



It's all here

COMMUNITY PROFILE





Contents

Welcome	2	Facts and Statistics	17
Economic Development Department	3	Quick Facts	17
Economic Profile	4	Demographics	17
Strategic Location	4	Age Characteristics	18
Road	4	Languages	18
Air	5	Immigration	18
Rail	5	Education	19
		Climate	20
Competitive Advantages	6	Safety	21
Key Sectors	6	Utilities	22
Construction & Advanced Manufacturing	6	Electricity Rates	22
Education	7	Water and Sewer Charges	23
Information Communication Technology	8	Taxes	23
Forestry	8		
Mining Supply and Services	9	Real Estate	24
Retail and Commercial Sector	10	Industrial	24
Tourism	11	Commercial	25
Transportation	12	Real Estate Board	25
Public Sector	13		
Health Care Sector	14	Workforce	26
Services	15	Hiring & Training	27
Incentives	15	Wage Rates	27
Municipal Incentives	15		
Airport Industrial Community Improvement Plan (ACIP)	16	Quality of Life	28
Brownfield Community Improvement Plan (BCIP)	16		
Downtown Community Improvement Plan (DCIP)	16		
Infrastructure	16		

Welcome



Welcome to North Bay – it's all here.

North Bay is a diverse community that offers a perfect blend of opportunity and easy living. With a population of approximately 54,000 and a trading area of 112,000, North Bay offers economic advantages with easy access to larger Canadian and U.S. markets. North Bay is located three hours north of Canada's largest city, Toronto, Ontario and three-and-a-half hours west of the nation's capital, Ottawa, Ontario.

North Bay attracts and retains businesses within a variety of sectors. With a new state-of-the-art Regional Health Centre, coupled with two world-class post-secondary institutions, North Bay's workforce continues to expand. North Bay's diverse business community, abundant amenities, and progressive opportunities for growth make the City an ideal place for investment.



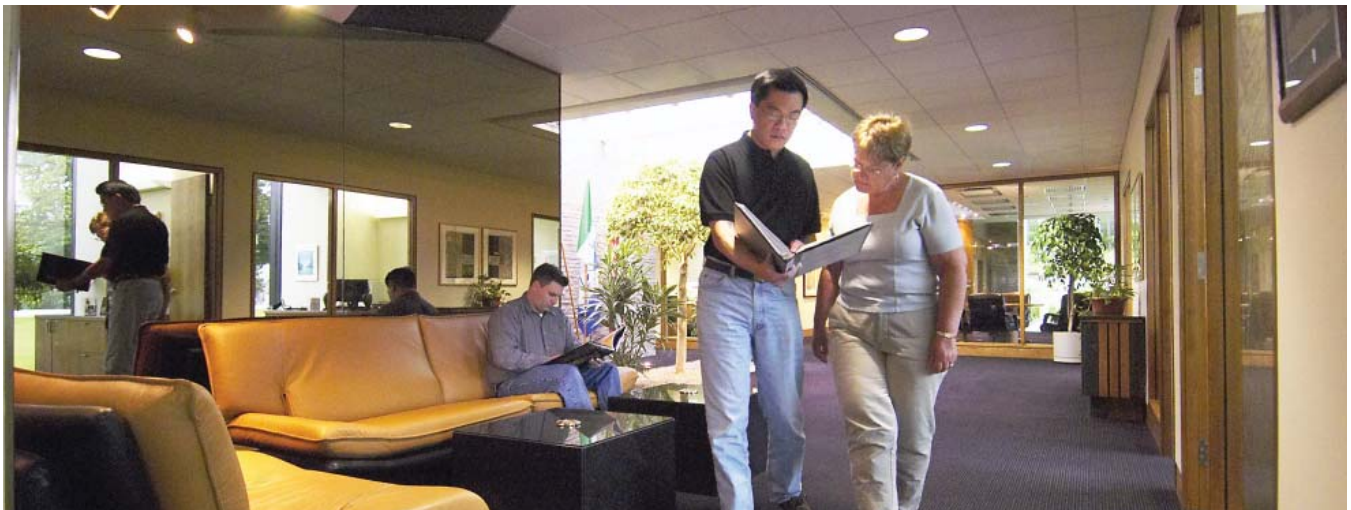
Economic Development Department

The Economic Development Department assists existing businesses, prospective investors, and community partners with business and community development projects.

- Community Development;
- Site searches and tours;
- Sale/lease of municipally-owned land;
- Market analysis;
- Public funding application assistance;
- Financial structuring and related business attraction;
- Business retention and expansion assistance;
- Support for company export initiatives; and
- Liaise with Provincial and Federal governments to support business and facilitate market development and trade opportunities.

Together with the Regional Small Business Enterprise Centre and the National Research Council's Industrial Research Assistance Program (IRAP) Office, the Economic Development Office provides additional guidance and support related to unique client needs.

The City's Development Application Review Team (DART) reviews all development applications and Site Plan Control Agreements to ensure that projects move forward quickly and adhere to project deadlines.



Business Immigration

The Business Immigration Attraction Program is a confidential matchmaking tool that connects newcomers looking to invest in Canadian businesses directly with businesses for sale in Northern Ontario. Designed to support businesses with their succession planning and exit strategies, this unique program contributes to the local economy by attracting new talent, contributing to business/job retention, and growing the region's small business sector.

Program information can be found at www.investnorthernontario.com/match

Contact the Economic Development Office for support with your project.

City of North Bay's Economic Development Office

705.474.0400 ext. 2417

800.465.1882

www.investinnorthbay.ca

Economic Profile



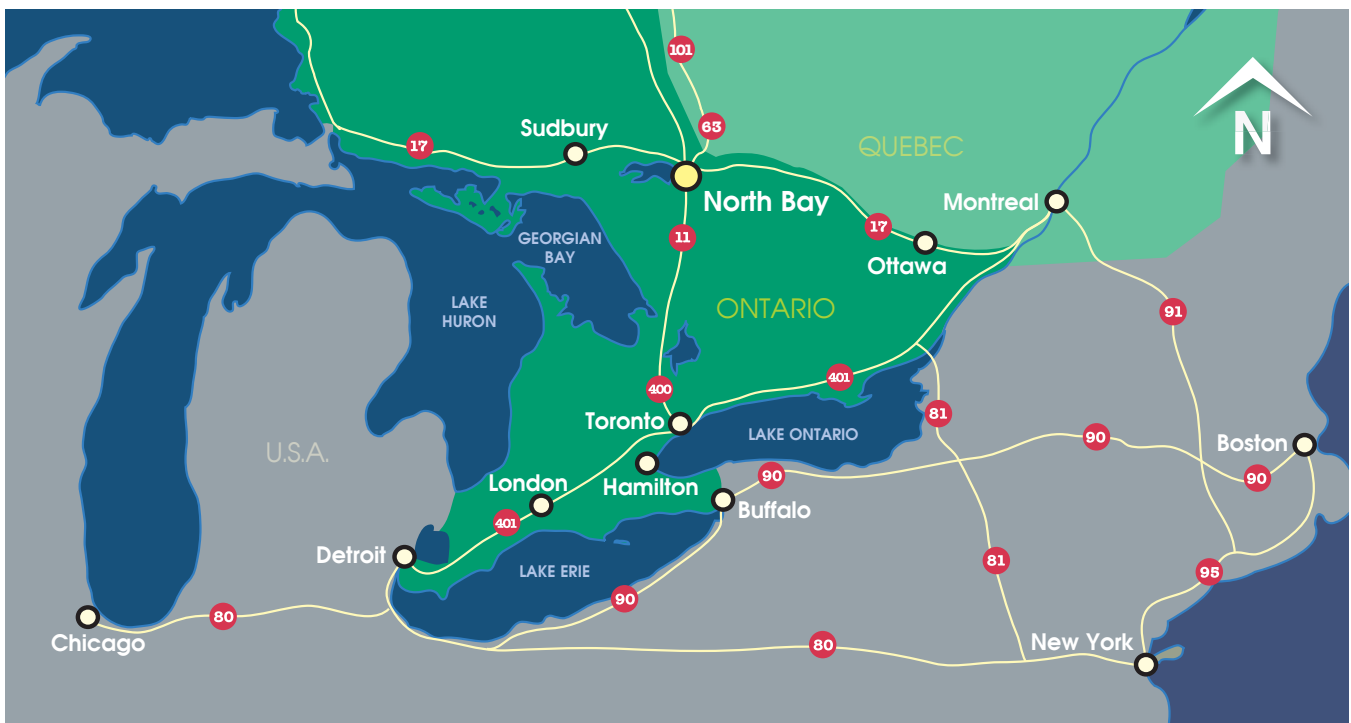
North Bay's diverse local economy is supported by vibrant business and industry sectors. With a strong balance of commercial, industrial, and institutional operations, North Bay continues to grow by encouraging local expansions and attracting new compatible companies.

Strategic Location

Economic growth in North Bay is linked to the city's close proximity to markets for both manufactured goods and the raw materials needed to produce them. Centrally located, North Bay is at the crossroads for road, air, rail and fibre optic routes. This provides a link to the north, south, east and west for transportation and communication activities.

Road

The Trans-Canada Highway 17, Canada's east-west artery, passes through North Bay, and connects to the Highway 11 link to Toronto. The four-lane development of this highway linkage allows for easy access to Southern Ontario markets. Major trucking and cartage firms have terminals in North Bay, as do the national courier companies offering overnight service to most Canadian and U.S. destinations. Two major bus lines provide passenger and express service to and from North Bay at a convenient central terminal.



Travel distances to major Canadian centres from North Bay include:

	Kilometres	Miles	Driving Time
Sudbury	125	78	1.5 hours
Toronto	345	214	3 hours
Hamilton	394	245	4 hours
Ottawa	357	222	3.5 hours
Montreal	555	345	5.5 hours
London	500	311	5 hours

North Bay is located within a day's drive of more than 100 million consumers, providing a choice of six border crossings to reach destinations such as Buffalo, Detroit, New York City, Boston, and Chicago. Travel distances to major U.S. centres from North Bay include:

	Kilometres	Miles	Driving Time
Buffalo	490	306	5 hours
Detroit	683	427	7 hours
New York City	770	478	8 hours
Boston	1041	651	10 hours
Chicago	1144	715	11 hours

Air

Just minutes from the downtown core, the municipally owned North Bay Jack Garland Airport has a 10,000 foot/3,048 meter runway, one of only four in Ontario. Air Canada Jazz and Bearskin Airlines operate a number of daily scheduled flights from North Bay to Toronto's Pearson International Airport and to Ottawa's International Airport. In addition, regularly scheduled service is offered throughout the North. The Jack Garland Airport is also home to Voyageur Airways, a charter company with a full range of aircraft available to service non-scheduled requirements.

Rail

Freight and passengers services are offered from the Ontario Northland terminal. Canadian Pacific, Canadian National, Ottawa Valley Railway, and Ontario Northland provide freight service to North Bay, ensuring local firms' access to the marketplace.

Competitive Advantages



North Bay's competitive advantage was validated in a Competitive Alternatives study conducted by KPMG. North Bay ranked very high as a cost-competitive location to do business and had a 3.5% cost operating advantage over the United States. The analysis indicates that North Bay has strong advantages in the aerospace, advanced manufacturing, and IT sectors.

Key Sectors

North Bay companies range from major multi-nationals to small to medium enterprises, operating in a variety of sectors. The use of advanced technology enables North Bay firms to participate in a wide range of sectors and geographic markets.

There are five pillars of business practice that generally characterize successful firms in North Bay. These five pillars allow them to maintain a competitive position in

the marketplace and include creating products and services that are:

- Highly engineered;
- Low volume;
- High margin;
- Highly diversified by sector; and
- Have a global mandate.



A diverse variety of products are manufactured in North Bay including the world's first fuel-cell powered locomotive.

Construction & Advanced Manufacturing

The construction and manufacturing industries in North Bay are highly diversified. North Bay's full range of construction capabilities encompasses design build/support services with teams of qualified architects, designers, engineers, contractors, fabricators, and builders who specialize in industrial, commercial, civil, and residential projects. North Bay has implemented a successful strategy for these sectors based on attracting and retaining a broad spectrum of complementary companies that engineer products for the global market. A diverse variety of products are manufactured in North Bay, ranging from the world's first fuel-cell powered locomotive, to construction consumables, drill rigs, pedal boats, servo-writers, and more.

Education

North Bay is the proud home of Nipissing University and Canadore College. With an enrollment of over 9,000 full- and part-time students, Nipissing University and Canadore College are among North Bay's largest employers. The City is also serviced by a range of private colleges, training institutions, vocational schools, and four school boards.

In addition to providing education to today's youth, the four school boards offer continuing education services to the area's adult population. Private training institutions offer courses in a number of different disciplines.

Educational service industries account for over 9% of total employment.



Nipissing University and Canadore College, co-located with main campus facilities on a pristine 700 acre/283 hectare site on the escarpment, are leading economic engines for North Bay and region. Their estimated economic impact on the community is approximately \$200 million annually. This relationship is entirely unique in the Canadian post-secondary sector and works to strengthen each institution respectively.

Canadore College's \$12.5 million airside Aerospace Centre provides students with a full range of leading edge Aerospace/Aviation Education, Transportation, and Logistics Management programs in a state-of-the-art facility. As a result, Canadore College provides an excellent supply of well-trained and educated aviation industry workforce for the related businesses in the region.

Information Communication Technology

This sector includes:

- Telecom services and equipment;
- Back office shared services and contact management centres;
- Software development, hardware support and services; and
- Digital media, web development, film and television production.

North Bay's world-class telecom infrastructure, service quality, and proximity to U.S. clients have helped the industry grow. In the IT field, North Bay is recognized for software development, application, and hardware maintenance.



North Bay General Hospital was the first in the world to perform a tele-robotic surgery, in which the patient was at the hospital in North Bay and the surgeon was 400 kilometres away in Hamilton, Ontario.

Forestry

North Bay and surrounding area benefit from the forestry industry, emphasizing process innovation and value-added products. The regional forestry sector includes:

- Logging;
- Wood manufacturing;
- Wood remanufacturing and value added products;
- Paper and allied products and
- Biomass

North Bay is home to Wood WORKS!, a project of the Canadian Wood Council. Wood WORKS! is a national campaign to increase the use of wood in commercial, industrial, and institutional construction.

WoodWORKS! recognized the North Bay Regional Health Centre architect team with the Institutional Wood Design Award for projects valued at more than \$10 million.

Mining Supply and Services

The Mining Supply and Services Industry is one of the most prominent sectors in the North Bay region. North Bay is proud to have more than 65 local area businesses within this sector, including half a dozen multi-national Canadian headquarters.

The local industry includes:

- Mining exploration;
- Development and mine operating services;
- Fabricated metal machinery and equipment, including both track and LHD;
- Fabricated rubber, plastics, and chemical products for mining;
- Wholesale equipment and supplies for mining; and
- Business services for mining including engineering/geo-technical.

The North Bay Mining Supply and Services sector employs 2,990 people, produces an estimated \$770 million in output and has a total of \$1.06 billion in gross revenues.





Retail and Commercial Sector

The commercial sector in North Bay is comprised of four vibrant, primary nodes and a number of secondary nodes spread throughout the city. This sector includes a full range of businesses, from large retail chains to small independents. The downtown core complements recent expansions of regional shopping centres.

The City of North Bay has implemented a commercial strategy based on balanced growth which includes a tax reduction program.



Tourism

Tourism is a significant contributor to the North Bay economy. There are approximately 1,300 businesses in the tourism industry throughout the region. North Bay is well serviced by international hotel chains, cottages, and Bed & Breakfasts.

While they are here, visitors engage in four-season outdoor activities such as fishing, cycling, boating, canoeing, sailing, and trail-based outdoor activities such as cross-country skiing, snowshoeing, snowmobiling, hiking, bird watching, and ATV riding.

As part of the Discovery Routes Trail System, North Bay offers 17.5 km/10 mi of multi-use paved trails from one end of the City to the other.

North Bay has many other attractions including:

- The Dionne Quints Museum;
- Chief Commanda Il Lake Nipissing cruises;
- North Bay's Waterfront Park;
- The Discovery North Bay Museum;
- Heritage Railway & Carousel Company;
- The Capitol Centre (Performing Arts Centre.)



Lake Nipissing covers more than 850 sq. km/328 sq. mi, is the fourth largest inland lake in Ontario and is bigger than Singapore.



Transportation

North Bay is well connected to major urban markets in Canada and the United States via a network of transportation options, including a system of highways, railways, ports, and an airport. North Bay is home to several international carriers and freight forwarding services such as Kuehne+Nagel.

The North Bay Jack Garland Airport (www.yyb.ca) provides scheduled passenger and cargo services for a number of carriers and is an essential transportation hub for Northeastern Ontario.

North Bay's 10,000 foot/3,048 meter runway has been constructed to comply with military standards and, as such, is an ideal location for aircraft ranging in size

from light trainers to wide-body heavy-lift cargo such as the Boeing 747 and Antonov 124. In addition, North Bay Jack Garland Airport has Category 1 instrument landing system and Canada Customs and flight service stations, making it ideal for all season flight and aircraft testing.

Toronto's GO Transit bi-level passenger coaches are refurbished in North Bay by Ontario Northland Railway.



Public

North Bay is home to many public sector organizations representing Provincial and Federal governments, and health care services. North Bay's federal and provincial partners play a major role in community development initiatives and have a significant economic impact on the region.

Ministry of Community Safety and Correctional Services Technology Solutions Branch, in North Bay is responsible for the development/support for ministry programs including dispatch and report functions for 40 municipal police services and the OPP, centralized offender information and ambulance dispatch.



22 Wing CFB North Bay

22 Wing CFB North Bay provides surveillance, identification, control, and warning for the aerospace defence of North America from its ultra-modern 100,000 sq. ft./9,290 sq. m facility. 22 Wing CFB North Bay employs approximately 535 personnel and has a direct economic impact of \$31 million annually. An additional 100 contractors are affiliated with 22 Wing CFB North Bay who generate in excess of \$8 million annually.

The North American Aerospace Defence Command (NORAD), a United States and Canada bi-national organization monitors aerospace warning and aerospace control for North America from North Bay.

Health Care

North Bay has a strong and innovative health care sector represented by organizations specializing in health sciences and patient care.

North Bay Regional Health Centre

The North Bay Regional Health Centre (NBRHC) is a partnership involving the North Bay and District Hospital and the Northeast Mental Health Centre. The \$550 million hospital, totaling 720,000 sq. ft./66,890 sq. m is situated on an 80-acre/32 hectare site on Highway 17 West. The hospital services a population of more than 129,000, and includes a large emergency department with 32 treatment stretchers, and an ambulatory care centre. It employs 1,874 staff.

The North Bay Regional Health Centre
705.474.7525
www.nbrhc.on.ca

One Kids Place

One Kids Place offers a range of services to help children, youth and their families with physical, developmental and communication delays and disabilities.

For further information please contact:

One Kids Place
705.476.5437
www.onekidsplace.ca

Home to Telehealth, North Bay's Sykes Assistance Services Corporation (formerly Clinidata) was the first to deploy the nurse tele-triage system and is now part of a national team that provides health care support to over 18 million people handling more than 1.5 million calls per year.





Services

Business resources rival those of many larger cities and include national engineering, accounting, legal, financial, freight-forwarding and realty firms, major investment houses, and Federal and Provincial government agencies, which create a total business service environment capable of meeting the requirements of growth-oriented companies.

Incentives

New and existing businesses located in the North Bay region may be eligible for government financial support. Federal and Provincial governments have a variety of funding support programs in place for wage subsidies, research and development and capital projects ranging from grants to incentive term loans, to minor equity instruments.

Municipal Incentives

North Bay's municipal government has reduced industrial taxes by 66%, one of the lowest levels in Ontario, and has eliminated industrial development charges. The City has also introduced a 20-year Commercial Tax Reduction program that is stimulating strong growth in the sector. This supports North Bay's strategy to provide a very competitive operating cost environment.

North Bay offers several financial incentive programs that help offset both operating and capital project costs.

For further information on municipal or other government financial incentive programs please contact:

City of North Bay Economic Development Office

705.474.0400 ext 2417

800.465.1882

www.investinnorthbay.ca

With over 1,000 acres/404 hectares of municipally owned land, North Bay's newest industrial business park located at the North Bay Jack Garland Airport now has both air and groundside land for lease or sale and offers attractive incentives to qualified projects.

Airport Industrial Community Improvement Plan (ACIP)

The goal of the ACIP is to assist in the successful development of an attractive Airport Industrial Business Park by means of providing Municipal Tax Assistance, Municipal Fee Rebate Programs, and Landfill Tipping Fee Reduction.

Brownfield Community Improvement Plan (BCIP)

The City of North Bay has a number of sizeable sites in the Downtown and surrounding areas that are classified as a Brownfield. Most notably, the City is in the process of redeveloping over 20 acres/8 hectares of Brownfield site into a Community Waterfront Park.

To help private sector proponents overcome the financial barrier to investing in these sites, the City has launched the BCIP, which provides a variety of financial incentives.

Downtown Community Improvement Plan (DCIP)

The Downtown Community Improvement Plan (DCIP) is a City-funded incentive program that is designed to stimulate private-sector investment in the Downtown. The goal of the DCIP is to improve the attractiveness of the Downtown by encouraging sustainable businesses and residential projects.

For further information on financial incentive programs please contact:

City of North Bay Economic Development Office
705.474.0400 ext 2417
800.465.1882
www.investinnorthbay.ca

Infrastructure

North Bay's infrastructure supports the diverse economic base and accommodates expansions resulting from both foreign direct investment as well as local growth. North Bay's approach to infrastructure focuses on the conventional hard services such as road, water, sewer, telecommunications, transportation and utilities, in addition to essential soft services including health care, education, culture, parks, and recreation.



Facts and Statistics



Quick Facts

- North Bay's new state-of-the-art micro filtration water treatment plant processes 80 million liters/80,000 cubic metres per day of Trout Lake water providing industry and residents with an abundant fresh water supply.
- Continually striving to reduce the City's ecological footprint the City operates an integrated waste and recycling collection system. In addition to a multi-product curbside pick-up blue box program the City operates a fully certified Household Hazardous Waste and Electronics Drop-off facilities year round.
- North Bay's land area is 77,815 acres/31,490 hectares.
- North Bay's elevation is 646 feet/197 metres.
- Lake Nipissing has a surface area of more than 214,980 acres/87,000 hectares
- Trout Lake is a long narrow lake that is approximately 11 kilometers/7 miles long and 4 kilometers/2 miles wide with an average depth of 196 feet/60 meters.

Demographics

North Bay has a population of 54,000. The regional trading area represents approximately 112,000. The North Bay Census Agglomeration includes The City of North Bay, East Ferris Township, Bonfield Township, and the Municipality of Callander. The total population for North Bay Census Agglomeration 2006 Census of Population was 63,043.

Population in 2011:	Population in 2006:	% of the population aged 15 and over:
53,651	53,980	85%

Average residential property values in 2006		Median household income in 2005		Median age in 2011	
North Bay	\$ 186,548	North Bay	\$ 46,628	North Bay	42.1
Ontario	\$ 297,479	Ontario	\$ 60,455	Ontario	40.4
Canada	\$ 263,369	Canada	\$ 53,634	Canada	40.6

Statistics Canada, 2006, 2011 Census

Age Characteristics

The following table represents data collected by Statistics Canada, 2011 Census of Population for the City of North Bay with respect to age.

Age Group	Percent of Population
0-19	22%
20-54	48%
55+	30%

Languages

The following table represents data collected by Statistics Canada, 2006 Census of Population for the City of North Bay with respect to the language knowledge of residents.

Knowledge of official languages	Total
Total population	53,235
English only	38,705
French only	420
English and French	14,055
Neither English nor French	50

Immigration

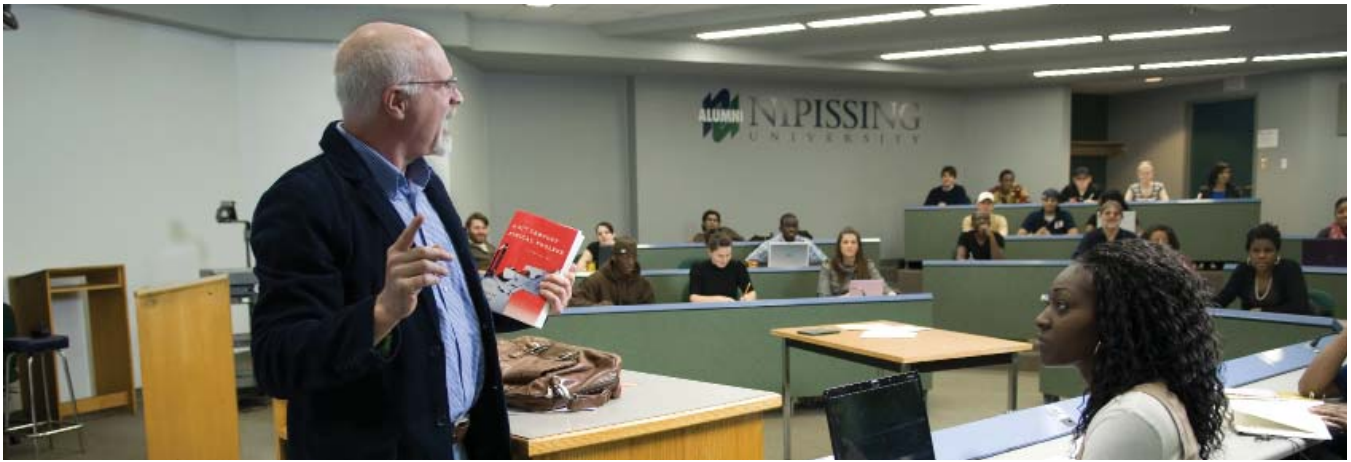
North Bay has seen increases in new Canadians relocating to the North Bay area. Settlement services offered through the *North Bay & District Multicultural Centre* provide resources and support to newcomers, employers and members of the community. Programs and services ensure successful attraction, integration and retention of newcomers.

More information about immigration services can be found at:

www.northbayimmigration.ca

North Bay is a culturally diverse community with over 46 languages spoken.





Education

The following table represents data collected by Statistics Canada, 2006 Census of Population for the City of North Bay with respect to education.

Educational attainment	Total
Total population 15 years and over	44,315
No certificate, diploma or degree	10,555
High school certificate or equivalent	11,455
Apprenticeship or trades certificate or diploma	4,475
College, CEGEP or other non-university certificate or diploma	10,250
University certificate or diploma below the bachelor level	1,220
University certificate, diploma or degree	6,360

North Bay's workforce is comprised of approximately 32,080 individuals, with over 80% achieving high school diplomas and 56% graduating from a trade school, technical college, or university.



According to Statistics Canada Census, 13% of Northern Ontario's population have apprenticeship opportunities, trades certificates or diplomas compared to 9.1% throughout Ontario.

Climate

The following provides the average North Bay temperatures for each season based on a sampling period covering 30 years provided by The Weather Network.

With an average ice thickness of 75 cm/30", vehicles are often seen driving on the ice in the winter.

Average seasonal temperatures

	Winter	Spring	Summer	Fall
	December – March	April – June	July – August	September - November
Average	- 9 °C/ 15 °F	10 °C/50 °F	18 °C/65 °F	6 °C/43 °F
Average High	5 °C/41 °F	15 °C/59 °F	23 °C/74 °F	10 °C/50 °F
Average Low	-14 °C/6.8 °F	5 °C/41 °F	13 °C/55 °F	2 °C/36 °F

Average Precipitation

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Monthly rainfall (mm)	17	10	32	51	86	95	100	100	113	92	59	20
Monthly snowfall (cm)	63	52	38	16	2	0	0	0	0	5	35	61

Lake Nipissing and its abundant square footage is home to more than 40 species of fish!.

Safety

North Bay has a very low crime rate and continues to be one of the safest communities in comparison to cities across Canada. This past year was another year with relatively low crime statistics, excellent clearance rates and high community satisfaction levels. In addition, a recent Macleans' study indicated that North Bay is among the the safest communities in Canada.



Utilities

Gas Rates

The following rates represent the new, approved rates from Union Gas as of July 1, 2012.

Source: www.uniongas.com.

Business

The annual impacts are based on a typical Rate 310 customer in northern Ontario using 93,000 m3 of gas a year. Rates for large business can be found at www.uniongas.com/largebusiness/rateservices.

Charges

Rates at July 1, 2012

Transportation	7.2153 ¢/m3
Transportation Price Adjustment	-0.4584¢/m3
Storage	1.5796 ¢/m3
Storage Price Adjustment	0.0000 ¢/m3
Delivery	
First 1,000 m3	6.0479 ¢/m3
Next 9,000 m3	4.7812 ¢/m3
Next 20,000 m3	4.0587 ¢/m3
Next 70,000 m3	3.5963 ¢/m3
All Over 100,000 m3	1.8442 ¢/m3
Delivery Price Adjustment	-5.9497 ¢/m3
Monthly Charge	\$70.00

Electricity Rates

The rates below represent the rates from North Bay Hydro.

Electricity Charges	General Service Over 50 Kw	General Service Under 50 Kw
Monthly Rates & Charges - Delivery Component:		
Service Charge	\$287.95	\$21.25
Smart Grid Rate Adder - effective until April 30, 2013	\$0.08	\$0.08
Distribution Volumetric Rate	\$2.0537/kWh	\$0.0164/kWh
Low Voltage Service Rate	\$0.0139/kWh	\$0.00004/kWh
Monthly Rates & Charges - Regulatory Component:		
Wholesale Market Service Rate	\$0.0052/kWh	\$0.0052/kWh
Retail Transmission Network	\$2.6052/kWh	\$0.0066/kWh
Retail Transmission Connect	\$1.9342/kWh	\$0.0049/kWh
Rural Rate Protection Charge	\$0.0011/kWh	\$0.0011/kWh
Standard Supply Service - Admin	\$0.25	\$0.25

Water and Sewer Charges

Municipal water, sanitary and sewer services are available to a majority of properties within the City’s urban service boundary. The City of North Bay has recently completed a \$45 million water treatment facility and sewage treatment plant to ensure that future needs for services are met.



Continually striving to reduce the City’s ecological footprint the City operates an integrated waste and recycling collection system.

Taxes

2012 Tax Rate Percentages

Assessment Class	Municipal Rate		Total
	Municipal Rate	Education Rate	
Residential	1.40%	0.22%	1.63%
Multi-Residential	3.10%	0.22%	3.32%
Commercial Occupied	2.65%	1.26%	3.91%
Commercial Vacant	1.85%	0.88%	2.73%
Industrial Occupied	1.97%	1.26%	3.23%
Industrial Vacant	1.38%	0.88%	2.26%
Pipelines	1.64%	1.11%	2.75%
Farmlands	0.21%	0.06%	0.27%
Managed Forests	0.35%	0.06%	0.41%

Real Estate

ESTATE



Industrial

North Bay has a supply of public and private industrial land available for development. Location options, including parcel size, combined with funding incentives allow for viable investment opportunities. In addition to the low industrial tax rate, North Bay provides added economic benefits for companies planning to locate or expand within the City.

The Airport is currently marketing over 600 acres/242 hectares of serviced air and groundside parcels as part of the new Industrial Business Park.

North Bay's real estate development continues to grow exponentially and the number of building permits

issued continues to break annual records.

The following table indicates aggregate growth rates within each sector between 2003 - 2010.

Sector	Aggregate Growth: 2003-2010
Institutional	781%
Commercial	403%
Industrial	82%
Residential	45%





Commercial

North Bay continues to see the development and expansion of a wide variety of retail chains and specialty shops. The commercial base is well established in four primary nodes with a number of secondary nodes that have experienced strong and balanced growth. There are a variety of properties available for commercial and office ventures including mixed use and multi-tenant buildings.

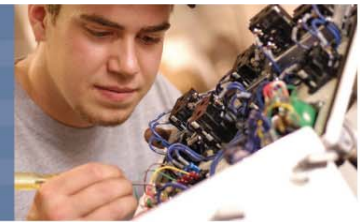
Real Estate Board

The North Bay Real Estate Board represents realtors and brokers for residential, industrial, and commercial properties.

For more information visit them online at www.nbreb.com

Phone: 705-472-6812

Workforce

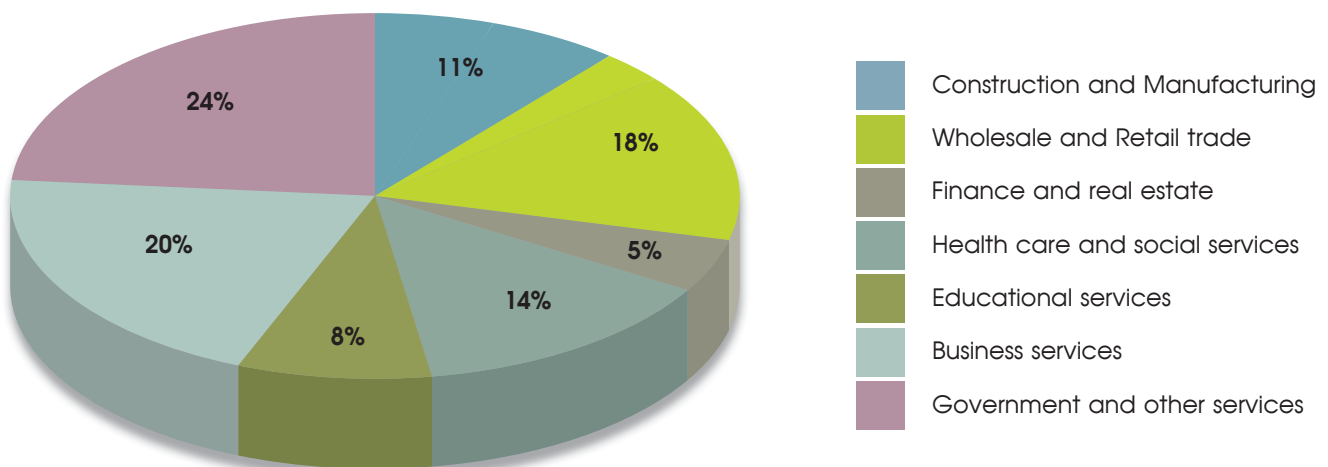


The North Bay workforce is hard working, cooperative and loyal; absenteeism and turnover rates are low and labour/management relations are excellent. The people of the area are committed to staying here, which motivates them to making business work.

The following table represents data collected by Northeast Ontario Labour Market Monitor (LMM), October 2010 with respect to labour force activity.

Labour force activity	Total
In the labour force	32,800
Employed	30,900
Unemployed	1,900
Not in the labour force	20,900
Participation rate	61%
Employment rate	57.40%
Unemployment rate	5.80%

The following chart represents data collected by Statistics Canada, 2006 Census of Population for the City of North Bay with respect to the workforce and related industry.



Hiring & Training

North Bay is home to many educational institutions and training facilities that support the local workforce. A variety of financial incentives for hiring and training staff are available to employers. With a wide spectrum of customized training opportunities, programs are tailored to meet the changing needs of the industry.

In addition to Nipissing University and Canadore College there are several private training institutions including:

- Modern College Hairstyling & Esthetics
- CTS Canadian Career College
- English For International Communication Institute
- Nipissing Language Training Centre



Wage Rates

North Bay offers competitive wage rates specific to job classification and industry. The following website provides resources for job descriptions, wage rates, skill requirements, training and job opportunities based on different occupations within specific regions in Canada. Users can narrow the search to the North Bay area to determine wage rates and job descriptions in specific sectors.

www.workingincanada.gc.ca

Quality of Life



Business leaders have praised North Bay for not only being an outstanding place to live, but for providing a superior economic environment for companies to grow and prosper. North Bay's workforce is able to live in their preferred residential neighbourhood or lakeside home, and commute to work in less than ten minutes.

North Bay boasts affordable housing, a state-of-the-art health care facility, and multi-level learning establishments. There are many active groups in North Bay who dedicate countless volunteer hours to service the needs of the community. These efforts have resulted in hundreds of thousands of dollars annually for charitable causes and community events.



In addition to a multi-product curbside pick-up blue box program, the Merrick Landfill equipped with a gas collection and flare system has fully certified Household Hazardous Waste and Electronics Drop-off facilities year round.







City of North Bay
Economic Development

705.474.0400 1.800.465.1882 www.investinnorthbay.ca