

2013

Local Labour Market Plan Report

Kenora & Rainy River Districts



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Local Labour Market Plan 2013-2014

Kenora and Rainy River Districts

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Executive Summary

There are 25 local labour market boards across Ontario. Each board compiles an annual Local Labour Market Plan setting out a course of action addressing regional workforce development priorities. Actions are derived based on the analysis of statistical data combined with feedback from employers, educators, employment counselors, economic development officers and other community partners.

This report examines variations in labour market supply and demand that have taken place between 2011 and 2012, often measured against 2008 levels as an indicator of progress since the Great Recession. The most significant changes that have taken place in the past year include:

Labour Market Supply

A lack of available skilled workers threatens to constrain economic development in the resource-based economy.

- Statistics Canada Census data from 2011 is now becoming available. While key education and occupation data will not be available until later this year, the Census 2011 revealed that the population in Kenora District decreased 10.6 percent and 5.5 percent in the Rainy River District. Out-migration levels remain high with a net loss of almost 3,600 people from Kenora District and 800 from the Rainy River District between 2006 and 2011.
- The Aboriginal population continues as an increasingly important resource in meeting labour market shortages.
- Employers locally cited a shortage of skilled workers, particularly in skilled trades, identified in Construction, Mining, Manufacturing and Forestry Sectors.

Growth in Estimated Employment in the Service Sector

The Statistics Canada Labour Force Survey highlights that the number of people working in the service sector increased from 28,000 to 30,600 between 2011 and 2012 (9.3 percent), while employment in the goods producing sector fell from 11,200 to 9,700 (-13.4 percent).

Statistics Canada Census data from 2011 is now becoming available. While key education and occupation data will not be available until later this year, the Census 2011 revealed that the population in Kenora District decreased 10.6 percent and 5.5 percent in the Rainy River District.

Labour Market Demand

The Local Labour Market Plan uses Statistics Canada Canadian Business Pattern data to identify the change in the number of business enterprises operating in the Kenora and Rainy River Districts annually and then applies provincial employment averages to calculate changes in employment for enterprises employing less than 100 people. In the past year, changes in estimated employment have taken place as follows:

Employment in Forestry and Logging appears to have stabilized. However, there is cautious optimism that increases in housing construction in the United States plus the need to re-build after destructive storms will increase demand for lumber. In the Kenora District there has also been an increase in estimated employment in Wood Product Manufacturing and Building Materials and Supplies Wholesale and Distribution. Wood Products Manufacturing has gained approximately 71 jobs between 2011 and 2012 (57.0%) and Building Materials and Supplies Wholesale and Distribution has seen an increase of approximately 67 jobs (84.8%).

Exploration and assessments, particularly in the Kenora District, has resulted in current and projected job creation in mining. A study completed by the Mining Industry Human Resource Council and the Northwest Training and Adjustment Board in 2012 used forecasting models to quantify workforce requirements in the next decade. It is estimated that there are currently just over 4,300 workers in 2012 in the Kenora District with a projected hiring requirement of approximately 3,050 to 3,550 workers by 2022. In the Rainy River District, mining employment in 2012 was estimated at approximately 1,555 workers with a projected hiring requirement of an estimated 410 to 860 workers.

Construction employment has increased, particularly in skilled trades. In the Kenora District, estimated employment grew by 84 positions between 2011 and 2012 (5.6%). In the Rainy River District, employment in the Construction Sector was stable between 2011 and 2012,

but is still markedly higher than in 2008 with an increase of approximately 100 jobs (22.8%).

Human and social services in the Kenora District have experienced significant growth in the past year. Social Assistance facilities employing less than 100 people have added an estimated 166 jobs between 2011 and 2012 (36.9%) and approximately 131 jobs (21.1%) in religious, grant-making, professional and civic services. This industry covers human counseling and social services as well as professional business associations. In the Rainy River District, employment levels in these human and professional services decreased by an estimated 89 positions. Health care employment levels have stabilized between 2011 and 2012 in the Kenora and Rainy River Districts after considerable increase in estimated employment in hospitals and residential nursing facilities since 2008.

Volatility in the number of tourism enterprises and estimated employment in the region was experienced over the past year. In the Kenora District estimated employment in Food Services has remained stable while estimated employment in Amusement, Gambling and Recreation has decreased by approximately 95 jobs or 22.2% and 112 or 5.6% in the Accommodation Sector. In the Rainy River District, estimated employment increased slightly in these two sectors with an increase of 25 jobs (32.9%) in Amusement, Gambling and Recreation and 24 jobs (5.4%) in Accommodation. However, employment levels decreased by an estimated 122 jobs or 25% in Food and Drinking services.

Introduction

In 2012, the Northwest Training and Adjustment Board released the Local Labour Market Plan 2012, a community-based annual plan for regional workforce development. The plan outlined a number of activities the community would be undertaking in the coming year to address priorities for workforce development.

A community consultation held in October 2012 considered indicator data analysis and feedback from the community to revise and rename our five existing priorities to create our areas of focus in the coming year:

- 1. Transitioning the Workforce in a Changing Economy*
- 2. Industry's Evolving Education Requirements*
- 3. Supporting Entrepreneurs*
- 4. Out-Migration of Key Demographics*
- 5. Integrating the Marginalized Workforce*

This 2013 plan provides the analysis of updated indicator data, feedback from the community and progress made in the past year to lay out strategies to address these five priorities in the coming year.



Methodology

The Local Labour Market Plan 2013 for the Kenora and Rainy River Districts is evidence-based and community driven. The analysis of data related to both labour market supply and demand measures our economic and workforce development progress year-to-year and offers valuable insights into directions for further exploration, often in the form of discussions with key stakeholders.

Both the ongoing literature review and the consultation process for this update began immediately after the release of the Local Labour Market Plan 2012.

Formal and informal dialogue with business representatives, industry associations, labour, educators, service providers, and government officials together with the community consultation conducted in October 2012 continue to not only provide important updated information but to strengthen the integrated approach to workforce and economic development across the region.

This quantitative and qualitative analysis gathered over the past year forms the foundation for this update and the strategies outlined in this Local Labour Market Plan 2013-2014 for Kenora and Rainy River Districts.



Labour Market Supply in the Kenora and Rainy River Districts

The most comprehensive demographic and labour market information is collected via the national census conducted by Statistics Canada every five years. The population and age data collected through the Census 2011 has now been released. Other data impacting labour market supply including educational attainment, occupational information and travel to work patterns will not be available until June 2013.

Population

The Census 2011 revealed that, for the most part, the population of the Kenora and Rainy River Districts continue to decline. The exceptions are the City of Kenora and Township of Sioux Narrows-Nestor Falls in the Kenora District

The median age in the Kenora District is diverse ranging from 52.7 in the Township of Sioux Narrows-Nestor Falls to 28.5 in Pickle Lake. Overall, the median age of the Kenora District at 38.6 is younger than the median ages of Ontario (40.4) and Canada (40.6).

Figure 1A: Population Change and Age of Population in the Kenora District

	Population 2011	Population 2006	% Change 2006–2011	Median Age	% Over Age 15
Cities					
Dryden	7,617	8,195	(7.1%)	45.0	84.2
Kenora	15,348	15,177	1.1%	44.4	84.3
Towns					
Red Lake	4,366	4,526	(3.5%)	38.1	82.1
Sioux Lookout	5,037	5,183	(2.8%)	36.1	79.9
Townships					
Ear Falls	1,026	1,153	(11.0%)	39.2	78.8
Ignace	1,202	1,431	(16.0%)	48.1	84.7
Machin	935	978	(4.4%)	47.0	84.7
Pickle Lake	425	479	(11.3)	28.5	76.5
Sioux Narrows-Nestor Falls	720	672	7.1%	52.7	88.6
Kenora District	57,607	64,419	(10.6%)	38.6	79.5
Ontario			5.7%	40.4	83.0
Canada			5.9%	40.6	83.2

Source: Statistics Canada Census 2011

In the Rainy River District, where the population has declined in all communities, the median age ranges from 48.5 in Atikokan to 38.4 in Chapel. Overall, the median age of the Rainy River District is 43.2 and older than both Ontario (40.4) and Canada (40.6).

Figure 1B: Population Change and Age of Population in the Rainy River District

	Population 2011	Population 2006	% Change 2006–2011	Median Age	% over Age 15
Towns					
Fort Frances	7,952	8,103	(1.9%)	44.0	83.6
Rainy River	842	909	(7.4)	39.1	83.2
Townships					
Alberton	864	958	(9.8)	41.1	81.2
Atikokan	2,787	3,293	(15.4%)	48.5	84.7
Chapple	741	856	(13.4%)	38.4	78.0
Dawson	563	620	(9.2%)	47.8	81.3
Emo	1,252	1,305	(4.1%)	41.4	79.7
LaVallee	988	1,067	(7.4%)	40.9	81.6
Lake of the Woods	296	323	(8.4%)	n/a	n/a
Morley	474	492	(3.7%)	45.5	81.0
Rainy River District	20,370	21,564	(5.5%)	43.2	81.6
Ontario			5.7%	40.4	83.0
Canada			5.9%	40.6	83.2

Source: Statistics Canada Census 2011

Figure Two further examines the demographic profiles of the Kenora and Rainy River Districts as compared to Ontario and Canada. The age cohort of 25 to 44 is viewed as key not only for their importance as primary career years but also as a key driver of the local economy as people in this age bracket are often establishing households, raising children, etc.

The higher percentage of the population in the age demographic 45 to 64 and lower percentage age 25 to 44 further highlights the criticality of an aging workforce and the need to fully engage all potential members of the labour force in the local economy today and in the coming decade. The higher percentage of youth under the age of 24 presents an opportunity to ensure that those entering the workforce are provided with relevant labour market information that assists them in education and career decisions.

The age cohort of 25 to 44 is viewed as key not only for their importance as primary career years but also as key driver of the local economy as people in this age bracket are often establishing household, raising children, etc.

Figure 2: Percentage of Population in Key Workforce Demographics

	Age 0 to 24	Age 25 to 44	Age 45 to 64	Age 65 +
Kenora District	34.5%	23.5%	28.8%	13.2%
Rainy River District	30.9%	21.3%	30.5%	17.3%
Ontario	30.3%	26.3%	28.7%	14.6%
Canada	29.8%	26.4%	29.1%	14.8%

Source: Statistics Canada Census 2011

In and Out-migration

By using information people provided to Canada Revenue on their annual income tax forms, Statistics Canada is able to track in and out-migration within a region. The data is released every 18 months.

Figures 3A and 3B highlight the churn in the labour market as people move in and out of the area. However, with the exception of a small in-migration of children to the Rainy River District, each age cohort in both districts has experienced net out-migration.

Figure 3A - In and Out-migration – Kenora District – 2006 to 2011

Age Group	In-migrants	Out-migrants	Net-migrants
0 – 17	2,577	3,479	(902)
18 – 24	1,343	2,326	(983)
25 – 44	3,274	4,382	(1,108)
45 – 64	1,530	1,935	(405)
65 +	389	589	(200)
Total	9,113	12,711	(3,598)

Source: Statistics Canada, Taxfiler

Figure 3B - In and out-migration – Rainy River District – 2006 to 2011

Age Group	In-migrants	Out-migrants	Net-migrants
0 – 17	762	737	25
18 – 24	352	812	(460)
25 – 44	889	1,099	(210)
45 – 64	401	485	(84)
65 +	121	182	(61)
Total	2,525	3,315	(790)

Source: Statistics Canada, Taxfiler

Educational Attainment

Until Educational Attainment data gathered in 2011 is released by Statistics Canada in June 2013, we must continue to rely on Census 2006 Census data.

Figure 4: Educational Attainment in the Kenora and Rainy River Districts

Education	Kenora District	Rainy River District	Ontario
University Certificate, Diploma or Degree	11.3%	12.5%	24.6%
College Diploma/Non-University Certificate or Diploma	15.9%	17.5%	18.4%
Apprenticeship or Trades Certificate	10.3%	11.6%	8.0%
High School Certificate or Diploma	23.9%	28.2%	26.8%
No Certificate or Degree	38.6%	30.1%	22.2%

Source: Statistics Canada Census 2006

Figure 4 highlights that, as of 2006, the region had a higher percentage of individuals with an Apprenticeship Trade Certificate, similar percentage with a College Diploma but fewer with a University education as compared to the province. There were also considerably more people who either did not complete secondary school or who completed secondary school but obtained no post-secondary education. It will be important to compare the more current educational attainment data when it is released later this year with the needs of the economy in Northwestern Ontario.

Aboriginal Population in the Kenora and Rainy River Districts

There are 53 Aboriginal Communities located in the Kenora District and another 12 in the Rainy River District. According to Statistics Canada Census 2006, there are 97,935 enumerated Aboriginal people residing in Northern Ontario, or 40 percent of enumerated Aboriginal people in Ontario. Approximately 27 percent or over 26,400 Aboriginal people reside in the Kenora District and 4,900 or 5 percent in the Rainy River District.¹ The Kenora District ranks first in Ontario for the largest concentration of Aboriginal people in an urban environment with 2,365 or 16 percent of the total municipal population.

¹ Aboriginal People in Northern Ontario, Ministry of Aboriginal Affairs Quick Facts, www.ontario.ca/aboriginal

Aboriginal people living in Northern Ontario have lower education levels, a lower labour force participation rate and lower average annual incomes compared to Aboriginal people in other regions of Ontario.

Consider that:

- Approximately 55 percent of Aboriginal people in Northern Ontario completed secondary school while the completion rate for non-Aboriginal students is 71 percent (Statistics Canada Census 2006),
- The labour force participation rate is 59 percent, eight percent lower than non-Aboriginal people in Ontario. The participation rate in the Kenora District is 56 percent and 64 percent in the Rainy River District
- The unemployment rate for Aboriginal people in Northern Ontario is 16 percent, more than double the rate of non-Aboriginal people in Northern Ontario. The unemployment rate in the Kenora and Rainy River Districts is approximately 16 percent and 13 percent respectively
- Employment income for Aboriginal people on and off reserve in Northern Ontario is approximately \$24,000.00 per year. The annual income for Aboriginal people residing in the Kenora District is \$22,000.00 and \$24,000.00 in the Rainy River District.²

Aboriginal population projections between 2006 and 2031 conducted by Statistics Canada suggest that the Aboriginal population will make up 4.0 to 5.3 percent of the total population in Canada by 2031 with an average annual growth rate of the Aboriginal population of 1.1 and 2.2 percent. Their models show that the Aboriginal population will continue to be younger than the non-Aboriginal population. The median age of Aboriginal people would rise from 27 years in 2006 to between 35 and 37 in 2031 while the median age of the non-Aboriginal population in 2031 would be around 43 years.

Among Census Metropolitan Areas, Thunder Bay is expected to have the greatest percentage of Aboriginal population by 2031, approximately 15 percent.³

It is clear that Aboriginal people now make up a large and growing segment of the labour force and are a very important contributor to the region's current and future workforce.

Labour Force Survey

The Statistics Canada Labour Force Survey (LFS) provides estimates of employment and unemployment for regions across Canada. Information is gathered monthly by survey with data supplied directly to Statistics Canada by survey respondents. Interviews are conducted by telephone or by personal visit from a field interviewer. Responding to the survey is mandatory. The LFS covers the civilian population age 15 and older, is conducted nationwide in provinces and territories. Excluded from the survey's coverage are persons living on reserves and other Aboriginal settlements in the provinces, full-time members of the Canadian Armed Forces and

² Ibid, www.ontario.ca/aboriginal

³ Statistics Canada <http://www.statcan.gc.ca/daily-quotidien/111207/dq111207a-eng.htm>

the institutionalized population. These groups together represent an exclusion of less than 2 percent of the Canadian population age 15 and over.⁴

Labour Force Survey results are provided for the Northwestern Economic Region which is comprised of the Kenora District, the Rainy River District and the Thunder Bay District. To obtain an estimate of the Kenora and Rainy River Districts, the total labour force for the Economic Region is identified by industry from 2008 to 2012 along with the labour force for the Thunder Bay Census Metropolitan area (CMA). The Thunder Bay CMA data is then subtracted from the regional total to provide an estimate for the Kenora and Rainy River District labour force.

Figure 5: Labour Force in Northwest Ontario 2008 – 2012 (Labour Force Survey)					
North American Industry Classification System-NAICS	2008	2009	2010	2011	2012
Northwest Ontario Economic Region (Persons x 1000)					
Goods Producing Sectors	20.7	18.9	18.9	21.3	20.0
Services Producing Sector	82.5	81.9	81.2	77.4	81.3
Total All Industries	103.2	100.8	100.1	98.7	101.3
Thunder Bay Census Metropolitan Area (CMA)					
Goods Producing Sectors	9.3	8.9	8.5	10.1	10.3
Services Producing Sector	52.9	50.7	51.3	49.4	50.7
Total All Industries	62.2	59.6	59.8	59.5	61.0
Estimated Labour Force - Kenora and Rainy River Districts (Persons x 1000)					
Goods Producing Sectors	11.4	10.0	10.4	11.2	9.7
Services Producing Sector	29.6	31.2	29.9	28.0	30.6
Total All Industries	41.0	41.2	40.3	39.2	40.3

Source: Statistics Canada Labour Force Survey 2008 - 2012

Labour Market Demand in the Kenora and Rainy River Districts

Canadian Business Pattern (CBP) Data is an important source of statistical information offering insight into the economy and labour market demand within the region. This data is provided to Statistics Canada by Canada Revenue Agency and is based on the employee payroll remittances submitted by companies on behalf of their employees. Statistics Canada then organizes and releases the information every six months to provide insight into economic activity within different sectors of the economy. It is an important source of data because it is accurate and current.

Canadian Business Pattern Data is used in our annual plan to identify the concentration of industries within the economy of our region as compared to Ontario; demonstrate the increase or decrease in the number of business establishments operating in each industry; and to estimate employment for business establishments employing less than 100 people in each sector. For this plan, we have compared 2008, 2011 and 2012 data to identify the

⁴ More information about the Statistics Canada Labour Force Survey is available at <http://www23.statcan.gc.ca/imdb/p2SV.pl?Function=getSurvey&SDDS=3701&lang=en&db=imdb&adm=8&dis=2#a1>

impact of the 2008 recession as well as growth that has taken place in the last year. In some cases, small arithmetical differences may occur due to rounding errors.

Change in Number of Business Establishments by Employee Size Range

Figures 6A and 6B examine the change in the number of business establishments operating in the region in various employee size ranges between December 2008, June 2011 and June 2012. A decrease in the number of business establishments in any category of employee size range does not necessarily mean that the business is no longer operating. It may simply mean that the enterprise has increased or decreased the number of employees and appears in a different employee size range.

Figure 6A - Change in Number of Business Establishments in the Kenora District in Relation to Employee Size Range

Employee Size Range	No. of Business Establishments Dec 2008	No. of Business Establishments Jun 2011	No. of Business Establishments Jun 2012	Absolute Change 2011-2012	Percent Change (%) 2011-2012	Ontario Percent Change (%) 2011-2012
0	1,289	1,276	1,286	10	0.78	(1.75)
1 – 4	930	925	882	(43)	(4.65)	0.60
5 – 9	501	474	460	(14)	(2.95)	(0.94)
10 – 19	312	291	302	11	3.78	3.31
20 – 49	190	191	201	10	5.24	2.80
50 – 99	50	52	52	0	0.00	7.66
100 – 199	36	38	35	(3)	(7.89)	6.02
200 – 499	14	14	13	(1)	(7.14)	10.68
500 +	4	3	4	1	33.33	2.40
Total	3,326	3,264	3,235	(29)	(0.89)	- 0.49

Source: Canadian Business Pattern Data, Statistics Canada, Dec. 2008, June 2011, June 2012

Figure 6B - Change in Number of Business Establishments in the Rainy River District in Relation to Employee Size Range

Employee Size Range	No. of Business Establishments Dec 2008	No. of Business Establishments Jun 2011	No. of Business Establishments Jun 2012	Absolute Change 2011-2012	Percent Change (%) 2011-2012	Ontario Percent Change (%) 2011-2012
0	590	577	555	(22)	(3.81)	(1.75)
1 – 4	407	394	378	(16)	(4.06)	0.60
5 – 9	207	178	185	7	3.03	(0.94)
10 – 19	103	111	121	10	9.01	3.31
20 – 49	59	52	56	4	7.69	2.80
50 – 99	20	23	19	(4)	(17.39)	7.66
100 – 199	6	6	5	(1)	(16.67)	6.02
200 – 499	2	1	2	1	100.0	10.68
500 +	2	2	2	0	0.00	2.40
Total	1,396	1,344	1,323	(21)	(1.56)	- 0.49

Source: Canadian Business Pattern Data, Statistics Canada, Dec. 2008, June 2011, June 2012

This data demonstrates that the economies of the Kenora and Rainy River Districts continue to struggle since the devastating decline of the Forestry Sector combined with the global recession of 2008

The decrease of owner-operated businesses in both areas may reflect a strengthening economy and job creation as people abandon self-employment for employment opportunities. The increase in number of business establishments employing 10 to 50 in the Kenora District and 5 to 50 in the Rainy River District may be an indicator of a strengthening economy as it is often businesses in this size range that represent the seeds of new economic growth.

Concentration of Economic Activity in the Region as Compared to Ontario

Figures 7A and 7B examine the numbers of business establishments within industries as compared to the province. The term “distribution” refers to the number of business establishments operating in a sector locally as a percentage of the total number of business establishments operating in the area.

This percentage is then compared to industry activity at the provincial level providing an indicator of the importance of that industry locally.

Industries	Kenora District Total	Distribution	Ontario Total	Distribution
Agriculture, Forestry and Fishing	147	4.54	35,784	4.03
Mining and Related Support Activities	8	0.25	1,201	0.14
Construction and Utilities	402	12.43	101,897	11.46
Manufacturing	61	1.89	31,083	3.50
Wholesale and Distribution	107	3.31	40,129	4.51
Retail Sales	429	13.26	80,743	9.08
Transportation and Warehousing	193	5.97	47,531	5.35
Information Technology and Communication	31	0.96	14,298	1.61
Finance, Insurance, Real Estate (F.I.R.E.),	399	12.33	146,815	16.51
Professional, Scientific and Management Services	323	9.98	207,199	23.31
Education	41	1.27	9,459	1.06
Health Care & Social Assistance	202	6.24	48,428	5.45
Tourism, Culture and Recreation	530	16.38	49,463	5.56
Personal and Household Services	298	9.21	73,437	8.26
Government Services	64	1.98	1,347	0.15
Total	3,235	100.9	888,980	100.00

Source: Canadian Business Pattern Data, Statistics Canada, June 2012

Figure 7A highlights the importance of traditional primary or resource industries of forestry and mining to the economy of the Kenora District as well as services to people whether through the retail and tourism sectors or through human services that are a component of health care, social assistance, personal and government services.

Figure 7A1 identifies specific industries that are the most and least concentrated in the Kenora District as compared to Ontario.

Figure 7A1 - Distribution of Business Establishments in Significant Industries in the Kenora District as Compared to Ontario

Industries	Kenora District Total	Distribution	Ontario Total	Distribution	Difference
Greatest Concentration of Business Establishments in Specific Industries					
Accommodation Services	353	10.91	4,720	0.53	10.38
Forestry and Logging	98	3.03	1,536	0.17	2.86
Aboriginal Public Administration	51	1.58	160	0.02	1.56
Gas Stations	61	1.89	5,198	0.58	1.30
Food and Beverages Stores	91	2.81	13,666	1.54	1.28
Air Transportation	41	1.27	455	0.05	1.22
Least Concentration of Business Establishments in Specific Industries					
Professional, Scientific, Technical Services	171	5.29	133,184	14.98	(9.70)
Real Estate	212	6.55	87,108	9.80	(3.25)
Management of Companies & Enterprises	54	1.67	35,248	3.96	(2.30)
Animal Production	14	0.43	19,952	2.24	(1.81)
Securities and Financial Investments	96	2.97	37,993	4.27	(1.31)
Crop Production	8	0.25	12,251	1.38	(1.13)

Figure 7B looks at the concentration of business establishments in the Rainy River District as compared to Ontario and highlights similarities to the Kenora District economy. The importance of Agriculture and Forestry is significant as well as retail, tourism and social and government services.

Figure 7B - Distribution of Business Establishments in the Rainy River District as Compared to Ontario

Industries	Rainy River District Total	Distribution	Ontario Total	Distribution
Agriculture, Forestry and Fishing	233	17.61	35,784	4.03
Mining and Related Activities	3	0.23	1,201	0.14
Construction and Utilities	142	10.73	101,897	11.46
Manufacturing	34	2.57	31,083	3.50
Wholesale and Distribution	43	3.25	40,129	4.51
Retail Sales	139	10.51	80,743	9.08
Transportation and Warehousing	109	8.24	47,531	5.35
Information Technology and Communication	13	0.98	14,298	1.61
Finance, Insurance, Real Estate (F.I.R.E.),	108	8.16	146,815	16.51
Professional, Scientific and Management Services	116	8.77	207,199	23.31
Education	19	1.44	9,459	1.06
Health Care & Social Assistance	89	6.73	48,428	5.45
Tourism, Culture and Recreation	141	10.66	49,463	5.56
Personal and Household Services	111	8.39	73,437	8.26
Government Services	23	1.74	1,347	0.15
Total	1,323	100.00	888,980	100.00

Source: Canadian Business Pattern Data, Statistics Canada, June 2012

Figure 7B1 highlights the importance of Forestry, Animal Production and Tourism to the economy of the Rainy River District.

Figure 7B1 - Distribution of Business Establishments in Significant Industries in the Rainy River District as Compared to Ontario					
Industries	Rainy River District Total	Distribution	Ontario Total	Distribution	Difference
Greatest Concentration of Business Establishments in Specific Industries					
Forestry and Logging	113	8.54	1,536	0.17	8.37
Accommodation Services	82	6.20	4,720	0.53	5.67
Animal Production	90	6.70	19,544	2.19	4.51
Truck Transportation	75	5.58	28,157	3.15	2.43
Grant Making, Civic, Professional Orgs.	47	3.50	20,338	2.28	1.22
Amusement, Gambling & Recreation	20	1.51	5,561	0.63	0.89
Least Concentration of Business Establishments in Specific Industries					
Professional, Scientific, Technical Services	46	3.48	133,184	14.98	(11.50)
Real Estate	52	3.93	87,108	9.80	(5.87)
Financial Investment & Related Activities	16	1.21	37,993	4.27	(3.06)
Administrative and Support Services	34	2.57	37,409	4.21	(1.64)
Management of Companies & Enterprises	33	2.49	35,248	3.96	(2.47)
Private Household Services	2	0.15	12,829	1.44	(1.29)
Specialty Trade Contractors	73	5.52	59,489	6.69	(1.17)

Change in the Number of Business Establishments within Industries

Figures 8A and 8B provide an analysis of the change in the number of business establishments operating in each sector of the economies of the Kenora and Rainy River Districts between June 2011 and June 2012. Companion Tables 8A1 and 8B1 measure the increase or decrease in the number of business establishments between December 2008 and June 2012.

Both tables highlight economies that while the number of business establishments has declined since 2008, estimated employment appears to have stabilized or be on the upswing (See Tables 10 A/A1 and B/B1). The exception is the tourism sector in the Kenora and Rainy River Districts which has decreased in both number of business establishments and estimated employment.

There has also been a marked increase in numbers of businesses and estimated employment for organizations offering human and social services.

It should be noted that, in some sectors, the predominance of self-employment can make the loss of business enterprises appear to be more dramatic than it actually is. Truck transportation and real estate are two examples of this occurrence.

Figure 8A - Change in Number of Business Establishments (BE) in the Kenora District within Industry Sectors between 2011 and 2012

	No. of BE Jun 2011	No. of BE Jun 2012	Absolute Change 2011-2012	Percent Change (%) 2011-2012
Agriculture	24	22	(2)	(8.33)
Forestry, Fishing and Hunting	132	125	(7)	(5.30)
Mining	11	8	(3)	(27.27)
Utilities and Construction	400	402	2	0.50
Manufacturing	58	61	3	5.17
Wholesale and Distribution	107	107	0	0.00
Retail Trade	427	429	2	0.47
Transportation and Warehousing	206	193	(13)	(6.31)
Information Tech. / Communication	30	31	1	3.33
Finance/Insurance/Real Estate	396	399	3	0.76
Professional Scientific and Management	331	323	(8)	(2.42)
Education	43	41	(2)	(4.65)
Health Care & Social Assistance	195	202	7	3.59
Tourism, Culture and Recreation	532	530	(2)	(0.38)
Personal and Household Services	307	298	(9)	(2.93)
Government Services	65	64	(1)	(1.54)
Total	3,264	3,235	(29)	(0.89)

Source: Canadian Business Pattern Data, Statistics Canada, June 2011, June 2012

Figure 8A1 - Change in Number of Business Establishments (BE) in the Kenora District within Industry Sectors Between 2008 and 2012

	No. of BE Dec 2008	No. of BE Jun 2012	Absolute Change 2008-2012	Percent Change (%) 2008-2012
Agriculture	23	22	(1)	(4.35)
Forestry, Fishing and Hunting	151	125	(26)	(17.22)
Mining	14	8	(6)	(42.86)
Utilities and Construction	380	402	22	5.79
Manufacturing	69	61	(8)	(11.59)
Wholesale and Distribution	116	107	(9)	(7.76)
Retail Trade	470	429	(41)	(8.72)
Transportation and Warehousing	229	193	(36)	(15.72)
Information Tech. / Communication	28	31	3	10.71
Finance/Insurance/Real Estate	382	399	17	4.45
Professional Scientific and Management	326	323	(3)	(0.92)
Education	47	41	(6)	(12.77)
Health Care & Social Assistance	176	202	26	14.77
Tourism, Culture and Recreation	559	530	(29)	(5.19)
Personal and Household Services	293	298	5	1.71
Government Services	63	64	1	1.59
Total	3,326	3,235	(91)	(2.74)

Source: Canadian Business Pattern Data, Statistics Canada, June 2011, June 2012

Figure 8B - Change in Number of Business Establishments (BE) in the Rainy River District within Industry Sectors between 2011 and 2012

	No. of BE Jun 2011	No. of BE Jun 2012	Absolute Change 2011-2012	Percent Change (%) 2011-2012
Agriculture	100	105	5	5.00
Forestry, Fishing and Hunting	140	128	(12)	(8.57)
Mining	3	3	0	0.00
Utilities and Construction	149	142	(7)	(4.70)
Manufacturing	34	34	0	0.00
Wholesale and Distribution	43	43	0	0.00
Retail Trade	134	139	5	3.73
Transportation and Warehousing	117	109	(8)	(6.84)
Information Tech. / Communication	11	13	2	18.18
Finance/Insurance/Real Estate	113	108	(5)	(4.42)
Professional Scientific and Management	112	116	4	3.57
Education	21	19	(2)	(9.52)
Health Care & Social Assistance	85	89	4	4.71
Tourism, Culture and Recreation	150	141	(9)	(6.00)
Personal and Household Services	110	111	1	0.91
Government Services	22	23	1	4.55
Total	1,344	1,323	(21)	(1.56)

Source: Canadian Business Pattern Data, Statistics Canada, June 2011, June 2012

Figure 8B1 - Change in Number of Business Establishments (BE) in the Rainy River District within Industry Sectors between 2008 and 2012

	No. of BE Dec 2008	No. of BE Jun 2012	Absolute Change 2008-2012	Percent Change (%) 2008-2012
Agriculture	94	105	11	11.70
Forestry, Fishing and Hunting	155	128	(27)	(17.42)
Mining	5	3	(2)	(40.00)
Utilities and Construction	147	142	(5)	(4.70)
Manufacturing	39	34	(5)	(12.82)
Wholesale and Distribution	42	43	1	2.38
Retail Trade	143	139	(4)	(2.80)
Transportation and Warehousing	139	109	(30)	(21.58)
Information Tech. / Communication	12	13	1	8.33
Finance/Insurance/Real Estate	105	108	3	2.86
Professional Scientific and Management	122	116	(6)	(4.92)
Education	22	19	(3)	(13.64)
Health Care & Social Assistance	77	89	12	15.58
Tourism, Culture and Recreation	162	141	(21)	(12.96)
Personal and Household Services	111	111	0	0.00
Government Services	21	23	2	9.52
Total	1,396	1,323	(73)	(5.23)

Source: Canadian Business Pattern Data, Statistics Canada, June 2011, June 2012

Finally we can use Canadian Business Pattern Data to highlight the importance of Small and Medium-sized businesses to the local economy and estimate the employment that it generates. As Figures 9A, B and C highlight, small and medium-sized enterprise (SME) continues to be very important to the local economy.

Figure 9A
Percentage of Business Establishments (BE) in the Kenora District with Less Than 100 Employees

Industry Sectors	BE Employing Less than 100	Total Number of BE	SMEs as a % of the Local Economy
Agriculture	22	22	100.0%
Forestry, Fishing and Hunting	124	125	99.2%
Mining	7	8	87.5%
Utilities and Construction	402	402	100.0%
Manufacturing	59	61	96.7%
Wholesale and Distribution	107	107	100.0%
Retail Trade	421	429	98.1%
Transportation and Warehousing	191	193	99.0%
Information Tech./Communication	31	31	100.0%
Finance Insurance Real Estate	399	399	100.0%
Professional/Management Services	323	323	100.0%
Education	38	41	92.7%
Health Care and Social Assistance	192	202	95.0%
Tourism, Culture and Recreation	529	530	99.8%
Personal and Household Services	295	298	99.0%
Government Services	43	64	67.2%

Source: 9A & 9B Canadian Business Pattern Data, Statistics Canada, June 2012

Figure 9B
Percentage of Business Establishments (BE) in the Rainy River District with Less Than 100 Employees

Industry Sectors	BE Employing Less than 100	Total Number of BE	SMEs as a % of the Local Economy
Agriculture	105	105	100.0%
Forestry, Fishing and Hunting	128	128	100.0%
Mining	3	3	100.0%
Utilities and Construction	142	142	100.0%
Manufacturing	32	34	94.1%
Wholesale and Distribution	43	43	100.0%
Retail Trade	137	139	98.6%
Transportation and Warehousing	109	109	100.0%
Information Tech./Communication	13	13	100.0%
Finance Insurance Real Estate	108	108	100.0%
Professional/Management Services	116	116	100.0%
Education	17	19	89.5%
Health Care and Social Assistance	85	89	95.5%
Tourism, Culture and Recreation	141	141	100.00%
Personal and Household Services	111	111	100.0%
Government Services	22	23	95.7%

With the exception of Mining, Education and Government Services in the Kenora District and Manufacturing and Education in the Rainy River District over 95 percent of all businesses in the area employ less than 100 people. Figure 9C highlights the importance of business operations led by individual entrepreneurs with no employees.

Figure 9C Importance of Individually Owned and Operated Business Establishments (no employees) to the Economies of the Kenora and Rainy River Districts			
	Individually-Owned and Operated Businesses	Total Number of Businesses	Percent of Local Economy
Kenora District	1,286	3,235	35.8%
Rainy River District	555	1,323	42.0%
Total	1,841	4,558	40.4%

Source: Canadian Business Pattern Data, Statistics Canada, June 2012

In the Kenora District, 67.0 percent of all business enterprises employ four people or less. In the Rainy River District 70.5 percent of all business enterprises employ fewer than five people.

Estimated Employment in Small to Medium-Sized Businesses

Figures 10A and 10B examine changes in estimated employment in small and medium-sized businesses employing less than 100 people within industries. Since 2008, changes have been made in the use of data averages used to create employment estimates. For this reason, employment estimates are not available for all industries. The titles used for the industry sectors have been modified to reflect data that is available.

Estimated employment is calculated using Canadian Business Pattern Data. The actual numbers of business establishments in the area operating in an industry is first categorized by a range of employees, i.e. 1 to 4 employees, 5 to 9 employees, etc. This actual number of business establishments is then multiplied by the average number of people working in Ontario within that industry and employee size range. For example, there are fifteen business establishments operating in the Rainy River District categorized as Animal Production (NAIC 112) employing 1 to 4 people. On average in Ontario, for companies in the Animal Production Sector employing 1 to 4 people, there are 2.06 people employed. The actual number of Animal Production business establishments in the Rainy River District (15), is multiplied by the provincial average for enterprises in Animal Production employing 1 to 4 people (2.06) to get an estimate of 31 people working in business establishments employing 1 to 4 people engaged in Animal Production in the Rainy River District. This calculation has been done for each employee size range and for each industry for business establishments employing up to 100 people as it is not possible to generate meaningful data using provincial estimates for business establishments employing more than 100 people.

Figure 10A
Change in Estimated Employment from June 2011 to June 2012 within Industries in the Kenora District for Companies Employing Less Than 100 people

Industries	June 2011	June 2012	Absolute Change	Percent Change (%)	% of BE* employing < 100 **
Agriculture	44	45	1	0.46	100.0%
Forestry and Logging	395	407	12	3.11	99.0%
Mining	85	n/a	n/a	n/a	87.5%
Construction and Utilities	1,651	1,696	45	2.70	100.0%
Manufacturing	273	438	165	60.6	96.7%
Wholesale and Distribution	268	320	52	19.5	100.0%
Retail Trade (non Big Box)	1,152	1,169	17	1.48	99.8%
Commercial Ground Transportation	764	764	0	0.00	99.5
Publishing and Motion Pictures	97	82	(15)	(15.21)	100.0%
Finance, Insurance, Real Estate	1,281	1,281	0	0.00	100.0%
Professional/Management Services	650	708	58	8.96	100.0%
Education	591	607	16	2.73	92.7%
Health Care, Social Assistance	1,650	1,865	215	13.03	95.0%
Accommodation, Food, Recreation	4,058	3,853	(205)	(5.05)	99.8%
Repair/Maintenance/Civic Org.'s	910	1,027	118	12.92	99.0%
Aboriginal Public Administration	1,341	1,183	(157)	(11.74)	68.6%
Total	15,123	15,444	322	2.1	98.5%

* BE = Business Enterprises

** Of industries with employment data provided

Figure 10A1
Change in Estimated Employment from Dec 2008 to June 2012 within Industries in the Kenora District for Companies Employing Less Than 100 people

Industries	Dec 2008	June 2012	Absolute Change	Percent Change (%)	% of BE* employing < 100 **
Agriculture	47	45	(2)	(4.6)	100.0%
Forestry and Logging	562	407	(155)	(27.5)	99.0%
Mining	58	n/a	n/a	n/a	87.5%
Construction and Utilities	1,610	1,696	85	5.3	100.0%
Manufacturing	397	438	40	10.2	96.7%
Wholesale and Distribution	253	320	67	26.7	100.0%
Retail Trade (non Big Box)	1,135	1,169	34	3.0	99.8%
Commercial Ground Transportation	833	764	(69)	(8.3)	99.5
Publishing and Motion Pictures	77	82	5	6.4	100.0%
Finance, Insurance, Real Estate	1,307	1,281	(26)	(2.0)	100.0%
Professional/Management Services	730	708	(22)	(3.0)	100.0%
Education	630	607	(23)	(3.6)	92.7%
Health Care, Social Assistance	1,496	1,865	369	24.6	95.0%
Accommodation, Food, Recreation	4,100	3,853	(247)	(6.0)	99.8%
Repair/Maintenance/Civic Org.'s	920	1,027	107	11.7	99.0%
Aboriginal Public Administration	1,481	1,183	(298)	(20.0)	68.6%
Total	15,577	15,444	(133)	(0.9)	98.5%

* BE = Business Enterprises

** Of industries with employment data provided

Figure 10B
Change in Estimated Employment from June 2011 to June 2012 within Industries in the Rainy River District for Companies Employing Less Than 100 people

Industries	June 2011	June 2012	Absolute Change	Percent Change (%)	% of BE* employing < 100
Agriculture	145	150	5	3.35%	100.0%
Forestry and Logging	346	349	3	0.87%	100.0%
Mining	n/a	n/a	n/a	n/a	n/a
Construction and Utilities	686	688	2	0.24	100.0%
Manufacturing	169	151	(18)	(10.79)	91.2%
Wholesale and Distribution	116	144	28	24.23	100.0%
Retail Trade (non-Big Box)	390	415	25	6.40	100.0%
Commercial Ground Transportation	392	412	20	5.01	100.0%
Publishing and Motion Pictures	4	35	31	756.76	100.0%
Finance, Insurance, Real Estate	384	373	(11)	(2.77)	100.0%
Professional/Management Services	168	159	(9)	(5.48)	100.0%
Education	230	221	(9)	(4.21)	89.5%
Health Care, Social Assistance	1,034	992	(42)	(4.06)	95.5%
Accommodation, Food, Recreation	1,015	942	(73)	(7.22)	100.0%
Repair/Maintenance/Civic Org.'s	393	335	(58)	(14.84)	100.0%
Aboriginal Public Administration	452	557	104	23.07	100.0%
Total	5,925	5,921	(4)	(0.10)	99.5%

Source: Canadian Business Pattern Data, Statistics Canada, June 2011 and June 2012

Figure 10B1
Change in Estimated Employment from Dec 2008 to June 2012 within Industries in the Rainy River District for Companies Employing Less Than 100 people

Industries	Dec 2008	June 2012	Absolute Change	Percent Change (%)	% of BE* employing < 100
Agriculture	120	150	31	25.5	100.0%
Forestry and Logging	380	349	(31)	(8.1)	100.0%
Mining	6	n/a	n/a	n/a	n/a
Construction and Utilities	601	688	87	14.5	100.0%
Manufacturing	224	151	(73)	(32.65)	91.2%
Wholesale and Distribution	153	144	(9)	(5.7)	100.0%
Retail Trade (non-Big Box)	384	415	31	8.0	100.0%
Commercial Ground Transportation	496	412	(85)	(17.0)	100.0%
Publishing and Motion Pictures	39	35	(4)	(10.5)	100.0%
Finance, Insurance, Real Estate	399	373	(26)	(6.5)	100.0%
Professional/Management Services	228	159	(69)	(30.5)	100.0%
Education	280	221	(59)	(21.4)	89.5%
Health Care, Social Assistance	855	992	137	16.0	95.5%
Accommodation, Food, Recreation	1,040	942	(98)	(9.5)	100.0%
Repair/Maintenance/Civic Org.'s	397	335	37	(12.5)	100.0%
Aboriginal Public Administration	369	557	187	50.8	100.0%
Total	5,866	5,921	55	(0.9)	99.5%

Source: Canadian Business Pattern Data, Statistics Canada, June 2011 and June 2012

For our 2013 Local Labour Market Plan, we have conducted a further examination of sectors that have experienced noteworthy change in number of business establishments and estimated employment between 2008, 2011 and 2012.

Key Sectors of the Regional Economy

Agriculture

The Agriculture Sector is comprised of two industries, Crop Production and Animal Production. The following table shows the contribution of the Agricultural Sector in the region as compared to Ontario and highlights the importance of Animal Production to the economy of the Rainy River District.

	Kenora District BE Total	Distribution %	Rainy River District BE Total	Distribution %	Ontario BE Total	Distribution %
Crop Production	8	0.25	13	0.98	12,251	1.38
Animal Production	14	0.43	92	6.95	19,952	2.24
Total	22	0.68	105	7.94	32,203	3.62

The industry is predominated by family farms and very small businesses. While business growth and estimated job creation in this goods-producing sector has been relatively stable in the Kenora District since 2008, there has been an increase in the number of business enterprises and apparent job creation in the Rainy River District.

Consider that:

- The number of enterprises in Crop Production in the Rainy River District has increased by 2 since 2008 or 18.2 percent. However, all but one of these enterprises is owner-operated with no employees and, therefore, little resulting job creation.
- The number of enterprises in Animal Production in the Rainy River District has increased by 9 since 2008 or 10.8 percent.
- Animal Production has seen an estimated job creation of 31 positions or 29.5 percent since 2008.
- 73 Animal Production businesses (79.3 percent) are operated by individual owners with no employees. Fifteen enterprises (16.3 percent) employ one to four people. Three employ five to nine people.

Kenora District - Agriculture Sector						
	2008		2011		2012	
	No. Bus.	Est. Emp.	No. Bus.	Est. Emp.	No. Bus.	Est. Emp.
Crop Production	10	31	9	27	8	27
Animal Production	13	16	15	17	14	17
Total	23	47	24	44	22	44

Note: Estimated Employment is for companies with less than 100 employees.
There are no companies operating in these industries with more than 100 employees.

Rainy River – Agriculture Sector

	2008		2011		2012	
	No. Bus.	Est. Emp.	No. Bus.	Est. Emp.	No. Bus.	Est. Emp.
Crop Production	11	15	10	11	13	14
Animal Production	83	105	90	134	92	136
Total	94	120	100	145	105	150

Note: Estimated Employment is for companies with less than 100 employees.

There are no companies operating in these industries with more than 100 employees.

Growth in the sector is being supported through “buy local” initiatives. Promoted on the website, www.nwofood.ca, residents are provided with information on the benefits of buying local including keeping money in the local economy and supporting local growers while using less packaging and fossil fuels for transport.⁵ Rainy River Abattoir was awarded a grant to identify opportunities for improved distribution of local produce and meats.⁶



⁵ Get Fresh, Locally produced foods promoted, Bryan Meadows, Thunder Bay Chronicle-Journal, June 29, 2012

⁶ Menus to be placed under microscope, Thunder Bay Chronicle-Journal, October 20, 2012

Forestry and Logging

The Forestry and Logging Sector is tremendously important to the economy of Northwest Ontario.

	Kenora District BE Total	Distribution %	Rainy River District BE Total	Distribution %	Ontario BE Total	Distribution %
Forestry and Logging	98	3.03	113	8.54	1,536	0.17

While the sector continues to struggle particularly in the paper segment of the industry and the number of business enterprises continues to decrease, there does appear to be some increase in estimated employment since 2011.

In the Kenora District, the number of business enterprises decreased from 109 to 98 between 2011 and 2012, a decrease of just over 10 percent. However, during the same timeframe, estimated employment increased from 395 to 407, a net increase of 9 jobs or 3.1 percent.

Kenora District – Forestry and Logging						
	2008		2011		2012	
	No. Bus.	Est. Emp.	No. Bus.	Est. Emp.	No. Bus.	Est. Emp.
Forestry and Logging	132	562	109	395	98	407

Note: Estimated Employment is for companies with less than 100 employees.
One business enterprise employs between 100 and 199 people.

A similar situation exists in the Rainy River District. The number of Forestry and Logging Business Enterprises experienced a net decrease of 13 business enterprises between 2011 and 2012 (10.3 percent) but a net increase in estimated employment of 3 jobs or 0.87 percent.

Rainy River District – Forestry and Logging						
	2008		2011		2012	
	No. Bus.	Est. Emp.	No. Bus.	Est. Emp.	No. Bus.	Est. Emp.
Forestry and Logging	136	380	126	346	113	349

Note: Estimated Employment is for companies with less than 100 employees.
There are no companies operating in these industries with more than 100 employees.

While these are small increases, it could be an indicator that those Forestry and Logging enterprises that survived the 2008 recession are in a stronger position for future growth. Indicators of increased demand in the United States housing market combined with the need to re-build after severe storms like Superstorm Sandy are generating some optimism that there will be improving markets for forest products made in Ontario. Large

companies like Resolute Forest Products are prepared to resume production in idled sawmills in Ignace and Ear Falls if projected demand materializes.⁷

Reflecting the ongoing volatility in the sector, Resolute Forest Products was forced to shut down its kraft mill idling a paper machine in Fort Frances for an indefinite period of time and affecting 239 employees. Changing market conditions for paper products was cited. The company is actively pursuing alternate product development and is “cautiously optimistic” about the mill’s future.⁸

Key informant interviews with employers in the sector highlighted a projected need for skilled tradespeople.



⁷ Back on Board, Thunder Bay Chronicle-Journal, November 4, 2012

⁸ Mill warrants cautious optimism, Thunder Bay Chronicle-Journal, December 2, 2012

Forestry and Logging Spin-Off Economic Activity

Analysis of other sectors of the economy, particularly in the Kenora District, highlight spin-off industries directly and indirectly related to the Forestry sector that appear to have either stabilized in the last year or that have experienced growth.

	2008		2011		2012	
	No. Bus.	Est. Emp.*	No. Bus.	Est. Emp.*	No. Bus.	Est. Emp.*
Kenora District						
Paper Manufacturing	2	0	1	0	1	0
Wood Product Manufacturing	11	119	10	125	11	196
Building Materials/Supplies Wholesale	19	81	17	79	18	146
Rainy River District						
Paper Manufacturing	2	32	2	34	2	34
Wood Product Manufacturing	12	102	11	55	12	40
Building Materials/Supplies Wholesale	6	47	6	40	6	40

*For business enterprises employing less than 100 people

In the Rainy River District, 54 percent of forestry and logging business establishments are owner-operated. In the Kenora District owner operators represent 50 percent of business establishments and 54 percent of the Rainy River District's Forestry and Logging sector, pointing to the rise of the entrepreneur and a possible indicator of re-birth within the sector.

Innovation in the Forestry and Logging Sector

Local political action and innovation is encouraging cost-savings and diversified growth within the sector. Domtar Inc.'s mill in Dryden installed a topping turbine improving the mill's electricity self-sufficiency by harnessing underutilized steam created by burning wood by-products.⁹ A private member's bill promoting amending the Ontario Building Code to facilitate the use of more wood in Ontario is currently being studied by the Standing Committee on Regulations and Private Members Bills¹⁰ and the development of a lumber drying and planning facility is being reviewed by the Dryden Development Corporation. A feasibility study is currently underway examining the establishment of a facility that would provide the value-added dried and dressed lumber that manufacturers require for wood processing.¹¹ Issuing an enhanced Forest Resource License to Lac Seul First Nation is expected to create jobs, stimulate the local economy and allow the community to gain practical experience in forest management.¹²

⁹ Mill celebrates renewable energy project, Bryan Meadows, Thunder Bay Chronicle-Journal, May 23, 2012

¹⁰ NOMA sees value of building with wood, Thunder Bay Chronicle-Journal, June 4, 2012

¹¹ Lumber facility could be win-win, Thunder Bay Chronicle-Journal, May 20, 2012

¹² Lac Seul gets say in forest management, Thunder Bay Chronicle-Journal, August 2, 2012

One of the most innovative uses of wood products is the conversion of Atikokan Generating Station coal plant to biomass. The first of its kind and expected to be completed in 2014, the facility will burn wood pellets created in Ontario's forestry industry. It is expected to protect 90 jobs at the generating station, create 200 construction jobs, and add a projected 200 more direct and indirect forestry jobs.¹³

Mining

The Northwest Training and Adjustment Board, along with a number of community partners commissioned a study completed by the Mining Industry Human Resource Council (MiHR) on the human resource requirements of the mining sector across Northern Ontario and including the Kenora and Rainy River Districts.

Considering new mining and exploration activities underway, mining sector prospects in the region, particularly in the Kenora District, are promising despite challenges that include a vast geography, much of which is covered by frozen muskeg and boreal forests, lack of infrastructure including utilities and roadways, and aging, declining population exacerbated by high youth out-migration.

Using forecasting models, the study identified human resource requirements prepared for two-, five-, and ten-year time frames, and considering three economic scenarios — contractionary, baseline and expansionary. Hiring requirements represent the sum of net change in employment and replacement requirement due to retirement and other exits from the labour force. MiHR includes all phases of the mining cycle in their definition of the sector including prospecting and exploration, advanced development and construction, support services for exploration and mining, extraction, mineral processing and closure, care and maintenance.

The Mining Sector employment in the Kenora District was estimated at approximately 4,289 workers in 2012 with a projected hiring requirement of an estimated 3,050 to 3,550 workers by 2022.

Kenora District - Cumulative Hiring Requirements Forecasts to 2022				
	Net Change in Employment	Replacement Requirements		Cumulative Hiring Requirements
		Retirement	Non-Retirement Separation	
Contractionary	690	1,360	1,000	3,050
Baseline	890	1,410	1,020	3,290
Expansionary	1,060	1,440	1,040	3,550

¹³ Plant plan clears hurdle, Kris Ketonen, Thunder Bay Chronicle-Journal, July 20, 2012 and Atikokan plan done burning coal, Thunder Bay Chronicle Journal, September 14, 2012



In the Rainy River District, mining employment in 2012 was estimated at approximately 1,555 workers with a projected hiring requirement of an estimated 410 to 860 workers.¹⁴

Rainy River - Cumulative Hiring Requirements Forecasts to 2022

	Net Change in Employment	Replacement Requirements		Cumulative Hiring Requirements
		Retirement	Non-Retirement Separation	
Contractionary	-280	390	260	410
Baseline	-110	440	330	640
Expansionary	60	460	330	860

The lack of an available and skilled workforce is particularly significant in the Kenora District where mining is more predominant and a District that “will face labour shortages as well as skills shortages due to the lack of experienced and trained people in the labour force. With expansion in mining and exploration activities and remoteness of the exploration and mining sites, local employers that are already facing skills and labour

¹⁴ Kenora and Rainy River Districts Mining Hiring Requirements Forecasts, Mining Industry Human Resource Sector Council and Northwest Training and Adjustment Board, January 2013, p. 9-10

shortages are relying on workers from other regions. Hence fly in and fly out and commuter workforces are common in the Districts”.¹⁵

Discussions held with industry stakeholders from the region identified a number of labour market supply challenges including demographic population shrinkage, challenges related to attracting, training and retaining local Aboriginal workforces, issues in creating sustainable communities locally due to reliance on a mobile workforce, attracting local youth to mining professions to reduce youth out-migration, poor image of the industry, shortages of skilled labour and challenges in attracting immigrants to the Kenora and Rainy River Districts.¹⁶

Regional respondents to a survey directed to the Kenora and Rainy River Districts mining enterprises in the Fall of 2012 indicated that employment in mining, exploration, development and support activities will likely increase in the region beginning in 2013. An aging workforce is impacting industry with mining workers tending to be older than those involved in exploration and support services workers. Up to ten percent of the workforce will be eligible to retire in the next year, up to ten percent in the next three years and another ten percent in three to five years. The out-migration of younger workers exacerbates the District’s aging workforce and presents a challenge to establishing planned industry and skill-specific education and training that requires long lead times.

On average 35 percent of the workforce have completed secondary school education, 20 percent have a college diploma, 18 percent have trade certification and slightly more than 40 percent have a university level of education. This education profile is consistent with an exploration workforce. A small number of employers reported providing their workers with education and training including health and safety as well as skills development training. Employers reported turnover or “churn” at their operations ranged from less than one percent to as much as 60 percent depending on the employers activities and operating context.¹⁷

The Mining Industry Human Resource Council industry survey revealed that almost 13 percent of mining workforces are Aboriginal peoples ranging from 5 to 30 percent amongst responding companies although not all employers responded to this question. The skills gap, common in Aboriginal companies across Northern Ontario, is a factor that precludes greater participation by Aboriginal workers in the Kenora and Rainy River Districts’ Mining Sector.

Employers reported less than three percent of their workforce are new Canadians. Settlement of new Canadians in the Kenora and Rainy River Districts has decreased over the last thirty years and has been virtually non-existent since 1990. Future immigration policy can be used as a tool to attract new Canadian workers with requisite skills levels to the region.

¹⁵ Kenora and Rainy River Districts Mining Hiring Requirements Forecasts, Mining Industry Human Resource Sector Council (MiHR) and Northwest Training and Adjustment Board (NTAB), January 2013, p. 9

¹⁶ Ibid, p. 11

¹⁷ Ibid, p. 21-22

Literacy and skills development measures are required for Aboriginal people and other diverse groups to enhance employability and to develop a skilled, inclusive and adaptable workforce.¹⁸

The full study, including occupational projections is available on the Northwest Training and Adjustment Board's website, www.ntab.on.ca.

Labour Force Survey – Forestry, Fishing, Mining, Quarrying, Oil and Gas - 2008 to 2012					
North American Industry Classification System-NAICS	2008	2009	2010	2011	2012
Northwest Ontario Economic Region (Persons x 1000)					
Forestry, Fishing, Mining, Quarrying, Oil and Gas	3.4	3.0	4.9	4.0	4.2
Thunder Bay Census Metropolitan Area (Persons x 1000)					
Forestry, Fishing, Mining, Quarrying, Oil and Gas	1.7	X*	X*	X*	1.6
Estimated Labour Force - Kenora and Rainy River Districts (Persons x 1000)					
Forestry, Fishing, Mining, Quarrying, Oil and Gas	1.7	X*	X*	X*	2.6

* Suppressed to meet the confidentiality requirements of the Statistics Act

The lack of an available and skilled workforce is particularly significant in the Kenora District where mining is more predominant and a District that “will face labour shortages as well as skills shortages due to the lack of experienced and trained people in the labour force. With expansion in mining and exploration activities and remoteness of the exploration and mining sites, local employers that are already facing skills and labour shortages are relying on workers from other regions. Hence fly in and fly out and commuter workforces are common in the Districts.” (Kenora and Rainy River Districts Mining Hiring Requirements Forecasts – January 2013, p. 9).

¹⁸ Kenora and Rainy River Districts Mining Hiring Requirements Forecasts, Mining Industry Human Resource Sector Council (MiHR) and Northwest Training and Adjustment Board (NTAB), January 2013, p. 21-22

Manufacturing

An examination of Manufacturing highlights a sector that may also be positioned to turn the corner, particularly in the Kenora District where job creation appears to have taken place. The following table highlights those segments of the sector most important to the economies of the Kenora and Rainy River Districts.

	Kenora District BE Total	Distribution %	Rainy River District BE Total	Distribution %	Ontario BE Total	Distribution %
Food Manufacturing	4	0.12	3	0.23	2,513	0.28
Food, Beverage, Tobacco	0	0.00	1	0.08	468	0.05
Clothing Manufacturing	1	0.03	2	0.15	907	0.10
Leather / Allied Products	2	0.06	0	0.00	211	0.02
Wood Product Mfg.	11	0.34	12	0.91	1,489	0.17
Paper Manufacturing	1	0.03	2	0.15	394	0.04
Chemical Manufacturing	2	0.06	0	0.00	1,216	0.14
Non-Metallic Mineral Mfg.	6	0.19	1	0.08	1,195	0.13
Fabricated Metal Product	10	0.31	2	0.15	4,768	0.54
Machinery Manufacturing	4	0.12	1	0.08	3,396	0.38
Transportation Equipment	5	0.15	2	0.15	1,331	0.15
Furniture/Related Prod'ts	4	0.12	3	0.23	2,163	0.24
Miscellaneous Mfg.	3	0.09	3	0.23	3,609	0.41
Mfg. Sector Total	61	1.89	34	2.57	31,083	3.50

While the Rainy River District has experienced stabilization within the sector between 2011 and 2012, the Kenora District has seen an increase in estimated employment with the greatest increase taking place in the Wood Product Manufacturing, Chemical and Machinery Manufacturing Sectors.

- Wood Product Manufacturing has experienced a net increase of an estimated 71 jobs (57.0%) and Chemical Manufacturing an increase of 42 jobs.
- Machinery Manufacturing has returned to estimated employment levels experienced in 2008.
- The Wood Product Manufacturing Sector that has experienced employment growth in the Kenora District has seen just the opposite in the Rainy River District where, despite the increase of one business enterprise, estimated employment declined by 18 – more than any other manufacturing sector in the District.

Kenora District Manufacturing Sector						
	2008		2011		2012	
	No. Bus.	Est. Emp.	No. Bus.	Est. Emp.	No. Bus.	Est. Emp.
Wood Product Manufacturing.	11	119	10	125	11	196
Chemical Manufacturing	3	18	1	2	2	44
Machinery Manufacturing	4	17	4	10	4	17
Manufacturing – Total Sector	69	397	58	273	61	438

Note: Estimated Employment is for companies with less than 100 employees. One Wood Products Manufacturer employs between 100 and 199 people and one Paper Manufacturer employs more than 500 people.

Rainy River District Manufacturing Sector						
	2008		2011		2012	
	No. Bus.	Est. Emp.	No. Bus.	Est. Emp.	No. Bus.	Est. Emp.
Wood Product Mfg.	12	102	11	55	12	40
Manufacturing – Total Sector	39	224	34	169	34	151

Note: Estimated Employment is for companies with less than 100 employees. There is one Wood Product Manufacturing business enterprise employing between 100 and 199 people and one Paper Manufacturing enterprise employing more than 500 people.

Employers representing various segments of the Manufacturing Sector ranging from construction to welding highlighted a shortage of skilled tradespeople that threatened to constrain their business growth.

Labour Force Survey – Manufacturing - 2008 to 2012

North American Industry Classification System-NAICS	2008	2009	2010	2011	2012
Northwest Ontario Economic Region (Persons x 1000)					
Manufacturing	7.6	5.5	5.5	5.8	6.9
Thunder Bay Census Metropolitan Area (Persons x 1000)					
Manufacturing	3.6	2.9	2.4	2.9	3.5
Estimated Labour Force - Kenora and Rainy River Districts (Persons x 1000)					
Manufacturing	4.0	2.6	3.1	2.9	3.4

Recreation and Tourism

The Tourism Sector, recognized as an important driver of the economy within the economic development plan of every community in the region is clearly important to the Kenora and Rainy River Districts.

	Kenora District BE Total	Distribution %	Rainy River District BE Total	Distribution %	Ontario BE Total	Distribution %
Performing Arts/Sports	9	0.28	4	0.30	8,269	0.93
Heritage Institutions	3	0.09	1	0.08	399	0.04
Amusement/Recreation	54	1.67	20	1.51	5,561	0.63
Accommodation	353	10.91	82	6.20	4,720	0.53
Food / Drinking Services	111	3.43	34	2.57	30,514	3.43
Total	530	16.38	141	10.66	49,463	5.56

Estimates for employment in Arts and Sports Recreation and Heritage Institutions are not available. However, there has been loss of business enterprise and estimated employment in both regions.

Kenora District

- There has been a decrease of three (5.3%) business enterprises in the Amusement, Gambling and Recreation Sector and two (0.6%) Accommodation Enterprises.
- Estimated employment has also decreased in these sectors over the past year. There has been an estimated loss of 95 jobs (22.2%) in the Amusement, Gambling and Recreation Sector and 112 (5.6%) in the Accommodation Sector.
- The exception is Food and Drinking Services where there has been an increase of three business enterprises (2.8%) between 2011 and 2012 and stable estimated employment at approximately 1,617.

Kenora District – Recreation and Tourism Sector						
	2008		2011		2012	
	No. Bus.	Est. Emp.	No. Bus.	Est. Emp.	No. Bus.	Est. Emp.
Performing Arts/Spectator Sports	11	n/a	9	n/a	9	n/a
Heritage Institutions	3	n/a	3	n/a	3	n/a
Amusement, Gambling and Recreation	60	437	57	430	54	334
Accommodation	378	2,124	355	2,014	353	1,902
Food and Drinking Services	107	1,539	108	1,615	111	1,617
Total	559	4,100	532	4,058	530	3,853

Note: Estimated Employment is for companies with less than 100 employees.
One Food and Drinking Service employs between 200 and 499 people.

Rainy River District

- There has been a decrease of one (4.8%) business enterprises in the Amusement, Gambling and Recreation Sector; two (2.4%) Accommodation Enterprises and six (15%) in Food and Drinking Services.
- Despite this loss of business enterprises, estimated employment has increased in Amusement, Gambling and Recreation and Accommodation during the period of 2011-2012. There has been an increase of approximately 25 jobs (32.9%) in the Amusement, Gambling and Recreation Sector and 24 jobs (5.4%) in Accommodation.
- In Food and Drinking Services, there has been a decrease of 6 business enterprises (15%) and approximately 122 jobs, a decrease of almost 25% in estimated employment between 2011 and 2012.

Rainy River District – Recreation and Tourism Sector						
	2008		2011		2012	
	No. Bus.	Est. Emp.	No. Bus.	Est. Emp.	No. Bus.	Est. Emp.
Performing Arts/Spectator Sports	4	n/a	4	n/a	4	n/a
Heritage Institutions	1	n/a	1	n/a	1	n/a
Amusement, Gambling and Recreation	24	106	21	74	20	99
Accommodation	89	499	84	451	82	476
Food and Drinking Services	44	435	40	489	34	367
Total	162	1,040	150	1,015	141	942

Note: Estimated Employment is for companies with less than 100 employees.
There are no business enterprises that employ more than 100 people.

Employers identified the seasonality of their business could put pressure on labour market availability. Many identified the need for customer service and computer training.

Labour Force Survey

Information, Culture, Recreation and Accommodation and Food Services 2008 - 2012

Labour Force Survey – Recreation and Tourism - 2008 to 2012						
North American Industry Classification System-NAICS	2008	2009	2010	2011	2012	
Northwest Ontario Economic Region (Persons x 1000)						
Information, Culture and Recreation	4.0	4.4	3.6	3.4	4.0	
Accommodation and Food Services	7.9	6.8	6.9	6.2	7.0	
Total – Tourism and Recreation	11.9	11.2	10.5	9.6	11.0	
Thunder Bay Census Metropolitan Area (Persons x 1000)						
Information, Culture and Recreation	2.6	3.0	2.8	2.5	2.7	
Accommodation and Food Services	5.5	4.3	4.0	3.6	4.7	
Total – Tourism and Recreation	8.1	7.3	6.8	6.1	7.4	
Estimated Labour Force - Kenora and Rainy River Districts (Persons x 1000)						
Information, Culture and Recreation	1.4	1.4	0.8	0.9	1.3	
Accommodation and Food Services	2.4	2.5	2.9	2.6	2.3	
Total Estimated Labour Force – Tourism / Recreation	3.8	3.9	3.7	3.5	3.6	

Retail

Retail Operation, a sector that often goes hand-in-hand with Tourism, is also predominant in the region. As with the Hospitality Sector, employers in this sector cited the need for customer service and computer training although they were not experiencing any current labour market shortage.

	Kenora District BE Total	Distribution %	Rainy River District BE Total	Distribution %	Ontario BE Total	Distribution %
Motor Vehicle/Parts Dealers	43	1.33	15	1.13	7,116	0.80
Electronics & Appliances	23	0.71	7	0.53	5,141	0.58
Building Mat'ls/Garden	31	0.96	13	0.98	4,160	0.47
Food & Beverage Stores	91	2.81	25	1.89	13,666	1.54
Health and Personal Care	22	0.68	13	0.98	8,009	0.90
Gasoline Stations	61	1.89	17	1.28	5,198	0.58
Sports, Hobbies, Books	33	1.02	11	0.83	4,431	0.50
General Merchandise	26	0.80	6	0.45	4,274	0.48
Miscellaneous Stores	39	1.21	8	0.60	8,715	0.98
Non-Store Retail	12	0.37	7	0.53	3,776	0.42
Retail Sector Total	429	13.26	139	10.51	80,743	9.08

While there are between 3 and 5 percent fewer retail enterprises operating in the Kenora and Rainy River Districts since 2008, estimated employment is within one percent of 2008 levels. The Retail Sector in both Districts has demonstrated overall stability and employment growth in the past year.



While the number of Electronics and Appliances stores has decreased by one (4.2%) and Sporting Goods, Hobbies, Books and Music stores has decreased by four (10.8%), estimated employment has increased by 1.4% and 18.3% respectively indicating that enterprises that remain within the sector may be growing.

Kenora District – Retail Sector						
	2008		2011		2012	
	No. Bus.	Est. Emp.	No. Bus.	Est. Emp.	No. Bus.	Est. Emp.
Motor Vehicle Parts Dealers	43	544	40	468	43	527
Furniture / Home Furnishing Stores	10	94	7	74	8	80
Electronics and Appliance Stores	19	55	24	103	23	105
Building Material/Garden Equipment	33	n/a	29	n/a	31	n/a
Food and Beverage Stores	87	n/a	88	n/a	91	n/a
Health and Personal Care Stores	19	164	21	243	22	185
Gasoline Stations	72	n/a	62	n/a	61	n/a
Clothing and Clothing Accessory Stores	41	163	39	164	40	155
Sporting Goods, Books and Hobbies	40	114	37	99	33	117
General Merchandise Stores	43	n/a	25	n/a	26	n/a
Miscellaneous Store Retailers	50	n/a	42	n/a	39	n/a
Non Store Retailers	13	n/a	13	n/a	12	n/a
Total	470	1,134	427	1,151	429	1,169
<p>Note: Estimated Employment is for companies with less than 100 employees. Four Food and Beverage Stores and two General Merchandise stores employ between 100 and 199 people. One General Merchandise Store and one Health and Personal Care Store employs between 200 and 499 people.</p>						

Kenora District

- Between 2011 and 2012, there was an increase of three retail enterprises for Motor Vehicle Parts Dealers (7.5%), one Furniture and Home Furnishings (14.3%), two Building Materials/Garden Supplies (7.0%), three Food and Beverage stores (3.4%), one Health and Personal Care store (4.8%), one Clothing store (2.6%), and one General Merchandise store (4%)
- Corresponding estimated employment has increased in Motor Vehicle Parts Dealers (12.5%) and Furniture/Home Furnishings (8.7%) but fallen for Health and Personal Care stores (-24%) and Clothing stores (-5.6%). Estimated employment is not available for Building Materials and Garden Supplies, Food and Beverage Stores, Gasoline Stations, General and Miscellaneous Stores and non-store retailers.
- While the number of Electronics and Appliances stores has decreased by one (4.2%) and Sporting Goods, Hobbies, Books and Music stores has decreased by four (10.8%), estimated employment has increased by 1.4% and 18.3% respectively indicating that enterprises that remain within the sector may be growing.

Rainy River District – Retail Sector						
	2008		2011		2012	
	No. Bus.	Est. Emp.	No. Bus.	Est. Emp.	No. Bus.	Est. Emp.
Motor Vehicle Parts Dealers	14	142	15	140	15	158
Furniture / Home Furnishing Stores	7	23	6	22	5	18
Electronics and Appliance Stores	7	24	6	29	7	33
Building Material/Garden Equipment	11	n/a	10	n/a	13	n/a
Food and Beverage Stores	21	n/a	23	n/a	25	n/a
Health and Personal Care Stores	9	105	10	110	13	128
Gasoline Stations	24	n/a	18	n/a	17	n/a
Clothing and Clothing Accessory Stores	15	58	12	49	12	48
Sporting Goods, Books and Hobbies	10	31	12	39	11	29
General Merchandise Stores	6	n/a	7	n/a	6	n/a
Miscellaneous Store Retailers	13	n/a	9	n/a	8	n/a
Non Store Retailers	6	n/a	6	n/a	7	n/a
Total	143	384	134	390	139	415

Note: Estimated Employment is for companies with less than 100 employees. One Food and Beverage store and one General Merchandise store employ between 100 and 199 people.

Rainy River District

- The number of retail enterprises has increased during 2011-2012 with one additional Electronics and Appliance Store (16.7%), three Building Materials and Garden Supplies (30%), two Food and Beverage Stores (8.7%), three Personal and Health Care Stores (30%) and one non-store retailer (16.7%).
- Corresponding estimated employment has increased in Electronics and Appliance Stores (11.6%) and Personal and Health Care Stores (16.2%). Estimated employment is not available for Building Materials and Garden Supplies, Food and Beverage Stores and non-store retailers.
- The number of Motor Vehicle and Parts Dealers has remained the same in the past year; however, estimated employment has increased by 13%.
- There has been some loss of retail operations in the past year. Home Furnishing Stores have decreased by one (16.7%), Gasoline stations by one (-5.6%), Sporting Goods Stores by one (-8.3%), General Merchandise Stores by one (-14.3%), and Miscellaneous Stores by one (-11.2%). Estimated employment has decreased by 16.7% in Home Furnishing Stores, 2.7% in Clothing Retailers and 24.1% at Sporting Goods, Hobbies, Books and Music.

Wholesale and Retail Distribution

While the Wholesale and Retail Distribution Sector is not as significant to the local economy as it is provincially, the sector has demonstrated some growth both in the number of enterprises and estimated employment. The Wholesale and Distribution of Petroleum products is particularly significant to the regional economy.

	Kenora District BE Total	Distribution %	Rainy River District BE Total	Distribution %	Ontario BE Total	Distribution %
Farm Product W/D	3	0.09	4	0.30	662	0.07
Petroleum Products W/D	21	0.65	5	0.38	498	0.06
Food, Beverage, Tobacco	14	0.43	5	0.38	3,971	0.45
Personal/Household Goods	4	0.12	1	0.08	6,422	0.72
Motor Vehicle and Parts	6	0.19	3	0.23	2,407	0.27
Building Materials/Supplies	18	0.56	6	0.45	5,522	0.62
Machinery / Equipment	29	0.90	10	0.76	9,520	1.07
Miscellaneous W/D	7	0.22	7	0.53	7,071	0.80
Wholesale Electronic	5	0.15	2	0.15	4,056	0.46
Wholesale Distributors (W/D) Sector Total	107	3.31	43	3.25	40,129	4.51

Kenora District

- The number of business enterprises operating in the Wholesale and Distribution Sector has remained relatively stable since 2008 with the exception of Machinery, Equipment and Supplies which decreased by 6 enterprises (-14.7%) between 2008 and 2011. There was no change in the number of enterprises in this sector in the past year.
- Where data is available, estimated employment has been most significant in Food and Beverage Wholesale Distribution where it decreased by 11 jobs or 11 percent and in Building Materials and Supplies Wholesale Distribution where estimated employment has increased by 67 jobs or 84.8 percent. Estimated employment in the Petroleum Product Wholesale Distribution appears to have been stable between 2011 and 2012.

Kenora District – Wholesale and Retail Distribution Sector

	2008		2011		2012	
	No. Bus.	Est. Emp.	No. Bus.	Est. Emp.	No. Bus.	Est. Emp.
Farm Product Wholesale Distributors	4	n/a	3	n/a	3	n/a
Petroleum Product Wholesale Distributor	21	n/a	22	n/a	21	n/a
Food, Beverage, Tobacco Wholesale	15	99	13	104	14	92
Personal/Household Goods Wholesale	5	17	5	13	4	11
Motor Vehicle and Parts Wholesale	6	20	5	36	6	37
Building Materials/Supplies Wholesale	19	81	17	79	18	146
Machinery, Equipment and Supplies W/D	34	n/a	29	n/a	29	n/a
Miscellaneous Wholesale Distributors	5	n/a	7	n/a	7	n/a
Wholesale Electronic Markets, Agents	7	36	6	36	5	34
Total	116	253	107	268	107	320

Note: Estimated Employment is for companies with less than 100 employees.
No Business Enterprise employs more than 100 people in this sector.

Rainy River District

- The number of business enterprises operating in the Wholesale and Distribution Sector has remained relatively stable since 2008 at 43 business enterprises.
- Where data is available, estimated employment has remained stable with one exception. Employment in Food, Beverage and Tobacco Wholesale Distribution increased from 28 to 56 jobs (95.1%) between 2011 and 2012 returning to 2008 levels.

Rainy River District – Wholesale and Retail Distribution Sector

	2008		2011		2012	
	No. Bus.	Est. Emp.	No. Bus.	Est. Emp.	No. Bus.	Est. Emp.
Farm Product Wholesale Distributors	3	n/a	3	n/a	4	n/a
Petroleum Product Wholesale Distributor	5	n/a	6	n/a	5	n/a
Food, Beverage, Tobacco Wholesale	4	59	4	28	5	56
Personal/Household Goods Wholesale	1	1	1	1	1	1
Motor Vehicle and Parts Wholesale	4	32	3	32	3	33
Building Materials/Supplies Wholesale	6	47	6	40	6	40
Machinery, Equipment and Supplies W/D	10	n/a	10	n/a	10	n/a
Miscellaneous Wholesale Distributors	8	n/a	9	n/a	7	n/a
Wholesale Electronic Markets, Agents	1	13	1	13	2	14
Total	42	153	43	116	43	144

Note: Estimated Employment is for companies with less than 100 employees.
No Business Enterprise employs more than 100 people in this sector.

Labour Force Survey
Retail and Wholesale Trade, Transportation, and Warehousing 2008 - 2012

Labour Force Survey – Retail, Wholesale, Transportation, and Warehousing - 2008 to 2012					
North American Industry Classification System-NAICS	2008	2009	2010	2011	2012
Northwest Ontario Economic Region (Persons x 1000)					
Retail and Wholesale Trade	15.9	15.3	17.1	14.2	13.3
Transportation and Warehousing	6.4	5.3	5.3	5.2	4.6
Total Retail/Wholesale, Transportation, Warehousing	22.3	20.6	22.4	19.4	17.9
Thunder Bay Census Metropolitan Area (Persons x 1000)					
Retail and Wholesale Trade	10.8	10.0	9.5	9.2	8.6
Transportation and Warehousing	3.9	3.5	3.5	3.2	2.9
Total Retail/Wholesale, Transportation, Warehousing	14.7	13.5	13.0	12.4	11.5
Estimated Labour Force - Kenora and Rainy River Districts (Persons x 1000)					
Retail and Wholesale Trade	5.1	5.3	7.6	5.0	4.7
Transportation and Warehousing	2.5	1.8	1.8	2.0	1.7
Total Retail/Wholesale, Transportation, Warehousing	7.6	7.1	9.4	7.0	6.4

Supporting Sectors

The following sectors are referred to as secondary or supporting sectors because their growth is dependent on economic prosperity in other sectors and/or the demographic of the population.

Utilities and Construction

The predominance of the Utilities and Construction Sector in the Kenora and Rainy River Districts is similar to the rest of Ontario.

	Kenora District BE Total	Distribution %	Rainy River District BE Total	Distribution %	Ontario BE Total	Distribution %
Utilities	11	0.34	11	0.83	890	0.10
Construction of Buildings	118	3.65	46	3.48	31,612	3.56
Heavy/Civil Engineering	46	1.42	12	0.91	9,906	1.11
Specialty Trade Contractors	227	7.02	73	5.52	59,489	6.69
Total	402	12.43	142	10.73	101,897	11.46

Kenora District

The number of business enterprises operating in this sector increased by 22 (5.8%) between 2008 and 2011, but has remained relatively unchanged since.

Estimated employment has decreased in the Utilities Sector by 39 jobs (-26.4%) between 2011 and 2012; however, job creation of 67 positions (14.7%) appears to have taken place in the Construction of Buildings between 2011 and 2012.

An additional estimated 8 jobs were created in Heavy and Civil Engineering Construction (2.7%) and 9 Specialty Trade Contractors (1.3%) between 2011 and 2012.

Overall employment in the sector has increased by approximately 85 positions (5.3%) since 2008 with job creation in all sectors except Heavy and Civil Engineering Construction.

There is one fewer enterprise operating in the Specialty Trade Contractors sector however estimated employment has increased by 9 or 1.3%.

Kenora District Utilities and Construction Sector						
	2008		2011		2012	
	No. Bus.	Est. Emp.	No. Bus.	Est. Emp.	No. Bus.	Est. Emp.
Utilities	9	91	9	149	11	109
Construction of Buildings	106	435	117	456	118	523
Heavy/Civil Engineering Construction	46	425	46	357	46	365
Specialty Trade Contractors	219	660	228	689	227	698
Total	380	1,610	400	1,651	402	1,696
Note: Estimated Employment is for companies with less than 100 employees. There are no companies operating in this sector with more than 100 employees.						

Rainy River District

The number of business establishments in the Utilities Sector increased by three enterprises (37.5%) between 2011 and 2012.

Estimated employment in the Utilities Sector showed a small increase in the past year; however it remains 7.5% below 2008 levels.

The number of business establishments in the Construction of Buildings and Heavy and Civil Engineering Construction has decreased between 2011 and 2012 by six enterprises. There are five fewer businesses (-3.4%) operating in these industries than in 2008.

Estimated employment in the Construction of Buildings Sector decreased by 13 jobs (-7.9%) with slightly lower employment than in 2008.

Estimated employment in Heavy and Civil Engineering decreased by six positions (-3.6%) between 2011 and 2012; however employment in this industry is markedly higher than in 2008 with an estimated increase of 74 positions or 95.5%.

While there are four fewer enterprises operating in the Specialty Trade Contractors Sector, an estimated 17 jobs were created in this sector dominated by small business.

Rainy River Construction Sector						
	2008		2011		2012	
	No. Bus.	Est. Emp.	No. Bus.	Est. Emp.	No. Bus.	Est. Emp.
Utilities	10	165	8	149	11	152
Construction of Buildings	49	152	51	159	46	146
Heavy/Civil Engineering Construction	16	78	13	158	12	152
Specialty Trade Contractors	72	207	77	221	73	238
Total	147	601	149	686	142	688
Note: Est. Employment is for companies with less than 100 employees. There are no business enterprises in this sector that employ more than 100 people.						

Growth in the mining sector combined with infrastructure improvements required in isolated communities continues to increase demand for utility, industrial and commercial construction. For example, construction on the Pikangikum First Nation hydro project could begin in 2014-2015 and a proposed 230-kV line to Pickle Lake from Ignace is moving forward. This transmission link would offer businesses, including the Ring of Fire mineral resource developments, the reassurance of reliable, clean grid-delivered electricity and is expected to create employment, training benefits and a revenue stream for the Mishkeegogamang and Ojibway Nation of Saugeen First nations.¹⁹

In addition to commercial construction, mining is exerting pressure on temporary and permanent residential construction. For example, a recent report developed by Crupi Consulting Group concluded that a number of new projects will result in an increase in employment in Atikokan, stating “Over the next five to seven years, Atikokan could see an estimated 1,500 to 1,700 new construction jobs and possibly upwards of 800 to 1,000 permanent jobs. We see that an improvement in the economic climate and job opportunities will not only prevent future out-migration, but will help in returning families to Atikokan. This growth is critical [as] certain demographics tend to buy starter homes and build new homes.”²⁰

Employers we spoke to cited an ongoing and projected need for skilled construction trades. One employer indicated a willingness to work with individuals to obtain journeyman status but was frustrated with a lack of numeracy skills.

¹⁹ Hydro Project in the Works and Next Step for Power Line Set, Bryon Meadows, Thunder Bay Chronicle-Journal, November 30, 2012

²⁰ Atikokan session focuses on housing, Thunder Bay Chronicle-Journal, June 11, 2012

Labour Force Survey Construction 2008 - 2012

Labour Force Survey – Utilities and Construction - 2008 to 2012					
North American Industry Classification System-NAICS	2008	2009	2010	2011	2012
Northwest Ontario Economic Region (Persons x 1000)					
Construction	6.2	7.0	6.0	8.3	6.5
Thunder Bay Census Metropolitan Area (Persons x 1000)					
Construction	2.8	3.9	3.5	4.4	4.0
Estimated Labour Force - Kenora and Rainy River Districts (Persons x 1000)					
Construction	3.4	3.1	2.5	3.9	2.5

* Some data has been suppressed to meet the confidentiality requirements of the Statistics Act.

Health Care

The Health Care Sector is a second example of a secondary contributor to the economy in that the sector and their workforce requirements are highly dependent on population demographics and their resulting needs. In the Kenora and Rainy River Districts, the Health Care Sector is slightly more predominant than in the province as a whole.

Social Assistance services are typically included within the Health Care Sector. For the purpose of our plan, we have included them in a separate section on Human Services. See page 51.

	Kenora District BE Total	Distribution %	Rainy River District BE Total	Distribution %	Ontario BE Total	Distribution %
Ambulatory Health Care	125	3.86	54	4.08	37,561	4.23
Hospitals	5	0.15	4	0.30	319	0.04
Nurse/Residential Care	31	0.96	10	0.76	4,192	0.47
Total Health Care	161	4.98	68	5.14	42,072	4.73

Social Assistance services are typically included within the Health Care Sector. For the purpose of our plan, we have included them in a separate section on Human Services.

Kenora District

The number of business enterprises in Health Care and Social Assistance has increased since 2008. There are 12 more businesses providing Ambulatory Health Care Services (10.6% increase) and 12 additional Nursing and Residential Care Facilities (an increase of 63.2%).

In the period of 2011 to 2012, there was an addition of three Ambulatory Health Care Services and four Social Assistance services.

Estimated employment increased in Ambulatory Health Care Services by 49 positions (8.0%) between 2011 and 2012 although the total number of jobs continues to lag behind 2008 levels by 95 jobs or 12.5%.

Employment in Hospitals and Nursing and Residential Care facilities employing less than 100 people remained unchanged between 2011 and 2012 although there has been significant job creation since 2008. Approximately 71 jobs were created in hospital settings employing less than 100 people (101.1%) and 157 jobs in Nursing and Residential facilities, an increase of 54.3% since 2008.

Kenora District Health Care Sector						
	2008		2011		2012	
	No. Bus.	Est. Emp.	No. Bus.	Est. Emp.	No. Bus.	Est. Emp.
Ambulatory Health Care Services	113	756	122	613	125	662
Hospitals	5	70	5	141	5	141
Nursing and Residential Care Fac.	19	289	31	447	31	447
Total	137	1,115	158	1,201	161	1,250

Note: Estimated Employment is for companies with less than 100 employees. Three Ambulatory Health Care Services, two Nursing and Residential Care Facilities and one social assistance service employ between 100 and 199 people. Two hospitals employ between 200 and 499 people and one hospital employs more than 500.



Employment in Hospitals and Nursing and Residential Care facilities employing less than 100 people remained unchanged between 2011 and 2012 although there has been significant job creation since 2008.

Rainy River District

The number of business enterprises in Health Care and Social Assistance has increased since 2008. There are 6 more businesses providing Ambulatory Health Care Services (12.5% increase) and 6 additional Nursing and Residential Care Facilities (an increase of 63.2%).

In the period of 2011 to 2012, there was an addition of three Ambulatory Health Care Services.

Estimated employment increased in Ambulatory Health Care Services by 14 positions (3.5%) between 2011 and 2012 with the total number of jobs reaching 2008 levels.

Employment in Hospitals and Nursing and Residential Care facilities employing less than 100 people remained unchanged between 2011 and 2012. There has been a decrease in estimated employment in hospitals of 27 jobs (-26.8%). Significant job creation has taken place in Nursing and Residential Care Facilities since 2008. Approximately 197 jobs in Nursing and Residential facilities, an increase of 166.3% since 2008.

Rainy River District Health Care Sector						
	2008		2011		2012	
	No. Bus.	Est. Emp.	No. Bus.	Est. Emp.	No. Bus.	Est. Emp.
Ambulatory Health Care Services	48	410	51	397	54	411
Hospitals	4	102	4	75	4	75
Nursing and Residential Care Fac.	4	119	10	316	10	316
Total						

Note: Estimated Employment is for Companies with less than 100 Employees.
One hospital employs 100 to 199 people and one hospital employs 200 to 499 people.

Health Care Centres reported an ongoing physician shortage that put pressure on their existing staff and, at times, resulted in restricted service. Other support services like Pharmacists were identified along with a need for training opportunities in new computer technologies and changing legislation in areas such as privacy.

Labour Force Survey Health Care and Social Assistance 2008 - 2012

Labour Force Survey – Utilities and Construction - 2008 to 2012					
North American Industry Classification System-NAICS	2008	2009	2010	2011	2012
Northwest Ontario Economic Region (Persons x 1000)					
Health Care and Social Assistance	17.7	18.0	18.0	17.5	18.3
Thunder Bay Census Metropolitan Area (Persons x 1000)					
Health Care and Social Assistance	9.8	9.8	11.1	11.0	10.7
Estimated Labour Force - Kenora and Rainy River Districts (Persons x 1000)					
Health Care and Social Assistance	7.9	8.2	6.9	6.5	7.6

* Some data has been suppressed to meet the confidentiality requirements of the Statistics Act.

Social and Professional Services

The last sector of the regional economy to experience job creation particularly in the Kenora District is Social Services as well as Religious, Grant-making, Civic and Professional Services.

Social Assistance

This subsector includes activities such as counselling, welfare, child protection, community housing and food services, vocational rehabilitation and child care.

Religious, Grant-making, Civic and Professional and Similar Organizations

This subsector comprises establishments primarily engaged in organizing and promoting religious activities; supporting various causes through grant-making; promoting various social and political causes; and promoting and defending the interests of their members. Examples include fundraising organizations, advocacy groups, ethnic and cultural groups, business associations, and labour organizations.

These two subsectors make up a significant component of the regional economy as compared to Ontario.

	Kenora District BE Total	Distribution %	Rainy River District BE Total	Distribution %	Ontario BE Total	Distribution %
Social Assistance	41	1.27	21	1.59	6,356	0.71
Civic/Grant-making	107	3.31	46	3.48	20,981	2.36
Total Human Services	148	4.58	67	5.07	27,337	3.07

Kenora District

Kenora District Human Services						
	2008		2011		2012	
	No. Bus.	Est. Emp.	No. Bus.	Est. Emp.	No. Bus.	Est. Emp.
Social Assistance	39	380	37	450	41	615
Religious, Grant-making, Civic Services	104	603	108	621	107	752
Total	143	983	145	1,071	148	1,367

Note: Estimated Employment is for companies with less than 100 employees. One social assistance facility and three religious/grant-making/civic services employ 100 to 199. One social assistance service employs 200 to 499,

There are four additional business enterprises offering social assistance established between 2011 and 2012 (a 10.8% increase). This is a net increase of two additional enterprises since 2008 (a 5.1% increase).

Social Assistance facilities added an estimated 166 jobs between 2011 and 2012 (an increase of 36.9%). There has been an estimated 235 jobs created since 2008, an increase of 61.8 percent in establishments employing less than 100 people.

There has been a decrease of one establishment operating in the Religious, Grant-making, Civic and

Professional services subsector, a decrease of 0.93%. There has been a net increase of three services established since 2008, an increase of 2.9 percent.

Estimated employment in Religious, Grant-making and Civic Services employing less than 100 people has increased by approximately 131 jobs between 2011 and 2012, an increase of 21.1 percent. An estimated 149 jobs have been created since 2008, an increase of 24.7 percent.

Rainy River District

Rainy River Human Services						
	2008		2011		2012	
	No. Bus.	Est. Emp.	No. Bus.	Est. Emp.	No. Bus.	Est. Emp.
Social Assistance	21	224	20	246	21	190
Religious, Grant-Making, Civic Services	46	160	47	280	46	215
Note: Estimated Employment is for companies with less than 100 employees. No business establishments employ more than 100 people.						

There is one additional enterprise offering Social Assistance Services in the Rainy River District added between 2011 and 2012, bringing the total number of services back to 2008 levels.

Social Assistance facilities employing less than 100 people showed a decrease in estimated employment of 56 jobs between 2011 and 2012 (-22.7%).

There has been an estimated decrease of 33 jobs since 2008 (-14.9%).

There is one fewer enterprise offering Religious, Grant-making, Civic or Professional services

between 2011 and 2012, bringing the total number of services back to 2008 levels.

Religious, Grant-making, Civic and Professional Services employing less than 100 people experienced a decrease in estimated employment of 65 jobs between 2011 and 2012, a decrease of 23.4 percent. However, there has been an increase in estimated employment of 47 jobs since 2008, an increase of 27.8 percent between 2008 and 2012.

Other Service Producing Sectors

The remaining service producing sectors are either not predominant in the area or similar to the province locally and/or have shown little change in the number of enterprises or estimated employment. The Religious, Grant Making, Professional and Civic Services are included in the Business, Building and Other Support Services.

Labour Force Survey – Other Service Producing Sectors 2008 - 2012

Labour Force Survey – Other Services - 2008 to 2012					
North American Industry Classification System-NAICS	2008	2009	2010	2011	2012
Northwest Ontario Economic Region (Persons x 1000)					
Finance, Insurance, Real Estate, Leasing	3.3	3.9	3.6	3.7	3.6
Professional, Scientific and Technical Services	4.3	4.5	4.9	4.1	4.0
Business, Building and Other Support Services	3.0	2.7	3.1	2.8	3.2
Educational Services	9.5	9.2	8.7	8.6	10.0
Other Services	4.0	5.3	3.5	4.2	4.1
Public Administration	6.6	6.6	6.6	7.5	9.0
Total	30.7	32.2	30.4	30.9	33.9
Thunder Bay Census Metropolitan Area (Persons x 1000)					
Finance, Insurance, Real Estate, Leasing	2.0	2.5	2.6	2.7	2.7
Professional, Scientific and Technical Services	3.0	3.1	3.8	3.2	3.2
Business, Building and Other Support Services	2.3	1.8	2.3	1.8	2.4
Educational Services	6.1	5.7	4.8	5.5	6.4
Other Services	2.6	3.2	2.4	2.5	2.4
Public Administration	4.3	3.8	4.5	4.4	4.1
Total	20.3	20.1	20.4	20.1	21.2
Estimated Labour Force - Kenora and Rainy River Districts (Persons x 1000)					
Finance, Insurance, Real Estate, Leasing	1.3	1.4	1.0	1.0	0.9
Professional, Scientific and Technical Services	1.3	1.4	1.1	0.9	0.8
Business, Building and Other Support Services	0.7	0.9	0.8	1.0	0.8
Educational Services	3.4	3.5	3.9	3.1	3.6
Other Services	1.4	2.1	1.1	1.7	1.7
Public Administration	2.3	2.8	2.1	3.1	4.9
Total	10.4	12.1	10.0	10.8	12.7

This data indicates that almost one-third or, on average, 64.6 percent of the total services identified above are delivered in the Kenora and Rainy River Districts.

Progress in Workforce Development

Addressing the priorities laid out in the Local Labour Market Plan 2012, the Northwest Training and Adjustment Board has undertaken a number of activities.

To address a shift in the employment sector workforce shortages and changing educational requirements in demand sectors and to encourage youth retention and integration of displaced and marginalized workers, a number of events were conducted including:

- Workshops featuring industry representatives from mining, construction and service industries outlining their employment requirements.
- A Career and Job fair held in Atikokan to promote career opportunities attended by more than 225 youth and displaced workers. NTAB was pleased to join a number of community service, education and industry partners at the event.
- The Shape Your Future Career Fair and Training Expo organized by the Northern Community Development Services to promote career opportunities in Fort Frances to local youth. NTAB was pleased to join a number of community service, education and industry partners at the event.
- Responding to ongoing feedback from industry, NTAB was pleased to promote “Get Serious About Service,” customer service workshops organized by the Northwest Business Centre and conducted in the Kenora and Rainy River Districts.
- NTAB joined with community partners to attend and gave a presentation at the Government Funding Information Forum for Treaty #3 First Nation communities and organizations organized by the Ministry of Northern Development and Mines.

Northwest Training and Adjustment Board Partnerships

A Partnership Project was conducted together with Forest Operations Innovations, Research and Services. A Forum examined innovations in Forest Operations including biomass, road construction, wood harvesting and silvicultural operations and precision forestry along with training and support for forest contractors. Twenty-three participants that included Aboriginal organizations, small business, municipalities and government agencies were in attendance.

As a Partnership Project, NTAB was a lead with community partners in facilitating Apprenticeship Forums conducted in Dryden and Thunder Bay. The workshops detailed pathways to skilled trades to over 330 representatives from First Nations, Métis groups and off-reserve Aboriginal people. Representatives from industry, unions, educators, employment and government services discussed educational requirements and transferable skills.

To gain further insight into the human resource requirements of the mining industry in Northern Ontario along with the Kenora and Rainy River Districts, NTAB was pleased to partner with other local boards and government organizations across Northern Ontario to commission comprehensive research into the sector completed by the Mining Industry Human Resource Council. This report based on data analysis and industry consultations, offers industry and occupational projections under three industry scenarios over the next decade. The report offers guidance regarding programming, planning, training, resource allocation and community development and will be available on the Northwestern Training and Adjustment Board's website in February 2013.

Our final Partnership Project is a similar study currently underway in conjunction with the North Superior Workforce Planning Board and the North West Local Health Integrated Network (NWLHIN) to assess the impact of labour market and skills shortages on Northwestern Ontario. This research, documenting the critical shortage of health professionals, short and long-term occupational workforce demands and the impact of health care shortages on the regional economy and will be available on NTAB's website in March 2013; www.ntab.on.ca.



Local Labour Market Plan 2013 Framework

Recognizing the challenges of declining population, an aging workforce, youth out-migration and an economy that can only grow through efficient production of innovative, internationally-traded, world-class products and resources, it is important that all members of the labour force are engaged in a way that leverages their experience, knowledge and skills.

The challenges that have been recognized as priorities in Northwestern Ontario are no different than those identified nationally and provincially. In fact, Stephen Harper has called the lack of skilled workers, scientists and engineers “the biggest challenge our country faces”.²¹

Two key themes have recurred in the past year:

1. *“Jobs without People, People without Jobs” has become a way to express the mismatch between the skills of the unemployed and/or underemployed with the needs of the economy. Dr. Richard Miner produced a report (Miner 2010) that drew attention to the problem. In their most recent report, “Assessing Labour Market Mismatch”, CIBC found that 30 percent of businesses indicate they face a skilled labour shortage – double the observation in 2010. Rapidly rising wages and decreasing unemployment rates were used to identify occupations nationally with growing labour market shortages. Using this scale, the largest skills shortages were found in health-related occupations, the mining industry, advanced manufacturing and business services. At the same time, labour surpluses were seen in fields including clerical, food services, recreational guides, personal services and sales and services. In these occupations, wages have not grown in the past year and unemployment rates hover around 16 percent nationally.²² A similar “skills disconnect” occurs locally. Through data analysis and consultation feedback, it is clear that labour market shortages exist in our region, while at the same time, unemployment rates hover near 14 percent.*
2. *Advantage Ontario, a report released by the Jobs & Prosperity Council (Ontario) in December 2012, also speaks to skills shortages recommending that “our strong educational skills should be better aligned with evolving employer needs” as employers experience challenges recruiting workers with specific skills sets and experiences, particularly in skilled trades.²³ A significant focus of this report, however, is on the need to increase productivity in Ontario in order to remain competitive. The Council challenges employers to invest in new technology and then to ensure that their workforce has the skills required to use this technology efficiently, stating “Ontario firms have access to one of the most educated workforces in the world but are not equipping their employees with leading-edge technology .. Even when firms do invest in world-class technology, Ontario’s workers often lack the skills needed to utilize this technology, a gap linked to both employers’ under-investment in training and an education system that should focus more on skills training”.²⁴*

²¹ Les Whittington, Lack of skilled labour threatens Canadian economy, prime minister Stephen Harper says, The Toronto Star, November 19, 2012

²² Benjamin Tal, Assessing Labour Market Mismatch, CIBC World Markets Inc., Economic Insights, November 29, 2012, p. 9-10

²³ Advantage Ontario, Jobs & Prosperity Council, 2012, p. 16

²⁴ Ibid, p. 2

In each case, a key element to addressing the mismatch between labour market demand and supply as well as enhanced productivity is the need for coordinated collaboration between and among industry, education, service providers and government.

Through focus on the five priorities established together with our regional partners and outlined in the following plan, NTAB is eager to work collaboratively to address labour market shortages and skills mismatches while creating an environment that supports population growth, entrepreneurship and business development.

In each case, a key element to addressing the mismatch between labour market demand and supply as well as enhanced productivity is the need for coordinated collaboration between and among industry, education, service providers and government.

Local Labour Market Plan 2013-2014 – Kenora and Rainy River Districts

Priority # 1: Transitioning the Workforce in a Changing Economy

The economies in the Kenora and Rainy River Districts are changing. Forestry continues to face market challenges while mining, manufacturing, construction, health care, retail and tourism are increasingly predominant. How do we support those in the workforce transition to new opportunities by developing new skills and/or transferring their existing skills to new opportunities? How do we assist our youth make career decisions that leverage their interests and abilities while meeting skills shortages.

Title: Employer Forum for Displaced Workers

Description

Host a workshop in the Rainy River District to assist workers displaced from the forestry sector.

Issue Addressed

Job losses continue to be experienced in the forestry and logging sector. Most recently, a local forest product company announced the indefinite idling of its kraft mill and a paper machine resulting in 239 job losses.

Outcome

- Host a session with Human Resource representatives from various companies to offer information on available employment opportunities and highlighting the value of transferable skills.

Partners

Town of Fort Frances	Osisko Hammond Reef	NCDS
Rainy River Resources	La Verendrye Hospital	NTAB

Timeline

April 1 to September 30, 2013

Priority # 2: Meeting Employers' Evolving Education and Skills Requirements

Knowledge and skills are increasingly important in an innovation-based economy. Literacy, numeracy, computer skills as well as "soft skills" like team work and community are now essential in the workplace. New skills requirements like adaptive thinking, virtual collaboration and cross-cultural competency are increasingly important.

Title: Furthering Local Food Production and Distribution in the Region

Description

Host focus group workshops in the Kenora and Rainy River Districts to address distribution and labour market supply issues and how we can support existing and new business in the Agricultural Sector.

Issue Addressed

Reports indicate that for every one agriculture job created, another 0.7 jobs is created in the local economy. Farmers in Northwest Ontario want a cooperative system that would assist them with better development of the local food sector.

Outcome

- A research study of potential cooperative models and how better distribution and growth can be shared with existing business people and young people making career decisions.
- Establish groundwork for the development of regional agricultural cooperatives to retain area farming knowledge within an aging workforce as well as attract new workers.
- Workshops delivered in the Kenora District and (the) Rainy River District(s)

Partners

Food Security Research Network	Rainy River Federation of Agriculture	Rainy River Cattlemen's Association
Clover Valley Farmers' Market	Rainy River District Regional Abattoir	Lowey's Greenhouse and Market
Kenora District Federation of Agriculture	Country Farmers' Market	NTAB, Ontario Works, NEW

Timeline: April 1 to October 31, 2013

Priority # 3: Out-Migration of Key Demographics

Both the Kenora and Rainy River Districts experienced population decline between 2006 and 2011. Much of this decline was due to out-migration of people age 18 to 44. It is a priority for both the regional economy and workforce development to attract and retain people in this demographic as these are key consumer and career years.

Title: Pathways to Employment in Mining

Description

In order to retain our future and current workforce it is important that individuals understand the variety and pathways to a career in mining. NTAB and partners will develop a handbook outlining various careers in / or supporting the mining sector and their educational pathways including skills transferable from other occupations or sectors.

Issue Addressed

The project is in response to a need identified by Employment Ontario Service Providers and others for an effective tool for both displaced adults considering retraining and students making career decisions.

Outcome

- An easily accessible and understandable tool for developing a career in the mining sector for secondary school students, Second Career candidates and other individuals considering a career in mining.

Partners

Employment Ontario Service Providers	Broader Support Services	Adult Education and Secondary School Counsellors
	Confederation College	Chambers of Commerce

Timeline: May 2013 to January 2014

Priority # 4: Integrating the Marginalized Workforce

The population of the Kenora and Rainy River Districts has declined over 15 percent between 2006 and 2011. Growth in sectors like mining, construction, health care and the service sector will be constrained without a labour force to draw from. A strong local economy needs the contribution of everyone. How do we assist those who may feel marginalized participate fully?

Title: Treaty 3 Area Economic Opportunities Conference

Description

Conduct a conference addressing economic opportunities for Treaty 3 and area, recognizing that “we are all treaty people” and that we are all in this together. It is time for the region to take control of its economic destiny through agreed upon resource sharing.

Issue Addressed

Resource sharing within the Treaty 3 area, focused on forestry, mining and cultural tourism opportunities. Water may be included as another resource that we share that offers significant economic opportunities.

Outcome

- A minimum of one conference held in the region highlighting a shared understanding of resource-based economic opportunities and a shared need for job creation within a prospering economy.

Partners

Grand Council Treaty # 3	Community Futures Development Corp.'s	First Nations
Municipalities (led by the City of Kenora and town-ship of Sioux Narrows-Nestor Falls)	Common Ground Research Forum	Value Added Forestry Companies
Mining Companies	NTAB	

Timeline: April 1 to June 30, 2013

Appendix One – Glossary of Partner Acronyms

CFDC	Community Futures Development Corporation
CoC	Chambers of Commerce
DDC	Dryden Development Corporation
DSB	District School Board
ESP	Employment Service Providers
FC	Friendship Centres
Govt.	Government Ministries
NEW	Northwest Employment Works
NCDS	Northern Community Development Services
MNDM	Ministry of Northern Development, Mines and Forestry (Ontario)
MTCU	Ministry of Training, Colleges, and Universities (Ontario)
NWBC	Northwest Business Centre
P.R.	Physician Recruitment Program
SEB	Self Employment Benefit Program
NWLHIN	North West Local Health Integrated Network
DRHC	Dryden Regional Health Centre
TBRI	Thunder Bay Regional Research Institute
TBRHSC	Thunder Bay Regional Health Science Centre
SLAAMB	Sioux Lookout Area Aboriginal Management Board
NSWPB	North Superior Workforce Planning Board

Appendix Two – Geographic Areas

The data presented in the Labour Market Status, Data and Analysis section is based on different sources of information from Statistics Canada relating to the Census Divisions for Kenora and Rainy River Districts.

Statistics Canada defines Census Divisions as: “groups of neighbouring municipalities joined together for the purposes of regional planning and managing common services (such as police or ambulance services). These groupings are established under laws in effect in certain provinces of Canada. For example, a census division might correspond to a county, *les municipalités régionales de comté* or a regional district. In other provinces and the territories where laws do not provide for such areas, Statistics Canada defines equivalent areas for statistical reporting purposes in cooperation with these provinces and territories.”

The following lists detail the communities in the Kenora and Rainy River Districts:

Rainy River District

Alberton (Township)
Big Grassy River 35G (Indian reserve)
Chapple (Township)
Dawson (Township)
Fort Frances (Town)
Lake of the Woods (Township)
Manitou Rapids 11 (Indian reserve)
Naguaguon Lake 25D (Indian reserve)
Rainy Lake 17B (Indian reserve)
Rainy Lake 26A (Indian reserve)
Rainy River, Unorganized (Unorganized)
Saug-a-Gaw-Sing 1 (Indian reserve)
Seine River 23B (Indian reserve)

Agency 1 (Indian reserve)
Atikokan (Township)
Big Island Mainland 93 (Indian reserve)
Couchiching 16A (Indian reserve)
Emo (Township)
La Vallee (Township)
Long Sault 12 (Indian reserve)
Morley (Township)
Rainy Lake 17A (Indian reserve)
Rainy Lake 18C (Indian reserve)
Rainy River (Town)
Sabaskong Bay (Part) 35C (Indian reserve)
Seine River 23A (Indian reserve)

Kenora District

Bearskin Lake (Indian reserve)
Deer Lake (Indian reserve)
Eagle Lake 27 (Indian reserve)
English River 21 (Indian reserve)
Fort Hope 64 (Indian reserve)
Ignace (Township)
Kee-Way-Win (Indian reserve)
Kenora 38B (Indian reserve)
Kingfisher Lake 1 (Indian reserve)
Lac Seul 28 (Indian reserve)
Lake Of The Woods 37 (Indian reserve)
MacDowell Lake (Indian settlement)
Marten Falls 65 (Indian reserve)
Neskantaga (Indian reserve)
Northwest Angle 33B (Indian reserve)
Peawanuck (Indian settlement)
Pikangikum 14 (Indian reserve)
Rat Portage 38A (Indian reserve)
Sabaskong Bay (Part) 35C (Indian reserve)
Sachigo Lake 1 (Indian reserve)
Sandy Lake 88 (Indian reserve)
Shoal Lake (Part) 40 (Indian reserve)
Sioux Lookout (Municipality)
Slate Falls (Indian settlement)
The Dalles 38C (Indian reserve)
Wabauskang 21 (Indian reserve)
Wapekeka 1 (Indian reserve)
Wawakapewin (Long Dog Lake) (Indian reserve)
Webequie (Indian reserve)
Whitefish Bay 33A (Indian reserve)
Wunnumin 1 (Indian reserve)



Attawapiskat 91A (Indian reserve)
Cat Lake 63C (Indian reserve)
Dryden (City)
Ear Falls (Township)
Fort Albany (Part) 67 (Indian reserve)
Fort Severn 89 (Indian reserve)
Kasabonika Lake (Indian reserve)
Kenora (City)
Kenora, Unorganized (Unorganized)
Kitchenuhmaykoosib Aaki 84 (Big Trout Lake) (Indian reserve)
Lake Of The Woods 31G (Indian reserve)
Lansdowne House (Indian settlement)
Machin (Township)
Muskrat Dam Lake (Indian reserve)
North Spirit Lake (Indian reserve)
Osnaburgh 63B (Indian reserve)
Pickle Lake (Township)
Poplar Hill (Indian reserve)
Red Lake (Municipality)
Sabaskong Bay 35D (Indian reserve)
Sachigo Lake 2 (Indian reserve)
Shoal Lake (Part) 39A (Indian reserve)
Shoal Lake 34B2 (Indian reserve)
Sioux Narrows - Nestor Falls (Township)
Summer Beaver (Indian settlement)
Wabaseemoong (Indian reserve)
Wabigoon Lake 27 (Indian reserve)
Wapekeka 2 (Indian reserve)
Weagamow Lake 87 (Indian reserve)
Whitefish Bay 32A (Indian reserve)
Whitefish Bay 34A (Indian reserve)



Northwest Training and Adjustment Board

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