



Community Labour Market Report

By Amandine Martel & José-Karl Noiseux

GINOOGAMING 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 Ginoogaming First Nation 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 industries they represent. Changes in any of these factors over time affect employment levels and opportunities within a local labour market.

Unfortunately, data on the number of employers by industry in Ginoogaming First Nation were unavailable.

02. Employment by Industry

Employment by industry data 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 offered, their respective salaries, and the type of education and skills these jobs require.

The employment by industry data provided in Table 1 should be interpreted with caution as the values are very small. Indeed, the effect of random rounding¹, which is used by Statistics Canada to preserve confidentiality, significantly impacts the accuracy of these figures. Random rounding also explains the difference between the employment numbers by industry and the total employment in all industries reported in the table.

Nonetheless, the data demonstrate that public administration accounts for approximately one third of employment in Ginoogaming First Nation—a higher percentage than that of both the Thunder Bay District (10.3 percent) and the province (7.0 percent). Between 2014 and 2016, employment in public administration decreased by 31.4 percent (Table 2) in Northwestern Ontario outside the Thunder Bay CMA.

¹ Data from Statistics Canada, such as the census or the National Household Survey (NHS), are used throughout this report. This data source has limitations. 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, which 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.

Health care and social assistance accounted for one fifth of total employment in Ginoogaming First Nation, which is relatively in line with the District (15.9 percent) but higher than that of the province (10.6 percent). Educational services accounted for a larger share of total employment (approximately one fifth) in the community than in the District (9.1 percent) or the province (7.5 percent) (Table 1).

...health care and social assistance
accounted for **one fifth of total employment...**

TABLE 1

EMPLOYMENT BY INDUSTRY, AND AS A PERCENTAGE OF TOTAL, 2011		Ginoogaming First Nation (#)	Ginoogaming First Nation (% of Total)	Thunder Bay District (% of Total)	Ontario (% of Total)
91	Public administration	20	36.4	10.3	7.0
62	Health care & social assistance	10	18.2	15.9	10.6
61	Educational services	10	18.2	9.1	7.5
44-45	Retail trade	0	-	11.8	11.1
72	Accommodation & food services	0	-	7.2	6.0
23	Construction	0	-	6.1	6.1
48-49	Transportation & warehousing	0	-	5.5	4.7
31-33	Manufacturing	0	-	5.3	10.4
54	Professional, scientific & technical services	0	-	4.8	7.7
81	Other services (except public administration)	0	-	4.5	4.4
56	Administrative & support, waste management & remediation services	0	-	2.9	4.4
21	Mining & oil & gas extraction	0	-	2.7	0.4
41	Wholesale trade	0	-	2.7	4.6
52	Finance & insurance	0	-	2.7	5.6
11	Agriculture, forestry, fishing & hunting	0	-	2.0	1.5
71	Arts, entertainment & recreation	0	-	2.0	2.0
51	Information & cultural industries	0	-	1.9	2.7
53	Real estate & rental & leasing	0	-	1.5	2.0
22	Utilities	0	-	1.2	0.9
55	Management of companies & enterprises	0	-	0.0	0.1
	All Industries	55	-	-	-

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

TABLE 2

EMPLOYMENT BY INDUSTRY 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 (%)
Employment by Industry					
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.

Although it is important to interpret the data with caution, it is possible to say that the largest occupation in Ginoogaming First Nation in 2011 was trades, transport and equipment

operators and related occupations, which accounted for 27.3 percent of all employment in the community. This proportion was higher than that in the Thunder Bay District (17.4 percent) and the province (13.0 percent). Between 2014 and 2016, employment in the trades, transport and equipment operators and related occupations sector decreased by 3.9 percent (Table 4) in Northwestern Ontario outside of the Thunder Bay CMA.

The four other sources of occupation in Ginoogaming First Nation each accounted for approximately one fifth of total employment.

In some cases, these percentages contrast significantly with those at the District and provincial level. For instance, management

occupations accounted for 7.9 percent of employment in the District and 11.5 percent in the province, compared to 18.2 percent in the community (Table 3). Natural resources, agriculture and related production occupations accounted for 3.1 percent of employment in the District and 1.6 percent in the province, well below the 18.2 percent of employment in the community. Yet the District and province had relatively similar shares of total employment in the areas of business, finance and administration and in occupations in education, law and social, community and government services as that of Ginoogaming First Nation (Table 3).

TABLE 3

EMPLOYMENT BY OCCUPATION, AND AS A PERCENTAGE OF TOTAL, 2011		Ginoogaming First Nation (#)	Ginoogaming First Nation (% of Total)	Thunder Bay District (% of Total)	Ontario (% of Total)
7	Trades, transport & equipment operators & related occupations	15	27.3	17.4	13.0
0	Management occupations	10	18.2	7.9	11.5
1	Business, finance & administration occupations	10	18.2	14.3	17.0
4	Occupations in education, law & social, community & government services	10	18.2	14.6	12.0
6	Sales & service occupations	10	18.2	24.5	23.2
8	Natural resources, agriculture & related production occupations	10	18.2	3.1	1.6
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		55	-	-	-

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

TABLE 4

EMPLOYMENT BY OCCUPATION IN NORTHWESTERN ONTARIO OUTSIDE OF 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 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 (CMA).

04. Local Knowledge

This section features a summary of all jobs posted online in Ginoogaming First Nation.² 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 above.

²Vicinityjobs.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 in the community does not mean that there were no job opportunities available 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.

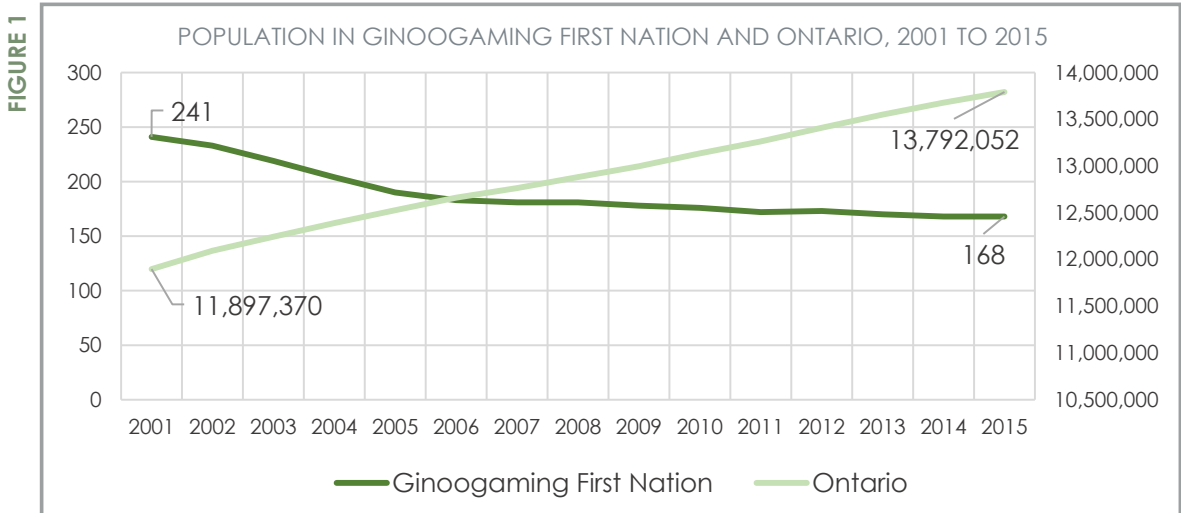
SUPPLY

05. Population & Demographics

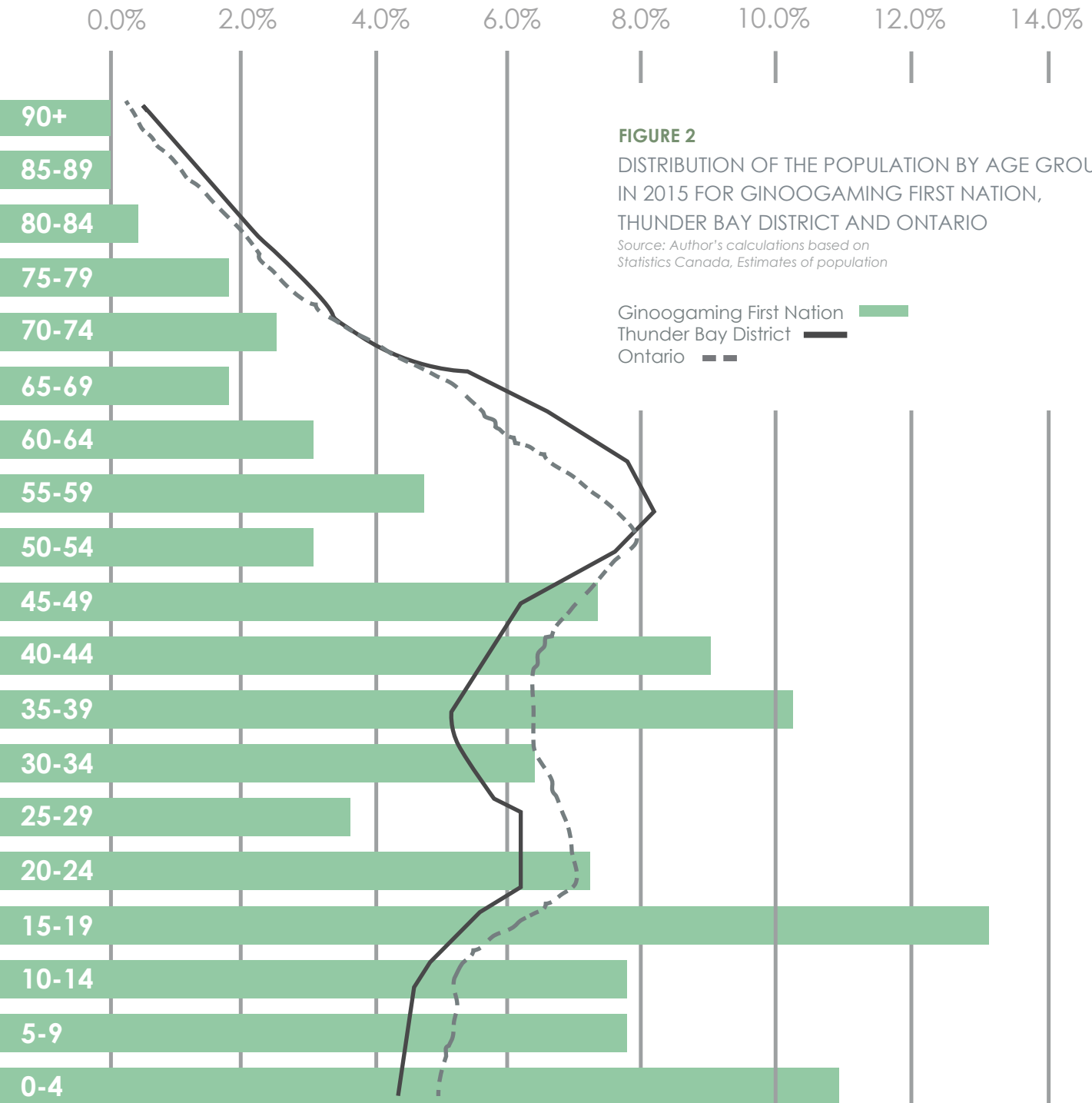
Population growth and composition are important drivers of labour market supply—the potential workers. These factors are also key components of the demand for some categories of workers (e.g., education, health care).

From 2001 to 2015, the population of Ginoogaming First Nation declined by 30.3 percent (from 241 to 168). During that same period, Ontario experienced a population growth of 15.9 percent. The population decline in Ginoogaming First Nation can be broken up into two periods; during the first period (2001 to 2005) the decline was, on average, 5.7 percent annually (figure 1), followed by a decrease of approximately 0.9 percent annually from 2006 to 2015.

The community's population is younger than that of both the District and the province. The proportion of residents ages 24 and below is higher than that of both the District and the province, and the proportion ages 50 and over is lower (Figure 2).



Source: Statistics Canada, Estimates of population

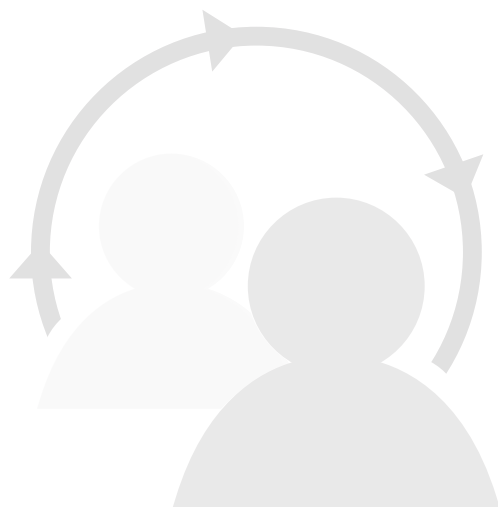


210

Total 2016 Population

Source: Statistics Canada, Census, 2016

The labour force entry-exit ratio shows the number of workers ready to enter the workforce (i.e., 15 to 24 years old) and to replace those who will be retiring in the coming years (i.e., 55 to 64 years old). The ratio of 2.62 in Ginoogaming First Nation indicates that the number of people who will enter the labour market far outnumbers the number of people reaching retirement age (Figure 3). Although the labour force entry-exit ratio has fluctuated in the community, the 2015 ratio was similar to that of 2005. This suggests that the community is not likely to experience a shortage of workers in the foreseeable future.



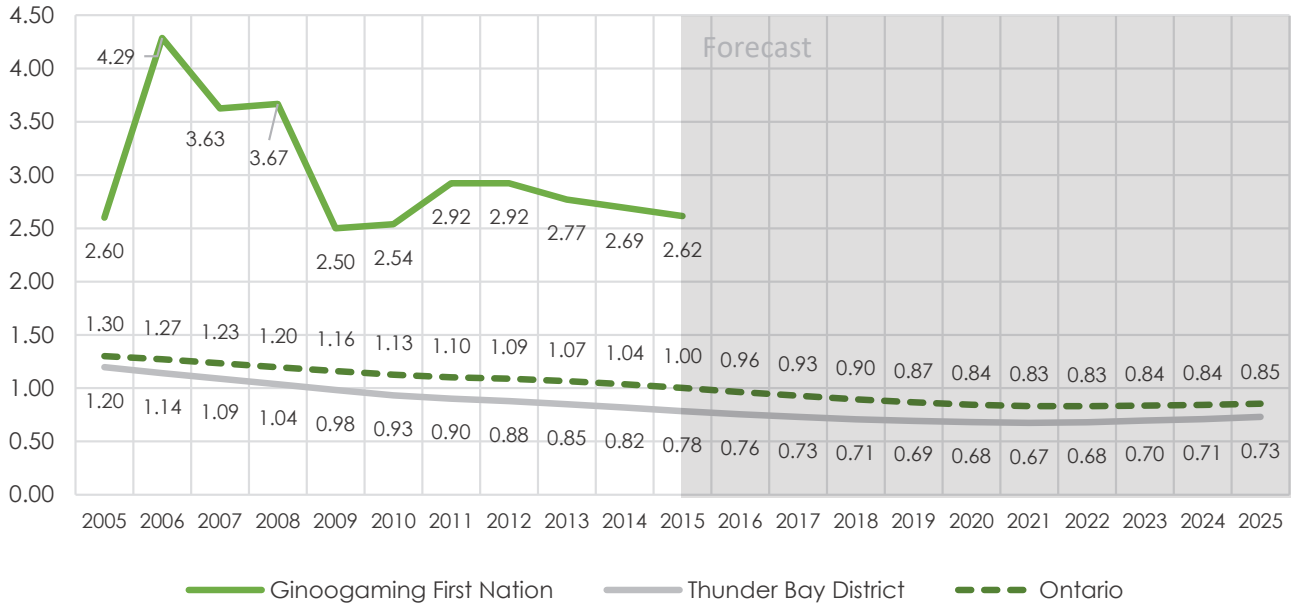
735

Registered population living
off-reserve, January 2017

Source: Indigenous and Northern Affairs Canada

FIGURE 3

LABOUR FORCE ENTRY-EXIT RATIO FOR GINOOGAMING FIRST NATION, THUNDER BAY DISTRICT AND ONTARIO



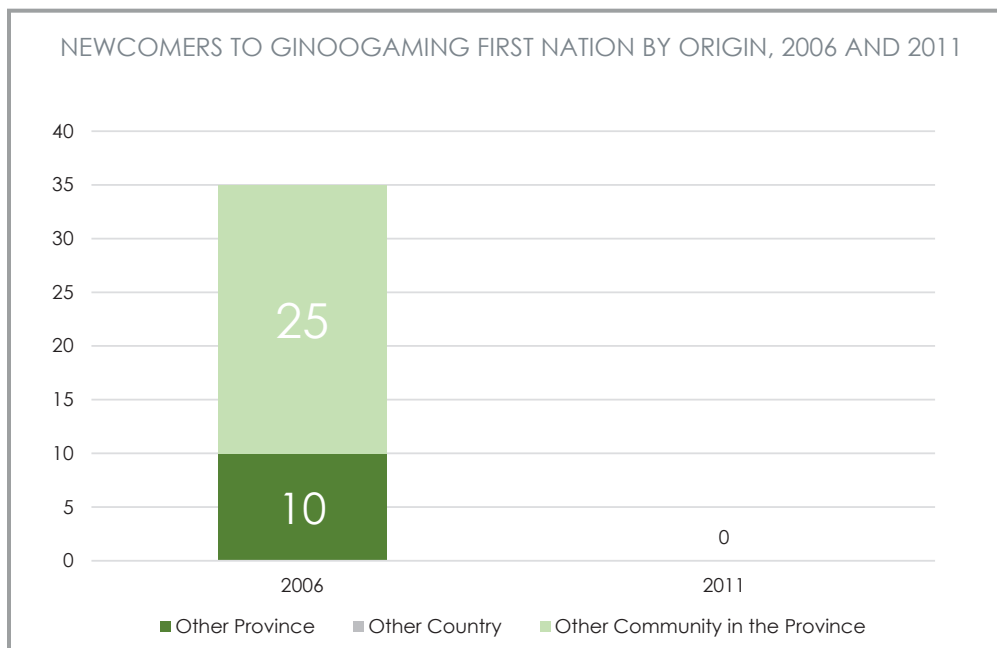
Source: Author's calculations based on Statistics Canada estimation of population and Ontario Ministry of Finance forecasts, spring 2016 population projections update, for the forecast

06. Migration

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

The data suggest that no newcomers arrived in Ginoogaming First Nation in 2011. Yet, in 2006, the community reported 35 new arrivals. Even so, the available numbers are quite small and data on emigration are not available, making it difficult to establish an accurate understanding of migration for the community.

FIGURE 4



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

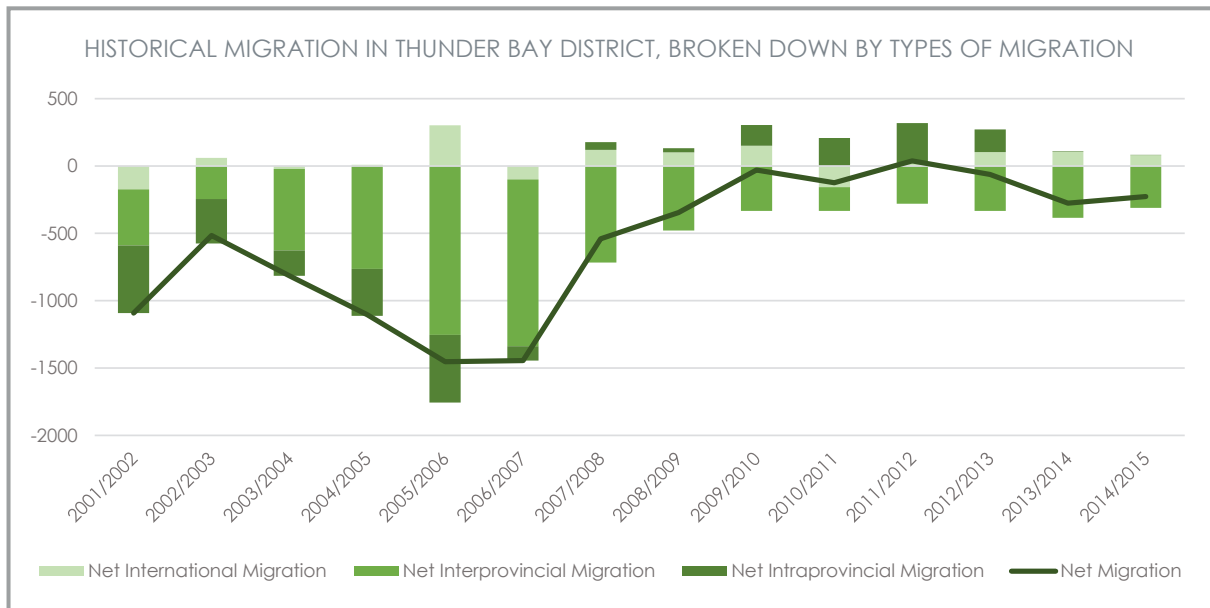
TABLE 5

PERMANENT RESIDENTS BY INTENDED DESTINATION										
Intended Destination	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Ginoogaming First Nation	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

For the Thunder Bay District, 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 6 and 7), it is interesting to note the many exchanges that occur between the Thunder Bay District and districts west of Thunder Bay, such as Kenora and Rainy River, or even districts in Alberta and Manitoba.

FIGURE 5



Source: Author's calculations based on Statistics Canada, Components of population growth by census division, sex, and age group for the period from July 1-June 30 annually between 2001 and 2015, based on the Standard Geographical Classification (SGC), 2011, CANSIM Table: 051-0063

TABLE 6

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 7

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

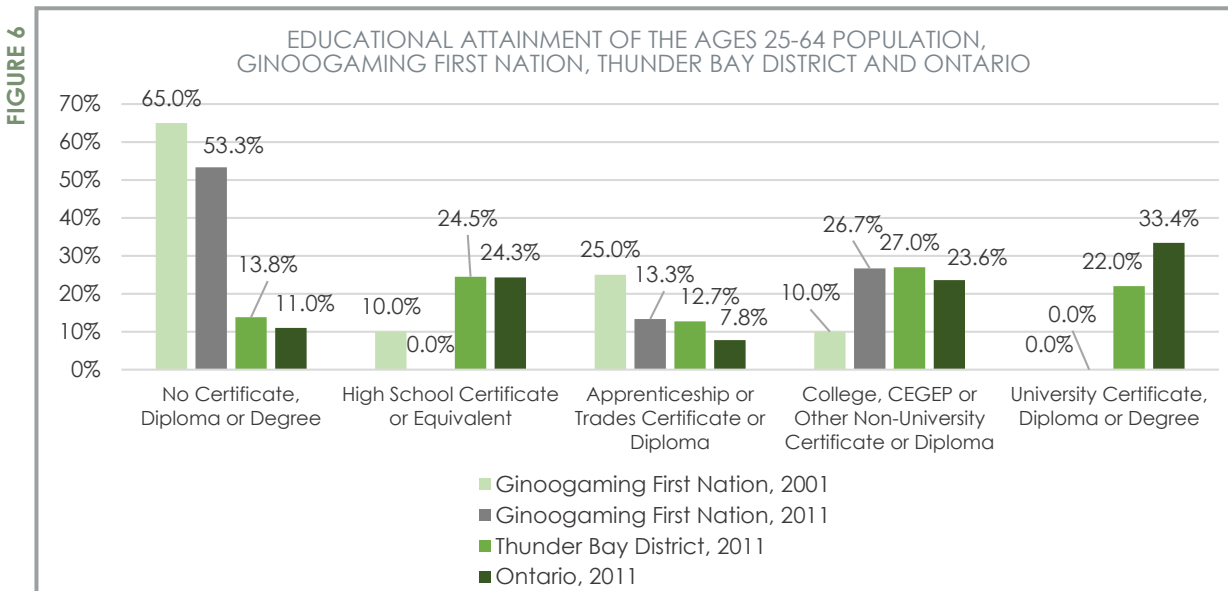
Source: Taxfiler

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.

The data presented in Figures 6 and 7 should be interpreted with caution because, in small communities, the educational choices of each individual have a strong impact on the overall education levels.

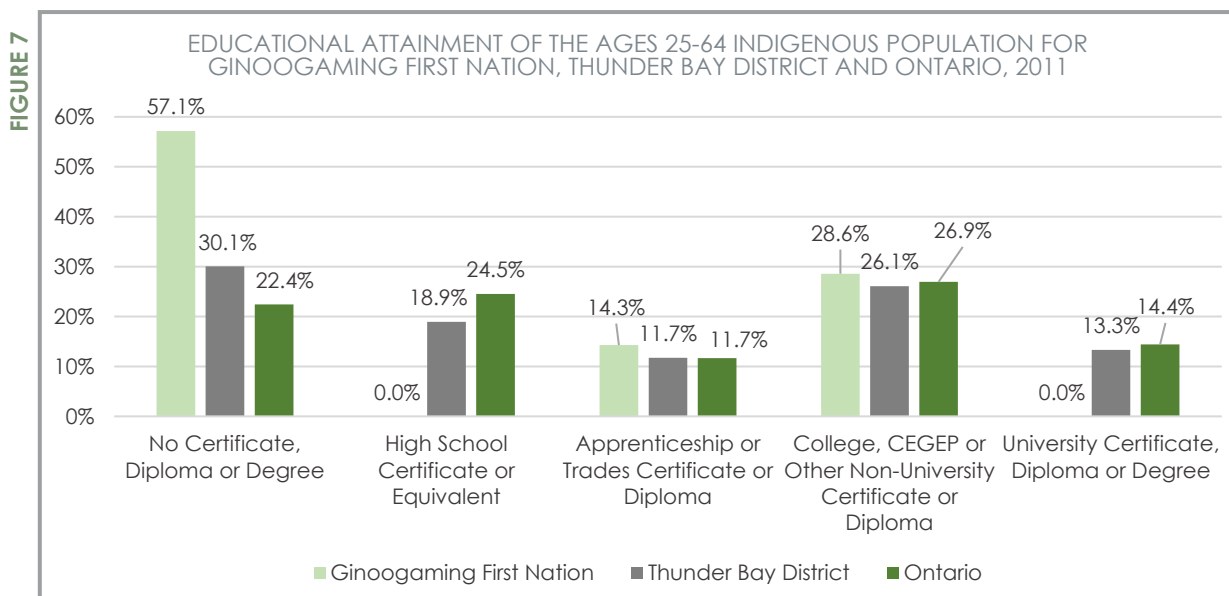
In 2011, 53.3 percent of the population in Ginoogaming First Nation did not have secondary or post-secondary education—a higher percentage than that of both the District (13.8 percent) and the province (11.0 percent) (Figure 6).³ No Ginoogaming First Nation residents were reported as having a high school certificate or an equivalent diploma as their highest degree, which contrasted with data from both the District (24.5 percent) and the province (24.3 percent). Similarly, there were no community residents reported as having a university certificate or degree, compared to 22.0 percent of the District and 33.4 percent of the province. However, due to random rounding to protect confidentiality, there may be some community residents who possess university certificates or degrees that were not reported by Statistics Canada.



Source: Author's calculations based on Statistics Canada, Census, 2001, and National Household Survey, 2011

There was a higher percentage of the Indigenous population without a certificate, diploma, or degree (57.1 percent) in Ginoogaming First Nation than in the District (30.1 percent) or the province (22.4 percent) (Figure 7). Furthermore, Ginoogaming First Nation's Indigenous population had higher rates of apprenticeship or trades certificates or diplomas (14.3 percent) than the Indigenous population of the District (11.7 percent) or the province (11.7 percent). Similarly, the percentage of the community's Indigenous population with a college or other non-university certificate or degree (28.6 percent) was higher than that of the District (26.1 percent) or the province (26.9 percent).

³ 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 the 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.



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

Data on school enrolment were not available for nearby Migizi Wazisin Elementary School or the Migizi Miigwanan Secondary School. However, data on enrolment at the many schools in the nearby Municipality of Greenstone can be found in the Greenstone Community Labour Market Report.

ALIGNMENT

Data related to Ginoogaming First Nation labour force status and income were only available for the general population in inter-census years as part of the broader region of Northern Long Lake, which is comprised of postal code P0T 2A0 and includes the Longlac Ward in the Municipality of Greenstone and the First Nations of Ginoogaming and Long Lake 58.

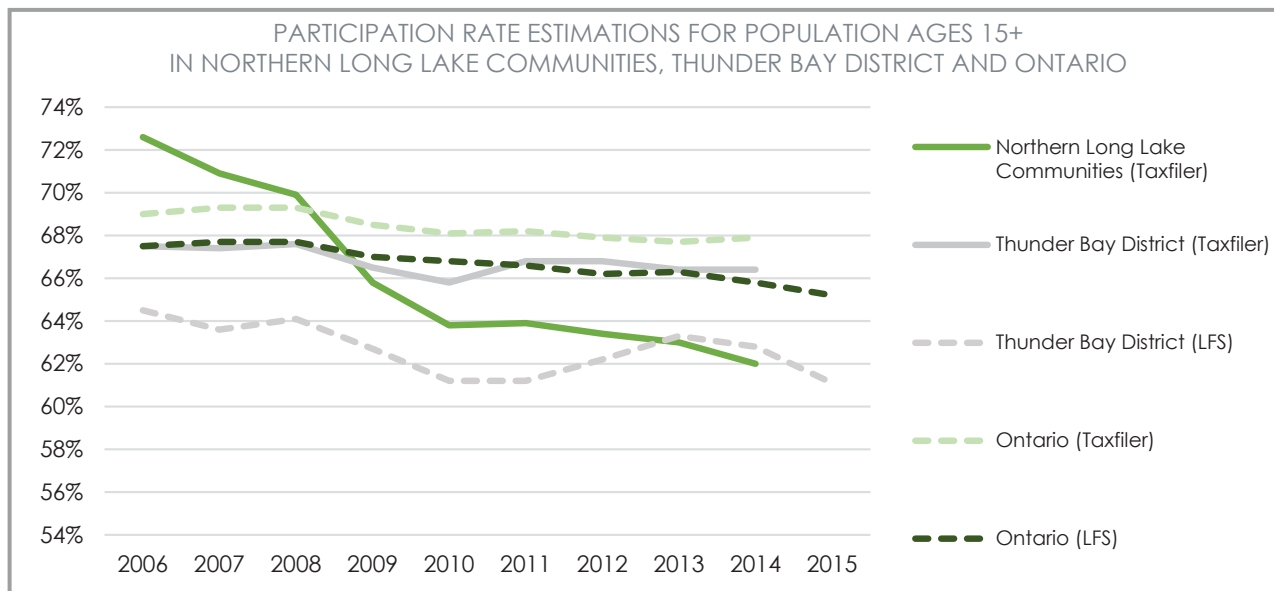
08. Labour Force Participation

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 participation rate in the communities of Northern Long Lake fell from 72.6 percent in 2006 to 62.0 percent in 2014 (Figure 8). However, the percentage of labour force declaring employment income remained quite stable (Figure 10) from 2010 (61.8 percent) to 2014 (61.4 percent). The percentage of the labour force declaring Employment Insurance fell from 16.4 percent in 2010 to 10.8 percent in 2014 (Figure 12), which likely explains the decline in the participation rate.

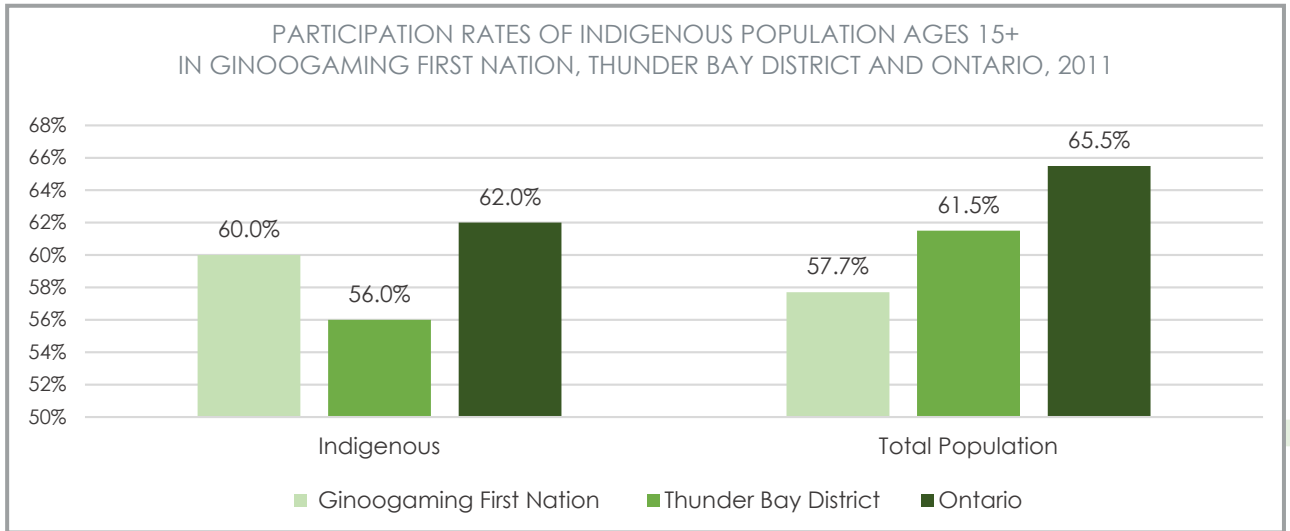
In 2011, the participation rate among the Indigenous population in the community (60.0 percent) was higher than that of the District's Indigenous population (56.0 percent) but lower than that of the province's Indigenous population (62.0 percent – Figure 9). As for the Indigenous population employment rate, it was lower in the community (40.0 percent) than in the District (45.0 percent) or the province (53.0 percent) (Figure 11). The community had a higher rate of unemployment for both the Indigenous and overall population (36.0 and 40.0 percent respectively) than the District (20.0 and 8.9 percent respectively) or the province (14.0 and 8.3 percent respectively) (Figure 13).

FIGURE 8



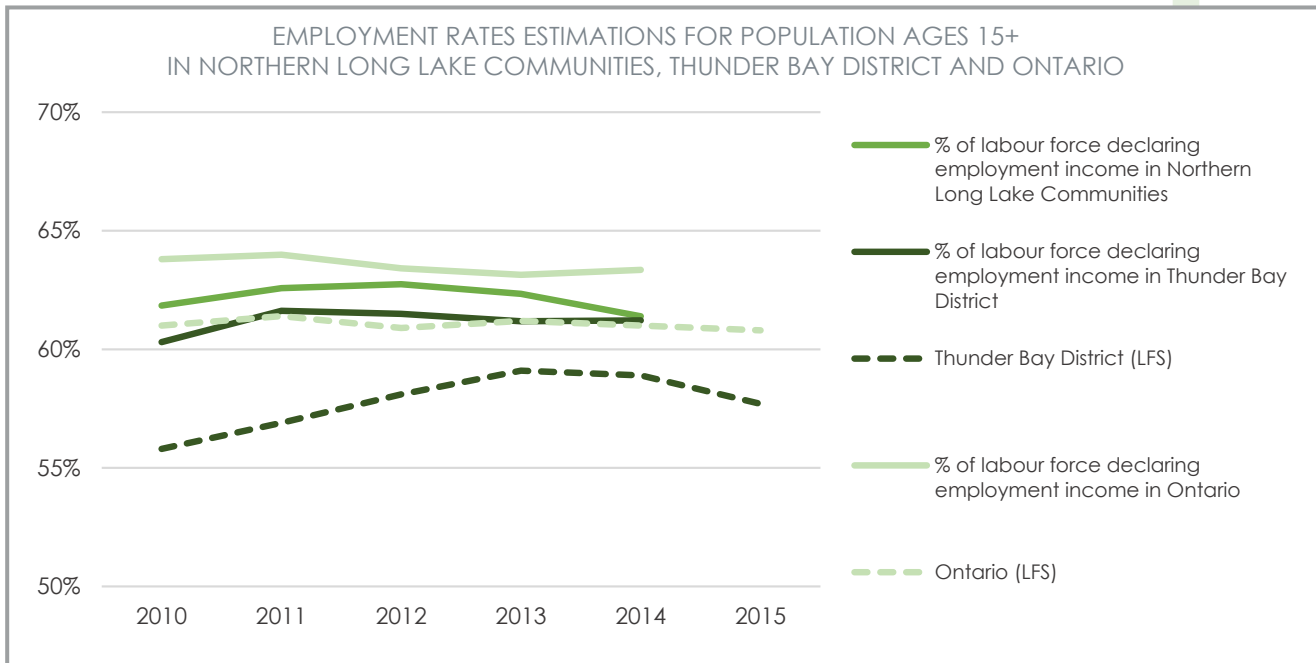
Sources: Taxfiler, participation rate calculated as the number of people receiving labour income in the total population over the age of 15; Labour Force Survey (LFS) two-year average estimates, participation rate calculated as the number of civilian, non-institutionalized persons age 15 or over who are employed or unemployed in the total population

FIGURE 9



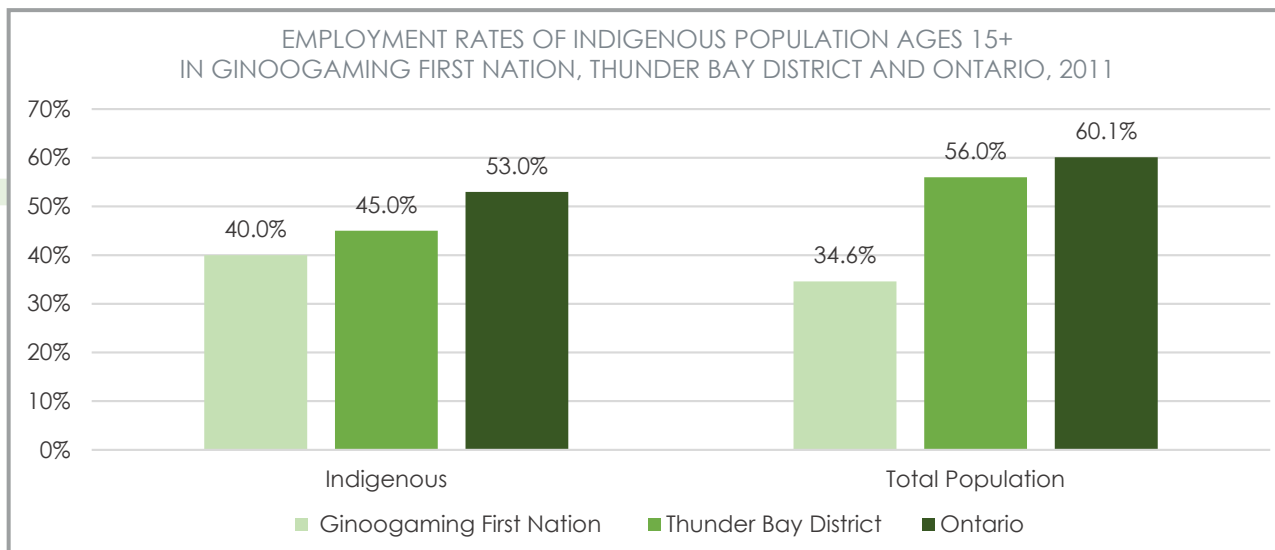
Source: Statistics Canada, National Household Survey, 2011

FIGURE 10



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

FIGURE 11

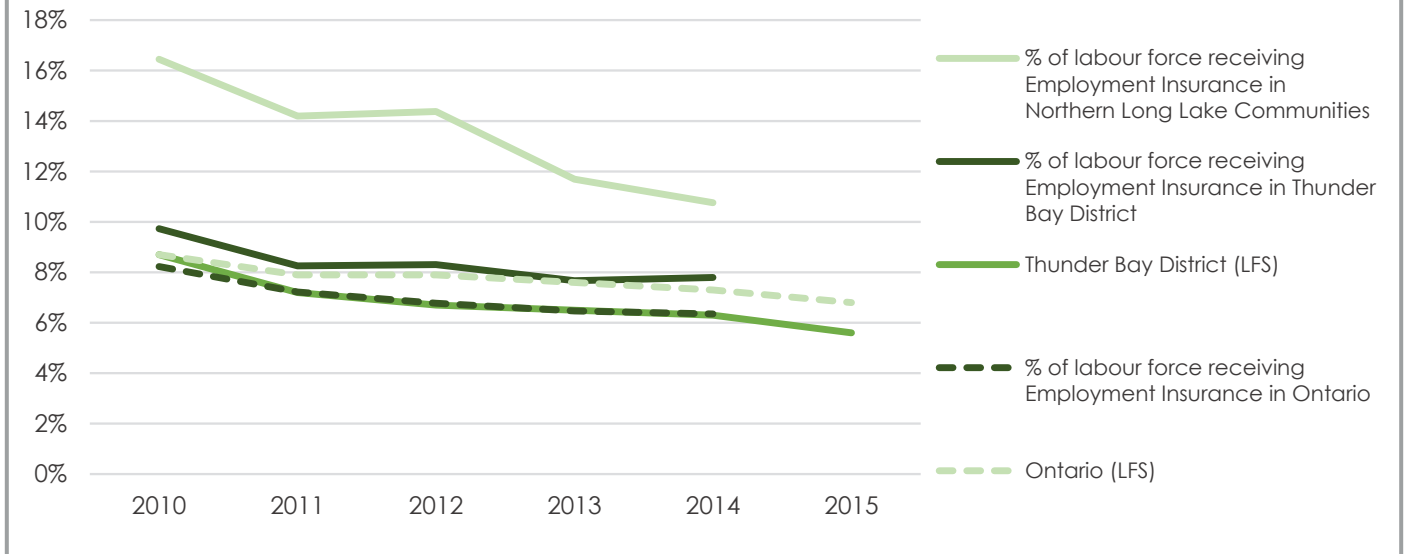


Source: Statistics Canada, National Household Survey, 2011

34.6%

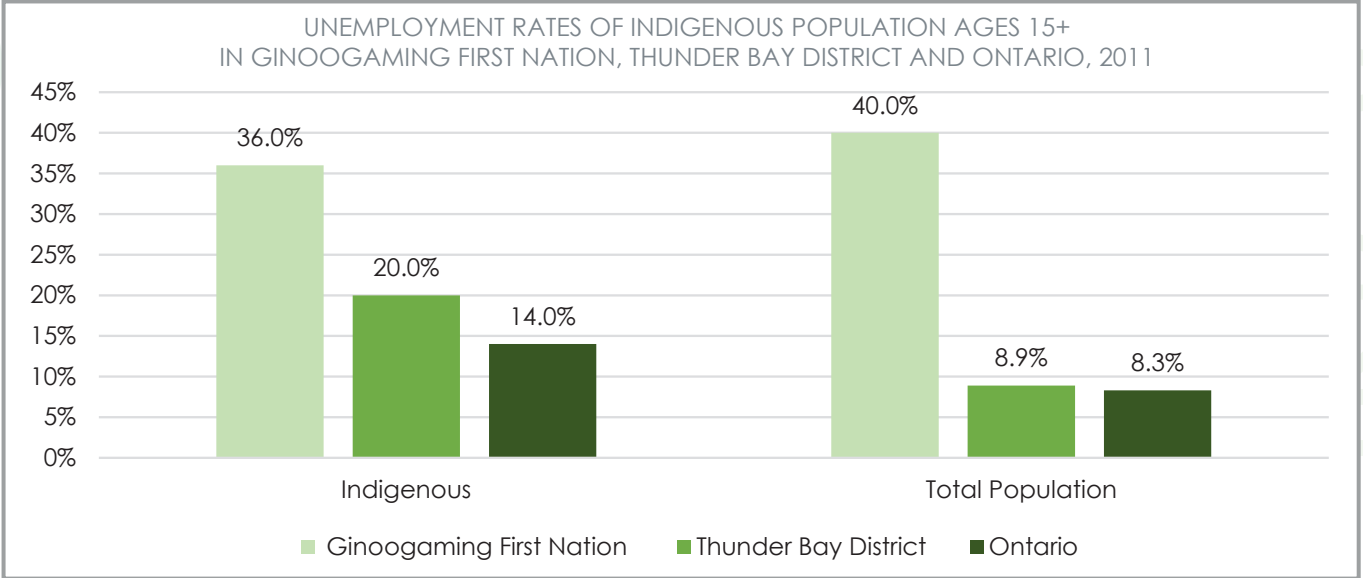
FIGURE 12

UNEMPLOYMENT RATES ESTIMATIONS FOR POPULATION AGES 15+
IN NORTHERN LONG LAKE COMMUNITIES, THUNDER BAY DISTRICT AND ONTARIO



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

FIGURE 13



Source: Statistics Canada, National Household Survey, 2011

09. Wages⁴

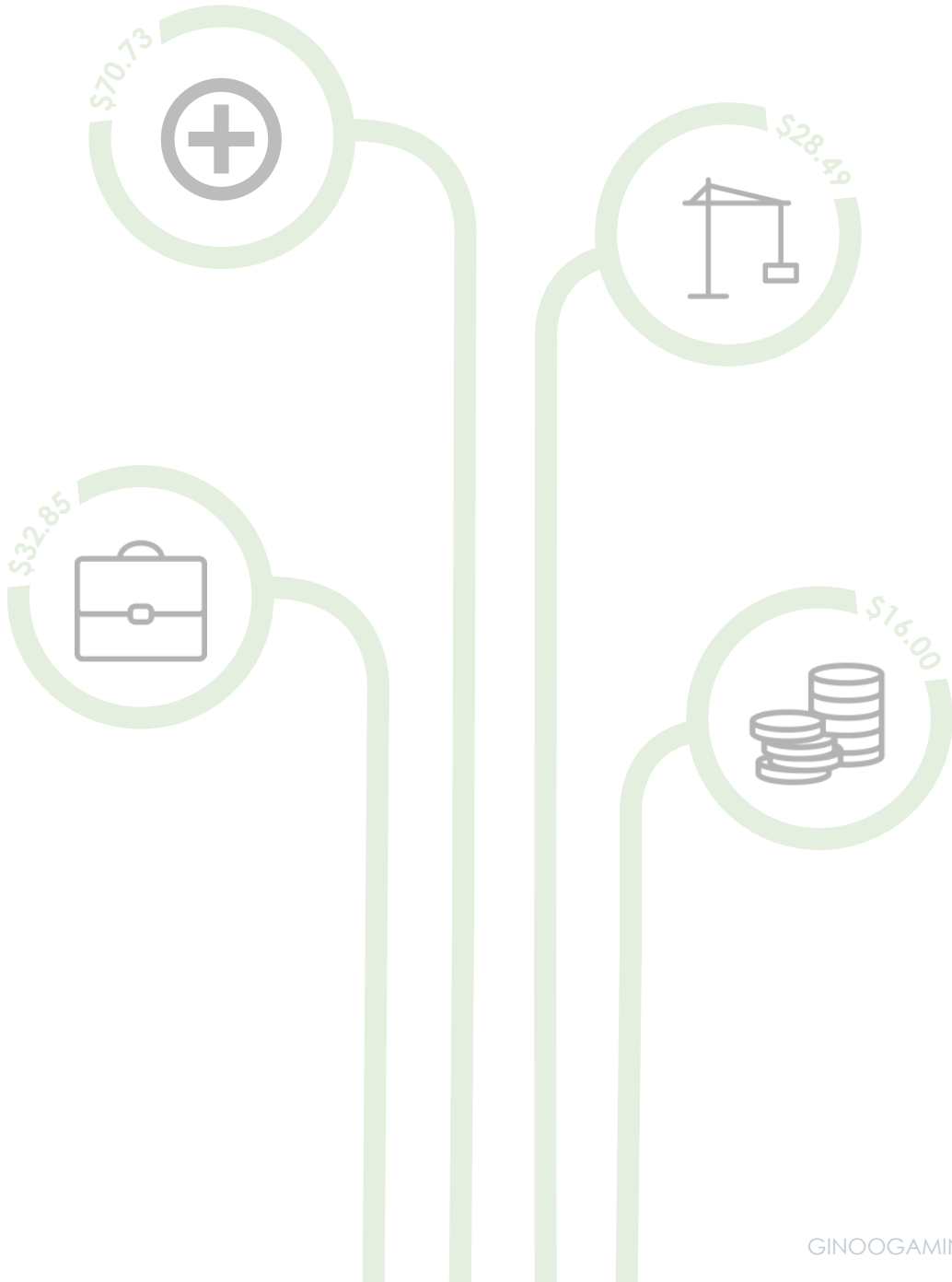
Wages—or the hourly rate an employee is compensated for their work—can have an impact on the capacity to attract candidates and to fill positions. However, if an area offers wages inferior to the rest of the province, it can be perceived as a competitive advantage and attract employers.

⁴ 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 8

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

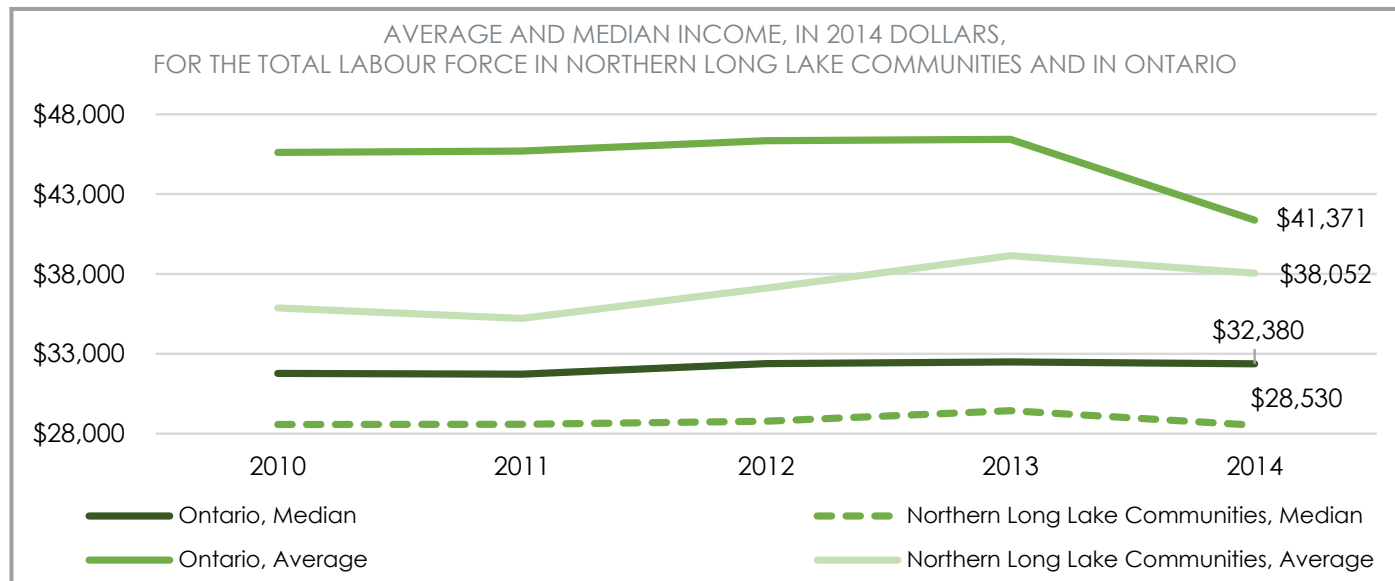
Source: Author's calculations based on Statistics Canada, Job vacancy and wages survey, 2015 (average of all quarters)



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 of the prevalence of employment and the sustainability of the community.

FIGURE 14



Source: Author's calculations based on Taxfiler Longlac "rural community" (postal code P0T 2A0) and Ontario, and Bank of Canada, Consumer Price Index.

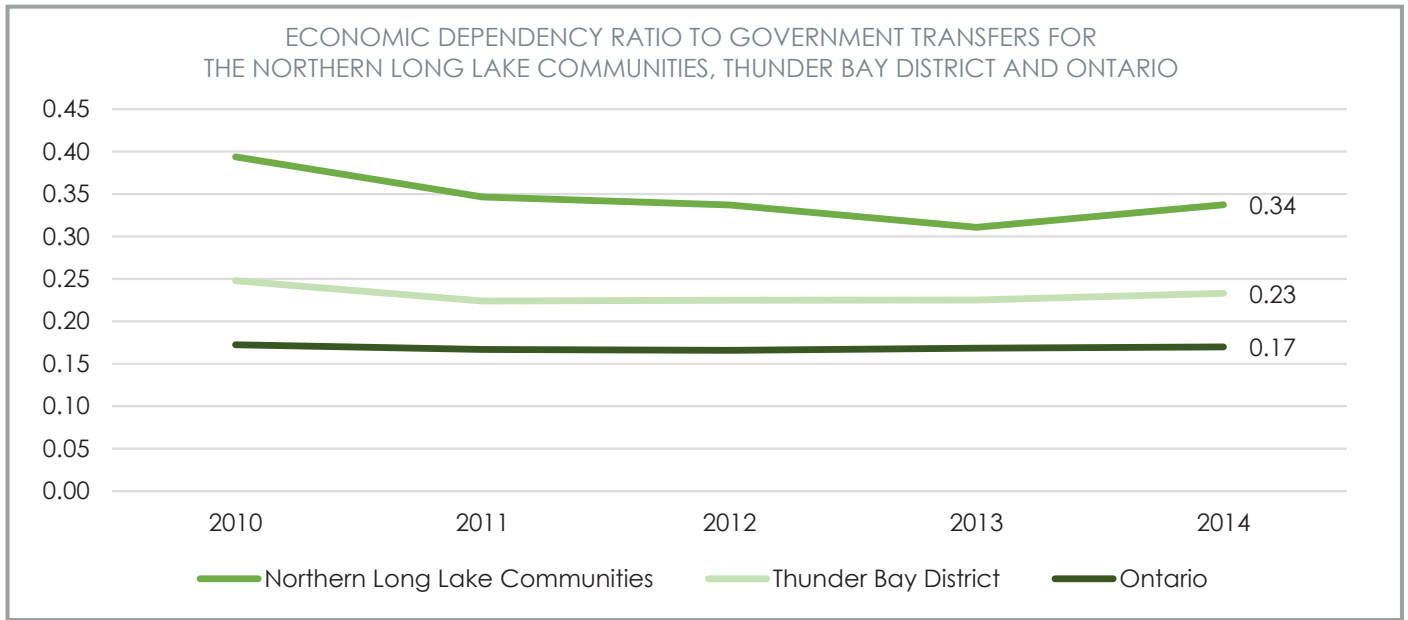
Average income depends on multiple factors, such as the type of jobs available (part-time or full-time) and/or the dominant industry in a community. There were no median or average income data—or data for any source of income—available for Ginoogaming First Nation. However, data were available for the broader region of Northern Long Lake, which revealed an increase in average income in that region from \$35,220 in 2010 to \$38,052 in 2014 (Figure 14). This contrasts with Ontario, where average incomes fell from \$45,692 to \$41,371 during the same period. However, income gains in the community were not distributed evenly, as demonstrated by the fact that the median income remained relatively stable, decreasing slightly from \$28,585 in 2010 to \$28,530 in 2014. Median incomes in Ontario followed a similar path, remaining relatively stable between 2010 (\$31,728) and 2014 (\$32,380).



Furthermore, the economic dependency ratio—the amount of government transfers received compared to the amount of income earned through employment—in the Northern Long Lake communities is higher than that of both the Thunder Bay District and the province (Figure 15). Therefore, the region is more dependent on government transfers than either the District or the province. The three largest components of government transfers to the Northern Long Lake communities were the Canadian Pension Plan (CPP), social assistance, and Old Age Security pension (Table 9). CPP payments accounted for 4.9 percent of total area income, whereas social assistance and Old Age Security pensions accounted for 3.6 percent and 3.4 percent respectively. Benefits related to retirement accounted for a lower proportion of total income in the area than in the District, which is in keeping with available data on age demographics.

...data available for the broader region of Northern Long Lake revealed an increase in average income from **\$35,220 to \$38,052...**

FIGURE 15



Source: Author's calculations based on Taxfiler Longlac "rural community" (postal code P0T 2A0) and Ontario, and Bank of Canada, Consumer Price Index.

0.34

0.23

0.17

TABLE 9

DISTRIBUTION OF THE INCOME OF THE COMMUNITY BY SOURCE OF INCOME			
Amount of Dollars by Source of Income, 2014	Northern Long Lake Communities	Thunder Bay District	Ontario
Wages/salaries/commissions only	65.8%	64.9%	67.7%
Self-employment only	1.1%	2.3%	4.3%
Employment income	66.8%	67.2%	72.0%
Employment Insurance	2.2%	1.4%	1.1%
OAS/Net federal supplements	3.4%	3.8%	3.3%
CPP/QPP	4.9%	5.4%	3.9%
CCTB	3.2%	1.1%	1.1%
Workers compensation	2.3%	1.0%	0.4%
Social Assistance	3.6%	1.5%	1.1%
Other government transfers	3.0%	1.4%	1.3%
Government transfers	22.5%	15.7%	12.2%
Private pensions	6.2%	10.6%	7.7%
RRSP	0.4%	0.4%	0.4%
Investment	2.2%	3.8%	5.3%
Other income	1.9%	2.3%	2.5%
Total income	100.0 %	100.0%	100.0%

Source: Author's calculations based on Taxfiler Longlac "rural community" (postal code P0T 2A0), Thunder Bay District, and Ontario

POPULATION



210 (2016)



68.44km²

ON THE NORTHERN
SHORE OF LONG LAKE
EAST OF GERALDTON

46°44'N
86°31'W

GINOOGAMING FIRST NATION

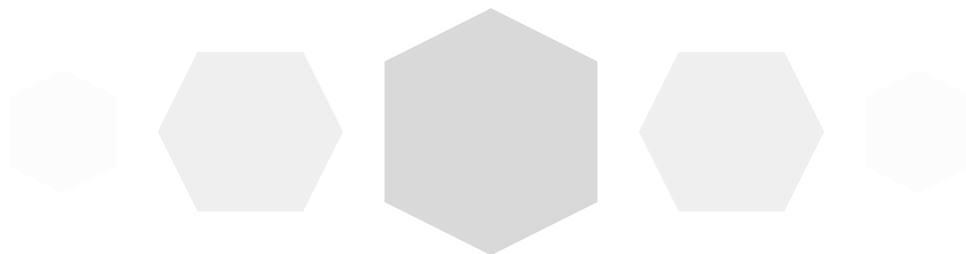


THE YOUNG POPULATION
AND LOCATION ALONG
THE TRANS-CANADA HIGHWAY
MAKE THIS COMMUNITY
**ATTRACTIVE TO
EMPLOYERS**

CONCLUSION

Lack of data make it difficult to provide a full picture of Ginoogaming First Nation, and it is possible there is significant traditional and non-traditional economic activity that is not captured in commonly used sources.

However, available data indicate that the community faces challenges moving forward due to higher levels of unemployment. These challenges may be offset by the community's growing population of young people, which will result in a rapidly expanding labour force. This may make the community more attractive to employers seeking a location along the Trans-Canada Highway. Furthermore, the community's relative proximity to Greenstone also creates employment opportunities for its expanding labour force.



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 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.



Local Employment
Planning Council

NORTHERN
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DU NORD

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