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Aboriginal Skills and Employment Training Strategy

Aboriginal Labour Market Bulletin



Volume 3, Issue 2
Spring 2014



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Aboriginal Labour Market Bulletin

Volume 3, Issue 2 (Spring 2014)

4 Preface

5 In this issue...

6 General economic conditions

A broad picture of Canada's economy and labour market, including standard labour force indicators and an overview of Budget 2014 and the Jobs Report.

10 National maps

Maps that illustrate regional variations in: 1) unemployment rates for January 2014, and 2) employment gains between January 2013 and January 2014.

12 Regional labour market profiles

Regional information about employment, unemployment, and participation rates by Aboriginal status; employment growth by industry; and labour force characteristics in local communities. Media highlights of local economic developments are also provided.

| | |
|--------------------|----|
| - Atlantic Canada | 12 |
| - Quebec | 15 |
| - Ontario | 17 |
| - Manitoba | 19 |
| - Saskatchewan | 21 |
| - Alberta | 23 |
| - British Columbia | 25 |
| - The Territories | 27 |

29 ALMB spotlight

Feature articles that focus on employment, education, training, and new developments in key economic sectors. This issue looks at:

| | |
|--|----|
| - Regional analysis of Aboriginal labour market outcomes | 29 |
| - Job Bank | 39 |

42 Partnerships

A showcase of successful partnerships and lessons learned. Two partnerships are featured in this issue:

| | |
|--|----|
| - North Vancouver Island Aboriginal Training Society | 42 |
| - Nuuchahnulth Employment and Training Program | 44 |

46 Further reading

Information that supports ALMB content, including a data guide and glossary.

| | |
|--------------|----|
| - Data guide | 46 |
| - Glossary | 48 |

On the cover...

The Aboriginal population density map was prepared by ESDC 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 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 recent economic performance and labour market situation, as well as feature articles on regional Aboriginal labour market performance since the recession and Job Bank, ESDC's source for learning and labour market information. Successful partnerships and lessons learned are also showcased. 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 Employment and Social Development Canada (ESDC—formerly 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 from 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 Employment and Social Development Canada (ESDC) or the Government of Canada. The information contained in the bulletin is drawn in part from secondary sources that have no connection to ESDC or the Government of Canada. ESDC 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 ESDC 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 85 agreement holders and more than 600 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 saw **employment gains** of 0.8% between January 2013 and January 2014, with 145,900 jobs added. (p6)
 - The most significant increases occurred in construction and professional, scientific, and technical services.
- ❖ **Labour market outcomes** for the Aboriginal population have been **improving**: (p7)
 - The unemployment rate in 2013 was 11.6%, a decrease of 1.2 percentage points since 2012.
 - Although the recent economic recession in 2008-09 had a particularly deep impact on the Aboriginal workforce, by 2013, their participation, employment, and unemployment rates had nearly returned to pre-recession levels. (p29)

Labour market information (LMI)

- ❖ LMI is a key part of gauging and addressing skills and labour imbalances and there is a need for timely, accurate, and detailed data, particularly at the regional, sectoral and occupational levels. (p8)
 - LMI can influence **decisions about investments in education and training**, potentially contributing toward the closing of skills and labour gaps.

Jobs requiring some post-secondary and/or apprenticeship training are expected to grow 34.7% between 2010 and 2020.

- ❖ Although the recent economic recession in 2008-09 had a particularly deep impact on the Aboriginal workforce, by 2013, their participation, employment, and unemployment rates had nearly returned to pre-recession levels. (p30)
- ❖ Training for Aboriginal workers should target occupations requiring **some post-secondary and/or apprenticeship training**. (p36)
- ❖ The **Job Bank** website provides a range of LMI tools and resources, including job postings and information about wages and educational requirements. (p39)
- ❖ Both **formal and informal partnerships** can be developed in a given geographical area and lead to sustainable employment for clients close to their communities. (p41)
 - This issue showcases ASETS agreement holders from northern Vancouver Island: the Nuuchahnulth Employment and Training Program (NETP) and the North Vancouver Island Aboriginal Training Society (NVIATS).

Canada's economic portrait

The broad picture

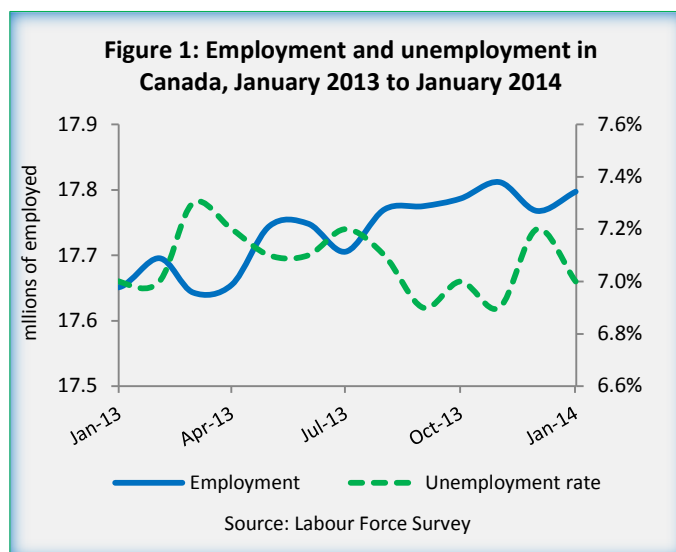
The labour market in Canada saw some improvement in 2013, with upwards of 100,000 jobs added; however, the bulk of these gains occurred in the first half of the year. That said, the unemployment rate hovered around 7% for much of 2013 and there were employment increases in 8 of the 12 months.

Several years into recovery from the 2008-09 recession, the economic environment remains uncertain and there is still considerable volatility in financial markets. Nonetheless, the Canadian economy has continued to expand at a modest pace—1.8% in 2013, according to the Bank of Canada. There are signs that the economic outlook will continue to improve, due to the ongoing recovery in advanced economies. The United States is expected to drive global growth and an improved US outlook affects global markets. In the case of Canada, this should help to boost exports and business investment. As a result, the Bank of Canada forecasts that Canada's economy will grow 2.5% in 2014 and 2015 and return to full capacity over this period.

Labour market indicators

Between January 2013 and January 2014, employment in Canada increased 0.8%, equivalent to about 145,900 jobs. The annualized increase (from 2012 to 2013) was 1.3%. In January 2014, the unemployment rate stood at 7.0%, no change from one year prior (Figure 1).

In 2013, the Labour Force Survey (LFS) estimate of Canada's population¹ age 15+ was over 28.6 million (see Table 1), with a labour force (i.e., employed plus unemployed populations) totalling about 19 million. The unemployment rate stood at 7.1%, while the participation rate was 66.6% and the employment rate was 61.9%; little has changed since 2012 for all rates.



The LFS Aboriginal population estimate (which excludes people living on-reserve) was close to 690,000, with a labour force total of 445,000. Among Aboriginal people, the unemployment rate decreased by 1.2 percentage points between 2012 and 2013, standing at 11.6%. During that time, the participation rate was down 0.5 percentage points to 64.7% while the employment rate nudged upward by 0.3 points to 57.2%.

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.

Nationally, women had an unemployment rate roughly one percentage point lower than that for men while the rate for Aboriginal women was nearly two percentage points lower than Aboriginal men. The participation and employment rates for both the total and Aboriginal populations show a larger gender gap (around 8 percentage points), which reflects greater variation in women's labour force attachment linked to care responsibilities.

Employment gains

Canada saw an overall employment gain of 1.3% (+223,500 jobs) between 2012 and 2013 (see Figure 2). Most provinces and territories saw increases during this period, with the greatest proportional gains occurring in Saskatchewan (+18,200), Alberta (+61,400), and Prince Edward Island (+1,300). Ontario and Quebec experienced lower proportional increases; however, this still translated into more than 140,000 jobs added in those provinces. Nova Scotia (-1,700) and British Columbia (-4,400) reported declines.

Table 1: Main indicators, 2013

Unemployment, employment, and participation rates

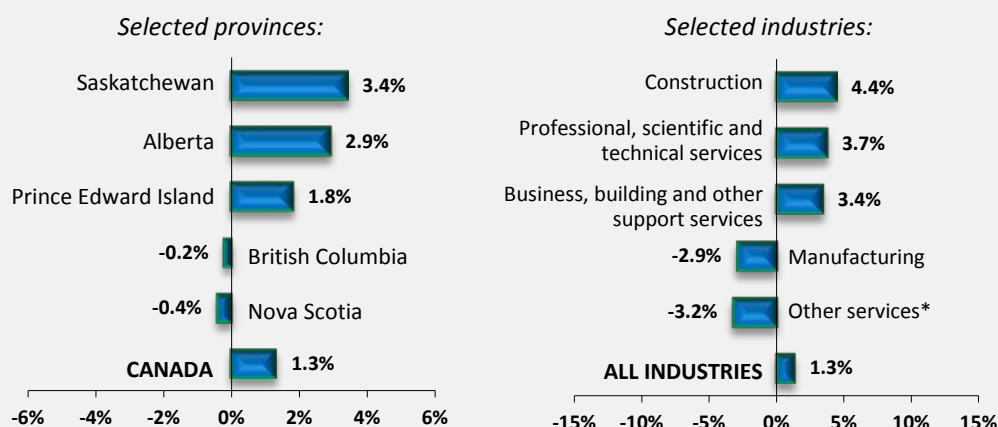
| | TOTAL | Women | Men |
|--|-------------------|-------------------|-------------------|
| LFS population estimate¹ | 28,673,200 | 14,537,400 | 14,135,800 |
| Unemployment rate | 7.1 | 6.6 | 7.5 |
| Participation rate | 66.6 | 62.2 | 71.1 |
| Employment rate | 61.9 | 58.1 | 65.8 |
| Aboriginal estimate² | 687,500 | 356,600 | 331,000 |
| Unemployment rate | 11.6 | 10.7 | 12.5 |
| Participation rate | 64.7 | 60.6 | 69.1 |
| Employment rate | 57.2 | 54.1 | 60.5 |

Source: Labour Force Survey

¹Population indicators are based on annual data

²Aboriginal indicators are based on annual data from custom tables; estimates for the Aboriginal population exclude people living on-reserve

Figure 2: Employment gains, 2012 to 2013



*'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.

Source: Labour Force Survey

By industry (Figure 2), absolute gains in employment were driven largely by construction (+56,200); professional, scientific and technical services (+48,400), and; business, building and other support services (+23,400). Occupations in trade (+61,400) and health care and social assistance (+48,500) also saw significant increases. These gains were offset by losses in manufacturing (-51,300) and other services (-25,800).

Job vacancies

Statistics Canada tracks job vacancies as a way to assess labour market tightness. Higher job vacancies are associated with periods of economic growth, while lower rates may be associated with slower growth or economic contraction. In December 2013, Canadian businesses had 200,000 job vacancies. Out of every 1,000 positions, 13 were vacant—a vacancy rate of 1.3% in the three-month period ending December 2013.

For every vacant job, there were approximately 6.3 unemployed people, up from 5.7 in December 2012. 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 2.3, while Prince Edward Island was the highest at 20.2—and also by sector. In December 2013, health care and social assistance had the lowest ratio, at 1.4. Construction (8.3) and manufacturing (6.6) were among the highest; however, employment patterns in construction are seasonal, with winter months showing higher ratios than summer months.

Wanted Analytics—tracks job listings and hiring demand.

In January, Canada saw 541,000 online job listings, a 16% increase over a year ago.

Occupational groups with the **most online job ads** in January 2014:

| | |
|--|--------|
| - Sales and service occupations | 85,898 |
| - Trades, transport and equipment operators | 58,437 |
| - Business, finance and administrative occupations | 49,575 |
| - Natural and applied sciences | 30,369 |
| - Management occupations | 29,373 |

Source: Wanted Analytics (2014)

Labour market information (LMI)

There have been a number of labour market analysis reports released recently, including from the federal Department of Finance, the Parliamentary Budget Officer, and the Canadian Chamber of Commerce. These reports did not always come to the same conclusions, and point to the challenges in adequately capturing something as complex and dynamic as the labour market. They also raise important questions about the quality and appropriateness of labour market indicators and speak to a need for good data, in particular, disaggregated and detailed data at the regional, sectoral, and occupational levels.

Developing better information sources and tools to understand the current labour market context and identify which occupations are facing pressures or surpluses at the national, regional or local levels is an important priority for governments. LMI is a key part of gauging and addressing skills and labour imbalances and it typically refers to three types of information (Murray 2010):

- 1) labour market trends (including projected future trends), at the aggregate level and by region, sector, industry, and occupation;
- 2) specific job openings; and
- 3) information about the skills and other characteristics of individual workers or occupations.

LMI can influence the decisions people make with respect to investments in education and training, although measuring the effectiveness of the information itself is a complex task. In this sense, however, high-quality and up-to-date LMI can contribute to identifying and closing skills and labour gaps.

There is an abundance of LMI available; however, there are challenges in timeliness, clarity, reliability, and ease of locating, accessing and using the LMI. Recent federal budget announcements have placed LMI in a central role in helping to connect Canadians with available jobs. Investments in the development and distribution of LMI aim to enhance the content and timeliness of job and labour market information provided to Canadians.

Learning and labour market information saw a boost in Economic Action Plan (EAP) 2014. An enhanced job matching service is being launched on the Job Bank website. This will ensure Canadians are given the first chance at available jobs in their local area that match their skills. Through a secure, authenticated process, registered job seekers and employers will be automatically matched on the basis of skills, knowledge and experience for potential hiring.

Of course, knowing which jobs are in-demand and where they are is just part of the picture. People also need to acquire the appropriate skills and credentials. EAP 2014 included renewed investments exceeding \$400-million in skills development training for Aboriginal people. As well, the Canada Apprentice Loan was introduced and will provide apprentices in Red Seal trades with access to \$100-million in interest-free loans each year. Finally, there were also improvements proposed to the Youth Employment Strategy, including providing young people with ‘real-life’ work experience in high-demand fields such as STEM (science, technology, engineering, and mathematics) and also in small and medium sized enterprises (SMEs).

Governments, industry, and other parties are working to improve the timeliness and accuracy of LMI, which will assist ASETS agreement holders and service providers to better target their program delivery and help clients prepare for work in high-demand fields.

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Canadian Chamber of Commerce. (2014) *Canada’s labour market sputtered in 2013*.

Department of Finance. (2014) *Jobs Report: the State of the Canadian Labour Market*.

Government of Canada. (2014) *Budget 2014*.

Murray, Alexander. (2010) “The state of knowledge on the role and impact of labour market information.” Centre for the Study of Living Standards/*CSLS Research Report 2010-04*.

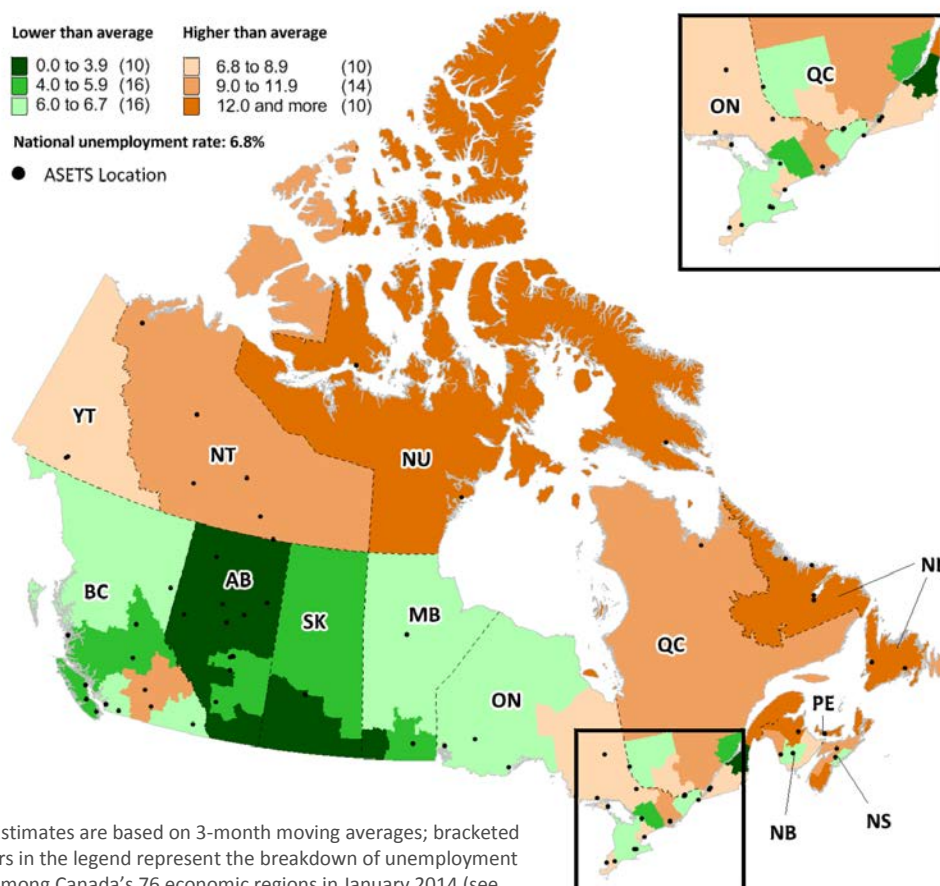
Office of the Parliamentary Budget Officer. (2014) *Labour market assessment 2014*.

Statistics Canada. (2014) “Job vacancies,” in *The Daily*, 18 March 2014.

Wanted Analytics (2014) *Hiring Demand Dashboard*, January 2014.

Unemployment rates in Canada

January 2014

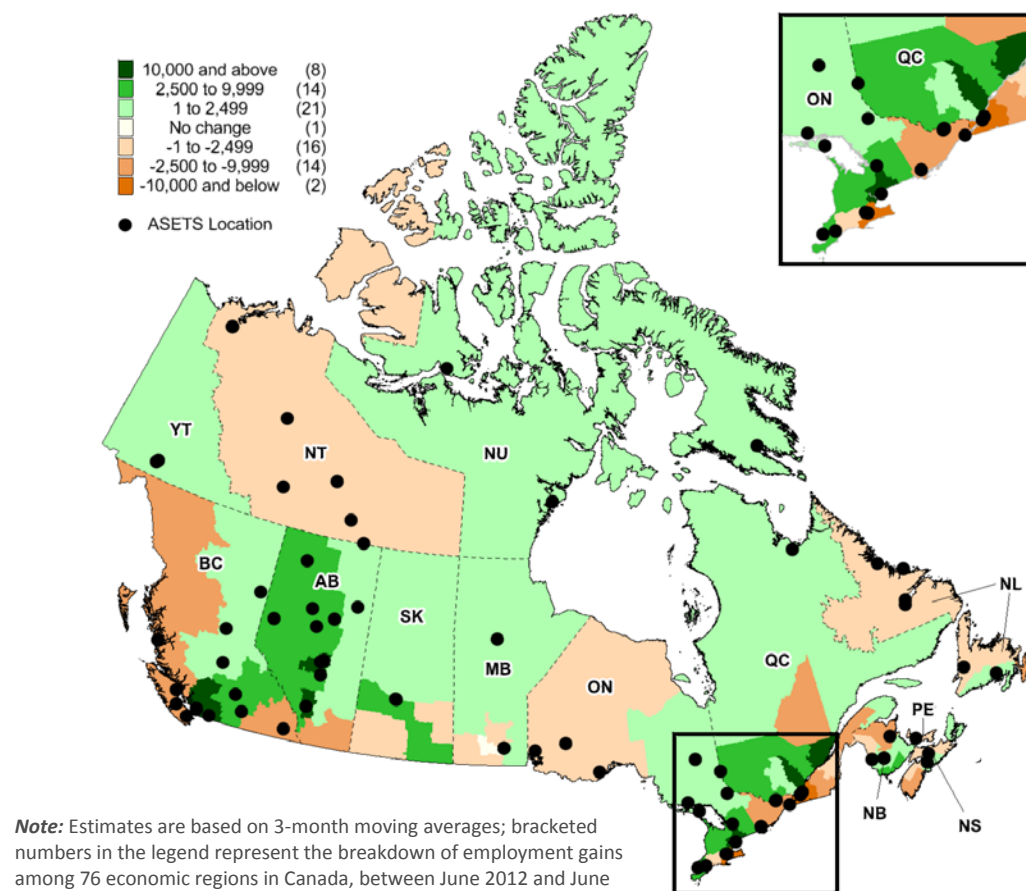


Source: ESDC Geomatics Services; data from Labour Force Survey

- In January 2014, the unemployment rate for Canada was 6.8%; 43 of 76 economic regions (ERs) had rates of unemployment less than the national rate.
- Higher levels of unemployment were found in Prince Edward Island, Newfoundland and Labrador, Nunavut, and parts of New Brunswick and Nova Scotia. The region of Notre Dame – Central Bonavista Bay in Newfoundland had the highest unemployment rate, at 20.8%.
- Despite the high rates of unemployment in ERs in the above provinces, the largest drop in the unemployment rates were also in ERs located in Newfoundland and Labrador (-3.4%), Nova Scotia (-2.2%), and New Brunswick (-3.4%).
- Lower levels of unemployment were found in Northwest and Southern Alberta, and Southern Saskatchewan. Red Deer, Alberta had the lowest unemployment rate (2.7%).

Employment gains in Canada

January 2013 to January 2014



Source: ESDC Geomatics Services; data from Labour Force Survey

- In absolute terms, the greatest employment gains were found in parts of Ontario, Alberta, Quebec and Saskatchewan (+9,800 to +49,000). The regions of Toronto ON, Calgary AB, and Edmonton AB accounted for the majority (69.8%) of all employment gains in Canada between January 2013 and January 2014.
- Montréal accounted for the largest drop in employment (-31,500) while Thompson-Okanagan and Hamilton – Niagara Peninsula also experienced significant employment declines (-13,700 and -13,100 respectively).

Atlantic Canada

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

Labour market indicators

In January 2014, the total population age 15+ in the four Atlantic provinces was over 1.9 million. The Aboriginal population represented 2.3% of that, or 45,800 people.

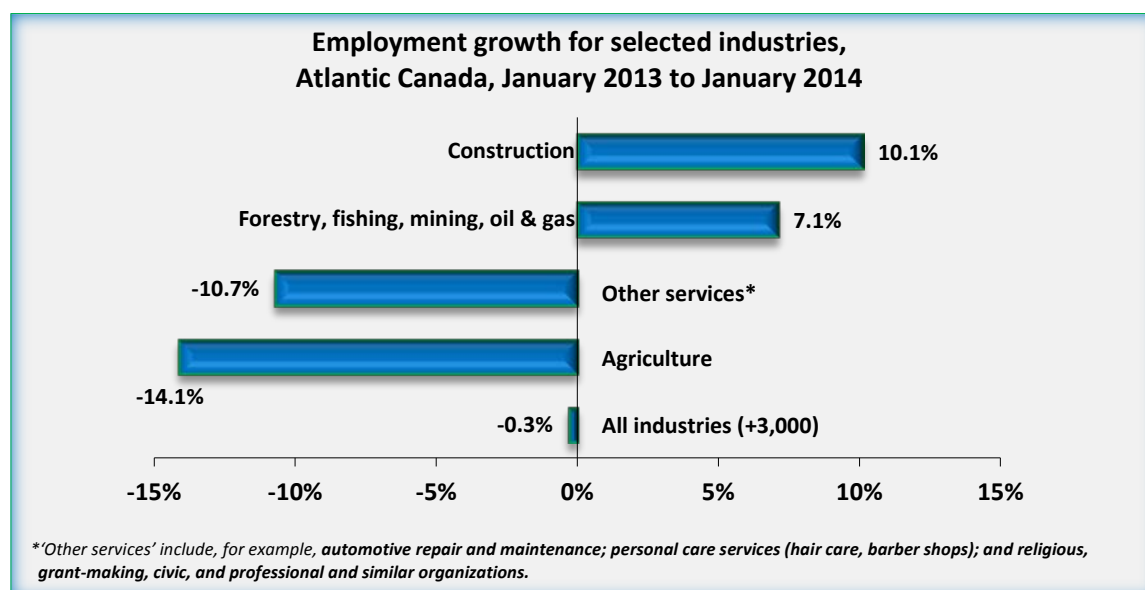
The unemployment rate in Atlantic Canada was 10.2%, while the participation rate stood at 61.9% and the employment rate, at 55.6%.

The unemployment rate among the Aboriginal population was 14.0%, having declined one percentage point from a year earlier. Between January 2013 and January 2014, participation and employment rates for Aboriginal people in Atlantic Canada also decreased to 59.5% (-5.4 points) and 51.2% (-3.9 points), respectively.

| Main indicators – Atlantic Canada | | |
|--|------------------|------------|
| Unemployment, employment, and participation rates | | |
| | January 2014 | Y/Y change |
| Total population (15+) | 1,951,900 | |
| Unemployment rate | 10.2 | -0.6 |
| Participation rate | 61.9 | -0.7 |
| Employment rate | 55.6 | -0.2 |
| Aboriginal population* | 45,800 | |
| Unemployment rate | 14.0 | -1.0 |
| Participation rate | 59.5 | -5.4 |
| Employment rate | 51.2 | -3.9 |
| Estimates are based on three-month moving averages (see Glossary for more information). | | |
| Y/Y: the change between January 2013 and January 2014 | | |
| *the Labour Force Survey excludes those living on-reserve | | |

Employment growth by sector

The following industries led employment growth in Atlantic Canada between January 2013 and January 2014: construction (+7,800) and forestry, fishing, mining, oil & gas (+2,700) as well as Trade (+8,000) and manufacturing (+4,700). Agriculture (-2,100) and other services (-5,600) experienced declines during this period, along with health care and social assistance (-5,700) and transportation and warehousing (-5,200).



Regional characteristics

From January 2013 to January 2014, 6 of the 15 economic regions (ERs) in Atlantic Canada saw increases in employment, including South Coast – Burin Peninsula NL and three of the ERs in New Brunswick. Declines were observed in Southern Nova Scotia and Campbellton – Miramichi and Edmundston – Woodstock in New Brunswick.

During this period, four regions experienced the greatest improvement in labour market performance: South Coast – Burin Peninsula NL, Cape Breton NS, and Moncton – Richibucto and Saint John – St. Stephen in New Brunswick. These areas reported a decrease in unemployment rate and an increase in participation and employment rates.

| Population, labour force, employment levels, and labour market performance | | | | | | | | | | |
|--|--------------|--------------|--------------|-------|-----------------------|------|------------------------|------|---------------------|------|
| | Population | Labour force | Employment | | Unemployment rate (%) | | Participation rate (%) | | Employment rate (%) | |
| | January 2014 | January 2014 | January 2014 | Y/Y | January 2014 | Y/Y | January 2014 | Y/Y | January 2014 | Y/Y |
| Newfoundland and Labrador | 429,500 | 258,300 | 226,000 | -1.4% | 12.5 | 0.1 | 60.1 | -1.0 | 52.6 | -0.9 |
| Avalon Peninsula | 225,400 | 145,400 | 132,700 | -1.9% | 8.8 | 0.3 | 64.5 | -1.9 | 58.9 | -1.8 |
| South Coast – Burin Peninsula | 29,500 | 16,800 | 14,300 | 9.2% | 14.7 | -3.4 | 56.9 | 3.5 | 48.6 | 4.9 |
| West Coast – Northern Peninsula – Labrador | 85,600 | 48,600 | 41,400 | -3.7% | 14.8 | -1.7 | 56.8 | -3.3 | 48.4 | -1.8 |
| Notre Dame – Central Bonavista Bay | 89,100 | 47,500 | 37,600 | -0.3% | 20.8 | 2.7 | 53.3 | 2.0 | 42.2 | 0.2 |
| Prince Edward Island | 120,900 | 81,800 | 70,600 | -0.4% | 13.6 | 0.7 | 67.6 | 0.1 | 58.4 | -0.4 |
| Nova Scotia | 781,500 | 485,600 | 442,700 | -0.8% | 8.8 | -0.6 | 62.1 | -1.0 | 56.6 | -0.6 |
| Cape Breton | 109,000 | 58,300 | 50,000 | 1.6% | 14.2 | -2.1 | 53.5 | 0.2 | 45.9 | 1.3 |
| North Shore | 128,300 | 74,600 | 67,200 | -2.2% | 10.0 | -2.2 | 58.1 | -2.6 | 52.3 | -0.9 |
| Annapolis Valley | 99,100 | 59,500 | 54,200 | -0.7% | 8.9 | -0.8 | 60.1 | -0.7 | 54.7 | -0.2 |
| Southern | 95,800 | 51,400 | 45,300 | -7.7% | 11.8 | -0.8 | 53.7 | -4.3 | 47.3 | -3.4 |
| Halifax | 349,400 | 241,800 | 226,000 | 0.5% | 6.5 | 0.5 | 69.2 | -0.1 | 64.7 | -0.4 |
| New Brunswick | 619,900 | 383,100 | 346,100 | 1.2% | 9.7 | -1.4 | 61.8 | -0.3 | 55.8 | 0.6 |
| Campbellton – Miramichi | 125,400 | 69,300 | 56,300 | -4.9% | 18.7 | 0.6 | 55.3 | -1.6 | 44.9 | -1.7 |
| Moncton – Richibucto | 175,400 | 112,900 | 104,100 | 1.6% | 7.8 | -0.5 | 64.4 | 0.2 | 59.4 | 0.5 |
| Saint John – St. Stephen | 144,400 | 92,900 | 86,100 | 5.9% | 7.3 | -3.4 | 64.4 | 1.4 | 59.6 | 3.3 |
| Fredericton – Oromocto | 111,500 | 71,000 | 66,400 | 3.3% | 6.5 | -2.4 | 63.7 | -0.2 | 59.5 | 1.3 |
| Edmundston – Woodstock | 63,300 | 37,000 | 33,200 | -4.6% | 10.4 | -1.2 | 58.6 | -2.9 | 52.5 | -1.9 |

Y/Y designates the change between January 2013 and January 2014. See **Glossary** for more information.

Atlantic Canada in the news

Newfoundland and Labrador

Netukulimk Fisheries Limited is receiving \$15,342 through the Fisheries Technology and New Opportunities Program to complete energy and efficiency audits of its vessels. The company is based in the Connaigre Peninsula and manages fishing activities by the Miawpukek Band. (Government of Newfoundland and Labrador, January 16, 2014)

A new power line for Western Labrador brings the \$1.3 billion Kami mine a step closer towards development. The \$300-million line from Churchill Falls power line can ensure that the mining project will get the financing required to begin construction. Construction on the mine is expected to begin as early as Spring or Summer 2014. **The Kami mine is expected to create approximately 800 construction jobs as well as 500 full-time production jobs.** (Telegraph-Journal, February 14, 2014)

Prince Edward Island

MacDougall Steel Erectors is expanding their steel fabrication facility in Borden-Carleton with the help from a \$5.1 million loan from the province. **The expansion is expected to create 30 to 40 jobs over the next two years.** (CBC News, February 6, 2014)

Charlottetown Metal Products is expanding their facilities with support from Innovation P.E.I. and Finance P.E.I. The planned expansion of the company, involved in the design, manufacture, and installation of custom stainless steel equipment for the seafood and food processing industries, is **estimated to cost \$2.1 million and result in the creation of 40 new positions over the next five years.** (The Guardian, December 17, 2013)

Nova Scotia

Two Cape Breton Mi'kmaq communities have signed an agreement with East Coast Metal Fabrication to create training and employment opportunities for community members. **The program will see the organization employing 8 students from Membertou and Eskasoni through a specialized apprenticeship program at Nova Scotia Community College.** East Coast Metal Fabrication currently employs 30 local workers. (Cape Breton Post, February 4, 2014)

New Brunswick

New Brunswick's new drug plan is creating jobs at Medavie Blue Cross. The company announced that **75 new positions will be created over the next five years**; 30 of which related directly to the administration of the drug plan and the other 45 added in other areas of the company. (Global News, December 12, 2013)

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://www2.gnb.ca/content/gnb/en/departments/post-secondary_education_training_and_labour/labour.html

Prince Edward Island

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

Opportunities PEI
<http://www.opportunitiespei.ca/working-finding>

Quebec

Labour market indicators

In January 2014, the total population age 15+ in Quebec was approaching 6.7 million people. The Aboriginal population accounted for about 0.9%, or 61,000 people.

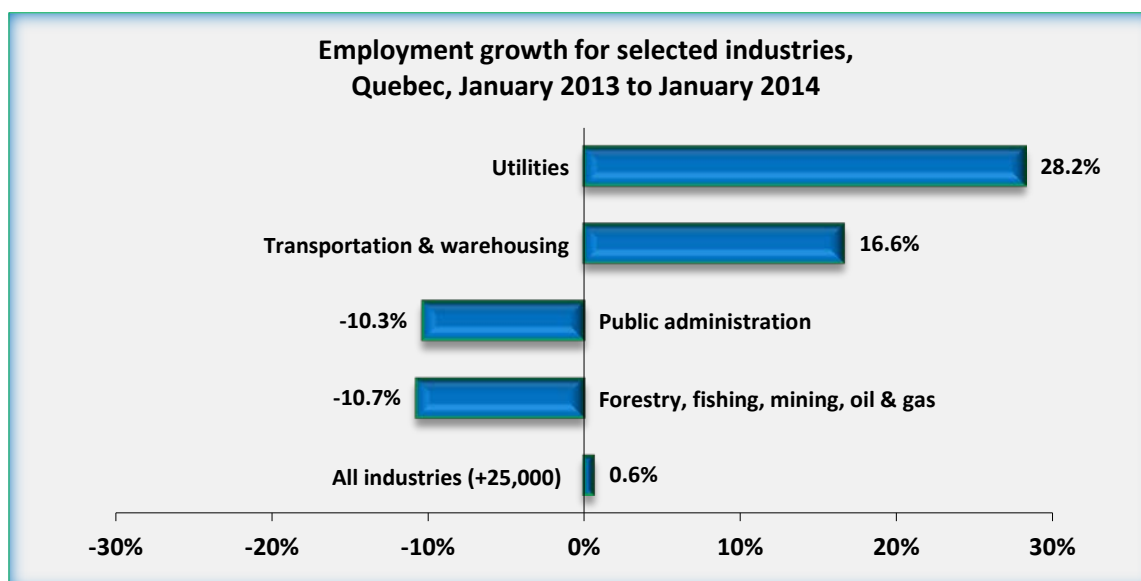
The unemployment rate for Quebec stood at 7.6%, while the participation rate was 64.6% and the employment rate was 59.7%.

The unemployment rate among the Aboriginal population was 11.3% in January 2014, 12 percentage points lower than a year earlier. Over the same period, the participation rate increased 11 percentage points to 62.8%. The employment rate grew 16 points, from 39.7% to 55.7%. It is important to note that estimates for Aboriginal people in Quebec, in particular, are based on a small sample size and this may account for the larger swings in year-over-year comparisons, compared with other provinces.

| Main indicators – Quebec | | |
|--|------------------|------------|
| Unemployment, employment, and participation rates | | |
| | January 2014 | Y/Y change |
| Total population (15+) | 6,713,700 | |
| Unemployment rate | 7.6 | 0.0 |
| Participation rate | 64.6 | 0.0 |
| Employment rate | 59.7 | 0.0 |
| Aboriginal population* | 61,000 | |
| Unemployment rate | 11.3 | -11.7 |
| Participation rate | 62.8 | 11.2 |
| Employment rate | 55.7 | 16.0 |
| Estimates are based on three-month moving averages (see Glossary for more information). | | |
| Y/Y: the change between January 2013 and January 2014 | | |
| *the Labour Force Survey excludes those living on-reserve | | |

Employment growth by sector

Between January 2013 and January 2014, employment growth in Quebec was driven by transportation and warehousing (+27,300), accommodation and food services (+22,200) and professional, scientific, and technical services (+18,800) along with utilities (+7,500). Offsetting these gains were employment losses in public administration (-23,500) and trade (-10,500) as well as forestry, fishing, mining, oil & gas (-3,500).



Regional characteristics

Between January 2013 and January 2014, 10 of Quebec's 16 economic regions (ERs) experienced an increase in employment, with the largest gains in the regions of Laval, Mauricie and Lanaudière. However, a few regions saw declines in employment, including Bas-Saint Laurent.

During this period, Quebec experienced a mixed labour market performance, with about half of the ERs reporting lower unemployment rates and higher participation and employment rates. Bas-Saint Laurent in particular saw the highest increase in unemployment rate. Laval and Mauricie, on the other hand, experienced noteworthy employment gains and decreases in unemployment rate as well as the largest gains in participation and employment rates.

| Population, labour force, employment levels, and labour market performance | | | | | | | | | | |
|--|--------------|--------------|--------------|-------|-----------------------|------|------------------------|------|---------------------|------|
| | Population | Labour force | Employment | | Unemployment rate (%) | | Participation rate (%) | | Employment rate (%) | |
| | January 2014 | January 2014 | January 2014 | Y/Y | January 2014 | Y/Y | January 2014 | Y/Y | January 2014 | Y/Y |
| Gaspésie – Îles-de-la-Madeleine | 78,000 | 40,700 | 33,200 | 2.5% | 18.4 | -0.2 | 52.2 | 1.4 | 42.6 | 1.3 |
| Bas-Saint-Laurent | 165,300 | 92,500 | 81,200 | -9.3% | 12.1 | 2.6 | 55.9 | -3.6 | 49.1 | -4.7 |
| Capitale-Nationale | 601,000 | 408,800 | 390,300 | 3.6% | 4.5 | -0.4 | 68.0 | 1.6 | 64.9 | 1.8 |
| Chaudière – Appalaches | 336,900 | 226,100 | 217,200 | -0.4% | 3.9 | -1.1 | 67.1 | -1.2 | 64.5 | -0.3 |
| Estrie | 263,700 | 162,600 | 151,200 | -3.1% | 7.0 | 0.8 | 61.7 | -1.9 | 57.3 | -2.3 |
| Centre-du-Québec | 193,600 | 111,100 | 102,700 | -3.7% | 7.6 | 1.1 | 57.4 | -1.8 | 53.1 | -2.2 |
| Montréal | 1,218,900 | 801,000 | 744,900 | -4.1% | 7.0 | 1.1 | 65.7 | -2.5 | 61.1 | -3.1 |
| Montréal | 1,654,700 | 1,056,200 | 961,600 | 1.3% | 9.0 | -1.2 | 63.8 | -0.7 | 58.1 | 0.2 |
| Laval | 346,200 | 243,800 | 229,300 | 9.3% | 5.9 | -1.2 | 70.4 | 4.3 | 66.2 | 4.8 |
| Lanaudière | 404,500 | 271,300 | 248,500 | 5.9% | 8.4 | 1.1 | 67.1 | 3.8 | 61.4 | 2.8 |
| Laurentides | 479,200 | 316,300 | 290,600 | 0.3% | 8.1 | 1.6 | 66.0 | 0.6 | 60.6 | -0.5 |
| Outaouais | 316,200 | 211,300 | 196,700 | 2.0% | 6.9 | -0.4 | 66.8 | 0.2 | 62.2 | 0.5 |
| Abitibi – Témiscamingue | 118,000 | 81,500 | 76,300 | 5.2% | 6.4 | -0.7 | 69.1 | 3.0 | 64.7 | 3.2 |
| Mauricie | 222,100 | 123,500 | 112,100 | 8.8% | 9.3 | -1.0 | 55.6 | 3.9 | 50.5 | 4.2 |
| Saguenay – Lac-Saint-Jean | 224,500 | 131,200 | 119,200 | -4.1% | 9.2 | -0.2 | 58.5 | -2.4 | 53.1 | -2.1 |
| Côte-Nord & Nord-du-Québec | 91,000 | 56,100 | 51,200 | 3.6% | 8.7 | 2.2 | 61.7 | 3.7 | 56.3 | 2.0 |

Y/Y designates the change between January 2013 and January 2014. See **Glossary** for more information.

Quebec in the news

The creation of the Opémican National Park in Témiscamingue, in partnership with the Minister of Sustainable Development, the Environment, and Wildlife and Parks, is **expected to bring \$40 million of investment to the area in addition to 30 jobs**. The MP of Rouyn-Noranda-Témiscamingue, M. Gilles Chapadeau, has said that **some of these jobs will be set aside specifically for youth**. (Government of Quebec, January 15, 2014)

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 January 2014, the total population age 15+ in Ontario was approximately 11 million, while the Aboriginal population accounted for 1.5% of that, or 168,000 people.

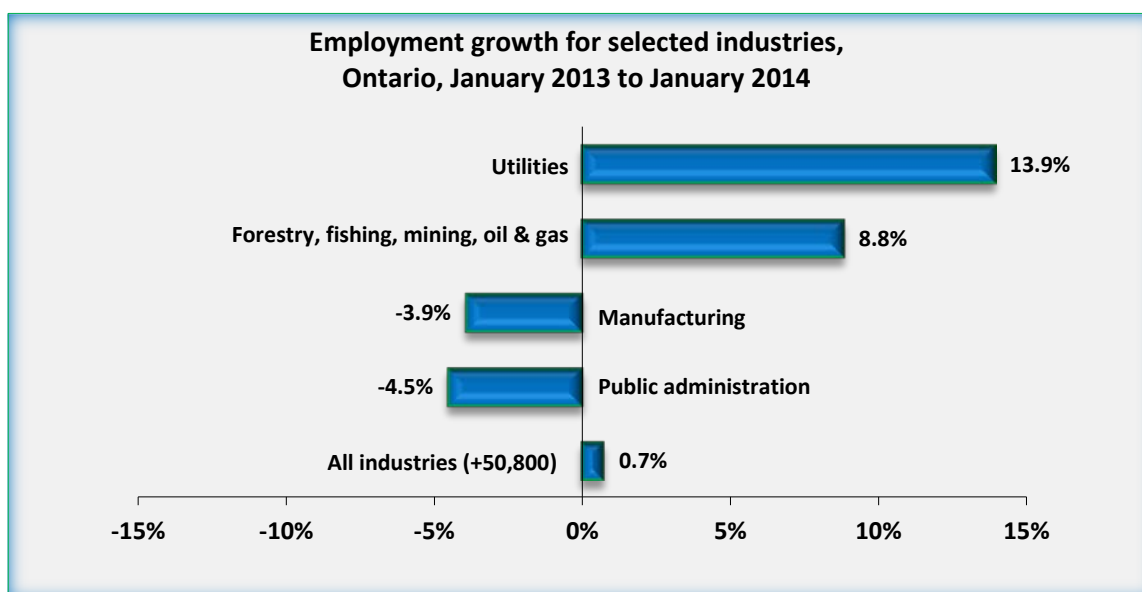
The unemployment rate in Ontario was 7.1%, while the participation rate stood at 65.5% and the employment rate at 60.8%. These figures were all down slightly from a year earlier.

The unemployment rate for the Aboriginal population was 12.0% in January 2014, down 1.4 percentage points from January 2013. In addition, the participation rate declined by 1.5 percentage points to 60.6%. Over the same period, there was a smaller decrease in the employment rate for Aboriginal people.

| Main indicators – Ontario | | |
|--|-------------------|------------|
| Unemployment, employment, and participation rates | | |
| | January 2014 | Y/Y change |
| Total population (15+) | 11,267,500 | |
| Unemployment rate | 7.1 | -0.1 |
| Participation rate | 65.5 | -0.4 |
| Employment rate | 60.8 | -0.3 |
| Aboriginal population* | 168,000 | |
| Unemployment rate | 12.0 | -1.4 |
| Participation rate | 60.6 | -1.5 |
| Employment rate | 53.3 | -0.5 |
| Estimates are based on three-month moving averages (see Glossary for more information). | | |
| Y/Y: the change between January 2013 and January 2014 | | |
| *the Labour Force Survey excludes those living on-reserve | | |

Employment growth by sector

Between January 2013 and January 2014, Ontario saw proportional employment growth in utilities (+7,200) and forestry, fishing, mining, oil & gas (+3,000), with the largest net gains in health care & social assistance (+28,800, professional, scientific and technical services (+21,900), and construction (+21,000). However, there were employment losses in manufacturing (-30,600) and public administration (-16,900) as well as transportation and warehousing (-11,300) and accommodation and food services (-11,000).



Regional characteristics

The province of Ontario saw mixed labour market outcomes: between January 2013 and January 2014, 6 of Ontario's 11 economic regions (ERs) experienced an employment gain while 7 ERs saw either an increase or little change in the unemployment rate. Only Stratford – Bruce Peninsula saw a noteworthy gain in participation rate.

Windsor – Sarnia had the largest decline in unemployment rate and gains in employment and employment rate. Muskoka – Kawarthas reported a decline in the unemployment rate and increases in employment and the participation and employment rates.

| Population, labour force, employment levels, and labour market performance | | | | | | | | | | |
|--|--------------|--------------|--------------|-------|-----------------------|------|------------------------|------|---------------------|------|
| | Population | Labour force | Employment | | Unemployment rate (%) | | Participation rate (%) | | Employment rate (%) | |
| | January 2014 | January 2014 | January 2014 | Y/Y | January 2014 | Y/Y | January 2014 | Y/Y | January 2014 | Y/Y |
| Ottawa | 1,080,400 | 736,100 | 691,500 | -0.5% | 6.1 | 0.3 | 68.1 | -0.9 | 64.0 | -1.0 |
| Kingston – Pembroke | 373,700 | 223,500 | 204,200 | -4.3% | 8.6 | 1.7 | 59.8 | -1.7 | 54.6 | -2.7 |
| Muskoka – Kawarthas | 321,900 | 178,100 | 167,500 | 5.5% | 5.9 | -2.2 | 55.3 | 1.4 | 52.0 | 2.5 |
| Toronto | 5,281,000 | 3,548,900 | 3,273,800 | 1.5% | 7.8 | 0.0 | 67.2 | -0.3 | 62.0 | -0.2 |
| Kitchener – Waterloo – Barrie | 1,071,700 | 743,100 | 698,800 | 0.8% | 6.0 | 0.0 | 69.3 | -0.6 | 65.2 | -0.4 |
| Hamilton – Niagara Peninsula | 1,193,000 | 748,300 | 698,600 | -1.8% | 6.6 | 0.1 | 62.7 | -1.6 | 58.6 | -1.5 |
| London | 551,500 | 346,300 | 324,100 | -0.3% | 6.4 | -0.7 | 62.8 | -1.2 | 58.8 | -0.7 |
| Windsor – Sarnia | 519,200 | 319,600 | 297,700 | 2.6% | 6.8 | -2.2 | 61.6 | 0.1 | 57.3 | 1.4 |
| Stratford – Bruce Peninsula | 245,600 | 158,200 | 148,500 | 3.9% | 6.2 | 1.4 | 64.4 | 3.3 | 60.5 | 2.4 |
| Northeast | 456,500 | 269,400 | 248,800 | 0.9% | 7.7 | -1.1 | 59.0 | 0.0 | 54.5 | 0.7 |
| Northwest | 172,900 | 107,500 | 100,600 | -0.9% | 6.4 | 1.1 | 62.2 | 0.2 | 58.2 | -0.5 |

Y/Y designates the change between January 2013 and January 2014. See **Glossary** for more information.

Ontario in the news

The purchase of 65 new GO Train cars from Bombardier by the Ontario Provincial Government will **create 250 jobs in Thunder Bay**. The \$481 million order is expected to be delivered between June 2016 and July 2017. (Government of Ontario, January 24, 2014)

The Government of Ontario is **creating 100 new jobs** as part of a project to improve a section of Highway 11, west of Geraldton. **The \$10.5 million contract** has been awarded to Aecon Construction and work will begin on the project in **spring 2014**. (Government of Ontario, December 17, 2013)

St. Joseph's Healthcare opened a new \$581 million hospital in January 2014. The new mental health hospital, in addition to increased capacity from the previous hospital, has also committed itself to community outreach through the availability of recreational facilities to the public. **At least 400 new staff will be hired over the next six years**. (The Spec, January 15, 2014)

Useful links

ON Labour Market Information

<http://www.tcu.gov.on.ca/eng/labourmarket/>

Economic Updates

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

Manitoba

Labour market indicators

In January 2014, the total population age 15+ in Manitoba was 979,000. The Aboriginal population accounted for 10.0% of that, or 99,000 people—the highest proportion among the provinces.

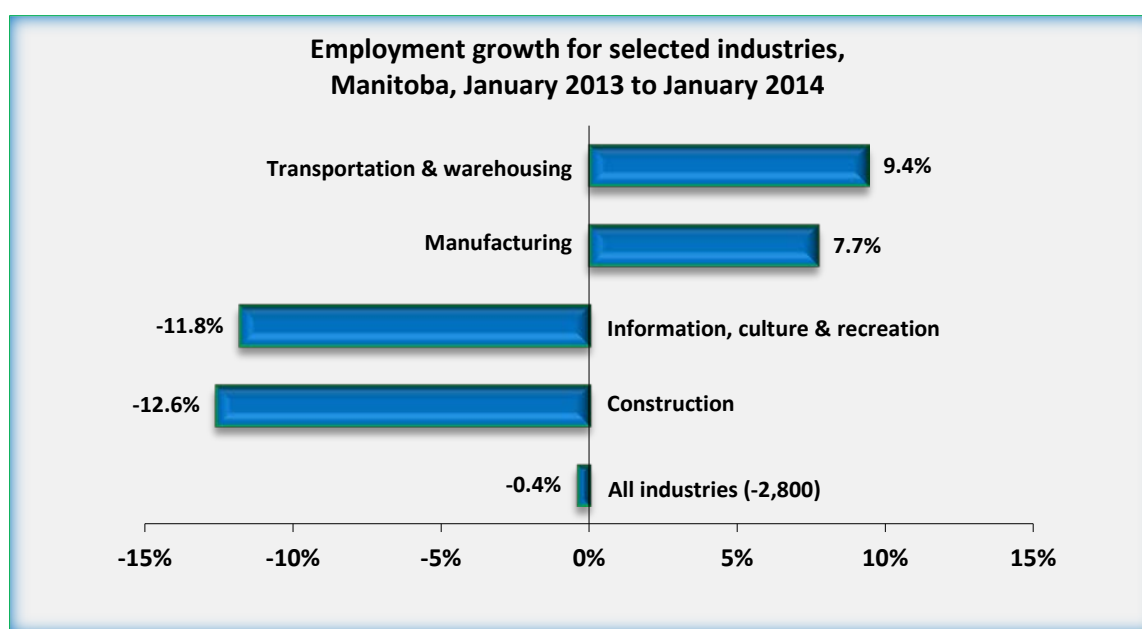
Manitoba's unemployment rate stood at 5.2%, up slightly from a year earlier. The participation rate was 67.9% and the employment rate was 64.3%, both down by about a point.

The unemployment rate for the Aboriginal population was 11.7% in January 2014, little changed from a year earlier. The participation rate and employment for Aboriginal people each declined about 2 percentage points between January 2013 and January 2014, to 60.8% and 53.7%, respectively.

| Main indicators – Manitoba | | |
|--|----------------|------------|
| Unemployment, employment, and participation rates | | |
| | January 2014 | Y/Y change |
| Total population (15+) | 978,900 | |
| Unemployment rate | 5.2 | 0.4 |
| Participation rate | 67.9 | -0.8 |
| Employment rate | 64.3 | -1.1 |
| Aboriginal population* | 99,400 | |
| Unemployment rate | 11.7 | 0.1 |
| Participation rate | 60.8 | -2.4 |
| Employment rate | 53.7 | -2.1 |
| Estimates are based on three-month moving averages (see Glossary for more information). | | |
| Y/Y: the change between January 2013 and January 2014 | | |
| *the Labour Force Survey excludes those living on-reserve | | |

Employment growth by sector

Employment growth between January 2013 and January 2014 in Manitoba was driven by manufacturing (+4,600) and transportation & warehousing (+3,400) along with health care and social assistance (+3,500). Construction (-5,900) and information, culture, and recreation (-3,000) experienced losses as did other services (-2,500) and accommodation and food services (-2,400).



Regional characteristics

Labour market performance in Manitoba between January 2013 and January 2014 was generally sluggish, with only 2 of the 7 economic regions (ERs) experiencing employment gains: Southeast and Parklands & North. Nearly all of the ERs reported an increase in unemployment rate; Parklands & North was the only ER to see a decline.

While 4 ERs experienced small rises in the participation rate, only 2 saw an increase in employment rate. Parklands & North had the strongest labour market performance, with a decline in the unemployment rate and increases in the other indicators. On the other hand, Interlake reported the largest increase in the unemployment rate and noteworthy decreases in employment as well as participation and employment rates.

| Population, labour force, employment levels, and labour market performance | | | | | | | | | | |
|--|--------------|--------------|--------------|-------|-----------------------|------|------------------------|------|---------------------|------|
| | Population | Labour force | Employment | | Unemployment rate (%) | | Participation rate (%) | | Employment rate (%) | |
| | January 2014 | January 2014 | January 2014 | Y/Y | January 2014 | Y/Y | January 2014 | Y/Y | January 2014 | Y/Y |
| Southeast | 85,900 | 59,500 | 56,700 | 1.8% | 4.6 | 0.6 | 69.2 | 0.8 | 66.0 | 0.3 |
| South Central | 49,300 | 32,300 | 30,700 | -0.3% | 4.8 | 2.0 | 65.5 | 0.1 | 62.3 | -1.2 |
| Southwest | 84,400 | 58,900 | 56,700 | -2.4% | 3.6 | 0.4 | 69.8 | -1.5 | 67.2 | -1.9 |
| North Central | 37,000 | 25,000 | 23,800 | 0.0% | 4.7 | 2.2 | 67.4 | 1.1 | 64.3 | -0.4 |
| Parklands & North | 57,700 | 37,400 | 35,100 | 1.2% | 6.0 | -1.4 | 64.8 | 1.0 | 60.8 | 1.7 |
| Interlake | 73,900 | 49,700 | 46,800 | -3.7% | 5.9 | 2.3 | 67.2 | -1.6 | 63.3 | -3.0 |
| Winnipeg | 590,700 | 401,700 | 379,900 | -0.2% | 5.4 | 0.0 | 68.0 | -1.2 | 64.3 | -1.2 |

Y/Y designates the change between January 2013 and January 2014. See Glossary for more information.

Manitoba in the news

A new hemp factory in Gilbert Plains, 350km north of Winnipeg, is planned to open sometime in 2014. The main investor, Robert Jin, whose family operates a hemp processing plant in China, has said that the **\$12 million plant will employ approximately 30 people once it is open**. Investment in the plan has come from Jin (\$4 million), the Government of Canada (\$6 million), the Province of Manitoba (\$500,000), and the city of Gilbert Plains (\$400,000). (Winnipeg Free Press, December 20, 2013)

The Manitoba provincial government has announced improved tax credits for hiring apprentices and a new employer hiring bonus to make it easier for employers to hire apprentices and deliver on-the-job training. As part of the new plan, the rural and northern tax credit for Level 1 and 2 apprentices will be improved by increasing the cap to \$5,000 and continuing the higher rate at 20% of wages and salaries. (Government of Manitoba, March 20, 2014)

Useful links

MB Labour Market Information

<http://www.gov.mb.ca/tce/lmi/index.html>

Saskatchewan

Labour market indicators

In January 2014, the total population age 15+ in Saskatchewan was 834,000. The Aboriginal population represented 8.8% of that, or 73,100 people.

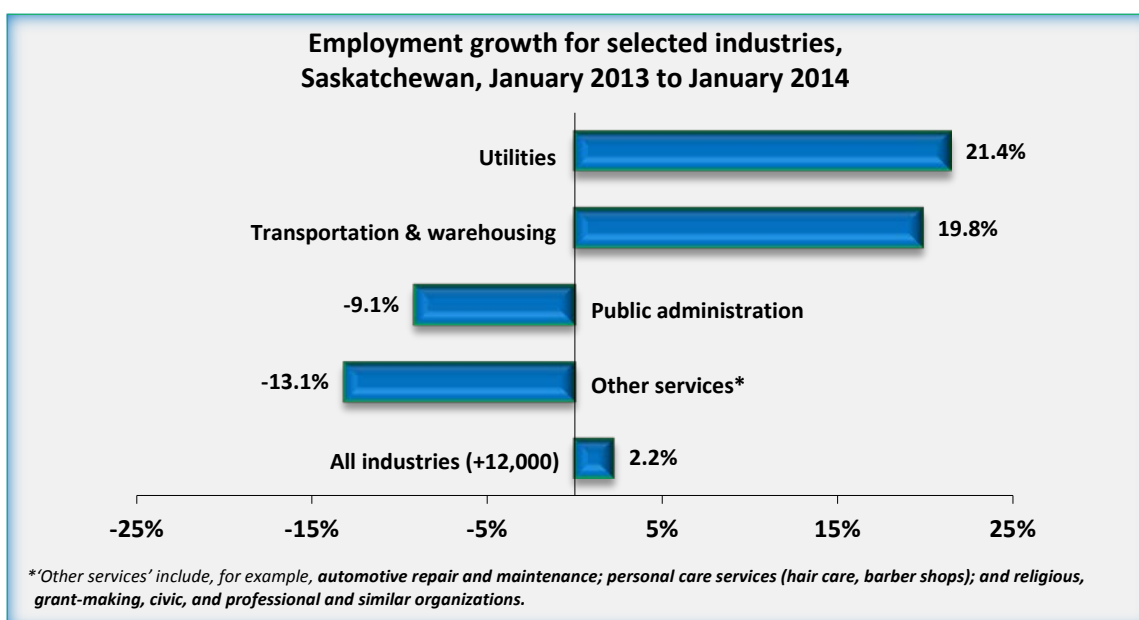
The unemployment rate was 3.9%, the lowest in Canada in January 2014 and down 0.3 percentage points from a year earlier. The participation rate stood at 69.0% and the employment rate was 66.3%.

The unemployment rate among the Aboriginal population was 10.9% in January 2014, dropping 2 percentage points from a year earlier. The participation rate increased 1.4 percentage points, reaching 65.9 in January 2014. The employment rate also saw a gain of 2.6 percentage points to 58.7%.

| Main indicators – Saskatchewan | | |
|--|----------------|------------|
| Unemployment, employment, and participation rates | | |
| | January 2014 | Y/Y change |
| Total population (15+) | 834,100 | |
| Unemployment rate | 3.9 | -0.3 |
| Participation rate | 69.0 | -0.1 |
| Employment rate | 66.3 | 0.1 |
| Aboriginal population* | 73,100 | |
| Unemployment rate | 10.9 | -2.1 |
| Participation rate | 65.9 | 1.4 |
| Employment rate | 58.7 | 2.6 |
| Estimates are based on three-month moving averages (see Glossary for more information). | | |
| Y/Y: the change between January 2013 and January 2014 | | |
| *the Labour Force Survey excludes those living on-reserve | | |

Employment growth by sector

Between January 2013 and January 2014, Saskatchewan saw employment growth in transportation & warehousing (+5,000), accommodation and food services (+3,800) and professional, scientific and technical services (+3,500) as well as utilities (+1,200). Declines in employment were recorded in other services (-3,400) and public administration (-2,900) along with forestry, fishing, mining, oil & gas (-1,900).



Regional characteristics

Labour market performance in Saskatchewan between January 2013 and January 2014 was mixed, but is nonetheless relatively strong, having one of the lowest unemployment rates in the country. Employment gains during this period were reported by 3 of 5 economic regions (ERs), including Saskatoon – Biggar.

Compared to a year earlier, 3 ERs saw declines in participation and employment rates as well as slight increases or no change in the unemployment rate. Saskatoon – Biggar showed relatively strong labour market outcomes, with gains in participation and employment rates, and a corresponding dip in the unemployment rate. Yorkton – Melville, on the other hand, experienced the opposite trend—drops in employment and participation rates and an increase in unemployment rate.

| Population, labour force, employment levels, and labour market performance | | | | | | | | | | |
|--|--------------|--------------|--------------|-------|-----------------------|------|------------------------|------|---------------------|------|
| | Population | Labour force | Employment | | Unemployment rate (%) | | Participation rate (%) | | Employment rate (%) | |
| | January 2014 | January 2014 | January 2014 | Y/Y | January 2014 | Y/Y | January 2014 | Y/Y | January 2014 | Y/Y |
| Regina – Moose Mountain | 250,200 | 180,200 | 174,000 | 1.5% | 3.4 | 0.0 | 72.0 | -0.6 | 69.5 | -0.7 |
| Swift Current – Moose Jaw | 81,500 | 52,500 | 50,900 | -0.4% | 3.0 | 0.8 | 64.4 | 0.1 | 62.4 | -0.5 |
| Saskatoon – Biggar | 283,800 | 201,200 | 193,500 | 5.3% | 3.8 | -0.7 | 70.9 | 0.8 | 68.2 | 1.3 |
| Yorkton – Melville | 62,400 | 39,900 | 38,200 | -3.0% | 4.3 | 0.6 | 64.0 | -1.4 | 61.2 | -1.8 |
| Prince Albert & Northern | 156,200 | 102,200 | 96,700 | 1.2% | 5.3 | -0.9 | 65.4 | -0.3 | 61.9 | 0.2 |

Y/Y designates the change between January 2013 and January 2014. See **Glossary** for more information.

Saskatchewan in the news

The Government of Saskatchewan has launched the **Agriculture Operator Program**, a module-based program that offers **hands-on training for students interested in working on Saskatchewan farms**. The program offers three modules at Parkland Regional College in Yorkton, and additional modules will be offered at colleges across the province. The federal and provincial governments are spending \$200,000 to fund the program. (The StarPhoenix, January 30, 2014)

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 January 2014, the total population age 15+ in Alberta was over 3 million. The Aboriginal population accounted for 4.1% of that, or 131,000 people.

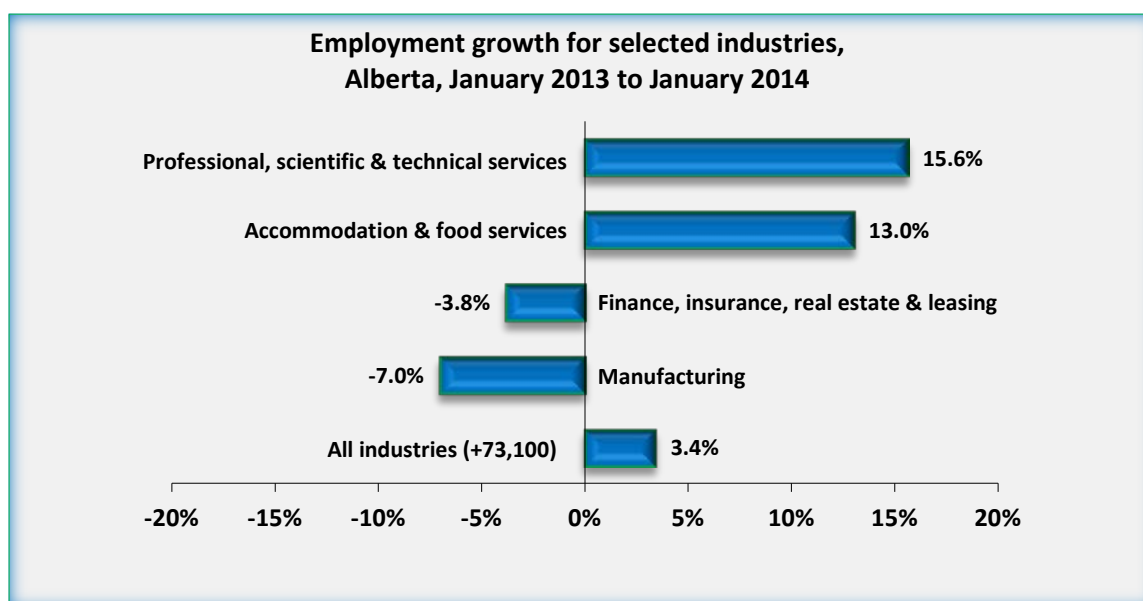
The unemployment rate in Alberta was 4.4%, up slightly from a year earlier. The participation and employment rates were 72.5% and 69.3%, respectively—the highest in the country.

The unemployment rate among the Aboriginal population was 7.3% in January 2014, a decline of 1.5 percentage points from a year earlier. The participation rate was 71.5% and the employment rate was 66.3%. Both saw increases of 2.4 and 3.2 percentage points, respectively, between January 2013 and January 2014. Labour market performance for Aboriginal people in Alberta was the strongest in the country.

| Main indicators – Alberta | | |
|---|------------------|------------|
| Unemployment, employment, and participation rates | | |
| | January 2014 | Y/Y change |
| Total population (15+) | 3,222,500 | |
| Unemployment rate | 4.4 | 0.2 |
| Participation rate | 72.5 | 0.1 |
| Employment rate | 69.3 | -0.1 |
| Aboriginal population* | 130,800 | |
| Unemployment rate | 7.3 | -1.5 |
| Participation rate | 71.5 | 2.4 |
| Employment rate | 66.3 | 3.2 |
| Estimates are based on three-month moving averages (see Glossary for more information). | | |
| Y/Y: the change between January 2013 and January 2014 | | |
| *the Labour Force Survey excludes those living on-reserve | | |

Employment growth by sector

Between January 2013 and January 2014, there was employment growth in Alberta in professional, scientific, and technical services (+24,900), accommodation and food services (+16,800) as well as forestry, fishing, mining, oil and gas (+15,300). Employment losses were reported in manufacturing (-10,100) and finance, insurance, real estate and leasing (-4,200).



Regional characteristics

Between January 2013 and January 2014, labour market performance in Alberta was relatively strong, with all but one economic regions (ER) reporting increases in employment. The largest gains were in and Banff – Jasper – Rocky Mountain House and Red Deer, while Lethbridge – Medicine Hat experienced a decrease.

Compared to January 2013, the unemployment rate went down in 5 of the province's 8 ERs in January 2014; Red Deer had the largest decline while Camrose – Drumheller reported the largest increase. Banff – Jasper – Rocky Mountain House saw stronger labour market performance, with gains in employment and participation and a drop in unemployment rate. Lethbridge – Medicine Hat experienced the converse—a decrease in employment and participation and a small decline in the unemployment rate.

| Population, labour force, employment levels, and labour market performance | | | | | | | | | | |
|--|--------------|--------------|--------------|-------|-----------------------|------|------------------------|------|---------------------|------|
| | Population | Labour force | Employment | | Unemployment rate (%) | | Participation rate (%) | | Employment rate (%) | |
| | January 2014 | January 2014 | January 2014 | Y/Y | January 2014 | Y/Y | January 2014 | Y/Y | January 2014 | Y/Y |
| Lethbridge—Medicine Hat | 229,500 | 142,600 | 137,300 | -2.8% | 3.7 | -0.2 | 62.1 | -3.4 | 59.8 | -3.1 |
| Camrose—Drumheller | 161,200 | 109,100 | 104,000 | 1.7% | 4.7 | 1.8 | 67.7 | 1.2 | 64.5 | -0.1 |
| Calgary | 1,200,900 | 885,200 | 845,200 | 3.8% | 4.5 | -0.1 | 73.7 | -0.2 | 70.4 | -0.1 |
| Banff—Jasper—Rocky Mountain House | 75,200 | 55,600 | 53,600 | 6.8% | 3.7 | -1.1 | 74.0 | 1.6 | 71.3 | 2.4 |
| Red Deer | 164,000 | 119,600 | 116,400 | 4.7% | 2.7 | -1.2 | 73.0 | 0.3 | 71.0 | 1.1 |
| Edmonton | 1,082,500 | 795,800 | 756,300 | 3.9% | 5.0 | 0.9 | 73.5 | 0.7 | 69.9 | 0.1 |
| Athabasca—Grande Prairie—Peace River | 197,300 | 142,300 | 137,000 | 5.0% | 3.8 | -0.2 | 72.2 | 1.9 | 69.4 | 1.9 |
| Wood Buffalo—Cold Lake | 112,000 | 87,100 | 83,800 | 0.7% | 3.9 | 0.4 | 77.8 | -2.6 | 74.8 | -2.8 |

Y/Y designates the change between January 2013 and January 2014. See **Glossary** for more information.

Alberta in the news

ATCO Power has proposed to build and operate a 400-megawatt natural **gas-fired power generation station in Strathcona County** in order to keep up with a growing electricity demand. Construction is expected to begin in late 2014, with completion expected by 2017. Between 2014 and 2017 approximately **300 to 400 full-time jobs are expected to be created during construction**, and an additional **35 full-time positions for plant operation**. (Sherwood Park News, September 27, 2013)

Useful links

Aboriginal Alberta information

<http://www.aboriginal.alberta.ca/index.cfm>

Aboriginal Workforce Initiative: Calgary Chamber of Commerce

<http://www.calgarychamber.com/policy/projects/past-projects/aboriginal-workforce-initiative>

British Columbia

Labour market indicators

In January 2014, the total population age 15+ in British Columbia (B.C.) was over 3.8 million. The Aboriginal population represented 2.9% of that, or 113,100 people.

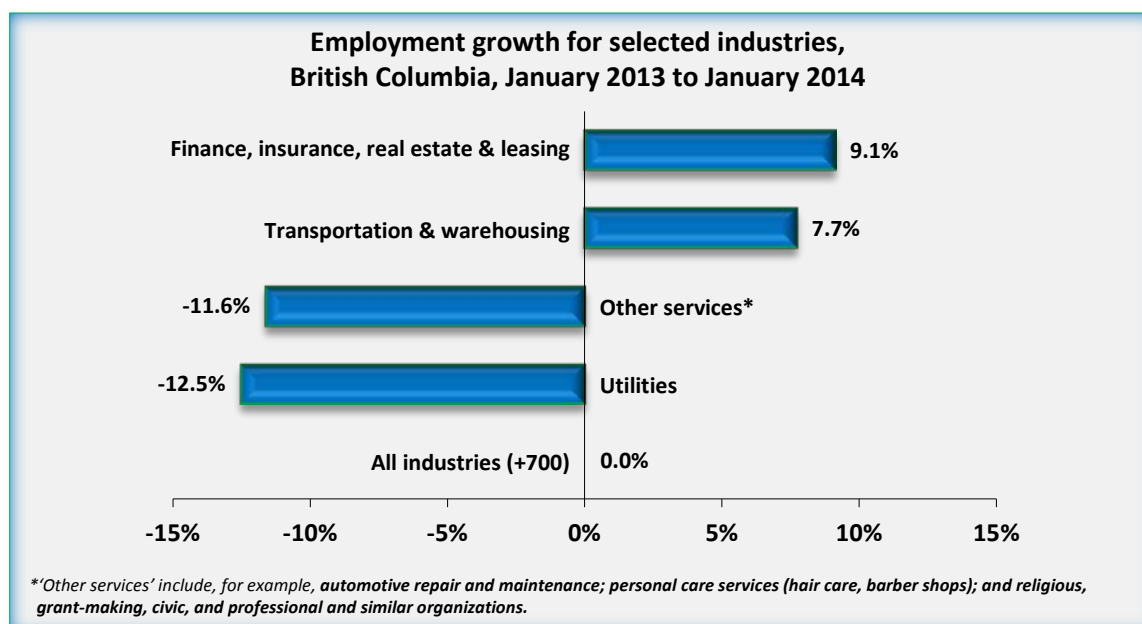
The unemployment rate in British Columbia was 6.4%, while the participation rate stood at 63.3% and the employment rate at 59.2%.

The unemployment rate among the Aboriginal population in British Columbia was 13.1% in January 2014, little changed from a year earlier. The participation rate was 66.8% and the employment rate was 58.1%. Both experienced an increase of about one percentage point between January 2013 and January 2014.

| Main indicators – British Columbia | | |
|--|------------------|------------|
| Unemployment, employment, and participation rates | | |
| | January 2014 | Y/Y change |
| Total population (15+) | 3,874,700 | |
| Unemployment rate | 6.4 | 0.1 |
| Participation rate | 63.3 | -0.6 |
| Employment rate | 59.2 | -0.7 |
| Aboriginal population* | 113,100 | |
| Unemployment rate | 13.1 | -0.1 |
| Participation rate | 66.8 | 1.1 |
| Employment rate | 58.1 | 1.0 |
| Estimates are based on three-month moving averages (see Glossary for more information). | | |
| Y/Y: the change between January 2013 and January 2014 | | |
| *the Labour Force Survey excludes those living on-reserve | | |

Employment growth by sector

Employment growth in British Columbia from January 2013 to January 2014 was driven in finance, insurance, real estate and leasing (+12,600) and health care and social assistance (+17,500) as well as transportation and warehousing (+9,300). Offsetting these gains were declines in other services (-12,100), management of companies and administrative and other support services (-9,000), and construction (-8,700), along with utilities (-1,900).



Regional characteristics

In BC, between January 2013 and January 2014, labour market performance has been modest, with 4 of 7 economic regions (ERs) reporting slight gains in employment and 3 experiencing larger declines, including Kootenay and North Coast & Nechako.

The unemployment rate declined or was little changed in 4 of the province's 7 ERs during this period. The region with the largest decline in unemployment rate was Kootenay, while Northeast had the largest increase. Kootenay and North Coast & Nechako had noteworthy decreases in the participation and employment rates.

| Population, labour force, employment levels, and labour market performance | | | | | | | | | | |
|--|--------------|--------------|--------------|-------|-----------------------|------|------------------------|------|---------------------|------|
| | Population | Labour force | Employment | | Unemployment rate (%) | | Participation rate (%) | | Employment rate (%) | |
| | January 2014 | January 2014 | January 2014 | Y/Y | January 2014 | Y/Y | January 2014 | Y/Y | January 2014 | Y/Y |
| Vancouver Island & Coast | 662,800 | 387,200 | 364,200 | -2.4% | 5.9 | -0.1 | 58.4 | -1.8 | 55.0 | -1.6 |
| Lower Mainland–Southwest | 2,409,100 | 1,544,700 | 1,448,100 | 0.9% | 6.3 | -0.1 | 64.1 | -0.7 | 60.1 | -0.5 |
| Thompson–Okanagan | 434,400 | 272,300 | 249,800 | 1.9% | 8.3 | 2.0 | 62.7 | 2.4 | 57.5 | 1.0 |
| Kootenay | 126,000 | 77,800 | 72,500 | -6.9% | 6.7 | -1.1 | 61.7 | -5.1 | 57.6 | -4.0 |
| Cariboo | 125,400 | 87,600 | 82,900 | 0.2% | 5.4 | 0.7 | 69.8 | 1.0 | 66.1 | 0.5 |
| North Coast & Nechako | 64,500 | 39,900 | 37,300 | -7.0% | 6.5 | -0.7 | 61.9 | -3.9 | 57.8 | -3.3 |
| Northeast | 52,500 | 42,700 | 40,100 | 0.8% | 6.1 | 2.7 | 81.4 | 2.2 | 76.4 | -0.1 |

Y/Y designates the change between January 2013 and January 2014. See **Glossary** for more information.

British Columbia in the news

Seaspan's North Vancouver shipyard was recently awarded a \$15 million contract for the **construction of a new ferry line** by BC Ferries. Between June 2014 and early 2015, **approximately 600 jobs, mainly in construction** will be created. (North Shore Outlook, February 27, 2014)

Advanced Education Minister Amrik Virk recently announced **the construction of a \$30-million trades training centre at Camosun College**. The centre will offer **new programs in marine and metal trades training, and in nautical and ship building and repair**. The mechanical trades program will offer training in heavy-duty commercial truck transport mechanics and automotive service. The facilities will provide **370 new full-time equivalent seats, and approximately 200 mainly construction jobs will be generated** by the project. (Government of British Columbia, March 10, 2014)

Useful links

BC Labour Market Information
<http://www.workbc.ca/workbccentres/>

Industry Training Authority: Aboriginal Initiatives
<http://www.itabc.ca/Page1027.aspx>

The Territories

(INCLUDES YUKON, NORTHWEST TERRITORIES (NWT), 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 January 2014, the total population age 15+ in the Territories was almost 82,000, up 1.5% from a year earlier. Aboriginal people represent about half of the total population in the three territories.

In Yukon, the participation and employment rates increased by more than 3 percentage points between January 2013 and January 2014; the unemployment rate declined 0.7 points to 6.3%. Compared to a year ago, both the employment and participation rates in the Northwest Territories edged downward while the unemployment rate increased by about one point to 8.0%. In Nunavut, the participation rate and employment rate each increased by 1.3 percentage points and the unemployment rate was 13.1%, representing a decline of 0.3 percentage points.

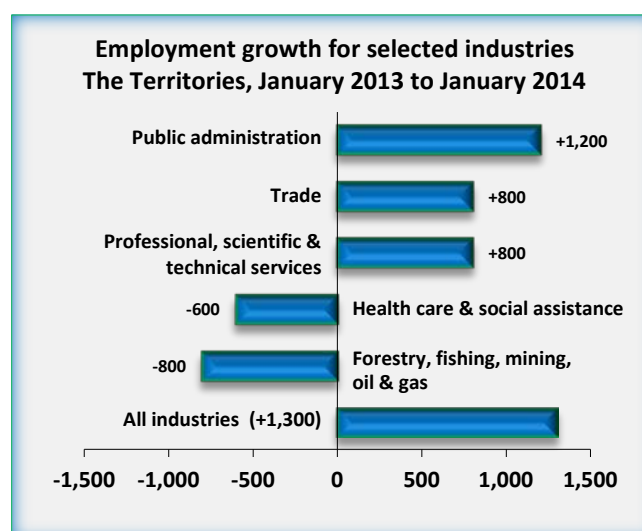
| Population, labour force, employment levels, and labour market performance | | | | | | | | | |
|--|------------------|--------------|--------------|-----------------------|------|------------------------|------|---------------------|------|
| | Population (15+) | Labour force | | Unemployment rate (%) | | Participation rate (%) | | Employment rate (%) | |
| | January 2014 | January 2014 | January 2014 | January 2014 | Y/Y | January 2014 | Y/Y | January 2014 | Y/Y |
| Yukon | 27,600 | 20,800 | 19,500 | 6.3 | -0.7 | 75.4 | 3.4 | 70.7 | 3.8 |
| Northwest Territories | 32,000 | 24,000 | 21,900 | 8.0 | 0.9 | 74.4 | -0.1 | 68.4 | -0.4 |
| Nunavut | 22,200 | 14,200 | 12,400 | 13.1 | -0.3 | 64.1 | 1.3 | 55.7 | 1.3 |

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 January 2013 to January 2014

Employment growth by sector

Between January 2013 and January 2014, the Territories saw employment gains in public administration (+1,200), trade (+800) and professional, scientific, and technical services (+800). Declines were reported in forestry, fishing, mining, oil & gas (-800) and health care and social assistance (-600).

Industries that recorded the largest net employment growth in the respective Territories were public administration (Yukon and Nunavut) and trade (Northwest Territories).



The Territories in the news

Yukon

Western Copper and Gold has submitted a **proposal for the development of a \$2.5 billion open-pit gold-copper mine** that would be larger than any mine currently in production in the territory. The mine could employ approximately 1,000 people during construction and create 600 full-time positions during production. The life of the mine is estimated at 22 years. (CBC News, January 6, 2014)

The Yukon government is **expanding its assistance to the mineral exploration industry**. A total of \$1.4 million in funding will be provided for the Yukon Mineral Exploration Program (YMEP) in 2014/2015. Part of the program's function is to provide a part of the risk capital necessary to explore and develop new mining projects. Last season over 55 projects were funded and resulted in 300 new mineral claims and discovery of 12 new mineral occurrences. (Government of Yukon, January 27, 2014)

Northwest Territories

The Department of Industry, Tourism and Investment has launched **an improved and rebranded NWT Arts Program to help expand the NWT arts and crafts sector**. A main element of the Program is a new website (NWTarts.com) that is a key marketing tool, connecting users with registered NWT artists, retailers and organizations. (Government of the Northwest Territories, March 18, 2014)

Nunavut

The KSB-McGill University Inuit Teacher Training Program recently launched an **online module for its student teachers, enabling them to acquire training from within their communities**. Currently, there are more than 100 KSB teachers in training and 95 per cent of them are women. The new software platform, Moodle, enables students to interact with instructors and other students, and share documents without having to travel long distances to complete the "in class" portion of training. As part of the new online component, the KSB has purchased a computer for every school in the Nunavik region for the teacher trainers to use. (Nunavik Online, March 25, 2014)

Useful links

Yukon

Yukon Jobs

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

Nunavut

Bureau of Statistics

<http://www.stats.gov.nu.ca/en/home.aspx>

Northwest Territories

Jobs North

<http://www.jobsnorth.ca>

Regional Analysis of Aboriginal Labour Market Outcomes: Estimates from the Labour Force Survey, 2010-2013

Take away messages...

- Although the 2008 economic recession had a particularly deep impact on the Aboriginal workforce, by 2013 their participation, employment and unemployment rates had nearly returned to pre-recession levels.
- Over one quarter of Canada's Aboriginal people live in rural and remote areas where access to training and education is more limited. It is important that labour market programs provide services that are adaptable and responsive to the needs of local communities.
- Although the gap in educational outcomes between the Aboriginal and non-Aboriginal population has closed to some degree, Aboriginal people are still under-represented in college and university, and they are much more likely to have only a high school education.
- Given the trend toward high skilled jobs, post-secondary educational credentials will become increasingly important in the future.
- Job training programs and other labour market supports for Aboriginal workers should target occupations requiring at least some post-secondary education and/or apprenticeship training, which are projected to grow by 34.7% between 2010 and 2020.

This article provides a provincial and sub-regional (i.e. economic regions and census metropolitan areas [CMAs]) analysis of the labour market performance of Canada's Aboriginal population¹. Previous studies (Usalcas 2011; Zietsma 2010; Perusse 2008) focused on the labour market performance of Aboriginal workers during and in the immediate aftermath of the recession (2008 to 2010) at the national and provincial level. This article extends earlier analysis in several ways. First, it provides the most up-to-date information (2010 to 2013) on Aboriginal labour market outcomes post-recession. Second, it extends previous analysis to the sub-regional level. In particular, sub-regions were delineated to include areas where ASETS agreement holders are located. Third, it looks into the future, highlighting potential labour market opportunities by skill level. The information will be useful to ASETS agreement holders and other stakeholders because it provides insights into local labour market conditions. This is consistent with the targeted, demand-driven approach of ASETS.

The impact of the recession on Canada's labour market

Canada slid into a deep recession late in 2008, after a period of general strength in the labour market. Global demand and commodity prices began to falter in the summer of 2008, and then fell sharply after credit markets seized up in mid-September. Slowing exports, capital

¹ This article is based on internal Employment and Skills Development Canada analysis conducted in 2013-2014.

investments and personal spending caused the economy to contract at an annualized rate of 3.4% in autumn of that year – the largest decline since the 1991 recession.

These events adversely affected job creation and the output of goods and services. A total of 417,000 jobs were lost between October 2008 and July 2009. Toward the end of 2009, the economy was improving, and by October 2010, 426,000, mostly full-time, jobs had been regained. By autumn 2011, Gross Domestic Product (GDP) had recovered to 2.6% above pre-recessionary levels. However, neither the employment rate (61.8%) nor the unemployment rate (7.3%) had rebounded fully, and the participation rate continued to decline, reaching a low of 66.7% in autumn of 2010.

The impact of the recession varied across industries, regions, job types, and demographic groups. Most provinces were showing signs of recovery by 2011. With the exception of New Brunswick, all provincial jurisdictions had higher employment in 2011 than 2007. Newfoundland and Labrador was the only province where real GDP went below the 2007 level, while the employment and unemployment rates had since recovered.

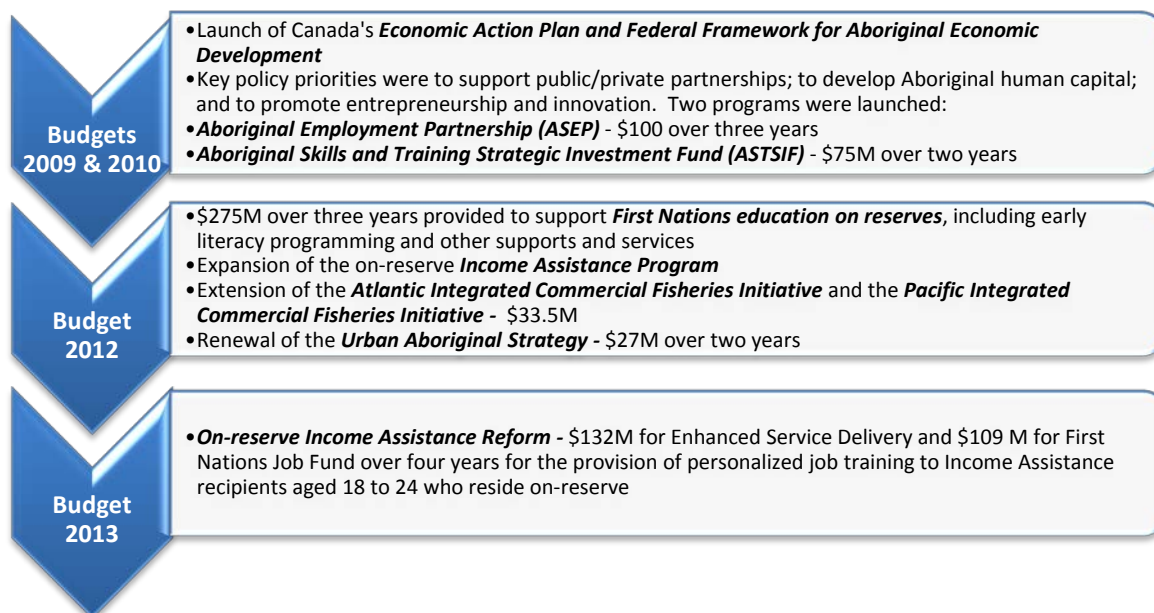
The goods-producing sector was particularly hard hit during the recession, sustaining 88% of employment losses, mostly in manufacturing and construction sectors. The job losses were invariably full-time, permanent positions, and in lower- and mid-skilled occupations. The recession did not affect all provinces equally, as Ontario, Alberta and British Columbia accounted for the majority (80%) of employment losses.

The impact of the recession was also felt unevenly across demographic groups. Aboriginal people experienced sharper declines in employment rates during the labour market downturn than non-Aboriginal people. Between 2008 and 2010 declines in the employment rate among Aboriginal peoples living off-reserve were three times that of the non-Aboriginal population (-5.9% compared to -1.8%).

At the same time, the unemployment rate rose more sharply for Aboriginal people than non-Aboriginal people. In 2010, the unemployment rate for Aboriginal people was twice as high as that of the non-Aboriginal population (14.3% compared to 7.9%). Those most affected by the recession were Aboriginal youth, First Nations people living off-reserve and Métis, core-age workers with educational attainment of less than high school, and those occupying low-skill level positions.

Program policy interventions

In the wake of the recession, a number of interventions were implemented by the Government of Canada to support Aboriginal people in the labour market. The demand-centered approach to programs and their commitment to build and strengthen partnerships with Aboriginal organizations and communities demonstrates that supporting the economic growth and prosperity of Canada's Aboriginal population is a key government priority.



Post-recession labour market analysis²

After having provided a portrait of the recession and the federal government's responses to the downturn, this section provides information about the labour market performance of core-aged Aboriginal workers³ since 2010. The analysis provides more detailed information on two Aboriginal identity groups -- Métis and First Nations people living off-reserve⁴.

National picture

Since 2010, the participation rate of the Aboriginal population has rebounded to 77.0%, an increase of 2.0 percentage points, following an earlier decline to 71.5% (-5.5 percentage points) in 2010. The non-Aboriginal participation rate has levelled off since 2011, and stood at 86.9% in 2013 (+0.2%). Overall, the decline in labour market participation for the non-Aboriginal population was much smaller, and job losses were recovered earlier in the post-recession period.

Overall, during the recession, the Métis population fared much better in terms of labour force participation compared to the First Nations population living off reserve, and this holds true during the post-recessionary period. While the Métis experienced a steady increase in labour force participation after the recession, the First Nations participation rate improved more gradually, and peaked in 2012 at 74.7% only to then decline the following year by 2.6 percentage points to 72.1% in 2013 (Table 1).

² The analysis uses data from the Labour Force Survey, and includes information about Aboriginal people living off-reserve in the ten provinces. The LFS does not include Aboriginal people living on Indian reserves and settlements, as well as those living in the territories. The LFS also provides limited information on the Aboriginal population in the province of Quebec. Due to the relatively small number of working aged Aboriginal people in Quebec, some labour market variables were suppressed.

³ The 25 to 54 age group is referred to as "core working-age" since people in this age group are the most likely to be participating in the labour market.

⁴ The Inuit population will not be discussed in this report due to the lack of coverage of the territories in the LFS, where most of the Inuit population resides.

Between 2010 and 2013, the Aboriginal employment rate increased by 3.5 percentage points, more than three times that of the non-Aboriginal population. Both populations experienced setbacks in 2009 as economic conditions deteriorated, but whereas the non-Aboriginal population had mostly recovered employment losses by 2010, the labour market performance of the Aboriginal population continued to decline until 2011. The gap in the employment rates between the Aboriginal and non-Aboriginal populations peaked at 15 percentage points in 2010, but had declined to 12.6 percentage points by 2013. The employment rate of the Métis population rebounded by 4.4 percentage points over this time period, more than four times the increase of the non-Aboriginal population.

Table 1: Labour force characteristics of the population aged 25 to 54 by Aboriginal identity groups, 2010-2013

| | 2010 | 2011 | 2012 | 2013 | % change 2010-13 |
|---------------------------|------|------|------|------|------------------|
| Participation rate | | | | | |
| Non-Aboriginal | 86.7 | 86.6 | 86.8 | 86.9 | +0.2 |
| Aboriginal | 75.0 | 76.2 | 77.8 | 77.0 | +2.0 |
| % pt. gap | 11.7 | 10.4 | 9.0 | 9.9 | -1.1 |
| First Nations | 71.5 | 71.6 | 74.7 | 72.1 | +0.6 |
| Métis | 78.9 | 80.8 | 81.2 | 82.4 | +3.5 |
| Employment rate | | | | | |
| Non-Aboriginal | 80.9 | 81.3 | 81.7 | 81.9 | +1.0 |
| Aboriginal | 65.8 | 67.8 | 69.5 | 69.3 | +3.5 |
| % pt. gap | 15.1 | 13.5 | 12.2 | 12.6 | -2.5 |
| First Nations | 60.8 | 61.2 | 65.1 | 63.7 | +2.9 |
| Métis | 71.1 | 74.4 | 74.0 | 75.5 | +4.4 |
| Unemployment rate | | | | | |
| Non-Aboriginal | 6.8 | 6.1 | 5.9 | 5.8 | -1.0 |
| Aboriginal | 12.3 | 11.0 | 10.7 | 10.0 | -2.3 |
| % pt. gap | 5.5 | 4.9 | 4.8 | 4.2 | -1.3 |
| First Nations | 14.9 | 14.6 | 12.8 | 11.7 | -3.2 |
| Métis | 9.8 | 7.9 | 8.9 | 8.3 | -1.5 |

Source: Labour Force Survey

As employment and participation increased following the recession, the unemployment rate for both the Aboriginal and non-Aboriginal populations declined as more people entered the workforce. However, while the non-Aboriginal unemployment rate peaked in 2009 and then declined to 5.8% by 2013, the Aboriginal unemployment rate continued to rise in 2010, declining to 10.0% in 2013. However, consistent with the other main indicators, the Aboriginal population showed strong resiliency following the recession. The unemployment rate for the Aboriginal population decreased by 2.3 percentage points, more than twice the decline experienced by the non-Aboriginal population. While fewer First Nations people entered the labour force after the recession compared to the overall population, their unemployment rate still decreased considerably (-3.2%), compared to -1.5 percentage points for the Métis population.

Provincial analysis

While the bulk of recessionary employment losses were in the provinces of Quebec, British Columbia, Ontario and Alberta, following the recession, Quebec (7.0+); Alberta (+6.4%); and British Columbia (+4.6) saw significant gains in the employment rate of Aboriginal core-aged workers: (Table 2). A smaller increase was seen in Ontario (+1.9%), most likely due to its heavy reliance on the manufacturing sector. Manitoba was the only province in which the Aboriginal employment rate declined following the recession (-0.9), offsetting the earlier gain made during the downturn. During the post-recession period, Métis experienced an increase in the employment rate in all provinces. During the recession, the most significant employment rate declines were in British Columbia and Alberta, but by 2013, the employment rate of Métis in these provinces had rebounded considerably (+4.8% and 11.7%, respectively). The First Nations

population experienced increases in the employment rate in all provinces with the exception of Manitoba. The largest increases were in Alberta (+8.3%); and the Atlantic region (+7.8%).

During the recession, the Aboriginal unemployment rate increased in all provinces with the exception of Quebec. Between 2010 and 2013, this trend was reversed. The Aboriginal unemployment rate decreased in all provinces with the greatest declines in Alberta (-6.3%); and the Atlantic region (-3.0%). The Métis population experienced declines in the unemployment rate in all provinces with the exception of British Columbia where it increased by 1.8 percentage points. First Nations people experienced declines in all provinces with the most significant being in the provinces of Alberta (-9.1%); and the Atlantic region (-6.1%) (Table 2). The strong turnaround in the employment rate of the First Nations population in Alberta is likely due to overall the strength of its' economy, as well as the higher proportion of Aboriginal people working in the natural resources and construction sectors which were less affected compared to other industrial sectors.

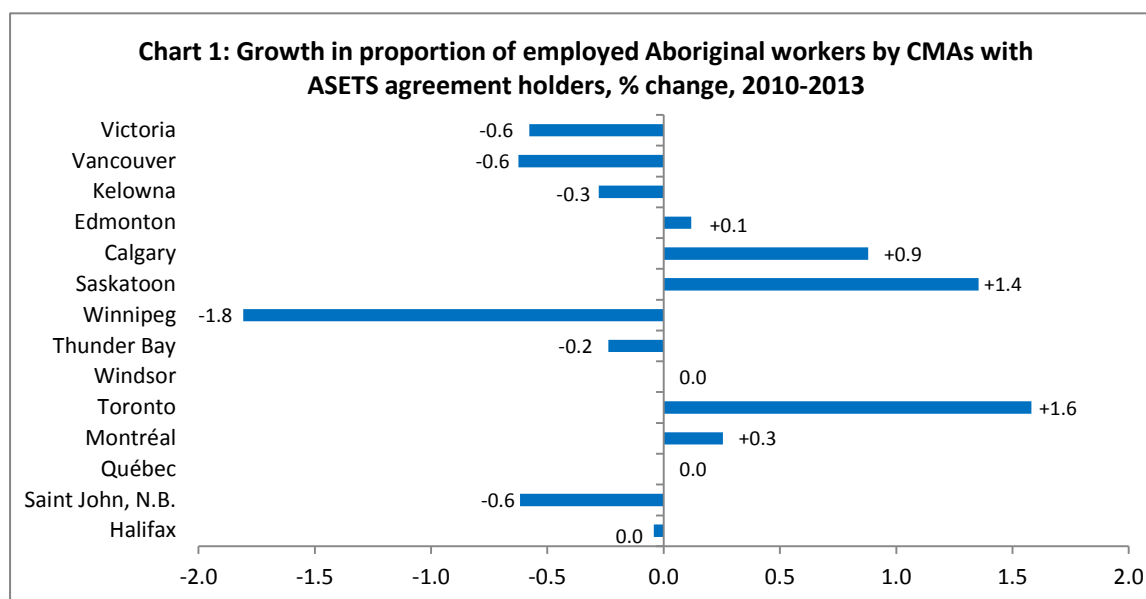
Table 2: Labour force characteristics of working aged Aboriginal identity groups by provinces, 2010-2013

| | Employment rate | | | | | Unemployment rate | | | | |
|----------------------|-----------------|------|------|------|----------------------|-------------------|------|------|------|----------------------|
| | 2010 | 2011 | 2012 | 2013 | % pt. change 2010-13 | 2010 | 2011 | 2012 | 2013 | % pt. change 2010-13 |
| Aboriginal | | | | | | | | | | |
| Canada | 65.8 | 67.8 | 69.5 | 69.3 | +3.5 | 12.3 | 11.0 | 10.7 | 10.0 | -2.3 |
| Atlantic region | 64.4 | 70.7 | 68.9 | 68.6 | +4.2 | 16.4 | 12.0 | 12.7 | 13.4 | -3.0 |
| Quebec | 61.1 | 68.5 | 61.2 | 68.1 | +7.0 | 12.5 | 8.9 | 16.4 | 11.0 | -1.5 |
| Ontario | 63.2 | 63.8 | 72.7 | 65.1 | +1.9 | 12.6 | 11.2 | 9.1 | 11.3 | -1.3 |
| Manitoba | 71.0 | 72.6 | 70.0 | 70.1 | -0.9 | 9.3 | 8.9 | 9.8 | 9.0 | -0.3 |
| Saskatchewan | 66.5 | 67.5 | 66.3 | 69.6 | +3.1 | 12.8 | 13.5 | 11.8 | 10.2 | -2.6 |
| Alberta | 69.7 | 69.1 | 72.6 | 76.1 | +6.4 | 12.1 | 9.7 | 9.5 | 5.8 | -6.3 |
| British Columbia | 62.7 | 66.9 | 67.3 | 67.3 | +4.6 | 12.8 | 13.3 | 11.0 | 12.1 | -0.7 |
| First Nations | | | | | | | | | | |
| Canada | 60.8 | 61.2 | 65.1 | 63.7 | +2.9 | 14.9 | 14.6 | 12.8 | 11.7 | -3.2 |
| Atlantic region | 59.8 | 67.8 | 66.7 | 67.6 | +7.8 | 18.2 | 14.0 | 13.5 | 12.1 | -6.1 |
| Quebec | 61.3 | 67.3 | 55.7 | 67.0 | +5.7 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| Ontario | 60.2 | 57.9 | 70.3 | 63.1 | +2.9 | 13.8 | 14.8 | 10.2 | 12.2 | -1.6 |
| Manitoba | 58.5 | 61.1 | 59.0 | 56.5 | -2.0 | 14.3 | 14.5 | 13.5 | 14.4 | +0.1 |
| Saskatchewan | 58.1 | 58.8 | 58.6 | 58.5 | +0.4 | 18.1 | 18.0 | 15.4 | 14.4 | -3.7 |
| Alberta | 61.8 | 62.5 | 69.7 | 70.1 | +8.3 | 16.7 | 11.9 | 12.1 | 7.6 | -9.1 |
| British Columbia | 63.3 | 61.3 | 63.4 | 63.1 | -0.2 | 14.6 | 17.4 | 14.5 | 12.7 | -1.9 |
| Métis | | | | | | | | | | |
| Canada | 71.1 | 74.4 | 74.0 | 75.5 | +4.4 | 9.8 | 7.9 | 8.9 | 8.3 | -1.5 |
| Atlantic region | 70.2 | 76.1 | 71.0 | 73.3 | +3.1 | 15.2 | 9.5 | 11.9 | 14.5 | -0.7 |
| Quebec | 62.9 | 70.6 | 67.3 | 70.4 | +7.5 | 0.0 | 0.0 | 0.0 | 13.1 | ** |
| Ontario | 68.0 | 71.8 | 75.9 | 68.8 | +0.8 | 11.1 | 6.5 | 8.0 | 9.1 | -2.0 |
| Manitoba | 77.9 | 79.3 | 76.9 | 78.8 | +0.9 | 7.0 | 6.1 | 7.8 | 6.2 | -0.8 |
| Saskatchewan | 73.0 | 74.5 | 72.6 | 78.0 | +5.0 | 9.1 | 10.4 | 9.1 | 7.7 | -1.4 |
| Alberta | 75.7 | 73.9 | 74.1 | 80.5 | +4.8 | 8.8 | 8.2 | 8.0 | 4.9 | -3.9 |
| British Columbia | 62.2 | 74.2 | 74.4 | 73.9 | +11.7 | 9.6 | 8.3 | 6.2 | 11.4 | +1.8 |

Source: Labour Force Survey

Urban centres

Nearly three quarters of the employed Aboriginal population reside in Canada's major urban centres, most notably Winnipeg (22.7%); Edmonton (17.7%); Vancouver (13.1%); Calgary (11.8%); and Toronto (9.7%). During the post-recession period, the proportion of employed Aboriginal people rebounded in Toronto (+1.6%); Calgary (0.9%); Montreal (+0.3%), reflecting their overall strong economies.



The proportion of employed Aboriginal workers also increased in Saskatoon (+1.4%); Edmonton (+0.1%). The largest declines in the proportion of employed Aboriginal workers were in Winnipeg (-1.8%); Saint John, New Brunswick; Vancouver and Victoria (-0.6%, respectively). Smaller decreases were in Kelowna (-0.3%); and Thunder Bay (-0.2%).

Economic regions

Table 3 provides more detailed information about the Aboriginal population within economic regions where ASETS agreement holders are located. Four of the economic regions in the Atlantic provinces saw increases in the employment rate of Aboriginal people following the recession, while one – North Shore – declined by 15.9 percentage points. The largest increases were in Fredericton (+19.0%) and Prince Edward Island (+7.9%). West Coast-Northern Peninsula – Labrador was the only Atlantic region to see an increase in the Aboriginal employment rate during the recession, and this trend continued from 2010 to 2013 (+2.6%).

Within Ontario, the non-Aboriginal employment rate increased in all economic regions between 2010 and 2013. However, while the Aboriginal population saw declines in some regions [Kitchener-Waterloo (-7.4%); Kingston-Pembroke (-4.3%); Toronto (-1.8%)], the regions that increased were by a much larger margin compared to the non-Aboriginal population [Ottawa (+8.4%), followed by Northeast (+6.9%); Northwest (+5.3%); and Windsor-Sarnia (+4.9%)]. The Aboriginal employment rate declined significantly in Ottawa; Northeast and Windsor – Sarnia during the recession, all of which rebounded considerably by 2013.

Table 3: Employment rate growth of the working aged Aboriginal and non-Aboriginal populations aged 25-54 in economic regions with ASETS agreement holders, 2010-2013

| | Aboriginal | | | | | Non-Aboriginal | | | | |
|--|------------|------|------|------|------------------|----------------|------|------|------|------------------|
| | 2010 | 2011 | 2012 | 2013 | % change 2010-13 | 2010 | 2011 | 2012 | 2013 | % change 2010-13 |
| Newfoundland and Labrador | 60.4 | 69.6 | 67.2 | 65.5 | +5.1 | 73.1 | 74.3 | 76.2 | 77.4 | +4.3 |
| South Coast - Burin Peninsula | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 62.5 | 64.3 | 64.7 | 68.1 | +5.6 |
| West Coast - Northern Peninsula - Labrador | 60.5 | 66.8 | 66.1 | 63.1 | +2.6 | 72.3 | 70.3 | 75.3 | 76.2 | +3.9 |
| Prince Edward Island | 60.9 | 67.7 | 69.3 | 68.8 | +7.9 | 79.9 | 79.7 | 81.7 | 81.2 | +1.3 |
| Nova Scotia | 69.1 | 74.2 | 73.6 | 73.7 | +4.6 | 79.1 | 79.9 | 80.1 | 80.5 | +1.4 |
| North Shore | 79.0 | 65.1 | 63.1 | 0.0 | -15.9 | 76.6 | 77.0 | 80.0 | 78.3 | +1.7 |
| Annapolis Valley | 0.0 | 0.0 | 79.7 | 0.0 | 0.0 | 79.5 | 77.0 | 76.7 | 79.1 | -0.4 |
| New Brunswick | 65.9 | 67.6 | 65.3 | 66.7 | +0.8 | 79.3 | 78.8 | 78.9 | 79.4 | +0.1 |
| Campbellton - Miramichi | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 67.6 | 68.9 | 68.7 | 71.2 | +3.6 |
| Fredericton - Oromocto | 64.1 | 57.2 | 0.0 | 83.1 | +19.0 | 82.8 | 81.8 | 82.4 | 82.1 | -0.7 |
| Edmundston - Woodstock | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 78.5 | 76.5 | 77.4 | 79.5 | +1.0 |
| Quebec | 61.1 | 68.5 | 61.2 | 68.1 | +7.0 | 80.9 | 81.2 | 81.8 | 81.8 | +0.9 |
| Montréal | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 82.4 | 83.5 | 85.2 | 84.9 | +2.5 |
| Montréal | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 76.5 | 76.0 | 75.5 | 76.4 | -0.1 |
| Abitibi-Témiscamingue | 0.0 | 0.0 | 72.5 | 0.0 | 0.0 | 79.9 | 80.7 | 83.5 | 81.4 | +1.5 |
| Côte-Nord & Nord-du-Québec | 74.2 | 78.5 | 0.0 | 0.0 | +4.3 | 83.9 | 81.2 | 82.3 | 83.1 | -0.8 |
| Ontario | 63.2 | 63.8 | 72.7 | 65.1 | +1.9 | 80.3 | 80.9 | 80.9 | 81.4 | +1.1 |
| Ottawa | 63.4 | 71.5 | 76.9 | 71.8 | +8.4 | 83.2 | 84.5 | 84.9 | 84.3 | +1.1 |
| Kingston - Pembroke | 55.5 | 72.1 | 70.3 | 51.2 | -4.3 | 78.0 | 81.8 | 78.9 | 79.7 | +1.7 |
| Toronto | 65.8 | 60.4 | 79.9 | 64.0 | -1.8 | 79.7 | 79.3 | 79.5 | 80.6 | +0.9 |
| Kitchener - Waterloo - Barrie | 76.6 | 65.1 | 77.1 | 69.2 | -7.4 | 82.1 | 84.8 | 83.9 | 84.6 | +2.5 |
| Windsor - Sarnia | 49.1 | 64.2 | 61.0 | 54.0 | +4.9 | 76.8 | 77.3 | 77.4 | 77.5 | +0.7 |
| Northeast | 62.6 | 64.6 | 72.5 | 69.5 | +6.9 | 79.2 | 80.8 | 80.8 | 81.0 | +1.8 |
| Northwest | 59.1 | 59.6 | 67.3 | 64.4 | +5.3 | 81.4 | 82.3 | 83.3 | 85.4 | +4.0 |
| Manitoba | 71.0 | 72.6 | 70.0 | 70.1 | -0.9 | 86.5 | 85.9 | 86.1 | 85.4 | -1.1 |
| Parklands & North | 71.4 | 70.3 | 59.1 | 59.6 | -11.8 | 88.2 | 89.2 | 87.8 | 88.6 | +0.4 |
| Winnipeg | 69.4 | 72.2 | 67.8 | 68.1 | -1.3 | 86.8 | 86.3 | 86.6 | 85.0 | -1.8 |
| Saskatchewan | 66.5 | 67.5 | 66.3 | 69.6 | +3.1 | 86.8 | 86.1 | 86.1 | 86.4 | -0.4 |
| Saskatoon - Biggar | 64.5 | 65.0 | 59.4 | 64.2 | -0.3 | 85.2 | 83.7 | 84.6 | 85.3 | +0.1 |
| Alberta | 69.7 | 69.1 | 72.6 | 76.1 | +6.4 | 82.9 | 84.4 | 85.0 | 84.5 | +1.6 |
| Calgary | 71.1 | 74.2 | 79.2 | 76.1 | +5.0 | 83.0 | 84.4 | 85.4 | 84.8 | +1.8 |
| Edmonton | 68.0 | 63.5 | 70.2 | 76.2 | +8.2 | 82.1 | 84.6 | 85.2 | 84.3 | +2.2 |
| Athabasca - Grande Prairie - Peace River | 67.8 | 65.0 | 69.5 | 70.5 | +2.7 | 83.2 | 85.6 | 84.3 | 83.6 | +0.4 |
| Wood Buffalo - Cold Lake | 78.9 | 82.5 | 78.0 | 77.7 | -1.2 | 85.7 | 86.1 | 86.4 | 85.8 | +0.1 |
| British Columbia | 62.7 | 66.9 | 67.3 | 67.3 | +4.6 | 79.9 | 79.7 | 80.7 | 80.5 | +0.6 |
| Vancouver Island and Coast | 59.7 | 69.2 | 68.0 | 70.1 | +10.4 | 81.6 | 79.8 | 80.6 | 81.1 | -0.5 |
| Lower Mainland - Southwest | 64.8 | 67.9 | 63.3 | 64.6 | -0.2 | 79.3 | 79.2 | 80.3 | 80.0 | +0.7 |
| Thompson - Okanagan | 60.4 | 63.9 | 76.2 | 67.4 | +7.0 | 80.5 | 81.2 | 81.5 | 79.7 | -0.8 |
| Kootenay | 54.6 | 0.0 | 82.0 | 0.0 | ** | 77.1 | 80.2 | 81.4 | 86.4 | +9.3 |
| Cariboo | 70.8 | 62.0 | 65.5 | 72.9 | +2.1 | 80.0 | 82.3 | 83.1 | 80.4 | +0.4 |
| North Coast & Nechako | 59.4 | 63.2 | 57.5 | 61.8 | +2.4 | 80.2 | 82.6 | 79.9 | 83.2 | +3.0 |

Source: Labour Force Survey

The two regions in Manitoba were not significantly impacted by the recession, and the employment rate of Aboriginal people actually increased between 2008 and 2010. However, after the recession, the employment rate of the Aboriginal population decreased in both of the regions: Winnipeg (-1.3%); and Parklands & North (-11.8%), as opposed to a decline of 1.8 percentage points for the non-Aboriginal population in Winnipeg and a 0.4 percentage point increase in the employment rate in Parklands & North.

In Saskatchewan and Alberta, the Aboriginal employment rate increased in all but two regions between 2010 and 2013. During the recession, Edmonton and Athabasca-Grande Prairie-Peace River saw the greatest declines in Aboriginal employment, but following the recession these regions rebounded +8.2% and +2.7%, respectively. The Aboriginal employment rate in Calgary increased significantly (+5.0%) between 2010 and 2013, more than recouping the 0.9 percentage point decrease that was experienced during the recession. Small declines in the Aboriginal employment rate were observed in Saskatoon-Biggar (-0.3%); and Wood Buffalo-Cold Lake (-1.2%). The employment rate of the non-Aboriginal population increased in all of the regions in the prairie provinces, but by a very small margin.

In British Columbia, between 2010 and 2013 the employment rate in all economic regions increased for the Aboriginal population while the Non-Aboriginal population experienced modest decreases in two regions: Vancouver Island & Coast (-0.5%); and Thompson-Okanagan (-0.8%). The most significant increase in the employment rate for the Aboriginal population was in Vancouver Island & Coast (+10.4%), and this region also fared reasonably well during the recessionary period with only a small decline of 1.1 percentage points. A significant increase in Aboriginal employment rate was also seen in Thompson-Okanagan (+7.0%), nearly offsetting an employment rate decline of 8.5 percentage points during the recession.

The future of Canada's Aboriginal labour market

This section uses Employment and Social Development Canada's (ESDC) Canadian Occupational Projection System (COPS) to provide insight into potential skills gaps and labour shortages by the year 2020⁵.

Table 4: Aboriginal and non-Aboriginal employment by occupational skill level, 2010-2020

| | Aboriginal | | | | | Non-Aboriginal | | | | | Projections 2012-2020 |
|--|------------|-------|-------|-------|----------|----------------|-------|-------|-------|----------|--------------------------|
| | 2010 | 2011 | 2012 | 2013 | % change | 2010 | 2011 | 2012 | 2013 | % change | Job openings ('000s) |
| Management | 5.7 | 6.1 | 5.4 | 5.3 | -0.4 | 9.0 | 8.6 | 8.7 | 8.3 | -0.7 | 11.0 |
| Professional (Skill level A) | 11.6 | 10.9 | 11.6 | 12.3 | +0.8 | 19.1 | 19.0 | 19.4 | 19.4 | +0.3 | 21.5 |
| Technical, paraprofessional (Skill level B) | 34.6 | 35.5 | 36.0 | 35.7 | +1.1 | 32.9 | 33.0 | 32.8 | 33.8 | +0.9 | 34.7 |
| Intermediate (Skill level C) | 31.3 | 31.5 | 29.1 | 29.6 | -1.7 | 28.0 | 28.1 | 27.8 | 27.5 | -0.5 | 24.5 |
| Labouring and elemental (Skill level D) | 16.8 | 16.0 | 17.9 | 17.0 | +0.2 | 11.0 | 11.3 | 11.3 | 11.1 | +0.1 | 8.3 |
| Total—all occupations | 100.0 | 100.0 | 100.0 | 100.0 | -- | 100.0 | 100.0 | 100.0 | 100.0 | -- | 100.0 |

Source: Labour Force Survey

Table 4 shows that occupations usually requiring a university or college education or apprenticeship training⁶ (Skill level A and B and Management) are projected to comprise more

⁵ The number of job openings is a way of gauging labour demand – the types of jobs that employers will be looking to fill in the future.

⁶ Workers in the occupational groupings may not have the level of education that corresponds to the skill level. For example, someone with a university degree may be working in a labour occupation; and someone with an apprenticeship certificate may hold a management level position in a company.

than two thirds (67.2%) of all job openings⁷ between 2012 and 2020. Low-skilled occupations, those requiring a high school education (skill level C), and/or occupation-specific training (skill level D), are projected to account for 32.8% of all job openings

Between 2012 and 2020, occupations in management and those requiring university or college education or apprenticeship training (skill levels A & B) are projected to comprise approximately one third of all job openings (32.5%). Furthermore, the number of job openings is expected to exceed the number of job seekers⁸, which means that these occupations will be in high demand⁹.

In contrast, occupations that usually require high school and/or occupation-specific training, or provide on-the-job training (skill levels C & D) are projected to have slightly more job seekers than job openings, making these occupations much more competitive.

These projections have important implications for Aboriginal workers. Aboriginal and non-Aboriginal people have roughly similar proportions of workers who have completed college education. However, the Aboriginal population has a significant proportion of workers who have a high school education or less, and this group may have difficulty finding employment in the future. Table 4 shows that in 2013, roughly half of the Aboriginal population (46.6%) were employed in C and D skill level occupations (those requiring a high school diploma and/or on-the-job training) compared to 38% for non-Aboriginal population, and these were the types of jobs that are expected to decline in the future making for a tight labour market.

University graduates represent a much smaller proportion of the Aboriginal labour market compared to the non-Aboriginal population. Between 2010 and 2013, Aboriginal people working in Skill level A and in management positions (those requiring a university degree) represented approximately one fifth of employment (17.6%) compared to nearly one third of the non-Aboriginal population (27.7%). While increased demand for high skilled labour will generate opportunities in the labour market, delivering educational supports and services to Aboriginal people will be required in order to tap into this job market.

Key findings

Overall the labour market downturn had a longer and deeper impact on the Aboriginal workforce compared to non-Aboriginal workers. This widened the gap in the rates of participation, employment and unemployment between populations.

- By 2010 the percentage point gap in the participation, employment and unemployment rates of Aboriginal and non-Aboriginal workers began to narrow, and by 2013 had nearly returned to pre-recessionary levels.

⁷ 'Job openings' refers to employment opportunities brought upon by expansion demand within an industry or job sector, retirements, or other replacement demand (such as through death or emigration). An occupation may have no net employment growth, but still may have job openings due to workers leaving the occupation for a number of reasons.

⁸ Labour supply represents the number of job seekers in a given occupation. A surplus of labour supply indicates that the labour market for that particular occupation will be more competitive than for an occupation that has a labour demand surplus.

⁹ Gee, K. & A. Sharpe. (2012). *Aboriginal Labour Market Performance in Canada: 2007-2011*. Centre for the Study of Living Standards.A

- First Nations people were more negatively affected by the economic downturn compared to Metis, and were slower to recover pre-recession employment, participation and unemployment rates.
- Aboriginal people living in provinces that were most negatively impacted by the recession overall (i.e. Ontario, Alberta, and British Columbia) experienced the largest declines in employment rates and largest increases in unemployment rates during the recession.
- During the post-recessionary period, employment and unemployment rates of Aboriginal people remained slightly lower than before the recession in the provinces of Ontario, Alberta and British Columbia with the largest percentage point gap in Ontario.
- In 2013, Aboriginal people had a higher employment rate and a lower unemployment rate than before the recession in the Atlantic provinces; Quebec; and Saskatchewan.
- During the post-recession period, the proportion of employed Aboriginal people rebounded in Toronto (+1.6%); Calgary (0.9%); Montreal (+0.3%), reflecting their overall strong economies.
- The largest declines in the proportion of employed Aboriginal people were in Winnipeg (-1.8%); Saint John, New Brunswick; Vancouver and Victoria (-0.6%, respectively).
- Between 2010 and 2013, the top five regions that with the greatest growth in the Aboriginal employment rate were Fredericton-Oromocto (+19.0%); Vancouver Island & Coast (+10.4%); Ottawa (+8.4%); Calgary (+8.2%); and Edmonton (+8.2%). The regions that showed the greatest declines were: North Shore (15.9%); Parklands North (-11.8%); Kitchener-Waterloo-Barrie (-7.4%); Kingston-Pembroke (-4.3%); and Toronto (-1.8%).
- Between 2010 and 2013, Aboriginal people working in high-skilled occupations (Skill level A and Management) represented about one fifth of employment (17.6%) compared to nearly one third of the non-Aboriginal population (27.7%). While demand for these jobs is expected to increase in the future, increasing the educational attainment levels of the Aboriginal population will be a key challenge.
- Job training programs and other labour market supports for Aboriginal workers should target 'B' skill level occupations – those requiring at least some post-secondary education and/or apprenticeship training - which are projected to grow by the greatest margin (34.7%) between 2010 and 2020.

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Job Bank: Learning and Labour Market Information in Canada

Take away messages...

- Job Bank is a website that contains job postings and labour market information (LMI). Wherever you are in Canada, you can browse top advertised employment opportunities as well as learn about what skills you need or how much money you can make.
- Email alerts allow users to stay on top of their job searches and labour market opportunities.

This feature article provides readers with a step-by-step guide to the new Job Bank website and examines the main features useful for job seekers: Job Search and Exploring Careers.

What is Job Bank?

Job Bank is an electronic listing of jobs provided by employers from across Canada. It also contains a range of labour market information that can help people learn about various

occupations, including the skills and credentials required and wages.

Created and managed by the Government of Canada, Job Bank is a valuable source of employment opportunities and other labour market information.

The site works as an information aggregator by collecting information available from various sources, such as job posting sites and Government of Canada economic information, and presenting it to users based on user-defined search criteria.



The website is available in English and French.

Job Bank has four main portals: **Job Search**, **Exploring Careers**, **Employers** and **Job Market Trends**. Job Search and Exploring Careers are the focus of this article since they represent the supply side (job seekers) of the labour market.

Job search

The Job Search function allows users to browse job postings from across the country and across various occupational fields. Users may conduct a job search in three ways: a simple search by city or occupation title; an advanced search that allows for more specific information such as job type and education level; and, by subscribing to job alerts.

- A **simple job search** can be performed by selecting 'Job Search' within the Job Search tab and entering a province or city name, or occupation, or both into the text field; and pressing 'search'. Examples include, "High School Teacher" "Toronto" or "Ontario." The search can include variables such as region, province, job title, skills, job keyword and even employer name, and can accommodate multiple variables in one single search (e.g. "Java Programmer Quebec").
- A more **advanced search** option is available through the 'More Search Options' tab and allows for a more refined job search that narrows results further by education levels, job categories, geographical locations, job type, and even specific job titles. For example, users can narrow their job searches based on part-time or full-time, temporary or even summer student employment. This feature is available through the 'More Search Options' Tab.
- **Job alerts** is an e-mail service that notifies users of new job postings up to twice per day. To register for this service, users provide their e-mail address and select the job titles and locations that are of interest to them.

Explore careers

Explore Careers is a tool for people new to the labour market and looking for their first job or those seeking to change careers. Through a variety of options, users can search different career paths and information about the job market related to specific occupations by city and geographic region. There are five search options: by occupation, education, wage, outlook, and skills and knowledge.

- **By occupation:** Enter an occupation and a location and the search will return results that can be browsed through four tabs: Jobs, Wages, Outlook, and Education & Job requirements. Each tab also has sub-tabs that users can click to widen the geographic scope - of their search from city, to province, to all of Canada – allowing for comparisons.
- **By educational program:** Enter an educational program and a location. The results include details on the educational program, results of a survey based on past graduates, a list of institutions where the program is offered in the area and by levels of education (college, CEGEP, bachelor, masters, and doctorate), resources for financing studies and a list of related occupations. For example, searching for 'Carpentry' in 'Calgary, Alberta' returns

results displaying the nearest institutions offering the program (Brandon, MB) as well as suitable occupations (carpenter, construction manager).

- **By wage:** Either search for a specific occupation or search by location. Searching by occupation returns results that show an hourly wage report for a specific occupation in all of the provinces in Canada, as well as some municipalities, classified by Census region. Searching by location returns a wage report about that census region for all the different occupations. In each case, a low, median, and high hourly wage rate is given for the region/occupation.
- **By outlook:** The search criteria are the same as the wage report. The results return an outlook report that outlines the health of the employment market in that particular field. For example, searching for 'Carpenter' shows that in Edmonton the employment potential and trends rate two out of three stars; employment potential is fair, but is expected to increase due to an increase in retirees in the field in coming years.
- **By skills and knowledge:** Choose between 15 to 25 skills and knowledge items from a list. The results return a list of occupations based on the selections made. Click on the occupation link to view the respective occupation page. For example, selecting skills such as mechanical installing, maintaining and repairing, constructing, inspecting and testing, and restoring and repairing, along with knowledge traits such as processing and production, transportation, and building and construction will return a list of occupations that includes blacksmiths and die setters, wood products assemblers and inspectors, and woodworking machine operators.

Other features

Job Bank offers a wide array of information for job seekers. In addition to searching for jobs by various criteria, job seekers have access to resources on how to prepare for interviews, resume building and effective networking. For job seekers it is important to follow labour market events.

Job Market Trends provides up-to-date links to where employment opportunities and developments (short, medium and long-term) might be in a local community and elsewhere in the country. There are also features available to employers. **Employers** may post job openings on the portal and can access the latest news and resources that can help them more easily find, hire, and retain the workers they need.

The Job Bank website is free and accessible through different platforms. For users on the go, Job Bank has a mobile Web application available for all mobile devices. The instructions and links to downloads are available on the main page.

Links

<http://www.jobbank.gc.ca/>

Partnerships with employers

Across Canada, Aboriginal Skills and Employment Training Strategy (ASETS) agreement holders are partnering with a diverse set of players: private industry and employers; other levels of government such as provinces, territories, and municipalities; education and training institutions; unions; community service and Aboriginal organizations. Partnerships build bridges between employers and job seekers, giving ASETS clients a direct glimpse into their future career and ensuring a more seamless transition from training to the workplace.

ASETS agreement holders have a great deal of human resource experience; community and cultural knowledge; and training expertise to offer employers. Through partnerships, employers can access well-trained clients who have benefitted from employment supports that prepared them for the workplace. Labour market partnerships work through the pooling of knowledge and resources that enhance the employment outcomes of individuals and communities. Strengthening the relationship between employers and Aboriginal organizations, including ASETS agreement holders, is essential for ensuring successful labour market outcomes.

This issue features ASETS agreement holders from northern Vancouver Island: the North Vancouver Island Aboriginal Training Society (NVIATS) and the Nuuchah-nulth Employment and Training Program (NETP). The article presents a sample of formal and informal partnerships that

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

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

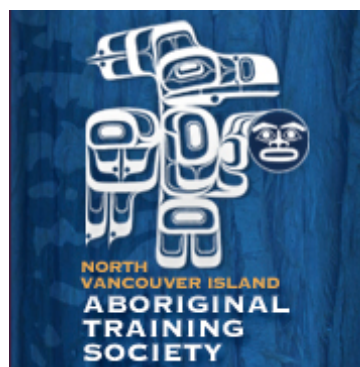
have been successfully developed and have potential to lead to sustainable employment for individuals. A formal partnership is bound by an official or legal document. An informal partnership is not bound by an official or legal document but work is done together, in both cases, toward compatible goals.

Partnership profile: North Vancouver Island Aboriginal Training Society (NVIATS)

The **North Vancouver Island Aboriginal Training Society (NVIATS)** represents the Aboriginal people within the northeast coast of Vancouver Island.

NVIATS has established formal and informal partnerships with employers, industry, contractors, government ministries, and educational institutes. Here are some examples of partnerships that NVIATS has developed:

- NVIATS has recently formed a partnership with the Island Health representative who is responsible for coordinating



the contracts for building two new hospitals in Campbell River and Courtenay/Comox. This new partnership represents benefits for NVIATS clients as sub-contractors are required to hire a specific percentage of Aboriginal workers. Furthermore, the contractors will also be required to report on how many Aboriginal clients have been hired. The projects require over 80 trades occupations with more than 1,500 sub-contractors needed. The work done by NVIATS to develop Aboriginal training, recruiting and retention strategies now seem to be paying off. NVIATS sits on the Aboriginal Recruitment and Retention Committee for Island Health. In an effort to increase employment opportunities for NVIATS clients with Island Health, NVIATS management is working to have their clients who are registered care aids, licenced practical nurses, cooks, etc., hired on a regular basis. The relationship with Island Health regarding the new hospital projects remains strong.

Contact

Sherry Simms, Manager

Southern office

1257 Ironwood Street,
Campbell River, BC V9W 5T4
Tel: (250) 286-3455

Northern office

331 Larch Street, Alert Bay, BC
V0N 1A0
Tel: (250) 974-2908

Website:

www.nviats.com

- NVIATS has formed a partnership with SNC-Lavalin, which has been awarded the BC Hydro John Hart Generating Station Replacement Project. NVIATS will work with SNC-Lavalin and develop relationships with the sub-contractors in an effort to implement Aboriginal training, recruiting and retention strategies for the project. This partnership looks promising for NVIATS clients.
- NVIATS is partnering with North Island College (NIC) and Neucel Specialty Cellulose Ltd., Hardy Buoy's Smoked Fish Inc., and Marine Harvest Canada fish plant. Together, they have developed a course specifically for NVIATS clients to receive training towards working in the manufacturing industry. NVIATS is part of the NIC advisor committee and assists in designing curriculum suited for the needs of Aboriginal clients. This has led to 15 clients registered in the program, who receive financial support from their Bands and access to a job coach that is provided by NVIATS once they have completed the course and have become employed. It has been reported that by Winter 2013 all 15 clients had maintained their participation in the program.

The work done to develop partnerships between employers and industry to produce labour market results is proving to be beneficial for NVIATS clients. The NVIATS approach for work placement is successful and the word is getting out to the communities, and equally importantly to employers. The approach used for work placement carefully examines the client assessments to ensure success. Clients who are not ready for a work placement will continue with interventions until NVIATS staff feel placements are appropriate. The use of job coaches to aid with client transitions into the work place is also highly successful.

While NVIATS has developed employer support letters with potential industry partners such as BC Hydro, Quinsam Coal Corporation, Nyrstar, Island Health, and Raven Coal Mine it can be challenging to place clients in permanent employment positions due to union restrictions and hiring policies. NVIATS has good relationships with these employers and will continue to collaborate on work placement, initiatives and strategies to develop employment opportunities within union regulations. NVIATS reports that most unions are now providing their own training

because they feel that the colleges are not preparing graduates for the realities of the jobs in the field. NVIATS is now exploring relationships with various unions in conjunction with the Industry Training Authority to put together potential trades program for its clients.

Partnership profile: Nuuchahnulth Employment and Training Program (NETP)

Nuuchahnulth Employment and Training Program (NETP) represents Aboriginal people within their region, northwest coast of Vancouver Island.

NETP demonstrates excellence and commitment to providing training and employment opportunities by exceeding targets and producing consistent client results. Through various partnerships directly linked to training and employment opportunities they have been able to successfully serve their clients. Here are a few examples of the partnerships they have developed:

- NETP has a successful partnership with another ASETS agreement holder, Aboriginal Community Career Employment Services Society (ACCESS), to deliver the Bladerunners program. This award-winning employment program, which is recognized nationally and internationally, targets at-risk youth and provides them with basic training designed to facilitate entry into the labour force.
- NETP has signed a Memorandum of Understanding with Western Forest Products Inc. to share the costs of delivering NETP's driver training initiative in Gold River. They are also exploring the possibility of enrolling NETP clients in the Western Forest Products entry level training program in Gold River, and will propose the idea of having this program in Port Alberni.
- NETP is currently developing a partnership with INEO Employment Services, the Nuuchahnulth Tribal Council Mental Health Department program Quu'asa, and the local school district to provide cultural programming and life skills workshops to INEO clients. NETP clients are using all or some of these various organizations for services. This multiple partnership approach will work to the collective benefit of mutual clients. Each partner will contribute services in a collaborative effort. Through expanding their partnership network, clients are receiving the comprehensive services required to be successful in their personal lives and transition into successful careers.
- NETP was invited to take part in a logging industry working group, which was comprised of human resource managers, training providers, and business owners involved in forestry on



Contact

Andy Callicum, NETP Supervisor
andy.callicum@nuuchahnulth.org

3088 3rd Avenue, Port Alberni, BC
 V9Y 2A5
 Tel: (250) 723-1331

Vancouver Island. They identified a need for approximately 500 new forestry positions each year on Vancouver Island, with approximately 80 entry level positions. This is an excellent opportunity to train Aboriginal clients for work in the forestry industry, who often prefer to be close to home and are culturally amenable to working in forestry.

NETP uses available current labour market information for the region, and targets in-demand occupations in the health care, service, retail, tourism, and transportation industries. NETP resources will continue to be provided for trades training and will target entry level forestry and marine sectors.

Although there has been some success in developing new partnerships, most employers and industry contacts are not interested in signing MOU's. This may be seen as an increased administrative burden that they are not willing to take on. Employers and industries are interested and excited about working with NETP: there is a general sense that formalized agreements are not necessary. While NETP does not often enter into formalized partnerships, many of their programs are designed with a workplace or wage subsidy component that requires a sound relationship with employers. NETP program staff engage employers on this front and are able to provide their clients with employment opportunities.

NETP is constantly looking for new employment opportunities for their clients and have good relationships with various industries and employers, leading to increased labour market outcomes for clients within their region.

Data guide

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

Labour Force Survey (LFS)

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 about and 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 were released in 2012. Canada's population totalled 33,476,690 in 2011.

Data regarding Aboriginal people are not available in the 2011 Census. In 2011, the Census long form was replaced with a voluntary survey - the *National Household Survey* (NHS). The NHS provides some information about Aboriginal people, including population counts, age, gender, and geographic distributions as well as language, family structure, income, educational attainment, and labour market information.

Roughly 4.5 million households across Canada were selected for the NHS, representing about one-third of all households. The final response rate was 68.6%.

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

In the NHS, 'Aboriginal Identity' refers to whether the person self-identifies in the questionnaire as Aboriginal, that is, First Nations (North American Indian), Métis or Inuk (Inuit) and/or being a Registered or Treaty Indian (that is, registered under the Indian Act of Canada) and/or being a member of a First Nation or Indian Band.

Comparability of Census and NHS estimates

The content of the NHS is similar to that of the 2006 Census long questionnaire; however, a number of changes were made to some questions and sections of the questionnaire.

For example, questions used to measure Aboriginal identity were altered slightly. There were also changes to the definition of 'on-reserve,' as determined by Aboriginal Affairs and Northern Development Canada in collaboration with Statistics Canada.

As a result, users must use caution when comparing NHS estimates with those from the 2006 long form Census, especially when the analysis involves small geographies.

Statistics Canada asks users to consult the NHS's main quality indicator, the global non-response rate, in assessing the quality and comparability of the NHS estimates.

See the [NHS User Guide](#) for more information.

Census/NHS - useful links & references

- [Census of Canada](#)
- [National Household Survey 2011](#)
- [NHS User Guide](#)
- [Aboriginal Peoples in Canada in 2011](#)
- [The educational attainment of Aboriginal peoples in Canada](#)
- [Aboriginal peoples and language](#)

Comparability of data on Aboriginal people over time —

According to Statistics Canada, the following factors should be taken into account when comparing data on Aboriginal people over time, for example, when comparing between the 2006 Census and the 2011 National Household Survey:

- Slight differences in the wording and in the format of Aboriginal questions
- Differences in methodology in the 2011 NHS
- Legislative changes, for example Bill C-31 in 1985 and Bill C-3 in 2011, which affect concepts such as Aboriginal identity and registered Indian status
- Changes made to the definition of reserves
- Differences in the list of incompletely enumerated reserves

Over and above these factors, for a variety of reasons, some people report their Aboriginal identity and/or ancestry differently from one data collection period to another.

Source: Statistics Canada (2013) Aboriginal peoples in Canada, Box 2. <http://www12.statcan.gc.ca/nhs-enm/2011/as-sa/99-011-x/99-011-x2011001-eng.cfm>

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](#).