



# Community Labour Market Report

By Amandine Martel & José-Karl Noiseux

# TERRACE BAY

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 Terrace Bay, 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.

Terrace Bay employers are mostly self-employed persons and small businesses. Indeed, 75 percent of businesses in the community have fewer than five employees (Table 2). By comparison, in June 2016, 87 percent of Ontario businesses had fewer than five employees. In Terrace Bay, the number of small enterprises (0 to 20 employees<sup>1</sup>) remained stable between 2015 and 2016. As for larger employers (200 to 499 employees), one paper mill with 500 plus employees downsized its operations and two businesses with between 20 and 49 employees ceased their operations.

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

In June 2016, specialty trade contractors, real estate, and accommodation services were the industries with the highest number of employers (Table 1). Although there are many employers in these industries, most at the time were self-employed persons, but there were two accommodation services companies employing between 10 and 19 individuals.

For some industries, the distribution of employers in Terrace Bay is very different than that of the Thunder Bay District or the province (Table 1). For example, there is a larger proportion of employers in the accommodation services and the truck transportation industries in Terrace Bay than in the district of Thunder Bay or in the province. Yet, there is a smaller proportion of employers in industries such as professional, scientific and technical, real estate, and ambulatory health care services in Terrace Bay than in the district or the province.

TABLE 1

TOP 20 EMPLOYERS BY INDUSTRY, AND AS A PERCENTAGE OF TOTAL NUMBER OF EMPLOYERS, JUNE 2016	Total	Terrace Bay (% of Total Number of Employers)	Thunder Bay District (% of Total Number of Employers)	Ontario (% of Total Number of Employers)
238 - Specialty trade contractors	7	8.0	5.6	5.3
531 - Real estate	6	6.8	15.4	15.5
721 - Accommodation services	6	6.8	1.8	0.4
813 - Religious, grant-making, civic, & professional & similar organizations	5	5.7	2.5	1.8
541 - Professional, scientific & technical services	4	4.5	7.7	12.6
453 - Miscellaneous store retailers	4	4.5	0.9	0.7
484 - Truck transportation	4	4.5	1.9	3.2
113 - Forestry & logging	3	3.4	1.8	0.1
611 - Educational services	3	3.4	1.1	1.0
812 - Personal & laundry services	3	3.4	2.3	1.8
811 - Repair & maintenance	3	3.4	2.7	1.8
621 - Ambulatory health care services	3	3.4	7.3	4.9
451 - Sporting goods, hobby, book & music stores	2	2.3	0.6	0.3
447 - Gasoline stations	2	2.3	0.8	0.4
445 - Food & beverage stores	2	2.3	1.5	1.0
722 - Food services & drinking places	2	2.3	3.1	2.5
561 - Administrative & support services	1	1.1	2.8	3.6
523 - Securities, commodity contracts, & other financial investment & related activities	1	1.1	3.3	3.2
236 - Construction of buildings	1	1.1	2.8	2.9
912 - Provincial & territorial public administration	1	1.1	0.0	0.0

Source: Statistics Canada. Canadian Business Counts

TABLE 2

CHANGE IN NUMBER OF EMPLOYERS BY NUMBER OF EMPLOYEES IN TERRACE BAY	June 2015	June 2016	2015-2016 Change (#)	2015-2016 Change (%)	Ontario Change (%)
0	49	50	1	2.0	2.7
1-4	18	16	-2	-11.1	1.7
5-9	8	8	0	0.0	0.7
10-19	6	7	1	16.7	-0.3
20-49	5	3	-2	-40.0	-2.5
50-99	1	1	0	0.0	18.4
100-199	1	1	0	0.0	-1.7
200-499	1	2	1	100.0	0.2
500+	1	0	-1	-100.0	1.1
<b>Total Number of Employers</b>	<b>90</b>	<b>88</b>	<b>-2</b>	<b>-2.2</b>	<b>2.2</b>

<sup>2</sup> 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.

Source: Statistics Canada, Canadian Business Counts<sup>2</sup>



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<sup>3</sup>

Employment by industry data<sup>4</sup> describes the type of business conducted by a person's employer. The industrial structure of an area—and, more specifically, shifts in that structure—can have significant consequences for the local labour market. The industrial structure has an impact on the types of jobs available, as well as their respective salaries, and the type of education and skills these jobs require.

### In 2011, manufacturing represented **34.6 percent** of employment in Terrace Bay...

In 2011, manufacturing represented 34.6 percent of employment in Terrace Bay. Thus, any change in this industry will have a strong impact on the community (Table 3). The same would be true for any change in health care and social assistance, which accounts for 12.2 percent of total employment (Table 3). Employment in both industries grew (190 percent and 7.5 percent respectively) between 2014 and 2016 in Northwestern Ontario, excluding the Thunder Bay CMA.

Public administration also accounted for a significant percentage (7.7 percent) of employment in Terrace Bay. This industry decreased by 31.4 percent in Northwestern Ontario, excluding the Thunder Bay CMA, between 2014 and 2016.

<sup>3</sup>Terrace Bay's non-response rate to the 2011 National Household Survey (NHS) was rather high (46.9 percent). Thus the response rates from the community's particularly small Francophone or Indigenous demographics should be approached with caution whenever NHS data are used. It is also important to remember that Taxfiler and NHS data are obtained through different means, which might lead to different estimates, especially if the non-response rate of the NHS is high.

<sup>4</sup>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		Terrace Bay (#)	Terrace Bay (% of Total)	Thunder Bay District (% of Total)	Ontario (% of Total)
31-33	Manufacturing	270	34.6	5.3	10.4
62	Health care & social assistance	95	12.2	15.9	10.6
44-45	Retail trade	60	7.7	11.8	11.1
72	Accommodation & food services	60	7.7	7.2	6.0
91	Public administration	60	7.7	10.3	7.0
21	Mining & oil & gas extraction	45	5.8	2.7	0.4
61	Educational services	45	5.8	9.1	7.5
48-49	Transportation & warehousing	35	4.5	5.5	4.7
23	Construction	30	3.8	6.1	6.1
81	Other services (except public administration)	25	3.2	4.5	4.4
11	Agriculture, forestry, fishing & hunting	0	0	2.0	1.5
22	Utilities	0	0	1.2	0.9
41	Wholesale trade	0	0	2.7	4.6
51	Information & cultural industries	0	0	1.9	2.7
52	Finance & insurance	0	0	2.7	5.6
53	Real estate & rental & leasing	0	0	1.5	2.0
54	Professional, scientific & technical services	0	0	4.8	7.7
55	Management of companies & enterprises	0	0	0.0	0.1
56	Administrative & support, waste management & remediation services	0	0	2.9	4.4
71	Arts, entertainment & recreation	0	0	2.0	2.0
<b>All Industries</b>		<b>780</b>	<b>-</b>	<b>-</b>	<b>-</b>

Source: Statistics Canada, National Household Survey 2011

TABLE 4

EMPLOYMENT BY INDUSTRY IN NORTHWESTERN ONTARIO EXCLUDING THUNDER BAY CMA AND ONTARIO	Northwestern Ontario Excluding Thunder Bay CMA				Ontario
	2012	2014	2016	2014-2016 Change (%)	2014-2016 Change (%)
<b>Goods-producing Sector</b>	<b>9,400</b>	<b>6,900</b>	<b>10,000</b>	<b>44.9</b>	<b>2.6</b>
Agriculture	X	X	X	X	-5.0
Forestry, fishing, mining, oil & gas	2,300	<1,500	2,400	<60.0	7.8
Utilities	X	X	X	X	-3.1
Construction	2,600	3,000	3,800	26.7	7.8
Manufacturing	3,300	1,000	2,900	190.0	0.4
<b>Services-producing Sector</b>	<b>30,800</b>	<b>31,400</b>	<b>29,800</b>	<b>-5.1</b>	<b>1.6</b>
Wholesale & retail trade	4,600	6,800	5,600	-17.6	-1.3
Transportation & warehousing	1,800	2,800	2,000	-28.6	-0.5
Finance, insurance, real estate & leasing	800	900	1,300	44.4	8.4
Professional, scientific & technical services	800	1,100	900	-18.2	6.2
Business, building & other support services	900	1,300	800	-38.5	-2.6
Educational services	3,200	3,300	3,900	18.2	1.7
Health care & social assistance	8,700	6,700	7,200	7.5	5.0
Information, culture & recreation	1,300	900	700	-22.2	0.5
Accommodation & food services	2,300	2,200	3,300	50.0	1.4
Other services (except public administration)	1,500	2,000	1,600	-20.0	-3.7
Public administration	4,700	3,500	2,400	-31.4	-3.8
<b>Total Employed</b>	<b>40,200</b>	<b>38,300</b>	<b>39,800</b>	<b>3.9</b>	<b>1.8</b>

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

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Employment by occupation data describe the type of work an employee does on the job. Although growing industries require 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 experiencing 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 general, changes in occupations reflect changes in industries. Indeed, between 2014 and 2016, the fastest growing occupations in Northwestern

Ontario except the Thunder Bay CMA were occupations in manufacturing and utilities (70 percent), which was in line with growth in the manufacturing industry (Table 4).

In 2011, trades, transport and equipment operators and related occupations accounted for the largest share of the total employment (23.7 percent) in Terrace Bay. Combined with occupations in manufacturing and utilities (17.9 percent), they accounted for nearly half of all employment in the community (Table 5). The other large employment sector was sales and services occupations (21.2 percent). Together, these three sectors accounted for more than 60 percent of the employment opportunities in the community, leading to a concentration of employment in a few key sectors.

...in 2011, **trades, transport and equipment operators** and **related occupations** accounted for the **largest share** of total employment...

# TERRACE BAY

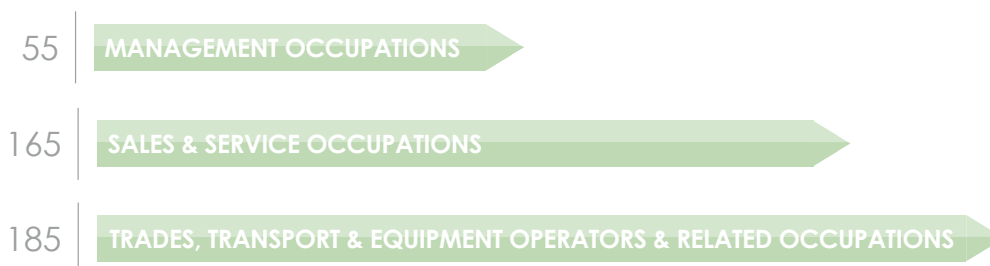


TABLE 5

EMPLOYMENT BY OCCUPATION, AND AS A PERCENTAGE OF TOTAL, 2011		Terrace Bay (#)	Terrace Bay (% of total)	Thunder Bay District (% of total)	Ontario (% of total)
7	Trades, transport & equipment operators & related occupations	185	23.7	17.4	13.0
6	Sales & service occupations	165	21.2	24.5	23.2
9	Occupations in manufacturing & utilities	140	17.9	2.7	5.2
4	Occupations in education, law & social, community & government services	75	9.6	14.6	12.0
0	Management occupations	55	7.1	7.9	11.5
1	Business, finance & administration occupations	50	6.4	14.3	17.0
8	Natural resources, agriculture & related production occupations	40	5.1	3.1	1.6
3	Health occupations	35	4.5	7.9	5.9
2	Natural & applied sciences & related occupations	20	2.6	5.9	7.4
<b>All occupations</b>		<b>780</b>	-	-	-

Source: Statistics Canada, National Household Survey 2011



TABLE 6

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

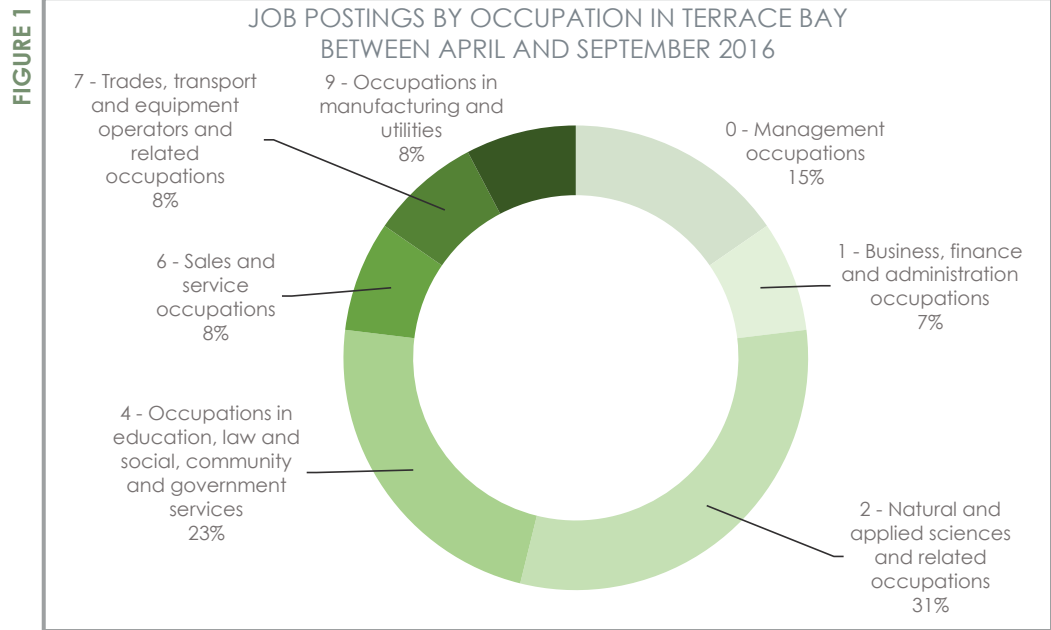
Sources: Statistics Canada, Labour Force Survey, CANSIM Tables: 282-0157 and 282-0159, author's calculations

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.

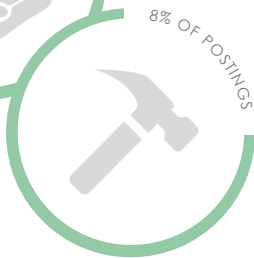
## 04. Local Knowledge

This section features a summary of all jobs posted online in Terrace Bay.<sup>5</sup> 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.

<sup>5</sup> Vicinityjobs.ca gathers and tallies job ads posted on diverse websites, such as jobbank.ca, indeed or monster. The system then strives to remove duplicate, and to class job ads into an occupation category.



Sources: Vicinityjobs.ca, on-the-ground research on local job boards



# 13

Jobs posted  
between April and  
September 2016

Source: Vicinityjobs.ca

**TABLE 7**

POSITIONS WITH HIGHEST DEMAND IN TERRACE BAY BETWEEN APRIL AND SEPTEMBER 2016		
Highest Demand Positions	Number of Postings	% of Total
Elementary school and kindergarten teachers	3	23.1
Mechanical engineers	2	15.4

Sources: Vicinityjobs.ca, and on-the-ground research on local job boards

**TABLE 8**

NUMBER OF POSTINGS BY TYPE IN TERRACE BAY BETWEEN APRIL AND SEPTEMBER 2016		
Type	Number of Postings	% of Total
Full time	12	92.3
Unknown	1	7.7
Part time	0	0.0
Contract/Casual	0	0.0

Sources: Vicinityjobs.ca, on-the-ground research on local job boards

**TABLE 9**

NUMBER OF POSTINGS BY EDUCATION REQUIRED IN TERRACE BAY BETWEEN APRIL AND SEPTEMBER 2016		
Job Posted by Education and Skills Required	Number of Postings	% of Total
University Education	10	76.9
College or Vocational Education or Apprenticeship Training	2	15.4
Secondary School and/or Occupation-Specific Training	1	7.7

Sources: Vicinityjobs.ca, and on-the-ground research on local job boards

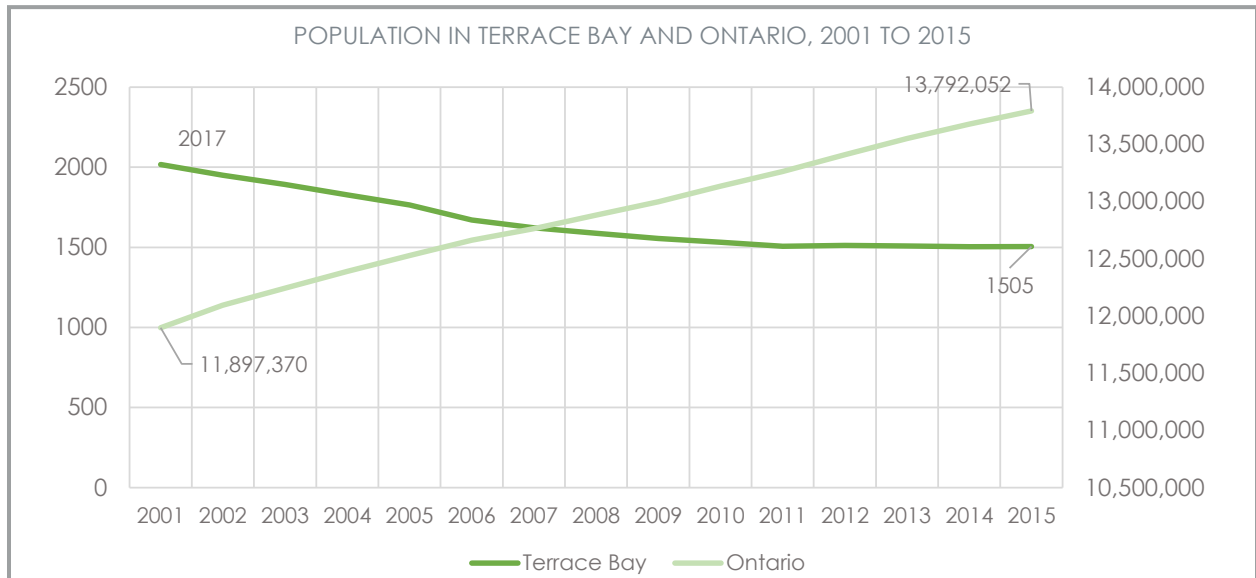
# SUPPLY

## 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 or health care).

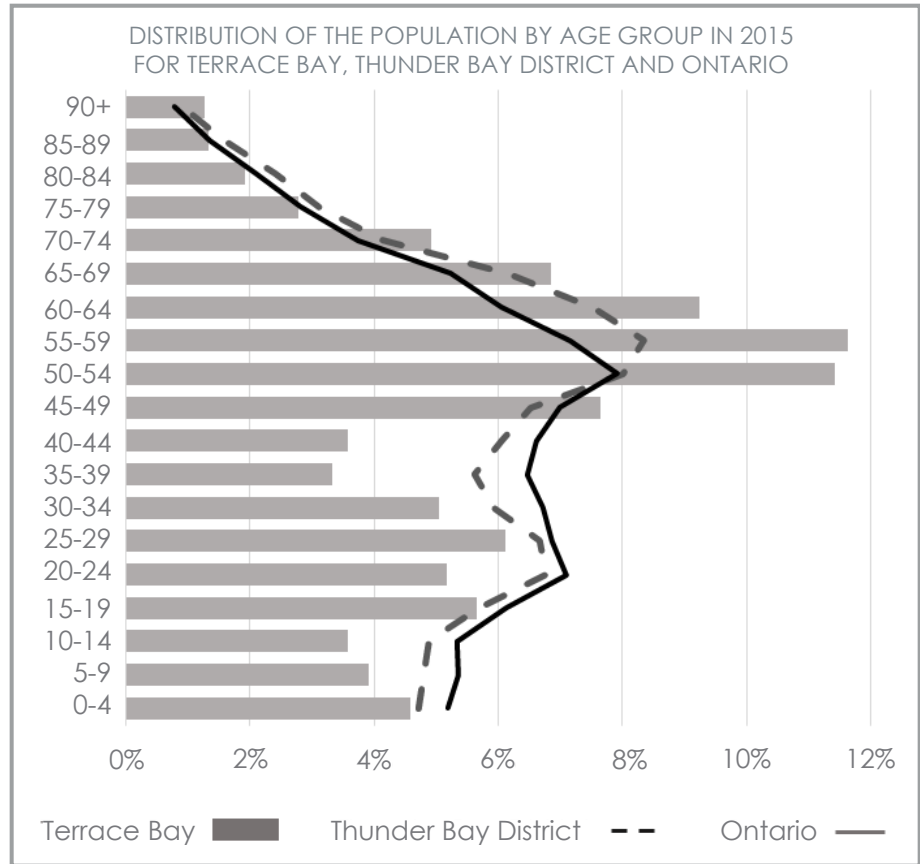
Terrace Bay's population has declined by 25.4 percent in the past 15 years (Figure 2). During that same time, Ontario's population increased by 15.9 percent. The population decline experienced by Terrace Bay is the result of a decreasing fertility rate and emigration—those individuals leaving the community (Cuddy and Moazzami, 2016). Additionally, the population of Terrace Bay is aging faster than the provincial average, which will eventually accelerate the population decline. This demographic change will have significant implications for both Terrace Bay's labour market outcomes and the demand for health care in the coming years.

**FIGURE 2**



Source: Statistics Canada, Estimates of population

**FIGURE 3**



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

1,611

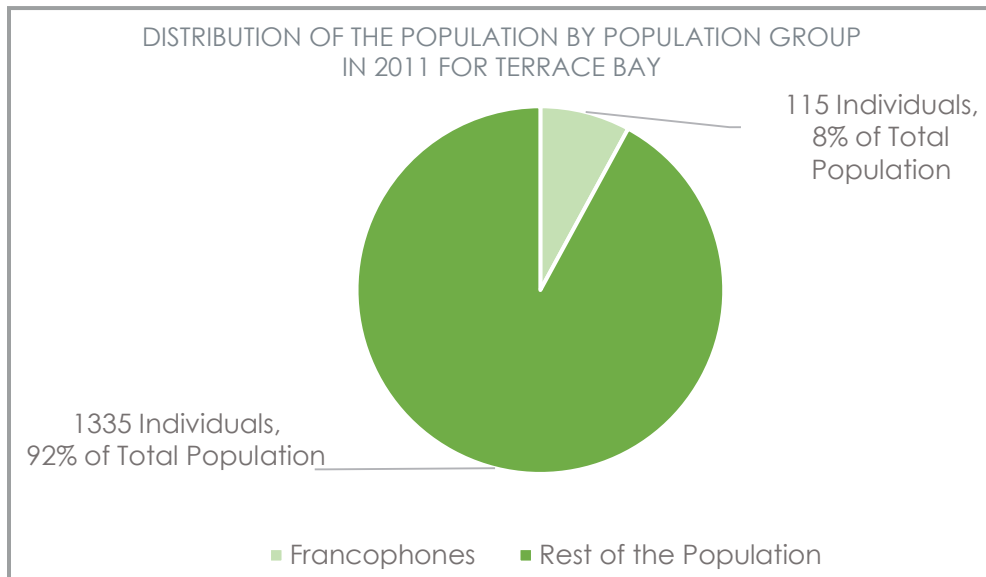
Total 2016 population

Source: Statistics Canada, Census, 2016

The proportion of individuals between the ages of 50 and 64, and those ages 65 and older, is higher in Terrace Bay than in Ontario or the Thunder Bay District (Figure 3). Furthermore, the proportion of individuals ages 20 to 34 is lower in Terrace Bay than in the Thunder Bay District or Ontario. Therefore, Terrace Bay's population is older than the population of the District and Ontario as a whole. Also, Terrace Bay's Francophone population is older compared to the overall population (Figure 5). Eighty seven percent of the Francophone population is age 25 or older, compared to 77 percent for the total population.

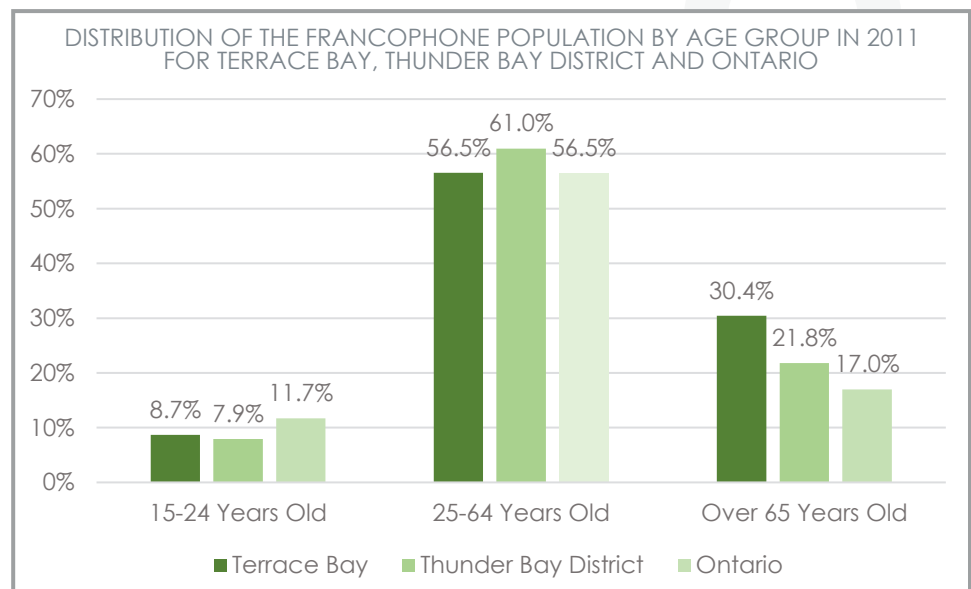
Unfortunately, age data are not available for the Indigenous and immigrant populations.

**FIGURE 4**



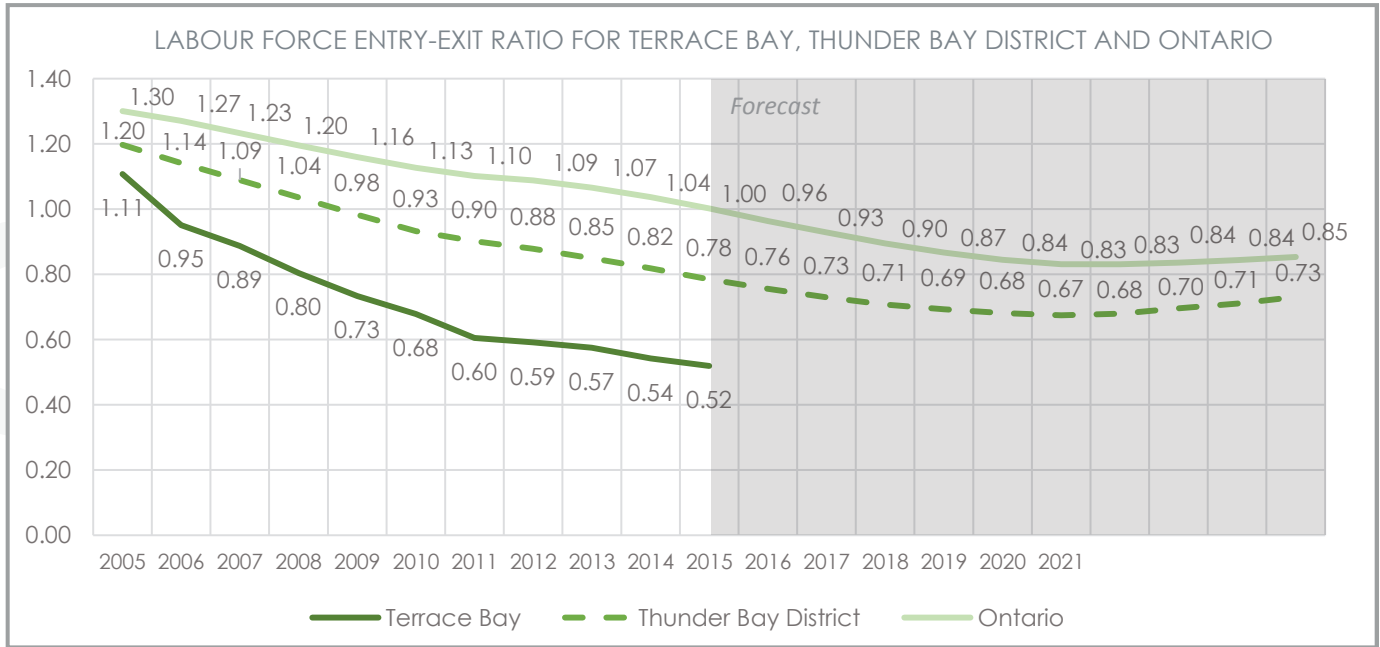
Source: Author's calculations based on Statistics Canada, National Household Survey, 2011

**FIGURE 5**



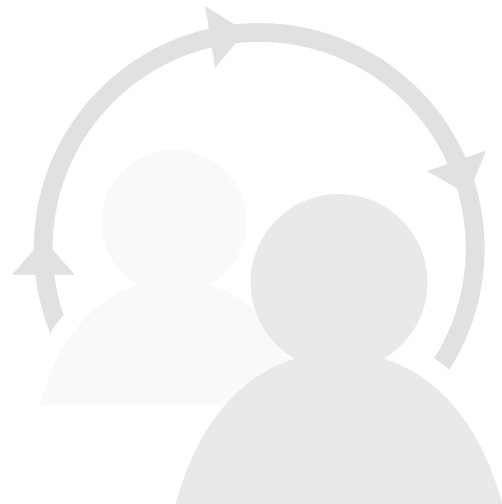
Source: Author calculations based on Statistics Canada, National Household Survey, 2011

FIGURE 6



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

The labour force entry-exit ratio reflects the number of workers ready to enter the workforce (i.e., ages 15 to 24) and replace those who are approaching retirement age (i.e., ages 55 to 64 – Figure 6). In Terrace Bay, the ratio of 0.52 indicates that there are not enough workers entering the labour market to ensure that those retiring will be replaced. Therefore, if the situation remains unchanged, and an insufficient number of working-age newcomers migrate to the community, Terrace Bay may experience future labour shortages.

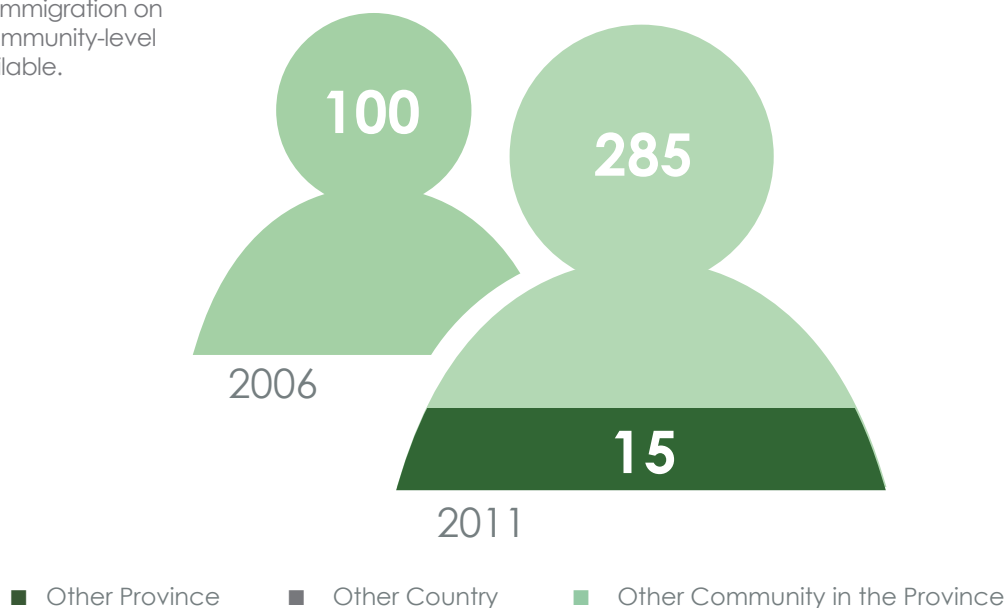


## 06. Migration

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.

Whether they arrived from another province or another community within the province, the number of newcomers to Terrace Bay increased by 200 between 2006 and 2011 (Figure 7). However, it is difficult to draw conclusions on the impact of immigration on the population's growth as community-level data on emigration is not available.

For the Thunder Bay District, the number of emigrants was greater than the number of immigrants, resulting in negative net migration, which applies a downward pressure on population growth (Figure 8). When looking at the districts of origin and destination (Tables 11 and 12), it is interesting to note the many exchanges that occur between the Thunder Bay District and districts west of Thunder Bay, such as Kenora District or Rainy River District, or even districts in Alberta and Manitoba.



**FIGURE 7**  
NEWCOMERS TO TERRACE BAY BY ORIGIN,  
2006 AND 2011

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

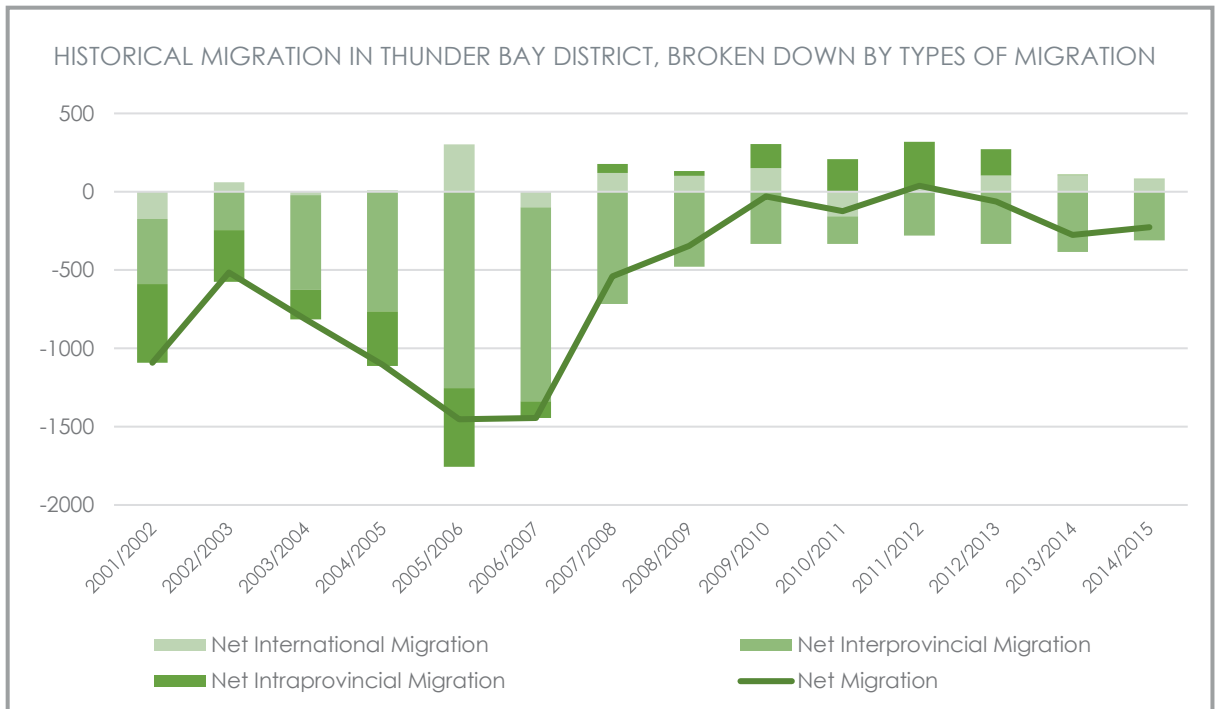


TABLE 10

PERMANENT RESIDENTS BY INTENDED DESTINATION										
Intended Destination	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Terrace Bay	n/a	0	<5	0	0	0	0	<0	<5	<5
Thunder Bay District	140	150	130	190	160	155	130	155	125	105

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

FIGURE 8



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 to June 30, between 2001 and 2015, based on the Standard Geographical Classification (SGC) 2011, CANSIM Table: 051-0063

**TABLE 11**

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
<b>Total In-migrants</b>	<b>599</b>	<b>452</b>	<b>1060</b>	<b>417</b>	<b>180</b>	<b>2708</b>

Source: Taxfiler

**TABLE 12**

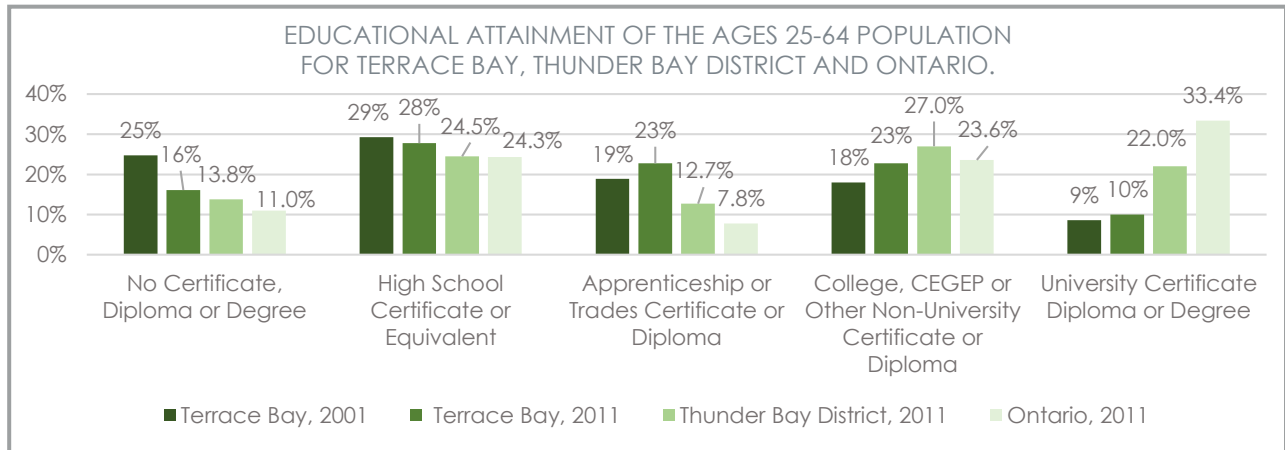
10 LARGEST CANADIAN DESTINATIONS FOR OUT-MIGRANTS BY AGE GROUP, 2012-2013						
District of Destination of Out-migrants	0-17	18-24	25-44	45-64	65+	TOTAL
Kenora	132	51	126	59	8	376
Toronto	7	51	83	13	9	163
Division No. 6 - Alberta	22	17	72	17	12	140
Division No. 11 - Alberta	25	26	54	23	5	133
Ottawa	18	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
<b>Total Out-migrants</b>	<b>596</b>	<b>464</b>	<b>1162</b>	<b>495</b>	<b>157</b>	<b>2874</b>

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 9**



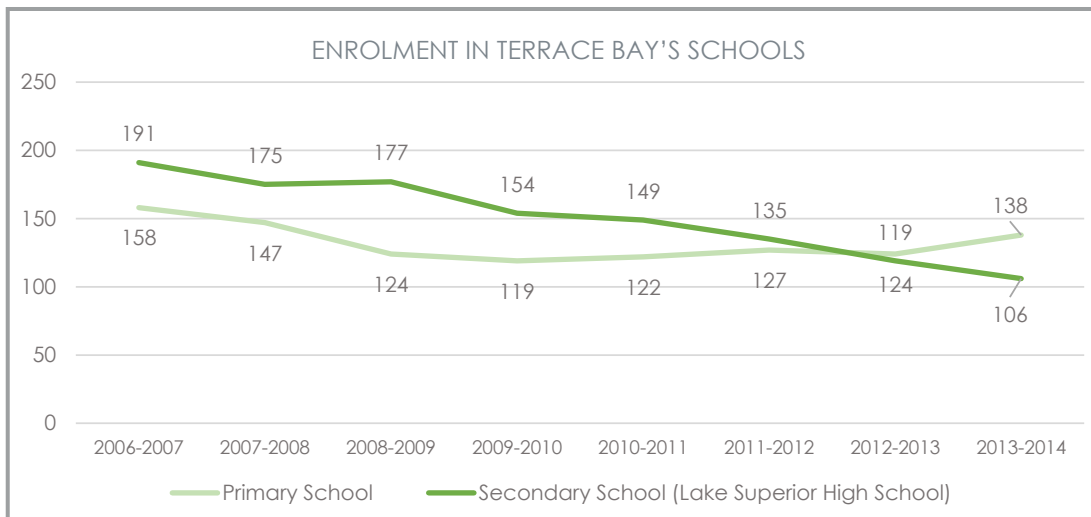
Sources: Author calculations based on Statistics Canada, Census 2001 and National Household Survey 2011

Between 2001 and 2011, a greater proportion of the population in Terrace Bay achieved secondary or post-secondary education (Figure 9).<sup>6</sup> Unfortunately, these numbers are still lower than the provincial average. This may prove to be a challenge in the future as more and more jobs will require post-secondary education (Moazzami, 2015). Interestingly, the educational choice of Terrace Bay's population leans more toward apprenticeship, trades certificates, and diplomas than the rest of the province. Data were unavailable on educational attainment for the Francophones, Indigenous, and immigrants populations.

<sup>6</sup> 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 Journey person'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.

**FIGURE 10**



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

# ALIGNMENT

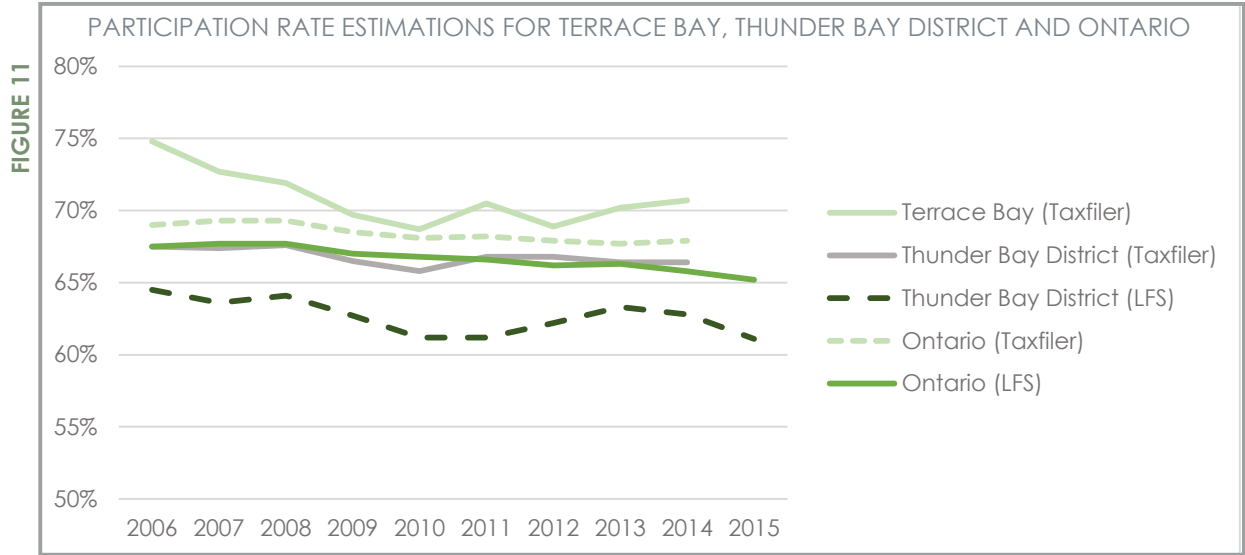
## 08. Labour Force Participation

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 indicators discussed thus far, as well as others, 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 taxfilers declaring employment income has slightly increased (Figure 13) while the number of people declaring employment insurance has decreased (Figure 15). The overall effect for the community was a slight increase in the participation rate (Figure 11).

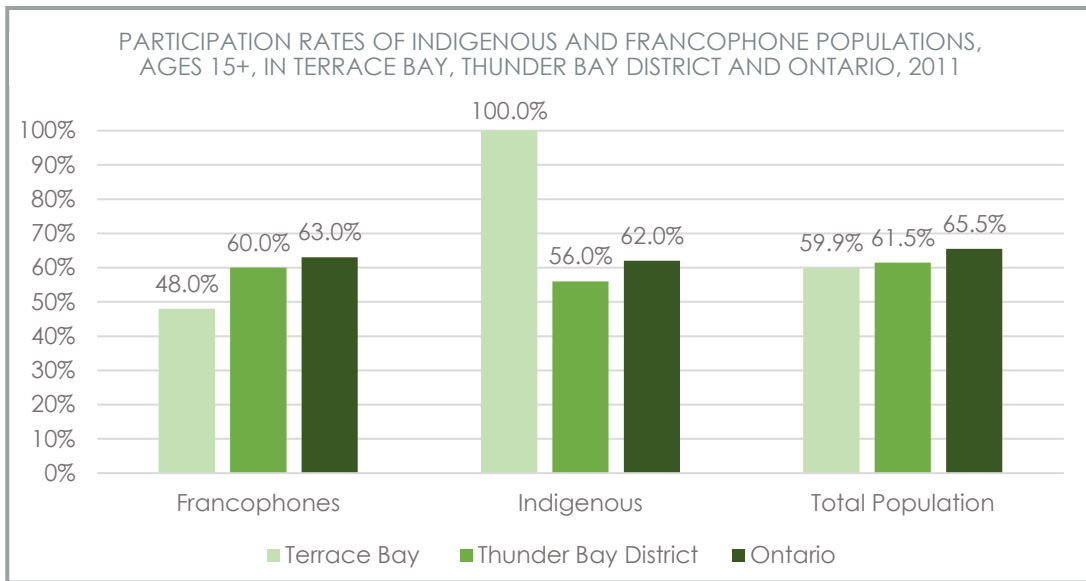
In 2011, the Francophone participation rate (48.0 percent) was well under the average participation rate of other Francophone communities across the province (63.0 percent) (Figure 12). The employment rate was also lower compared to the non-Francophone population in Terrace Bay and other Francophone populations across the province (Figure 14). Unfortunately, data on unemployment were unavailable (Figure 16).

In the 2011 Census, the number of Indigenous people over the age of 15 who responded was rather small with only 40 individuals in Terrace Bay noted. Yet, each Indigenous individual reported employment, resulting in a participation and employment rate of 100 percent and an unemployment rate of 0 percent (Figures 12, 14, and 16).

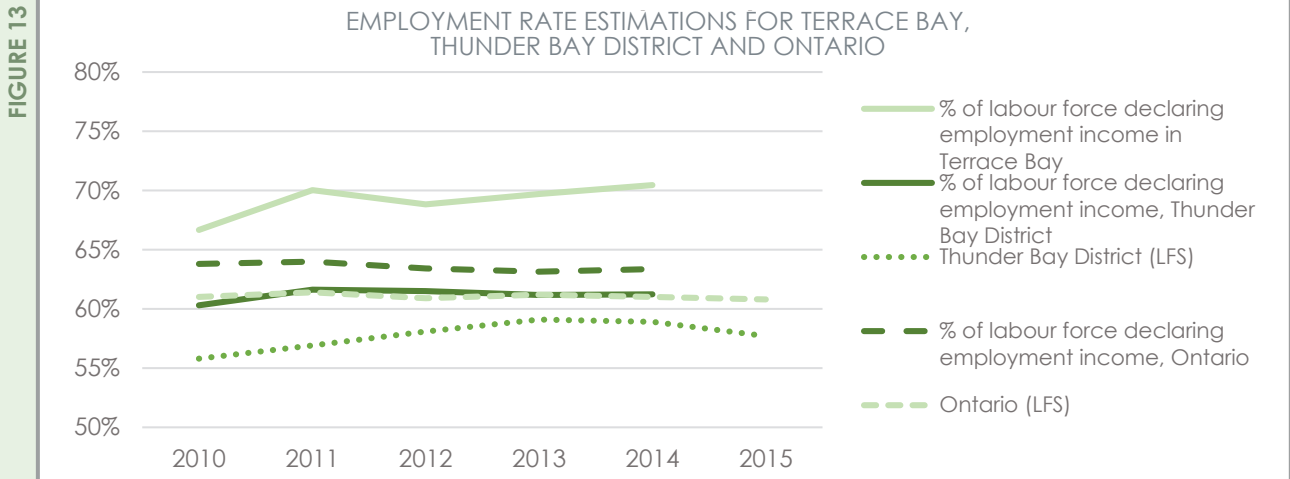


Sources: Author's calculations based on Taxfiler, participation rate calculated as the number of people receiving labour income in the total population over the age of 15; Labour Force Survey (LFS) two-year average estimates, participation rate calculated as the number of civilian, non-institutionalized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

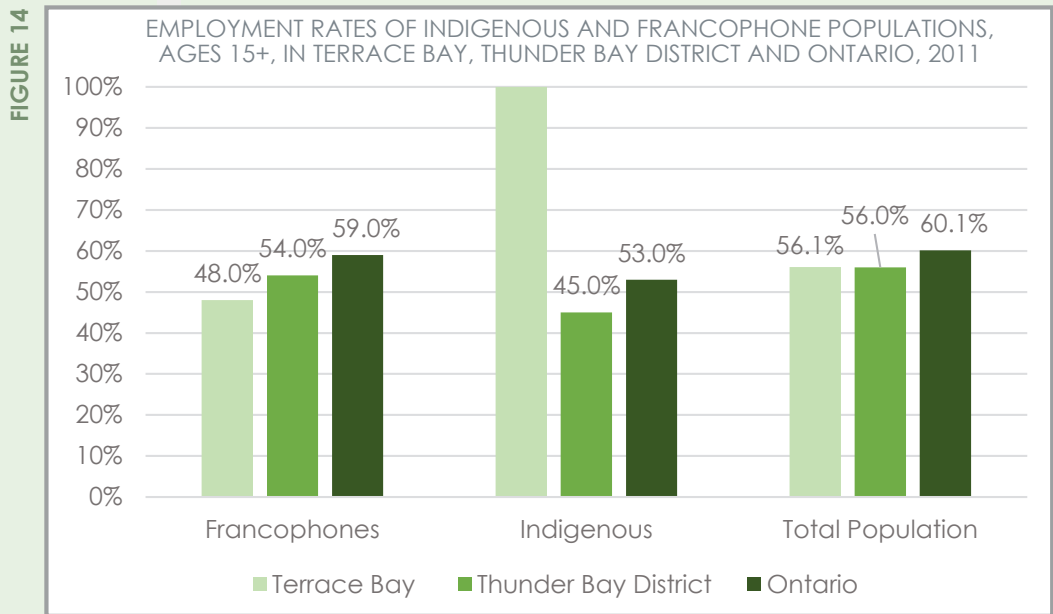
**FIGURE 12**



Source: Statistics Canada, National Household Survey, 2011

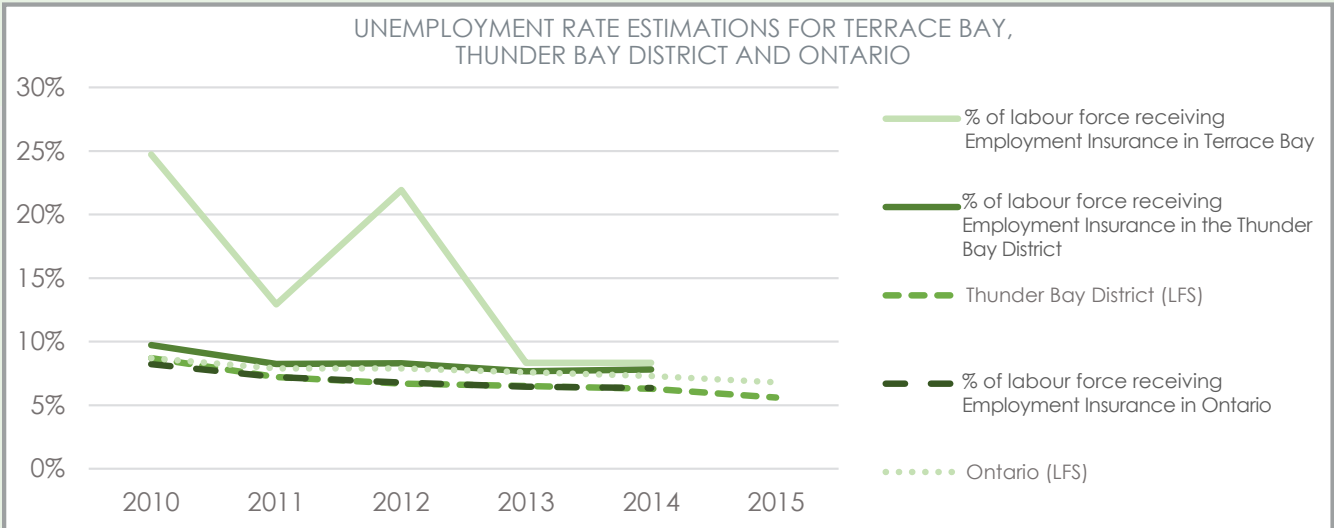


Sources: Author's calculations based on Taxfiler, number of people declaring Employment Income; Statistics Canada estimation of population; Labour Force Survey (LFS) two-year average estimates



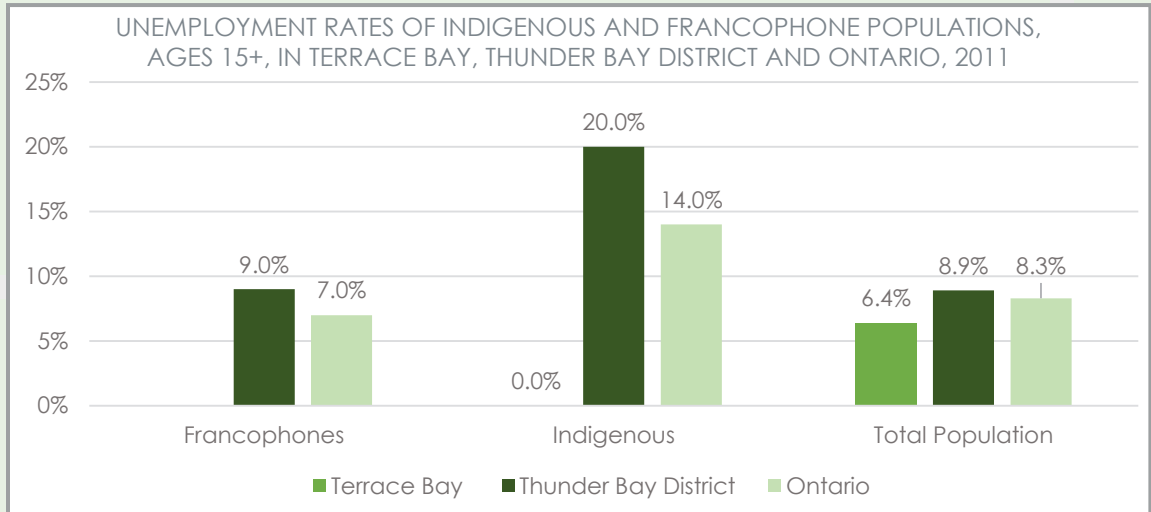
Source: Statistics Canada, National Household Survey, 2011

**FIGURE 15**



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 16**



Source: Statistics Canada, National Household Survey, 2011

## 09. Wages<sup>7</sup>

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. Yet, if an area offers wages inferior to the rest of the province, it can be perceived as a competitive advantage that attracts employers.

<sup>7</sup>For a more detailed analysis of salary comparison in the North, please see Sundmark, J. (2016). "Average salary comparison" [blog]. Available at: [northernpolicy.ca](http://northernpolicy.ca)

TABLE 13

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

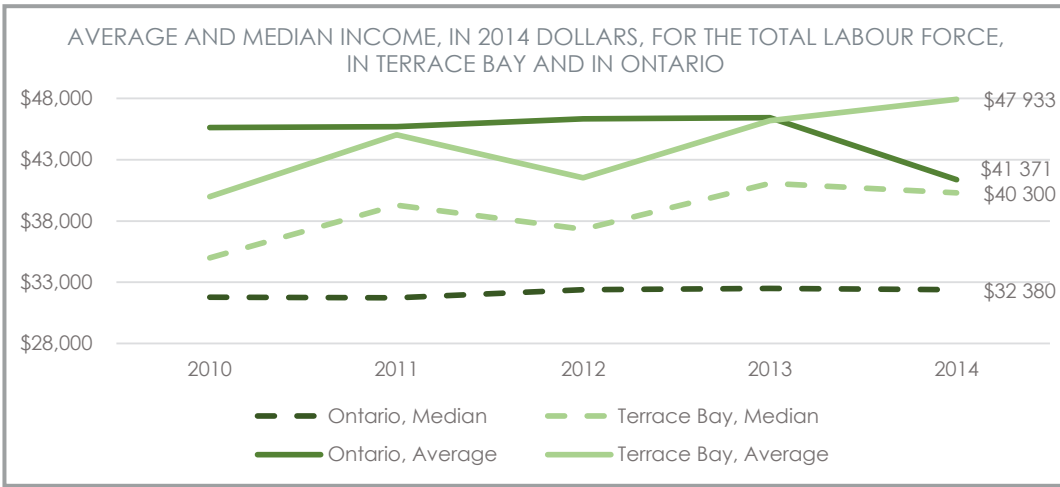
Source: Job vacancy and wages survey, 2015 (average of all quarters)

## 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 the amount of community income generated by the labour market compared to other sources. As such, it can be an indication of the prevalence of employment and the sustainability of the community.



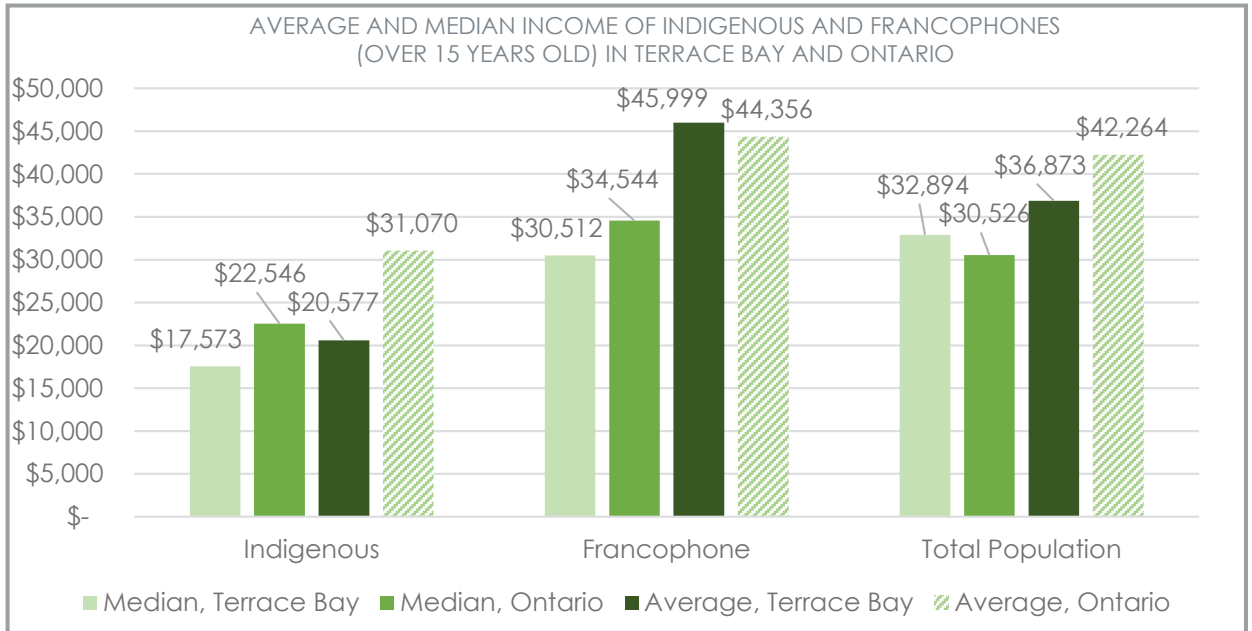
FIGURE 17



Sources: Taxfiler, Terrace Bay "rural community" – postal code P0T2W0, and Ontario, Consumer Price Index from the Bank of Canada



FIGURE 18

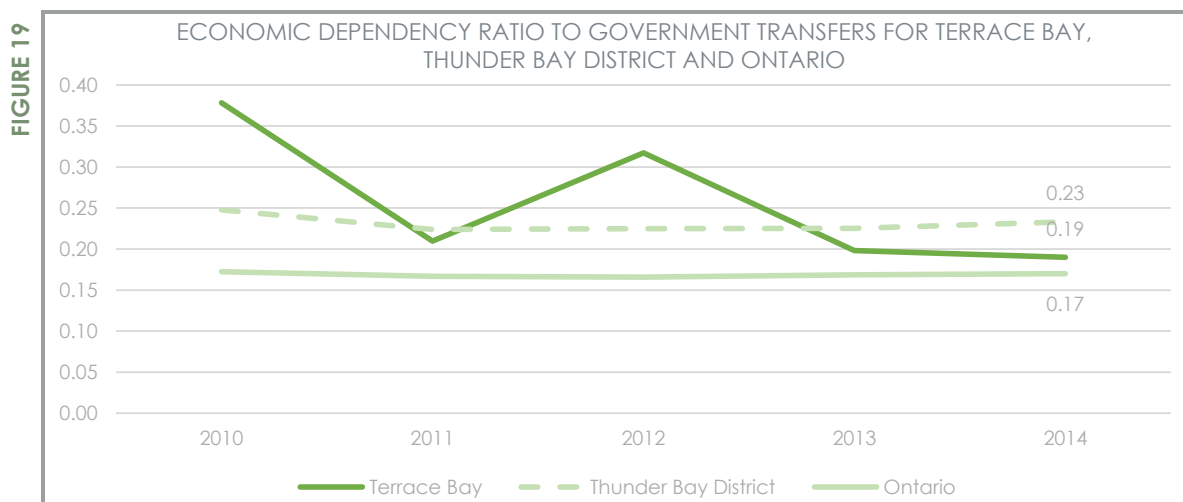


Source: National Household Survey, 2011

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. Terrace Bay's average income (\$47,933) was above the provincial average (\$41,371) in 2014 (Figure 17). The gap between median and average income is smaller in Terrace Bay than that of the province, which suggests that there is a smaller economic discrepancy in the community than in Ontario. Interestingly, the average median income of Terrace Bay's Francophone population was both below the provincial level and the average of Francophones across the province, yet the average income was superior to those comparison groups (Figure 18). This means that the

Francophone population in Terrace Bay is less homogeneous than the province's Francophone population. At the same time, the Indigenous population of Terrace Bay had both a lower median and average income than provincial levels for Indigenous people and the total populations (Figure 18).

It also worth noting that the economic dependency ratio—the amount of government transfers received compared to the amount of income earned through employment—significantly declined in Terrace Bay between 2010 and 2014 (Figure 19). Therefore, in 2014, Terrace Bay's income depended less on government transfers than that of the Thunder Bay District, but still more than that of Ontario (19 percent against 23 percent and 17 percent respectively).



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

As of 2014, the majority of government transfers made within the community came from the Canadian Pension Plan (41.2 percent) followed by the Old Age Security pension (25.3 percent - Table 12). The proportion of Old Age Security pension was similar to that of Thunder Bay and the province, yet the proportion coming from the Canada Pension Plan was higher than the District and the province (41.2 percent compare to 34.7 percent and 31.9 percent respectively). Similarly, employment income (9.8 percent) accounted for a larger share of the transfers than that of the Thunder Bay District (8.8 percent) and the province (8.9 percent). This difference is consistent with the fact that Terrace Bay's population is older than that of both the Thunder Bay District and the province.

**TABLE 14**

DISTRIBUTION OF THE INCOME OF THE COMMUNITY BY SOURCE OF INCOME			
Amount of Dollars by Source of Income, 2014	Terrace Bay	Thunder Bay District	Ontario
Wages/salaries/commissions only	68.4%	64.9%	67.7%
Self-employment only	0.7%	2.3%	4.3%
<b>Employment income</b>	<b>69.2%</b>	<b>67.2%</b>	<b>72.0%</b>
Employment Insurance	1.3%	1.4%	1.1%
OAS/Net federal supplements	3.4%	3.8%	3.3%
CPP/QPP	5.5%	5.4%	3.9%
CCTB	0.8%	1.1%	1.1%
Workers compensation	0.7%	1.0%	0.4%
Social Assistance	0.7%	1.5%	1.1%
Other government transfers	1.0%	1.4%	1.3%
<b>Government transfers</b>	<b>13.4%</b>	<b>15.7%</b>	<b>12.2%</b>
Private pensions	10.5%	10.6%	7.7%
RRSP	0.4%	0.4%	0.4%
Investment	2.3%	3.8%	5.3%
Other income	4.3%	2.3%	2.5%
<b>Total income</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

Source: Author's calculations based on Taxfiler, Terrace Bay "rural community" – postal code P0T2W0, Thunder Bay district, Ontario

POPULATION



1,611 (2016)



151.04KM<sup>2</sup>

ON THE NORTH SHORE OF  
LAKE SUPERIOR  
ALONG HIGHWAY 17  
HOME OF SLATE ISLANDS

48°48'N  
87°06'W

# TERRACE BAY



OPPORTUNITIES  
**EXIST**

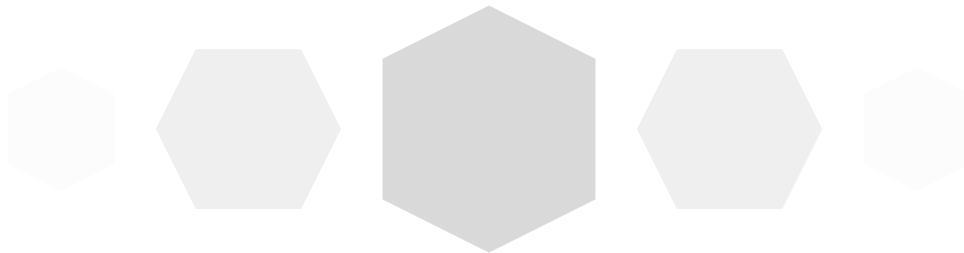
FOR THOSE WHO WISH TO  
STAY OR RELOCATE  
TO THE COMMUNITY

# CONCLUSION

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Terrace Bay, like many other communities in the north, faces the challenge of an aging and shrinking population. For the community to be sustainable, these trends will have to change. Attracting more people would help attract more jobs, and vice versa, but it is up to the community to decide which approach is best.

Regardless, the data suggest that opportunities exist for those who wish to stay in or relocate to the community of Terrace Bay. Filling currently available jobs would increase prosperity and create even more opportunities in the future. This does not mean the community should set aside the pursuit of new employers, but the community should place greater emphasis on the potential of sustaining or expanding current ones.



**NOTE TO READERS:** Moving forward, the *Community Labour Market Report Series* will be replaced by *Community Accounts*. This online portal, [no.communityaccounts.ca](http://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 publicly available to allow anyone to access data for their community in tables, charts and other formats.

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# REFERENCES

- Cuddy, J. and Moazzami, B. (2016). *Northern Projections: Thunder Bay District*. Thunder Bay: Northern Policy Institute.
- Moazzami, B. (2015). Unpublished manuscript. Thunder Bay: Northern Policy Institute.

**About the Local Employment Planning Council (LEPC):**

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

**About North Superior Workforce Planning Board (NSWPB):**

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

**About Northern Policy Institute (NPI):**

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



**Local Employment**  
Planning Council

**NORTHERN**  
POLICY INSTITUTE

INSTITUT DES POLITIQUES  
**DU NORD**

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