

2009 NWT SURVEY OF MINING EMPLOYEES

~ Report ~

NWT Bureau of Statistics
Government of the Northwest Territories
August 2009

2009 NWT Survey of Mining Employees

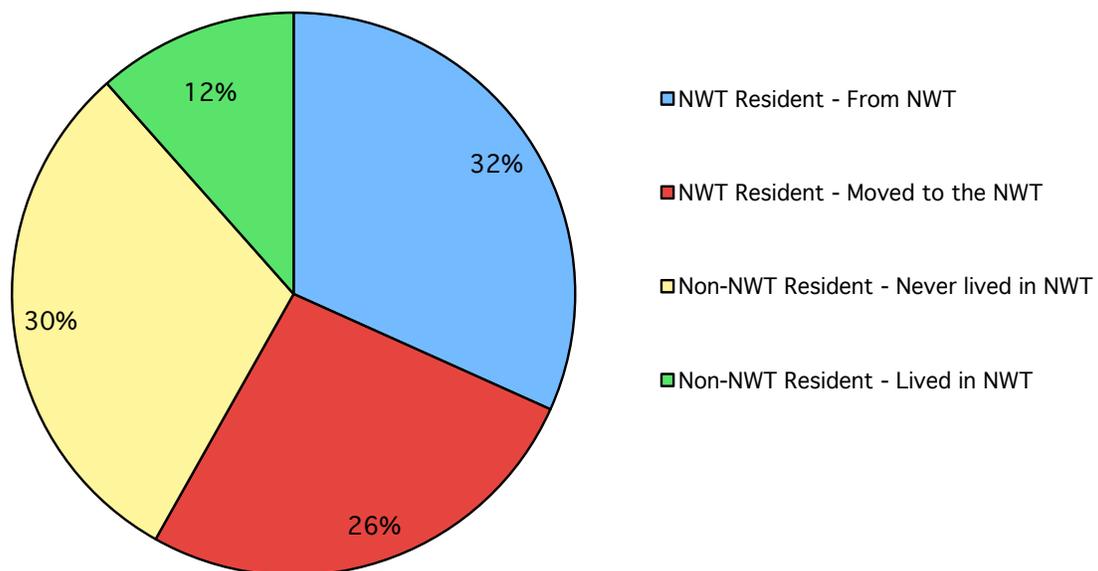
~ Introduction ~

The 2009 NWT Survey of Mining Employees was conducted by the NWT Bureau of Statistics on behalf of BHP Billiton, Rio Tinto, De Beers and the Government of the Northwest Territories (GNWT). The survey focused on things diamond mine employees like and dislike about their current community of residence, factors they consider when thinking about relocation and barriers to moving to the Northwest Territories. The survey was designed to shed light on the residency issues faced by diamond mines and the GNWT.

In total, 1,705 persons responded to the survey, yielding a response rate of 93.5%. Analysis and conclusions resulting from the survey refer to survey respondents only.

When designing the survey, four distinct residency groupings were defined: current NWT residents who are from the NWT, current NWT residents who moved to the NWT, Non-NWT residents and Non-NWT residents who previously lived in the NWT. Figure 1.1 presents the distribution of these four groupings. Approximately 12% of respondents, were not NWT residents but have lived in the NWT in the past, while 30% of respondents are Non-NWT residents and have never lived in the NWT.

Figure 1.1 Respondent Residency



Nearly 58% of respondents are current NWT residents and may be further classified as those indigenous to the NWT (32%) or those who moved to the NWT (26%). Where possible and appropriate, the four distinct respondent categories are compared in their responses to survey questions.

Results of the survey indicate that proximity to family figures prominently in what respondents like and dislike about their home community, as do opportunities for recreation and distance to shopping and services.

Almost two out of every five respondents have considered moving in the past year; NWT residents have considered moving to a greater degree than Non-NWT residents. Of Non-NWT residents, only 6.8% have considered moving to an NWT community in the past year. Leaving friends and family is the greatest concern when respondents consider a move.

Employment opportunities and competitive pay and benefits played an important role in why people moved to the NWT in the past. Similarly, proximity to work is most often cited by Non-NWT residents as something they might like about the NWT. However, Non-NWT residents have concerns about moving to the NWT, the cost of housing and utilities being cited most often as a major concern. The cost of living, and the fact that they like their home community are the two most often cited reasons Non-NWT residents don't move to the NWT.

Turning to relocation from the NWT, nearly half of NWT residents would be likely or very likely to consider a move from the NWT if the opportunity arose in the next year. NWT residents not originally from the NWT, those with university degrees and those living in medium-sized communities are more likely to consider a move from the NWT. Of those who have lived in the NWT in the past but moved, the cost of living and wanting to be closer to family were often reasons for leaving. The cost of living remains the most often cited reasons for considering a move by those currently living in the NWT.

The following report details the results of the 2009 NWT Survey of Mining Employees in several sections, each beginning with an analysis of responses, followed by the corresponding statistical tables. The report begins with a profile of respondents. The subsequent section details what respondents like and dislike about their community and how they spend time outside of work. The third section focuses on relocation considerations, including whether respondents have considered moving and where. Thereafter, the report concentrates on why respondents have moved to the NWT in the past, and what concerns Non-NWT resident respondents have when considering a move to the NWT. The report also gives some reasons why some respondents have left the NWT, and why some NWT residents would consider leaving.

Detail on survey methodology is presented at the end, as well as a copy of the survey in Appendix A for reference.

A Profile of Employees

Demographic

While the majority of northern diamond mine employees were male, at 83.2%, a greater proportion of NWT resident employees were female at 23.2% compared to 16.1% overall. Of Non-NWT resident employees 93.2% were male.

Figure 2.1 Age Pyramid, Non-NWT Residents and NWT Residents

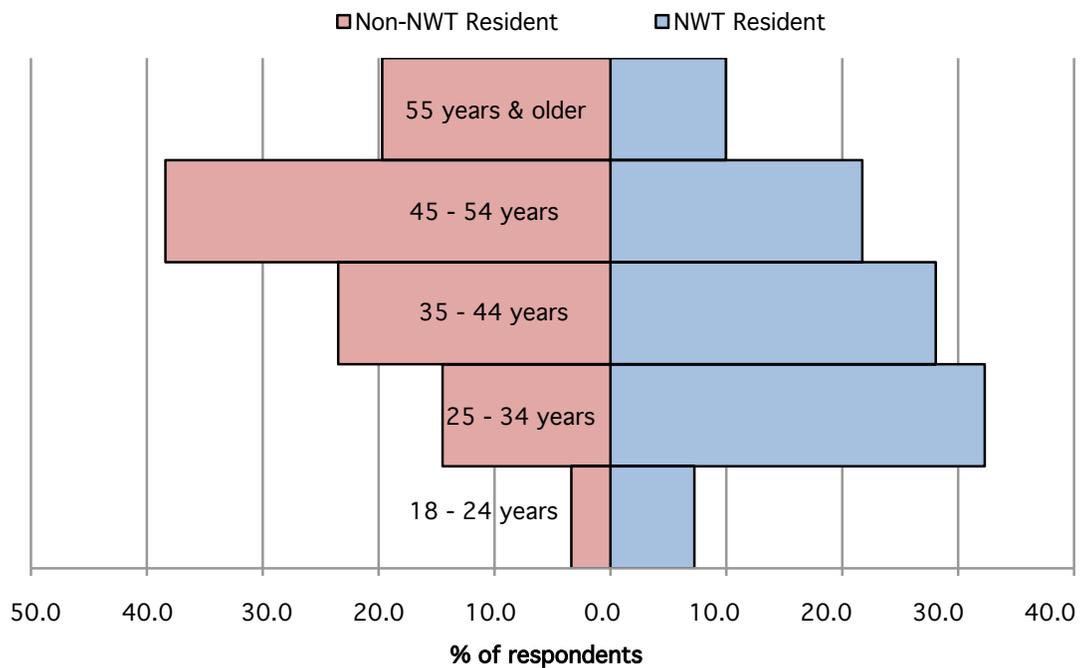
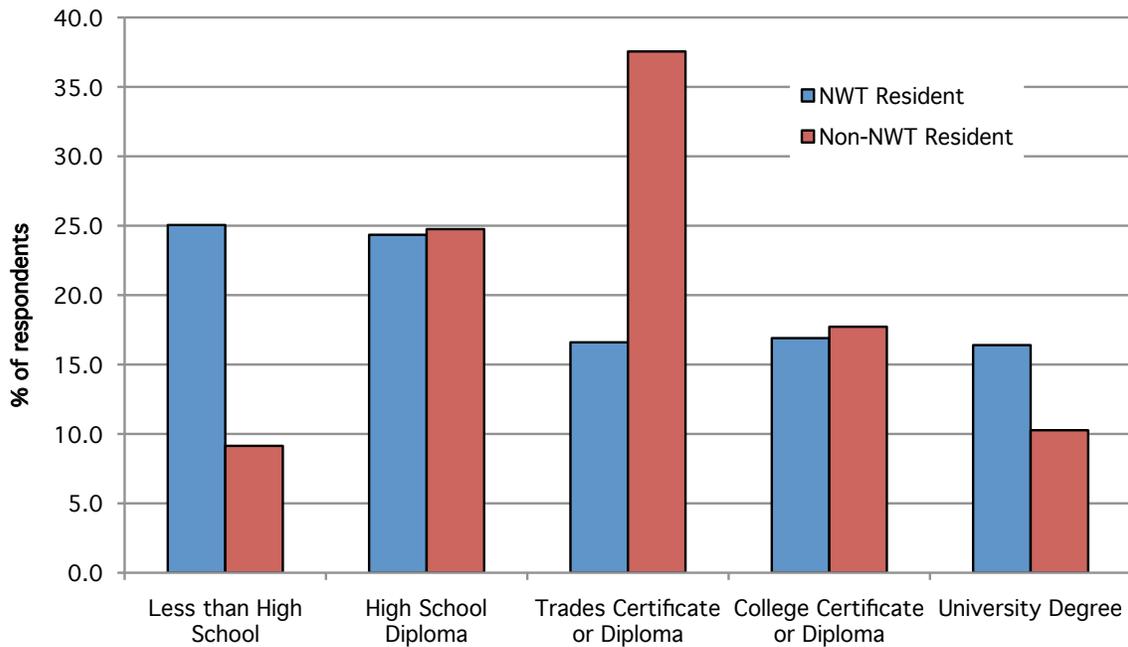


Figure 2.1 shows the age distribution of Non-NWT and NWT residents. More than half, or 54.8% of respondents were between the ages of 35 and 54. Non-NWT residents were generally older, with 58.1% over the age of 45, compared to only 31.7% of NWT residents. Of NWT residents, 39.5% were under 35 years of age.

Education

The highest level of schooling obtained by respondents varies by residency. Of NWT residents 25.1% do not have a high school diploma, compared to 9.1% of Non-NWT respondents. For nearly a quarter of respondents, both NWT resident and Non-NWT resident, a high school diploma is the highest level of schooling completed.

Figure 2.2 Highest Level of Schooling



More than half, or 55.3% of Non-NWT residents have a trades or college certificate or diploma, compared to 33.5% of NWT residents. However, a greater proportion of NWT residents have attained a university degree, at 16.4%. Of the 163 NWT residents with a university degree, 88.3% are not originally from the NWT, and nearly 75.4% have lived in their home community in the NWT for less than 10 years.

Family

Looking at family units, a greater proportion of Non-NWT residents are married or common law, at 74.5%, compared to 62.0% of NWT residents. Overall, 20.7% of respondents have never been married, while 67.2% are married or common law.

This trend was mirrored in responses to the question regarding current occupancy in employee homes, with 64.5% reporting living with a spouse or common law partner. Slightly less than half of respondents have children living at home at 46.9%. Approximately, 18.5% of NWT residents have children under the age of 5 living in their home, compared to only 9.8% of Non-NWT residents. Additionally, 19% of respondents have dependents that do not live with them.

Home Community

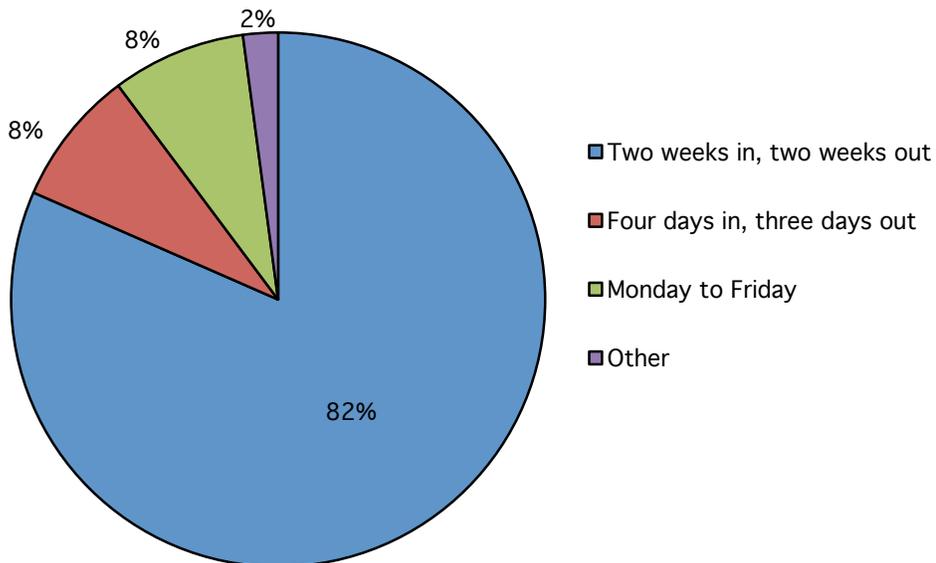
Unsurprisingly, the size of community in which respondents live varies significantly by residency. While most NWT residents said they lived in communities of 24,000 persons or less, 27.8% of Non-NWT residents live in communities with populations of 100,000 persons or more. However, a slight majority, or 51.5% of Non-NWT residents live in communities of 24,000 persons or less.

While 47.6% of respondents have lived in their community for 15 years or more, only 27.2% of NWT residents not originally from the NWT have lived in their community for the same amount of time. Of Non-NWT residents who have lived in the NWT in the past more than half, or 55.1% have lived in their home community for less than 5 years. Home ownership is more prevalent among Non-NWT residents, with 82.7% owning a home, compared to 55.2% of NWT residents.

Northern Mining Company Employment

Most respondents have worked with a northern mining company for 1 to 9 years and most work a two weeks in, two weeks out schedule.

Figure 2.3 Percent of Respondents by Work Rotation



A Profile of Employees
~ **STATISTICAL TABLES** ~

**Table 2.1
Demographic Profile
by Detailed Residency
No. of Respondents**

	Total		NWT Resident						Non-NWT Resident					
	No.	%	NWT Resident ¹	%	From NWT	%	Moved to NWT	%	Non-NWT Resident	%	Never lived in NWT	%	Lived in NWT previously	%
All Respondents	1,705	100.0	994	100.0	539	100.0	449	100.0	711	100.0	515	100.0	196	100.0
<i>Gender</i>														
Male	1,419	83.2	756	76.1	434	80.5	317	70.6	663	93.2	494	95.9	169	86.2
Female	274	16.1	231	23.2	102	18.9	128	28.5	43	6.0	18	3.5	25	12.8
Not Stated	12	0.7	7	0.7	3	0.6	4	0.9	5	0.7	3	0.6	2	1.0
<i>Age</i>														
18 - 24 years	96	5.6	72	7.2	59	10.9	13	2.9	24	3.4	16	3.1	8	4.1
25 - 34 years	424	24.9	321	32.3	202	37.5	119	26.5	103	14.5	75	14.6	28	14.3
35 - 44 years	446	26.2	279	28.1	159	29.5	117	26.1	167	23.5	111	21.6	56	28.6
45 - 54 years	489	28.7	216	21.7	82	15.2	132	29.4	273	38.4	212	41.2	61	31.1
55 years & older	239	14.0	99	10.0	35	6.5	64	14.3	140	19.7	99	19.2	41	20.9
Not Stated	11	0.6	7	0.7	2	0.4	4	0.9	4	0.6	2	0.4	2	1.0

Symbols: "x" number suppressed; "-" zero

¹. Categories may not equal total because 6 respondents did not indicate whether they were from the NWT or had moved to the NWT.

Table 2.2
Education Profile
by Detailed Residency
No. of Respondents

	Total		NWT Resident ¹	NWT Resident				Non-NWT Resident	Non-NWT Resident					
		%		%	From NWT	%	Moved to NWT		%	%	Never lived in NWT	%	Lived in NWT previously	%
All Respondents	1,705	100.0	994	100.0	539	100.0	449	100.0	711	100.0	515	100.0	196	100.0
<i>Highest Level of Schooling</i>														
Less than High School	314	18.4	249	25.1	202	37.5	42	9.4	65	9.1	38	7.4	27	13.8
High School Diploma	418	24.5	242	24.3	151	28.0	90	20.0	176	24.8	123	23.9	53	27.0
Trades Certificate or Diploma	432	25.3	165	16.6	91	16.9	74	16.5	267	37.6	206	40.0	61	31.1
College Certificate or Diploma	294	17.2	168	16.9	73	13.5	95	21.2	126	17.7	89	17.3	37	18.9
University Degree	236	13.8	163	16.4	19	3.5	144	32.1	73	10.3	57	11.1	16	8.2
Not Stated	11	0.6	7	0.7	3	0.6	4	0.9	4	0.6	2	0.4	2	1.0

Symbols: "x" number suppressed; "-" zero

¹. Categories may not equal total because 6 respondents did not indicate whether they were from the NWT or had moved to the NWT.

Table 2.3
Family Profile
by Detailed Residency
No. of Respondents

	Total		NWT Resident						Non-NWT Resident					
	No.	%	NWT Resident ¹	%	From NWT	%	Moved to NWT	%	Non-NWT Resident	%	Never lived in NWT	%	Lived in NWT previously	%
All Respondents	1,705	100.0	994	100.0	539	100.0	449	100.0	711	100.0	515	100.0	196	100.0
<i>Marital Status</i>														
Never Married	353	20.7	264	26.6	185	34.3	78	17.4	89	12.5	59	11.5	30	15.3
Married or Common Law	1,146	67.2	616	62.0	292	54.2	320	71.3	530	74.5	392	76.1	138	70.4
Separated or divorced	169	9.9	90	9.1	51	9.5	39	8.7	79	11.1	56	10.9	23	11.7
Widowed	16	0.9	10	1.0	x	x	x	x	6	0.8	x	x	x	x
Not Stated	21	1.2	14	1.4	x	x	x	x	7	1.0	x	x	x	x
<i>Others Living in Home²</i>														
Spouse or Common Law Partner	1,099	64.5	594	59.8	284	52.7	308	68.6	505	71.0	375	72.8	130	66.3
Children	799	46.9	478	48.1	287	53.2	188	41.9	321	45.1	245	47.6	76	38.8
< 5 years old	254	14.9	184	18.5	117	21.7	65	14.5	70	9.8	42	8.2	28	14.3
5 to 9 years old	270	15.8	178	17.9	127	23.6	51	11.4	92	12.9	64	12.4	28	14.3
10 to 14 years old	308	18.1	190	19.1	126	23.4	64	14.3	118	16.6	87	16.9	31	15.8
15 to 19 years old	290	17.0	163	16.4	99	18.4	64	14.3	127	17.9	102	19.8	25	12.8
20+ years old	139	8.2	74	7.4	42	7.8	32	7.1	65	9.1	51	9.9	14	7.1
Parents	137	8.0	106	10.7	96	17.8	10	2.2	31	4.4	21	4.1	10	5.1
Brothers or Sisters	93	5.5	72	7.2	56	10.4	16	3.6	21	3.0	10	1.9	11	5.6
Unrelated Roommate	143	8.4	114	11.5	58	10.8	55	12.2	29	4.1	18	3.5	11	5.6
Other	141	8.3	86	8.7	55	10.2	30	6.7	55	7.7	38	7.4	17	8.7
Living Alone	74	4.3	41	4.1	23	4.3	18	4.0	33	4.6	23	4.5	10	5.1
Other Relatives	45	2.6	30	3.0	23	4.3	6	1.3	15	2.1	10	1.9	5	2.6
Other	22	1.3	15	1.5	9	1.7	6	1.3	7	1.0	x	x	x	x
Not Stated	10	0.6	4	0.4	4	0.7	-	-	6	0.8	4	0.8	2	1.0
<i>Dependents outside Home</i>														
Yes	324	19.0	194	19.5	103	19.1	90	20.0	130	18.3	96	18.6	34	17.3
No	1,361	79.8	787	79.2	425	78.8	357	79.5	574	80.7	414	80.4	160	81.6
Not Stated	20	1.2	13	1.3	11	2.0	2	0.4	7	1.0	5	1.0	2	1.0

Symbols: "x" number suppressed; "-" zero

¹. Categories may not equal total because 6 respondents did not indicate whether they were from the NWT or had moved to the NWT.

². Respondents could select multiple responses; therefore, percentages do not equal 100.

Table 2.4
Home Community Profile
by Detailed Residency
No. of Respondents

	Total		NWT Resident						Non-NWT Resident					
	No.	%	NWT Resident ¹	%	From NWT	%	Moved to NWT	%	Non-NWT Resident	%	Never lived in NWT	%	Lived in NWT previously	%
All Respondents	1,705	100.0	994	100.0	539	100.0	449	100.0	711	100.0	515	100.0	196	100.0
<i>Size of Home Community</i>														
Less than 1,000 people	184	10.8	120	12.1	105	19.5	13	2.9	64	9.0	49	9.5	15	7.7
1,000 - 4,000 people	344	20.2	226	22.7	183	34.0	42	9.4	118	16.6	80	15.5	38	19.4
5,000 - 24,000 people	745	43.7	561	56.4	207	38.4	351	78.2	184	25.9	123	23.9	61	31.1
25,000 - 99,000 people	228	13.4	82	8.2	41	7.6	41	9.1	146	20.5	107	20.8	39	19.9
100,000 people or more	199	11.7	x	x	x	x	x	x	198	27.8	155	30.1	43	21.9
Not Stated	5	0.3	x	x	x	x	x	x	1	0.1	1	0.2	-	-
<i>Years Lived in Home Community</i>														
Less than 1 year	91	5.3	42	4.2	12	2.2	30	6.7	49	6.9	16	3.1	33	16.8
1 - 4 years	358	21.0	195	19.6	50	9.3	143	31.8	163	22.9	88	17.1	75	38.3
5 - 9 years	256	15.0	133	13.4	42	7.8	91	20.3	123	17.3	90	17.5	33	16.8
10 - 14 years	188	11.0	101	10.2	37	6.9	63	14.0	87	12.2	67	13.0	20	10.2
15 years or more	811	47.6	522	52.5	397	73.7	122	27.2	289	40.6	254	49.3	35	17.9
Not Stated	1	0.1	1	0.1	1	0.2	-	-	-	-	-	-	-	-
<i>Own or Rent Home</i>														
Own	1,137	66.7	549	55.2	270	50.1	275	61.2	588	82.7	438	85.0	150	76.5
Rent	561	32.9	439	44.2	264	49.0	173	38.5	122	17.2	76	14.8	46	23.5
Not Stated	7	0.4	6	0.6	5	0.9	1	0.2	1	0.1	1	0.2	-	-

Symbols: "x" number suppressed; "-" zero

¹. Categories may not equal total because 6 respondents did not indicate whether they were from the NWT or had moved to the NWT.

**Table 2.5
Northern Mining Company Employment Profile
by Detailed Residency
No. of Respondents**

	Total		NWT Resident						Non-NWT Resident					
			NWT Resident ¹	%	From NWT	%	Moved to NWT	%	Non-NWT Resident	%	Never lived in NWT	%	Lived in NWT previously	%
All Respondents	1,705	100.0	994	100.0	539	100.0	449	100.0	711	100.0	515	100.0	196	100.0
<i>Years Worked with Northern Mining Company</i>														
Less than 1 year	164	9.6	82	8.2	42	7.8	40	8.9	82	11.5	72	14.0	10	5.1
1 - 4 years	713	41.8	408	41.0	196	36.4	211	47.0	305	42.9	250	48.5	55	28.1
5 - 9 years	554	32.5	336	33.8	204	37.8	129	28.7	218	30.7	139	27.0	79	40.3
10 - 14 years	204	12.0	133	13.4	86	16.0	46	10.2	71	10.0	34	6.6	37	18.9
15 years or more	69	4.0	34	3.4	11	2.0	22	4.9	35	4.9	20	3.9	15	7.7
Not Stated	1	0.1	1	0.1	-	-	1	0.2	-	-	-	-	-	-

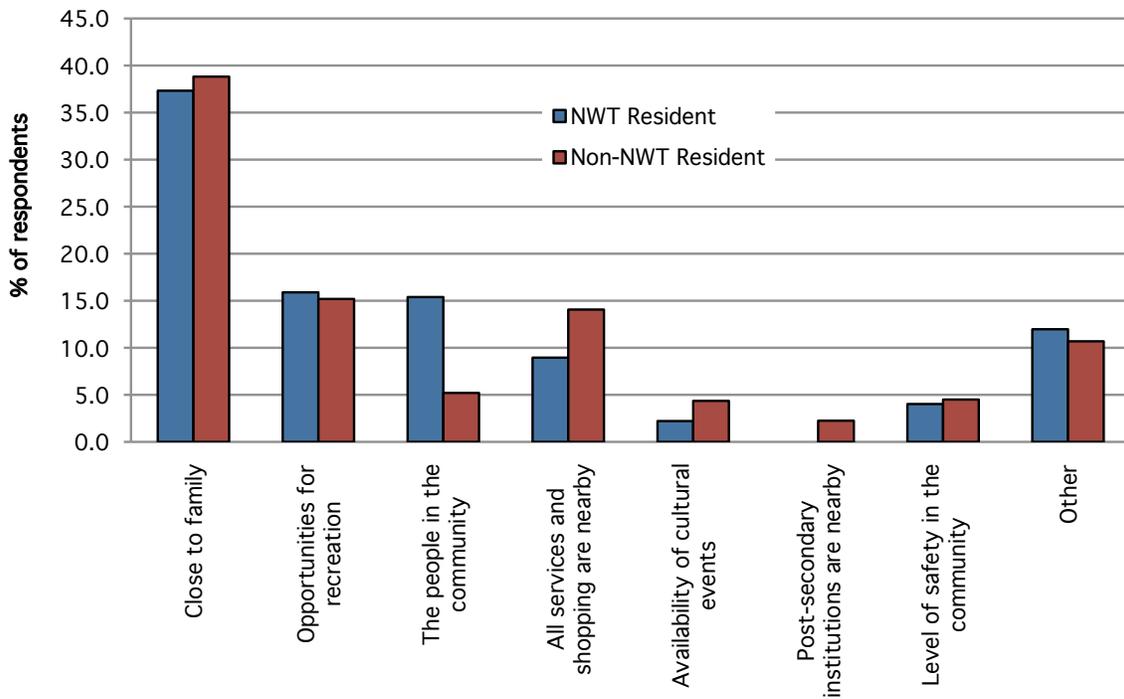
Symbols: "x" number suppressed; "-" zero

Life in Home Community

Understanding what people value about their home community and how they spend their leisure time can assist in determining how best to attract them to other locations. To that end, respondents were asked about what they like and dislike about their community, as well as how they spend their leisure time outside of work.

Proximity to family appears to play a big role in what respondents like and dislike about their home community. The largest percentage of both NWT and Non-NWT residents stated that being close to family is the thing they like best about their home community (Figure 3.1).

Figure 3.1 What Respondents Like Best about Home Community



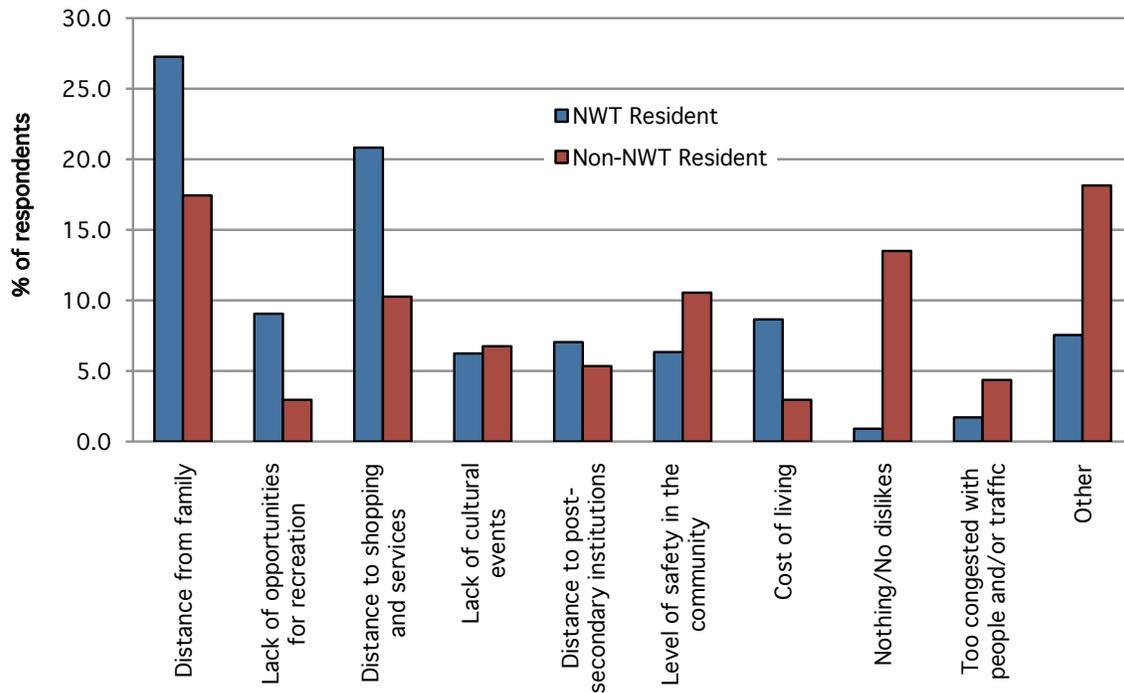
Taking a closer look at NWT residents however, only 15.4% of respondents who are not originally from the NWT consider being close to family the thing they like best about their community, compared to 55.5% of respondents originally from the NWT. Instead, opportunities for recreation is the answer most often selected by NWT residents that are not from the NWT, at 23.2%. Also, compared to other respondent groups, respondents not originally from the NWT consider people in their home community as the thing they like best to a greater degree, at 20.0%.

Aside from residency, responses to what employees liked about their home community varied by gender and education. Generally, males best like

opportunities for recreation, at 16.8% compared to 10.2% for females. Females like best the people in their community to a greater degree, at 18.2% compared to 9.9% for males. Respondents with a university degree liked proximity to family best to a lesser degree than other respondents, and liked opportunities for recreation to a greater degree.

Turning to what respondents dislike most about their community, distance from family was the most often selected answer by both NWT and Non-NWT residents, although in varying degrees. Distance from family was cited by 27.3% of NWT residents as the thing they dislike most about their community, for those not originally from the NWT, the percentage was 17.4%. The second and third most selected answers by NWT residents were distance to shopping and services at 21.5%, and lack of opportunities for recreation, at 9.1%.

Figure 3.2 What Respondents Dislike Most about Home Community



Conversely, 17.4% of Non-NWT residents cited distance from family as the thing they dislike most, 13.5% said they dislike nothing, and another 10.8% said the level of safety in the community is the thing they dislike most.

Similar to what respondents liked about their home community, dislikes varied by different characteristics. Particularly and perhaps unsurprisingly, dislikes varied significantly by the size of the respondents' home community. For example, respondents who reside in communities of less than 4,000 persons dislike lack of opportunities for recreation and distance to shopping and services to a greater

degree than those living in larger communities. For those respondents living in communities of 100,000 persons or more, the level of safety in the community was the most often cited dislike, at 28.6%.

Respondents and their families are very active in leisure time activities, particularly outdoor activities, hunting or fishing, as well as individual sports. Approximately, 77.4% of all respondents said that they or their family participate in outdoor activities. More than half, or 57.4% hunt or fish; 61.0% of NWT residents or their families hunt or fish, whereas, 52.5% of Non-NWT residents or their families hunt or fish.

Additionally, more than 1 in 4, or 26.4% of respondents or their families participates in volunteer work through a group or organization. When asked about community service groups such as Elks, Rotary, Search and Rescue, 13.5% of respondents stated that they belong to such an organization.

Life in Home Community
~ **STATISTICAL TABLES** ~

Table 3.1
Life in Home Community
by Detailed Residency
No. of Respondents

	Total		NWT Resident						Non-NWT Resident					
	No.	%	NWT Resident ¹	%	From NWT	%	Moved to NWT	%	Non-NWT Resident	%	Never lived in NWT	%	Lived in NWT previously	%
All Respondents	1,705	100.0	994	100.0	539	100.0	449	100.0	711	100.0	515	100.0	196	100.0
<i>Like Best about Home Community</i>														
Close to family	647	37.9	371	37.3	299	55.5	69	15.4	276	38.8	203	39.4	73	37.2
Opportunities for recreation	266	15.6	158	15.9	53	9.8	104	23.2	108	15.2	79	15.3	29	14.8
The people in the community	190	11.1	153	15.4	62	11.5	90	20.0	37	5.2	28	5.4	9	4.6
All services and shopping are nearby	189	11.1	89	9.0	33	6.1	56	12.5	100	14.1	67	13.0	33	16.8
Availability of cultural events	53	3.1	22	2.2	15	2.8	7	1.6	31	4.4	21	4.1	10	5.1
Post-secondary institutions are nearby	16	0.9	-	-	-	-	-	-	16	2.3	x	x	x	x
Level of safety in the community	72	4.2	40	4.0	18	3.3	22	4.9	32	4.5	25	4.9	7	3.6
Work and proximity to work	55	3.2	50	5.0	8	1.5	42	9.4	5	0.7	x	x	x	x
Weather	21	1.2	x	x	x	x	x	x	x	x	x	x	x	x
It's home; love the place	38	2.2	25	2.5	13	2.4	12	2.7	13	1.8	x	x	x	x
Other	81	4.8	43	4.3	19	3.5	23	5.1	38	5.3	24	4.7	14	7.1
Not Stated	77	4.5	x	x	x	x	x	x	x	x	x	x	x	x
<i>Dislike Most about Home Community</i>														
Distance from family	395	23.2	271	27.3	94	17.4	174	38.8	124	17.4	88	17.1	36	18.4
Lack of opportunities for recreation	111	6.5	90	9.1	74	13.7	14	3.1	21	3.0	x	x	x	x
Distance to shopping and services	294	17.2	214	21.5	133	24.7	81	18.0	80	11.3	54	10.5	26	13.3
Lack of cultural events	110	6.5	62	6.2	41	7.6	21	4.7	48	6.8	40	7.8	8	4.1
Distance to post-secondary institutions	108	6.3	70	7.0	44	8.2	25	5.6	38	5.3	32	6.2	6	3.1
Level of safety in the community	151	8.9	74	7.4	51	9.5	23	5.1	77	10.8	58	11.3	19	9.7
Cost of living	107	6.3	86	8.7	34	6.3	52	11.6	21	3.0	12	2.3	9	4.6
Nothing/No dislikes	105	6.2	9	0.9	x	x	x	x	96	13.5	66	12.8	30	15.3
Lack of jobs and proximity to work	50	2.9	7	0.7	x	x	x	x	43	6.0	32	6.2	11	5.6
Weather	37	2.2	17	1.7	7	1.3	10	2.2	20	2.8	x	x	x	x
Too congested with people and/or traffic	31	1.8	-	-	-	-	-	-	31	4.4	23	4.5	8	4.1
Other	107	6.3	50	5.0	23	4.3	27	6.0	57	8.0	37	7.2	20	10.2
Not Stated	99	5.8	44	4.4	26	4.8	18	4.0	55	7.7	41	8.0	14	7.1

Symbols: "x" number suppressed; "-" zero

¹. Categories may not equal "NWT Resident" because 6 respondents did not indicate whether they were from the NWT or had moved to the NWT.

**Table 3.2
Leisure Time Activities
by Detailed Residency
No. of Respondents**

	Total		NWT Resident						Non-NWT Resident					
	No.	%	NWT Resident ¹	%	From NWT	%	Moved to NWT	%	Non-NWT Resident	%	Never lived in NWT	%	Lived in NWT previously	%
All Respondents	1,705		994		539		449		711		515		196	
<i>Recreational Activities²</i>														
Organized team sports such as hockey, basketball or soccer	539	31.6	307	30.9	164	30.4	142	31.6	232	32.6	179	34.8	53	27.0
Outdoor activities such as hiking, camping or boating	1,320	77.4	780	78.5	427	79.2	350	78.0	540	75.9	390	75.7	150	76.5
Individual sports such as swimming, skiing or golfing	918	53.8	469	47.2	237	44.0	231	51.4	449	63.2	336	65.2	113	57.7
Hunt or Fish	979	57.4	606	61.0	353	65.5	251	55.9	373	52.5	269	52.2	104	53.1
Participate in theatre productions such as plays or musicals	117	6.9	68	6.8	34	6.3	34	7.6	49	6.9	37	7.2	12	6.1
Play a musical instrument or sing	255	15.0	157	15.8	78	14.5	78	17.4	98	13.8	68	13.2	30	15.3
Volunteer work through a group or organization	450	26.4	270	27.2	133	24.7	137	30.5	180	25.3	135	26.2	45	23.0
Other	153	9.0	86	8.7	48	8.9	38	8.5	67	9.4	46	8.9	21	10.7
Socializing/visiting friends and family	33	1.9	26	2.6	15	2.8	11	2.4	7	1.0	x	x	x	x
Travel	29	1.7	12	1.2	7	1.3	5	1.1	17	2.4	x	x	x	x
Other	91	5.3	48	4.8	26	4.8	22	4.9	43	6.0	28	5.4	15	7.7
Not Stated	3	0.2	3	0.3	-	-	1	0.2	-	-	-	-	-	-
<i>Belonging to Community Service Groups</i>														
Yes	231	13.5	128	12.9	61	11.3	66	14.7	103	14.5	79	15.3	24	12.2
No	1,390	81.5	836	84.1	461	85.5	371	82.6	554	77.9	397	77.1	157	80.1
Not Stated	84	4.9	30	3.0	17	3.2	12	2.7	54	7.6	39	7.6	15	7.7

Symbols: "x" number suppressed; "-" zero

¹. Categories may not equal "NWT Resident" because 6 respondents did not indicate whether they were from the NWT or had moved to the NWT.

². Respondents could select multiple responses; therefore, percentages do not equal 100.

Relocation Considerations

When considering relocation, people consider communities with varying characteristics. Knowing who considered relocation, the types of community they considered and what type of concerns they had regarding relocation assists in understanding the challenges of encouraging relocation.

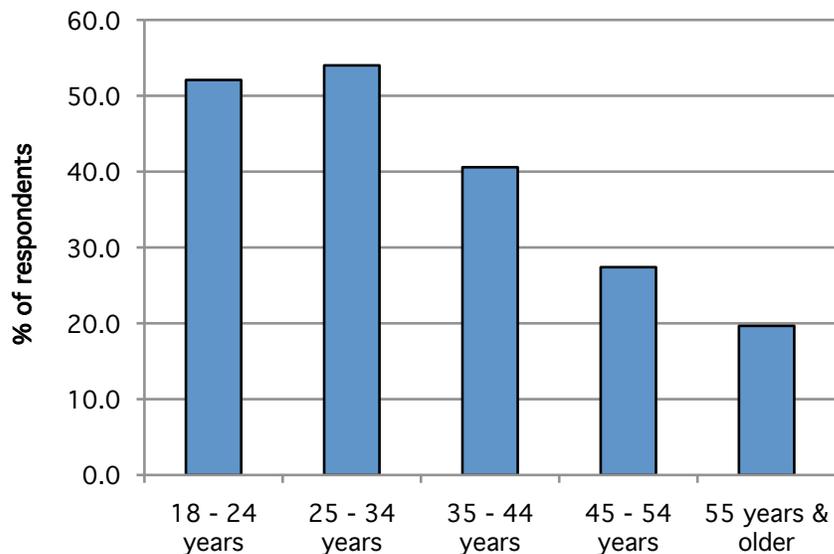
Of the employees surveyed, 38.1% have considered moving to a different community in the past year. A greater proportion of NWT residents (46.0%) have considered moving than Non-NWT residents (27.0%).

Table 4.1 Respondents that Considered Moving

	No.	% of All Respondents
All Respondents	649	38.1
<i>NWT Resident</i>	457	46.0
From NWT	250	46.4
Moved to NWT	205	45.7
<i>Non-NWT Resident</i>	192	27.0
Never lived in NWT	131	25.4
Lived in NWT	61	31.1

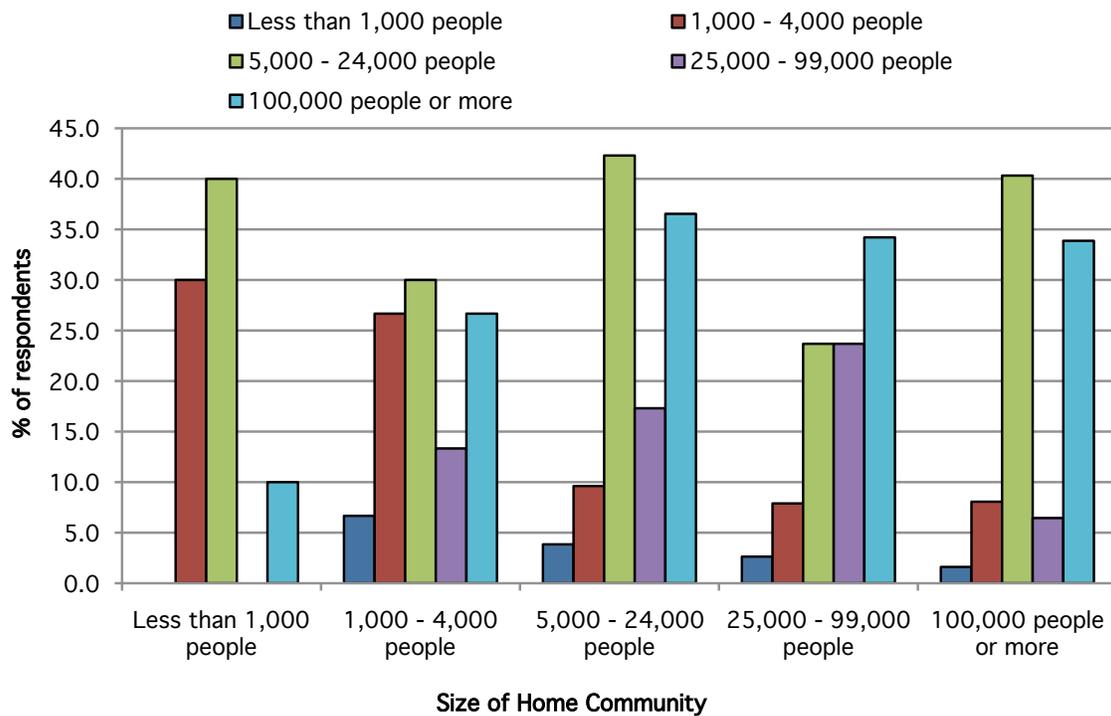
Those that had considered moving to a different community over the past year tended to be younger, with higher levels of schooling completed, and more likely to rent their home. For example, only 19.7% of persons over the age of 55 considered moving in the past year, compared to 54.0% of those aged 25 to 34 years. Similarly, 47.0% of those with a university degree considered moving, compared to only 33.1% of persons with less than a high school diploma.

Figure 4.1 Considered Relocation by Age Category



Taking a closer look at the size of communities considered by Non-NWT residents in Figure 4.2, there is an intuitive correlation with the size of the respondents' home community. Generally, the percentage of respondents who considered communities of less than 4,000 declined as the size of the home community increased. The trend is less clear with communities considered that were 5,000 persons or larger.

Figure 4.2 Size of Communities Considered by Size of Home Community of Non-NWT Residents¹



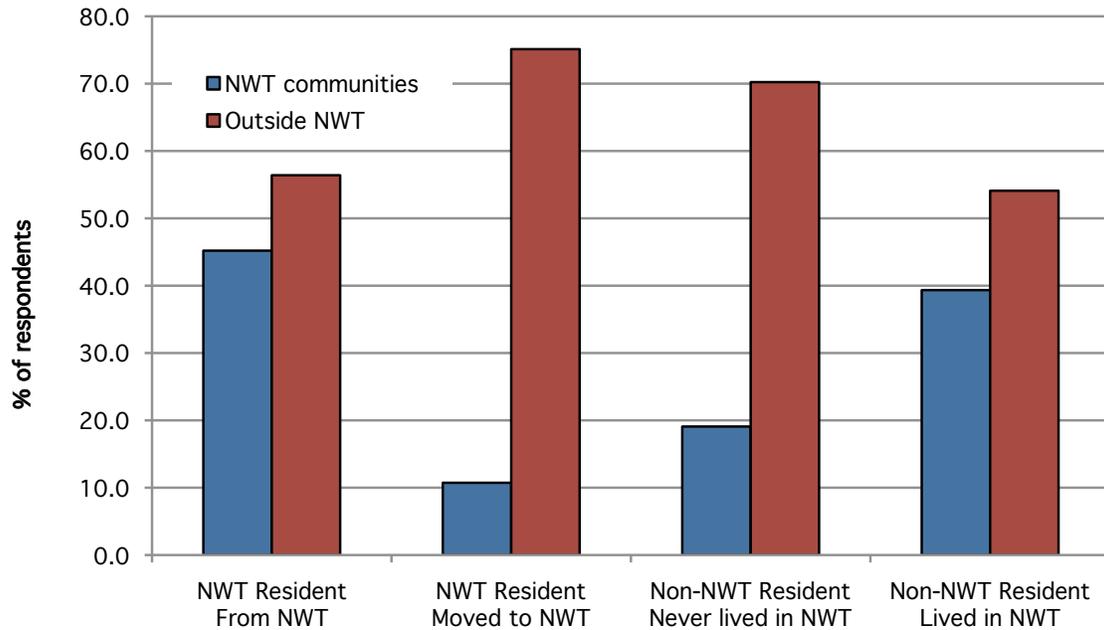
¹ Respondents could select multiple communities; therefore, percentages do not equal 100.

Turning to the location of the communities considered, of those NWT residents that considered moving, 64.8% had considered communities outside the NWT. Conversely, only 25.5% of Non-NWT residents considered NWT communities, most notably Yellowknife.

Looking at communities considered by detailed residency, 75.1% of NWT residents not originally from the NWT who considered moving to a different community, considered communities outside the NWT (Figure 4.3). Interestingly, of Non-NWT residents who considered moving in the past year, a greater proportion of those that have lived in the NWT in the past, or 39.3% considered

an NWT community, compared to only 19.1% of those that have never lived in the NWT.

Figure 4.3 Respondents that Considered Moving by Location of Communities Considered¹



¹ Respondents could select multiple communities; therefore, percentages do not equal 100.

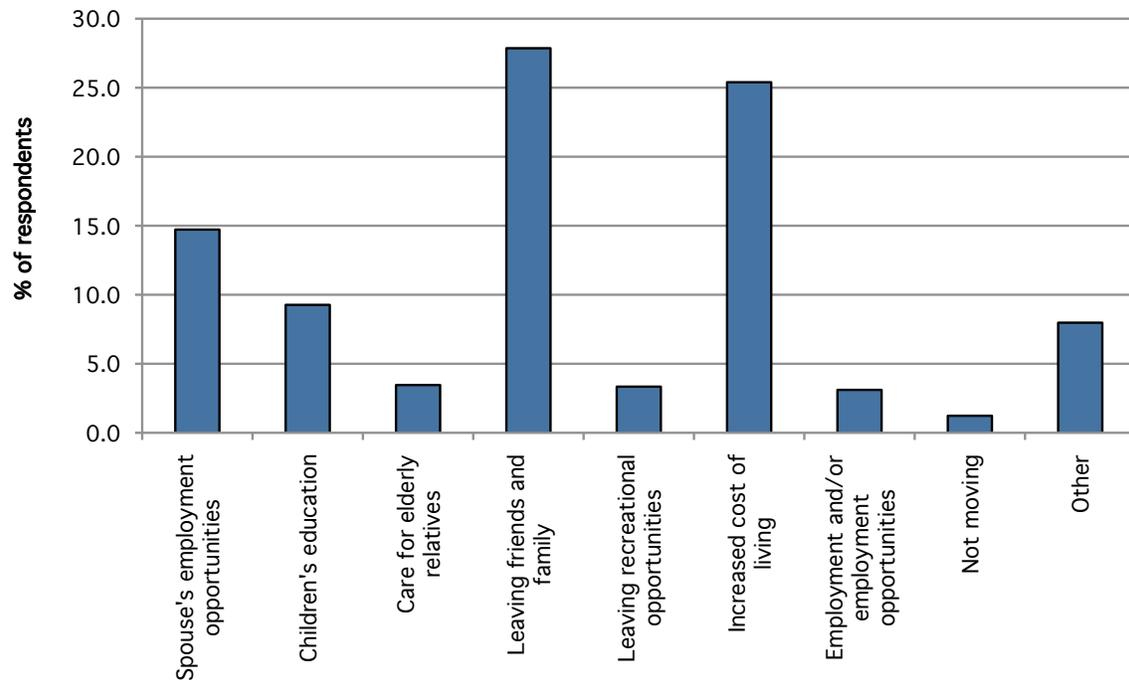
Overall, of all Non-NWT resident respondents only 49 had considered moving to a community in the NWT in the past year. Of those, most, or 85.7%, had visited Yellowknife in the past.

Additionally, a greater proportion of those Non-NWT residents that had considered an NWT community have never been married or are separated or divorced (40.8%), than those that considered communities outside the NWT (31.2%). Along the same lines, a greater proportion tends to live alone or with an unrelated roommate.

Finally, half or more of those Non-NWT residents that considered moving to an NWT community in the past year, thought they might like the closeness to work (55.1%) and small community atmosphere the NWT offers (51.0%). However, the main reason keeping many of those persons who considered an NWT community in the past year from relocating is the cost of living, at 42.9% of respondents.

Given the importance that proximity to family played in likes and dislikes of home community, it is unsurprising that leaving friends and family is the most frequently cited concern to respondents when considering a move, at 27.9%. The second and third most cited are increased cost of living (25.4%) and their spouse's employment opportunities (14.7%).

Figure 4.4 Greatest Concern when Considering Move



Looking at greatest concern by residency, increased cost of living is the greatest concern for nearly a third (32.6%) of Non-NWT residents. However, the trend appears to vary by the highest level of education attained. Specifically, only 8.2% of Non-NWT residents with a university degree said that increased cost of living was their greatest concern when considering a move. Instead, for those with a university degree, leaving friends and family and their spouse's employment opportunities were their top two concerns, at 28.8% and 20.5%, respectively.

Relocation Considerations
~ **STATISTICAL TABLES** ~

Table 4.1
Respondents that Considered Moving in the Past Year
by Detailed Residency
No. of Respondents

	Total ¹	%	Yes	%	No	%	Not Stated	%
All Respondents	1,705	100.0	649	38.1	1,045	61.3	11	0.6
<i>NWT Resident</i>	994	100.0	457	46.0	527	53.0	10	1.0
From NWT	539	100.0	250	46.4	284	52.7	5	0.9
Moved to NWT	449	100.0	205	45.7	240	53.5	4	0.9
<i>Non-NWT Resident</i>	711	100.0	192	27.0	518	72.9	1	0.1
Never lived in NWT	515	100.0	131	25.4	383	74.4	1	0.2
Lived in NWT	196	100.0	61	31.1	135	68.9	-	-

Symbols: "x" number suppressed; "-" zero

¹ Categories may not equal "NWT Resident" because 6 respondents did not indicate whether they were from the NWT or had moved to the NW

Table 4.2
Respondents that Considered Moving in the Past Year
by Various Characteristics
No. of Respondents

	Total	%	Yes	%	No	%	Not Stated	%
All Respondents	1,705	100.0	649	38.1	1,045	61.3	11	0.6
<i>Age</i>								
18 - 24 years	96	100.0	50	52.1	44	45.8	2	2.1
25 - 34 years	424	100.0	229	54.0	192	45.3	3	0.7
35 - 44 years	446	100.0	181	40.6	265	59.4	-	-
45 - 54 years	489	100.0	134	27.4	350	71.6	5	1.0
55 years & older	239	100.0	47	19.7	191	79.9	1	0.4
Not Stated	11	100.0	8	72.7	3	27.3	-	-
<i>Highest Level of Schooling</i>								
Less than High School	314	100.0	104	33.1	205	65.3	5	1.6
High School Diploma	418	100.0	168	40.2	248	59.3	2	0.5
Trades Certificate or Diploma	432	100.0	135	31.3	294	68.1	3	0.7
College Certificate or Diploma	294	100.0	122	41.5	171	58.2	1	0.3
University Degree	236	100.0	111	47.0	125	53.0	-	-
Not Stated	11	100.0	9	81.8	2	18.2	-	-
<i>Own or Rent Home</i>								
Own	1,137	100.0	375	33.0	756	66.5	6	0.5
Rent	561	100.0	272	48.5	284	50.6	5	0.9
Not Stated	7	100.0	2	28.6	5	71.4	-	-

Symbols: "x" number suppressed; "-" zero

Table 4.3
Communities Considered for Relocation
by Detailed Residency
No. of Respondents Who Considered Moving

	Total		NWT Resident						Non-NWT Resident					
	No.	% ¹	NWT Resident ²	%	From NWT	%	Moved to NWT	%	Non-NWT Resident	%	Never lived in NWT	%	Lived in NWT previously	%
Respondents who Considered Moving	649		457		250		205		192		131		61	
<i>Location of Communities considered</i>														
NWT communities	186	28.7	137	30.0	113	45.2	22	10.7	49	25.5	25	19.1	24	39.3
Yellowknife	110	16.9	69	15.1	59	23.6	10	4.9	41	21.4	22	16.8	19	31.1
Hay River	51	7.9	39	8.5	27	10.8	10	4.9	12	6.3	6	4.6	6	9.8
Fort Smith or Other NWT	64	9.9	57	12.5	51	20.4	6	2.9	7	3.6	x	x	x	x
Outside NWT	421	64.9	296	64.8	141	56.4	154	75.1	125	65.1	92	70.2	33	54.1
Alberta	259	39.9	205	44.9	121	48.4	83	40.5	54	28.1	35	26.7	19	31.1
British Columbia	152	23.4	93	20.4	34	13.6	59	28.8	59	30.7	44	33.6	15	24.6
Saskatchewan or Manitoba	47	7.2	33	7.2	7	2.8	26	12.7	14	7.3	9	6.9	5	8.2
Central	39	6.0	27	5.9	6	2.4	21	10.2	12	6.3	x	x	x	x
Atlantic or Northern (NU or YT)	38	5.9	30	6.6	6	0.4	24	9.3	8	2.1	x	x	x	x
Other	76	11.7	50	10.9	20	8.0	30	14.6	26	13.5	21	16.0	5	8.2
Not Stated	50	7.7	22	4.8	10	4.0	11	5.4	28	14.6	20	15.3	8	13.1
<i>Size of Communities considered</i>														
Less than 1,000 people	34	5.2	28	6.1	23	9.2	5	2.4	6	3.1	x	x	x	x
1,000 - 4,000 people	98	15.1	74	16.2	55	22.0	17	8.3	24	12.5	15	11.5	9	14.8
5,000 - 24,000 people	171	26.3	102	22.3	75	30.0	27	13.2	69	35.9	41	31.3	28	45.9
25,000 - 99,000 people	80	12.3	54	11.8	35	14.0	19	9.3	26	13.5	21	16.0	5	8.2
100,000 people or more	264	40.7	202	44.2	108	43.2	93	45.4	62	32.3	47	35.9	15	24.6
Size not indicated (i.e. community not specified)	138	21.3	100	21.9	33	13.2	67	32.7	38	19.8	26	19.8	12	19.7
Not Stated	49	7.6	21	4.6	10	4.0	11	5.4	28	14.6	x	x	x	x

Symbols: "x" number suppressed; "-" zero

^{1.} Respondents could select multiple responses; therefore, percentages do not equal 100.

^{2.} Categories may not equal "NWT Resident" because 6 respondents did not indicate whether they were from the NWT or had moved to the NWT.

Table 4.4
A Profile of Non-NWT Residents Who Considered Moving
By Location of Community Considered
No. of Non-NWT Respondents Who Considered Moving

	Non-NWT Resident			
	Considering NWT Community	%	Not Considering NWT Community	%
Non-NWT Respondents Who Considered Moving	49	100.0	125	100.0
<i>Region of current residency</i>				
Western (BC, AB, SK, MB)	36	73.5	100	80.0
Central (ON, QC)	6	12.2	16	12.8
Other	7	14.3	9	7.2
<i>Current Marital Status</i>				
Never married	12	24.5	28	22.4
Married or common law	26	53.1	86	68.8
Separated, divorced or widowed	8	16.3	11	8.8
Not Stated	3	6.1	-	-
<i>Others Living in Home¹</i>				
Spouse or Common Law Partner	27	55.1	81	64.8
Children	21	42.9	55	44.0
Other Family	6	12.2	20	16.0
Unrelated Roommate	5	10.2	7	5.6
Other	7	14.3	12	9.6
Living Alone	6	12.2	10	8.0
<i>Have Visited ...¹</i>				
Yellowknife	42	85.7	90	72.0
Hay River	18	36.7	38	30.4
Fort Smith	10	20.4	17	13.6
<i>Might Like about NWT¹</i>				
Recreational opportunities	22	44.9	42	33.6
Small community atmosphere	25	51.0	27	21.6
Education system and opportunities	5	10.2	5	4.0
Closeness to work	27	55.1	52	41.6
Live music and theatre	x	x	x	x
Other	11	22.4	28	22.4
Not Stated	1	2.0	1	0.8
<i>Greatest Concern when considering a move</i>				
Spouse's employment opportunities	5	10.2	20	16.0
Leaving friends and family	11	22.4	35	28.0
Increased cost of living	19	38.8	36	28.8
Other	10	20.4	30	24.0
Not Stated	4	8.2	4	3.2
<i>Main Reason Keeping Respondent from Moving to the NWT</i>				
Family responsibilities	9	18.4	7	5.6
Cost of living in the NWT	21	42.9	45	36.0
Availability of daycare	5	10.2	23	18.4
I like my home community	5	10.2	11	8.8
Other	9	18.4	39	31.2
Not Stated	-	-	-	-

Symbols: "x" number suppressed; "-" zero

¹ Respondents could select multiple responses; therefore, percentages do not equal 100.

Table 4.5
Greatest Concern when Considering a Move
No. of Respondents

	Total	%
All Respondents	1,705	100
Spouse's employment opportunities	251	14.7
Children's education	158	9.3
Care for elderly relatives	59	3.5
Leaving friends and family	475	27.9
Leaving recreational opportunities	57	3.3
Increased cost of living	433	25.4
Other	210	12.3
Employment and/or employment opportunities	53	3.1
Not moving	21	1.2
Lower salary, losing benefits	14	0.8
Logistics (i.e. selling house/moving expenses)	12	0.7
Family responsibilities (i.e. joint custody of children)	11	0.6
No concerns	11	0.6
Weather	10	0.6
Health and specialized services	7	0.4
Other	71	4.2
Not Stated	62	3.6

Table 4.6
Greatest Concern when Considering a Move
by Detailed Residency
No. of Respondents

	Total		NWT Resident						Non-NWT Resident					
	No.	%	NWT Resident ¹	%	From NWT	%	Moved to NWT	%	Non-NWT Resident	%	Never lived in NWT	%	Lived in NWT previously	%
All Respondents	1,705	100.0	994	100.0	539	100.0	449	100.0	711	100.0	515	100.0	196	100.0
Spouse's employment opportunities	251	14.7	157	15.8	58	10.8	97	21.6	94	13.2	68	13.2	26	13.3
Children's education	158	9.3	117	11.8	79	14.7	38	8.5	41	5.8	31	6.0	10	5.1
Care for elderly relatives	59	3.5	32	3.2	22	4.1	10	2.2	27	3.8	17	3.3	10	5.1
Leaving friends and family	475	27.9	284	28.6	204	37.8	79	17.6	191	26.9	150	29.1	41	20.9
Leaving recreational opportunities	57	3.3	26	2.6	10	1.9	15	3.3	31	4.4	22	4.3	9	4.6
Increased cost of living	433	25.4	201	20.2	101	18.7	98	21.8	232	32.6	162	31.5	70	35.7
Other	210	12.3	144	14.5	47	8.7	97	21.6	66	9.3	44	8.5	22	11.2
Not Stated	62	3.6	33	3.3	18	3.3	15	3.3	29	4.1	21	4.1	8	4.1

¹ Categories may not equal "NWT Resident" because 6 respondents did not indicate whether they were from the NWT or had moved to the NWT.

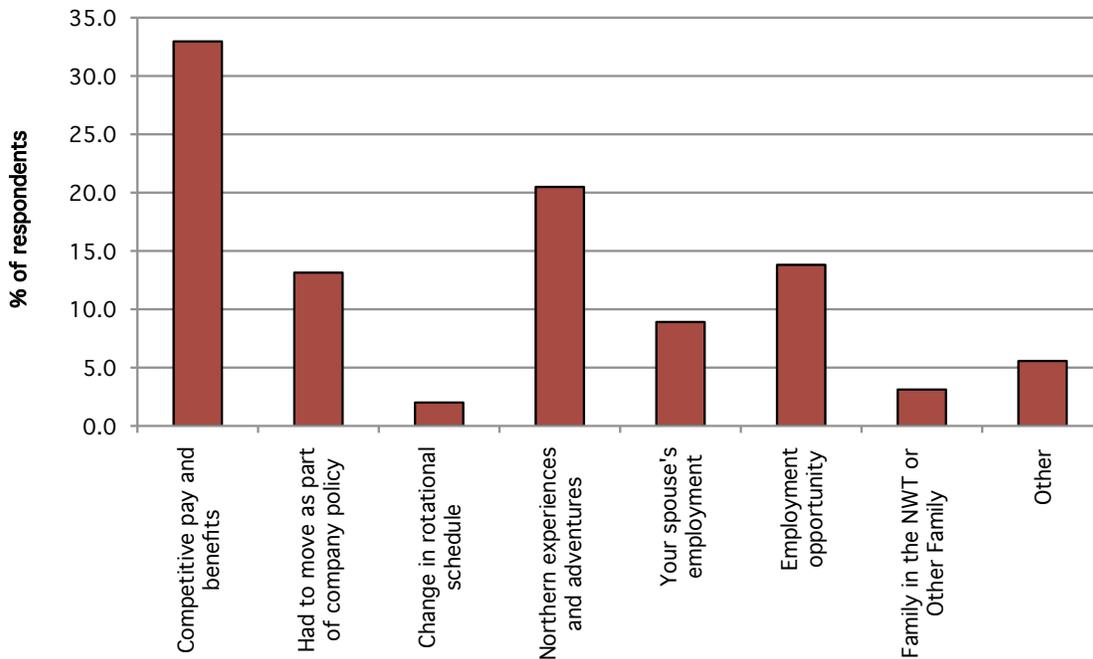
Relocation To NWT

~ *NWT Residents* ~

Many current NWT residents have migrated from other locations; their experiences may be instructive in understanding what motivates relocation to the NWT. Of 994 NWT residents, 449, or 45.2% moved to the NWT in the past. Those respondents that stated they moved to the NWT as children were considered to be “from the NWT”.

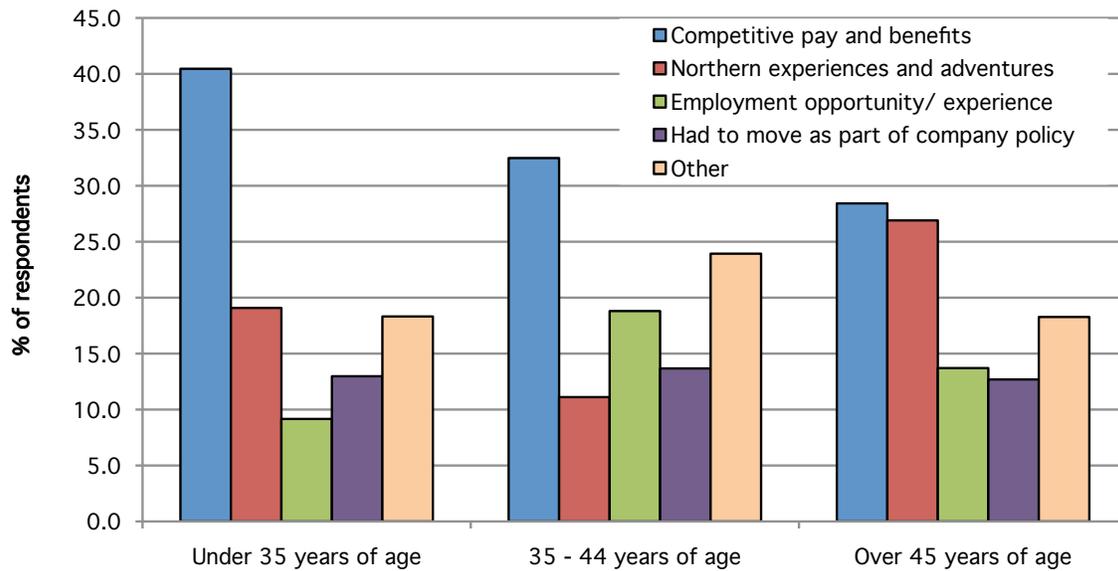
Taking a closer look at those NWT residents who have moved to the NWT, the majority moved due to pay, employment opportunities, or as part of company policy. Figure 5.1 shows that approximately one in every three respondents, or 33.0%, that moved to the NWT did so for competitive pay and benefits. Further, another 13.8% moved for an employment opportunity or to gain experience, and another 13.1% moved because of company policy.

Figure 5.1 Main Reason for Moving to the NWT



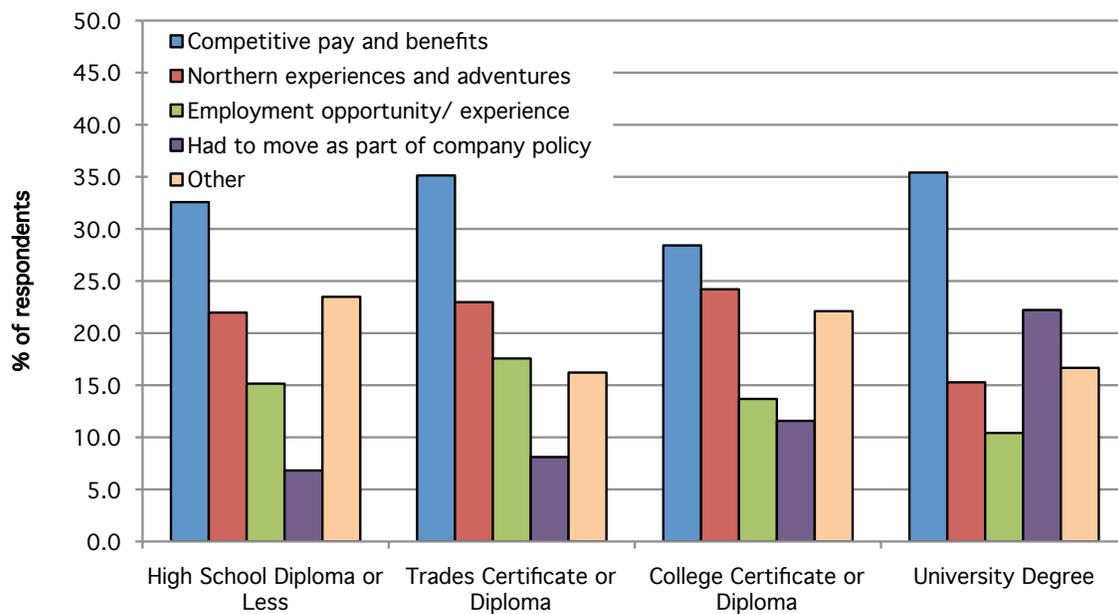
While employment related considerations are by far the main impetus for moving to the NWT, nearly 1 in 5 respondents, or 20.5%, said that northern experiences and adventure were their main reason for moving to the NWT. Those respondents tend to be older and have resided in their community for more than 10 years. For example, of respondents under 45 years of age, 15.3% said northern experiences and adventure were their main reason for moving to the NWT, compared to 26.9% of respondents 45 years of age or older.

Figure 5.2 Main Reason for Moving to the NWT by Age Category



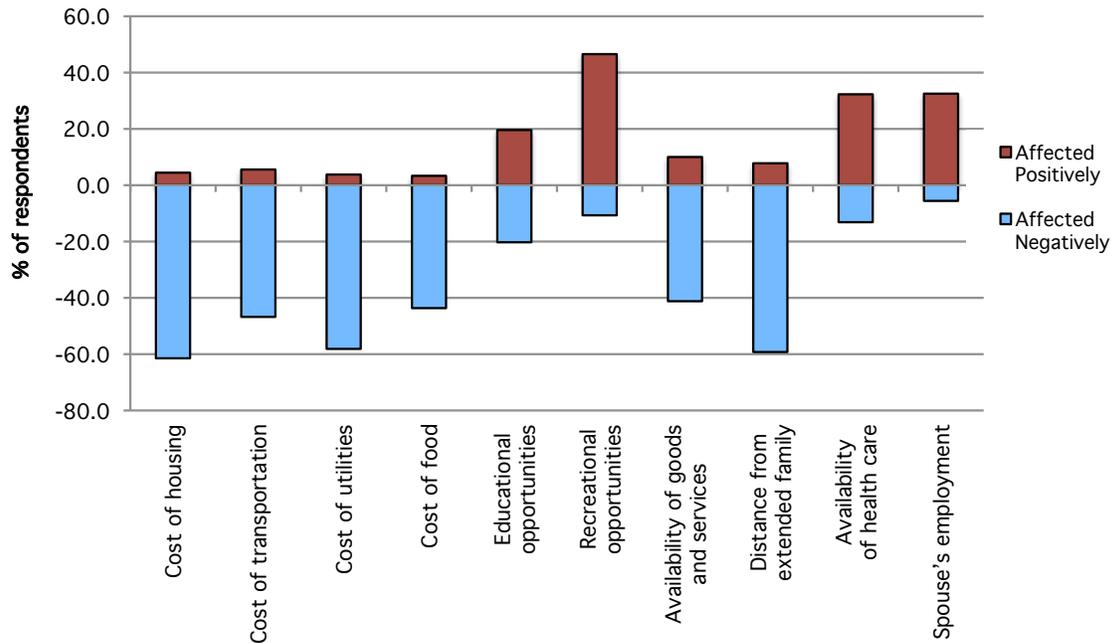
The reasons for moving to the NWT also varied by the highest level of schooling attained (Figure 5.3). Generally, persons with a university degree were less likely to have moved to the NWT for northern experiences and adventures; instead they were more likely to have moved as part of company policy.

Figure 5.3 Main Reason for Moving to the NWT by Highest Level of Schooling



Of those that moved to the NWT, 46.5% said recreational opportunities affected their decision to move positively. The availability of health care, and spouse's employment, positively affected the decision to move for 32.3%, and 32.5% of respondents, respectively.

Figure 5.4 Factors Affecting Decision to Come to NWT Positively and Negatively



Conversely, the cost of housing negatively affected the decision to move to the NWT for 61.5% of respondents. Distance from extended family, and the cost of utilities, negatively affected the decision to move for 59.2%, and 58.1%, of respondents, respectively.

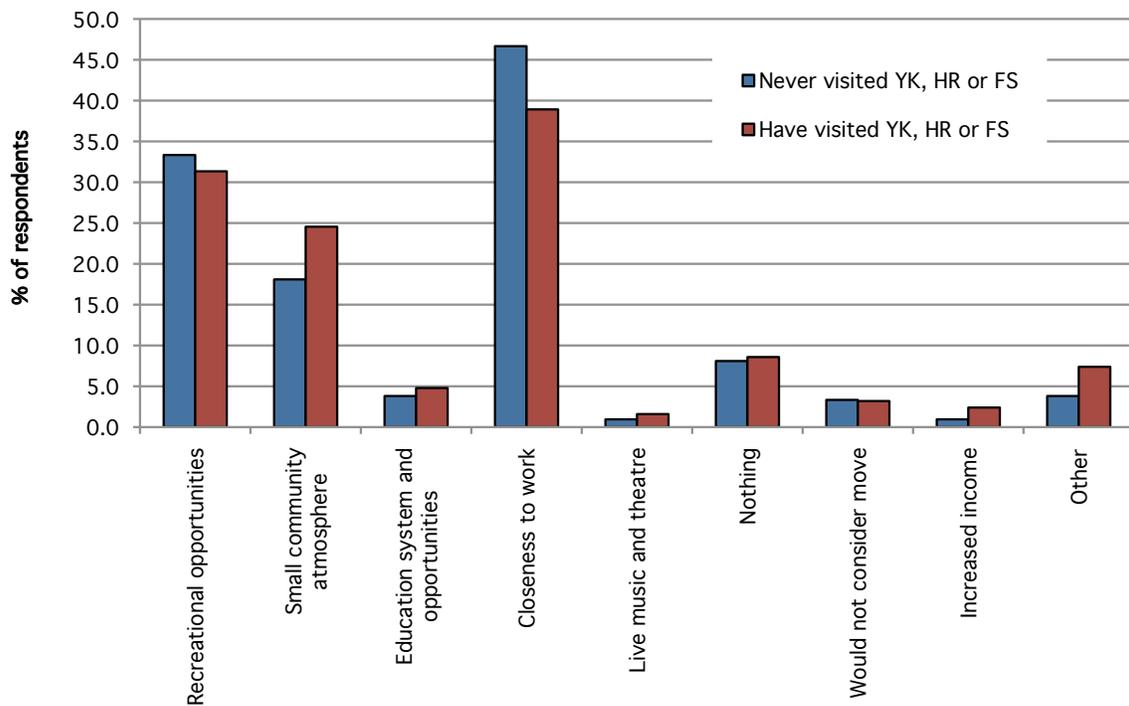
~ *Non-NWT Residents* ~

To better focus the concerns Non-NWT residents have about relocation in general, they were asked a series of questions specific to their perceptions of the NWT and feelings about relocation to the NWT. Non-NWT residents were also asked if they had visited Yellowknife, Hay River or Fort Smith in order to better assess if perceptions were informed by visits to the NWT’s major centres.

When asked what they might like about the NWT if they were to consider moving, the answer selected most frequently by Non-NWT residents was closeness to work, at 41.2%. Other popular answers included recreational opportunities, and small community atmosphere at 31.9%, and 22.6% of respondents, respectively.

Responses varied slightly by whether or not the respondent had visited Yellowknife, Hay River or Fort Smith (Figure 5.5). Notably, fewer respondents that have visited one or more of the three NWT communities thought they might like the closeness to work, than those that hadn’t visited. Conversely, a greater proportion of those that had visited those communities thought that they might like the small community atmosphere.

Figure 5.5 Might Like about the NWT¹

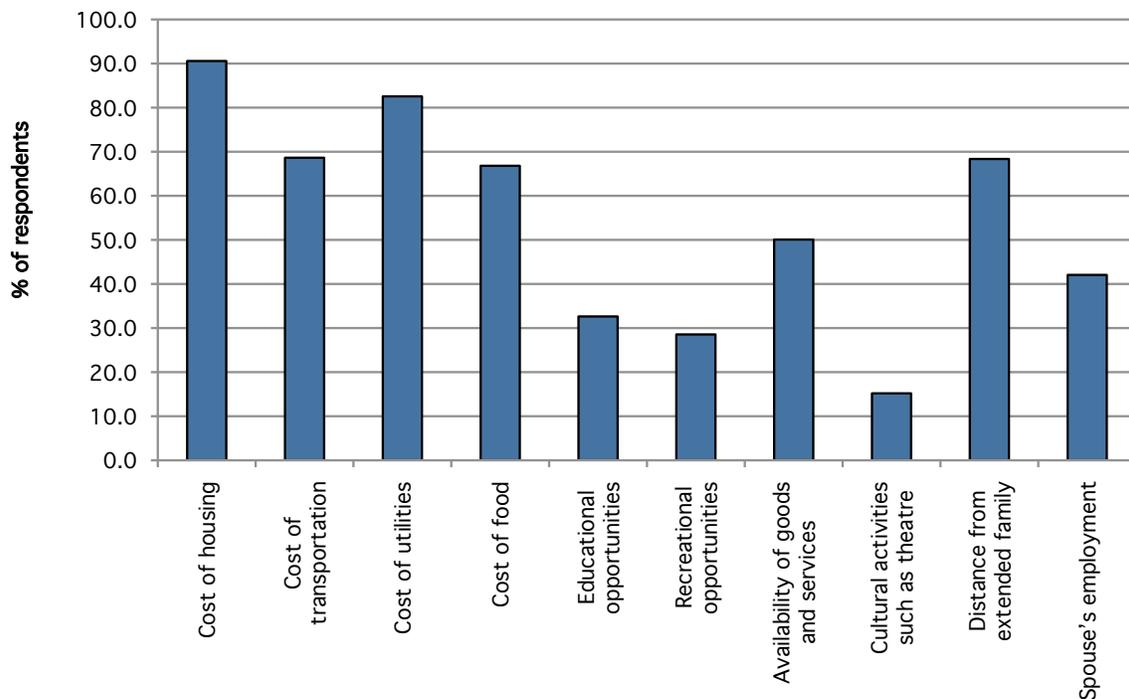


¹. Respondents could select multiple responses; therefore, percentages do not equal 100.

What respondents thought they might like about the NWT also varied by gender, the size of their home community, as well as the highest level of schooling attained. Generally, a greater proportion of females thought they might like the small community atmosphere (41.9%) than males (21.4%). Conversely, a smaller proportion of females thought they might like the recreational opportunities (18.6%) than males (32.6%). Interestingly, persons residing in communities of 5,000 persons or more were more likely to think they might like the small community atmosphere of the NWT (25.0%), than those whose home community had a population of less than 5,000 people (15.9%). Finally, those persons with university degrees were more likely to think they might like the recreational opportunities and small community atmosphere of the NWT.

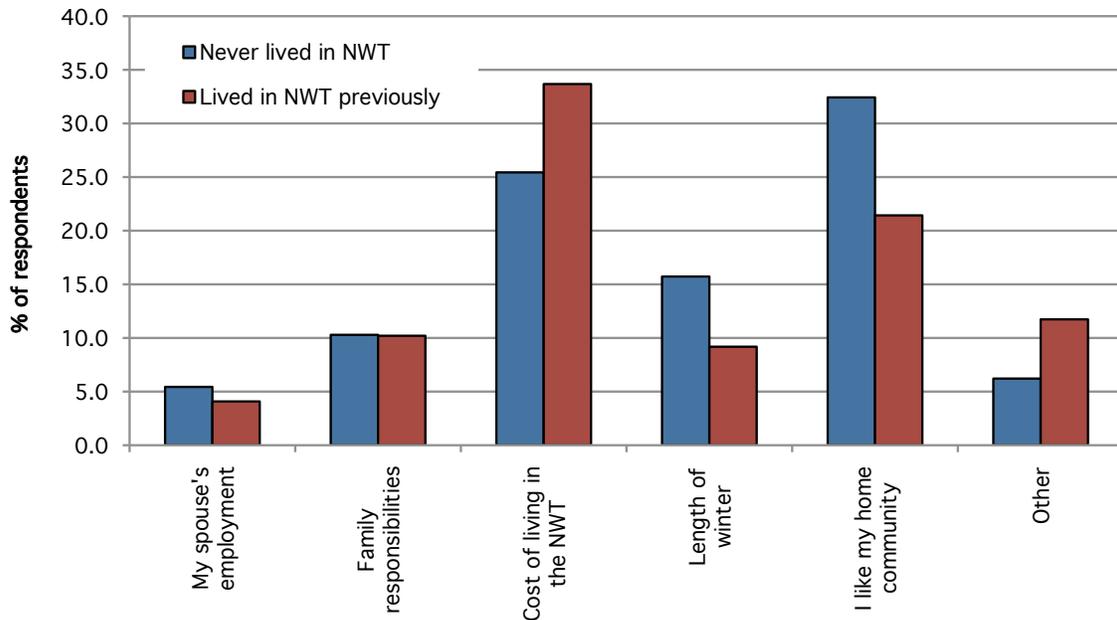
Non-NWT residents were also asked about what factors might be of major, minor or no concern if considering a move to the NWT. The cost of housing, and the cost of utilities, was a major concern for 90.6% and 82.6% of Non-NWT residents, respectively. Responses varied only slightly by whether the respondent had visited Yellowknife, Hay River or Fort Smith in the past. Once again proximity to family was important to respondents, as 68.4% stated that distance from extended family would be a major concern if considering a move to the NWT.

Figure 5.6 Major Concerns for Move to the NWT



When asked to choose one main reason keeping them from moving to the NWT, approximately 33.7% of Non-NWT residents who have lived in the NWT in the past chose the cost of living in the NWT. Conversely, for respondents who have never lived in the NWT, the most common response was I like my home community, at 32.4% (Figure 5.7).

Figure 5.7 Main Reason Keeping Respondent from Moving to the NWT



Reasons also varied by demographic and other characteristics. For example, the length of winter and family responsibilities were more often cited by women than men as the main reason keeping them from moving to the NWT. Conversely, the cost of living in the NWT and liking their home community were most often cited reasons by men.

Those persons with less than a university degree cited the cost of living more often (29.5%) than those with a university degree (11.0%) as the main reason keeping them from moving to the NWT. However, the length of the winter appeared a larger concern for those with a university degree (27.4%) than for those without (12.5%).

Finally, looking at employment tenure, those Non-NWT residents that have worked for less than a year with a northern mining company were less likely to cite the cost of living as the main reason keeping them from moving to the NWT.

Relocation To NWT
~ STATISTICAL TABLES ~

Table 5.1
Main Reason for Moving to the NWT
No. of NWT Respondents

	Total	%
NWT Residents	994	100.0
Competitive pay and benefits	148	14.9
Had to move as part of company policy	59	5.9
Change in rotational schedule	9	0.9
Northern experiences and adventures	92	9.3
Your spouse's employment	40	4.0
I am from the NWT	539	54.2
Other	101	10.2
Employment opportunity/experience	62	6.2
Family in the NWT or other family	14	1.4
Other	25	2.5
Not Stated	6	0.6

Table 5.2
Main Reason for Moving to the NWT
Top 4 Reasons by Age and Highest Level of Schooling
No. of NWT Resident Respondents who Moved to the NWT

	Total	%	Main Reason for Moving to the NWT									
			Competitive pay and benefits	%	Northern experiences and adventures	%	Employment opportunity/experience	%	Had to move as part of company policy	%	Other	%
NWT Resident Respondents who Moved to NWT	449	100.0	148	33.0	92	20.5	62	13.8	59	13.1	88	19.6
<i>Age</i>												
Under 35 years of age	131	100.0	53	40.5	25	19.1	12	9.2	17	13.0	24	18.3
35 - 44 years of age	117	100.0	38	32.5	13	11.1	22	18.8	16	13.7	28	23.9
Over 45 years of age	197	100.0	56	28.4	53	26.9	27	13.7	25	12.7	36	18.3
Not Stated	4	100.0	1	25.0	1	25.0	1	25.0	1	25.0	-	-
<i>Highest Level of Schooling</i>												
High School Diploma or Less	132	100.0	43	32.6	29	22.0	20	15.2	9	6.8	31	23.5
Trades Certificate or Diploma	74	100.0	26	35.1	17	23.0	13	17.6	6	8.1	12	16.2
College Certificate or Diploma	95	100.0	27	28.4	23	24.2	13	13.7	11	11.6	21	22.1
University Degree	144	100.0	51	35.4	22	15.3	15	10.4	32	22.2	24	16.7
Not Stated	4	100.0	1	25.0	1	25.0	1	25.0	1	25.0	-	-

Symbols: "x" number suppressed; "-" zero

Table 5.3
Factors Affecting Decision to Move to NWT
No. of NWT Resident Respondents who Moved to the NWT

	Total	%	Affected Decision to Move							
			Affected Positively	%	Affected Negatively	%	Did Not Affect Decision	%	Not Stated	%
Cost of housing	449	100.0	20	4.5	276	61.5	129	28.7	24	5.3
Cost of transportation	449	100.0	25	5.6	210	46.8	179	39.9	35	7.8
Cost of utilities	449	100.0	17	3.8	261	58.1	138	30.7	33	7.3
Cost of food	449	100.0	15	3.3	196	43.7	203	45.2	35	7.8
Educational opportunities	449	100.0	88	19.6	91	20.3	234	52.1	36	8.0
Recreational opportunities	449	100.0	209	46.5	48	10.7	158	35.2	34	7.6
Availability of goods and services	449	100.0	45	10.0	185	41.2	184	41.0	35	7.8
Distance from extended family	449	100.0	35	7.8	266	59.2	116	25.8	32	7.1
Availability of health care	449	100.0	145	32.3	59	13.1	211	47.0	34	7.6
Spouse's employment	449	100.0	146	32.5	25	5.6	239	53.2	39	8.7

Symbols: "x" number suppressed; "-" zero

Table 5.4
Might Like about NWT
By Detailed Residency
No. of Non-NWT Resident Respondents

	Total ¹	Non-NWT Resident				
		Never lived in NWT		Lived in NWT previously		
Non-NWT Residents	711	515		196		
<i>Might Like about NWT</i>						
Recreational opportunities	227	31.9	167	32.4	60	30.6
Small community atmosphere	161	22.6	99	19.2	62	31.6
Education system and opportunities	32	4.5	18	3.5	14	7.1
Closeness to work	293	41.2	212	41.2	81	41.3
Live music and theatre	10	1.4	5	1.0	5	2.6
Other	142	20.0	95	18.4	47	24.0
Nothing	60	8.4	44	8.5	16	8.2
Would not consider move	23	3.2	18	3.5	5	2.6
Family & friends	11	1.5	x	x	x	x
Increased income (salary, tax breaks)	14	2.0	x	x	x	x
Other	34	4.8	20	3.9	14	7.1
Not Stated	2	0.3	1	0.2	1	0.5

Symbols: "x" number suppressed; "-" zero

¹ Respondents could select multiple responses; therefore, percentages do not equal 100.

Table 5.5
Might Like about NWT
By Whether Visited Yellowknife, Hay River or Fort Smith
No. of Non-NWT Resident Respondents

	Total ¹	Non-NWT Resident				
		Never visited YK, HR or FS		Have visited YK, HR or FS		
Non-NWT Residents	711	210		501		
<i>Might Like about NWT</i>						
Recreational opportunities	227	31.9	70	33.3	157	31.3
Small community atmosphere	161	22.6	38	18.1	123	24.6
Education system and opportunities	32	4.5	8	3.8	24	4.8
Closeness to work	293	41.2	98	46.7	195	38.9
Live music and theatre	10	1.4	x	x	x	x
Other	142	20.0	34	16.2	108	21.6
Nothing	60	8.4	17	8.1	43	8.6
Would not consider move	23	3.2	7	3.3	16	3.2
Family & friends	11	1.5	x	x	x	x
Increased income (salary, tax breaks)	14	2.0	x	x	x	x
Other	34	4.8	11	5.2	23	4.6
Not Stated	2	0.3	1	0.5	1	0.2

Symbols: "x" number suppressed; "-" zero

¹ Respondents could select multiple responses; therefore, percentages do not equal 100.

Table 5.6
NWT Communities Visited
By Detailed Residency
No. of Non-NWT Resident Respondents

	Total ¹	%	Non-NWT Resident			
			Never lived in NWT	%	Lived in NWT previously	%
Non-NWT Residents	711	100.0	515	100.0	196	100.0
<i>Visited ...</i>						
Yellowknife						
Yes	480	67.5	301	58.4	179	91.3
No	221	31.1	213	41.4	8	4.1
Not stated	10	1.4	1	0.2	9	4.6
Hay River						
Yes	192	27.0	74	14.4	118	60.2
No	470	66.1	415	80.6	55	28.1
Not stated	49	6.9	26	5.0	23	11.7
Fort Smith						
Yes	84	11.8	18	3.5	66	33.7
No	569	80.0	464	90.1	105	53.6
Not stated	58	8.2	33	6.4	25	12.8

Symbols: "x" number suppressed; "-" zero

¹: Respondents could select multiple responses; therefore, percentages do not equal 100.

Table 5.7
Might Like about the NWT
Top 3 by Various Characteristics
No. of Non-NWT Resident Respondents

	Total ¹	%	Might Like about the NWT					
			Recreational opportunities	%	Small community atmosphere	%	Closeness to work	%
Non-NWT Residents	711	100.0	227	31.9	161	22.6	293	41.2
<i>Gender</i>								
Male	663	100.0	216	32.6	142	21.4	268	40.4
Female	43	100.0	8	18.6	18	41.9	21	48.8
Not Stated	5	100.0	3	60.0	1	20.0	4	80.0
<i>Highest Level of Schooling</i>								
High School Diploma or Less	241	100.0	74	30.7	53	22.0	102	42.3
Trades Certificate or Diploma	267	100.0	79	29.6	52	19.5	96	36.0
College Certificate or Diploma	126	100.0	39	31.0	26	20.6	58	46.0
University Degree	73	100.0	33	45.2	29	39.7	33	45.2
Not Stated	4	100.0	2	50.0	1	25.0	4	100.0
<i>Size of Home Community</i>								
Less than 1,000 people	64	100.0	16	25.0	9	14.1	27	42.2
1,000 - 4,000 people	118	100.0	46	39.0	20	16.9	45	38.1
5,000 - 24,000 people	184	100.0	52	28.3	44	23.9	81	44.0
25,000 - 99,000 people	146	100.0	45	30.8	37	25.3	68	46.6
100,000 people or more	198	100.0	67	33.8	51	25.8	71	35.9
Not Stated	1	100.0	1	100.0	-	-	1	100.0

¹ Respondents could select multiple things they might like; therefore, percentages do not equal 100.

Table 5.8
Factors of Potential Concern for Moving to the NWT
by Level of Concern
No. of Non-NWT Resident Respondents

	Total	%	Level of Concern							
			Major Concern		Minor Concern		Not a Concern		Not Stated	
				%		%		%		%
Cost of housing	711	100.0	644	90.6	36	5.1	8	1.1	23	3.2
Cost of transportation	711	100.0	488	68.6	138	19.4	46	6.5	39	5.5
Cost of utilities	711	100.0	587	82.6	73	10.3	12	1.7	39	5.5
Cost of food	711	100.0	475	66.8	161	22.6	34	4.8	41	5.8
Educational opportunities	711	100.0	232	32.6	206	29.0	226	31.8	47	6.6
Recreational opportunities	711	100.0	203	28.6	242	34.0	219	30.8	47	6.6
Availability of goods and services	711	100.0	356	50.1	234	32.9	77	10.8	44	6.2
Cultural activities such as theatre	711	100.0	108	15.2	248	34.9	303	42.6	52	7.3
Distance from extended family	711	100.0	486	68.4	126	17.7	64	9.0	35	4.9
Spouse's employment	711	100.0	299	42.1	146	20.5	217	30.5	49	6.9

Table 5.9
Factors of Major Concern for Moving to the NWT
By Whether Visited Yellowknife, Hay River or Fort Smith
No. of Non-NWT Resident Respondents who Consider the Factor a Major Concern

	Total	% ¹	Non-NWT Residents Considering the Factor a Major Concern			
			Never visited YK, HR or FS	%	Have visited YK, HR or FS	%
Non-NWT Residents	711		210		501	
Cost of housing	644	90.6	186	88.6	458	91.4
Cost of transportation	488	68.6	148	70.5	340	67.9
Cost of utilities	587	82.6	175	83.3	412	82.2
Cost of food	475	66.8	152	72.4	323	64.5
Educational opportunities	232	32.6	74	35.2	158	31.5
Recreational opportunities	203	28.6	63	30.0	140	27.9
Availability of goods and services	356	50.1	112	53.3	244	48.7
Cultural activities such as theatre	108	15.2	34	16.2	74	14.8
Distance from extended family	486	68.4	156	74.3	330	65.9
Spouse's employment	299	42.1	95	45.2	204	40.7

¹ Percentages reflect the percent of respondents for whom the factor was of major concern; therefore they do not sum to 100.

Table 5.10
Main Reason Keeping Respondent from Moving to the NWT
By Detailed Residency
No. of Non-NWT Resident Respondents

	Total	%	Non-NWT Resident			
			Never lived in NWT	%	Lived in NWT previously	%
Non-NWT Residents	711	100.0	210	100.0	501	100.0
My spouse's employment	36	5.1	28	5.4	8	4.1
Family responsibilities	73	10.3	53	10.3	20	10.2
Cost of living in the NWT	197	27.7	131	25.4	66	33.7
Availability of daycare	-	-	-	-	-	-
Length of winter	99	13.9	81	15.7	18	9.2
I like my home community	209	29.4	167	32.4	42	21.4
Other	55	7.7	32	6.2	23	11.7
All of the above	12	1.7	x	x	x	x
Medical support/services	8	1.1	x	x	x	x
Other	35	4.9	19	3.7	16	8.2
Not Stated	42	5.9	23	4.5	19	9.7

Symbols: "x" number suppressed; "-" zero

Table 5.11
Main Reason Keeping Respondent from Moving to the NWT
Top 4 Reasons by Various Characteristics
No. of Non-NWT Resident Respondents

	Total	%	Main Reason Keeping Respondent from Moving to the NWT									
			Cost of living in the NWT	%	I like my home community	%	Length of winter	%	Family responsibilities	%	Other	%
Non-NWT Residents	711	100.0	197	27.7	209	29.4	99	13.9	73	10.3	133	18.7
<i>Gender</i>												
Male	663	100.0	185	27.9	203	30.6	89	13.4	67	10.1	119	17.9
Female	43	100.0	10	23.3	6	14.0	10	23.3	6	14.0	11	25.6
Not Stated	5	100.0	2	40.0	-	-	-	-	-	-	3	60.0
<i>Highest Level of Schooling</i>												
High School Diploma or Less	241	100.0	76	31.5	67	27.8	28	11.6	25	10.4	45	18.7
Trades Certificate or Diploma	267	100.0	72	27.0	85	31.8	34	12.7	29	10.9	47	17.6
College Certificate or Diploma	126	100.0	39	31.0	33	26.2	17	13.5	13	10.3	24	19.0
University Degree	73	100.0	8	11.0	24	32.9	20	27.4	6	8.2	15	20.5
Not Stated	4	100.0	2	50.0	-	-	-	-	-	-	2	50.0
<i>Years Worked with Northern Mining Company</i>												
Less than 1 year	82	100.0	13	15.9	32	39.0	13	15.9	9	11.0	15	18.3
1 - 4 years	305	100.0	85	27.9	93	30.5	50	16.4	30	9.8	47	15.4
5 - 9 years	218	100.0	67	30.7	57	26.1	24	11.0	21	9.6	49	22.5
10 - 14 years	71	100.0	21	29.6	18	25.4	7	9.9	8	11.3	17	23.9
15 years or more	35	100.0	11	31.4	9	25.7	5	14.3	5	14.3	5	14.3
Not Stated	-	-	-	-	-	-	-	-	-	-	-	-

Symbols: "x" number suppressed; "-" zero

Relocation From NWT

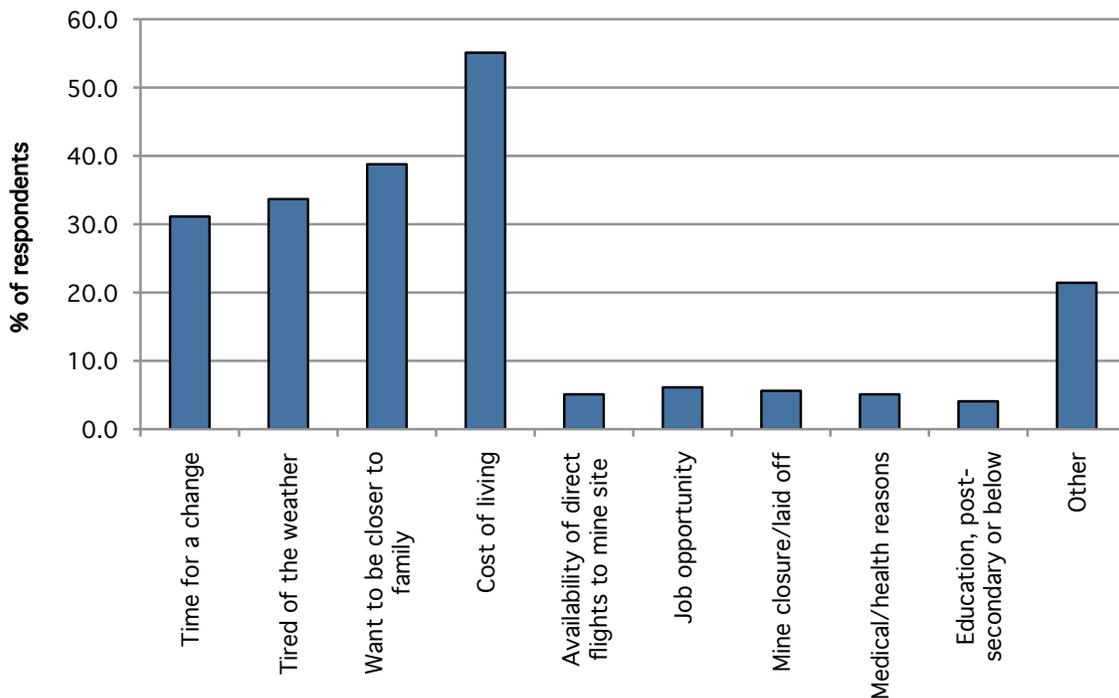
~ *Non-NWT Residents* ~

As many NWT residents have migrated to the NWT from other parts of Canada and the world, some NWT residents migrate out of the NWT. It is important to understand their motivation for moving from the NWT.

Approximately 27.6%, or 196, of Non-NWT residents have lived in the NWT in the past. It should be noted that respondents were not asked how long ago they left the NWT, therefore responses may reflect reasons for leaving at varying points in time.

For more than half, or 55.1%, the cost of living was one reason they left the NWT (Figure 6.1). Wanting to be closer to family was cited by 38.8% of Non-NWT residents who lived in the NWT in the past as a reason for leaving.

Figure 6.1 Non-NWT Resident Reasons for Leaving NWT¹



¹. Respondents could select multiple reasons for leaving; therefore, percentages do not equal 100.

~ *NWT Residents* ~

Of those employees currently living in the NWT, 44.6% would be likely or very likely to consider a move from the NWT if the opportunity arose in the next year.

Respondents originally from the NWT are less likely to consider leaving the NWT, at 36.4%, than NWT residents who moved to the NWT, of whom 55.0% stated they would likely or very likely consider a move from the NWT.

Table 6.1 Likelihood of Considering a Move From the NWT

	No.	% ¹
<i>NWT Resident - From NWT</i>	539	100.0
Likely or Very Likely	196	36.4
Unlikely or Very Unlikely	325	60.3
<i>NWT Resident - Moved to NWT</i>	449	100.0
Likely or Very Likely	247	55.0
Unlikely or Very Unlikely	193	43.0

¹. "Not Stated" not presented; percentages do not equal 100.

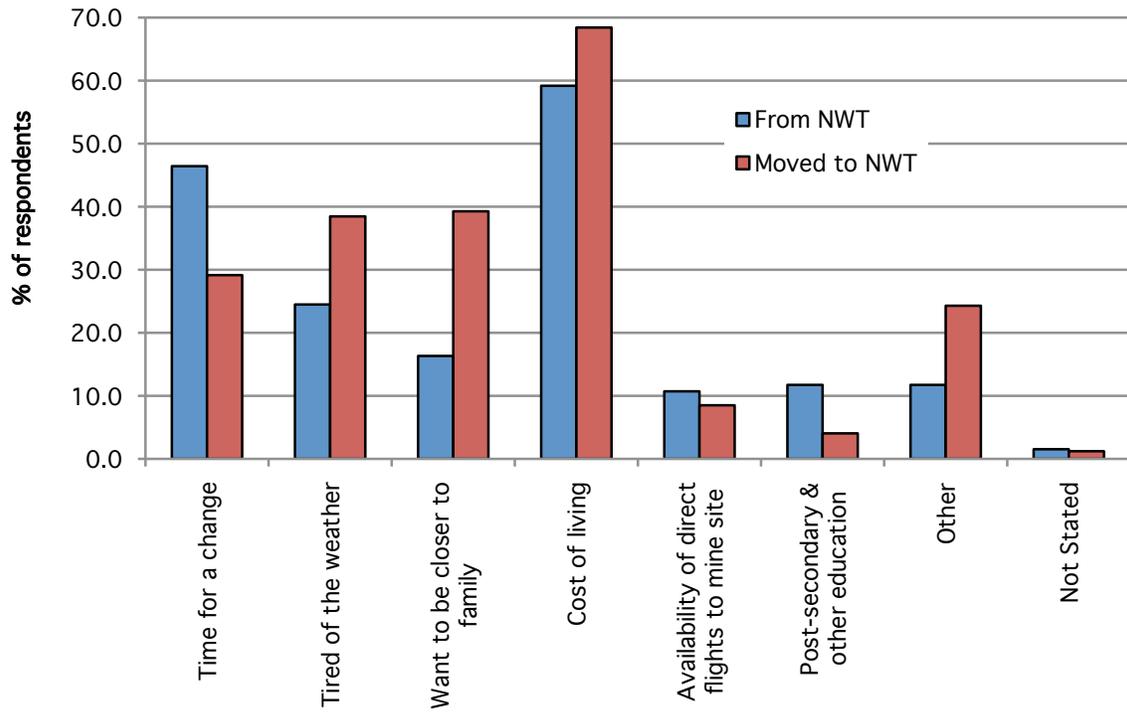
Responses also varied by gender, education, the length of time lived in current community and the size of the community. Generally, a greater proportion of females (50.2%) are likely or very likely to consider a move from the NWT, than males (42.5%). Approximately 63.2% of respondents with a university degree would consider a move from the NWT.

With respect to the length of time lived in current community, the group with the greatest proportion of persons that would consider leaving the NWT, at 54.1% are those respondents who have lived in their home community for 1 to 4 years, Finally, persons from smaller NWT communities of 4,000 persons or less, are much less likely to consider leaving the NWT, at 32.1%, compared to 51.5% of those living in communities of 5,000 to 24,000 persons.

Turning to the reasons respondents had for considering a move from the NWT, response trends, particularly for residents not originally from the NWT, are similar to those observed for Non-NWT residents who had left the NWT in the past.

Approximately 64.3% of those very likely or likely to consider leaving the NWT cited the cost of living as one of the reasons why. Wanting to be closer to family was cited by 39.3% of respondents who had moved to the NWT as a reason for leaving. While 46.4% of NWT residents originally from the NWT said that a reason to consider leaving is that it's time for a change (Figure 6.2).

Figure 6.2 Reasons for Considering a Move from the NWT¹



¹. Respondents could select multiple reasons for considering leaving; therefore, percentages do not equal 100.

Relocation From NWT
~ STATISTICAL TABLES ~

Table 6.1
Ever Lived in the NWT
No. of Non-NWT Resident Respondents

	Total	%
Non-NWT Residents	711	100.0
<i>Ever Lived in the NWT</i>		
Yes	196	27.6
No	515	72.4

Table 6.2
Reasons for Leaving the NWT
No. of Non-NWT Resident Respondents who Lived in the NWT in the Past

	Total	% ¹
Time for a change	61	31.1
Tired of the weather	66	33.7
Want to be closer to family	76	38.8
Cost of living	108	55.1
Availability of direct flights to mine site	10	5.1
Other	83	42.3
Job opportunity	12	6.1
Mine closure/laid off	11	5.6
Medical/health reasons	10	5.1
Education, post-secondary or below	8	4.1
Social problems (drugs, alcohol, crime)	6	3.1
Too isolated and prohibitive costs to travel south	6	3.1
Moved away as a child	5	2.6
Other	25	12.8
Not Stated	2	1.0

¹ Respondents could select multiple reasons; therefore, percentages do not equal 100.

Table 6.3
NWT Residents Considering Leaving NWT
No. of NWT Resident Respondents

	Total ¹	% ²	NWT Resident			
			From NWT	%	Moved to NWT	%
NWT Residents	994	100.0	539	100.0	449	100.0
<i>Would consider move from the NWT in next year</i>						
Very likely	175	17.6	69	12.8	106	23.6
Likely	268	27.0	127	23.6	141	31.4
Unlikely	326	32.8	193	35.8	133	29.6
Very Unlikely	192	19.3	132	24.5	60	13.4
Not Stated	33	3.3	18	3.3	9	2.0
<i>Why likely or very likely to consider leaving NWT</i>						
	443		196		247	
Time for a change	163	36.8	91	46.4	72	29.1
Tired of the weather	143	32.3	48	24.5	95	38.5
Want to be closer to family	129	29.1	32	16.3	97	39.3
Cost of living	285	64.3	116	59.2	169	68.4
Availability of direct flights to mine site	42	9.5	21	10.7	21	8.5
Other	116	26.2	46	23.5	70	28.3
Post-secondary & other education	33	7.4	23	11.7	10	4.0
Job opportunities/career	24	5.4	x	x	x	x
More services/shopping/recreation opportunities	21	4.7	8	4.1	13	5.3
Medical services	7	1.6	x	x	x	x
Social problems (drugs, alcohol, crime)	5	1.1	x	x	x	x
Other	26	5.9	9	4.6	17	6.9
Not Stated	6	1.4	3	1.5	3	1.2

Symbols: "x" number suppressed; "-" zero

¹ Categories may not equal total because 6 respondents did not indicate whether they were from the NWT or had moved to the NWT.

² Respondents could select multiple responses; therefore, percentages do not equal 100.

*~ Comments on the Northwest Territories &
Home Community ~*

To ensure every respondent had the opportunity to include everything that he or she feels is relevant to the issue, respondents were given an opportunity to write further comments about their home community or moving to/from the NWT. Of 1,705 survey respondents, 704 provided additional comments.

Respondent comments were focused on three issues: what they liked or disliked about their home community, what they liked or disliked about the NWT, and reasons for moving to/from the NWT or home community.

Overwhelmingly, the cost of living in the NWT was most often cited by both NWT resident respondents as something they disliked and a reason to leave the NWT, and by Non-NWT resident respondents as a deterrent for relocation to the NWT. Overall, 38.1% of the respondents, who provided additional comments, mentioned the high cost of living in the NWT.

"I want to stay here but even though my spouse and I have, what I consider, very good jobs, we still have a hard time breaking even. It is too expensive to live here."

- NWT resident respondent

"I would love to move back to Yellowknife, it's just hard to make the move when all you hear is that prices of everything are rising ..."

- Non-NWT resident respondent

A lot of comments also focused on how respondents like living in the NWT and the opportunities it affords them, such as good benefits and pay, and outdoor activities. Overall, 13.4% of respondents who commented mentioned they liked living in the NWT.

"NWT is a great place to live for someone that enjoys outdoor activities and adventures. The job opportunity and pay is what brought me here but the close knit community and outdoor adventure made me want to stay."

- NWT resident respondent

Similar to other trends observed earlier in the survey, proximity to family and weather were again mentioned as reasons to remain in their home community, or to not move to the NWT.

Comments not previously encountered in the survey included: lack of variety in shopping and poor service/monopoly of NWT businesses, lack of recreation facilities and leisure time opportunities in the NWT, inadequate financial incentives to live in the NWT and discriminatory policies in the NWT.

Table 7.1 presents respondents' comments, covering a broad range of topics and issues.

Table 7.1 Respondent Comments¹

	No.	%
<i>Respondents Who Provided Comments</i>	704	
Cost of living too high in NWT	268	38.1
I like living in the NWT & the opportunities it offers	94	13.4
Weather is too harsh in NWT	72	10.2
Being close to my family and my family commitments dictate where I live and move to	69	9.8
I like my community and all its services and amenities (not in the NWT)	57	8.1
Cost of travel too high in NWT and Nunavut	52	7.4
Lack of affordable and/or availability of housing in NWT	49	7.0
Prevalence of substance abuse and other social problems in NWT	41	5.8
Lack of variety in services (shopping, restaurants) and poor service/monopoly of NWT businesses	41	5.8
Lack of recreation facilities and leisure time opportunities in NWT	41	5.8
High taxation and inadequate financial incentives to live in NWT	38	5.4
Discriminatory policies in the NWT are a deterrent for living in/moving to	29	4.1
NWT is too isolated and remote	26	3.7
Lack of higher education institutes and training programs in NWT	25	3.6
Esthetic appeal (cleanliness of communities, lack of scenery) is limited in the NWT	22	3.1
I don't like the high crime rate in the NWT	21	3.0
Poor political leadership & government not doing enough to effect change in the NWT	21	3.0
I have no interest in moving to the NWT	19	2.7
Lack of medical specialists and resources in the NWT	15	2.1
I have a right to live anywhere in Canada	14	2.0
Dependence of NWT economy on diamond mines makes me want to leave/not come to NWT	12	1.7
Other	127	18.0

¹. Respondents could write more than one comment; therefore, percentages do not equal 100.

~ Summary ~

The information resulting from the 2009 NWT Survey of Mining Employees illustrates many of the issues, incentives and barriers related to living in the Northwest Territories. In addition, the results present a unique opportunity to examine the similarities and differences within each of the four residency categories.

Overall, Non-NWT residents tend to be older married men, with a trades or college education. Many have lived in their home community for more than ten years, and most own their home. They like being close to family, the recreational opportunities their communities offer, and their proximity to services. While they might like the closeness to work and recreational opportunities offered by the NWT, few Non-NWT residents have considered moving to the NWT. The high cost of living and their happiness with their home community appear to be strong factors determining a move to the NWT.

On the other hand, NWT residents tend to be younger men, and some women, at both entry and management levels, with varying educational backgrounds. Most of them live in mid to large sized communities in the NWT. Those originally from the NWT like being close to family. Almost half are not originally from the NWT, and moved here for employment related reasons. They like the opportunities for recreation offered by the NWT, and the people in their community. More than half of NWT residents have considered moving to communities outside the NWT in the past year. If presented with the opportunity, nearly half would leave the NWT, the cost of living driving their decision.

Overwhelmingly, employment is what brings employees to the NWT, but proximity to family and friends and fear of a higher cost of living are considerations for relocation and prominent in the minds of northern diamond mine employees.

~ Methodology ~

The 2009 NWT Survey of Mining Employees was developed by the NWT Bureau of Statistics in conjunction with BHP Billiton, Rio Tinto, De Beers and the Government of the Northwest Territories. Each company provided the frame for the survey based on a current employee listing; in the case of Rio Tinto and De Beers this included operations contractor employees. Employees that do not work in the NWT were excluded from the frame.

No names or any information that could identify employees were given to the Bureau of Statistics. In the interest of cross-tabulating results by different characteristics, the survey was a census of the survey population.

For employees who worked at the mine site, Bureau of Statistics staff traveled to the three diamond mine sites to deliver the survey between May 11 and May 29, 2009. The surveys were self-administered; that is, the person surveyed read and filled out the survey individually. However, Bureau of Statistics staff were on site to assist and answer any questions. Bureau of Statistics staff delivered surveys in Yellowknife from May 22 to June 3, 2009. In total, 1,705 persons responded to the survey, yielding a response rate of 93.5%.

Data entry was completed directly from questionnaires to a database prepared by the NWT Bureau of Statistics and statistical tables were prepared using the Statistical Package for the Social Sciences (SPSS). Computer assisted edits were performed to check for data entry errors and logical inconsistencies among responses. Ineligible employees such as persons no longer employed at the company during survey operations or persons on long-term disability were removed from the frame.

The NWT Bureau of Statistics owes the success of the 2009 NWT Survey of Mining Employees to the efforts and cooperation of the staff and management of Diavik Diamond Mines Inc. (Rio Tinto plc), BHP Billiton Diamonds Inc. and De Beers Canada Inc.

Appendix A
~ SURVEY QUESTIONNAIRE ~

2009 NWT SURVEY OF MINING EMPLOYEES



Instructions

Please read each question carefully. Put a mark in the box or boxes that match your answer.

Unless otherwise indicated, please mark only ONE answer per question and then proceed to the next question.

Please note that there are some answers that require you to “skip” to another question or section in the survey. These are indicated by a long blue arrow and instructions on where to proceed.

If you need assistance with the survey, please do not hesitate to contact the on-site Bureau of Statistics representative.

Thank you very much for your participation.

All information collected in this survey will be kept confidential and used only for statistical and information purposes and is protected by the *Access to Information and Protection of Privacy Act*.

A. Background Information

To begin this survey, we would like to ask you a few questions about yourself and your position with BHP Billiton, De Beers or Rio Tinto.

A1. Are you male or female?

- 1 Male 2 Female

A2. In which age range do you fall?

- 1 18 – 24 years
2 25 – 34 years
3 35 – 44 years
4 45 – 54 years
5 55 years & older

A3. What is your current marital status?

- 1 Never married
2 Married or common law
3 Separated or divorced
4 Widowed

A4. What is the highest level of schooling you have completed through school or upgrading? **(Mark ONE only)**

- 1 Less than high school 4 College certificate or diploma
2 High school diploma 5 University degree
3 Trades certificate or diploma

A5. This question is about the people who currently live in your home with you. Do not include anyone who is away at school or who is only staying with you temporarily. Who currently lives with you in your home?
(Mark ALL that apply)

1 Spouse or common law partner

2 Children **➔ How old are they?** a) _____

3 Parents b) _____

4 Grandparents c) _____

5 Brothers or sisters d) _____

6 Unrelated roommate(s) e) _____

7 Other (Specify): _____

A6. Do you have any other dependents that do not live with you?
(Mark ONE only)

1 Yes 2 No

A7. Do you own or rent your home? **(Mark ONE only)**

1 Own 2 Rent

A8. How long have you worked with a northern mining company such as BHP Billiton, De Beers or Rio Tinto? **(Mark ONE only)**

1 Less than 1 year 4 10 – 14 years

2 1 – 4 years 5 15 years or more

3 5 – 9 years

A9. Which of the following categories best describes your usual work schedule? **(Mark ONE only)**

1 Two weeks in, two weeks out 4 Three weeks in, one week out

2 Four days in, three days out 5 Three weeks in, three weeks out

3 Monday to Friday 6 Other (Specify): _____

B. Life in Your Community

Next, we would like to get some information about your home community, meaning the city, town or village where you currently live.

B1. How long have you lived in your home community? (**Mark ONE only**)

- | | |
|---|---|
| 1 <input type="checkbox"/> Less than one year | 4 <input type="checkbox"/> 10 – 14 years |
| 2 <input type="checkbox"/> 1 – 4 years | 5 <input type="checkbox"/> 15 years or more |
| 3 <input type="checkbox"/> 5 – 9 years | |

B2. How big is your home community? (**Mark ONE only**)

- 1 Less than 1,000 people
- 2 1,000 – 4,000 people
- 3 5,000 – 24,000 people
- 4 25,000 – 99,000 people
- 5 100,000 people or more

B3. What do you like **best** about living in your community? (**Mark ONE only**)

- 1 Close to family
- 2 Opportunities for recreation
- 3 The people in the community
- 4 All services and shopping are nearby
- 5 Availability of cultural events such as live music, theatre, dance, etc.
- 6 Post-secondary institutions are nearby
- 7 Level of safety in the community
- 8 Other (Specify): _____

B4. What do you **dislike** most about living in your community?
(Mark ONE only)

- 1 Distance from family
- 2 Lack of opportunities for recreation
- 3 Distance to shopping and services
- 4 Lack of cultural events such as live music, theatre, dance, etc.
- 5 Distance to post-secondary institutions
- 6 Level of safety in the community
- 7 Other (Specify): _____

B5. In the past year, have you considered moving to a different community?
(Mark ONE only)

- 1 Yes  Which communities did you consider? _____

- 2 No

B6. Thinking about your current situation, which of the following factors would be of **greatest** concern to you when considering a move?
(Mark ONE only)

- 1 Spouse's employment opportunities
- 2 Children's education
- 3 Care for elderly relatives in home community
- 4 Leaving friends and family
- 5 Leaving recreational opportunities
- 6 Increased cost of living
- 7 Other (Specify): _____

- B7. In which region do you currently live? **(Mark ONE only)**
- 1 Western Region (British Columbia, Alberta, Saskatchewan or Manitoba)
 - 2 Central Region (Quebec or Ontario)
 - 3 Atlantic Region (New Brunswick, Nova Scotia, P.E.I. or Newfoundland & Labrador)
 - 4 Northern Region (Nunavut or Yukon)
 - 5 Northwest Territories  **Go to Section C**

- B8. If you were to consider moving, what do you think you might like about the Northwest Territories? **(Mark ALL that apply)**
- 1 Recreational opportunities
 - 2 Small community atmosphere
 - 3 Education system and opportunities
 - 4 Closeness to work
 - 5 Live music and theatre
 - 6 Other (Specify): _____

- B9. Have you ever lived in the Northwest Territories? **(Mark ONE only)**
- 1 Yes
 - 2 No  **Go to Question B11**

- B10. Why did you leave the Northwest Territories? **(Mark ALL that apply)**
- 1 Time for a change
 - 2 Tired of the weather
 - 3 Want to be closer to family
 - 4 Cost of living
 - 5 Availability of direct flights to the mine sites
 - 6 Other (Specify): _____

B11. For each of the following factors, please indicate if this would be a major concern, a minor concern or not a concern if you were considering a move to the Northwest Territories. **(Mark ONE only per question)**

	Major Concern	Minor Concern	Not a Concern
a) Cost of housing	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>
b) Cost of transportation	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>
c) Cost of utilities	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>
d) Cost of food	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>
e) Educational opportunities	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>
f) Recreational opportunities	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>
g) Availability of goods and services	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>
h) Cultural activities such as theatre	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>
i) Distance from extended family	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>
j) Spouse's employment	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>

B12. Aside from airplane stopovers, have you visited?
(Mark ONE only per question)

- a) Yellowknife 1 Yes 2 No
- b) Hay River 1 Yes 2 No
- c) Fort Smith 1 Yes 2 No

B13. What is the **main** reason keeping you from moving to the Northwest Territories? **(Mark ONE only)**

- 1 My spouse's employment 5 Length of winter
- 2 Family responsibilities 6 I like my home community
- 3 Cost of living in the NWT 7 Other (Specify): _____
- 4 Availability of daycare

SKIP TO SECTION D

C. Employees Currently Living in the Northwest Territories

The following questions are for employees who currently reside in the NWT.

C1. What was your **main** reason for moving to the Northwest Territories?
(Mark ONE only)

- 1 Competitive pay and benefits
- 2 Had to move as part of company policy
- 3 Change in rotational schedule
- 4 Northern experiences and adventures
- 5 Your spouse's employment
- 6 I am from the NWT  **Go to Question C3**
- 7 Other (Specify): _____

C2. Which of the following factors positively or negatively affected your decision to move to the Northwest Territories? **(Mark ONE only per question)**

	Affected Positively	Affected Negatively	Did Not Affect Decision
a) Cost of housing	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>
b) Cost of transportation	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>
c) Cost of utilities	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>
d) Cost of food	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>
e) Educational opportunities	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>
f) Recreational opportunities	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>
g) Availability of goods and services	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>
h) Distance from extended family	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>
i) Availability of health care	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>
j) Spouse's employment	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>

C3. Should the opportunity arise, would you say you were very likely, likely, unlikely or very unlikely to consider a move from the Northwest Territories in the next year? **(Mark ONE only)**

1 Very Likely

2 Likely

3 Unlikely  **Go to Section D**

4 Very Unlikely  **Go to Section D**

C4. Why are you very likely or likely to consider a move from the NWT in the next year? **(Mark ALL that apply)**

1 Time for a change

2 Tired of the weather

3 Want to be closer to family

4 Cost of living

5 Availability of direct flights to the mine sites

6 Other (Specify): _____

D. Recreational Activities

The last few questions are about you and your family's leisure time activities.

D1. Which of the following recreational activities do you or your family do in your spare time? (**Mark ALL that apply**)

1 Organized team sports such as hockey, basketball or soccer

2 Outdoor activities such as hiking, camping or boating

3 Individual sports such as swimming, skiing or golfing

4 Hunt or Fish

5 Participate in theatre productions such as plays or musicals

6 Play a musical instrument or sing

7 Volunteer work through a group or organization

8 Other (Specify): _____

D2. Do you belong to any community services groups such as Elks, Rotary, Search and Rescue, Boy Scouts, etc? (**Mark ONE only**)

1 Yes

2 No

D3. Is there anything you would like to add about living in your current community or moving to/from the Northwest Territories?

***Thank you very much for
completing the survey.***

***Should you have any questions regarding the survey,
please contact:***

***NWT Bureau of Statistics
1-888-782-8768 (1-888-STATSNT)
or 867-873-7147***

For Bureau of Statistics ONLY

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