



Community Labour Market Report

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GILLIES

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 Gillies, 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. The number of employers, their size, the industry they are in, and changes in any of these factors over time affects employment levels and employment opportunities within a local labour market.

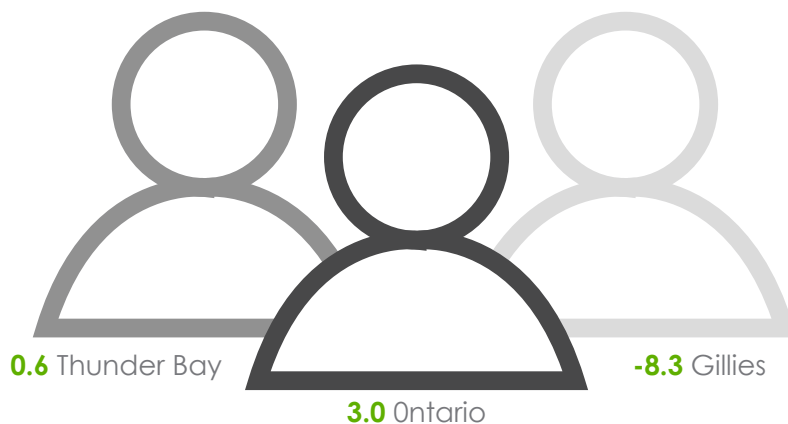
In Gillies, most employers are small businesses (Table 2). In fact, 56.5 percent (compared to 30.9 percent in Ontario) of businesses in the community are self-employed individuals and 39.1 percent (compared to 23.4 percent in Ontario) have fewer than 10 employees. Indeed, only one company had between 20 and 49 employees in Gillies.

As of June 2016, employers in Gillies were spread across 11 industries, with no industry having more than three employers (Table 1). Nonetheless, even with this distribution of companies, most of the industries had a significantly higher concentration of employers than the Thunder Bay District or the province of Ontario. There were only two exceptions: the real estate industry and professional, scientific and technical services. These two industries had a share of employers that was half that of the provincial level and in both cases it was lower than the Thunder Bay District level.

TABLE 1

| TOP 10 EMPLOYERS BY INDUSTRY, AND AS A PERCENTAGE OF TOTAL NUMBER OF EMPLOYERS, JUNE 2016 | Total | Gillies (% of Total Number of Employers) | Thunder Bay District (% of Total Number of Employers) | Ontario (% of Total Number of Employers) |
|---|-------|--|--|--|
| 112 - Animal production & aquaculture | 3 | 13.3 | 0.7 | 1.4 |
| 236 - Construction of buildings | 3 | 13.3 | 2.8 | 2.9 |
| 238 - Specialty trade contractors | 3 | 13.3 | 5.6 | 5.3 |
| 811 - Repair & maintenance | 3 | 13.3 | 2.7 | 1.8 |
| 111 - Crop production | 1 | 6.7 | 0.4 | 1.5 |
| 113 - Forestry & logging | 1 | 6.7 | 1.8 | 0.1 |
| 531 - Real estate | 1 | 6.7 | 15.4 | 15.5 |
| 541 - Professional, scientific & technical services | 1 | 6.7 | 7.7 | 12.6 |
| 611 - Educational services | 1 | 6.7 | 1.1 | 1.0 |
| 721 - Accommodation services | 1 | 6.7 | 1.8 | 0.4 |
| 722 - Food services & drinking places | 1 | 6.7 | 3.1 | 2.5 |

Sources: Statistics Canada, Canadian Business Counts



Business creation per **1,000** persons,
June 2015-June 2016

Source: Statistics Canada, Canadian Business Counts;
Statistics Canada estimates of population

TABLE 2

| CHANGE IN NUMBER OF EMPLOYERS BY NUMBER OF EMPLOYEES IN GILLIES | June 2015 | June 2016 | 2015-2016 Change (#) | 2015-2016 Change (%) | Ontario Change (%) |
|--|--------------|--------------|----------------------------|----------------------------|--------------------------|
| 0 ¹ | 13 | 11 | -2 | -18.2 | 2.7 |
| 1-4 | 5 | 4 | -1 | -25.0 | 1.7 |
| 5-9 | 4 | 3 | -1 | -33.3 | 0.7 |
| 10-19 | 0 | 0 | 0 | 0 | -0.3 |
| 20-49 | 1 | 1 | 0 | 0 | -2.5 |
| 50-99 | 0 | 0 | 0 | 0 | 18.4 |
| 100-199 | 0 | 0 | 0 | 0 | -1.7 |
| 200-499 | 0 | 0 | 0 | 0 | 0.2 |
| 500+ | 0 | 0 | 0 | 0 | 1.1 |
| Total Number of Employers | 23 | 19 | -4 | -21.1 | 2.2 |

Sources: Statistics Canada, Canadian Business Counts²

¹ Businesses with 0 employees are self-employed entrepreneurs, who do not have any employee on their payroll.

² 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 subdivisions (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.

02. Employment by Industry

Employment by industry data³ 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. The industrial structure has an impact on the types of jobs available, their respective salaries, and the type of education and skills these jobs require.

In 2011, public administration in Gillies represented the **largest share** of total employment

(15.4 percent of total employment – Table 3).

Between 2014 and 2016, employment in public administration in the Thunder Bay CMA decreased by 13.3 percent (Table 4).

Health care and social assistance (13.5 percent of total employment) and agriculture, forestry, fishing and hunting, and accommodation and food services (each 9.6 percent of total employment) were the second and third-largest industries for employment in Gillies. However, given geographical proximity, it is possible that a segment of Gillies' population lives in the community but works in the city of Thunder Bay. Therefore, the data may not reflect only the industrial structure of Gillies, but also that of the city of Thunder Bay.

³ Data from Statistics Canada, such as the census, or the National Household Survey (NHS), are used throughout this report. This data source has limitations, namely, to ensure confidentiality of individual respondent identity and characteristics. Statistics Canada National Household Survey (NHS) data is subject to non-disclosure rules. All estimates in NHS tabulations are subjected to a process called random rounding. Random rounding 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 | | Gillies (#) | Gillies (% of Total) | Thunder Bay District (% of Total) | Ontario (% of Total) |
|---|--|----------------|-------------------------|---|-------------------------|
| 91 | Public administration | 40 | 15.4 | 10.3 | 7.0 |
| 62 | Health care & social assistance | 35 | 13.5 | 15.9 | 10.6 |
| 11 | Agriculture, forestry, fishing & hunting | 25 | 9.6 | 2.0 | 1.5 |
| 72 | Accommodation & food services | 25 | 9.6 | 7.2 | 6.0 |
| 31-33 | Manufacturing | 20 | 7.7 | 5.3 | 10.4 |
| 61 | Educational services | 20 | 7.7 | 9.1 | 7.5 |
| 23 | Construction | 15 | 5.8 | 6.1 | 6.1 |
| 21 | Mining & oil & gas extraction | 0 | 0.0 | 2.7 | 0.4 |
| 22 | Utilities | 0 | 0.0 | 1.2 | 0.9 |
| 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 |
| 71 | Arts, entertainment & recreation | 0 | 0.0 | 2.0 | 2.0 |
| 81 | Other services (except public administration) | 0 | 0.0 | 4.5 | 4.4 |
| | All Industries | 260 | - | - | - |

Sources: Statistics Canada, National Household Survey 2011

TABLE 4

| EMPLOYMENT BY INDUSTRY IN THUNDER BAY CMA AND ONTARIO | Thunder Bay CMA | | | | Ontario |
|---|-----------------|---------------|---------------|----------------------|----------------------|
| | 2012 | 2014 | 2016 | 2014-2016 Change (%) | 2014-2016 Change (%) |
| Goods-producing Sector | 10,400 | 8,900 | 9,700 | 9.0 | 2.6 |
| Agriculture | X | X | X | X | -5.0 |
| Forestry, fishing, mining, oil & gas | 1,600 | <1,500 | 1,600 | >6.7 | 7.8 |
| Utilities | X | X | X | X | -3.1 |
| Construction | 4,200 | 4,200 | 4,300 | 2.4 | 7.8 |
| Manufacturing | 3,400 | 2,300 | 2,600 | 13.0 | 0.4 |
| Services-producing Sector | 51,400 | 52,700 | 50,400 | -4.4 | 1.6 |
| Wholesale & retail trade | 8,900 | 9,800 | 9,300 | -5.1 | -1.3 |
| Transportation & warehousing | 2,900 | 3,300 | 3,200 | -3.0 | -0.5 |
| Finance, insurance, real estate & leasing | 2,800 | 2,700 | 2,600 | -3.7 | 8.4 |
| Professional, scientific & technical services | 3,100 | 3,100 | 3,300 | 6.5 | 6.2 |
| Business, building & other support services | 2,500 | 2,700 | 1,500 | -44.4 | -2.6 |
| Educational services | 6,200 | 4,800 | 5,200 | 8.3 | 1.7 |
| Health care & social assistance | 11,100 | 11,400 | 11,500 | 0.9 | 5.0 |
| Information, culture & recreation | 2,600 | 2,400 | 2,400 | 0.0 | 0.5 |
| Accommodation & food services | 5,000 | 5,100 | 5,000 | -2.0 | 1.4 |
| Other services (except public administration) | 2,500 | 2,800 | 2,600 | -7.1 | -3.7 |
| Public administration | 4,000 | 4,500 | 3,900 | -13.3 | -3.8 |
| Total Employed | 61,800 | 61,500 | 60,100 | -2.3 | 1.8 |

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

An 'X' indicates that the data was 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.

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 advances in technology alter the demand for occupations, with some occupations growing strongly and others in decline. These

changes have an impact on the types of jobs available, their respective salaries, and the type of education and skills required. Indeed, an increase in entry-level occupations may have a different impact on the community than growth in senior-level occupations.

In 2011, sales and service occupations (NOC category 6) represented the largest share of employment (23.1 percent) in Gillies (Table 5). Between 2014 and 2016, these occupations decreased by 6.6 percent in the Thunder Bay CMA (Table 6).

Education, law and social, community and government services occupations and occupations related to trades, transport and equipment operation were the second and third-largest occupations in Gillies in 2011 (respectively 21.2 percent and 11.5 percent of total employment – Table 5). Between 2014 and 2016, occupations in education, law and social, community and government services experienced a 3.6 percent increase in the Thunder Bay CMA, while occupations related to trades, transport and equipment operation remained stable (Table 6).



TABLE 5

| EMPLOYMENT BY OCCUPATION, AND AS A PERCENTAGE OF TOTAL, 2011 | | Gillies (#) | Gillies (% of total) | Thunder Bay District (% of total) | Ontario (% of total) |
|---|---|----------------|-------------------------|---|-------------------------|
| 6 | Sales & service occupations | 60 | 23.1 | 24.5 | 23.2 |
| 4 | Occupations in education, law & social, community & government services | 55 | 21.2 | 14.6 | 12.0 |
| 7 | Trades, transport & equipment operators & related occupations | 30 | 11.5 | 17.4 | 13.0 |
| 1 | Business, finance & administration occupations | 25 | 9.6 | 14.3 | 17.0 |
| 0 | Management occupations | 20 | 7.7 | 7.9 | 11.5 |
| 9 | Occupations in manufacturing & utilities | 20 | 7.7 | 2.7 | 5.2 |
| 2 | Natural & applied sciences & related occupations | 15 | 5.8 | 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 |
| All occupations | | 260 | - | - | - |

Sources: Statistics Canada, National Household Survey 2011

TABLE 6

| EMPLOYMENT BY OCCUPATION IN THUNDER BAY CMA AND ONTARIO | | Thunder Bay CMA | | | | Ontario |
|--|---|-----------------|---------------|---------------|----------------------------|----------------------------|
| | | 2012 | 2014 | 2016 | 2014-2016 Change (%) | 2014-2016 Change (%) |
| 0 | Management occupations | 5,000 | 4,100 | 3,800 | -7.3 | -0.3 |
| 1 | Business, finance & administration occupations | 9,200 | 10,600 | 8,400 | -20.8 | 0.7 |
| 2 | Natural & applied sciences & related occupations | 4,400 | 3,400 | 4,100 | 20.6 | 3.5 |
| 3 | Health occupations | 6,200 | 5,400 | 6,300 | 16.7 | 4.5 |
| 4 | Occupations in education, law & social, community & government services | 8,000 | 8,400 | 8,700 | 3.6 | 9.5 |
| 5 | Occupations in art, culture, recreation & sport | X | X | X | X | 7.7 |
| 6 | Sales & service occupations | 15,900 | 16,700 | 15,600 | -6.6 | -1.7 |
| 7 | Trades, transport & equipment operators & related occupations | 9,200 | 9,200 | 9,200 | 0.0 | 1.4 |
| 8 | Natural resources, agriculture & related production occupations | X | X | X | X | -0.9 |
| 9 | Occupations in manufacturing & utilities | 1,600 | 1,500 | <1,500 | <0.1 | 0.8 |
| All occupations | | 61,800 | 61,500 | 60,100 | -2.3 | 1.8 |

Sources: Statistics Canada, Labour Force Survey, CANSIM Tables: 282-0157 and 282-0159, author's calculations

An 'X' indicates that the data was 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.

04. Local Knowledge

This section features a summary of all jobs posted online in Gillies.⁴ Although this source of data has its limitations, it does suggest the number and types of vacancies and job opportunities in the community at a given time to complement the employment data presented previously.

0 jobs posted between April and September 2016

Source: Statistics Canada, Census 2016

The fact that 0 jobs were posted online does not mean that there are no job opportunities in Gillies. Indeed, it can mean that the online job boards monitored are not the ones used by employers in the community. Additionally, it can mean that job opportunities in the community are communicated through different means, such as physical job boards, or through word of mouth.

⁴ 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.

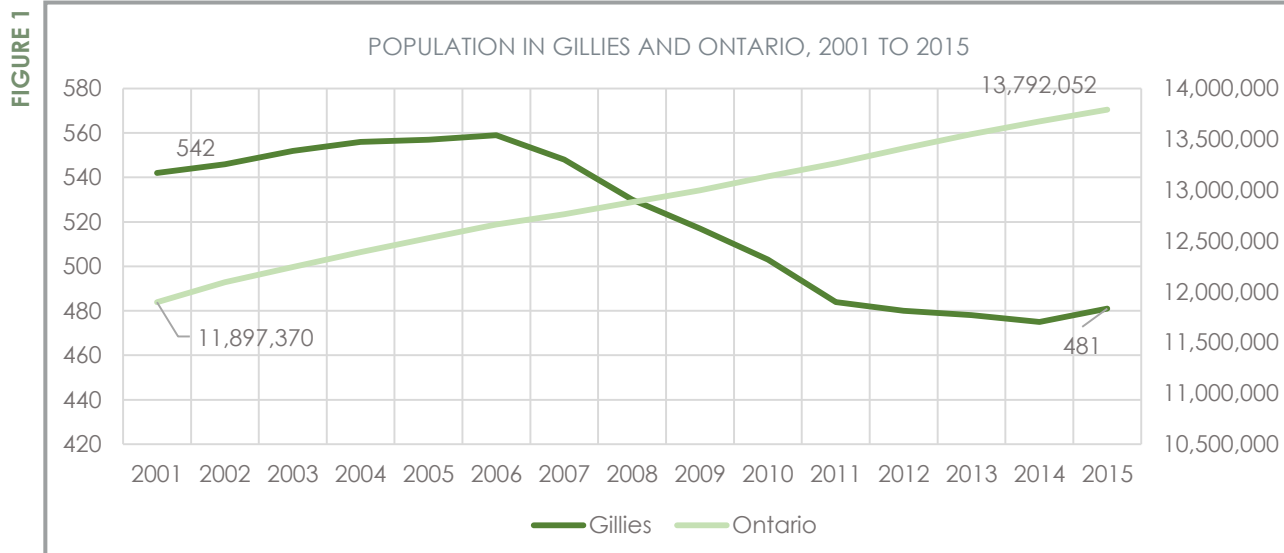
SUPPLY

Unfortunately, much of the data on the Francophone and Indigenous populations is suppressed in Gillies as the numbers are too small.

05. Population & Demographics

Population growth and composition are important drivers of labour market supply – the potential workers. Demographics are also a key driver of the demand for some categories of workers (e.g., in the education or health care sectors).

After a 3.1 percent increase between 2001 and 2006, Gillies's population decreased by 14.0 percent between 2006 and 2015 (Figure 1). Between 2001 and 2015, Ontario's population increased by 15.9 percent. The population decline experienced in Gillies is the result of more individuals leaving the community than arriving and a low birth rate (Cuddy and Moazzami, 2016). These changes in the number of Gillies inhabitants not only pose the challenge of a potential labour shortage but are also accompanied by population aging (Figure 2), which will increase the demand for health care in the upcoming years.



Sources: Statistics Canada, Estimates of population

474

Total 2016 Population

Sources: Statistics Canada, Census 2016

The proportion of individuals ages 50 to 64 is higher in Gillies than in the Thunder Bay District or in the province (Figure 2). On the other hand, the proportion of individuals ages 20 to 39 is lower than in the province or in the district. These trends may be reflecting in and out-migration patterns for these age groups.

The labour force entry-exit ratio shows the number of workers ready to enter the workforce and replace the ones that will retire in the coming years (Figure 3). In Gillies, the ratio of 0.62 in 2015 indicates that there are not enough workers entering the labour market to ensure that those retiring will be replaced. Therefore, if the situation remains the same, and newcomers of working age are not brought in to address the discrepancy, there may be a shortage of workers in the future.



FIGURE 2

DISTRIBUTION OF THE POPULATION BY
AGE GROUPS IN 2015 FOR GILLIES,
THUNDER BAY DISTRICT AND ONTARIO

Sources: Statistics Canada, Estimates of population

Gillies 
Thunder Bay District 
Ontario 

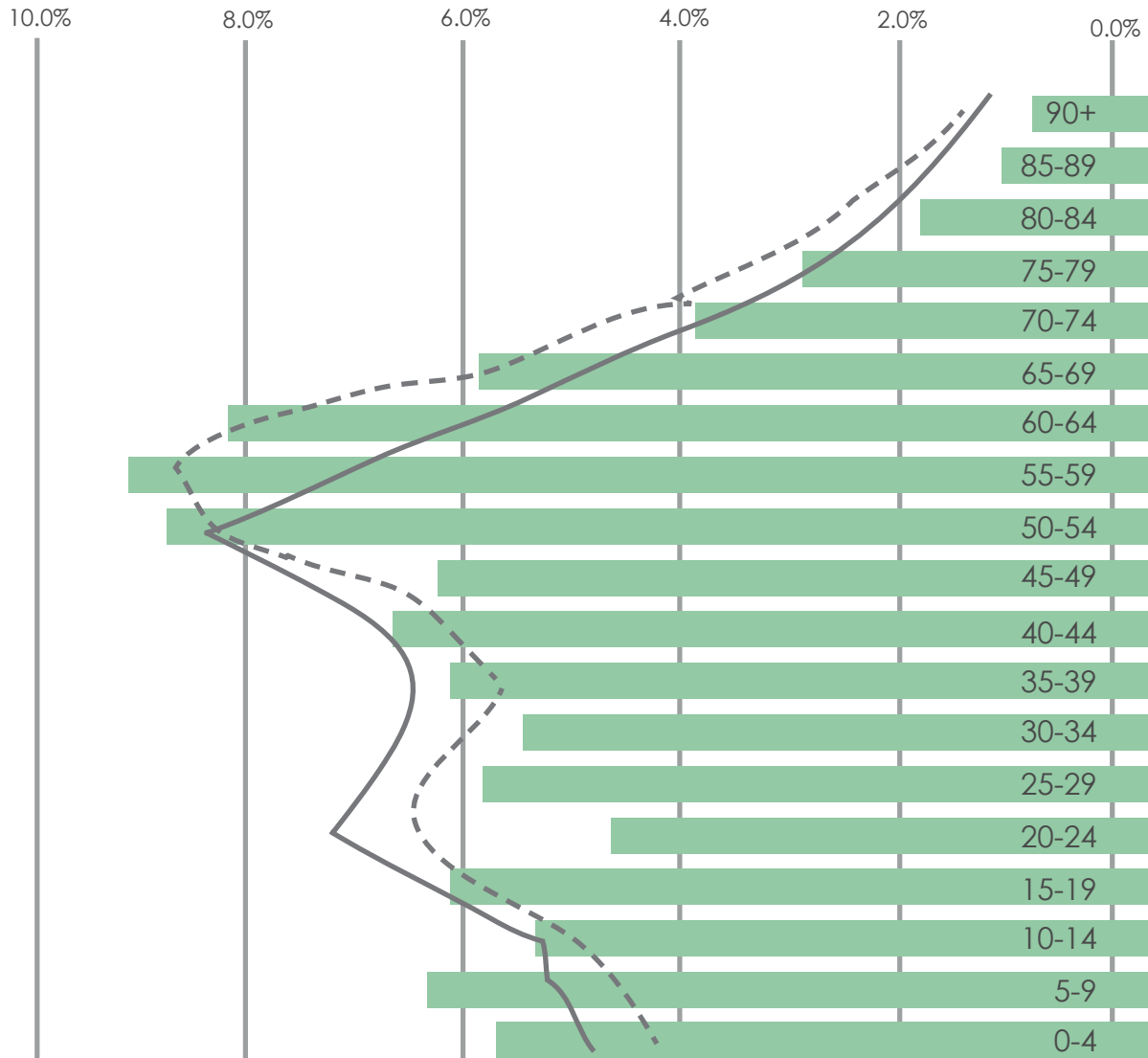
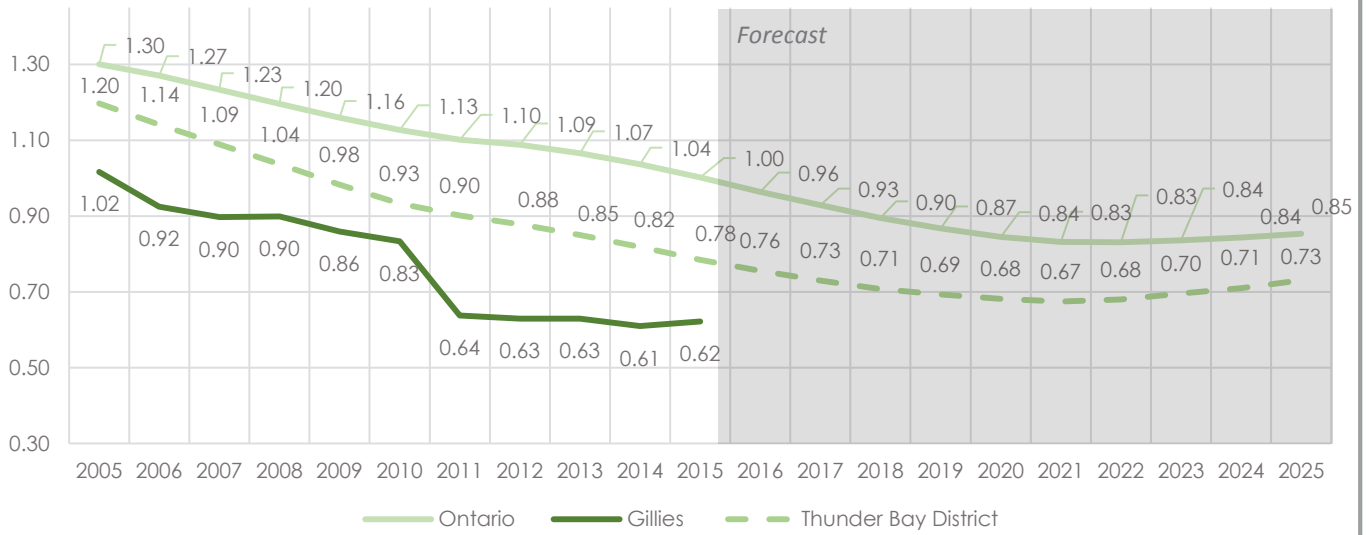


FIGURE 3

LABOUR FORCE ENTRY-EXIT RATIO FOR GILLIES, THUNDER BAY DISTRICT AND ONTARIO

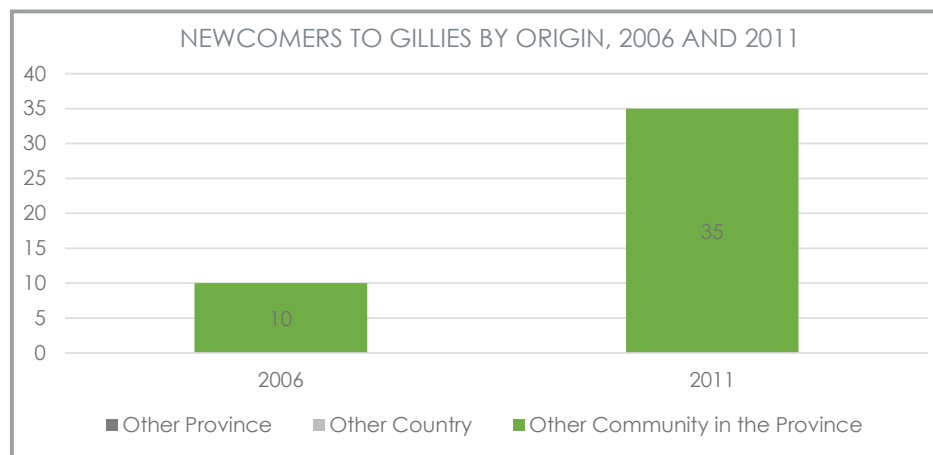


Sources: Statistics Canada estimation of population and Ontario Ministry of Finance forecasts, spring 2016 population projections update, for the forecast

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 in the community, and the services available to community members.

FIGURE 4



Sources: Statistics Canada, Census 2006 and NHS 2011

TABLE 7

| PERMANENT RESIDENTS BY INTENDED DESTINATION | | | | | | | | | | |
|---|------|------|------|------|------|------|------|------|------|------|
| Intended Destination | 2003 | 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 |
| Gillies | na | na | na | na | na | na | na | na | na | na |
| Thunder Bay District | 140 | 150 | 130 | 190 | 160 | 150 | 130 | 155 | 125 | 105 |

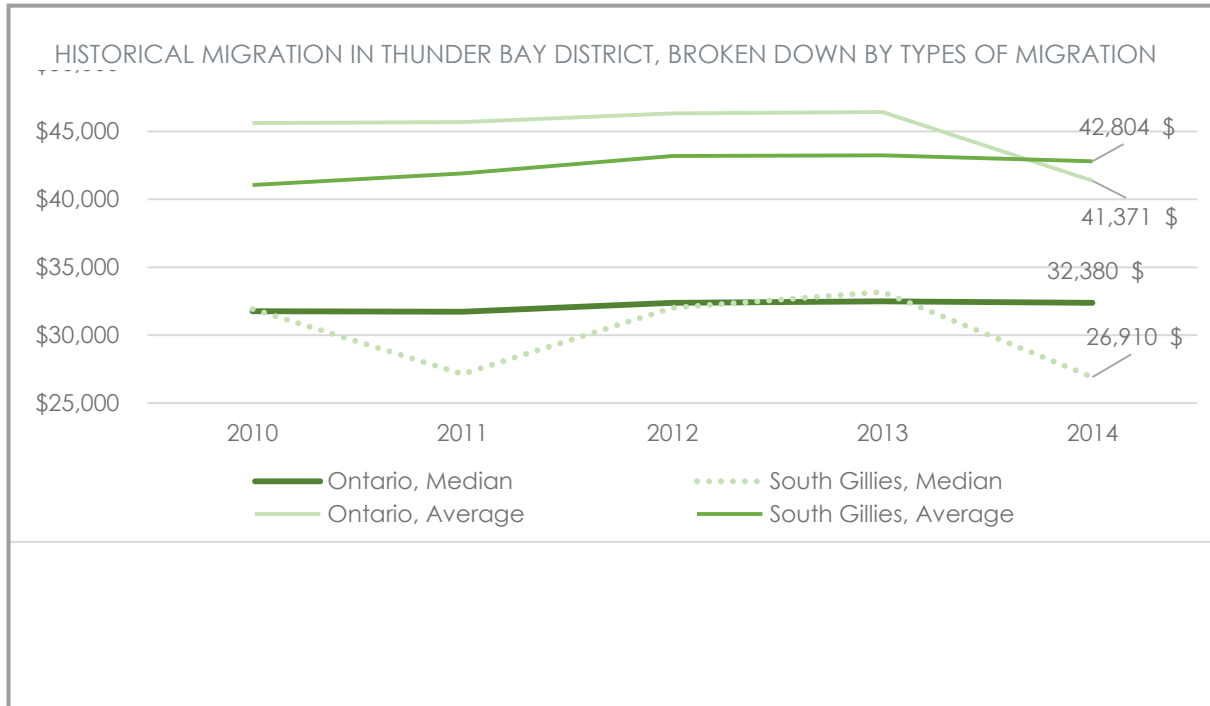
Sources: Permanent Residents Rounded Data Cube, 2012, Citizenship and Immigration Canada

The number of newcomers to Gillies increased between 2006 and 2011...

The number of newcomers to Gillies increased between 2006 and 2011 (Figure 4). All of the reported newcomers originated from other communities in Ontario. However, this influx of newcomers was not enough to offset the population decrease (Figure 1). Therefore, despite a lack of data, it is possible that emigration was higher than immigration.

For the Thunder Bay 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 8 and 9), it is interesting to note the many exchanges that occur between the Thunder Bay District and districts west of Thunder Bay, such as Kenora and Rainy River, or even districts in Alberta and Manitoba.

FIGURE 5



Sources: Statistics Canada, Components of population growth by census division, sex, and age group for the period from July 1, 2001, to June 30, 2015, based on the Standard Geographical Classification (SGC) 2011, CANSIM Table: 051-0063

TABLE 8

| 10 LARGEST ORIGINATING CANADIAN COMMUNITIES FOR IN-MIGRANTS BY AGE GROUP, 2012-2013 | | | | | | |
|---|------------|------------|-------------|------------|------------|-------------|
| District of Origin of In-migrants | 0-17 | 18-24 | 25-44 | 45-64 | 65+ | TOTAL |
| Kenora | 151 | 102 | 149 | 65 | 25 | 492 |
| Toronto | 28 | 25 | 80 | 22 | 15 | 170 |
| Rainy River | 30 | 27 | 42 | 16 | 15 | 130 |
| Division No. 11 - Manitoba | 17 | 12 | 42 | 22 | 11 | 104 |
| Algoma | 15 | 13 | 40 | 22 | 8 | 98 |
| Ottawa | 21 | 11 | 53 | 9 | 3 | 97 |
| Division No. 6 - Alberta | 28 | 10 | 39 | 14 | 2 | 93 |
| Simcoe | 19 | 15 | 29 | 16 | 7 | 86 |
| Greater Sudbury / Grand Sudbury | 20 | 10 | 35 | 12 | 7 | 84 |
| Cochrane | 21 | 11 | 29 | 9 | 4 | 74 |
| Total In-migrants | 599 | 452 | 1060 | 417 | 180 | 2708 |

Sources: Taxfiler

TABLE 9

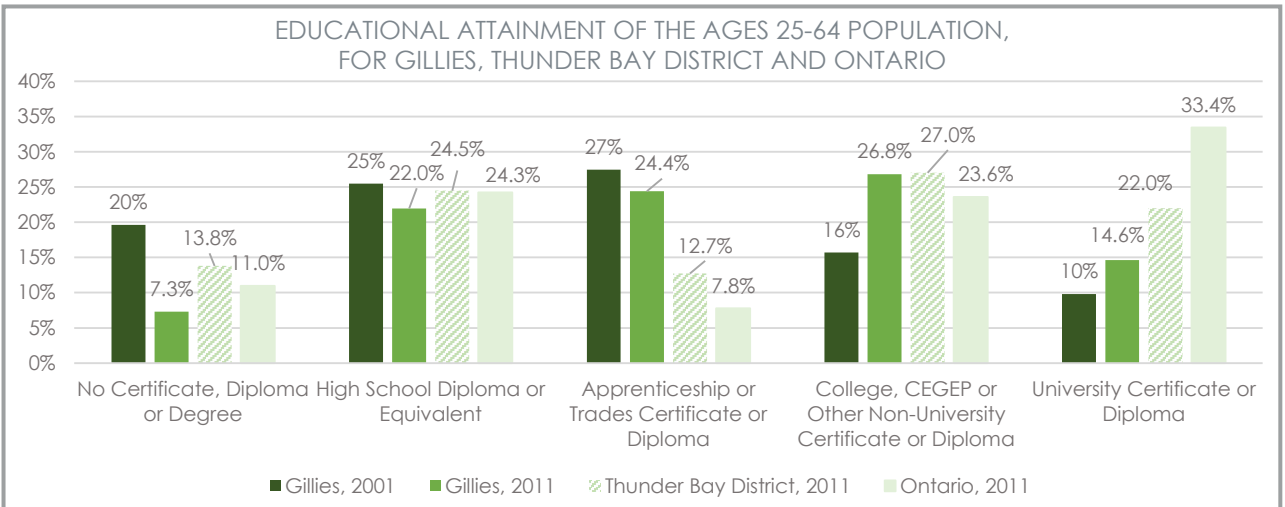
| 10 LARGEST CANADIAN DESTINATIONS FOR OUT-MIGRANTS BY AGE GROUP, 2012-2013 | | | | | | |
|---|------------|------------|-------------|------------|------------|-------------|
| District of Destination of Out-migrants | 0-17 | 18-24 | 25-44 | 45-64 | 65+ | TOTAL |
| Kenora | 132 | 51 | 126 | 59 | 8 | 376 |
| Toronto | 7 | 51 | 83 | 13 | 9 | 163 |
| Division No. 6 - Alberta | 22 | 17 | 72 | 17 | 12 | 140 |
| Division No. 11 - Alberta | 25 | 26 | 54 | 23 | 5 | 133 |
| Ottawa | 18 | 24 | 50 | 21 | 5 | 118 |
| Algoma | 32 | 12 | 38 | 17 | 4 | 103 |
| Division No. 11 - Manitoba | 21 | 18 | 42 | 16 | 4 | 101 |
| Greater Vancouver | 6 | 19 | 45 | 8 | 4 | 82 |
| Rainy River | 23 | 10 | 21 | 19 | 8 | 81 |
| Cochrane | 13 | 10 | 26 | 17 | 7 | 73 |
| Total Out-migrants | 596 | 464 | 1162 | 495 | 157 | 2874 |

Sources: Taxfiler

07. Education, Literacy, Skills, and Training

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

FIGURE 6



Sources: Author calculations based on Statistics Canada, Census 2001 and National Household Survey 2011

Between 2001 and 2011, a greater proportion of the population in Gillies achieved secondary or post-secondary education (a 12.7 percentage point increase – Figure 6).⁵ This dramatic drop in the number of individuals without a certificate, diploma, or degree to a level below that of the provincial level may represent an opportunity for Gillies as more jobs will require post-secondary education (Moazzami, 2015).

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.

Gillies does not have a dedicated elementary school, although it does have access to the Kakabeka Falls Public School in a neighbouring community. The nearest high school is in Thunder Bay.

ALIGNMENT

Gillies's labour force status and income data were only available for the general population in inter-census years as part of the region of South Gillies, which is comprised of the P0T 2V0 postal code and covers the southern part of Gillies Township. For readers interested in the northern part of Gillies, (postal code P0T 1W0), please refer to reports for Conmee, Oliver Paipoonge, or O'Connor.

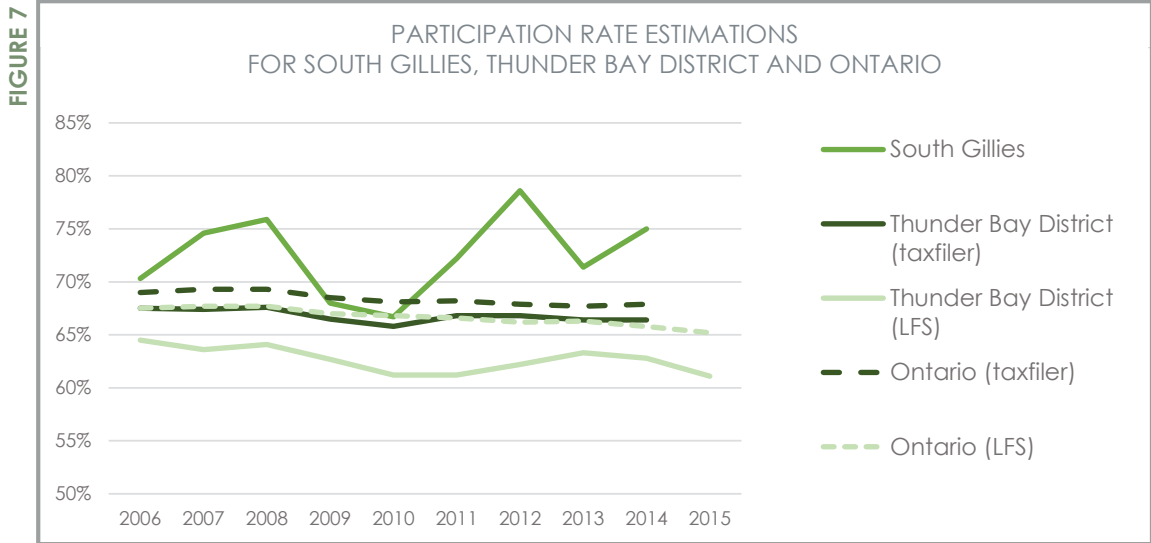
08. Labour Force Participation

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 indicators discussed thus far, as well as others, have an influence on a worker's ability to find a job and an employer's ability to find a worker.

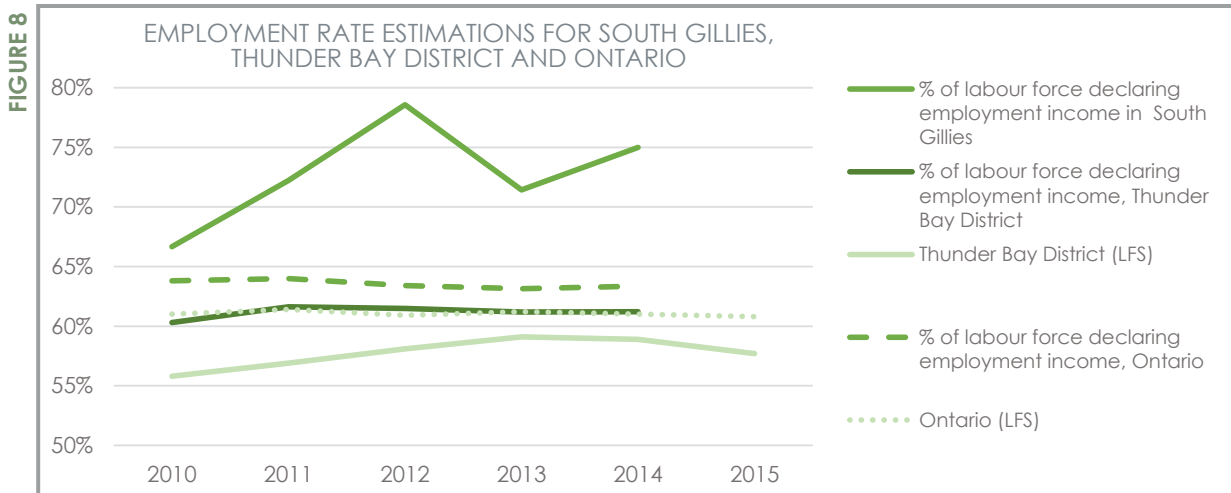
Unfortunately, there were no data available to assess the number of people in the community who are receiving employment insurance. Also there were no data available for Indigenous, Francophone, and immigrant participation and employment rates.

Between 2010 and 2014, despite annual spikes, the overall participation rate in South Gillies increased, as did the number of taxfilers declaring employment income (Figures 7 and 8). This may be an encouraging sign indicating that an increasing number of individuals in South Gillies are employed.

Interestingly, the participation rate in South Gillies is now higher than in the Thunder Bay District or the province (Figure 7). Similarly, the percentage of taxfilers declaring employment income is higher in South Gillies than in the district or the province (Figure 8).



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



Sources: Author calculations based on Taxfiler, number of people declaring Employment Income; Statistics Canada estimation of population; Labour Force Survey (LFS) two-year average estimates

09. Wages⁶

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

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

TABLE 10

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

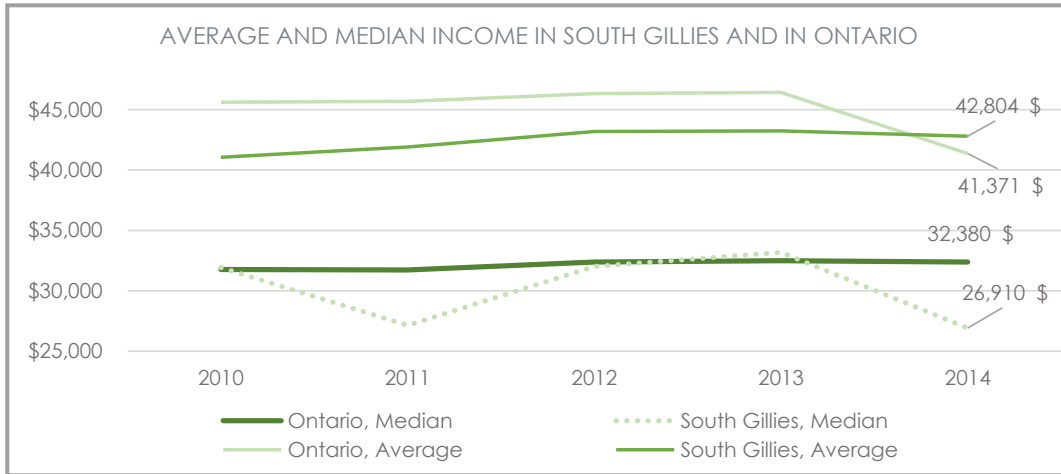
Sources: Job vacancy and wages survey, 2015 (average of all quarters)

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 the amount of community income generated by the labour market compared to other sources. As such, it can be an indication of the prevalence of employment and the sustainability of the community.

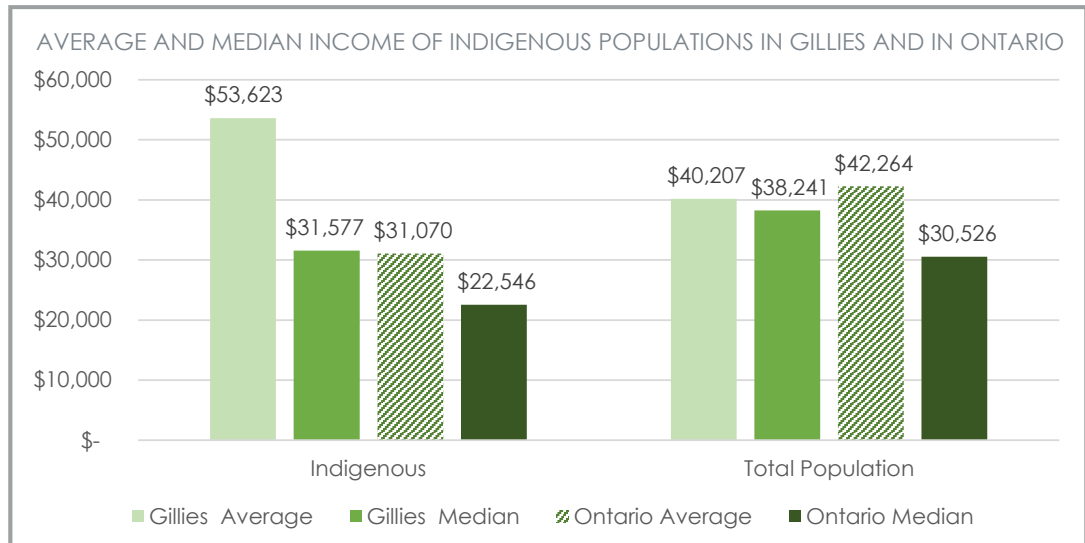
There were no available income data for Francophones and immigrants.

FIGURE 9



Sources: Taxfiler, South Gillies "rural community" – POT 2V0, and Ontario, Consumer Price Index from the Bank of Canada

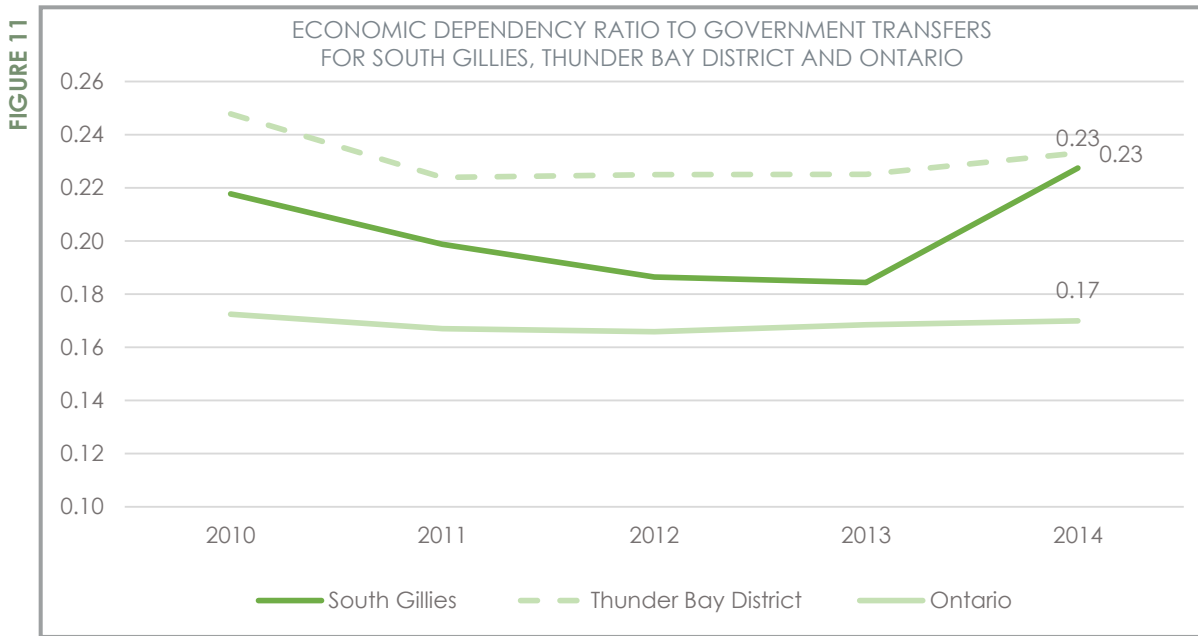
FIGURE 10



Sources: National Household Survey, 2011

In 2014, South Gillies's average income (\$42,804) was slightly above the provincial level, which fell from \$43,245 in 2013 to \$41,371 in 2014 (Figure 9). At the same time, median incomes were following an opposite path, with South Gillies's levels falling below provincial levels. This situation has created a larger gap between the average income median within the community than that of the one in the province; therefore, there is more economic discrepancy within South Gillies than in the rest of the province. It is also interesting to note that the average and median income of the Indigenous population in Gillies is greater than that of Ontario's Indigenous population, but only the average income is higher than that of the overall labour force (Figure 10). This finding suggests that there is a higher wage gap among the Indigenous population of Gillies than among other Ontarians.

Furthermore, the economic dependency ratio—the amount of government transfers received compared to the amount of income earned through employment—in South Gillies is higher than provincial levels but lower than the Thunder Bay District levels (Figure 11). Therefore, over the 2010-2014 period, South Gillies's income depended more on government transfers than that of Ontario but less than that of Thunder Bay (15.6 percent against 12.2 percent and 15.7 percent respectively in 2014 – Table 11). As for the composition of the government transfers, parts of the data were not available for confidentiality reasons (Table 11). Nonetheless, it is possible to say that the majority of the government transfer was made through Old Age Security and Canada Pension Plan payments (61.9 percent). This composition of transfer reflects the community's age structure and, interestingly,



Source: Taxfiler, South Gillies "rural community" – P0T 2V0, Thunder Bay District, Ontario



TABLE 11

| DISTRIBUTION OF THE INCOME OF THE COMMUNITY BY SOURCE OF INCOME | | | |
|---|---------------|----------------------|---------------|
| Amount of Dollars by Source of Income, 2014 | South Gillies | Thunder Bay District | Ontario |
| Wages/salaries/commissions only | X | 64.9% | 67.7% |
| Self-employment only | X | 2.3% | 4.3% |
| Employment income | 68.6% | 67.2% | 72.0% |
| Employment Insurance | X | 1.4% | 1.1% |
| OAS/Net federal supplements | 4.1% | 3.8% | 3.3% |
| CPP/QPP | 5.6% | 5.4% | 3.9% |
| CCTB | 1.4% | 1.1% | 1.1% |
| Workers compensation | X | 1.0% | 0.4% |
| Social Assistance | X | 1.5% | 1.1% |
| Other government transfers | X | 1.4% | 1.3% |
| Government transfers | 15.6% | 15.7% | 12.2% |
| Private pensions | 12.3% | 10.6% | 7.7% |
| RRSP | X | 0.4% | 0.4% |
| Investment | 1.0% | 3.8% | 5.3% |
| Other income | X | 2.3% | 2.5% |
| Total income | 100.0% | 100.0% | 100.0% |

Sources: Author calculations based on National Household Survey, 2011

POPULATION



474
(2016)



93.02 SQUARE
KILOMETRES
ACCESSIBLE BY RAIL, AIR,
AND THE TRANS-CANADA
HIGHWAY

48°16'N
89°42'W

GILLIES



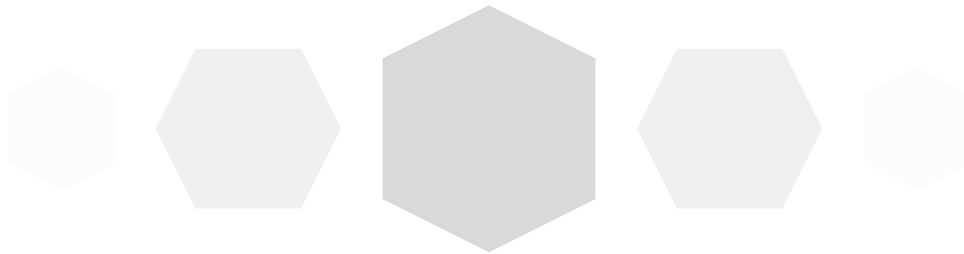
ENTREPRENEURIAL
SPIRIT

THAT MIGHT HELP
SUSTAIN GILLIES
IN THE LONG RUN

CONCLUSION

Gillies's economic landscape consists of a wide variety of industries relative to its demographic size. The fact that many of the companies within the community are self-employed individuals suggests an entrepreneurial spirit that might help sustain Gillies in the long run. This prosperity might, however, be challenged by potential labour shortages as the population ages. Yet, these shortages might also be mitigated if the local industry can tap into the labour force pool of a much larger neighbouring community, Thunder Bay.

Overall, the data above suggest that opportunities exist for those who wish to stay or migrate to Gillies. Moving forward, it will be up to the community to determine how to explore these opportunities.



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.

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

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