

Local Labour Market Plan

Summary

Kenora & Rainy River Districts

2013



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INTRODUCTION

In March 2012, the Northwest Training and Adjustment Board (NTAB) 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 slightly streamline and adapt our five existing priorities to create five 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 summary of our Local Labour Market Plan 2013 provides an overview of changes in the local economy taking place between 2011 and 2012, offers an update on progress made in the past year, and lays out strategies to address these five priorities in the coming year. Actions are derived based on the analysis of statistical data combined with feedback from employers, labour, educators, employment counselors, economic development officers and other community partners.



*More comprehensive statistical data analysis is available in the complete publication of the **2013 Local Labour Market Plan** on our website; www.ntab.on.ca.*

LABOUR MARKET SUPPLY

When speaking with local representatives of both business and labour, the Northwest Training and Adjustment Board heard consistently about a lack of skilled workers. In particular, current and projected shortages of skilled trades across multiple sectors including Construction, Mining, Manufacturing and Forestry was cited.

A Lack of Available Skilled Workers

A lack of available skilled workers threatens to constrain economic development in the resource-based economy. Statistics Canada Census data from 2011 is now being released. While key education and occupation data will not be available until later this year, the Census 2011 revealed that the population in the 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 the Kenora District and 800 from the Rainy River District between 2006 and 2011.

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

The aging population also negatively impacts the availability of workers and heightens the need to fully engage all potential members of the labour force. The Aboriginal population continues as an increasingly important resource and the higher percentage of youth under the age of 24 presents an opportunity to ensure that those entering the workforce have the knowledge and skills necessary to take advantage of local employment opportunities. Success in retaining youth and attracting newcomers is also important to address workforce shortages.

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).

The aging population also negatively impacts the availability of workers and heightens the need to fully engage all potential members of the workforce.

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.

Forestry and Logging May Be Stabilizing With Growth in Spin-Off Sectors

Employment in the sector appears to have stabilized in the past year and 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 meantime, innovation is underway and spin-off industries have experienced growth. In the Kenora District there has 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%) in the past year.



Current and Projected Job Creation in Mining Particularly in the Kenora District

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. The full report on labour market demand in the Kenora and Rainy River Districts' mining industry is available on the Northwest Training and Adjustment Board's website, www.ntab.on.ca.

Animal Production Continues To Be an Important Contributor to the Economy

Crop Production is increasingly important and supported through buy-local campaigns. Animal production is a significant contributor to the Rainy River District economy. While the District's sub-sector remained stable in the past year, there has been a 10.8 percent increase in the number of business establishments and an increase of approximately 34 jobs (29.5%) since 2008.

Manufacturing Is Rebounding From 2008 Levels in the Kenora District

While estimated employment in Manufacturing in the Rainy River District has not yet returned to 2008 levels, growth has been observed in the Kenora District. Estimated employment in Manufacturing is now approximately 10 percent higher in the Kenora District than in 2008. The greatest increase in estimated employment between 2011 and 2012 took place in Wood Product Manufacturing with an increase of 119 jobs, Chemical Manufacturing with an increase of 42 jobs, Printing and Related Support Activities added approximately 32 jobs and Machinery Manufacturing returned to 2008 levels, adding 7 jobs.

Volatility in the Number of Tourism Enterprises and Estimated Employment

The Tourism and Recreation Industry is prominent in economic development strategies across the region and very important to the local economy. In the Kenora District, the number of business establishments and estimated employment in Food Services has remained stable. However, there has been a decrease of three business establishments (5.3%) in the Amusement, Gambling and Recreation Sector and a decrease in estimated employment of 95 jobs (22.2%). The Accommodation sub-sector has also experienced the loss of two business establishments and approximately 112 jobs (5.6%) between 2011 and 2012.

In the Rainy River District there has been a decrease of one business establishment (4.8%) in Amusement, Gambling and Recreation sector; however, estimated employment grew by approximately 25 jobs (32.9%). Similarly, there has been a loss of two business establishments in the Accommodation sub-sector, yet estimated employment has increased by 25 jobs (5.4%). There are six fewer Food and Drinking Services Establishments operating in the Rainy River District between 2011 and 2012 and estimated employment has decreased by approximately 122 jobs (24.9%).

In the Rainy River District there has been a decrease of one business establishment (4.8%) in Amusement, Gambling and Recreation Sector; however, estimated employment grew by approximately 25 jobs (32.9%).

Stability in the Retail Sector

Retail operation, a sector that often goes hand-in-hand with Recreation and Tourism, is also predominant in the region's economy. As with the Hospitality Sector, employers cited the need for customer service and computer training although they were not experiencing any current labour market shortages. The number of business establishments and estimated employment has remained relatively unchanged between 2011 and 2012 in both the Kenora and Rainy River Districts.

Rising Labour Market Demand in the Construction Sector

Perhaps not surprisingly given the infrastructure demands of the growing mining industry, construction employment has increased, particularly in the Kenora District while the number of Utilities and Construction business establishments has been stable, estimated employment grew by 84 positions between 2011 and 2012 (5.6%). The greatest increase in employment took place in the Construction of Buildings sub-sector, adding approximately 67 jobs (14.7%) in the past year. A decrease in estimated employment took place in the Utilities sub-sector with a loss of approximately 39 jobs (26.4%) between 2011 and 2012.

Despite a decrease of seven Utilities and Construction-related businesses in the Rainy River District from 2011 to 2012, estimated employment remained stable. Since 2008 an estimated 87 construction-related jobs have been added to the Rainy River District workforce. Employers we spoke to throughout the region indicated the greatest shortage is for skilled tradespeople.

Growth in Health Care and Human Services

Growth in health care small and medium-sized enterprises has taken place primarily in increased estimated employment within Ambulatory Health Care. In the Kenora District between 2011 and 2012 there was an additional three business establishments operating in this sub-sector (2.5%) and an increase in estimated employment of 49 positions (8.0%). The Rainy River District also gained three additional Ambulatory Health Care businesses in 2011 and 2012. Estimated employment grew by 14 positions (3.5%) during this time.

Estimated employment in Hospitals and Nursing and Residential facilities employing less than 100 people remained unchanged between 2011 and 2012 in both the Kenora and Rainy River Districts although there has been significant job creation since 2008.

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 including pharmacists were identified along with a need for training opportunities in new computer technologies and changing legislation in areas such as privacy.

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 between 2011 and 2012.

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 also 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 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 and 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 and feature 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 is 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.”¹

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.² 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.

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.

¹ Les Whittington, Lack of skilled labour threatens Canadian economy, PM Stephen Harper says, The Toronto Star, November 19, 2012

² Benjamin Tal, Assessing Labour Market Mismatch, CIBC World Markets Inc., Economic Insights, November 29, 2012, p. 9-10

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.³ 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.”⁴

... 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.

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.

³ Advantage Ontario, Jobs & Prosperity Council, 2012, p. 16

⁴ Ibid, p. 2

Local Labour Market Plan 2013-2014 – Kenora & 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.

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 working and community are now essential in the workplace. New skills requirements like adaptive thinking, virtual collaboration and cross-cultural competency are increasingly important.

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?

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
MNDM	Ministry of Northern Development, Mines and Forestry (Ontario)
MTCU	Ministry of Training, Colleges, and Universities (Ontario)
NCDS	Northern Community Development Services
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
TBRRRI	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 the 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)



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