

2006 Census Research Paper Series



#5 – Labour Force Participation Trends in Northern Ontario 2001 to 2006

by **Chris Southcott, Ph.D.**
Lakehead University

April, 2008

Prepared for the Local Boards of Northern Ontario



EXECUTIVE SUMMARY

Background to the Report:

This study has been prepared for the 5 Local Boards in Northern Ontario and the Algoma Workforce Investment Committee. Due to the particular economic conditions in Northern Ontario, it is very important for the Northern Boards to properly understand the demographic and labour force trends occurring in their region. This is the fifth research report in a series that examines the current trends in Northern Ontario using data from the 2006 Census. Based on concerns expressed in the Trends, Opportunities, and Priorities (TOP) Reports, this report attempts to examine labour force participation trends in Northern Ontario.

Methodology:

This report is based on newly released data from the 2006 Census as prepared by Statistics Canada. Data is also used from other Census years as compiled by Statistics Canada.

Findings:

The analysis of the 2006 Census data for labour force participation has shown us several important facts about Northern Ontario. They are as follows:

- Employment in Northern Ontario grew from 2001 to 2006
 - This represents the first rise in employment since 1991
 - Most of the employment growth was in the larger urban centres
 - Forest dependent communities had the largest job losses
 - Employment increased in all areas of the North except the Sudbury District
 - The employment rate for Northern Ontario continues to be lower than for Ontario as a whole but is improving
 - Communities with the highest employment rates tend to be in Northwestern Ontario
- Labour Force Participation in Northern Ontario continues to differ from that of Ontario as a whole
 - The participation rates for Northern Ontario are lower than for Ontario as a whole
 - There are variations within Northern Ontario in labour force participation
 - The unemployment rates for Northern Ontario continue to be higher than for Ontario as a whole
 - Unemployment rates decreased in all districts of Northern Ontario
 - Differences in youth unemployment between Northern Ontario and Ontario declined from 2001 to 2006
 - The communities with the highest unemployment rates are Aboriginal communities
- The Numbers of self-employed in Northern Ontario decreased between 2001 and 2006
 - Self-employment is highest in the more rural districts of Parry Sound, and Manitoulin and lowest in the more urbanized districts of Thunder Bay, Greater Sudbury, and Algoma

Section One: Introduction

This study has been prepared for the 5 Local Boards in Northern Ontario and the Algoma Workforce Investment Committee. The Muskoka, Nipissing, Parry Sound Local Training and Adjustment Board (Local Board #20), the Sudbury and Manitoulin Workforce Partnerships Board (Local Board #21), the Far Northeast Training Board (Local Board #23), the North Superior Training Board (Local Board #24) and the Northwest Training and Adjustment Board (Local Board #25) are among the 21 Local Boards established in Ontario in 1994.¹ These Boards were created to assist in assessing the workforce development needs and issues of each area. Each Local Board Area is made up of representatives of the key labour market partner groups; primarily business and labour, but also including educators and trainers, Aboriginal groups, women, persons with disabilities, francophones, racial minorities and youth. The Boards are sponsored by the Ontario Ministry of Training, Colleges and Universities.

The 2001 Census Research Series produced by the Northern Boards from 2002 to 2004 showed that Northern Ontario is a region undergoing important transformations. Economic growth in Northern Ontario has been significantly less than the provincial average since the 1970s. Since workforce development is seen as crucial to economic development by most people in the region, regional Boards are therefore necessarily involved in economic development discussions. Population and labour force trends are an indicator of economic development. These trends also have an important impact on future development decisions. It, therefore, becomes very important for the Local Boards of Northern Ontario to understand what trends exist in their region.

This is the fifth research report in a series that examines the current trends in Northern Ontario using data from the 2006 Census. The first report analyzed the general population trends following release of that data in March, 2007. The second report looks at trends in youth out-migration. The third report looked at the extent to which the population of Northern Ontario is aging. The fourth report examined migration trends.

Section Two: Background to the Issue in Northern Ontario

2.1 Introduction to Northern Ontario

Northern Ontario comprises more than 88% of the land mass of Ontario but represents only 6.5% of the total population of the province (2006 Census). This percentage represents a decrease from 6.9% in 2001. As the region has no legislated boundaries, the definition of the region varies, especially as concerns its southern border. Currently, for the purpose of programming and statistical analysis, the provincial government has defined Northern Ontario as comprising the City of Greater Sudbury and the following districts: Kenora, Rainy River, Thunder Bay, Algoma, Cochrane, Manitoulin, Sudbury, Timiskaming, Nipissing, and Parry Sound. In 2000, the Ontario government decided to also include the Muskoka District Municipality in its definition of

Northern Ontario. This inclusion was somewhat problematic in that the socio-economic characteristics of the Muskoka District Municipality differ from that of the other districts in Northern Ontario. In 2004 the government changed the definition to once again to exclude the Muskoka District Municipality. For the purposes of FedNor programming, the federal government continues to include the Muskoka District Municipality in its operational definition of Northern Ontario. In the 2001 Census Research Series, the Muskoka District Municipality was included in statistics relating to Northern Ontario. Due to the recent change in definition by the provincial government, 2006-based reports will exclude the area from statistics relating to Northern Ontario.² Comparisons between the data presented in the previous report need to take this change in definition into account. The Muskoka district will however be included in statistics related to the Muskoka, Nipissing, Parry Sound Local Training and Adjustment Board (Board #20).

The history of continuous settlement by non-Natives in Northern Ontario is relatively recent when compared to the rest of Ontario. Settlement in earnest started with the construction of the Canadian Pacific Railway in the late 1870s and 1880s. This was soon followed by the construction of the Canadian Northern Railway and the Grand Trunk and National Transcontinental Railways. Most non-Aboriginal communities in the region were initially railway towns.

Following the building of the railways, the region's growth has been driven primarily by the forest industry and by mining. The development of communities was, for the most part, undertaken by large resource extraction corporations based outside the region rather than by local entrepreneurs. This fact has meant that the social and economic structure of this region exhibits several unique characteristics.³

The first of these characteristics relates to an overdependence on natural resource exploitation. This has meant a high degree of vulnerability to resource depletion, world commodity prices, corporate policy changes, the boom and bust cycles of the resource industries, changes in the Canadian exchange rate, and changes in government policies regarding Northern Ontario.⁴

The second characteristic is a high degree of dependency on external forces. The fact that most communities were developed by outside interests means that local entrepreneurship has been more limited than in other areas. This has served as a barrier to the cultivation of an entrepreneurial culture in these communities. This dependence is also seen in the area of political decision-making. Unlike most areas of Ontario, Northern Ontario is made up of Districts instead of Counties. Unlike Counties, Districts do not have regional governments. Northern Ontario is unique in Ontario in that unlike the Counties of Southern Ontario there is no regional government serving as an intermediary between the provincial government and municipalities.⁵

While all communities in the region share some common characteristics, Northern Ontario can be divided internally into three different types of communities:

Small and Medium-sized cities - Northern Ontario includes 5 cities with over 40,000 inhabitants. They are, in order of size, Sudbury (157,857), Thunder Bay (109,140), Sault Ste. Marie (74,948),

North Bay (53,966), and Timmins (42,997).⁶ While these centres are heavily dependent on resource industries they are also relatively diversified in that they tend to be important centres for health, education, and other services for the outlying regions.

Resource Dependent Communities - The vast majority of the remaining non-Aboriginal communities in the region are resource dependent communities, or single industry towns, which share many distinct characteristics.⁷ These communities are smaller and less diversified economically than the small and medium-sized cities. They are much more directly dependent on resource industries.

Aboriginal Communities - The region of Northern Ontario is unique in terms of its large number of Aboriginal communities. The Aboriginal population makes up almost 8 percent of the population of the region.⁸ The population in the area of the region north of the 50th parallel is almost entirely made up of these communities. Of all the communities in the region, Aboriginal communities face the greatest number of social and economic challenges.

2.2 The Importance of Understanding Labour Force Participation Trends

This report deals with the most general indicators of the economic situation of a region: the number of people in the labour force, the number of people employed, the percentage of people who actively participate in the economy, the percentage who are currently employed, and the percentage who are unemployed. It also deals with the class of worker: it examines the percentage of self-employed workers.

By studying these indicators we can find out if the size of the labour force is growing or shrinking. We can determine if jobs are on the increase or on the decrease. These indicators also tell us how Northern Ontario's general economic situation compares to Ontario as a whole. The indicators dealing with class of worker tells us whether Northern Ontario is following the same general trends as Ontario as a whole.

2.3 Labour Force Trends in Canada

Our report on labour force participation using 2001 Census data noted that between 1991 and 2001, the labour force in Canada had grown to almost 15.6 million people, up 9.5%. Most of this increase was among women whose rate of increase was 13.8% to 7.3 million. Over this period the number of men in the labour force increased by 6% to 8.3 million.⁹

Among the provinces, Alberta, at 22.9%, had the largest gain in employment. All provinces except Newfoundland and Labrador experienced growth in employment. Between 1991 and 2001 jobs decreased by 2.1% in this province. Ontario experienced the third highest job growth rate of all the provinces. From 1991 to 2001 employment in Ontario increased by 13.3%.¹⁰

The 2006 Census shows that this high rate of employment growth has continued.¹¹ Total employment in Canada increased at an annual average rate of 1.7%, the fastest rate increase among the Group of Seven nations.

Employment rose in every part of the country. However, growth was strongest in the West, especially in Alberta and British Columbia.¹² One third of all new jobs created in Canada between 2001 and 2006 were created in these two provinces. The Atlantic provinces, including Newfoundland and Labrador, saw employment growth but at a lower level than the national average. Employment growth in Quebec was at the national average while growth in Ontario, while close to the national average, slowed somewhat from the 1996 to 2001 period. The unemployment rate fell in every province and territory except Ontario and the Northwest Territories.

Section Three: Methodology

This report attempts to describe the labour force trends in Northern Ontario. This report is based on newly released data from the 2006 Census as prepared by Statistics Canada. Data is also used from other Census years as compiled by Statistics Canada.

Data for Northern Ontario from the 1996, 2001, and 2006 Census is from special profiles ordered from Statistics Canada by the researcher. Data from the 1991 and 1986 Census was downloaded from the Census Profiles CDs created by Statistics Canada.

3.1 Potential problems with our method

Our method has four potential problems which must be mentioned: sampling error, the “random rounding” technique used by Statistics Canada, problems with data for Aboriginal communities in Northern Ontario, and the limitations of census labour force data due to seasonal variations.

Unlike the first three reports in this series, the data used in this report is not from 100% of the population. Statistics Canada has two census forms; a short one that goes to all residences, and a long one, Form 2B, which goes to 20% of residences. The data analyzed here is from Form 2B which went to 20% of homes. This data is therefore a “sample” of total possible responses. It is meant to represent 100% of the population but, being a sample, it often does not. When the responses from the sample differ from what the responses would be from the entire population, we say there is “sampling error”.¹³

Using statistical analyses, we can calculate what the likelihood of sampling error is for a given number of responses. Generally speaking, the larger the number of respondents, the less sampling error is a problem. In our study, the data from smaller communities has a higher possibility of sampling error.

Another potential problem is the use of random rounding by Statistics Canada in its census

data.¹⁴ In order to ensure confidentiality, census data is round up or down to the nearest 5 count. This has an insignificant effect on large numbers. On very small numbers however this process can introduce a significant degree of error. This limits our ability to be confident about the percentage of people 65 years of age or older for very small communities in Northern Ontario.

The third problem was mentioned in the first report in this series dealing with population change. The population figures for the census divisions in Northern Ontario are not as reliable as the census divisions in most of Ontario. This is due to the large number of Aboriginal communities which, for various reasons, are improperly counted. If Statistics Canada cannot properly count a community, the population of that community is not included in the population totals for that census division. As a result, the population figures for almost all the census divisions in Northern Ontario are incomplete. Comparison from census year to census year becomes difficult when a particular community was not counted in one year but counted in another year.

In the report on population change, the statistics were “adjusted” to try and deal with this problem. This was not done for this report. This means that there is a certain degree of error in the statistics used in the report.

The fourth problem that needs to be mentioned is the limitations of census labour force data due to seasonal variations. Job situations vary considerably throughout the year. Often, employment varies a lot from season to season. The labour force data collected in the 2006 Census, as was the case previously, do not account for seasonal variations or rapid shifts in employment. It represents the situation on May 15th, 2006.

As such, census labour force data for such things as employment and unemployment rates have many problems associated with it. It is very dangerous to make generalizations about over all unemployment rates in a region based solely on census rates. Participation rates, which include those working and those unemployed, are more reliable as they are less likely to be impacted by seasonal variations. Also, generalizations over a series of census years are more reliable as seasonal variations are not relevant if the census recording is done in the same season in every year.

In this report, labour force data from the census has been more reliable by cross-checking this data with data from the monthly Labour Force Survey done by Statistics Canada. This data is less reliable than census data in terms of sampling error, but more reliable from a seasonal perspective.

Section Four: Labour Force Trends in Northern Ontario

4.1 Employment in Northern Ontario grew from 2001 to 2006

Our analysis of the 2001 Census showed that the number of people employed and the number of people in the labour force increased from 1996 to 2001 in both Canada and Ontario. During this

same period these numbers decreased in Northern Ontario. In Ontario as a whole, the number of employed increased by 12.5%. In Northern Ontario the number of employed decreased by 1.4%. The region lost 4,970 jobs during this period. In Ontario as a whole, the number of people in the labour force, the employed and unemployed actively looking for work, increased by 8.9% from 1996 to 2001. In Northern Ontario the number of people in the labour force decreased by 4%.

The situation in 2006 shows a substantial turnaround in both employment and labour force participation in Northern Ontario. In terms of the labour force, numbers in Canada increased by 8% while numbers in Ontario increased by 8.2%. In Northern Ontario this period saw a 2.2% increase in the labour force. The number of employed in Canada increased by 9% between 2001 and 2006. In Ontario this number increased by 7.9%. Northern Ontario saw the number of people employed increase from 347,170 in 2001 to 360,445 in 2006. In other words, the region gained 13,275 jobs during this period. This represents an increase of 3.8%.

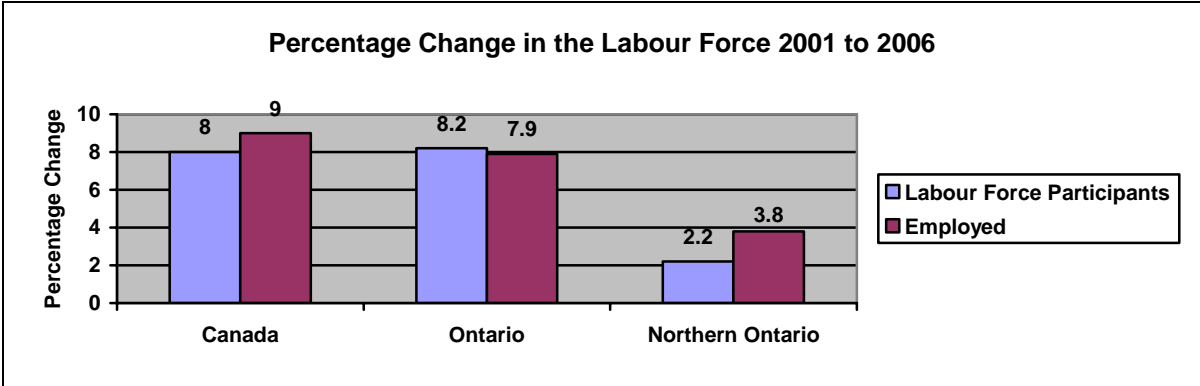


Figure 1 Source: Statistics Canada, Census of Canada, 2001 and 2006.

4.1.1 This represents the first rise in employment since 1991

In Figure 2 we see that the labour force for Ontario as whole has increased continuously since 1986, although growth between 1991 and 1996 was relatively slow. Northern Ontario experienced growth in its labour market until 1991. From 1991 to 2001, the labour force of Northern Ontario declined by 5.9%, from 409,025 in 1991, to 384,805 in 2001. From 1991 to 2001 the number of employed in Northern Ontario decreased by 5.8%, from 368,405 to 347,170. The period from 2001 to 2006 represents the first period of employment growth in Northern Ontario since that of 1986 to 1991.

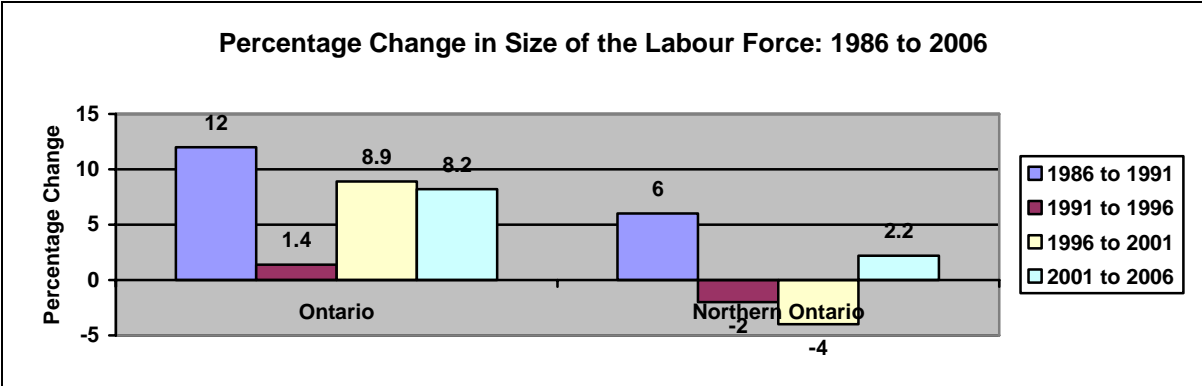


Figure 2 Source: Statistics Canada, Census of Canada, 1986 to 2006.

4.1.2 Most employment growth was in the larger urban centres – especially Sudbury

In examining where most of this growth in employment occurred we see that it was primarily in the larger urban centres of the region. Table 1 shows the ten communities with the largest overall increase in employment in Northern Ontario. The first five communities are the five largest communities. All had employment increases larger than the regional average of 3.8% although Thunder Bay’s increase was only slightly above. Greater Sudbury showed the largest increase. The 4,795 new employees created there represent 36% of the increase for all of Northern Ontario. In addition to the large urban centres, mining communities also had substantial employment increases. In Table 1 we see the gold mining community of Red Lake as having a 14% increase in the number of people employed from 2001 to 2006.

Table 1: Communities with the Largest Increase in Employment – 2001 to 2006

Community	Type of Community	District	Board	Number of people employed	Increase from 2001	Pct Increase from 2001
Greater Sudbury	CY	Gr. Sudbury	21	75190	4795	6.8
Thunder Bay	CY	Thunder Bay	24	52475	1900	3.8
Sault Ste. Marie	CY	Algoma	22	34135	1660	5.1
Timmins	CY	Cochrane	23	21055	1645	8.5
North Bay	CY	Nipissing	20	25095	1435	6.1
West Nipissing	M	Nipissing	20	5415	605	12.6
Thunder Bay, Unorganized	UNO	Thunder Bay	24	3255	370	12.8
Red Lake	MU	Kenora	25	2600	320	14.0
Temiskaming Shores	CY	Timiskaming	23	5110	300	6.2
Sioux Lookout	MU	Kenora	25	3060	295	10.7

Source: Statistics Canada, Census of Canada, 2001 and 2006.

4.1.3 Forest dependent communities had the largest employment decreases

Table 2 shows those communities which, from 2001 to 2006 experienced the largest decreases in

the number of people with employment. What is noticeable about this list, and about other communities that lost jobs during this period, is the number of communities that are forestry-based resource dependent communities. While mining communities generally saw increases in employment, forest-based communities generally saw decreases. This represents a reversal of trends noted in the late 1990s and early 2000s.

Table 2: Communities with the Largest Decrease in Employment – 2001 to 2006

Community	Type of Community	District	Board	Number of people employed	Increase from 2001	Pct Increase from 2001
Terrace Bay	TP	Thunder Bay	24	625	-370	-37.2
Schreiber	TP	Thunder Bay	24	340	-360	-51.4
Kenora, Unorganized	UNO	Kenora	25	3610	-330	-8.4
Michipicoten	TP	Algoma	22	1565	-305	-16.3
Kapuskasing	T	Cochrane	23	3750	-300	-7.4
Greenstone	MU	Thunder Bay	24	2430	-270	-10.0
Chapleau	TP	Sudbury Dist	23	1095	-255	-18.9
Hearst	T	Cochrane	23	2740	-250	-8.4
Smooth Rock Falls	T	Cochrane	23	615	-215	-25.9
Nipigon	TP	Thunder Bay	24	745	-210	-22.0

Source: Statistics Canada, Census of Canada, 2001 and 2006.

4.1.4 Employment increased in all areas of Northern Ontario except the District of Sudbury

Table 3 lists the percentage changes in employment and labour force participation for the districts of Northern Ontario. Our analysis of 2001 census data showed that these two indicators declined in all the districts of the region except the District of Kenora and the southern “cottage country” districts of Muskoka, Parry Sound and Manitoulin. The largest declines occurred in the Sudbury, Timiskaming and Cochrane Districts. The largest increases in employment occurred in the Muskoka District Municipality followed by Manitoulin and Parry Sound.

From 2001 to 2006 all districts in Northern Ontario saw an increase in employment except the District of Sudbury. Greater Sudbury had the largest increase at 6.8% followed by the Nipissing district at 6.6%. These were followed by the districts of Kenora at 5.6% and Parry Sound at 5.2%.

In terms of labour force participation, a similar situation exists. Most areas saw an increase with the notable exception of the District of Sudbury which saw at 4.9% decrease. The districts of Timiskaming and Cochrane both saw marginal declines of 0.3% and 0.8% respectively. The largest increases in the labour force from 2001 to 2006 were in the District of Nipissing, at 5.7%,

followed by Greater Sudbury, at 5.3%, and the District of Parry Sound, at 4.8%.

Table 3: Change in Employment and Labour Force Participation 2001 to 2006

	Employed 2001	Employed 2006	Percentage Change	In the Labour Force 2001	In the Labour Force 2006	Percentage Change
Canada	14695135	16021180	9.0	15872075	17146135	8.0
Ontario	5713900	6164245	7.9	6086815	6587575	8.2
Northern Ontario	347170	360445	3.8	384805	393280	2.2
Thunder Bay District	70575	71445	1.2	77725	77775	0.1
Rainy River District	9870	10075	2.1	10910	10935	0.2
Kenora District	27085	28595	5.6	30460	31340	2.9
Nipissing District	36015	38390	6.6	39625	41875	5.7
Parry Sound District	17695	18610	5.2	19045	19950	4.8
Manitoulin District	5140	5275	2.6	5745	5890	2.5
Sudbury District	9265	8895	-4.0	10585	10065	-4.9
Greater Sudbury	70410	75215	6.8	77500	81620	5.3
Timiskaming District	14525	14765	1.7	16130	16085	-0.3
Cochrane District	36930	37790	2.3	41715	41365	-0.8
Algoma District	49660	51390	3.5	55365	56380	1.8

Source: Statistics Canada, Census of Canada, 1991 and 2001.

4.1.5 The employment rate for Northern Ontario continues to be lower than for Ontario as a whole but is improving

The employment rate is the percentage of people 15 years of age and older who are actually employed. As noted above, it is more subject to variances than the participation rate. Figure 3 shows that while the employment rate for Ontario as a whole was 62.8%, in Northern Ontario this figure was 56.1%. This figure is over 10.6% lower than that of Ontario. While this difference is considerable, it does represent a significant improvement from the situation in 2001 when the employment rate for Northern Ontario was 12.4% lower than that of Ontario. The difference between the 2001 employment rates for Ontario and that of Northern Ontario was the highest since at least 1981. It should be noted that a positive economic sign for Northern Ontario is that while the employment rate for Ontario decreased by .5 of a percentage point, the rate for Northern Ontario increased by .8 of a percentage point, from 55.3% to 56.1%.

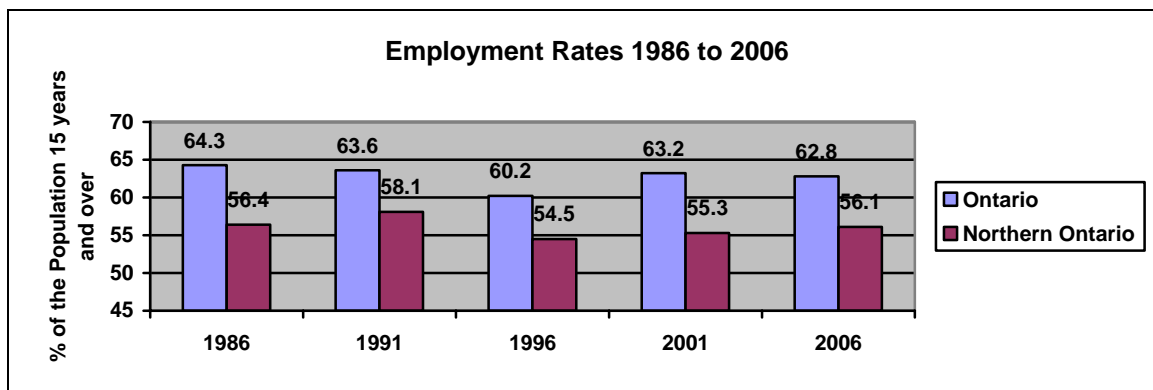


Figure 3 Source: Statistics Canada, Census of Canada, 1986 to 2006.

4.1.6 Communities with the highest employment rates tend to be in Northwestern Ontario

Table 4 shows those communities with a labour force of at least 200 people with the highest employment rates. These communities have therefore the most people in paid jobs as a total percentage of the population. What is noticeable is that of the 15 communities listed below, 9 are located in Northwestern Ontario.

Table 4: Communities with the Highest Employment Rates in Northern Ontario*

Community	District	Type of Community	Participation rate	Employment rate	Unemployment rate
White River	Algoma	TP	84.9	77.7	7.6
Sioux Lookout	Kenora	MU	78.5	75.3	4.2
Alberton	Rainy River	TP	77.6	73.7	5.9
Ear Falls	Kenora	TP	75.7	73.5	3.5
Casey	Timiskaming	TP	76.6	73.4	4.1
La Vallee	Rainy River	TP	75.1	72.2	3.1
Red Lake	Kenora	MU	75.6	71.7	5.3
Harley	Timiskaming	TP	73.8	71.4	4.8
Pickle Lake	Kenora	TP	71.1	71.1	0
Prince	Algoma	TP	71.8	69.4	4.1
Marathon	Thunder Bay	T	73.6	69.1	6.1
Hornepayne	Algoma	TP	72.6	68.9	5.1
Morley	Rainy River	TP	71.2	68.8	5.3
Oliver	Thunder Bay	MU	72.2	67.2	7
Paipoonge					
Harris	Timiskaming	TP	75.3	66.7	11.4

Source: Statistics Canada, Census of Canada, 2006. *These represent only those communities with an active labour force of at least 200 people 15 years and over.

4.2 Labour Force Participation in Northern Ontario continues to differ from that of Ontario as a whole

Data from the 2001 Census showed that the patterns of labour force participation in Northern

Ontario differed from that of Ontario as a whole. Northern Ontario had lower participation rates, lower employment rates, and higher unemployment rates. We saw that these differences changed little between 1986 and 2001. Data from the 2006 Census shows that, despite the increase in employment from between 2001 and 2006, these general trends are continuing.

4.2.1 The participation rates for Northern Ontario are lower than for Ontario as a whole

The participation rate is the percentage of a population 15 years and over that is either employed or unemployed and actively looking for employment. This is an important indicator of a labour force in that it is less subject to seasonal variations in employment than other indicators and it indicates the size of a the labour force that is ready for employment. Figure 4 shows that in 2006, while the participation rate for Ontario as a whole was 67.1%, for Northern Ontario it was 61.2% - in real terms participation rates for Ontario are 9% higher than that of the North. This is almost identical to the situation we found in 2001.

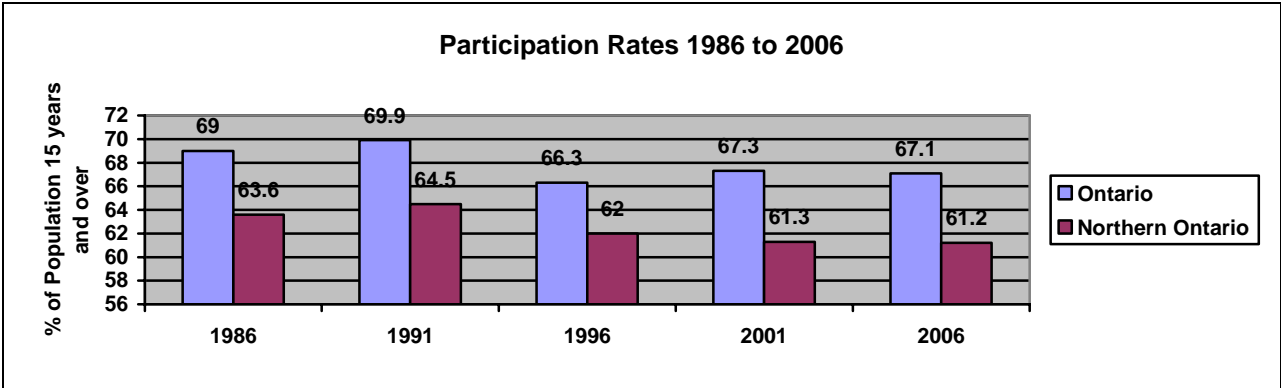


Figure 4 Source: Statistics Canada, Census of Canada, 1986 to 2006.

These census reports are meant to be descriptive as opposed to analytical. Still, a quick analysis of reasons for the difference in participations rates, using regression analysis, shows that there are probably several reasons. These reasons were noted in our 2001 report on the labour force in Northern Ontario and have changed little since then. One is that many in the North stop actively looking for employment due to the unlikelihood of finding employment. This is especially true of older male workers. Another reason is that a larger percentage of older female workers are not actively employed or looking for work. This is likely a historical vestige of the period when there was little or no employment opportunities for women in the resource dependent communities of Northern Ontario.¹⁵

As well, it should also be pointed out, as was done in our 2006 census report on aging, that in 2006, Northern Ontario had a population that had a higher percentage of people over 65 years of age than Ontario as a whole. This undoubtedly continues to be a partial explanation for the differences in participation rates between Northern Ontario and the province as a whole.

4.2.2 There are variations within Northern Ontario in labour force participation

In Table 5 we see the variations in labour force participation rates among the districts of Northern Ontario. In 2001 we saw that the districts of Kenora, Thunder Bay, and Rainy River had the highest rates. This has been fairly constant since 1986. The districts of Sudbury, Algoma and Parry Sound had the lowest rates. This too has been fairly constant since 1986. These trends continue in 2006. Rainy River, Kenora, and Thunder Bay have the highest rates while the districts of Sudbury, Algoma, and Parry Sound continue to have low rates. The most significant change between 2001 and 2006 occurred in the District of Manitoulin. Its participation rate decreased by 5.3% and as a result it now has the lowest participation rate in Northern Ontario.

Table 5: Changes in Participation and Unemployment Rates by District

	Participation rate 2001	Participation rate 2006	Pct change in Part. rate	Unempl. rate 2001	Unempl. Rate 2006	Pct change in unemp. rate
Canada	66.4	66.8	0.6	7.4	6.6	-10.8
Ontario	67.3	67.1	-0.3	6.1	6.4	4.9
Northern Ontario	61.4	61.2	-0.3	9.4	8.4	-10.6
Nipissing District	59.9	60.1	0.3	9.1	8.3	-8.8
Parry Sound District	58.2	57.7	-0.9	7.1	6.7	-5.6
Manitoulin District	58.8	55.7	-5.3	10.5	10.5	0.0
Sudbury District	57	56.6	-0.7	12.5	11.6	-7.2
Greater Sudbury	61.9	63	1.8	9.1	7.8	-14.3
Timiskaming District	58.5	58.5	0.0	10	8.2	-18.0
Cochrane District	62.3	62.2	-0.2	11.5	8.6	-25.2
Algoma District	57.6	57.4	-0.3	10.3	8.9	-13.6
Thunder Bay District	64.3	63.7	-0.9	9.2	8.1	-12.0
Rainy River District	63.4	64.2	1.3	9.5	7.9	-16.8
Kenora District	65.8	64.1	-2.6	11.1	8.8	-20.7

Source: Statistics Canada, Census of Canada, 2001 and 2006.

4.2.3 The unemployment rates for Northern Ontario continue to be higher than for Ontario as a whole

The unemployment rates measure the percentage of people who are unemployed and are labour force participants. As such it includes only those unemployed who are actively looking for work. Once again, unemployment rates are subject to seasonal variations. As such it is a less reliable indicator of the overall economic situation than the others mentioned above. Figure 5 shows that

in 2006, while the unemployment rate for Ontario as a whole was 6.4%, the rate for Northern Ontario was 8.4%.

While this means that unemployment in Northern Ontario continues to be higher than that of Ontario as a whole, the rate itself is the lowest it has been since 1981. It should be noted that the latest Labour Force Survey results show the unemployment rates of Ontario and Northern Ontario converging in late 2002 and early 2003.¹⁶

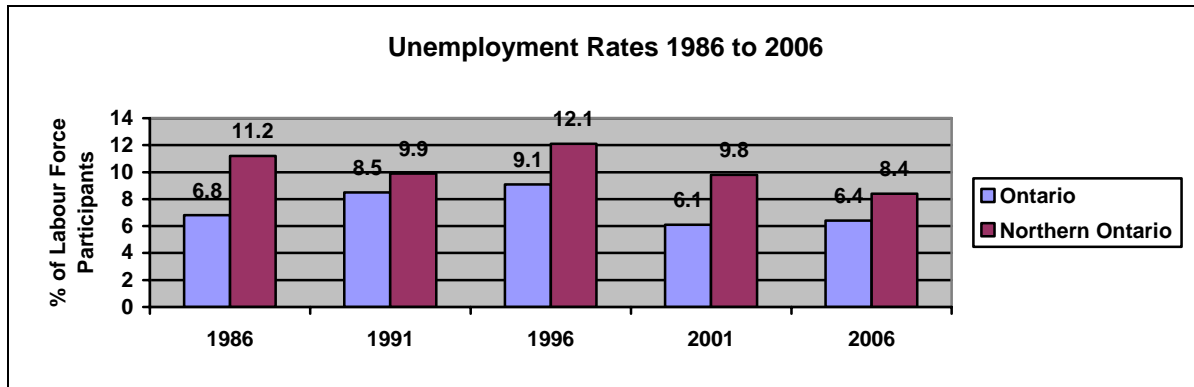


Figure 5 Source: Statistics Canada, Census of Canada, 1986 and 2006.

4.2.4 Unemployment rates decreased in all districts of Northern Ontario

Of all labour force indicators, unemployment rates show the greatest degree of change from census year to census year. In 2001, the districts with the lowest unemployment rates were, in order, the Muskoka District Municipality, the District of Parry Sound, and the Greater Sudbury Division. The districts with the highest unemployment rates were the District of Sudbury, the District of Kenora, and the District of Cochrane.

In 2006 we see similar trends in terms of comparing districts. Table 5 above shows that the District of Sudbury had the highest unemployment rate, at 11.6%, followed by the District of Manitoulin at 10.5%. The district with the lowest rate of unemployment was Parry Sound, at 6.7%, followed by Greater Sudbury, with 7.8%.

Of course the most interesting aspects about the change in unemployment rates in Northern Ontario are the decreases from the rates in 2001. While the unemployment rate for Ontario as a whole increased by 4.9% from 2001 to 2006, the rate decreased in every district in Northern Ontario. The most significant decreases came in the districts of Cochrane and Kenora.

4.2.5 Differences in Youth Unemployment between Northern Ontario and Ontario declined from 2001 to 2006

Figure 6 shows the labour force participation rates for youths 15 to 24 years of age from the 2006 Census. In 2001 we noted that the participation rates for youths in Northern Ontario were essentially the same as for Ontario as a whole. In that year almost the same percentage of youths in Northern Ontario were either working or looking for a job as the youths in all of Ontario.

Despite this similarity, the employment rates differed. This difference in employment rates was due to the higher rates of unemployment among the youth of Northern Ontario. In the 2001 census the unemployment rate for 15 to 24 years old for Ontario as a whole was 12.9%. The unemployment rate for 15 to 24 year olds in Northern Ontario was 19%. The unemployment rate for youths in the North was 47% higher than youths in all of Ontario.

In 2006 unemployment rates for youth continue to be higher in Northern Ontario but the differences have declined significantly. The unemployment rate for youth in Northern Ontario was 17.7% in 2006 compared to 14.5% in Ontario as a whole. The youth unemployment rate in Northern Ontario is now only 22% higher than that of Ontario. This decline in differences is mostly due to a 12.4% increase in the youth unemployment rate in Ontario from 2001 to 2006. During this period, the youth unemployment rate for Northern Ontario decreased by 6.8%.

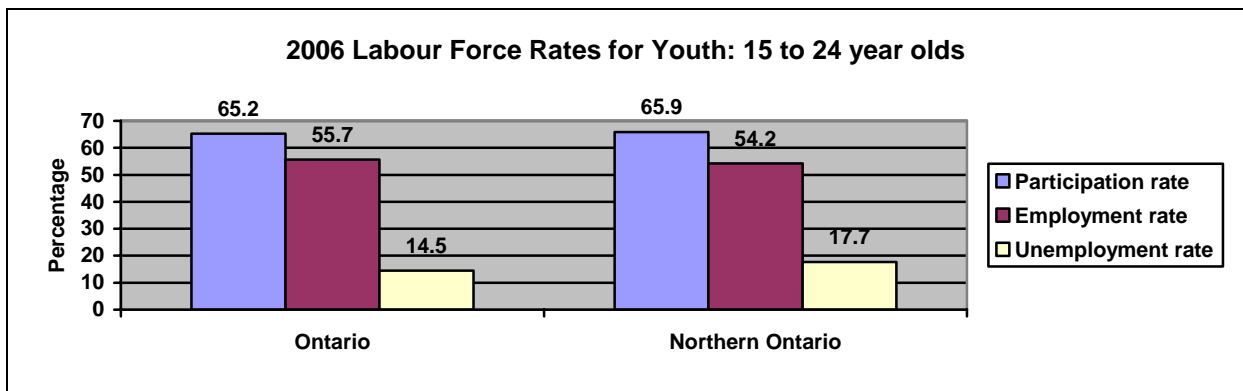


Figure 6 Source: Statistics Canada, Census of Canada, 2006.

In Figure 7 we see that while the unemployment rate for youth in Northern Ontario in 2006 is higher than the rate for 1991, it declined from 1996 to 2006. This represents a decline of 23% during this period. This decline is greater than the decline in the youth unemployment rate for Ontario as a whole which fell by 18.5% over this same period.

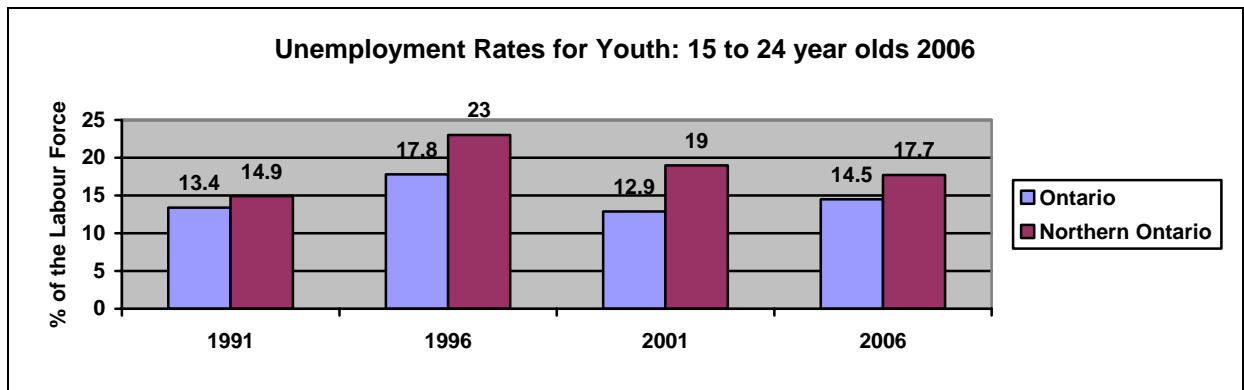


Figure 7 Source: Statistics Canada, Census of Canada, 1991 to 2006.

4.2.6 The communities with the highest unemployment rates are Aboriginal communities

In looking at labour force participation trends among communities in Northern Ontario there is one fact which is the most glaring: that the communities in Northern Ontario with the highest rates of unemployment are Aboriginal communities. Table 6 represents those communities with an active labour force of more than 200 people 15 years of age and over with the highest unemployment rate. Of the 15 communities with the highest rates of unemployment, 8 are Aboriginal communities. The same trends occur for youth unemployment. As most Aboriginal communities are small, many were excluded from our calculations. Had these smaller communities been included almost all communities listed below would have been Aboriginal.

Table 6: Communities with the Highest Rates of Unemployment in Northern Ontario*

Community	District	Type of Community	Participation rate	Employment rate	Unemployment rate
English River 21	Kenora	R	54.7	36	34
Dorion	Thunder Bay	TP	82	57.4	30
Fort Hope 64	Kenora	R	37	25.2	29.8
Killarney	Manitoulin	MU	61	44.2	27.7
Sagamok	Algoma	R	54.3	39.5	27.1
Constance Lake	Cochrane	R	50	35.7	26.5
Sandy Lake 88	Kenora	R	46.7	34.4	26.4
Moonbeam	Cochrane	TP	59.4	45.6	24
Terrace Bay	Thunder Bay	TP	60.4	46.3	23.9
Gillies	Thunder Bay	TP	67.8	52.2	23
Mississagi River	Algoma	R	72.1	55.7	22.7
Wabaseemoong	Kenora	R	52.5	40.6	22.6
Spanish	Algoma	T	37.5	30	22.2
Mattawa	Nipissing	T	51.6	40.3	22
Deer Lake	Kenora	R	48.2	37.3	20

Source: Statistics Canada, Census of Canada, 2006. * 200 people labour force and over.

4.3 The Numbers of Self-employed in Northern Ontario decreased between 2001 and 2006

In our analysis of 2001 Census data we noted that the differences in the percentages of self-employed between Northern Ontario and Ontario as a whole were declining. We stated that this was an important trend for a region such as Northern Ontario which has traditionally relied on wage labour. From 2001 to 2006 this trend reversed itself as the number of self employed decreased from 36, 410 in 2001 to 34,445 in 2006. The percentage of self-employed in Northern Ontario decreased from 9.7% in 2001 to 8.9% in 2006. The rate for Ontario remained the same at 11.4%.

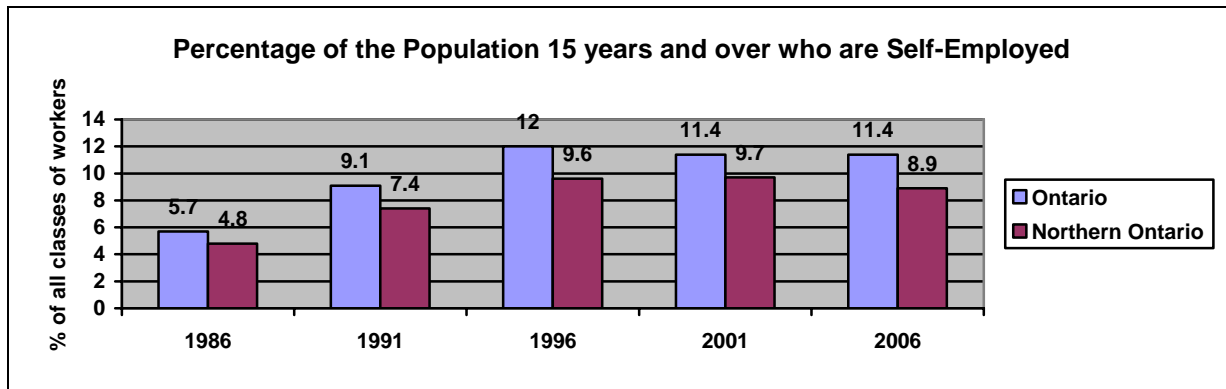


Figure 8 Source: Statistics Canada, Census of Canada, 1986, 1991, 1996, and 2001.

4.3.1 Self-Employment is Highest in the More Rural Districts of Parry Sound, and Manitoulin and Lowest in the More Urbanized Districts of Thunder Bay, Greater Sudbury, and Algoma

Figure 9 shows the percentage of workers in Northern Ontario who are self-employed according to the districts of the region. The districts with the highest percentage of self-employed are the more rural districts of Parry Sound, and Manitoulin. This situation has varied little since 1986. It should also be pointed out that self-employment rates generally tend to be higher than the regional norms in those districts that have a traditional reliance on agriculture.

Those districts that have the lowest percentage of self-employed are the districts that contain the largest cities in Northern Ontario: the District of Thunder Bay, Greater Sudbury Division, and the District of Algoma. The District of Cochrane, which contains the City of Timmins, also has very low levels of self-employment. In the past, the one exception to this tendency was the Nipissing District which, despite containing the City of North Bay, had levels of self-employment superior to the regional average. Although this remains true in 2006, it should be noted that the self-employment rate in Nipissing decreased substantially between 2001 and 2006.

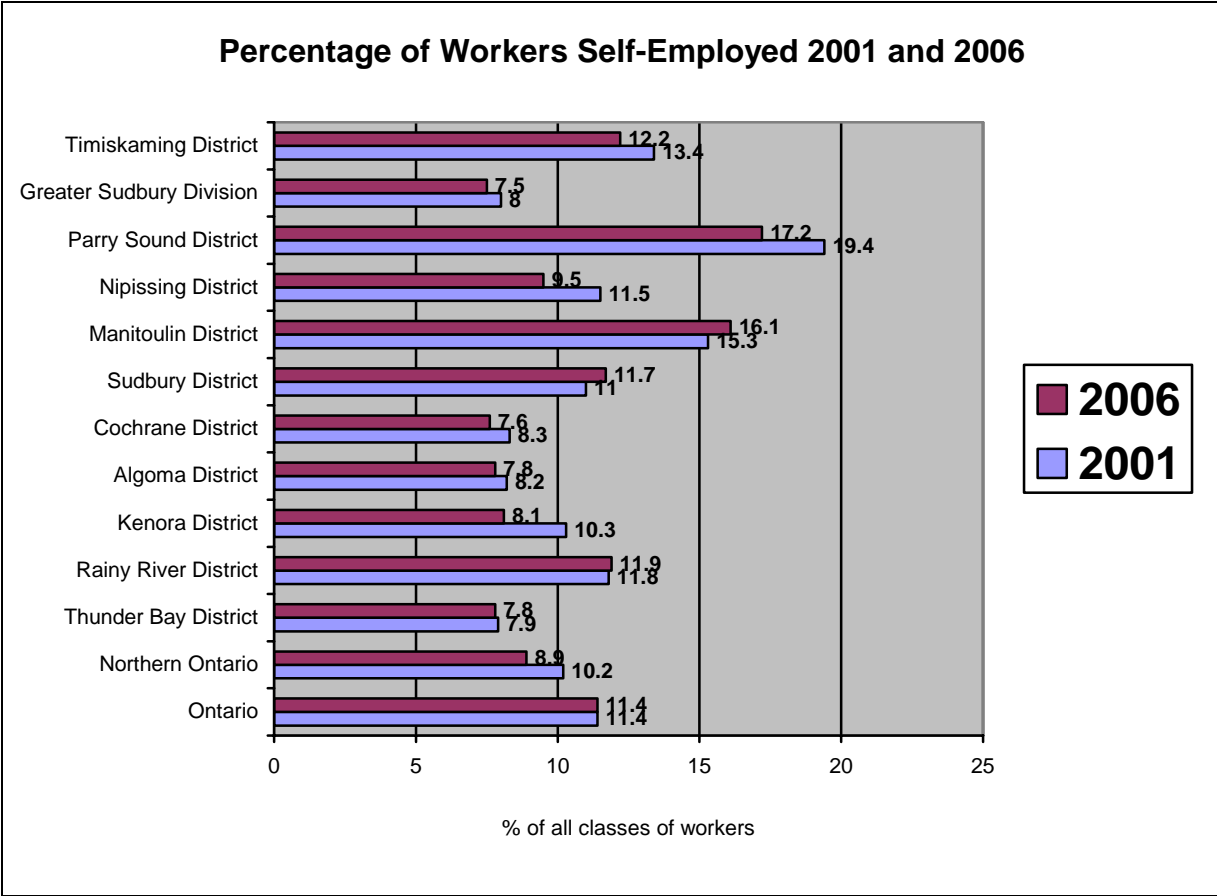


Figure 9 Source: Statistics Canada, Census of Canada, 2006.

Section Five: Comparing the Training Board Areas of Northern Ontario

Table 7: Labour Force Rates by Local Board

	Participation rate	Employment rate	Unemployment rate	Youth Unemployment rate	Percentage of Self-Employed
Local Board #20	60.8	56.7	6.7	14.9	13.9
Local Board #21	61.8	56.6	8.3	18.3	8.5
Local Board #22	57.2	52.1	8.9	19.8	7.9
Local Board #23	61.4	56.1	8.6	19.0	8.8
Local Board #24	63.4	58.2	8.2	16.2	7.8

Local Board #25	64.7	59.3	8.4	15.9	9.2
------------------------	------	------	-----	------	-----

Source: Statistics Canada, Census of Canada, 2006.

5.1 The Muskoka, Nipissing, Parry Sound Local Training and Adjustment Board (Board #20)

Table 7 shows the labour force participation rates for 2006 for each of the Local Boards in Northern Ontario. Our analysis of 2001 Census data showed that the Board with the lowest unemployment rate was Local Board #20 which includes the District Municipality of Muskoka and the Districts of Parry Sound and Nipissing. The communities in this area are characterized by their relative proximity to the major urban areas of Southern Ontario and by the presence in the area of a large number of seasonal residences.

This area once again has the lowest unemployment rates, both for youth and the entire workforce 15 years of age and over. This Board area is also unique in that it has by far the highest percentage of self-employed.

Table 8: Labour Force Participation Rates for Communities in the Board 20 Area

	Type of Community	Size of Labour Force	Participation rate	Unempl. rate	Youth Unempl. rate	Pct of Self-Employed
Local Board #20		92255	60.8	6.7	14.9	13.9
South Algonquin	TP	630	56.5	11.1	27.3	10.7
Papineau-Cameron	TP	525	60	13.3	25	20.2
Mattawan	TP	95	76	0	0	0.0
Mattawa	T	820	51.6	22	25.7	4.4
Calvin	TP	260	53.1	17.3	28.6	16.7
Bonfield	TP	1045	62.2	4.3	7.7	8.2
Chisholm	TP	680	61.5	6.6	23.8	23.7
East Ferris	TP	2210	64.6	5.9	14.3	15.1
North Bay	CY	27185	61.3	7.7	16.6	8.6
West Nipissing / Nipissing Ouest	M	5985	54.3	9.4	15.9	9.2
Temagami	MU	460	55.8	9.8	16.7	19.8
Nipissing 10	R	635	55.7	11	22.2	8.9
Nipissing, Unorganized, North Part	UNO	900	60.8	12.8	42.9	9.8
Seguin	TP	2230	61.4	4.5	7.4	22.8
The Archipelago	TP	305	59.2	3.3	0	45.2
McMurrich/Monteith	TP	460	64.3	12	11.1	11.2
Perry	TP	1025	60.5	8.8	10.3	14.9
Kearney	T	355	50.4	11.3	33.3	15.5
Armour	TP	575	52.5	2.6	0	19.1
Burk's Falls	VL	375	52.1	8	28.6	17.8
Ryerson	TP	335	55.4	7.5	0	21.5

McKellar	TP	450	48.9	2.2	0	14.4
McDougall	MU	1535	67.8	5.2	17	15.8
Parry Sound	T	2810	59.5	3.7	13	12.7
Carling	TP	600	59.4	3.3	13.6	12.5
Whitestone	MU	460	48.4	12	26.7	21.5
Magnetawan	MU	710	50.2	10.6	22.2	23.9
Strong	TP	645	57.6	8.5	20	11.7
Sundridge	VL	395	48.8	3.8	23.1	7.6
Joly	TP	125	52.1	12	75	37.5
Machar	TP	415	55.7	3.6	0	16.9
South River	VL	425	49.4	7.1	20	6.1
Powassan	MU	1565	60.1	7.7	30	13.1
Callander	MU	1750	63.9	5.4	23.9	13.1
Nipissing	TP	860	61	4.7	15.4	26.2
Shawanaga 17	R	105	77.8	14.3	50	0.0
Parry Island First Nation	R	195	73.6	15.4	25	5.3
French River 13	R	40	57.1	25	0	0.0
Dokis 9	R	95	63.3	21.1	0	10.5
Magnetewan 1	R	35	58.3	0	0	25.0
Parry Sound, Unorganized, North East Part	UNO	145	69	13.8	60	25.9
Parry Sound, Unorganized, Centre Part	UNO	895	41.4	15.6	25	25.4
Gravenhurst	T	5415	61.2	5.2	6	15.9
Bracebridge	T	8530	66.3	3.9	9.8	17.9
Lake of Bays	TP	1950	62	6.4	16.7	25.2
Huntsville	T	9880	66	4.7	13	15.2
Muskoka Lakes	TP	3605	65.6	3.5	4.8	25.0
Georgian Bay	TP	955	46.9	4.2	14.3	17.9
Moose Point 79	R	95	67.9	0	0	21.1

Source: Statistics Canada, Census of Canada, 2006.

5.2 Sudbury and Manitoulin Workforce Partnerships Board Area (Board #21)

Local Board #21, also known as the Sudbury and Manitoulin Workforce Partnerships Board, includes the District of Manitoulin, the Greater Sudbury Division, and most of the District of Sudbury. Most of the indicators of labour force participation for this Board lay at or close to the regional averages. This board area is dominated by the Greater Sudbury urban area which is home to 85% of its total labour force. As noted above, between 2001 and 2006 this urban area experienced a 6.8% increase in the number of people employed. Apart from several communities in Manitoulin, very few communities in the Board #21 area experienced job losses from 2001 to 2006.

Table 9: Labour Force Participation Rates for Communities in the Board 21 Area

	Type of Community	Size of Labour Force	Participation rate	Unempl. rate	Youth Unempl. rate	Pct. of Self-Employed
Local Board #21		81620	61.8	8.3	18.3	8.5
Tehkummah	TP	165	48.5	6.1	0	45.5
Central Manitoulin	TP	900	52.9	8.3	31.6	20.9
Assiginack	TP	425	57.4	4.7	0	15.3
Northeastern Manitoulin and the Islands	T	1245	54.8	8.4	20	15.7
Billings	TP	270	55.7	0	100	26.4
Gordon	TP	165	46.5	0	0	18.2
Gore Bay	T	440	58.7	4.5	10.5	15.9
Burpee and Mills	TP	140	50	17.9	100	28.0
Barrie Island	TP	20	44.4	0	0	100.0
Killarney	MU	235	61	27.7	0	18.2
Whitefish River (Part) 4	R	180	66.7	11.1	0	14.7
Sucker Creek 23	R	160	64	21.9	50	6.9
Sheguiandah 24	R	65	61.9	0	100	16.7
Wikwemikong Unceded	R	935	56.2	16.6	22.2	6.1
Sheshegwaning 20	R	50	58.8	20	0	0.0
M'Chigeeng 22 (West Bay 22)	R	380	65	11.8	20	13.7
Manitoulin, Unorganized, West Part		-	-	-	-	NA
Zhiibaahaasing 19A (Cockburn Island 19A)	R	20	80	0	0	0.0
French River / Rivière des Français	MU	1185	52.2	9.7	13.6	17.5
St.-Charles	MU	515	53.1	15.5	20	9.9
Markstay-Warren	MU	1120	52.7	10.3	10.3	16.1
Sables-Spanish Rivers	TP	1450	55.7	11.7	15.2	11.1
Espanola	T	2570	58.4	11.3	28.6	9.8

Baldwin	TP	250	54.3	10	33.3	4.1
Nairn and Hyman	TP	245	59	6.1	0	18.4
Whitefish Lake 6	R	135	55.1	7.4	50	7.7
Sudbury, Unorganized, North Part	UNO	1180	54.6	13.1	22.6	12.6
Duck Lake 76B	R	30	54.5	33.3	100	0.0
Wahnapiitei 11	R	35	87.5	28.6	0	0.0
Greater Sudbury / Grand Sudbury	CY	81590	63	7.8	17.6	7.5

Source: Statistics Canada, Census of Canada, 2006.

5.3 Algoma Workforce Investment Committee Area (Local Board Area#22)

Local Board #22 comprises most of the District of Algoma. Our analysis of the 2001 Census data noted that this area had the lowest participation rates and lowest employment rates of all the Board areas in Northern Ontario. It also has the highest percentage of youth unemployment. This situation remains the same in 2006. It has the lowest participation rates and the highest rates of unemployment for both the general population and for youth. It should be pointed out that the low participation rates can be partially explained by the presence of Elliot Lake in this Board area. This community has a relatively large population of retirees and as such would naturally have low participation rates. This community also has abnormally high unemployment rates.

Table 10: Labour Force Participation Rates for Communities in the Board 22 Area

	Type of Community	Size of Labour Force	Participation rate	Unempl. rate	Youth Unempl. rate	Pct. of Self-Employed
Local Board #22		55690	57.2	8.9	19.8	7.9
Jocelyn	TP	90	37.5	11.1	0	16.7
Hilton	TP	60	30	0	0	16.7
Hilton Beach	VL	75	48.4	13.3	0	0.0
St. Joseph	TP	545	55.1	4.6	30.8	19.4
Laird	TP	630	68.1	8.7	10.5	7.1
Tarbutt and Tarbutt Additional	TP	175	55.6	0	0	17.6
Johnson	TP	255	48.1	9.8	0	24.0
Plummer Additional	TP	280	54.9	5.4	100	36.4
Bruce Mines	T	285	59.4	8.8	25	12.7
Thessalon 12	R	50	62.5	30	0	0.0
Thessalon	T	575	56.7	8.7	35.7	4.4
Huron Shores	MU	825	56.3	8.5	13	15.6
Blind River	T	1895	59.7	9.2	16.4	12.2
Spanish	T	225	37.5	22.2	50	7.0
North Shore	TP	265	53	11.3	33.3	13.2
Elliot Lake	CY	3900	38.2	13.2	30.8	10.2
Macdonald, Meredith and Aberdeen Additional	TP	860	65.2	8.7	22.2	7.2

Sault Ste. Marie	CY	37130	59.5	8.1	19.3	6.3
Prince	TP	610	71.8	4.1	0	13.0
Sagamok	R	350	54.3	27.1	36.4	7.8
Serpent River 7	R	140	54.9	25	0	15.4
Mississagi River 8	R	220	72.1	22.7	66.7	0.0
Garden River 14	R	470	65.7	12.8	14.3	3.3
Rankin Location 15D	R	270	65.9	13	30	4.1
Michipicoten	TP	1675	64.4	6.6	14.9	6.9
Goulais Bay 15A	R	40	57.1	25	0	50.0
Gros Cap 49	R	25	55.6	40	0	0.0
Dubreuilville	TP	450	71.4	8.9	16.7	2.2
White River	TP	590	84.9	7.6	11.8	4.3
Algoma, Unorganized, North Part	UNO	2725	55.2	11.2	17.8	15.6

Source: Statistics Canada, Census of Canada, 2006.

5.4 The Far Northeast Training and Adjustment Board (Board #23)

Local Board #23, also known as the Far Northeast Training and Adjustment Board, comprises the Districts of Cochrane and Timiskaming and small parts of the Districts of Kenora, Algoma, and Sudbury. This area had the highest rate of unemployment of the Training Boards of Northern Ontario in 2001. This is no longer the case and the area general has labour force participation conditions close to the norms for Northern Ontario.

Many of the forest dependent communities in this area saw declines in the number of jobs from 2001 to 2006. These include the communities of Kapuskasing, Chapleau, Hearst, Smooth Rock Falls, and Iroquois Falls. Job losses in these communities were balanced off by job increases in Timmins and some mining dependent communities.

Table 11: Labour Force Participation Rates for Communities in the Board 23 Area

	Type of Community	Size of Labour Force	Participation rate	Unempl. rate	Youth Unempl. rate	Pct. of Self-Employed
Local Board #23		97120	61.4	8.6	19.0	8.8
Mattagami 71	R	75	55.6	26.7	0	0.0
Chapleau 75	R	40	57.1	0	0	0.0
Chapleau	TP	1260	67.6	13.1	31.2	6.8
Coleman	TP	205	51.9	4.9	0	17.1
Latchford	T	175	48.6	0	0	14.3
Cobalt	T	470	47.5	10.6	13.3	7.7
Harris	TP	350	75.3	11.4	30.8	15.7
Temiskaming Shores	CY	5465	62.4	6.5	15	10.3
Hudson	TP	195	83	0	0	33.3
Kerns	TP	160	68.1	0	0	29.0
Harley	TP	310	73.8	4.8	0	24.2
Casey	TP	245	76.6	4.1	0	14.9

Brethour	TP	35	46.7	0	0	42.9
Hilliard	TP	140	71.8	7.1	0	28.6
Armstrong	TP	565	59.8	11.5	15	19.1
Thornloe	VL	75	100	20	0	26.7
James	TP	210	57.5	16.7	33.3	12.8
Charlton and Dack	MU	315	60	9.5	36.4	25.0
Evanturel	TP	250	69.4	12	50	22.9
Englehart	T	630	51.4	11.9	11.5	5.6
Chamberlain	TP	205	75.9	4.9	0	17.1
Matachewan 72	R	40	66.7	25	0	0.0
McGarry	TP	190	32.2	7.9	0	21.1
Larder Lake	TP	300	46.5	13.3	25	5.4
Gauthier	TP	40	40	0	0	0.0
Kirkland Lake	T	3685	54.9	7.5	17.4	6.4
Timiskaming, Unorganized, West Part	UNO	1615	57.4	8.7	27.6	18.9
Black River- Matheson	TP	1200	55.4	10.4	23.3	8.5
Timmins	CY	22655	65.5	7.1	18.5	6.7
Iroquois Falls	T	2080	52.7	8.4	15.5	6.1
Abitibi 70	R	60	75	25	0	0.0
Cochrane	T	2810	63.4	6.2	10.8	8.3
Smooth Rock Falls	T	670	52.8	6.7	11.8	3.8
Fauquier-Strickland	TP	290	58.6	5.2	0	3.4
Moonbeam	TP	645	59.4	24	56.5	6.3
Kapusking	T	4085	57.8	8.2	18.8	8.2
Val Rita-Harty	TP	450	58.1	7.8	0	7.8
Opasatika	TP	145	61.7	17.2	0	14.3
Hearst	T	3045	66.7	10	21.4	12.3
Mattice-Val Côté	TP	375	59.1	5.3	0	16.0
Cochrane, Unorganized, North Part	UNO	1255	60.9	12.7	19.4	12.2
Constance Lake 92	R	245	50	26.5	57.1	4.5
New Post 69A	R	40	66.7	0	0	22.2
Hornepayne	TP	690	72.6	5.1	12	4.3
Peawanuck	S	70	43.8	14.3	0	14.3

Source: Statistics Canada, Census of Canada, 2006.

5.5 North Superior Training Board (Board #24)

Local Board #24 is also known as the North Superior Training Board. It comprises the District of Thunder Bay and several Aboriginal communities just north of the boundaries of the District of Thunder Bay. Analysis of 2001 Census data showed high rates of labour force participation and high employment rates. The area also had the lowest percentage of self-employed workers in

Northern Ontario.

The 2006 Census shows this area has the second highest participation and employment rates in Northern Ontario. It continues to have the lowest rates of self-employment. While jobs increased in this area, it should be pointed out that, as was the case in Board Areas 21 and 23, there was a divergence between what was happening in the large urban areas and what was happening in the smaller forest-dependent communities. While jobs increased at roughly the regional average in the Thunder Bay urban area, communities such as Schreiber, Terrace Bay, Greenstone, Nipigon, Manitouwadge, Marathon, and Red Rock all experiences relatively substantial declines in employment between 2001 and 2006.

Table 12: Labour Force Participation Rates for Communities in the Board 24 Area

	Type of Community	Size of Labour Force	Participation rate	Unempl. rate	Youth Unempl. rate	Pct. of Self-Employed
Local Board #24		123350	63.4	8.2	16.2	7.8
Needing	MU	1095	60.9	6.8	15.4	15.7
Fort William 52	R	390	48.1	19.2	23.1	2.8
Thunder Bay	CY	56545	71.1	7.2	14.5	6.9
Oliver Paipoonge	MU	3410	72.7	7	14.5	15.5
Gillies	TP	305	64.3	23	0	15.5
O'Connor	TP	390	58.3	3.8	0	10.4
Conmee	TP	355	45.5	4.2	20	7.2
Shuniah	TP	1480	59.6	10.5	32.4	17.7
Dorion	TP	250	58.3	30	28.6	22.0
Red Rock	TP	475	52.2	12.6	33.3	4.4
Nipigon	TP	815	70.2	9.2	24.2	7.5
Schreiber	TP	420	35.3	19	66.7	3.8
Terrace Bay	TP	815	60.5	23.9	17.4	2.5
Marathon	T	2360	61.4	6.1	18.5	7.1
Pic Moberg North	R	55	50	27.3	0	0.0
Pic Moberg South	R	55	50	36.4	100	0.0
Pic River 50	R	190	37.5	10.5	33.3	5.6
Pays Plat 51	R	35	100	42.9	0	0.0
Lake Helen 53A	R	130	42.9	15.4	66.7	7.7
Manitouwadge	TP	1235	66	6.1	12.9	12.3
Ginoogaming First Nation	R	75	33.3	13.3	100	0.0
Long Lake 58	R	135	28.6	29.6	50	8.7
Rocky Bay 1	R	65	40	38.5	0	16.7
Greenstone	MU	2740	73.9	11.3	18.8	6.2
Aroland 83	R	125	50	20	33.3	8.3
Osnaburgh 63A	R	35	33.3	0	0	0.0
Thunder Bay, Unorganized	UNO	3585	71.4	9.1	21.9	11.8
Whitesand	R	85	62.5	29.4	40	0.0

Fort Hope 64	R	235	15.8	29.8	50	0.0
Webequie	R	145	22.2	17.2	33.3	0.0
Summer Beaver	S	110	27.3	9.1	66.7	0.0

Source: Statistics Canada, Census of Canada, 2006.

5.6 The Northwest Training and Adjustment Board (Board #25)

Local Board #25 is also known as the Northwest Training and Adjustment Board. It is comprised of the District of Rainy River and most of the District of Kenora. In 2001 this area had the highest rate of participation in Northern Ontario and the highest employment rate. It also had the second lowest youth unemployment rate. This remains the case in 2006. Few communities in the Board 25 area experienced major decreases in employment between 2001 and 2006. The communities of Red Lake, Sioux Lookout, La Vallee, Lac Seul 28, Ear Falls, and Sioux Narrows experienced relatively large growth in employment during this period.

Table 13: Labour Force Participation Rates for Communities in the Board 25 Area

	Type of Community	Size of Labour Force	Participation rate	Unempl. rate	Youth Unempl. rate	Pct. of Self-Employed
Local Board #25		64470	64.7	8.4	15.9	9.2
Atikokan	TP	1670	62.4	9.3	18.2	7.9
Alberton	TP	590	77.6	5.9	11.1	11.8
Fort Frances	T	4165	64.5	7.2	11.4	7.1
La Vallee	TP	635	75.1	3.1	0	7.9
Emo	TP	640	63.1	4.7	0	19.5
Chapple	TP	420	61.8	0	15.4	29.8
Manitou Rapids 11	R	90	52.9	11.1	66.7	0.0
Morley	TP	285	71.2	5.3	22.2	33.3
Dawson	TP	275	56.1	16.4	40	16.7
Rainy River	T	400	53.7	13.8	0	13.9
Lake of the Woods	TP	190	74.5	15.8	40	25.0
Big Grassy River 35G	R	75	60	0	0	0.0
Saug-a-Gaw-Sing 1	R	30	46.2	33.3	0	0.0
Neguaguon Lake 25D	R	115	63.9	13	100	0.0
Rainy Lake 18C	R	30	54.5	33.3	0	0.0
Couchiching 16A	R	325	66.3	10.8	30	4.7
Rainy Lake 26A	R	65	76.5	0	0	16.7
Seine River 23A	R	100	54.1	25	100	0.0
Rainy Lake 17A	R	75	62.5	13.3	100	0.0
Rainy River, Unorganized	UNO	750	62.5	4.7	15	27.9
Ignace	TP	805	67.4	10.6	35	15.4
Whitefish Bay 32A	R	235	57.3	17	25	0.0
Whitefish Bay 33A	R	25	62.5	0	0	0.0
Sioux Narrows - Nestor Falls	TP	420	71.8	9.5	0	30.1
Kenora	CY	8225	66.5	7.2	13.5	6.9

Machin	TP	530	65.8	4.7	13.3	11.3
Eagle Lake 27	R	95	54.3	21.1	0	0.0
Dryden	CY	4290	64.7	5.8	10.8	7.1
Ear Falls	TP	715	75.7	3.5	9.5	16.1
Sioux Lookout	MU	3190	78.5	4.2	13.3	7.6
Red Lake	MU	2740	75.6	5.3	11.2	9.0
Slate Falls	S	55	50	0	0	0.0
Pickle Lake	TP	270	71.1	0	0	11.1
Marten Falls 65	R	60	50	25	0	0.0
Cat Lake 63C	R	145	49.2	20.7	50	0.0
Osnaburgh 63B	R	80	37.2	12.5	66.7	0.0
Lac Seul 28	R	370	66.7	17.6	15.8	2.8
Wabigoon Lake 27	R	70	60.9	21.4	0	0.0
English River 21	R	235	54.7	34	50	0.0
Weagamow Lake 87	R	315	67	6.3	20	3.3
Wabaseemoong	R	265	52.5	22.6	42.9	8.3
Sabaskong Bay 35D	R	150	60	10	0	0.0
Shoal Lake 34B2	R	40	47.1	25	100	0.0
Lake Of The Woods 37	R	10	33.3	0	0	0.0
Kenora 38B	R	130	52	15.4	66.7	0.0
Poplar Hill	R	130	45.6	23.1	50	0.0
Shoal Lake (Part) 39A	R	140	56	25	66.7	7.4
Deer Lake	R	200	48.2	20	45.5	0.0
Sandy Lake 88	R	530	46.7	26.4	50	2.1
Kitchenuhmaykoosib Aaki 84 (Big Trout Lake)	R	290	48.3	12.1	15.4	0.0
Sachigo Lake 1	R	175	66	25.7	25	0.0
North Spirit Lake	R	105	60	19	66.7	0.0
Shoal Lake (Part) 40	R	40	57.1	37.5	0	0.0
Whitefish Bay 34A	R	30	54.5	0	0	0.0
Wabauskang 21	R	30	46.2	33.3	0	0.0
Wunnumin 1	R	190	59.4	15.8	25	0.0
Wapekeka 2	R	130	57.8	7.7	33.3	0.0
The Dalles 38C	R	65	59.1	38.5	66.7	0.0
Kenora, Unorganized	UNO	3895	65.8	7.3	16.3	16.0
Neskantaga	R	65	39.4	0	0	0.0
Bearskin Lake	R	195	66.1	10.3	22.2	0.0
Kasabonika Lake	R	210	51.9	9.5	0	0.0
Muskrat Dam Lake	R	115	71.9	0	0	0.0
Kingfisher Lake 1	R	140	53.8	7.1	0	0.0
Kee-Way-Win	R	100	52.6	30	66.7	0.0

Source: Statistics Canada, Census of Canada, 2006.

Section Six: Observations

Trends in 2001	Trends in 2006
Employment in Northern Ontario declined from 1996 to 2001	Employment in Northern Ontario grew from 2001 to 2006
Employment declined in all areas of Northern Ontario except Kenora and the south	Employment increased in all areas of Northern Ontario except the District of Sudbury
Labour Force Participation in Northern Ontario continues to differ from that of Ontario as a whole	Labour Force Participation in Northern Ontario continues to differ from that of Ontario as a whole
The unemployment rates for Northern Ontario are higher than for Ontario as a whole	The unemployment rates for Northern Ontario are higher than for Ontario as a whole
The gap in youth unemployment rates between Ontario and Northern Ontario has grown wider from 1991 to 2001	Differences in Youth Unemployment between Northern Ontario and Ontario declined from 2001 to 2006
Differences between Ontario and Northern Ontario in numbers of self-employed are decreasing	Differences between Ontario and Northern Ontario in numbers of self-employed are increasing
Communities with the highest unemployment rates are Aboriginal communities	Communities with the highest unemployment rates are Aboriginal communities

The analysis of the 2006 Census data for labour force participation has shown us several important facts about Northern Ontario. They are as follows:

- Employment in Northern Ontario grew from 2001 to 2006
 - This represents the first rise in employment since 1991
 - Most employment growth was in the larger urban centres – especially Sudbury
 - Forest dependent communities had the largest employment decreases
 - Employment increased in all areas of Northern Ontario except the District of Sudbury
 - The employment rate for Northern Ontario continues to be lower than for Ontario as a whole but is improving
 - Communities with the highest employment rates tend to be in Northwestern Ontario
- Labour force participation in Northern Ontario continues to differ from that of Ontario
 - The participation rates for Northern Ontario are lower than for Ontario as a whole
 - There are variations within Northern Ontario in labour force participation
 - The unemployment rates for Northern Ontario continue to be higher than for Ontario
 - Unemployment rates decreased in all districts of Northern Ontario
 - Differences in youth unemployment between Northern Ontario and Ontario declined from 2001 to 2006
 - The communities with the highest unemployment rates are Aboriginal communities
- The numbers of self-employed in Northern Ontario decreased between 2001 and 2006
 - Self-employment is highest in the more rural districts of Parry Sound, and Manitoulin and lowest in the more urbanized districts of Thunder Bay, Greater Sudbury, and Algoma

Notes

¹ As this report is being written, the Board #22 area, covering most of the Algoma District, is being represented by the recently established Algoma Workforce Investment Committee.

² While most of the statistics will exclude the Muskoka District Municipality, historical data prior to 2006 will sometimes include this region. It should be pointed out that while this inclusion will have a slight effect on the precise calculations, Muskoka's relative small size as a percentage of Northern Ontario's population means that it will have little effect on isolating overall trends.

³ This has been pointed out by several government studies undertaken over the past 30 years including the Royal Commission on the Northern Environment (Fahlgren Commission). Final Report, Toronto, 1985 and the Task Force on Resource Dependent Communities in Northern Ontario, (the Rosehart Report) Final Report, 1986.

⁴ For an elaboration on these points see Dadgostar, B., Jankowski, W.B., and Moazzami, B. The Economy of Northwestern Ontario: Structure, Performance and Future Challenges, Thunder Bay: Centre for Northern Studies, Lakehead University, 1992.

⁵ For a detailed discussion of this aspect of Northern Ontario see McBride, Stephen, McKay, Sharon, and Hill, Mary Ellen. "Unemployment in a Northern Hinterland: The Social Impact of Political Neglect" in Chris Southcott (ed.) A Provincial Hinterland: Social Inequality in Northwestern Ontario, Halifax: Fernwood, 1993.

⁶ Canada, 2006 Census.

⁷ An elaboration on these unique characteristics can be found in Randall, James and R. G. Ironside "Communities on the Edge: An Economic Geography of Resource-Dependent Communities in Canada" The Canadian Geographer 40(10):17-35, 1996.

⁸ Census population statistics for Aboriginal communities tend to be less reliable than those for non-Native communities. These statistics are based on 2001 Census data as 2006 data was not available at the time this report was prepared.

⁹ Statistics Canada, "The Changing Profile of Canada's Labour Force", 2001 Census: Analysis Series, Ottawa, Feb. 2003. p.7.

¹⁰ Statistics Canada, "The Changing Profile of Canada's Labour Force", 2001 Census: Analysis Series, Ottawa, Feb. 2003. p.18.

¹¹ Statistics Canada, "Canada's Changing Labour Force" 2006 Census: Analysis Series, Ottawa,

March 2008, p. 7.

¹² Statistics Canada, “Canada’s Changing Labour Force”, 2006 Census: Analysis Series, Ottawa, March 2008, p. 11.

¹³ See the explanation of sampling error found in the 2001 Census Dictionary. Statistics Canada, 2001 Census Dictionary, Ottawa: Ministry of Industry, 2002, p. 295,296.

¹⁴ See the explanation of random rounding found in the 2001 Census Dictionary. Statistics Canada, 2001 Census Dictionary, Ottawa: Ministry of Industry, 2002, p. 296.

¹⁵ Elementary regression analysis was done using the variables available in the 2001 census profile data. This analysis found that the groups of people in Northern Ontario that had the largest differences in participation rates between Northern Ontario and Ontario were males 15 years and over with no children at home (most of whom one would assume are older since difference in participation rates for youth 15 to 24 are negligible) at 13% and women 15 years and over with no children at home at 15.6%. See the data at the Ontario HRDC website at http://www.on.hrdc-drhc.gc.ca/english/lmi/eaid/survey_e.html.

¹⁶ See the data at the Ontario HRDC website at http://www.on.hrdc-drhc.gc.ca/english/lmi/eaid/survey_e.html.

Appendix A

Census Sub-divisions of Northern Ontario by Labour Force Participation Indicators Ranked by Increase in People Employed between 2001 and 2006

	Local Board	Type of Community	Population 15 years of age and over	Number of Individuals Employed	Change in Number of Individuals Employed 2001 to 2006
Greater Sudbury / Grand Sudbury	21	CY	129435	75190	4795
Thunder Bay	24	CY	89545	52475	1900
Sault Ste. Marie	22	CY	62450	34135	1660
Timmins	23	CY	34580	21055	1645
North Bay	20	CY	44320	25095	1435
West Nipissing / Nipissing Ouest	20	M	11030	5415	605
Thunder Bay, Unorganized	24	UNO	5560	3255	370
Red Lake	25	MU	3625	2600	320
Temiskaming Shores	23	CY	8755	5110	300
Sioux Lookout	25	MU	4065	3060	295
Seguin	20	TP	3630	2130	225
Oliver Paipoonge	24	MU	4720	3170	195
Timiskaming, Unorganized, West Part	23	UNO	2815	1470	175
Carling	20	TP	1010	580	175
McDougall	20	MU	2265	1460	170
Macdonald, Meredith and Aberdeen Additional	22	TP	1320	780	150
La Vallee	25	TP	845	610	130
Laird	22	TP	925	580	125
Magnetawan	20	MU	1415	640	120
The Archipelago	20	TP	515	295	115
Lac Seul 28	25	R	555	310	115
Ear Falls	25	TP	945	695	115
Garden River 14	22	R	715	415	105
South River	20	VL	860	395	105
Sables-Spanish Rivers	21	TP	2605	1275	95
Sioux Narrows - Nestor Falls	25	TP	585	380	90
Kirkland Lake	23	T	6710	3410	90
Muskrat Dam Lake	25	R	160	115	85

Machar	20	TP	745	400	85
Cochrane	23	T	4430	2640	80
Morley	25	TP	400	275	80
Chisholm	20	TP	1105	635	75
Bonfield	20	TP	1680	1005	75
Fauquier-Strickland	23	TP	495	280	75
Kenora 38B	25	R	250	105	75
Central Manitoulin	21	TP	1700	825	70
English River 21	25	R	430	155	70
McMurrich/Monteith	20	TP	715	410	70
Markstay-Warren	21	MU	2125	1005	65
Moonbeam	23	TP	1085	495	65
Wunnumin 1	25	R	320	160	65
Big Grassy River 35G	25	R	125	75	65
Prince	22	TP	850	590	60
Whitefish River (Part) 4	21	R	270	155	60
M'Chigeeng 22 (West Bay 22)	21	R	585	330	60
Nipissing 10	20	R	1140	565	55
Pickle Lake	25	TP	380	270	55
Blind River	22	T	3175	1725	55
South Algonquin	20	TP	1115	560	55
Parry Island First Nation	20	R	265	165	50
Shuniah	24	TP	2545	1330	50
Strong	20	TP	1120	590	45
Mississagi River 8	22	R	305	170	45
Parry Sound, Unorganized, North East Part	20	UNO	210	125	45
Casey	23	TP	320	235	45
Emo	25	TP	1015	610	45
Kearney	20	T	705	315	45
Alberton	25	TP	760	560	40
Gillies	24	TP	450	235	40
Latchford	23	T	360	175	40
Papineau-Cameron	20	TP	875	460	35
Sucker Creek 23	21	R	250	120	35
Nairn and Hyman	21	TP	415	230	35
Fort Frances	25	T	6455	3855	35
White River	22	TP	695	540	30
Kenora	25	CY	12375	7635	30
Ryerson	20	TP	605	305	30
Elliot Lake	22	CY	10200	3385	30
Shawanaga 17	20	R	135	85	30
Harris	23	TP	465	310	30
Thornloe	23	VL	75	60	25

Mattawan	20	TP	125	95	25
Mattice-Val Côte	23	TP	635	355	25
Dokis 9	20	R	150	80	25
Cobalt	23	T	990	420	20
Gore Bay	21	T	750	420	20
O'Connor	24	TP	580	375	20
Nipissing	20	TP	1410	820	20
Sagamok	22	R	645	255	20
Johnson	22	TP	530	225	20
Rainy Lake 26A	25	R	85	60	20
Sheguiandah 24	21	R	105	55	15
Rainy River	25	T	745	340	15
Seine River 23A	25	R	185	75	15
Hilliard	23	TP	195	130	15
Sheshegwaning 20	21	R	85	45	10
Black River-Matheson	23	TP	2165	1075	10
Kee-Way-Win	25	R	190	75	10
Aroland 83	24	R	225	100	10
Spanish	22	T	600	180	10
Lake of the Woods	25	TP	255	150	10
Chapleau 75	23	R	70	40	5
Poplar Hill	25	R	285	95	5
Osnaburgh 63B	25	R	215	65	5
Magnetewan 1	20	R	60	30	5
Bruce Mines	22	T	480	255	5
Mattagami 71	23	R	135	60	5
The Dalles 38C	25	R	110	40	5
Wabauskang 21	25	R	65	30	5
Wahnapitei 11	21	R	40	25	5
Northeastern Manitoulin and the Islands	21	T	2270	1140	5
Serpent River 7	22	R	255	105	0
Assiginack	21	TP	740	405	0
French River 13	20	R	70	30	0
Whitestone	20	MU	950	405	0
Gauthier	23	TP	100	35	0
Whitefish Lake 6	21	R	245	120	0
Slate Falls	25	S	110	50	0
Whitefish Bay 33A	25	R	40	20	0
Ignace	25	TP	1195	720	0
Osnaburgh 63A	24	R	90	30	0
Chamberlain	23	TP	270	195	0
Dorion	24	TP	305	175	0
Thessalon	22	T	1015	525	-5

Larder Lake	23	TP	645	260	-5
Thessalon 12	22	R	80	35	-5
Sundridge	20	VL	810	380	-5
Huron Shores	22	MU	1465	760	-5
Opasatika	23	TP	235	120	-5
Wabigoon Lake 27	25	R	115	55	-5
North Shore	22	TP	500	235	-5
Gros Cap 49	22	R	45	20	-10
Rainy Lake 18C	25	R	55	25	-10
Billings	21	TP	485	260	-10
Harley	23	TP	420	300	-10
Hornepayne	23	TP	950	655	-15
Shoal Lake (Part) 39A	25	R	250	105	-15
Duck Lake 76B	21	R	55	25	-15
Lake Of The Woods 37	25	R	30	10	-20
Ginoogaming First Nation	24	R	125	60	-20
Callander	20	MU	2740	1660	-20
McKellar	20	TP	920	445	-25
Charlton and Dack	23	MU	525	280	-25
Hilton Beach	22	VL	155	65	-30
Deer Lake	25	R	415	155	-30
Sandy Lake 88	25	R	1135	390	-30
Armour	20	TP	1095	555	-30
Killarney	21	MU	385	170	-30
Parry Sound, Unorganized, Centre Part	20	UNO	2160	755	-35
Val Rita-Harty	23	TP	775	415	-35
Plummer Additional	22	TP	510	260	-40
Brethour	23	TP	75	35	-40
Kerns	23	TP	235	155	-40
James	23	TP	365	170	-40
French River / Rivière des Français	21	MU	2270	1065	-40
Algoma, Unorganized, North Part	22		4935	2425	-45
McGarry	23	TP	590	170	-45
Dawson	25	TP	490	230	-45
St.-Charles	21	MU	970	435	-45
Jocelyn	22	TP	240	80	-45
Temagami	20	MU	825	410	-45
Evanturel	23	TP	360	215	-50
Joly	20	TP	240	105	-50
Manitoulin, Unorganized, West Part	21		-	-	-50
Matachewan 72	23	R	60	30	-55

Englehart	23	T	1225	555	-55
Hilton	22	TP	200	55	-55
Baldwin	21	TP	460	225	-55
St. Joseph	22	TP	990	515	-55
Coleman	23	TP	395	190	-60
Burk's Falls	20	VL	720	345	-65
Burpee and Mills	21	TP	280	120	-65
Atikokan	25	TP	2675	1515	-70
Espanola	21	T	4400	2280	-70
Powassan	20	MU	2605	1450	-70
Conmee	24	TP	575	335	-75
East Ferris	20	TP	3420	2080	-75
Tarbutt and Tarbutt Additional	22	TP	315	170	-75
Chapple	25	TP	680	415	-75
Perry	20	TP	1695	935	-80
Machin	25	TP	805	510	-80
Tehkummah	21	TP	340	160	-80
Dryden	25	CY	6635	4040	-80
Parry Sound	20	T	4725	2710	-85
Neebing	24	MU	1795	1015	-85
Armstrong	23	TP	945	505	-90
Sudbury, Unorganized, North Part	21	UNO	2160	1025	-95
Gordon	21	TP	355	165	-100
Hudson	23	TP	235	190	-110
Calvin	20	TP	490	215	-110
Rainy River, Unorganized	25	UNO	1200	710	-110
Mattawa	20	T	1590	640	-115
Red Rock	24	TP	875	415	-120
Marathon	24	T	3205	2215	-145
Dubreuilville	22	TP	630	410	-160
Iroquois Falls	23	T	3950	1905	-190
Cochrane, Unorganized, North Part	23	UNO	2060	1095	-200
Manitouwadge	24	TP	1850	1155	-205
Nipigon	24	TP	1415	745	-210
Smooth Rock Falls	23	T	1270	615	-215
Hearst	23	T	4565	2740	-250
Chapleau	23	TP	1865	1095	-255
Greenstone	24	MU	3925	2430	-270
Kapuskaing	23	T	7070	3750	-300
Michipicoten	22	TP	2600	1565	-305
Kenora, Unorganized	25	UNO	5920	3610	-330
Schreiber	24	TP	740	340	-360

Terrace Bay	24	TP	1350	625	-370
--------------------	----	----	------	-----	------

Source: Statistics Canada, Census of Canada, 2006.