

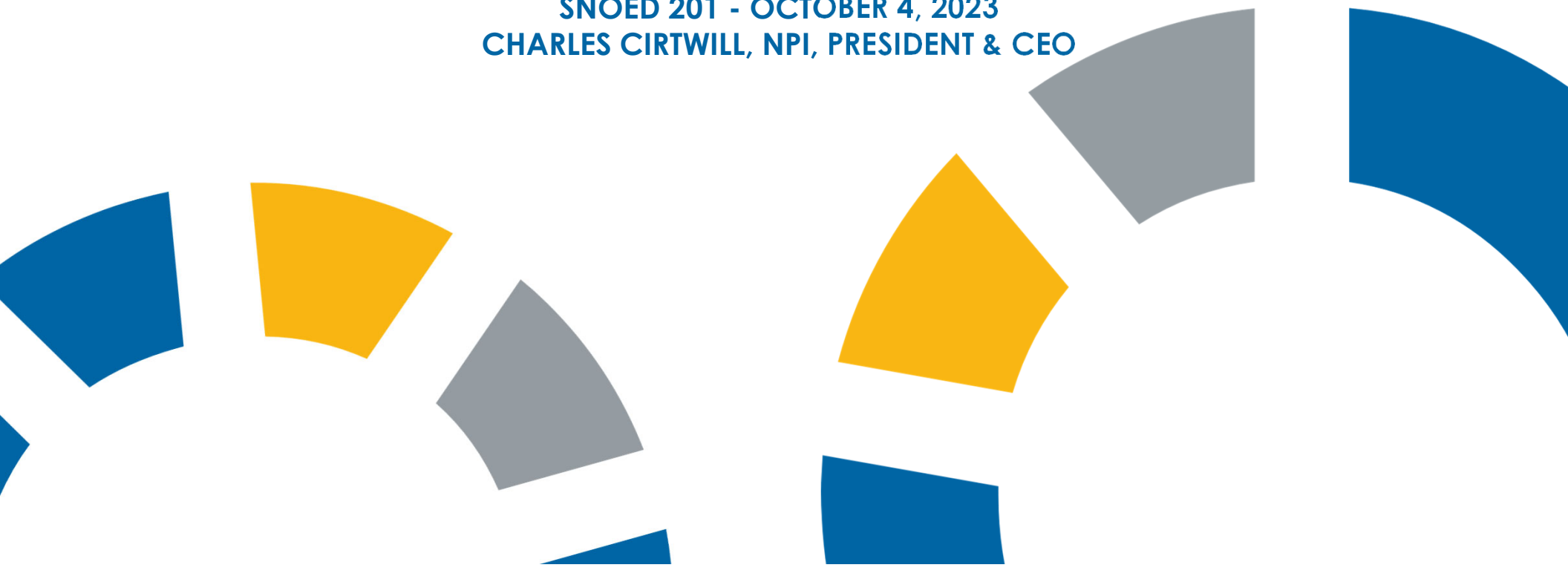
**NORTHERN**  
POLICY INSTITUTE

INSTITUT DES POLITIQUES  
**DU NORD**

Giwednong Aakomenjigewin Teg  
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Institu dPolitik di Nor  
Aen vawnd nor Lee Iway La koonpayeen

# LABOUR & POPULATION SOME NORTHERN ONTARIO CONTEXT

SNOED 201 - OCTOBER 4, 2023  
CHARLES CIRTWILL, NPI, PRESIDENT & CEO



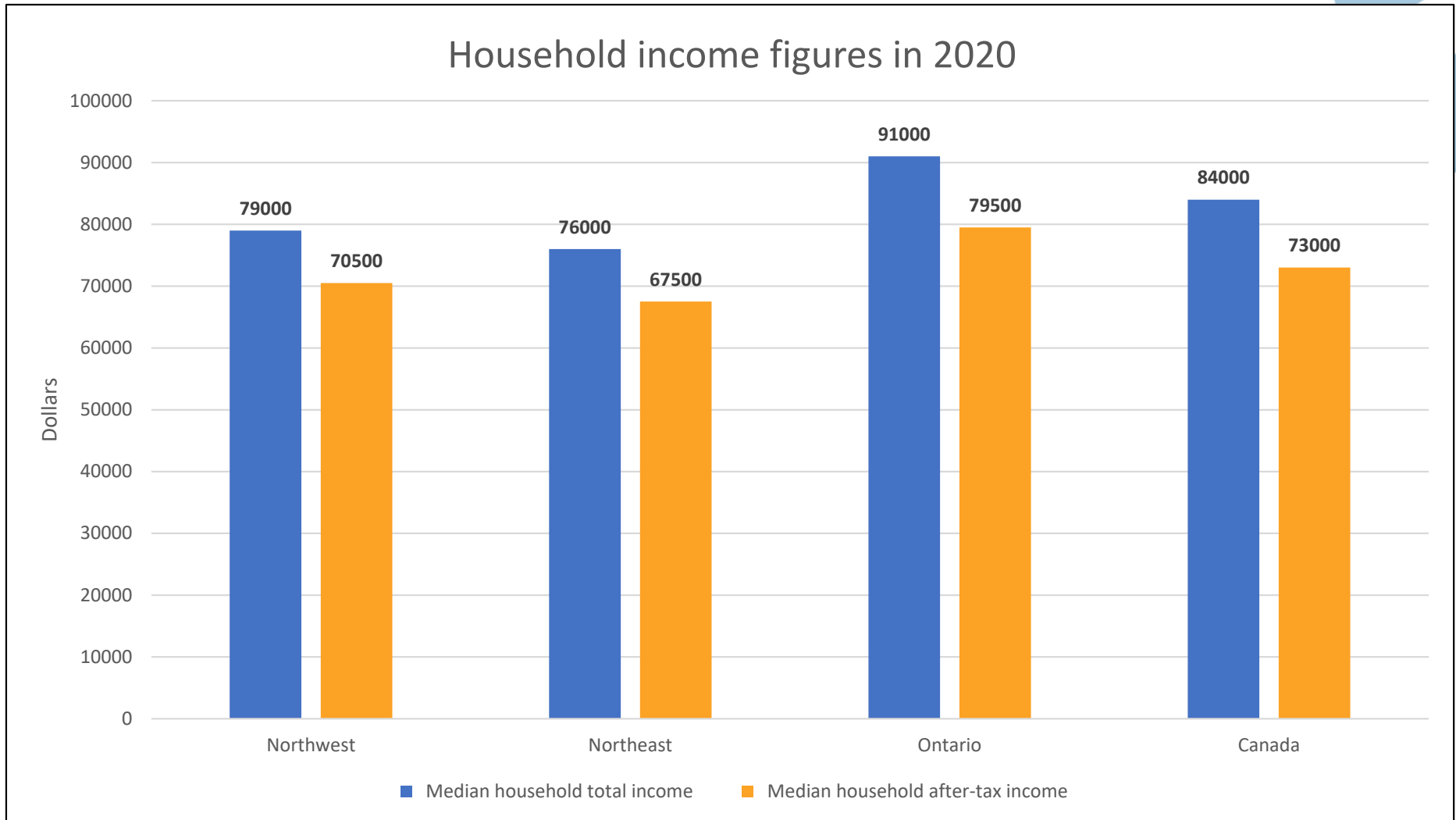
# What is Northern Policy Institute?

Northern Policy Institute is a **think tank** that conducts **independent** policy work, to provide **evidence-based solutions** to sustain and grow Northern Ontario.

- **Independent** – authors are free from interference from everyone, including us
- **Non-partisan** – we do not take “sides”
- **Evidence based** – we collect, measure and interpret data
- **IN the North** – we deal with local, regional, provincial, national and international issues from a northern perspective

# Household Incomes

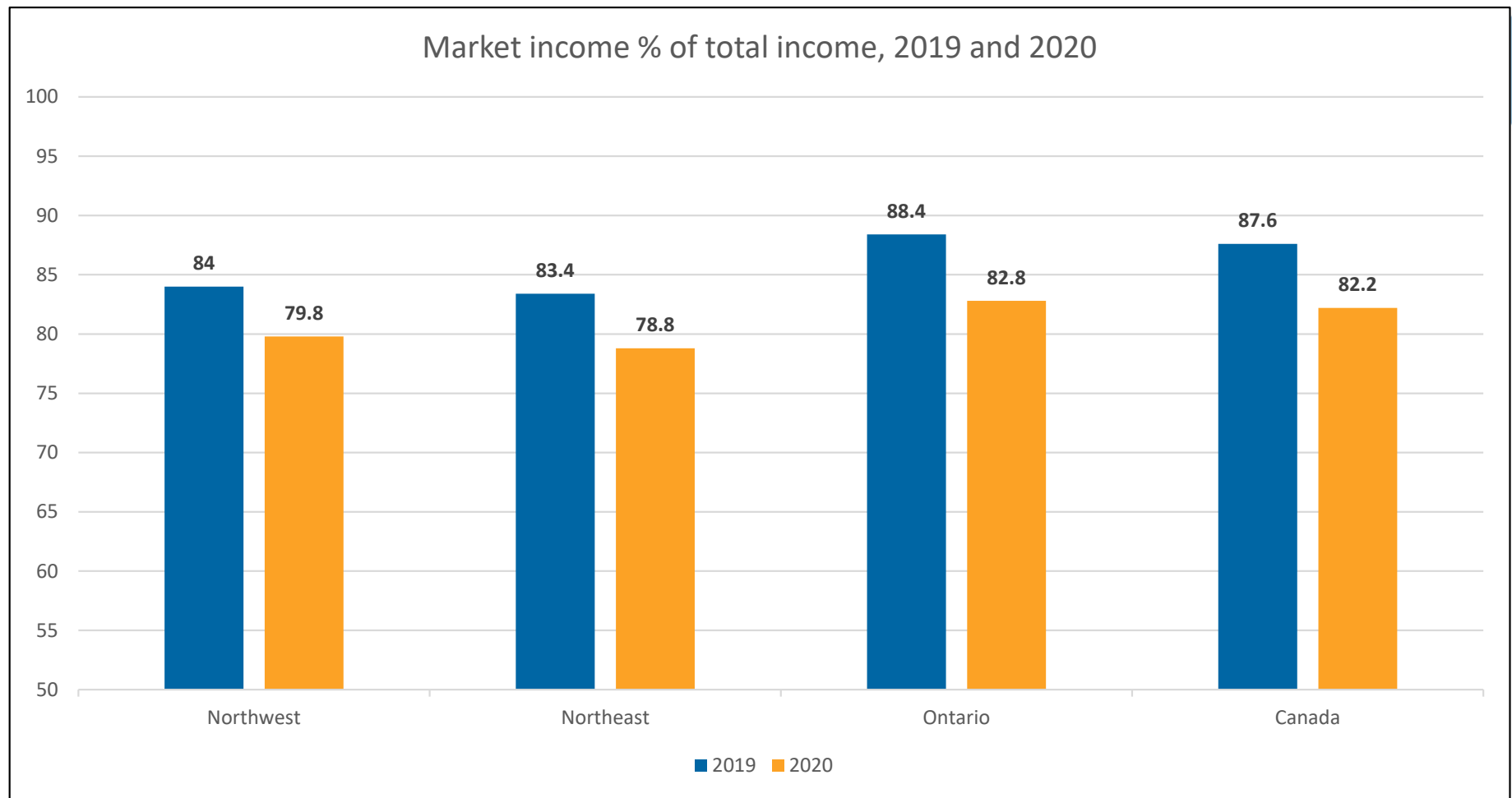
Incomes in Northeastern and Northwestern Ontario are below provincial and national averages



Source: Statistics Canada. 2021 Census Profiles.

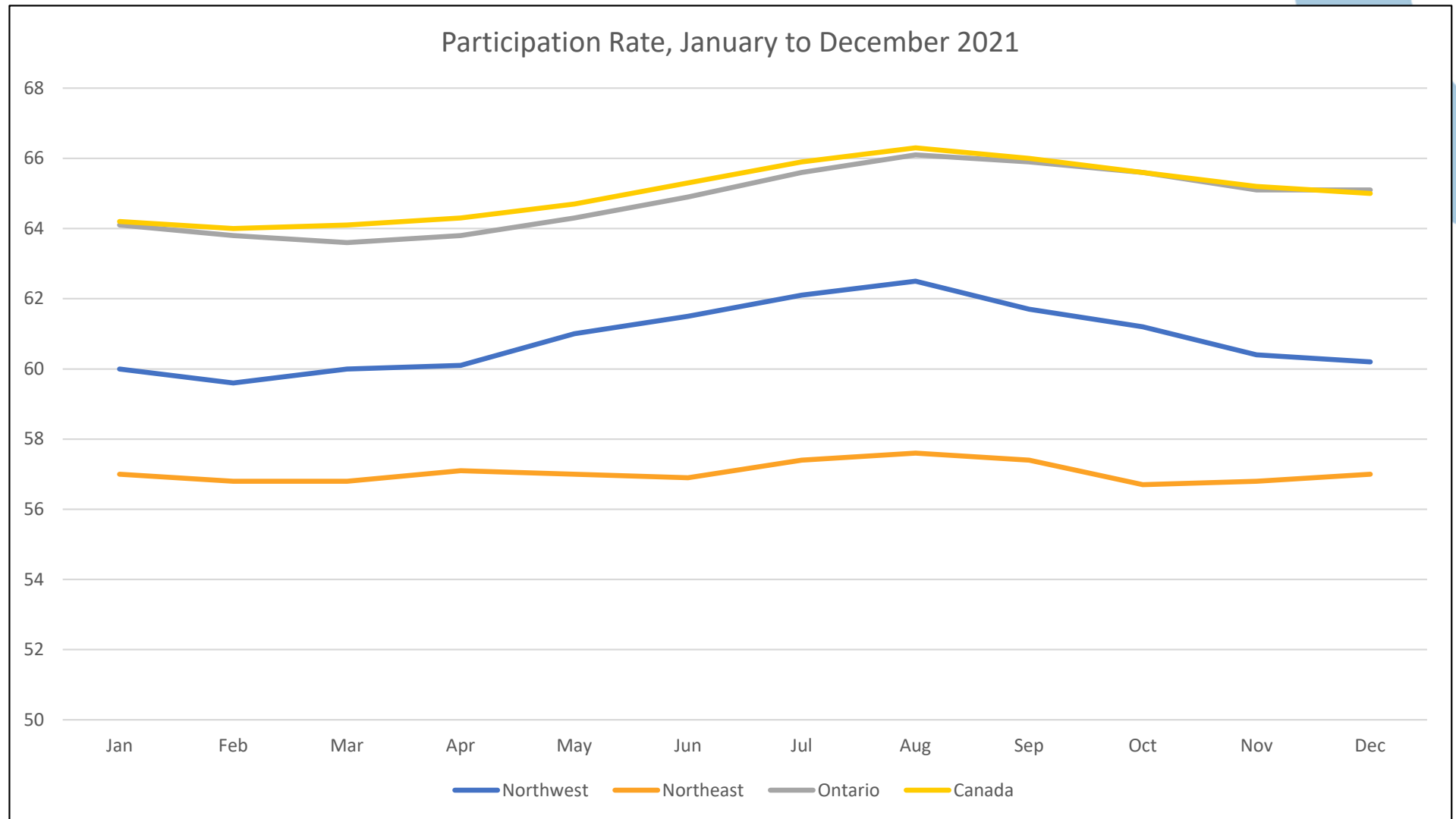
# Market income as a percentage of total income

Northern Ontario trails Ontario and Canada; Decline in 2020



# Labour Force Participation Rate

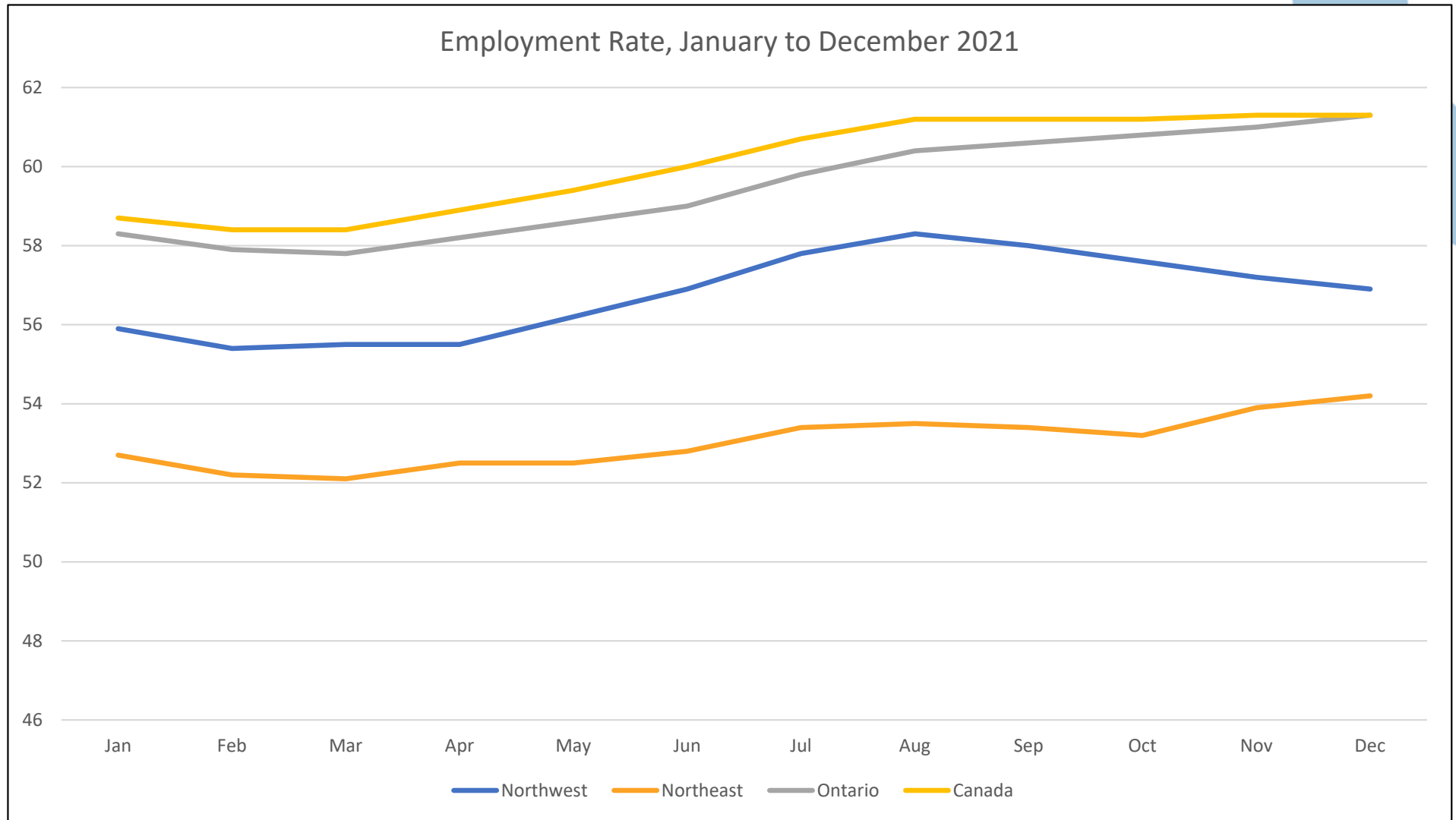
Lower LF participation in Northern Ontario



Source: Statistics Canada. Table 14-10-0387-01 Labour force characteristics, three-month moving average, unadjusted for seasonality, last 5 months

# Employment Rate

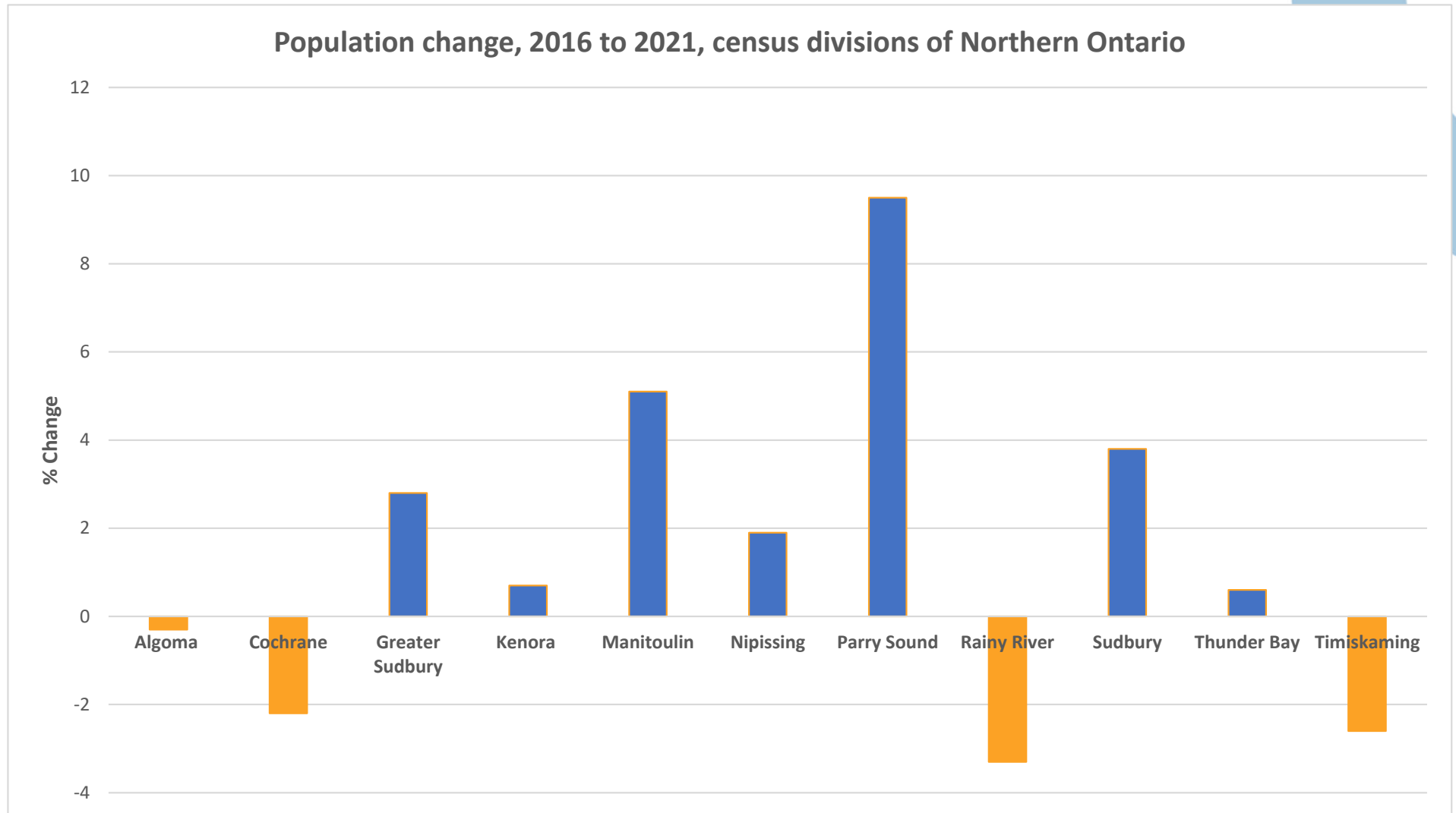
Lower employment rate in Northern Ontario



Source: Statistics Canada. Table 14-10-0387-01 Labour force characteristics, three-month moving average, unadjusted for seasonality, last 5 months

# Population

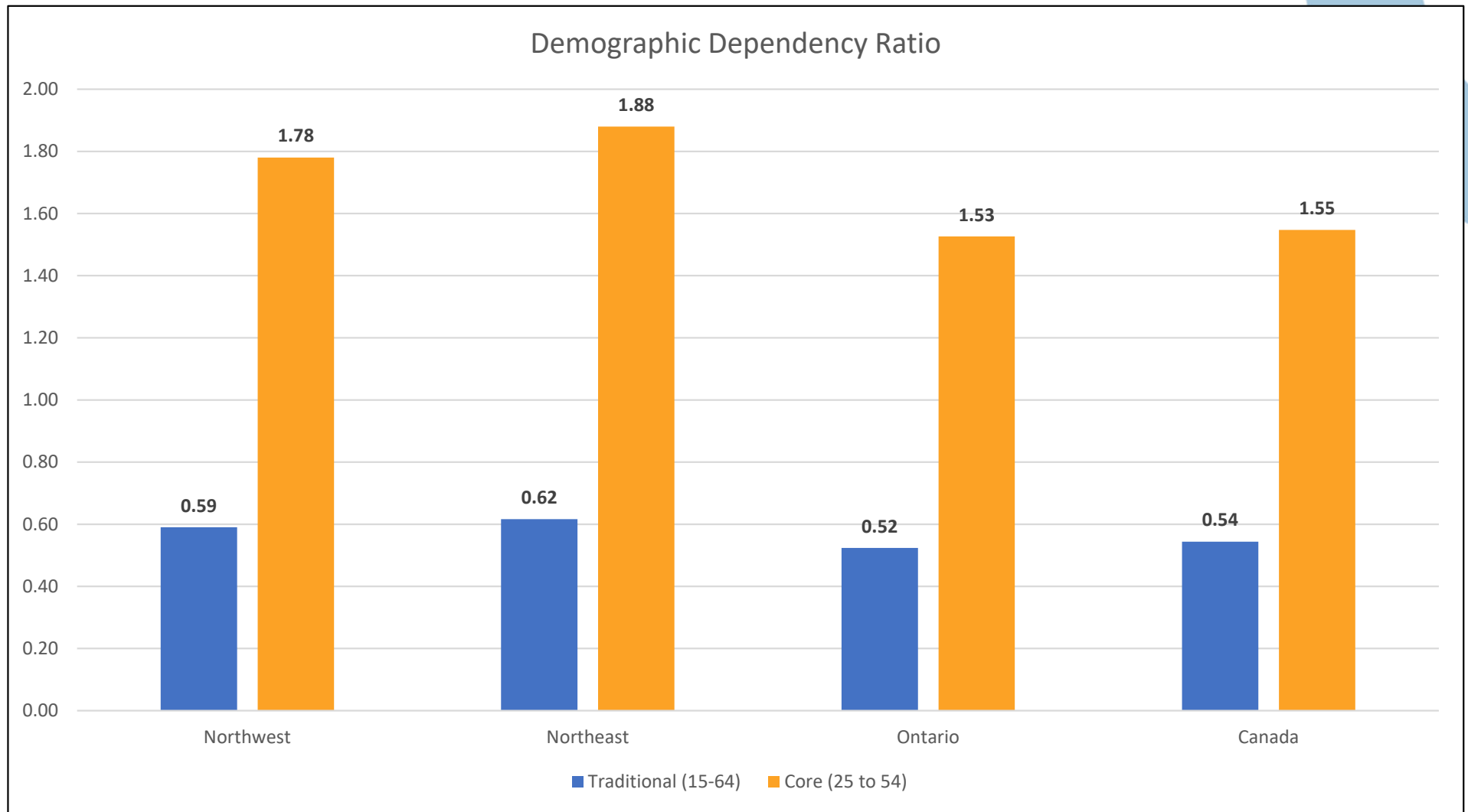
Population increased in 7 census divisions, decreased in 4



Source: Statistics Canada. 2021 Census Profiles.

# Demographic Dependency Ratio

Both traditional and core DDR are higher in Northern Ontario

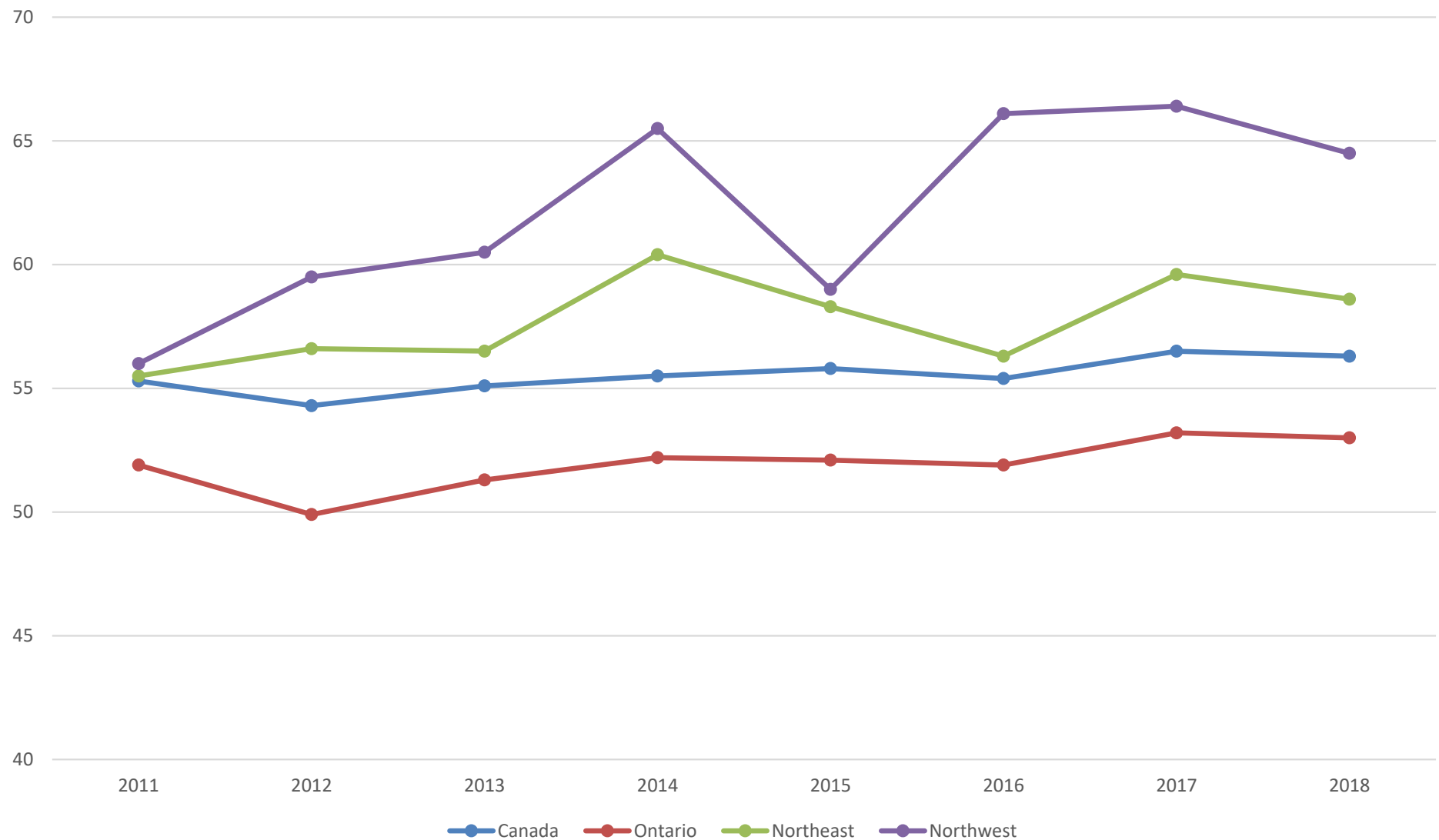


Source: Statistics Canada. 2021 Census Profiles.



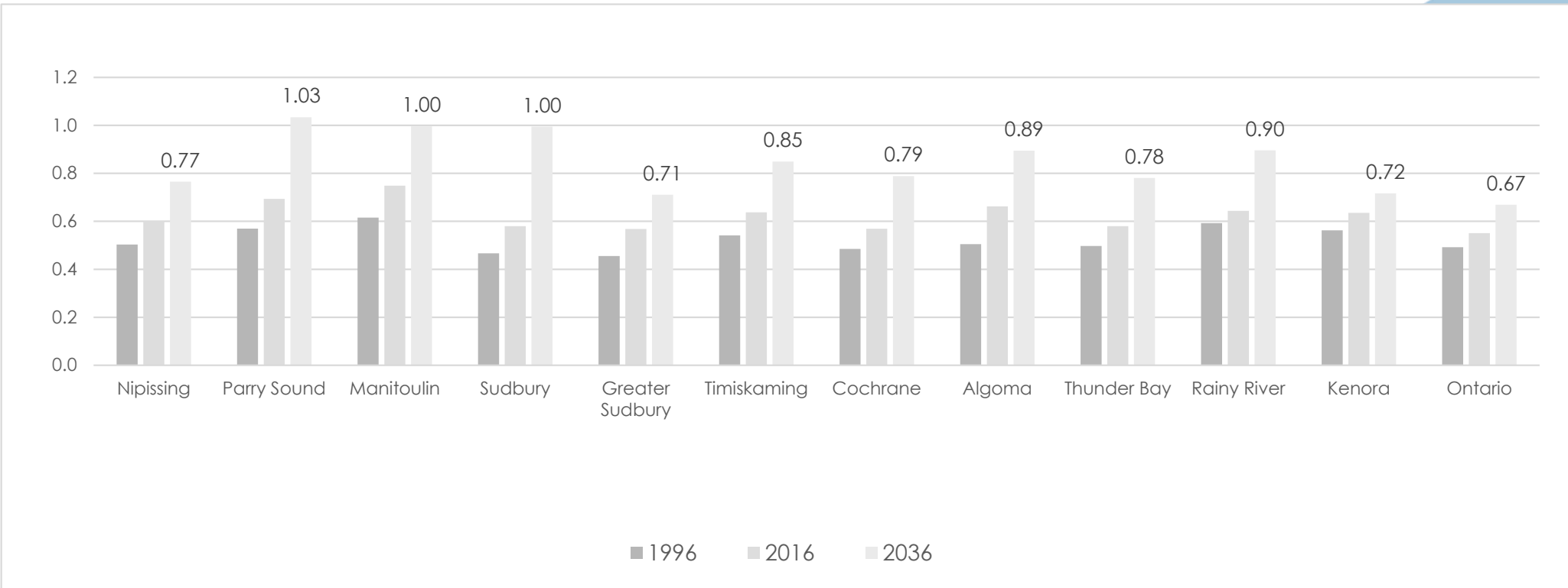
# Youth employment – Traditional DDR likely more accurate for NO

Youth Employment Rate by Economic Region, 2011-2018 (Ages 15-24)



# Demographic Dependency Ratio

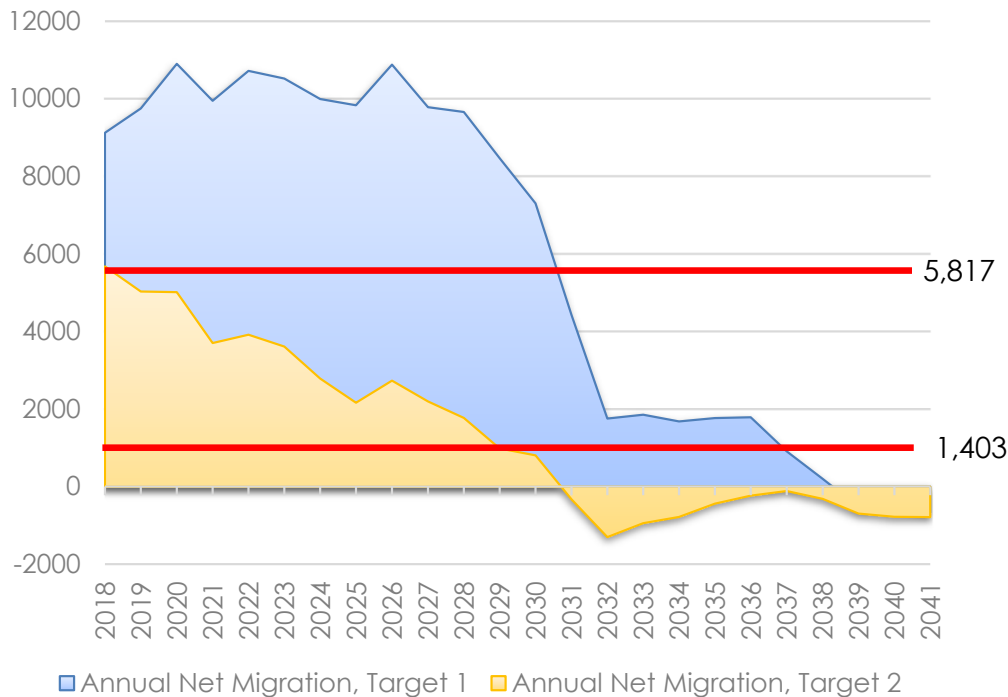
## Dependency Ratio for Northern Ontario Districts and Province, 1996-2036



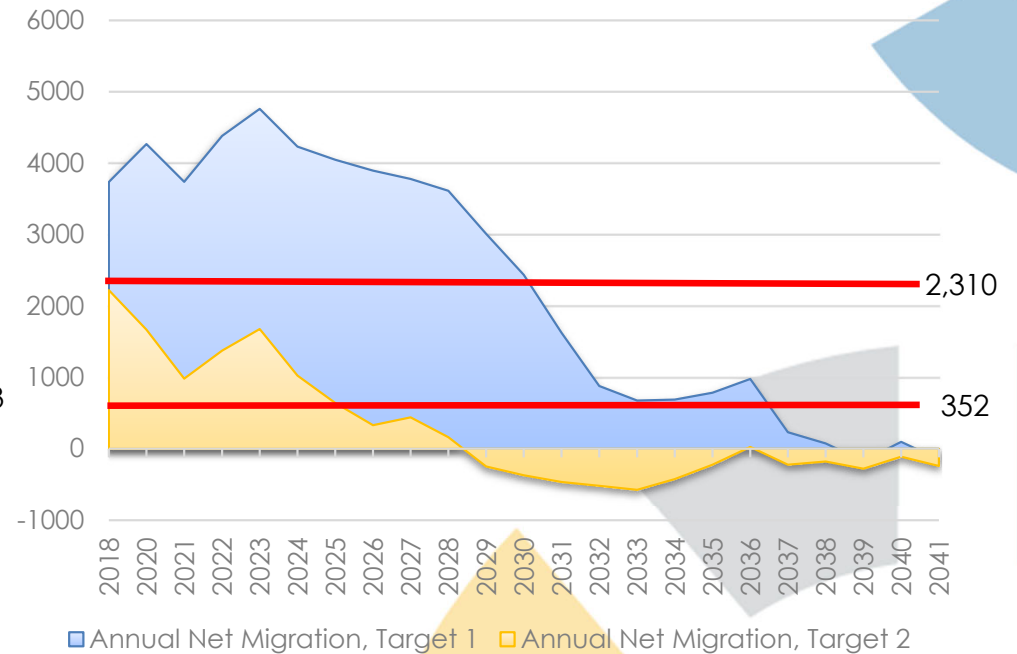
Source: Statistics Canada, Census, various years

# BOTH Newcomers and Indigenous Peoples

Required Annual Net Migration – Northeast  
Migration nette annuelle requise - Nord-Est



Required Annual Net Migration – Northwest  
Migration nette annuelle requise - Nord-Ouest

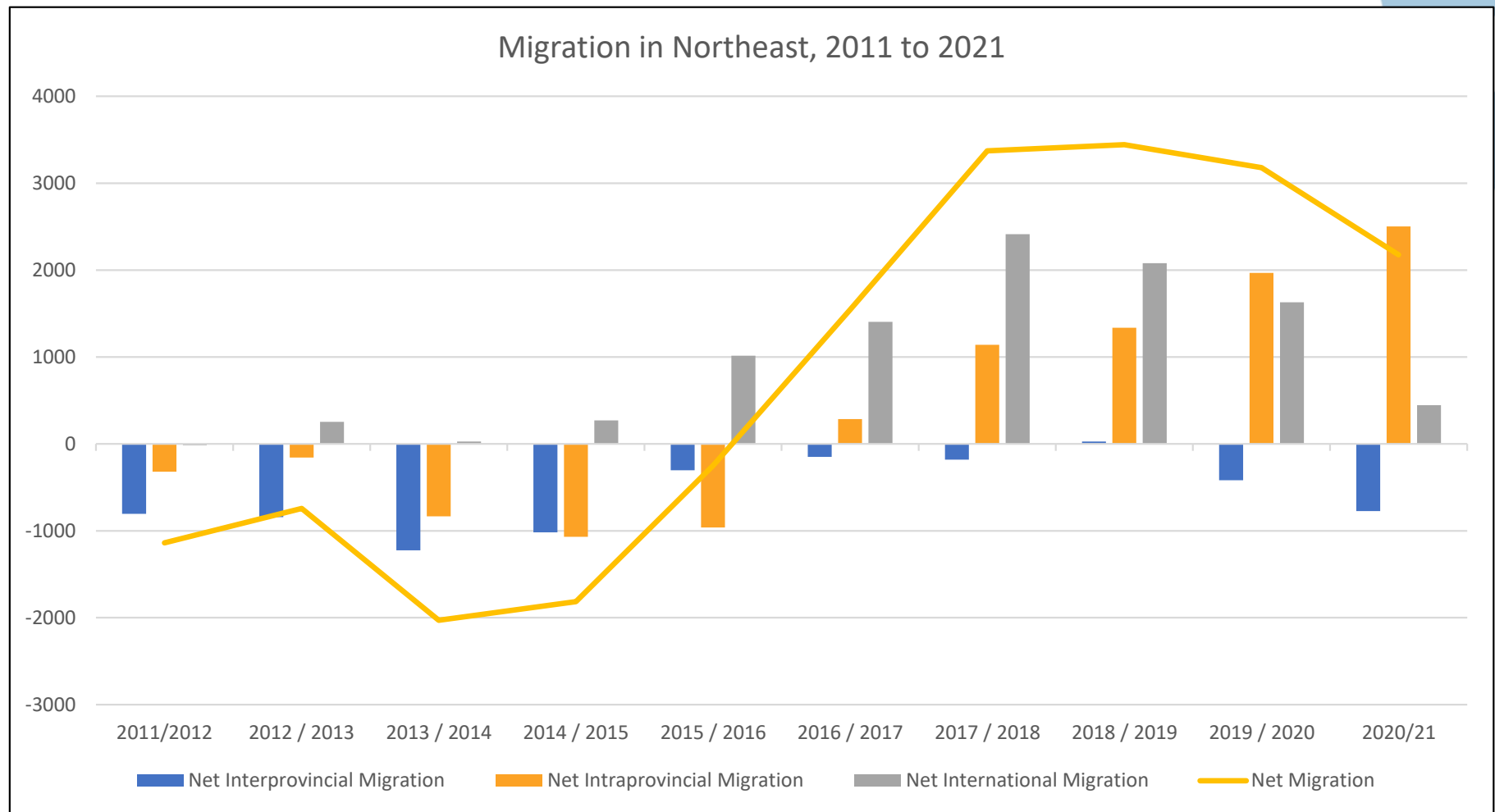


These graphs assume FULL EMPLOYMENT of the Indigenous Population – economic inclusion and immigration are not either/or ideas – we need them both.

Source: Author's calculations based on Ontario Ministry of Finance population projections – Spring 2018. Original DDR projections developed in collaboration with North Superior Workforce Planning Board, Thunder Bay Region's Local Employment Planning Council . Target 1 – maintain current DDR, Target 2 – fall to provincial average DDR

# Migration in Northeast

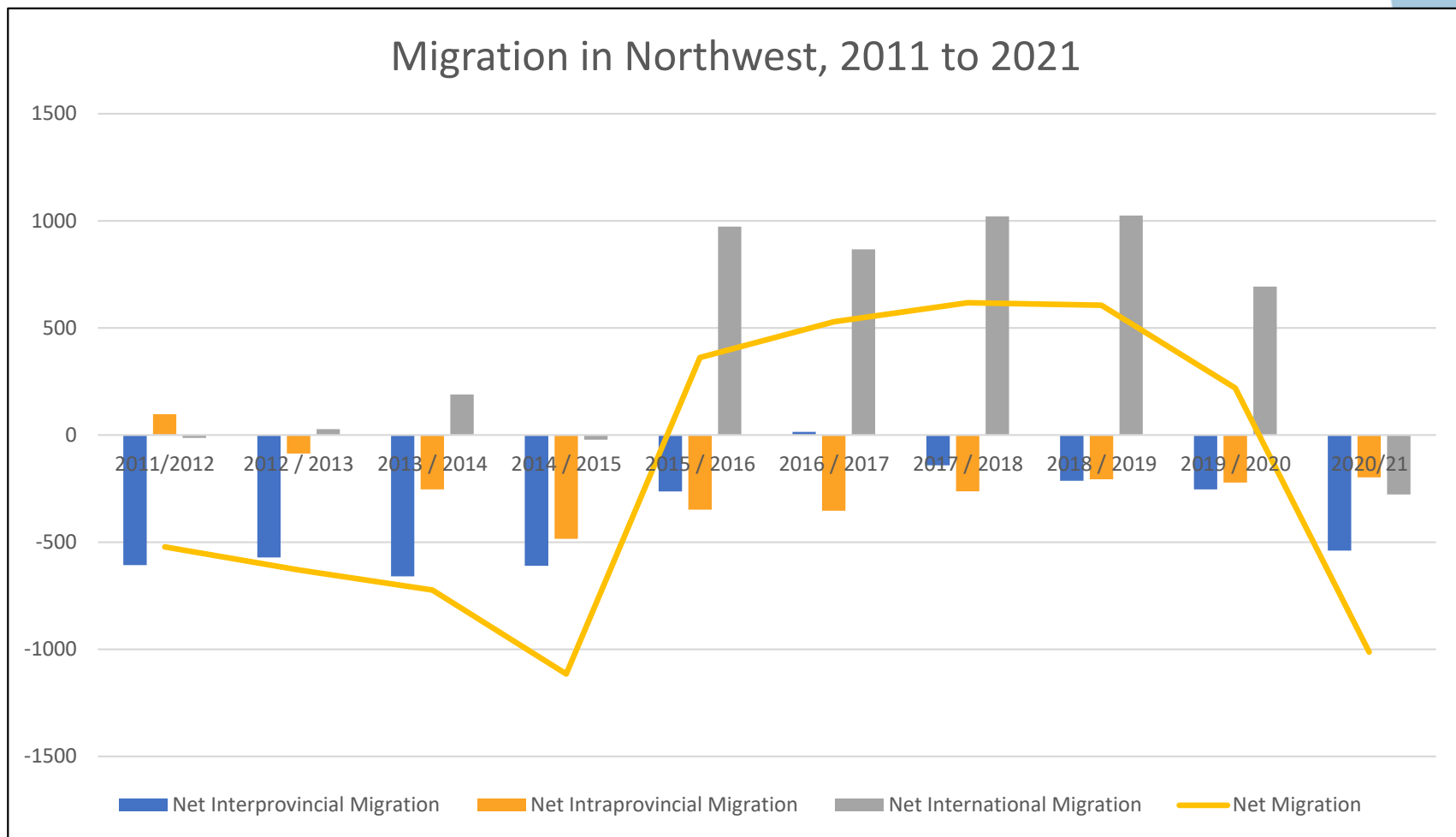
Over the past 5 years, net migration has been positive



Source: Statistics Canada. Table 17-10-0138-01 Components of population change by economic region, 2016 boundaries

# Migration in Northwest

Net migration declined during the COVID-19 pandemic



Source: Statistics Canada. Table 17-10-0138-01 Components of population change by economic region, 2016 boundaries

## Why RNIP?:

### Northwestern Ontario

7 out of 10 jobs  
based on **number  
of postings**

Economic Region	Vicinity Jobs Data # postings 2016-2018 (2yrs)	Job description	NOC	Skill Category	Covered by an Ontario immigration stream?
Northwest	953	Registered nurses and registered psychiatric nurses	3012	A	Yes
Northwest	739	Other customer and information services representatives	6552	C	No
Northwest	704	Other sales related occupations	6623	D	No
Northwest	700	Retail and wholesale trade managers	0621	O	Yes
Northwest	662	Retail salespersons	6421	C	No
Northwest	601	Sales and service (unidentified sub-category)	6000	N/A	No
Northwest	467	Home support workers, housekeepers and related occupations	4412	C	No
Northwest	464	General office support workers	1411	C	No
Northwest	447	Licensed practical nurses	3233	B	Yes
Northwest	366	Cashiers	6611	D	No

Source: Vicinity Jobs and Canada Job Bank

## Why RNIP?:

### Northwestern Ontario

5 out of 10 jobs  
based on  
vacancies

Economic Region	Canada Job Bank Data # vacancies 2017-2018 (1 yr)	Job description	NOC	Skill Category	Covered by an Ontario immigration stream?
Northwest	177	Home support workers, housekeepers and related occupations	4412	C	No
Northwest	115	Drillers and blasters - surface mining, quarrying and construction	7372	B	Yes
Northwest	57	Food counter attendants, kitchen helpers and related support occupations	6711	D	No
Northwest	57	Other customer and information services representatives	6552	C	No
Northwest	41	Licensed practical nurses	3233	B	Yes
Northwest	38	Cooks	6322	B	Yes
Northwest	33	Social and community service workers	4212	B	Yes
Northwest	31	Registered nurses and registered psychiatric nurses	3012	A	Yes
Northwest	30	Food and beverage servers	6513	C	No
Northwest	29	Retail salespersons	6421	C	No

Source: Vicinity Jobs and Canada Job Bank

## Why RNIP?:

### Northwestern Ontario

7 out of 10 jobs based on longest average posting

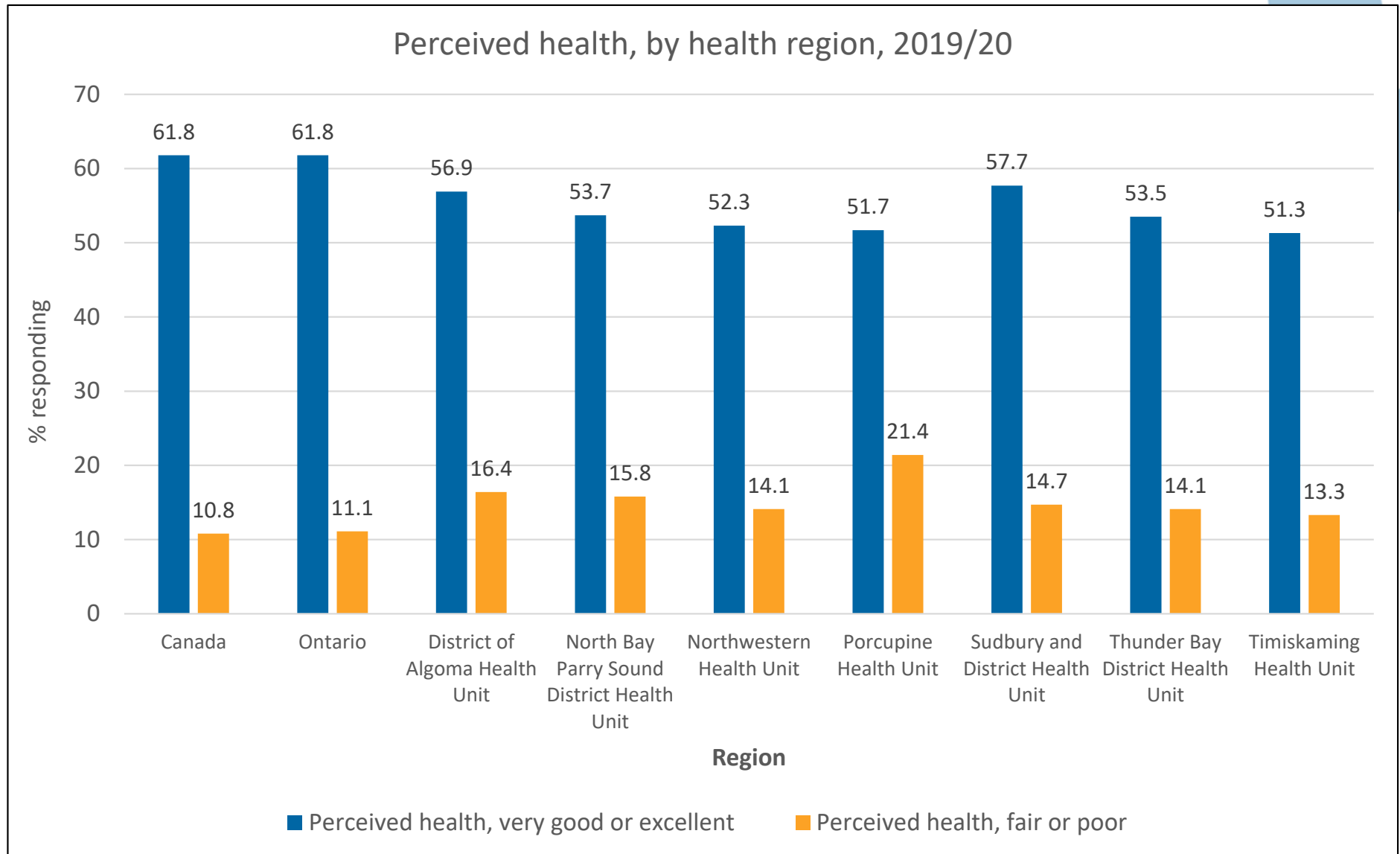
Economic Region	Canada Job Bank Data Avg Length (in days) of Posting 2017-2018 (1yr)	Job description	NOC	Skill Category	Covered by an Ontario immigration stream?
Northwest	88	Home child care providers	4411	C	No
Northwest	31	Light duty cleaners	6731	D	No
Northwest	29	Retail salespersons	6421	C	No
Northwest	28	Automotive service technicians, truck and bus mechanics and mechanical repairers	7321	B	Yes
Northwest	28	Education policy researchers, consultants and program officers	4166	A	Yes
Northwest	26	Hotel front desk clerks	6525	C	No
Northwest	26	Customer services representatives - financial institutions	6551	C	No
Northwest	25	Home support workers, housekeepers and related occupations	4412	C	No
Northwest	24	Security guards and related security service occupations	6541	C	No
Northwest	24	Program leaders and instructors in recreation, sport and fitness	5254	B	Yes

Source: Vicinity Jobs and Canada Job Bank



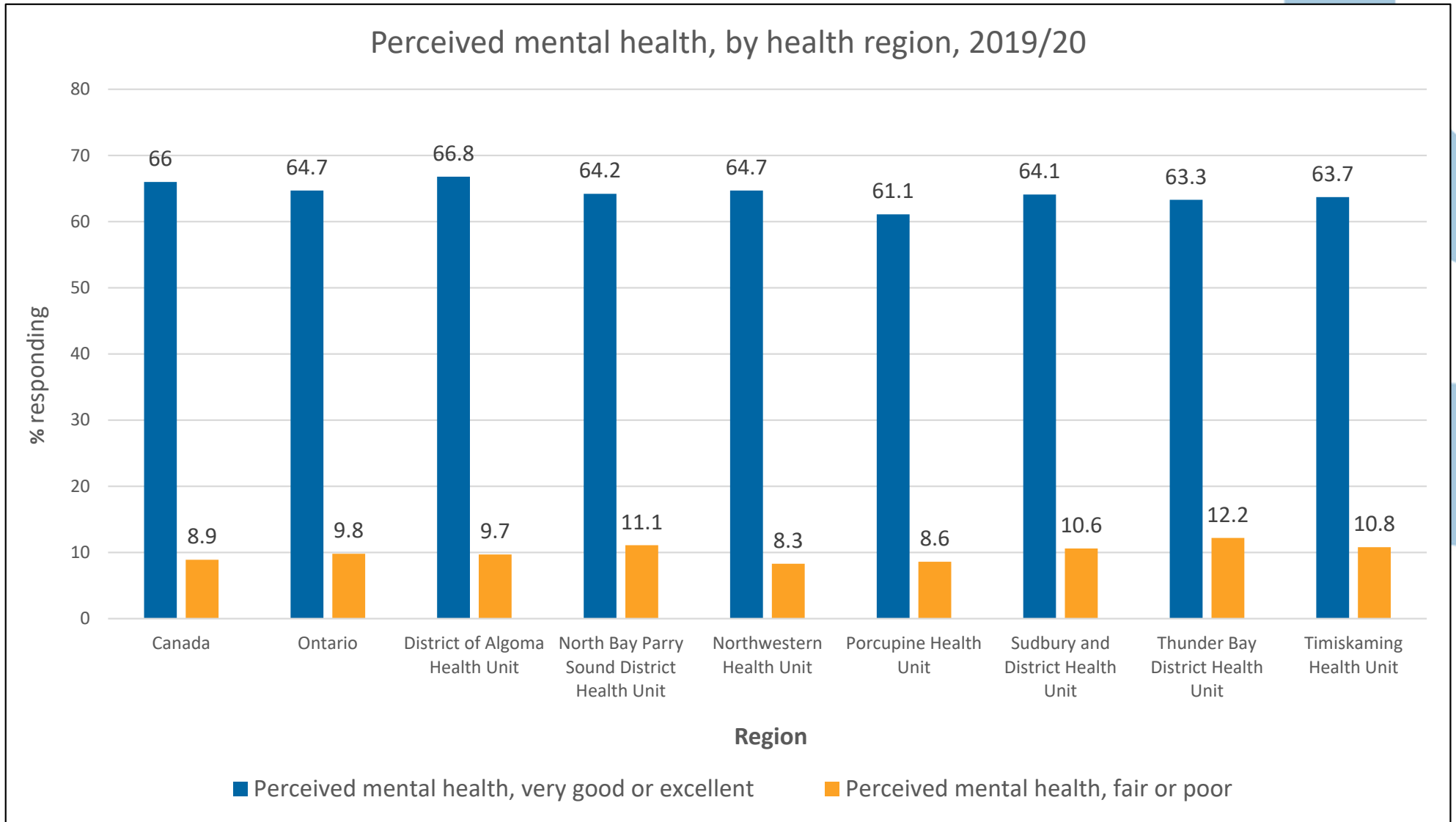
# Perceived physical health

Across Northern Ontario, perceived health is worse than in Ontario and Canada as a whole



# Perceived mental health

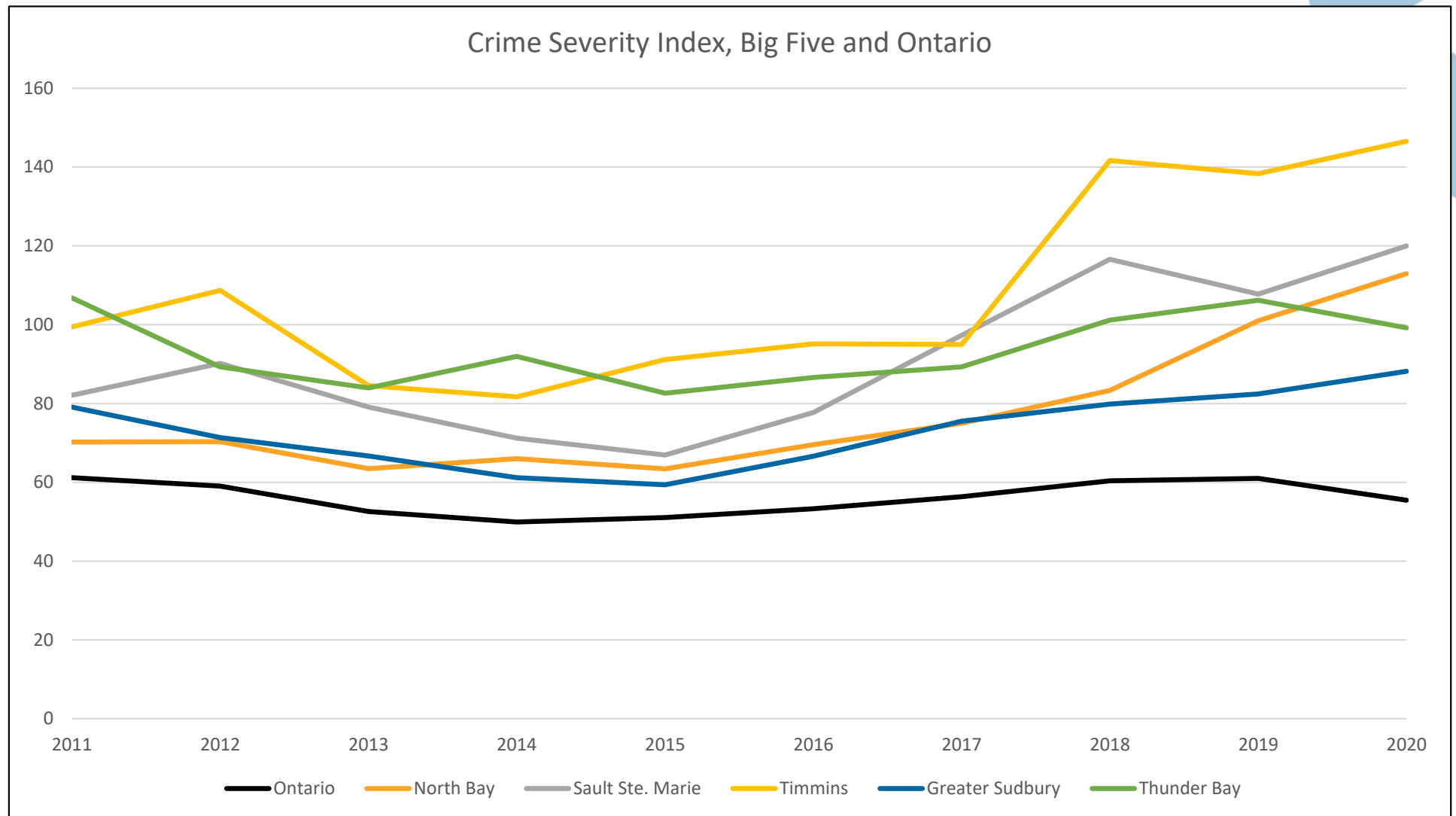
Perceived mental health is similar across geographies



Source: Statistics Canada. [Table 13-10-0113-01 Health characteristics, two-year period estimates](#)

# Crime Severity Index

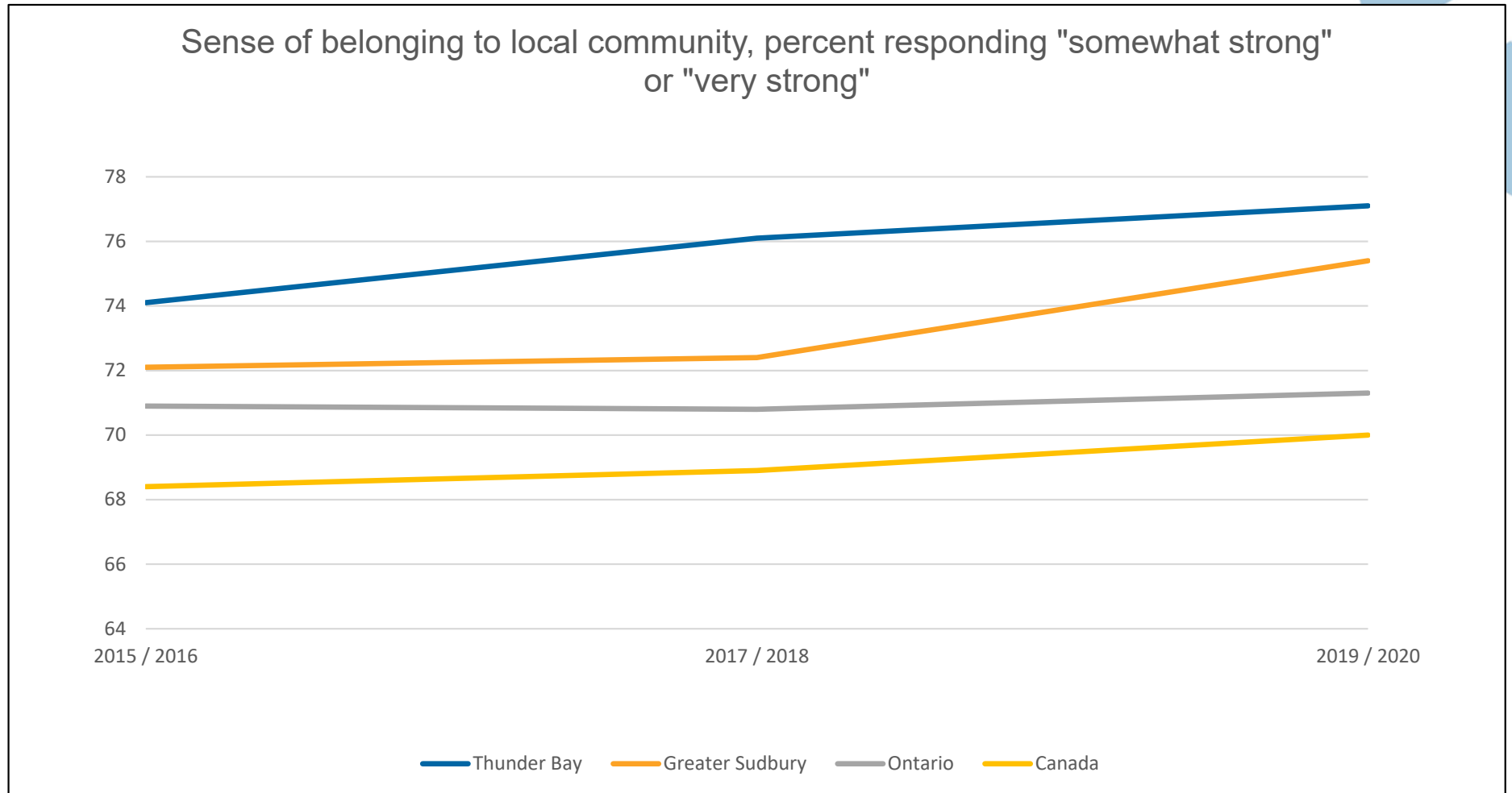
Crime severity index is above the provincial average in each of the “Big Five” Northern Ontario cities



Source: Statistics Canada. Table 35-10-0188-01 Crime severity index and weighted clearance rates, police services in Ontario

# SOME – Good News - Sense of belonging to local community

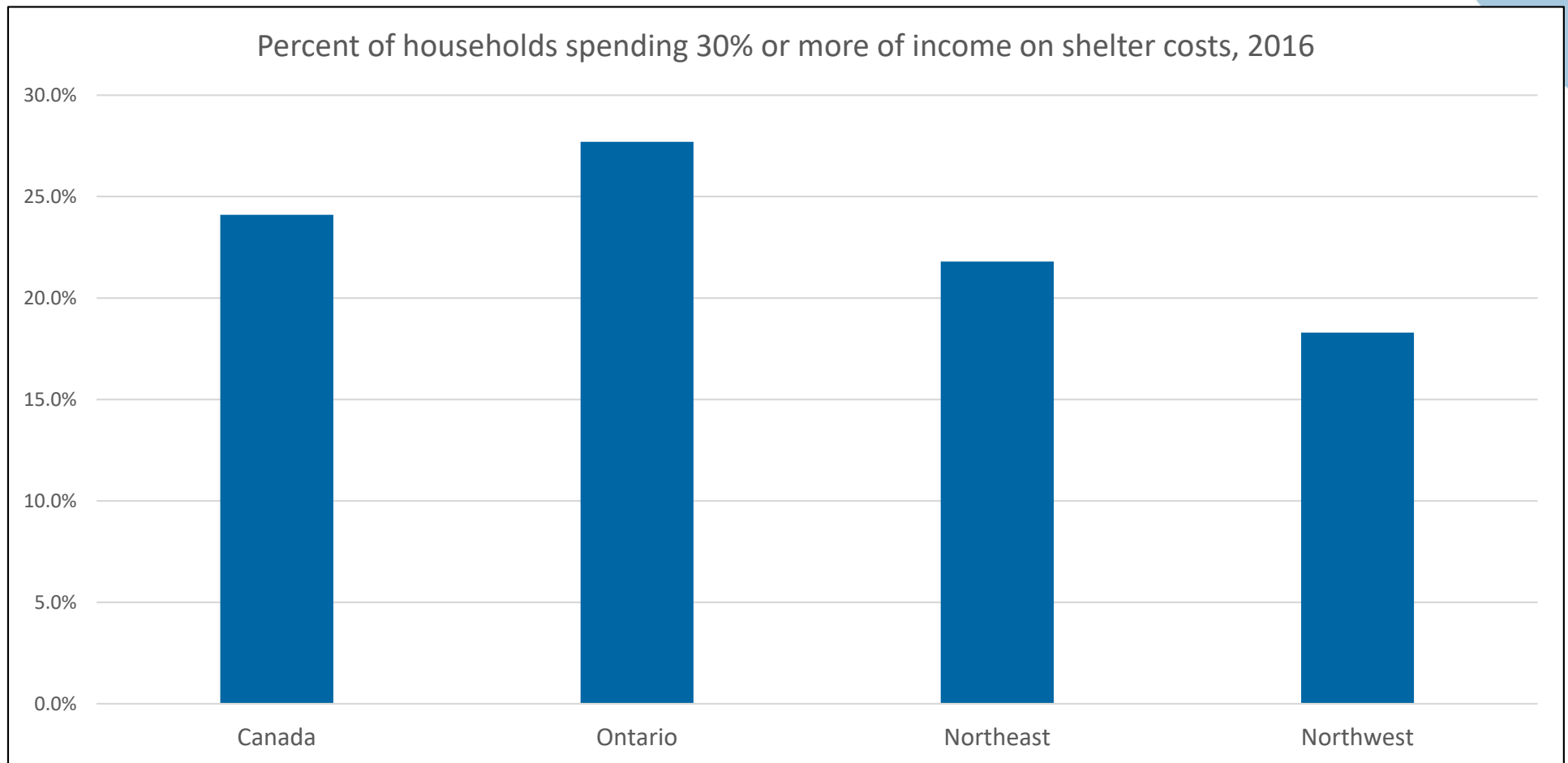
Individuals in Thunder Bay and Sudbury are more likely to report a strong sense of belonging to their local community



Source: Statistics Canada. Table 13-10-0805-01 Health characteristics, two-year period estimates, census metropolitan areas and population centres

# Northern \$ goes farther - Percent of households spending more than 30% of income on shelter

In Northeastern and Northwestern Ontario, fewer households spend more than 30% of income on shelter (benchmark for affordability)



Source: Statistics Canada. 2016 Census Profiles.

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THANK YOU. MARSEE. Ρα.ά.η.δ.Γ.Π. MERCI.  
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