



# Community Labour Market Report

By Amandine Martel & José-Karl Noiseux

# PIC MOBERT 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 Pic Mobert First Nation<sup>1</sup>, 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 seven employers operating in Pic Mobert First Nation (Table 1). Real estate was the only industry with more than one employer. Additionally, the total number of employers in the community declined by 12.5 percent from December 2015 to December 2016 (Table 2).

The size of Pic Mobert First Nation employers differs from that of the province. In Ontario, 86.7 percent of employers had fewer than five employees and 1.3 percent had between 50 and 199 employees (Statistics Canada, 2016), whereas 42.8 percent of Pic Mobert First Nation employers had fewer than five employees and 14.3 percent had between 50 and 199 employees (Table 2). This means the average employer in the community is larger than in the province. Interestingly, the community has no employers with more than 100 employees, which contrasts with 0.7 percent of all Ontario employers (Statistics Canada, 2016). However, the limited number of employers operating in the community has an impact on these results.

<sup>1</sup> Statistics Canada gathers data for the census subdivision of Pic Mobert North and the census subdivision of Pic Mobert South. Given that this report covers the community as a whole, data for these two subdivisions were aggregated.

TABLE 1

EMPLOYERS BY INDUSTRY, AND AS A PERCENTAGE OF TOTAL NUMBER OF EMPLOYERS, DECEMBER 2016	Total	Pic Mobert First Nation (% of Total Number of Employers)	Thunder Bay District (% of Total Number of Employers)	Ontario (% of Total Number of Employers)
531 - Real estate	2	33.3	3.5	15.3
327 - Non-metallic mineral product manufacturing	1	16.7	0.2	0.1
561 - Administrative & support services	1	16.7	4.1	2.9
621 - Ambulatory health care services	1	16.7	7.2	7.1
914 - Indigenous public administration	1	16.7	0.0	0.2
Unclassified	1	14.3	8.2	7.5

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

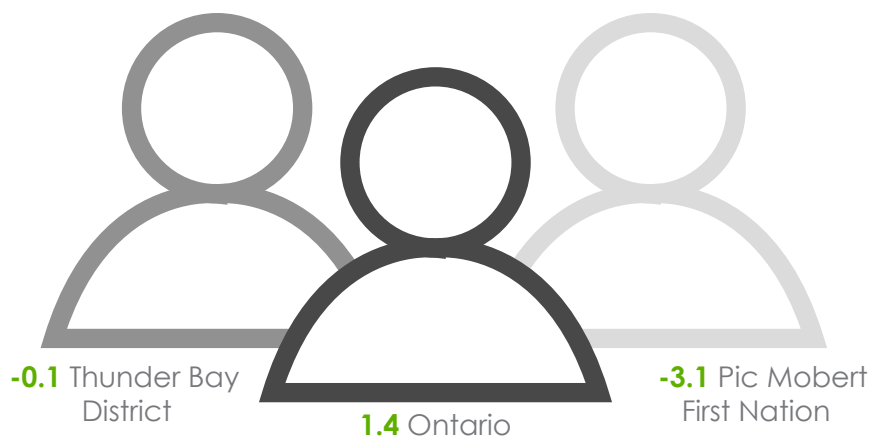
TABLE 2

CHANGE IN NUMBER OF EMPLOYERS BY NUMBER OF EMPLOYEES IN PIC MOBERT FIRST NATION	December 2015	December 2016	2015-2016 Change (#)	2015-2016 Change (%)	Ontario Change (%)
0 <sup>2</sup>	4	3	-1	-25.0	1.0
1-4	0	0	0	0.0	2.5
5-9	0	0	0	0.0	2.6
10-19	0	0	0	0.0	2.5
20-49	3	3	0	0.0	-1.5
50-99	1	1	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
<b>Total Number of Employers</b>	<b>8</b>	<b>7</b>	<b>-1</b>	<b>-12.5</b>	<b>1.3</b>

Sources: Author's calculations based on Statistics Canada, Canadian Business Counts; Statistics Canada, Canadian Business Counts<sup>3</sup>

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

<sup>3</sup>At the community level, the Business Counts data can be inconsistent due to concordance issues in geographical boundaries. Business data are collected according to postal codes; however, the data are aggregated and displayed according to census subdivision (CSD) boundaries. The postal code and CSD boundaries do not perfectly match and this can cause misreporting of data, especially when two communities are small, rural, and close to one another. Where Northern Policy Institute becomes aware of such issues, we make every effort to correct them at the earliest opportunity by working directly with Statistics Canada and locally affected communities.



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

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

## 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.

It is important to note that there is a discrepancy in Table 3 between the number of employees listed in each of the four industries represented in the community and the total employment in all industries. This difference occurs because of random rounding<sup>4</sup>, a process used by Statistics Canada to protect the confidentiality of respondents. In reality, there may be industries listed as having zero employees that actually have between one and nine employees, but have been randomly rounded to zero.

<sup>4</sup> 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.

Nevertheless, it is possible to say that, in 2011, the largest industry in term of employment in Pic Mobert First Nation was public administration. It is also clear that this sector accounted for a larger share of the community's total employment (47.4 percent) than it did in the District (10.3 percent) or the province (7.0 percent). In Northwestern Ontario outside of Thunder Bay CMA, employment in public administration decreased by 31.4 percent between 2014 and 2016 (Table 4).

**TABLE 3**

EMPLOYMENT BY INDUSTRY, AND AS A PERCENTAGE OF TOTAL, 2011		Pic Mobert First Nation (#)	Pic Mobert First Nation (% of Total)	Thunder Bay District (% of Total)	Ontario (% of Total)
91	Public administration	45	47.4	10.3	7.0
21	Mining & oil & gas extraction	10	10.5	2.7	0.4
23	Construction	10	10.5	6.1	6.1
61	Educational services	10	10.5	9.1	7.5
11	Agriculture, forestry, fishing & hunting	0	0	2.0	1.5
22	Utilities	0	0	1.2	0.9
31-33	Manufacturing	0	0	5.3	10.4
41	Wholesale trade	0	0	2.7	4.6
44-45	Retail trade	0	0	11.8	11.1
48-49	Transportation & warehousing	0	0	5.5	4.7
51	Information & cultural industries	0	0	1.9	2.7
52	Finance & insurance	0	0	2.7	5.6
53	Real estate & rental & leasing	0	0	1.5	2.0
54	Professional, scientific & technical services	0	0	4.8	7.7
55	Management of companies & enterprises	0	0	0	0.1
56	Administrative & support, waste management & remediation services	0	0	2.9	4.4
62	Health care & social assistance	0	0	15.9	10.6
71	Arts, entertainment & recreation	0	0	2.0	2.0
72	Accommodation & food services	0	0	7.2	6.0
81	Other services (except public administration)	0	0	4.5	4.4
<b>All Industries</b>		<b>95</b>	<b>-</b>	<b>-</b>	<b>-</b>

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 (%)
<b>Goods-producing Sector</b>	<b>9,400</b>	<b>6,900</b>	<b>10,000</b>	<b>44.9</b>	<b>2.6</b>
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
<b>Services-producing Sector</b>	<b>30,800</b>	<b>31,400</b>	<b>29,800</b>	<b>-5.1</b>	<b>1.6</b>
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
<b>Total Employed</b>	<b>40,200</b>	<b>38,300</b>	<b>39,800</b>	<b>3.9</b>	<b>1.8</b>

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.

For the same reason as noted in the preceding section, numbers presented in the left-hand column of Table 5 do not match the figures presented in the total column, and there is a level of uncertainty within the reported data. However, it is possible to say that, in 2011, the two largest occupations in Pic Mobert First Nation were trades, transport and equipment operators and related occupations (26.3 percent of total employment), and natural resources, agriculture and related production occupations (21.1 percent of total employment - Table 5). Both of these categories represented a larger percentage of total employment in the community than they did in the Thunder Bay District or the province. This is particularly true in the case of natural resources, agriculture and related production occupations, which accounted for 21.1 percent of employment in the community but only 3.1 percent of employment in the District and 1.6 percent in the province (Table 5).



**TABLE 5**

EMPLOYMENT BY OCCUPATION, AND AS A PERCENTAGE OF TOTAL, 2011		Pic Moberg First Nation (#)	Pic Moberg First Nation (% of Total)	Thunder Bay District (% of Total)	Ontario (% of Total)
7	Trades, transport & equipment operators & related occupations	25	26.3	17.4	13.0
8	Natural resources, agriculture & related production occupations	20	21.1	3.1	1.6
0	Management occupations	10	10.5	7.9	11.5
1	Business, finance & administration occupations	10	10.5	14.3	17.0
4	Occupations in education, law and social, community & government services	10	10.5	14.6	12.0
2	Natural & applied sciences & related occupations	0	0.0	5.9	7.4
3	Health occupations	0	0.0	7.9	5.9
5	Occupations in art, culture, recreation & sport	0	0.0	1.9	3.1
6	Sales & service occupations	0	0.0	24.5	23.2
9	Occupations in manufacturing & utilities	0	0.0	2.7	5.2
<b>All Industries</b>		<b>95</b>	<b>-</b>	<b>-</b>	<b>-</b>

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
<b>All occupations</b>		<b>40,200</b>	<b>38,300</b>	<b>39,800</b>	<b>3.9</b>	<b>1.8</b>

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 Pic Moberg First Nation.<sup>5</sup> 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 Pic Moberg 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.

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

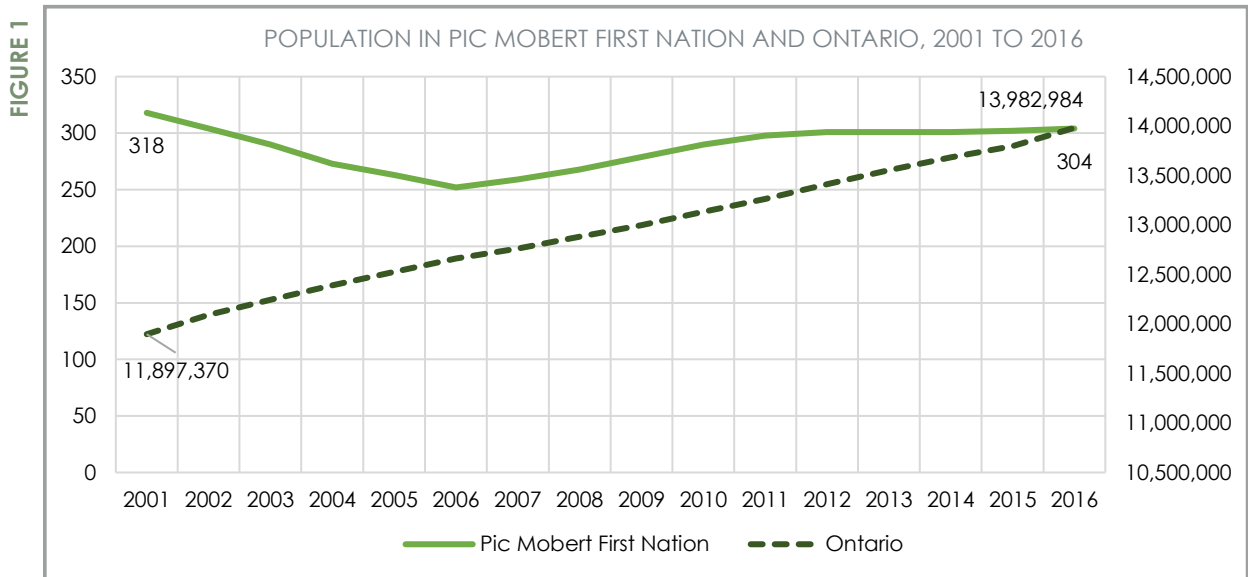


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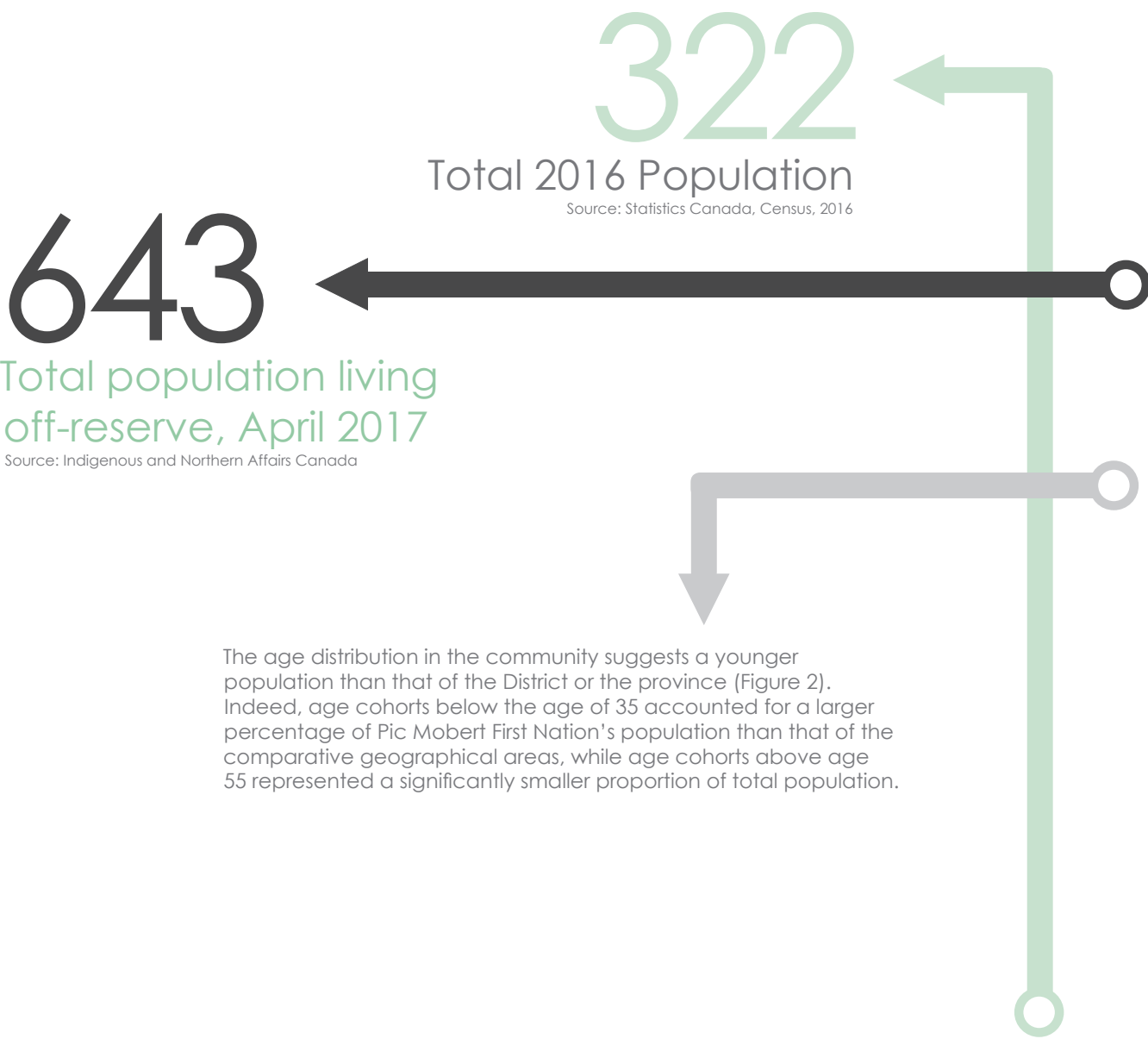
## 05. Population & Demographics

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, Pic Mobert First Nation's population declined by 5.0 percent, which contrasts with a 17.5 percent growth in Ontario's population during the same period (Figure 1). Yet, that overall decline does not reflect the fact that the community has experienced a 19.8 percent increase in population since 2006, following a 20.7 percent decrease during the preceding five years. Indeed, the 2016 census data seem to confirm this growth trend. However, given the small number of people living in Pic Mobert First Nation, it is difficult to assess average population growth as individual decisions can have a significant impact on such trends.

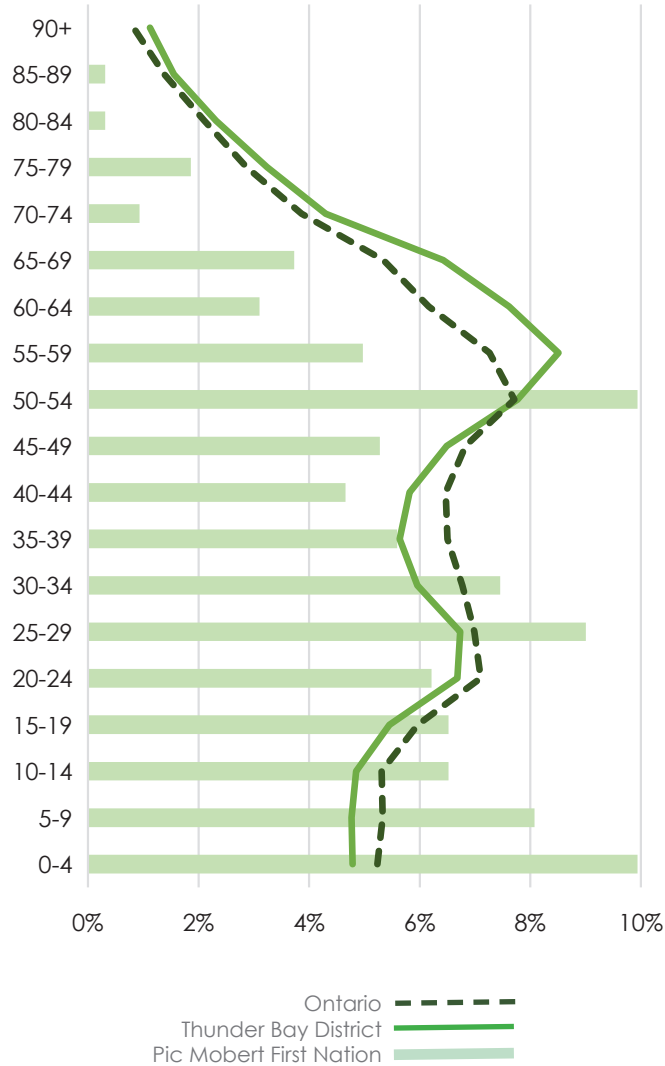


Source: Statistics Canada, Estimates of population



**FIGURE 2**

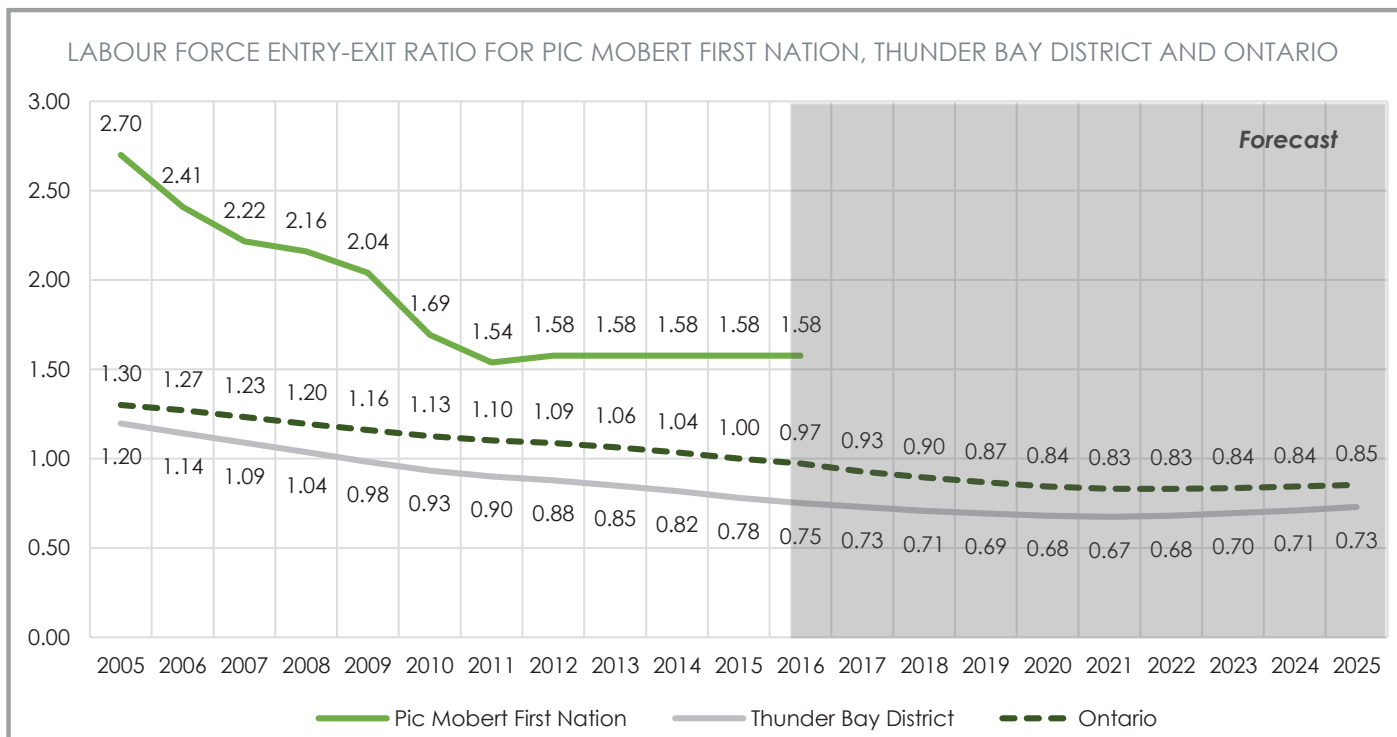
DISTRIBUTION OF THE POPULATION BY AGE GROUP IN 2016 FOR PIC MOBERT FIRST NATION, THUNDER BAY DISTRICT AND ONTARIO



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 3). In the past twelve years, the ratio has experienced two district trends: a significant decline between 2005 and 2011 and stabilization between 2011 and 2016. The 2016 ratio of 1.58 suggests that Pic Mobert First Nation's labour force will expand during the coming years, but emigration, among other factors, could result in another period of decline.

Source: Statistics Canada, Estimates of population

**FIGURE 3**

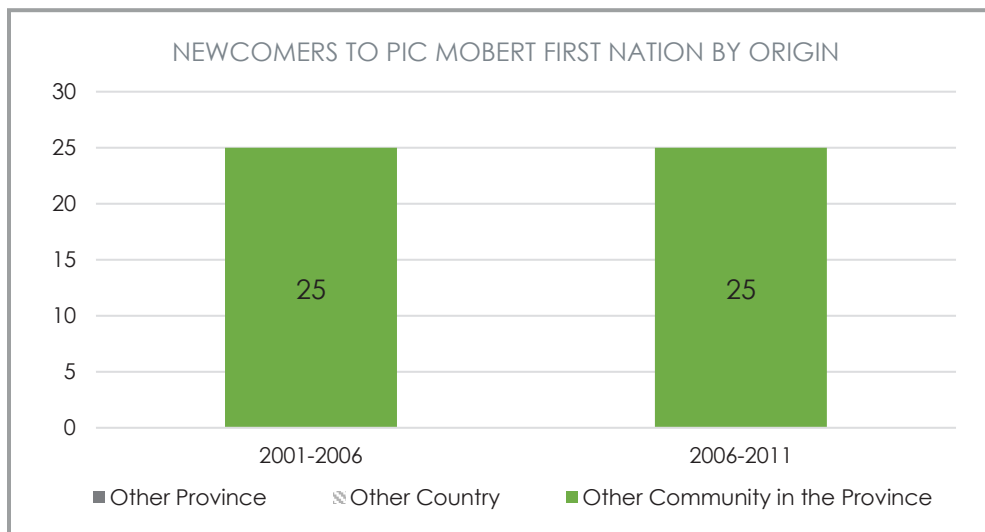


Source: Author's calculations based on Statistics Canada estimation of population and Ontario Ministry of Finance forecasts, spring 2016 population projections update, which served as the basis for the forecast

## 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.

**FIGURE 4**



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

The number of newcomers to Pic Mobert First Nation remained unchanged between the 2001 to 2006 period and the 2006 to 2011 period (Figure 4). It appears all newcomers to Pic Mobert First Nation arrived from other communities within the province. However, it is difficult to draw conclusions regarding the impact of immigration on overall population growth as community-level data on emigration are not available.

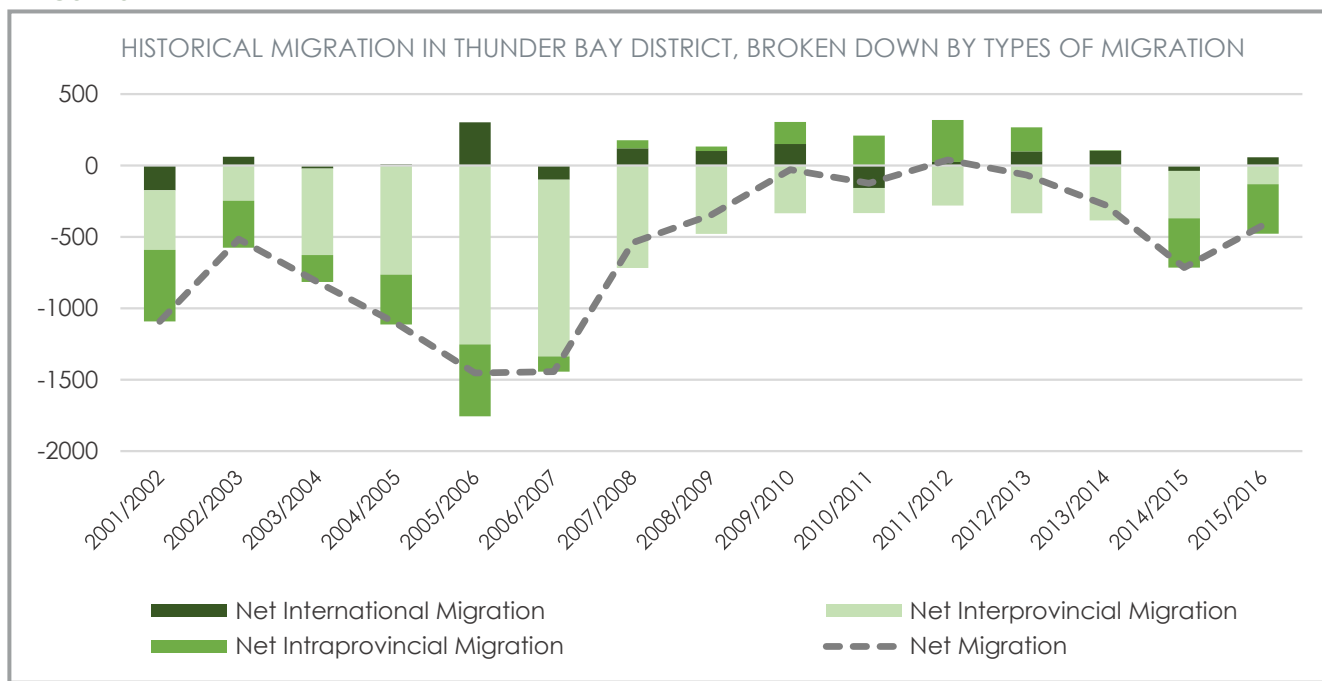
**TABLE 7**

Intended Destination	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Pic Mobert 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	150	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 5), 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 5**



Source: Author's calculations based on Statistics Canada, Components of population growth by census division, sex, and age group for the period from July 1-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
<b>Total In-migrants</b>	<b>599</b>	<b>452</b>	<b>1,060</b>	<b>417</b>	<b>180</b>	<b>2,708</b>

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
<b>Total Out-migrants</b>	<b>596</b>	<b>464</b>	<b>1,162</b>	<b>495</b>	<b>157</b>	<b>2,874</b>

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.

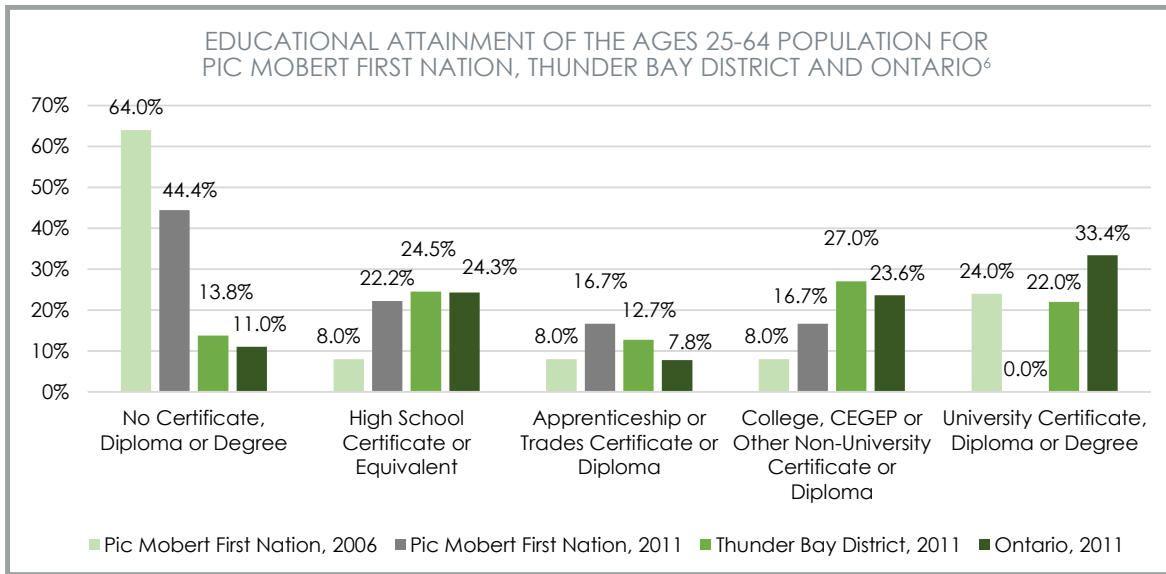
From 2006 to 2011, the percentage of individuals with no certificate, diploma, or degree decreased from 64.0 percent to 44.4 percent in Pic Mobert First Nation (Figure 6). Interestingly, attainment of all types of certifications increased between 2006 and 2011, with the exception of the university certificate, diploma, or degree category, which experienced a decrease.

However, given that the educational choices of each resident and random rounding (see footnote 4) have a strong impact on overall education levels in small communities such as Pic Mobert First Nation, these data should be interpreted with caution.

In 2011, Pic Mobert First Nation's Indigenous population had, on average, a lower rate of secondary or post-secondary education attainment (51.7 percent of population ages 25 to 64 had no certificate, diploma, or degree) than that of the Indigenous populations of the District (30.1 percent) and the province (22.4 percent - Figure 7).



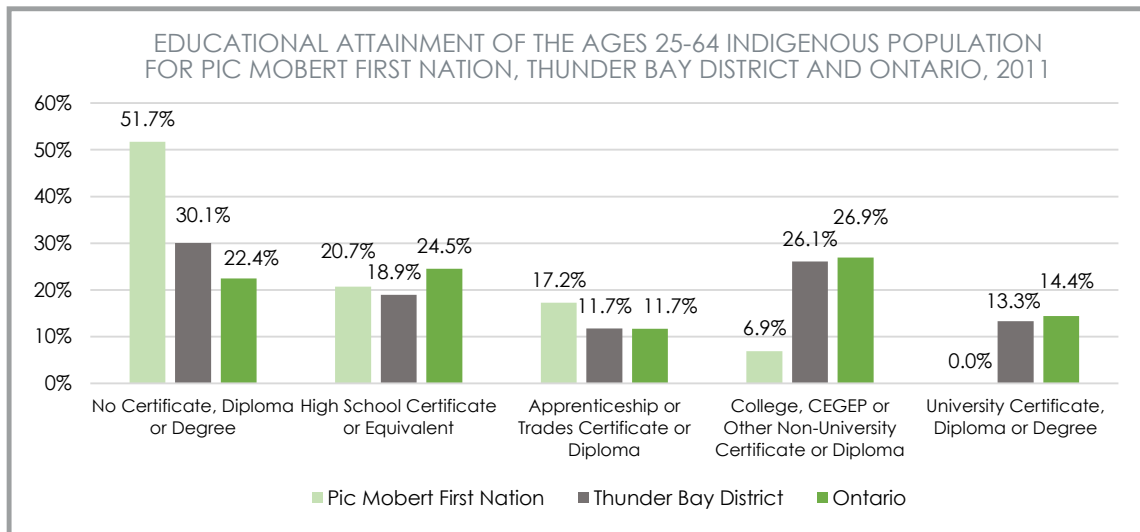
FIGURE 6



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

<sup>6</sup> 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 or 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 7



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

# ALIGNMENT

## 08. Labour Force Participation

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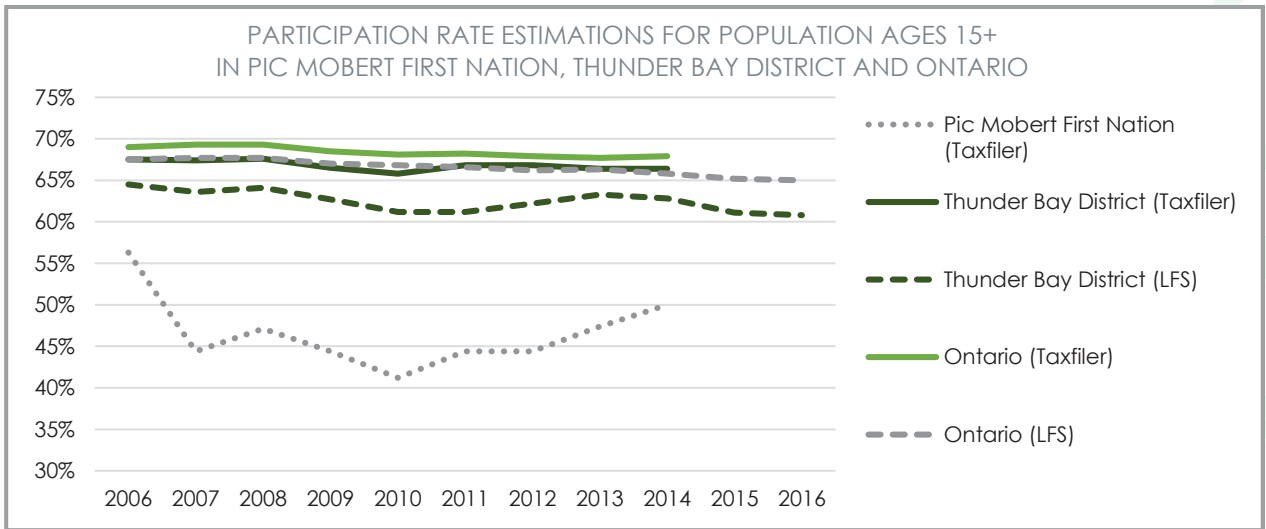
Participation, employment, and unemployment rates reflect whether an individual is willing and able to find employment, and whether an employer is able and willing to hire them. All the previous indicators, and more, have an influence on a worker's ability to find a job and an employer's ability to find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

From 2006 to 2014, the participation rate in Pic Mobert First Nation experienced multiple fluctuations, but ultimately declined from 56.3 percent to 50.0 percent (Figure 8). It should be noted that the rate rose from 41.2 percent to 50.0 percent between 2010 and 2014, following a significant decrease between 2006 and 2010. This growth was probably the result of an increase in the proportion of the labour force declaring employment income, which rose from 41.1 percent to 50.0 percent (Figure 10) between 2010 and 2014. Unfortunately, there were no data on the proportion of labour force declaring receipt of Employment Insurance in Pic Mobert First Nation.

In 2011, the participation rate for the Indigenous population in Pic Mobert First Nation (51.3 percent) was higher than the rate for the community's general population (50.0 percent), but lower

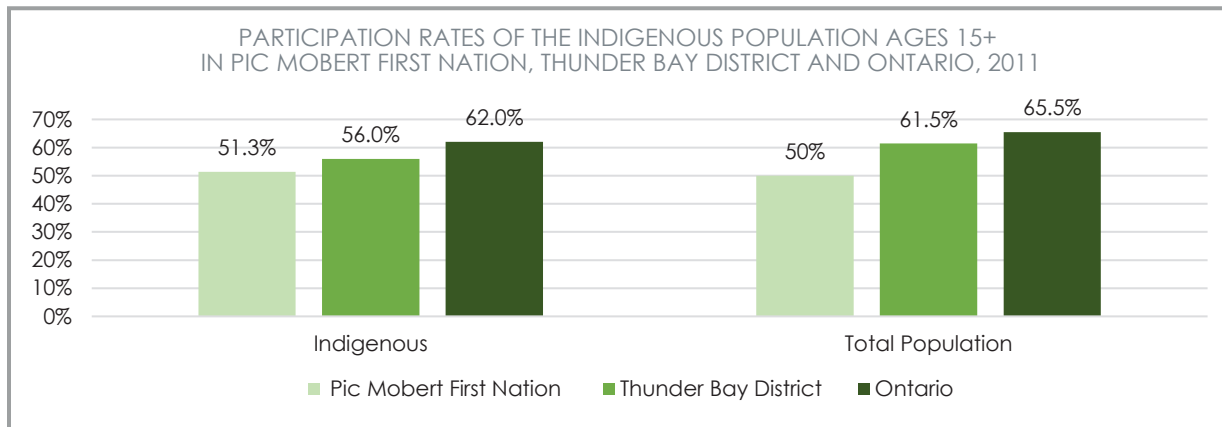
than the rates for the Indigenous populations in the District (56.0 percent) and the province (62.0 percent) (Figure 9). The Indigenous population also had a higher employment rate (40.3 percent) than the total population (39.7 percent), but a lower rate than their counterparts in the District (45.0 percent) and the province (53.0 percent) (Figure 11). The unemployment rate was lower for Pic Mobert First Nation's Indigenous population (16.7 percent) than that of the overall population in the community (26.2 percent) and that of the Indigenous population in the District (20.0 percent), but it was higher than that of other Indigenous populations in the province (14.0 percent) (Figure 12).

FIGURE 8



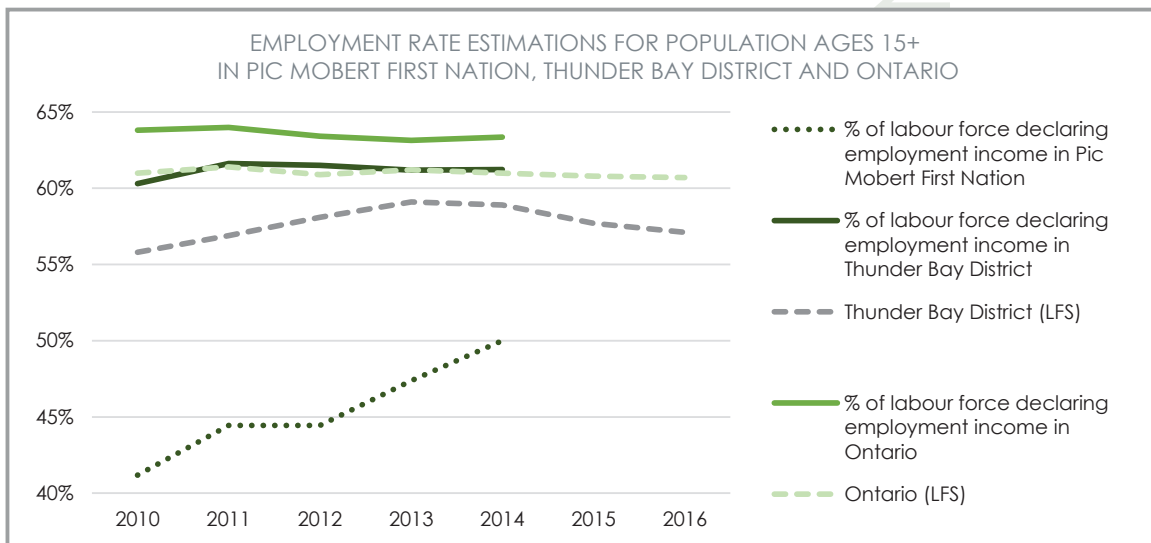
Sources: Author's calculations based on Taxfiler, participation rate calculated as the number of people receiving labour income in the total population over the age of 15 in Mobert "rural community" (postal code P0M 2J0); Labour Force Survey (LFS) two-year average estimates, participation rate calculated as the number of civilian, non-institutionalized persons age 15 or over who are employed or unemployed in the total population.

FIGURE 9



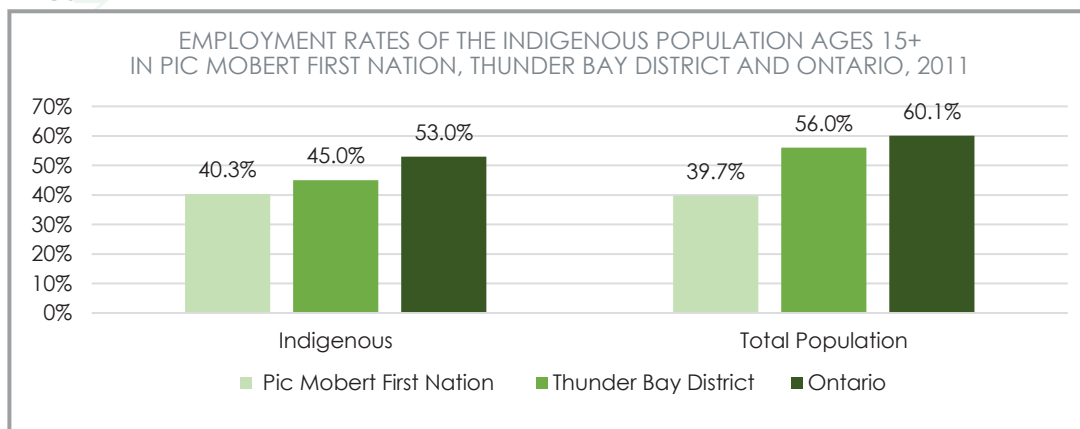
Source: Statistics Canada, National Household Survey, 2011

FIGURE 10



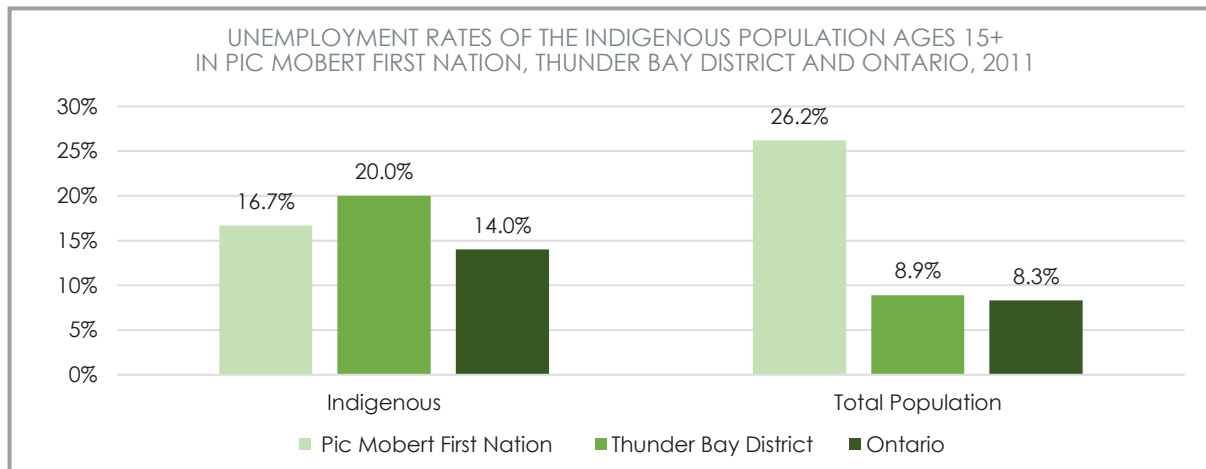
Sources: Author's calculations based on Taxfiler, number of people declaring employment income in Mobert "rural community" (postal code P0M 2J0), and estimates of population; Statistics Canada, Labour Force Survey (LFS) two-year average estimates

FIGURE 11



Source: Statistics Canada, National Household Survey, 2011

FIGURE 12



Source: Statistics Canada, National Household Survey, 2011

## 09. Wages<sup>7</sup>

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.

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

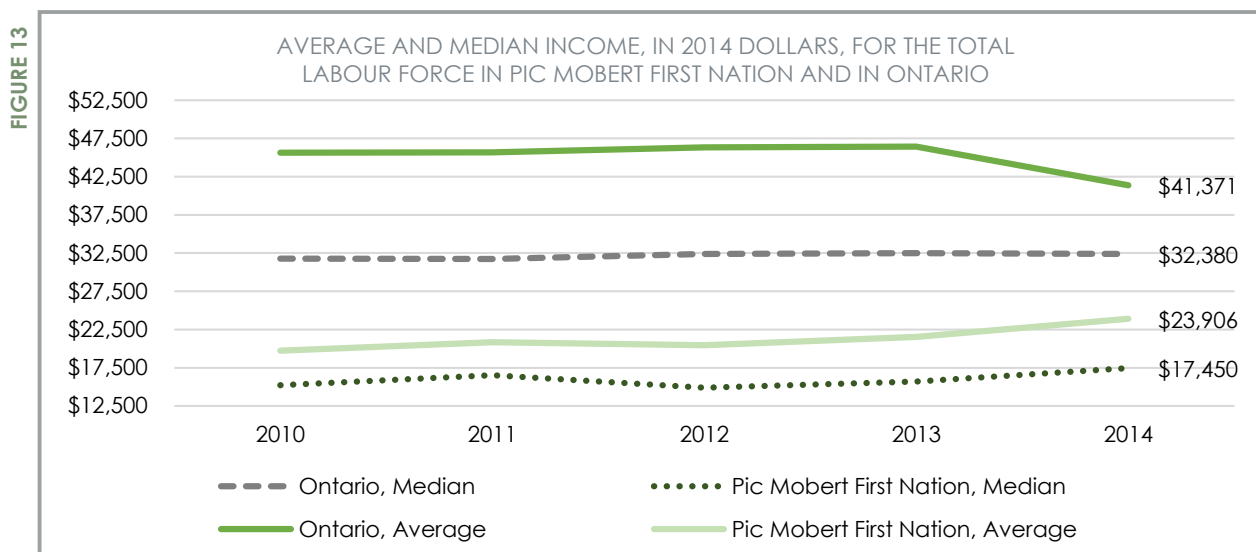
TABLE 10

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.



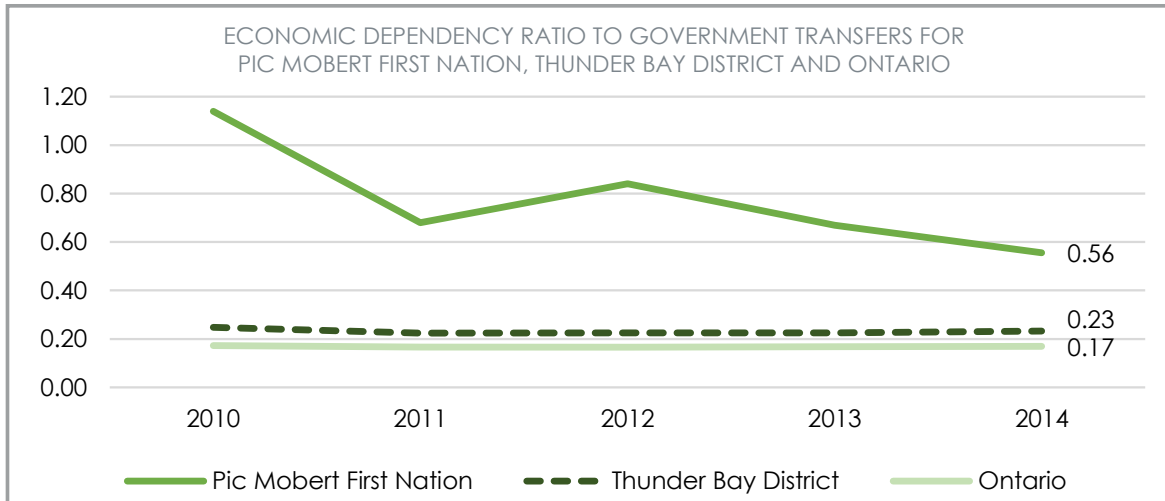
Source: Author's calculations based on Taxfiler Mobert "rural community" (postal code P0M 2J0), and Ontario; Bank of Canada, Consumer Price Index.

Average income depends on multiple factors, such as the type of jobs available (part-time or full-time) or the dominant industry in a community. During the 2010 to 2014 period, the average and median incomes in Pic Mobert First Nation (\$23,906 and \$17,450 respectively) were lower than that of the province (\$41,371 and \$32,280) (Figure 13). Average income in the community increased by 21.0 percent and median income increased by 5.7 percent, but growth was not consistent during that four-year span.

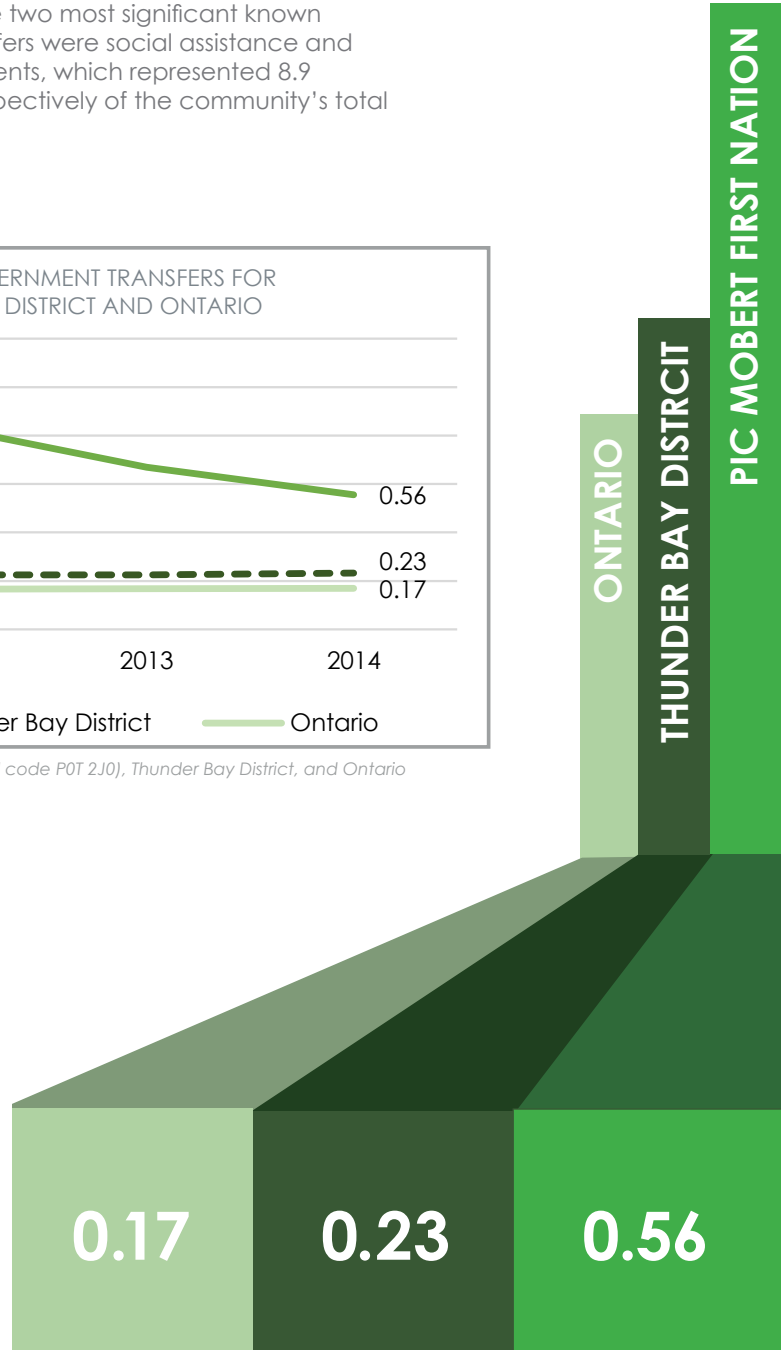
The community's economic dependency ratio—the amount of government transfers received compared to the amount of income earned through employment—declined from 1.14 in 2010 to 0.56 in 2014 (Figure 14). This means that the community's share of total income received through government transfers decreased.

Although data on the source of incomes in the community were mainly unavailable, the two most significant known sources of government transfers were social assistance and Canada Child Benefit payments, which represented 8.9 percent and 8.4 percent respectively of the community's total income in 2014 (Table 11).

FIGURE 14



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





**TABLE 11**

DISTRIBUTION OF THE INCOME OF THE COMMUNITY BY SOURCE OF INCOME			
Amount of Dollars by Source of Income, 2014	Pic Mobert First Nation	Thunder Bay District	Ontario
Wages/salaries/commissions only	X	64.9%	67.7%
Self-employment only	X	2.3%	4.3%
<b>Employment income</b>	<b>63.5%</b>	<b>67.2%</b>	<b>72.0%</b>
Employment Insurance	X	1.4%	1.1%
OAS/Net federal supplements	6.9%	3.8%	3.3%
CPP/QPP	1.3%	5.4%	3.9%
CCTB	8.4%	1.1%	1.1%
Workers compensation	X	1.0%	0.4%
Social Assistance	8.9%	1.5%	1.1%
Other government transfers	X	1.4%	1.3%
<b>Government transfers</b>	<b>35.3%</b>	<b>15.7%</b>	<b>12.2%</b>
Private pensions	X	10.6%	7.7%
RRSP	X	0.4%	0.4%
Investment	X	3.8%	5.3%
Other income	X	2.3%	2.5%
<b>Total income</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

Source: Author's calculations based on Taxfiler Mobert "rural community" (postal code P0M 2J0), Thunder Bay District, and Ontario.

POPULATION



322 (2016)



36 acres

LOCATED 53  
KILOMETRES EAST  
OF MARATHON

48° 65' N  
85° 61' W

# PIC MOBERT FIRST NATION



THERE ARE OPPORTUNITIES  
FOR THE COMMUNITY TO

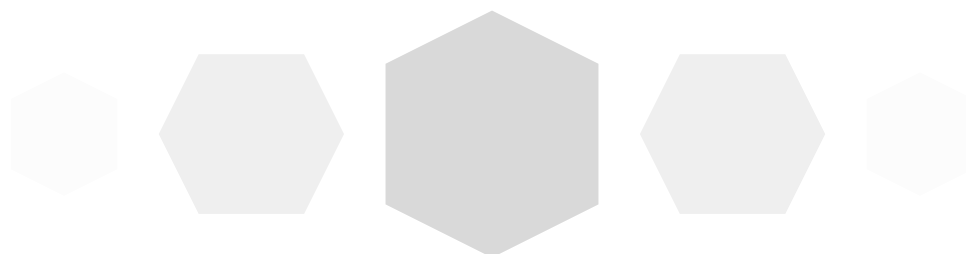
**PROSPER**

GOING FORWARD

# CONCLUSION

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Lack of data make it difficult to provide a full understanding of Pic Moberg First Nation, and it is possible there is significant traditional and non-traditional economic activity that is unrepresented by commonly used data sources. Nonetheless, the data provided in this report speak to challenges and opportunities for the community. On the one hand, the employment and participation rates are lower in Pic Moberg First Nation than in other communities in the District. On the other, the population in the community is, on average, younger than that of the province, and available recent data show that income has been on the rise. It is these factors that provide opportunities for the community to prosper going forward.



**NOTE TO READERS:** Moving forward, the Community Labour Market Report Series will be replaced by Community Accounts. This online portal, [no.communityaccounts.ca](http://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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# REFERENCES

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

**About the Local Employment Planning Council (LEPC):**

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

**About North Superior Workforce Planning Board (NSWPB):**

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

**About Northern Policy Institute (NPI):**

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



**Local Employment**  
Planning Council

**NORTHERN**  
POLICY INSTITUTE

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**DU NORD**

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