



# Community Labour Market Report

By Amandine Martel & José-Karl Noiseux

# NIBINAMIK 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 Nibinamik First Nation (Summer Beaver 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.

As of December 2016, there was one reported business operating in Nibinamik First Nation—a general merchandise store (Table 1). The company operated with between five and nine employees in both December 2015 and December 2016 (Table 2). However, it should be noted that small businesses that have no employees and that generate less than \$30,000 in annual sales are not reported in this data. Thus, it is possible that there are other small enterprises in the community.

TABLE 1

EMPLOYERS BY INDUSTRY, AND AS A PERCENTAGE OF TOTAL NUMBER OF EMPLOYERS, DECEMBER 2016	Total	Nibinamik First Nation (% of Total Number of Employers)	Kenora District (% of Total Number of Employers)	Ontario (% of Total Number of Employers)
452 - General merchandise stores	1	100.0	0.6	0.5

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 NIBINAMIK FIRST NATION	December 2015	December 2016	2015-2016 Change (#)	2015-2016 Change (%)	Ontario Change (%)
0 <sup>1</sup>	0	0	0	0.0	1.0
1-4	0	0	0	0.0	2.5
5-9	1	1	0	0.0	2.6
10-19	0	0	0	0.0	2.5
20-49	0	0	0	0.0	-1.5
50-99	0	0	0	0.0	3.1
100-199	0	0	0	0.0	0.6
200-499	0	0	0	0.0	0.8
500+	0	0	0	0.0	0.8
<b>Total Number of Employers</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0.0</b>	<b>1.3</b>

Sources: Statistics Canada, Canadian Business Counts; author's calculations based on Statistics Canada, Canadian Business Counts<sup>2</sup>

<sup>1</sup> Businesses with zero employees are self-employed entrepreneurs with no employees on their payroll.

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



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

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

## 02. Employment by Industry

Employment by industry data<sup>3</sup> describe the type of business conducted by an individual's employer. The industrial structure of an area—and, more specifically, shifts in industrial structure—can have significant consequences for the local labour market, affecting the types of jobs available, their respective salaries, and the type of education and skills these jobs require.

The 2011 National Household Survey contained no data regarding employment by industry for Nibinamik First Nation. However, new data may become available with the release of findings from the 2016 census on November 29, 2017, and that could supplement what is available in this report.

<sup>3</sup> Data from Statistics Canada, such as the census or the National Household Survey (NHS), are used throughout this report. This data source has limitations. To ensure confidentiality of individual respondent identity and characteristics, Statistics Canada National Household Survey (NHS) data are subject to non-disclosure rules. All estimates in NHS tabulations are subjected to a process called random rounding, which transforms all raw estimates to random rounded estimates. This reduces the possibility of identifying individuals within the tabulations. All estimates greater than 10 are rounded to base 5. Estimates less than 10 are rounded to base 10. The total value of summed or grouped data may not match the individual values. Similarly, percentages, which Statistics Canada calculates on rounded data, may not necessarily add up to 100 percent. Statistics Canada adjusts figures retroactively. Author's calculations are based on data available at the time of publication and are therefore subject to change.

**TABLE 3**

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

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

TABLE 4

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

Sources: Statistics Canada, Labour Force Survey, CANSIM Tables: 282-0125 and 282-0131, author's calculations

An 'X' indicates that the data were suppressed for confidentiality reasons. The Labour Force Survey suppresses data when an estimate is below 1,500 for Ontario, its Economic Regions, or Census Metropolitan Areas (CMA).

### 03. Employment by Occupation

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

The 2011 National Household Survey contained no data regarding employment by occupation for Nibinamik First Nation. However, new data may become available with the release of findings from the 2016 census on November 29, 2017, and that could supplement what is available in this report.

**TABLE 5**

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

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

**TABLE 6**

EMPLOYMENT BY OCCUPATION IN NORTHWESTERN ONTARIO OUTSIDE OF THUNDER BAY CMA AND ONTARIO		Northwestern Ontario Outside of Thunder Bay CMA				Ontario
		2012	2014	2016	2014-2016 Change (%)	2014-2016 Change (%)
0	Management occupations	3,600	3,300	3,800	15.2	-0.3
1	Business, finance & administration occupations	5,600	5,000	3,900	-22.0	0.7
2	Natural & applied sciences & related occupations	1,300	1,400	1,400	0.0	3.5
3	Health occupations	4,000	3,000	3,400	13.3	4.5
4	Occupations in education, law & social, community & government services	7,300	5,900	6,500	10.2	9.5
5	Occupations in art, culture, recreation & sport	X	X	X	X	7.7
6	Sales & service occupations	8,200	9,300	9,700	4.3	-1.7
7	Trades, transport & equipment operators & related occupations	6,600	7,700	7,400	-3.9	1.4
8	Natural resources, agriculture & related production occupations	X	X	X	X	-0.9
9	Occupations in manufacturing & utilities	800	1,000	1,700	70.0	0.8
<b>Total Employed</b>		<b>40,200</b>	<b>38,300</b>	<b>39,800</b>	<b>3.9</b>	<b>1.8</b>

Sources: Statistics Canada, Labour Force Survey, CANSIM Tables: 282-0157 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

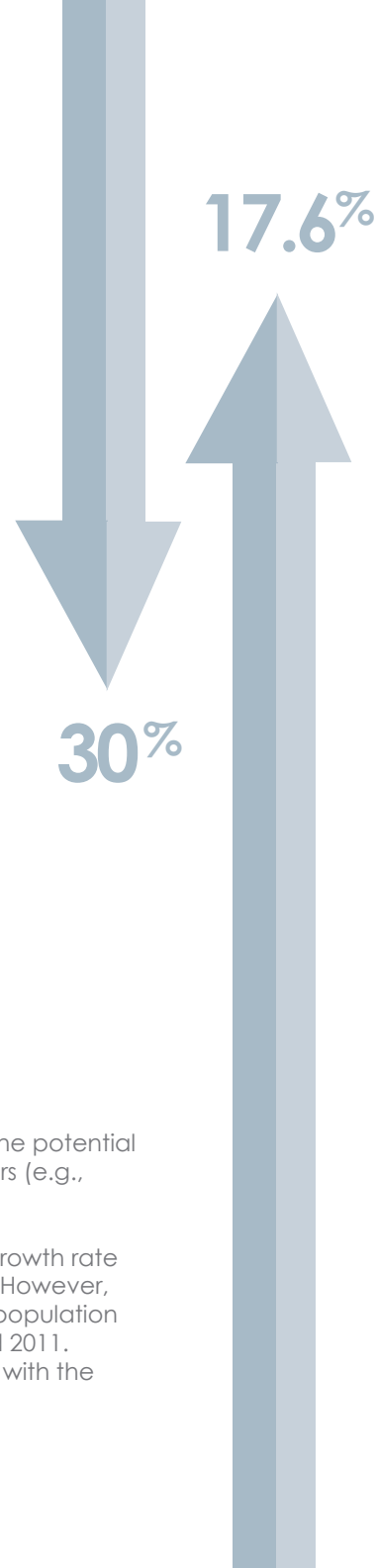
This section features a summary of all jobs posted online in Nibinamik First Nation.<sup>4</sup> Although this source of data has its limitations, it does provide a general idea of the vacancies and job opportunities in the community at a given time to complement the employment data presented previously.

<sup>4</sup> Vicinityjobs.ca gathers and tallies job ads posted on diverse websites, such as jobbank.ca, indeed.ca, and monster.ca. The system then strives to remove duplicates, and to classify job ads into occupational categories

## 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 Nibinamik 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 on physical job boards or through word of mouth.



## SUPPLY

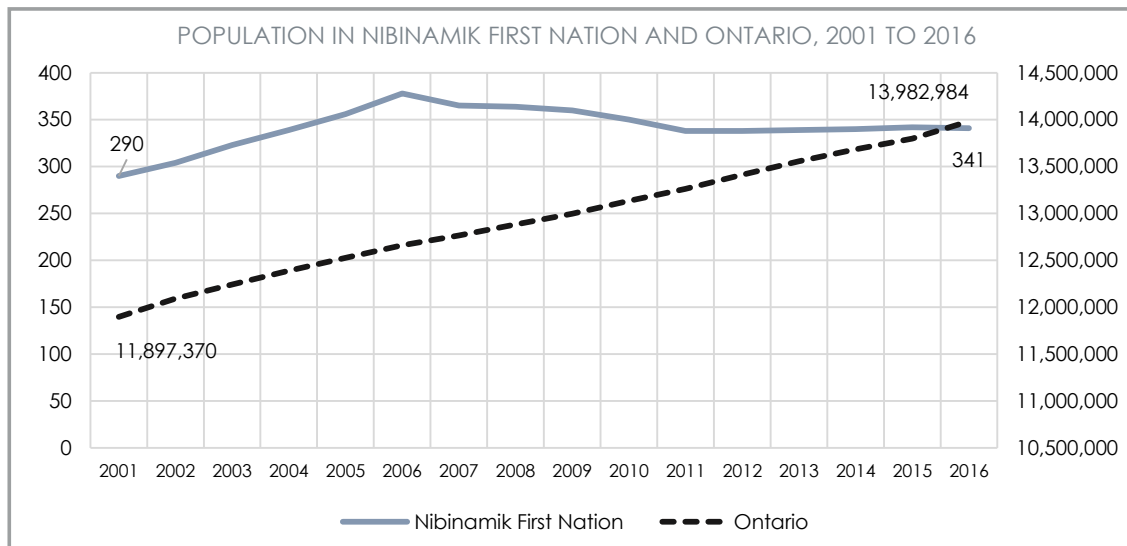
### 05. Population & Demographics

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, Nibinamik First Nation's population increased by 17.6 percent, a growth rate similar to that which Ontario experienced during this period (17.5 percent - Figure 1). However, the community's population growth was not constant; between 2001 and 2006, the population increased by 30 percent, followed by a decrease of 10.6 percent between 2006 and 2011. The most recent data from the 2016 census indicate that this decrease has reversed, with the population growing to 382 persons.



FIGURE 1



Source: Statistics Canada, Estimates of population

382

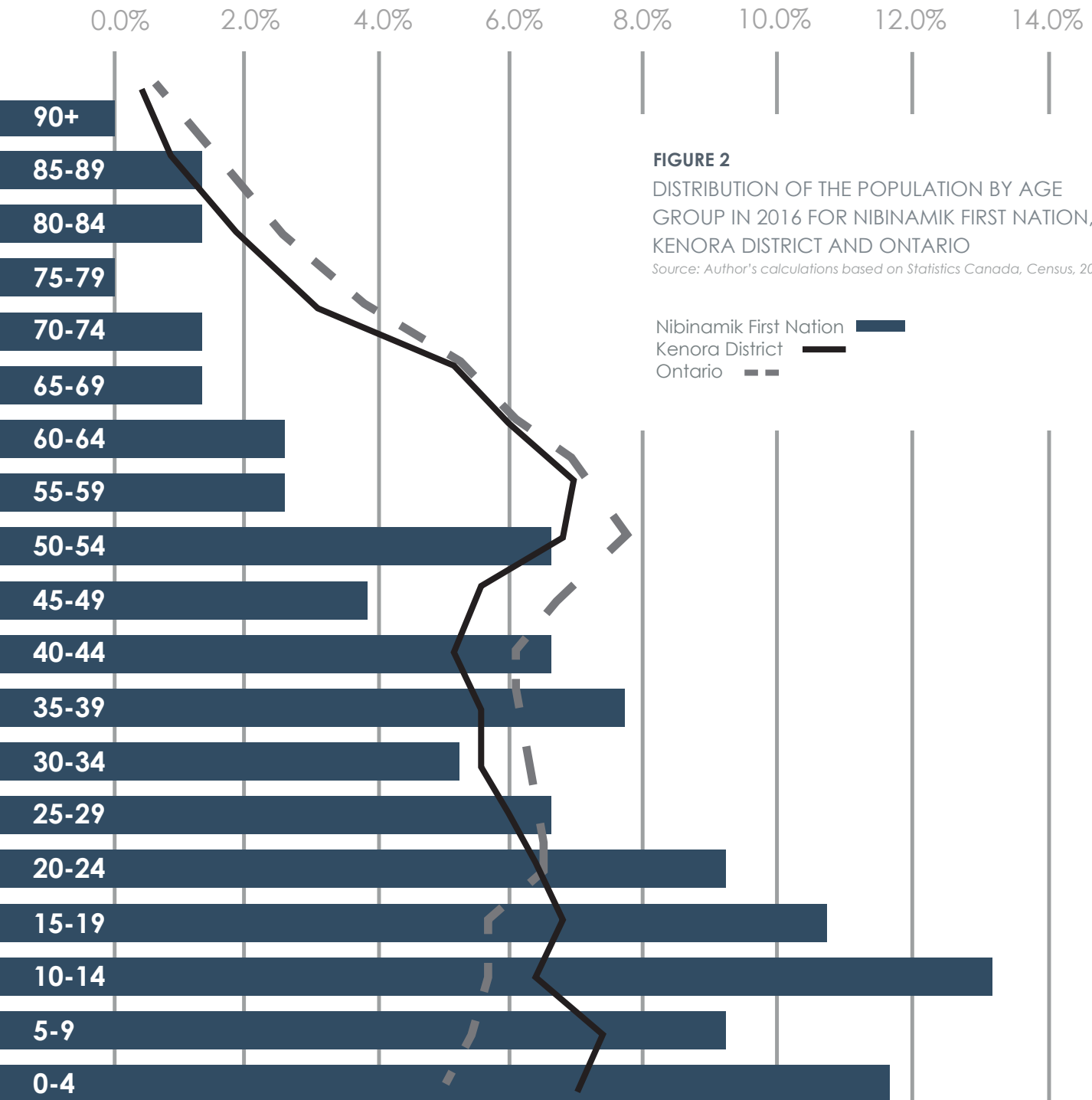
**Total 2016 Population**

Source: Statistics Canada, Census 2016

132

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

Source: Indigenous and Northern Affairs Canada



**FIGURE 2**

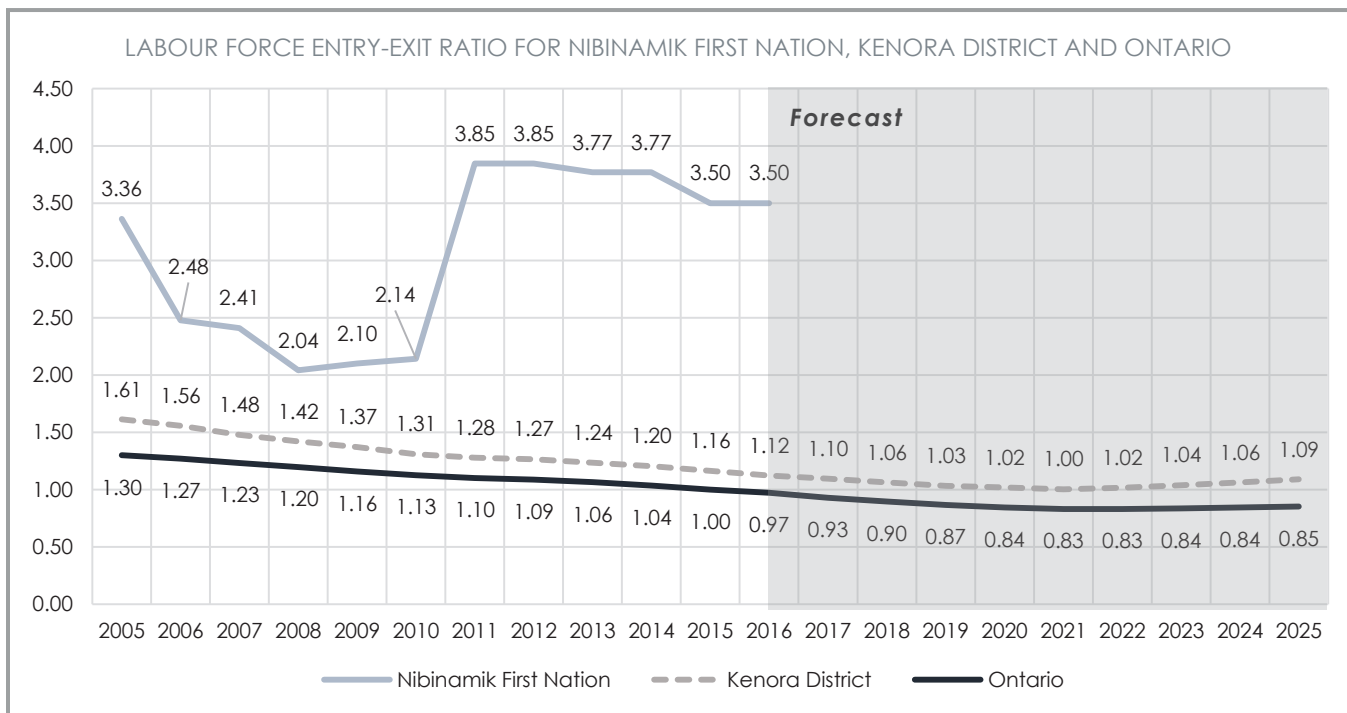
DISTRIBUTION OF THE POPULATION BY AGE GROUP IN 2016 FOR NIBINAMIK FIRST NATION, KENORA DISTRICT AND ONTARIO

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

Nibinamik First Nation   
 Kenora District   
 Ontario

The age distribution in Nibinamik First Nation indicates that its population is younger than that of both the Kenora District and Ontario (Figure 2). Indeed, each age cohort below the age of 25 is over represented in the community when compared to the District and the province. Conversely, cohorts above the age of 54 represent a smaller proportion of the total population than in the two comparative geographical areas.

**FIGURE 3**



Sources: 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 3). Between 2005 and 2016, the community's labour force entry-exit ratio experienced multiple fluctuations, but it remained above both the District and provincial levels. A ratio above one indicates that the community will experience a future expansion of its labour force. Therefore, unless outmigration increases significantly, Nibinamik First Nation should not face a shortage of workers in the near future.

## 06. Migration

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

Available data from the 2006 census indicate that there were no newcomers to Nibinamik First Nation between 2001 and 2006 (Statistics Canada, 2007).

The 2011 National Household Survey contained no data regarding migration for Nibinamik First Nation. However, new data may become available with the release of findings from the 2016 census on November 29, 2017, and that could supplement what is available in this report.

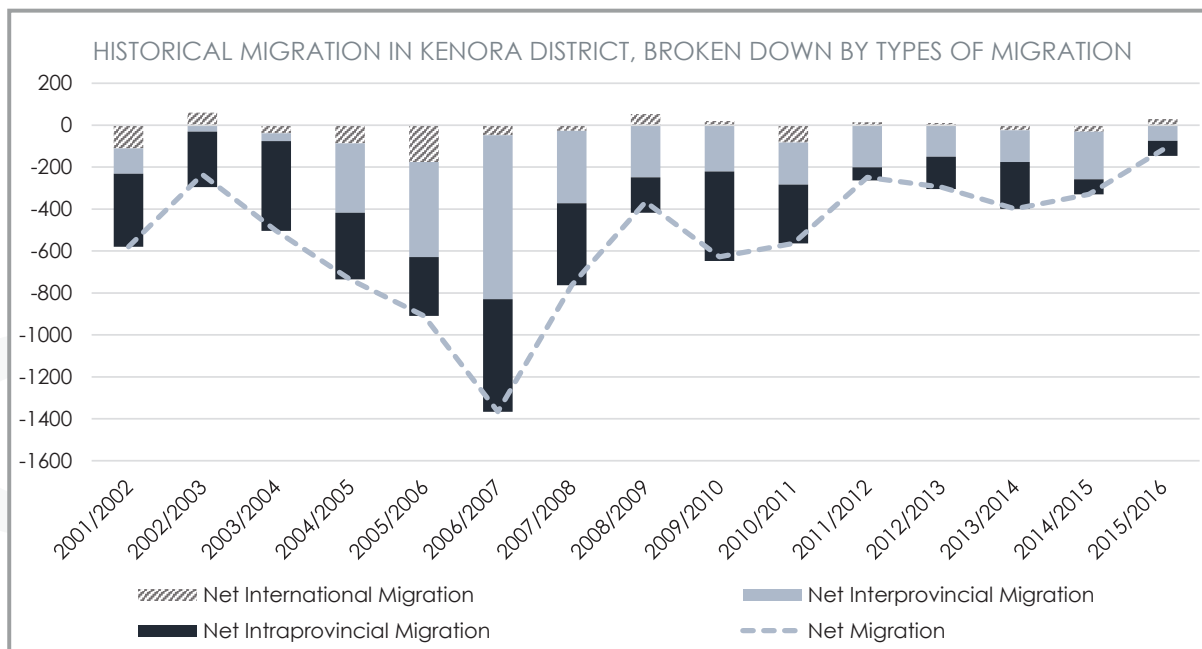
**TABLE 7**

PERMANENT RESIDENTS BY INTENDED DESTINATION										
Intended Destination	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Nibinamik 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 4), which applies a downward pressure on population growth. When looking at the districts of origin and destination of migrants (Tables 8 and 9), it is interesting to note that, although the Winnipeg Capital Region ranks second, Thunder Bay District is the primary community of destination and origin for Kenora District migrants.

**FIGURE 4**



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

**TABLE 8**

10 LARGEST ORIGINATING CANADIAN COMMUNITIES FOR IN-MIGRANTS BY AGE GROUP, 2012-2013

District of Origin of In-migrants	0-17	18-24	25-44	45-64	65+	TOTAL
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
<b>Total In-migrants</b>	<b>378</b>	<b>217</b>	<b>533</b>	<b>252</b>	<b>62</b>	<b>1,442</b>

Source: Taxfiler

TABLE 9

10 LARGEST CANADIAN DESTINATIONS FOR OUT-MIGRANTS BY AGE GROUP, 2012-2013

District of Destination of Out-migrants	0-17	18-24	25-44	45-64	65+	TOTAL
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
<b>Total Out-migrants</b>	<b>431</b>	<b>335</b>	<b>576</b>	<b>281</b>	<b>124</b>	<b>1,747</b>

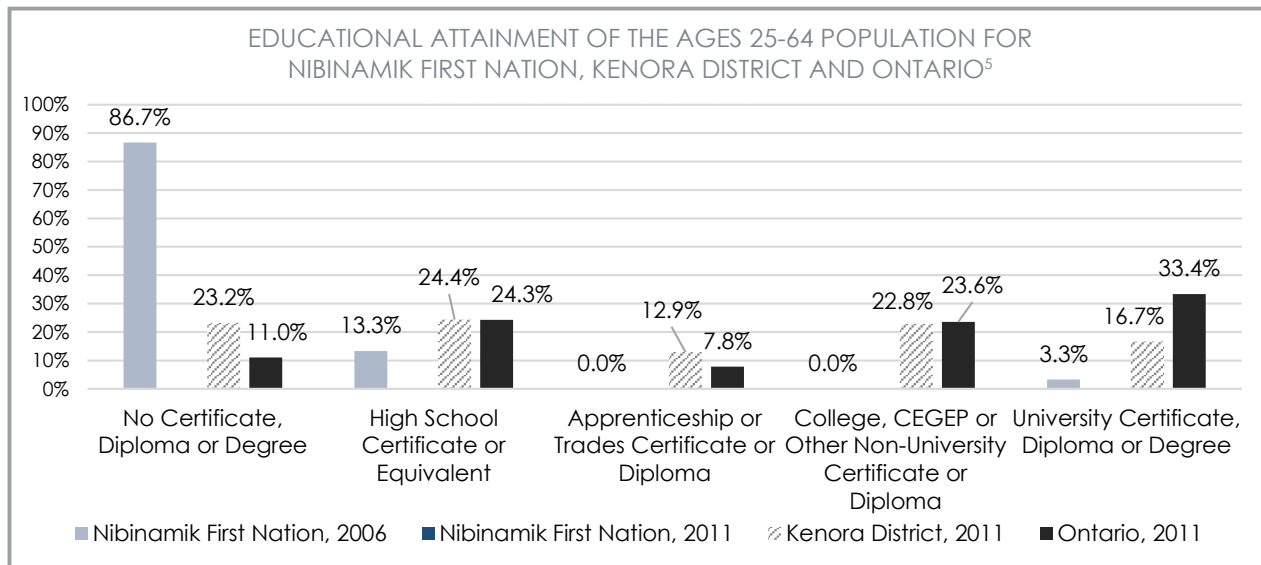
Source: Taxfiler

## 07. Education, Literacy, Skills, and Training

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

The 2011 National Household Survey contained no data regarding education for Nibinamik First Nation. However, new data may become available with the release of findings from the 2016 census on November 29, 2017, and that could supplement what is available in this report. Available data from the 2006 census for the community and from the 2011 census for the District and province are provided in Figure 5.

FIGURE 5



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

Unfortunately, there were no data available for school enrolment in the community.

<sup>5</sup> The detailed definition of the qualifications included in each education category can be found at <http://www12.statcan.gc.ca/nhs-enm/2011/ref/dict/pop038-eng.cfm>. For example, the category 'Apprenticeship or Trades Certificate or Diploma' includes registered apprenticeship certificates and the Journeyperson's certificate. It also includes other trades certificates 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.

23.2%

86.7%

# ALIGNMENT

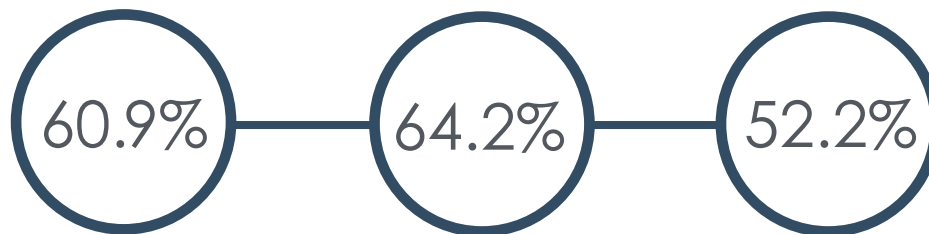
It is important to note that most of the data provided in this section are originally collected through tax reports and may not capture the informal labour market and traditional economic activity in the community. Therefore, available data may not provide a comprehensive picture of the economy in Nibinamik First Nation.

## 08. Labour Force Participation

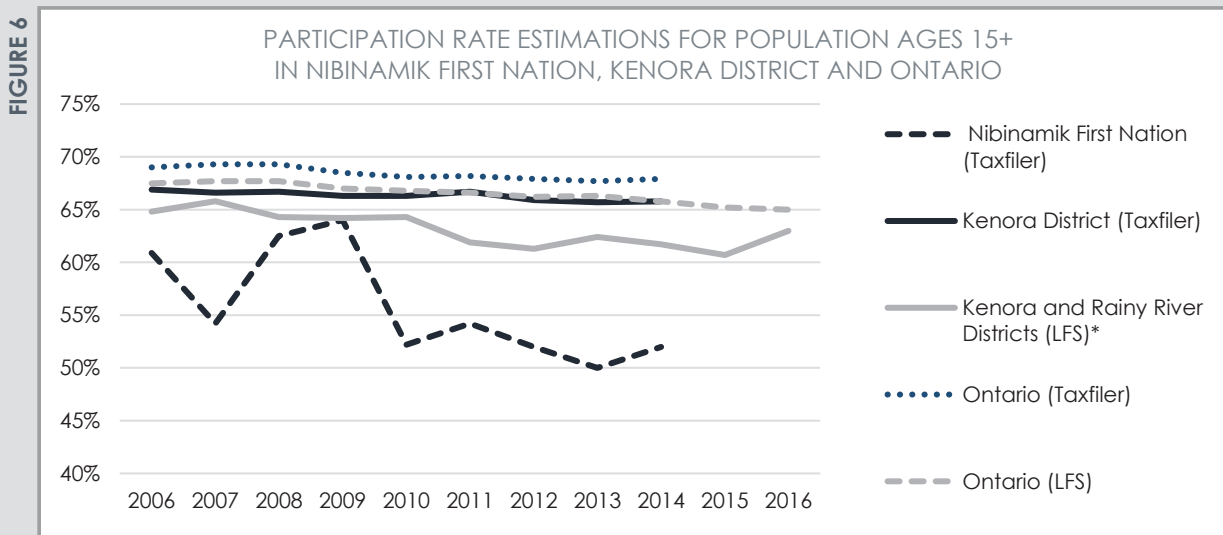
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Participation, employment, and unemployment rates reflect whether an individual is willing and able to find employment, and whether an employer is able and willing to hire them. All the previous indicators, and more, have an influence on a worker's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

From 2006 to 2014, the participation rate in Nibinamik First Nation fell from 60.9 percent to 50.2 percent, after a peak of 64.2 percent in 2009 (Figure 6). This trend is in line with the decline in the percentage of the labour force declaring employment income from 2010 to 2014 (Figure 7). Indeed, the percentage declaring employment income in the community was 52.2 percent in 2010, compared with 48.0 percent in 2014. Data were not available on the proportion of the labour force declaring Employment Insurance for the community.

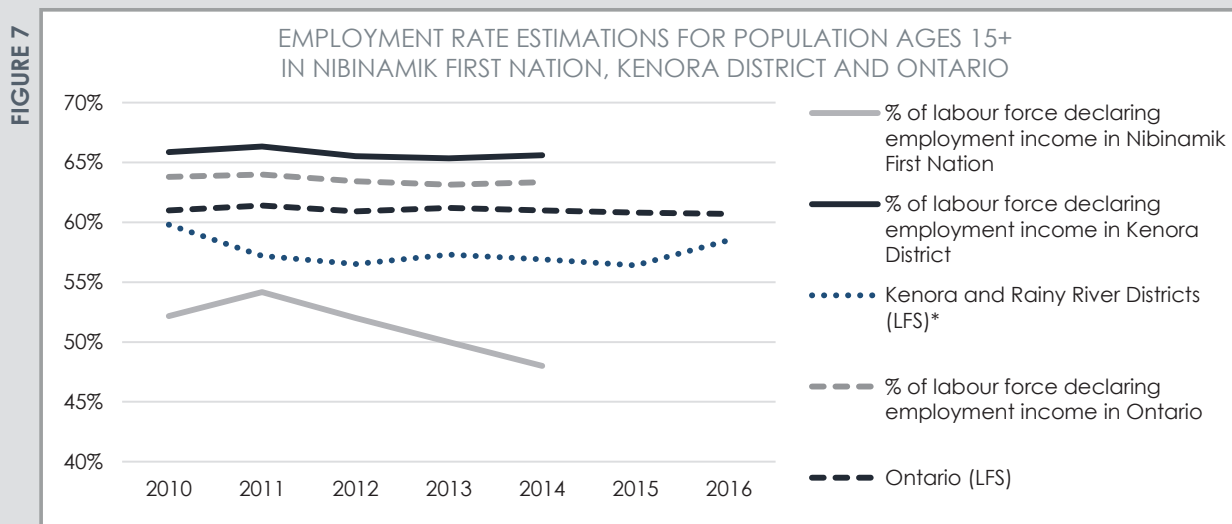






Sources: Taxfiler, participation rate calculated as the number of people receiving labour income in the total population over the age of 15; Labour Force Survey (LFS) two-year average estimates, participation rate calculated as the number of civilian, non-institutionalized persons age 15 or over who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

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



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

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



## 09. Wages<sup>6</sup>

Wages—or the hourly rate an employee is compensated for their work—can have an impact on the capacity to attract candidates and to fill positions. On the other hand, if an area offers wages inferior to the rest of the province, it can be perceived as a competitive advantage and attract employers.

<sup>6</sup> For a more detailed analysis of salary comparison in the north, please see Sundmark, J. (2016). "Average salary comparison" [blog] Available at: [northernpolicy.ca](http://northernpolicy.ca)

TABLE 10

COMPARISON OF AVERAGE HOURLY WAGES BY OCCUPATION BETWEEN NORTHWESTERN ONTARIO AND ONTARIO			
Average Hourly Wages Offered by Occupation, 2015	Northwestern Ontario	Ontario	Difference
Professional occupations in health (except nursing)	\$ 70.73	\$ 48.71	\$ 22.01
Industrial, electrical & construction trades	\$ 28.49	\$ 22.06	\$ 6.43
Professional occupations in business & finance	\$ 32.85	\$ 26.74	\$ 6.11
Finance, insurance & related business administrative occupations	\$ 15.15	\$ 24.48	\$ -9.33
Professional occupations in natural & applied sciences	\$ 25.29	\$ 34.39	\$ -9.10
Retail sales supervisors & specialized sales occupations	\$ 16.00	\$ 23.46	\$ -7.46

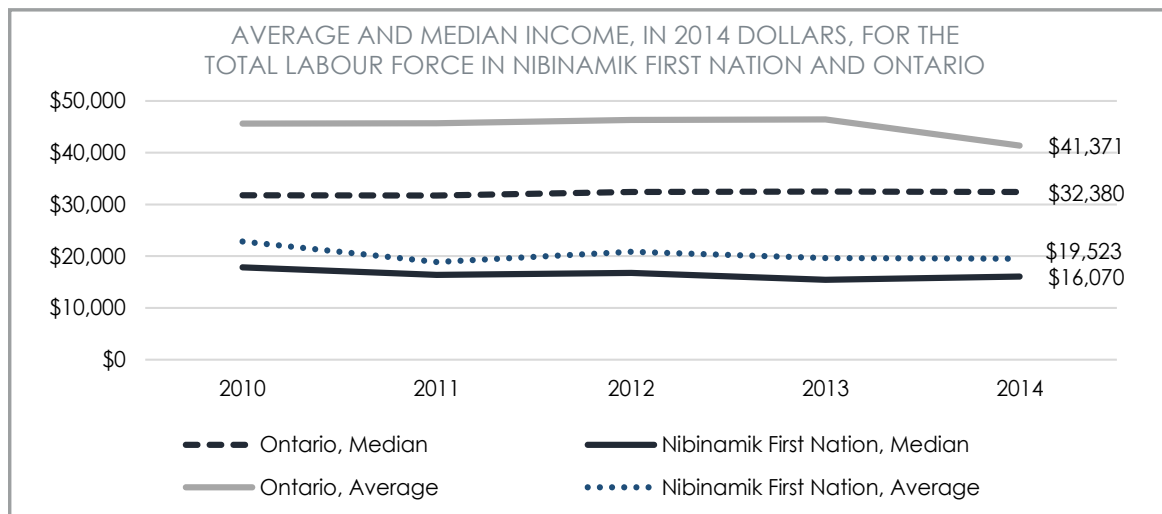
Source: Author's calculations based on Statistics Canada, Job vacancy and wages survey, 2015 (average of all quarters)

## 10. Income

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



**FIGURE 8**

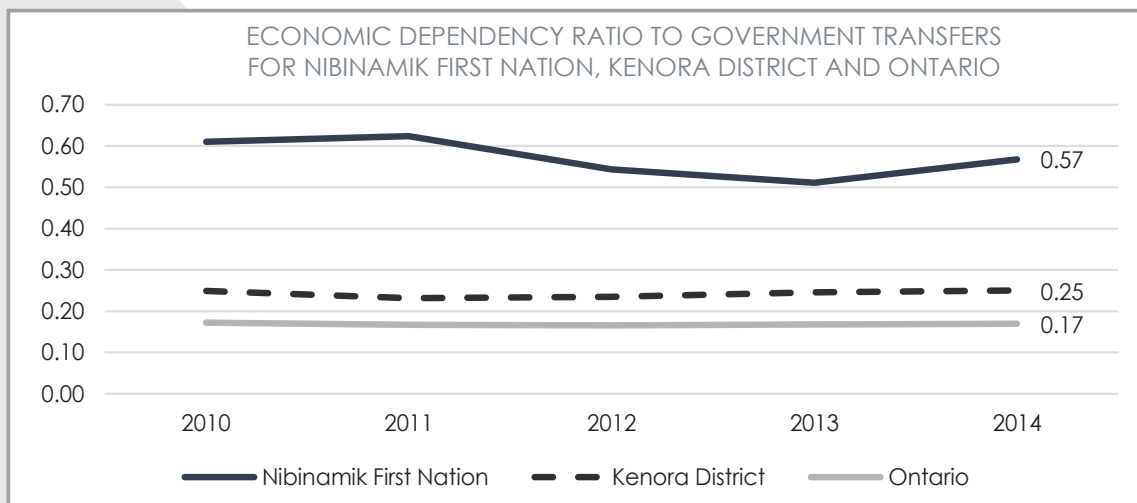


Sources: Author's calculations based on Taxfiler Summer Beaver "rural community" (postal code P0T 3B0) and Ontario; Bank of Canada, Consumer Price Index

Average income depends on multiple factors, such as the type of jobs available (part-time or full-time), and the dominant industry in a community. In 2014, the average and median income in Nibinamik First Nation were \$19,523 and \$16,070 respectively (Figure 8). These figures contrasted with the provincial average income of \$41,371 and the median income of \$32,380. Despite a slight drop from 2010 to 2011, Nibinamik First Nation's average and median income remained relatively stable from 2010 to 2014.

Furthermore, the economic dependency ratio—the amount of government transfers received compared to the amount of income earned through employment—in Nibinamik First Nation was significantly higher than in both the district and the province (Figure 9). Complete data were not available on the various sources of income and transfers to the community. However, among the known sources of transfers, the two largest were the Canada Child Benefit (12.8 percent of total income) and Old Age Security (8.0 percent - Table 11). Both sources of income accounted for a larger share of total income in the community than in the District or the province. However, it should be noted that as the sources of income in Nibinamik First Nation are less diverse than in the District or the province, their weight as a percentage of total is automatically inflated compared to the two comparative geographical areas.

FIGURE 9



Source: Author's calculations based on Taxfiler Summer Beaver "rural community" (postal code P0T 3B0), Kenora District, and Ontario

**TABLE 11**

DISTRIBUTION OF THE INCOME OF THE COMMUNITY BY SOURCE OF INCOME			
Amount of Dollars by Source of Income, 2014	Nibinamik First Nation	Kenora District	Ontario
Wages/salaries/commissions only	X	66.7%	67.9%
Self-employment only	X	2.6%	4.2%
<b>Employment income</b>	<b>63.3%</b>	<b>69.3%</b>	<b>72.1%</b>
Employment Insurance	X	1.3%	1.1%
OAS/Net federal supplements	8.0%	3.8%	3.3%
CPP/QPP	1.5%	4.2%	3.9%
CCTB	12.8%	2.8%	1.1%
Workers compensation	X	0.8%	0.4%
Social Assistance	2.7%	1.9%	1.1%
Other government transfers	X	2.5%	1.2%
<b>Government transfers</b>	<b>36.0%</b>	<b>17.3%</b>	<b>12.2%</b>
Private pensions	X	8.1%	7.6%
RRSP	X	0.4%	0.3%
Investment	X	3.2%	5.4%
Other income	X	1.7%	2.4%
<b>Total income</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

Source: Author's calculations based on Summer Beaver "rural community" (postal code P0T 3B0), Kenora District, and Ontario  
 'X' indicates data suppressed for confidentiality reasons

POPULATION



382 (2016)



17.17

SQUARE KILOMETRES  
500 KM NORTH  
OF THUNDER BAY  
NORTH OF PICKLE LAKE

52°45'N  
88°30'W

# NIBINAMIK FIRST NATION

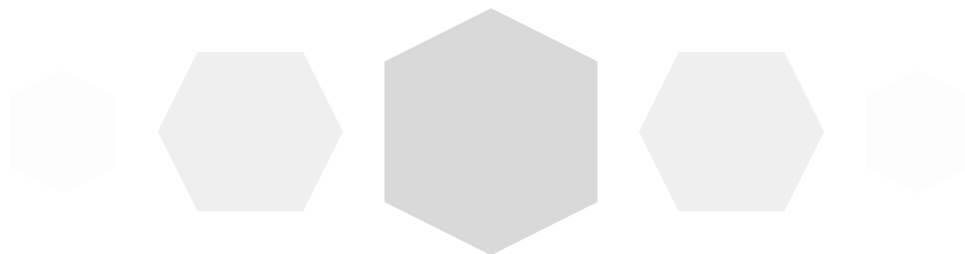


THE COMMUNITY  
IS HOME TO AN  
**EXPANDING**  
LABOUR FORCE

# CONCLUSION

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Lack of data make it difficult to provide a full picture of Nibinamik First Nation, and it is possible there is significant traditional and non-traditional economic activity unrepresented by the commonly used data sources presented here. However, the available data demonstrate that the community is home to a relatively young population and an expanding labour force. This might make Nibinamik First Nation more attractive to potential employers, provided they can find the necessary skills within the community to fill available positions.



**NOTE TO READERS:** Moving forward, the *Community Labour Market Report Series* will be replaced by *Community Accounts*. This online portal, [no.communityaccounts.ca](http://no.communityaccounts.ca), will provide reliable information on key economic and social indicators, broken down to the community, regional, provincial and national levels over census years 2001, 2006, 2011 and 2016. *Community Accounts* will be publically available to allow anyone to access data for their community in tables, charts and other formats.

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# REFERENCES

Statistics Canada (2007). Summer Beaver, Ontario (Code3560086) (table). 2006 Community Profiles. 2006 Census. Statistics Canada Catalogue no. 92-591-XWE. Ottawa. Released March 13, 2007.  
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[Accessed June 16, 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.



**Local Employment**  
Planning Council

**NORTHERN**  
POLICY INSTITUTE

INSTITUT DES POLITIQUES  
**DU NORD**

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