



Blue Sky Region HR Gap Analysis

of four industries



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Executive Summary

In terms of labour markets, the Blue Sky Region conveniently located around the Trans Canada highway, Highway 11, and many lakes, most notably Lake Nipissing, is home to a variety of profit and not-for-profit employers, supported by a strong and viable workforce. Some draws for employers and employees alike are the attractive land prices and a rich quality of life that includes trail-based, water-based, and outdoor-adventure activities, balanced with urban amenities. Moreover, employers appreciate the area's location between major centres (without the traffic jams that characterize Southern Ontario) that allows them to draw readily from labour pools in Nipissing, Sudbury, and Parry Sound.

A closer look at Blue Sky's workforce reveals one that is very appealing to many employers. With many Francophone communities, a third of Blue Sky residents have a working knowledge of both official languages. Moreover, low turnover and low absenteeism also characterize the workforce, providing employers with lower recruitment and selection costs.

Like the rest of Ontario, Blue Sky's population is aging due to low fertility and increased life expectancy. Women outlive men and comprise almost half of the workforce. The contrast to provincial averages is that Blue Sky reflects Northern Ontario's trends of higher youth out-migration, fewer visible minorities, and a higher percentage of Aboriginals than Ontario.

Blue Sky's labour force is strengthened with a strong post-secondary educational infrastructure. There are universities, colleges, and other training facilities in the region and in neighbouring Sudbury, and French-language and Aboriginal education is available at all levels. A large segment of Blue Sky's workforce has trades certification, a rate outperforming Ontario significantly. There is also a strong contingent armed with college diplomas, and Blue Sky rates of high-school completion and school enrolment for youth are similar to Ontario's.

A highly detailed exhibit of types and numbers of workers in each occupation is provided at study's end to provide employers with the size of the existing available labour pool for each job. Blue Sky surpasses Ontario in percentages of residents working in trades, transport, equipment operations, sales, service, primary industry, health care, social science, education, government service, and religion. In general, service-oriented jobs outnumber all others three to one in Blue Sky. Construction and manufacturing jobs comprise about 17 percent of the workforce, and primary industry jobs are about five percent.

Blue Sky workers earn wages in line with other Ontario communities. Blue Sky residents have lower average household income than Ontario, due in large part to a higher reliance on government transfer payments, particularly to seniors and Aboriginals. However, income stretches further in Blue Sky with its significantly lower housing costs than Southern Ontario.

Blue Sky's unemployment rate improved from 1996 to 2001. At 12.3 percent in 2001, Blue Sky's unemployment rate is somewhat lower than for Northern Ontario; although, workforce participation rates are similar. In self-employment – a proven and growing job creator – Blue Sky outperforms Northern Ontario, and slightly exceeds Ontario.

Demand for labour is driven by industry performance. To that end, four sectors were analysed for this study, **health care, forestry, mining, and information and communications technology (ICT.)** In the process, 112 Blue Sky employers, of varying sizes, were interviewed. In the four sectors, there is currently demand for many types of workers, with the greatest demand centred on skilled trades, nurses, and senior IT workers. These skills gaps will continue to increase with projected growth in the ICT and mining sectors, and the addition of a hospital in 2009. Decline is expected in the forestry industry. After studying the labour market and interviewing employers who identified labour gaps, we make the following recommendations:

- n Continue enhancing educational offerings such as increased education for skilled trades;
- n Provide a better match between skill sets and available jobs (e.g., mail graduate packages to local employers and create local job-matching web site);
- n Promote all careers earlier to students;
- n Promote trades to women;
- n Influence the influencers: promote careers with parents and teachers;
- n Attract businesses requiring bilingual skills and higher-level skills; and
- n Develop an immigration strategy targeting Ontario residents and external immigrants.

Overall, Blue Sky mirrors many labour market trends in Northern Ontario; however, there are key differences. Blue Sky has a motivated workforce, evidenced by low absenteeism and low employee-turnover; a high bilingualism rate; a commitment to self-employment; and a healthy labour-pool exchange with communities outside the region. It is an ideal workforce – one that has made important gains in skills development. Moreover, Blue Sky provides a rich quality of life free from the gridlock typical in Southern Ontario. Ultimately, Blue Sky can build on these attributes to position the community for future growth.

Methodology

Literature and Data Review

To begin the process for the Blue Sky study, the Project Team engaged in a review, the findings of which were used to construct profiles, analyse data, and examine trends. The main source of statistical data is Statistics Canada. Literature and data sources are footnoted and listed in the Bibliography.

Key Informant Interviews

To supplement the literature and data review, key informant interviews were conducted. These interviews were used to confirm or dispute patterns and hypotheses that flowed from the literature and data review. In addition, the interviews were used to provide data not available in the review and to identify impacts, future trends and emerging issues, and ways to close gaps in education and training. To cover the relevant issues and allow for personal expression, the interview guide used open-ended questions.

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 measures of the standard error due to sampling.¹

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%

1. Statistics Canada, [2001 Census Dictionary](#), Ottawa: Ministry of Industry, 2002, p. 295, 296.

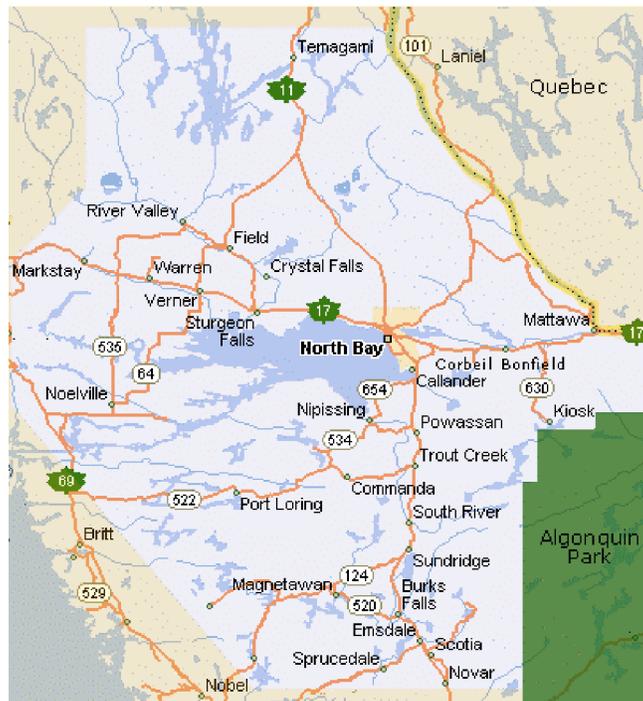
Random Rounding

Another potential problem with using Statistics Canada census data is the use of random rounding. In order 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 necessarily 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. While this does not have a material effect on numbers for Northern Ontario, it does limit the confidence about smaller numbers for the Blue Sky Region.²

Introduction to the Blue Sky Region

The Blue Sky Region is an area of Northeastern Ontario centred on the City of North Bay. It is composed of all of the District of Nipissing with the exception of the census subdivisions known as the Nipissing Unorganized South Part (Algonquin Park) and South Algonquin Township. It also includes most of the District of Parry Sound with the exception of its southwestern part. Finally, Blue Sky includes three townships located in the District of Sudbury: French River, St. Charles, and Markstay-Warren.³

Figure 1



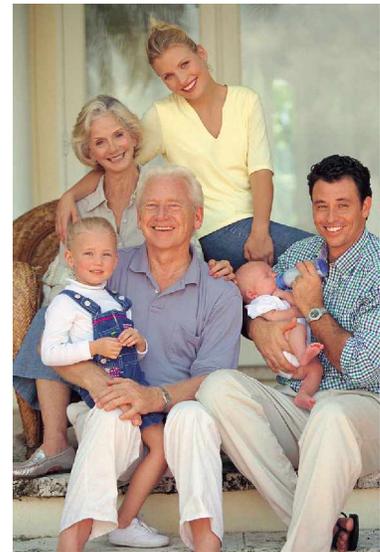
2. Statistics Canada. "Confidentiality and Random Rounding," 2001 Census Dictionary, Ottawa: Ministry of Industry, 2002, p. 296.

3. For the District of Parry Sound, Blue Sky communities include Murrich/Monteith (3549012) TP, Perry (3549014) TP, Kearney (3549018) T, Armour (3549019) TP, Burk's Falls (3549022) VL, Ryerson (3549024) TP, Whitestone (3549039) TP, Magnetawan (3549043) TP, Strong (3549046) TP, Sundridge (3549048) VL, Joly (3549051) TP, Machar (3549054) TP, South River (3549056) VL, Powassan (3549060) T, North Himsworth (3549066) TP, Nipissing (3549071) TP, French River 13 (3549076) R, Dokis 9 (3549077) R, Parry Sound, Unorganized, North East Part (3549095) UNO.

Population

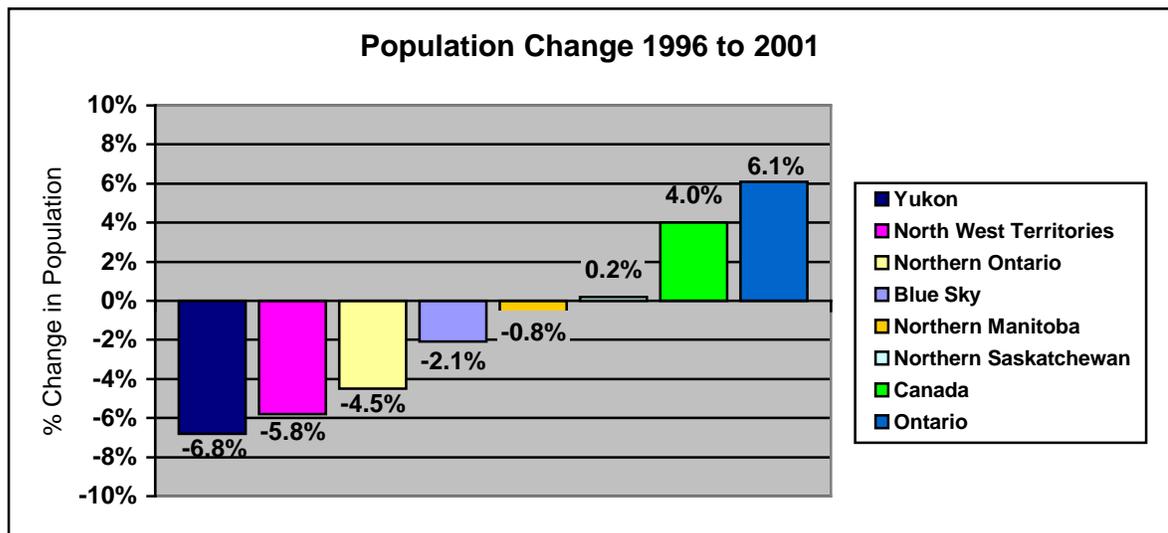
The Blue Sky Region

Until 1966, Northern Ontario's population growth rates accelerated rapidly as jobs in the resource sector attracted many new residents. That changed in the following 35 years as the population growth became modest in some years and stable in others. More recently, in the past ten years, Northern Ontario's population has been declining. In the climate that witnessed material depopulation across Northern Ontario communities, Blue Sky's population declined by 2.1% between 1996 and 2001 from 112,511 in 1996 to 110,162 in 2001. Of Northern Ontario cities, North Bay's population fared best by dropping only 2.9 percent from 1996 to 2001. Others did not fare as well. Sudbury's population fell by 6.1 percent, as did Sault Ste. Marie's (-6.9 percent,) Thunder Bay's (-4.1



percent,) and Timmins' (-8.0 percent.) Overall, compared to its neighbours to the north, east, and west, the Blue Sky region has fared relatively well in its effort to maintain population, even compared to other resource-dependent regions in Canada, charted on Figure 2. ⁴

Figure 2



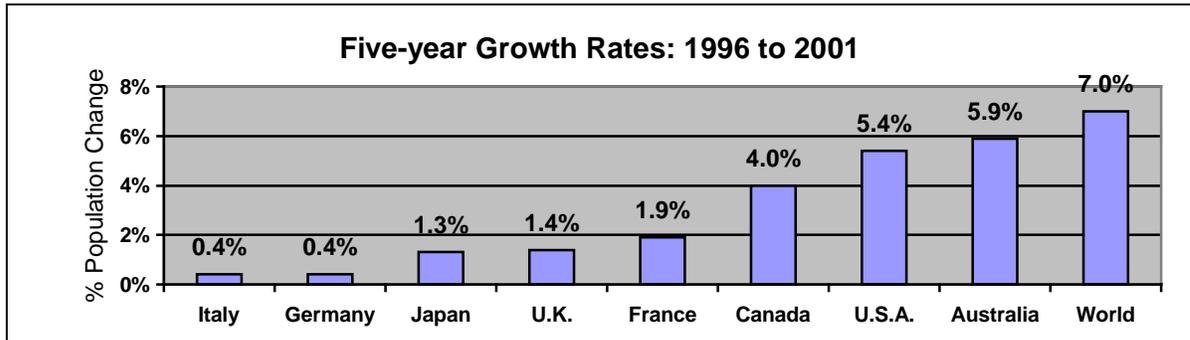
Source: Statistics Canada, Census of Canada, 1996 and 2001.

4. Statistics Canada, Census of Canada, 2001, based on Form 1. These figures include adjusted figures for the change from 1996 to 2001. Chris Southcott. Population Change in Northern Ontario: 1996 to 2001, 2001 Census Research Paper Series: Report #1, North Bay: Northern Ontario Training Boards, 2002, p.6. Figures for other census years were not adjusted.

Global Trend

Within a larger context, the growing global trend is to increasing populations, noted on Figure 3. Canada is no exception with a four-percent growth rate from 1996 to 2001, higher than other developed countries. This is good for the Blue Sky region because an increased national population means greater opportunities to attract new residents.

Figure 3



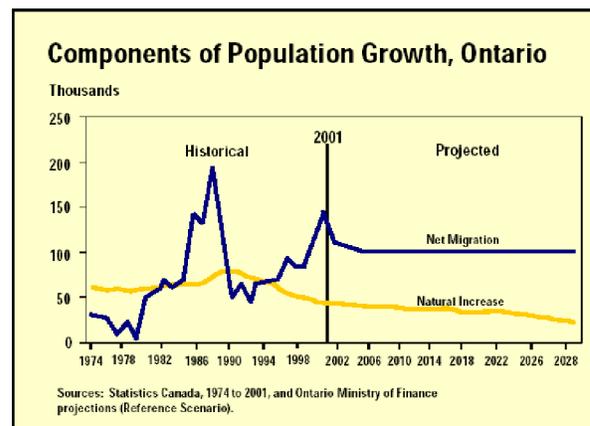
Source: Statistics Canada, *A Profile of the Canadian Population: Where We Live*, Ottawa, 2001.

Understanding Population Changes

To put economic development activities into perspective, it is important to gain an appreciation of how and why a population grows, how this growth can be managed, and why people sometimes move. Population analysis is important because an increasing population puts pressure on a community to grow infrastructure, while the reverse is true for a population in decline. When a population declines, a decreasing number of individuals are left to pay the costs of public infrastructure and administration, often leading to increasing taxes per capita. Population decline also decreases the number of workers available in a labour market, a concern when decline is linked to important age groups, educational levels, or professions.

Figure 4

Factors that bear on population movements are well understood. Two factors grow population: children being born (fertility) and people moving into an area (immigration.) Two factors decrease population: deaths (mortality) and people who move away (emigration or out-migration.) Natural increase consists of births and deaths, and net migration consists of immigration and emigration. Figure 4 shows the historical and projected natural increase and net migration for Ontario.⁵



Sources: Statistics Canada, 1974 to 2001, and Ontario Ministry of Finance projections (Reference Scenario).

5. Ontario Ministry of Finance. [Update to Ontario Population Projections 2001-2028](http://www.gov.on.ca/FIN/english/demographics/demog02e.htm), August 2002, <http://www.gov.on.ca/FIN/english/demographics/demog02e.htm>.

Factors that Lead to Population Growth

Fertility

When the pill was introduced in the 1960's, fertility began to decline in Canada, followed by a sharp decline in Ontario during the 1990s. 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 will 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 2001 TFR of 1.52, for instance, means only about three-quarters of the children required to maintain its population are being born. Blue Sky's female population is two years older than Ontario, with relatively fewer women of childbearing age. As a result, Blue Sky is challenged to maintain population with births alone.⁶



What can be done when a population is at risk of declining because of low fertility? Enter Immigration.

Immigration

Canada is a nation of immigrants. Since its colonial days, Canada has relied on hard working and talented immigrants from around the world to grow its population. Ontario, particularly, has experienced a rapid immigration increase in recent years. For example, from 1981 to 1986, 221,325 people immigrated to Ontario. This number more than doubled to 538,735 from 1996 to 2001.



Blue Sky – Few Immigrants

In the Blue Sky region, despite its history of welcoming relatively large numbers of immigrants, there has been significantly decreasing immigration. Recent immigrants (those arrived from 1996 to 2001) represented 0.2 percent of Blue Sky's population, compared to 0.3 percent of Northern Ontario's population, both starkly outpaced by Ontario at 4.8 percent. In the Blue Sky region, only 4.8 percent of the population consists of immigrants, with 45 percent of them having immigrated prior to 1961. This suggests the last few decades have seen immigration in Blue Sky relegated to the status of marginal population booster.

Table 1
Population by Citizen or Immigrant Status: 2001

Population Segment	Blue Sky	Northern Ontario	Ontario	Canada
% citizenship other than Canadian	1.0 %	1.3 %	7.6 %	5.3 %
% of non-immigrants	95.1 %	92.8 %	72.3 %	80.9 %
% of immigrants	4.8 %	7.1 %	26.8 %	18.4 %

Source: Statistics Canada, Census of Canada, 2001, based on Form 2B.

6. Statistics Canada, 2001 Census. Average ages were calculated based on five-year age-cohort data using median ages for each cohort except the final 85-plus cohort that used 89. Average female ages based on these calculations were 41.1 years for Blue Sky females and 39 years for Ontario females. The percentage of women 15 to 44 years of age in Blue Sky was 39.5 percent in 2001. The same statistic for Ontario was 43.3 percent.

Mobility – Migration from Other Canadian Census Areas

Internal migration (people who moved from another Canadian Census area) is one part of mobility status that indicates whether people have moved or not. There are two other types of movers: those who moved within the same census area (non-migrants) and those who came from another country (external migrants.) Traditionally, there has been a lot of internal migration in Northern Ontario and other resource-dependent areas, as people moved to where the jobs were at any given time. As the region started to grow in the 1880s, in-migration rates were very high and continued for the most part until the 1960s. Small one-industry towns found it hard to keep young male workers in their communities for long, and expended considerable effort to find ways to do so.⁷

Since the 1960s, there has been a noticeable change in Northern Ontario's migration patterns. Northern Ontario had less in-migration in 2001 with only 13.4 percent of residents having moved from another Canadian census subdivision over the previous five years. By comparison, Ontario's population had higher in-migration at 19.6 percent.⁸

Blue Sky had a 2001 in-migration rate of 19 percent, almost the same as that of Ontario and considerably higher than Northern Ontario. Interestingly, 86 percent of Blue Sky's recent in-migrants were from Ontario.⁹

Moving to Blue Sky

Why are such a relatively high percentage of people moving to the Blue Sky region? Many people may be moving to the region for a number of reasons such as lifestyle and the opportunity to live in an unspoiled natural environment that is still close to urban amenities. Analysis of migration data from the 2001 Census indicates quite a variety of in-migration rates among Blue Sky communities. They range from an in-migration rate of 42.3 percent in the McMurrich-Monteith Township to 10.8 percent in the Papineau-Cameron Township. Generally, it appears that in-migrants are drawn to cottage-country areas that comprise much of the Blue Sky region.



7. Statistics Canada. "Mobility," 2001 Census Dictionary, April 22, 2002, <http://www.statcan.ca/english/census2001/dict/pop079.htm>. See also Alex Himelfarb. "The Social Characteristics of Single Industry Towns," R.T. Bowles (ed) Little Communities and Big Industry, Toronto, Butterworths, 1982.

8. 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.

9. Statistics Canada, 2001 Census of Canada, Community Profiles.

Factors that Decrease Population

Mortality

Due primarily to advances in universal health care afforded by a relatively high standard of living, mortality rates have remained quite low. During the recent decade, average life expectancy for Canadian men and women has grown an average of one month per calendar year. Also, it has long been the case that women live longer than men. Today, Canadian life expectancy at birth is 76.2 years for men and 81.8 years for women. With only slightly more people in the 75-and-older age cohort than other areas in Northern Ontario, mortality is likely not a large concern for the Blue Sky region.¹⁰

Emigration

Compared to the rest of Northern Ontario, emigration from Blue Sky is low, with an economy that is becoming more diversified than in decades past and a job market that is not as tied to one or a few industries to supply all the jobs. Adults who live in the Blue Sky region enjoy the area and tend to stay if they have steady employment.

High Youth Out-migration in Northern Ontario

There is, however, an age group in Northern Ontario that is at much higher risk of moving outside their hometown. Youth out-migration is a problem that has pervaded Northern Ontario for several decades. Some youth leave a community



to pursue post-secondary education, others leave to explore the bright lights of the city in search of increased job opportunities. In both cases, the net effect is a loss of young people at the beginning of their work-lives who likely would have raised families in the community had they not departed. Rural areas and resource-dependent regions have good reason to be concerned with youth out-migration. Research indicates that three-quarters of the youth who leave a rural area do not return within ten years of departing.¹¹

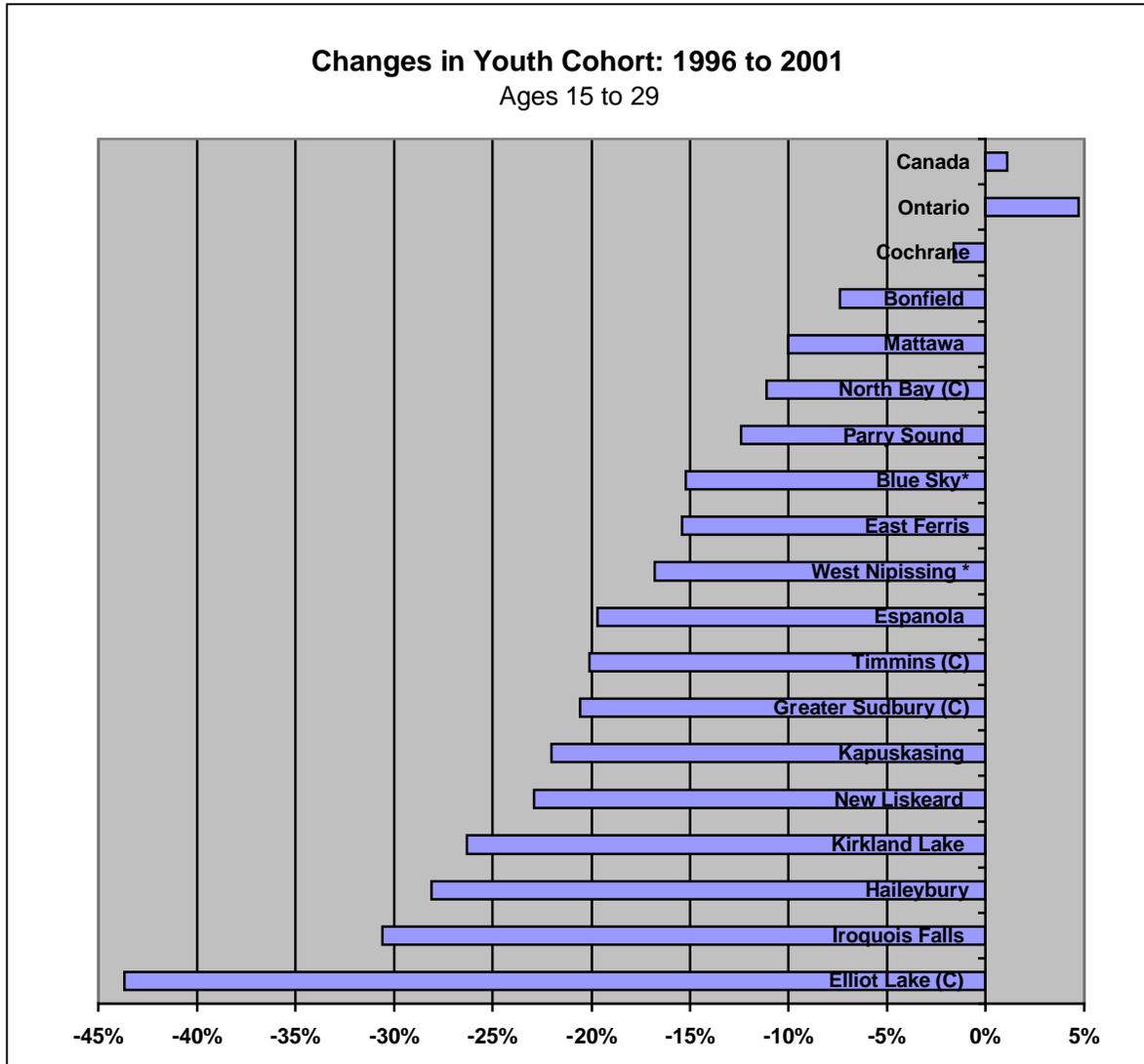
10. World Resources Institute. "Demographics: Life Expectancy at Birth, Males and Females," [Earthtrends: The Environmental Portal](http://earthtrends.wri.org/text/POP/variables/381.htm), on-line available September 9, 2003 at <http://earthtrends.wri.org/text/POP/variables/381.htm> and <http://earthtrends.wri.org/text/POP/variables/380.htm>.

11. Neil Rothwell, Ray D. Bollman, Juno Tremblay, and Jeff Marshall. [Recent Migration Patterns in Rural and Small Town Canada, Agriculture and Rural Working Paper](#), Series Working Paper No. 55, Agriculture Division, Statistics Canada, 2002. Juno Tremblay. [Rural youth migration between 1971 and 1996](#), Working Paper# 44, Agriculture Division, Statistics Canada, 2001. R.A. Malatest & Associates Ltd., [Rural Youth Migration: Exploring the Reality Behind the Myths, Canadian Rural Partnership, 2002](#) and Richard Dupuy, Francine Mayer, and René Morissette. [Rural Youth: Stayers, Leavers and Return Migrants, Canadian Rural Partnership, 2000](#). See also Richard Dupuy, Francine Mayer, and René Morissette, (2000) [Rural Youth: Stayers, Leavers and Return Migrants](#), No. 152, Research Paper Series, Analytical Studies Branch, Statistics Canada, p.4.



The youth out-migration data confirm the opinions of many Northerners as reported in Environmental Scans since 1999: Northern Ontario's youth out-migration rates are high. From 1996 to 2001, the Blue Sky region with youth out-migration at 15.2 percent fared slightly better than Northern Ontario that stood at 18.3 percent, as indicated on Figure 5.¹²

Figure 5



Source: Statistics Canada, Census of Canada, 1996 and 2001, Based on Form 1.

*Figures for West Nipissing and Blue Sky are based on estimation.¹³

12. Chris Southcott. Youth Out-migration in Northern Ontario 2001, Census Research Paper Series: Report #2, North Bay: Northern Ontario Training Boards, October, 2002, p.12.

13. Because West Nipissing was created in 1999, it is difficult to get its accurate 1996 statistics. West Nipissing's youth out-migration was estimated by summing available 1996 statistics for 85.33429 percent of its 1996 data, namely for Cache Bay, Sturgeon Falls, Springer, Caldwell, and Field, and multiplying that total by 1.1466508 to ensure an approximation of West Nipissing's 1996 actual total. In the case of the Blue Sky region, restructuring has meant that it was impossible to compare 1996 and 2001 data for some communities in the region.

During the 1980s and 1990s, fewer people than in previous decades immigrated to Northern Ontario and other rural Canadian communities to replace youth leaving. More recently, research conducted into the phenomenon of youth out-migration in Northern Ontario revealed the following important findings.¹⁴

- Aboriginal and Francophone youths are less likely to migrate out of the region;
- Aboriginal communities have higher percentages of youth;
- Francophone communities have lower percentages of youths; and
- Out-migration rates vary considerably by regions and age.



Population Summary

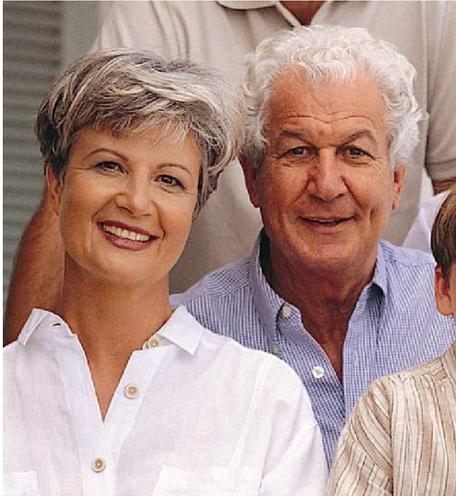


Because fertility rates are low and Blue Sky's youth out-migration rates mirror Northern Ontario's high rates, the Blue Sky region will likely have to rely more heavily on immigration in the future to increase its population. The region had few immigrants from outside the country from 1996 to 2001. It also had few people in-migrating from other parts of Canada, and of these, 86 percent came from Ontario. Therefore, in contrast to metropolitan centres that rely heavily on immigration from other countries, the Blue Sky region appears to draw more on in-migration from within Ontario.

Because intra-provincial immigration is often drawn from the larger region around a community, the Blue Sky region does not have far to venture to attract prospective immigrants. In addition, Blue Sky draws on people, originally from the region, who are enticed to move back to the area to live and work close to their families.

14. Ontario Ministry of Northern Development and Mines. [Youth Migration: Northern Perspectives: The Northern Development Councils' Report](#), Thunder Bay, 1991. See also Chris Southcott. [Youth Out-migration in Northern Ontario 2001](#), Census Research Paper Series: Report #2, North Bay: Northern Ontario Training Boards, October, 2002, p.11. A cohort-change analysis was used to examine changes in a group of youth over time. The youth out-migration rate was determined by using the number of original youth left after five years from a specific group. See also Suthey Holler Associates, [Youth Out-Migration From The FNETB Area](#), Hearst: Far Northeast Training Board, 2001, p. 9.

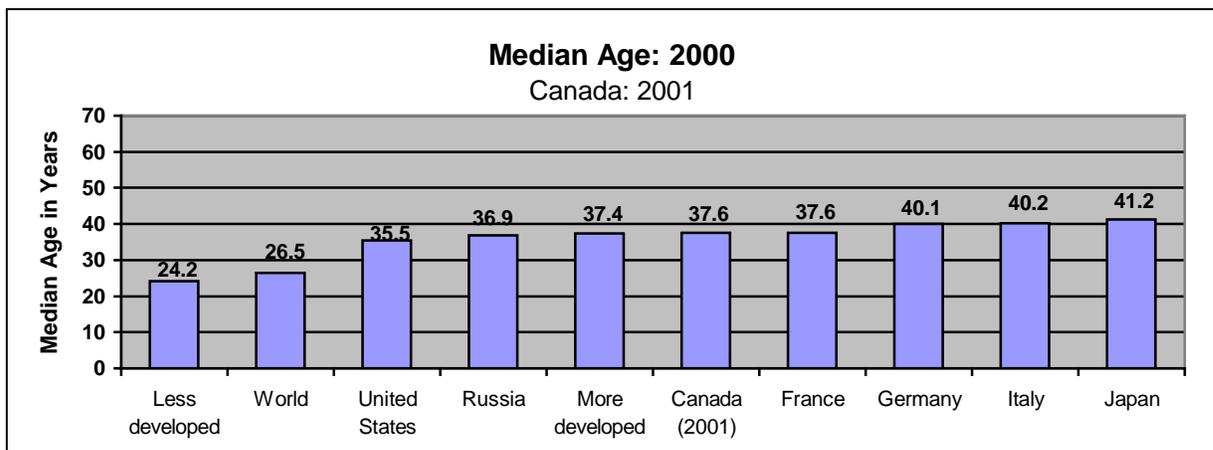
Age and Gender



Canada's Rising Age

Census statistics for 2001 indicate that Canada's population is aging, due to a combination of low fertility and increasing life expectancy, a trend mirrored in other wealthy countries, as noted on Figure 6. Canada's median age has been rising since 1966 when the baby boom ended. In 1966, the median age in Canada was 25.4 years, and it steadily increased to 37.6 years by 2001. Compared to other developed countries, Canada is average in terms of its median age: younger than some, older than others.¹⁵

Figure 6



Source: Statistics Canada. *Profile of the Canadian population by age and sex: Canada ages*, Catalogue no. 96F0030XIE2001002, 2002, p. 29.

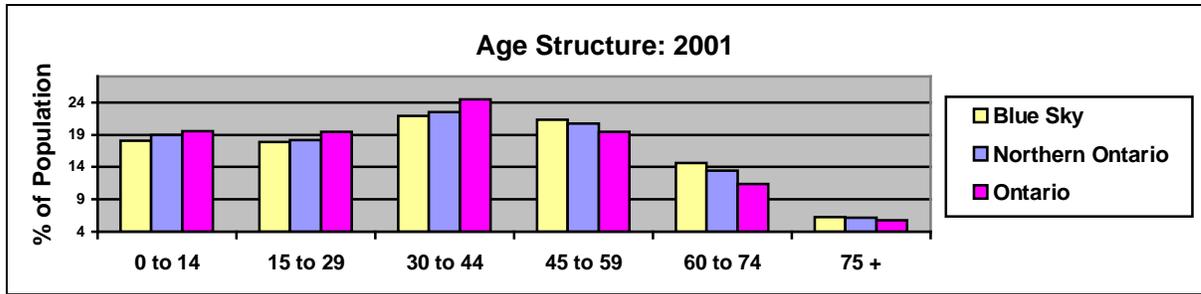
Blue Sky Aging Faster

Blue Sky's average age is 40.2 years, 39.3 years for men and 41.1 years for women, an aging population similar to the rest of Northern Ontario. This compares to Ontario average ages of 38 years, 36.9 for men and 39 for women. Both Northern Ontario and Blue Sky have smaller percentages of younger-age cohorts and greater percentages of older-age cohorts, as reflected on Figure 7, as a result of comparatively fewer women of childbearing age, a lack of new immigrants, and high youth out-migration.¹⁶

15. Statistics Canada. [Profile of the Canadian Population by Age and Sex: Canada Ages](#), Catalogue no. 96F0030XIE2001002, 2002. See also Foot, David K., [Boom, Bust and Echo](#), Macfarlane Walter & Ross, p. 19.

16. See Footnote 6 on calculating average age using cohort data. See also 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.

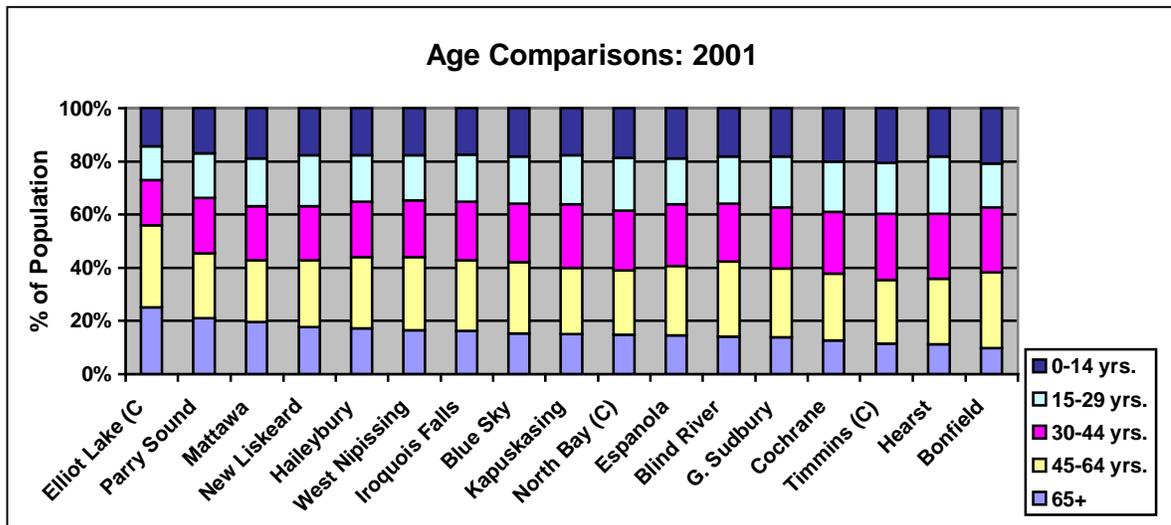
Figure 7



Source: Statistics Canada, Census of Canada, 2001, Based on Form 1.

Almost 67 percent of Blue Sky residents are working age (i.e., those aged 15 to 64.) Out of the 17 communities shown in Figure 8, Blue Sky (which encompasses a few of those shown) has the eighth largest percentage of seniors, the fifth largest percentage of residents aged 45 to 64, the eighth smallest percent in the 30-to-44-aged cohort, the ninth smallest percent in the 15-to-29-aged cohort, and the eighth smallest percent in the zero-to-14-aged cohort.

Figure 8

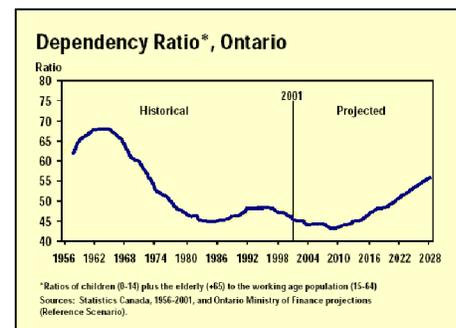


Source: Statistics Canada, Census of Canada, 2001, Based on Form 1.

Dependency

A dependency ratio is the proportion of dependents (children aged 0 to 14 and seniors 65 and over) to working-age population (adults aged 15 to 64,) graphed on Figure 9 for Ontario. Blue Sky's dependency rate of 50 contrasts with Ontario's 45.5, and is a further indication of its aging population. Blue Sky has relatively fewer children at 18.1 percent compared to Ontario's 24.3 percent, and relatively more seniors at 15.2 percent compared to 11.7 percent for Ontario.¹⁷

Figure 9



17. Ontario Ministry of Finance. *Update to Ontario Population Projections 2001-2028*, August 2002, <http://www.gov.on.ca/FIN/english/demographics/demog02e.htm>.

Gender Differences: Women Live Longer than Men

Blue Sky mirrors gender statistics for Canada and Ontario. While Blue Sky had 2,400 more women than men in 2001, most of this difference was due to women living longer than men. Confirmation is available on Table 2, which indicates there were 1,770 more women than men in the aged 65-and-over category.



Table 2

Gender Structure by Age: 2001 (Blue Sky)

Age Cohorts	Males	Females	Males as % of Total Population	Females as % of Total Population
Totals – All Ages	53,895	56,290	48.9%	51.1%
0 – 14	10,295	9,685	9.3%	8.8%
15 – 19	4,065	3,835	3.7%	3.5%
20 – 24	3,100	3,140	2.8%	2.8%
25 – 54	22,490	23,665	20.4%	21.5%
55 – 64	6,465	6,720	5.9%	6.1%
65 – 74	4,875	4,975	4.4%	4.5%
75 +	2,635	4,305	2.4%	3.9%

Source: Statistics Canada, Census of Canada, 2001, Based on Form 1.

Gender in the Workforce

Since the Second World War, the number of women in the workforce has steadily increased. By 2001, women constituted 47.1 percent of Blue Sky's workforce, while men comprised 52.9 percent, up from 46.5 percent for women and 53.5 percent for men in 1996. The trend towards more women working may result in part from an aging female population with diminishing child/family responsibilities. If the trend continues, the employment gender gap is likely to shrink modestly again by the 2006 Census.¹⁸

Age and Gender Summary

Canada's population is continuing to age due to increased life expectancy and low fertility rates, and the Blue Sky region is no exception. In fact, Blue Sky's population has an average age over two years older than Ontario, a statistic similar to Northern Ontario. This means that over the next couple of years, the percentage of Blue Sky's and Northern Ontario's working-age population will be slightly less Ontario's. In terms of gender, Blue Sky mirrors Canada's and Ontario's statistics in that most gender differences are due to women living longer than men. In the labour force, there are nearly as many women working as men in the Blue Sky area, a gender gap slowly closing over the last years.

18. Apart from population figures, it is difficult to compare 1996 and 2001 Blue Sky figures. Ontario's restructuring during the late '90s changed many communities' geographical boundaries. New jurisdictions were created containing parts of unorganized areas for which earlier figures were difficult to determine. The 1996 Blue Sky figures used herein include the following Census sub-divisions: Papineau-Cameron (TP), Mattawan (TP), Mattawa (T), Calvin (TP), Bonfield (TP), Chisholm (TP), East Ferris (TP), North Bay (C), Springer (TP), Sturgeon Falls (T), Cache Bay (T), Caldwell (TP), Field (TP), Temagami (TP), Bear Island 1 (R), Nipissing 10 (R), Nipissing, Unorganized North Part (UNO), McMurrich (TP), Perry (TP), Kearney (T), Armour (TP), Burk's Falls (VL), Ryerson (TP), Hagerman (TP), Chapman (TP), Magnetawan (VL), Strong (TP), Sundridge (VL), Joly (TP), Machar (TP), South River (VL), South Himsworth (TP), Trout Creek (T), Powassan (T), North Himsworth TP, Nipissing (TP), French River 13 (R), Dokis 9 (R), Magnetawan 1 (R), Parry Sound, Unorganized North East Part (UNO), Cosby, Mason, and Martland (T), Casimir, Jennings, Appleby (TP), Ratter, Dunnet (TP), Hagar (TP), and Sudbury, Unorganized South Par (UNO.)

Ethnicity

Blue Sky Identity – More French, More Canadian

Bonjour

In addition to country of origin, Statistics Canada asks residents to list the ethnicity with which they identify. On this level, the Blue Sky region differs notably from Ontario. Blue Sky has a very high rate of people who identify their heritage as Canadian – almost double the Ontario average. In addition, Blue Sky residents list their ethnicity as French at over three times the rate of Ontario residents, at 33.2 percent contrasting with Ontario's 10.9 percent. Refer to Table 3 for a listing of the largest ethnic groups in the Blue Sky region.



Table 3

Ethnic Groups

Blue Sky and Ontario

Ethnic Groups		Blue Sky (% of Population)	Ontario (% of Population)
Canadian	- Total responses	52.3%	29.7%
	- Single responses	24.1%	14.2%
	- Multiple responses	28.2%	15.5%
English	- Total responses	26.7%	24.0%
	- Single responses	5.4%	6.2%
	- Multiple responses	21.3%	17.8%
French	- Total responses	33.2%	10.9%
	- Single responses	6.5%	1.7%
	- Multiple responses	26.7%	9.3%
Scottish	- Total responses	16.6%	16.3%
Irish	- Total responses	18.3%	15.6%
German	- Total responses	9.7%	8.6%
North Amer. Indian	- Total responses	5.2%	2.2%
Italian	- Total responses	3.7%	6.9%
Dutch	- Total responses	3.1%	3.9%

Source: Statistics Canada, Census of Canada, 2001, Based on Form 2B.

Fewer Visible Minorities

There are few visible minorities in the Blue Sky communities – one-twentieth the rate of Ontario. In Ontario, 19.1 percent of the population is visible minorities. In the Blue Sky region, only 1.1 percent of the population is so classified. This is not surprising considering that almost two-thirds of visible minority adults came to Canada since 1972, a time when Blue Sky's influx of immigrants slowed to a trickle.

More Aboriginals

In contrast, Blue Sky has four times Ontario's percentage of Aboriginals, as indicated on Figure 10. In Ontario, 1.7 percent of the population list themselves as having an Aboriginal identity. In Blue Sky, Aboriginals represent 6.4 percent of the population.

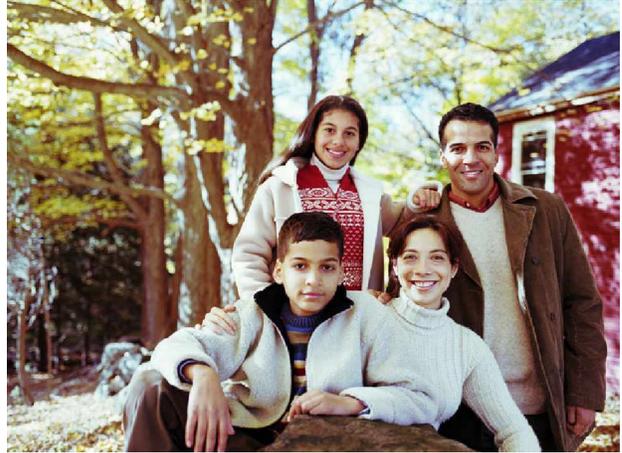
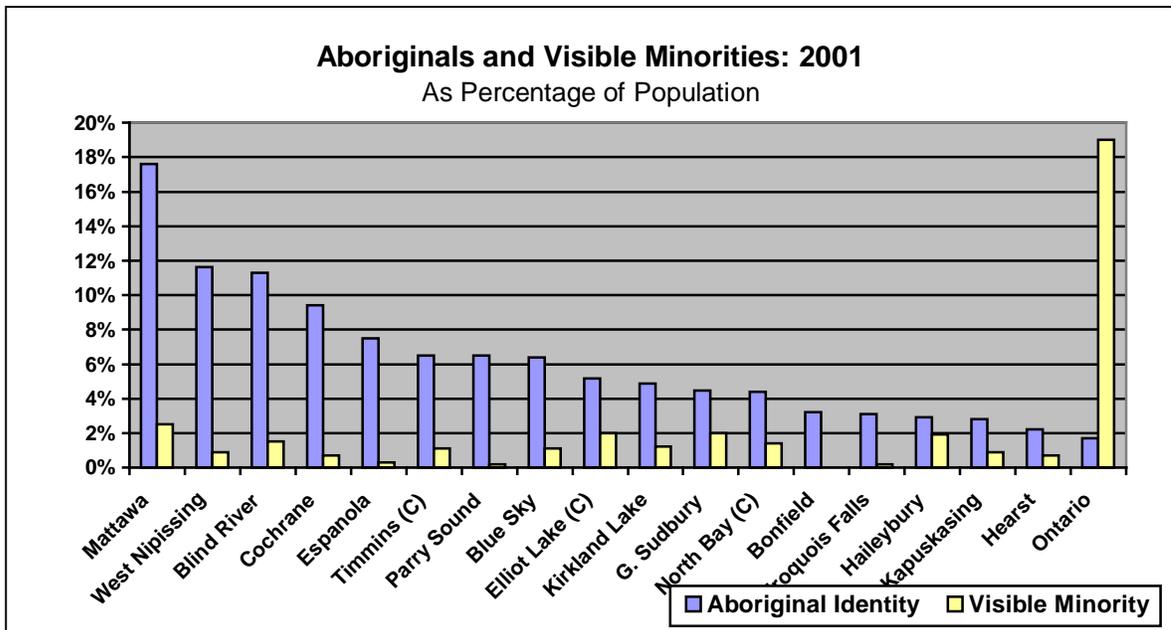


Figure 10



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

Ethnicity Summary

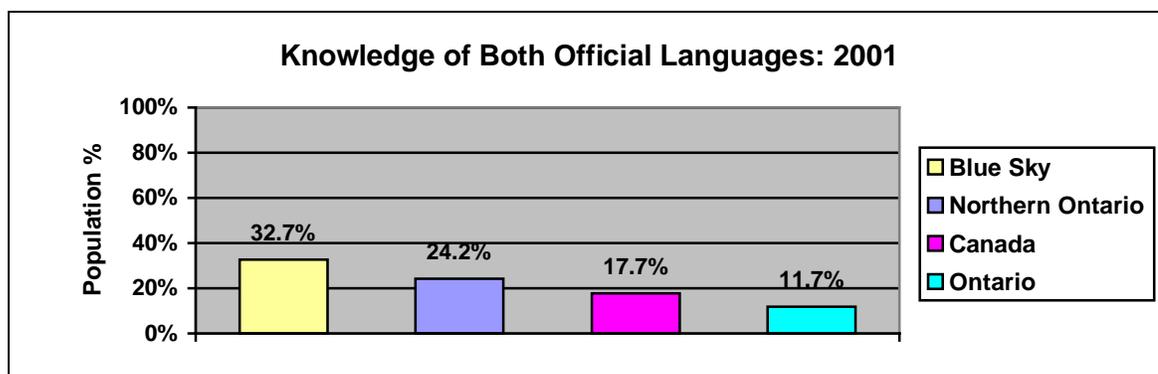
Blue Sky has a large proportion of residents who describe their ethnic heritage as Canadian. In addition, Blue Sky residents list their ethnicity as French at over three times the rate of Ontario residents. Because immigration slowed in the Blue Sky Region by 1971, there are few visible minorities – one-twentieth the rate of Ontario. A significant and more important ethnic difference is Blue Sky's higher proportion of Aboriginals than Ontario.

Language

Bilingualism High in Blue Sky

A distinctive aspect of Blue Sky in terms of language is that 32.7 percent of the population has a working knowledge of both French and English. This is higher than Northern Ontario's 24.2 percent and considerably higher than Ontario's 11.7 percent average, as reflected on Figure 11.

Figure 11



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

Almost all people in the Blue Sky region can speak one or both official languages, as noted in Table 4. Residents list 38 other languages as mother tongues. In addition to the official languages, the following languages are spoken by at least 100 people in the Blue Sky region: German, Italian, Dutch, Ojibway, Polish, Ukrainian, Finnish, and Cree.

Table 4

Language Characteristics: 2001

Blue Sky

Language	Mother Tongue	First Language spoken	Knowledge of Official Language
Total listed by mother tongues	108,660	108,660	108,660
English	78,055	82,955	71,345
French	25,285	25,205	1,700
Both French and English	1,590	460	35,550
English and non-official language	175		
Non-official languages	3,490		
French and non-official language	50		
English, French, and non-official language	10		

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

Benefits of Bilingualism in the Workforce



To better serve the many bilingual residents in the Blue Sky region, many area employers hire bilingual employees. In some Blue Sky communities, area employers give priority to bilingual candidates. In general, many companies in Canada give preference to bilingual candidates, allowing bilingual employees to enter the workforce more easily and change jobs more readily than their unilingual counterparts. Accordingly, Blue Sky's large bilingual workforce gives the community a competitive advantage in enticing new companies to the area. This is reinforced by a special tabulation of 2001 Census data, prepared by the Association of Canadian Studies, that found bilingual workers in Ontario earn 10 percent more on average than their English-only counterparts.¹⁹

Language Summary

The Blue Sky region is distinctive in that a third of the population has a working knowledge of both of Canada's official languages. As such, the bilingual labour pool is significant, a potential advantage to prospective employers.

19. Precision Management Catalysts. "Interviews with 112 Blue Sky Profit and Not-for-Profit Employers," July-October, 2005. See also Nova Scotia Department of Education. [Bilingualism in the Canadian Labour Market](http://cpfns.ednet.ns.ca/data/resource/bilingual.pdf), November 11, 2002, <http://cpfns.ednet.ns.ca/data/resource/bilingual.pdf>, p. 17. See also Jack Jedwab. [It Pays to be Bilingual in Canada](http://www.acs-aec.ca/Polls/Poll53.pdf), Association for Canadian Studies, November, 2005, <http://www.acs-aec.ca/Polls/Poll53.pdf>, pp. 1-4.

Education

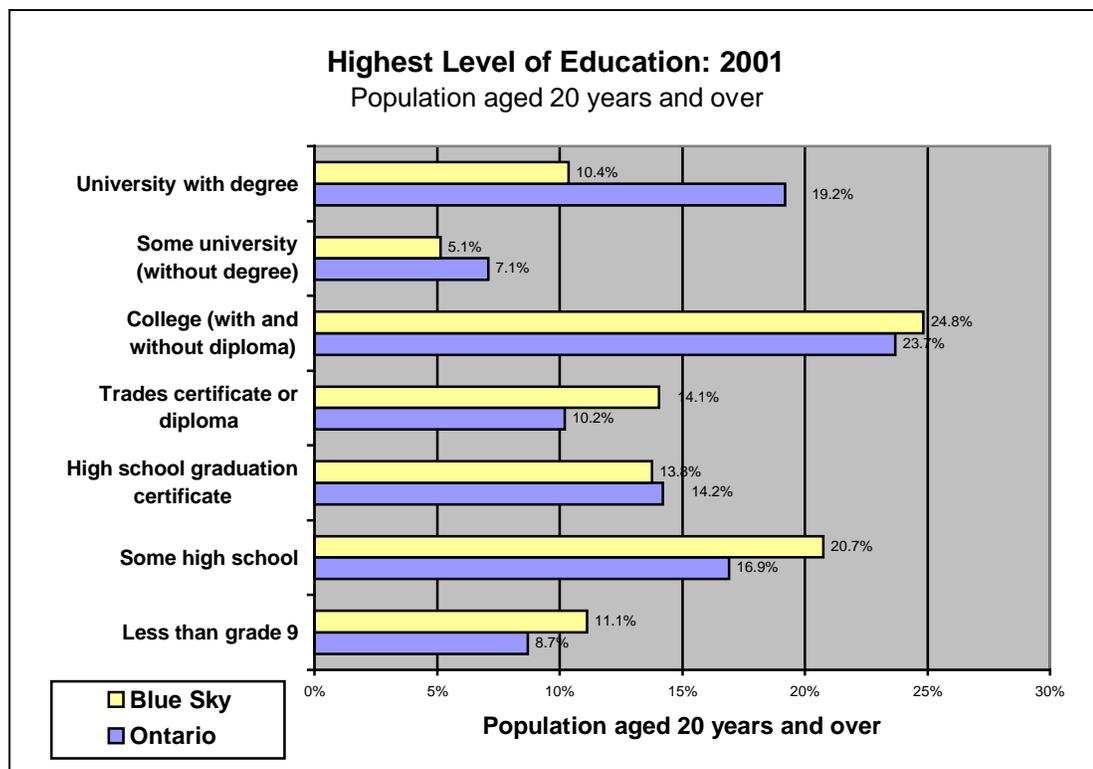
During the past 20 years, there has been a dramatic and increased focus on education. Enrolment levels at universities and colleges across Canada demonstrate that more Canadians than ever have an appetite for higher education. Individuals with higher educational levels usually have higher skill levels and higher levels of employability. Skill levels are also related to earning power; individuals with high skills are regarded as more valuable by employers, and thus command higher rates of pay.



Blue Sky

Compared to Ontario's educational levels, Blue Sky performs well in some areas but under-performs in others, as indicated in Figure 12. Specifically, the Blue Sky 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 the areas of university education, those who have not completed high school, and those with less than Grade 9.

Figure 12



Source: Statistics Canada, Census of Canada, 2001, Based on Form 2B.

Higher Trades Level than Ontario

Compared to Northern Ontario as a whole, Blue Sky has a slightly higher percentage of skilled trades workers. Table 5 lists the percentage of trades workers in and around the Blue Sky region. The ranking suggests that Ontario trades shortages prevalent over the last 10 years may not be as severe in the Blue Sky region.



Table 5

Trades Certificate/Diploma: 2001

As Highest Schooling Level Ages 20 and Over

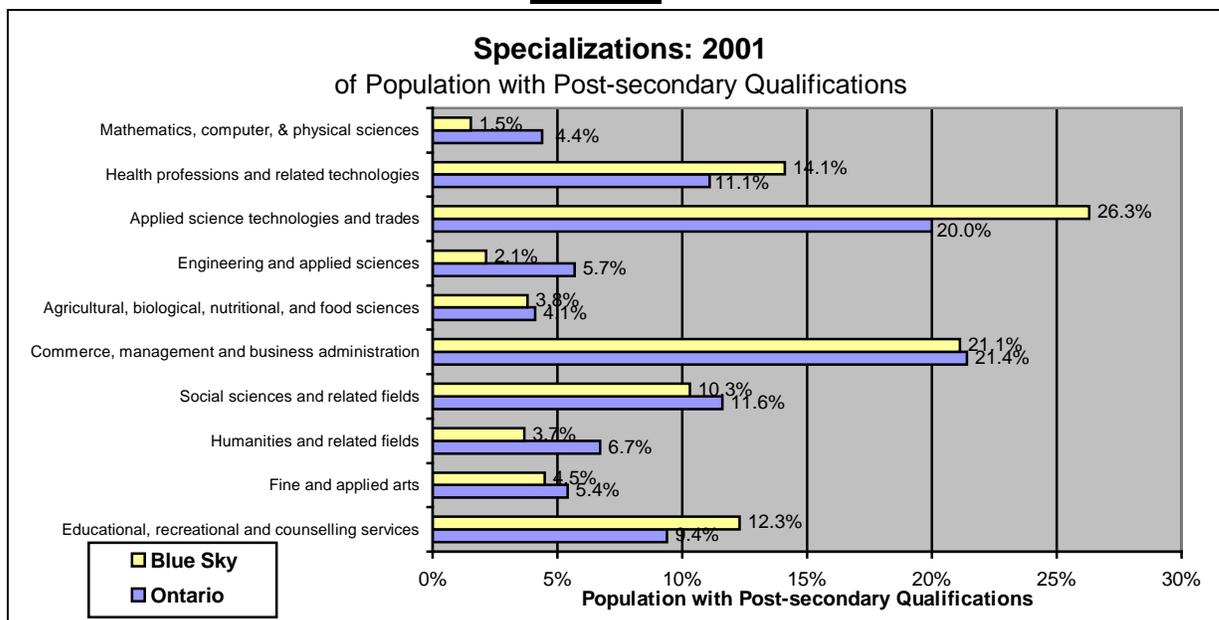
Community	Population %	Community	Population %	Community	Population %
Iroquois Falls	18.3 %	Mattawa	13.4 %	Espanola	12.7 %
Haileybury	17.0 %	Bonfield	13.3 %	Cochrane	12.5 %
Kapuskasing	16.9 %	Elliot Lake	13.1 %	Parry Sound	11.6 %
West Nipissing	14.7 %	North Bay	13.0 %	Blue Sky	14.1 %
Timmins	14.0 %	Kirkland Lake	12.9 %	Northern Ont.	13.9 %
Greater Sudbury	13.5 %	Blind River	12.9 %	Ontario	10.2 %

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

Post-secondary Specializations

Of the 34,650 people in the Blue Sky area with post-secondary education, over 26.3 percent are specialized in applied science technologies and trades, more favourable than the provincial average of 20 percent indicated on Figure 13. Blue Sky also has comparatively more specializations in health-care professions and related technologies; and educational, recreational, and counselling services. In the other seven specialization categories, Blue Sky does not meet Ontario levels. This is a concern especially in commerce, management, and business administration qualifications, skills most useful in growing a local economy.

Figure 13



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

Educational Attainment Gap Increasing

While the percentage of Blue Sky's population with less than Grade 9 or who attended high school without graduating is considerably higher than the provincial average, these lower educational levels are in large part due to older individuals. Individuals aged 45 to 64 are twice as likely to have less than Grade Nine compared to their juniors aged 20-34 years. This is similar to the situation in Ontario as a whole. This consistent increase of youth moving towards education is cause to



celebrate because it points to an improving educational attainment rate, over time. Despite this, as Table 6 points out, there is an educational gap between communities in the Blue Sky region and the province as a whole. The gap between Blue Sky and Ontario in the percentage of people with a university degree is higher for the 20-to-34-year-old age group than the 45-to-64-year-old age group.

Table 6

Highest Educational Attainment: 2001

By age groups

Category	Age Group	Ontario	Blue Sky	Difference
Less than high school certificate	20 – 34	13.2%	15.2%	2.0%
	35 – 44	17.3%	17.9%	0.6%
	45 – 64	27.5%	31.8%	4.3%
High school certificate	20 – 34	13.7%	12.4%	-1.3%
	35 – 44	15.5%	16.7%	1.2%
	45 – 64	14.9%	14.1%	-0.8%
Trades certificate / diploma	20 – 34	7.9%	11.5%	3.6%
	35 – 44	11.5%	16.6%	5.1%
	45 – 64	11.6%	14.8%	3.2%
College certificate/ diploma	20 – 34	19.5%	24.1%	4.6%
	35 – 44	21.2%	25.9%	4.7%
	45 – 64	16.6%	16.9%	0.3%
Completed university	20 – 34	23.7%	14.1%	-9.6%
	35 – 44	22.1%	11.4%	-10.7%
	45 – 64	18.9%	12.8%	-6.1%

Source: Statistics Canada, Census of Canada, 2001, Based on Form 2B.

Blue Sky School Enrolment Rates Average

In 2001, 63 percent of Blue Sky's youth (aged 15 to 24) attended school full-time or part-time, marginally less than Ontario's average of 64.5 percent, as noted in Table 7. These statistics differ from 1996 when school-enrolment rates for Blue Sky were slightly higher than Ontario at 68.5 percent compared to 68.3 percent.²⁰



Overall, there is availability of post-secondary education in the area. In addition to Collège Boréal, an Adult Learning Centre, Canadore College's satellites, Nipissing University and Canadore College have full campuses in North Bay. In addition, students can attend Laurentian University and Cambrian College in Sudbury, adjacent to the Blue Sky region. And 40 kilometres to the north of Blue Sky, students can attend co-operative programs for certified instrumentation engineering technician and mining engineering technician from the Haileybury School of Mines delivered through Northern College. Moreover, students can attend Contact North without travelling outside Blue Sky to access a variety of courses from a variety of colleges and universities across Canada.²¹

Table 7
School Attendance: 2001
Ages 15 to 24

Population	Blue Sky			Ontario		
	Total	Male	Female	Total	Male	Female
Total population 15-24	13,835	7,165	6,975	1,487,835	754,560	733,275
Total attending full time	8,270	4,025	4,460	883,020	439,950	443,065
Total attending part time	450	260	260	76,625	38,865	37,765
Total attending full/part-time	8,720	4,285	4,720	959,645	478,815	480,830
% attending full/part-time	63.0%	59.8%	67.7%	64.5 %	63.5 %	65.6 %

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



Focus on Education Changed

Historically, formal levels of education in Northern Ontario were not in high demand since the largest single group of jobs was trades. That has changed with jobs in services now outpacing jobs in trades. The new focus is on higher education to meet the demands of service industries such as education and health care.²²

20. See earlier note on comparisons between 1996 and 2001.

21. Northern College. [Haileybury School of Mines Programs](http://www.northern.on.ca/programs/mining.html), on-line available August 2, 2005 at <http://www.northern.on.ca/programs/mining.html>.

22. Chris Southcott. [A Regional Outlook for Northern Boards: A Northern Approach to Regional Labour Force Development](#), Dryden: Training Boards of Northern Ontario, 2000, pp. 5-6. See also Statistics Canada. *Census of Canada, 2001, based on Form 2B.*

Young Women Making Educational Gains

In the past, Northern Ontario women were often not actively encouraged to further their education in resource-dependent communities. Now Blue Sky's educational gender gap has closed, and even reversed. Of Blue Sky's 15-to-24-year-old youth, 7.9 percent more women than men attended school, closer and even a bit higher than Ontario's female-attendance statistic. This gender gap has changed in part because post-secondary institutions abound within a short commuting distance in Blue Sky, a major determinant of female university participation.²³



Aboriginal Education



The Aboriginal population is an important part of the Blue Sky region. Recently,

Aboriginals have been able to gain better access to more culturally appropriate educational experiences. Anishinabek Educational Institute, a First Nation organization offering programs through college, university, business, and industry partnerships, formed a partnership with Canadore College in 2003 to ensure quality programming and high service standards for Anishinabek learners in Blue Sky. According to Grand Council Chief, Vernon Roote, "*Canadore*



College has always been supportive to Aboriginal people through their fields of studies, support programs and recognition of our unique culture and educational needs." Initial programming started September 2003.²⁴

Nipissing University offers programs focussing on Aboriginals such as the Aboriginal Teacher Certification Program, Native Classroom Assistant Diploma Program, and Native Special Education Assistant Diploma Program. Also, Northern Secondary School provides culturally appropriate experiences with Ojibway language classes and an annual Aboriginal Week. Finally, Nipissing First Nation offers co-operative education, summer career placement, and adult-literacy training.²⁵

23. Marc Frenette. [Too Far to Go On? Distance to School and University Participation](#), Catalogue No. 11F0019MIE – No. 191, Statistics Canada, June 19, 2002. Three reasons distance may impact university attendance are: financial costs, emotional costs associated with leaving home, and not appreciating the educational benefits if few people in the area hold degrees. Females are more likely than males to attend university but less likely to attend when living beyond 80 kilometres from a university. See also Chris Southcott. [Single Industry Towns in a Post-Industrial Era: Northwestern Ontario as a Case Study](#). Research Reports, Centre for Northern Studies, Lakehead University, 2000. See also Alison Gil. [Women in Isolated Resource Towns: An Examination of Gender Differences in Cognitive Structures](#). *Geoforum* 21(3), pp. 347-358, 1990.

24. Anishinabek Educational Institute. "*Anishinabek, Canadore College Announce New Partnership*," January, 2003, http://www.anishinabek.ca/uoi/aeicc_agree.htm.

25. Nipissing University. [Dynamic Academic Calendar, Year 2005-2006](#), November 3, 2005, <http://www.nipissingu.ca/calendar/downloads/Cal05-06.pdf>.

French-Language Education

Since Franco-Ontarians comprise a significant portion of Blue Sky's population, it is important for this group to access education in their own language. In addition to a number of bilingual elementary schools, the region can boast bilingual and French secondary schools, and a bilingual college, Collège Boréal, which provides services for 500 college students. Another boon for French-language residents is the availability of French-language university education in Sudbury at Laurentian University located within commuting distance of many Blue Sky communities.



Educational Upgrading for Adults



For adults wishing to upgrade skills or work towards high school equivalency, the Ministry of Training, Colleges, and Universities subsidizes a Collège Boréal program. Furthermore, the college builds customized training packages around attendees' skill and educational levels, and works around participants' schedules to provide year-round programming. People with learning disabilities are welcomed. Upgrading for adults is also available at Nipissing University in North Bay and Laurentian University in Sudbury.²⁶

Education Summary

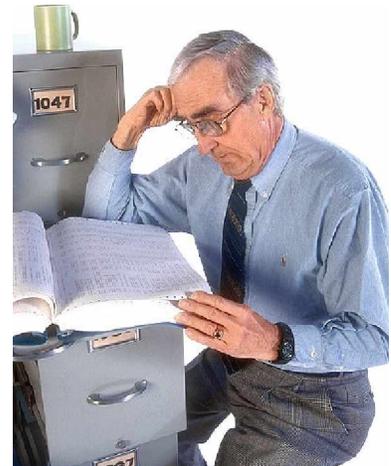
Overall, Blue Sky is faring well in terms of education. Blue Sky has a significantly higher percentage of workers with trades certificates or diplomas than Ontario, resulting in fewer trade-worker shortages than other areas. Conversely, Blue Sky's higher proportion of older people has a significant negative effect on summary educational statistics in the areas of high school and university-attainment levels. Because the population composition is more heavily weighted in favour of seniors, the effect is even more dramatic. On the positive side, Blue Sky's 2001 youth school-attendance level mirrors Ontario's. As well, Aboriginals and French-speaking residents can access a wide range of appropriate education at all levels. Ultimately, strong school enrolment will bolster future educational-attainment rates, while equipping youth in Blue Sky with greater skills for the future labour market.



26. Gianni Ubriaco. "College Boreal Offers Free Upgrading for Adults," [Northern Business Journal](#), August, 2003, p. 18. See also Nipissing University. [Dynamic Academic Calendar, Year 2005-2006](#), November 3, 2005, <http://www.nipissingu.ca/calendar/downloads/Cal05-06.pdf>. See also Laurentian University. [Course Calendar 2005-06](#), November 3, 2005, http://www.laurentian.ca/?file=calendar/cal_e.php.

Employment

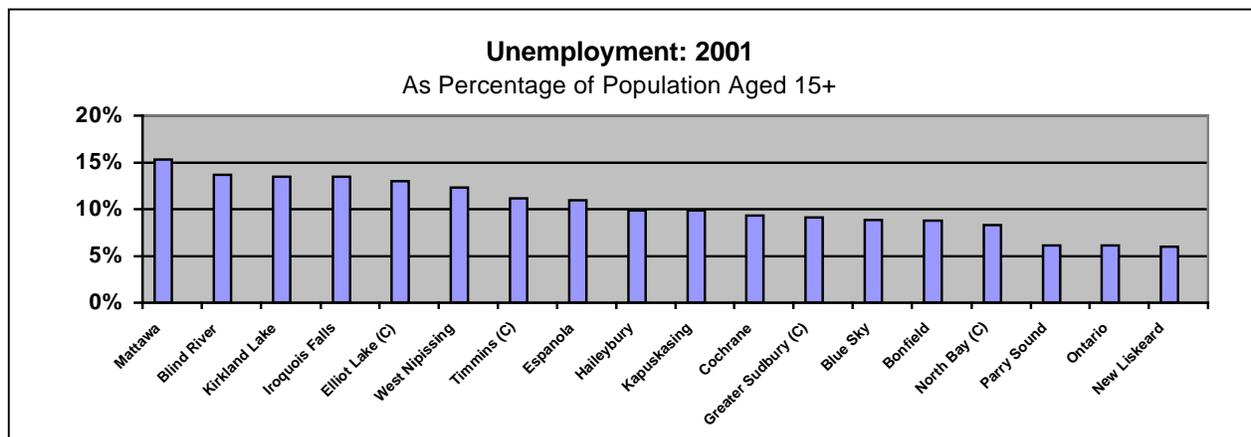
The most reliable data on employment rates for Blue Sky is captured by the Canadian census. The 2001 Census indicates the Blue Sky region had 8.9 percent unemployment, lower than the 10.6 percent average of selected Northern Ontario communities, indicated on Figure 14, yet more than Ontario's 6.1 percent. This is a huge improvement from 1996 when Blue Sky's unemployment rate was 12.4 percent.²⁷



More recent employment trends are indicated in Statistic Canada's monthly Labour Force Survey. Although not as reliable as Census data, it is useful for showing changes in the employment situation. Northeastern Ontario data indicates the region's employment situation has improved over the past few years. From January to March 2003, the average unemployment rate was 8.3 percent. By 2004, it had declined to 8.2 percent. For the January-to-March period of 2005, the unemployment rate was 7.7 percent.²⁸

Why are Blue Sky's unemployment rates higher than Ontario's average? Examining Aboriginal population differences provides part of the answer. Blue Sky has almost five percent more Aboriginals than Ontario. In Canada, Aboriginal unemployment is twice that of non-Aboriginals, and aboriginal unemployment on reserves is three times that of non-Aboriginals.²⁹

Figure 14



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

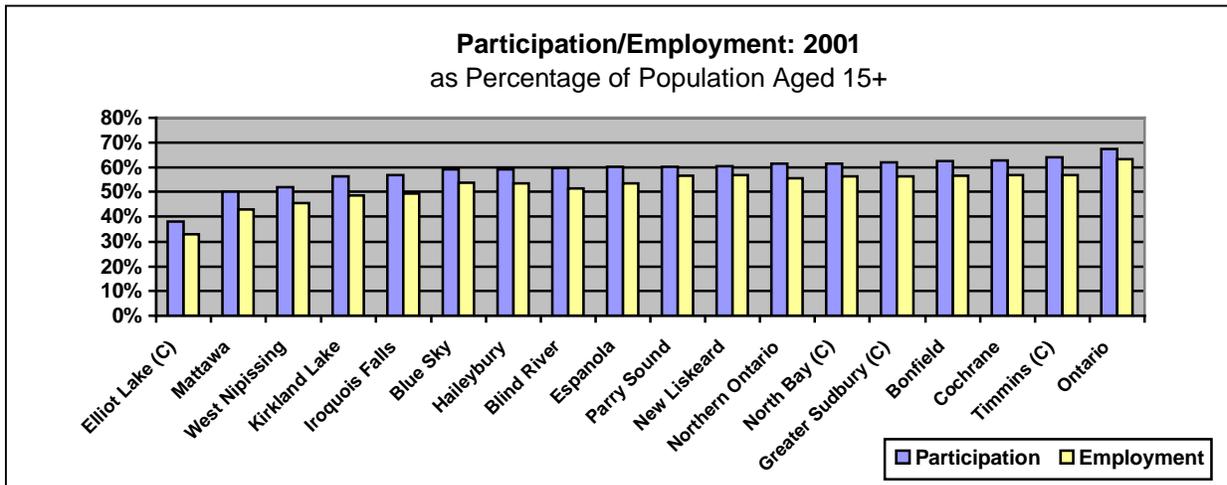
27. See earlier note on comparisons between 1996 and 2001.

28. Labour Force Survey Data for Northern Ontario is weak in reliability compared to the Census because it is based on estimations and limited sample sizes. Data used herein is for Economic Region 590 (Northeastern Ontario including the Sudbury Regional Municipality and the Districts of Algoma, Cochrane, Sudbury, Manitoulin, Nipissing, Timiskaming, and Parry Sound). See also North Bay Human Resource Centre of Canada Labour Market Bulletin, First Quarter 2004 and First Quarter 2005.

29. Statistics Canada, 2001 Census, based on Form 2B. See also Indian and Northern Affairs Canada. [Some Fast Facts on the Funding of Aboriginal Programs](http://www.ainc-inac.gc.ca/nr/prs/j-a2000/mar7_e.html), March, 2000, http://www.ainc-inac.gc.ca/nr/prs/j-a2000/mar7_e.html. See also Precision Management Catalysts. "Interviews with 110 Blue Profit and Not-for-Profit Employers," July-October, 2005.

Blue Sky's 59 percent participation rate (labour force as a percentage of the population aged 15 and over) falls below Northern Ontario's 61.3 percent. Note the seniors' population particularly influences this statistic. For example, Elliot Lake has a high seniors population and correspondingly low participation rate of 38.0 percent. The same is true for employment rates (ratio of those employed divided by the labour force.) Accordingly, Blue Sky's 53.7 percent employment falls predictably below the 55.6 percent Northern Ontario average, shown on Figure 15.

Figure 15



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

Employment Summary

Blue Sky's general employment picture improved from 2001 to 2005. And while unemployment was higher in 2001 than the average for Ontario, it was lower than the average for Northern Ontario. Blue Sky employment rates were lower than Ontario, due in part to Aboriginal populations. Blue Sky participation rates are lower than Ontario due to a higher seniors population.

Self-employment



Self-employment in Canada is growing at a strong pace. By 2001, there were 2.3 million self-employed Canadians, representing 14.2 percent of the labour force. Similar to wage work, self-employed work in Canada is heavily weighted in services, at more than two-thirds. In Blue Sky, self-employment has grown at a faster pace than wage work.³⁰

Blue Sky

As in Canada, Northern Ontario's self-employment level has grown substantially, an important trend for Northern Ontario that has traditionally relied on paid employment in the resource sector. As part of Northern Ontario, Blue Sky, too, has relatively high self-employment levels. According to the 2001 census data, 12.8 percent in Blue Sky of people 15 years of age and over are self-employed – higher than Northern Ontario at 10.2 percent and Ontario at 11.4 percent. As Figure 16 indicates, Blue Sky communities clearly rank on the upper end of the self-employment scale compared to other Northern Ontario communities.³¹

Figure 16



Source: Statistics Canada, Census of Canada, 2001, based on Form 2B.

Self-employment Summary

Self-employment is a growing job creator in Canada, with nearly two-thirds of self-employed Canadians working in the service sector. In contrast, paid employment is less prevalent than it once was in Canada. In this self-employment trend, Blue Sky communities are even further advanced than many other Northern Ontario communities.

30. Industry Canada, [Overview of Canada's Service Economy](#), March 2001, Queen's Printer, p. 10. See also Statistics Canada, CANSIM, table 282-0002, July 31, 2002. For information on self-employment see G. Picot, A., Heisz and A. Nakamura, [Job Tenure, Worker Mobility and the Youth Labour Market During the 1990's](#), No. 155, Research Paper Series, Analytical Studies Branch, Statistics Canada, pp. 5,6.

31. Statistics Canada. 1986, 1991, 1996, 2001 Census, Form 2B. See also Chris Southcott, [A Regional Outlook for Northern Boards: A Northern Approach to Regional Labour Force Development](#), Dryden: Training Boards of Northern Ontario, 2000, p. 7.

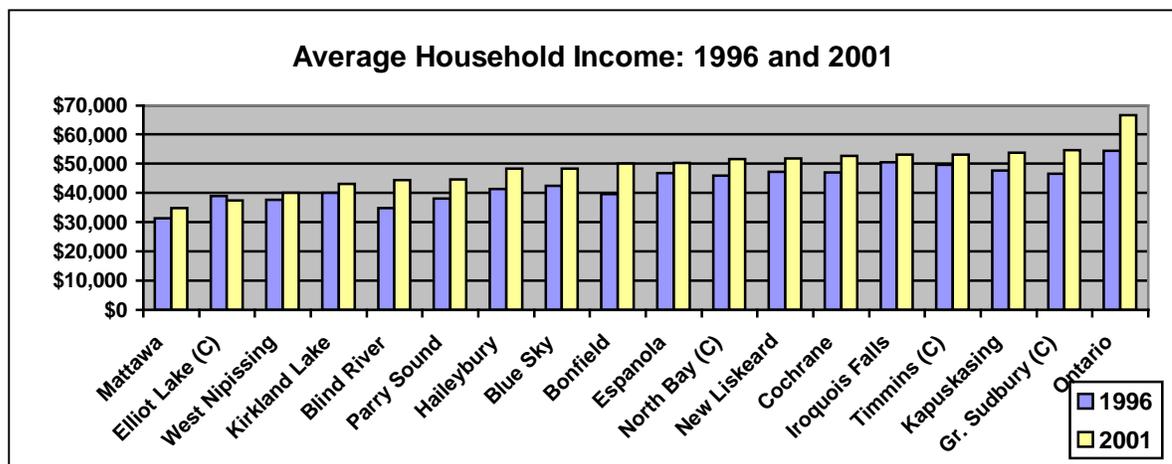
Incomes

Increasing Income in Blue Sky

According to Census data, average Blue Sky household income climbed from \$42,309 to \$48,284 from 1996 to 2001 (an increase of \$1,780.06 in real dollars after factoring in inflation.) Compared to selected Northern Ontario communities, Blue Sky's average household income was close to average, but lower than Ontario's average, as reflected in Figure 17. Blue Sky average household incomes increased by 14.1 percent while Ontario's increased by 23.1 percent from 1996 to 2001. This does not mean wages are lower than other communities, but rather that the total of all household income is lower. Income includes employment income, other income, and government transfer payments. The latter pulls the averages of household incomes down. That means it is difficult to make wage-income comparison with Statistics Canada data because of fluctuations in transfer payments.³²



Figure 17



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

Similar Wages

A comparison of Blue Sky wages to other Ontario communities confirms that local employers pay similar wages to other Ontario communities. They also report that, as a result, they have been able to recruit employees from other cities who like the fact that income goes further in Blue Sky on many items such as housing. For example, during the fourth quarter of 2004, an average detached bungalow cost \$235,000 in Barrie but only \$170,000 in North Bay.³³

32. See earlier note on comparisons between 1996 and 2001.

33. Economic Partners, Sudbury East-West Nipissing. "Hourly Wage Survey," [West Nipissing Community Profile, 2003](#), p. 11. See also Economic Partners, Sudbury East-West Nipissing. "Hourly Wage Survey," [Sudbury East – Markstay-Warren Community Profile 2003](#), p. 15. See also Economic Partners, Sudbury East. "Hourly Wage Survey," [Sudbury East Community Profile 2003](#), p. 10. See also Town of Hornepayne. "Hourly Wage Survey,"

Government Payments Declining

Transfer payments from all governments listed in Table 8 typically are lower than wages, so transfer-payment changes affect average income levels. With Blue Sky's improved employment, transfer payments declined from 19.4 percent in 1996 to 16.6 percent in 2001, reflected in Figure 18. Nonetheless, Blue Sky is still more reliant on transfer payments than Ontario.³⁴

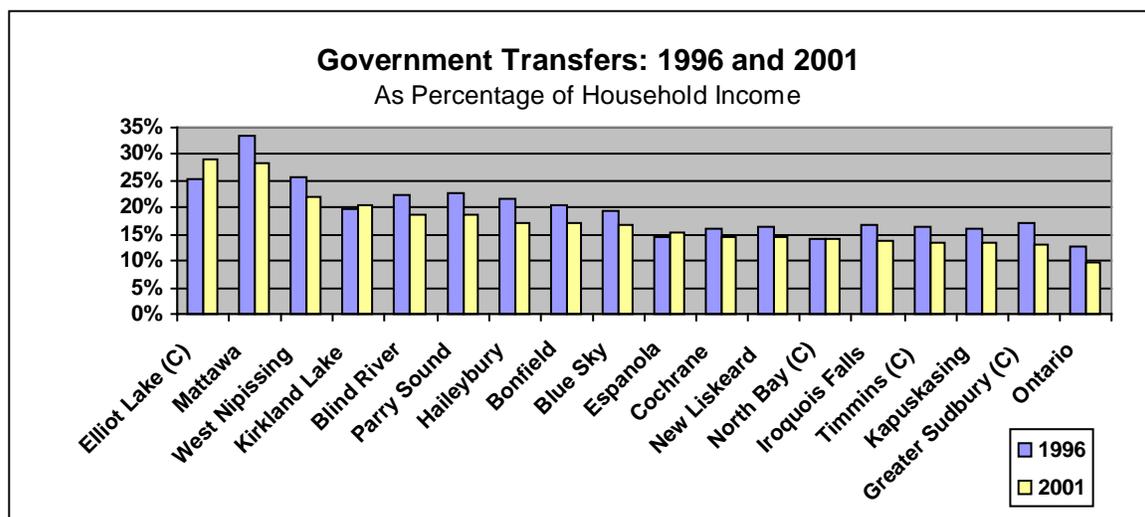


Table 8
Government Transfer Payments

Federal	Provincial
Family and youth allowances	Social assistance, income maintenance
Child tax benefit or credit	Social assistance, other
Pensions - World Wars and Canada Pension Plan	Workers compensation benefits
War veterans allowances	Grants to benevolent associations
Grants to Aborigines	Miscellaneous transfers
Goods and services tax credit	Quebec Pension Plan
Employment insurance benefits	
Old Age Security Fund payments	
Scholarships and research grants	
Miscellaneous and other transfers	

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

Figure 18



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

Income Summary

The Blue Sky region has seen rising average household income and decreasing government transfer payments. Incomes are similar to other areas in Ontario.

[Hornepayne Community Profile 2000](#). See also Town of Hearst. "Hourly Wage Survey," [Hearst Community Profile 2000](#). See also City of Kitchener. "Hourly Wage Survey," [Kitchener Community Profile 2002](#), February, 2002, p. 13. See also Precision Management Catalysts. "Interviews with 112 Blue Sky Profit and Not-for-Profit Employers," July-October, 2005. See also Royal LePage. [Survey of Canadian Housing Prices](#), Fourth Quarter 2004, <http://www.royallepage.ca/CMSTemplates/GlobalNavTemplate.aspx?id=128>

34. Statistics Canada, Census of Canada, 2001, based on Form 1. See earlier note on comparisons between 1996 and 2001.

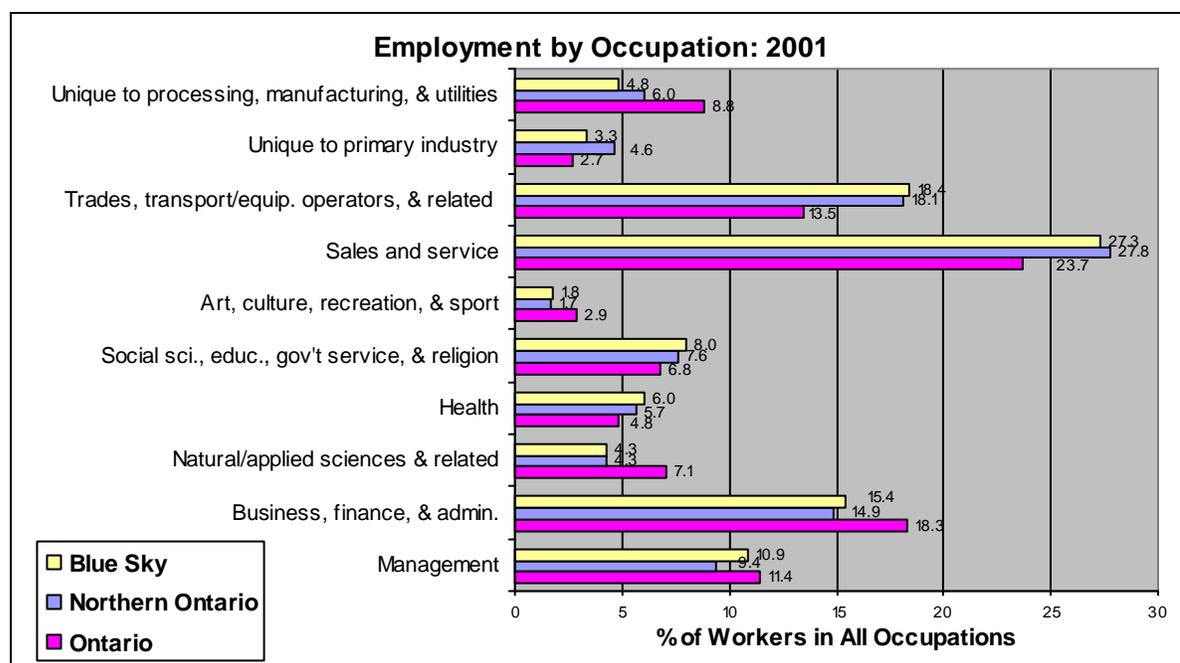
Occupational Structure

Blue Sky

To gain an appreciation for the labour pool available to Blue Sky industry, a detailed occupational profile was prepared for the “Greater Blue Sky Region” and an area encompassing the Districts of Nipissing, Sudbury, Parry Sound, and the Greater Sudbury Division. This area represents the occupational catchment area for the Blue Sky region. Most of the communities in this area are within 100 kilometers of the Blue Sky region and workers will travel this distance daily for employment. Comparisons are also made to Northern Ontario and Ontario. Refer to Exhibits 1 through 10 at the end of this report.³⁵

The smaller region of Blue Sky proper has a higher percentage of jobs in trades, transport and equipment operators, and related occupations than Ontario. At 18.4 percent, this is the second largest category of occupations in Blue Sky, contrasting with Ontario's 13.5 percent. The region has higher sales and services positions at 27.3 percent compared with Ontario's 23.7 percent, and has a higher percentage than Ontario in occupations unique to primary industries, although less than the Northern Ontario average. Blue Sky also has a higher percentage of health-related occupations. On the other hand, Blue Sky has a lower percentage of processing, manufacturing, and utilities-based occupations, natural and applied sciences and related occupations, art, culture, recreation and sport related occupations, and business, finance, and administration occupations, as indicated on Figure 19, and in more detail on Table 9.

Figure 19



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

35. The profile was prepared from 2001 Census data using the Standard Occupational Classification (historical) with the most detail available from Statistics Canada, four category levels with multiple sub-categories: the most general one-digit level with 10 categories, the more specific two-digit level with 49 categories within each one-digit category level, the three-digit level, with 140 sub-categories, and the most specific, four-digit level, with 520 sub-categories.

Table 9
2001 Occupational Structure

Occupations	Blue Sky Proper		Northern Ontario	Ontario
	Total # of Workers	% of all occup.	% of all occup.	% of all occup.
A Management occupations	5,590	10.9	9.4	11.4
A0 Senior managers	475	0.9	0.8	1.4
A1 Specialist managers	865	1.7	1.5	3.1
A2 Retail trade, food, accommodation-services managers	2,410	4.7	4.0	3.2
A3 Other managers, n.e.c.	1,855	3.6	3.0	3.6
B Business, finance and administration occupations	7,890	15.4	14.9	18.3
B0 Professional occupations in business and finance	885	1.7	1.3	2.7
B1 Finance and insurance administration occupations	595	1.2	1.3	1.2
B2 Secretaries	1,400	2.7	2.5	2.0
B3 Administrative and regulatory occupations	760	1.5	1.5	2.1
B4 Clerical supervisors	235	0.5	0.5	0.6
B5 Clerical occupations	4,070	7.9	7.8	9.6
C Natural and applied sciences and related occupations	2,210	4.3	4.3	7.1
C0 Professional occupations in natural and applied sciences	855	1.7	1.8	4.2
C1 Technical occupations related to natural and applied sciences	1,325	2.6	2.5	2.8
D Health occupations	3,070	6.0	5.7	4.8
D0 Professional occupations in health	410	0.8	0.9	1.1
D1 Nurse supervisors and registered nurses	1,150	2.2	2.1	1.5
D2 Technical and related occupations in health	730	1.4	1.4	1.1
D3 Assisting occupations in support of health services	795	1.5	1.2	1.1
E Social science, education, government service & religion occupations	4,125	8.0	7.6	6.8
E0 Judges, lawyers, psychologists, social workers, ministers of religion, and policy and program officers	820	1.6	2.1	2.2
E1 Teachers and professors	2,250	4.4	4.1	3.7
E2 Paralegals, social-services workers and occupations in education and religion, n.e.c.	1,055	2.1	2.0	1.8
F Occupations in art, culture, recreation and sport	905	1.8	1.7	2.9
F0 Professional occupations in art and culture	335	0.7	0.6	1.3
F1 Technical occupations in art, culture, recreation and sport	580	1.1	1.1	1.6
G Sales and service occupations	14,020	27.3	27.8	23.7
G0 Sales and service supervisors	315	0.6	0.8	0.7
G1 Wholesale, technical, insurance, real estate sales specialists, and retail, wholesale and grain buyers	760	1.5	1.5	2.4
G2 Retail salespersons and sales clerks	2,245	4.4	4.1	3.9
G3 Cashiers	920	1.8	2.0	1.7
G4 Chefs and cooks	910	1.8	1.7	1.2
G5 Occupations in food and beverage service	925	1.8	2.0	1.6
G6 Occupations in protective services	1,025	2.0	1.8	1.5
G7 Occupations in travel and accomm., including recreation/ sport attendants	230	0.4	0.8	0.8
G8 Child care and home support workers	1,190	2.3	2.2	1.6
G9 Sales and service occupations, n.e.c.	5,485	10.7	10.3	7.5
H Trades, transport & equipment operators & related occupations	9,435	18.4	18.1	13.5
H0 Contractors and supervisors in trades and transportation	620	1.2	1.0	0.8
H1 Construction trades	1,145	2.2	2.5	2.0
H2 Stationary engineers, power station operators and electrical trades and telecommunications occupations	790	1.5	1.6	1.1
H3 Machinists, metal forming, shaping and erecting occupations	635	1.2	1.3	1.5
H4 Mechanics	1,455	2.8	3.2	2.1
H5 Other trades, n.e.c.	305	0.6	0.6	0.8
H6 Heavy equipment and crane operators, including drillers	615	1.2	1.5	0.5
H7 Transportation equipment operators & related workers, excluding labourers	2,500	4.9	4.7	3.1
H8 Trades helpers, construction/ transportation labourers & related occupat'ns	1,345	2.6	2.4	2.2
I Occupations unique to primary industry	1,700	3.3	4.6	2.7
I0 Occupations unique to agriculture, excluding labourers	840	1.6	1.2	1.8
I1 Unique to forestry, mining, oil & gas extraction, fishing, excluding labourers	470	0.9	2.1	0.2
I2 Primary production labourers	400	0.8	1.3	0.7
J Occupations unique to processing, manufacturing & utilities	2,440	4.8	6.0	8.3
J0 Supervisors in manufacturing	175	0.3	0.6	0.7
J1 Machine operators in manufacturing	1,185	2.3	2.4	3.0
J2 Assemblers in manufacturing	445	0.9	0.6	2.6
J3 Labourers in processing, manufacturing and utilities	590	1.1	1.7	1.9

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

The following sections spell out Blue Sky's 2001 employment by occupations.



Management Occupations

Blue Sky has a slightly higher percentage of management occupations (10.9 percent) than Northern Ontario (9.4 percent) and a slightly lower percentage than Ontario (11.4 percent.) Differences surface in terms of senior managers, of which Blue Sky has fewer. The region has a higher percentage of restaurant, food service, and accommodation service managers than both Northern Ontario and Ontario.

Business, Finance and Administration Occupations

As it is in Northern Ontario, Blue Sky has relatively fewer business, finance, and administration occupations than Ontario, 15.4 percent compared to Ontario's 18.3 percent. Some of these occupations have higher percentages than Ontario, such as secretaries, but averages are lower in all other subcategories.



Natural and Applied Sciences, and Related Occupations



In Ontario, natural and applied sciences and related occupations represent 7.1 percent of all jobs. In Blue Sky, these occupations constitute only 4.3 percent of the workforce, almost the same as in Northern Ontario. Whereas most of these occupations are professional in Ontario, in Blue Sky, most are technical.

Health-care Occupations

Blue Sky has a higher percentage of people working in health-care occupations (6 percent) than Northern Ontario (5.7 percent) and Ontario (4.8 percent.) While, Blue Sky has lower percentages of health-care professionals such as physicians compared to Ontario, they have higher percentages of people working as nurses, technical, and related occupations in health, and assisting occupations in support of health-care services.



Social Science, Education, Government Service, and Religion Occupations

The Blue Sky region is slightly higher than Northern Ontario regarding occupations in social science, education, government service and religion, both slightly higher than the provincial average. Compared to Ontario, differences are most evident in Blue Sky's higher percentages of teachers, professors, paralegals, social-services workers, and occupations in education and religion. Blue Sky has lower percentages of judges, lawyers, psychologists, social workers, ministers of religion, and policy and program officers.



Art, Culture, Recreation, and Sport Occupations



Just under two percent of Blue Sky's population have occupations in art, culture, recreation, and sport, similar to Northern Ontario's but less than Ontario's average of 2.9 percent. Most people in Blue Sky employed in this category have technical occupations as opposed to professional occupations.

Sales and Service Occupations

The Blue Sky region has a higher percentage of workers in sales and service occupations than Ontario and slighter lower percentage than Northern Ontario. Compared to Ontario, the region has especially large numbers of retail salespersons and sales clerks, chefs and cooks, and protective-services, child-care, and home-support workers.



Trades, Transport and Equipment Operators, and Related Occupations



One of Blue Sky's key occupational-structure characteristics is the high percentage of workers with trades-related occupations. While Ontario has only 13.5 percent of workers in these types of occupations, Blue Sky has 18.4 percent, higher even than Northern Ontario's 18.1 percent. Blue Sky has an especially large number of people employed as transportation-equipment operators and related workers, heavy-equipment and crane operators, including drillers and mechanics.

Unique to Primary Industry Occupations

Occupations in the broad occupational category of *unique to primary industry* are principally concerned with operating and supervising farms, fishing operations, oil and gas production, and forestry and logging.



Blue Sky has a slightly larger percentage of these occupations than Ontario but considerably less than the average for Northern Ontario. Respectively for Blue Sky, Northern Ontario, and Ontario, the percentages are 3.3, 4.6, and 2.7 percent. Within this category, Blue Sky has higher levels of occupations in forestry and mining than Ontario.

Processing, Manufacturing, and Utilities Occupations

Blue Sky has a significantly lower percentage of people employed in occupations unique to processing, manufacturing, and utilities than both Northern Ontario and Ontario. Indeed this is another unique characteristic of the region's occupational structure. This is no doubt explained by the relative absence of manufacturing in the area.



Occupational Structure Summary

Traditionally, Blue Sky has had more jobs in trades, but now, jobs in services have inched their way to first position. Compared to Ontario, the region has a higher percentage of jobs in trades, transport and equipment operators, sales and services, unique to primary industries, and health care. It has a lower percentage of occupations in processing, manufacturing, utilities-based, natural and applied sciences, art, culture, recreation, sports, business, finance, and administration. Compared to the rest of Northern Ontario, Blue Sky has less processing, manufacturing, utilities-based, and sales-and-service occupations and more management, business, finance, and administration occupations.

Demand for Labour

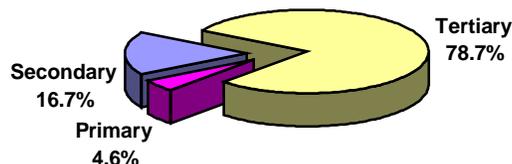
To determine Blue Sky's labour demand, it is important to examine the industries providing the occupations. In Table 10 and Figure 20, Statistics Canada's three broad industry categories are highlighted: primary, secondary, and tertiary. Note that employment by industry differs from employment by occupation in the previous section. While occupation classifications focus on skill sets of Blue Sky residents, 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 Blue Sky region and how many each employs.

Table 10
Employment by Industry, 2001
Blue Sky and Ontario

By Industry	# of Jobs in Blue Sky	% of Jobs in Blue Sky	% of Jobs in Ontario
Total All Industries	51,355	100.0 %	100.0 %
Primary Total	2,355	4.6 %	3.9 %
Agriculture, forestry, fishing/hunting	1,330	2.6 %	2.8 %
Mining and oil/gas extraction	480	0.9 %	0.4 %
Utilities	545	1.1 %	0.7 %
Secondary Total	8,555	16.7 %	22.2 %
Construction	3,790	7.4 %	17.6 %
Manufacturing	4,765	9.3 %	4.6 %
Tertiary Total	40,460	78.7 %	73.9 %
Health care and social assistance	6,130	11.9 %	10.2 %
Retail	7,105	13.8 %	11.4 %
Public administration	4,060	7.9 %	6.3 %
Accommodation and food	4,455	8.7 %	6.1 %
Education	3,965	7.7 %	6.6 %
Transportation and warehousing	3,500	6.8 %	4.7 %
Wholesale	1,420	2.8 %	4.6 %
Finance and insurance	1,490	2.9 %	3.8 %
Professional, scientific, technical	1,770	3.4 %	5.9 %
Real estate and rental/leasing	720	1.4 %	1.4 %
Other services	5,845	11.4 %	12.9 %

Source: Statistics Canada, Census of Canada, 2001, based on Form 2B.

Figure 20
Blue Sky's Employment by Industry: 2001



Source: Statistics Canada, Census of Canada, 2001, based on Form 2B.

Blue Sky's service sector clearly dominates the area's 2001 employment, a sector typically more labour intensive than primary and secondary. This explains in part why it employs the lion's share of workers. Manufacturing and construction industries play less of a pivotal role in Blue Sky, at 16.7 percent of the 2001 labour market, less than Ontario's 22 percent. Of these two industries, manufacturing plays a slightly stronger role in the region. Blue Sky's employment levels in mining and utilities industries are higher than the norm for Ontario.³⁶

Outlook for Four Blue Sky Industries

Four industries in the Blue Sky region are examined in greater detail in the following sections. They are forestry, mining, health care, and information and communications technology.

Health Care

In Blue Sky's health-care sector, growth is anticipated. North Bay General Hospital with 819 full-time and 468 part-time staff will be opening a new hospital by 2009. While the hospital has not completed their projections, they estimate hiring approximately 200 to 300 employees when they open, the largest segment comprising nurses. That is in addition to replacing about 300 retiring staff in a steady stream over the next five years.



On a smaller scale, the new Children's Treatment Centre called One Kids Place is set to grow to 30 full-time-equivalent positions within the year. Temiskaming Hospital with 109 full-time and 93 part-time staff also plans to hire approximately 15 staff (i.e., nurses, radiology staff, and lab technicians) related to the planned acquisition of a CAT scan. As well, one home for the aged, Au Château, employing 80 full-time and 80 part-time staff hopes to add 16 positions in 2006 and an undetermined number in the following four years (public health inspectors, administrative jobs, nurses, and some managers,) pending approval from the Ministry of Health and Long-Term Care.³⁷

Three other Blue Sky hospitals anticipate no change: North East Mental Health Centre (550 full-time, 125 part-time staff,) Mattawa General Hospital (30 full-time, 52 part-time staff,) and West Nipissing General Hospital (95 full-time, 180 part-time staff.)³⁸

For this study, 34 Blue Sky health-care employers were interviewed, and only one anticipated a modest staff decrease in the next five years of five health-care aids. Seventeen anticipated staying the same or being unsure about growth due to reliance on Ministry of Health and Long-Term Care funding. The remaining 16 firms anticipated growing. Turnover is minimal, despite a Canadian voluntary turnover rate of 6.1 percent, because local employers find that once they attract a candidate, they tend to stay longer. Absenteeism is low overall, but high amongst nurses due to physical shift work.³⁹

36. Industry Canada, [Overview of Canada's Service Economy](http://strategis.ic.gc.ca/pics/sc/service-eng.pdf), March 2001, Queen's Printer, <http://strategis.ic.gc.ca/pics/sc/service-eng.pdf>, pp. 11.

37. Ibid.

38. Precision Management Catalysts. "Interviews with 112 Blue Sky Profit and Not-for-Profit Employers," July-October, 2005.

39. Ibid. See also Virginia Galt. [Globe and Mail](#), "Keeping Key Workers a Tougher Task," October 25, 2005, p. B6. Note that turnover rates cited are derived from the Conference Board of Canada's survey of 347 large and medium-sized Canadian organizations.

Local health-care employers report that while they have been able to successfully attract employees from the area and even other parts of Canada to fill their needs, the market for nurses is highly competitive. This may change if the Government of Ontario implements its program of providing free tuition to nurses who begin their careers in under-served communities. (The Ministry of Health and Long-Term Care's Under-served Area Program in partnership with the Nursing Secretariat is currently developing the program.) The following is a list of workers that the 34 Blue Sky health-care employers interviewed for this study find challenging to recruit.⁴⁰

Health-care Recruitment Challenges

- | | |
|-------------------------------------|---|
| n registered nurses | n personal support workers |
| n registered practical nurses | n service managers |
| n nurses with specialties | n food-service workers |
| n nursing managers | n cooks with papers |
| n doctors | n speech-language pathologists |
| n pharmacists | n behavioural-science positions |
| n managers in all areas | n bilingual Masters-level child & family therapists |
| n technicians | n candidates with social work degrees |
| n respiratory therapists | n public health inspectors |
| n nuclear / ultra sound specialists | n epidemiologists |

Meanwhile, employers expect that the problem will be heightened with retirements creeping up over the next five years due to an aging workforce. For example, 30 to 40 percent of North Bay General Hospital's nurses will retire in the next five years (their average age is 47.) There is also a smaller yet noticeable and growing gap between doctor supply and demand, as they too are aging. For example, out of 114 North Bay doctors, 64 are over 45 years old, and 19 are 60 and older. While lifestyle attracts some doctors and nurses to the area, the current gap between supply and demand will likely widen as the hospital comes on board and other employers expand.⁴¹

Training for Health Care

Of the 34 health-care respondents, few reported any training gaps because many employers either work with the colleges and universities or offer in-house training. One employer requested an increased course frequency in North Bay for Advanced Cardiac Life Support certification.⁴²

Overall, with a new hospital and many health-care organizations, Blue Sky's health-care industry is anticipated to remain strong. Demand will increase, and while the industry will grow in some areas; overall, a good part of it will remain in a neutral growth state due to government funding.

40. Precision Management Catalysts. "Interviews with 112 Blue Sky Profit and Not-for-Profit Employers," July-October, 2005. See also Ministry of Health and Long-term Care. "Tuition Support Program for Nurses," on-line available at http://www.health.gov.on.ca/english/providers/ministry/recruit/tuition_nurs.html, November 5, 2005.

41. Precision Management Catalysts. "Interviews with 112 Blue Sky Profit and Not-for-Profit Employers," July-October, 2005. See also Statistics Canada. Shaping the Nation's Workforce: Immigrants, Demand for Skills, and an Aging Population, <http://www12.statcan.ca/english/census01/Products/Analytic/companion/paid/canada.cfm#5>, October 15, 2005. See also Dave Dale. North Bay Nugget, "Doctor Recruitment Paying Off," August 8, 2005, pp. A1-A2.

42. Precision Management Catalysts. "Interviews with 112 Blue Sky Profit and Not-for-Profit Employers," July-October, 2005.

Forestry

The Canada-U.S. softwood lumber dispute has been impacting negatively on the forestry industry. While both parties have been unshakable in their positions, NAFTA ruled that the U.S. Commerce Department must re-calculate wood-import duties. Nonetheless, the path to resolution is not clear since the heart of the dispute, Canada's system of stumpage fees for Crown land, is not anticipated to change. As a result of this ongoing dispute, sales revenue has decreased, leading to an oversupply of lumber in Canada and, therefore, to reduction of operations, such as Tembec's five-week shut down at three mills in 2003 and Abitibi's recently announced shut down of a Newfoundland mill and reduction of Ontario newsprint manufacturing. Currently, Tembec is spearheading a campaign to convince the federal government to assist industry with loan guarantees. The Ontario Government also provides this assistance and announced \$330-million in aid to Columbia Forest Products in Rutherglen. Nevertheless, the company still scaled back to two shifts and laid off approximately 90 workers in October, 2005.⁴³



Image Source: Doug Page, USDA Forest Service, www.forestryimages.org

Blue Sky forestry employers find it particularly challenging to entice new workers into the sector. In particular, the 17 forestry employers of various sizes interviewed for this study have a challenge finding the following workers.⁴⁴

Forestry Recruitment Challenges

- ▭ candidates with field experience
- ▭ accountants
- ▭ trades people
- ▭ millwrights
- ▭ electricians
- ▭ mechanical harvest operators
- ▭ heavy-equipment operators
- ▭ architectural designers
- ▭ forestry-product marketing skills
- ▭ wood-science technology person
- ▭ lumber grader
- ▭ shippers
- ▭ certified operators
- ▭ delimeter operators
- ▭ feller bunchers
- ▭ machine maintenance workers

43. See also Jonathan Fowlie. The Globe and Mail, "Stumpage at Heart of Dispute," August 14, 2003, p. B4. See also Karole Dumont-Beckett. "Five-week Shut Down at Some Tembec Mills," Labour Market Bulletin, Human Resource Centre of Canada, North Bay, May, 2003, p. 2. See also Society of American Foresters. "NAFTA Rules United States Not Harmed by Canadian Softwood," from October 2004 issue of The Forestry Source, on-line available November 6, 2005 at http://www.safnet.org/archive/1004_nafta.cfm. See also Liz Cowan. Business Journal. "Support Sought for Softwood Fight," November, 2005, pp. 1-2. See also Gord Young. North Bay Nugget, "Columbia to Lay Off 90 Workers," August 11, 2005, pp. A1-A2. See also Gord Young. North Bay Nugget, "Forestry Aid Package Not Enough," September 30, 2005, pp. A1, A4. See also Bertrand Marotte, Globe and Mail, "Abitibi Announces Shutdowns as Forestry Slump Drags On," July 28, 2005, pp. B1, B4. See also Daniel Leblanc. Globe and Mail, "Martin Takes Trade Message to Radio Airwaves," October 31, 2005, p. A6. See also Ministry of Natural Resources. Loan Guarantee Program, on-line available November 6, 2005 at <http://ontariosforests.mnr.gov.on.ca/sector.cfm>.

44. Precision Management Catalysts. "Interviews with 112 Blue Sky Profit and Not-for-Profit Employers," July-Oct., 2005.

Of the 17 Blue Sky forestry respondents, one laid off 90 workers this fall (Columbia as noted earlier.) Over the next five years, another one may lay off four to five labourers, one will reduce staff through attrition, one will lay off about eight workers, and one may close due to succession. Of the group, eight anticipated remaining the same or being unsure about growth due to the industry's environment. Only four organizations anticipated growth, and that was minimal. Hiring due to retirements will be minimal because most respondents report a range of ages for their staff. Hiring due to turnover will also be minimal since most respondents report low voluntary turnover compared to the already low 4.1 percent industry average. Absenteeism is also low.⁴⁵

Training for Forestry

Of the 17 forestry respondents, only two reported training gaps between what they want to offer their staff and what is available locally, and that was for a course in mechanical harvesting and one for lumber grader.⁴⁶

Overall, the Blue Sky forestry outlook is not expected to improve until a resolution to the current softwood dispute is found. In the meantime, it is likely to decline slightly while the market continues to adjust to the dispute.

Mining



There are a number of Blue Sky employers in the mining industry. One of the largest, Cementation (600 full-time staff, named Business of the Year in 2005 by the North Bay and District Chamber of Commerce) anticipates steady hiring of 60 to 90 staff over the next five years. Other large employers include Boart Longyear (255 full-time staff,) Atlas Copco Canada (119 full-time staff,) McIntosh Engineering Ltd. (150 full-time staff,) ETI (100 full-time staff,) and Redpath Group (100 full-time staff.)⁴⁷

45. Precision Management Catalysts. "Interviews with 112 Blue Sky Profit and Not-for-Profit Employers," July-Oct., 2005. See also Virginia Galt. [Globe and Mail](#), "Keeping Key Workers a Tougher Task," October 25, 2005, p. B6. Note that the turnover rates cited are derived from the Conference Board of Canada's survey of 347 large and medium-sized Canadian organizations.

46. Precision Management Catalysts. "Interviews with 112 Blue Sky Profit and Not-for-Profit Employers," July-Oct., 2005.

47. Ibid. See also Brandi Cramer. [North Bay Nugget](#), "Cementation Named Business of the Year," November 19, 2005, p. A3.

In all, 32 Blue Sky mining organizations of various sizes were interviewed for this study, and only one anticipated some layoffs. Of the group, 13 anticipated remaining the same or being unsure about growth. One small company surveyed, J&J Machine Works that concentrates on the mining industry has plans to expand service into the forestry industry by rebuilding and refurbishing chipper wheels. The remaining 18 organizations anticipated growing over the next five years.⁴⁸

Examples of this growth include Cementation that hopes to add 60 to 90 staff to its roster of 600 full-time employees (five to 10 administrative staff, 40 to 60 trades people such as electricians and miners, and 15 to 25 designers and engineers.) G & P Welding & Iron Works, with 65 full-time staff, hopes to hire 10 to 15 welder fitters and welders. And, Redpath (100 full-time staff) hopes to hire 10 people for office work, electrical, and heavy-duty mechanical work. Other potential hires collectively include 19 to 27 machinists, 20 engineers and heavy-structural designers, 10 untrained or apprenticing youths, 10 technical and skilled workers for the field, 9 to 12 sales or administrative workers, 10 to 12 trades people, and three to five labourers.⁴⁹

Most of the mining respondents reported exceptionally low voluntary turnover with a number of them reporting none, and one reporting only one percent. Only one employer reported average turnover (Canadian average 4.1 percent.) Absenteeism is also very low. Respondents also reported a low number of expected retirements in the next five years, with age not becoming a factor for 10 to 15 years. The challenges for Blue Sky mining employers include recruiting the following types of workers.⁵⁰

Mining Recruitment Challenges

- | | |
|----------------------|--|
| n welders | n skilled trades |
| n Auto CAD draftsman | n skilled instrument technicians |
| n engineers | n hydraulic/pneumatic knowledgeable staff |
| n machinists | n computer numeric-controlled machining skills |
| n mechanics | n senior management engineers |
| n fabricators | n professional mechanical engineer |
| n drillers | n customer-service with technical background |
| n prospectors | n civil and mechanical engineers |
| n stakers | n heavy-structural designers |
| n line cutters | n blasting technicians |
| n geologists | n general maintenance |
| n accountants | n heavy-duty mechanics |
| n electricians | |

48. Ibid.

49. Ibid.

50. Brandi Cramer. [North Bay Nugget](#), "Broadening the Scope," September 20, 2005, p B1. See also Osprey News Network. [Business Journal](#), "J&J Machine Works has Plans to Grow," November, 2005, p. 27. See also Virginia Galt. [Globe and Mail](#), "Keeping Key Workers a Tougher Task," October 25, 2005, p. B6. Note that the turnover rates cited are derived from the Conference Board of Canada's survey of 347 large and medium-sized Canadian organizations. See also Precision Management Catalysts. "Interviews with 112 Blue Sky Profit and Not-for-Profit Employers," July-Oct., 2005.

Training for Mining

Of the 32 mining respondents, 21 report no training gaps between what they want to offer their staff and what is available locally. Ten train staff in-house, and six send staff out of town for training. To fill the gaps, respondents made the following suggestions: add Auto CAD courses and electrical programs to the college's offerings. One employer also asked for mechanical and electrical engineering training locally. Note that Canadore College announced in November, 2005 the addition of a state-of-the-art electrical and plumbing laboratory, which will soon address some of these needs.⁵¹

Overall, Blue Sky's mining industry is tied to the state of the economy and is anticipated to remain strong and grow in a healthy economy.

Information and Communications Technology

Canadian's information and communications technology (ICT) sector is a powerful driver to the Canadian economy, ubiquitous in businesses, schools, and homes. (ICT encompasses three sectors: computer and electronic manufacturing, computer-systems design and related services, and telecommunications services.) Despite the tech-bubble burst of 2000, ICT is starting to surge ahead. For example, the Conference Board of Canada noted considerable improvement in the last two years, with the industry reporting double-digit growth in real exports.⁵²



In the last couple of years, ICT firms moved into a sustainable growth stage. Real output for Canadian ICT has surpassed its 2000 peak, with a healthy 4.6 percent growth rate. And with this growth, has come a renewed demand for skilled IT workers. In turn, this demand has created competition for staff, evidenced by a high 7.9 percent voluntary-turnover rate for Canada's high technology sector. (The rate is lower for Canadian communications and telecommunications at 4.3 percent.)⁵³

51. Ibid. See also Brandi Cramer. [North Bay Nugget](#), "Canadore to Build New Electrical and Plumbing Lab," November 9, 2005, p. A3.

52. Michael Burt. Canada's Information Technology Communications Industry: Industrial Outlook, Ottawa, The Conference Board of Canada, Spring 2005, pp.1-2.

53. Derek Sankey. [North Bay Nugget](#), "Tech Rebound Spurs Demand for IT Expertise," September 24, 2005, p. C1. See also Virginia Galt. [Globe and Mail](#), "Keeping Key Workers a Tougher Task," October 25, 2005, p. B6. Note that the turnover rates cited are derived from the Conference Board of Canada's survey of 347 large and medium-sized Canadian organizations. See also Software Human Resource Council Expert Panel. [Canada's Information Technology Labour Market 2005: Issues and Opinions](#), June 2005, p. 1, on-line available October 15, 2005 at http://www.shrc.ca/lmi/expert_panel/index.html#1.

Unlike the Canadian average, 29 of Blue Sky ICT firms interviewed for this study have low turnover and very low absenteeism. Once employees are hired, they tend to stay in their positions for a long time. However, Blue Sky employers report growth across the board, so there is a growing need for new staff in addition to their existing challenges of recruiting the following types of workers.⁵⁴

ICT Recruitment Challenges

- | | |
|--------------------------------|--|
| IT certified candidates | sales people |
| senior IT professionals | electronics technicians |
| basic programmers | workers with voice over Internet protocol skills |
| high-end programmers | workers with expertise in higher math |
| Unix and Linux skilled workers | workers with run-time expertise |
| design engineers | workers with computer language expertise |

Not one of the ICT respondents anticipated layoffs. Of the group, 13 anticipated remaining the same or being unsure about growth. The remaining 16 organizations anticipated growing. Projected growth rates ranged from 15 to 50 percent, with companies such as Cutsey Business Systems with a full-time staff of 40 hoping to increase staff by 25 to 50 percent, and Stroma Consulting looking at a 50-percent increase, with the addition of 17 senior-level IT professionals.⁵⁵

Training for ICT

Of the 29 ICT respondents, 12 report no training gaps between what they want to offer their staff and what is available locally. Six send staff to Toronto for training, two more use on-line and CD training, and seven train their own staff. Only four suggested adding courses locally: programming in different computer languages, software training (e.g., flash,) and network courses.⁵⁶

Demand Summary



Blue Sky has more employment in primary industry than Ontario, but that segment is smaller than other Blue Sky industries. Blue Sky's service sector accounts for approximately three-quarters of all employment. Four industries were analysed for this study: health care, forestry, mining, and information and communications technology. Within these sectors, there is great demand for skilled trades, nurses, doctors, senior IT employees, and other workers. Future Blue Sky labour demand will be dictated in part by the local industry outlooks as noted below.

Blue Sky's Outlook for 4 Industries

- Health care: Growth (supply limited by Ministry funding)
- Mining: Growth
- ICT: Growth
- Forestry: Decline

54. Precision Management Catalysts. "Interviews with 112 Blue Sky Profit and Not-for-Profit Employers," July-Oct., 2005.

55. Ibid.

56. Ibid.

Trends

Northern Ontario

The following long-term trends in Northern Ontario have been identified in previous research, most of them through the use of census data.⁵⁷

- Slow population growth
- High youth out-migration
- Aging population
- Lower education and literacy levels
- Decline in industrial employment
- Increase in service-sector employment
- Increase in self-employment, part-time, and contract work



Initial analyses from a series of 2001 census reports indicate many of these trends are continuing in Northern Ontario.⁵⁸

Blue Sky

For Blue Sky, specifically, the following trends have been identified through Census 2001 data and interviews with area employers:



- Slow population growth
- High youth out-migration
- Aging population
- Decline in primary employment
- Increase in service-sector employment
- Increase in educational levels amongst youth
- Low education amongst older residents
- High rate of bilingualism
- Low turnover
- Low absenteeism (points to motivated workforce)

Additionally, Blue Sky trades some of its workforce with neighbouring communities. For example, some smaller Blue Sky communities indicate they are bedroom communities for North Bay and Sudbury with skilled workers commuting across the region's boundaries. The hospitals provide one good example of the labour-pool exchange. Forty-two of North Bay General Hospital's employees live in West Nipissing and further west while 26 of West Nipissing General Hospital's employees live outside West Nipissing. Convenient geography allows for a two-way exchange of labour.⁵⁹

57. Chris Southcott. [A Regional Outlook for Northern Boards: A Northern Approach to Regional Labour Force Development](#), Northwest Training and Adjustment Board, Dryden, Ontario, 2000.

58. Chris Southcott. [Social and Economic Change in the Muskoka, Nipissing, and Parry Sound Regions: 2001 Census Summary](#), January 5, 2004.

59. Corporate Affairs International. [West Nipissing Positioning Plan](#), May, 2003, Montreal, pp. 37, 38. See also Precision Management Catalysts. "Interviews with 112 Blue Sky Profit and Not-for-Profit Employers," July-October, 2005.

Many Blue Sky labour-market trends are mirrored in other parts of Northern Ontario. The differences lay in its continued motivated workforce, its trend to maintaining a high rate of bilingualism, its growing school-enrolment rates, and its growing labour-pool exchange with Sudbury, one of Northern Ontario's five major centres, located conveniently on the west side of the region. Ultimately, this adds up to a strong workforce, all in a community that marries lifestyle and living in an unspoiled natural environment with the creature comforts of urban amenities close by.



Future Directions

"Obstacles are those frightful things you see when you take your eyes off your goal."

– Henry Ford



Employers' Suggestions

Blue Sky employers in the four industries studied were asked what suggestions they had to improve their recruitment and selection efforts over the next five years. Some employers were satisfied and had no suggestions. Feedback for each of the four Blue Sky industries studied is listed on the following pages.⁶⁰

60. Precision Management Catalysts. "Interviews with 112 Blue Sky Profit and Not-for-Profit Employers," July-October, 2005.

Health Care

Of the 34 respondents, 12 had the following suggestions:

- n Pitch health-care careers earlier in high school and even to elementary-school students.
- n Prepare people for workforce by teaching them work ethics and work responsibility, taking initiative, and the basics such as knowing to arrive ten minutes before work, not the minute the clock starts.
- n Offer a public-health-inspection degree at Nipissing University.
- n Offer masters degrees in social work & behavioural science and undergraduate degree for the latter.
- n Emphasize native studies in social-service and health-care programs at the college and university.
- n Provide us with lists of college graduates interested in working here.
- n Send us college students from dietary and medical programs.
- n Increase the number of graduating pharmacists and doctors, and continue Ministry of Health's program for Northern Ontario allowance for doctors, occupational therapists, and clinical staff.
- n Offer free nursing tuition. Registered practical nurses would upgrade to registered nurse with that incentive.
- n Offer municipal incentives for doctor recruitment (e.g., housing, secretary, and office.) Examine provincial calculations for what constitutes under-serviced areas; apparently, we have too many doctors for our population, but we can't even vacation without unloading work on the other three.
- n Cater class times and workloads to suit people who work full time, especially shift work.
- n Support an on-line program for people in the field to submit resumes.

Forestry

Of the 17 respondents, six had the following suggestions.

- n Partner with us for university and college program design so courses fit our industry and needs.
- n Increase research funding to develop value-added wood products because we ship a lot of lumber out of the area.
- n Ease up on workmen's compensation allowances.
- n Teach basic accounting skills directly in our town.
- n Increase Canadore College's wood-technology curriculum. Also, encourage governments such as MNR, WSIB to work together because separate government regulations kill small business.
- n Sponsor a couple of people to take lumber grader courses.

Mining

Of the 32 respondents, 14 did not have any suggestions. The remaining 12 had the following comments:

- n Promote the trades better.
- n Emphasize the trades more at the junior high-school level.
- n Promote benefits of trades to children when they make career choices. Trades are viewed as non-glamorous careers, despite six-figure incomes. Also mirror southern college programs' intensity here.
- n Promote trades skills to women and earlier to students in general. Introduce a local engineering school. Also, streamline government labour programs. Governments should communicate with each other, candidate-approval process should be easier and quicker, and repayments should be repaid promptly. We would also like to partner with the college.
- n Continue emphasizing trades. Also keep the tax credit to train people in trades. Other funding systems are onerous because reporting is prohibitive (e.g., very time consuming.)
- n Provide classes in trades such as electrical, machining, welding, and other apprenticeship programs.
- n Offer electrical courses at the college as they do for other trades.
- n Introduce Auto CAD more regularly and provide general computer skills.
- n Add computer numeric controlled training to Canadore College's in-shop machinists program.
- n Offer courses that teach heavy-structural designers what to expect in the field.
- n Offer more language courses to address our global markets.
- n Re-institute Canadore College's robotics computer technicians program.
- n Bring back Canadore College's blaster training similar to mining-field operations like Sir Sanford Fleming College so we can access new recruits.
- n We would be willing to partner with the local college to work on drafting and welding programs.
- n Offer GIS computer skills and Auto CAD. Also, reverse government land-use restrictions so that we keep our geologists and other trained mining labour. Mines are clean, safe, and environmentally sound now. We are world leaders in mining technology – lots of our people work around the world.
- n Teach life skills (how to talk to people such as co-workers, management, subordinates, clients,) in-depth safety skills, and attitude skills (how to work at being a good employee.)
- n The college should work with us to engineer some of our products (e.g., testing, material analysis.)
- n Give welders and mechanics hands-on experience while they attend school.

Information and Communications Technology

Of the 29 respondents, only eight provided the following comments:

- n Increase IT and network training to update IT graduates.
- n Provide courses for computer languages that address database-driven web sites rather than HTML skills, and stop competing with us by providing student IT services from college professor's business and University of Nipissing's research services.
- n Allow us to influence college and university curriculum more appropriately by sharing student-qualification information under the business and IT programs.
- n Improve CTS's mandate (they won the HRSDC job-service contract) to allow us to post advertisements and allow us to provide workshops.
- n Provide more in depth IT courses locally, and approach me to take on co-op students.
- n Provide a list of potential candidates when I recruit.
- n Develop a specialized course under the electrical apprenticeship for telecommunications and data communications.
- n Implement the electronics engineering technician course.

Recommendations

The findings of this study help to identify the types of jobs where there are current and will be future gaps in Blue Sky's labour market. After examining these gaps in tandem with listening to local employers' needs, we make the following recommendations to help point Blue Sky towards the road to improving its labour market and local economy.

Continue to Enhance Local Educational Offerings

Governments and education recognize the need to address skills gaps with education and have been putting their money to work. For example, the Federal Government announced \$3.7 million in spending to address these issues and promote training for skilled trades in sectors such as mining and Canadian wood manufacturing. Further development of skilled trades includes Canadore College's announcement of a planned state-of-the-art electrical and plumbing laboratory. Continue this good work by considering addressing employers' requests for training and education listed previously, such as adding courses for Auto CAD, machinist, and different computer-programming languages.⁶¹

61. Shirley Won. [Globe and Mail](#), "Wanted: More Skilled Labour, and Quick," November 7, 2005, pp. B1, B13. See also Gord Young. [North Bay Nugget](#), "Natural Resources 'Backbone of Economy'," September 22, 2005, pp. A1, A3.

Promote Careers Earlier to Students



A recurring theme amongst Blue Sky employers is the request to promote careers not only early in secondary school but also at the elementary-school level. Many employers believe that once students are in high school, their paths are set in terms of the background courses they need to enter certain fields. Providing more career information and promotion to younger students, who are not necessarily university bound, may address this inequity.

Influence the Influencers

In tandem with pitching careers to elementary-school students, employers have suggested focussing efforts on parents and teachers. No matter how interested a child may be in a potential career, teachers, and parents in particular, have significant influence in their children's direction.

Promote Trades to Women

With skilled trades being in particular short supply, employers have expressed interest in non-traditional sources of labour. One untapped market has been women. Blue Sky employers believe that the myth of a dirty, low-paying job must be dispelled. One employer reported that all his skilled trades workers earned six figures, something that would surprise many local residents.



Match Skill Sets with Businesses

Blue Sky employers are interested in a better match of skill sets to available jobs. Nipissing University and Canadore College could team up to send out graduate-information packages annually to businesses, big and small, and also consider partnering with Blue Sky municipal governments to create a web site with on-line resources matching people to positions.

Attract Businesses Requiring Bilingual Skills

Blue Sky has an exceptionally high bilingualism rate in some areas. Many businesses value this asset; in fact, they may pay more for it. Blue Sky should consider targeting these businesses in its economic-development efforts. Organizations requiring these skills include those dealing with global markets or markets such as Quebec.



Attract Businesses Requiring Higher-Level Skills

Blue Sky youth attend school at high rates, but after they complete post-secondary education, there are few jobs to keep them in the community. To take advantage of this potential labour pool and drive Blue Sky's economy forward, the community should continue its work in attracting small-to-medium-sized businesses that require graduates with these educational levels.

Use the first part of this study as a tool to promote Blue Sky's motivated and educated workforce, (with low absenteeism and low employee-turnover,) its high bilingualism rate; and its healthy labour-pool exchange with communities outside the region. Blue Sky has an ideal workforce. Moreover, it provides a rich quality of life free from the gridlock typical in Southern Ontario.



Create Migration Strategy

Because fertility rates are low and youth out-migration is high, Blue Sky has experienced a small population decline. **Internal migration** (those emigrating from within Canada) can help stem this decline and grow the population. Accordingly, it is important to prepare and roll out strategy to increase the local population. In preparing this type of strategy, Blue Sky should seek to re-attract former residents, who can be enticed to move back to the area to live and work close to their families. These are the types of people who already understand the high quality of life in Blue Sky.

On a broader scale, Blue Sky has not received any significant numbers of immigrants directly from other countries since the 1960's. To address this issue, consider entertaining a forum held in partnership with Canadore College, Nipissing University, and Citizenship and Immigration Canada to address direct **external migration** strategies as well. Focus marketing efforts on the rich quality of life that is balanced with the availability of urban amenities.

Conclusion

"Only those who dare to fail greatly can ever achieve greatly."

– Robert Francis Kennedy

The rationale for pursuing the foregoing suggestions is simple – it makes sense from the perspective of building sustainability into Blue Sky's economy. The population will be maintained, and that will help to maintain the community's infrastructure. Better yet, there will be an improved match between labour and industry, and that will translate into an environment where residents and business alike can thrive. Ultimately, Blue Sky can build upon the assets of its labour market to develop a strategy that will position Blue Sky for continuing prosperity.

Exhibit 1: Occupational Profile – Management

Management Occupations	The Greater Blue Sky Region*		Northern Ontario	Ontario
	Total # of Workers	% of all occup.	% of all occup.	% of all occup.
A Management occupations	14,655	10.19	9.39	11.44
A0 Senior management occupations	1,230	0.86	0.82	1.43
A01 Legislators and senior management	1,235	0.86	0.82	1.43
A011 Legislators	80	0.06	0.10	0.03
A012 Senior government managers and officials	310	0.22	0.19	0.15
A013 Senior managers - Financial, communications carriers and other business services	180	0.13	0.09	0.41
A014 Senior managers - Health, education, social and community services and membership organizations	200	0.14	0.14	0.11
A015 Senior managers - Trade, broadcasting and other services, n.e.c.	195	0.14	0.11	0.34
A016 Senior managers - Goods production, utilities, transportation and construction	275	0.19	0.19	0.38
A1 Specialist managers	2,620	1.82	1.50	3.13
A11 Administrative services managers	975	0.68	0.57	1.02
A111 Financial managers	340	0.24	0.24	0.47
A112 Human resources managers	265	0.18	0.15	0.25
A113 Purchasing managers	20	0.01	0.02	0.07
A114 Other administrative services managers	355	0.25	0.17	0.24
A12 Managers in engineering, architecture, science and information systems	290	0.20	0.16	0.59
A121 Engineering, science and architecture managers	125	0.09	0.07	0.18
A122 Information systems and data processing managers	175	0.12	0.10	0.41
A13 Sales, marketing and advertising managers	700	0.49	0.39	1.13
A131 Sales, marketing and advertising managers	705	0.49	0.39	1.13
A14 Facility operation and maintenance managers	635	0.44	0.37	0.39
A141 Facility operation and maintenance managers	635	0.44	0.37	0.39
A2 Managers in retail trade, food and accommodation services	6,145	4.27	4.04	3.24
A21 Managers in retail trade	4,105	2.86	2.59	2.25
A211 Retail trade managers	4,105	2.86	2.59	2.25
A22 Managers in food service and accommodation	2,040	1.42	1.45	1.00
A221 Restaurant and food service managers	1,280	0.89	0.87	0.83
A222 Accommodation service managers	760	0.53	0.58	0.17
A3 Other managers, n.e.c.	4,660	3.24	3.03	3.63
A30 Managers in financial and business services	620	0.43	0.40	0.80
A301 Insurance, real estate and financial brokerage managers	120	0.08	0.08	0.23
A302 Banking, credit and other investment managers	395	0.27	0.26	0.47
A303 Other business services managers	115	0.08	0.06	0.11
A31 Managers in communication (except broadcasting)	125	0.09	0.07	0.16
A311 Telecommunication carriers managers	70	0.05	0.05	0.12
A312 Postal and courier services managers	50	0.03	0.02	0.04
A32 Managers in health, education, social and community services	730	0.51	0.59	0.50
A321 Managers in health care	215	0.15	0.17	0.15
A322 Administrators in post-secondary education and vocational training	125	0.09	0.07	0.08
A323 School principals and administrators of elementary and secondary education	285	0.20	0.23	0.18
A324 Managers in social, community and correctional services	115	0.08	0.12	0.09
A33 Managers in public administration	225	0.16	0.15	0.13
A331 Government managers in health and social policy development and program administration	65	0.05	0.04	0.04
A332 Government managers in economic analysis, policy development and program administration	115	0.08	0.06	0.05

Source: Statistics Canada, Census of Canada, 2001, Custom Tabulation.

* Includes Districts of Nipissing, Sudbury, Parry Sound, and the Greater Sudbury Division.

Management Occupations – cont'd	The Greater Blue Sky Region*		Northern Ontario	Ontario
	Total # of Workers	% of all occup.	% of all occup.	% of all occup.
A333 Government managers in education policy development and program administration	0	0.00	0.01	0.00
A334 Other managers in public administration	50	0.03	0.04	0.04
A34 Managers in art, culture, recreation and sport	190	0.13	0.14	0.19
A341 Library, archive, museum and art gallery managers	40	0.03	0.02	0.03
A342 Managers in publishing, motion pictures, broadcasting and performing arts	70	0.05	0.05	0.09
A343 Recreation and sport program and service directors	85	0.06	0.07	0.07
A35 Managers in protective services	185	0.13	0.10	0.13
A351 Commissioned police officers	50	0.03	0.03	0.02
A352 Fire chiefs and senior fire-fighting officers	60	0.04	0.03	0.01
A353 Commissioned officers, armed forces	75	0.05	0.04	0.10
A36 Managers in other services	350	0.24	0.18	0.20
A361 Other services managers	350	0.24	0.18	0.20
A37 Managers in construction and transportation	1,415	0.98	0.82	0.77
A371 Construction managers	740	0.51	0.44	0.37
A372 Residential home builders and renovators	415	0.29	0.22	0.23
A373 Transportation managers	250	0.17	0.16	0.17
A38 Managers in primary production (except agriculture)	235	0.16	0.18	0.03
A381 Primary production managers (except agriculture)	230	0.16	0.19	0.03
A39 Managers in manufacturing and utilities	575	0.40	0.38	0.72
A391 Manufacturing managers	475	0.33	0.31	0.66
A392 Utilities managers	95	0.07	0.07	0.06

Source: Statistics Canada, Census of Canada, 2001, Custom Tabulation.

* Includes Districts of Nipissing, Sudbury, Parry Sound, and the Greater Sudbury Division.

Exhibit 2: Occupational Profile – Business, Finance, Administration

Business, Finance, Administration Occupations	The Greater Blue Sky Region		Northern Ontario	Ontario
	Total # of Workers	% of all occup.	% of all occup.	% of all occup.
B Business, finance and administrative occupations	23,795	16.55	14.86	18.32
B0 Professional occupations in business and finance	2,265	1.58	1.32	2.70
B01 Auditors, accountants and investment professionals	1,740	1.21	1.01	2.04
B011 Financial auditors and accountants	1,105	0.77	0.65	1.11
B012 Financial and investment analysts	140	0.10	0.09	0.35
B013 Securities agents, investment dealers and traders	110	0.08	0.07	0.21
B014 Other financial officers	405	0.28	0.21	0.37
B02 Human resources and business service professionals	515	0.36	0.31	0.65
B021 Specialists in human resources	355	0.25	0.20	0.28
B022 Professional occupations in business services to management	155	0.11	0.11	0.38
B1 Finance and insurance administrative occupations	1900	1.32	1.33	1.24
B11 Finance and insurance administrative occupations	1900	1.32	1.33	1.24
B111 Bookkeepers	1355	0.94	1.04	0.73
B112 Loan officers	135	0.09	0.09	0.14
B113 Insurance adjusters and claims examiners	150	0.10	0.10	0.15
B114 Insurance underwriters	60	0.04	0.02	0.11
B115 Assessors, valuers and appraisers	180	0.13	0.08	0.07
B116 Customs, ship and other brokers	20	0.01	0.00	0.04
B2 Secretaries	3,840	2.67	2.51	1.99
B21 Secretaries, recorders and transcriptionists	3,835	2.67	2.51	1.99
B211 Secretaries (except legal and medical)	2,780	1.93	1.87	1.36
B212 Legal secretaries	390	0.27	0.24	0.30
B213 Medical secretaries	570	0.40	0.35	0.28
B214 Court recorders and medical transcriptionists	90	0.06	0.05	0.05
B3 Administrative and regulatory occupations	2,280	1.59	1.46	2.14
B31 Administrative and regulatory occupations	2,280	1.59	1.46	2.14
B311 Administrative officers	1,240	0.86	0.80	1.13
B312 Executive assistants	150	0.10	0.09	0.19
B313 Personnel and recruitment officers	110	0.08	0.05	0.14
B314 Property administrators	205	0.14	0.16	0.22
B315 Purchasing agents and officers	185	0.13	0.13	0.19
B316 Conference and event planners	115	0.08	0.06	0.10
B317 Court officers and justices of the peace	45	0.03	0.04	0.03
B318 Immigration, unemployment insurance and revenue officers	240	0.17	0.13	0.14
B4 Clerical supervisors	855	0.59	0.47	0.61
B41 Clerical supervisors	855	0.59	0.47	0.61
B411 Supervisors, general office and administrative support clerks	260	0.18	0.12	0.14
B412 Supervisors, finance and insurance clerks	110	0.08	0.07	0.17
B413 Supervisors, library, correspondence and related information clerks	245	0.17	0.11	0.10
B415 Supervisors, recording, distributing and scheduling occupations	150	0.10	0.10	0.15
B5 Clerical occupations	12,650	8.80	7.76	9.65
B51 Clerical occupations, general office skills	3,365	2.34	2.30	2.76
B510 General office clerks	2,190	1.52	1.47	1.82
B513 Records and file clerks	190	0.13	0.15	0.16
B514 Receptionists and switchboard operators	975	0.68	0.68	0.79
B52 Office equipment operators	960	0.67	0.44	0.51
B522 Data entry clerks	770	0.54	0.33	0.41
B523 Typesetters and related occupations	75	0.05	0.03	0.04
B524 Telephone operators	105	0.07	0.07	0.06

Source: Statistics Canada, Census of Canada, 2001, Custom Tabulation.

* Includes Districts of Nipissing, Sudbury, Parry Sound, and the Greater Sudbury Division.

Business, Finance, Administration Occupations – cont'd	The Greater Blue Sky Region		Northern Ontario	Ontario
	Total # of Workers	% of all occup.	% of all occup.	% of all occup.
B53 Finance and insurance clerks	2,555	1.78	1.65	2.22
B531 Accounting and related clerks	1,280	0.89	0.74	1.00
B532 Payroll clerks	330	0.23	0.19	0.20
B533 Tellers, financial services	755	0.53	0.58	0.60
B534 Banking, insurance and other financial clerks	100	0.07	0.10	0.30
B535 Collectors	55	0.04	0.04	0.12
B54 Administrative support clerks	730	0.51	0.46	0.56
B541 Administrative clerks	580	0.40	0.37	0.47
B542 Personnel clerks	110	0.08	0.06	0.07
B543 Court clerks	45	0.03	0.03	0.02
B55 Library, correspondence and related information clerks	2,475	1.72	1.19	1.42
B551 Library clerks	130	0.09	0.10	0.09
B552 Correspondence, publication and related clerks	35	0.02	0.02	0.05
B553 Customer service, information and related clerks	1,855	1.29	0.88	1.14
B554 Survey interviewers and statistical clerks	465	0.32	0.20	0.15
B56 Mail and message distribution occupations	1,075	0.75	0.64	0.63
B561 Mail, postal and related clerks	465	0.32	0.25	0.28
B562 Letter carriers	185	0.13	0.14	0.16
B563 Couriers and messengers	415	0.29	0.24	0.19
B57 Recording, scheduling and distributing occupations	1,480	1.03	1.06	1.56
B571 Shippers and receivers	535	0.37	0.36	0.79
B572 Storekeepers and parts clerks	250	0.17	0.22	0.16
B573 Production clerks	145	0.10	0.08	0.13
B574 Purchasing and inventory clerks	275	0.19	0.18	0.26
B575 Dispatchers and radio operators	295	0.21	0.23	0.19
B576 Transportation route and crew schedulers	20	0.01	0.01	0.03

Source: Statistics Canada, Census of Canada, 2001, Custom Tabulation.

* Includes Districts of Nipissing, Sudbury, Parry Sound, and the Greater Sudbury Division.

Exhibit 3: Occupational Profile – Natural and Applied Science and Related

Natural /Applied Science and Related Occupations	The Greater Blue Sky Region		Northern Ontario	Ontario
	Total # of Workers	% of all occup.	% of all occup.	% of all occup.
C Natural and applied sciences and related occupations	6,225	4.33	4.33	7.05
C0 Professional occupations in natural and applied sciences	3,315	2.31	2.14	5.04
C01 Physical science professionals	370	0.26	0.20	0.19
C011 Physicists and astronomers	10	0.01	0.01	0.02
C012 Chemists	55	0.04	0.03	0.12
C013 Geologists, geochemists and geophysicists	255	0.18	0.15	0.03
C014 Meteorologists	0	0.00	0.01	0.00
C015 Other professional occupations in physical sciences	30	0.02	0.01	0.01
C02 Life science professionals	185	0.13	0.23	0.11
C021 Biologists and related scientists	65	0.05	0.08	0.07
C022 Forestry professionals	75	0.05	0.14	0.02
C023 Agricultural representatives, consultants and specialists	50	0.03	0.02	0.02
C03 Civil, mechanical, electrical and chemical engineers	605	0.42	0.45	0.83
C031 Civil engineers	245	0.17	0.18	0.24
C032 Mechanical engineers	135	0.09	0.11	0.27
C033 Electrical and electronics engineers	140	0.10	0.09	0.26
C034 Chemical engineers	65	0.05	0.05	0.07
C04 Other engineers	540	0.38	0.29	0.28
C041 Industrial and manufacturing engineers	30	0.02	0.04	0.14
C042 Metallurgical and materials engineers	20	0.01	0.03	0.02
C043 Mining engineers	420	0.29	0.18	0.02
C044 Geological engineers	15	0.01	0.01	0.01
C045 Petroleum engineers	0	0.00	0.00	0.00
C046 Aerospace engineers	35	0.02	0.02	0.04
C048 Other professional engineers, n.e.c.	20	0.01	0.01	0.05
C05 Architects, urban planners and land surveyors	175	0.12	0.14	0.18
C051 Architects	10	0.01	0.02	0.09
C052 Landscape architects	10	0.01	0.01	0.02
C053 Urban and land use planners	40	0.03	0.04	0.04
C054 Land surveyors	115	0.08	0.07	0.03
C06 Mathematicians, systems analysts and computer programmers	0	0.00	0.01	0.05
C061 Mathematicians, statisticians and actuaries	10	0.01	0.01	0.05
C07 Computer and information systems occupations	1,455	1.01	0.83	3.39
C070 Computer and information systems occupations	1,455	1.01	0.83	3.39
C1 Technical occupations related to natural and applied sciences	2,900	2.02	2.19	2.01
C11 Technical occupations in physical sciences	325	0.23	0.24	0.18
C111 Applied chemical technologists and technicians	110	0.08	0.08	0.14
C112 Geological and mineral technologists and technicians	190	0.13	0.14	0.03
C113 Meteorological technicians	10	0.01	0.01	0.00
C12 Technical occupations in life sciences	355	0.25	0.42	0.16
C121 Biological technologists and technicians	50	0.03	0.04	0.04
C122 Agricultural and fish products inspectors	0	0.00	0.03	0.01
C123 Forestry technologists and technicians	140	0.10	0.23	0.02
C124 Conservation and fishery officers	60	0.04	0.05	0.02
C125 Landscape and horticultural technicians and specialists	110	0.08	0.08	0.07
C13 Technical occupations in civil, mechanical and industrial engineering	325	0.23	0.21	0.33
C131 Civil engineering technologists and technicians and construction estimators	190	0.13	0.12	0.11

Source: Statistics Canada, Census of Canada, 2001, Custom Tabulation.

* Includes Districts of Nipissing, Sudbury, Parry Sound, and the Greater Sudbury Division.

Natural/Applied Science and Related Occupations – cont'd	The Greater Blue Sky Region*		Northern Ontario	Ontario
	Total # of Workers	% of all occup.	% of all occup.	% of all occup.
C132 Mechanical engineering technologists and technicians	75	0.05	0.05	0.08
C133 Industrial engineering and manufacturing technologists and technicians	70	0.05	0.04	0.14
C14 Technical occupations in electronics and electrical engineering	925	0.64	0.60	0.70
C141 Electrical and electronics engineering technologists and technicians	315	0.22	0.18	0.26
C142 Electronic service technicians (household and business equipment)	415	0.29	0.29	0.33
C143 Industrial instrument technicians and mechanics	130	0.09	0.11	0.06
C144 Aircraft instrument, electrical and avionics mechanics, technicians and inspectors	60	0.04	0.03	0.04
C15 Technical occupations in architecture, drafting, surveying and mapping	425	0.30	0.26	0.32
C151 Architectural technologists and technicians	35	0.02	0.02	0.04
C152 Industrial designers	30	0.02	0.02	0.08
C153 Drafting technologists and technicians	265	0.18	0.13	0.17
C154 Survey technologists and technicians	60	0.04	0.04	0.02
C155 Mapping and related technologists and technicians	50	0.03	0.04	0.03
C16 Other technical inspectors and regulatory officers	340	0.24	0.22	0.18
C161 Non-destructive testers and inspectors	0	0.00	0.01	0.02
C162 Engineering inspectors and regulatory officers	30	0.02	0.02	0.03
C163 Inspectors in public and environmental health and occupational health and safety	205	0.14	0.11	0.08
C164 Construction inspectors	95	0.07	0.07	0.05
C17 Transportation officers and controllers	225	0.16	0.24	0.13
C171 Air pilots, flight engineers and flying instructors	135	0.09	0.17	0.08
C172 Air traffic control occupations	80	0.06	0.05	0.03
C173 Deck officers, water transport	15	0.01	0.01	0.01
C174 Engineer officers, water transport	0	0.00	0.00	0.01
C175 Railway & marine traffic controllers	10	0.01	0.01	0.01

Source: Statistics Canada, Census of Canada, 2001, Custom Tabulation.

* Includes Districts of Nipissing, Sudbury, Parry Sound, and the Greater Sudbury Division.

Exhibit 4: Occupational Profile – Health

Health Occupations	The Greater Blue Sky Region		Northern Ontario	Ontario
	Total # of Workers	% of all occup.	% of all occup.	% of all occup.
D Health occupations	8,320	5.79	5.65	4.78
D0 Professional occupations in health	1,295	0.90	0.92	1.07
D01 Physicians, dentists and veterinarians	635	0.44	0.45	0.59
D011 Specialist physicians	210	0.15	0.11	0.15
D012 General practitioners, family physicians	285	0.20	0.24	0.27
D013 Dentists	105	0.07	0.08	0.13
D014 Veterinarians	45	0.03	0.04	0.05
D02 Optometrists, chiropractors and other health diagnosing and treating professionals	110	0.08	0.08	0.08
D021 Optometrists	25	0.02	0.03	0.02
D022 Chiropractors	55	0.04	0.03	0.04
D023 Other professional occupations in health diagnosing and treating	25	0.02	0.01	0.02
D03 Pharmacists, dietitians and nutritionists	300	0.21	0.20	0.20
D031 Pharmacists	230	0.16	0.14	0.14
D032 Dietitians and nutritionists	60	0.04	0.06	0.05
D04 Therapy and assessment professionals	270	0.19	0.20	0.21
D041 Audiologists and speech-language pathologists	65	0.05	0.05	0.04
D042 Physiotherapists	75	0.05	0.08	0.09
D043 Occupational therapists	90	0.06	0.06	0.05
D044 Other professional occupations in therapy and assessment	25	0.02	0.02	0.03
D1 Nurse supervisors and registered nurses	3,060	2.13	2.12	1.51
D11 Nurse supervisors and registered nurses	3,055	2.13	2.12	1.51
D111 Head nurses and supervisors	50	0.03	0.04	0.04
D112 Registered nurses	3,000	2.09	2.07	1.46
D2 Technical and related occupations in health	2,165	1.51	1.41	1.10
D21 Medical technologists and technicians (except dental health)	850	0.59	0.54	0.49
D211 Medical laboratory technologists and pathologists' assistants	215	0.15	0.13	0.12
D212 Medical laboratory technicians	215	0.15	0.15	0.12
D213 Animal health technologists	115	0.08	0.06	0.06
D214 Respiratory therapists and clinical perfusionists	50	0.03	0.03	0.03
D215 Medical radiation technologists	190	0.13	0.12	0.09
D216 Medical sonographers	40	0.03	0.03	0.02
D217 Cardiology technologists	10	0.01	0.01	0.01
D218 Electroencephalographic and other diagnostic technologists, n.e.c.	20	0.01	0.01	0.01
D219 Other medical technologists and technicians (except dental health)	0	0.00	0.01	0.02
D22 Technical occupations in dental health care	235	0.16	0.15	0.15
D221 Denturists	0	0.00	0.00	0.01
D222 Dental hygienists and therapists	190	0.13	0.12	0.11
D223 Dental technicians, laboratory bench workers	25	0.02	0.02	0.03
D23 Other technical occupations in health care (except dental)	1,075	0.75	0.72	0.46
D231 Opticians	20	0.01	0.01	0.03
D232 Midwives/practitioners of natural healing	55	0.04	0.03	0.04
D233 Registered nursing assistants	570	0.40	0.38	0.21
D234 Ambulance attendants and other paramedical occupations	235	0.16	0.19	0.09
D235 Other technical occupations in therapy & assessment	185	0.13	0.11	0.10
D3 Assisting occupations in support of health services	1,805	1.26	1.20	1.10
D31 Assisting occupations in support of health services	1,805	1.26	1.20	1.10
D310 Other aides and assistants supporting health services	485	0.34	0.32	0.29
D311 Dental assistants	200	0.14	0.14	0.16
D312 Nurse aides and orderlies	1,120	0.78	0.74	0.65

Source: Statistics Canada, Census of Canada, 2001, Custom Tabulation.

* Includes Districts of Nipissing, Sudbury, Parry Sound, and the Greater Sudbury Division.

Exhibit 5: Occupational Profile – Social Science, Education, Government Service, Religion

Social Science, Education, Government Service, and Religion Occupations	The Greater Blue Sky Region		Northern Ontario	Ontario
	Total # of Workers	% of all occup.	% of all occup.	% of all occup.
E Occupations in social science, education, government service and religion	10,385	7.22	7.60	6.81
E0 Judges, lawyers, psychologists, social workers, ministers of religion, policy/program officers	2,565	1.78	2.11	2.15
E01 Judges, lawyers and Quebec notaries	295	0.21	0.24	0.46
E011 Judges	35	0.02	0.02	0.01
E012 Lawyers and Quebec notaries	255	0.18	0.21	0.44
E02 Psychologists, social workers, counsellors, clergy and probation officers	1,400	0.97	1.17	0.76
E021 Psychologists	65	0.05	0.05	0.08
E022 Social workers	680	0.47	0.59	0.32
E023 Family, marriage and other related counsellors	340	0.24	0.27	0.15
E024 Ministers of religion	200	0.14	0.19	0.18
E025 Probation and parole officers and related occupations	110	0.08	0.08	0.04
E03 Policy and program officers, researchers and consultants	865	0.60	0.70	0.93
E031 Natural and applied science policy researchers, consultants and program officers	85	0.06	0.07	0.09
E032 Economists and economic policy researchers and analysts	45	0.03	0.03	0.09
E033 Economic development officers and marketing researchers and consultants	135	0.09	0.13	0.28
E034 Health and social policy researchers, consultants and program officers	315	0.22	0.24	0.25
E035 Education policy researchers, consultants and program officers	115	0.08	0.08	0.06
E036 Recreation/sports program supervisors and consultants	110	0.08	0.10	0.08
E037 Program officers unique to government	10	0.01	0.01	0.05
E038 Other professional social science occupations, n.e.c.	30	0.02	0.03	0.03
E1 Teachers and professors	6,060	4.22	4.12	3.66
E11 University professors and assistants	760	0.53	0.35	0.57
E111 University professors	555	0.39	0.24	0.29
E112 Post-secondary teaching/research assistants	205	0.14	0.12	0.28
E12 College and other vocational instructors	750	0.52	0.43	0.38
E121 College and other vocational instructors	755	0.53	0.43	0.38
E13 Secondary and elementary school teachers and counsellors	4,540	3.16	3.33	2.71
E131 Secondary school teachers	1,670	1.16	1.29	1.02
E132 Elementary school and kindergarten teachers	2,760	1.92	1.93	1.61
E133 School and guidance counsellors	110	0.08	0.11	0.07
E2 Paralegals, social services workers and occupations in education and religion, n.e.c.	1,760	1.22	1.37	1.00
E21 Paralegals, social services workers and occupations in education and religion, n.e.c.	1,765	1.23	1.37	1.00
E211 Paralegal and related occupations	230	0.16	0.13	0.24
E212 Community and social service workers	905	0.63	0.82	0.41
E213 Employment counsellors	135	0.09	0.09	0.07
E214 Instructors/teachers of disabled persons	180	0.13	0.14	0.08
E215 Other instructors	240	0.17	0.14	0.16
E216 Other religious occupations	75	0.05	0.05	0.04

Source: Statistics Canada, Census of Canada, 2001, Custom Tabulation.

* Includes Districts of Nipissing, Sudbury, Parry Sound, and the Greater Sudbury Division.

Exhibit 6: Occupational Profile – Art, Culture, Recreation, and Sport

Art, Culture, Recreation, and Sport Occupations	The Greater Blue Sky Region		Northern Ontario	Ontario
	Total # of Workers	% of all occup.	% of all occup.	% of all occup.
F Occupations in art, culture, recreation and sport	2,525	1.76	1.74	2.87
F0 Professional occupations in art and culture	940	0.65	0.62	1.26
F01 Librarians, archivists, conservators, curators	80	0.06	0.07	0.10
F011 Librarians	80	0.06	0.05	0.08
F012 Conservators and curators	0	0.00	0.01	0.02
F013 Archivists	0	0.00	0.00	0.01
F02 Writing, translating, public relations jobs	510	0.35	0.30	0.61
F021 Writers	130	0.09	0.06	0.16
F022 Editors	50	0.03	0.03	0.10
F023 Journalists	100	0.07	0.07	0.08
F024 Professional occupations in public relations and communications	150	0.10	0.10	0.19
F025 Translators, terminologists, interpreters	80	0.06	0.03	0.07
F03 Creative and performing artists	345	0.24	0.25	0.55
F031 Producers, directors, choreographers and related occupations	45	0.03	0.03	0.13
F032 Conductors, composers and arrangers	10	0.01	0.01	0.02
F033 Musicians and singers	185	0.13	0.12	0.20
F034 Dancers	40	0.03	0.03	0.05
F035 Actors	10	0.01	0.01	0.06
F036 Painters, sculptors, other visual artists	50	0.03	0.05	0.09
F1 Technical occupations in art, culture, recreation, sport	1,580	1.10	1.12	1.61
F11 Technical occupations in libraries, archives, museums, galleries	185	0.13	0.13	0.10
F111 Library / archive technicians, assistants	130	0.09	0.09	0.08
F112 Technical occupations related to museums and galleries	40	0.03	0.03	0.02
F12 Photographers, graphic arts technicians and technical occupations in motion pictures, broadcasting and the performing arts	195	0.14	0.13	0.33
F121 Photographers	60	0.04	0.03	0.08
F122 Film and video camera operators	25	0.02	0.01	0.03
F123 Graphic arts technicians	40	0.03	0.02	0.04
F124 Broadcast technicians	10	0.01	0.02	0.02
F125 Audio and video recording technicians	30	0.02	0.01	0.06
F126 Other technical occupations in motion pictures, broadcasting and the performing arts	10	0.01	0.01	0.05
F127 Support and assisting occupations in motion pictures, broadcasting, performing arts	20	0.01	0.01	0.04
F13 Announcers and other performers	115	0.08	0.09	0.08
F131 Announcers and other broadcasters	95	0.07	0.07	0.05
F132 Other performers	25	0.02	0.02	0.03
F14 Creative designers and craftspersons	455	0.32	0.30	0.62
F141 Graphic designers and illustrating artists	165	0.11	0.12	0.34
F142 Interior designers	80	0.06	0.03	0.09
F143 Theatre, fashion, Exhibit, creative designers	30	0.02	0.02	0.06
F144 Artisans and craftspersons	170	0.12	0.12	0.12
F145 Patternmakers, textile, leather, fur	10	0.01	0.00	0.01
F15 Athletes, coaches, referees, related occup.	625	0.43	0.48	0.48
F151 Athletes	15	0.01	0.02	0.02
F152 Coaches	60	0.04	0.04	0.06
F153 Sports officials and referees	135	0.09	0.05	0.03

Source: Statistics Canada, Census of Canada, 2001, Custom Tabulation.

* Includes Districts of Nipissing, Sudbury, Parry Sound, and the Greater Sudbury Division.

Exhibit 7: Occupational Profile – Sales and Service

Sales and Service Occupations	The Greater Blue Sky Region		Northern Ontario	Ontario
	Total # of Workers	% of all occup.	% of all occup.	% of all occup.
G Sales and service occupations	40,870	28.43	27.79	23.68
G0 Sales and service supervisors	1,055	0.73	0.78	0.73
G01 Sales and service supervisors	1,055	0.73	0.78	0.73
G011 Retail trade supervisors	620	0.43	0.42	0.35
G012 Food service supervisors	265	0.18	0.18	0.21
G013 Executive housekeepers	30	0.02	0.05	0.02
G014 Dry cleaning and laundry supervisors	20	0.01	0.01	0.01
G015 Cleaning supervisors	60	0.04	0.07	0.08
G016 Other service supervisors	60	0.04	0.05	0.07
G1 Wholesale, technical, insurance, real estate sales specialists, and retail, wholesale and grain buyers	2,225	1.55	1.45	2.39
G11 Sales representatives, wholesale trade	905	0.63	0.54	0.98
G111 Sales representatives, wholesale trade (non-technical)	900	0.63	0.54	0.98
G12 Technical sales specialists, wholesale trade	390	0.27	0.25	0.47
G121 Technical sales specialists, wholesale trade	375	0.26	0.25	0.47
G13 Insurance and real estate sales occupations and buyers	930	0.65	0.66	0.93
G131 Insurance agents and brokers	445	0.31	0.32	0.35
G132 Real estate agents and salespersons	400	0.28	0.26	0.43
G133 Retail and wholesale buyers	90	0.06	0.08	0.15
G134 Grain elevator operators	0	0.00	0.01	0.00
G2 Retail salespersons and sales clerks	6,505	4.52	4.11	3.95
G21 Retail salespersons and sales clerks	6,505	4.52	4.11	3.95
G211 Retail salespersons and sales clerks	6,500	4.52	4.11	3.95
G3 Cashiers	2,875	2.00	1.97	1.67
G31 Cashiers	2,875	2.00	1.97	1.67
G311 Cashiers	2,875	2.00	1.97	1.67
G4 Chefs and cooks	2,460	1.71	1.70	1.18
G41 Chefs and cooks	2,460	1.71	1.69	1.18
G411 Chefs	200	0.14	0.15	0.21
G412 Cooks	2,260	1.57	1.55	0.97
G5 Occupations in food and beverage service	2,485	1.73	1.98	1.59
G51 Occupations in food and beverage service	2,475	1.72	1.98	1.59
G511 Maitres d'hôtel and hosts	105	0.07	0.09	0.12
G512 Bartenders	375	0.26	0.35	0.25
G513 Food and beverage servers	1,980	1.38	1.54	1.22
G6 Occupations in protective services	2,485	1.73	1.79	1.50
G61 Police officers and fire-fighters	1,015	0.71	0.75	0.56
G611 Police officers (except commissioned)	820	0.57	0.57	0.39
G612 Fire-fighters	190	0.13	0.18	0.17
G62 Other occupations in protective service	825	0.57	0.51	0.42
G621 Sheriffs and bailiffs	20	0.01	0.02	0.01
G622 Correctional service officers	255	0.18	0.21	0.09
G623 By-law enforcement & other regulatory officers, n.e.c.	70	0.05	0.06	0.04
G624 Other ranks, armed forces	405	0.28	0.16	0.20
G625 Other protective service occupations	70	0.05	0.05	0.08
G63 Security guards and related occupations	650	0.45	0.53	0.52
G631 Security guards and related occupations	655	0.46	0.53	0.52
G7 Occupations in travel and accommodation including attendants in recreation and sport	745	0.52	0.83	0.82
G71 Occupations in travel and accommodation	310	0.22	0.39	0.48
G711 Travel counsellors	100	0.07	0.11	0.21
G712 Pursers and flight attendants	10	0.01	0.02	0.08
G713 Airline sales and service agents	30	0.02	0.04	0.07
G714 Ticket/cargo agents and related clerks (except airline)	30	0.02	0.03	0.03
G715 Hotel front desk clerks	155	0.11	0.19	0.09

Source: Statistics Canada, Census of Canada, 2001, Custom Tabulation.

* Includes Districts of Nipissing, Sudbury, Parry Sound, and the Greater Sudbury Division.

Sales and Service Occupations – cont'd	The Greater Blue Sky Region		Northern Ontario	Ontario
	Total # of Workers	% of all occup.	% of all occup.	% of all occup.
G72 Tour and recreational guides and amusement occupations	105	0.07	0.12	0.05
G721 Tour and travel guides	70	0.05	0.06	0.04
G722 Outdoor sport & recreational guides	30	0.02	0.06	0.01
G73 Other attendants in travel, accommodation and recreation	330	0.23	0.31	0.29
G731 Attendants in amusement, recreation , sport	310	0.22	0.28	0.25
G732 Other attendants in accommodation and travel (except airline travel)	20	0.01	0.03	0.03
G8 Childcare and home support workers	4,160	2.89	2.87	2.37
G81 Childcare and home support workers	4,165	2.90	2.87	2.37
G811 Visiting homemakers, housekeepers and related occupations	1,330	0.93	0.88	0.52
G812 Elementary and secondary school teacher assistants	880	0.61	0.71	0.45
G813 Early childhood educators/ assistants	860	0.60	0.64	0.80
G814 Babysitters, nannies, parents' helpers	1,080	0.75	0.64	0.60
G9 Sales and service occupations, n.e.c.	15,885	11.05	10.33	7.49
G91 Technical occupations in personal service	950	0.66	0.67	0.57
G911 Hairstylists and barbers	895	0.62	0.64	0.54
G912 Funeral directors and embalmers	55	0.04	0.03	0.03
G92 Other occupations in personal service	345	0.24	0.20	0.25
G921 Image, social and other personal consultants	10	0.01	0.00	0.02
G922 Estheticians, electrologists and related occupations	165	0.11	0.11	0.14
G923 Pet groomers and animal care workers	185	0.13	0.09	0.08
G924 Other personal service occupations	0	0.00	0.00	0.01
G93 Cleaners	5,385	3.75	3.90	2.52
G931 Light duty cleaners	2,210	1.54	1.68	1.08
G932 Specialized cleaners	405	0.28	0.26	0.20
G933 Janitors, caretakers and building superintendents	2,770	1.93	1.96	1.25
G94 Butchers and bakers, retail and wholesale	790	0.55	0.55	0.38
G941 Butchers / meat cutters, retail and wholesale	340	0.24	0.22	0.13
G942 Bakers	460	0.32	0.32	0.25
G96 Food counter attendants, kitchen helpers and related occupations	3,615	2.51	2.30	1.95
G960 Food counter attendants, kitchen helpers and related occupations	3,615	2.51	2.30	1.95
G97 Other sales and related occupations	4,300	2.99	2.39	1.50
G971 Service station attendants	720	0.50	0.52	0.20
G972 Grocery clerks and shelf stockers	1,455	1.01	1.01	0.87
G973 Other elemental sales occupations	2,140	1.49	0.85	0.43
G98 Other elemental service occupations	500	0.35	0.32	0.32
G981 Dry cleaning and laundry occupations	265	0.18	0.17	0.11
G982 Ironing, pressing and finishing occupations	10	0.01	0.01	0.03
G983 Other elemental service occupations	220	0.15	0.13	0.18

Source: Statistics Canada, Census of Canada, 2001, Custom Tabulation.

* Includes Districts of Nipissing, Sudbury, Parry Sound, and the Greater Sudbury Division.

Exhibit 8: Occupational Profile – Trades, Transport/Equipment operators and Related

Trades, Transport and Equipment Operators and Related Occupations	The Greater Blue Sky Region		Northern Ontario	Ontario
	Total # of Workers	% of all occup.	% of all occup.	% of all occup.
H Trades, transport and equipment operators and related occupations	24,585	17.10	18.06	13.51
H0 Contractors and supervisors in trades and transportation	1,510	1.05	1.01	0.80
H01 Contractors and supervisors, trades and related workers	1,340	0.93	0.90	0.75
H011 Supervisors, machinists, related	75	0.05	0.04	0.06
H012 Contractors and supervisors, electrical trades and telecommunications occupations	105	0.07	0.09	0.08
H013 Contractors and supervisors, pipefitting trades	25	0.02	0.03	0.03
H014 Contractors and supervisors, metal forming, shaping and erecting trades	110	0.08	0.06	0.05
H015 Contractors and supervisors, carpentry trades	105	0.07	0.12	0.11
H016 Contractors and supervisors, mechanic trades	265	0.18	0.17	0.11
H017 Contractors and supervisors, heavy construction equipment crews	485	0.34	0.29	0.13
H018 Supervisors, printing and related occupations	20	0.01	0.01	0.04
H019 Contractors and supervisors, other construction trades, installers, repairers and servicers	160	0.11	0.10	0.15
H02 Supervisors, railway and motor transportation occupations	165	0.11	0.11	0.06
H021 Supervisors, railway transport operations	95	0.07	0.05	0.01
H022 Supervisors, motor transport and other ground transit operators	70	0.05	0.05	0.05
H1 Construction trades	3,290	2.29	2.53	2.04
H11 Plumbers, pipefitters and gas fitters	575	0.40	0.50	0.36
H111 Plumbers	290	0.20	0.25	0.22
H112 Steamfitters, pipefitters and sprinkler system installers	170	0.12	0.19	0.11
H113 Gas fitters	120	0.08	0.06	0.04
H12 Carpenters and cabinetmakers	1,485	1.03	1.26	0.75
H121 Carpenters	1,325	0.92	1.17	0.64
H122 Cabinetmakers	160	0.11	0.09	0.11
H13 Masonry and plastering trades	470	0.33	0.29	0.38
H131 Bricklayers	245	0.17	0.15	0.14
H132 Cement finishers	55	0.04	0.04	0.06
H133 Tilesetters	25	0.02	0.02	0.04
H134 Plasterers, drywall installers and finishers, and lathers	145	0.10	0.08	0.13
H14 Other construction trades	750	0.52	0.48	0.55
H141 Roofers and shinglers	180	0.13	0.10	0.11
H142 Glaziers	80	0.06	0.05	0.04
H143 Insulators	75	0.05	0.03	0.04
H144 Painters and decorators	300	0.21	0.22	0.26
H145 Floor covering installers	110	0.08	0.08	0.10
H2 Stationary engineers, power station operators and electrical trades and telecommunications occupations	2,155	1.50	1.62	1.09
H21 Electrical trades and telecommunications occupations	1,870	1.30	1.31	0.94
H211 Electricians (except industrial and power system)	570	0.40	0.40	0.37
H212 Industrial electricians	525	0.37	0.43	0.22
H213 Power system electricians	85	0.06	0.06	0.02
H214 Electrical power line and cable workers	225	0.16	0.13	0.07
H215 Telecommunications line and cable workers	120	0.08	0.08	0.07
H216 Telecommunications installation and repair workers	245	0.17	0.16	0.15
H217 Cable television service and maintenance technicians	85	0.06	0.04	0.04
H22 Stationary engineers and power station and system operators	280	0.19	0.31	0.15
H221 Stationary engineers and auxiliary equipment operators	195	0.14	0.25	0.09

Source: Statistics Canada, Census of Canada, 2001, Custom Tabulation.

* Includes Districts of Nipissing, Sudbury, Parry Sound, and the Greater Sudbury Division.

Trades, Transport and Equipment Operators and Related Occupations	The Greater Blue Sky Region		Northern Ontario	Ontario
	Total # of Workers	% of all occup.	% of all occup.	% of all occup.
H222 Power systems and power station operators	90	0.06	0.07	0.06
H3 Machinists, metal forming, shaping and erecting occupations	760	0.53	0.56	0.92
H31 Machinists and related occupations	425	0.30	0.27	0.66
H311 Machinists and machining and tooling inspectors	355	0.25	0.24	0.42
H312 Tool and die makers	80	0.06	0.04	0.24
H32 Metal forming, shaping / erecting jobs	330	0.23	0.29	0.26
H321 Sheet metal workers	130	0.09	0.12	0.12
H322 Boilermakers	25	0.02	0.03	0.02
H323 Structural metal and platework fabricators and fitters	85	0.06	0.06	0.06
H324 Ironworkers	80	0.06	0.08	0.05
H325 Blacksmiths and die setters	10	0.01	0.00	0.01
H4 Mechanics	4,260	2.96	3.20	2.08
H41 Machinery and transportation equipment mechanics (except motor vehicle)	2,235	1.55	1.77	0.93
H411 Construction millwrights and industrial mechanics (except textile)	1,040	0.72	0.94	0.49
H412 Heavy-duty equipment mechanics	770	0.54	0.56	0.16
H413 Refrigeration/air conditioning mechanics	85	0.06	0.07	0.13
H414 Railway carmen	150	0.10	0.08	0.02
H415 Aircraft mechanics and inspectors	155	0.11	0.10	0.06
H416 Machine fitters	15	0.01	0.03	0.03
H417 Textile machinery mechanics and repairers	0	0.00	0.00	0.01
H418 Elevator constructors and mechanics	20	0.01	0.01	0.03
H42 Motor vehicle mechanics	1,695	1.18	1.17	1.00
H421 Motor vehicle mechanics, technicians and mechanical repairers	1,420	0.99	0.95	0.81
H422 Motor vehicle body repairers	275	0.19	0.21	0.19
H43 Other mechanics	340	0.24	0.25	0.15
H431 Oil and solid fuel heating mechanics	45	0.03	0.04	0.02
H432 Electric appliance servicers and repairers	85	0.06	0.05	0.05
H433 Electrical mechanics	15	0.01	0.03	0.03
H434 Motorcycle and other related mechanics	20	0.01	0.02	0.02
H435 Other small engine/ equipm,t mechanics	150	0.10	0.11	0.04
H5 Other trades, n.e.c.	915	0.64	0.61	0.79
H51 Upholsterers, tailors, shoe repairers, jewellers and related occupations	170	0.12	0.11	0.22
H511 Upholsterers	25	0.02	0.02	0.05
H512 Tailors, dressmakers, furriers, milliners	110	0.08	0.06	0.12
H513 Shoe repairers and shoemakers	20	0.01	0.00	0.01
H514 Jewellers, watch repairers, related jobs	20	0.01	0.02	0.04
H52 Printing press operators, commercial divers, other trades and related occupations, n.e.c.	165	0.11	0.15	0.20
H521 Printing press operators	90	0.06	0.07	0.17
H522 Commercial divers	0	0.00	0.00	0.00
H523 Other trades and related occupations	70	0.05	0.08	0.03
H53 Other installers, repairers & servicers	575	0.40	0.34	0.36
H531 Residential and commercial installers and servicers	210	0.15	0.11	0.18
H532 Waterworks / gas maintenance workers	50	0.03	0.04	0.03
H533 Automotive mechanical installers and servicers	135	0.09	0.12	0.08
H534 Pest controllers and fumigators	0	0.00	0.01	0.01
H535 Other repairers and servicers	170	0.12	0.07	0.07
H6 Heavy equipment and crane operators including drillers	1,650	1.15	1.46	0.50
H61 Heavy equipment operators	1,320	0.92	1.22	0.39
H611 Heavy equipment operators (not crane)	1,180	0.82	1.08	0.31
H612 Public works maintenance equipment operators	140	0.10	0.15	0.08
H62 Crane operators, drillers and blasters	315	0.22	0.24	0.11
H621 Crane operators	170	0.12	0.15	0.09

Source: Statistics Canada, Census of Canada, 2001, Custom Tabulation.

* Includes Districts of Nipissing, Sudbury, Parry Sound, and the Greater Sudbury Division.

Trades, Transport and Equipment Operators and Related Occupations	The Greater Blue Sky Region		Northern Ontario	Ontario
	Total # of Workers	% of all occup.	% of all occup.	% of all occup.
H622 Drillers and blasters - Surface mining, quarrying and construction	130	0.09	0.08	0.01
H623 Water well drillers	10	0.01	0.02	0.01
H7 Transportation equipment operators and related workers, excluding labourers	6,655	4.63	4.68	3.08
H71 Motor vehicle and transit drivers	5,770	4.01	4.04	2.91
H711 Truck drivers	3,290	2.29	2.50	1.56
H712 Bus drivers and subway and other transit operators	1,200	0.83	0.70	0.46
H713 Taxi / limousine drivers and chauffeurs	360	0.25	0.26	0.26
H714 Delivery drivers	925	0.64	0.58	0.63
H72 Train crew operating occupations	490	0.34	0.36	0.07
H721 Railway and yard locomotive engineers	235	0.16	0.19	0.04
H722 Railway conductors and brakemen	250	0.17	0.17	0.03
H73 Other transport equipment operators and related workers	395	0.27	0.28	0.11
H731 Railway yard workers	55	0.04	0.04	0.01
H732 Railway track maintenance workers	300	0.21	0.14	0.02
H733 Deck crew, water transport	10	0.01	0.01	0.01
H734 Engine room crew, water transport	10	0.01	0.01	0.00
H735 Lock/cable ferry operators, and related	20	0.01	0.02	0.01
H736 Boat operators	0	0.00	0.01	0.00
H737 Air transport ramp attendants	10	0.01	0.05	0.06
H8 Trades helpers, construction and transportation labourers and related occupations	3,405	2.37	2.40	2.20
H81 Longshore workers and material handlers	1,275	0.89	0.86	1.28
H811 Longshore workers	20	0.01	0.05	0.01
H812 Material handlers	1,265	0.88	0.82	1.26
H82 Trades helpers and labourers	1,725	1.20	1.27	0.80
H821 Construction trades helpers / labourers	1,575	1.10	1.15	0.73
H822 Other trades helpers and labourers	140	0.10	0.12	0.07
H83 Public works and other labourers, n.e.c.	420	0.29	0.27	0.13
H831 Public works /maintenance labourers	305	0.21	0.21	0.11
H832 Railway and motor transport labourers	115	0.08	0.06	0.02

Source: Statistics Canada, Census of Canada, 2001, Custom Tabulation.

* Includes Districts of Nipissing, Sudbury, Parry Sound, and the Greater Sudbury Division.

Exhibit 9: Occupational Profile – Unique to Primary Industry

Unique to Primary Industry Occupations	The Greater Blue Sky Region		Northern Ontario	Ontario
	Total # of Workers	% of all occup.	% of all occup.	% of all occup.
I Occupations unique to primary industry	5,850	4.07	4.57	2.74
I0 Unique to agriculture excluding labourers	1,455	1.01	1.18	1.80
I01 Contractors, operators and supervisors in agriculture, horticulture and aquaculture	1,030	0.72	0.79	1.16
I011 Farmers and farm managers	740	0.51	0.56	0.90
I012 Agricultural and related service contractors and managers	0	0.00	0.00	0.02
I013 Farm supervisors and specialized livestock workers	25	0.02	0.02	0.05
I014 Nursery/greenhouse operators/managers	30	0.02	0.03	0.04
I015 Landscaping and grounds maintenance contractors and managers	75	0.05	0.09	0.09
I016 Supervisors, landscape and horticulture	125	0.09	0.08	0.06
I017 Aquaculture operators and managers	10	0.01	0.01	0.00
I02 Agriculture and horticulture workers	435	0.30	0.40	0.64
I021 General farm workers	330	0.23	0.26	0.49
I022 Nursery and greenhouse workers	100	0.07	0.13	0.15
I1 Occupations unique to forestry, mining, oil /gas extraction, fishing, excluding labourers	2,830	1.97	2.13	0.21
I11 Supervisors, logging and forestry	65	0.05	0.10	0.01
I111 Supervisors, logging and forestry	65	0.05	0.10	0.01
I12 Supervisors, mining, oil and gas	570	0.40	0.26	0.03
I121 Supervisors, mining and quarrying	505	0.35	0.24	0.02
I122 Supervisors, oil /gas drilling ,service	45	0.03	0.02	0.00
I13 Underground miners, oil and gas drillers and related workers	1,415	0.98	0.80	0.06
I131 Underground production and development miners	1,380	0.96	0.78	0.06
I132 Oil and gas well drillers, servicers, testers and related workers	30	0.02	0.01	0.00
I14 Mine service workers and operators in oil and gas drilling	180	0.13	0.12	0.01
I141 Underground mine service, and support workers	170	0.12	0.11	0.01
I142 Oil and gas well drilling workers and services operators	0	0.00	0.00	0.00
I15 Logging machinery operators	225	0.16	0.36	0.03
I151 Logging machinery operators	225	0.16	0.36	0.03
I16 Logging and forestry workers	315	0.22	0.40	0.05
I161 Chain-saw and skidder operators	215	0.15	0.28	0.03
I162 Silviculture and forestry workers	95	0.07	0.11	0.01
I17 Fishing vessel masters/skippers, fishermen	10	0.01	0.04	0.01
I171 Fishing masters and officers	10	0.01	0.00	0.00
I172 Fishing vessel skippers and fishermen	0	0.00	0.04	0.01
I18 Other fishing and trapping occupations	40	0.03	0.05	0.01
I181 Fishing vessel deckhands	0	0.00	0.01	0.00
I182 Trappers and hunters	35	0.02	0.04	0.00
I2 Primary production labourers	1,570	1.09	1.26	0.74
I21 Primary production labourers	1,565	1.09	1.26	0.74
I211 Harvesting labourers	10	0.01	0.01	0.07
I212 Landscaping/grounds maintenance labourers	895	0.62	0.74	0.60
I213 Aquaculture and marine harvest labourers	0	0.00	0.01	0.00
I214 Mine labourers	485	0.34	0.22	0.02
I215 Oil/gas drilling, servicing, other labourers	0	0.00	0.00	0.00
I216 Logging and forestry labourers	175	0.12	0.28	0.05

Source: Statistics Canada, Census of Canada, 2001, Custom Tabulation.

* Includes Districts of Nipissing, Sudbury, Parry Sound, and the Greater Sudbury Division.

Exhibit 10: Occupational Profile – Unique to Processing, Manufacturing, Utilities

Processing, Manufacturing, and Utilities Occupations	The Greater Blue Sky Region		Northern Ontario	Ontario
	Total # of Workers	% of all occup.	% of all occup.	% of all occup.
J Occupations unique to processing, manufacturing and utilities	6,555	4.56	6.00	8.81
J0 Supervisors in manufacturing	465	0.32	0.58	0.68
J01 Supervisors, processing occupations	370	0.26	0.52	0.35
J011 Supervisors, mineral and metal processing	65	0.05	0.13	0.07
J012 Supervisors, petroleum, gas and chemical processing and utilities	75	0.05	0.06	0.07
J013 Supervisors, food, beverage and tobacco processing	15	0.01	0.01	0.08
J014 Supervisors, plastic and rubber products manufacturing	10	0.01	0.00	0.07
J015 Supervisors, forest products processing	215	0.15	0.32	0.04
J016 Supervisors, textile processing	10	0.01	0.00	0.02
J02 Supervisors, assembly and fabrication	95	0.07	0.06	0.33
J021 Supervisors, motor vehicle assembling	20	0.01	0.01	0.09
J022 Supervisors, electronics manufacturing	0	0.00	0.00	0.04
J023 Supervisors, electrical products manufacturing	10	0.01	0.01	0.02
J024 Supervisors, furniture and fixtures manufacturing	10	0.01	0.00	0.03
J025 Supervisors, fabric, fur and leather products manufacturing	0	0.00	0.00	0.02
J026 Supervisors, other mechanical and metal products manufacturing	20	0.01	0.02	0.07
J027 Supervisors, other products manufacturing and assembly	35	0.02	0.01	0.05
J1 Machine operators in manufacturing	3,690	2.57	3.16	3.64
J11 Central control and process operators in manufacturing and processing	285	0.20	0.32	0.11
J111 Central control and process operators, mineral and metal processing	120	0.08	0.10	0.04
J112 Petroleum, gas and chemical process operators	95	0.07	0.04	0.05
J113 Pulp and paper control operators	10	0.01	0.04	0.00
J114 Papermaking and coating control operators	60	0.04	0.14	0.02
J12 Machine operators and related workers in metal and mineral products processing	365	0.25	0.32	0.36
J121 Machine operators, mineral and metal processing	140	0.10	0.15	0.12
J122 Foundry workers	90	0.06	0.08	0.09
J123 Glass forming and finishing machine operators and glass cutters	20	0.01	0.02	0.05
J124 Concrete, clay, stone forming operators	90	0.06	0.05	0.06
J125 Inspectors and testers, mineral and metal processing	25	0.02	0.03	0.05
J13 Machine operators and related workers in chemical, plastic and rubber processing	335	0.23	0.19	0.47
J131 Chemical plant machine operators	70	0.05	0.03	0.09
J132 Plastics processing machine operators	95	0.07	0.04	0.26
J133 Rubber processing machine operators and related workers	50	0.03	0.03	0.08
J134 Water and waste plant operators	120	0.08	0.10	0.04
J14 Machine operators and related workers in pulp and paper production and wood processing	715	0.50	1.04	0.21
J141 Sawmill machine operators	230	0.16	0.30	0.04
J142 Pulp mill machine operators	85	0.06	0.16	0.02
J143 Papermaking and finishing machine operators	55	0.04	0.15	0.03
J144 Other wood processing machine operators	220	0.15	0.23	0.04
J145 Paper converting machine operators	30	0.02	0.05	0.07
J146 Lumber graders and other wood processing inspectors and graders	120	0.08	0.15	0.02

Source: Statistics Canada, Census of Canada, 2001, Custom Tabulation.

* Includes Districts of Nipissing, Sudbury, Parry Sound, and the Greater Sudbury Division.

Processing, Manufacturing, and Utilities Occupations – cont'd	The Greater Blue Sky Region		Northern Ontario	Ontario
	Total # of Workers	% of all occup.	% of all occup.	% of all occup.
J15 Machine operators and related workers in textile processing	100	0.07	0.04	0.12
J151 Textile fibre and yarn preparation machine operators	30	0.02	0.01	0.03
J152 Weavers, knitters and other fabric-making occupations	50	0.03	0.02	0.04
J153 Textile dyeing and finishing machine operators	10	0.01	0.01	0.03
J154 Textile inspectors, graders and samplers	0	0.00	0.00	0.02
J16 Machine operators and related workers in fabric, fur and leather products manufacturing	125	0.09	0.06	0.40
J161 Sewing machine operators	100	0.07	0.05	0.33
J162 Fabric, fur and leather cutters	10	0.01	0.01	0.05
J163 Hide and pelt processing workers	20	0.01	0.00	0.00
J164 Inspectors and testers, fabric, fur and leather products manufacturing	10	0.01	0.00	0.01
J17 Machine operators and related workers in food, beverage and tobacco processing	110	0.08	0.08	0.31
J171 Process control and machine operators, food and beverage processing	90	0.06	0.05	0.20
J172 Industrial butchers and meat cutters, poultry preparers and related workers	25	0.02	0.01	0.08
J173 Fish plant workers	0	0.00	0.01	0.00
J174 Tobacco processing machine operators	0	0.00	0.00	0.01
J175 Testers and graders, food and beverage processing	10	0.01	0.01	0.03
J18 Printing machine operators and related occupations	100	0.07	0.11	0.29
J181 Printing machine operators	35	0.02	0.03	0.13
J182 Camera, platemaking and other pre-press occupations	15	0.01	0.00	0.04
J183 Binding and finishing machine operators	0	0.00	0.01	0.06
J184 Photographic and film processors	45	0.03	0.06	0.07
J19 Machining, metalworking, woodworking and related machine operators	1,550	1.08	0.98	1.36
J191 Machining tool operators	120	0.08	0.05	0.20
J192 Forging machine operators	20	0.01	0.01	0.03
J193 Woodworking machine operators	70	0.05	0.07	0.09
J194 Metalworking machine operators	110	0.08	0.06	0.20
J195 Welders and soldering machine operators	1,215	0.85	0.78	0.59
J196 Other metal products machine operators	10	0.01	0.01	0.06
J197 Other products machine operators	10	0.01	0.01	0.18
J2 Assemblers in manufacturing	885	0.62	0.56	2.62
J21 Mechanical, electrical and electronics assemblers	410	0.29	0.24	1.79
J211 Aircraft assemblers and aircraft assembly inspectors	20	0.01	0.00	0.05
J212 Motor vehicle assemblers, inspectors and testers	195	0.14	0.12	0.98
J213 Electronics assemblers, fabricators, inspectors and testers	10	0.01	0.02	0.32
J214 Assemblers and inspectors, electrical appliance, apparatus and equipment manufacturing	10	0.01	0.02	0.15
J215 Assemblers, fabricators and inspectors, industrial electrical motors and transformers	55	0.04	0.02	0.06
J216 Mechanical assemblers and inspectors	75	0.05	0.05	0.21
J217 Machine operators and inspectors, electrical apparatus manufacturing	50	0.03	0.01	0.03
J22 Other assembly and related occupations	485	0.34	0.33	0.83
J221 Boat assemblers and inspectors	75	0.05	0.04	0.01
J222 Furniture and fixture assemblers and inspectors	80	0.06	0.06	0.23
J223 Other wood products assemblers and inspectors	140	0.10	0.07	0.09
J224 Furniture finishers and refinishers	50	0.03	0.03	0.05
J225 Plastic products assemblers, finishers and inspectors	10	0.01	0.01	0.13
J226 Painters and coaters, manufacturing	100	0.07	0.08	0.14
J227 Plating, metal spraying and related operators	10	0.01	0.01	0.03
J228 Other assemblers and inspectors	20	0.01	0.02	0.16
J3 Labourers in processing, manufacturing and utilities	1,510	1.05	1.70	1.87
J31 Labourers in processing, manufacturing and utilities	1,520	1.06	1.70	1.87

Source: Statistics Canada, Census of Canada, 2001, Custom Tabulation.

* Includes Districts of Nipissing, Sudbury, Parry Sound, and the Greater Sudbury Division.

Processing, Manufacturing, and Utilities Occupations – con't	The Greater Blue Sky Region		Northern Ontario	Ontario
	Total # of Workers	% of all occup.	% of all occup.	% of all occup.
J311 Labourers in mineral and metal processing	210	0.15	0.20	0.14
J312 Labourers in metal fabrication	155	0.11	0.11	0.20
J313 Labourers in chemical products processing and utilities	45	0.03	0.03	0.08
J314 Labourers in wood, pulp and paper processing	565	0.39	1.04	0.16
J315 Labourers in rubber / plastic products manufacturing	90	0.06	0.05	0.16
J316 Labourers in textile processing	45	0.03	0.01	0.06
J317 Labourers in food, beverage and tobacco processing	215	0.15	0.12	0.44
J318 Labourers in fish processing	0	0.00	0.00	0.01
J319 Other labourers in processing, manufacturing & utilities	210	0.15	0.14	0.61

Source: Statistics Canada, Census of Canada, 2001, Custom Tabulation.

* Includes Districts of Nipissing, Sudbury, Parry Sound, and the Greater Sudbury Division.

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