



Community Labour Market Report

By Amandine Martel & José-Karl Noiseux

SHUNIAH

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 Shuniah, 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 employment opportunities within a local labour market.

Shuniah's employers are mostly small businesses. Indeed, 88.3 percent of businesses in the community have fewer than five employees (Table 2). By comparison, 87 percent of Ontario businesses had fewer than five employees in June 2016. In Shuniah, the number of small and medium-size enterprises (i.e., 0 to 99 employees¹) decreased by 5.3 percent between 2015 and 2016.

In June 2016, securities, commodity contracts and other financial investment and related activities; professional,

scientific and technical services; and specialty trade contractors were the industries with the largest number of employers (Table 1). However, these employers are predominately 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 Shuniah contrasts sharply with that of the Thunder Bay District and the province. For example, Shuniah has a larger proportion of employers in the securities, commodity contracts and other financial investment and related activities sector and in the specialty trade contractors industry than the Thunder Bay District and the province.

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

TABLE 1

TOP 10 EMPLOYERS BY INDUSTRY, AND AS A PERCENTAGE OF TOTAL NUMBER OF EMPLOYERS, JUNE 2016	Total	Shuniah (% of Total Number of Employers)	Thunder Bay District (% of Total Number of Employers)	Ontario (% of Total Number of Employers)
523 - Securities, commodity contracts & other financial investment & related activities	16	8.9	3.3	3.2
541 - Professional, scientific & technical services	16	8.9	7.7	12.6
238 - Specialty trade contractors	13	7.3	5.6	5.3
621 - Ambulatory health care services	13	7.3	7.3	4.9
236 - Construction of buildings	12	6.7	2.8	2.9
531 - Real estate	11	6.1	15.4	15.5
113 - Forestry & logging	8	4.5	1.8	0.1
237 - Heavy & civil engineering construction	6	3.4	1.2	0.8
484 - Truck transportation	6	3.4	1.9	3.2
551 - Management of companies & enterprises	6	3.4	2.1	2.1

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

TABLE 2

CHANGE IN NUMBER OF EMPLOYERS BY NUMBER OF EMPLOYEES IN SHUNIAH	June 2015	June 2016	2015-2016 Change (#)	2015-2016 Change (%)	Ontario Change (%)
0	127	116	-11	-8.7	2.7
1-4	44	42	-2	-4.5	1.7
5-9	9	12	3	33.3	0.7
10-19	5	5	0	0.0	-0.3
20-49	3	2	-1	-33.3	-2.5
50-99	1	2	1	100.0	18.4
100-199	0	0	0	0	-1.7
200-499	0	0	0	0	0.2
500+	0	0	0	0	1.1
Total Number of Employers	189	179	-10	-5.3	2.2

² At the community level, the Business Counts 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.

Sources: Statistics Canada, Canadian Business Counts and author's calculations based on Statistics Canada, Business Counts²



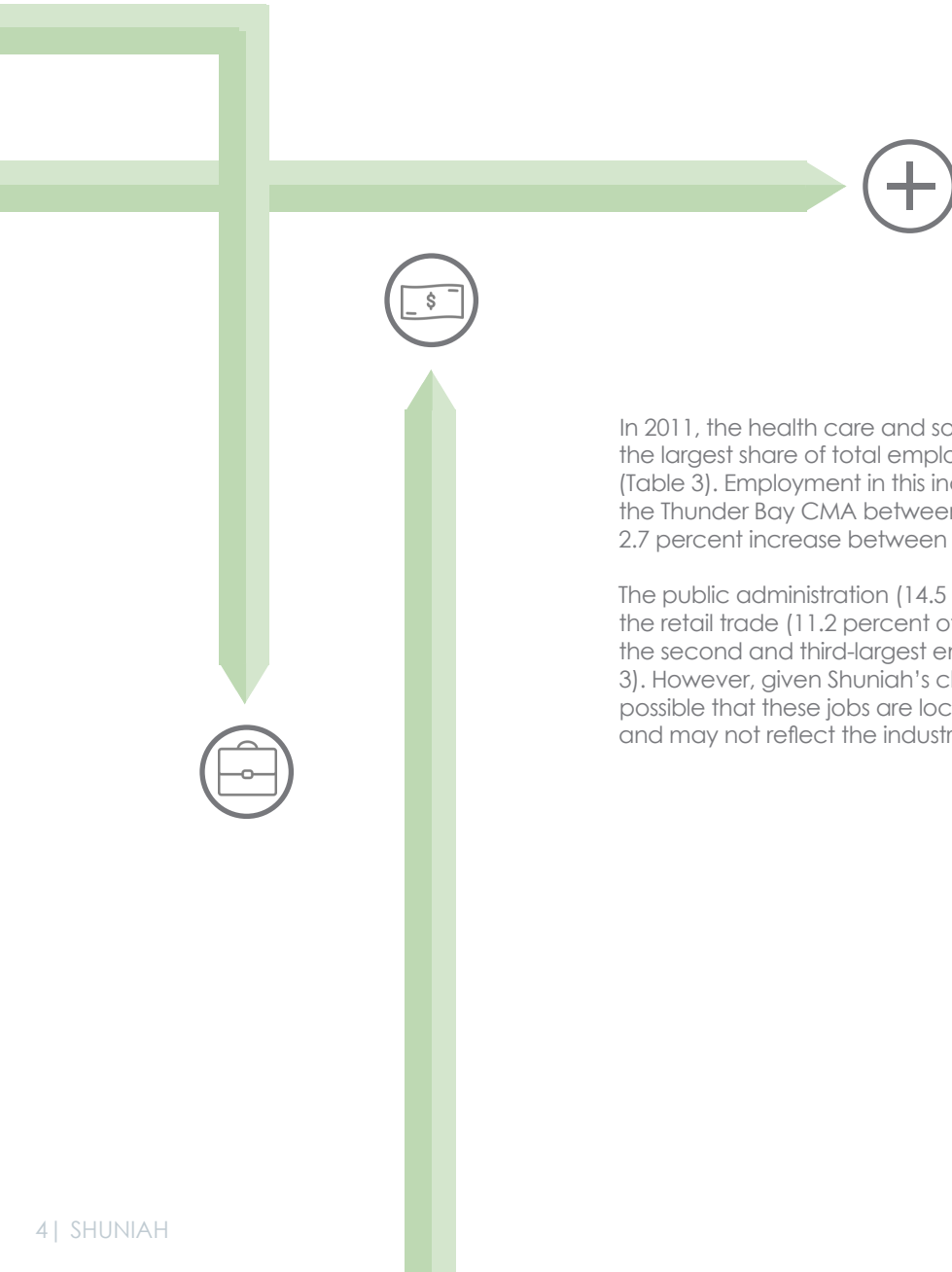
Business creation per **1,000** persons, June 2015-June 2016

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

02. Employment by Industry

Employment by industry data³ 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.

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 are 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.



In 2011, the health care and social assistance sector represented the largest share of total employment (15.5 percent) in Shuniah (Table 3). Employment in this industry increased by 0.9 percent in the Thunder Bay CMA between 2014 and 2016, which followed a 2.7 percent increase between 2012 and 2014 (Table 4).

The public administration (14.5 percent of total employment) and the retail trade (11.2 percent of total employment) sectors were the second and third-largest employers in Shuniah in 2011 (Table 3). However, given Shuniah'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 township.

TABLE 3

EMPLOYMENT BY INDUSTRY, AND AS A PERCENTAGE OF TOTAL, 2011		Shuniah (#)	Shuniah (% of Total)	Thunder Bay District (% of Total)	Ontario (% of Total)
62	Health care & social assistance	235	15.5	15.9	10.6
91	Public administration	220	14.5	10.3	7.0
44-45	Retail trade	170	11.2	11.8	11.1
61	Educational services	165	10.9	9.1	7.5
23	Construction	110	7.2	6.1	6.1
48-49	Transportation & warehousing	90	5.9	5.5	4.7
72	Accommodation & food services	85	5.6	7.2	6.0
54	Professional, scientific & technical services	60	3.9	4.8	7.7
41	Wholesale trade	50	3.3	2.7	4.6
21	Mining & oil & gas extraction	40	2.6	2.7	0.4
22	Utilities	40	2.6	1.2	0.9
31-33	Manufacturing	40	2.6	5.3	10.4
56	Administrative & support, waste management & remediation services	40	2.6	2.9	4.4
53	Real estate & rental & leasing	35	2.3	1.5	2.0
81	Other services (except public administration)	35	2.3	4.5	4.4
11	Agriculture, forestry, fishing & hunting	30	2.0	2.0	1.5
71	Arts, entertainment & recreation	25	1.6	2.0	2.0
51	Information & cultural industries	0	0.0	1.9	2.7
52	Finance & insurance	0	0.0	2.7	5.6
55	Management of companies & enterprises	0	0.0	0.0	0.1
All Industries		1,520	-	-	-

Source: Statistics Canada, National Household Survey, 2011; and author's calculation based on 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 (%)
Employment by Industry					
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 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.

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 occupations 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.

In 2011, sales and service occupations (NOC category 6) represented the largest share of employment (23.4 percent) in

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

Trades, transport and equipment operators and related occupations and occupations in education, law and social, community and government services were the second and third-largest occupations in Shuniah in 2011 (20.1 percent and 17.8 percent respectively of total employment – Table 5). Between 2014 and 2016, occupations in education, law and social, community and government services experienced a 3.6 percent increase 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...

TABLE 5

EMPLOYMENT BY OCCUPATION, AND AS A PERCENTAGE OF TOTAL, 2011		Shuniah (#)	Shuniah (% of total)	Thunder Bay District (% of Total)	Ontario (% of total)
6	Sales & service occupations	355	23.4	24.5	23.2
7	Trades, transport & equipment operators & related occupations	305	20.1	17.4	13.0
4	Occupations in education, law & social, community & government services	270	17.8	14.6	12.0
1	Business, finance & administration occupations	200	13.2	14.3	17.0
3	Health occupations	140	9.2	7.9	5.9
0	Management occupations	80	5.3	7.9	11.5
2	Natural & applied sciences & related occupations	50	3.3	5.9	7.4
9	Occupations in manufacturing & utilities	40	2.6	2.7	5.2
5	Occupations in art, culture, recreation & sport	35	2.3	1.9	3.1
8	Natural resources, agriculture & related production occupations	35	2.3	3.1	1.6
All occupations		1,520	-	-	-

Source: Statistics Canada, National Household Survey 2011; and author's calculation 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	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 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 Shuniah.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.

0 jobs posted between April and November 2016

Source: Vicinityjobs.ca

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

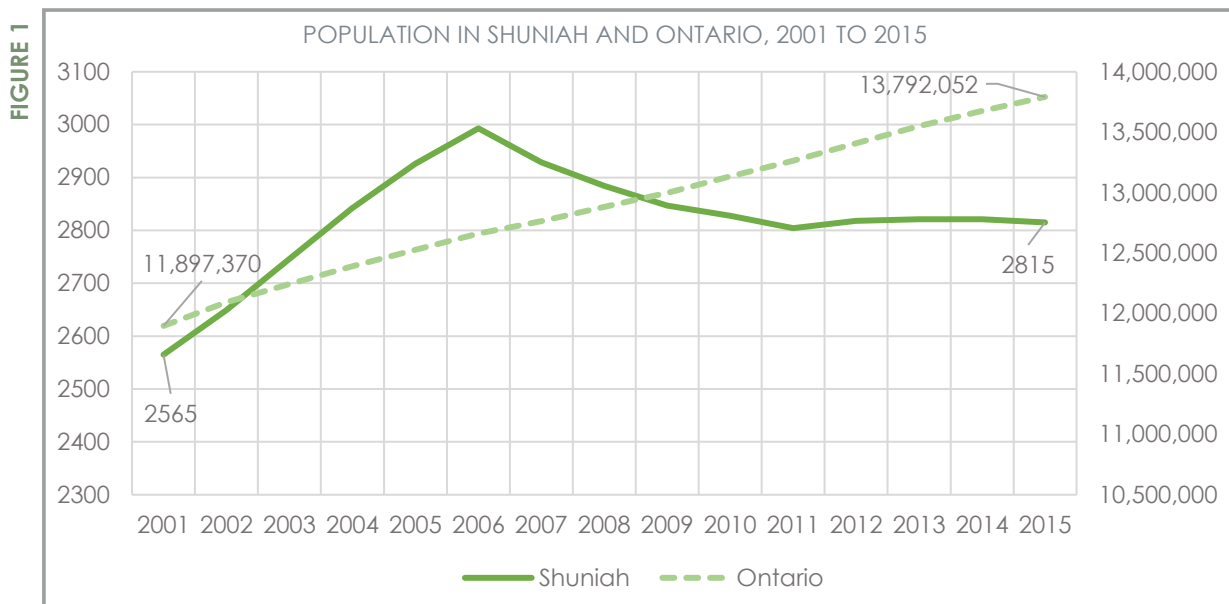
SUPPLY

Unfortunately, most of the data on Francophone and Indigenous populations for Shuniah 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. They are also key components of the demand for some categories of workers (e.g., education, health care).

Following a 16.7 percent increase between 2001 and 2006, Shuniah's population decreased by 5.9 percent between 2006 and 2015 (Figure 1). This contrasts with a 15.9 percent increase in Ontario's population between 2001 and 2015. Shuniah's declining population may be 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 Shuniah's population is aging considerably (Figure 2) and this trend will have significant implications for labour market outcomes and health care demand in the coming years.



Source: Statistics Canada, Estimates of population

The proportion of individuals ages 54 and over is higher in Shuniah than in the District or in the province (Figure 2). 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 44 and under is lower than that of the province or the District.

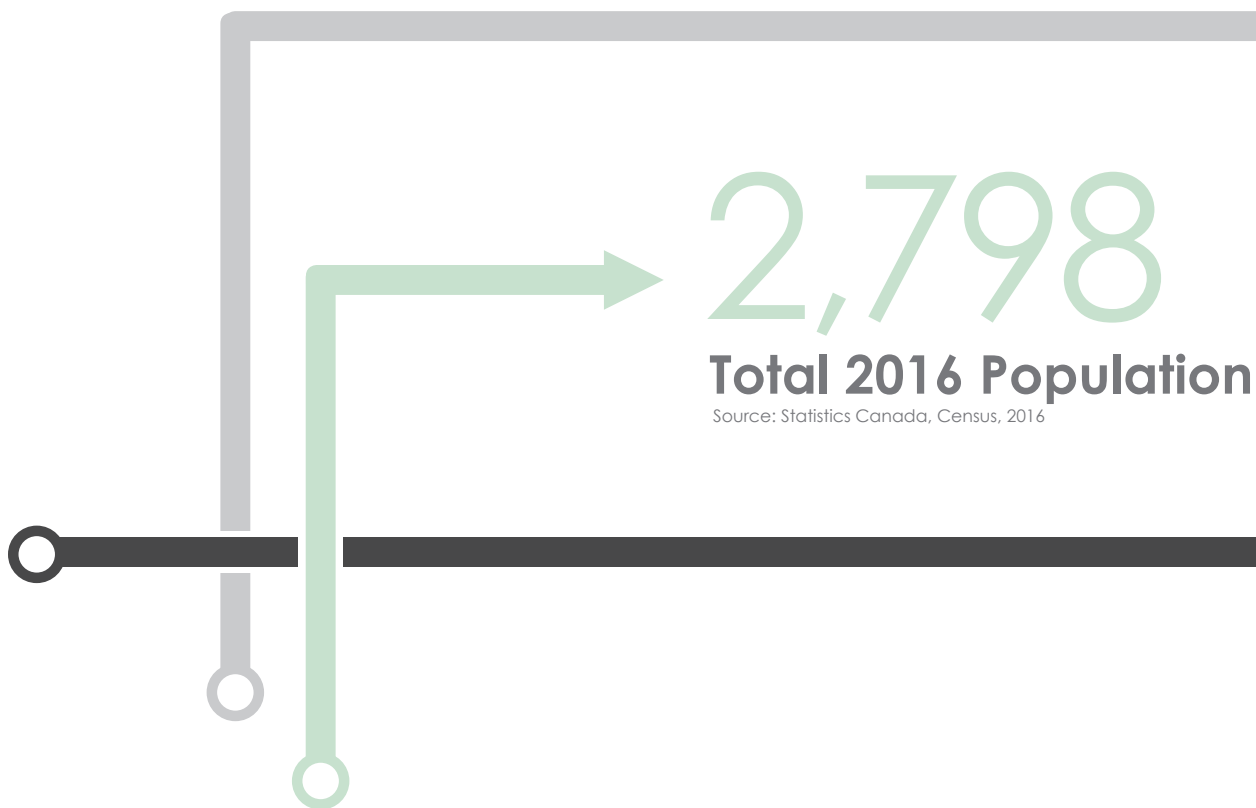
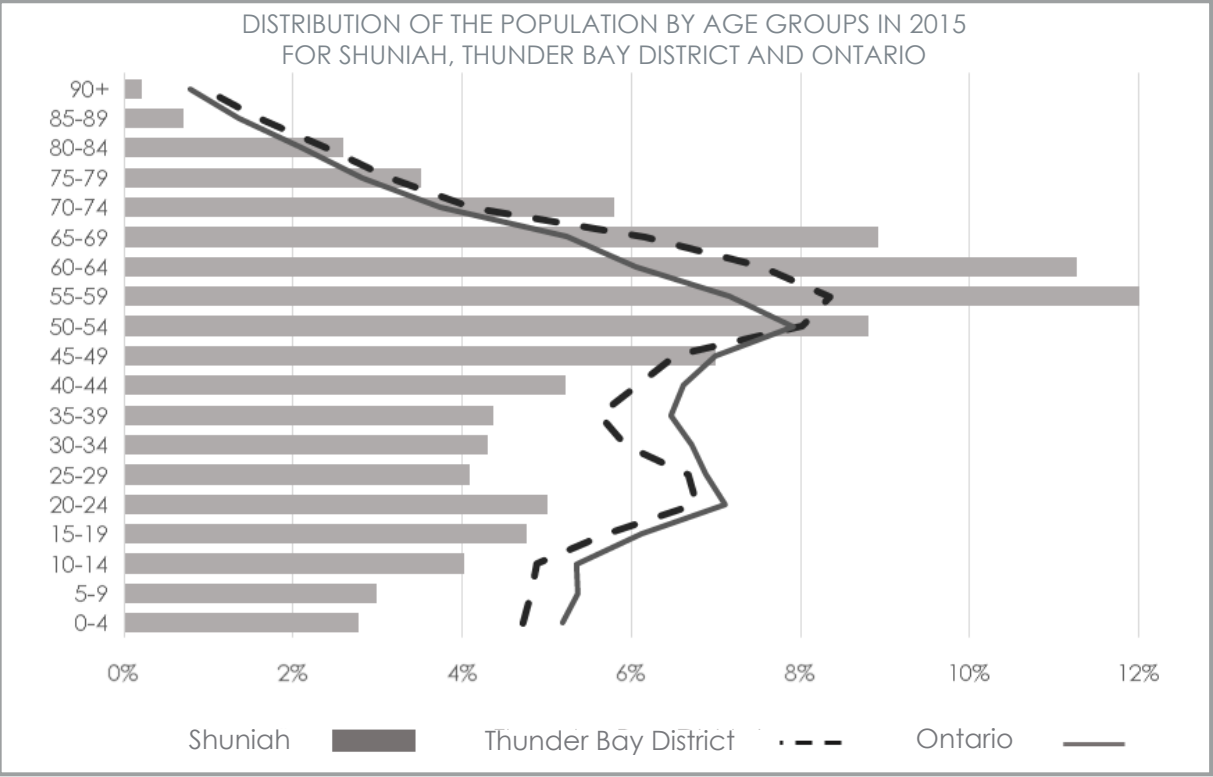


FIGURE 2

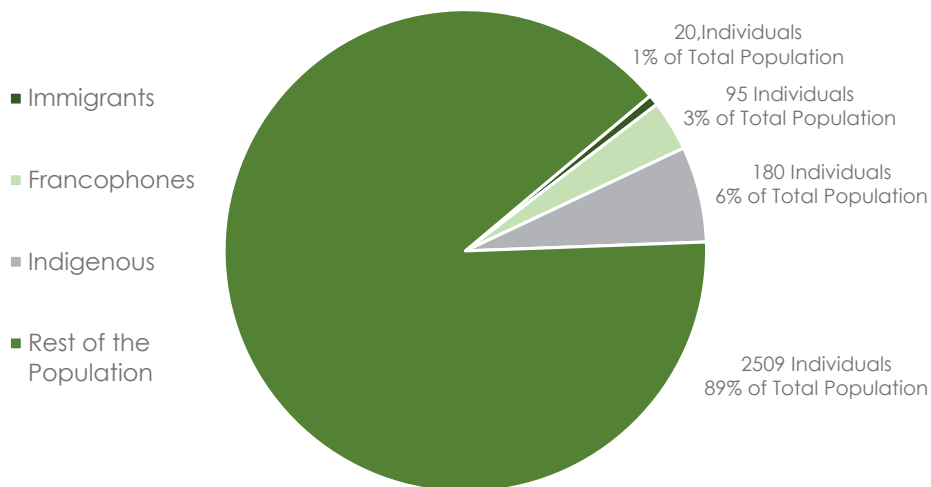


Source: Author's calculation based on Statistics Canada, Estimates of population

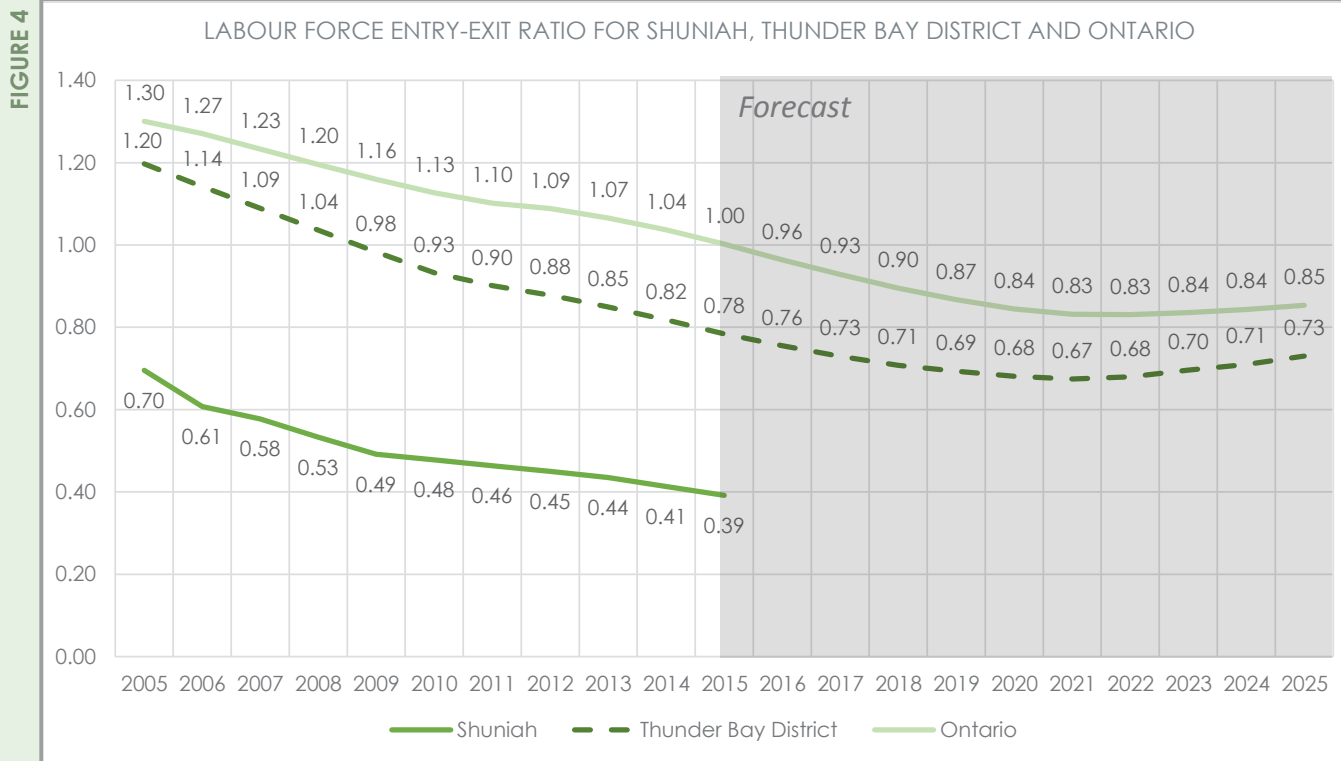


FIGURE 3

DISTRIBUTION OF THE POPULATION BY POPULATION GROUPS
IN 2011 FOR SHUNIAH



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

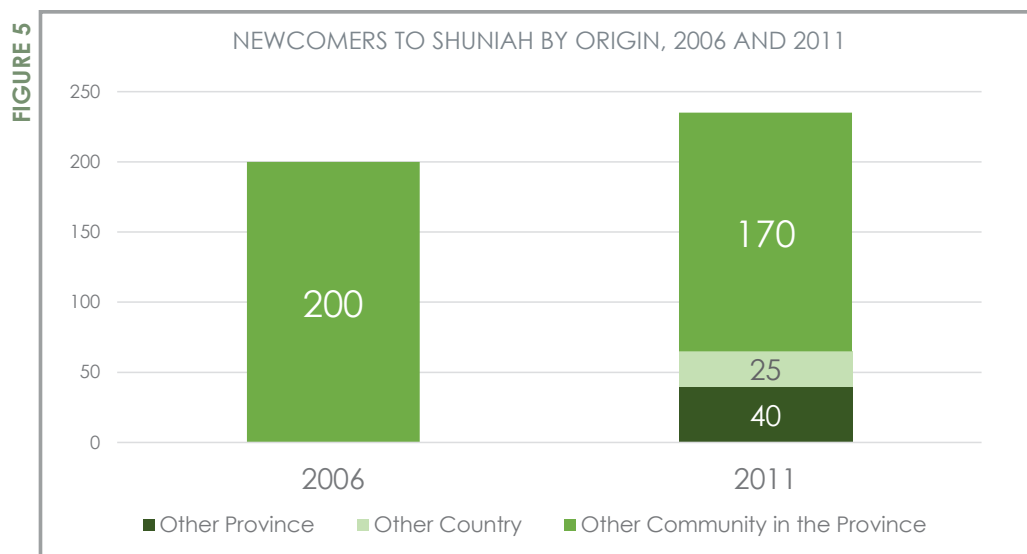


Source: Author's calculation based on Statistics Canada estimation of population and Ontario Ministry of Finance forecasts, spring 2016 population projections update, for the forecast

The labour force entry-exit ratio shows the number of workers ready to replace those who will be retiring in the coming years. In Shuniah, the ratio of 0.39 in 2015 indicates that there are not enough workers entering the labour market to ensure that retiring employees will be replaced. Therefore, if the situation remains unchanged, and an insufficient number of working-age newcomers are attracted to address this discrepancy, there may be a shortage of workers in the future.

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 in the community, and the services available to community members.



Sources: Statistics Canada, Census, 2006, and National Household Survey, 2011

TABLE 7

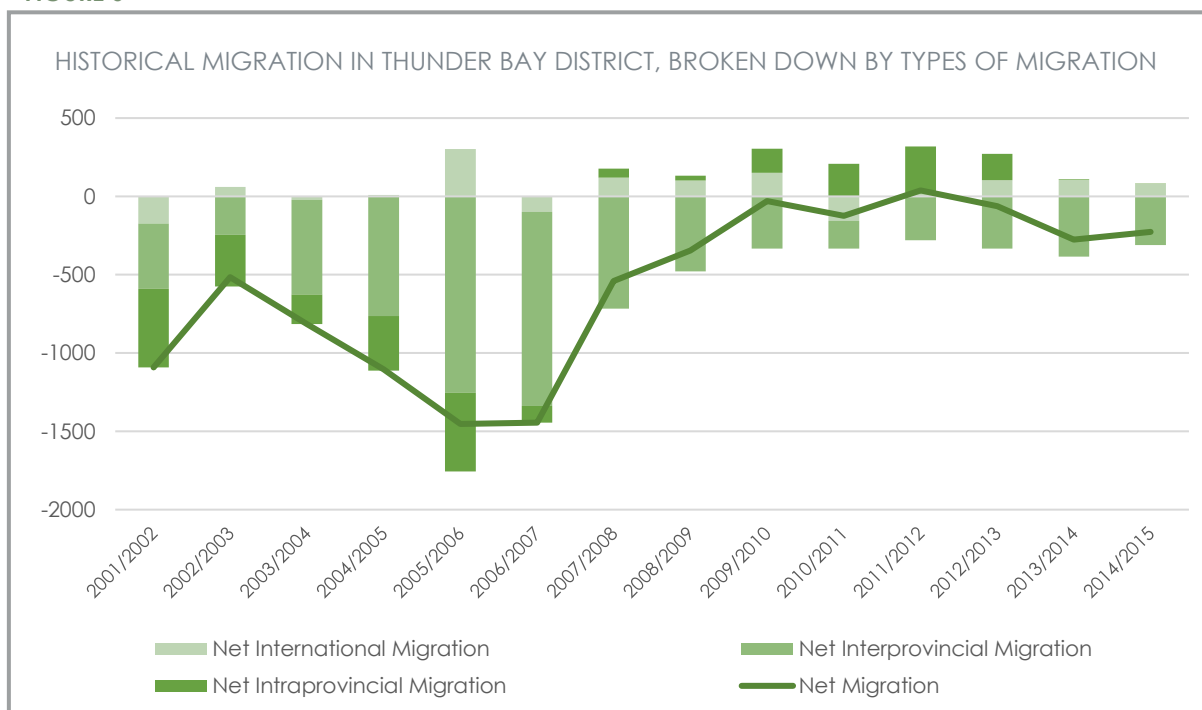
PERMANENT RESIDENTS BY INTENDED DESTINATION										
Intended Destination	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Shuniah	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Thunder Bay District	140	150	130	190	160	155	130	155	125	105

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

The number of newcomers to Shuniah increased between 2006 and 2011. However, this influx was not enough to offset an overall population decrease (Figure 5). Therefore, despite the fact that emigration data are not available, it is possible that the number of people leaving the community outpaced the number immigrating to the community. Of those who did immigrate to Shuniah, most originated from other communities in Ontario.

For the Thunder Bay District, the number of emigrants was greater than the number of immigrants, resulting in negative net migration (Figure 6), 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 6



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-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	1060	417	180	2708

Source: Taxfiler

TABLE 9

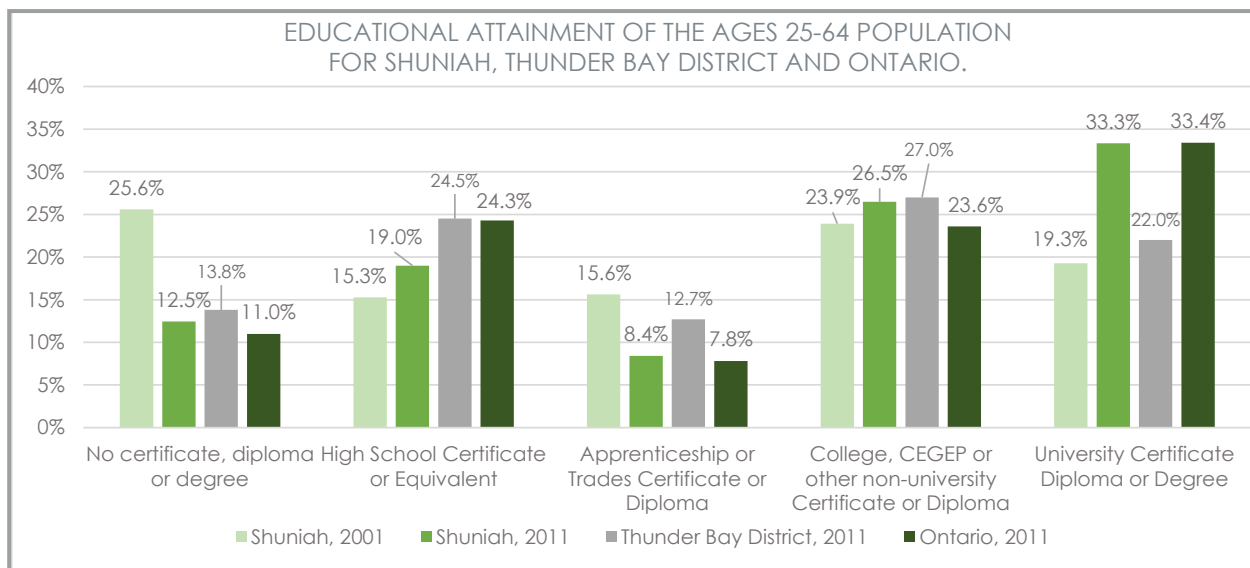
10 LARGEST CANADIAN DESTINATIONS FOR OUT-MIGRANTS BY AGE GROUP, 2012-2013						
District of Destination of Out-migrants	0-17	18-24	25-44	45-64	65+	TOTAL
Kenora	132	51	126	59	8	376
Toronto	7	51	83	13	9	163
Division No. 6 - Alberta	22	17	72	17	12	140
Division No. 11 - Alberta	25	26	54	23	5	133
Ottawa	18	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 7

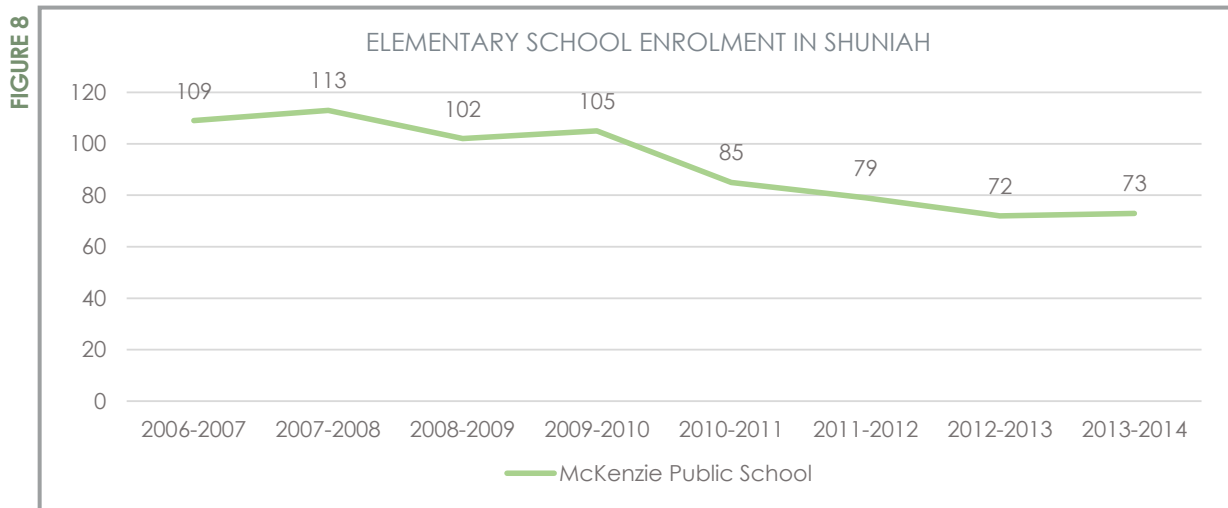


Sources: Author calculations based on Statistics Canada, Census 2001 and National Household Survey 2011

Between 2001 and 2011, a greater proportion of the population in Shuniah achieved secondary or post-secondary education⁵ (a 13.1 percent increase – Figure 7). The resulting dramatic drop in the number of individuals without a certificate, diploma, or degree, which now parallels province-wide levels, may represent an opportunity for Shuniah as more jobs in the future will require post-secondary education (Moazzami, 2015).

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.

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



Source: Ontario Ministry of Education, as reported by schools in the Ontario School Information System (OnSIS)

...a greater proportion of the population
achieved secondary or post-secondary education ...

ALIGNMENT

Unfortunately, much of the data on the Francophone population is suppressed in Shuniah.

08. Labour Force Participation

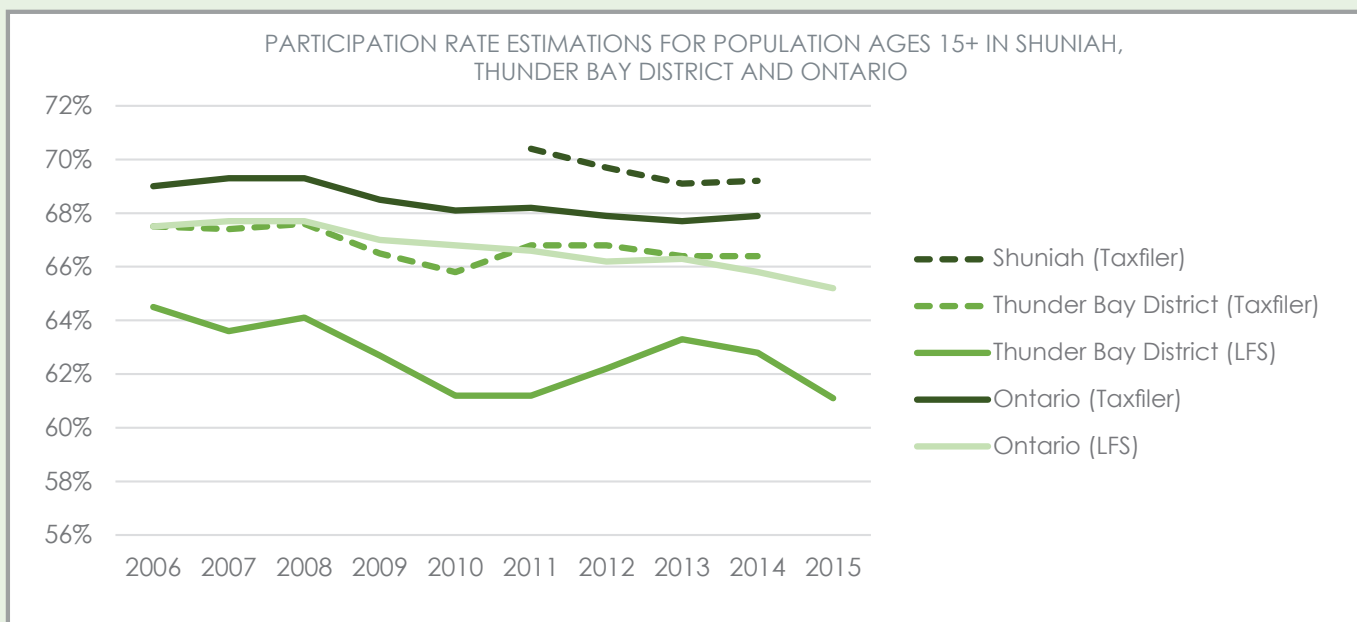
Participation, employment, and unemployment rates reflect whether an individual is willing and able to find employment, and whether an employer is able and willing to hire them. All the previous indicators, and more, have an influence on a worker's ability to find a job and an employer's ability to find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

Since 2011, the number of Shuniah taxfilers declaring employment income and Employment Insurance decreased steadily (Figures 11 and 13) along with the participation rate in the labour market (Figure 9). This may reflect an increasing number of individuals retiring and leaving the labour market altogether.

The Indigenous participation rate (77 percent) was significantly higher than that of the overall population (62.8 percent - Figure 10). Furthermore, the Indigenous unemployment rate of 0 percent was much lower than that of the total population (5.6 percent - Figure 14), and the employment rate was higher (77 percent for the Indigenous population compared to 59.5 percent for the overall labour force - Figure 12). It is possible that all the Indigenous individuals participating in the labour market are employed, or that the high global non-response rate (40.6 percent) in Shuniah to the 2011 National Household Survey skewed the data, as the Indigenous respondents represent a small population.

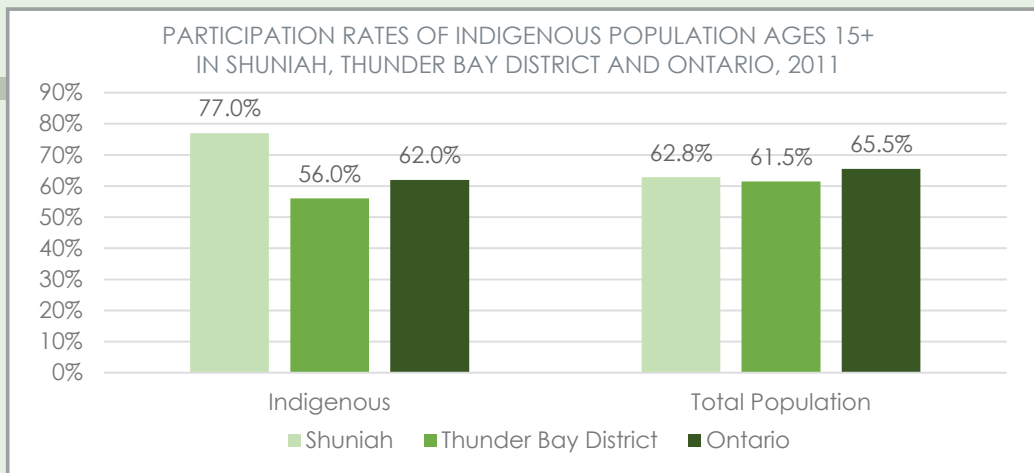


FIGURE 9



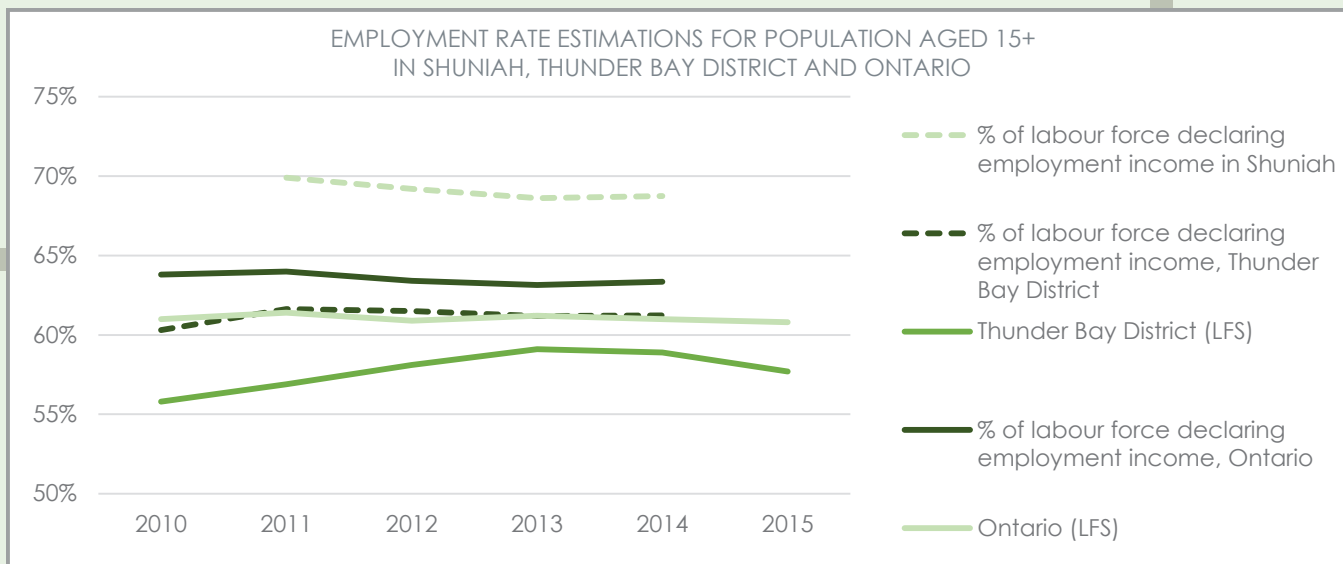
Sources: Taxfiler, participation rate calculated as the number of people receiving labour income in the total population over the age of 15; Labour Force Survey (LFS) two-year average estimates, participation rate calculated as the number of civilian, non-institutionalized persons age 15 or over who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

FIGURE 10



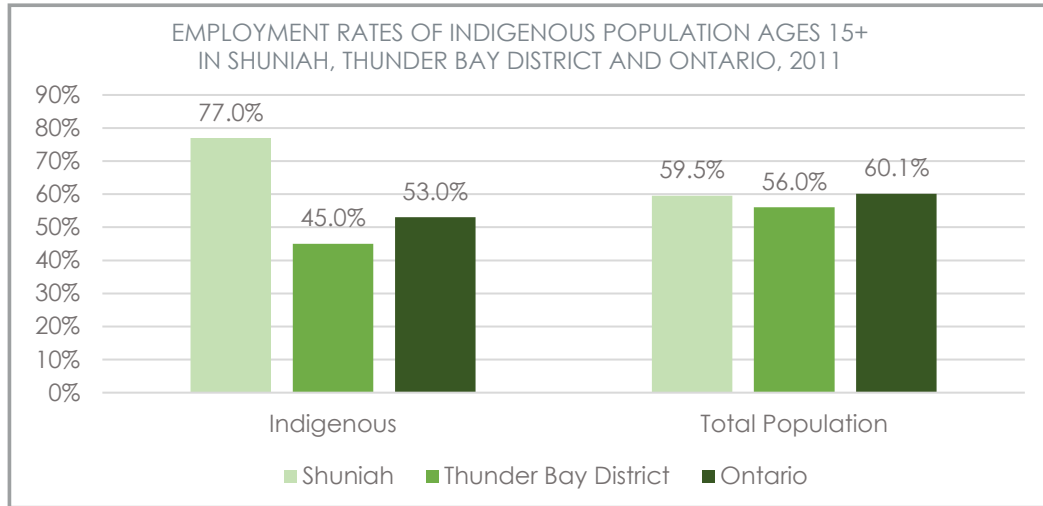
Source: Statistics Canada, National Household Survey, 2011

FIGURE 11



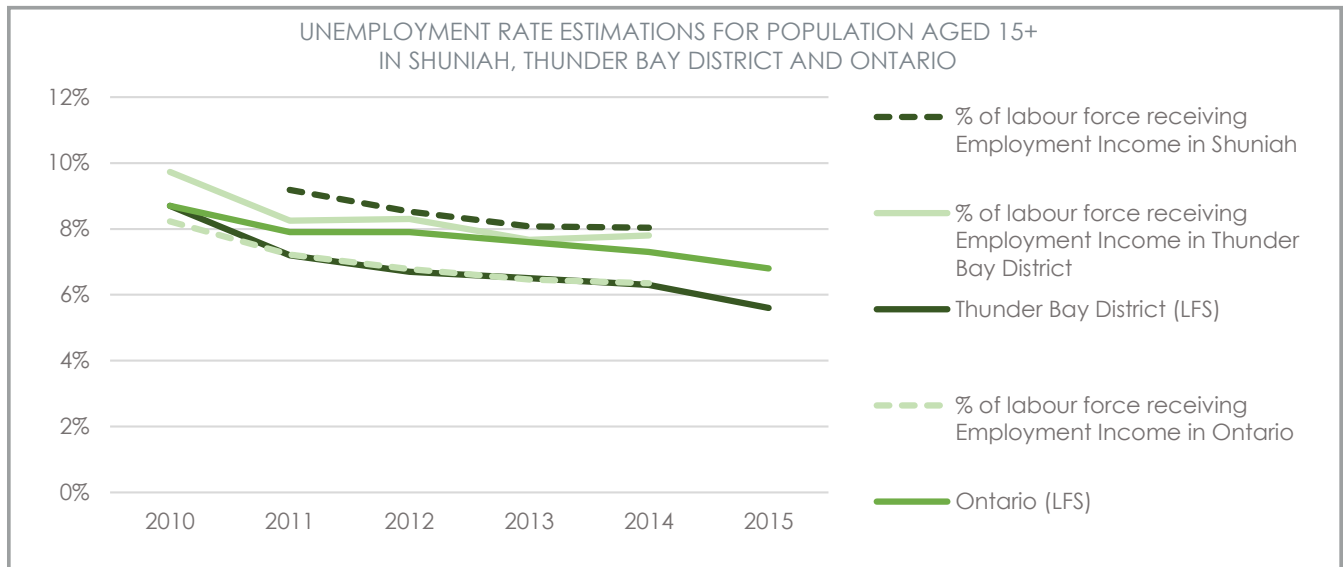
Source: Author's calculations based on Taxfiler, number of people declaring employment income and Statistics Canada estimation of population; Labour Force Survey (LFS) two-year average estimates

FIGURE 12



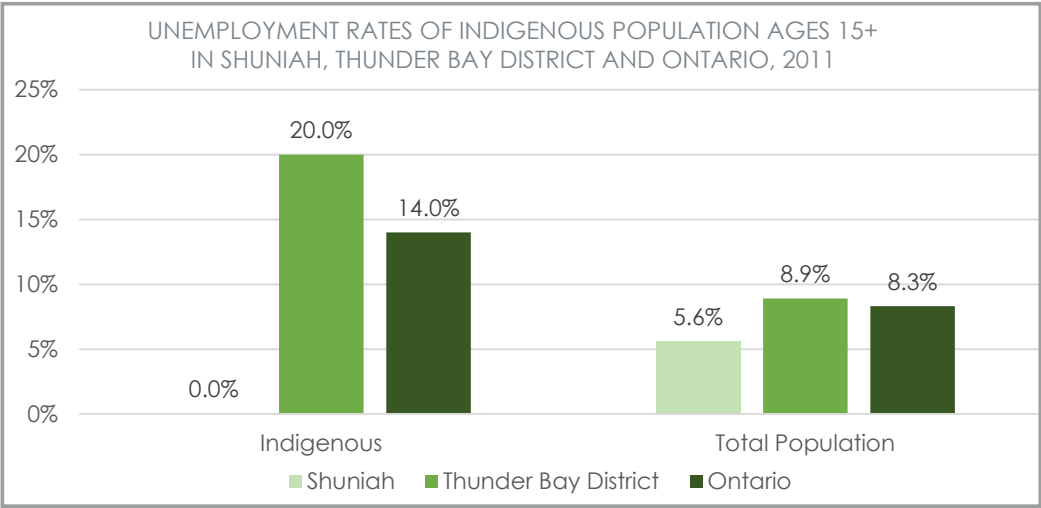
Source: Statistics Canada, National Household Survey, 2011

FIGURE 13

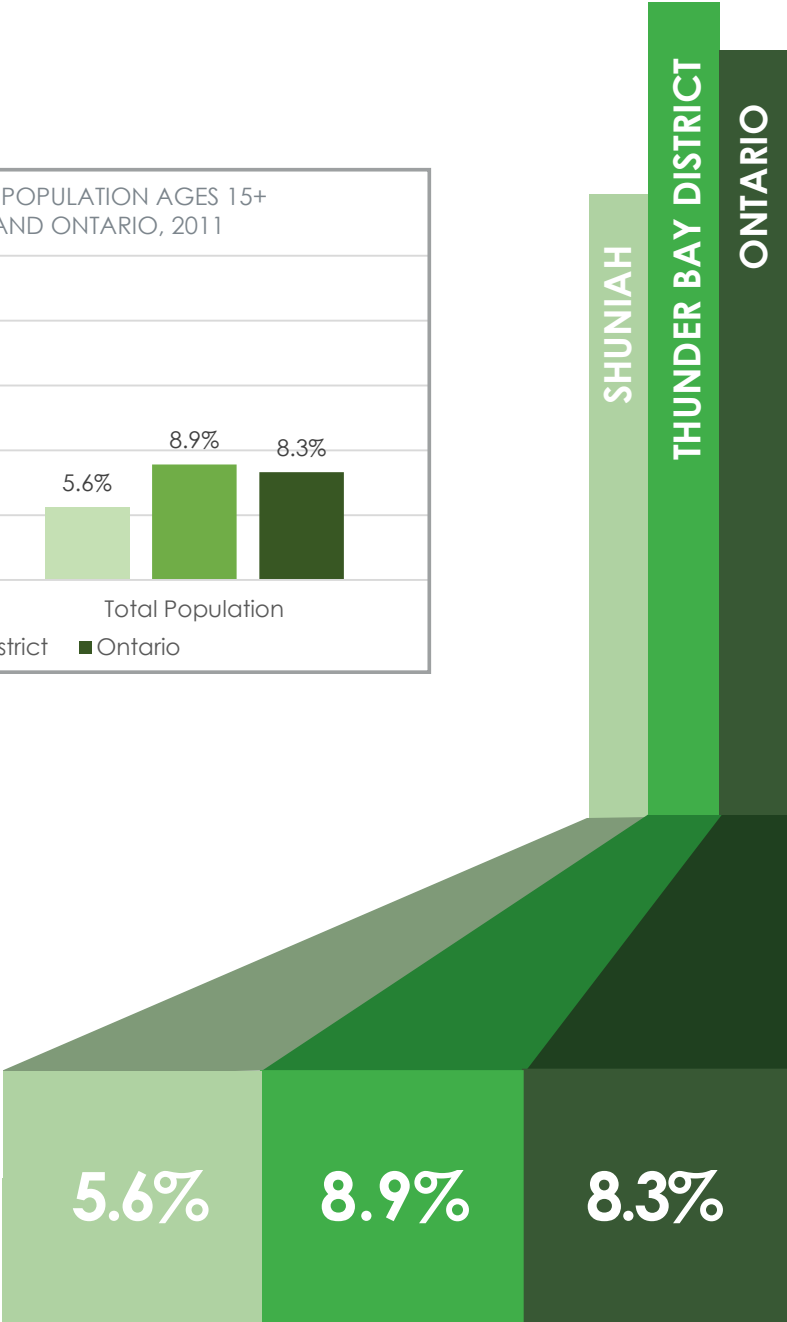


Source: Author's calculations based on Taxfiler, number of people declaring Employment Insurance and Statistics Canada estimation of population; Labour Force Survey (LFS) two-year average estimates

FIGURE 14



Source: Statistics Canada, National Household Survey, 2011



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.

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

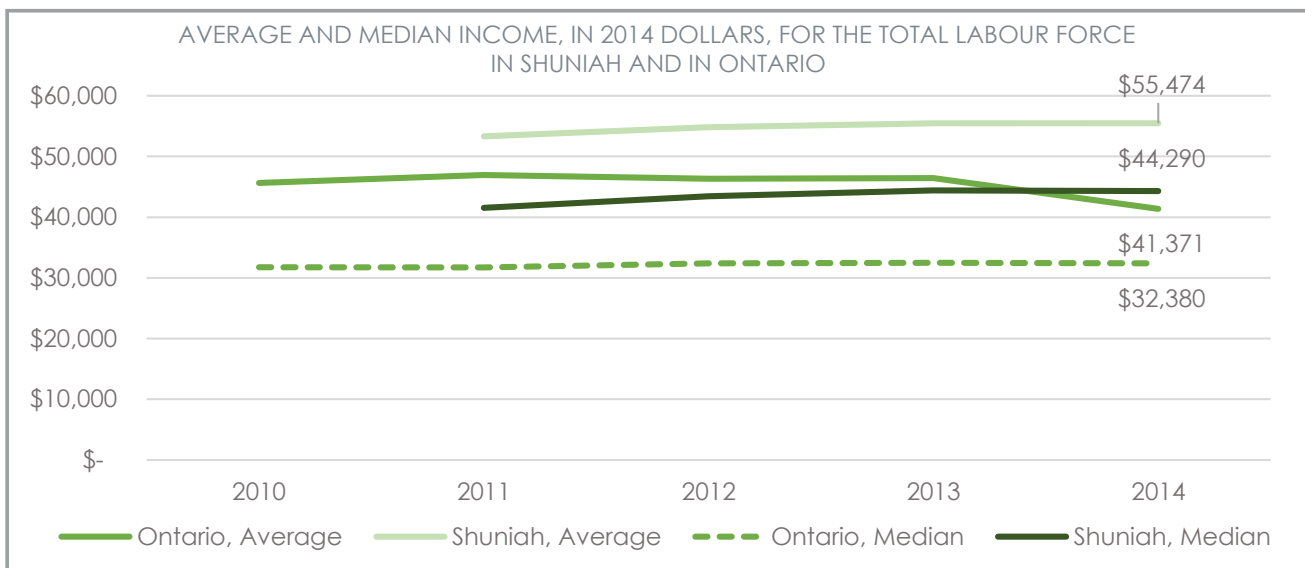
COMPARISON OF AVERAGE HOURLY WAGES BY OCCUPATION BETWEEN NORTHWESTERN ONTARIO AND ONTARIO			
Average Hourly Wages Offered by Occupation, 2015	Northwestern Ontario	Ontario	Difference
Professional occupations in health (except nursing)	\$ 70.73	\$ 48.71	\$ 22.01
Industrial, electrical & construction trades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

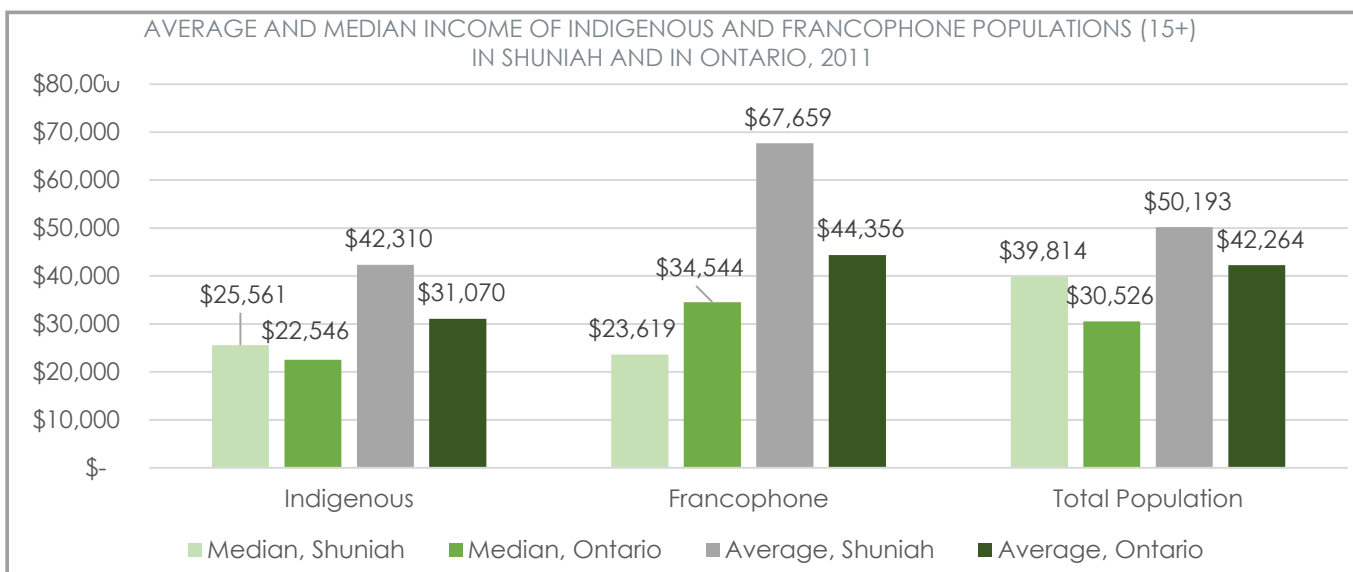
Average and median income indicate how well-off an area and its inhabitants are compared to others. Sources of income also provide information about how much of the community's income comes from the labour market, and how much comes from other sources. As such, it can be an indication about the prevalence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

FIGURE 15



Source: Author's calculations based on Taxfiler, Shuniah "City Total", and Ontario, and Bank of Canada, Consumer Price Index.

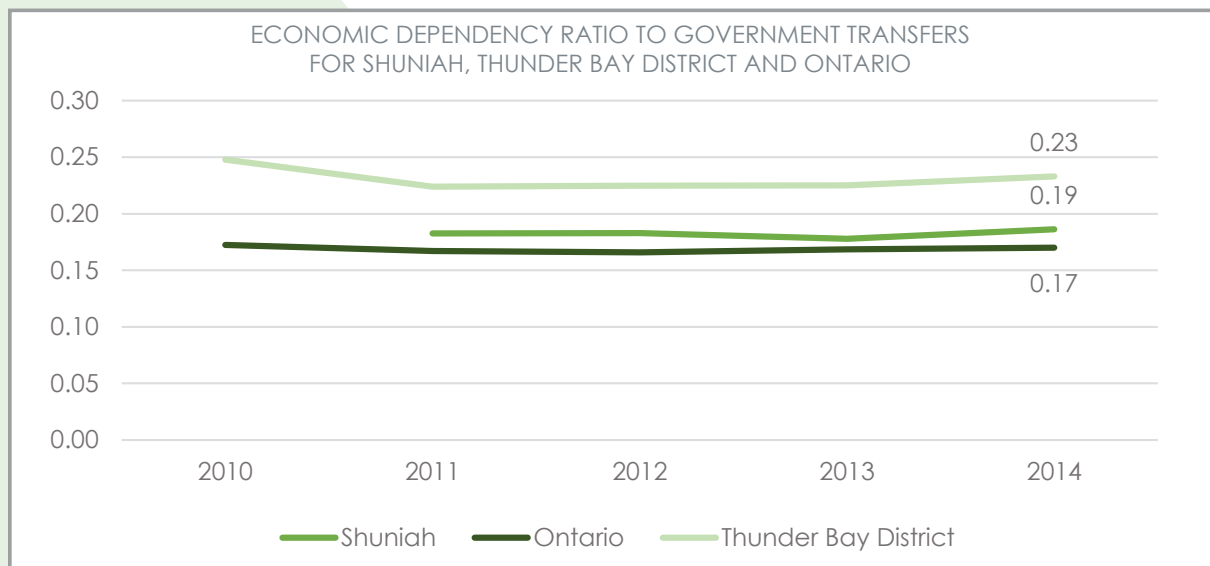
FIGURE 16



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. In 2014, Shuniah's average and median annual income (\$55,474 and \$44,290 respectively) were higher than the provincial average and median (\$41,371 and \$32,380 – Figure 15). It is also interesting to note that the average and median income of the Indigenous population in Shuniah are slightly higher than those of Ontario's Indigenous population, but lower than those of the overall labour force (Figure 16). In 2011, the gap between the median and average income of Shuniah's Francophone population was larger than that of their counterparts in the province, and that of the total population (Figure 16). Either the Francophone population in Shuniah is not homogenous, or it is possible that the high global non-response rate (40.6 percent) in Shuniah to the 2011 National Household Survey skewed the data as the Francophone respondents represent a small population.

FIGURE 17



Source: Author's calculations based on Taxfiler, Shuniah "City Total", Thunder Bay District, Ontario

Furthermore, the economic dependency ratio (Figure 17)—the amount of government transfers received compared to the amount of income earned through employment—in Shuniah (0.19) is higher than that of Ontario (0.17) but lower than that of the Thunder Bay District (0.23). A large portion (69.9 percent, compared to 59 percent for Ontario and Thunder Bay District) of these transfers are Old Age Security and Canada Pension Plan payments to Shuniah residents (Table 11).

TABLE 11

DISTRIBUTION OF THE INCOME OF THE COMMUNITY BY SOURCE OF INCOME			
Amount of Dollars by Source of Income, 2014	Shuniah	Thunder Bay District	Ontario
Wages/salaries/commissions only	60.6%	64.9%	67.7%
Self-employment only	3.7%	2.3%	4.3%
Employment income	64.3%	67.2%	72.0%
Employment Insurance	1.1%	1.4%	1.1%
OAS/Net federal supplements	3.2%	3.8%	3.3%
CPP/QPP	5.2%	5.4%	3.9%
CCTB	0.4%	1.1%	1.1%
Workers compensation	1.2%	1.0%	0.4%
Social Assistance	0.3%	1.5%	1.1%
Other government transfers	0.6%	1.4%	1.3%
Government transfers	12.0%	15.7%	12.2%
Private pensions	12.9%	10.6%	7.7%
RRSP	0.5%	0.4%	0.4%
Investment	7.0%	3.8%	5.3%
Other income	3.3%	2.3%	2.5%
Total income	100.0%	100.0%	100.0%

Source: Author's calculations based on Taxfiler, Shuniah "City Total", Thunder Bay District, Ontario

POPULATION



2,798 (2016)



570.98

SQUARE KILOMETRES
ALONG THE NORTHERN
SHORE OF LAKE SUPERIOR

48°35'N
88°50'W

SHUNIAH



OPPORTUNITIES

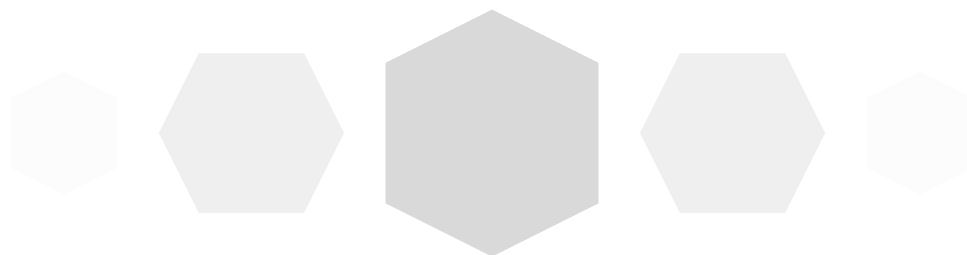
EXIST

FOR THOSE WHO WISH
TO STAY OR MIGRATE
TO THE COMMUNITY

CONCLUSION

Despite its prosperity, Shuniah, like many communities in the north, faces the challenge of an aging population. This challenge might be mitigated by the fact that local industries in Shuniah may be able to tap into the much larger labour pool of its neighbouring community, Thunder Bay. Nevertheless, for the community to remain sustainable, population changes will have to be monitored.

Overall, the data above suggest that opportunities exist for those who wish to stay or migrate to Shuniah. Moving forward, it will be up to the community to determine how best to explore these opportunities.



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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