Community Labour Market Report

By Amandine Martel & José-Karl Noiseux

THUNDER BAY UNORGANIZED

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 Thunder Bay Unorganized, Ontario, and analyzes how each data set aligns with the other.

An unorganized area is any geographic region in Canada that does not form part of a municipality or Indian reserve. Thus, the Thunder Bay Unorganized area is comprised of all the territory in the Thunder Bay District that is not part of a municipality or Indian reserve. The unorganized territory covers many small communities scattered over the District. In this report, data for specific communities were used when available. Otherwise, the report uses data for the whole unorganized territory of Thunder Bay District.

Thunder Bay Unorganized area: ▬
Highways: ▬

Source: Statistics Canada, 2016 Spatial Data Infrastructure

Lake Nipigon

Thunder Bay

Lake Superior

Sault Ste. Marie
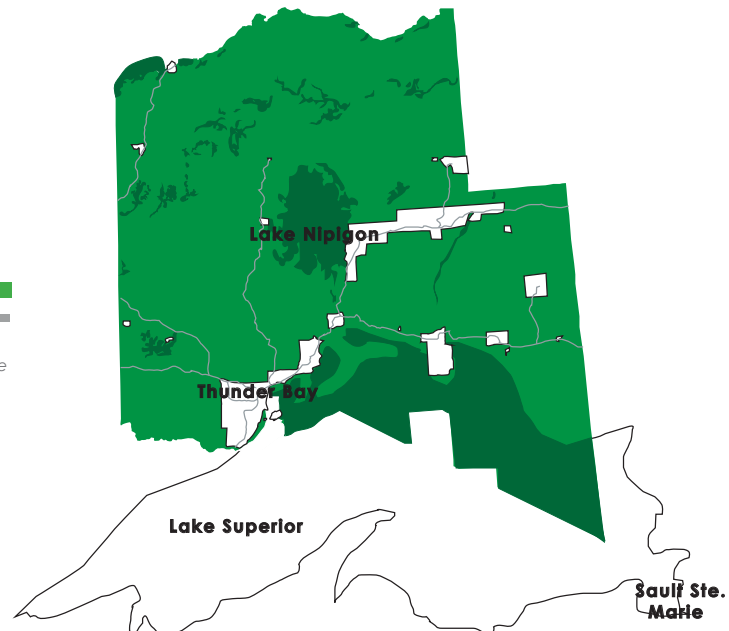
DEMAND

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.

Thunder Bay Unorganized employers are mostly self-employed persons and small businesses. Indeed, 84.2 percent of businesses in this region have fewer than five employees (Table 2). By comparison, in December 2016, 86.7 percent of Ontario businesses had fewer than five employees (Statistics Canada, 2016). In Thunder Bay Unorganized, the number of small and medium enterprises (0 to 99 employees) increased by 9.2 percent between 2015 and 2016. The region's lone large employer (one with more than100 employees) appears to have closed or downsized its activities.

In December 2016, the accommodation services, the specialty trade contractors, and the forestry and logging industries had the highest number of employers (Table 1). Yet, most employers in these industries are self-employed entrepreneurs or enterprises with fewer than five employees. Therefore, these employers may not represent a large share of total employment.

The distribution of employers in Thunder Bay Unorganized is very different than that of the Thunder Bay District or the province (Table 1). For example, the region has a larger proportion of employers in the forestry and logging industries than either the District or the province. Yet, it has a smaller proportion of employers in ambulatory health care services.

TABLE 1

TOP 20 EMPLOYERS BY INDUSTRY, AND AS A PERCENTAGE OF TOTAL NUMBER OF EMPLOYERS, DECEMBER 2016	Total	Thunder Bay Unorganized (% of Total Number of Employers)	Thunder Bay District (% of Total Number of Employers)	Ontario (% of Total Number of Employers)
721 - Accommodation services	44	11.6	1.8	0.6
238 - Specialty trade contractors	35	9.2	5.6	6.6
113 - Forestry and logging	33	8.7	2.0	0.1
531 - Real estate	20	5.3	15.3	3.5
541 - Professional, scientific & technical services	16	4.2	7.8	13.0
236 - Construction of buildings	13	3.4	3.0	3.0
484 - Truck transportation	13	3.4	2.1	4.4
447 - Gasoline stations	10	2.6	0.8	0.5
561 - Administrative & support services	10	2.6	2.9	4.1
722 - Food services & drinking places	10	2.6	3.2	5.9
811 - Repair & maintenance	10	2.6	2.7	2.7
621 - Ambulatory health care services	8	2.1	7.1	7.2
523 - Securities, commodity contracts, & other financial investment & related activities	7	1.8	4.4	1.4
611 - Educational services	7	1.8	1.2	1.2
813 - Religious, grant-making, civic, & professional & similar organizations	7	1.8	2.9	2.7
115 - Support activities for agriculture & forestry	6	1.6	0.5	0.2
713 - Amusement, gambling & recreation industries	6	1.6	0.9	0.8
452 - General merchandise stores	5	1.3	0.6	0.6
488 - Support activities for transportation	5	1.3	0.7	0.7
914 - Aboriginal public administration	5	1.3	0.2	0.0

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

TABLE 2

CHANGE IN NUMBER OF EMPLOYERS BY NUMBER OF EMPLOYEES IN THUNDER BAY UNORGANIZED	Dec. 2015	Dec. 2016	Dec. 2015-Dec. 2016 Change	Dec. 2015-Dec. 2016 Change	Ontario Change (%)
0[1]	202	233	31	15.3	1.0
1-4	90	87	-3	-3.3	2.5
5-9	30	31	1	3.3	2.6
10-19	17	17	0	0.0	2.5
20-49	8	11	3	37.5	-1.5
50-99	1	1	0	0.0	3.1
100-199	1	0	-1	-100.0	0.6
200-499	0	0	0	0	0.8
500+	0	0	0	0	0.8
Total Number of Employers	**349**	**380**	**31**	**8.9**	**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 employee on their payroll.

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

1.4 Ontario

5.3 Thunder Bay Unorganized

-0.1 Thunder Bay District
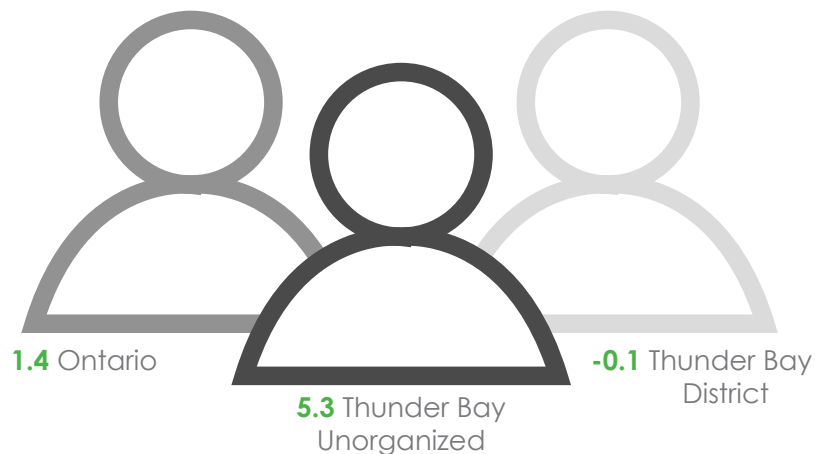
Business creation per **1,000** persons, December 2015-December 2016

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

02. Employment by Industry

Employment by industry data[3] describe the type of business conducted by a person's employer. The industrial structure of an area—and, more specifically, shifts in that structure—can have significant consequences for the local labour market. The industrial structure has an impact on the types of jobs available, their respective salaries, and the type of education and skills these jobs require.

In 2011, health care and social assistance represented 13.2 percent of employment in Thunder Bay Unorganized (Table 3). Employment in this industry

grew by 7.5 percent between 2014 and 2016 in Northwestern Ontario, excluding the Thunder Bay CMA (Table 4).

The transportation and warehousing and the retail trade sectors also accounted for a significant percentage of employment in Thunder Bay Unorganized (11.3 percent and 10.4 percent, respectively). Interestingly, both of these industries experienced declines in Northwestern Ontario, excluding the Thunder Bay CMA, between 2014 and 2016 (28.6 percent and 17.6 percent respectively).

[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.

In 2011, the health care and social assistance represented **13.2 percent** of employment in Thunder Bay Unorganized...

TABLE 3

	EMPLOYMENT BY INDUSTRY, AND AS A PERCENTAGE OF TOTAL, 2011	Thunder Bay Unorganized (#)	Thunder Bay Unorganized (% of Total)	Thunder Bay District (% of Total)	Ontario (% of Total)
62	Health care & social assistance	380	13.2	15.9	10.6
48-49	Transportation & warehousing	325	11.3	5.5	4.7
44-45	Retail trade	300	10.4	11.8	11.1
23	Construction	240	8.3	6.1	6.1
11	Agriculture, forestry, fishing & hunting	185	6.4	2.0	1.5
91	Public administration	180	6.3	10.3	7.0
61	Educational services	165	5.7	9.1	7.5
72	Accommodation & food services	150	5.2	7.2	6.0
81	Other services (except public administration)	150	5.2	4.5	4.4
31-33	Manufacturing	140	4.9	5.3	10.4
21	Mining & oil & gas extraction	135	4.7	2.7	0.4
54	Professional, scientific & technical services	100	3.5	4.8	7.7
56	Administrative & support, waste management & remediation services	100	3.5	2.9	4.4
41	Wholesale trade	90	3.1	2.7	4.6
52	Finance & insurance	85	3.0	2.7	5.6
51	Information & cultural industries	55	1.9	1.9	2.7
71	Arts, entertainment & recreation	50	1.7	2.0	2.0
22	Utilities	30	1.0	1.2	0.9
53	Real estate & rental and leasing	20	0.7	1.5	2.0
55	Management of companies & enterprises	0	0.0	0.0	0.1
	All Industries	**2,880**	-	-	-

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 EXCLUDING THUNDER BAY CMA AND ONTARIO	Northwestern Ontario Excluding 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. Although growing industries require 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 occupations growing strongly and others experiencing decline. These changes have an impact on the types of jobs available, their respective salaries, and the type of education and skills required. Indeed, an increase in entry-level occupations may have a different impact on the community than growth in senior-level occupations.

In 2011, the trades, transport and equipment operators and related

occupations sector accounted for the largest share of total employment (27.4 percent) in Thunder Bay Unorganized. Combined with occupations in sales and services (18.9 percent), they accounted for nearly half of all employment in the community (Table 5). In Northwestern Ontario, excluding the Thunder Bay CMA, employment in the trades, transport and equipment operators and related occupations sector decreased by 3.9 percent between 2014 and 2016, while employment in sales and services occupations increased by 4.3 percent (Table 6)
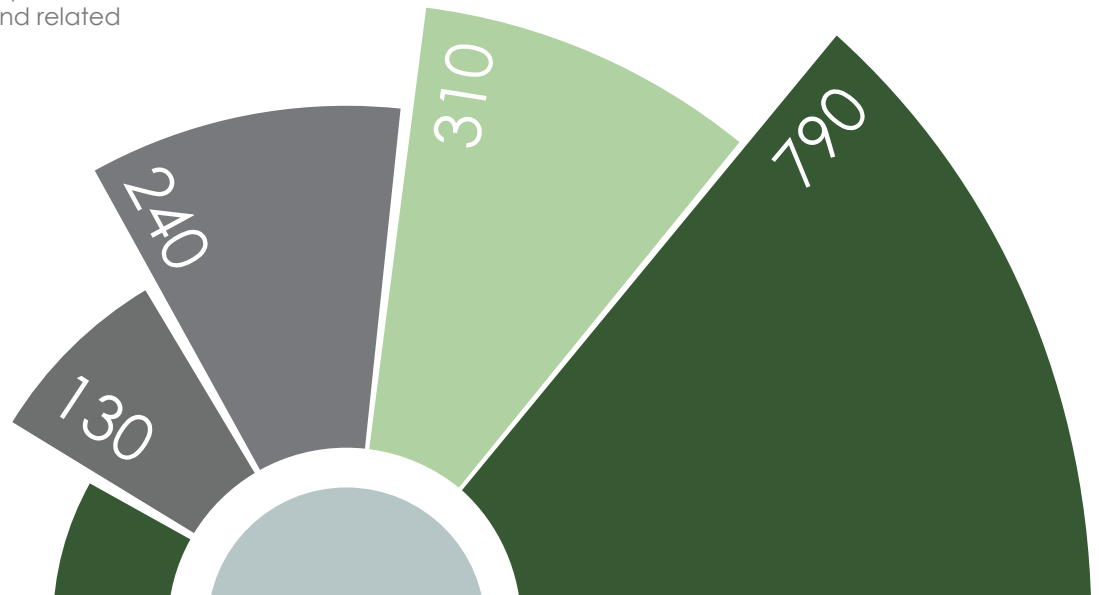
TABLE 5

EMPLOYMENT BY OCCUPATION, AND AS A PERCENTAGE OF TOTAL, 2016		Thunder Bay Unorganized (#)	Thunder Bay Unorganized (% of Total)	Thunder Bay District (% of Total)	Ontario (% of total)
7	Trades, transport & equipment operators & related occupations	790	27.4	17.4	13.0
6	Sales & service occupations	545	18.9	24.5	23.2
1	Business, finance & administration occupations	310	10.8	14.3	17.0
4	Occupations in education, law & social, community & government services	300	10.4	14.6	12.0
0	Management occupations	260	9.0	7.9	11.5
8	Natural resources, agriculture & related production occupations	260	9.0	3.1	1.6
3	Health occupations	240	8.3	7.9	5.9
2	Natural & applied sciences & related occupations	130	4.5	5.9	7.4
9	Occupations in manufacturing & utilities	40	1.4	2.7	5.2
5	Occupations in art, culture, recreation & sport	15	0.5	1.9	3.1
	All occupations	**2,880**	-	-	-

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 EXCLUDING THUNDER BAY CMA AND ONTARIO		Northwestern Ontario Excluding 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

2 jobs posted
between April 2016 and March 2017
Source: Vicinityjobs.ca

This section features a summary of all jobs posted online in the communities of Thunder Bay Unorganized.[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.

The fact that only two jobs were posted online does not mean that there were no other job opportunities in communities in Thunder Bay Unorganized 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 word of mouth.

[4] 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.

SUPPLY ↗

05. Population & Demographics

Population growth and composition are important drivers of labour market supply—the potential workers. These factors are also key components of the demand for some categories of workers (e.g., education, health care).
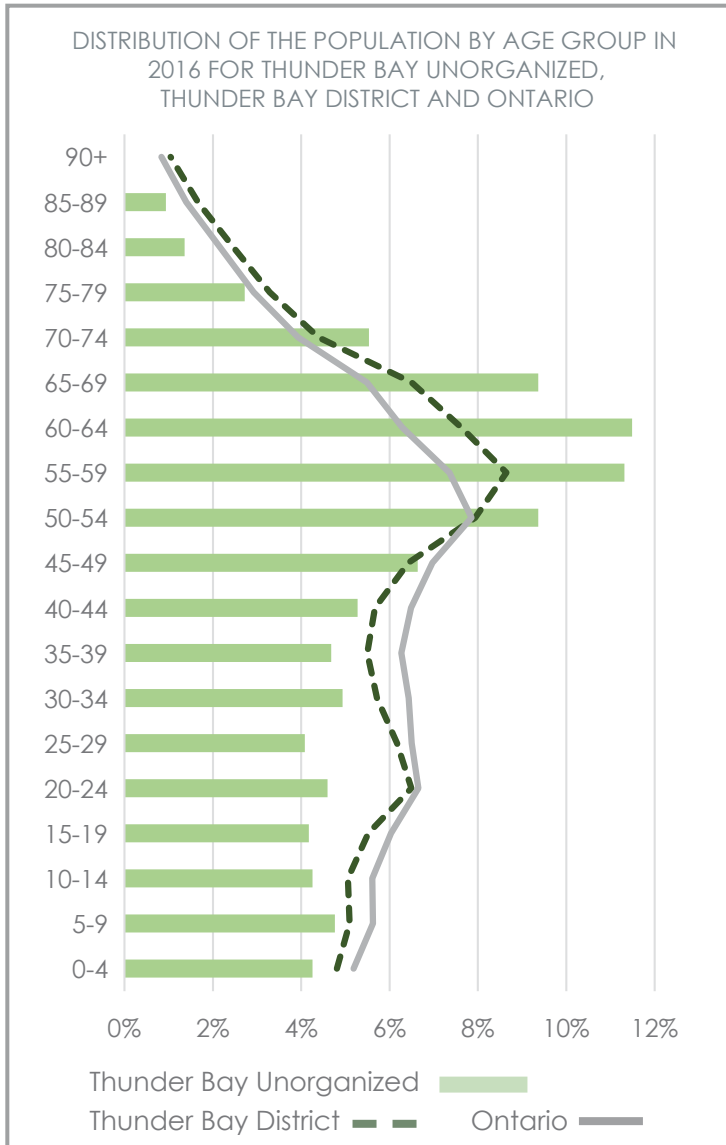
Thunder Bay Unorganized's population has declined by 7.1 percent in the past 15 years (Figure 1). Yet, that 15-year span can be broken down into two distinct periods: between 2001 and 2005, the population increased by 5 percent, and from 2005 onward, it has decreased by 11.5 percent. That overall decline contrasts with a 17.5 percent growth in the province's population between 2001 and 2016. The population decline experienced in Thunder Bay Unorganized is the result of a decreasing fertility rate and emigration—those individuals leaving the community (Cuddy and Moazzami, 2016).

Additionally, the population of Thunder Bay Unorganized is aging and older than the provincial average, and that will eventually accelerate the population decline (Figure 2). This demographic change will have significant implications for both labour market outcomes and the demand for health care in the coming years.

FIGURE 1

POPULATION IN THUNDER BAY UNORGANIZED AND ONTARIO, 2001 TO 2016
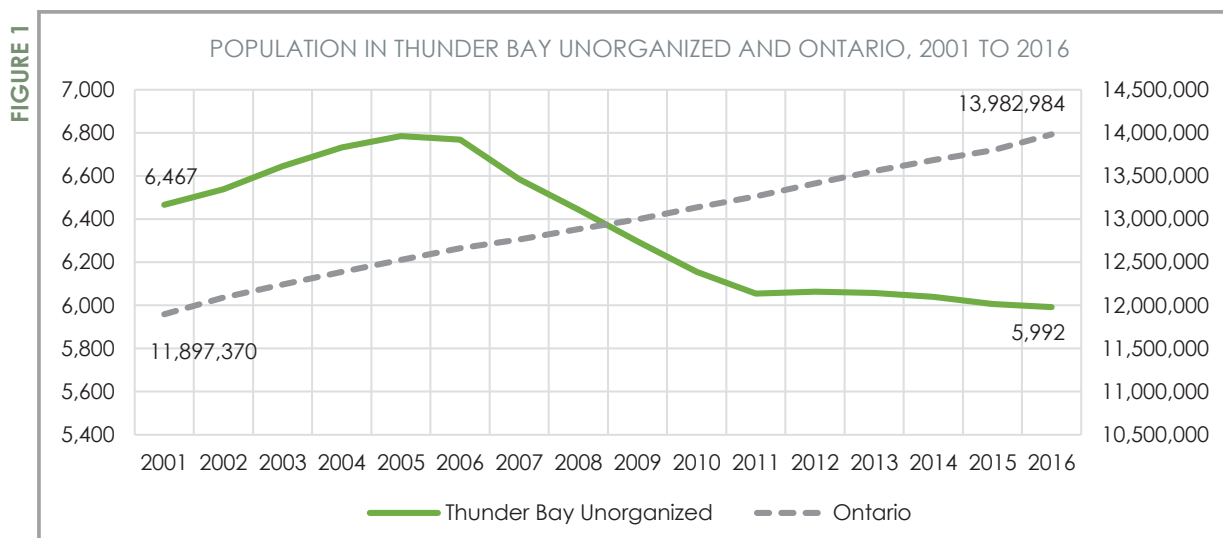
Source: Statistics Canada, Estimates of population

FIGURE 2

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

Thunder Bay Unorganized
Thunder Bay District ▬ ▬   Ontario ▬▬▬

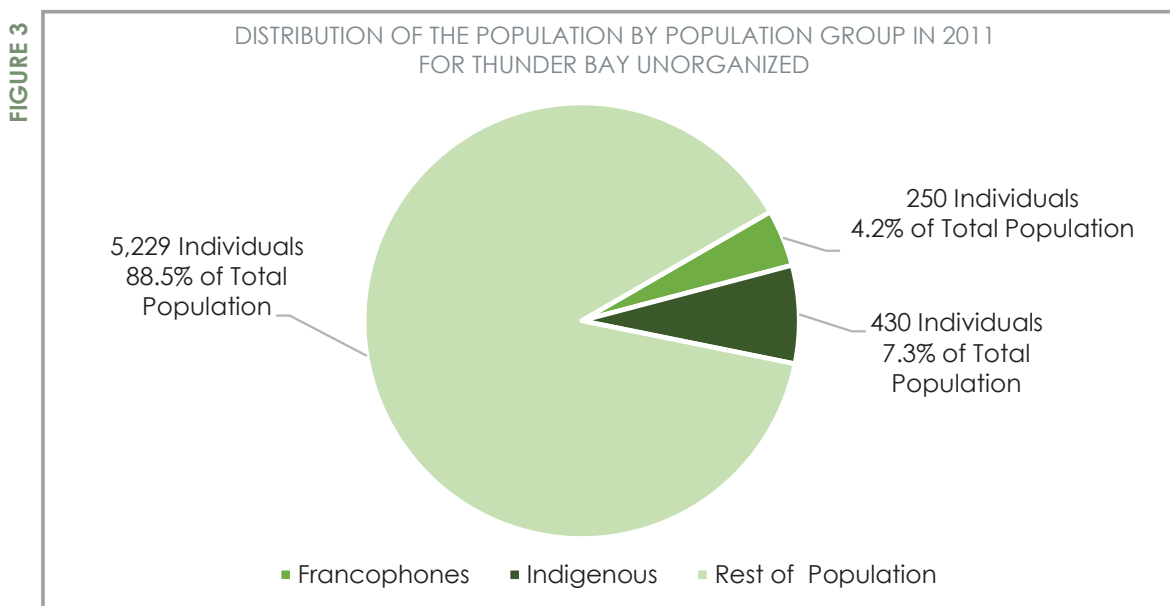*Source: Author's calculations based on Statistics Canada, Census, 2016*

5,872

total 2016 population

Source: Statistics Canada, Census, 2016

The proportion of individuals over age 65 is higher in Thunder Bay Unorganized than in Ontario or the Thunder Bay District (Figure 2). Furthermore, the proportions of individuals between the ages of 20 and 39 and those under age 15 are lower in Thunder Bay Unorganized than in the District or province. Therefore, Thunder Bay Unorganized's population is older than that of the two comparative geographical areas.

Thunder Bay Unorganized's Francophone population is also older than the Francophone populations of the Thunder Bay District and Ontario (Figure 4). On the other hand, Thunder Bay Unorganized's Indigenous population has a similar age distribution to that of the Indigenous population in the District and the province (Figure 5).

FIGURE 3

DISTRIBUTION OF THE POPULATION BY POPULATION GROUP IN 2011
FOR THUNDER BAY UNORGANIZED

250 Individuals
4.2% of Total Population

430 Individuals
7.3% of Total Population

5,229 Individuals
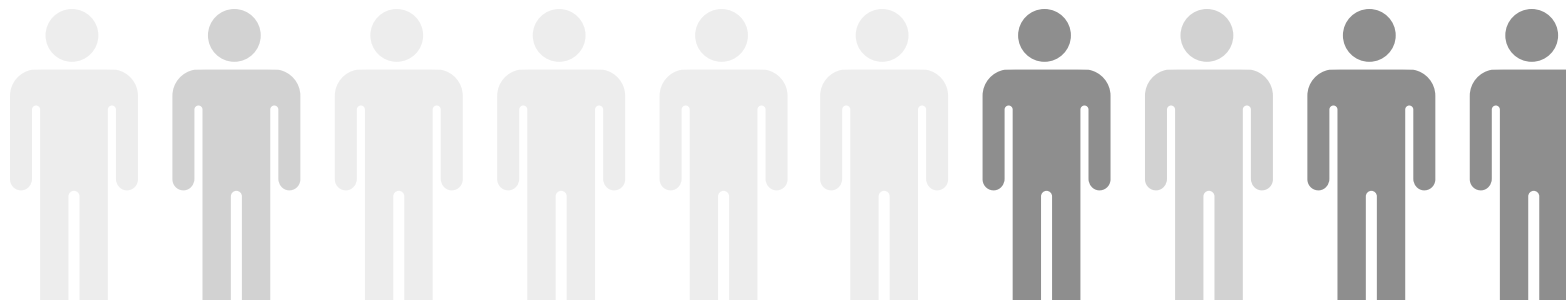88.5% of Total
Population

■ Francophones   ■ Indigenous   ■ Rest of Population

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

FIGURE 4

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

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

FIGURE 5

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

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

FIGURE 6

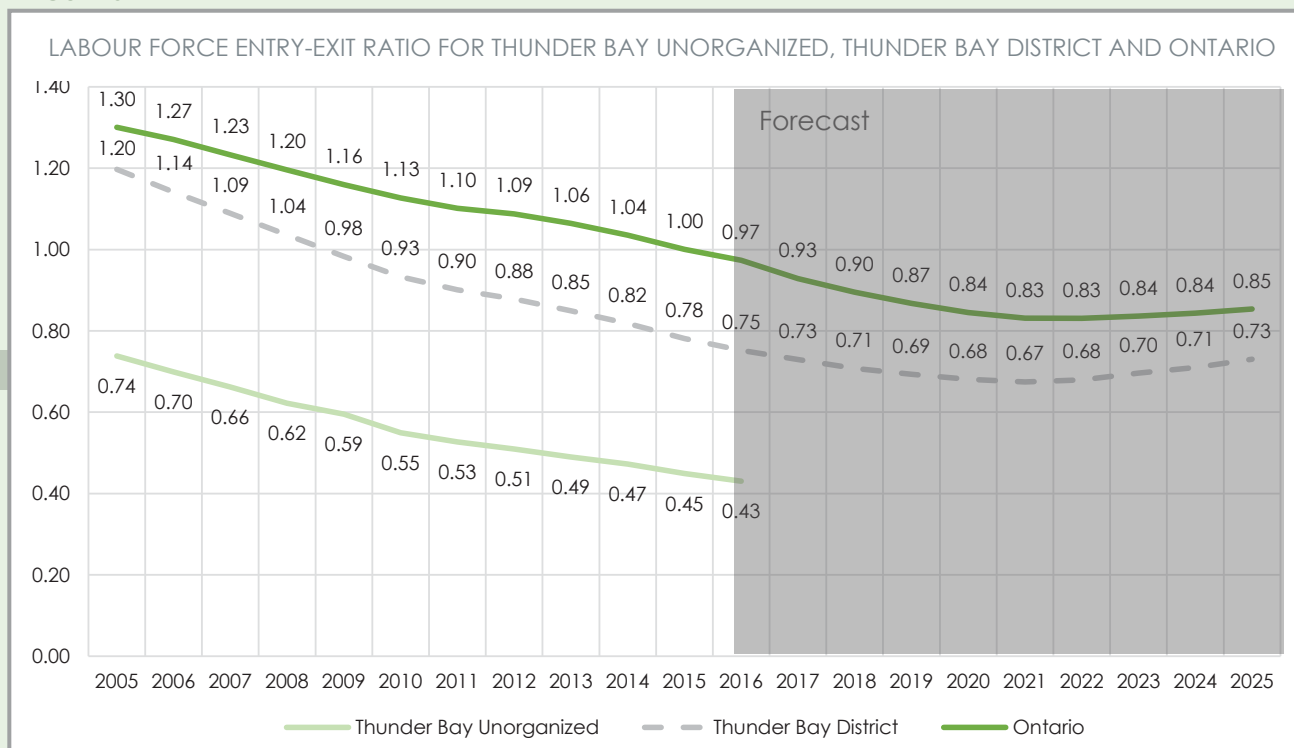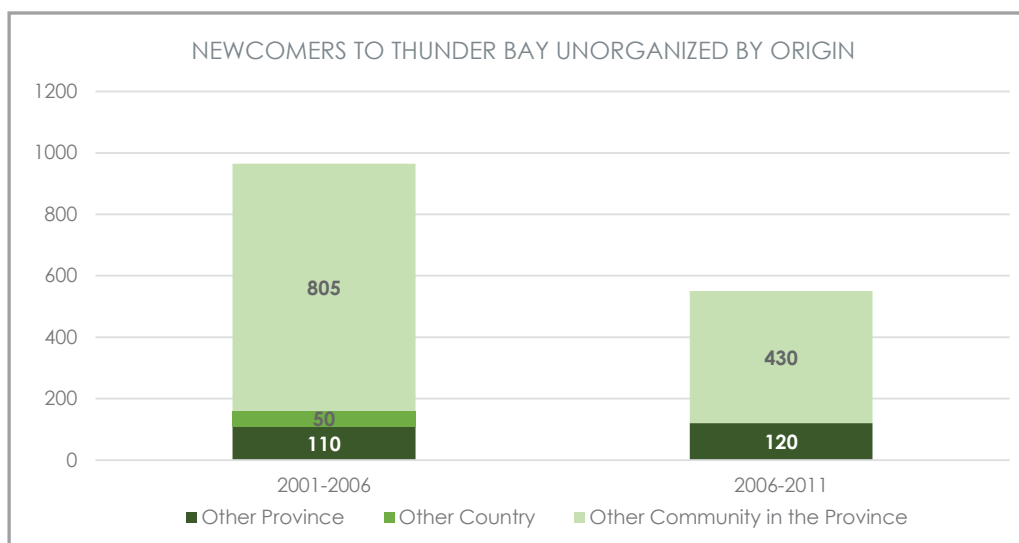LABOUR FORCE ENTRY-EXIT RATIO FOR THUNDER BAY UNORGANIZED, THUNDER BAY DISTRICT AND ONTARIO
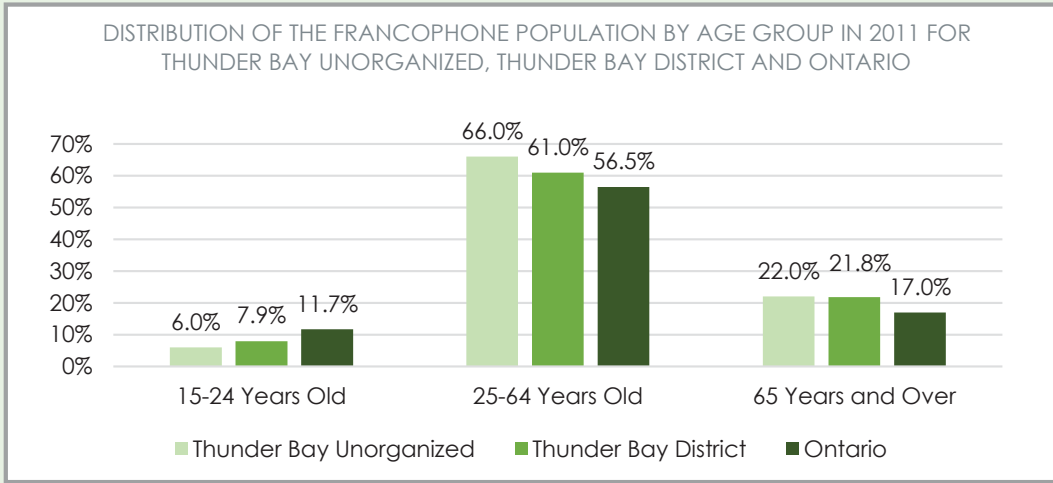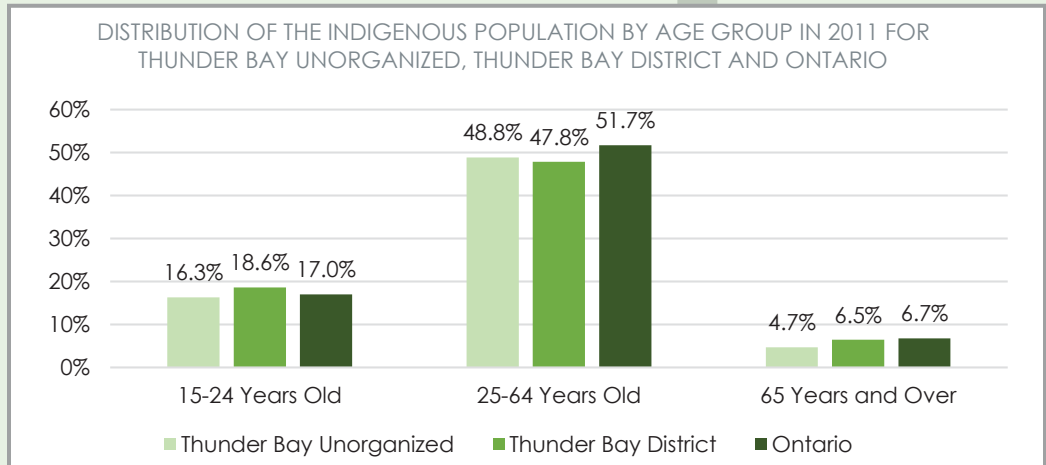
Source: Author's calculations based on Statistics Canada estimation of population and Ontario Ministry of Finance forecasts, spring 2016 population projections update, which served as the basis for the forecast

The labour force entry-exit ratio reflects the number of workers ready to enter the workforce (i.e., ages 15 to 24) and replace those who are approaching retirement age (i.e., ages 55 to 64 – Figure 6). In Thunder Bay Unorganized, the ratio of 0.43 indicates that there are not enough workers entering the labour market to ensure that those retiring will be replaced. Therefore, if the situation remains unchanged, and an insufficient number of working-age newcomers migrate to the communities in the Thunder Bay Unorganized territory, they may experience future labour shortages.

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 7

NEWCOMERS TO THUNDER BAY UNORGANIZED BY ORIGIN

	2001-2006	2006-2011
Other Community in the Province	805	430
Other Country	50	
Other Province	110	120

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

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
Thunder Bay Unorganized	<5	0	0	0	<5	<5	<5	0	0	<5
Thunder Bay District	140	150	130	190	160	155	130	155	125	105

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

The number of newcomers to Thunder Bay Unorganized decreased by 415 between 2006 and 2011 (Figure 7). However, it is difficult to draw conclusions on the impact of immigration on the area's population growth as community-level data on emigration are not available. Nevertheless, it is possible that the decrease in newcomers played a role in the area's decreasing population from 2005 onward (Figure 1).

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 8). When looking at the districts of origin and destination (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 or Rainy River, or even districts in Alberta and Manitoba.

FIGURE 8

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

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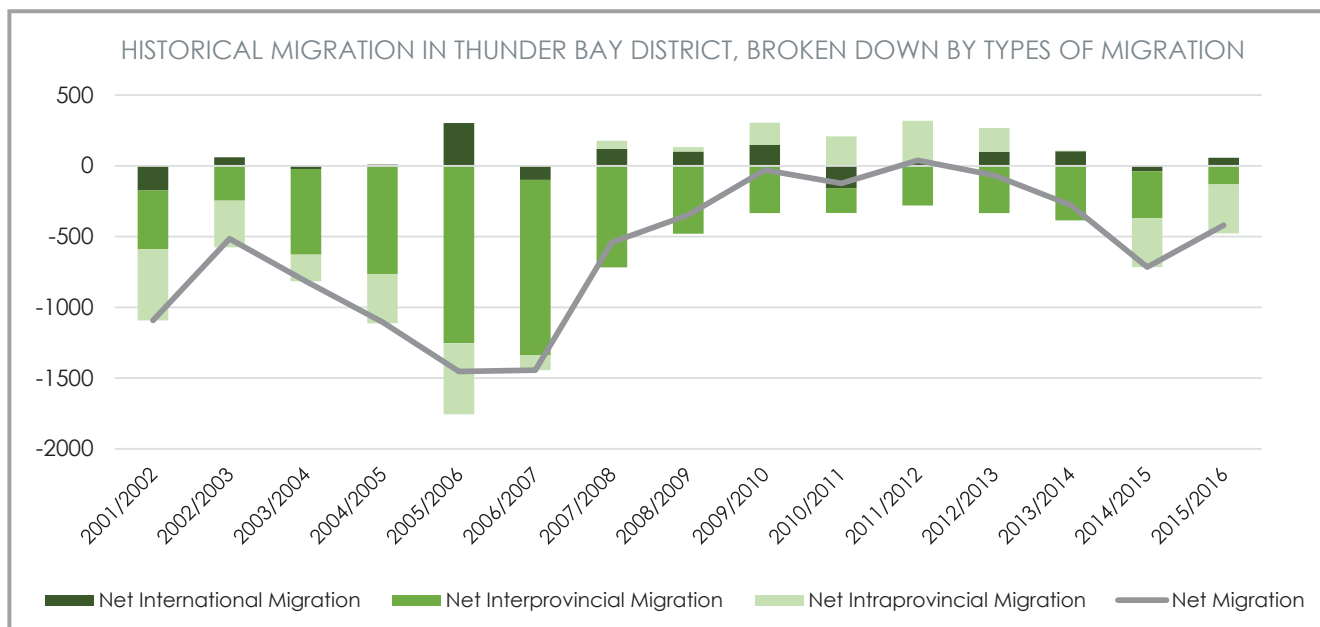
Source: Author's calculations based on Statistics Canada, Components of population growth by census division, sex, and age group for the period from July 1 to June 30 (annually), between 2001 and 2016, based on the Standard Geographical Classification (SGC), 2011, CANSIM Table: 051-0063

TABLE 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.

FIGURE 9

EDUCATIONAL ATTAINMENT OF THE AGES 25-64 POPULATION FOR THUNDER BAY UNORGANIZED, THUNDER BAY DISTRICT AND ONTARIO
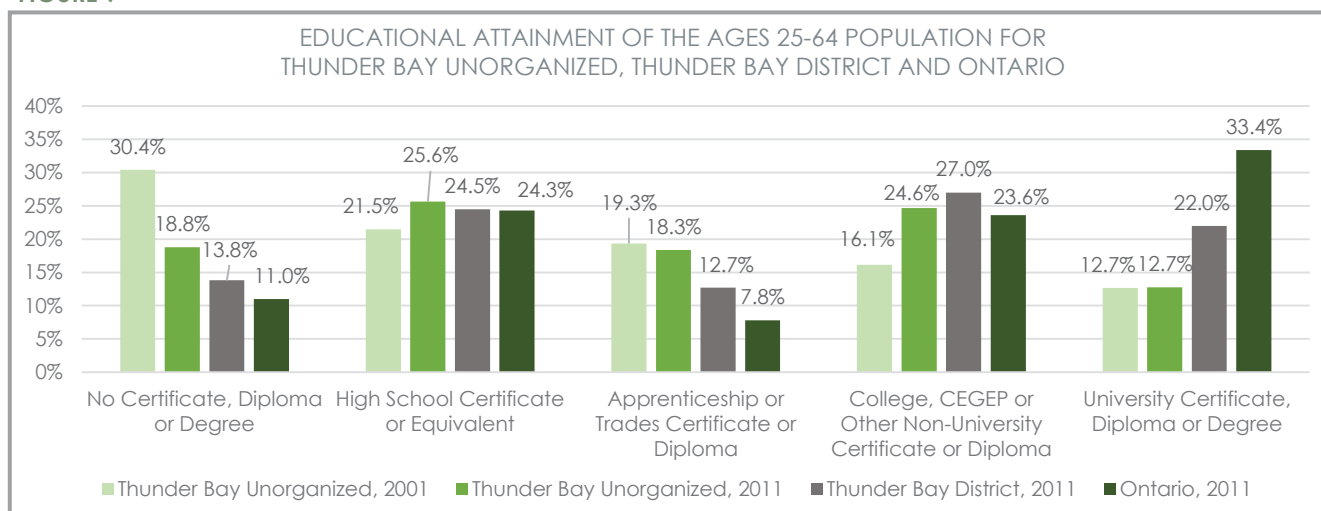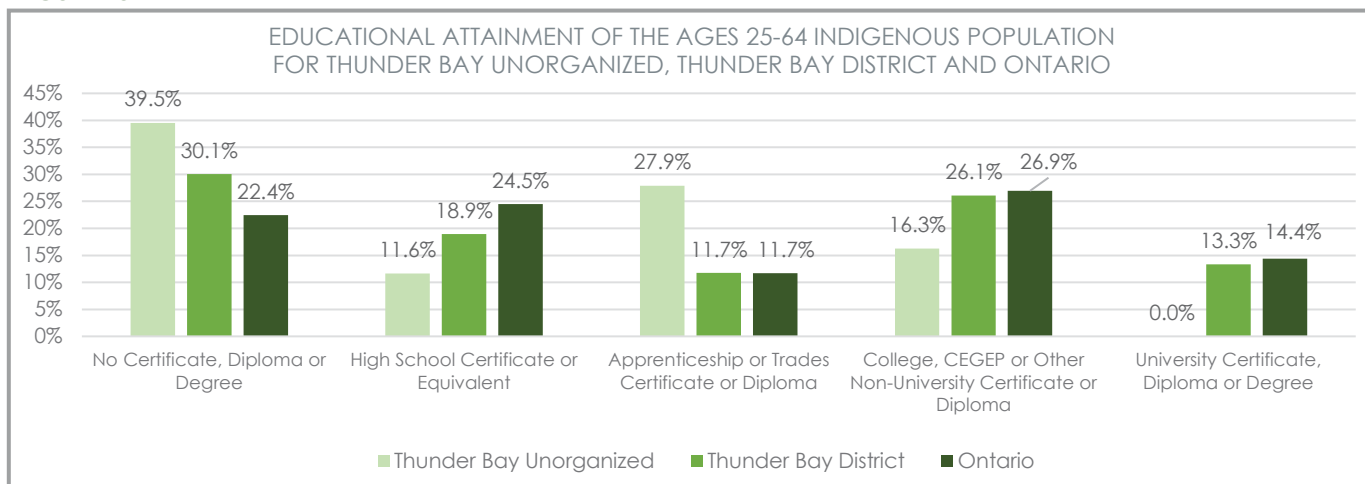
Source: Author's calculations based on Statistics Canada, Census, 2001, and National Household Survey, 2011

Between 2001 and 2011, a greater proportion of Thunder Bay Unorganized's population achieved secondary or post-secondary education (Figure 9).[5] Unfortunately, these numbers are still lower than the provincial rates of educational attainment. Interestingly, Thunder Bay Unorganized's educational choices lean more toward apprenticeship, trades certificates, and diplomas than those of the province.

[5] The detailed definition of the qualifications included in each education category can be found at http://www12.statcan.gc.ca/nhs-enm/2011/ref/dict/pop038-eng.cfm
For example, the category 'Apprenticeship or Trades Certificate or Diploma' includes registered apprenticeship certificates and 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.
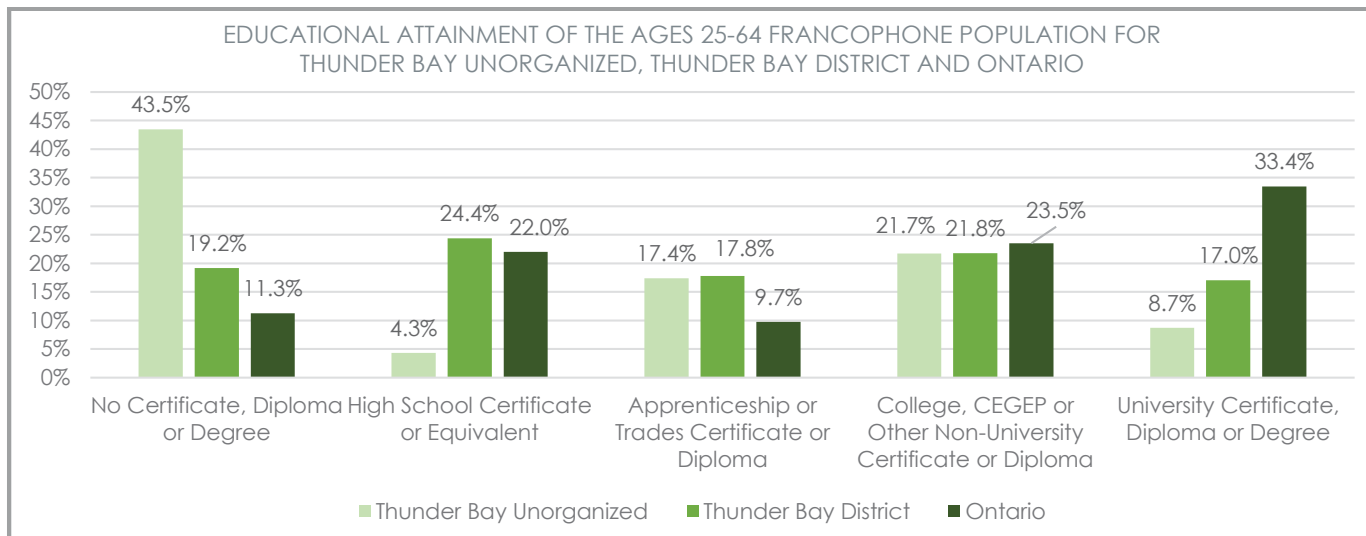
A small proportion of Thunder Bay Unorganized's Francophone and Indigenous populations has achieved secondary or post-secondary education as compared to their counterparts in the District or the province (Figures 10 and 11), not to mention the area's overall population (Figure 9). This may prove to be a challenge in the future as more jobs will require post-secondary education (Moazzami, 2015).
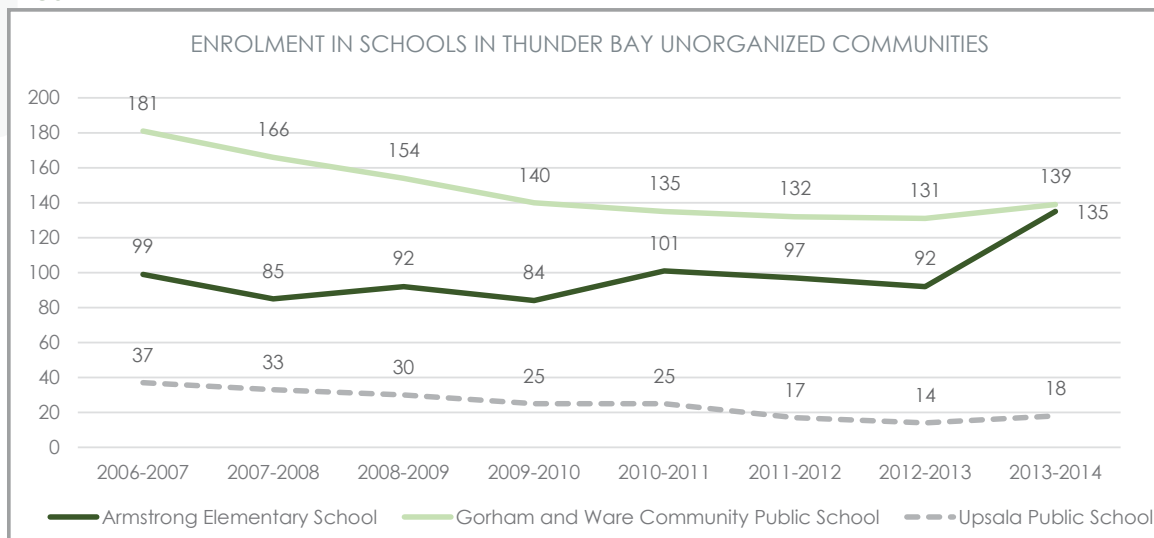
FIGURE 10

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

Category	Thunder Bay Unorganized	Thunder Bay District	Ontario
No Certificate, Diploma or Degree	39.5%	30.1%	22.4%
High School Certificate or Equivalent	11.6%	18.9%	24.5%
Apprenticeship or Trades Certificate or Diploma	27.9%	11.7%	11.7%
College, CEGEP or Other Non-University Certificate or Diploma	16.3%	26.1%	26.9%
University Certificate, Diploma or Degree	0.0%	13.3%	14.4%

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

FIGURE 11

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

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

FIGURE 12

ENROLMENT IN SCHOOLS IN THUNDER BAY UNORGANIZED COMMUNITIES

Source: Author's calculations based on Ministry of Education data, as reported by schools in the Ontario School Information System (OnSIS)

ALIGNMENT ⤭

Labour force and income data were available for the general population in inter-census years for selected communities in Thunder Bay Unorganized: Kaministiquia Region (comprised of postal code P0T 1X0); Murillo Region (comprised of postal code P0T 2G0); Nolalu Region (comprised of postal code P0T 2K0); Shebandowan Region (comprised of postal code P0T 2T0); and Upsala Region (comprised of postal code P0T 2Y0). These regions are used to assess alignment data for Thunder Bay Unorganized, even though they do not exactly align with the boundaries of this broader unorganized territory.

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.

The participation rates and the percentage of labour force declaring employment income were higher in both the Kaministiquia Region and the Murillo Region than in Ontario and the Thunder Bay District (Figures 13 and 15). On the other hand, the participation rates and the percentage of labour force declaring employment income in the Shebandowan Region were lower than that of the District and the province (Figures 13 and 15). The participation rates and the percentage of labour force declaring employment income in the Upsala Region and the Nolalu Region
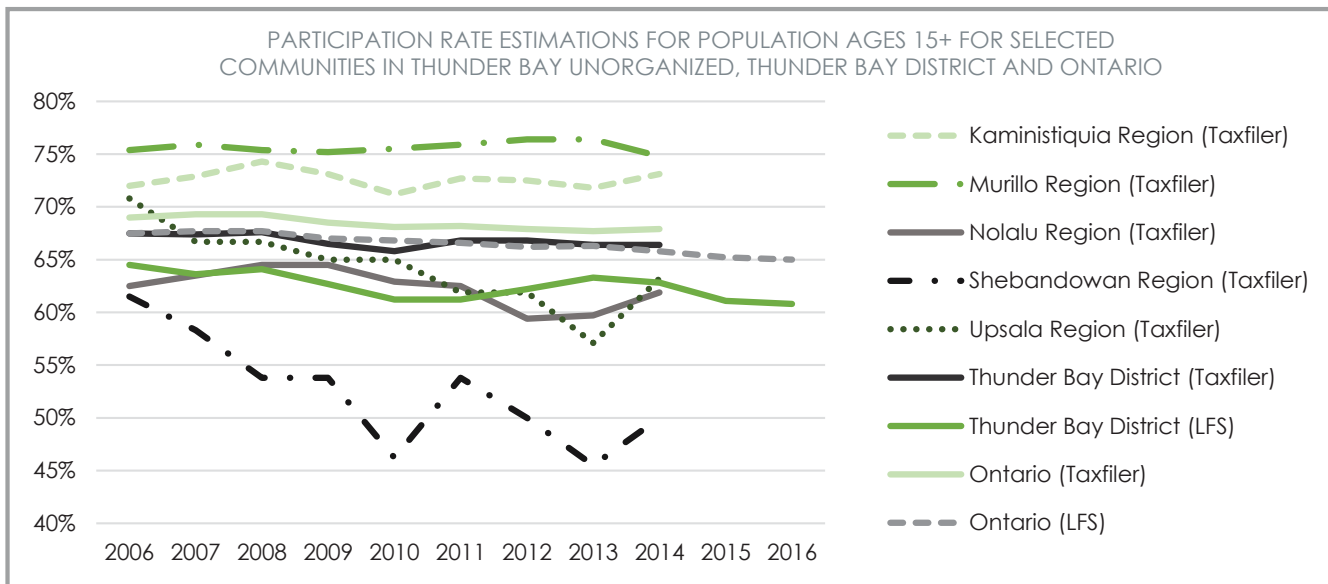
were close to that of the Thunder Bay District and Ontario (Figures 13 and 15). In spite of fluctuations, the percentage of the labour force declaring receipt of Employment Insurance decreased between 2010 and 2014 in each of the selected Regions of Thunder Bay Unorganized (Figure 17). Unfortunately, data regarding the percentage of the labour force declaring Employment Insurance for the Shebandowan Region were suppressed and could not be used in this report.

In 2011, the participation and employment rates of Francophones in Thunder Bay Unorganized were lower than that of both the Francophone and overall populations in the Thunder Bay District and Ontario (Figures 14 and 16). Additionally, it appears that all of the Francophone individuals who participated in the labour force were employed, resulting in a zero percent unemployment rate in Thunder Bay Unorganized (Figure 18). Nevertheless,

given the small size of the region's Francophone population (Figure 3) and the high global non-response rate, these numbers should be interpreted with caution.
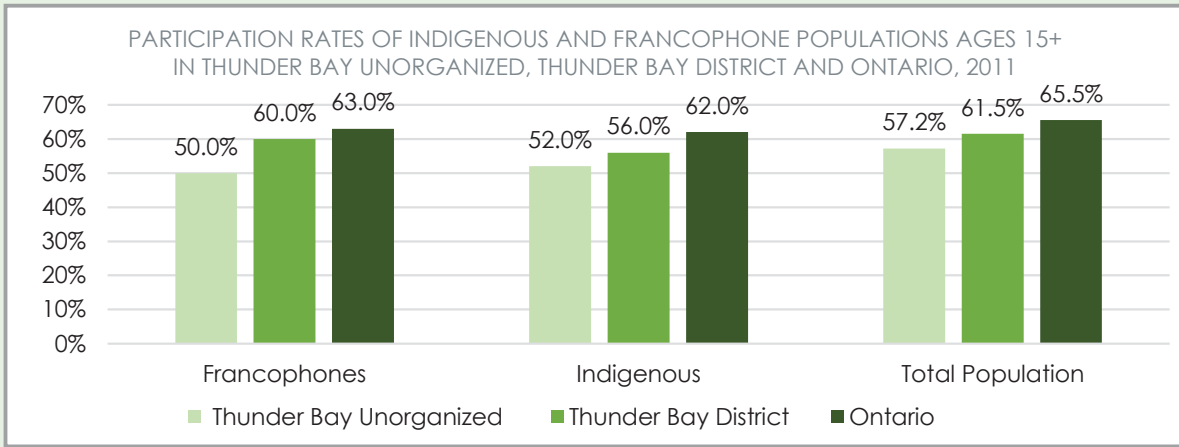
In 2011, the participation and employment rates of the Indigenous population in Thunder Bay Unorganized were lower than that of both the Indigenous and overall populations in the District and the province (Figures 14 and 16). Furthermore, the unemployment rate of the Indigenous population in Thunder Bay Unorganized was higher than that of both the Indigenous population of Ontario and the overall population in Thunder Bay Unorganized, but it was lower than that of the Indigenous population in the Thunder Bay District (Figure 18).

FIGURE 13

PARTICIPATION RATE ESTIMATIONS FOR POPULATION AGES 15+ FOR SELECTED COMMUNITIES IN THUNDER BAY UNORGANIZED, THUNDER BAY DISTRICT AND ONTARIO

- Kaministiquia Region (Taxfiler)
- Murillo Region (Taxfiler)
- Nolalu Region (Taxfiler)
- Shebandowan Region (Taxfiler)
- Upsala Region (Taxfiler)
- Thunder Bay District (Taxfiler)
- Thunder Bay District (LFS)
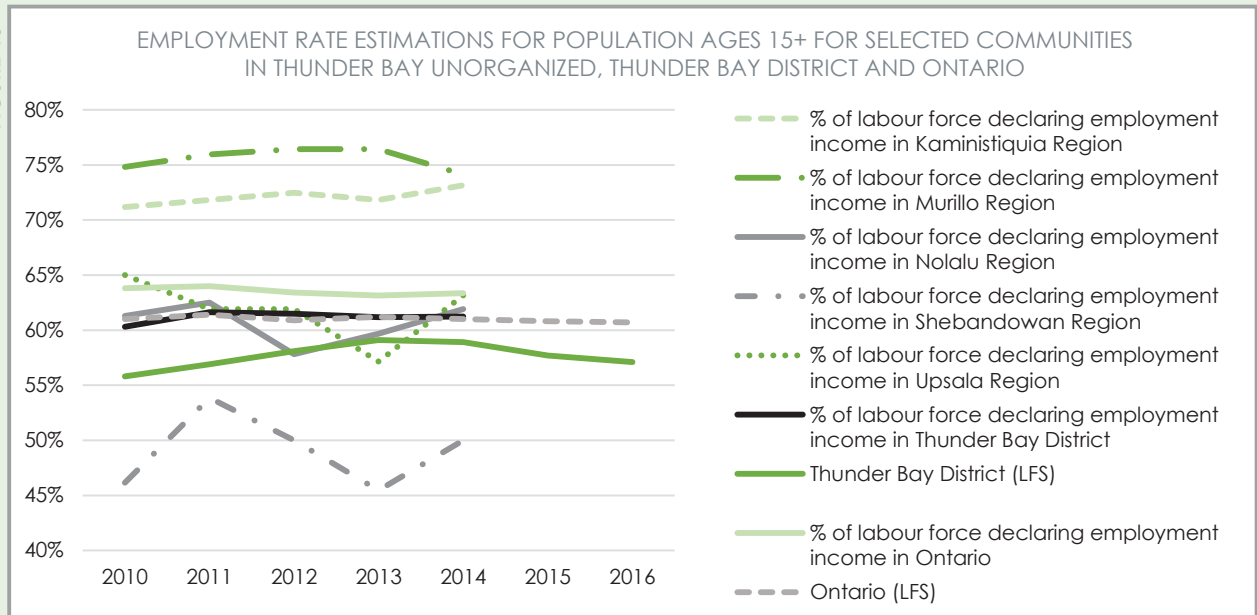- Ontario (Taxfiler)
- Ontario (LFS)

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

FIGURE 14

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

Source: Statistics Canada, National Household Survey, 2011

FIGURE 15

EMPLOYMENT RATE ESTIMATIONS FOR POPULATION AGES 15+ FOR SELECTED COMMUNITIES IN THUNDER BAY UNORGANIZED, THUNDER BAY DISTRICT AND ONTARIO

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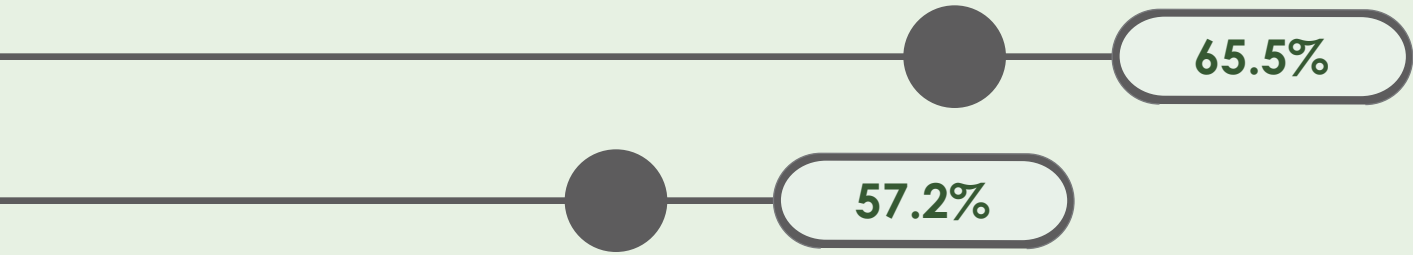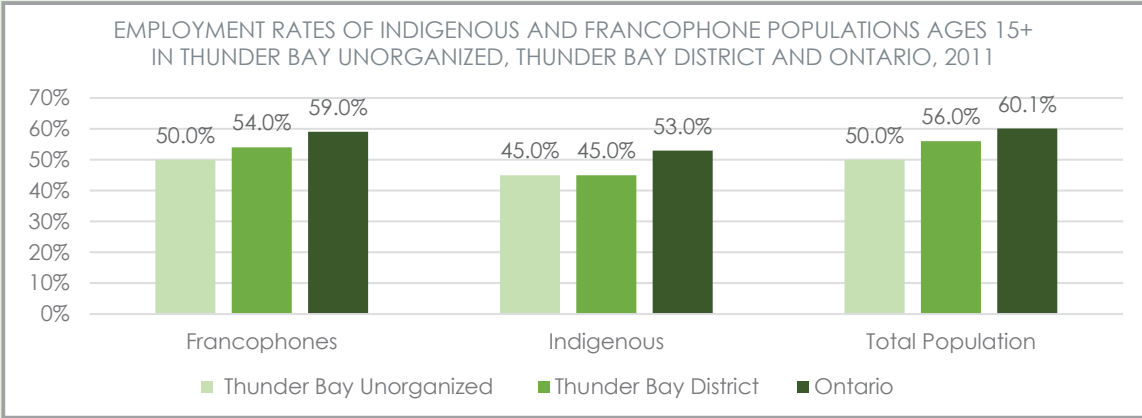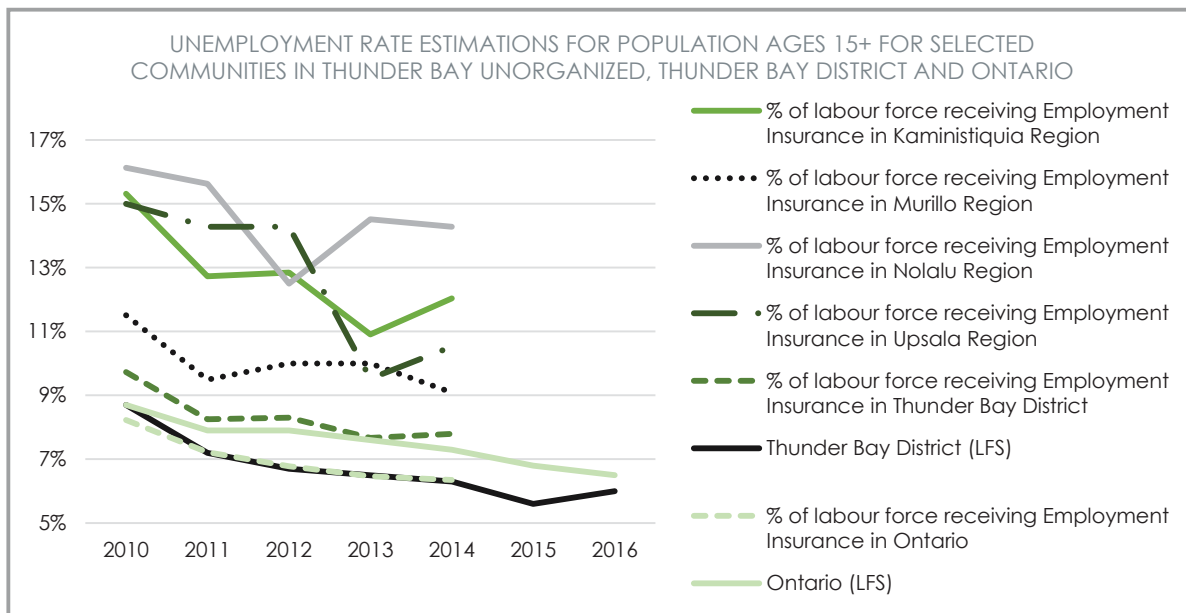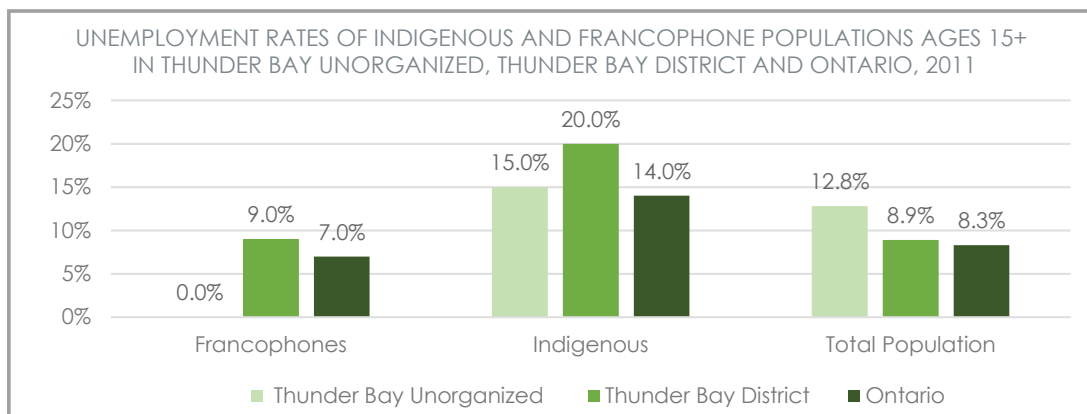Labour Force Survey (LFS) two-year average estimates

65.5%

57.2%

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

	Francophones			Indigenous			Total Population		
Thunder Bay Unorganized	50.0%			45.0%			50.0%		
Thunder Bay District		54.0%			45.0%			56.0%	
Ontario			59.0%			53.0%			60.1%

■ Thunder Bay Unorganized ■ Thunder Bay District ■ Ontario

Source: Statistics Canada, National Household Survey, 2011

FIGURE 17

UNEMPLOYMENT RATE ESTIMATIONS FOR POPULATION AGES 15+ FOR SELECTED COMMUNITIES IN THUNDER BAY UNORGANIZED, THUNDER BAY DISTRICT AND ONTARIO

Legend:
- % of labour force receiving Employment Insurance in Kaministiquia Region
- % of labour force receiving Employment Insurance in Murillo Region
- % of labour force receiving Employment Insurance in Nolalu Region
- % of labour force receiving Employment Insurance in Upsala Region
- % of labour force receiving Employment Insurance in Thunder Bay District
- Thunder Bay District (LFS)
- % of labour force receiving Employment Insurance in Ontario
- Ontario (LFS)

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

FIGURE 18

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

Legend: Thunder Bay Unorganized ■ Thunder Bay District ■ Ontario

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 a position. 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
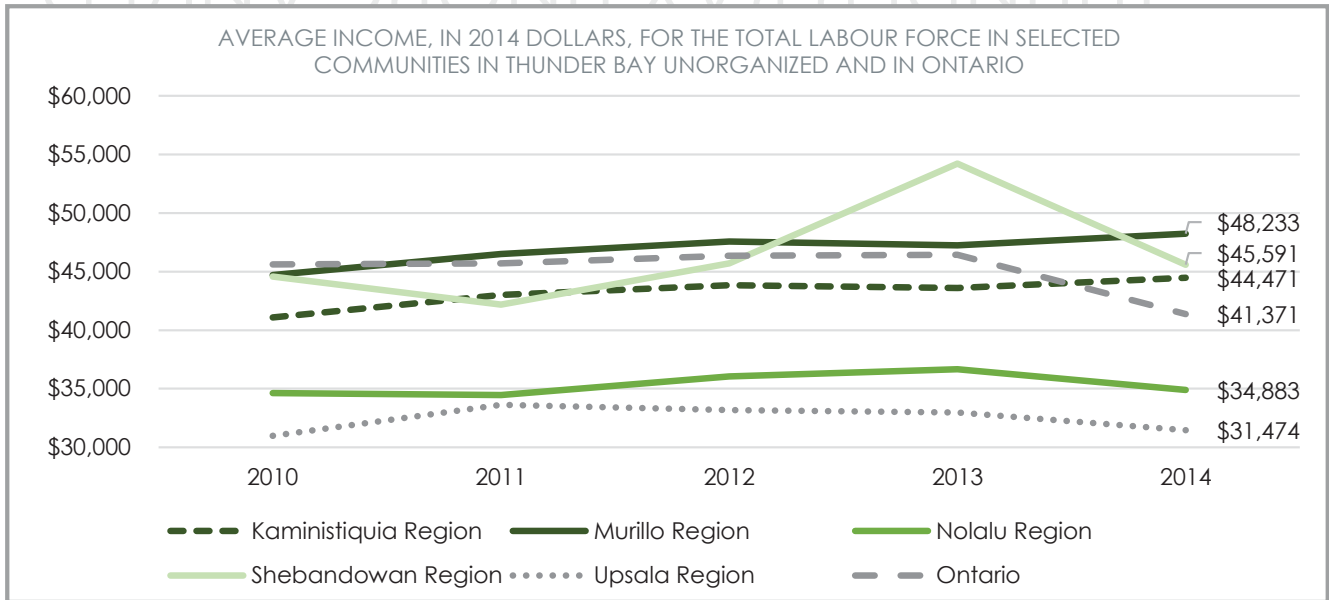
TABLE 10

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 and construction trades	$ 28.49	$ 22.06	$ 6.43
Professional occupations in business and finance	$ 32.85	$ 26.74	$ 6.11
Finance, insurance and related business administrative occupations	$ 15.15	$ 24.48	$ -9.33
Professional occupations in natural and applied sciences	$ 25.29	$ 34.39	$ -9.10
Retail sales supervisors and specialized sales occupations	$ 16.00	$ 23.46	$ -7.46

Source: Author's calculations based on Statistics Canada, Job vacancy and wages survey, 2015 (average of all quarters)

10. Income

Average and median income indicate how well-off an area and its inhabitants are compared to others. Sources of income also provide information about how much of the community's income comes from the labour market and how much comes from other sources. As such, it can be an indication about the prevalence of employment and the sustainability of the community.
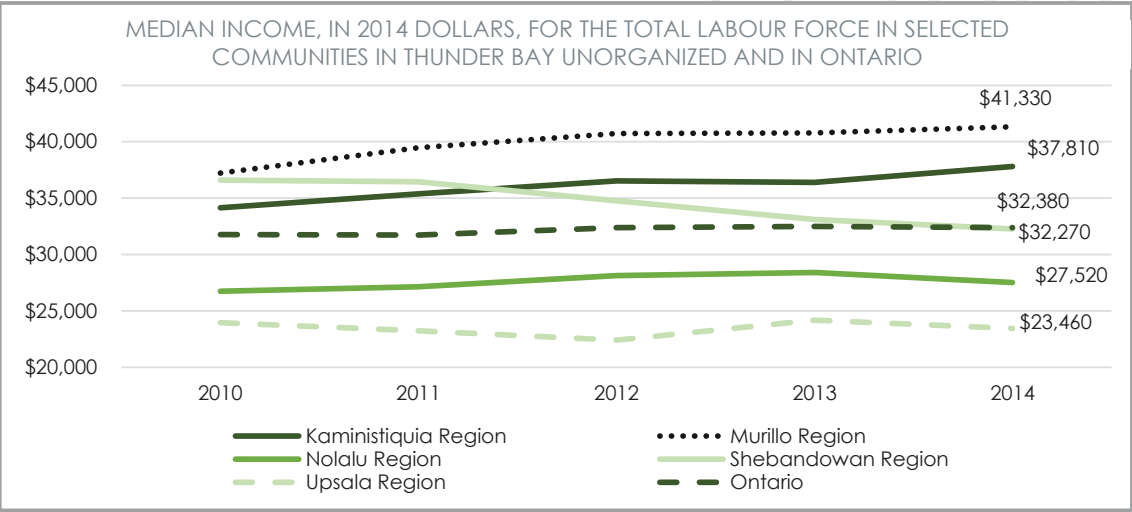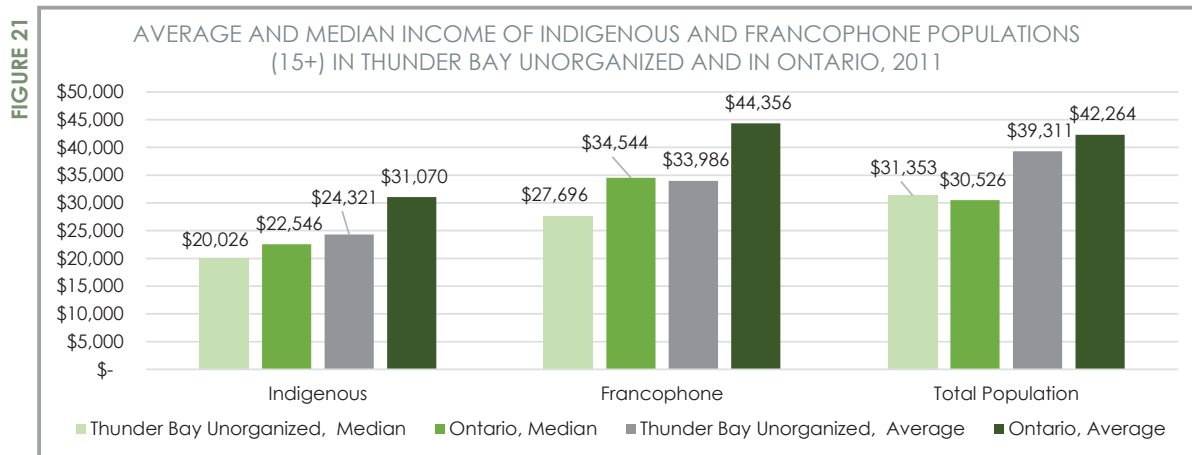
FIGURE 19

AVERAGE INCOME, IN 2014 DOLLARS, FOR THE TOTAL LABOUR FORCE IN SELECTED COMMUNITIES IN THUNDER BAY UNORGANIZED AND IN ONTARIO

Legend:
- Kaministiquia Region
- Murillo Region
- Nolalu Region
- Shebandowan Region
- Upsala Region
- Ontario

Values (2014): $48,233; $45,591; $44,471; $41,371; $34,883; $31,474

Source: Author's calculations based on Taxfiler, Kaministiquia "rural community" (postal code P0T 1X0), Nolalu "rural community" (postal code P0T 2K0), Shebandowan "rural community" (postal code P0T 2T0), Upsala "rural community" (postal code P0T 2Y0), Murillo "city total" (postal code P0T 2G0), and Ontario; Bank of Canada, Consumer Price Index

FIGURE 20

MEDIAN INCOME, IN 2014 DOLLARS, FOR THE TOTAL LABOUR FORCE IN SELECTED COMMUNITIES IN THUNDER BAY UNORGANIZED AND IN ONTARIO

Source: Author's calculations based on Taxfiler, Kaministiquia "rural community" (postal code P0T 1X0), Nolalu "rural community" (postal code P0T 2K0), Shebandowan "rural community" (postal code P0T 2T0), Upsala "rural community" (postal code P0T 2Y0), Murillo "city total" (postal code P0T 2G0), and Ontario; Bank of Canada, Consumer Price Index

FIGURE 21

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

Source: National Household Survey, 2011

Average income depends on multiple factors, such as the type of jobs available (part-time or full-time) and the dominant industry in a community. Average and median income in the Nolalu Region and the Upsala Region were both lower than that of Ontario between 2010 and 2014 (Figures 19 and 20). On the other hand, average and median income in the Murillo Region were higher than in Ontario, and increased over the four-year period. Average income in the Kaministiquia Region was lower than that of Ontario, but its median income was higher than that of the province; therefore, the income inequalities were smaller in the Kaministiquia Region than in Ontario during that period. Interestingly, average and median income in the Shebandowan Region fluctuated more than that of the other regions and Ontario.
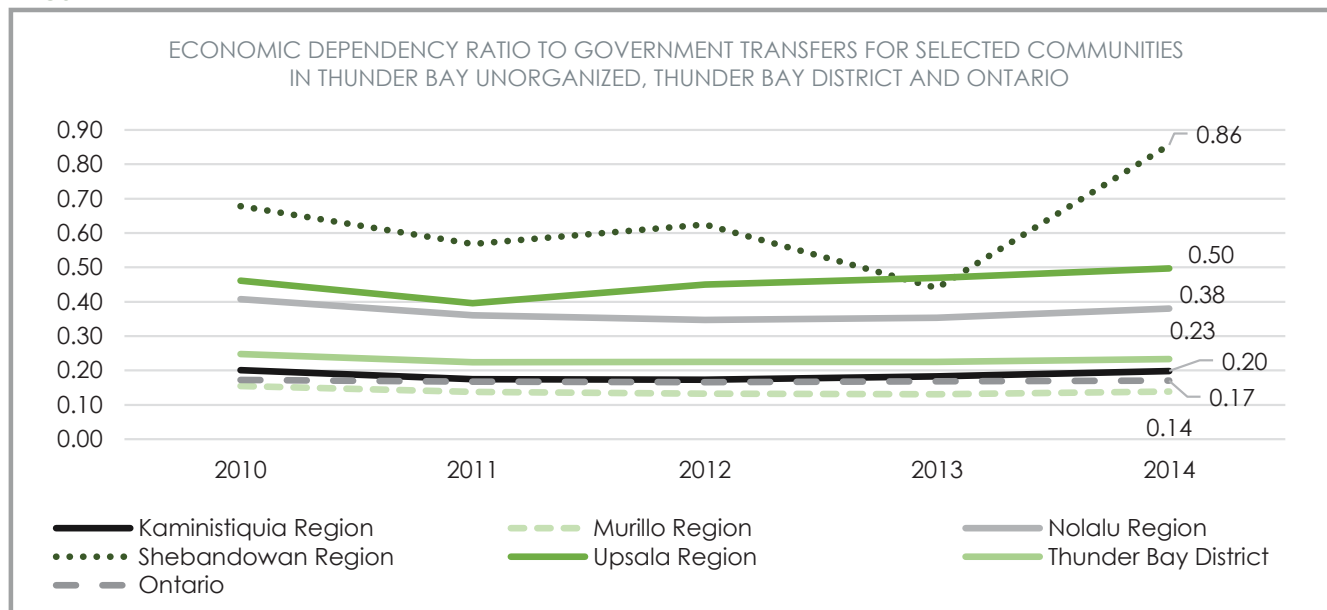
In 2011, the average and median incomes of Thunder Bay Unorganized's Indigenous population were lower than that of Ontario's Indigenous and overall populations, and that of Thunder Bay Unorganized's overall populations (Figure 21).

Similarly, in 2011, the average and median incomes of Thunder Bay Unorganized's Francophone population were lower than that of both the province's Francophone population and Thunder Bay Unorganized's overall population (Figure 21).

The economic dependency ratio (Figure 22)—the amount of government transfers received compared to the amount of income earned through employment—varies from region to region in Thunder Bay Unorganized. In the Shebandowan Region, Upsala Region, and Nolalu Region, the ratio is higher than that of Thunder Bay District and Ontario. Therefore, these regions are more dependent on government transfers than the comparative geographical areas. On the other hand, the economic dependency ratio in the Kaministiquia Region is lower than that of the District, but slightly higher than that of the province. The Murillo Region is the only one with a ratio that is lower than both the district and Ontario.

In all the regions, the major sources of government transfers were the Old Age Security pension and Canada Pension Plan payments (Table 11), which aligns with the age distribution of Thunder Bay Unorganized (Figure 2).

FIGURE 22

ECONOMIC DEPENDENCY RATIO TO GOVERNMENT TRANSFERS FOR SELECTED COMMUNITIES IN THUNDER BAY UNORGANIZED, THUNDER BAY DISTRICT AND ONTARIO

Source: Author's calculations based on Taxfiler, Kaministiquia "rural community" (postal code P0T 1X0), Nolalu "rural community" (postal code P0T 2K0), Shebandowan "rural community" (postal code P0T 2T0), Upsala "rural community" (postal code P0T 2Y0), Murillo "city total" (postal code P0T 2G0), 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	Kaministiquia Region	Murillo Region	Nolalu Region	Shebandowan Region
Wages/salaries/commissions only	71.5%	72.8%	58.9%	30.3%
Self-employment only	2.9%	2.8%	1.1%	X
Employment income	**74.4%**	**75.6%**	**59.9%**	**29.8%**
Employment Insurance	1.9%	1.3%	3.5%	X
OAS/Net federal supplements	2.9%	2.4%	5.4%	8.3%
CPP/QPP	4.4%	4.0%	7.0%	12.2%
CCTB	1.0%	0.8%	1.1%	X
Workers compensation	2.9%	1.0%	2.7%	X
Social Assistance	0.6%	0.3%	1.4%	X
Other government transfers	1.0%	0.7%	1.8%	X
Government transfers	**14.8%**	**10.4%**	**22.8%**	**25.5%**
Private pensions	6.5%	8.5%	11.8%	**30.2%**
RRSP	X	0.5%	0.7%	X
Investment	2.5%	3.2%	2.2%	10.0%
Other income	X	1.8%	2.5%	X
Total income	**100.0%**	**100.0%**	**100.0%**	**100.0%**

Source: Author's calculations based on Taxfiler, Kaministiquia "rural community" (postal code P0T 1X0), Nolalu "rural community" (postal code P0T 2K0), Shebandowan "rural community" (postal code P0T 2T0), Upsala "rural community" (postal code P0T 2Y0), Murillo "city total" (postal code P0T 2G0), Thunder Bay District, and Ontario
'X' indicates suppressed data

TABLE 11 CONTINUED

DISTRIBUTION OF THE INCOME OF THE COMMUNITY BY SOURCE OF INCOME

Amount of Dollars by Source of Income, 2014	Upsala Region	Thunder Bay District	Ontario
Wages/salaries/commissions only	48.2%	64.9%	67.7%
Self-employment only	7.2%	2.3%	4.3%
Employment income	**55.4%**	**67.2%**	**72.0%**
Employment Insurance	3.3%	1.4%	1.1%
OAS/Net federal supplements	8.6%	3.8%	3.3%
CPP/QPP	8.8%	5.4%	3.9%
CCTB	2.1%	1.1%	1.1%
Workers compensation	X	1.0%	0.4%
Social Assistance	X	1.5%	1.1%
Other government transfers	X	1.4%	1.3%
Government transfers	**27.5%**	**15.7%**	**12.2%**
Private pensions	12.6%	10.6%	7.7%
RRSP	X	0.4%	0.4%
Investment	2.7%	3.8%	5.3%
Other income	X	2.3%	2.5%
Total income	**100.0%**	**100.0%**	**100.0%**

Source: Author's calculations based on Taxfiler, Kaministiquia "rural community" (postal code P0T 1X0), Nolalu "rural community" (postal code P0T 2K0), Shebandowan "rural community" (postal code P0T 2T0), Upsala "rural community" (postal code P0T 2Y0), Murillo "city total" (postal code P0T 2G0), Thunder Bay District, and Ontario
'X' indicates suppressed data

POPULATION

5872 (2016)

97,007
SQUARE KILOMETRES
HOME OF THE
PUKASKWA
NATIONAL PARK

50°00'N
88°00'W

THUNDER BAY UNORGANIZED

COMMUNITIES IN
UNORGANIZED
TERRITORIES
PRESENT UNIQUE
OPPORTUNITIES

CONCLUSION

Lacking community-specific data, it is difficult to provide a comprehensive picture of the unorganised territory of the Thunder Bay District. This is especially relevant as every community within the unorganized territory has its own unique characteristics, with some situated close to larger urban centres and others in more remote locations.

Nonetheless, the available data show that, like many other municipalities in the north, the unorganized territory of Thunder Bay District faces the challenge of a shrinking and aging population. For the communities in the unorganized territory to be sustainable, this trend must change. Communities in unorganized territories are unique, whether in terms of taxation, services, or quality of life, and these can represent opportunities to encourage people to stay in or to relocate to these communities.
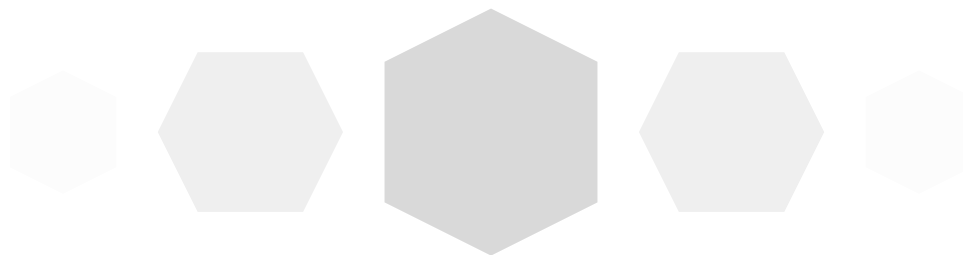
NOTE TO READERS: Moving forward, the Community Labour Market Report Series will be replaced by Community Accounts. This online portal, no.communityaccounts.ca, will provide reliable information on key economic and social indicators, broken down to the community, regional, provincial and national levels over census years 2001, 2006, 2011 and 2016. Community Accounts will be publically available to allow anyone to access data for their community in tables, charts and other formats.

REFERENCES

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

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

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 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.