



For Immediate Release

Opportunities for the Sudbury District can be found within a growing Indigenous population

May 9, 2017 – The latest report from the *Northern Projections: Human Capital Series* recommends the Sudbury District build upon partnerships with Indigenous communities, to build capacity and address projected labour shortages.

Authors James Cuddy and Bakhtiar Moazzami project the Sudbury District's total population is expected to decrease by 18 percent from 2013 to 2041. As a result of this decline, the supply of labour is also expected to fall over the coming years.

The Indigenous population, however, is expected to *increase* from 3,402 in 2013 to 3,962 in 2041 - a growth rate of about 16.5 percent. While these figures represent opportunity, there are also challenges to address, including issues related to transportation, accessibility, and education.

The unemployment rate among on-reserve Indigenous men was the highest for any sub-group in the District of Sudbury at 21.4 percent. Notably, however, Indigenous men living on-reserve have relatively high levels of participation compared to the Northeast and compared to those living off-reserve in the Sudbury District.

“There is clear evidence showing that higher education increases the likelihood of participation in the workforce and reduces unemployment rates”, said Reggie Caverson, Executive Director, Workforce Planning for Sudbury and Manitoulin. “Addressing these issues for the Indigenous population and expanding economic opportunities both on and off-reserve would be of significant benefit to the District.”

The report also sheds light on low and declining immigration; as of 2015, the District attracted 3.9 immigrants per 10,000 people compared to 64.8 in Ontario, which translates into over 16 times fewer immigrants attracted per capita in the Sudbury District compared to the province as a whole. Additionally, the human capital indexes for immigrants in the District of Sudbury are lower than in Northeastern Ontario, Ontario and Canada.

“Greater investment in the success of newcomer populations is key to a sustainable future for the District of Sudbury. Other regions in the Northeast have had success attracting and supporting these population groups”, said Northern Policy Institute President & CEO Charles Cirtwill. “Replicating that success in the Sudbury District will be an important factor in future growth for the region.”

Based on these findings, the authors make several recommendations to promote the long-term sustainability of the Sudbury District:

1. Respond to the needs of the Indigenous population

The human capital indexes for the Indigenous labour force in the Sudbury District, while below the non-Indigenous population and below those in the Northeast, are higher than in Ontario and Canada. Given that the Indigenous share of the population is increasing, and given that their



human capital composition is lower than the total working-age population in the District as a whole, future labour productivity will decrease if education levels do not rise among this segment of the population. There is strong evidence showing that higher education and skill levels increase the likelihood of participation in the workforce and reduce unemployment rates. Addressing these issues for the Indigenous population will have positive benefits for the entire District.

2. Education and economic opportunities must expand on or near reserves

Labour market outcomes for on-reserve populations continue to be problematic. The unemployment rate among on-reserve Indigenous men was the highest for any sub-group in the District of Sudbury at 21.4 percent. Notably, however, Indigenous men living on-reserve have relatively high levels of participation compared to the Northeast and compared to those living off-reserve in the Sudbury District. Expanding educational and economic opportunities on-reserve would be of significant benefit to this population and to the District as a whole.

3. Greater investment in the success of newcomers and Francophones is needed in the Sudbury District

The human capital indexes for immigrants and Francophones in the District of Sudbury are lower than in Northeastern Ontario, Ontario and Canada. In particular, the participation rate among immigrant women in the District was the lowest of all other sub-groups in the District. Greater investment in the success of these populations, by focusing on education and addressing barriers to participation in the labour force, will be key to a sustainable future for the District of Sudbury. Other regions in the Northeast have had success attracting and supporting these population groups. Replicating that success in the Sudbury District will be an important factor in future growth for the District.

The full report, *Northern Projections: Human Capital Series – Sudbury District*, is available on our websites:

Northern Policy Institute www.northernpolicy.ca

Algoma Workforce Investment Corporation www.awic.ca

Far Northeast Training Board www.fnetb.com

The Labour Market Group – Nipissing Parry Sound www.thelabourmarketgroup.ca

Northwest Training and Adjustment Board www.ntab.on.ca

North Superior Workforce Planning Board www.nswpb.ca

Sudbury and Manitoulin Workforce Planning Board www.planningourworkforce.ca

Northern Projections: Human Capital Series highlights all of the 11 districts in Northern Ontario, and is part of an ongoing, collaborative effort between the *Northern Policy Institute* and *Northern Ontario Workforce Planning Boards* to provide evidenced based analysis for effective decision making in the region.

Reports examine past and present characteristics and trends in each district's economy in order to forecast future challenges and opportunities.



Media Interviews: Northern Policy Institute President & CEO, Charles Cirtwill and Reggie Caverson, Executive Director, Workforce Planning for Sudbury and Manitoulin, are both 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, 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.

About Northern Ontario Workforce Planning:

Workforce Planning Ontario is a network of 26 Workforce Planning Boards covering four regions across the province. Workforce Planning Boards gather intelligence about the supply and demand side of the local labour market and work in partnership with employers, employment services, educators, researchers, economic development, government and other stakeholders to identify, understand and address labour market issues. This includes supporting and coordinating local responses to meet current and emerging workforce needs.

Given the unique geography and labour market issues that impact Northern Ontario, all 6 planning boards in the north have collaborated to form Northern Ontario Workforce Planning. They include: Algoma Workforce Investment Corporation (AWIC); Far Northeast Training Board (FNETB); The Labour Market Group (LMG); Northwest Training and Adjustment Board (NTAB); North Superior Workforce Planning Board (NSWPB); and Workforce Planning for Sudbury & Manitoulin (WPSM). FNETB and NSWPB are currently pilot sites for Local Employment Planning Councils (LEPC).