

Ignace Area Community Studies: Economics and Finance

Labour Baseline

June 17,
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H A R D Y
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Ignace Area Community Studies: Economics and Finance Labour Baseline

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List of Acronyms:

APM	Adaptive Phased Management
CATB	Construction Association of Thunder Bay
CMHC	Canada Mortgage and Housing Corporation
EMSI	Name of data analytics company
FedNor	Federal Economic Development Agency for Northern Ontario
FIR	Financial Information Return
FTE	Full Time Equivalent
HSAL	Hardy Stevenson and Associates Limited
IABA	Ignace and Area Business Association
ICNLC	Ignace Community Nuclear Liaison Committee
KDMA	Kenora District Municipal Association
MLS	Multiple Listing Service
NCIR	Northern Communities Readiness Initiative
NTAB	Northwestern Training and Adjustment Board
NWO	Northwestern Ontario
NWMO	Nuclear Waste Management Organization
PACE	Patricia Area Community Endeavours
PWG	Partnership Working Group
WLON	Wabigoon Lake Ojibway Nation

1.0 Introduction

1.1 Background and Context

Since 2010 the Township of Ignace (Ignace or the Township) has been involved in a process of learning about the Nuclear Waste Management Organization's (NWMO) Adaptive Phased Management (APM) Project (the Project) for the long-term management of Canada's used nuclear fuel. The NWMO plans to complete all preliminary assessment work and to select one siting area to host the APM Project by 2023. The two remaining communities in the site selection process are the Township of Ignace and the Municipality of South Bruce. Preliminary studies suggest that the Project can be implemented safely in the Ignace Area for a repository that will contain and isolate used nuclear fuel from people and the environment for the long timeframes required.

Studies have been ongoing since 2010; however, further studies are required to fully assess the potential socio-economic impacts of the APM Project. Building on previous work and engagement completed to date, the NWMO and the Township of Ignace are working together to prepare a suite of community studies that will be shared. The list of socio-economic community studies is included in **Appendix A**. The information acquired through these studies is expected to help the Township of Ignace leadership and residents make informed decisions about whether the Project is a good fit for their community, and if they are willing to consider hosting it and under what circumstances and terms.

Community studies will ultimately inform the Project hosting agreement between the NWMO and the Township of Ignace. As well, they will inform agreements with the City of Dryden, and potentially other regional agreements.

Note to Reader

This and other community studies are preliminary and strategic in nature, all intended to identify possible consequences (e.g., to vulnerable populations, to local business opportunities and for local and regional job creation) in the Township of Ignace, and other local and regional communities. Using information about the APM Project known at this point in time, these community studies will describe a range of possible consequences that are the subject of specific and separate studies. For each possible consequence, potential options and strategies will be offered to leverage opportunities and/or mitigate possible negative consequences/effects.

It is important to note that these community studies (developed collaboratively by NWMO and the Township of Ignace) being investigated at this time are not the formal or final baseline or effects studies that will be part of the Impact Assessment as conducted under the regulatory process for the APM Project governed by the Impact Assessment Agreement of Canada. Effects assessment will be undertaken at a later date following the conclusion of the siting process, and the initiation of the formal regulatory process.

Community studies will ultimately inform the APM Project hosting agreement between the NWMO and the Township of Ignace. As well, they will provide pertinent information for agreements with the City of Dryden and potentially other regional agreements. The study will:

- a) Explore in more detail the questions, aspirations and topics of interest expressed by the community through the Township of Ignace project visioning process;
- b) Assist the NWMO and the Township of Ignace in developing and identifying possible programs and commitments that ensure the Project will be implemented in a manner that fosters the well-being of the Township of Ignace and communities in the Ignace Area and the region;
- c) Advance learning and understanding on topics of interest to communities in the Ignace Area and the region; and
- d) Provide the community with information it has requested to help them make an informed decision in the case of the Township of Ignace and continue to inform dialogue with communities in the Ignace Area and region prior to the conclusion of the site selection process in 2023.

The NWMO is committed to working collaboratively to ensure questions, concerns, and aspirations are captured and addressed through continuous engagement and dialogue.

The NWMO will independently engage with Wabigoon Lake Ojibway Nation and other Indigenous communities to understand how they wish to evaluate the potential negative effects and benefits that the Project may bring to their communities.

1.1.1 Land Acknowledgement

It is acknowledged that the lands and communities discussed in this report are primarily situated on the traditional territory of the Anishinaabe people of Treaty 3, and the Métis Nation.

1.2 Scope and Purpose

This is the Labour Baseline Study. It is part of a set of community studies addressing Economics and Finance. The objective of the *Labour Baseline Study* is to describe and characterize the local/regional labour supply market and household incomes in relation to siting the APM facility at the Revell site. It provides a starting point, or baseline, in terms of helping Ignace leaders and residents to understand the characteristics of the labour force that might be able to take advantage of opportunities associated with the APM project.

The specific objectives of this study are:

- Describe the local labour supply in terms of employment status;
- Describe the local labour force in terms of occupational classifications; and
- Describe the local labour needed to sustain and grow the existing businesses in the community.

Implicit in these objectives are an assessment of the supply of and demand for labour and analysis of trends and issues surrounding labour.

Ignace's Project Vision (2020) states that the APM Project must foster well-being in areas that are important to the community. Priorities in relation to the labour baseline study identified by the community include:

- The project should support community growth, while maintaining the small-town feel of Ignace.
- Growth should be managed. Community members thought that 2,500-3,000 people would be an appropriate size for Ignace. Participants wanted the focus of population growth to be not only on attracting new residents but also on retaining current residents across all age groups.
- Labour strategies to support population growth of interest to community members may include maximizing project employment and training opportunities for local residents and enhancing the facilities and services availability in the community¹.

1.3 Spatial Boundaries

It is important to understand both the regional and local labour force. Two areas have been used to frame this study:

- a. Regional Study Area
- b. Local Study Area

¹ InterGroup Consultants (2020). Ignace Project Visioning Community Conversations.

The Regional Study Area is outlined in **Figure 1**. It includes the Kenora District, Town of Atikokan, Town of Marathon, City of Greater Sudbury, City of Thunder Bay, City of Steinbach, and City of Winnipeg. For the Project sited in Ignace, the boundaries of the Regional Study Area are defined to meet the majority of needs for labour and goods and services. The Regional Study Area includes the communities within the Local Study Area.

Figure 1 Regional Study Area

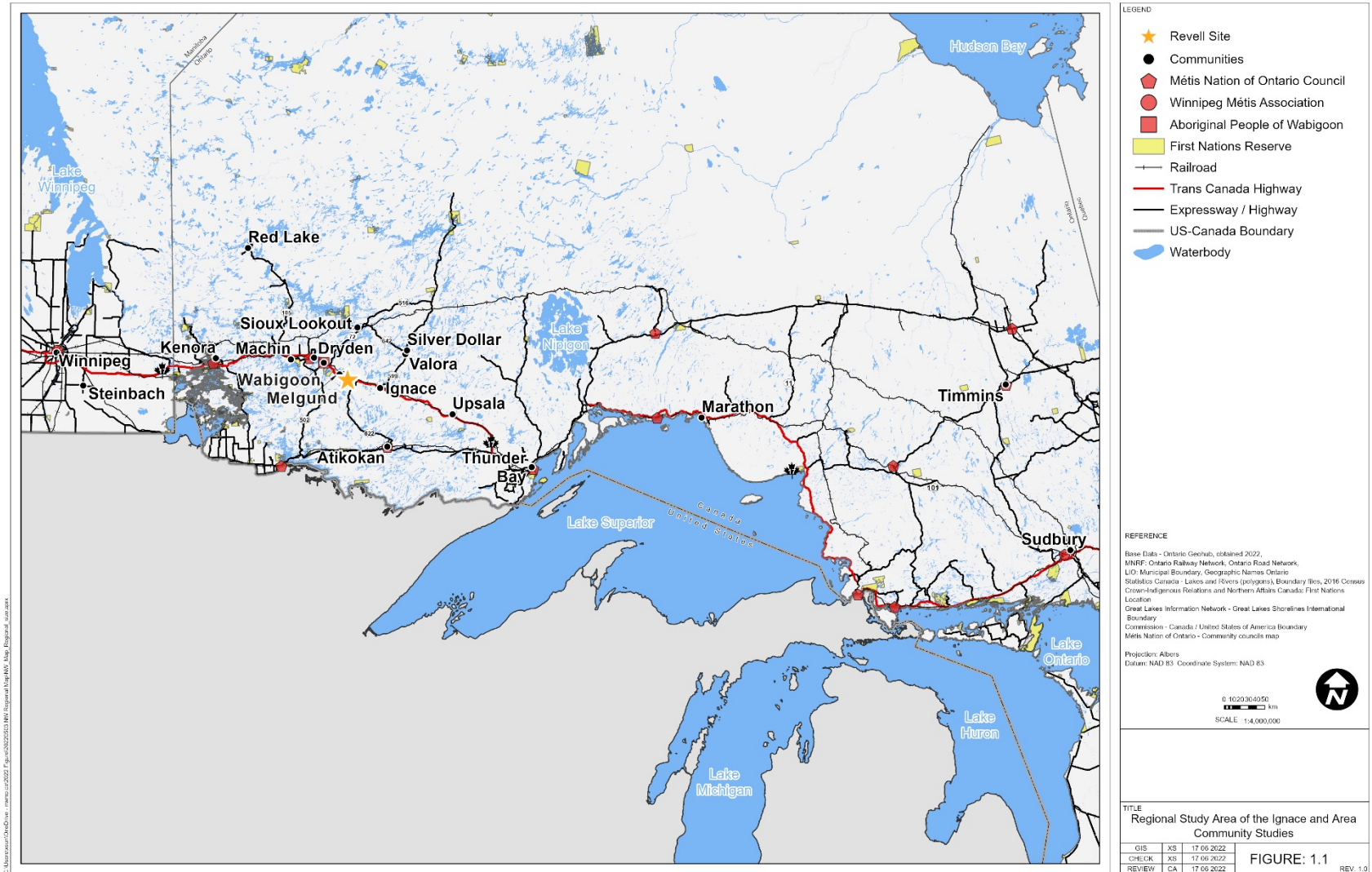


Table 1 outlines the Regional Study Area as defined within the Work Plan and Labour Baseline Report.

Table 1 Regional Study Area Data Mapping

Regional Study Area (Work Plan)	Regional Study Area (Report)	Statistics Canada Census Division/Subdivision
Atikokan	Atikokan	Census Subdivision
Kenora	Kenora	Census Division
Thunder Bay	Thunder Bay	Census Subdivision
Steinbach	Steinbach	Census Subdivision
Winnipeg	Winnipeg	Census Subdivision
	Marathon	Census Subdivision
	Greater Sudbury	Census Subdivision
	Timmins	Census Subdivision

The Local Study Area, **Figure 2**, focuses on the communities in the Ignace area. Persons residing in this area could commute to the Project daily. The Local Study Area is comprised of the Township of Ignace, City of Dryden, Municipality of Machin, Municipality of Sioux Lookout, Melgund Local Services Board, and Wabigoon Local Services Board.

Figure 2 Local Study Area

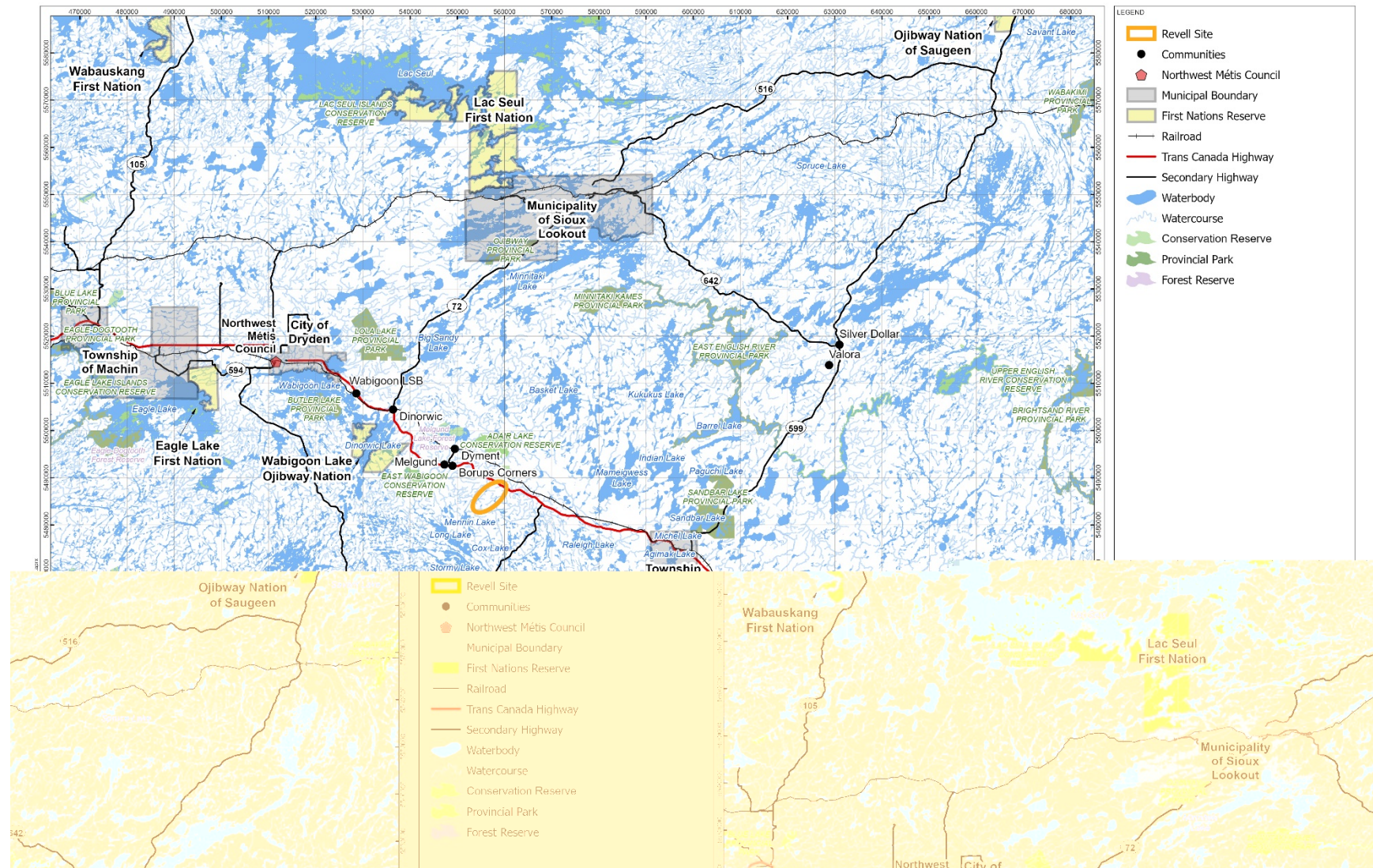


Table 2 outlines the Local Study Area as defined in the Work Plan and Labour Baseline Report. Despite some data limitations for the Melgund and Wabigoon Local Services Boards, they are included in the local study area.

Table 2 Local Study Area Data Mapping

Local Study Area (Work Plan)	Local Study Area (Report)	Statistics Canada Census Division/Subdivision	Notes
Ignace	Ignace	Census Subdivision	
Dryden	Dryden	Census Subdivision	
Machin	Machin	Census Subdivision	
Sioux Lookout	Sioux Lookout	Census Subdivision	
Melgund Local Services Board			Data not available
Wabigoon Local Services Board			Data not available

1.4 Temporal Boundaries

Labour opportunities will vary depending on the phase of the APM project. Thus, three temporal boundaries define the critical horizons of the APM Project for this study:

- a. Pre-Construction – 2024 to 2032
- b. Construction – 2033 to 2042
- c. Operations – 2043 to 2088

Pre-construction is denoted by the in-moving of NWMO staff and others to the siting area. This phase of the Project will be closely associated with permitting and licensing activities and it will also involve both on-site and off-site initiatives. In the latter case an office and Centre of Expertise will be made operational. On site activities include site/land preparation including a road connection from the TransCanada Highway to the DGR site.

The construction phase of the Project will begin in 2033 once permits and licenses have been obtained. It will run for 10 years. The labour force will expand to include jobs associated with construction of the APM at the Revell site.

The labour force will change once again after construction to meet the needs of operating the APM facility. Following the completion of construction, site operations will commence in 2043 and continue to 2088.

2.0 Methodology

2.1 General Approach

This 'methodology' section discusses how we thought through gathering information, assessing the information and how it is presented. The general approach can be summarized in the following series of steps:

- Review a variety of data sources to assemble labour force supply and demand and job statistics for the two study areas.
- NWMO has defined the parameters regarding the jobs expected for various aspects of the APM project. We studied the NWMO parameters data to determine APM Project labour force requirements (e.g. What are the occupations and education requirements?) across the three Project phases.
- Conduct interviews with knowledge holders to understand area labour force capabilities, trends and issues.
- Review available growth strategies for communities within the Local Study Area to gain insight on future area employment forecasts.
- Assess the gaps between Project needs and the available labour. These gaps will be explicitly explored in the related Ignace and Area Community Studies: Workforce Development Study. Specifically, this Labour Baseline Study provides an important contribution to a broader analysis.

2.2 Data Collection Information Sources

Having reliable and complete data is essential to our analysis of the labour force and our ability to draw conclusions. Data was collected from the following sources:

- Statistics Canada data was used indirectly through the below data sources to assemble labour force and job statistics from 2001 to 2016.
- Manifold Data Mining Inc. (hereafter referred to as Manifold) data were used to construct labour force profiles current to 2021 for the two study areas. Manifold retrieves their data from Statistics Canada and Numeris².
- Emsi data for 2021 were used to assemble jobs and occupational data for each of the two study areas. Emsi combines employment data from the Survey of Employment and Payrolls and Hours with data from the Labour Force Survey, Census, and Canadian Business Patterns to form detailed geographic estimates of employment. Projections are based on the latest available Emsi industry data, 10-year past local trends in each industry and growth rates from national industry

² Manifold Data Mining Inc. (2022). Retrieved January 1, 2022, from Manifold: https://app.polarisintelligence.com/profile/showreport?comparison_session=true&_locale=en&component_name=comparison_list

projections from the Canadian Occupational Projection System produced by Human Resources and Skills Development Canada³.

- The Emsi data provides a forecast of key economic variables used in this report out to 2028. To align the baseline data with the temporal boundaries of this study several variables were forecast beyond the data provided Emsi to 2042. These forecasts were derived by calculating the compound annual growth rate (CAGR) on the Emsi data between 2021 and 2028. The calculated CAGR was then used to forecast economic variables to 2042.

2.2.1 Knowledge Holder Interviews

In addition to gaining knowledge from the labour force baseline data, we recognized that many people across Northwestern Ontario also pay attention to labour force needs. Knowledgeable regional and local experts were identified and consulted. Interviews were conducted with economic development organizations, area employers, planning officials and municipal administrators to gain insight into labour force characteristics and issues in the Local Study Area. The list of knowledge holders interviewed is set out in **Appendix B**. The rationale for who was interviewed was in large part based on professional experience and knowledge of the types of agencies and personnel most likely able to provide insight into the labour force characteristics of the study areas. No interviews were conducted with any municipal elected officials.

2.2.2 Ignace and Area Working Group

To support the baseline and community studies work, comments were obtained from the Ignace and Area Working Group (IAWG). The IAWG is made up of the Township of Ignace staff and leaders and a diverse range of staff from municipalities, Indigenous communities, service providers, businesses, civil society, and other interests - both local and regional. The Township of Ignace and NWMO prepared feedback reports noting the IAWG's input.

The collection of community knowledge was supported through the IAWG, who acted as an advisory body throughout the community studies to ensure local perspectives were considered throughout the process.

2.3 Assessment

Once we gathered reliable labour force data from a range of sources and assessed NWMO APM labour requirements our attention turned to assessing the implications in terms of establishing a baseline. The following provides our analysis framework:

1. The framework is characterized as an analysis of “supply and demand”.

³ Emsi. (2022). Retrieved January 12, 2022, from <https://a.economicmodeling.com/analyst/?t=3dry2#h=Zn6MW&nation=ca&vertical=standard&page=home&halt=true&logi n=1>. Note: Projections were estimated using a compound annual growth rate between 2021 and 2028 projections.

2. The current and projected supply of labour was derived from statistical data, documents and insights garnered through interviews.
3. The demand for labour was derived from the existing and forecast employment projections, focused on aggregated occupational categories of interest provided by the NMWO based on the future Project needs.
4. The overall project time-line extends over many decades but critical dates for the purposes of this study area are:
 - 2023: one of two locations (Ignace or South Bruce) will be selected for the Project;
 - 2024: 200 NWMO staff will begin working from the Centre of Expertise to be located in Ignace. Some staff will transfer to the siting area and others will be hired into the organization from many sources and locations to fill staffing gaps;
 - 2033 to 2042: the APM repository and associated on-site facilities will be constructed; and
 - 2043: operations will begin for a period of about 42 years.
5. Based on the Project timeline the framework for temporal assessment is:
 - Pre-Construction – 2024 to 2032
 - Construction – 2033 to 2042
 - Operations – 2043 and beyond

2.4 Linkages with Other Studies

This study is closely linked with the following Community Studies currently underway:

Study Name	Objective
Labour – Opportunities to Enhance Local Employment Study	A Workforce Development Study that focuses on attracting and retaining labour and new residents to Ignace and area.
Housing Study	Focus on how to provide housing to meet the demands of the Workforce
Economic Development Study	Focuses on pre-construction economic development opportunities and extrapolates to construction and operations phases.
Growing the Population and Opportunities Study	Examines trends in population dynamics with and without the APM Project.

This study should be read in conjunction with these other studies to fully appreciate and understand the labour markets in the study areas. The findings in this Study will provide insight into the local and regional labour supply markets during the Pre-Construction, Construction and Operations phases of the APM Project.

This assessment does not include the following elements included in the workplan for the labour baseline:

- A focus on Science, Technology, Engineering and Math graduates from nearby universities
- An analysis of the impacts on the project on labour
- An assessment of options for attracting and retaining labour related to the project

These elements are included in the Workforce Development Study.

3.0 Existing Conditions

This section documents the existing labour conditions in the Regional and Local study areas.

Based on the analysis of the data in the following sections we conclude that the Regional Study Area has the skilled labour force required to meet most of the Project requirements. The Local Study Area has a materially smaller labour force that only meets some of the Project requirements. In this later case, recruitment of workers from outside the Local Study Area will be necessary to supply the APM Project. Anecdotal evidence gathered from interviews suggests that competition for labour is fought through increasing competitive wages and some are willing to leave their current positions and relocate to wherever they can find the highest wage.⁴

The APM Project labour requirement is minor in comparison to the supply of skilled labour within Regional Study Area.

3.1 Focus on Project Requirements

The focus on project requirements helps us to understand the demand for labour through an assessment of the labour required by the APM Project. We first focus on the labour in the Regional Study and Local Study Area without the impacts of the Project. The quantity, type and timing of labour required for the APM Project is described in **Table 3**. This information provides context when determining the availability of labour in the Study Areas.

⁴ Kenora District Municipal Association. (2022, February 11). Knowledge Holder Interview. (Hardy Stevenson, Interviewer)

Table 3 APM Labour Requirements^{5 6}

		NWMO Staff	Surface Trades	Underground Trades	Total
On-site	Pre-construction (2028)	20	-	-	20
	Construction (2033)	40	300	130	470
	Operations (2043)	510	10	60	580
Off-site	Pre-construction (2028)	180	-	-	180
	Construction (2033)	170	-	-	170
	Operations (2043)	120	-	-	120
Total	Pre-construction (2028)	200	-	-	200
	Construction (2033)	210	300	130	640
	Operations (2043)	630	10	60	700

In addition to the total labour requirements by phase, NWMO identified broad categories of occupational groupings that provide a profile of the types of occupations that will characterize its workforce for the Project timeframe. These groupings are as follows:

- Resources Workers;
- Constructors and Manufacturers;
- Operators;
- Technicians and Professionals; and
- Managers.

Table 4 National Occupational Classification by Occupational Groupings⁷

Occupational Grouping	National Occupational Classification
Resource Workers	Natural Resources and Agricultural Workers
	Natural Resources and Agricultural Supervisors
Constructors and Manufacturers	Industrial/Electrical Construction Trades
	Processing and Manufacturing
Operators	Transportation O&M
	Equipment O&M
	Supervisors and Control Operators
Technicians and Professionals	Technician in Natural and Applied Sciences
	Professional Occupations in Natural and Applied Sciences
	Professionals in Business and Finance
Managers	Middle Management
	Specialized Middle Management
	Senior Management

⁵ Nuclear Waste Management Organization (NWMO). (2021). Community Studies Planning Assumptions. November 2021.

⁶ 'On site' refers to staff working at the Revell site while 'Off site' refers to staff working at the Centre of Expertise.

⁷ Nuclear Waste Management Organization (NWMO). (2021). Community Studies Planning Assumptions. November 2021

The Project also has a requirement for skilled labour with post-secondary certificates, diplomas, or degrees. The lens of labour quantity, types of occupations, and education will be used to focus the baseline assessment of the Study Areas.

3.2 Regional Study Area

Both the Regional and Local Study Areas characterize the labour force using four indicators: 1) labour force; 2) occupations and education; 3) industry demand; and 4) income. The geography of the Regional Study Area is set out in **Figure 1**.

The Regional Study Area encompasses a large labour force concentrated in Winnipeg, Greater Sudbury, and Thunder Bay. Paradoxically while the Regional Study Area is experiencing an eight percent unemployment rate, it is currently struggling to fill all the available employment positions, particularly skilled trades. The labour force consists of large and growing number of workers in NWMO denoted occupational categories. Over half of the working aged population has a post-secondary certificate, diploma or degree. The industries with the greatest demand for labour in the Regional Study Area are Health Care and Social Assistance, Retail Trade, and Public Administration. The Manufacturing industry employs just under 50,000 workers and Construction industry employs just over 35,000. The Forestry and Mining industries are not amongst the top 10 largest industries by jobs. Annual employment income ranges around \$60,000 to \$80,000 depending on the community. Higher skilled labourer's have six figure incomes.

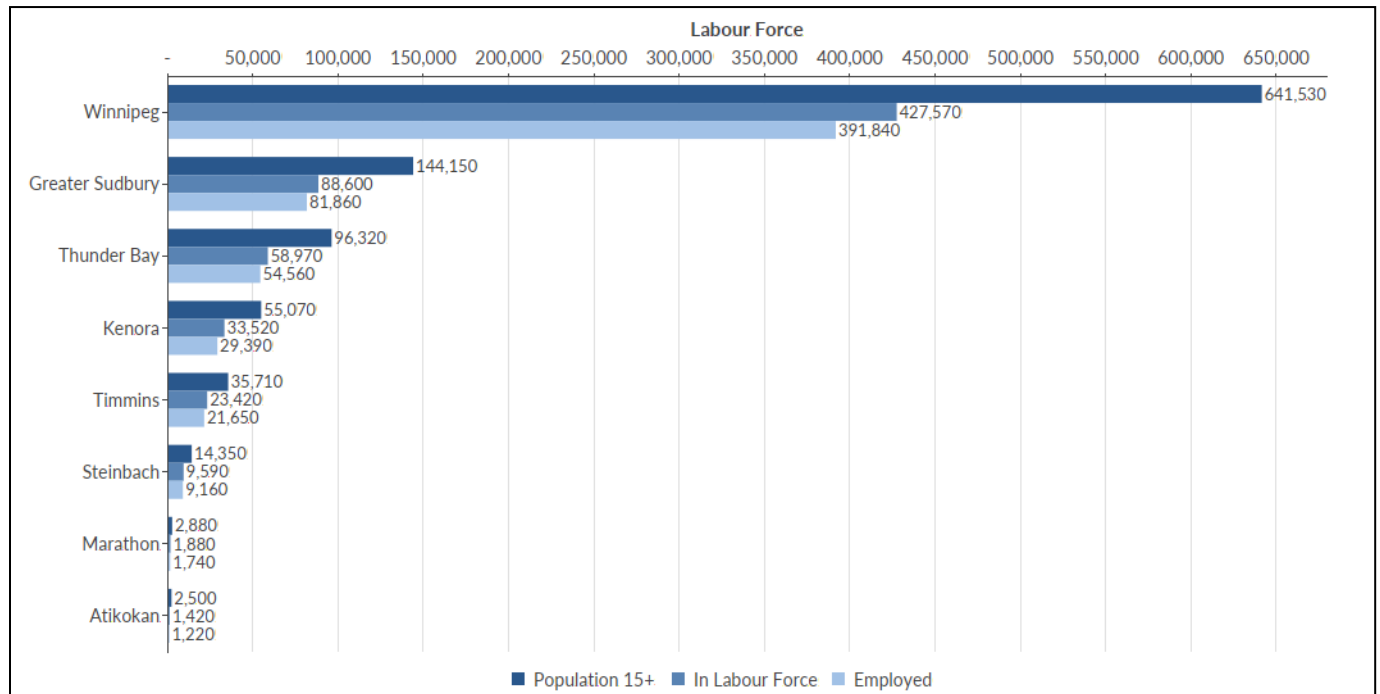
3.2.1 Labour Force

Based on Manifold 2020 data, the Regional Study Area has a labour force population (age 15 years plus) of approximately 993,000. Persons active in the labour force total approximately 645,000 and those employed sum to roughly 591,000. The overall labour force participation rate is in the order of 65 percent and the employment rate is 92 percent, and the unemployment rate is about 8.5 percent. Winnipeg, Greater Sudbury, and Thunder Bay are the key labour force centres within the Regional Study Area. These communities are also the largest population centres in this Regional Study Area. It is therefore not surprising that this is the primary source of labour.

Figure 3 presents the labour force profile within the Regional Study Area by census subdivision and census division (Kenora District). **Figure 4** presents the participation and unemployment rates within the Regional Study Area by census subdivision and census division (Kenora District). Even though unemployment rates in the Regional Study Area are as high as 12 and 14 percent in Kenora and Atikokan there is an acute shortage of skilled trades resulting in job postings going unfilled⁸. This trend is also seen in the rest of Canada and in many industrialized countries around the world.

⁸ Kenora District Municipal Association (2022, February 11). Knowledge Holder Interview. (Hardy Stevenson, Interviewer)

Figure 3 Regional Study Area Labour Force Profile (2020)⁹



⁹ Manifold Data Mining Inc. (2022). Retrieved January 1, 2022, from Manifold: https://app.polarisintelligence.com/profile/showreport?comparison_session=true&_locale=en&component_name=comparison_list

Figure 4 Regional Study Area Participation and Unemployment Rates (2020)¹⁰

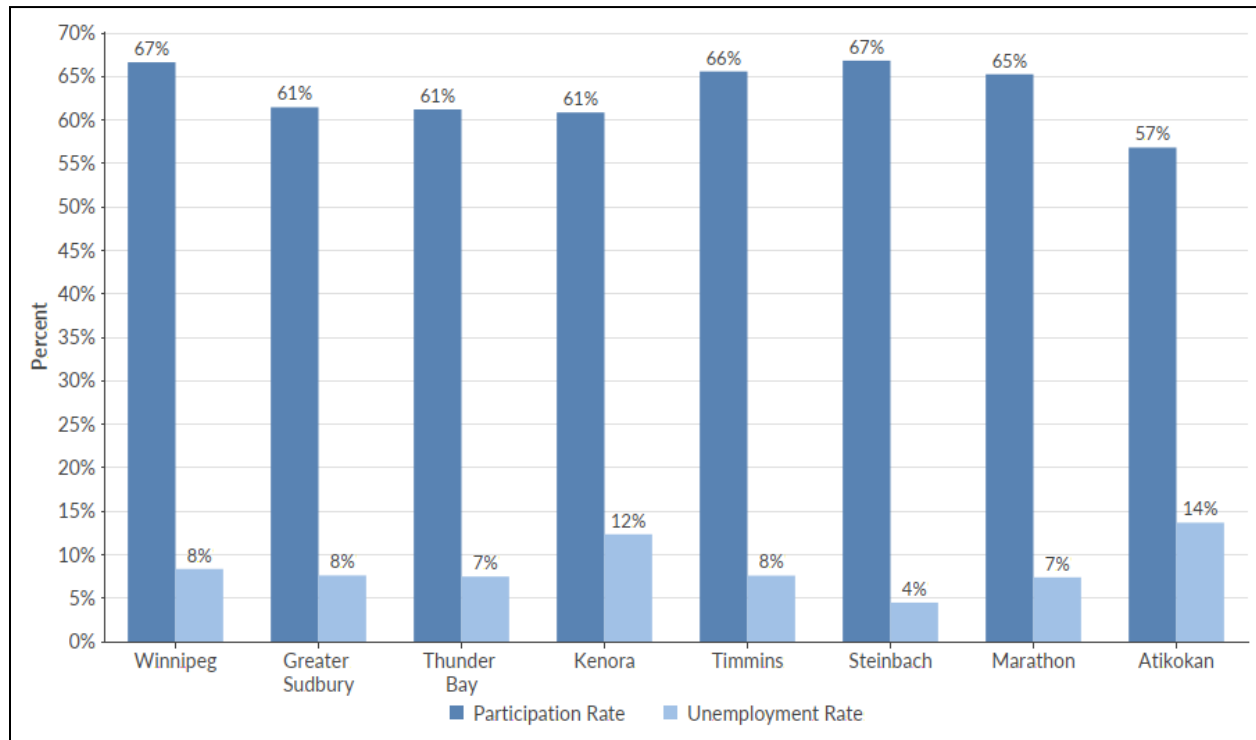
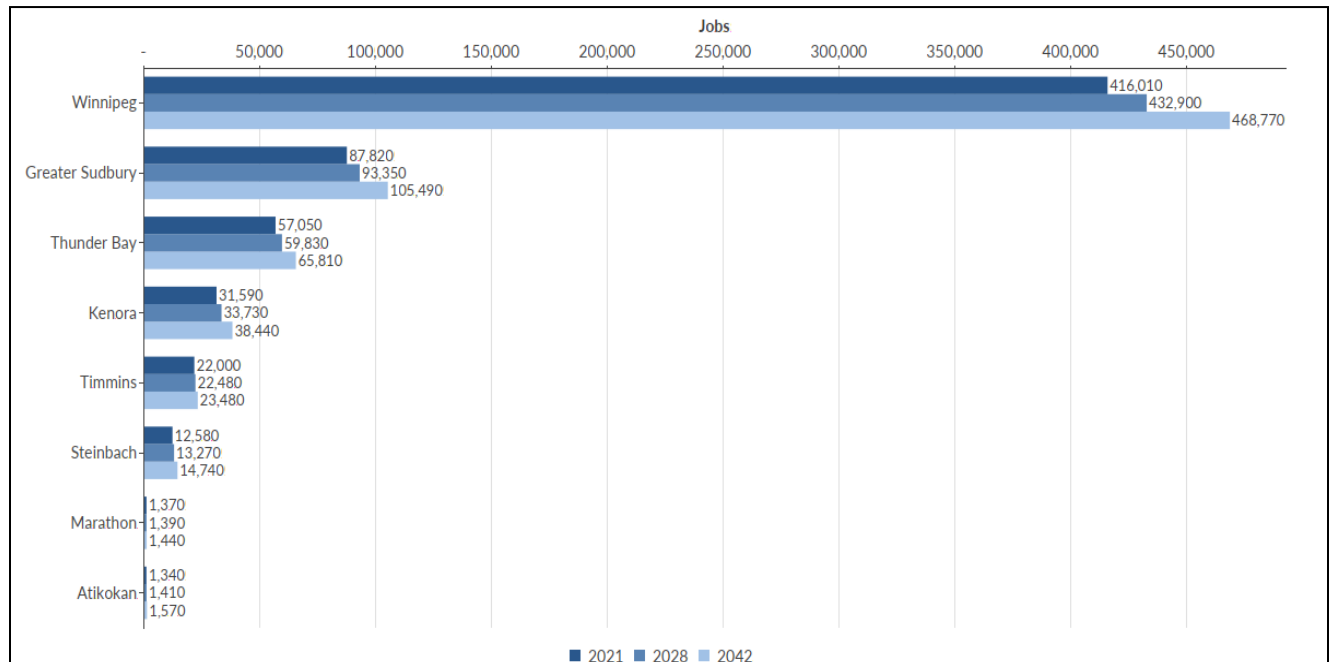


Figure 5 sets out job projections for the Regional Study Area municipalities and district. Between 2021 and 2042, jobs in the area are expected to grow by 14.3 percent from approximately 629,760 jobs to 719,740 jobs. Of this job growth, Winnipeg and Greater Sudbury account for 70,430 (78.3 percent), Thunder Bay and Kenora District account for 15,610 (17.3 percent) and the remaining municipalities account for 3,940 (4.4 percent). While the nominal growth in jobs is proportionate to the current number of jobs by community, employment in Greater Sudbury is forecast to have the fastest relative growth in employment demand.

¹⁰ Manifold. (2022). Retrieved January 1, 2022, from Manifold: https://app.polarisintelligence.com/profile/showreport?comparison_session=true&_locale=en&component_name=comparison_list

Figure 5 Regional Study Area – Job Growth (2021, 2028, 2042)¹¹



Based on the total job numbers in 2021, 2028 and 2042, the approximate percentage distribution of jobs among the constituent municipalities and district that make up the Regional Study Area is provided in **Table 5**. The majority of employment in the Regional Study Area exists within Winnipeg, Greater Sudbury, and Thunder Bay which combined make up nearly 90 percent of jobs. Based on the current and projected jobs in these areas, it is likely that a significant portion of the Project labour requirement will be obtained from these areas now and into the future.

¹¹ Emsi. (2022). Retrieved January 12, 2022, from <https://a.economicmodeling.com/analyst/?t=3dry2#h=Zn6MW&nation=ca&vertical=standard&page=home&halt=true&login=1>. Note: Projections were estimated using a compound annual growth rate between 2021 and 2028 projections.

Table 5 Regional Study Area – Job Distribution (2021, 2028, 2042)¹²

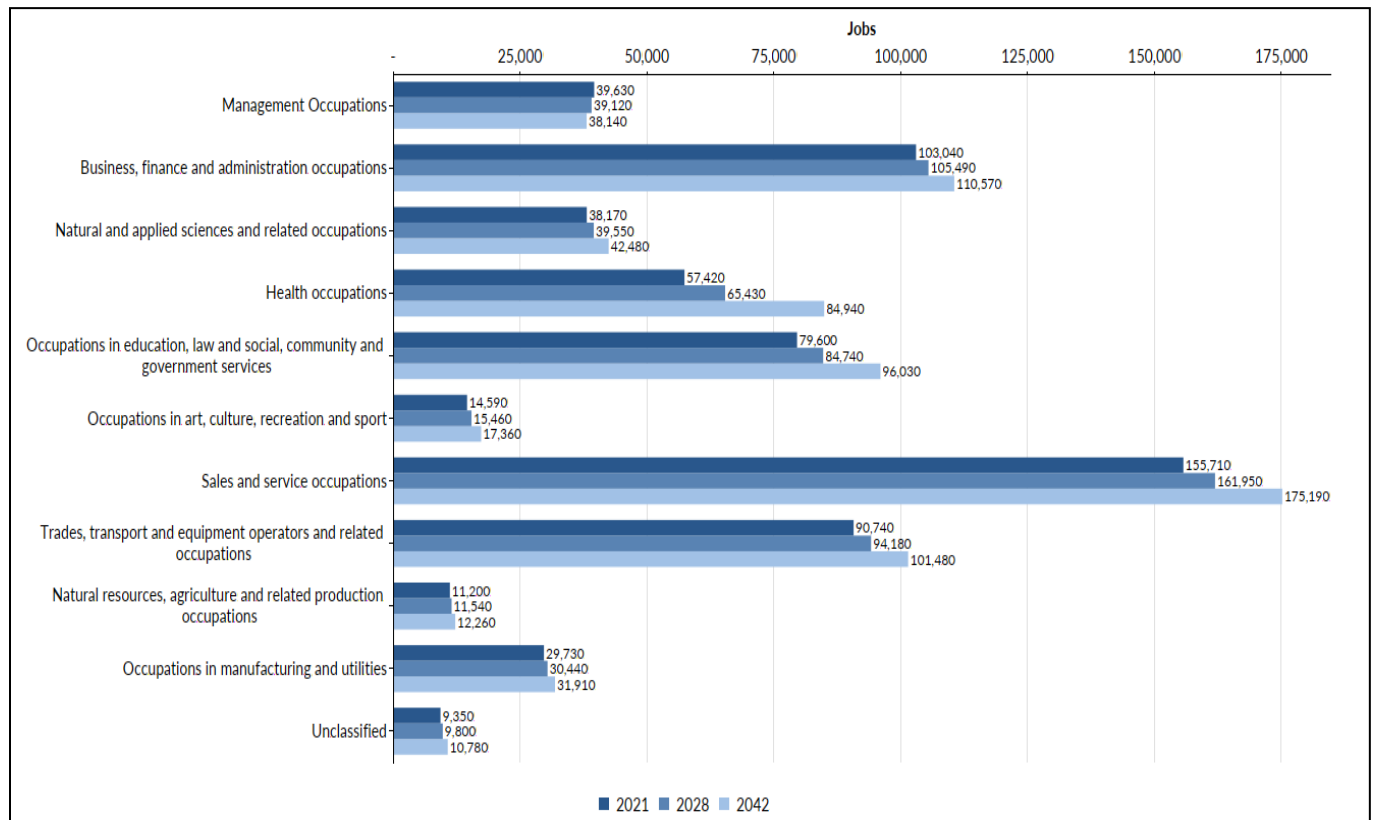
	2028		2033		2043	
	Total Jobs	% Distribution	Total Jobs	% Distribution	Total Jobs	% Distribution
Winnipeg	432,900	65.8%	445,380	65.5%	471,440	65.1%
Greater Sudbury	93,350	14.2%	97,520	14.3%	106,420	14.7%
Thunder Bay	59,830	9.1%	61,900	9.1%	66,260	9.1%
Kenora	33,730	5.1%	35,340	5.2%	38,800	5.4%
Timmins	22,480	3.4%	22,830	3.4%	23,550	3.3%
Steinbach	13,270	2.0%	13,770	2.0%	14,850	2.1%
Marathon	1,390	0.2%	1,410	0.2%	1,440	0.2%
Atikokan	1,410	0.2%	1,470	0.2%	1,580	0.2%
Sum of Regional Study Area	629,760	100.0%	658,360	100.0%	719,740	100.0%

3.2.2 Occupations and Education

Figure 6 sets out total current and projected jobs by occupational category in the Regional Study Area. In 2021, the top occupations are sales and service occupations (155,710); business, finance and administration occupations (103,040); and trades, transport and equipment operators and related occupations (90,740). Occupations at the bottom of the spectrum include occupations in art, culture, recreation and sport (14,590); natural resources, agriculture and related production occupations (11,200); and unclassified (9,350). In 2042, the top and bottom ranking occupations is the same with more persons employed in each occupational category. **Appendix C** provides a breakdown of the occupations included within these occupational categories.

¹² Emsi. (2022). Retrieved January 12, 2022, from <https://a.economicmodeling.com/analyst/?t=3dry2#h=Zn6MW&nation=ca&vertical=standard&page=home&halt=true&logi n=1>. Note: Projections were estimated using a compound annual growth rate between 2021 and 2028 projections.

Figure 6 - Regional Study Area Total Current & Projected Jobs by Occupational Category (2021, 2028, 2042)¹³

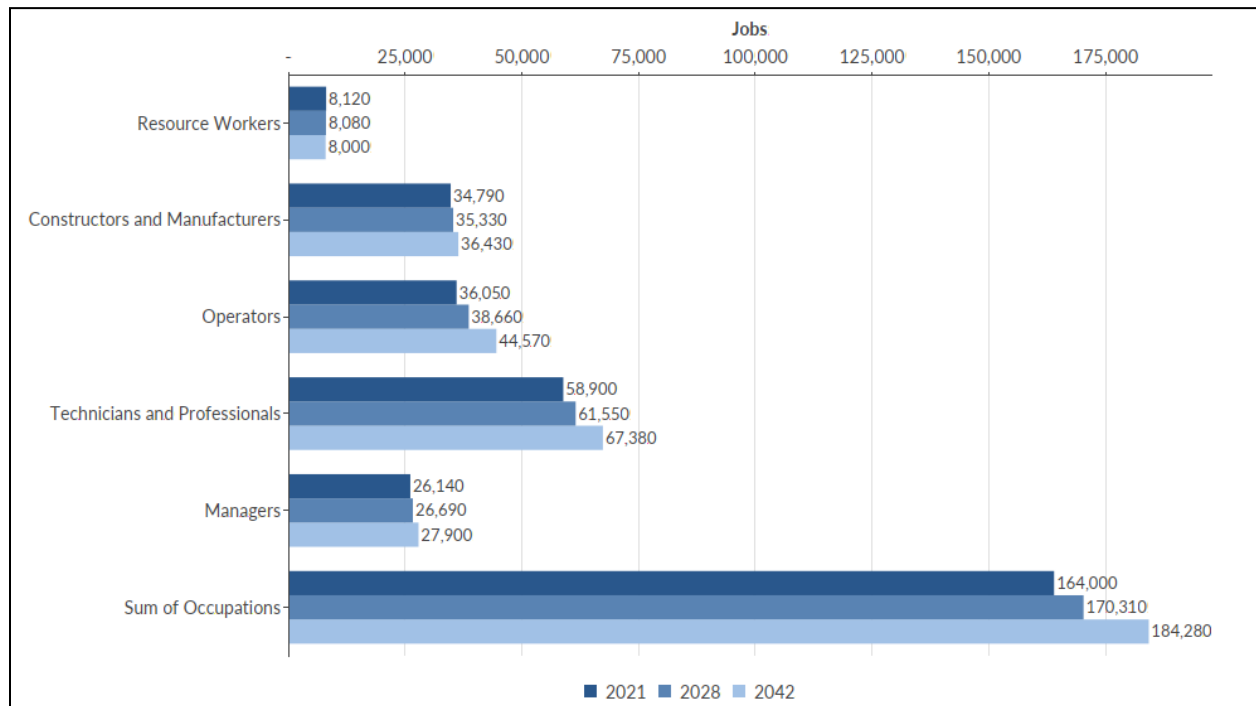


One can reasonably draw the conclusion that the APM Project demand for labour represents a very small percentage of the total labour force available within the Regional Study Area. Thus, the Regional Study Area is very well equipped to supply most of the required labour for the APM Project. For some job specifications/ qualifications, NWMO will look well outside the Region.

NWMO furnished a set of occupational groupings that provide a high-level profile of the types of occupations that will characterize its workforce over the Project timeframe. In other words, these are the categories of workers that the APM project will need. **Figure 7** provides a summary breakdown of the presence of these occupations within the Regional Study Area.

¹³ Emsi. (2022). Retrieved January 12, 2022, from <https://a.economicmodeling.com/analyst/?t=3dry2#h=Zn6MW&nation=ca&vertical=standard&page=home&halt=true&logi n=1>. Note: Projections were estimated using a compound annual growth rate between 2021 and 2028 projections

Figure 7 Regional Study Area – Jobs in NWMO Denoted Occupational Categories (2021, 2028, 2042)¹⁴



In 2021, these occupational groupings sum to 164,000 which accounts for approximately 26 percent of the jobs in the Regional Study Area. In 2042, these occupational groupings sum to 184,280 jobs which accounts for approximately 26 percent of the jobs in the Regional Study Area. This shows that while the total number of jobs under these occupational groupings are expected to increase by 2042, the percent of these jobs within the Regional Study is expected to remain steady over time at 26 percent. The occupations that are required for the Project are abundant in the Regional Study Area and are growing in abundance proportionately over time. The Regional Study Area has a large number of occupations relative to the Project’s total employment needs; however, employers in the Regional Study Area are struggling to fill positions. So, there will be competition for skilled workers. This particularly prevalent with trades positions which are decreasing due to an aging demographic¹⁵.

¹⁴ Emsi. (2022). Retrieved January 12, 2022, from <https://a.economicmodeling.com/analyst/?t=3dry2#h=Zn6MW&nation=ca&vertical=standard&page=home&halt=true&login=1>. Note: Projections were estimated using a compound annual growth rate between 2021 and 2028 projections.

¹⁵ Thunder Bay Chamber of Commerce. (2022, February 14). Knowledge Holder Interview. (Hardy Stevenson, Interviewer)

Table 6 provides an aggregated summary of the distribution of these occupations by constituent municipalities and district of the Regional Study Area. In 2021, Winnipeg and Greater Sudbury account for approximately 80 percent of the total, meaning that most of the skilled labour will likely come from these areas within the Regional Study Area. Thunder Bay, Kenora District, and Timmins account for roughly 17 percent and Steinbach, Marathon, and Atikokan make up the balance. The distribution of NWMO denoted occupations among the constituent municipalities and district remains relatively unchanged by 2042.

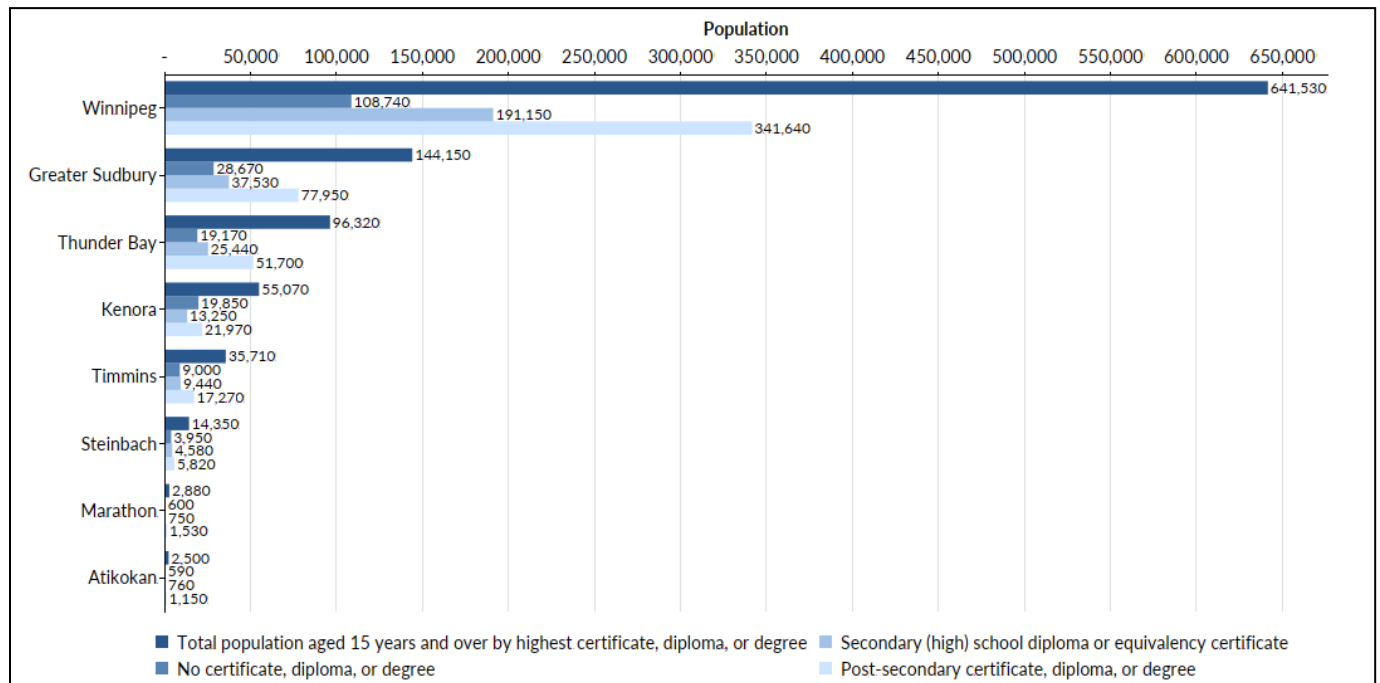
Table 6 Distribution of Jobs within Regional Study Area for NWMO Denoted Occupational Categories (2021, 2028, 2042)¹⁶

	2021		2028		2042	
	Total Jobs	% Distribution	Total Jobs	% Distribution	Total Jobs	% Distribution
Winnipeg	106,030	64.7%	109,720	64.4%	117,490	63.9%
Greater Sudbury	25,450	15.5%	26,950	15.8%	30,210	16.4%
Thunder Bay	13,460	8.2%	13,840	8.1%	14,620	8.0%
Kenora	8,130	5.0%	8,650	5.1%	9,770	5.3%
Timmins	6,710	4.1%	6,720	3.9%	6,740	3.7%
Steinbach	3,480	2.1%	3,680	2.2%	4,120	2.2%
Marathon	390	0.2%	390	0.2%	380	0.2%
Atikokan	350	0.2%	370	0.2%	420	0.2%
Sum of Regional Study Area	164,000	100.0%	170,320	100.0%	183,750	100.0%

Figure 8 sets out total population age 15+ years by highest educational attainment for the constituent municipalities and district of the Regional Study Area. The Regional Study Area has a total population (age 15+ years) of approximately 992,510. Of this total, 190,560 (19.2 percent) have no certificate, diploma, or degree; 282,920 (28.5 percent) have secondary (high) school diploma or equivalency certificate; and 519,030 (52.3 percent) have a post-secondary certificate, diploma, or degree. This indicates a large level of availability of skilled and educated labourers within the Regional Study Area that could potentially provide much of the labour to the APM Project.

¹⁶ Emsi. (2022). Retrieved January 12, 2022, from <https://a.economicmodeling.com/analyst/?t=3dry2#h=Zn6MW&nation=ca&vertical=standard&page=home&halt=true&logi n=1>. Note: Projections were estimated using a compound annual growth rate between 2021 and 2028 projections

Figure 8 Regional Study Area – Population Aged 15 Years and Over by Highest Level of Educational Attainment (2020)¹⁷



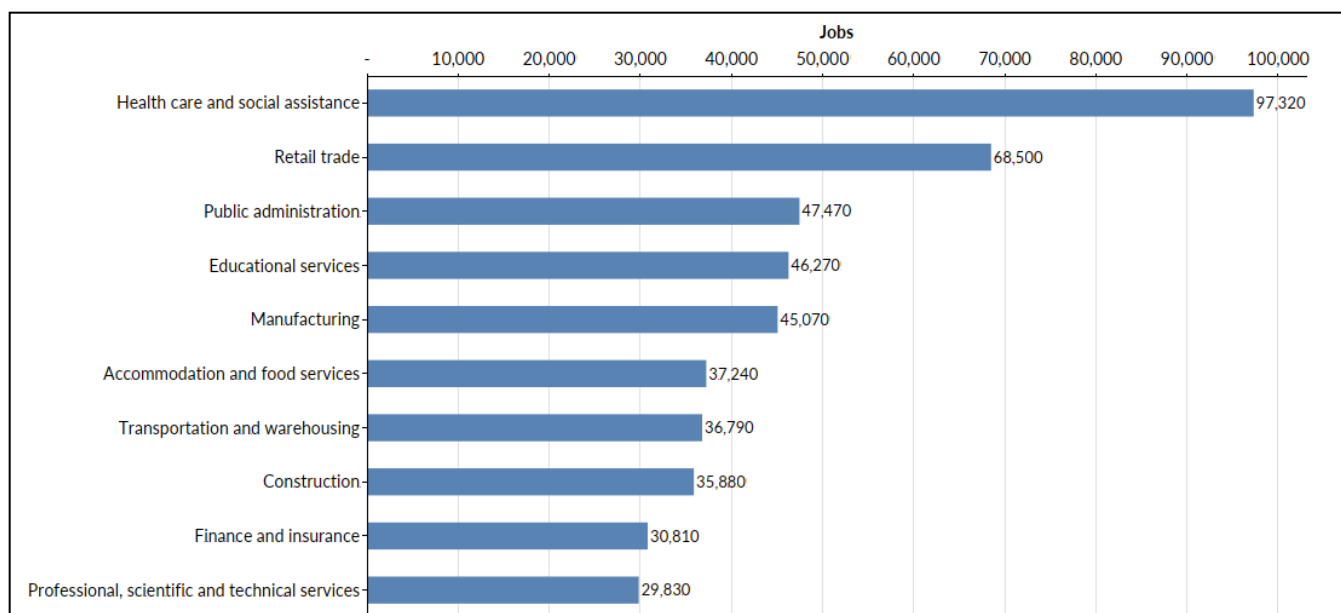
3.2.3 Industry Demand

Figure 9 sets out the top 10 industry sectors in the Regional Study Area based on job counts. Health care tops the list, followed by retail trade. Public administration; educational services; and manufacturing occupy the next range, followed by accommodation and food services; transportation and warehousing; and construction. The lower part of the spectrum is comprised of financial insurance; and professional, scientific and technical services. Speaking from a Northwestern Ontario perspective, a knowledge holder identified that main economic drivers in the area are regional offices, mining, forestry, pulp and paper sawmills, and healthcare.¹⁸ The transportation, warehousing, construction and manufacturing sectors will all be important for the success of the Project and are available in varying degrees within the Regional Study Area. Accommodation and food services will also be important particularly in the Construction and Operations phases of the Project.

¹⁷ Manifold Data Mining Inc. (2022). Retrieved January 1, 2022, from Manifold: https://app.polarisintelligence.com/profile/showreport?comparison_session=true&_locale=en&component_name=comparison_list

¹⁸ Thunder Bay Chamber of Commerce (2022, February 14). Knowledge Holder Interviews. (Hardy Stevenson, Interviewer).

Figure 9 Regional Study Area Top 10 Industries by Number of Jobs ¹⁹



3.2.4 Income

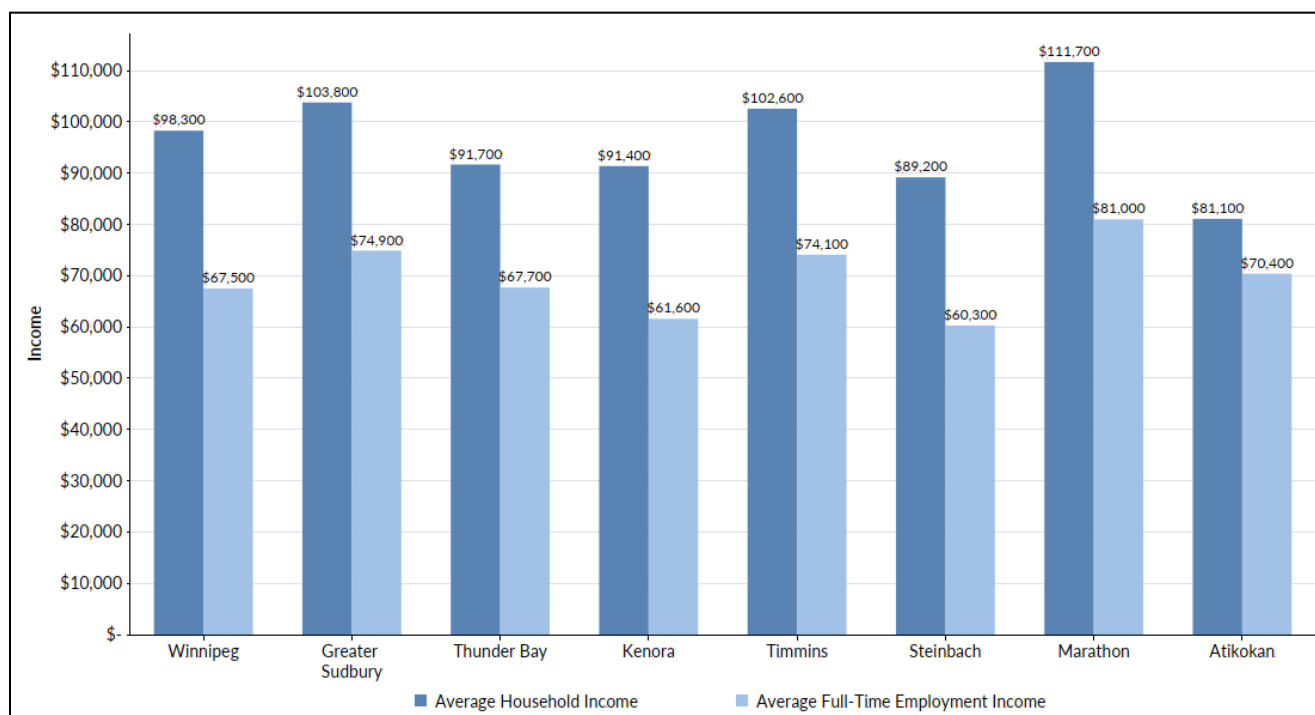
Figure 10 sets out average household income and average full-time employment income for the constituent municipalities and district of the Regional Study Area. Amongst the constituent municipalities and district, average household income ranges between roughly \$81,000 to \$112,000. Marathon has the highest average household income (approximately \$112,000) followed by Greater Sudbury, Timmins and Winnipeg that occupy a range of \$98,000 to \$104,000. The next group of municipalities/district Thunder Bay, Kenora District, and Steinbach have average household incomes in the range of \$89,000 to \$92,000. Atikokan has the lowest average household income of approximately \$81,000.

Based on several knowledge holder interviews we learned that skilled labour is often paid high salaries; with six figure incomes being the norm. While household income includes all income sources, from all residents in a household, individual employment income is limited to the earnings of a single worker from employment. With regards to average individual full-time employment income, the range amongst the constituent municipalities and district of the Regional Study Area is between approximately \$81,000 to \$60,000. Marathon has the highest average full-time employment income (approximately \$81,000), Greater Sudbury, Timmins, Atikokan, Thunder Bay and Winnipeg average full-time employment income falls within the range of \$67,000 to \$75,000, and Kenora District and Steinbach have the lowest average

¹⁹ Emsi. (2022). Retrieved January 12, 2022, from <https://a.economicmodeling.com/analyst/?t=3dry2#h=Zn6MW&nation=ca&vertical=standard&page=home&halt=true&login=1>

full-time employment income between \$60,000 to \$62,000. Key knowledge holder interviews indicated that skilled workers will relocate to wherever they can find the highest wages²⁰.

Figure 10 Regional Study Area Breakdown of Average Household Income and Average Full-Time Employment Income²¹



3.3 Local Study Area

The communities in the Local Study Area are all within the boundaries of the Regional Study Area and are set out in **Figure 2**. The Local Study Area communities are all generally within a one-hour drive time of the Revell DGR Project site. The Local Study Area has a fraction of the workforce that exists within the Regional Study Area. This workforce is concentrated in Dryden and Sioux Lookout. The Local Study Area faces the same paradox as the Regional Study Area, with unemployment in some communities running as high as 16 percent while many industries have high-paid, vacant positions to fill. The Local Study Area has a smaller quantity of workers in the occupations required for the Project, but these occupations are forecasted to grow faster than other occupations in the area.

Similar to the Regional Study Area, just under half of the working aged population in the Local Study Area have a post-secondary certificate, diploma or degree. The Construction industry employs just

²⁰ Kenora District Municipal Association (2022, February 11). Knowledge Holder Interview. (Hardy Stevenson, Interviewer)

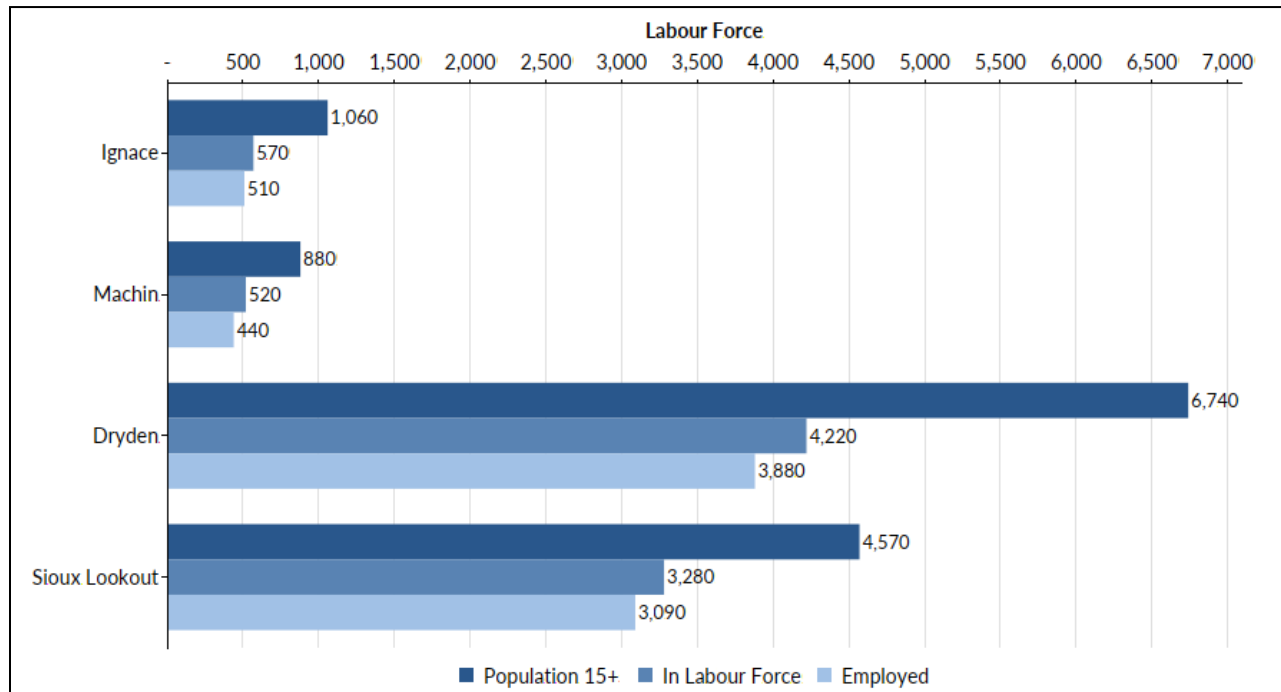
²¹ Manifold Data Mining Inc. (2022). Retrieved January 1, 2022, from Manifold: https://app.polarisintelligence.com/profile/showreport?comparison_session=true&_locale=en&component_name=comparison_list

under 500 people and the Manufacturing industry employs just under 400. While the Forestry and Mining industries are not amongst the top 10 largest industries in the area, the vast majority (67 percent) of manufacturing jobs are associated with pulp and sawmill operations. Average annual employment incomes are slightly lower compared to the Regional Study Area and range from approximately \$60,000 to \$70,000 depending on the community. The Local Study Area has some labour with the characteristics required for the Project, but the supply is not sufficient to fulfill the Project labour requirements. It is likely that labour will need to come from outside the Local Study Area to fulfill the Project need.

3.3.1 Labour Force

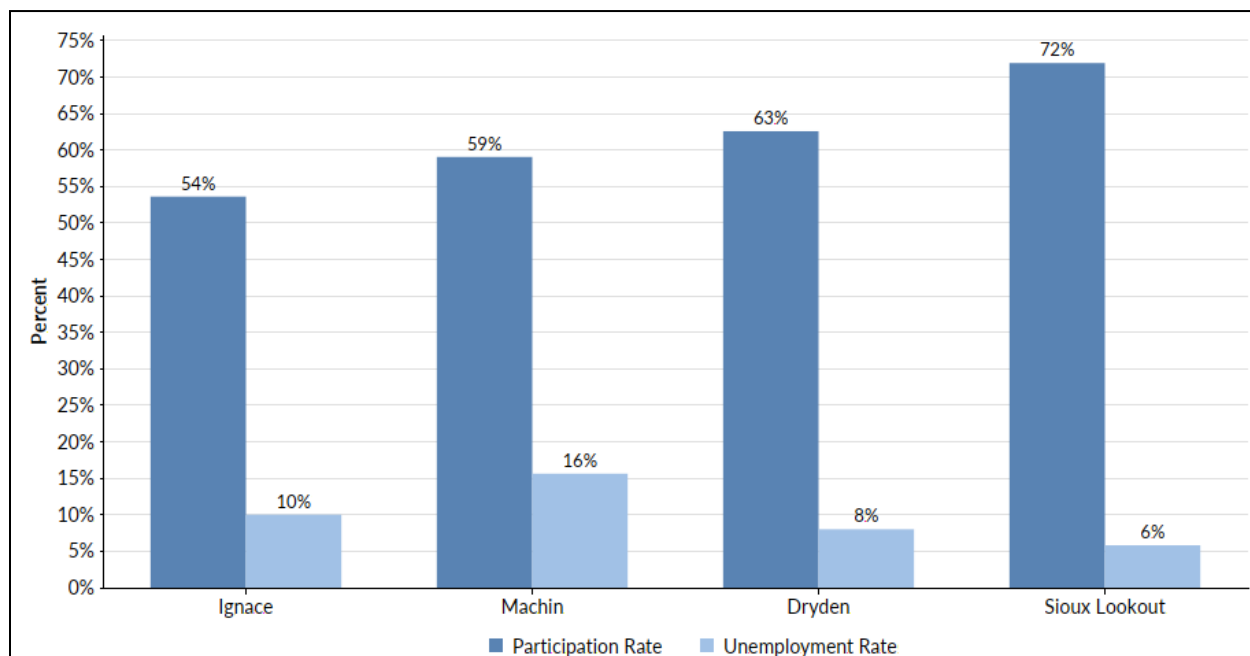
Manifold 2020 data reveals that the Local Study Area has a labour force population (age 15 years plus) of approximately 13,250. Persons active in the labour force total approximately 8,590 and those employed sum to 7,920. The overall labour force participation rate is in the order of 64.8 percent and the unemployment rate is about 7.8 percent. Dryden and Sioux Lookout have the largest concentration of labour in the Local Study Area and are therefore likely to contribute more labour to the Project in comparison to Ignace and Machin. **Figure 11** presents the labour force profile for the Local Study Area municipalities. **Figure 12** presents the participation and unemployment rates within the Local Study Area by municipality.

Figure 11 Local Study Area Labour Force Profile (2020)²²



²² Manifold Data Mining Inc. (2022). Retrieved January 1, 2022, from Manifold: https://app.polarisintelligence.com/profile/showreport?comparison_session=true&_locale=en&component_name=comparison_list

Figure 12 Local Study Area Participation and Unemployment Rate (2020)²³



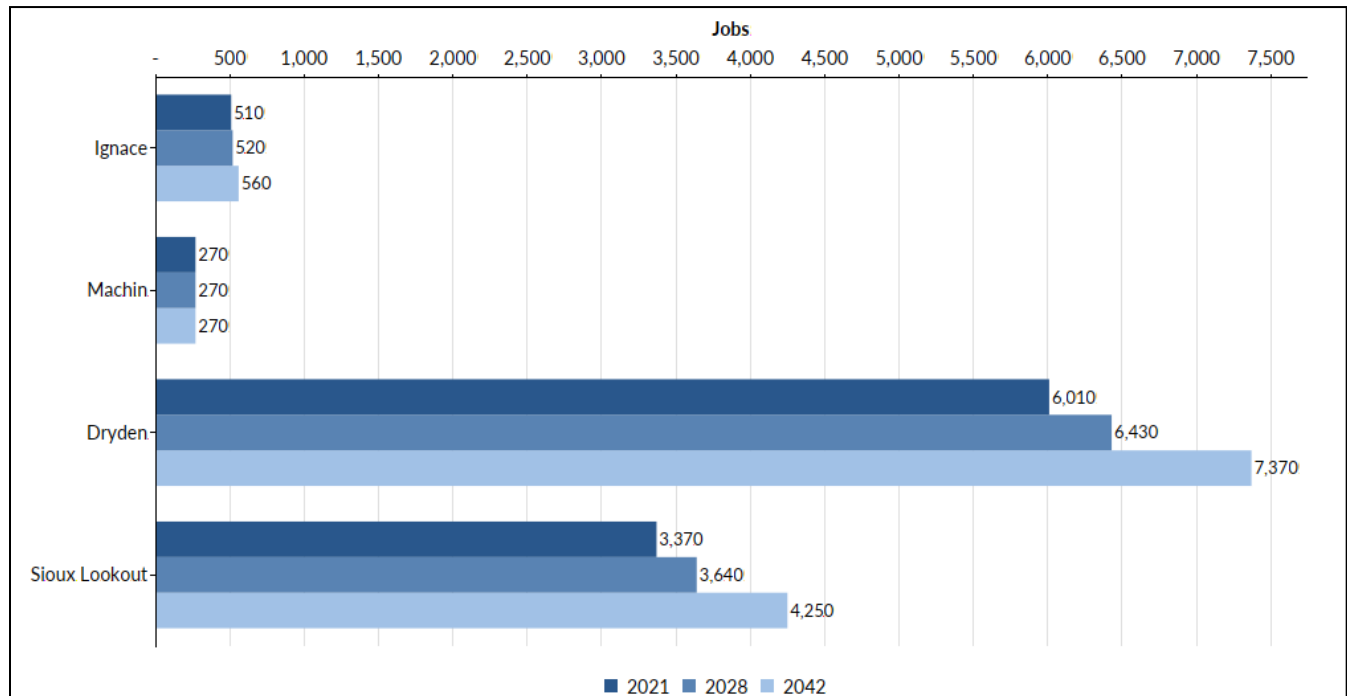
The aging demographic of Ignace is closely linked to its lower participation rate. Other factors that may be influencing the participation and unemployment rates in the Local Study Area include increases in enrollment in post-secondary education and natural business cycles. Ignace's labour force has always struggled as it is highly specialized to the mining and forestry industries²⁴. Many businesses within the Local Study Area rely on income from tourism related activities which is cyclical. While unemployment ranges from six percent – 16 percent by community, the Local Study Area is also experiencing labour shortages in all areas, and within the skilled trades particularly.

Figure 13 sets out employment projections based on Emsi data for the Local Study Area communities. Between 2021 and 2042, jobs in the area are expected to grow by 22.5 percent from approximately 10,160 to 12,450. Dryden and Sioux Lookout account for 97.8 percent of the job growth and Ignace accounts for the balance. Zero job growth is projected in Machin.

²³ Manifold Data Mining Inc. (2022). Retrieved January 1, 2022, from Manifold: https://app.polarisintelligence.com/profile/showreport?comparison_session=true&_locale=en&component_name=comparison_list.

²⁴ Township of Ignace (2022, February 28). Knowledge Holder Interview. (Hardy Stevenson, Interviewer).

Figure 13 Local Study Area Jobs Growth (2021 – 2042)²⁵



Nearly all the projected job growth between 2021 and 2042 in the Local Study Area is occurring in Dryden and Sioux Lookout. Dryden and Sioux Lookout are hubs in the Local Study Area with industries that support household spending, with larger population and labour bases well positioned to capture growth in the area. Job growth without the Project is projected to be very minimal between 2021 and 2042 for Ignace and Machin. The current distribution of labour and projected job growth suggest that Dryden and Sioux Lookout will be relatively well positioned in the Local Study Area to supply the Project with labour.

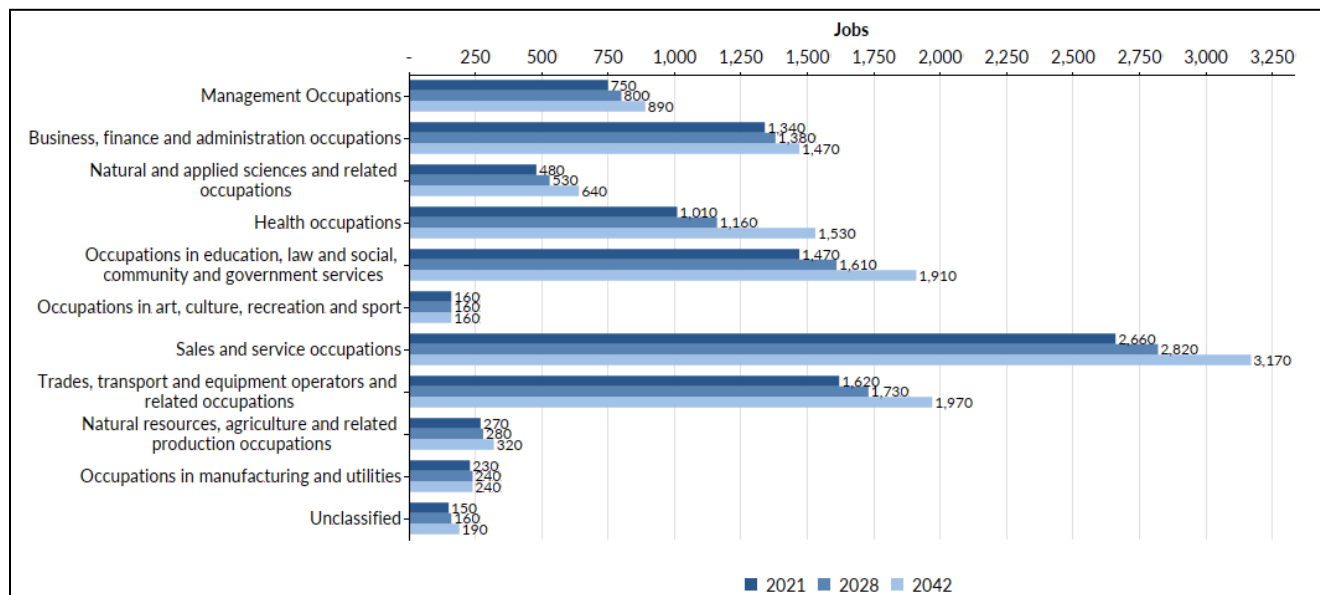
3.3.2 Occupations and Education

The Local Study Area has some skilled labour to supply the Project with a significant proportion of post-secondary graduates within Dryden and Sioux Lookout in particular. **Figure 14** sets out total jobs by occupational category in the Local Study Area. In 2021, the top occupations are sales and service occupations (2,660); trades, transport and equipment operators and related occupations (1,620); and occupations in education, law and social, community and government services (1,470). Occupations at the bottom of the spectrum include occupations in manufacturing (mostly pulp and sawmill operations) and utilities (230); occupations in art, culture, recreation and sport (11,190); and unclassified (150). In

²⁵ Emsi. (2022). Retrieved January 12, 2022, from <https://a.economicmodeling.com/analyst/?t=3dry2#h=Zn6MW&nation=ca&vertical=standard&page=home&halt=true&login=1>. Note: Projections were estimated using a compound annual growth rate between 2021 and 2028 projections.

2042, the top-ranking occupations are the same with more persons employed in each occupational category. The order of the bottom ranking occupations shifts with occupations in art, culture, recreation and sport ranking last with no growth in this occupational category. The trades, transport and equipment operators, and related occupations will be a valuable resource throughout all phases of the Project.

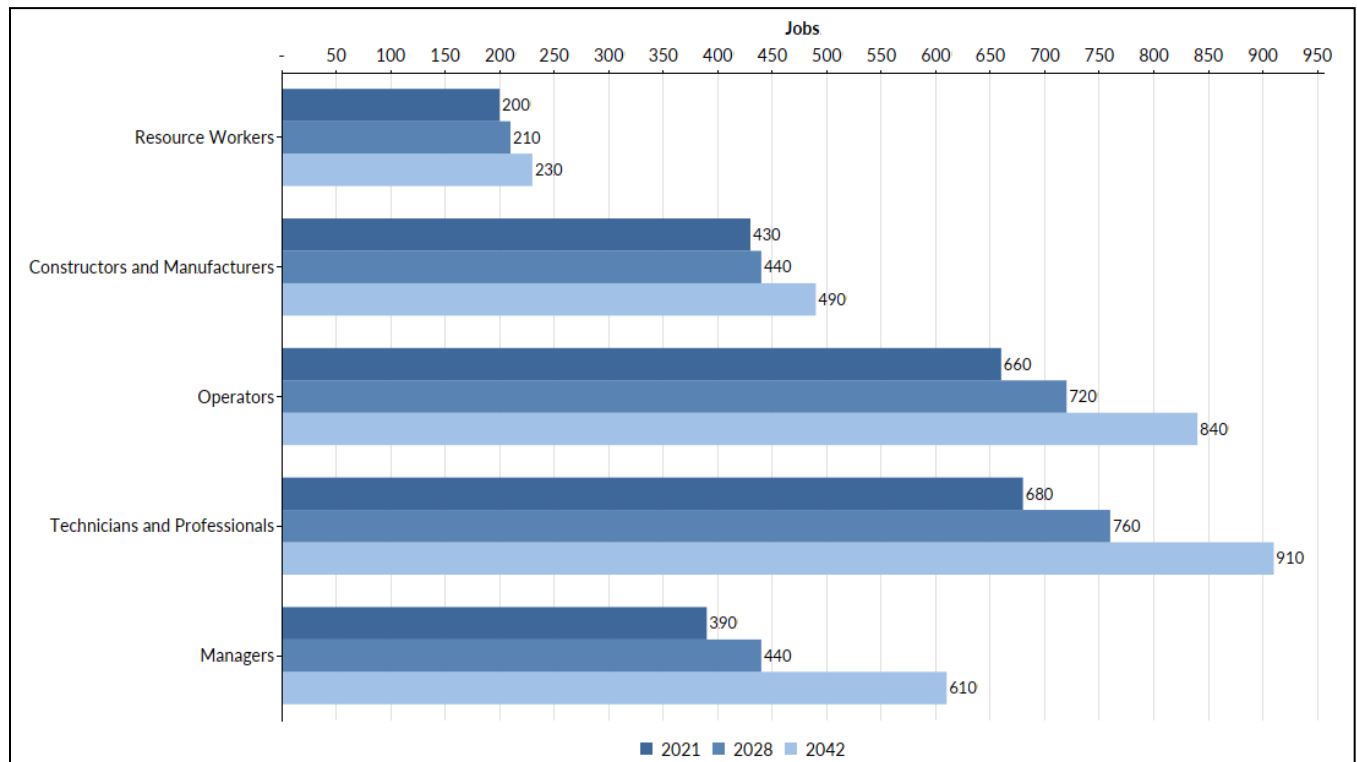
Figure 14 Local Study Area Jobs by Occupation (2021, 2028, 2042)²⁶



The occupational groupings provided by NWMO, provide a high-level profile of the types of occupations that will characterize its workforce over the Project timeframe. **Figure 15** provides a summary breakdown of the presence of these occupational groups within the Local Study Area.

²⁶ Emsi. (2022). Retrieved January 12, 2022, from <https://a.economicmodeling.com/analyst/?t=3dry2#h=Zn6MW&nation=ca&vertical=standard&page=home&halt=true&logi n=1>. Note: Projections were estimated using a compound annual growth rate between 2021 and 2028 projections.

Figure 15 Local Study Area – Jobs in NWMO Denoted Current and Projected Occupational Categories (2021, 2028, 2042)²⁷



In 2021, these occupational groupings sum to 2,360 which accounts for approximately 23 percent of the jobs in the Local Study Area. In 2042, these occupational groupings sum to 3,080 which accounts for a slight increase of approximately 24 percent of the area jobs. There are currently few people in the Local Study Area employed in the NWMO occupational categories of interest and this is not projected to change by the Construction or Operations phase of the Project. While there will be opportunities for labour in these occupational categories to meet the Project needs, the quantity of labour in these categories is relatively low compared to the Project requirement. This is an opportunity for growth since considerable labour for the APM Project will likely need to come from outside of the Local Study Area²⁸.

Table 7 provides an aggregated summary of the distribution of these occupations by constituent municipalities of the Local Study Area. In 2021, Dryden and Sioux Lookout account for approximately 90 percent of the total and Ignace and Machin make up the balance. The distribution of NWMO denoted occupations amongst the constituent municipalities remains virtually unchanged by 2042 where Dryden

²⁷ Emsi. (2022). Retrieved January 12, 2022, from <https://a.economicmodeling.com/analyst/?t=3dry2#h=Zn6MW&nation=ca&vertical=standard&page=home&halt=true&login=1>. Note: Projections were estimated using a compound annual growth rate between 2021 and 2028 projections.

²⁸ Intergroup Consultants Ltd. (2022). Ignace and Area Community Studies - Growing the Population. forthcoming.

and Sioux Lookout account for approximately 91 percent of the total and Ignace and Machin account for nine percent. The concentrations of the occupations required by the Project add further evidence to the relative strength of Dryden and Sioux Lookout as strong suppliers of labour to the Project within the Local Study Area.

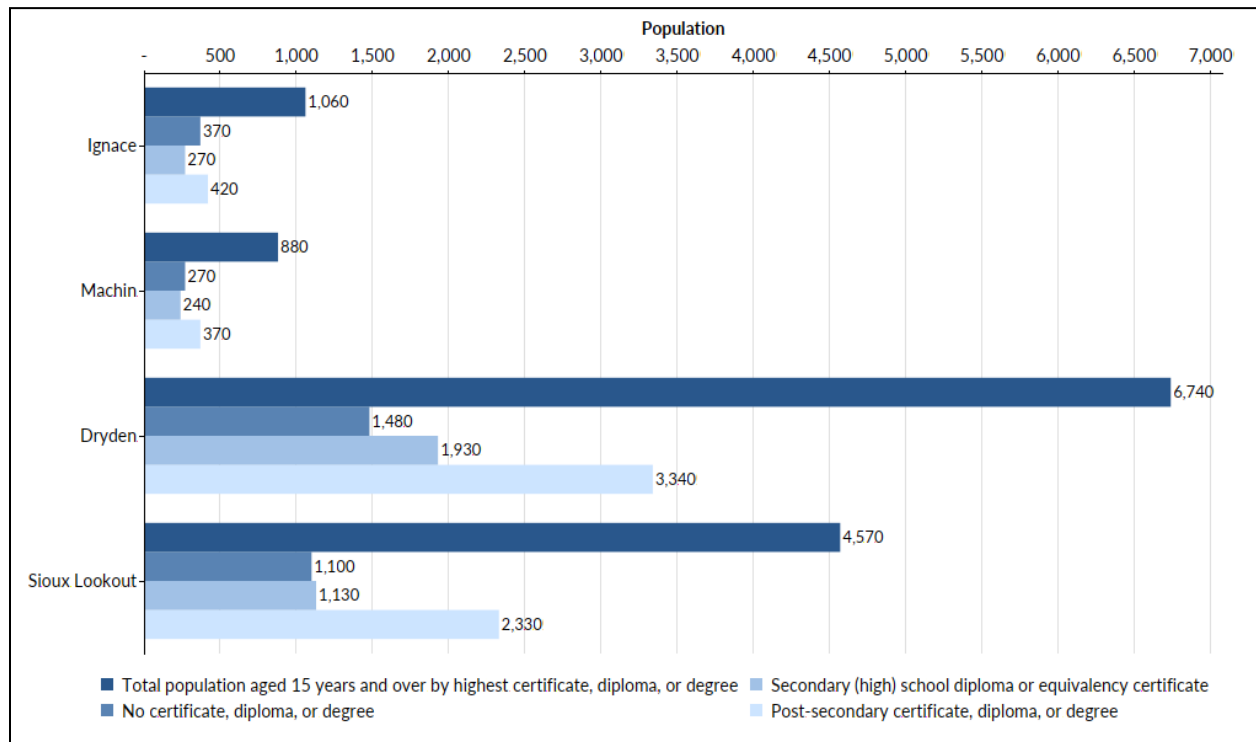
Table 7 Distribution of Jobs within Local Study Area for NWMO Denoted Occupational Categories (2021, 2028, 2042)²⁹

	2021		2028		2042	
	Total Jobs	% Distribution	Total Jobs	% Distribution	Total Jobs	% Distribution
Ignace	130	5.5%	140	5.4%	150	4.9%
Machin	100	4.3%	110	4.3%	120	3.9%
Dryden	1,440	61.3%	1,580	61.5%	1,900	62.3%
Sioux Lookout	680	28.9%	740	28.8%	880	28.9%
Sum of Local Study Area	2,350	100.0%	2,570	100.0%	3,050	100.0%

Figure 16 sets out the total population (age 15+ years) by highest educational attainment for the constituent municipalities of the Local Study Area. The Local Study Area has a total population (age 15+ years) of approximately 13,240. Of this total, 3,220 (24.3 percent) have no certificate, diploma, or degree; 3,570 (27.0 percent) have secondary (high) school diploma or equivalency certificate; and 6,450 (48.7 percent) have a post-secondary certificate, diploma, or degree. Consistent with the Regional Study Area, half of the population (age 15+ years) has a post-secondary certificate, diploma, or degree required for some skilled positions.

²⁹ Emsi. (2022). Retrieved January 12, 2022, from <https://a.economicmodeling.com/analyst/?t=3dry2#h=Zn6MW&nation=ca&vertical=standard&page=home&halt=true&login=1>. Note: Projections were estimated using a compound annual growth rate between 2021 and 2028 projections.

Figure 16 Local Study Area- Population Aged 15 Years and Over by Highest Level of Educational Attainment (2020)³⁰

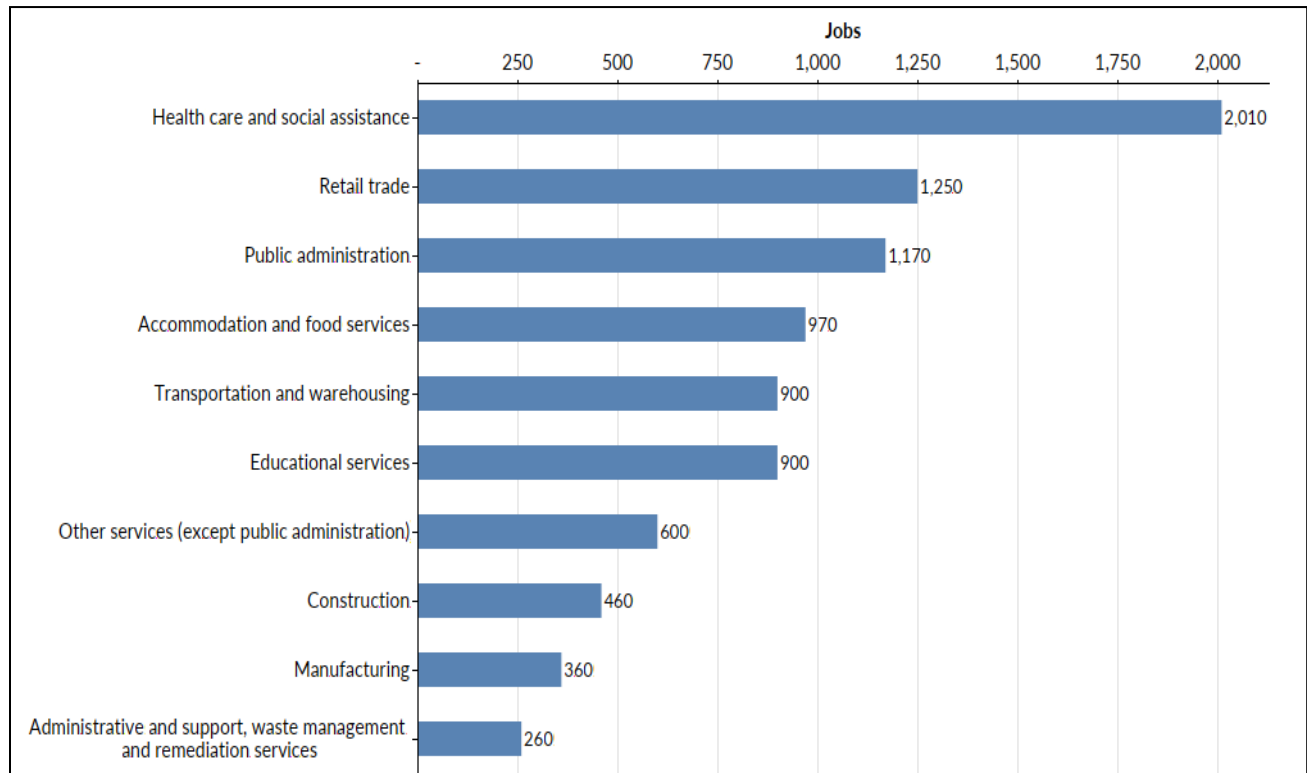


3.3.3 Industry Demand

Figure 17 sets out top 10 industry sectors in the Local Study Area based demand for employees. Health care tops the list, followed by retail trade and public administration. Accommodation and food services, transportation and warehousing, and educational services occupy the mid-range followed in the lower part of the spectrum by other services, construction, manufacturing (mostly pulp and sawmill operations) and administrative support, waste management and remediation services.

³⁰ Manifold Data Mining Inc. (2022). Retrieved January 1, 2022, from Manifold: https://app.polarisintelligence.com/profile/showreport?comparison_session=true&_locale=en&component_name=comparison_list

Figure 17 Local Study Area Top 10 Industry Sectors by Number of Jobs (2021)³¹



The Local Study Area is not a construction, resource, or trade leading area. While Forestry and Mining industries are not amongst the top 10 largest industries by jobs, most of the manufacturing jobs are associated with pulp and sawmills. Many of these industries struggle to acquire skilled labour to fill available positions. Several firms within the Local Study Area noted during key knowledge holder interviews that recruiting for skilled labour positions was difficult and they have resorted to bringing in labourers from Manitoba and Quebec.³² The inability to fill gaps within the labour force, from entry level positions to engineering professionals has resulted in a number of businesses being forced to temporarily close due to the lack of available workers.³³

3.3.4 Income

Figure 18 sets out average household income and individual average full-time employment income for the constituent municipalities of the Local Study Area. Amongst the constituent municipalities average household income ranges between roughly \$82,000 to \$109,000. Sioux Lookout has the highest average

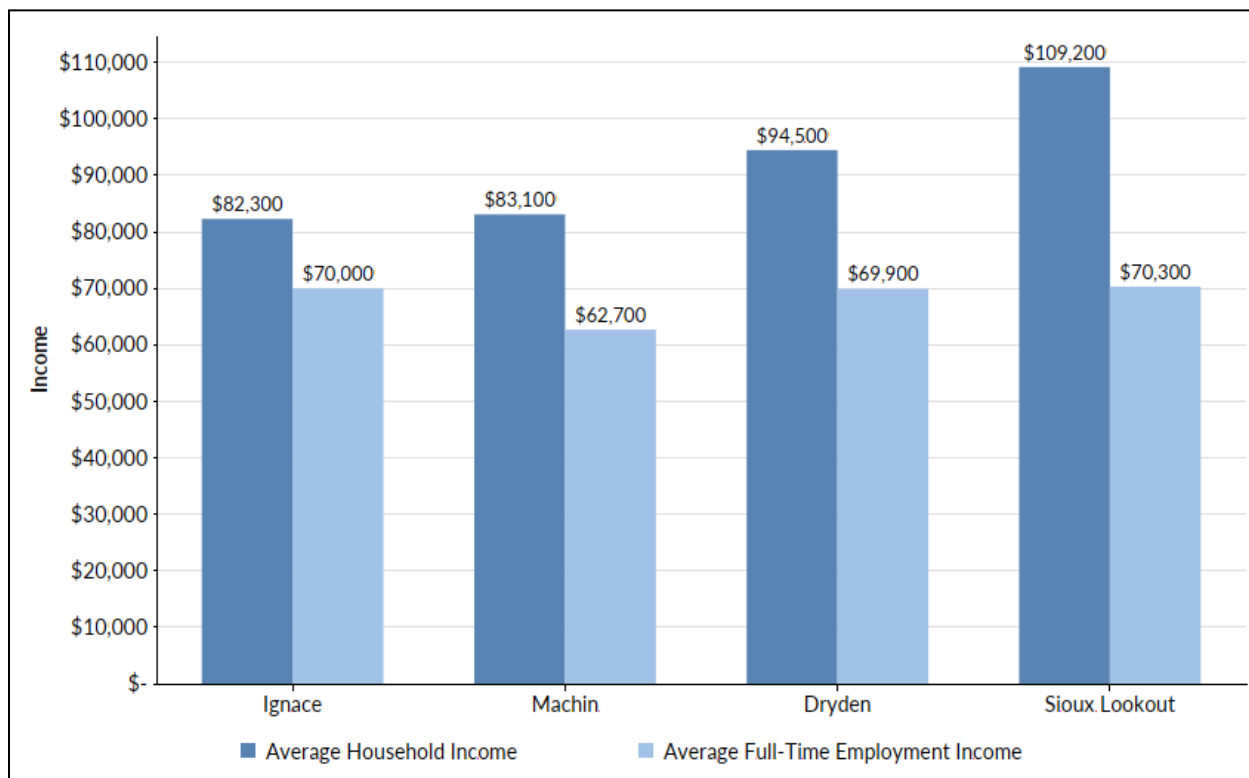
³¹ Emsi. (2022). Retrieved January 12, 2022, from <https://a.economicmodeling.com/analyst/?t=3dry2#h=Zn6MW&nation=ca&vertical=standard&page=home&halt=true&login=1>

³² Ricci's Trucking & Raleigh Falls Timber. (2022, February 7). Knowledge Holder Interview. (Hardy Stevenson, Interviewer)

³³ Northern Ontario Heritage Fund Corporation. (2022, January 28). Knowledge Holder Interview. Hardy Stevenson, Interviewer)

household income (approximately \$109,000) followed by Dryden (approximately \$95,000), Ignace and Machin occupy a range of \$82,000 to \$83,000. As a regional health centre, Sioux Lookout has a higher portion of medical salaried workers. Ignace household incomes are lower because the proportion of double household incomes is much higher in Sioux Lookout and Dryden. Ignace has fewer double-income households because it has a higher proportion of retirees. Similar to the Regional Study Area, labour in the Local Study Area is willing to change jobs for increases in pay.

Figure 18 Local Study Area Average Household Income and Average Full-Time Employment Income³⁴



The difference in average household incomes for the Local Study Area communities is partially attributed to the difference in household size. The average household in Sioux Lookout is approximately 2.6 persons whereas in Ignace it is just two. Machin and Dryden both have an average of 2.2 persons per household (please refer to the Housing Study for further detail).

³⁴ Manifold Data Mining Inc. (2022). Retrieved January 1, 2022, from Manifold: https://app.polarisintelligence.com/profile/showreport?comparison_session=true&_locale=en&component_name=comparison_list

4.0 Conclusions and Observations

1. The labour force requirements of the APM Project occur in three waves.
 - Pre-construction 2024 to 2032: ~ 200 persons
 - Construction 2033 to 2042: ~ 640 persons
 - Operations 2043 to 2088 ~ 700 persons
2. During the pre-construction phase by 2028, approximately 200 NWMO staff comprised of persons relocating from Southern Ontario and new hires will perform their jobs at the on-site and off-site locations in the siting area.
3. In the second wave of the project which coincides with the construction phase, 10 additional NWMO staff and about 430 construction trades will be added to the Project workforce. Of the trades people, 300 will be involved in surface facility construction and 130 in below ground excavation activities.
4. In the third wave of the project, which coincides with operations, the Project labour force will be comprised of 630 NWMO staff and 70 trades. Of the latter, 10 workers will be involved in surface facility maintenance and 60 staff will continue excavation activities.
5. The labour pool in the Regional Study Area which includes the metropolitan areas of Winnipeg, Sudbury and Thunder Bay is large and multifaceted. It can meet most of the labour force requirements of the APM Project across all phases.
6. Stepping down to the Local Study Area the labour pool is dramatically smaller and although some Project workforce requirements can currently be met by this area it does not have the capacity to meet all the labour needs compared to the regional labour force.
7. Moreover, when considering the labour force supply capabilities of the Local Study Area not all constituent communities are equal. The main concentrations of labour are in Dryden and Sioux Lookout both now and in the projected baseline future to 2042.
8. Ignace currently has a labour pool that represents about 5 percent of the Local Study area and this share is projected to contract without new developments such as the APM Project. This baseline projection could dramatically change if the APM is located in the Ignace area. The Project would become a catalyst for a variety of changes beyond attracting a larger labour base to Ignace and area communities. The Workforce Development study addresses this impact.
9. Given the preceding, it seems fair to conclude that under current baseline circumstances only a small fraction of the Project labour force requirements can be met by Ignace. There is much better ability but still insufficient when considering the labour supply capabilities of Local Study Area as a whole. Only at the level of the Regional Study Area is there strong confidence that labour force requirements of the Project can be fully met.

Notwithstanding the above it also noteworthy to consider some of the issues and trends that interplay with these labour pools.

10. Within the Local Study Area there are several issues that impact employment potential, such as:

- Attracting youth back to work in the area after they pursue post-secondary education.
- Attracting young couples to work in the area given its remoteness and employment challenges for dual career households.
- Addressing challenges around transportation and lack of opportunities in some communities regarding employment, business development, education and training.
- Availability of suitable (i.e., quantity and types) housing in some locations.
- The fact that people with the skills and experience needed by the Project are fully employed.

11. With respect to trends, labour force growth is expected across the Regional Study Area. Among the job categories of interest to NWMO this growth is projected to be approximately 12 percent between 2021 and 2042 (164,000 to 184,000). Looking at Project operations, the labour force requirement in 2043 represents 0.4 percent of the occupations of interest in the regional area.

12. However, the occupations of interest for the Project are also of strong interest to other sectors (i.e., mining and forestry) and therefore attracting and retaining these types of workers to the Project will likely involve competitive recruitment.

13. At the level of the Local Study Area given a much smaller labour pool, inter-industry sector competition for specific labour skillsets will become even more acute. For the Project, the construction phase and its need for trades is the stage most susceptible to these recruitment challenges.

14. However, this also presents an opportunity for inter-industry cooperation to jointly create and implement plans that enhance the local labour supply with new skills better equipped to leverage evolving opportunities like the APM Project. This is explored in greater detail in the Workforce Development study.

15. Given the fact that recruiting workers may be competitive with other sectors it is important to look for potential advantages. To this end the labour requirements of the Project can be differentiated from the labour needs of resource industries as APM Project jobs will be stable and long term. Knowledge holders stated that the permanent long-term nature of APM Project jobs is likely to attract new workers from outside the area with associated implications for growth, economic and workforce development.

16. Based on all of the preceding in this section it can be concluded that the labour supply at the regional level is currently sufficient to meet the needs of the APM Project across its various phases. Although the Local Study Area can supply some of the labour needs of the Project it cannot meet all the requirements and the shortfall is quite acute for Ignace itself. To meet the labour needs of the Project workers will need to be recruited to the area on either a permanent or traveler basis. Permanent residency is more likely during operations whereas traveler residency

is more probable during construction. This is an opportunity for Ignace and area communities to meet growth objectives, as described in other studies.

The reader is encouraged to review this labour baseline study in conjunction with other key studies (i.e., Growing the Population, Workforce Development, Housing and Economic Development) to appreciate the full suite of interrelated implications for Ignace and area communities.

5.0 Gaps and Challenges

The analysis of the impact of the Project, including “Gaps and challenges” identified as Step 2 of the Ignace Community Studies Economics and Finance Workplan for the Labour Baseline are fully addressed in the Northwest Community Studies Workforce Development Study. The analysis of the impact of the Project in the Workforce Development Study overlays the Project demand for labour on the existing labour demands and identifies the related opportunities, gaps and challenges. The “Northwest Community Studies Workforce Development Study’s Section 4 Change Analysis” assesses the impact of the Project’s labour to existing baseline labour conditions. This section of the Workforce Development report, identifies in detail the challenges and opportunities related to the Project’s impacts on labour.

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- Township of Ignace (2022, February 28). Knowledge Holder Interview. (Hardy Stevenson, Interviewer)

Appendices

Appendix A - List of Community Studies

Study Name	Study Proponent	Lead Consultant
Community and Culture	NWMO	InterGroup Consultants Ltd and Scatliff+Miller+Murray
Local and Regional Economics and Finance	NWMO	Hardy Stevenson and Associates Limited
People and Health	NWMO	InterGroup Consultants Ltd
Infrastructure	Township of Ignace	WSP
Tourism	Township of Ignace	Urban Systems

Appendix B - Key Knowledge Holders

Interviewee	Organization
Executive Director	Northwest Training and Adjustment Board
Manager	Northwest Business Centre
Executive Officer	Thunder Bay Home Builders Association
Northern Development Advisor	Northern Ontario Heritage Fund Corporation
Initiatives Officer	FedNor
Economic Development Officer	Township of Machin
Owner/Operator	Sunset Carpentry
HR	Treasury Metals
Program Manager	Crossroads Employment & Training Centre
Executive Director	Sioux Lookout Mining Centre of Excellence
Owner/Operator	Ricci Trucking/Raleigh Falls Timber
Principal	KPDSB - Ignace/Upsala Schools
Executive Director	Thunder Bay Chamber of Commerce
MGR Planning & Development	Township of Ignace
Mayor and KDMA President	Township of Ear Falls
EDO	City of Dryden
CAO	Township of Sioux Lookout
CAO	Township of Atikokan
Mill Manager	Ignace Sawmill - Resolute
Treasurer	Township of Ignace
IABA	Ignace
Executive Director	PACE - Dryden
Manager	Nexus/Alterna Credit Union - Ignace
Manager	Dryden Regional Airport/Loomex
EDO	City of Kenora
Director	Hoshizaki House Dryden District Crisis Shelter
Regional Public Affairs Manager	Domtar Mill, Dryden
CEO	KDSB - Dryden

Appendix C - Occupational Categories

Management Occupations	<p>Managers in agriculture</p> <p>Legislators</p> <p>Senior government managers and officials</p> <p>Senior managers - financial, communications and other business services</p> <p>Senior managers - health, education, social and community services and membership organizations</p> <p>Senior managers - trade, broadcasting and other services, n.e.c.</p> <p>Senior managers - construction, transportation, production and utilities</p> <p>Financial managers</p> <p>Human resources managers</p> <p>Purchasing managers</p> <p>Other administrative services managers</p> <p>Insurance, real estate and financial brokerage managers</p> <p>Banking, credit and other investment managers</p> <p>Advertising, marketing and public relations managers</p> <p>Other business services managers</p> <p>Telecommunication carriers managers</p> <p>Postal and courier services managers</p> <p>Engineering managers</p> <p>Architecture and science managers</p> <p>Computer and information systems managers</p> <p>Managers in health care</p> <p>Government managers - health and social policy development and program administration</p> <p>Government managers - economic analysis, policy development and program administration</p> <p>Government managers - education policy development and program administration</p> <p>Other managers in public administration</p> <p>Administrators - post-secondary education and vocational training</p> <p>School principals and administrators of elementary and secondary education</p> <p>Managers in social, community and correctional services</p> <p>Commissioned police officers</p> <p>Fire chiefs and senior firefighting officers</p> <p>Commissioned officers of the Canadian Armed Forces</p> <p>Library, archive, museum and art gallery managers</p> <p>Managers - publishing, motion pictures, broadcasting and performing arts</p> <p>Recreation, sports and fitness program and service directors</p> <p>Corporate sales managers</p> <p>Retail and wholesale trade managers</p> <p>Restaurant and food service managers</p> <p>Accommodation service managers</p> <p>Managers in customer and personal services, n.e.c.</p> <p>Construction managers</p>
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	Home building and renovation managers Facility operation and maintenance managers Managers in transportation Managers in natural resources production and fishing Managers in horticulture Managers in aquaculture Manufacturing managers Utilities managers
Unclassified	Unclassified
Business, Finance, and Administration Occupations	Financial auditors and accountants Financial and investment analysts Securities agents, investment dealers and brokers Other financial officers Human resources professionals Professional occupations in business management consulting Professional occupations in advertising, marketing and public relations Supervisors, general office and administrative support workers Supervisors, finance and insurance office workers Supervisors, library, correspondence and related information workers Supervisors, mail and message distribution occupations Supervisors, supply chain, tracking and scheduling co-ordination occupations Administrative officers Executive assistants Human resources and recruitment officers Property administrators Purchasing agents and officers Conference and event planners Court officers and justices of the peace Employment insurance, immigration, border services and revenue officers Administrative assistants Legal administrative assistants Medical administrative assistants Court reporters, medical transcriptionists and related occupations Health information management occupations Records management technicians Statistical officers and related research support occupations Accounting technicians and bookkeepers Insurance adjusters and claims examiners Insurance underwriters Assessors, valuers and appraisers Customs, ship and other brokers General office support workers

	Receptionists Personnel clerks Court clerks Data entry clerks Desktop publishing operators and related occupations Accounting and related clerks Payroll administrators Banking, insurance and other financial clerks Collectors Library assistants and clerks Correspondence, publication and regulatory clerks Survey interviewers and statistical clerks Mail, postal and related workers Letter carriers Couriers, messengers and door-to-door distributors Shippers and receivers Storekeepers and partspersons Production logistics co-ordinators Purchasing and inventory control workers Dispatchers Transportation route and crew schedulers
Natural and Applied Science and Related Occupations	Physicists and astronomers Chemists Geoscientists and oceanographers Meteorologists and climatologists Other professional occupations in physical sciences Biologists and related scientists Forestry professionals Agricultural representatives, consultants and specialists Civil engineers Mechanical engineers Electrical and electronics engineers Chemical engineers Industrial and manufacturing engineers Metallurgical and materials engineers Mining engineers Geological engineers Petroleum engineers Aerospace engineers Computer engineers (except software engineers and designers) Other professional engineers, n.e.c. Architects

	Landscape architects
	Urban and land use planners
	Land surveyors
	Mathematicians, statisticians and actuaries
	Information systems analysts and consultants
	Database analysts and data administrators
	Software engineers and designers
	Computer programmers and interactive media developers
	Web designers and developers
	Chemical technologists and technicians
	Geological and mineral technologists and technicians
	Biological technologists and technicians
	Agricultural and fish products inspectors
	Forestry technologists and technicians
	Conservation and fishery officers
	Landscape and horticulture technicians and specialists
	Civil engineering technologists and technicians
	Mechanical engineering technologists and technicians
	Industrial engineering and manufacturing technologists and technicians
	Construction estimators
	Electrical and electronics engineering technologists and technicians
	Electronic service technicians (household and business equipment)
	Industrial instrument technicians and mechanics
	Aircraft instrument, electrical and avionics mechanics, technicians and inspectors
	Architectural technologists and technicians
	Industrial designers
	Drafting technologists and technicians
	Land survey technologists and technicians
	Technical occupations in geomatics and meteorology
	Non-destructive testers and inspection technicians
	Engineering inspectors and regulatory officers
	Inspectors in public and environmental health and occupational health and safety
	Construction inspectors
	Air pilots, flight engineers and flying instructors
	Air traffic controllers and related occupations
	Deck officers, water transport
	Engineer officers, water transport
	Railway traffic controllers and marine traffic regulators
	Computer network technicians
	User support technicians
	Information systems testing technicians

Health Occupations	<p>Nursing co-ordinators and supervisors</p> <p>Registered nurses and registered psychiatric nurses</p> <p>Specialist physicians</p> <p>General practitioners and family physicians</p> <p>Dentists</p> <p>Veterinarians</p> <p>Optometrists</p> <p>Chiropractors</p> <p>Allied primary health practitioners</p> <p>Other professional occupations in health diagnosing and treating</p> <p>Pharmacists</p> <p>Dietitians and nutritionists</p> <p>Audiologists and speech-language pathologists</p> <p>Physiotherapists</p> <p>Occupational therapists</p> <p>Other professional occupations in therapy and assessment</p> <p>Medical laboratory technologists</p> <p>Medical laboratory technicians and pathologists' assistants</p> <p>Animal health technologists and veterinary technicians</p> <p>Respiratory therapists, clinical perfusionists and cardiopulmonary technologists</p> <p>Medical radiation technologists</p> <p>Medical sonographers</p> <p>Cardiology technologists and electrophysiological diagnostic technologists, n.e.c.</p> <p>Other medical technologists and technicians (except dental health)</p> <p>Denturists</p> <p>Dental hygienists and dental therapists</p> <p>Dental technologists, technicians and laboratory assistants</p> <p>Opticians</p> <p>Practitioners of natural healing</p> <p>Licensed practical nurses</p> <p>Paramedical occupations</p> <p>Massage therapists</p> <p>Other technical occupations in therapy and assessment</p> <p>Dental assistants</p> <p>Nurse aides, orderlies and patient service associates</p> <p>Other assisting occupations in support of health services</p>
Occupations in Education, Law and Social, Community and Government Services	<p>University professors and lecturers</p> <p>Post-secondary teaching and research assistants</p> <p>College and other vocational instructors</p> <p>Secondary and elementary school teachers and educational counsellors, n.e.c.</p> <p>Secondary school teachers</p> <p>Elementary school and kindergarten teachers</p>

	<p>Educational counsellors</p> <p>Judges</p> <p>Lawyers and Quebec notaries</p> <p>Psychologists</p> <p>Social workers</p> <p>Family, marriage and other related counsellors</p> <p>Professional occupations in religion</p> <p>Probation and parole officers and related occupations</p> <p>Employment counsellors</p> <p>Natural and applied science policy researchers, consultants and program officers</p> <p>Economists and economic policy researchers and analysts</p> <p>Business development officers and marketing researchers and consultants</p> <p>Social policy researchers, consultants and program officers</p> <p>Health policy researchers, consultants and program officers</p> <p>Education policy researchers, consultants and program officers</p> <p>Recreation, sports and fitness policy researchers, consultants and program officers</p> <p>Program officers unique to government</p> <p>Other professional occupations in social science, n.e.c.</p> <p>Paralegal and related occupations</p> <p>Social and community service workers</p> <p>Early childhood educators and assistants</p> <p>Instructors of persons with disabilities</p> <p>Other instructors</p> <p>Other religious occupations</p> <p>Police officers (except commissioned)</p> <p>Firefighters</p> <p>Non-commissioned ranks of the Canadian Armed Forces</p> <p>Home child care providers</p> <p>Home support workers, housekeepers and related occupations</p> <p>Elementary and secondary school teacher assistants</p> <p>Sheriffs and bailiffs</p> <p>Correctional service officers</p> <p>By-law enforcement and other regulatory officers, n.e.c.</p>
Occupations in Art, Culture, Recreations and Sport	<p>Librarians</p> <p>Conservators and curators</p> <p>Archivists</p> <p>Authors and writers</p> <p>Editors</p> <p>Journalists</p> <p>Translators, terminologists and interpreters</p> <p>Producers, directors, choreographers and related occupations</p> <p>Conductors, composers and arrangers</p>

	<p>Musicians and singers</p> <p>Dancers</p> <p>Actors and comedians</p> <p>Painters, sculptors and other visual artists</p> <p>Library and public archive technicians</p> <p>Technical occupations related to museums and art galleries</p> <p>Photographers</p> <p>Film and video camera operators</p> <p>Graphic arts technicians</p> <p>Broadcast technicians</p> <p>Audio and video recording technicians</p> <p>Other technical and co-ordinating occupations in motion pictures, broadcasting and the performing arts</p> <p>Support occupations in motion pictures, broadcasting, photography and the performing arts</p> <p>Announcers and other broadcasters</p> <p>Other performers, n.e.c.</p> <p>Graphic designers and illustrators</p> <p>Interior designers and interior decorators</p> <p>Theatre, fashion, exhibit and other creative designers</p> <p>Artisans and craftspersons</p> <p>Patternmakers - textile, leather and fur products</p> <p>Athletes</p> <p>Coaches</p> <p>Sports officials and referees</p> <p>Program leaders and instructors in recreation, sport and fitness</p>
Sales and Service Occupations	<p>Retail sales supervisors</p> <p>Technical sales specialists - wholesale trade</p> <p>Retail and wholesale buyers</p> <p>Insurance agents and brokers</p> <p>Real estate agents and salespersons</p> <p>Financial sales representatives</p> <p>Food service supervisors</p> <p>Executive housekeepers</p> <p>Accommodation, travel, tourism and related services supervisors</p> <p>Customer and information services supervisors</p> <p>Cleaning supervisors</p> <p>Other services supervisors</p> <p>Chefs</p> <p>Cooks</p> <p>Butchers, meat cutters and fishmongers - retail and wholesale</p> <p>Bakers</p> <p>Hairstylists and barbers</p>

	<p>Tailors, dressmakers, furriers and milliners</p> <p>Shoe repairers and shoemakers</p> <p>Jewellers, jewellery and watch repairers and related occupations</p> <p>Upholsterers</p> <p>Funeral directors and embalmers</p> <p>Sales and account representatives - wholesale trade (non-technical)</p> <p>Retail salespersons</p> <p>Maîtres d'hôtel and hosts/hostesses</p> <p>Bartenders</p> <p>Food and beverage servers</p> <p>Travel counsellors</p> <p>Pursers and flight attendants</p> <p>Airline ticket and service agents</p> <p>Ground and water transport ticket agents, cargo service representatives and related clerks</p> <p>Hotel front desk clerks</p> <p>Tour and travel guides</p> <p>Outdoor sport and recreational guides</p> <p>Casino occupations</p> <p>Security guards and related security service occupations</p> <p>Customer services representatives - financial institutions</p> <p>Other customer and information services representatives</p> <p>Image, social and other personal consultants</p> <p>Estheticians, electrologists and related occupations</p> <p>Pet groomers and animal care workers</p> <p>Other personal service occupations</p> <p>Cashiers</p> <p>Service station attendants</p> <p>Store shelf stockers, clerks and order fillers</p> <p>Other sales related occupations</p> <p>Food counter attendants, kitchen helpers and related support occupations</p> <p>Support occupations in accommodation, travel and facilities set-up services</p> <p>Operators and attendants in amusement, recreation and sport</p> <p>Light duty cleaners</p> <p>Specialized cleaners</p> <p>Janitors, caretakers and building superintendents</p> <p>Dry cleaning, laundry and related occupations</p> <p>Other service support occupations, n.e.c.</p>
<p>Trades, Transport, and Equipment Operators and Related Occupations</p>	<p>Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations</p> <p>Contractors and supervisors, electrical trades and telecommunications occupations</p> <p>Contractors and supervisors, pipefitting trades</p> <p>Contractors and supervisors, carpentry trades</p>

Contractors and supervisors, other construction trades, installers, repairers and servicers

Machinists and machining and tooling inspectors

Tool and die makers

Sheet metal workers

Boilermakers

Structural metal and platework fabricators and fitters

Ironworkers

Welders and related machine operators

Electricians (except industrial and power system)

Industrial electricians

Power system electricians

Electrical power line and cable workers

Telecommunications line and cable workers

Telecommunications installation and repair workers

Cable television service and maintenance technicians

Plumbers

Steamfitters, pipefitters and sprinkler system installers

Gas fitters

Carpenters

Cabinetmakers

Bricklayers

Concrete finishers

Tilesetters

Plasterers, drywall installers and finishers and lathers

Roofers and shinglers

Glaziers

Insulators

Painters and decorators (except interior decorators)

Floor covering installers

Contractors and supervisors, mechanic trades

Contractors and supervisors, heavy equipment operator crews

Supervisors, printing and related occupations

Supervisors, railway transport operations

Supervisors, motor transport and other ground transit operators

Construction millwrights and industrial mechanics

Heavy-duty equipment mechanics

Heating, refrigeration and air conditioning mechanics

Railway carmen/women

Aircraft mechanics and aircraft inspectors

Machine fitters

Elevator constructors and mechanics

	<p>Automotive service technicians, truck and bus mechanics and mechanical repairers</p> <p>Motor vehicle body repairers</p> <p>Oil and solid fuel heating mechanics</p> <p>Appliance servicers and repairers</p> <p>Electrical mechanics</p> <p>Motorcycle, all-terrain vehicle and other related mechanics</p> <p>Other small engine and small equipment repairers</p> <p>Railway and yard locomotive engineers</p> <p>Railway conductors and brakemen/women</p> <p>Crane operators</p> <p>Drillers and blasters - surface mining, quarrying and construction</p> <p>Water well drillers</p> <p>Printing press operators</p> <p>Other trades and related occupations, n.e.c.</p> <p>Residential and commercial installers and servicers</p> <p>Waterworks and gas maintenance workers</p> <p>Pest controllers and fumigators</p> <p>Other repairers and servicers</p> <p>Longshore workers</p> <p>Material handlers</p> <p>Transport truck drivers</p> <p>Bus drivers, subway operators and other transit operators</p> <p>Taxi and limousine drivers and chauffeurs</p> <p>Delivery and courier service drivers</p> <p>Heavy equipment operators (except crane)</p> <p>Public works maintenance equipment operators and related workers</p> <p>Railway yard and track maintenance workers</p> <p>Water transport deck and engine room crew</p> <p>Boat and cable ferry operators and related occupations</p> <p>Air transport ramp attendants</p> <p>Other automotive mechanical installers and servicers</p> <p>Construction trades helpers and labourers</p> <p>Other trades helpers and labourers</p> <p>Public works and maintenance labourers</p> <p>Railway and motor transport labourers</p>
<p>Natural Resources, Agriculture and Related Production Occupations</p>	<p>Supervisors, logging and forestry</p> <p>Supervisors, mining and quarrying</p> <p>Contractors and supervisors, oil and gas drilling and services</p> <p>Underground production and development miners</p> <p>Oil and gas well drillers, servicers, testers and related workers</p> <p>Logging machinery operators</p>

	<p>Agricultural service contractors, farm supervisors and specialized livestock workers</p> <p>Contractors and supervisors, landscaping, grounds maintenance and horticulture services</p> <p>Fishing masters and officers</p> <p>Fishermen/women</p> <p>Underground mine service and support workers</p> <p>Oil and gas well drilling and related workers and services operators</p> <p>Chain saw and skidder operators</p> <p>Silviculture and forestry workers</p> <p>General farm workers</p> <p>Nursery and greenhouse workers</p> <p>Fishing vessel deckhands</p> <p>Trappers and hunters</p> <p>Harvesting labourers</p> <p>Landscaping and grounds maintenance labourers</p> <p>Aquaculture and marine harvest labourers</p> <p>Mine labourers</p> <p>Oil and gas drilling, servicing and related labourers</p> <p>Logging and forestry labourers</p>
Occupations in Manufacturing and Utilities	<p>Supervisors, mineral and metal processing</p> <p>Supervisors, petroleum, gas and chemical processing and utilities</p> <p>Supervisors, food and beverage processing</p> <p>Supervisors, plastic and rubber products manufacturing</p> <p>Supervisors, forest products processing</p> <p>Supervisors, textile, fabric, fur and leather products processing and manufacturing</p> <p>Supervisors, motor vehicle assembling</p> <p>Supervisors, electronics manufacturing</p> <p>Supervisors, electrical products manufacturing</p> <p>Supervisors, furniture and fixtures manufacturing</p> <p>Supervisors, other mechanical and metal products manufacturing</p> <p>Supervisors, other products manufacturing and assembly</p> <p>Central control and process operators, mineral and metal processing</p> <p>Central control and process operators, petroleum, gas and chemical processing</p> <p>Pulping, papermaking and coating control operators</p> <p>Power engineers and power systems operators</p> <p>Water and waste treatment plant operators</p> <p>Machine operators, mineral and metal processing</p> <p>Foundry workers</p> <p>Glass forming and finishing machine operators and glass cutters</p> <p>Concrete, clay and stone forming operators</p> <p>Inspectors and testers, mineral and metal processing</p> <p>Metalworking and forging machine operators</p>

Machining tool operators
Other metal products machine operators
Chemical plant machine operators
Plastics processing machine operators
Rubber processing machine operators and related workers
Sawmill machine operators
Pulp mill machine operators
Papermaking and finishing machine operators
Other wood processing machine operators
Paper converting machine operators
Lumber graders and other wood processing inspectors and graders
Woodworking machine operators
Textile fibre and yarn, hide and pelt processing machine operators and workers
Weavers, knitters and other fabric making occupations
Fabric, fur and leather cutters
Industrial sewing machine operators
Inspectors and graders, textile, fabric, fur and leather products manufacturing
Process control and machine operators, food and beverage processing
Industrial butchers and meat cutters, poultry preparers and related workers
Fish and seafood plant workers
Testers and graders, food and beverage processing
Plateless printing equipment operators
Camera, platemaking and other prepress occupations
Binding and finishing machine operators
Photographic and film processors
Aircraft assemblers and aircraft assembly inspectors
Motor vehicle assemblers, inspectors and testers
Electronics assemblers, fabricators, inspectors and testers
Assemblers and inspectors, electrical appliance, apparatus and equipment manufacturing
Assemblers, fabricators and inspectors, industrial electrical motors and transformers
Mechanical assemblers and inspectors
Machine operators and inspectors, electrical apparatus manufacturing
Boat assemblers and inspectors
Furniture and fixture assemblers and inspectors
Other wood products assemblers and inspectors
Furniture finishers and refinishers
Plastic products assemblers, finishers and inspectors
Industrial painters, coaters and metal finishing process operators
Other products assemblers, finishers and inspectors
Labourers in mineral and metal processing
Labourers in metal fabrication

	Labourers in chemical products processing and utilities
	Labourers in wood, pulp and paper processing
	Labourers in rubber and plastic products manufacturing
	Labourers in textile processing
	Labourers in food and beverage processing
	Labourers in fish and seafood processing
	Other labourers in processing, manufacturing and utilities

Appendix D - Glossary

Term	Definition
Adaptative management	Adaptive management is defined consistent with the CNSC's definition of adaptive management (REGDOC-3.6): A planned and systematic process for continuously improving management practices (primarily environmental) by learning from their outcomes. For an environmental assessment it involves, among other things, the implementation of new or modified mitigation measures over the life of the Project to address unanticipated environmental effects. Note: the need to implement adaptive management measures may be determined through an effective follow-up program.
Adaptive Phased Management (APM) Project	The Deep Geological Repository and other required infrastructure for the safe, long-term management of Canada's used nuclear fuel.
Community	The use of the term 'community' (a group of people living either in the same place or having a particular characteristic in common) will be qualified to specify the specific community of reference.
Community Studies Purpose	Community studies will inform the primary APM Project hosting agreement between the NWMO and the Township of Ignace. In addition, they will provide pertinent information for agreements with the City of Dryden as well as other potential regional agreements.
Ignace Area	Delineates the general area surrounding the potential APM Project location Deep Geological Repository in Northwestern Ontario; mainly comprising of City of Dryden, Machin, the Local Service Board of Wabigoon, the Local Service Board of Melgund (Dyment and Borups Corner), and Sioux Lookout. The area is located in Treaty #3 within the traditional territories of multiple Indigenous and Métis communities.
Ignace and Area Working Group	The Township of Ignace and the NWMO have established a working group inclusive of the Township of Ignace, Wabigoon Lake Ojibway Nation, and other Indigenous and non-Indigenous local and regional community members and observers to collaboratively design and implement baseline and community studies to provide a basis for achieving informed decision making related to the APM Project.

Term	Definition
Local Study Area	<p>The Local Study Area refers to the communities/areas most likely to experience future direct, indirect, and induced impacts of the APM Project - both positive and negative. For the purposes of the baseline studies, the potential “host” community (i.e., Ignace) is considered central to the Local Study Area, while other communities may be included on a topic-by-topic basis relative to potential future impacts and cumulative impacts.</p> <p>The Local Study Area will vary by baseline component/study as well as phase of the Project. For example, for workforce the Local Study Area includes communities that can commute to the Revell Site or the Centre of Expertise within an hour drive. This means that Ignace, Dryden, Sioux Lookout (for the Revell Site) and Machin (for the Revell Site) and unincorporated municipalities constitute the primary Local Study Area (micro labour-shed). This micro labour-shed includes settlement areas (unincorporated communities) between Dryden, Ignace, and Sioux Lookout. The preliminary spatial boundaries are as follows:</p> <ul style="list-style-type: none"> • Ignace; • Dryden; • Machin; • Sioux Lookout; • The Local Service Board of Melgund; and • The Local Service Board of Wabigoon.
Neighboring Community	Communities in Northwestern Ontario surrounding the Project or included in both Local and Regional Study Areas (i.e., Dryden, Sioux Lookout, Machin, and unincorporated municipalities).
Neighboring Community Leadership	For the purpose of engagement on draft materials, neighboring community leadership in this context refers to municipal administrative leadership inclusive of the Local Service Board of Wabigoon, the Local Service Board of Melgund, etc.
Potential Municipal Host Communities	Two municipal siting communities remain in the process. These are the Township of Ignace and the Municipality of South Bruce. Ignace has participated in the NWMO’s site selection process since initiation in 2010.
Project Site	Used to describe the location of the primary APM infrastructure including the Deep Geological Repository, and ancillary infrastructure to support operations.

Term	Definition
Regional Study Area	<p>The Regional Study Area refers to the area used to provide context for each component and may also experience future impacts of the APM Project (both positive and negative). During the future impact assessment, cumulative effects will be considered within the Regional Study Area.</p> <p>The Regional Study Area will also vary by baseline component/study as well as phase of the Project. In some instances, the regional boundaries are either narrowly defined by the area within the Kenora District or more broad in scope such as the labour baseline for example:</p> <ul style="list-style-type: none"> • Atikokan; • Kenora; • Thunder Bay; • Steinbach; and • Winnipeg.
Revell Site	Revell Batholith Temporary Withdrawal Area.
Rights Holders	First Nation and Métis communities who have asserted and or hold recognized treaty and/or Indigenous rights and whose Traditional Territories include the Project site.
Siting Area	In the context of the Community Studies for Northwestern Ontario, 'siting area' refers to the Ignace Siting Area defined above for 'Ignace Area'.
South Bruce Area	Delineates the general area surrounding the potential APM Project location in southwestern Ontario; mainly comprising Bruce County (excluding the South Bruce Peninsula) and northern portions of Huron County, but not extending to the shores of Lake Huron. The area is located in Treaty #45 1/2 in the traditional territory of the Saugeen Ojibway Nation as well as the asserted traditional territories of Métis communities.
Spatial Boundaries as defined in Baseline Design Report	Spatial boundaries vary by topic and will be refined over the course of engagement. It is anticipated spatial boundaries will reflect inputs from local governments, the public, Indigenous communities, federal and provincial government departments and agencies, and other interested parties, consistent with the Tailored Guidelines template. Two general spatial study areas are considered as part of the Community Studies that referred to as the Local Study Area and Regional Study Area.