



Community Labour Market Report

By Amandine Martel & José-Karl Noiseux

RED ROCK INDIAN BAND

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 Red Rock Indian Band¹, 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.

Unfortunately, the available data for Red Rock Indian Band employers appeared unreliable and thus are not included here.

¹ Red Rock Indian Band is located on the Lake Helen Reserve #53A, which is the name used by Statistics Canada for the community.

02. Employment by Industry

Employment by industry data² 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.

² 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 1

EMPLOYMENT BY INDUSTRY, AND AS A PERCENTAGE OF TOTAL, 2011		Red Rock Indian Band (#)	Red Rock Indian Band (% of Total)	Thunder Bay District (% of Total)	Ontario (% of Total)
91	Public administration	45	36.0	10.3	7.0
44-45	Retail trade	15	12.0	11.8	11.1
23	Construction	10	8.0	6.1	6.1
48-49	Transportation & warehousing	10	8.0	5.5	4.7
61	Educational services	10	8.0	9.1	7.5
62	Health care & social assistance	10	8.0	15.9	10.6
11	Agriculture, forestry, fishing & hunting	0	0.0	2.0	1.5
21	Mining & oil & gas extraction	0	0.0	2.7	0.4
22	Utilities	0	0.0	1.2	0.9
31-33	Manufacturing	0	0.0	5.3	10.4
41	Wholesale trade	0	0.0	2.7	4.6
51	Information & cultural industries	0	0.0	1.9	2.7
52	Finance & insurance	0	0.0	2.7	5.6
53	Real estate & rental & leasing	0	0.0	1.5	2.0
54	Professional, scientific & technical services	0	0.0	4.8	7.7
55	Management of companies & enterprises	0	0.0	0.0	0.1
56	Administrative & support, waste management & remediation services	0	0.0	2.9	4.4
71	Arts, entertainment & recreation	0	0.0	2.0	2.0
72	Accommodation & food services	0	0.0	7.2	6.0
81	Other services (except public administration)	0	0.0	4.5	4.4
All Industries		125	-	-	-

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

In 2011, public administration represented the largest share of total employment (36 percent – Table 1) in Red Rock Indian Band. Between 2014 and 2016, employment in public administration decreased by 31.4 percent (Table 2) in Northwestern Ontario excluding Thunder Bay CMA.

TABLE 2

EMPLOYMENT BY INDUSTRY IN NORTHWESTERN ONTARIO EXCLUDING THUNDER BAY CMA AND ONTARIO	Northwestern Ontario Excluding Thunder Bay CMA				Ontario
	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.

In Red Rock Indian Band, trades, transport and equipment operators and related occupations represented 28 percent of total employment in 2011 (Table 3). Between 2014 and 2016, employment in these occupations decreased by 3.9 percent (Table 4) in Northwestern Ontario excluding Thunder Bay CMA.

In 2011, sales and service occupations and occupations in education, law and social, community and government services represented the second and third-largest occupation categories in the community (24 percent and 20 percent of total employment respectively – Table 3). Between 2014 and 2016, employment in both of these occupations grew in Northwestern Ontario excluding Thunder Bay CMA (by 4.3 percent and 10.2 percent respectively - Table 4).

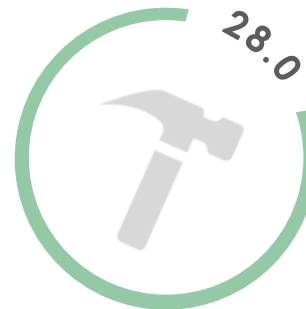
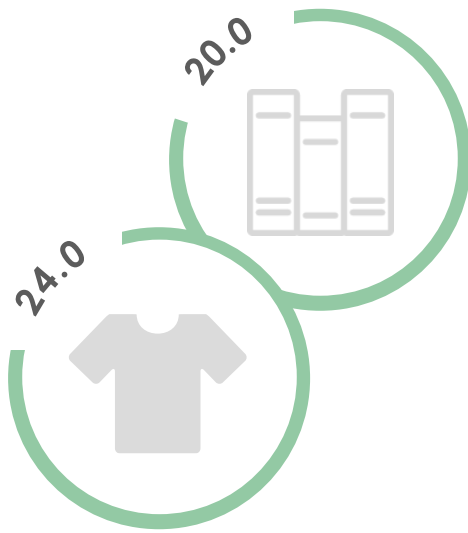




TABLE 3

EMPLOYMENT BY OCCUPATION, AND AS A PERCENTAGE OF TOTAL, 2011		Red Rock Indian Band (#)	Red Rock Indian Band (% of Total)	Thunder Bay District (% of Total)	Ontario (% of Total)
7	Trades, transport & equipment operators & related occupations	35	28.0	17.4	13.0
6	Sales & service occupations	30	24.0	24.5	23.2
4	Occupations in education, law & social, community & government services	25	20.0	14.6	12.0
1	Business, finance & administration occupations	15	12.0	14.3	17.0
0	Management occupations	10	8.0	7.9	11.5
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
8	Natural resources, agriculture & related production occupations	0	0.0	3.1	1.6
9	Occupations in manufacturing & utilities	0	0.0	2.7	5.2
All occupations		125	-	-	-

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

TABLE 4

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 Red Rock Indian Band.³ 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.

³ 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.

0 jobs posted between April and December 2016

Source: Vicinityjobs.ca

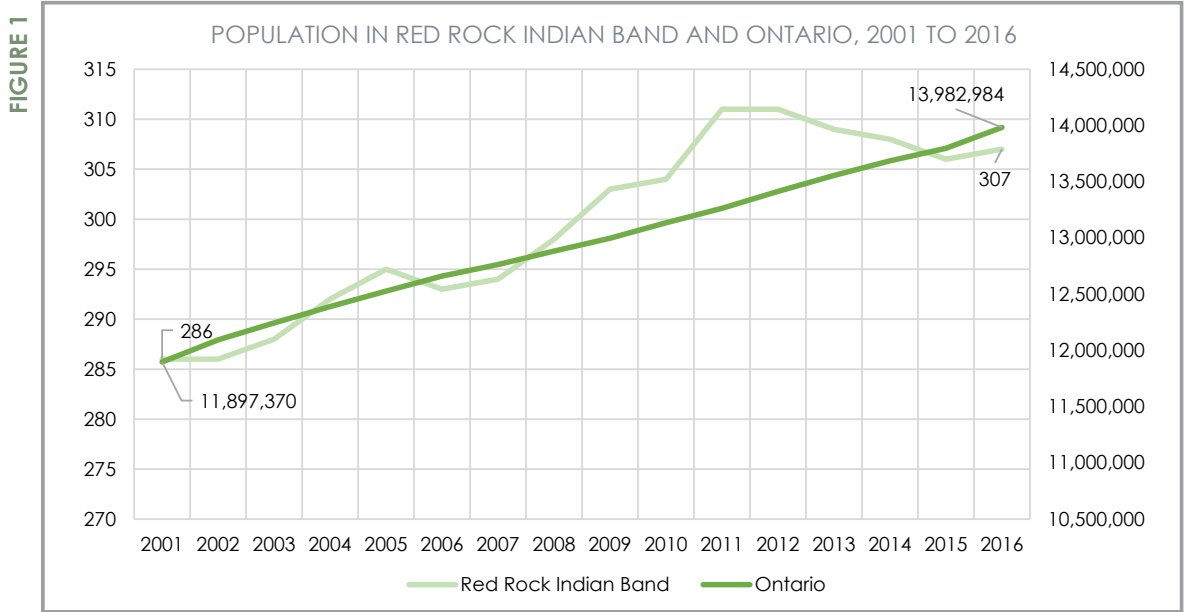
The fact that no jobs were posted online does not mean that there were no job opportunities in Red Rock Indian Band during this time. It may be that the online job boards monitored are not the ones used by employers, or that opportunities are communicated through different means, such as a physical job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

SUPPLY

05. Population & Demographics

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

Overall, Red Rock Indian Band's population increased by 7.3 percent during the past 15 years (Figure 1). Between 2001 and 2011, the population increased by 8.7 percent, but from 2011 onward it decreased by 1.3 percent. Meanwhile, Ontario's population increased by 17.5 percent over the last 15 years.



Source: Statistics Canada, Estimates of population

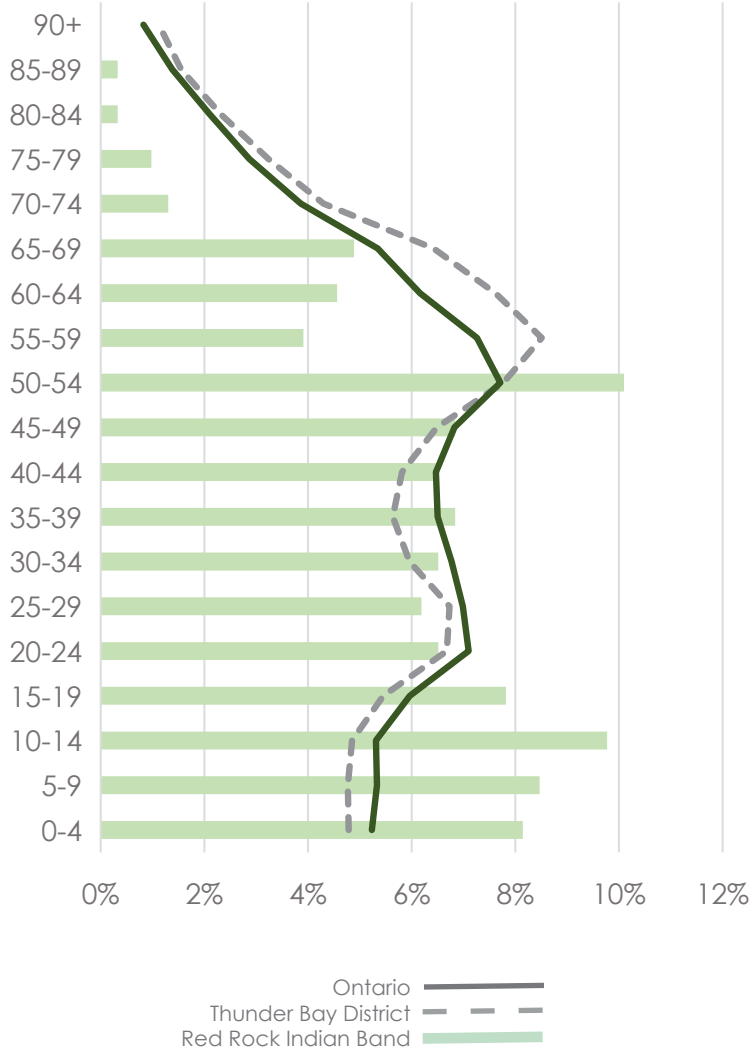
293

Total 2016 Population

Source: Statistics Canada, Census 2016

FIGURE 2

DISTRIBUTION OF THE POPULATION BY AGE GROUP IN 2016 FOR RED ROCK INDIAN BAND, THUNDER BAY DISTRICT AND ONTARIO



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

1,542

Registered population living off-reserve, March 2017

Source: Indigenous and Northern Affairs Canada

The age distribution of the population in Red Rock Indian Band differs significantly from that of the Thunder Bay District and Ontario. The proportion of community residents under age 19 is higher than that of Ontario or the Thunder Bay District (Figure 2), and the proportion of residents over age 55 is lower. Therefore, the community's population is younger than that of both the District and the province.

FIGURE 3

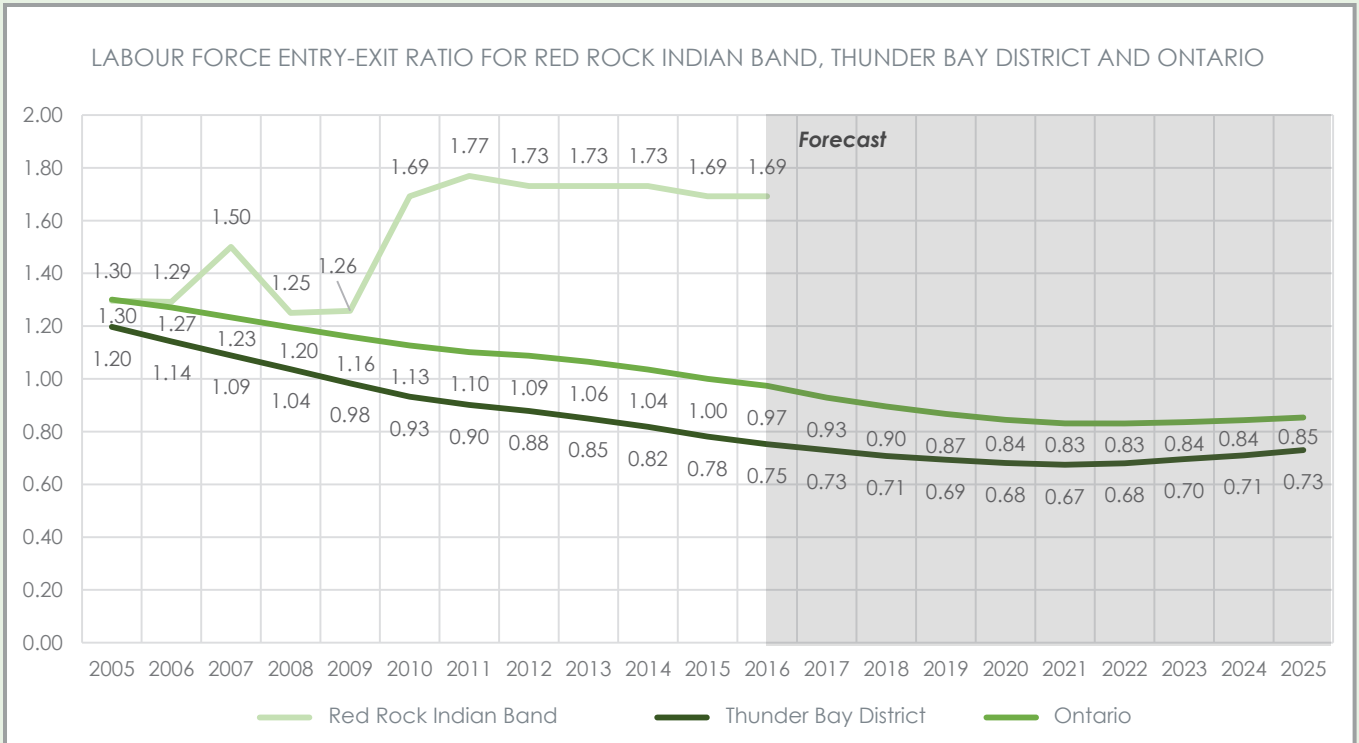
DISTRIBUTION OF THE POPULATION
BY POPULATION GROUP IN 2011
FOR RED ROCK INDIAN BAND

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



According to 2011 census data, 89 percent of the population in Red Rock Indian Band was Indigenous. It is important to note that individuals self-declare Indigenous identity when completing the census. Therefore, it is possible that the remaining 11 percent of the population is also of Indigenous identity but chose not to declare it.

FIGURE 4



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

The labour force entry-exit ratio reflects the number of workers ready to enter the workforce (i.e., ages 15 to 24) and replace those who are approaching retirement age (i.e., ages 55 to 64 – Figure 4). The ratio of 1.69 in Red Rock Indian Band indicates that the number of people who will enter the labour market outnumbers those reaching retirement age. This suggests that the community is not likely to experience a shortage of workers in the foreseeable 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, quality of life, and the services available to community members.

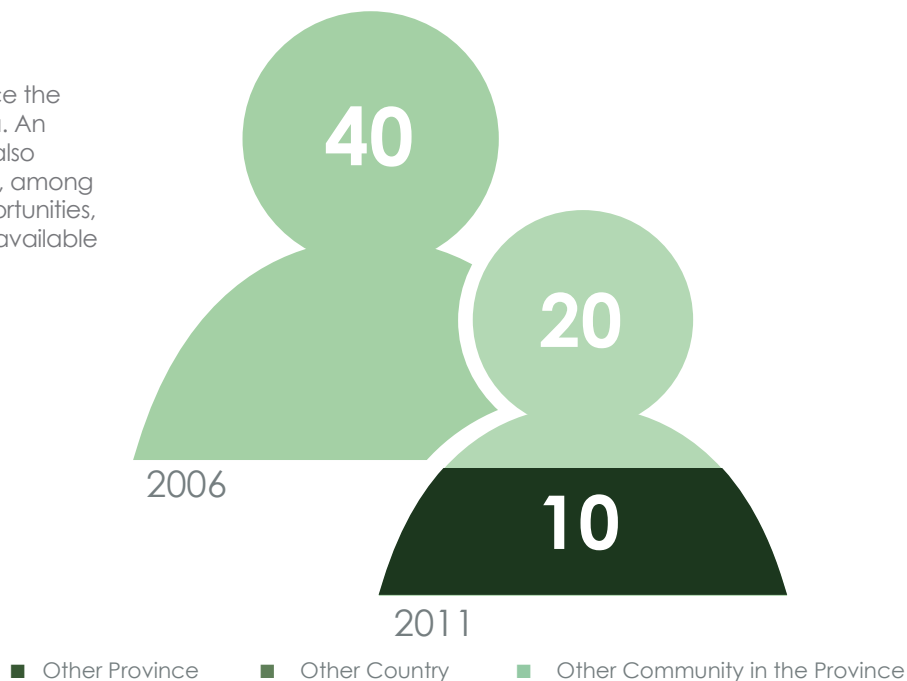


FIGURE 5
NEWCOMERS TO RED ROCK INDIAN BAND
BY ORIGIN, 2006 AND 2011

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

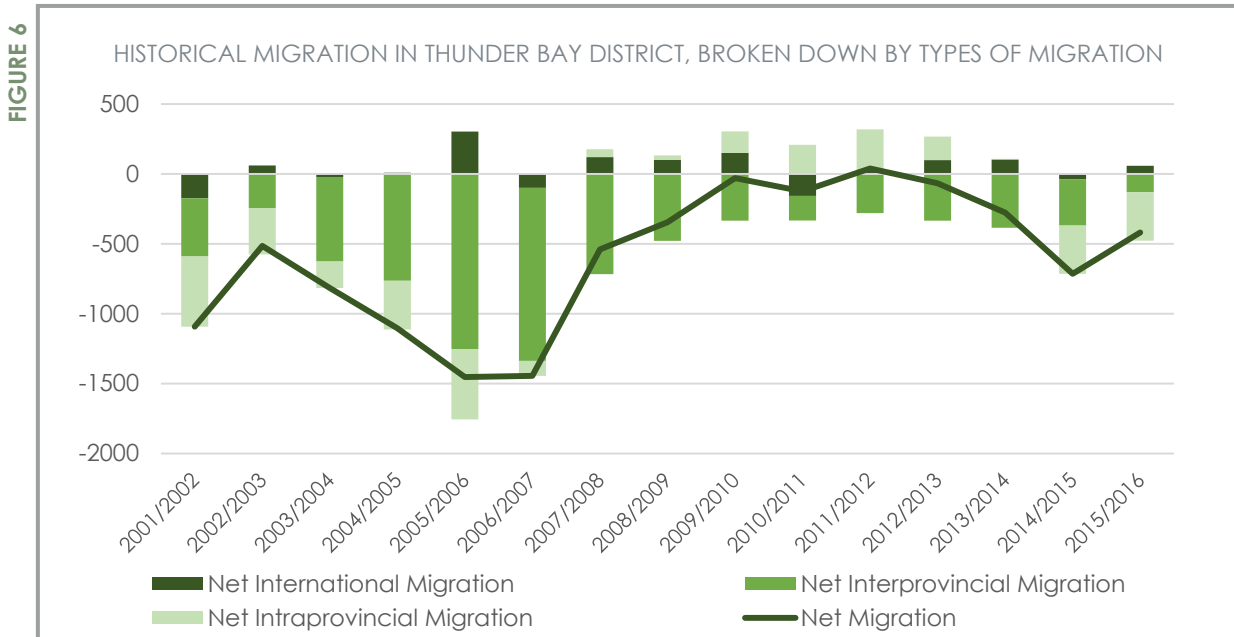
TABLE 5

PERMANENT RESIDENTS BY INTENDED DESTINATION										
Intended Destination	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Red Rock Indian Band	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

Between 2006 and 2011, the number of newcomers to Red Rock Indian Band decreased by 25 percent (Figure 5). Yet, unlike in 2006, the community attracted newcomers from beyond the province in addition to those from other Ontario communities in 2011. Even so, it is difficult to make definite conclusions about the impact of immigration on population growth as community-level emigration data are not available.

For the Thunder Bay District, the number of emigrants was greater than the number of immigrants, resulting in negative net migration, which applies a downward pressure on population growth (Figure 6). When looking at the districts of origin and destination (Tables 6 and 7), it is interesting to note the many exchanges that occur between the Thunder Bay District and districts west of Thunder Bay, such as Kenora or Rainy River, or even districts in Alberta and Manitoba.



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 6

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 7

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.

As Red Rock Indian Band is small in size, the numbers presented in this section should be interpreted with caution as the educational

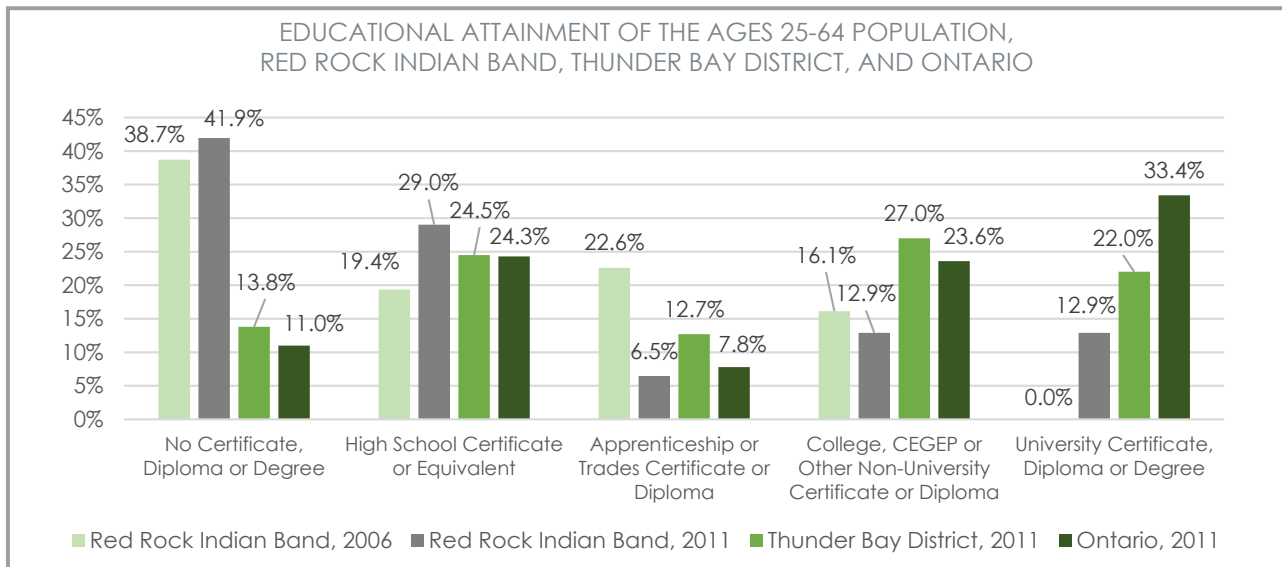
choices of each individual, and random rounding by Statistics Canada⁴, have a strong impact on overall education levels in the community. Nevertheless, it is possible to say that, in 2011, 41.9 percent of residents ages 25 to 64 did not have secondary or post-secondary education. This figure was higher than that of both the District (13.8 percent) and the province (11.0 percent) (Figure 7).⁵

⁴ Random rounding is detailed in footnote 2 above.

⁵ The detailed definition of the qualifications included in each education category can be found at <http://www12.statcan.gc.ca/nhs-enm/2011/ref/dict/pop038-eng.cfm>

For example, the category 'Apprenticeship or Trades Certificate or Diploma' includes registered apprenticeship certificates and the Journeyperson's certificate. It also includes other trades certificates and diplomas such as pre-employment or vocational certificates, and diplomas and brief trade programs completed at community colleges, institutes of technology, vocational centres, and similar institutions.

FIGURE 7



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

ALIGNMENT

Red Rock Indian Band labour force status and income data were only available for the general population in inter-census years as part of the broader Nipigon River Region, which is comprised of postal code POT 2J0 and includes the Township of Nipigon and the First Nation of Red Rock Indian Band.

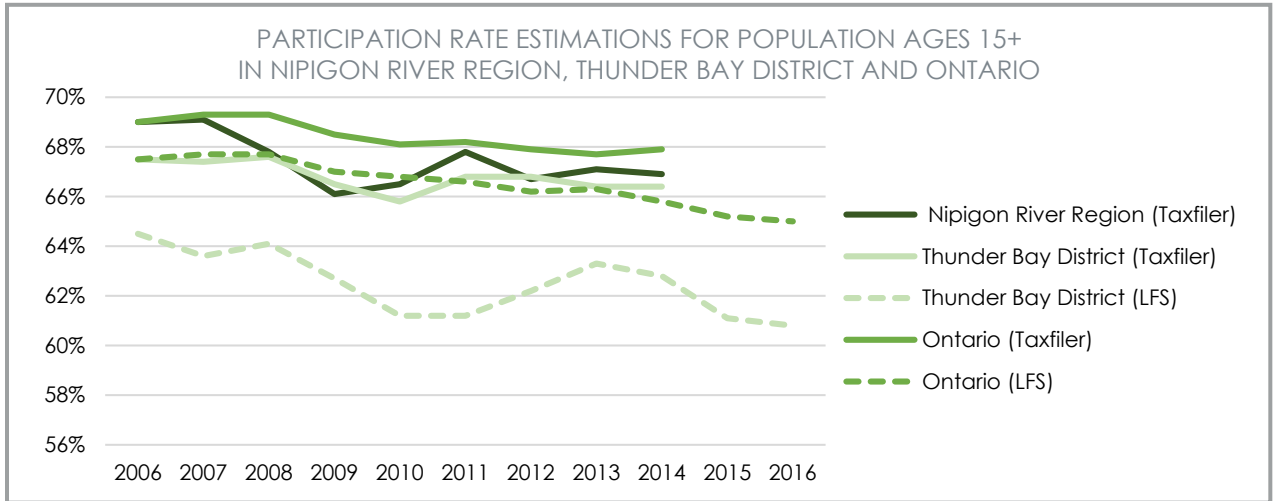
08. Labour Force Participation

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

Between 2006 and 2009, the participation rate in the Nipigon River Region decreased from 69 percent to 66.1 percent, and fluctuated around that rate from 2009 onward (Figure 8). Between 2010 and 2014, the percentage of the labour force declaring employment income increased (Figure 10), while the percentage of labour force receiving Employment Insurance decreased (Figure 12).

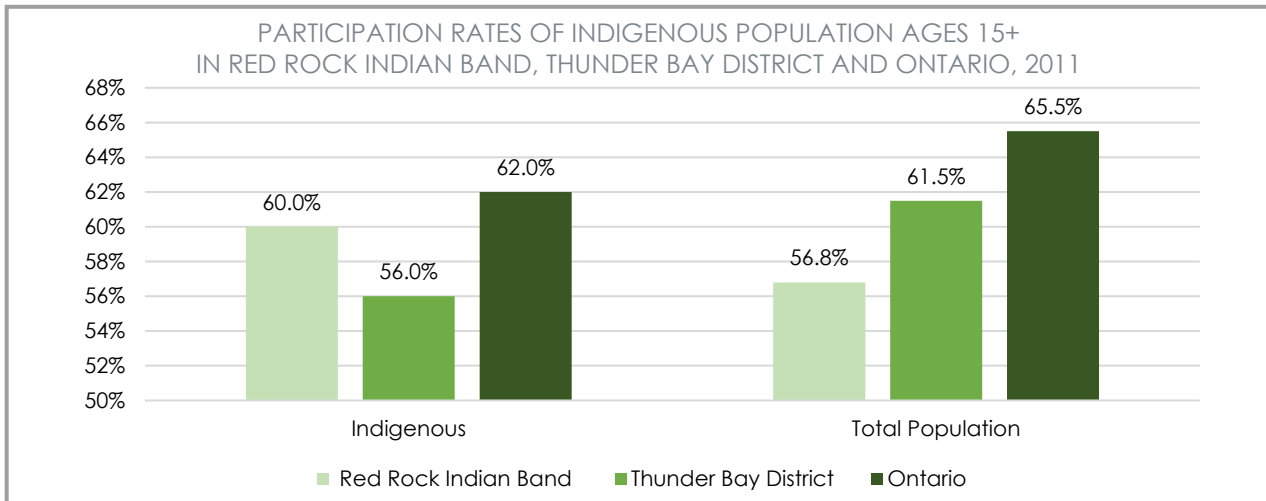
In 2011, the participation and employment rates of the Indigenous population in Red Rock Indian Band were higher than that of the Thunder Bay District's Indigenous population, but lower than that of the overall population in both the District and Ontario (Figures 9 and 11). On the other hand, the unemployment rate of the community's Indigenous population was lower than that of the Indigenous population in Thunder Bay District but higher than that of the overall population in the District and the province (Figure 13).

FIGURE 8



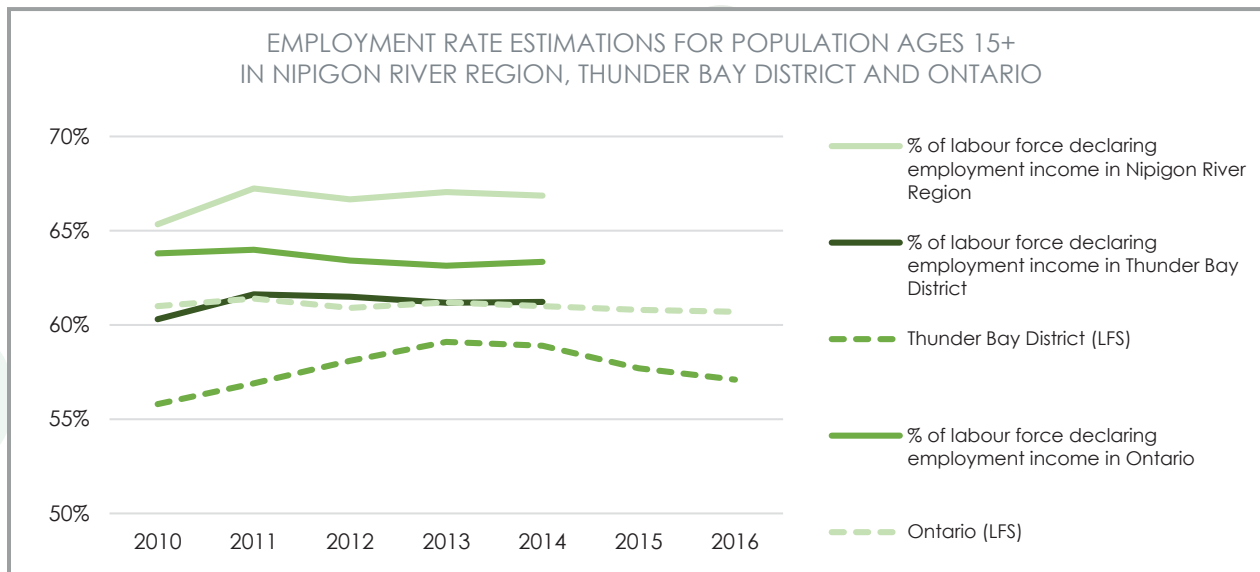
Sources: Author's calculations based on Taxfiler, participation rate calculated as the number of people receiving labour income in the total population over the age of 15; Labour Force Survey (LFS) two-year average estimates, participation rate calculated as the number of civilian, non-institutionalized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

FIGURE 9



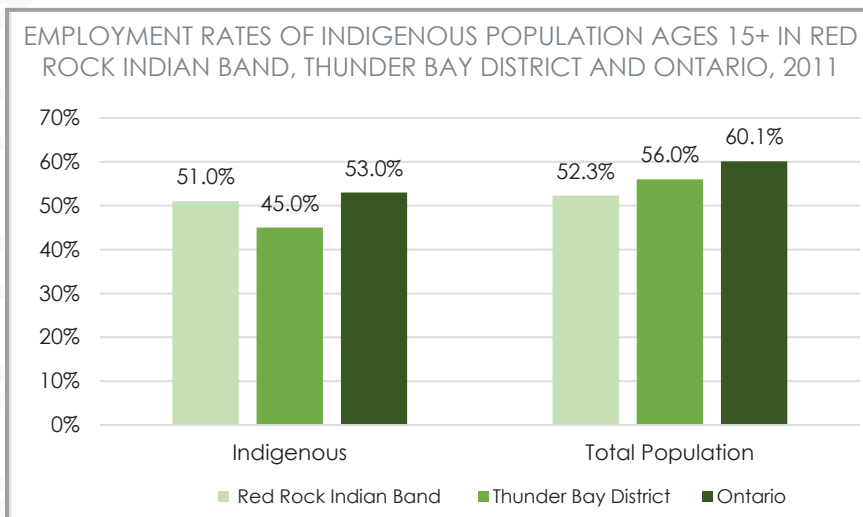
Source: Statistics Canada, National Household Survey, 2011

FIGURE 10



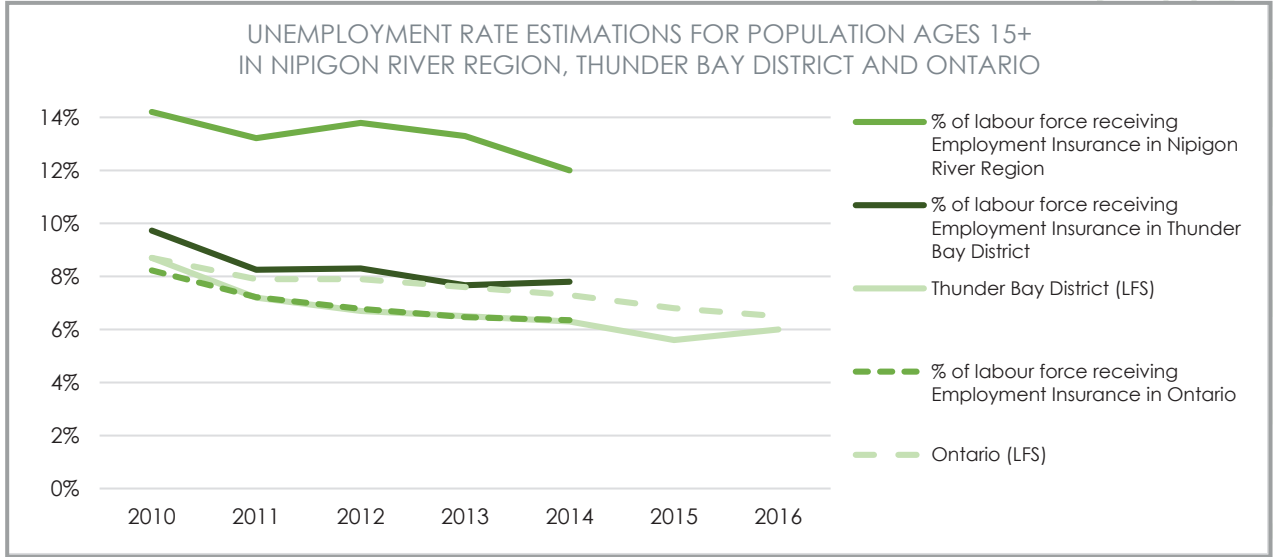
Sources: Author's calculations based on Taxfiler, number of people declaring employment income, and estimates of population; Statistics Canada, Labour Force Survey (LFS) two-year average estimates

FIGURE 11



Source: Statistics Canada, National Household Survey, 2011

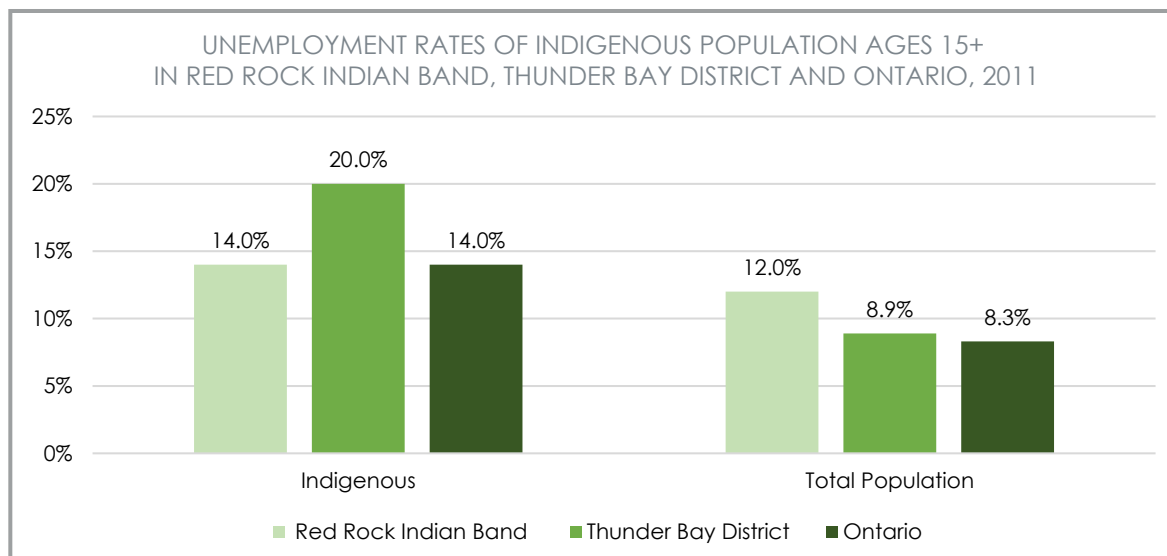
FIGURE 12



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

...Between 2010 and 2014, the percentage of the labour force declaring employment income **increased**...

FIGURE 13



Source: Statistics Canada, National Household Survey, 2011

20%

14%

09. Wages⁶

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. However, 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 8

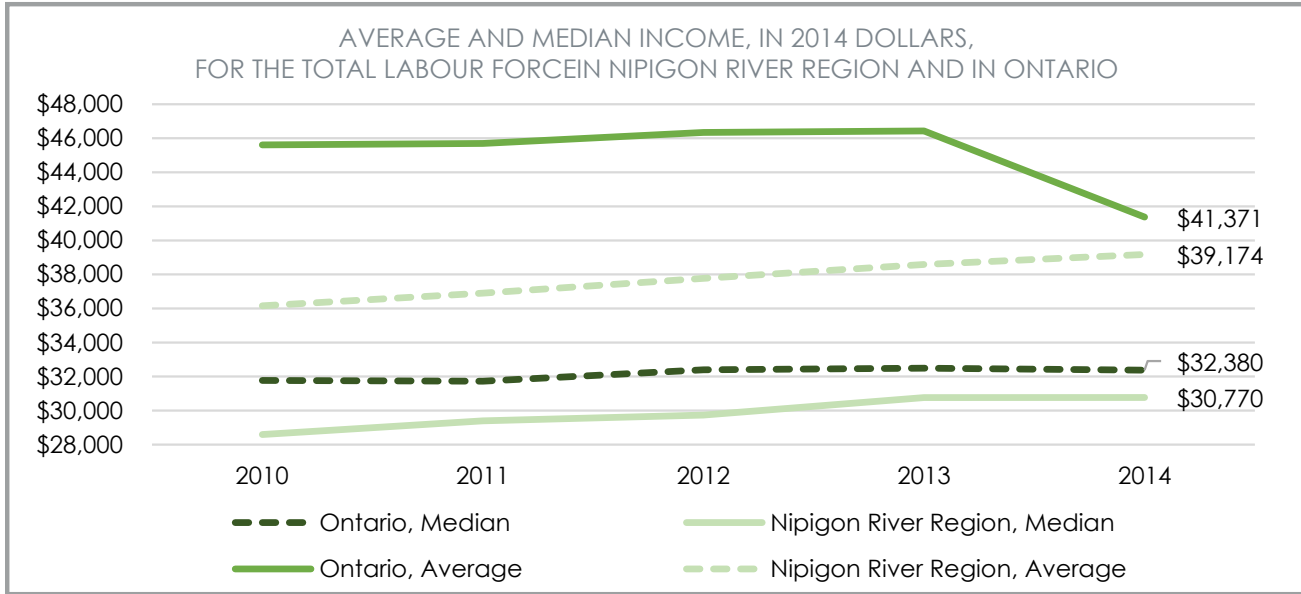
COMPARISON OF AVERAGE HOURLY WAGES BY OCCUPATION BETWEEN NORTHWESTERN ONTARIO AND ONTARIO			
Average Hourly Wages Offered by Occupation, 2015	Northwestern Ontario	Ontario	Difference
Professional occupations in health (except nursing)	\$ 70.73	\$ 48.71	\$ 22.01
Industrial, electrical & construction trades	\$ 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

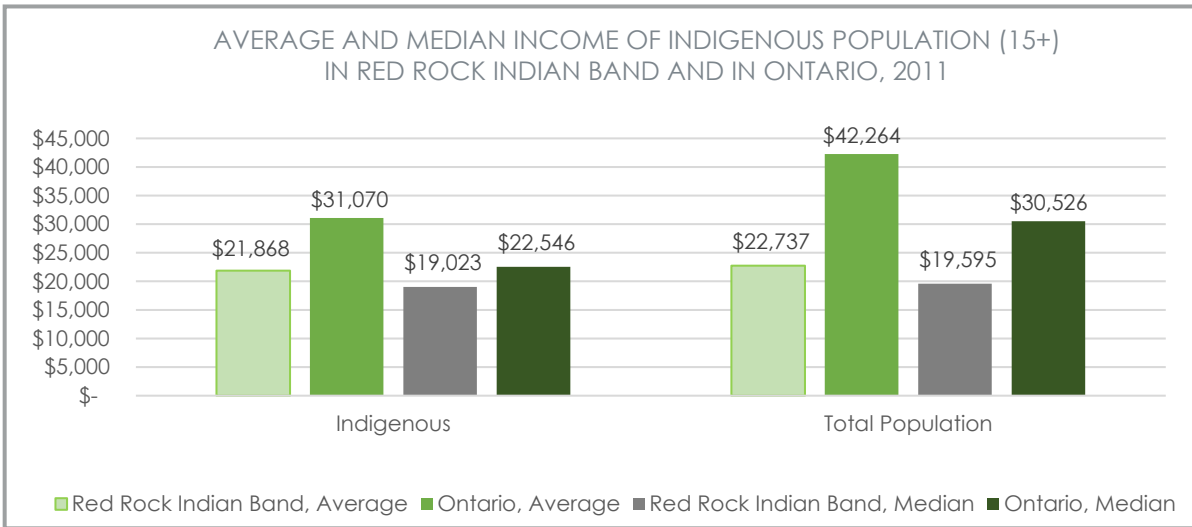
Average and median income indicate how well-off an area and its inhabitants are compared to others. Sources of income also provide information about how much of the community's income comes from the labour market, and how much comes from other sources. As such, it can be an indication about the prevalence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

FIGURE 14



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

FIGURE 15



Source: National Household Survey, 2011

Average income depends on multiple factors, such as the type of jobs available (part-time or full-time) and/or the dominant industry in a community. Over the 2010 to 2014 period, the average and median incomes in Nipigon River Region were lower than that of the province (\$39,174 and \$30,770 respectively for Nipigon River Region and \$41,371 and \$32,380 respectively for Ontario - Figure 14). However, it is interesting to note that, during the same period, both the average and median incomes for the Nipigon River Region increased in real terms by 8 percent.

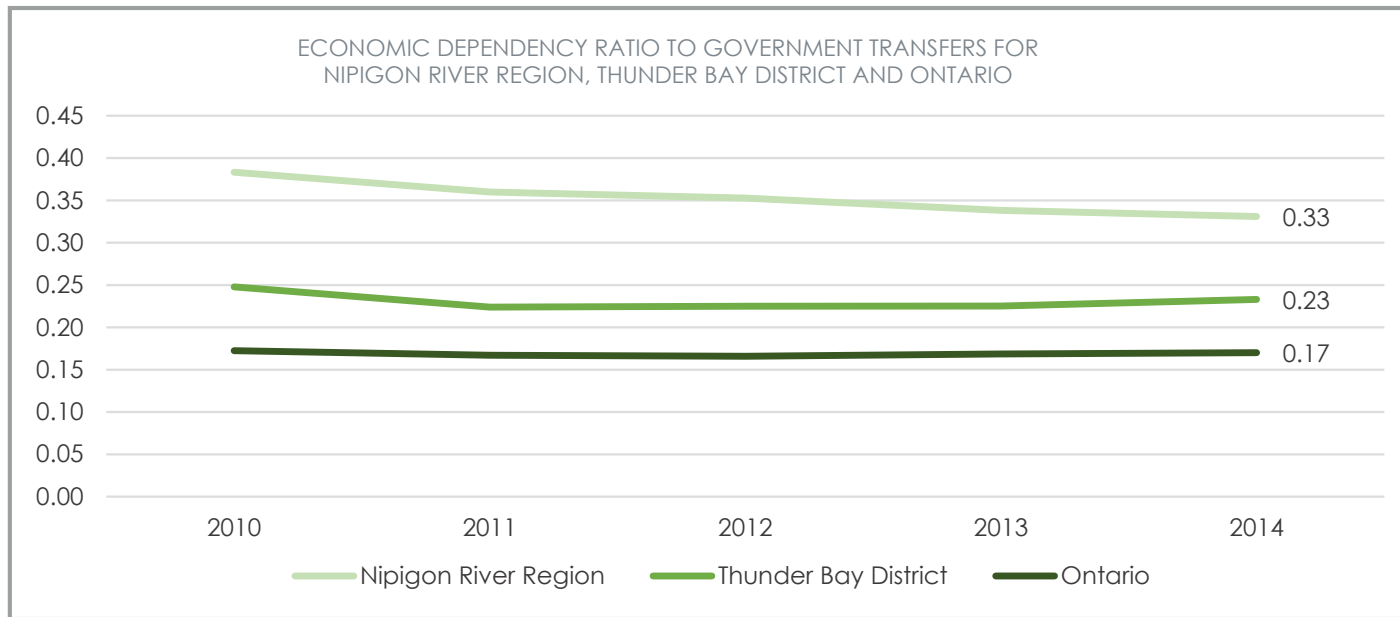
In 2011, the average and median income of Red Rock Indian Band's Indigenous population were lower than that of the other Indigenous populations in Ontario (Figure 15). However,

the gap between the median and average income of the Indigenous population in Red Rock Indian Band is much smaller than that of other Indigenous populations in the province. Therefore, the Indigenous population in Red Rock Indian Band is more homogenous than their counterparts in other parts of Ontario.

Furthermore, the economic dependency ratio—the amount of government transfers received compared to the amount of income earned through employment—is higher in Nipigon River Region than in both the District of Thunder Bay and the province of Ontario (Figure 16). Therefore, the community is more dependent on government transfers.

A large portion (more than 58 percent) of the government transfers to Nipigon River Region consists of Old Age Security and Canada Pension Plan payments (Table 9). Given that the data are for the postal code P0T 2J0, and include the Township of Nipigon, it is possible that these figures are skewed toward and reflect more readily the realities of Nipigon, considering its size relative to that of Red Rock Indian Band. This would help explain why Old Age Security and Canada Pension Plan payments represent a large proportion of government transfers, despite Red Rock Indian Band's relatively young population (Figure 2).

FIGURE 16



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

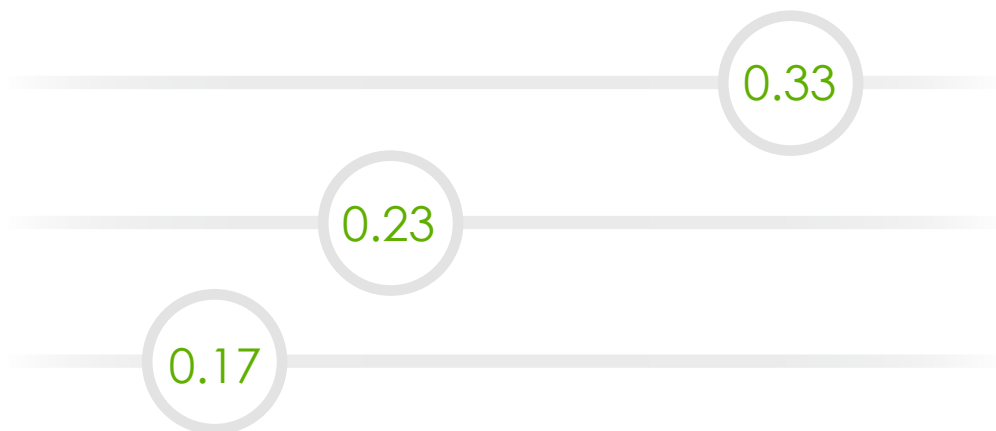


TABLE 9

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

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

POPULATION 293



(2016)



3.8 KM²

CONTAINS THE
PARMACHEENE RESERVE
AND LAKE HELEN RESERVE
120 KM EAST OF THE
CITY OF THUNDER BAY

49°01'N
88°14'W

RED ROCK INDIAN BAND

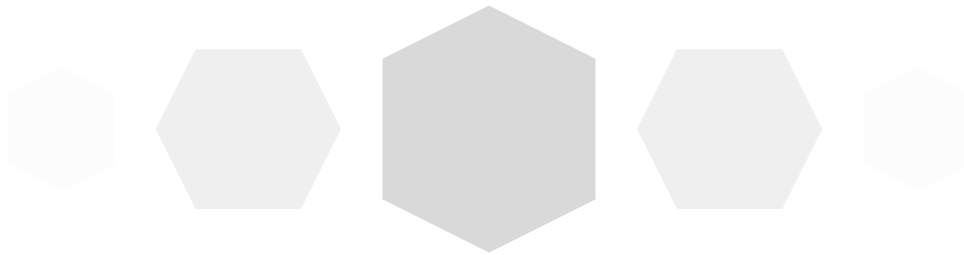


THE COMMUNITY HAS
KEY ADVANTAGES
IN ITS YOUNG LABOUR FORCE
AND ACCESS TO NEIGHBOURING
COMMUNITIES

CONCLUSION

Red Rock Indian Band's size and the lack of available data make it difficult to provide a full picture of the labour market in this community. Indeed, it is possible that commonly used data sources do not capture much of the community's traditional and non-traditional economic activity.

However, the available data seem to indicate that, despite its small size, Red Rock Indian Band has key advantages in its young labour force and access to neighbouring communities along Highway 17. Although the community's participation and employment rates are lower than those of other communities in the District and the province, they are higher than in other Indigenous communities in the District. Ultimately, Red Rock Indian Band's economic future will be shaped in large part by its ability to attract business, and the ability of its young workforce to access education. Where to start is for the community to decide.



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.

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

NORTHERN
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DU NORD

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



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