



Community Labour Market Report

By Amandine Martel & José-Karl Noiseux



MARTEN FALLS 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 Marten Falls First Nation in Kenora District, 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, available data for Marten Falls First Nation employers appeared unreliable and are not included here.

02. Employment by Industry

Employment by industry data¹ 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, as evident in Table 1, there is a difference between the number of employees listed in each of Marten Falls First Nation's industries and the total employment in all industries. The difference is the result of random rounding, a process used by Statistics Canada to protect the confidentiality of respondents (Statistics Canada, 2016). As a result, industries listed as having zero employees may actually have employers with between one and nine employees. Given that Marten Falls First Nation is a small community, the effects of random rounding make the data difficult to analyse. Nevertheless, the data are included in this report.

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.

TABLE 1

EMPLOYMENT BY INDUSTRY, AND AS A PERCENTAGE OF TOTAL, 2011		Marten Falls First Nation (#)	Marten Falls First Nation (% of Total)	Kenora District (% of Total)	Ontario (% of Total)
11	Agriculture, forestry, fishing & hunting	0	0.0	2.0	1.5
21	Mining & oil & gas extraction	0	0.0	4.5	0.4
22	Utilities	0	0.0	1.2	0.9
23	Construction	0	0.0	8.2	6.1
31-33	Manufacturing	0	0.0	3.8	10.4
41	Wholesale trade	0	0.0	1.5	4.6
44-45	Retail trade	0	0.0	11.4	11.1
48-49	Transportation & warehousing	0	0.0	5.5	4.7
51	Information & cultural industries	0	0.0	1.5	2.7
52	Finance & insurance	0	0.0	2.0	5.6
53	Real estate & rental & leasing	0	0.0	0.7	2.0
54	Professional, scientific & technical services	0	0.0	2.1	7.7
55	Management of companies & enterprises	0	0.0	0.0	0.1
56	Administrative & support, waste management & remediation services	0	0.0	1.9	4.4
61	Educational services	0	0.0	8.3	7.5
62	Health care & social assistance	0	0.0	17.2	10.6
71	Arts, entertainment & recreation	0	0.0	1.3	2.0
72	Accommodation & food services	0	0.0	7.7	6.0
81	Other services (except public administration)	0	0.0	4.2	4.4
91	Public administration	35	70.0	15.0	7.0
	All Industries	50	-	-	-

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
	2012	2014	2016	2014-2016 Change (%)	2014-2016 Change (%)
Employment by Industry					
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.

TABLE 3

EMPLOYMENT BY OCCUPATION, AND AS A PERCENTAGE OF TOTAL, 2011		Marten Falls First Nation (#)	Marten Falls First Nation (% of Total)	Kenora District (% of Total)	Ontario (% of Total)
0	Management occupations	10	20.0	8.3	11.5
1	Business, finance & administration occupations	0	0.0	12.3	17.0
2	Natural & applied sciences & related occupations	0	0.0	4.9	7.4
3	Health occupations	0	0.0	5.8	5.9
4	Occupations in education, law & social, community & government services	15	30.0	19.0	12.0
5	Occupations in art, culture, recreation & sport	0	0.0	1.6	3.1
6	Sales & service occupations	10	20.0	22.8	23.2
7	Trades, transport & equipment operators & related occupations	10	20.0	18.3	13.0
8	Natural resources, agriculture & related production occupations	0	0.0	4.3	1.6
9	Occupations in manufacturing & utilities	0	0.0	2.5	5.2
All occupations		50	-	-	-

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
Total Employed		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

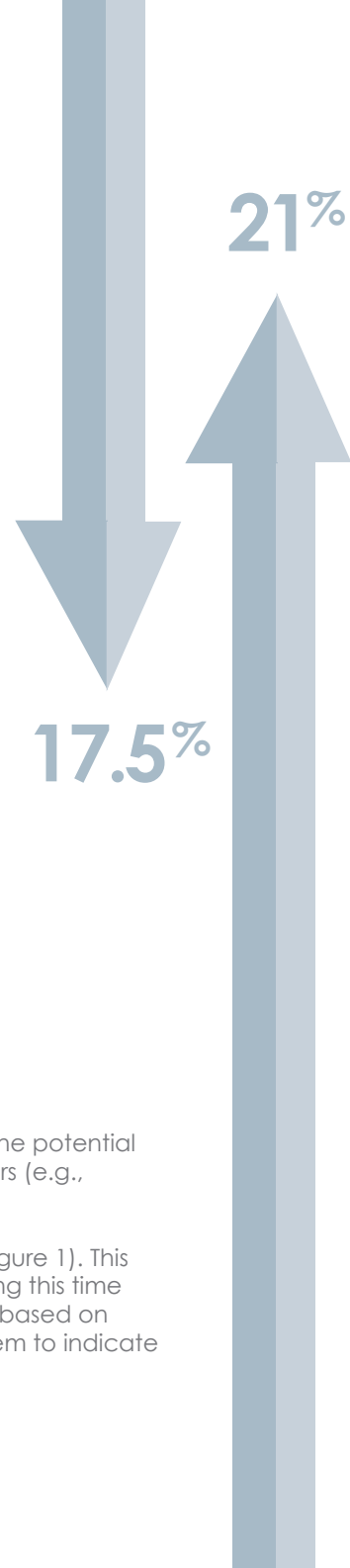
This section features a summary of all jobs posted online in Marten Falls First Nation.² Although this source of data has its limitations, it does provide a general idea of the vacancies and job opportunities in the community at a given time to complement the employment data presented previously.

² 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 November 2016

Source: *Vicinityjobs.ca*

The fact that no jobs were posted online in the community does not mean that there were no job opportunities in Marten Falls 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 by word of mouth.



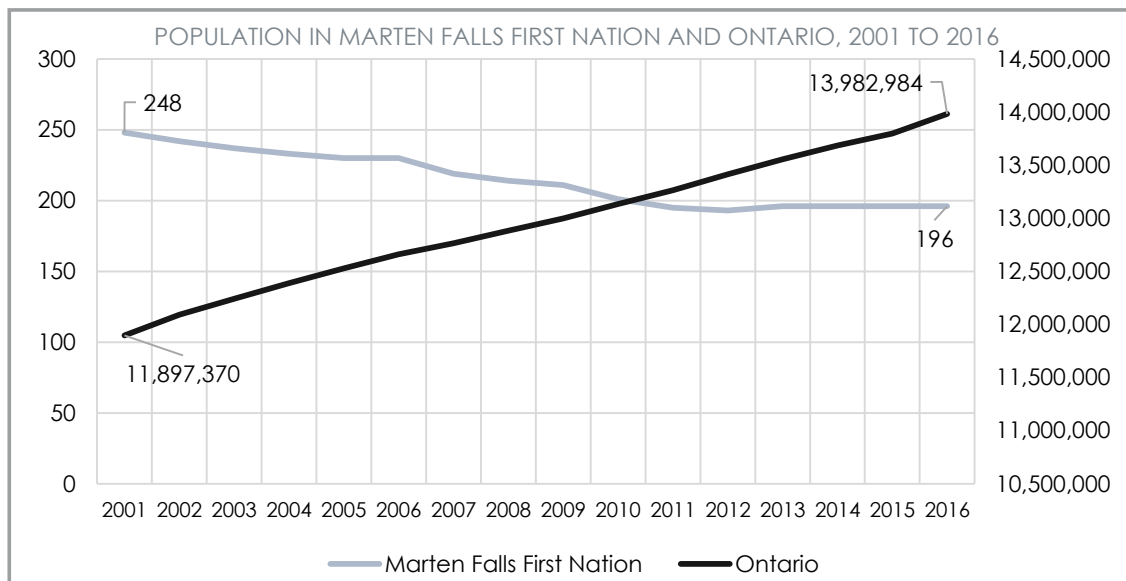
SUPPLY

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, Marten Falls First Nation's population decreased by 21 percent (Figure 1). This contrasts with Ontario's population, which experienced a 17.5 percent increase during this time period. However, it is important to note that the data for Marten Falls First Nation are based on Statistics Canada population estimations and that recently released census data seem to indicate that this decline has reversed.

FIGURE 1



Source: Statistics Canada, Estimations of population

252

Total 2016 Population

Source: Statistics Canada, Census 2016

383

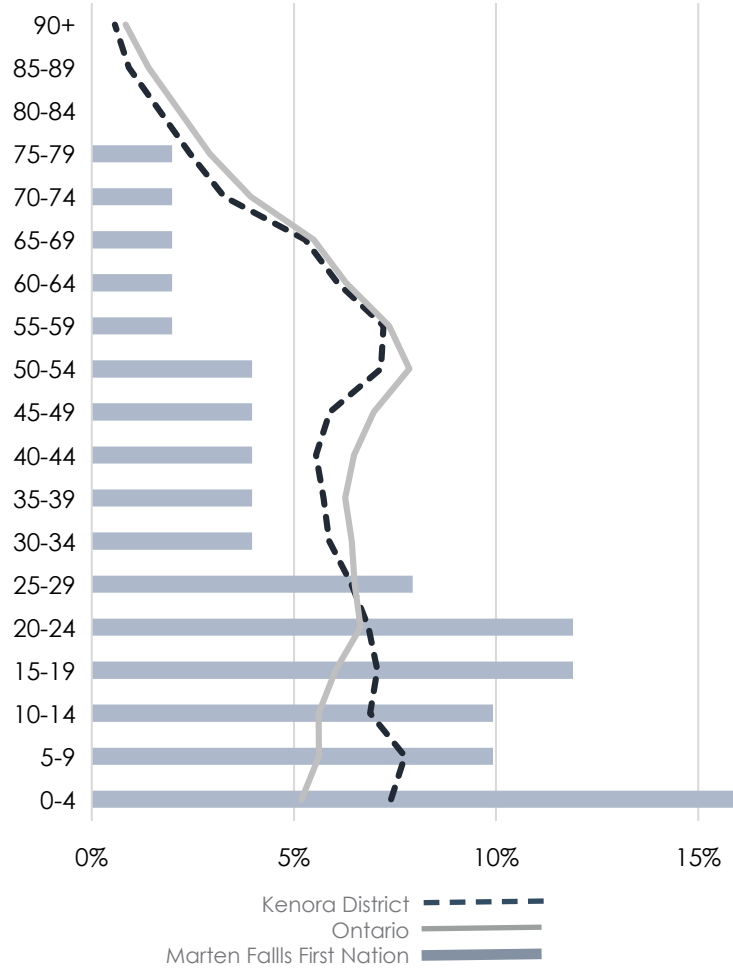
**Registered population
living off-reserve, April 2017**

Source: Indigenous and Northern Affairs Canada

The community's population also was significantly younger than that of both the Kenora District and the province (Figure 2). This is exemplified by the lower proportion of individuals above the age of 30 and the higher proportion of individuals between the ages of 0 and 29.

FIGURE 2

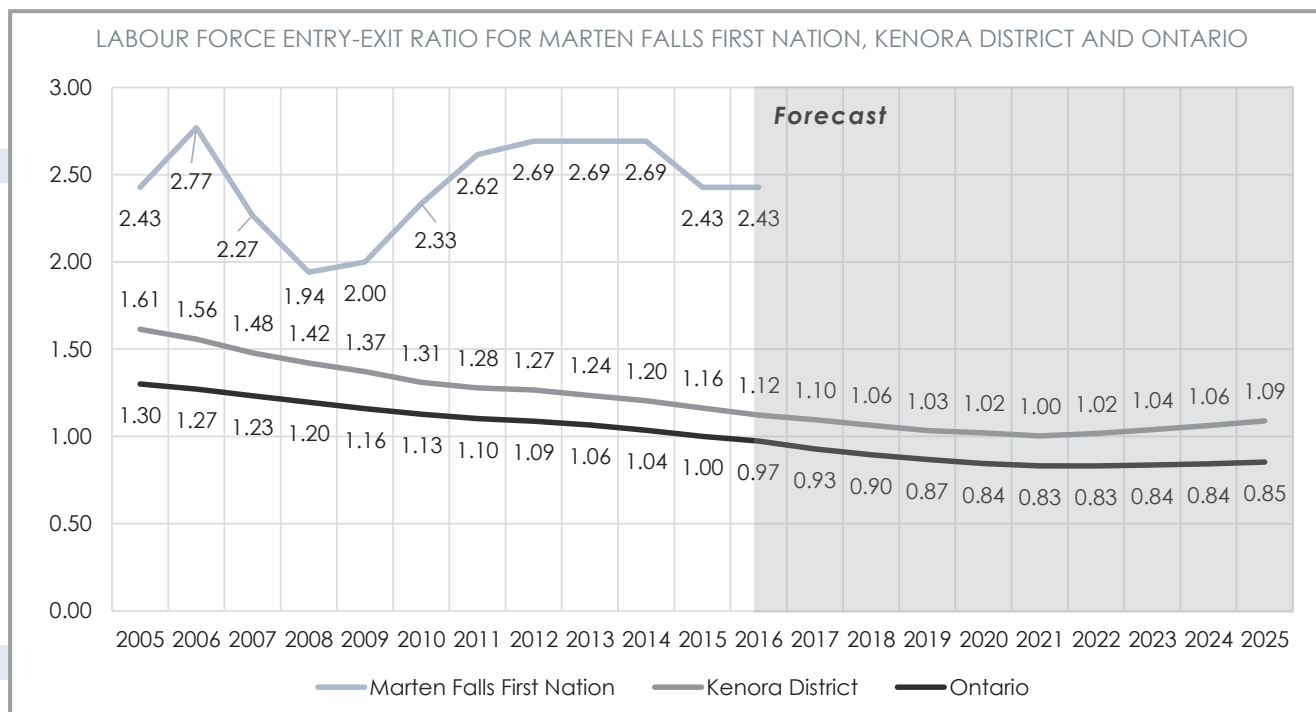
DISTRIBUTION OF THE POPULATION BY AGE GROUP IN 2016
FOR MARTEN FALLS FIRST NATION, KENORA DISTRICT AND ONTARIO



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

The labour force entry-exit ratio shows the number of workers ready to enter the workforce (i.e., 15 to 24 years old) to replace those who will be retiring in the coming years (i.e., 55 to 64 years old – Figure 3). In Marten Falls First Nation, the ratio of 2.43 in 2016 indicates that there are significantly more people entering the labour force than those reaching retirement age. Even though the ratio has fluctuated over the last 15 years, it has remained well above 1, which means the community likely will not experience a shortage of workers in the future.

FIGURE 3



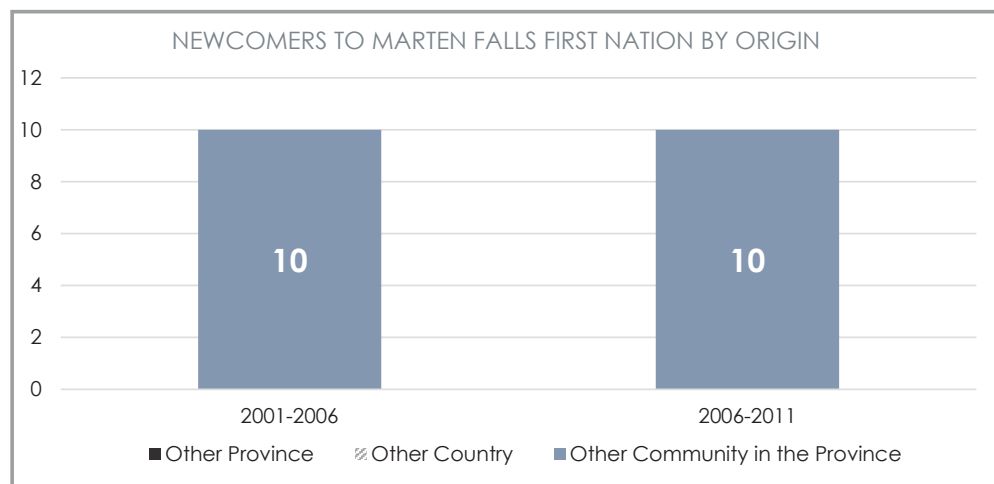
Source: Author's calculations based on Statistics Canada estimation of population and Ontario Ministry of Finance forecasts, spring 2016 population projections update, which served as the basis for the forecast

06. Migration

Migration patterns can influence the population changes in an area. They can also reflect, and are dependent on, among other things, employment opportunities, quality of life, and the services available to community members.

The number of newcomers to Marten Falls First Nation appears to have been stable since 2001 (Figure 4). Since all reported newcomers between 2001 and 2011 came from other communities in the province, it is possible that some newcomers were community members returning to Marten Falls First Nation after living elsewhere. It is, however, hard to establish a full portrait of migration in the community since data on outmigration are unavailable.

FIGURE 4



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

TABLE 5

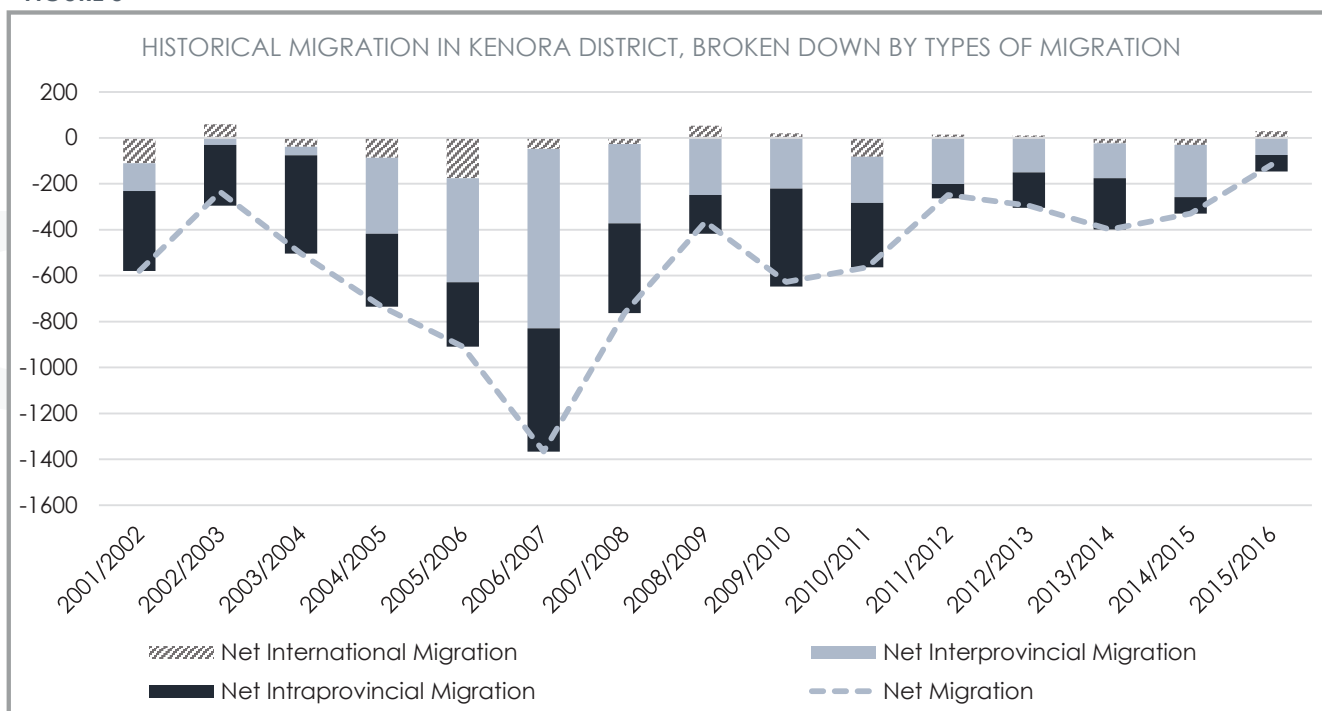
PERMANENT RESIDENTS BY INTENDED DESTINATION

Intended Destination	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Marten Falls First Nation	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Kenora District	20	35	55	40	30	60	55	40	40	35

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

For the Kenora District, the number of emigrants was greater than the number of immigrants, resulting in negative net migration (Figure 5), which applies a downward pressure on population growth. When looking at the districts of origin and destination of migrants (Tables 6 and 7), it is interesting to note that, although the Winnipeg Capital Region ranks second, Thunder Bay District is the primary community of destination and origin for Kenora District migrants.

FIGURE 5



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

TABLE 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
Thunder Bay	132	51	126	59	8	376
Division No. 11 – Manitoba (Winnipeg Capital Region)	56	30	76	31	16	209
Rainy River	23	18	23	15	8	87
Cochrane	23	10	19	7	0	59
Algoma	10	4	18	8	3	43
Division No. 6 – Alberta (Calgary Region)	8	2	16	12	2	40
Toronto	4	4	16	4	2	30
Greater Sudbury	6	5	12	5	1	29
Ottawa	3	1	19	4	0	27
Division No. 22 – Manitoba (Swan River, Parkland Region)	7	7	10	1	0	25
Total In-migrants	378	217	533	252	62	1,442

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
Thunder Bay	151	102	149	65	25	492
Division No. 11 – Manitoba (Winnipeg Capital Region)	54	50	64	30	27	225
Cochrane	40	11	33	10	2	96
Rainy River	12	8	17	13	1	51
Division No. 11 – Alberta (Edmonton Region)	6	13	20	7	1	47
Division No. 6 – Alberta (Calgary Region)	3	15	19	8	1	46
Simcoe	7	3	15	8	3	36
Nipissing	15	8	7	3	1	34
Algoma	10	5	11	4	3	33
Ottawa	4	10	13	5	1	33
Total Out-migrants	431	335	576	281	124	1,747

Source: Taxfiler

07. Education, Literacy, Skills, and Training

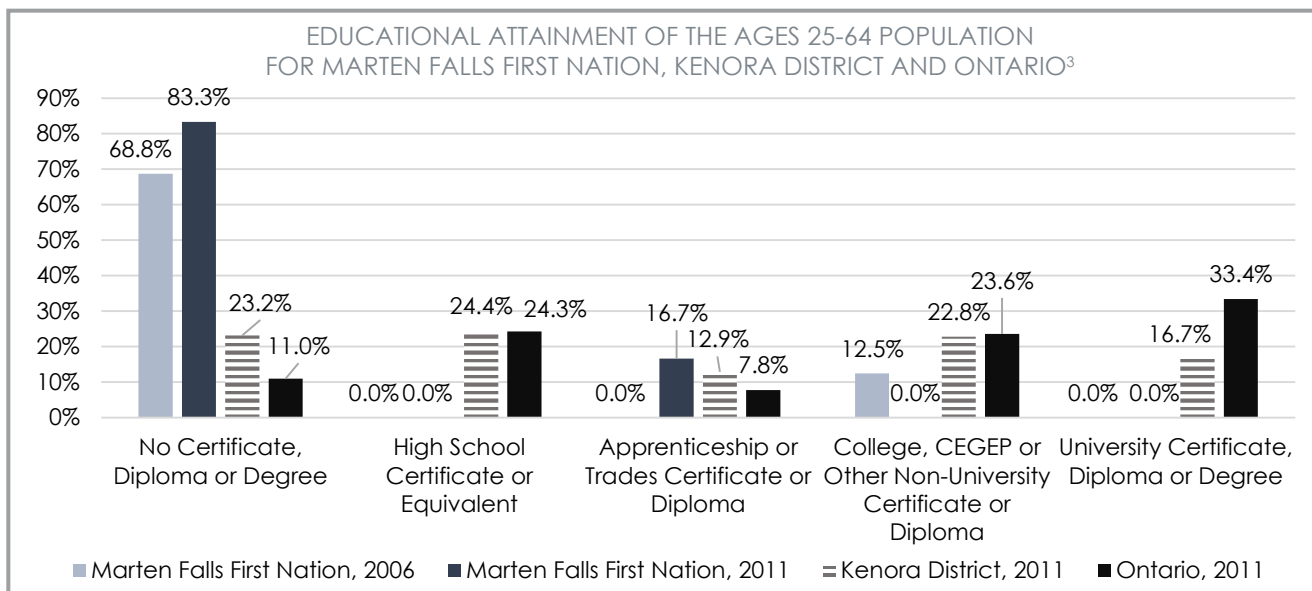
Employers often require education or experience to fill positions. Therefore, educational attainment and experience can be either a source of employment growth or a constraint if the skills available in the community do not match the local employment opportunities.

The educational attainment data presented in Figure 6 should be interpreted with caution because, in small communities, the educational choices of each individual and random rounding have a significant impact on the overall education levels in the community. Additionally, there may be some individuals in the community that possess high school certificates, or their equivalent, or university certificates, diplomas, or degrees that were randomly rounded to zero by Statistics Canada to protect confidentiality and therefore do not appear in the data.

Nevertheless, it is possible to say that, in 2011, the majority of the Marten Falls First Nation population ages 25 to 64 did not have secondary or post-secondary education. This figure was higher in the community than in both the Kenora District (23.2 percent) and the province (11.0 percent) (Figure 6).



FIGURE 6



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

Unfortunately, there were no data available for school enrolment at the Henry Coaster Memorial School—the elementary-level institution in the community.

³ 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.

ALIGNMENT

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.

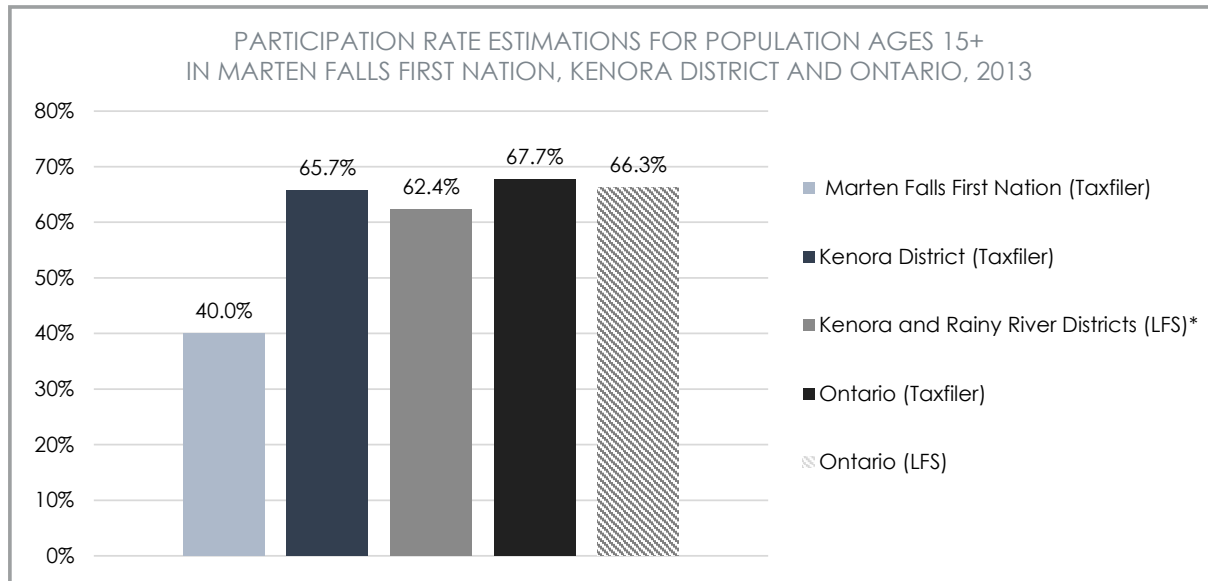
Unfortunately, Taxfiler only contained data regarding labour force participation for Marten Falls First Nation for 2013.

In 2013, the participation rate (40 percent) was much lower than that of the Kenora District (65.7 percent) and Ontario (67.7 percent – Figure 7). Similarly, the percentage of labour force declaring employment income was lower in Marten Falls First Nation than in the District or the province (Figure 9). The data regarding the percentage of labour force declaring employment insurance were suppressed.

In 2011, the participation and employment rates of the Indigenous population in Marten Falls First Nation were lower than that of the Indigenous populations in both the Kenora District and Ontario (Figures 8 and 10). In Marten Falls First Nation, it appears that all of the individuals who participated in the labour force were employed, resulting in a 0 percent unemployment rate (Figure 11). Nevertheless, considering the small size of the community these numbers should be interpreted with caution.

...in 2013, the participation rate in
Marten Falls First Nation was **40 percent...**

FIGURE 7

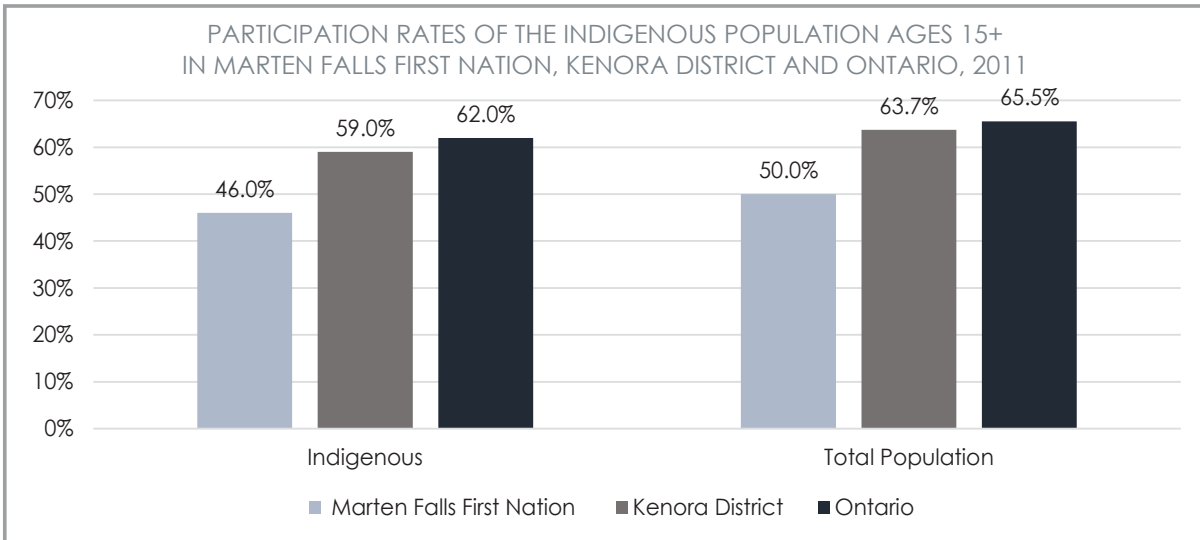


Sources: Taxfiler, participation rate calculated as the number of people receiving labour income in the total population over the age of 15 for Ogoki "rural community" (postal code P0T 2L0), Kenora District, and Ontario; Labour Force Survey (LFS) two-year average estimates, participation rate calculated as the number of civilian, non-institutionalized persons age 15 or over who are employed or unemployed in the total population.

* The district labour force status data available in the LFS for the Kenora District are grouped together with the data for Rainy River District

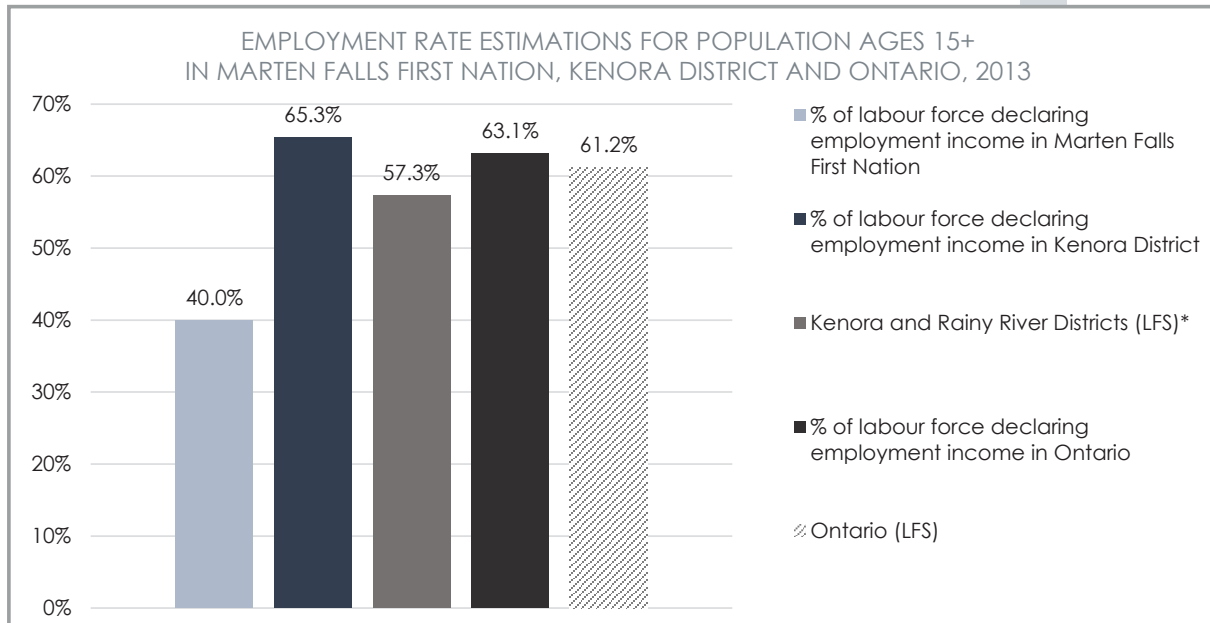
It is important to note that the data provided here may not capture the informal labour market in the community and, therefore, may not provide a full picture of Marten Falls First Nation's economy.

FIGURE 8



Source: Statistics Canada, National Household Survey, 2011

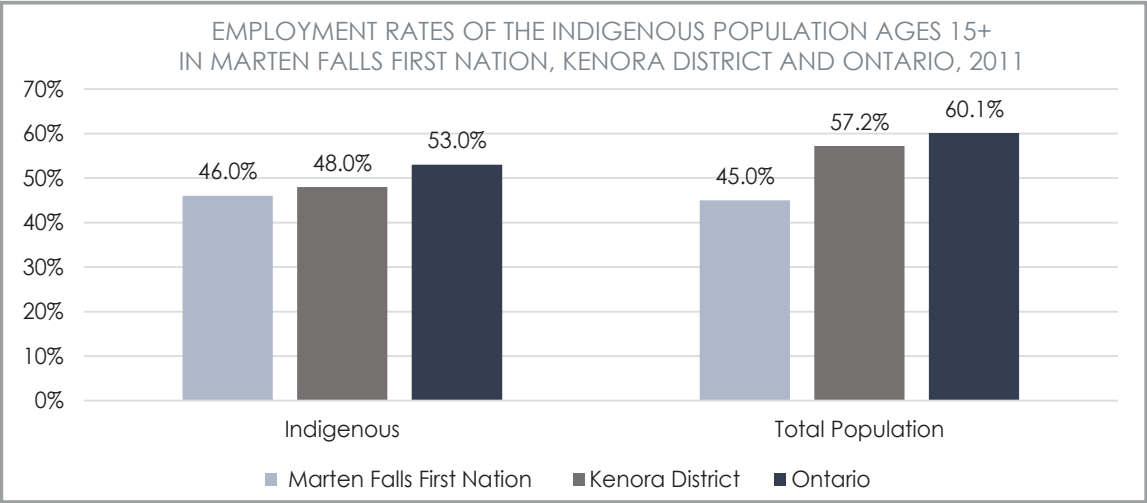
FIGURE 9



Sources: Author's calculation based on Taxfiler, number of people declaring employment income in Ogoki "rural community" (postal code P0T 2L0), Kenora District, and Ontario, and estimation of population; Labour Force Survey (LFS) two-year average estimates.

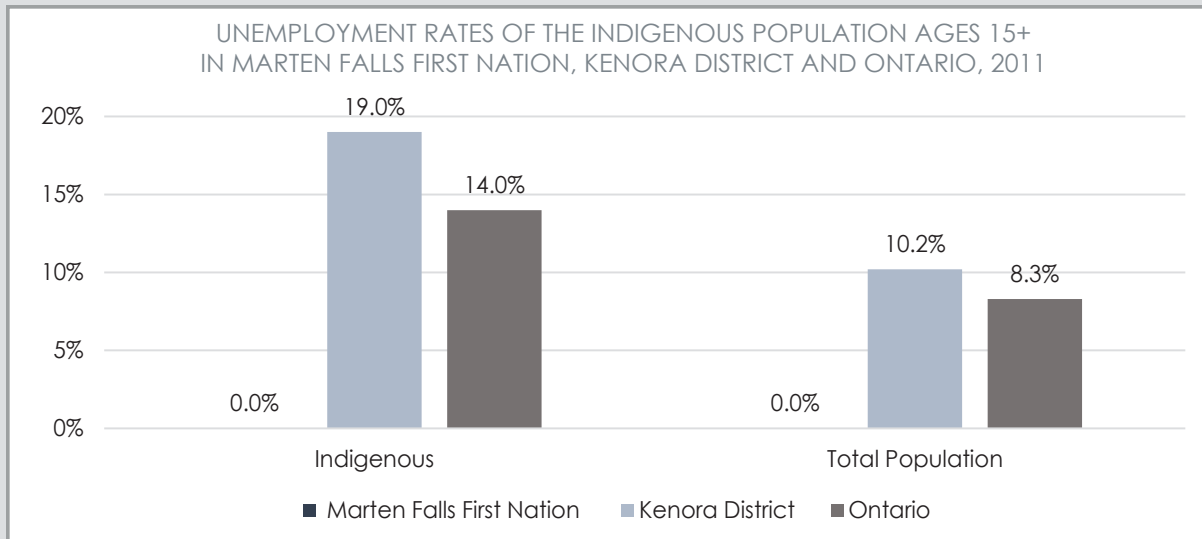
* The district labour force status data available in the LFS for the Kenora District are grouped together with the data for Rainy River District

FIGURE 10



Source: Statistics Canada, National Household Survey, 2011

FIGURE 11



Source: Statistics Canada, National Household Survey, 2011



09. Wages⁴

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

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)

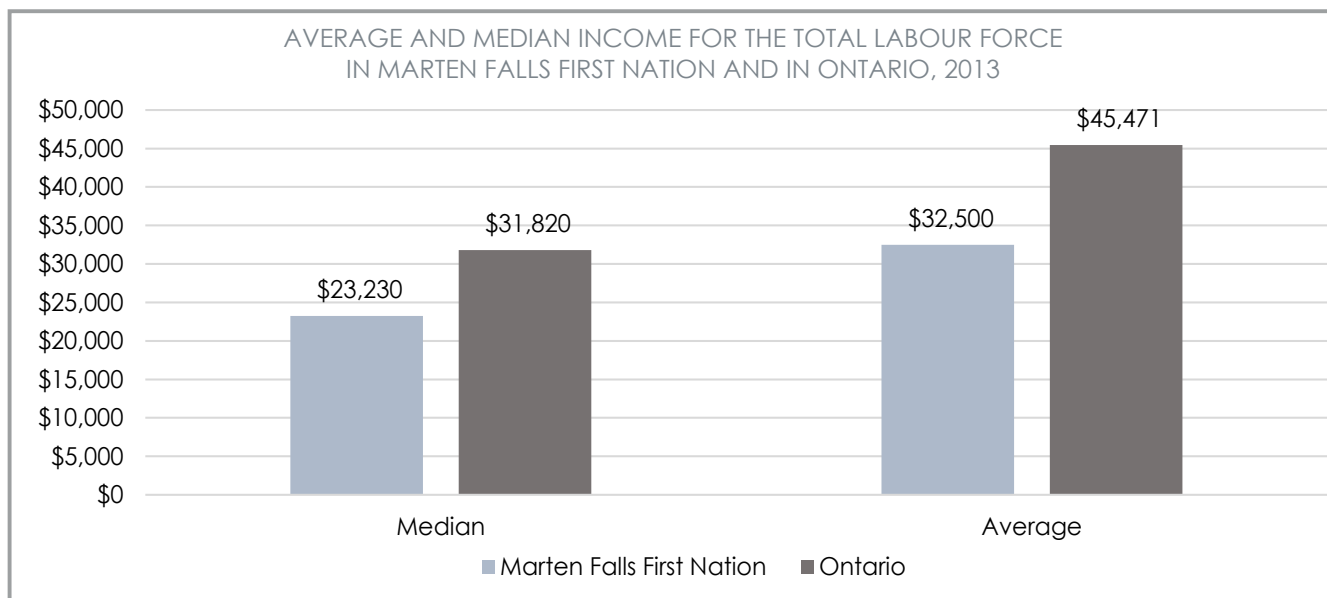
10. Income

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.

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. In 2013, Marten Falls First Nation's average and median incomes were below Ontario's (Figure 12).



FIGURE 12

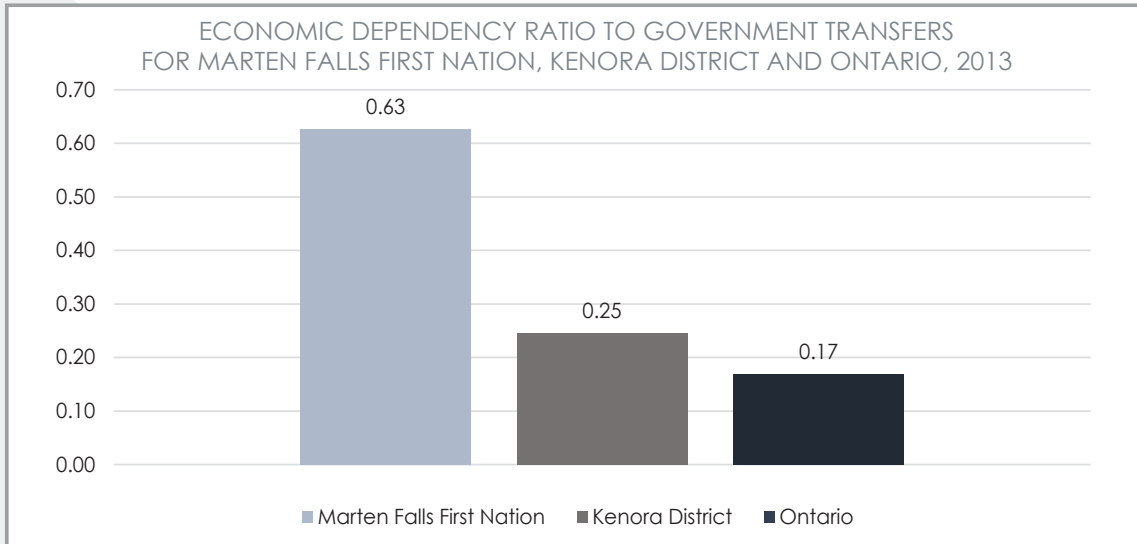


Source: Author's calculations based on Taxfiler, Ogoki "rural community" (postal code P0T 2L0), and Ontario

Furthermore, the economic dependency ratio—the amount of government transfers received compared to the amount of income earned through employment—in Marten Falls First Nation (0.63) is higher than the ratio of both the Kenora District (0.25) and the province (0.17 - Figure 13). Therefore Marten Falls First Nation's income is more dependent on government transfers than that of Ontario or the District.

Although suppressed data results in an incomplete picture, it is possible to say that the Canada Child Tax Benefit represented the largest proportion of government transfers to Marten Falls First Nation (Table 9), which is in line with the age distribution of the community (Figure 2).

FIGURE 13



Source: Author's calculations based on Taxfiler, Ogoki "rural community" (postal code P0T 2L0), Kenora District, and Ontario.

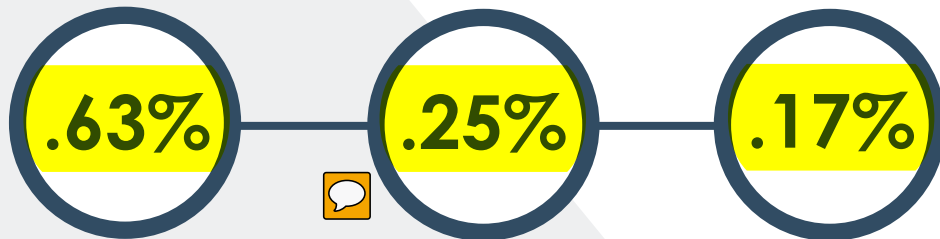


TABLE 9

DISTRIBUTION OF THE INCOME OF THE COMMUNITY BY SOURCE OF INCOME			
Amount of Dollars by Source of Income, 2014	Marten Falls First Nation	Kenora District	Ontario
Wages/salaries/commissions only	X	66.7%	67.9%
Self-employment only	X	2.6%	4.2%
Employment income	60.2%	69.2%	72.1%
Employment Insurance	X	1.5%	1.1%
OAS/Net federal supplements	7.1%	3.7%	3.3%
CPP/QPP	1.5%	4.1%	3.9%
CCTB	14.6%	2.8%	1.1%
Workers compensation	X	0.8%	0.4%
Social Assistance	6.3%	1.7%	1.1%
Other government transfers	X	2.2%	1.2%
Government transfers	37.7%	17.0%	12.2%
Private pensions	X	8.0%	7.6%
RRSP	X	0.3%	0.3%
Investment	X	3.4%	5.4%
Other income	X	2.0%	2.4%
Total income	100.0%	100.0%	100.0%

Source: Author's calculation based on Taxfiler, Eabamet Lake "rural community" (postal code P0T 1L0), Kenora District, Ontario



POPULATION



252
(2016)



81.43

SQUARE KILOMETRES
ON THE NORTH BANK
OF THE ALBANY RIVER
NORTHEAST OF NAKINA

51°40'N
85°55'W

MARTEN FALLS FIRST NATION



THE COMMUNITY HAS A

YOUNG

LABOUR FORCE

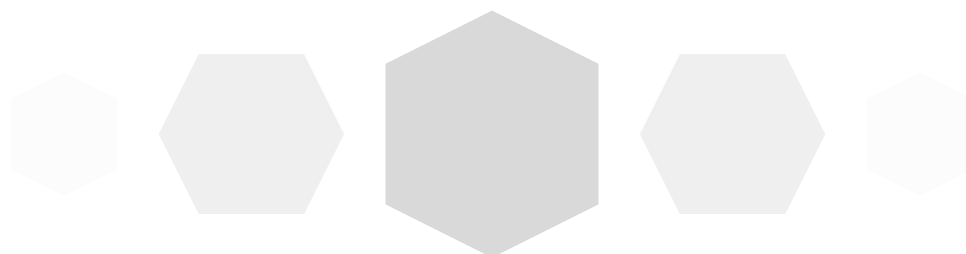
AND STRONG POTENTIAL

FOR INCREASED ECONOMIC ACTIVITY

CONCLUSION

Lack of data make it difficult to provide a full picture of Marten Falls First Nation, and it is possible there is significant traditional and non-traditional economic activity occurring in the community that is unrepresented by commonly used data sources.

However, based on the available data, it is possible to say that, despite its relatively small size, the community has a young labour force and thus strong potential for increased economic activity. Yet, Marten Falls First Nation has a low job market participation rate, which may further complicate efforts to absorb the growing labour force. The ability to create employment and attract business will shape the future of 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.*

REFERENCES

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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.



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