

# *Educational Levels in Northern Ontario*



## *Northern Ontario Training Boards*

### **The Training Boards of Northern Ontario:**

**North Superior Training Board #24**

**Northwest Training & Adjustment Board #25**

**Muskoka, Nipissing, Parry Sound Local Training & Adjustment Board #20**

**Sudbury and Manitoulin Training & Adjustment Board #21**

**Far Northeast Training Board #23**

**2001 Census Research Paper Series: Report #9  
May 6, 2003**

# **The Training Boards of Northern Ontario**

## **EDUCATIONAL LEVELS IN NORTHERN ONTARIO**

### **2001 Census Research Paper Series: Report #9**

**Prepared for the Training Boards of Northern Ontario by Chris Southcott, Ph.D.,  
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## **EXECUTIVE SUMMARY**

### **Background to the Report:**

This study has been prepared for the 5 existing Local Training and Adjustment Boards in Northern Ontario. Due to the particular economic conditions in Northern Ontario, it is very important for the Northern Boards to properly understand the demographic and economic trends occurring in their region. This is the ninth research report in a series that examines the current trends in Northern Ontario using data from the 2001 Census. Based on concerns expressed in Environmental Scans, this report attempts to examine the current levels of education in Northern Ontario. It focuses on comparisons with the educational levels in Ontario as a whole, and internal regional differences.

### **Methodology:**

This report is based on newly released data from the 2001 Census as prepared by Statistics Canada. Data is also used from other Census years as compiled by Statistics Canada.

### **Findings:**

The analysis of the 2001 Census data for education has shown us several important facts about levels of education in Northern Ontario. They are as follows:

- Educational levels in Northern Ontario continue to be lower than the averages for Ontario.
  - Northern Ontario has a higher percentage of people with less than a Grade 9 education.
  - Northern Ontario has a higher percentage of people with less than a high school diploma.
  - Northern Ontario has a higher percentage of people who have a trades certificate as their highest level of education.
  - Northern Ontario has a lower percentage of people with a university degree.
- The differences in levels of education between Northern Ontario and Ontario are increasing.
- All districts of Northern Ontario, with the exception of the Muskoka District Municipality, have levels of schooling below the provincial average.
- Levels of education are highest in “suburban” and “cottage country” communities.

# **Section One: Introduction**

## **1.1 Background to the Report**

This study has been prepared for the 5 existing Local Training and Adjustment Boards in Northern Ontario. The Muskoka, Nipissing, Parry Sound Local Training and Adjustment Board (Board #20), the Sudbury and Manitoulin Training and Adjustment Board (Board #21), the Far Northeast Training Board (Board #23), the North Superior Training Board (Board #24) and the Northwest Training and Adjustment Board (Board #25) are among the 25 Local Training and Adjustment Boards established in Ontario in 1994.<sup>1</sup> These Boards were created to assist in assessing the training needs and issues of each area. Each Board is made up of representatives of the key labour market partner groups including primarily business and labour but also including educators and trainers, women, aboriginals, persons with disabilities, francophones, and racial minorities. The Boards also have non-voting representatives from the municipal, provincial, and federal governments. The Boards are sponsored by Human Resources and Development Canada and the Ontario Ministry of Training, Colleges and Universities.

Due to the particular economic conditions in Northern Ontario, it is very important for the Northern Boards to properly understand the demographic and economic trends occurring in their region. Economic growth in Northern Ontario has been significantly less than the provincial average since the 1970s. Since training is seen as an important development tool by most people in the region, regional Boards are therefore necessarily involved in economic development discussions. Understanding the educational levels in Northern Ontario compared to Ontario, and within the region itself, is essential to understanding economic development in the region. Levels of education are one of the best indicators of the human capital that exists in a region. Contemporary economic trends have consistently showed the importance of human capital for economic development.<sup>2</sup>

This is the ninth research report in a series that examines the current trends in Northern Ontario using data from the 2001 Census. The first report analyzed the general population trends following release of that data in March, 2002. The second report looked at trends in youth out-migration using the 2001 Census data released in July, 2002. The third report looked at the extent to which the population of Northern Ontario is aging. The fourth report examined trends in migration patterns. The fifth report examined labour force participation in the region. The sixth report analyzed the industrial structure. The seventh report looked at occupational structure and the eighth looked at women in the workforce.

# **Section Two: Background to the Issue in Northern Ontario**

## **2.1 Introduction to Northern Ontario**

Northern Ontario comprises almost 89% of the land mass of Ontario but represents only 7.4% of the total population of the province (2001 Census). As the region has no legislated

boundaries, the definition of the region varies, especially as concerns its southern border. Currently, for the purpose of statistical analysis, the federal government has defined Northern Ontario as comprising the Greater Sudbury Division and the following districts: Kenora, Rainy River, Thunder Bay, Algoma, Cochrane, Manitoulin, Sudbury, Timiskaming, Nipissing, and Parry Sound. Prior to 2000, this definition of Northern Ontario was also used by the provincial government for program delivery. In 2000, however, the Ontario government decided to also include the Muskoka District Municipality in its definition of Northern Ontario. This inclusion is somewhat problematic in that the socio-economic characteristics of the Muskoka District Municipality differ from that of the other districts in Northern Ontario. Despite this, this study will use the provincial definition of Northern Ontario since one of the Northern Ontario Training Boards (LTAB #20) also includes the Muskoka District Municipality.

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-Native 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. For the most part, communities were developed 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 such as:<sup>3</sup>

1) 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.<sup>4</sup>

2) A high degree of dependency on external forces - The fact that most communities were developed by outside forces 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.<sup>5</sup>

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 (155,219), Thunder Bay (109,016), Sault Ste. Marie (74,566), North Bay (52,771), and Timmins (43,686).<sup>6</sup> While these centers are heavily dependent on resource industries they are also relatively diversified in that they tend to be important centers for health, education, and other services for the outlying regions.

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

First Nations Communities - The region of Northern Ontario is unique in terms of its large number of Aboriginal communities. As of 2001, the Aboriginal population makes up between 10 and 11.5% of the population of the region.<sup>8</sup> The population in the area of the region north of the 50<sup>th</sup> parallel is almost entirely made up of these communities. First Nations communities face the greatest number of social and economic challenges of all the communities in the region.

## **2.2 Education in Northern Ontario**

Historically, the region has possessed lower levels of education than the province as a whole, and other areas of Canada. As was pointed out in the Northern Ontario Training Boards' Regional Outlook of 2000, jobs in "blue collar" industries had been the largest single group of jobs in the regional economy since the arrival of the railways and the origins of the forest industries and mining industries.<sup>9</sup>

Historically this has been a factor which differentiated the region from many other regions in Ontario. Northern Ontario still has a substantially higher percentage of these types of jobs than for the province as a whole. The structure of these types of jobs differ from the province as a whole in that the percentage of manufacturing jobs in the North is less than for the province. This is countered however by a higher percentage of jobs in logging and forestry, mining, construction, and transportation. Traditionally, these jobs have not required high levels of education. Looking at Northwestern Ontario, in the 1941 Census, 6.5 % of the population of Ontario had some post-secondary education. In the Northwest, this percentage was only 4.8%, a figure that was 26% less than that of Ontario as a whole.

Another important factor affecting education in Northern Ontario is that, until recently, there have been few jobs for women in the resource dependent communities of Northern Ontario.<sup>10</sup> Women in these communities were not encouraged to further their education as there were few employment opportunities for them.

Aboriginal communities are an important part of Northern Ontario. Historically, these communities have been unable to benefit from educational institutions which were primarily instruments of assimilation. It has only been recently that these communities have been able to have access to more culturally appropriate educational systems.

## **Section 3: Methodology**

This report attempts to describe the educational levels in Northern Ontario based on newly released data from the 2001 Census as prepared by Statistics Canada.<sup>11</sup> The description will be done through a comparison of the educational levels of Ontario as a whole and through an examination of internal regional differences. Data for the 2001 Census is from special profiles ordered from Statistics Canada by the researcher. Where possible, trends will be examined using data from previous censuses.

### **3.1 Potential problems with our method**

Our method has three potential problems which must be mentioned: sampling error, the “random rounding” technique used by Statistics Canada, and problems with data for Aboriginal communities in Northern Ontario.

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. 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”.<sup>12</sup>

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.

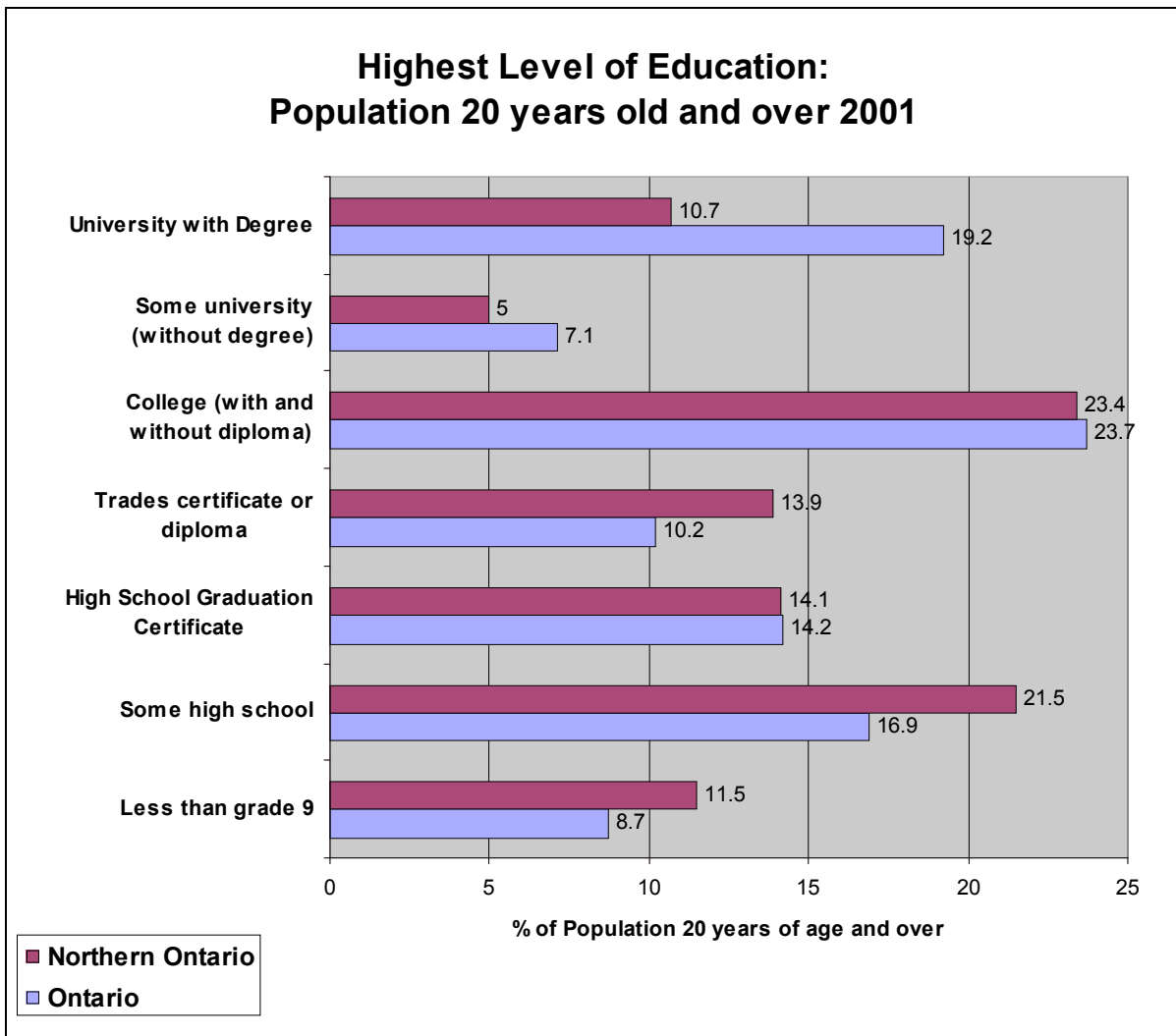
Another potential problem is the use of random rounding by Statistics Canada in its census data.<sup>13</sup> In order to ensure confidentiality, census data is round up or down to the nearest 5 count. This has an insignificant effect on large numbers. On very small numbers however this process can introduce a significant degree of error. This does not have a significant effect on numbers for the districts of Northern Ontario. This limits our ability to be confident about numbers 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 can not 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. This type of error only applies to the section of the report that compares data from previous census years with that of 2001.

## **Section 4: Educational Levels in Northern Ontario**

### **4.1 Educational Levels in Northern Ontario Continue to Be Lower than the Averages for Ontario**



**Figure 1:** Source: Statistics Canada, Census of Canada, 2001.

#### **4.1.1 Northern Ontario has a higher percentage of people with less than a Grade 9 education**

Figure 1 shows the highest level of education achieved for people 20 years of age or over. It compares the percentages for Ontario with that of Northern Ontario. For Ontario, 8.7% of the population have less than a grade 9 education. For Northern Ontario this figure is 11.5%. The percentage of people in Northern Ontario with less than a grade 9 education is over 31% higher than in Ontario as a whole.

#### **4.1.2 Northern Ontario has a higher percentage of people with less than a high school diploma**

Figure 1 also shows the percentage of individuals whose highest level of education was some high school. These are people that went to high school for a period of time but did not receive a high school graduation certificate. For Ontario as a whole, 16.9% of the population have some high school as their highest level of education. For Northern Ontario, this percentage is significantly higher at 21.5%.

One can add the percentage of people with less than grade 9 and the percentage of people with some high school together to arrive at the total percentage of a population with less than a high school diploma. This percentage is important because, in contemporary society, the possession of a high school graduation certificate is an important measure of literacy. According to one study,

Incomplete high school education entails several risks. The International Adult Literacy Survey, as reported in the OECD publication, *Literacy in the Information Age*, showed that Canadians with less than high school tend to perform more poorly on simple daily literacy tasks than their counterparts in other countries.<sup>14</sup>

In Ontario as a whole, the total percentage of the population 20 years of age and over with less than a high school diploma is 25.7%. In Northern Ontario, this percentage is 33. The percentage of people over 20 years of age without a high school diploma is therefore 31.3% higher in the North than in Ontario as a whole.

#### **4.1.3 Northern Ontario has a higher percentage of people who have a trades certificate as their highest level of education**

The Environmental Scans for the Northern Boards often noted concern about the lack of people with trades certificates. The 2001 Census data doesn't tell us whether or not there is a shortage of people with trades in the North, but it does tell us that there are a significantly larger percentage of people who have a trades certificate as their highest level of education.

Figure 1 shows that for Ontario as a whole, 10.2% of the population 20 years of age and over have a trades certificate or diploma as their highest level of education. In Northern Ontario, 13.9% of this population have this level of education. This percentage is 36.6% higher than the average for Ontario.

#### **4.1.4 Northern Ontario has a lower percentage of people with a university degree**

A recent study by Statistics Canada has indicated that the most important determinant of higher incomes in Canada is the whether the individual has a university degree or not.<sup>15</sup> The statistics coming from the 2001 Census show us that Northern Ontario is a significant disadvantage in this regard. The percentage of people 20 years of age and over with a university degree in Ontario, is 19.2%. In Northern Ontario this percentage is almost half of this at 10.7%. The percentage of people in Northern Ontario with a university degree is therefore 44% less than the percentage for Ontario as a whole.

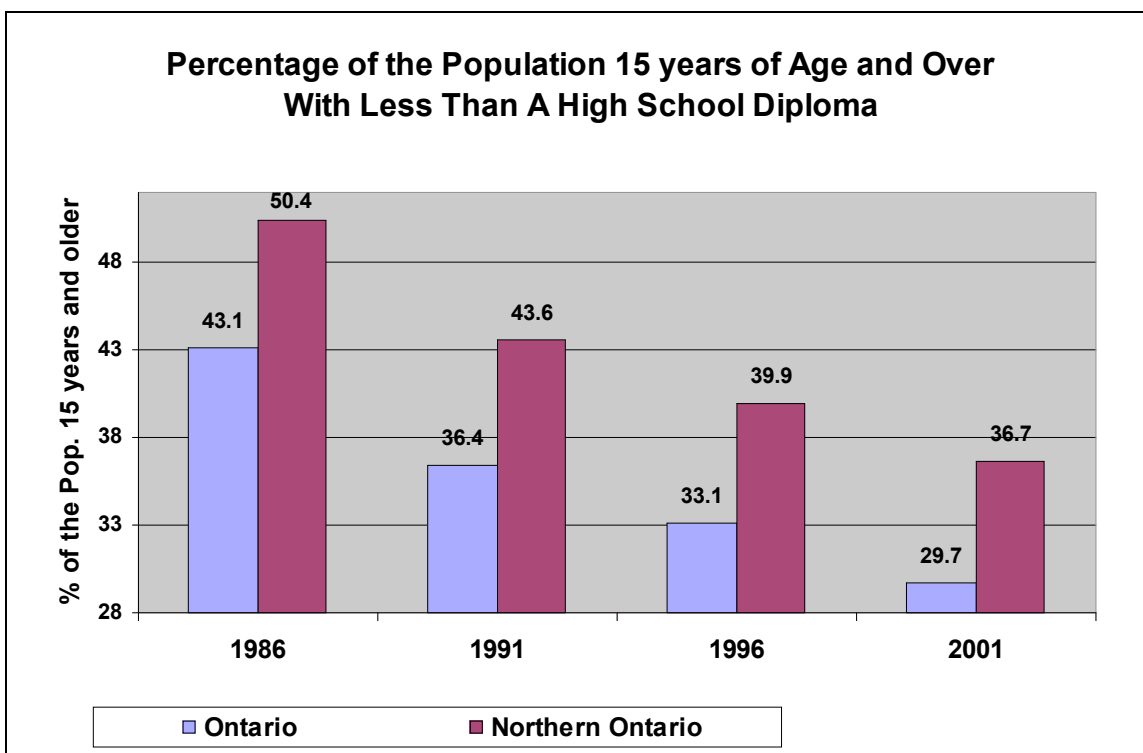
### **4.2 The Differences in Levels of Education between Northern Ontario and Ontario are Increasing**

Data from the 2001 Census shows us that not only do education levels in Northern Ontario continue to be lower than that for Ontario as a whole, these differences are increasing. Figure 1 list the percentage of the population 15 years of age and over that have less than a high school diploma as their highest level of education.<sup>16</sup> What is most apparent in the graph is that the percentage of population 15 years of age and over with less than a high school diploma has decreased substantially from 1986 to 2001 in both Ontario and Northern Ontario.

What is less apparent is that the decrease in Ontario was greater than that in Northern Ontario. In 1986, the percentage of people in Northern Ontario 15 years and over having less than a high

school diploma was only 16.9% higher than the average for the province. In 2001, this difference had risen to 23.6%. Seen from another perspective, in Ontario, from 1986 to 2001, the percentage of people 15 years and over with less than a high school education, decreased by 31.1%. For Northern Ontario, the decrease was 27.2%.

These differences increased even more substantially from 1996 to 2001 than in previous 5 years periods. In Ontario, during the period from 1996 to 2001, the percentage of people 15 years and over with less than a high school education, decreased by 10.3%. In Northern Ontario, this decrease was only 8%. This means that the percentage of people with less than a high school diploma decreased 22% more in Ontario as a whole than in Northern Ontario. This difference was much greater than between previous recent census years.<sup>17</sup>



**Figure 2:** Source: Statistics Canada, Census of Canada, 2001 (Special Tabulation), 1996, 1991, and 1986.

Similar trends are found when comparing percentages of people with a university degree. Figure 3 shows us that the percentage of people 20 years and over with a university degree. We see that these percentages have increased substantially in both Ontario and Northern Ontario from 1986 to 2001.

These increases have not been uniform however. The percentage for Ontario has increased more than the percentage for Northern Ontario. From 1986 to 2001, the percentage of people 20 years of age and over with a university degree, increased by 60% in Ontario. In Northern Ontario this same percentage increased by only 49%. In 1986, the percentage of people in Northern Ontario 20 years and over having a university degree was only 40% lower than the average for the province. In 2001, this difference had increased to 44.7%.

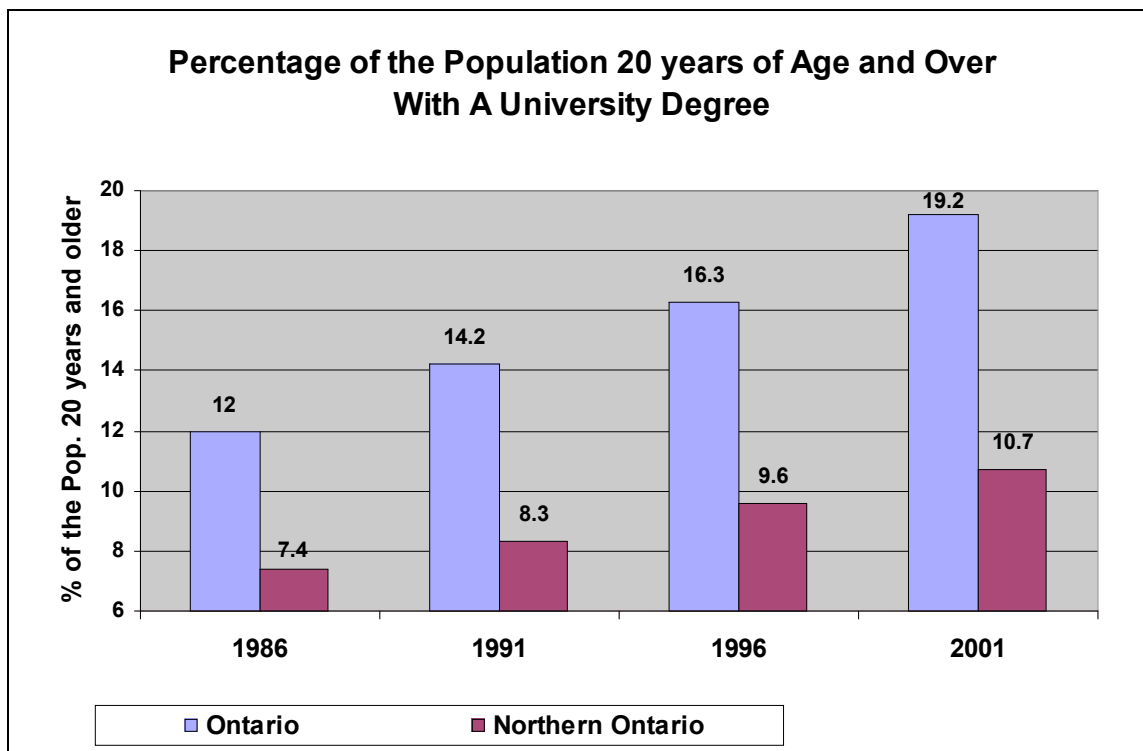


Figure 3: Source: Statistics Canada, Census of Canada, 2001, 1996, 1991, and 1986.<sup>18</sup>

### 4.3 All Districts of Northern Ontario, with the Exception of the Muskoka District Municipality, Have Levels of Schooling Below the Provincial Averages

Differences in levels of schooling between the different districts of Northern Ontario were also studied. All districts in Northern Ontario had levels of education below the provincial averages. The one exception was that the Muskoka District Municipality had a lower percentage of people 20 years of age and over with less than a grade 9 education. At the same time, Table 1 shows that there are some important differences between districts in levels of schooling.

Table 1: Highest Level of Schooling for Population 20 Years of Age and Over

	Percentage of the Population with Less than Grade 9	Percentage of the Population with Less than High School Diploma	Percentage of the Population with Trades Certificate or Diploma	Percentage of the Population with University Degree
Ontario	8.7	25.7	10.2	19.2
Northern Ontario	11.5	32.9	13.9	10.7
Muskoka District Municipality	7.0	29.6	13.7	11.6
Nipissing District	10.7	30.3	13.8	11.1
Parry Sound District	10.9	36.2	13.7	9.1
Manitoulin District	12.9	33.4	16.1	9.9
Sudbury District	14.9	41.4	14.9	6.1
Greater Sudbury Division	11.2	30.2	13.5	12.0
Timiskaming	14.2	37.7	13.4	7.5

District				
<b>Cochrane District</b>	14.6	38.2	14.5	7.8
<b>Algoma District</b>	11.0	32.3	14.0	11.0
<b>Thunder Bay District</b>	9.9	29.9	14.2	12.8
<b>Rainy River District</b>	11.1	34.9	15.1	8.3
<b>Kenora District</b>	15.3	39.8	12.8	8.9

Source: Statistics Canada, Census of Canada, 2001.

#### **4.3.1 The Muskoka District Municipality and the District of Thunder Bay had the lowest percentages of people with less than a grade 9 education.**

In Table 1, the category listing the percentages of people with less than a grade 9 education shows some notable differences. The districts with the highest percentages are Kenora, with 15.3%, and Sudbury, with 14.9%. The region with the lowest percentage of people with less than a grade 9 education was the Muskoka District Municipality with 7%. As noted above, this is actually less than the provincial average of 8.7%. The District of Thunder Bay comes next with 9.9% of its population 20 years of age and over having less than a grade 9 education.

#### **4.3.2 The Districts with the highest percentage of people with less than a high school diploma are Kenora and Sudbury**

Similar differences to those found for people with less than a grade 9 education are found for those people who have less than a high school diploma as their highest level of school. The Muskoka District Municipality had the lowest percentage of people with less than a high school diploma, followed by the District of Thunder Bay. The districts with the highest percentage of people with less than a high school diploma are Kenora, at 39.8%, and Sudbury, at 41.4%.

#### **4.3.3 The Districts of Manitoulin and Rainy River had the highest percentages of people with a trades certificate or diploma as the highest level of schooling.**

Table 1 also shows the percentage of people in each district who have a trades certificate or diploma as the highest level of schooling. What is notable in these statistics is that there is little variation among districts. Most have a percentage close the Northern Ontario average of 13.9%. Two notable exceptions are the Districts of Manitoulin and Rainy River. These had the highest percentages of people with a trades certificate or diploma as the highest level of schooling.

#### **4.3.4 The District of Thunder Bay and the Greater Sudbury Division have the highest percentage of population with a university degree.**

It is perhaps not surprising that the two districts with the largest universities in Northern Ontario also have the highest percentage of people with a university degree. The District of Thunder Bay has the highest percentage at 12.8. The Greater Sudbury Division comes next at 12%. The districts with the lowest percentage of people with a university degree are the District of Sudbury, at 6.1%, and the District of Rainy River, at 8.3%.

#### 4.4 Levels of Education are Highest in “Suburban” and “Cottage Country” Communities

**Table 2: Communities with The Lowest Percentage of Population with Less Than A High School Diploma\***

	Type of Community	Total population 20 years and over	Percentage of the Population with Less than High School Diploma	Percentage of the Population with Trades Certificate or Diploma	Percentage of the Population with University Degree	Board area
Parry Sound, Unorganized, North East Part	UNO	145	6.9	13.8	27.6	20
Tarbutt and Tarbutt Additional	TP	365	15.1	19.2	8.2	22
Jocelyn	TP	240	20.8	20.8	6.3	22
Prince	TP	765	20.9	22.9	17.0	22
Carling	TP	880	22.2	13.1	19.3	20
Hilton Beach	VL	135	22.2	18.5	0.0	22
Lake of Bays	TP	2330	22.5	15.9	14.4	20
Hilton	TP	195	23.1	20.5	17.9	22
East Ferris	TP	2995	23.7	18.4	11.5	20
O'Connor	TP	485	23.7	11.3	14.4	24
Conmee	TP	495	24.2	18.2	6.1	24
Nipissing 10	R	955	24.6	19.9	5.8	20
Oliver Paipoonge	TP	4130	24.7	17.2	11.4	24
Macdonald, Meredith and Aberdeen Additional	TP	1050	25.2	20.5	8.1	22
North Himsworth	TP	2420	25.4	13.8	12.4	20
Rainy River, Unorganized	UNO	1250	25.6	22.0	10.4	25
Whitefish Lake 6	R	195	25.6	20.5	7.7	21
North Bay	C	38155	25.7	13.0	13.3	20
Laird	TP	715	25.9	11.2	13.3	22
Muskoka Lakes	TP	4755	26.0	14.1	9.5	20

Source: Statistics Canada, Census of Canada, 2001. \*These represent only those communities of at least 100 people 20 years and over.

Table 2 shows the 20 communities in Northern Ontario with the lowest percentage of people with less than a high school degree. In other words, these are the communities that have the highest percentage of people with a high school diploma or higher. It is interesting to note that there is only one city in Northern Ontario on this list: North Bay. At the same time however, of the remaining communities, 10 are “suburban” communities. These 10 are all part of either a census

metropolitan area or a census agglomeration. This means that at least 50% of the population in these communities works in the city closest to them. Of the remaining 9 communities, 8 are characterized as having large amounts of lakeshore property. Of these 8, 6 are within 60 kilometers of a census metropolitan community or a census agglomeration.

This indicates that those communities with the highest levels of education are either “suburban” communities and/or “cottage country” communities. Similar trends are seen in Table 3 which shows those communities with the highest percentage of people with a university degree. The major difference here is that people with a university degree are more likely to be found in a city and cottage country community than in a suburb community. Of the 20 communities listed in Table 3, 3 are cities, 5 are suburb communities, and 10 are cottage country communities.

**Table 3: Communities with The Highest Percentage of Population with A University Degree\***

	Type of Community	Total population 20 years and over	% of the Population with Less than High School Diploma	% of the Population with Trades Certificate or Diploma	Percentage of the Population with University Degree	Board area
Parry Sound, Unorganized, North E. Part	UNO	145	6.9	13.8	27.6	20
Assiginack	TP	685	31.4	10.2	20.4	21
Carling	TP	880	22.2	13.1	19.3	20
Gore Bay	T	630	31.7	13.5	19.0	21
Hilton	TP	195	23.1	20.5	17.9	22
Prince	TP	765	20.9	22.9	17.0	22
Machar	TP	610	30.3	15.6	16.4	20
Shuniah	TP	1945	26.7	14.1	15.4	24
St. Joseph	TP	915	31.1	14.2	15.3	22
Harris	TP	375	26.7	6.7	14.7	23
O'Connor	TP	485	23.7	11.3	14.4	24
Lake of Bays	TP	2330	22.5	15.9	14.4	20
Thunder Bay	C	80530	29.0	13.2	14.3	24
Strong	TP	1025	45.9	13.2	14.1	20
Bracebridge	T	9975	27.4	12.2	13.9	20
North Bay	C	38155	25.7	13.0	13.3	20
Laird	TP	715	25.9	11.2	13.3	22
Sioux Lookout	T	3640	30.8	11.4	13.0	25
Sault Ste. Marie	C	55100	29.0	13.1	12.9	22
Huntsville	T	12565	30.2	13.1	12.9	20

Source: Statistics Canada, Census of Canada, 2001. \*These represent only those communities of at least 100 people 20 years and over.

## Section 5: Comparing the Training Board Areas of Northern Ontario

**Table 4: Levels of Education by Local Board**

	Population 20 years of age and over	Percentage of the Population with Less than High School Diploma	Percentage of the Population with Trades Certificate or Diploma	Percentage of the Population with University Degree
<b>Ontario</b>	8282160	25.7	10.2	19.2
<b>Northern Ontario</b>	609415	32.9	13.9	10.7
<b>Board 20</b>	166265	32.6	14.0	11.5
<b>Board 21</b>	138100	31.5	13.9	11.2
<b>Board 22</b>	86735	32.2	14.0	11.1
<b>Board 23</b>	89175	38.6	14.1	7.7
<b>Board 24</b>	111070	30.3	14.1	12.7
<b>Board 25</b>	55195	37.2	13.6	9.0

Source: Statistics Canada, Census of Canada, 2001.

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

Table 4 shows the levels of education in 2001 for each of the Local Boards in Northern Ontario. Local Board #20, which includes the Muskoka District Municipality and the Districts of Parry Sound and Nipissing, has the second highest percentage of people with a university degree. Other than this, this Board is characterized as having levels of education close the norm for Northern Ontario.

**Table 5: Levels of Education for Communities in the Board 20 Area**

	Type of Community	Population 20 years of age and over	Percentage of the Population with Less than High School Diploma	Percentage of the Population with Trades Certificate or Diploma	Percentage of the Population with University Degree
<b>Local Board #20</b>		166265	32.6	14.0	11.5
<b>Gravenhurst</b>	T	7805	31.8	16.5	8.4
<b>Bracebridge</b>	T	9975	27.4	12.2	13.9
<b>Lake of Bays</b>	TP	2330	22.5	15.9	14.4
<b>Huntsville</b>	T	12565	30.2	13.1	12.9
<b>Muskoka Lakes</b>	TP	4755	26.0	14.1	9.5
<b>Georgian Bay</b>	TP	1430	51.0	9.8	5.6
<b>Moose Point 79</b>	R	120	41.7	16.7	8.3
<b>South Algonquin</b>	TP	1005	51.7	11.9	3.5
<b>Papineau-Cameron</b>	TP	715	41.3	17.5	8.4
<b>Mattawan</b>	TP	95	26.3	10.5	15.8
<b>Mattawa</b>	T	1600	48.8	13.4	5.9
<b>Calvin</b>	TP	435	42.5	12.6	6.9
<b>Bonfield</b>	TP	1470	36.4	13.3	7.5
<b>Chisholm</b>	TP	900	40.0	16.7	4.4
<b>East Ferris</b>	TP	2995	23.7	18.4	11.5
<b>North Bay</b>	C	38155	25.7	13.0	13.3
<b>West Nipissing</b>	T	9620	41.0	14.7	6.7
<b>Temagami</b>	T	710	35.2	12.7	6.3

<b>Nipissing 10</b>	R	955	24.6	19.9	5.8
<b>Nipissing, Unorganized, South Part</b>	UNO	40	62.5	25.0	0.0
<b>Nipissing, Unorganized, North Part</b>	UNO	1320	40.2	15.5	8.0
<b>Seguin</b>	TP	2870	34.3	12.9	9.1
<b>The Archipelago</b>	TP	420	40.5	15.5	6.0
<b>McMurrich/Monteith</b>	TP	590	30.5	24.6	3.4
<b>Perry</b>	TP	1680	34.5	14.3	8.3
<b>Kearney</b>	T	625	44.8	9.6	4.8
<b>Armour</b>	TP	1045	40.7	13.9	10.5
<b>Burk's Falls</b>	VL	710	44.4	18.3	0.0
<b>Ryerson</b>	TP	530	36.8	16.0	3.8
<b>McKellar</b>	TP	765	36.6	12.4	8.5
<b>McDougall</b>	TP	1900	30.3	15.5	11.3
<b>Parry Sound</b>	T	4560	36.8	11.6	11.5
<b>Carling</b>	TP	880	22.2	13.1	19.3
<b>Whitestone</b>	TP	735	38.1	16.3	6.1
<b>Magnetawan</b>	TP	1035	38.6	13.5	9.2
<b>Strong</b>	TP	1025	45.9	13.2	14.1
<b>Sundridge</b>	VL	745	31.5	12.8	12.1
<b>Joly</b>	TP	235	36.2	10.6	4.3
<b>Machar</b>	TP	610	30.3	15.6	16.4
<b>South River</b>	VL	770	57.1	11.7	3.9
<b>Powassan</b>	T	2325	34.2	13.5	8.2
<b>North Himsworth</b>	TP	2420	25.4	13.8	12.4
<b>Nipissing</b>	TP	1180	31.8	18.6	4.7
<b>Shawanaga 17</b>	R	110	36.4	13.6	0.0
<b>Parry Island First Nation</b>	R	225	31.1	8.9	4.4
<b>French River 13</b>	R	70	42.9	21.4	0.0
<b>Dokis 9</b>	R	140	32.1	21.4	0.0
<b>Magnetawan 1</b>	R	45	22.2	0.0	0.0
<b>Parry Sound, Unorganized, North East Part</b>	UNO	145	6.9	13.8	27.6
<b>Parry Sound, Unorganized, Centre Part</b>	UNO	1740	55.7	10.1	3.4

Source: Statistics Canada, Census of Canada, 2001.

## 5.2 Sudbury and Manitoulin Training and Adjustment Board (Board #21)

Local Board #21, also known as the Sudbury and Manitoulin Training and Adjustment Board, includes the District of Manitoulin, the Greater Sudbury Division, and most of the District of Sudbury. Most of the indicators of levels of education for this Board lay at, or close to, the regional averages.

**Table 6: Levels of Education for Communities in the Board 21 Area**

	Type of Community	Population 20 years of age and over	Percentage of the Population with Less than High School Diploma	Percentage of the Population with Trades Certificate or Diploma	Percentage of the Population with University Degree
<b>Local Board #21</b>		138100	31.5	13.9	11.2
<b>Tehkummah</b>	TP	305	36.1	9.8	0.0
<b>Central Manitoulin</b>	TP	1460	34.6	13.4	11.0
<b>Assiginack</b>	TP	685	31.4	10.2	20.4
<b>Northeastern Manitoulin and the Islands</b>	T	1915	32.1	17.2	12.5
<b>Billings</b>	TP	425	28.2	21.2	11.8
<b>Gordon</b>	TP	375	33.3	21.3	9.3
<b>Gore Bay</b>	T	630	31.7	13.5	19.0
<b>Burpee and Mills</b>	TP	260	36.5	25.0	7.7
<b>Killarney</b>	T	380	57.9	2.6	5.3
<b>Whitefish River</b>	R	165	39.4	21.2	0.0
<b>Sucker Creek 23</b>	R	180	33.3	8.3	5.6
<b>Sheguiandah 24</b>	R	70	14.3	21.4	0.0
<b>Sheshegwaning 20</b>	R	65	30.8	23.1	0.0
<b>M'Chigeeng 22 (West Bay 22)</b>	R	435	26.4	16.1	3.4
<b>Manitoulin, Unorganized, West Part</b>	UNO	185	43.2	16.2	8.1
<b>French River</b>	T	2245	47.2	15.4	3.1
<b>St.-Charles</b>	T	950	47.9	12.6	5.8
<b>Markstay-Warren</b>	T	1925	46.0	16.6	4.4
<b>Sables-Spanish Rivers</b>	TP	2340	40.6	18.6	4.7
<b>Espanola</b>	T	3970	34.5	12.7	8.2
<b>Baldwin</b>	TP	475	42.1	14.7	5.3
<b>Nairn and Hyman</b>	TP	315	39.7	11.1	6.3

<b>Whitefish Lake 6</b>	R	195	25.6	20.5	7.7
<b>Mattagami 71</b>	R	110	36.4	27.3	9.1
<b>Sudbury, Unorganized, North Part</b>	UNO	2275	42.2	15.4	7.3
<b>Greater Sudbury</b>	C	114350	30.2	13.5	12.0
<b>Wahnapitei 11</b>	R	35	28.6	42.9	0.0

Source: Statistics Canada, Census of Canada, 2001.

## 5.1 Local Board #22<sup>19</sup>

Local Board #22 comprises most of the District of Algoma. As was the case for Board 21, most of the indicators of levels of education for this Board lay at, or close to, the regional averages.

**Table 7: Levels of Education for Communities in the Board 22 Area**

	Type of Community	Population 20 years of age and over	Percentage of the Population with Less than High School Diploma	Percentage of the Population with Trades Certificate or Diploma	Percentage of the Population with University Degree
<b>Local Board #22</b>		86735	32.2	14.0	11.1
<b>Jocelyn</b>	TP	240	20.8	20.8	6.3
<b>Hilton</b>	TP	195	23.1	20.5	17.9
<b>Hilton Beach</b>	VL	135	22.2	18.5	0.0
<b>St. Joseph</b>	TP	915	31.1	14.2	15.3
<b>Laird</b>	TP	715	25.9	11.2	13.3
<b>Tarbutt and Tarbutt Additional</b>	TP	365	15.1	19.2	8.2
<b>Johnson</b>	TP	495	42.4	20.2	4.0
<b>Plummer Additional</b>	TP	505	31.7	18.8	5.9
<b>Bruce Mines</b>	T	450	46.7	11.1	7.8
<b>Thessalon 12</b>	R	65	46.2	23.1	15.4
<b>Thessalon</b>	T	965	40.4	13.0	4.7
<b>Huron Shores</b>	TP	1365	46.5	17.6	3.7
<b>Blind River</b>	T	2865	35.6	12.9	11.5
<b>Shedden</b>	TP	555	59.5	18.9	0.0
<b>North Shore</b>	TP	460	32.6	14.1	12.0
<b>Elliot Lake</b>	C	9415	40.4	13.1	8.2
<b>Macdonald, Meredith and Aberdeen Additional</b>	TP	1050	25.2	20.5	8.1
<b>Sault Ste. Marie</b>	C	55100	29.0	13.1	12.9
<b>Prince</b>	TP	765	20.9	22.9	17.0
<b>Sagamok</b>	R	500	40.0	18.0	3.0

Serpent River 7	R	215	37.2	14.0	7.0
Mississagi River 8	R	210	26.2	26.2	4.8
Garden River 14	R	530	34.9	9.4	4.7
Michipicoten	TP	2630	31.6	17.5	10.6
Gros Cap 49	R	40	25.0	25.0	0.0
Dubreuilville	TP	665	51.1	17.3	2.3
White River	TP	705	41.8	17.0	4.3
Algoma, Unorganized, North Part	UNO	4630	40.9	16.6	5.0

Source: Statistics Canada, Census of Canada, 2001.

#### 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 has the highest percentage of people with a trades certificate as their highest level of education. It also had the lowest percentage of people with a university degree.

**Table 8: Levels of Education for Communities in the Board 23 Area**

	Type of Community	Population 20 years of age and over	Percentage of the Population with Less than High School Diploma	Percentage of the Population with Trades Certificate or Diploma	Percentage of the Population with University Degree
<b>Local Board #23</b>		89175	38.6	14.1	7.7
<b>Coleman</b>	TP	410	45.1	6.1	12.2
<b>Latchford</b>	T	290	46.6	3.4	0.0
<b>Cobalt</b>	T	945	51.3	7.9	3.2
<b>Haileybury</b>	T	3180	33.8	17.0	11.6
<b>Harris</b>	TP	375	26.7	6.7	14.7
<b>Dymond</b>	TP	815	28.8	19.0	8.0
<b>New Liskeard</b>	T	3615	33.2	10.5	10.9
<b>Hudson</b>	TP	355	35.2	16.9	8.5
<b>Kerns</b>	TP	245	34.7	14.3	10.2
<b>Harley</b>	TP	400	45.0	11.3	2.5
<b>Casey</b>	TP	275	32.7	10.9	5.5
<b>Brethour</b>	TP	110	59.1	18.2	0.0
<b>Hilliard</b>	TP	170	38.2	14.7	5.9
<b>Armstrong</b>	TP	860	40.1	16.3	4.1
<b>Thornloe</b>	VL	80	56.3	25.0	0.0
<b>James</b>	TP	325	27.7	23.1	4.6
<b>Dack</b>	TP	300	36.7	21.7	0.0
<b>Charlton</b>	T	175	40.0	20.0	8.6
<b>Evanturel</b>	TP	370	32.4	31.1	0.0
<b>Englehart</b>	T	1150	33.0	13.5	6.1
<b>Chamberlain</b>	TP	260	34.6	5.8	5.8

<b>Matachewan</b>	TP	255	64.7	9.8	0.0
<b>Matachewan 72</b>	R	45	55.6	22.2	0.0
<b>McGarry</b>	TP	590	55.1	7.6	5.1
<b>Larder Lake</b>	TP	625	33.6	15.2	7.2
<b>Gauthier</b>	TP	60	66.7	25.0	0.0
<b>Kirkland Lake</b>	T	6245	35.1	12.9	7.8
<b>Timiskaming, Unorganized, West Part</b>	UNO	2470	48.4	12.1	3.0
<b>Black River-Matheson</b>	TP	2055	43.3	18.7	4.4
<b>Timmins</b>	C	30995	35.0	14.0	9.3
<b>Iroquois Falls</b>	T	3825	36.3	18.3	8.0
<b>Cochrane</b>	T	4070	44.5	12.5	5.2
<b>Smooth Rock Falls</b>	T	1330	39.8	18.0	4.1
<b>Fauquier-Strickland</b>	TP	530	43.4	12.3	9.4
<b>Moonbeam</b>	TP	890	43.3	14.6	3.9
<b>Kapuskaing</b>	T	6705	35.0	16.9	7.8
<b>Val Rita-Harty</b>	TP	725	44.8	11.7	6.9
<b>Opasatika</b>	TP	240	50.0	8.3	0.0
<b>Hearst</b>	T	4180	43.4	11.5	8.5
<b>Mattice-Val Côté</b>	TP	655	55.0	17.6	1.5
<b>Cochrane, Unorganized, North Part</b>	UNO	2085	44.8	12.2	6.5
<b>Fort Albany (Part) 67</b>	R	240	50.0	8.3	0.0
<b>Hornepayne</b>	TP	905	43.1	14.9	8.8
<b>Duck Lake 76B</b>	R	65	46.2	30.8	0.0
<b>Chapleau 75</b>	R	60	33.3	33.3	16.7
<b>Chapleau</b>	TP	1980	43.9	11.4	7.6
<b>Attawapiskat 91A</b>	R	625	80.0	4.8	2.4
<b>Peawanuck</b>	R	120	75.0	8.3	0.0

Source: Statistics Canada, Census of Canada, 2001.

### 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. This area has the highest levels of education in Northern Ontario. It has the lowest percentage of people with less than a high school degree as their highest level of education. It also has the highest percentage of people with a university degree and the lowest percentage of people with less than a high school degree.

**Table 9: Levels of Education for Communities in the Board 24 Area**

	Type of Community	Population 20 years of age	Percentage of the	Percentage of the	Percentage of the
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		and over	Population with Less than High School Diploma	Population with Trades Certificate or Diploma	Population with University Degree
<b>Local Board #24</b>		111070	30.3	14.1	12.7
<b>Neebing</b>	TP	1485	36.0	17.5	8.4
<b>Thunder Bay</b>	C	80530	29.0	13.2	14.3
<b>Oliver Paipooonge</b>	TP	4130	24.7	17.2	11.4
<b>Gillies</b>	TP	365	37.0	21.9	5.5
<b>O'Connor</b>	TP	485	23.7	11.3	14.4
<b>Conmee</b>	TP	495	24.2	18.2	6.1
<b>Shuniah</b>	TP	1945	26.7	14.1	15.4
<b>Dorion</b>	TP	325	50.8	6.2	9.2
<b>Red Rock</b>	TP	860	27.9	16.9	8.1
<b>Nipigon</b>	TP	1430	37.8	19.6	8.0
<b>Schreiber</b>	TP	1020	32.8	15.2	4.9
<b>Terrace Bay</b>	TP	1370	28.5	16.8	7.7
<b>Marathon</b>	T	2985	26.5	18.1	10.9
<b>Manitouwadge</b>	TP	2075	32.0	15.7	7.0
<b>Ginoogaming First Nation</b>	R	120	58.3	20.8	0.0
<b>Greenstone</b>	T	4090	38.4	14.9	6.8
<b>Aroland 83</b>	R	190	55.3	23.7	5.3
<b>Osnaburgh 63A</b>	R	85	94.1	0.0	0.0
<b>Thunder Bay, Unorganized</b>	UNO	4615	30.0	18.2	10.0
<b>Fort Hope 64</b>	R	500	78.0	7.0	0.0
<b>Lansdowne House</b>	R	135	66.7	33.3	0.0
<b>Webequie</b>	R	340	80.9	5.9	0.0

Source: Statistics Canada, Census of Canada, 2001.

## 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. This area is characterized as having the lowest percentage of people with a trades certificate as their highest level of education. It should be pointed out however that the differences between the Board areas in Northern Ontario are very small. This area also has the second highest percentage of people with less than a high school diploma as their highest level of education.

**Table 10: Levels of Education for Communities in the Board 25 Area**

	Type of Community	Population 20 years of age and over	Percentage of the Population with Less than High School Diploma	Percentage of the Population with Trades Certificate or Diploma	Percentage of the Population with University Degree
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<b>Local Board #25</b>		55195	37.2	13.6	9.0
<b>Atikokan</b>	TP	2640	38.6	19.1	8.0
<b>Alberton</b>	TP	660	32.6	15.2	9.1
<b>Fort Frances</b>	T	6030	30.4	12.9	9.4
<b>La Vallee</b>	TP	690	33.3	21.7	7.2
<b>Emo</b>	TP	915	39.9	16.4	10.9
<b>Chapple</b>	TP	630	34.9	11.9	4.8
<b>Morley</b>	TP	275	61.8	5.5	5.5
<b>Dawson</b>	TP	450	38.9	18.9	4.4
<b>Rainy River</b>	T	710	46.5	9.9	8.5
<b>Lake of the Woods</b>	TP	245	32.7	10.2	12.2
<b>Big Grassy River 35G</b>	R	105	47.6	0.0	0.0
<b>Rainy Lake 18C</b>	R	50	30.0	20.0	0.0
<b>Rainy Lake 26A</b>	R	50	40.0	20.0	20.0
<b>Seine River 23A</b>	R	125	60.0	8.0	0.0
<b>Rainy River, Unorganized</b>		1250	25.6	22.0	10.4
<b>Ignace</b>	TP	1235	42.1	13.8	5.7
<b>Whitefish Bay 33A</b>	R	35	57.1	0.0	0.0
<b>Sioux Narrows Nestor Falls</b>	TP	445	27.0	20.2	5.6
<b>Kenora</b>	C	11365	34.4	12.5	11.1
<b>Machin</b>	TP	850	36.5	18.8	7.6
<b>Dryden</b>	C	5950	28.6	13.0	12.7
<b>Ear Falls</b>	TP	800	37.5	13.8	5.0
<b>Sioux Lookout</b>	T	3640	30.8	11.4	13.0
<b>Red Lake</b>	T	2990	31.1	15.6	11.2
<b>Slate Falls</b>	R	75	86.7	0.0	0.0
<b>Pickle Lake</b>	TP	245	26.5	18.4	10.2
<b>Osnaburgh 63B</b>	R	145	93.1	0.0	0.0
<b>Lac Seul 28</b>	R	395	67.1	10.1	2.5
<b>Wabigoon Lake 27</b>	R	100	50.0	10.0	0.0
<b>English River 21</b>	R	270	74.1	9.3	0.0
<b>Lake Of The Woods 37</b>	R	50	50.0	20.0	0.0
<b>Kenora 38B</b>	R	70	57.1	14.3	0.0
<b>Poplar Hill</b>	R	170	91.2	5.9	0.0
<b>Shoal Lake (Part) 39A</b>	R	195	43.6	25.6	5.1
<b>Rat Portage 38A</b>	R	95	36.8	26.3	0.0

<b>Deer Lake</b>	R	355	71.8	7.0	0.0
<b>Sandy Lake 88</b>	R	845	71.6	4.7	1.2
<b>Fort Severn 89</b>	R	210	57.1	11.9	0.0
<b>Wabauskang 21</b>	R	30	33.3	0.0	0.0
		175	85.7	0.0	0.0
<b>The Dalles 38C</b>	R	70	57.1	0.0	0.0
<b>Kenora, Unorganized</b>	UNO	5620	29.8	17.4	9.4
<b>Muskrat Dam Lake</b>	R	40	62.5	25.0	0.0
<b>Kee-Way-Win</b>	R	145	72.4	17.2	6.9

Source: Statistics Canada, Census of Canada, 2001.

## Section 6: Observations

The analysis of the 2001 Census data for occupation has shown us several important facts about levels of education in Northern Ontario. They are as follows:

- Educational levels in Northern Ontario continue to be lower than the averages for Ontario.
  - Northern Ontario has a higher percentage of people with less than a Grade 9 education.
  - Northern Ontario has a higher percentage of people with less than a high school diploma.
  - Northern Ontario has a higher percentage of people who have a trades certificate as their highest level of education.
  - Northern Ontario has a lower percentage of people with a university degree.
- The differences in levels of education between Northern Ontario and Ontario are increasing.
- All districts of Northern Ontario, with the exception of the Muskoka District Municipality, have levels of schooling below the provincial average.
  - The Muskoka District Municipality and the District of Thunder Bay had the lowest percentages of people with less than a grade 9 education.
  - The Districts with the highest percentage of people with less than a high school diploma are Kenora and Sudbury.
  - The Districts of Manitoulin and Rainy River had the highest percentages of people with a trades certificate or diploma as the highest level of schooling.
  - The District of Thunder Bay and the Greater Sudbury Division have the highest percentage of population with a university degree.
- Levels of education are highest in “suburban” and “cottage country” communities.

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## Endnotes

<sup>1</sup> As this report is being written, Board #22, covering most of the Algoma District, does not actually exist as a formal training board, having been dissolved in 2001. Despite this, the report includes data for this Board area.

<sup>2</sup> See Statistics Canada, Education in Canada: Raising the Standards, 2001 Census Analysis Series, Ottawa, March, 2003, Catalogue no. 96F0030XIE2001012.

<sup>3</sup> 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.

<sup>4</sup> 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.

<sup>5</sup> 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.

<sup>6</sup> Canada, 2001 Census.

<sup>7</sup> 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.

<sup>8</sup> The percentage varies according to whether the respondents claim Aboriginal identity or Aboriginal origins. In Northern Ontario, 9.9% of the population claims an Aboriginal identity while 11.5% claim Aboriginal origins.

<sup>9</sup> Southcott, Chris. A Regional Outlook for Northern Boards: A Northern Approach to Regional Labour Force Development, Dryden: Training Boards of Northern Ontario, 2000, p.5, 6. Blue collar industrial employment includes the following census categories as contained in the 1980 Standard Industrial Categories: Logging and Forestry, Mining and Quarrying, Manufacturing, Construction, Transportation and Storage, Communication and Utilities. Longitudinal consistency requires that the categories of Agriculture and Trapping and Fishing also be included in this definition as the 1986 public profile categories did not separate these categories from Mining and Primary Forestry employment.

<sup>10</sup> See Southcott, C. "Single Industry Towns in a Post-Industrial Era: Northwestern Ontario as a Case Study". Research Reports, Centre for Northern Studies, Lakehead University, 2000. See also Gill, Alison, "Women in Isolated Resource Towns: An Examination of Gender Differences in Cognitive Structures" Geoforum 21(3):347-358, 1990.

<sup>11</sup> The words education and schooling will be used interchangeably in this report. Our discussion of education refers only to formal education; achievement levels in established

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educational institutions. In this report, we do not refer to the actual or perceived intelligence of an individual.

<sup>12</sup> The following is the explanation of sampling error found in the 2001 Census Dictionary:

**Sampling Errors**

Estimates obtained by weighting up responses collected on a sample basis are subject to error due to the fact that the distribution of characteristics within the sample will not usually be identical to the distribution of characteristics within the population from which the sample has been selected.

The potential error introduced by sampling will vary according to the relative scarcity of the characteristics in the population. For large cell values, the potential error due to sampling, as a proportion of the cell value, will be relatively small. For small cell values, this potential error, as a proportion of the cell value, will be relatively large.

The potential error due to sampling is usually expressed in terms of the so-called “standard error”. This is the square root of the average, taken over all possible samples of the same size and design, of the squared deviation of the sample estimate from the value for the total population.

The following table provides approximate measures of the standard error due to sampling. These measures are intended as a general guide only.

**Table: Approximate Standard Error Due to Sampling for 2001 Census Sample Data**

**Cell Value Approximate Standard Error**

50 or less	15
100 -	20
200 -	30
500 -	45
1,000 -	65
2,000 -	90
5,000 -	140
10,000 -	200
20,000 -	280
50,000 -	450
100,000 -	630
500,000 -	1,400

Statistics Canada, 2001 Census Dictionary, Ottawa: Ministry of Industry, 2002, p. 295,296.

<sup>13</sup> The following is the explanation of random rounding found in the 2001 Census Dictionary:

**Confidentiality and Random Rounding.** The figures shown in the tables have been subjected to a confidentiality procedure known as **random rounding** to prevent the possibility of associating statistical data with any identifiable individual. Under this method, all figures, including totals and margins, are randomly rounded either up or down to a multiple of “5”, and in some cases “10”. While providing strong protection against disclosure, this technique does not add significant error to the census data. The user should be aware that totals and margins are rounded independently of the cell data so that some differences between these and the sum of rounded cell data may exist. Also, minor differences can be expected in corresponding totals and cell values among various census tabulations. Similarly, percentages, which are calculated on rounded figures, do not necessarily add up to 100%. Order statistics (median, quartiles, percentiles, etc.) and measures of dispersion such as the standard error are computed in the usual manner. When a statistic is defined as the quotient of two numbers (which is the case for averages, percentages, and proportions), the two numbers are rounded before the division is performed, except for income, owner’s payments, value of dwelling, hours worked, weeks worked and age. For these variables, the two numbers in the quotient are not rounded. The sum is invariably defined as the product of the average and the rounded weighted frequency. It should also be noted that small cell counts may suffer a significant distortion as a result of random rounding. Individual data cells containing small numbers may lose their precision as a result. Statistics Canada, 2001 Census Dictionary, Ottawa: Ministry of Industry, 2002, p. 296.

<sup>14</sup> Statistics Canada, Education in Canada: Raising the Standards, 2001 Census Analysis Series, Ottawa, March, 2003, Catalogue no. 96F0030XIE2001012, p. 14.

<sup>15</sup> Statistics Canada, Earnings of Canadians: Making a Living in the New Economy, 2001 Census Analysis Series, Ottawa, 2003, Catalogue no. 96F0030XIE2001013, p. 5.

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<sup>16</sup> It should be noted that using the population 15 years of age and older for an analysis of people who have less than a high school education is problematic. The vast majority of people 15 to 19 years of age would not as yet have attained a high school diploma. We use this population group because it is the only one listed in public data for this characteristic in the Census of 1986, 1991, and 1996. This problem has been corrected for the 2001 Census as the population for this characteristic now being presented in public data is 20 years of age and over. The 2001 data for the population 15 years and older comes from a special tabulation purchased from Statistics Canada. The inclusion of the population 15 to 19 years of age does skew our findings somewhat in that this age cohort is slightly larger as a percentage of the population in Northern Ontario than in Ontario (9% to 8.5%).

<sup>17</sup> From 1986 to 1991 the percentage of people with less than a high school diploma decreased 13.2% more in Ontario as a whole than in Northern Ontario. From 1991 to 1996, the percentage of people with less than a high school diploma decreased 6.4% more in Ontario as a whole than in Northern Ontario.

<sup>18</sup> For the years 1996, 1991, and 1986, figures for the population 20 years and over were arrived at by subtracting the population 15 years to 19 years from the population totals for 15 years and older.

<sup>19</sup> Once again, as this report is being written the Local Board #22 does not actually exist as a formal training board, having been dissolved in 2001.

## Appendix A: List of All Census Sub-Divisions in Northern Ontario in Order of Percentage of the Population with Less than a High School Diploma as Their Highest Level of Schooling

### Population 20 years of age and over by Highest Level of Schooling

		Total population 20 years of age and over	Percentage of the Population with Less than High School Diploma	Percentage of the Population with Trades Certificate or Diploma	Percentage of the Population with University Degree	Board Area
Parry Sound, Unorganized, North East Part	UNO	145	6.9	13.8	27.6	20
Assiginack	TP	685	31.4	10.2	20.4	21
Rainy Lake 26A	R	50	40.0	20.0	20.0	25
Carling	TP	880	22.2	13.1	19.3	20
Gore Bay	T	630	31.7	13.5	19.0	21
Hilton	TP	195	23.1	20.5	17.9	22
Prince	TP	765	20.9	22.9	17.0	22
Chapleau 75	R	60	33.3	33.3	16.7	23
Machar	TP	610	30.3	15.6	16.4	20
Mattawan	TP	95	26.3	10.5	15.8	20
Shuniah	TP	1945	26.7	14.1	15.4	24
Thessalon 12	R	65	46.2	23.1	15.4	22
St. Joseph	TP	915	31.1	14.2	15.3	22
Harris	TP	375	26.7	6.7	14.7	23
O'Connor	TP	485	23.7	11.3	14.4	24
Lake of Bays	TP	2330	22.5	15.9	14.4	20
Thunder Bay	C	80530	29.0	13.2	14.3	24
Strong	TP	1025	45.9	13.2	14.1	20
Bracebridge	T	9975	27.4	12.2	13.9	20
North Bay	C	38155	25.7	13.0	13.3	20
Laird	TP	715	25.9	11.2	13.3	22
Sioux Lookout	T	3640	30.8	11.4	13.0	25
Sault Ste. Marie	C	55100	29.0	13.1	12.9	22
Huntsville	T	12565	30.2	13.1	12.9	20
Dryden	C	5950	28.6	13.0	12.7	25
Northeastern Manitoulin and the Islands	T	1915	32.1	17.2	12.5	21
North Himsworth	TP	2420	25.4	13.8	12.4	20
Lake of the Woods	TP	245	32.7	10.2	12.2	25
Coleman	TP	410	45.1	6.1	12.2	23
Sundridge	VL	745	31.5	12.8	12.1	20
Greater Sudbury	C	114350	30.2	13.5	12.0	21

North Shore	TP	460	32.6	14.1	12.0	22
Billings	TP	425	28.2	21.2	11.8	21
Haileybury	T	3180	33.8	17.0	11.6	23
East Ferris	TP	2995	23.7	18.4	11.5	20
Blind River	T	2865	35.6	12.9	11.5	22
Parry Sound	T	4560	36.8	11.6	11.5	20
Oliver Paipoonge	TP	4130	24.7	17.2	11.4	24
McDougall	TP	1900	30.3	15.5	11.3	20
Red Lake	T	2990	31.1	15.6	11.2	25
Kenora	C	11365	34.4	12.5	11.1	25
Central Manitoulin	TP	1460	34.6	13.4	11.0	21
Emo	TP	915	39.9	16.4	10.9	25
New Liskeard	T	3615	33.2	10.5	10.9	23
Marathon	T	2985	26.5	18.1	10.9	24
Michipicoten	TP	2630	31.6	17.5	10.6	22
Armour	TP	1045	40.7	13.9	10.5	20
Rainy River, Unorganized	UNO	1250	25.6	22.0	10.4	25
Pickle Lake	TP	245	26.5	18.4	10.2	25
Kerns	TP	245	34.7	14.3	10.2	23
Thunder Bay, Unorganized	UNO	4615	30.0	18.2	10.0	24
Muskoka Lakes	TP	4755	26.0	14.1	9.5	20
Fauquier-Strickland	TP	530	43.4	12.3	9.4	23
Kenora, Unorganized	UNO	5620	29.8	17.4	9.4	25
Fort Frances	T	6030	30.4	12.9	9.4	25
Gordon	TP	375	33.3	21.3	9.3	21
Timmins	C	30995	35.0	14.0	9.3	23
Dorion	TP	325	50.8	6.2	9.2	24
Magnetawan	TP	1035	38.6	13.5	9.2	20
Mattagami 71	R	110	36.4	27.3	9.1	21
Alberton	TP	660	32.6	15.2	9.1	25
Seguin	TP	2870	34.3	12.9	9.1	20
Hornepayne	TP	905	43.1	14.9	8.8	23
Charlton	T	175	40.0	20.0	8.6	23
McKellar	TP	765	36.6	12.4	8.5	20
Hearst	T	4180	43.4	11.5	8.5	23
Hudson	TP	355	35.2	16.9	8.5	23
Rainy River	T	710	46.5	9.9	8.5	25
Neebing	TP	1485	36.0	17.5	8.4	24
Gravenhurst	T	7805	31.8	16.5	8.4	20
Papineau-Cameron	TP	715	41.3	17.5	8.4	20
Perry	TP	1680	34.5	14.3	8.3	20
Moose Point 79	R	120	41.7	16.7	8.3	20
Tarbutt and Tarbutt Additional	TP	365	15.1	19.2	8.2	22
Espanola	T	3970	34.5	12.7	8.2	21
Elliot Lake	C	9415	40.4	13.1	8.2	22
Powassan	T	2325	34.2	13.5	8.2	20

<b>Red Rock</b>	TP	860	27.9	16.9	8.1	24
<b>Manitoulin, Unorganized, West Part</b>	UNO	185	43.2	16.2	8.1	21
<b>Macdonald, Meredith and Aberdeen Additional</b>	TP	1050	25.2	20.5	8.1	22
<b>Nipigon</b>	TP	1430	37.8	19.6	8.0	24
<b>Dymond</b>	TP	815	28.8	19.0	8.0	23
<b>Iroquois Falls</b>	T	3825	36.3	18.3	8.0	23
<b>Nipissing, Unorganized, North Part</b>	UNO	1320	40.2	15.5	8.0	20
<b>Atikokan</b>	TP	2640	38.6	19.1	8.0	25
<b>Kirkland Lake</b>	T	6245	35.1	12.9	7.8	23
<b>Bruce Mines</b>	T	450	46.7	11.1	7.8	22
<b>Kapusking</b>	T	6705	35.0	16.9	7.8	23
<b>Whitefish Lake 6</b>	R	195	25.6	20.5	7.7	21
<b>Burpee and Mills</b>	TP	260	36.5	25.0	7.7	21
<b>Terrace Bay</b>	TP	1370	28.5	16.8	7.7	24
<b>Machin</b>	TP	850	36.5	18.8	7.6	25
<b>Chapleau</b>	TP	1980	43.9	11.4	7.6	23
<b>Bonfield</b>	TP	1470	36.4	13.3	7.5	20
<b>Sudbury, Unorganized, North Part</b>	UNO	2275	42.2	15.4	7.3	21
<b>La Vallee</b>	TP	690	33.3	21.7	7.2	25
<b>Larder Lake</b>	TP	625	33.6	15.2	7.2	23
<b>Manitouwadge</b>	TP	2075	32.0	15.7	7.0	24
<b>Serpent River 7</b>	R	215	37.2	14.0	7.0	22
<b>Calvin</b>	TP	435	42.5	12.6	6.9	20
<b>Kee-Way-Win</b>	R	145	72.4	17.2	6.9	25
<b>Val Rita-Harty</b>	TP	725	44.8	11.7	6.9	23
<b>Greenstone</b>	T	4090	38.4	14.9	6.8	24
<b>West Nipissing</b>	T	9620	41.0	14.7	6.7	20
<b>Cochrane, Unorganized, North Part</b>	UNO	2085	44.8	12.2	6.5	23
<b>Nairn and Hyman</b>	TP	315	39.7	11.1	6.3	21
<b>Temagami</b>	T	710	35.2	12.7	6.3	20
<b>Jocelyn</b>	TP	240	20.8	20.8	6.3	22
<b>Whitestone</b>	TP	735	38.1	16.3	6.1	20
<b>Englehart</b>	T	1150	33.0	13.5	6.1	23
<b>Conmee</b>	TP	495	24.2	18.2	6.1	24
<b>The Archipelago</b>	TP	420	40.5	15.5	6.0	20
<b>Plummer Additional</b>	TP	505	31.7	18.8	5.9	22
<b>Mattawa</b>	T	1600	48.8	13.4	5.9	20
<b>Hilliard</b>	TP	170	38.2	14.7	5.9	23
<b>St.-Charles</b>	T	950	47.9	12.6	5.8	21
<b>Chamberlain</b>	TP	260	34.6	5.8	5.8	23

<b>Nipissing 10</b>	R	955	24.6	19.9	5.8	20
<b>Ignace</b>	TP	1235	42.1	13.8	5.7	25
<b>Sioux Narrows Nestor Falls</b>	TP	445	27.0	20.2	5.6	25
<b>Georgian Bay</b>	TP	1430	51.0	9.8	5.6	20
<b>Sucker Creek 23</b>	R	180	33.3	8.3	5.6	21
<b>Gillies</b>	TP	365	37.0	21.9	5.5	24
<b>Casey</b>	TP	275	32.7	10.9	5.5	23
<b>Morley</b>	TP	275	61.8	5.5	5.5	25
<b>Baldwin</b>	TP	475	42.1	14.7	5.3	21
<b>Aroland 83</b>	R	190	55.3	23.7	5.3	24
<b>Killarney</b>	T	380	57.9	2.6	5.3	21
<b>Cochrane</b>	T	4070	44.5	12.5	5.2	23
<b>Shoal Lake (Part) 39A</b>	R	195	43.6	25.6	5.1	25
<b>McGarry</b>	TP	590	55.1	7.6	5.1	23
<b>Ear Falls</b>	TP	800	37.5	13.8	5.0	25
<b>Algoma, Unorganized, North Part</b>	UNO	4630	40.9	16.6	5.0	22
<b>Schreiber</b>	TP	1020	32.8	15.2	4.9	24
<b>Kearney</b>	T	625	44.8	9.6	4.8	20
<b>Chapple</b>	TP	630	34.9	11.9	4.8	25
<b>Mississagi River 8</b>	R	210	26.2	26.2	4.8	22
<b>Garden River 14</b>	R	530	34.9	9.4	4.7	22
<b>Sables-Spanish Rivers</b>	TP	2340	40.6	18.6	4.7	21
<b>Thessalon</b>	T	965	40.4	13.0	4.7	22
<b>Nipissing</b>	TP	1180	31.8	18.6	4.7	20
<b>James</b>	TP	325	27.7	23.1	4.6	23
<b>Chisholm</b>	TP	900	40.0	16.7	4.4	20
<b>Parry Island First Nation</b>	R	225	31.1	8.9	4.4	20
<b>Dawson</b>	TP	450	38.9	18.9	4.4	25
<b>Markstay-Warren</b>	T	1925	46.0	16.6	4.4	21
<b>Black River- Matheson</b>	TP	2055	43.3	18.7	4.4	23
<b>Joly</b>	TP	235	36.2	10.6	4.3	20
<b>White River</b>	TP	705	41.8	17.0	4.3	22
<b>Smooth Rock Falls</b>	T	1330	39.8	18.0	4.1	23
<b>Armstrong</b>	TP	860	40.1	16.3	4.1	23
<b>Johnson</b>	TP	495	42.4	20.2	4.0	22
<b>Moonbeam</b>	TP	890	43.3	14.6	3.9	23
<b>South River</b>	VL	770	57.1	11.7	3.9	20
<b>Ryerson</b>	TP	530	36.8	16.0	3.8	20
<b>Huron Shores</b>	TP	1365	46.5	17.6	3.7	22
<b>South Algonquin</b>	TP	1005	51.7	11.9	3.5	20
<b>Parry Sound, Unorganized, Centre Part</b>	UNO	1740	55.7	10.1	3.4	20

<b>M'Chigeeng 22 (West Bay 22)</b>	R	435	26.4	16.1	3.4	21
<b>McMurrich/Monteith</b>	TP	590	30.5	24.6	3.4	20
<b>Cobalt</b>	T	945	51.3	7.9	3.2	23
<b>French River</b>	T	2245	47.2	15.4	3.1	21
<b>Timiskaming, Unorganized, West Part</b>	UNO	2470	48.4	12.1	3.0	23
<b>Sagamok</b>	R	500	40.0	18.0	3.0	22
<b>Lac Seul 28</b>	R	395	67.1	10.1	2.5	25
<b>Harley</b>	TP	400	45.0	11.3	2.5	23
<b>Attawapiskat 91A</b>	R	625	80.0	4.8	2.4	23
<b>Dubreuilville</b>	TP	665	51.1	17.3	2.3	22
<b>Mattice-Val Côté</b>	TP	655	55.0	17.6	1.5	23
<b>Sandy Lake 88</b>	R	845	71.6	4.7	1.2	25
<b>Lake Of The Woods 37</b>	R	50	50.0	20.0	0.0	25
<b>Sheshegwaning 20</b>	R	65	30.8	23.1	0.0	21
<b>Opasatika</b>	TP	240	50.0	8.3	0.0	23
<b>Dokis 9</b>	R	140	32.1	21.4	0.0	20
<b>Wabigoon Lake 27</b>	R	100	50.0	10.0	0.0	25
<b>Evanturel</b>	TP	370	32.4	31.1	0.0	23
<b>Rainy Lake 18C</b>	R	50	30.0	20.0	0.0	25
<b>Burk's Falls</b>	VL	710	44.4	18.3	0.0	20
<b>Matachewan 72</b>	R	45	55.6	22.2	0.0	23
<b>Wabauskang 21</b>	R	30	33.3	0.0	0.0	25
<b>Thornloe</b>	VL	80	56.3	25.0	0.0	23
<b>Duck Lake 76B</b>	R	65	46.2	30.8	0.0	23
<b>Wahnapeitei 11</b>	R	35	28.6	42.9	0.0	21
<b>Fort Severn 89</b>	R	210	57.1	11.9	0.0	25
<b>Whitefish Bay 33A</b>	R	35	57.1	0.0	0.0	25
<b>French River 13</b>	R	70	42.9	21.4	0.0	20
<b>Fort Albany (Part) 67</b>	R	240	50.0	8.3	0.0	23
<b>Kenora 38B</b>	R	70	57.1	14.3	0.0	25
<b>Big Grassy River 35G</b>	R	105	47.6	0.0	0.0	25
<b>Ginoogaming First Nation</b>	R	120	58.3	20.8	0.0	24
<b>Brethour</b>	TP	110	59.1	18.2	0.0	23
<b>Shedden</b>	TP	555	59.5	18.9	0.0	22
<b>Seine River 23A</b>	R	125	60.0	8.0	0.0	25
<b>Dack</b>	TP	300	36.7	21.7	0.0	23
<b>Shawanaga 17</b>	R	110	36.4	13.6	0.0	20
<b>Tehkummah</b>	TP	305	36.1	9.8	0.0	21
<b>Nipissing, Unorganized, South Part</b>	UNO	40	62.5	25.0	0.0	20
<b>Muskrat Dam Lake</b>	R	40	62.5	25.0	0.0	25
<b>Matachewan</b>	TP	255	64.7	9.8	0.0	23
<b>Lansdowne House</b>	R	135	66.7	33.3	0.0	24

<b>Gauthier</b>	TP	60	66.7	25.0	0.0	23
<b>Latchford</b>	T	290	46.6	3.4	0.0	23
<b>The Dalles 38C</b>	R	70	57.1	0.0	0.0	25
<b>Gros Cap 49</b>	R	40	25.0	25.0	0.0	22
<b>Deer Lake</b>	R	355	71.8	7.0	0.0	25
<b>English River 21</b>	R	270	74.1	9.3	0.0	25
<b>Peawanuck</b>	R	120	75.0	8.3	0.0	23
<b>Fort Hope 64</b>	R	500	78.0	7.0	0.0	24
<b>Whitefish River</b>	R	165	39.4	21.2	0.0	21
<b>Webequie</b>	R	340	80.9	5.9	0.0	24
<b>Wapekeka 2</b>	R	175	85.7	0.0	0.0	25
<b>Hilton Beach</b>	VL	135	22.2	18.5	0.0	22
<b>Magnetewan 1</b>	R	45	22.2	0.0	0.0	20
<b>Slate Falls</b>	R	75	86.7	0.0	0.0	25
<b>Poplar Hill</b>	R	170	91.2	5.9	0.0	25
<b>Osnaburgh 63B</b>	R	145	93.1	0.0	0.0	25
<b>Osnaburgh 63A</b>	R	85	94.1	0.0	0.0	24
<b>Sheguiandah 24</b>	R	70	14.3	21.4	0.0	21
<b>Rat Portage 38A</b>	R	95	36.8	26.3	0.0	25

Source: Statistics Canada, Census of Canada, 2001.