



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



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:

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

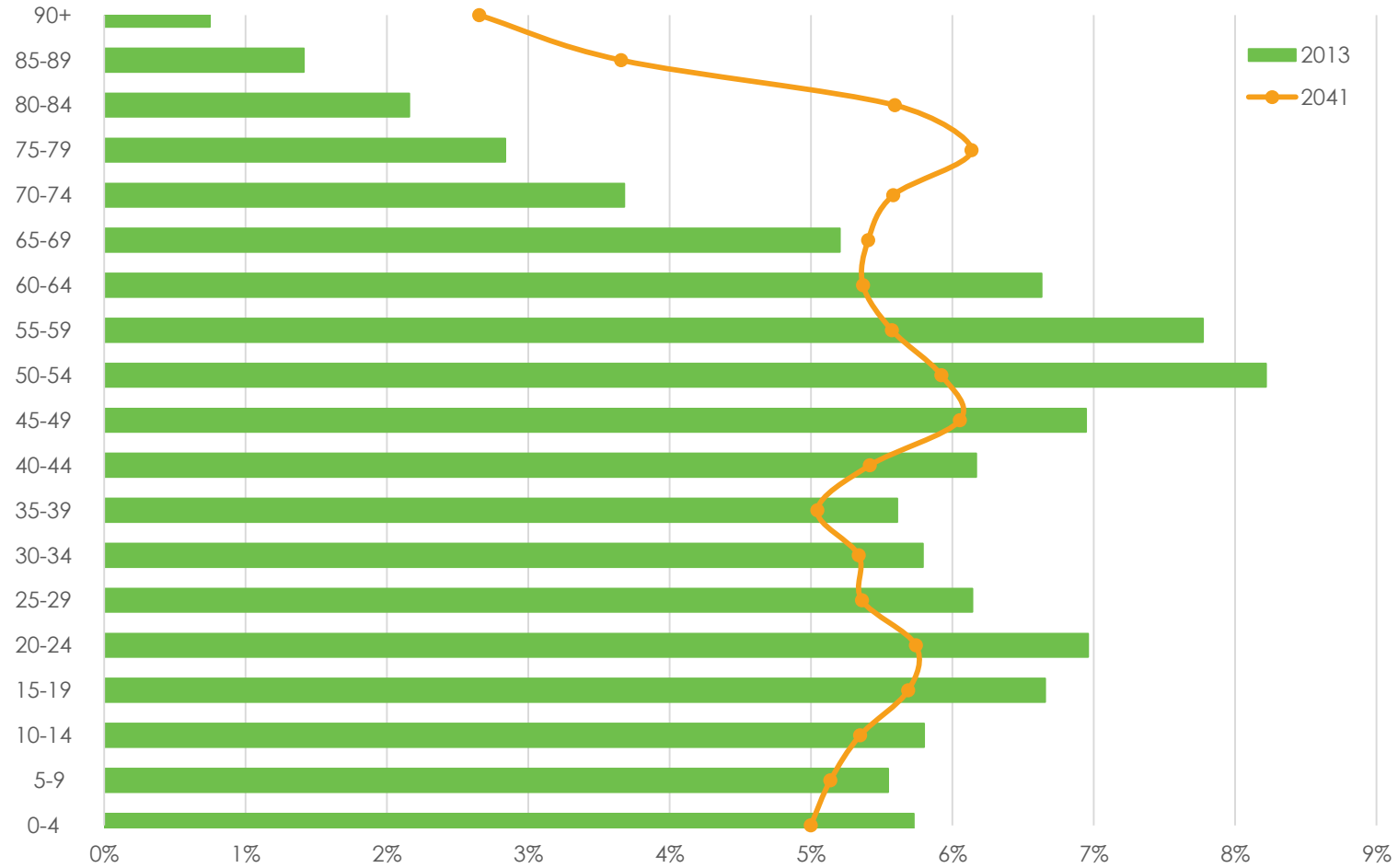
This ratio impacts EVERYTHING in our society:

- 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

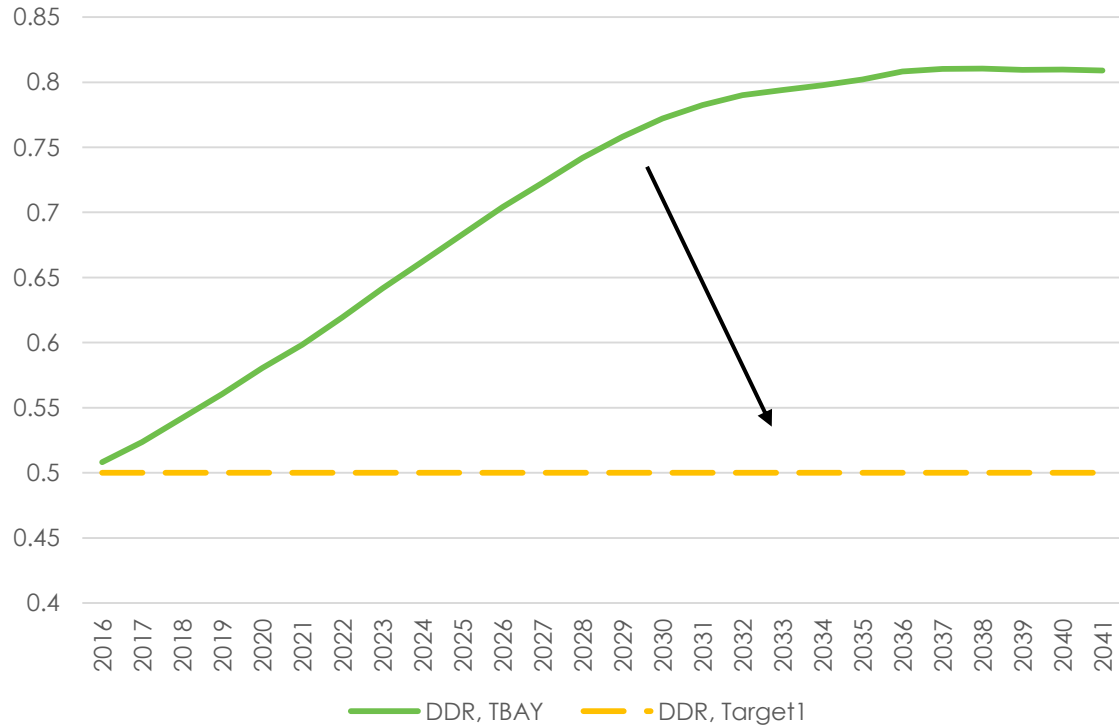
1. Hold the Demographic Dependency Ratio (DDR) steady at today's level
2. Tie regional DDR to projected provincial DDR growth rate (using 2015 as reference year)

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

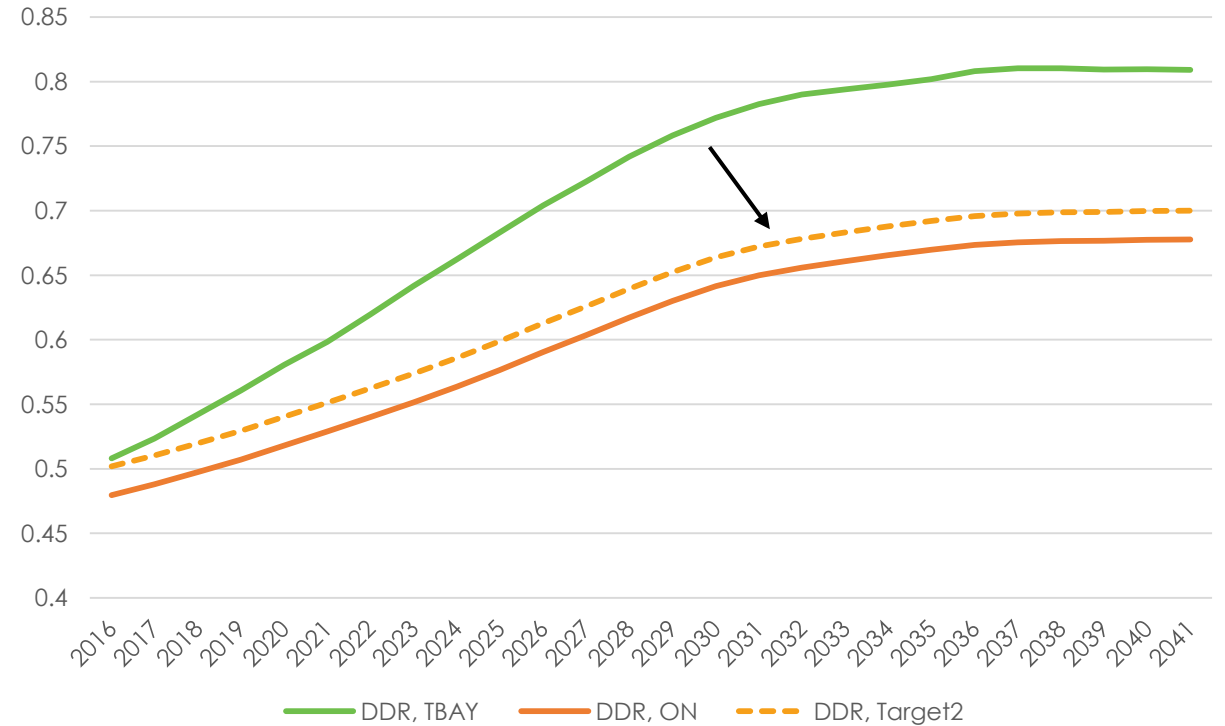


DDR Targets – Thunder Bay District

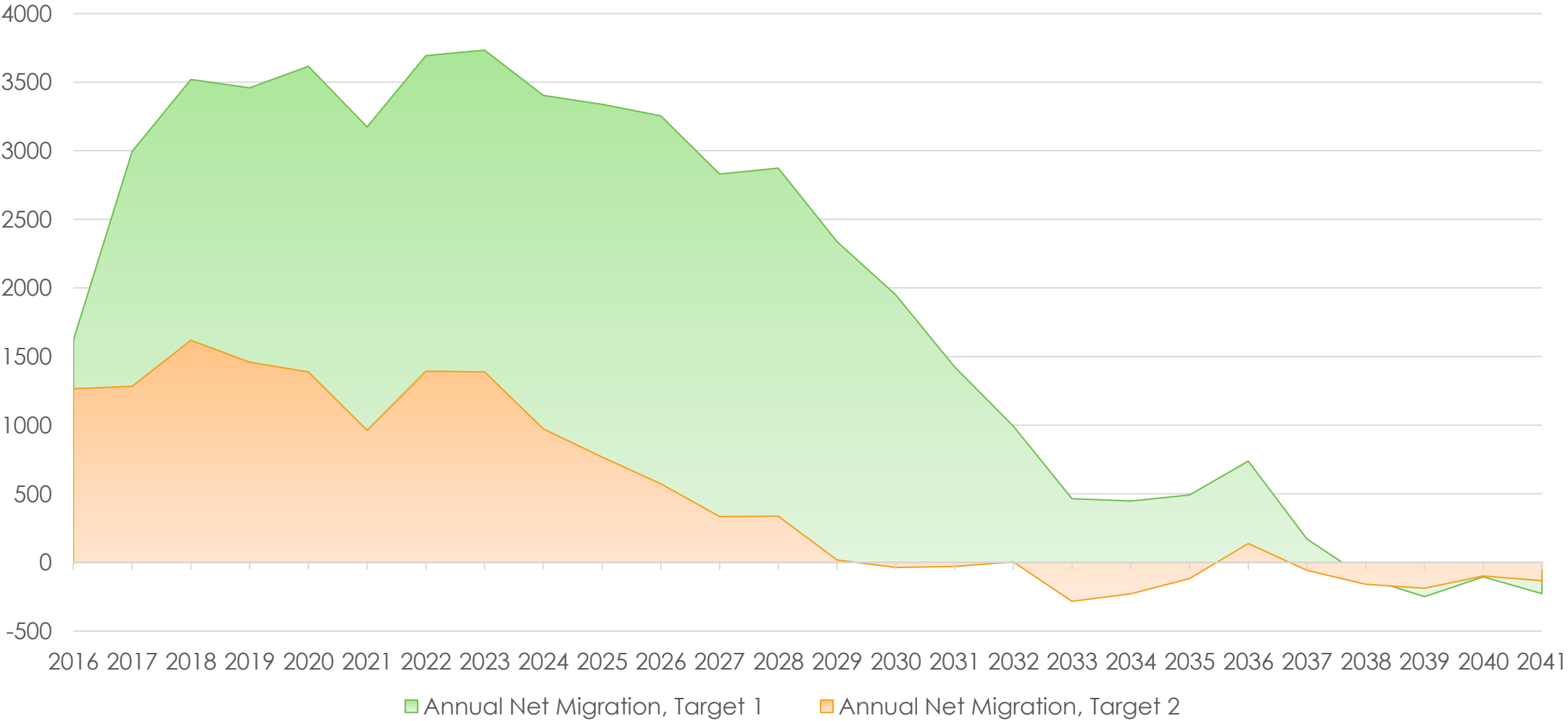
DDR Target 1 - Thunder Bay



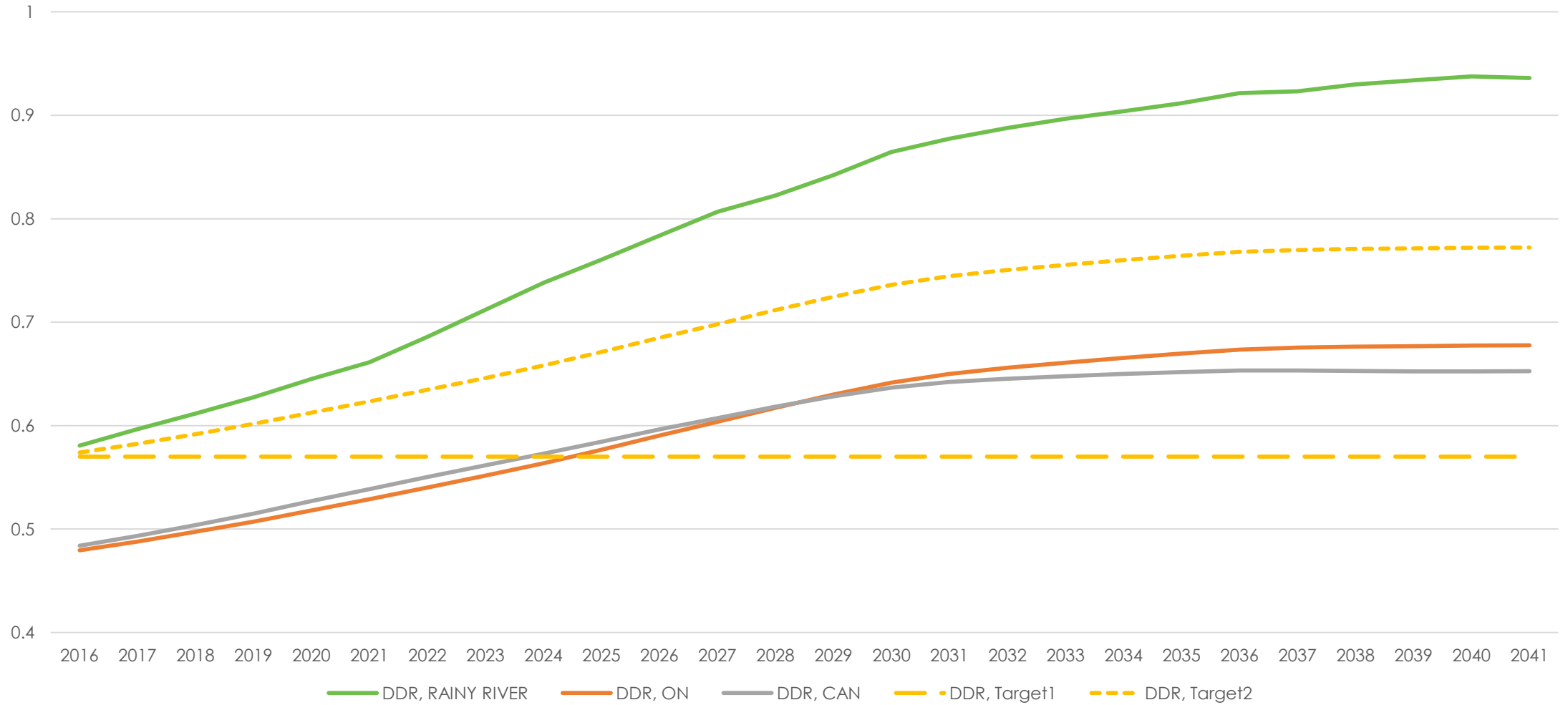
DDR Target 2 - Thunder Bay



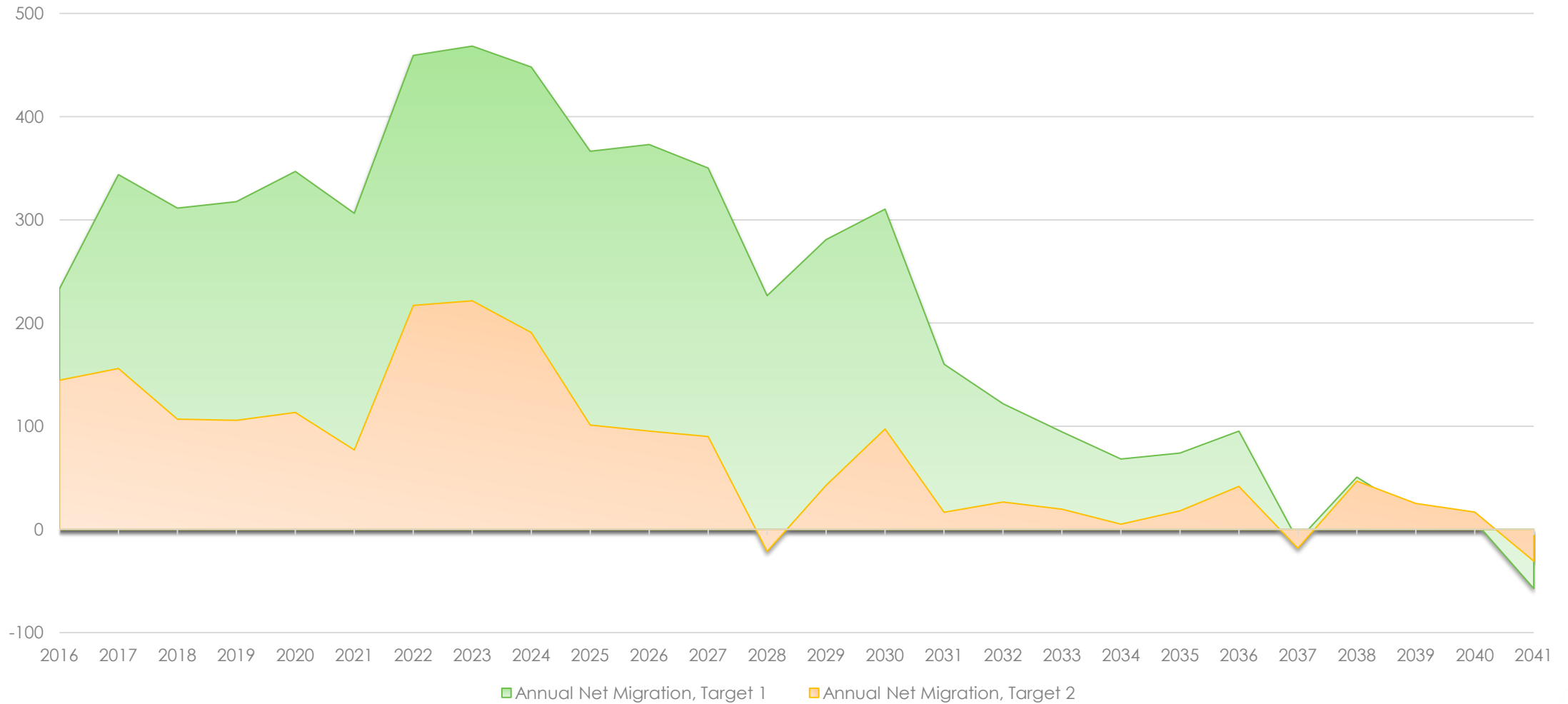
Required Annual Net Migration – Thunder Bay



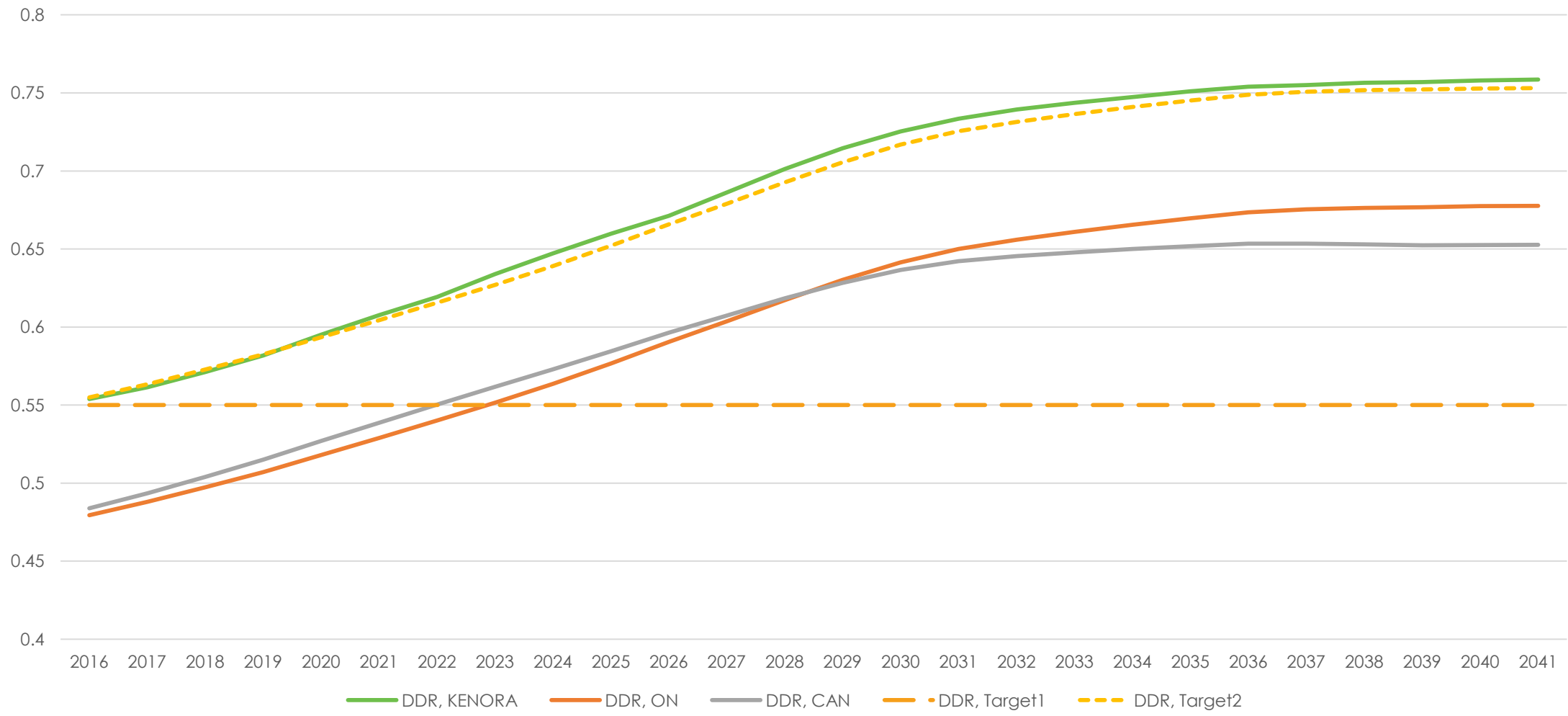
DDR Targets – Rainy River



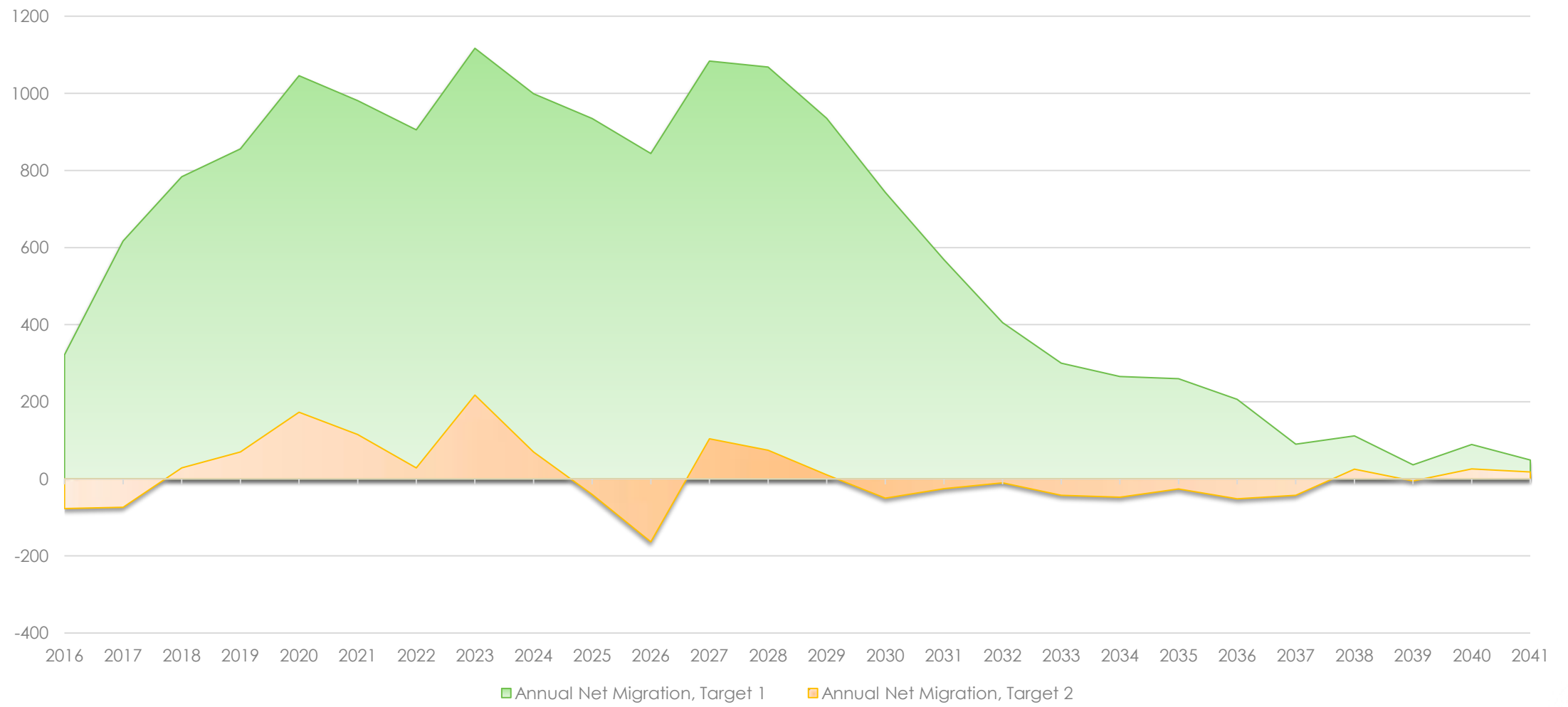
Required Net Migration – Rainy River



DDR Targets – Kenora



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





LEPC

Employer
Resource Link

1-844-347-5372

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.



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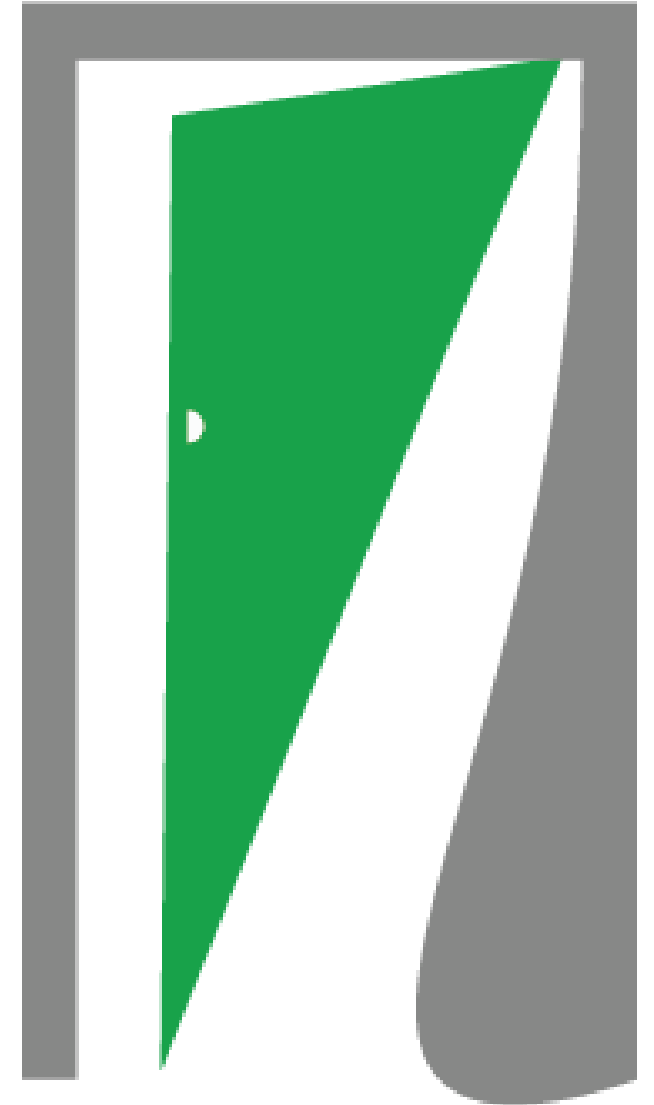
Opening Doors For You

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/km²

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%



MERCI

THANK YOU

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