



Common Voice Northwest  
“**The Future of Northwestern Ontario...Be Part of the Solution**”  
23 September 2016, Thunder Bay

# Local Employment Planning Council



**North Superior**  
Workforce Planning Board



Ontario

# One definition of a sustainable economy

An economy where:

- We have enough working age population to support those who are too young or too old to work;
- We have enough young people or new arrivals to replace those leaving the workforce;
- We have the jobs for those who are here, or want to come here, and want to work;
- We have, or can attract, the skills to fill the jobs that are, or will be, here.



# Do we have enough working age people?

To answer this question we need to consider the Demographic Dependency Ratio or DDR:

$$DDR = \frac{(\text{Persons aged 14 years or under}) + (\text{Persons aged 65 or older})}{\text{Persons aged between 15 and 64 years}}$$

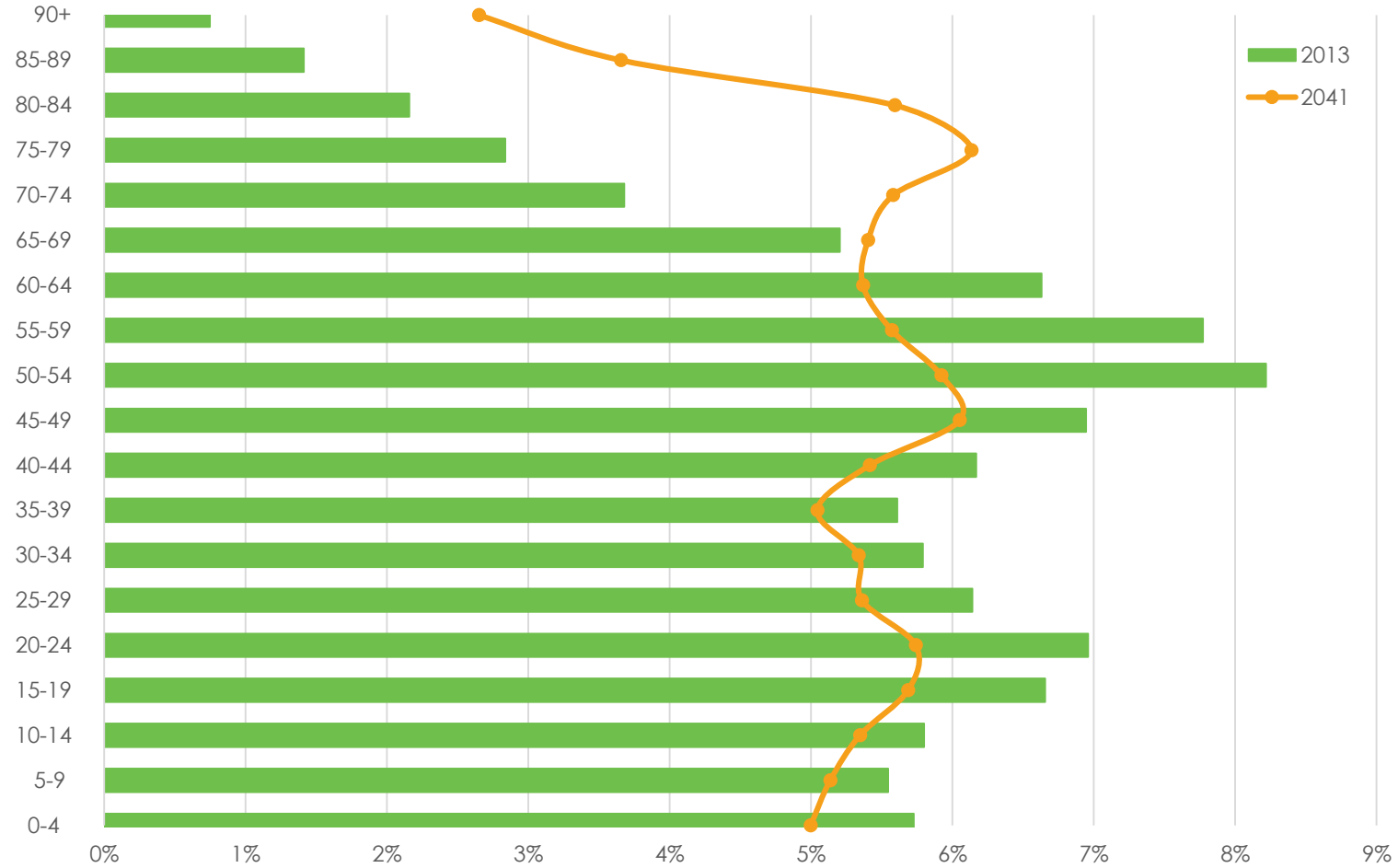
This ratio impacts EVERYTHING in our society:

- Production
- Consumption
- Savings rates
- Investment
- Even TAX BASE (without which we cannot deliver necessary services like health, education, transportation)



# The answer is "NO"

## Northwest Ontario - Distribution of population by age



Source: Author's calculations based on Ontario, Ministry of Finance, "Ontario Population Projections, 2013-2041" (Toronto, 2014).



# To address our declining DDR we need people

Two potential ways to target a desired level of net migration

1. Hold the Demographic Dependency Ratio (DDR) steady at today's level
2. Tie regional DDR to projected provincial DDR growth rate (using 2015 as reference year)

Regardless of which target we choose, we need to increase our annual net migration to meet it.

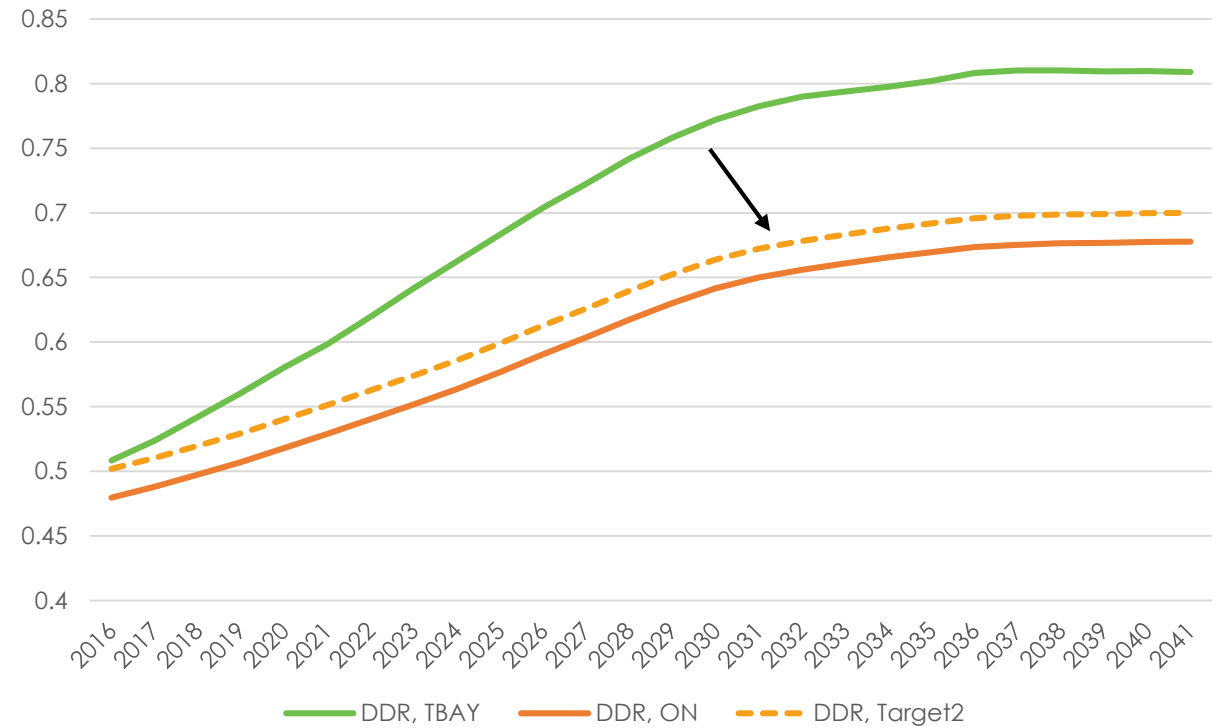


# DDR Targets – Thunder Bay District

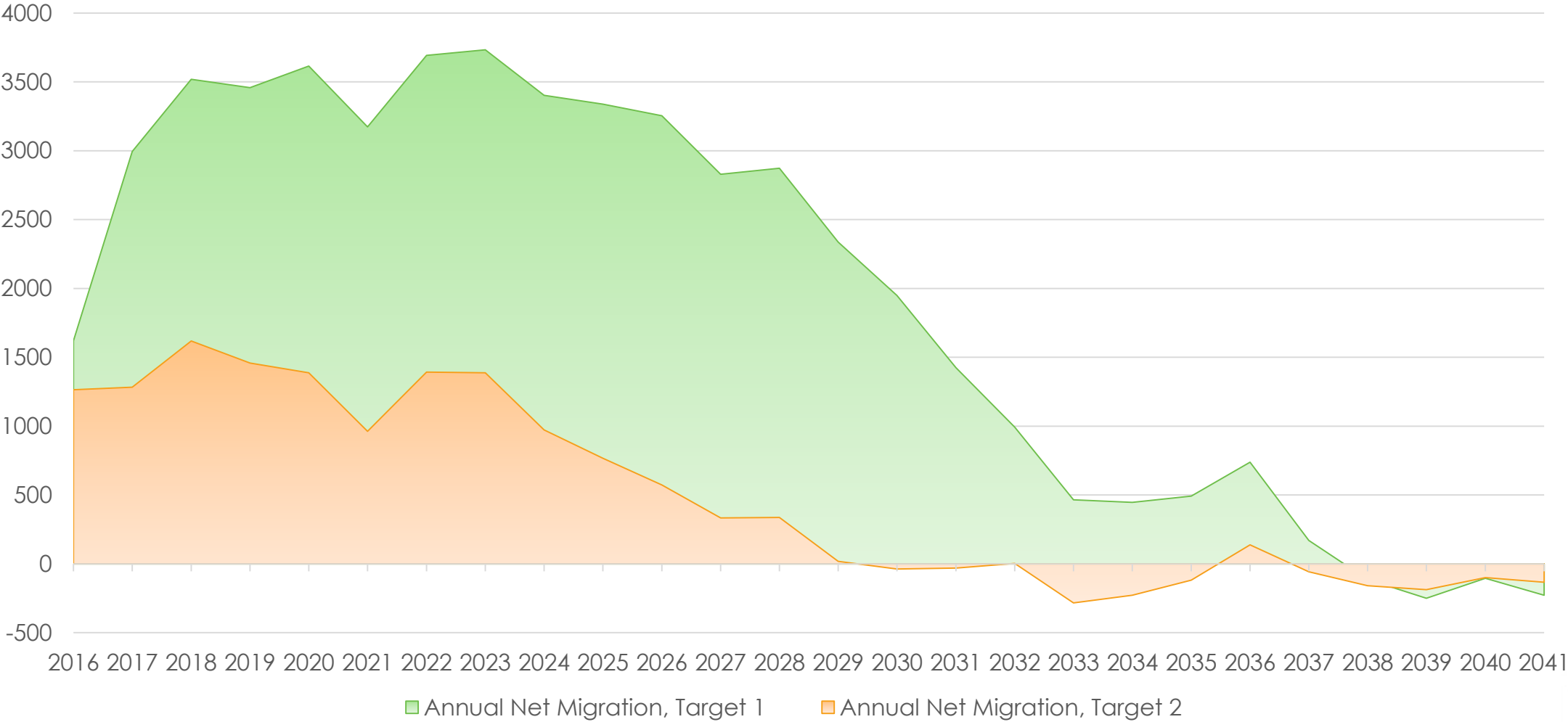
## DDR Target 1 - Thunder Bay



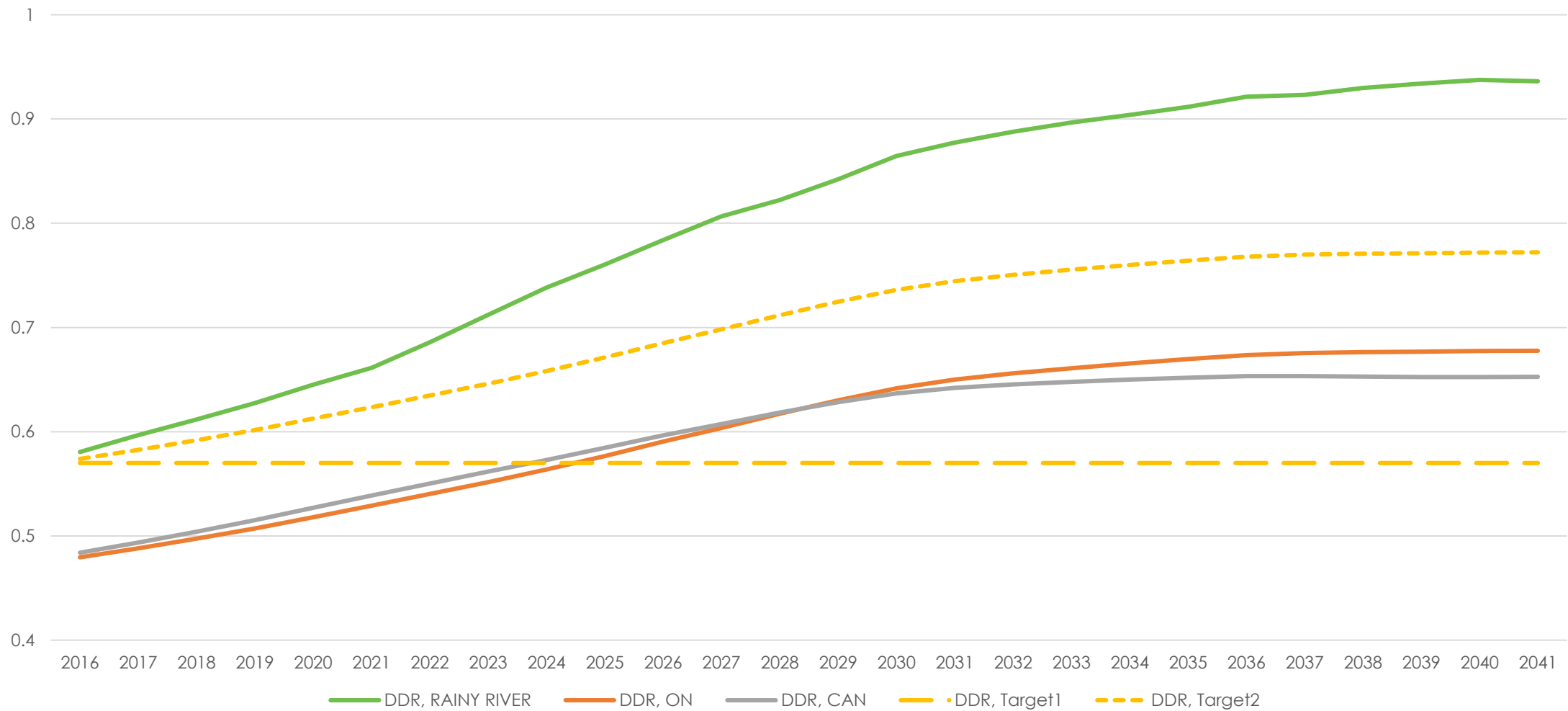
## DDR Target 2 - Thunder Bay



# Required Annual Net Migration – Thunder Bay

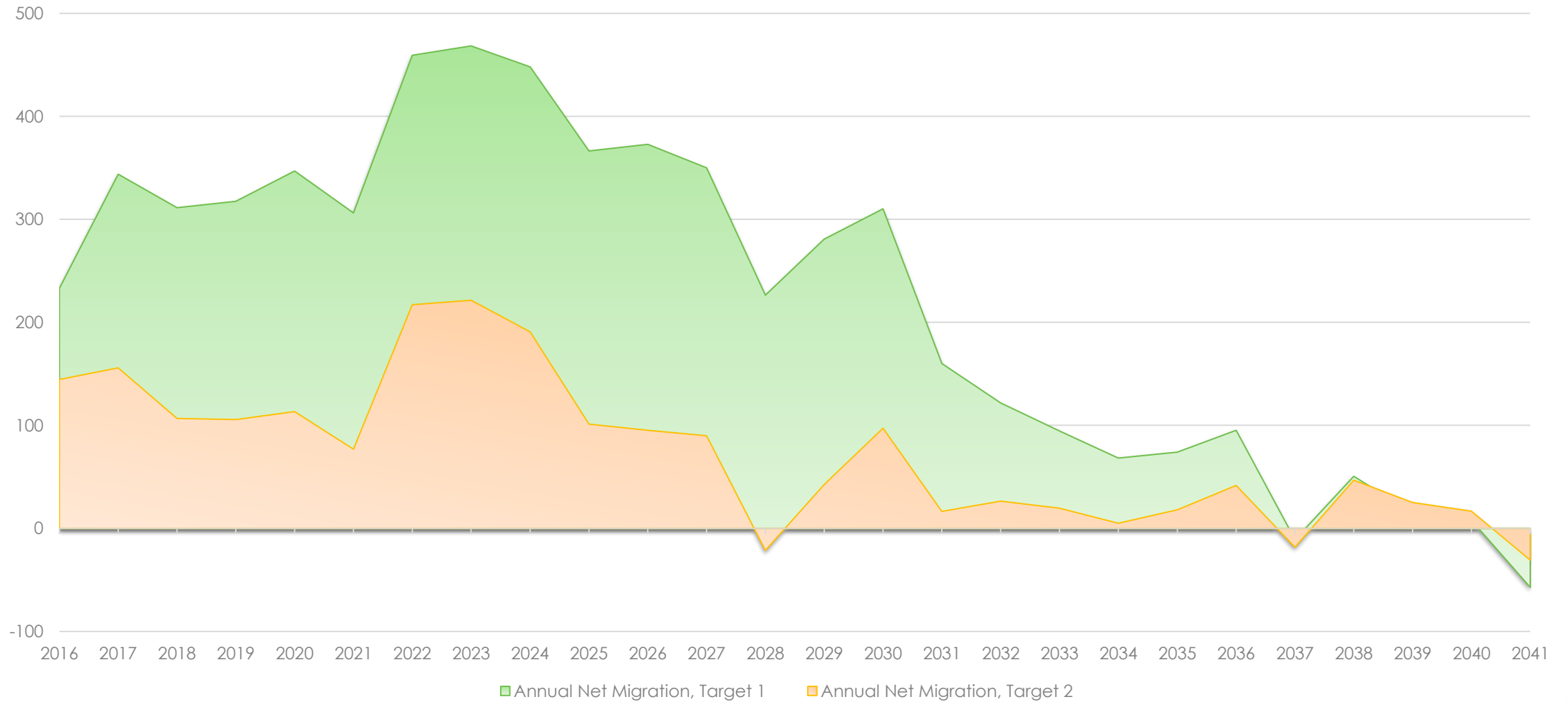


# DDR Targets – Rainy River

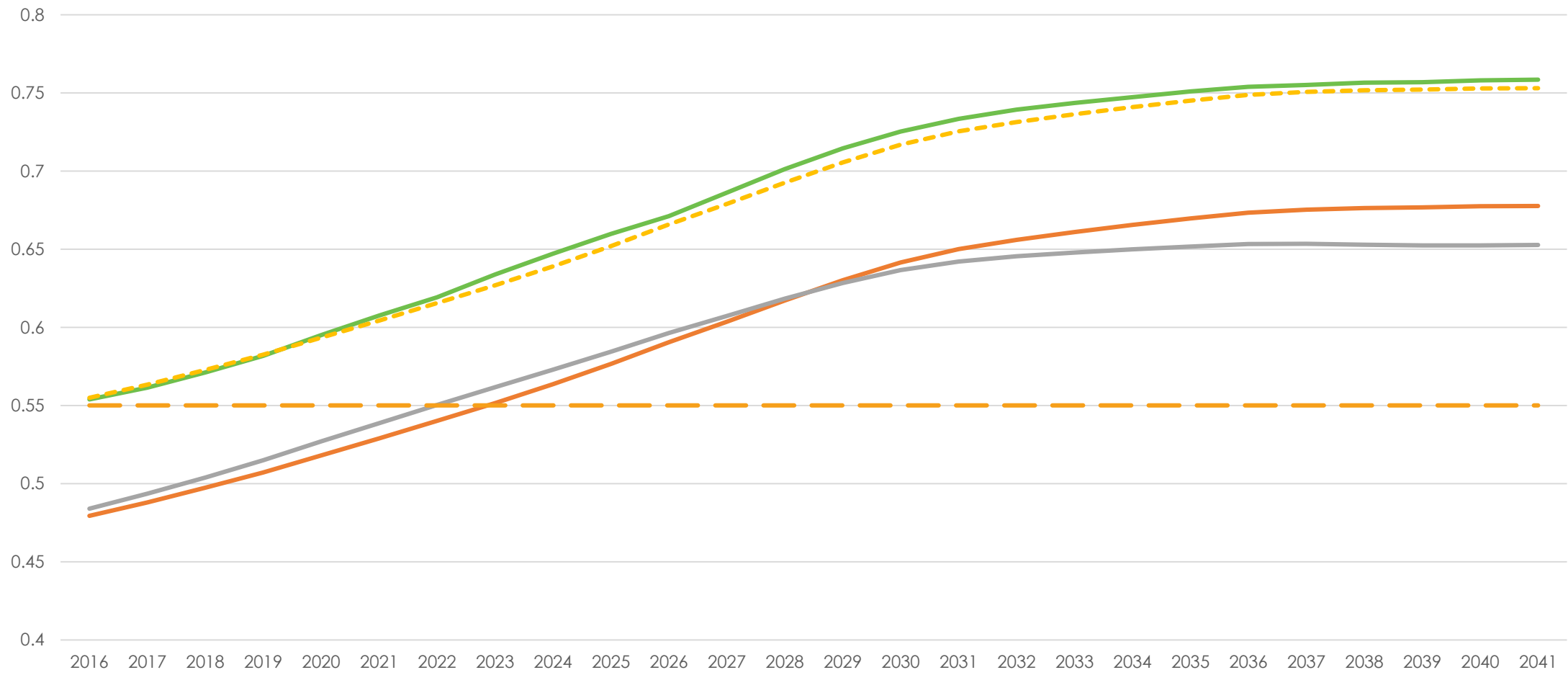




# Required Net Migration – Rainy River



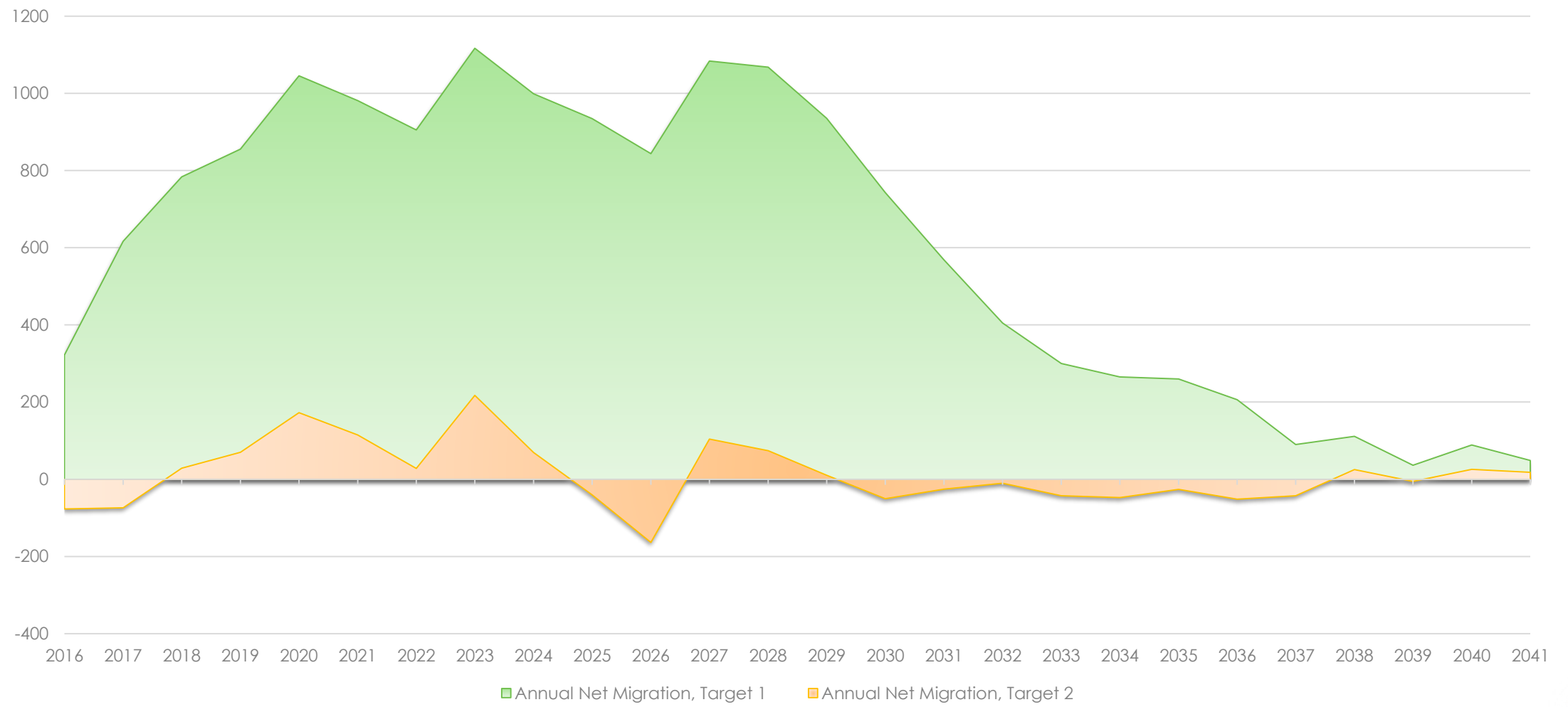
# DDR Targets – Kenora



— DDR, KENORA    — DDR, ON    — DDR, CAN    - - - - - DDR, Target1    - - - - - DDR, Target2



# Required Net Migration – Kenora



# Building a Superior Workforce:

## Community Local Labour Market Plan

What is going on in our workforce and what we, as a community, can do about it

## Why Should I complete the employerone Survey?



Do you have trouble finding qualified applicants?

Do you experience any barriers that prevent your employees from receiving training?

Are you experiencing skilled trade shortages?

Do you find the availability of qualified workers in our region to be poor?



# Magnet

Access a 24/7 search agent  
Highly specific connections  
'lower search and posting  
costs  
Talent funnel to you  
Private and secure hiring  
Compete for the best

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Our knowledgeable team is just a quick phone call away. Let us help you with your employment questions so you can get back to focusing on your business.



# BAAKAANEN ISHKWANDEMONUN

## Opening Doors For You

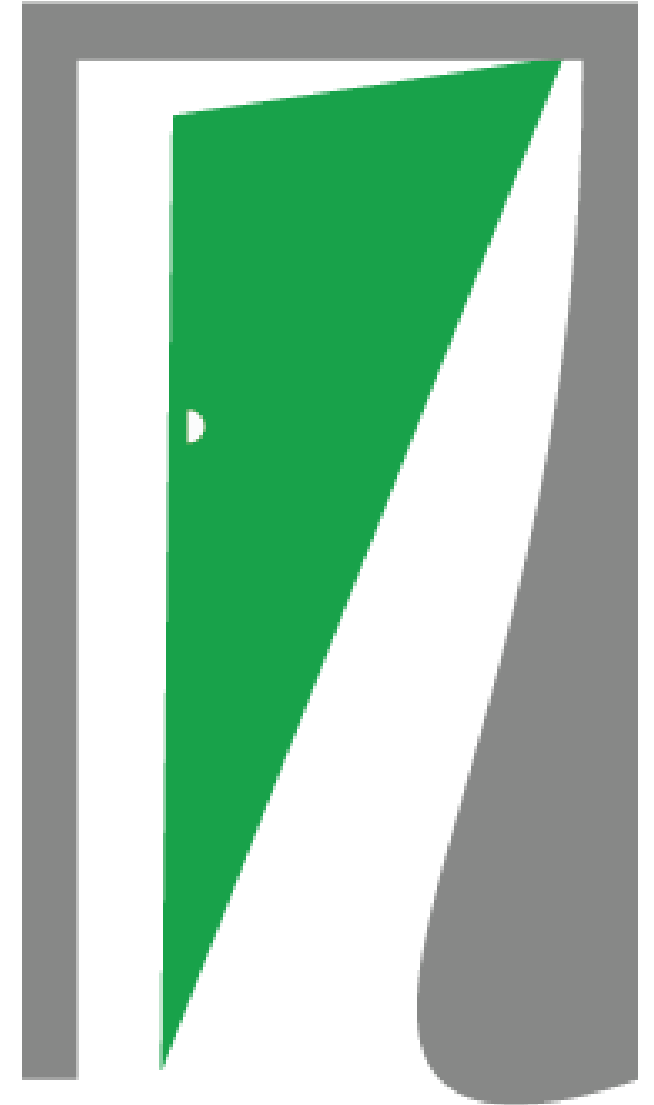
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Celebrating welcoming employers within the district of Thunder Bay

Encouraging more employers to realize the benefits of being welcoming

Reward use of existing employment support programs

Help employers spend less time searching for and more time benefitting from employment services





# Our Labour Market In.....

## GREENSTONE

**Census District:** Thunder Bay

**Population:** 4,781

**Population Density:** 30.6/km<sup>2</sup>

**Number of Private Dwellings:** 1,995

**Median Age:** 42

**Employment Rate:** 55.9%

**Participation Rate:** 64.2%

**Unemployment Rate:** 13.0%

**Major Employment Industries:**

- Public Administration - 17%
- Healthcare and social assistance - 14%
- Educational services - 12%
- Retail trade - 9%
- Agriculture, forestry, fishing and hunting - 9%



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THANK YOU

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**Local Employment**  
Planning Council