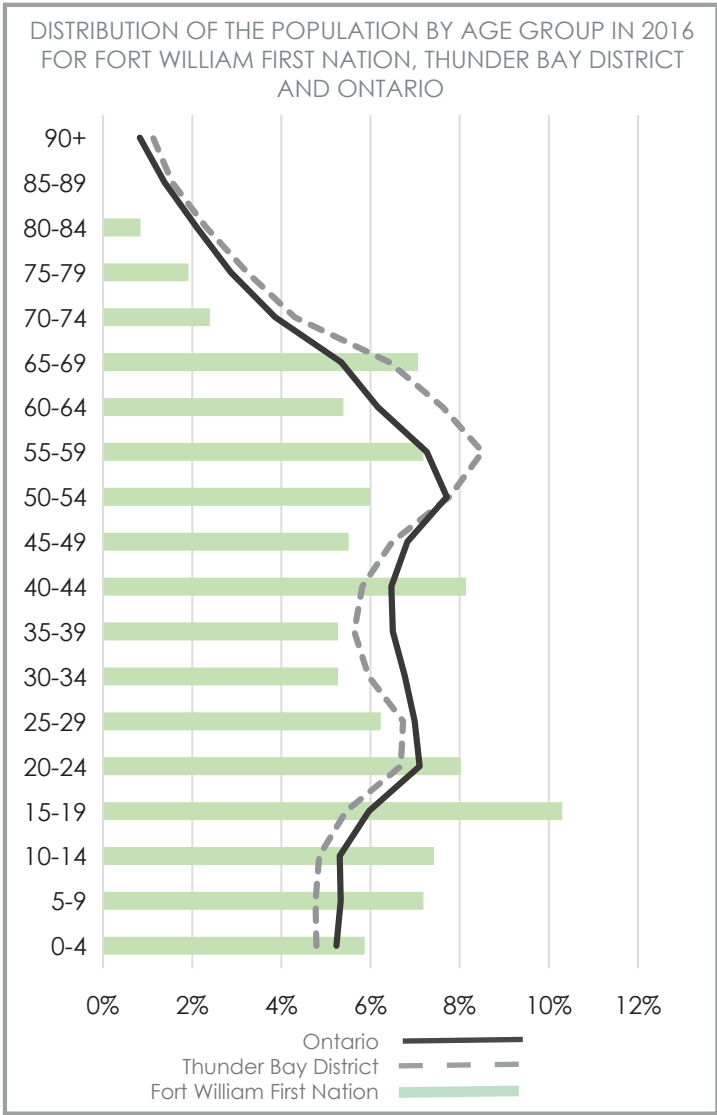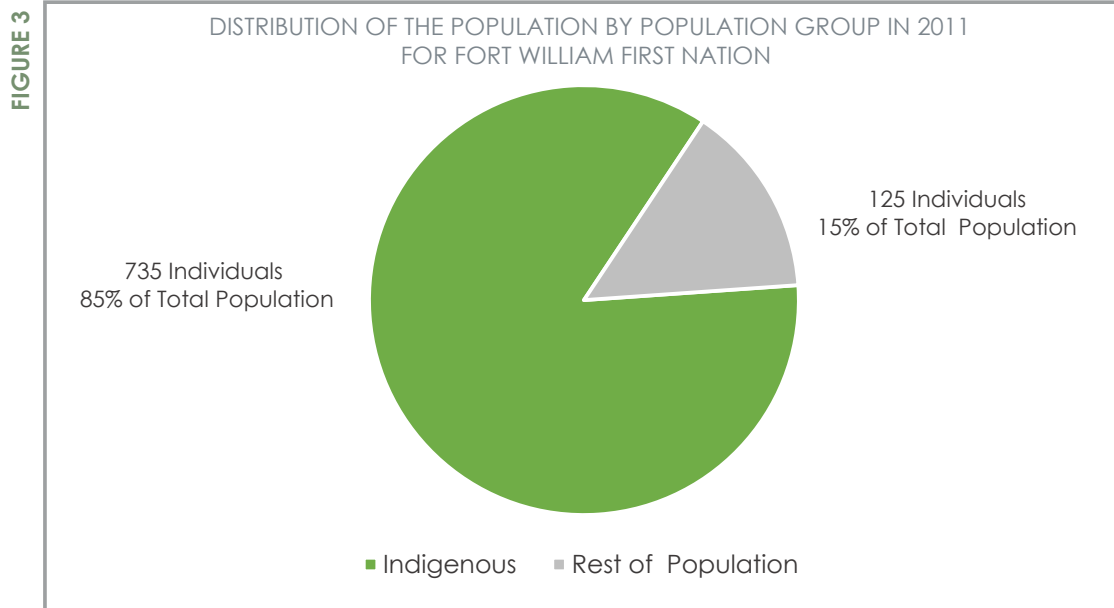
981

total population
2016

Source: Statistics Canada, Census, 2016

FIGURE 2

DISTRIBUTION OF THE POPULATION BY AGE GROUP IN 2016 FOR FORT WILLIAM FIRST NATION, THUNDER BAY DISTRICT AND ONTARIO

Ontario
Thunder Bay District
Fort William First Nation

Source: Author's calculations based on Statistics Canada, Estimates of population

1,390
total population
living off-reserve
March 2017

Source: Indigenous and Northern Affairs Canada.

According to census data from 2011, 85 percent of the population in Fort William First Nation was Indigenous. It is important to note that individuals self-declare Indigenous identity when completing the census. Therefore, it is possible that the remaining 15 percent of the population are of Indigenous identity but chose not to declare it.

FIGURE 3

DISTRIBUTION OF THE POPULATION BY POPULATION GROUP IN 2011
FOR FORT WILLIAM FIRST NATION

735 Individuals
85% of Total Population

125 Individuals
15% of Total Population

■ Indigenous   ■ Rest of Population

Source: Author's calculations based on Statistics Canada, National Household Survey, 2011

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 4). In Fort William First Nation, the ratio has gone through multiple fluctuations since 2005, but consistently remained above one. This means that, for the last 12 years, there have been more people in the community entering the working-age cohort than people reaching retirement age.
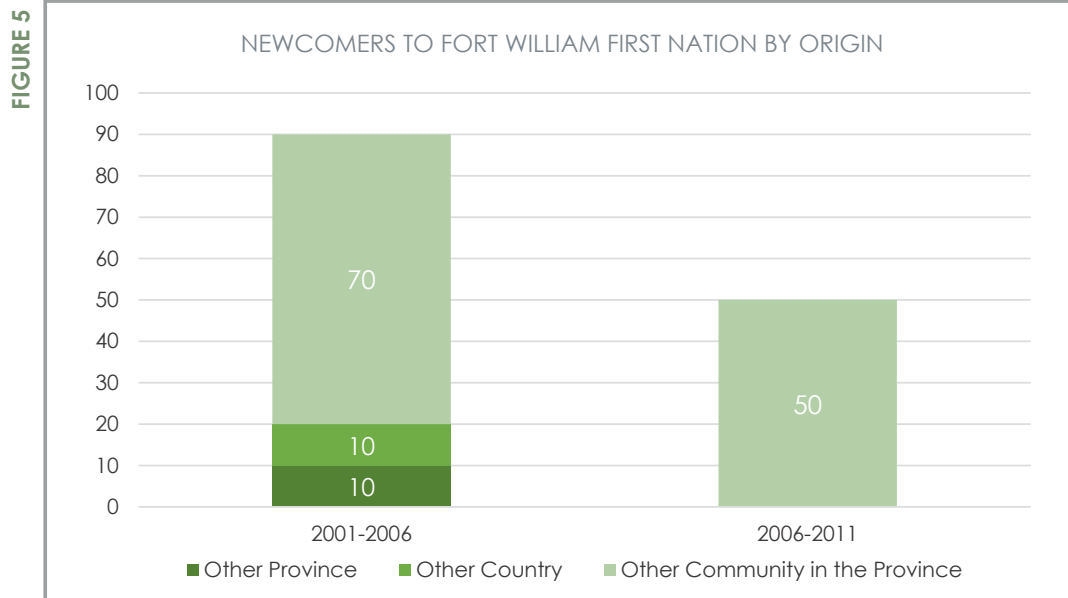
FIGURE 4

LABOUR FORCE ENTRY-EXIT RATIO FOR FORT WILLIAM FIRST NATION, THUNDER BAY DISTRICT AND ONTARIO
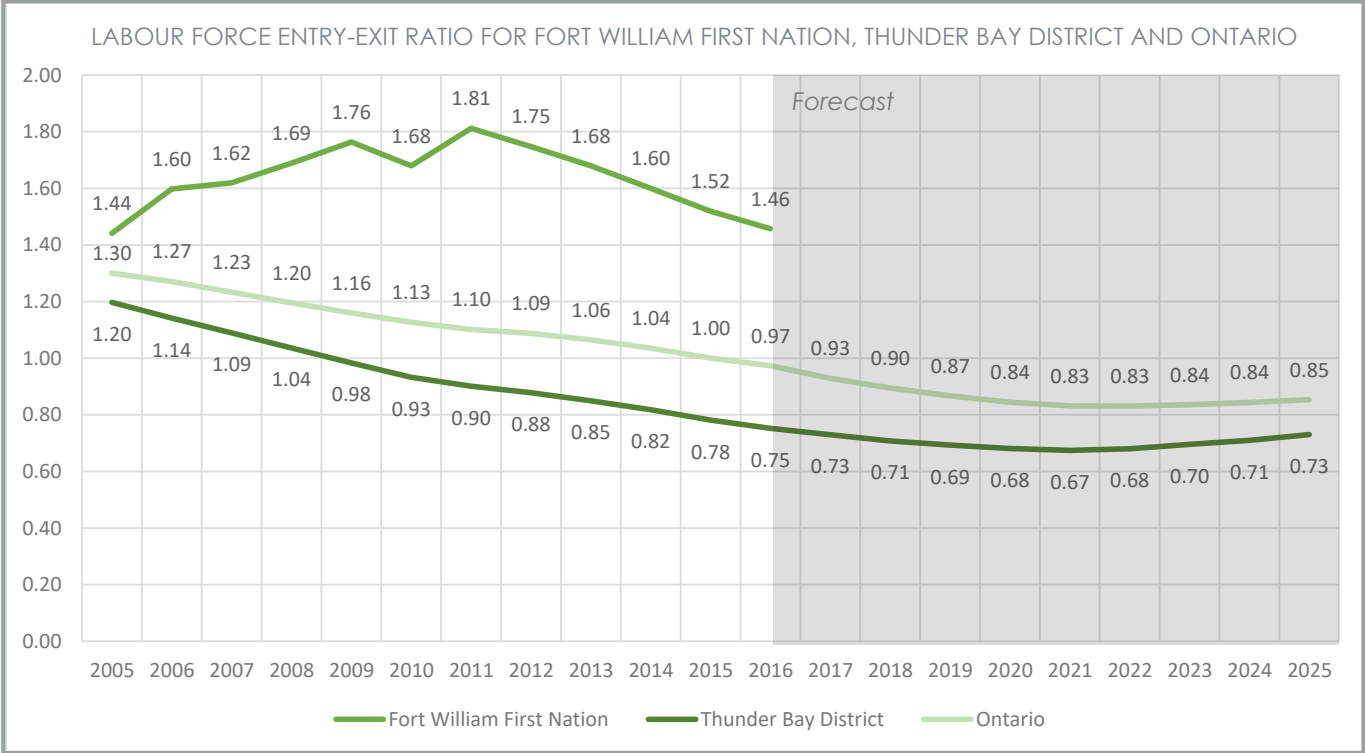
Source: Author's calculations based on Statistics Canada estimation of population and Ontario Ministry of Finance forecasts, spring 2016 population projections update, for the forecast

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, quality of life, and the services available to community members.

FIGURE 5

NEWCOMERS TO FORT WILLIAM FIRST NATION BY ORIGIN

- Other Province
- Other Country
- Other Community in the Province

Source: Author's calculations based on Statistics Canada, National Household Survey, 2011

TABLE 7

PERMANENT RESIDENTS BY INTENDED DESTINATION										
Intended Destination	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Fort William 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: Statistics Canada, Census, 2006, and National Household Survey, 2011

The number of newcomers to Fort William First Nation was lower between 2006 and 2011 than in the previous five-year period (Figure 5). The majority originated from another community in the province. However, it is difficult to draw conclusions regarding the impact of immigration on overall population growth as community-level data on emigration is not available.

For the Thunder Bay District, the number of emigrants exceeded immigrants, resulting in negative net migration, which applies a downward pressure on population growth (Figure 6). When looking at the districts of origin and destination (Tables 8 and 9), it is interesting to note the many exchanges that occur between the Thunder Bay District and districts west of Thunder Bay, such as Kenora or Rainy River, or even districts in Alberta and Manitoba.

FIGURE 6

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

Legend:
- Net International Migration
- Net Interprovincial Migration
- Net Intraprovincial Migration
- Net Migration
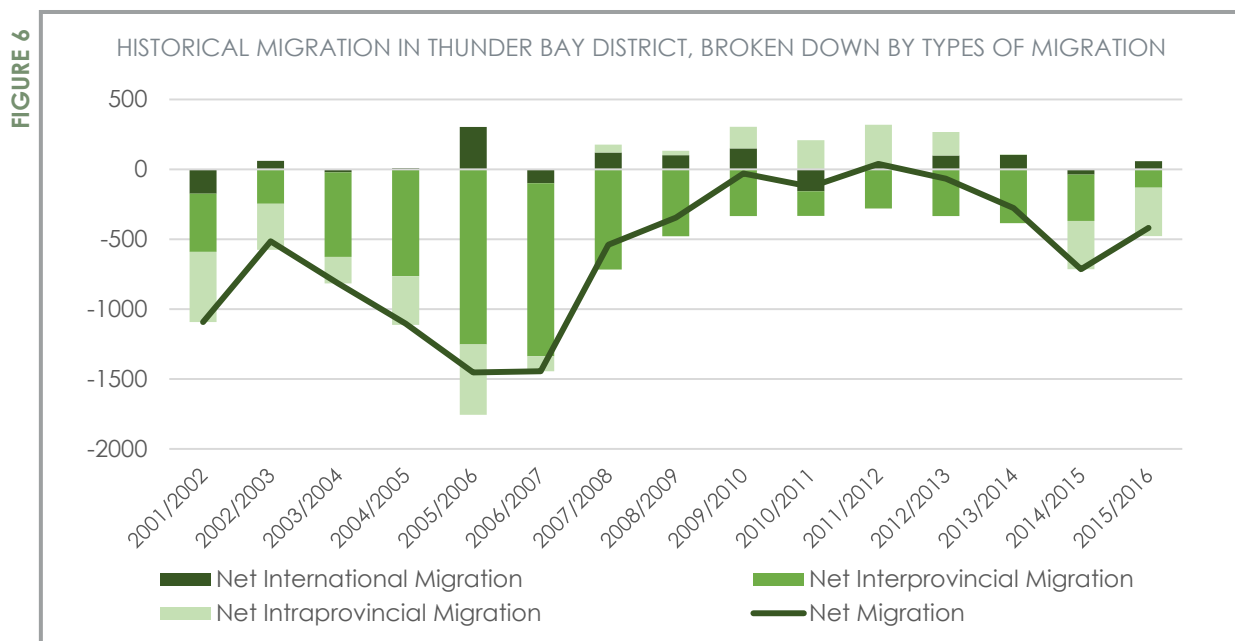
Source: Author's calculations based on Statistics Canada, Components of population growth by census division, sex, and age group for the period from July1-June 30 annually between 2001 and 2015, based on the Standard Geographical Classification (SGC), 2011, CANSIM Table: 051-0063

TABLE 8

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**	**1,060**	**417**	**180**	**2,708**

Source: Taxfiler

TABLE 9

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**	**1,162**	**495**	**157**	**2,874**

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.

In 2011, 27.1 percent of working-age residents did not have a secondary or post-secondary certification in Fort William First Nation, compared to 28.7 percent five years prior (Figure 7).[5] That contrasts sharply with data from the Thunder Bay District (13.8 percent) and the province (11 percent). This may pose a challenge in the future as more jobs will require post-secondary education (Moazzami, 2015).

As for Fort William First Nation's Indigenous population, 24.3 percent had no secondary or post-secondary certification in 2011, compared to 30.1 percent in the District and 22.4 percent at the provincial level (Figure 8). However, the community's Indigenous population had a higher percentage of apprenticeships and college degrees (Figure 8).

[5] 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 the Journeyperson's certificate. It also includes other trades certificates or diplomas, such as pre-employment or vocational certificates, and diplomas and brief trade programs completed at community colleges, institutes of technology, vocational centres, and similar institutions.
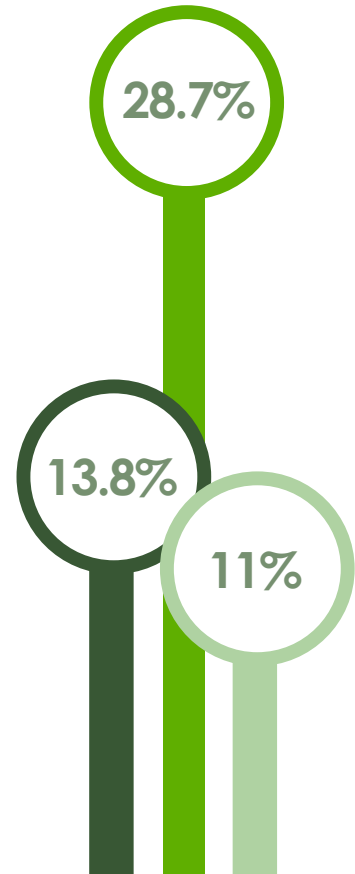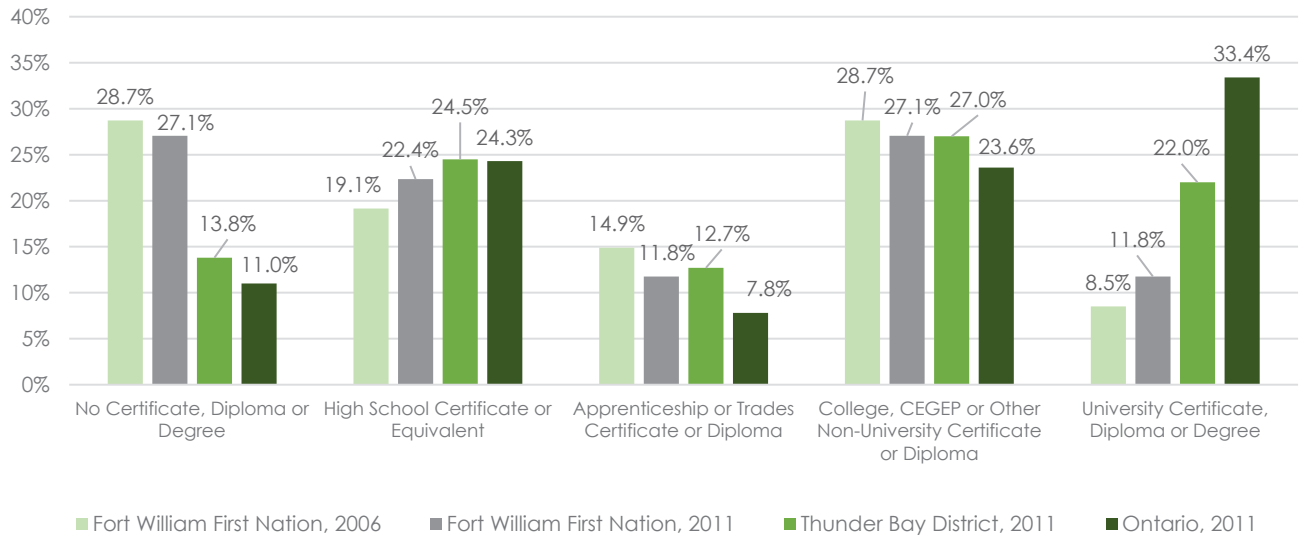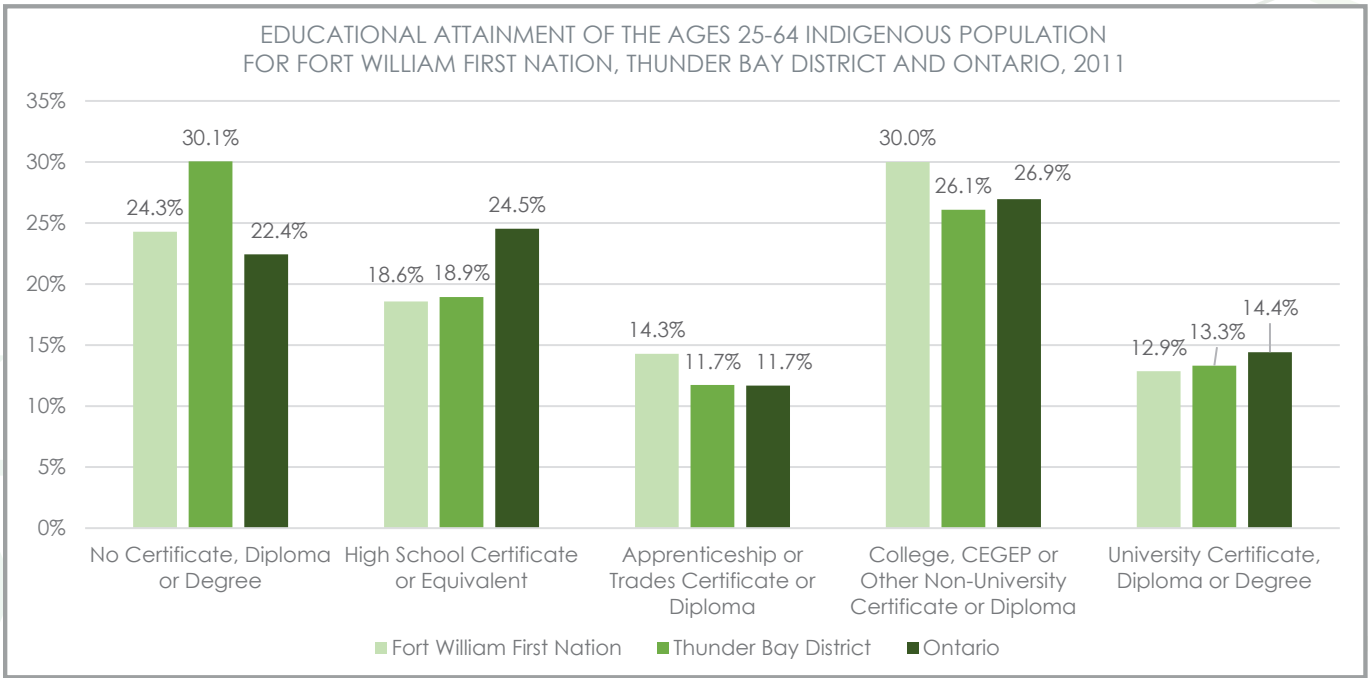
28.7%

13.8%

11%

FIGURE 7

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

Legend:
- Fort William First Nation, 2006
- Fort William First Nation, 2011
- Thunder Bay District, 2011
- Ontario, 2011

Data values:

Category	FWFN 2006	FWFN 2011	Thunder Bay District 2011	Ontario 2011
No Certificate, Diploma or Degree	28.7%	27.1%	13.8%	11.0%
High School Certificate or Equivalent	19.1%	22.4%	24.5%	24.3%
Apprenticeship or Trades Certificate or Diploma	14.9%	11.8%	12.7%	7.8%
College, CEGEP or Other Non-University Certificate or Diploma	28.7%	27.1%	27.0%	23.6%
University Certificate, Diploma or Degree	8.5%	11.8%	22.0%	33.4%

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

FIGURE 8

EDUCATIONAL ATTAINMENT OF THE AGES 25-64 INDIGENOUS POPULATION
FOR FORT WILLIAM FIRST NATION, THUNDER BAY DISTRICT AND ONTARIO, 2011

Legend: Fort William First Nation | Thunder Bay District | Ontario

No Certificate, Diploma or Degree: 24.3%, 30.1%, 22.4%
High School Certificate or Equivalent: 18.6%, 18.9%, 24.5%
Apprenticeship or Trades Certificate or Diploma: 14.3%, 11.7%, 11.7%
College, CEGEP or Other Non-University Certificate or Diploma: 30.0%, 26.1%, 26.9%
University Certificate, Diploma or Degree: 12.9%, 13.3%, 14.4%

Source: Author's calculations based on Statistics Canada, National Household Survey, 2011

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, have an influence on a worker's ability to find a job and an employer's ability to find an employee.

It is important to note that the data provided here are collected through tax reports and may not capture the informal labour market in the community, thus providing an incomplete picture of Fort William First Nation's economy.

Between 2010 and 2014, the participation rate in Fort William First Nation fell from 50.0 percent to 46.4 percent (Figure 9). During that same period, both the percentage of the community's labour force declaring employment income and Employment Insurance decreased (Figures 11 and 13).

As for the Indigenous population in Fort William First Nation, the rate of participation was 50.0 percent in 2011 compared to 56.0 percent in the District and 62.0 percent in the province (Figure 10). The community's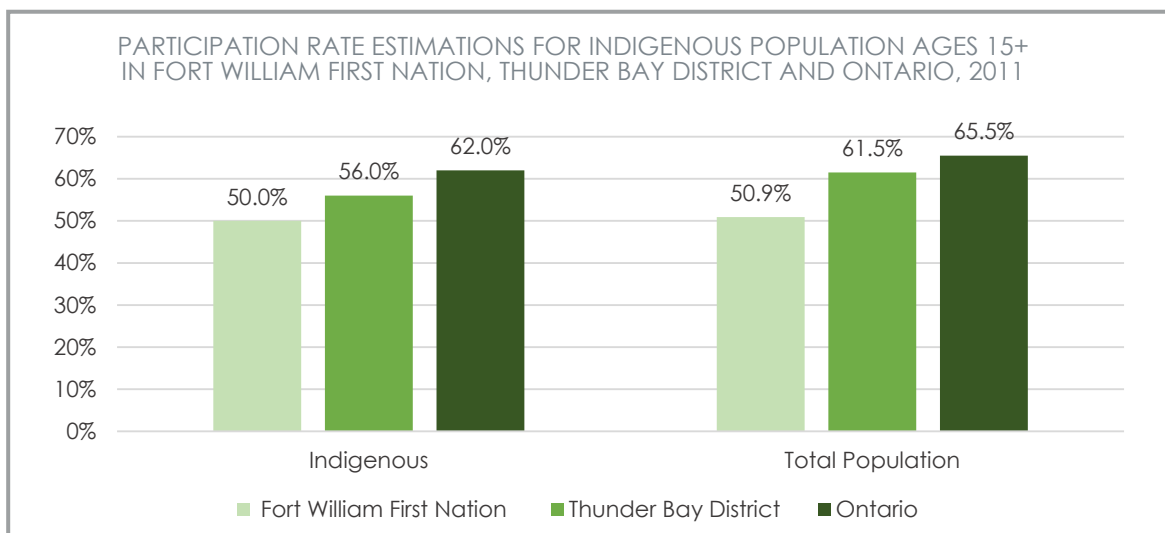 Indigenous employment rate (42.0 percent) was lower than that of both the Thunder Bay District and Ontario (45.0 percent and 53.0 percent respectively - Figure 12). The unemployment rate (16.0 percent) was slightly higher for this demographic than that of the province (14.0 percent) but lower than that of the District (20.0 percent - Figure 14).

FIGURE 9

PARTICIPATION RATE ESTIMATIONS FOR POPULATION AGES 15+
IN FORT WILLIAM FIRST NATION, THUNDER BAY DISTRICT AND ONTARIO
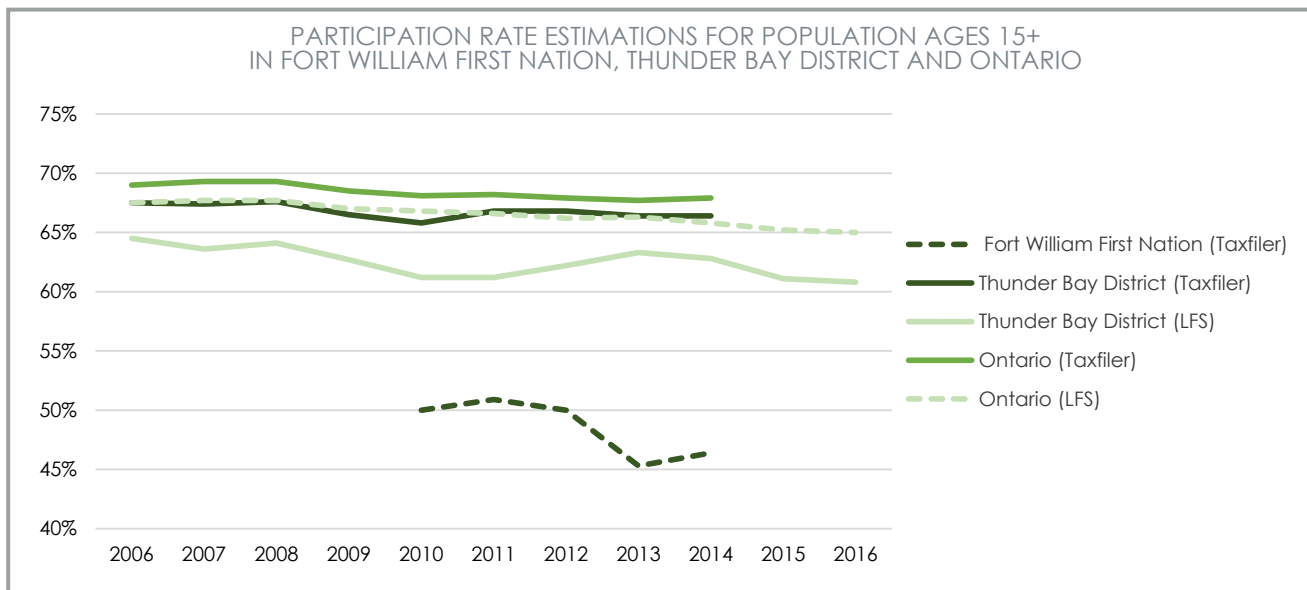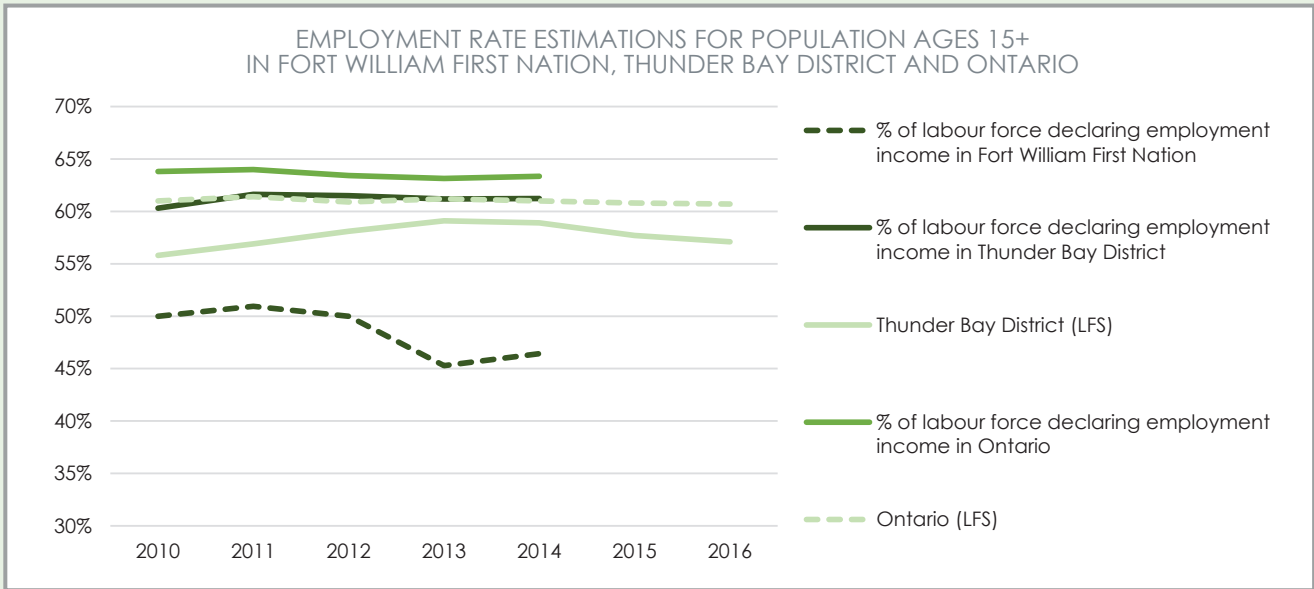
Sources: Taxfiler, participation rate calculated as the number of people receiving labour income in the total population over the age of 15; Labour Force Survey (LFS) two-year average estimates, participation rate calculated as the number of civilian, non-institutionalized persons age 15 or over who are employed or unemployed in the total population.
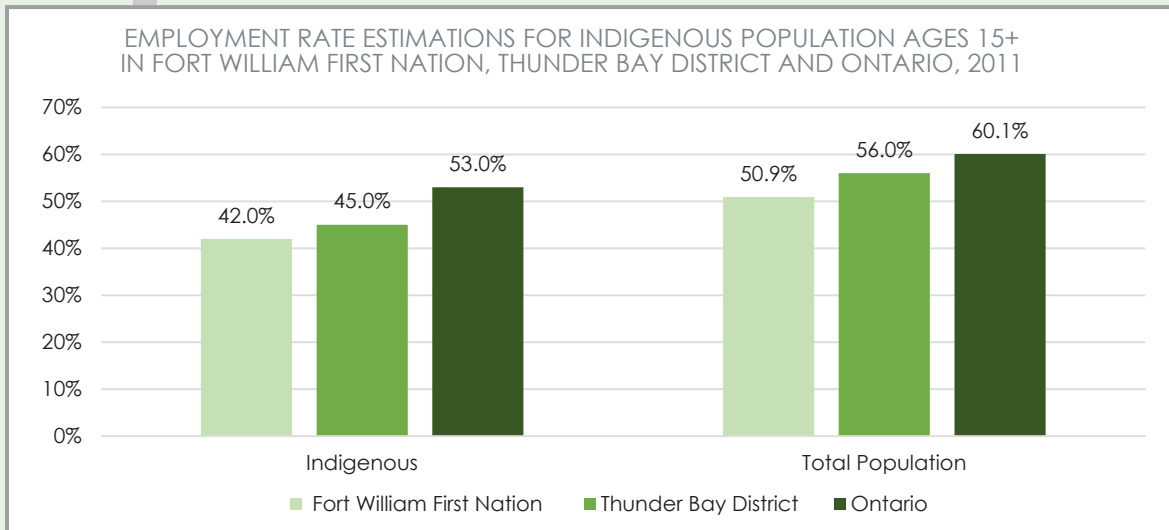
FIGURE 10

PARTICIPATION RATE ESTIMATIONS FOR INDIGENOUS POPULATION AGES 15+
IN FORT WILLIAM FIRST NATION, THUNDER BAY DISTRICT AND ONTARIO, 2011

Source: Statistics Canada, National Household Survey, 2011

FIGURE 11

EMPLOYMENT RATE ESTIMATIONS FOR POPULATION AGES 15+ IN FORT WILLIAM FIRST NATION, THUNDER BAY DISTRICT AND ONTARIO

Legend:
- ---- % of labour force declaring employment income in Fort William First Nation
- —— % of labour force declaring employment income in Thunder Bay District
- —— Thunder Bay District (LFS)
- —— % of labour force declaring employment income in Ontario
- ---- Ontario (LFS)

Sources: Author's calculations based on Taxfiler, number of people declaring employment income, and estimates of population; Statistics Canada, Labour Force Survey (LFS) two-year average estimates
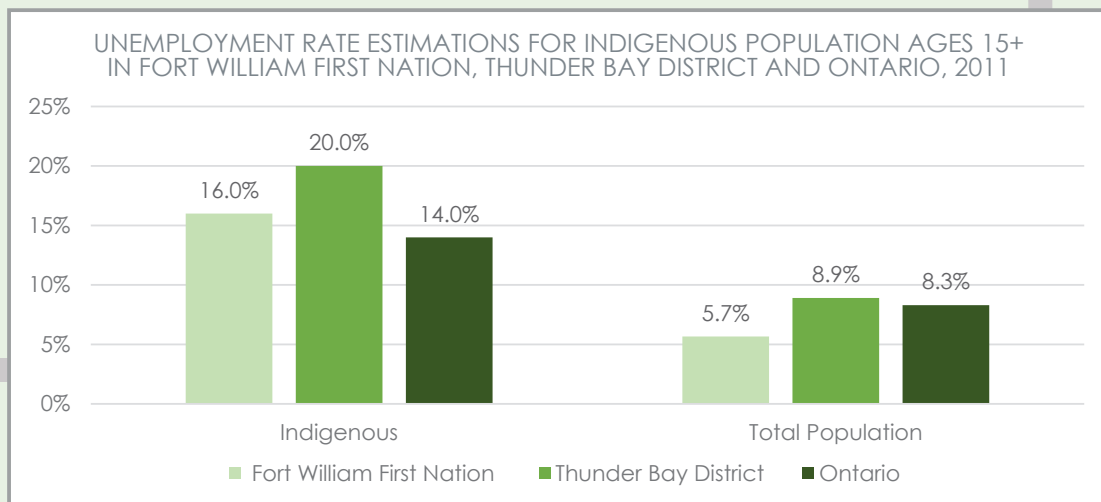
FIGURE 12

EMPLOYMENT RATE ESTIMATIONS FOR INDIGENOUS POPULATION AGES 15+ IN FORT WILLIAM FIRST NATION, THUNDER BAY DISTRICT AND ONTARIO, 2011

Indigenous: Fort William First Nation 42.0%, Thunder Bay District 45.0%, Ontario 53.0%
Total Population: Fort William First Nation 50.9%, Thunder Bay District 56.0%, Ontario 60.1%

Legend: ■ Fort William First Nation ■ Thunder Bay District ■ Ontario

Source: Statistics Canada, National Household Survey, 2011

FIGURE 13

UNEMPLOYMENT RATE ESTIMATIONS FOR POPULATION AGES 15+ IN FORT WILLIAM FIRST NATION, THUNDER BAY DISTRICT AND ONTARIO

- - - % of labour force receiving Employment Insurance in Fort William First Nation

—— % of labour force receiving Employment Insurance in Thunder Bay District

—— Thunder Bay District (LFS)

- - - % of labour force receiving Employment Insurance in Ontario

- - Ontario (LFS)

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

FIGURE 14

UNEMPLOYMENT RATE ESTIMATIONS FOR INDIGENOUS POPULATION AGES 15+ IN FORT WILLIAM FIRST NATION, THUNDER BAY DISTRICT AND ONTARIO, 2011

■ Fort William First Nation　■ Thunder Bay District　■ Ontario

Source: Statistics Canada, National Household Survey, 2011

09. Wages[6]

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. However, if an area offers wages inferior to the rest of the province, it can be perceived as a competitive advantage and attract employers.

[6] For a more detailed analysis of salary comparison in the north, please see Sundmark, J. (2016). "Average salary comparison" [blog] Available at: northernpolicy.ca
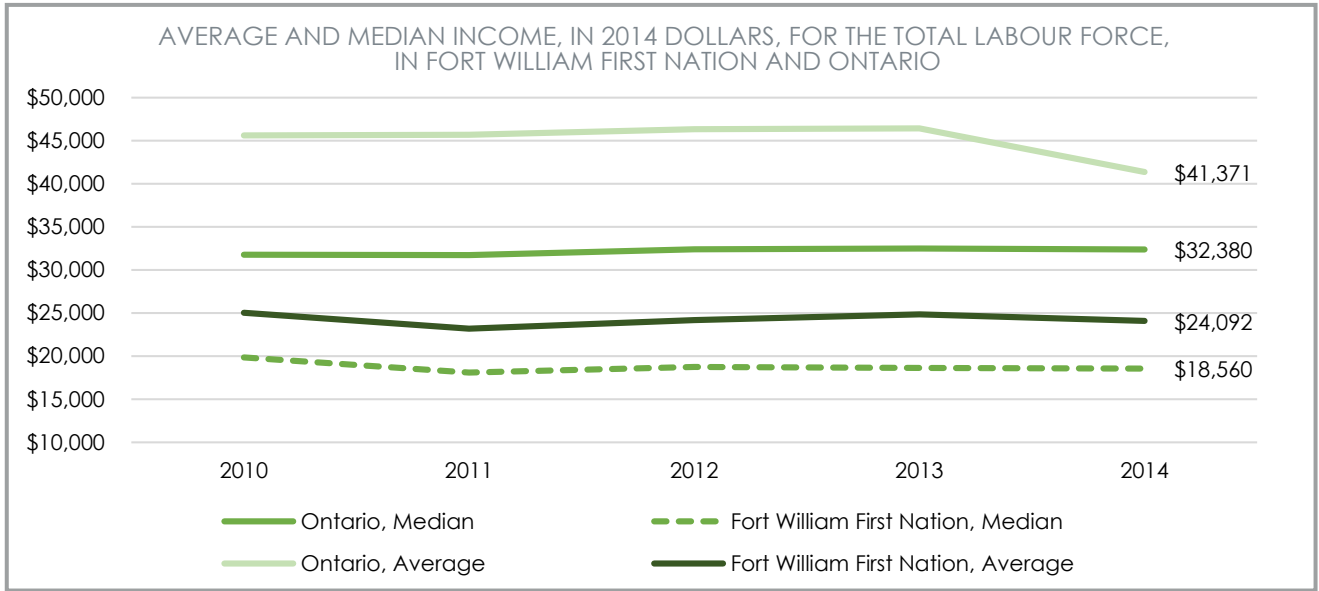
TABLE 10

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)
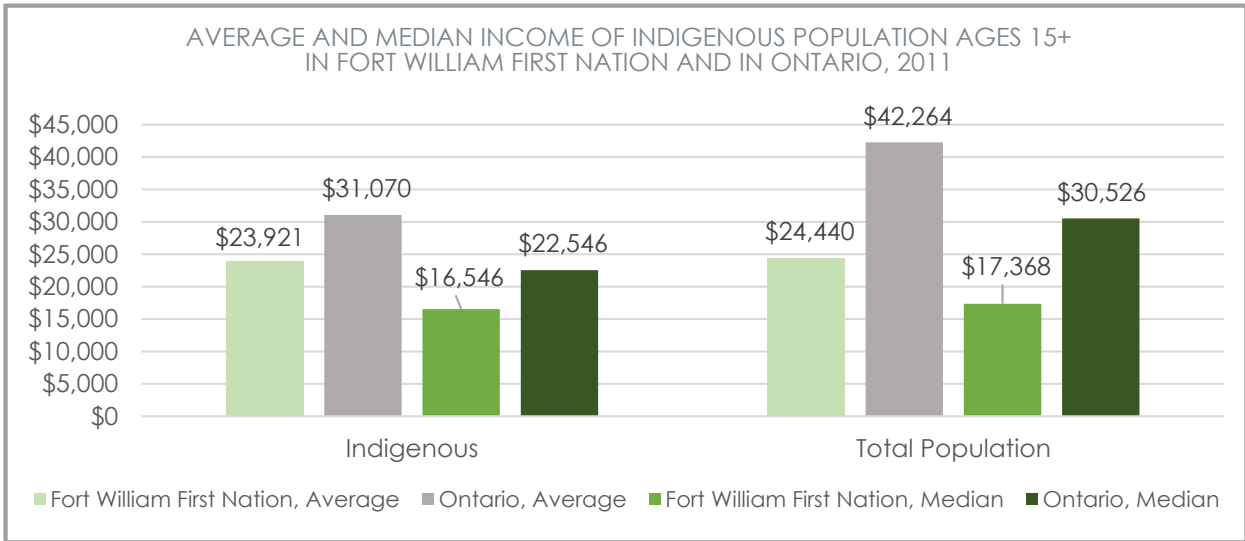
10. Income

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 15

AVERAGE AND MEDIAN INCOME, IN 2014 DOLLARS, FOR THE TOTAL LABOUR FORCE, IN FORT WILLIAM FIRST NATION AND ONTARIO

Legend:
- Ontario, Median
- Fort William First Nation, Median
- Ontario, Average
- Fort William First Nation, Average

Source: Author's calculations based on Taxfiler Fort William First Nation "city total," and Ontario, and Bank of Canada, Consumer Price Index

FIGURE 16

AVERAGE AND MEDIAN INCOME OF INDIGENOUS POPULATION AGES 15+ IN FORT WILLIAM FIRST NATION AND IN ONTARIO, 2011

Legend:
- Fort William First Nation, Average
- Ontario, Average
- Fort William First Nation, Median
- Ontario, Median

Source: Statistics Canada, National Household Survey, 2011

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. Between 2010 and 2014, the average and median incomes in Fort William were approximately half that of provincial levels (Figure 15).

Furthermore, the economic dependency ratio—the amount of government transfers received compared to the amount of income earned through employment—is higher in Fort William First Nation than in both the District of Thunder Bay and the province (Figure 17). The community is thus more dependent on government transfers. In addition, the economic dependency ratio in Fort William First Nation increased from 0.58 in 2010 to 0.74 in 2014.

In 2014, the three main sources of government transfers were social assistance (12.7 percent of total income), the Canada Child Tax Benefit (7.2 percent) and Old Age Security payments (5.2 percent - Table 11). The large percentage of Canada Child Tax Benefit transfers received by Fort William First Nation can be linked to the significant percentage of children in the community (Figure 2).

FIGURE 17
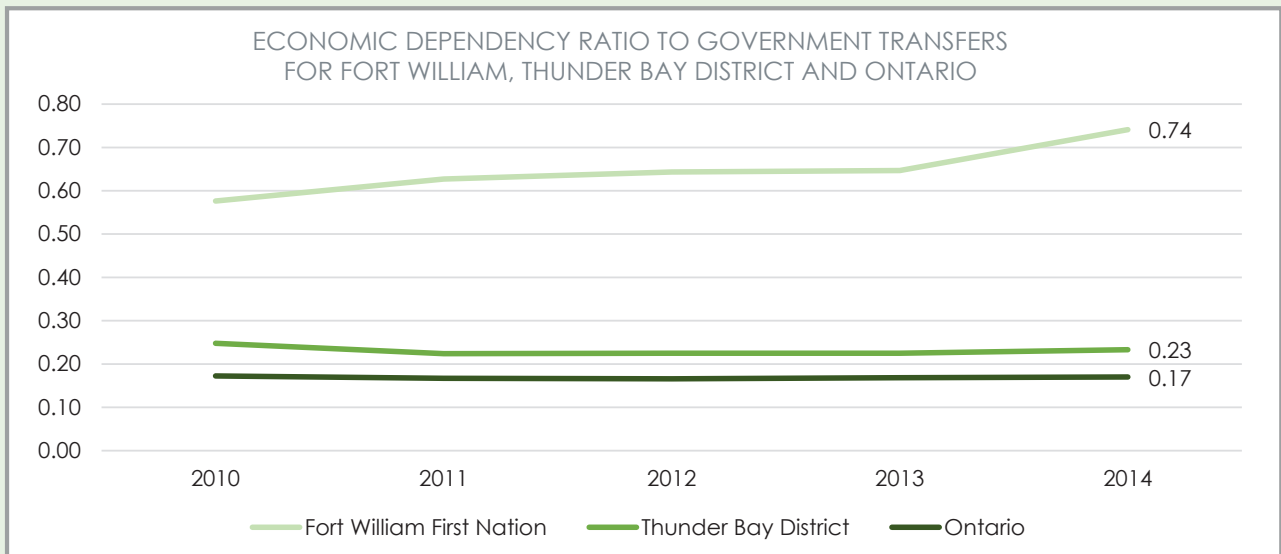
ECONOMIC DEPENDENCY RATIO TO GOVERNMENT TRANSFERS
FOR FORT WILLIAM, THUNDER BAY DISTRICT AND ONTARIO

Source: Author's calculations based on Taxfiler Fort William First Nation "city total," Thunder Bay District, and Ontario

TABLE 11

DISTRIBUTION OF THE INCOME OF THE COMMUNITY BY SOURCE OF INCOME			
Amount of Dollars by Source of Income, 2014	**Fort William 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	**54.6%**	**67.2%**	**72.0%**
Employment Insurance	1.6%	1.4%	1.1%
OAS/Net federal supplements	5.2%	3.8%	3.3%
CPP/QPP	4.2%	5.4%	3.9%
CCTB	7.2%	1.1%	1.1%
Workers compensation	2.5%	1.0%	0.4%
Social Assistance	12.7%	1.5%	1.1%
Other government transfers	7.1%	1.4%	1.3%
Government transfers	**40.5%**	**15.7%**	**12.2%**
Private pensions	3.4%	10.6%	7.7%
RRSP	X	0.4%	0.4%
Investment	0.2%	3.8%	5.3%
Other income	0.4%	2.3%	2.5%
Total income	**100.0%**	**100.0%**	**100.0%**

Source: Author's calculations based on Taxfiler Fort William First Nation "city total," Thunder Bay District, and Ontario. An 'X' indicates data suppressed for confidentiality reasons

POPULATION

981 (2016)

58.31km²

HOME OF ANEMKI WAJIW
(MOUNT MCKAY) AND THE
NOR'WESTER MOUNTAINS

48°18'N
89°16'W

FORT WILLIAM
FIRST NATION

THE   COMMUNITY'S

YOUNGER

POPULATION

IS AN ADVANTAGE

CONCLUSION

Lack of data make it difficult to provide a full picture of Fort William First Nation, and it is possible there is significant traditional and non-traditional economic activity unrepresented in the data provided in this report. However, available data seem to indicate that the community's younger population is an advantage given the region's aging demographic. Furthermore, the community is proximate to the larger economic centre of the City of Thunder Bay, which may provide opportunities for its growing workforce. The ability of the community to tap into the economy of the broader region will depend on the match between the skills of community members and requirements of the job market.
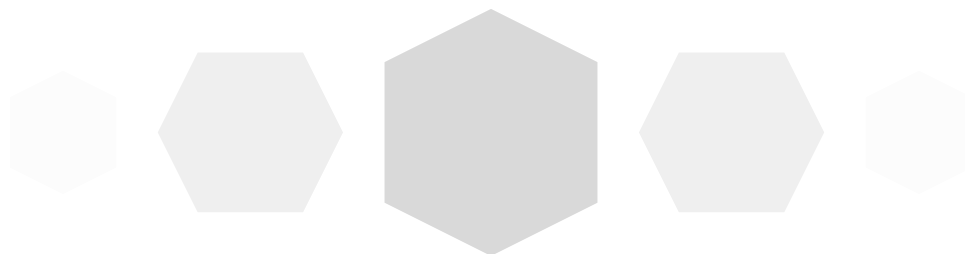
NOTE TO READERS: Moving forward, the Community Labour Market Report Series will be replaced by Community Accounts. This online portal, no.communityaccounts.ca, will provide reliable information on key economic and social indicators, broken down to the community, regional, provincial and national levels 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

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

Statistics Canada (2016). Business Counts, December 2016. Retrieved from http://communitydata.ca/ [Accessed March 29th, 2017]

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 Advanced Education and Skills Development 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.