Community Labour Market Report]

By Amandine Martel & José-Karl Noiseux

WHITESAND 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 Whitesand First Nation, Ontario, and analyzes how each data set aligns with the other.

DEMAND

01. Employers

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

Unfortunately, there were no data available regarding employers in Whitesand First Nation.
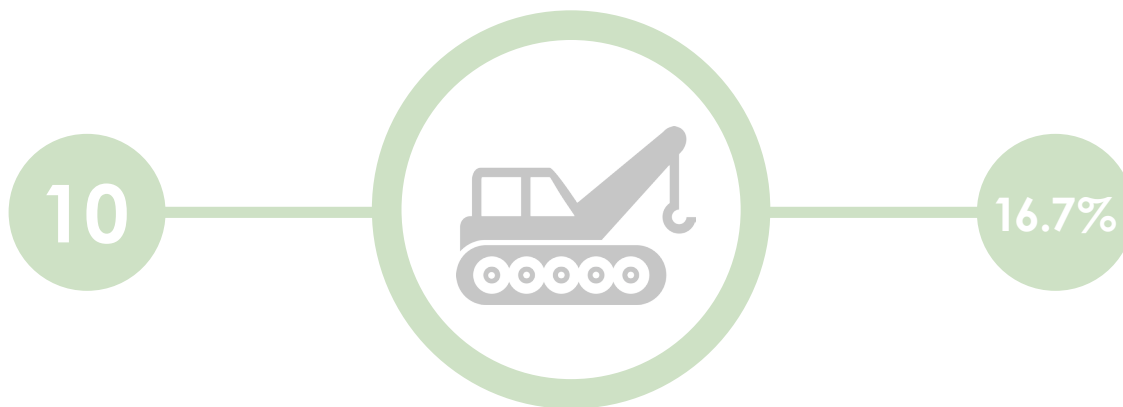
02. Employment by Industry

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 1 between the number of employees listed in Whitesand First Nation's two industries and the total employment listed in all industries. This difference occurs because of random rounding[1], a process used by Statistics Canada to protect the confidentiality of respondents. In reality, there may be industries that have between one and nine employees, but have been classified as having zero due to random rounding.

Nevertheless, it is possible to say that, in 2011, the largest industry in terms of employment in Whitesand First Nation was public administration. It is also clear that this sector accounted for a larger share of the community's total employment (41.7 percent) than it did in the Thunder Bay District (10.3 percent) or the province (7.0 percent). Between 2014 and 2016, public administration employment decreased by 31.4 percent in Northwestern Ontario outside of Thunder Bay CMA (Table 2).

[1] 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.

10

16.7%

TABLE 1

EMPLOYMENT BY INDUSTRY, AND AS A PERCENTAGE OF TOTAL, 2011		Whitesand First Nation (#)	Whitesand First Nation (% of Total)	Thunder Bay District (% of Total)	Ontario (% of Total)
91	Public administration	25	41.7	10.3	7.0
23	Construction	10	16.7	6.1	6.1
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
44-45	Retail trade	0	0.0	11.8	11.1
48-49	Transportation & warehousing	0	0.0	5.5	4.7
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
61	Educational services	0	0.0	9.1	7.5
62	Health care & social assistance	0	0.0	15.9	10.6
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	**60**	-	-	-

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

TABLE 2

EMPLOYMENT BY INDUSTRY IN NORTHWESTERN ONTARIO OUTSIDE OF THUNDER BAY CMA AND ONTARIO	Northwestern Ontario Outside of Thunder Bay CMA				Ontario
Employment by Industry	2012	2014	2016	2014-2016 Change (%)	2014-2016 Change (%)
Goods-producing Sector	**9,400**	**6,900**	**10,000**	**44.9**	**2.6**
Agriculture	X	X	X	X	-5.0
Forestry, fishing, mining, oil & gas	2,300	<1,500	2,400	<60.0	7.8
Utilities	X	X	X	X	-3.1
Construction	2,600	3,000	3,800	26.7	7.8
Manufacturing	3,300	1,000	2,900	190.0	0.4
Services-producing Sector	**30,800**	**31,400**	**29,800**	**-5.1**	**1.6**
Wholesale & retail trade	4,600	6,800	5,600	-17.6	-1.3
Transportation & warehousing	1,800	2,800	2,000	-28.6	-0.5
Finance, insurance, real estate & leasing	800	900	1,300	44.4	8.4
Professional, scientific & technical services	800	1,100	900	-18.2	6.2
Business, building & other support services	900	1,300	800	-38.5	-2.6
Educational services	3,200	3,300	3,900	18.2	1.7
Health care & social assistance	8,700	6,700	7,200	7.5	5.0
Information, culture & recreation	1,300	900	700	-22.2	0.5
Accommodation & food services	2,300	2,200	3,300	50.0	1.4
Other services *(except public administration)*	1,500	2,000	1,600	-20.0	-3.7
Public administration	4,700	3,500	2,400	-31.4	-3.8
Total Employed	**40,200**	**38,300**	**39,800**	**3.9**	**1.8**

Sources: Statistics Canada, Labour Force Survey, CANSIM Tables: 282-0125 and 282-0131, author's calculations
An 'X' indicates that the data were suppressed for confidentiality reasons. The Labour Force Survey suppresses data when an estimate is below 1,500 for Ontario, its Economic Regions, or Census Metropolitan Areas (CMA).

03. Employment by Occupation

Employment by occupation data describe the type of work an employee does on the job. While growing industries need additional workers, the demand for specific occupations is a function of the work that needs to be done. Both the changing marketplace and the advance of technology alter the demand for occupations, with some growing strongly and others in decline. These changes have an impact on the types of jobs available, their respective salaries, and the type of education and skills required. Indeed, an increase in entry-level occupations may have a different impact on the community than growth in senior-level occupations.

Due to random rounding, the numbers presented in the left-hand column of Table 3 do not match the figures presented in the total column. In other words, the number of occupations in each occupation code does not equal the total number of occupations in the community. Thus, there is a level of uncertainty within the reported data which makes analysis difficult.

TABLE 3

	EMPLOYMENT BY OCCUPATION, AND AS A PERCENTAGE OF TOTAL, 2011	Whitesand First Nation (#)	Whitesand First Nation (% of Total)	Thunder Bay District (% of Total)	Ontario (% of Total)
4	Occupations in education, law and social, community & government services	15	25.0	14.6	12.0
7	Trades, transport & equipment operators & related occupations	15	25.0	17.4	13.0
1	Business, finance & administration occupations	10	16.7	14.3	17.0
6	Sales & service occupations	10	16.7	24.5	23.2
0	Management occupations	0	0.0	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	**60**	-	-	-

Sources: Statistics Canada, National Household Survey, 2011; 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).

5,600 **1,300**

04. Local Knowledge

This section features a summary of all jobs posted online in Whitesand First Nation.[2]   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 Whitesand 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.

[2] Vicinityjobs.ca gathers and tallies job ads posted on diverse websites, such as jobbank.ca, indeed or monster. The system then strives to remove duplicate, and to class job ads into an occupation category.

SUPPLY

05. Population & Demographics

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

From 2001 to 2016, the population of Whitesand First Nation increased by 84 percent (Figure 1). By contrast, the province's population increased by 17.5 percent during this period. It should be noted that, from 2001 until 2006, the community experienced a 78.5 percent increase in population, but from 2006 onward, the growth rate was only 3.1 percent.

FIGURE 1

POPULATION IN WHITESAND FIRST NATION AND ONTARIO, 2001 TO 2016
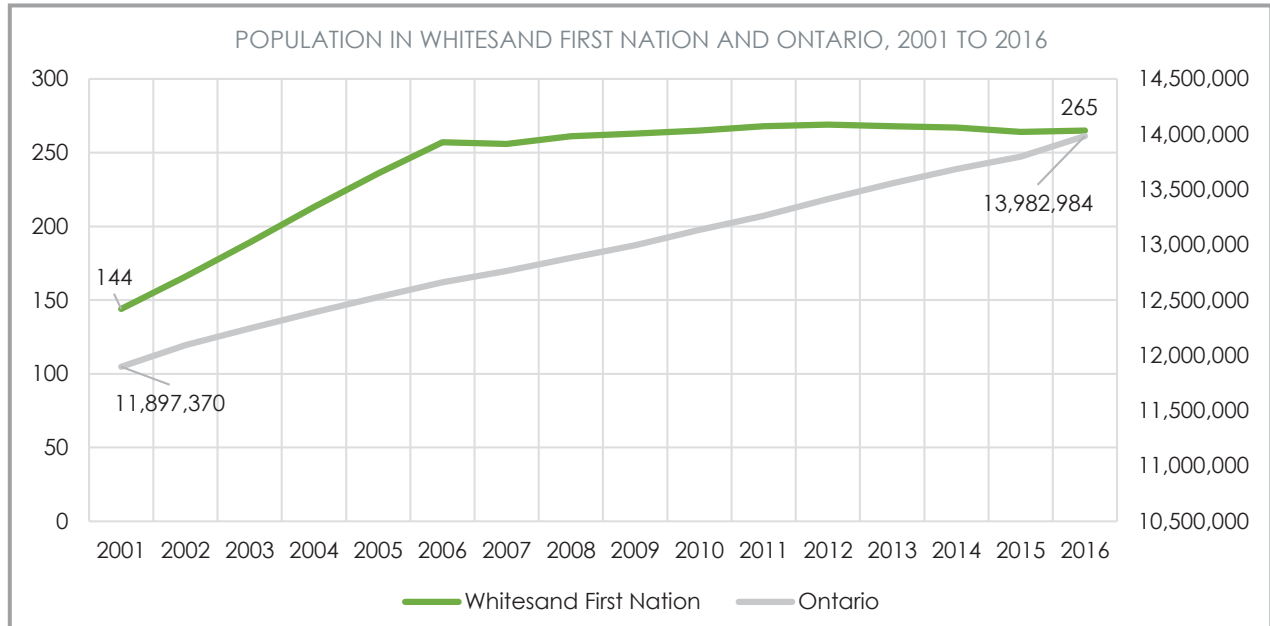
Source: Statistics Canada, Estimates of population

The age distribution in Whitesand First Nation is quite different from that of the Thunder Bay District and Ontario. On one hand, the community has a higher percentage of individuals below the age of 24, but a much lower percentage of individuals above the age of 59 (Figure 2). Therefore, the population of Whitesand First Nation is younger than that of the District and the province.
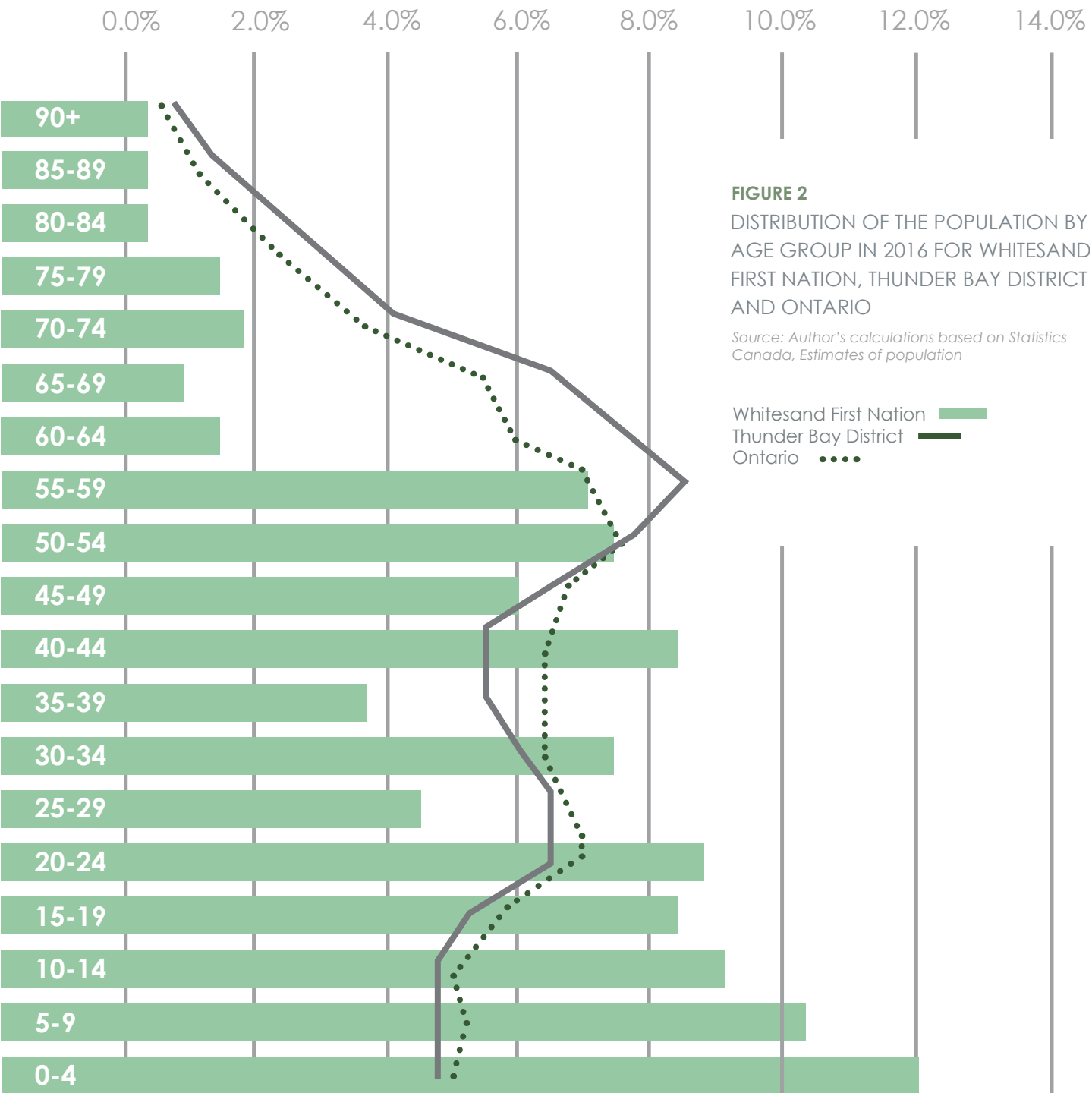
325
Total 2016 Population
Source: Statistics Canada, Census 2016

869 **registered population living off-reserve, May 2017**
Source: Indigenous and Northern Affairs Canada

On average, the community's Indigenous population was younger than the Indigenous populations in the District and the province, as evident in Figure 3.
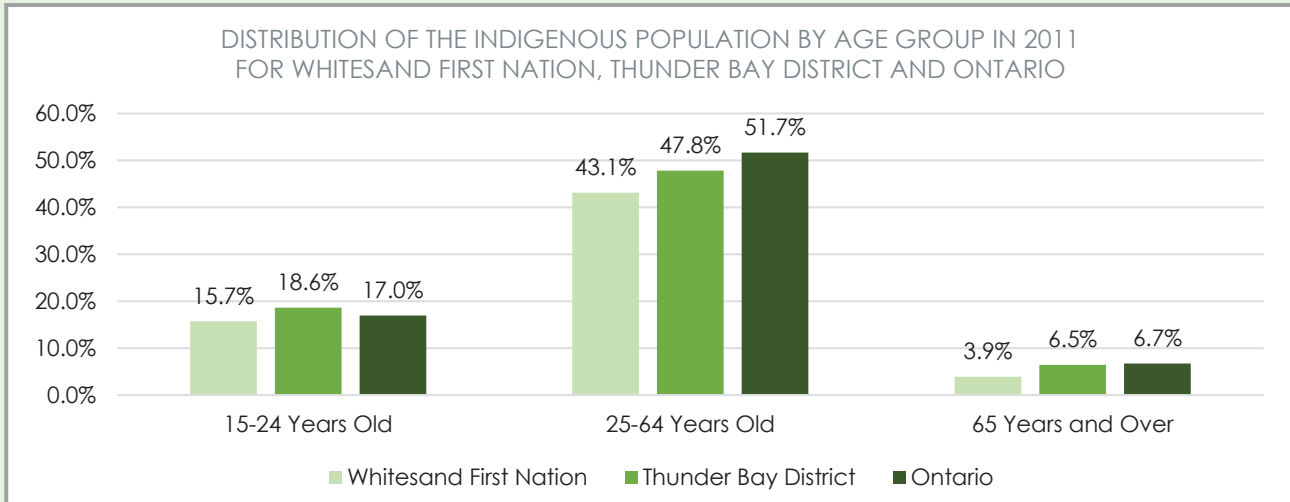
FIGURE 2

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

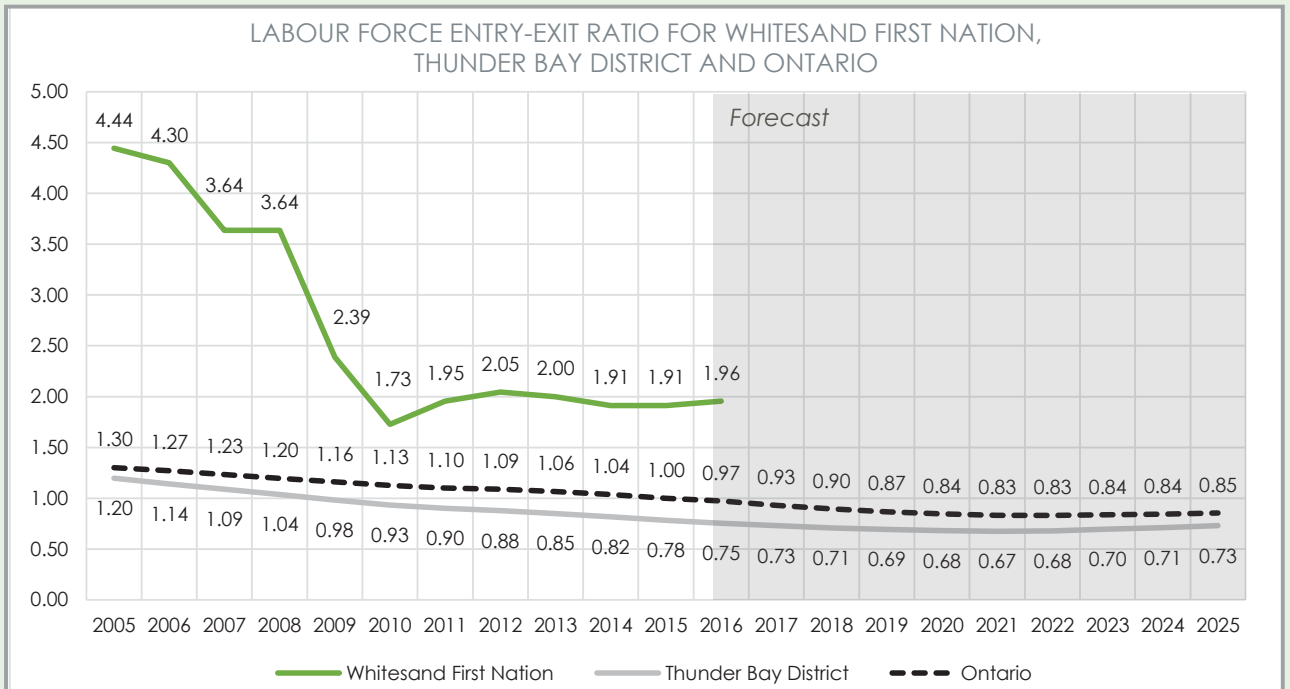*Source: Author's calculations based on Statistics Canada, Estimates of population*

Whitesand First Nation
Thunder Bay District
Ontario

FIGURE 3

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

Age Group	Whitesand First Nation	Thunder Bay District	Ontario
15-24 Years Old	15.7%	18.6%	17.0%
25-64 Years Old	43.1%	47.8%	51.7%
65 Years and Over	3.9%	6.5%	6.7%

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

FIGURE 4

LABOUR FORCE ENTRY-EXIT RATIO FOR WHITESAND FIRST NATION, THUNDER BAY DISTRICT AND ONTARIO

| Year	Whitesand First Nation	Thunder Bay District	Ontario
2005	4.44	1.20	1.30
2006	4.30	1.14	1.27
2007	3.64	1.09	1.23
2008	3.64	1.04	1.20
2009	2.39	0.98	1.16
2010	1.73	0.93	1.13
2011	1.95	0.90	1.10
2012	2.05	0.88	1.09
2013	2.00	0.85	1.06
2014	1.91	0.82	1.04
2015	1.91	0.78	1.00
2016	1.96	0.75	0.97
2017		0.73	0.93
2018		0.71	0.90
2019		0.69	0.87
2020		0.68	0.84
2021		0.67	0.83
2022		0.68	0.83
2023		0.70	0.84
2024		0.71	0.84
2025		0.73	0.85

Forecast

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., 15 to 24 years old) and replace those who are approaching retirement age (i.e., 55 to 64 years old – Figure 4). Whitesand First Nation's ratio has experienced two distinct trends over the past 12 years: a significant decline between 2005 and 2010 and a slight increase between 2010 and 2016. The 2016 ratio of 1.96 suggests that Whitesand First Nation's labour force will expand during the coming years, but emigration, among other factors, could result in another period of decline.

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.

Although Whitesand First Nation welcomed approximately 25 newcomers between 2001 and 2006, it did not see any newcomers from 2006 to 2011. Since the reported newcomers came from other communities in the province or other provinces, it is possible that some were community members returning to Whitesand First Nation after living elsewhere. However, it is hard to establish a full portrait of migration in the community since data on outmigration are unavailable.

FIGURE 5

NEWCOMERS TO WHITESAND FIRST NATION BY ORIGIN

■ Other Province   ■ Other Country   ■ Other Community in the Province
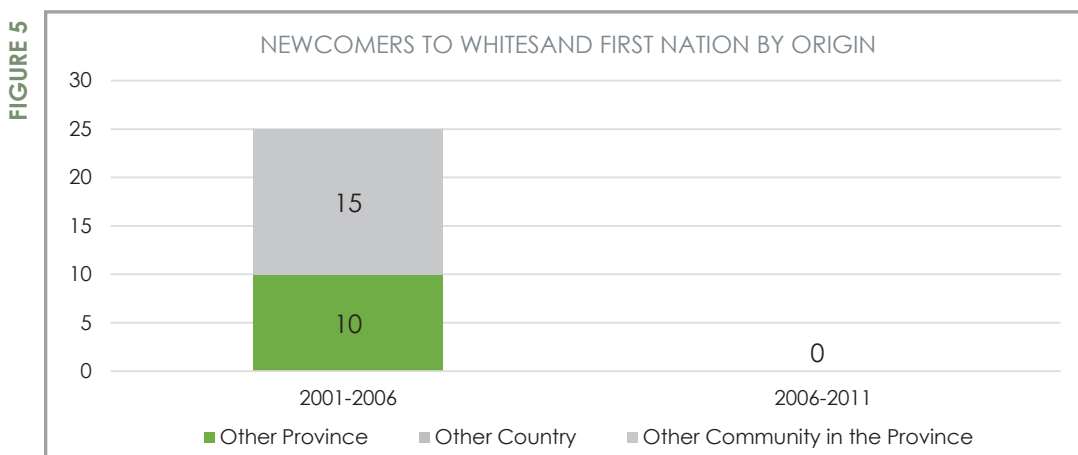
Sources: Statistics Canada, Census, 2006, and National Household Survey, 2011

TABLE 5

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

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

For the Thunder Bay District, the number of emigrants was greater than the number of immigrants, resulting in negative net migration (Figure 6), which applies a downward pressure on population growth. When looking at the districts of origin and destination of migrants (Tables 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 and Rainy River, or even districts in Alberta and Manitoba.

FIGURE 6

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

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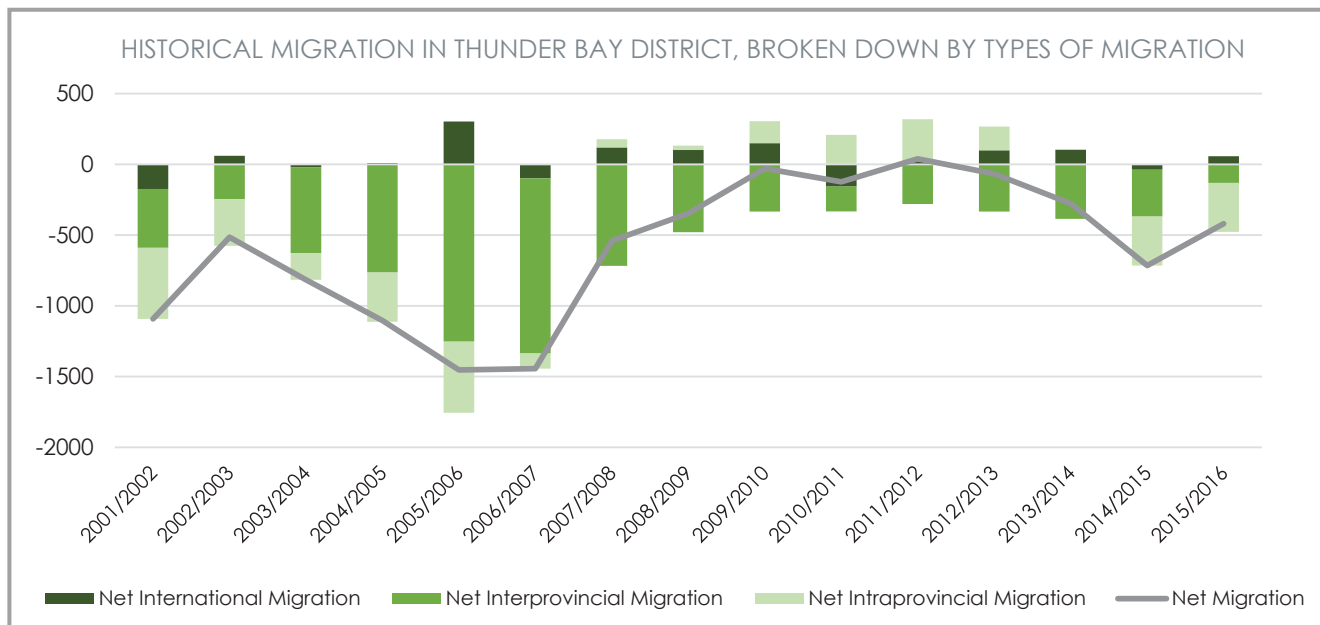
Source: Author's calculations based on Statistics Canada, Components of population growth by census division, sex, and age group for the period from July 1 to June 30 (annually) between 2001 and 2016, based on the Standard Geographical Classification (SGC), 2011, CANSIM Table: 051-0063

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

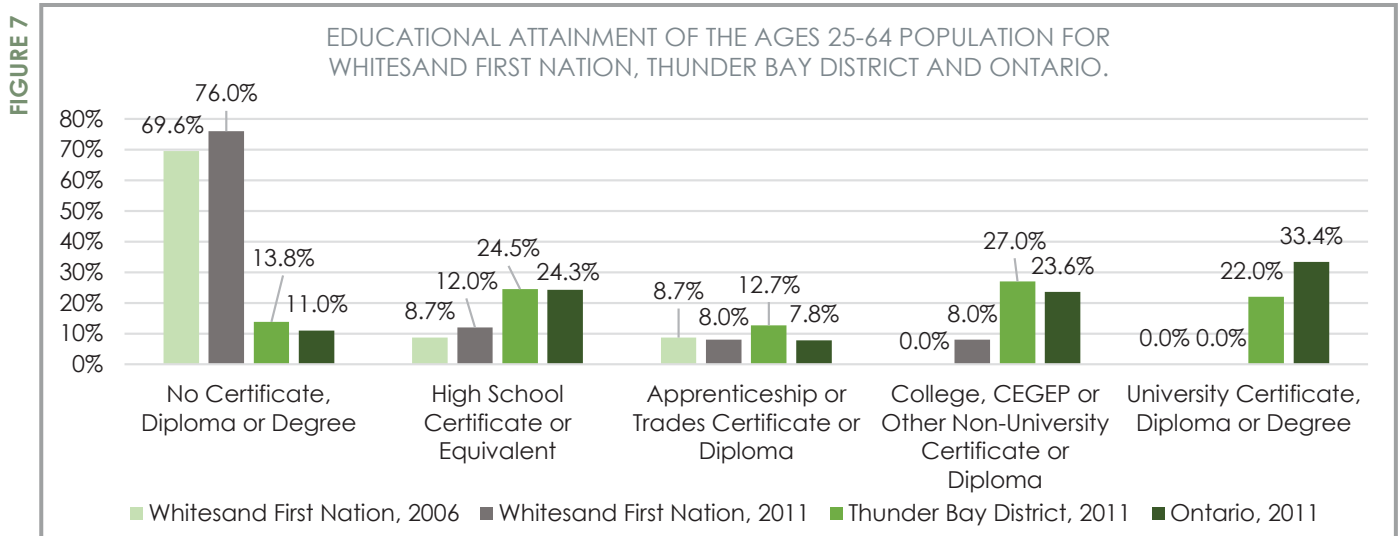| 10 LARGEST CANADIAN DESTINATIONS FOR OUT-MIGRANTS BY AGE GROUP, 2012-2013						
District of Destination of Out-migrants	**0-17**	**18-24**	**25-44**	**45-64**	**65+**	**TOTAL**
Kenora	132	51	126	59	8	376
Toronto	7	51	83	13	9	163
Division No. 6 - Alberta	22	17	72	17	12	140
Division No. 11 - Alberta	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 of 2011, more than 70 percent of the population in Whitesand First Nation had no certificate, diploma, or degree[3], which contrasts sharply with the District (13.8 percent) and the province (11.0 percent – see Figure 7). However, given that each resident's educational choices and random rounding (see footnote 1) have a strong impact on overall education levels in small communities such as Whitesand First Nation, these data should be interpreted with caution.

[5] The detailed definition of the qualifications included in each education category can be found at http://www12.statcan.gc.ca/nhs-enm/2011/ref/dict/pop038-eng.cfm. For example, the category 'Apprenticeship or Trades Certificate or Diploma' includes registered apprenticeship certificates and Journeyperson's certificate. It also includes other trades certificates or diplomas such as pre-employment or vocational certificates and diplomas are brief trade programs completed at community colleges, institutes of technology, vocational centres, and similar institutions.

FIGURE 7

EDUCATIONAL ATTAINMENT OF THE AGES 25-64 POPULATION FOR WHITESAND FIRST NATION, THUNDER BAY DISTRICT AND ONTARIO.

■ Whitesand First Nation, 2006 ■ Whitesand First Nation, 2011 ■ Thunder Bay District, 2011 ■ Ontario, 2011

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

In 2011, Whitesand First Nation's Indigenous population had, on average, a lower rate of secondary or post-secondary education attainment (more than 79 percent of the ages 25 to 64 population had no certificate, diploma, or degree) than that of the Indigenous populations of the District (30.1 percent) and the province (22.4 percent – see Figure 8).

FIGURE 8

EDUCATIONAL ATTAINMENT OF THE AGES 25-64 INDIGENOUS POPULATION FOR WHITESAND FIRST NATION, THUNDER BAY DISTRICT AND ONTARIO.

	No Certificate, Diploma or Degree	High School Certificate or Equivalent	Apprenticeship or Trades Certificate or Diploma	College, CEGEP or Other Non-University Certificate or Diploma	University Certificate, Diploma or Degree
Whitesand First Nation	79.2%	12.5%	8.3%	8.3%	0.0%
Thunder Bay District	30.1%	18.9%	11.7%	26.1%	13.3%
Ontario	22.4%	24.5%	11.7%	26.9%	14.4%

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

Elementary school enrolment data are presented in Figure 9.

8.3% → **12.5%** → **79.2%**

FIGURE 9

TOTAL ENROLMENT BY SCHOOL LEVEL IN WHITESAND FIRST NATION
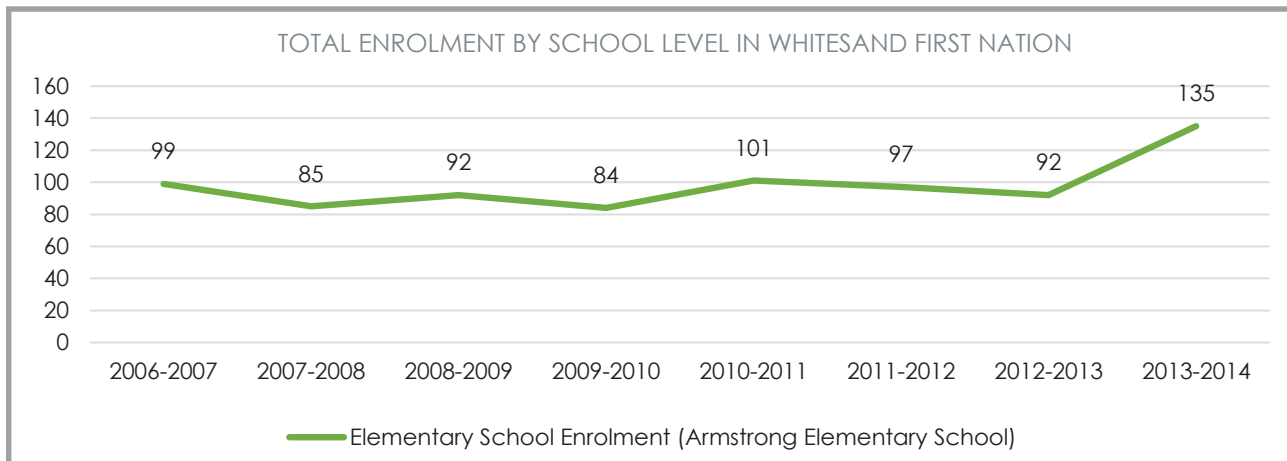
Source: Ontario Ministry of Education, as reported by schools in the Ontario School Information System (OnSIS)

ALIGNMENT ⤫→

Data for Whitesand First Nation's labour force status and income were only available for the general population in inter-census years as part of the broader Armstrong Station Region, which is comprised of postal code P0T 1A0 and includes Whitesand First Nation and the neighbouring community of Armstrong Station.

It is important to note that the data provided here are sourced from tax reports and may not capture the informal and traditional labour market that exists in the community. Therefore, it is not possible to provide a full picture of the economy in Whitesand First Nation.

08. Labour Force Participation

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

The participation rate in the Armstrong Station Region fell from 62.5 percent to 52.4 percent between 2006 and 2010, and increased to 54.8 percent between 2010 and 2014, with a peak of 57.5 percent in 2012 (Figure 10). The percentage of the labour force declaring employment income followed a similar trend, increasing from 52.4 percent in 2010 to 54.8 percent in 2014, with a peak of 57.5 percent in 2012 (Figure 12). The percentage of the labour force declaring receipt of Employment Insurance decreased slightly from 11.9 percent to 9.5 percent between 2010 and 2014 (Figure 14).

Although the unemployment rate for Whitesand First Nation's Indigenous population was zero percent (Figure 15) in 2011, the participation rate was only 33 percent, which was lower than that for Indigenous populations in the District (56.0 percent) and the province (62.0 percent), as documented in Figure 11. Similarly, the employment rate for Whitesand First Nation's Indigenous population (33.0 percent) was lower than that of the District (45.0 percent) and the province (53.0 percent – see Figure 13).
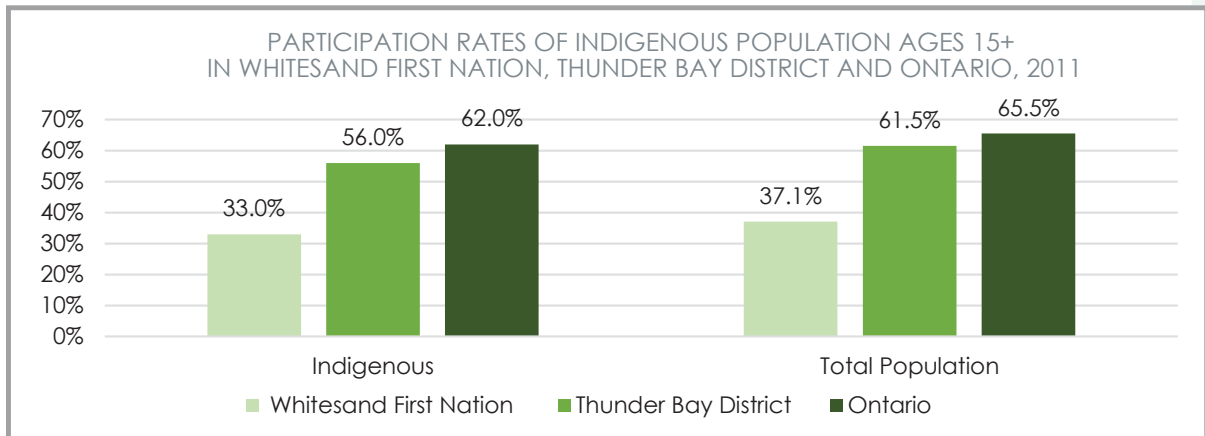
11.9%

9.5%

FIGURE 10

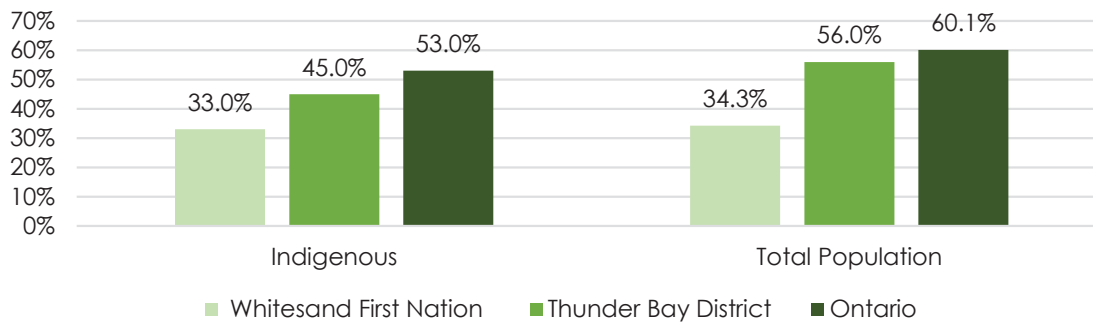PARTICIPATION RATE ESTIMATIONS FOR POPULATION AGES 15+
IN ARMSTRONG STATION REGION, THUNDER BAY DISTRICT AND ONTARIO

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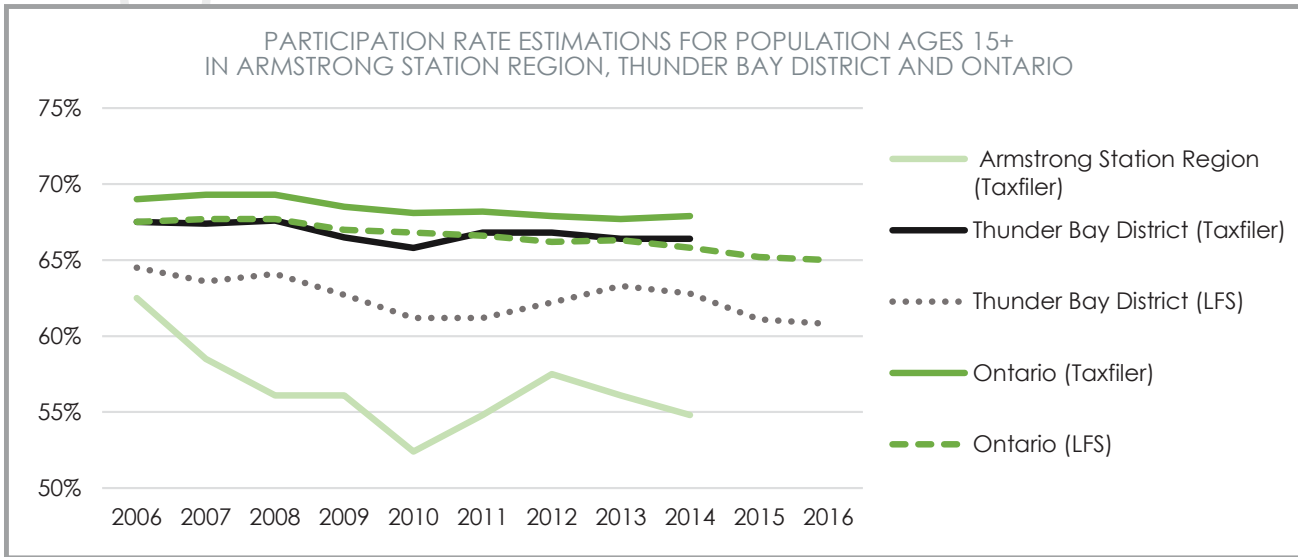
Sources: Taxfiler, participation rate calculated as the number of people receiving labour income in the total population over the age of 15; Labour Force Survey (LFS) two-year average estimates, participation rate calculated as the number of civilian, non-institutionalized persons age 15 or over who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

FIGURE 11

PARTICIPATION RATES OF INDIGENOUS POPULATION AGES 15+
IN WHITESAND FIRST NATION, THUNDER BAY DISTRICT AND ONTARIO, 2011

■ Whitesand First Nation ■ Thunder Bay District ■ Ontario

Source: Statistics Canada, National Household Survey, 2011

FIGURE 12

EMPLOYMENT RATE ESTIMATIONS FOR POPULATION AGES 15+
IN ARMSTRONG STATION REGION, THUNDER BAY DISTRICT AND ONTARIO
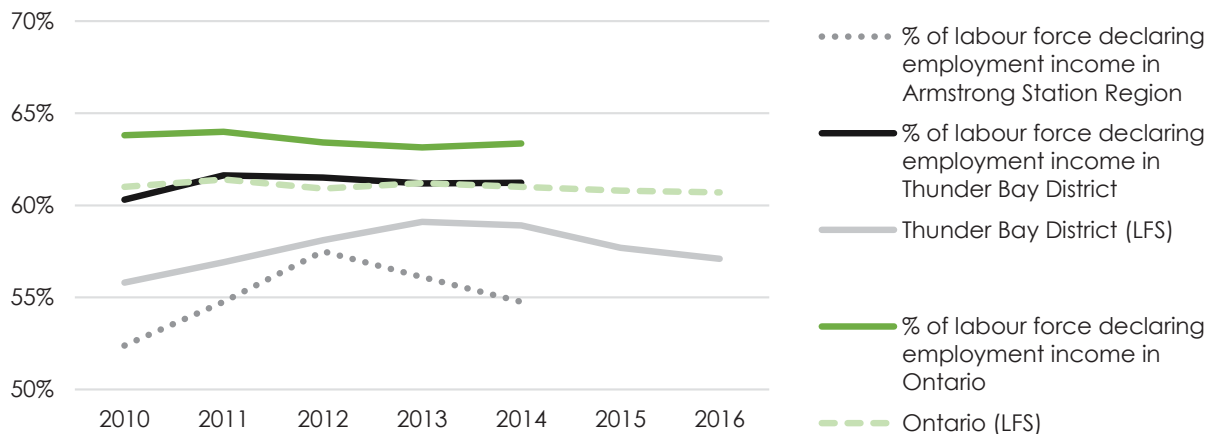
Sources: Author's calculations based on Taxfiler, number of people declaring employment income, and estimates of population; Statistics Canada, Labour Force Survey (LFS) two-year average estimates
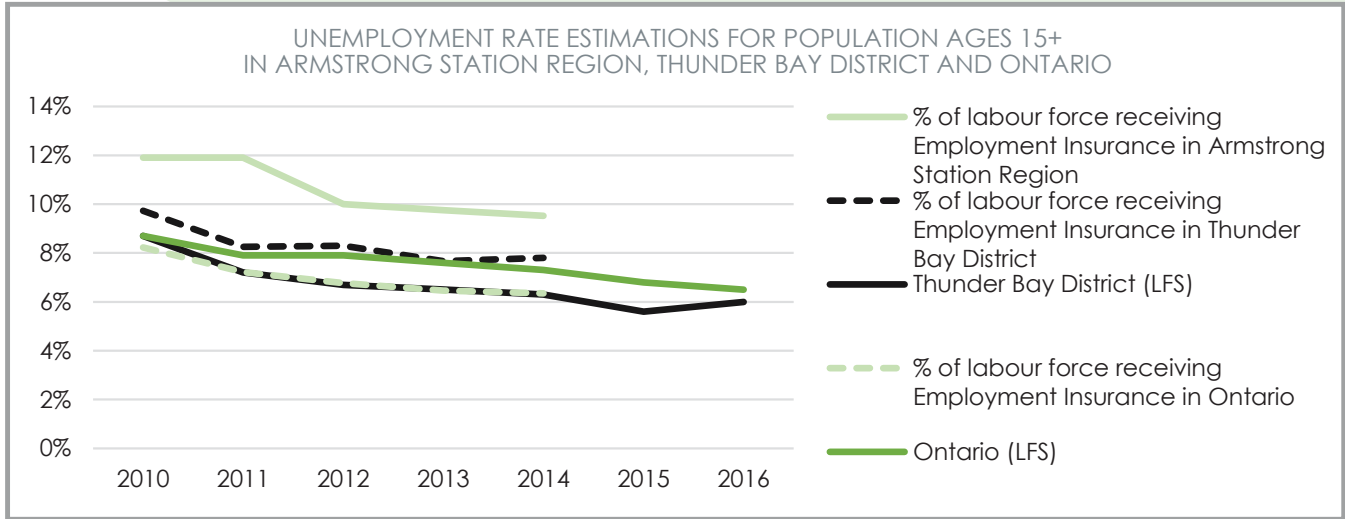
FIGURE 13

EMPLOYMENT RATES OF INDIGENOUS POPULATION AGES 15+
IN WHITESAND FIRST NATION, THUNDER BAY DISTRICT AND ONTARIO, 2011

Source: Statistics Canada, National Household Survey, 2011

FIGURE 14

UNEMPLOYMENT RATE ESTIMATIONS FOR POPULATION AGES 15+
IN ARMSTRONG STATION REGION, THUNDER BAY DISTRICT AND ONTARIO

Sources: 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

FIGURE 15

UNEMPLOYMENT RATES FOR INDIGENOUS POPULATION AGES 15+
IN WHITESAND FIRST NATION, THUNDER BAY DISTRICT AND ONTARIO, 2011
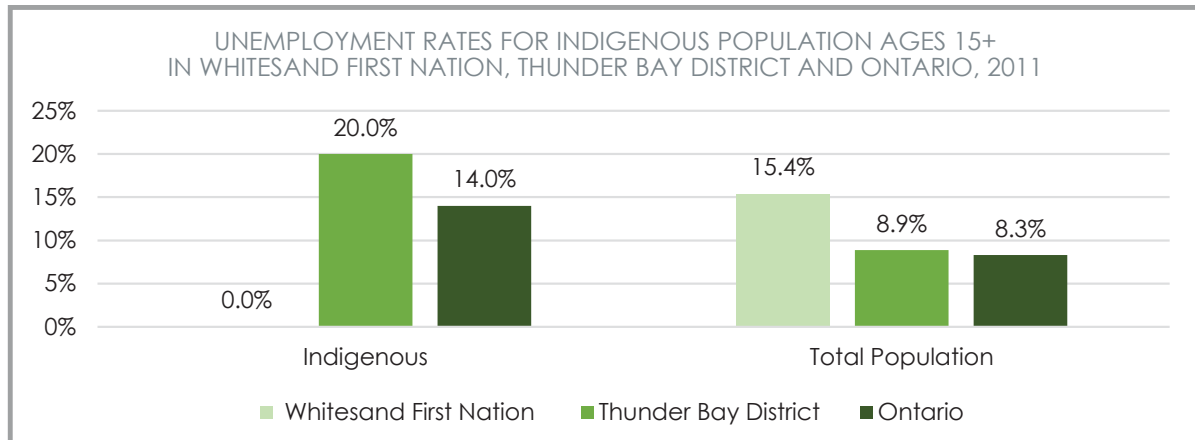
Source: Statistics Canada, National Household Survey, 2011

09. Wages[4]

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.

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

$70.73

NORTHWESTERN
ONTARIO

$48.71

ONTARIO

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

TABLE 8

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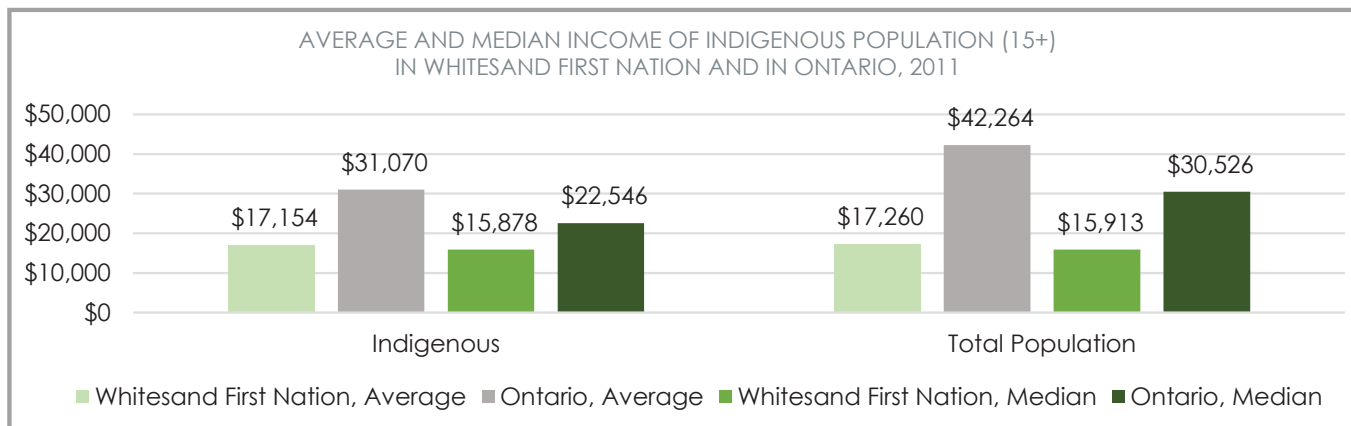
10. Income

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.
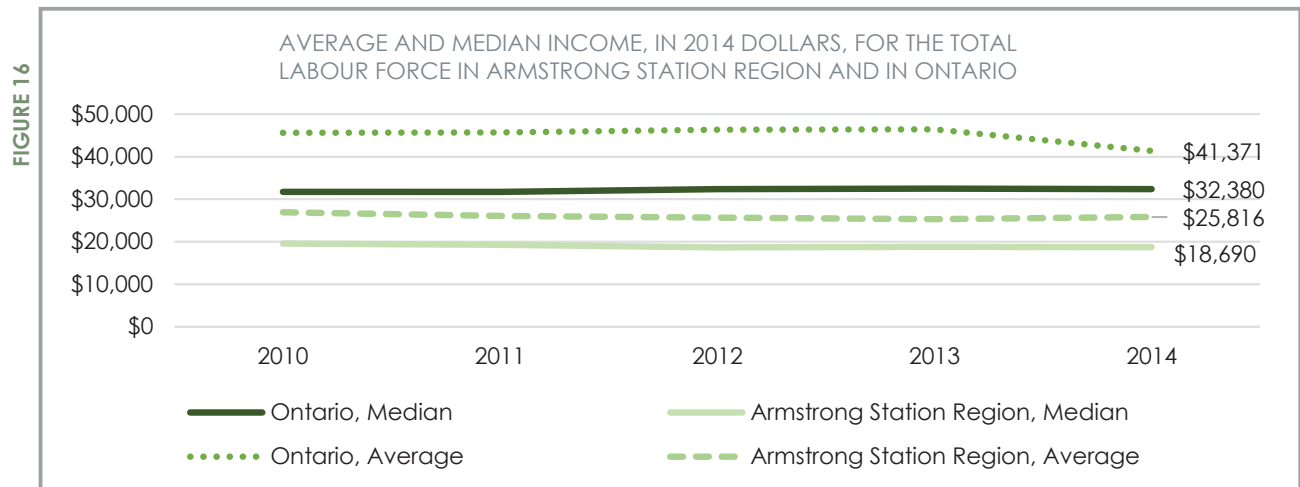
$ 25,816   **ARMSTRONG STATION REGION, AVERAGE**

$18,690   **ARMSTRONG STATION REGION, MEDIAN**

FIGURE 16

AVERAGE AND MEDIAN INCOME, IN 2014 DOLLARS, FOR THE TOTAL LABOUR FORCE IN ARMSTRONG STATION REGION AND IN ONTARIO

- Ontario, Median
- Ontario, Average
- Armstrong Station Region, Median
- Armstrong Station Region, Average

Source: Author's calculations based on Taxfiler Armstrong Station "rural community" (postal code P0T 1A0), and Ontario; Bank of Canada, Consumer Price Index.

FIGURE 17

AVERAGE AND MEDIAN INCOME OF INDIGENOUS POPULATION (15+)
IN WHITESAND FIRST NATION AND IN ONTARIO, 2011

Source: Statistics Canada, 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. Data available for the broader Armstrong Station Region revealed that average and median income in the region remained relatively stable between 2010 and 2014, and were lower than the provincial average and median incomes (Figure 16).

Similarly, in 2011, the average and median incomes of the Indigenous population in Whitesand First Nation were lower than that of other Indigenous population in Ontario (Figure 17).

Furthermore, the economic dependency ratio—the amount of government transfers received compared to the amount of income earned through employment—in Armstrong Station Region is higher than that of both the Thunder Bay District and the province (Figure 18). Therefore, the region is more dependent on government transfers that the two comparative geographical areas.

Although little data on the sources of income in Armstrong Station Region were available, the two largest components of government transfers to Armstrong Station Region were social assistance and the Canada Child Benefit (CCTB) (Table 9). Social assistance payments accounted for 8.1 percent of total area income, whereas CCTB accounted for 6.1 percent. These transfers accounted for a much larger percentage of total income in the community than in both the District and the province, which is in line with the age distribution of the community (Figure 2).

FIGURE 18
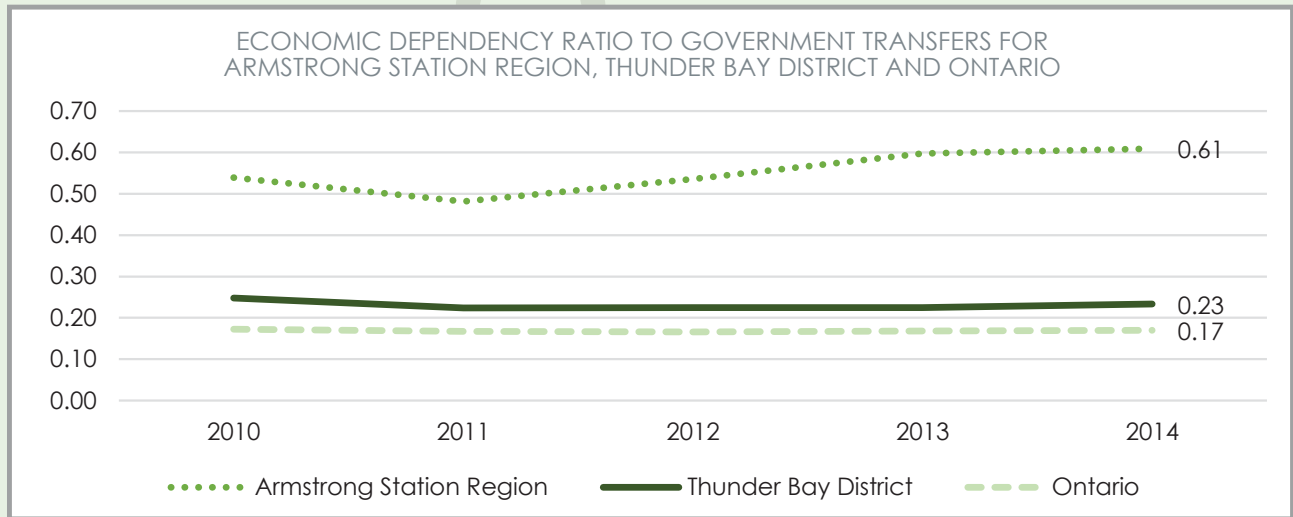
ECONOMIC DEPENDENCY RATIO TO GOVERNMENT TRANSFERS FOR ARMSTRONG STATION REGION, THUNDER BAY DISTRICT AND ONTARIO

Source: Author's calculations based on Taxfiler Armstrong Station "rural community" (postal code P0T 1A0), 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	**Armstrong Station Region**	**Thunder Bay District**	**Ontario**
Wages/salaries/commissions only	X	64.9%	67.7%
Self-employment only	X	2.3%	4.3%
Employment income	**57.7 %**	**67.2%**	**72.0%**
Employment Insurance	3.0 %	1.4%	1.1%
OAS/Net federal supplements	5.8 %	3.8%	3.3%
CPP/QPP	4.7 %	5.4%	3.9%
CCTB	6.1 %	1.1%	1.1%
Workers compensation	X	1.0%	0.4%
Social Assistance	8.1 %	1.5%	1.1%
Other government transfers	X	1.4%	1.3%
Government transfers	**35.2 %**	**15.7%**	**12.2%**
Private pensions	4.0 %	10.6%	7.7%
RRSP	X	0.4%	0.4%
Investment	2.3 %	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 Armstrong Station "rural community" (postal code P0T 1A0), Thunder Bay District, and Ontario
'X' indicates suppressed data

POPULATION

325 (2016)

2.49 km²

NORTH OF LAKE NIPIGON
NEAR THE CNR RAIL LINE
OFF OF HIGHWAY 527

50°30'N
89°03'W

WHITESAND FIRST NATION

THE EXPANDING LABOUR FORCE

MAY MAKE THE COMMUNITY
MORE ATTRACTIVE
TO POTENTIAL EMPLOYERS

CONCLUSION

Lack of data make it difficult to provide a full picture of Whitesand First Nation, and it is possible there is significant traditional and non-traditional economic activity in the community that is not captured in commonly used 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 Whitesand First Nation than in other communities in the District. On the other, the community's population is, on average, younger than that of the province and the labour force is expanding rapidly. This might make Whitesand First Nation more attractive to potential employers, provided they can find skilled candidates within the community.
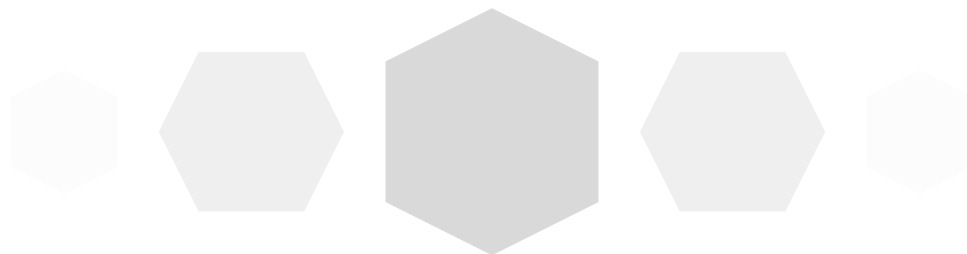
NOTE TO READERS: *Moving forward, the Community Labour Market Report Series will be replaced by Community Accounts. This online portal, no.communityaccounts.ca, will provide reliable information on key economic and social indicators, broken down to the community, regional, provincial and national levels 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.