

# Central Almaquin Labour Market Overview



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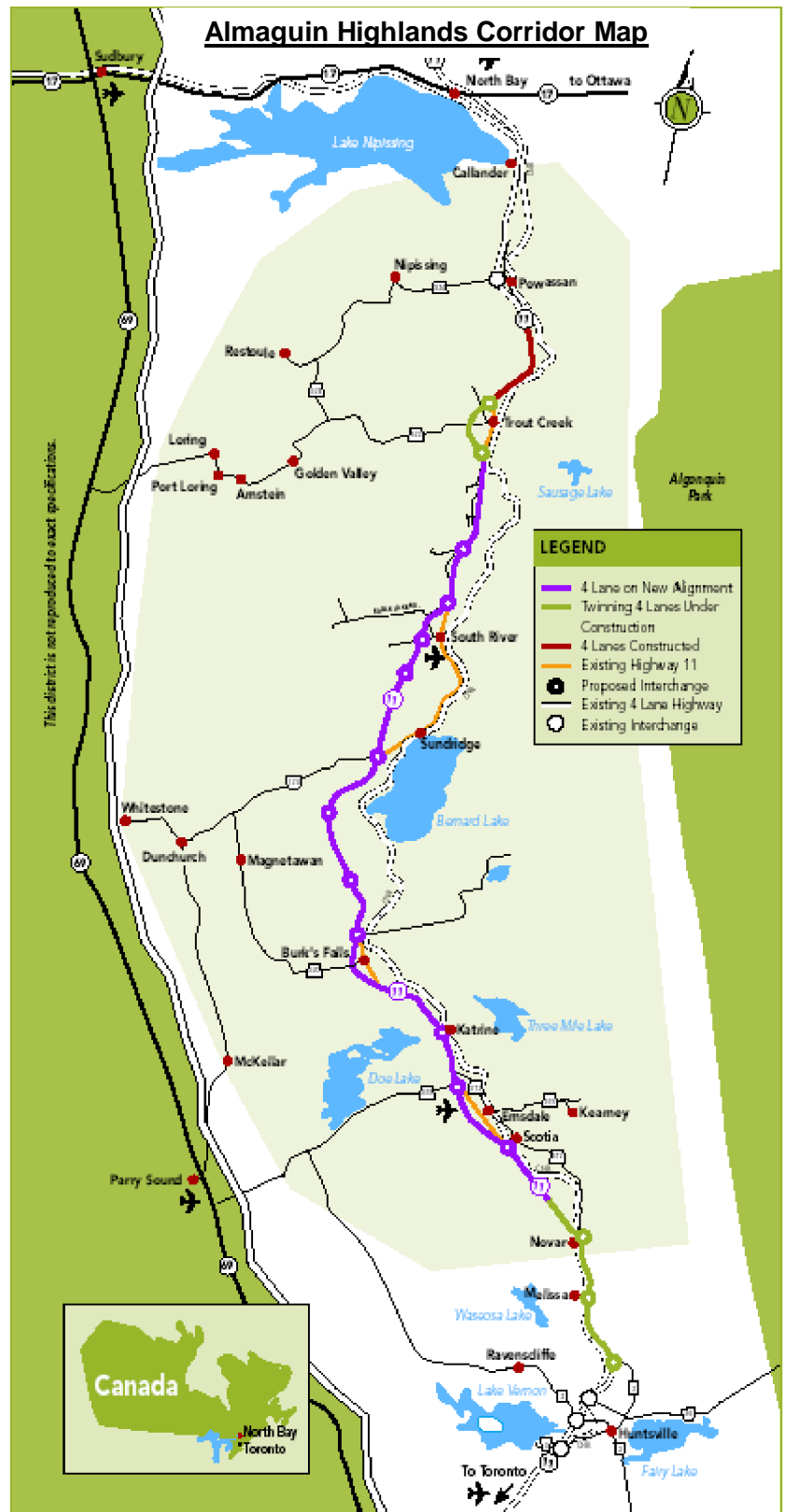
# Study Area

## Central Almaguin

Central Almaguin consists of the Villages of Sundridge and South River and the Townships of Machar and Strong, located along the Highway 11 corridor about a 45-minute drive south of North Bay and a half-hour drive north of Huntsville.

Central Almaguin is in the heart of Almaguin Highlands, a vast area that covers approximately 8,000 square kilometres (3,000 square miles) and stretches northward from the District of Muskoka to the City of North Bay. In the east, Almaguin Highlands borders Algonquin Park, Ontario's largest and oldest Provincial Park. To the west lies the shoreline of Georgian Bay and Parry Sound. Almaguin Highlands comprises the following 27 communities:

- |                 |               |
|-----------------|---------------|
| ▭ Ahmic Harbour | ▭ Loring      |
| ▭ Ardbeg        | ▭ Magnetawan  |
| ▭ Arnstein      | ▭ Nipissing   |
| ▭ Bear Lake     | ▭ Novar       |
| ▭ Bonfield      | ▭ Port Loring |
| ▭ Burks Falls   | ▭ Powassan    |
| ▭ Callander     | ▭ Restoule    |
| ▭ Commanda      | ▭ South River |
| ▭ Corbeil       | ▭ Sprucedale  |
| ▭ Dunchurch     | ▭ Sundridge   |
| ▭ Emsdale       | ▭ Trout Creek |
| ▭ Golden Valley | ▭ Whitehall   |
| ▭ Katrine       | ▭ Whitestone  |
| ▭ Kearney       |               |



# Methodology

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## Statistics Canada Data

Using Statistics Canada data introduces both sampling errors and errors derived from a random-rounding technique. For areas with smaller populations these errors may be higher than for large communities.

### Sampling Errors

Statistics Canada has two census forms; a short one, Form 1 that goes to 100 percent of residences, and Form 2B that goes to 20 percent of residences to obtain a sample of total possible responses. As a sample, it may not accurately portray the whole population. When sample responses differ from what responses would be from the entire population, this is called a sampling error. Generally, a larger number of respondents will decrease sampling error. The reverse is also true. As a general guide only, the following table provides approximate standard errors due to sampling.<sup>1</sup>

**Approximate Standard Error Due to Sampling**

Sample	Approximate % of Standard Error
50 or less	30.0% or more
100	20.0%
200	15.0%
500	9.0%
1,000	6.5%
2,000	4.5%
5,000	2.8%
10,000	2.0%
20,000	1.4%
50,000	0.9%
100,000	0.6%
500,000	0.3%

### Random Rounding

Another potential problem with Statistics Canada census data is random rounding. To ensure confidentiality, Statistics Canada rounds census data up or down to the nearest five and in some cases 10. Totals are rounded independently of cell data, so some differences may exist. Also, minor differences can be expected in corresponding totals and cell values among various census tabulations. Similarly, percentages calculated on rounded figures do not always add up to 100 percent. This has an insignificant effect on large numbers. On very small numbers, however, this process can introduce a significant degree of error and limit the confidence of results.<sup>2</sup>

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1. Statistics Canada, [2006 Census Dictionary](#), Ottawa: Ministry of Industry, 2007.

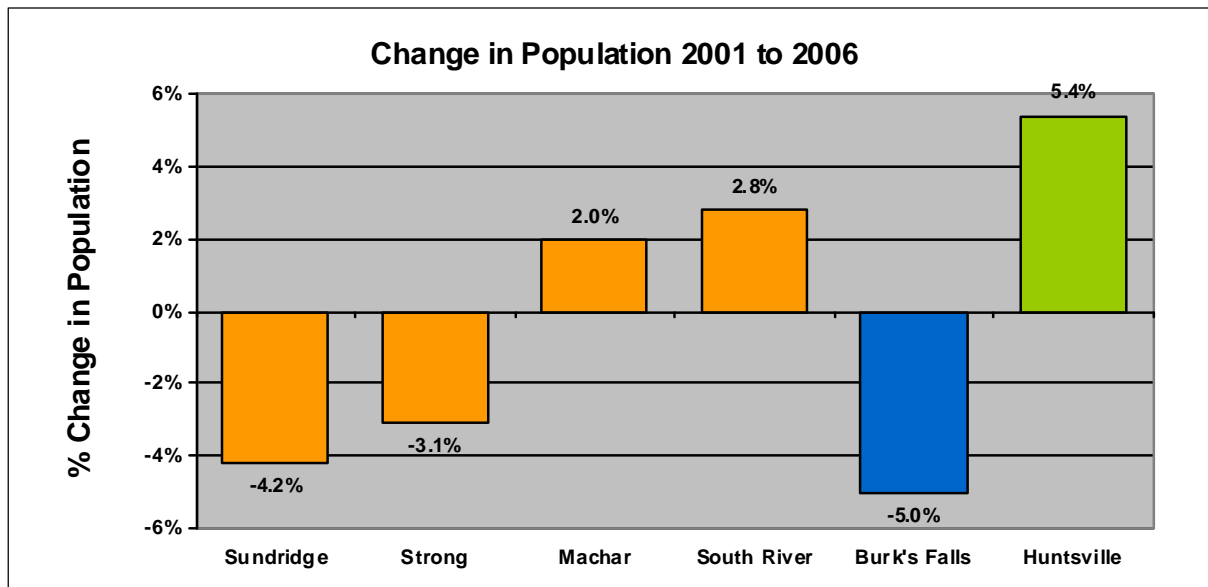
2. Statistics Canada. "Confidentiality and Random Rounding," [2006 Census Dictionary](#), Ottawa: Ministry of Industry, 2007.

# Central Almaguin's Labour Market

## Population

In Central Almaguin, Machar and Strong fared well with population growth from 2001 to 2006 while Sundridge and Strong fared poorly. See Figure 2 for comparative figures.

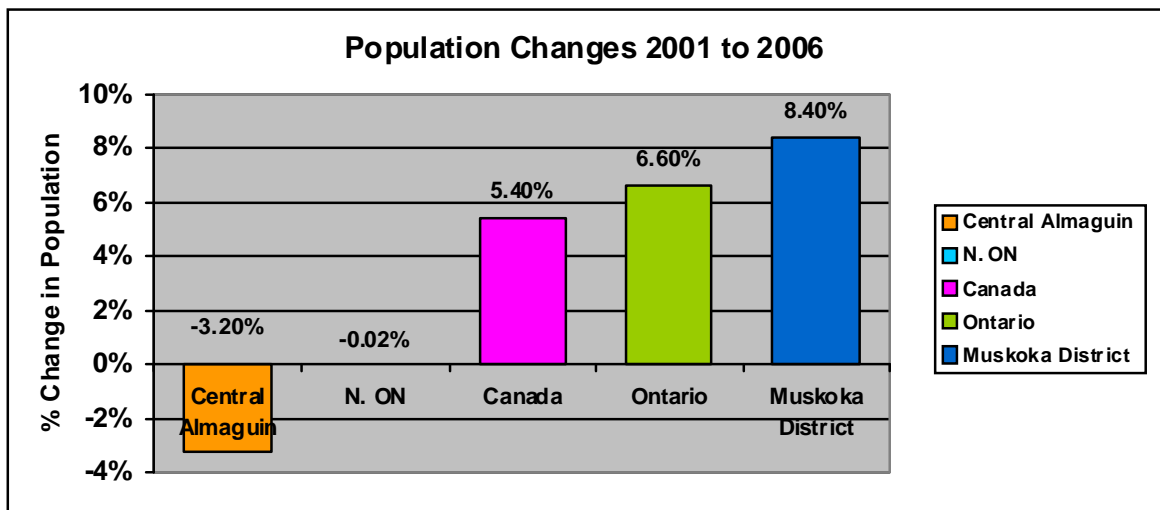
**Figure 1**



Source: Statistics Canada, Census of Canada, 2001 and 2006.

Overall, Central Almaguin fared poorly with a population decline of 3.2 percent from 2001 to 2006. See Figure 2 for comparative figures to broader areas.

**Figure 2**



Source: Statistics Canada, Census of Canada, 2001 and 2006

## **Population Growth Factors**

### ***Fertility***

Fertility rates are measured using the Total Fertility Rate (TFR.) A 2.1 TFR means an average of 2.1 children are born to women aged 16 to 49. At this rate, women produce enough offspring to replace themselves, their male partners (2.0), plus a small contingency (0.1) for childhood and adolescent mortality and to account for periodic sex-ratio imbalances. A sustained TFR of 2.1 keeps a population constant over time. Ontario's 2004 TFR of 1.503, for instance, means only about three-quarters of the children required to maintain its population are being born.

#### **Central Almaguin – Low Fertility**

Central Almaguin's female population's median age is years older than Ontario's 39.9 years – 53.2 for Sundridge, 51.9 for Machar, 47.2 for Strong, and 44.4 for South River, with relatively fewer women of childbearing age. As a result, Central Almaguin is challenged to maintain population with births alone.<sup>3</sup>

### ***Immigration***

When a population declines because of low fertility, immigration can bolster the numbers.

#### **Central Almaguin – Few Immigrants**

In Central Almaguin, there were few immigrants (4.5 percent) in 2006 compared to Ontario overall at 28.3 percent. Recent immigrants arriving from 2001 to 2006 were 0.5 percent of Central Almaguin's population, starkly outpaced by Ontario at 7.8 percent. In Central Almaguin only 4.5 percent of the population consists of immigrants, with 89.2 percent of them having immigrated prior to 1961, suggesting immigration in Central Almaguin is a marginal population booster.

#### **Mobility – Higher In-migration from Other Canadian Census Areas**

Internal migration (people who move from another Canadian Census area) is a part of mobility status that indicates whether people have moved. There are two other types of movers: those who move within the same census area (non-migrants) and those who come from another country (external migrants.) Central Almaguin had a 2006 in-migration rate of 21.4 percent, higher than Ontario's 18.9 percent and Northern Ontario's 13.2 percent.<sup>4</sup>

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3. Statistics Canada, 2001 Census.

4. Statistics Canada. "Mobility," 2006 Census Dictionary, 2007, <http://www.statcan.ca/english/census2001/dict/pop079.htm>. Chris Southcott. *A Regional Outlook for Northern Boards: A Northern Approach to Regional Labour Force Development*, Dryden: Training Boards of Northern Ontario, 2000, p. 5 and Statistics Canada, 2006 Census of Canada, Community Profiles.

## **Population Decline Factors**

### **Higher Mortality**

With advances in universal health care, Canadian average life expectancy is now 78 years for men and 82.7 years for women. Central Almaguin, with its higher 2006 percentage of residents in the 75-and-older age cohort (8.9 percent) than Ontario (6.4 percent,) can expect its mortality rate to decrease population more quickly if not replaced by immigration or in-migration.<sup>5</sup>

### **High Youth Out-migration in Northern Ontario**

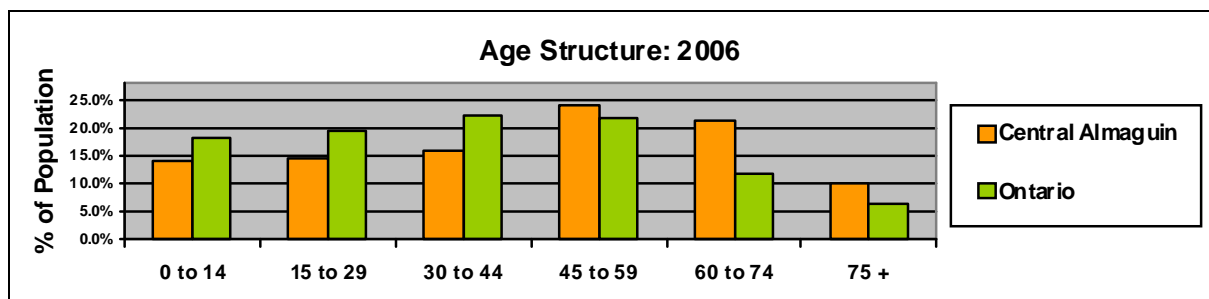
Youth out-migration has been a problem in Northern Ontario for several decades. Some youth leave to pursue post-secondary education; others to explore cities in search of increased job opportunities. In both cases, there is a net loss of youth at the beginning of their work-lives who could raise families in the community had they not departed.

## **Older Population**

### **Central Almaguin Aging Faster**

Central Almaguin has an older population than Ontario, typical of Northern Ontario, with smaller percentages of younger-age cohorts and greater percentages of older-age cohorts, reflected on Figure 3, as a result of comparatively fewer women of childbearing age, lack of new immigrants, and high youth out-migration. In Central Almaguin, 35.2 percent of residents are working age (aged 25 to 54) compared to Ontario's 43.7 percent.<sup>6</sup>

**Figure 3**



Source: Statistics Canada, Census of Canada, 2006, Based on Form 1.

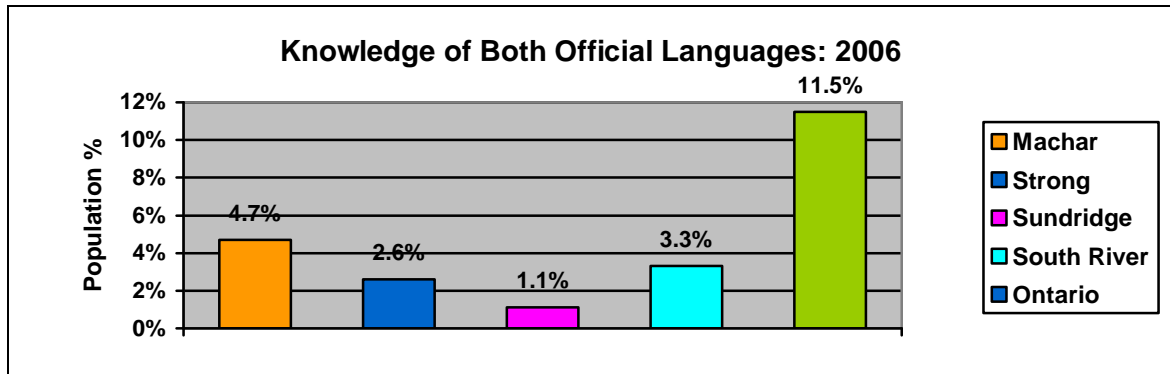
5. World Resources Institute. "Demographics: Life Expectancy at Birth, Males and Females," [Earthtrends: The Environmental Portal](http://earthtrends.wri.org/text/POP/variables/381.htm), on-line available September 9, 2003 at <http://earthtrends.wri.org/text/POP/variables/381.htm> and <http://earthtrends.wri.org/text/POP/variables/380.htm> and Statistics Canada, 2006 Census data.

6. Statistics Canada, 2006 Census of Canada, Community Profiles.

# Low Bilingualism

A distinctive aspect of Central Almaguin in terms of language is that only a small percentage of the population has a working knowledge of both French and English. This is lower than Ontario's 11.5 percent average, reflected on Figure 4.

**Figure 4**

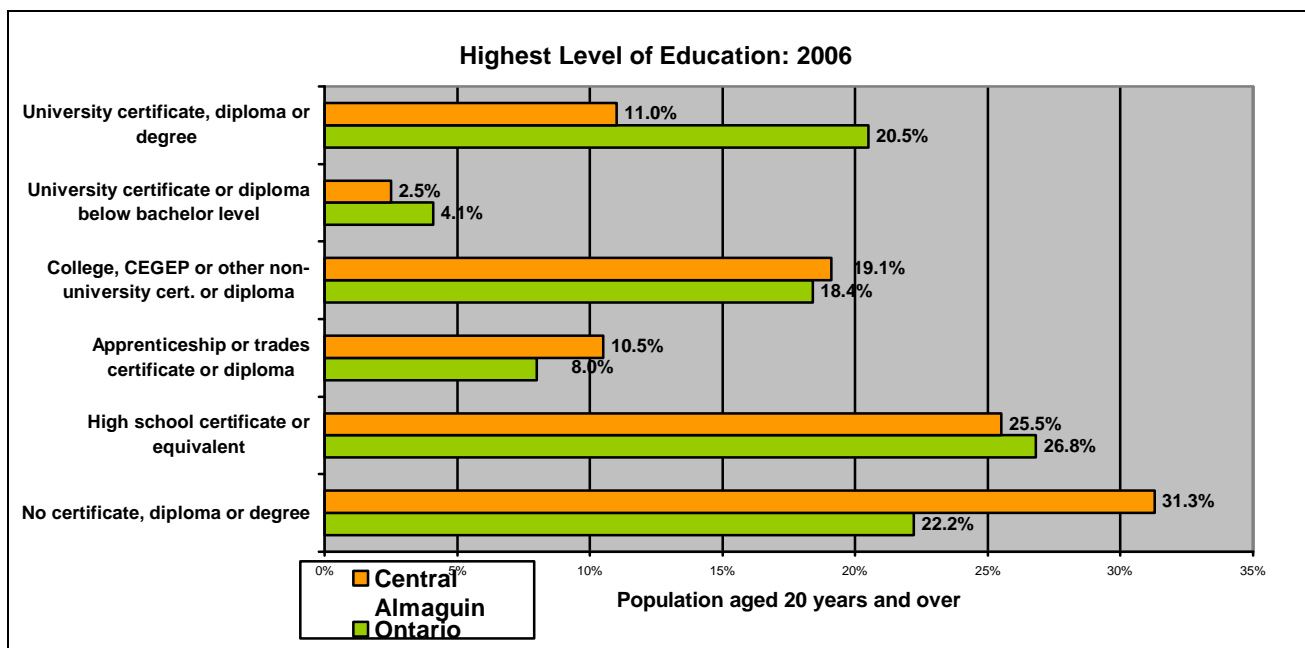


Source: Statistics Canada, Census of Canada, 2001, based on 20-percent sample data, Form 2B.

# Education

Compared to Ontario's educational levels, Central Almaguin performs well in some areas but under-performs in others, as indicated in Figure 5. Specifically, the region surpasses Ontario in trades certificates and diploma levels, and is close to Ontario in high school and college levels. The region has a poorer showing than Ontario in university education.

**Figure 5**



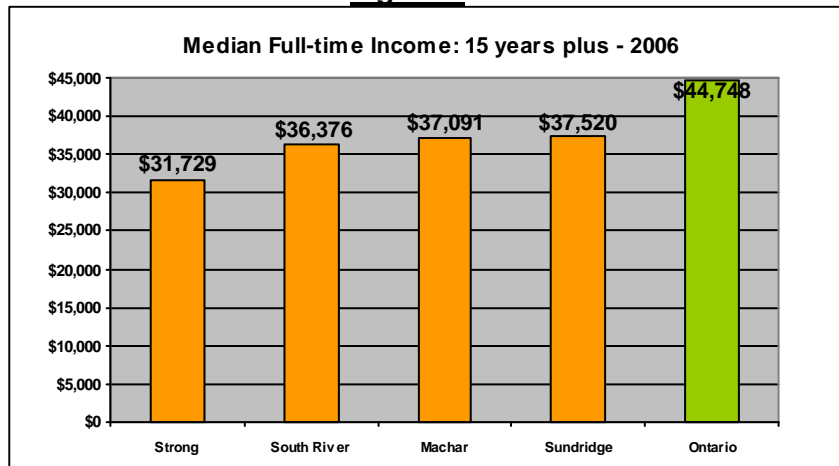
Source: Statistics Canada, Census of Canada, 2006, Based on Form 2B.



# Incomes

According to Census data, median income in Central was lower than Ontario in 2006, as reflected in Figure 8.

**Figure 8**



Source: Statistics Canada, Census of Canada, 2001, based on 20-percent sample data, Form 2B.

## Government Payments Higher than Province

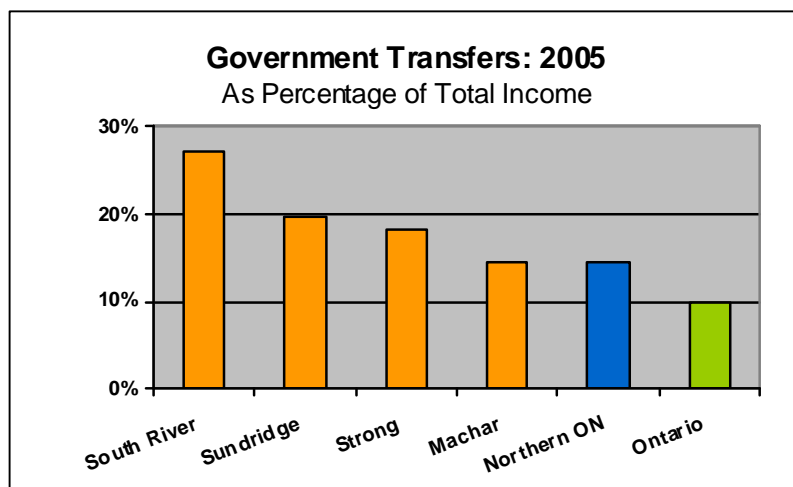
Central Almaguin is more reliant on transfer payments, listed in the Table below, than Ontario. Refer to Figure 9.

### Government Transfer Payments

Federal	Provincial
Family/youth allowances & child tax benefits/credits	Social assistance, income maintenance & other
EI, CPP, World War pensions, veteran allowances	Workers compensation benefits
Grants to Aborigines & GST credits	Grants to benevolent associations
Old Age Security Fund payments	Miscellaneous transfers
Scholarships, research grants, & miscellaneous	Quebec Pension Plan

Source: Statistics Canada, CANSIM, table 384-0009 and Catalogue no. 13-213-XDB.

**Figure 9**

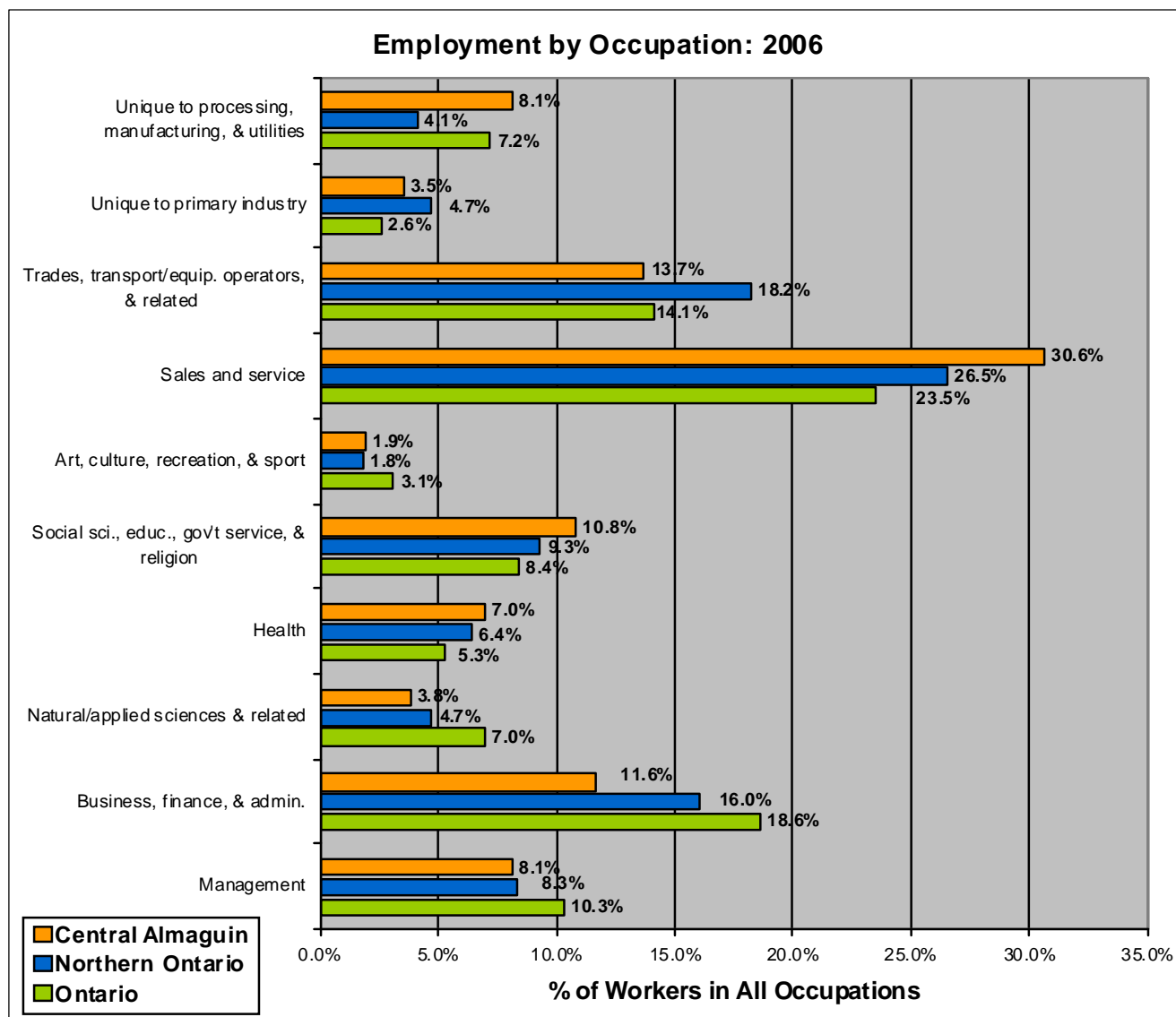


Source: Statistics Canada, Census of Canada, 2006, based on 20-percent sample data, Form 2B.

# Occupational Structure

In 2006, Central Almaguin had a higher percentage of jobs in sales and service than Ontario and Northern Ontario. At 30.6 percent, this is the largest category of occupations in the region. Trades and related occupations are the second largest category for the region at 13.7 percent, which is similar to the province but lower than Northern Ontario's 18.2 percent. Refer to Figure 10 for occupation comparisons between Central Almaguin, Northern Ontario, and Ontario.

**Figure 10**



Source: Statistics Canada, Census of Canada, 2006, based on 20-percent sample data, Form 2B.

# Demand for Labour

To determine Central Almaguin's labour demand, we examine the industries providing the occupations. In the following table and Figure 11, Statistics Canada's three broad industry categories are highlighted: primary, secondary, and tertiary. Note that employment by industry differs from employment by occupation in the previous section. While occupation classifications focus on skill sets, industry classifications focus on employer types. For example, a mining company may employ a labourer, an electrician, and a bookkeeper. Under occupation categories, the jobs are listed under three different categories, but under industry classification, all three jobs are listed under only one, primary industry. Looking at the numbers a second way provides an outlook of what types of industries operate in the region and how many each employs.

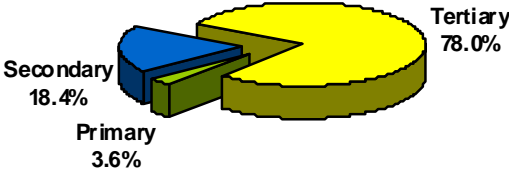
**Employment by Industry, 2006**  
*Central Almaguin and Ontario*

By Industry	# of Jobs in Central Almaguin	% of Jobs in Central Almaguin	% of Jobs in Ontario
<b>Primary Total</b>	<b>65</b>	<b>3.5%</b>	<b>2.9%</b>
Agriculture & other resource-based sectors	65	3.5%	2.9%
<b>Secondary Total</b>	<b>335</b>	<b>18.0%</b>	<b>19.8%</b>
Construction	130	7.0%	5.9%
Manufacturing	205	11.0%	13.9%
<b>Tertiary Total</b>	<b>1,420</b>	<b>76.3%</b>	<b>77.2%</b>
Wholesale trade	50	2.7%	4.7%
Retail trade	315	16.9%	11.1%
Finance and real estate	25	1.3%	6.8%
Health care and social services	255	13.7%	9.4%
Educational services	165	8.9%	6.7%
Business services	240	12.9%	19.7%
Other services	370	19.9%	18.7%
<b>Total All Industries</b>	<b>1,860</b>	<b>100.0%</b>	<b>100.0%</b>

Source: Statistics Canada, Census of Canada, 2006, based on Form 2B.

**Figure 11**

**Central Almaguin's Employment by Industry: 2006**



Source: Statistics Canada, Census of Canada, 2006, based on Form 2B.

## Employed Residents

The five biggest sector employers for Central Almaguin residents are retail, health care and social assistance, education, manufacturing, and accommodation and food services – representing 71.5 percent or 1,065 jobs. With the exception of manufacturing, all these sectors employ higher percentages in Central Almaguin than in Ontario. Higher percentages in manufacturing are partly due to South River Lumber. Retail is high due in part to motor vehicle retail.

Refer to the table below for an overview. Note that **Labour Force** data in the following table counts jobs of residents regardless of where they work; whereas, **Fixed Places of Work** in the next table refers to jobs on the ground in the district.

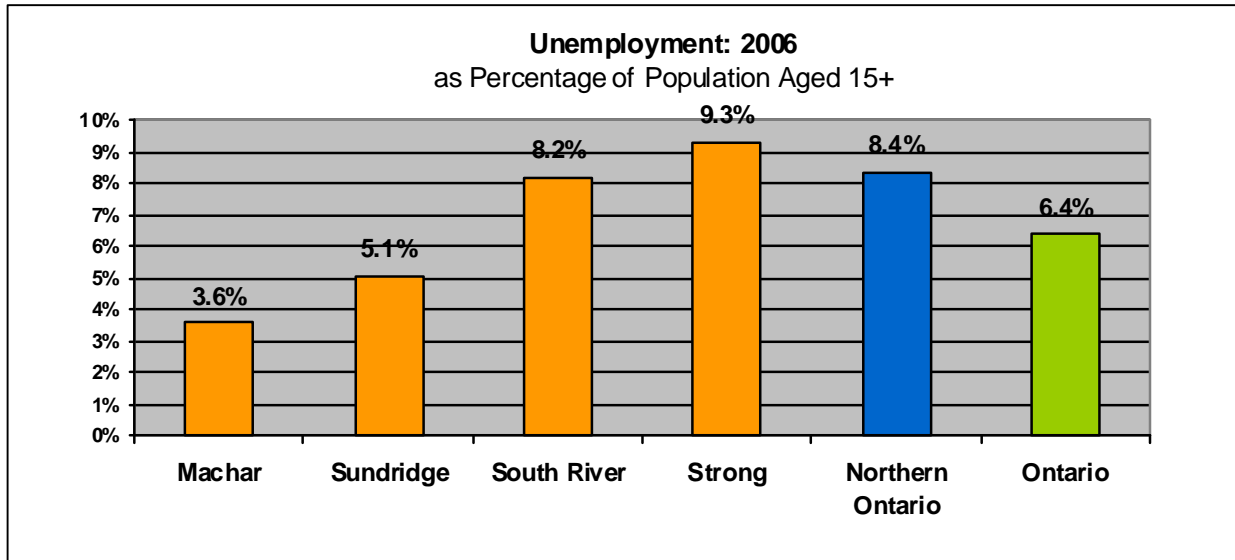
### Employed Residents – 2006 Labour Force

N. American Industry Classification	Ontario	Central Almaguin #	Central Almaguin %
<b>All industries</b>	<b>5,570,870</b>	<b>1,490</b>	<b>100.0%</b>
44-45 Retail trade	11.8%	290	17.8%
62 Health care and social assistance	10.1%	230	14.2%
61 Educational services	7.0%	220	13.5%
31-33 Manufacturing	14.8%	185	11.4%
72 Accommodation and food services	6.6%	140	8.6%
23 Construction	3.2%	50	3.4%
81 Other services (except public admin.)	4.8%	65	4.0%
48-49 Transportation and warehousing	4.0%	45	2.8%
41 Wholesale trade	4.9%	40	2.5%
56 Admin./Waste Mgmt/Remediation	3.9%	40	2.5%
52 Finance and insurance	5.4%	40	2.5%
91 Public administration	6.0%	35	2.2%
54 Professional, sci., technical services	7.5%	30	1.8%
53 Real estate and rental and leasing	2.1%	25	1.5%
51 Information and cultural industries	2.7%	20	1.2%
11 Agriculture, forestry, fishing, hunting	1.8%	15	0.9%
71 Arts, entertainment and recreation	2.1%	10	0.6%
22 Utilities	0.8%	10	0.6%
21 Mining and oil and gas extraction	0.4%	0	0.0%
55 Management: companies/enterprises	0.1%	0	0.0%

# Labour Force Activity

In 2006, two Central Almaguin communities had higher unemployment than Ontario and two had lower, but only Strong had higher unemployment than Northern Ontario. Refer to Figure 6.

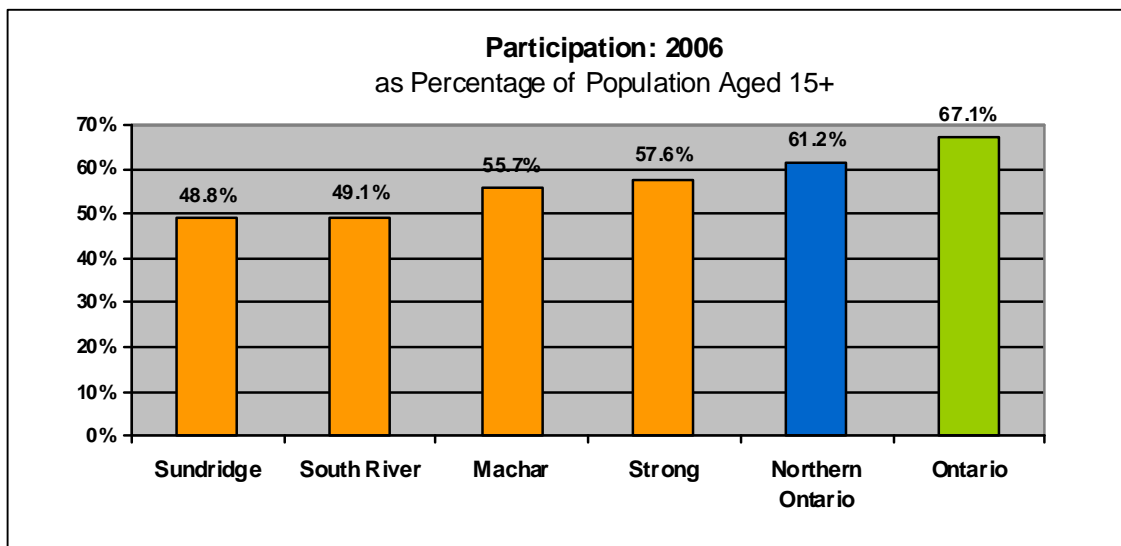
**Figure 6**



Source: Statistics Canada, Census of Canada, 2001, based on 20-percent sample data, Form 2B.

Central Almaguin's 2006 participation rate (labour force as a percentage of the population aged 15 and over) is lower than both Northern Ontario and Ontario. Refer to Figure 7. Note the seniors' population particularly influences this statistic.

**Figure 7**



Source: Statistics Canada, Census of Canada, 2001, based on 20-percent sample data, Form 2B.

Overall, Central Almaguin's participation in the resident labour force is relatively low at 1,185 (51.8 percent of the employable work force) due possibly due in part to the higher retired population who are attracted to the area with its high quality of life. Unemployment is comparable to Ontario and lower than Northern Ontario.

### **Central Almaguin's Labour Force Activity – 2006**

<b>Age</b>	<b>Central Almaguin #</b>	<b>Central Almaguin %</b>	<b>Northern Ontario %</b>	<b>Ontario %</b>
<b>Population 15 years +</b>	<b>3,630</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>
Participation (in labour force)	1,880	51.8%	61.2%	67.1%
Employed	1,765	48.6%	56.1%	62.8%
Unemployed	130	6.9%	8.4%	6.4%

**Source:** Statistics Canada, Census of Population 2006

**Notes:** **Participation** refers to the labour force expressed as a percentage of the population 15 years and over, excluding institutional residents. **Employed** refers to employed persons expressed as a percentage of the population 15 years and over. **Unemployed** refers to unemployed persons expressed as a percentage of participation rate.

The region's employment rate is low at 48.6 percent; however, this level is not uncommon for smaller rural communities. Generally communities strive for a jobs-to-population ratio of at least 50 percent to provide a business tax base to help pay for municipal services. However, this is difficult to attain for small rural communities, as investment tends to locate in urban areas with a critical mass of economic activity.