

LABOUR BASELINE STUDY

EXECUTIVE SUMMARY

IGNACE AREA COMMUNITY STUDY

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1. Study Objectives

This study assesses the Local Study Area (LSA)¹ labour supply and demand including trends and issues. This information supports a better understanding of workforce related to the Project.

This information from this study was used for:

- **Workforce Development** - attracting and retaining labour and new residents to Ignace and area.
- **Growing the Population** - trends analysis in population dynamics with and without the Project.
- **Economic Development** - opportunities that begin at the pre-construction and extend to Project phases.



2. Key Findings

Local Supply for LSA

- Has limited labour supply and capacity to adequately service the Project.
- Dryden and Sioux Lookout have the largest concentration of skilled labour.

Local Demand in LSA

- The largest demand is health, retail, and public sector.
- Forestry and mining use similar skills sets to the project's labour requirements but are cyclical in nature.
- Positions (professional, trades, service industry, small business) go unfilled.
- Recruitment of workers from outside of the LSA will be necessary.

Regional Study Area (RSA)²

- The RSA has the labour (supply, diversity, and skill) required to meet most of the forecasted labour requirements.
- Winnipeg, Greater Sudbury, and Thunder Bay are the key labour sources accounting for 88% of projected employment growth within the RSA.
- Skilled RSA workers will relocate to wherever they can find the greatest benefits (i.e., highest wages, amenities, lifestyle).

¹ The Local Study Area (LSA) consists of communities generally within one hour drive time (commuting) of the project site.

² The Regional Study Area (RSA) is defined to meet the majority of needs for labour, goods and services includes: the Kenora District (inclusive of communities within the LSA), Town of Atikokan, Town of Marathon, City of Greater Sudbury, City of Thunder Bay, City of Steinbach and City of Winnipeg.