



Community Labour Market Report

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MARATHON

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 Marathon¹, 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.

Even though Marathon's employers are predominately small businesses (69.4 percent of total employers - Table 2), Ontario has a higher rate, with 87 percent of businesses employing fewer than five individuals (Statistics Canada, 2016). Despite concurrent fluctuations in their sizes, the total number of Marathon businesses increased between December 2015 and December 2016 (Table 2).

In December 2016, the ambulatory health care services, real estate, and food service and drinking places sectors were the leading employers in Marathon (Table 1). The community differs from the Thunder Bay District and province when it comes to the distribution of employers by industry. For example, the community has more employers in the food and drinking places sector than either comparative geographical area.

¹ For information on Marathon's geography, infrastructure, and community life, see the community profile developed by the Marathon Economic Development Corporation available at http://www.marathon.ca/upload/documents/ecdev/choose-marathon/community-profile/community_profile.pdf

TABLE 1

TOP 11 EMPLOYERS BY INDUSTRY, AND AS A PERCENTAGE OF TOTAL NUMBER OF EMPLOYERS, DECEMBER 2016	Total	Marathon (% of Total Number of Employers)	Thunder Bay District (% of Total Number of Employers)	Ontario (% of Total Number of Employers)
621 - Ambulatory health care services	19	9.2	7.1	7.2
531 - Real estate	18	8.7	15.3	3.5
722 - Food services & drinking places	18	8.7	3.2	5.9
541 - Professional, scientific & technical services	11	5.3	7.8	13.0
236 - Construction of buildings	9	4.4	3.0	3.0
238 - Specialty trade contractors	9	4.4	5.6	6.6
561 - Administrative & support services	8	3.9	2.9	4.1
811 - Repair & maintenance	8	3.9	2.7	2.7
445 - Food & beverage stores	7	3.4	1.5	2.0
453 - Miscellaneous store retailers	7	3.4	0.9	1.1
813 - Religious, grant-making, civic, & professional & similar organizations	7	3.4	2.9	2.7

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

TABLE 2

CHANGE IN NUMBER OF EMPLOYERS BY NUMBER OF EMPLOYEES IN MARATHON	December 2015	December 2016	2015-2016 Change (#)	2015-2016 Change (%)	Ontario Change (%)
0 ²	94	94	0	0.0	1.0
1-4	46	49	3	6.5	2.5
5-9	21	21	0	0.0	2.6
10-19	16	19	3	18.8	2.5
20-49	17	15	-2	-11.8	-1.5
50-99	3	4	1	33.3	3.1
100-199	2	1	-1	-50.0	0.6
200-499	1	1	0	0.0	0.8
500+	2	2	0	0.0	0.8
Total Number of Employers	202	206	4	2.0	1.3

² Businesses with zero employees are self-employed entrepreneurs who do not have any employees on their payroll.

³ At the community level, the Business Counts data can be inconsistent due to concordance issues in geographical boundaries. Business data are collected according to postal codes; however, the data are aggregated and displayed according to census subdivision (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.

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



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

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

02. Employment by Industry

The 2011 National Household Survey contained no data regarding employment by industry for Marathon. However, new data may become available with the release of findings from the 2016 census on November 29, 2017, and that could supplement what is available in this report.

Employment by industry data⁴ describe the type of business conducted by a person's employer. The industrial structure of an area—and, more specifically, shifts in industrial structure—can have significant consequences for the local labour market, such as the types of jobs available, their respective salaries, and the type of education and skills these jobs require.

⁴ Data from Statistics Canada, such as the census or the National Household Survey (NHS), are used throughout this report. This data source has limitations. 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 3

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

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

TABLE 4

EMPLOYMENT BY INDUSTRY IN NORTHWESTERN ONTARIO 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 (CMA).

03. Employment by Occupation

There were no data available for employment by occupation for Marathon in the 2011 National Household Survey. However, new data may become available with the release of findings from the 2016 census on November 29, 2017, and that could supplement what is available in this report.

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.

TABLE 5

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

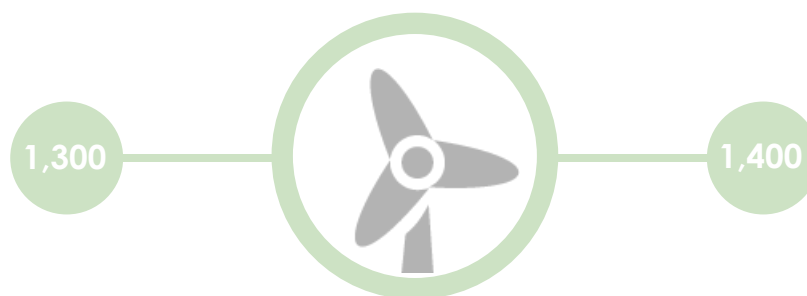
Sources: Statistics Canada, National Household Survey, 2011, and author's calculations based on Statistics Canada, National Household Survey, 2011

TABLE 6

EMPLOYMENT BY OCCUPATION IN NORTHWESTERN ONTARIO 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).

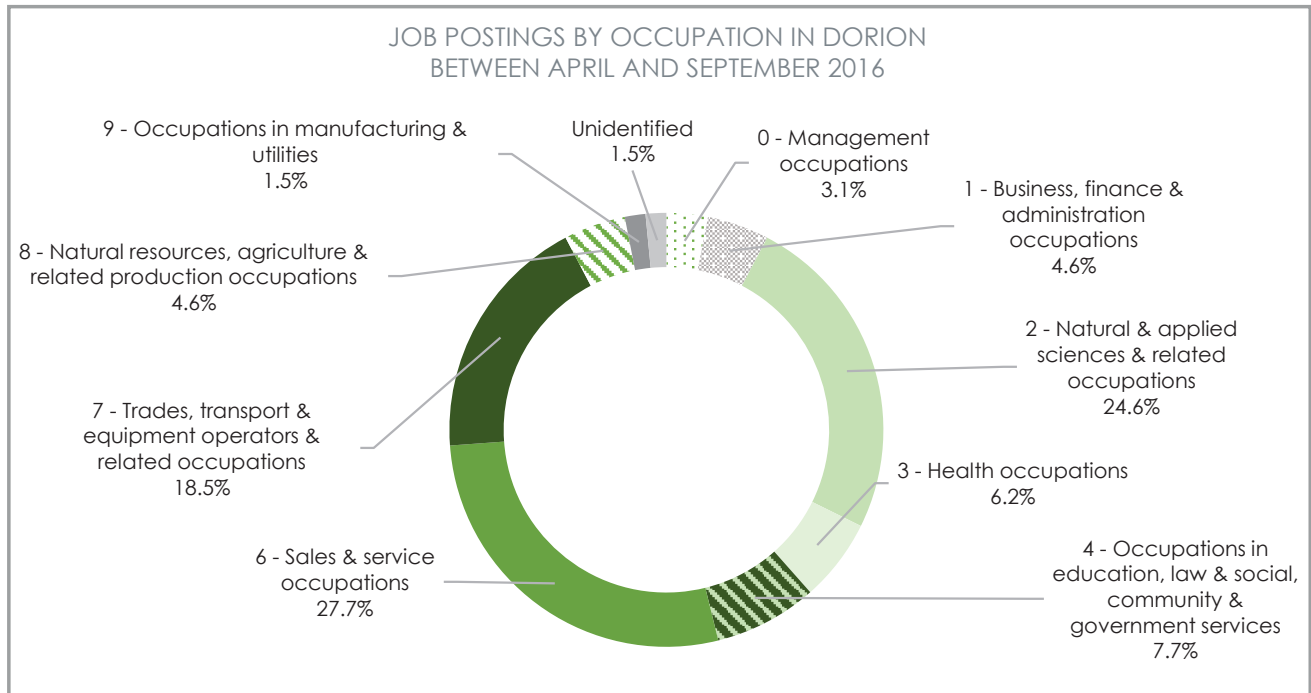


04. Local Knowledge

This section features a summary of all jobs posted online in Marathon.⁵ Although this source of data has its limitations, it does provide a general idea of the vacancies and job opportunities in the community at a given time to complement the employment data presented previously.

⁵ Vicinityjobs.ca gathers and tallies job ads posted on diverse websites, such as jobbank.ca, indeed.ca, and monster.ca. The system then strives to remove duplicates and to classify job ads into occupational categories.

FIGURE 1



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

65 jobs posted between April 2016 and March 2017

Source: Vicinityjobs.ca

TABLE 7

POSITIONS ADVERTISED IN MARATHON BETWEEN APRIL 2016 AND MARCH 2017		
Most-demanded Positions	Number of Postings	% of Total
Geological & mineral technologists & technicians	6	9.2
Retail salespersons	4	6.2
Other customer & information services representatives	4	6.2
Store shelf stockers, clerks & order fillers	3	4.6
Financial sales representatives	3	4.6
Other professional occupations in physical sciences	3	4.6
Registered nurses & registered psychiatric nurses	3	4.6

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

TABLE 8

NUMBER OF POSTINGS BY TYPE IN MARATHON BETWEEN APRIL 2016 AND MARCH 2017		
Type	Number of Postings	% of Total
Full time	15	23.1
Part time	24	36.9
Unknown	26	40.0

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

TABLE 9

NUMBER OF POSTINGS BY EDUCATION REQUIRED IN MARATHON BETWEEN APRIL 2016 AND MARCH 2017		
Posting Requirements	Number of Postings	% of Total
University Education	12	18.5
College or Vocational Education or Apprenticeship Training	27	41.5
Secondary School and/or Occupation-Specific Training	10	15.4
On-the-job Training or No Formal Education Required	11	16.9
Unknown	5	7.7

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

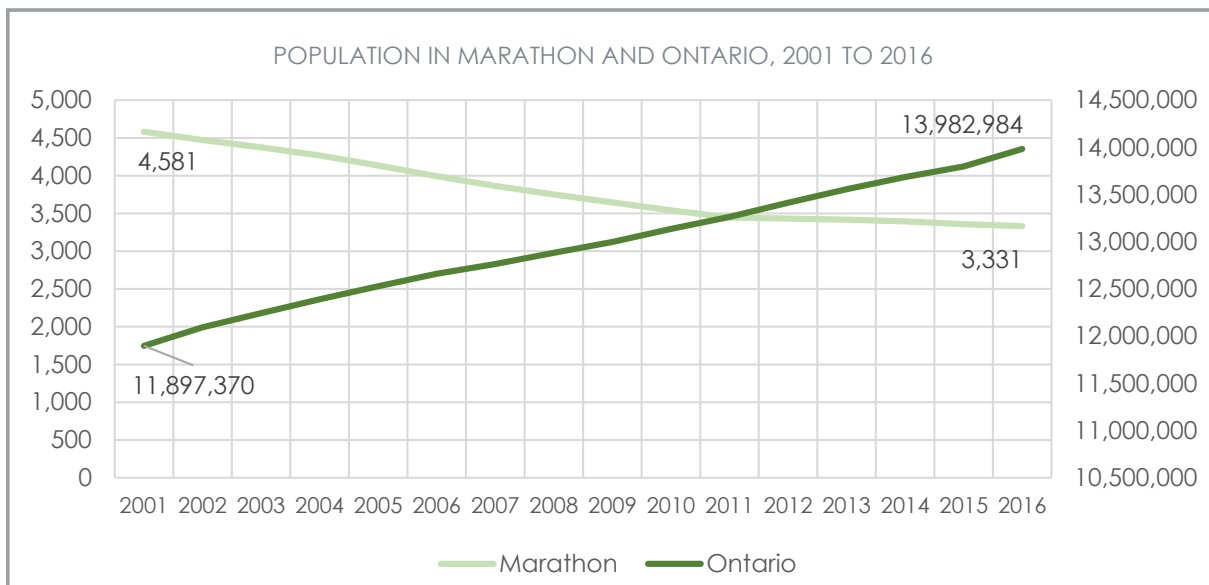
SUPPLY

05. Population & Demographics

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

Marathon's population has declined by 27.3 percent in the past 16 years, which contrasts with a concurrent 17.5 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).

FIGURE 2



Source: Statistics Canada, Estimates of population

3,273

Total 2016 Population

Sources: Statistics Canada, Census 2016

The age distribution in Marathon is similar to that of the Thunder Bay District and Ontario (Figure 3). Two notable exceptions are that Marathon has a higher proportion of individuals ages 49 to 59 and a slightly lower proportion of individuals ages 70+.

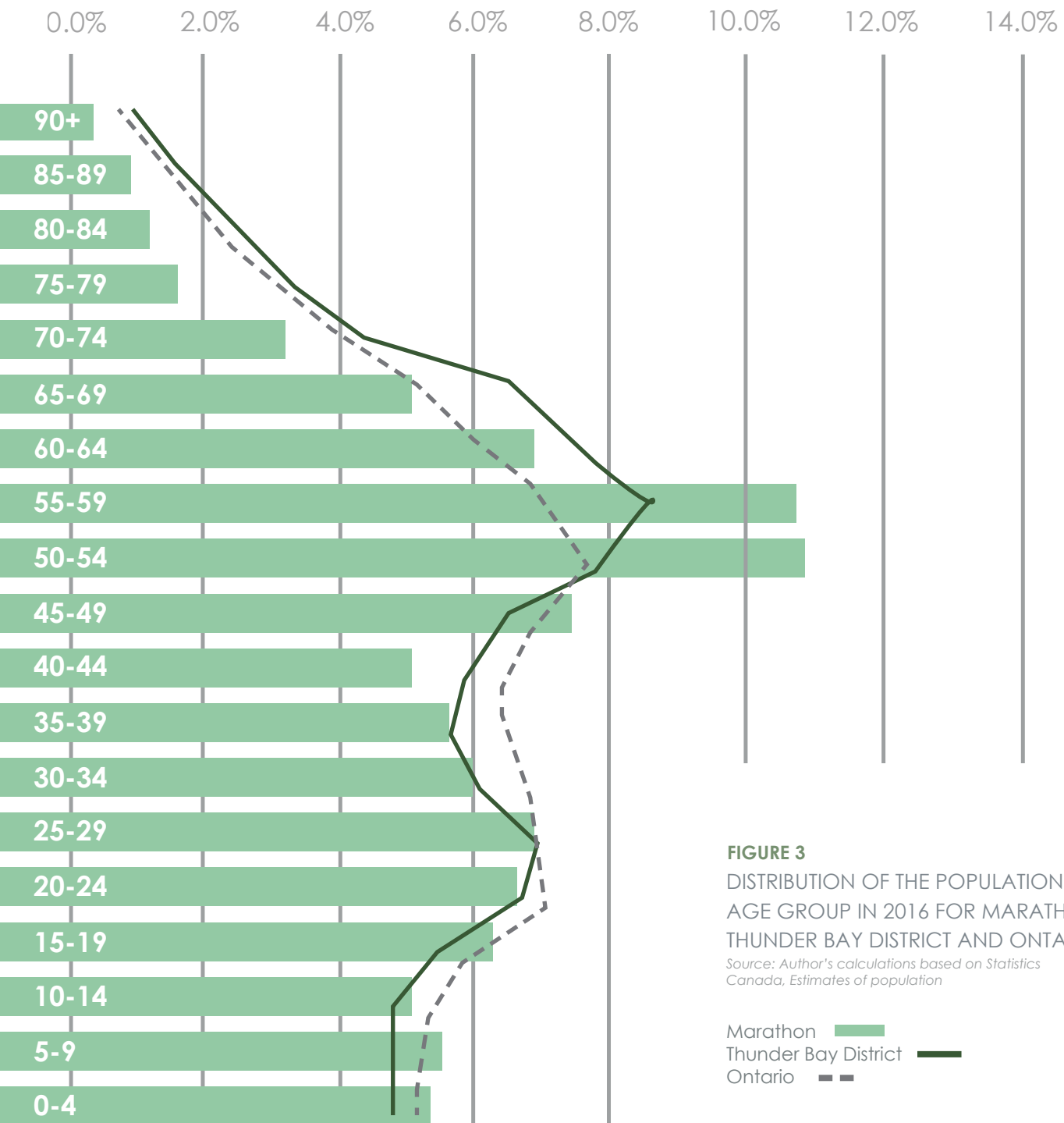
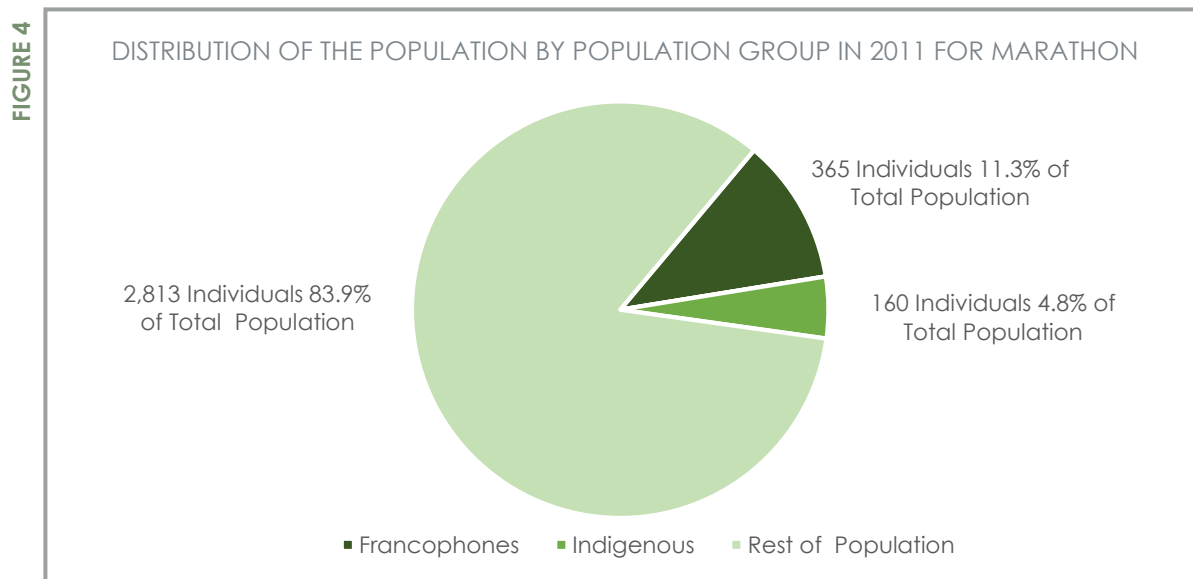


FIGURE 3

DISTRIBUTION OF THE POPULATION BY AGE GROUP IN 2016 FOR MARATHON, THUNDER BAY DISTRICT AND ONTARIO

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

Marathon █
 Thunder Bay District —
 Ontario - - -

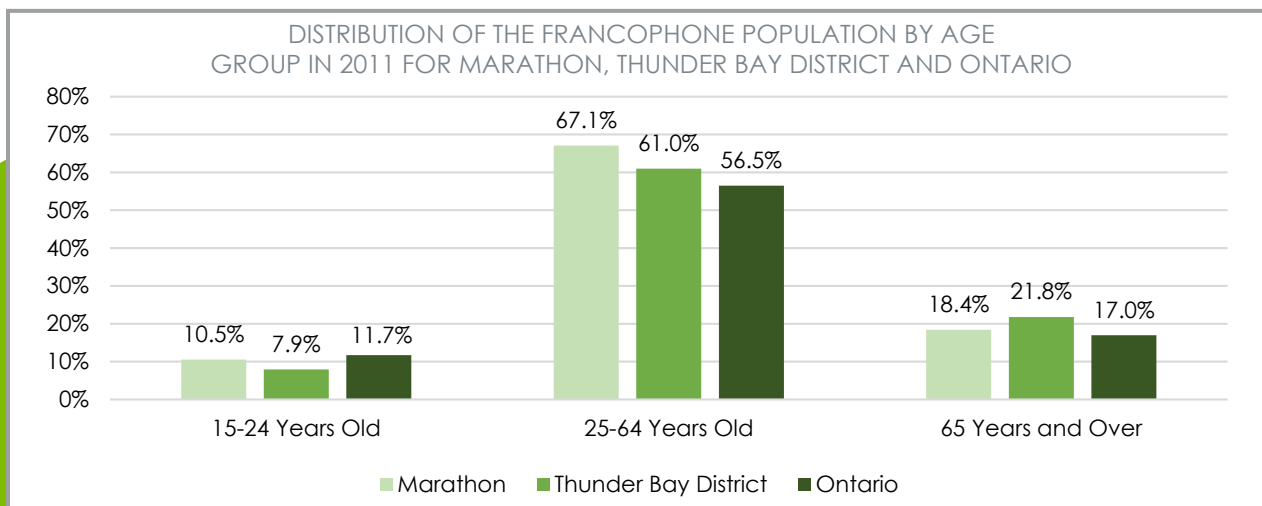


Source: Author's calculations based on Statistics Canada, National Household Survey, 2011

In Marathon, the age distribution of the Francophone population differs slightly from other Francophone populations in Thunder Bay District and in Ontario. For example, the proportion of Francophones ages 15 and older is higher than that of both comparative geographical areas (Figure 5). Additionally, Marathon has a higher proportion of Francophones ages 25 to 64.

Unfortunately, the same age breakdown data for Marathon's Indigenous population did not seem reliable and were thus are not included in this report.

FIGURE 5

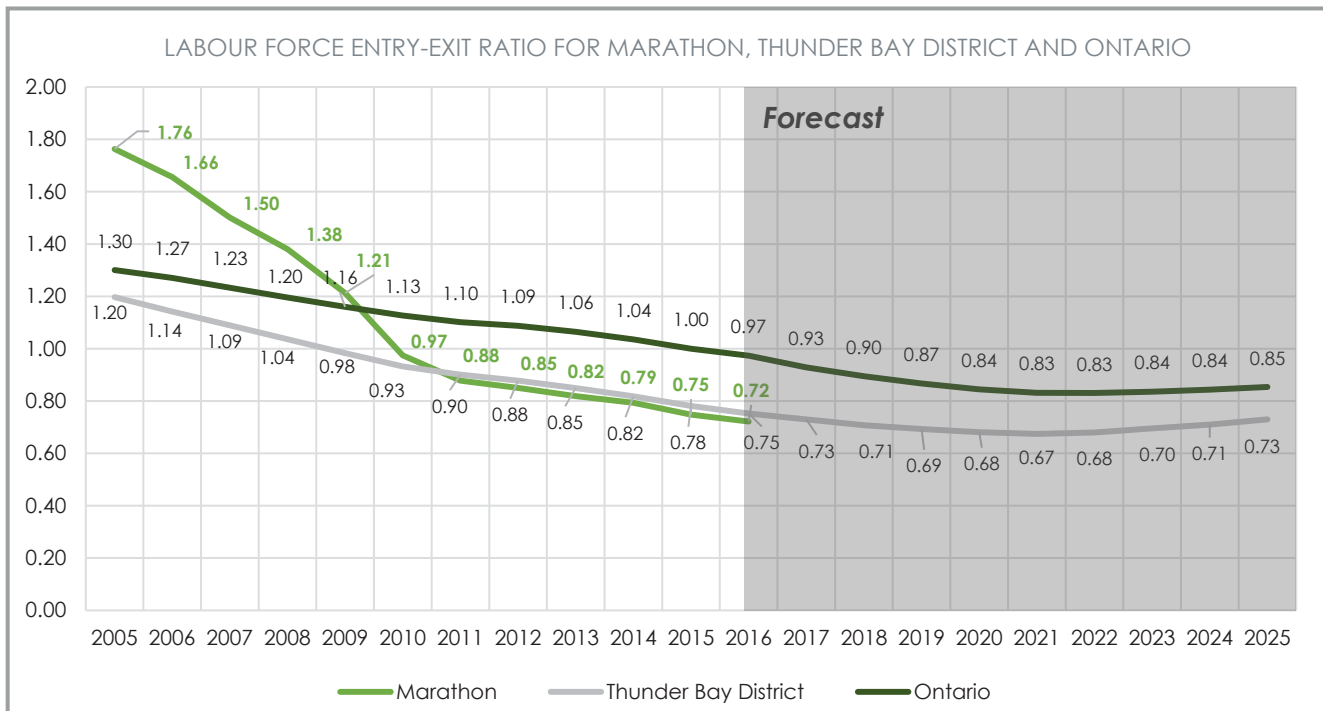


Source: Author's calculations based on Statistics Canada, National Household Survey, 2011

61%

18.4%

FIGURE 6



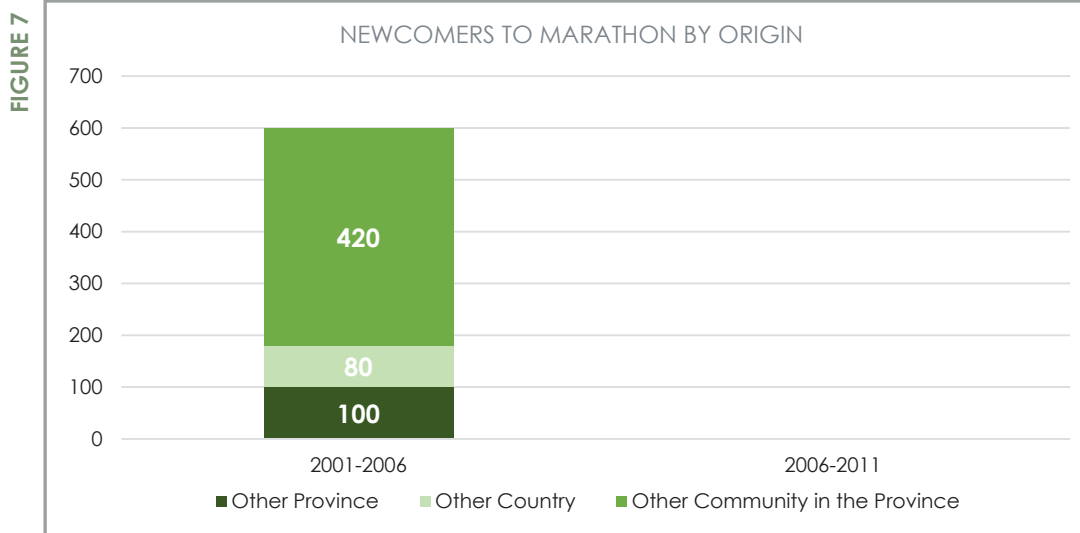
Source: Author's calculations based on Statistics Canada estimation of population and Ontario Ministry of Finance forecasts, spring 2016 population projections update, for the forecast

The labour force entry-exit ratio reflects the number of workers ready to enter the workforce (i.e., 15 to 24 years old) and replace those who are approaching retirement age (i.e., 55 to 64 years old – Figure 6). In Marathon, this ratio dropped from 1.76 to 0.72 over the past ten years. A ratio below 1 indicates that there are not enough young workers to replace those who are retiring. Therefore, if the situation remains unchanged and an insufficient number of working-age newcomers are attracted to the community to address the discrepancy, Marathon may experience a future labour shortage.

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.

There were no data available for newcomers to Marathon in the 2011 National Household Survey. However new data may become available with the release of findings from the 2016 census on November 29, 2017, and that could supplement what is available in this report. Data from the 2006 census are provided in Figure 7.



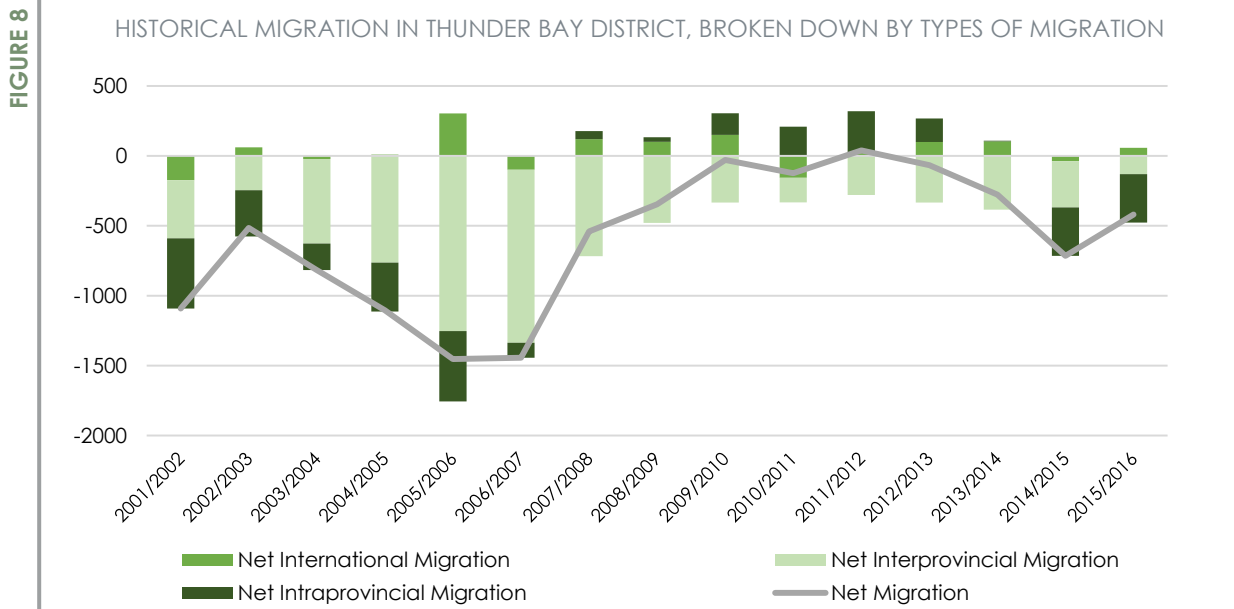
Sources: Statistics Canada, Census, 2006, and National Household Survey, 2011

TABLE 10

PERMANENT RESIDENTS BY INTENDED DESTINATION

Intended Destination	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Marathon	5	<5	<5	<5	<5	<5	<5	<5	<5	<5
Thunder Bay District	140	150	130	190	160	155	130	155	125	105

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



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

For the Thunder Bay District, the number of emigrants was greater than the number of immigrants, resulting in negative net migration (Figure 8), which applies a downward pressure on population growth. When looking at the districts of origin and destination of migrants (Tables 11 and 12), it is interesting to note the many exchanges that occur between the Thunder Bay District and districts west of Thunder Bay, such as Kenora and Rainy River, or even districts in Alberta and Manitoba.

TABLE 11

10 LARGEST ORIGINATING CANADIAN COMMUNITIES
FOR IN-MIGRANTS BY AGE GROUP, 2012-2013

District of Origin of In-migrants	0-17	18-24	25-44	45-64	65+	TOTAL
Kenora	151	102	149	65	25	492
Toronto	28	25	80	22	15	170
Rainy River	30	27	42	16	15	130
Division No. 11 - Manitoba	17	12	42	22	11	104
Algoma	15	13	40	22	8	98
Ottawa	21	11	53	9	3	97
Division No. 6 - Alberta	28	10	39	14	2	93
Simcoe	19	15	29	16	7	86
Greater Sudbury / Grand Sudbury	20	10	35	12	7	84
Cochrane	21	11	29	9	4	74
Total In-migrants	599	452	1,060	417	180	2,708

Source: Taxfiler

TABLE 12

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

District of Destination of Out-migrants	0-17	18-24	25-44	45-64	65+	TOTAL
Kenora	132	51	126	59	8	376
Toronto	7	51	83	13	9	163
Division No. 6 - Alberta	22	17	72	17	12	140
Division No. 11 - Alberta	25	26	54	23	5	133
Ottawa	18	24	50	21	5	118
Algoma	32	12	38	17	4	103
Division No. 11 - Manitoba	21	18	42	16	4	101
Greater Vancouver	6	19	45	8	4	82
Rainy River	23	10	21	19	8	81
Cochrane	13	10	26	17	7	73
Total Out-migrants	596	464	1,162	495	157	2,874

Source: Taxfiler

07. Education, Literacy, Skills, and Training

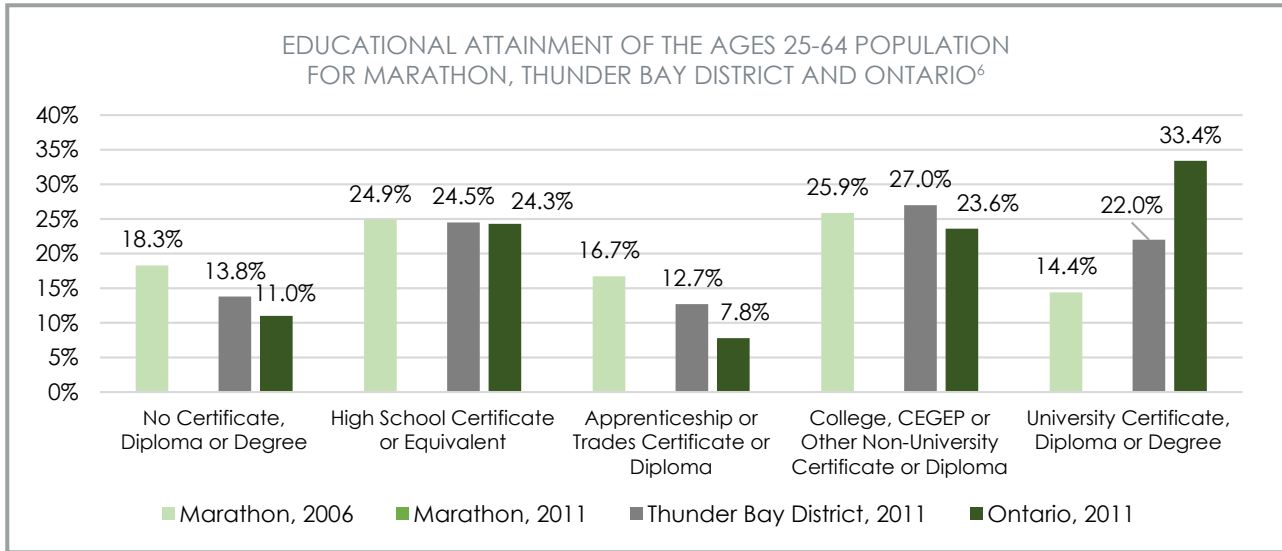
Employers often require education or experience to fill positions. Therefore, educational attainment and experience can be either a source of employment growth or a constraint if the skills available in the community do not match the local employment opportunities.

There were no education data available for the overall population in Marathon in the 2011 National Household Survey. However, new data may become available with the release of findings from the 2016 census on November 29, 2017, and that could supplement what is available in this report. There were data on the educational attainment of the Francophone population in Marathon, provided in Figure 10.

In 2011, 16.1 percent of Marathon's Francophone population had no certificate, diploma, or degree—a lower proportion than that of the Thunder Bay District's Francophone population (19.2 percent), but higher than that of Ontario's Francophone population (11.3 percent), and higher than that of the overall population in both comparative geographical areas (Figures 9 and 10). This may represent a challenge for the Francophone population in the future, as more jobs will require post-secondary education (Moazzami, 2015).

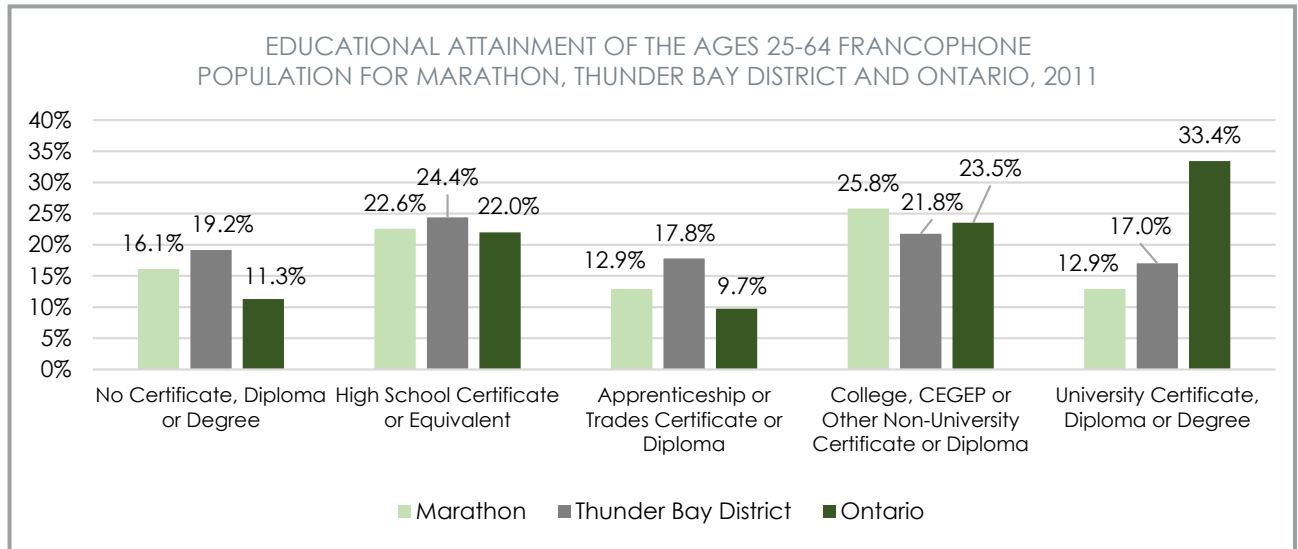
Student enrolment for Marathon's elementary and secondary schools is provided in Figure 11.

FIGURE 9



Source: Author's calculations based on Statistics Canada, Census, 2006, and National Household Survey, 2011

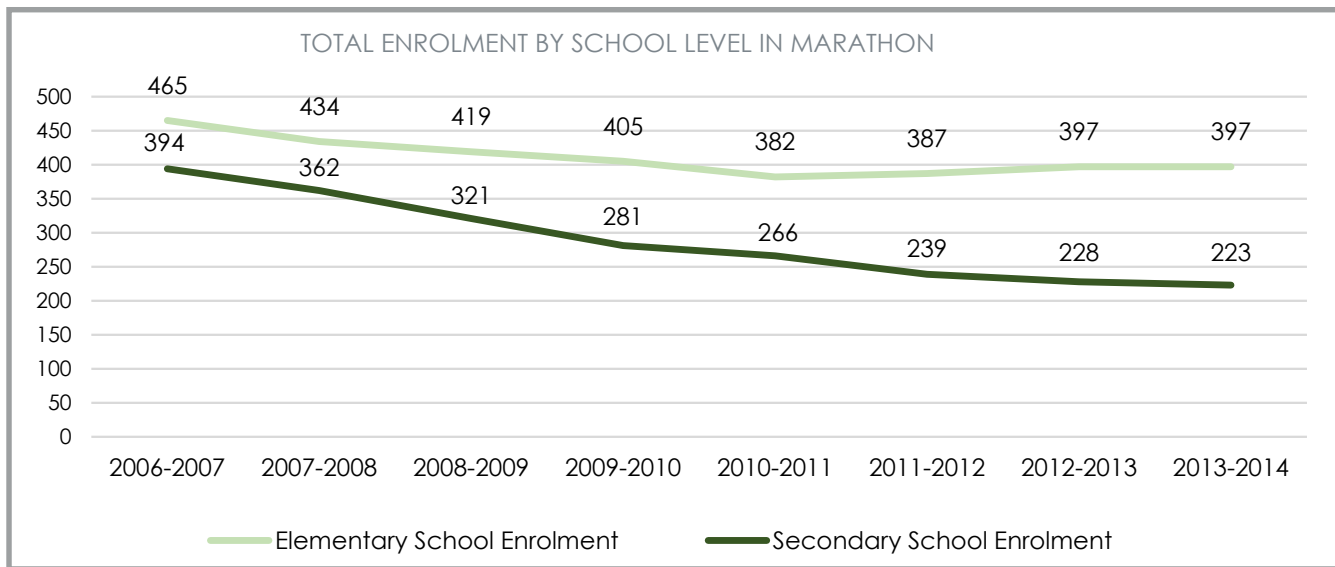
FIGURE 10



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

⁴The 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 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.

FIGURE 11



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

ALIGNMENT

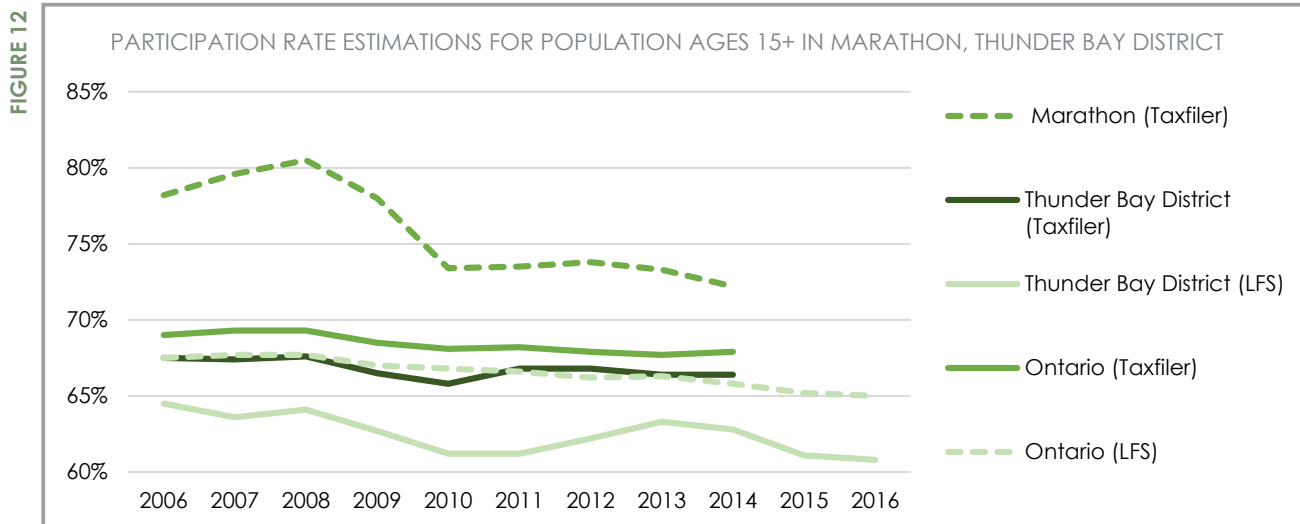
There were no labour force and income data available for the overall population in Marathon in the 2011 National Household Survey. However, new data may become available with the release of findings from the 2016 census on November 29, 2017, and that could supplement what is available in this report. That being said, data were available for the Francophone and Indigenous populations in Marathon, and data for the total population from sources other than the 2011 National Household Survey are provided, where applicable, in the following section.

08. Labour Force Participation

Participation, employment, and unemployment rates reflect whether an individual is willing and able to find employment, and whether an employer is able and willing to hire them. All the previous indicators, and more, have an influence on a worker's ability to find a job and an employer's ability to find a worker.

Since 2006, the participation rate for the total population in Marathon decreased from 78.2 percent to 72.2 percent (Figure 12). It is possible that this decrease was the result of individuals retiring or leaving the labour market altogether. Between 2010 and 2011, the number of taxfilers declaring receipt of Employment Insurance experienced a sharp drop from 14.5 percent to 10.3 percent, and then remained relatively stable from 2011 to 2014 (Figure 16). On the other hand, the number of taxfilers declaring employment income remained relatively stable over the period (Figure 14).

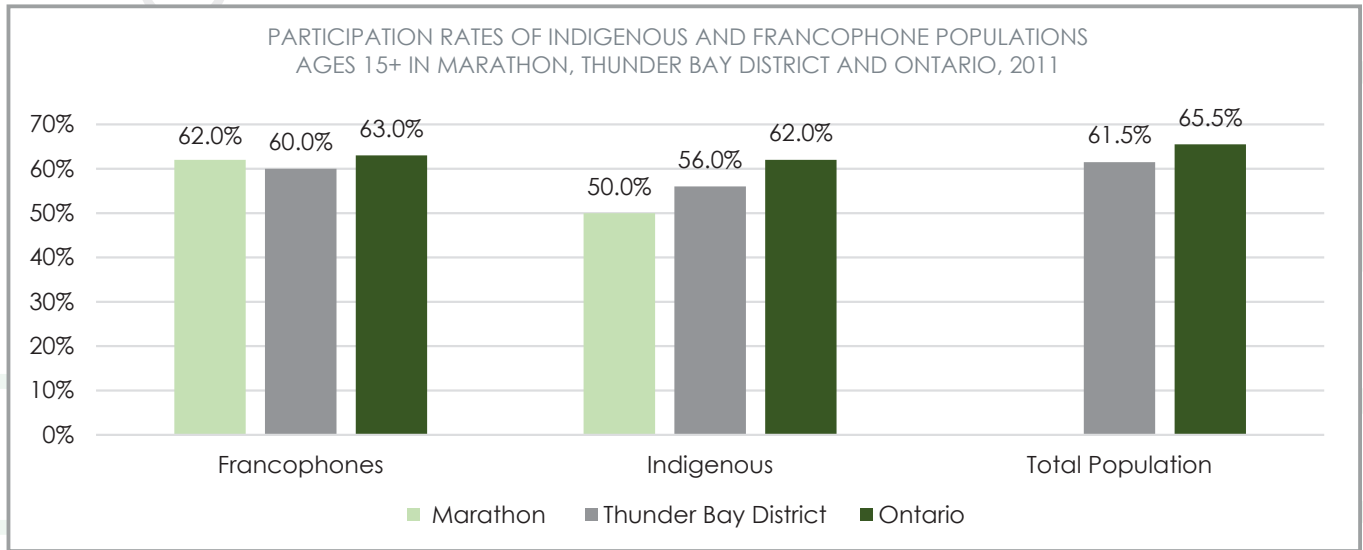
In 2011, the Indigenous participation and employment rates were slightly lower in Marathon than that of Indigenous populations in Thunder Bay District and Ontario (Figures 13 and 15). The participation and employment rates of Francophones in Marathon were similar to those for Ontario, but higher than that of the District (Figures 13 and 15). It appears that all of Marathon's Indigenous and Francophone residents that participated in the labour force were employed, resulting in a 0 percent unemployment rate (Figure 17). Nevertheless, given the small size of these populations in Marathon (Figure 4) and the high global non-response rate, these numbers should be interpreted with caution.



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.

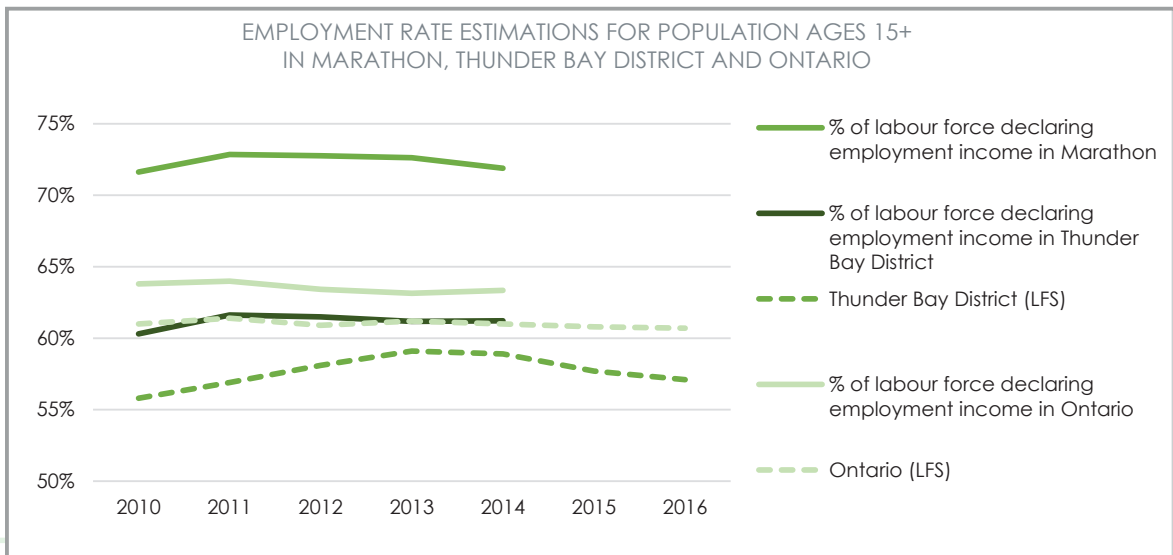
...the participation and employment rates of Francophones in Marathon were **higher** than that of the district...

FIGURE 13



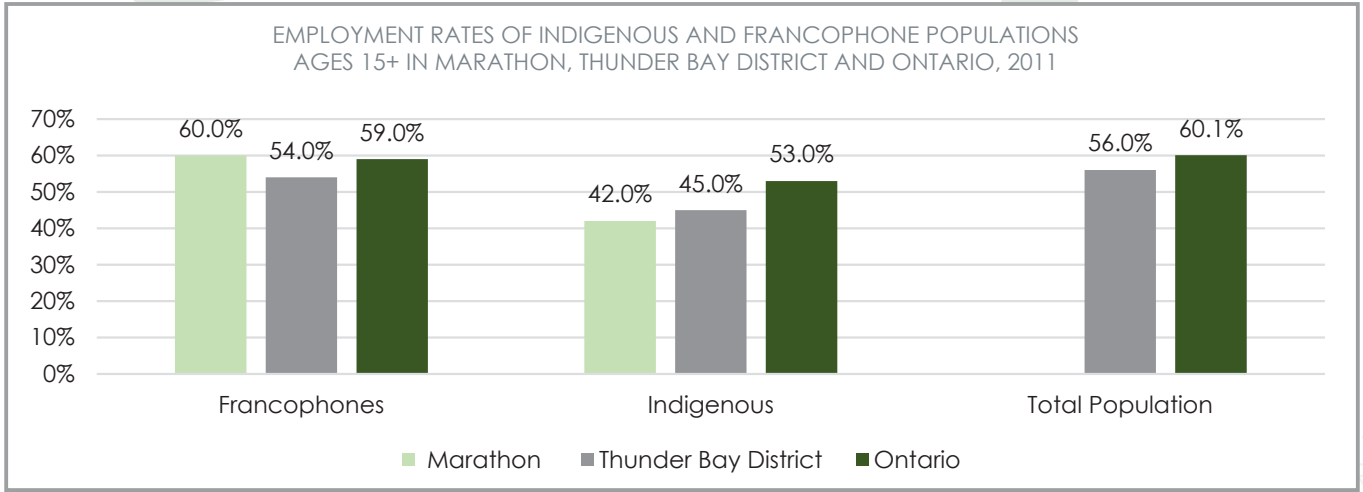
Source: Statistics Canada, National Household Survey, 2011

FIGURE 14



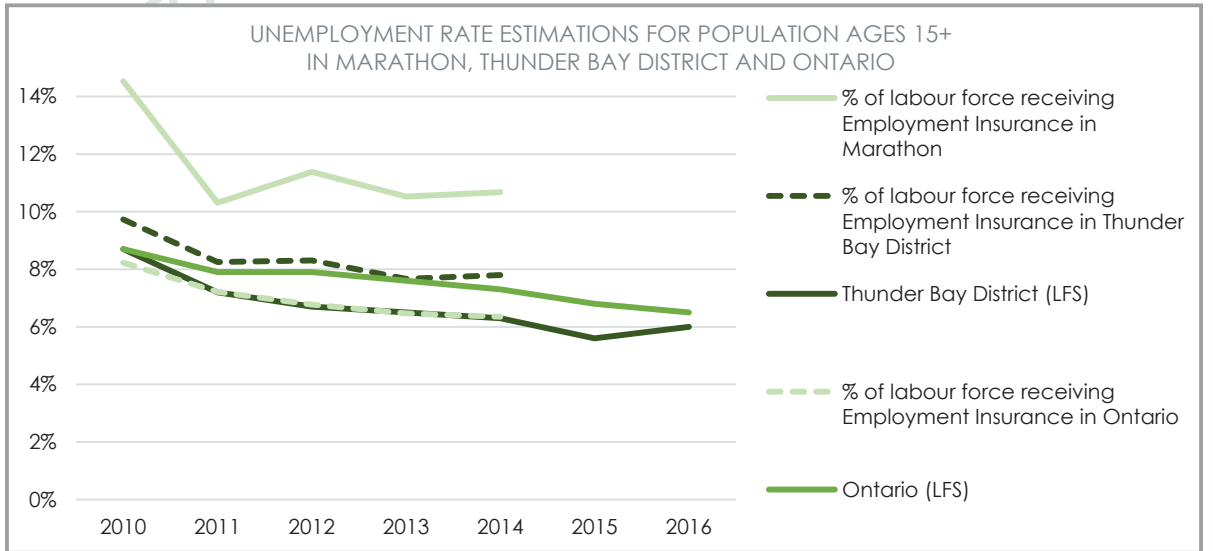
Sources: Author's calculation based on Taxfiler, number of people declaring employment income and estimation of population; Labour Force Survey (LFS) two-year average estimates

FIGURE 15

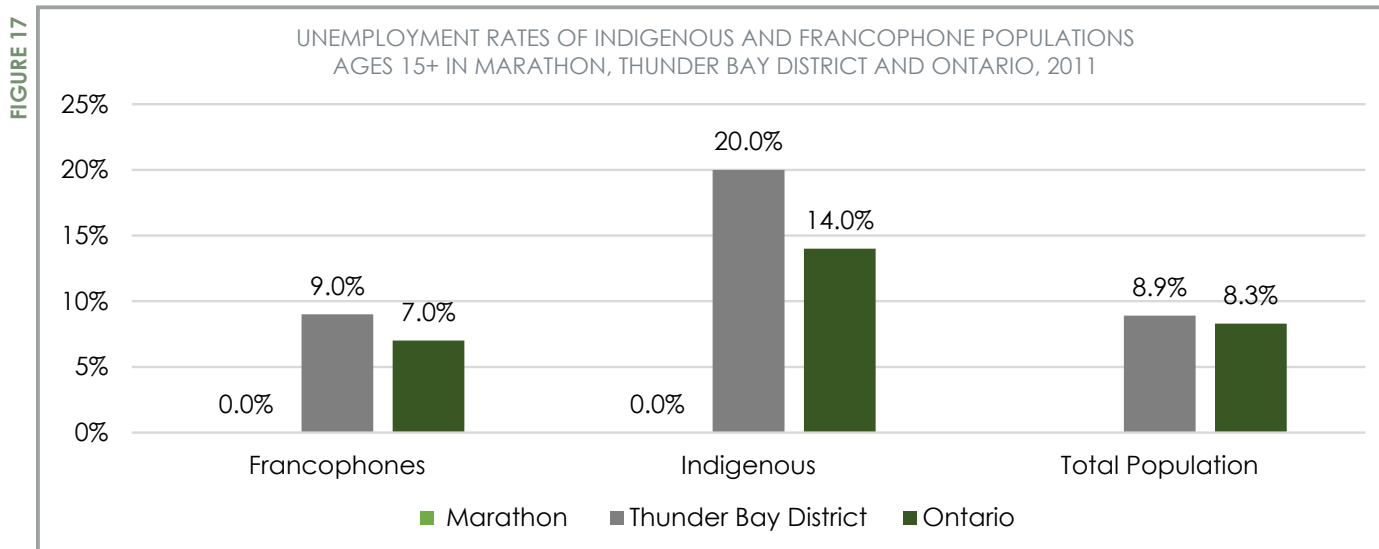


Source: Statistics Canada, National Household Survey, 2011

FIGURE 16



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



Source: Statistics Canada, National Household Survey, 2011

09. Wages⁷

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. On the other hand, if an area offers wages inferior to the rest of the province, it can be perceived as a competitive advantage and attract employers.

⁷ For a more detailed analysis of salary comparison in the North, please see Sundmark, J. (2016). "Average salary comparison" [blog] Available at: northernpolicy.ca

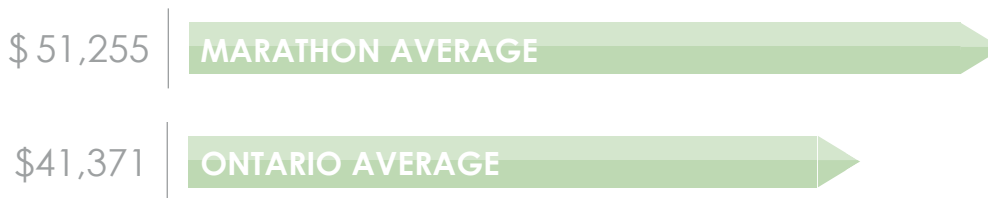
TABLE 13

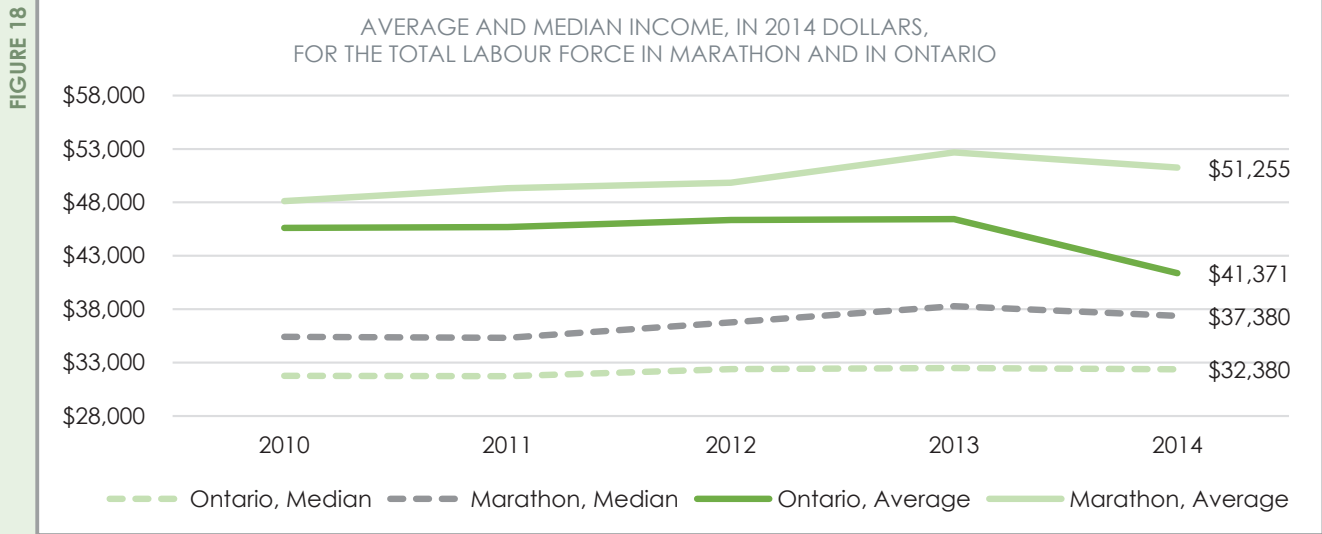
COMPARISON OF AVERAGE HOURLY WAGES BY OCCUPATION BETWEEN NORTHWESTERN ONTARIO AND ONTARIO			
Average Hourly Wages Offered by Occupation, 2015	Northwestern Ontario	Ontario	Difference
Professional occupations in health (except nursing)	\$ 70.73	\$ 48.71	\$ 22.01
Industrial, electrical & construction trades	\$ 28.49	\$ 22.06	\$ 6.43
Professional occupations in business & finance	\$ 32.85	\$ 26.74	\$ 6.11
Finance, insurance & related business administrative occupations	\$ 15.15	\$ 24.48	\$ -9.33
Professional occupations in natural & applied sciences	\$ 25.29	\$ 34.39	\$ -9.10
Retail sales supervisors & specialized sales occupations	\$ 16.00	\$ 23.46	\$ -7.46

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

10. Income

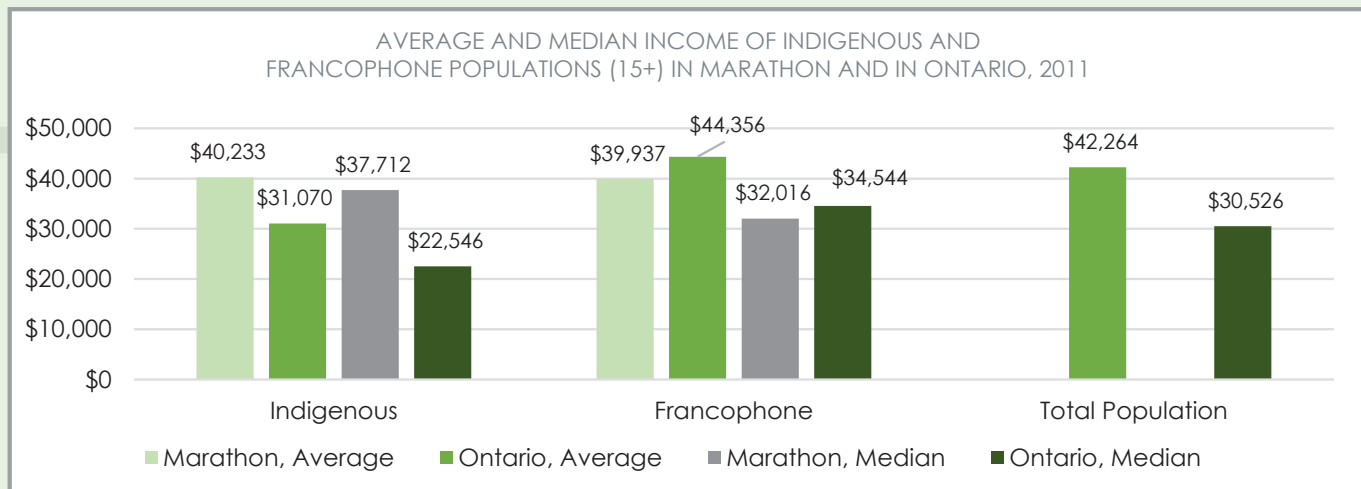
Average and median income indicate how well-off an area and its inhabitants are compared to others. Sources of income also provide information about how much of the community's income comes from the labour market and how much comes from other sources. As such, it can be an indication about the prevalence of employment and the sustainability of the community.





Sources: Author's calculations based on Taxfiler, Marathon "rural community" (postal code P0T 2E0), and Ontario; Bank of Canada, Consumer Price Index

FIGURE 19



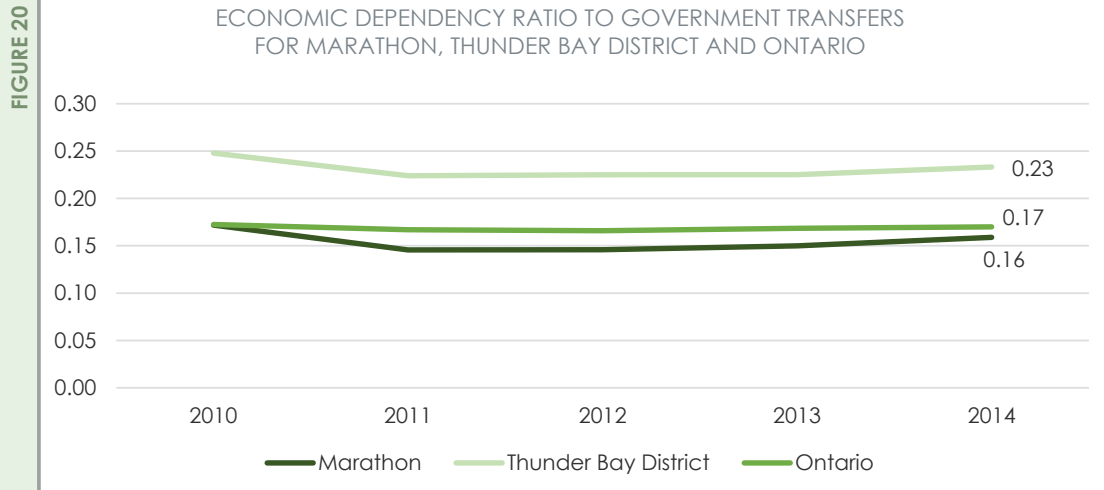
Source: National Household Survey, 2011

Average income depends on multiple factors, such as the type of jobs available (part-time or full-time) and/or the dominant industry in a community. Between 2010 and 2014, Marathon's average and median incomes were above Ontario's (Figure 18).

In 2011, the average and median incomes of Marathon's Indigenous population were higher than that of Ontario's Indigenous population (Figure 19). Additionally, the gap between the population's median and average incomes was smaller than that of Ontario's Indigenous population. Therefore, the Indigenous population in Marathon is more homogenous, in terms of income, than that of the province.

In 2011, the average and median incomes of Marathon's Francophone population were lower than that of both Ontario's Francophone population and overall population (Figure 19).

Furthermore, the economic dependency ratio—the amount of government transfers received compared to the amount of income earned through employment—in Marathon (0.16) is lower than the ratio in both the Thunder Bay District (0.23) and the province (0.17 - Figure 20). Therefore Marathon's income is less dependent on government transfers than both comparative geographical areas.



Source: Author's calculations based on Taxfiler, Marathon "rural community"(postal code P0T 2E0), Thunder Bay District, and Ontario.

Although government transfers represent the same proportion of Marathon's income as they do provincially, the distribution of government transfers differs slightly (Table 14). Namely, transfers to the community consist of a smaller proportion of Old Age Security payments but a larger proportion of workers' compensation payments than in Ontario. On the other hand, wages, salaries, and commissions represented the largest source of employment income in the community.

TABLE 14

DISTRIBUTION OF THE INCOME OF THE COMMUNITY BY SOURCE OF INCOME			
Amount of Dollars by Source of Income, 2014	Marathon	Thunder Bay District	Ontario
Wages/salaries/commissions only	74.8%	64.9%	67.7%
Self-employment only	1.1%	2.3%	4.3%
Employment income	75.9%	67.2%	72.0%
Employment Insurance	1.6%	1.4%	1.1%
OAS/Net federal supplements	2.2%	3.8%	3.3%
CPP/QPP	3.8%	5.4%	3.9%
CCTB	0.9%	1.1%	1.1%
Workers compensation	1.6%	1.0%	0.4%
Social Assistance	0.9%	1.5%	1.1%
Other government transfers	1.1%	1.4%	1.3%
Government transfers	12.1%	15.7%	12.2%
Private pensions	6.0%	10.6%	7.7%
RRSP	0.3%	0.4%	0.4%
Investment	1.7%	3.8%	5.3%
Other income	3.9%	2.3%	2.5%
Total income	100.0%	100.0%	100.0%

Source: Author's calculations based on Taxfiler, Marathon "rural community" (postal code P0T 2E0), Thunder Bay District, and Ontario.

POPULATION



3,273 (2016)



170.54

SQUARE KILOMETRES
NORTH OF PUKASKWA
NATIONAL PARK

48°45'N
86°22'W

MARATHON



FILLING JOBS THAT

ALREADY EXIST

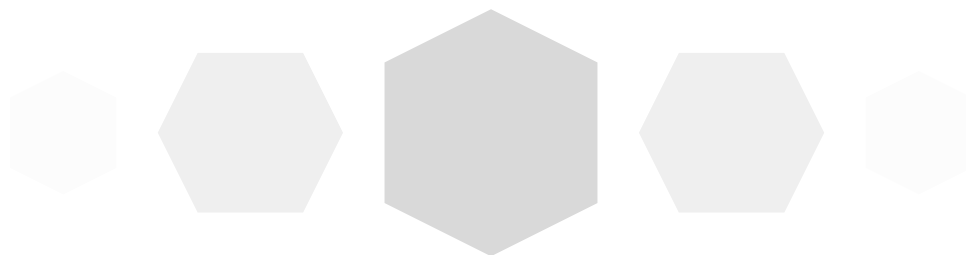
WOULD FOSTER INCREASED

PROSPERITY

CONCLUSION

Lack of data make it difficult to provide a full picture of Marathon. However, it is possible to say that, like many other communities in the north, Marathon faces the challenge of a shrinking population. For the community to be sustainable, this trend must change. Adding jobs will entice more people to settle in the community, and vice versa, but where to start is for the community to decide.

The data above suggest that opportunities exist for those who wish to stay in or come to Marathon. Filling the jobs that already exist would foster increased prosperity and create more opportunity in the future. This does not mean that Marathon should ignore the pursuit of new employers, but it should also focus on the potential of sustaining or expanding current ones.



NOTE TO READERS: Moving forward, the *Community Labour Market Report Series* will be replaced by *Community Accounts*. This online portal, no.communityaccounts.ca, will provide reliable information on key economic and social indicators, broken down to the community, regional, provincial and national levels over census years 2001, 2006, 2011 and 2016. *Community Accounts* will be publically available to allow anyone to access data for their community in tables, charts and other formats.

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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

This report was made possible in part through the support of the Northern Ontario Heritage Fund Corporation, the Province of Ontario and the Government of Canada. We greatly appreciate their generous support but emphasize the following: the views expressed in this report are those of the authors and do not necessarily reflect the opinions of the Institute, the Planning Board, our Directors, supporters, donors, partners, the Government of Canada, or the Government of Ontario. Quotation with appropriate credit is permissible.



This project is funded in part by the Government of Canada and the Government of Ontario.