



# Community Labour Market Report

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# AROLAND 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 Aroland First Nation, Ontario, and analyzes how each data set aligns with the other.

## DEMAND



### 01. Employers

Central to local labour market planning is an understanding of the characteristics of area employers. The number of employers, the size of employers, the industry they are in, and changes in any of these factors over time affect employment levels and employment opportunities within a local labour market.

There are five employers in Aroland First Nation (Table 1). The band office is the largest source of employment, and the other four employers each have fewer than five employees. Available data from the period starting June 2015 and ending June 2016 suggests that one of Aroland First Nation's two employers in the forestry and logging industry downsized its workforce from a range of five to nine employees to a range of one to four (it is possible that the resulting change in employee category was due to the loss of just one employee – Table 2).

In Aroland First Nation, employers are spread across only three industries (Table 1). This industry distribution differs from that of the Thunder Bay District and the province, and results in an economy that is not as diversified.

**TABLE 1**

EMPLOYERS BY INDUSTRY, AND AS A PERCENTAGE OF TOTAL NUMBER OF EMPLOYERS, JUNE 2016	Aroland First Nation		Thunder Bay District (% of Total Number of Employers)	Ontario (% of Total Number of Employers)
	Total	% of Total Number of Employers		
113 - Forestry & logging	2	40.0	1.8	0.1
447 - Gasoline stations	1	20.0	0.8	0.4
914 - Indigenous public administration	1	20.0	0.2	0.0
Unclassified	1	20.0	8.5	12.5
<b>Total number of employers</b>	<b>5</b>	<b>-</b>	<b>-</b>	<b>-</b>

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

...there are five employers in Aroland First Nation.

The band office is the **largest** source of employment...

TABLE 2

CHANGE IN NUMBER OF EMPLOYERS BY NUMBER OF EMPLOYEES IN AROLAND FIRST NATION	June 2015	June 2016	2015-2016 Change (#)	2015-2016 Change (%)	Ontario Change (%)
0 <sup>1</sup>	2	2	0	0	2.7
1-4	1	2	1	100	1.7
5-9	1	0	-1	-100	0.7
10-19	0	0	0	0	-0.3
20-49	0	0	0	0	-2.5
50-99	1	1	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
<b>Total Number of Employers</b>	<b>5</b>	<b>5</b>	<b>0</b>	<b>0.0</b>	<b>2.2</b>

<sup>2</sup> At the community level, the Business Count data can be inconsistent due to concordance issues in geographical boundaries. Business data is collected according to postal codes, however, the data is aggregated and displayed according to 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.

Sources: Statistics Canada, Canadian Business Counts<sup>2</sup>

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

## 02. Employment by Industry

Employment by Industry data<sup>3</sup> describes 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 offered, as well as their respective salaries, and the type of education and skills these jobs require.

In 2011, public administration represented **the largest share of total employment** in Aroland First Nation

(Table 3).

Between 2014 and 2016, public administration employment in Northwestern Ontario, excluding the Thunder Bay CMA, decreased by 31.4 percent (Table 4).

Health care and social assistance (15 percent); agriculture, forestry, fishing and hunting (10 percent); and administrative and support, waste management and remediation services (10 percent) were the other industries providing employment in Aroland First Nation (Table 3).

<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, 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		Aroland First Nation (#)	Aroland First Nation (% of Total)	Thunder Bay District (% of Total)	Ontario (% of Total)
91	Public administration	60	60.0	10.3	6.9
62	Health care & social assistance	15	15.0	15.9	10.4
11	Agriculture, forestry, fishing & hunting	10	10.0	2.0	1.5
56	Administrative & support, waste management & remediation services	10	0	2.9	4.6
21	Mining & oil and gas extraction	0	0	2.7	0.4
22	Utilities	0	0	1.2	0.9
23	Construction	0	0	6.1	6.3
31-33	Manufacturing	0	0	5.3	10.4
41	Wholesale trade	0	0	2.7	4.6
44-45	Retail trade	0	0	11.8	11.2
48-49	Transportation & warehousing	0	0	5.5	4.6
51	Information & cultural industries	0	0	1.9	2.7
52	Finance & insurance	0	0	2.7	5.5
53	Real estate & rental and leasing	0	0	1.5	2.0
54	Professional, scientific & technical services	0	0	4.8	7.6
55	Management of companies & enterprises	0	0	0.0	0.1
61	Educational services	0	0	9.1	7.5
71	Arts, entertainment & recreation	0	0	2.0	2.2
72	Accommodation & food services	0	0	7.2	6.3
81	Other services (except public administration)	0	0	4.5	4.4
	<b>All Industries</b>	<b>100</b>	<b>100</b>	<b>-</b>	<b>-</b>

Sources: Statistics Canada, National Household Survey 2011

TABLE 4

EMPLOYMENT BY INDUSTRY IN NORTHWESTERN ONTARIO EXCLUDING THUNDER BAY CMA AND ONTARIO	Northwestern Ontario Excluding Thunder Bay CMA				Ontario
	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>3.91.0</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 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 describes 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 occupations growing strongly and others in decline. These changes again have an impact on the types of jobs offered, 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, occupations in education, law and social community and government services (NOCS category 4) represented the largest share of total employment in Aroland First Nation (30 percent of total employment – Table 5). Between 2014 and 2016, these occupations increased by 10.2 percent in Northwestern Ontario excluding Thunder Bay CMA (Table 6).

**TABLE 5**

EMPLOYMENT BY OCCUPATION, AND AS A PERCENTAGE OF TOTAL, 2011		Aroland First Nation (#)	Aroland First Nation (% of total)	Thunder Bay District (% of total)	Ontario (% of total)
4	Occupations in education, law & social, community & government services	30	30.0	14.6	12.0
7	Trades, transport & equipment operators & related occupations	20	20.0	17.4	13.0
1	Business, finance & administration occupations	15	15.0	14.3	17.0
0	Management occupations	10	10.0	7.9	11.5
2	Natural resources, agriculture & related production occupations	10	10.0	5.9	7.4
6	Sales & service occupations	10	10.0	24.5	23.2
8	Natural and applied sciences & related occupations	10	10.0	3.1	1.6
3	Health occupations	0	0.0	7.9	5.9
5	Occupations in art, culture, recreation & sport	0	0.0	1.9	3.1
9	Occupations in manufacturing & utilities	0	0.0	2.7	5.2
<b>All occupations</b>		<b>100</b>	<b>-</b>	<b>-</b>	<b>-</b>

Sources: Statistics Canada, National Household Survey 2011

**TABLE 6**

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

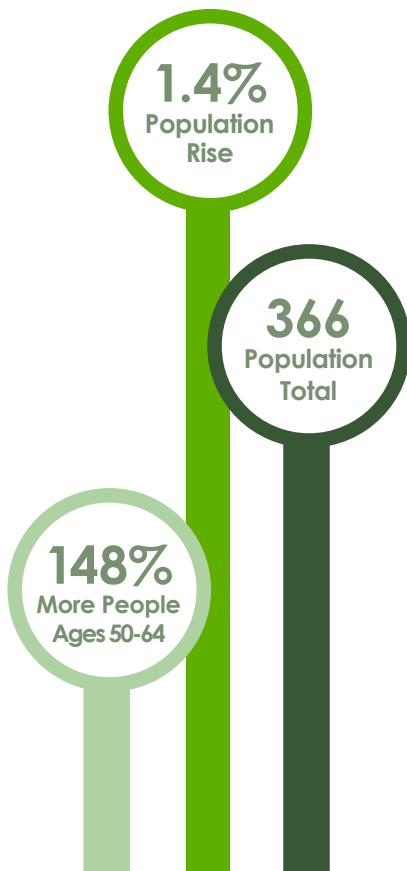
This section features a summary of all jobs posted online in Aroland First Nation.<sup>4</sup> Although this source of data has its limitations, it does provide a general idea of the vacancies and job opportunities in the community at a given time, to complement the employment data presented previously.

### 0 jobs posted between April and November 2016

Sources: Statistics Canada, Census 2016

<sup>4</sup> 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.

The fact that no jobs were posted online does not mean that there were no job opportunities in Aroland 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 word of mouth.



## SUPPLY

### 05. Population & Demographics

Population growth and composition are important drivers of labour market supply – the potential workers. It is also a key component of the demand for some categories of workers (e.g. education or health care).

Aroland First Nation's population has increased by 1.4 percent over the last 15 years, which contrasts with a 15.9 percent increase in Ontario's population over the same time (Figure 1). The net increase occurred despite the fact that, from 2001 until 2006, Aroland First Nation's population decreased, as reflected in part by a 20 percent decline in the number of births. On the other hand, between 2001 and 2015, the number of persons aged 50 to 64 grew by 148 percent.

### Total Population in 2016: 366

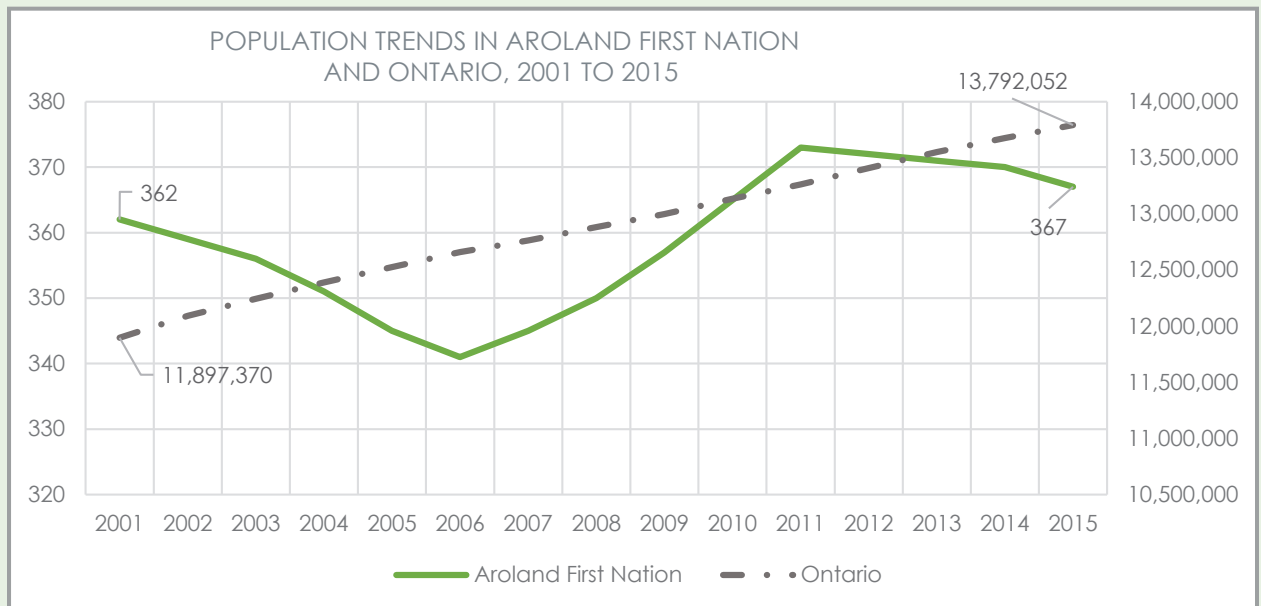
Sources: Statistics Canada, Census 2016

# 314

## Registered population living off reserve, July 2016

Source: Indigenous and Northern Affairs Canada.

FIGURE 1



Sources: Statistics Canada, Estimates of population





**FIGURE 3**  
DISTRIBUTION OF THE POPULATION BY POPULATION GROUPS IN 2011 FOR AROLAND FIRST NATION<sup>5</sup>

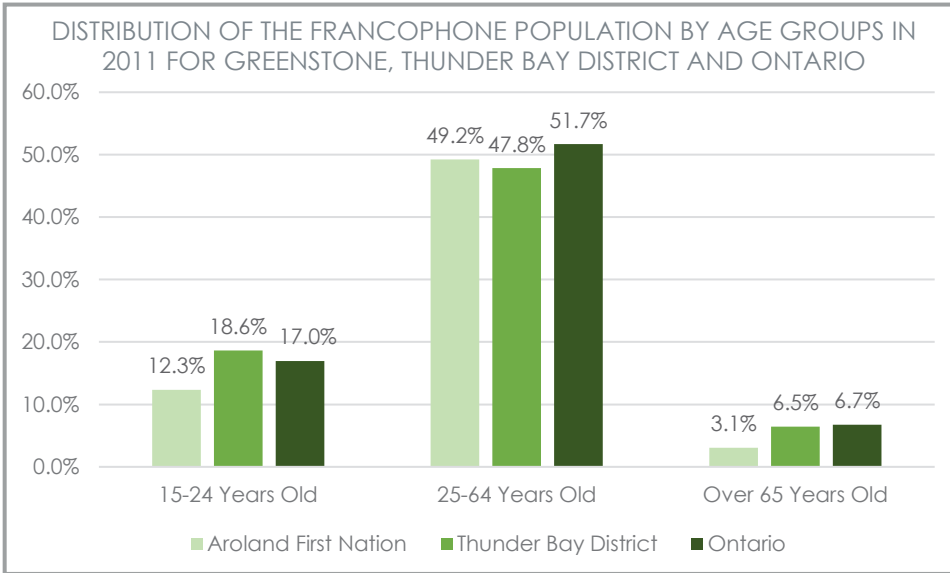
Sources: Statistics Canada, National Household Survey, 2011

The population in Aroland First Nation is much younger than that of the Thunder Bay District or Ontario as a whole (Figure 2). It also appears, based on Figure 4, that Aroland's population is younger than that of other Indigenous communities in both the Thunder Bay District and the province. However, the number of Francophones residing in Aroland First Nation is too small to be reported.

The labour force entry-exit ratio reflects the number of workers ready to enter the workforce and replace the ones that are approaching retirement age (Figure 5). In Aroland First Nation, the ratio of 1.97 in 2015 indicates that there are enough workers entering the labour market to ensure that those retiring will be replaced. Therefore, in the future, the challenge is not about the quantity of workers available, but whether these workers have the necessary skills to successfully enter the workforce.

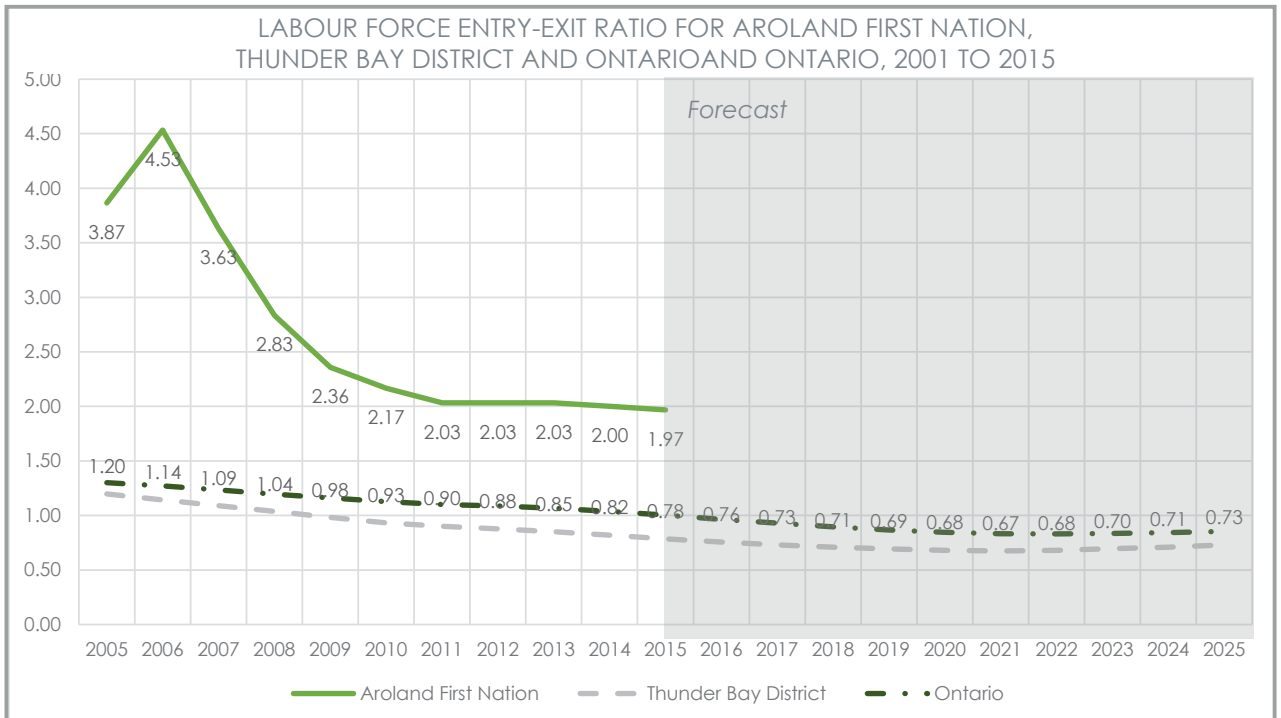
<sup>5</sup>Indigenous identity is determined by individuals' declaration while completing the census. It is possible that the remaining 10% of the population are of Indigenous identity, but did not declare it.

**FIGURE 4**



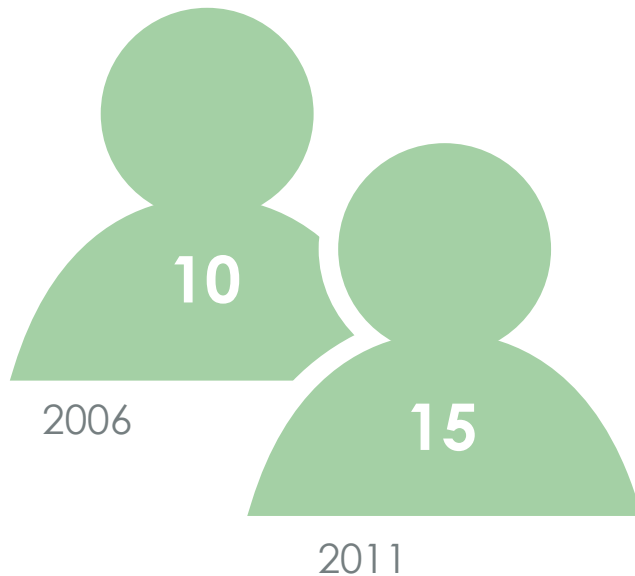
Sources: Author calculations based on Statistics Canada, National Household Survey, 2011

**FIGURE 5**



Sources: Author calculations based on 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 but also quality of life in the community and the services available to community members.

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

### NEWCOMERS TO AROLAND BY ORIGIN, 2006 AND 2011

Sources: Statistics Canada, Census 2006 and NHS 2011

**TABLE 10**

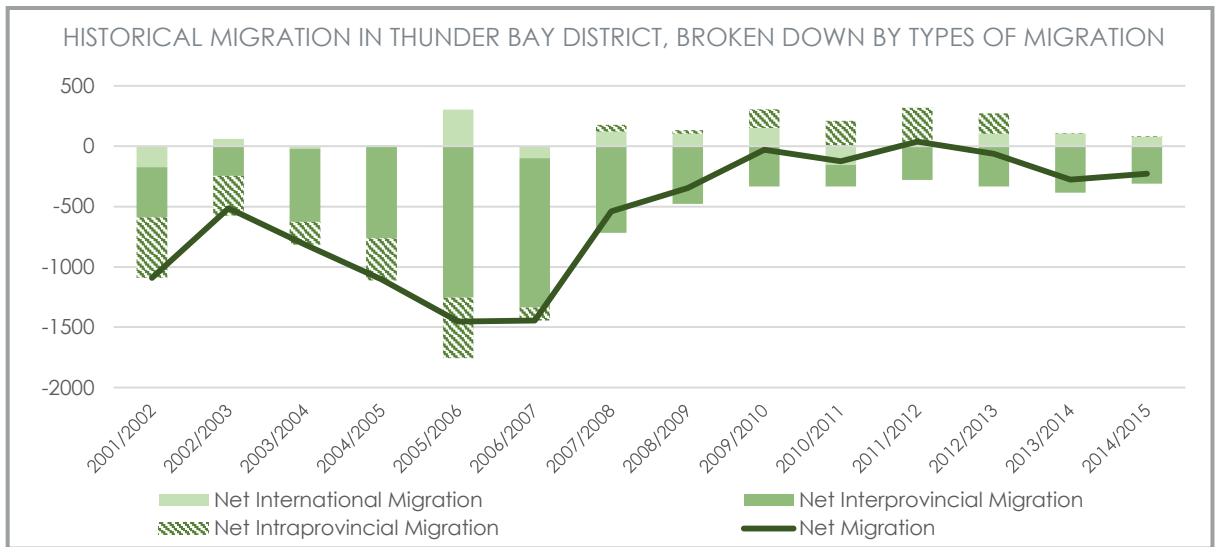
PERMANENT RESIDENTS BY INTENDED DESTINATION										
Intended Destination	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Aroland First Nation	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Thunder Bay District	140	150	130	190	160	155	130	155	125	105

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

The number of newcomers to Aroland First Nation increased between 2006 and 2011 (Figure 6). These newcomers actually may be individuals who previously lived off-reserve and decided to return. They may also have contributed to the overall increase in Aroland First Nation's population, although it is difficult to determine, as there are no numbers available regarding emigration—those individuals leaving the community.

For the Thunder Bay district, the number of emigrants between 2001 and 2015 was greater than the number of immigrants (resulting in negative net migration), which applies a downward pressure on population growth (Figure 7). When looking at the districts of origin and destination of migrants (Tables 10 and 11), it is interesting to note the many exchanges that occur between the Thunder Bay CMA and districts to the west, such as Kenora and Rainy River, or with districts in Alberta and Manitoba.

**FIGURE 7**



Sources: Author calculations based on 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 10**

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
<b>Total In-migrants</b>	<b>599</b>	<b>452</b>	<b>1060</b>	<b>417</b>	<b>180</b>	<b>2708</b>

Sources: Taxfiler

**TABLE 11**

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
<b>Total Out-migrants</b>	<b>596</b>	<b>464</b>	<b>1162</b>	<b>495</b>	<b>157</b>	<b>2874</b>

Sources: Taxfiler



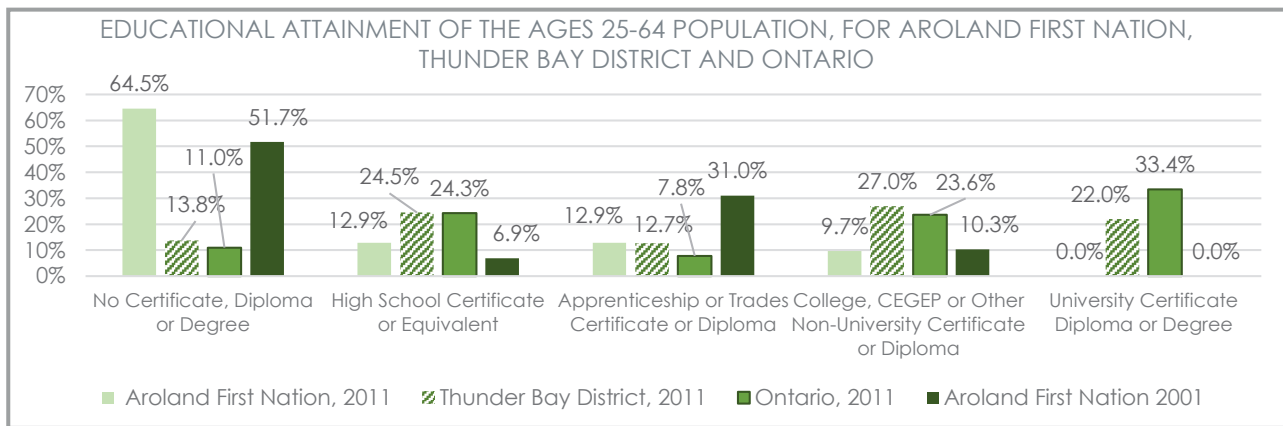
## 07. Education, Literacy, Skills, and Training

<sup>6</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 Journey person'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.

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.

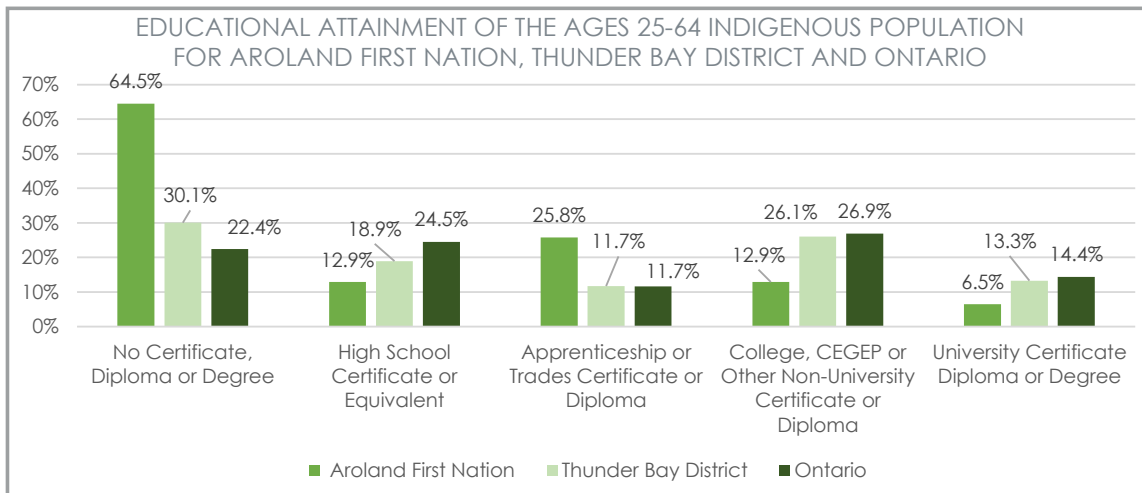
In 2011, more than half of the aged 25 to 64 population (64 percent) in Aroland First Nation had no certificate, diploma, or degree,<sup>6</sup> which is high compared to the Thunder Bay District (13.8 percent) and the province (11 percent - Figure 8). Surprisingly, this number increased by 12.8 percent since 2001. In addition, Figure 9 indicates that a smaller percentage of the Aroland First Nation population has achieved secondary or post-secondary education than other Indigenous populations in the Thunder Bay District and in the province.

**FIGURE 8**



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

FIGURE 9



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

Although there is an elementary school in Aroland First Nation—the Johnny Therriault Memorial School—enrolment data is not available through the Ontario School Information System.<sup>7</sup>

<sup>7</sup> The Greenstone Community Labour Market Report features secondary school enrolment data for the two high schools in Greenstone.

# 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, influence a worker's ability to find a job and an employer's ability to find a worker.

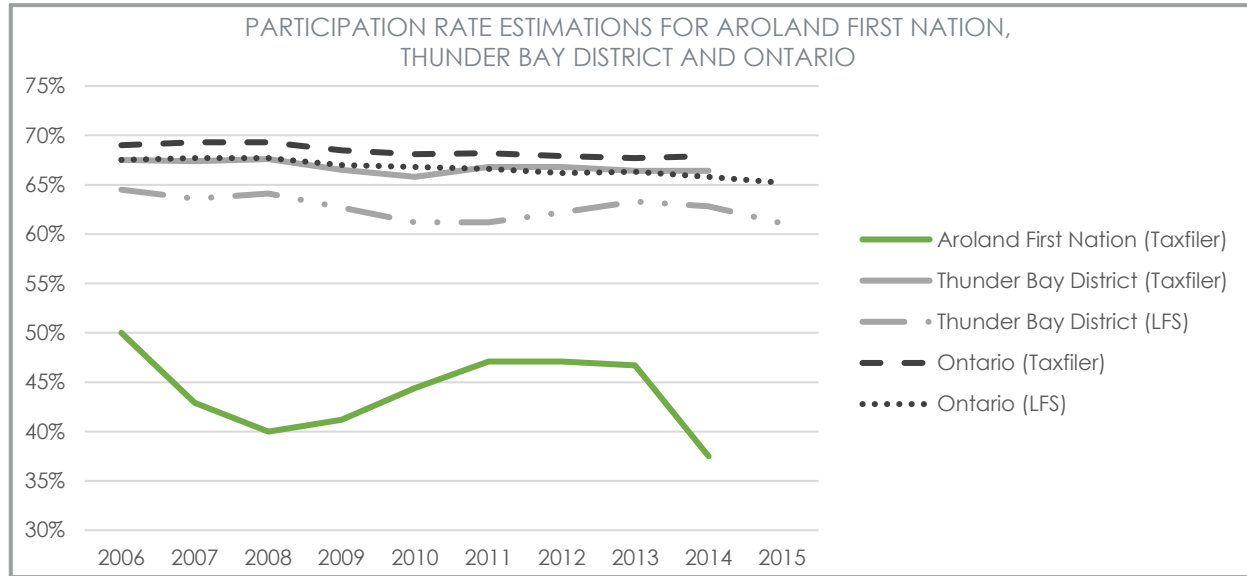
In Aroland First Nation, the percentage of people declaring employment income is less than half that of the Thunder Bay District or Ontario percentages (Figure 12). Unfortunately, the number of individuals declaring Employment Insurance has been suppressed for confidentiality reasons (Figure 14).<sup>8</sup> Additionally, the participation rate (37.5 percent in 2014) is also 30 percent lower than that of the Thunder Bay District and Ontario (Figure 10).

In 2011, the participation of the Indigenous population in the Aroland First Nation labour force was comparable to that of the Thunder Bay District and the province as a whole (Figure 11). However, the Aroland First Nation employment rate was lower, and the unemployment rate was higher than that of the Thunder Bay District and the province (Figures 13 and 15).

Taken together, the low employment and workforce participation paint a potentially bleak picture for Aroland First Nation, especially since a large proportion of the population is of working age. The current situation may be the result of an actual lack of employment opportunities, a different understanding of what constitutes employment, or individuals who are not declaring their activities.

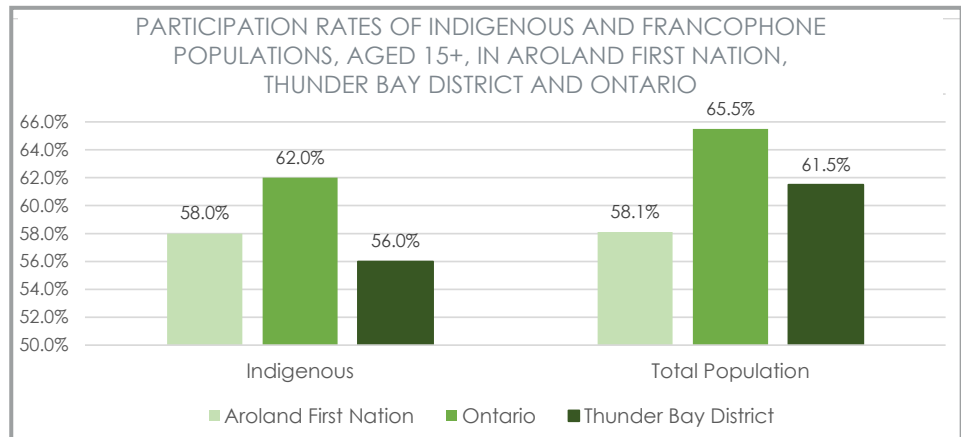
<sup>8</sup> Taxfiler confidentiality threshold is defined as less than 15 taxfilers per cell, or less than 100 taxfilers for an area, or cells dominated by a single taxfiler, or cells where the median income was based on a rounded count of less than 20 taxfilers.

**FIGURE 10**



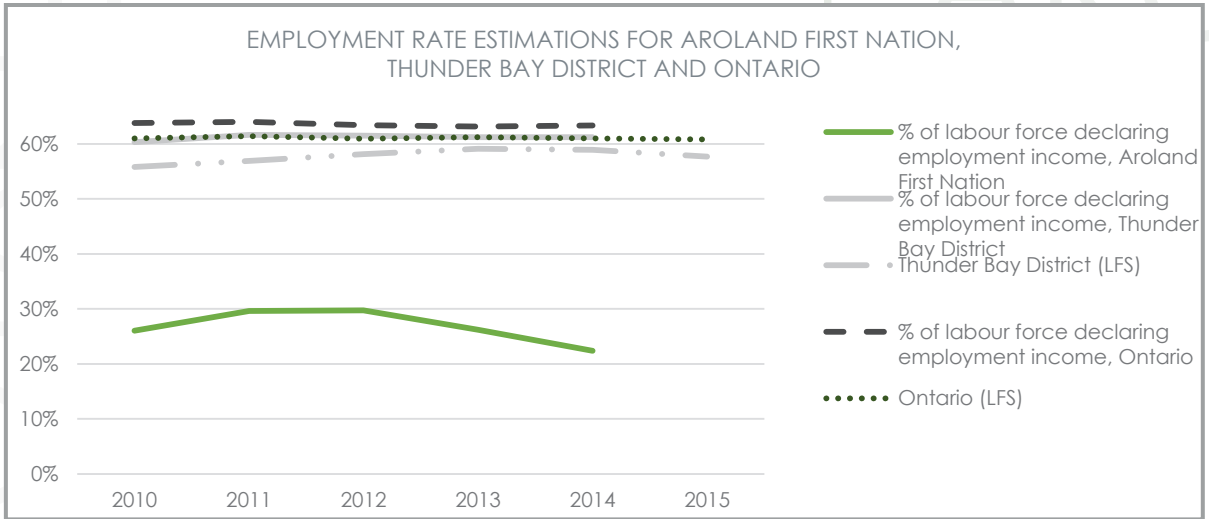
Sources: Author calculations based on Taxfiler, participation rate calculated as the number of people receiving labour income in the total population over the age of 15; Labour Force Survey (LFS) two-year average estimates, participation rate calculated as the number of civilian, non-institutionalized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

**FIGURE 11**



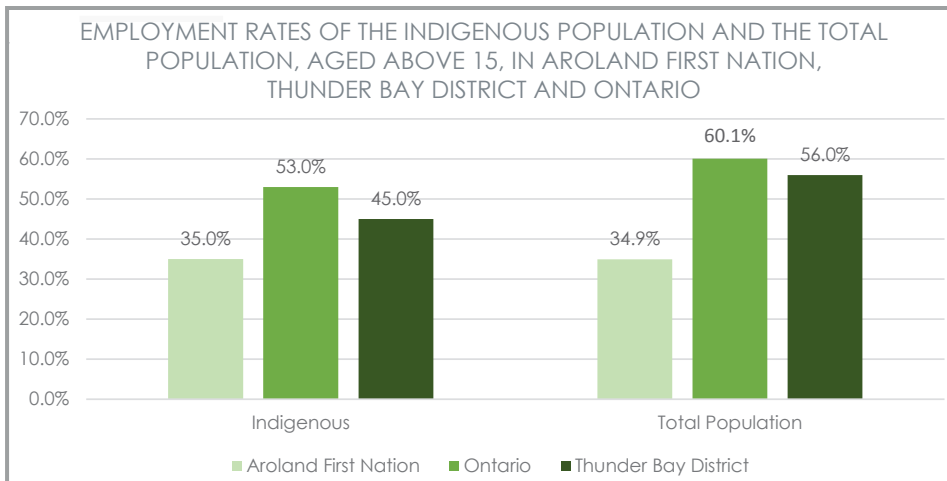
Sources: Statistics Canada, National Household Survey, 2011

FIGURE 12



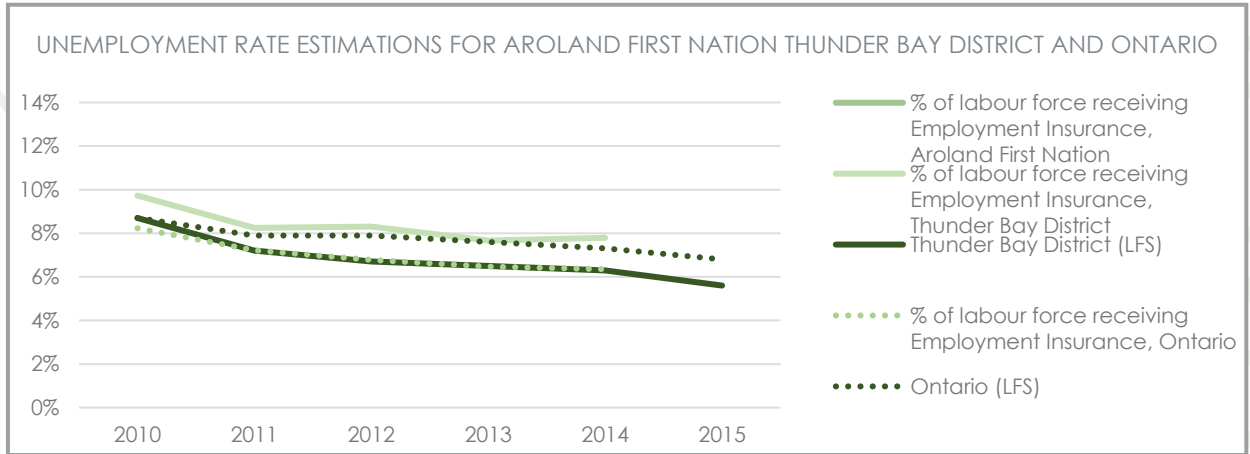
Sources: Author calculations based on Taxfiler, number of people declaring Employment Income; Statistics Canada estimation of population; Labour Force Survey (LFS) two-year average estimates

FIGURE 13



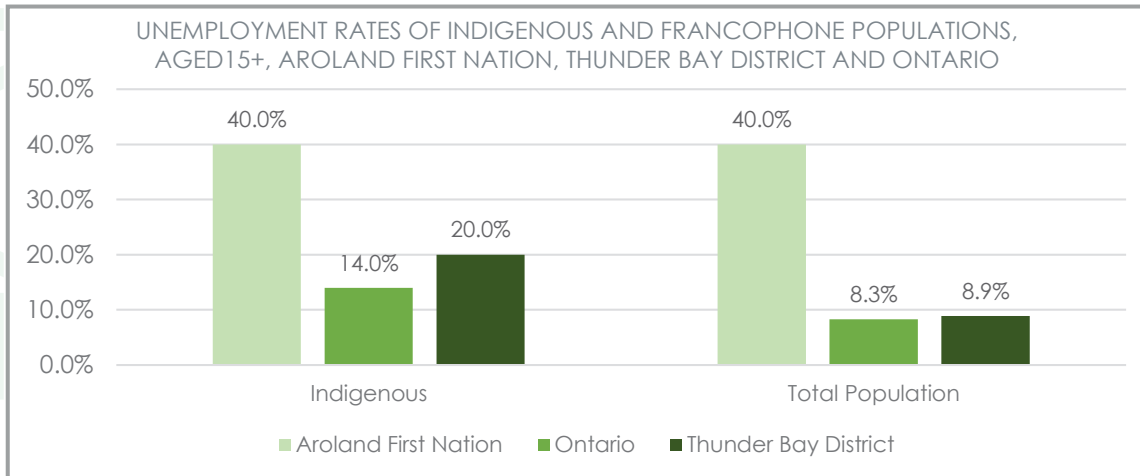
Sources: Statistics Canada, National Household Survey, 2011

**FIGURE 14**



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

**FIGURE 15**



Sources: Statistics Canada, National Household Survey, 2011

## 09. Wages<sup>9</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>9</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 11**

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)

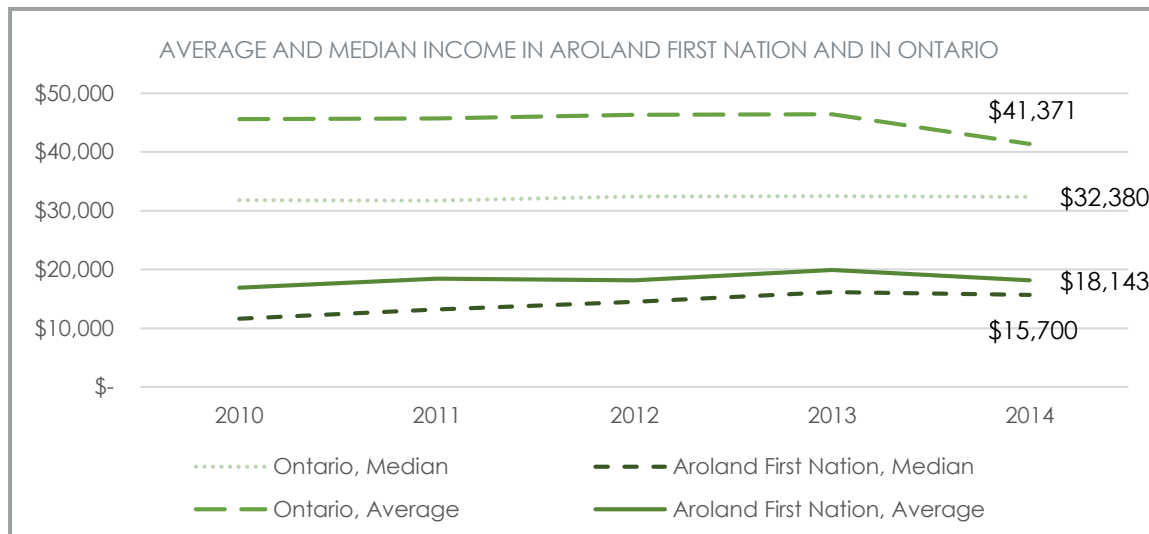
## 10. Income

Average and median income indicate how well-off an area, and its inhabitants, are compared to others. Sources of income also provide information about 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 the dominant industry in a community. In 2014, Aroland First Nation's median income per person was half that of the Thunder Bay District and the province (Figure 16). The reported income data for Aroland First Nation (Figure 17) could be interpreted in light of the low labour market participation level (37.5 percent - Figure 10) in the community.

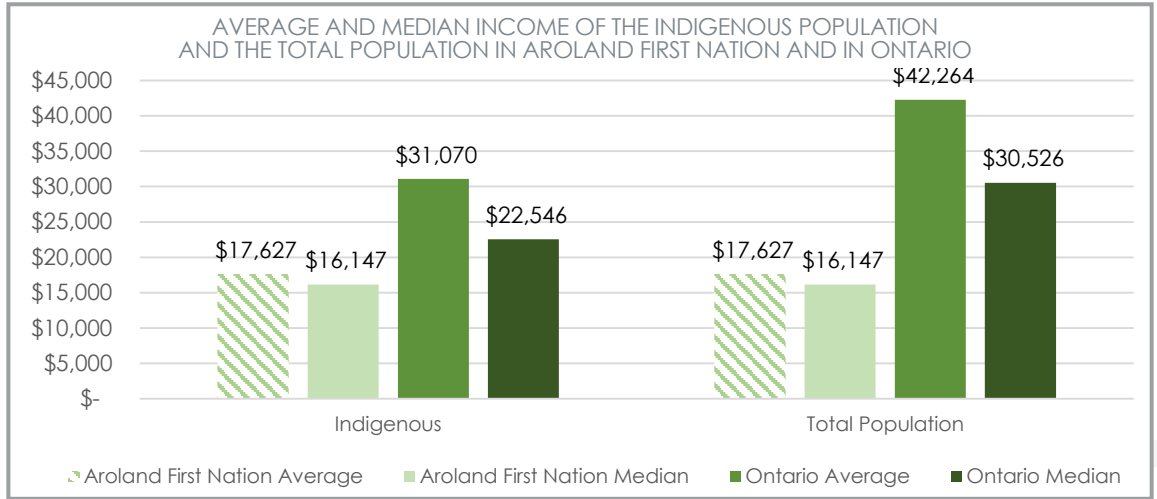
Additionally, the economic dependency ratio, or the amount of government transfers compared to the amount of income earned through employment, is higher than that of Thunder Bay District, and the ratio above 1 indicates that more than half the community's income is dependent on government transfers (Figure 18). Social assistance benefits account for 36.8 percent of these government transfers, and 25.4 percent are Canada Child Tax Benefits (Table 12).

**FIGURE 16**



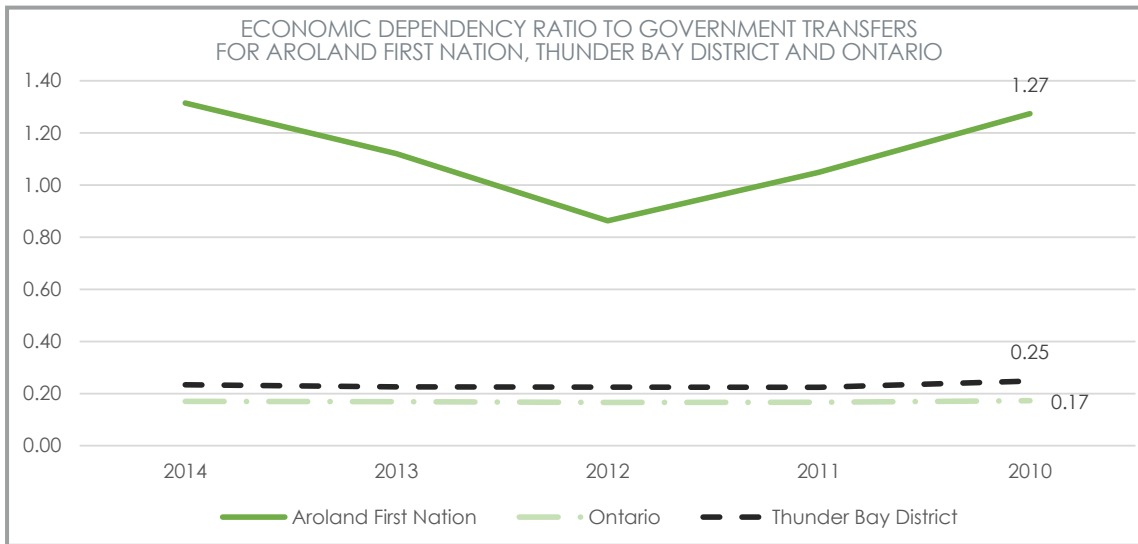
Sources: Taxfiler, Aroland "rural community", and Ontario. Consumer Price Index from the Bank of Canada

**FIGURE 17**



Source: National Household Survey, 2011

**FIGURE 18**



Source: Author calculations based on Taxfiler, Aroland "rural community", Thunder Bay District, Ontario



**TABLE 12**

DISTRIBUTION OF THE INCOME OF THE COMMUNITY BY SOURCE OF INCOME			
Amount of Dollars by Source of Income, 2014	Aroland First Nation	Thunder Bay District	Ontario
Wages/salaries/commissions only	X	64.9%	67.7%
Self-employment only	X	2.3%	4.3%
<b>Employment income</b>	41.9%	67.2%	72.0%
Employment Insurance	X	1.4%	1.1%
OAS/Net federal supplements	X	3.8%	3.3%
CPP/QPP	X	5.4%	3.9%
CCTB	14.0%	1.1%	1.1%
Workers compensation	X	1.0%	0.4%
Social Assistance	20.3%	1.5%	1.1%
Other government transfers	9.8%	1.4%	1.3%
Government transfers	55.1%	15.7%	12.2%
Private pensions	X	10.6%	7.7%
RRSP	X	0.4%	0.4%
Investment	X	3.8%	5.3%
Other income	X	2.3%	2.5%
<b>Total income</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

Source: Author calculations based on Taxfiler, Aroland "rural community", Thunder Bay District, Ontario. 'X' indicates suppressed data

POPULATION



366 (2016)



3.21 SQUARE  
KILOMETRES  
ALONG THE CANADIAN  
NATIONAL RAILWAY LINE  
20 KM WEST OF NAKINA

50°13'N  
86°57'W

# AROLAND FIRST NATION

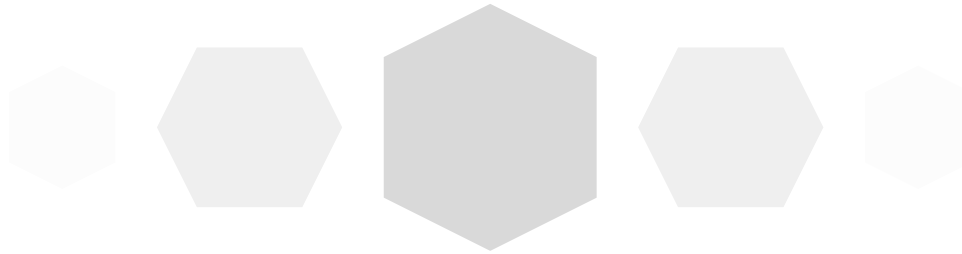


THEIR YOUNG AND  
GROWING  
WORKFORCE  
REPRESENTS AN  
**OPPORTUNITY**

# CONCLUSION

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Aroland First Nation's workforce is young and growing, which represents an opportunity for the community and for the region as a whole, as potential workforce shortages loom across Northwestern Ontario. However, the participation and employment rates of Aroland First Nation members are low, as is the educational attainment of the population. These elements may pose challenges – and opportunities – for the community as it leverages its growing workforce to improve its economic and social well-being.



**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

- Cuddy, J. and Moazzami, B. (2016). Northern Projections: Thunder Bay District. Thunder Bay: Northern Policy Institute.
- Moazzami, B. (2015). Unpublished manuscript. Thunder Bay: Northern Policy Institute.

**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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**DU NORD**

This report was made possible in part through the support of the Northern Ontario Heritage Fund Corporation, the Province of Ontario and the Government of Canada. We greatly appreciate their generous support but emphasize the following: the views expressed in this report are those of the authors and do not necessarily reflect the opinions of the Institute, the Planning Board, our Directors, supporters, donors, partners, the Government of Canada, or the Government of Ontario. Quotation with appropriate credit is permissible.



This project is funded in part by the Government of Canada and the Government of Ontario.