

Aboriginal Skills and Employment Training Strategy

Aboriginal Labour Market Bulletin



Volume 2, Issue 1
Fall 2012

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Aboriginal Labour Market Bulletin

Volume 2, Issue 1 (Fall 2012)

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The Aboriginal population density map was prepared by HRSDC Geomatics Services using data from Census 2006.

Darker shading indicates a higher share of Aboriginal people in the local population; grey regions have limited data.

Preface

The **Aboriginal Labour Market Bulletin** (ALMB) serves as a tool to share up-to-date labour market information with Aboriginal Skills and Employment Training Strategy (ASETS) agreement holders across Canada. The ALMB can help ASETS agreement holders identify emerging opportunities for First Nations, Inuit, and Métis people, better linking training to labour market demand. In each issue, the bulletin will examine—with an Aboriginal focus—general economic conditions, labour market and demographic trends, and current and potential employment opportunities at the national and regional levels.

This issue contains an overview of Canada's economic situation and feature articles on the construction and tourism sectors. Successful partnerships and lessons learned are also showcased along with useful resources. As one of the pillars of ASETS, partnerships can be a valuable tool for achieving sustainable employment outcomes for Aboriginal clients.

The ALMB is produced by a team of analysts and managers at Human Resources and Skills Development Canada (HRSDC). The bulletin's content draws on Statistics Canada's Labour Force Survey and other publicly available resources. Partnership information was obtained from publicly available resources, as well as agreement holders themselves.

How can Agreement Holders contribute?

We encourage agreement holders to share their stories of promising practices and lessons learned as potential contributions to future issues of the bulletin. We also invite all readers to share feedback on how we can improve this publication, including suggested topics of interest. For comments and contributions, please contact us at NC-ALMB-BMTA-GD@hrsdc-rhdcc.gc.ca.

Disclaimer

The Aboriginal Labour Market Bulletin is prepared for informational purposes only. Every effort has been made to present facts in an impartial manner. The inclusion or exclusion of particular facts should not be seen as reflective of the views, opinions, or positions of Human Resources and Skills Development Canada or the Government of Canada. The information contained in the bulletin is drawn in part from secondary sources that have no connection to HRSDC or the Government of Canada. HRSDC or the Government of Canada are in no way responsible for any errors or omissions in the secondary sources, and any opinions expressed therein are solely those of the author/organization and are in no way to be attributed to HRSDC or the Government of Canada.

The **Aboriginal Skills and Employment Training Strategy** is a Government of Canada program designed to help Aboriginal people prepare for, find, and maintain jobs.

Through ASETS, Aboriginal organizations design and deliver employment programs and services best-suited to meet the unique needs of their communities.

With over 80 agreement holders and more than 800 points of service, ASETS ensures that Aboriginal people in Canada are able to access skills development and training in order to take advantage of economic development opportunities.

In this issue...

Aboriginal peoples and the labour market

- ❖ Canada's economic recovery has continued, with upwards of 155,000 jobs added through the first half of 2012.
 - The unemployment rate has been in decline since January 2012. (p7)
- ❖ Youth unemployment remains a significant challenge, particularly for those with lower levels of education and skills. (p7-8)
 - Young workers between 15 and 24 years old had an unemployment rate of 15.0% in June 2012, compared with 5.8% for workers aged 25 years and over.

The Organisation for Economic Cooperation and Development (OECD) reports that young people are facing longer periods of joblessness during a critical phase in their careers, which may affect them for the rest of their lives.

- ❖ Labour market outcomes for the Aboriginal population have been improving: (p8)
 - Between June 2011 and June 2012, the unemployment rate among Aboriginal people was down 1.7 percentage points and both employment and participation rates increased.
 - While the unemployment rate for Aboriginal people declined, it continues to be significantly higher than the national rate.

Employment opportunities and economic developments

Labour shortages are expected in the construction and tourism sectors.

- ❖ The construction sector is projected to grow over the next decade, due in part to workforce aging and forthcoming retirements, as well as increased demand stemming from major projects in oil & gas, mining, and shipbuilding. (p34)
- ❖ Labour shortages are anticipated in the tourism sector starting in 2014. The most acute shortages will be in high-skilled occupations. (p39)
- ❖ Partnerships help grow strong communities and economies. Aboriginal organizations are working together with employers and businesses on employment and training initiatives for Aboriginal people. (p40)
 - This issue showcases the SaskEnergy Induction Readiness Training Program in Saskatchewan and the Aboriginal Employment Gateway in British Columbia.

Canada's economic portrait

The broad picture

Canada's economic recovery has continued through the first half of 2012, with upwards of 155,000 jobs added between January and June. More importantly, most of these jobs were full-time and in well-paying sectors (CIBC 2012). Nonetheless, these positive trends are not expected to last. The uncertain global economy is projected to slow employment growth going forward. Moreover, CIBC anticipates that the overall 'quality' of jobs that are created will decline.

Although business and household confidence are improving, Canada's major banks continue to forecast relatively sluggish GDP growth. The Bank of Canada projects that the economy will grow by 2.1% in 2012 and 2.3% in 2013. Ongoing uncertainty and volatility in global financial markets and tepid economic growth more generally are expected to temper job creation and concerns about household debt remain a risk for the Canadian economy.

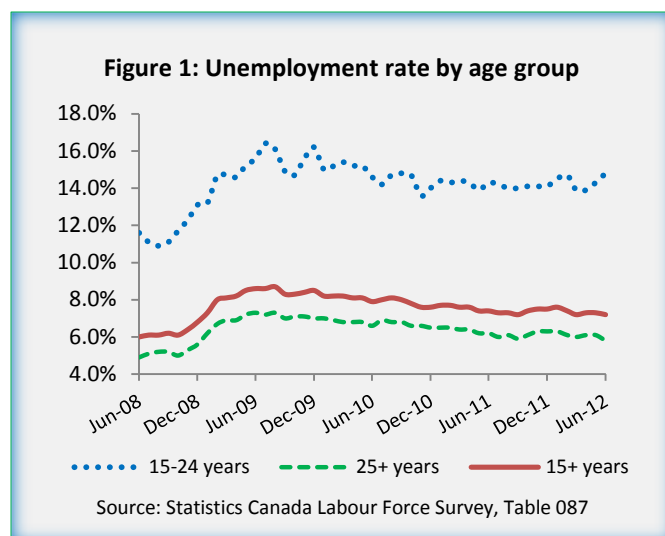
Nonetheless, domestic factors, such as historically low interest rates, are expected to support moderate economic growth in Canada over the coming months. The economy in the west in particular is expected to perform well over the next two years. Overall, the Bank of Canada expects the economy will reach full capacity (i.e., using all available resources and capacity, such as employment, in the most efficient way possible) in the second half of 2013.

Youth and employment

Canada's population and workforce are aging and there are concerns about potential labour and skills shortages due to forthcoming retirements of baby boomers. However, youth employment is a significant challenge. Young people between 15 and 24 years old were among those most affected by the recession in 2008-2009, and they continue to face difficulty in the labour market.

In June 2012, youth unemployment in Canada was nearly 15%, compared with 5.8% for workers aged 25 years and over (see Figure 1). Economic recovery has been particularly weak for younger workers; in fact, the percentage of employed youth relative to older age groups has been deteriorating across OECD countries (OECD 2012).

Young people are facing longer periods of joblessness during a critical phase in their employment careers and this may affect them for the rest of their lives. Being out of work for more than a year can have a 'scarring effect' and jeopardize long-term earnings and career



NEET: youth not in employment, education or training...

- The NEET rate was 16% for OECD countries in 2011—an increase of 1% since 2008.
- The NEET rate in Canada was 13% in 2011, among the lowest across G7 countries (Statistics Canada 2012a).
- NEET youth risk skill depreciation, loss of self-worth and motivation, and exclusion from the labour market.

paths (OECD 2012). Moreover, the longer one is unemployed, the less likely one is to eventually find a job. This long-term unemployment can be linked to increased structural unemployment, which may slow economic growth and job creation.

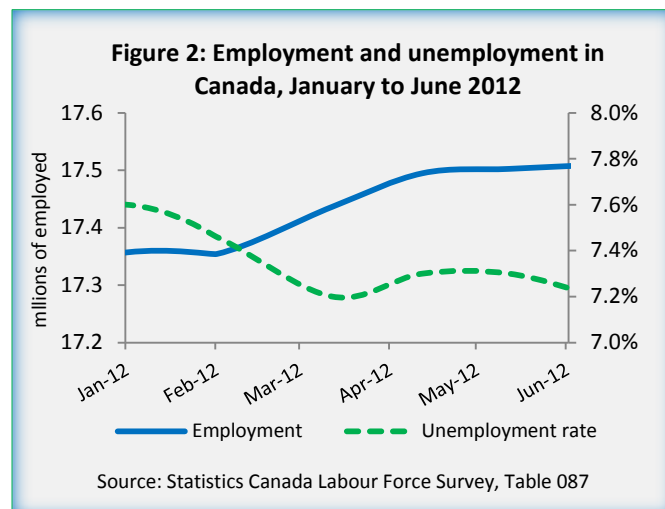
Although the labour market performance of older workers is receiving a lot of attention of late, youth unemployment remains an issue. Perhaps more concerning is the rise in young people who are disconnected from education and the labour market altogether. Youth who are not in employment, education or training (NEET) are at a higher risk of marginalisation in the labour market.

While the situation for many young workers is tough, it is even bleaker for those with lower levels of education and skills. Thus, young people planning to enter an increasingly competitive labour market will need to leverage training focused on skills development and further their post-secondary education in order to take advantage of opportunities.

Labour market indicators

Employment in Canada increased 1.0% between June 2011 and June 2012. In fact, employment grew in five of the first six months of 2012, with the largest gains coming in March (+82,000) and April (+58,000). The unemployment rate declined 0.4 percentage points since January 2012, settling at 7.2% in June (see Figure 2).

Despite a cumulative increase in employment since March, and a corresponding levelling of the unemployment rate, prospects for economic growth and further job creation remain uncertain.



The Labour Force Survey (LFS) estimate of Canada's population¹ aged 15+ was over 28 million (see Table 1) in June 2012, with the labour force totalling about 18.9 million. During that period, the participation rate was 66.7% and the employment rate was 61.9%.

¹ The LFS covers the civilian, non-institutionalised population 15 years of age and over and excludes Aboriginal peoples living on-reserve; thus, population estimates will differ from that of the Census and other sources.

The LFS Aboriginal population estimate (which excludes people living on-reserve) was 678,400, with a labour force total of 448,500. Among Aboriginal people, the unemployment rate was down 1.7 percentage points from a year earlier to 12.3% in June 2012. The employment rate grew by 2.9 percentage points, going from 55.1% to 58.0%. The participation rate also increased from 64.1% to 66.1% during that time.

Women, both Aboriginal and non-Aboriginal, had an unemployment rate roughly one percentage point lower than men. The participation and employment rates show a larger gender gap (approximately 8 and 10 percentage points, respectively), which reflects the greater variation in women's labour force attachment.

Table 1: Main indicators, June 2012
Unemployment, employment, and participation rates

	TOTAL	Women	Men
LFS population estimate¹	28,301,300	14,353,400	13,947,900
Unemployment rate	7.2	6.7	7.6
Participation rate	66.7	62.1	71.4
Employment rate	61.9	57.9	65.9
Aboriginal estimate²	678,400	352,200	326,200
Unemployment rate	12.3	11.7	12.8
Participation rate	66.1	61.1	71.5
Employment rate	58.0	54.0	62.4

Source: Labour Force Survey

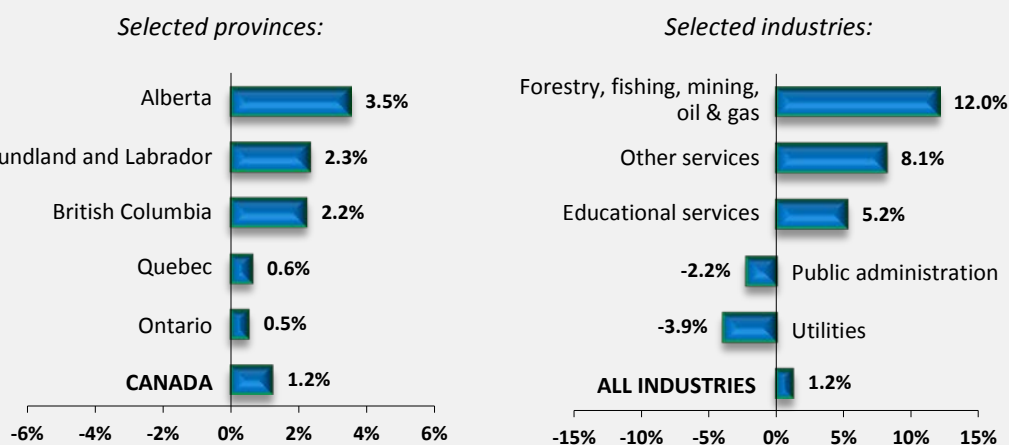
¹Population indicators are seasonally adjusted (see **Glossary** for more information)

²Aboriginal indicators are based on three-month moving averages and not seasonally adjusted; the LFS estimate for the Aboriginal population exclude people living on-reserve

Employment gains

Canada saw an overall employment gain of 1.2% (+211,300 jobs) between June 2011 and June 2012 (see Figure 3). All provinces saw increases during this period, with the greatest proportional gains occurring in Alberta (+72,600), Newfoundland and Labrador (+5,300), British Columbia (+49,500), and Saskatchewan (+11,300). Ontario and Quebec experienced lower proportional increases; however, this still translated into nearly 60,000 jobs added in those provinces since June 2011.

Figure 3: Employment gains, June 2011 to June 2012



Source: Labour Force Survey

By industry (see Figure 3), absolute gains in employment were driven largely by educational services (+65,200); other services² (+60,700); and forestry, fishing, mining, and oil & gas (+41,100). Occupations in health care and social assistance (+25,700) and construction (+21,700) also saw significant increases. These gains were offset by losses in retail and wholesale trade (-40,000) and public administration (-21,900), as well as utilities (-5,600).

Job vacancies

Statistics Canada (2012b) and HRSDC track job vacancies as a way to assess labour market shortages and opportunities. Higher job vacancies are often associated with periods of economic growth, while lower rates may be associated with slower growth or economic contraction. Out of every 1,000 positions, 18 were vacant—a vacancy rate of 1.8% in the three-month period ending April 2012.

For every vacant job, there were approximately 5.6 unemployed people, down from 6.3 in April 2011. This unemployment-to-job vacancy (UV) ratio is a measure of overall labour market tightness (see **Glossary**). UV ratios vary by region—Alberta was the lowest, at 1.8—and also by sector. Health care and social assistance had among the lowest ratios, while arts, entertainment and recreation and construction were among the highest.

Wanted Analytics—tracks job listings and hiring demand.

In May 2012, Canada saw **377,700** online job listings, the *highest in 4 years*. Occupations with the **most online job ads** in June 2012:

- Sales and service occupations	+91,370
- Trades, transport and equipment operators	+62,334
- Business, finance and administrative occupations	+53,645
- Occupations in natural and applied sciences	+40,675
- Management occupations	+34,514

Source: Wanted Analytics (Rowe 2012)

Connecting Canadians with jobs

In today's world, economic development, prosperity, and competitiveness require a highly skilled workforce. Going forward, however, population aging is expected to thin out the ranks of the Canadian labour force, potentially hindering economic growth and generating labour and skills imbalances across particular regions and industries.

Technological innovation and improvements in productivity can only contribute so much. Groups that are under-utilized in the labour market, including Aboriginal peoples, youth, and persons with disabilities, have the capacity to lessen some of Canada's current and future labour challenges. However, this is contingent on adequate levels of education and skills. Most new job openings will require high levels of skills, built on a strong foundation of essential skills and post-secondary education.

² 'Other services' include automotive repair and maintenance; personal care services (hair care, barber shops, funeral services), and; religious, grant-making, civic, and professional and similar organizations.

In Budget 2012, the Government of Canada introduced a series of targeted, common-sense measures to improve the efficiency of the Employment Insurance (EI) program and connect unemployed Canadians with jobs available in their local area. A large part of this platform is linked to improving the accessibility, relevance, and timeliness of labour market information (LMI), ensuring that people searching for employment are aware of job vacancies and employers who are seeking workers are aware of local candidates who match open positions.

Engaging Aboriginal workers

A July 2012 report from the **Conference Board of Canada** analyses some of the challenges and opportunities that Canadian employers encounter when engaging Aboriginal workers. Here are some highlights:

- As the **youngest and fastest growing cohort** in the country, Aboriginal peoples have a key role to play in meeting Canada's labour market needs
- Businesses face **challenges** attracting, hiring, and retaining Aboriginal workers
- **Strategies** that can help improve recruitment hiring and retention include:
 - **Improving educational outcomes** for the Aboriginal population
 - Promoting better **cultural awareness** and understanding
 - **Simplifying points of contact** between Aboriginal organizations and employers
 - Fostering opportunities to **share best practices** among Aboriginal employment organizations

Although labour force growth will slow in the future, labour shortages are forecasted in many occupations and regions of the country. **Health care, management, and oil & gas** are among the fastest growing sectors according to HRSDC's Canadian Occupational Projection System (COPS).

References

Bank of Canada. (2012) *Monetary policy report summary* - July 2012.

Conference Board of Canada. (2012) *Understanding the value, challenges, and opportunities of engaging Métis, Inuit and First Nations Workers*.

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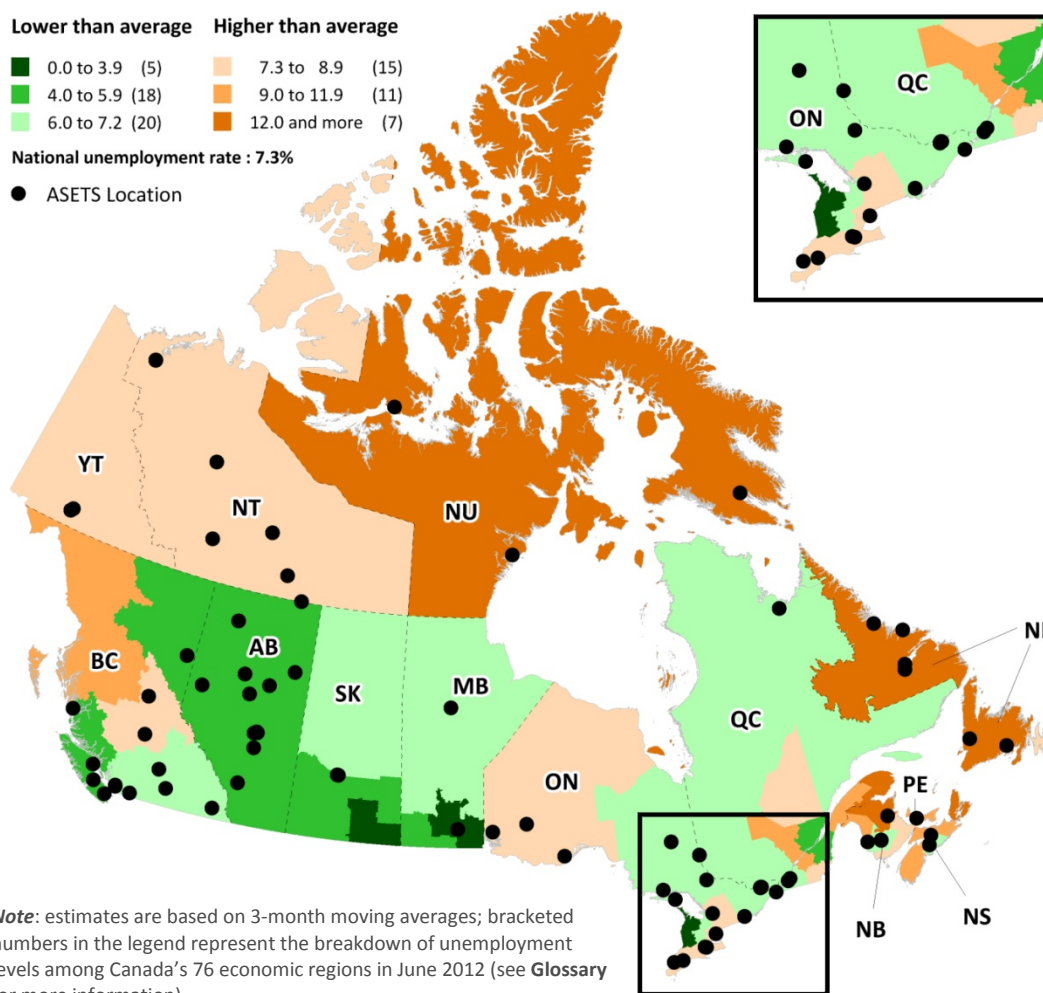
Statistics Canada. (2012a) "Study: Youth neither enrolled in school nor employed 2011," in *The Daily*, 23 May 2012.

Statistics Canada. (2012b) "Job vacancies," in *The Daily*, 20 June 2012.

Tal, Benjamin. (2012) "More and better jobs... for now." CIBC Economics *Canadian Employment Quality Index*, 12 July 2012.

Unemployment rates in Canada

June 2012

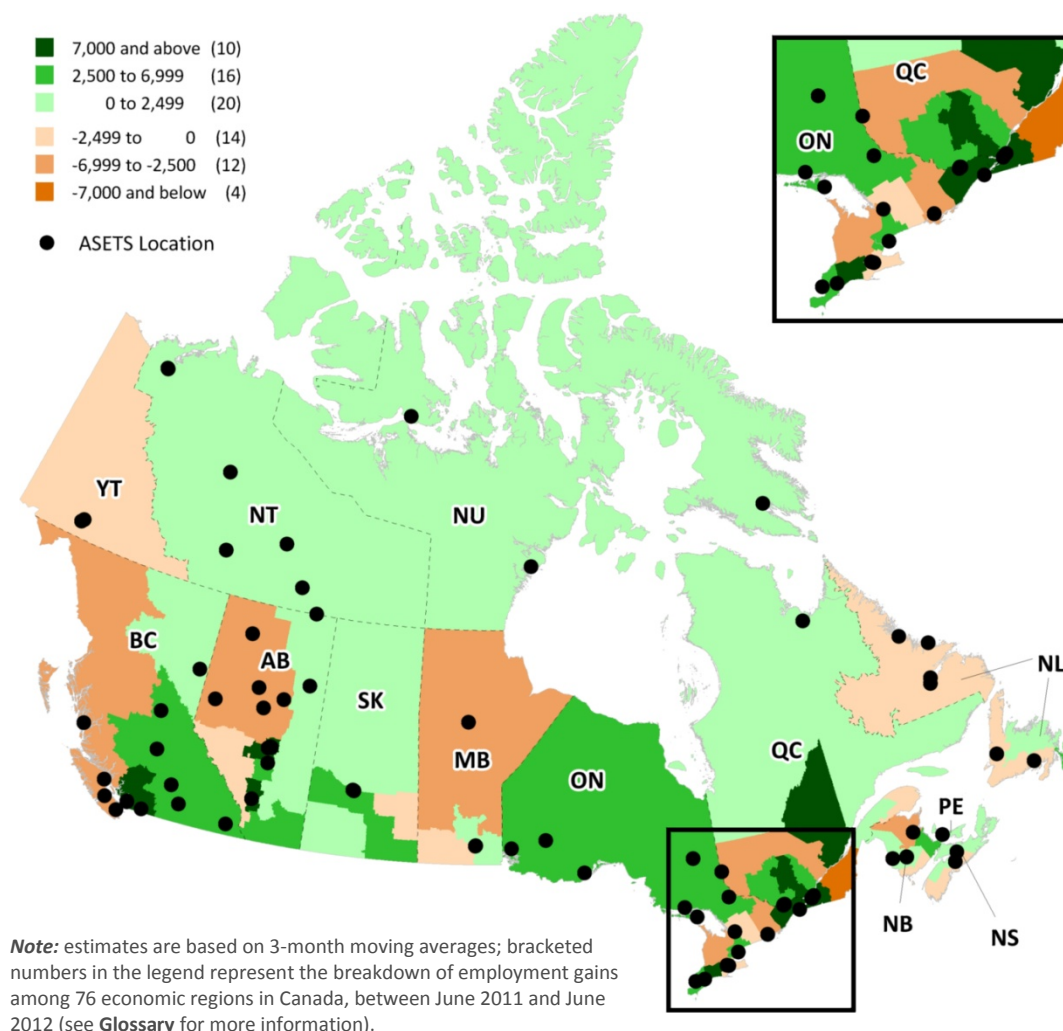


Source: HRSDC Geomatics Services; data from Labour Force Survey

- In June 2012, the unemployment rate for Canada was 7.3%; 23 of 76 economic regions (ERs) had rates of less than 6.0%.
- Higher levels of unemployment were found in Newfoundland and Labrador, Nunavut, and parts of New Brunswick and Nova Scotia. The region of South Coast–Burin Peninsula in Newfoundland and Labrador had the highest rate, at 18.4%.
- Southern and northern British Columbia, southern Saskatchewan, and southern Manitoba, as well as most of Alberta, had lower levels of unemployment. The region of North Central in Manitoba had the lowest unemployment rate (2.6%).

Employment gains in Canada

June 2011 to June 2012



Source: HRSDC Geomatics Services; data from Labour Force Survey

- In absolute terms, the greatest employment gains were found in parts of British Columbia, Alberta, Ontario, and Quebec (+7,700 to +44,400). The regions of Lower Mainland–Southwest BC, Edmonton AB, and Calgary AB accounted for over half (52.3%) of all employment gains in Canada between June 2011 and June 2012.
- Kitchener–Waterloo–Barrie ON, Athabasca–Grande Prairie–Peace River BC, North Coast & Nechako BC, as well as several regions in Quebec experienced larger employment declines (-5,000 to -17,800).

Atlantic Canada

(INCLUDES NEWFOUNDLAND AND LABRADOR, PRINCE EDWARD ISLAND, NOVA SCOTIA, AND NEW BRUNSWICK)

Labour market indicators

In June 2012, the total population aged 15 years and over in the Atlantic provinces was over 1.9 million. The Aboriginal population represented 2.3% of that, or 44,700 people.

The unemployment rate in Atlantic Canada was 10.1% in June 2012, while the participation rate stood at 64.3% and the employment rate, at 57.8%.

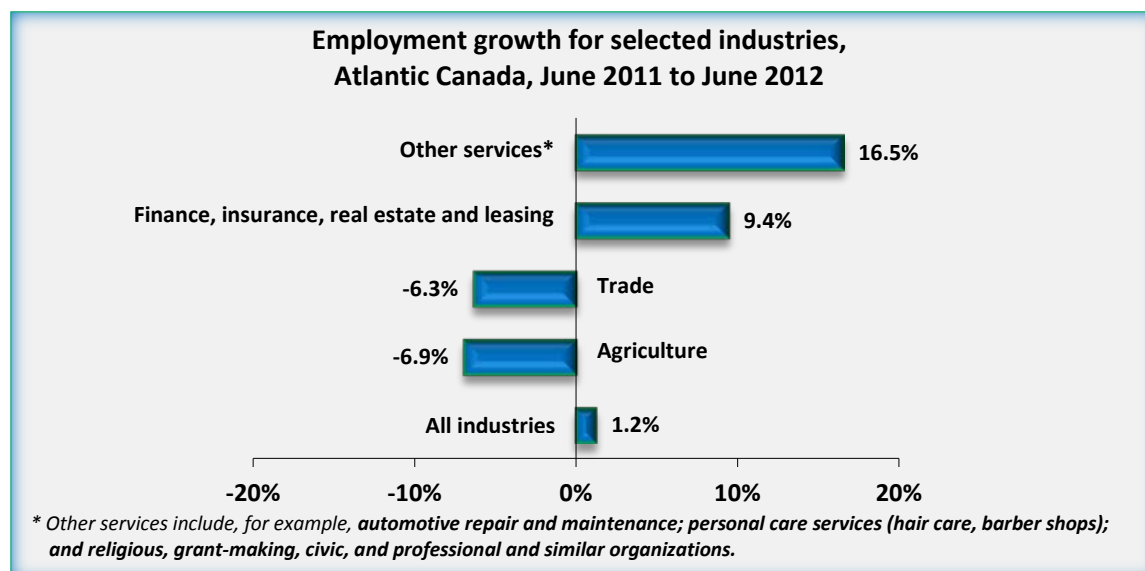
The unemployment rate among the Aboriginal population was 14.9%. Although still higher than the provincial unemployment rate, it decreased by 3.1 percentage points from a year earlier. Between June 2011 and June 2012, employment and participation rates for Aboriginal people in Atlantic Canada declined to 54.7% and 64.3% respectively. Although the participation rate declined in June 2012, it was identical to that for the total population.

Main indicators – Atlantic Canada Unemployment, employment, and participation rates		
	June 2012	Y/Y
Total population	1,948,300	
Unemployment rate	10.1	0.2
Participation rate	64.3	0.8
Employment rate	57.8	0.6
Aboriginal population*	44,700	
Unemployment rate	14.9	-3.1
Participation rate	64.3	-2.5
Employment rate	54.7	-0.1

Estimates presented are based on three-month moving averages (see **Glossary** for more information).
Y/Y: the change between June 2011 and June 2012.
*the Labour Force Survey excludes those living on-reserve.

Employment growth by sector

The following industries led employment growth in Atlantic Canada between June 2011 and June 2012: other services (+7,800) and finance, insurance, real estate and leasing (+4,700). Offsetting these gains were employment losses in trade (-11,600) and agriculture (-1,200).



Regional characteristics

From June 2011 to June 2012, 9 of the 15 economic regions (ERs) in Atlantic Canada experienced increases in employment, including Moncton–Richibucto NB, Notre Dame–Central Bonavista Bay NL, Avalon Peninsula NL, and Cape Breton NS. However, some declines in employment were seen in the ERs of South Coast–Burin Peninsula NL and Campbellton–Miramichi NB.

From June 2011 to June 2012, the ERs of Moncton–Richibucto NB, Cape Breton NS, and Annapolis Valley NS experienced the greatest improvement in labour market performance. These regions saw a decrease in their unemployment rates, as well as an increase in their employment rates.

Population, labour force, employment levels, and labour market performance										
	Population	Labour force	Employment		Unemployment rate (%)		Participation rate (%)		Employment rate (%)	
	June 2012	June 2012	June 2012	Y/Y	June 2012	Y/Y	June 2012	Y/Y	June 2012	Y/Y
Newfoundland and Labrador	427,500	268,300	236,100	2.3%	12.0	0.2	62.8	1.8	55.2	1.4
Avalon Peninsula	221,500	150,900	137,800	3.7%	8.6	0.8	68.1	2.8	62.2	2.0
South Coast–Burin Peninsula	30,100	15,900	13,000	-5.8%	18.4	-3.9	53.0	-5.0	43.2	-1.9
West Coast–Northern Peninsula–Labrador	86,000	50,800	43,000	-2.1%	15.4	-0.2	59.1	-0.7	50.0	-0.5
Notre Dame–Central Bonavista Bay	89,900	50,700	42,300	5.2%	16.5	0.6	56.4	3.7	47.0	2.7
Prince Edward Island	120,400	83,300	74,200	1.0%	10.9	0.0	69.2	-0.1	61.6	-0.2
Nova Scotia	780,100	504,800	458,000	0.7%	9.3	0.6	64.7	0.7	58.7	0.3
Cape Breton	111,000	64,600	55,400	3.6%	14.2	-0.9	58.2	2.1	49.9	2.3
North Shore	129,300	83,000	74,800	3.3%	9.9	1.1	64.1	2.9	57.8	2.0
Annapolis Valley	99,500	60,700	54,300	2.5%	10.6	-0.2	61.0	1.5	54.6	1.5
Southern	97,300	56,600	50,100	-3.8%	11.6	1.7	58.2	-0.5	51.5	-1.4
Halifax	342,900	239,900	223,400	-0.3%	6.9	0.7	70.0	-0.5	65.1	-1.1
New Brunswick	620,300	396,400	358,600	1.3%	9.5	-0.5	63.9	0.4	57.8	0.6
Campbellton–Miramichi	127,900	71,900	60,100	-4.0%	16.4	-0.4	56.2	-2.0	47.0	-1.4
Moncton–Richibucto	173,400	118,500	109,800	5.9%	7.3	-1.2	68.3	2.3	63.3	2.9
Saint John–St. Stephen	144,600	95,700	87,400	-0.6%	8.7	1.3	66.2	0.4	60.4	-0.5
Fredericton–Oromocto	110,000	70,300	65,400	0.8%	6.8	-1.5	63.9	-1.1	59.5	-0.1
Edmundston–Woodstock	64,400	40,000	35,800	2.3%	10.6	0.1	62.1	2.0	55.6	1.8

Y/Y: the change between June 2011 and June 2012. See [Glossary](#) for more information.

Atlantic Canada in the news

Newfoundland and Labrador

The Government of Newfoundland and Labrador will spend \$500,000 for infrastructure development at the Marble Mountain ski resort to sustain employment and economic activity in the region. The resort is a premier winter tourist attraction and the investment will help transform it into a multi-season operation. (Government of Newfoundland and Labrador, April 24, 2012)

The Government of Canada and the Government of Newfoundland and Labrador announced a combined investment of approximately \$4.4 million in the Memorial University of Newfoundland's Labrador Institute. The investment will enhance the research capacity of the institute and its support to the development of Labrador's resource sector, including mining, forestry, oil & gas, and energy. (Government of Newfoundland and Labrador, June 26, 2012)

Prince Edward Island

The Government of Canada and the Governments of Prince Edward Island (PEI), New Brunswick, and Nova Scotia, invested a total of over \$500,000 in the Maritime Provinces Harness Racing Commission to purchase new state-of-the-art technology for eight race tracks across Atlantic Canada. The harness racing industry generates more than \$80 million to businesses and supports more than 750 jobs in PEI. (Government of PEI, June 11, 2012)

Nova Scotia

Severstal North America is considering Sydney, Nova Scotia as the potential site for an iron ore pelletization plant. The investment, worth hundreds of millions of dollars, could employ as many as 700 people in the area. (Chronicle Herald, June 20, 2012, A1)

Eskasoni First Nation is partnering with juwi Wind Canada and Community Wind Farms Inc. to build a wind turbine project near Truro, Nova Scotia. Once completed, the project will provide clean electricity for 1,500 homes. While the cost of the project is unknown, construction is anticipated to begin in 2014. (Chronicle Herald, June 28, 2012, C6)

New Brunswick

The Government of New Brunswick is investing \$3.8 million in Salesforce.com, an information and communications technology company, for the creation of 300 new jobs in Fredericton and Saint John. (Daily Gleaner, June 14, 2012, D1)

The Social Sciences and Humanities Research Council has granted \$2.5 million to a research centre at the University of New Brunswick exploring urban Aboriginal issues in Atlantic Canada. The centre and its three other counterparts across the country, is part of the Urban Aboriginal Knowledge Network, founded in 2007. (Daily Gleaner, June 9, 2012, A9)

The Government of New Brunswick is investing approximately \$100,000 to ensure First Nations adult learners looking to develop essential skills for the job market are aware of the resources available to them. The initiative is expected to improve employment for First Nations adults in the province, helping an estimated 200 people in the next year. (Telegraph-Journal, July 20, 2012, A4)

Useful links

Newfoundland and Labrador

NL Labour Market Information
<http://www.lmiworks.nl.ca/LabourMarketInformation/Default.aspx?key=145>

Labour Market and Career Information for Aboriginal Peoples
<http://www.lmiworks.nl.ca/Aboriginal/Default.aspx>

Nova Scotia

Career Options Nova Scotia
<http://novascotiacaareeroptions.ca/default.asp?mn=1.28.49>

New Brunswick

NB Labour Market Information
<http://www.gnb.ca/0126/index-e.asp>

Prince Edward Island

Employment Development Agency Jobs Registry
<http://www.gov.pe.ca/infopei/index.php3?number=50808>

PEI Job Futures
<http://www.servicecanada.gc.ca/eng/pe/communiques/99-11.shtml>

Quebec

Labour market indicators

In June 2012, the total population aged 15 years and over in Quebec was approximately 6.6 million people. The Aboriginal population accounted for about 1.0%, or 61,000 individuals.

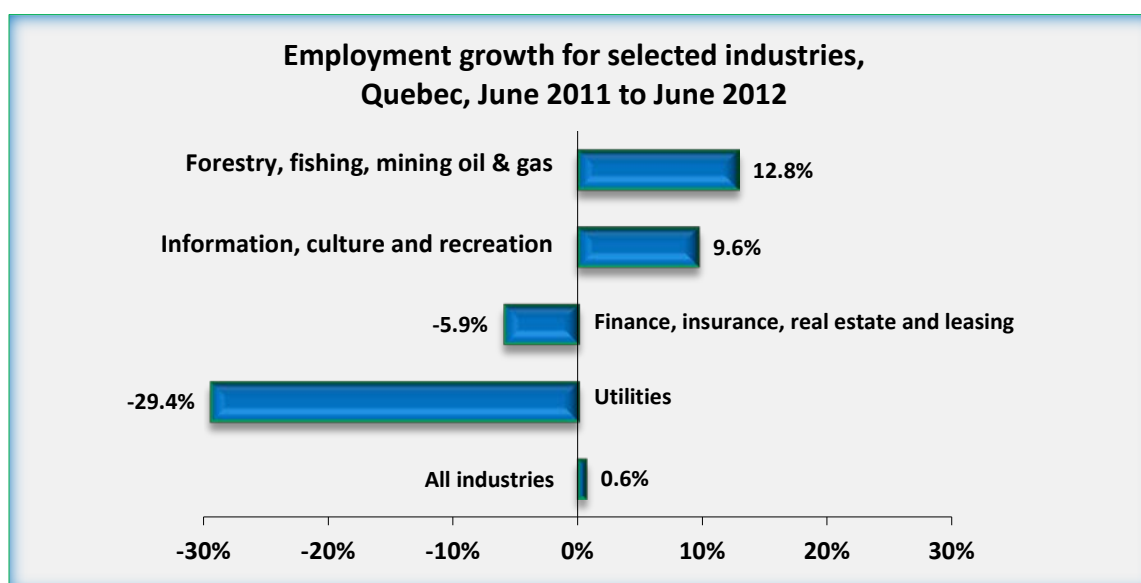
The unemployment rate for Quebec stood at 7.7%, while the participation rate was 65.7% and the employment rate was 60.7%.

The unemployment rate among the Aboriginal population was 14.0% in June 2012, up slightly from a year earlier (+0.9 percentage points). Over the same period, the employment rate for Aboriginal people grew significantly (+10.3 percentage points), going from 43.6% to 53.9%. These fluctuations may be due to an increase of 12.5 percentage points in the participation rate during the same period.

Main indicators – Quebec		
Unemployment, employment, and participation rates		
	June 2012	Y/Y
Total population	6,629,400	
Unemployment rate	7.7	0.1
Participation rate	65.7	-0.1
Employment rate	60.7	-0.1
Aboriginal population*	61,000	
Unemployment rate	14.0	0.9
Participation rate	62.7	12.5
Employment rate	53.9	10.3
Estimates presented are based on three-month moving averages (see Glossary for more information).		
Y/Y: the change between June 2011 and June 2012.		
*the Labour Force Survey excludes those living on-reserve.		

Employment growth by sector

From June 2011 to June 2012, employment growth in Quebec was driven by information, culture and recreation (+16,200) and forestry, fishing, mining, and oil & gas (+4,000). Offsetting these gains were employment losses in finance, insurance, real estate and leasing (-13,200) and utilities (-9,200).



Regional characteristics

From June 2011 to June 2012, more than half of the economic regions (ERs) in Quebec experienced an increase in employment, with the largest increases in the ERs of Laurentides, Saguenay–Lac-Saint-Jean, and Capitale-Nationale. However, several other ERs saw declines in employment, including Estrie and Centre-du-Québec.

In Quebec, the labour market performance improved somewhat over the period of June 2011 to June 2012. The unemployment rate was lower in 9 of the province's 16 ERs, with the largest declines in Saguenay–Lac-Saint-Jean and Abitibi-Témiscamigue. The employment rate increased in 8 of the 16 ERs during this period.

Population, labour force, employment levels, and labour market performance										
	Population	Labour force	Employment		Unemployment rate (%)		Participation rate (%)		Employment rate (%)	
	June 2012	June 2012	June 2012	Y/Y	June 2012	Y/Y	June 2012	Y/Y	June 2012	Y/Y
Gaspésie-Îles-de-la-Madeleine	78,600	44,000	38,600	-5.6%	12.3	-0.2	56.0	-3.4	49.1	-2.9
Bas-Saint-Laurent	166,500	106,800	96,700	2.1%	9.5	2.9	64.2	3.4	58.1	1.3
Capitale-Nationale	593,300	416,900	392,600	5.0%	5.8	-0.5	70.3	2.4	66.2	2.5
Chaudière-Appalaches	335,200	217,000	206,800	-4.8%	4.7	-0.7	64.7	-4.2	61.7	-3.5
Estrie	260,300	151,800	139,100	-10.3%	8.4	1.8	58.3	-6.0	53.4	-6.7
Centre-du-Québec	191,900	113,400	102,900	-8.3%	9.2	2.5	59.1	-4.1	53.6	-5.4
Montréal	1,202,000	802,500	752,500	2.1%	6.2	-0.5	66.8	0.3	62.6	0.5
Montréal	1,630,400	1,058,700	947,100	-1.8%	10.5	1.4	64.9	-0.6	58.1	-1.4
Laval	338,200	235,800	218,700	2.8%	7.3	1.3	69.7	1.5	64.7	0.7
Lanaudière	396,900	267,000	247,700	1.8%	7.2	-1.6	67.3	-1.1	62.4	0.0
Laurentides	469,900	335,100	313,800	9.2%	6.4	-1.8	71.3	3.5	66.8	4.6
Outaouais	310,100	212,100	198,200	2.1%	6.5	-1.0	68.4	-0.4	63.9	0.3
Abitibi-Témiscamingue	117,900	73,100	68,500	-3.8%	6.3	-1.9	62.0	-4.1	58.1	-2.5
Mauricie	222,100	125,100	113,200	-3.0%	9.5	2.4	56.3	-0.5	51.0	-1.7
Saguenay-Lac-Saint-Jean	225,300	142,400	132,100	7.9%	7.3	-2.0	63.2	3.2	58.6	4.2
Côte-Nord & Nord-du-Québec	90,800	56,100	52,300	1.9%	6.7	1.0	61.8	1.8	57.7	1.1

Y/Y: the change between June 2011 and June 2012. See [Glossary](#) for more information.

Quebec in the news

Jyco Sealing Technologies will be hiring approximately 120 workers for their plant in Sherbrooke.

Jyco manufactures auto parts and has signed new contracts with General Motors, creating a need for additional workers at the plant. (La Tribune, June 15, 2012, 18)

Aerolia, a subsidiary of aerospace and defence giant EADS, will invest \$5 million to build a new facility for the manufacturing of fuselages for Bombardier business aircraft. A further \$80 million will be spent on research and development and **this project is expected to create approximately 150 new jobs in the Montréal area.** (Le Devoir, June 29, 2012, A7)

Useful links

QC Labour Market Information

http://imt.emploiuebec.net/mtg/inter/noncache/contenu/asp/mtg941_accueil_angl_01.asp

Ontario

Labour market indicators

In June 2012, the total population aged 15 years and over in Ontario was approximately 11 million, while the Aboriginal population accounted for 1.5% of that, or 166,000 people.

The unemployment rate in Ontario was 7.9% in June 2012, while the participation rate stood at 67.0% and the employment rate at 61.7%.

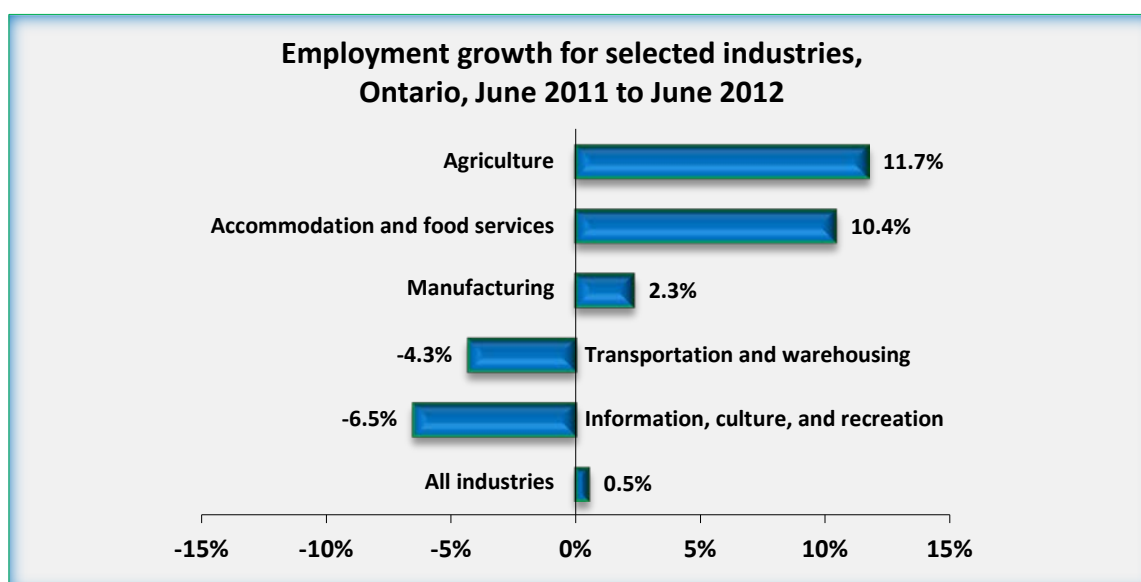
The unemployment rate for the Aboriginal population was 11.8% in June 2012, down 2.6 percentage points from a year earlier. Between June 2011 and June 2012, the employment rate for Aboriginal people grew by 4.5 percentage points, from 53.3% to 57.8%. Over the same period, an increase in the participation rate for Aboriginal people was also recorded.

Main indicators – Ontario		
Unemployment, employment, and participation rates		
	June 2012	Y/Y
Total population	11,054,100	
Unemployment rate	7.9	0.0
Participation rate	67.0	-0.6
Employment rate	61.7	-0.5
Aboriginal population*	166,000	
Unemployment rate	11.8	-2.6
Participation rate	65.6	3.3
Employment rate	57.8	4.5

Estimates presented are based on three-month moving averages (see **Glossary** for more information).
Y/Y: the change between June 2011 and June 2012.
*the Labour Force Survey excludes those living on-reserve.

Employment growth by sector

From June 2011 to June 2012, employment growth in Ontario was driven by industries such as accommodation and food services (+39,400); manufacturing (+17,900); and agriculture (+10,700). However, employment losses were experienced in information, culture and recreation (-23,300) and transportation and warehousing (-13,900).



Regional characteristics

From June 2011 to June 2012, the largest increases in employment were in the economic regions (ERs) of Northwest and Ottawa. The ERs of Stratford–Bruce Peninsula and Kingston–Pembroke experienced the largest declines in employment.

Compared to a year ago, the province of Ontario experienced mixed labour market outcomes: the unemployment rate was lower in 8 of the province's 11 ERs, while the employment rate increased in only 5 of the 11 ERs.

Population, labour force, employment levels, and labour market performance										
	Population	Labour force	Employment		Unemployment rate (%)		Participation rate (%)		Employment rate (%)	
	June 2012	June 2012	June 2012	Y/Y	June 2012	Y/Y	June 2012	Y/Y	June 2012	Y/Y
Ottawa	1,061,100	757,400	711,000	3.4%	6.1	-0.2	71.4	1.3	67.0	1.3
Kingston–Pembroke	371,900	232,200	216,400	-2.1%	6.8	-0.9	62.4	-2.3	58.2	-1.6
Muskoka–Kawartha	319,900	193,000	178,700	-0.8%	7.4	-1.4	60.3	-1.7	55.8	-0.7
Toronto	5,131,100	3,455,700	3,146,400	0.1%	8.9	0.3	67.3	-1.1	61.3	-1.2
Kitchener–Waterloo–Barrie	1,049,600	740,500	691,800	-0.8%	6.6	-0.5	70.6	-1.9	65.9	-1.5
Hamilton–Niagara Peninsula	1,178,100	774,400	717,500	-0.3%	7.4	0.7	65.7	-0.4	60.9	-0.7
London	544,400	362,800	334,200	2.4%	7.9	-0.8	66.6	0.3	61.4	0.9
Windsor–Sarnia	519,100	325,600	297,500	1.0%	8.6	-0.3	62.7	0.5	57.3	0.6
Stratford–Bruce Peninsula	245,800	164,400	158,000	-2.3%	3.9	-1.1	66.9	-2.4	64.3	-1.5
Northeast	460,000	285,600	268,000	1.8%	6.2	-2.4	62.1	-0.3	58.3	1.3
Northwest	173,100	110,500	101,500	6.4%	8.1	0.3	63.8	4.2	58.6	3.6

Y/Y designates the change between June 2011 and June 2012. See **Glossary** for more information.

Ontario in the news

TELUS will spend \$650 million on technology in Ontario over three years to support its wireless growth. The expenditure will result in the creation of **900 new jobs** and will improve the range and capacity of its network. The investment will also be put towards TELUS' health care technology, allowing online processing of drug claims. (Times Colonist, June 2, 2012, B9)

The federal government announced plans to build a new international border crossing between Windsor and Detroit. The \$1 billion government-backed venture is **anticipated to create more than 12,000 jobs in Ontario upon the beginning of construction.** (Windsor Star, June 21, 2012)

Useful links

ON Labour Market Information

http://www.ontario.ca/en/information_bundle/lmi/ONT04_024892

Economic Updates

<http://www.fin.gov.on.ca/en/economy/ecupdates/>

Manitoba

Labour market indicators

In June 2012, the total population aged 15 years and over in Manitoba was 962,100. The Aboriginal population accounted for 10% of that, or 96,300 people—the highest proportion among the provinces.

Manitoba's unemployment rate in June 2012 stood at 5.0%, while the participation rate was 69.4% and the employment rate, 66.0%.

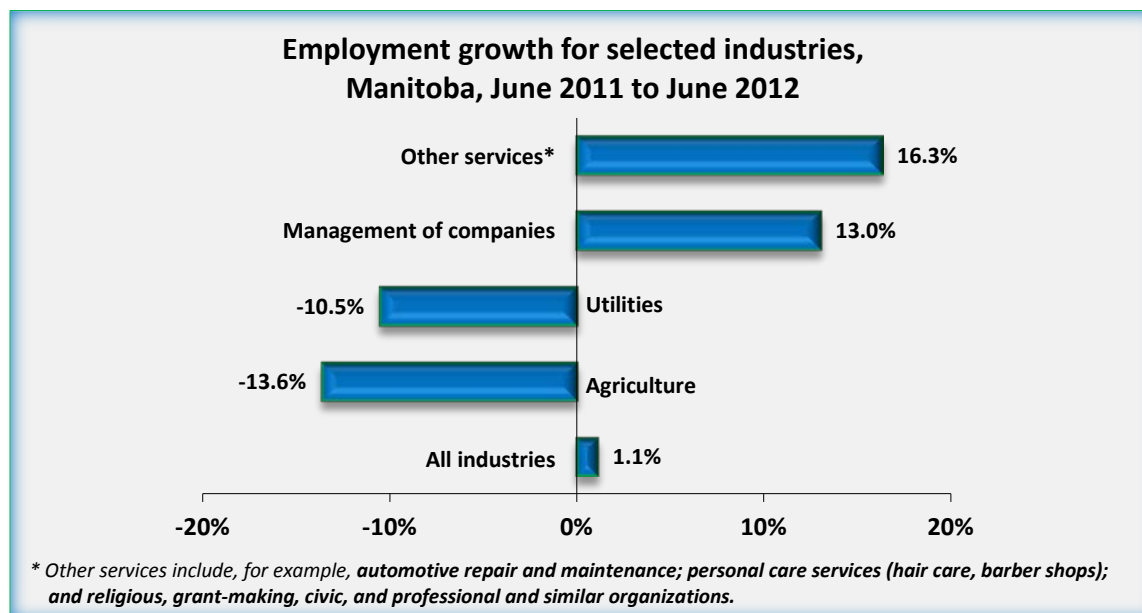
The unemployment rate for the Aboriginal population was 11.8% in June 2012, up 1 percentage point from a year earlier. In Manitoba, the employment rate for Aboriginal people declined by 0.8 percentage points to 59.6%, compared to one year ago. The participation rate for the Aboriginal population slightly declined to 67.6%.

Main indicators – Manitoba		
Unemployment, employment, and participation rates		
	June 2012	Y/Y
Total population	962,100	
Unemployment rate	5.0	-0.3
Participation rate	69.4	-0.3
Employment rate	66.0	0.0
Aboriginal population*	96,300	
Unemployment rate	11.8	1.0
Participation rate	67.6	-0.1
Employment rate	59.6	-0.8

Estimates presented are based on three-month moving averages (see **Glossary** for more information).
Y/Y: the change between June 2011 and June 2012.
*the Labour Force Survey excludes those living on-reserve.

Employment growth by sector

Employment growth from June 2011 to June 2012 in Manitoba was driven by other services (+4,000) and management of companies (+2,400). However, employment losses were experienced in agriculture (-3,200) and utilities (-900).



Regional characteristics

The largest employment gains from June 2011 to June 2012 were in the economic regions (ERs) of Winnipeg, Interlake, and Southeast. However, significant employment declines were recorded in Parklands & North and South Central.

In terms of labour market performance from June 2011 to June 2012, the participation and employment rates fell in more than half of the province's ERs, resulting in a drop in the unemployment rate from June 2011 to June 2012.

Population, labour force, employment levels, and labour market performance										
	Population	Labour force	Employment		Unemployment rate (%)		Participation rate (%)		Employment rate (%)	
	June 2012	June 2012	June 2012	Y/Y	June 2012	Y/Y	June 2012	Y/Y	June 2012	Y/Y
Southeast	84,000	58,400	56,400	1.1%	3.4	-0.6	69.6	-1.0	67.2	-0.6
South Central	48,200	32,200	30,900	-4.3%	4.1	0.4	66.9	-4.1	64.2	-4.2
Southwest	83,900	60,600	57,600	-1.4%	5.0	0.8	72.3	-0.5	68.7	-1.1
North Central	36,800	24,000	23,300	-1.7%	2.6	-3.1	65.2	-3.6	63.5	-1.3
Parklands & North	59,100	38,500	35,900	-6.5%	6.9	0.4	65.2	-3.1	60.7	-3.2
Interlake	73,000	52,000	50,300	2.0%	3.4	-1.4	71.3	-0.2	68.9	0.8
Winnipeg	577,100	402,200	380,500	2.8%	5.4	-0.2	69.7	0.8	65.9	0.9

Y/Y designates the change between June 2011 and June 2012. See **Glossary** for more information.

Manitoba in the news

IKEA's Winnipeg store plans to hire between 300 and 350 workers, including customer service personnel; logistics and planning specialists; interior designers; IT technicians; and graphics and food teams, says Stephen Bobko, store manager for IKEA Winnipeg. He expects the new store to become a tourist attraction in the region. (Winnipeg Free Press, June 30, 2012)

Assiniboine Community College (ACC) is partnering with the St. Theresa Point First Nation to deliver a police studies certificate program preparing graduates for police services in rural and First Nations communities. "Graduates will be able to apply for further training to enter the RCMP or local police forces, or to pursue careers in the justice, security, or corrections services fields," said Mark Frison, President and CEO of ACC. The program will accept up to 25 students per year. (Government of Manitoba, June 21, 2012)

Motor Coach Industries, a bus manufacturing company, will hire 173 workers at its Winnipeg plant and **Motomco, a Brazilian grain manufacturing company, will start its first Canadian operations in the Manitoba capital, creating additional jobs**. John McCallum, a finance professor at the I.H. Asper School of Business at the University of Manitoba, calls the announcements a "real boost for our economy." (Winnipeg Free Press, June 23, 2012)

Useful links

MB Labour Market Information
<http://www.gov.mb.ca/tce/lmi/index.html>

Saskatchewan

Labour market indicators

In June 2012, the total population aged 15 years and over in Saskatchewan was 809,000. The Aboriginal population represented about 8.8% of that, or 71,000 individuals.

The unemployment rate was 4.8% in June 2012, down 0.2 percentage points from a year earlier. The participation rate stood at 70.3% and the employment rate was 66.9% in the province.

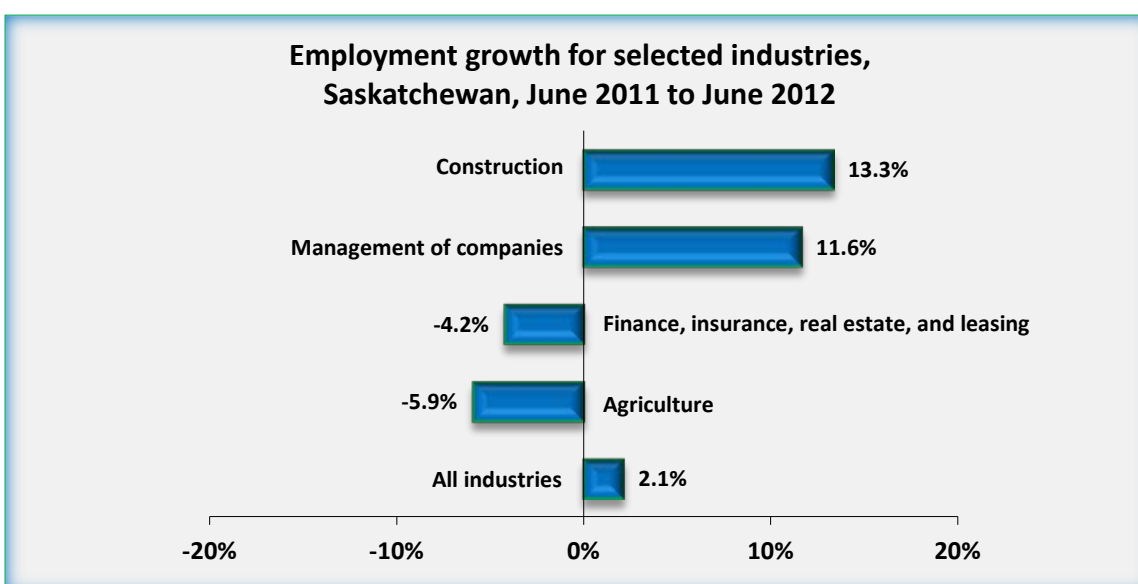
The unemployment rate among the Aboriginal population was 12.7% in June 2012, dropping 0.6 percentage points from a year earlier. The employment rate for Aboriginal people in Saskatchewan declined by 0.8 percentage points, going from 57.8% to 57.0%. The participation rate also experienced a decline, with a drop of 1.2 percentage points compared to a year earlier.

Main indicators – Saskatchewan		
Unemployment, employment, and participation rates		
	June 2012	Y/Y
Total population	809,000	
Unemployment rate	4.8	-0.2
Participation rate	70.3	0.4
Employment rate	66.9	0.5
Aboriginal population*	71,000	
Unemployment rate	12.7	-0.6
Participation rate	65.4	-1.2
Employment rate	57.0	-0.8

Estimates presented are based on three-month moving averages (see **Glossary** for more information).
Y/Y: the change between June 2011 and June 2012.
*the Labour Force Survey excludes those living on-reserve.

Employment growth by sector

Employment growth in Saskatchewan from June 2011 to June 2012 was driven by construction (+5,200) and management of companies (+1,400). However, these gains were offset by losses in agriculture (-2,400) and finance, insurance, real estate and leasing (-1,300).



Regional characteristics

From June 2011 to June 2012, most of the economic regions (ERs) in Saskatchewan experienced increases in employment. The only decline in employment was recorded in Yorkton–Melville.

Compared to June 2011, the unemployment rate was higher in 3 of the province's 5 ERs in June 2012. Over the same period, the employment rate increased in 3 of the 5 ERs and the participation rate also increased in 4 of the 5 ERs; Yorkton–Melville was the only ER with a decline in both its employment and participation rates.

Population, labour force, employment levels, and labour market performance										
	Population	Labour force	Employment		Unemployment rate (%)		Participation rate (%)		Employment rate (%)	
	June 2012	June 2012	June 2012	Y/Y	June 2012	Y/Y	June 2012	Y/Y	June 2012	Y/Y
Regina–Moose Mountain	241,000	175,200	168,800	3.1%	3.6	-1.1	72.7	0.2	70.0	0.9
Swift Current–Moose Jaw	81,100	54,200	51,600	3.2%	4.9	1.4	66.9	3.0	63.6	1.9
Saskatoon–Biggar	270,100	191,800	181,700	2.3%	5.3	0.2	71.0	0.1	67.3	0.0
Yorkton–Melville	62,600	40,000	38,400	-2.8%	4.1	0.6	63.9	-1.2	61.3	-1.5
Prince Albert & Northern	154,200	107,600	101,100	1.8%	6.1	-0.2	69.8	0.7	65.6	0.9

Y/Y: the change between June 2011 and June 2012. See **Glossary** for more information.

Saskatchewan in the news

The resource sector is fueling a skilled trades boom. According to the Petroleum Human Resources Council of Canada, the **oil & gas industry will need to fill at least 9,500 jobs by 2015**. In high demand are machine operators; non-steam ticketed operators; truck drivers; millwrights and machinists; heavy equipment operators; and welders. (Star Phoenix, June 16, 2012)

To address high demand for nurses in the north, the University of Saskatchewan's College of Nursing has launched new technology to enable students in remote regions to pursue a nursing degree from within their communities. Nursing students in Air Ronge and Ile-a-la-Crosse will be mentored by University of Saskatchewan faculty from Saskatoon via remote presence technology. (Star Phoenix, June 26, 2012)

The Cypress Health Region is offering a number of programs and incentives to recruit health care professionals. The Saskatchewan Union of Nurses (SUN) and Cypress Retention Committee is offering bursaries, scholarships, and reduced tuition for staff choosing to further their education. They also offer a mentorship program to help ease the transition from school to the workplace. The region will provide up to \$5,000 in relocation reimbursements for hard-to-recruit positions. (Star Phoenix, May 23, 2012)

Useful links

SaskNetWork

<http://www.sasknetwork.gov.sk.ca>

Aboriginal Employment Development Partnership

<http://www.gov.sk.ca/news?newsId=f2432fbb-e54c-4e1f-b14d-3e605ebbee33>

Alberta

Labour market indicators

In June 2012, the total population aged 15 years and over in Alberta was just over 3 million. The Aboriginal population accounted for approximately 4.1% of that, or 126,500 individuals.

The unemployment rate in Alberta was 4.6%—the lowest in Canada in June 2012—down 0.9 percentage points from June 2011. The participation and employment rates were 73.9% and 70.5%, respectively—the highest in the country.

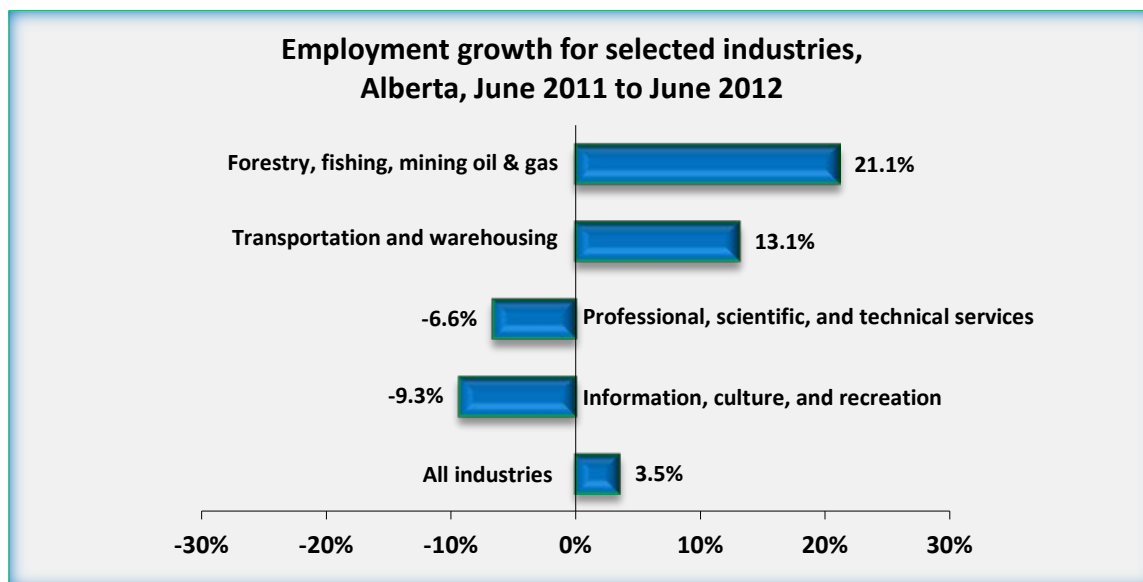
The unemployment rate among the Aboriginal population was 11.7% in June 2012, down 3.6 percentage points compared to a year ago. The participation and employment rates for Aboriginal people both increased from June 2011 to June 2012 to 69.2% and 61.1%, respectively.

Main indicators – Alberta		
Unemployment, employment, and participation rates		
	June 2012	Y/Y
Total population	3,058,200	
Unemployment rate	4.6	-0.9
Participation rate	73.9	0.4
Employment rate	70.5	1.1
Aboriginal population*	126,500	
Unemployment rate	11.7	-3.6
Participation rate	69.2	3.4
Employment rate	61.1	5.4

Estimates presented are based on three-month moving averages (see **Glossary** for more information).
Y/Y: the change between June 2011 and June 2012.
*the Labour Force Survey excludes those living on-reserve.

Employment growth by sector

Employment growth in Alberta from June 2011 to June 2012 was driven by forestry, fishing, mining and oil & gas (+31,900) and transportation and warehousing (+13,300). Offsetting these gains were employment losses in professional, scientific, and technical services (-10,900) and information, culture, and recreation (-7,300).



Regional characteristics

Looking at economic regions (ERs) over the June 2011 to June 2012 period, the largest employment increases were in Lethbridge—Medicine Hat, Calgary, and Edmonton. Only the ERs of Banff—Jasper—Rocky Mountain House and Athabasca—Grande Prairie—Peace River experienced a decline in employment.

Compared to June 2011, the unemployment rate declined in 6 of the province's 8 ERs in June 2012; only Banff—Jasper—Rocky Mountain House and Camrose—Drumheller experienced an increase. The employment rate increased in 5 of the province's 8 ERs.

Population, labour force, employment levels, and labour market performance										
	Population	Labour force	Employment		Unemployment rate (%)		Participation rate (%)		Employment rate (%)	
	June 2012	June 2012	June 2012	Y/Y	June 2012	Y/Y	June 2012	Y/Y	June 2012	Y/Y
Lethbridge—Medicine Hat	221,600	153,100	145,800	5.0%	4.7	-1.5	69.1	1.5	65.8	2.4
Camrose—Drumheller	156,900	114,900	109,500	2.0%	4.7	0.5	73.2	1.3	69.8	0.9
Calgary	1,132,800	852,900	812,000	4.9%	4.8	-0.9	75.3	1.2	71.7	1.8
Banff—Jasper—Rocky Mountain House	72,100	54,600	52,300	-4.4%	4.1	1.3	75.7	-2.6	72.6	-3.5
Red Deer	156,700	114,900	109,000	3.8%	5.2	-1.2	73.3	0.4	69.5	1.3
Edmonton	1,021,200	747,900	715,200	4.2%	4.4	-1.1	73.2	0.4	70.0	1.2
Athabasca—Grande Prairie—Peace River	191,600	137,400	131,100	-3.7%	4.6	-1.1	71.7	-4.1	68.4	-3.0
Wood Buffalo—Cold Lake	105,100	84,300	80,400	0.9%	4.6	-0.9	80.2	-2.0	76.5	-1.2

Y/Y: the change between June 2011 and June 2012. See **Glossary** for more information.

Alberta in the news

Two of the country's biggest energy companies committed funding to create training and employment opportunities for Aboriginal students in Alberta. **The Imperial Oil Foundation committed \$1 million over five years to create a program to help Aboriginal students enter science-related courses at Mount Royal University.** Shell has developed a human resources strategy focused on recruitment of Aboriginal employees at all levels. (Calgary Herald, June 12, 2012)

The Canadian Association of Petroleum Producers (CAPP) and the country's building trades unions are tackling labour shortages for skilled trades workers in the oil & gas sector. Under a new working agreement, CAPP and the building trades will promote careers in skilled positions and work with governments on initiatives to improve workforce availability, including more classroom and employment-based training opportunities; incentives to move within Canada for work; and a strategy to recruit recent immigrants. (Calgary Herald, June 7, 2012)

The Government of Alberta has awarded a construction contract for a police training college in southern Alberta. Bird Construction has been selected to build the \$122 million project in Fort Macleod, with work expected to be completed by August 2014. (Whitehorse Daily Star, July 7, 2012)

Useful links

Aboriginal Alberta Information Centre
<http://aboriginalalberta.com/>

Aboriginal Workforce Initiative: Calgary Chamber of Commerce
<http://www.calgarychamber.com/PGA/labour/aboriginal.htm>

British Columbia

Labour market indicators

In June 2012, the total population aged 15 years and over in British Columbia was approximately 3.8 million. The Aboriginal population represented about 3% of that, or 112,900 people.

The unemployment rate in British Columbia was 6.6% in June 2012, while the participation rate stood at 65.5% and the employment rate at 61.2%.

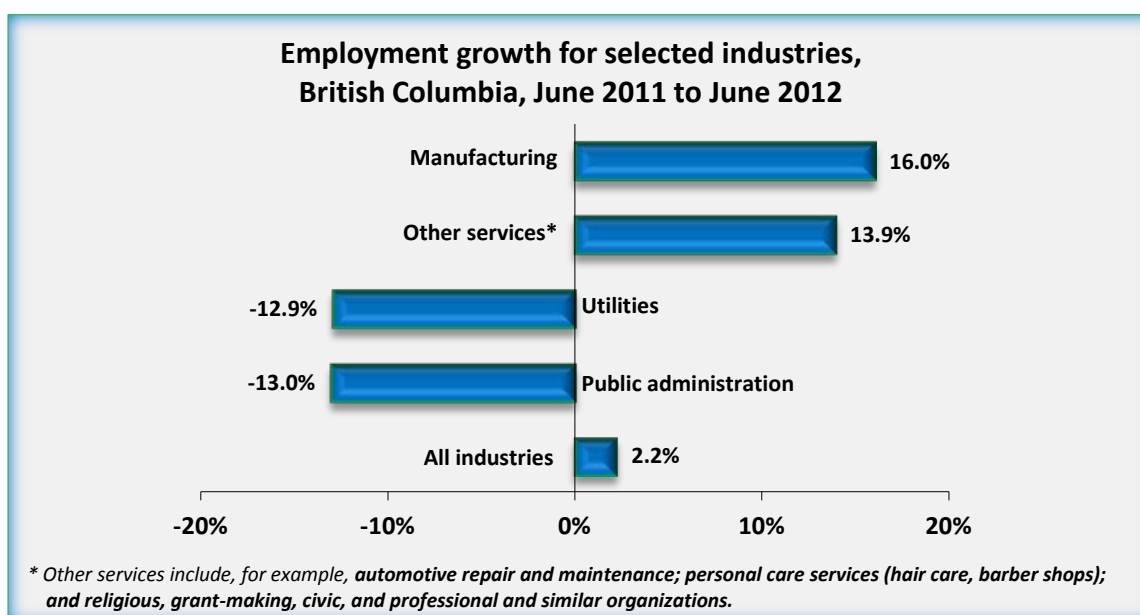
The unemployment rate among the Aboriginal population in British Columbia was 11.7% in June 2012, down 2.3 percentage points from a year earlier. The participation rate for Aboriginal people stood at 65.3%, dropping 1.6 percentage points from June 2011. Over the same period, the employment rate among Aboriginal people increased slightly to 57.6%.

Main indicators – British Columbia		
Unemployment, employment, and participation rates		
	June 2012	Y/Y
Total population	3,810,300	
Unemployment rate	6.6	-0.8
Participation rate	65.5	0.2
Employment rate	61.2	0.8
Aboriginal population*	112,900	
Unemployment rate	11.7	-2.3
Participation rate	65.3	-1.6
Employment rate	57.6	0.1

Estimates presented are based on three-month moving averages (see **Glossary** for more information).
Y/Y: the change between June 2011 and June 2012.
*the Labour Force Survey excludes those living on-reserve.

Employment growth by sector

Employment growth in British Columbia from June 2011 to June 2012 was driven by manufacturing (+26,200) and other services (+14,300). Offsetting these gains were employment losses in public administration (-14,400) and utilities (-2,000).



Regional characteristics

Looking at economic regions (ERs) over the June 2011 to June 2012 period, the largest increases in employment were in Cariboo and Northeast. However, 2 ERs experienced a decline in employment: North Coast & Nechako and Vancouver Island & Coast.

Compared to June 2011, the unemployment rate in June 2012 declined in 4 of the province's 7 ERs. Over the same period, the ER with the largest increase in its unemployment rate was North Coast & Nechako (+4.7 percentage points to 11.5%). The employment rate increased in 5 of the 7 ERs.

Population, labour force, employment levels, and labour market performance										
	Population	Labour force	Employment		Unemployment rate (%)		Participation rate (%)		Employment rate (%)	
	June 2012	June 2012	June 2012	Y/Y	June 2012	Y/Y	June 2012	Y/Y	June 2012	Y/Y
Vancouver Island & Coast	658,100	394,600	371,900	-0.9%	5.8	-1.9	60.0	-2.0	56.5	-0.8
Lower Mainland–Southwest	2,344,400	1,563,400	1,460,200	3.1%	6.6	-0.7	66.7	0.6	62.3	1.0
Thompson–Okanagan	436,200	280,900	260,800	1.2%	7.2	-0.9	64.4	0.4	59.8	1.0
Kootenay	127,000	78,400	73,200	3.5%	6.7	-1.7	61.8	1.1	57.6	2.0
Cariboo	126,900	93,200	86,000	7.6%	7.7	0.5	73.5	5.9	67.8	5.1
North Coast & Nechako	66,100	44,300	39,200	-11.3%	11.5	4.7	67.0	-4.2	59.3	-7.0
Northeast	51,700	41,400	39,500	4.2%	4.6	0.5	80.1	3.1	76.5	2.7

Y/Y: the change between June 2011 and June 2012. See [Glossary](#) for more information.

British Columbia in the news

Under a new government-funded Tourism Labour Market Strategy, **the province will recruit and train workers to fill an estimated 101,000 tourism jobs by 2020.** The strategy includes career awareness and recruitment campaigns, tapping under-represented talent pools (youth, First Nations, new immigrants, older workers, and persons with disabilities), and providing industry-specific training programs in rural and remote areas. (Times Colonist, June 5, 2012)

The B.C. government will commit about \$22 million over three years to hire 190 new nurse practitioners. Under a new plan, a panel will evaluate applications from doctors' offices and other health care settings over the next few months, and decisions will be made in the fall on where new positions will be created. (Vancouver Sun, June 1, 2012)

New strategies are being implemented in the province to recruit youth, women, Aboriginal people, and immigrants to jobs in the energy sector. The strategy will include an investment of **more than \$100 million toward apprenticeship training** through the Industry Training Authority to support skilled trades training and certification. There will be more than one million job openings in the next decade, and an estimated 104,600 of those jobs will be in the trades. (Vancouver Sun, June 30, 2012)

Useful links

BC Labour Market Information Guide

http://www.aved.gov.bc.ca/labourmarketinfo/reports/lmi_resource_guide.pdf

Industry Training Authority: Aboriginal Initiatives

<http://www.itabc.ca/Page1027.aspx>

The Territories

(INCLUDES YUKON, NORTHWEST TERRITORIES, AND NUNAVUT)

Labour market indicators

(Small sample sizes of Aboriginal peoples in the North limit the extent to which outcomes can be broken down into smaller sub-groups [i.e. industries] or sub-regions below the territorial level. In order to get a representative sample for each territory, the samples for three consecutive months are added together and estimates are based on three-month moving averages).

As of June 2012, the total population aged 15 years and over in the Territories was 80,000, up 0.4% from June 2011.

From June 2011 to June 2012, the unemployment rate in Yukon increased by 1.5 percentage points to 7.8% and the employment rate declined by 1.9 percentage points to 70.6%.

In the Northwest Territories, both the participation and employment rates increased by 0.6 and 0.2 percentage points respectively from June 2011 to June 2012. As for the unemployment rate, it increased by 0.4 percentage points to 8.5%, compared to a year ago.

From June 2011 to June 2012, the employment rate in Nunavut increased by 0.3 percentage points to 56.8%, while the unemployment rate declined by 0.9 percentage points to 15.7%.

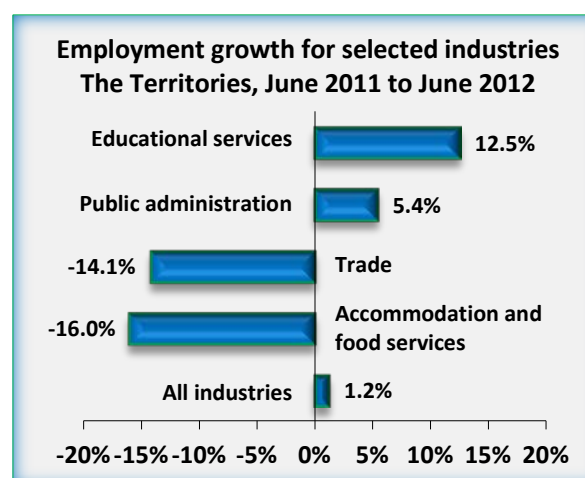
Population, labour force, employment levels, and labour market performance									
	Population	Labour force		Participation rate (%)		Unemployment rate (%)		Employment rate (%)	
	June 2012	Total June 2012	Employment June 2012	June 2012	Y/Y	June 2012	Y/Y	June 2012	Y/Y
Yukon	26,900	20,600	19,000	76.6	-0.8	7.8	1.5	70.6	-1.9
Northwest Territories	32,000	24,700	22,600	77.2	0.6	8.5	0.4	70.6	0.2
Nunavut	21,100	14,200	12,000	67.3	-0.4	15.7	-0.9	56.8	0.3

The Labour Force Survey collects labour market data about the Territories in the form of three-month moving averages. The estimates presented in this release are not seasonally adjusted; therefore, comparisons are made on a year-over-year basis. See [Glossary](#) for more information.
Y/Y: the change between June 2011 and June 2012.

Employment growth by sector

Employment growth in the Territories from June 2011 to June 2012 was driven by educational services (+600) and public administration (+600). Offsetting these gains were employment losses in trade (-900) and accommodation and food services (-400).

Industries that recorded the largest increases in employment in the respective Territories were professional, scientific and technical services (Yukon); public administration (Northwest Territories); and health care and social assistance (Nunavut).



The Territories in the news

Yukon

Mining and energy are the focus of the Alaska-Yukon Intergovernmental Relations Accord which was recently renewed for another term. The renewed accord covers such issues as planning to meet growing energy needs; development of infrastructure; and collaboration on mine training. **The University of Alaska and Yukon College will continue their partnership for developing a shared underground and surface mine training program.** (Whitehorse Daily Star, June 5, 2012)

The Government of Yukon will provide \$156,583 over the next three years to fund the Educational Assistant certificate program offered at Yukon College. Beginning this fall, students will have more study options, including the choice of full- or part-time studies and remote access to the program through videoconferencing from campuses across the territory. (Government of Yukon, June 30, 2012)

Northwest Territories

A multi-year investment of over \$5.7 million to create opportunities for a sustainable wood biomass industry in the Northwest Territories was announced by the federal Minister of the Canadian Northern Economic Development Agency and the Northwest Territories' Minister of Environment and Natural Resources. This project will create a new and sustainable industry, generating long-term jobs and business opportunities for First Nations communities. (Canadian Northern Economic Development Agency, July 26, 2012)

Nunavut

In September 2012, the Nunavut Sivuniksavut (NS) Institute in Ottawa will be accepting 37 first-year students, the largest intake of Inuit students to date. The NS is an eight-month college program for Inuit youth from Nunavut who want to prepare for educational, training, and career opportunities. The school intends to hire two new staff this year and will make an effort to recruit Inuit from outside Nunavut, especially Greenland and Labrador. (Nunatsiaq Online, July 11, 2012)

Useful links

Yukon

Yukon Jobs

<http://www.employment.gov.yk.ca>

Nunavut

Inuit Employment Statistics

<http://www.gov.nu.ca/hr/site/towardrepps.htm>

Northwest Territories

Jobs North

<http://www.jobsnorth.ca>

Construction sector

Take away messages...

- The construction industry is facing labour shortages in some occupations, which are set to intensify over the next decade.
- Rising demand in Newfoundland and Labrador, Ontario, and Saskatchewan may exhaust the local supply of skilled tradespeople.
- The construction sector offers stable, long-term employment and high wages—it is an industry leader in terms of employment growth and output.
- Given that the Aboriginal population is increasingly young and urban, it will have a key role to play in meeting the increased demand for skilled workers.
- As most occupations in the construction industry are considered skilled, educational attainment (some post-secondary or trade certificate) is becoming increasingly important.

Importance of the sector

The construction sector¹ is composed of three segments: residential building construction; non-residential building construction; and engineering construction. Over the past decade, construction has been a leading industry in employment growth and output.

Since construction is primarily a domestic-oriented industry, its performance tends to vary with changes in the state of the economy, financial conditions, and demographic trends. Despite the influence of these factors, between 1993 and 2010, the gross domestic product (GDP) in the construction sector has expanded at an average annual rate of 3.8%, the third highest-ranking performance among all industries (Lan & Lamy, 2012).

Significant investments in residential and non-residential building projects (particularly home renovations and structures and facilities to support new projects in the energy, mining, and utilities sectors) have led to growth over this period.

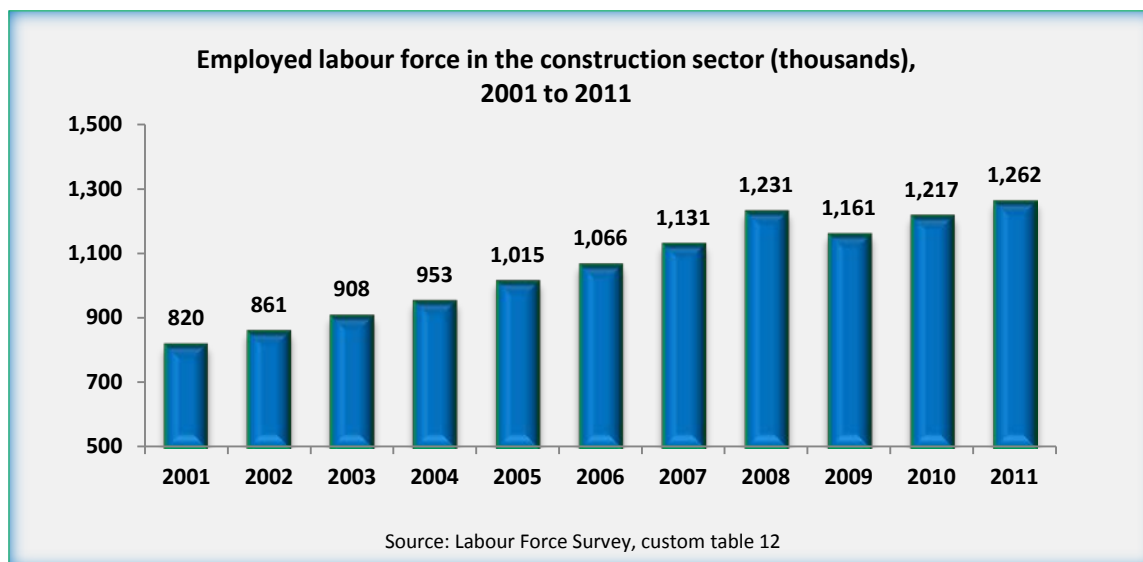
According to Lan and Lamy (2012), construction GDP amounted to \$74 billion in 2010, 6% of total GDP. Engineering construction accounted for about half of industry output in 2010 (54%), followed by residential construction (32%) and non-residential construction (14%).

Between 1993 and 2010, the construction industry posted sizeable employment gains with the creation of 525,500 jobs, mostly in high-skilled occupations. Additionally, construction had the third fastest growth in employment during that period, exceeding most other industries.

¹ Based on the North American Industry Classification System (NAICS) code 23 and includes *engineering construction* (e.g. oil and gas pipelines; power lines and transmitting/receiving towers; water and sewer facilities; and transportation structures); *residential building construction* (e.g. remodeling and renovation of homes and other residential buildings); and *non-residential construction* (e.g. building, retrofitting and remodeling of industrial, commercial and institutional buildings).

Industry characteristics

In 2011, the construction sector employed 1,262,000 people and accounted for 7.3% of the total labour force in Canada. Over the past decade, construction employment has shown steady growth, with an overall increase of 54% since 2001.



Industry Canada reports that labour productivity² in the construction sector increased at an average rate of 3.2% per year between 2001 and 2010, compared to 1.7% for the economy overall. In 2010, labour productivity increased by 6.7%, more than double that of all sectors, possibly due to increased output from firms employing more capital-intensive technologies and processes.

In 2011, most workers in the construction industry were permanent employees (80.5%) and held full-time positions (94.7%). A majority of construction workers (83.4%) were employed in small businesses (those employing less than 100 people) and almost one-third of workers were self-employed (29.1%).

The average weekly wage rate for those employed in construction has increased by 33.5% over the past decade to reach \$1,005.91 in 2011. This represents \$165.84 more than the average weekly wage rate for all industries (\$840.07) in 2011.

The majority of construction activity is concentrated in densely populated areas where there is abundant potential for economic growth and development, and most employment is located in these areas. In 2011, over one-third of employment was in the province of Ontario (35.1%), followed by Quebec (18.8%), Alberta (16.7%), and British Columbia (16.2%). While there is some construction employment in rural communities, particularly in the mining and oil & gas sectors, almost 45% of employment is concentrated in Canada's largest urban centres: Toronto (17.3%), Montréal (11.4%), Vancouver (7.2%), Calgary (4.1%), and Edmonton (3.8%).

² Labour productivity measures the amount of goods and services produced by one hour of labour.

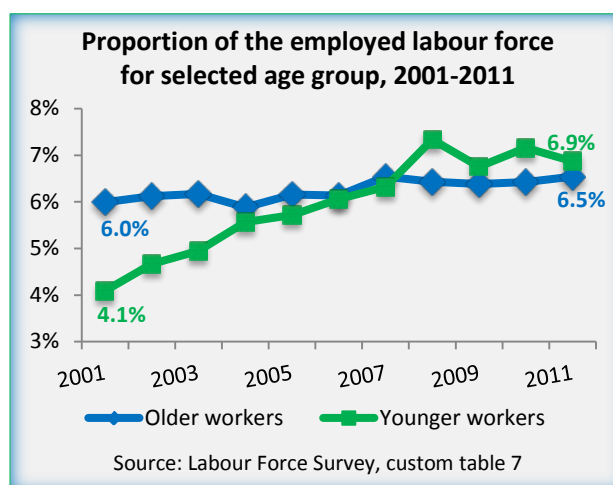
Men make up nearly 90% of the total construction workforce. The industry lags behind the labour force as a whole in employing women: in fact, women represented just 11.2% of all those employed in construction in 2011, compared to 47.5% for the entire economy. The proportion of women employed in construction occupations has increased slightly over the past decade. However, women's representation in construction trades, and particularly in apprenticeships, has been markedly low since 1996 (Construction Sector Council/CSC, 2011).

In terms of employing Aboriginal people, the construction sector outperforms the rest of the economy. In 2011, 36,400 Aboriginal people were working in construction jobs, 2.9% of the industry's workforce (compared to 2.1% in Canada across all industrial sectors).

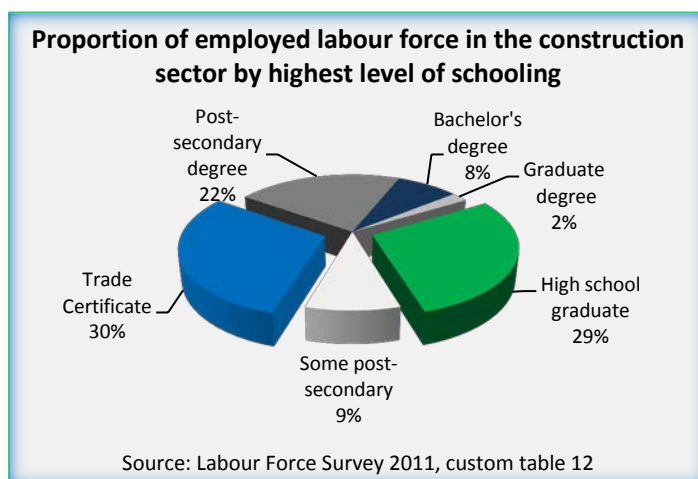
Profile of workers

The majority of construction workers (70.7%) are between 25 and 54 years of age. Between 2001 and 2011, the proportion of older workers (those aged 55 years and over) grew 0.5 percentage points to 6.5% and the proportion of younger workers (aged 15 to 24 years) increased 2.8 percentage points to 6.9%.

The CSC anticipates that the industry will be facing shortages, particularly in the skilled trades occupations, over the next decade as more older workers leave the workforce.



In 2011, construction workers were concentrated in the following occupations: construction trades (26.6%); managers (13.6%); contractors and supervisors in trades and transportation (11.7%); trades helpers, construction and transportation labourers (9.5%); stationary engineers, power station operators and electrical trades and telecommunications (7.6%); and heavy equipment operators and drillers (5.7%).



Most of these occupations are considered high-skilled jobs that generally require either some post-secondary credentials or occupation-specific training.

Almost half of those employed in the construction sector have achieved a level of education of either trade certificate (30%) or post-secondary degree (22%). An additional 29% of workers are high school graduates.

Since 1991, the proportion of workers in construction who have less than a high school education has dropped considerably (from 34.3% in 1991 to 15.9% in 2011), while the proportion of workers with a college or university education has increased from 33.9% to 52.0%. This trend is expected to continue as the emergence of new technologies and processes generate a need for workers with specialized skills sets.

Sectoral challenges and educational opportunities

During the recession in 2008-2009, construction activity declined across Canada for the first time since 1996. Despite this slowdown, overall expansion since 2001 has increased employment by more than 40% and these gains exceed growth in most other Canadian industries. As a result, the sector is facing significant labour and skills shortages which will be further compounded by an aging workforce and subsequent retirements.

To fill vacancies left by retiring baby boomers and meet anticipated growth demand, the Construction Sector Council suggests that the industry will need to target underrepresented groups, including youth, older workers, women, immigrants, and Aboriginal people.

In 2011, over 60% of the working-age Aboriginal population were residing in provinces where construction jobs are most abundant (Ontario, Alberta, and British Columbia)³. The Aboriginal population is growing and youth are increasingly moving to cities seeking employment. Therefore, Aboriginal people could play a key role in filling anticipated labour shortages in the construction sector.

Issues related to human resources are one of the main obstacles to the industry's future competitiveness. To address these issues, the CSC has implemented an engagement strategy that focuses on new and innovative training programs; promotional activities/events; initiatives to facilitate inter-provincial mobility; and community-based programs and services to support targeted groups. They highlight a number of programs that have been particularly successful.

The *Trade Winds to Success Project*—a partnership between governments, Aboriginal organizations, and Union Training Trust Funds⁴—offers a pre-apprenticeship training program to Aboriginal people in Calgary and Edmonton. The program provides

National Shipbuilding Procurement Strategy (NSPS)

Under the NSPS, the Government of Canada awarded \$33 billion in shipbuilding contracts to Irving Shipbuilding and Seaspan Marine Corporation on October 19, 2011. This is the largest procurement sourcing arrangement in Canadian history.

The shipbuilding industry is highly skills- and technology-based. It involves a number of players, across a wide spectrum of sectors.

As one of the key sectors for the NSPS, the construction industry will be in need of workers in occupations such as: crane operators, electricians, ironworkers, plumbers, sheet metalworkers, and welders, to name a few.

Job creation from the NSPS will be significant: a report by the Canadian Association of Defence and Security Industries estimates that government ship projects would directly and indirectly contribute over \$2 billion in annual economic benefits and create 15,000 jobs over the next 30 years.

³ Statistics Canada, Labour Force Survey, Human Resources and Skills Development Canada, custom table 10.

⁴ Prior to the partnership, Union Training Trust Funds were created to provide training in skilled trade in order to fill skills shortages.

career counselling, academic upgrading, and pre-apprenticeship training to hundreds of Aboriginal young people every year. In 2011, 45 people completed the program with an additional 18 people in progress, and two people completed apprenticeships in welding and ironworking.

Kenyano College in Fort McMurray, Alberta, offers a trades preparation program that includes academic upgrading and essential skills training for Aboriginal students, as well as a work internship with Syncrude Canada.

The *Skilled Trades Employment Program*, an employer-based program managed by the British Columbia Construction Association, offers training, skills upgrading and other support services to targeted groups (immigrants, Aboriginal people, and women) to help them acquire jobs in the skilled trades. The program is noted for its success at building partnerships with industry employers. Since 2006, the program has placed 1,464 individuals into employment and 58 people into apprenticeships.

Engineering Access Program

The University of Manitoba's Engineering Access Program (ENGAP) addresses the barriers faced by Aboriginal people entering the engineering profession.

The program connects Aboriginal students with the support they need to succeed, from help completing required courses, to awarding corporate-funded bursaries, to tutoring and counselling.

This year, 85 Aboriginal people graduated from the program and their skills are in demand.

—Aboriginal Human Resource Council

Future economic and employment outlook

According to the CSC, the Canadian construction workforce is aging. In the coming decade, the sector will lose almost a quarter of its skilled workers to retirement. At the same time, forecasts indicate that, in the medium- to long-term, the industry will continue to grow.

Cumulative job openings, 2010-2020

- Electrical trades and telecommunications: **111,379**
- Contractors and supervisors, trades: **105,902**
- Machinery and transportation equipment mechanics: **72,121**

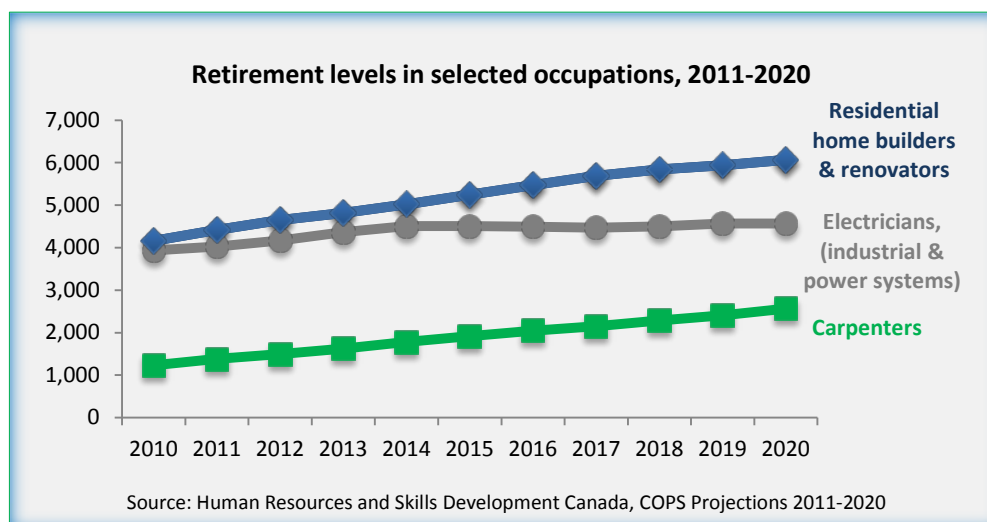
Source: COPS Projections, August 2012

Over the next decade, overall growth in the construction sector is expected to slow due to weaker growth in residential building. However, an increase in capital spending on engineering projects, mainly the energy, mining, and utility sectors, will generate new employment opportunities. Capital spending in these sectors is projected to reach \$800 billion, 60% more than in the previous decade.

Employment is projected to increase at an average annual rate of 1.4% over the next decade. Between 2010 and 2018, the CSC expects construction employment to rise by 180,000. At the same time, the number of workers leaving the industry is outpacing the number of new entrants: 215,000 workers are expected to leave, and there are just 169,000 new entrants from the Canadian population to meet the hiring need.

created by expansion and retirements. This leads to a cumulative requirement of more than 200,000 workers.

These required replacements are primarily spread across the skilled trades and occupations with an older workforce such as: millwrights; crane operators; gasfitters; heavy equipment operators; residential home builders and renovators; and truck drivers.



Under the baseline scenario developed by the CSC, major construction projects scheduled over the next 10 years in the provinces of Ontario, Newfoundland and Labrador, and Saskatchewan will exhaust the local labour supply, and a nationwide search could potentially absorb the unemployed from other markets.

Programs and support measures to build a highly-skilled, mobile, and flexible workforce will be paramount. Going forward, the key challenges facing the industry will be ensuring that training and skills development programs are available in rural and remote communities; developing strategies to ease restrictions on inter-provincial mobility; and providing programs, supports, and services that target the needs of targeted groups. Recruiting workers from under-utilized groups, particularly Aboriginal peoples, younger workers, and women will be an essential element to ensure the industry's continued growth and competitiveness.

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Tourism sector

Take away messages...

- The tourism sector will be facing progressively more significant labour shortages starting in 2014.
- Networking and business development events for First Nations and the business community could help promote a sustainable, culturally rich Aboriginal tourism industry.
- Canadian tourism faces various challenges on an international scale, such as increasing competition with newer markets, increasing cost of transportation, and the strong Canadian dollar.

Importance of the sector

The tourism sector is comprised of air, rail, water, transit, and ground passenger transportation; scenic and sight-seeing transportation; motion picture and video industries; automotive equipment rental and leasing; travel arrangement and reservation services; performing arts spectator sports and related industries; heritage institutions; amusement gambling and recreation industries; and accommodation and food services.⁵

The tourism sector includes both domestic and international tourism markets. According to the Canadian Tourism Commission (CTC), 80% of tourism revenue is currently derived from domestic travellers. The CTC contends that relying so heavily on the domestic market will not likely promote healthy growth in the sector; therefore, the international market should be the primary focus.

The Federal Tourism Strategy reports that tourism was responsible for \$73.4 billion in revenue in 2010, representing about 2% of Canada's overall gross domestic product (GDP). The top five source countries of visitors to Canada in that year were the United States, United Kingdom, France, Germany, and Japan.

Canada's Federal Tourism Strategy

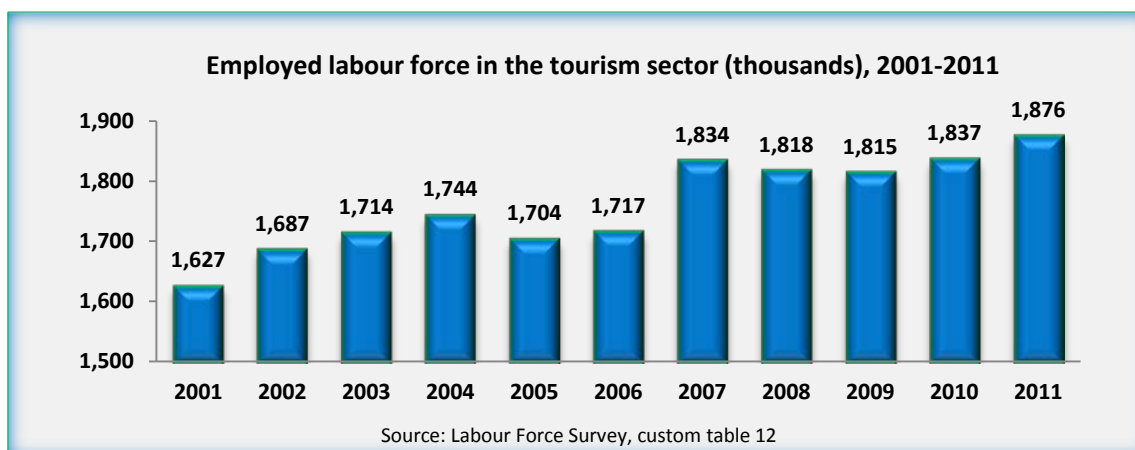
Released in October 2011, the strategy has set a goal of achieving \$100 billion in tourism revenues by 2015 and has outlined several priorities to achieve this goal, including:

- Increasing awareness of Canada as a tourist destination by making changes to the CTC and partnering with various provincial and federal agencies and departments to promote Canada.
 - For example, the CTC will work with Aboriginal Affairs and Northern Development Canada to expand marketing for Aboriginal-owned businesses and Aboriginal-partnered organizations.
- Fostering an adequate supply of skills and labour to enhance visitor experiences through quality service and hospitality.

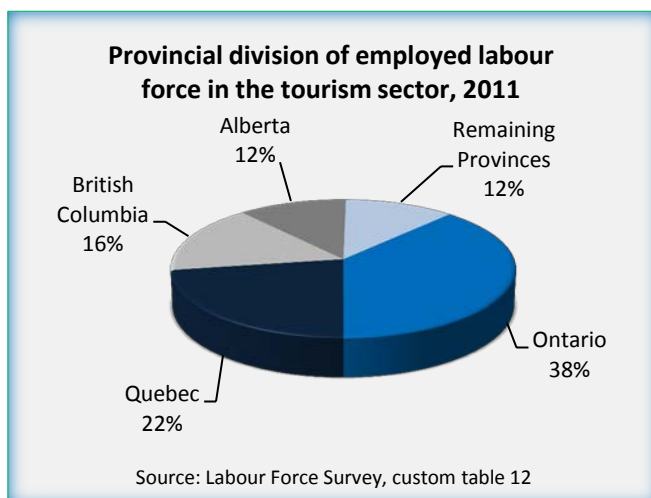
⁵Based on the following North American Industry Classification System (NAICS) codes 4810, 4821, 4830, 4850, 4870, 5121, 5321, 5615, 7110, 7121, 7130, 7210, and 7220.

Industry characteristics

In 2011, the tourism sector employed approximately 1.9 million people and accounted for 10.8% of the total labour force in Canada. In addition to creating jobs for the Canadian economy, tourism contributes to quality of life in Canada through investments in parks, attractions, transportation, infrastructure, and hosting of events.



As shown in the previous figure, the number of workers has fluctuated in the past decade. However, the tourism sector has marked an overall increase of 15.3% in employed workers from 2001-2011. In 2011, the average weekly wage rate was \$523.01, almost 40% less than the average weekly wage of all industries. This can be partly attributed to the low-skilled nature of many industries within the tourism sector. The majority of the workforce is full-time (61.4%) and permanent (80.0%), though only a minority are unionized (17.6%).



The largest proportion of the employed labour force in the tourism industry can be found in Ontario (38%) and Quebec (22%). It is interesting to note that as a percentage of the employed labour force in each province, workers in the tourism industry represent a relatively similar share in large provinces such as Ontario (10.5%) and Quebec (10.6%) as they do in smaller provinces such as Prince Edward Island (10.0%) and Nova Scotia (10.4%).

In 2011, nearly half of the workforce employed in the tourism industry was concentrated in three occupational groups: sales and service (20.2%); food and beverage service (14.1%); and chefs and cooks (10.8%). The majority of tourism workers are employed by small- to medium-sized establishments with fewer than 100 employees.

Profile of workers

In the tourism sector, 87.6% workers were between the ages of 15 and 54 in 2011. The share of older workers (aged 55+) in the sector is 12.4%, smaller than the average in the total labour force at 18%. The share of youth workers (aged 15 to 24) is more than twice the average in the total labour force at 33% and 14%, respectively.

Employment in the tourism sector is divided evenly along gender lines, comparable to the total employed labour force at 48% women and 52% men. Notably, there is more variation within the tourism industry. For example, the transportation industries (air, rail, water, ground, transit, and scenic and sightseeing) are dominated by men at 76% on average, whereas the service industries (including travel arrangement and reservation services and accommodation and food services) had a majority of women at 63%.

The highest level of education for 43% of workers in the tourism sector is high school; 18% had no degree, certificate, or diploma. However, 28% of the employed labour force in the tourism sector has a post-secondary degree or trade certificate. This can be attributed, in part, to the younger demographic (some workers will not be old enough to have finished high school or completed any post-secondary education), and can also help to account for the relatively low average weekly wage.

Sectoral challenges and provincial initiatives

Prior to the global economic recession in 2008, labour shortages were widespread across various sectors of the Canadian economy, including tourism. As the tourism sector returns to a labour gap where demand exceeds supply, businesses must determine how to address the potential shortages. This will be a key challenge for the tourism sector.

In the past, the majority of international tourists visited a handful of developed countries such as Canada. According to Canada's Federal Tourism Strategy, in the 1950s, the top 15 tourist destinations received 97% of international tourist arrivals. In 2010, the top 15 destinations received only 55% of arrivals. The recent recession, as well as increased global competition, pose significant challenges to mature markets like Canada.

The CTC outlines other challenges to the tourism sector such as high fuel costs and exchange rates. Political unrest in various parts of the world and increasing demand for fuel are causing fluctuations in prices; rising crude oil prices will continue to affect tourism as it increases the cost of travel.

Provincial initiative: Aboriginal Business Match

The Aboriginal Tourism Association of British Columbia (ATBC) organizes an annual networking and business development event for First Nations and the business community: the Aboriginal Business Match.

The most recent event, held in February 2012, was attended by 110 First Nations and 100 corporations.

The ATBC is a non-profit organization that seeks to grow and promote a sustainable, culturally rich Aboriginal tourism industry.

Aboriginal Business Match 2013 is scheduled for February 2013 in Penticton, BC.

The increasing strength of the Canadian dollar in the past decade has weakened Canada's competitiveness in tourism as foreign tourists cease benefiting from favourable exchange rates. A strong Canadian dollar makes international travel to Canada more expensive and has contributed to a drop in American visits by car—the country's largest source market.

Future economic and employment outlook

Labour market conditions that resulted from the recession triggered a surplus in labour. However, according to the Canadian Tourism Research Institute and the Conference Board of Canada, labour demand for tourism occupations in most regions will exceed labour supply by 2014 and continue to worsen, creating gaps and shortages.

Potential tourism labour gap by province / region			
	2015	2020	2025
Atlantic	3,072	7,908	13,091
Quebec	8,760	25,350	42,008
Ontario	18,307	47,957	67,453
Prairies	11,322	18,667	28,515
British Columbia	6,083	14,037	22,667
TOTAL SHORTAGE	47,775	114,413	174,494

Source: Canadian Tourism Human Resource Institute & Conference Board of Canada 2012

Nationally, the tourism sector will experience a shortage of approximately 175,000 workers by 2025, with shortages the most prominent in Ontario and Quebec.

At the occupational level, the tourism occupations projected to have the most acute labour shortage of workers over the next 15 years are: air pilots, flight engineers and flying instructors; landscaping and grounds maintenance labourers, as well as aircraft mechanics and inspectors.

Because the workforce in the tourism sector is relatively young, the average duration of employment for many tourism occupations is comparatively short. As a result, turnover—both voluntary and involuntary—is the main driver of expected job openings.

Spending on tourism activities in Canada is expected to grow significantly over the next two decades, according to the Canadian Tourism Research Institute and the Conference Board of Canada. Domestic and foreign visitors could increase their spending from \$73.4 billion in 2010 to \$130 billion, a 77% increase.

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Partnerships with employers

Across Canada, First Nations, Inuit, and Métis organizations are fostering a stronger, more vibrant workforce through partnerships with employers. Whether Aboriginal organizations are encouraging small businesses to hire Aboriginal people through wage subsidies or negotiating complex multi-stakeholder partnerships with major corporations, the result is training that is aligned to concrete employment opportunities.

These partnerships build a bridge between employers and job seekers, giving clients a direct glimpse into their future career and ensuring a more seamless transition from training to the workplace.

As partners, Aboriginal Skills and Employment Training Strategy (ASETS) agreement holders have a great deal of value to offer employers. First Nations, Inuit, and Métis organizations have an intimate and comprehensive understanding of the human capital potential in their communities.

Aboriginal organizations can offer employers innovative and practical solutions to find and retain Aboriginal employees. They can also, along with educational institutions, develop training curricula that meet individual employers' unique needs.

Additionally, ASETS agreement holders can assist clients with common barriers to employment and training success, such as child care, transportation, and work equipment. Ongoing support is provided, ensuring that partnerships result in a positive experience for all involved.

To share your organization's partnership in a future edition of the ALMB, please contact us at:

NC-ALMB-BMTA-GD@hrsdc-rhdcc.gc.ca

holders can prepare their clients for tangible job opportunities, while employers can access trained, supported clients.

Ultimately, continuing to strengthen the relationship between the private sector and Aboriginal organizations is essential for ensuring successful labour market outcomes.

"Canada's businesses recognize the importance of Aboriginal peoples' economic development interests to their success...equal economic partnership brings more to an Aboriginal community than money.

It brings employment, better housing, health care and infrastructure.

Being able to employ workers who live near a project benefits the non-Aboriginal business through reduced transportation costs, [and] on-site housing expenses."

—Canadian Chamber of Commerce

Some employers express hesitation at navigating the political and governance structures of Aboriginal communities; partnerships can open doors to better cross-cultural communication and understanding.

When Aboriginal organizations and employers connect, benefits abound. ASETS agreement

Partnerships in the news

RBC Royal Bank has published the *RBC Aboriginal Partnership Report*. The fourth edition of the report, *A Chosen Journey*, is a collection and celebration of successful partnerships from communities across Canada. (RBC Royal Bank, June 2012)

Another publication, *Framing an Energy Strategy for Canada: A Submission to the Council of the Federation*, was released by the Canadian Council of Chief Executives. In a section focused on facilitating stronger partnerships with Aboriginal peoples on energy projects, the organization contends that Canadian companies must work with First Nations, Inuit, and Métis communities to help them realize the benefits of economic development and enable them to become true partners in resource and energy projects. (Canadian Press Newswire, July 15, 2012)

"Businesses and government agencies seeking to work with Aboriginal communities need to align their objectives with those of Aboriginal communities."

"This means approaching issues in a manner that considers the perspectives, interests, and culture of the community, and then assessing how the business opportunity can align with these values."

—Alberta Chamber of Commerce

Roberta Jamieson, President and CEO of Indspire (formerly the National Aboriginal Achievement Foundation), contributed an article, "Realizing Canada's Promise in Partnership with Indigenous Peoples," to the August 2012 edition of *Policy Options* magazine. "All sectors in Canada," she states, "have come to the conclusion that success is achievable and economically beneficial where there is the commitment to make it happen. Ask many of the natural resource development companies that are partnering with First Nations, Inuit, and Métis communities that are creating opportunities for education, training, and jobs." (Policy Options, August 2012)

Partnership profile: SaskEnergy Induction Readiness Training Program

The partnership

The SaskEnergy Induction Readiness Training Program is a partnership between **SaskEnergy** and the **Gabriel Dumont Institute (GDI)**, an ASETS agreement holder in Saskatchewan. Launched in 2006, this program prepares Métis people for employment with SaskEnergy, a gas distribution company and provincial Crown corporation.

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As a result of this long-standing partnership, participants have the opportunity to take part in a seven-week training program at the Dumont Technical Institute, specifically targeted to employment with SaskEnergy. The program includes training in pre-employment skills and Class 1A truck driving. Participants also receive an orientation on the internal operations of

SaskEnergy, including an overview of the work environment and the potential new employee's role. Upon successful completion of the program and hiring process, SaskEnergy hires the participants for trades positions with the company. Both GDI and SaskEnergy contributed funds to the program, while a service contract was put in place to govern training.

"These partnership agreements are significant because they reflect the commitment of these employers to support Métis training and employment in Saskatchewan," said former Métis Nation—Saskatchewan Minister of Education, Gabe Lafond. "They represent proactive steps to address labour force demands and recognize the importance of the Métis population in filling shortages in the job market."

"SaskEnergy is very pleased to support the important partnership objectives of our various agreements with the Gabriel Dumont Institute," said Gillis Lavalley, a manager at SaskEnergy. "Our ongoing partnerships for induction training and scholarship support have proved valuable to relationship building and human resource development with the Métis community."

Results to date

Together, GDI and SaskEnergy have successfully put 50 Métis people—44 men and 6 women—through the training program. This led to the employment of 7 participants in 2006-07, 7 participants in 2007-08, 6 participants in 2008-09, and 5 participants in 2009-10. A case study of the partnership found that the program generally leads to employment offers to about one-half of participants.

SaskEnergy and the Gabriel Dumont Institute are working so well together that the two organizations have also teamed up to fund and deliver the Métis Incorporated Scholarship. Since 2009, SaskEnergy has offered scholarships, totaling \$10,000 annually, to Métis students who demonstrate leadership, academic achievement, and community involvement.

Lessons learned

Dumont Technical Institute Program Coordinator, Tony Blacklock, notes: "Having a definite connection to employment is critical to the success of the program. Students were told from the beginning that they would start in salvage [occupations] if successful. This alleviated any uncertainty about where they might be working once they completed the program."

- **Connect training to existing jobs.** The promise of secure employment at the completion of the program proves a motivating force for participants. However, employers must have a concrete plan for successful students, not simply rushing to find any open position.
- **Be forthright.** Students must be told upfront the nature and scope of the positions for which an employer is hiring. Some students applied for the program in the hopes of getting a foot in the door to a crown corporation, without recognizing what specific positions were being filled.
- **Students should establish income supports for the transition period between training and employment.** Due to SaskEnergy's human resources policy, successful participants could wait several weeks to begin working in their new position.

Partnership profile: Aboriginal Employment Gateway

The partnership

The Aboriginal Employment Gateway, one of the many programs and services led by the Prince George Nechako Aboriginal Employment and Training Association (PGNAETA), brings together employers and Aboriginal clients through targeted partnerships.

The mandate of this walk-in service is twofold: to prepare the Aboriginal workforce to meet demand for skilled workers, while entering into partnerships to ensure employer access to a supply of trained employees.

With an ultimate vision of greater Aboriginal participation in the Canadian labour market, the Gateway serves 17 First Nations—as well as urban centres and rural areas—in north central interior British Columbia. Prior to the launch of the Gateway, PGNAETA had been grappling with persistently low First Nations recruitment and retention in the Prince George area. Unfazed by a lack of employer interest in collaborating through targeted wage subsidies, PGNAETA continued to perform outreach in the community. Across sectors, strong relationships began to grow.

“Partnerships are needed to grow strong communities and economies.”

—Prince George Nechako Aboriginal Employment and Training Association

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Today, the Aboriginal Employment Gateway is recognized for the innovative way it conducts business, seeking out and building strong relationships with key industry sectors—namely, construction, finance, forestry, hospitality, tourism, and transportation.

Employer partnerships have been formalized through Aboriginal Recruitment Agreements (ARAs), which secure a commitment from employers to work collaboratively towards boosting opportunities for Aboriginal people. PGNAETA then works with industry to develop customized training, rooted in employer needs.

Results to date

Now recognized as Prince George’s key Aboriginal recruitment centre, the Aboriginal Employment Gateway is only continuing to grow in prominence. With its help, Aboriginal employees are not only being recruited, but retained and advanced.

Since its inception, the Gateway has served upward of 250 Aboriginal clients per year. To date, 102 clients have registered to participate in training opportunities arising from ARA-based partnerships, while 40 clients have finalized action plans, 32 clients have completed interventions, and 29 clients have found employment.

Each year, overall services provided by the Aboriginal Employment Gateway continue to demonstrate excellent results. In 2011-12, 276 clients were served: 97 with employment assistance services, 115 with industry certification course purchases, and 64 with work-related measures and mobility. Overall results indicate that 161 clients found employment, 51 returned to school, and 5 became self-employed—a 78% success rate!

Ten Aboriginal Recruitment Agreements have been signed with community partners, with another three in the works. To date, partnerships have been entered with such diverse employers as the Central Interior Logging Association, City of Prince George, Construction and Specialized Union 1611, KIM Forest Management, Pacific Trails Pipeline ASEP, Ramada Inn & Suites, TECO Natural Resources Management, TDB Consulting, Ltd., TELUS, and Twin River Developments.

Of special note is the Finance Institutes partnership agreement, a historic collaboration between PGNAETA and Integris Credit Union, RBC Royal Bank, Scotiabank, and TD Canada Trust. Prospective employers continue to contact PGNAETA and inquire about program graduates.

Lessons learned

- **Use labour market information to identify areas of opportunity.** PGNAETA scans up-to-date labour market information to target potential partners. Recent industries of focus include forestry, mining, oil & gas, tourism, and transportation, the most prominent industries in British Columbia's central interior.
- **Take the time to do things right.** When a need for additional English and math training was identified, project timelines were pushed back to give participants the best shot at success.
- **Unite employers within sectors for networking.** Each year, the Aboriginal Employment Gateway Network hosts an annual Workforce Partners Forum. PGNAETA is also working towards establishing a series of sector-specific “tables” in order to foster dialogue.

Useful links

RBC Aboriginal Partnership Report: A Chosen Journey
http://www.rbcroyalbank.com/commercial/aboriginal/pdf/57482%20Aboriginal%20Report_E.pdf

Framing an Energy Strategy for Canada: Submission to the Council of the Federation
<http://www.ceocouncil.ca/wp-content/uploads/2012/07/Framing-An-Energy-Strategy-for-Canada-FINAL-July-20122.pdf>

Realizing Canada's Promise in Partnership with Indigenous Peoples
<http://www.irpp.org/po/archive/aug12/jamieson.pdf>

How-To Kit for an Aboriginal Construction Career: Awareness, Recruitment, and Retention
<http://www.aboriginalconstructioncareers.ca/toolkit>

Examining Partnership Arrangements between Aboriginal and Non-Aboriginal Businesses
<http://www.apcfn.ca/en/economicdevelopment/resources/ExaminingPartnershipArrangementsBetweenAboriginalandNon-AboriginalBusinesses.pdf>

Tips for partnering with employers...

- **Start small and go slowly.**
 - Take the time to iron out the details of a partnership. Do not feel pressured into a partnership.
 - Proceeding slowly may give you time to consider whether the investment is solid and the partner is right for a business relationship.
- **Seek partners based on skills sets, economic abilities, and vision.**
 - Ensure that terms and conditions are set out and agreed upon between partners. Know what the partners' motivations are and verify their operational abilities.
- **Be open-minded and creative.**
 - Consider that partners have mandates, priorities, and goals too and are not necessarily trying to be adversarial.
- **Conduct due diligence.**
 - Conduct extensive research and analysis about the project and partners before investing money and resources. Scrutinize the business plan and conduct solid pre-project assessment. Assess the partner's capacity to pay the investment back. Learn about the potential partner's past activities – were the initiatives successful or not?
- **Be assertive in developing joint ventures.**
- **Have a long-term vision for the project concept as a whole.**
 - Be focused on the mandate. Re-visit the mandate regularly to stay focused and on track. Follow the business plan and do not take shortcuts.
- **Look at what financial and non-financial resources can be contributed to the process/partnership.**
- **Be prepared to work hard for what you want.**
- **Educate your partners about the Aboriginal context.**
 - Non-Aboriginal partners may not be aware of certain things, such as treaty rights or Aboriginal culture and traditions.
- **Work with your partners to solve a challenge or to develop options.**
- **Evaluate whether the relationship is doing what was hoped and supposed to do.**
 - Do not be afraid to let a partnership or an initiative end.

Source: Adapted from Atlantic Policy Congress of First Nations Chiefs Secretariat's "Examining Partnership Arrangements between Aboriginal and Non-Aboriginal Businesses." The Atlantic Policy Congress Secretariat is a policy research and development organization, as well as an advocate for speaking with one voice on behalf of First Nations communities.

Data guide

This section contains a description of the data sources used in the ALMB as well as a review of limitations and guidelines for interpretation.

Labour Force Survey

The LFS is a monthly household survey from Statistics Canada. It divides the Canadian population 15 years of age and older into three distinct groups—unemployed, employed, and out of the labour force (those who are not employed and not actively looking for employment)—and provides information about the Canadian labour market.

In the context of the ALMB, the LFS is useful because it is the only survey that provides monthly labour force information for Aboriginal people. However, it has limitations for the analysis of Aboriginal labour market outcomes:

- The LFS sample does not include people living in First Nation communities (on-reserve) and Aboriginal settlements.
- Data collected in Yukon, Northwest Territories, and Nunavut use a different methodology and are excluded from national estimates. However, the sample from the territories includes both Aboriginal and non-Aboriginal communities.
- Small sample sizes of Aboriginal peoples limit the extent to which outcomes can be broken down for smaller groups (e.g., by skill level) or regions below the provincial level. This ensures estimates are reliable and that individual and family privacy are respected.
- Aboriginal data from the LFS are not seasonally adjusted (see **Glossary**), which makes it difficult to assess changes over short periods of time.

Identification of the Aboriginal population

Aboriginal identity is determined when respondents identify with at least one Aboriginal group, for example, North American Indian,

Métis, or Inuit. It is similar to the Census concept of Aboriginal identity¹.

Coverage and scope

Given the limitations regarding the territories and reserves, analyses of Aboriginal labour market outcomes pertain to *Aboriginal peoples living off-reserve in the ten provinces* only.

Characteristics of the Aboriginal population described in the ALMB may differ from other publications, in particular those based on the Census of Population or the Aboriginal Peoples Survey, which include broader coverage of the Aboriginal population.

LFS - useful links & references

- [Labour Force Survey](#)
- [Aboriginal People and the Labour Market](#)

Census of Canada/National Household Survey

The *Census of Canada* is a detailed enumeration of the population of Canada. The Census occurs every five years. Results from Census 2011 are being published throughout 2012. Canada's population totalled 33,476,690 in 2011.

Aboriginal data are not available in the 2011 Census. However, the voluntary 2011 *National Household Survey* (NHS) will provide some information about Aboriginal peoples, with a planned release date of May 8, 2013.

Census/NHS - useful links & references

- [Census of Canada](#)
- [Aboriginal Population Profiles, 2006 Census](#)
- [Aboriginal Peoples in Canada in 2006](#)
- [National Household Survey 2011](#)

¹ Note that this is different from the concept of *Aboriginal ancestry* also used in the Census.

Glossary

Economic region: LFS [economic regions](#) (ERs) are established in consultation with the provinces. The regions generally correspond to regions used by the province for administrative and statistical purposes, as well as by Statistics Canada. For further information and maps, see the [Labour Force Survey–target population](#).

Employment: Employed persons are those who, during the LFS reference week:

- 1) did any work at all at a job or business, that is, paid work in the context of an employer-employee relationship, or self-employment. It also includes unpaid family work; or
- 2) had a job but were not at work due to factors such as own illness or disability, personal or family responsibilities, vacation, labour dispute, or other reasons (excluding persons on layoff, between casual jobs, and those with a job to start at a future date).

Employment growth: Refers to additional employment positions that did not exist in the previous year.

Employment rate (employment/population ratio): Number of employed persons expressed as a percentage of the population 15 years of age and over. The employment rate for a particular group (age, sex, marital status, province, etc.) is the number employed in that group expressed as a percentage of the population for that group.

GDP/gross domestic product: The market value of all final goods and services produced within a country in a given period of time.

Goods-producing industries (or goods sector, or goods industries) include agriculture; forestry, fishing, mining, and oil & gas extraction; utilities (electric power, gas and water); construction; and manufacturing.

Industry: General nature of the business carried out in the establishment where the person worked (main job only), based on the 2002 North American Industry Classification System (NAICS 2002).

Job vacancy / vacant position: A position is considered "vacant" if it meets three conditions: a specific position exists, work could start within 30 days, and the employer is actively seeking employees from outside the organization to fill the position.

Labour force: Civilian, non-institutional population 15 years of age and over who, during the LFS reference week, were employed or unemployed.

Median: The numerical value that separates the higher half of a sample, population, or distribution, from the lower half.

Not in the labour force: Persons not in the labour force are those who, during the LFS reference week, were unwilling or unable to offer or supply labour services under conditions existing in their labour markets, that is, they were neither employed nor unemployed.

Occupation: Refers to the kind of work persons were doing during the LFS reference week. For those not currently employed, information is collected for the most recent job held within the previous year. Occupational classification is based on the 2001 National Occupational Classification for Statistics (NOC-S 2001).

Participation rate: Total labour force expressed as a percentage of the population aged 15 years and over. The participation rate for a particular group (e.g., women aged 25 years and over) is the labour force in that group expressed as a percentage of the population for that group.

Population: The target population covered by the LFS corresponds to all persons aged 15 years and over residing in the provinces of Canada, with the exception of: persons living on Indian reserves, full-time members of the regular Armed Forces, and persons living in institutions (for example, inmates of penal institutions and patients in hospitals or nursing homes who have resided in the institution for more than six months).

Reference week: The entire calendar week (from Sunday to Saturday) covered by the LFS each month. It is usually the week containing the 15th day of the month.

Replacement demand: Job openings arising from the turnover in existing jobs when people leave the labour market permanently or temporarily. Examples include people who retire and those who temporarily leave their jobs to look after children.

Seasonal adjustment: A seasonally adjusted series is one from which seasonal movements have been eliminated. Seasonal movements are caused by regular annual events such as climate, holidays, vacation periods, and cycles related to crops, production, and retail sales associated with Christmas and Easter. Seasonal adjustment is a complex process used to remove these variations.

Self-employment: Working owners of an incorporated business, farm, or professional practice, or working owners of an unincorporated business, farm, or professional practice. The latter group also includes self-employed workers who do not own a business (such as babysitters and newspaper carriers). Self-employed workers are further subdivided by those with or without paid help.

Service-producing industries (or service sector or service industries) include trade; transportation and warehousing; finance, insurance, real estate and leasing; professional, scientific and technical services; business, building and other support services; educational services; health care and social assistance; information, culture and recreation; accommodation and food services; other services; and public administration.

Three-month moving average: Moving averages are used to smooth out short-term fluctuations caused by relatively small sample sizes. This statistical process triples the sample sizes and improves the reliability of estimates. For example, 3MMA data for January would be based on an average of the data from November, December, and January.

Type of work: Full-time or part-time work schedule. Full-time employment consists of persons who usually work 30 hours or more per week at their main or only job. Part-time employment consists of persons who usually work less than 30 hours per week at their main or only job. This information is available for those currently employed or who last worked within the previous year.

Unemployment: Unemployed persons are those who, during LFS reference week:

- 1) were on temporary layoff during the reference week with an expectation of recall and were available for work, or
- 2) were without work, had looked for work in the past four weeks, and were available for work, or
- 3) had a new job to start within four weeks from reference week, and were available for work.

Unemployment rate: Number of unemployed persons expressed as a percentage of the labour force. The unemployment rate for a particular group (for example, age, sex, marital status) is the number unemployed in that group expressed as a percentage of the labour force for that group.

Unemployment-to-job vacancy (UV) ratio: The ratio of unemployed people who last worked within the previous 12 months to job vacancies. The lower the ratio, the more favourable the labour market situation and vice versa. For the UV ratio by sector, the sector in which the unemployed person last worked is used. This does not imply that they continued to look for work in that sector.

For additional terms and further elaboration, please see Statistics Canada (2011) [Guide to the Labour Force Survey](#).