Community Labour Market Report

By Amandine Martel & José-Karl Noiseux

DORION

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[1] data from Dorion, 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 impact employment levels and opportunities within a local labour market.

Dorion's employers are predominately small businesses. Indeed, 85 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. Although the total number of businesses remained stable between June 2015 and June 2016, there was fluctuation in the size of these businesses. For example, one business seemed to increase from a range of five to nine employees to a range of 10 to 19 employees.

In June 2016, forestry and logging; support activities for agriculture and forestry; and accommodation services had the highest number of employers (Table 1). Yet, with the notable exception of three forestry and logging employers, the majority of enterprises in these industries were relatively small, each having fewer than five employees. Therefore, they may not represent a large proportion of total employment in the community.

Dorion also differs in the distribution of employers in some industries as compared to the Thunder Bay District and the province. For example, the community has more employers in the forestry and logging industry than either the Thunder Bay District or the province.

[1] For information on Dorion's geography, infrastructure, and community life, the municipality published a community profile accessible at http://www.doriontownship.ca/Economic_Development.php.

TABLE 1

TOP EIGHT EMPLOYERS BY INDUSTRY, AND AS A PERCENTAGE OF TOTAL NUMBER OF EMPLOYERS, JUNE 2016	Total	Dorion (% of Total Number of Employers)	Thunder Bay District (% of Total Number of Employers)	Ontario (% of Total Number of Employers)
113 - Forestry & logging	8	20.0	1.8	0.1
115 - Support activities for agriculture & forestry	3	7.5	0.6	0.2
721 - Accommodation services	3	7.5	1.8	0.4
114 - Fishing, hunting & trapping	2	5.0	0.2	0.0
238 - Specialty trade contractors	2	5.0	5.6	5.3
321 - Wood product manufacturing	2	5.0	0.3	0.1
337 - Furniture & related product manufacturing	2	5.0	0.1	0.2
812 - Personal & laundry services	2	5.0	2.3	1.8

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

TABLE 2

CHANGE IN NUMBER OF EMPLOYERS BY NUMBER OF EMPLOYEES IN DORION	June 2015	June 2016	2015-2016 Change (#)	2015-2016 Change (%)	Ontario Change (%)
0[2]	27	26	-1	-3.7	2.7
1-4	7	8	1	14.3	1.7
5-9	2	1	-1	-50	0.7
10-19	2	3	1	50	-0.3
20-49	2	2	0	0	-2.5
50-99	0	0	0	0	18.4
100-199	0	0	0	0	-1.7
200-499	0	0	0	0	0.2
500+	0	0	0	0	1.1
Total Number of Employers	**40**	**40**	**0**	**0**	**2.2**

Sources: Statistics Canada, Canadian Business Counts and author's calculations based on Statistics Canada, Business Counts [3]

[2] Businesses with zero employees are self-employed entrepreneurs who do not have any employees 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.

0.6 Thunder Bay District

3.0 Ontario

0.0 Dorion

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

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

02. Employment by Industry

Employment by industry data[4] 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.

In 2011, health care and social assistance represented the largest source of employment for the community (16.1 percent of total employment – Table 3). Between 2014 and 2016, employment in health care and social assistance increased by 7.5 percent in Northwestern

Ontario, excluding the Thunder Bay CMA, which followed a 23 percent decrease during the 2012 to 2014 period (Table 4).

[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		Dorion (#)	Dorion (% of Total)	Thunder Bay District (% of Total)	Ontario (% of Total)
62	Health care & social assistance	25	16.1	15.9	10.6
11	Agriculture, forestry, fishing & hunting	20	12.9	2.0	1.5
23	Construction	15	9.7	6.1	6.1
48-49	Transportation & warehousing	15	9.7	5.5	4.7
61	Educational services	15	9.7	9.1	7.5
91	Public administration	15	9.7	10.3	7.0
21	Mining & oil & gas extraction	0	0	2.7	0.4
22	Utilities	0	0	1.2	0.9
31-33	Manufacturing	0	0	5.3	10.4
41	Wholesale trade	0	0	2.7	4.6
44-45	Retail trade	0	0	11.8	11.1
51	Information & cultural industries	0	0	1.9	2.7
52	Finance and 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
72	Accommodation & food services	0	0	7.2	6.0
81	Other services (except public administration)	0	0	4.5	4.4
	All Industries	**155**	-	-	-

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 EXCLUDING THUNDER BAY CMA AND ONTARIO	Northwestern Ontario Excluding Thunder Bay CMA				Ontario
Employment by Industry	2012	2014	2016	2014-2016 Change (%)	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

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.

Changes in employment by occupation typically reflect changes in industries. Indeed, between 2014 and 2016, the fastest-growing occupations in Northwestern Ontario, excluding the Thunder Bay CMA, were occupations in manufacturing and utilities (70
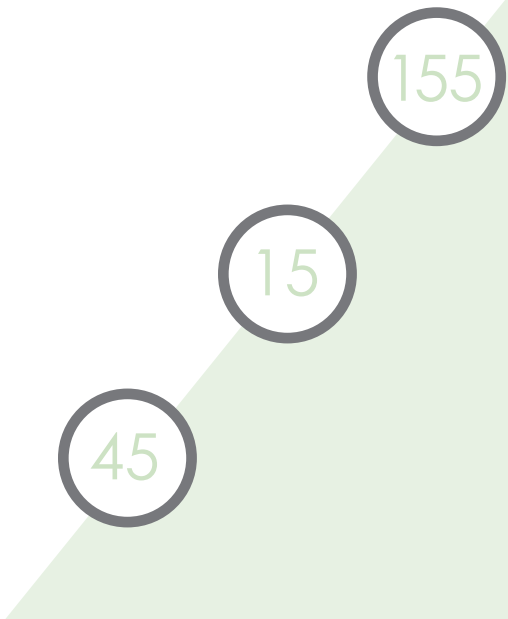
percent - Table 6), which was in line with concurrent growth in employment in the manufacturing industry (Table 4).

In 2011, the trades, transport and equipment operators and related occupations sector (NOCS category 7) represented the largest share of total employment in Dorion (29 percent of total employment – Table 5). Between 2014 and 2016, employment in this same sector decreased by 3.9 percent in Northwestern Ontario, excluding the Thunder Bay CMA, but increased by 1.4 percent in Ontario (Table 6).

The business, finance and administration occupations sector (NOCS category 1) represented 19.4 percent of total employment in Dorion. Between 2014 and 2016, employment in this sector decreased by 22 percent in Northwestern Ontario, excluding the Thunder Bay CMA, but increased in Ontario by 0.7 percent.

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

155

15

45

TABLE 5

	EMPLOYMENT BY OCCUPATION, AND AS A PERCENTAGE OF TOTAL, 2011	Dorion (#)	Dorion (% of total)	Thunder Bay District (% of Total)	Ontario (% of total)
7	Trades, transport & equipment operators & related occupations	45	29.0	17.4	13.0
1	Business, finance & administration occupations	30	19.4	14.3	17.0
6	Sales & service occupations	25	16.1	24.5	23.2
4	Occupations in education, law & social, community & government services	20	12.9	14.6	12.0
8	Natural resources, agriculture & related production occupations	15	9.7	3.1	1.6
0	Management occupations	0	0.0	7.9	11.5
2	Natural & applied sciences & related occupations	0	0.0	5.9	7.4
3	Health occupations	0	0.0	7.9	5.9
5	Occupations in art, culture, recreation & sport	0	0.0	1.9	3.1
9	Occupations in manufacturing & utilities	0	0.0	2.7	5.2
	All occupations	**155**	-	-	-

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 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
	All occupations	**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.
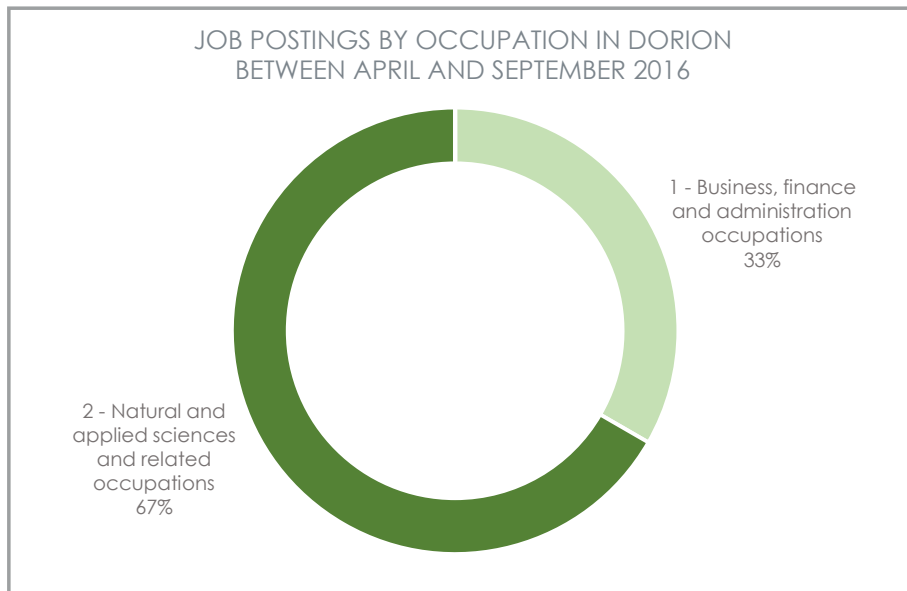
04. Local Knowledge

This section features a summary of all jobs posted online in Dorion.[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.

3 jobs posted between April and September 2016

Source: Vicinityjobs.ca

FIGURE 1

JOB POSTINGS BY OCCUPATION IN DORION
BETWEEN APRIL AND SEPTEMBER 2016

1 - Business, finance
and administration
occupations
33%

2 - Natural and
applied sciences
and related
occupations
67%

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

TABLE 7

POSITIONS ADVERTISED IN DORION BETWEEN APRIL AND SEPTEMBER 2016		
Most-demanded Positions	Number of Postings	% of Total
Mechanical engineering technologists and technicians	2	66.6
Administrative officers	1	33.3

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

TABLE 8

NUMBER OF POSTINGS BY TYPE IN DORION BETWEEN APRIL AND SEPTEMBER 2016		
Type	Number of Postings	% of Total
Full time	3	100
Part time	0	0
Contract, casual	0	0
Unknown	0	0

Sources: vicinityjobs.ca; on-the-ground research on local job boards

TABLE 9

NUMBER OF POSTINGS BY EDUCATION REQUIRED IN DORION BETWEEN APRIL AND SEPTEMBER 2016		
Posting Requirements	Number of Postings	% of Total
University Education	0	0
College or Vocational Education or Apprenticeship Training	3	100
Secondary School and/or Occupation-Specific Training	0	0
On-the-job Training or No Formal Education Required	0	0
Unknown	0	0

Source: vicinityjobs.ca; on-the-ground research on local job boards

3   100

SUPPLY

Unfortunately, most of the data on Francophone and Indigenous populations for Dorion are suppressed as the figures are too small.

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).

Dorion's population has declined by 24.1 percent during the past 15 years, which contrasts with a 15.9 percent increase in Ontario's population over the same time (Figure 2). This decline is the result of a decreasing fertility rate and emigration—individuals leaving the community (Cuddy and Moazzami, 2016). This situation is further exacerbated by the fact that Dorion's population is aging considerably (Figure 3), a trend that will have significant implications for the community's labour market outcomes and the demand for health care in the coming years.

FIGURE 2

POPULATION IN DORION AND ONTARIO, 2001 TO 2015
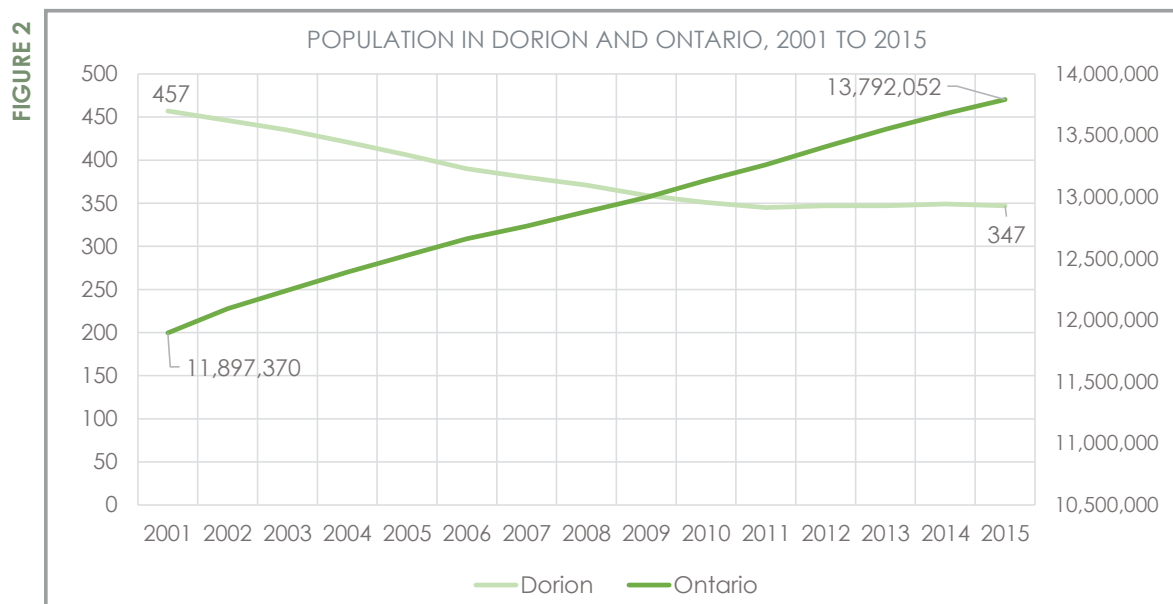
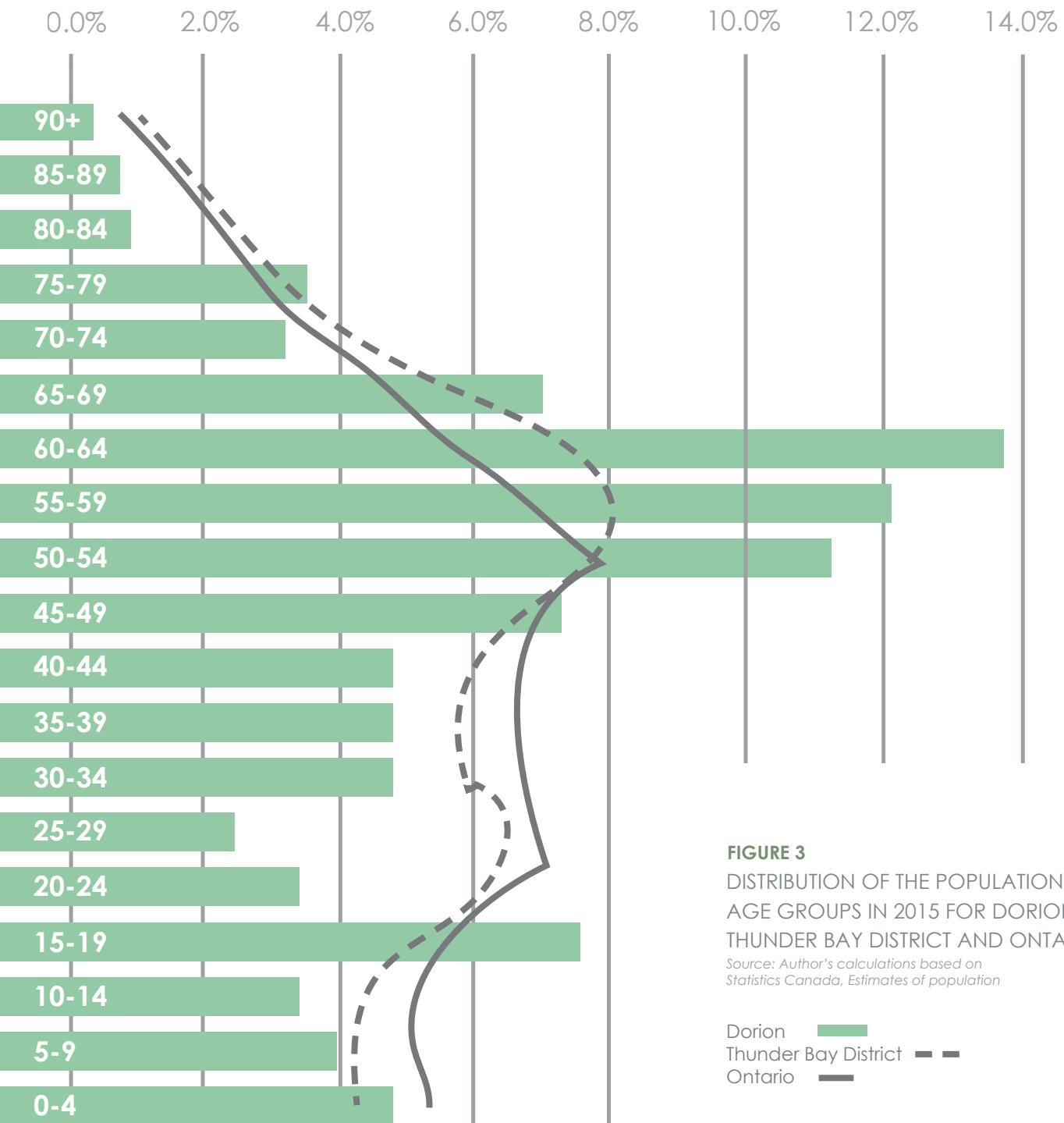
Source: Statistics Canada, Estimates of population

FIGURE 3

DISTRIBUTION OF THE POPULATION BY
AGE GROUPS IN 2015 FOR DORION,
THUNDER BAY DISTRICT AND ONTARIO

*Source: Author's calculations based on
Statistics Canada, Estimates of population*
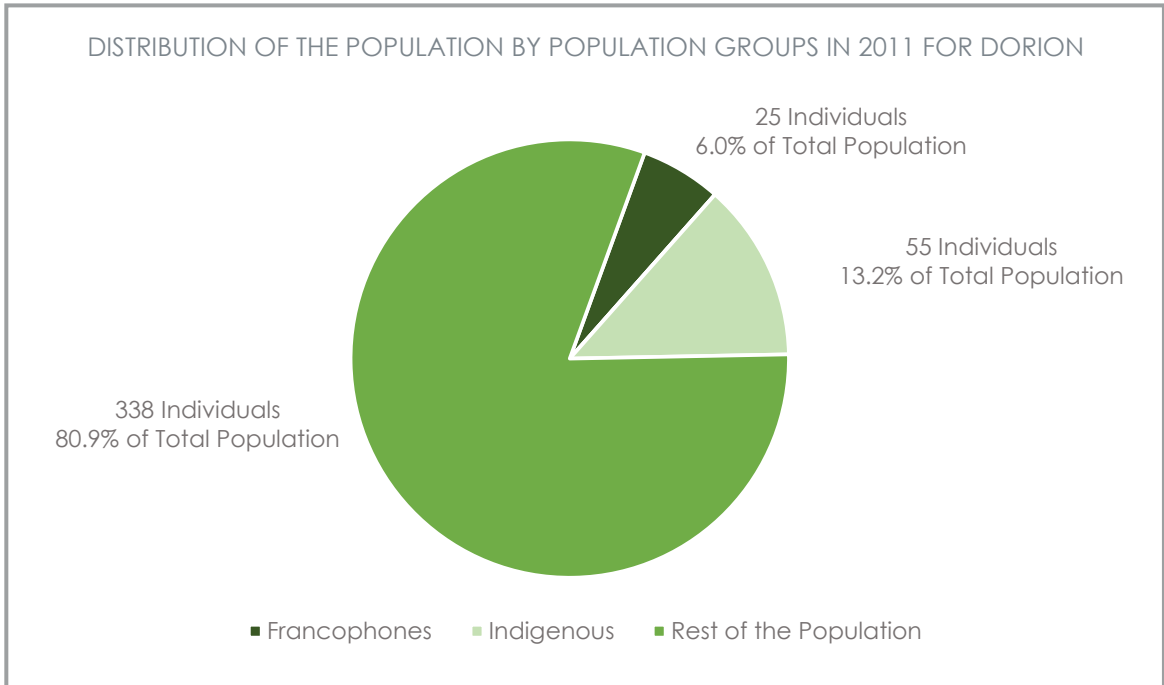
Dorion
Thunder Bay District - - -
Ontario ———

316

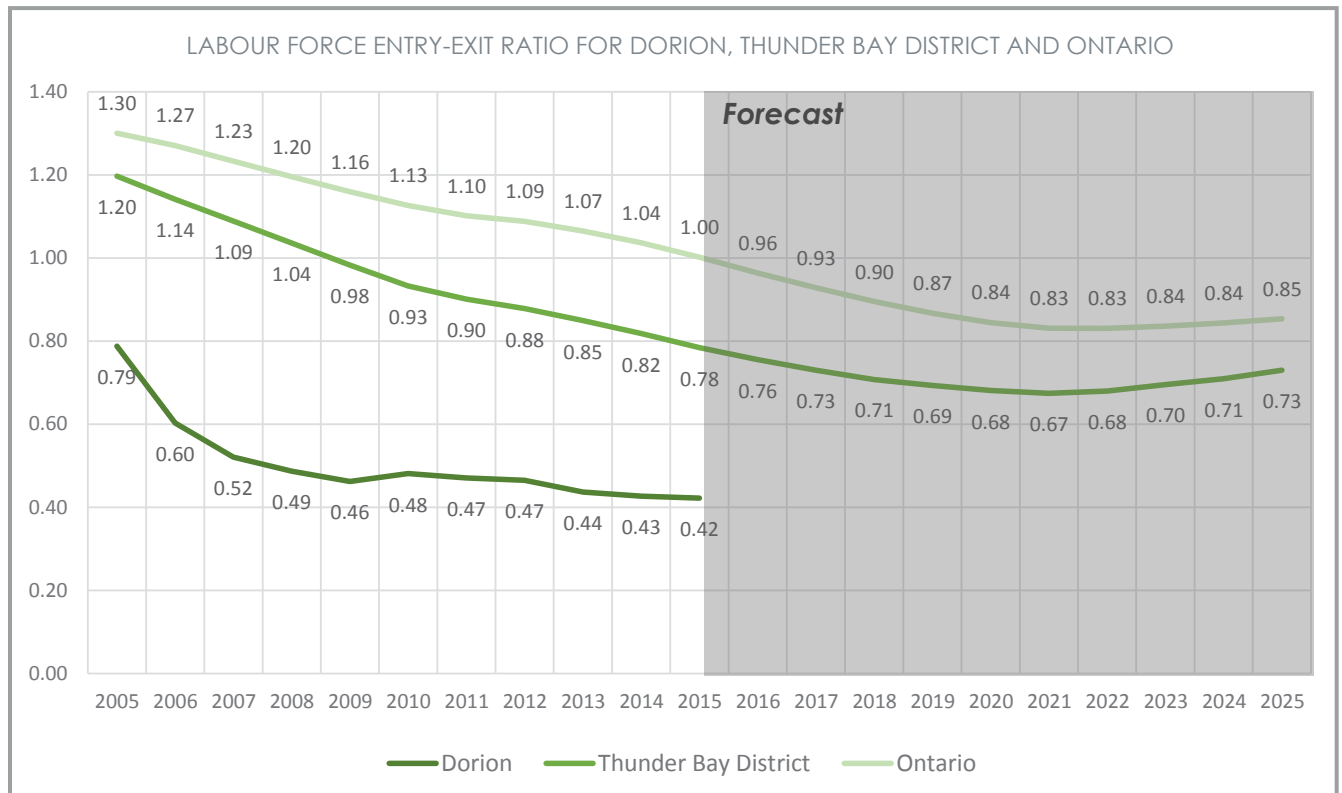## Total 2016 Population

Sources: Statistics Canada, Census 2016

The proportion of individuals ages 50 to 69 is higher in Dorion than in the province or the Thunder Bay District (Figure 3). Yet, the proportion of individuals in all other demographics between the ages of 5 and 44 is much lower in Dorion than in the Thunder Bay District and Ontario. Therefore, Dorion's population is older than the populations of both the District and Ontario as a whole.

FIGURE 4

DISTRIBUTION OF THE POPULATION BY POPULATION GROUPS IN 2011 FOR DORION

25 Individuals
6.0% of Total Population

55 Individuals
13.2% of Total Population

338 Individuals
80.9% of Total Population

■ Francophones ■ Indigenous ■ Rest of the Population

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

FIGURE 5

LABOUR FORCE ENTRY-EXIT RATIO FOR DORION, THUNDER BAY DISTRICT AND ONTARIO

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

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). In Dorion, the ratio of 0.42 indicates that there are not enough workers entering the labour market to ensure that retiring employees will be replaced. Therefore, if the situation remains unchanged and an insufficient number of working-age newcomers are attracted to address this discrepancy, Dorion may experience a future labour shortage.
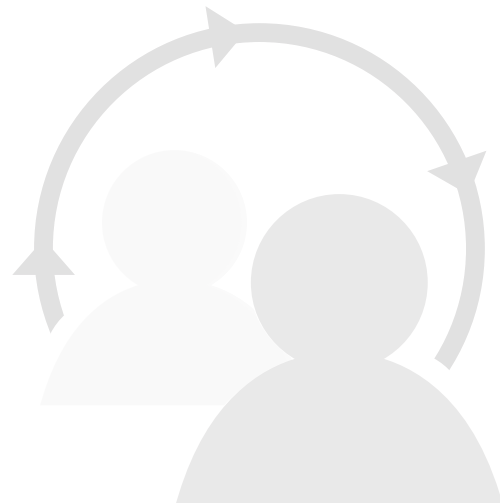
06. Migration

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 in the community, and the services available to community members.
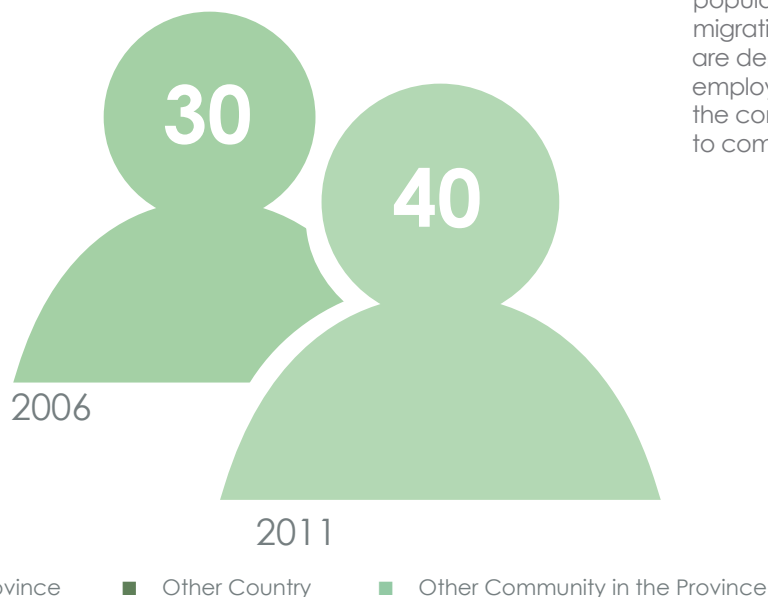
30 2006

40 2011

■ Other Province   ■ Other Country   ■ Other Community in the Province

FIGURE 6

NEWCOMERS TO DORION
BY ORIGIN, 2006 AND 2011

*Sources: Statistics Canada, Census, 2006,
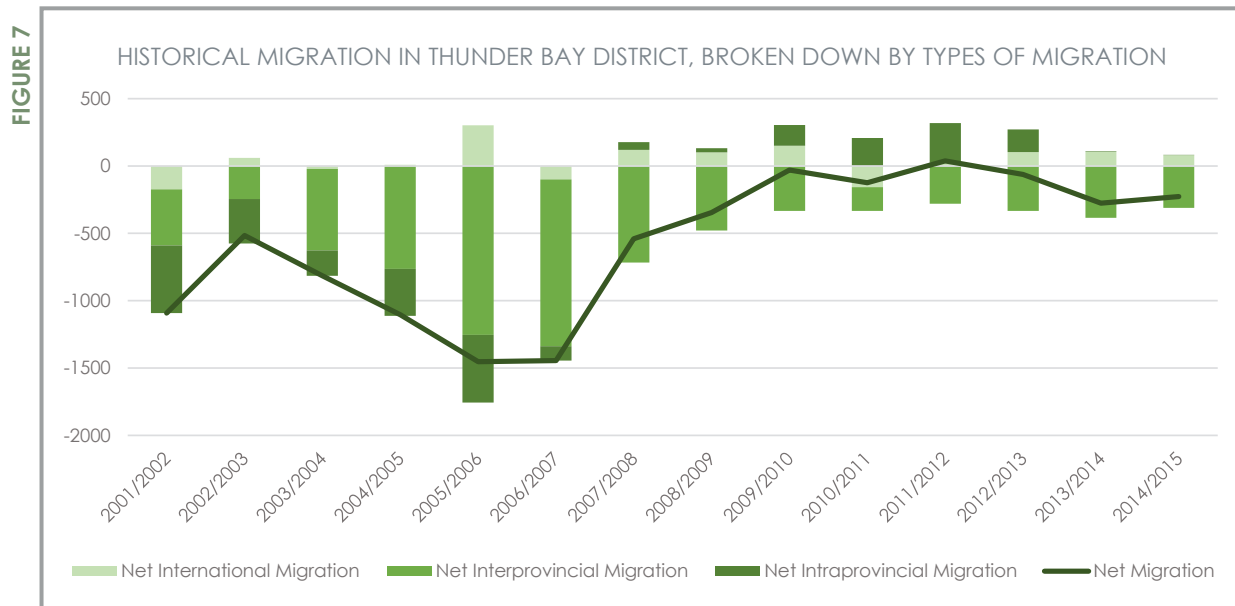National Household Survey, 2011*

TABLE 10

PERMANENT RESIDENTS BY INTENDED DESTINATION										
Intended Destination	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Dorion	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Thunder Bay District	140	150	130	190	160	150	130	155	125	105

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

The number of newcomers to Dorion increased between 2006 and 2011 (Figure 6) with all of the reported newcomers originating from other Ontario communities. However, this influx of newcomers was not enough to offset the population decrease (Figure 2).

For the Thunder Bay District, the number of emigrants was greater than the number of immigrants, resulting in negative net migration during this period, which applies a downward pressure on population growth (Figure 7). 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 or Rainy River, or even districts in Alberta and Manitoba.

FIGURE 7

HISTORICAL MIGRATION IN THUNDER BAY DISTRICT, BROKEN DOWN BY TYPES OF MIGRATION

Legend: Net International Migration, Net Interprovincial Migration, Net Intraprovincial Migration, Net Migration

Source: Author's calculations based on Statistics Canada, Components of population growth by census division, sex, and age group for the period from July1-June 30 annually 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
Total In-migrants	**599**	**452**	**1,060**	**417**	**180**	**2,708**

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
Total Out-migrants	**596**	**464**	**1,162**	**495**	**157**	**2,874**

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.
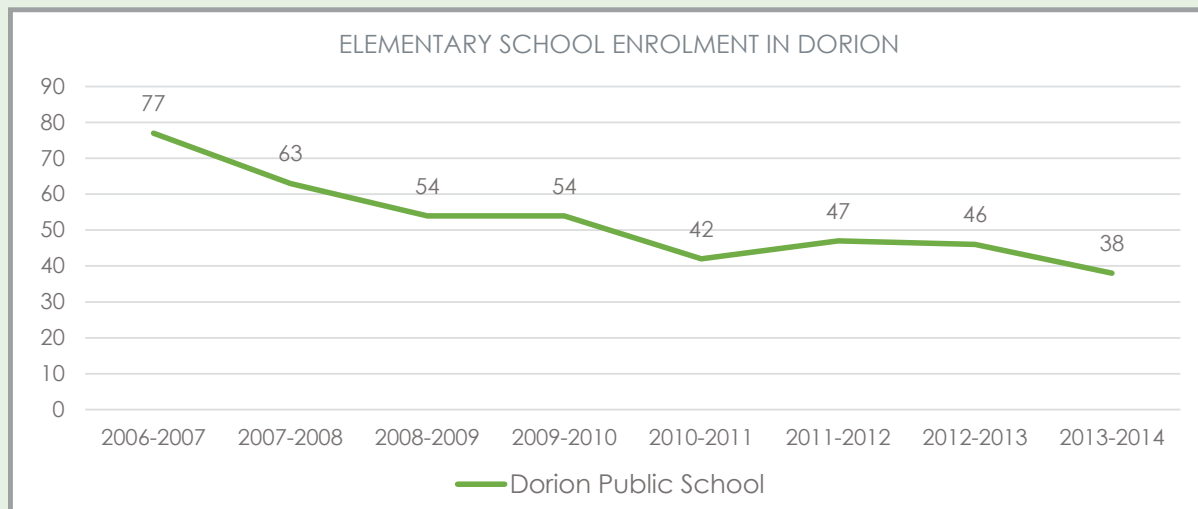
FIGURE 8

EDUCATIONAL ATTAINMENT OF THE AGES 25-64 POPULATION, FOR DORION, THUNDER BAY DISTRICT AND ONTARIO

Legend: Dorion, 2001 ■ Dorion, 2011 ■ Thunder Bay District, 2011 ■ Ontario, 2011
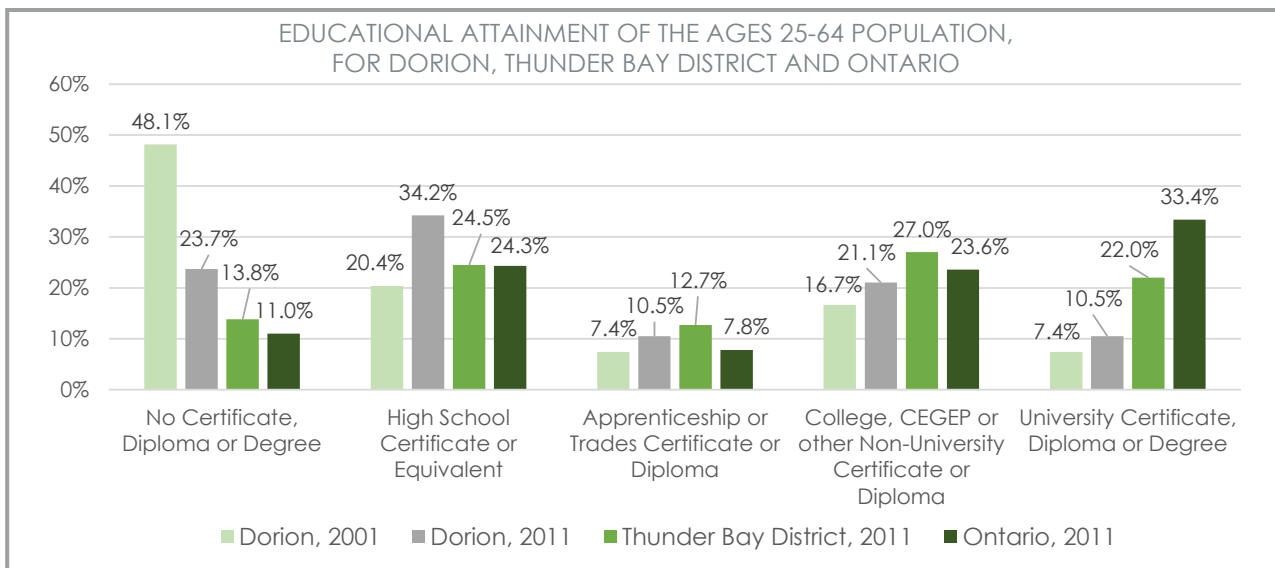
Source: Author calculations based on Statistics Canada, Census 2001 and National Household Survey 2011

Between 2001 and 2011, there was an increase in the proportion of Dorion's population achieving secondary or post-secondary education (Figure 8).[6] Unfortunately, these numbers are still lower than the provincial average. This may pose a challenge in the future as more jobs will require post-secondary education (Moazzami, 2015).

[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 Journeyperson'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.

There are no secondary schools in Dorion. However, there is a high school in the neighbouring town of Red Rock. Elementary school enrollment can be found in Figure 9.

FIGURE 9

ELEMENTARY SCHOOL ENROLMENT IN DORION

Year	Enrolment
2006-2007	77
2007-2008	63
2008-2009	54
2009-2010	54
2010-2011	42
2011-2012	47
2012-2013	46
2013-2014	38

— Dorion Public School

Source: Ontario Ministry of Education, as reported by schools in the Ontario School Information System (OnSIS)

ALIGNMENT

Labour force status and income data were only available in Dorion for the general population in inter-census years as part of the area covered by postal code P0T 1K0 which also includes the community of Hurkett. Unfortunately, most of the data on Francophones are suppressed as the figures are too small.

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.

Since 2010, the participation rate in Dorion decreased slightly (Figure 10), along with the number of taxfilers declaring Employment Insurance (Figure 14). On the other hand, the number of taxfilers declaring employment income increased slightly over the period (Figure 12). Interestingly, the proportion of taxfilers declaring Employment Insurance is much higher in Dorion than in the Thunder Bay District or in the province. It is possible that this reflects seasonal employment in the community, with taxfilers working part of the year and collecting Employment Insurance for the rest of the year.

In 2011, the Indigenous participation rate (56 percent) in Dorion was slightly higher than that of the overall population (52.5 percent - Figure 11). It appears that all of the Indigenous population that participated in the labour force were employed, resulting in a 0 percent unemployment rate (Figures 13 and 15). Nevertheless, given the small size of the Indigenous population in Dorion (Figure 4), these numbers should be interpreted with caution.

FIGURE 10

PARTICIPATION RATE ESTIMATIONS OF POPULATION AGES 15+ FOR DORION, THUNDER BAY DISTRICT

Dorion (Taxfiler)
Thunder Bay District (Taxfiler)
Thunder Bay District (LFS)
Ontario (Taxfiler)
Ontario (LFS)
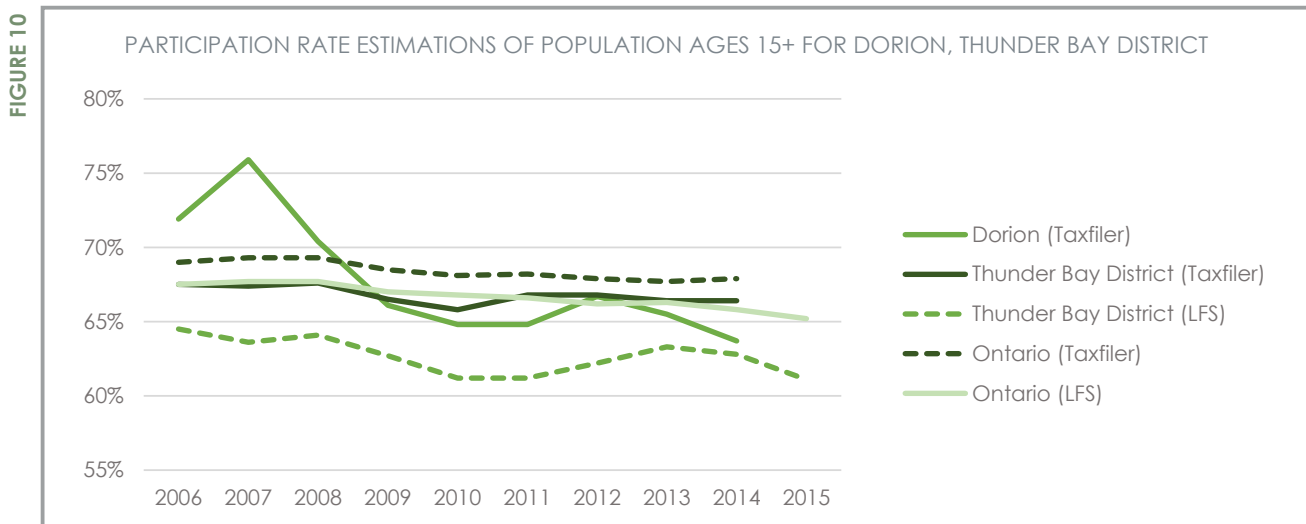
Sources: Taxfiler, participation force rate calculated as the number of people receiving labour income in the total population over the age of15; Labour Force Survey (LFS)two-year average estimates, participation rate calculated as the number of civilian, non-institutionalized persons age 15 or over who are employed or unemployed in the total population.
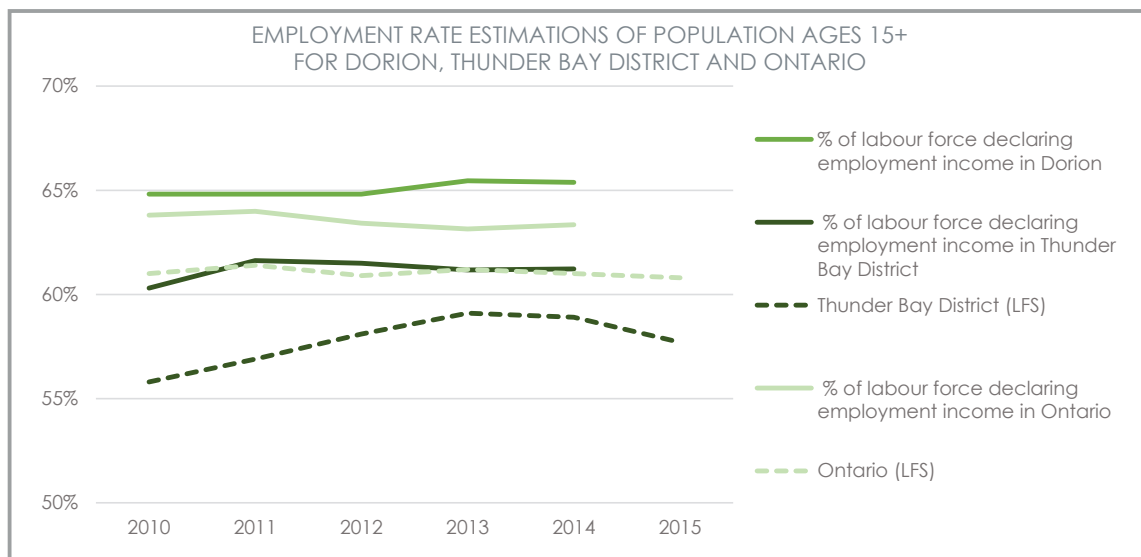
FIGURE 11
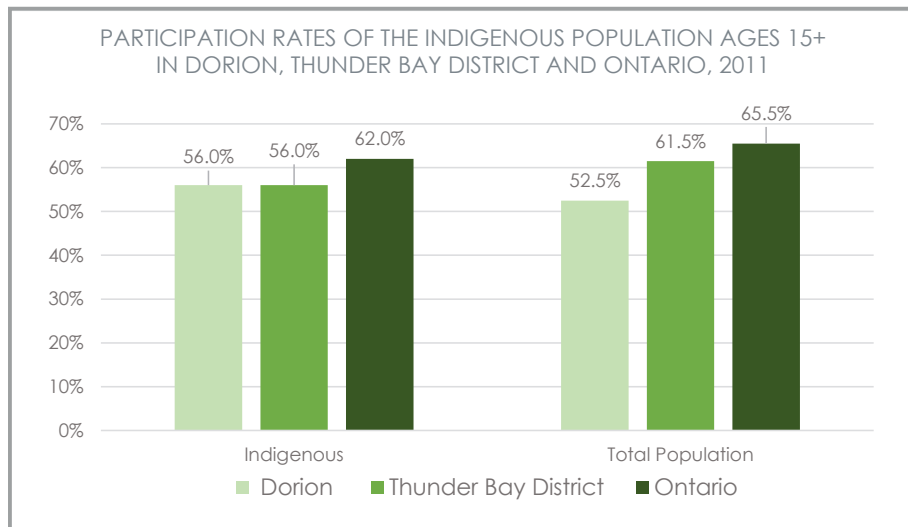
PARTICIPATION RATES OF THE INDIGENOUS POPULATION AGES 15+ IN DORION, THUNDER BAY DISTRICT AND ONTARIO, 2011

Source: Statistics Canada, National Household Survey, 2011

FIGURE 12

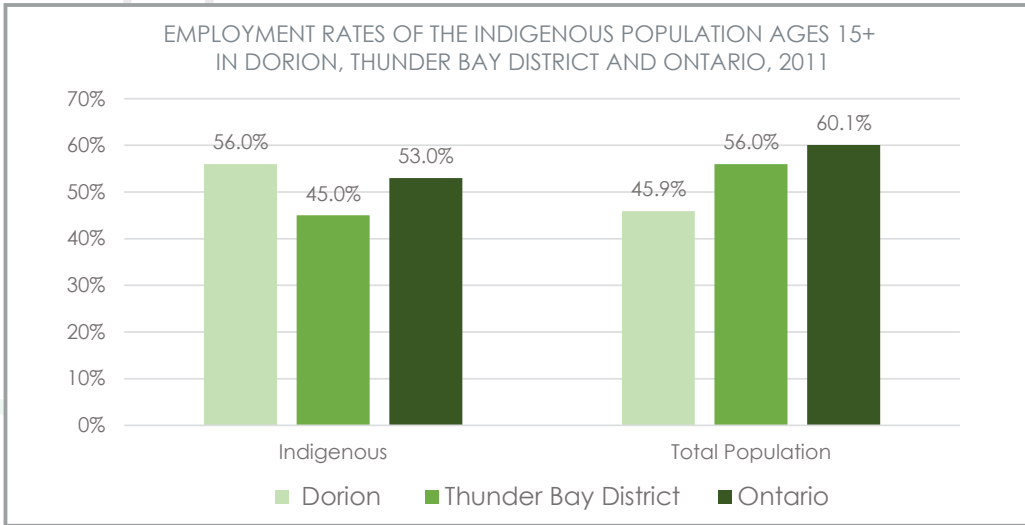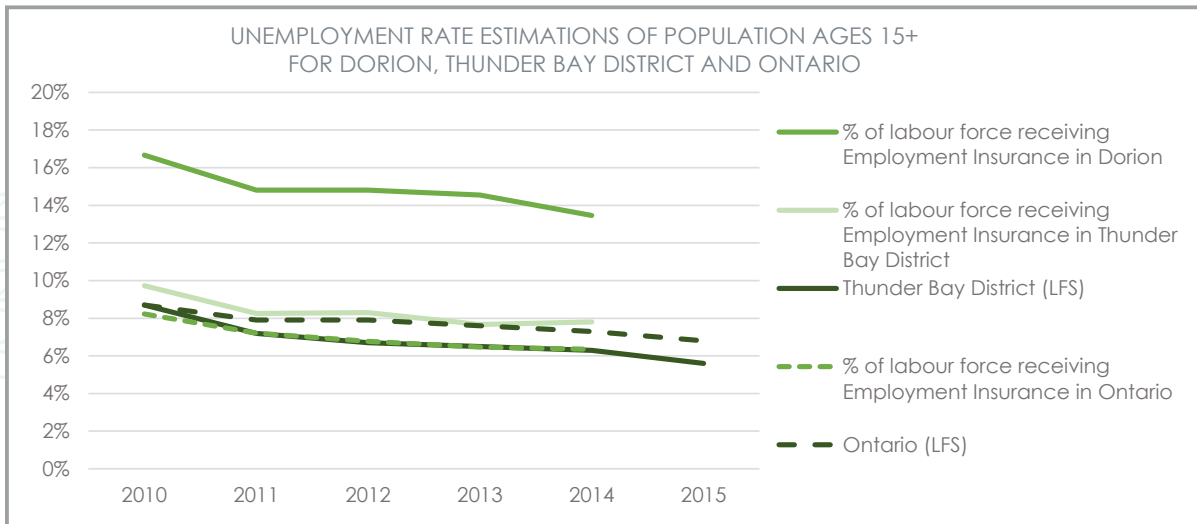### EMPLOYMENT RATE ESTIMATIONS OF POPULATION AGES 15+ FOR DORION, THUNDER BAY DISTRICT AND ONTARIO

Source: Author's calculation based on Taxfiler, number of people declaring employment income and Statistics Canada estimation of population; Labour Force Survey (LFS) two-year average estimates
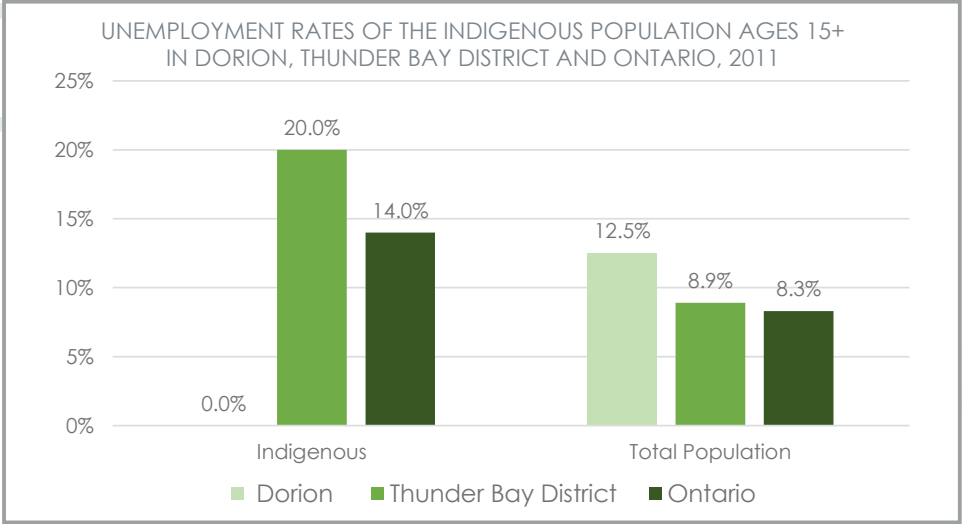
FIGURE 13

EMPLOYMENT RATES OF THE INDIGENOUS POPULATION AGES 15+
IN DORION, THUNDER BAY DISTRICT AND ONTARIO, 2011

Source: Statistics Canada, National Household Survey, 2011

FIGURE 14

UNEMPLOYMENT RATE ESTIMATIONS OF POPULATION AGES 15+
FOR DORION, THUNDER BAY DISTRICT AND ONTARIO

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

FIGURE 15

UNEMPLOYMENT RATES OF THE INDIGENOUS POPULATION AGES 15+
IN DORION, THUNDER BAY DISTRICT AND ONTARIO, 2011

*Source: Statistics Canada, National Household Survey, 2011*

09. Wages[7]

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
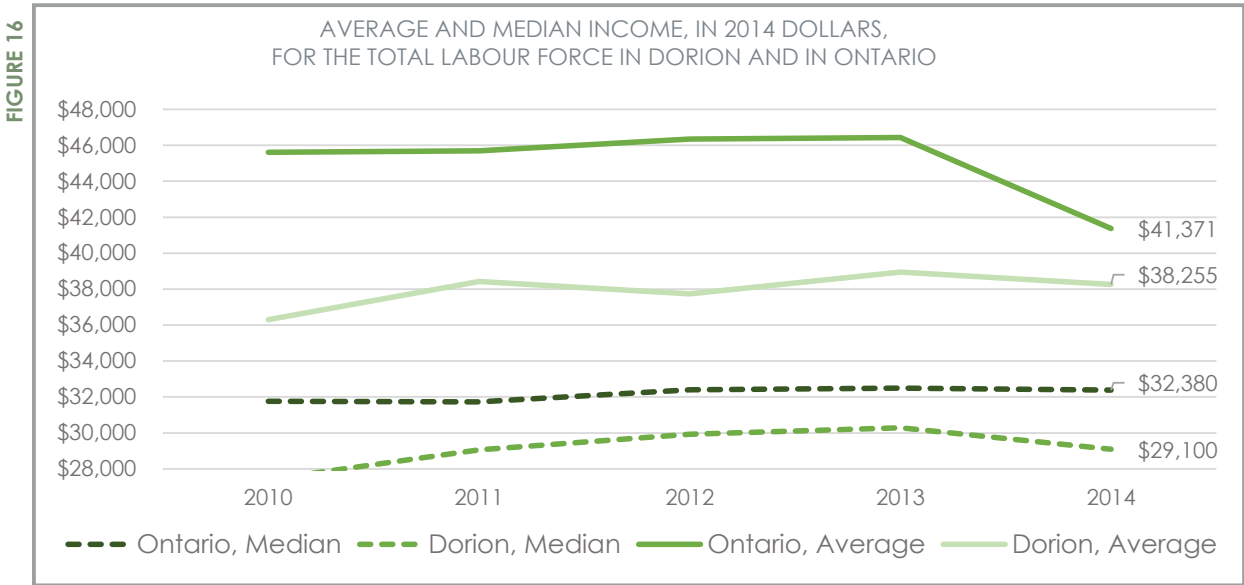
TABLE 13

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: Author's calculations based on Statistics Canada, Job vacancy and wages survey, 2015 (average of all quarters
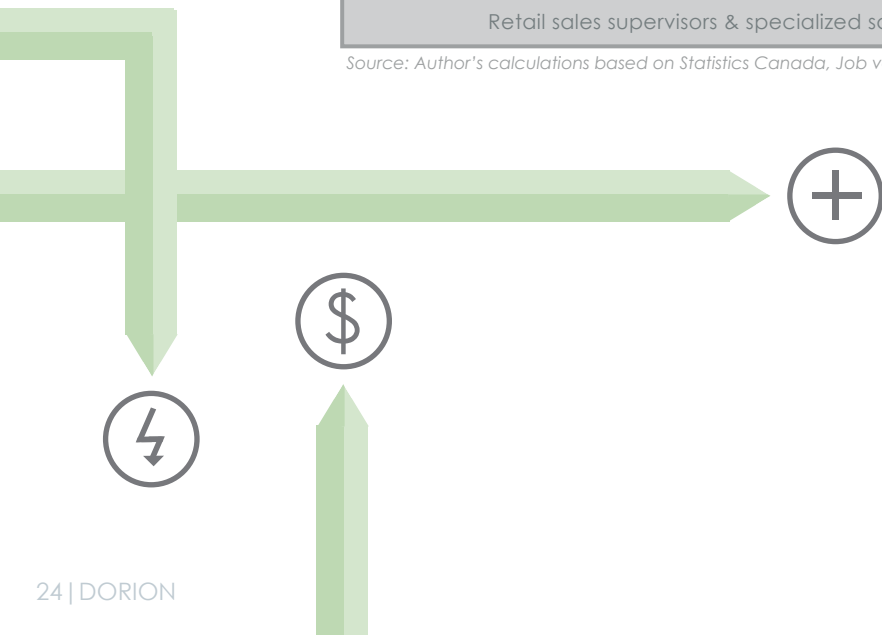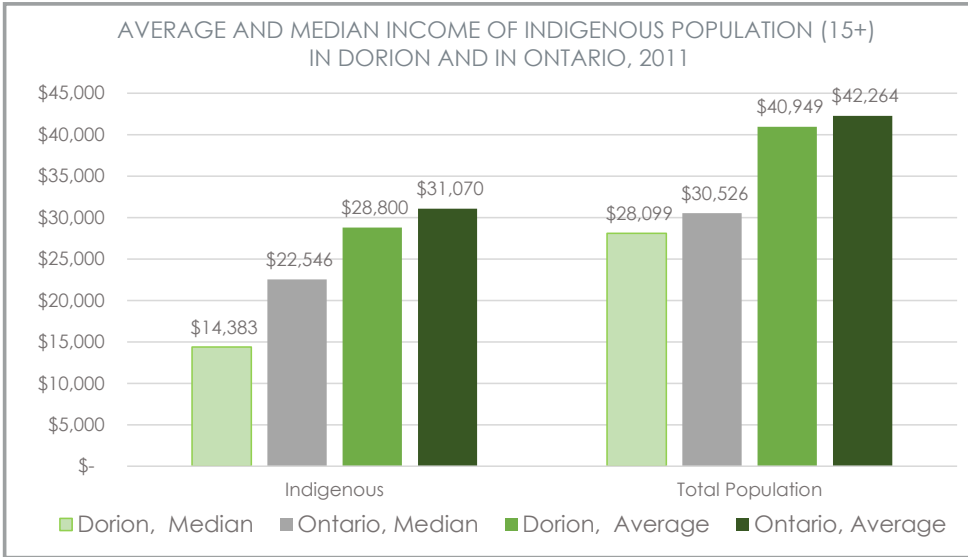
10. Income

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.

$38,255 **DORION AVERAGE**

$41,371 **ONTARIO AVERAGE**

FIGURE 16

AVERAGE AND MEDIAN INCOME, IN 2014 DOLLARS,
FOR THE TOTAL LABOUR FORCE IN DORION AND IN ONTARIO

- - - Ontario, Median   - - - Dorion, Median   —— Ontario, Average   —— Dorion, Average

Source: Author's calculations based on Taxfiler, Dorion "rural community" – postal code P0T 1K0, and Ontario and Bank of Canada, Consumer Price Index.
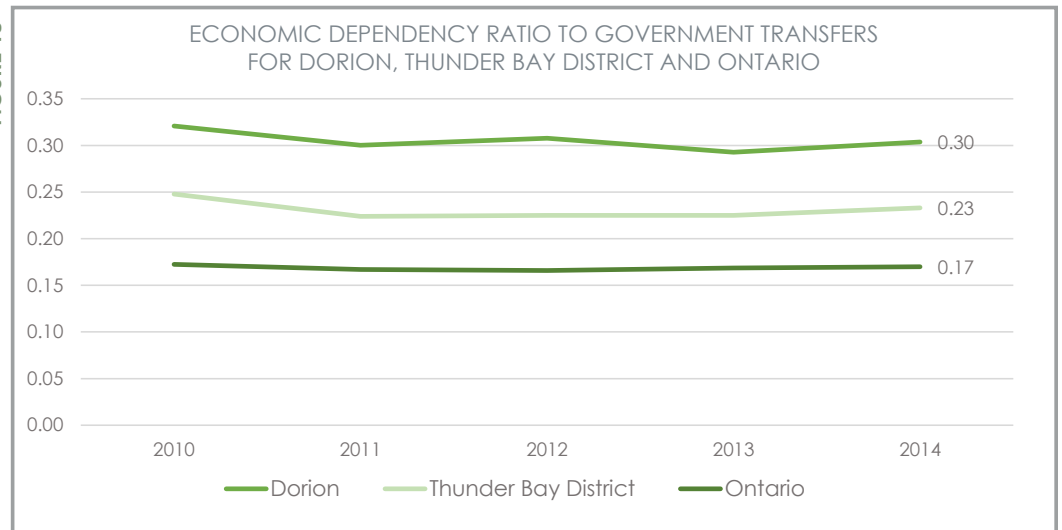
AVERAGE AND MEDIAN INCOME OF INDIGENOUS POPULATION (15+) IN DORION AND IN ONTARIO, 2011

Chart showing average and median income. Indigenous: Dorion Median $14,383; Ontario Median $22,546; Dorion Average $28,800; Ontario Average $31,070. Total Population: Dorion Median $28,099; Ontario Median $30,526; Dorion Average $40,949; Ontario Average $42,264.

Legend: ■ Dorion, Median ■ Ontario, Median ■ Dorion, Average ■ Ontario, Average

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. Over the 2010-2014 period, Dorion's average and median income were lower than Ontario's (Figure 16).

ECONOMIC DEPENDENCY RATIO TO GOVERNMENT TRANSFERS FOR DORION, THUNDER BAY DISTRICT AND ONTARIO

Line chart, years 2010–2014. Dorion ends at 0.30; Thunder Bay District ends at 0.23; Ontario ends at 0.17.

Legend: — Dorion — Thunder Bay District — Ontario

Source: Author's calculations based on Taxfiler, Dorion "rural community" – postal code P0T 1K0, Thunder Bay District, and Ontario

Furthermore, the economic dependency ratio—the amount of government transfers received compared to the amount of income earned through employment—in Dorion (0.30) is higher than that of the Thunder Bay District (0.23) and the province(0.17 - Figure 18). Therefore Dorion's income is more dependent on government transfers than that of the Thunder Bay District and Ontario.

A large portion (more than 62 percent) of the government transfers to Dorion consists of Old Age Security and Canada Pension Plan payments (Table 14), which is in line with the fact that Dorion's population is aging (Figure 3). On the other hand, the Child Care Tax Benefit represented a similar proportion of income in Dorion when compared to that of the 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	**Dorion**	**Thunder Bay District**	**Ontario**
Wages/salaries/commissions only	64.0%	64.9%	67.7%
Self-employment only	1.5%	2.3%	4.3%
Employment income	**65.5%**	**67.2%**	**72.0%**
Employment Insurance	2.4%	1.4%	1.1%
OAS/Net federal supplements	5.2%	3.8%	3.3%
CPP/QPP	7.2%	5.4%	3.9%
CCTB	1.0%	1.1%	1.1%
Workers compensation	1.3%	1.0%	0.4%
Social Assistance	1.2%	1.5%	1.1%
Other government transfers	**1.7%**	1.4%	1.3%
Government transfers	**19.9%**	**15.7%**	**12.2%**
Private pensions	10.7%	10.6%	7.7%
RRSP	1.1%	0.4%	0.4%
Investment	1.3%	3.8%	5.3%
Other income	1.4%	2.3%	2.5%
Total income	**100.0%**	**100.0%**	**100.0%**

Source: Author's calculations based on Taxfiler, Dorion "rural community" – postal code P0T 1K0, Thunder Bay District, and Ontario.

POPULATION

316 (2016)

212.12
SQUARE KILOMETRES
IN THE HEART OF
CANYON COUNTRY
HOME OF OUIMET CANYON

48°47'N
88°36'W

DORION

FILLING JOBS THAT
ALREADY EXIST
WOULD FOSTER INCREASED
PROSPERITY

CONCLUSION

Much like many other communities in the north, Dorion faces the challenge of an aging and shrinking population. For the community to be sustainable, this trend must change. Adding jobs will entice more people to settle in the community, and vice versa, but where to start is for the community to decide.

The data above suggest that opportunities exist for those who wish to stay in or come to Dorion. Filling the jobs that already exist would foster increased prosperity and create more opportunity in the future. This does not mean that Dorion should ignore the pursuit of new employers, but it should also focus on the potential of sustaining or expanding current ones.
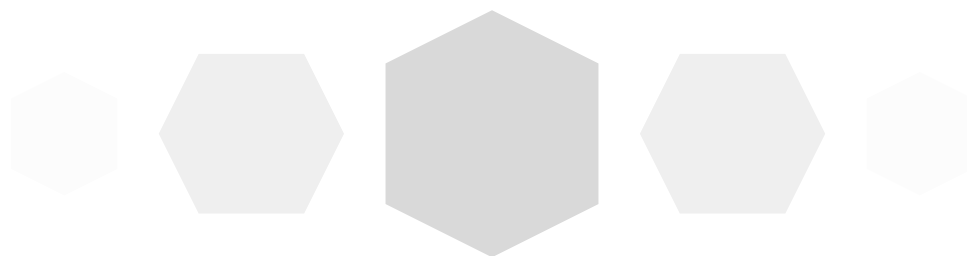
NOTE TO READERS: Moving forward, the Community Labour Market Report Series will be replaced by Community Accounts. This online portal, no.communityaccounts.ca, will provide reliable information on key economic and social indicators, broken down to the community, regional, provincial and national levels 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.

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.