



Community Labour Market Report

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NEEBING

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 Neebing, 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.

Neebing's employers are mostly small businesses. Indeed, 90.4 percent of businesses in the community have fewer than five employees (Table 2). As a comparison, in Ontario, in June 2016, 87 percent of businesses had less than 5 employees. In Neebing, the number of small and medium enterprises (i.e., 0 to 99 employees¹) increased by 4.6 percent between 2015 and 2016. Meanwhile, the number of large enterprises (i.e., those with more than 100 employees) remained stable during that period.

In June 2016, professional, scientific and technical services; animal production and aquaculture; and specialty trade contractors were the industries with the highest number of employers (Table 1). However, these employers predominately are small enterprises with fewer than five employees. Therefore, they do not represent a large proportion of total employment in the community.

The distribution of employers by industry for Neebing contrasts sharply with that of the Thunder Bay District and the province. For example, Neebing has a larger proportion of employers in animal production and aquaculture, and in the specialty trade contractors industry, yet it has a smaller proportion of employers in the real estate or in the ambulatory health care services industries.

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

TABLE 1

TOP 20 EMPLOYERS BY INDUSTRY, AND AS A PERCENTAGE OF TOTAL NUMBER OF EMPLOYERS, JUNE 2016	Total	Needing (% of Total Number of Employers)	Thunder Bay District (% of Total Number of Employers)	Ontario (% of Total Number of Employers)
541 - Professional, scientific & technical services	12	10.5	7.7	12.6
112 - Animal production & aquaculture	11	9.6	0.7	1.4
238 - Specialty trade contractors	11	9.6	5.6	5.3
111 - Crop production	6	5.3	0.4	1.5
811 - Repair & maintenance	6	5.3	2.7	1.8
113 - Forestry & logging	5	4.4	1.8	0.1
531 - Real estate	5	4.4	15.4	15.5
454 - Non-store retailers	4	3.5	0.7	0.6
523 - Securities, commodity contracts & other financial investment & related activities	3	2.6	3.3	3.2
551 - Management of companies & enterprises	3	2.6	2.1	2.1
621 - Ambulatory health care services	3	2.6	7.3	4.9
721 - Accommodation services	3	2.6	1.8	0.4

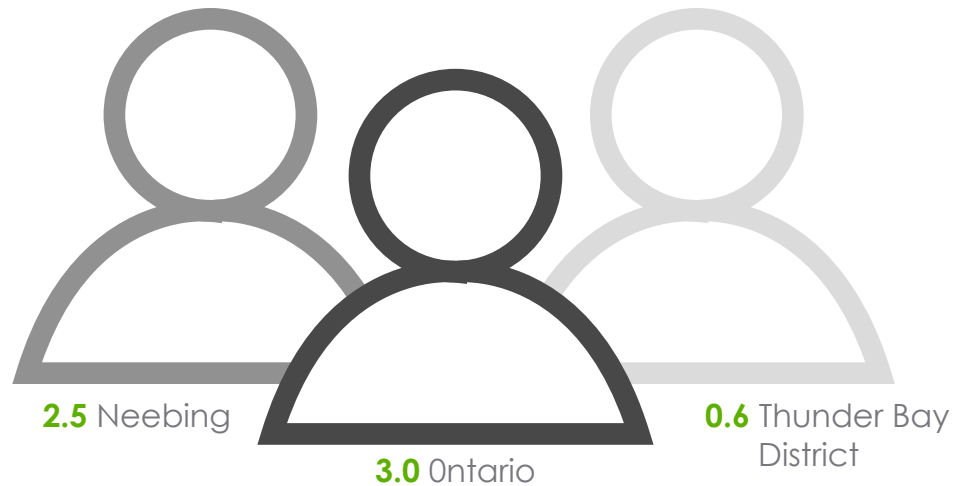
Source: Statistics Canada, Canadian Business Counts

TABLE 2

CHANGE IN NUMBER OF EMPLOYERS BY NUMBER OF EMPLOYEES IN NEEBING	June 2015	June 2016	2015-2016 Change (#)	2015-2016 Change (%)	Ontario Change (%)
0	83	84	1	1.2	2.7
1-4	13	19	6	46.2	1.7
5-9	10	10	0	0.0	0.7
10-19	0	0	0	0.0	-0.3
20-49	2	1	-1	-50.0	-2.5
50-99	1	0	-1	-100.0	18.4
100-199	0	0	0	0.0	-1.7
200-499	0	0	0	0.0	0.2
500+	0	0	0	0.0	1.1
Total Number of Employers	109	114	5	4.6	2.2

² At the community level, the Business Count data can be inconsistent due to concordance issues in geographical boundaries. Business data is collected according to postal codes, however, the data is aggregated and displayed according to 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.

Source: Statistics Canada, Canadian Business Counts²



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

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

02. Employment by Industry

Employment by industry data³ 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 became the largest source of employment for the community

(16.5 percent of total employment – Table 3).

In 2011, public administration represented the largest share of total employment (14 percent) in Neebing (Table 3). However, employment in this industry decreased by 13.3 percent in the Thunder Bay CMA between 2014 and 2016 (Table 4).

Retail trade (10.5 percent of total employment), and transportation and warehousing (10.5 percent of total employment) were the second and third largest employers in Neebing in 2011 (Table 3). However, given Neebing's close proximity to Thunder Bay, it is possible that many of these jobs are in the city of Thunder Bay and may not reflect the industrial structure within the township.

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		Neebing (#)	Neebing (% of Total)	Thunder Bay District (% of Total)	Ontario (% of Total)
91	Public administration	160	14.0	10.3	7.0
44-45	Retail trade	120	10.5	11.8	11.1
48-49	Transportation & warehousing	120	10.5	5.5	4.7
54	Professional, scientific & technical services	85	7.4	4.8	7.7
62	Health care & social assistance	85	7.4	15.9	10.6
11	Agriculture, forestry, fishing & hunting	70	6.1	2.0	1.5
41	Wholesale trade	70	6.1	2.7	4.6
61	Educational services	70	6.1	9.1	7.5
81	Other services (except public administration)	70	6.1	4.5	4.4
71	Arts, entertainment & recreation	55	4.8	2.0	2.0
23	Construction	45	3.9	6.1	6.1
56	Administrative & support, waste management & remediation services	45	3.9	2.9	4.4
52	Finance & insurance	40	3.5	2.7	5.6
72	Accommodation & food services	30	2.6	7.2	6.0
51	Information & cultural industries	25	2.2	1.9	2.7
31-33	Manufacturing	20	1.7	5.3	10.4
21	Mining & oil & gas extraction	0	0	2.7	0.4
22	Utilities	0	0	1.2	0.9
53	Real estate & rental & leasing	0	0	1.5	2.0
55	Management of companies & enterprises	0	0	0.0	0.1
	All Industries	1,145	-	-	-

Source: Statistics Canada, National Household Survey 2011

TABLE 4

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.

In 2011, sales and service occupations (NOC category 6) represented the largest share of employment (25.3 percent) in Neebing (Table

5). Between 2014 and 2016, these occupations decreased by 6.6 percent in the Thunder Bay CMA (Table 6).

Business and finance occupations and trades, transport and equipment operators and related occupations were the second and third largest occupations in Neebing in 2011 (19.7 percent and 16.6 percent respectively of total employment – Table 5). However, between 2014 and 2016 business and finance occupations experienced a decrease (-20.8 percent) in the Thunder Bay CMA, while trades, transport and equipment operators and related occupations remained stable (Table 6).

...in 2011, **sales and service** occupations represented the **largest** share of employment in Neebing...

TABLE 5

EMPLOYMENT BY OCCUPATION, AND AS A PERCENTAGE OF TOTAL, 2011		Neebing (#)	Neebing (% of total)	Thunder Bay District (% of total)	Ontario (% of total)
6	Sales & service occupations	290	25.3	24.5	23.2
1	Business, finance & administration occupations	225	19.7	14.3	17.0
7	Trades, transport & equipment operators & related occupations	190	16.6	17.4	13.0
4	Occupations in education, law & social, community & government services	130	11.4	14.6	12.0
2	Natural & applied sciences & related occupations	85	7.4	5.9	7.4
0	Management occupations	65	5.7	7.9	11.5
5	Occupations in art, culture, recreation & sport	60	5.2	1.9	3.1
3	Health occupations	40	3.5	7.9	5.9
8	Natural resources, agriculture & related production occupations	40	3.5	3.1	1.6
9	Occupations in manufacturing & utilities	10	0.9	2.7	5.2
All occupations		1,145	-	-	-

Source: 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	X	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	<1,500	<0.1	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 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 Neebing⁴. 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.

1 job posted between April and September 2016

Source: Vicinityjobs.ca

The job advertised was for a part-time position, in manufacturing and utilities as a testers and graders, for food, beverage and associated products processing.

The fact that only one job was posted online does not mean that there were no other job opportunities in Neebing 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.

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



SUPPLY

Unfortunately most of the data on Francophone and Indigenous populations are suppressed as the numbers 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).

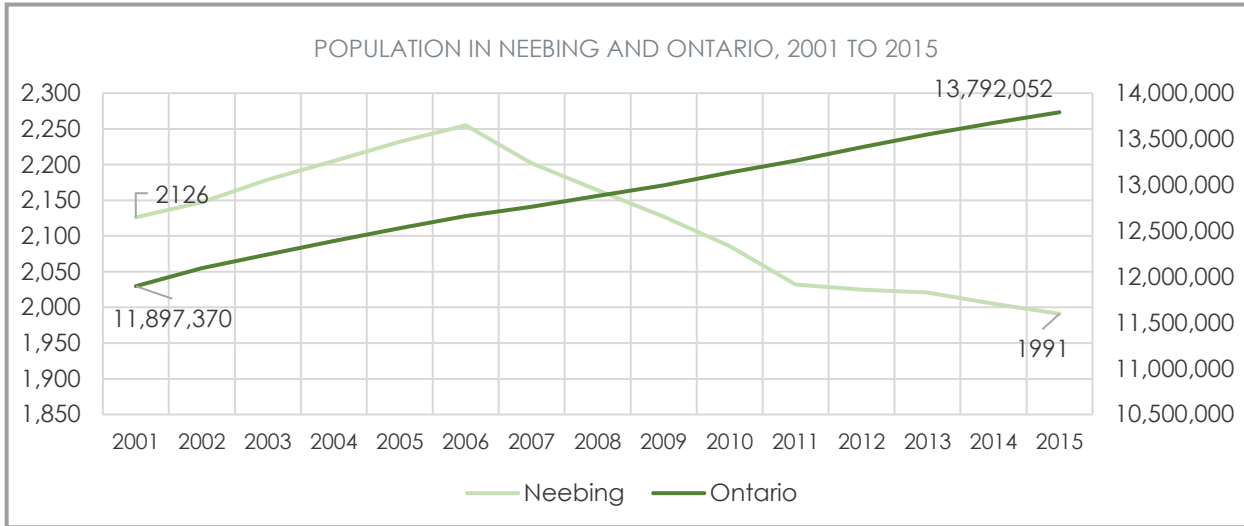
Following a 6.1 percent increase between 2001 and 2006, Neebing's population decreased by 11.7 percent between 2006 and 2015 (Figure 1). This contrasts with a 15.9 percent increase in Ontario's population between 2001 and 2015. Neebing's

population decline is the result of a decreasing fertility rate and emigration—individuals leaving the community (Cuddy and Moazzami, 2016). Additionally, this convergence of factors is exacerbated by the fact that Neebing's population is aging considerably (Figure 3) and this trend will have significant implications for labour market outcomes and health care demand in the coming years.

2055
Total population in 2016

Source: Statistics Canada, Census 2016

FIGURE 1



Source: Statistics Canada, Estimates of population

The proportion of individuals ages 50 to 64 is higher in Neebing than in the District or in the province (Figure 3). It would appear that a significant number of individuals in this age group have settled in the community over the years. Meanwhile, the proportion of individuals ages 20 to 39 is lower than that of the province or the District.

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 Neebing, the ratio of 0.49 in 2015 indicates that the numbers are insufficient for workforce replacement and if no newcomers of working age are brought in to address the discrepancy, there may be a shortage of workers in the future.

FIGURE 2

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

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

Needing █
Thunder Bay District - - -
Ontario —

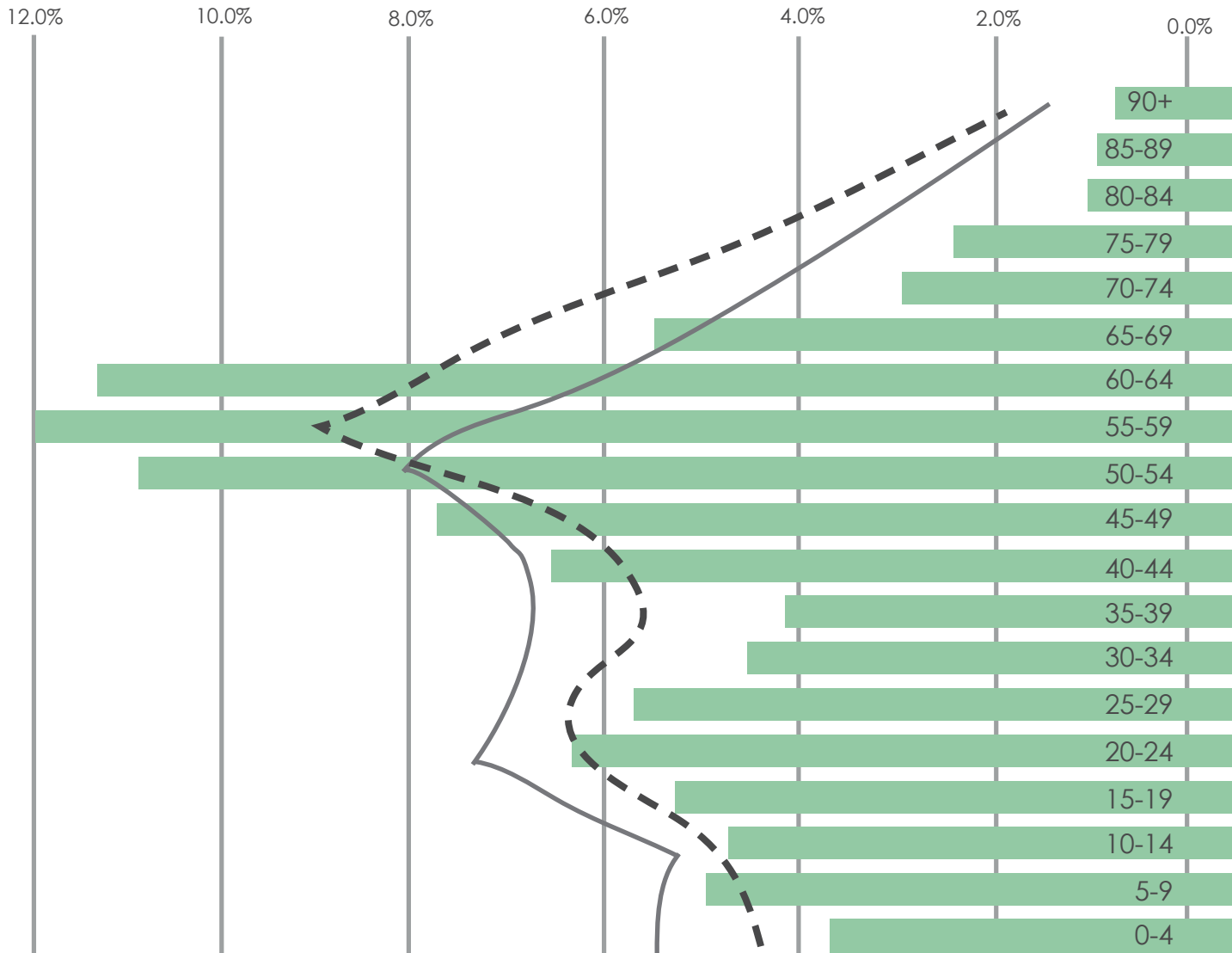
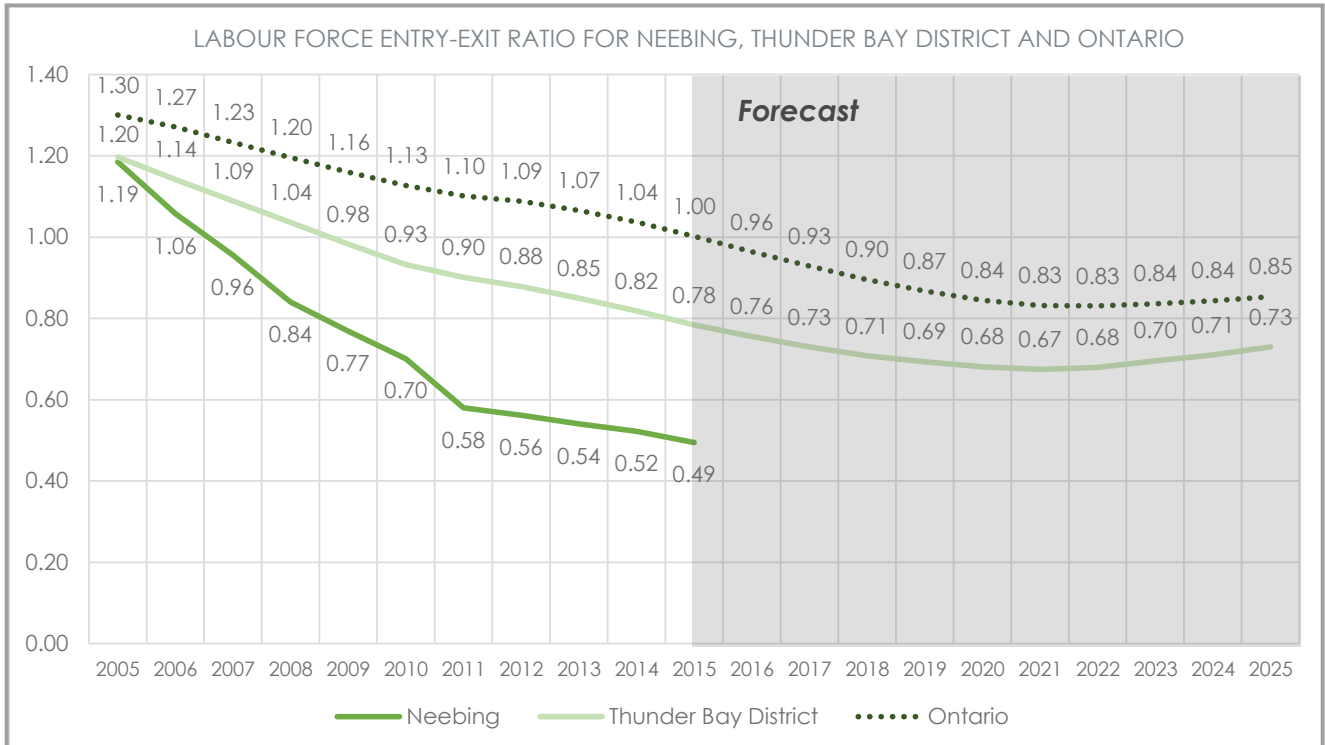
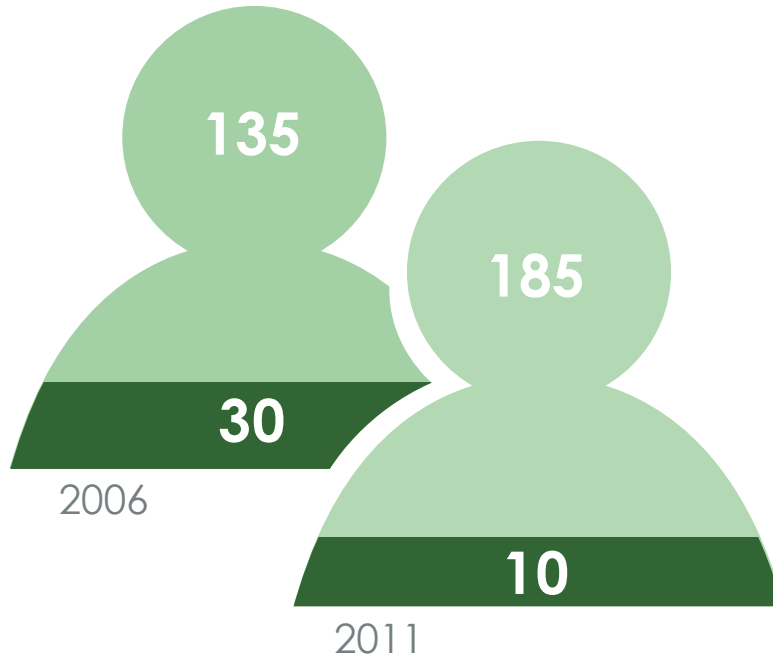


FIGURE 3



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

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.

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

FIGURE 4
NEWCOMERS TO NEEBING BY ORIGIN,
2006 AND 2011

Sources: Statistics Canada, Census 2006 and NHS 2011

TABLE 7

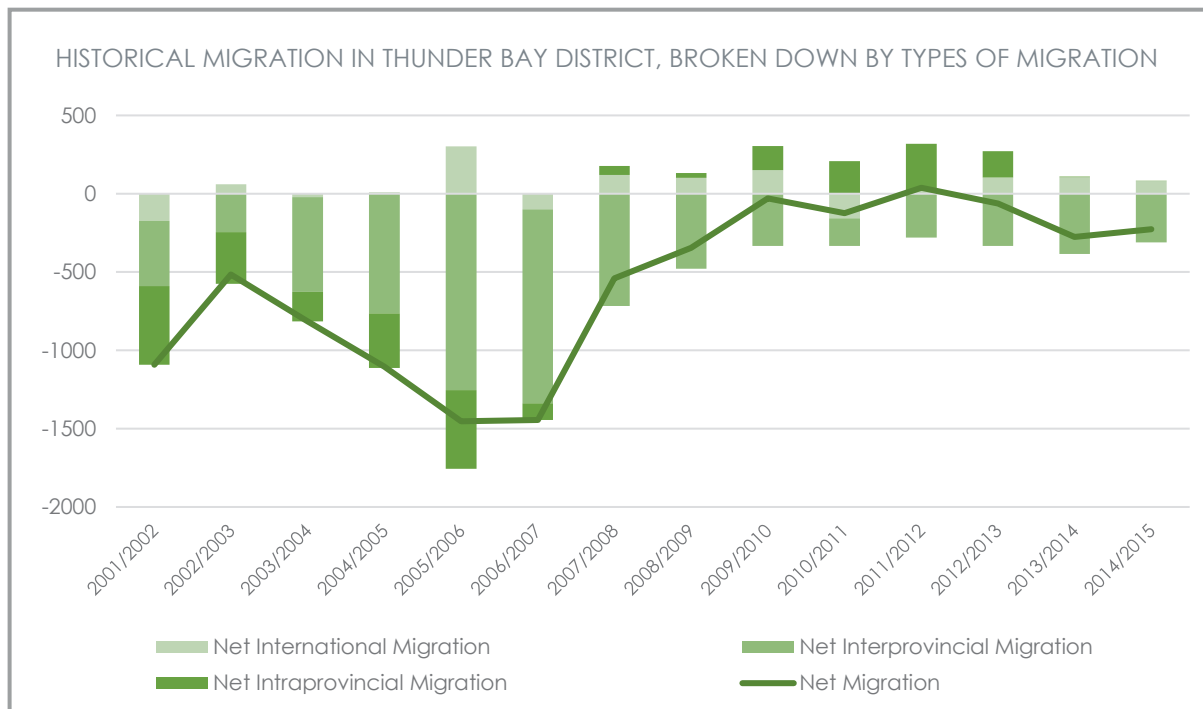
PERMANENT RESIDENTS BY INTENDED DESTINATION										
Intended Destination	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Neebing	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Thunder Bay District	140	150	130	190	160	155	130	155	125	105

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

The number of newcomers to Neening increased between 2006 and 2011. However, this influx was not enough to offset an overall population decrease (Figure 1). Therefore, despite the fact that emigration data are not available, it is possible that the number of people leaving the community outpaced immigration rates. Most newcomers originated from other Ontario communities and this category grew by 37 percent between 2006 and 2011.

For the Thunder Bay District, the number of emigrants was greater than the number of immigrants resulting in negative net migration (Figure 5), which applies a downward pressure on population growth. When looking at the districts of origin and destination of migrants (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 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 810 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 9

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

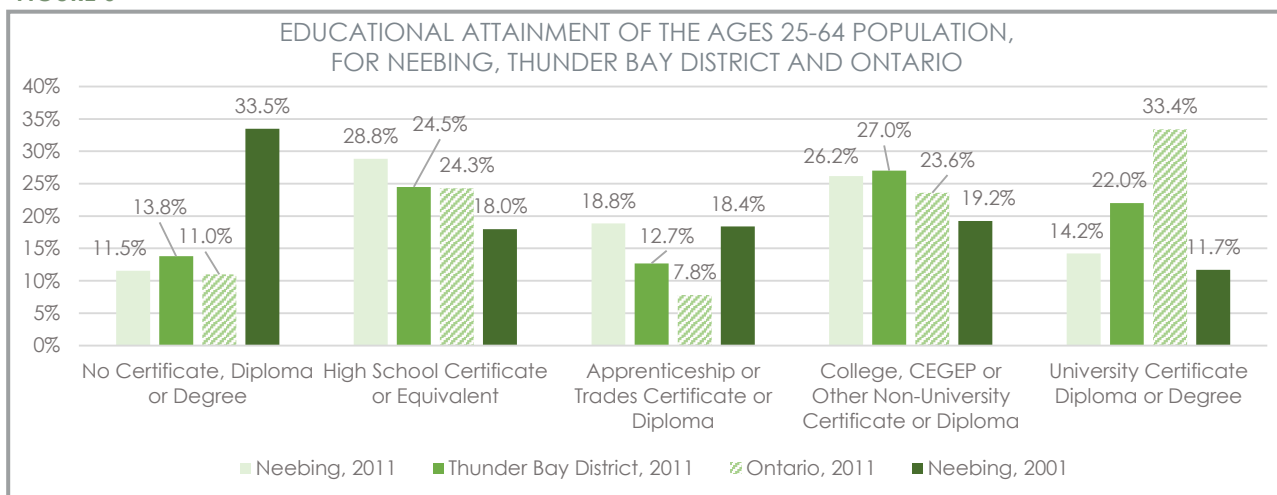
District of Destination of Out-migrants	0-17	18-24	25-44	45-64	65+	TOTAL
Kenora	132	51	126	59	8	376
Toronto	7	51	83	13	9	163
Division No. 6 - Alberta	22	17	72	17	12	140
Division No. 11 - Alberta	25	26	54	23	5	133
Ottawa	18	24	50	21	5	118
Algoma	32	12	38	17	4	103
Division No. 11 - Manitoba	21	18	42	16	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	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



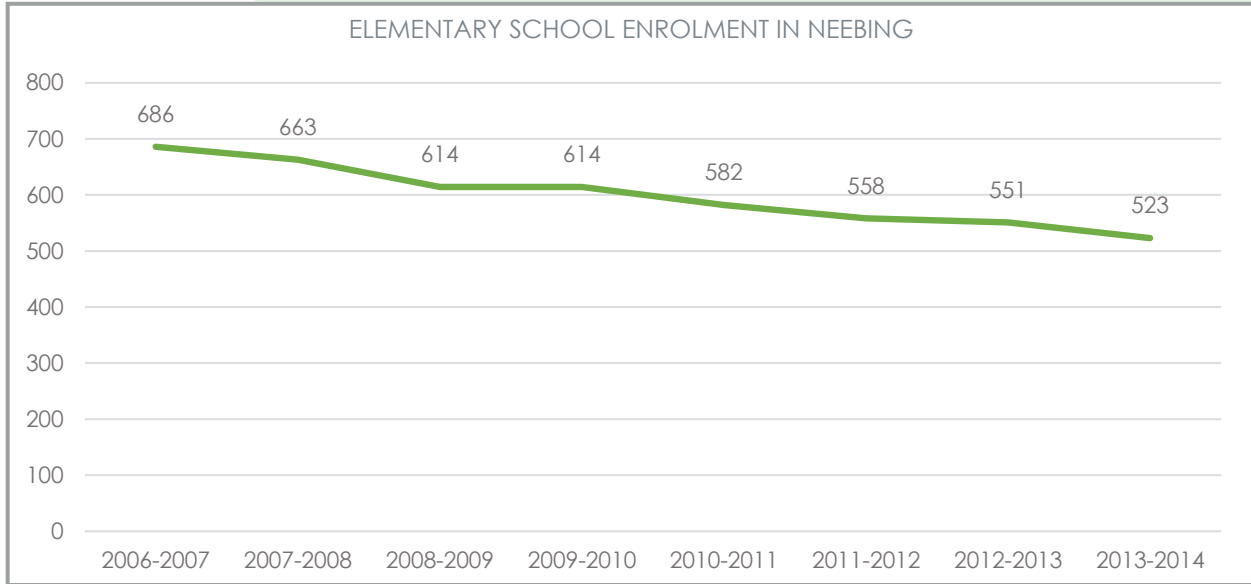
Sources: Author's calculations based on Statistics Canada, Census 2001 and National Household Survey 2011

Between 2001 and 2011, a greater proportion of the population in Neebing achieved secondary or post-secondary education (a 22 percent increase – Figure 6). The resulting dramatic drop in the number of individuals without a certificate, diploma or degree,⁵ which now parallels province-wide levels, may represent an opportunity for Neebing as more jobs will require post-secondary education (Moazzami, 2015).

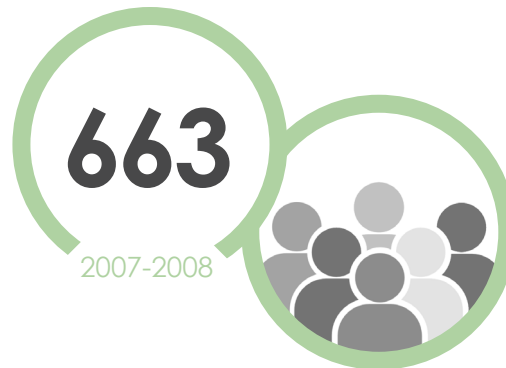
There are no secondary schools in Neebing. However, there are several high schools in the neighbouring city of Thunder Bay.

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 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.

FIGURE 7



Source: Author's calculations based on Ontario Ministry of Education, as reported by schools in the Ontario School Information System (OnSIS)



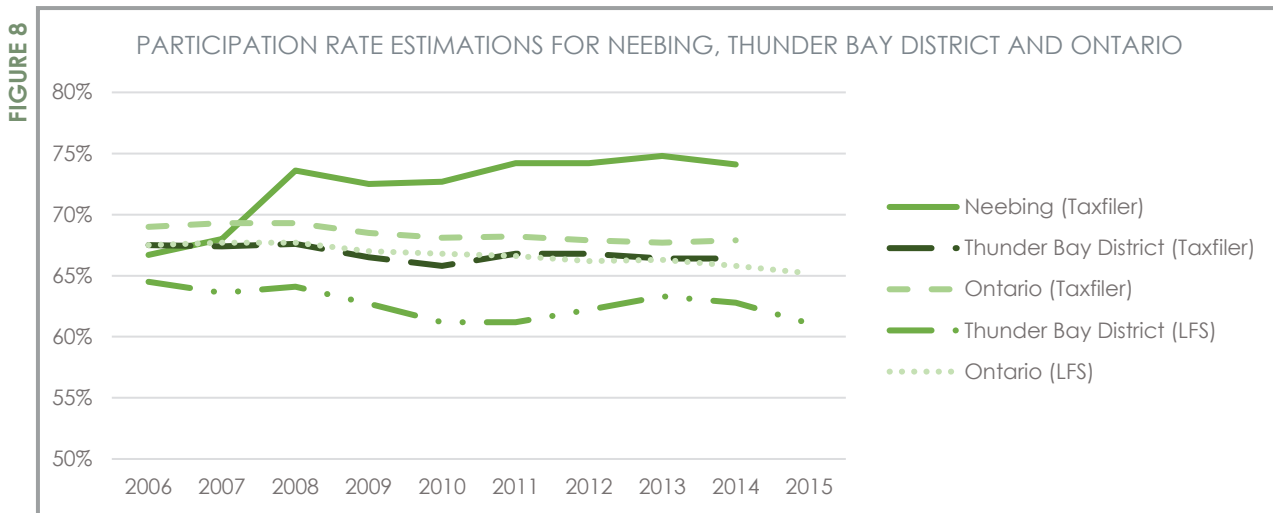
ALIGNMENT

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 a job's ability to find a worker.

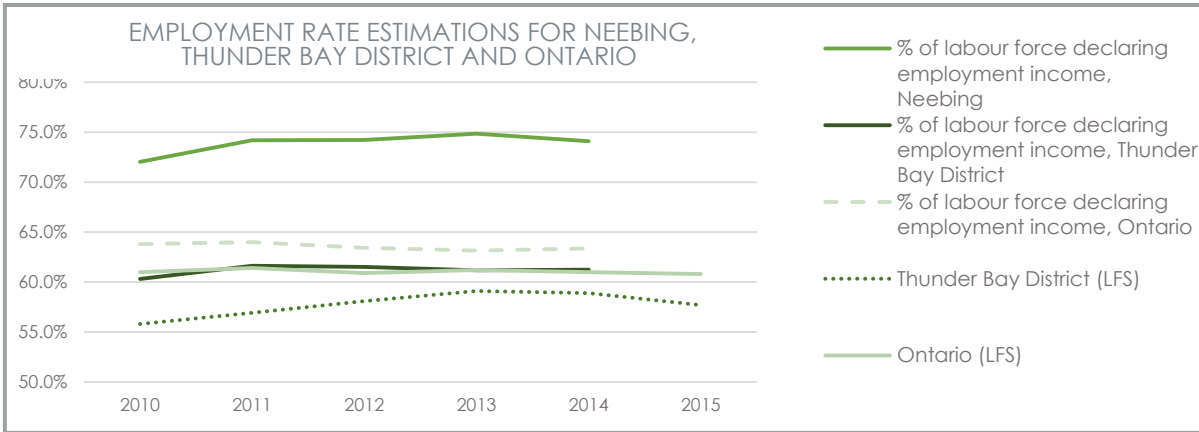
Between 2010 and 2014, the participation rate in Neebing increased, as did the number of tax filers declaring employment income (Figures 8 and 9). Meanwhile, the number of tax filers declaring Employment Insurance decreased (Figure 10). This may be an encouraging sign, indicating that an increasing number of individuals in Neebing are employed.

Interestingly, Neebing's participation rate is now higher than that of the District or the province (Figure 8). Similarly, the number of tax filers declaring employment income or Employment Insurance is higher in Neebing than in the District or the province (Figures 9 and 10).



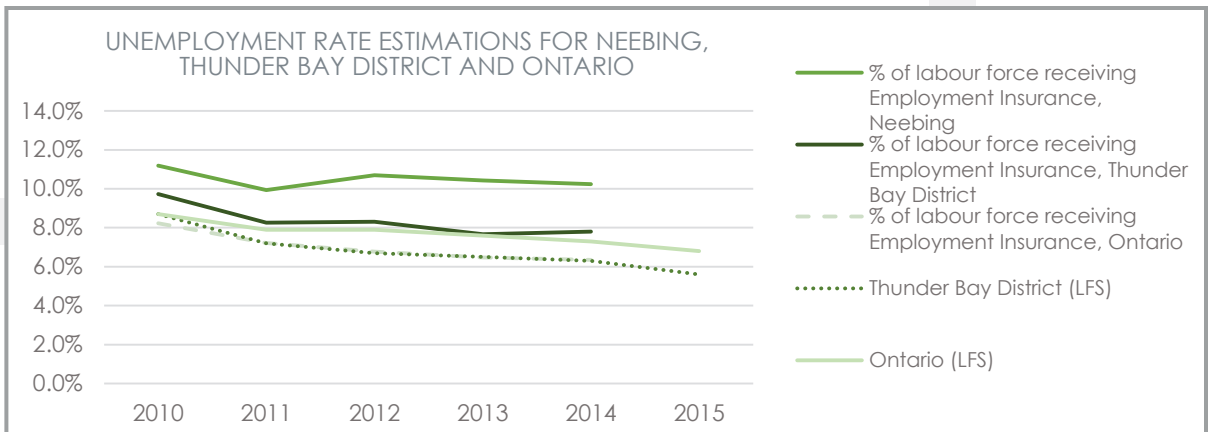
Sources: Author's calculations based on Taxfiler, participation rate calculated as the number of people receiving labour income in the total population over the age of 15; Labour Force Survey (LFS) two-year average estimates, participation rate calculated as the number of civilian, non-institutionalized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

FIGURE 9



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 10



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. Wages⁶

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.

⁶For 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.

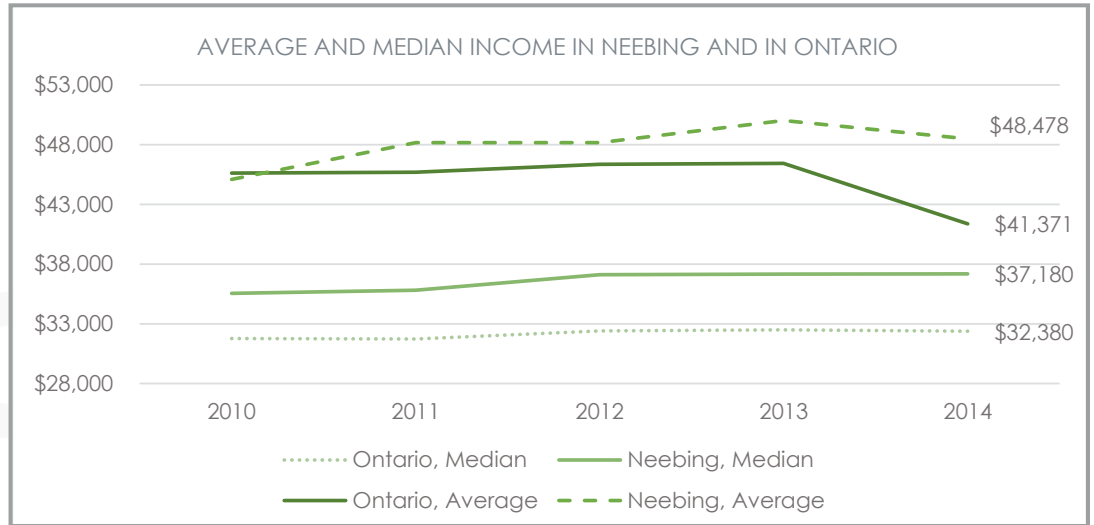
Average income depends on multiple factors, such as the type of jobs available (part time or full time), and/or the dominant industry in a community. In 2014, both average and median income in Neebing were higher than in Ontario (Figure 11). This indicates that individuals in Neebing are better off than their counterparts in the province.

Furthermore, the economic dependency ratio—the amount of government transfers received compared to the amount of income earned through employment—in Neebing is lower than that of the Thunder Bay District and slightly lower than that of the province (figure 12). Therefore, Neebing's income is less dependent on government transfers than that of the Thunder Bay District or Ontario.

A large portion (59.2 percent) of the government transfers to Neebing consists of Old Age Security and Canada Pension Plan payments (Table 11). On the other hand, employment income in Neebing is predominately wages, salaries, and commissions revenues, which contrasts with that of the Thunder Bay District and the province. The revenues from self-employment represent a smaller proportion of total income in Neebing than that of the province, but are in line with the District average. Interestingly, the amount of income from investment in Neebing is similar to provincial levels, and above District levels.

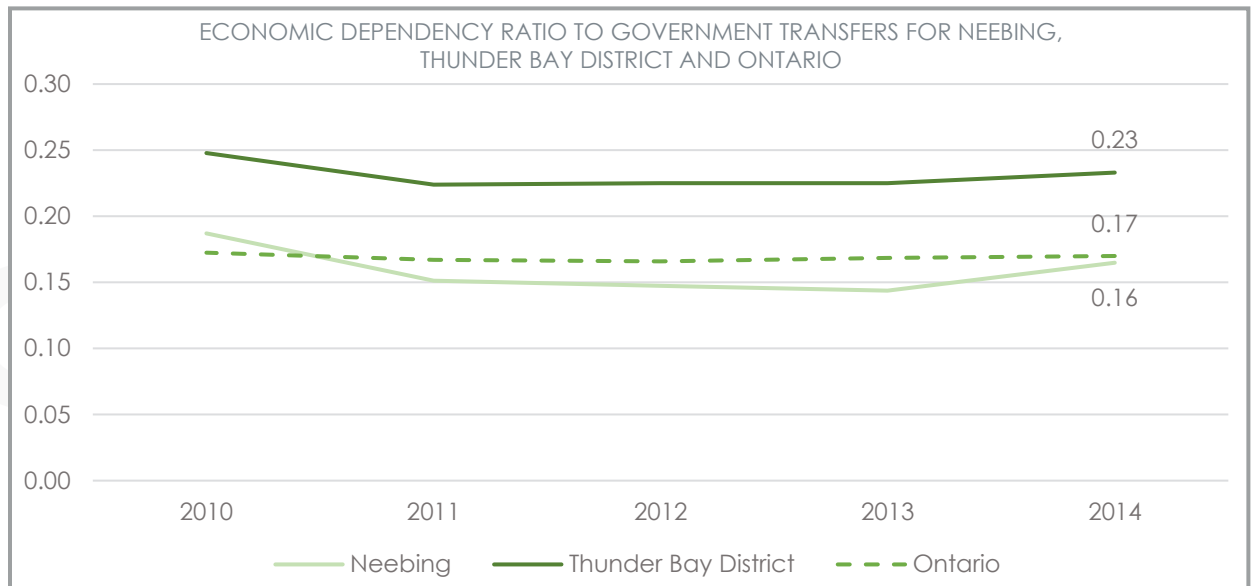
...Neebing's income is **less dependent** on government income than that of the Thunder Bay District or Ontario...

FIGURE 11



Sources: Author's calculations based on Taxfiler, Neebing "rural community", and Ontario. Consumer Price Index from the Bank of Canada

FIGURE 12



Sources: Author's calculations based on Tax Filer, Neebing "rural community", 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	Neebing	Thunder Bay District	Ontario
Wages/salaries/commissions only	68.8%	64.9%	67.7%
Self-employment only	2.6%	2.3%	4.3%
Employment income	71.5%	67.2%	72.0%
Employment Insurance	1.9%	1.4%	1.1%
OAS/Net federal supplements	2.6%	3.8%	3.3%
CPP/QPP	4.4%	5.4%	3.9%
CCTB	0.6%	1.1%	1.1%
Workers compensation	1.0%	1.0%	0.4%
Social Assistance	0.5%	1.5%	1.1%
Other government transfers	0.8%	1.4%	1.3%
Government transfers	11.8%	15.7%	12.2%
Private pensions	9.0%	10.6%	7.7%
RRSP	0.4%	0.4%	0.4%
Investment	5.1%	3.8%	5.3%
Other income	2.2%	2.3%	2.5%
Total income	100.0%	100.0%	100.0%

Sources: Author's calculations based on Taxfiler, Neebing "rural communities", Thunder Bay district, Ontario. 'X' indicates suppressed data

POPULATION



2,055 (2016)



877.60

SQUARE KILOMETRES
ALONG HIGHWAY 61
SOUTH OF THUNDER BAY

48°11'N
89°28'W

NEEBING

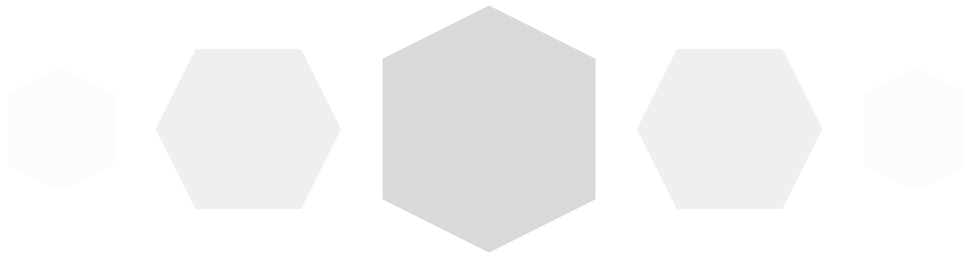


FILLING JOBS THAT
ALREADY EXIST
WOULD CREATE
INCREASED
PROSPERITY

CONCLUSION

Neebing, 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, Neebing 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 Neebing 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

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



Local Employment
Planning Council

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