



For Immediate Release

The Future of Jobs

March 26, 2020 – Northern Policy Institute (NPI) partnered with the North Superior Workforce Planning Board, your Local Employment Planning Council to provide insight into current and potential future labour market shortages in Thunder Bay.

“With retirement and out-migration coupled with an already ageing population, it is important now than ever to understand the occupations in which these shortages fall,” says author Alex Ross, former Senior Data Analyst at Northern Policy Institute and current Business Development Officer at the City of Greater Sudbury.

In the briefing note *Assessing Labour Market Shortages in the City of Thunder Bay*, multiple positions were identified as occupations that may be experiencing high current shortages and/or high future demand. Here are some key findings for the Thunder Bay Census Metropolitan Area:

- Optometrists, chiropractors, and other health diagnosing and treating professionals.
- Physicians, dentists, pharmacists, and dieticians.
- Plumbers, pipefitters, and gas fitters.
- Managers in finance and business, retail and wholesale trade, construction, corporate sales, transportation, and customer services.
- Computer and information systems professionals.

Analysis also reveals that there are several occupations that are unique to this region compared to the province when looking at current shortages. Two examples are underground miners, oil and gas drillers, and related occupations, and then auditors, accountants, and investment professionals.

The insights found in the briefing note are important to ensure that skills shortages are met, immigrants move to the North for the right jobs, and for Northern Ontario's youth to prepare themselves for careers that will allow them the option of remaining in their home cities after they graduate. “They will provide a better understanding to decision makers, potential migrants and youth on the labour market situation in Northern communities” said Ross.

Initiatives such as the Rural and Northern Immigration Pilot (RNIP) is a step in the right direction to increase immigration to communities by creating a path to permanent residence for foreign skilled workers. However, “determining labour market gaps is becoming an increasingly important practice for policy planning, given projected future labour force declines in Northern Ontario” concludes Madge Richardson, Executive Director at North Superior Workforce Planning Board.

This research is another result of the Northern Analyst Cooperative program which allows members to “time share” a professional policy analyst. By merging our collective resources, we can ensure that the smallest municipality or local charity can access high-end skills at an affordable price.

To read more about the current and potential future labour market shortages in Thunder Bay go read the briefing note here: northernpolicy.ca/thunder-bay-labour-market-2020



Media Interviews: Author Alex Ross and NPI President & CEO Charles Cirtwill are available for comment. To arrange an interview, please contact:

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About Northern Policy Institute:

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 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.

About the author:

Alex Ross is a former senior data analyst for Northern Policy Institute. He was born and raised in Sudbury Ontario, and currently works in Economic Development. After graduating from Laurentian University with a B.A. (Hons) in Economics in 2010, Alex completed a Masters Degree in Economic Policy from McMaster University. Alex's areas of interest include labour market analysis, community and economic development, cost-benefit analysis, and environmental sustainability.

About the Northern Analyst Cooperative:

The Northern Analyst Cooperative, a project of Northern Policy Institute, will allow members to "time share" a professional policy analyst. By merging our collective resources we can ensure that the smallest municipality or local charity can access high-end skills at an affordable price.

Project Partner:

North Superior Workforce Planning Board, your Local Employment Planning Council

The North Superior Workforce Planning Board (NSWPB) is one of twenty-six Workforce Planning zones across Ontario. Our mandate is 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. Our vision is to ensure that our human resource pool will be strategically aligned, competitively positioned and progressively developed to meet future social and economic demands across Northwestern Ontario. Our mission is to connect community partners to improve the quality of life in our communities through workforce development.

NSWPB is funded by the Ministry of Labour, Training and Skills Development to act as the Local Employment Planning Council for the Thunder Bay area. The Local Employment Planning Council (LEPC) is one of eight project sites across the province. The LEPC works with 35 local communities to develop labour market information that is relevant to Northern stakeholders such as businesses, employers, employees and employment and training service providers. The LEPC is dedicated to developing and strengthening partnerships, fostering integrated planning and coordinating services.