Local Employment Planning Council

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Community Labour Market Report

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GREENSTONE

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 Greenstone[1], 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. The number of employers, the size of employers, the industry they are in, and changes in any of these factors over time affect employment levels and employment opportunities within a local labour market.

Greenstone's employers are predominately small businesses. Indeed, 77.3 percent of businesses in the community have fewer than five employees (Table 2). As a comparison, in Ontario, in June 2016, 87 percent of businesses had less than 5 employees. In Greenstone, the number of small and medium enterprises (e.g., those with 0 to 99 employees[2]) in the community increased by 1.4 percent between 2015 and 2016. Yet, a few large employers (e.g., those with 100 or more employees), such as the municipal administration or the hospital, account for a significant number of jobs in Greenstone. The number of large enterprises remained stable between 2015 and 2016.[3]

In June 2016, the real estate, accommodation services, and truck transportation industries had the highest number of employers (Table 1). Yet the majority of enterprises in these industries are relatively small, with fewer than five employees. Therefore, they do not represent a large proportion of total employment in the community.

[1]The Municipality of Greenstone was created on January 1, 2001 by the amalgamation of the former municipalities of the Town of Geraldton, Town of Longlac, the Township of Nakina and the Township of Beardmore, and an extensive area of unincorporated territory including numerous settlement areas such as; Caramat, Jellicoe and MacDiarmid. First Nation communities within Greenstone municipal boundaries are Long Lake #58 First Nation, Animbiigoo Zaagi'igan Anishinaabek (Lake Nipigon Ojibway), Biinjitiwaabik Zaaging Anishinaabek (Rocky Bay First Nation), Bingwi Neyaashi Anishinaabek (Sandpoint First Nation), Aroland and Ginoogaming First Nations. Among the First Nation communities in Greenstone, Long Lake #58 First Nation, Animbiigoo Zaagi'igan Anishinaabek (Lake Nipigon Ojibway), and Biinjitiwaabik Zaaging Anishinaabek (Rocky Bay First Nation) have specific data, and will be reported on their own. Data on Bingwi Neyaashi Anishinaabek (Sandpoint First Nation) are collected as Greenstone's data, and are therefore included in this profile.

Greenstone 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 accommodation services and the transportation industries than the Thunder Bay District or the province. Yet, there is a smaller proportion of employers in the accommodation industry and the real estate industry in Greenstone than in the district and the province.

[2] Businesses with 0 employees are self-employed entrepreneurs, who do not have any employee on their payroll.
[3] For further reading, a 2015 community profile developed by the Municipality of Greenstone offers a list of major employers in the community and other local data: http://www.investingreenstone.ca/community-profiles-c116.php

TABLE 1

TOP 20 EMPLOYERS BY INDUSTRY, AND AS A PERCENTAGE OF TOTAL NUMBER OF EMPLOYERS, JUNE 2016	Total	Greenstone (% of Total Number of Employers)	Thunder Bay District (% of Total Number of Employers)	Ontario (% of Total Number of Employers)
531 - Real Estate	36	10.0	15.4	15.8
721 - Accommodation Services	32	8.9	1.8	0.4
484 - Truck Transportation	24	6.6	1.9	3.2
621 - Ambulatory health care services	22	6.1	7.3	5.0
445 - Food & beverage stores	16	4.4	1.5	1.1
722 - Food services & drinking places	16	4.4	3.1	2.6
113 - Forestry & logging	14	3.9	1.8	0.1
811 - Repair & maintenance	14	3.9	2.7	1.9
236 - Construction of buildings	11	3.0	2.8	2.9
551 - Management of companies & enterprises	10	2.8	2.1	2.2
812 - Personal & laundry services	10	2.8	2.3	1.8
561 - Administrative & support services	9	2.5	2.8	3.6
238 - Specialty trade contractors	8	2.2	5.6	5.4
114 - Fishing, hunting & trapping	7	1.9	0.2	0.0
447 - Gasoline stations	7	1.9	0.8	0.4
611 - Educational services	7	1.9	1.1	1.0
523 - Securities, commodity contracts, & other financial investment and related activities	6	1.7	3.3	3.3
213 - Support activities for mining, & oil & gas extraction	6	1.7	0.6	0.1
452 - General merchandise stores	6	1.7	0.6	0.3
813 - Religious, grant-making, civic, & professional & similar organizations	6	1.7	2.5	1.8

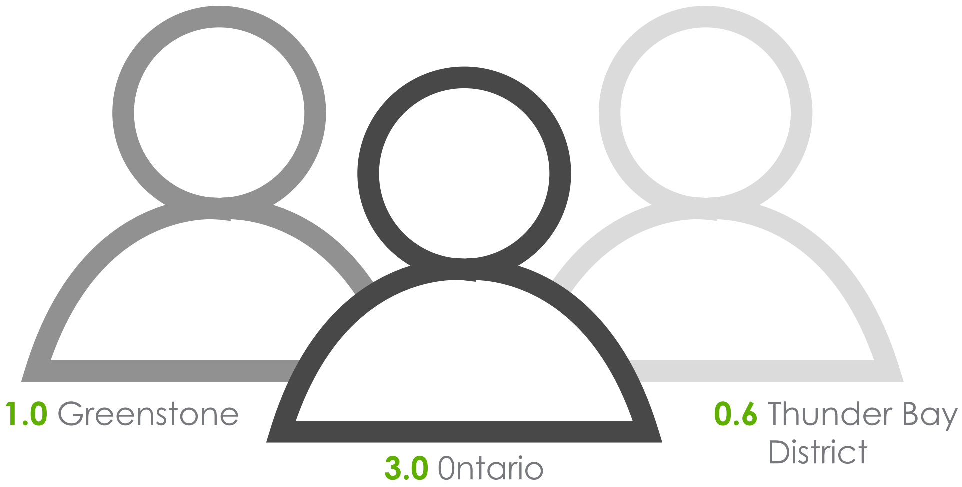
Sources: Statistics Canada, Canadian Business Counts

TABLE 2

CHANGE IN NUMBER OF EMPLOYERS BY NUMBER OF EMPLOYEES IN GREENSTONE	June 2015	June 2016	2015-2016 Change (#)	2015-2016 Change (%)	Ontario Change (%)
0	200	196	-4	-2.0	2.7
1-4	86	93	7	8.1	1.7
5-9	33	33	0	0.0	0.7
10-19	25	27	2	8.0	-0.3
20-49	17	15	-2	-11.8	-2.5
50-99	5	7	2	40.0	18.4
100-199	3	3	0	0.0	-1.7
200-499	0	0	0	0.0	0.2
500+	0	0	0	0.0	1.1
Total Number of Employers	**369**	**374**	**5**	**1.4**	**2.2**

Sources: Statistics Canada, Canadian Business Counts[4]

[4] At the community level, the Business Count 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.



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

Source: Statistics Canada, Canadian Business Counts; Statistics Canada estimates of population

02. Employment by Industry

Employment by Industry data[5] describes 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. The industrial structure has an impact on the types of jobs offered, as well as their respective salaries, and the type of education and skills these jobs require.

In 2011, public administration became the largest source of employment for the community

(16.5 percent of total employment – Table 3).

This contrasts with data from Northwestern Ontario, excluding the Thunder Bay CMA, where this industry declined by 26 percent between 2012 and 2014 and by 31.4 percent between 2014 and 2016 (Table 4).

That same year, health care and social assistance represented 12.3 percent of Greenstone's total employment (Table 3). Therefore, any change in this industry will have a significant impact on Greenstone's employment. Between 2014 and 2016 in Northwestern Ontario, excluding the Thunder Bay CMA, employment in health care and social assistance increased by 7.5 percent, after a 23 percent decreased over the 2012 to 2014 period (Table 4).

[5] 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 is 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	Greenstone (#)	Greenstone (% of Total)	Thunder Bay District (% of Total)	Ontario (% of Total)
91	Public administration	395	16.5	10.3	7.0
62	Health care & social assistance	295	12.3	15.9	10.6
61	Educational services	260	10.8	9.1	7.5
44-45	Retail trade	205	8.5	11.8	11.1
72	Accommodation & food services	200	8.3	7.2	6.0
11	Agriculture, forestry, fishing & hunting	190	7.9	2.0	1.5
48-49	Transportation & warehousing	180	7.5	5.5	4.7
21	Mining & oil and gas extraction	125	5.2	2.7	0.4
23	Construction	125	5.2	6.1	6.1
31-33	Manufacturing	80	3.3	5.3	10.4
81	Other services (except public administration)	65	2.7	4.5	4.4
41	Wholesale trade	50	2.1	2.7	4.6
56	Administrative & support, waste management & remediation services	45	1.9	2.9	4.4
54	Professional, scientific & technical services	40	1.7	4.8	7.7
71	Arts, entertainment & recreation	40	1.7	2.0	2.0
51	Information & cultural industries	35	1.5	1.9	2.7
22	Utilities	25	1.0	1.2	0.9
52	Finance & insurance	25	1.0	2.7	5.6
53	Real estate & rental and leasing	20	0.8	1.5	2.0
55	Management of companies & enterprises	0	0.0	0.0	0.1
	All Industries	**2,400**	-	-	-

Sources: 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 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.

03. Employment by Occupation

Employment by occupation data describes 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 occupations growing strongly and others in decline. These changes again have an impact on the types of jobs offered, 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 the manufacturing industry (Table 4).

In 2011, sales and services occupations (NOCS category 6) represented the largest share of total employment in Greenstone (more than 16 percent of total employment). Between 2014 and 2016 in Northwestern Ontario, excluding the Thunder Bay CMA, employment in sales and services occupations increased by 4.3 percent (Table 6), a much higher rate than Ontario's 1.7 percent decrease.

Business, finance and administration occupations (NOCS category 1) represented 11 percent of total employment, which was in line with the large public administration industry and clerical occupations represented the largest proportion of jobs in this category. Between 2014 and 2016 in Northwestern Ontario, excluding the Thunder Bay CMA, employment in business, finance and administration occupations decreased by 22 percent, whereas it increased in Ontario overall by 0.7 percent.

TABLE 5

	EMPLOYMENT BY OCCUPATION, AND AS A PERCENTAGE OF TOTAL, 2011	Greenstone (#)	Greenstone (% of total)	Thunder Bay District (% of total)	Ontario (% of total)
7	Trades, transport & equipment operators & related occupations	535	22.3	17.4	13.0
6	Sales & service occupations	465	19.4	24.5	23.2
4	Occupations in education, law & social, community & government services	405	16.9	14.6	12.0
1	Business, finance & administration occupations	250	10.4	14.3	17.0
0	Management occupations	180	7.5	7.9	11.5
8	Natural resources, agriculture & related production occupations	170	7.1	3.1	1.6
3	Health occupations	160	6.7	7.9	5.9
2	Natural and applied sciences & related occupations	145	6.0	5.9	7.4
9	Occupations in manufacturing & utilities	65	2.7	2.7	5.2
5	Occupations in art, culture, recreation & sport	35	1.5	1.9	3.1
	All occupations	**2,400**	-	-	-

Sources: 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

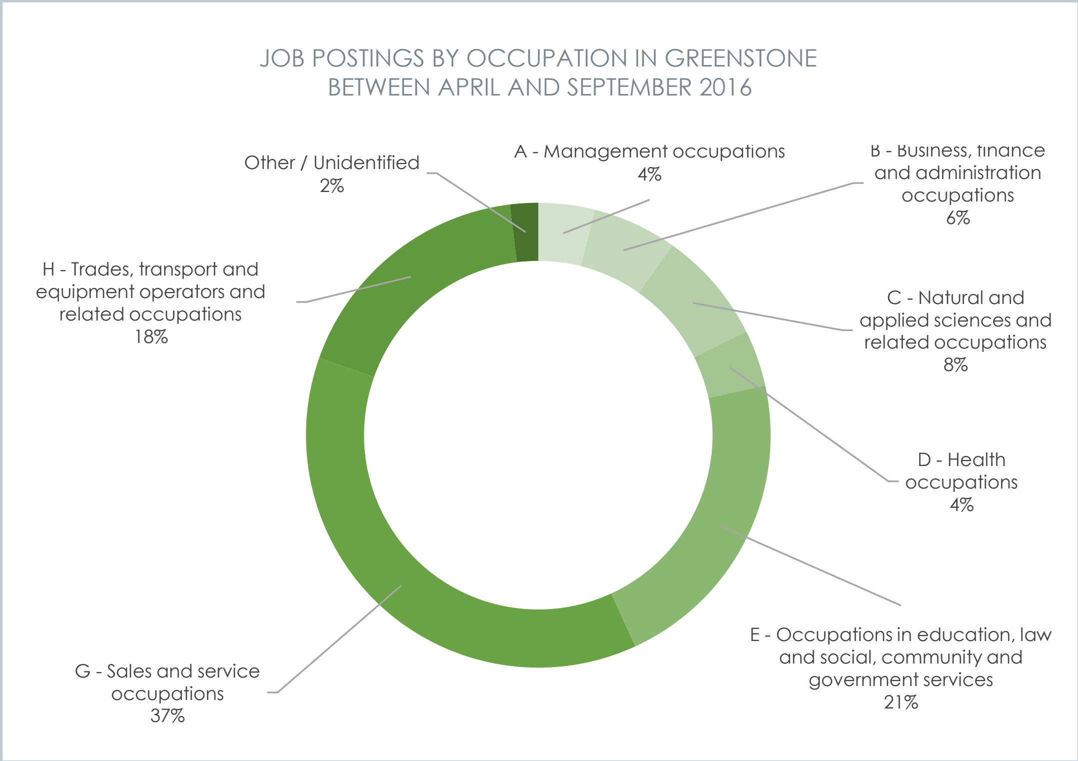
An 'X' indicates that the data was suppressed for confidentiality reasons. The Labour Force Survey suppresses data when an estimate is below 1,500 for Ontario, its Economic Regions or Census Metropolitan Areas.

04. Local Knowledge

This section features a summary of all jobs posted online in Greenstone[6]. 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.

[6]Vicinityjobs.ca gathers and tallies job ads posted on diverse websites, such as jobbank.ca, indeed or monster. The system then strives to remove duplicate, and to class job ads into an occupation category.

FIGURE 1



Source: Vicinityjobs.ca, and on-the-ground research on local job boards

TABLE 7

MOST-DEMANDED POSITIONS IN GREENSTONE BETWEEN APRIL AND SEPTEMBER 2016		
Most-demanded Positions	Number of Postings	% of Total
Mystery shopper	10	19.6
Supervisors, motor transport & other ground transit operators	5	9.8
Elementary & secondary school teacher assistants	4	7.8

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

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Jobs posted

between April and September 2016

Source: Vicinityjobs.ca

TABLE 8

NUMBER OF POSTINGS BY TYPE IN GREENSTONE BETWEEN APRIL AND SEPTEMBER 2016		
Type	**Number of Postings**	**% of Total**
Full time	10	19.6
Part time	8	15.7
Contract, casual	29	56.9
Unknown	4	7.8

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

TABLE 9

NUMBER OF POSTINGS BY EDUCATION REQUIRED IN GREENSTONE BETWEEN APRIL AND SEPTEMBER 2016		
Job Posted by Education and Skills Required	Number of Postings	% of Total
University Education	11	21.6
College or Vocational Education or Apprenticeship Training	6	11.8
Secondary School and/or Occupation-Specific Training	13	25.5
On-the-job Training or No Formal Education Required	19	37.3
Unknown	2	3.9

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

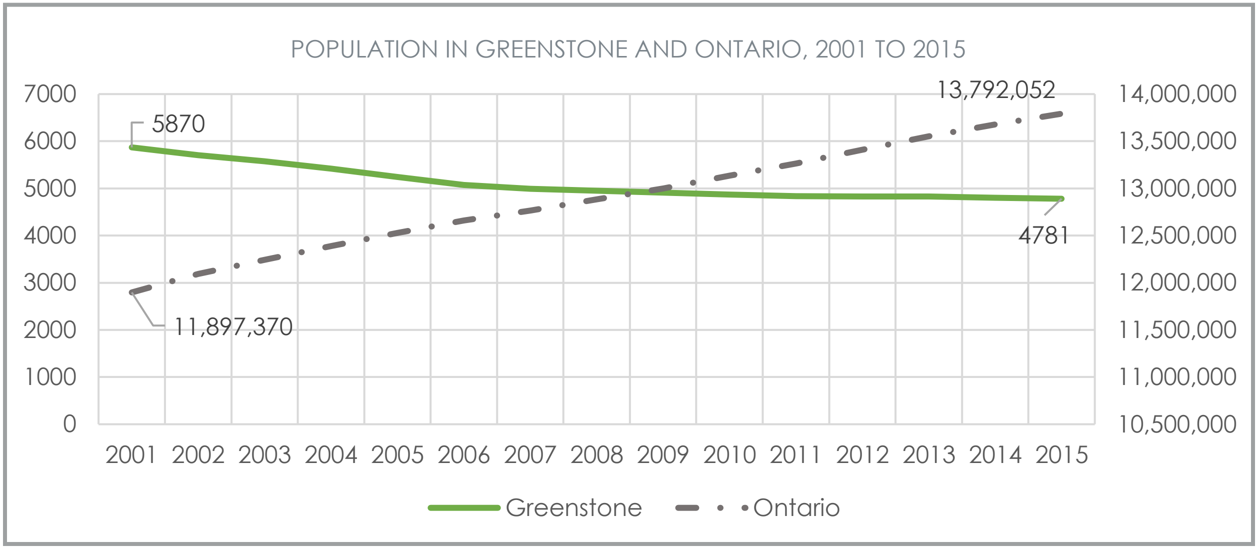
SUPPLY

05. Population & Demographics

Population growth and composition are important drivers of labour market supply – the potential workers. It is also a key component of the demand for some categories of workers (e.g. education, or health care).

Greenstone's population has declined by 18.6 percent during the past 15 years, which contrasts with a 15.9 percent increase in Ontario's population (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 Greenstone'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



Sources: Statistics Canada, Estimates of population

Total 2016 Population: 4,636

Sources: Statistics Canada, Census 2016

The proportion of individuals in the ages 50 to 64 demographic, and those over the age of 65, is higher in Greenstone than in the province, but it is similar to that of the Thunder Bay District (Figure 3). Yet, the proportion of individuals in the 20 to 34 demographic is much lower in Greenstone than in the Thunder Bay District and Ontario. Therefore, Greenstone's population is older than the populations of the District and Ontario as a whole.

In 2011, in Greenstone, the Francophone population was older (18.5 percent age 65 or older) compared to the overall population (13.6 percent - Table 5). Yet, the Indigenous population in Greenstone was much younger (39.2 percent age 15 or younger) compared to the overall population in the community (17.8 percent - Figure 6).

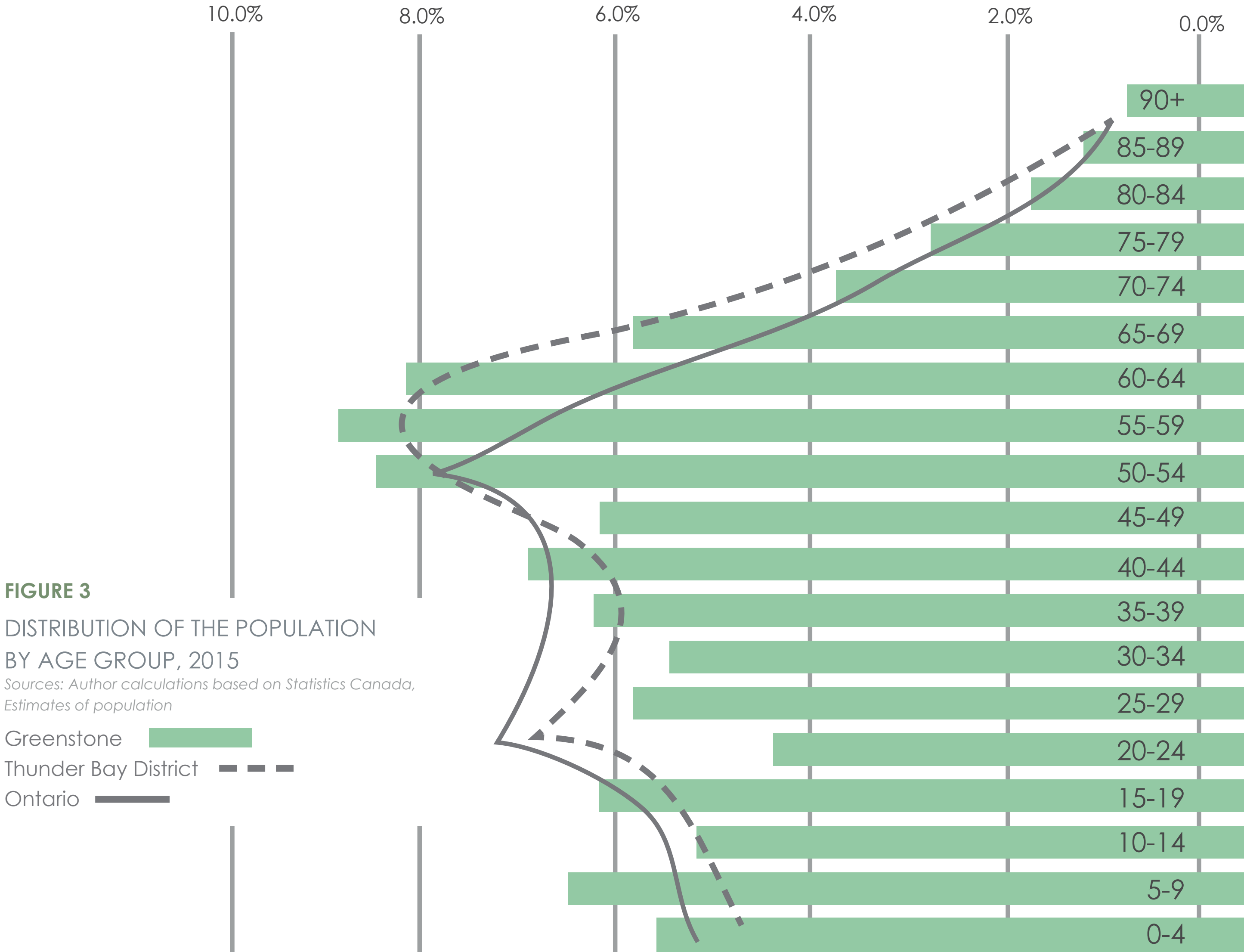


FIGURE 3

DISTRIBUTION OF THE POPULATION BY AGE GROUP, 2015

Sources: Author calculations based on Statistics Canada, Estimates of population

FIGURE 4
DISTRIBUTION OF THE POPULATION BY POPULATION GROUPS IN 2011 FOR GREENSTONE
Sources: Statistics Canada, National Household Survey, 2011

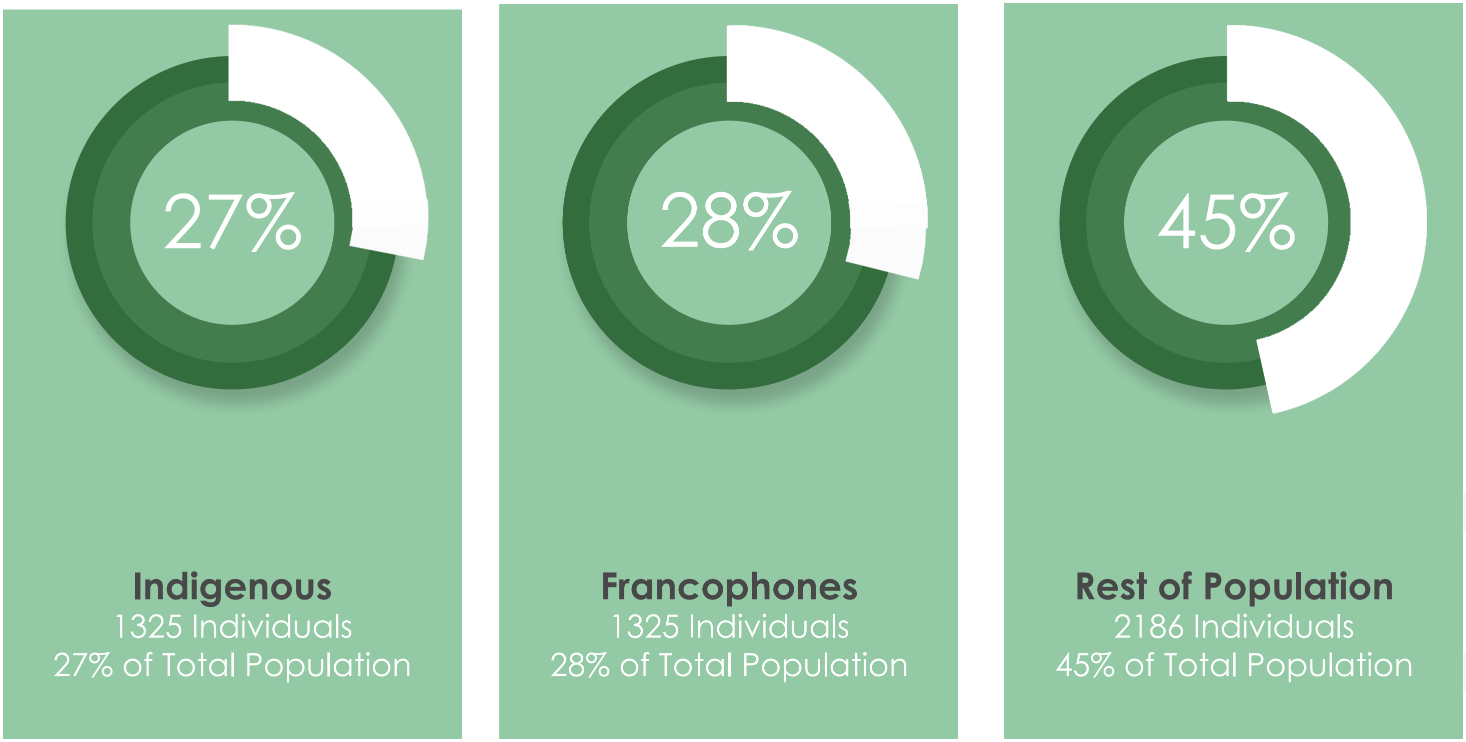
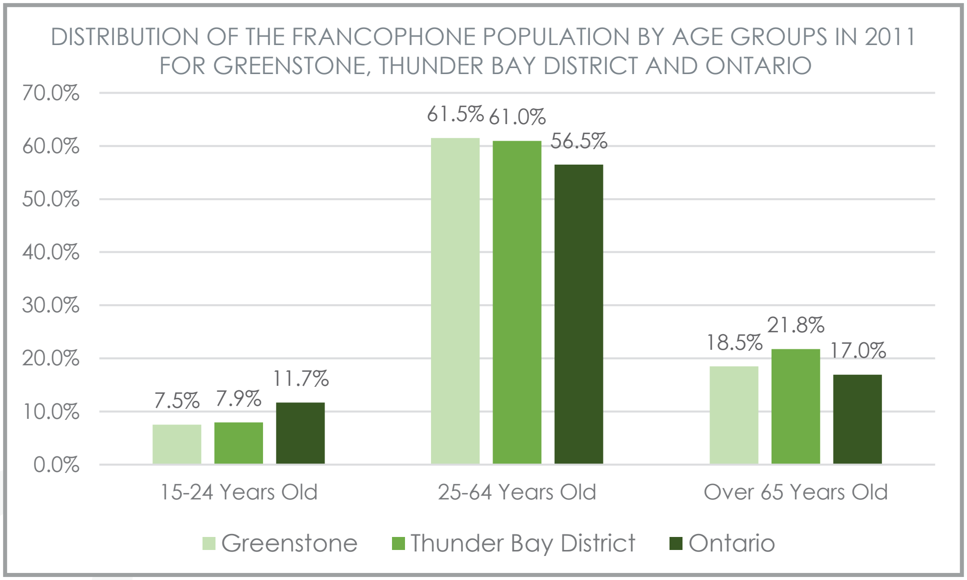
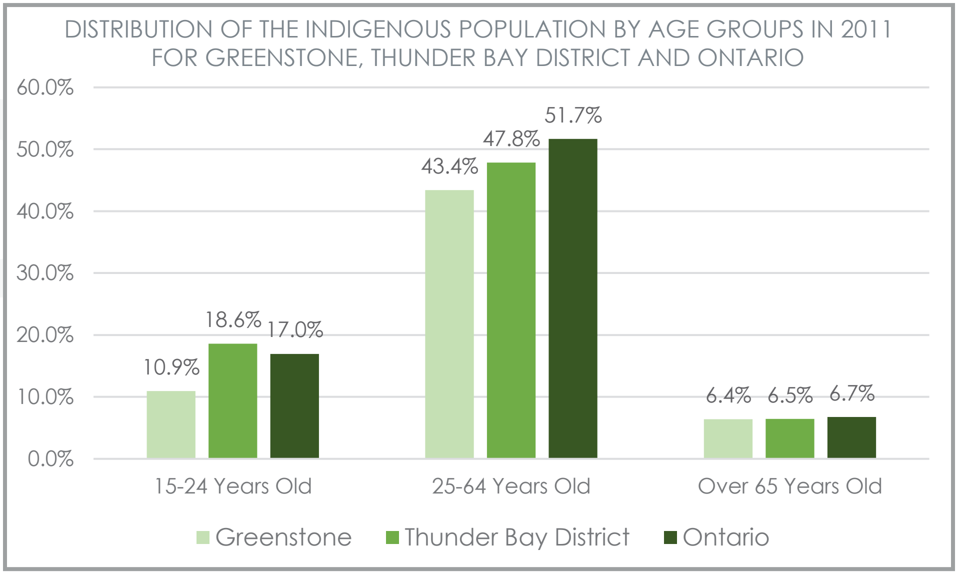


FIGURE 5



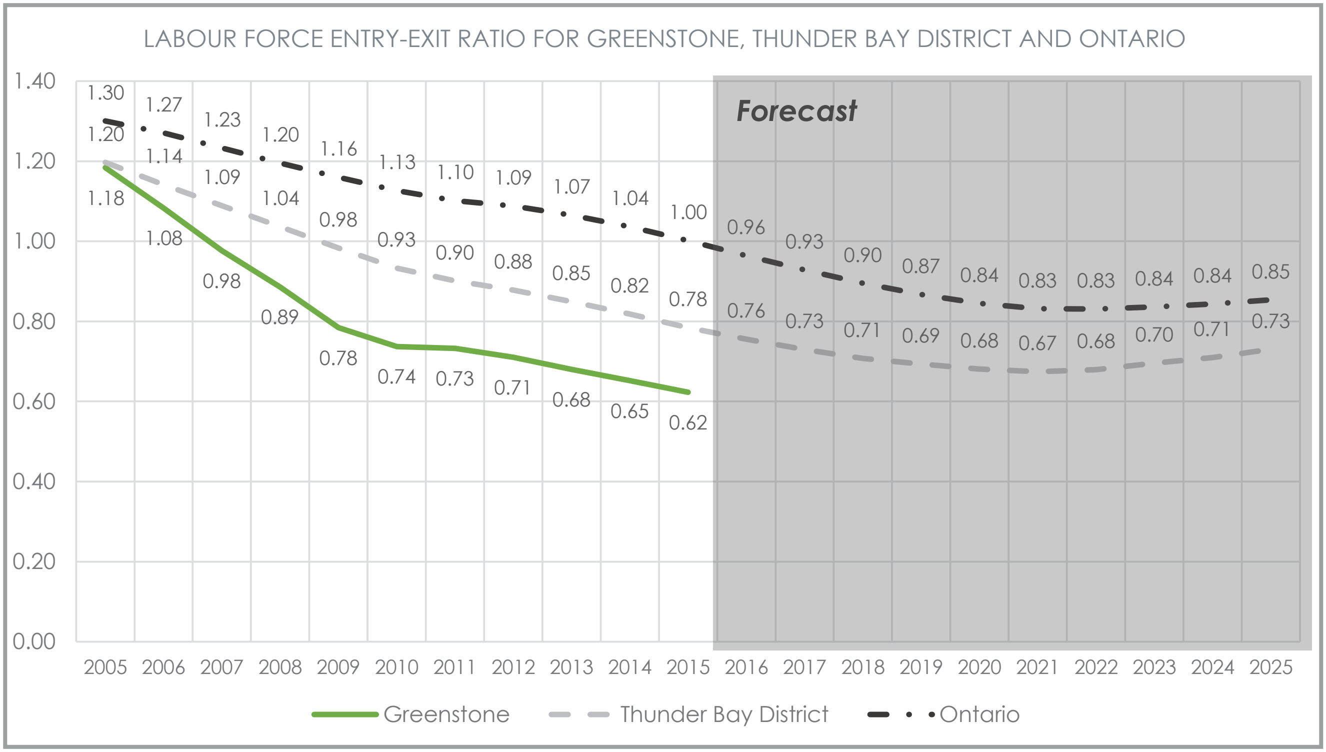
Sources: Author calculations based on Statistics Canada, National Household Survey, 2011

FIGURE 6



Sources: Author calculations based on Statistics Canada, National Household Survey, 2011

FIGURE 7



Sources: Author 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 (e.g., 15 to 24 years old) and replace those who are approaching retirement age (e.g., 55 to 64 years old). In Greenstone, the ratio of 0.62 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, Greenstone may experience a labour shortage in the future.

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 but also quality of life in the community and the services available to community members.

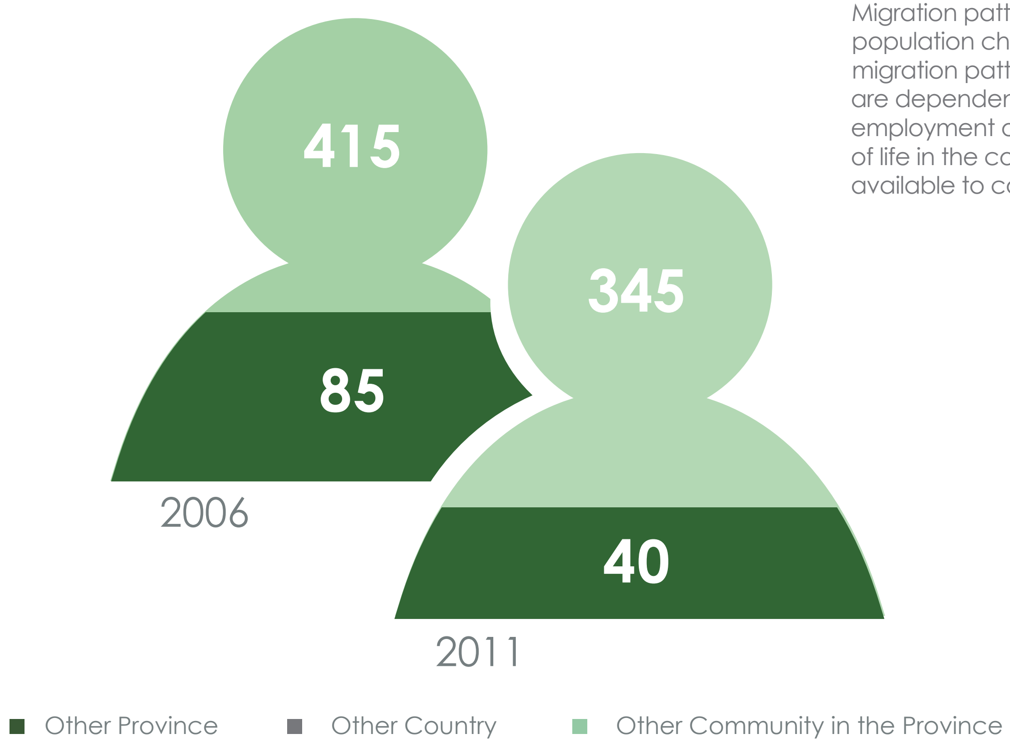


FIGURE 8
NEWCOMERS TO GREENSTONE BY ORIGIN, 2006 AND 2011

Sources: Statistics Canada, Census 2006 and NHS 2011

The number of newcomers—from abroad, another province, or another community in the province—to Greenstone decreased by 23 percent between 2006 and 2011. However, it is difficult to draw conclusions regarding the effect of immigration on population growth as community-level data on emigration is not available.

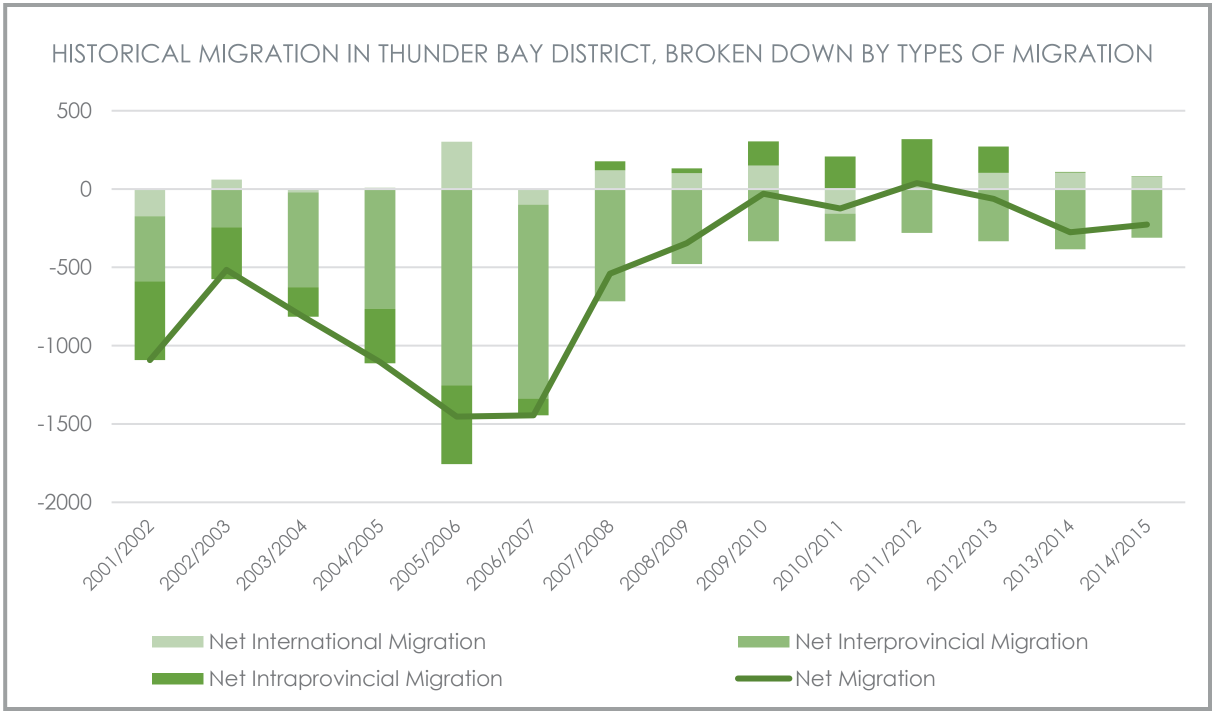
For the Thunder Bay District, the number of emigrants was greater than the number of immigrants (resulting in negative net migration) during this period, which applies a downward pressure on population growth (Figure 9). When looking at the districts of origin and destination (Tables 10 and 11), it is 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.

TABLE 10A

PERMANENT RESIDENTS BY INTENDED DESTINATION										
Intended Destination	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Greenstone	<5	<5	<5	0	<5	0	<5	0	0	<5
Thunder Bay District	140	150	130	190	160	150	130	155	125	105

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

FIGURE 9



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

TABLE 10B

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**	**1060**	**417**	**180**	**2708**

Sources: Taxfiler

TABLE 11

10 LARGEST CANADIAN DESTINATIONS FOR OUT-MIGRANTS BY AGE GROUP, 2012-2013

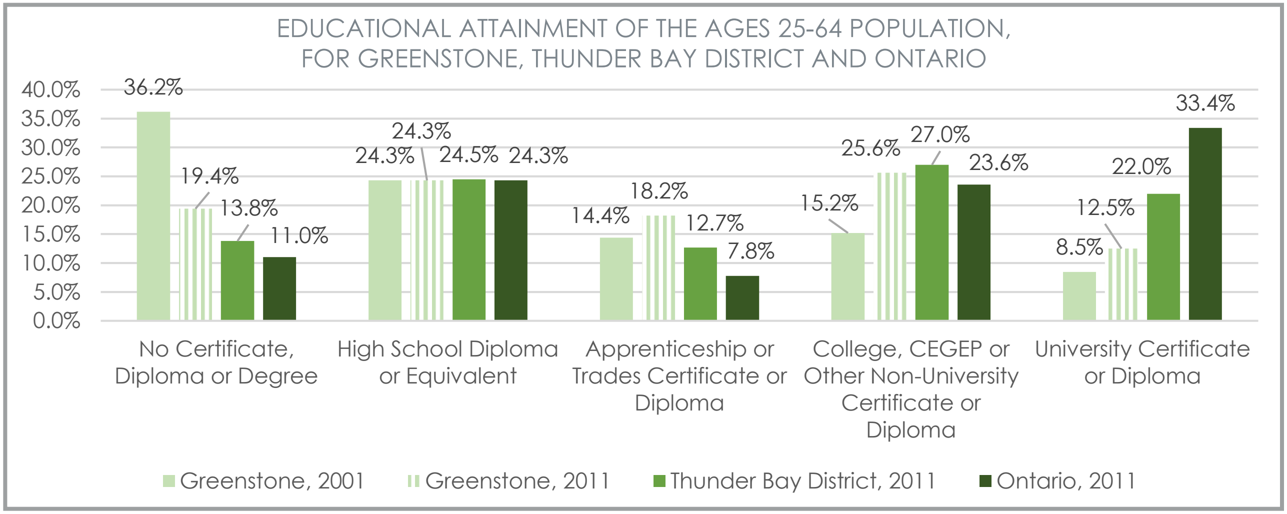
District of Destination of Out-migrants	0-17	18-24	25-44	45-64	65+	TOTAL
Kenora	132	51	126	59	8	376
Toronto	7	51	83	13	9	163
Division No. 6 - Alberta	22	17	72	17	12	140
Division No. 11 - Alberta	25	26	54	23	5	133
Ottawa	18	24	50	21	5	118
Algoma	32	12	38	17	4	103
Division No. 11 - Manitoba	21	18	42	16	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**	**1162**	**495**	**157**	**2874**

Sources: 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 10



Sources: Author calculations based on Statistics Canada, Census 2001 and National Household Survey 2011

Between 2001 and 2011, a greater proportion of Greenstone's population achieved secondary or post-secondary education (Figure 10).[7] 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).

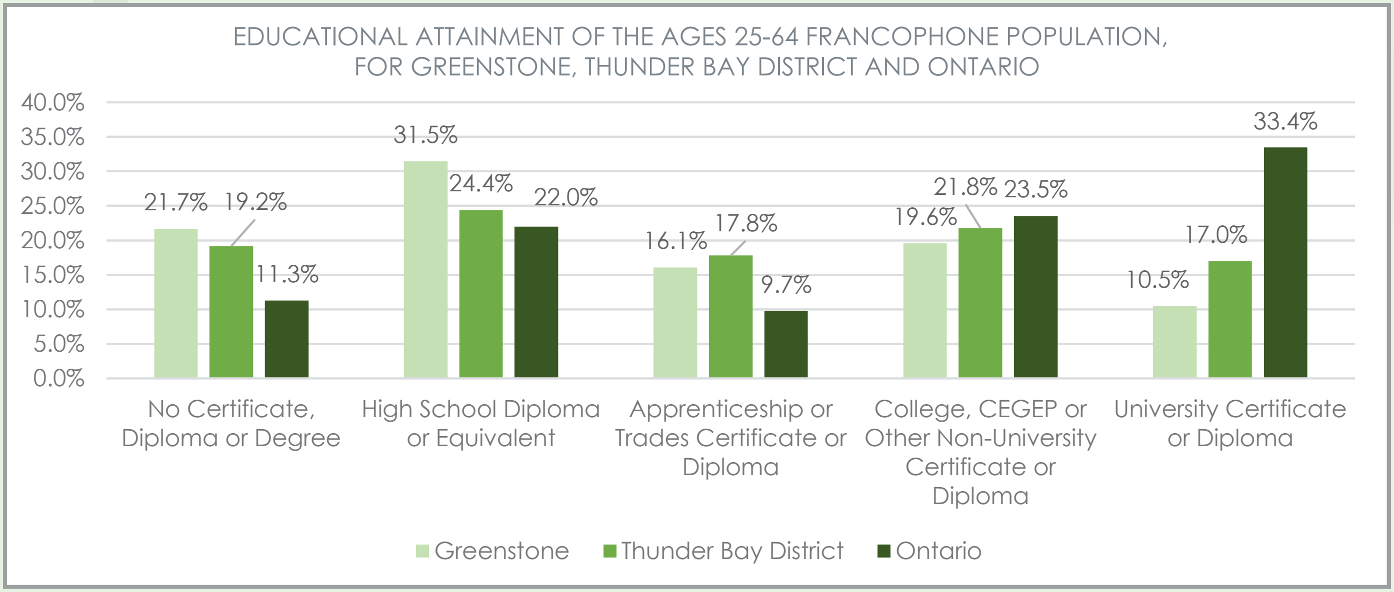
[7] The detailed definition of the qualifications included in each education category can be found at http://www12.statcan.gc.ca/nhs-enm/2011/ref/dict/pop038-eng.cfm For example, the category 'Apprenticeship or Trades Certificate or Diploma' includes registered apprenticeship certificates and Journeyperson's certificate. It also includes other trades certificates or diplomas such as pre-employment or vocational certificates and diplomas are brief trade programs completed at community colleges, institutes of technology, vocational centres, and similar institutions.

Greenstone's population differs from the rest of the province in that it

tends to **prefer** apprenticeship or trades certificates.

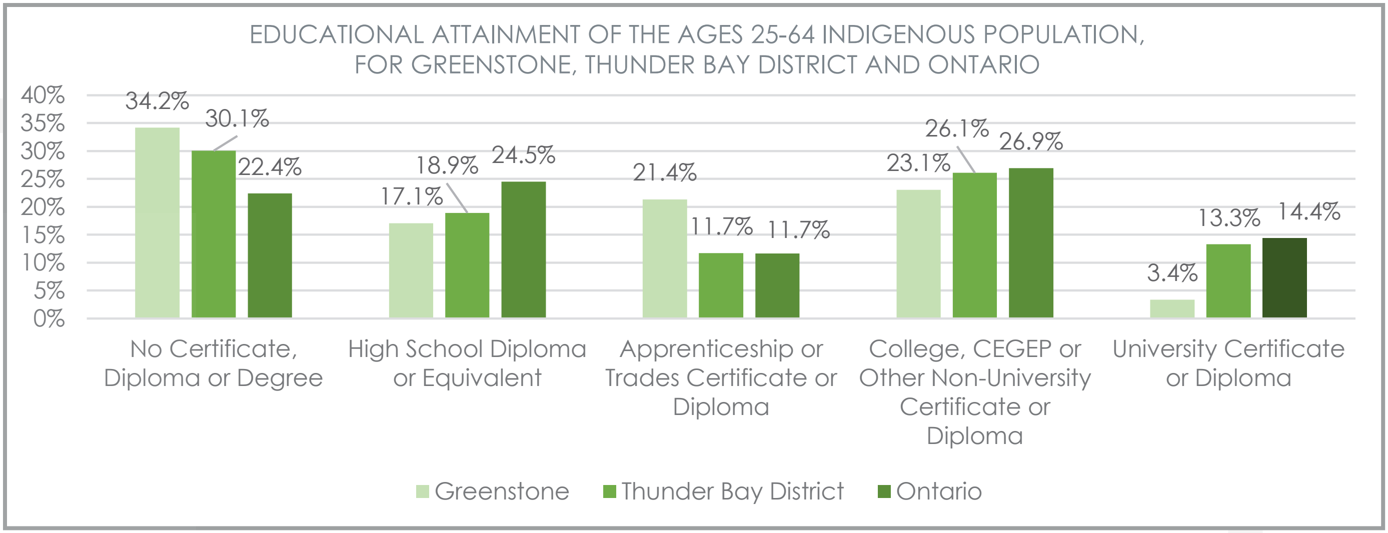
34.2 percent of the working-age Indigenous population (e.g., 24 to 65 years old) does not have a certificate, diploma or a degree, compared to 19.4 percent for the same age group in the overall population. This may pose a challenge in the future, given that the Indigenous population is young and will be vital in ensuring a sustainable workforce (Cuddy and Moazzami, 2016).

FIGURE 11



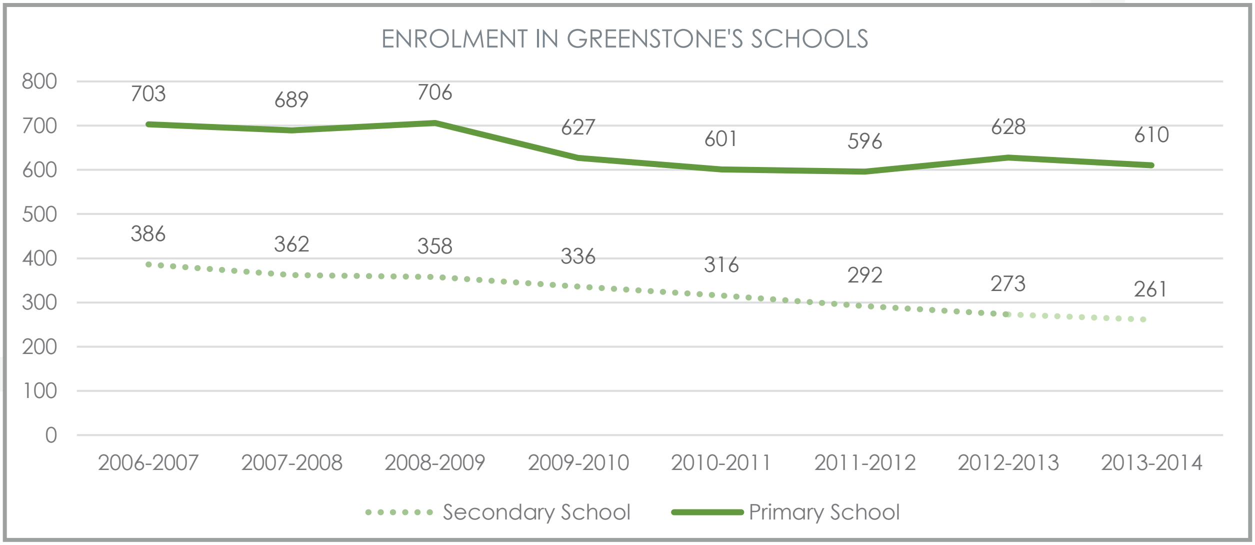
Sources: Author calculations based on Statistics Canada, National Household Survey, 2011

FIGURE 12



Sources: Author calculations based on Statistics Canada, National Household Survey, 2011

FIGURE 13



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

ALIGNMENT

08. Labour Force Participation

Participation, employment and unemployment rates reflect whether and 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 a job's ability to find a worker.

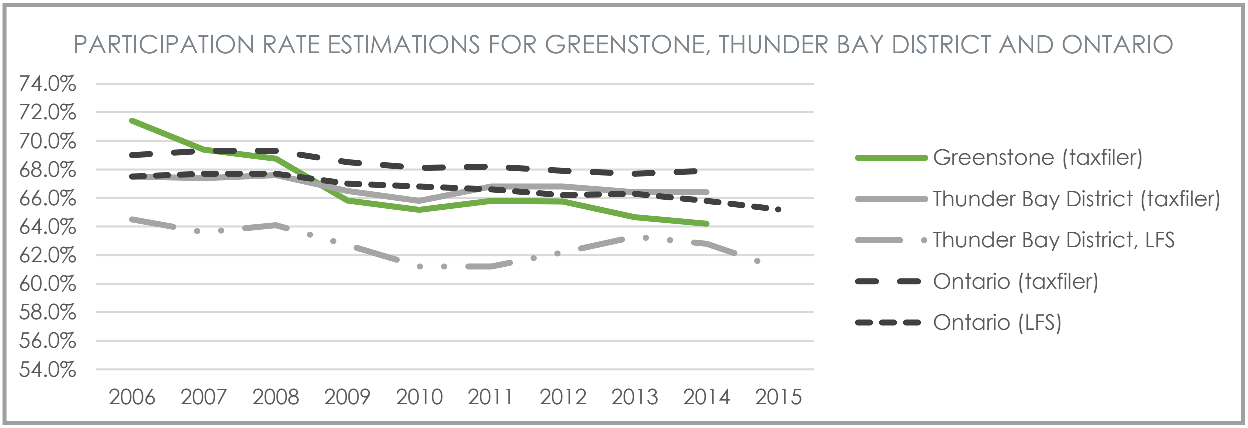
Since 2011, the number of Greenstone taxfilers declaring employment income and employment insurance decreased steadily (Figures 16 and 18), along with the participation rate in the labour market (Figure 14). This may reflect an increasing number of individuals retiring and leaving the labour market altogether.

In 2011, the Francophone participation rate was close to that of the total population (65 percent and 64.2 percent respectively – Figure 15). The employment rate of the Francophone labour force was 2.1 percent higher than that of the total labour force (Figure 17), while the unemployment rate was 3 percent lower than that of the total labour force (Figure 19).[8]

However, the Indigenous participation rate (59 percent) was significantly lower than the overall population (64.2 percent - Figure 15). The Indigenous unemployment rate (21 percent) was much higher than that of the total population (13 percent - Figure 19), and the employment rate was lower (47 percent for the Indigenous population compared to 55.9 percent for the overall labour force – Figure 17).

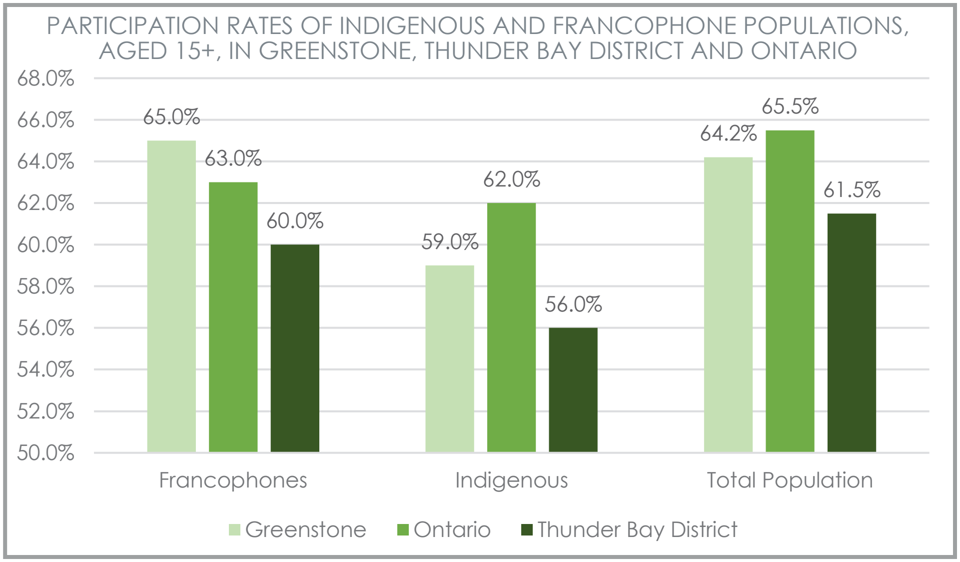
[8] Age distribution of the population groups may slightly skew the data. For example, Francophones are older than the rest of the population, therefore, as a whole, they may participate less in the labour market, but the 25 to 64 age group could be participating more than the rest of the population. Unfortunately, participation, employment and unemployment data is not available for any other age group than 15 years old and over.

FIGURE 14



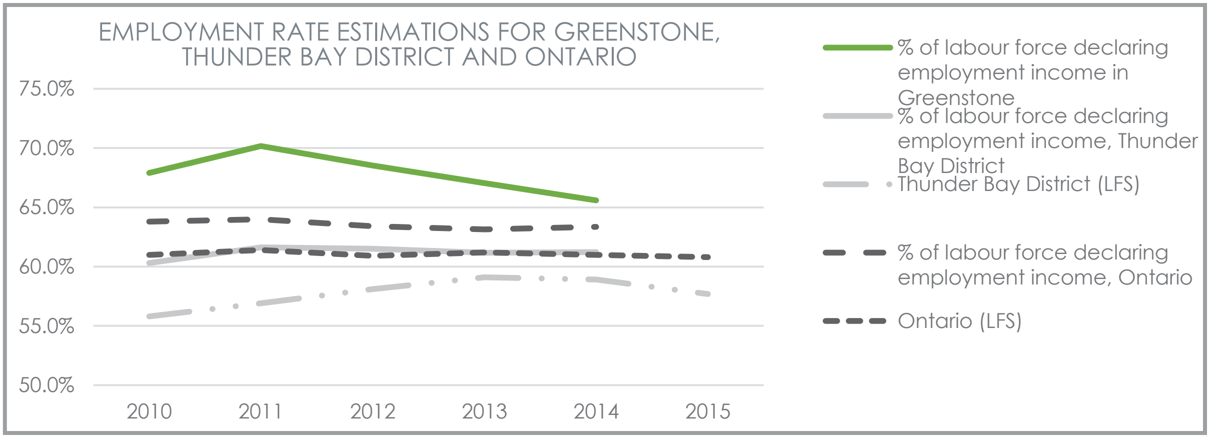
Sources: Author calculations based on Taxfiler, participation rate calculated as the number of people receiving labour income in the total population over the age of15; Labour Force Survey (LFS)two-year average estimates, participation rate calculated as the number of civilian, non-institutionalized persons age 15 or over who are employed or unemployed in the total population.

FIGURE 15



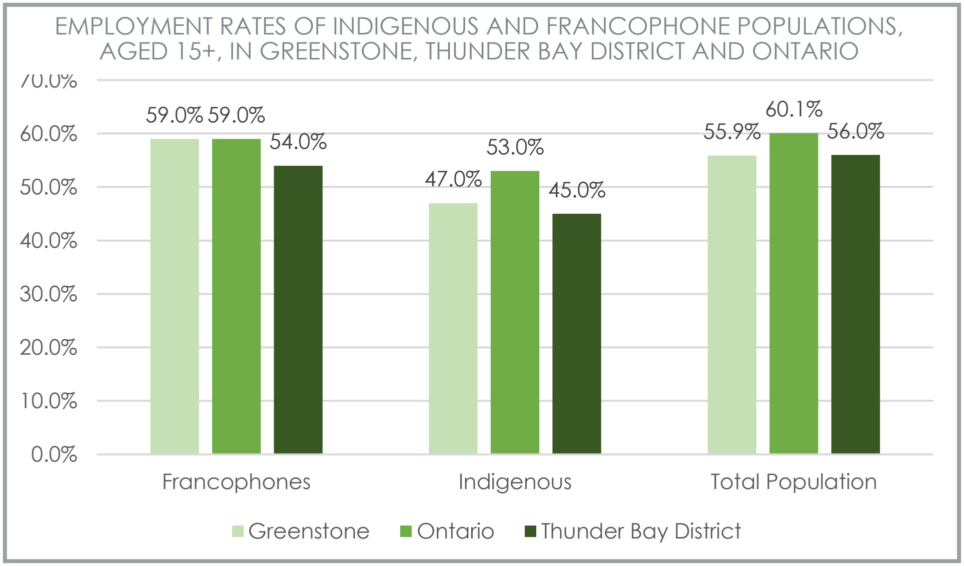
Sources: Statistics Canada, National Household Survey, 2011

FIGURE 16



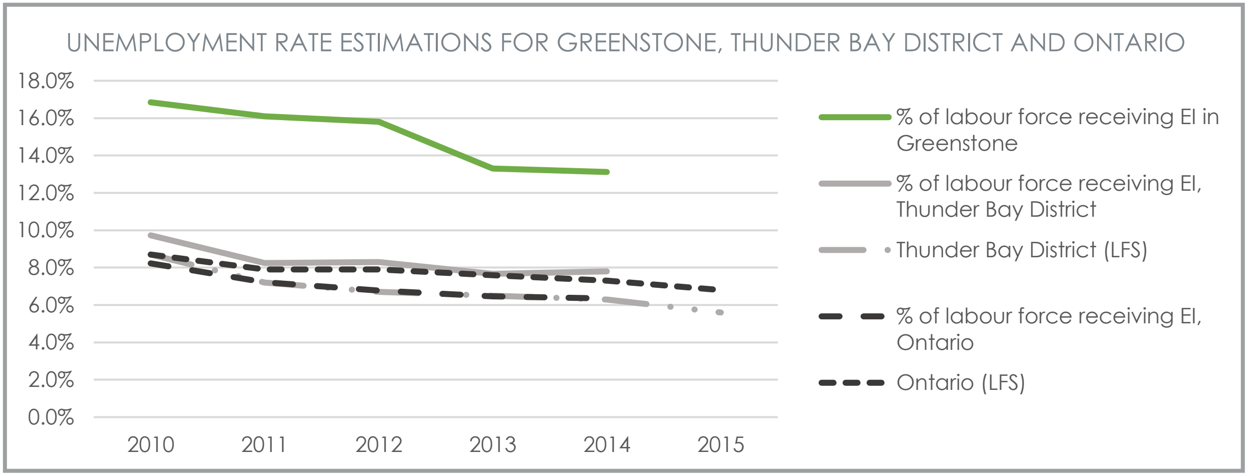
Sources: Author calculations based on Taxfiler, number of people declaring Employment Income; Statistics Canada estimation of population; Labour Force Survey (LFS) two-year average estimates

FIGURE 17



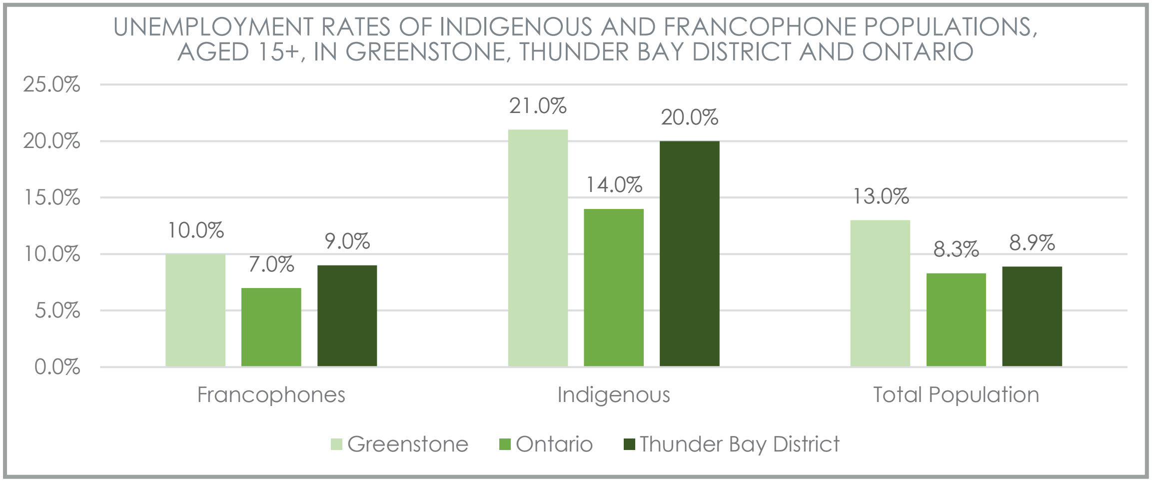
Sources: Statistics Canada, National Household Survey, 2011

FIGURE 18



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

FIGURE 19



Sources: Statistics Canada, National Household Survey, 2011

09. Wages[9]

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.

[9] 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 12

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

Sources: 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.

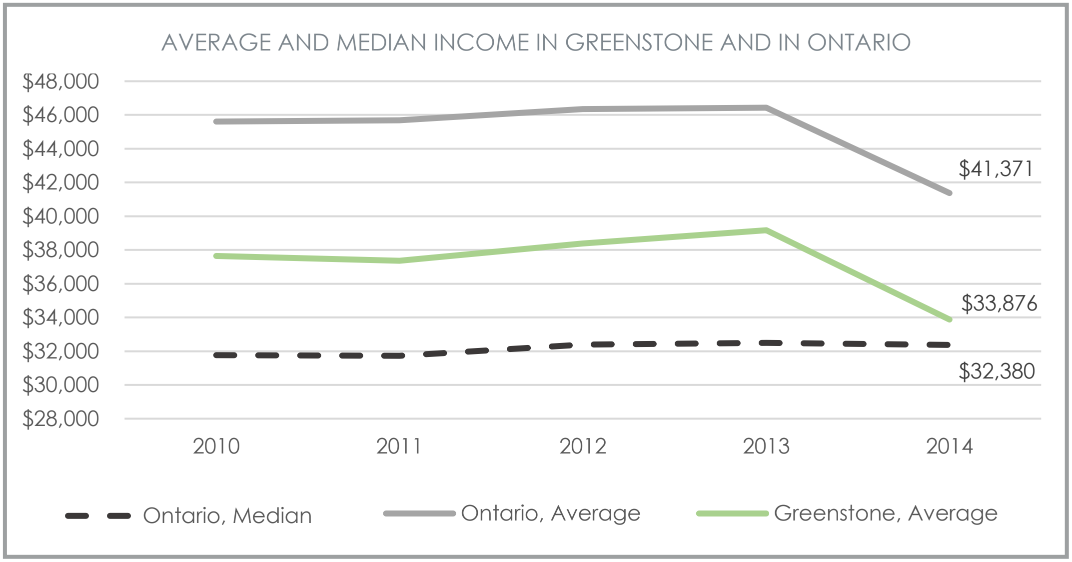
Average income depends on multiple factors, such as the type of jobs available (part time or full time), and/or the dominant industry in a community. Greenstone's average annual income ($33,876) is lower than the provincial average ($41,371 – Figure 20). In looking at the total population average and median income in 2011, the gap between the two is smaller for Greenstone than for Ontario; therefore, Greenstone's population is more homogenous as regards of income than the province (Figure 21). It is also interesting to note that the average and median income of the Indigenous population in Greenstone is similar to that of Ontario's Indigenous population, but lower than that of the overall labour force.

Furthermore, the economic dependency ratio (Figure 22)—the amount of government transfers received compared to the amount of income earned through employment—in Greenstone (33 percent) is higher than that of the Thunder Bay District (2 percent) and of the province (17 percent). A large portion (44.2 percent) of these transfers are Old Age Security and Canada Pension Plan payments to Greenstone residents (Table 13). These benefits represent a smaller proportion of Greenstone's government transfers than those for Ontario and the district; however, the proportion of Canada Child Tax Benefit, Social Assistance and Employment Insurance is larger than that of the District and the province. These data suggest that Greenstone has more low-income families, or that workers there retire later or are better off than in the rest of the province.

...the economic dependency ratio shows that

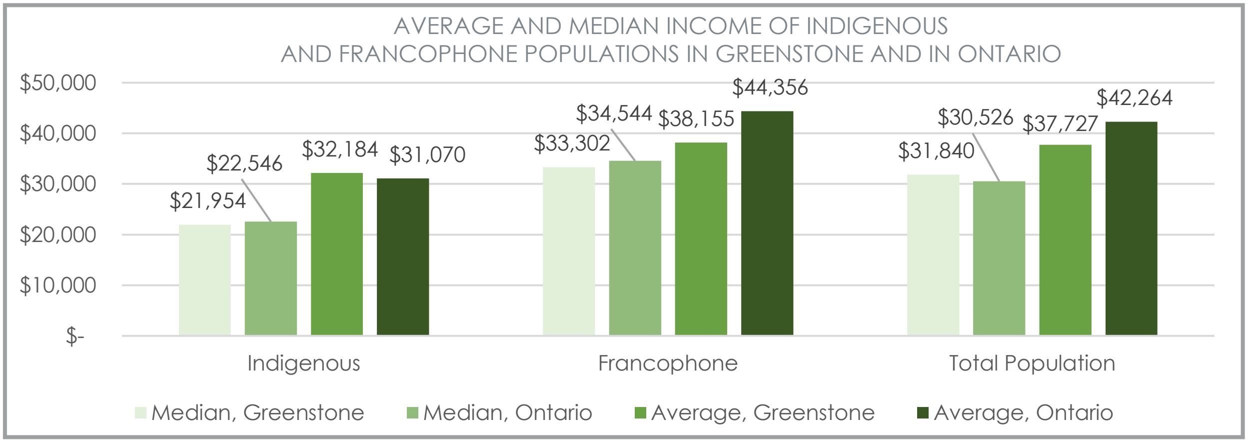
44.2 percent of government transfers are Old Age Security and Canada Pension Plan payments, a **smaller proportion** in Greenstone than those in Ontario...

FIGURE 20



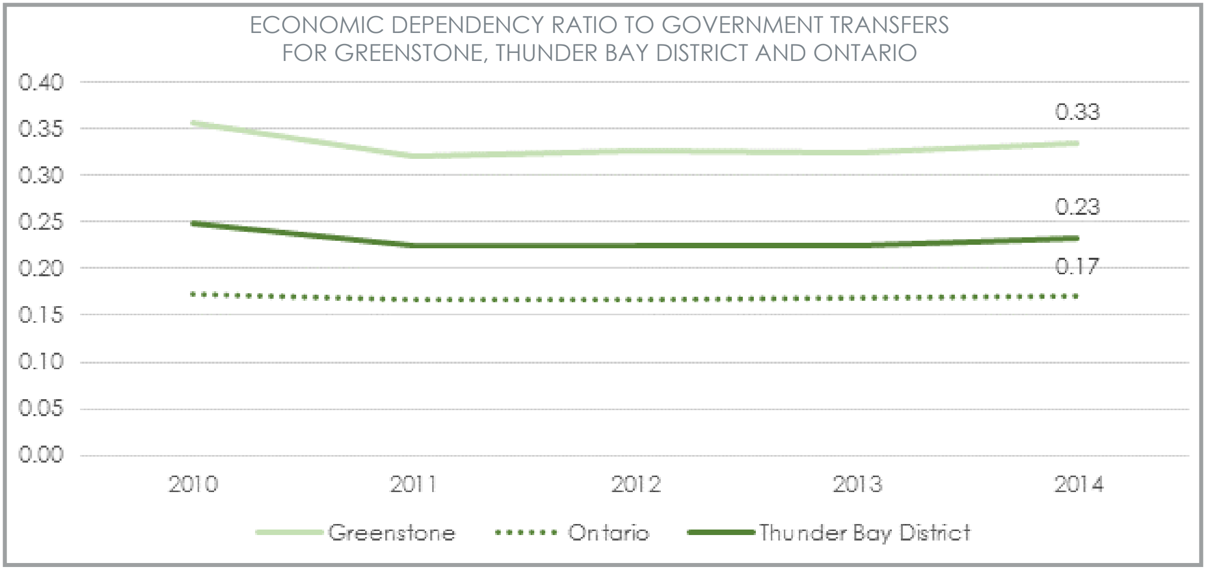
Sources: Taxfiler, Beardmore, Geraldton, Longlac, and Nakina "rural communities", and Ontario. Consumer Price Index from the Bank of Canada

FIGURE 21



Sources: National Household Survey, 2011

FIGURE 22



Sources: Author calculations based on Taxfiler, Beardmore, Geraldton, Longlac, and Nakina "rural communities", and Ontario. Consumer Price Index from the Bank of Canada

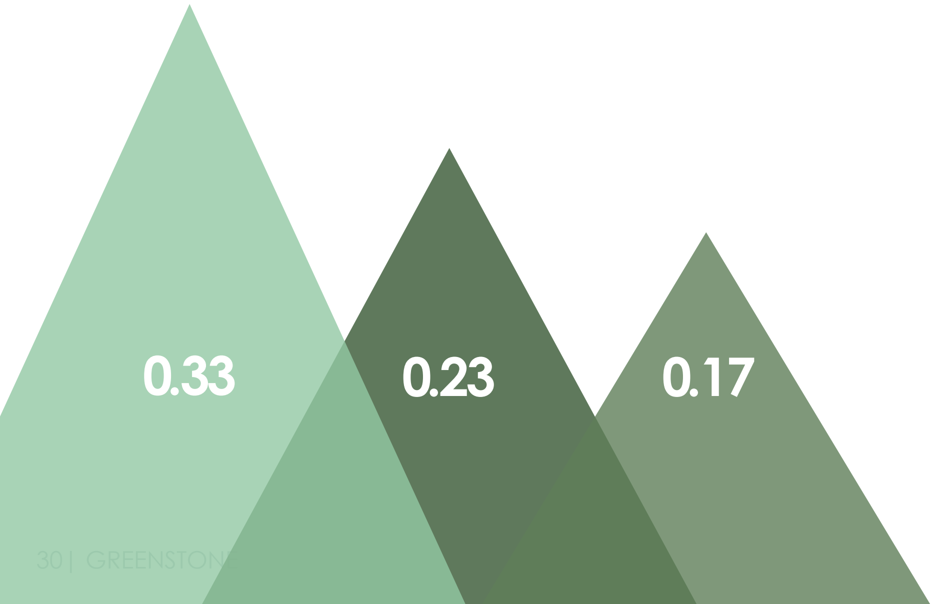


TABLE 13

DISTRIBUTION OF THE INCOME OF THE COMMUNITY BY SOURCE OF INCOME			
Amount of Dollars by Source of Income, 2014	**Greenstone**	**Thunder Bay District**	**Ontario**
Wages/salaries/commissions only	65.4%	64.9%	67.7%
Self-employment only	1.8%	2.3%	4.3%
Employment income	65.8%	67.2%	72.0%
Employment Insurance	2.6%	1.4%	1.1%
OAS/Net federal supplements	4.0%	3.8%	3.3%
CPP/QPP	5.7%	5.4%	3.9%
CCTB	2.3%	1.1%	1.1%
Workers compensation	X	1.0%	0.4%
Social Assistance	2.9%	1.5%	1.1%
Other government transfers	X	1.4%	1.3%
Government transfers	22.0%	15.7%	12.2%
Private pensions	7.9%	10.6%	7.7%
RRSP	X	0.4%	0.4%
Investment	1.8%	3.8%	5.3%
Other income	X	2.3%	2.5%
Total income	**100.0%**	**100.0%**	**100.0%**

Sources: Author calculations based on National Household Survey, 2011

POPULATION

4,636 (2016)

2,767.76

SQUARE KILOMETRES
ALONG HIGHWAY 11
FROM LAKE NIPIGON
TO LONGLAC, ONTARIO

50°00'N
86°44'W

GREENSTONE

OPPORTUNITIES
EXIST
FOR THOSE WHO WISH
TO STAY OR COME
TO THE COMMUNITY

CONCLUSION

Greenstone, as in many other communities in the North, faces the challenge of an aging and shrinking population. For the community to be sustainable, that will have to change. Some will say that jobs bring people, but people also bring jobs. Where to start is for the community to decide.

The data above suggests that opportunities exist for those who wish to stay or who wish to come to the community. Filling the jobs that are already here in Greenstone would create increased prosperity and create even more opportunity. This does not mean ignoring the pursuit of new employers, but it does mean not ignoring the potential of sustaining or expanding current ones either.

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.

Local Employment Planning Council

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Ontario

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