Community Labour Market Report

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]

SCHREIBER

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 Schreiber, 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 will impact employment levels and employment opportunities within a local labour market.

Schreiber's employers are mostly self-employed individuals and small businesses. Indeed, 75.4 percent of businesses had between 0 and 4 employees and this number increased between June 2015 and June 2016. (Table 2). By comparison, 87 percent of businesses in Ontario had fewer than five employees in June 2016. In Schreiber, there were no organizations with more than 50 employees in June 2016 and the community recently lost one company that employed 20-49 people. The industries in Schreiber with the highest number of employers as of June 2016 were ambulatory health care services and accommodation services. Since most employers in these sectors are small businesses, their total share of employment is relatively small.

Most industrial sectors in Schreiber represented a larger share of employers than that of the province or the District of Thunder Bay (Table 1). This concentration is due to the overall number of sectors present within the community. However, employers in the real estate and in the specialty trade contractors sectors represented a smaller proportion of total employers than that of the District or the province.

TABLE 1

TOP 10 EMPLOYERS BY INDUSTRY, AND AS A PERCENTAGE OF TOTAL NUMBER OF EMPLOYERS, JUNE 2016	Total	Schreiber (% of Total Number of Employers)	Thunder Bay District (% of Total Number of Employers)	Ontario (% of Total Number of Employers)
621 - Ambulatory health care services	8	17.8	7.3	4.9
721 - Accommodation services	7	15.6	1.8	0.4
722 - Food services & drinking places	5	11.1	3.1	2.5
531 - Real estate	4	8.9	15.4	15.5
484 - Truck transportation	4	8.9	1.9	3.2
813 - Religious, grant-making, civic, & professional & similar organizations	3	6.7	2.5	1.8
445 - Food & beverage stores	3	6.7	1.5	1.0
238 - Specialty trade contractors	2	4.4	5.6	5.3
236 - Construction of buildings	2	4.4	2.8	2.9
811 – Repair & maintenance	2	4.4	2.7	1.8
551 - Management of companies & enterprises	2	4.4	2.1	2.1

Source: Statistics Canada, Canadian Business Counts, and author's calculations based on Statistics Canada, Business Counts

TABLE 2

CHANGE IN NUMBER OF EMPLOYERS BY NUMBER OF EMPLOYEES IN SCHREIBER	June 2015	June 2016	2015-2016 Change (#)	2015-2016 Change (%)
0[1]	39	39	0	0.0
1-4	9	10	1	11.1
5-9	6	6	0	0.0
10-19	4	4	0	0.0
20-49	7	6	-1	-14.3
50-99	0	0	0	-
100-199	0	0	0	-
200-499	0	0	0	-
500 +	0	0	0	-
Total Number of Employers	**65**	**65**	**0**	**0.0**

Source: Statistics Canada, Canadian Business Counts, and author's calculations based on Statistics Canada, Business Counts[2]

[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 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.

0.6 Thunder Bay District

3.0 Ontario

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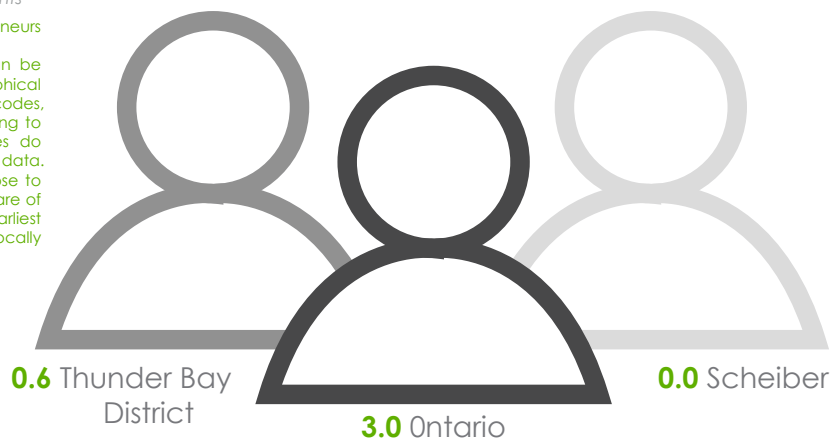
Business creation per **1,000** persons, June 2015-June 2016

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

02. Employment by Industry

Employment by industry data[3] 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 required for these positions.

In 2011, the manufacturing and the transportation and warehousing industries made up 45.5 percent of employment in Schreiber. Thus, any changes in these sectors would have a significant impact on the community. Between 2014 and 2016, employment in manufacturing soared 190 percent in Northwestern Ontario, excluding the Thunder Bay CMA, and employment in transportation and warehousing declined 28.6 percent.

It also interesting to note that the community's three largest sectors (manufacturing, transportation and warehousing, and health care and social assistance) account for more than half of total employment (57.3 percent). Between 2014 and 2016, employment in health care and social assistance increased by 7.5 percent in Northwestern Ontario, excluding the Thunder Bay CMA, after experiencing a 23 percent decrease from 2012 to 2014 (Table 4).

[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

Between 2014 and 2016, employment in manufacturing **soared 190 percent** in Northwestern Ontario...

TABLE 3

EMPLOYMENT BY INDUSTRY, AND AS A PERCENTAGE OF TOTAL, 2011		Schreiber (#)	Schreiber (% of Total)	Thunder Bay District (% of Total)	Ontario (% of Total)
31-33	Manufacturing	200	28.0	5.3	10.4
48-49	Transportation & warehousing	125	17.5	5.5	4.7
62	Health care & social assistance	85	11.9	15.9	10.6
44-45	Retail trade	65	9.1	11.8	11.1
72	Accommodation & food services	65	9.1	7.2	6
91	Public administration	35	4.9	10.3	7
61	Educational services	30	4.2	9.1	7.5
71	Arts, entertainment & recreation	20	2.8	2.0	2
23	Construction	15	2.1	6.1	6.1
51	Information & cultural industries	15	2.1	1.9	2.7
52	Finance & insurance	15	2.1	2.7	5.6
56	Administrative & support, waste management & remediation services	15	2.1	2.9	4.4
81	Other services (except public administration)	15	2.1	4.5	4.4
21	Mining & oil & gas extraction	10	1.4	2.7	0.4
11	Agriculture, forestry, fishing & hunting	0	0.0	2.0	1.5
22	Utilities	0	0.0	1.2	0.9
41	Wholesale trade	0	0.0	2.7	4.6
53	Real estate & rental & leasing	0	0.0	1.5	2
54	Professional, scientific & technical services	0	0.0	4.8	7.7
55	Management of companies & enterprises	0	0.0	0.0	0.1
	All Industries	**715**	-	-	-

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, EXCLUDING THUNDER BAY CMA AND ONTARIO	Northwestern Ontario Excluding Thunder Bay CMA				Ontario
	Employment by Industry	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 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.

Changes in employment by occupation typically reflect changes in industries. Indeed, between 2014 and 2016, the fastest-growing occupations in Northwestern Ontario, excluding the Thunder Bay CMA, were occupations in

manufacturing and utilities (70 percent - Table 6), which was in line with concurrent growth in the manufacturing industry (Table 4).

In 2011, trades, transport and equipment operators and related occupations (NOCS category 7) represented the largest share of total employment (26.6 percent) in Schreiber, which reflects the fact that the community is built along the Trans-Canada highway.

Meanwhile, sales and service occupations (NOCS category 6) represented the second largest source of employment (19.6 percent) in Schreiber. Between 2014 and 2016, employment in sales and service occupations increased by 4.3 percent (Table 6) in Northwestern Ontario excluding the Thunder Bay CMA—a much higher rate than Ontario's 1.7 percent decrease.

TABLE 5

	EMPLOYMENT BY OCCUPATION, AND AS A PERCENTAGE OF TOTAL, 2011	Schreiber (#)	Schreiber (% of total)	Thunder Bay District (% of total)	Ontario (% of total)
7	Trades, transport & equipment operators & related occupations	190	26.6	17.4	13
6	Sales & service occupations	140	19.6	24.5	23.2
1	Business, finance & administration occupations	100	14.0	14.3	17
9	Occupations in manufacturing & utilities	85	11.9	2.7	5.2
4	Occupations in education, law & social, community & government services	55	7.7	14.6	12
0	Management occupations	40	5.6	7.9	11.5
3	Health occupations	35	4.9	7.9	5.9
2	Natural & applied sciences & related occupations	20	2.8	5.9	7.4
8	Natural resources, agriculture & related production occupations	20	2.8	3.1	1.6
5	Occupations in art, culture, recreation & sport	15	2.1	1.9	3.1
	All occupations	**715**	-	-	-

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, 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
	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 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.

04. Local Knowledge

This section features a summary of all jobs posted online in Schreiber[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.

[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.

The job advertised was for a registered nurse, or a registered psychiatric nurse, and the type of contract (part-time or full-time, for example) was unknown.

1 job posted between April and September 2016

Source: Vicinityjobs.ca

The fact that only one job was posted online does not mean that there are no other job opportunities in Schreiber. Indeed, it can mean that the online job boards monitored are not the ones used by the employers in the community or that the job opportunities are communicated through different means, such as physical job boards or word of mouth.

SUPPLY

05. Population & Demographics

Population growth and composition are important drivers of labour market supply—the potential workers. They are also key components of the demand for some categories of workers (e.g., education, health care).

Schreiber's population has declined by 25.1 percent over the past 15 years (Figure 1). During that time, Ontario's population increased by 15.9 percent. The population decline experienced in Schreiber is the result of a decreasing fertility rate and emigration—individuals leaving the community (Cuddy and Moazzami, 2016). Another factor to consider is that, as the population ages, its decline will accelerate. This trend will have significant implications for Schreiber's labour market outcomes and the demand on health care in the coming years.
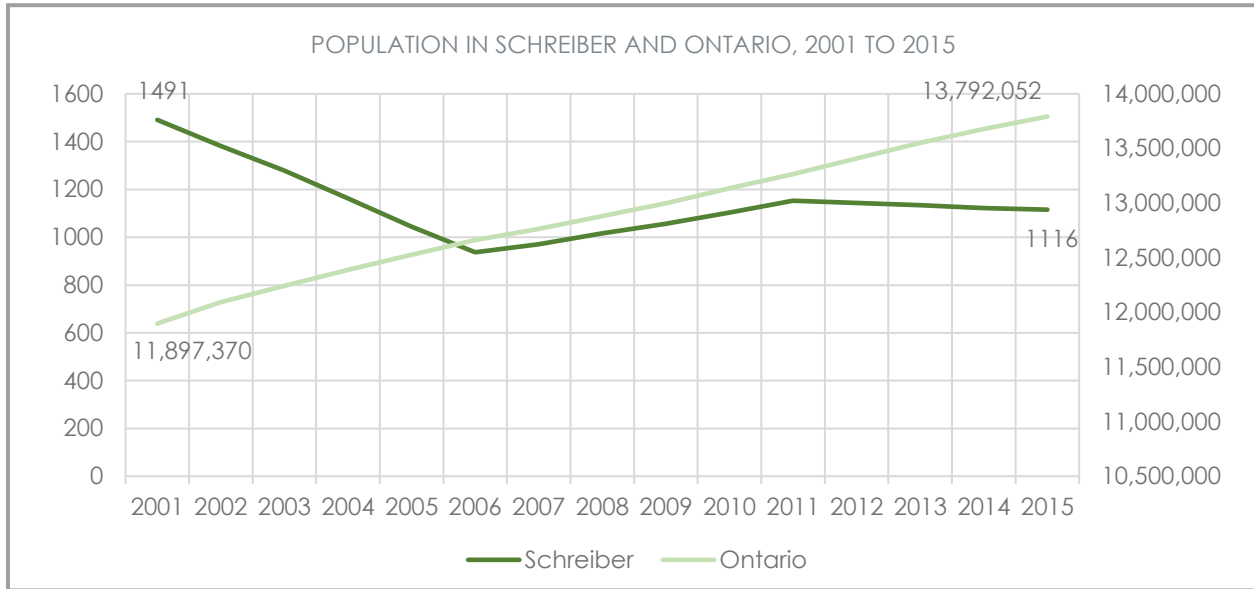
15.9%

25.1%
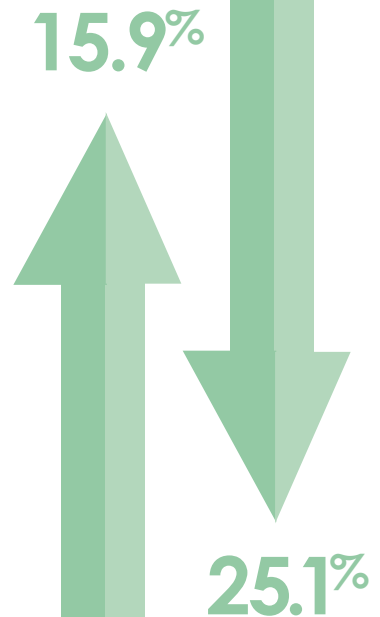
1059

Total Population in 2016

Source: Statistics Canada, Census, 2016

FIGURE 1

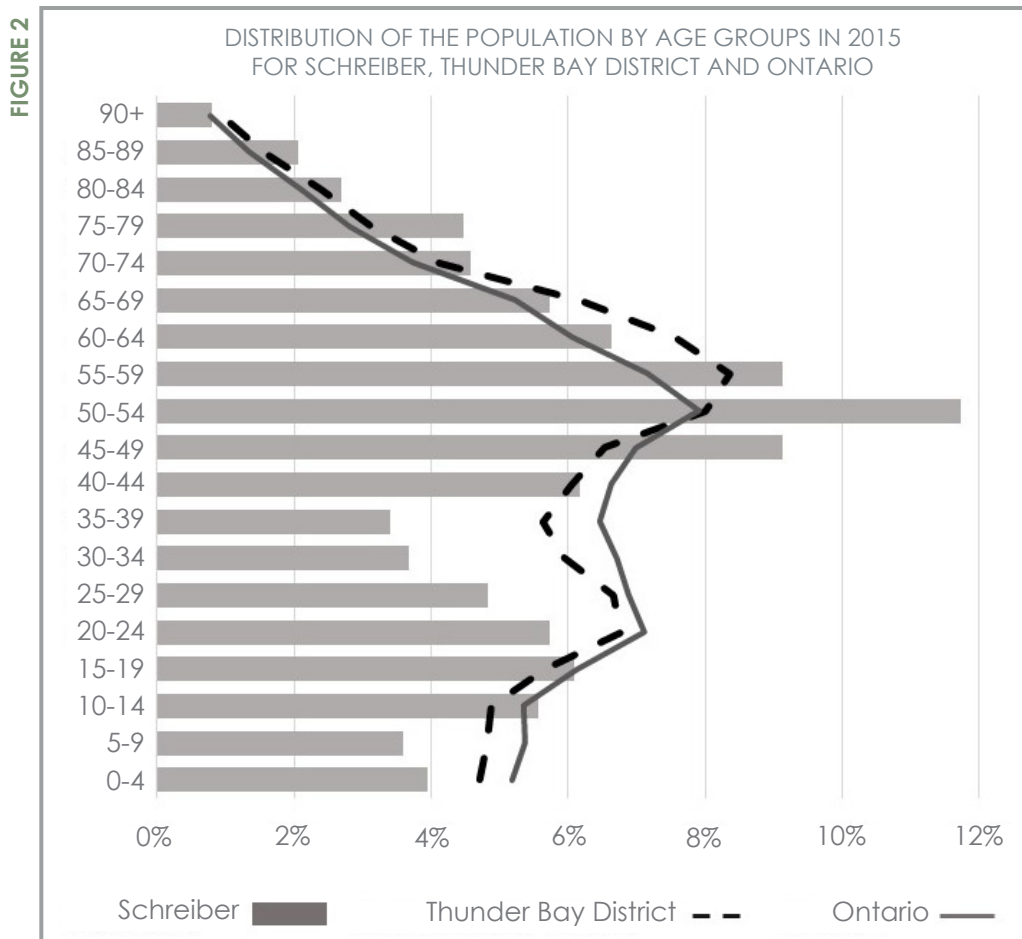POPULATION IN SCHREIBER AND ONTARIO, 2001 TO 2015

Sources: Statistics Canada, Estimates of population

The proportion of individuals ages 50 to 64, and those age 65 and older, is higher in Schreiber than that of both the Thunder Bay District and the province (Figure 2). On the other hand, the proportion of individuals ages 20 to 34 is much lower in Schreiber than in the Thunder Bay District and Ontario. Therefore, Schreiber's population is older than the population of both the District and Ontario as a whole.

In Schreiber, the Francophone population is older than the overall population (Figure 4). More than 90 percent of Francophones are age 25 or older, compared to 75.1 percent in the overall population.

Unfortunately, data on the Indigenous population were partly incomplete for many reasons, including data suppression. However, the data on the population ages 25 to 65[5] were sufficiently complete to be presented. Although the data should be interpreted with caution, they are provided below in Figure 5.
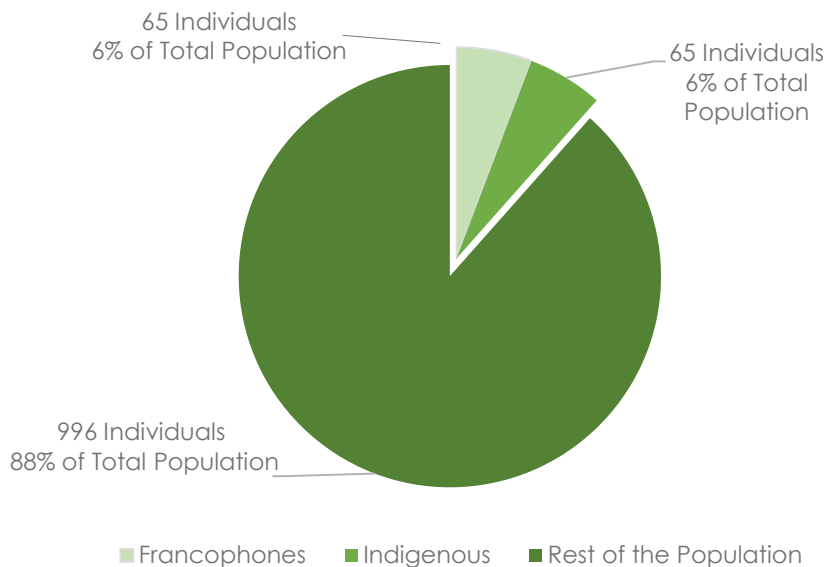
[5] There were 45 respondent in this age group

FIGURE 2

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

Schreiber ▬ Thunder Bay District ▬ ▬ Ontario ▬

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

FIGURE 3

DISTRIBUTION OF THE POPULATION BY POPULATION GROUPS IN 2011 FOR SCHREIBER

65 Individuals
6% of Total Population

65 Individuals
6% of Total
Population

996 Individuals
88% of Total Population

■ Francophones ■ Indigenous ■ Rest of the Population

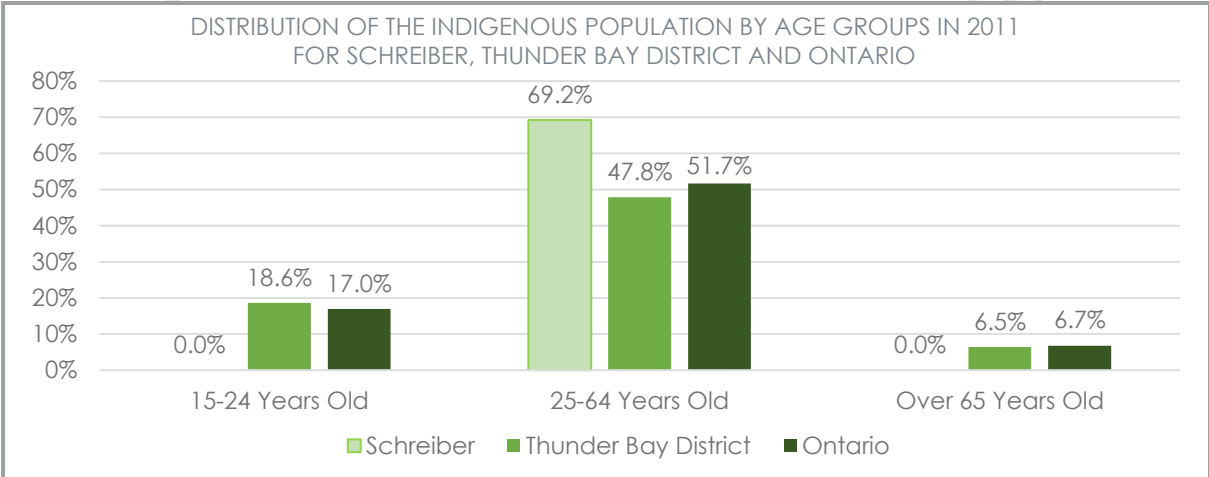*Source: Author's calculations based on Statistics Canada, National Household Survey, 2011*

FIGURE 4

DISTRIBUTION OF THE FRANCOPHONE POPULATION BY AGE GROUPS IN 2011 FOR SCHREIBER, THUNDER BAY DISTRICT AND ONTARIO
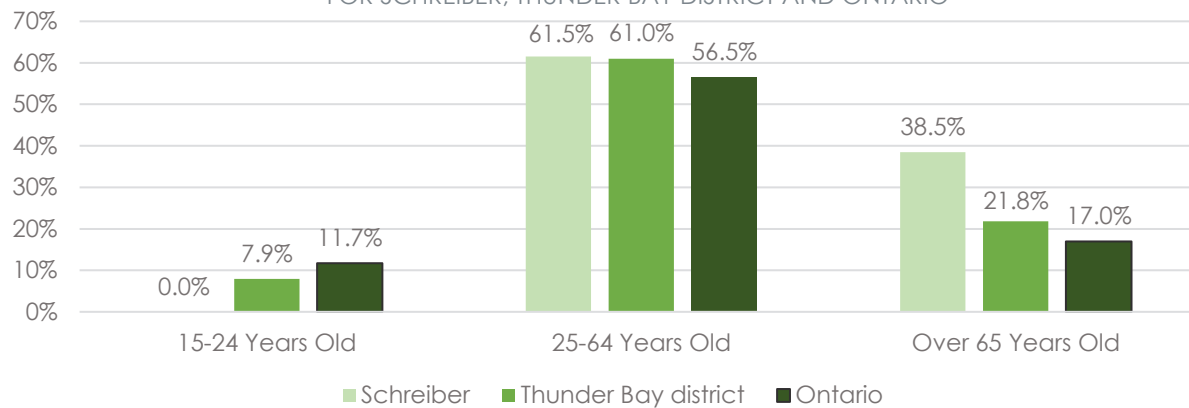
	15-24 Years Old	25-64 Years Old	Over 65 Years Old
Schreiber	0.0%	61.5%	38.5%
Thunder Bay district	7.9%	61.0%	21.8%
Ontario	11.7%	56.5%	17.0%

■ Schreiber ■ Thunder Bay district ■ Ontario

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

FIGURE 5

DISTRIBUTION OF THE INDIGENOUS POPULATION BY AGE GROUPS IN 2011 FOR SCHREIBER, THUNDER BAY DISTRICT AND ONTARIO

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

FIGURE 6

LABOUR FORCE ENTRY-EXIT RATIO FOR SCHREIBER, THUNDER BAY DISTRICT AND ONTARIO
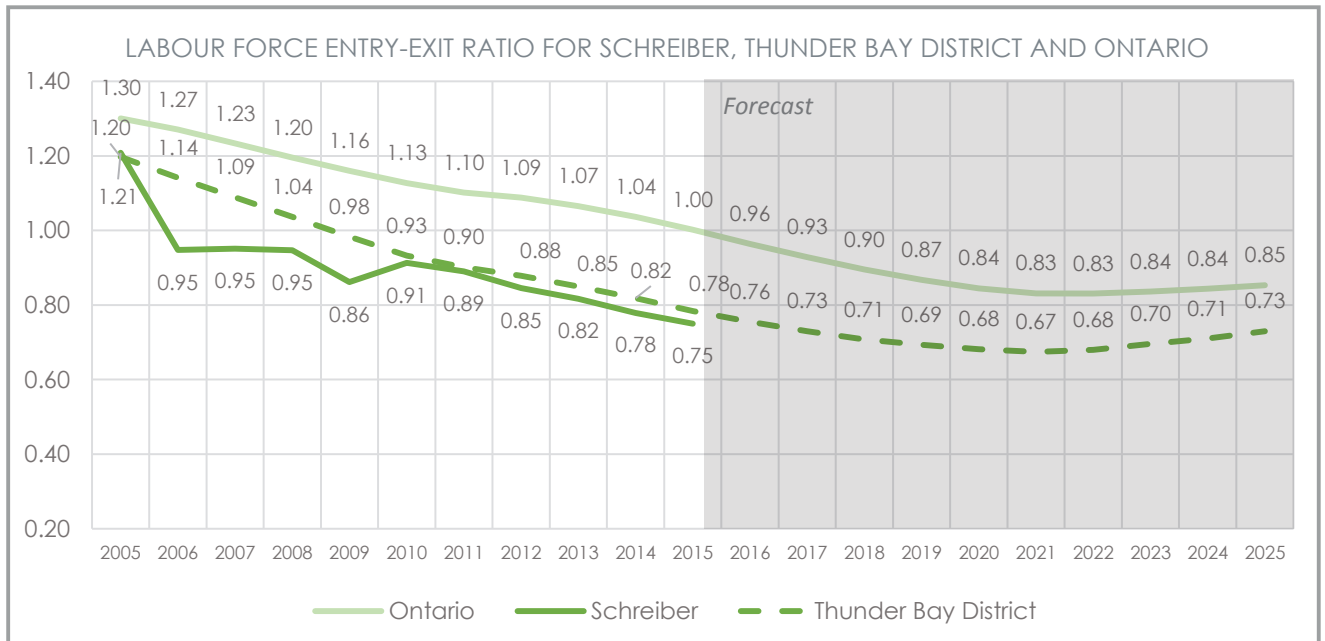
Source: Author's calculations based on Statistics Canada estimation of population and Ontario Ministry of Finance forecasts, spring 2016 population projections update, for the forecast

The labour force entry-exit ratio reflects the number of workers ready to enter the workforce (i.e., 15 to 24 years old) and replace those who are approaching retirement age (i.e., 55 to 64 years old – Figure 6). In Schreiber, the ratio of 0.75 indicates that there are not enough workers entering the labour market to ensure that those retiring will be replaced. Therefore, if the situation remains unchanged, and an insufficient number of working-age newcomers are attracted to address this discrepancy, Schreiber may experience future labour shortages.

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.

Whether they came from another province or another community within the province, the number of newcomers to Schreiber increased by 35.3 percent between 2006 and 2011 (Figure 7). However, it is difficult to draw conclusions about the impact of immigration on the population's growth as community-level data on emigration is not available.

For the Thunder Bay District, the number of emigrants was greater than the number of immigrants, resulting in negative net migration during this period, which applies a downward pressure on population growth (Figure 8). When looking at the districts of origin and destination (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 or Rainy River, or even districts in Alberta and Manitoba.
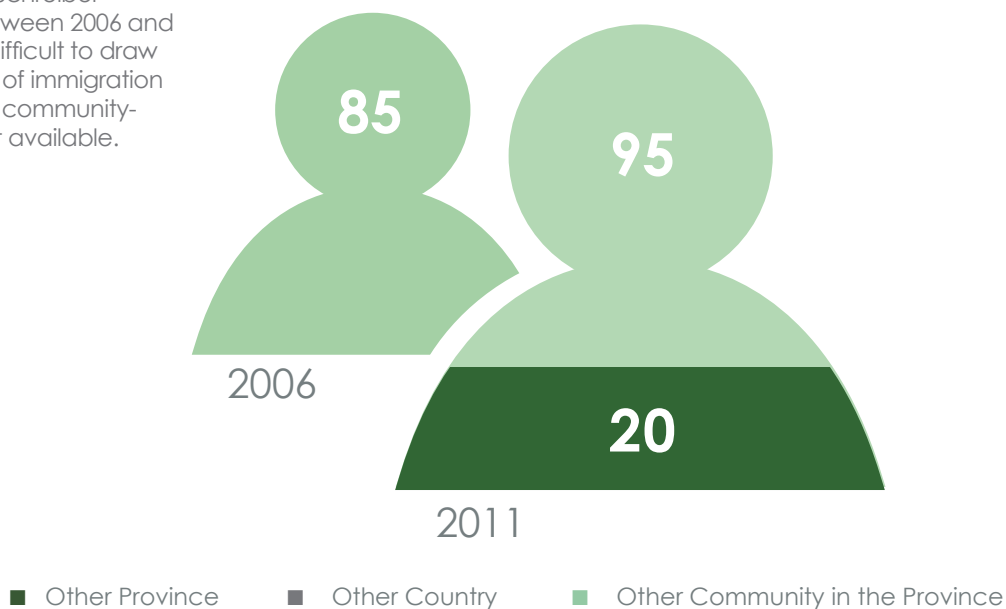

85
2006

95

20
2011

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

FIGURE 7
NEWCOMERS TO SCHREIBER BY ORIGIN,
2006 AND 2011

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
Schreiber	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

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

FIGURE 8

HISTORICAL MIGRATION IN THUNDER BAY DISTRICT, BROKEN DOWN BY TYPES OF MIGRATION
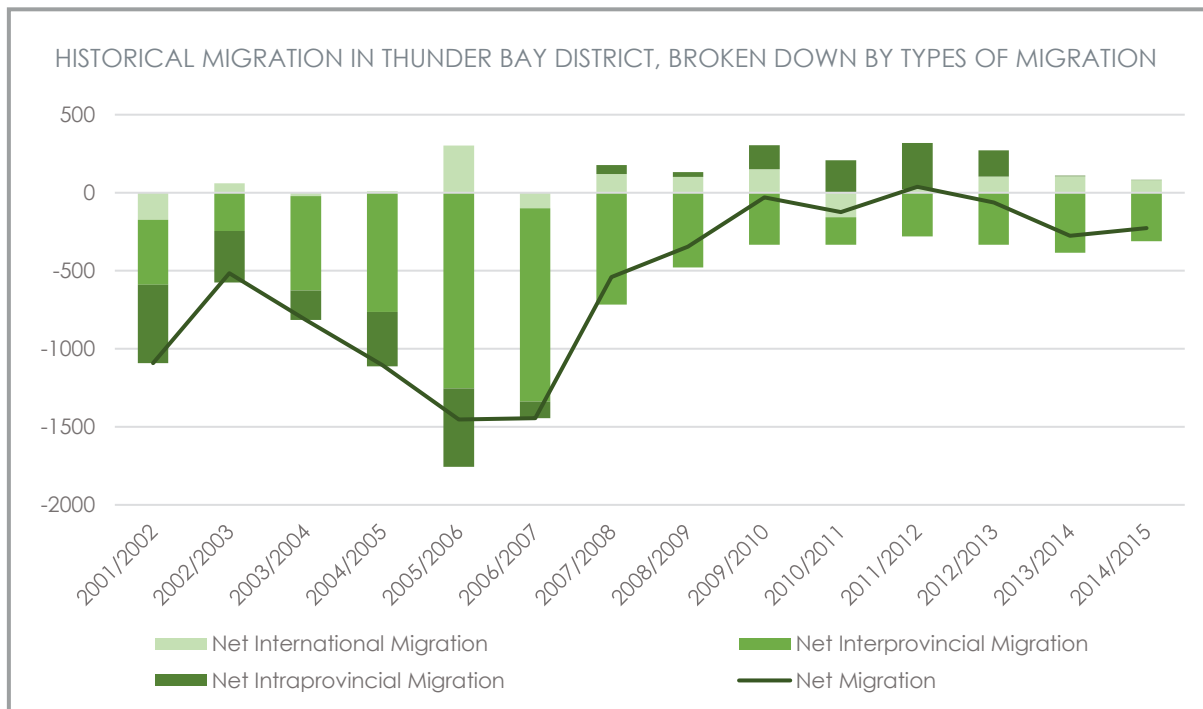
Source: Author's calculations based on Statistics Canada, Components of population growth by census division, sex, and age group for the period from July 1to June 30, between 2001 and 2015, based on the Standard Geographical Classification (SGC) 2011, CANSIM Table: 051-0063

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**	**1060**	**417**	**180**	**2708**

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**	**1162**	**495**	**157**	**2874**

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.
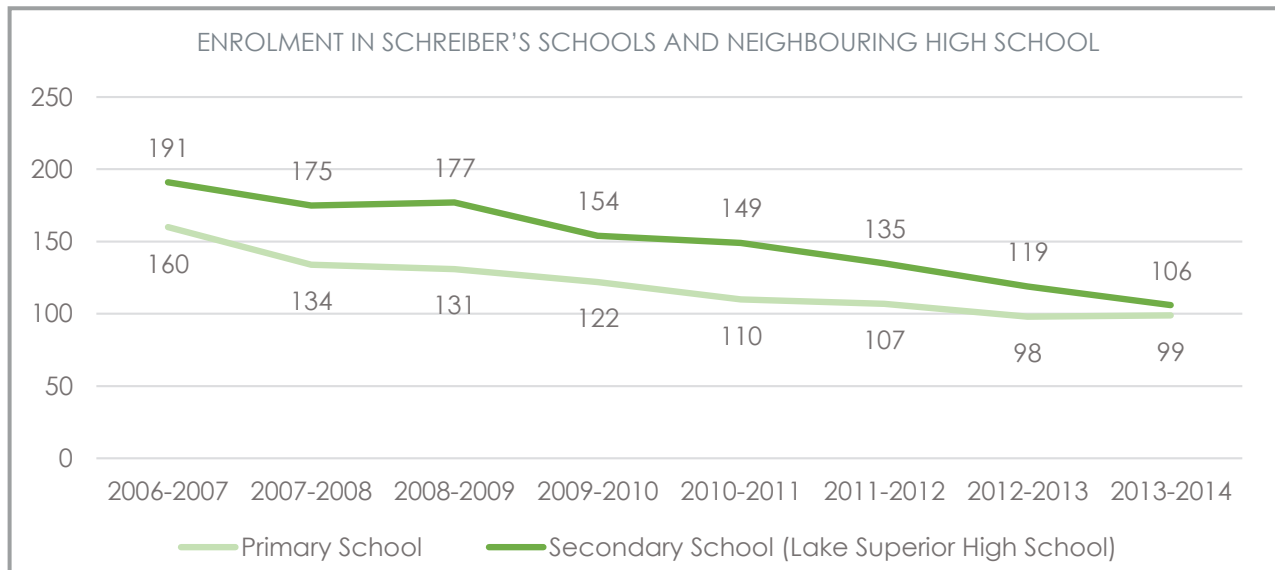
FIGURE 9

EDUCATIONAL ATTAINMENT OF THE AGES 25-64 POPULATION, FOR SCHREIBER, THUNDER BAY DISTRICT AND ONTARIO

Legend: Schreiber, 2001 | Schreiber, 2011 | Thunder Bay District, 2011 | Ontario, 2011
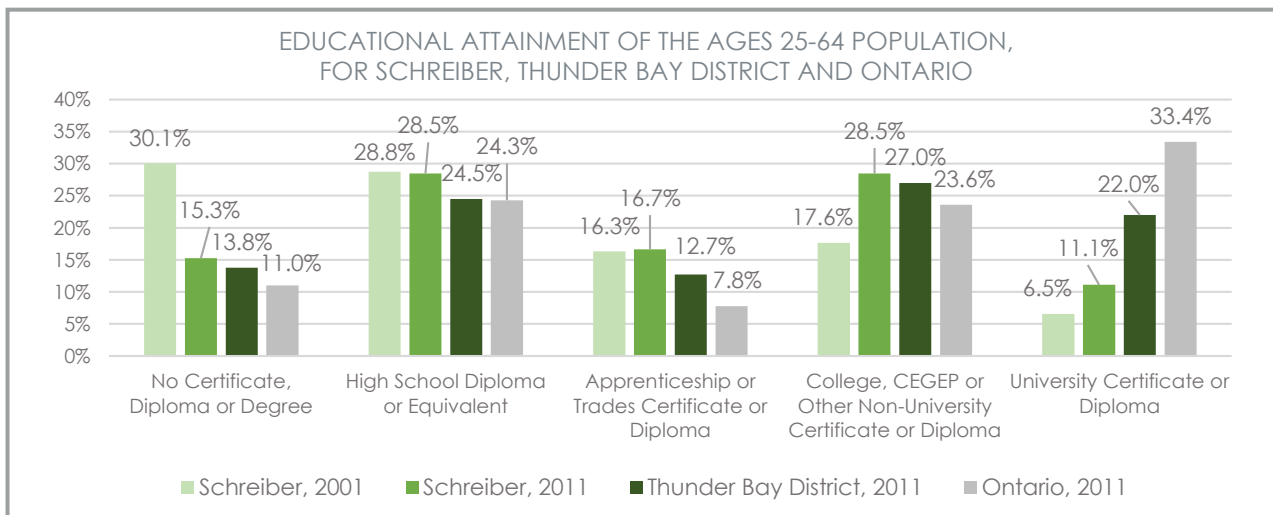
Sources: Author calculations based on Statistics Canada, Census 2001 and National Household Survey 2011

Between 2001 and 2011, a greater proportion of the population in Schreiber achieved secondary or post-secondary education (Figure 9).[6] Unfortunately, these numbers are still lower than the provincial average. This may prove to be a challenge in the future as more jobs will require post-secondary education (Moazzami, 2015). The main difference between Schreiber and the rest of the province was the lower proportion of individuals in the community who attended university.

There were no data for the educational attainment of immigrants to Schreiber and the data for Indigenous and Francophone populations in the community were not complete enough to be reliable.

FIGURE 10

ENROLMENT IN SCHREIBER'S SCHOOLS AND NEIGHBOURING HIGH SCHOOL

Secondary School (Lake Superior High School): 191, 175, 177, 154, 149, 135, 119, 106

Primary School: 160, 134, 131, 122, 110, 107, 98, 99

Years: 2006-2007, 2007-2008, 2008-2009, 2009-2010, 2010-2011, 2011-2012, 2012-2013, 2013-2014

— Primary School   — Secondary School (Lake Superior High School)

Source: Ministry of Education, as reported by schools in the Ontario School Information System (OnSIS)

[6] 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.
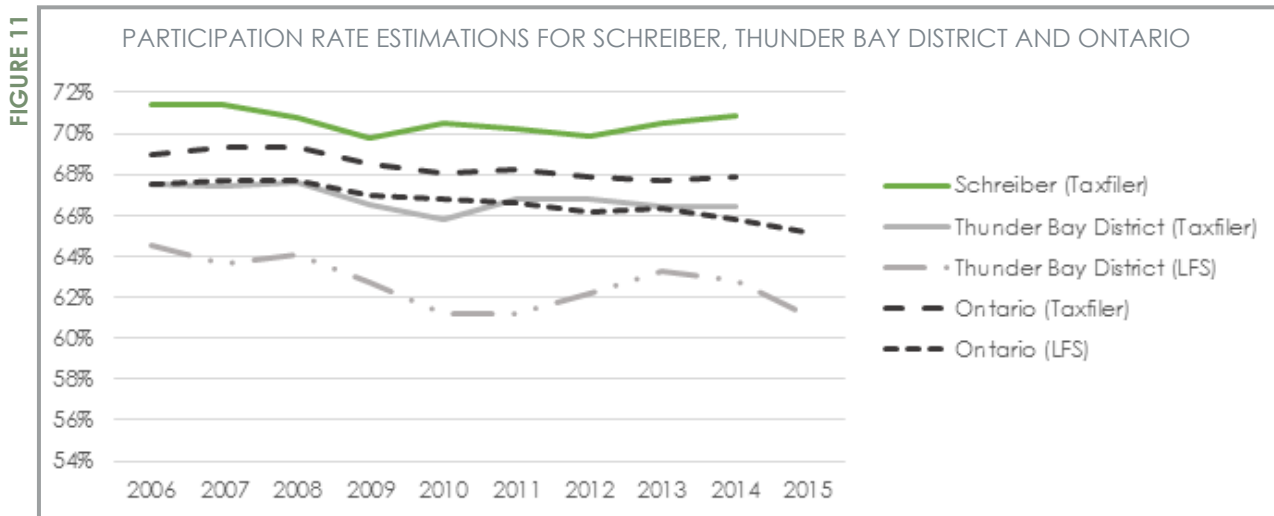
131
2008-2009

160
2006-2007
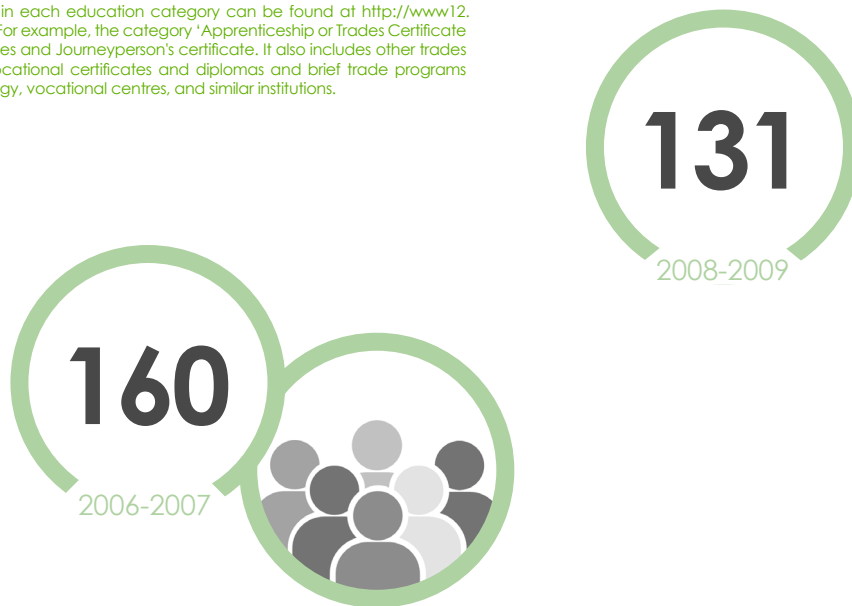
ALIGNMENT ⤨

08. Labour Force Participation

Participation, employment, and unemployment rates reflect whether an individual is willing and able to find employment, and whether an employer is able and willing to hire them. All the previous indicators, and more, have an influence on a worker's ability to find a job and an employer's ability to find a worker.
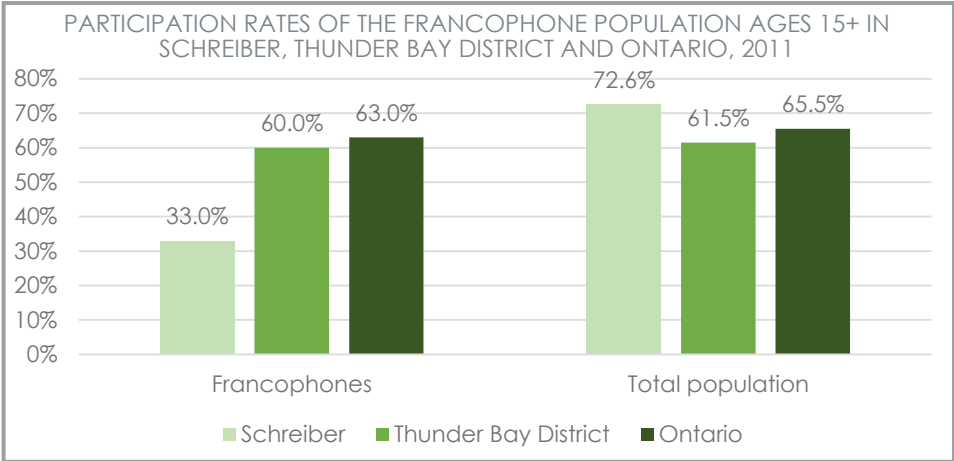
Since 2011, the participation rate has slightly increased, possibly due to a small increase in the employment rate (Figures 11, 13). Over the same time period, the unemployment rate decreased (Figure 15).

In 2011, the Francophone participation rate was well below the average (33 percent compared to 72.6 percent - Figure 12), which is likely due to the fact that this group is, on average, older than the rest of the population. The age of the Francophone population may also explain why there was little to no declared unemployment within the community. Unfortunately, it is not possible to analyze labour force participation in the Indigenous and immigrant communities due to data being unavailable.

FIGURE 11

PARTICIPATION RATE ESTIMATIONS FOR SCHREIBER, THUNDER BAY DISTRICT AND ONTARIO

Legend:
- Schreiber (Taxfiler)
- Thunder Bay District (Taxfiler)
- Thunder Bay District (LFS)
- Ontario (Taxfiler)
- Ontario (LFS)

Sources: Taxfiler, participation rate calculated as the number of people receiving labour income in the total population over the age of 15; Labour Force Survey (LFS) two-year average estimates, participation rate calculated as the number of civilian, non-institutionalized persons age15 or over who are employed or unemployed in the total population.
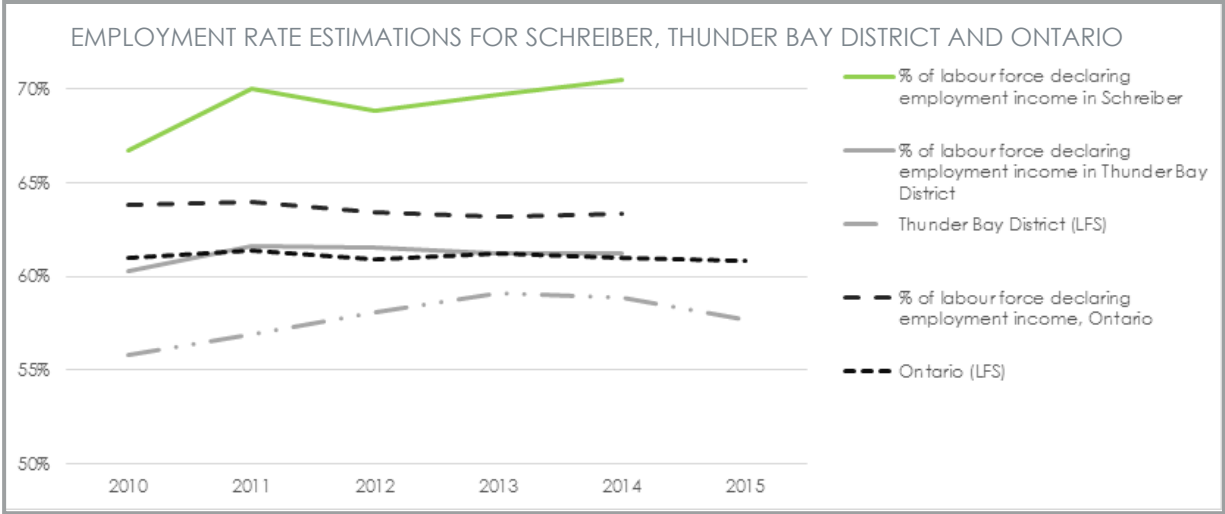
FIGURE 12

PARTICIPATION RATES OF THE FRANCOPHONE POPULATION AGES 15+ IN
SCHREIBER, THUNDER BAY DISTRICT AND ONTARIO, 2011

Francophones: Schreiber 33.0%, Thunder Bay District 60.0%, Ontario 63.0%

Total population: Schreiber 72.6%, Thunder Bay District 61.5%, Ontario 65.5%

Legend: Schreiber, Thunder Bay District, Ontario

Source: Statistics Canada, National Household Survey, 2011

FIGURE 13

EMPLOYMENT RATE ESTIMATIONS FOR SCHREIBER, THUNDER BAY DISTRICT AND ONTARIO

Legend:
% of labour force declaring employment income in Schreiber
% of labour force declaring employment income in Thunder Bay District
Thunder Bay District (LFS)
% of labour force declaring employment income, Ontario
Ontario (LFS)

Source: Author's calculations based on Taxfiler, number of people declaring Employment Income; Statistics Canada estimation of population; Labour Force Survey (LFS) two-year average estimate
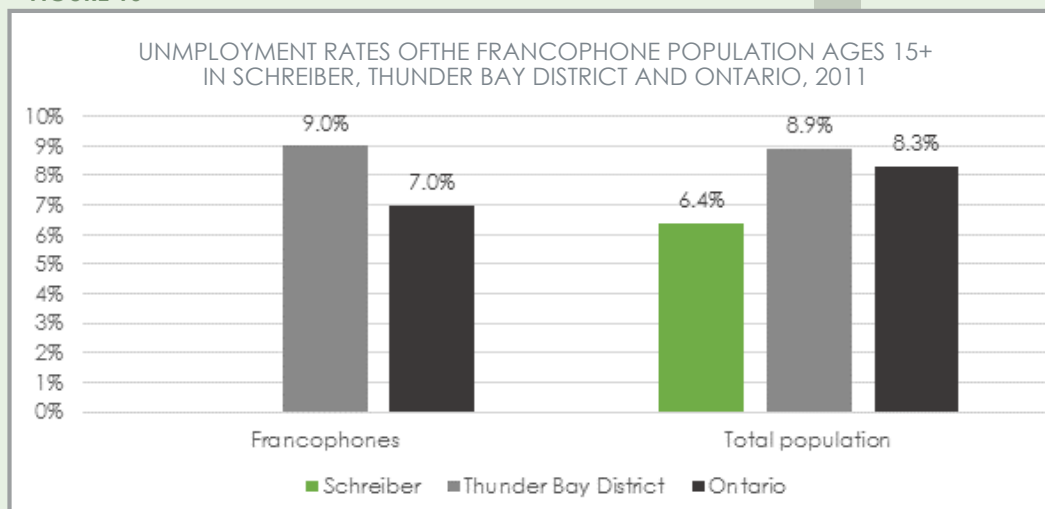
FIGURE 14

EMPLOYMENT RATES OFTHE FRANCOPHONE POPULATION AGES 15+ IN
SCHREIBER, THUNDER BAY DISTRICT AND ONTARIO, 2011

Francophones: Schreiber 33.0%, Thunder Bay District 54.0%, Ontario 59.0%

Total population: Schreiber 67.3%, Thunder Bay District 56.0%, Ontario 60.1%

■ Schreiber ■ Thunder Bay District ■ Ontario
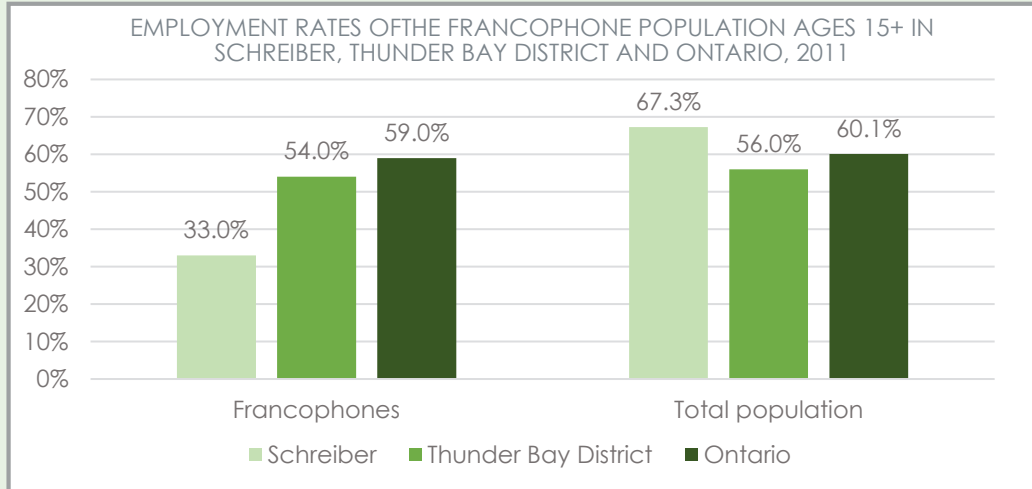
Source: Statistics Canada, National Household Survey, 2011

Since 2011, the unemployment rate has **decreased...**

59   54   33

FIGURE 15
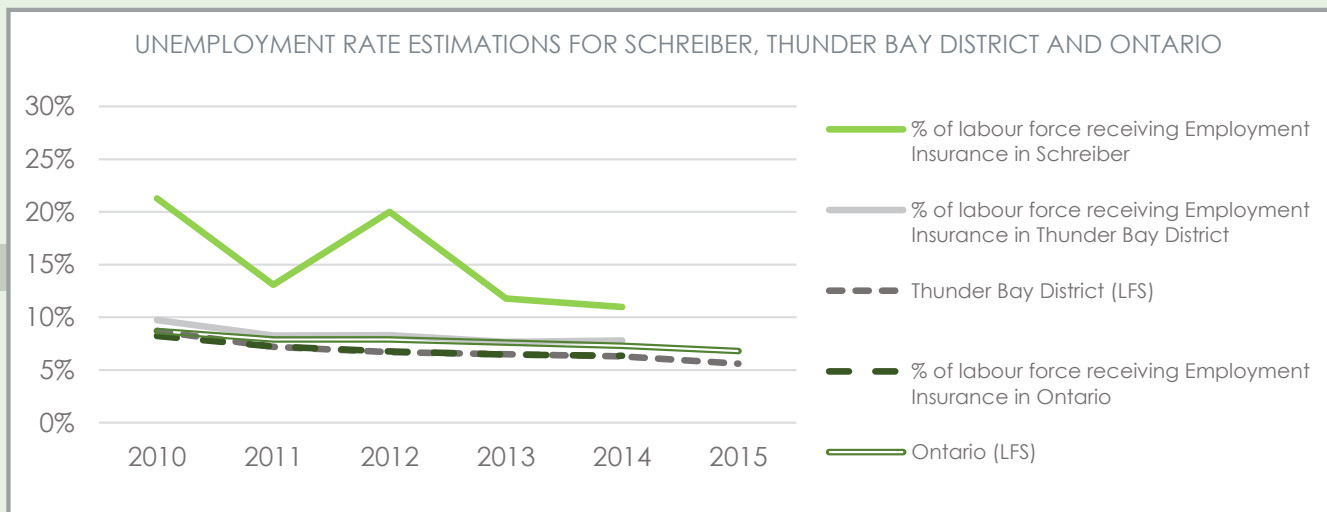
UNEMPLOYMENT RATE ESTIMATIONS FOR SCHREIBER, THUNDER BAY DISTRICT AND ONTARIO

— % of labour force receiving Employment Insurance in Schreiber

— % of labour force receiving Employment Insurance in Thunder Bay District

--- Thunder Bay District (LFS)

--- % of labour force receiving Employment Insurance in Ontario

— Ontario (LFS)

Source: Author's 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 16

UNMPLOYMENT RATES OFTHE FRANCOPHONE POPULATION AGES 15+ IN SCHREIBER, THUNDER BAY DISTRICT AND ONTARIO, 2011

Francophones: 9.0%, 7.0%
Total population: 6.4%, 8.9%, 8.3%

■ Schreiber ■ Thunder Bay District ■ Ontario

Source: Statistics Canada, National Household Survey, 2011

09. Wages[7]

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.

[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)
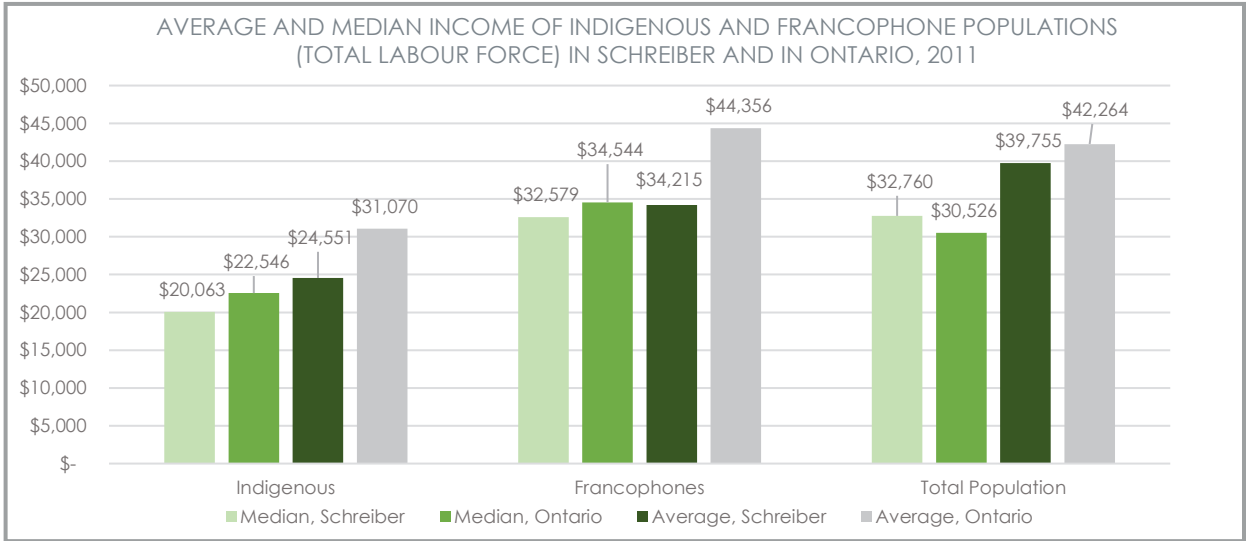
10. Income

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

FIGURE 17
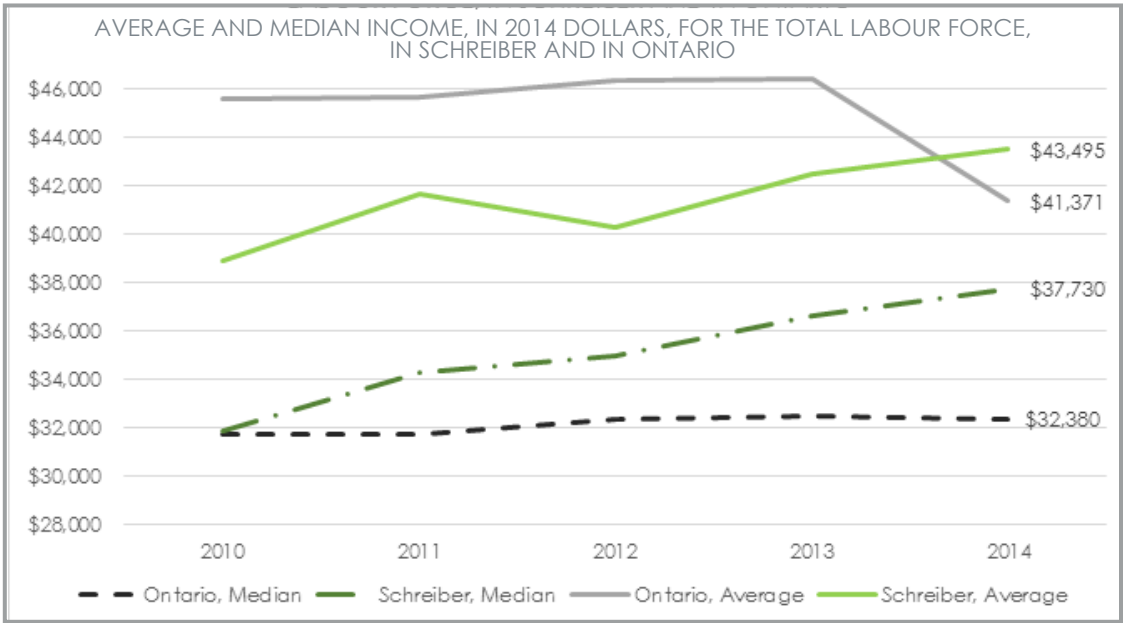
AVERAGE AND MEDIAN INCOME, IN 2014 DOLLARS, FOR THE TOTAL LABOUR FORCE, IN SCHREIBER AND IN ONTARIO

Source: Author's calculations based on Taxfiler, Schreiber "rural community" - postal code P0T 2S0, and Ontario; and Consumer Price Index from the Bank of Canada

FIGURE 18

AVERAGE AND MEDIAN INCOME OF INDIGENOUS AND FRANCOPHONE POPULATIONS (TOTAL LABOUR FORCE) IN SCHREIBER AND IN ONTARIO, 2011

Sources: National Household Survey, 2011

Average income depends on multiple factors, such as the type of jobs available (part-time or full-time), and the dominant industries in a community. Schreiber's average income ($43,495) was higher than the provincial average income for Ontario ($41,371 – Figure 17). The median income for the community ($37,730) was also higher than the provincial levels ($32,380). The median and average incomes for the Indigenous population were lower as compared to their Indigenous and non-Indigenous counterparts across the province and the rest of the community (Figure 18). As for Francophones, their median income was similar to that of Francophone communities across the province and to that of Schreiber as a whole, but their average income was lower than those two comparison groups (Figure 18).

It also important to note that, as of 2014, the economic dependency ratio—the amount of government transfers received compared to the amount of income earned through employment—in Schreiber is lower than that of the Thunder Bay District but higher than that of the province (Figure 19). Therefore, Schreiber's income is less dependent on government transfers than that of the Thunder Bay District but more than that of Ontario in 2014 (19 percent against 23 percent and 17 percent respectively).

A large portion (68.1 percent) of the government transfers to Schreiber consist of Old Age Security and Canada Pension Plan payments (Table 11). Indeed, these benefits, as well as Employment Insurance, represent a larger proportion of Schreiber's government transfers than that of Ontario and the District. On the other hand, the Canada Child Tax Benefit and Social Assistance represented a smaller proportion of Schreiber's government transfers than that of the District and the province. Overall, the breakdown of government transfers may imply that there are more retirees and people searching for work in the community, on average, than in the rest of the province or the District.
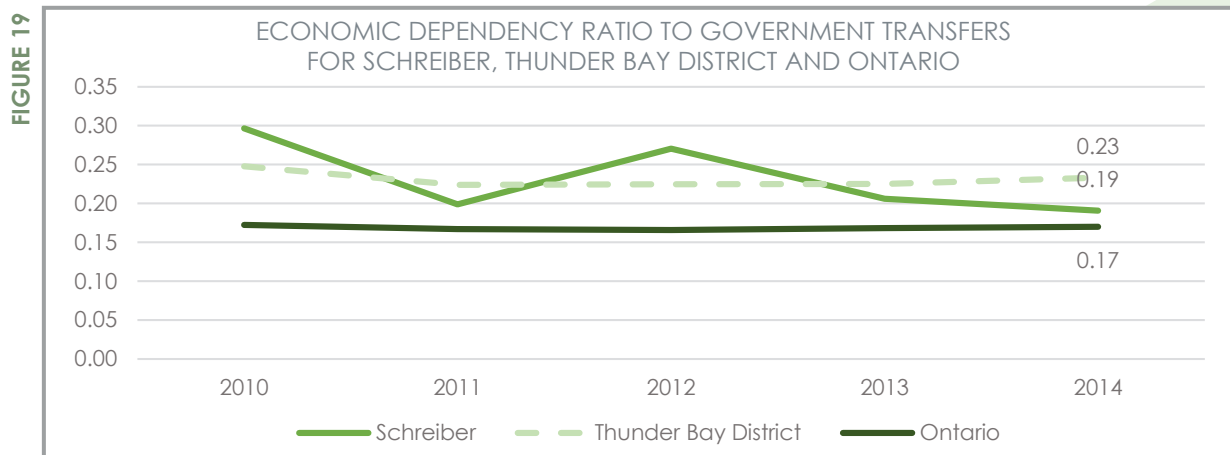
FIGURE 19

ECONOMIC DEPENDENCY RATIO TO GOVERNMENT TRANSFERS FOR SCHREIBER, THUNDER BAY DISTRICT AND ONTARIO

Source: Author's calculations based on Taxfiler, Schreiber "rural community" - postal code P0T 2S0, 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	**Schreiber**	**Thunder Bay District**	**Ontario**
Wages/salaries/commissions only	68.5%	64.9%	67.7%
Self-employment only	0.9%	2.3%	4.3%
Employment income	**69.4%**	**67.2%**	**72.0%**
Employment Insurance	1.3%	1.4%	1.1%
OAS/Net federal supplements	3.8%	3.8%	3.3%
CPP/QPP	5.3%	5.4%	3.9%
CCTB	0.5%	1.1%	1.1%
Workers compensation	0.7%	1.0%	0.4%
Social Assistance	0.8%	1.5%	1.1%
Other government transfers	1.0%	1.4%	1.3%
Government transfers	**13.2%**	**15.7%**	**12.2%**
Private pensions	12.6%	10.6%	7.7%
RRSP	0.3%	0.4%	0.4%
Investment	1.9%	3.8%	5.3%
Other income	2.5%	2.3%	2.5%
Total income	**100.0%**	**100.0%**	**100.0%**

Source: Author's calculations based on Taxfiler, Schreiber "rural community" - postal code P0T 2S0, Thunder Bay District and Ontario

POPULATION 1,059 (2016)

36.79 SQUARE KILOMETRES ALONG HIGHWAY 17 FROM GUNFLINT CHERT TO CASQUES ISLES TRAIL

48°49'N 87°16'W

SCHREIBER

HIGH RATES OF **EMPLOYMENT** HIGHLIGHT THE **STRENGTH** OF THE LOCAL ECONOMY

CONCLUSION

Although not as economically diverse as other communities due to its relatively small population size, Schreiber exhibits high rates of employment, which highlights the strength of the local economy. Nonetheless, as the population ages, the ability of the community to provide the necessary workforce to sustain its major industries might erode. Attracting more jobs may bring more people, and vice versa, but it is up to the community to decide the best approach.

The data above suggest that opportunities exist for those who wish to stay in or come to the community. Filling the jobs that are already available in Schreiber would create increased prosperity and, in turn, create even more opportunity. This does not mean the community should set aside the pursuit of new employers, but it does mean Schreiber should place greater emphasis on sustaining or expanding current ones.
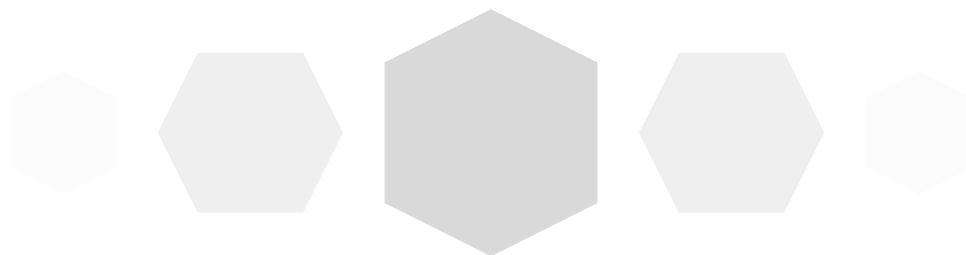
NOTE TO READERS: Moving forward, the Community Labour Market Report Series will be replaced by Community Accounts. This online portal, no.communityaccounts.ca, will provide reliable information on key economic and social indicators, broken down to the community, regional, provincial and national levels 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

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.