Local Employment Planning Council

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Community Labour Market Report

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PAWGWASHEENG FIRST NATION

(PAYS PLAT FIRST NATION)

The *Community Labour Market Report series* provides local labour market indicators to assist community leaders and organizations in the decision-making process. The goal of this report is to provide community actors with a better understanding of what is happening in their community. It does not attempt to explain the reasons behind the trends, spikes or troughs in the provided data. This information is intended as a starting point for an evidence-based conversation by the community about why certain changes are occurring. This report is a first step. It is now up to you, the reader, and your fellow community members to explore and address the challenges and opportunities your community is experiencing. This report examines current labour demand and supply data from Pawgwasheeng First Nation (Pays Plat First Nation), Ontario, and analyzes how each data set aligns with the other.

DEMAND

01. Employers

Central to local labour market planning is an understanding of the characteristics of area employers, such as their numbers, size, and the industries they represent. Changes in any of these factors over time affect employment levels and opportunities within a local labour market.

As of December 2016, there were four employers operating in Pawgwasheeng First Nation (Table 1). Although the total number of businesses increased between December 2015 and December 2016, it appears that Indigenous public administration was not reported in the December 2015 Business Count data, despite being reported in December 2016 (Statistics Canada, 2016). Therefore, it is possible that the change observed in Table 2 was the result of a change that occurred in the reporting of employers in the community rather than an actual increase in the total number of employers. Nonetheless, the number of employees hired by employers in the community rose between December 2015 and December 2016 (Table 2). For example, the community's only non-store retailer seems to have grown from a staff of one to four employees to a staff of five to nine employees during this period.

TABLE 1

EMPLOYERS BY INDUSTRY, AND AS A PERCENTAGE OF TOTAL NUMBER OF EMPLOYERS, DECEMBER 2016	Total	Pawgwasheeng First Nation (% of Total Number of Employers)	Thunder Bay District (% of Total Number of Employers)	Ontario (% of Total Number of Employers)
442 - Furniture & home furnishings stores	1	25.0	0.4	0.6
454 - Non-store retailers	1	25.0	0.7	0.4
914 - Indigenous public administration	1	25.0	0.2	0.0
Unclassified	1	25.0	8.2	7.5

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

TABLE 2

CHANGE IN NUMBER OF EMPLOYERS BY NUMBER OF EMPLOYEES IN PAWGWASHEENG FIRST NATION	December 2015	December 2016	2015-2016 Change (#)	2015-2016 Change (%)	Ontario Change (%)
0[1]	2	2	0	0.0	1.0
1-4	1	0	-1	-100.0	2.5
5-9	0	1	1	0.0	2.6
10-19	0	0	0	0.0	2.5
20-49	0	1	1	0.0	-1.5
50-99	0	0	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	**3**	**4**	**1**	**33.3**	**1.3**

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

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

Source: Author's calculations based on Statistics Canada, Canadian Business Counts, and Statistics Canada, Census 2016

02. Employment by Industry

Employment by industry data 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.

In 2011, there were approximately 30 people working in Pawgwasheeng First Nation (Table 3). Since this number is relatively small, and given that Statistics Canada uses random rounding[3], the industry breakdown of employment data was too unreliable to be used in this report. 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	Pawgwasheeng First Nation (#)	Pawgwasheeng First Nation (% 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	**30**	-	-	-

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.

As in the previous section, it is not possible to classify the approximately 30 people who are working in the community by occupation due to both the effects of random rounding and the small number of individuals reporting. New data on employment by occupation 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.

TABLE 5

	EMPLOYMENT BY OCCUPATION, AND AS A PERCENTAGE OF TOTAL, 2011	Pawgwasheeng First Nation (#)	Pawgwasheeng First Nation (% of Total)	Thunder Bay District (% of Total)	Ontario (% of Total)
6	Management occupations	n/a	n/a	7.9	11.5
0	Business, finance & administration occupations	n/a	n/a	14.3	17.0
1	Natural & applied sciences & related occupations	n/a	n/a	5.9	7.4
2	Health occupations	n/a	n/a	7.9	5.9
3	Occupations in education, law & social, community & government services	n/a	n/a	14.6	12.0
4	Occupations in art, culture, recreation & sport	n/a	n/a	1.9	3.1
5	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	**30**	-	-	-

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 Pawgwasheeng First Nation.[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 2016 and March 2017

Source: Vicinityjobs.ca

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

[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.

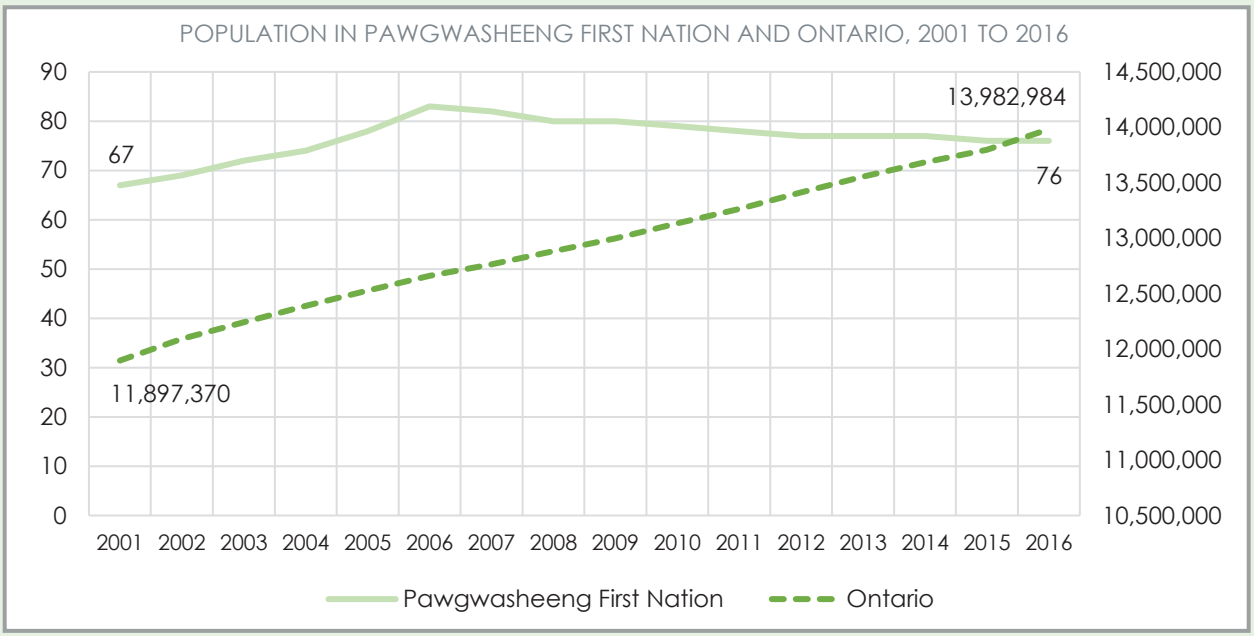
SUPPLY

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).

From 2001 to 2016, the population in Pawgwasheeng increased by 13.4 percent, which contrasts with a concurrent 17.5 percent increase in the population of Ontario (Figure 1). This was not, however, a steady increase in the community's population, which grew 23.8 percent from 2001 to 2006 and then declined 8.4 percent from 2006 to 2011, according to Statistics Canada's estimates of population (Figure 1). However, the 2016 census data seems to indicate that this trend has reversed with 89 individuals recorded in 2016.

FIGURE 1



Source: Statistics Canada, Estimates of population

The age distribution in Pawgwasheeng First Nation is quite different than that of both the Thunder Bay District and the province. The main difference is that nearly 17 percent of the community's population is between the ages of 50 and 54 (Figure 2). Additionally, the population under the age of 34 represents a larger proportion of total population in Pawgwasheeng First Nation than that of either comparative geographical area. However, community residents above 60 years of age represent a smaller share of total population. Therefore, the community is younger, on average, than the populations of both the District and the province.

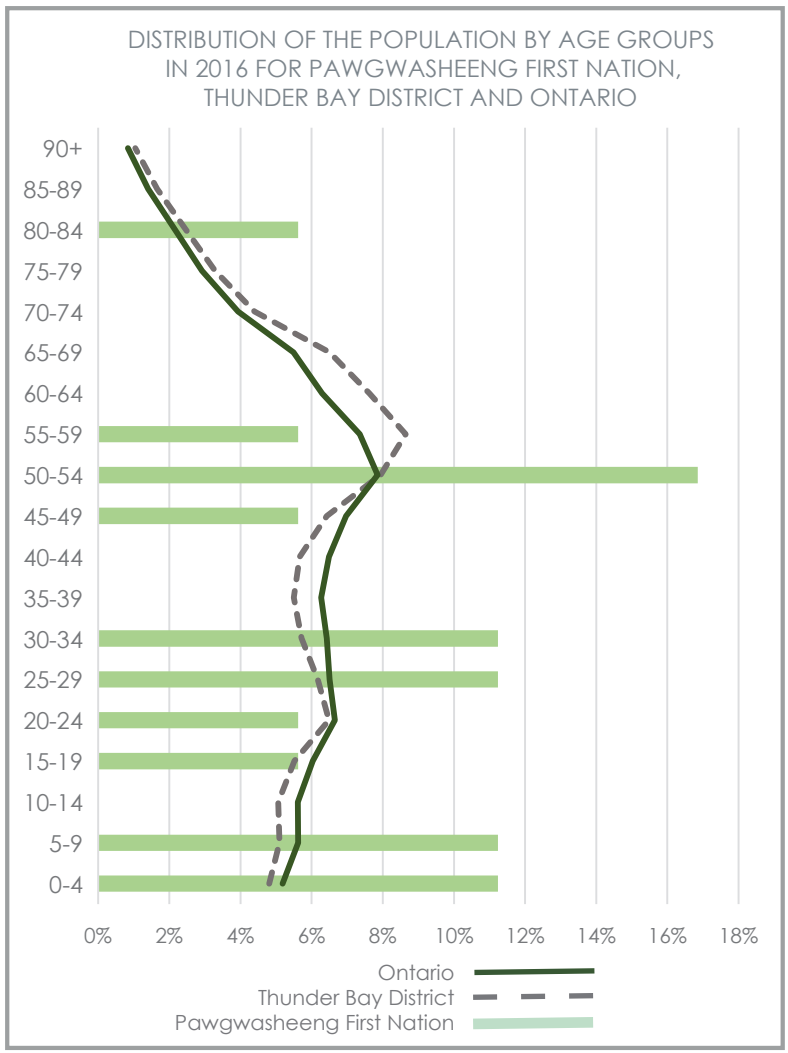
89

Total 2016 Population

Source: Statistics Canada, Census 2016

It is important to keep in mind that the small size of the community and the effects of random rounding (see footnote 3) have a significant impact on the age distribution of the population. Therefore, the differences between the community and the other comparative geographical areas might be inflated.

FIGURE 2



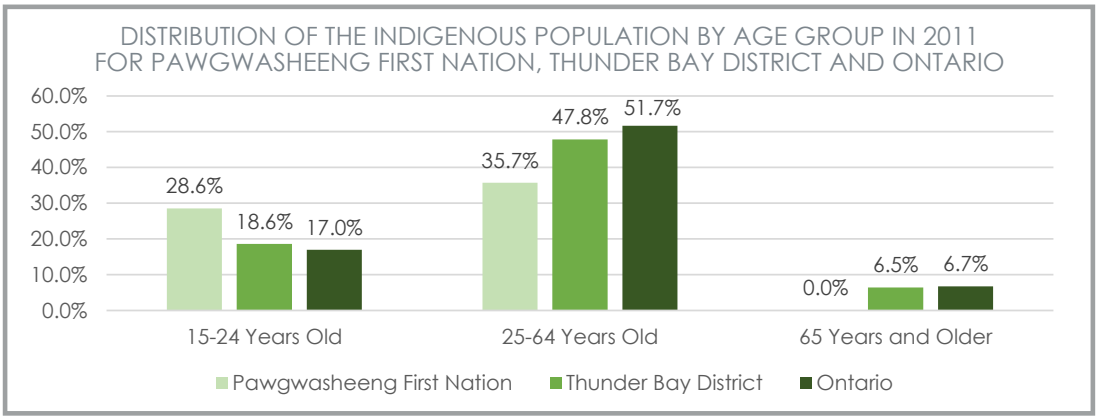
Source: Author's calculations based on Statistics Canada, Census, 2016

168 **registered population living off-reserve, April 2017**

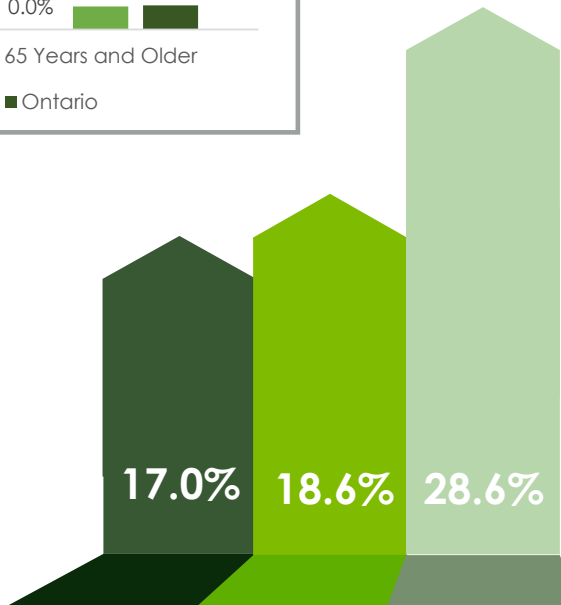
Source: Indigenous and Northern Affairs Canada

In 2011, the community's Indigenous population was also younger than Indigenous populations in the District and the province. Most notably, there is a significantly higher proportion of Indigenous people aged 24 and younger in the community (28.6 percent) than in the District (18.6 percent) or the province (17.0 percent) (Figure 3).

FIGURE 3

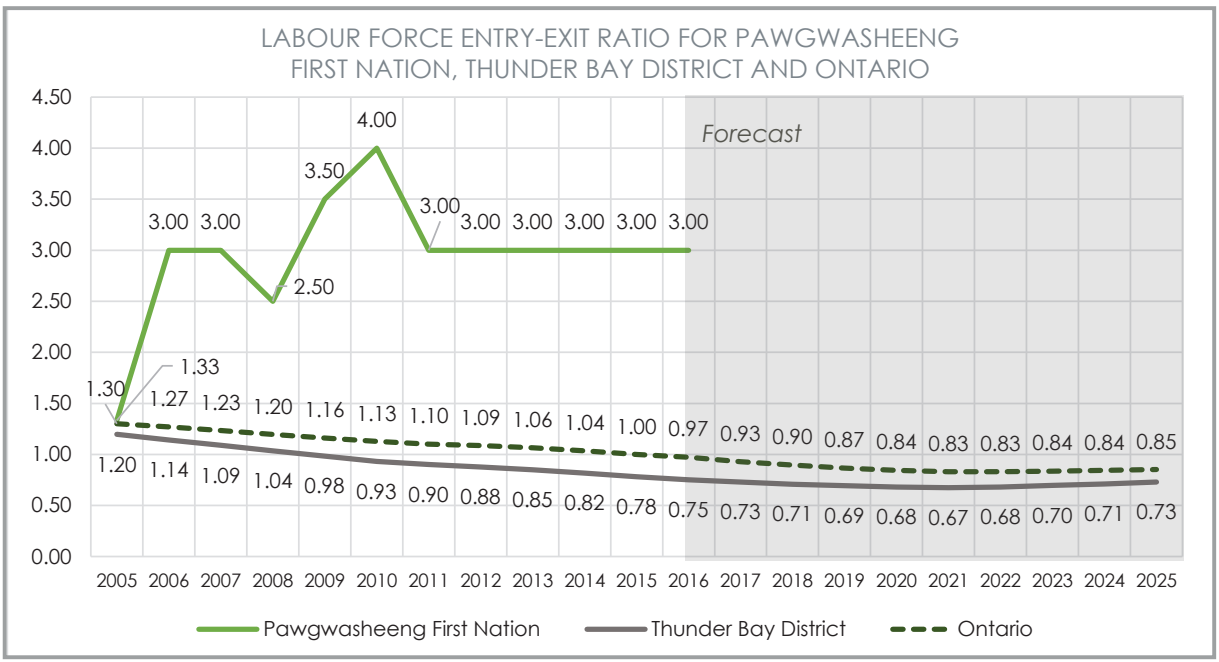


Source: Author's calculations based on Statistics Canada, National Household Survey, 2011



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 4). Between 2005 and 2016, the labour force entry-exit ratio experienced multiple fluctuations but remained, on average, well above District and provincial levels (Figure 4). A ratio above one, as observed in Pawgwasheeng First Nation, suggests that a community will see an expansion of its labour force over time. However, it is difficult to know if this will be the case for Pawgwasheeng, given the lack of data on emigration. Since only a small number of individuals live in Pawgwasheeng First Nation, it is important to consider the significant impact one individual's decisions can have on the community's future.

FIGURE 4



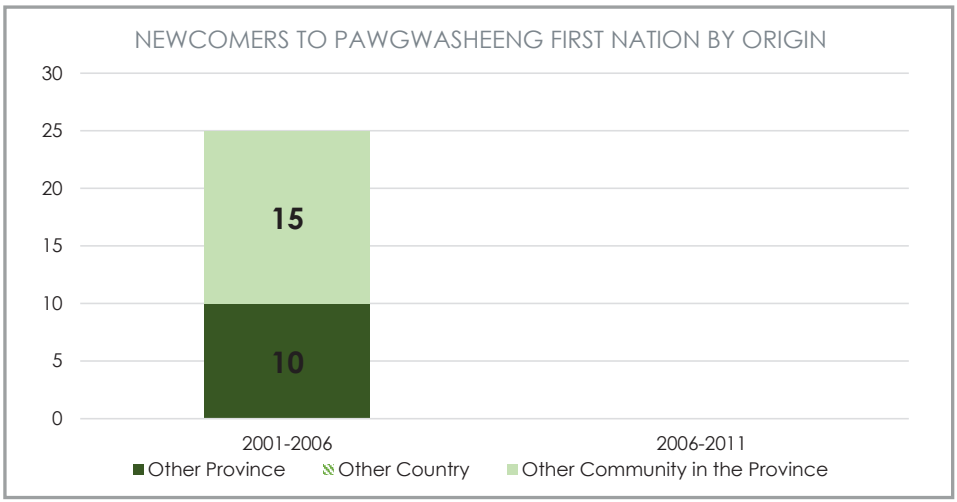
Source: Author's calculations based on Statistics Canada estimation of population and Ontario Ministry of Finance forecasts, spring 2016 population projections update, which served as the basis for the forecast

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 Pawgwasheeng First Nation 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 5.

FIGURE 5



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

TABLE 7

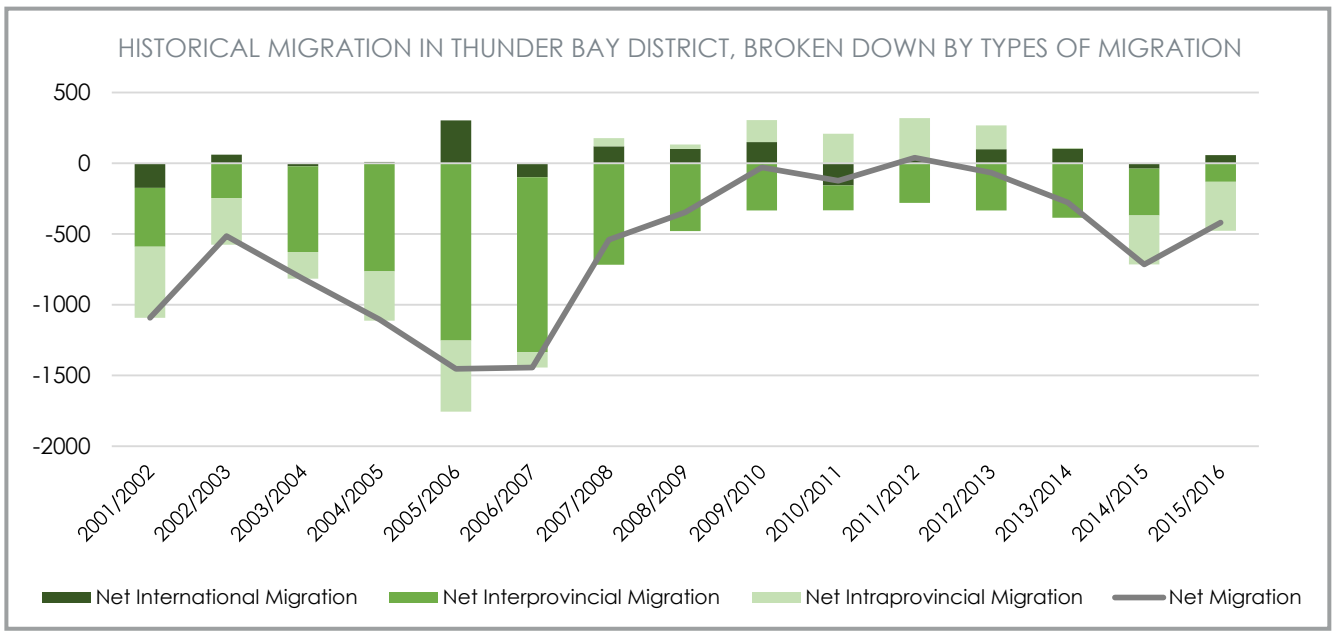
PERMANENT RESIDENTS BY INTENDED DESTINATION

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

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

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 and Rainy River, or even districts in Alberta and Manitoba.

FIGURE 6



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 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**	**1,060**	**417**	**180**	**2,708**

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**	**1,162**	**495**	**157**	**2,874**

Source: Taxfiler

07. Education, Literacy, Skills, and Training

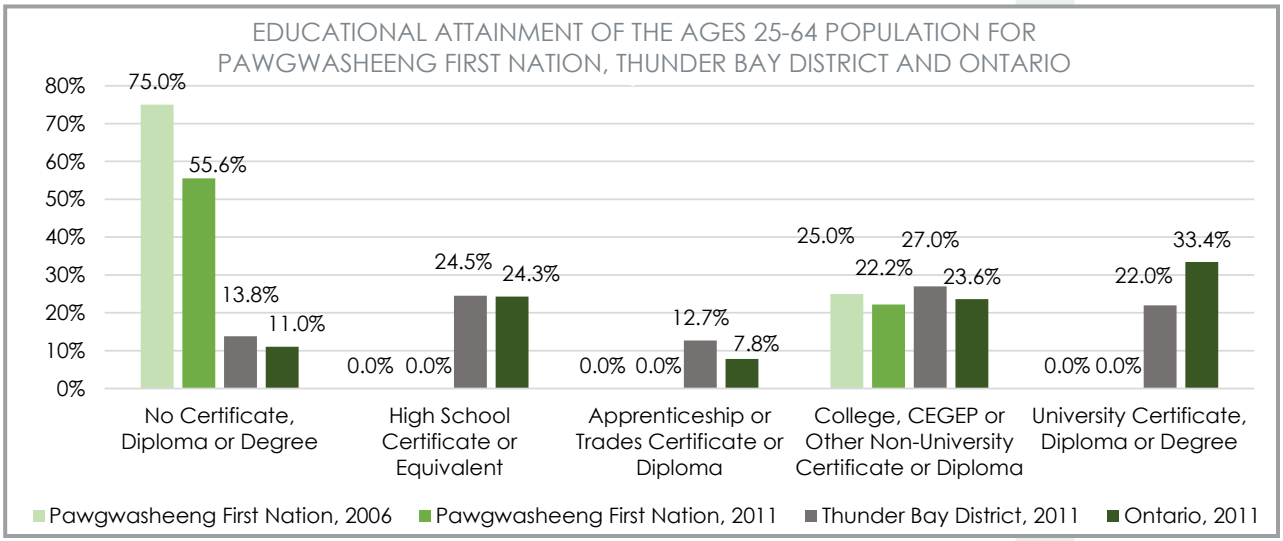
Employers often require education or experience to fill positions. Therefore, educational attainment and experience can be either a source of employment growth or a constraint if the skills available in the community do not match the local employment opportunities.

Though some data were available for educational attainment in the community, the small number of residents makes it difficult to provide a comprehensive portrait of the community due to random rounding (see footnote 3). However, it is possible to say that the percentage of people with no certificate, diploma, or degree[5] in the community (55.6 percent) was higher than that of the District (13.8 percent) or the province (11.0 percent – Figure 7). Therefore, members of Pawgwasheeng First Nation who lived in the community achieved, on average, fewer years of schooling than either comparative geographical area.

Similarly, according to the available data, 41.7 percent of the Indigenous population in the community had no certificate, diploma, or degree—a higher rate than that of Indigenous populations in the District (30.1 percent) and the province (22.4 percent - Figure 8).

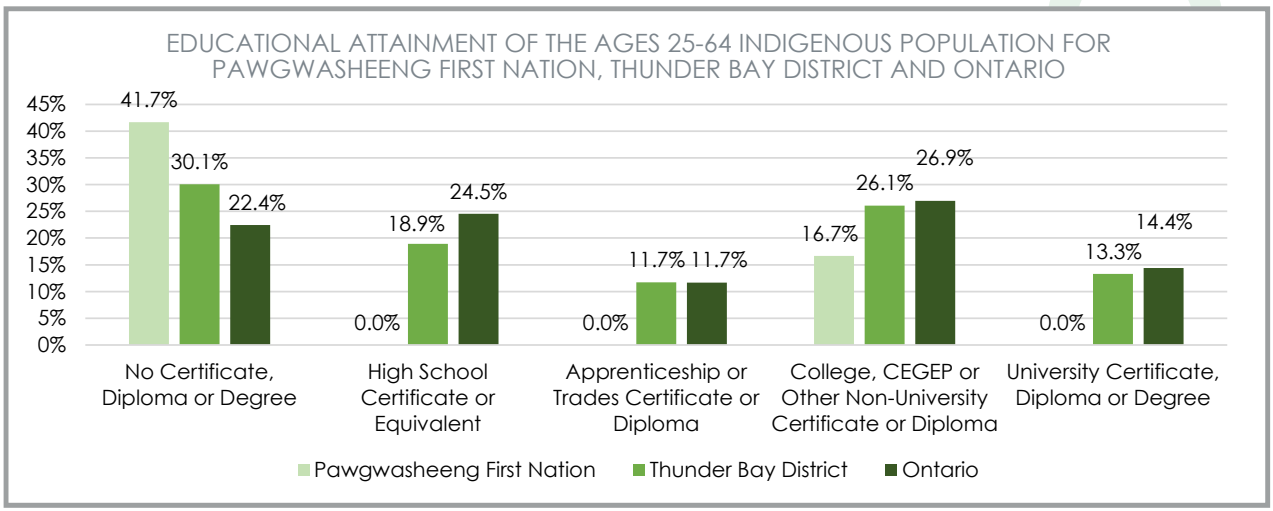
[5] The detailed definition of the qualifications included in each education category can be found at http://www12.statcan.gc.ca/nhs-enm/2011/ref/dict/pop038-eng.cfm. For example, the category 'Apprenticeship or Trades Certificate or Diploma' includes registered apprenticeship certificates and Journeyperson's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

FIGURE 7



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

FIGURE 8



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

ALIGNMENT

Unfortunately, there were no data Taxfiler data available for Pawgwasheeng First Nation. Therefore, the following section only presents data from Statistics Canada's National Household Survey. It is important to note that the data provided here are limited and may not capture the informal labour market that exists in the community. This makes it difficult to provide a full picture of the economy in Pawgwasheeng First Nation.

08. Labour Force Participation

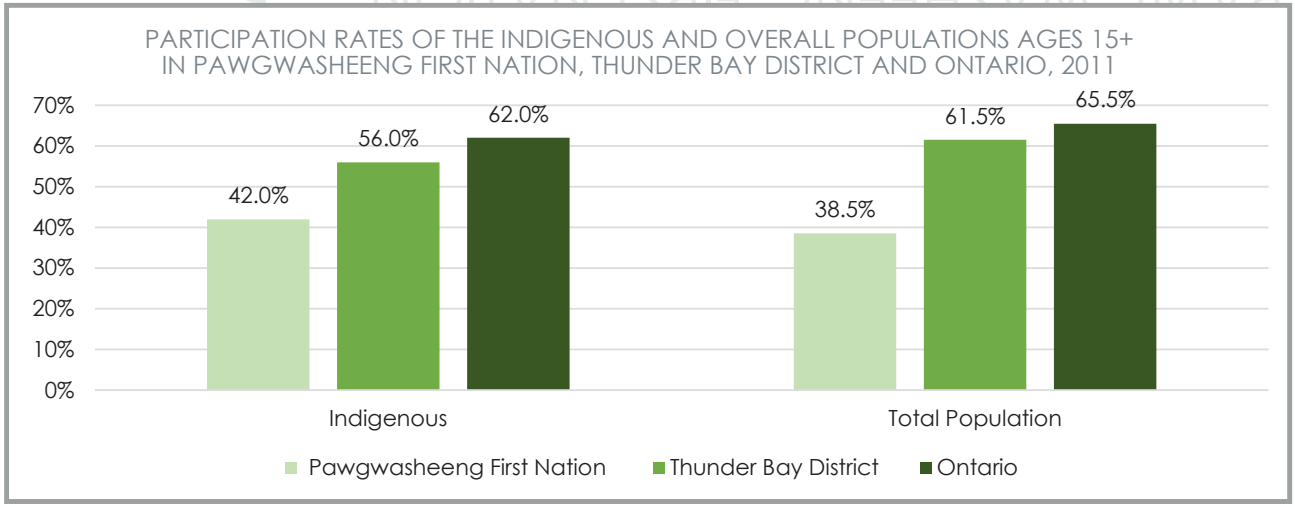
Participation, employment, and unemployment rates reflect whether an individual is willing and able to find employment, and whether an employer is able and willing to hire them. All the previous indicators, and more, have an influence on a worker's ability to find a job and an employer's ability to find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

In 2011, the participation rate for the community's total population was 38.5 percent, which is lower than both the District and the province (Figure 9). The participation rate of the Indigenous population (42.0 percent) was higher than that of the community's overall population (38.5 percent – Figure 9), yet it was lower than that of Indigenous populations in the District (56.0 percent) and the province (62.0 percent - Figure 9).

On the other hand, the employment rate for the community's overall population (30.8 percent) was higher than that of its Indigenous population (25.0 percent - Figure 10), and the employment rates for both groups were below those of their provincial and District counterparts.

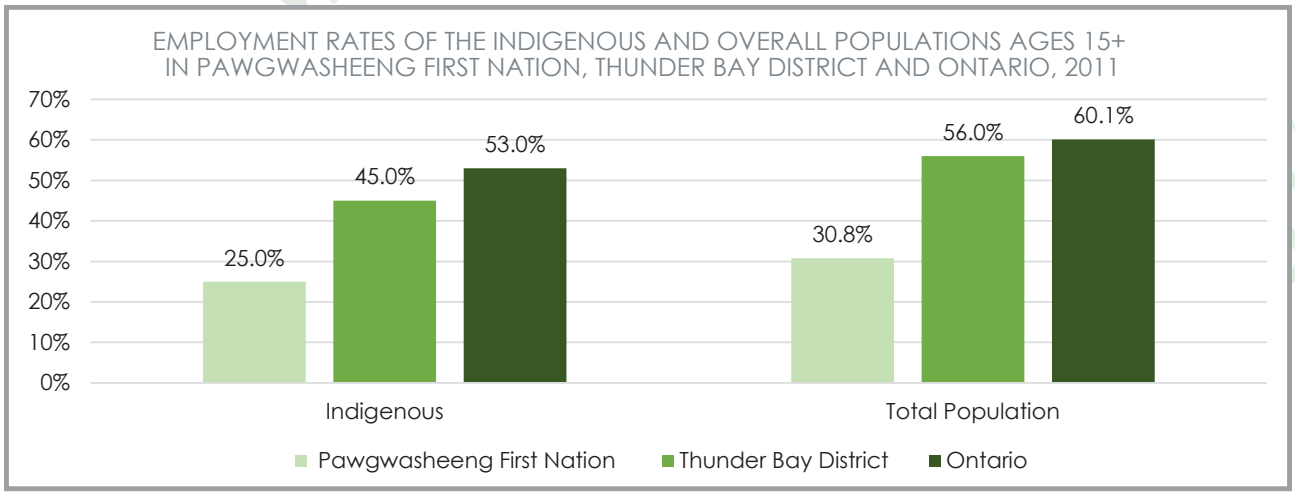
PAWGWASHEENG FIRST NATION

FIGURE 9



Source: Statistics Canada, National Household Survey, 2011

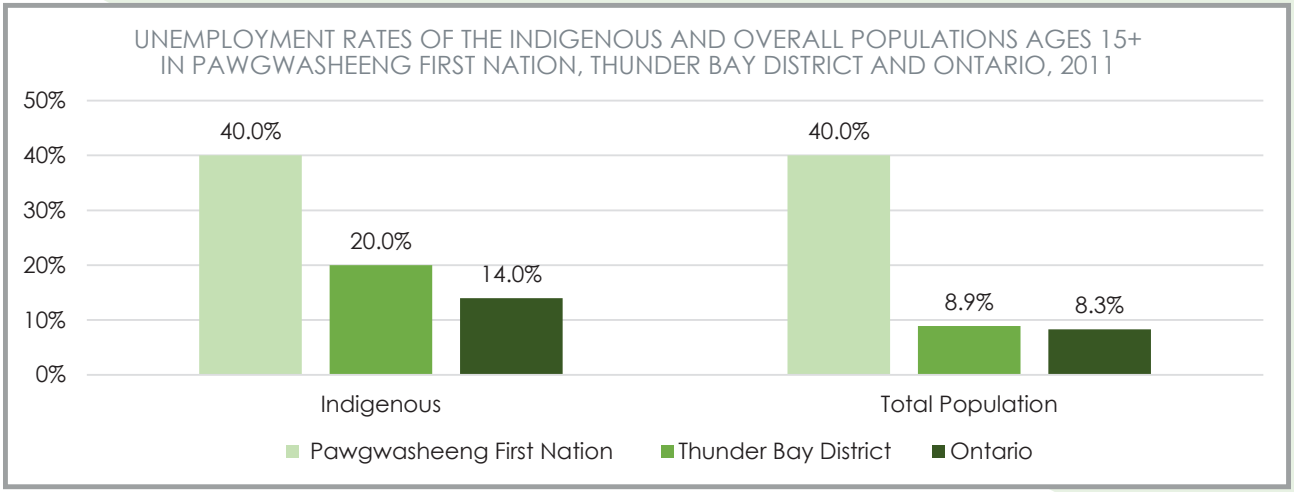
FIGURE 10



Source: Statistics Canada, National Household Survey, 2011

The unemployment rate was the same for both the Indigenous and total population (40 percent), and that was well above the District and provincial average (Figure 11).

FIGURE 11



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

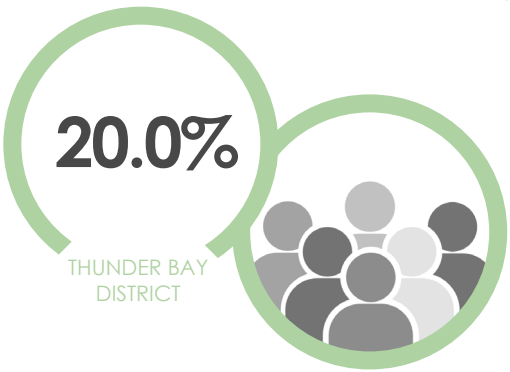


TABLE 10

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 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.

Unfortunately, there were no average or median income data available for Pawgwasheeng First Nation in the 2011 National Household Survey. However, new data may become available with the release of findings from the 2016 census on September 13, 2017, and that could supplement what is available in this report.

POPULATION

89 (2016)

2.19km²

ALONG HIGHWAY 61 AND THE NORTH SHORE OF LAKE SUPERIOR "WHERE THE WATER IS SHALLOW"

48°53'N 87°34'W

PAWGWAASHEENG FIRST NATION

THE COMMUNITY IS EXPERIENCING AN

EXPANSION

OF THEIR LABOUR FORCE

CONCLUSION

A relative lack of data and uncertainty surrounding the data that are available make it difficult to establish an accurate understanding of the community. Additionally, it is possible there is significant traditional and non-traditional economic activity unrepresented in the commonly used data sources presented here.

Nonetheless, the available data highlight two key findings. First, the community is experiencing an expansion of its labour force (see Figure 4), which will create a push for an expansion of employment opportunities. Second, a very significant percentage of the population of Pawgwasheeng First Nation is between the ages of 50 and 54, which could result in a future labour shock. Indeed, when this age cohort reaches retirement, a large proportion of the population could exit the labour market within a short time span, and there may not be a sufficient pool of experienced younger workers to replace them. The community will have to decide how best to balance this situation and create economic opportunities for the growing labour force.

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

REFERENCES

Statistics Canada (2016). Business Counts, December 2016. Retrieved from http://communitydata.ca/ [Accessed March 29, 2017]

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

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

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

Local Employment Planning Council

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Ontario

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