



Community Labour Market Report

By Amandine Martel & José-Karl Noiseux

WEBEQUIE FIRST NATION

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 Webequie¹, 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 will affect employment levels and opportunities within a local labour market.

In June 2016, Webequie had three employers, the main one being the local Indigenous government with more than 100 employees. The food and beverage store was the second-largest employer, with between 10 to 19 staff members. By comparison, businesses with more than 100 employees

represented 0.7 percent of all enterprises for the entire province of Ontario in June 2016. That same month, Ontario businesses with between 10 to 19 employees represented 3.5 percent of all enterprises, while self-employed individuals represented 69.1 percent.

The distribution of employers in Webequie differs significantly from that of the province and the Kenora District. This is especially true when considering the role of local administration as an employer and the significant share of total employment it represents in the community.

¹ Although Webequie is within the North Superior Workforce Planning Board catchment area, the community is located in the Kenora District. Thus, throughout this report, the authors have used Kenora District as a comparator rather than Thunder Bay District (which has been used in the majority of papers in this series). Because Kenora District does not have a large Census Metropolitan Agglomeration like Thunder Bay District (i.e. the City of Thunder Bay), and contains a large number of rural and remote communities, it was decided that using Kenora District as a comparator for Webequie was more appropriate.

TABLE 1

EMPLOYERS BY INDUSTRY, AND AS A PERCENTAGE OF TOTAL NUMBER OF EMPLOYERS, JUNE 2016	Total	Webequie (% of Total Number of Employers)	Kenora District (% of Total Number of Employers)	Ontario (% of Total Number of Employers)
445 - Food & beverage stores	1	33.3	1.4	1.0
561 - Administrative & support services	1	33.3	1.1	3.6
914 - Indigenous public administration	1	33.3	0.9	0.0

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

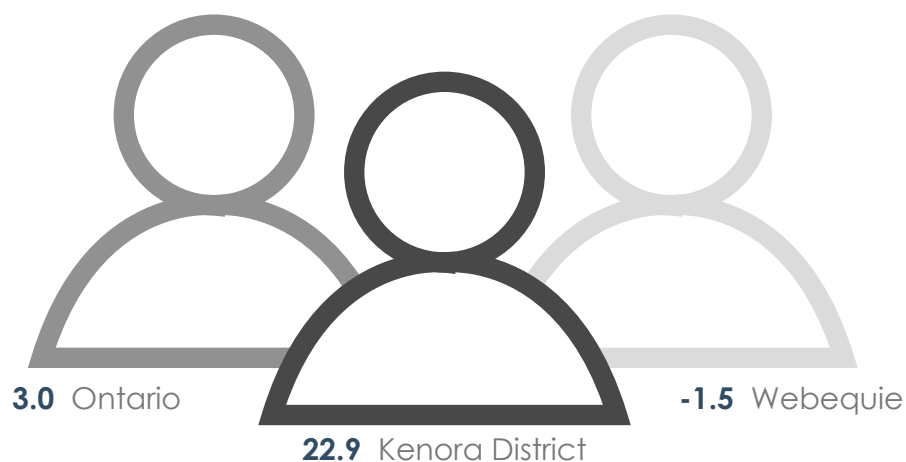
TABLE 2

CHANGE IN NUMBER OF EMPLOYERS BY NUMBER OF EMPLOYEES IN WEBEQUIE	June 2015	June 2016	2015-2016 Change (#)	2015-2016 Change (%)	Ontario Change (%)
0 ²	0	1	1	-	2.7
1-4	2	0	-2	-100.0	1.7
5-9	0	0	0	0	0.7
10-19	0	1	1	-	-0.3
20-49	1	0	-1	-100.0	-2.5
50-99	0	0	0	0	18.4
100-199	0	1	1	X	-1.7
200-499	1	0	-1	-100.0	0.2
500+	0	0	0	0	1.1
Total Number of Employers	4	3	-1	-25.0	2.2

Sources: Statistics Canada, Canadian Business Counts; author's calculations based on Statistics Canada, Canadian Business Counts³

² Businesses with zero employees are self-employed entrepreneurs who do not have any employee on their payroll.

³ 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.



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

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

02. Employment by Industry

There were no data available for employment by industry for Webequie in the 2011 National Household Survey. However, new data may become available with the release of findings from the 2016 Census on November 29, 2017, and could supplement what is included in this report.

Employment by industry data⁴ 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.

⁴ 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.

TABLE 3

EMPLOYMENT BY INDUSTRY, AND AS A PERCENTAGE OF TOTAL, 2011		Webequie (#)	Webequie (% of Total)	Kenora District (% of Total)	Ontario (% of Total)
11	Agriculture, forestry, fishing & hunting	n/a	n/a	2.0	1.5
21	Mining & oil & gas extraction	n/a	n/a	4.5	0.4
22	Utilities	n/a	n/a	1.2	0.9
23	Construction	n/a	n/a	8.2	6.1
31-33	Manufacturing	n/a	n/a	3.8	10.4
41	Wholesale trade	n/a	n/a	1.5	4.6
44-45	Retail trade	n/a	n/a	11.4	11.1
48-49	Transportation & warehousing	n/a	n/a	5.5	4.7
51	Information & cultural industries	n/a	n/a	1.5	2.7
52	Finance & insurance	n/a	n/a	2.0	5.6
53	Real estate & rental & leasing	n/a	n/a	0.7	2.0
54	Professional, scientific & technical services	n/a	n/a	2.1	7.7
55	Management of companies & enterprises	n/a	n/a	0.0	0.1
56	Administrative & support, waste management & remediation services	n/a	n/a	1.9	4.4
61	Educational services	n/a	n/a	8.3	7.5
62	Health care & social assistance	n/a	n/a	17.2	10.6
71	Arts, entertainment & recreation	n/a	n/a	1.3	2.0
72	Accommodation & food services	n/a	n/a	7.7	6.0
81	Other services (except public administration)	n/a	n/a	4.2	4.4
91	Public administration	n/a	n/a	15.0	7.0
All Industries		n/a	n/a	-	-

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

TABLE 4

EMPLOYMENT BY INDUSTRY IN NORTHWESTERN ONTARIO OUTSIDE OF THUNDER BAY CMA AND ONTARIO	Northwestern Ontario Outside of Thunder Bay CMA				Ontario
	Employment by Industry	2012	2014	2016	2014-2016 Change (%)
Goods-producing Sector	9,400	6,900	10,000	44.9	2.6
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
Services-producing Sector	30,800	31,400	29,800	-5.1	1.6
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
Total Employed	40,200	38,300	39,800	3.9	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

There were no data available for employment by occupation for Webequie in the 2011 National Household Survey. However, new data may become available with the release of findings from the 2016 census on November 29, 2017, and could supplement what is included in this report.

Employment by occupation data describe the type of work an employee does on the job. While growing industries need additional workers, the demand for specific occupations

is a function of the work that needs to be done. Both the changing marketplace and the advance of technology alter the demand for occupations, with some growing strongly and others in decline. These changes have an impact on the types of jobs available, their respective salaries, and the type of education and skills required. Indeed, an increase in entry-level occupations may have a different impact on the community than growth in senior-level occupations.

TABLE 5

EMPLOYMENT BY OCCUPATION, AND AS A PERCENTAGE OF TOTAL, 2011		Webequie (#)	Webequie (% of Total)	Kenora District (% of Total)	Ontario (% of Total)
0	Management occupations	n/a	n/a	8.3	11.5
1	Business, finance & administration occupations	n/a	n/a	12.3	17.0
2	Natural & applied sciences & related occupations	n/a	n/a	4.9	7.4
3	Health occupations	n/a	n/a	5.8	5.9
4	Occupations in education, law & social, community & government services	n/a	n/a	19.0	12.0
5	Occupations in art, culture, recreation & sport	n/a	n/a	1.6	3.1
6	Sales & service occupations	n/a	n/a	22.8	23.2
7	Trades, transport & equipment operators & related occupations	n/a	n/a	18.3	13.0
8	Natural resources, agriculture & related production occupations	n/a	n/a	4.3	1.6
9	Occupations in manufacturing & utilities	n/a	n/a	2.5	5.2
All occupations		n/a	n/a	100.0	100.0

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

TABLE 6

EMPLOYMENT BY OCCUPATION IN NORTHWESTERN ONTARIO OUTSIDE OF THUNDER BAY CMA AND ONTARIO		Northwestern Ontario Outside of 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
Total Employed		40,200	38,300	39,800	3.9	1.8

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

An 'X' indicates that the data 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 Webequie.⁵ 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.

⁵ 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 job opportunities in Webequie 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 by word of mouth.

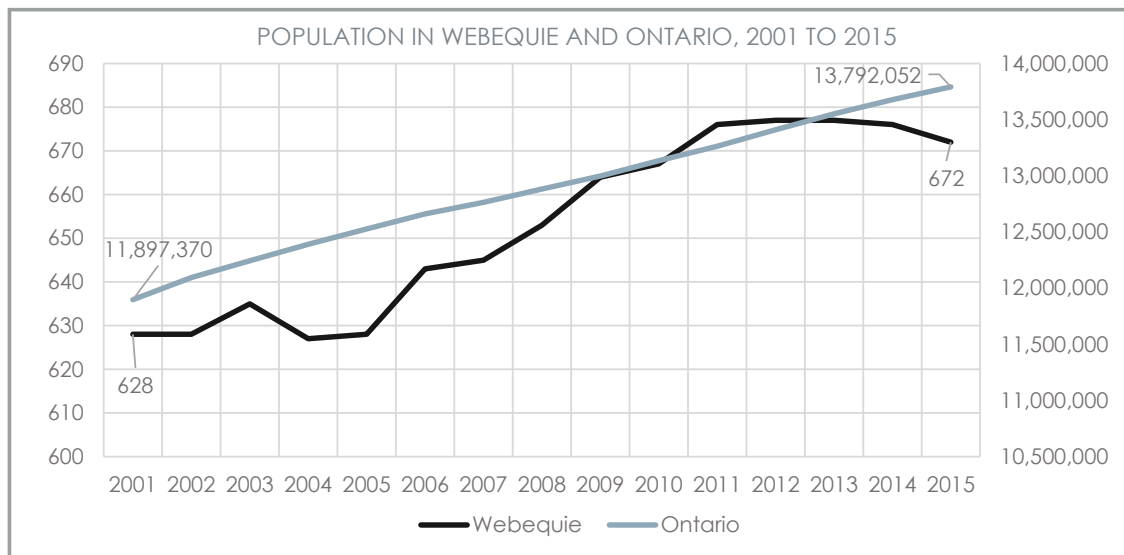
SUPPLY

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).

Webequie's population grew by 7 percent from 2001 to 2015, which contrasts with a 15.9 percent increase in Ontario's population during the same time (Figure 1). The age distribution pyramid (Figure 2) suggests that the population growth in Webequie is driven mainly by natural increases (i.e., number of births outweighing number of deaths), rather than immigration.

FIGURE 1



Source: Statistics Canada, Estimates of population

In Webequie, the proportion of individuals ages 25 and under is significantly higher than that of both the District and the province. Conversely, the proportion of individuals over the age of 54 in Webequie is significantly lower than that of both the province and the District.

115
Registered population
living off-reserve, January 2017

Source: Indigenous and Northern Affairs Canada

778
Total 2016 Population

Sources: Statistics Canada, Census 2016

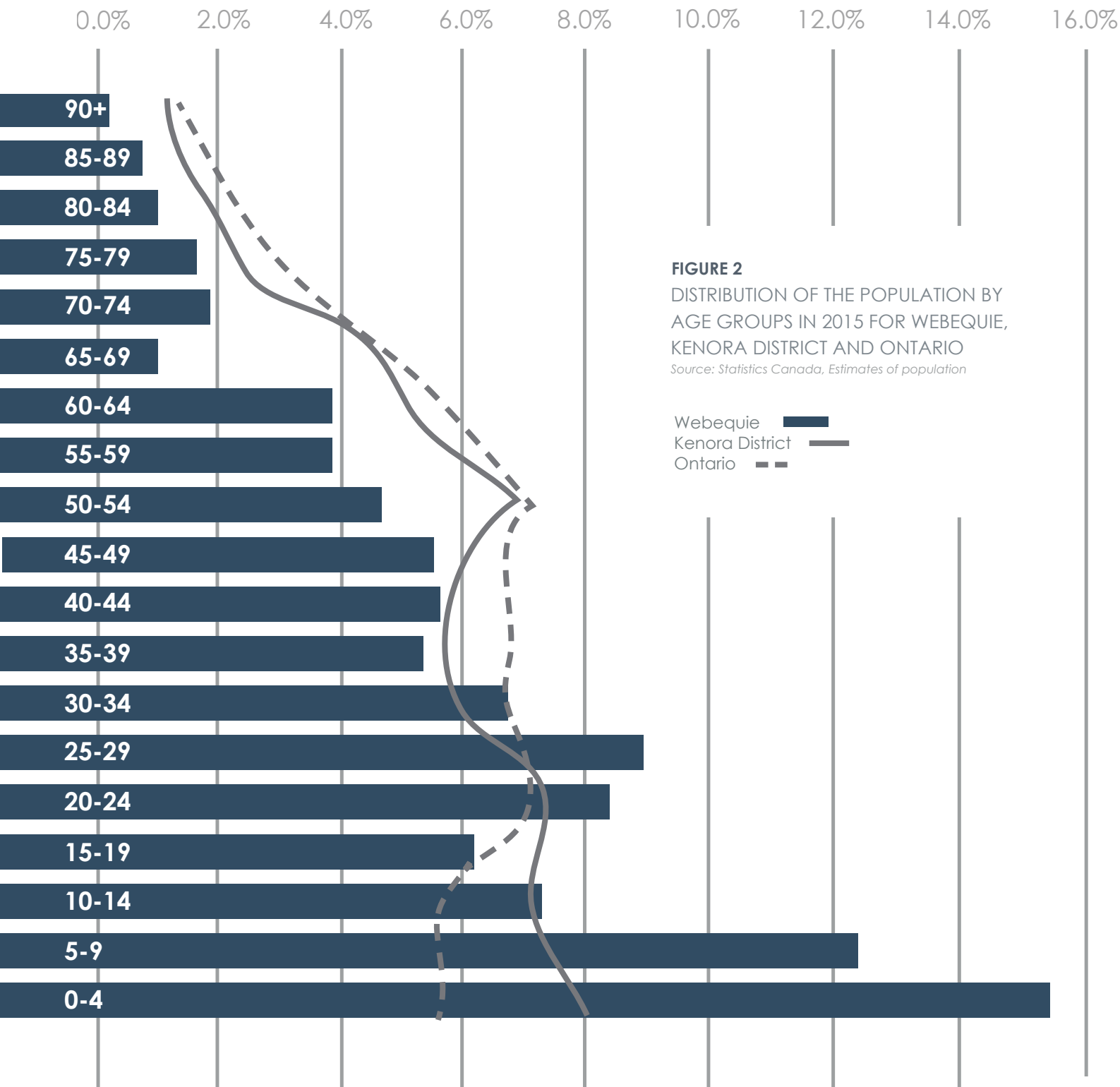
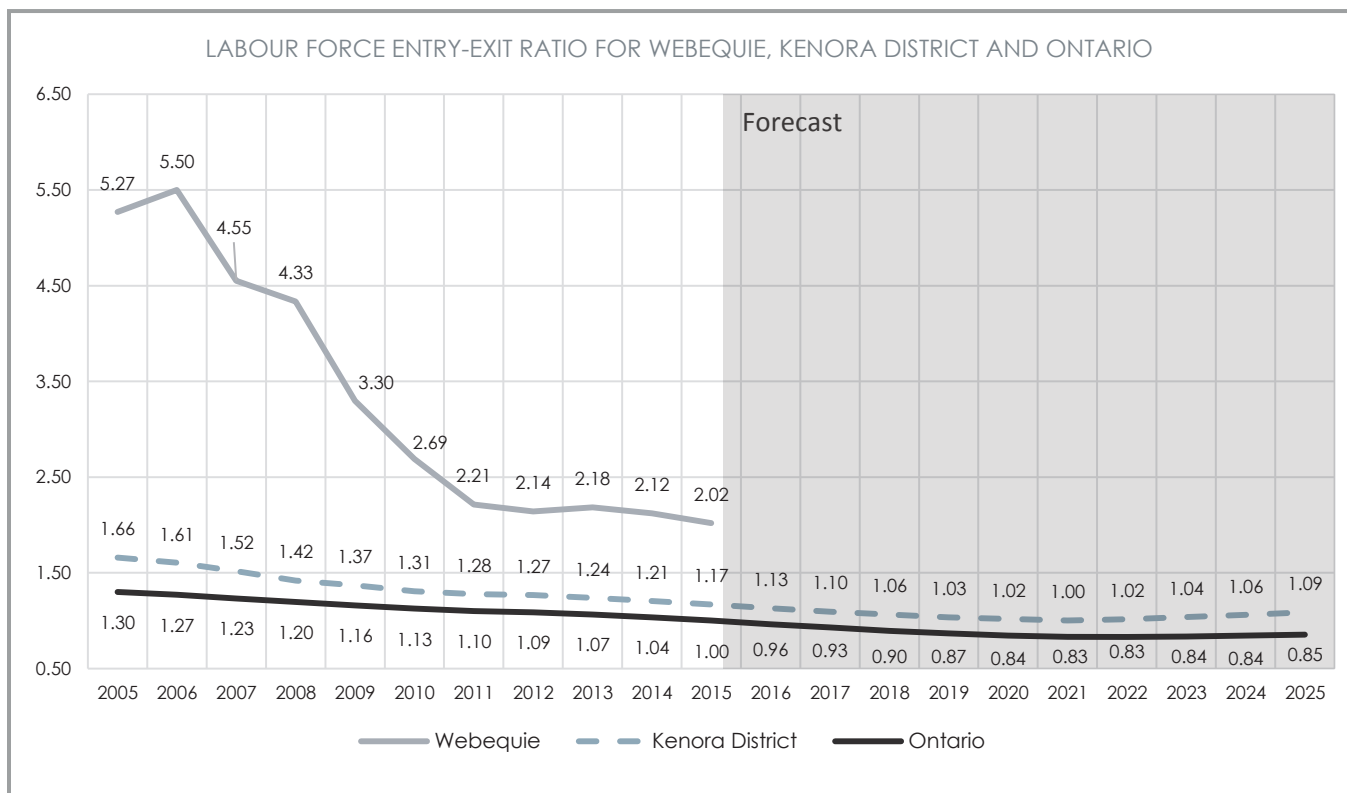


FIGURE 2
 DISTRIBUTION OF THE POPULATION BY
 AGE GROUPS IN 2015 FOR WEBEQUIE,
 KENORA DISTRICT AND ONTARIO
Source: Statistics Canada, Estimates of population

Webequie
 Kenora District
 Ontario

The labour force entry-exit ratio reflects the number of workers ready to enter the workforce (i.e., 15 to 24 years old) and replace those who are approaching retirement age (i.e., 55 to 64 years old – Figure 3). In Webequie, the ratio of 2.02 indicates that the number of younger individuals entering the labour market is more than twice the number of individuals reaching retirement age. This suggests that Webequie's workforce was increasing as of 2015. However, it is increasing at a slower pace than it did a decade prior when the ratio was at 5.27. Nonetheless, if the ratio remains above 1, the community is unlikely to experience a shortage of workers.

FIGURE 3



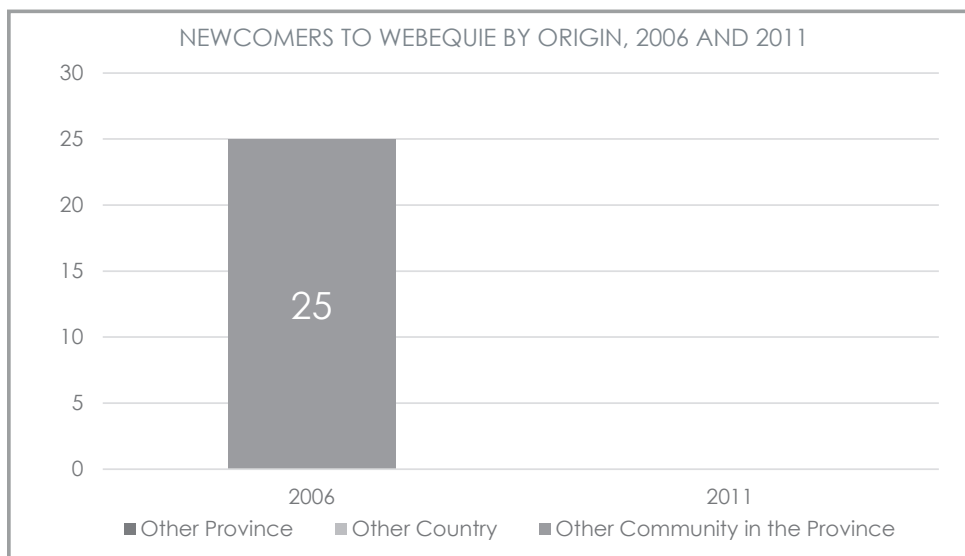
Source: Author's calculations based on Statistics Canada estimation of population and Ontario Ministry of Finance forecasts, spring 2016 population projections update, for the forecast

06. Migration

Migration patterns can influence the population changes in an area. An area's migration patterns can also reflect, and are dependent on, among other things, employment opportunities, quality of life, and the services available to community members.

There were no data available for newcomers to Webequie in the 2011 National Household Survey (data from 2006 is provided in Figure 4). However, new data may become available with the release of findings from the 2016 census on November 29, 2017, and could supplement what is included in this report.

FIGURE 4



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

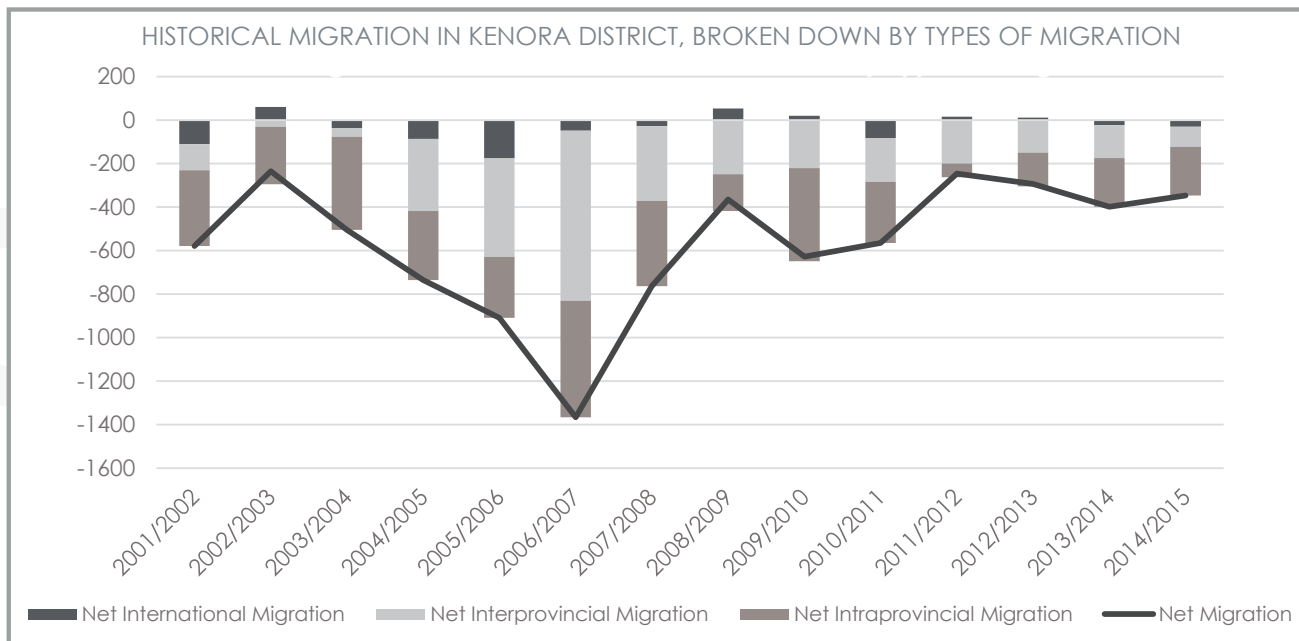
TABLE 7

PERMANENT RESIDENTS BY INTENDED DESTINATION										
Intended Destination	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Webequie	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Kenora District	20	35	55	40	30	60	55	40	40	35

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

For the District of Kenora, 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 that, although the District surrounding Winnipeg is a strong second, Thunder Bay District is the primary district of destination and origin for migrants to and from the Kenora District.

FIGURE 5



Sources: 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; and author's calculations

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
Thunder Bay	132	51	126	59	8	376
Division No. 11 – Manitoba (Winnipeg Capital Region)	56	30	76	31	16	209
Rainy River	23	18	23	15	8	87
Cochrane	23	10	19	7	0	59
Algoma	10	4	18	8	3	43
Division No. 6 – Alberta (Calgary Region)	8	2	16	12	2	40
Toronto	4	4	16	4	2	30
Greater Sudbury	6	5	12	5	1	29
Ottawa	3	1	19	4	0	27
Division No. 22 – Manitoba (Swan River, Parkland Region)	7	7	10	1	0	25
Total In-migrants	378	217	533	252	62	1,442

Source: Taxfiler

TABLE 9

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

District of Origin of In-migrants	0-17	18-24	25-44	45-64	65+	TOTAL
Thunder Bay	151	102	149	65	25	492
Division No. 11 – Manitoba (Winnipeg Capital Region)	54	50	64	30	27	225
Cochrane	40	11	33	10	2	96
Rainy River	12	8	17	13	1	51
Division No. 11 – Alberta (Edmonton Region)	6	13	20	7	1	47
Division No. 6 – Alberta (Calgary Region)	3	15	19	8	1	46
Simcoe	7	3	15	8	3	36
Nipissing	15	8	7	3	1	34
Algoma	10	5	11	4	3	33
Ottawa	4	10	13	5	1	33
Total In-migrants	431	335	576	281	124	1,747

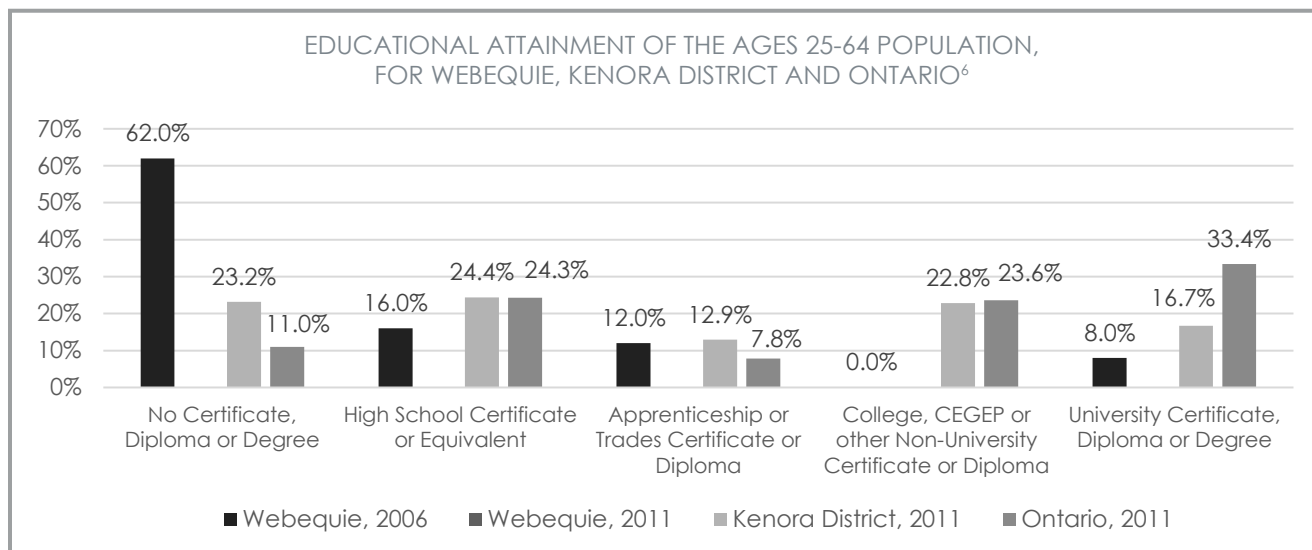
Source: Taxfiler

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.

There were no education data available for Webequie in the 2011 National Household Survey. However, new data may become available with the release of findings from the 2016 census on November 29, 2017, and could supplement what is included in this report.

FIGURE 6



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

There were no data available for educational achievement or for school enrolment in Simon Jacob Memorial Education Centre—the elementary-level institution in the community.

⁶ 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 Journeyman's certificates. 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.

ALIGNMENT

08. Labour Force Participation

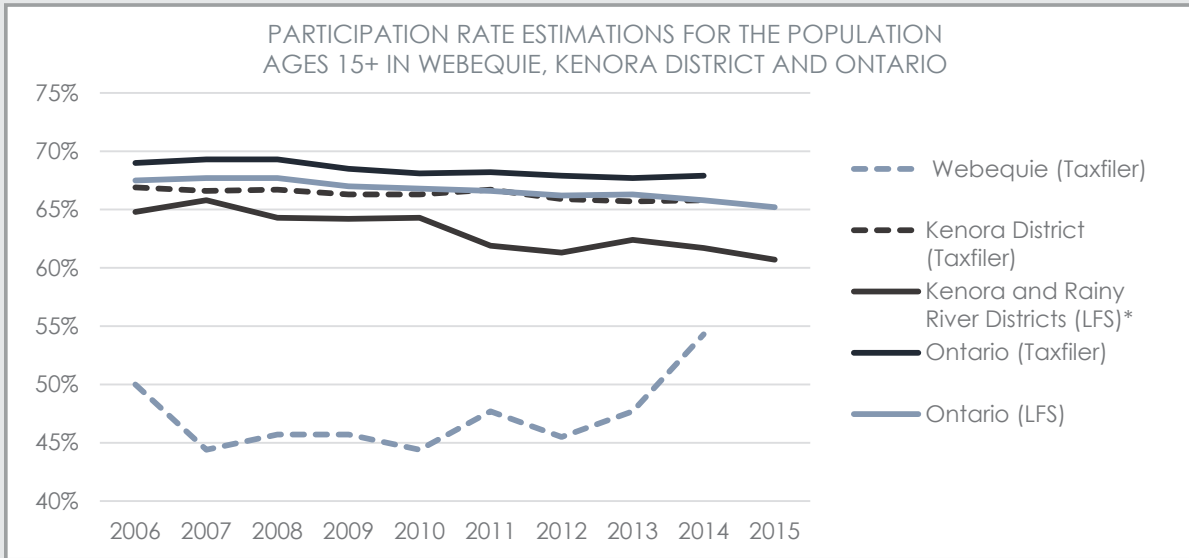
Participation, employment, and unemployment rates reflect whether an individual is willing and able to find employment, and whether an employer is able and willing to hire them. All the previous indicators, and more, have an influence on a worker's ability to find a job and an employer's ability to find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

The number of Webequie taxfilers participating in the labour market increased from 47.7 percent in 2011 to 54.3 percent in 2014 (Figure 7). This trend could be attributed to a rising proportion of the labour force declaring employment income combined with a presumably stable proportion of the labour force declaring Employment Insurance (Figure 8 and 9). However, despite the increase, the participation level in Webequie (54.3 percent) remained 11.5 percentage points lower than that of the District and 13.6 percentage points lower than that of the province.

It is important to note that the data provided here originates from tax files and may not capture the informal labour market in the community. Therefore, it may not provide a full picture of Webequie's economy.

...the number of taxfilers participating
in the labour market **increased** from
47.7 percent to **54.3 percent**...

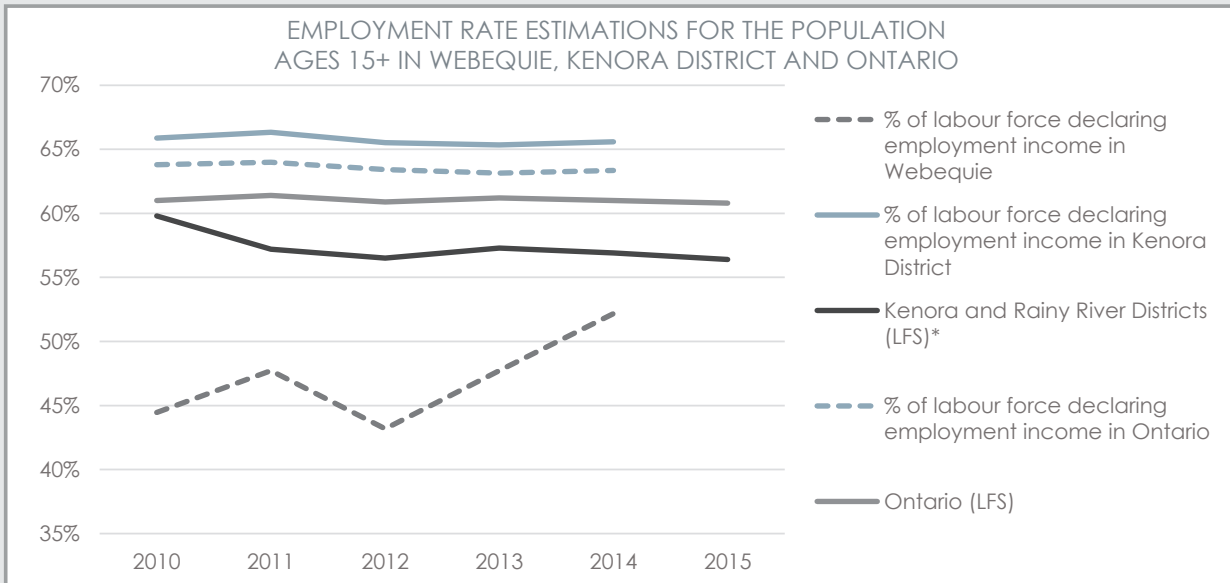
FIGURE 7



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.

* The Kenora District labour force status data in the LFS are grouped together with the data for Rainy River District

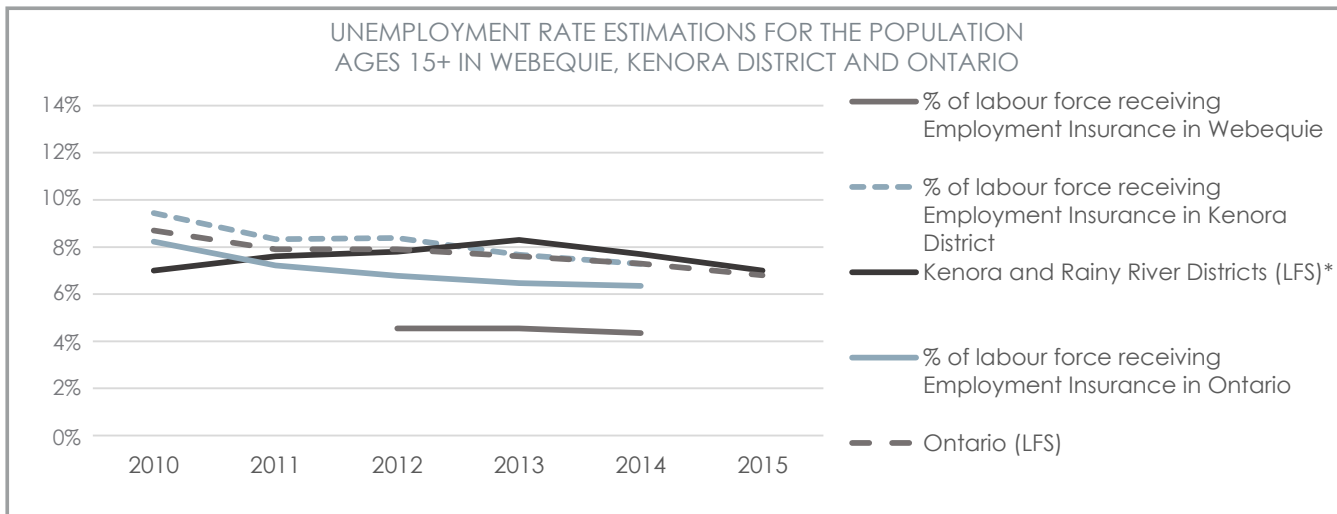
FIGURE 8



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

* The Kenora District labour force status data in the LFS are grouped together with the data for Rainy River District

FIGURE 9



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

* The Kenora District labour force status data in the LFS are grouped together with the data for Rainy River District

09. Wages⁷

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.

⁷ 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

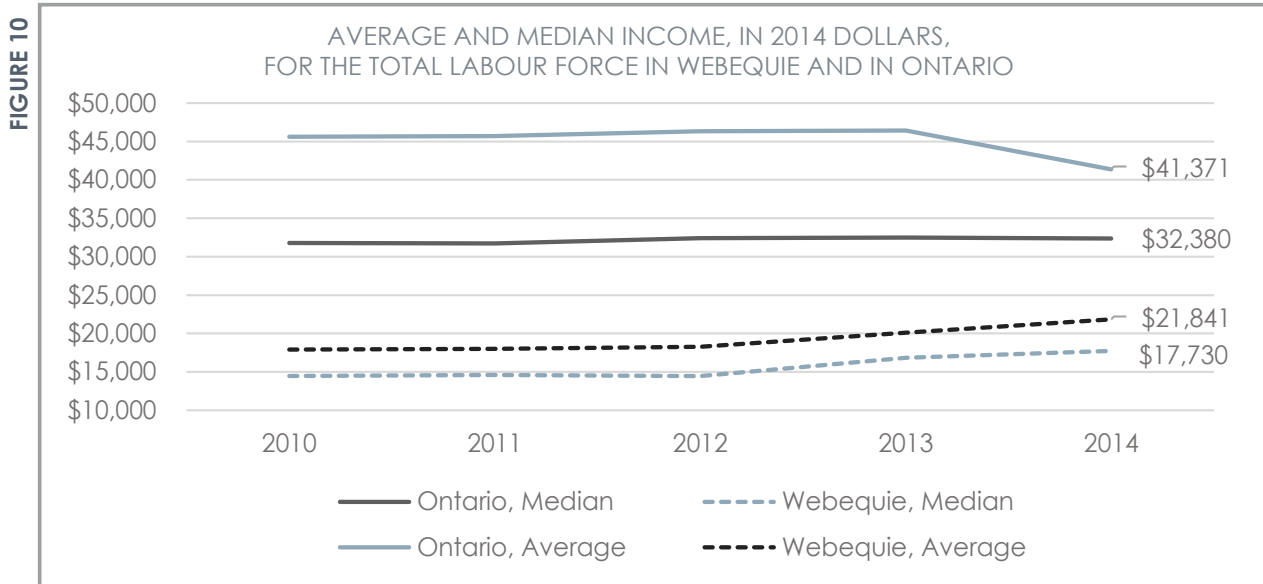
COMPARISON OF AVERAGE HOURLY WAGES BY OCCUPATION BETWEEN NORTHWESTERN ONTARIO AND ONTARIO			
Average Hourly Wages Offered by Occupation, 2015	Northwestern Ontario	Ontario	Difference
Professional occupations in health (except nursing)	\$ 70.73	\$ 48.71	\$ 22.01
Industrial, electrical & construction trades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

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, Webequie's average and median income (\$21,841 and \$17,730) were significantly lower than the overall average and median income of Ontario (\$41,371 and \$32,380 – Figure 10). However, Webequie's ratio of average income over median income (1.26) was quite similar to that of Ontario (1.27), which suggests that the main difference lies in the overall level of income in Webequie and that the community is as homogenous as the province.



Source: Author's calculations based on Taxfiler, Webequie "rural community" – postal code P0T 3A0 and Ontario and Bank of Canada, Consumer Price Index

The economic dependency ratio (Figure 11)—the amount of government transfers received compared to the amount of income earned through employment—in Webequie (0.83) is significantly higher than that of the District (0.25) or the province (0.17). The main sources of government transfers to the community were social assistance and Canada Child Benefit payments, which respectively accounted for 30.7 percent and 26.5 percent of total government transfers (Table 11).

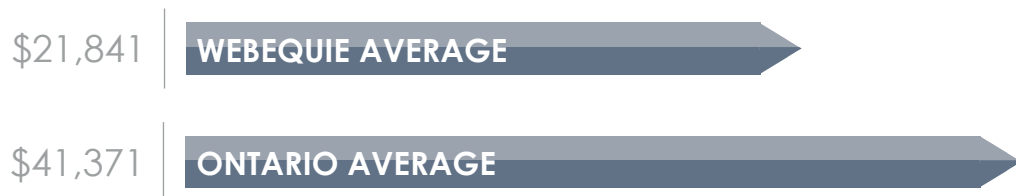
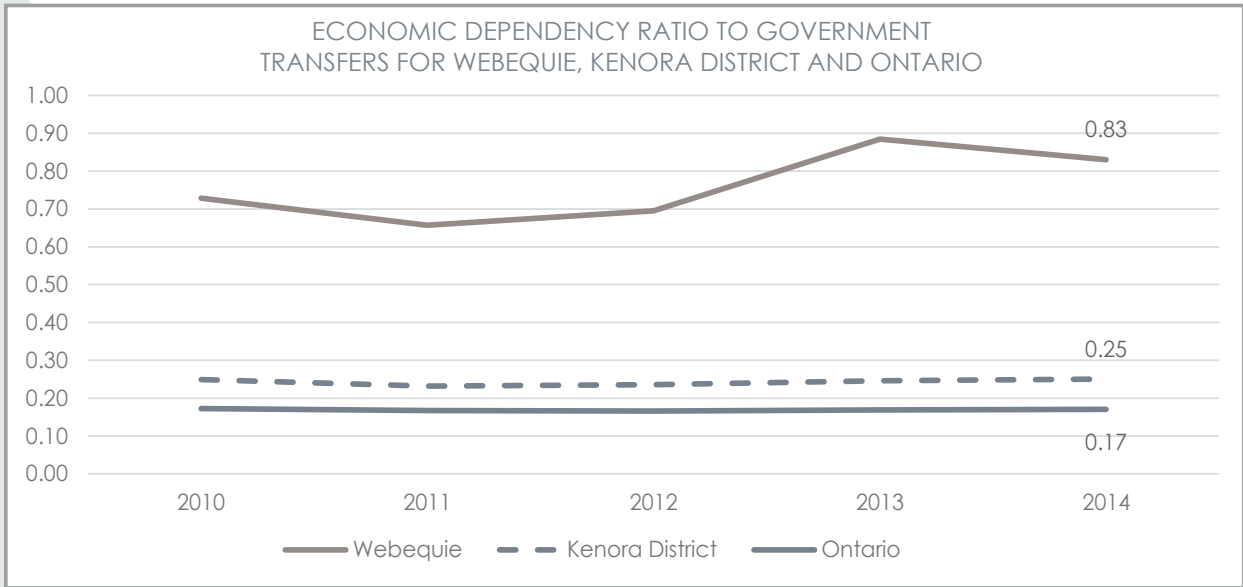


FIGURE 11



Source: Author's calculations based on Taxfiler, Webequie "rural community" – postal code P0T 3A0, Kenora District, Ontario

TABLE 11

DISTRIBUTION OF THE INCOME OF THE COMMUNITY BY SOURCE OF INCOME			
Amount of Dollars by Source of Income, 2014	Webequie	Kenora District	Ontario
Wages/salaries/commissions only	X	66.7%	67.7%
Self-employment only	X	2.6%	4.3%
Employment income	54.3%	69.3%	72.0%
Employment Insurance	1.0%	1.3%	1.1%
OAS/Net federal supplements	7.7%	3.8%	3.3%
CPP/QPP	1.3%	4.2%	3.9%
CCTB	11.9%	2.8%	1.1%
Workers compensation	X	0.8%	0.4%
Social Assistance	13.8%	1.9%	1.1%
Other government transfers	X	2.5%	1.3%
Government transfers	45.1%	17.3%	12.2%
Private pensions	X	8.1%	7.7%
RRSP	X	0.4%	0.4%
Investment	X	3.2%	5.3%
Other income	X	1.7%	2.5%
Total income	100.0%	100.0%	100.0%

Source: Author's calculations based on Taxfiler, Webequie "rural community" – postal code P0T 3A0, Kenora District, Ontario

POPULATION



778 (2016)



303.41

SQUARE KILOMETRES
ON THE NORTHERN
PENINSULA OF
EASTWOOD ISLAND

52°57'N
87°22'W

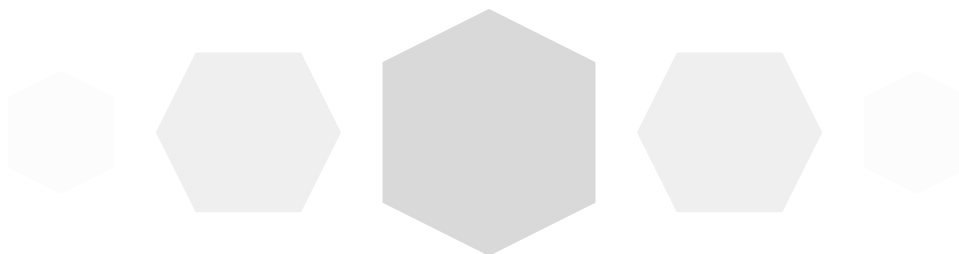
WEBEQUIE



CREATING
EMPLOYMENT
AND ATTRACTING
BUSINESS
WILL SHAPE THE
FUTURE

CONCLUSION

The lack of labour market data make it difficult to provide a full picture of Webequie's status, as it is possible that a significant proportion of its traditional and non-traditional economic activity is not captured by commonly used data sources. The available data seem to indicate that Webequie is a relatively small community with a growing labour force and thus there is potential for business growth. On the other hand, the community already faces a low participation rate in the job market, which may result in additional challenges to absorb the growing labour force. The ability to create employment in the community and attract business to the region will shape the future of Webequie.



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.

About the Local Employment Planning Council (LEPC):

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

About North Superior Workforce Planning Board (NSWPB):

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

About Northern Policy Institute (NPI):

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



Local Employment
Planning Council

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