Community Labour Market Report

By Amandine Martel & José-Karl Noiseux

OLIVER PAIPOONGE

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 Oliver Paipoonge, Ontario, and analyzes how each data set aligns with the other.

DEMAND

01. Employers

The key 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 will impact employment levels and opportunities within a local labour market.

Oliver Paipoonge's employers are mostly small businesses. Indeed, 59.4 percent of businesses in the community are self-employed individuals (Table 2). By comparison, 69.1 percent of businesses in Ontario were self-employed individuals in June 2016. In Oliver Paipoonge, small business (i.e., 1 to 49 employees) accounted for 39.4 percent of the total number of businesses within the community, compared to 29.3 percent of Ontario's total businesses. Although the overall number of businesses within Oliver Paipoonge was in decline (-1.3 percent) between 2015 and 2016, it is interesting to note that there was an increase in companies with 10 to 19 employees

(13.6 percent), and there was a net loss of one company in the 100 to 199 employee range due to downsizing or closure.

In June 2016, real estate, specialty trade contractors, and professional, scientific and technical services were the industries with the highest number of employers. However, most were small enterprises with fewer than five employees, thus they do not represent a large proportion of total employment in the community.

The industry distribution of Oliver Paipoonge employers is very different than that of the Thunder Bay District and the province. For example, a larger share of Oliver Paipoonge employers are in the animal production and aquaculture and in the forestry and logging industries, and a smaller share are present in the real estate and in the professional, scientific and technical services industries.

TABLE 1

| TOP 20 EMPLOYERS BY INDUSTRY, AND AS A PERCENTAGE OF TOTAL NUMBER OF EMPLOYERS, JUNE 2016	Total	Oliver Paipoonge (% of Total Number of Employers)	Thunder Bay District (% of Total Number of Employers)	Ontario (% of Total Number of Employers)
531 - Real estate	47	7.5	15.4	15.5
238 - Specialty trade contractors	44	7.0	5.6	5.3
541 – Professional, scientific & technical services	40	6.4	7.7	12.6
112 - Animal production & aquaculture	38	6.1	0.7	1.4
113 – Forestry & logging	34	5.4	1.8	0.1
484 - Truck transportation	27	4.3	1.9	3.2
236 - Construction of buildings	26	4.2	2.8	2.9
811 - Repair & maintenance	26	4.2	2.7	1.8
621 - Ambulatory health care services	22	3.5	7.3	4.9
111 - Crop production	21	3.4	0.4	1.5
523 – Securities, commodity contracts & other financial investment & related activities	21	3.4	3.3	3.2
551 - Management of companies & enterprises	16	2.6	2.1	2.1
721 - Accommodation services	15	2.4	1.8	0.4
561 - Administrative & support services	14	2.2	2.8	3.6
445 – Food & beverage stores	11	1.8	1.5	1.0
812 - Personal & laundry services	10	1.6	2.3	1.8
237 - Heavy & civil engineering construction	9	1.4	1.2	0.8
722 - Food services & drinking places	9	1.4	3.1	2.5
453 - Miscellaneous store retailers	8	1.3	0.9	0.7
532 - Rental & leasing services	8	1.3	0.8	0.4

Source: Statistics Canada. Canadian Business Counts

TABLE 2

CHANGE IN NUMBER OF EMPLOYERS BY NUMBER OF EMPLOYEES IN OLIVER PAIPOONGE	June 2015	June 2016	2015-2016 Change (#)	2015-2016 Change (%)	Ontario Change (%)
0[1]	387	371	-16	-4.1	2.7
1-4	133	139	6	4.5	1.7
5-9	58	57	-1	-1.7	0.7
10-19	22	25	3	13.6	-0.3
20-49	23	25	2	8.7	-2.5
50-99	8	7	-1	-12.5	18.4
100-199	2	0	-2	-100.0	-1.7
200-499	0	1	1	-	0.2
500+	0	0	0	-	1.1
Total Number of Employers	**633**	**625**	**-8**	**-1.3**	**2.2**

Sources: 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 Business Counts data can be inconsistent due to concordance issues in geographical boundaries. Business data is collected according to postal codes, however, the data is aggregated and displayed according to CSD boundaries. The postal code and CSD boundaries do not perfectly match and this can cause misreporting of data. Especially when two communities are small, rural and close to one another. Where Northern Policy Institute becomes aware of such issues, we make every effort to correct them at the earliest opportunity by working directly with Statistics Canada and locally affected communities.

0.6 Thunder Bay District

3.0 Ontario

-1.3 Oliver Paipoonge
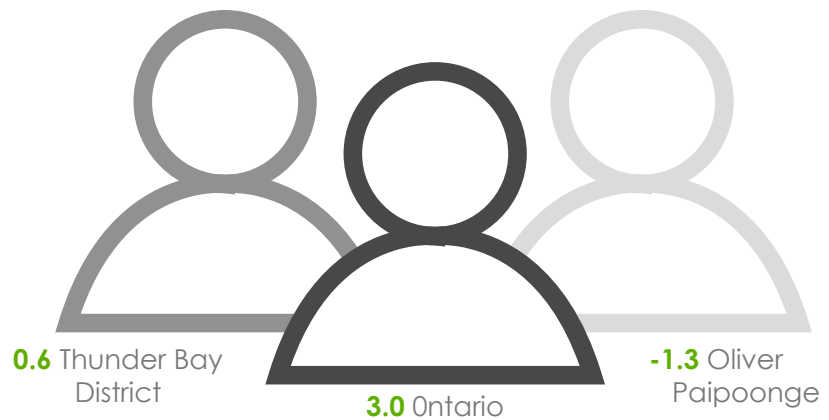
Business creation per **1,000** persons, June 2015-June 2016

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] describes the type of business conducted by a person's employer. The industrial structure of an area—and, more specifically, shifts in industrial structure—can have significant consequences for the local labour market. The industrial structure has an impact on the types of jobs offered, their respective salaries, and the type of education and skills these jobs require.

In 2011, health care and social assistance, and construction accounted for the the largest share of employment in Oliver Paipoonge...

In 2011, health care and social assistance, and construction accounted for the largest share of employment in Oliver Paipoonge, representing 16.4 percent and 13.1 percent respectively of total employment, or one-third when combined. Between 2014 and 2016, employment in health care and social assistance increased by 0.9 percent in the Thunder Bay CMA, and employment in construction increased by 2.4 percent (Table 4).

[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, namely, to ensure confidentiality of individual respondent identity and characteristics, Statistics Canada National Household Survey (NHS) data is subject to non-disclosure rules. All estimates in NHS tabulations are subjected to a process called random rounding. Random rounding transforms all raw estimates to random rounded estimates. This reduces the possibility of identifying individuals within the tabulations. All estimates greater than 10 are rounded to base 5, estimates less than 10 are rounded to base 10. The total value of summed or grouped data may not match the individual values. Similarly, percentages, which Statistics Canada calculates on rounded data, may not necessarily add up to 100 percent. Statistics Canada adjusts figures retroactively. Author's calculations are based on data available at the time of publication and are therefore subject to change.

TABLE 3

EMPLOYMENT BY INDUSTRY, AND AS A PERCENTAGE OF TOTAL, 2011		Oliver Paipoonge (#)	Oliver Paipoonge (% of Total)	Thunder Bay District (% of Total)	Ontario (% of Total)
62	Health care & social assistance	525	16.4	15.9	10.6
23	Construction	420	13.1	6.1	6.1
44-45	Retail trade	310	9.7	11.8	11.1
91	Public administration	285	8.9	10.3	7.0
11	Agriculture, forestry, fishing & hunting	215	6.7	2.0	1.5
31-33	Manufacturing	195	6.1	5.3	10.4
81	Other services (except public administration)	175	5.5	4.5	4.4
72	Accommodation & food services	170	5.3	7.2	6.0
54	Professional, scientific & technical services	165	5.2	4.8	7.7
48-49	Transportation & warehousing	155	4.9	5.5	4.7
61	Educational services	155	4.9	9.1	7.5
56	Administrative & support, waste management & remediation services	130	4.1	2.9	4.4
41	Wholesale trade	80	2.5	2.7	4.6
21	Mining & oil & gas extraction	55	1.7	2.7	0.4
51	Information & cultural industries	50	1.6	1.9	2.7
52	Finance & insurance	35	1.1	2.7	5.6
22	Utilities	25	0.8	1.2	0.9
71	Arts, entertainment & recreation	20	0.6	2.0	2.0
53	Real estate & rental & leasing	0	0.0	1.5	2.0
55	Management of companies & enterprises	0	0.0	0.0	0.1
	All Industries	**3,195**	-	-	-

Source: Statistics Canada, National Household Survey 2011

TABLE 4

EMPLOYMENT BY INDUSTRY IN THUNDER BAY CMA AND ONTARIO	Thunder Bay CMA				Ontario
Employment by Industry	2012	2014	2016	2014-2016 Change (%)	2014-2016 Change (%)
Goods-producing Sector	**10,400**	**8,900**	**9,700**	**9.0**	**2.6**
Agriculture	X	X	X	X	-5.0
Forestry, fishing, mining, oil & gas	1,600	<1,500	1,600	>6.7	7.8
Utilities	X	X	X	X	-3.1
Construction	4,200	4,200	4,300	2.4	7.8
Manufacturing	3,400	2,300	2,600	13.0	0.4
Services-producing Sector	**51,400**	**52,700**	**50,400**	**-4.4**	**1.6**
Wholesale & retail trade	8,900	9,800	9,300	-5.1	-1.3
Transportation & warehousing	2,900	3,300	3,200	-3.0	-0.5
Finance, insurance, real estate & leasing	2,800	2,700	2,600	-3.7	8.4
Professional, scientific & technical services	3,100	3,100	3,300	6.5	6.2
Business, building & other support services	2,500	2,700	1,500	-44.4	-2.6
Educational services	6,200	4,800	5,200	8.3	1.7
Health care & social assistance	11,100	11,400	11,500	0.9	5.0
Information, culture & recreation	2,600	2,400	2,400	0.0	0.5
Accommodation & food services	5,000	5,100	5,000	-2.0	1.4
Other services *(except public administration)*	2,500	2,800	2,600	-7.1	-3.7
Public administration	4,000	4,500	3,900	-13.3	-3.8
Total Employed	**61,800**	**61,500**	**60,100**	**-2.3**	**1.8**

Sources: Statistics Canada, Labour Force Survey, CANSIM Tables: 282-0125 and 282-0131, author's calculations

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

03. Employment by Occupation

Employment by occupation data 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.

In 2011, occupations related to trades, transport and equipment (NOC category 7) represented the largest share of employment (21.6 percent) in Oliver Paipoonge (Table 5). Between 2014 and 2016, these occupations remained stable in Thunder Bay CMA (Table 6).

Sales and service occupations and occupations in business, finance and administration were the second and third-largest occupations in Oliver Paipoonge in 2011 (20.3 percent and 13 percent of total employment – Table 5). Between 2014 and 2016, both of these occupations experienced a decrease (-6.6 percent and -20.8 percent respectively - Table 6) in Thunder Bay CMA.

...in 2011, occupations related to

trades, **transport** and **equipment** represented the **largest** share of employment...

TABLE 5

	EMPLOYMENT BY OCCUPATION, AND AS A PERCENTAGE OF TOTAL, 2011	Oliver Paipoonge (#)	Oliver Paipoonge (% of total)	Thunder Bay District (% of total)	Ontario (% of total)
7	Trades, transport & equipment operators & related occupations	690	21.6	17.4	13.0
6	Sales & service occupations	650	20.3	24.5	23.2
1	Business, finance & administration occupations	415	13.0	14.3	17.0
4	Occupations in education, law & social, community & government services	365	11.4	14.6	12.0
0	Management occupations	345	10.8	7.9	11.5
3	Health occupations	265	8.3	7.9	5.9
9	Occupations in manufacturing & utilities	150	4.7	2.7	5.2
2	Natural & applied sciences & related occupations	140	4.4	5.9	7.4
8	Natural resources, agriculture & related production occupations	100	3.1	3.1	1.6
5	Occupations in art, culture, recreation & sport	70	2.2	1.9	3.1
	All occupations	**3,195**	-	-	-

Source: Statistics Canada, National Household Survey 2011

TABLE 6

	EMPLOYMENT BY OCCUPATION IN THUNDER BAY CMA AND ONTARIO	Thunder Bay CMA				Ontario
		2012	2014	2016	2014-2016 Change (%)	2014-2016 Change (%)
0	Management occupations	5,000	4,100	3,800	-7.3	-0.3
1	Business, finance & administration occupations	9,200	10,600	8,400	-20.8	0.7
2	Natural & applied sciences & related occupations	4,400	3,400	4,100	20.6	3.5
3	Health occupations	6,200	5,400	6,300	16.7	4.5
4	Occupations in education, law & social, community & government services	8,000	8,400	8,700	3.6	9.5
5	Occupations in art, culture, recreation & sport	X	X	X	X	7.7
6	Sales & service occupations	15,900	16,700	15,600	-6.6	-1.7
7	Trades, transport & equipment operators & related occupations	9,200	9,200	9,200	0.0	1.4
8	Natural resources, agriculture & related production occupations	X	X	X	X	-0.9
9	Occupations in manufacturing & utilities	1,600	1,500	<1,500	<0.1	0.8
	All occupations	**61,800**	**61,500**	**60,100**	**-2.3**	**1.8**

Sources: Statistics Canada, Labour Force Survey, CANSIM Tables: 282-0157 and 282-0159, author's calculations

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

04. Local Knowledge

This section features a summary of all jobs posted online in Oliver Paipoonge.[4] 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.

0 jobs posted between April and November 2016

Source: Vicinityjobs.ca

[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.

The fact that zero jobs were posted online does not mean that there are no job opportunities in Oliver Paipoonge. Indeed, it may mean that the online job boards monitored are not the ones used by the employers in the community, or that job opportunities in the community are communicated through different means, such as physical job boards or word of mouth.

SUPPLY

Unfortunately, the majority of the data on Francophone and newcomer populations is suppressed in Oliver Paipoonge as the numbers are too small.

05. Population & Demographics

Population growth and composition are important drivers of labour market supply—the potential workers. Demographics are also a key driver of the demand for some categories of workers (e.g., in the education, or health care sectors).

15.9%
Population Rise

5922
Population Total

5.2%
Population decline
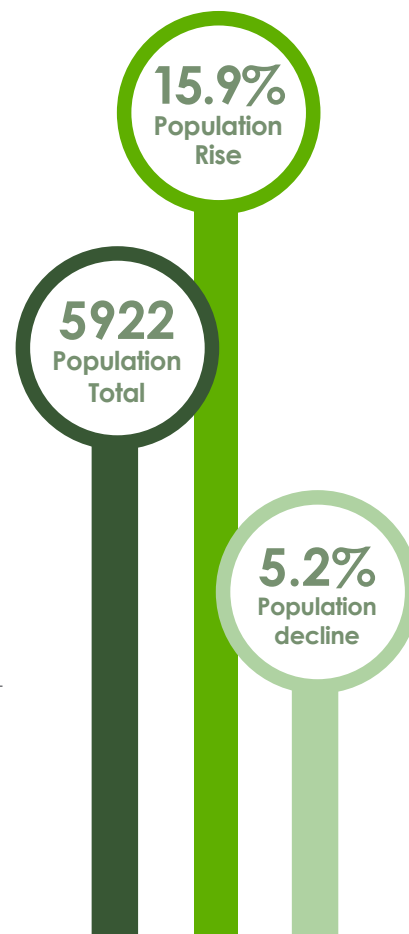
5,922

Total population in 2016

Source: Indigenous and Northern Affairs Canada.

POPULATION IN OLIVER PAIPOONGE AND ONTARIO,
2001 TO 2015
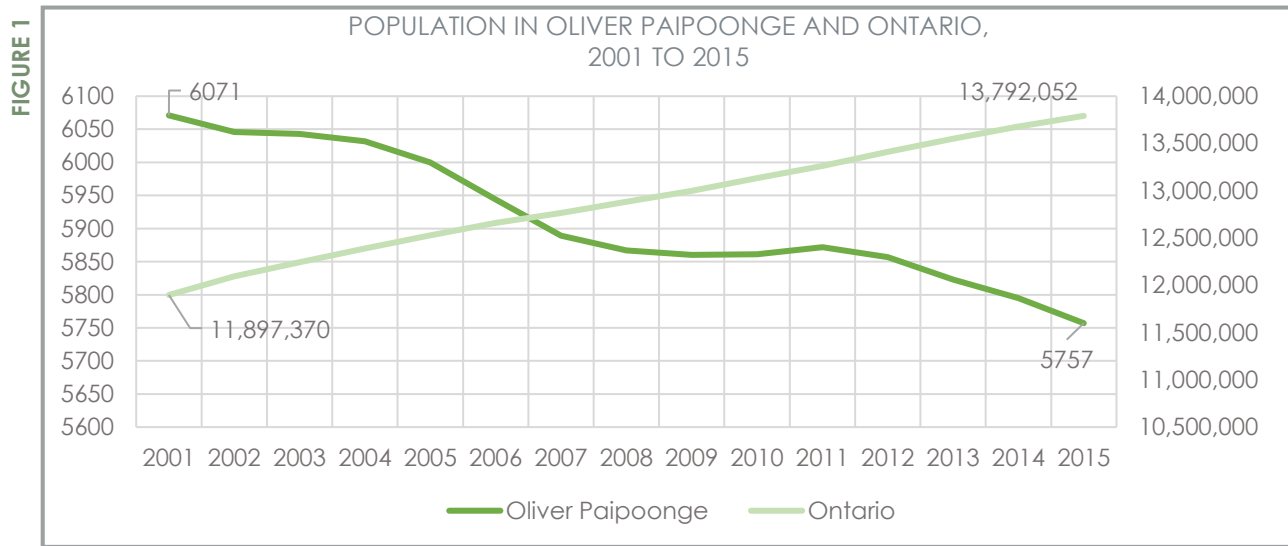
Source: Statistics Canada, Estimates of population

Oliver Paipoonge's population has declined by 5.2 percent over the past 15 years (Figure 1). During that time, Ontario's population increased by 15.9 percent. Although a significant number of people have settled in the community (Figure 5), it was not enough to completely offset the population decline. The population decline experienced in Oliver Paipoonge is the result of more individuals leaving the community than arriving and a low birth rate (Cuddy and Moazzami, 2016)

The change in Oliver Paipoonge's age group composition from 2001 to 2015 was in line with that of the Thunder Bay District and the province of Ontario (Figure 2). The proportion of individuals ages 45 to 69 is higher in the community than in the Thunder Bay District or in the province. On the other hand, there proportion of individuals ages 20 to 39 is lower than in the district or the province.
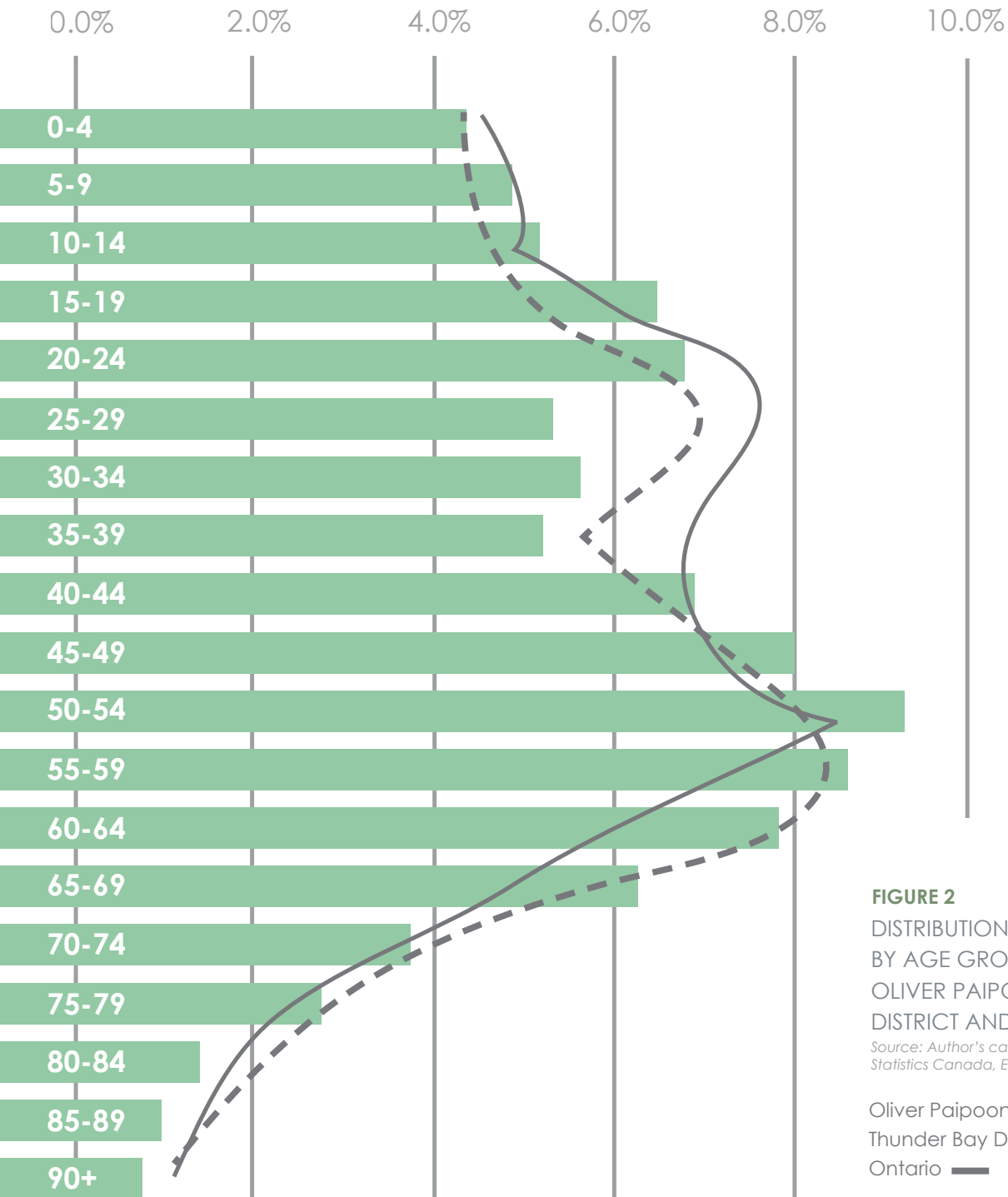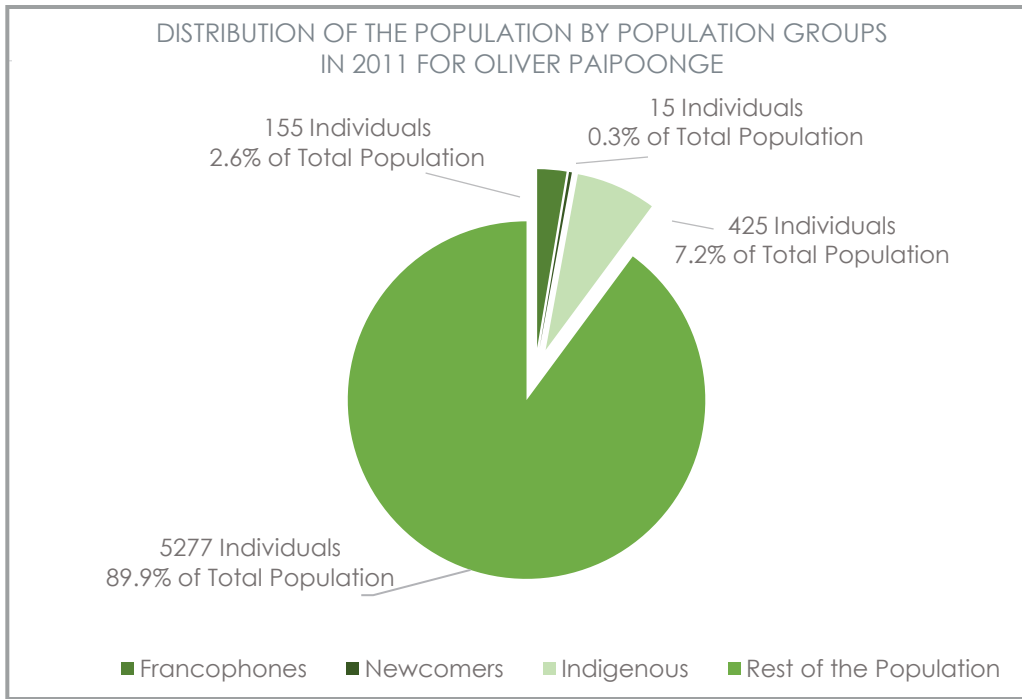
FIGURE 2

DISTRIBUTION OF THE POPULATION BY AGE GROUPS IN 2015 FOR OLIVER PAIPOONGE, THUNDER BAY DISTRICT AND ONTARIO

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

Oliver Paipoonge
Thunder Bay District ---
Ontario ▬

FIGURE 3

DISTRIBUTION OF THE POPULATION BY POPULATION GROUPS
IN 2011 FOR OLIVER PAIPOONGE

155 Individuals
2.6% of Total Population

15 Individuals
0.3% of Total Population

425 Individuals
7.2% of Total Population

5277 Individuals
89.9% of Total Population

■ Francophones ■ Newcomers ■ Indigenous ■ Rest of the Population

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

0.3%
15 Individuals

89.9%
5277 Individuals

7.2%
425 Individuals

2.6%
155 Individuals

FIGURE 4

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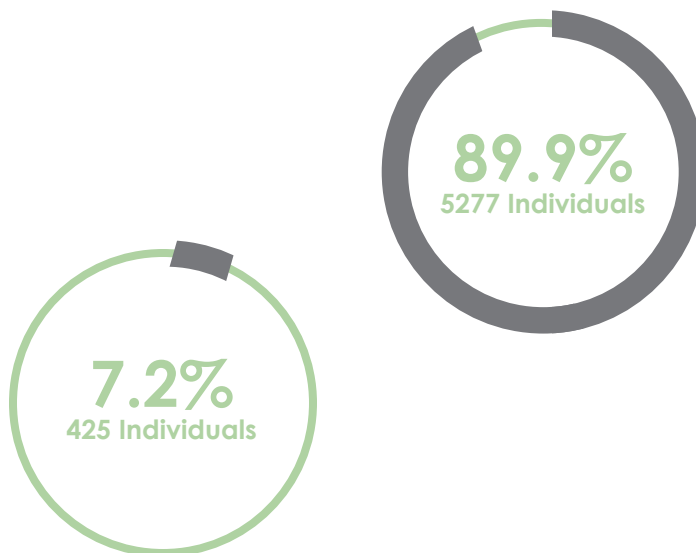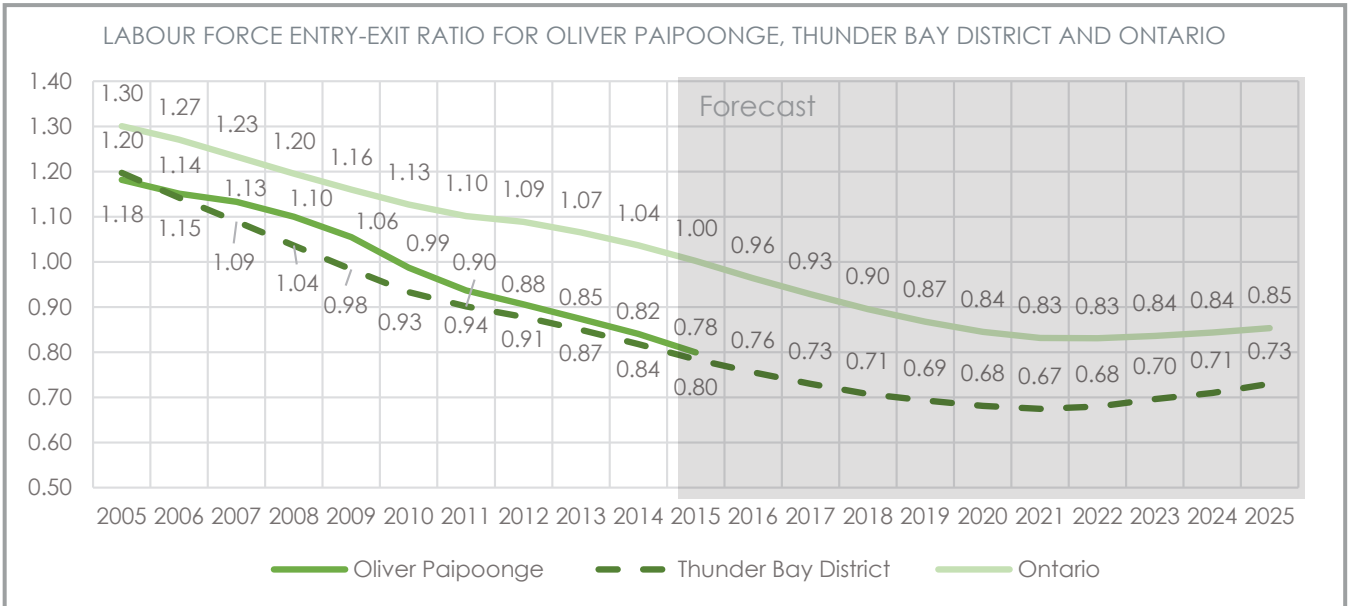
Sources: Author's calculations based on Statistics Canada estimation of population and Ontario Ministry of Finance forecasts, spring 2016 population projections update, for the forecast

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 4). In 2015, Oliver Paipoonge's ratio was 0.80, which indicates that there are not enough workers entering the labour market to ensure that those retiring will be replaced. Therefore, if the situation remains the same, and newcomers of working age are not brought in to address the discrepancy, there may be a shortage of workers in the future.
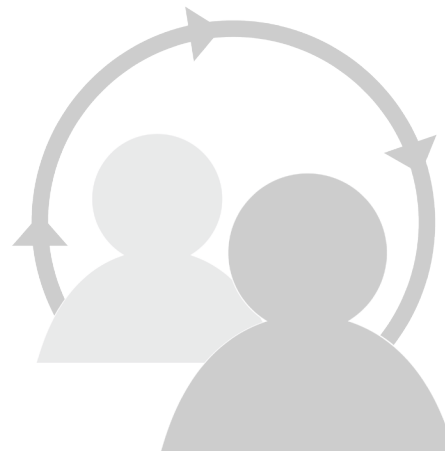
06. Migration

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

Whether they arrived from abroad, another province, or another community within the province, the number of newcomers to Oliver Paipoonge increased by 78.3 percent between 2006 and 2011 (Figure 5). However, it is difficult to draw conclusions about 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 (Figure 6), which applies a downward pressure on population growth. When looking at the districts of origin and destination of migrants (Tables 8 and 9), it is interesting to note the many exchanges that occur between the Thunder Bay District and districts west of Thunder Bay such as Kenora District and Rainy River District, or even districts in Alberta and Manitoba.

FIGURE 5
NEWCOMERS TO OLIVER PAIPOONGE BY ORIGIN, 2006 AND 2011
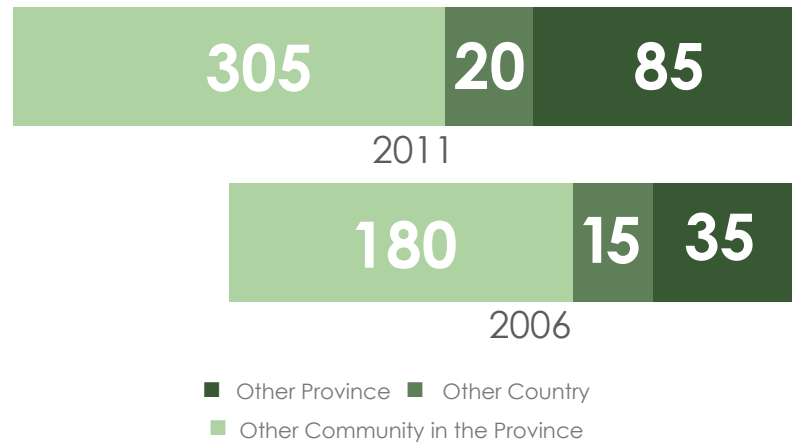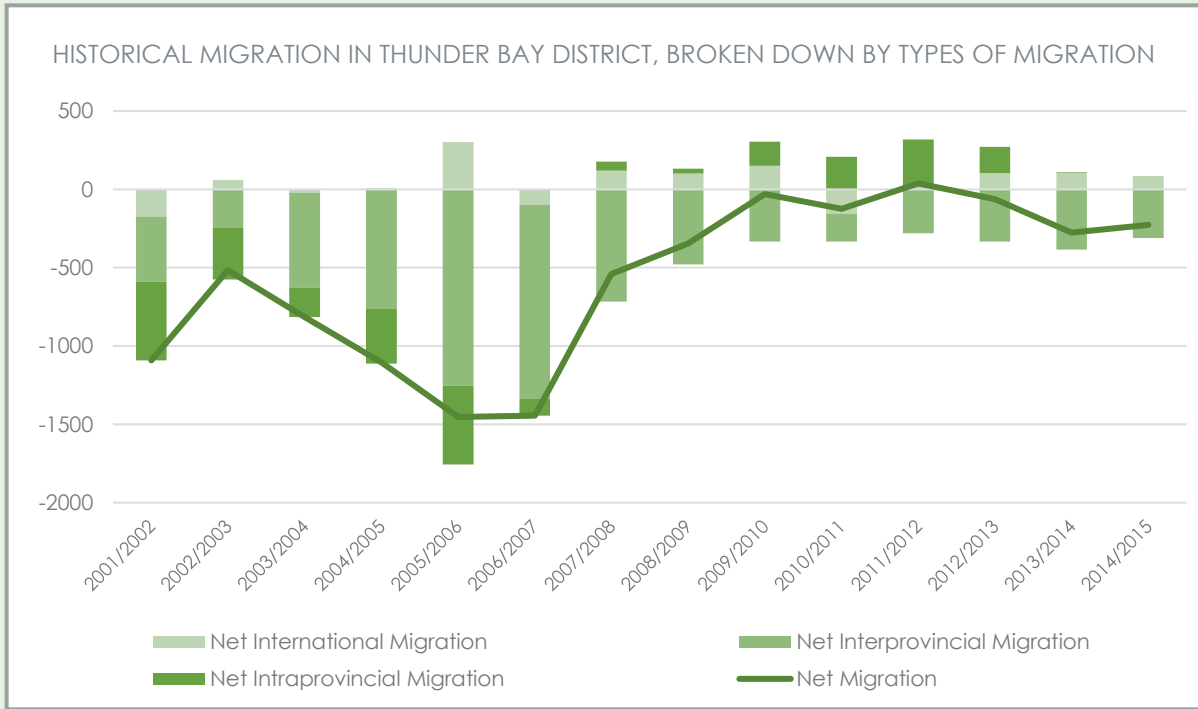*Sources: Statistics Canada, Census, 2006, and National Household Survey, 2011*

305	20	85

2011

180	15	35

2006

- ■ Other Province ■ Other Country
- ■ Other Community in the Province

TABLE 7

PERMANENT RESIDENTS BY INTENDED DESTINATION										
Intended Destination	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Oliver Paipoonge	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: Permanent Residents Rounded Data Cube, 2012, Citizenship and Immigration Canada

FIGURE 6

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, 2001, to June 30, 2015, based on the Standard Geographical Classification (SGC) 2011, CANSIM Table: 051-0063

TABLE 8

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

District of Origin of In-migrants	0-17	18-24	25-44	45-64	65+	TOTAL
Kenora	151	102	149	65	25	492
Toronto	28	25	80	22	15	170
Rainy River	30	27	42	16	15	130
Division No. 11 - Manitoba	17	12	42	22	11	104
Algoma	15	13	40	22	8	98
Ottawa	21	11	53	9	3	97
Division No. 6 - Alberta	28	10	39	14	2	93
Simcoe	19	15	29	16	7	86
Greater Sudbury / Grand Sudbury	20	10	35	12	7	84
Cochrane	21	11	29	9	4	74
Total In-migrants	**599**	**452**	**1060**	**417**	**180**	**2708**

Source: Taxfiler

TABLE 9

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

District of Destination of Out-migrants	0-17	18-24	25-44	45-64	65+	TOTAL
Kenora	132	51	126	59	8	376
Toronto	7	51	83	13	9	163
Division No. 6 - Alberta	22	17	72	17	12	140
Division No. 11 - Alberta	25	26	54	23	5	133
Ottawa	18	24	50	21	5	118
Algoma	32	12	38	17	4	103
Division No. 11 - Manitoba	21	18	42	16	4	101
Greater Vancouver	6	19	45	8	4	82
Rainy River	23	10	21	19	8	81
Cochrane	13	10	26	17	7	73
Total Out-migrants	**596**	**464**	**1162**	**495**	**157**	**2874**

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.

FIGURE 7

EDUCATIONAL ATTAINMENT OF THE AGES 25-64 POPULATION, FOR OLIVER PAIPOONGE, THUNDER BAY DISTRICT AND ONTARIO

Legend: Oliver Paipoonge 2001, Oliver Paipoonge 2011, Thunder Bay District, 2011, Ontario, 2011
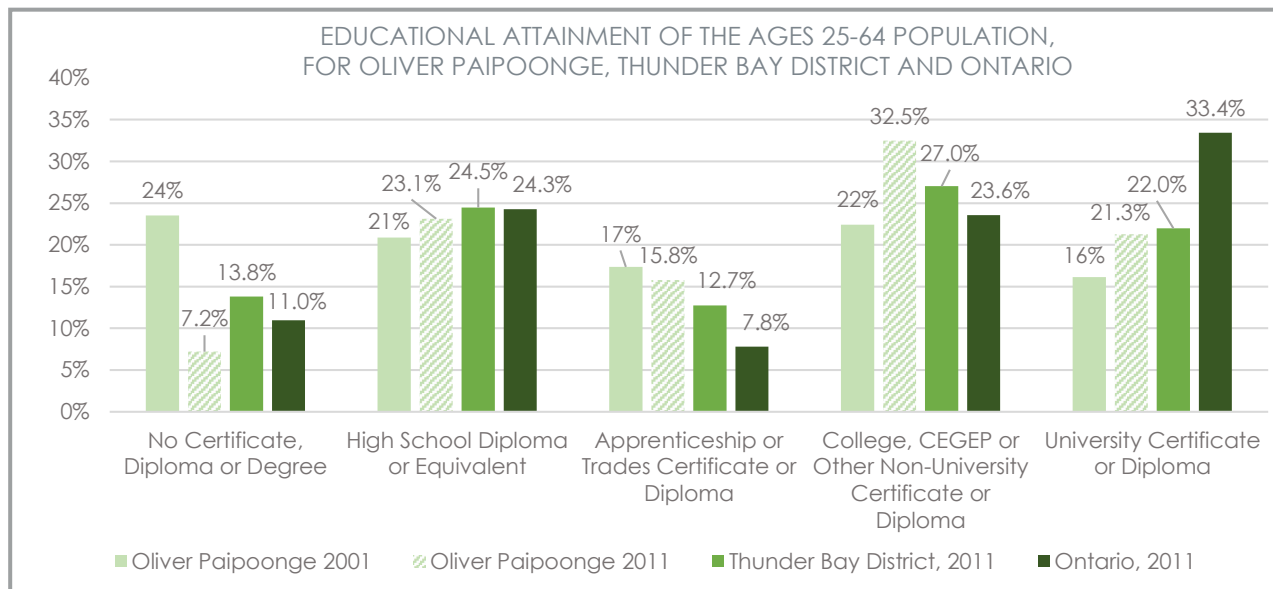
Sources: Author calculations based on Statistics Canada, Census 2001 and National Household Survey 2011

Between 2001 and 2011, a greater proportion of the population in Oliver Paipoonge achieved secondary or post-secondary education (Figure 7). [5] This proportion is now higher in the community than that of the Thunder Bay District or Ontario. Increased education levels might provide the community with development opportunities and result in higher productivity, which might prove useful in offsetting a shrinking workforce. Interestingly, the educational choice of Oliver Paipoonge's population leans more toward a college, CEGEP, or other non-university certificate or diploma than the rest of the province.

[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 Journeyperson's certificate. It also includes other trades certificates or diplomas such as pre-employment or vocational certificates and diplomas are brief trade programs completed at community colleges, institutes of technology, vocational centres, and similar institutions.

Educational achievement among the Indigenous population in Oliver Paipoonge was higher than the average among non-Indigenous and Indigenous communities in both Thunder Bay District and Ontario (Figures 7 and 8). This high level of education stems from the fact that a large proportion (43.9 percent) of the Indigenous population in the community has a college, CEGEP, or other non-u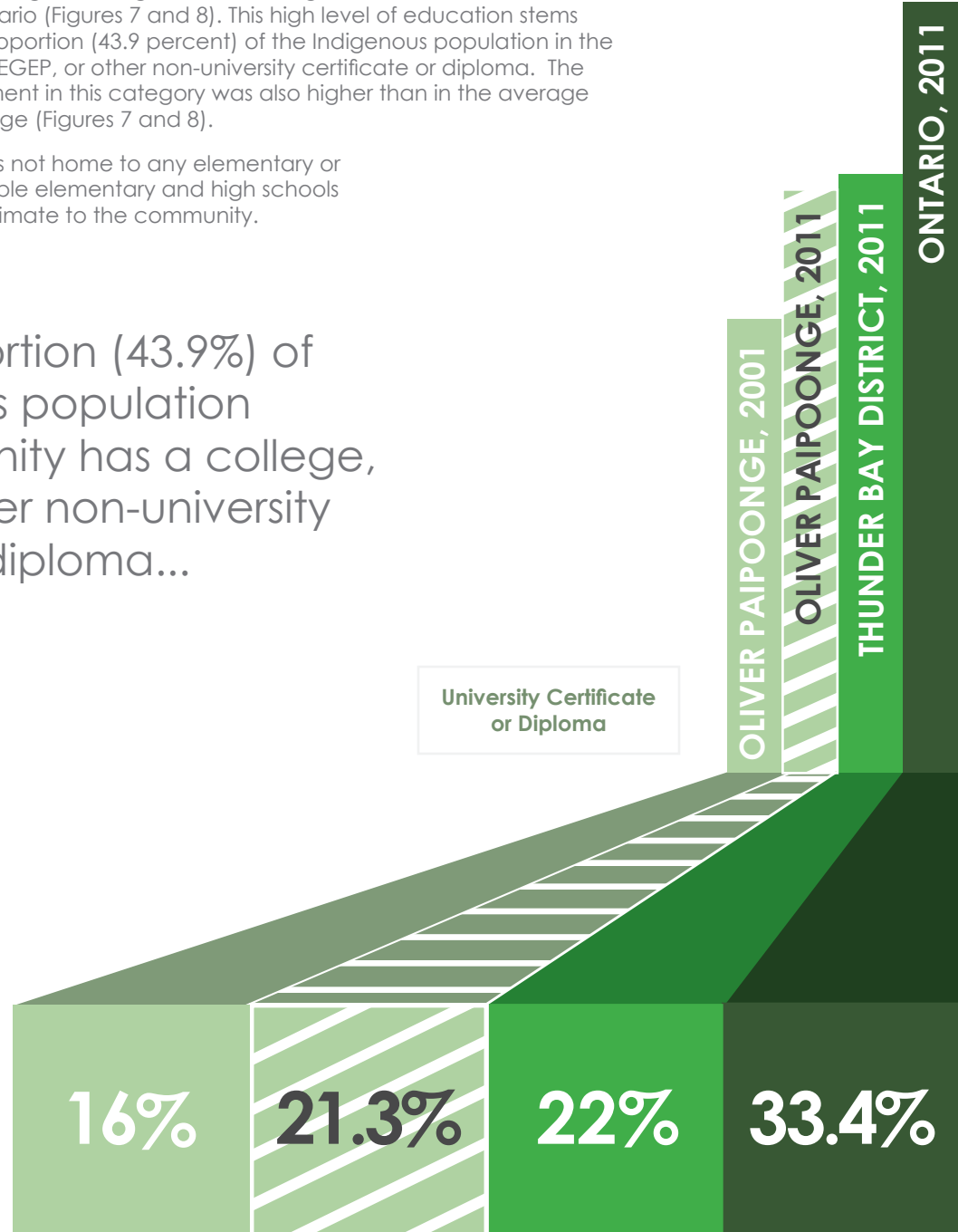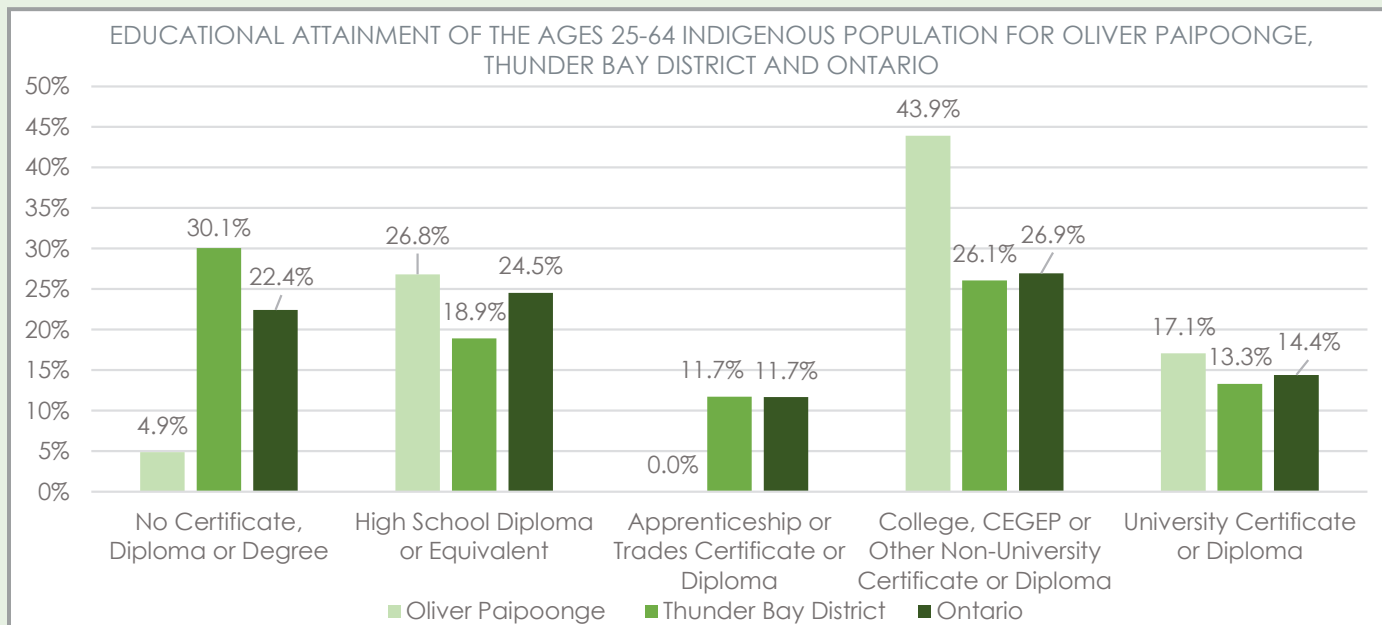niversity certificate or diploma. The Indigenous rate of achievement in this category was also higher than in the average population in Oliver Paipoonge (Figures 7 and 8).

Although Oliver Paipoonge is not home to any elementary or high schools, there are multiple elementary and high schools in Thunder Bay that are proximate to the community.

a **large** proportion (43.9%) of the Indigenous population in the community has a college, CEGEP, or other non-university certificate or diploma...

University Certificate or Diploma

OLIVER PAIPOONGE, 2001

OLIVER PAIPOONGE, 2011

THUNDER BAY DISTRICT, 2011

ONTARIO, 2011

16%   21.3%   22%   33.4%

FIGURE 8

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

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

ALIGNMENT

Oliver Paipoonge's labour force status and income data were only available for the general population in inter-census years as part of the broader region of Kakabeka Falls, which is situated in the P0T 1W0 postal code and includes the Townships of Conmee, Kakabeka Falls, O'Connor, Oliver Paipoonge and a portion of Gillies.

Data for Francophone and Indigenous communities were only available for Oliver Paipoonge in the census and this information can be found in sections 8 and 10.

Unfortunately, some of the data on Francophones and the majority of the data on newcomer populations are suppressed in Oliver Paipoonge as the numbers are too small.

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 indicators discussed this far, as well as others, have an influence on a worker's ability to find a job and an employer's ability to find a worker.

From 2006 to 2014, the number of taxfilers declaring employment income or employment insurance decreased slightly, as did the participation rate in the labour market (Figures 9, 11 and 13). This may represent more individuals retiring and/or leaving the labour market altogether.

FIGURE 9

PARTICIPATION RATE ESTIMATIONS FOR KAKABEKA FALLS REGION, THUNDER BAY DISTRICT AND ONTARIO

Legend:
- Kakabeka Falls Region (Taxfiler)
- Thunder Bay District (Taxfiler)
- Ontario (Taxfiler)
- Thunder Bay District (LFS)
- Ontario (LFS)
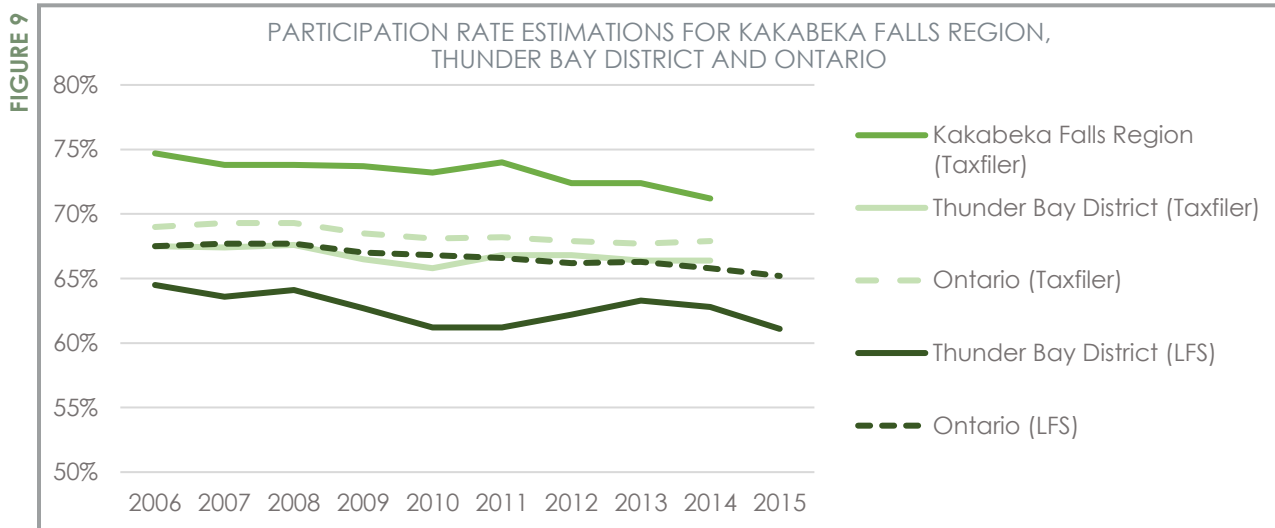
Sources: Author's calculations based on Taxfiler, participation rate calculated as the number of people receiving labour income in the total population over the age of 15; Labour Force Survey (LFS) two-year average estimates, participation rate calculated as the number of civilian, non-institutionalized persons age15 or over who are employed or unemployed in the total population.

In 2011, the Francophone participation rate was higher in Oliver Paipoonge than that of the province (80 percent and 63 percent respectively – Figure 10). The employment rate of the Francophone labour force was 11 percentage points higher than that of the total labour force in the community, and there was no data available for unemployment (Figure 12).

Among the Indigenous population, the participation rate was much higher (94.0 percent) than the rest of population within the province, the district, or the community (Figure 10). This difference can be explained by a higher Indigenous unemployment rate than the average population (31 percent compared to 8.3 percent in the average Ontarian population – Figure 14). Combined with a slightly higher employment rate than the rest of the population (Figure 12), the result is a particularly high participation rate.
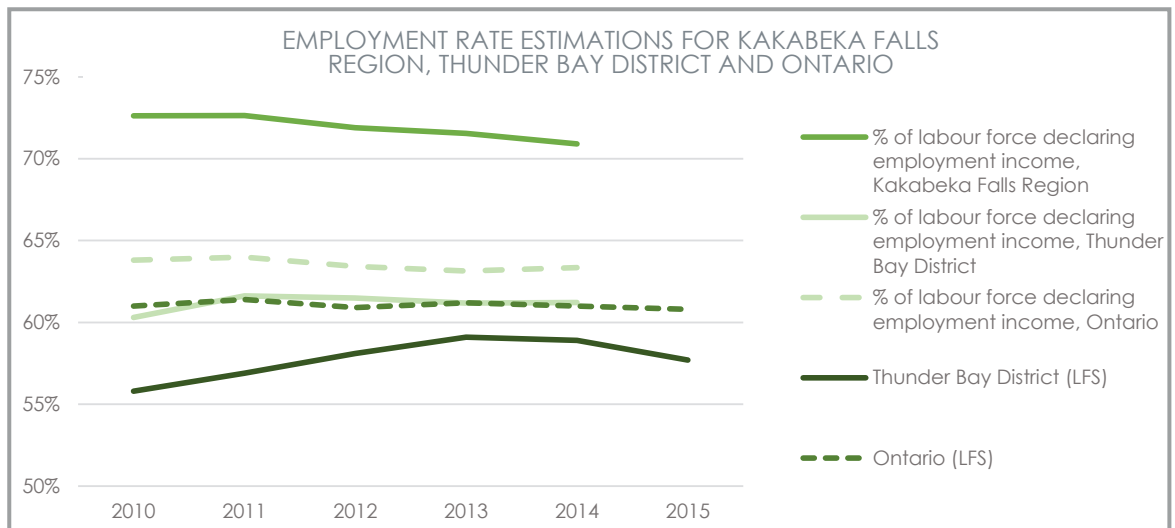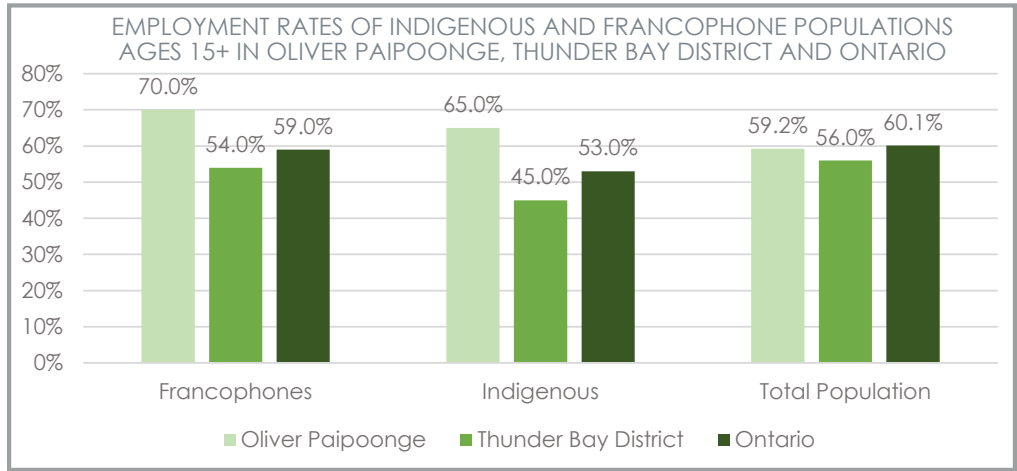
69.3 % | TOTAL POPULATION

80 % | FRANCOPHONE POPULATION

94 % | INDIGENOUS POPULATION

FIGURE 10

PARTICIPATION RATES OF INDIGENOUS AND FRANCOPHONE POPULATIONS
AGES 15+ IN OLIVER PAIPOONGE, THUNDER BAY DISTRICT AND ONTARIO
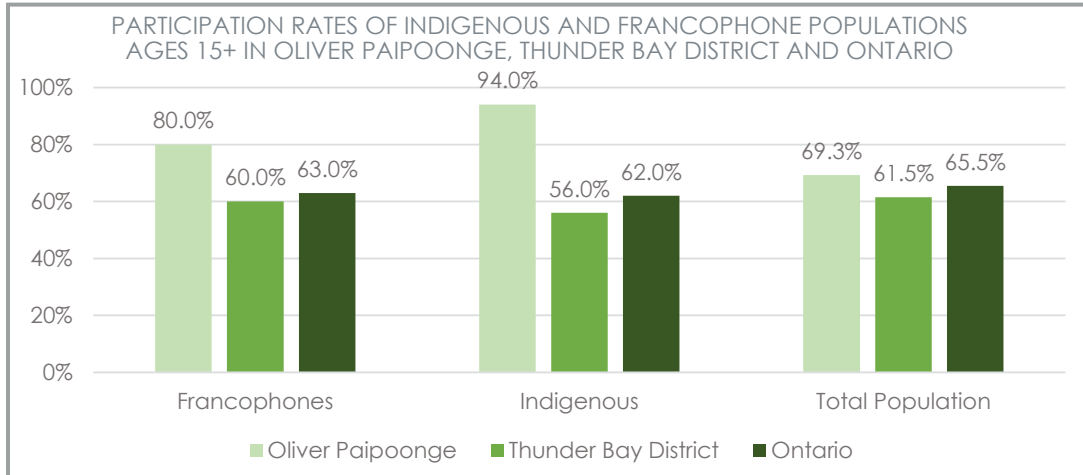
Sources: Statistics Canada, National Household Survey, 2011, and Taxfiler

EMPLOYMENT RATE ESTIMATIONS FOR KAKABEKA FALLS
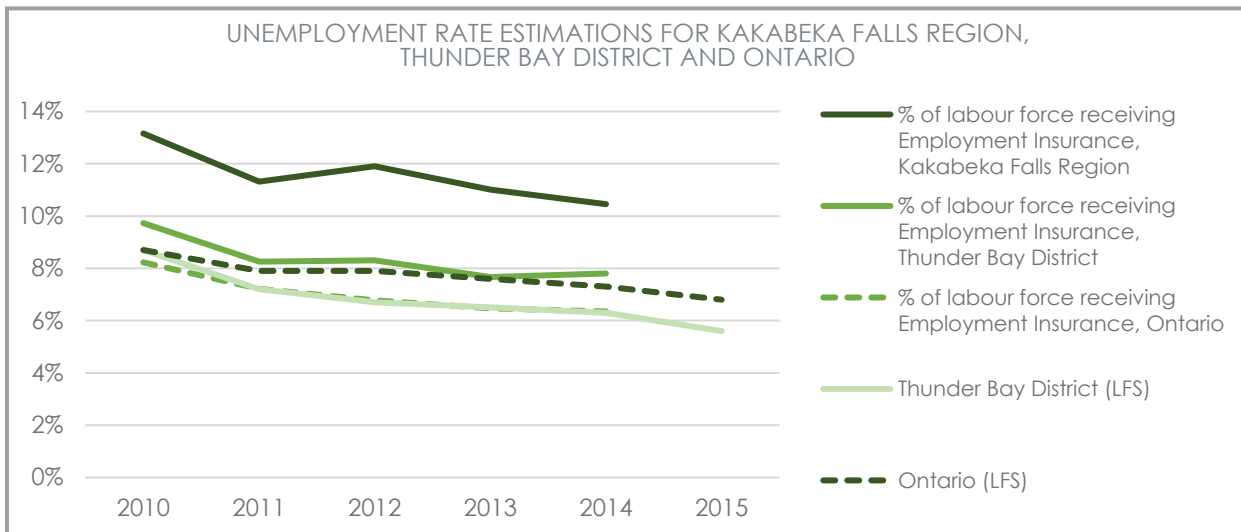REGION, THUNDER BAY DISTRICT AND ONTARIO

FIGURE 11

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

FIGURE 12

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

Source: Statistics Canada, National Household Survey, 2011

FIGURE 13

UNEMPLOYMENT RATE ESTIMATIONS FOR KAKABEKA FALLS REGION,
THUNDER BAY DISTRICT AND ONTARIO

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

FIGURE 14

UNEMPLOYMENT RATES OF INDIGENOUS AND FRANCOPHONE POPULATIONS AGES 15+ IN OLIVER PAIPOONGE, THUNDER BAY DISTRICT AND ONTARIO
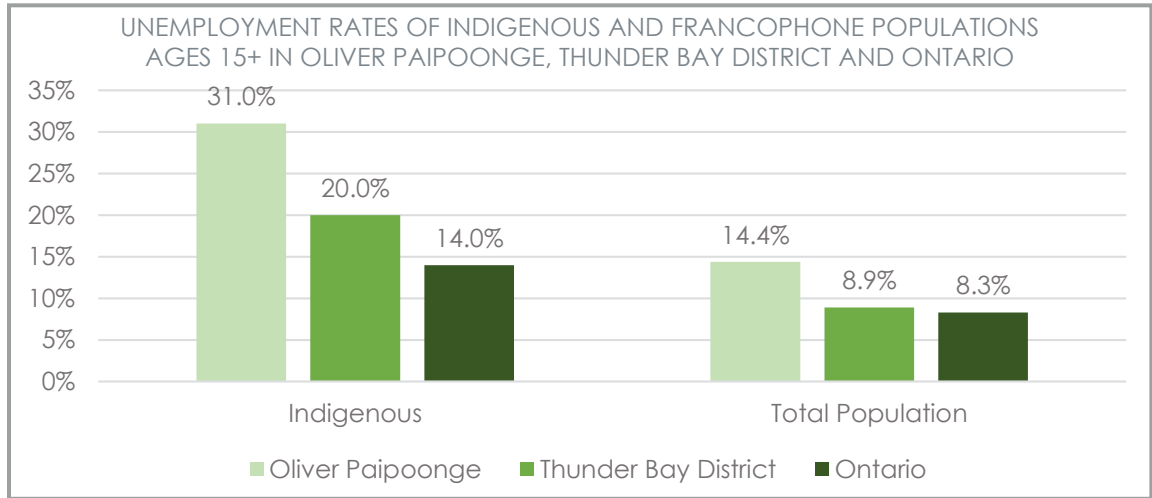
Source: Statistics Canada, National Household Survey, 2011

09. Wages[9]

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

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

TABLE 10

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 the amount of community income generated by the labour market compared to other sources. As such, it can be an indication about the prevalence of employment and the sustainability of the community.

Average income depends on multiple factors, such as the type of jobs available (part-time or full-time), and the dominant industry in a community. Interestingly, Ontario's average income dropped below that of Kakabeka Falls in 2014 (Figure 15). Moreover, Kakabeka Falls Region's average income was more stable during this period than that of the province. One possible explanation for this stability is the rising proportion of retirees in the region, as they tend to have a steadier income than the rest of population.
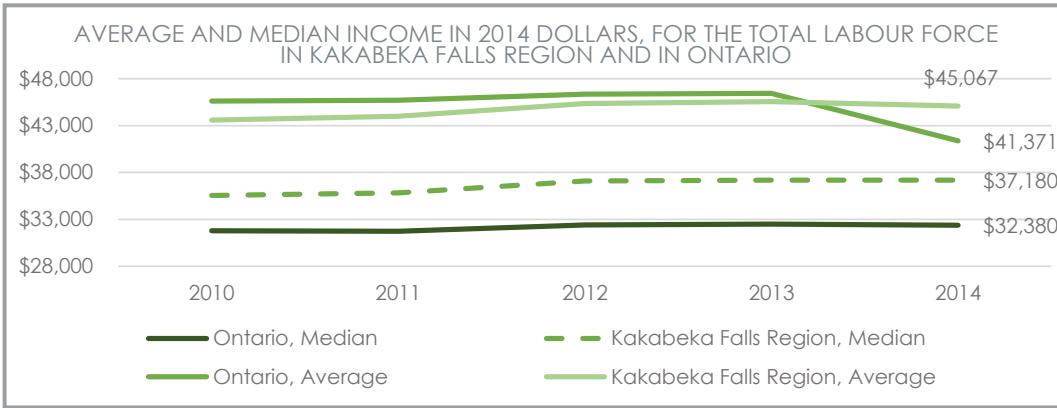
The Indigenous population of Oliver Paipoonge has lower median ($16,450) and average incomes ($26,965) than that of the average Indigenous or non-Indigenous community across the province (Figure 16). While a similar situation exists for Francophone communities in Oliver Paipoonge, the gap between the two populations was smaller.

Furthermore, the economic dependency ratio—the amount of government transfers received compared to the amount of income earned through employment—in the Kakabeka Falls Region is lower than that of the Thunder Bay District but higher than the provincial level (Figure 17). Therefore, Kakabeka Falls Region's income is less dependent on government transfers than that of the Thunder Bay District but more than that of Ontario.

A large portion (63 percent) of the government transfers to the Kakabeka Falls Region consists of Old Age Security and Canada Pension Plan payments (Table 11). Yet, employment income in the Kakabeka Falls Region is predominately wages, salaries, and commissions revenues, which contrasts with that of both the Thunder Bay District and the province. The revenues from self-employment represent a smaller proportion of total income in Kakabeka Falls than that of the province, but are in line with the district average.
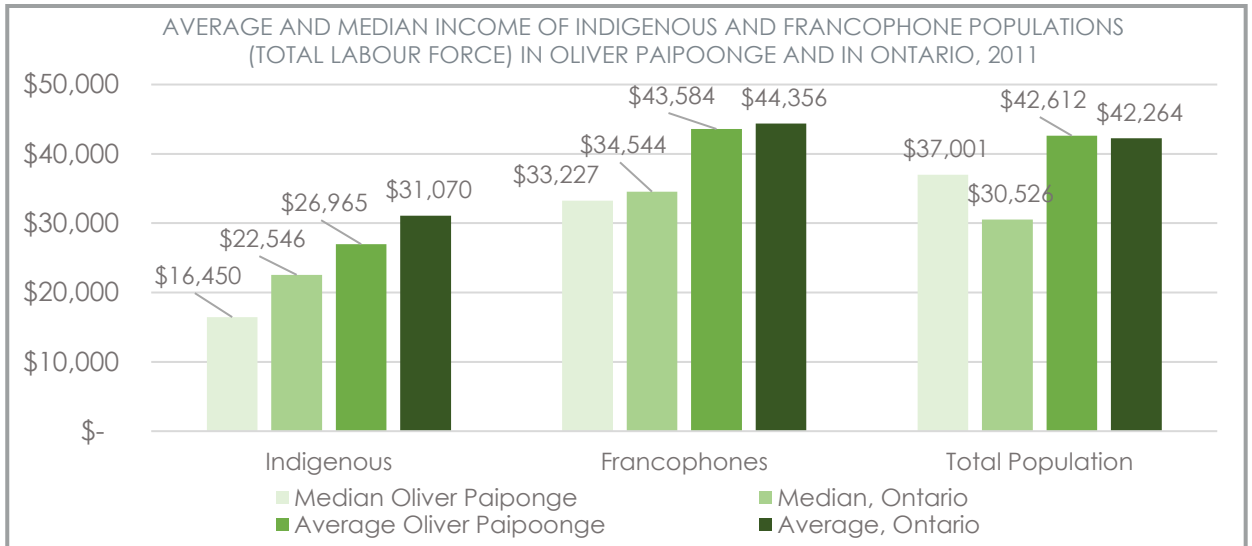
Kakabeka Falls Region's **average income** was **more stable** during this period than that of the province...

FIGURE 15

AVERAGE AND MEDIAN INCOME IN 2014 DOLLARS, FOR THE TOTAL LABOUR FORCE IN KAKABEKA FALLS REGION AND IN ONTARIO

Legend:
- Ontario, Median
- Ontario, Average
- Kakabeka Falls Region, Median
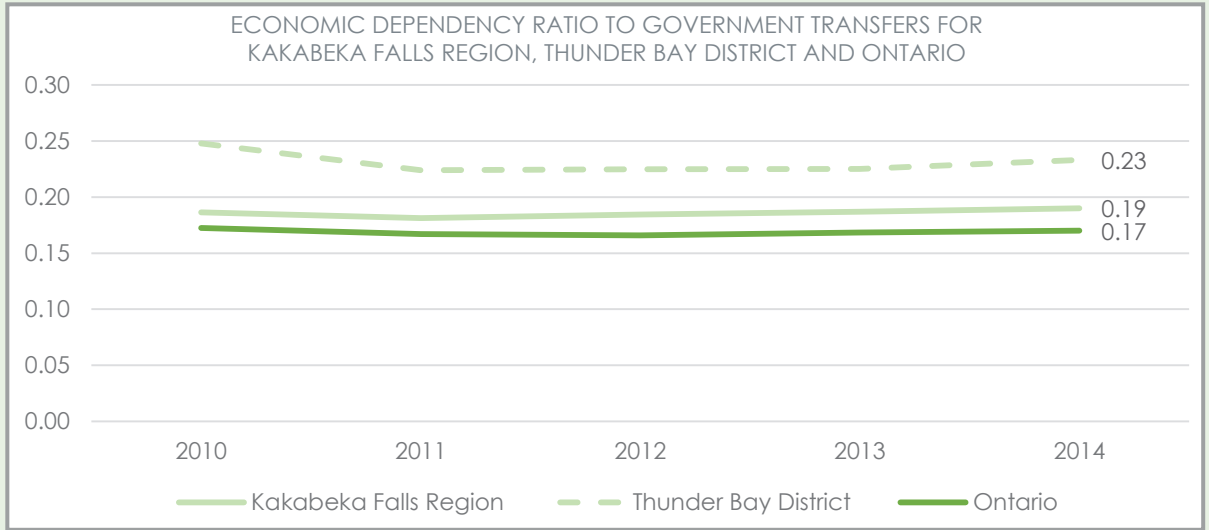- Kakabeka Falls Region, Average

Sources: Author's calculations based on Taxfiler, Kakabeka Falls "rural community" – postal code P0T1W0, and Ontario. Consumer Price Index from the Bank of Canada

FIGURE 16

AVERAGE AND MEDIAN INCOME OF INDIGENOUS AND FRANCOPHONE POPULATIONS (TOTAL LABOUR FORCE) IN OLIVER PAIPOONGE AND IN ONTARIO, 2011

Legend:
- Median Oliver Paiponge
- Median, Ontario
- Average Oliver Paipoonge
- Average, Ontario

Source: National Household Survey, 2011

ECONOMIC DEPENDENCY RATIO TO GOVERNMENT TRANSFERS FOR
KAKABEKA FALLS REGION, THUNDER BAY DISTRICT AND ONTARIO

0.23

0.19

0.17

Kakabeka Falls Region — — Thunder Bay District —— Ontario

Sources: Author's calculations based on Taxfiler, Kakabeka Falls "rural community" – postal code P0T1W0, Thunder Bay District and Ontario.

.23   .19   .17

TABLE 11

DISTRIBUTION OF THE INCOME OF THE COMMUNITY BY SOURCE OF INCOME			
Amount of Dollars by Source of Income, 2014	**Kakabeka Falls Region**	**Thunder Bay District**	**Ontario**
Wages/salaries/commissions only	70.7%	64.9%	67.7%
Self-employment only	2.5%	2.3%	4.3%
Employment income	**73.2%**	**67.2%**	**72.0%**
Employment Insurance	1.7%	1.4%	1.1%
OAS/Net federal supplements	3.6%	3.8%	3.3%
CPP/QPP	5.1%	5.4%	3.9%
CCTB	0.8%	1.1%	1.1%
Workers compensation	1.1%	1.0%	0.4%
Social Assistance	0.5%	1.5%	1.1%
Other government transfers	0.1%	1.4%	1.3%
Government transfers	**13.9%**	**15.7%**	**12.2%**
Private pensions	8.2%	10.6%	7.7%
RRSP	0.2%	0.4%	0.4%
Investment	2.6%	3.8%	5.3%
Other income	1.9%	2.3%	2.5%
Total income	**100.0%**	**100.0%**	**100.0%**

Source: Author's calculations based on Taxfiler, Kakabeka Falls "rural communities" – postal code P0T1W0, Thunder Bay District, Ontario. 'X' indicates suppressed data.

POPULATION

5,922 (2016)

350.3KM²
GROWING NATURALLY
THE MUNICIPAL HOME OF
KAKABEKA FALLS

48°23'N
89°31'W

OLIVER
PAIPOONGE

THE COMMUNITY'S
STRENGTHS
ARE POWERFUL TOOLS
TO ATTRACT BUSINESSES

CONCLUSION

Oliver Paipoonge, like many other communities in the north, faces the challenge of an aging and shrinking population. However, the community also has strengths, such as a relatively high rate of school completion, which might be a powerful tool to attract businesses to the community. In addition, the Oliver Paipoonge has access to the larger pool of workers in Thunder Bay and thus does not face a barrier to accessing workers.

Regardless, the data suggest that opportunities exist for those who wish to stay in or relocate to the community. Filling currently available jobs in Oliver Paipoonge or in Thunder Bay would increase prosperity and create even more opportunities in the future. This does not mean the community should set aside the pursuit of new employers, but the community should place greater emphasis on the potential of sustaining or expanding current ones.
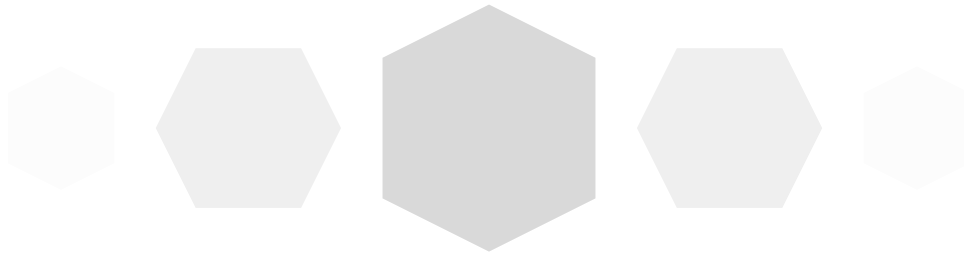
NOTE TO READERS: Moving forward, the Community Labour Market Report Series will be replaced by Community Accounts. This online portal, no.communityaccounts.ca, will provide reliable information on key economic and social indicators, broken down to the community, regional, provincial and national levels 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.

REFERENCES

Cuddy, J. and Moazzami, B. (2016). Northern Projections: Thunder Bay District. Thunder Bay: Northern Policy Institute.

Moazzami, B. (2015). Unpublished manuscript. Thunder Bay: Northern Policy Institute.

About the Local Employment Planning Council (LEPC):
LEPC in Thunder Bay is a pilot project led by the North Superior Workforce Planning Board (NSWPB) with the support of Northern Policy Institute (NPI) as data and research partner. The LEPC uses community consultation, research, and evidence-based practices to spur innovation in workforce development in our region.

About North Superior Workforce Planning Board (NSWPB):
The North Superior Workforce Planning Board (NSWPB) is one of twenty-six Workforce Planning zones across Ontario, mandated through the Ministry of Training, Colleges and Universities to identify, assess and prioritize the skills and knowledge needs of community, employers and individual participants/learners in the local labour market through a collaborative, local labour market planning process.

About Northern Policy Institute (NPI):
Northern Policy Institute is Northern Ontario's independent think tank. We perform research, collect and disseminate evidence, and identify policy opportunities to support the growth of sustainable Northern communities. Our operations are located in Thunder Bay, Sault Ste. Marie, and Sudbury. We seek to enhance Northern Ontario's capacity to take the lead position on socio-economic policy that impacts Northern Ontario, Ontario, and Canada as a whole.

Ontario