Community Labour Market Report

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NIPIGON

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 Nipigon, 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.

Nipigon employers are mostly self-employed individuals and small businesses. Indeed, 71 percent of businesses in the community have fewer than five employees (Table 2). By comparison, 87 percent of Ontario businesses had fewer than five employees between December 2015 and December 2016 (Statistics Canada, 2016). Although the total number of businesses in Nipigon increased during that same time span, the concurrent fluctuations in the size of businesses observed reflects, in part, some degree of downsizing in their activities (Table 2).

In December 2016, accommodation services, specialty trade contractors, and ambulatory health care services were the industries with the highest number of employers in Nipigon (Table 1). Yet, the majority of enterprises in these industries were relatively small—each having fewer than five employees. Therefore, these businesses may not represent a large proportion of total employment in the community.

The distribution of employers by industry is very different for Nipigon than that of the Thunder Bay District and the province (Table 1). For example, the community has a larger proportion of accommodation services employers (10.7 percent) than the District (1.8 percent) or the province (0.6 percent).

TABLE 1

TOP 21 EMPLOYERS BY INDUSTRY, AND AS A PERCENTAGE OF TOTAL NUMBER OF EMPLOYERS, DECEMBER 2016	Total	Nipigon (% of Total Number of Employers)	Thunder Bay District (% of Total Number of Employers)	Ontario (% of Total Number of Employers)
721 - Accommodation services	13	10.7	1.8	0.6
238 - Specialty trade contractors	8	6.6	5.6	6.6
621 - Ambulatory health care services	8	6.6	7.1	7.2
447 - Gasoline stations	7	5.8	0.8	0.5
531 - Real estate	7	5.8	15.3	3.5
722 - Food services & drinking places	7	5.8	3.2	5.9
445 - Food & beverage stores	5	4.1	1.5	2.0
811 - Repair & maintenance	5	4.1	2.7	2.7
813 - Religious, grant-making, civic & professional & similar organizations	5	4.1	2.9	2.7
523 - Securities, commodity contracts, & other financial investment & related activities	4	3.3	4.4	1.4
488 - Support activities for transportation	3	2.5	0.7	0.7
611 - Educational services	3	2.5	1.2	1.2
713 - Amusement, gambling & recreation industries	3	2.5	0.9	0.8
113 - Forestry & logging	2	1.7	2.0	0.1
236 - Construction of buildings	2	1.7	3.0	3.0
237 - Heavy & civil engineering construction	2	1.7	1.2	0.5
452 - General merchandise stores	2	1.7	0.6	0.6
541 - Professional, scientific & technical services	2	1.7	7.8	13.0
551 - Management of companies & enterprises	2	1.7	0.8	0.5
812 - Personal & laundry services	2	1.7	2.2	2.2
914 - Aboriginal public administration	2	1.7	0.2	0.0

Sources: Author's calculations based on Statistics Canada, Canadian Business Counts; Statistics Canada, Canadian Business Counts

TABLE 2

CHANGE IN NUMBER OF EMPLOYERS BY NUMBER OF EMPLOYEES IN NIPIGON	December 2015	December 2016	2015-2016 Change (#)	2015-2016 Change (%)	Ontario Change (%)
0[1]	52	54	2	3.8	1.0
1-4	32	32	0	0.0	2.5
5-9	13	18	5	38.5	2.6
10-19	14	9	-5	-35.7	2.5
20-49	6	6	0	0.0	-1.5
50-99	2	2	0	0.0	3.1
100-199	0	0	0	0.0	0.6
200-499	0	0	0	0.0	0.8
500+	0	0	0	0.0	0.8
Total Number of Employers	**119**	**121**	**2**	**1.7**	**1.3**

Sources: Author's calculations based on Statistics Canada, Canadian Business Counts; Statistics Canada, Canadian Business Counts[2]

[1] Businesses with zero employees are self-employed entrepreneurs who do not have any employees on their payroll.
[2] At the community level, the Canadian 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.

1.2 Nipigon   **1.4** Ontario   **-0.1** Thunder Bay District

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

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

02. Employment by Industry

Employment by industry data[3] 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.

The 2011 National Household Survey contained no data regarding employment by industry for Nipigon. 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.

[3] 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		Nipigon (#)	Nipigon (% 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; 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
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 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.

There were no data available for employment by occupation for Nipigon 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.
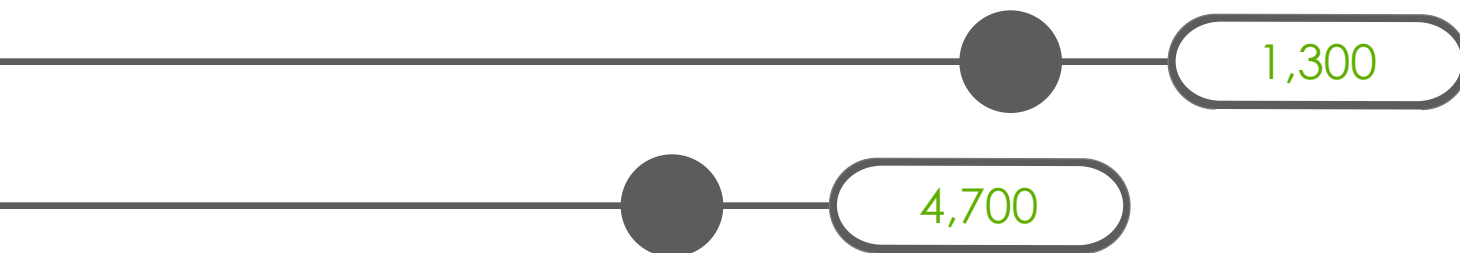
1,300

4,700

TABLE 5

	EMPLOYMENT BY OCCUPATION, AND AS A PERCENTAGE OF TOTAL, 2011	Nipigon (#)	Nipigon (% of Total)	Thunder Bay District (% of total)	Ontario (% of total)
0	Management occupations	N/A	N/A	7.9	11.5
1	Business, finance & administration occupations	N/A	N/A	14.3	17.0
2	Natural & applied sciences & related occupations	N/A	N/A	5.9	7.4
3	Health occupations	N/A	N/A	7.9	5.9
4	Occupations in education, law & social, community & government services	N/A	N/A	14.6	12.0
5	Occupations in art, culture, recreation & sport	N/A	N/A	1.9	3.1
6	Sales & service occupations	N/A	N/A	24.5	23.2
7	Trades, transport & equipment operators & related occupations	N/A	N/A	17.4	13.0
8	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; 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
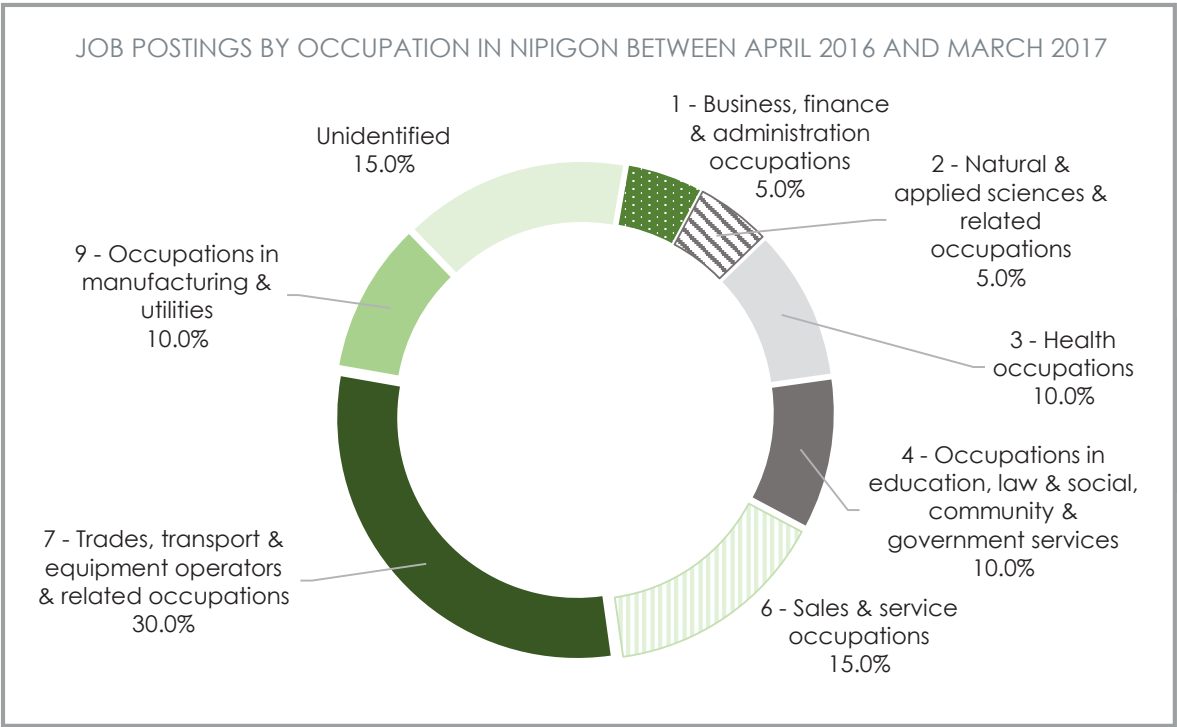*An 'X' indicates that the data were suppressed for confidentiality reasons. The Labour Force Survey suppresses data when an estimate is below 1,500 for Ontario, its Economic Regions, or Census Metropolitan Areas (CMA).*

04. Local Knowledge

This section features a summary of all jobs posted online in Nipigon.[4] Although the sources for these data have their limitations, they do provide a general idea of the vacancies and job opportunities in the community at a given time to complement the employment data presented previously.

[4] 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

JOB POSTINGS BY OCCUPATION IN NIPIGON BETWEEN APRIL 2016 AND MARCH 2017

Unidentified
15.0%

1 - Business, finance & administration occupations
5.0%

2 - Natural & applied sciences & related occupations
5.0%

3 - Health occupations
10.0%

4 - Occupations in education, law & social, community & government services
10.0%

6 - Sales & service occupations
15.0%

7 - Trades, transport & equipment operators & related occupations
30.0%

9 - Occupations in manufacturing & utilities
10.0%

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

20

Jobs posted
between April 2016 and March 2017

Source: Vicinityjobs.ca

10.0%

$

10.0%

30.0%

?

TABLE 7

POSITIONS ADVERTISED IN NIPIGON BETWEEN APRIL 2016 AND MARCH 2017		
Most-demanded Positions	Number of Postings	% of Total
Other customer & information services representatives	3	15.0
Construction millwrights & industrial mechanics	3	15.0
Pharmacists	2	10.0
Power engineers & power systems operators	2	10.0
General office support workers	1	5.0
Land surveyors	1	5.0
Teachers	1	5.0
Business development officers & marketing researchers & consultants	1	5.0
Telecommunications installation & repair workers	1	5.0
Automotive service technicians, truck & bus mechanics and mechanical repairers	1	5.0
Transport truck drivers	1	5.0

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

TABLE 8

NUMBER OF POSTINGS BY TYPE IN NIPIGON BETWEEN APRIL 2016 AND MARCH 2017		
Type	**Number of Postings**	**% of Total**
Full time	16	80.0
Part time	3	15.0
Unknown	1	5.0

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

TABLE 9

NUMBER OF POSTINGS BY EDUCATION REQUIRED IN NIPIGON BETWEEN APRIL 2016 AND MARCH 2017		
Job Posted by Education and Skills Required	Number of Postings	% of Total
University education	5	25.0
College or vocational education or apprenticeship training	7	35.0
Secondary school and/or occupation-specific training	5	25.0
On-the-job training or no formal education required	0	0.0
Unknown	3	15.0

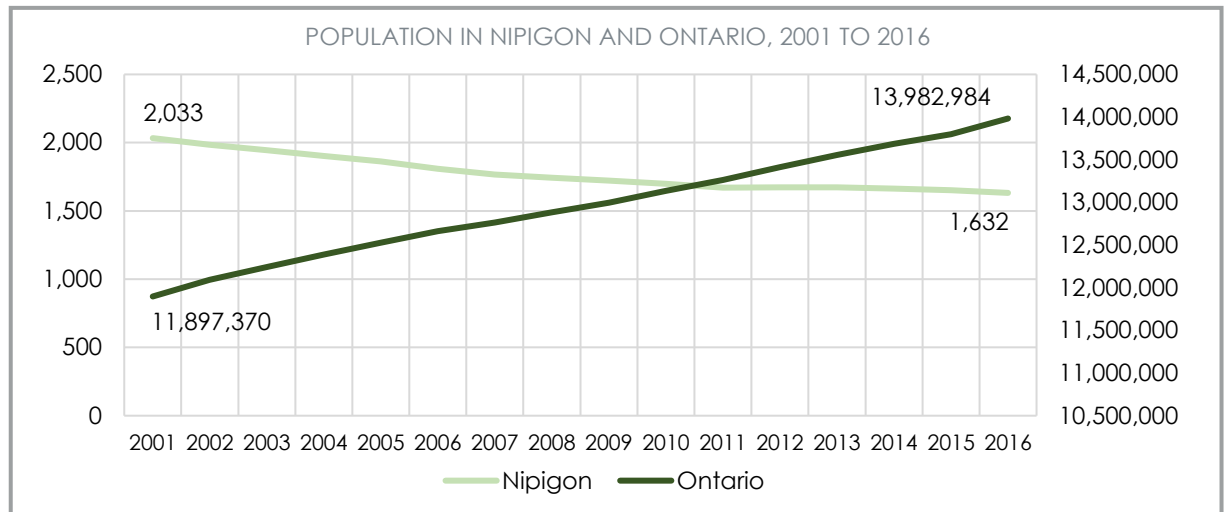*Sources: Vicinityjobs.ca; on-the-ground research on local job boards*

25.0%

35.0%

15.0%

0.0%
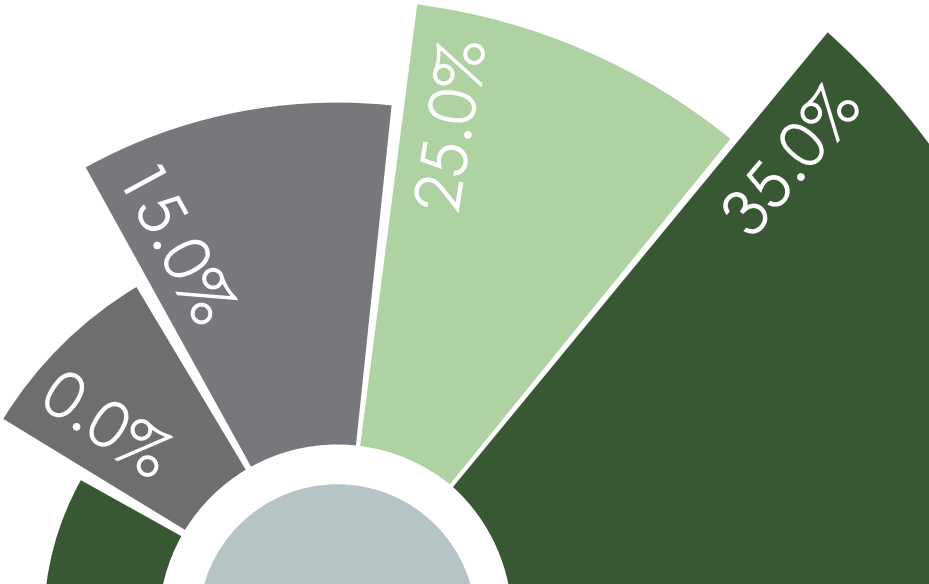
SUPPLY

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 or health care).
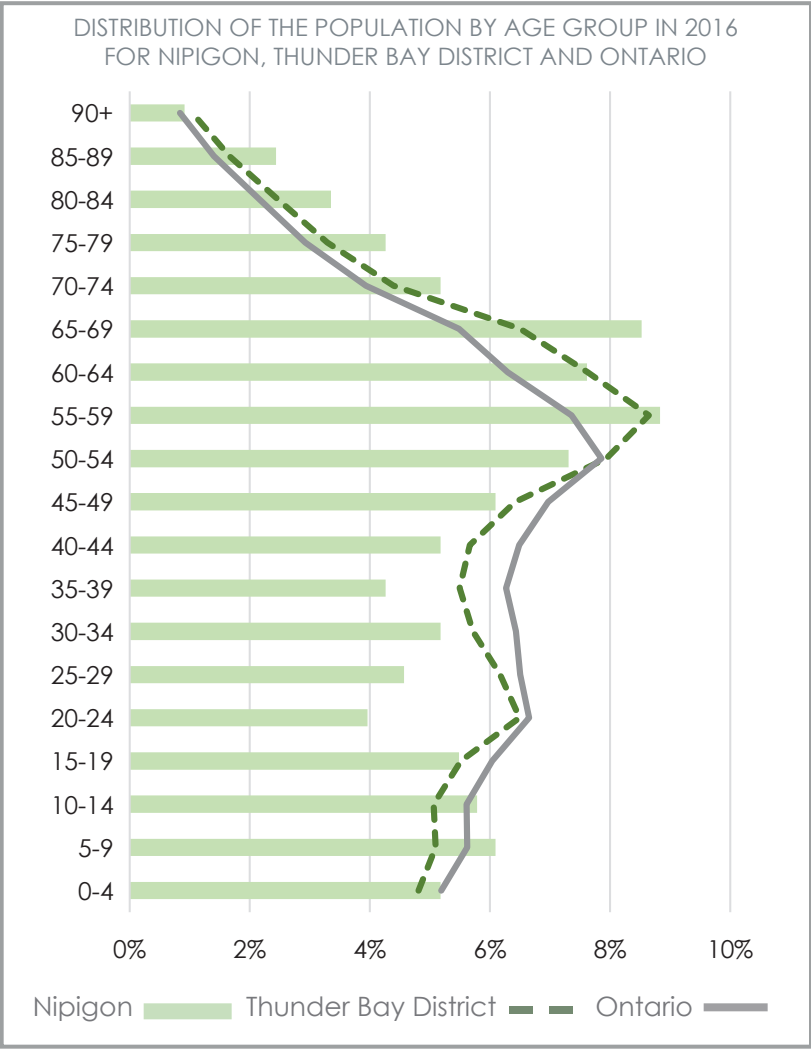
Nipigon's population has declined by 19.7 percent in the past 16 years, which contrasts with a 17.5 percent increase in Ontario's population over the same period (Figure 2). This decline is the result of a decreasing fertility rate and emigration—individuals leaving the community (Cuddy and Moazzami, 2016).

FIGURE 2

POPULATION IN NIPIGON AND ONTARIO, 2001 TO 2016

2,033

13,982,984

1,632

11,897,370

2001 2002 2003 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 2014 2015 2016

— Nipigon — Ontario

Source: Statistics Canada, Estimates of population

FIGURE 3

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

Nipigon ▬ Thunder Bay District ▬ ▬ Ontario ▬

Source: Author's calculations based on Statistics Canada, Census, 2016

1,642

Total 2016 population

Source: Statistics Canada, Census, 2016

The age distribution in Nipigon is similar to that of the Thunder Bay District and Ontario (Figure 3). Two notable exceptions are the age 65+ population, which is higher in Nipigon, and the ages 20 to 44 population, which is slightly lower than that of the comparative geographical areas.

In Nipigon, the Francophone population ages 65 and above is higher than that of the Thunder Bay District and Ontario (Figure 5). Therefore, Nipigon's Francophone population is older than that of both comparative geographical areas. Similarly, Nipigon's Indigenous population ages 65 and above is higher than that of the Thunder Bay District and Ontario (Figure 6).
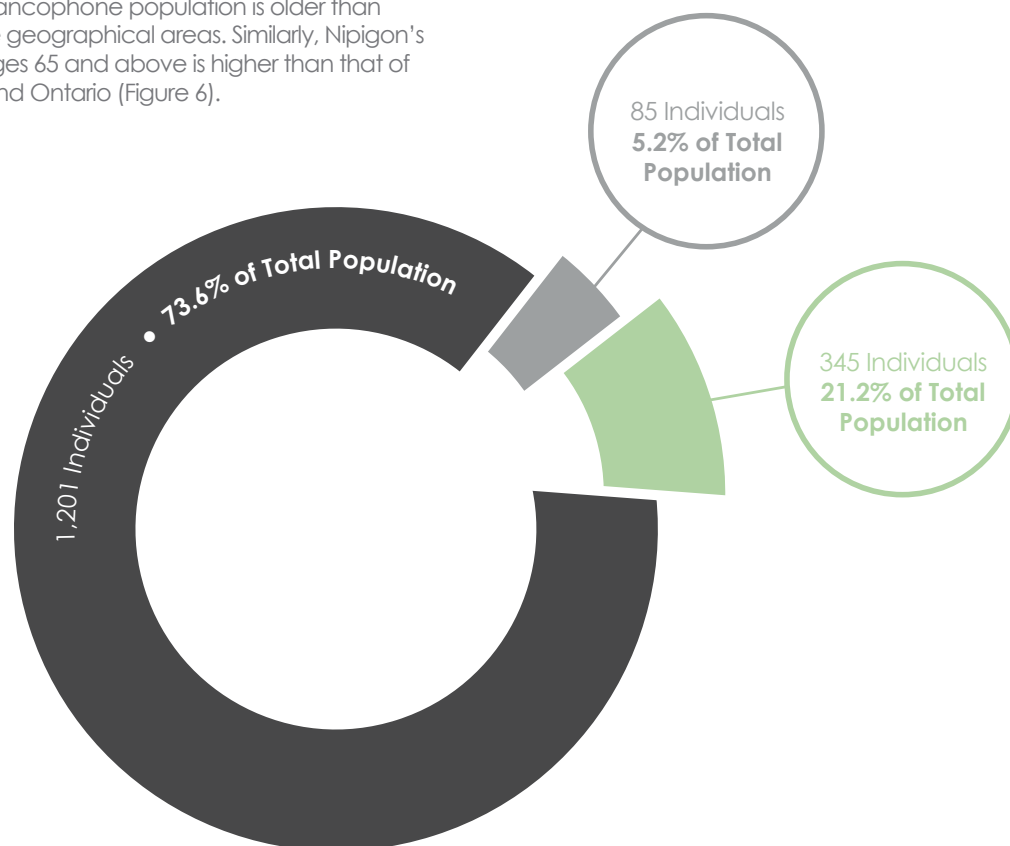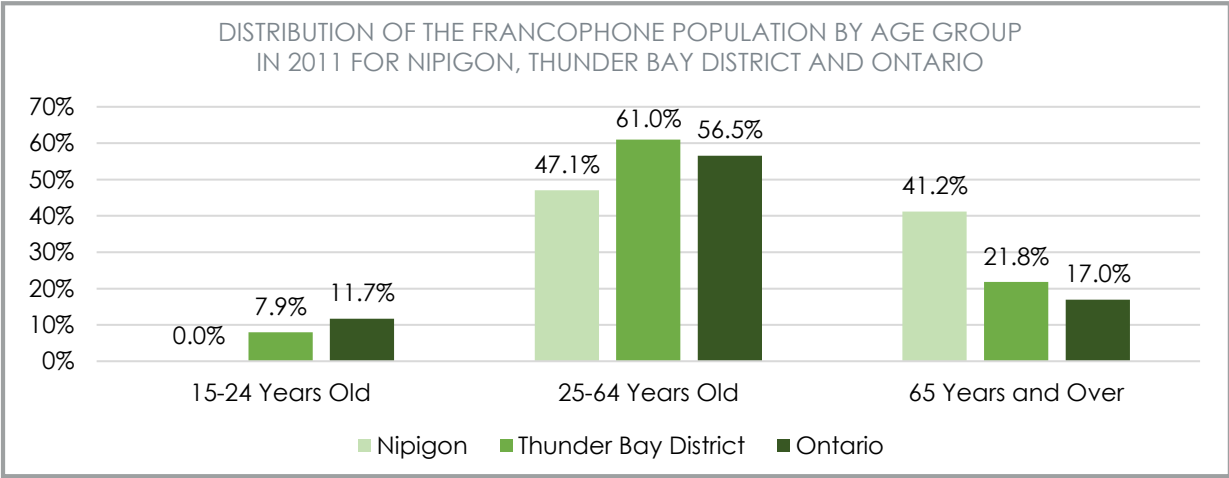
85 Individuals
5.2% of Total Population

345 Individuals
21.2% of Total Population

1,201 Individuals • **73.6% of Total Population**

FIGURE 4

DISTRIBUTION OF THE POPULATION BY POPULATION GROUP IN 2011 FOR NIPIGON
Source: Author's calculations based on Statistics Canada, National Household Survey, 2011

▬ Francophones
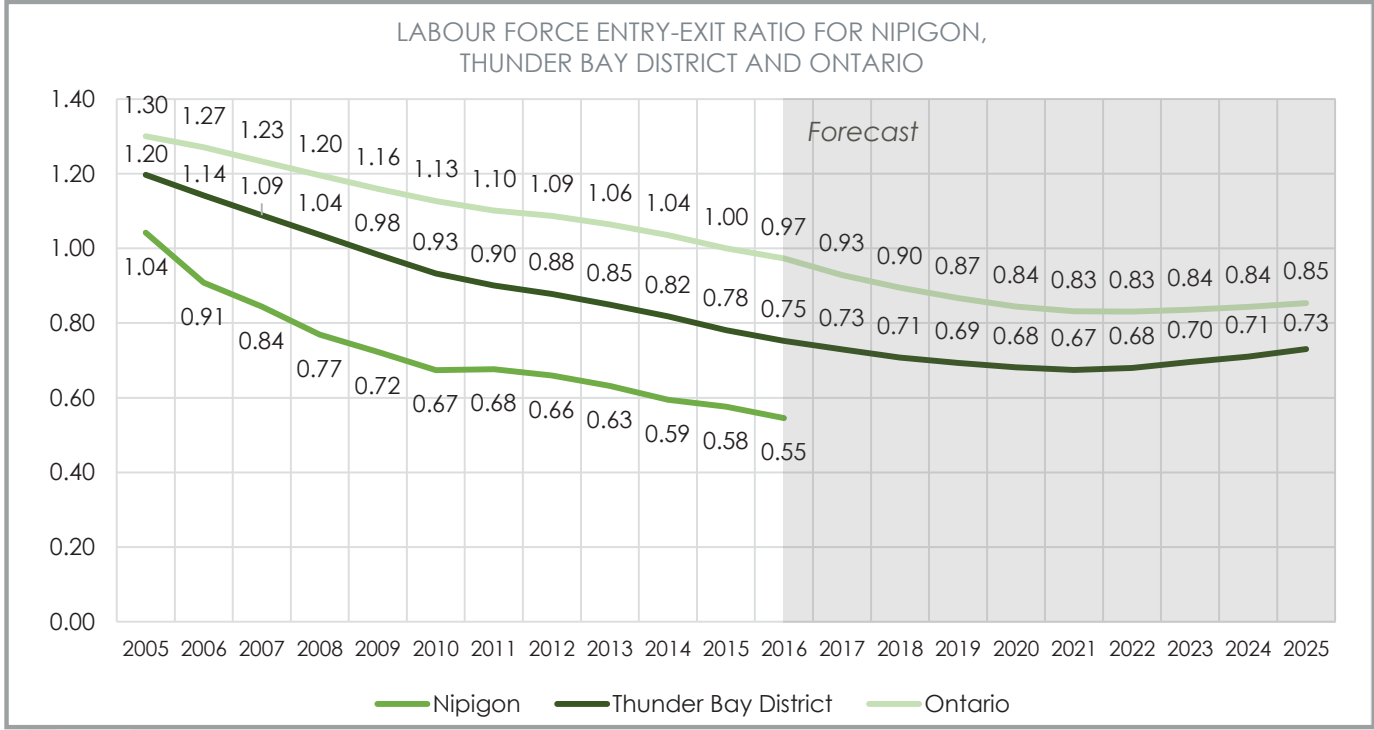▬ Rest of Population
▬ Indigenous

FIGURE 5

DISTRIBUTION OF THE FRANCOPHONE POPULATION BY AGE GROUP IN 2011 FOR NIPIGON, THUNDER BAY DISTRICT AND ONTARIO

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

FIGURE 6

DISTRIBUTION OF THE INDIGENOUS POPULATION BY AGE GROUP IN 2011 FOR NIPIGON, THUNDER BAY DISTRICT AND ONTARIO

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

FIGURE 7

LABOUR FORCE ENTRY-EXIT RATIO FOR NIPIGON,
THUNDER BAY DISTRICT AND ONTARIO
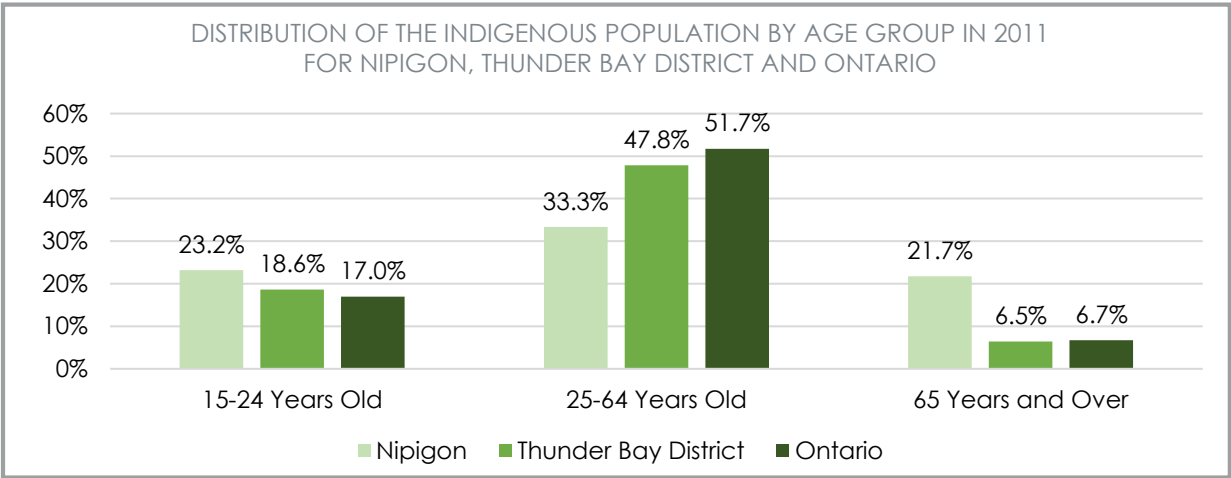
Source: Author's calculations based on Statistics Canada estimation of population and Ontario Ministry of Finance forecasts, spring 2016 population projections update, which served as the basis for the forecast

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 7). In Nipigon, the ratio dropped from 1.04 to 0.55 between 2005 and 2016. A ratio below 1 indicates that there are not enough workers entering the labour market to replace those that 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, Nipigon may experience a future labour shortage.

06. Migration

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

There were no data available for newcomers to Nipigon 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 8.

FIGURE 8

NEWCOMERS TO NIPIGON BY ORIGIN

■ Other Province ■ Other Country ■ Other Community in the Province
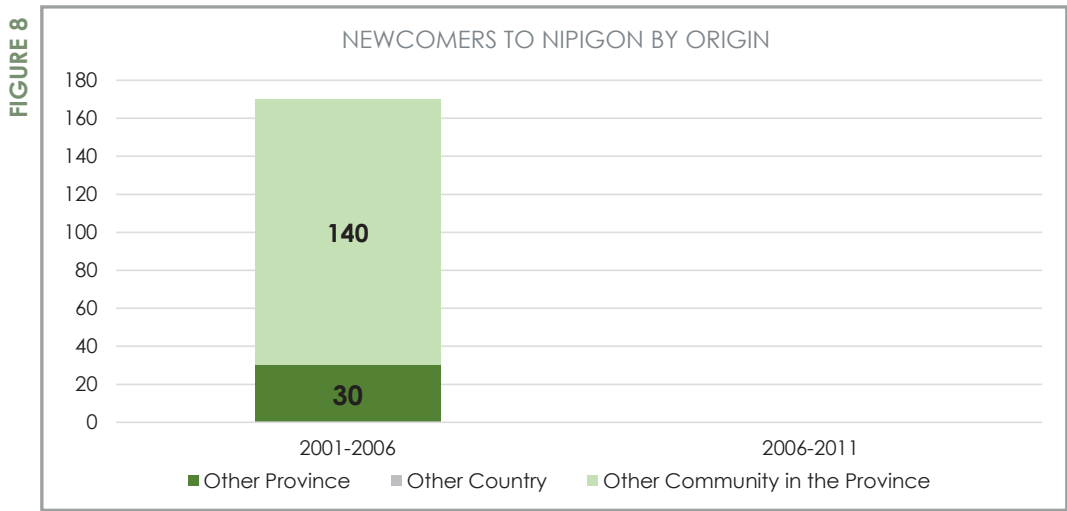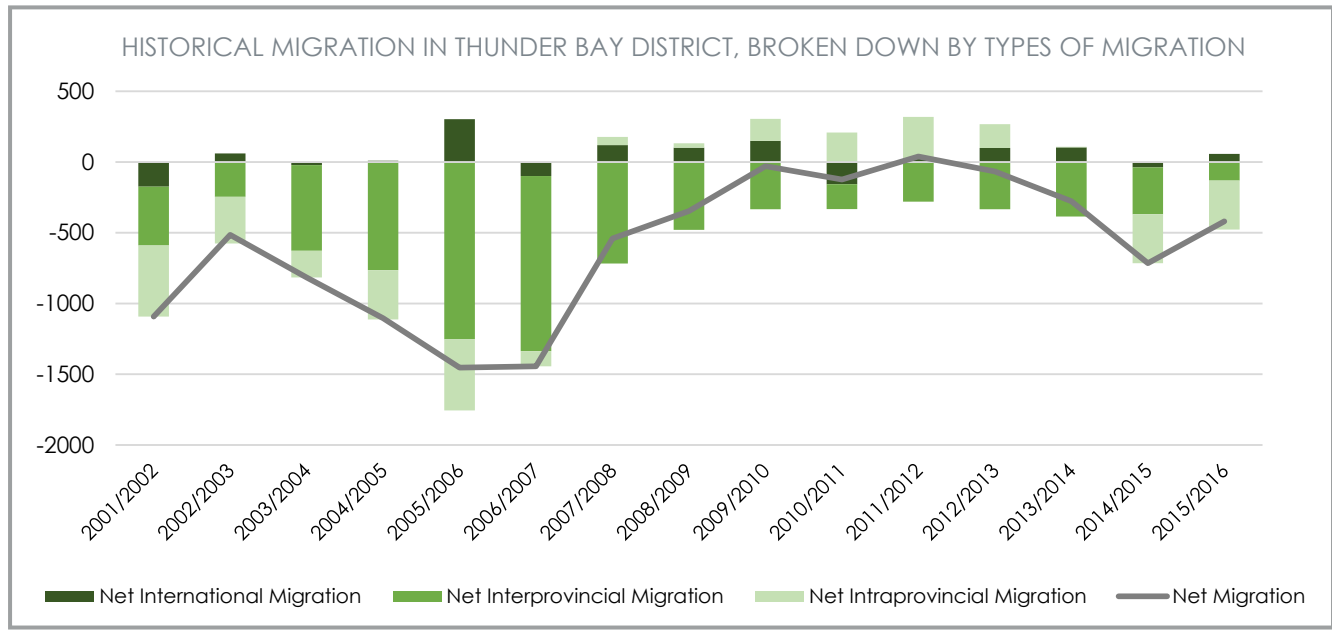
Sources: Statistics Canada, Census, 2006, and National Household Survey, 2011

TABLE 10

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

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

For the Thunder Bay District, the number of emigrants was greater than the number of immigrants, resulting in negative net migration (Figure 9), 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.

FIGURE 9

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

Net International Migration   Net Interprovincial Migration   Net Intraprovincial Migration   Net Migration

Source: Author's calculations based on Statistics Canada, Components of population growth by census division, sex, and age group for the period from July 1 to June 30 (annually) between 2001 and 2016, based on the Standard Geographical Classification (SGC), 2011, CANSIM Table: 051-0063

TABLE 11

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

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

Source: Taxfiler

TABLE 12

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

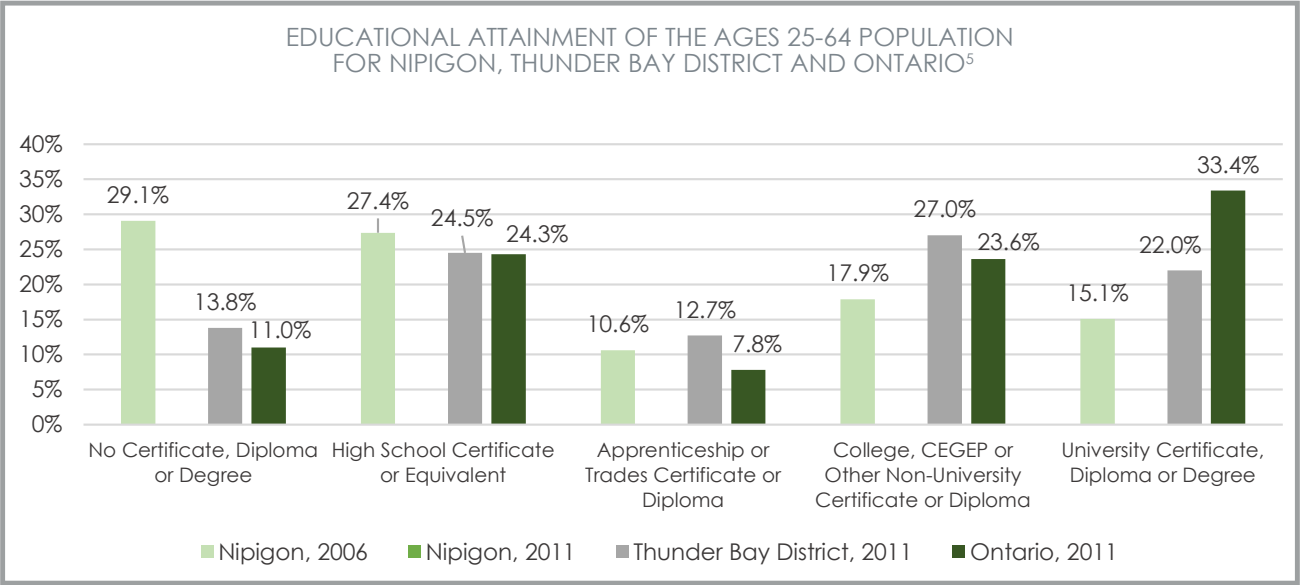| District of Destination of Out-migrants	0-17	18-24	25-44	45-64	65+	TOTAL
Kenora	132	51	126	59	8	376
Toronto	7	51	83	13	9	163
Division No. 6 - Alberta	22	17	72	17	12	140
Division No. 11 - Alberta	25	26	54	23	5	133
Ottawa	18	24	50	21	5	118
Algoma	32	12	38	17	4	103
Division No. 11 - Manitoba	21	18	42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

Source: Taxfiler

07. Education, Literacy, Skills, and Training

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

There were no education data available for the overall population in Nipigon 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, however, data on the educational attainment of the overall population in 2006 (Figure 10) and the community's Indigenous population in 2011 (Figure 11).
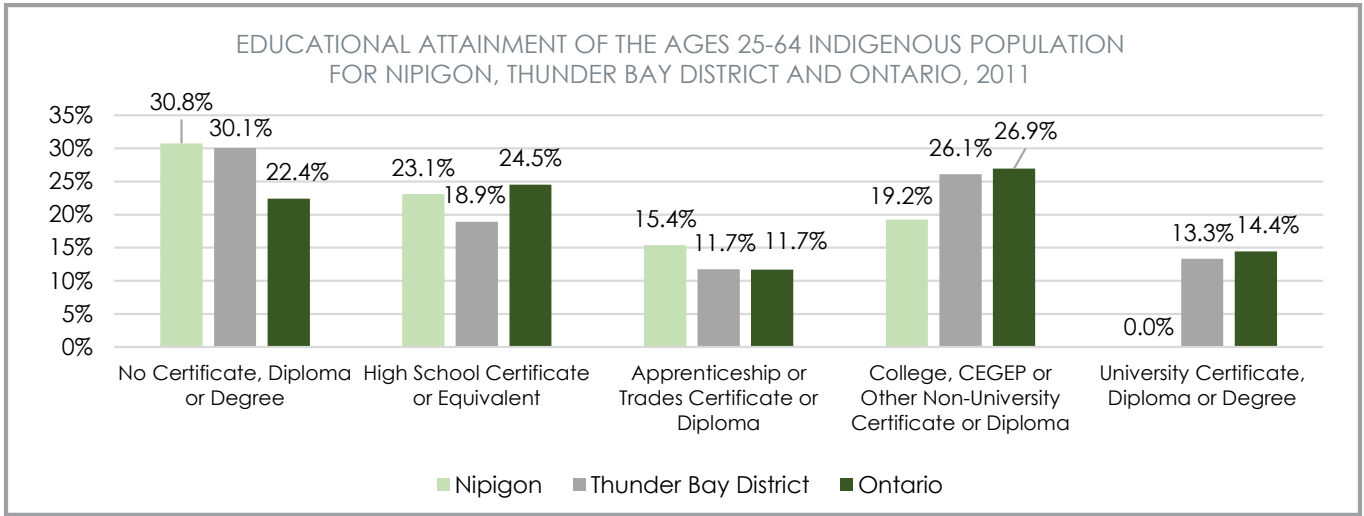
FIGURE 10

EDUCATIONAL ATTAINMENT OF THE AGES 25-64 POPULATION FOR NIPIGON, THUNDER BAY DISTRICT AND ONTARIO[5]

	Nipigon, 2006	Nipigon, 2011	Thunder Bay District, 2011	Ontario, 2011
No Certificate, Diploma or Degree	29.1%		13.8%	11.0%
High School Certificate or Equivalent	27.4%		24.5%	24.3%
Apprenticeship or Trades Certificate or Diploma	10.6%		12.7%	7.8%
College, CEGEP or Other Non-University Certificate or Diploma	17.9%		27.0%	23.6%
University Certificate, Diploma or Degree	15.1%		22.0%	33.4%

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

In 2011, 30.8 percent of Nipigon's Indigenous population had no certificate, diploma, or degree—a similar rate to that of the Thunder Bay District (30.1 percent), but higher than that of Ontario (22.4 percent). That percentage is also higher than that of the overall population in the District and the province (Figures 10 and 11). This may represent a challenge for the Indigenous population in the future, as more jobs will require post-secondary education (Moazzami, 2015).

[5] The detailed definition of the qualifications included in each education category can be found at http://www12.statcan.gc.ca/nhs-enm/2011/ref/dict/pop038-eng.cfm For example, the category 'Apprenticeship or Trades Certificate or Diploma' includes registered apprenticeship certificates and the Journeyperson's certificate. It also includes other trades certificates 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.
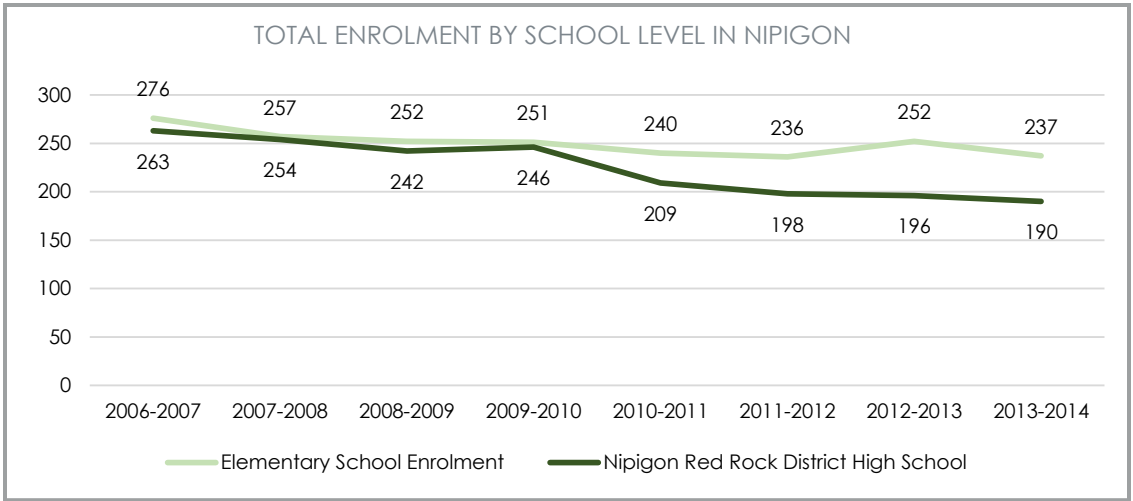
FIGURE 11

EDUCATIONAL ATTAINMENT OF THE AGES 25-64 INDIGENOUS POPULATION FOR NIPIGON, THUNDER BAY DISTRICT AND ONTARIO, 2011

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

Student enrollment for Nipigon's elementary and secondary schools is provided in Figure 12.

FIGURE 12

TOTAL ENROLMENT BY SCHOOL LEVEL IN NIPIGON

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 Nipigon 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 Nipigon, and data are provided, where applicable, for the total population from sources other than the 2011 National Household Survey in the following section. For the general population, Nipigon's labour force status and income data were only available in inter-census years as part of the broader Nipigon River Region, which is comprised of postal code P0T 2J0 and includes the Township of Nipigon and the First Nation of Red Rock Indian Band.
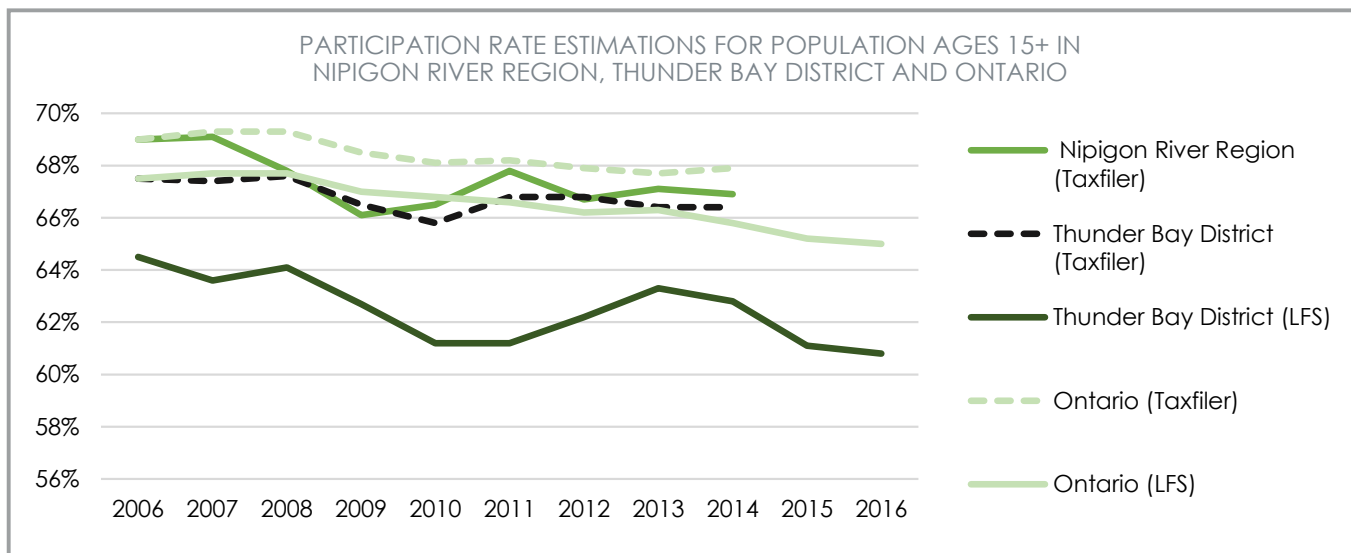
08. Labour Force Participation

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.

Between 2006 and 2009, the participation rate in the Nipigon River Region decreased from 69 percent to 66.1 percent, and it has fluctuated within that range from 2009 onward (Figure 13). Between 2010 and 2014, the percentage of the labour force declaring employment income increased (Figure 15), while the percentage of labour force receiving Employment Insurance decreased (Figure 17).

In 2011, the Indigenous participation and employment rates were lower in Nipigon than that of the Thunder Bay District and Ontario (Figures 14 and 16), yet the community's Indigenous unemployment rate was higher than that of the two comparative geographical areas (Figure 18).
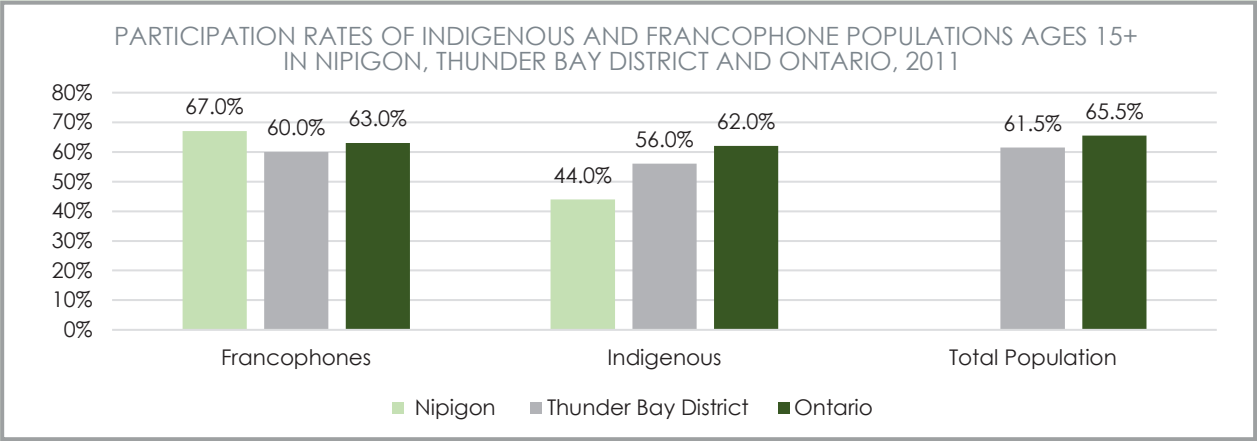
The Francophone participation and employment rates were slightly higher in Nipigon than that of the Thunder Bay District and Ontario (Figures 14 and 16). It appears that all of the Francophones that participated in the labour force were employed, resulting in a 0 percent unemployment rate (Figure 18). Nevertheless, given the small size of that population in Nipigon (Figure 4) and the high global non-response rate, these numbers should be interpreted with caution.

FIGURE 13

PARTICIPATION RATE ESTIMATIONS FOR POPULATION AGES 15+ IN NIPIGON RIVER REGION, THUNDER BAY DISTRICT AND ONTARIO

Legend:
- Nipigon River Region (Taxfiler)
- Thunder Bay District (Taxfiler)
- Thunder Bay District (LFS)
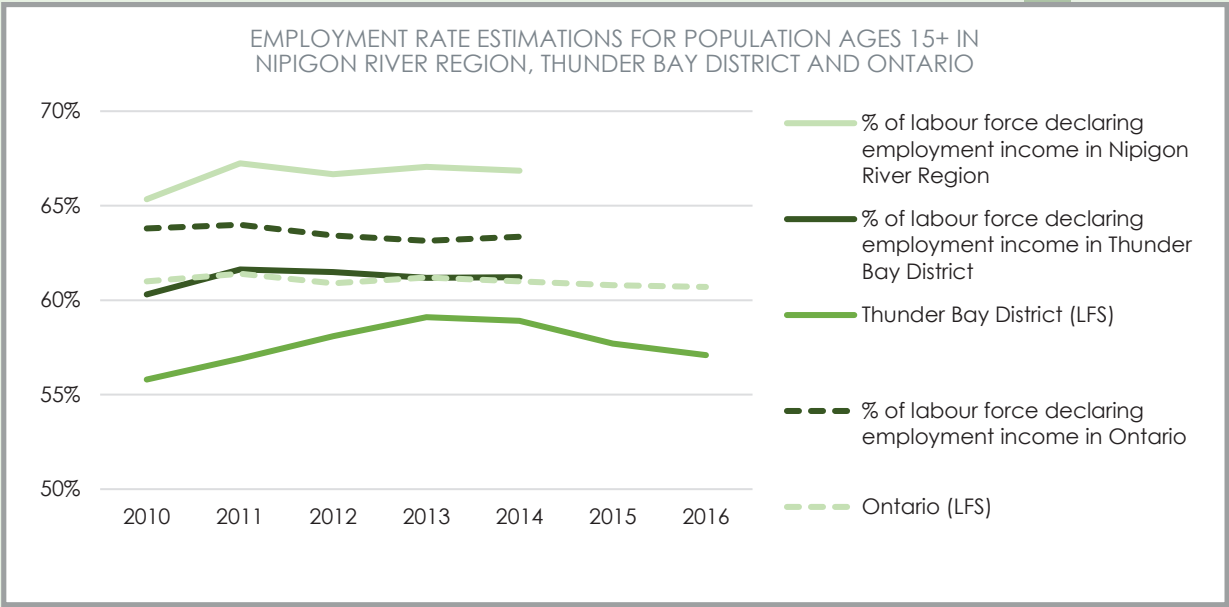- Ontario (Taxfiler)
- Ontario (LFS)

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
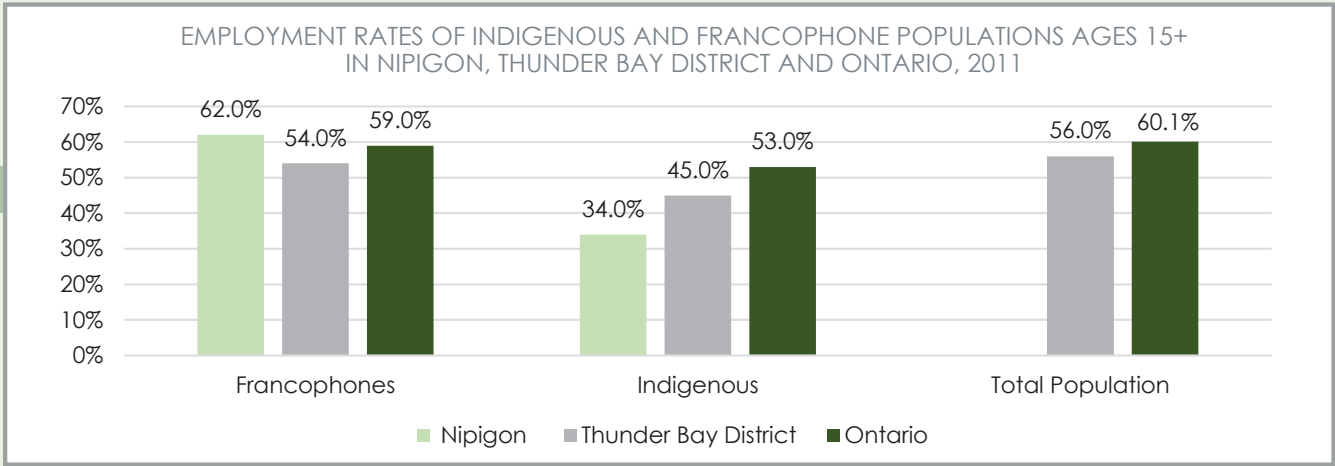
FIGURE 14

PARTICIPATION RATES OF INDIGENOUS AND FRANCOPHONE POPULATIONS AGES 15+ IN NIPIGON, THUNDER BAY DISTRICT AND ONTARIO, 2011

Source: Statistics Canada, National Household Survey, 2011

FIGURE 15

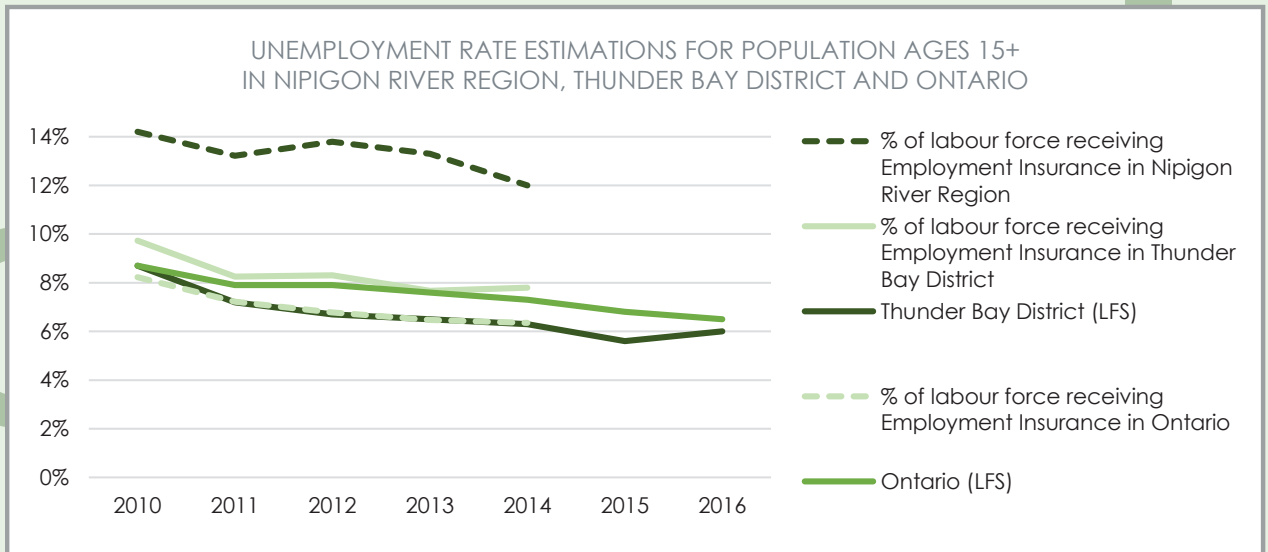### EMPLOYMENT RATE ESTIMATIONS FOR POPULATION AGES 15+ IN NIPIGON RIVER REGION, THUNDER BAY DISTRICT AND ONTARIO

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
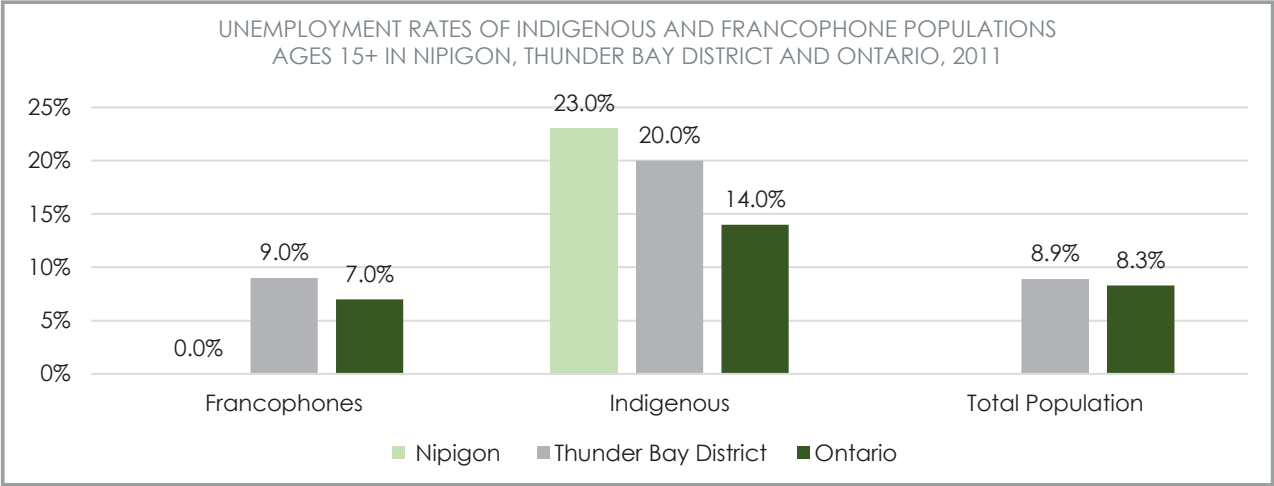
FIGURE 16

EMPLOYMENT RATES OF INDIGENOUS AND FRANCOPHONE POPULATIONS AGES 15+ IN NIPIGON, THUNDER BAY DISTRICT AND ONTARIO, 2011

Source: Statistics Canada, National Household Survey, 2011

FIGURE 17

UNEMPLOYMENT RATE ESTIMATIONS FOR POPULATION AGES 15+ IN NIPIGON RIVER REGION, THUNDER BAY DISTRICT AND ONTARIO

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

FIGURE 18

UNEMPLOYMENT RATES OF INDIGENOUS AND FRANCOPHONE POPULATIONS
AGES 15+ IN NIPIGON, THUNDER BAY DISTRICT AND ONTARIO, 2011

Source: Statistics Canada, National Household Survey, 2011

09. Wages[6]

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.

[6] For a more detailed analysis of salary comparison in the north, please see Sundmark, J. (2016). "Average salary comparison" [blog] Available at: northernpolicy.ca
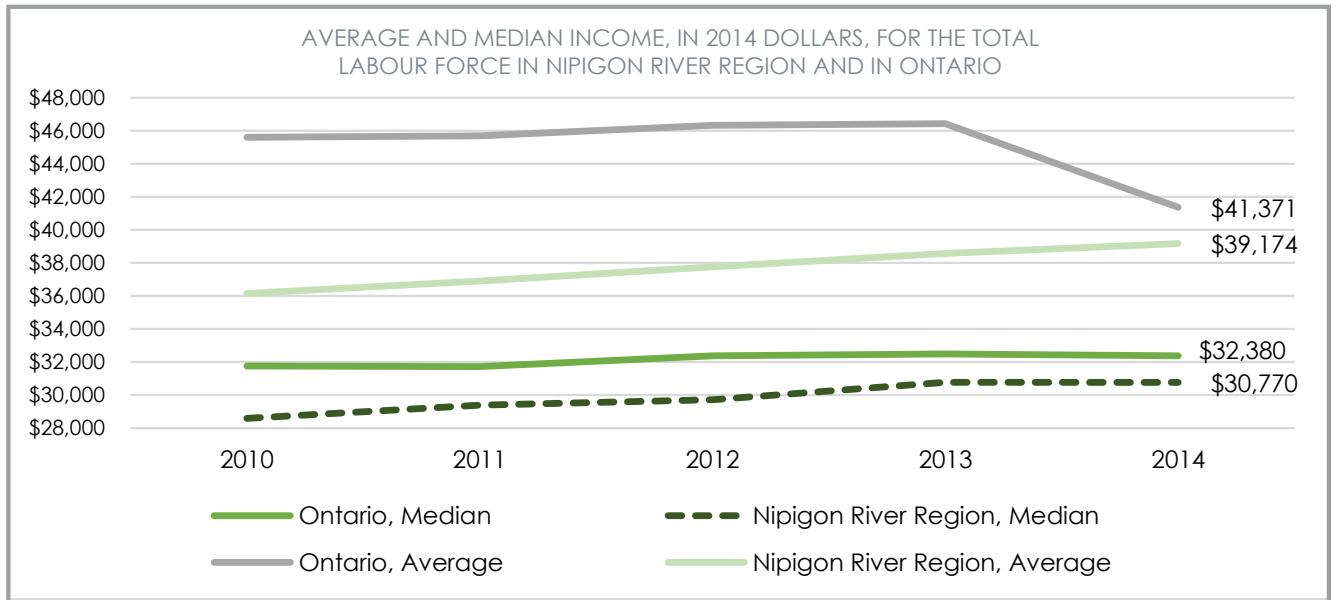
	COMPARISON OF AVERAGE HOURLY WAGES BY OCCUPATION BETWEEN NORTHWESTERN ONTARIO AND ONTARIO			
TABLE 13	Average Hourly Wages Offered by Occupation, 2015	Northwestern Ontario	Ontario	Difference
	Professional occupations in health (except nursing)	$ 70.73	$ 48.71	$ 22.01
	Industrial, electrical and construction trades	$ 28.49	$ 22.06	$ 6.43
	Professional occupations in business and finance	$ 32.85	$ 26.74	$ 6.11
	Finance, insurance and related business administrative occupations	$ 15.15	$ 24.48	$ -9.33
	Professional occupations in natural and applied sciences	$ 25.29	$ 34.39	$ -9.10
	Retail sales supervisors and 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)
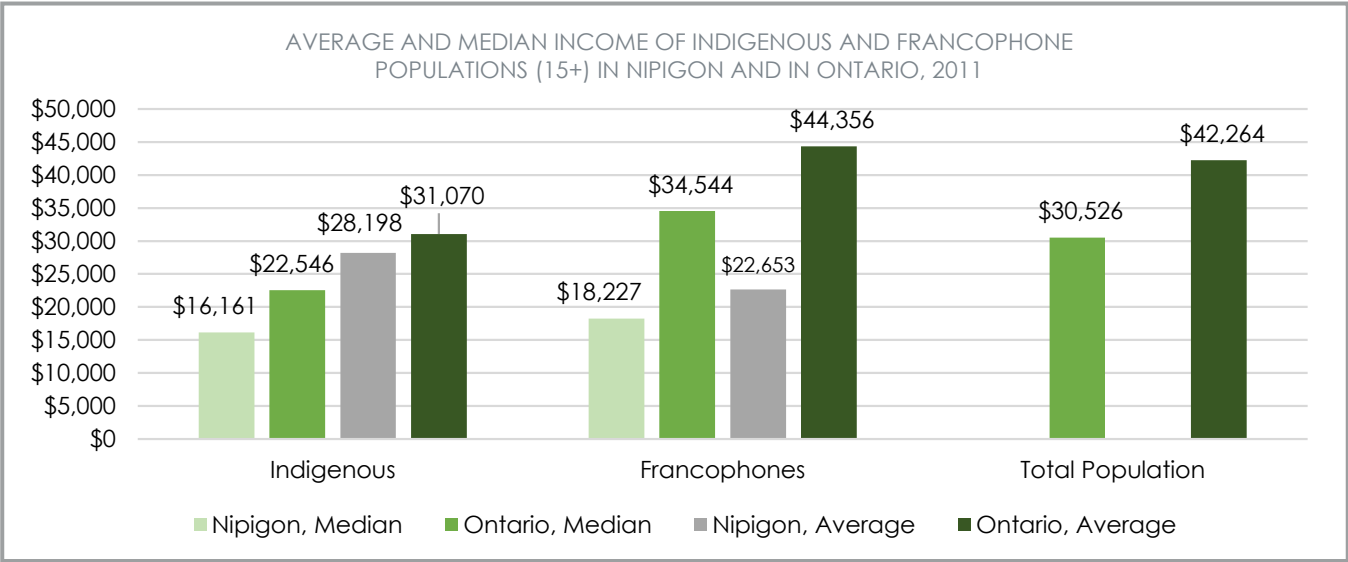
10. Income

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 19

AVERAGE AND MEDIAN INCOME, IN 2014 DOLLARS, FOR THE TOTAL
LABOUR FORCE IN NIPIGON RIVER REGION AND IN ONTARIO

Legend:
- Ontario, Median
- Nipigon River Region, Median
- Ontario, Average
- Nipigon River Region, Average

Data labels: $41,371; $39,174; $32,380; $30,770

Source: Author's calculations based on Taxfiler Nipigon "rural community" (postal code P0T 2J0), and Ontario; and Bank of Canada, Consumer Price Index.

FIGURE 20

AVERAGE AND MEDIAN INCOME OF INDIGENOUS AND FRANCOPHONE
POPULATIONS (15+) IN NIPIGON AND IN ONTARIO, 2011

Source: National Household Survey, 2011

Average income depends on multiple factors, such as the type of jobs available (part-time or full-time) and the dominant industry in a community. Between 2010 and 2014, the average and median incomes in Nipigon River Region were lower than that of the province ($39,174 and $30,770 respectively for Nipigon River Region and $41,371 and $32,380 respectively for Ontario - Figure 19). However, it is interesting to note that, during the same period, both the average and median incomes for the Nipigon River Region increased in real terms by 8 percent.

In 2011, the average and median incomes of Nipigon's Indigenous population were lower than that of both Ontario's Indigenous and overall populations (Figure 20). Similarly, the average and median incomes of Nipigon's Francophone population were almost half that of Ontario's Francophone population and lower than the

overall population in the province. However, given the small size of these populations in Nipigon (Figure 4) and the high global non-response rate, these numbers should be interpreted with caution. Average and median income data for the total population in 2011 was unavailable.

Furthermore, the economic dependency ratio—the amount of government transfers received compared to the amount of income earned through employment—is higher in Nipigon River Region than in both the Thunder Bay District and the province (Figure 21). Therefore, the community is more dependent on government transfers than the comparative geographical areas.

NIPIGON, MEDIAN

ONTARIO, MEDIAN

ONTARIO, AVERAGE

$16,161   **$22,546**   **$31,070**

The majority (more than 58 percent) of government transfers to Nipigon River Region consists of Old Age Security and Canada Pension Plan payments (Table 14). This proportion is higher than that of both the Thunder Bay District and Ontario, reflecting the age distribution of the township of Nipigon (Figure 3).
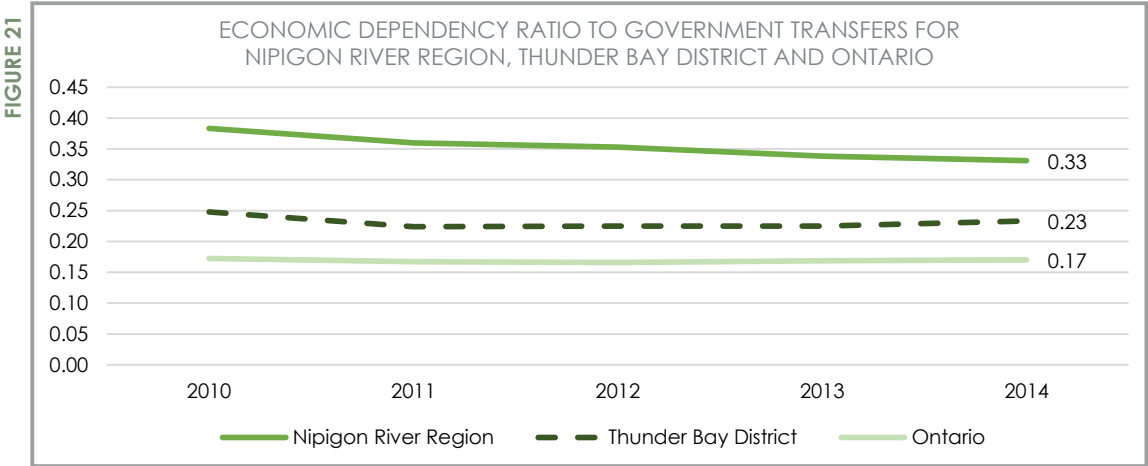
FIGURE 21

ECONOMIC DEPENDENCY RATIO TO GOVERNMENT TRANSFERS FOR
NIPIGON RIVER REGION, THUNDER BAY DISTRICT AND ONTARIO

0.33
0.23
0.17

─── Nipigon River Region   ┄┄ Thunder Bay District   ─── Ontario

Source: Author's calculations based on Taxfiler Nipigon "rural community" (postal code P0T 2J0), Thunder Bay District, and Ontario

0.33   0.17

TABLE 14

DISTRIBUTION OF THE INCOME OF THE COMMUNITY BY SOURCE OF INCOME			
Amount of Dollars by Source of Income, 2014	**Nipigon River Region**	**Thunder Bay District**	**Ontario**
Wages/salaries/commissions only	60.7%	64.9%	67.7%
Self-employment only	1.9%	2.3%	4.3%
Employment income	**62.5%**	**67.2%**	**72.0%**
Employment Insurance	2.2%	1.4%	1.1%
OAS/Net federal supplements	4.9%	3.8%	3.3%
CPP/QPP	7.1%	5.4%	3.9%
CCTB	1.7%	1.1%	1.1%
Workers compensation	1.2%	1.0%	0.4%
Social Assistance	1.5%	1.5%	1.1%
Other government transfers	2.1%	1.4%	1.3%
Government transfers	**20.7%**	**15.7%**	**12.2%**
Private pensions	11.6%	10.6%	7.7%
RRSP	0.5%	0.4%	0.4%
Investment	2.0%	3.8%	5.3%
Other income	2.7%	2.3%	2.5%
Total income	**100.0%**	**100.0%**	**100.0%**

Source: Author's calculations based on Taxfiler Nipigon "rural community" (postal code P0T 2J0), Thunder Bay District, and Ontario.

POPULATION

1,642 (2016)

109.14 SQUARE KILOMETRES ALONG HIGHWAY 11 HOME OF THE NIPIGON MARINA

49°00'N 88°25'W

NIPIGON

OPPORTUNITIES EXIST

FOR THOSE WHO WISH TO STAY OR RELOCATE TO THE COMMUNITY

CONCLUSION

Lack of data make it difficult to provide a full picture of Nipigon. However, it is possible to say that, like many other communities in the north, Nipigon 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 Nipigon, and growing the population will encourage the launch of new businesses in the community. Where to start is for the community to decide.

The data presented here suggest that opportunities exist for those who wish to stay in or relocate to Nipigon. Filling the jobs that already exist would foster increased prosperity and create more opportunity in the future. This does not mean that Nipigon should ignore the pursuit of new employers, but it should also focus on the potential of sustaining or expanding current ones.
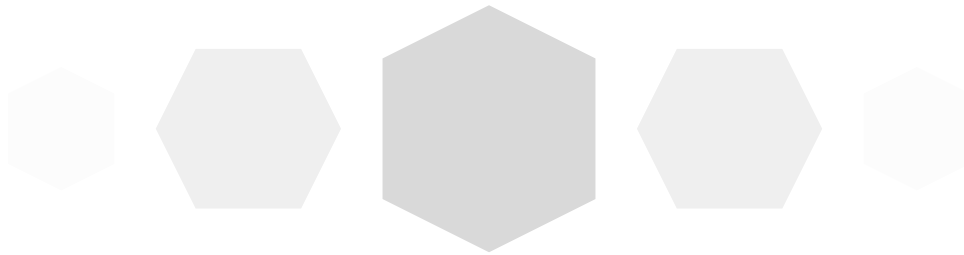
NOTE TO READERS: *Moving forward, the Community Labour Market Report Series will be replaced by Community Accounts. This online portal, no.communityaccounts.ca, will provide reliable information on key economic and social indicators, broken down to the community, regional, provincial and national levels 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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Moazzami, B. (2015). Unpublished manuscript. Thunder Bay: Northern Policy Institute.

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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.