



FINAL ENVIRONMENTAL ASSESSMENT
Section 7.3 Economy
November 2023

Acknowledgements

We wish to acknowledge that the Waasigan Transmission Line Project is located within lands that represent the traditional territories and homelands of the Robinson-Superior Treaty (1850) and Treaty #3 (1873) First Nations, and traverse the Red Sky Métis Independent Nation, Northwestern Ontario Métis Community and Northern Lake Superior Métis Community.

Hydro One also wishes to acknowledge Indigenous artist, Storm Angeconeb, for developing the covering page and wildlife designs throughout the Final Environmental Assessment. Storm is a highly recognized visual artist from Lac Seul First Nation in Treaty #3 and currently resides in Red Lake. Many of her works include animals and birds as representations of herself or those close to her. The artist's description of the covering page is presented below.

Hydro One Environmental Study Art:

What stands out in this art piece is the symbolic representation of solar rays as “Bringing Power”; we can see the environment represented through the wildlife and Ojibwe floral visuals. This artwork is an excellent representation of Hope, Life, and Opportunity, visually portrayed through the Black Bear and her two cubs. The colour theme of this artwork comes from the Waasigan Transmission Line Project brand identity.

Artist: Storm Angeconeb

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7.3 Economy

Gashkijigewinan

This section describes and summarizes the economic baseline studies undertaken for the Waasigan Transmission Line Project (the Project) and presents an assessment of the effects of the Project on economic conditions.

The assessment follows the general approach and concepts described in Section 5.0 (EA Approach).

7.3.1 Input from Engagement

Comments pertaining to economy that were raised by Indigenous communities, government officials and agencies, and community members and organizations during engagement, and how they are addressed in the environmental assessment (EA) are listed in Table 7.3-1. Comments and are provided in Section 4.0 (Engagement Summary). In addition, the Draft EA Report was provided to Indigenous communities, government officials and agencies, and interested persons and organizations for review and comment on May 17, 2023. A high-level summary of the key themes from the comments on the Draft EA Report and related engagement meetings are included in Table 7.3-1. The detailed responses to these comments are included in Appendix 4.0-A (Comment Response Summary).

Table 7.3-1: Summary of Comment Themes Raised during Engagement Related to Economy

Comment Theme	How Addressed in the Environmental Assessment	Indigenous Community or Stakeholder
Opportunities for economic benefits related to jobs and sub-contracting.	Hydro One will provide updates on business opportunities which may become available throughout the duration of the Project. Opportunities include participation in environmental field program monitoring, to the construction and operations stages where supplies, services, and trades opportunities would become available with the constructor. Specific examples from other regional projects included occupations in trucking, vegetation management, assemblers, couriers, laundry/camp services, welding, etc.	Lac Seul First Nation



Comment Theme	How Addressed in the Environmental Assessment	Indigenous Community or Stakeholder
Opportunities for economic benefits related to jobs and sub-contracting.	Hydro One will provide updates on business opportunities which may become available throughout the duration of the Project. Opportunities include participation in environmental field program monitoring, to the construction and operations stages where supplies, services, and trades opportunities would become available with the constructor. Specific examples from other regional projects included occupations in trucking, vegetation management, assemblers, couriers, laundry/camp services, welding, etc.	Métis Nation of Ontario North Western Ontario Métis Community (NWOMC) and Region 2
Review of successful efforts, jobs, apprenticeships, and economic benefits to the region at the end of the Project.	A concluding meeting/final dialogue with Métis Nation of Ontario (MNO) will be arranged at the end of the Project.	Métis Nation of Ontario NWOMC
Differentiating between landscape and aesthetics, economy and land use, and population and settlement assessment components. Possibility of having a stand-alone component to evaluate social impacts.	The environmental assessment includes separate sections for various social related components including: <ul style="list-style-type: none"> ● Section 7.1 Land and Resource Use – Considers commercial and non-commercial activities, such as mining, aggregates, hunting, trapping, fishing and recreation and tourism activities ● Section 7.2 Community Well-Being – Considers changes to population and settlement and the impacts of an influx of workers during construction and maintenance. ● Section 7.3 Economy – Considers how the Project will interact with economic businesses provide employment opportunities. ● Section 7.4 Visual Aesthetics – Considers changes to the landscape and aesthetics. 	Métis Nation of Ontario Region 2



Comment Theme	How Addressed in the Environmental Assessment	Indigenous Community or Stakeholder
Consideration of equity and economic benefits on the Project for Métis Nation of MNO.	In this phase of the Project, Hydro One will not be offering equity to the MNO. Hydro One is continuing to engage in discussion with MNO leadership for potential opportunities for economic benefits associated with the Project.	Métis Nation of Ontario NWOMC and Region 2
Availability of jobs during the operations stage of the Project and number of Anishinaabe hires.	The majority of job opportunities will come during the construction stage. GLP's role consists of preparing communities for business and job readiness to maximize potential to benefit from Project opportunities. Additionally, the Project Contractor was brought on early in the Project to work closely with Indigenous communities during its development.	Migisi Sahgaigan
Consideration of positive and negative socio-economic and cultural considerations during the EA.	Socio-economic criteria have been considered to determine the potential effects from the Project and mitigation measures have been identified. Both positive and negative effects from the Project are assessed in the EA.	Grand Council Treaty #3
Importance of economic development for local communities.	Project construction workforce hiring would generate direct, indirect and induced employment and income, and is expected to create employment opportunities for members of the public. Potential local and regional employment and business opportunities are assessed in this EA section.	Members of the public

7.3.2 Information Sources

The approach to documenting the existing economic environment was designed to confirm that sufficient information was collected to understand and assess potential effects of the Project. The characterization of the existing economic environment included both quantitative (e.g., statistical) and qualitative approaches (e.g., data collection and analysis in line with best practices for social impact studies).

Information for the economy baseline was obtained from the following secondary sources:

- Statistics Canada Census Community Profiles and National Household Survey (2011, 2016, and 2021);

- Municipal, provincial, and Indigenous community government websites;
- Statistical reports and government documents;
- Local service provider websites;
- Provincial and regional economic development reports;
- Results of engagement with Indigenous communities; and
- Regional tourism authorities.

Statistical information for the labour force and local economy study areas, which are described in Section 7.3.4, was obtained from Statistics Canada. Data from the 2021, 2016, and 2011 censuses, and National Household Survey Data, were analyzed to illustrate regional and local economic and social trends. Data from these sources were used to characterize the existing environment, based on the most recently available data. A community is not represented in data tables where baseline data on small communities are suppressed by Statistics Canada due to either lack of data reliability or for confidentiality reasons.

For the purposes of the EA, sufficient information was deemed to be available from the references listed above to assess the potential economic effects of the Project.

7.3.3 Criteria and Indicators

Criteria are components of the environment that are considered to have economic, social, biological, conservation, aesthetic, or ethical value, as described in Section 5.2 (Identify Criteria and Indicators). **Indicators** are an aspect or characteristic of a criterion that, if changed as a result of the Project, may demonstrate a physical, biological or socio-economic effect.

The criteria and indicators for economy were initially outlined in the Draft Terms of Reference (ToR). Feedback from Indigenous communities, government officials and agencies, and interested persons and organizations received during engagement was incorporated into the preliminary criteria and indicators approved in the Amended ToR.

No concerns have been raised during the EA process regarding the preliminary criteria and indicators proposed in the Amended ToR. The criteria and indicators selected for the assessment of Project effects on economy, and the rationale for their selection, are provided in Table 7.3-2.

Table 7.3-2: Economy Criteria and Indicators

Criteria	Rationale	Indicators	Measurement of Potential Effects
Labour Force and Local Economy	<ul style="list-style-type: none"> • Commitment to maximize positive economic effects; and • Commitment to avoid or minimize adverse effects to employment and the economy. 	<ul style="list-style-type: none"> • Change to local and regional employment opportunities; and • Change to procurement of Project materials and services from local businesses and contractors. 	<ul style="list-style-type: none"> • Qualitative assessment of changes in employment and income; • Qualitative assessment of business contracting opportunities; and • Qualitative assessment of changes to business goods and services supply revenues.
Local Government Finances	<ul style="list-style-type: none"> • Commitment to maximize positive economic effects; and • Commitment to avoid or minimize adverse effects relating to local government revenue, taxes and expenditures. 	<ul style="list-style-type: none"> • Change to local government revenues; and • Change to local government expenditures. 	<ul style="list-style-type: none"> • Qualitative assessment of changes to local/regional government expenditures on the Project; and • Qualitative assessment of changes to taxation revenues.

7.3.4 Assessment Boundaries

7.3.4.1 Temporal Boundaries

The Project is planned to occur in three stages:

- **Construction stage:** The period from the start of construction to the start of operation (in-service date).
- **Operation and maintenance stage:** The period from the start of operation and maintenance activities through to the end of the Project life.
- **Retirement stage:** The period from the end of the Project life and start of retirement activities through to the end of final reclamation of the Project.

As described in Section 5.3.2 (Temporal Boundaries), the Project will be operated for an indefinite period and the timing of retirement, or decommissioning, is not known at this time as it is anticipated that upgrades to reinforce or rebuild portions of the Project may occur over its

lifetime to maintain its longevity. Further, potential effects and mitigation measures to be identified during the EA for the construction of the Project will likely equally apply to the potential removal of the Project at a future point in time, should it ever be required. Therefore, the construction scenario assessed as part of the EA is considered bounding and potential effects and mitigation measures for retirement are not identified separately in this EA.

The economy assessment considers effects that could occur during the construction stage for all economic criteria. The economy assessment also considers effects that could occur during operation and maintenance stage for the labour force and local economy, and local government finances criteria. These periods are sufficient to capture the effects of the Project on the economic environment.

7.3.4.2 Spatial Boundaries

The spatial boundaries for the economy assessment are defined by a regional study area (RSA) and criterion-specific local study areas (LSAs). The criterion-specific LSAs were established to encompass the areas within which the Project is expected to interact with and potentially have direct and indirect effects on each criterion. The spatial boundaries for the economy environment are summarized in Table 7.3-3 below. Criterion-specific figures (Figure 7.3-1 and Figure 7.3-2) are provided in the description of the existing environment discussion to depict the local study areas for each criterion.



Table 7.3-3: Economy Spatial Boundaries

Criteria	Spatial Boundaries	Area (ha)	Description	Rationale
Applies to All Criteria in Table	Project Footprint	5,124.5 ha	The Project footprint includes: <ul style="list-style-type: none"> • Typical 46 m wide transmission ROW; • Widened ROW for the separation of circuits F25A and D26A for 1 km; • Modification of the Lakehead Transformer Station (TS), Mackenzie TS, and Dryden TS; • Access roads (improved existing roads and new); and • Temporary supportive infrastructure associated with construction including fly yards, construction/stringing pads, laydown areas, construction camps, and helicopter pads; and aggregate pits. 	<ul style="list-style-type: none"> • Area in which Project construction and operational activities will occur.
Labour Force and Local Economy	Local Study Area	58,617,439.7 ha ^(f)	<ul style="list-style-type: none"> • Thunder Bay Metropolitan Area(a); • City of Dryden(b); • Town of Atikokan; • District of Kenora(b); • District of Thunder Bay(c); • Indigenous communities including(e): <ul style="list-style-type: none"> • Couchiching First Nation; • Migisi Sahgaigan • Fort William First Nation; • Mitaanjigamiing First Nation; • Nigigoonsiminikaaning First Nation; • Ojibway Nation of Saugeen; • Lac des Mille Lacs First Nation; • Lac La Croix First Nation; • Lac Seul First Nation; 	<ul style="list-style-type: none"> • The area from which the direct construction and operation workforce could be drawn. • The area from which materials, goods, and services needed to construct and operate the Project could be sourced (acknowledging that specialized materials, goods, and services are not likely to be readily available in the area). • Indigenous communities potentially affected by the Project. These communities could potentially be affected



Criteria	Spatial Boundaries	Area (ha)	Description	Rationale
			<ul style="list-style-type: none"> • Seine River First Nation; • Wabigoon Lake Ojibway Nation; • MNO NWOMC (Northwestern Ontario Métis Community); • MNO Region 2; and • Red Sky Métis Independent Nation. 	by employment and procurement opportunities.
Labour Force and Local Economy	Regional Study Area	108,885,249.8 ha	<ul style="list-style-type: none"> • Province of Ontario. 	<ul style="list-style-type: none"> • The Province of Ontario will experience employment, income generation and business opportunities given the large scale and complexity of the Project. Due to the remote location of portions of the Project, the technical skills required and the location of skilled labour force members, workers, goods and services are expected to be drawn from other areas including other urban centres in Ontario.

Criteria	Spatial Boundaries	Area (ha)	Description	Rationale
Government Finances	Local Study Area	58,617,439.7 ha ⁽⁹⁾	<ul style="list-style-type: none"> • Thunder Bay Metropolitan Area(a); • City of Dryden(b); • Town of Atikokan; • District of Kenora(b); and • District of Thunder Bay(c). 	<ul style="list-style-type: none"> • Non-Indigenous communities that have the potential to incur expenditures from Project use of services and/or benefit from Project property taxation, grants in lieu of taxes and other revenues from the Project. • The Districts of Thunder Bay and Kenora are responsible for management and delivery of health services and transportation. The Project is expected to potentially affect government expenditures through the use of services.
Government Finances	Regional Study Area	108,885,249.8 ha	<ul style="list-style-type: none"> • Province of Ontario 	<ul style="list-style-type: none"> • The Province of Ontario will accrue personal income tax, corporate income tax and taxes on products used for Project construction, operation, and maintenance.

- a) Statistics Canada defines the Thunder Bay Census Metropolitan Area as the City of Thunder Bay, Municipality of Oliver Paipooonge, Municipality of Neebing, and the townships of Shuniah, Conmee, O'Connor, and Gillies. These settlement areas are considered within the assessment and spatial boundaries for the Thunder Bay Metropolitan Area as residents of smaller municipalities and townships surrounding the City of Thunder are likely to utilize similar/most of the same amenities and/or services.
 - b) The District of Kenora includes the City of Dryden and unincorporated/unorganized rural settlement areas and townships such as Borpus Corners, Butler, Dinorwic, Dymont, Greater Oxdrift (which consists of the townships of Aubrey, Britton, Brownbridge, Eton, Rugby, Van Horne, Wainwright, and Zealand), Two Mile Corner, and Wabigoon.
 - c) The District of Thunder Bay includes the Thunder Bay Metropolitan Area and unincorporated/unorganized rural settlement areas and townships such as Finmark, East Gorham (which consists of the townships of Gorham, Jacques, and Lappe), Kabaigon, Kaministiquia, Kashabowie, Mabella, North McIntyre, Shabaqua, Shabaqua Corners, Shebandowan, Sistonnes Corners, Sunshine, Toimela, Uppsala.
 - d) The Town of Atikokan is located within the District of Rainy River. The District of Rainy River includes unincorporated/unorganized rural settlement areas and townships such as Kawene and Sapawe.
 - e) Data pertaining to the noted reserves was used to identify information for the following First Nations: Couchiching First Nation (Couchiching 16A, Migisi Sahgaigan (Eagle Lake No. 27), Fort William First Nation (Fort William No. 52), Mitaanjigamiing First Nation (Rainy Lake 18C), Nigigoonsiminikaaning First Nation (Rainy Lake No. 26A), Ojibway Nation of Saugeen (Ojibway Nation of Saugeen/Savant Lake), Lac des Mille Lacs First Nation (Lac des Mille Lacs No. 22A1), Lac La Croix First Nation (Neguaguon Lake No. 25D), Lac Seul First Nation (Lac Seul No. 28), Seine River First Nation (Seine River No. 23A), Wabigoon Lake Ojibway Nation (Wabigoon Lake Ojibway Nation No. 27) (CRINAC 2022).
 - f) Total area for Local Study Area is calculated based on the area of District of Kenora, District of Thunder Bay, Town of Atikokan and the various Indigenous communities listed under 'Description'. The District of Kenora and District of Thunder Bay encompass the other non-Indigenous LSA communities, Thunder Bay Metropolitan Area and City of Dryden.
 - g) Total area for Local Study Area is calculated based on the area of District of Kenora and the District of Thunder Bay.
- ha = hectare; m = metre; km = kilometre; LSA = local study area; RSA = regional study area; ROW = right-of-way; TS = Transformer Station.

7.3.4.2.1 Regional Study Area

The RSA, which includes the Project and LSAs, was identified to provide the relevant contextual data and characterization of the regional economic conditions for potential Project-specific economic effects and cumulative effects. The RSA for the economic baseline is aligned with the boundary of the Province of Ontario.

7.3.4.2.2 Local Study Area

The LSA communities for the majority of the economy criterion are by their nature, population based, and include communities in proximity to, and which could potentially experience economic effects and/or benefits as a result of the Project (e.g., changes in employment, income, business opportunities and government revenues). The identification of potentially affected LSA communities was based on distance to key Project components, as described in Table 7.3-4 below, and the following additional factors:

- Nature and characteristics of the existing labour force, local economy, and government finance conditions;
- Expected potential effects and the spatial extent of potential Project effects;
- Provincial, regional and local government administrative boundaries; and
- Indigenous communities were identified by the Ministry of Energy for consultation based on an assessment of whether their Indigenous rights and/or treaty rights may be affected by the Project.

The Indigenous communities identified for the labour force and local economy criterion LSA are those being engaged on the Project. These communities have also been identified as potentially providing workers and contractors to the Project. Figure 7.3-1 and Figure 7.3-2 show the locations of the Indigenous and non-Indigenous LSA communities for labour force and local economy, and government finance.



Table 7.3-4: Distance of Local Study Area Communities (by Road) to Key Project Components (kilometres)

Study Area Community	Mackenzie TS	Lakehead TS	Dryden TS	Mackenzie TS Circuit Separation (D26A)	Camp L13	Camp L15	Camp L16	Camp L17	Camp L18	Camp L20	Camp L22	Camp L23	Camp L24	Camp L25	Camp L26
Thunder Bay Metropolitan Area ^(a)	203	20	355	205	186	270	193	269	271	298	298	274	298	294	294
Town of Atikokan	2	208	208	2	32	153	29	154	154	85	85	157	85	136	136
City of Dryden	203	354	5	203	226	87	224	88	88	175	175	91	175	63	63
District of Kenora ^(b)	231	287	0	231	112	0	107	0	0	0	0	0	0	0	0
District of Thunder Bay ^(c)	136	0	161	136	25	70	30	69	70	174	172	69	175	139	139
District of Rainy River ^(d)	0	288	265	0	0	92	0	93	92	122	119	93	121	68	68
Red Sky Métis Independent Nation ^(e)	203	19	359	208	180	264	187	263	265	292	292	268	292	288	288
Métis Nation of Ontario - Thunder Bay Metis Council ^(e)	204	19	359	208	178	262	185	261	262	290	290	265	290	286	286
Métis Nation of Ontario – Atikokan Metis Council ^(e)	2	208	208	1	32	153	29	154	153	84	84	157	84	135	135
Métis Nation of Ontario – Northwest Métis Council ^(e)	202	353	136	2	233	94	230	95	95	182	182	98	182	70	70
Couchiching First Nation	160	360	202	161	180	228	177	229	229	165	165	232	165	211	211
Migisi Sahgaigan (Eagle Lake First Nation)	219	370	20	220	249	110	247	111	111	198	198	114	198	86	86
Fort William First Nation	212	36	364	213	182	266	189	265	267	294	294	270	294	290	290
Lac des Mille Lacs First Nation	170	156	243	171	103	153	155	152	154	283	283	157	260	177	177

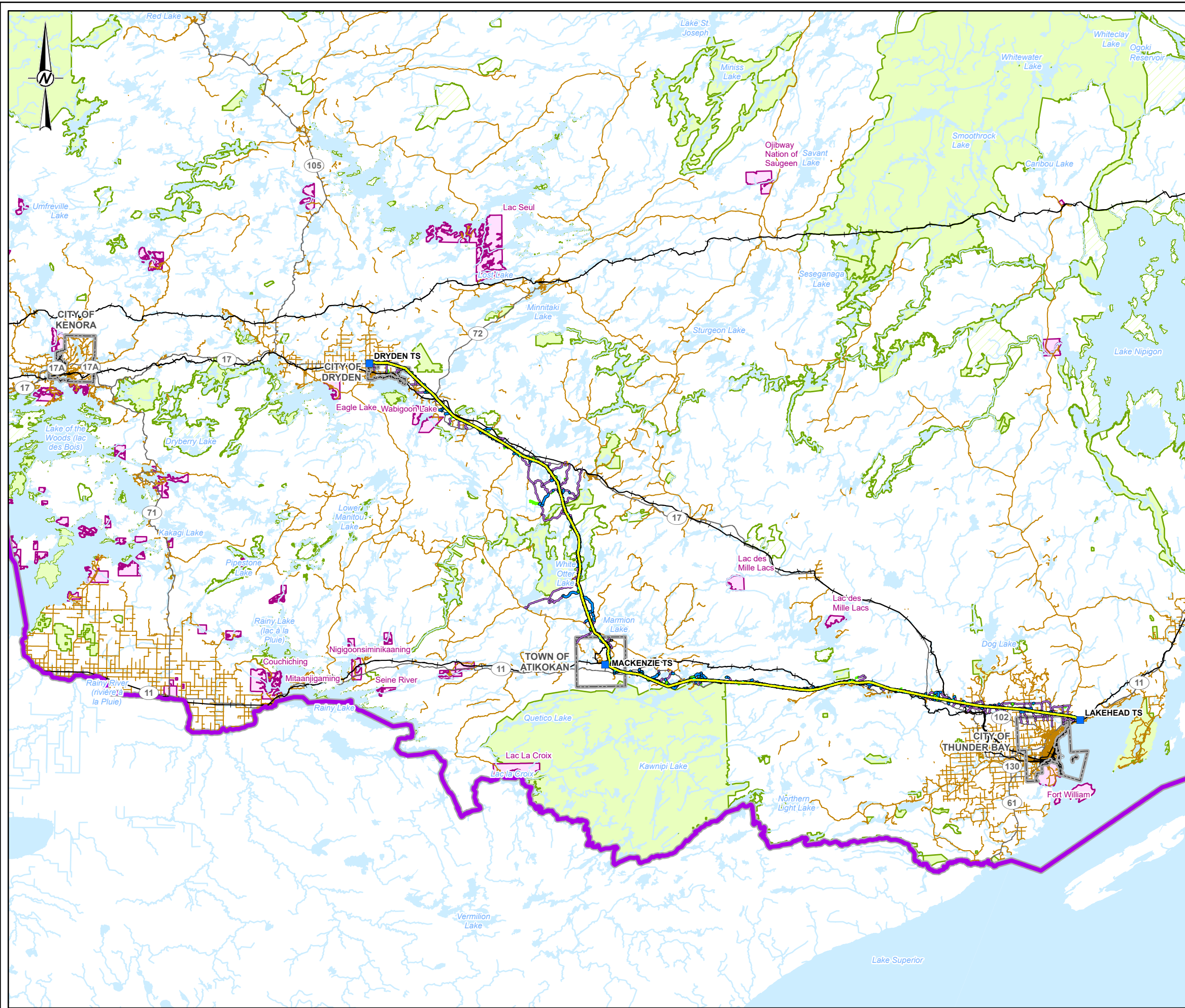


Study Area Community	Mackenzie TS	Lakehead TS	Dryden TS	Mackenzie TS Circuit Separation (D26A)	Camp L13	Camp L15	Camp L16	Camp L17	Camp L18	Camp L20	Camp L22	Camp L23	Camp L24	Camp L25	Camp L26
Lac La Croix First Nation	117	317	279	120	142	223	139	224	224	154	154	227	154	205	205
Lac Seul First Nation	271	409	90	272	300	160	297	161	161	249	249	164	249	137	137
Mitaanjigamiing First Nation	202	402	244	202	226	275	223	275	275	211	211	278	211	257	257
Nigigoonsiminikaaning First Nation	107	307	173	107	168	174	165	175	175	152	152	178	152	157	157
Ojibway Nation of Saugeen	293	374	213	293	325	143	320	142	144	209	211	143	210	167	167
Seine River First Nation	69	269	204	70	93	175	124	158	158	111	111	179	111	140	140
Wabigoon Lake Ojibway Nation	199	350	11	200	216	77	213	78	78	138	138	81	138	53	53

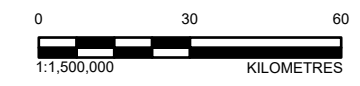
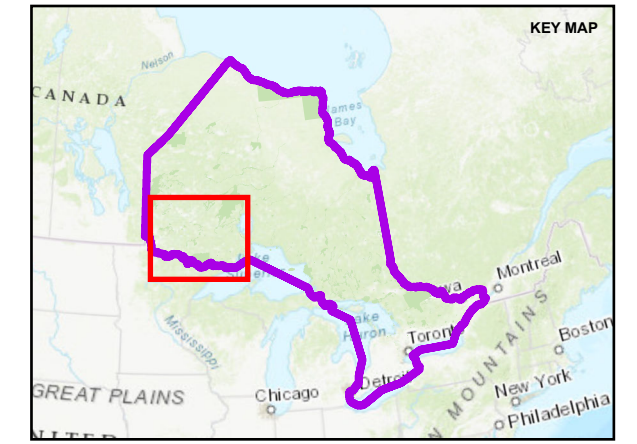
- Statistics Canada considers defines the Thunder Bay Census Metropolitan Area as the City of Thunder Bay, Municipality of Oliver Paipoonge, Municipality of Neebing, and the Townships of Shuniah, Conmee, O'Connor, and Gillies.
- The District of Kenora includes unincorporated/unorganized rural settlement areas and townships such as Borpus Corners, Butler, Dinorwic, Dymont, Greater Oxdrift (which consists of the townships of Aubrey, Britton, Brownbridge, Eton, Rugby, Van Horne, Wainwright, and Zealand), Two Mile Corner, and Wabigoon.
- The District of Thunder Bay includes unincorporated/unorganized rural settlement areas and townships such as Finmark, East Gorham (which consists of the townships of Gorham, Jacques, and Lappe), Kabaigon, Kaministiquia, Kashabowie, Mabella, North McIntyre, Shabaqua, Shabaqua Corners, Shebandowan, Sistonens Corners, Sunshine, Toimela, Uppsala.
- The District of Rainy River includes unincorporated/unorganized rural settlement areas and townships such as Kawene and Sapawe.
- As Métis Nations and Councils do not have geographic communities, their office locations have been used for this table for reference. As the District of Thunder Bay and District of Kenora encompasses the Project, they have not been included in this table.

TS = Transformer Station.





- LEGEND**
- 230 KV TRANSFORMER STATION (TS)
 - RAILWAY
 - LOCAL ROAD
 - SECONDARY HIGHWAY
 - WATERCOURSE
 - INTERNATIONAL BORDER
 - EXISTING ACCESS ROAD - NO IMPROVEMENTS REQUIRED
 - EXISTING ACCESS ROAD - POTENTIAL IMPROVEMENTS
 - NEW ACCESS ROAD - PREFERRED
 - NEW ACCESS ROAD - ALTERNATE
 - ▨ PREFERRED ROUTE TRANSMISSION LINE RIGHT-OF-WAY
 - ▨ D26A / F25A CIRCUIT SEPARATION
 - ▨ AGGREGATE SITE
 - ▨ FLY YARD
 - ▨ CAMP / LAYDOWN
 - ▨ CONSTRUCTION CAMP (NO LONGER TO BE USED)
 - ▨ FLY YARD / CAMP / LAYDOWN
 - ▭ REGIONAL STUDY AREA (PROVINCE OF ONTARIO)
 - ▭ FIRST NATIONS RESERVE
 - ▭ MUNICIPAL BOUNDARY
 - ▭ PROVINCIAL PARK
 - ▭ CONSERVATION RESERVE
 - ▭ WATERBODY



REFERENCE(S)
 BASE DATA COURTESY OF LAND INFORMATION ONTARIO MNR. IMAGERY COPYRIGHT © ESRI AND ITS LICENSORS. USED UNDER LICENSE, ALL RIGHTS RESERVED.
 PROJECTION: NAD 1983 CSRS UTM ZONE 15N

CLIENT
 HYDRO ONE NETWORKS INC.

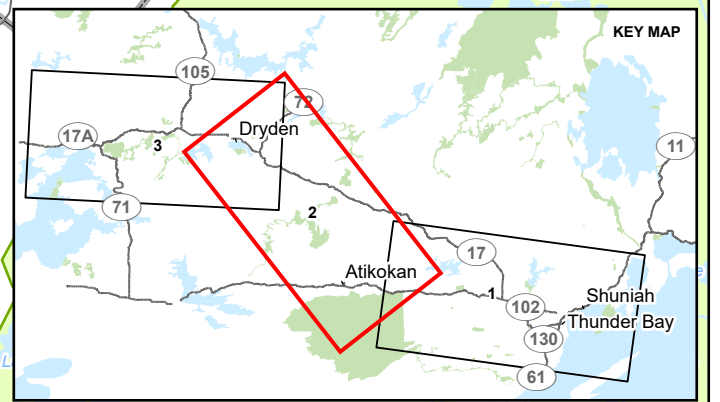
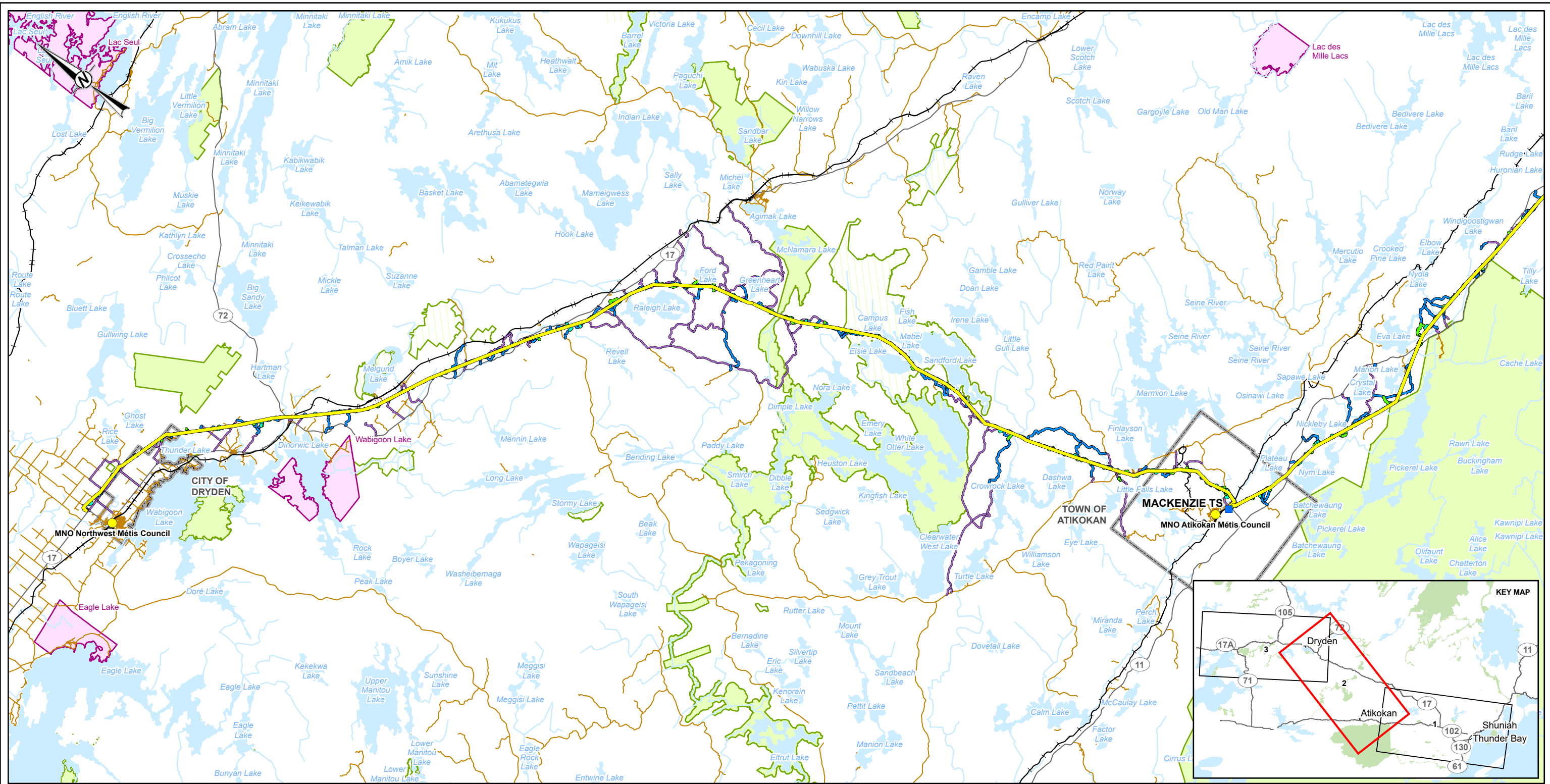
PROJECT
 WAASIGAN TRANSMISSION LINE

TITLE
 ECONOMY REGIONAL STUDY AREA & LABOUR FORCE AND LOCAL ECONOMY STUDY AREA

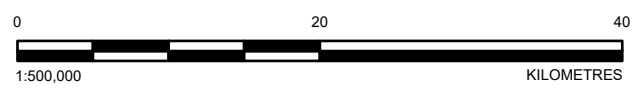
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- LEGEND**
- 230 KV TRANSFORMER STATION (TS)
 - MNO COUNCIL OFFICE
 - + RAILWAY
 - LOCAL ROAD
 - SECONDARY HIGHWAY
 - WATERCOURSE
 - EXISTING ACCESS ROAD - NO IMPROVEMENTS REQUIRED
 - EXISTING ACCESS ROAD - POTENTIAL IMPROVEMENTS
 - NEW ACCESS ROAD - PREFERRED
 - NEW ACCESS ROAD - ALTERNATE
 - PREFERRED ROUTE TRANSMISSION LINE RIGHT-OF-WAY
 - FIRST NATIONS RESERVE
 - MUNICIPAL BOUNDARY
 - PROVINCIAL PARK
 - CONSERVATION RESERVE
 - WATERBODY



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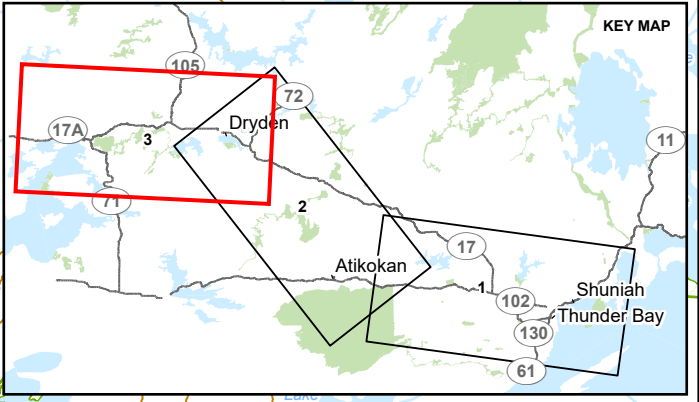
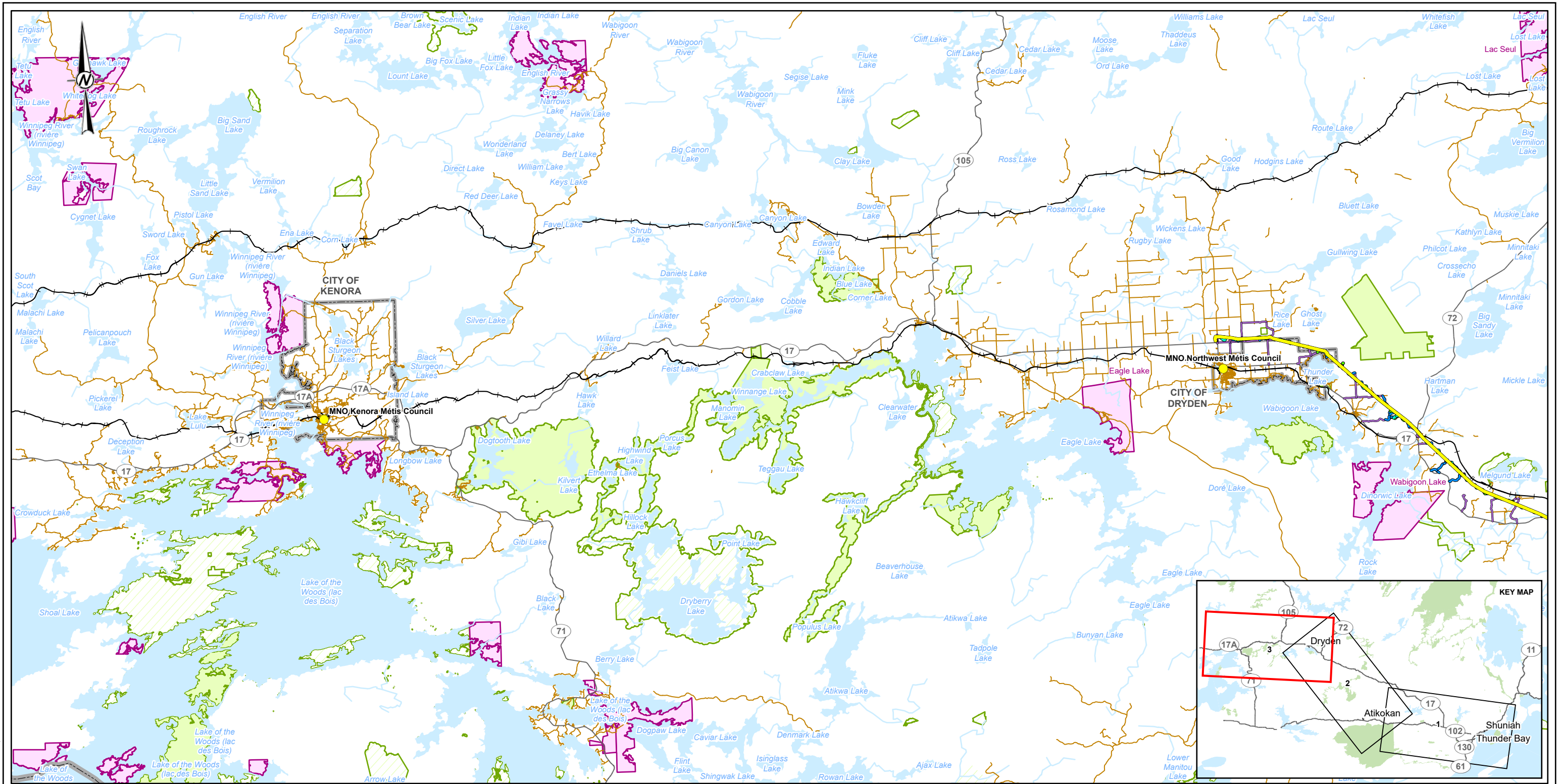
CLIENT
HYDRO ONE NETWORKS INC.

PROJECT
WAASIGAN TRANSMISSION LINE

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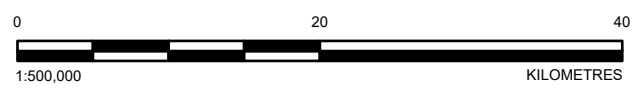
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LEGEND

MNO COUNCIL OFFICE	EXISTING ACCESS ROAD - NO IMPROVEMENTS REQUIRED	FIRST NATIONS RESERVE
RAILWAY	EXISTING ACCESS ROAD - POTENTIAL IMPROVEMENTS	MUNICIPAL BOUNDARY
LOCAL ROAD	NEW ACCESS ROAD - PREFERRED	PROVINCIAL PARK
SECONDARY HIGHWAY	NEW ACCESS ROAD - ALTERNATE	CONSERVATION RESERVE
INTERNATIONAL BORDER	PREFERRED ROUTE TRANSMISSION LINE RIGHT-OF-WAY	WATERBODY
WATERCOURSE		



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CLIENT
 HYDRO ONE NETWORKS INC.

PROJECT
 WAASIGAN TRANSMISSION LINE

CONSULTANT

YYYY-MM-DD	2023-09-27
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REVIEWED	HK
APPROVED	CS

TITLE
GOVERNMENT FINANCES LOCAL STUDY AREA COMMUNITIES

PROJECT NO.	CONTROL	REV.	FIGURE
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7.3.4.3 Data Limitations

The following are data limitations pertaining to the economy baseline:

- Project local procurement estimates were not available; therefore, a quantitative assessment was not completed.
- Statistics Canada Census and National Household Survey data are limited for smaller communities due to confidentiality concerns and suppression of data. Population data are suppressed in communities with less than 40 persons, while income data are suppressed when a community has less than 250 persons or less than 40 households. Data presented for some indicators have been subjected to a confidentiality procedure by Statistics Canada, known as random rounding, whereby values are rounded either up or down to a multiple of five, and in some cases, ten. Therefore, totals in tables may not add-up due to rounding. A data note is included with each data table affected by the rounding convention. Data may also be suppressed when enumeration was incomplete, or data quality was poor.
- Statistics Canada data can contribute to developing an understanding of the local and regional economies and how they have changed over time. Data should be interpreted with caution due to comparability issues across years, confidentiality, and data quality. Information was reviewed for a number of indicators from the census over time. In 2011, there was a change in how the census was administered, with a National Household Survey replacing the previous long-form census. One of the key differences was a change from a mandatory to an optional response requirement.
- At the time of writing, the most recent census data available was from the 2021 Statistics Canada Census. Data for the Indigenous settlement areas was not yet released. Where more up-to-date data are not available, this assessment endeavours to capture, qualitatively, current conditions using historical data as a framing tool to identify trends.
- Information drawn from the 2016 Statistics Canada Census Aboriginal Community Profiles and the 2021 Indigenous Population Program is understood to be dated and may not be reflective of current economic conditions.
- The demographic data used in this report relies upon publicly available data, primarily from government sources. It is acknowledged that some Indigenous Groups caution against the validity and utility of official census data, which do not accurately or wholistically portray economic characteristics of their communities.
- Data for the unorganized townships that may be potentially affected by the Project are included in the data for the District of Thunder Bay and District of Kenora as disaggregated data was not available.



- The economy baseline makes best efforts to describe economic conditions as they currently exist in the RSA and LSAs, based on available information, and presents some conclusions about historical and future trends to support the assessment of potential effects. The difficulty in projecting economic conditions into the future for the LSA communities is a limitation on the presented baseline.
- As the Métis Nations and Councils included in Table 7.3-3 do not have geographic communities surveyed by Statistics Canada, statistical data is limited for these Indigenous Groups.

7.3.5 Description of the Existing Environment

The existing economic environment is described in the following subsections. Existing conditions are described for the LSA communities and RSA (province of Ontario), and for comparative purposes, LSA communities are compared to the province of Ontario, where applicable.

7.3.5.1 Labour Force

Construction workers for the Project may be hired from the labour force and economy LSA communities and RSA. Labour force conditions for the general population and Indigenous population in the LSA communities and RSA are described below.

7.3.5.1.1 Employment

7.3.5.1.1.1 General Population

In Ontario, the population aged 15 and over in the labour force increased by 7.8% between 2011 and 2021, from 6,864,990 to 7,399,200 (Table 7.3-5). Unemployment rates and participation rates were reviewed, where unemployment rates measured the number of unemployed persons expressed as a percentage of the labour force and participation rates measured the total labour force relative to the size of the working-age population (ages 15 years and older). From 2011 to 2021, the unemployment rate increased by 47.0%, from 8.3% to 12.2% and the participation rate declined by 4.1%, from 65.5% to 62.8% (Statistics Canada 2011b, Statistics Canada 2016b; Statistics Canada 2021a). The LSA communities had lower participation rates compared to the provincial average of 62.8%, with the majority ranging from 57% to 58% in 2021, aside from the Town of Atikokan, where the participation rate was 50.5%. Mirroring the provincial trend, all LSA communities experienced a decline in participation rate between 2011 to 2021, with the Town of Atikokan experiencing the highest decrease (-10.8%) and Thunder Bay Metropolitan Area experiencing the lowest (-5.6%). The decline participation rate in the Thunder Bay Metropolitan Area (-5.6%) was also higher than the Ontario provincial rate (-4.1%) for the same period of time (2011 to 2021).

Unlike the provincial trend which saw an increase in unemployment rate (47.0%) between 2011 to 2021, the Town of Atikokan and the District of Kenora saw a decrease. The unemployment rate in the Town of Atikokan decreased by 9.5% and the unemployment rate in the District of Kenora decreased by 14.7%. The remainder of the LSA communities experienced an increase in unemployment rates, similar to the provincial trend including the Thunder Bay Metropolitan Area (29.8%), the City of Dryden (9.2%), and the District of Thunder Bay (21.3%). All LSA communities had lower unemployment rates than the provincial average (12.2%), ranging from 7.6% to 10.9% (Statistics Canada 2011b; Statistics Canada 2016b; Statistics Canada 2021a).

In 2021, the labour forces of the LSA communities ranged in size from 1,120 to 70,930. The District of Thunder Bay (which includes the Thunder Bay Metropolitan Area) along with other municipalities, had the largest labour force, with a labour force, aged 15 and above, of 70,930. (Table 7.3-5) (Statistics Canada 2011b; Statistics Canada 2016b; Statistics Canada 2021a). From 2011 to 2021, the labour force at the provincial level grew 7.8%. The workforce for the District of Kenora experienced a similar trend and grew during this period, but more modestly by 4.7%. Other LSA communities experienced a decrease in their workforces including the Thunder Bay Metropolitan Area (-3.8%), City of Dryden (-8.3%), Town of Atikokan (-14.2%), and the District of Thunder Bay (-4.9%). As the workforce decreased in almost all LSA communities, participation rates also decreased in all LSA communities (Statistics Canada 2011b; Statistics Canada 2016b; Statistics Canada 2021a).

The Thunder Bay Metropolitan Area had a labour force of 60,485 in 2021. From 2011 to 2021, the Thunder Bay Metropolitan Area experienced a 29.8% increase its unemployment rate, which was the highest in all LSA communities at 10.9%, but still lower than the provincial rate of increase during the same time period (47.0%). The participation rate in the Thunder Bay Metropolitan Area has been decreasing since 2011 but in comparison to other LSA communities, experienced the lowest drop-in participation rate, with a decrease of 5.6% between 2011 and 2021 (Table 7.3-5). At the provincial level, the participation rate decreased by 4.1% during this same period.

The District of Kenora, which includes the City of Dryden, had a labour force of 29,245 in 2021. Between 2011 and 2021 its labour force had increased by 4.7% or 1,325 people (Table 7.3-5). During this period, the district's participation rate decreased from 63.7% to 57.3%, and its unemployment rate decreased from 10.2% to 8.7% (Statistics Canada 2011b; Statistics Canada 2016b; Statistics Canada 2021a). Increased population growth and lower median age (37.6 years) within the District of Kenora is likely due to the region's high fertility rate in comparison to the provincial average. In 2021, Kenora had the highest share of children aged 0-14 in the province (21.5%) and is projected to continue to have the highest share of children at 19.4% by 2046 (Ministry of Finance 2022).

In 2021, the City of Dryden (located within the District of Kenora) and Town of Atikokan (located within Rainy River District) had labour forces of 3,605 and 1,120, respectively (Table 7.3-5) (Statistics Canada 2011b; Statistics Canada 2016b; Statistics Canada 2021a; Statistics Canada 2021a). The City of Dryden and the Town of Atikokan experienced the largest declines in the



labour forces, with a decline of -8.3% and -14.2%, respectively. Although the City of Dryden experienced one of the largest declines in its labour force, the participation rate was among one of the highest for LSA communities at 58%, compared to the Thunder Bay Metropolitan Area, which had the highest participation rate at 58.5% (Statistics Canada 2011b; Statistics Canada 2016b; Statistics Canada 2021a). The Town of Atikokan had the smallest labour force (1,120 people) and lowest participation rate among the LSA communities (50.5% in 2021), well below the provincial average of 62.8% (Statistics Canada 2011b; Statistics Canada 2016b; Statistics Canada 2021a). This is likely due to its older population, with Atikokan having the highest median age of LSA communities (51.6 years).



Table 7.3-5: Labour Force Characteristics, 2011, 2016 and 2021^(a)

Metric	Thunder Bay Metropolitan Area	City of Dryden	Town of Atikokan	District of Kenora	District of Thunder Bay	Province of Ontario
Number of people in the labour force in 2021	60,485	3,605	1,120	29,245	70,930	7,399,200
Participation rate in 2021 (%)	58.5	58.0	50.5	57.3	57.8	62.8
Unemployment rate in 2021 (%)	10.9	8.3	7.6	8.7	10.8	12.2
Median Age in 2021	44.4	48.0	51.6	37.6	44.8	41.6
Number of people in the labour force in 2016	61,690	3,970	1,315	30,480	73,140	7,141,675
Participation rate in 2016 (%)	61.0	61.8	56.0	60.7	60.3	64.7
Unemployment rate in 2016 (%)	7.7	7.7	13.3	11.6	8.2	7.4
Median Age in 2016	44.8	46.2	50.3	36.5	45	41.3
Number of people in the labour force in 2011	62,865	3,930	1,305	27,920	74,610	6,864,990
Participation rate in 2011 (%)	62.0	62.9	56.6	63.7	61.5	65.5
Unemployment rate in 2011 (%)	8.4	7.6	8.4	10.2	8.9	8.3
Median Age in 2011	43.6	45.0	48.5	38.6	43.8	40.4



Metric	Thunder Bay Metropolitan Area	City of Dryden	Town of Atikokan	District of Kenora	District of Thunder Bay	Province of Ontario
Percentage Change in the labour force from 2011 to 2021 (%)	-3.8	-8.3	-14.2	4.7	-4.9	7.8
Change in participation rate from 2011 to 2021 (%)	-5.6	-7.8	-10.8	-10.0	-6.0	-4.1
Change in unemployment rate from 2011 to 2021 (%)	29.8	9.2	-9.5	-14.7	21.3	47.0
Change in median age from 2011 to 2021	1.8	6.7	6.4	-2.6	2.3	3.0

Source: (Statistics Canada 2011b; Statistics Canada 2016b; Statistics Canada 2021a).

a) Number of people in the labour force consists of individuals aged 15 and above.

b) Labour force characteristics for the local economy area include data from the Thunder Bay Metropolitan Area, City of Dryden, Town of Atikokan, District of Kenora and District of Thunder Bay, while labour force characteristics for the regional study area include data from the Province of Ontario.

% = percent.

7.3.5.1.1.2 *Indigenous Population*

This section summarizes the labour force characteristics of Indigenous populations (which includes those that identify as First Nation, Métis, and Inuit) within the Thunder Bay Metropolitan Area, City of Dryden, Town of Atikokan, District of Kenora, District of Thunder Bay and Province of Ontario. This section also summarizes the labour force characteristics and local economy for Indigenous communities in the LSA. As mentioned, to protect the confidentiality of Indigenous community members, many of the employment statistics have been rounded by Statistics Canada, making it difficult to compare rates accurately across communities. Where available, additional information on First Nation and Métis communities in the form of community profiles are attached in Appendix 7.2-A.

In 2021, the Indigenous labour force population in the non-Indigenous LSA communities ranged from 235 to 11,710. The largest number of Indigenous people in the labour force in 2021 was found in the District of Kenora (11,710), followed by the District of Thunder Bay (9,010), and the Thunder Bay Metropolitan Area (6,675). The District of Kenora has also maintained the largest number of Indigenous people in the labour force in previous years (11,970 in 2016 and 8,070 in 2011) in comparison to the District of Thunder Bay (8,525 in 2016 and 6,990 in 2011) and the Thunder Bay Metropolitan Area (5,980 in 2016 and 4,870 in 2011) (Table 7.3-6) (Statistics Canada 2011a; Statistics Canada 2016a; Statistics Canada 2021c). The Indigenous labour force population from 2011 to 2021 in non-Indigenous LSA communities including the Thunder Bay Metropolitan Area (37.7%), the Town of Atikokan (113.6%), the District of Kenora (45.1%) has grown in at a higher rate in comparison to the Province of Ontario (34.4%). The Indigenous labour force population from 2011 to 2021 in communities including the City of Dryden (15.0%) and the District of Thunder Bay (28.9%) have increased at rates lower than the provincial trend (34.4%). The Indigenous labour force population has grown the most in the Town of Atikokan (113.6%) and District of Kenora (45.1%) (Statistics Canada 2011a; Statistics Canada 2016a; Statistics Canada 2021c).

Between 2011 and 2021, the participation rate of the Indigenous population in the non-Indigenous LSA communities declined in most communities, at higher rates of change (4.4% to 13.8% decrease) compared to the provincial Indigenous population (3.2% decline) (Statistics Canada 2011a; Statistics Canada 2016a; Statistics Canada 2021c). Participation rates for the Indigenous populations in the majority of LSA communities were below the provincial Indigenous average (59.9%), with the exception of the Town of Atikokan (60.3%) (Statistics Canada 2011a; Statistics Canada 2016a; Statistics Canada 2021c). The Indigenous population in the Town of Atikokan was the only community that did not experience a decline in participation rates between 2011 and 2021, rising by 37.1%. The unemployment rates for the Indigenous populations were higher in the District of Thunder Bay (15.9%) and the Thunder Bay Metropolitan Area (16.7%) compared to the provincial Indigenous rate (15.0%). The unemployment rates for Indigenous populations for the City of Dryden (14.6%) and the District of Kenora (11.1%) were lower than the provincial Indigenous rate (15.0%). The unemployment rates for the Indigenous populations in 2021 were highest in the Thunder Bay Metropolitan Area

(16.7%) and lowest in the Town of Atikokan (0%) (Statistics Canada 2011a; Statistics Canada 2016a; Statistics Canada 2021c).

Table 7.3-6: Labour Force Characteristics - Indigenous Population, 2011 to 2021

Metric	Thunder Bay Metropolitan Area	City of Dryden	Town of Atikokan	District of Kenora	District of Thunder Bay	Province of Ontario
Number of people in the labour force in 2021	6,675	615	235	11,710	9,010	189,040
Participation rate in 2021 (%)	54.2	58.0	60.3	52.4	53.3	59.9
Unemployment rate in 2021 (%)	16.7	14.6	0.0	11.1	15.9	15.0
Median Age in 2021	28.8	32.8	35.2	26.4	29.2	33.2
Number of people in the labour force in 2016	5,980	715	215	11,970	8,525	176,145
Participation rate in 2016 (%)	54.9	65.5	64.2	55.5	54.5	61.8
Unemployment rate in 2016 (%)	15.0	13.3	14.0	19.3	15.9	12.7
Median Age in 2016	26.6	28.7	37.2	25.0	27.5	31.4
Number of people in the labour force in 2011	4,870	535	110	8,070	6,990	140,685
Participation rate in 2011 (%)	56.7	67.3	44.0	59.2	56.0	61.9
Unemployment rate in 2011 (%)	19.5	18.7	0.0	19.1	20.2	13.9
Median Age in 2011	27.9	27.0	42.8	24.9	28.7	31.2

Metric	Thunder Bay Metropolitan Area	City of Dryden	Town of Atikokan	District of Kenora	District of Thunder Bay	Province of Ontario
Percentage Change in the labour force from 2011 to 2021 (%)	37.1	15.0	113.6	45.1	28.9	34.4
Change in participation rate from 2011 to 2021 (%)	-4.4	-13.8	37.1	-11.5	-4.8	-3.2
Change in unemployment rate from 2011 to 2021 (%)	-14.4	-21.9	0.0	-41.9	-21.3	7.9
Change in median age from 2011 to 2021	3.2	21.5	-17.8	6.0	1.7	6.4

Source: (Statistics Canada 2011a; Statistics Canada 2016a; Statistics Canada 2021c)

- a) Some of the numbers are rounded for presentation purposes.
- b) Number of people in the labour force consists of individuals aged 15 and above.
- c) Labour force characteristics for the local economy area include data from the Thunder Bay Metropolitan Area, City of Dryden, Town of Atikokan, District of Kenora and District of Thunder Bay, while labour force characteristics for the regional study area include data from the Province of Ontario.
- d) Métis Nations and Councils do not have geographic communities surveyed by Statistics Canada. Indigenous population counts presented by Statistics Canada include First Nations, Inuit, and Métis. Therefore, Indigenous community populations presented above include these populations, along with the population self-identifying as being of other origins.

% = percent.



7.3.5.1.1.3 **Indigenous Communities Labour Force**

This subsection describes the labour force data for Indigenous communities in the LSA. Given that Métis Nations and Councils (including the Métis Nation of Ontario Atikokan and Area Métis Council, Métis Nation of Ontario Northwest Métis Council, Métis Nation of Ontario Thunder Bay Métis Council, and Red Sky Métis Independent Nation, as listed in Table 7.3-3), do not have geographic communities surveyed by Statistics Canada, statistical data disaggregated by Métis Nations and Councils are not available. However, Indigenous population counts for communities obtained from Statistics Canada include individuals who identify as First Nations, Inuit, and Métis. Table 7.3-8 identifies the number of individuals that identify as First Nations, Inuit and Métis within Indigenous and non-Indigenous communities in the LSA and RSA for 2021.

Based on data obtained from Statistics Canada, in 2021, the size of the labour force for individual Indigenous communities in the LSA (as discussed above, First Nations, Inuit and Métis are included in the totals) ranged from 35 people in Ojibway Nation of Saugeen to 335 in Lac Seul First Nation (Table 7.3-7). Data for Lac des Mille Lacs First Nation was not available as the area was suppressed for data quality or confidentiality reasons or the area was comprised of or contained incompletely enumerated Indian reserves or Indian settlements (Statistics Canada 2011a, 2016a, 2021a, 2021c). The majority of Indigenous communities experienced a decrease in their labour force from 2011 to 2021, with six communities experiencing decreases including Fort William First Nation (-14.7%), Lac Seul First Nation (-16.3%), Ojibway Nation of Saugeen (-22.2%), Lac La Croix First Nation (-31.6%), Wabigoon Lake Ojibway Nation (-36.8%), Couchiching First Nation (-3.4%). Four communities located in the LSA experienced an increase in their labour force including Migisi Sahgaigan (5.0%), Mitaanjigamiing First Nation (50.0%), Seine River First Nation (12.5%), and Nigigoonsiminikaaning First Nation (18.2%). The Indigenous LSA communities had a collective labour force size of 1,390 in 2021, which was lower than in 2016 and 2011. The collective labour force in the Indigenous LSA communities has decreased approximately 10% since 2011 (Statistics Canada 2011a, 2016a, 2021a, 2021b; 2021c).

Participation rates in the Indigenous communities in the LSA ranged from 38.2% to 66.7% in 2021, with almost all below the Indigenous provincial average of 59.9% (the exceptions being Lac La Croix First Nation and Mitaanjigamiing First Nation). Approximately half of the Indigenous communities in the LSA experienced an increase in participation rates between 2011 and 2021, while the other half experienced a decrease. Communities which experienced an increase included Ojibway Nation of Saugeen (56.2% to 58.3%), Couchiching First Nation (53.2% to 57.0%), Mitaanjigamiing First Nation (57.1% to 66.7%), Nigigoonsiminikaaning First Nation (50.0% to 59.10%), and Seine River First Nation (42.1% to 45.0%), while communities which experienced a decrease included Lac La Croix First Nation (65.5% to 65.0%), Migisi Sahgaigan (57.1% to 52.5%), Fort William First Nation (49.6% to 38.2%), Lac Seul First Nation (66.7% to 50.0%), and Wabigoon Lake Ojibway Nation (65.5% to 40.0%) (Statistics Canada 2011a, 2016a, 2021a, 2021b, 2021c).



During the same time period, six Indigenous LSA communities experienced decreases in their unemployment rates, mirroring the trend experienced at the Indigenous provincial level; these included Couchiching First Nation (15.3% to 14.0%), Migisi Sahgaigan (20.0% to 23.8%), Nigigoonsiminikaaning First Nation (27.3% to 15.4%), Lac La Croix First Nation (21.1% to 15.4%), Lac Seul First Nation (30.0% to 11.9%), and Wabigoon Lake Ojibway Nation (21.1% to 0.0%). Between 2011 and 2021, four Indigenous LSA communities experienced increases in their unemployment rates including Fort William First Nation (14.6% to 15.5%), Migisi Sahgaigan (20.0% to 23.8%), Ojibway Nation of Saugeen (22.2% to 28.6%), and Seine River First Nation (18.8% to 38.9%). In 2021 Seine River First Nation had the highest unemployment rate (38.9%) among the LSA First Nation communities, and Wabigoon Lake Ojibway Nation had the lowest (0%) (Statistics Canada 2011a, 2016a, 2021a, 2021b; 2021c).

According to the Métis Nation of Ontario, there are currently approximately 20,000 citizens currently on the Métis Nation of Ontario registry (MNO 2022a). Publicly available data does not allow for an estimate for the number of Métis Nation of Ontario citizens in the LSA communities. In 2009, approximately 8,000 Red Sky Métis Independent Nation citizens resided in communities throughout the Robinson-Superior Treaty area, as well as throughout Canada and the rest of the world (RSMIN 2009). More up to date population data for Red Sky Métis Independent Nation was not publicly available and does not allow for an estimate for the number of Red Sky Métis Independent Nation citizens in the LSA communities.

Fluctuating low employment and participation rates are typical of small and/or remote Indigenous communities. Changes in industrial activity due to market changes can have a particularly negative effect on such communities due to fewer and limited job opportunities compared to larger centres. High unemployment rates and barriers to employment in Indigenous communities in Canada are also due in part to the following (Conference Board of Canada 2012; Northern Policy Institute 2019):

- Qualifications, skills, education, and work experience that do not meet industry requirements for job readiness. The lower levels of educational attainment negatively impact Indigenous workers' employability and chances for promotion.
- The lower educational attainment of Indigenous population can be attributed to a number of factors:
 - Lower socio-economic and health outcomes;
 - More limited access to schools and culturally appropriate curriculum;
 - Lower per-student education funding of on-reserve Indigenous primary and secondary schools (compared to provincial average); and
 - Continuing impacts of residential schools.
- Lack of effective recruitment, selection and retention of Indigenous persons by firms. Worker reluctance to move away from home communities for work.



- Cultural issues (e.g., racism and misunderstandings) between Indigenous and non-Indigenous workers.
- Limited opportunities for wage based economic activity locally. Access to employment opportunities for Indigenous workers living in remote, rural or non-urban areas is generally limited to industries and organizations with local operations close to Indigenous communities.
- Lack of proximity to urban centres offering greater job, education, and training opportunities.

In recent years, two transmission projects have been built in northwestern Ontario, the East-West Tie Transmission Line Project and the Wataynikaneyap Power Project. The East-West Tie Transmission Line Project, completed in 2022, involved the partnership of Supercom Industries LP, a 100% Indigenous owned limited partnership between Indigenous communities most proximate to the project (Fort William First Nation, Red Rock Indian Band, Pays Plat First Nation, Biigtigong Nishnaabeg, Pic Moberg First Nation and Michipicoten First Nation). In 2020, approximately 50% of contract staff working on the project came from Indigenous communities and over 200 Indigenous community members were trained to work on the project. In addition, Indigenous facilitators from each proximate community participated in monitoring construction work (NextBridge Infrastructure 2020). Supercom hired approximately 500 people for the project that were trained and found work on the project (Northern Ontario Business 2022). The NextBridge Project also had an Indigenous Economic Benefits Plan that considered Supercom's existing Indigenous business partnerships, offered business-capacity building opportunities and provided employment and training programs to Indigenous groups (Supercom Industries and Hydro One 2020). In 2022, an estimated 200-plus workers who worked on this project moved on to other projects (Northern Ontario Business 2022).

The Wataynikaneyap Power Project, expected to be completed in 2023, is a partnership project between a transmission company that is equally owned by 24 First Nation communities, Fortis Inc. and other private investors. The project provides local training programs to its member communities for participants looking to gain direct or indirect employment in the construction of the Wataynikaneyap Power Project and electricity transmission industry (Wataynikaneyap Power 2023). The Wataynikaneyap Power Project also has a database for members of its 24 First Nation owner communities to match potential candidates with available jobs and is also used to identify gaps in training and support programs based on the needs of each community.



Table 7.3-7: Labour Force Characteristics of the Indigenous Communities in the Local Study Area from 2011 to 2021^(a,b,c)

Metric	Couchiching First Nation	Migisi Sahgaigan	Fort William First Nation	Mitaanjigamiing First Nation	Nigigoonsim-inikaaning First Nation	Ojibway Nation of Saugeen	Lac des Mille Lacs First Nation	Lac La Croix First Nation	Lac Seul First Nation	Seine River First Nation	Wabigoon Lake Ojibway Nation	Province of Ontario (Indigenous)
Number of people in the labour force in 2021	285	105	290	60	65	35	n/a	65	335	90	60	189,040
Participation rate in 2021 (%)	57.0	52.5	38.2	66.7	59.1	58.3	n/a	65.0	50.0	45.0	40.0	59.90%
Unemployment rate in 2021 (%)	14.0	23.8	15.5	25.0	15.4	28.6	n/a	15.4	11.9	38.9	0.0	15.00%
Median age in 2021	36.0	32.8	37.6	26.8	25.0	30.4	n/a	35.6	25.6	33.6	42.4	33.2
Number of people in the labour force in 2016	340	90	360	45	75	35	n/a	80	395	85	90	176,145
Participation rate in 2016 (%)	59.1	48.6	49.7	56.2	65.2	63.6	n/a	59.3	59.4	42.5	64.3	61.8
Unemployment rate in 2016 (%)	14.7	11.1	20.8	22.2	13.3	28.6	n/a	31.2	36.7	41.2	16.7	12.7
Median age in 2016	29.9	37.5	35.4	22.2	27.2	25.0	n/a	26.6	26.5	30.1	39.2	31.4
Number of people in the labour force in 2011	295	100	340	40	55	45	n/a	95	400	80	95	140,685
Participation rate in 2011 (%)	53.2	57.1	49.6	51.7	50.0	56.2	n/a	65.5	66.7	42.1	65.5	61.9
Unemployment rate in 2011 (%)	15.3	20.0	14.6	0.0	27.3	22.2	n/a	21.1	30.0	18.8	21.1	13.9
Median age in 2011	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	31.2
Percentage Change in the labour force from 2011 to 2021 (%)	-3.4%	5.0	-14.7	50.0	18.2	-22.2	n/a	-31.6	-16.3	12.5	-36.8	34.37%
Change in participation rate from 2011 to 2021 (%)	7.1	-8.1	-23.0	16.8	18.2	3.7	n/a	-0.8	-25.0	6.9	-38.9	-3.23%
Change in unemployment rate from 2011 to 2021 (%)	-8.5	19.0	6.2	n/a	-43.6	28.8	n/a	-27.0	-60.3	106.9	-100.0	7.91%

Metric	Couchiching First Nation	Migisi Sahgaigan	Fort William First Nation	Mitaanjigamiing First Nation	Nigigoonsim-inikaaning First Nation	Ojibway Nation of Saugeen	Lac des Mille Lacs First Nation	Lac La Croix First Nation	Lac Seul First Nation	Seine River First Nation	Wabigoon Lake Ojibway Nation	Province of Ontario (Indigenous)
Change in median age from 2011 to 2021	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	6.41%

Source: (Statistics Canada 2011a; Statistics Canada 2016a; Statistics Canada 2021; Statistics Canada 2021c).

- a) Some of the numbers are rounded for presentation purposes. Therefore, it may appear that the totals do not equal the sum of the individual values.
- b) Métis Nations and Councils in Table 7.3-3 do not have geographic communities surveyed by Statistics Canada. Indigenous population counts presented by Statistics Canada include First Nations, Inuit, and Métis. Therefore, Indigenous community populations presented above include these populations, along with the population self-identifying as being of other origins.
- c) Some Indigenous population data is not available for specific communities. Possible reasons include that the area does not meet the threshold population of 250 individuals who identify as Indigenous, or data for that community or area may have been suppressed for data quality or confidentiality reasons. In some cases, the community or area may be comprised of or contain incompletely enumerated reserves or settlements.

% = percent; n/a = not available.

Table 7.3-8 identifies the number of individuals that identified as First Nations, Inuit, and Métis within Indigenous and non-Indigenous communities in the LSA and RSA for the Statistics Canada 2021 Census Profile.

Table 7.3-8: Indigenous Population Profiles for Indigenous and Non-Indigenous Communities, 2021^(a,b)

Community or Region	First Nations	Inuit	Métis
Thunder Bay Metropolitan Area	12,815	25	3,705
City of Dryden	735	15	640
Town of Atikokan	255	0	210
District of Kenora	27,815	30	4,075
District of Thunder Bay	18,115	25	4,690
Couchiching First Nation	580	0	0
Migisi Sahgaigan	250	0	0
Fort William First Nation	810	0	20
Mitaanjigamiing First Nation	125	0	0
Nigigoonsiminikaaning First Nation	145	0	0
Ojibway Nation of the Saugeen	85	0	0
Lac des Mille Lacs First Nation	n/a	n/a	n/a
Lac La Croix First Nation	120	0	0
Lac Seul First Nation	990	0	0
Seine River First Nation	255	0	0
Wabigoon Lake Ojibway Nation	160	0	0
Total for LSA and RSA Communities	63,255	95	13,350
Province of Ontario	251,030	4,310	134,615

Source: (Statistics Canada 2021a; Statistics Canada 2021b; Statistics Canada 2021c)

a) Some of the numbers are rounded for presentation purposes. Therefore, it may appear that the totals do not equal the sum of the individual values.

b) Numbers provided represent a 25% sample of the overall population recorded by Statistics Canada.

7.3.5.1.2 Employment by Sector

Based on data obtained from Statistics Canada, in 2021, the service producing sector accounted for 78.4% of all occupations in Ontario, while the goods producing sector accounted for 18.8% (Table 7.3-9) (Statistics Canada 2021a). The healthcare and social assistance sector and retail sectors were the two largest employers in the RSA, with healthcare accounting for 11.6%, and retail as 10.8%, followed by the professional, scientific, and technical services sector (9.2%), and the manufacturing sector representing 8.9%. In 2021, employment in the

construction sector was 7.3% in the RSA and was the second highest goods producing sector after manufacturing (Statistics Canada 2021a).

Within the LSA, the labour force, which ranged from 72.5% to 81.9% in the LSA communities, was also employed predominantly in service producing occupations that are largely within the tertiary sector of the economy. Goods producing occupations accounted for the remaining 15.9% to 25.2% of employment (Table 7.3-9) (Statistics Canada 2021a). The Town of Atikokan was the LSA community with the highest proportion of employment in goods producing occupations (25.2%) and the Thunder Bay Metropolitan Area had the lowest (15.9%). The City of Dryden and the Town of Atikokan had slightly higher proportions of employment in the goods producing sector than the provincial average (18.8%) at 20.4% and 25.2%, respectively (Statistics Canada 2021a).

Health care and social assistance is the largest employer in every LSA community, accounting for 18.5% to 25.7% of each community. Resource-based extractive industries provided proportionally more employment in the LSA communities (ranging from 1.6% to 5.0%) compared to the RSA (1.4%). Conversely, manufacturing, which accounted for 8.9% of employment provincially, is less important in almost all LSA communities, with the exception of the City of Dryden – where manufacturing provides the highest percentage of employment in the goods producing sector in the LSA (8.5%). In the Thunder Bay Metropolitan Area, District of Kenora and District of Thunder Bay, a higher proportion of the labour force is employed in construction than manufacturing, while the inverse is true in the City of Dryden and the Town of Atikokan (Statistics Canada 2021a).

In the Indigenous communities within the LSA, the majority of workers were employed in the services sector (Table 7.3-10). The trend was similar for the Indigenous population within the Province of Ontario. Healthcare and social assistance, as well as public administration were the most prominent sectors within all Indigenous communities within the LSA. Healthcare and social assistance made up 6.5% of the service producing sector in Migisi Sahgaigan and 40.0% in Nigigoonsiminikaaning First Nation. In Wabigoon Lake Ojibway Nation, 20.0% of workers were employed within the goods and services sector in construction sector and had a comparable percentage of workers employed in the agriculture, forestry, fishing, and hunting sector (20.0%), although Migisi Sahgaigan had the highest percentage of employed within agriculture, forestry, fishing, and hunting (61.3%). Work in other goods producing sectors such as mining, quarrying, oil and gas was important in Seine River First Nation – where 11.8% of workers were employed, while work related to utilities and construction was important in Mitaanjigamiing First Nation – where 15.4% of workers were employed in each sector. Employment by occupational sector for the Indigenous communities within the LSA and for the Indigenous population in the Province of Ontario are provided in Table 7.3-10 (Statistics Canada 2021a).

Table 7.3-9: Employment by Occupational Sector in 2021

Occupational Sectors	Thunder Bay Metropolitan Area (#)	Thunder Bay Metropolitan Area (%)	City of Dryden (#)	City of Dryden (%)	Town of Atikokan (#)	Town of Atikokan (%)	District of Kenora (#)	District of Kenora (%)	District of Thunder Bay (#)	District of Thunder Bay (%)	Province of Ontario (#)	Province of Ontario (%)
Total Number of Employed – All occupations	60,500	100.0	3,595	100.0	1,090	100.0	29,245	100.0	70,920	100.0	7,399,205	100.0
Industry — NAICS 2012 — not applicable	1,300	2.1	45	1.3	25	2.3%	695	2.4%	1,480	2.1	212,505	2.9
Goods Producing Sector	9,640	15.9	735	20.4	275	25.2	5,440	18.6	12,470	17.6	1,388,760	18.8
Agriculture, forestry, fishing and hunting	1,280	2.1	135	3.8	45	4.1	725	2.5	1,670	2.4	104,895	1.4
Mining, quarrying, oil and gas extraction	945	1.6	60	1.7	55	5.0	975	3.3	1,900	2.7	34,365	0.5
Utilities	800	1.3	50	1.4	60	5.5	405	1.4	970	1.4	55,230	0.7
Construction	4,420	7.3	180	5.0	45	4.1	2,350	8.0	5,185	7.3	538,340	7.3
Manufacturing	2,195	3.6	310	8.6	70	6.4	985	3.4	2,745	3.9	655,930	8.9
Service Producing Sector	49,560	81.9	2,815	78.3	790	72.5	23,110	79.0	56,970	80.3	5,797,940	78.4
Wholesale trade	1,240	2.0	70	1.9	0	0.0	280	1.0	1,405	2.0	244,915	3.3
Retail trade	7,445	12.3	565	15.7	100	9.2	3,190	10.9	8,585	12.1	798,100	10.8
Transportation and warehousing	3,510	5.8	230	6.4	40	3.7	1,490	5.1	4,225	6.0	379,485	5.1
Information and cultural industries	930	1.5	45	1.3	10	0.9	210	0.7	1,025	1.4	169,120	2.3
Finance and insurance	1,220	2.0	85	2.4	10	0.9	435	1.5	1,350	1.9	399,035	5.4
Real estate and rental and leasing	680	1.1	40	1.1	10	0.9	345	1.2	730	1.0	152,050	2.1
Professional, scientific, and technical services	3,420	5.7	130	3.6	40	3.7	770	2.6	3,715	5.2	681,235	9.2
Management	30	0.0	0	0	0	0.0	0	0.0	40	0.1	26,245	0.4

Occupational Sectors	Thunder Bay Metropolitan Area (#)	Thunder Bay Metropolitan Area (%)	City of Dryden (#)	City of Dryden (%)	Town of Atikokan (#)	Town of Atikokan (%)	District of Kenora (#)	District of Kenora (%)	District of Thunder Bay (#)	District of Thunder Bay (%)	Province of Ontario (#)	Province of Ontario (%)
Administrative, support, waste and remediation	2,080	3.4	40	1.1	50	4.6	795	2.7	2,360	3.3	324,280	4.4
Educational services	5,195	8.6	215	6.0	85	7.8	3,040	10.4	6,245	8.8	531,255	7.2
Health care and social assistance	11,870	19.6	665	18.5	280	25.7	6,095	20.8	13,425	18.9	859,915	11.6
Arts, entertainment, and recreation	900	1.5	20	0.6	25	2.3	295	1.0	1,045	1.5	130,490	1.8
Accommodation and food services	3,975	6.6	310	8.6	60	5.5	1,505	5.1	4,500	6.3	390,670	5.3
Other services	2,655	4.4	145	4.0	30	2.8	975	3.3	2,970	4.2	283,115	3.8
Public administration	4,410	7.3	255	7.1	50	4.6	3,685	12.6	5,350	7.5	428,030	5.8

Source: (Statistics Canada 2021a).

Note: Due to Statistics Canada rounding conventions, the sum of all column entries may not add up to the exact total.

LSA = local study area; RSA = regional study area; # = number of employees; % = percent.

Table 7.3-10: Employment by Occupational Sector in the Indigenous Communities in the Local Study Area and Regional Study Area in 2021

Occupational Sectors	Couchiching First Nation (#)	Couchiching First Nation (%)	Migisi Sahgaigan (#)	Migisi Sahgaigan (%)	Fort William First Nation (#)	Fort William First Nation (%)	Mitaanijigamiing First Nation (#)	Mitaanijigamiing First Nation (%)	Nigoosiminikaaning First Nation (#)	Nigoosiminikaaning First Nation (%)	Ojibway Nation of Saugeen (#)	Ojibway Nation of Saugeen (%)	Lac des Mille Lacs First Nation (#)	Lac des Mille Lacs First Nation (%)	Lac La Croix First Nation (#)	Lac La Croix First Nation (%)	Lac Seul First Nation (#)	Lac Seul First Nation (%)	Seine River First Nation (#)	Seine River First Nation (%)	Wabigoon Lake Ojibway Nation (#)	Wabigoon Lake Ojibway Nation (%)	Province of Ontario (Indigenous) (#)	Province of Ontario (Indigenous) (%)
Total Employed – All occupations	155	100	295	100	265	100	65	100	50	100	30	100	N/A	N/A	70	100	335	100	85	100	50	100	189,045	99.99%
Industry — NAICS 2012 — not applicable	10	6.5	20	6.8	20	7.6	10	15.4	0	0	0	0	N/A	N/A	10	14.3	20	6	10	11.8	0	0	7,460	3.95%
Goods Producing Sector	95	61.3	50	17	30	11.3	20	30.8	0	0	0	0	N/A	N/A	10	14.3	40	11.9	20	23	20	40	37,925	20.06%
Agriculture, forestry, fishing, and hunting	95	61.3	15	5.1	0	0	0	0	0	0	0	0	N/A	N/A	0	0	10	3	0	0	10	20	2,370	1.25%
Mining, quarrying, oil, and gas extraction	0	0	10	3.4	0	0	0	0	0	0	0	0	N/A	N/A	0	0	0	0	10	11.8	0	0	3,495	1.85%
Utilities	0	0	10	3.4	0	0	10	15.4	0	0	0	0	N/A	N/A	10	14.3	0	0	0	0	0	0	2,045	1.08%
Construction	0	0	15	5.1	20	7.6	10	15.4	0	0	0	0	N/A	N/A	0	0	30	9	10	11.8	10	20	16,405	8.68%
Manufacturing	0	0	0	0	10	3.8	0	0	0	0	0	0	N/A	N/A	0	0	0	0	0	0	0	0	13,610	7.20%
Service Producing Sector	50	32.3	225	76.3	215	81.1	35	53.6	50	100	30	100	N/A	N/A	50	71.4	275	82.1	55	64.7	30	60	143,650	75.99%
Wholesale trade	0	0	10	3.4	0	0	0	0	0	0	0	0	N/A	N/A	0	0	0	0	0	0	0	0	3,965	2.10%
Retail trade	0	0	25	8.5	25	9.4	0	0	0	0	0	0	N/A	N/A	0	0	10	3	0	0	0	0	21,645	11.45%
Transportation and warehousing	10	6.5	15	5.1	10	3.8	0	0	0	0	0	0	N/A	N/A	0	0	0	0	0	0	0	0	7,790	4.12%
Information and cultural industries	0	0	0	0	0	0	0	0	0	0	0	0	N/A	N/A	0	0	0	0	0	0	0	0	2,500	1.32%
Finance and insurance	0	0	10	3.4	0	0	0	0	0	0	0	0	N/A	N/A	0	0	0	0	0	0	0	0	4,225	2.23%

Occupational Sectors	Couchiching First Nation (#)	Couchiching First Nation (%)	Migisi Sahgaigan (#)	Migisi Sahgaigan (%)	Fort William First Nation (#)	Fort William First Nation (%)	Mitaanijamming First Nation (#)	Mitaanijamming First Nation (%)	Nigigoosiminikaaning First Nation (#)	Nigigoosiminikaaning First Nation (%)	Ojibway Nation of Saugeen (#)	Ojibway Nation of Saugeen (%)	Lac des Mille Lacs First Nation (#)	Lac des Mille Lacs First Nation (%)	Lac La Croix First Nation (#)	Lac La Croix First Nation (%)	Lac Seul First Nation (#)	Lac Seul First Nation (%)	Seine River First Nation (#)	Seine River First Nation (%)	Wabigoon Lake Ojibway Nation (#)	Wabigoon Lake Ojibway Nation (%)	Province of Ontario (Indigenous) (#)	Province of Ontario (Indigenous) (%)
Real estate and rental and leasing	0	0	0	0	10	3.8	0	0	0	0	0	0.00%	N/A	N/A	0	0.00%	10	2.99%	0	0.00%	0	0.00%	2,515	1.33%
Professional, scientific, and technical services	0	0	10	3.4	0	0	0	0	0	0	0	0	N/A	N/A	10	14.3	0	0	0	0	0	0.00%	8,610	4.55%
Management	10	6.5	0	0	0	0	0	0	0	0	0	0	N/A	N/A	0	0	0	0	0	0	0	0	265	0.14%
Administrative, support, waste, and remediation	0	0	10	3.4	20	7.6	0	0	0	0	0	0	N/A	N/A	0	0	10	3	0	0	0	0	9,220	4.88%
Educational services	0	0	15	5.1	10	3.8	10	15.4	10	20	0	0	N/A	N/A	0	0	40	11.9	10	11.8	0	0	13,590	7.19%
Health care and social assistance	10	6.5	50	17	55	20.8	0	0	20	40	10	33.3	N/A	N/A	10	14.3	70	20.9	0	0	0	0	28,065	14.85%
Arts, entertainment, and recreation	20	12.9	10	3.4	20	7.6	0	0	0	0	0	0	N/A	N/A	0	0	10	3	0	0	0	0	3,870	2.05%
Accommodation and food services	0	0	20	6.8	10	3.8	0	0	0	0	0	0	N/A	N/A	0	0	10	3	10	11.8	10	20	11,600	6.14%
Other services	0	0	10	3.4	0	0	0	0	0	0	0	0	N/A	N/A	0	0	0	0	0	0	0	0	7,510	3.97%
Public administration	0	0	40	13.6	55	20.8	25	38.5	20	40	20	66.7	N/A	N/A	30	42.9	115	34.3	35	41.2	20	40	18,280	9.67%

Source: (Statistics Canada 2021a; Statistics Canada 2021c).

- Some of the numbers are rounded for presentation purposes. Therefore, it may appear that the totals do not equal the sum of the individual values.
- Métis Nations and Councils in Table 7.3-3 do not have geographic communities surveyed by Statistics Canada. Indigenous population counts presented by Statistics Canada include First Nations, Inuit, and Métis. Therefore, Indigenous community populations presented above include these populations, along with the population self-identifying as being of other origins.
- Some Indigenous population data is not available for specific communities. Possible reasons include that the area does not meet the threshold population of 250 individuals who identify as Indigenous, or data for that community or area may have been suppressed for data quality or confidentiality reasons. In some cases, the community or area may be comprised of or contain incompletely enumerated reserves or settlements.
- At the time of reporting, data on employment by occupational sector for the Indigenous population in the Province of Ontario was not available.

= number of employees; % = percent.



7.3.5.1.3 Income

7.3.5.1.3.1 *General Population Income*

Based on data obtained from Statistics Canada, in 2020, the median income of persons aged 15 and over in the LSA communities ranged from \$40,400 to \$45,200, with the Thunder Bay Metropolitan Area, District of Thunder Bay and City of Dryden having higher median total incomes than the provincial median of \$41,200 (Table 7.3-11) (Statistics Canada 2011b; Statistics Canada 2016b; Statistics Canada 2021a). This follows the pattern from 2010 and 2015 where the same LSA communities also had higher medians than the provincial median (\$30,526 in 2010 and \$33,539 in 2015). The Town of Atikokan had median total income lower than the provincial median at \$40,400 compared to \$41,200 (Statistics Canada 2021a).

Income compositions in 2020 varied between the LSA communities and the RSA.

In 2020, employment income made up a smaller proportion of total incomes in all LSA communities, ranging from 59.4% in the Town of Atikokan to 65.2% for the District of Kenora compared to the province (67.4%) (Statistics Canada 2021a). This trend was similar in 2015 where employment income made up 66.2% in the Town of Atikokan and up to 69.5% for the District of Kenora, compared to the province (72.9%). Employment making up a smaller proportion of total incomes in LSA communities could be attributed to higher unemployment rates and older age composition of the LSA communities. The proportion of employment income in all LSA communities declined overall from 2010 to 2020 overall, a trend also seen at the provincial level, which saw a decline from 74.8% to 67.4% (Table 7.3-11) (Statistics Canada 2011b; Statistics Canada 2016b; Statistics Canada 2021a).

The proportion of the working age population that worked for a full year, full time was also smaller in the LSA communities compared to the province (32.8%), with the exception of the City of Dryden, where the proportion was slightly higher at 34.8%. The Town of Atikokan had the lowest proportion of full-year, full-time workers at 28.9% and the City of Dryden had the highest at 34.8% (Statistics Canada 2021a). Government transfer payments made up a higher percentage of income in all LSA communities in comparison to the province (RSA). In 2020, the percentage of government transfer payments which made up a percentage of income for the province was 17.1%, while in other communities percentages ranged from 19.0% to 24.4%. Government transfer payments included old age security payments, pension plan benefits, employment benefits, social assistance, workers' compensation benefits, child benefits, sales tax credits, and other income from government sources. This is expected given the aging population in the LSA communities relative to that of Ontario, and the associated concentration of retirees earning pensions (Statistics Canada 2011b; Statistics Canada 2016b; Statistics Canada 2021a). As discussed in Section 7.2 (Community Well-Being), almost all of the LSA communities had median ages older than the provincial average of 41.6 years. The Town of Atikokan had the oldest population with a median age of 51.6 years and the District of Kenora and District and the Thunder Bay Metropolitan Area both had the youngest with median ages of 37.6 and 44.4, respectively (Statistics Canada 2021a).



Table 7.3-11: Income Characteristics in the Local and Regional Study Areas for 2010, 2015, and 2020

Metric	Thunder Bay Metropolitan Area	City of Dryden	Town of Atikokan	District of Kenora	District of Thunder Bay	Province of Ontario
Average total income in 2020 among recipients (\$)	51,950	52,850	49,920	49,360	51,800	56,350
Median total income in 2020 among recipients (\$)	43,200	45,200	40,400	41,200	43,200	41,200
Employment income (%)	62.2	64.0	59.4	65.2	62.2	67.4
Government Transfers (%)	20.0	19.0	24.4	20.0	20.40	17.1
Average employment income in 2020 among recipients (\$)	46,960	47,560	46,800	45,640	46,880	\$52,600
Median employment income in 2020 among recipients (\$)	38,400	38,400	41,600	36,800	38,000	\$38,000
Proportion of working-age population who worked full-year, full-time in 2020 (%)	30.2	34.8	28.9	32.5	29.7	32.8
Median employment income in 2020 for full-year, full-time workers (\$)	65,000	64,500	65,500	59,600	65,000	67,000
Average total income in 2015 among recipients (\$)	45,168	44,783	40,860	40,419	44,707	47,915
Median total income in 2015 among recipients (\$)	36,378	37,312	33,225	31,431	35,852	33,539

Metric	Thunder Bay Metropolitan Area	City of Dryden	Town of Atikokan	District of Kenora	District of Thunder Bay	Province of Ontario
Employment income in 2015 (%)	67.8	67.6	66.2	69.5	67.9	72.9
Government Transfers in 2015 (%)	14.2	15.4	19.7	16.3	14.6	11.1
Average employment income in 2015 among recipients (\$)	42,767	41,193	37,816	38,799	42,491	47,369
Median employment income in 2015 among recipients (\$)	34,572	32,688	32,528	29,117	33,877	33,946
Proportion of working-age population that worked full-year, full-time in 2015 (%)	30.9	32.2	24.7	31.0	30.3	33.9
Median employment income in 2015 for full-year, full-time workers (\$)	54,751	59,382	54,538	50,805	55,236	55,121
Average income in 2010 (\$)	39,079	40,930	35,970	37,515	38,856	42,264
Median income in 2010 (\$)	31,523	33,359	26,945	30,032	31,191	30,526
Employment income as a proportion of total income in 2010 (%)	68.9	70.0	64.6	72.1	68.6	74.8

Source: (Statistics Canada 2011b, 2016b; 2021a)

- a) Some of the numbers are rounded for presentation purposes. Therefore, it may appear that the totals do not equal the sum of the individual values.
- b) Median incomes reported here are a weighted median based on data available for study area communities from Statistics Canada.
- % = percent; \$ = Canadian Dollars.



The Project workforce is anticipated to be mainly comprised of trades, transport, and labour staff (as discussed in Section 3.6 – Project Workforce and Procurement Opportunities). In 2022, trades and labour occupations in the Northwest Ontario Economic Region (consisting of the Districts of Kenora, Rainy River and Thunder Bay) generally earned median annual wages in the \$41,600 to \$87,500 range, which was higher than the overall median wage for full-time, full-year employment in the LSA communities, which was around \$39,000 to \$65,000 in 2020 (Government of Canada 2022, Statistics Canada 2021a). Median incomes for labour were typically in a lower \$33,000 to \$46,000 range. The median incomes associated with some of the occupations required during Project construction are outlined in Table 7.3-12.

Table 7.3-12: Employment Incomes by Occupation, Northwest Ontario (Economic Region) for 2022

Occupation	Low for Hourly Wages (\$)	Median for Hourly Wages (\$)	Median for Annual Wages (\$)	High for Hourly Wages (\$)
Carpenter	21.00	32.00	66,560	42.00
Concrete Finisher	n/a	n/a	n/a	n/a
Construction managers	27.50	42.07	87,506	70.51
Construction millwrights and industrial mechanics	23.87	32.50	67,600	43.02
Construction trades helpers and labourers	16.55	22.00	45,760	37.00
Contractors and supervisors, heavy equipment operator crews	23.00	34.00	70,720	46.00
Cook	16.55	16.55	34,424	23.00
Electrical power line and cable worker	22.40	40.00	83,200	47.50
Forestry worker	18.00	22.46	46,717	29.00
Heavy duty equipment mechanics	20.56	30.50	63,440	41.97
Heavy equipment operator (except crane)	18.00	27.00	56,160	34.97
Helicopter Pilot	n/a	n/a	n/a	n/a
Industrial electricians	27.50	35.50	73,840	45.00
Ironworker	29.69	42.04	87,443	46.09
Janitors, caretakers, and building superintendents	16.55	20.00	41,600	29.54
Other labourers in processing, manufacturing, and utilities	16.55	20.35	42,328	30.00



Occupation	Low for Hourly Wages (\$)	Median for Hourly Wages (\$)	Median for Annual Wages (\$)	High for Hourly Wages (\$)
Surveyor	n/a	n/a	n/a	n/a
Transport truck driver	18.75	25.35	52,728	33.29

Source: Government of Canada 2023.

Note: n/a = not available; \$ = Canadian Dollars

Calculated assuming full-year employment (52 weeks) and a 40-hour work week. Rounded to the nearest \$10.

7.3.5.1.3.2 **Indigenous Population**

In 2020, the median income in the Indigenous LSA communities (for which information was available), was lower than the Indigenous communities in the RSA (\$36,000) and the non-Indigenous communities in the RSA (\$41,200) (Statistics Canada 2021a). This is indicative of differences in educational attainment, employment levels, and, in the case of people living in remote areas, availability of work.

In 2020, the proportion of income derived from earnings ranged from 44.0% to 61.6% – lower than the proportions for the Indigenous population in Ontario overall (67.2%), and lower than in 2015, where the proportion of income derived from earnings ranged from 60.2% to 68.1% compared to the Indigenous population in Ontario overall (73.0%). In 2020, the proportion of income in the Indigenous LSA communities derived from government transfers ranged from 30.6% to 53.0%. This was an increase compared to in 2015 the proportion of income derived from government transfers ranged from 23.6% to 39.2%, which was higher than the percentage for the Indigenous population in Ontario (17.8%). This could be due to the federal government COVID-19 support measures provided at that time. Income characteristics for Indigenous communities in the LSA are summarized in Table 7.3-13.

Some population data is not available for specific communities (i.e., income and earning statistics was not available for Migisi Sahgaigan (where only data for 2020 was available), Nigigoonsiminikaaning First Nation, Ojibway Nation of Saugeen, Lac des Mille Lacs First Nation, Lac La Croix First Nation, and Wabigoon Lake Ojibway Nation). Possible reasons include that the area does not meet the threshold population of 250 individuals who identify as Indigenous, or data for that community or area may have been suppressed for data quality or confidentiality reasons. In some cases, the community or area may be comprised of or contain incompletely enumerated reserves or settlements.

As previously stated, given that Métis Nations and Councils do not have geographic communities surveyed by Statistics Canada, statistical data disaggregated by Métis Nations and Councils are not available. However, Indigenous population counts for communities obtained from Statistics Canada include individuals who identify as First Nations, Inuit, and Métis and are available in Table 7.3-8.



Table 7.3-13: Income Characteristics for Indigenous Communities, 2010, 2015, and 2020

Metric	Couchiching First Nation	Migisi Sahgaigan	Fort William First Nation	Mitaanjigamiing First Nation	Nigigoonsiminikaaning First Nation	Ojibway Nation of Saugeen	Lac des Mille Lacs First Nation	Lac La Croix First Nation	Lac Seul First Nation	Seine River First Nation	Wabigoon Lake Ojibway Nation	Province of Ontario (Indigenous)
Average total income in 2020 among recipients (\$)	40,600	31,200	33,900	n/a	n/a	n/a	n/a	n/a	\$33,800.00	\$25,000.00	n/a	\$48,200
Median total income in 2020 among recipients (\$)	30,200	25,400	26,000	n/a	n/a	n/a	n/a	n/a	\$27,200.00	\$21,400.00	n/a	\$36,000
Employment income (%)	60.8	54.0	48.0	n/a	n/a	n/a	n/a	n/a	61.6	44.0	n/a	67.2
Government Transfers (%)	30.6	42.0	41.4	n/a	n/a	n/a	n/a	n/a	35.2	53.0	n/a	23.1
Average employment income in 2020 among recipients (\$)	35,200	29,600	34,200	n/a	n/a	n/a	n/a	n/a	\$31,400.00	\$24,000.00	n/a	\$46,280
Median employment income in 2020 among recipients (\$)	23,800	27,800	23,600	n/a	n/a	n/a	n/a	n/a	\$26,800.00	\$16,800.00	n/a	\$32,800
Proportion of working-age population who worked full-year, full-time (%)	28.0	20.0	20.3	n/a	n/a	n/a	n/a	n/a	31.34%	20.00	n/a	63.9
Median employment income in 2020 for full-year, full-time workers (\$)	46,800	44,800	47,600	n/a	n/a	n/a	n/a	n/a	\$42,800.00	\$39,200.00	n/a	\$58,400.00
Average total income in 2015 among recipients (\$)	27,334	n/a	28,760	n/a	n/a	n/a	n/a	n/a	22,602	16,026	n/a	35,887

Metric	Couchiching First Nation	Migisi Sahgaigan	Fort William First Nation	Mitaanjigamiing First Nation	Nigigoonsiminikaaning First Nation	Ojibway Nation of Saugeen	Lac des Mille Lacs First Nation	Lac La Croix First Nation	Lac Seul First Nation	Seine River First Nation	Wabigoon Lake Ojibway Nation	Province of Ontario (Indigenous)
Median total income in 2015 among recipients (\$)	20,352	n/a	19,733	n/a	n/a	n/a	n/a	n/a	17,675	12,448	n/a	25,352
Employment income in 2015 (%)	65.3	n/a	65.8	n/a	n/a	n/a	n/a	n/a	68.1	60.2	n/a	73.0
Government income in 2015 (%)	28.6	n/a	23.6	n/a	n/a	n/a	n/a	n/a	30.0	39.2	n/a	17.8
Average employment income in 2015 among recipients (\$)	25,698	n/a	31,926	n/a	n/a	n/a	n/a	n/a	21,931	15,276	n/a	36,725
Median employment income in 2015 among recipients (\$)	19,008	n/a	19,776	n/a	n/a	n/a	n/a	n/a	16,160	8,672	n/a	26,714
Proportion of working-age population who worked full-year, full-time in 2015(%)	27.0	n/a	21.9	n/a	n/a	n/a	n/a	n/a	22.6	17.5	n/a	29.3
Median employment income in 2015 for full-year, full-time workers (\$)	36,651	n/a	43,008	n/a	n/a	n/a	n/a	n/a	37,248	27,488	n/a	48,121
Average income in 2010 (\$)	24,835	n/a	24,440	n/a	n/a	n/a	n/a	n/a	21,739	17,301	n/a	31,370
Median income in 2010 (\$)	20,158	n/a	17,368	n/a	n/a	n/a	n/a	n/a	16,536	14,554	n/a	22,546
Employment income as a proportion of total income in 2010 (%)	69.4	n/a	64.6	n/a	n/a	n/a	n/a	n/a	70.3	50.4	n/a	72.8

Source: (Statistics Canada 2011a; Statistics Canada 2016a; Statistics Canada 2021a).

- a) Some of the numbers are rounded for presentation purposes. Therefore, it may appear that the totals do not equal the sum of the individual values.
- b) Métis Nations and Councils in Table 7.3-3 do not have geographic communities surveyed by Statistics Canada. Indigenous population counts presented by Statistics Canada include First Nations, Inuit, and Métis. Therefore, Indigenous community populations presented above include these populations, along with the population self-identifying as being of other origins.
- c) Some Indigenous population data is not available for specific communities. Possible reasons include that the area does not meet the threshold population of 250 individuals who identify as Indigenous, or data for that community or area may have been suppressed for data quality or confidentiality reasons. In some cases, the community or area may be comprised of or contain incompletely enumerated reserves or settlements.

% = percent; \$ = Canadian Dollars, n/a = not available.

7.3.5.2 Economic Development

The Project will support economic development in the LSA communities and RSA through the provision of procurement opportunities. A description of the regional economy driving the development and operations of goods and services suppliers in the LSA, followed by a goods and services supplier profile in the LSA, are described in the following sections.

7.3.5.2.1 Regional Economy Overview

In 2022, Ontario's gross domestic product (GDP) was \$758.9 billion, representing 43.6% of Canada's national GDP (1.74 trillion) (Treasury Board Secretariat 2023; Statista 2023)). The primary driver of the provincial economy is the service sector, accounting for over three-quarters of the GDP (77.1%) (Statistics Canada 2023a). The real estate, renting and leasing, finance and insurance, and manufacturing subsectors accounted for the largest segments of the Ontario economy in 2022 (Table 7.3-14).

Table 7.3-14: Gross Domestic Product by Industry in Ontario for Millions of Chained Dollars in 2022^(a)

Industry	2022
Real estate and rental and leasing	12.6%
Finance and insurance	10.0%
Manufacturing	11.0%
Professional, scientific, and technical services	8.1%
Construction	7.9%
Public administration	7.4%
Health care and social assistance	7.2%
Wholesale trade	6.6%
Educational services	5.5%
Retail trade	4.6%
Information and cultural industries	3.8%
Transportation and warehousing	3.6%
Administrative and support, waste management, and remediation services	3.2%



Industry	2022
Other services (except public administration)	1.9%
Utilities	1.8%
Accommodation and food services	1.8%
Agriculture, forestry, fishing, and hunting	1.1%
Mining, quarrying, and oil and gas extraction	1.1%
Arts, entertainment, and recreation	0.7%
Management of companies and enterprises	0.1%

Source: (Statistics Canada 2023a).

a) Chained Dollars is a method of adjusting real dollar amounts for inflation over time, so as to allow comparison of figures from different years.

% = percent

7.3.5.2.2 Local Study Area Economy

There is a diverse range of industry activity in the LSA communities, with the Districts of Kenora and Thunder Bay supplying goods and services to residents, industrial, commercial and construction operations and projects in the region. The mining and forestry industries have been the primary drivers of the regional economy for decades and the service industry and labour market in the LSA communities have developed in response to the demand created by these industries.

7.3.5.2.2.1 Thunder Bay Metropolitan Area

Thunder Bay is the largest metropolitan centre in northwestern Ontario with a significant natural resources-based economy with a large forest products, mining, and manufacturing workforce. Compared to the national economy, Thunder Bay has four times as many people employed in forestry and logging compared to the national economy, 3.4 times as many in paper manufacturing, and 3.3 times as many in metal ore mining (Government of Canada 2020). As a regional transportation hub, the city has more than 3,000 workers employed in logistics and warehousing and is also a staging area for tourism across northern Ontario. In recent years, Thunder Bay has also diversified and built capacity to sustain a knowledge-based economy focused on high-growth areas in medical research, healthcare and education (Thunder Bay CEDC no date). The major employers in the Thunder Bay Metropolitan Area are in the industries of healthcare (Thunder Bay Regional Health Sciences Centre; St. Joseph's Care Group), education (Lakehead District School Board), forestry/forestry products (Resolute Forest Products), and mass transportation/equipment manufacturing (Bombardier Transportation) (Thunder Bay CEDC 2022).



As the largest LSA community, the Thunder Bay Metropolitan Area has a large range of businesses, especially in accommodation, construction equipment and contracting, manufacturing, and transportation. A complete list of businesses in the Thunder Bay Metropolitan Area can be found on the Thunder Bay Chamber of Commerce member directory (Thunder Bay Chamber of Commerce 2022).

7.3.5.2.2.2 *City of Dryden*

Like other LSA communities, the economy of Dryden is driven primarily by value added forestry services. Domtar and PRT Group, two forestry-product companies, are the two largest private sector employers in Dryden (City of Dryden 2017a). The City of Dryden acts as a hub for retail, food, tourism, and health services as it is the largest settlement located between the Thunder Bay Metropolitan Area and the City of Kenora, while also being situated along Highway 17. Food (chain and local) retail establishments are available within the City of Dryden including but not limited to A&W, B&B Roadhouse Bar and Grill, McDonald's, Tim Hortons and Subway. Hotels and accommodations such as Best Western, Comfort Inn, Holiday Inn, lodges, campgrounds and RV parks are also present.

There are multiple businesses operating within the city which provide health-related, delivery, law, cleaning and/or retail services which may contribute to the local economy and may provide employment to individuals residing within the area including but not limited to gas stations such as ESSO and Petro, Canadian Tire, LCBO, Walmart, and Ford Ltd. The City of Dryden provides a variety of retail, food, tourism, and health services which may not be present in smaller communities surrounding the city and may experience economic contribution from individuals residing within smaller LSA communities. A complete list of businesses in the City of Dryden are available from the city's online business directory (City of Dryden 2017b).

7.3.5.2.2.3 *Town of Atikokan*

The Town of Atikokan's economy is one of the most diverse economies in northwestern Ontario. With a history in mining and forestry, the town is currently near 24 active mining sites today, while Resolute Forest Products employs over 100 locals at its Sapawe mill (AEDC 2022a). The town has also diversified to include energy development, manufacturing of value-added wood products and tourism (AEDC 2020). The town houses a thermal generating station, the BioPower Sustainable Energy Corporation, which is North America's largest biomass-fuel power plant (Town of Atikokan no date). Tourism is also a prominent industry in the town due to Atikokan's location near the Quetico Provincial Park and White Otter Wilderness Area (AEDC 2020). Several camps, lodges, outfitters, and resorts are located in the area. The largest employers in Atikokan are in healthcare, forestry, electricity, and government (AEDC 2020).

A large range of businesses operate in the Town of Atikokan. These include accommodation, health and safety services, manufacturing (forestry and forestry related products), retail, and service industries (including contractors for building, logging and mining, maintenance and cleaning, and air services) (AEDC 2020).



A complete list of businesses found in the Town of Atikokan can be found on the Town of Atikokan's Chamber of Commerce website. The Atikokan Economic Development Corporation (AEDC) is the primary office responsible for helping business and industry to locate, relocate or expand operations in or around Atikokan, Upsala, and the First Nations of Seine River, Lac La Croix, and Lac des Mille Lacs (AEDC 2020). The AEDC also assists, on behalf of FedNor, entrepreneurs starting or growing their businesses, and operates the Atikokan Employment Centre to help facilitate employment services.

7.3.5.2.2.4 District of Kenora

The largest population centers within the District of Kenora are the City of Kenora and the City of Dryden. The City of Kenora is the larger of the two cities and has a fairly diverse economy, which is primarily driven by key sectors including forestry, healthcare, manufacturing, resource extraction and recreation and tourism (City of Kenora 2022). Healthcare is the largest industry sector within the City of Kenora and plays an important role because the city is the second largest healthcare centre in northwestern Ontario after Thunder Bay. The city provides healthcare services to local residents throughout the District of Kenora, members of Indigenous communities in the surrounding region, and cottagers/tourists who spend their summers at Lake of the Woods (as described below).

The City of Kenora's manufacturing industry is also important to the region's economy and contributes over \$43 million to the City of Kenora's GDP (City of Kenora 2022). The manufacturing industry also accounts for approximately 18% of northwestern Ontario's manufacturing labour force and is comprised of more than 8,500 skilled workers. Additionally, Avalon Advanced Materials has plans to invest over \$500 million in a lithium processing operation, and new exporting manufacturers such as Freshwater Cuisine and Lake of the Woods Brewing Company are bringing new streams of revenue into the community through the export of food and beverage products. The City of Kenora is located in an ideal location for exporting manufactured products in northwestern Ontario due to its close proximity to Winnipeg, Minneapolis, the Canadian Prairies and the U.S. Midwest.

The District of Kenora is located along the Canadian Shield which is mineral-rich. There are several mines and exploration projects through the district including: initiatives associated with the Ring of Fire, Musselwhite Mine, Cochenour Mine, and Red Lake Mine. Forestry services are also a prominent driver of the local economy as the city is home to the world's largest TimberStrand® engineered wood product mill – a \$258 million investment made by Weyerhaeuser (City of Kenora 2022; OMA 2021).

Tourism and recreation are important throughout the district and typically play a large role for more remote, northern communities (City of Kenora 2022). The City of Kenora is located on Lake of the Woods, which overlaps Ontario, Manitoba, and the U.S state of Minnesota. Lake of the Woods covers approximately 3,846 square kilometres (km²), making it a premier boating destination for both locals and tourists. Outpost camps are also popular among tourists who seek wilderness experiences such as hunting, fishing and trapping (Kenora District Camp



Owners Association 2016). In September of 2022, FedNor announced it was investing approximately \$9.7 million to support key tourism projects across northwestern Ontario, which included multiple tourism operations located within the Kenora District (FedNor 2022).

As noted above, the second largest city of the District of Kenora is the City of Dryden, where the economy is primarily driven by forestry services including Domtar and PRT Group (City of Dryden 2017a).

7.3.5.2.2.5 District of Thunder Bay

The largest population centres in the District of Thunder Bay are the Thunder Bay Metropolitan Area, the Municipality of Oliver Paipoonge and the Municipality of Greenstone. The Thunder Bay Metropolitan Area is the largest of the three and sustains a diverse economy driven by healthcare, transportation and manufacturing services, as described above. The Municipality of Oliver Paipoonge and the Municipality of Greenstone support similar economic activity (Municipality of Oliver Paipoonge 2016; Municipality of Greenstone 2022). Key industries in both municipalities include agriculture, resource extraction (i.e., forestry and mining), construction, and healthcare. A 2021 report published by the North Superior Workforce Planning Board (NSWPB) produced statistics related to the distribution of workers for key industries in the District of Thunder Bay, which noted the healthcare and social assistance, retail trade, educational services, public administration, construction, accommodation and food services as the industries in which people were most employed (North Superior Workforce Planning 2021). Alternatively, industries that sustained the highest number of businesses included real estate, ambulatory health care services, professional, scientific and technical services, and speciality trade contractors.

Outdoor recreation activities, including fishing, hunting, and camping, are also important throughout the District of Thunder Bay. Superior Country promotes tourism in the District of Thunder Bay and in Northern Ontario in general (Superior Country 2022). The association's directory includes businesses in categories including fishing, hunting, camping, touring, boating, golfing and winter activities.

7.3.5.2.3 Goods and Services Supplier Profile

The Project has the potential to procure Project materials and services from local businesses and contractors. This subsection describes the goods and services supplier profiles for the LSA communities.

7.3.5.2.3.1 Non-Indigenous Local Businesses

The Thunder Bay Metropolitan Area is the most populous municipality in northwestern Ontario and serves as northwestern Ontario's commercial, administrative, and medical hub (Thunder Bay CEDC 2017). The city receives substantial air, rail, and shipping traffic due to its location along major continental transportation routes and proximity to the United States of America. In recent years, Thunder Bay has been used as the staging location for the construction of two major transmission lines in northwestern Ontario, the East-West Tie Transmission Line and



Wataynikaneyap Power Project (CBC 2020). Over 700 businesses operate within the city and surrounding area. Around 300 businesses specialize in trades, transportation and storage, and engineering and industrial services. Dozens of companies specialize in offering industrial supplies and equipment, chemical and concrete products, and retail and wholesale services and products (Visit Thunder Bay no date; Thunder Bay Chamber of Commerce no date).

In addition to the Thunder Bay Metropolitan Area, businesses operating in trades, transportation and storage, and engineering and industrial services can be found in the other townships located within the District of Thunder Bay. Due to their small population sizes, the number of businesses is limited, with no more than a dozen in operation in each community, with the sole exception being the Town of Marathon (Township of Dorion no date; Town of Marathon 2019; Township of Nipigon 2022; Municipality of Shuniah 2018; Terrace Bay 2021).

The District of Kenora has over 175 businesses, of which there are 23 companies that are classified as building and construction, along with a handful of other service industries relevant to the Project (e.g., accommodations and manufacturing). The district has a limited number of supply companies.

The City of Dryden has around 100 businesses, of which ten are classified as service industries relevant to the Project (e.g., accommodations, contractors, skilled trades, transportation, and utilities and waste services) (City of Dryden 2017c). Dryden has a very limited number of supply companies. In the Town of Atikokan, there are two dozen construction and transportation companies, several dozen retail and accommodation companies, and eight companies specializing in forestry related manufacturing services (AEDC 2022b)

7.3.5.2.3.2 Indigenous Local Businesses

Indigenous businesses within the non-Indigenous and Indigenous communities within the LSA can be identified through the Government of Canada's Indigenous Business Directory, the Canadian Council for Aboriginal Business (CCAB) and the Anishnawbe Business Professional Association member directory. Based on available secondary data and Project-team knowledge of the local area, several Indigenous-owned businesses operate in the LSA communities, primarily in the Thunder Bay Metropolitan Area. The listings include a range of construction, general contracting, consulting, engineering, retail, and health services (Government of Canada no date). Businesses operating within the Indigenous communities within the LSA are primarily focused on retail service offerings. Where available, additional information on First Nation and Métis communities in the form of community profiles are attached in Appendix 7.2-A.

The MNO have several businesses, partnerships and joint ventures through their company Infinity Investments LP, which include construction, security, engineering and procurement companies (MNO 2022b). The MNO also have an internal business registry of businesses owned by MNO members. Procurement bids are provided to the MNO, which are then internally distributed to businesses within the relevant project area for bid.



7.3.5.3 Local Government Finances

The Project is predicted to result in payment of taxes and contribute to government revenues. It may contribute to First Nation reserve community revenues, and potentially affect local government expenditures (i.e., through the potential use of emergency services and infrastructure during construction). Equity investments in the Project by First Nations will also generate a stable, long-term revenue source for the nine partner First Nations. Existing government finances for the communities in the government finance LSA and RSA are described below.

The section presents government finance profiles of local communities (i.e., Thunder Bay Metropolitan Area, City of Dryden and Town of Atikokan) and the regional districts (i.e., District of Thunder Bay, District of Kenora), within which the Project is located and that could potentially receive financial benefits and incur expenditures from the Project use of services and infrastructure.

Transmission line owners are required to pay property taxes to municipalities, as regulated under the *Electricity Act 1998*, the *Municipal Act 2001*, and the *Assessment Act 1990*. The occupation rights for a transmission line that crosses and/or occupies provincially or federally owned land or land owned by a railway company, fall under agreements or permits (e.g., a Land Use permit), which are subject to an annual fee (rent).

Portions of the Project footprint are located within the boundary of the District of Kenora and the District of Thunder Bay. Government finance profiles of the communities transected by the Project that would receive Project property taxes or payment in lieu of taxes from the Project are also discussed in this section.

Local governments predominantly generate revenue through property taxes and sales of services. Generally, local government expenditures fall under the broad categories of expenditures directed to government operations, goods and services acquisition, and income transfers. Tax revenues reflect the economic vitality of a community, in terms of business activity, local incomes and property values. Tax expenditures help identify key areas of public service and community need. Recent municipal revenues and expenditures in the communities in the government finance LSA are presented in Table 7.3-15.

For the municipalities and districts identified in the LSA communities, top revenue sources in the 2021-2022 fiscal year include utility fees and service charges from municipal owned businesses, taxation, grants and fees, and user charges (Table 7.3-15). Top expenditures were varied among the municipalities and municipal districts and were predominantly for services such as housing, social assistance, and health and social services. All LSA communities had surpluses in the most recent fiscal year for which data was available, with the Thunder Bay Metropolitan Area having the largest annual surplus (\$78.7 million) (Table 7.3-15).



Revenue sources for the LSA communities includes revenue from grants, taxation, and levies. In comparison to the other LSA communities, government transfers were a larger source of revenue in the City of Dryden, District of Kenora, and Town of Atikokan. The Thunder Bay Metropolitan Area's two largest revenue sources came from Tbaytel (a municipally-owned telecommunications company in Thunder Bay and surrounding area) fees and service charges, and taxation.



Table 7.3-15: Revenues and Expenditures for Government Finance Local Study Area Communities 2019, 2020, and 2021

Location	Total Expenditures	Expenditure Type	Total Revenue	Breakdown of Revenue Type	End of Year Fiscal Position
City of Thunder Bay (2021)	\$543,686,892	<ul style="list-style-type: none"> • Tbaytel: \$156,016,533; • Protection to Persons and Property: \$107,938,254; • Environmental Service: \$64,069,112; • Transportation Services: \$60,332,199; • Recreation and Cultural Service: \$45,527,379; • Social and Family Services: \$40,987,347; • Health Services: \$37,970,432; • General Government: \$22,725,103; and • Planning and Development: \$8,120,533. 	\$622,379,479	<ul style="list-style-type: none"> • Tbaytel fees and service charges: \$204,889,000; • Taxation (net): \$204,296,246; • Fees and Service Charges: \$87,833,914; • Province of Ontario Grants: \$76,707,336; • Other: \$22,944,060; • Government of Canada Grants: \$21,453,177; • Investment Income: \$4,255,746; and • Contributed Tangible Capital Assets: \$0. 	<ul style="list-style-type: none"> • Annual Surplus: \$78,692,587. • Accumulated Surplus: \$1,080,658,789.

Location	Total Expenditures	Expenditure Type	Total Revenue	Breakdown of Revenue Type	End of Year Fiscal Position
City of Dryden (2020)	\$26,712,284	<ul style="list-style-type: none"> ● Protection Services: \$6,133,602; ● Transportation Services: \$5,483,716; ● Environmental Services: \$5,213,827; ● General Government: \$3,733,530; ● Recreation and Cultural Services: \$3,185,959; ● Health Services: \$1,060,096; ● Social and Family Services: \$912,997; ● Social Housing: \$514,626; and ● Planning and Development: \$473,931. 	\$31,516,368	<ul style="list-style-type: none"> ● Taxation: \$14,481,674; ● Fees and User Charges: \$6,522,349; ● Provincial Government Transfers: \$6,360,154; ● Other Income: \$3,300,939; and ● Federal Government Transfers: \$851,252. 	<ul style="list-style-type: none"> ● Annual Surplus: \$4,804,084. ● Accumulated Surplus: \$79,836,044.



Location	Total Expenditures	Expenditure Type	Total Revenue	Breakdown of Revenue Type	End of Year Fiscal Position
Town of Atikokan (2019)	\$12,903,106	<ul style="list-style-type: none"> ● Environmental Services: \$3,561,505. ● Transportation Services: \$3,086,891. ● General Government: \$1,944,844. ● Recreation and Cultural Services: \$1,802,021. ● Protection Services: \$1,238,079. ● Health Services: \$688,512. ● Social Housing: \$271,865. ● Planning and Development: \$224,344. and ● Social and Family Services: \$85,045. 	\$19,229,916	<ul style="list-style-type: none"> ● Taxation: \$8,506,304; ● Federal Government Transfers: \$255,676; ● Provincial Government Transfers: \$7,595,646; ● User Fees and Service Charges: \$2,112,733; ● Municipal Grants: \$11,324; ● Income from Government: \$166,622; and ● Other Income: \$581,611. 	<ul style="list-style-type: none"> ● Annual Surplus: \$6,326,810. ● Accumulated Surplus: \$54,892,446.



Location	Total Expenditures	Expenditure Type	Total Revenue	Breakdown of Revenue Type	End of Year Fiscal Position
District of Thunder Bay (2021)	\$98,130,981	<ul style="list-style-type: none"> ● Ontario Works: \$31,267,639; ● Direct-Owned Community Housing Building Operations: \$19,455,079; ● Child Care and Early Years: \$18,547,559; ● Community Housing and Administration: \$17,501,945; and ● Homelessness Prevention: \$11,358,759. 	\$101,623,786	<ul style="list-style-type: none"> ● Provincial Grants: \$55,477,105; ● Levy to Municipalities and Territory Without Municipal Organization: \$22,691,800; ● Federal Grants: \$11,216,534; ● Rents: \$10,451,751; ● Income Earned on Reserve Funds: \$921,304; ● Other: \$765,292; and ● Income Earned on Unrestricted Funds: \$100,000. 	<ul style="list-style-type: none"> ● Annual Surplus: \$3,492,805. ● Accumulated Surplus: \$58,674,063.



Location	Total Expenditures	Expenditure Type	Total Revenue	Breakdown of Revenue Type	End of Year Fiscal Position
District of Kenora (2021)	\$75,463,104	<ul style="list-style-type: none"> • Land Ambulance Program: \$18,232,788; • Social Housing Program: \$13,302,742; • Early Learning Program: \$12,390,382; • Homelessness Program: \$9,561,316; • Social Assistance Program: \$8,015,596; • Other Programs: \$6,165,816; • Direct Delivery Child Care: \$4,966,783; and • Family Centres Program \$1,845,914. • Administrative Costs \$670,898 • Integrated Social Services Program \$310,869 	\$77,963,357	<ul style="list-style-type: none"> • Government Transfers (Operating): \$41,635,017; • Municipal/ Municipalities and Territory Without Municipal Organization (Operating): \$17,452,386; • Other Partner Revenue: \$11,707,558; • Participant Contributions: \$6,822,612; • Miscellaneous: \$242,502; and • Interest: \$103,282. 	<ul style="list-style-type: none"> • Annual Surplus: \$2,500,253. • Accumulated Surplus: \$38,227,588.

Sources: (City of Thunder Bay, 2021; District of Thunder Bay, 2021; District of Kenora, 2021; City of Dryden, 2020; Town of Atikokan, 2019).

- a) Annual Surplus and Annual Deficit is the difference between Annual Revenue and Expenditures for a given fiscal year.
- b) Accumulated Surplus and Accumulated Deficit refers to the municipalities' overall financial position at the end of the fiscal year.
- c) The City of Dryden 2021 Consolidated Financial Statement is not available, so the 2020 Consolidated Financial Statement was used as this was the most recently available data source.
- d) The Town of Atikokan 2021 Consolidated Financial Statement is not available, so the 2019 Consolidated Financial Statement was used as this was the most recently available data source.
- e) Some of the numbers are rounded for presentation purposes. Therefore, it may appear that the totals do not equal the sum of the individual values.

\$ = Canadian Dollars.



7.3.6 Potential Project-Environmental Interactions

Potential Project-environment interactions were identified through a review of the Project description and existing environmental conditions. The linkages between Project components and activities and potential economic effects are identified in Table 7.3-16.

Table 7.3-16: Project–Environment Interactions for Economy

Criteria	Indicator	Project Stage Construction ^(a)	Project Stage Operation and Maintenance	Project Stage Retirement	Description of Potential Project-Environment Interaction
Labour Force and Local Economy	<ul style="list-style-type: none"> Local and Regional Employment Opportunities; and Procurement of Project materials and services from local businesses and contractors. 	✓	✓	✓	Changes in employment due to Project labour demand including: <ul style="list-style-type: none"> Changes to employment and income; Changes to businesses contracting opportunities; Changes to business goods services; and Changes to services supply revenues.
Local Government Finances	<ul style="list-style-type: none"> Local Government Revenues; and Local Government Expenditures. 	✓	✓	-	Change in government finances due to the generation of government revenues including: <ul style="list-style-type: none"> Changes to local/regional government expenditures on the Project; and Changes to taxation revenues.

✓ = A potential Project-environment interaction could result in an environmental or socio-economic effect.

_ = No plausible interaction was identified. The construction scenario assessed as part of the EA is considered bounding and potential effects and mitigation measures for retirement are not identified separately in this EA.



7.3.7 Potential Effects, Mitigation Measures, and Net Effects

This section presents the potential effects, appropriate mitigation measures, and predicted net effects to economic conditions. A summary of the potential effects, mitigation measures, and net effects are presented in Table 7.3-17.

7.3.7.1 Labour Force and Local Economy

7.3.7.1.1 Local and Regional Employment Opportunities

Potential Effects

Project construction workforce hiring would generate direct, indirect and induced employment and income, and is expected to create employment opportunities for both Indigenous and non-Indigenous local community members.

The change in labour demand due to the Project would come from three sources:

- Direct employment – workers required to build and operate the Project;
- Indirect employment – workers associated with production of goods, materials and services consumed in Project construction and with upstream production of inputs used in the production of goods and services; and
- Induced employment – workers associated with the consumer or household spending of the wages and incomes earned in the Project associated with direct and indirect employment.

A portion of direct and indirect employment and associated income opportunities could be available to appropriately skilled workers in the labour force and local economy LSA communities.

Direct Employment

Over the course of the approximately 43-month construction period, there could be 80 to 220 full-time equivalent (FTEs) of direct employment at any given time, dependent on the activities being completed (e.g., peak direct construction employment is expected to occur during the construction stage for foundation and structure assembly). Much of this employment will be temporary and short-term in nature, with the majority of the positions required for Project construction activities covering a period of several months. Specialized people that are employed for different activities as the Project is executed, may or may not be employed for more than 12 months (full-time hours). Total construction employment numbers will be disaggregated spatially and temporally along the different sections of the Project footprint. It is expected that, as construction advances along the right-of-way (ROW), some specialized positions will move between Project segments. For example, each segment will require dedicated flagging, clearing, and access road development workers. Staking, geotechnical work, foundation development and stringing operations are also, to some extent, staggered by



section. It is expected that up to 80% of the Project area will be subject to activity at any given time, and also long segments of structures at any given time that will have limited or no activity. Subject to approvals and any changes based on recommendations of the Independent Electricity System Operator (IESO), tower assembly in laydown yards is expected to be ongoing between October 2024 to March 2025 and September 2026 to March 2027. Assembly by helicopter and cable splicing will require a small, highly-trained workforce that will move from segment to segment, without overlap.

Construction ramp-up activities for the Project is estimated to begin in Q2 of 2024 and will require an average workforce of 110. As construction ramps up, the Project workforce is anticipated to increase to around 220 during peak construction activities for six to eight weeks in January and February 2025 (Subject to change on the recommendation of the IESO). The workforce requirement begins to decrease steadily to around 60 from May 2027 onward, as stringing and cable splicing activities are completed at the various segments of the Project.

Generally, employment associated with early development activities (e.g., flagging, clearing and access road work) will require a small workforce comprised largely of labour and entry-level positions. Some of the local and regional employment procurement opportunity contracts include foundation materials, transport of people, mechanics, camp services, brushing contractors, administration, road building contractors and materials, aggregate, geotextiles, drainage structures, reclamation materials, security, and environmental monitoring. In addition, Woodland Heritage Northwest is working on behalf of Hydro One to recruit and certify archaeological field technicians and monitors who can then be employed during the archaeological work for the Project. Staking, geotechnical work, foundation development, and tower assembly is expected to require a larger, more technical workforce made up of skilled positions, including trades. The stringing workforce will be relatively large, while the workforce for assembly by helicopter and cable splicing will be smaller and will require specific technical skill sets.

Where feasible and competitive, the Project will draw upon trades and contractors in the LSA communities. Hydro One is working with the Indigenous LSA communities to maximize participation in the Project. As noted in Section 7.3.5.1.1.3 (Indigenous Communities Labour Force), workers from some of the Indigenous LSA communities have been employed on transmission line projects in northwestern Ontario in recent years. The experience of working on the NextBridge East-West Tie Transmission Line Project and the Wataynikaneyap Power Project helped develop skills and training for many workers in the nearby Indigenous communities, some of which overlap with the Indigenous LSA communities. Depending on their availability, the trained Indigenous workforce from these two projects could be looking for employment on transmission line projects such as this Project. It is anticipated that the majority of labour sourced from the labour force and local economy will come from the Thunder Bay Metropolitan Area, particularly those associated with staking, foundation development and tower assembly, given the presence of a large trades and construction labour force relative to that of the smaller labour force in the LSA communities. Some of these positions may be filled by

workers from outside of the LSA communities as needed. Project development is not yet at a stage where specific labour sources and sub-contractors have been identified. As such, no quantification of anticipated local employment accrued through Project construction has been provided.

In recent years, Ontario has experienced labour shortages in several industries with record-high job vacancies and high labour force participation rates (CBC 2023). In late 2022, the construction job vacancy rate in Ontario was 21,940 positions or 5.1% while the transportation and warehousing industry had 15,110 vacancies or 4.8% (Statistics Canada 2023b). While the wages in the construction sector typically outperform other industries, not enough students express interest in trades training to replace the workers that are retiring (CBC 2023). With a notable proportion of the baby boomer workforce retiring (which some economists believe was accelerated by the COVID-19 pandemic), and a smaller number of younger workers available to replace them, this has led to unprecedented labour shortages across nearly every employment sector (CBC 2022). Project-related employment would generate income for workers. The Project will pay wages in line with Electrical Power Systems Construction Association's construction worker union rates wages for Project-related occupations, with Hydro One's Contractor's approach to compensation, and with Hydro One's internal approach to compensation. The Project will enter into agreements with contractors that establish terms for compensation.

Investments are being made associated with the Project in employment-readiness initiatives, including upskilling, training and capacity building of the Indigenous labour force to ensure maximum participation in technical and non-technical employment opportunities.

As the Project is expected to source a portion of its direct labour from existing contractors in the LSA communities, direct employment opportunities created by Project construction is expected to, in most cases, represent a continuation of activity for those employed by contractors. Where contractors lack capacity to meet the Project's demand for labour, it is expected that they will hire from the local labour market, creating a limited amount of new employment.

Project operation and maintenance, and retirement stages are not expected to generate employment beyond a small number of maintenance positions (three to eight FTEs per year during operation) and is not expected to meaningfully affect the labour market LSA communities or RSA.

Indirect and Induced Employment

In addition to direct employment effects, there is expected to be indirect and induced employment on an annual basis supported by goods and services spending during the 43-month construction period. As with direct employment, much of the Project's indirect and induced employment would be temporary and contractual in nature. Project construction would generate indirect employment in Ontario, and specifically in the Districts of Kenora and Thunder Bay for the supplier industry businesses from which the construction contractor would purchase goods and services. There would also be incremental indirect employment due to the chain

reaction of output further up the goods and services production stream. Much of the indirect employment created by the Project within the broader LSA communities and RSA is expected to fall within the professional services sector (e.g., engineering, scientific consulting, legal services), and in those sectors providing construction materials (e.g., structural steel), representing contracts for existing businesses. Other indirect employment is expected to be wide-spread across other industries, particularly those supplying the Project with goods and services (e.g., wholesale, manufacturing, transport, camp supplies). These industries are available in the LSA communities, largely concentrated in the Thunder Bay Metropolitan Area, as well as the RSA. Both study areas would therefore indirectly benefit from the Project. Some goods, such as camp consumables, may also be sourced from the communities in the LSA.

During construction, induced employment would occur mostly in industries where incomes created by indirect and induced employment are spent on consumer goods (e.g., service industries such as food and beverage services, and retail), and could be spread across the LSA communities and RSA. It is unlikely that Project construction would yield induced employment in the communities in the LSA communities, as workers would not likely be making significant consumer purchases in these communities.

Benefit Measures

Benefit enhancements specific to Project effects on the labour force will be implemented during Project construction, operation and maintenance. The Project's contractor maintains an Indigenous Relations Policy that outlines the company's principles and guidelines as it pertains to conducting business with Indigenous communities including Trust, Relationships, Communication and Information Sharing, Business Opportunities and Employment, Education and Training, and approach to understanding the Land, History, Culture and Environment.

Hydro One also offers opportunities to Indigenous communities to participate in projects. For example, Indigenous communities can identify monitors with minimum qualification and training to participate at project sites in archaeological or natural environment studies (pending the fulfillment of liability insurance, Workplace Safety and Insurance Board Coverage, and a written agreement) (Hydro One 2023).

The contractor will implement the following benefit enhancement measures (Table 7.3-16):

- Support local hiring of qualified personnel where appropriate;
- Support local and regional procurement where practicable;
- Work with Indigenous communities and businesses to train local members to be equipped to participate as employees either directly with the contractor or with subcontractors; and
- Maximize Indigenous participation through employment opportunities on the Project to the extent practicable.



Net Effect

A net effect that is positive in direction is predicted and described in Section 7.3.7 (Potential Effects, Mitigation Measures, and Net Effects) above and in Table 7.3-16. This net effect is carried forward to the net effects characterization (Section 7.3.8 – Net Effects Characterization).

7.3.7.1.2 Changes in Business Opportunities and Revenues Due to Contracting, Project Spending**Potential Effects**

Business opportunities and revenues are expected to be created in response to Project-related demand for goods and services. A portion of these opportunities and revenues could be provided by local and regional businesses. During the construction stage, local and regional procurement opportunities are expected to generally consist of short-term contracts with firms to provide construction services and products. Services include technical trades, such as staking, geotechnical work and foundations development, as well as those related to engineering and other professionals. The Project will also procure supplies and services pertaining to management and operation of the temporary construction camps (such as catering, cleaning, security, municipal or private waste and water services and first aid and/or medics), as well as transportation, forestry-related services (i.e., timber removal and ROW clearing), storage, machine operation and other areas. The Project will procure construction materials such as concrete, fences and gates, and fuel. Businesses would accrue revenues from supplying these goods and services to the Project, thereby benefiting from the associated Project expenditures.

A portion of the above-mentioned services and materials may be procured from the LSA communities and RSA. Potential local materials to be procured may include items such as foundation steel, aggregate materials, concrete, grounding hardware, and camp supplies. The majority of materials for the construction of the transmission line (e.g., steel structures, foundation materials, conductors, insulators, and guy wires) will be provided by structure suppliers and hardware and conductor manufacturers. The procurement of these products is not expected to be from the LSA communities, although they may be sourced from within Ontario, Canada or internationally, depending on economics and availability. In many cases, materials will be procured overseas.

While contractors and suppliers will be determined during the procurement stage of the Project, there are several firms that could provide construction and excavation services. There are also companies that could provide miscellaneous industrial goods, including heavy equipment and heavy equipment operators, to the Project that are located within the LSA communities. The majority of these firms are based in the Thunder Bay Metropolitan Area.

The Project's contractor will advertise all publicly available contracts, which will be open to qualified businesses including local ventures and Indigenous-owned or operated businesses. It is expected that qualified and competitive Indigenous businesses in the LSA communities may provide these services. It is anticipated that Indigenous-owned businesses in the LSA communities have existing capacity (experienced workers) from their work with the mining,



forestry and resource development industries. Indigenous firms that have worked on similar projects in the region are also familiar with the context and requirements of working with a large corporation (e.g., contract administration, health and safety, insurance) that they must have to successfully win contracts.

The contractor will provide Indigenous communities and local construction firms with requests for proposals related to the procurement of goods and services for the Project. The construction stage is estimated to be almost four years and will move along multiple sections to complete the approximately 360 kilometre (km) Project. Multiple sub-contractors may be used at different construction sites along the route, each of them having relatively short and small contracts. The procurement of goods and services is expected to come from companies that already have existing operations and staff in the LSA communities, and thus the work will be a continuation of their existing operations. Due to the existing capacity in the LSA communities, short construction stage, and the relatively small amount of goods and services that are likely to be sourced from the LSA communities, it is not expected that the Project's demand for goods and services will lead to a substantial number of jobs being created in the local economy. The Project is also not expected to be a major contributor of economic growth during the construction stage. It is expected, however, to provide increased incomes and experience to people that are directly or indirectly employed by the Project. It is expected to also provide some increased opportunities to the Indigenous and local businesses that receive contracts to supply the Project.

Mitigation Measures

Hydro One and its contractor will implement the following mitigation measures (Table 7.3-17):

- Develop and implement the Indigenous Participation Plan.
- Support Indigenous Communities, local, and regional procurement where practicable.
- Procurement opportunities for local qualified candidates from Indigenous Communities will be prioritized.

Net Effects

A net effect is predicted for changes in business opportunities and revenues due to contracting, Project spending and spending of employment income, which is positive in direction and described above and in Table 7.3-17. This net effect is carried forward to the net effects characterization (Section 7.3.8 – Net Effects Characterization).



7.3.7.2 Government Finances

7.3.7.2.1 Change in Government Finances due to Generation of Government Revenues

Potential Effects

The economic activity associated with the Project construction, including that of contractors, suppliers and employees, is anticipated to positively contribute to government net revenues through income and other taxes.

Local governments and the Province of Ontario would benefit from the Project through tax and other revenues from the businesses and households that would receive employment and income benefits. At the provincial government level, incremental taxes would occur through personnel income taxation of Project associated employment income and through taxes on products, goods and supplies used in Project construction.

The small amount of taxes generated through employment income and goods and supplies used during Project operations would further contribute to government net revenues during operations. During the operation and maintenance stage, the Project is also expected to generate local and provincial government revenues through grants in lieu of taxes and other revenue to the provincial government and Indigenous communities. Under a scenario where Hydro One will not own land associated with Project construction or operation and maintenance, the occupation rights on Crown land for the transmission footprint will fall under a Land Use Permit, issued by the Ministry of Natural Resources and Forestry (MNRF), and be subject to annual rent. In the event Hydro One transfers its Land Use Permit to an easement, the easement will be subject to an annual rent and will continue to be exempt from municipal property tax. The Project is expected to generate payments in lieu of taxes to municipalities transected by the Project. Private land use rights (administered through temporary easements or permanent easement) associated with the Project will be exempt from municipal tax.

The payments associated with the Project to provincial and local governments are not expected to be substantial in comparison to total annual revenue streams for these governmental authorities (refer to Section 7.3.5.3 – Local Government Finances). While this revenue is expected to be modest, it will be steadily collected over the duration of the operation and maintenance stage and, therefore, will be a constant revenue stream that can be used for long-term planning within budgeting processes.

Payments made to governments during the operation and maintenance stage are positive benefits of the Project.

Mitigation Measures

Benefit enhancement measures, such as providing governments with information about total annual payments from the Project over the operation and maintenance stage of the Project, will enable governments to incorporate revenues from the Project into their long-term budgeting processes (Table 7.3-17).



Net Effect

There is a net effect predicted for the change in government finances due to the generation of government revenues due to the Project, which is positive in direction and described above and in Table 7.3-17. This net effect is carried forward to the net effects characterization (Section 7.3.8 – Net Effects Characterization).

7.3.7.2.2 Change in Local Government Expenditures through the Use of Services and Infrastructure**Potential Effects**

The Project is expected to potentially affect government expenditures through the use of services and infrastructure (e.g., emergency, waste and water) during the construction stage.

Electricity at the camp will be provided by diesel generators; therefore, there will be no impact to local government expenditures as the Project will not be using local electricity grids.

The Project will require solid and liquid waste disposal and potable water at temporary construction camps during the construction stage. Water for work sites will be sourced from local water sources using a Permit to Take Water. Water for temporary construction camps and laydown areas will be obtained from local suppliers via water tank trucks, or a water well may be developed on site to provide required water resources. Domestic effluent will be removed from temporary construction camps by approved disposal trucks and disposed of at municipal wastewater treatment plants with authorization and capacity to accept this waste. Additional government expenditures are expected through the use of the municipal wastewater treatment plants by the Project. Solid waste disposal services, including hazardous and non-hazardous waste, will be provided on site at temporary construction camps, likely through private contractors; however, waste may be sent to public landfills. It is unknown which communities these services will be sourced from at this time. For detailed information about the use of services and infrastructure, refer to Section 7.2 (Community Well-being).

The Project will have an occupational health and safety plan and internal occupational health services Project team to assist with managing Project-related injuries to lessen the burden on local emergency services. However, there is still the potential that emergency services may be used by the Project if there are unforeseen accidents and/or emergencies. The Project is not expected to set up service agreements to use emergency services with local districts. As a result, the Project is expected to adversely affect local health service expenditures.

Mitigation Measures

The following mitigation measures will be implemented to address impacts to waste and water services (Table 7.3-17):

- Hydro One and their contractor(s) will prepare and implement Waste Management Plans that describe the appropriate management of solid, liquid, and hazardous waste, including:



- Construction-related garbage, debris, and surplus materials;
- Hazardous materials, such as used oil, filter and grease cartridges, and lubrication containers; and
- Domestic garbage and camp waste (i.e., food and grey water).
- The transportation, storage, and handling of fuels will be in compliance with the *Technical Standards and Safety Act 2000* and the *Transportation of Dangerous Goods Act (Technical Standards and Safety Act 2000; Transportation of Dangerous Goods Act 1992)*. The transport vehicles will be licensed and maintained according to safety requirements.
- Fuels and hazardous materials will be transported in approved containers in licensed vehicles.
- A recycling program will be implemented at the temporary construction camps to reduce the amount of solid waste generated as a requirement of the construction contract with Hydro One with their contractor(s).
- Hydro One will pay market value for the use of solid and liquid waste and potable water services from local providers.

The following mitigation measures will be implemented to address impacts to emergency services (Table 7.3-17):

- During pre-construction, Hydro One and their contractor(s) will engage with all local emergency services that may be impacted by the Project and provide them with pertinent information such as the sections of the Project within the emergency services district, types of work activities occurring, estimated manpower, emergency planning, etc.
- Hydro One and its contractor(s) will provide the following types of controls to address non-emergency health and safety issues (quantities and locations to be determined):
 - Primary Care Paramedics and/or Emergency Medical Responders;
 - First Aiders;
 - First Aid Clinics; and
 - Mobile Treatment Centre.
- Hydro One and their contractor(s)' medics will provide emergency response, medical assessment, primary health care, chronic disease management, injury prevention, health promotion, medical referral, and coordinate emergency medical evacuations as needed for workers in remote and isolated settings.



- Hydro One will pay local service providers such as the LSA cities, the District of Thunder Bay and District of Kenora, in the event that emergency services are used by the Project to offset any financial burden that the Project may place on local government expenditures.

Net Effects

Based on the mitigation measures implemented above, the Project utilization of waste and water services and emergency services are not expected to negatively affect service capacity or local government expenditure outlays as the services are provided using a cost-recovery approach where Hydro One will pay for these services. No net effect is predicted for the change in government expenditures through the use of services and infrastructure, after implementation of mitigation measures; therefore, this effect is not carried forward to the net effects assessment.

7.3.7.3 Summary of Potential Effects, Mitigation Measures, and Net Effects

Table 7.3-17 provides a summary of the effects assessment, which is based on the previous assessment discussion and the implementation of mitigation measures identified above and further supplemented in the table below.



Table 7.3-17: Summary of Potential Effects and Mitigation Measures to Socio-economic Criteria

Project Component or Activity	Potential Effect	Mitigation Measures	Net Effect
Labour Force and Local Economy			
<ul style="list-style-type: none"> Project activities during the construction stage: <ul style="list-style-type: none"> Employment of personnel. 	<ul style="list-style-type: none"> Project construction workforce hiring would generate direct, indirect and induced employment and income, and create employment opportunities for local and Indigenous communities. 	<ul style="list-style-type: none"> Implement the Indigenous Engagement Procurement Plan to maximize local and Indigenous opportunities through employment, training and subcontracting. Support local hiring of qualified personnel where appropriate. Support local and regional procurement where practicable. Work with Indigenous communities and businesses to train local members to be equipped to participate as employees either directly with the Project contractor or subcontractors 	<ul style="list-style-type: none"> Increase in employment opportunities and income associated with the Project.
<ul style="list-style-type: none"> Project activities during the construction stage: <ul style="list-style-type: none"> Procurement of materials, goods, and services. 	<ul style="list-style-type: none"> Project procurement of materials, goods and services during construction, and household and consumer-oriented spending associated with the wages and salaries of Project employees and employees of Project contractors and suppliers would support local and Indigenous business opportunities and local and regional business revenues. 	<ul style="list-style-type: none"> Implement the Indigenous Participation Plan. Support procurement from Indigenous communities, local, and regional sources where practicable. Hydro One will prioritize procurement opportunities for local qualified candidates from Indigenous communities. 	<ul style="list-style-type: none"> Increases in business opportunities and revenues due to contacting and Project spending.

Project Component or Activity	Potential Effect	Mitigation Measures	Net Effect
Government Finance			
<ul style="list-style-type: none"> Project construction activities during the construction, operation, and maintenance stage: <ul style="list-style-type: none"> Project payment of taxes. 	<ul style="list-style-type: none"> Project associated payments in connection with income and other taxes during construction; property taxes to municipalities, and payments to government bodies during operation would affect local regional government revenues. 	<ul style="list-style-type: none"> Benefit enhancement measures, such as providing governments with information about total annual payments from the Project over the operation and maintenance stage of the Project, will enable governments to incorporate revenues from the Project into their long-term budgeting processes. 	<ul style="list-style-type: none"> Project associated payments in connection with income and other taxes during construction; property taxes to municipalities, and payments to government bodies during operation would positively affect local regional government revenues.
<ul style="list-style-type: none"> Project activities during the construction stage. 	<ul style="list-style-type: none"> Direct Project utilization of health and emergency services and water/waste infrastructure could increase demand on local services and infrastructure and affect local government expenditures. 	<ul style="list-style-type: none"> Hydro One with its contractor(s) will prepare and implement Waste Management Plans that described the appropriate management of solid, liquid, and hazardous waste, including: <ul style="list-style-type: none"> Construction related garbage, debris, and surplus materials; Hazardous materials such as used oil, filter and grease cartridges, and lubrication containers; and Domestic garbage and camp waste (i.e., food and grey water). The transportation, storage, and handling of fuels will be in compliance with the <i>Technical Standards and Safety Act, 2000</i> and the <i>Transportation of Dangerous Goods Act, 1992 (Technical Standards and Safety Act 2000; Transportation of Dangerous Good Act 1992)</i>. The transport vehicles will be licensed 	<ul style="list-style-type: none"> No net effect.



Project Component or Activity	Potential Effect	Mitigation Measures	Net Effect
		<p>and maintained according to safety requirements.</p> <ul style="list-style-type: none"> ● Fuels and hazardous materials will be transported in approved containers in licensed vehicles. ● A recycling program will be implemented at the temporary construction camps to reduce the amount of solid waste generated as a requirement of the construction contract with Hydro One with their contractor(s). ● Hydro One will pay market value for the use of solid and liquid waste and potable water services from local providers. ● During pre-construction, Hydro One and its contractor(s) will engage with all local emergency services that may be impacted by the Project and provide them with pertinent information such as the location of work fronts within the emergency services district, types of work activities occurring, estimated manpower, emergency planning, etc. ● Hydro One and their contractor(s) will provide the following types of controls to address non-emergency health and safety issues (quantities and locations to be determined): <ul style="list-style-type: none"> • Primary Care Paramedics and/or Emergency Medical Responders; • First Aiders; • First Aid Clinics; and 	



Project Component or Activity	Potential Effect	Mitigation Measures	Net Effect
		<ul style="list-style-type: none"> • Mobile Treatment Centre. • Hydro One and its contractor(s) will provide emergency response, medical assessment, primary health care, chronic disease management, injury prevention, health promotion, medical referral, and coordinate emergency medical evacuations as needed for workers in remote and isolated settings. • Hydro One will pay local service providers such as the District of Thunder Bay and District of Kenora, in the event that emergency services are used by the Project to offset any financial burden that the Project may place on local government revenues. 	

7.3.8 Net Effects Characterization

7.3.8.1 Net Effects Characterization Approach

The effects assessment approach followed the general process described in Section 5.0 (EA Approach).

Potential effects with no predicted net effect after implementation of mitigation measures identified in Table 7.3-16 are not carried forward to the net effects assessment characterization.

Net effects are described using the significance factors identified in Table 5.6-2. Effects levels are defined for the magnitude of effects characteristics for the economy indicators in Table 7.3-18.

Table 7.3-18: Magnitude Effect Levels for Economy Indicators

Indicator / Net Effect	Negligible Magnitude	Low Magnitude	Moderate Magnitude	High Magnitude
Labour Force and Local Economy	A small measurable change that is expected to be within the range of baseline or guideline values, or within the range of natural variability.	A small but discernible effect that is within historical norms, and/or economic system capacity for response.	A demonstrable effect that is within historical norms, and/or economic system capacity for response.	A demonstrable effect beyond historical norms and/or economic system capacity for response.
Government Finances	A small measurable change that is expected to be within the range of baseline or guideline values, or within the range of natural variability.	A small but discernible effect that is within government capacity for response.	A demonstrable effect that is within government capacity for response.	A demonstrable effect beyond historical norms and/or government capacity for response.

a) An effect that poses a management concern may require actions such as research, monitoring or recovery initiatives.

7.3.8.2 Net Effects Characterization

A summary of the characterization of net effects of the Project on economy is provided in Table 7.3-18. Net effects are described after the implementation of effective mitigation measures, and summarized according to direct/indirect, direction, magnitude, geographic extent, duration/reversibility, frequency, and likelihood of the effect occurring following the methods described in Section 5.0 (EA Approach).



7.3.8.2.1 Change in Employment and Income Due to Project Labour Demand

Direct employment opportunities associated with Project construction are expected to be temporary and linked to specific construction activities. The same is true of non-local labour sourced from the RSA. Relative to the size of the labour force in the LSA communities and RSA, new direct employment generated by the Project is expected to be modest, peaking at approximately 220 workers. Given these points, the Project's positive direct employment effect during construction is considered to be of low magnitude, local to regional extent, short-term duration, continual frequency, and probable.

Indirect and induced employment associated with the Project is expected, when combined, to result in a similar labour market impact as direct employment given the maximum 1:1 employment multiplier expected of the construction of a transmission line. Indirect and induced employment effects are expected to extend beyond the LSA to the RSA. Given the size of the labour force in the LSA communities and RSA, indirect and induced employment generated by the Project is expected to be modest. As a result, the Project's positive indirect and induced employment effect during construction is considered to be of low magnitude, local to regional extent, short-term duration, continual frequency, and probable.

Incomes associated with Project-related direct, indirect, and induced employment are expected to be in line with industry medians. Given the relatively small direct, indirect, and induced employment generated by the Project, and the nature of the median incomes associated with most construction employment (i.e., not substantially higher than overall median incomes in the region), this effect is considered to be of modest benefit to a small number of employed persons. The effect is expected to extend beyond the LSA communities to the RSA. Direct, indirect and induced employment incomes associated with the Project are expected to cease at the end of construction. The Project's effect on employment incomes is, therefore, expected to be of low magnitude, local to regional extent, short-term duration, continual frequency, and probable. Project-related employment incomes are not expected to change income levels or median wages in the LSA communities or RSA.

Employment effects are expected to reduce in magnitude during the Project operation and maintenance stage due to the small number of maintenance positions (three to eight FTEs per year) and is not expected to meaningfully affect the labour market LSA communities or RSA.

7.3.8.2.2 Changes in Business Opportunities and Revenues Due to Contracting, Project Spending

As the Project construction is expected to likely source a portion of its goods and services from existing contractors in the LSA communities, economic development opportunities created by Project construction will, in most cases, represent a continuation of activity for local and Indigenous contractors, leading to a short-term increase in business revenues. Local businesses may also need to temporarily increase their capacity to fulfill contracts associated with the Project, which may lead to increased short-term employment. Increases in goods and services procured by the Project from the LSA communities will also be temporary and provide



a short-term revenue boost for businesses that are awarded contracts. Relative to the size of the economy in the LSA communities and RSA, economic development opportunities generated by the Project's construction stage is expected to be limited. The Project is predicted to have a positive effect on revenues of businesses in the LSA communities and RSA that are awarded contracts. This effect is expected to be of low magnitude (i.e., discernable, but not substantial enough to change the local or regional economies), local to regional in extent, short-term in duration, continual during construction and probable.

During the operation stage, there are considerably less anticipated direct procurement opportunities associated with the Project.

7.3.8.2.3 Change in Local Government Finances Due to Generation of Government Revenues

Payments made to governments during the operation and maintenance stage are positive benefits of the Project. These payments are not expected to be substantial in comparison to total annual revenue streams for these governmental authorities and will therefore be of low magnitude. Payments will be made throughout the operations and maintenance stage and therefore long-term in duration. They will be made continual to local and regional governments, and probable in occurrence.



Table 7.3-19: Characterization of Predicted Net Effects for Economy

Criteria	Indicators	Net Effect	Direct/Indirect/ Induced	Direction	Magnitude	Geographic Extent	Duration/ Irreversibility	Frequency	Likelihood of Occurrence	Significance
Labour Force and Local Economy	<ul style="list-style-type: none"> Local and regional employment opportunities 	<ul style="list-style-type: none"> Increase in employment opportunities and income associated with the Project. 	Direct/Indirect	Positive	Low	Local and Regional	Short-term	Continual	Probable	Not Significant
Labour Force and Local Economy	<ul style="list-style-type: none"> Local and regional employment opportunities 	<ul style="list-style-type: none"> Increase in employment opportunities and income associated with the Project. 	Indirect	Positive	Low	Local and Regional	Short-term	Continual	Probable	Not Significant
Labour Force and Local Economy	<ul style="list-style-type: none"> Local and regional employment opportunities 	<ul style="list-style-type: none"> Increase in employment opportunities and income associated with the Project. 	Induced	Positive	Low	Local and Regional	Short-term	Continual	Probable	Not Significant
Labour Force and Local Economy	<ul style="list-style-type: none"> Procurement of Project materials and services from local businesses and contractors 	<ul style="list-style-type: none"> Increases in business opportunities and revenues due to contracting, Project spending. 	Direct/Indirect	Positive	Low	Local to Regional	Short-term	Continual	Probable	Not Significant
Local Government Finance	<ul style="list-style-type: none"> Government Taxation Revenues 	<ul style="list-style-type: none"> Project associated payments in connection with income and other taxes during construction; property taxes to municipalities, and payments to government bodies during operation would positively affect local regional government revenues. 	Direct/Indirect	Positive	Low	Local and Regional	Long-term	Continual	Probable	Not Significant

7.3.8.3 Assessment of Significance

The assessment of significance of net effects of the Project is informed by the interaction between the significance factors, with magnitude, duration, and geographic extent being the most important factors. As set out in Section 5.6.5 (Assess the Significance of Net Effects), a predicted net effect to the economy criteria would be considered significant if it is assessed as:

- High magnitude;
- Occurring for any duration; and
- Occurring at any geographical extent.

Consideration is also given to concerns of interested agencies, groups and individuals raised during consultation and engagement and through review comments on the EA.

Implementation of proven mitigation measures is expected to enhance the benefits of the effects on economics, such that positive effects are associated with both the Labour Force and Local Economy criterion and the Local Government Finances criterion. Although positive, the net effects are generally of low magnitude, short to long-term duration, and local to regional geographic extent. The net effects were not identified as being significant as they were not predicted to lead to long-term labour market, government finances, business opportunity or economic effects in the LSA. While the significance of net effects are assessed to be low magnitude in this EA due to the criterion for significance characterization, individual Indigenous communities may consider the economic benefits of the Project to be significant to their respective communities.

7.3.9 Cumulative Effects Assessment

Only positive net effects were identified for economy and positive effects are not carried forward to the cumulative effects assessment. Consequently, a cumulative effects assessment is not completed for the economy criterion.

7.3.10 Prediction Confidence in the Assessment

Prediction confidence refers to the degree of certainty in the net effects prediction and associated assessment of significance.

The predicted confidence in Project effects on Labour Force and Local Economy is rated as moderate, based on a general understanding of the size and characteristics of the local and regional labour market and relevant supplier base, and the Project direct labour requirements as estimated by Hydro One. Data from the 2016 Statistics Canada census was used for this report as the 2021 census was not yet released at the time of writing. Labour force data may have changed since the publication of the 2016 census, and it is not certain that they have followed the same trends from previous censuses. As quantitative Project expenditure information and local procurement estimates were not available, there is a moderate level of confidence in the



predicted Project effects on economic development. There is a moderate to high confidence in the effects on government revenues through property and other tax payments pertaining to Project operation and maintenance as these payments would be provincially regulated and defined.

7.3.11 Monitoring

This section identifies the recommended monitoring to verify the prediction of the effects assessment and the effectiveness of the mitigation measures to evaluate whether the Project has been constructed, implemented, and operated in accordance with the commitments made in the EA Report.

As part of the construction workforce accommodation management plan, a monitoring program is proposed, to track the following information prior to and during the peak construction period:

- Number of local versus non-local hires;
- Number of Indigenous peoples trained and hired;
- Number of workers residing at each camp;
- Percentage of construction workers who live in camps compared to commuting or staying in hotel or motel accommodation; and
- Potential changes in Project schedule that could influence the timing of peak construction.

Hydro One will share this monitoring information with temporary accommodation providers and local government representatives from LSA communities, to help track temporary accommodation needs and assist in addressing any capacity constraints on local temporary accommodation during construction.

In addition, as part of the Indigenous Participation Plan, Hydro One will be continually tracking the outcomes of their efforts to increase Indigenous participation in the Project. Identified performance measures include:

- Number of community members enrolled in training (for each training round);
- Number of community members completed training (for each training round);
- Number of community members employed;
- Number of service contracts with Indigenous businesses; and
- Number of community engagement events.



Hydro One will also produce quarterly Indigenous Participation reports providing performance indicators, including:

- Summary of recent activities for each initiative;
- Schedule;
- Targets/goals for each initiative;
- Status of each initiative; and
- Next steps.

7.3.12 Information Passed on to Other Components

Results of the economic assessment were not incorporated into other components of the EA.

7.3.13 Criteria Summary

Table 7.3-20 presents a summary of the assessment results for economy by criteria.

Table 7.3-20: Economy Assessment Summary

Criteria	Results
Labour Force and Local Economy	<ul style="list-style-type: none"> • Net effects are assessed to be not significant. • Cumulative effects are not assessed as net effects are assessed to be positive.
Government Finances	<ul style="list-style-type: none"> • Net effects are assessed to be not significant. • Cumulative effects are not assessed as net effects are assessed to be positive.





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