



Community Labour Market Report

By Amandine Martel & José-Karl Noiseux

KIASHKE ZAAGING ANISHINAABEK

(GULL BAY 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 Kiashke Zaaging Anishinaabek First Nation (Gull Bay 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 the industries they represent. Changes in any of these factors over time affect employment levels and opportunities within a local labour market.

Unfortunately, the available data for Kiashke Zaaging Anishinaabek First Nation employers appeared unreliable and thus are not included here.

02. Employment by Industry

Employment by industry data¹ describe the type of business conducted by a person's employer. The industrial structure of an area—and, more specifically, shifts in that 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.

¹ Although data for the overall community were suppressed in the 2011 National Household Survey (NHS), data from a customized Indigenous population profile were available for Kiashke Zaaging Anishinaabek First Nation. As all the individuals of the community declared themselves Indigenous in the NHS, these data were used throughout this report.

TABLE 1

EMPLOYMENT BY INDUSTRY, AND AS A PERCENTAGE OF TOTAL, 2011		Kiashke Zaaging Anishinaabek (#)	Kiashke Zaaging Anishinaabek (% of Total)	Thunder Bay District (% of Total)	Ontario (% of Total)
61	Educational services	15	33.3	9.1	7.5
91	Public administration	10	22.2	10.3	7.0
11	Agriculture, forestry, fishing & hunting	0	0	2.0	1.5
21	Mining & oil & gas extraction	0	0	2.7	0.4
22	Utilities	0	0	1.2	0.9
23	Construction	0	0	6.1	6.1
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
48-49	Transportation & warehousing	0	0	5.5	4.7
51	Information & cultural industries	0	0	1.9	2.7
52	Finance & 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
62	Health care & social assistance	0	0	15.9	10.6
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		45	-	-	-

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

It is important to note that there is a discrepancy in Table 1 between the number of employees listed in each of the two industries represented and the total employment in all industries. This difference occurs because of random rounding², a process used by Statistics Canada to protect the confidentiality of respondents. In reality, in industries where zero employees are listed, there may be between one and nine employees which is randomly rounded to zero.

² 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.

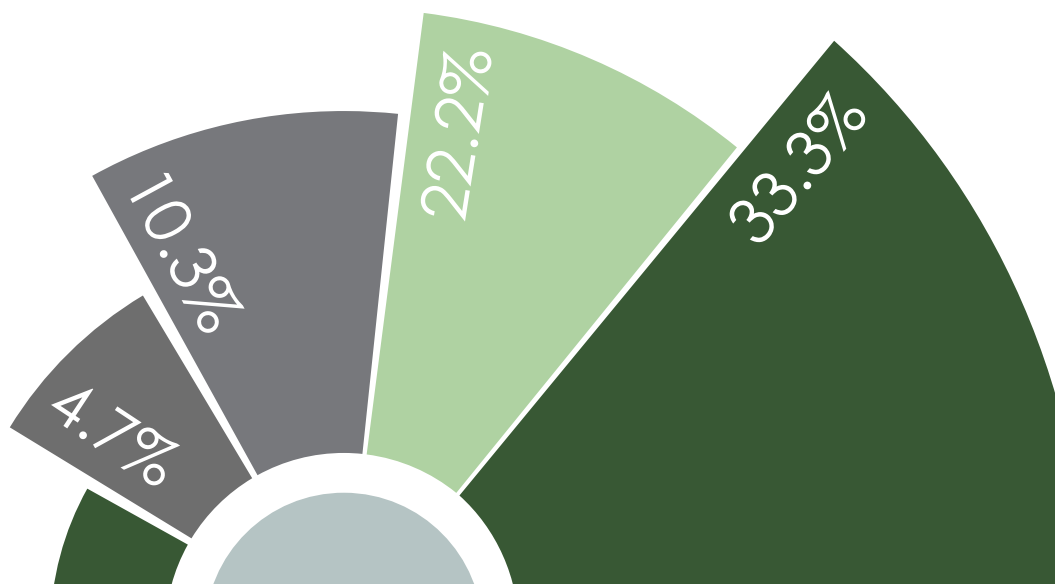


TABLE 2

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 (CMA).

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 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.

Given the size of the community and the random rounding process, it is difficult to provide accurate data on the distribution of employment by occupation in Kiashke Zaaging Anishinaabek First Nation. Nonetheless, the available data are displayed in Table 3.

TABLE 3

EMPLOYMENT BY OCCUPATION, AND AS A PERCENTAGE OF TOTAL, 2011		Kiashke Zaaging Anishinaabek (#)	Kiashke Zaaging Anishinaabek (% of Total)	Thunder Bay District (% of Total)	Ontario (% of Total)
6	Sales & service occupations	10	22.2	24.5	23.2
0	Management occupations	0	0.0	7.9	11.5
1	Business, finance & administration occupations	0	0.0	14.3	17.0
2	Natural & applied sciences & related occupations	0	0.0	5.9	7.4
3	Health occupations	0	0.0	7.9	5.9
4	Occupations in education, law & social, community & government services	0	0.0	14.6	12.0
5	Occupations in art, culture, recreation & sport	0	0.0	1.9	3.1
7	Trades, transport & equipment operators & related occupations	0	0.0	17.4	13.0
8	Natural resources, agriculture & related production occupations	0	0.0	3.1	1.6
9	Occupations in manufacturing & utilities	0	0.0	2.7	5.2
All occupations		45	-	-	-

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 Outside of 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).

...an increase in **entry level positions**
may have a different impact on
the community than growth in
senior-level occupations...

04. Local Knowledge

This section features a summary of all jobs posted online in Kiashke Zaaging Anishinaabek First Nation.³ 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.

³ 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.

0 job posted between April and December 2016

Source: Vicinityjobs.ca

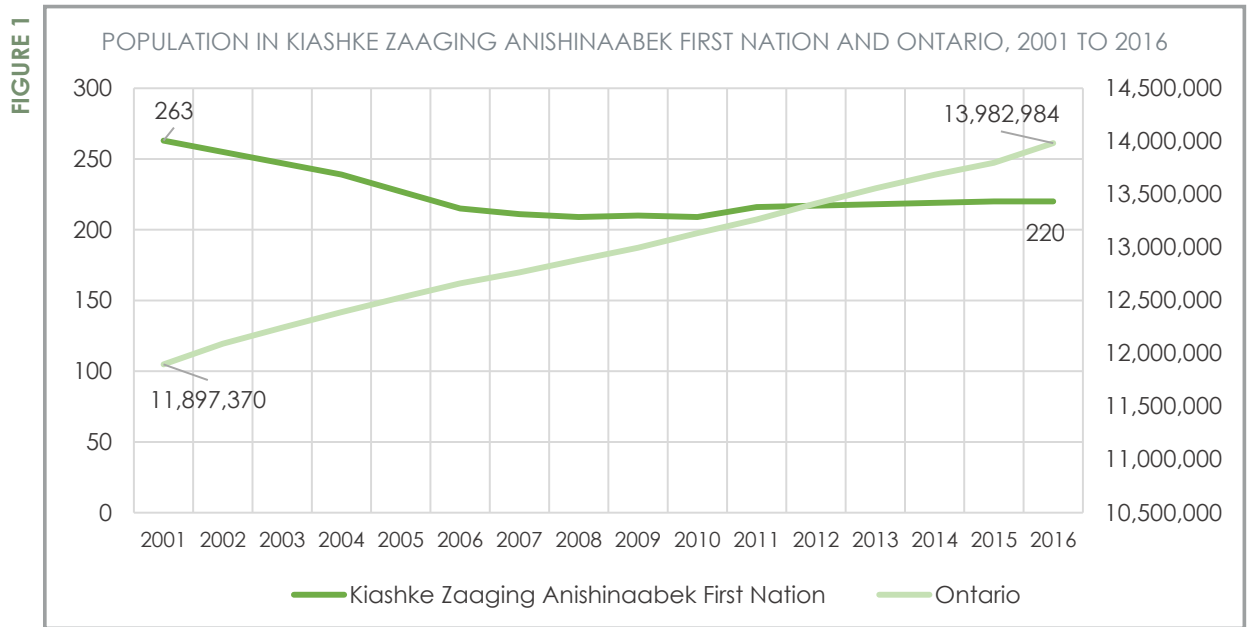
The fact that no jobs were posted online does not mean that there were no job opportunities in Kiashke Zaaging Anishinaabek First Nation during this time. It may be that the online job boards monitored are not the ones used by employers, or that opportunities are communicated through different means, such as a physical job board or through 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).

Kiashke Zaaging Anishinaabek First Nation's population declined by 16.3 percent during the past 16 years (Figure 1). Between 2001 and 2010, the population decreased by 20.5 percent, apparently due to a lower number of births and emigration from the community (Statistics Canada, 2016). It has remained relatively stable since 2011. Conversely, Ontario's population has increased by 17.5 percent over the past 16 years.



Source: Statistics Canada, Estimates of population

247

Total 2016 Population

Source: Statistics Canada, Census 2016

985 registered population living off-reserve, February 2017

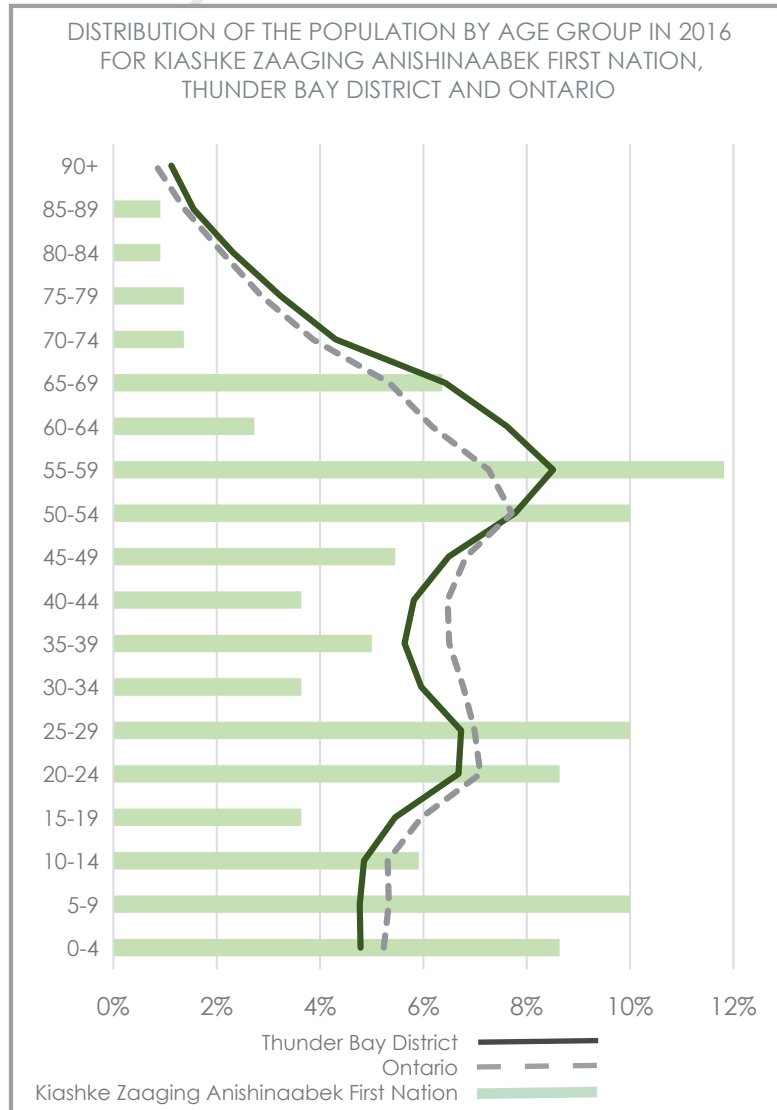
Source: Indigenous and Northern Affairs Canada

The age distribution of Kiashe Zaaging Anishinaabek First Nation's population differs significantly from that of the Thunder Bay District and Ontario, with higher proportions of individuals under the age of 9, between the ages of 20 and 29, and between the ages of 50 and 59. Furthermore, the proportion of individuals between the ages of 30 and 49 is lower in Kiashe Zaaging Anishinaabek First Nation than in the Thunder Bay District or Ontario.



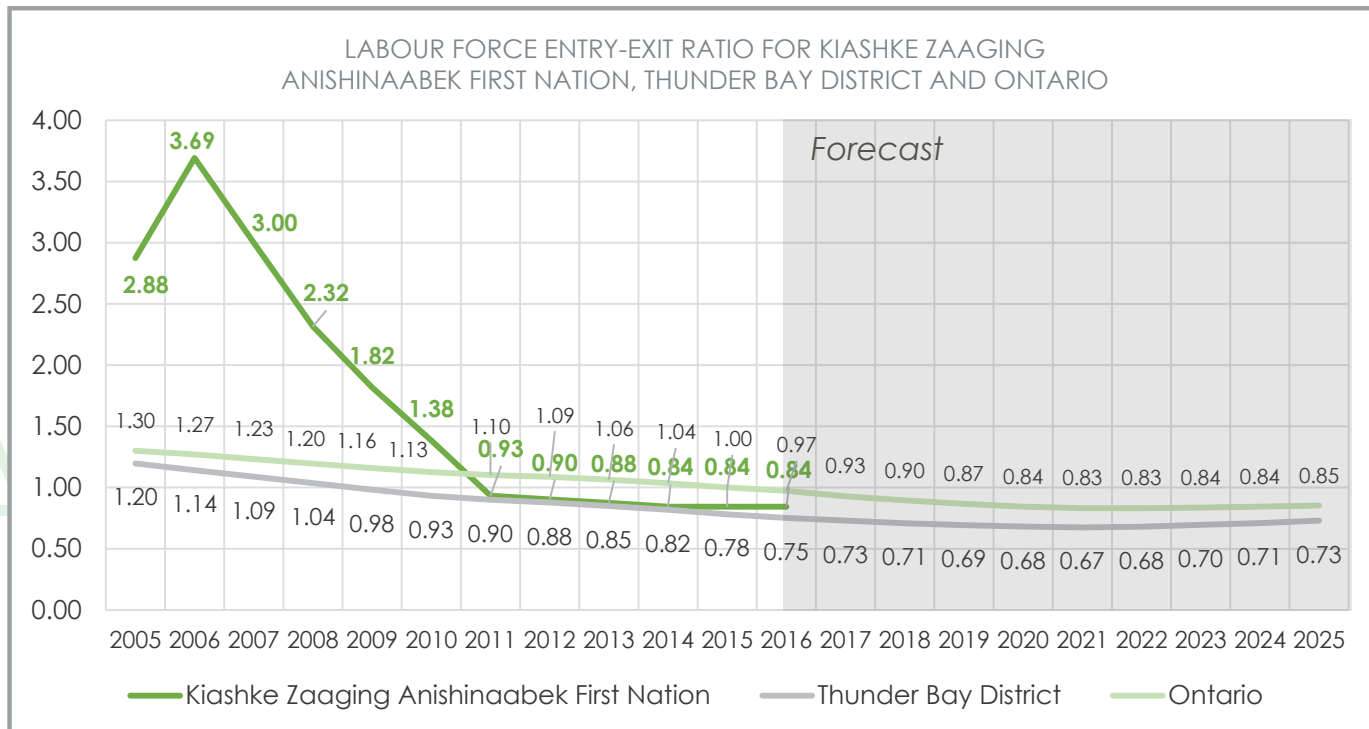
FIGURE 2

DISTRIBUTION OF THE POPULATION BY AGE GROUP IN 2016
FOR KIASHKE ZAAGING ANISHINAABEK FIRST NATION,
THUNDER BAY DISTRICT AND ONTARIO



Source: Author's calculations based on Statistics Canada, Estimates of population

FIGURE 3



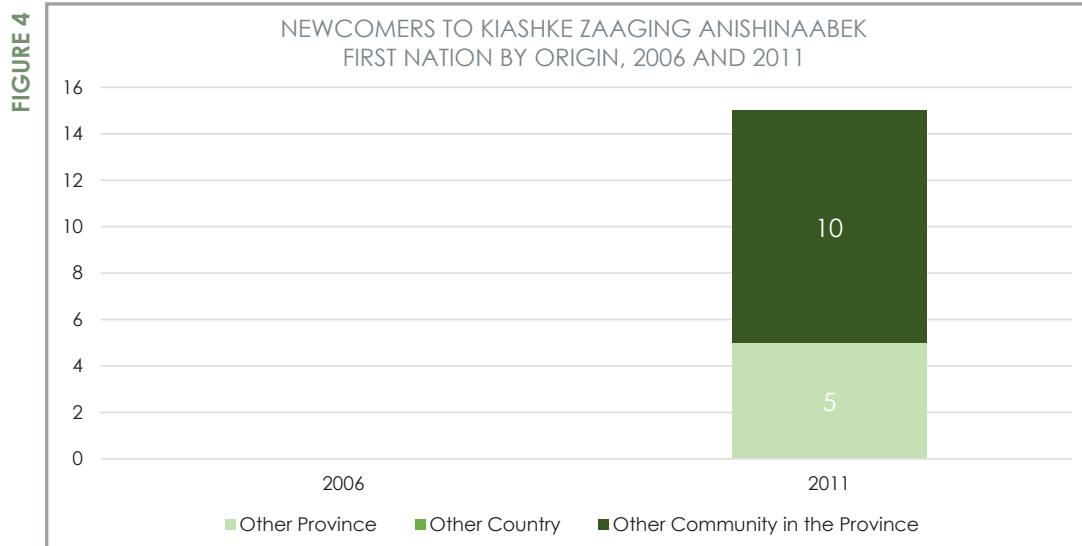
Source: Author's calculations based on Statistics Canada estimation of population and Ontario Ministry of Finance forecasts, spring 2016 population projections update, for the forecast

The labour force entry-exit ratio reflects the number of workers ready to enter the workforce (i.e., ages 15 to 24) and replace those who are approaching retirement age (i.e., ages 55 to 64 – Figure 3). In Kiashe Zaaging Anishinaabek First Nation, the ratio fell from 3.69 in 2006 to 0.84 in 2016. Despite this decline, the community should not experience future labour shortages in the immediate future given the previously robust ratio. Additionally, it is possible that a large proportion of the community's 15-to-19-year-old demographic attends high school in Thunder Bay and therefore is not included in this ratio.

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 residents.

There were no data available for newcomers to Kiashe Zaaging Anishinaabek First Nation in either the 2001 or 2006 census. Data from the 2011 National Household Survey are presented in Figure 4. New data may become available with the release of insights from the 2016 census on November 29, 2017, and that should not only supplement what is available in this report but also enable comparisons based on historical trends.



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

TABLE 5

PERMANENT RESIDENTS BY INTENDED DESTINATION

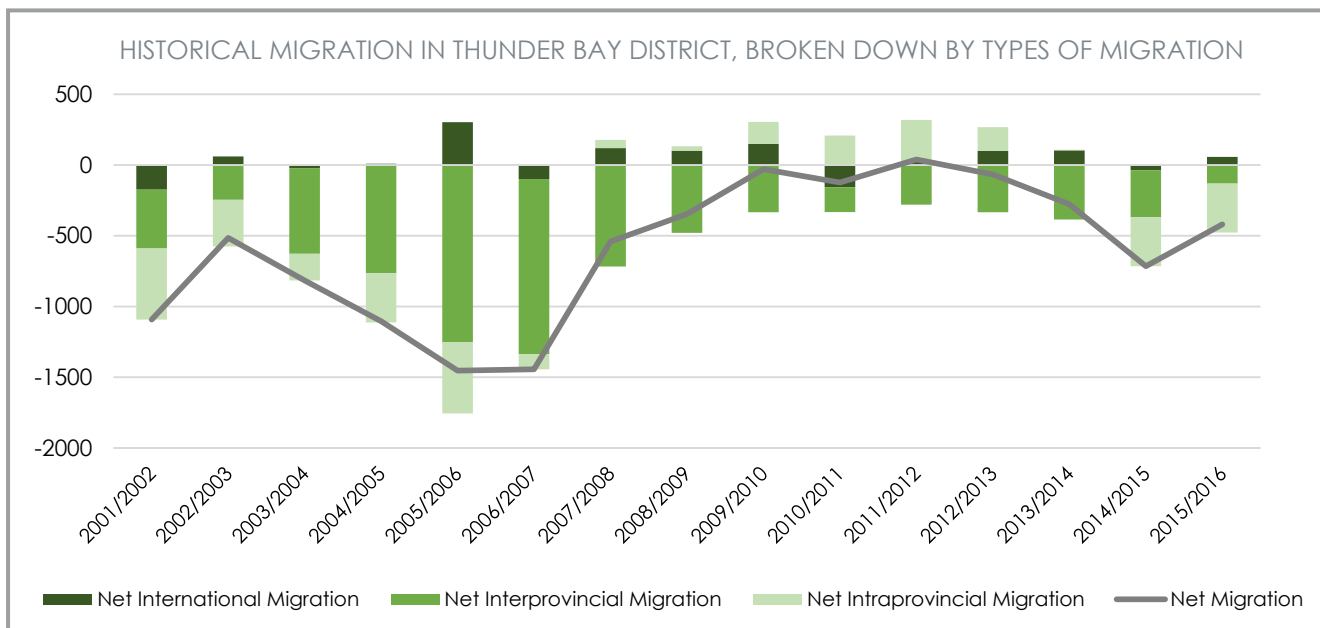
Intended Destination	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Kiashe Zaaging Anishinaabek	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Thunder Bay District	140	150	130	190	160	155	130	155	125	105

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

It may be that newcomers to Kiashke Zaaging Anishinaabek First Nation in 2011 helped limit the population decline highlighted in Figure 1 (Figure 4). However, it is difficult to draw definite conclusions regarding the impact of immigration on the population's growth as community-level data on emigration are not available.

For the Thunder Bay District, the number of emigrants was greater than the number of immigrants, resulting in negative net migration, which applies a downward pressure on population growth (Figure 5). When looking at the districts of origin and destination (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 or 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 to June 30 (annually) between 2001 and 2016, 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

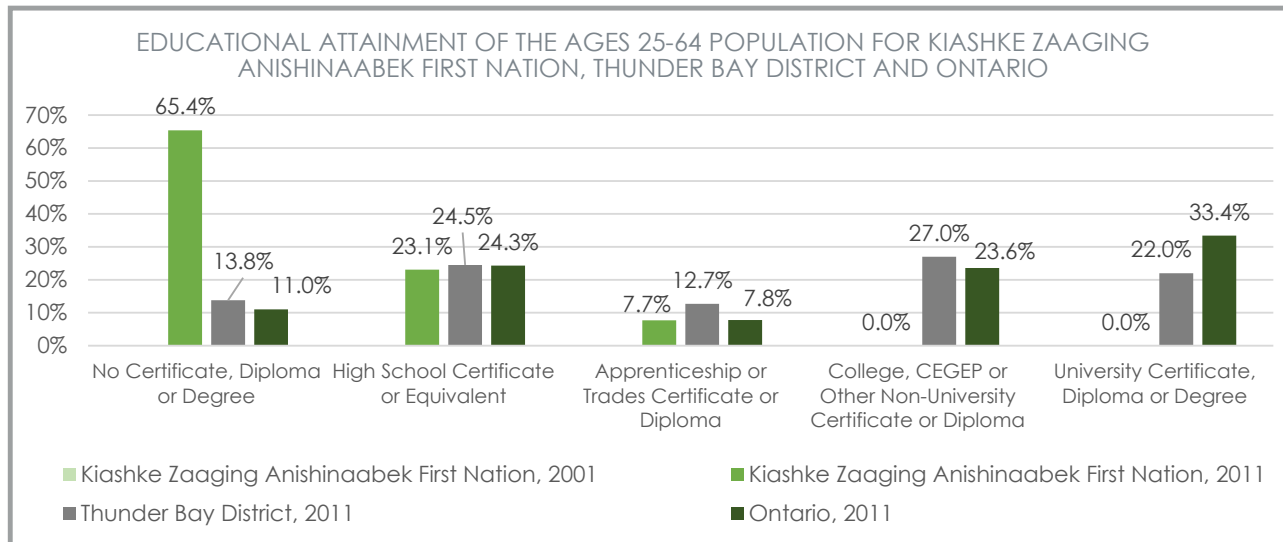
Employers often require education or experience to fill positions. Therefore, educational attainment and experience can be either a source of employment growth or a constraint if the skills available in the community do not match the local employment opportunities.

There were no educational attainment data in either the 2001 or 2006 census for Kiashke Zaaging Anishinaabek First Nation. However, new data may become available with the release of insights from the 2016 census on November 29, 2017, and that should not only supplement what is available in this report but also enable comparisons based on historical trends.

Figure 6 provides educational attainment data from the 2011 National Household Survey. Given that the educational choices of each resident have a strong impact on overall education levels within a small community such as Kiashke Zaaging Anishinaabek First Nation, these data should be interpreted with caution. Additionally, there may be some community residents who possess secondary or post-secondary certificates, diplomas, or degrees that were randomly rounded to zero by Statistics Canada to protect confidentiality and thus do not appear in the data.



FIGURE 6



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

Nevertheless, it is possible to say that, in 2011, the majority of Kiashke Zaaging Anishinaabek First Nation's ages 25 to 64 population did not have secondary or post-secondary education. This contrasts sharply with both the Thunder Bay District (13.8 percent) and the province (11.0 percent) (Figure 6).⁴

⁴ 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 Journey person's certificate. It also includes other trades certificates and 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.

ALIGNMENT

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.

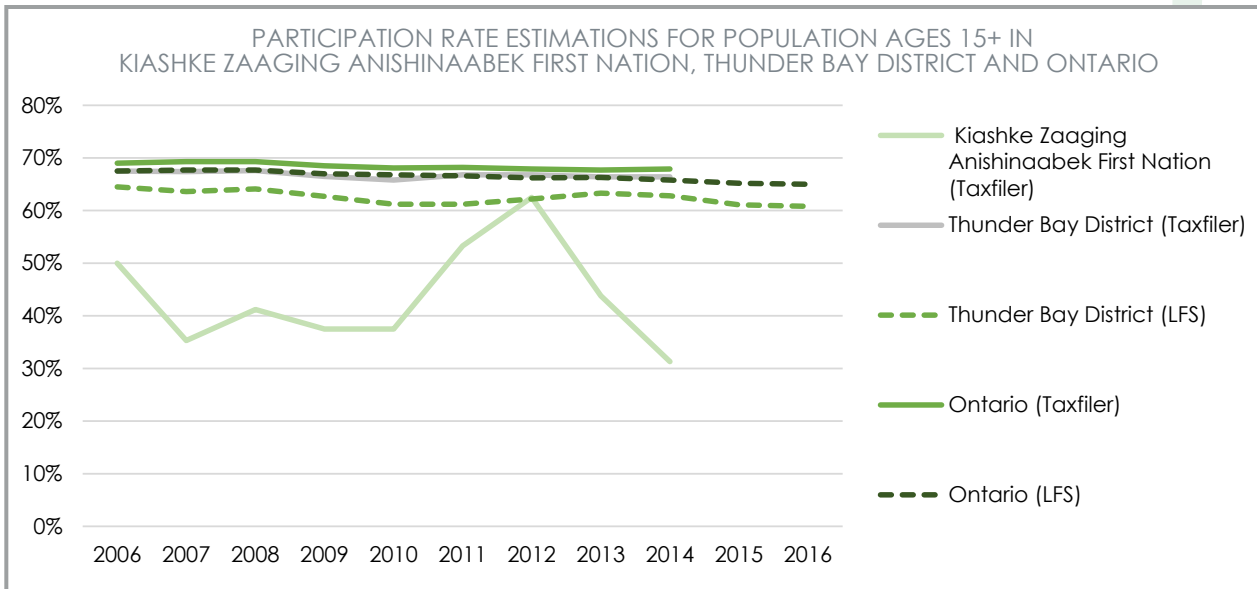
It is important to note that the data provided in this section are collected from tax reports, which may not reflect Kiashke Zaaging Anishinaabek First Nation's informal labour market, making it impossible to draw conclusions about the community's economy.

Between 2006 and 2015, the community's participation rate experienced significant fluctuations. Given Kiashke Zaaging Anishinaabek First Nation's relatively small population, individual changes in this rate can have a large impact. Even so, the participation rate was below that of the Thunder Bay District and Ontario (Figure 7) during this time period.

The percentage of Kiashke Zaaging Anishinaabek First Nation's labour force participants declaring employment income increased sharply from 37.5 percent to 62.5

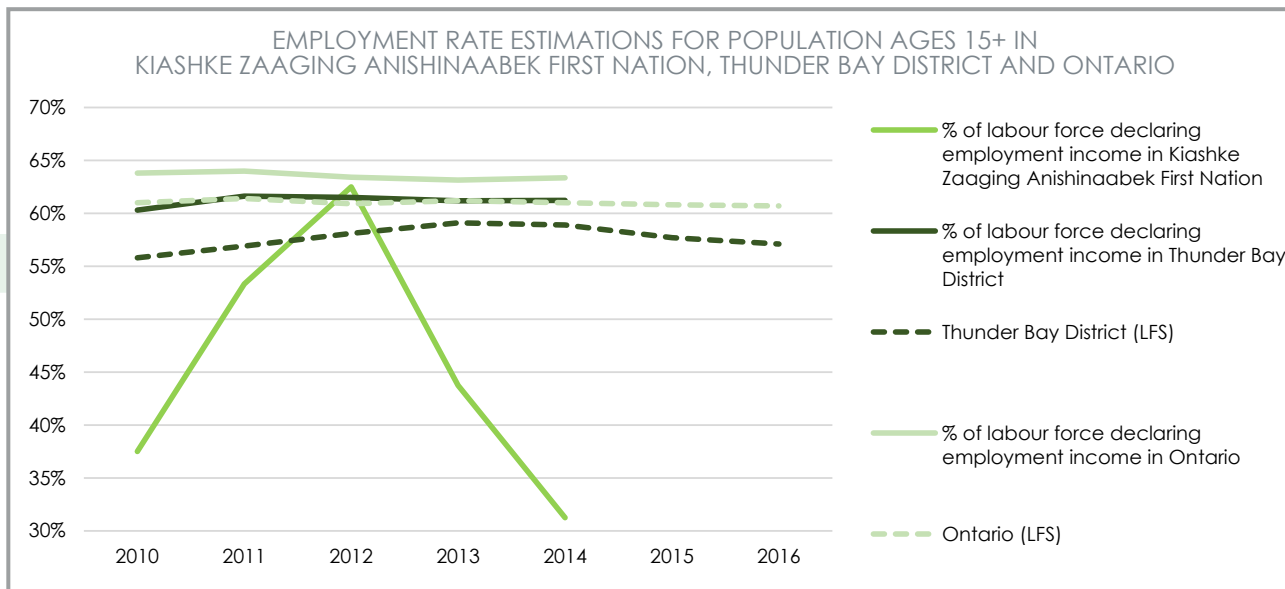
percent between 2010 and 2012. By 2014, it had declined to 31.3 (Figure 8). This fluctuation is also reflected in the participation rate, which spiked during these years (Figure 7). Although the data regarding Employment Insurance recipients are partially suppressed for this period (Figure 9), it is possible to say that this rate was higher in the community than in the District or the province.

FIGURE 7



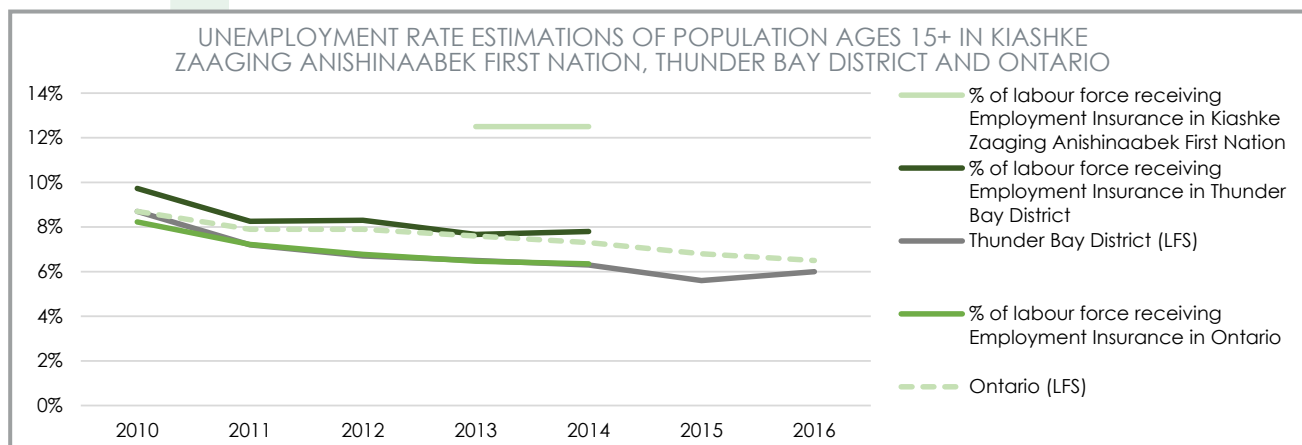
Sources: Author's calculations based on Taxfiler, participation rate calculated as the number of people receiving labour income in the total population over the age of 15; Labour Force Survey (LFS) two-year average estimates, participation rate calculated as the number of civilian, non-institutionalized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

FIGURE 8



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 9



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

09. Wages⁵

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.

⁵ 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

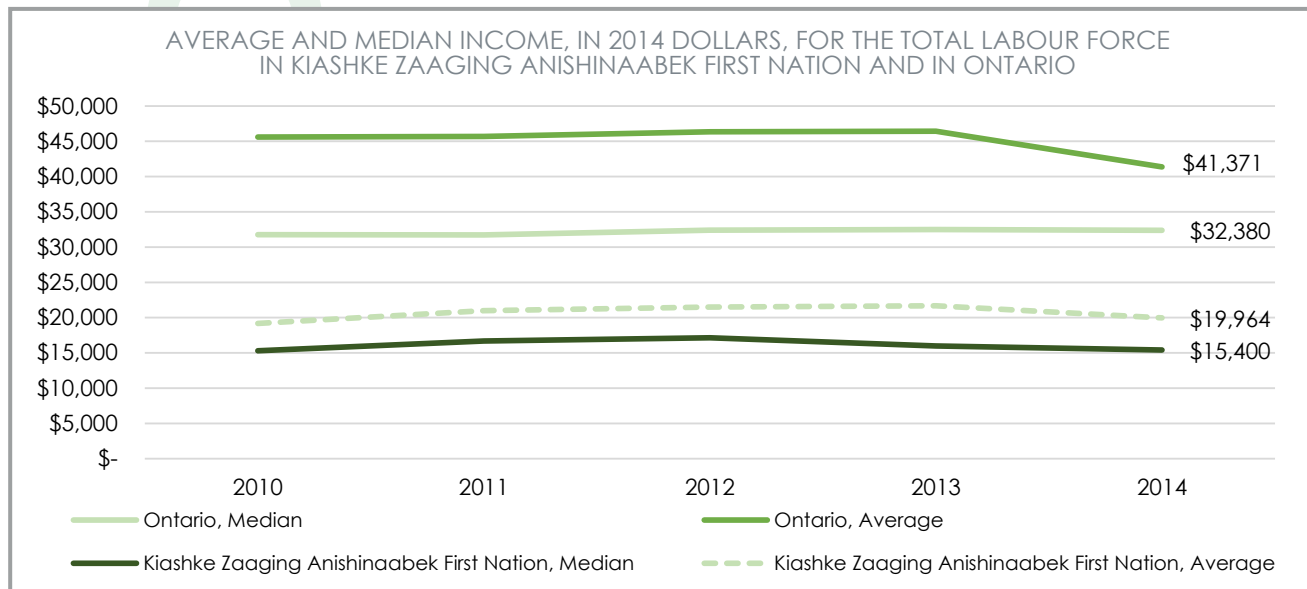
COMPARISON OF AVERAGE HOURLY WAGES BY OCCUPATION BETWEEN NORTHWESTERN ONTARIO AND ONTARIO			
Average Hourly Wages Offered by Occupation, 2015	Northwestern Ontario	Ontario	Difference
Professional occupations in health (except nursing)	\$ 70.73	\$ 48.71	\$ 22.01
Industrial, electrical & construction trades	\$ 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 about the prevalence of employment and the sustainability of the community.

FIGURE 10



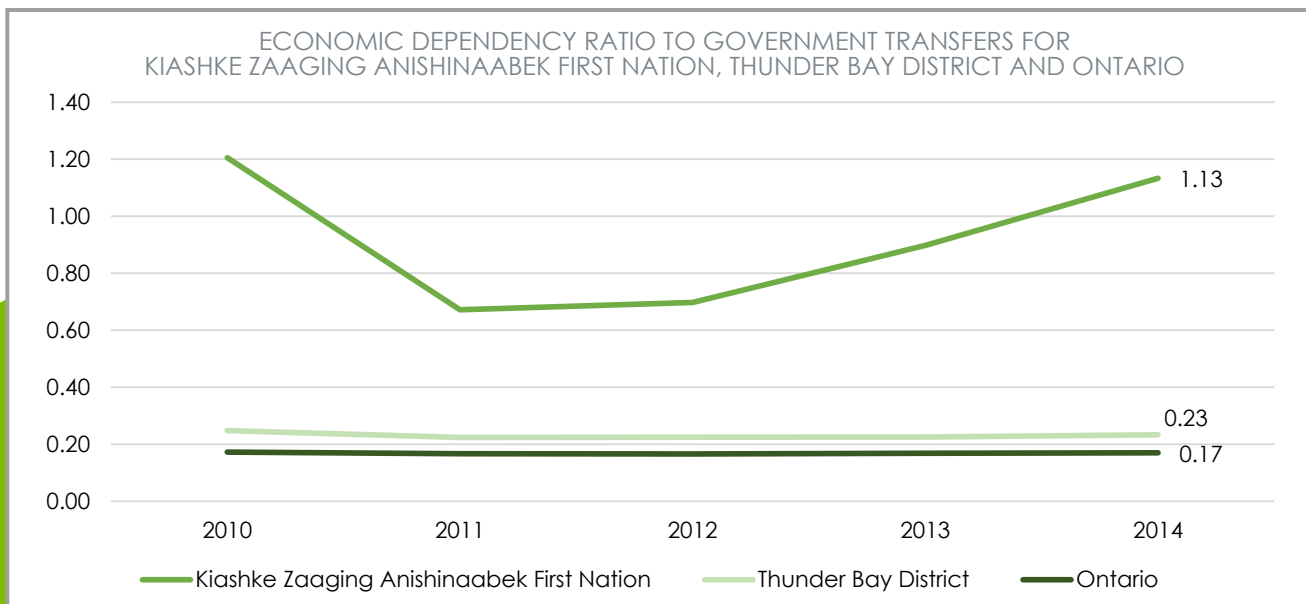
Sources: Author's calculations based on Taxfiler Gull Bay "rural community" (postal code P0T 1P0), and Ontario; Bank of Canada, Consumer Price Index.

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. Between 2010 and 2014, the average and median income in Kiashke Zaaging Anishinaabek First Nation were much lower than that of the province (Figure 10).

Furthermore, the economic dependency ratio—the amount of government transfers received compared to the amount of income earned through employment—is higher in Kiashke Zaaging Anishinaabek First Nation than in both the Thunder Bay District and the province of Ontario (Figure 11). Thus, the community is more dependent on government transfers.

As many data have been suppressed, it is difficult to fully understand the sources of income for Kiashke Zaaging Anishinaabek First Nation (Table 9). However, it is possible to say that the Canada Child Tax Benefit (CCTB) and social assistance represent almost half of government transfers reported by the community, which is a higher combined rate than that of both the Thunder Bay District and Ontario. The fact that CCTB represents a large component of government transfers is in line with the age structure of the community (Figure 2).

FIGURE 11



Source: Author's calculations based on Taxfiler Gull Bay "rural community" (postal code P0T 1P0), Thunder Bay District, and Ontario

1.13

0.23

TABLE 9

DISTRIBUTION OF THE INCOME OF THE COMMUNITY BY SOURCE OF INCOME			
Amount of Dollars by Source of Income, 2014	Kiashke Zaaging Anishinaabek	Thunder Bay District	Ontario
Wages/salaries/commissions only	X	64.9%	67.7%
Self-employment only	X	2.3%	4.3%
Employment income	45.6%	67.2%	72.0%
Employment Insurance	5.4%	1.4%	1.1%
OAS/Net federal supplements	X	3.8%	3.3%
CPP/QPP	X	5.4%	3.9%
CCTB	11.8%	1.1%	1.1%
Workers compensation	X	1.0%	0.4%
Social Assistance	14.3%	1.5%	1.1%
Other government transfers	X	1.4%	1.3%
Government transfers	51.7%	15.7%	12.2%
Private pensions	X	10.6%	7.7%
RRSP	X	0.4%	0.4%
Investment	X	3.8%	5.3%
Other income	X	2.3%	2.5%
Total income	100.0%	100.0%	100.0%

Source: Author's calculations based on Taxfiler Gull Bay "rural community" (postal code P0T 1P0), Thunder Bay District, and Ontario. An 'X' indicates data suppressed for confidentiality reasons.

POPULATION



247 (2016)



41.69km²

ON THE WESTERN SHORE
OF LAKE NIPIGON
175 KILOMETRES NORTH
OF THUNDER BAY

49°26'N
88°08'W

KIASHKE ZAAGING ANISHINAABEK

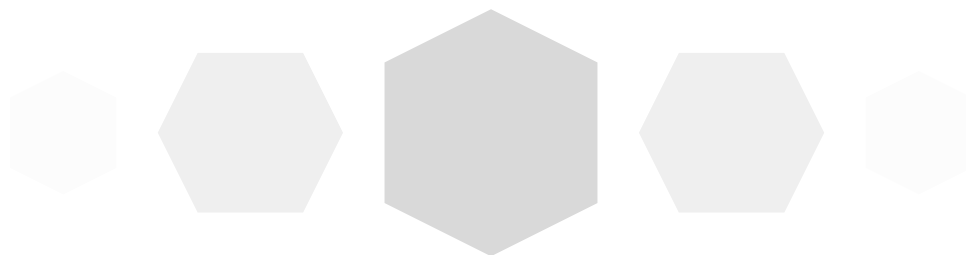


THE ABILITY TO
CREATE
EMPLOYMENT
WILL SHAPE THE
COMMUNITY'S
FUTURE

CONCLUSION

Lack of data make it difficult to provide a full picture of the labour market in Kiashke Zaaging Anishinaabek, and it is possible that a large part of its traditional and non-traditional economic activity is not captured in commonly used data sources.

However, available data indicate that the community faces challenges moving forward due to lower levels of labour market participation and higher levels of unemployment. The ability to create employment and attract business will shape the community's future prosperity.



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

Statistics Canada, Demography Division (2016). Customized data: Annual population estimates by age and sex, July 1, 2001 to 2016, Census Subdivisions, Ontario. Retrieved from <http://communitydata.ca/> [Accessed March 29th, 2017]

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 Advanced Education and Skills Development 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.



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