



Community Labour Market Report

By Amandine Martel & José-Karl Noiseux



BIINJITWAABIK ZAAGING ANISHINAABEK 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 Biinjitiwaabik Zaaging Anishinaabek First Nation (Rocky Bay First Nation), Ontario, and analyzes how each data set aligns with the other.

DEMAND

01. Employers

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

According to available Canadian Business Counts data, there were two employers located in the community of Biinjitiwaabik Zaaging Anishinaabek First Nation as of June 2016: the Indigenous public administration office, which employed between 50 and 99 employees, and one self-employed person engaged in miscellaneous manufacturing activities.

By comparison, Indigenous public administration and miscellaneous manufacturing activities represented less than 1 percent of all employers in both the Thunder Bay District and the province in June 2016. Thus, the distribution of industries in Biinjitiwaabik Zaaging Anishinaabek First Nation is quite different from both the District and the province, and this may be related to the fact that there are fewer than 200 residents in the community.

TABLE 1

EMPLOYERS BY INDUSTRY, AND AS A PERCENTAGE OF TOTAL NUMBER OF EMPLOYERS, JUNE 2016	Total	Biinjitiwaabik Zaaging Anishinaabek (% of Total Number of Employers)	Thunder Bay District (% of Total Number of Employers)	Ontario (% of Total Number of Employers)
339 - Miscellaneous manufacturing	1	50.0	0.3	0.3
914 - Indigenous public administration	1	50.0	0.0	0.2

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

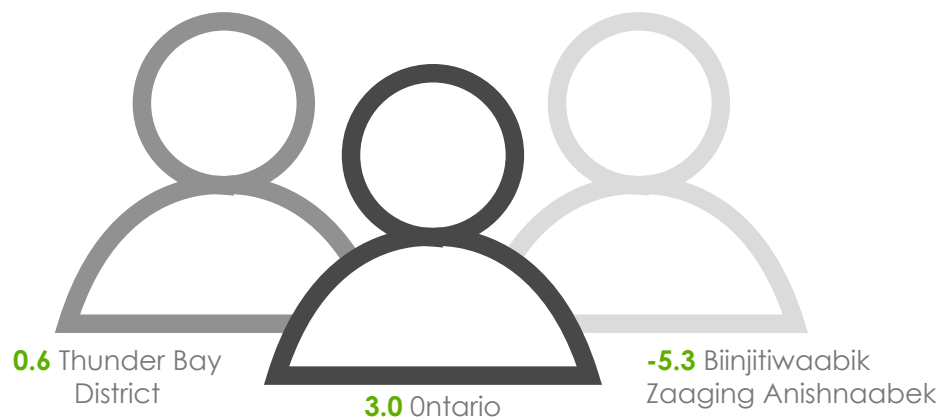
TABLE 2

CHANGE IN NUMBER OF EMPLOYERS BY NUMBER OF EMPLOYEES IN BIINJITIWAABIK ZAAGING ANISHINAABEK	June 2015	June 2016	2015-2016 Change (#)	2015-2016 Change (%)	Ontario Change (%)
0 ¹	1	1	0	0.0	2.7
1-4	1	0	-1	-100.0	1.7
5-9	0	0	0	0.0	0.7
10-19	0	0	0	0.0	-0.3
20-49	0	0	0	0.0	-2.5
50-99	0	1	1	-	18.4
100-199	1	0	-1	-100.0	-1.7
200-499	0	0	0	0.0	0.2
500+	0	0	0	0.0	1.1
Total Number of Employers	3	2	-1	-33.3	2.2

Sources: Author's calculations based on Statistics Canada, Canadian Business Counts; and Statistics Canada, Canadian Business Counts²

¹ Businesses with zero employees are self-employed entrepreneurs who do not have any employees 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.



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

Source: Author's calculations based on Statistics Canada, Canadian Business Counts, and Statistics Canada estimates of population

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, such as the types of jobs available, their respective salaries, and the type of education and skills these jobs require.

It is important to note that, in Table 3, there is a difference between the number of employees listed in each of the three industries and the total employment in all industries. The difference occurs because of random rounding, a process used by Statistics Canada to protect the confidentiality of respondents (Statistics Canada, 2016). In reality, there may be additional employers in the community that have a staff of between 1 and 9 employees in industries that are listed as having zero employees. Nonetheless, it is possible to say that almost half of total employment in the community is in public administration, which is significantly more than that of the District (10.3 percent) and the province (7.0 percent).

Agriculture and forestry, fishing and hunting accounted for 14.3 percent of total employment in the community. By comparison, this sector accounted for only 2.0 percent of total employment in the District and 1.5 percent in the province. However, the share of workers in health care and social assistance (around 14.3 percent) in the community was relatively similar to that of the District (15.9 percent), but a bit higher than that of the province (10.6 percent-Table 3).

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: 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		Biinjitiwaabik Zaaging Anishinaabek (#)	Biinjitiwaabik Zaaging Anishinaabek (% of Total)	Thunder Bay District (% of Total)	Ontario (% of Total)
91	Public administration	30	42.9	10.3	7.0
62	Health care & social assistance	10	14.3	15.9	10.6
11	Agriculture, forestry, fishing & hunting	10	14.3	2.0	1.5
21	Mining & oil & gas extraction	0	0	2.7	0.4
22	Utilities	0	0	1.2	0.9
23	Construction	0	0	6.1	6.1
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	11.1
48-49	Transportation & warehousing	0	0	5.5	4.7
51	Information & cultural industries	0	0	1.9	2.7
52	Finance & insurance	0	0	2.7	5.6
53	Real estate & rental & leasing	0	0	1.5	2.0
54	Professional, scientific & technical services	0	0	4.8	7.7
55	Management of companies & enterprises	0	0	0.0	0.1
56	Administrative & support, waste management & remediation services	0	0	2.9	4.4
61	Educational services	0	0	9.1	7.5
71	Arts, entertainment & recreation	0	0	2.0	2.0
72	Accommodation & food services	0	0	7.2	6.0
81	Other services (except public administration)	0	0	4.5	4.4
All Industries		70	-	-	-

Sources: Statistics Canada, National Household Survey 2011, and 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 Excluding Thunder Bay CMA				Ontario
	2012	2014	2016	2014-2016 Change (%)	2014-2016 Change (%)
Goods-producing Sector	9,400	6,900	10,000	44.9	2.6
Agriculture	X	X	X	X	-5.0
Forestry, fishing, mining, oil & gas	2,300	<1,500	2,400	<60.0	7.8
Utilities	X	X	X	X	-3.1
Construction	2,600	3,000	3,800	26.7	7.8
Manufacturing	3,300	1,000	2,900	190.0	0.4
Services-producing Sector	30,800	31,400	29,800	-5.1	1.6
Wholesale & retail trade	4,600	6,800	5,600	-17.6	-1.3
Transportation & warehousing	1,800	2,800	2,000	-28.6	-0.5
Finance, insurance, real estate & leasing	800	900	1,300	44.4	8.4
Professional, scientific & technical services	800	1,100	900	-18.2	6.2
Business, building & other support services	900	1,300	800	-38.5	-2.6
Educational services	3,200	3,300	3,900	18.2	1.7
Health care & social assistance	8,700	6,700	7,200	7.5	5.0
Information, culture & recreation	1,300	900	700	-22.2	0.5
Accommodation & food services	2,300	2,200	3,300	50.0	1.4
Other services (except public administration)	1,500	2,000	1,600	-20.0	-3.7
Public administration	4,700	3,500	2,400	-31.4	-3.8
Total Employed	40,200	38,300	39,800	3.9	1.8

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

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

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.

Given the size of the community and the random rounding process, it is relatively hard to provide accurate data on the distribution of employment by occupation. Nonetheless, the available data are displayed in Table 5 for the benefit of the reader.

In 2011, occupations in education, law and social, community and government services accounted for approximately 28.6 percent of employment within the community. By comparison, these occupations accounted for 14.6 percent of total employment in the District and 12.0 percent in the province (Table 5). Between 2014 and 2016, in Northwestern Ontario Outside of Thunder Bay CMA, employment in these occupations increased by 10.2 percent (Table 6).



TABLE 5

EMPLOYMENT BY OCCUPATION, AND AS A PERCENTAGE OF TOTAL, 2011		Biinjitiwaabik Zaaging Anishinaabek (#)	Biinjitiwaabik Zaaging Anishinaabek (% of Total)	Thunder Bay District (% of Total)	Ontario (% of Total)
4	Occupations in education, law & social, community & government services	20	28.6	14.6	12.0
0	Management occupations	10	14.3	7.9	11.5
1	Business, finance & administration occupations	10	14.3	14.3	17.0
7	Trades, transport & equipment operators & related occupations	10	14.3	17.4	13.0
8	Natural resources, agriculture & related production occupations	10	14.3	3.1	1.6
6	Sales & service occupations	10	14.3	24.5	23.2
2	Natural & applied sciences & related occupations	0	0.0	5.9	7.4
3	Health occupations	0	0.0	7.9	5.9
5	Occupations in art, culture, recreation & sport	0	0.0	1.9	3.1
9	Occupations in manufacturing & utilities	0	0.0	2.7	5.2
All occupations		70	-	-	-

Sources: Statistics Canada, National Household Survey 2011, and 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 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
All occupations		40,200	38,300	39,800	3.9	1.8

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

An 'X' indicates that the data 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 Biinjitiwaabik Zaaging Anishinaabek First Nation.⁴ 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

Source: Vicinityjobs.ca

The fact that no jobs were posted online does not mean that there were no job opportunities in Biinjitiwaabik Zaaging Anishinaabek 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.

⁴ 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.

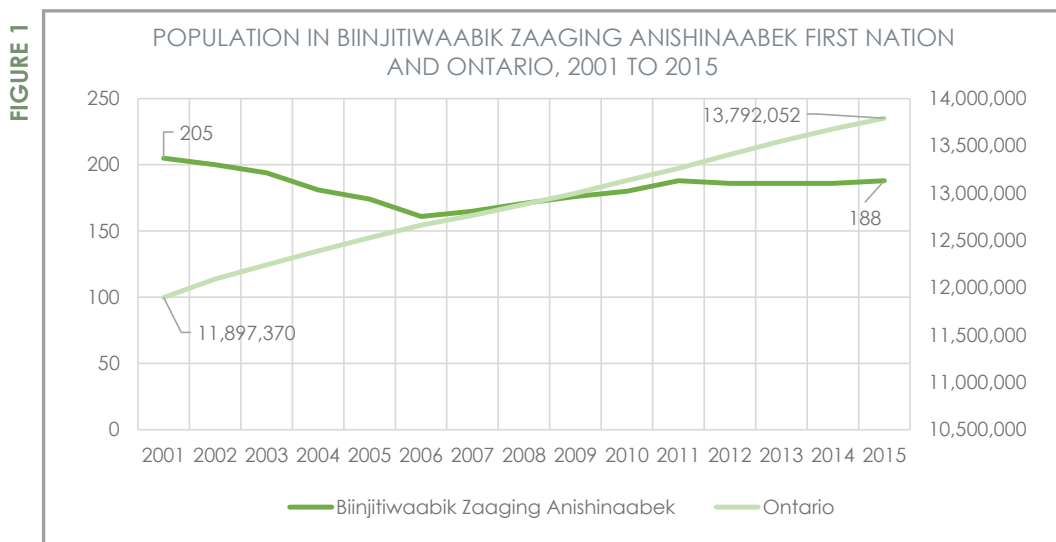
SUPPLY

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).

The population living in Biinjitiwaabik Zaaging Anishinaabek First Nation declined by 8.3 percent between 2001 and 2015 (Figure 1). By comparison, Ontario experienced a population growth of 15.9 percent during that same time.

The age distribution of the population in the community differs significantly from that of the Thunder Bay District and Ontario. The proportion of individuals under age 19, and between the ages 25 to 29, is higher in Biinjitiwaabik Zaaging Anishinaabek First Nation than in Ontario and the Thunder Bay District (Figure 2). Furthermore, the proportion of individuals over age 50 is lower in Biinjitiwaabik Zaaging Anishinaabek First Nation than in the Thunder Bay District or Ontario. Therefore the population in the community is younger than that of the district and the province.



Source: Statistics Canada, Estimates of population

184

Total 2016 Population

Source: Statistics Canada, Census 2016

400 Registered population living off-reserve, January 2017

Source: Indigenous and Northern Affairs Canada

The labour force entry-exit ratio shows the number of workers ready to enter the workforce (i.e., 15 to 24 years old) and replace those who will be retiring in the coming years (i.e., 55 to 64 years old). The ratio of 1.68 in Biinjitiwaabik Zaaging Anishinaabek First Nation indicates that the number of young workers entering the labour market is higher than that of the individuals reaching retirement age, which means that Biinjitiwaabik Zaaging Anishinaabek First Nation's workforce was increasing as of 2015. However, one decade prior, the ratio was 1.94 (Figure 3), which means the recent rate of increase occurred at a slower pace. Nonetheless, if the ratio remains above 1, the community likely will not experience a shortage of workers.

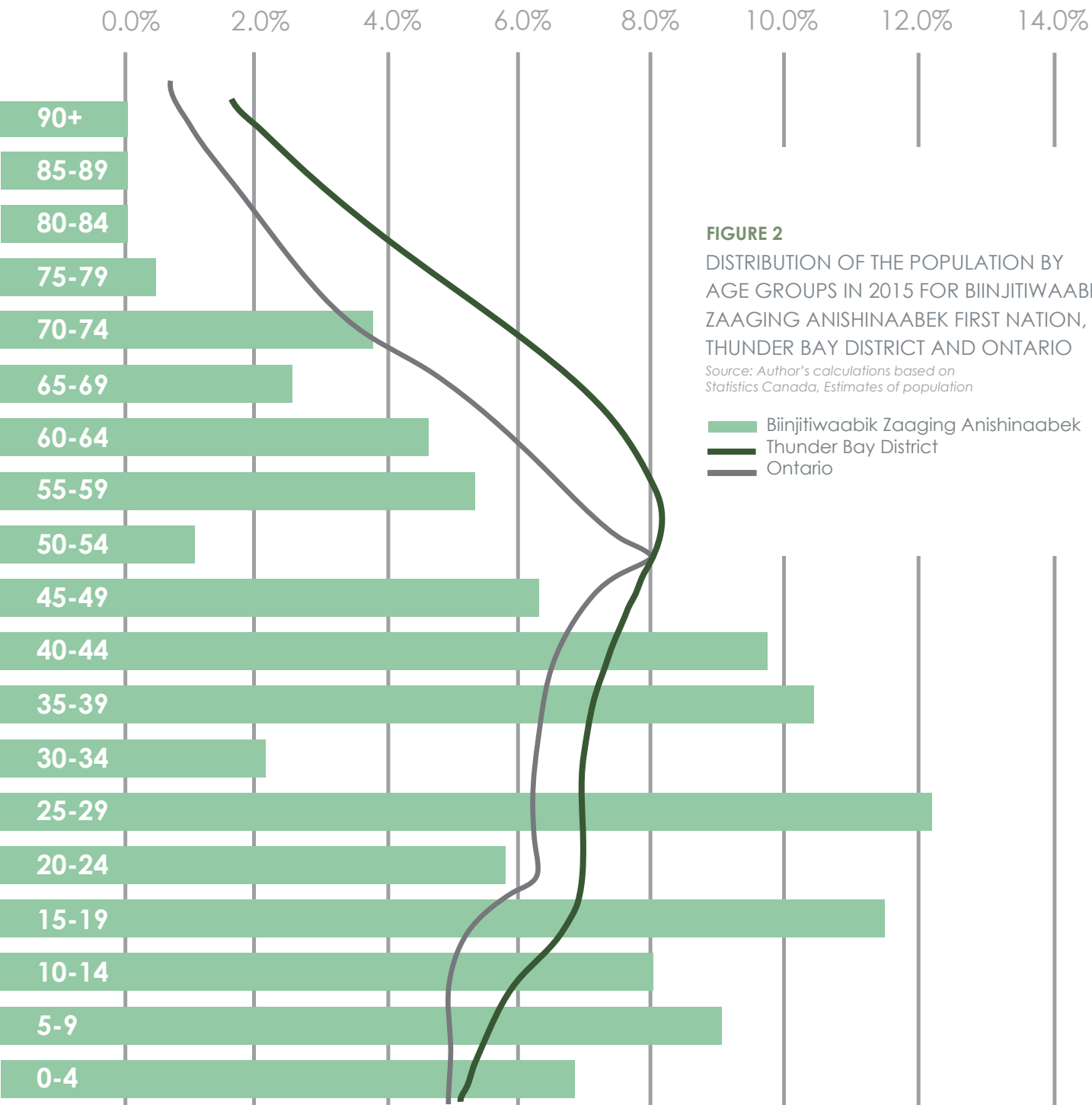


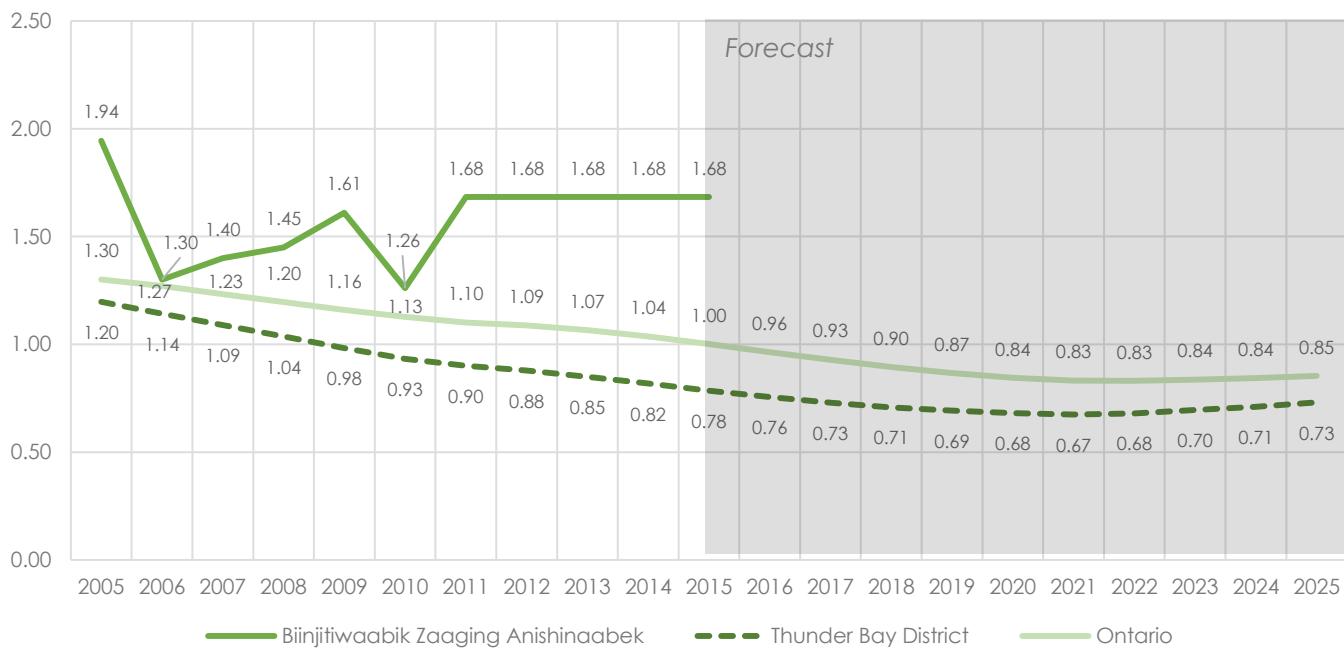
FIGURE 2
 DISTRIBUTION OF THE POPULATION BY
 AGE GROUPS IN 2015 FOR BIINJITIWAABIK
 ZAAGING ANISHINAABEK FIRST NATION,
 THUNDER BAY DISTRICT AND ONTARIO

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

- █ Biinjitiwaabik Zaaging Anishinaabek
- █ Thunder Bay District
- █ Ontario

FIGURE 3

LABOUR FORCE ENTRY-EXIT RATIO FOR BIINJITWAABIK ZAAGING ANISHINAABEK
FIRST NATION, THUNDER BAY DISTRICT AND ONTARIO

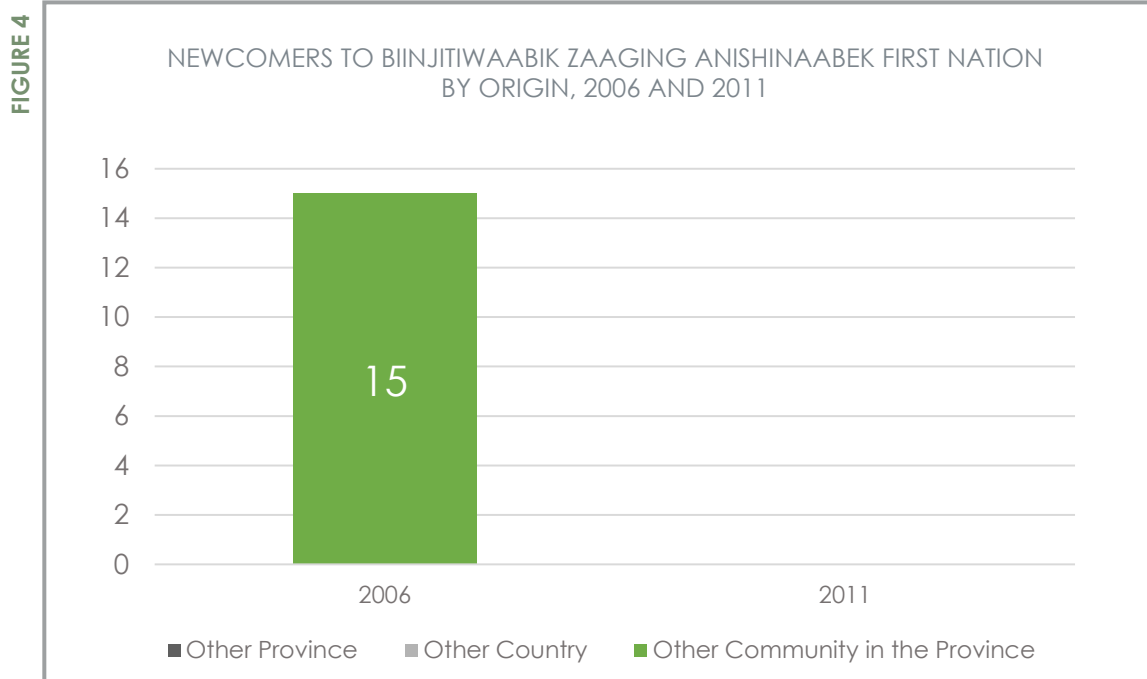


Source: Author's calculations based on Statistics Canada estimation of population and Ontario Ministry of Finance forecasts, spring 2016 population projections update, for the forecast

06. Migration

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

There were no data available for newcomers to Biinjitiwaabik Zaaging Anishinaabek First Nation in the 2011 National Household Survey. However, new data might become available with the release of findings from the 2016 census on November 29, 2017, and that should supplement what is available in this report.



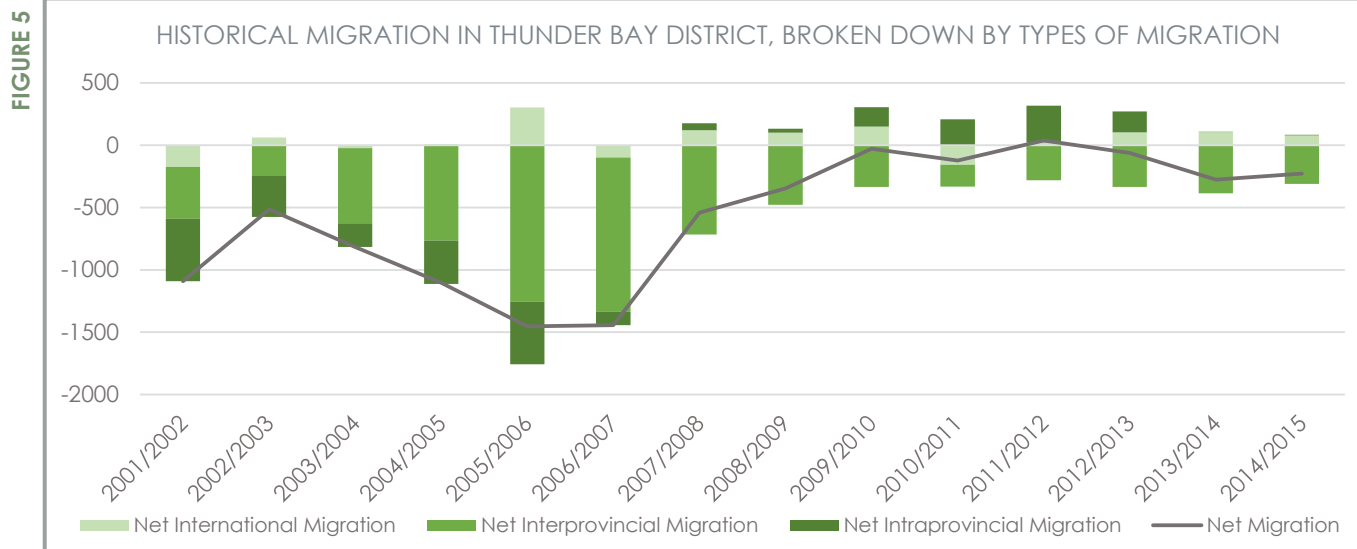
Source: Statistics Canada, Census, 2006, and National Household Survey, 2011

TABLE 7

PERMANENT RESIDENTS BY INTENDED DESTINATION										
Intended Destination	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Biinjitiwaabik Zaaging Anishinaabek	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	150	130	155	125	105

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

For the Thunder Bay District, the number of emigrants was greater than the number of immigrants, resulting in negative net migration (Figure 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.



Source: Author's calculation based on Statistics Canada, Components of population growth by census division, sex, and age group for the period from July 1 to June 30, annually between 2001 and 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	1,060	417	180	2,708

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
Kenora	132	51	126	59	8	376
Toronto	7	51	83	13	9	163
Division No. 6 - Alberta	22	17	72	17	12	140
Division No. 11 - Alberta	25	26	54	23	5	133
Ottawa	18	24	50	21	5	118
Algoma	32	12	38	17	4	103
Division No. 11 - Manitoba	21	18	42	16	4	101
Greater Vancouver	6	19	45	8	4	82
Rainy River	23	10	21	19	8	81
Cochrane	13	10	26	17	7	73
Total Out-migrants	596	464	1,162	495	157	2,874

Source: Taxfiler

07. Education, Literacy, Skills, and Training

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

In 2011, 57.9 percent of the Biinjitiwaabik Zaaging Anishinaabek First Nation population had a secondary or post-secondary certification, compared to 86.2 percent of the Thunder Bay District's population and 89.0 percent of Ontario's population (Figure 6).⁵ The most commonly obtained qualification by members

of the community was a high school certificate and equivalent (21.1 percent of total population,

compared to 24.5 percent in the District and 24.3 percent in the province). College and other non-university certification accounted for 10.5 percent of the community's population, which contrasts with 27.0 percent for the District and 23.6 percent for the province.⁶

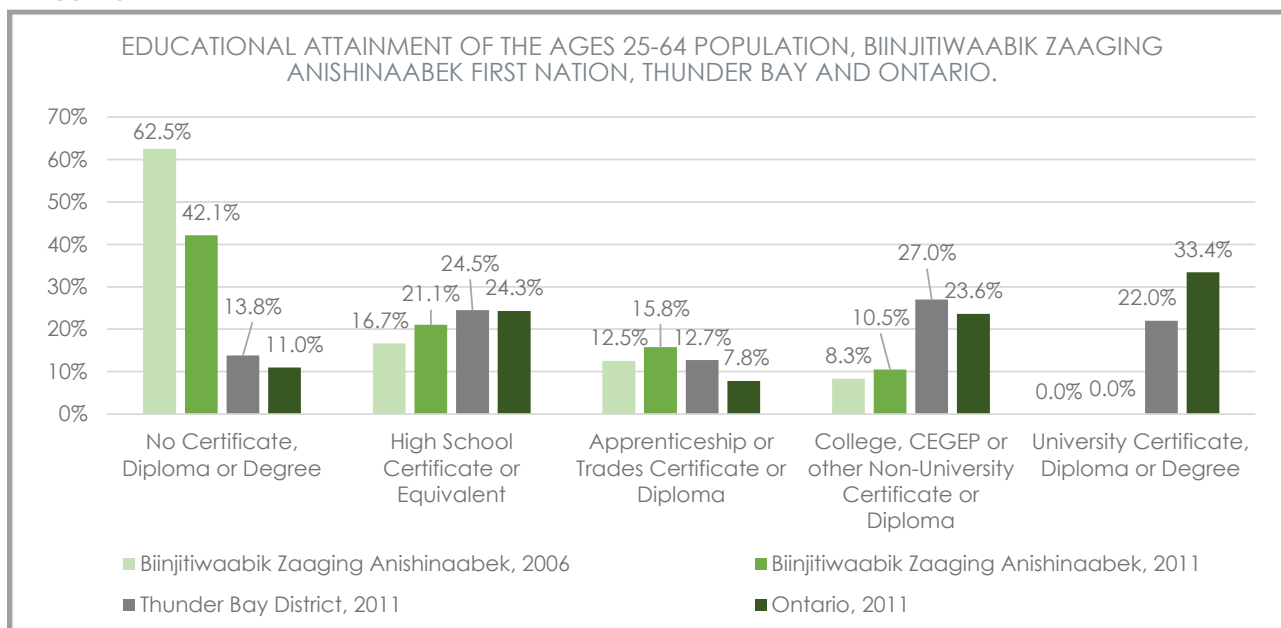
The educational attainment of Indigenous people in the community was similar to that of the province in 2011, although the Indigenous population of Biinjitiwaabik Zaaging Anishinaabek First Nation had a higher proportion of apprenticeship or trades certifications (17.6 percent) compared to the District or the province (both 11.7 percent – Figure 7).

Unfortunately, data were not available for school enrolment in Biinjitiwaabik Zaaging Anishinaabek First Nation's elementary school.

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, and brief trade programs completed at community colleges, institutes of technology, vocational centres, and similar institutions.

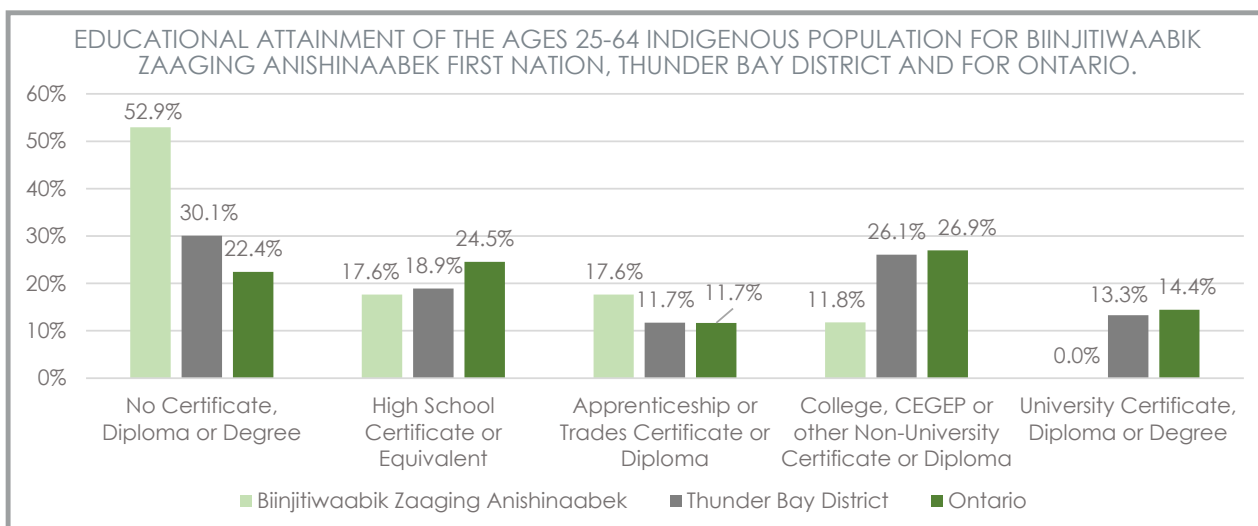
⁶ The fact that no university diplomas were reported in the community either means that there were no diplomas earned or that the number was too small to be reported due to confidentiality reasons (Statistics Canada, 2016).

FIGURE 6



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

FIGURE 7



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

ALIGNMENT

Biinjitiwaabik Zaaging Anishinaabek First Nation's labour force and income data were only available for the general population in inter-census years as part of the region of Biinjitiwaabik Zaaging Anishinaabek Region (which is comprised of postal code P0T 2B0 and covers the reserve itself and the neighbouring settlement of MacDiarmid).

08. Labour Force Participation

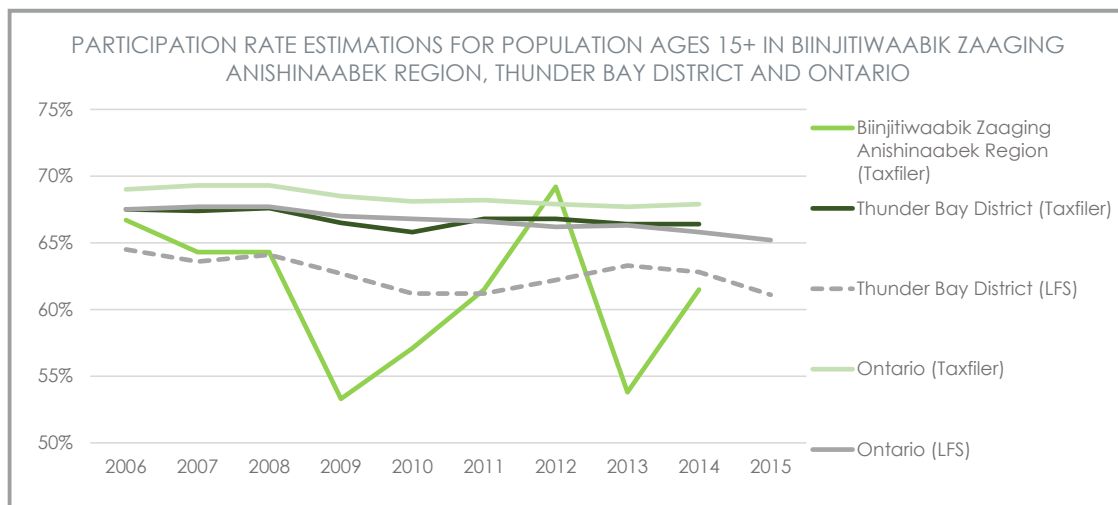
Participation, employment, and unemployment rates reflect whether an individual is willing and able to find employment, and whether an employer is able and willing to hire them. All the previous indicators, and more, have an influence on a worker's ability to find a job and an employer's ability to find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

Between 2006 and 2015, the participation rate in the Biinjitiwaabik Zaaging Anishinaabek Region fluctuated greatly. However, given that the region has a rather small population, individual changes can have a much larger impact. Amid these fluctuations, the participation rate has had a downward tendency, declining from 66.7 percent in 2006 to 61.5 percent in 2015 (Figure 8). The decline was mainly driven by a reduction

in the proportion of the labour force declaring employment income during this time from 61.4 percent in 2011 to 53.8 percent in 2014 (Figure 10). Meanwhile, the proportion of labour force receiving Employment Insurance rate increased from 14.3 percent in 2010 to 15.4 percent in 2014 (Figure 12).

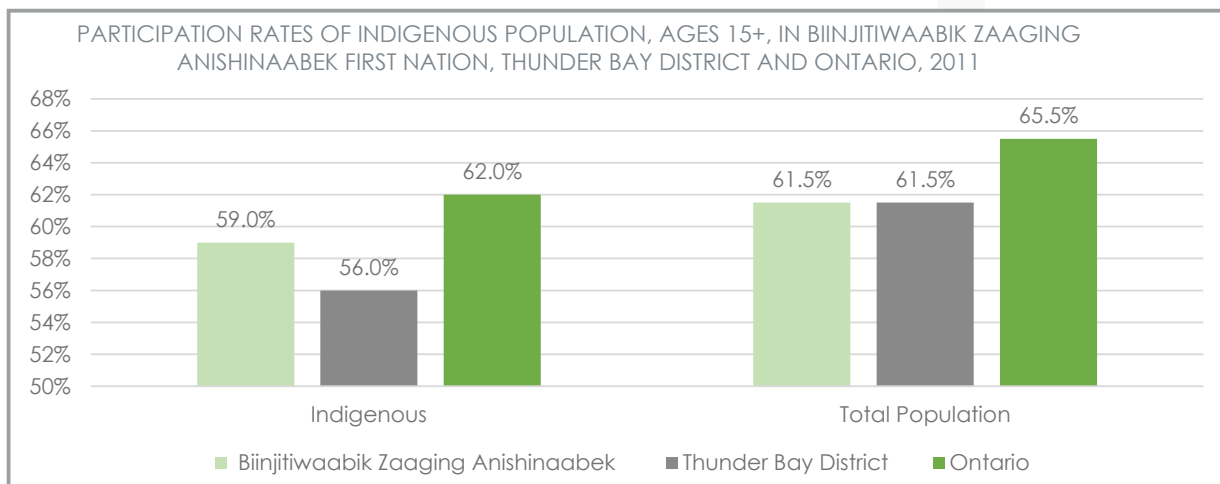
The 2011 participation rate for Biinjitiwaabik Zaaging Anishinaabek First Nation's Indigenous population (59.0 percent- Figure 9) was above that of the Indigenous population in the District (56.0 percent) but lower than that of the province (62.0 percent). The difference came mostly from a higher unemployment rate in the community (31.0 percent) than that of the District (20.0 percent) and the province (14 percent - Figure 13).

FIGURE 8



Sources: Taxfiler area comprised of postal code P0T 2B0, participation rate calculated as the number of people age 15 or older receiving labour income; Labour Force Survey (LFS) two-year average estimates, participation rate calculated as the number of civilian, non-institutionalized persons age 15 or older who are employed or unemployed.

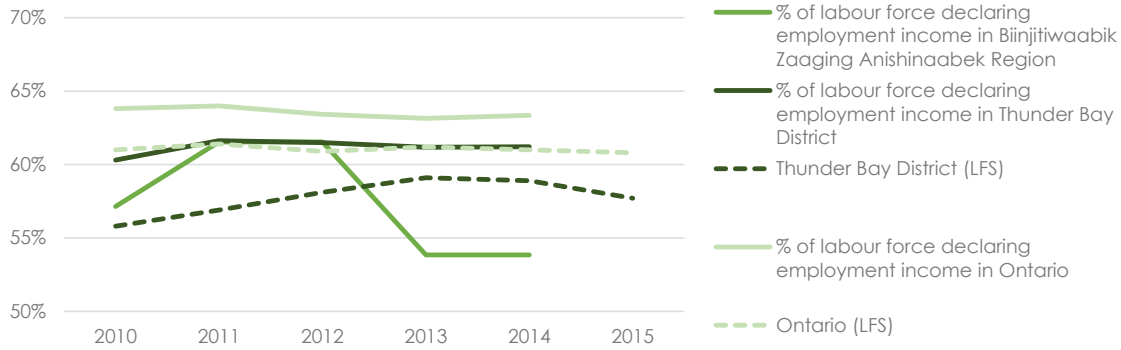
FIGURE 9



Source: Statistics Canada, National Household Survey, 2011

FIGURE 10

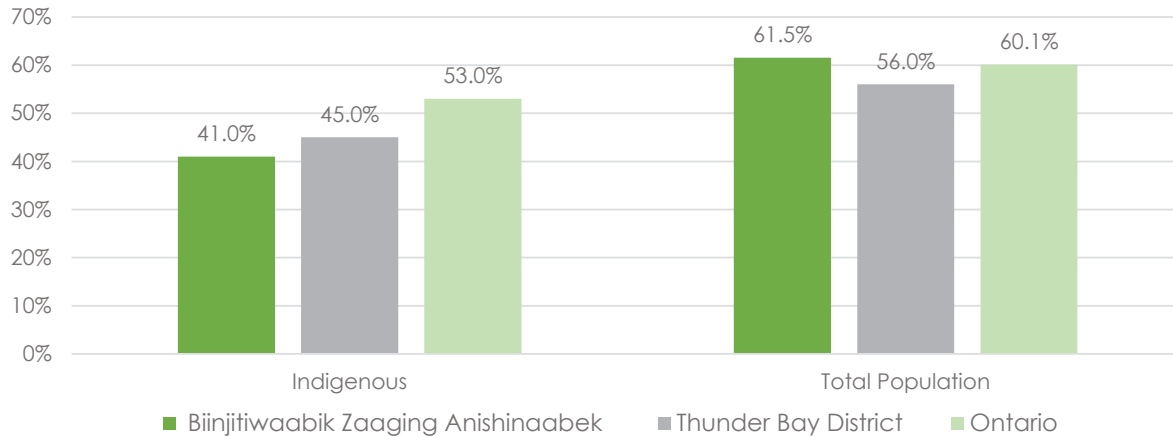
EMPLOYMENT RATE ESTIMATIONS FOR POPULATION AGES 15+ IN BIINJITIWAABIK ZAAGING ANISHINAABEK REGION, THUNDER BAY DISTRICT AND ONTARIO



Sources: Author's calculations based on Taxfiler area comprised of postal code P0T 2B0, number of people declaring employment income and estimation of population; Labour Force Survey (LFS) two-year average estimates

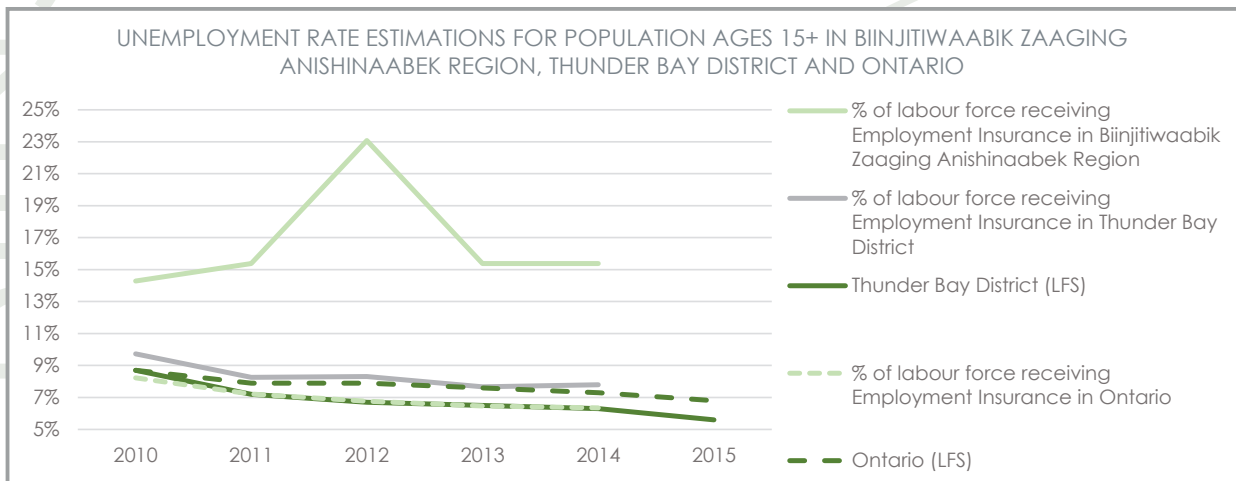
FIGURE 11

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



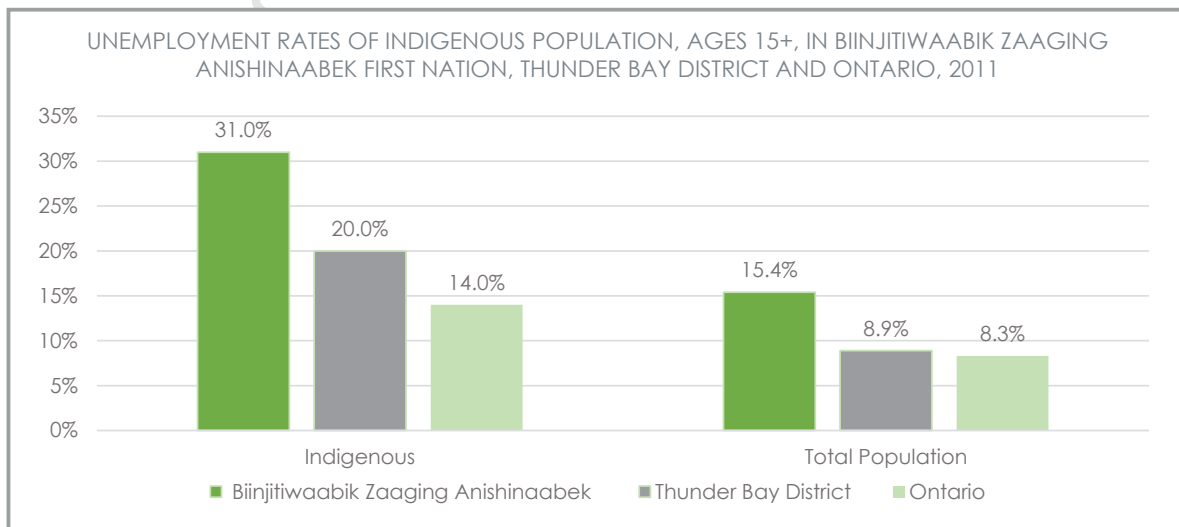
Source: Statistics Canada, National Household Survey, 2011

FIGURE 12



Sources: Author's calculations based on Taxfiler, area comprised of postal code P0T 2B0, number of people declaring Employment Insurance (EI) and estimations of population; Labour Force Survey (LFS) two-year average estimates.

FIGURE 13



Source: Statistics Canada, National Household Survey, 2011

09. Wages⁷

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 a position. 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.

⁷ For a more detailed analysis of salary comparison in the North, please see Sundmark, J. (2016). "Average salary comparison" [blog] Available at: northernpolicy.ca

TABLE 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)

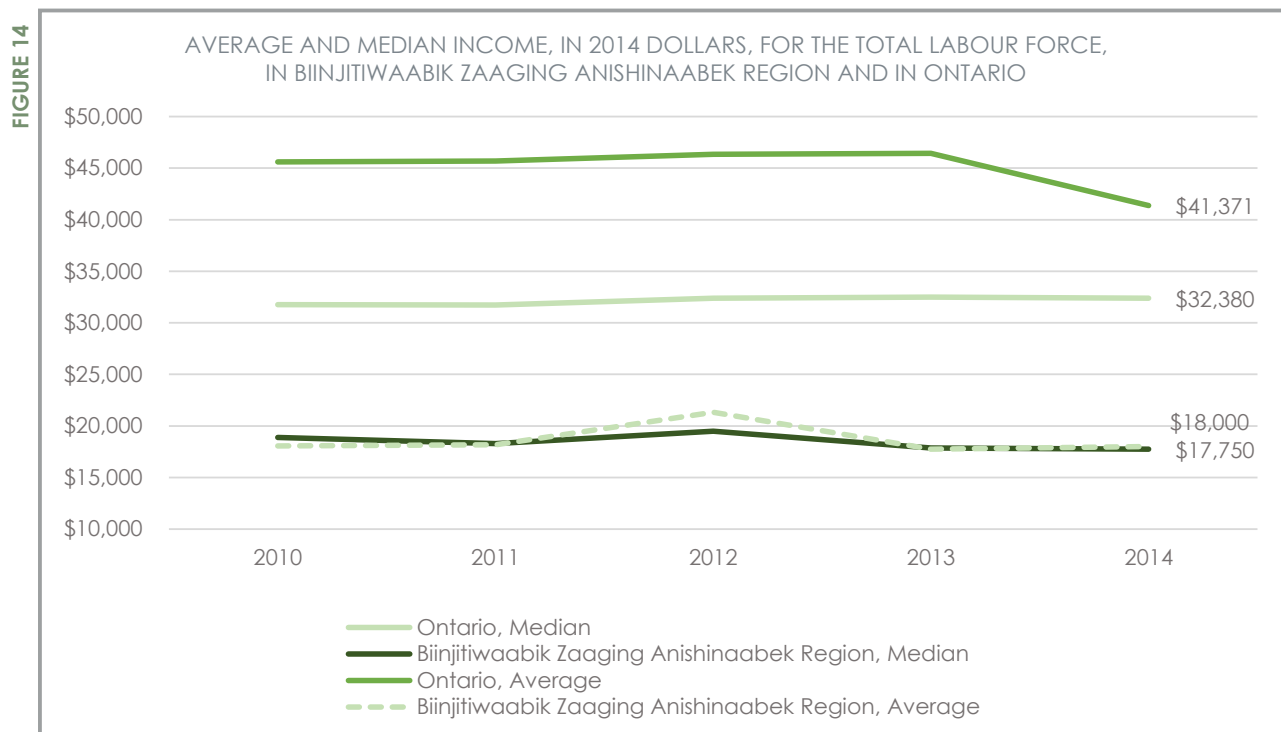


\$70.73

\$28.49

10. Income

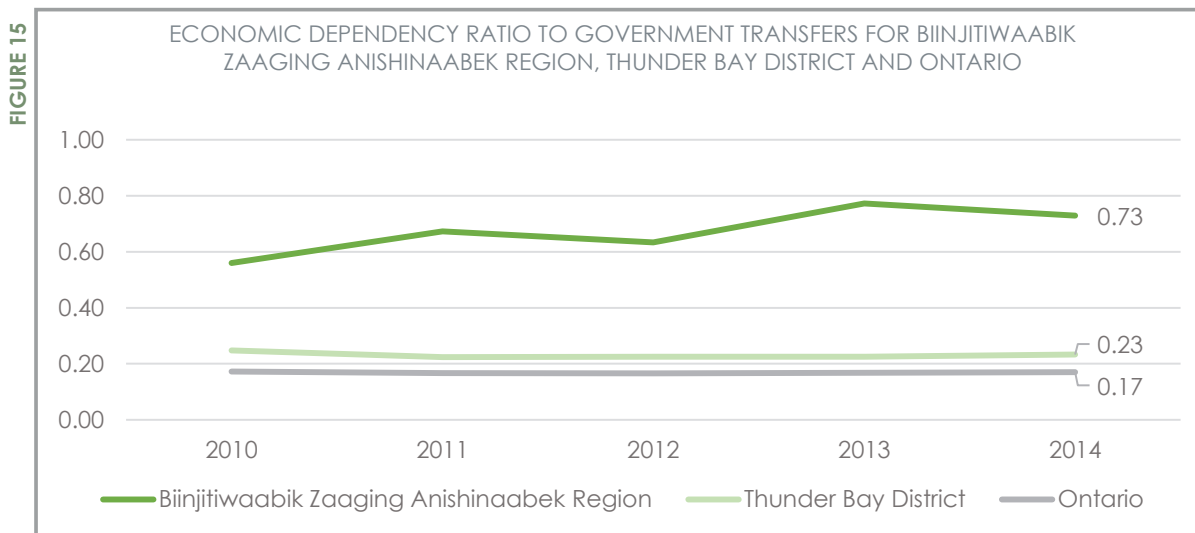
Average and median income indicate how well-off an area and its inhabitants are compared to others. Sources of income also provide information about how much of the community's income comes from the labour market and how much comes from other sources. As such, it can be an indication about the prevalence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



Source: Author's calculation based on Taxfiler for the area comprised of postal code P0T 2B0 and for Ontario, and 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/or the dominant industry in a community. From 2010 to 2014, average and median income in the Biinjitiwaabik Zaaging Anishinaabek Region were very similar. Indeed, as of 2014 the region's average income was only \$250 above the median income, which suggests that the region population earned a relatively similar level of income (Figure 14). This contrasts with a disparity at the provincial level, where the difference between average and median income was \$8,991 in 2014. The region also contrasts with the province based on level of income—\$18,000 for Biinjitiwaabik Zaaging Anishinaabek Region compared to \$41,371 for Ontario in 2014. Similarly, the median income in the Biinjitiwaabik Zaaging Anishinaabek Region is considerably lower than that of the province (\$17,750 compared to \$32,380 respectively).

Furthermore, the economic dependency ratio—the amount of government transfers received compared to the amount of income earned through employment—in the Biinjitiwaabik Zaaging Anishinaabek Region is higher than in both the Thunder Bay District and the province (Figure 15). Therefore, Biinjitiwaabik Zaaging Anishinaabek Region's income is more dependent on government transfers than the Thunder Bay District and Ontario. The exact composition of transfers to the region was unknown due to lack of data. Nonetheless, available data reveal that Children Tax benefits represented a large share of the region's total income (9.2 percent – Table 11).



Source: Author's calculations based on Taxfiler for the area comprised of postal code P0T 2B0 and for both the Thunder Bay District and Ontario

TABLE 11

DISTRIBUTION OF THE INCOME OF THE COMMUNITY BY SOURCE OF INCOME			
Amount of Dollars by Source of Income, 2014	Biinjitiwaabik Zaaging Anishinaabek Region	Thunder Bay District	Ontario
Wages/salaries/commissions only	X	64.9%	67.7%
Self-employment only	X	2.3%	4.3%
Employment income	56.8 %	67.2%	72.0%
Employment Insurance	4.1 %	1.4%	1.1%
OAS/Net federal supplements	X	3.8%	3.3%
CPP/QPP	4.3 %	5.4%	3.9%
CCTB	9.2 %	1.1%	1.1%
Workers compensation	X	1.0%	0.4%
Social Assistance	7.7 %	1.5%	1.1%
Other government transfers	X	1.4%	1.3%
Government transfers	41.5 %	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%
Total income	100.0 %	100.0%	100.0%

Source: Author's calculations based on Taxfiler for the area comprised of postal code P0T 2B0, and for both the Thunder Bay District and Ontario. 'X' indicates suppressed data.

POPULATION



184 (2016)



0.41 km²

ON THE SHORE OF
LAKE NIPIGON
OFF HIGHWAY 11

49°26'N
88°08'W

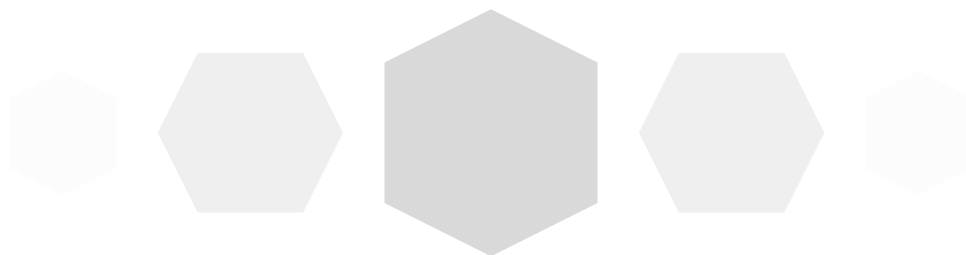
BIINJITWAABIK ZAAGING ANISHNAABEK FIRST NATION



THE COMMUNITY HAS
KEY ADVANTAGES
LIKE A YOUNG
LABOUR FORCE
AND ACCESS TO OTHER
COMMUNITIES

CONCLUSION

Lack of data make it difficult to provide a full picture of Biinjitiwaabik Zaaging Anishinaabek First Nation, and it is possible there is significant traditional and non-traditional economic activity unrepresented. However, available data seem to indicate that, despite being relatively small, the community has several key advantages, including a young labour force and access to other communities through Highway 11. Yet, the community is facing a low participation rate in the job market, and that may result in additional challenges to absorb the future labour force. The ability to create employment in Biinjitiwaabik Zaaging Anishinaabek First Nation and attract business to the region will shape the future and economic vitality of the community.



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

REFERENCES

Statistics Canada (2016). Census Profile - Random rounding. Retrieved from <http://www12.statcan.gc.ca/census-recensement/2011/dp-pd/prof/help-aide/N2.cfm?Lang=E> (Accessed 23 February 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

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.