



Planning for Success:

Unlocking the Potential of North Superior's Workforce

NORTHERN
POLICY INSTITUTE

Giwednong Aakomenjigewin Teg
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Institu dPolitik di Nor
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North Superior Workforce Planning Board

Limitations

The North Superior Workforce Planning Board (NSWPB) recognizes the potential limitations of this local labour market report. It will continue seeking information in areas requiring further analysis and action.ⁱ The information presented in this report is current at the time of printing. This document may be freely quoted and reproduced without the permission of NSWPB, provided that NSWPB is acknowledged as the document's author. NSWPB assumes no responsibility to the user for the consequences of any errors or omissions.

About North Superior Workforce Planning Board

North Superior Workforce Planning Board is one of 26 workforce planning boards covering four regions across Ontario. Mandated by the province of Ontario, the role of the NSWPB is to identify, assess and prioritize the skills and knowledge needs of the community, employers, and individual participants/learners in the local labour market through a collaborative local labour market planning process.

An active and broadly-based volunteer board of directors governs the affairs of the organization. First established in 1996, NSWPB is recognized by community, economic and municipal leaders as a "partner of choice" in the identification and implementation of solutions to local labour market issues.

Workforce planning boards play a key role in the province's goal of integrating its programs and services. Part of the ongoing strategy to achieve this goal is to first identify and then respond to the diverse regional and local labour market needs throughout the province.

Vision

A strategically aligned labour force to meet demands across Northwestern Ontario.

Mission

Engaging community partners in leading collaborative workforce development planning.

The North Superior Workforce Planning Board will:

- Build a strategic workforce readiness plan;
- Create a dynamic, responsive process to satisfy current needs and prepare people for emerging labour market opportunities within a global economy;
- Leverage community alliances to maximize labour market capacity and competitiveness.

Mandate

Leading in the creation of innovative labour market solutions by:

- Providing authoritative and evidence-based research;
- Identifying employment trends;
- Targeting workforce opportunities;
- Initiating workforce development strategies.

North Superior Workforce Planning Board, Board of Directors

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Refer to Appendix B for complete list of communities

Land Acknowledgement

North Superior Workforce Planning Board would like to acknowledge the First Peoples on whose traditional territories we live and work. We are grateful for the opportunity to have our office located on these lands and thank all generations of people who have taken care of this land.

The office of the NSWPB is in the City of Thunder Bay, which is on Robinson-Superior Treaty territory. The land is the traditional territory of the Anishinaabeg and Fort William First Nation.

North Superior Workforce Planning Board's service area includes more than 40 communities, and each is home to many diverse First Nations, Inuit, and Métis Peoples. NSWPB recognizes and appreciates the historical connection that First Nations, Inuit, and Métis peoples have to these territories. We support their efforts to sustain and grow their nations. We also recognize the contributions that they have made in shaping and strengthening local communities, the province, and Canada.

Acknowledgements

Development of the 2023–2024 Local Labour Market Plan for the NSWPB catchment area (henceforth referred to as the NSWPB region) has been made possible by the insights of many community actors. We greatly appreciate the individual and collective contributions of time, talent, and perspectives in creating a local plan that is representative of our current realities in an ever-changing social and economic landscape.

This report was developed in partnership with Northern Policy Institute (NPI) via the Northern Analyst Collective Program. Specifically, we want to acknowledge Bryanne Rocha (Senior Policy Analyst) and Rachel Rizzuto (former NPI Research Manager) for this report.

We would also like to acknowledge our funder, the Ministry of Labour, Immigration, Training and Skills Development of Ontario, for supporting us in addressing local labour market challenges and opportunities.

A Note on Data

The year 2022 was an exciting one for data. Throughout the year, Statistics Canada released a series of datasets from the 2021 Census that researchers, decision-makers, and you can use to understand what is happening in Ontario's northern regions and communities.

One of this report's limitations is that, at the time of data collection and writing, data collected from the census refer to information gathered in 2021; this aspect is directly related to the nature of the census and its release. Another limitation is that data used boundaries from the previous census in 2016. Additionally, some data were suppressed in cases with small counts to meet the confidentiality requirements of the Statistics Act, thus generating small variations in counts and percentages for some locations. Furthermore, some data are based on population samples, which is a statistical method to estimate the total population based on information for one segment. By their nature, estimates and samples will approximate, but not mirror, reality.

These limitations may affect the interpretation of data by generating small variations in population numbers depending on the year analyzed, boundaries used, and data suppressed. An effort was made to highlight when data collected in different years are being compared, when boundaries used differ, or when data are suppressed. Nevertheless, armed with information gathered from the consultations and additional literature, the report provides a detailed picture of current trends and projections that NSWPB and others can utilize until updated data are released.

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Land Acknowledgement

NPI would like to acknowledge the First Peoples on whose traditional territories we live and work. NPI is grateful for the opportunity to have our offices located on these lands and thank all the generations of people who have taken care of this land.

We recognize and appreciate the historic connection that Indigenous peoples have to these territories. We support their efforts to sustain and grow their nations. We also recognize the contributions that they have made in shaping and strengthening local communities, the province, and Canada.

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Northern Analyst Collective

NAC is a shared cost program where NPI partners with organizations in all regions of Northern Ontario to "time-share" professional staff to complete needed projects. The program is not intended to replace consultants. Instead, it is largely focused on baseline analysis or information gathering that will allow any future investment by partners to be focused on higher value-added work by external 3rd parties.

This report was made possible through the support of our partner, Northern Ontario Heritage Fund Corporation. Northern Policy Institute expresses great appreciation for their generous support but emphasizes the following: The views expressed in this report are those of the author and do not necessarily reflect the opinions of the Institute, its Board of Directors or its supporters. Quotation with appropriate credit is permissible.

Author's calculations are based on data available at the time of publication and are therefore subject to change.

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Bryanne holds a Master of Arts in Political Science from the University of Calgary, where she analyzed the relationship between sustainable development, environmental clauses in international trade agreements, and agricultural lobbying. Her Bachelor of Arts (Honours) in International Relations explored the measurement and conceptualization of sustainable development. She is also interested in the relationship between mining operations and Indigenous communities in Canada and abroad.

Rachel Rizzuto



Rachel Rizzuto is the former Research Manager for Northern Policy Institute. Originally from the United States, Rachel attended the University of Guelph and the University of Waterloo, earning her B.A. (Honours) and M.A. (co-op) in Political Science, respectively. Throughout her academic and professional careers, Rachel has pursued the study of community and economic development, an enthusiasm borne out of travel throughout rural and urban China. Rachel provides research expertise and passion for seeing northern and rural communities thrive.

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This document is an annex for the North Superior Workforce Planning Board's Local Labour Market Plan 2023–2024. It presents the report's economic and labour market data in a more detailed format for further information and clarification and should not be interpreted without references to the main report.

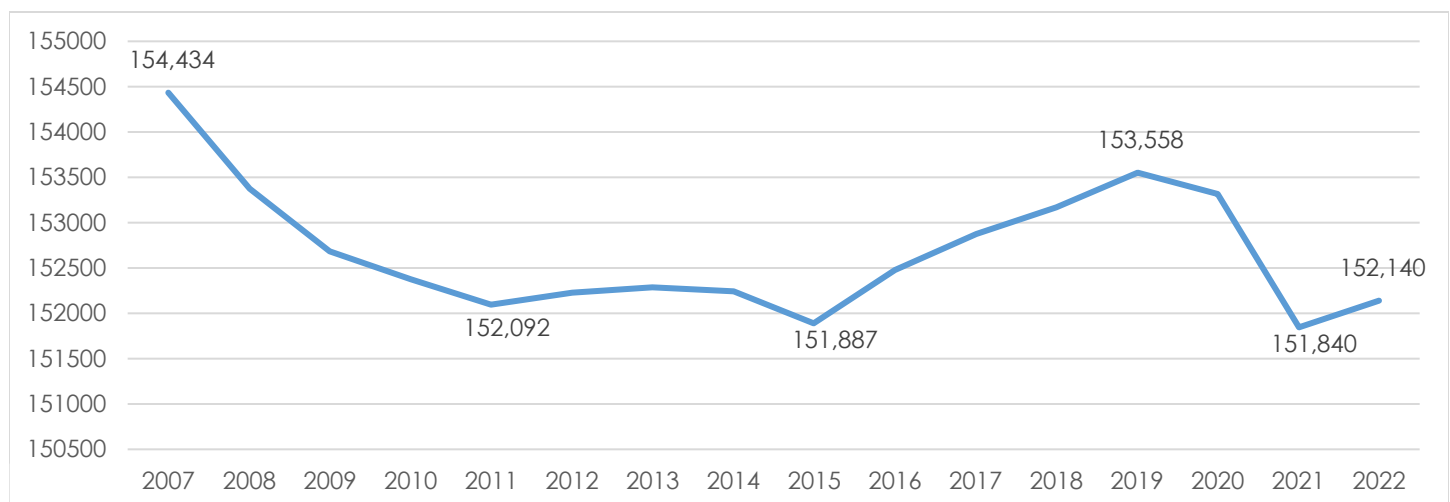
Economic and Labour Market Data

The data presented in this section provide a deeper understanding of the state of the labour market in the North Superior Workforce Planning Board (NSWPB) service area. These data cover various indicators, from population estimates to labour force statistics and business counts. Coupled with insights from focus group consultations presented in the main report, such information is a critical tool for evidence-based planning and decision-making in the NSWPB area.

1. Population

This subsection shows data on population estimates, growth, and projections, focusing on the NSWPB Region, Thunder Bay CMA, or the District of Thunder Bay.

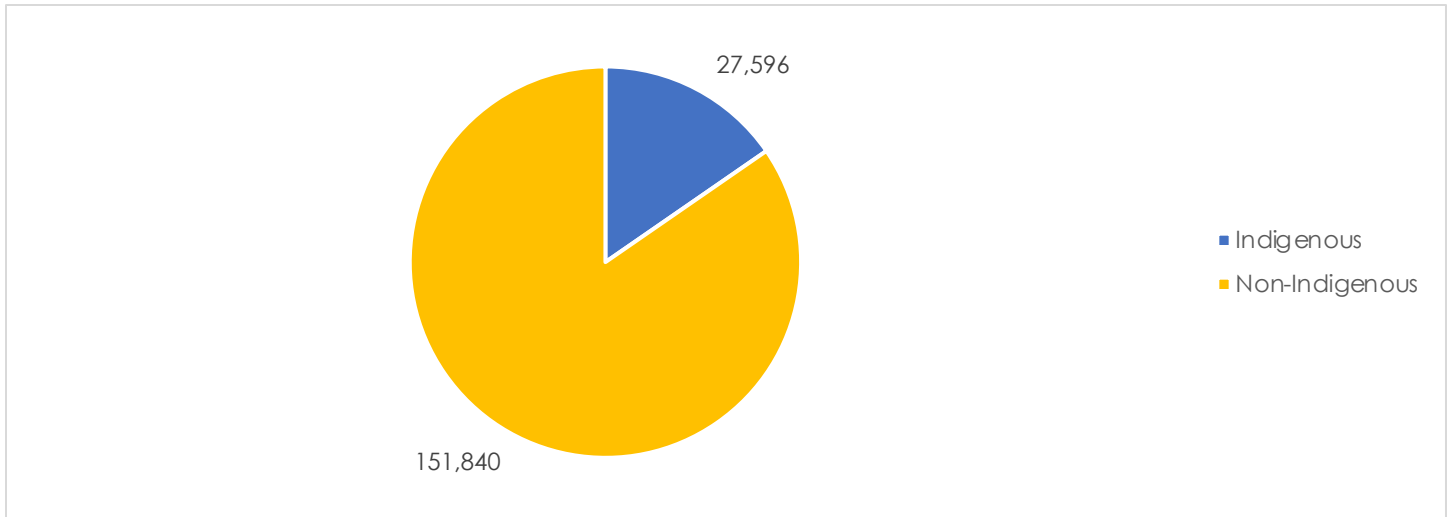
Figure 1. Annual Population Estimates of the NSWPB Region, 2007–2022



Source: Statistics Canada (2023f).

Note: The NSWPB region includes data for the Thunder Bay District, minus Osnaburgh and Ojibway Nation of Saugeen, plus Ring of Fire communities using 2016 boundaries (Statistics Canada 2023f).

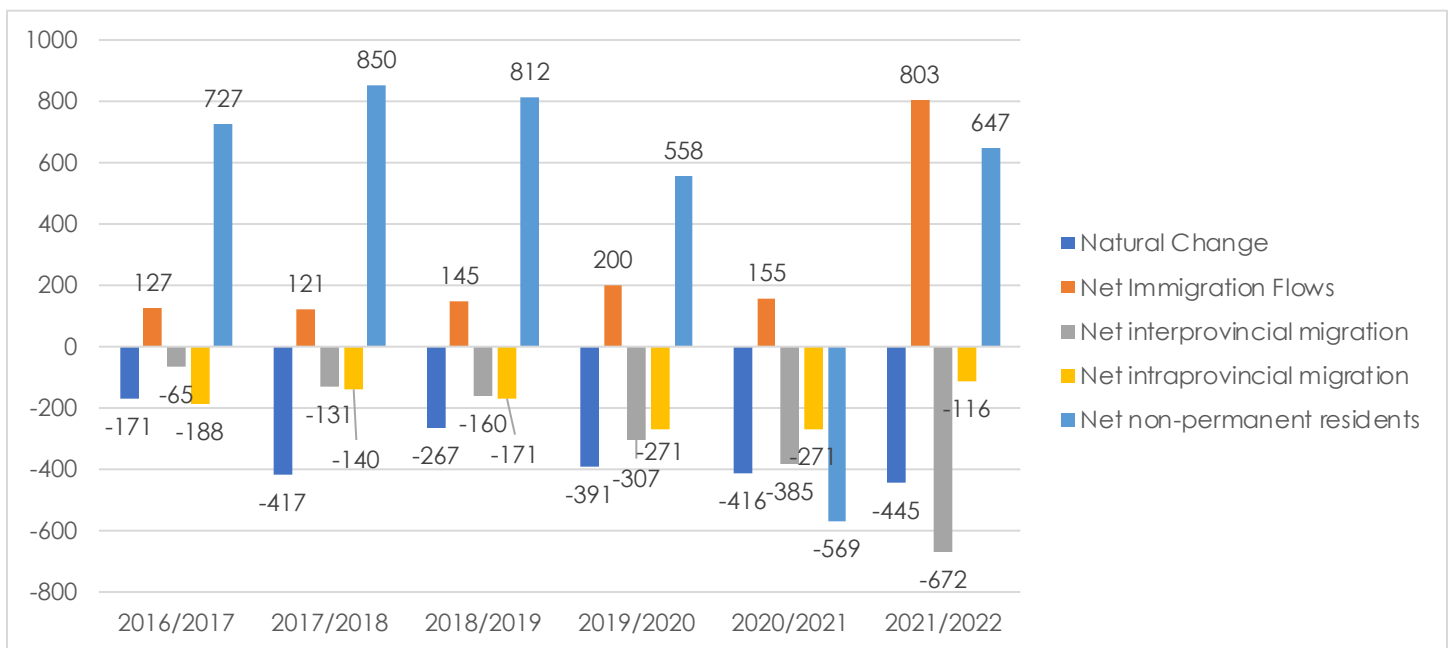
Figure 2. Population that Self-identified as Indigenous for the NSWPB Region, 2021



Source: Statistics Canada (2022f).

Note: Data for Lake Nipigon, Lac des Mille Lacs, and Lansdowne House were “suppressed to meet the confidentiality requirements of the Statistics Act” (Statistics Canada 2022f). Data from a 25 per cent sample of the 2021 census (*ibid.*).

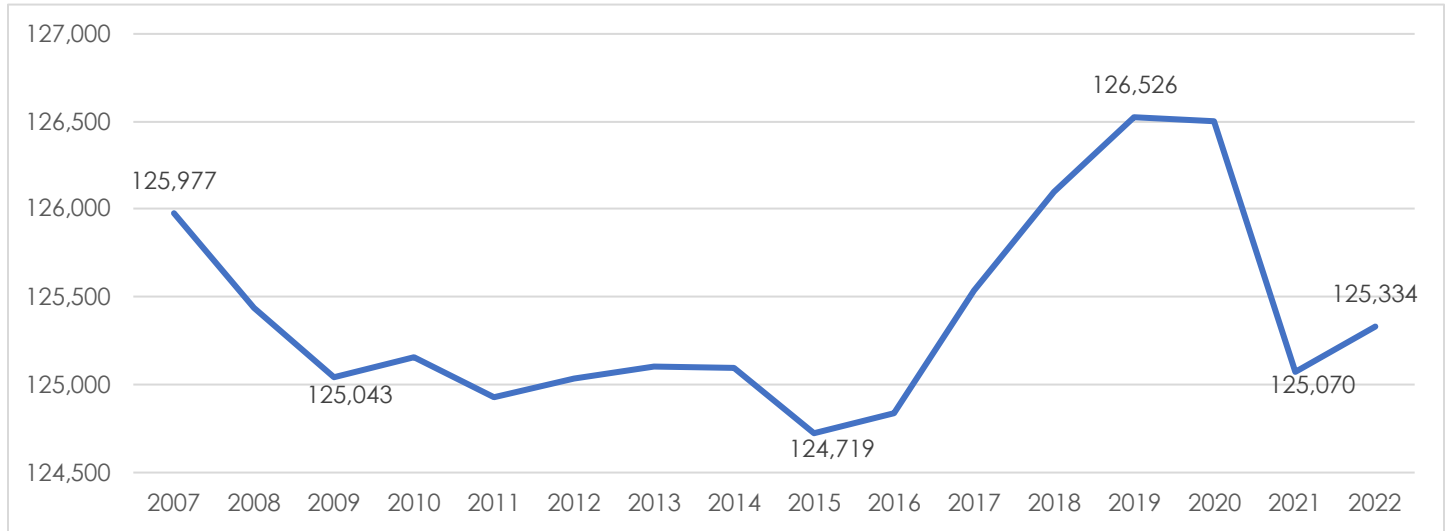
Figure 3. Components of Population Growth for the District of Thunder Bay, 2016–2022



Source: Statistics Canada (2023e).

Note: Data for the District of Thunder Bay, since data at the municipality level (census subdivision) were unavailable, based on 2016 census boundaries (Statistics Canada 2023e).

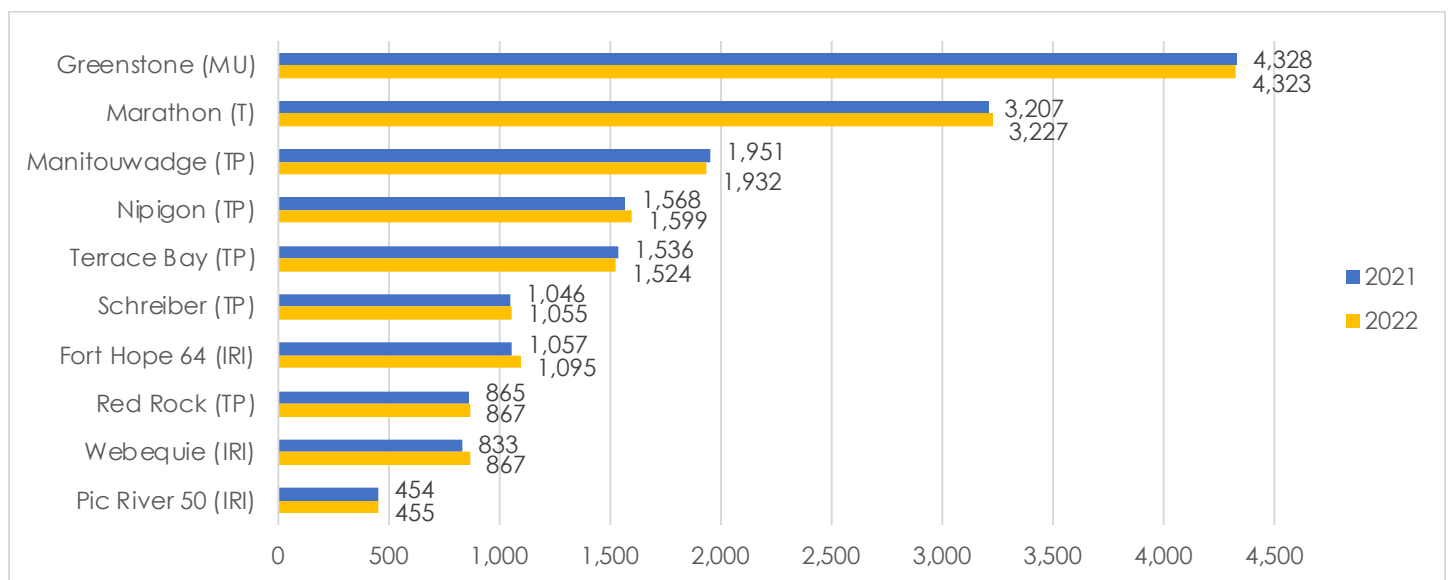
Figure 4. Annual Population Estimates of Thunder Bay Census Metropolitan Area, 2007–2022



Source: Statistics Canada (2023d).

Note: A census metropolitan area “is formed by one or more adjacent municipalities centred on a population centre (known as the core); a CMA must have a total population of at least 100,000, of which 50,000 or more must live in the core” (Statistics Canada 2023d). These data use 2016 census boundaries (*ibid.*).

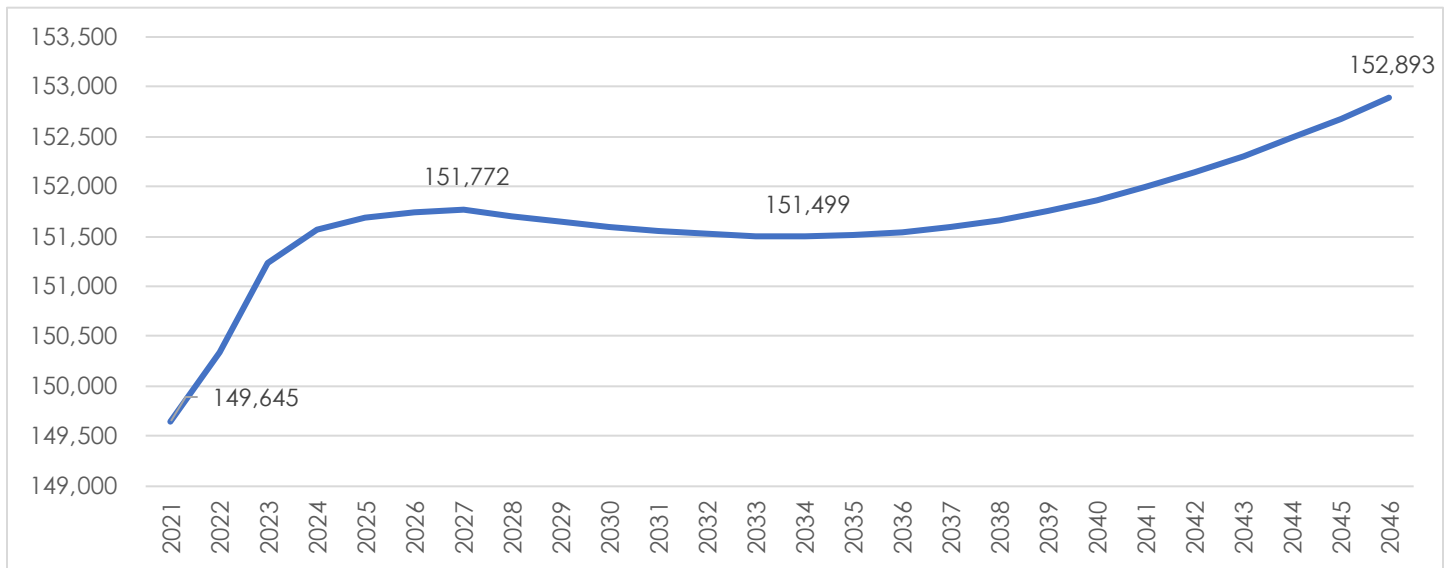
Figure 5. Population Estimates of the 10 Largest Communities Outside of Thunder Bay Census Metropolitan Area, 2021–2022



Source: Statistics Canada (2023f).

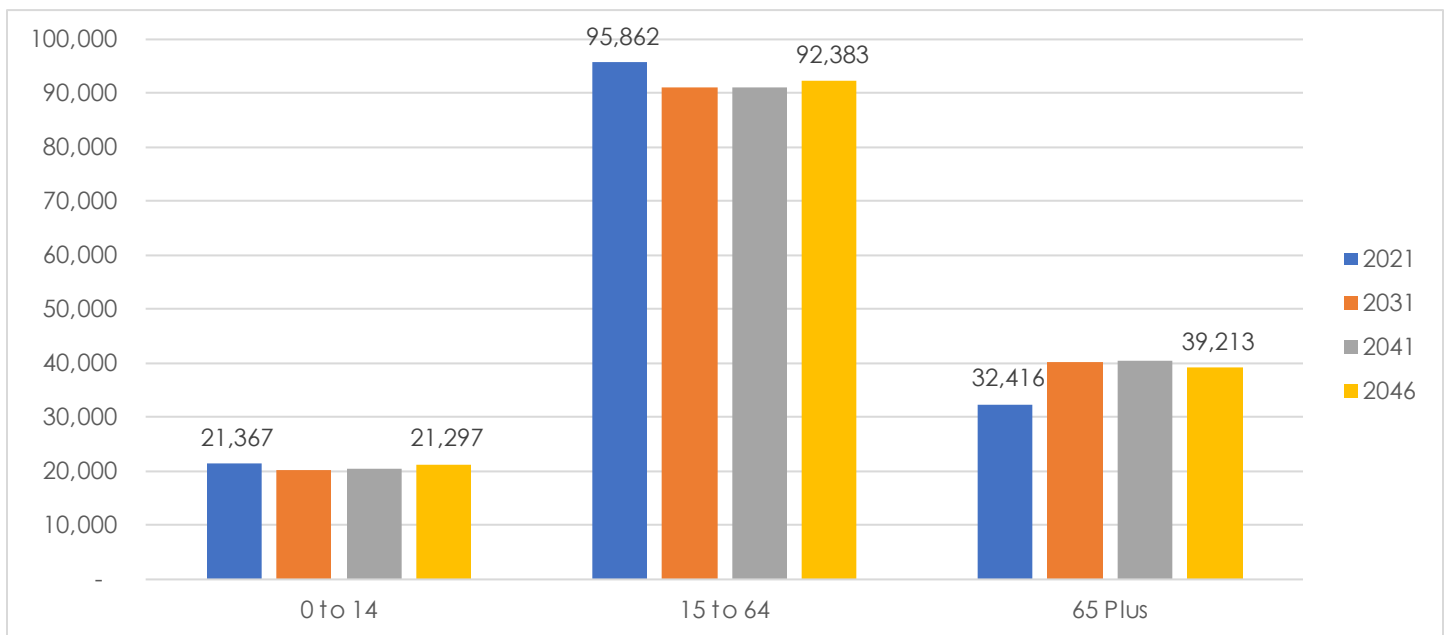
Note: These data use 2016 census boundaries (2023f).

Figure 6. Population Projections for the District of Thunder Bay, 2021–2046



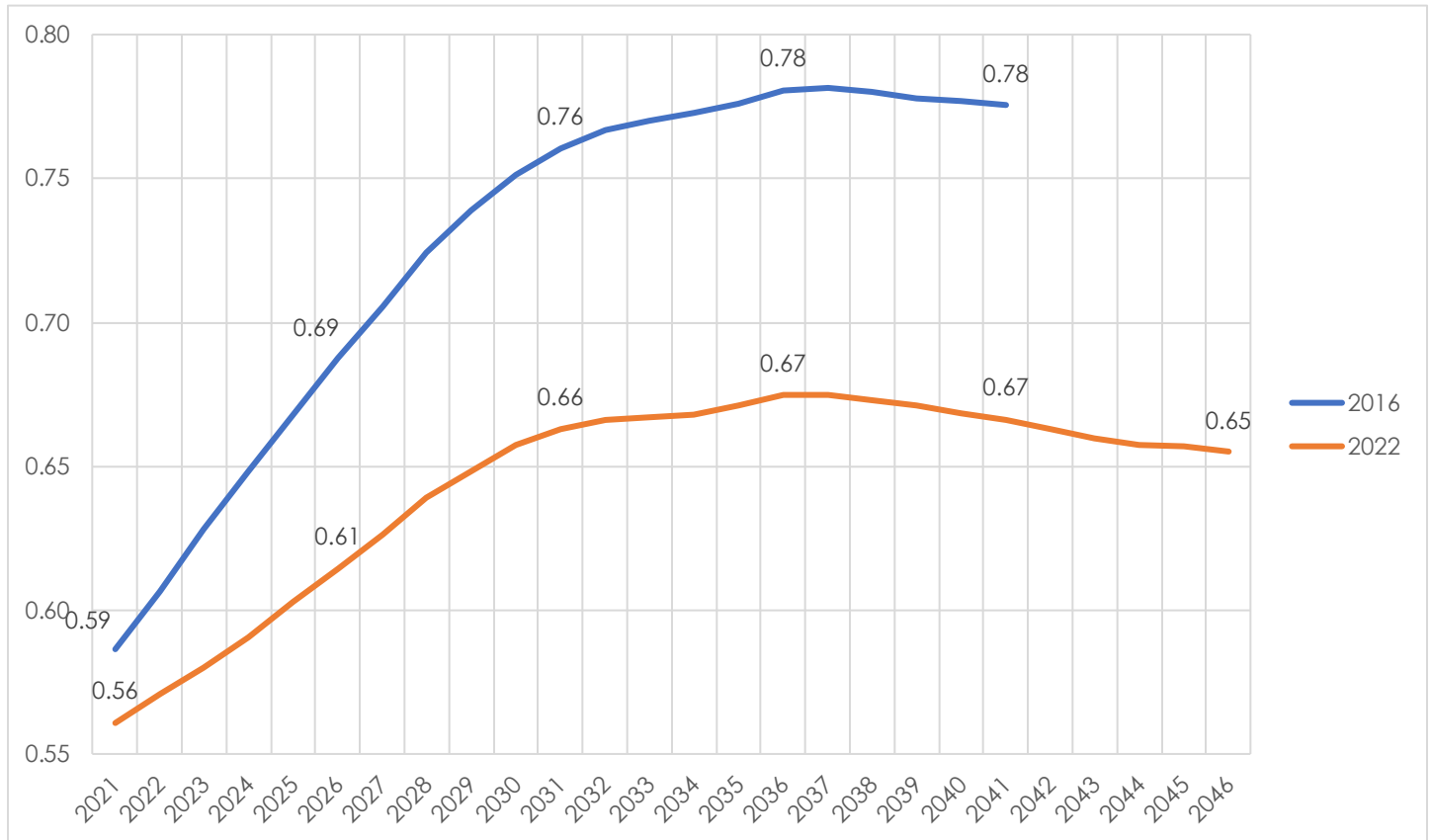
Source: Ontario Ministry of Finance (2022).

Figure 7. Population Projections for the District of Thunder Bay by Age, 2021–2046



Source: Ontario Ministry of Finance (2022).

Figure 8. Demographic Dependency Ratio Projections for the District of Thunder Bay, 2016 and 2022 Projections



Source: Author's calculations based on data from the Ontario Ministry of Finance (2022) and Rizzuto and Lefebvre (2022, 25).

Labour Force Characteristics

These data present how the population ages 15 and over in the Thunder Bay CMA is distributed according to participation in the labour force, employment or unemployment status, income, occupation, and industry, including some analyses by sex and gender.

Table 1. Labour Force Statistics of Thunder Bay Census Metropolitan Area, 2006–2022

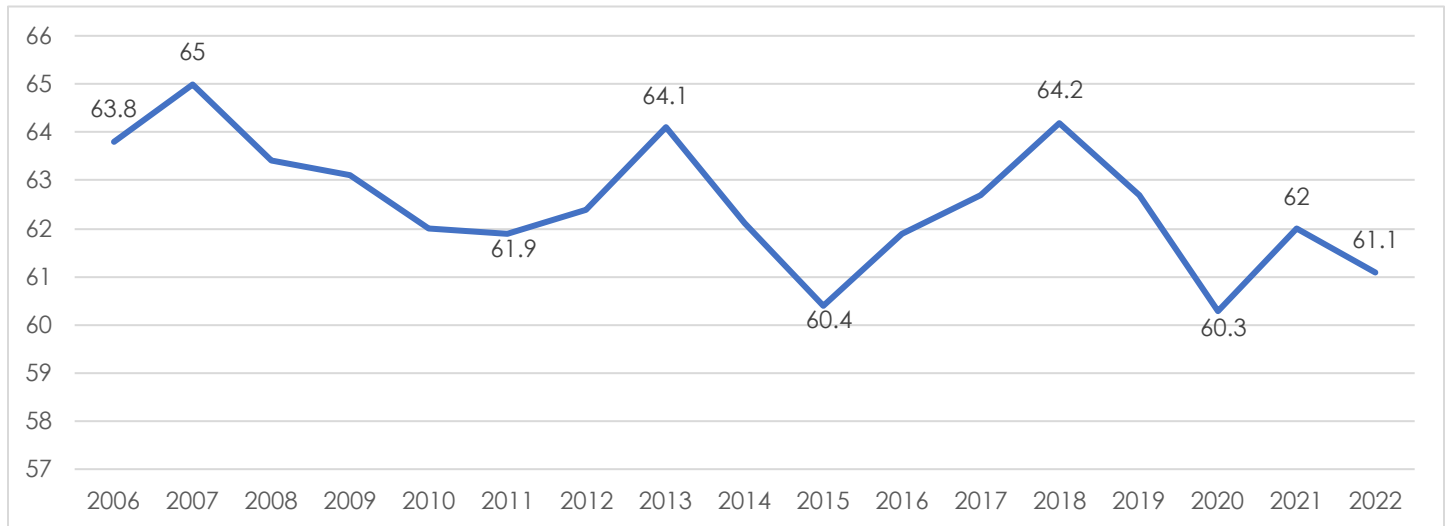
	2006	2007	2008	2009	2010	2011	2012	2013
Population 15 and over	104,100	103,900	103,900	103,900	104,300	104,400	104,500	104,600
Labour force	66,400	67,500	65,900	65,600	64,700	64,600	65,200	67,000
Not in the labour force	37,700	36,400	38,000	38,400	39,600	39,800	39,300	37,600
Participation rate	63.8	65	63.4	63.1	62	61.9	62.4	64.1
Employment rate	58.8	60.6	59.7	57.7	57.8	57.6	58.9	60
Unemployment rate	7.8	6.7	5.9	8.4	6.8	7	5.5	6.3

	2014	2015	2016	2017	2018	2019	2020	2021	2022
Population 15 and over	104,600	104,300	104,400	105,100	105,900	106,700	106,800	106,500	106,600
Labour force	65,000	63,000	64,600	65,900	68,000	66,900	64,400	66,000	65,100
Not in the labour force	39,600	41,300	39,800	39,200	37,900	39,800	42,400	40,500	41,500
Participation rate	62.1	60.4	61.9	62.7	64.2	62.7	60.3	62	61.1
Employment rate	58.7	57.2	57.8	59.1	60.8	59.2	55.3	57.4	58.1
Unemployment rate	5.4	5.2	6.7	5.8	5.1	5.5	8.2	7.3	4.9

Source: Statistics Canada (2023c).

Note: Data are for Thunder Bay CMA because data at the municipality (census subdivision) level were not available (2023c). Data are for the population ages 15 and over (ibid.).

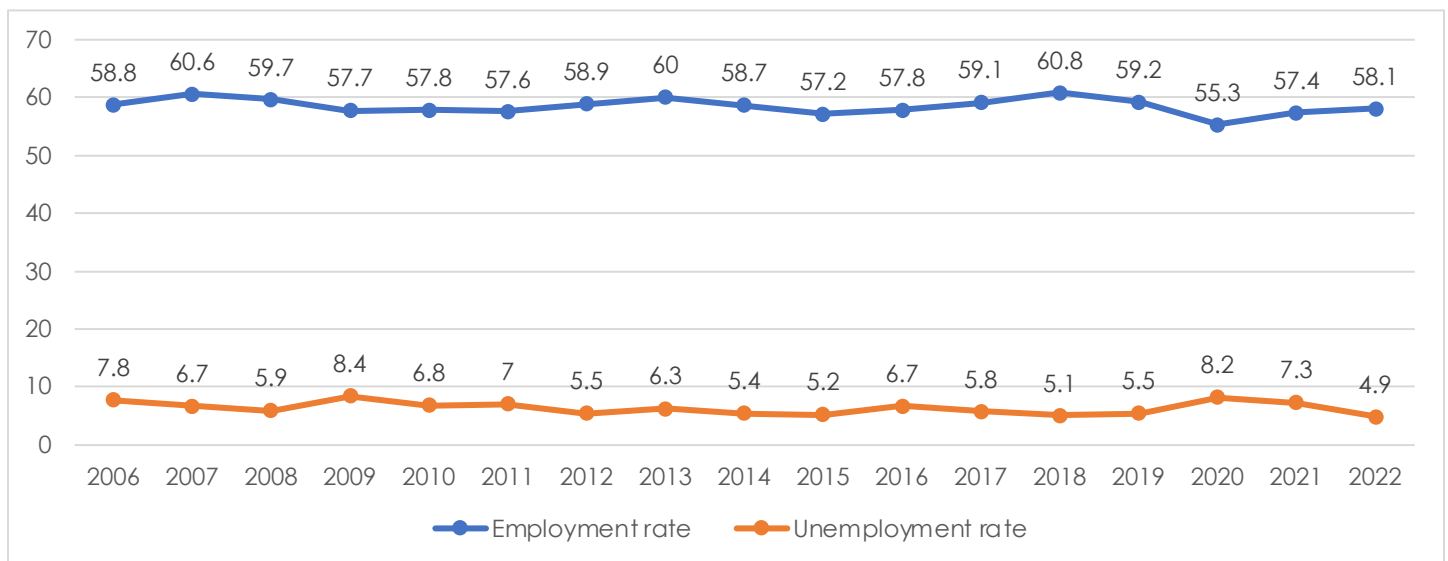
Figure 9. Participation Rate in the Thunder Bay Census Metropolitan Area, 2006–2022



Source: Statistics Canada (2023c).

Note: Data are for Thunder Bay CMA because data at the municipality (census subdivision) level were not available (2023c). Data are for the population ages 15 and over (ibid.).

Figure 10. Employment and Unemployment Rates in the Thunder Bay Census Metropolitan Area, 2006–2022



Source: Statistics Canada (2023c).

Note: Data are for Thunder Bay CMA because data at the municipality (census subdivision) level were not available (2023c). Data are for the population ages 15 and over (ibid.).

Table 2. Employment Status (Counts) by Sex for the Thunder Bay Census Metropolitan Area, 2006–2022

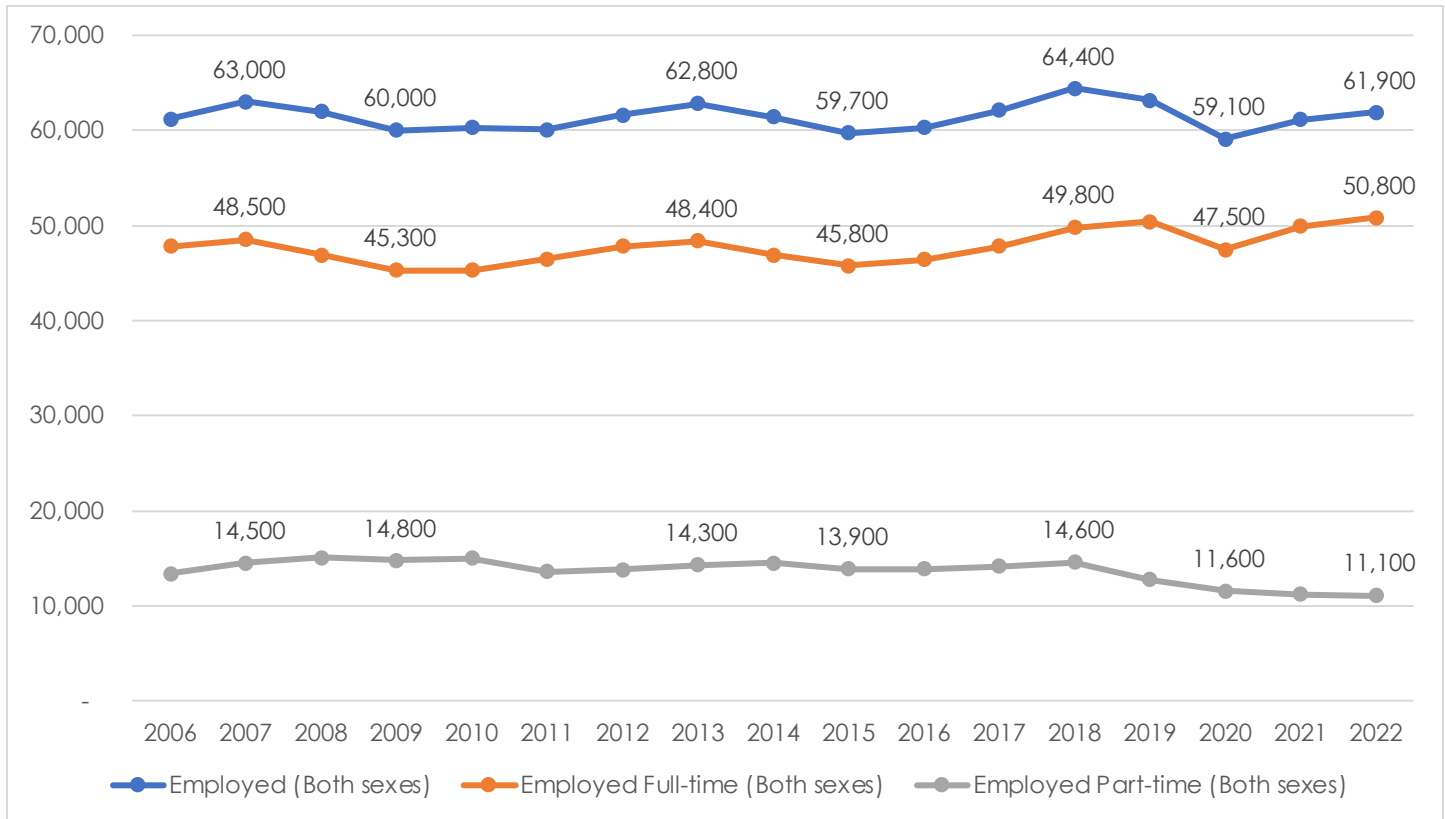
		2006	2007	2008	2009	2010	2011	2012	2013
Employed	Employed (Both sexes)	61,200	63,000	62,000	60,000	60,300	60,100	61,600	62,800
	Employed (Males)	30,500	31,500	30,100	29,400	31,100	30,900	30,700	31,600
	Employed (Females)	30,600	31,500	31,900	30,600	29,200	29,100	30,900	31,200
Employed Full-Time	Employed Full-time (Both sexes)	47,800	48,500	46,900	45,300	45,300	46,500	47,800	48,400
	Employed Full-time (Males)	27,000	26,800	25,100	24,800	25,500	26,800	26,400	27,000
	Employed Full-time (Females)	20,800	21,700	21,800	20,400	19,800	19,800	21,300	21,400
Employed Part-time	Employed Part-time (Both sexes)	13,400	14,500	15,100	14,800	15,000	13,600	13,800	14,300
	Employed Part-time (Males)	3,500	4,600	5,000	4,600	5,600	4,200	4,300	4,600
	Employed Part-Time (Females)	9,800	9,800	10,100	10,200	9,400	9,400	9,600	9,800

		2014	2015	2016	2017	2018	2019	2020	2021	2022
Employed	Employed (Both sexes)	61,400	59,700	60,300	62,100	64,400	63,200	59,100	61,100	61,900
	Employed (Males)	30,800	29,700	30,300	30,700	33,000	32,500	30,100	31,400	32,800
	Employed (Females)	30,600	29,900	30,000	31,400	31,500	30,700	29,000	29,700	29,100
Employed Full-Time	Employed Full-time (Both sexes)	46,900	45,800	46,400	47,800	49,800	50,400	47,500	49,900	50,800
	Employed Full-time (Males)	26,300	25,300	25,500	26,000	27,600	28,200	26,100	27,600	28,400
	Employed Full-time (Females)	20,600	20,500	20,900	21,900	22,200	22,300	21,400	22,300	22,300
Employed Part-time	Employed Part-time (Both sexes)	14,500	13,900	13,900	14,200	14,600	12,800	11,600	11,200	11,100
	Employed Part-time (Males)	4,500	4,400	4,800	4,700	5,400	4,400	3,900	3,800	4,400
	Employed Part-Time (Females)	10,000	9,400	9,100	9,500	9,200	8,400	7,600	7,400	6,700

Source: Statistics Canada (2023c).

Note: Data are for Thunder Bay CMA because data at the municipality (census subdivision) level were not available (2023c). Data are for the population ages 15 and over (*ibid.*). Males and females represent sex at birth (*ibid.*).

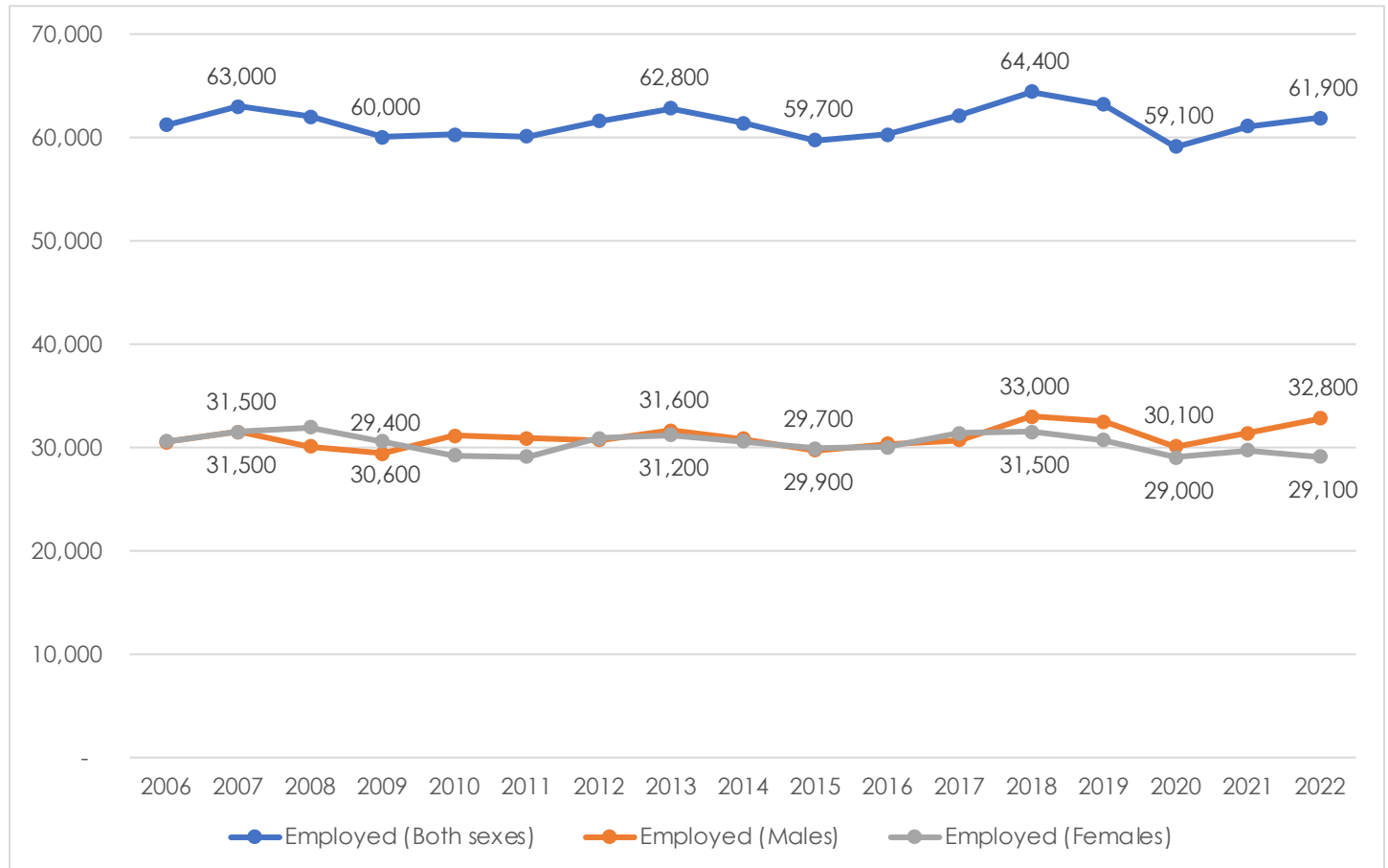
Figure 11. Employed Full and Part-time Status (Counts) for the Thunder Bay Census Metropolitan Area, 2006–2022



Source: Statistics Canada (2023c).

Note: Data are for Thunder Bay CMA because data at the municipality (census subdivision) level were not available (2023c). Data are for the population ages 15 and over (ibid.).

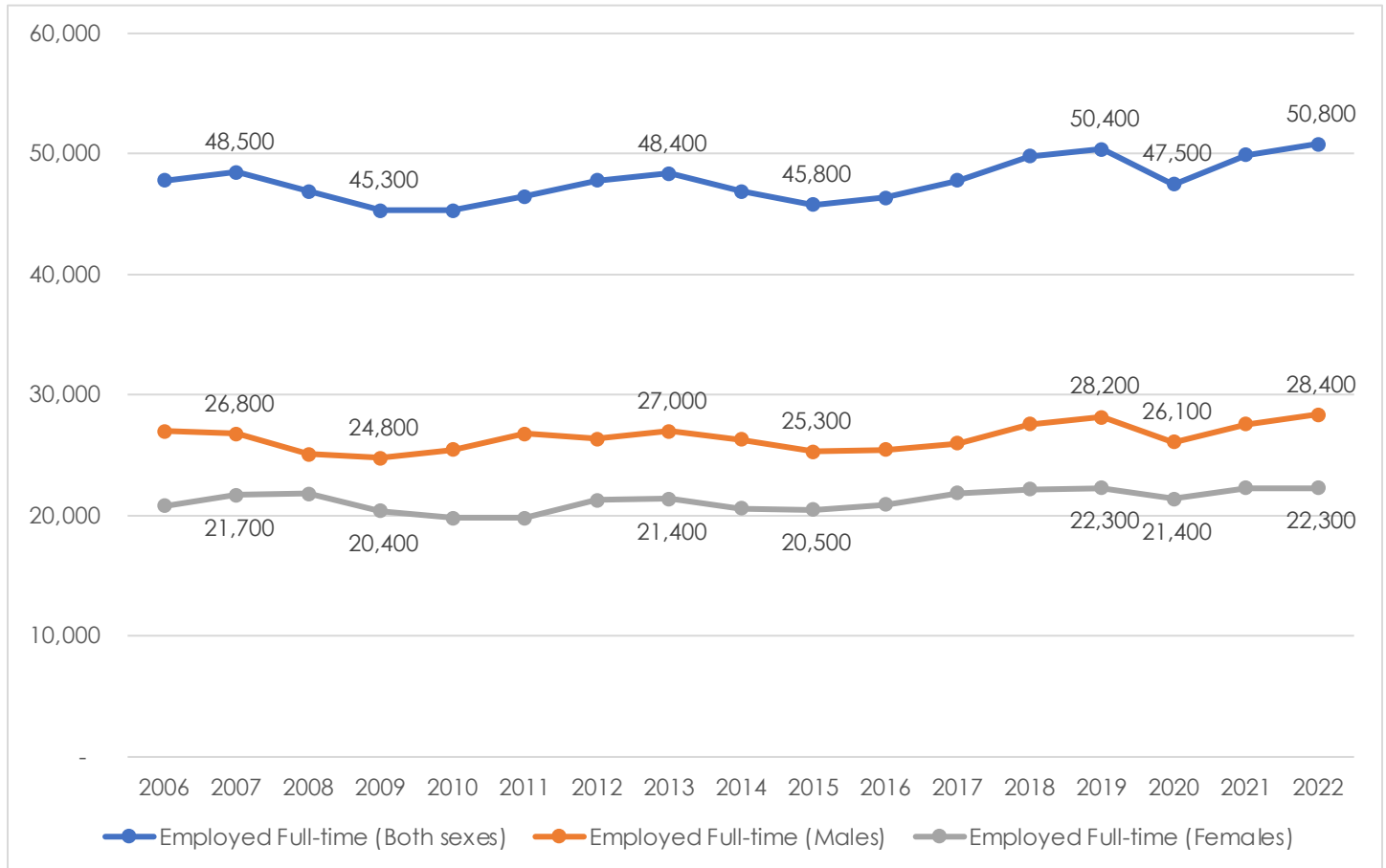
Figure 12. Employment Status (Counts) by Sex for the Thunder Bay Census Metropolitan Area, 2006–2022



Source: Statistics Canada (2023c).

Note: Data are for Thunder Bay CMA because data at the municipality (census subdivision) level were not available (2023c). Data are for the population ages 15 and over (*ibid.*). Males and females represent sex at birth (*ibid.*). Data labels for employed males are pictured above the trendline, and for females below.

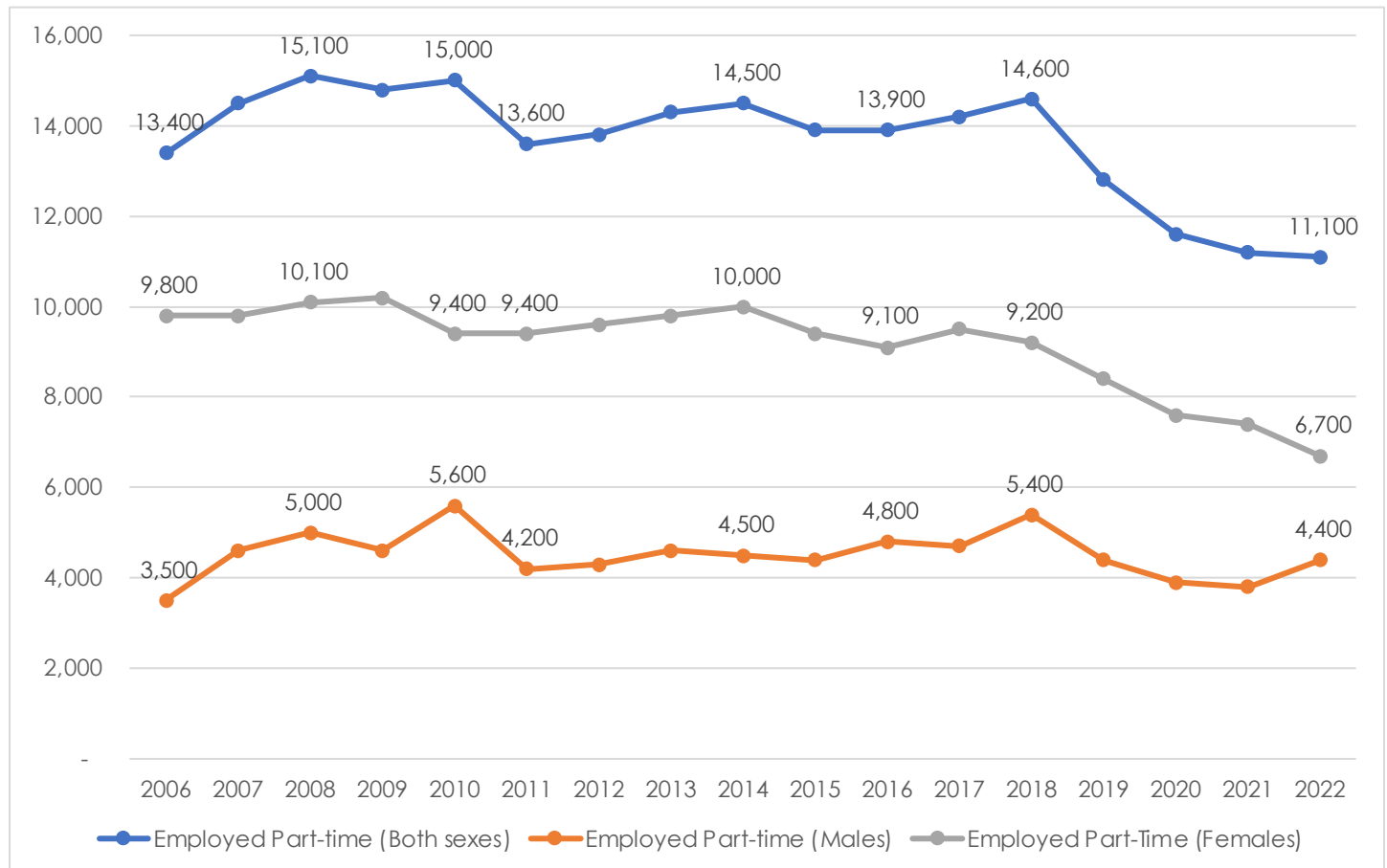
Figure 13. Employed Full-time Status (Counts) by Sex for the Thunder Bay Census Metropolitan Area, 2006–2022



Source: Statistics Canada (2023c).

Note: Data are for Thunder Bay CMA because data at the municipality (census subdivision) level were not available (2023c). Data are for the population ages 15 and over (ibid.). Males and females represent sex at birth (ibid.). Data labels for employed males are pictured above the trendline, and for females below.

Figure 14. Employed Part-time Status (Counts) by Sex for the Thunder Bay Census Metropolitan Area, 2006–2022



Source: Statistics Canada (2023c).

Note: Data are for Thunder Bay CMA because data at the municipality (census subdivision) level were not available (2023c). Data are for the population ages 15 and over (ibid.). Males and females represent sex at birth (ibid.).

Table 3. Employment Status (Percentages) by Sex for the Thunder Bay Census Metropolitan Area, 2006–2022

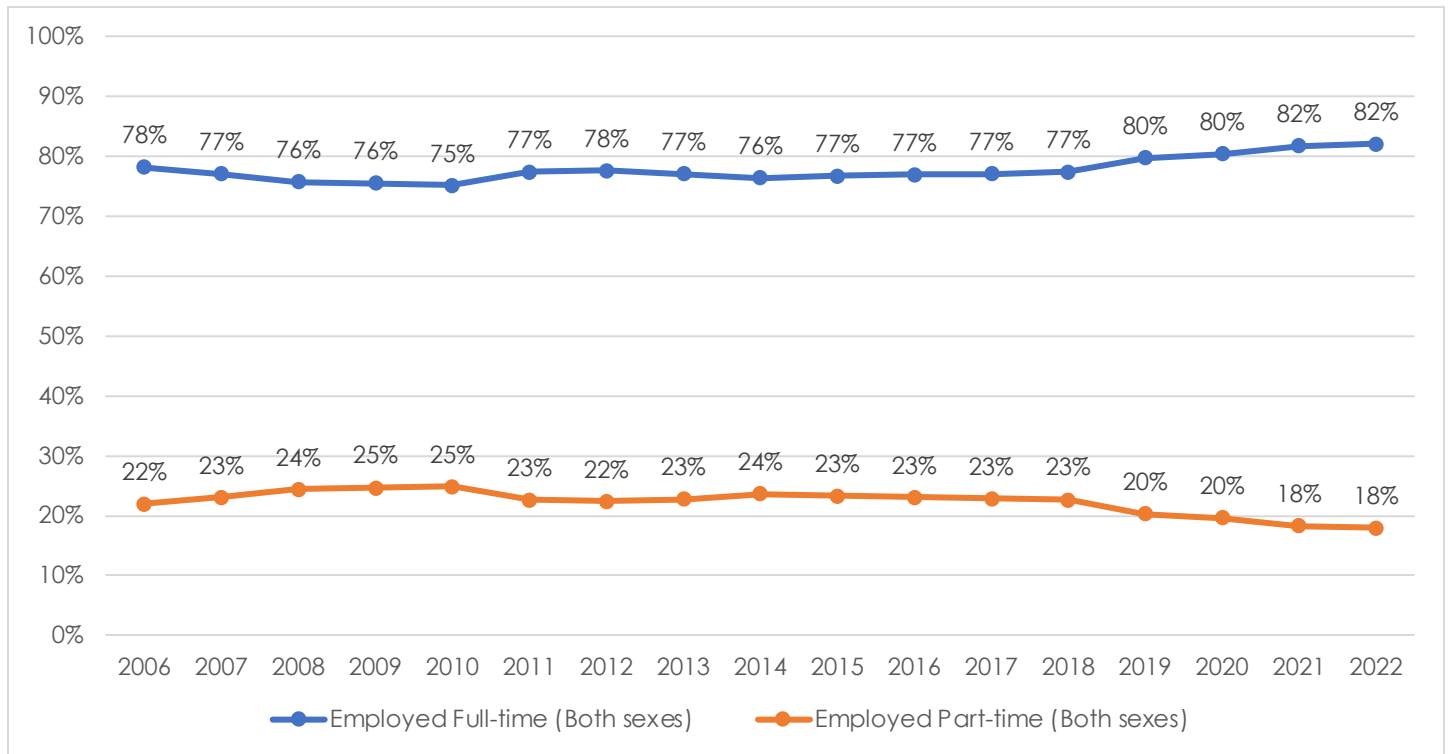
		2006	2007	2008	2009	2010	2011	2012	2013
Employed	Employed (Males)	50%	50%	49%	49%	52%	51%	50%	50%
	Employed (Females)	50%	50%	51%	51%	48%	48%	50%	50%
Employed Full-Time	Employed Full-time (Both sexes)	78%	77%	76%	76%	75%	77%	78%	77%
	Employed Full-time (Males)	56%	55%	54%	55%	56%	58%	55%	56%
	Employed Full-time (Females)	44%	45%	46%	45%	44%	43%	45%	44%
Employed Part-time	Employed Part-time (Both sexes)	22%	23%	24%	25%	25%	23%	22%	23%
	Employed Part-time (Males)	26%	32%	33%	31%	37%	31%	31%	32%
	Employed Part-Time (Females)	73%	68%	67%	69%	63%	69%	70%	69%

		2014	2015	2016	2017	2018	2019	2020	2021	2022
Employed	Employed (Males)	50%	50%	50%	49%	51%	51%	51%	51%	53%
	Employed (Females)	50%	50%	50%	51%	49%	49%	49%	49%	47%
Employed Full-Time	Employed Full-time (Both sexes)	76%	77%	77%	77%	77%	80%	80%	82%	82%
	Employed Full-time (Males)	56%	55%	55%	54%	55%	56%	55%	55%	56%
	Employed Full-time (Females)	44%	45%	45%	46%	45%	44%	45%	45%	44%
Employed Part-time	Employed Part-time (Both sexes)	24%	23%	23%	23%	23%	20%	20%	18%	18%
	Employed Part-time (Males)	31%	32%	35%	33%	37%	34%	34%	34%	40%
	Employed Part-Time (Females)	69%	68%	65%	67%	63%	66%	66%	66%	60%

Source: Statistics Canada (2023c).

Note: Data are for Thunder Bay CMA because data at the municipality (census subdivision) level were not available (2023c). Data are for the population ages 15 and over (ibid.). Males and females represent sex at birth (ibid.).

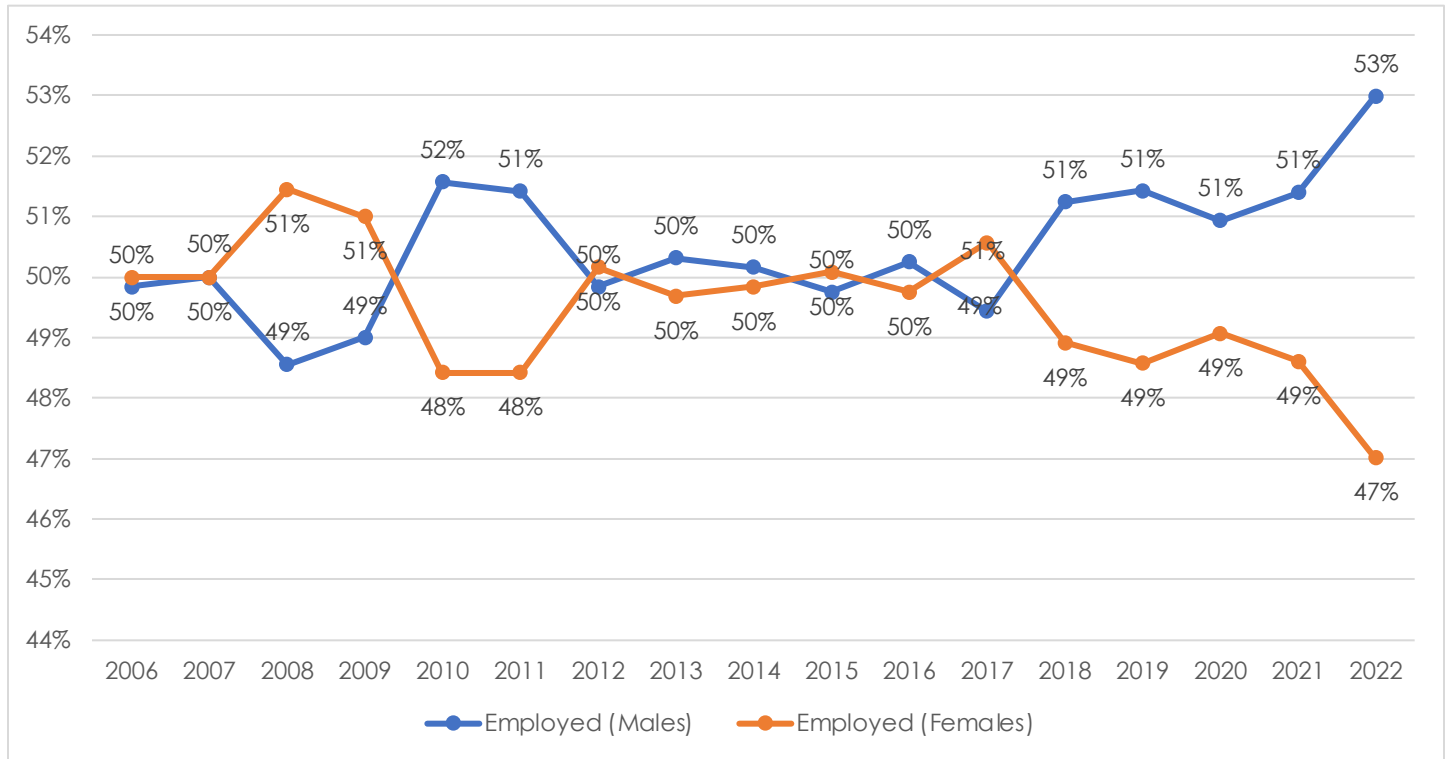
Figure 15. Employed Full and Part-time Status (Percentages) for the Thunder Bay Census Metropolitan Area, 2006–2022



Source: Statistics Canada (2023c).

Note: Data are for Thunder Bay CMA because data at the municipality (census subdivision) level were not available (2023c). Data are for the population ages 15 and over (ibid.).

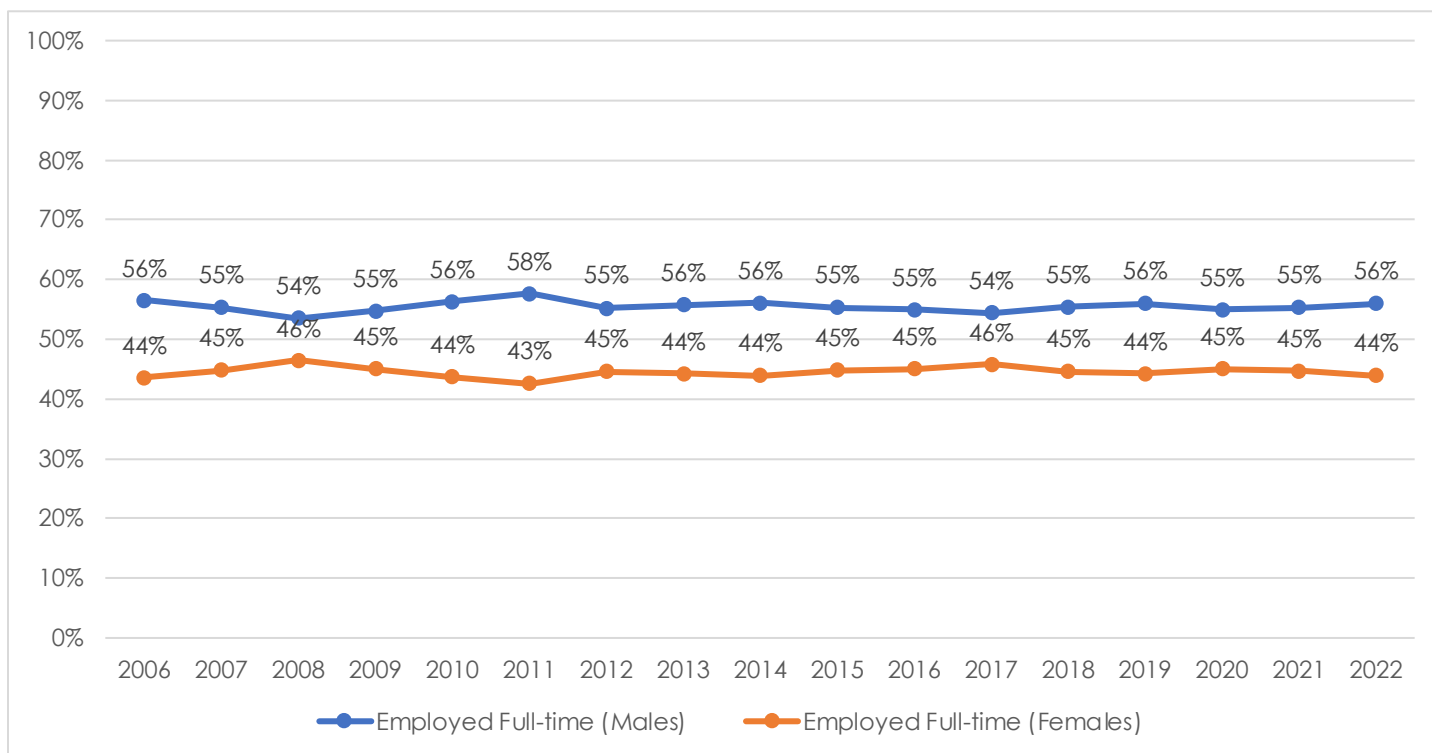
Figure 16. Employment Status (Percentages) by Sex for the Thunder Bay Census Metropolitan Area, 2006–2022



Source: Statistics Canada (2023c).

Note: Please note that this graph's axis ranges only from 44 to 54 per cent to show data in more detail, so comparisons with other percentage graphs in this annex must be made with caution. Data are for Thunder Bay CMA because data at the municipality (census subdivision) level were not available (2023c). Data are for the population ages 15 and over (*ibid.*). Males and females represent sex at birth (*ibid.*). Data labels for employed males are pictured above the trendline, and for females below.

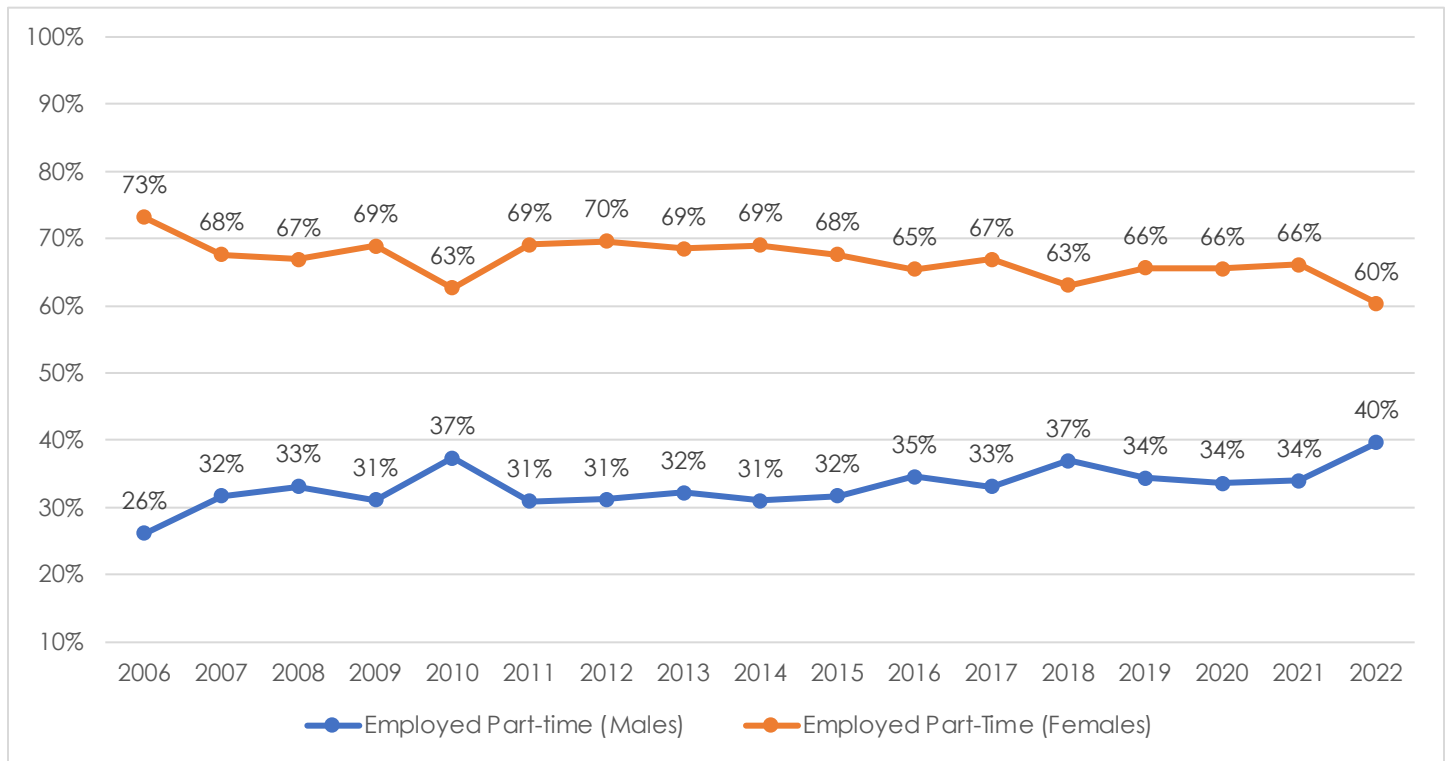
Figure 17. Employed Full-time (Percentages) by Sex for the Thunder Bay Census Metropolitan Area, 2006–2022



Source: Statistics Canada (2023c).

Note: Data are for Thunder Bay CMA because data at the municipality (census subdivision) level were not available (2023c). Data are for the population ages 15 and over (*ibid.*). Males and females represent sex at birth (*ibid.*).

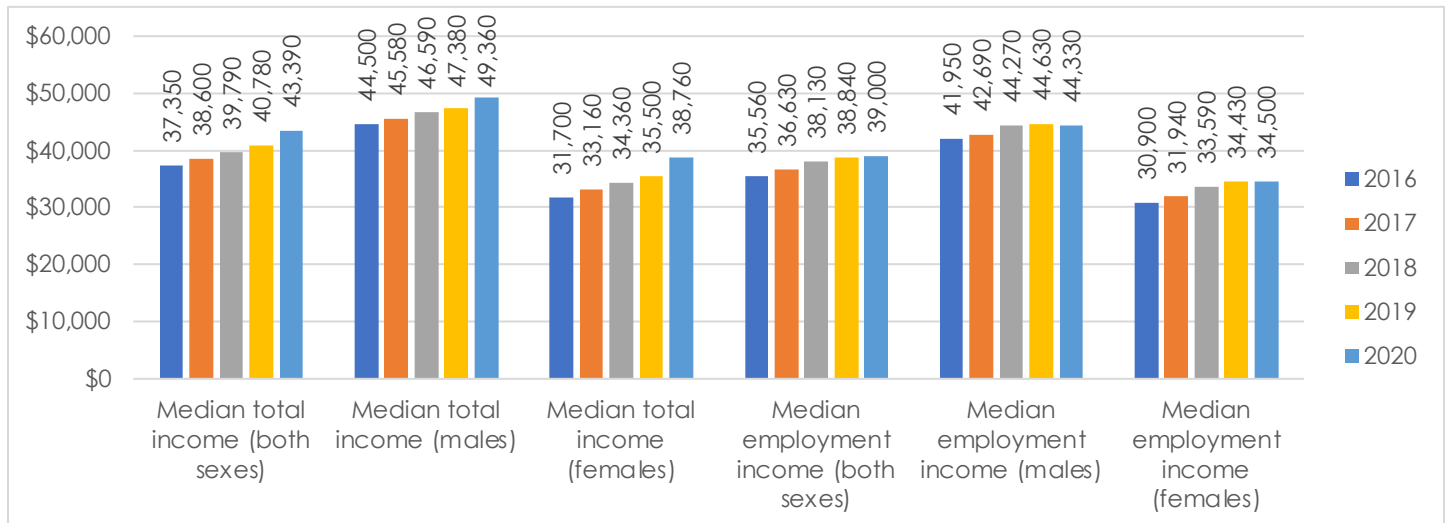
Figure 18. Employed Part-time (Percentages) by Sex for the Thunder Bay Census Metropolitan Area, 2006–2022



Source: Statistics Canada (2023c).

Note: Data are for Thunder Bay CMA because data at the municipality (census subdivision) level were not available (2023c). Data are for the population ages 15 and over (*ibid.*). Males and females represent sex at birth (*ibid.*).

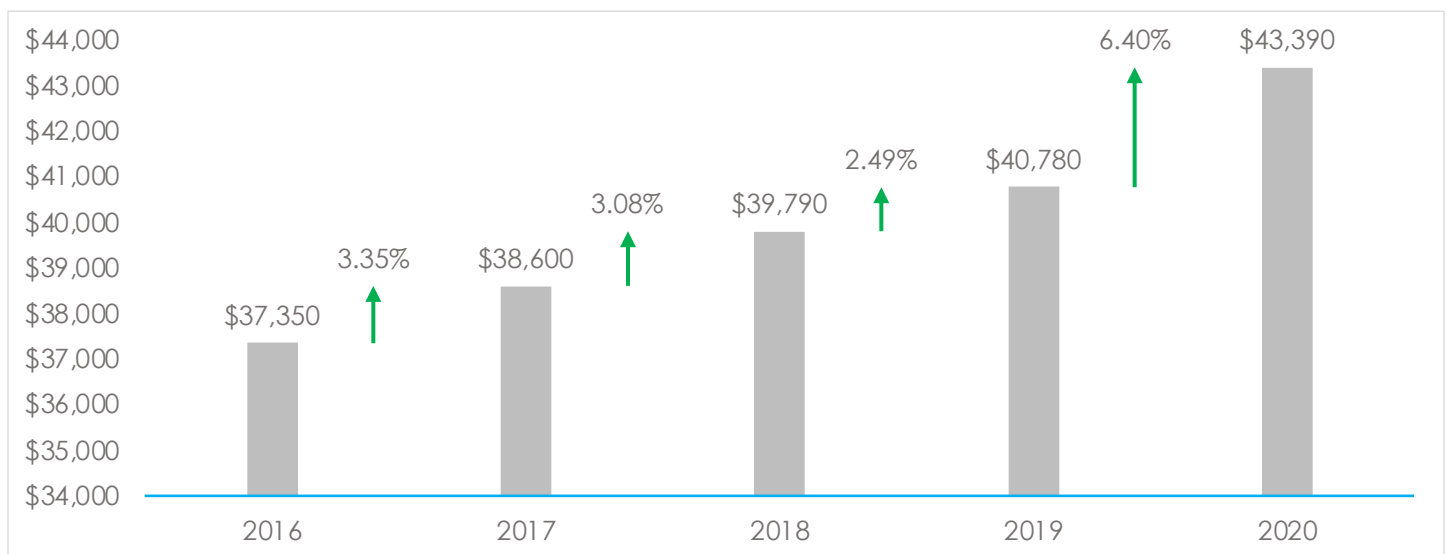
Figure 19. Median Total and Employment Income by Sex for the Thunder Bay Census Metropolitan Area, 2016–2020



Source: Statistics Canada (2022d).

Note: Data refer only to Thunder Bay CMA and are from taxfilers, who are “people who filed a tax return for the reference year and were alive at the end of the year” (ibid.).

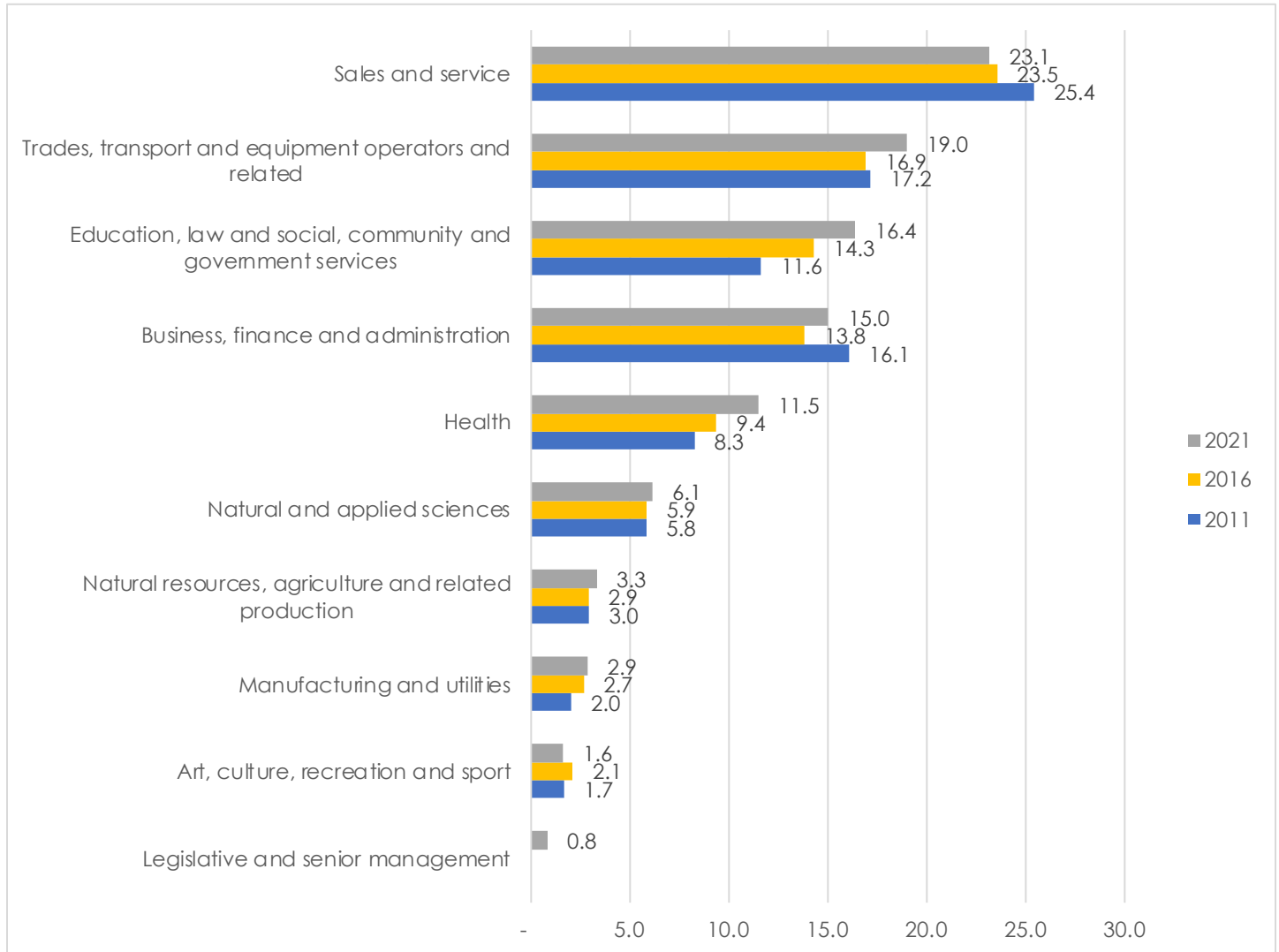
Figure 20. Percentage Increase in Median Total Income for the Thunder Bay Census Metropolitan Area, 2016–2020



Source: Author's calculations based on data from Statistics Canada (2022d).

Note: Data refer only to Thunder Bay CMA and are from taxfilers, who are “people who filed a tax return for the reference year and were alive at the end of the year” (ibid.).

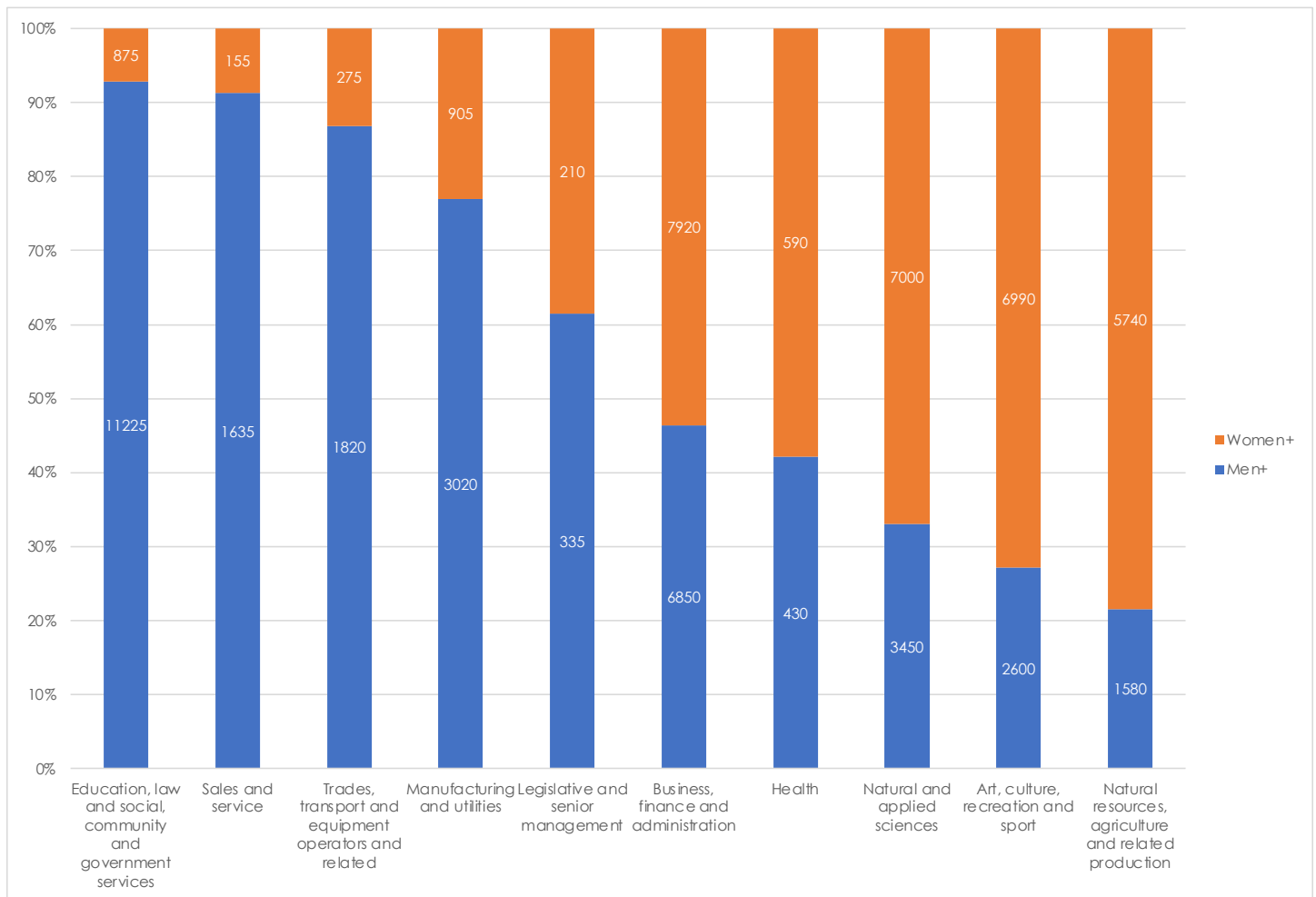
Figure 21. Share of the Workforce by National Occupation Classification for the NSWPB Region, 2011, 2016, and 2021



Source: Statistics Canada (2022i) and Rizzuto and Lefebvre (2022, 28).

Note: Numbers contain small variations due to suppressed data in cases with small counts to meet the confidentiality requirements of the Statistics Act, with data for Lake Nipigon, Lac des Mille Lacs, and Lansdowne House completely suppressed (Statistics Canada 2022i). Data are from a 25 per cent sample for those with employment, "15 years and over, in private households" (ibid.). Occupations are categorized in broad categories through the one-digit National Occupational Classification (ibid.).

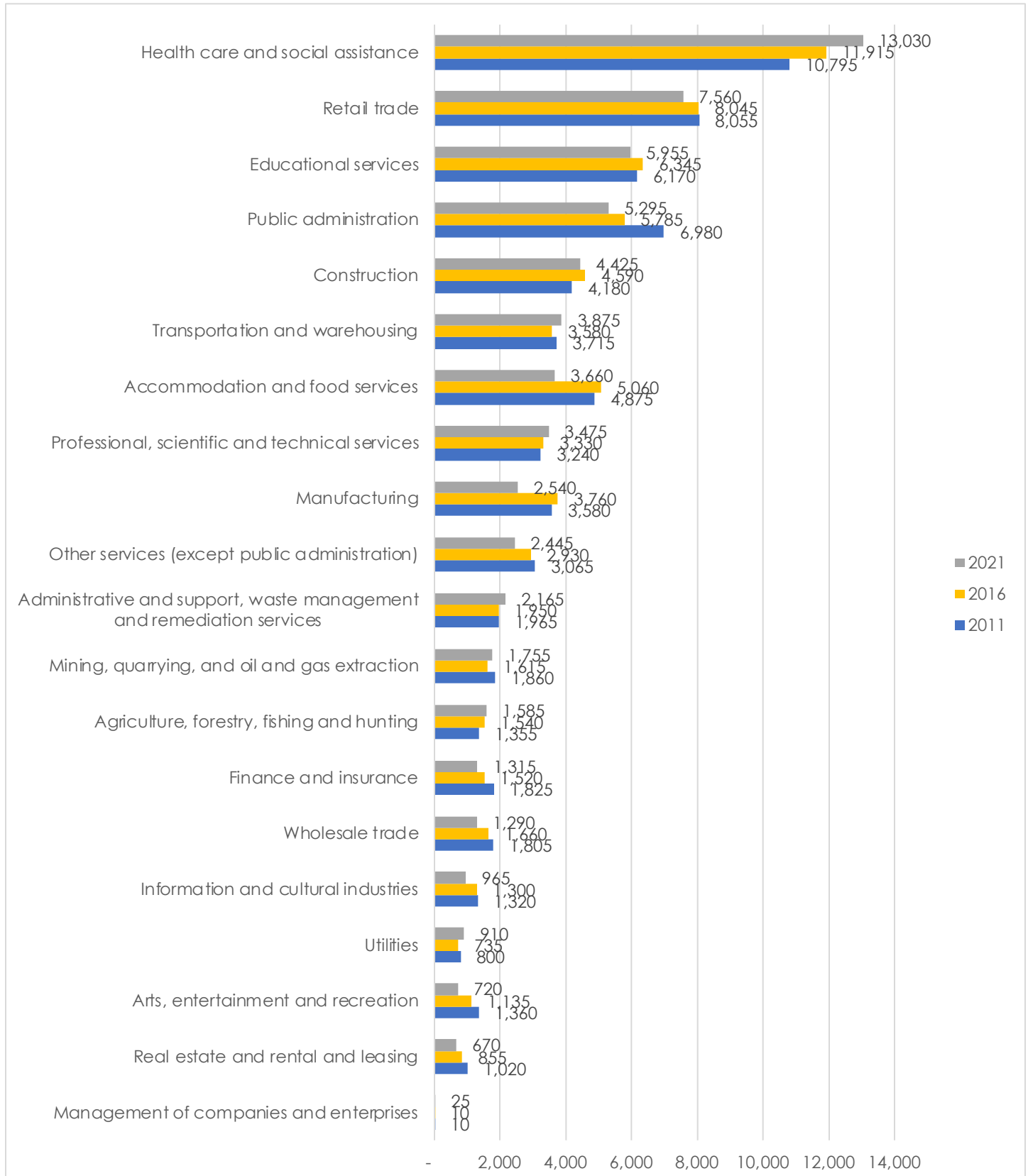
Figure 22. National Occupation Classification by Gender for the NSWPB region, 2021



Source: Statistics Canada (2022i).

Note: Numbers contain small variations due to suppressed data in cases with small counts to meet the confidentiality requirements of the Statistics Act, with data for Lake Nipigon, Lac des Mille Lacs, and Lansdowne House completely suppressed (Statistics Canada 2022i). Data are from a 25 per cent sample for those with employment, "15 years and over, in private households" (ibid.). Occupations are categorized in broad categories through the one-digit National Occupational Classification (ibid.). "Men+" "includes men (and/or boys), as well as some non-binary persons." "Women+" "includes women (and/or girls), as well as some non-binary persons" (ibid.).

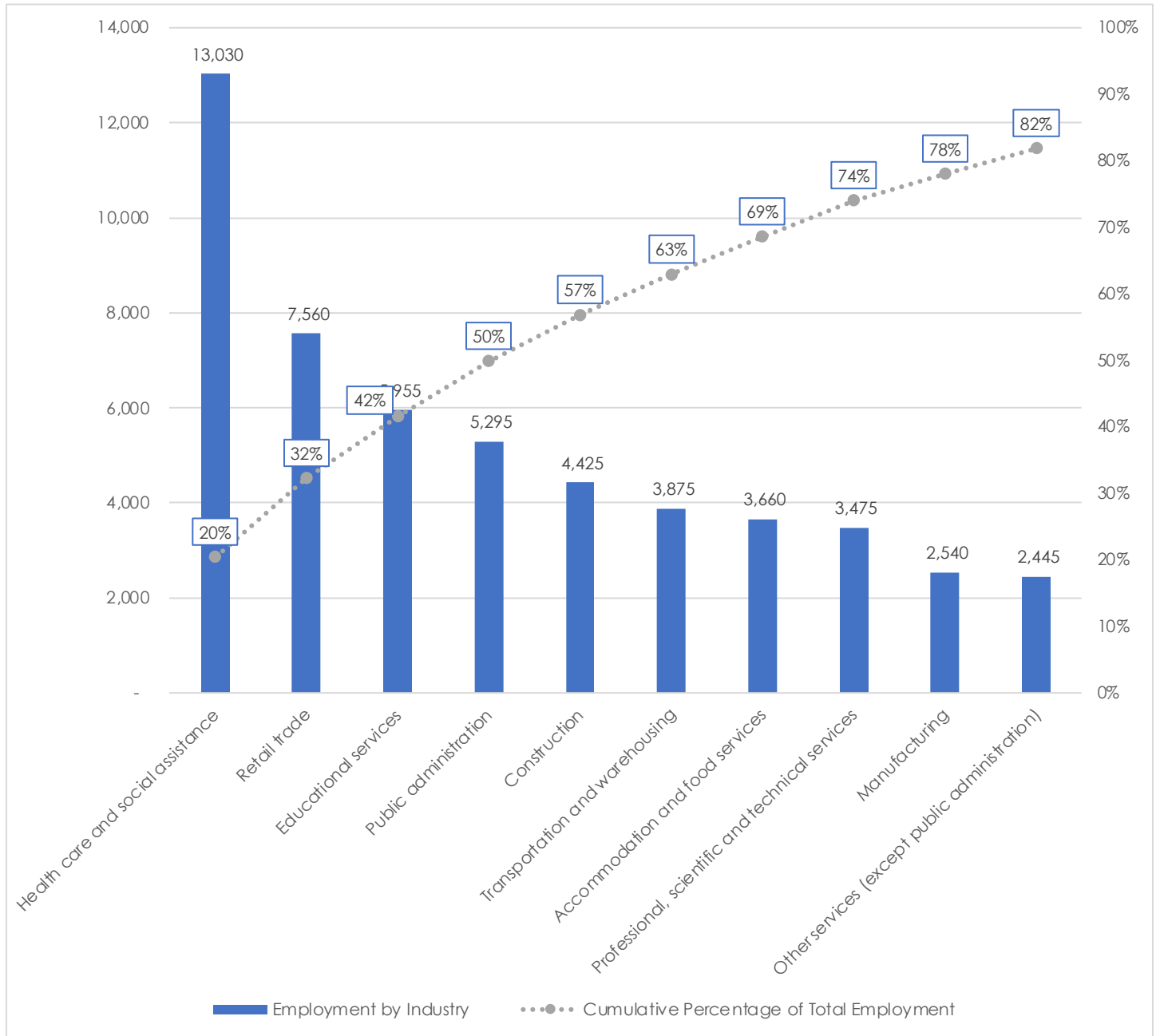
Figure 23. Number of Jobs by Industry for the NSWPB region, 2011, 2016, and 2021



Source: Statistics Canada (2013b, 2017, 2022h).

Note: The 2021 and 2016 data are from a 25 per cent sample of the census for those with employment, "15 years and over, in private households" (Statistics Canada 2017, 2022h). The 2011 data are from the 2011 National Household Survey (Statistics Canada 2013b). Numbers have small variations due to suppressed data in cases with small counts to meet the confidentiality requirements of the Statistics Act (Statistics Canada 2022h). The 2021 data for Lake Nipigon, Lac des Mille Lacs, and Lansdowne House are completely suppressed. The 2016 data for Lake Nipigon, Seine River, Lac des Mille Lacs, and Lansdowne House are completely suppressed (Statistics Canada 2017, 2022h). Data for 2011 are limited to the District of Thunder Bay due to data gathering limitations (Statistics Canada 2013b). Therefore, comparisons with 2011 data should be made with caution. The 2021 "industry data are produced according to the North American Industry Classification System (NAICS) Canada 2017 Version 3.0" (Statistics Canada 2022h). The 2016 industry data are "based on North American Industry Classification System (NAICS) 2012" (Statistics Canada 2017). The 2011 industry data are "based on North American Industry Classification System (NAICS) 2007" (Statistics Canada 2013b).

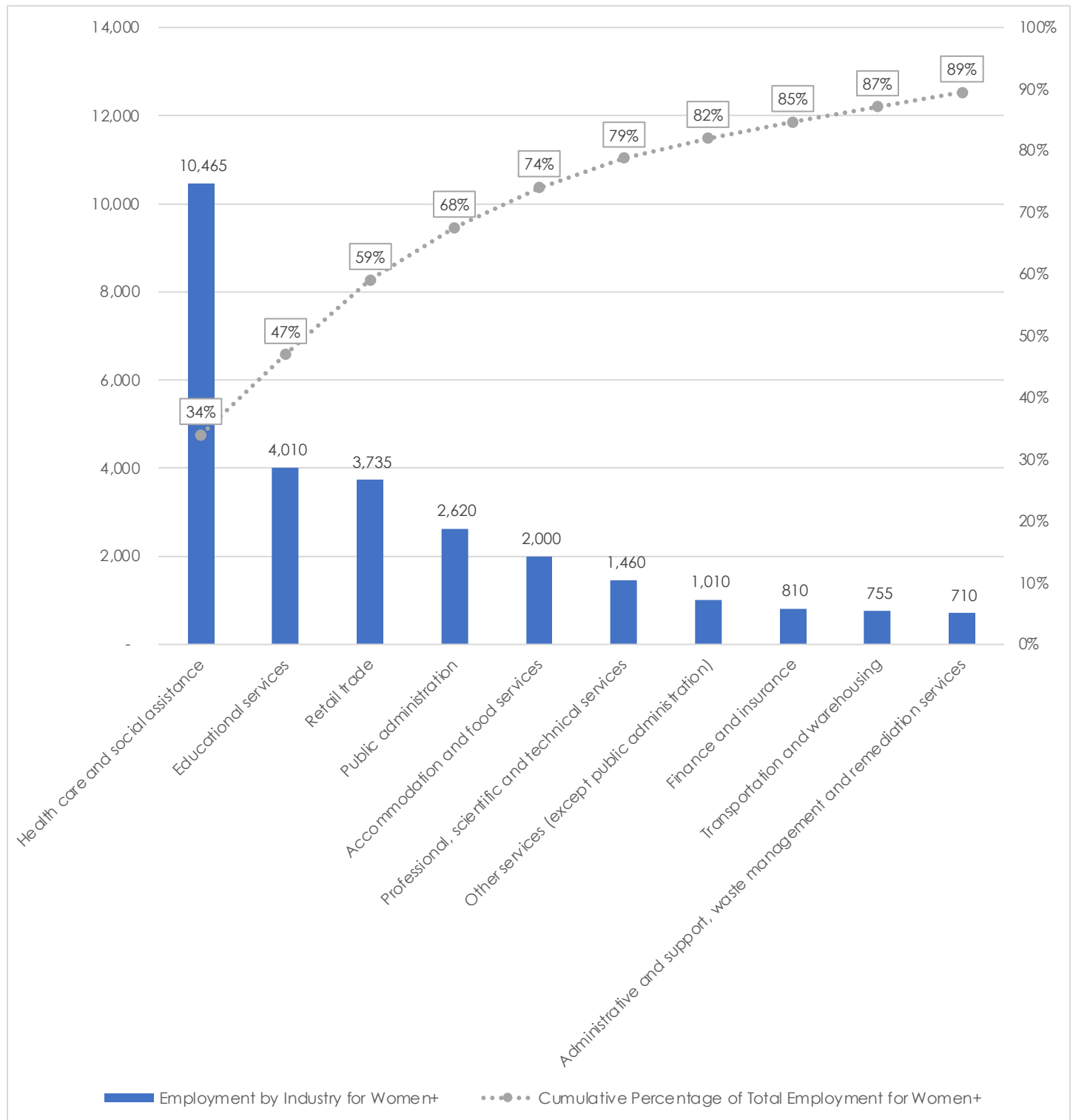
Figure 24. Top 10 Employers and their Cumulative Employment in the NSWPB Region, 2021



Source: Statistics Canada (2022h).

Notes: Data are from a 25 per cent sample of the census for those with employment, "15 years and over, in private households" (Statistics Canada 2022h). Numbers have small variations due to suppressed data in cases with small counts to meet the confidentiality requirements of the Statistics Act, with data for Lake Nipigon, Lac des Mille Lacs, and Lansdowne House completely suppressed (ibid.). "Industry data are produced according to the North American Industry Classification System (NAICS) Canada 2017 Version 3.0" (ibid.).

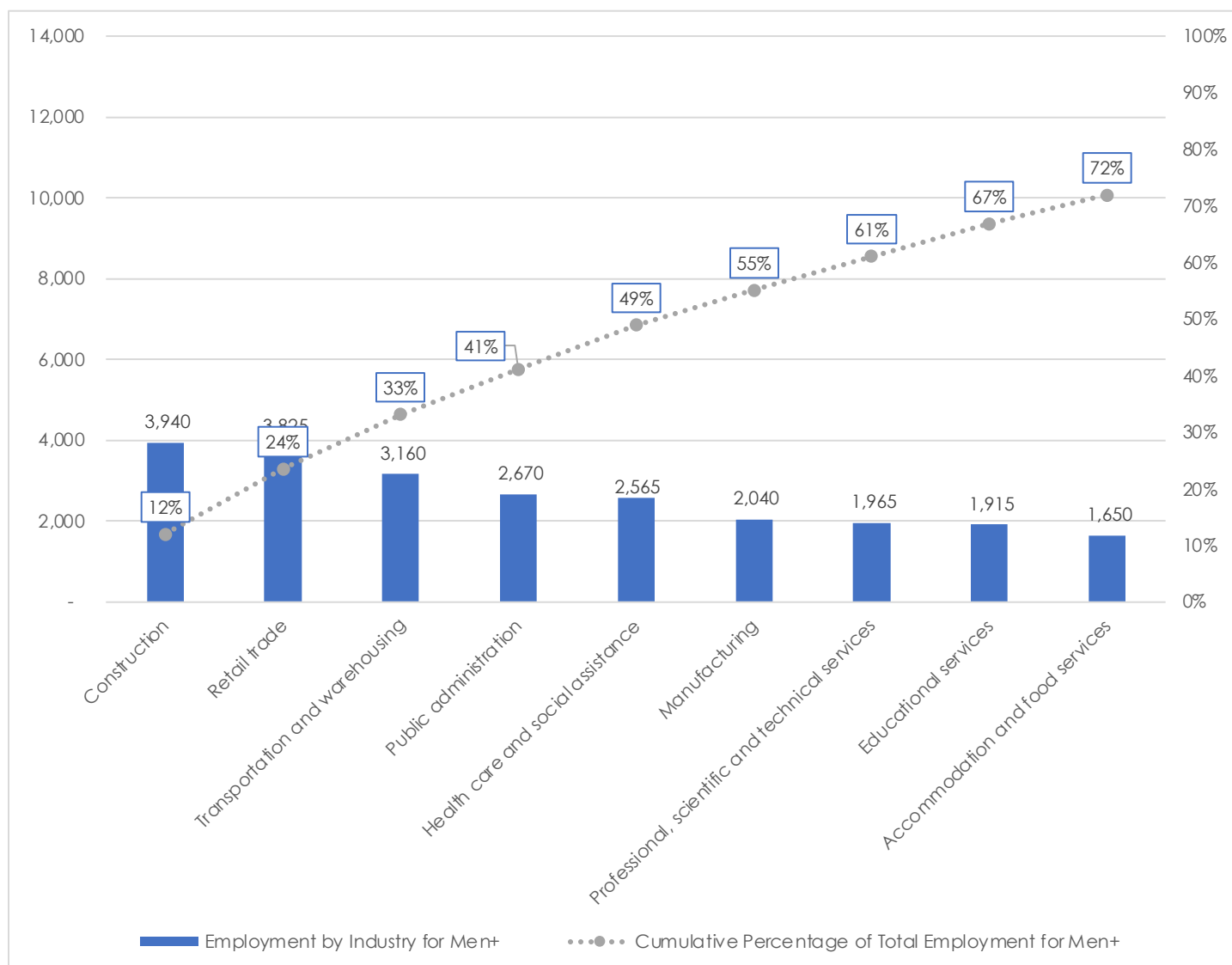
Figure 25. Top 10 Employers and their Cumulative Employment for Women in the NSWPB Region, 2021



Source: Statistics Canada (2022h).

Notes: Data are from a 25 per cent sample of the census for those with employment, "15 years and over, in private households" (Statistics Canada 2022h). Numbers have small variations due to suppressed data in cases with small counts to meet the confidentiality requirements of the Statistics Act, with data for Lake Nipigon, Lac des Mille Lacs, and Lansdowne House completely suppressed (*ibid.*). "Industry data are produced according to the North American Industry Classification System (NAICS) Canada 2017 Version 3.0" (*ibid.*). The "Women+" category "includes women (and/or girls), as well as some non-binary persons" (*ibid.*).

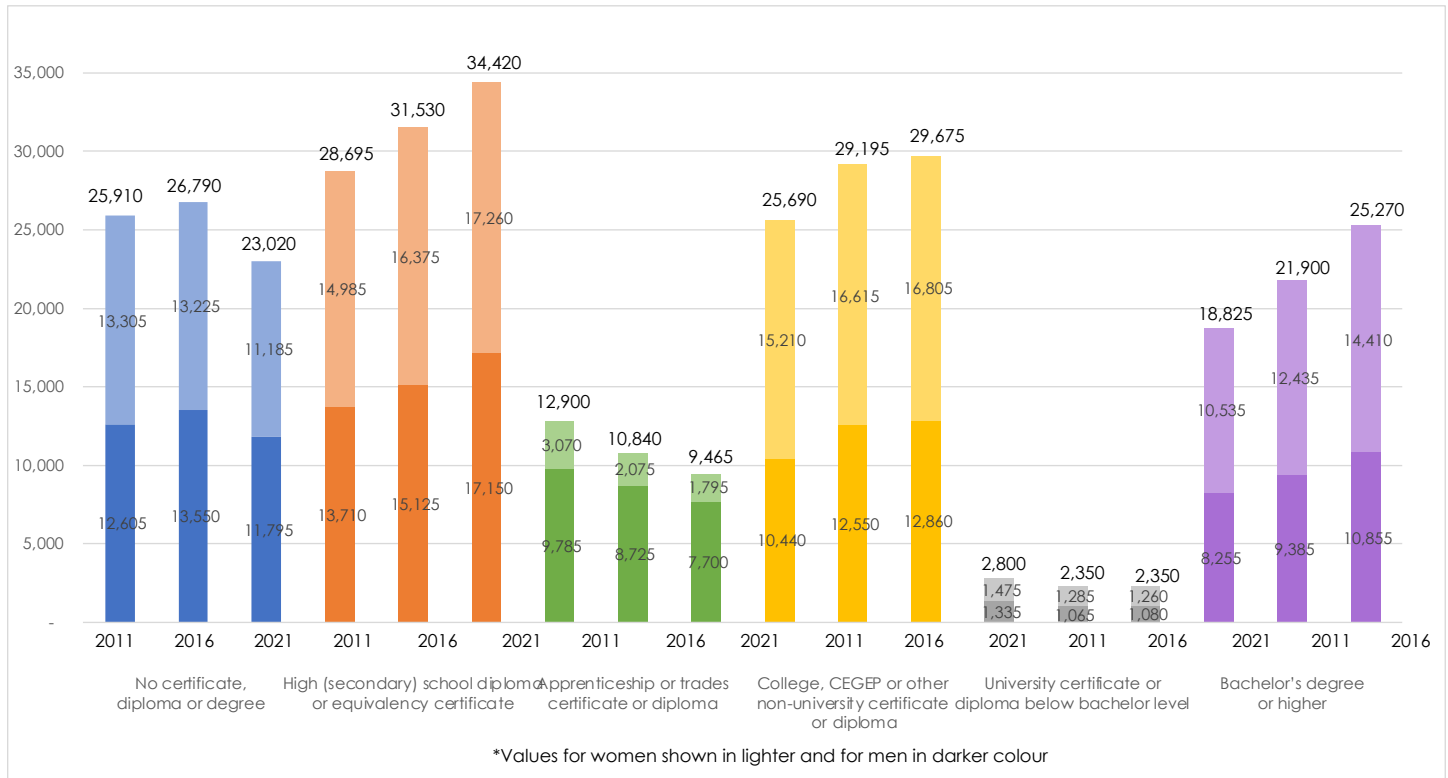
Figure 26. Top 10 Employers and their Cumulative Employment for Men in the NSWPB Region, 2021



Source: Statistics Canada (2022h).

Notes: Data are from a 25 per cent sample of the census for those with employment, "15 years and over, in private households" (Statistics Canada 2022h). Numbers have small variations due to suppressed data in cases with small counts to meet the confidentiality requirements of the Statistics Act, with data for Lake Nipigon, Lac des Mille Lacs, and Lansdowne House completely suppressed (*ibid.*). "Industry data are produced according to the North American Industry Classification System (NAICS) Canada 2017 Version 3.0" (*ibid.*). The "Men+" category "includes men (and/or boys), as well as some non-binary persons" (*ibid.*).

Figure 27. Educational Attainment for Men and Women in the NSWPB Region, 2011, 2016, and 2021



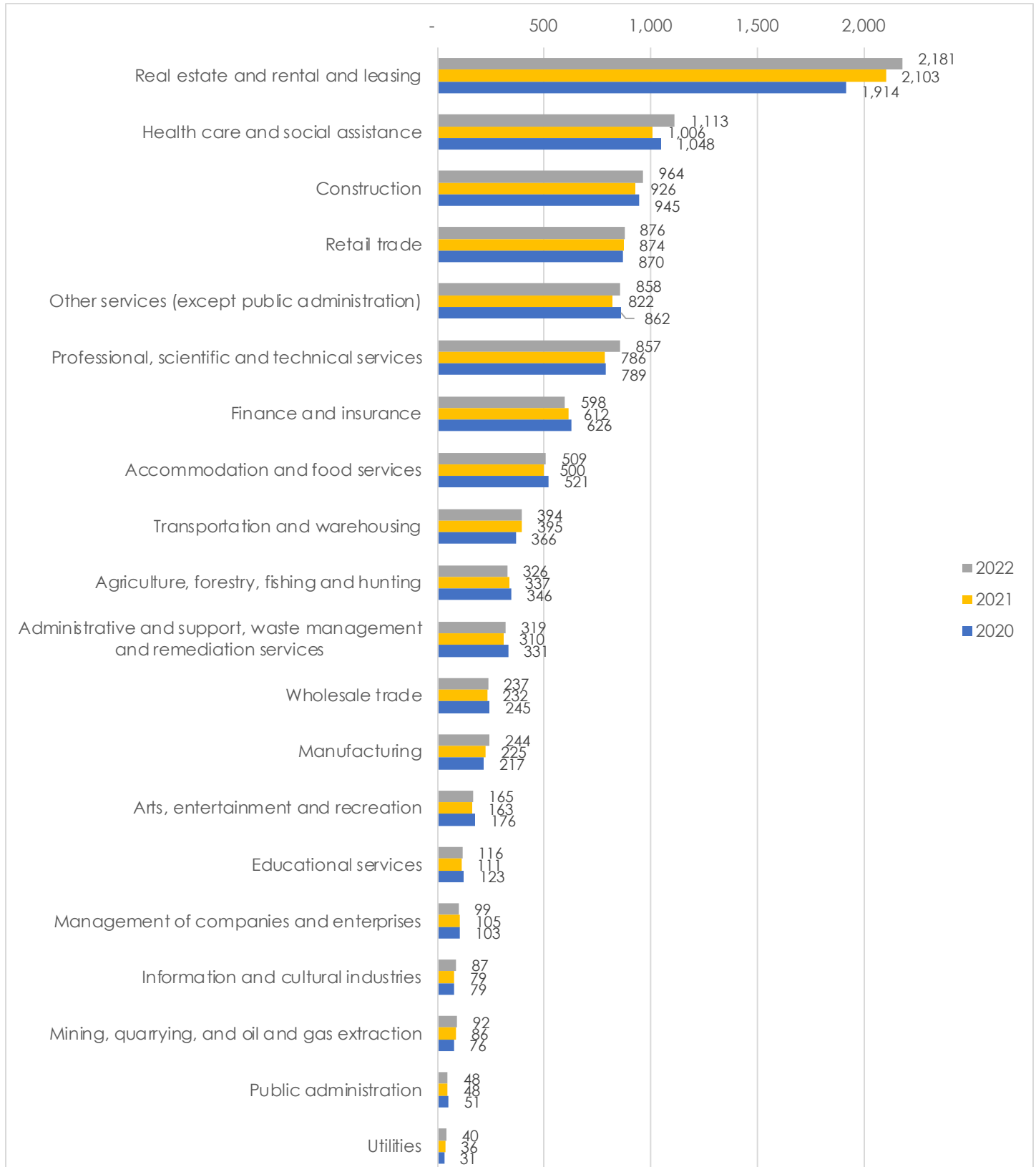
Source: Statistics Canada (2013a, 2018a, 2022g).

Note: The data contain small variations due to suppressed data in cases with small counts to meet the confidentiality requirements of the Statistics Act (Statistics Canada 2022g). The 2021 data for Lake Nipigon, Lac des Mille Lacs, and Lansdowne House are completely suppressed (Statistics Canada 2022g). The 2016 data for Lake Nipigon, Seine River, Lac des Mille Lacs, and Lansdowne House are completely suppressed (Statistics Canada 2018a). The 2011 data for Nipigon, Marathon, Pic River, Gull River, Manitouwadge, Lake Nipigon, Seine River, Lac des Mille Lacs, Fort Hope 64, Webequie, Lansdowne House, and Summer Beaver were suppressed in the 2011 National Household Survey (Statistics Canada 2013a). The 2021 and 2016 data are from a 25 per cent sample of the census for the "population aged 15 years and over in private households" (Statistics Canada 2018a, 2022g). The 2011 data are from the 2011 National Household Survey (Statistics Canada 2013a). For 2021 data, "men" "includes men (and/or boys), as well as some non-binary persons," and "women" "includes women (and/or girls), as well as some non-binary persons" (Statistics Canada 2022g). For 2016 and 2011 data, "men" and "women" represent sex at birth (Statistics Canada 2013a, 2018a).

Employer Characteristics

The number of businesses by sector and their size and the number of businesses by subsectors in the NSWPB region are presented in this subsection.

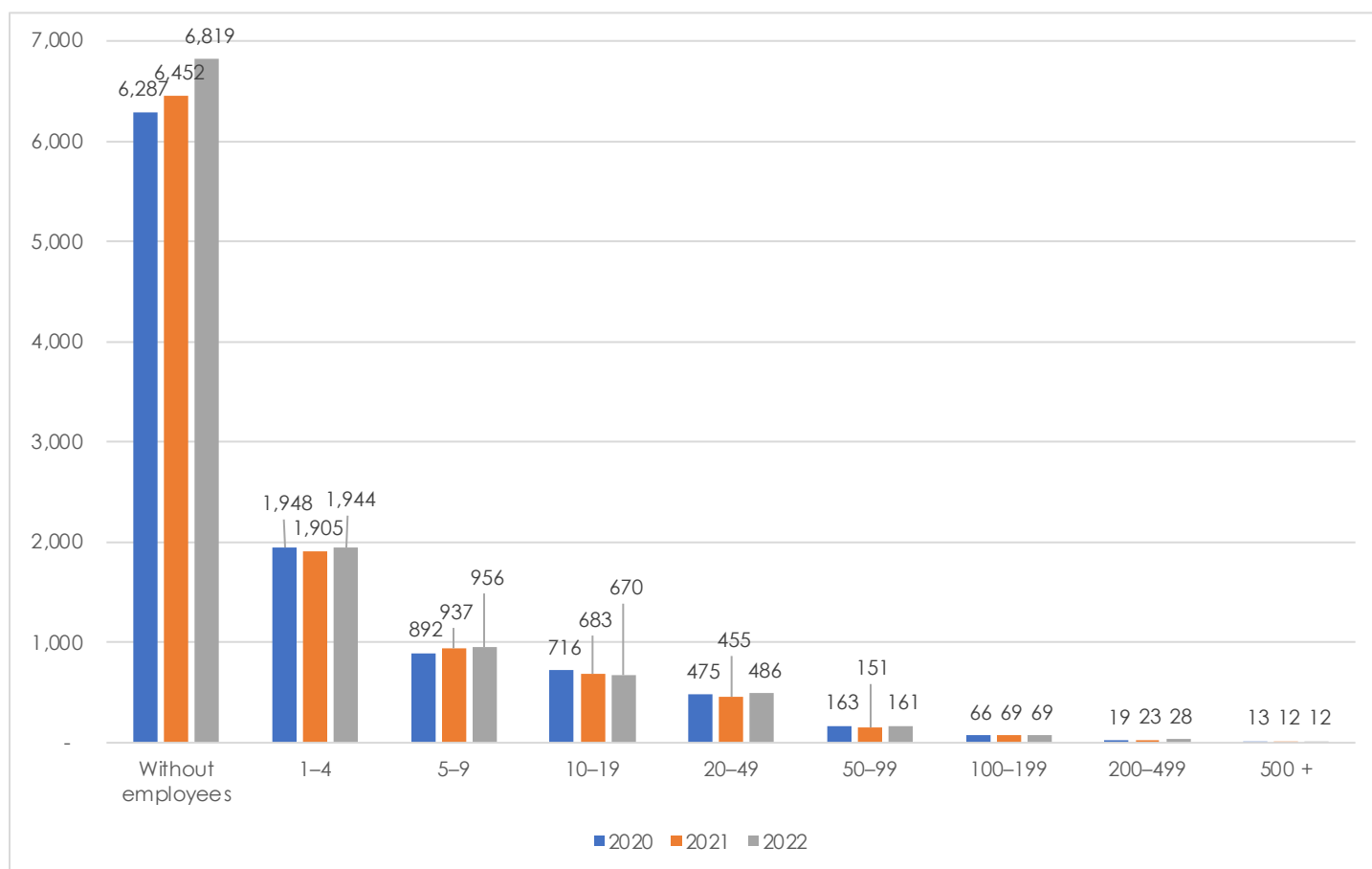
Figure 28. Business Counts by Broad Category in the NSWPB Region, December 2020–2022



Source: Statistics Canada (2021, 2022a, 2023b).

Note: All data for the business sectors section are based on location counts (Statistics Canada 2021, 2022a, 2023b). "Statistics Canada advises cautious interpretation of period-to-period changes in these counts because they can be affected by administrative or methodological changes in the underlying Business Register data" (Statistics Canada 2023a). The 2022 data for Seine River were suppressed (Statistics Canada 2023b). The 2022 industry data are produced according to the North American Industry Classification System (NAICS) Canada 2022 Version 1.0, and the 2021 and 2020 industry data are produced according to the North American Industry Classification System (NAICS) Canada 2017 Version 2.0 (Statistics Canada 2021, 2022a, 2023b).

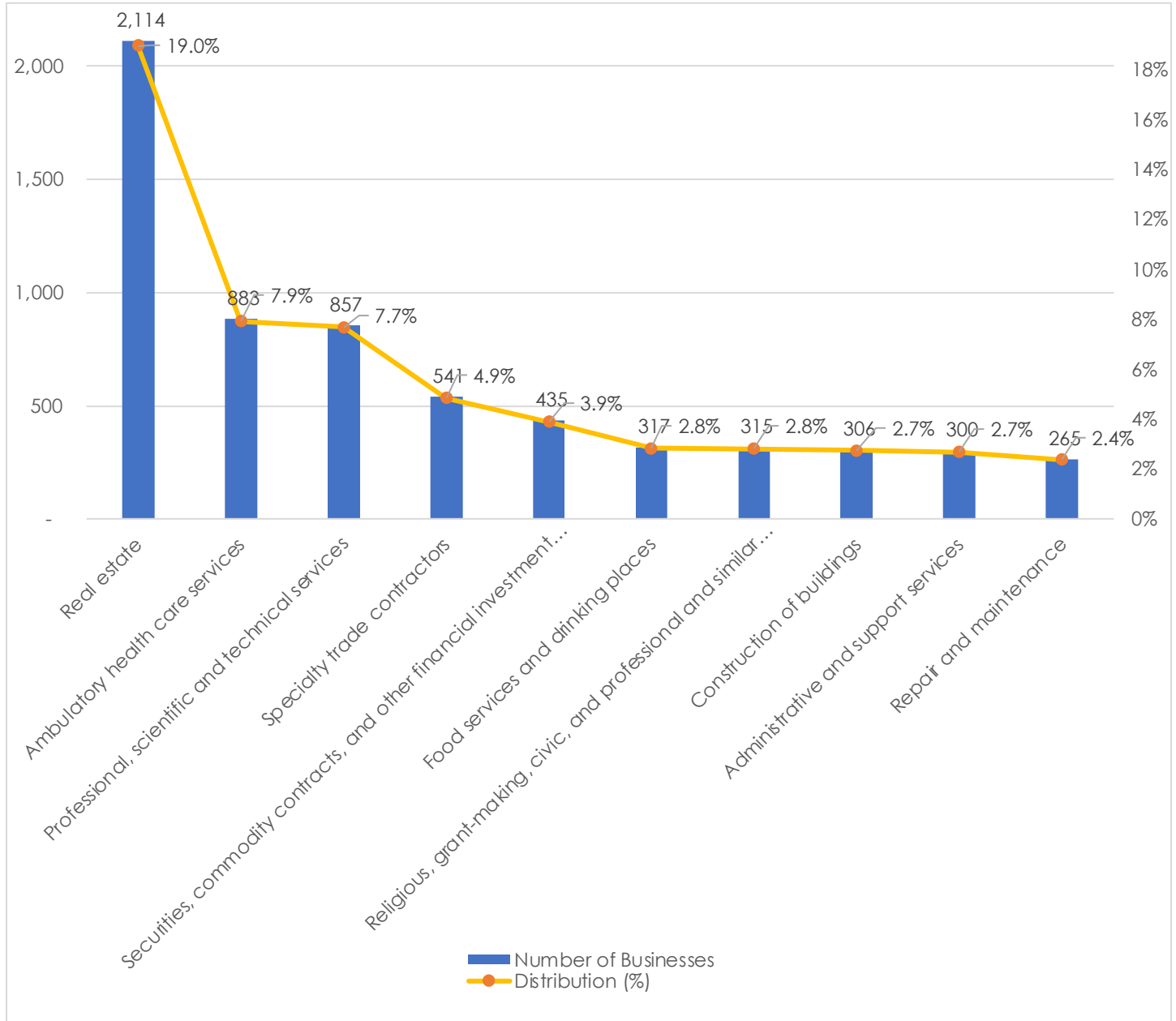
Figure 29. Business Counts by Number of Employees in the NSWPB Region, December 2020–2022



Source: Statistics Canada (2021, 2022a, 2023b).

Note: Data based on location counts (Statistics Canada 2021, 2022a, 2023b). "Statistics Canada advises cautious interpretation of period-to-period changes in these counts because they can be affected by administrative or methodological changes in the underlying Business Register data" (Statistics Canada 2023a). The 2022 data for Seine River were suppressed (Statistics Canada 2023b). The 2022 industry data are produced according to the North American Industry Classification System (NAICS) Canada 2022 Version 1.0, and the 2021 and 2020 industry data are produced according to the North American Industry Classification System (NAICS) Canada 2017 Version 2.0 (Statistics Canada 2021, 2022a, 2023b).

Figure 30. Top 10 Business Counts and Percentages by 3-digit NAICS in the NSWPB Region, December 2022



Source: Statistics Canada (2023b, 2023g, 2023h).

Note: Data based on location counts (2023b, 2023g, 2023h). "Statistics Canada advises cautious interpretation of period-to-period changes in these counts because they can be affected by administrative or methodological changes in the underlying Business Register data" (Statistics Canada 2023a). The 2022 data for Seine River were suppressed (Statistics Canada 2023b). The industry data are produced according to the North American Industry Classification System (NAICS) Canada 2022 Version 1.0 (2023b, 2023g, 2023h).

Employment Ontario Data

Characteristics of Employment Ontario (EO) programs and their clients, including demographic characteristics of the latter such as age, gender, and education levels are presented in this section. Such data allows the identification of general trends, which groups are served, and gaps in and duplication of services. All data presented in this section were provided by the Ministry of Labour, Immigration, Training, and Skills Development of Ontario through the OneHub platform.

All Employment Ontario Programs

This subsection shows the number and percentage of EO clients by program.

Figure 31. Number of Clients in EO Programs in the NSWPB Region, 2017–2022

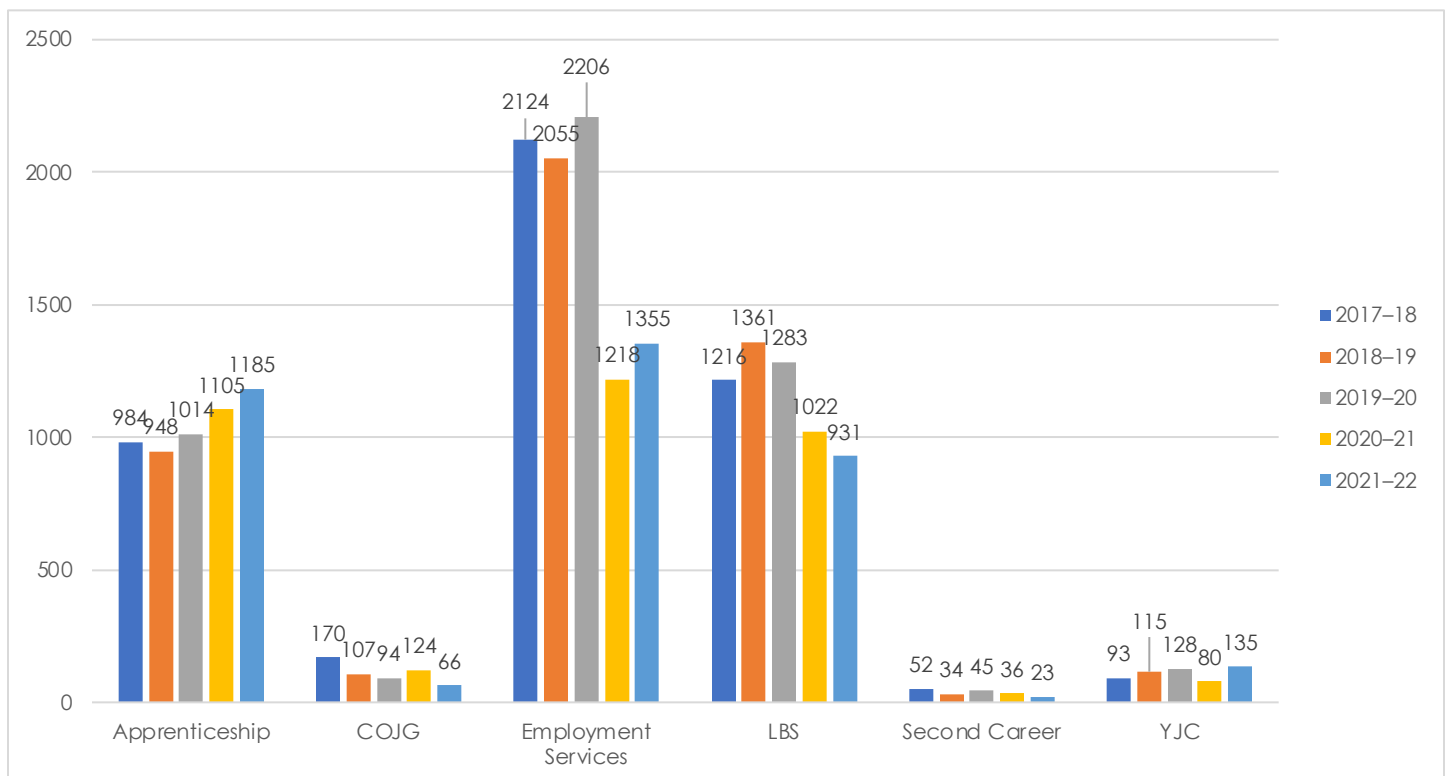
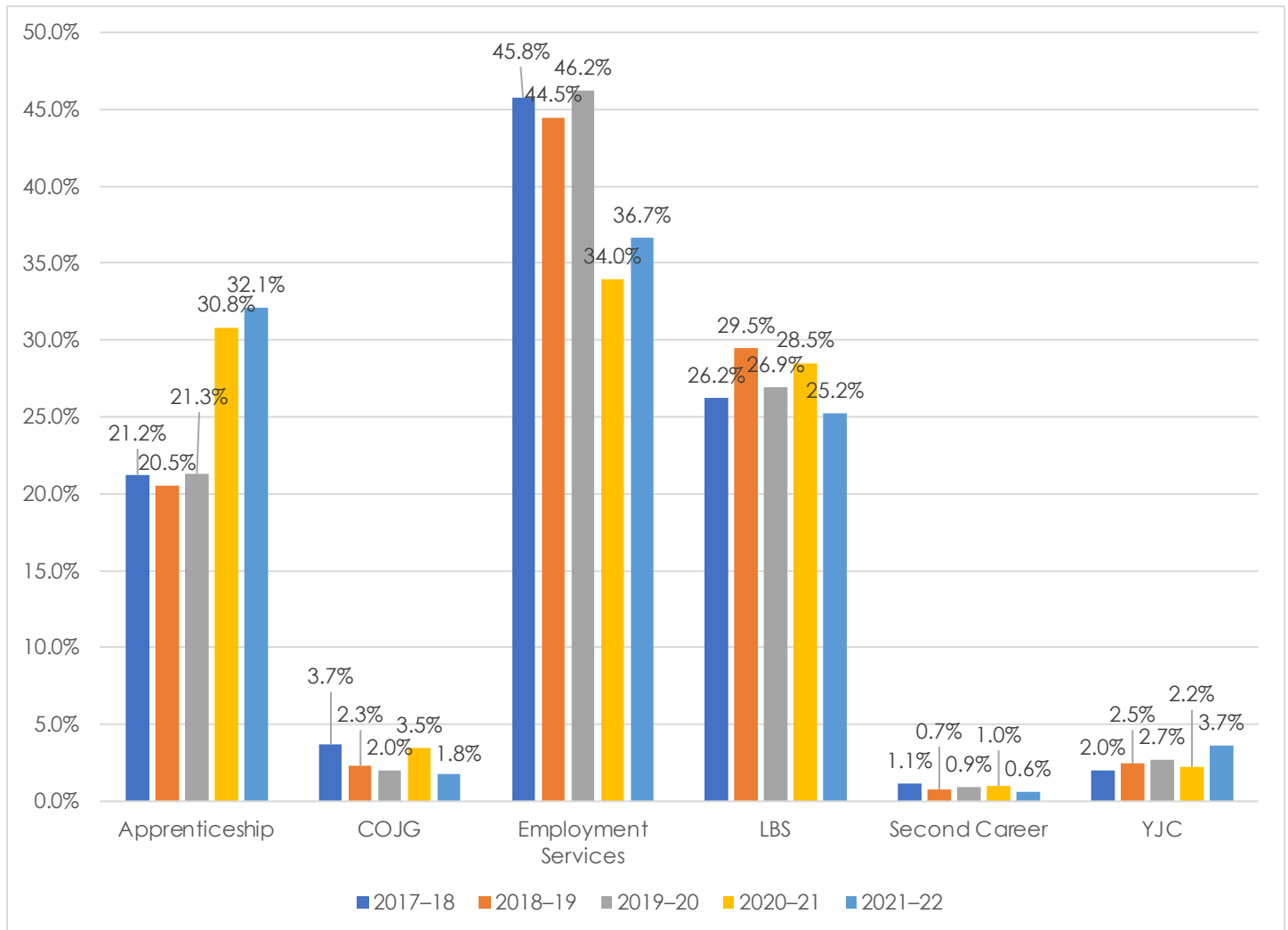


Figure 32. Percentage of Client Enrolment by EO Program in the NSWPB Region, 2017–2022



Employment Services

The data in this subsection are exclusively related to employment services programs and their clients.

Figure 33. Age Cohorts as a Share of Employment Services Client Load in the NSWPB Region, 2017–2022

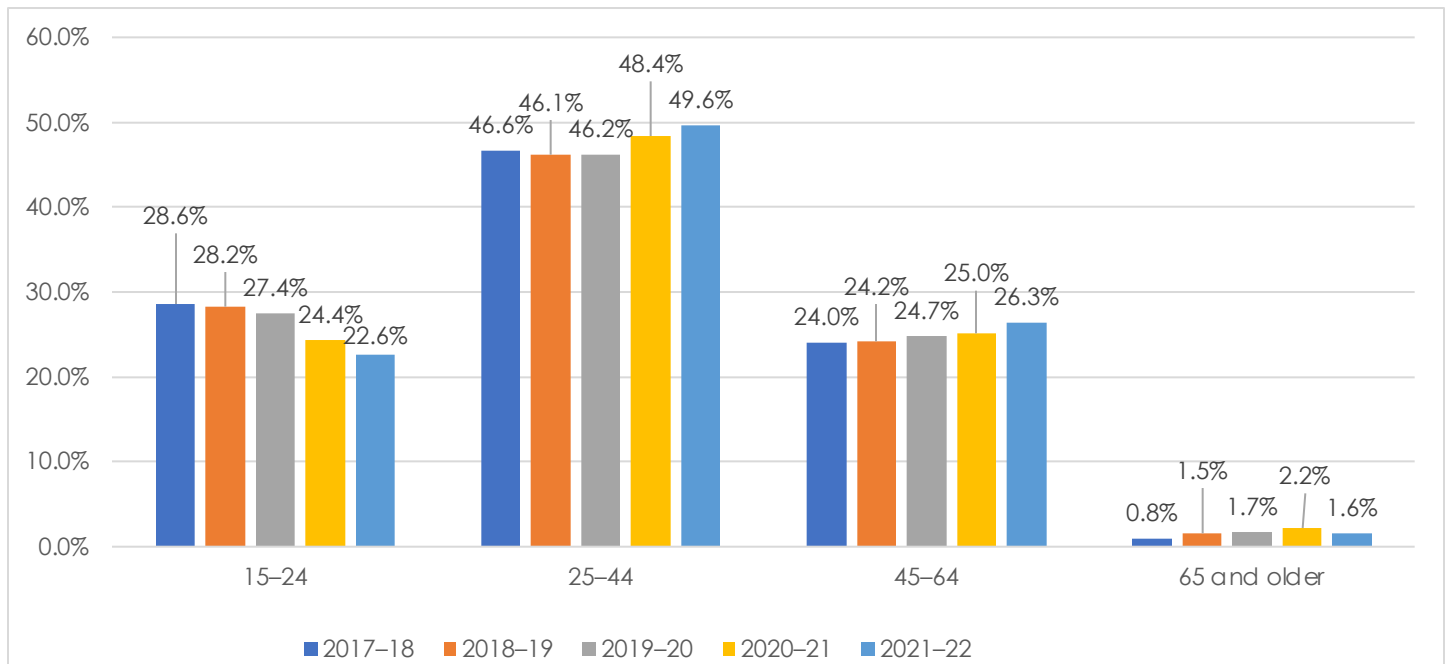
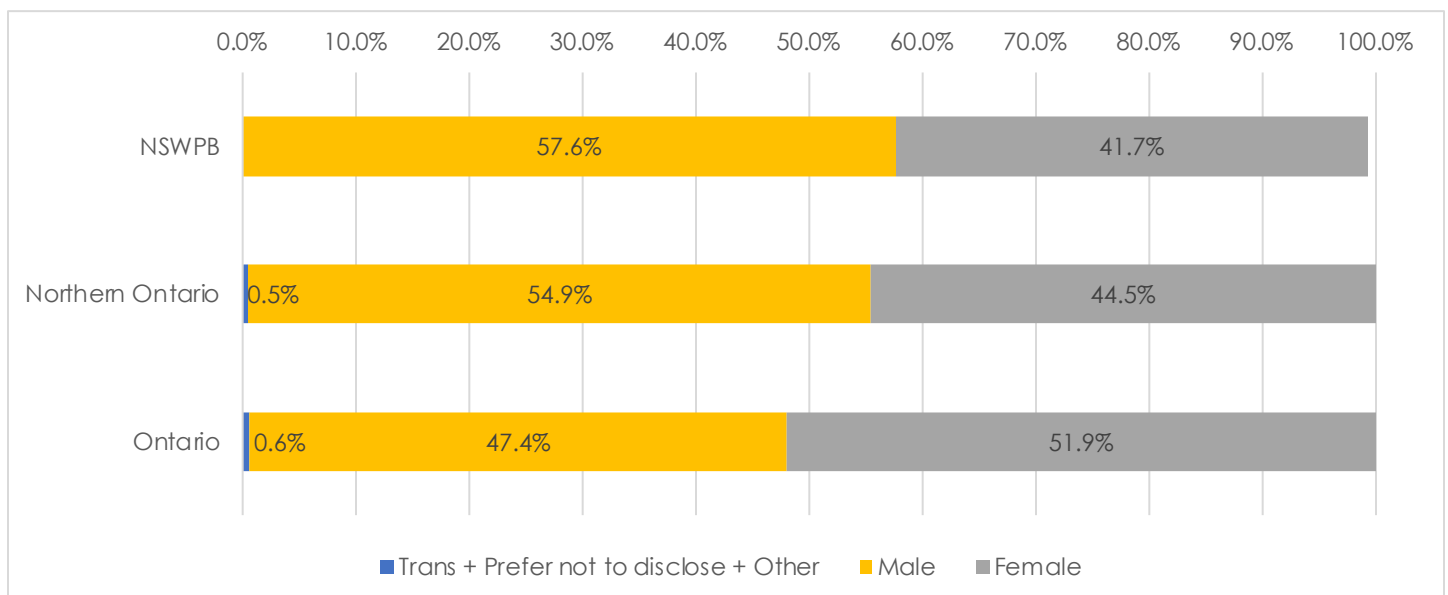


Figure 34. Gender Distribution of Employment Services Clients in the NSWPB region, Northern Ontario, and Ontario, 2022



Note: The NSWPB category does not sum up to 100 per cent given missing data due to privacy reasons.

Figure 35. Percentage of Employment Services Clients by Designated Group in the NSWPB Region, 2017–2022

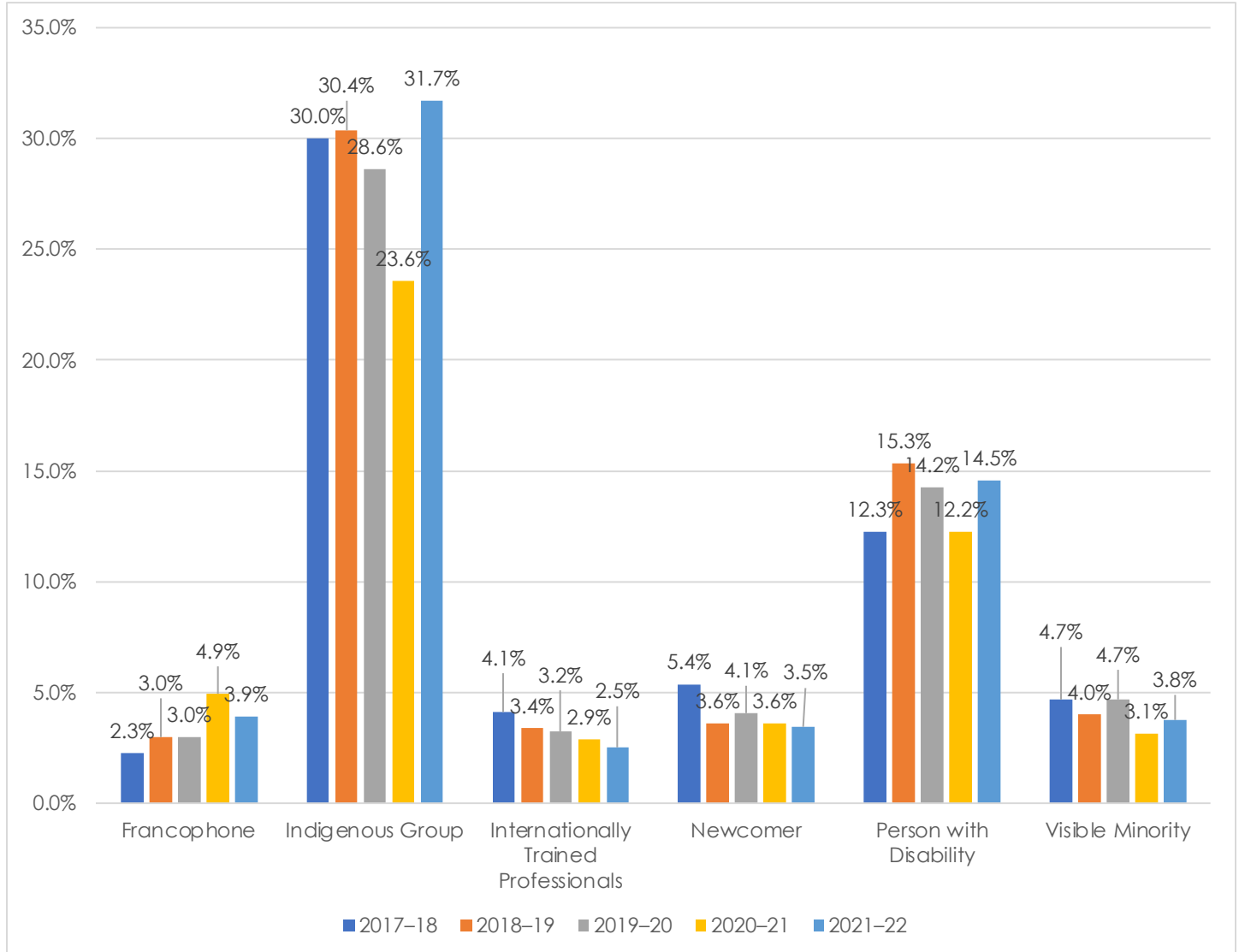


Figure 36. Education Credentials of Employment Services Clients in the NSWPB Region, 2017–2022

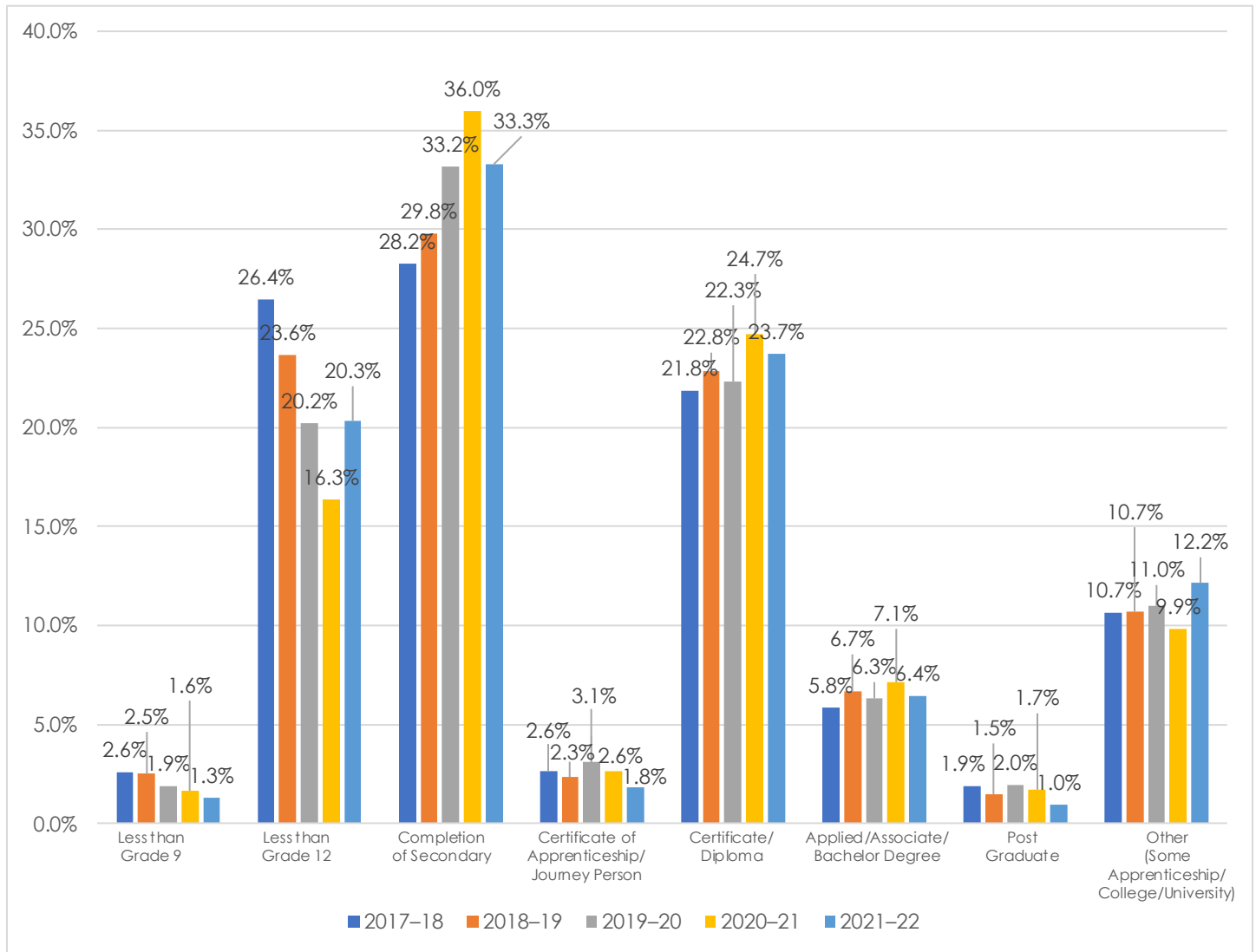
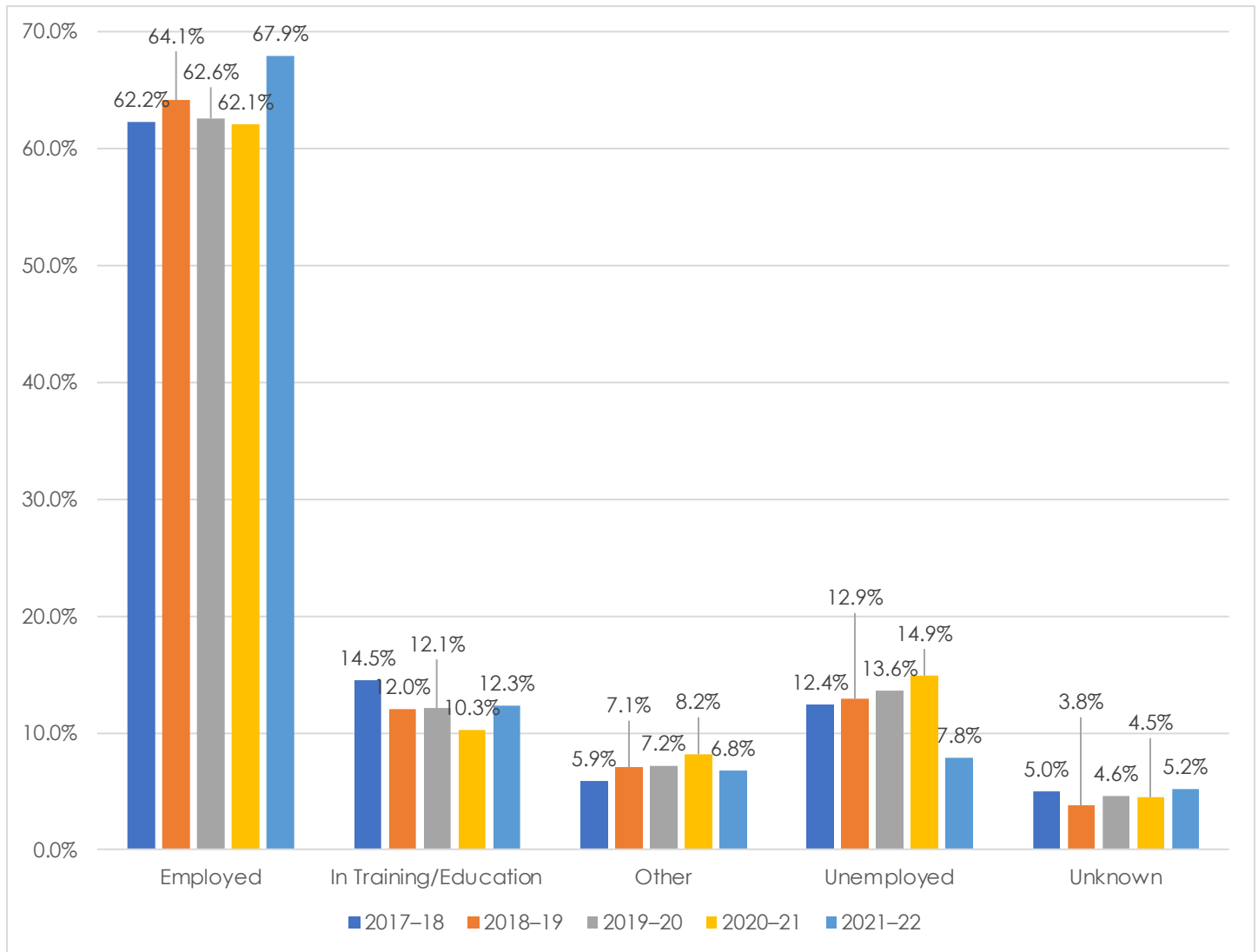


Figure 37. Outcomes of Employment Services Clients in the NSWPB Region, 2017–2022



Literacy and Basic Skills

These data refer exclusively to literacy and basic skills programs and clients.

Figure 38. Age Cohorts as a Share of Literacy and Basic Skills Client Load in the NSWPB Region, 2017–2022

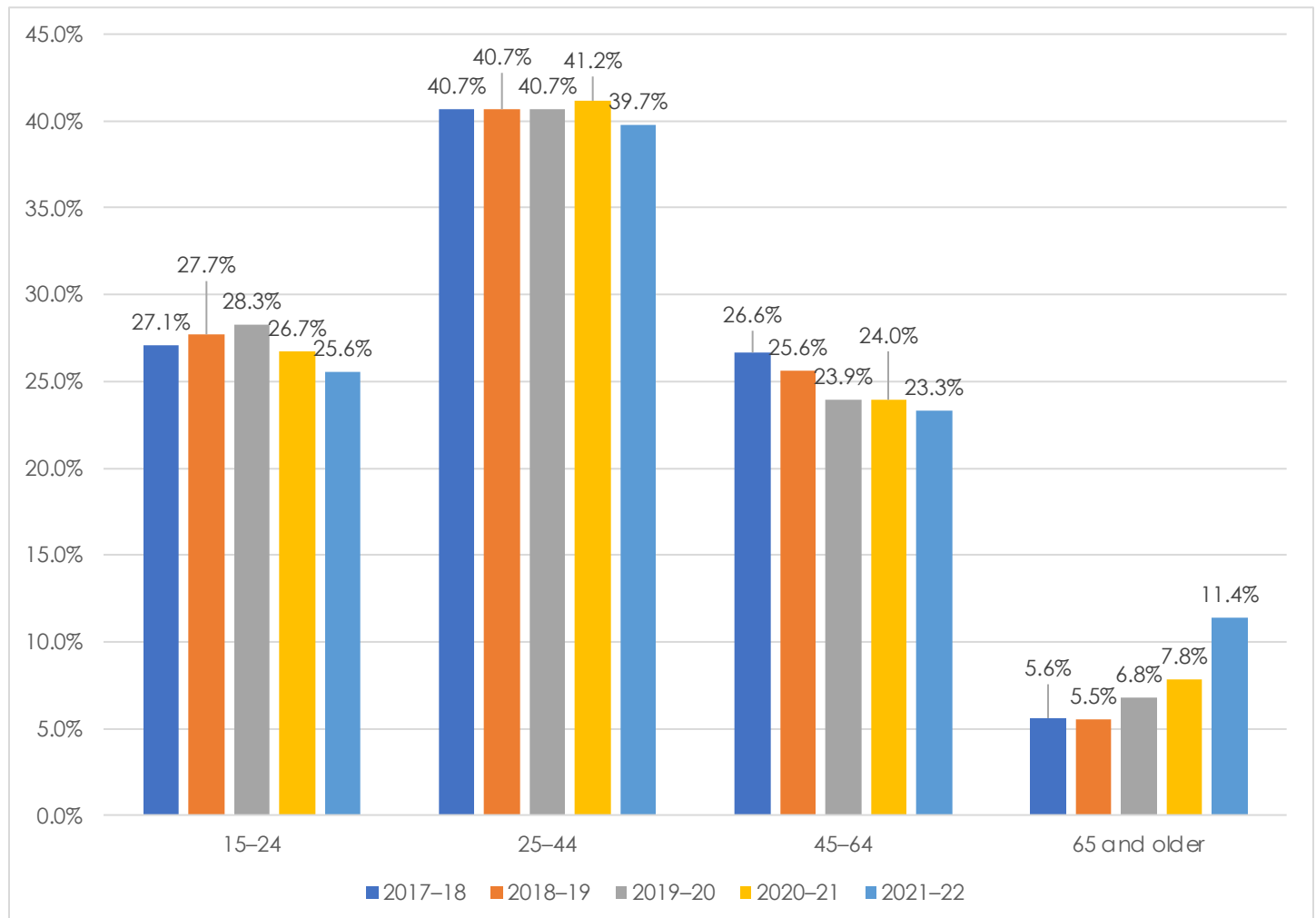
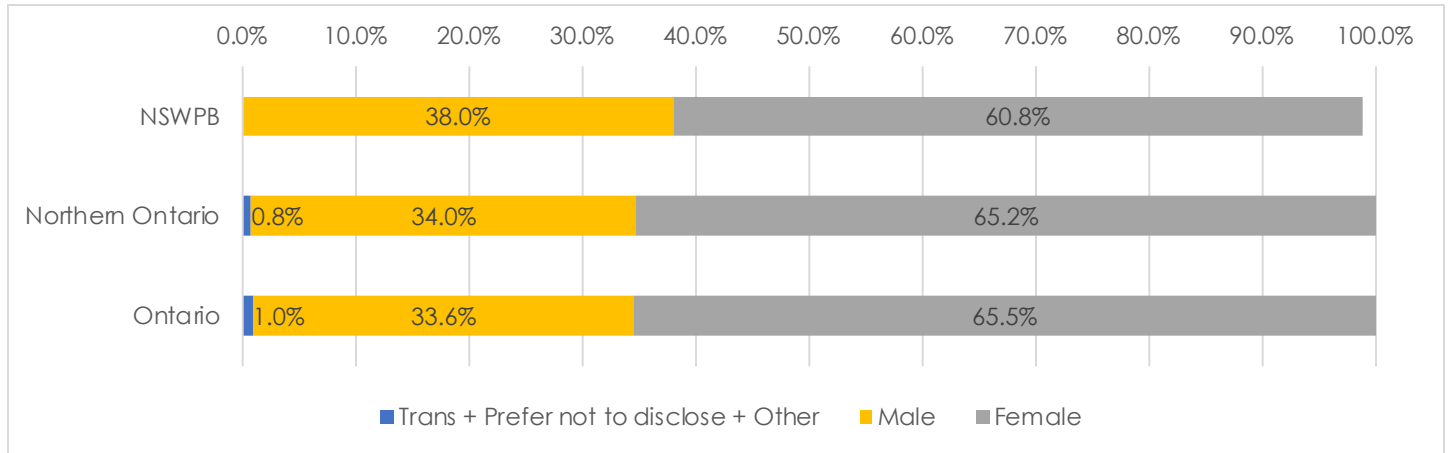


Figure 39. Gender Distribution of Literacy and Basic Skills Clients in the NSWPB region, Northern Ontario, and Ontario, 2022



Note: The NSWPB category does not sum up to 100 per cent given missing data due to privacy reasons.

Figure 40. Percentage of Literacy and Basic Skills Clients by Designated Group in the NSWPB Region, 2017–2022

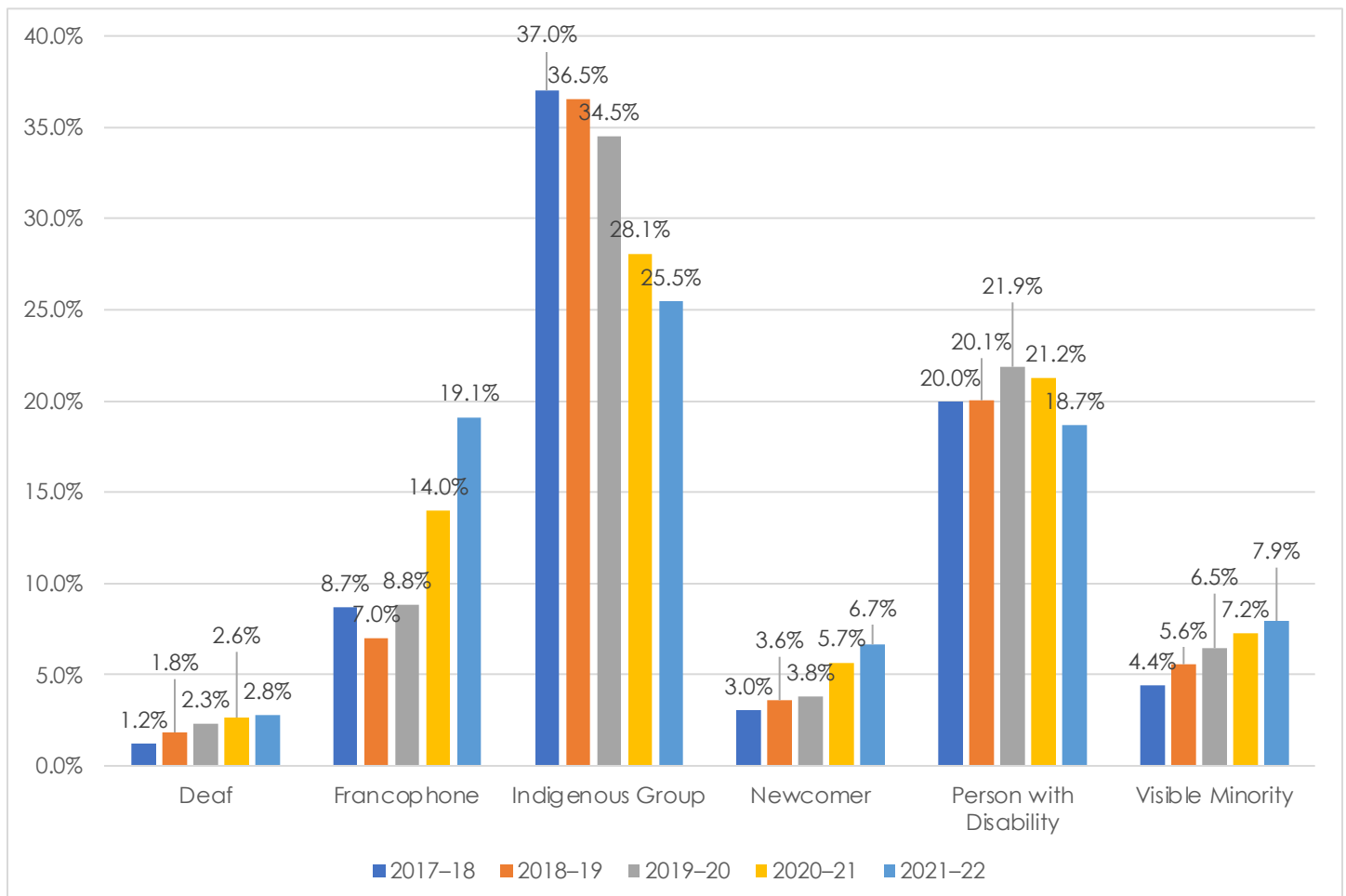


Figure 41. Education Credentials of Literacy and Basic Skills Clients in the NSWPB Region, 2017–2022

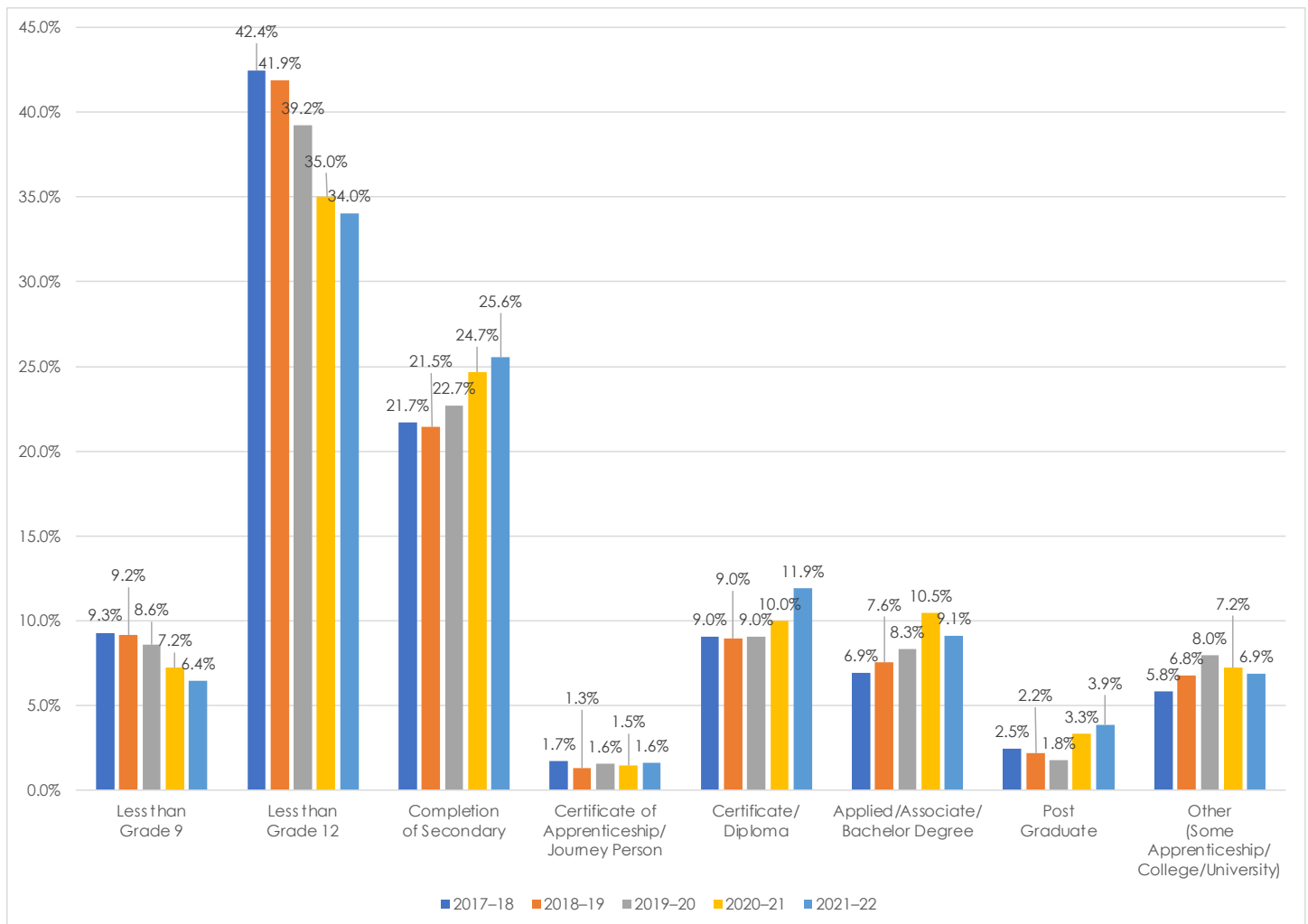


Figure 42. Distribution of New and Carry-Over Literacy and Basic Skills Clients in the NSWPB Region, 2017–2022

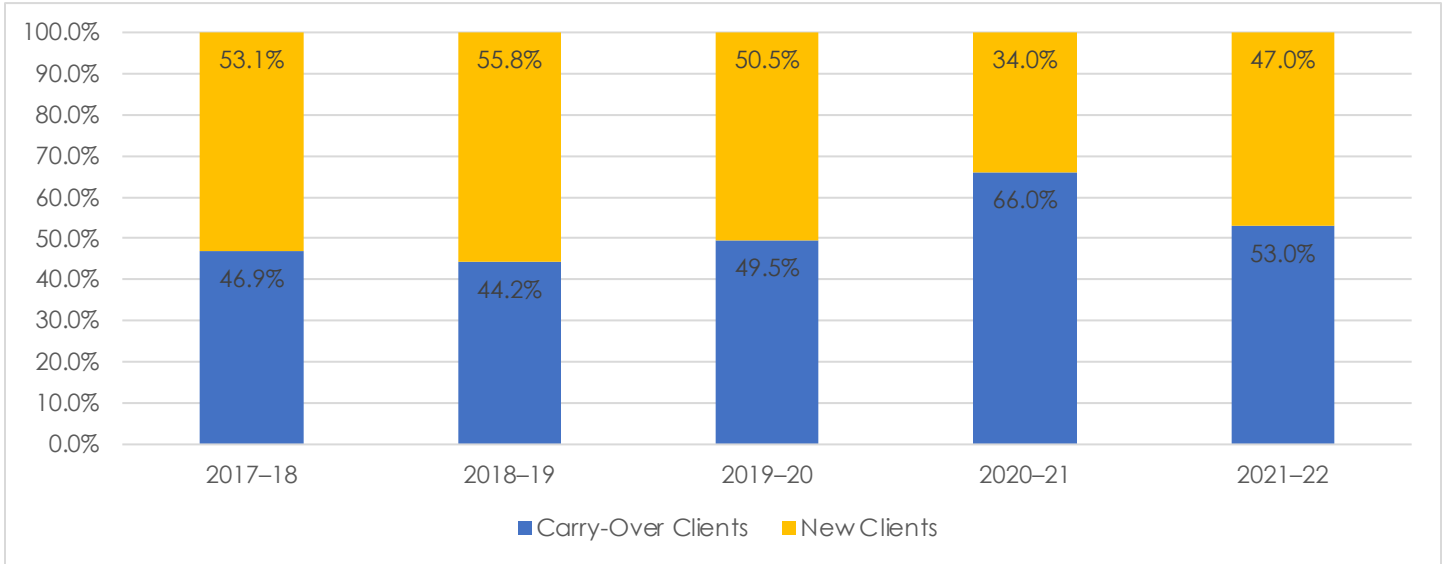
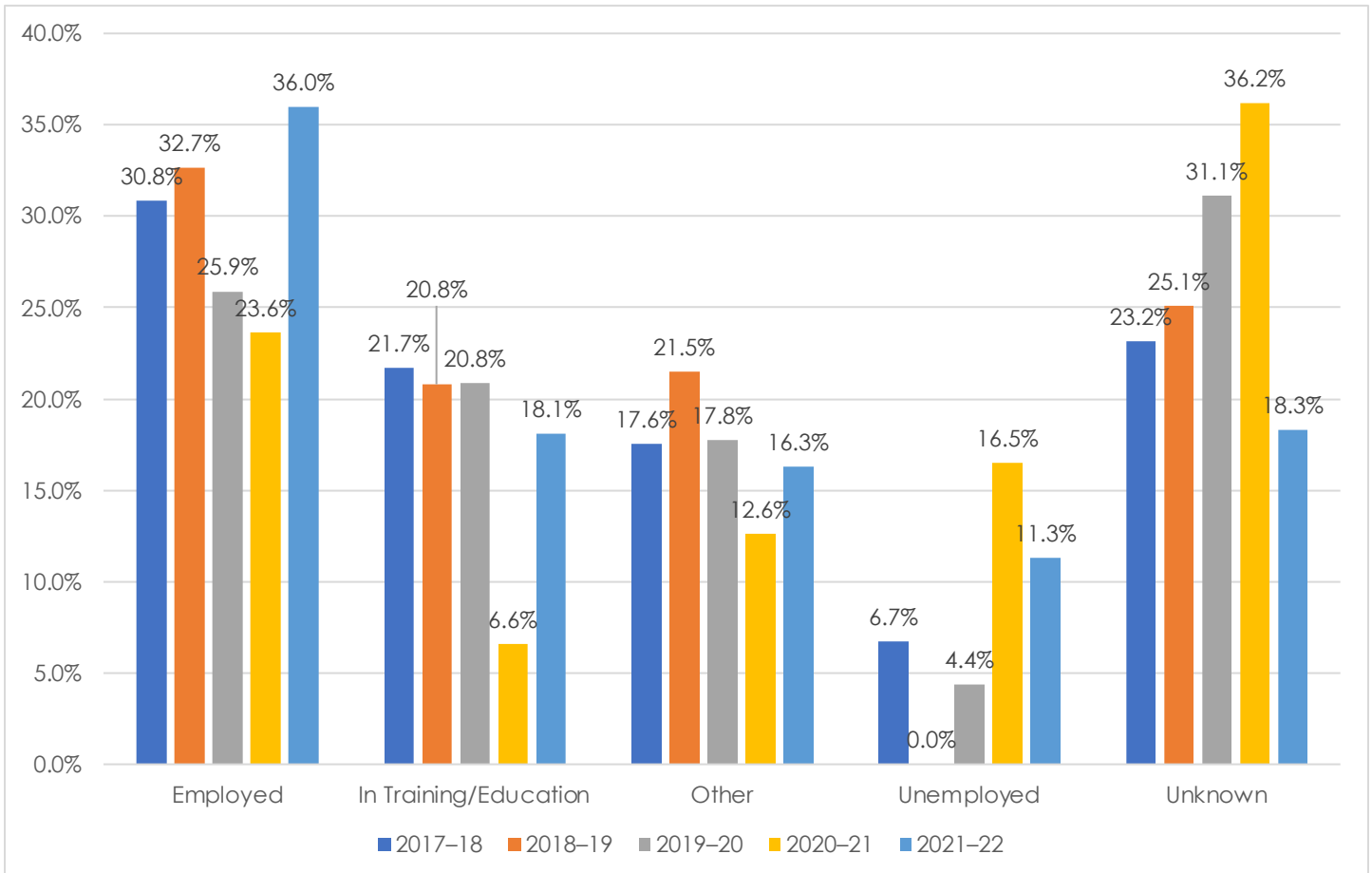


Figure 43. Outcomes of Literacy and Basic Skills Clients in the NSWPB Region, 2017–2022



Apprenticeships

Information on apprenticeship EO programs and clients is presented in this subsection.

Figure 45. Age Cohorts as a Share of New Apprenticeship Clients in the NSWPB Region, 2017–2022

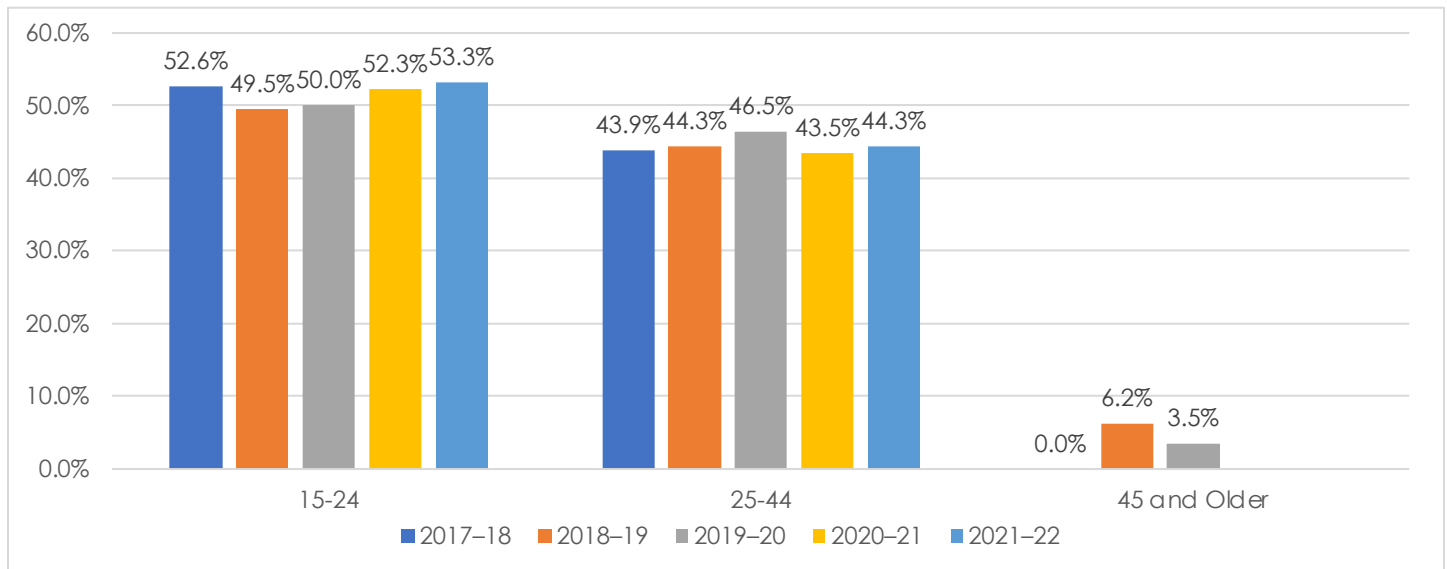
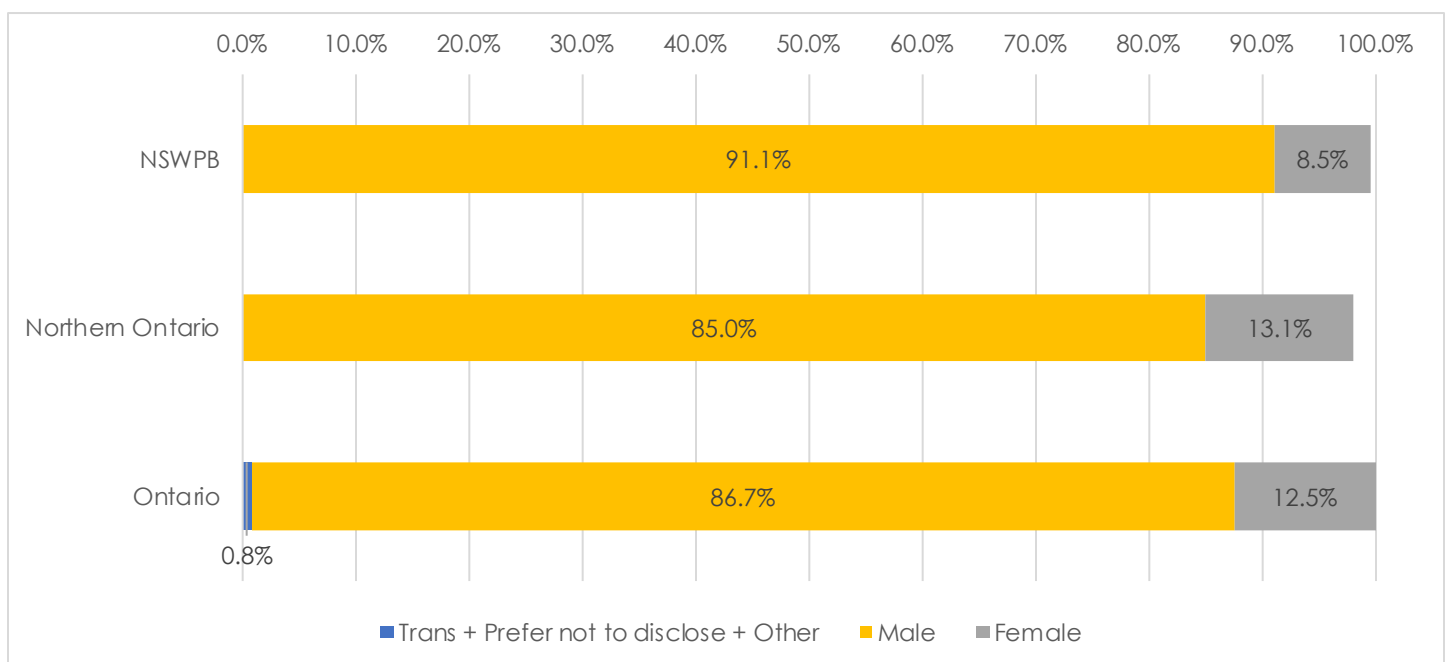


Figure 46. Gender Distribution of Apprenticeship Clients in the NSWPB Region, Northern Ontario, and Ontario, 2022



Note: The NSWPB and Northern Ontario categories do not sum up to 100 per cent given missing data due to privacy reasons.

Table 4. Apprenticeships in the NSWPB Region, 2017–2022

Apprenticeships in the NSWPB Region, 2017–2022	2017–18	2018–19	2019–20	2020–21	2021–22	2017–18 to 2021–22 actual change	2017–18 to 2021–22 per cent change
Active Apprentices	984	948	1014	1105	1185	201	20.4%
Certificates of Apprenticeship Issued	130	154	125	60	123	-7	-5.4%
New Registrations	285	325	342	214	246	-39	-13.7%

Figure 47. Per cent change in Apprenticeships in the NSWPB Region, 2017–2022

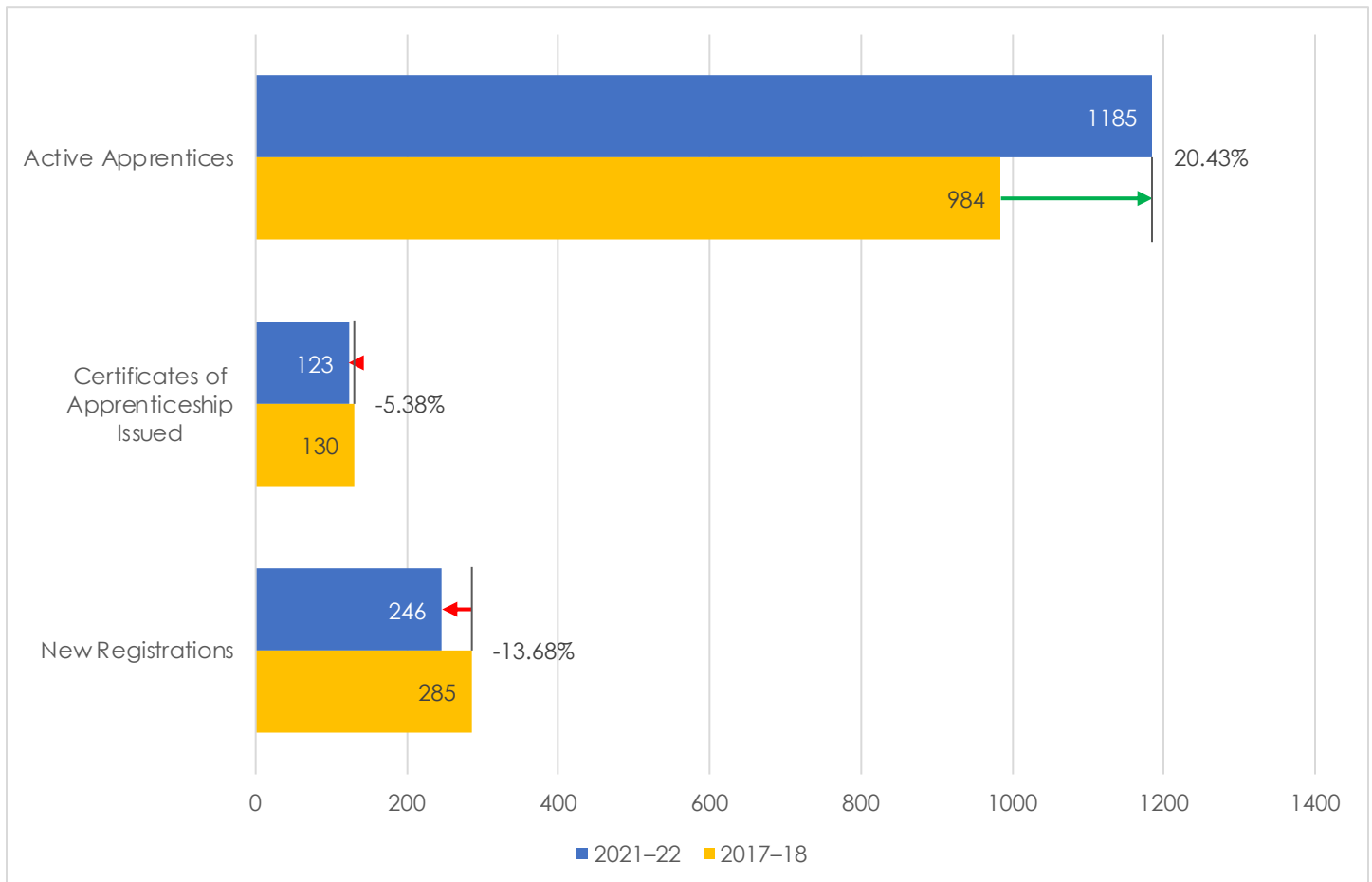


Figure 48. Actual change in Apprenticeships in the NSWPB Region, 2017–2022

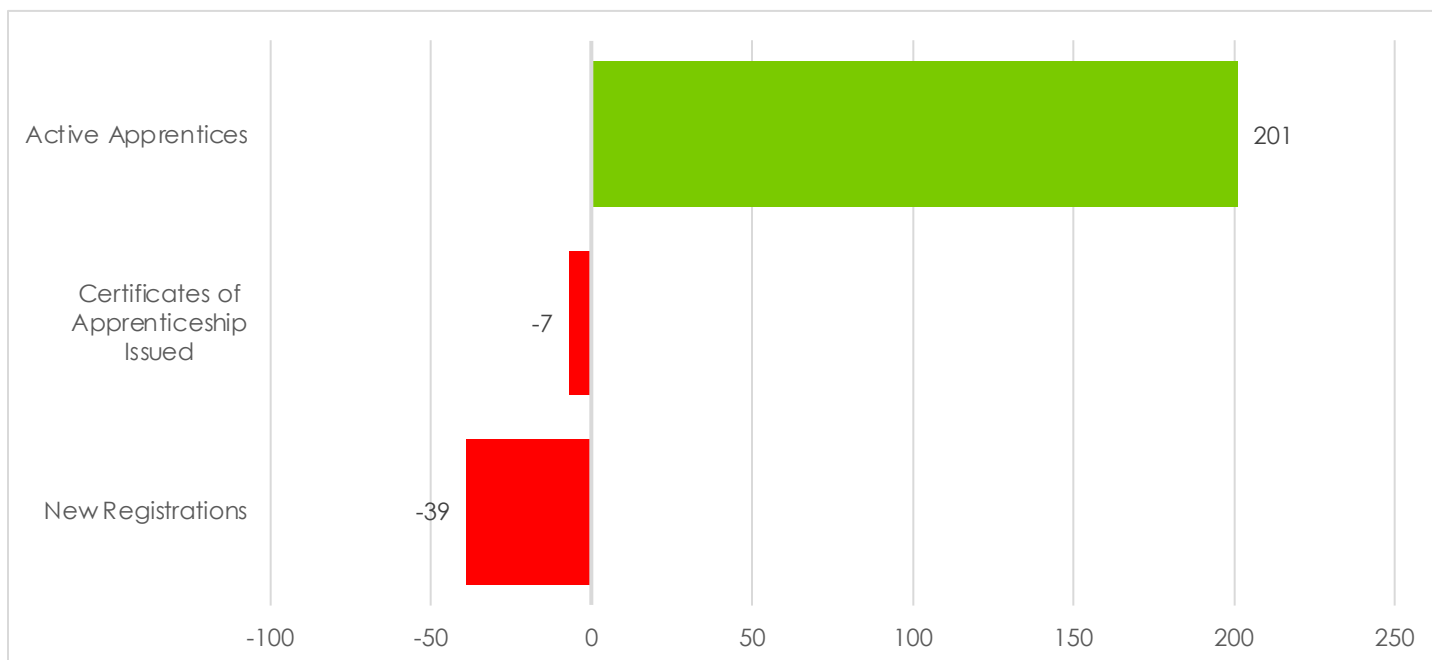


Figure 49. Active Apprentices in the NSWPB Region, Actual and Per Cent Change, 2017–2022

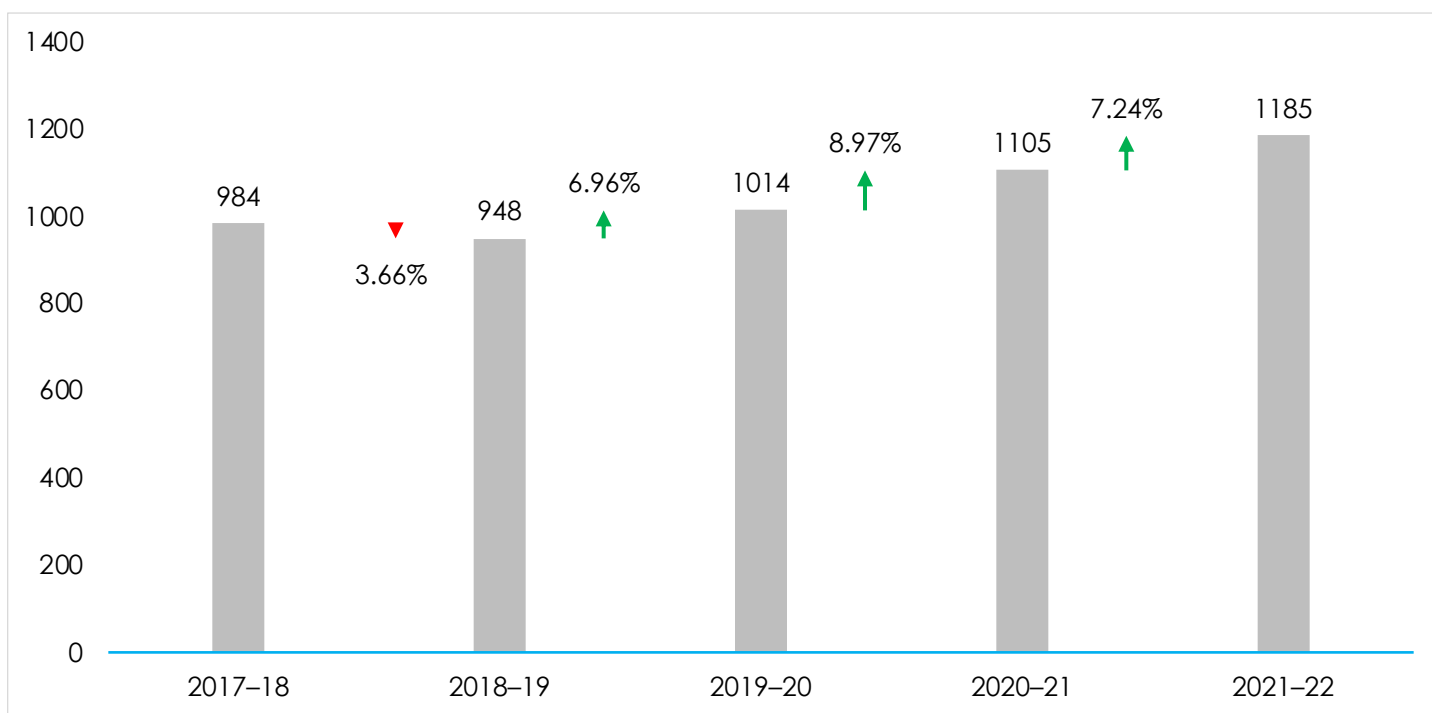


Figure 50. Certificates of Apprenticeship Issued in the NSWPB Region, Actual and Per Cent Change, 2017–2022

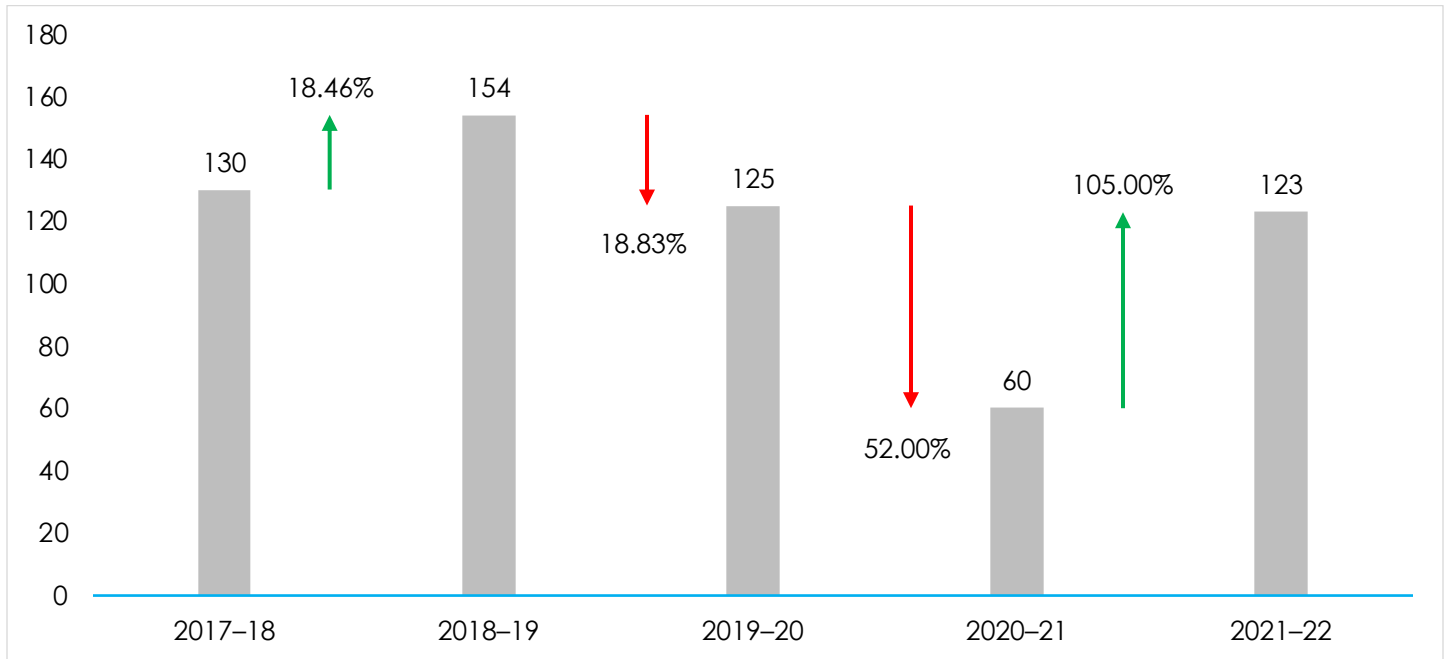


Figure 51. New Registrations in the NSWPB Region, Actual and Per Cent Change, 2017–2022

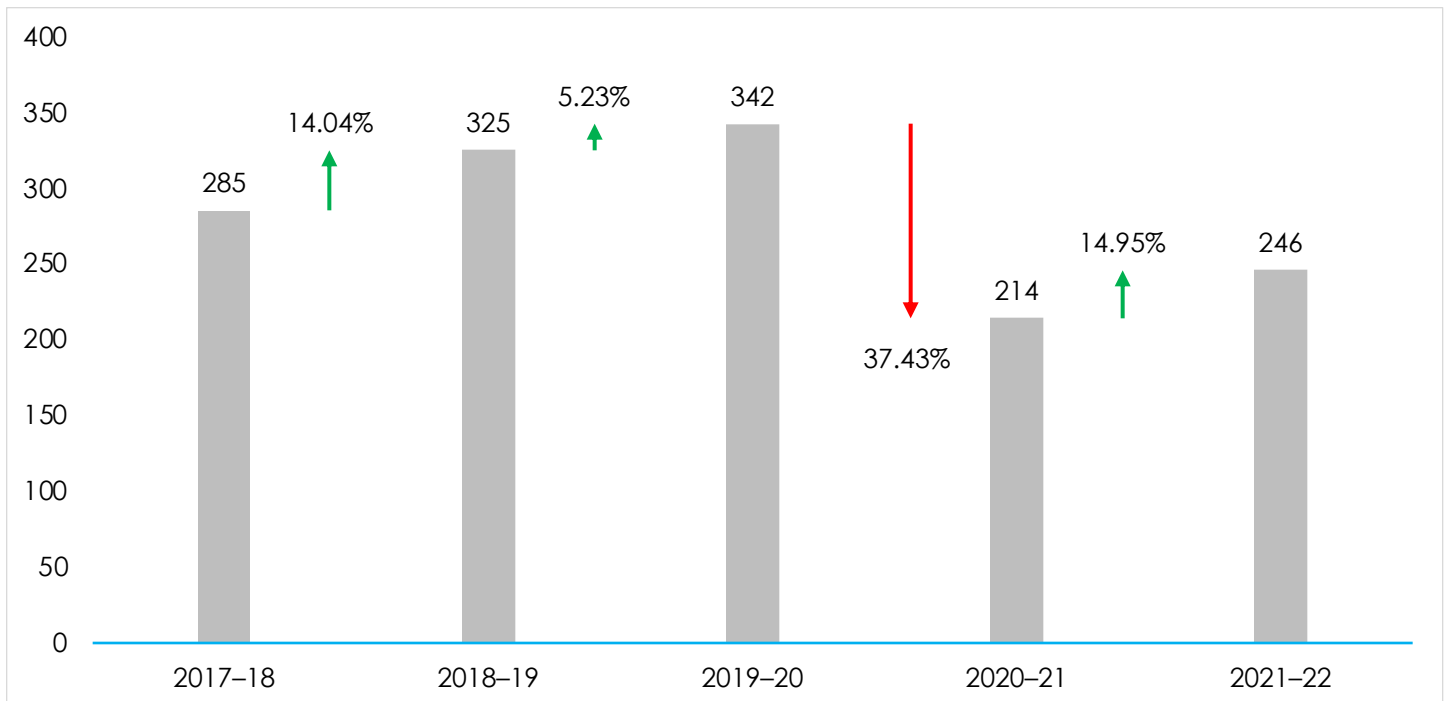
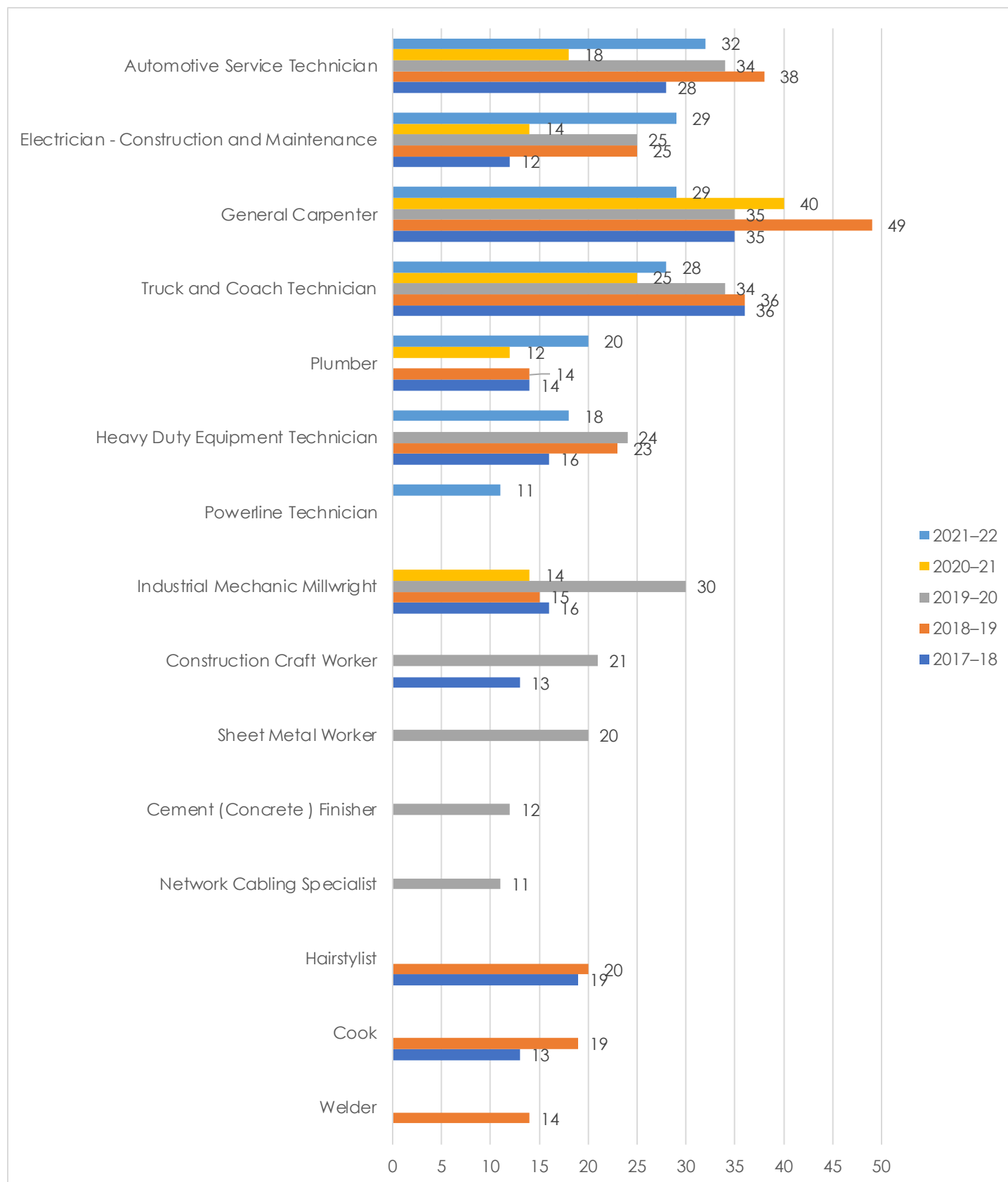


Figure 52. Number of Registrants in Trades in the NSWPB Region, 2017–2022



About Northern Policy Institute

Northern Policy Institute is Northern Ontario's independent, evidence-driven think tank. We perform research, analyze data, and disseminate ideas. Our mission is to enhance Northern Ontario's capacity to take the lead position on socio-economic policy that impacts our communities, our province, our country, and our world.

We believe in partnership, collaboration, communication, and cooperation. Our team seeks to do inclusive research that involves broad engagement and delivers recommendations for specific, measurable action. Our success depends on our partnerships with other entities based in or passionate about Northern Ontario.

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