



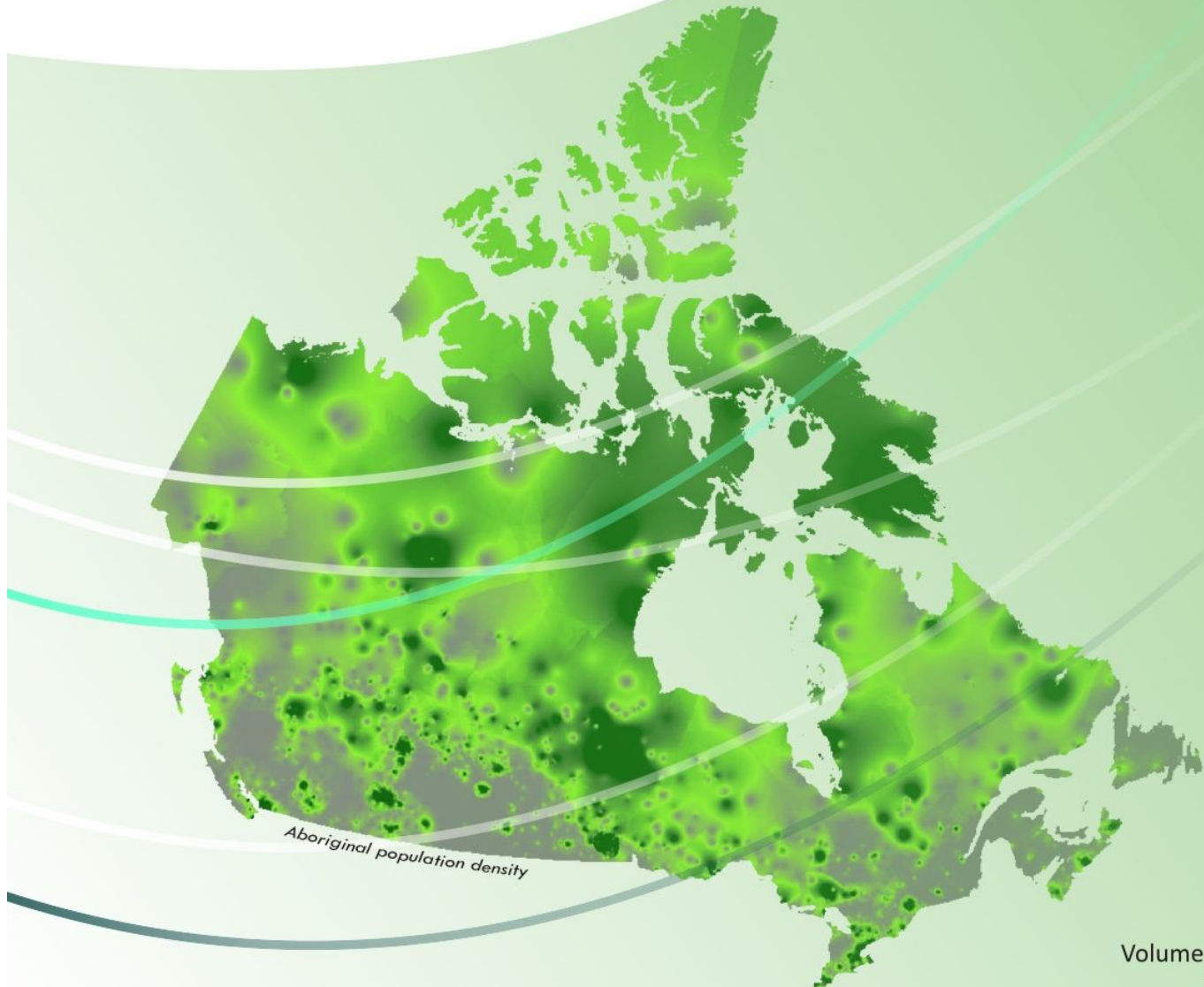
Human Resources and
Skills Development Canada

Ressources humaines et
Développement des compétences Canada

Now and Tomorrow
Excellence in Everything We Do

Aboriginal Skills and Employment Training Strategy

Aboriginal Labour Market Bulletin



Volume 1, Issue 2
June 2012

You can order this publication by contacting:

Publishing Services

Human Resources and Skills Development Canada
140 Promenade du Portage
Portage IV, 10th Floor
Gatineau, Québec
K1A 0J9

Fax: 819-953-7260

Online: <http://www12.hrsdc.gc.ca>

This document is available on demand in multiple formats (large print, Braille, audio cassette, audio CD, e-text diskette, e-text CD, or DAISY), by contacting 1 800 O-Canada (1-800-622-6232). If you use a teletypewriter (TTY), call 1-800-926-9105.

© Her Majesty the Queen in Right of Canada, 2011

Paper

Cat. No.: HS18-32/2012E
ISBN: 978-1-100-20654-7

PDF

Cat. No.: HS18-32/2012E-PDF
ISBN: 978-1-100-20655-4

For information regarding reproduction rights, please contact Public Works and Government Services Canada at: 613-996-6886 or droitdauteur.copyright@tpsgc-pwsgc.gc.ca

Aboriginal Labour Market Bulletin

Volume 1, Issue 2 (June 2012)

4 Preface

5 In this issue...

6 Canada's economic portrait

A broad picture of Canada's economy and labour market and an overview of the challenges—and potential opportunities—of an aging population and workforce. This article also points to areas of job creation and growth that may help ASETS agreement holders better target their programming.

11 National maps

Maps that illustrate regional variations in key labour market indicators: 1) unemployment rates for January 2012 and 2) employment gains between January 2011 and January 2012.

13 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 offered.

- Atlantic Canada	13
- Quebec	16
- Ontario	18
- Manitoba	20
- Saskatchewan	22
- Alberta	24
- British Columbia	26
- The Territories	28

30 ALMB spotlight

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

- Health care	30
- Mining	35

41 Partnerships

A showcase of successful partnerships and lessons learned. In this issue, two organizations are featured:

- Aboriginal Apprenticeship Board of Ontario	42
- Joint Economic Development Initiative in New Brunswick	43

45 Further reading

Information that supports ALMB content, including a data guide and glossary, and a selection of tools and resources for fostering partnerships.

- Data guide	45
- Glossary	46
- Partnership tools & resources	48

On the cover...

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

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

Preface

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

This issue contains an overview of Canada's economic situation and feature articles on the health care and mining sectors. Additionally, a new section on partnerships has been introduced. As one of the pillars of ASETS, partnerships can be a valuable tool for achieving sustainable employment outcomes for Aboriginal clients. Successful partnerships and lessons learned will be showcased; useful tools and resources are provided as well.

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

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

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

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

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@hrsdcc.gc.ca.

Disclaimer

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

In this issue...

Aboriginal peoples and the labour market

- ❖ Canada's economic recovery has been relatively strong. The unemployment rate has been trending upwards; however, this is largely due to **more people looking for jobs**. (p8)
- ❖ Since the recession, **labour market outcomes** for the Aboriginal population have **continued to improve** (p8):
 - Between 2010 and 2011, the employment and participation rates among Aboriginal people increased.
 - Even though the unemployment rate for Aboriginal people has been declining, it is nonetheless higher than the national rate.

Canada's workforce is aging quickly, which may lead to **labour and skills shortages** in many occupations, as older workers retire. (p7)

The Aboriginal population is **younger** on average than the rest of Canada.

Employment opportunities and economic developments

Employment growth in the mining and health care sectors will generate **increased demand for skilled workers**.

- ❖ The **health care** sector is projected to grow over the next 10 years, due in part to worker retirements and an aging population. (p33)
- ❖ In the **mining** sector, significant **hiring in the skilled trades** will be required in the coming years to address global demand, retirement pressures, and advances in technology. (p40)
- ❖ New partnerships between governments, industry, and Aboriginal stakeholders have led to a number of **regional economic initiatives** which will generate jobs and growth.
- ❖ **Successful and innovative partnerships** have been established by ASETS agreement holders, including the Aboriginal Apprenticeship Board of Ontario and the Joint Economic Development Initiative in New Brunswick. (p41)

Labour shortages are forecast for higher-skill occupations in **health care, management, and oil & gas**. New, more advanced technologies are driving a need for **higher education**, even in industries that did not require it in the past.

Canada's economic portrait

The broad picture

"Canada's growing and vibrant economy will require a skilled and growing labour force in every region: urban, rural, and remote."

Aboriginal peoples are Canada's youngest population. It is therefore in all of our interests to see Aboriginal people educated, skilled and employed."

—Prime Minister Stephen Harper
Crown-First Nations Gathering
January 24, 2012

Canada's economic recovery has been comparatively strong: pre-recession employment levels were reached by October 2010 and economic growth is projected to be above the average expected in most advanced economies. Nonetheless, Canada's major banks forecast sluggish GDP growth in 2012, between 1.7% and 2.5%. Moreover, the uncertain global economic outlook may potentially impact the Canadian economy.

The sovereign debt crisis in Europe is expected to undermine the global economy as a whole

and hold many countries in a deeper and longer recession. The Bank of Canada estimates this may cost Canada upwards of \$10 billion in lost output this year. Nonetheless, the pace of growth of Canada's largest trading partner, the United States, has been stronger and could signal promise for the economy and labour market here.

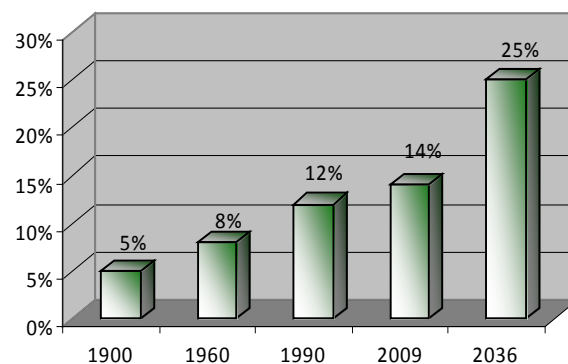
Canada has a lot going for it, including lower long-term unemployment, low and stable inflation, and manageable government debt. However, there are concerns about the record levels of household debt. As Canadian consumers borrow more, the economy could be more vulnerable if the housing market overheats and interest rates rise. An aging population is another structural factor that will continue to exert pressure on the economy.

Aging workforce

Canada has been getting older for some time, a result of rising life expectancy and declining birth rates. This population aging process is taking place in nearly every country across the globe. In Canada, it will speed up between 2010 and 2031, when the large baby boom cohort reaches age 65 and beyond.

In 1960, those 65+ represented 8% of the population. In 2009, they were 14%. By 2036, older Canadians will comprise about 25% of the population (see Figure 1).

Figure 1: Proportion of the Canadian population aged 65+

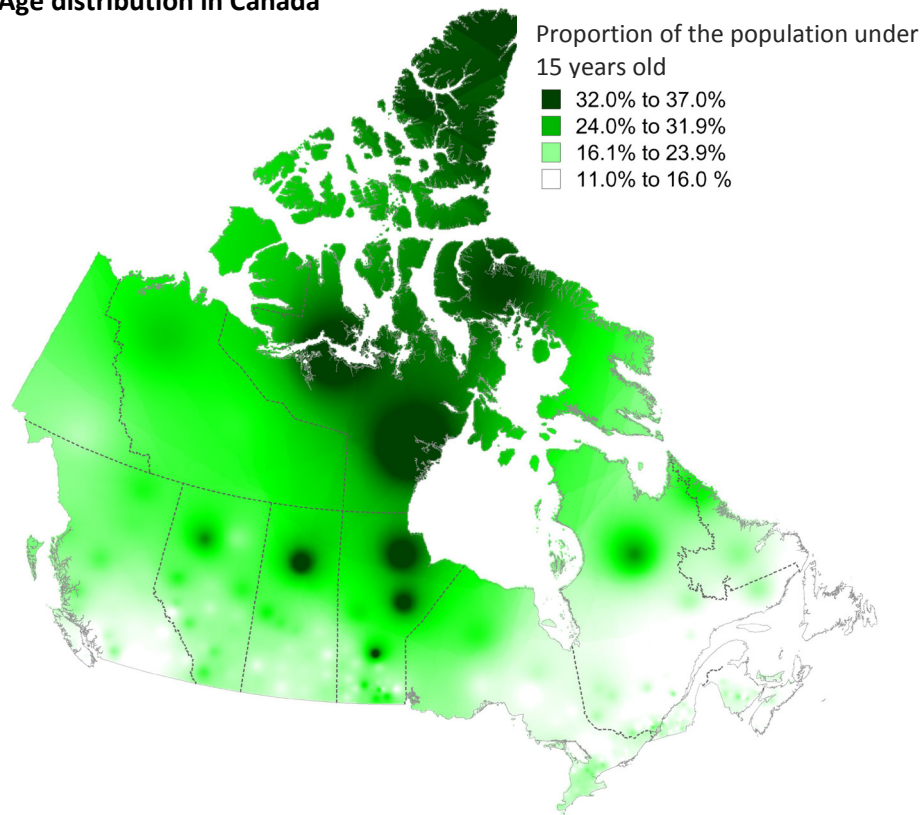


Source: Adapted from Statistics Canada (2010)

The 15-to-64 age group includes much of the labour force. This category covered 69% of the Canadian population in 2009, among the highest in industrialized countries. Australia (68%), the United States (67%), the United Kingdom (66%), and Japan (64%) were all lower.

Canada's median age in 2009 was 39.5 years. However, national numbers mask significant regional differences. For example, the median age in Newfoundland and Labrador is 42.9, while Nunavut has a median age of just 24.2, indicating a much younger population. The map in Figure 2 plots the proportion of Canada's population under the age of 15 (i.e., a portion of the potential future workforce) and shows that the northern and western areas of the country tend to be younger than the east.

Figure 2: Age distribution in Canada



Source: HRSDC Geomatics Services; data from Census 2006

Pensions and health care have received much public attention recently and may present certain challenges going forward. As members of the large baby boom cohort reach retirement age, there are also implications for Canada's labour market and economy. An increase is expected in both the potential number of older workers and the number of retirees.

Some workers will want to (or have to) work longer. Nonetheless, some 3.7 million job vacancies are expected between 2011 and 2020 as a result of retirements. As experienced workers leave the labour market in large numbers, the possibility of labour or skills shortages and productivity challenges may increase, creating opportunities in many sectors. Post-secondary education and skills-focused training initiatives will assist Aboriginal people to take advantage of job openings.

Labour market indicators

Employment growth in Canada levelled off toward the end of 2011. The unemployment rate has been trending slightly upward (see Figure 3), in part due to increased participation in the labour market and more people looking for jobs.

Figure 3: Employment and unemployment in Canada, September 2008 to January 2012



Source: Statistics Canada Labour Force Survey, Table 087

In 2011, the Labour Force Survey estimate of Canada's population¹ aged 15+ was nearly 28 million (see Table 4), with the labour force totalling about 18.7 million. The overall unemployment rate was 7.4% in 2011. The participation rate was 66.8% and the employment rate was 61.8% over the same period.

The LFS Aboriginal population estimate (which excludes people living on-reserve) was 670,500 in 2011, with a labour force total of 430,000. Among Aboriginal people, the unemployment rate was down

1.4 percentage points from 2010, to 12.9% in 2011. The employment rate grew by 2.1 percentage points, going from 53.7% in 2010 to 55.8% in 2011. The participation rate for Aboriginal people also increased from 62.6% to 64.1% during that time.

Women had an annual average unemployment rate of 7.0% in 2011, compared with 7.8% for men. For Aboriginal people, the difference between men and women was larger, 3.7 percentage points. The lower rate for women may be attributed to greater representation in the services sector, which was not affected as deeply during the recession as male-dominated industries such as manufacturing and construction.

Women also have lower participation and employment rates, reflecting more variation in labour force attachment that is likely connected to care responsibilities, among other things.

Table 4: Main indicators, 2011
Unemployment, employment & participation rates

	TOTAL	women	men	diff
LFS population estimate	27,987,100	14,198,300	13,788,800	
Unemployment rate	7.4	7.0	7.8	-0.8
Participation rate	66.8	62.3	71.5	-9.2
Employment rate	61.8	57.9	65.9	-8.0
Aboriginal estimate*	670,500	348,500	322,000	
Unemployment rate	12.9	11.0	14.7	-3.7
Participation rate	64.1	59.4	69.3	-9.9
Employment rate	55.8	52.8	59.1	-6.3

Source: Labour Force Survey

Estimates based on three month moving averages (see **Glossary** for more information)

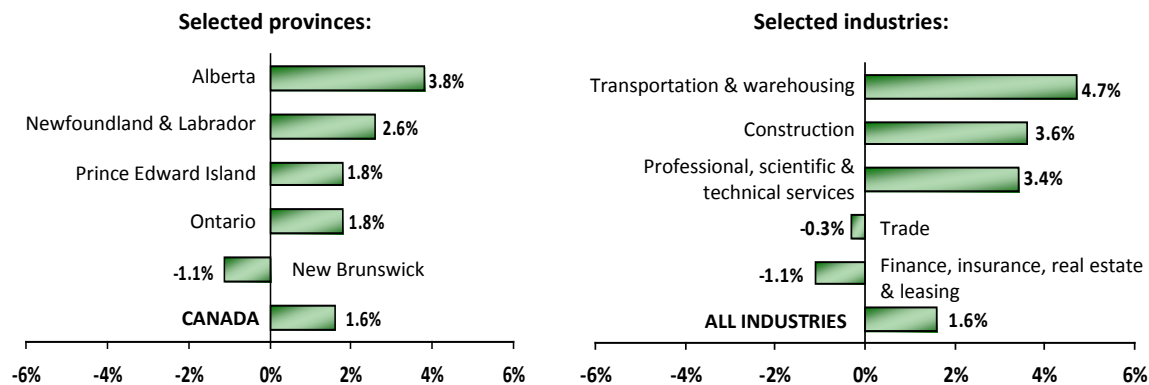
*the LFS Aboriginal population estimate excludes people living on-reserve

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.

Employment gains

Canada saw an overall employment gain of 1.6%, or 267,000 jobs between 2010 and 2011 (see Figure 5). Employment gains were greatest in Alberta (+76,800) and Newfoundland and Labrador (+5,200). Ontario (+120,500), Quebec (+39,900), and British Columbia (+17,900) also posted notable increases. New Brunswick was the only province to experience a decline (-3,900).

Figure 5: Employment gains, 2010 to 2011



Source: Labour Force Survey

By industry, employment gains were driven by transportation & warehousing (+37,800), construction (+44,200), and professional, scientific & technical services (+42,900). Occupations in health care and social assistance (e.g., day care, group support, community housing, etc.) also had significant gains (+61,800). While nearly all sectors experienced growth in employment, increases were offset by losses in trade (-6,900) and finance, insurance, real estate & leasing (-12,100).

Job vacancies

Statistics Canada and HRSDC track job vacancies as a way to assess labour market shortages and opportunities. In the three-month period ending September 2011, for every vacant job, there were approximately 3.3 unemployed people. Out of every 1,000 positions, 17 were vacant—a vacancy rate of 1.7%. Unemployment to job vacancy ratios vary by sector: with 1.1, mining, quarrying, oil and gas had the lowest ratio, while educational services had the highest at 10.0.

Budget 2012... Those involved in Aboriginal labour market issues should be aware of the following initiatives announced in the federal budget:

- A commitment to improve the incentives of the **On-Reserve Income Assistance Program**, while encouraging those who can work to access training that will improve their prospects for employment.
- The renewal of the **Urban Aboriginal Strategy** (\$27 million over two years) to support projects that respond to local priorities and activities such as job training, skills, and entrepreneurship initiatives.
- There were also provisions for **new investments in local infrastructure** through Canada's regional economic development agencies and increased **funding for skills development and training**, particularly for older workers, youth, and persons with disabilities.

Going forward

An aging workforce, global economic forces, emerging technology, and productivity pressures continue to drive significant structural changes in the economy. Many jobs that may have once been considered entry-level or lower-skill are no longer so. As Canada transitions to a knowledge-based economy, most new job openings will be in high-skill occupations that require some form of post-secondary education. Improving baseline educational outcomes is important; however, with ongoing changes in the way goods and services are produced, so too are upskilling and retraining.

*"From the mine workers in Northern Ontario, to the food processing plants in Malton and room attendants in Toronto's downtown hotels, **the jobs that for generations were described as menial are menial no more.**"*

—Ontario Literacy Coalition
October 2011

As jobs become more technologically-demanding, they tend to require more education and training. This holds true for jobs in all skill categories. In fact, nearly all job growth will be in categories where *at least* a high school diploma is needed. Two-thirds will be in occupations that require post-secondary education—college, apprenticeship training, or university.

Some anticipated job openings:

- Supervisors in mining, oil & gas
- Miners, drillers and operators
- College instructors
- Nurses
- Physicians and dentists

Although labour force growth will slow in the future, HRSDC's Canadian Occupational Projection System (COPS) forecasts labour shortages in higher-skill occupations in the burgeoning **health care** and **management** sectors as well as the **oil & gas** industry. In fact, four of the 10 fastest-growing occupations are in the primary sector (i.e., oil & gas) and three are in health care.

Canada's young and growing Aboriginal population holds enormous potential. As the demand for skilled

labour increases, Aboriginal peoples are in a position to harness these opportunities. Skill-building initiatives and the improvement of base educational outcomes are critical, as are ongoing learning and training. Skills programming that is responsive, flexible, and able to keep pace with the changing needs of the economy will be required.

References

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

Ontario Literacy Coalition. (2011) *Menial no more: A discussion paper on advancing our workforce through digital skills*. Toronto: OLC.

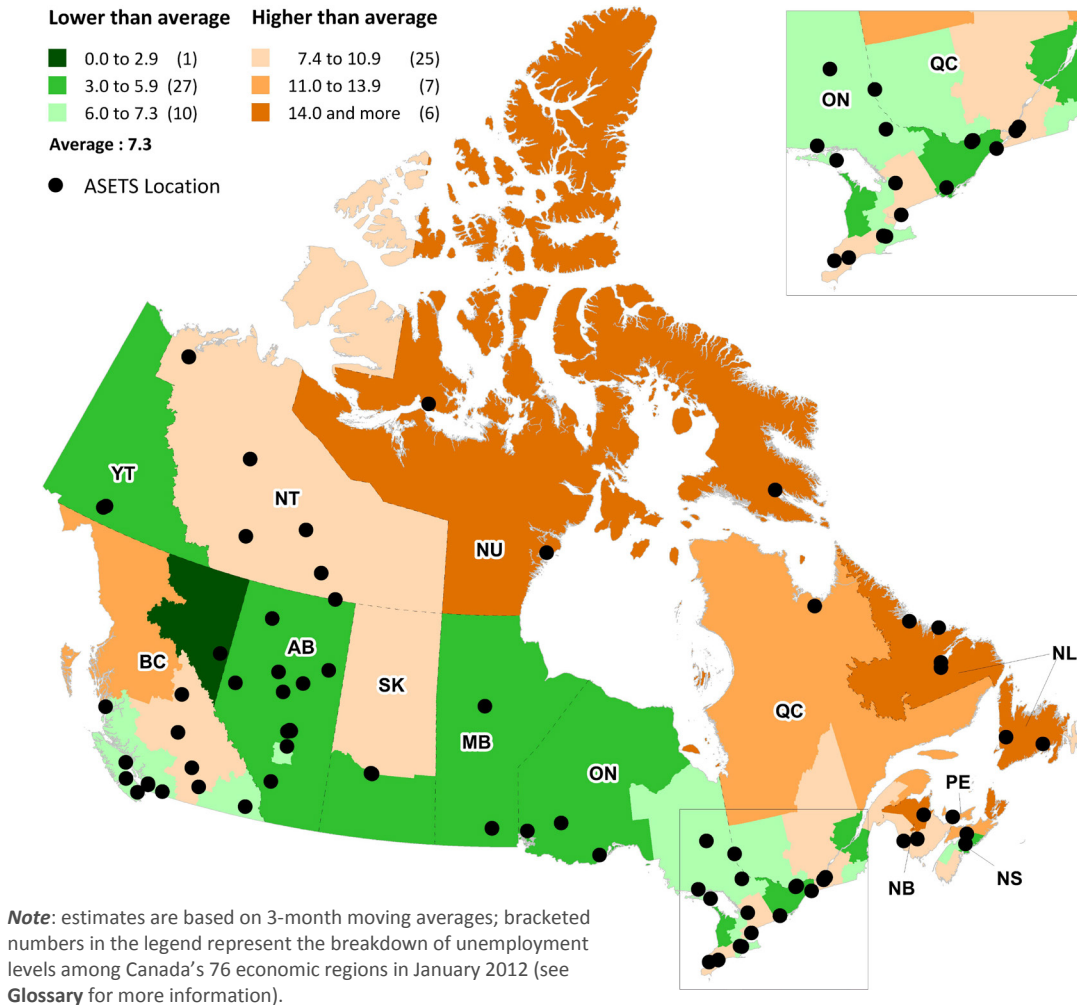
Statistics Canada. (2012) "Job vacancies," in *The Daily*, 24 January 2012.

Statistics Canada. (2010) *Population Projections for Canada, Provinces and Territories, 2009 to 2036*. Catalogue no. 91-520-X. Ottawa: Statistics Canada.

National maps

Unemployment rates in Canada

January 2012

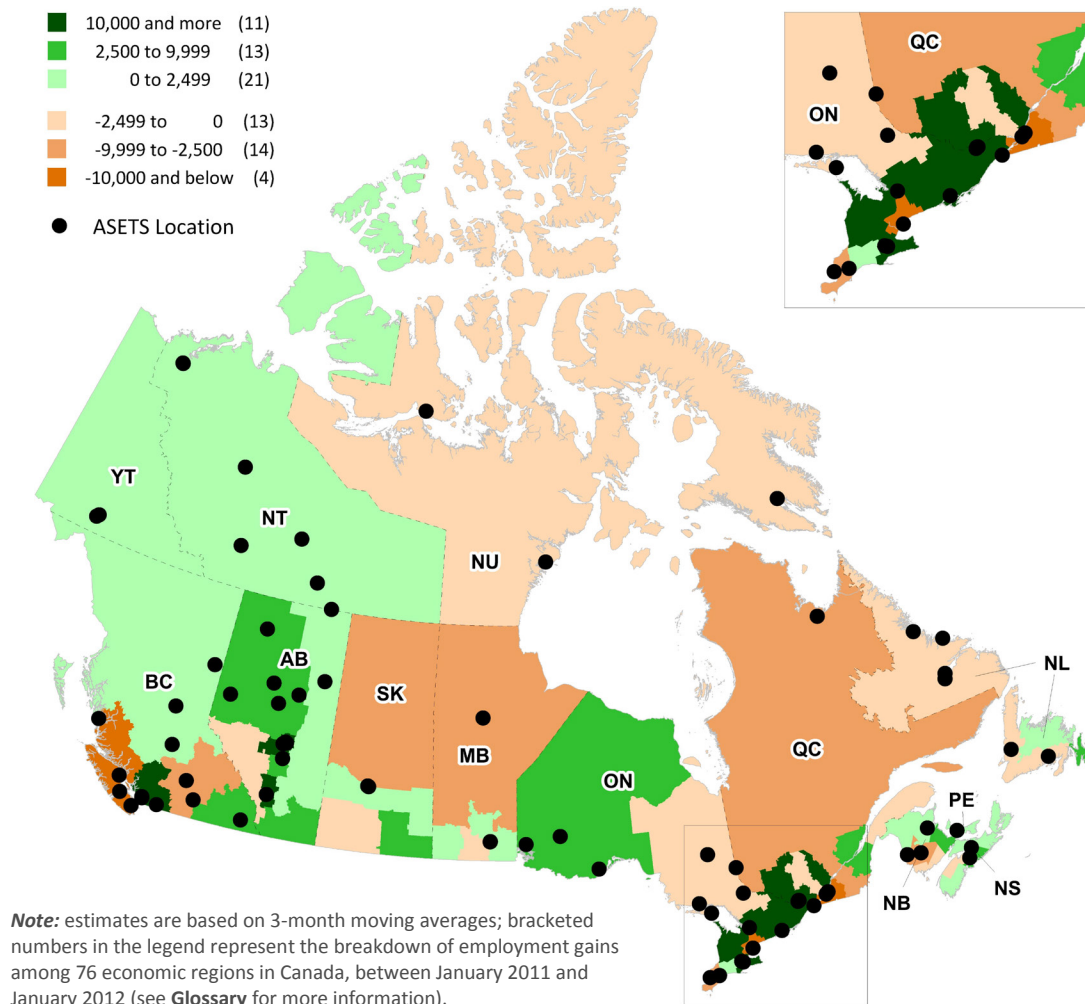


Source: HRSDC Geomatics Services; data from Labour Force Survey

- In January 2012, the unemployment rate for Canada was 7.3%; 18 of 76 economic regions had rates of less than 5.0%.
- Higher levels of unemployment were found in Newfoundland and Labrador, Nunavut, and parts of New Brunswick and Nova Scotia. The region of South Coast – Burin Peninsula in Newfoundland and Labrador had the highest rate, at 24.0%.
- Northeast British Columbia, southern Saskatchewan, and much of Alberta and Manitoba had lower levels of unemployment. The region of Northeast in BC had the lowest unemployment rate (2.6%) followed by South Central in Manitoba (3.3%).

Employment gains in Canada

January 2011 to January 2012



Source: HRSDC Geomatics Services; data from Labour Force Survey

- In absolute terms, the greatest employment gains were found in parts of Alberta, British Columbia, and southern Ontario (+9,200 to +41,300). The regions of Edmonton and Calgary accounted for nearly half (42.8%) of all employment gains in Canada between January 2011 and January 2012.
- Toronto, Vancouver Island & Coast, Windsor-Sarnia, and several regions in Quebec experienced larger employment declines (-4,400 to -29,700). Seven of the 10 regions with the largest decreases were found in Quebec.

Regional labour market profiles

Atlantic Canada

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

Labour market indicators

In January 2012, the total population aged 15 years and over in the Atlantic provinces was 1.9 million. The Aboriginal population represented 2.3% of that, or 44,500 people.

The unemployment rate in Atlantic Canada was 10.1% in January 2012, down 0.6 percentage points from a year ago. The participation rate stood at 62.1% and the employment rate at 55.8%.

The unemployment rate among the Aboriginal population was 12.4%. Although higher than the regional rate, it decreased by 3.9 percentage points from a year earlier. The employment rate for Aboriginal people in Atlantic Canada increased from 50.9% to 53.1% between January 2011 and January 2012.

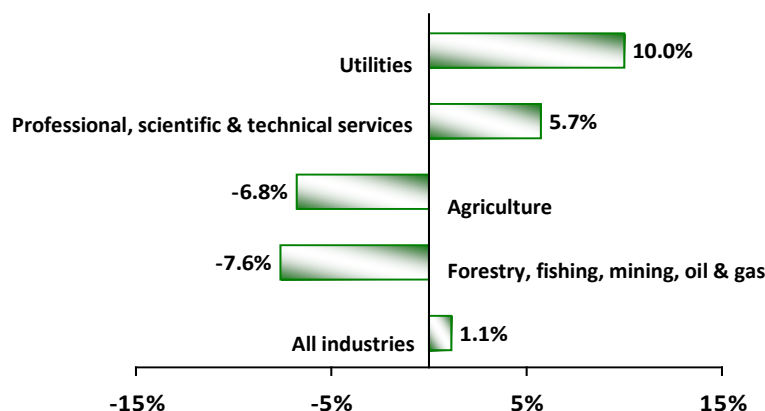
Main indicators - Atlantic Canada Unemployment, employment & participation rates		
	January 2012	Y/Y
Total population	1,948,100	
Unemployment rate	10.1	-0.6
Participation rate	62.1	0.1
Employment rate	55.8	0.5
Aboriginal population*	44,500	
Unemployment rate	12.4	-3.9
Participation rate	60.6	-0.2
Employment rate	53.1	2.2

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

Employment growth by sector

The following industries led employment growth in Atlantic Canada between January 2011 and January 2012: professional, scientific & technical services (+2,800) and utilities (+1,000). Offsetting these gains were losses in forestry, fishing, mining, oil & gas (-3,000), and agriculture (-1,000).

Employment growth for selected industries
Atlantic Canada, January 2011 to January 2012



Regional characteristics

From January 2011 to January 2012, 10 of the 15 economic regions (ERs) in Atlantic Canada experienced increases in employment, including Moncton – Richibucto NB, Prince Edward Island, and Notre Dame – Central Bonavista Bay NL. However, some declines in employment were seen in the ERs of South Coast – Burin Peninsula NL and Fredericton – Oromocto NB.

From January 2011 to January 2012, the ERs of Southern NS, Campbellton – Miramichi NB, and Moncton – Richibucto NB experienced the greatest improvement in labour market performance, as these regions saw a decrease in their unemployment rates as well as an increase in their employment rates.

Certain ERs in Atlantic Canada had unemployment rates significantly higher than the national average of 7.3% in January 2012: South Coast – Burin Peninsula NL (24.0%); Notre Dame – Central Bonavista Bay NL (19.8%); West Coast-Northern Peninsula-Labrador NL (16.2%); Cape Breton NS (15.7%); and Campbellton – Miramichi NB (15.2%).

Population, labour force, employment levels and labour market performance										
	Population	Labour force	Employment		Unemployment rate (%)		Participation rate (%)		Employment rate (%)	
	January 2012	January 2012	January 2012	Y/Y	January 2012	Y/Y	January 2012	Y/Y	January 2012	Y/Y
Newfoundland and Labrador	428,600	254,100	218,900	0.6%	13.8	0.2	59.3	0.6	51.1	0.4
Avalon Peninsula	221,300	143,500	129,200	2.2%	10.0	0.9	64.9	1.6	58.4	0.9
South Coast – Burin Peninsula	30,300	16,400	12,500	-9.4%	24.0	1.2	54.0	-4.0	41.0	-3.8
West Coast-Northern Peninsula-Labrador	86,500	48,800	40,900	-2.6%	16.2	-1.0	56.4	-1.7	47.3	-0.8
Notre Dame – Central Bonavista Bay	90,400	45,400	36,400	2.8%	19.8	-0.1	50.2	1.7	40.3	1.4
Prince Edward Island	119,800	79,900	69,200	3.1%	13.3	-0.2	66.6	0.9	57.8	0.9
Nova Scotia	779,600	493,000	452,500	1.6%	8.2	-1.5	63.2	-0.2	58.0	0.8
Cape Breton	111,500	62,300	52,500	1.5%	15.7	-0.5	55.9	1.2	47.1	1.3
North Shore	129,600	78,300	69,300	1.6%	11.4	-1.1	60.4	0.6	53.5	1.1
Annapolis Valley	99,600	57,300	53,000	-2.2%	7.4	-4.1	57.5	-3.7	53.3	-0.9
Southern	97,800	58,000	52,500	2.7%	9.5	-2.2	59.3	0.8	53.7	2.0
Halifax	341,200	237,100	225,200	2.3%	5.0	-1.2	69.5	-0.2	66.0	0.6
New Brunswick	620,100	382,900	346,600	0.2%	9.5	0.0	61.8	0.0	55.9	0.0
Campbellton – Miramichi	128,500	67,800	57,500	2.7%	15.2	-3.0	52.8	0.2	44.8	1.8
Moncton – Richibucto	172,600	113,500	104,900	5.0%	7.5	-1.9	65.7	1.1	60.8	2.3
Saint John – St. Stephen	144,500	91,100	83,700	-2.9%	8.2	2.3	63.1	-0.6	57.9	-2.0
Fredericton – Oromocto	109,800	71,300	65,300	-5.5%	8.5	2.1	65.0	-3.2	59.5	-4.3
Edmundston – Woodstock	64,700	39,200	35,200	1.4%	10.3	1.3	60.6	2.2	54.4	1.2

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

Atlantic Canada in the news

Newfoundland and Labrador

SubC Control, a Clarenville-based manufacturer of high-end underwater imaging solutions, is receiving \$120,000 from the Newfoundland and Labrador Ocean Technology Strategy, a \$28 million fund designed to capitalize on opportunities to **expand the local ocean technology sector**. (Government of NL, January 23, 2012)

Grand River Ironsands has partnered with two other companies to create the North Atlantic Iron Corporation. The partnership is expected to **create up to 200 new jobs mining the iron sands of the Churchill River** to make a refined pig iron product used in the steel-making process. (Chronicle Herald, November 19, 2011)

Prince Edward Island

MphasiS, an IT company from India, is bringing 100 jobs to Charlottetown and expects to grow to 300 jobs by 2014. Holland College will be asked to increase the capacity of IT programs currently on offer to support the availability of skilled labour. (CBC News, March 2, 2012)

Nova Scotia

The Government of Nova Scotia will spend \$6.7 million over the next five years on educational initiatives in the skilled trades. The government plans to **double the number of schools offering skilled trades courses, including a manufacturing course linked to shipbuilding**, which will help to ensure skilled workers are available to fulfill the \$25 billion federal contract recently awarded to Irving Shipbuilding. (Canadian Press Newswire, February 3, 2012)

Atlantis Systems Corporation plans to hire 300 skilled professionals over the next three years after relocating its head office from Brampton to Dartmouth. The company designs aviation training simulators for the navy, air force, and private sector. (Chronicle Herald, January 4, 2012, C6)

New Brunswick

Sunny Corner Enterprises has announced that they will be investing \$2.2 million to **expand their operations in the Miramichi region. The investment will create 172 jobs** in various programs, including expanding an existing paint shop and planning the layout of a new facility. (Atlantic Canada Opportunities Agency, December 21, 2011)

A new multipurpose workshop for trades training at the Collège communautaire du Nouveau-Brunswick (CCNB) Bathurst campus has officially launched. As well as supporting engineering, plumbing, and pipefitting programs, the workshop will also help train students in renewable energy systems and building engineering technology. (Government of New Brunswick, February 20, 2012)

Useful links

Newfoundland and Labrador

NL Labour Market Information
<http://www.lmiworks.nl.ca/Default.aspx>

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

New Brunswick

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

Nova Scotia

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

Prince Edward Island

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

Quebec

Labour market indicators

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

The unemployment rate for Quebec stood at 8.5% in January 2012, edging up from a year earlier. The participation rate was 63.8% and the employment rate was 58.4%.

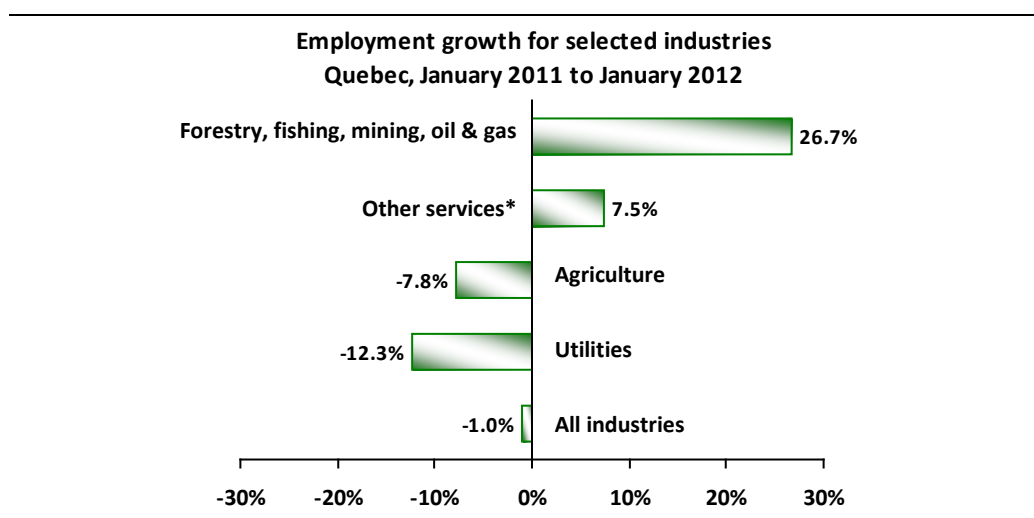
The unemployment rate among the Aboriginal population was 13.3% in January 2012, up significantly from a year earlier (+4.1 percentage points). Over the same period, the employment rate for Aboriginal peoples grew by 3.8 percentage points, going from 48.2% to 52.0%. The simultaneous fluctuations in the unemployment and employment rates may be due to an increase of 6.9 percentage points in the participation rate for Aboriginal peoples during the same period.

Main indicators - Quebec		
Unemployment, employment & participation rates		
	January 2012	Y/Y
Total population	6,605,200	
Unemployment rate	8.5	0.7
Participation rate	63.8	-0.8
Employment rate	58.4	-1.2
Aboriginal population*	61,000	
Unemployment rate	13.3	4.1
Participation rate	60.0	6.9
Employment rate	52.0	3.8

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

Employment growth by sector

From January 2011 to January 2012, employment growth in Quebec was driven by other services (+12,600) and forestry, fishing, mining, oil & gas (+7,200). Offsetting these gains were employment losses in agriculture (-4,200) and utilities (-3,900).



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

Regional characteristics

From January 2011 to January 2012, the largest increases in employment were found in the economic regions (ERs) of Lanaudière and Outaouais. However, most of the other ERs in the province experienced decreases in employment.

In Quebec, the labour market performance did not improve over the period January 2011 to January 2012. The unemployment rate was higher in 11 of the province's 16 ERs, with the largest increase in Côte-Nord & Nord-du-Québec. The employment rate decreased in 12 of the 16 ERs during this period.

Population, labour force, employment levels and labour market performance										
	Population	Labour force	Employment		Unemployment rate (%)		Participation rate (%)		Employment rate (%)	
	January 2012	January 2012	January 2012	Y/Y	January 2012	Y/Y	January 2012	Y/Y	January 2012	Y/Y
Gaspésie – Îles-de-la-Madeleine	78,600	38,700	34,000	-5.3%	12.2	-2.1	49.2	-4.1	43.2	-2.5
Bas-Saint – Laurent	166,700	93,700	85,500	-0.3%	8.8	-2.5	56.2	-1.8	51.3	-0.1
Capitale-Nationale	591,400	397,600	374,800	1.5%	5.7	-0.1	67.2	0.1	63.4	0.3
Chaudière – Appalaches	334,300	229,800	216,900	1.4%	5.6	1.2	68.7	1.4	64.9	0.6
Estrie	259,300	158,500	147,100	-6.1%	7.2	0.4	61.1	-4.3	56.7	-4.2
Centre-du-Québec	191,300	112,100	102,000	-5.4%	9.0	3.5	58.6	-1.6	53.3	-3.5
Montréal	1,196,200	769,800	709,400	-2.5%	7.8	0.8	64.4	-1.9	59.3	-2.3
Montréal	1,626,100	1,020,500	909,300	-1.6%	10.9	1.4	62.8	-0.4	55.9	-1.3
Laval	335,800	218,500	199,000	1.5%	8.9	1.1	65.1	0.6	59.3	-0.2
Lanaudière	394,400	274,300	249,400	7.5%	9.1	1.5	69.5	4.6	63.2	3.2
Laurentides	466,900	307,400	284,400	-0.4%	7.5	-1.3	65.8	-2.5	60.9	-1.4
Outaouais	308,400	213,200	198,700	5.4%	6.8	0.3	69.1	2.6	64.4	2.2
Abitibi – Témiscamingue	117,800	73,900	68,700	-4.3%	7.0	0.3	62.8	-2.8	58.4	-2.8
Mauricie	221,900	130,700	118,300	-6.3%	9.5	1.3	58.9	-3.3	53.3	-3.8
Saguenay – Lac-Saint-Jean	225,400	124,500	113,700	-6.4%	8.7	-0.2	55.3	-3.9	50.4	-3.5
Côte-Nord & Nord-du-Québec	90,700	53,800	47,500	-14.6%	11.9	3.9	59.4	-7.2	52.3	-9.0

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

Quebec in the news

The construction of a new McGill hospital will create 1,800 new jobs in Montreal. Over the next six years, an additional 176 construction projects will create employment opportunities for engineers, architects, contractors, lab technicians, and construction workers. (The Gazette, January 5, 2012, A16)

Ottawa announced funding of \$55 million for the construction of a port facility in Sept-Îles, creating about 1,000 jobs. This new deep-water dock will facilitate the transportation of raw materials to locations close to the Plan Nord area. (Radio-Canada, February 13, 2012)

The Government of Quebec will invest more than \$232 million in a pulp and paper plant in Lebel-sur-Quévillon. This project, which will realign the plant for projects with better long-term development prospects, will create over 300 direct jobs at the plant and about 400 indirect jobs in forestry and transportation. (Gouvernement du Québec, January 31, 2012)

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 2012, the total population aged 15 years and over in Ontario was approximately 11 million, while the Aboriginal population accounted for 1.5% of that, or 165,400 people.

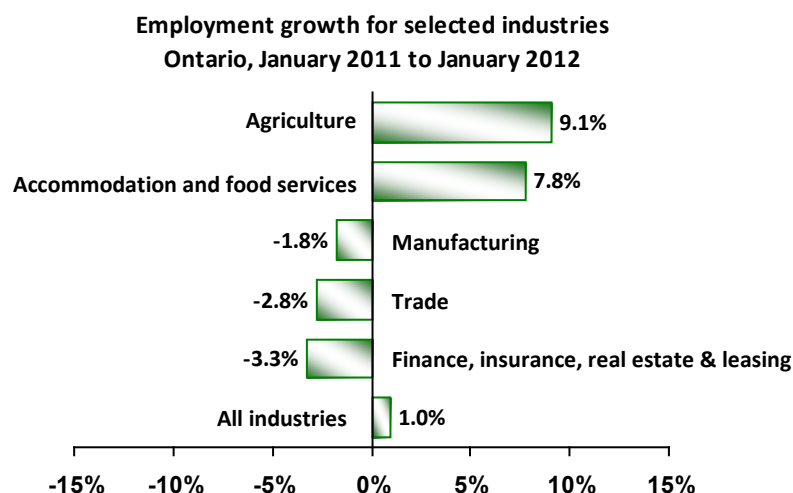
The unemployment rate in Ontario was 7.4% in January 2012 down 0.2 percentage points from a year ago. The participation rate stood at 65.9% and the employment rate at 61.0%.

The unemployment rate for the Aboriginal population was 10.8% in January 2012, down 6.0 percentage points from a year earlier. Between January 2011 and January 2012, the employment rate for Aboriginal peoples grew by 6.5 percentage points from 51.3% to 57.8%. The positive gains in employment took place despite the increase in the participation rate.

Main indicators - Ontario		
Unemployment, employment & participation rates		
	January 2012	Y/Y
Total population	10,992,200	
Unemployment rate	7.4	-0.2
Participation rate	65.9	-0.3
Employment rate	61.0	-0.2
Aboriginal population*	165,400	
Unemployment rate	10.8	-6.0
Participation rate	64.7	3.0
Employment rate	57.8	6.5
Estimates presented are based on three month moving averages (see Glossary for more information).		
Y/Y: the change between January 2011 and January 2012.		
*the Labour Force Survey excludes those living on-reserve.		

Employment growth by sector

From January 2011 to January 2012, employment growth in Ontario was driven by industries such as accommodation and food services (+28,300) and agriculture (+7,700). However, losses were experienced in trade (-28,300); manufacturing (-14,200); and finance, insurance, real estate & leasing (-16,200).



Regional characteristics

From January 2011 to January 2012, the largest increases in employment were in the economic regions (ERs) of Muskoka – Kawarthas and Northwest. Only three ERs experienced declines in employment: Windsor – Sarnia, Toronto, and Northeast.

Compared to a year ago, the labour market situation improved in Ontario in January 2012. The unemployment rate was lower in 8 of the province's 11 ERs and the employment rate increased in 7 of the 11 ERs.

Population, labour force, employment levels and labour market performance										
	Population	Labour force	Employment		Unemployment rate (%)		Participation rate (%)		Employment rate (%)	
	January 2012	January 2012	January 2012	Y/Y	January 2012	Y/Y	January 2012	Y/Y	January 2012	Y/Y
Ottawa	1,054,800	730,900	687,800	2.9%	5.9	-0.6	69.3	0.6	65.2	1.0
Kingston – Pembroke	371,600	232,900	219,300	5.4%	5.8	-0.8	62.7	2.4	59.0	2.7
Muskoka – Kawarthas	319,300	194,500	179,700	9.8%	7.6	-3.4	60.9	3.1	56.3	4.8
Toronto	5,088,000	3,364,600	3,093,100	-1.0%	8.1	0.4	66.1	-1.7	60.8	-1.8
Kitchener – Waterloo – Barrie	1,043,600	733,600	684,000	3.0%	6.8	-0.5	70.3	0.6	65.5	0.9
Hamilton – Niagara Peninsula	1,173,400	764,500	712,400	2.9%	6.8	-1.1	65.2	0.7	60.7	1.2
London	542,400	350,300	322,100	0.1%	8.0	0.2	64.6	-0.3	59.4	-0.4
Windsor – Sarnia	518,900	323,100	291,800	-1.7%	9.7	0.7	62.3	-0.3	56.2	-0.8
Stratford – Bruce Peninsula	245,700	163,500	156,500	6.9%	4.3	-2.6	66.5	2.5	63.7	4.1
Northeast	461,300	274,100	257,300	-1.0%	6.1	-0.1	59.4	-0.5	55.8	-0.4
Northwest	173,200	110,900	104,600	9.6%	5.7	-2.1	64.0	4.6	60.4	5.6

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

Ontario in the news

Target Corporation will be hiring 150 to 200 workers at each of its twenty-four new retail locations in Ontario this year and plans to open another 125-135 stores across Canada in 2013. (Canada Newswire, January 5, 2012)

Windstream Wolfe Island Shoals Inc. has signed an agreement with Siemens Canada Ltd. to supply up to 130 turbines for its wind power project on Lake Ontario. **More than 1,900 jobs will be created** in the first five years of development. (Windstream Energy, January 11, 2012)

An education-industry partnership has been formed between Corona College, Newspar Inc., and Canada Fluorspar Inc. to help train skilled workers in underground hard rock mining and mineral processing. A 16-week training program will be offered in spring 2012 to prepare workers for employment at the fluorspar mine in St. Lawrence. (Southern Gazette, December 19, 2011)

Useful links

ON Labour Market Information
http://www.ontario.ca/en/life_events/job/004472.html

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

Manitoba

Labour market indicators

In January 2012, the total population aged 15 years and over in Manitoba was 958,200. The Aboriginal population accounted for nearly 10.0% of that, or 95,500 people.

Manitoba's unemployment rate in January 2012 stood at 5.2%, up 0.3 percentage points from a year earlier. The participation rate was 68.3% and the employment rate, 64.8%.

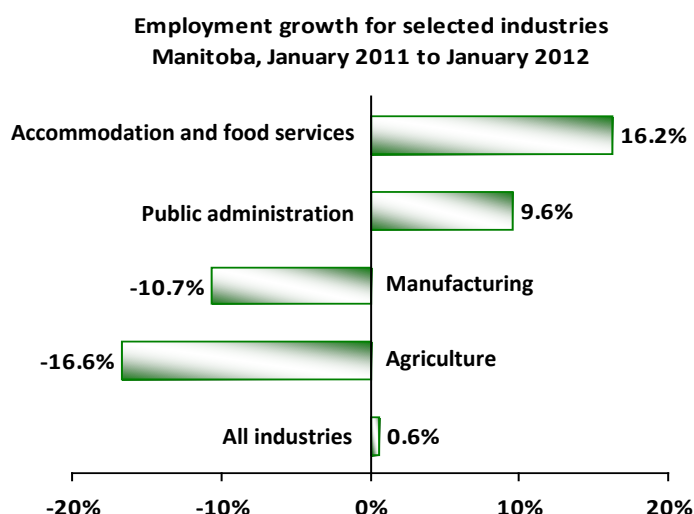
The unemployment rate for the Aboriginal population was 11.7% in January 2012, down 0.5 percentage points from a year earlier. Similarly, the employment rate for Aboriginal peoples declined by 0.5 percentage points to 56.8% compared to one year ago. The participation rate also decreased by 0.9 percentage points over the same period.

Main indicators - Manitoba		
Unemployment, employment & participation rates		
	January 2012	Y/Y
Total population	958,200	
Unemployment rate	5.2	0.3
Participation rate	68.3	-0.2
Employment rate	64.8	-0.4
Aboriginal population*	95,500	
Unemployment rate	11.7	-0.5
Participation rate	64.3	-0.9
Employment rate	56.8	-0.5

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

Employment growth by sector

Employment growth from January 2011 to January 2012 in Manitoba was driven by accommodation and food services (+6,000) and public administration (+3,300). However, employment losses were experienced in manufacturing (-7,300) and agriculture (-3,900).



Regional characteristics

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

In terms of labour market performance, the participation and employment rates fell in more than half of the province's ERs, resulting in a drop in the unemployment rate from January 2011 to January 2012. However, in Winnipeg, the participation rate increased and the employment rate slightly decreased over the same period, resulting in an increase in the unemployment rate.

Population, labour force, employment levels and labour market performance										
	Population	Labour force	Employment		Unemployment rate (%)		Participation rate (%)		Employment rate (%)	
	January 2012	January 2012	January 2012	Y/Y	January 2012	Y/Y	January 2012	Y/Y	January 2012	Y/Y
Southeast	83,400	57,100	54,300	1.5%	4.9	-0.3	68.4	-0.7	65.1	-0.4
South Central	47,900	30,800	29,800	-1.0%	3.3	-0.8	64.4	-2.9	62.3	-2.3
Southwest	83,800	57,100	54,500	1.7%	4.5	1.3	68.1	1.8	65.0	0.8
North Central	36,700	23,100	22,300	-0.4%	3.6	-1.0	62.9	-1.9	60.6	-1.2
Parklands & North	59,500	39,100	37,200	-8.8%	4.8	-0.1	65.6	-5.6	62.5	-5.2
Interlake	72,800	50,500	48,200	2.6%	4.6	0.4	69.4	1.5	66.2	1.1
Winnipeg	574,000	396,600	374,200	1.3%	5.6	0.3	69.1	0.2	65.2	-0.1

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

Manitoba in the news

The federal and provincial governments and the Bloodvein First Nation are contributing \$3.89 million to construct an access road that will connect the community to the province's all-season road network. **This access road will provide 30 new jobs** and skills training for community members. It is expected to generate more jobs and economic opportunities, including \$106 million in contracts over the next five years. (Government of Canada, February 3, 2012)

Construction will continue to be a leading industry in Manitoba, with the new residential home building and electrical utility sectors reaching record high employment levels. According to the Construction Sector Council, 16,000 workers will be needed over the next decade to meet demand requirements. Sustained recruiting efforts that target youth, women, Aboriginal people, other industries, and immigrants will continue to be a priority for the industry. (Construction Sector Council, March 13, 2012)

Three community-based organizations will receive \$55,000 in funding from the Co-operators Foundation - Community Economic Development Fund to provide a variety of supports and resources to improve the economic outcomes of marginalized Manitobans. The Jubilee Fund in Winnipeg offers loan guarantees to individuals and organizations to support economic initiatives. Community Ownership Solutions has developed an innovative model to provide quality jobs in the construction sector. West Broadway Development Corporation supports Soup Bee, a program that provides work experience to people living in the West Broadway area of Winnipeg. (4 Traders - News, March 16, 2012)

Useful links

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

Saskatchewan

Labour market indicators

In January 2012, the total population aged 15 years and over in Saskatchewan was 804,300. The Aboriginal population represented about 8.8% of that, or 70,400 individuals.

In Saskatchewan, the unemployment rate was 4.9% in January 2012, down 0.3 percentage points from a year earlier. The participation rate stood at 68.2% and the employment rate was 64.9%.

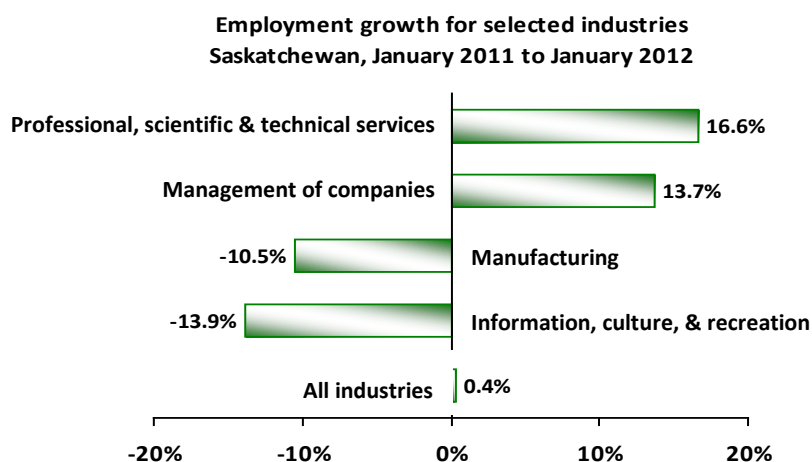
The unemployment rate among the Aboriginal population was 15.9% in January 2012, dropping 1.4 percentage points from a year earlier. The employment rate for Aboriginal peoples in Saskatchewan increased significantly by 7.8 percentage points, going from 49.9% to 57.7%. The participation rate among the Aboriginal population also experienced notable gains, with an increase of 8.2 percentage points compared to a year earlier.

Main indicators - Saskatchewan		
Unemployment, employment & participation rates		
	January 2012	Y/Y
Total population	804,300	
Unemployment rate	4.9	-0.3
Participation rate	68.2	-0.7
Employment rate	64.9	-0.5
Aboriginal population*	70,400	
Unemployment rate	15.9	-1.4
Participation rate	68.6	8.2
Employment rate	57.7	7.8

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

Employment growth by sector

Employment growth in Saskatchewan from January 2011 to January 2012 was driven by professional, scientific, and technical services (+3,500) and management of companies (+1,400). However, these gains were offset by losses in manufacturing (-3,000) and information, culture, and recreation (-2,800).



Regional characteristics

From January 2011 to January 2012, the economic regions (ERs) of Yorkton – Melville, Regina – Moose Mountain, and Saskatoon – Biggar experienced increases in employment, while declines were seen in Swift Current – Moose Jaw and Prince Albert & Northern.

Compared to January 2011, the unemployment rate was higher in only 1 of the province's 5 ERs in January 2012, Saskatoon – Biggar, and the remainder declined. The employment rate increased in 2 of the 5 ERs.

Population, labour force, employment levels and labour market performance										
	Population	Labour force	Employment		Unemployment rate (%)		Participation rate (%)		Employment rate (%)	
	January 2012	January 2012	January 2012	Y/Y	January 2012	Y/Y	January 2012	Y/Y	January 2012	Y/Y
Regina – Moose Mountain	239,200	172,900	166,900	3.1%	3.5	-0.2	72.3	1.1	69.8	1.2
Swift Current – Moose Jaw	81,100	49,900	47,900	-4.8%	4.0	-1.2	61.6	-3.8	59.1	-2.9
Saskatoon – Biggar	267,300	183,200	173,700	1.1%	5.1	0.2	68.5	-0.5	65.0	-0.6
Yorkton – Melville	62,800	42,000	40,000	5.0%	4.6	-1.4	66.8	2.6	63.7	3.3
Prince Albert & Northern	153,900	100,900	93,400	-4.5%	7.5	-0.2	65.6	-3.6	60.7	-3.2

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

Saskatchewan in the news

Employment growth is on the rise in Saskatchewan and meeting labour needs over the next decade will remain a challenge. A report released by the Construction Sector Council (CSC) says that the strongest growth is due to the big mining and utility projects, but employment in all sectors is increasing. New employment for major projects is expected to peak in 2013, well above historic levels. (Daily Commercial News and Construction Record, March 2, 2012)

SaskPower's Boundary Dam Power Station is ramping up its carbon capture and sequestration project and will be in need of **an additional 300 employees** once the project is fully underway in 2013. (Lifestyles, December 16, 2011)

According to the Canadian Federation of Independent Business, **agriculture is one of the top three most optimistic sectors.** Growth in the resources sector, agriculture, retail and wholesale trade coupled with a growing population point to continued economic expansion in Saskatchewan. (Star Phoenix, March 8, 2012)

Saskatchewan's Athabasca Basin is home to the largest high-grade uranium deposit in the world. A new deal to begin **exporting uranium to China may be worth as much as \$3 billion** according to Canadian Manufacturers & Exporters. This will create sustainable, high-paying jobs. (Nation Talk, February 9, 2012)

Useful links

SaskNetWork

<http://www.gov.sk.ca/news?newsId=c3e08697-e263-4dae-9721-8d3b12941273>

Aboriginal Employment Development Partnership

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

Alberta

Labour market indicators

In January 2012, the total population aged 15 years and over in Alberta was approximately 3 million. The Aboriginal population accounted for 4.1% of that, or 125,300 individuals.

In January 2012, the unemployment rate in Alberta was 4.8%—the lowest in Canada—down 0.8 percentage points from a year earlier. The participation and employment rates were 73.5% and 70.0%, respectively—the highest in the country.

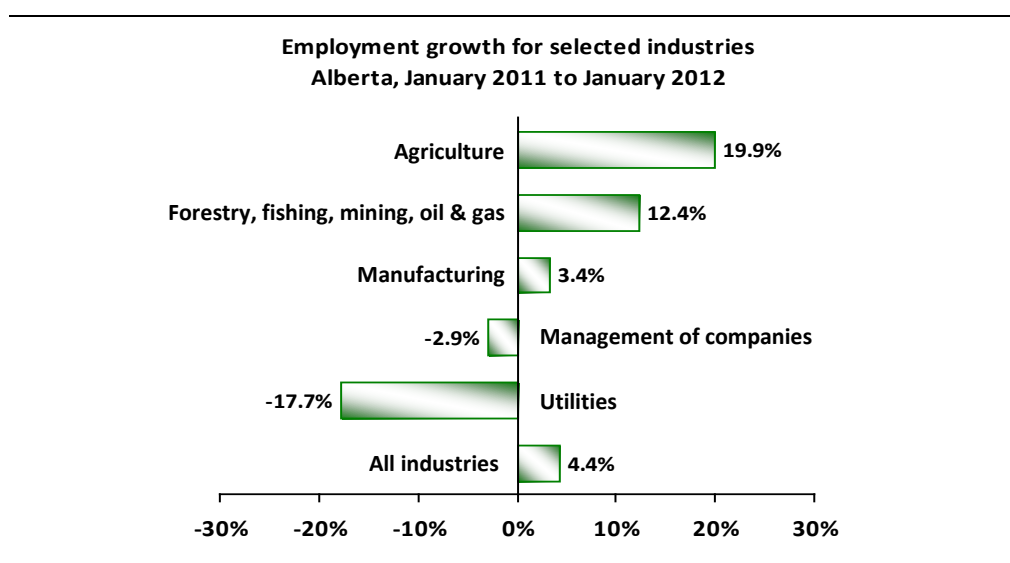
The unemployment rate among the Aboriginal population was 9.0%, unchanged compared to a year ago. The participation and employment rates for Aboriginal peoples both increased from January 2011 to January 2012 to 70.7% and 64.3%, respectively.

Main indicators - Alberta		
Unemployment, employment & participation rates		
	January 2012	Y/Y
Total population	3,029,000	
Unemployment rate	4.8	-0.8
Participation rate	73.5	1.3
Employment rate	70.0	1.9
Aboriginal population*	125,300	
Unemployment rate	9.0	0.0
Participation rate	70.7	1.7
Employment rate	64.3	1.5

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

Employment growth by sector

Employment growth in Alberta from January 2011 to January 2012 was driven by forestry, fishing, mining, oil & gas (+18,700); agriculture (+8,800); and manufacturing (+4,300). Offsetting these gains were employment losses in utilities (-3,400) and management of companies (-2,100).



Regional characteristics

Looking at economic regions (ERs) over the January 2011 to January 2012 period, the largest employment increases were in Lethbridge – Medicine Hat and Calgary. Only the ER of Banff – Jasper – Rocky Mountain House experienced a decline in employment.

Compared to January 2011, the unemployment rate declined in 6 of the province's 8 ERs in January 2012; only Red Deer and Wood Buffalo – Cold Lake experienced an increase. The employment rate increased in 7 of the province's 8 ERs.

Population, labour force, employment levels and labour market performance										
	Population	Labour force	Employment		Unemployment rate (%)		Participation rate (%)		Employment rate (%)	
	January 2012	January 2012	January 2012	Y/Y	January 2012	Y/Y	January 2012	Y/Y	January 2012	Y/Y
Lethbridge – Medicine Hat	220,100	150,800	144,500	7.1%	4.2	-0.1	68.5	3.8	65.7	3.8
Camrose – Drumheller	156,300	111,400	107,000	1.3%	3.9	-1.2	71.2	-0.3	68.5	0.7
Calgary	1,120,800	836,700	795,800	5.5%	4.9	-1.0	74.6	1.6	71.0	2.3
Banff – Jasper – Rocky Mountain House	71,900	54,200	51,900	-1.5%	4.2	-1.7	75.3	-2.8	72.1	-1.4
Red Deer	155,300	118,000	110,900	4.2%	6.0	0.8	75.9	2.6	71.4	1.9
Edmonton	1,009,200	734,300	699,700	4.1%	4.7	-1.0	72.8	0.9	69.3	1.5
Athabasca – Grande Prairie – Peace River	191,100	138,200	131,300	3.4%	5.0	-1.1	72.3	1.1	68.7	1.8
Wood Buffalo – Cold Lake	104,100	83,200	79,300	2.9%	4.7	0.2	79.9	0.2	76.2	0.1

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

Alberta in the news

The Government of Canada is investing up to \$1.5 billion through the ecoENERGY for Biofuels program over nine years. An investment of \$31.1 million in Kyoto Fuels Corporation has already secured 20 jobs for qualified technicians. (Natural Resources Canada, December 21, 2011)

The City of Red Deer will continue to fund a two-year Aboriginal program designed to provide six months of job training for 12 Aboriginal candidates. The Government of Alberta has agreed to match the city's contribution of \$120,000. (Red Deer Advocate, January 4, 2012, A2)

The Government of Alberta's Occupational Demand and Supply Outlook 2011-2021 forecasts labour shortages of heavy duty mechanics and truck drivers. The 10-year outlook is produced to help employers plan their staff attraction strategies and to help youth research potential careers. (Red Deer Advocate, December 10, 2011, C7)

In order to develop the next generation of producers, leaders, and entrepreneurs in the sector, **the Government of Alberta is providing \$2 million to regional and local agricultural societies in support of youth leadership development training.** (Government of Alberta, February 3, 2012)

Useful links

Alberta Aboriginal Organizations
<http://www.aboriginalcanada.gc.ca/acp/site.nsf/eng/ao34770.html>

Fort McMurray Labour Market Information
<http://www.woodbuffalo.net/LMNMain022007.html>

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

British Columbia

Labour market indicators

In January 2012, the total population aged 15 years and over in British Columbia was approximately 3.8 million. The Aboriginal population represented about 3% of that, or 112,600 people.

The unemployment rate in British Columbia was 6.9% in January 2012, down 0.6 percentage points from a year earlier. The participation rate stood at 64.4% and the employment rate at 60.0%.

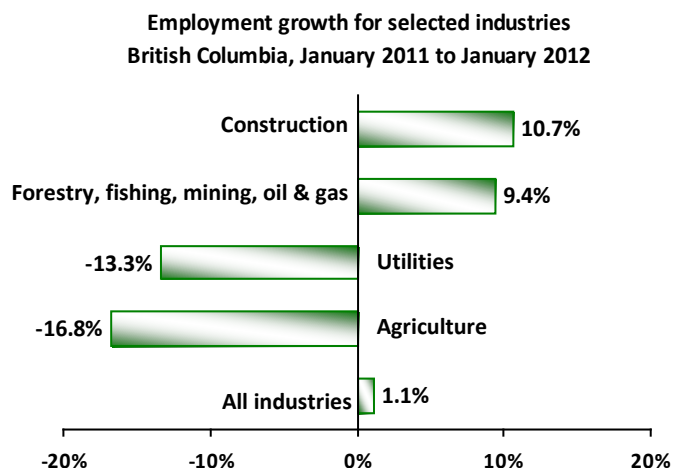
The unemployment rate among the Aboriginal population in British Columbia was 14.8% in January 2012, down 2 percentage points from a year earlier. The participation rate for Aboriginal people stood at 57.3%, a decline of 5.7 percentage points from January 2011. Similarly, over the same period, the employment rate decreased by 3.6 percentage points, going from 52.4% to 48.8%.

Main indicators - British Columbia		
Unemployment, employment & participation rates		
	January 2012	Y/Y
Total population	3,794,800	
Unemployment rate	6.9	-0.6
Participation rate	64.4	-0.4
Employment rate	60.0	0.0
Aboriginal population*	112,600	
Unemployment rate	14.8	-2.0
Participation rate	57.3	-5.7
Employment rate	48.8	-3.6

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

Employment growth by sector

Employment growth in British Columbia from January 2011 to January 2012 was driven by construction (+19,300) and forestry, fishing, mining, oil & gas (+3,500). Offsetting these gains were employment losses in agriculture (-4,600) and utilities (-1,700).



Regional characteristics

Looking at economic regions (ERs) over the January 2011 to January 2012 period, the largest increases in employment were in Kootenay and Northeast. However, Vancouver Island & Coast and Thompson – Okanagan both experienced employment declines.

Compared to January 2011, the unemployment rate in January 2012 declined in 5 of the province's 7 ERs. Over the same period, only 2 ERs recorded an increase in their respective unemployment rates: Cariboo (+0.3 percentage points to 7.5%) and North Coast & Nechako (+4 percentage points to 11.4%). The employment rate increased also in 5 of the 7 ERs.

Population, labour force, employment levels and labour market performance										
	Population	Labour force	Employment		Unemployment rate (%)		Participation rate (%)		Employment rate (%)	
	January 2012	January 2012	January 2012	Y/Y	January 2012	Y/Y	January 2012	Y/Y	January 2012	Y/Y
Vancouver Island & Coast	657,200	386,800	361,300	-3.7%	6.6	-0.3	58.9	-2.8	55.0	-2.4
Lower Mainland-Southwest	2,327,800	1,527,000	1,424,000	2.3%	6.7	-0.6	65.6	0.1	61.2	0.5
Thompson – Okanagan	437,500	273,500	252,600	-1.3%	7.6	-1.4	62.5	-2.0	57.7	-0.9
Kootenay	127,200	81,200	76,200	9.8%	6.2	-2.2	63.8	4.2	59.9	5.3
Cariboo	127,200	88,300	81,600	1.1%	7.5	0.3	69.4	1.3	64.2	1.0
North Coast & Nechako	66,500	47,600	42,200	0.2%	11.4	4.0	71.6	3.6	63.5	0.6
Northeast	51,500	39,700	38,700	6.3%	2.6	-6.3	77.1	-0.5	75.1	4.4

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

British Columbia in the news

Through the National Shipbuilding Procurement Strategy, **the Government of Canada awarded shipbuilding contracts to Vancouver's Seaspan Marine** (\$8 billion). This will involve skilled work in sectors such as steel manufacturing and information technology. (CBC News, October 20, 2011)

Clean energy continues to be a high priority for British Columbia. **Six new projects in four communities are receiving nearly \$6 million from the province's Innovative Clean Energy Fund**, with \$1 million going to the T'Sou-ke First Nation in support of clean energy technologies. (Times Columnist, January 29, 2012)

Engineering and geoscience are projected to grow significantly in BC over the next decade with eight new mines and nine mine expansions driving new job growth. People who begin training in engineering or earth sciences over the next few years should be well-positioned to find employment. (Vancouver Sun, March 1, 2012)

A \$4 million investment by the province will provide Aboriginal learners with opportunities for skills training and employment. The **Aboriginal Training for Employment Program (ATEP)** will provide funding for studies in occupations including health-care assistants, chefs, construction workers, entrepreneurs, and tourism operators. (Government of British Columbia, January 30, 2012)

The **Aboriginal Teacher Education Award program** will support Aboriginal students in BC studying to become teachers and help them pursue careers as educators. Up to **\$5,000 annually for a maximum of four years** is available. (Government of British Columbia, February 11, 2012)

Useful Links

A Guide to the BC Economy and Labour Market
<http://guidetobceconomy.org/>

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

The Territories

(INCLUDES YUKON, NORTHWEST TERRITORIES, AND NUNAVUT)

Labour market indicators

(Small sample sizes of Aboriginal peoples in the North limit the extent to which outcomes can be broken down into smaller sub-groups [i.e. industries] or sub-regions below the territorial level. In order to get a representative sample for each territory, estimates are based on three-month moving averages. Therefore, the latest data available is for December 2010 to December 2011.)

As of December 2011, the total population aged 15 years and over in the Territories was 79,700 individuals, up 0.1% from December 2010.

From December 2010 to December 2011, Yukon experienced mixed labour market outcomes. The total unemployment rate increased by 0.6 percentage points to 4.9% and the employment rate increased by 4.1 percentage points to 72.7%.

In the Northwest Territories, both the participation and employment rates increased by respectively 1.5 and 1.4 percentage points from December 2010 to December 2011. As for the unemployment rate, it increased by 0.3 percentage points to 7.9%, compared to a year ago.

From December 2010 to December 2011, employment decreased by 400 individuals in Nunavut, bringing the total employment rate to 54.8%, while the unemployment rate remained unchanged at 14.9%.

Population, labour force, employment levels and labour market performance						
	Population	Labour force	Employment	Participation rate (%)	Unemployment rate (%)	Employment rate (%)
Yukon						
December 2010	26,100	18,700	17,900	71.6	4.3	68.6
December 2011	26,700	20,400	19,400	76.4	4.9	72.7
Northwest Territories						
December 2010	32,200	23,600	21,700	73.3	7.6	67.4
December 2011	32,100	24,000	22,100	74.8	7.9	68.8
Nunavut						
December 2010	21,300	13,800	11,800	65.0	14.9	55.3
December 2011	20,900	13,400	11,400	64.3	14.9	54.8
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.						

The Territories in the news

Canada's North is poised to lead the country in economic growth over the next two years due to a mining boom. The Conference Board of Canada states that the economies of the three territories are expected to grow by more than seven percent in 2012 and 2013, surpassing the expected Canadian average of 2.1 percent. The main challenge will be finding workers capable of propelling these projects forward. (Ottawa Citizen, March 15, 2012)

The Canadian Northern Economic Development Agency (CanNor) is investing \$27 million over five years to expand adult basic education in the territories. The Northern Adult Basic Education Program aims to improve access to adult basic education to ensure that working-age adults develop the essential skill levels required to fully participate in the labour market. (Government of Canada, February 23, 2012)

Yukon

The Yukon Mine Training Association, a partnership between Yukon's mining industry and First Nations, graduated its first group of students from the Heavy Equipment Operator Training Program. The 11-week program, delivered in Dawson City, provided on-site training in heavy equipment operation, work and safety certifications, and life skills training. (Whitehorse Daily Star, December 21, 2011, p2)

With the expansion of mining projects in Yukon, Yukon College announced it will be launching the **School of Mining and Technology in spring 2012**, offering two new mining exploration programs. (Whitehorse Daily Star, January 31, 2012, p5)

Northwest Territories

Tourism is a key potential economic opportunity in NWT and a strong demand for campgrounds is expected over the next decade. The Government of the Northwest Territories is capitalizing on this growth with **its new Tourism Training Fund, providing training to individuals already in, or looking to work in, the tourism sector.** (Government of NWT, December 12, 2011)

Nunavut

ATCO Structures & Logistics has signed a joint-venture agreement with Sakku Investments Corp. which is owned by the Kivalliq Inuit Association. The new company, named Sakku ATCO Buildings and Services, will be **working to create long-term business and employment opportunities for Inuit people in the mining sector.** (The Canadian Press, January 28, 2012)

More Inuit teachers, counsellors, and support staff are required to ensure that every student has the opportunity to become fully proficient in the Inuit language by 2019. This objective is part of the Qalattuuq 10-year teacher training education strategy. (Nunatsiaq News, February 15, 2012)

Useful links

Yukon

Yukon Jobs

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

YuWIN—Yukon Work Information Network

<http://www.yuwin.ca/index.cfm>

Employment Central: Your Job Search Headquarters

<http://www.employmentyukon.ca/>

Nunavut

NU Economic Development

<http://www.edt.gov.nu.ca>

Inuit Employment Statistics

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

Northwest Territories

Jobs North

<http://www.jobsnorth.ca>

Employment Statistics

<http://www.stats.gov.nt.ca/labour-income/labour-force-activity/index.otp>

NWT Labour Market Review

http://www.ece.gov.nt.ca/NEW_Items/ECE%20Labour%20Market%20Review%20Book%20WEB.pdf

ALMB spotlight

Health care sector

Take away messages...

- Canada's aging population and advancing medical technology will lead to a higher demand for skilled workers over the next ten years.
- In the health care sector, those who are unemployed do not stay unemployed for long.
- The need for health care workers, particularly nurses, is especially acute in many First Nations communities.
- Training programs geared toward Aboriginal students can provide the skills necessary to work in this sector.

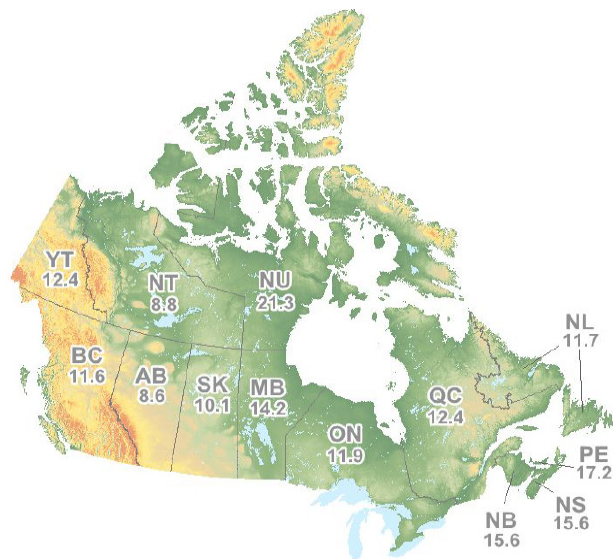
Importance of the sector

The health care sector is comprised of ambulatory health care services, which include out-patient care centres and home health care services; hospitals; and nursing and residential care facilities¹.

According to the Canadian Institute for Health Information, Canada spent more of its total health expenditure as a percentage of GDP in 2009 (11.4%) than countries like Sweden (10.0%), the United Kingdom (9.8%), and Australia (8.7%).

Health care funding comprises almost half of every province's program spending and, on average, 11.6% of each province's total revenue.

Provincial expenditures as a percentage of GDP, 2011



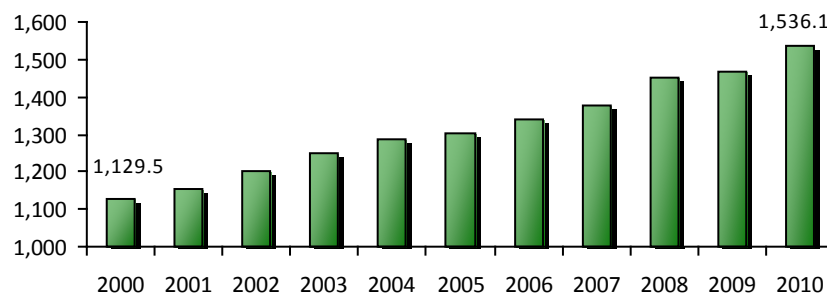
Source: Canadian Institute for Health Information (2011)

¹ Based on North American Industry Classification System (NAICS) codes 621, 622, and 623.

Industry characteristics

In 2010, the health care sector employed more than 1.5 million people and accounted for 8.4% of the total labour force in Canada.

Employed labour force in the health care sector (thousands), 2000-2010



Source: Labour Force Survey, Custom Table 12

The majority of the workforce is full-time (75.7%) and permanent (89.3%), and almost two-thirds (60.6%) are unionized. In 2010, most of those employed in the health care sector were working in Ontario (36.0%), Quebec (22.9%), British Columbia (13.2%), and Alberta (11.2%). In 2010, workers in the health care sector were concentrated in the following occupations: assisting occupations in support of health services, including dental assistants and nurse aides (18.9%); nurse supervisors and registered nurses (17.8%); technical and related occupations in health, including ambulance attendants, midwives, and dental hygienists (14.9%); and professional occupations in health, including physicians and dentists (11.1%).

Health care workers are spread out over small, medium, and large establishment sizes, with a relatively even distribution of workers among smaller out-patient care and rehabilitation centres to larger hospital-size facilities.

Since 2000, there has been a steady increase in the number of workers within this sector, with an average increase of 3% every year. Furthermore, wage rates in the health care sector increased by almost 40% in the past ten years. In 2010, the average weekly wage rate was \$825.88, higher than other sectors.

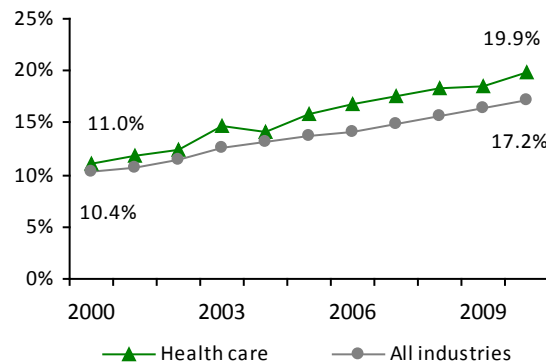
Profile of workers

Although more than 70% of health care workers are between 25 and 54 years of age, the proportion of the labour force aged 55 and over almost doubled between 2000 and 2010.

Employment in the health care sector has been predominantly female, representing around 80% of workers since 2000, compared to 47.7% of workers in the entire economy in 2010. Many health care occupations draw more women. Furthermore, some formerly male-dominated professions such as physicians have seen an influx of women in recent years.

Higher levels of education and specific skills training are required to work in health care. In 2010, almost 70% of the employed labour force had a postsecondary certificate or diploma (38.8%), a bachelor's degree (18.6%), or a graduate degree (12.6%).

Proportion of employed labour force aged 55 years and over in the health care sector, 2000 to 2010



Source: Labour Force Survey, Custom Table 07

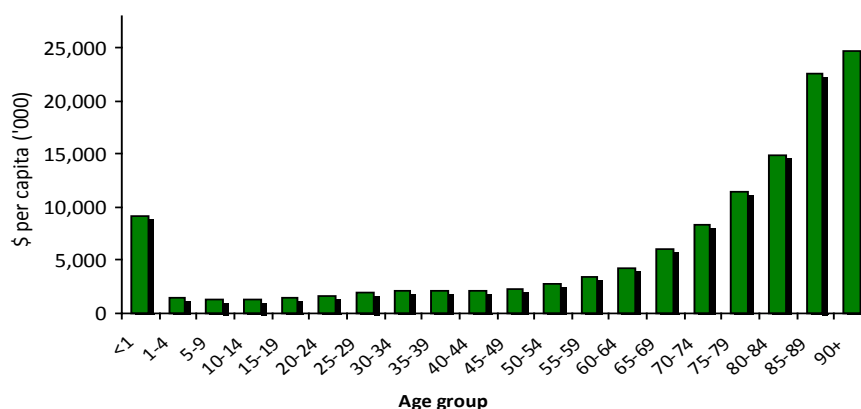
In the health care sector, those who are unemployed do not stay unemployed for long. Most were unemployed for 1 to 13 weeks, with the highest proportion finding work in 1 to 4 weeks (37.9%) in 2010.

According to Census 2006, Aboriginal peoples represented 2.7% of health care sector workers, compared to 3.1% in all industries combined.

Sectoral challenges and educational opportunities

Although an aging population has been a relatively modest contributor to overall costs, Canada's seniors (age 65 and older) are the most frequent users of the system, costing more than any other segment of the population. The proportion of seniors will nearly double over the next 20 years, thereby increasing the demand for services. This will likely lead to an increased need for skilled workers in the sector.

Provincial/territorial health expenditure per capita, by age group - 2009



Source: CIHI National health expenditure trends 1975-2011

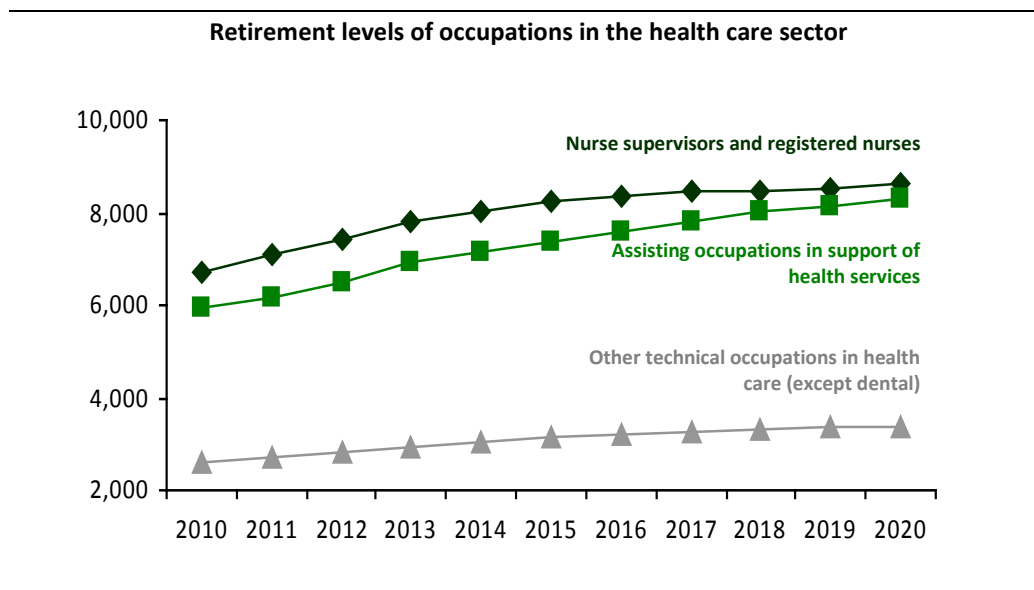
Health care access and coverage across the country varies: fewer than 16% of family physicians and only 2% of specialists are located in rural areas and small towns (OECD, 2011). Given the distance that some residents are forced to travel to receive medical care, telehealth solutions (e.g., nurses' phone lines dedicated to answering people's health questions and helping them decide what to do) are becoming more popular in northern and remote communities.

Health Canada is working with provincial, territorial, and Aboriginal governments, as well as other key health-related organizations to improve the health care delivery system for Aboriginal people in Canada. The Aboriginal Health Human Resources Initiative is guiding this effort by focusing on increasing the number of Aboriginal people working in health careers.

In order to gain the skills required to work in health care, educational programs that give priority to Aboriginal students are an option to consider. The Practical Nursing with Aboriginal Communities is an Ontario College Diploma offered every second year at Six Nations Polytechnic in Ohsweken, Ontario. The program runs for 16 calendar months over four semesters and offers preferred admission to applications of First Nations people.

Future economic and employment outlook

According to HRSDC's Canadian Occupational Projection System (COPS), the health care sector is projected to post strong growth in employment over the next ten years. This is due to increases in health care spending, the service demands of an aging population, and human resources challenges, such as forthcoming retirements.



Source: Human Resources and Skills Development Canada, *COPS Projections 2011-2020*

Employment opportunities as a *nurse supervisor or registered nurse* are expected to rise, reaching 160,000 job openings by 2020 according to COPS. Nursing is one of the occupations with the largest proportion of job openings. It also has one of the oldest workforces and the

lowest average retirement ages. The demand for nurses is even more pronounced in many First Nations communities.

Projected shortage of workers, 2011-2020

Nurses & nurse supervisors:	30,942
Technical & skilled occupations:	4,863
Assisting occupations in health:	4,059

Source: COPS Projections 2011

Technical & skilled occupations in health (e.g., midwives and ambulance attendants) and assisting occupations in support of health services (e.g., dental assistants and nurse aides) are also expected to have high levels of growth, totalling 227,000 job openings in the next ten years.

Retirement is fast approaching for many health care workers and these jobs will have to be filled. Furthermore, Canada's aging population and advancing medical technologies will require continued investment in health care. These trends suggest that employment opportunities in the health care sector are diverse and growing.

A variety of educational opportunities geared towards Aboriginal people can provide the skills required for employment in the health care sector. The level of variety within health care work allows for a range of opportunities; gaining the necessary skills and training is the first step.

References

CIHI/Canadian Institute for Health Information. (2011) *National health expenditure trends, 1975 to 2021*. http://secure.cihi.ca/cihiweb/products/nhex_trends_report_2011_en.pdf

OECD/Organization for Economic Cooperation and Development. (2011) *Health at a glance*. <http://www.oecd.org/dataoecd/6/28/49105858.pdf>

Stewart, N.J. et al. (2006). *Aboriginal nurses in rural and remote Canada: Results from a national study*. Saskatoon: University of Saskatchewan, College of Nursing.

Mining sector

Take away messages...

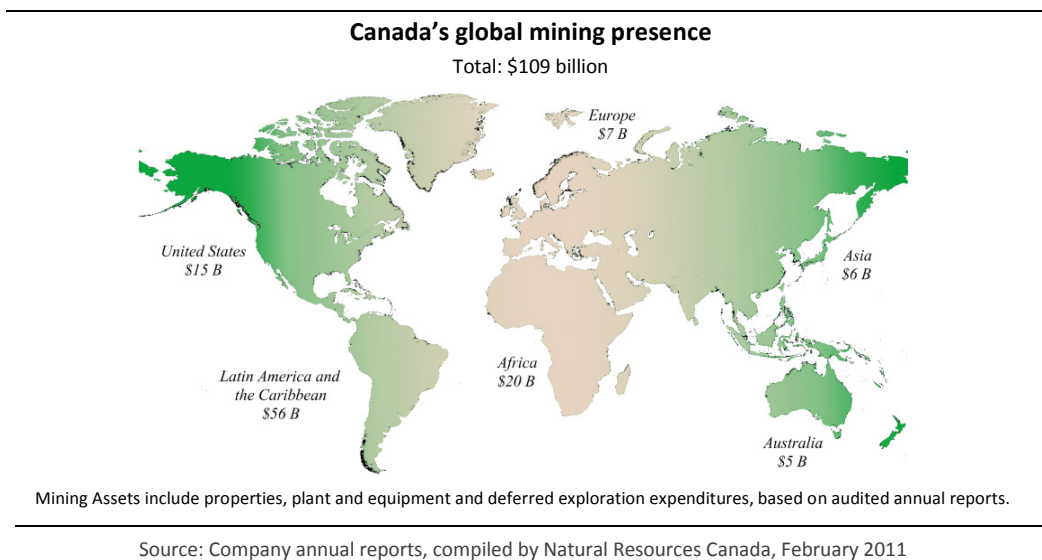
- Looming retirements and difficulty attracting young workers are challenges to the future competitiveness of the industry.
- Mining outperforms the rest of the economy in terms of Aboriginal employment.
- Proximity to active and potential mining sites, youth and a growing population mean that Aboriginal people are an attractive, potential pool of workers for the mining sector.
- Average weekly wage rate for those employed in mining is almost \$400 more than the average weekly wage rate for all industries.
- The advancement of mining technologies requires a highly educated and skilled workforce.

Importance of the sector

The mining sector includes the mining and mineral manufacturing, primary metals, fabricated metal products, and non-metallic mineral products industries. It consists of mining, mineral exploration and quarrying (except oil & gas); iron & steel mills & ferro-alloy manufacturing; alumina and aluminum production and processing; and non-ferrous metal production and processing¹.

Canada ranks among the largest producers of minerals and metals in the world. In 2009, according to the Mining Association of Canada, it accounted for 2.7% of the nation's total GDP (\$32 billion), more than \$3.3 billion in royalty/mining tax payments and \$9.7 billion in capital spending.

Key exports include aluminum, coal, copper, diamonds, gold, iron and steel, iron ore, nickel, potash, silver, uranium, and zinc. Mining accounted for 18.5% (\$66 billion) of annual goods exports in 2009. Canada was also the leading destination for global exploration spending in 2010, attracting 19.2% of world budgeted investment spending. The Canadian mining industry is active in over 120 countries, and is involved in over 8,000 exploration projects and mining operations worldwide.

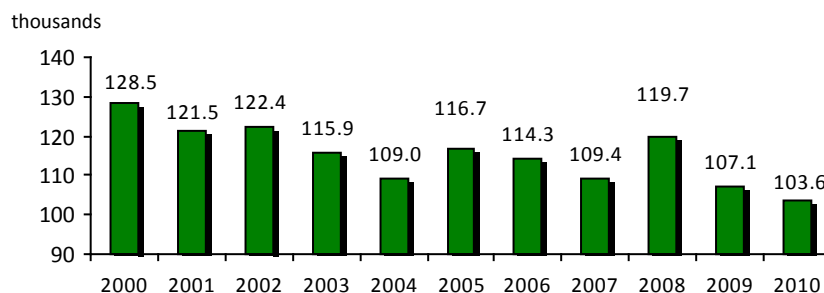


¹ Based on the following North American Industry Classification System (NAICS) codes 212, 3311, 3313, and 3314.

Industry characteristics

In 2010, the mining sector, which employed more than 103,000 people, accounted for 0.6% of the total labour force in Canada. Employment levels have fluctuated over the past decade, with a drop of 19.4% from levels observed in 2000. This is likely due in part to technological advancement, aging Canadian facilities, and increased foreign competition.

Employed labour force in the mining sector, 2000-2010



Source: Labour Force Survey, Custom Table 12

According to the Mining Industry Human Resources Council (MiHR), labour productivity¹ in the mining industry steadily increased between 1984 and 2006 at a rate of 2.9% per year. Since 2006, labour productivity has decreased by about 4% a year, not necessarily due to worker skills or technology and innovation, but maybe as a result of higher commodity prices.

In the mining sector, workers are concentrated in the following occupations: underground production and development miners (15.2%); heavy-duty equipment mechanics (6.7%); truck drivers (6.6%); and primary production managers (6.4%).

In 2010, workers in the mining industry were mostly permanent employees (92.0%) and part of a union (48.2%). The average weekly wage rate for those employed in the mining industry has increased by more than 35% in ten years to reach \$1,216.55 in 2010. This represents almost \$400.00 more than the average weekly wage rate for all industries.

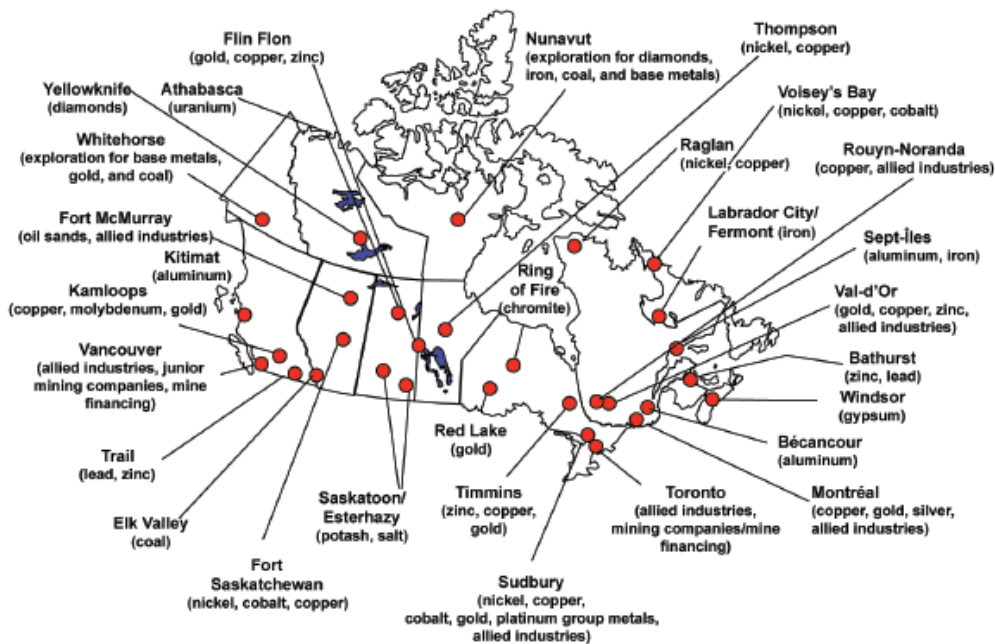
Almost 70% of workers in the mining sector are employed in medium (between 100 and 499 employees) or large companies (more than 500 employees). As of 2008, the Mining Association of Canada reported that there were 961 mining establishments in Canada, including 71 in metals (i.e. copper, nickel, zinc, etc.) and 890 in non-metals (i.e. sand, gravel, stone, etc.).

Most of those employed in the mining-related occupations were working in Ontario (36.8%), Quebec (24.2%), Alberta (13.6%), and British Columbia (12.8%). As the mining industry continues to be an economic backbone of Canada's regional and rural economies, it has created jobs and economic growth in more than 115 rural, northern, and Aboriginal communities.

While the mining industry is important in remote communities, it also generates prosperity in major cities. Toronto, Vancouver, Montreal, Edmonton, Calgary, and Saskatoon all feature areas of global mining leadership. As well, there are over 3,200 companies that provide inputs to the industry, ranging from engineering services to drilling equipment.

¹ Measured as real GDP per hour worked.

Major centres for minerals and metals



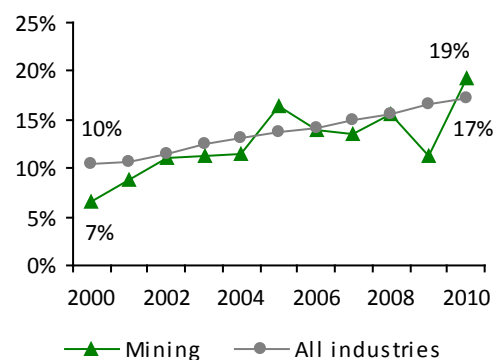
Source: Natural Resources Canada, February 2011

Profile of workers

Although more than 75% of workers in the mining sector are between 25 and 54 years of age, the proportion of the employed labour force aged 55 years and over has more than doubled from 2000 to 2010 (7% to 19%).

This could have a significant impact on the sector as the average age of retirement in the Canadian mining industry has been 59.5 — younger than the average retirement age of 62 across the entire economy. Thus, the mining industry may face the retirement pressures sooner than other industries.

Proportion of employed labour force aged 55 years and over in the mining sector, 2000 to 2010

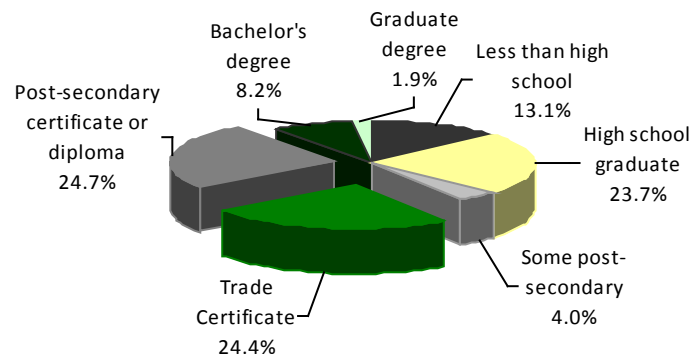


Source: Labour Force Survey, Custom Table 12

Employment in the mining sector is predominantly male; men comprise 88.7% of workers. The mining industry lags behind the labour force as a whole in employing women: in fact, women represented just 11.3% of all those employed in the mining sector in 2010 (compared to 47.7% for the entire economy).

Almost half of the employed labour force in the mining sector has achieved a level of education of either post-secondary certificate or diploma (24.7%) or trade certificate (24.4%). Also of note is the number of workers who are high school graduates at 23.7%. In the mining sector, the proportion of workers with an educational attainment lower than high school could decrease over time as technological advances generate higher skills requirements.

Proportion of employed labour force in the mining sector by highest level of schooling, 2010



Source: Labour Force Survey, Custom Table 12

When it comes to employing Aboriginal peoples, the mining industry outperforms the rest of the economy, with 5.1% of the mining workforce self-identifying as being of Aboriginal descent (Census 2006). This is two percentage points higher than the rate for the overall labour force. As one of the fastest-growing segments of the Canadian population — and with Aboriginal communities close to many mine sites and operations — Aboriginal peoples are a large potential pool of workers for the mining industry.

Sectoral challenges and provincial initiatives

As Canada faced a recession from late 2008 to mid-2009, economic growth came to a halt. Mineral prices fell in most commodities in response to declining global demand. While economic growth has resumed, volatility in commodity prices and economic uncertainty continue.

In 2010, those in the mining industry¹ did not typically experience long periods of unemployment. Almost 40% were unemployed between 1 and 4 weeks and about 30% were unemployed between 5 and 13 weeks.

In a report that Ernst & Young published in 2010, issues related to human resources were identified as one of the largest obstacles to the future competitiveness of the Canadian mining industry. Furthermore, the Mining Industry Human Resources Council reported that the looming retirement of the baby boom generation, the difficulty attracting and engaging younger workers, and an under-representation of diverse groups (for example, women and recent immigrants) all contribute to the human resources challenges.

¹ Data for the mining sector was only available at the aggregate level, and therefore includes the oil & gas sector.

Aboriginal communities represent a large source of labour close to a number of mining operations. While the industry has made significant progress, finding experienced and skilled workers is becoming more difficult and competition across sectors of the economy is increasing.

Some of the industry's anticipated worker shortages could be filled through the training and skills enhancement of Aboriginal Canadians. Agreements are in place in several provinces and territories to provide literacy and other training, employment, profit-sharing, and environmental benefits to signatory Aboriginal groups.

For example, as part of the EKATI Mine Project in the Northwest Territories, it was agreed that northern resident employment throughout the operations phase of EKATI Diamond Mine would target 62% of total employment. According to BHP Billiton, employment for people living in the North was 75% as of 2004, with Aboriginal employment at 39%. Specific programs and initiatives have been put in place at the EKATI diamond mine to provide support to Aboriginal peoples including the Aboriginal Underground Miners Training Program and the Aboriginal Scholarship Program.

According to the Mining Association of Canada, broader social benefits can be associated with mineral development. They report that secondary school graduation rates in the Northwest Territories have increased from 36% to 56% since the discovery of diamonds in 1991, as jobs in the mining sector require higher education.

The Raglan mine in Quebec offers training programs that aim to provide further opportunities to employees, including Aboriginal peoples. For example, the Raglan Employment and Technical Training Committee has developed a training plan for the

Inuit in an attempt to employ Inuit workers at all skill levels and increase Inuit representation in the workforce from 16% to over 20%. Raglan's Inuit employment and training officers cooperate with local agencies to find job candidates for the training program.

Raglan has organized awareness activities in all 14 of Nunavik's high schools to discuss with students future mining-related jobs and careers at the mine. Furthermore, to reinforce this initiative, the Raglan Education Fund provides scholarships for post-secondary studies in mining-related fields (NRCAN 2011).

New initiative in the mining sector: *Ring of Fire*

Located in Ontario's Far North, the Ring of Fire is an area of about 4,000 square kilometres (almost the size of Prince Edward Island) around McFauld's Lake.

It contains significant deposits of chromite, a key ingredient in stainless steel, as well as numerous deposits of nickel, copper and platinum.

The development opportunities provided by the Ring of Fire have the potential to provide significant economic development for a number of First Nation communities.



Source: Toronto Star Graphic

Future economic and employment outlook

The Canadian mining industry faces pressures as it strives to meet the global demand. An economic model, developed by the Mining Industry Human Resources Council, provides forecasts on mining employment and hiring requirements over 2011 to 2021. According to this model, employment in the mining industry is expected to continue to decline over the forecast period, fuelled by continuous gains in labour productivity and the adoption of new technology.

Nonetheless, with looming retirements, the mining industry will face substantial hiring requirements. According to Ernst & Young, 40% of the industry's workforce will retire by 2014.

Under the baseline scenario developed by the MiHR, the industry will need to hire 41,650 workers by 2013 — due to changes in economic factors, and increased retirements and workers leaving the industry — and by 2021, cumulative hiring requirements are forecast to be just over 112,000 workers.

The Prairie region along with the province of Quebec will experience the largest cumulative hiring requirements. Although the figures for Ontario are smaller than for other provinces and territories, it is important to note that the hiring requirements will be five times higher in 2021 compared to 2013.

This need comes at a time when the skilled core of the industry will reach retirement age. The sector requires geoscientists, metallurgists, mining engineers, and geologists, as well as employees skilled in computer technology, information management, mechanical repair, and heavy equipment operation.

Cumulative hiring requirements			
	2013	2016	2021
Atlantic region	1,780	2,440	3,400
Quebec	11,170	12,380	20,710
Ontario	2,850	6,700	15,810
Prairie region	20,340	35,230	58,500
British Columbia	3,950	5,910	10,460
The Territories	1,420	2,070	3,020
Canada	41,650	64,900	112,020

Source: Baseline scenario forecasts, MiHR, Summer 2011

Going forward, the continued emergence of advanced technologies in the mining industry will require a highly educated and skilled workforce. Therefore, educational programs and initiatives targeted towards Aboriginal peoples will be instrumental in order to meet employment demands and opportunities.

References

- Ernst & Young. (2010) *Business risks facing mining and metals*.
- MiHR/Mining Industry Human Resources Council. (2011) *Canadian Mining Industry Employment and Hiring Forecasts - A Mining Industry Workforce Information Network Report*.
- Mining Association of Canada. (2010) *A Report on the State of the Mining Industry in Canada, Facts and Figures 2010*.
- Mining Association of Canada. (2010) *Revenues to Governments from the Canadian Mineral Sector 2002-2009*.
- Mining Association of Canada. (2010) *The Canadian Mining Industry: Overview, Issues and the Way Forward*.

Partnerships and the Aboriginal Skills and Employment Training Strategy

Across Canada, ASETS agreement holders are partnering with a diverse set of players, from private industry and employers, to other levels of government such as provinces, territories, and municipalities, to education and training institutions, to unions, to community service and Aboriginal organizations. Together, these parties are pooling their knowledge and resources to enhance the employment outcomes of their communities.

The road to partnership can be challenging. Partnerships can consume time, energy, and resources for organizations already balancing competing priorities. It is also a process: partnerships that began as informal relationships can often grow into more formal, lasting ones. Some partnerships are time-limited, while others are sustained over time.

The rewards, however, can outweigh the risks. Partnerships can be a powerful vehicle for seizing new opportunities and reaching solutions to complex issues. Partnerships can reap rewards for both clients and communities, leading to meaningful, sustainable employment for First Nations, Inuit, and Métis people.

In this—and future—issues of the ALMB, examples of successful and innovative partnerships established by ASETS agreement holders will be highlighted.

In Ontario, for example, agreement holders formed the Aboriginal Apprenticeship Board of Ontario (AABO), a collaboration between agreement holders, employers, and the federal and provincial governments. In New Brunswick, the Joint Economic Development Initiative (JEDI), a long-standing partnership between Aboriginal communities, the Province of New Brunswick, and the Government of Canada, is dedicated to supporting Aboriginal participation in New Brunswick's economy.

To share your organization's partnership for inclusion in a future edition of the ALMB, please send it to:
NC-ALMB-BMTA-GD@hrsdc-rhdcc.gc.ca

Of course, AABO and JEDI are only two examples of partnerships being developed, established, and sustained by ASETS agreement holders; there are many more! With the help of ASETS agreement holders, more partnerships will be showcased in subsequent issues.

ASETS is not HRSDC's only Aboriginal labour market program driven by partnerships. The Skills and Partnership Fund (SPF) supports innovative, partnership-based projects that respond to economic opportunities and promote federal, provincial, and territorial government priorities.

A list of tools and resources has been included in the *Further reading* section at the end of this issue to support the development of partnerships.

Partnership profile: Aboriginal Apprenticeship Board of Ontario

The partnership

With an aging population, Ontario is facing a shortage of skilled workers to fill positions in the trades. At the same time, the Aboriginal population is a growing, untapped workforce in Ontario. The **Aboriginal Apprenticeship Board of Ontario** (AABO) was born of a need to bridge that gap. As a not-for-profit organization, AABO is dedicated to boosting the number of First Nations, Inuit, and Métis people in the trades with a long-term vision of improving the socio-economic well-being of Aboriginal people living in Ontario.

Contact

Aboriginal Apprenticeship Board
of Ontario
Brian Pelletier, Ontario Aboriginal
Apprenticeship Coordinator
E-mail: bpelletier@aabo.ca
Website: www.aabo.ca

This coordinating body was formed in response to the Aboriginal Institutes' Consortium Apprenticeship Forum in 2003. The Aboriginal community, led by ASETS agreement holders, recognized that Aboriginal people could play a valuable role in addressing the shortage of skilled workers in the province. Today, AABO is composed of the province's ASETS agreement holders. AABO's Partnership Advisory Committee, which represents government, employers, and educational institutions, supports and advises the organization.

The driving force behind AABO is the development of partnerships and tools that will facilitate and support the recruitment, retention, and advancement of First Nations, Inuit, and Métis people in the skilled trades. Over the years, AABO has brought together a wide variety of organizations. Active members of AABO include the Canadian Apprenticeship Forum, the Canadian Union of Skilled Workers, the Construction Sector Council, Ontario Power Generation, the Operating Engineers Institute of Ontario and representatives of both the federal and provincial government. AABO meets every few months. Currently guided by Terms of Reference, AABO is looking towards future organizational incorporation.

Outcomes

AABO plays a significant role in shifting attitudes towards Aboriginal people in the trades. Employers across Ontario are now recognizing that the Aboriginal population is a potential solution to the province's shortage of skilled workers. More and more Aboriginal people are becoming apprentices and achieving journeyman status, resulting in meaningful, sustainable employment. Today, First Nations, Inuit, and Métis people in Ontario are finding self-fulfillment through work, reaching self-sufficiency, and acting as role models in their communities.

Lessons learned

One reason for AABO's success is that this partnership was built from the ground up, driven by the Aboriginal communities themselves.

The agreement holders saw an opportunity, seized it, and continue to develop and expand AABO to this day.

ASETS agreement holders are connecting clients to positions in construction and, with each new connection, the word is spreading: **Aboriginal people can be a good fit for the skilled trades.**

For AABO, another important lesson is that **success breeds success.**

Many agreement holders have pointed to the benefits of having a dedicated full-time staff person tasked with generating apprenticeship opportunities. With strong connections and a wide network, an apprenticeship point person can prove invaluable in connecting Aboriginal supply with construction demand.

AABO has been leading the Aboriginal apprenticeship charge in Ontario, but now it is necessary to move the process to the next level by

establishing an AABO Secretariat. The secretariat would orchestrate a united, effective, and efficient approach to developing partnerships with the construction industry, government, and the Aboriginal community. Once the AABO Secretariat is in full operation, agreement holders would be in a position to focus some of their human resources to other priorities.

Partnership profile: Joint Economic Development Initiative

The partnership

The **Joint Economic Development Initiative** (JEDI) is a tripartite partnership aimed at stimulating economic development in Aboriginal communities in New Brunswick.

Through JEDI, the Government of Canada, the Province of New Brunswick, and representatives of the Aboriginal community – including the province's four ASETS agreement holders (MAWIW Council, Inc., New Brunswick Aboriginal Peoples Council, North Shore Micmac District Council, and St. John River Valley Tribal Council) – are working together to support Aboriginal participation in New Brunswick's economy. Stakeholders champion Aboriginal economic development, including supporting partnerships between Aboriginal communities and the public and private sectors.

JEDI was launched in 1995 after Aboriginal community leaders, as well as the Government of Canada and the Province of New Brunswick, identified a need to formalize a joint working group on Aboriginal economic development. Early features of JEDI included meetings of the JEDI Plenary, held three times per year, which provided representatives of the Aboriginal community, provincial and federal governments, private sector, and other partners with the opportunity to share information and propose new projects.

Contact

JEDI Inc.

Tonya Levi, Administrative Assistant

E-mail: tonya.levi@jedinb.ca

Website: www.jedinb.ca

Six sub-committees are active on issues of community and economic development, procurement and joint ventures, employment placement, resource sectors, cultural awareness, and communications.

Today, JEDI is forging partnerships and building capacity, even after 16 years in operation. JEDI has since evolved into an independent, non-profit organization governed by leaders in Aboriginal economic development through a Board of Directors. Since its incorporation in 2009, JEDI has continued to work through partnerships to achieve progress and results in Aboriginal economic development in New Brunswick. In the past, JEDI has signed Memoranda of Understanding to formalize its partnerships.

Outcomes

JEDI has empowered Aboriginal communities and organizations to achieve their potential by spearheading the establishment of numerous successful programs and initiatives. Examples include the Aboriginal Workforce Development Initiative (AWDI), the New Brunswick Aboriginal Workforce Essential Skills (NBAWES) project, and the JEDI Aboriginal Development Fund (JADF).

These and other programs and initiatives, carried out in close cooperation with all partners, have resulted in such outcomes as increased employment for Aboriginal people and enhanced support to Aboriginal entrepreneurs and youth.

JEDI enables Aboriginal communities to more deftly navigate the processes and programs of different levels of government, resulting in improved federal-provincial-Aboriginal cooperation and coordination.

Lessons learned

As with any initiative moving from a loosely-based partnership model to a formal organization, a number of significant lessons have come to light through the JEDI experience. First, leadership is a critical factor. Each of the three parties to JEDI has designated a lead person to speak on their behalf and to provide leadership to their respective organizations and individuals.

The personal commitment and involvement of people serving on the various committees and sub-committees is also invaluable. It is essential to have representatives who are personally committed to the objectives of the initiative. Another factor is horizontal collaboration, which in turn requires structure and resources. A clear, formal structure has enabled JEDI to entertain new proposals and dedicate resources to new projects. Managing across departments and across governments also calls for additional resources.

Communication and engagement are also key: programs and initiatives for Aboriginal people must connect with the very people they intend to reach, as well as other stakeholders, in order to achieve success. Furthermore, a results-oriented approach is important. JEDI focuses on outcomes, rather than on activities.

Finally, there is a need for a flexible, regionally-responsive approach. National and provincial programs and policies must have the flexibility to respond to different needs and conditions, respecting each region's unique circumstances.

Further reading

Data guide

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

Labour Force Survey

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

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

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

Identification of the Aboriginal population

Aboriginal identity is determined when respondents identify with at least one Aboriginal

group, for example, North American Indian, Métis or Inuit. It is similar to the Census concept of Aboriginal identity¹.

Coverage and scope

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

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

LFS - useful links & references

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

Census of Canada

The *Census of Canada* is a detailed enumeration of the population of Canada. The Census occurs every five years.

From the 2006 Census, Canada's total population numbered 31,612,897, including 1,172,790 people who identified as Aboriginal—that is, First Nations/North American Indian, Métis or Inuit.

Results from the 2011 Census will be published throughout 2012, depending on the topic.

Census - useful links & references

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

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

Glossary

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

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

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

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

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

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

Goods-producing industries (or goods sector, or goods industries) include agriculture; forestry, fishing, mining, and oil and 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) ratios: This is the ratio of unemployed people who last worked within the previous 12 months to job vacancies. For the unemployment-to-job vacancies 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*.

Partnership tools and resources

Aboriginal Skills and Employment Training Strategy partnerships handbook – Improving Aboriginal employment outcomes together

This handbook is intended to encourage ASETS agreement holders to engage in partnerships in a strategic manner. With useful tips on how to build and maintain partnerships, the handbook provides agreement holders with the tools and confidence needed to ask potential partners to contribute significantly to projects and initiatives. It also offers guidelines on how to discuss mutual goals and aspirations with potential partners and how to define roles and responsibilities as well as information about assessing partnerships. *Available fall 2012.*

Developing partnerships to support literacy and essential skills

This tool includes advice for building and maintaining successful partnerships. Tips include: how to define partnership goals, identify potential partners, and maximize partnership benefits. It is available at: http://www.hrsdc.gc.ca/eng/workplaceskills/LES/tools_resources/tools_audience/Developing_Partnerships.shtml

Essential skills in the workplace: What's in it for you?

This document can be used when approaching employers to help build awareness on why investments in literacy and essential skills are worthwhile. This tool also includes examples of essential skills in the workplace and information on how employers are integrating essential skills. It is available at: http://www.hrsdc.gc.ca/eng/workplaceskills/LES/tools_resources/tools_audience/Whats_in_it_for_you.shtml

Working with others tip sheet

This tool provides tips and learning exercises on how to work with a partner or team. Tips include: maintaining open lines of communication; understanding one's own strengths and weaknesses; setting realistic goals; dividing large projects into manageable tasks; and guidelines on how to work in a leadership role. It is available at:

http://www.hrsdc.gc.ca/eng/workplaceskills/LES/tools_resources/tools_audience/wwo_tip_sheet.shtml

Knowledge circle 2011 Aboriginal Skills and Training Strategic Investment Fund best practices workshop summary report

This report summarizes the discussions held at Knowledge Circle 2011, a workshop on promising practices in January 2011. The objectives of the workshop were to provide an opportunity for Aboriginal Skills and Training Strategic Investment Fund (ASTSIF) project sponsors to showcase promising practices in service delivery, case management, and partnership development and collaboration, as well as to gather information on the successes and challenges of the initiative. *Available summer 2012 through the internal ASETS website.*

The Aboriginal-industry partnership guide for the new economy (VanAsep Training Society)

This guide, developed by the VanAsep Training Society in 2009, is based on HRSDC's Partnership Handbook. The Aboriginal-Industry Partnership Guide for the New Economy reflects efforts to link industry demand to Aboriginal labour market supply. Copies of the guide are available in English and French from the VanAsep Training Society website at: www.vanasep.ca.