



Canada Employment Insurance
Commission (CEIC)

Commission de l'assurance-emploi
du Canada (CAEC)

2015/2016

Employment Insurance Monitoring and Assessment Report



Canada 

2015-2016 Employment Insurance Monitoring and Assessment Report

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List of Abbreviations

ACP	Automated Claims Processing	EI MAR	Employment Insurance Monitoring and Assessment Report
AppliWeb	Online Application	EI PAAR	Employment Insurance Payment Accuracy Review
ASETS	Aboriginal Skills and Employment Training Strategy	EI PRAR	Employment Insurance Processing Accuracy Review
AWE	Average Weekly Earnings	EIBIS	Employment Insurance Benefit Information System
B/C	Benefits-to-Contributions	EICS	Employment Insurance Coverage Survey
BEA	Business Expertise Advisors	EJA	Enhanced Job Alerts
B/U Ratio	Beneficiaries-to-Unemployed Ratio	E-ROE	Electronic Record of Employment
B/UC Ratio	Beneficiary-to-Unemployed Contributor Ratio	ESDC	Employment and Social Development Canada
CCTB	Canada Child Tax Benefit	FCR	Foreign Credential Recognition
Cégep	Collège d'enseignement général et professionnel	G7	Group of Seven Country
CEIC	Canada Employment Insurance Commission	GDP	Gross Domestic Product
CI	Claimant Information	HRSDC	Human Resources and Skills Development Canada
COEP	Canada Out-of-Employment Panel	HRSDC	Human Resources and Social Development Canada
CPP	Canada Pension Plan	ITI	Internationally trained individual
CRA	Canada Revenue Agency	JCP	Job Creation Partnership
CRF	Consolidated Revenue Fund	LFS	Labour Force Survey
CV	Coefficient of Variation	LMDA	Labour Market Development Agreements
EAS	Employment Assistance Services	LMI	Labour Market Information
EBSM	Employment Benefits and Support Measures		
ECC	Employer Contact Centre		
EI	Employment Insurance		

LMP	Labour Market Partnerships	ROE-Web	Record of Employment on the Web
MIE	Maximum Insurable Earnings	SCC	Service Canada Centres
MLV	“Most likely” value	SD	Skills Development
MOS	Mobile Outreach Services	SD-A	Skills Development – Apprentices
MSCA	My Service Canada Account	SD-R	Skills Development-Regular
NAAL	National Agent Assist Line	SE	Self-Employment Benefit
NAICS	North American Industry Classification System	SEPH	Survey of Employment, Payrolls and Hours
NERE	New-Entrant/Re-Entrant	SIP	Sectoral Initiatives Programs
NES	National Employment Service	SLID	Survey of Labour and Income Dynamics
NIS	National Investigative Services	SRDC	Social Research and Demonstration Corporation
NOC	National Occupational Classification	SST	Social Security Tribunal
NQAP	National Quality Assurance Program	SUB	Supplemental Unemployment Benefit
NQCP	National Quality and Coaching Program	T4E	Tax information slip
OAG	Office of the Auditor General	TES	Targeted Earnings Supplements
OAS	Old Age Security	TFWP	Temporary Foreign Worker Program
OECD	Organisation for Economic Co-operation and Development	TRF	Targeting, Referral and Feedback
OLEs	Office of Literacy and Essential Skills	TWS	Targeted Wage Subsidies
OSFI	Office of the Superintendent of Financial Institutions	US	United States (of America)
PCIC	Parents of Critically Ill Children	UI	Unemployment Insurance
PRP	Premium Reduction Program	VBW	Variable Best Weeks
QPIP	Quebec Parental Insurance Plan	VER	Variable Entrance Requirement
R&I	Research and Innovation	WCS	Western Canada Select
ROE	Record of Employment	WiC	Working in Canada
ROE-SAT	Record of Employment-Secure Automated Transfer	WWC	Working While on Claim
		YES	Youth Employment Strategy



Highlights

The *2015/2016 Employment Insurance Monitoring and Assessment Report* presents the analysis of the impact and effectiveness of the benefits and other assistance provided under the *Employment Insurance Act* for the 2015/2016 fiscal year. The highlights below relate to this period or reflect changes between 2014/2015 and 2015/2016.

Canada's economic and employment growth slowed in response to a downturn in global commodity prices in 2015/2016, with the effects particularly concentrated in commodity-based regions of the country.

- Real gross domestic product increased by 0.9% in 2015/2016, well below the growth rate in 2014/2015 (+2.4%). In Alberta and Saskatchewan, the slowdown in economic activity was mainly due to a general decline in global commodity prices, particularly energy and petroleum products, which fell by 53.5% between 2013/2014 and 2015/2016.
- While the national unemployment rate increased only slightly—from 6.9% in 2014/2015 to 7.0% in 2015/2016—the number of unemployed rose sharply in provinces with large natural resource sectors, such as Alberta (+46,200 or +39.4%) and Saskatchewan (+8,900 or +37.4%).
- Nationally, employment increased by 0.8% (+149,500) compared to 2014/2015, as employment growth in the service sector (+1.2%) was partially offset by a contraction among goods-producing industries (-0.5%), which was led by job losses in the mining, oil and gas sector.

In 2015/2016, 1.9 million new EI claims were established and \$17.7 billion was paid in EI benefits, a moderate increase over the previous year.

- 1.9 million new EI claims were established in 2015/2016, a 6.4% increase (+116,600) from the total new EI claims of 1.8 million in the previous year—mainly because of increases in regular and work-sharing claims.
- The total amount paid in EI benefits increased by 11.8% compared to the previous year, from \$15.8 billion in 2014/2015 to \$17.7 billion in 2015/2016.
- The average weekly EI benefit rate increased by 2.8%, from \$431 in 2014/2015 to \$443 in 2015/2016.

The number of new EI regular claims and the amount of EI regular benefits paid increased moderately over the previous year and the number of new claims and the amount paid in work-sharing benefits more than doubled.

- In 2015/2016, 1.4 million new EI regular claims were established, an increase of 6.6% over the previous year, and the total amount paid in EI regular benefits rose by 14.3% to \$12.1 billion. Alberta in particular experienced a sizeable increase in new claims established (+58.6%) and in the total amount paid in EI regular benefits (+100.8%).
- The number of new work-sharing claims established was more than double the previous year—increasing from roughly 8,000 claims in 2014/2015 to a little over 20,500 claims in 2015/2016—largely driven by 10,800 additional new claims in Western Canada when compared to the previous year. Approximately \$38.8 million was paid in work-sharing benefits across Canada in 2015/2016.

The eligibility rate for EI regular benefits showed a small decline compared to the previous year.

- Among unemployed workers who had contributed EI premiums in the previous 12 months and had a valid job separation, some 82.8% were eligible to receive EI regular benefits in 2015, down 0.3 percentage points from 83.1% in 2014.
- While the eligibility rate for former permanent workers increased from 87.7% in 2014 to 90.1% in 2015, the eligibility rate among temporary workers fell from 77.7% in 2014 to 72.2% in 2015.

The number of new claims and total amount paid increased across all types of EI special benefits, with EI compassionate care benefits reporting the largest year-over-year percentage growth.

- The number of new EI special claims established increased from 523,500 in 2014/2015 to 550,800 in 2015/2016 (+5.2%), and the total amount paid in EI special benefits rose to \$5.2 billion (+6.1%) in 2015/2016.
- EI compassionate care benefits reported the largest year-over-year percentage change in both new claims established (+26.1%) and in total amounts paid (+46.4%), coinciding with an increase in the benefit's entitlement from 6 weeks to 26 weeks as of January 3, 2016.

Participation in Employment Benefits and Support Measures increased year over year.

- A total of 734,100 clients (+6.5%) participated in approximately 1,168,000 interventions (+5.5%) across Canada.
- All three client type counts increased: active claimants (+5.0%); former claimants (+0.8%); and non-insured clients (+10.5%).
- Participation from youth clients increased by 15.0%, by 5.9% among core-aged clients and by 7.6% among older workers.
- The use of Employment Assistance Services interventions went up by 5.8% to 990,000, while Employment Benefits interventions increased by 2.9%, reaching 146,500 people.
- The Skills Development (SD) component, which makes up 78.8% of all Employment Benefits intervention expenditures, saw interventions increased by 4.6%. SD Regular interventions went up by 6.1%, while SD Apprentice interventions increased by 3.5%.
- Provinces and territories continued to focus on developing and delivering skills training, to meet current and future skills requirements and on increasing the skills and participation of underrepresented groups such as immigrants, youth, persons with disabilities, members of visible minorities and Indigenous people.

Service Canada continued to respond to a high volume of Employment Insurance claims.

- Clients filed 2.9 million EI applications in 2015/2016. This represents a 5.0% increase from the 2.8 million applications received in 2014/2015.
- Canadians chose their channel of choice to obtain EI program information and services:
 - Clients made over 4.0 million EI-related in-person enquiries at service centres in 2015/2016.
 - Clients made 3.4 million calls to the EI Specialized Call Centre network. Employers made over 536,000 calls to the Employer Contact Centre.
 - Investments in the automation of EI benefits processing continued. As a result, 70.8% of EI claims were partially or fully automated, employers submitted 84.1% of Records of Employment online and 94.7% of clients opted to receive their EI benefit payments via direct deposit.

In line with its legally mandated responsibilities under Section 3 of the *Employment Insurance Act*, the Employment Insurance Commission is pleased to present this report to Parliament with the objective of monitoring and assessing the impact and effectiveness of benefits and other assistance offered under the Employment Insurance (EI) program. This analysis is intended to provide a clear understanding of the impact of EI on the Canadian economy and the ways it works to address the needs of Canadian workers, their families and employers.

THE EMPLOYMENT INSURANCE PROGRAM

The Employment Insurance (EI) program provides support to partially replace lost employment income for eligible unemployed contributors to the program while they look for new employment or upgrade their skills or who are absent from work due to specific life circumstances (such as sickness, pregnancy, childbirth or providing care to family members).

Canada's employment insurance system dates back to the 1940 creation of the Unemployment Insurance Commission, the precursor to the current EI Commission. Collection of premiums to fund the program began in 1941 and the first benefit payments were issued in 1942. Major reforms to the program were introduced in 1971, which also saw the creation of benefits for sickness and pregnancy, the expansion of coverage to all employees and benefits geared to reflect a claimant's income. Another series of significant reforms were introduced in 1996 when a cap on premium payments based on insured earnings was introduced, as well as an hours-based eligibility system. These two elements represent the foundation for the current EI program.

Part I provides direct income support through EI Regular Benefits, EI Fishing Benefits, Work-Sharing Benefits and EI Special Benefits.¹

Through the income benefits of Part I and the provincial and territorial activities funded through EI Part II, workers across Canada are provided support for their transition back into the labour market and to maintain attachment to the labour force.

EI regular benefits are available to individuals who lose their job through no fault of their own—for instance, due to a shortage of work or seasonal layoffs or if they quit a job with just cause (such as in cases of harassment or being instructed to perform unsafe work activities).

¹ For the purposes of the *Employment Insurance Monitoring and Assessment Report*, EI benefits for self-employed persons (under Part VII.1 of the *Employment Insurance Act*) and EI fishing benefits (under Part VIII) are considered to be EI Part I benefits.

To qualify for regular benefits, individuals must have been without work and without pay for at least seven consecutive days. In addition, they must have accumulated between 420 and 700 hours of insurable employment, depending on the local unemployment rate, in the 52 weeks prior to their claim or during the period since the start of their last EI claim, whichever is shorter. Claimants for regular benefits must be available for and actively seeking employment during their claim period.

EI fishing benefits are paid to self-employed fishers, defined as a person engaged in fishing activities, which includes anyone involved in making a catch or doing any work incidental to making or handling a catch (for example, those involved in loading, unloading, transporting or curing the catch of the crew that the claimant is a member of). Eligible claimants can also include anyone involved in constructing a fishing vessel for their own use (or the use of a crew that the claimant is a member of) for the purposes of making a catch. Eligible claimants must be self-employed and unable to qualify for EI regular benefits. Unlike EI regular benefits, eligibility is determined by insurable earnings from a catch earned during the claimant's qualification period—ranging between \$2,500 and \$4,200 depending on local unemployment rate—rather than hours worked.

Recent Changes to Employment Insurance

Budget 2016 introduced a number of reforms to the EI program, including:

- **the elimination of new entrant and re-entrant (NERE) eligibility conditions;**
- **simplification of job search responsibilities;**
- **the reduction of the EI waiting period from two weeks to one week;**
- **extended duration of EI regular benefits for economic regions most affect by recent commodity price downturns;**
- **expanded duration of work-sharing agreements; and**
- **the introduction of a new, more flexible Working While on Claim pilot project.**

These changes, however, will not be part of this report since they were not implemented during the 2015/2016 fiscal period and thus the impact cannot be assessed in this Report.

Future Monitoring and Assessment reports will cover the impacts of recently announced changes, beginning in the Report for 2016/2017.

Work-sharing is an adjustment program designed to help employers and employees avoid layoffs due to temporary reductions in the normal level of business activity that are beyond the control of the employer. Following the establishment of a work-sharing agreement with an employer, work-sharing provides income support in the form of paid benefits to eligible workers who opt to work a temporarily reduced week while the employer or market recovers. The objective of the program is to have participating employees return to normal working hours by the end of the negotiated agreement and to help employers retain skilled workers and avoid added training and recruitment costs when business returns to normal levels.

EI special benefits under Part I of the EI program provide support to employees or self-employed persons who are sick, are pregnant, have recently gave birth, are caring for a newborn or newly adopted or who are caring for a family member with a serious medical condition and significant risk of death. This element of the EI program is designed to support working Canadians facing income disruptions.

The purpose of Part II of the *Employment Insurance Act* is “to help maintain a sustainable Employment Insurance system through the establishment of employment benefits and support measures for insured participants and the maintenance of a national employment service”.² Programs delivered under Part II of the *Employment Insurance Act* are called **Employment Benefit and Support Measures** (EBSMs). EBSMs are labour market programs and services established to help unemployed Canadians return to work and to develop a labour force that meets the current and emerging needs of employers. These programs are delivered mostly by provincial and territorial government through Labour Market Development Agreements (LMDAs).

THE CANADA EMPLOYMENT INSURANCE COMMISSION

The Canada Employment Insurance Commission (CEIC) has the legislated mandate to monitor and assess the EI program. CEIC also oversees a research agenda that supports the preparation of its annual *Employment Insurance Monitoring and Assessment Report*. At the end of each fiscal year, the CEIC presents the report to the Minister of Families, Children and Social Development (the Minister), who tables it in Parliament.

The CEIC makes regulations under the authority of the *Employment Insurance Act*, with the approval of the Governor in Council. In addition, the CEIC plays a key role in overseeing the EI program, reviewing and approving policies related to program administration and delivery. EI program operations are carried out, on behalf of the CEIC, by Employment and Social Development Canada (ESDC) and Service Canada.

In another key role, the CEIC contributes to the financial transparency of the EI program. Annually, it commissions an EI premium report from the Chief Actuary, prepares a summary report and conveys both reports to the Minister as well as the Minister of Finance for tabling in Parliament. The CEIC also sets the maximum insurable earnings, according to legislative requirements, and as of 2017 is responsible for rate-setting based on a seven-year break-even principle for the EI Operating Account.

The CEIC advises on which EI appeal decisions will be submitted for review by the Federal Court of Appeal. Two of the Commissioners, the Commissioner for Employers and the Commissioner for Workers, serve in a tri-partite committee with the chair of the Social Security Tribunal. The Minister consults this committee regarding Governor-in-Council appointments of members for the EI section of that Tribunal.

The CEIC consists of four members, three of whom are voting members, representing the interests of workers, employers and government. The Commissioners for Employers and Workers are appointed for renewable terms of up to five years and are mandated to represent the concerns and positions of workers and employers on policy development and program delivery related to EI and the labour market. The Deputy Minister of Employment and Social Development represents the federal government and acts as the Chairperson of the CEIC. The Associate Deputy Minister of Employment and Social Development acts as the Vice-Chairperson, with voting privileges only when acting on behalf of the Chairperson.

THE REPORT

The *Employment Insurance Monitoring and Assessment Report* is produced under the direction and guidance of the CEIC. ESDC and Service Canada officials support the CEIC in preparing the report. The report relies on multiple sources of information to provide a comprehensive analysis of the impact and effectiveness of the EI program, including EI administrative data, Statistics Canada survey data, internal and external analytical reports and peer-reviewed evaluation studies.

² Part II, section 56 of the *Employment Insurance Act*.



Program Historical Overview

The Employment Insurance (EI) program is a pillar of Canada's social safety net, providing income support to eligible workers who are unemployed or who are absent from work due to personal illness or family-related responsibilities. It has undergone numerous changes to its original design in 1940 in order to meet new objectives reflective of the times and the evolving needs of workers and employers in Canada's labour market.

THE UNEMPLOYMENT INSURANCE (UI) PROGRAM: 1937 TO 1942

In August 1937, the Government of Canada created the Royal Commission on Dominion-Provincial Relations (commonly known as the Rowell-Sirois Commission after the Commission's first and second chairs) to respond, in part, to an earlier attempt to institute a system of unemployment insurance that was ruled unconstitutional by the Supreme Court of Canada in 1936 and the Judicial Committee of the Privy Council in 1937.³ Following three years of investigative hearings to examine the structure of the constitutional division of powers and the capacity for revenue collection between different levels of government, the Commission reported back with a series of recommendations, including that jurisdiction over unemployment insurance and pensions should be transferred to the federal government.⁴

Based on the Rowell-Sirois Commission's recommendations, and with the consent of all provincial governments, the federal government proceeded to amend the *Constitution Act 1867* to allow for federal involvement in the provision of a national unemployment insurance program. The 1940 *Unemployment Insurance Act* became law on August 7, 1940 and created the foundations of what are today the EI program and the Canada Employment Insurance Commission that oversees the program's implementation.⁵ Premium collection started July 1941 and benefits were payable as of January 1942.

The original design of the Unemployment Insurance (UI) program in Canada was to provide income support that would provide protection against loss of employment and earnings with premiums and benefits calculated to achieve a balance between the amount of premiums collected—contributed by the federal government, employers and employees—and benefits paid overall according to strict insurance principles. Initially, the UI program of the 1940s only provided coverage to specified types of employment within the private sector, with many professions—among them workers in agriculture, seasonal

³ Human Resources Development Canada. 1994. *The History of Unemployment Insurance: 1940-1994*. Ottawa: Human Resources Development Canada. This document provides much of the information on the UI program prior to 1980 contained in this brief historical overview, except where otherwise noted.

⁴ Canada. Royal Commission on Dominion-Provincial Relations. 1940. *Report of the Royal Commission on Dominion-Provincial Relations*. Accessible online through the [Privy Council Office](#).

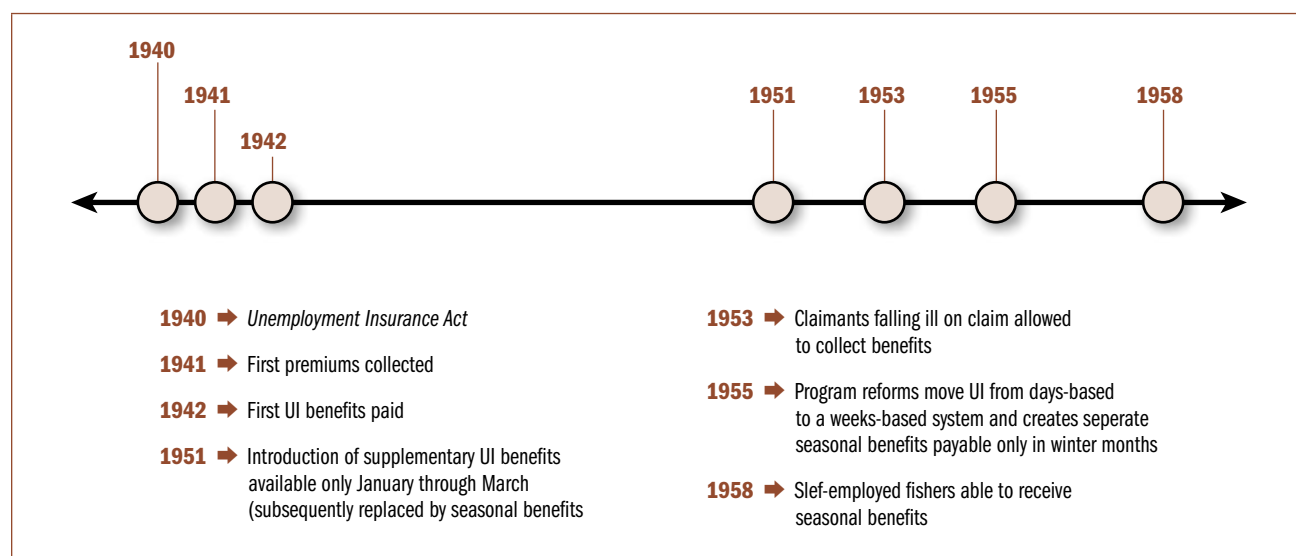
⁵ Canada. Parliament. House of Commons. *The Unemployment Insurance Act*, 1940. 4 George VI, c. 44. (Assented to August 7, 1940).

industries, health care, the public service, the armed forces and any person receiving compensation of \$2,000 per year or more—excluded. Even with those exclusions, in its first year of operation the UI program covered roughly 159,000 employers and 2.5 million workers representing approximately 42% of Canada’s labour force.

THE EVOLUTION OF UNEMPLOYMENT INSURANCE: 1942 TO 1971

As Canada entered a prolonged period of economic expansion following the Second World War, demands for a greater scope of coverage and access to UI benefits increased. Over the 1940s, coverage was extended to workers in some of the previously excluded industries. The Government of Canada introduced a number of changes in the early 1950s to adjust to changing labour market conditions—such as a precursor to seasonal benefits in the form of supplementary unemployment insurance benefits payable to workers normally unable to qualify—and undertook significant reforms of the program through the *Unemployment Insurance Act*, 1955 that, among other changes, moved UI to a weeks-based system from one previously based on days of work and provided a maximum entitlement of 36 weeks.⁶ In 1955, the UI program covered approximately three-quarters of Canada’s 4.4 million employees.

The year 1956 saw the introduction of legislative amendments to create benefits for self-employed fishers, with coverage beginning in April 1957 and the first benefits made payable in April 1958.⁷ The year 1958 also saw the revocation of the 1950 Married Women’s Regulation, a series of rules found to be discriminatory as they caused women who were married to meet additional eligibility requirements to be considered eligible for benefits.



⁶ Canada. Parliament. House of Commons. *The Unemployment Insurance Act*. 3-4 Elizabeth VI, c. 44. (Assented to July 11, 1955).

⁷ Canada. Parliament. House of Commons. *The Unemployment Insurance Act*. 3-4 Elizabeth VI, c. 44. (Assented to July 11, 1955).

During the 1960s, there was growing pressure—including from studies such as the 1962 Gill Report⁸ and the 1968 Cousineau Report⁹—to expand the scope of industry coverage for job losses and incorporate additional program elements to support workers in cases such as medical emergencies or child birth. This culminated in 1970 with a white paper, *Unemployment Insurance in the 1970s*,¹⁰ which called for universal coverage of all workers, enhanced benefit payments based on the earnings of workers and lower contribution rates for the Unemployment Insurance program. The 1970 White Paper also recommended the introduction of coverage for income losses resulting from sickness or pregnancy and that benefit payments be taxable. These recommendations would act as the basis of broad-based reforms introduced in the 1971 *Unemployment Insurance Act*.

UNEMPLOYMENT INSURANCE'S SECOND PHASE: 1971 TO 1996

The introduction of the 1971 *Unemployment Insurance Act* led to much broader coverage of workers and the introduction of several changes to expand the potential reasons to receive benefits beyond unemployment.¹¹ Among the changes introduced were:

- near universal coverage for full-time workers;
- expanded eligibility criteria;
- the introduction of sickness and maternity leave benefits;
- extended benefits for workers with longer periods of labour force attachment and in regions with high unemployment rates;
- a five-phase benefit period, providing extended benefits to those with greater labour force attachments and to those in high unemployment regions;
- a benefit rate of two-thirds (66.7%) of insurable earnings and up to three-quarters (75%) for low-income earners;
- benefits paid became taxable income; and
- a financing formula based on employers contributing premiums equal to 1.4 times the premiums of employees, with government contributions limited to extended benefits or benefits provided during periods of high unemployment.

Between 1971 and 1996, several changes were implemented to Unemployment Insurance that both increased the flexibility of the program and expanded the types of coverage provided to claimants. 1977 saw the introduction—on a pilot project basis—of the Variable Entrance Requirements,¹² which would eventually become a permanent fixture of the program's structure. The number of economic regions in Canada was increased significantly in 1978 from 16 to 48, allowing the program to better adjust to divergent economic circumstances of labour markets across Canada.¹³

⁸ Canada. Committee of Inquiry into the *Unemployment Insurance Act*. 1962. *Report of the Committee of Inquiry into the Unemployment Insurance Act*. Ottawa: Queen's Printer. [Accessible online](#).

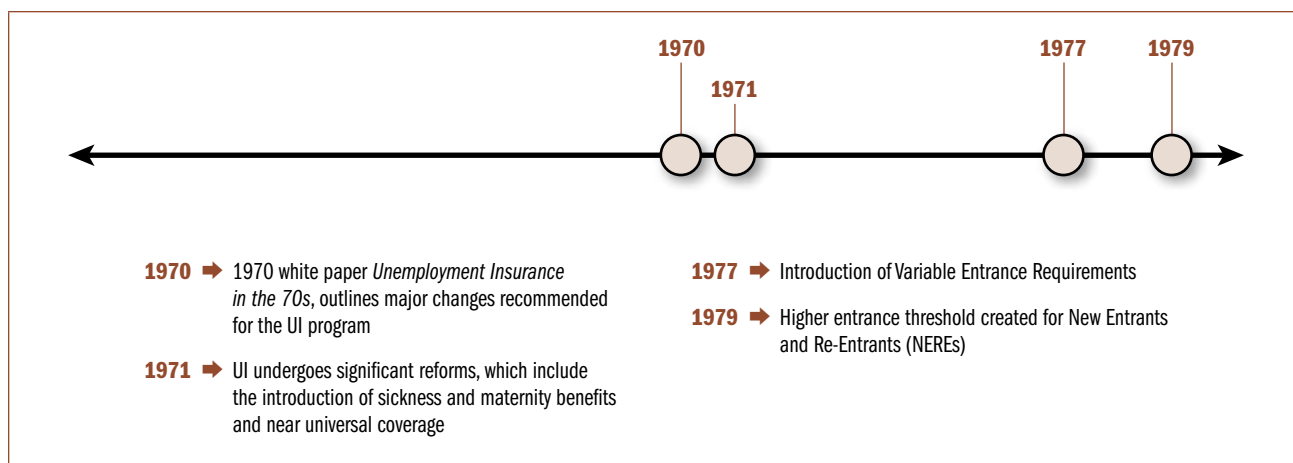
⁹ Canada. Unemployment Insurance Commission. 1968. *Report of the Study for Updating the Unemployment Insurance Programme*. Ottawa: Queen's Printer.

¹⁰ Canada. Department of Labour. 1970. *Unemployment in the 1970s*. Ottawa: Queen's Printer.

¹¹ Canada. Parliament. House of Commons. *Unemployment Insurance Act*, 1971. 19-20 Elizabeth II, c. 48. (Assented to June 23, 1971).

¹² Canada. Parliament. House of Commons. *Employment and Immigration Reorganization Act* S.C. 1976-1977, c. 54. (Assented to August 5, 1977).

¹³ *Unemployment Insurance Act*, 1971: *Unemployment Insurance Regulations*, amendment. 26 October 1978. *Canada Gazette Part II*, Vol. 112 No. 21 (SOR/78-810). Ottawa: Queen's Printer.



In addition, this period was also characterized by a series of small regulatory and legislative changes to entrance requirements, disqualifications and benefit entitlement. For example, a coverage requirement based on a minimum of 20 hours of work in a week was added in 1979.

1984 saw the introduction of the current model for seasonal fishing benefits (where self-employed fishers could claim benefits for both summer and winter periods) and the implementation of fifteen weeks of adoption benefits.¹⁴ The program was modified again in November 1990 with the introduction of a 10-week parental leave benefit that could be shared between spouses, which replaced special paternity (available in specific circumstances related to the death or disability of the mother) and adoption benefits implemented in earlier years, and became fully funded by employer and employee premiums, no longer drawing on general revenues to cover UI-related expenses.¹⁵

The program's eligibility criteria were again revised in 1993 to make those who quit without just cause, those who were fired for misconduct or those who refused to accept suitable employment while on claim ineligible for benefits.¹⁶ In the following year, Budget 1994 set the income replacement rate (the share of insurable earnings that would be paid to claimants during their benefit period) at the present 55%.¹⁷

¹⁴ Canada. Parliament. House of Commons. "An Act to amend the *Unemployment Insurance Act*, 1971 (No. 3)". S.C. 1980-81-82-83, c. 150. (Assented to June 3, 1983).

¹⁵ Canada. Parliament. House of Commons. "An Act to amend the *Unemployment Insurance Act* and the *Employment and Immigration Department and Commission Act*". S.C. 1989-1990, c. 40. (Assented to October 23, 1990).

¹⁶ Canada. Parliament. House of Commons. *Government Expenditure Restraint Act*, 1993 No. 2. S.C. 1993, c. 13. (Assented to April 2, 1993).

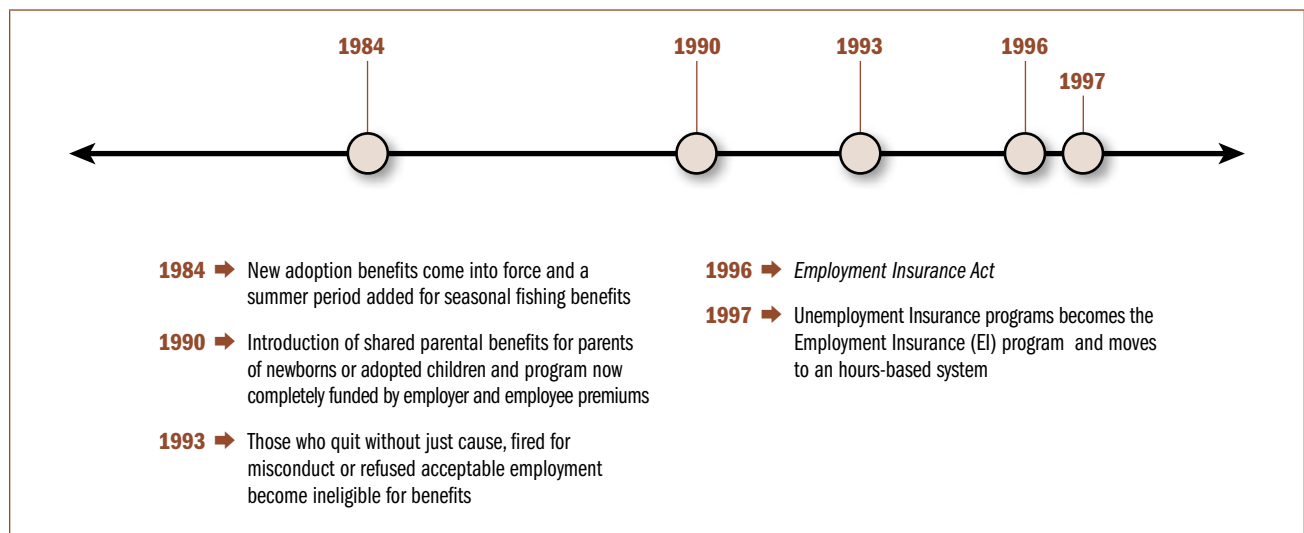
¹⁷ Canada. Parliament. House of Commons. *Budget Implementation Act*, 1994. S.C. 1994, c. 18. (Assented to June 15, 1994).

UNEMPLOYMENT INSURANCE BECOMES EMPLOYMENT INSURANCE: 1996 TO THE PRESENT

Comprehensive reforms implemented in the *Employment Insurance Act* of 1996 established a new benefit structure and led to the program being renamed Employment Insurance (EI).¹⁸ The program moved from a weeks-based to an hours-based eligibility system of first-dollar coverage with a premium structure where individuals pay premiums on all insurable earnings up to an annual maximum, adapting the system to better reflect emerging work patterns related to part-time work and multiple job holders. A new series of Labour Market Development Agreements were introduced to provide funding to Canada's provinces to support active measures and programming that addresses local labour market training needs.

A number of other changes were also implemented through this new law, such as the introduction of the family supplement provision, a provision to refund employee premiums for workers earning less than \$2,000 per year, new methodologies used to calculate average weekly benefit rates based on weekly earnings and the reduction in the maximum duration of regular benefits from 50 to 45 weeks in normal circumstances. While there have been ongoing changes to the program since 1996, these reforms are the foundation of the current EI program.

At the end of 2000, parental benefits were increased from 10 weeks to 35 weeks and the number of hours required to be eligible for EI special benefits was reduced from 700 hours to 600.¹⁹ In 2004, EI compassionate care benefits were implemented providing for up to six weeks of benefits to allow workers to care for a family member with a serious medical condition who is at risk of death.²⁰ This was increased to 26 weeks as of 2016.²¹



¹⁸ Canada. Parliament. House of Commons. *Employment Insurance Act*. S.C. 1996, c. 23. (Assented to June 20, 1996).

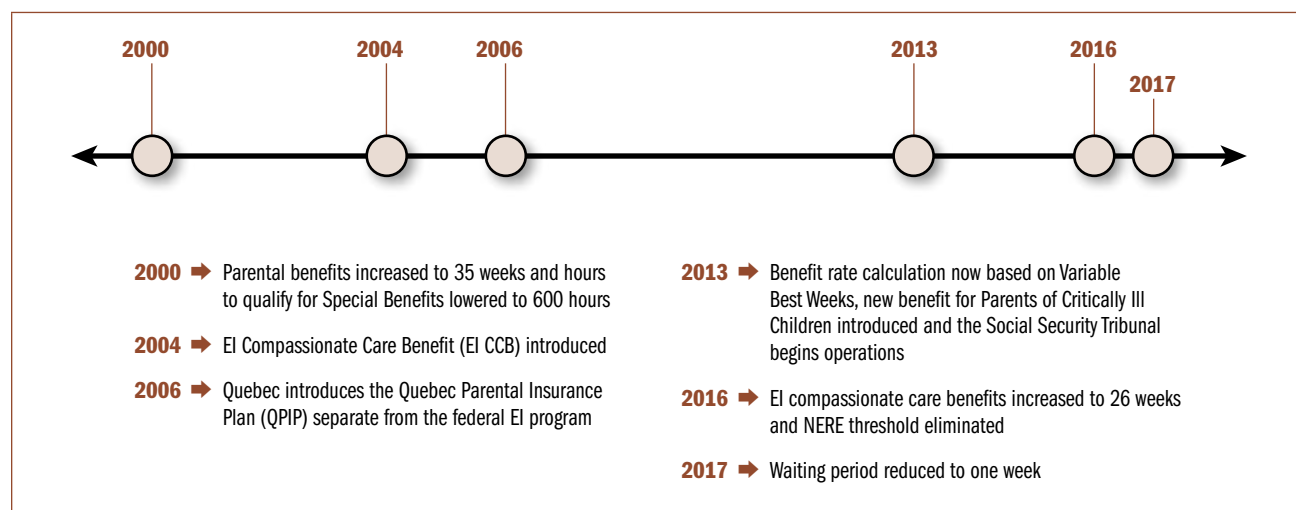
¹⁹ Canada. Parliament. House of Commons. *Budget Implementation Act*, 2000. S.C. 2000, c. 14. (Assented to June 29, 2000).

²⁰ Canada. Parliament. House of Commons. *Budget Implementation Act*, 2004. S.C. 2003, c. 15. (Assented to June 19, 2003).

²¹ Canada. Parliament. House of Commons. "Economic Action Plan 2015, No. 1". S.C. 2015, c. 36. (Assented to June 23, 2015).

The EI program has also evolved to accommodate provincial programming with similar objectives to EI special benefits. On January 1, 2006, Quebec residents began to receive maternity and parental benefits through the Quebec Parental Insurance Plan while also continuing to have access to sickness and compassionate care benefits through the EI program. Regulatory amendments allowed for EI premiums to be reduced for Quebec residents, reflecting the savings to the EI fund resulting from other levels of government providing maternity and parental benefits.²²

More recently, the EI program has seen some notable reforms.²³ These include the elimination of the higher eligibility threshold for claimants with low labour market attachment (New Entrant and Re-entrant provisions), the reduction of the waiting period for EI benefits by one week and increased funding for employment benefits and support measures offered through Labour Market Development Agreements with provinces and territories.²⁴ While important changes to the program, these reforms are not reflected in this year's report as they did not come into effect during the current reporting period.



²² *Unemployment Insurance Act: Regulations Amending the Employment Insurance Regulations*. 21 November 2005. *Canada Gazette Part II*, Vol. 139 No. 25 (SOR/2005-366). Ottawa: Queen's Printer.

²³ See Annex 7 for a summary of program changes that have occurred since the passage of the *Employment Insurance Act* in 1996.

²⁴ Canada. Parliament. House of Commons. *Budget Implementation Act*, 2016, No. 1. S.C. 2016, c. 7. (Assented to June 22, 2016).

This chapter outlines key labour market developments and the economic situation that prevailed in Canada during the 2015/2016 fiscal year, the period for which this Report assesses the Employment Insurance program.¹ Section 1.1 provides a general overview and historical context of the economic situation for 2015/2016. Section 1.2 summarizes key labour market developments in the Canadian economy.^{2, 3} Section 1.3 discusses long-term labour market trends, including the effects of an aging Canadian population, the restructuring of the labour market toward service industries and part-time and temporary work, and certain worker populations witnessing persistently more precarious employment trends (such as women, youth and the long-term unemployed). Tables related to elements discussed in this chapter can be found in Annex 1.

1.1 ECONOMIC OVERVIEW

During 2015/2016, global economic growth declined to its lowest point since the 2008 recession.⁴ Falling global commodity prices had a particularly strong effect on the Canadian economy as real gross domestic product (GDP) growth slowed to 0.9%, the lowest year-over-year change in Canada since the economic contraction of the 2009/2010 fiscal year (Chart 1). When compared to other Group of Seven (G7) countries, Canada ranked 5th in real GDP growth in the fiscal 2015/2016 year—well behind G7 leaders the United States (2.2%) and the United Kingdom (2.0%) and on par with both Japan and Italy.⁵ Even so, Canada continues to enjoy a high standard of living and ranked third among all G7 nations (using fixed Purchasing Power Parity) with roughly CAD 56,000 per capita.⁶

¹ The reporting period analyzed consists of the fiscal year of the Government of Canada, which began on April 1, 2015 and ended on March 31, 2016. Data are provided on the basis of calendar years in some sections where data on the basis of fiscal years were not available.

² Data points provided in this chapter are generally sourced from Statistics Canada, more specifically from the Labour Force Survey (LFS), the Survey of Employment, Payrolls and Hours (SEPH), and the Canadian System of Macroeconomic Accounts (CSMA). Annual data are averages of seasonally unadjusted monthly data (except when only seasonally adjusted data are accessible), while quarterly and monthly data are seasonally adjusted unless otherwise noted. Totals may not always add up due to rounding.

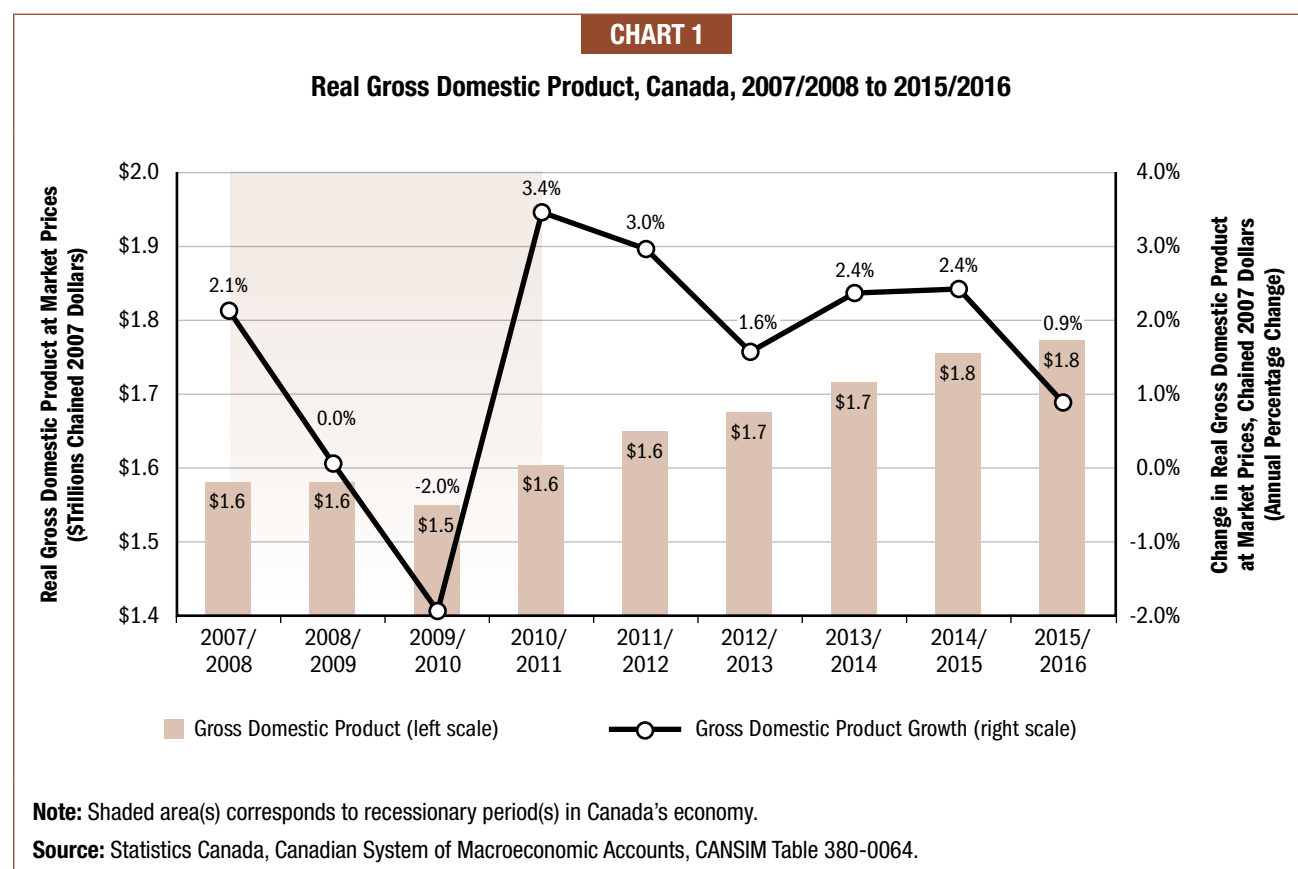
³ Due to revisions made to data by Statistics Canada, figures for previous years published in previous *Employment Insurance Monitoring and Assessment Reports* have been restated accordingly.

⁴ Finance Canada, *Budget 2016: Growing the Middle Class* (Ottawa: Finance Canada, 2016).

⁵ Organization for Economic Co-operation and Development, National Accounts, September 2016.

⁶ International Monetary Fund, World Economic Outlook Database, July 2016.

Softening economic growth in 2015/2016 can be largely traced to a downturn in global commodity prices and the high share of Canadian GDP concentrated in natural resource-based sectors relative to other G7 countries.⁷ The decline in commodity prices was driven by several factors, including excess supply, financial market turmoil and diminished global demand, particularly in China and other emerging markets.⁸ This downturn was particularly evident in energy prices, which are more volatile and were hit harder than the remaining commodity categories (Chart 2). Between 2013/2014 and 2015/2016, prices in the energy sector dropped by 53.5% compared with a decline of 13.9% in non-energy commodities.

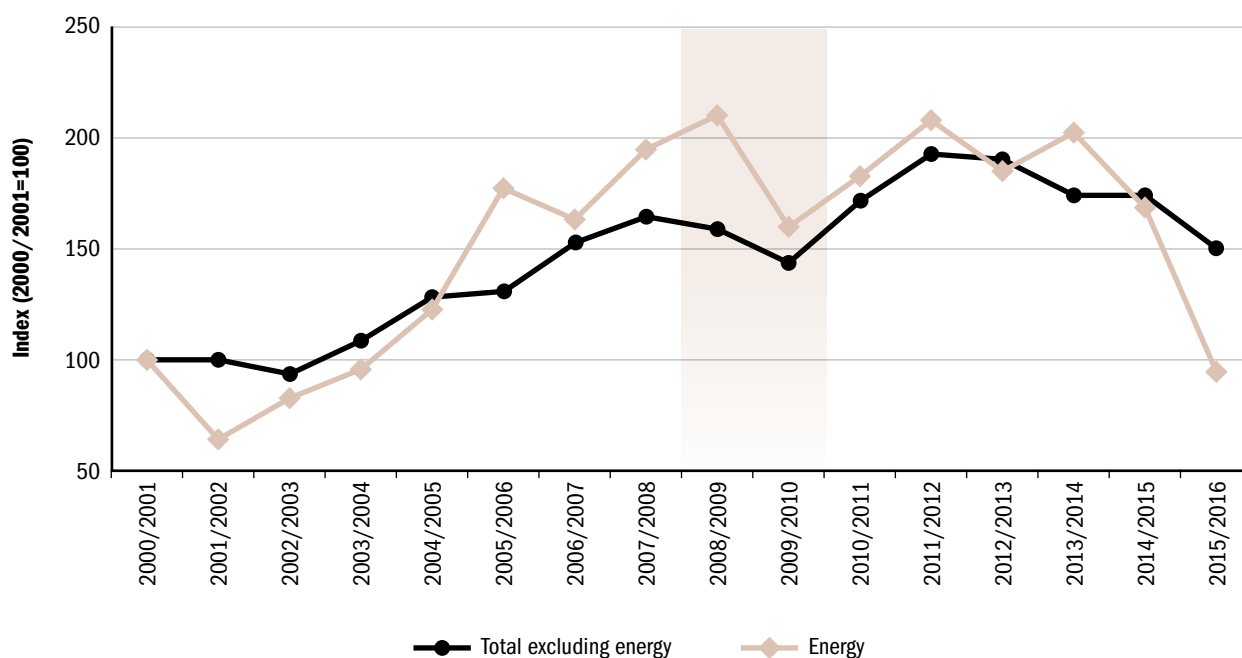


⁷ In 2014, total natural resources rents (sum of oil rents, natural gas rents, coal rents, mineral rents, and forest rents) accounted for 4.6% of the Canadian GDP, compared to 1.1% in the United States and less than 1% in all other G7 countries. World Bank. Downloaded from <http://data.worldbank.org/indicator/NY.GDP.TOTL.RT.ZS> in December 2016.

⁸ Finance Canada, *Budget 2016: Growing the Middle Class* (Ottawa: Finance Canada, 2016).

CHART 2

Fisher Commodity Price Index, Energy and Total excluding Energy, Canada, 2000/2001 to 2015/2016



Note: Shaded area(s) corresponds to recessionary period(s) in Canada's economy.

Source: Statistics Canada, Fisher Commodity Price Index produced by the Bank of Canada, CANSIM Table 176-0075.

1.2 THE CANADIAN LABOUR MARKET IN 2015/2016

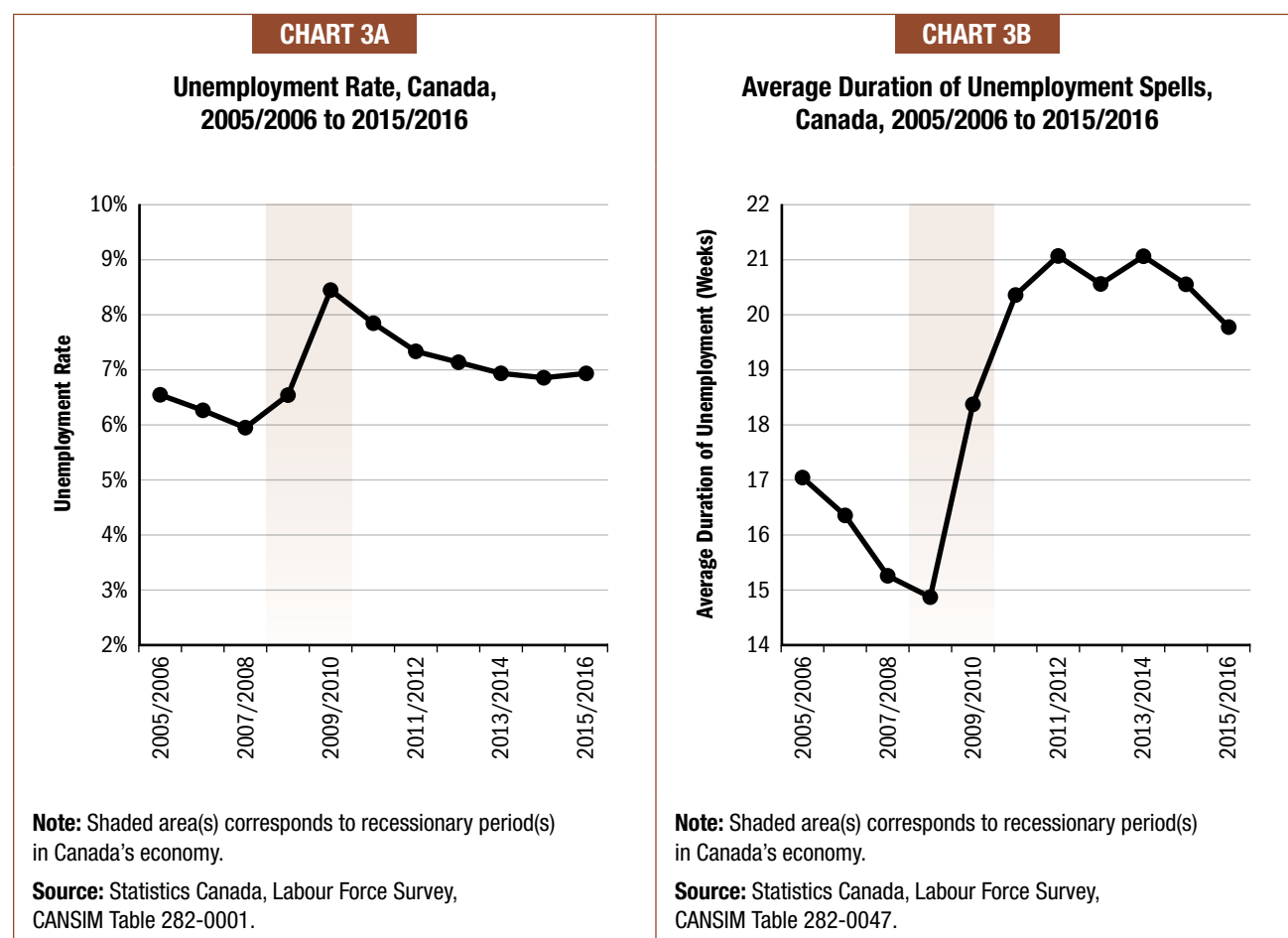
The total size of Canada's labour force⁹ grew by 1.0% (194,100) to 19.3 million in 2015/2016, more than double the rate of growth observed in 2014/2015 (+0.4%), with growth in employed workers (149,500) outpacing the addition of people looking for work (44,600).¹⁰ This growth was concentrated principally in the first two quarters of the fiscal year, when commodity prices had yet to fall to their lowest levels. Growth in the labour force was most prominent in Alberta (+2.3%, +56,000), British Columbia (+2.3%, +55,400) and Saskatchewan (+1.8%, +11,000), while Prince Edward Island (-1.6%, -1,300), New Brunswick (-1.1%, -4,300) and Nova Scotia (-0.4%, -2,100) saw declines in 2015/2016. The remaining provinces saw relatively modest increases.

⁹ The labour force is defined as the civilian non-institutional population 15 years of age or older who are employed or unemployed. A more comprehensive definition is provided under Annex 1.1.

¹⁰ Statistics Canada, Labour Force Survey, CANSIM Table 282-0001.

Despite slowed GDP growth, the national unemployment rate in 2015/2016 remained relatively stable at 7.0%, an increase of only 0.1 percentage points over the previous period (though this obscures some significant regional variation, see section 1.2.1 Increased Regional Variability of Labour Market Indicators in Response to Commodity Prices). The unemployment rate and the average duration of unemployment spells—continuous periods of unemployment where an individual is looking for work—tend to move together (Charts 3A and 3B). However, even with the stability of the national unemployment rate, the average duration of unemployment spells has decreased in recent years, falling by 0.8 weeks between 2014/2015 and 2015/2016 to 19.8 weeks, but was still higher than before the 2008/2009 recession.

Similarly, the employment rate remained stable at 61.3%, roughly similar to levels observed since the 2008/2009 recessionary period, but below the 63.5% employment rate observed in 2007/2008.¹¹ Canadian employment grew by 0.8% in 2015/2016, behind only the United States and United Kingdom (at 1.8% and 1.3% respectively) within the G7.¹²



¹¹ Statistics Canada, Labour Force Survey, CANSIM Table 282-0001.

¹² International Monetary Fund, World Economic Outlook Database, July 2016.

1.2.1 Increased Regional Variability of Labour Market Indicators in Response to Commodity Prices

Though the national unemployment rate in 2015/2016 was little changed from 2014/2015, this varied significantly across provinces and territories as a result of declining commodity prices, particularly those related to the energy sector. It is estimated that subsequent oil and gas investment declines were responsible for a negative shock equivalent to 1.5% of Canadian GDP, the effects of which were not evenly distributed across all regions.¹³

TABLE 1						
Unemployment Rates and Duration of Unemployment Spells by Province and Territory, Canada, 2014/2015 to 2015/2016						
	Unemployment Rate			Unemployment Spell Duration (weeks)		
	2014/2015	2015/2016	Change (P.P.)	2014/2015	2015/2016	Change
Newfoundland and Labrador	12.2%	13.2%	+1.0	17.2	17.6	+0.4
Prince Edward Island	10.5%	10.5%	+0.0	16.2	15.6	-0.6
Nova Scotia	8.9%	8.6%	-0.3	19.3	19.0	-0.3
New Brunswick	10.1%	9.8%	-0.3	19.6	18.5	-1.1
Quebec	7.6%	7.7%	+0.1	23.5	23.5	0.0
Ontario	7.2%	6.7%	-0.5	21.6	20.0	-1.6
Manitoba	5.4%	5.8%	+0.4	16.2	17.0	+0.8
Saskatchewan	4.0%	5.4%	+1.4	13.3	13.2	-0.1
Alberta	4.9%	6.6%	+1.7	14.1	15.5	+1.4
British Columbia	6.0%	6.3%	+0.3	19.8	18.9	-0.9
Yukon	4.6%	6.2%	+1.6	N/A	N/A	N/A
Northwest Territories	8.1%	8.3%	+0.2	N/A	N/A	N/A
Nunavut	13.4%	17.1%	+3.7	N/A	N/A	N/A
CANADA	6.9%	7.0%	+0.1	20.6	19.8	-0.8
Sources: Statistics Canada, Labour Force Survey, CANSIM Table 282-0001; Statistics Canada, Labour Force Survey, CANSIM Table 282-0047 (for unemployment spells); and Statistics Canada special tabulations (for the Territories).						

Newfoundland and Labrador, Saskatchewan and Alberta recorded the largest year-over-year increases in their unemployment rate, moving higher by at least one percentage point (Table 1). All three provinces have significant Mining, Quarrying and Oil and Gas Extraction industries, which were hit hard by the drop in commodity prices—nationally the unemployment rate for this sector jumped from 6.1% in 2014/2015 to 9.4% in 2015/2016. By contrast, the rest of the country experienced smaller increases in the unemployment rate (such as +0.4 percentage points in Manitoba) or even modest declines (such as -0.5 percentage points in Ontario, due in part to large increases in employment in Construction and in Services).

¹³ Finance Canada, *Budget 2016: Growing the Middle Class* (Ottawa: Finance Canada, 2016).

As would be expected, the change in the average duration of unemployment spells also varied by province. Commodity price shocks likely boosted the duration of unemployment spells in both Alberta and Newfoundland and Labrador—increasing by 1.4 and 0.4 weeks, respectively—but the unemployed in Saskatchewan actually witnessed a very minor decrease in their average duration (Table 1). Ontario and British Columbia saw the largest decreases in average unemployment spell duration, respectively falling by 1.6 and 0.9 weeks.

Similarly, average nominal weekly earnings only kept pace with increases in the consumer price index (CPI) at the national level, with both up 1.2% over the previous year, as growth was weak in regions with a greater reliance on commodity-based industries (Table 2). Alberta recorded the only decrease in average weekly earnings, which declined 1.8% in 2015/2016 and may correspond to the contraction in high-wage resource extraction jobs, even as the CPI increased 1.4% in that province. Saskatchewan was the only other province to experience no growth in the average nominal weekly earnings, recording no change in 2015/2016 over 2014/2015, but with a 1.7% increase in CPI.

Employment in both Alberta and Saskatchewan was higher overall in 2015/2016, up 0.4% over the previous year, despite an upward trend in the unemployment rates (Table 3). This was due to large increases of hiring in the service-producing industries in both provinces during the first quarter. Atlantic Canada saw the largest percentage decline in employment, continuing a trend observed over the past few years. In addition, the employment rates of both Alberta and Saskatchewan were among the highest in the country (at 68.2% and 66.4% respectively), while Atlantic Canada had some of the lowest (with an overall employment rate of just 56.0%).¹⁴

TABLE 2

Nominal Weekly Earnings and Consumer Price Index by Province and Territory, Canada, 2015/2016

	Average Nominal Weekly Earnings (\$)*	Year-over-Year Change (%) in Nominal Weekly Earnings	Year-over-Year Change (%) in Consumer Price Index
Newfoundland and Labrador	1016	+1.4%	+0.9%
Prince Edward Island	806	+3.4%	+0.1%
Nova Scotia	841	+2.0%	+0.7%
New Brunswick	860	+2.3%	+1.0%
Quebec	873	+2.1%	+1.1%
Ontario	965	+2.1%	+1.3%
Manitoba	883	+1.7%	+1.4%
Saskatchewan	982	0.0%	+1.7%
Alberta	1,136	-1.8%	+1.4%
British Columbia	911	+1.0%	+1.3%
Yukon	1,054	+0.6%	+0.5%
Northwest Territories	1,425	+1.1%	+1.8%
Nunavut	1,261	+1.3%	+2.2%
CANADA	953	+1.2%	+1.2%

* Earnings include overtime and apply to employees paid by the hour, salaried employees and other employees.

Sources: Statistics Canada, Survey of Employment, Payrolls and Hours, CANSIM Table 281-0026 (for data on nominal earnings), and Statistics Canada, Consumer Price Index Measures, CANSIM Table 326-0020 (for data on CPI).

¹⁴ Statistics Canada, Labour Force Survey, CANSIM Table 282-0007.

TABLE 3

Employment Level, Growth and Rate, by Province and Territory, Canada, 2015/2016

	Employment (thousands)	Employment Growth (%)	Employment Rate (%)
Newfoundland and Labrador	234.8	-1.0%	53.0%
Prince Edward Island	72.7	-1.6%	60.0%
Nova Scotia	447.4	-0.1%	56.9%
New Brunswick	350.2	-0.8%	56.3%
Quebec	4,101.7	+0.9%	59.9%
Ontario	6,945.4	+0.9%	60.8%
Manitoba	634.8	+0.8%	64.1%
Saskatchewan	573.4	+0.4%	66.4%
Alberta	2,295.9	+0.4%	68.2%
British Columbia	2,322.9	+1.9%	59.7%
Yukon	19.4	-2.0%	68.7%
Northwest Territories	22.1	+0.5%	69.1%
Nunavut	12.8	+3.2%	53.2%
CANADA	17,979.1	+0.8%	61.3%
Sources: Statistics Canada, Labour Force Survey, CANSIM Table 282-0001; and Statistics Canada special tabulations (for the Territories).			

1.2.2 Labour Mobility Trends Reverse as Commodity Prices Fall

Every year, a substantial number of people in Canada—320,700 people in 2015/2016—relocate across provincial and territorial borders. The free movement of labour has a positive impact on the national economy in that it provides workers with the opportunity to access other labour markets and obtain a job that is suitable to their skill set. From a national perspective, interprovincial mobility can increase growth related to aggregate labour productivity and real GDP and improve individual outcomes as workers from provinces with high unemployment and an excess of labour supply move to provinces with lower unemployment and labour shortages.¹⁵

While several factors can influence an individual's decision to move—including, but not limited to, job opportunities, education/school or family reasons—the need to seek a higher standard of living is often a driving force. A past Atlantic Provinces Economic Council report on skills shortages¹⁶ estimated that Atlantic Canada lost on a net basis about 50,000 youth (15 to 29 years) to the rest of Canada between the early 2000s and early 2010s, largely in net outflows to Alberta, due to a shortage of entry-level jobs in their home region.

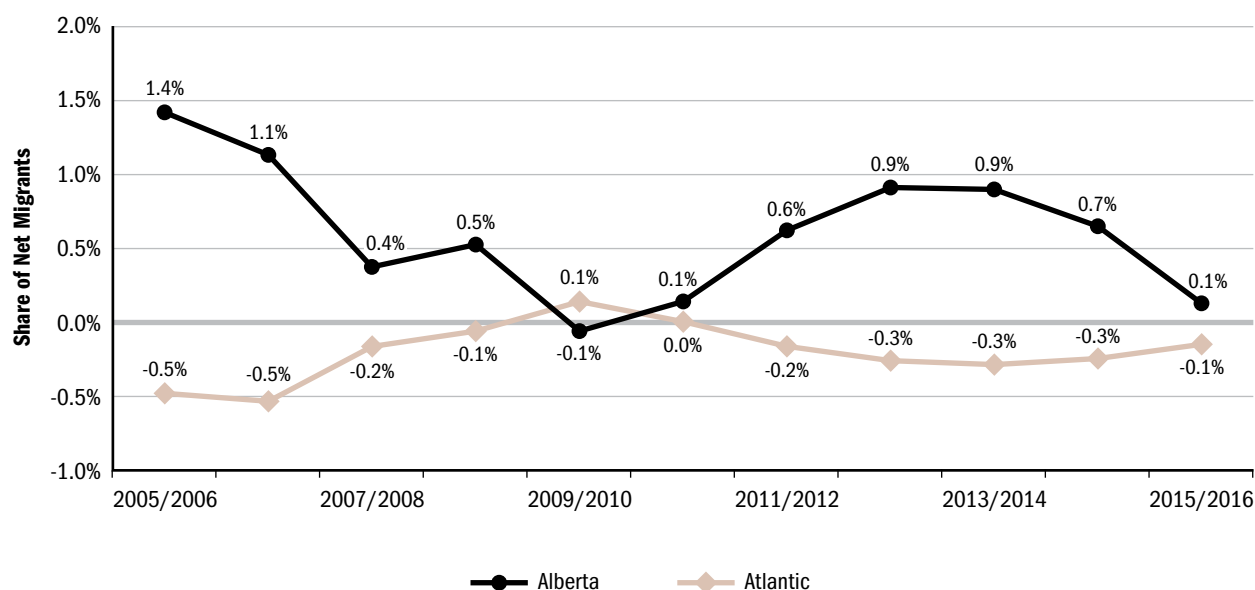
¹⁵ Roland Tusz, Erika Rodrigues, and Matthew Calver, *Interprovincial Migration in Canada: Implications for Output and Productivity Growth, 1987-2014*, CSLS Research Report 2015-19.

¹⁶ Atlantic Provinces Economic Council, *Is There a Skills Shortage in Atlantic Canada?* (Halifax: Atlantic Provinces Economic Council, 2013). Downloaded from <https://www.apec-econ.ca/publications/view/?do-load=1&publication.id=231&site.page.id=2000>.

The province of Alberta has been at the centre of Canada's labour mobility story over the past decade, particularly as the province recorded strong growth in construction and in mineral and gas extraction. Between 2010/2011 and 2014/2015, net migration into Alberta grew substantially (Chart 4), increasing fourfold over five years, to reach 26,800 in 2014/2015.¹⁷ However, over the 2015/2016 fiscal year, amid the commodity shock, Alberta saw significant declines in employment in the Mining, Oil and Gas Extraction industry (-20,900 or -12.2%). Likely as a result, net migration into Alberta decreased to 4,900, less than a quarter of that observed in 2014/2015, and approached levels associated with the 2008/2009 recession. The Atlantic provinces tended to mirror the pattern in Alberta, as net migration out of the region slowed with some individuals returning to these provinces in response to decreased employment opportunities in the West.

CHART 4

Net Migrants as a Share of Population, Alberta and Atlantic Provinces, Canada, 2005/2006 to 2015/2016



Note: Net migrants was calculated by subtracting out-migrants from in-migrants for each of the regions. Net migrants as a share of population was calculated by dividing net migrants by total population for each region.

Sources: Statistics Canada, Estimates of Total Population, CANSIM Table 051-0005 (for estimates of population). Statistics Canada, Interprovincial migrants, CANSIM Table 051-0017 (for estimates of in- and out-migrants).

A Statistics Canada study¹⁸ on interprovincial employment in Canada found that unemployment disparities motivate employees to either migrate or become “interprovincial employees” who accept jobs in other provinces while maintaining residence in their home province (e.g. commuting daily or fly-in/fly-out). In 2011, it was estimated that 420,000 individuals were classified as interprovincial employees (or roughly 3% of the paid Canadian workforce). The results of this study indicated that smaller

¹⁷ Statistics Canada, Interprovincial migrants, CANSIM Table 051-0017.

¹⁸ René Morissette and Hanqing Qiu, *Interprovincial Employment in Canada, 2002 to 2011* (Ottawa: Statistics Canada, Social Analysis and Modelling Division, 2015).

provinces (e.g. Atlantic Canada) had a larger percentage of their paid workforce participating in interprovincial employment¹⁹ and that these workers were more likely to be men and under 25 years old. From 2002 to 2011, roughly 10% of the paid workforce in Newfoundland and Labrador were interprovincial employees compared to only 2% in Ontario. Total wages and salaries from interprovincial employment account for a substantial percentage of aggregate total wages and salaries for small provinces. For all employees residing in Newfoundland and Labrador in 2011, 9% of total wages and salaries for the province were from interprovincial employment, with corresponding percentages of 6%, 5% and 5% for Prince Edward Island, Nova Scotia and New Brunswick, respectively. These provinces can therefore be slightly more at risk to feel the effects of economic shocks originating in other parts of the country and may have corresponding impacts to the local labour markets and Employment Insurance use (which is based on residence) as a result.

1.3 LONG-TERM TRENDS IN THE CANADIAN LABOUR MARKET

The changes observed in the 2015/2016 labour market come in addition to evolving long-term trends reshaping Canada's labour force. These trends include a declining aggregate participation rate, a move toward service-producing industries and high-skilled jobs, persistently more non-standard and unfavorable employment trends among some worker groups such as women and youth and the growing share of the long-term unemployed.

1.3.1 Declining Participation Rate as the Canadian Population Ages

As in most developed countries, Canada's population has experienced a sizeable increase in the median age, going from 26.2 years in 1971 to 40.5 years in 2015.²⁰ This increase is driven by several factors in developed countries, including declining fertility rates, longer life expectancies and the relative importance of the aging baby boomer generation in the total population (those born between 1946 and 1965). This aging population can be expected to affect the economy profoundly, both in the products and services demanded and in the available labour supply, as revealed by the labour force participation rate and the profile of the active workforce.

Participation in the labour force largely corresponds to key life events and, therefore, age (see Chart 5). In general, those between the ages of 15 and 19 are still in school and are not as active in the labour force. As this group gets older and moves into the 20 to 24 age category, they enter into their working years and become more active participants in the labour force. Following the core working years and moving into the 65 years and over category, individuals will tend to exit the labour force in greater numbers as they begin to retire. An imbalance between age cohorts can therefore have a profound impact on the aggregate labour force participation rate. Indeed, as the Canadian population has aged and a greater proportion of workers fall into the 65 years and over group, the labour force participation rate has been in steady decline. Following a peak of 67.5% in 2008/2009, it has since fallen to 65.9% in 2015/2016 and is expected to continue to decline further as more workers from the baby boomer generation reach retirement age.²¹

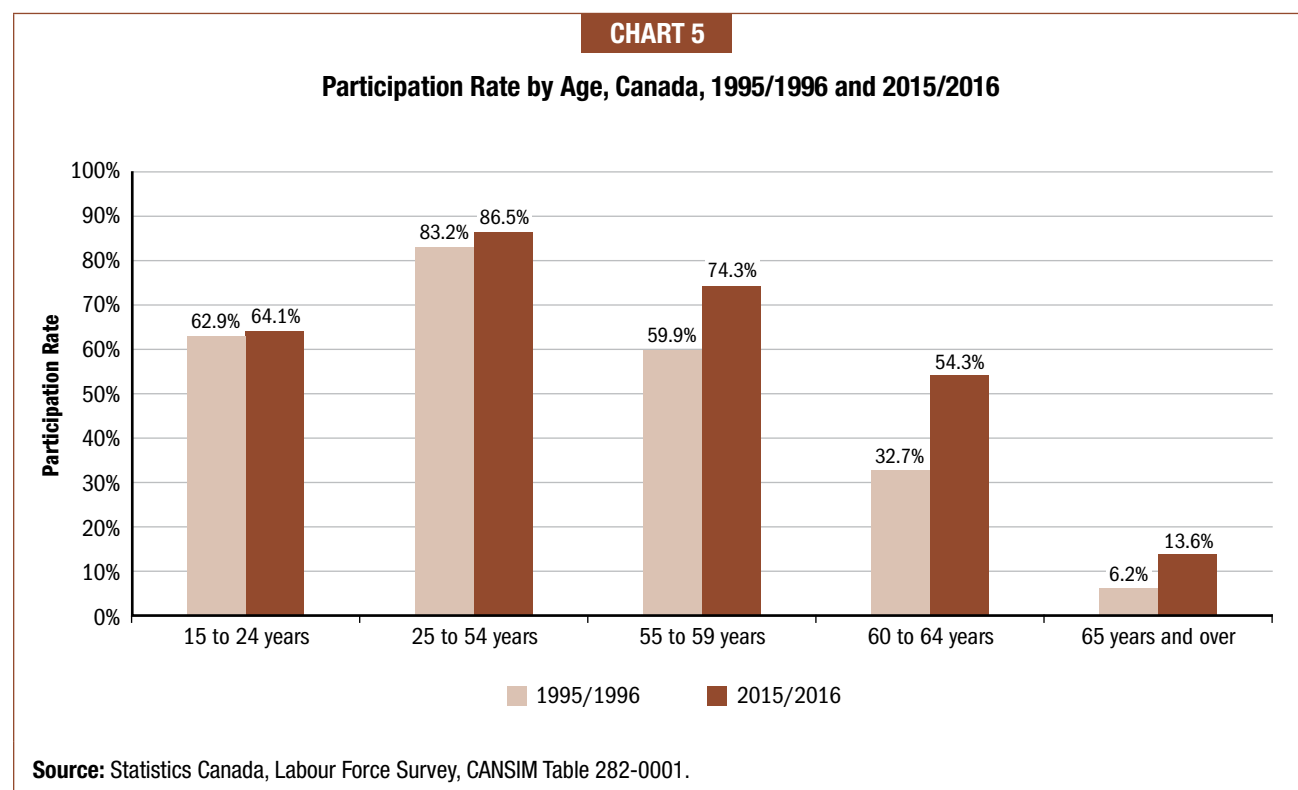
¹⁹ Interprovincial employment examined in this study includes workers travelling to another province for work as well as those crossing a provincial border every work day to go to work (e.g. Outaouais residents working in Ottawa and Ottawa residents working in Gatineau). When excluding adjacent provinces that share a border, based on total wages and salaries, around 80% of wages from Atlantic province interprovincial employees came from provinces other than the Eastern provinces. For most of the Western provinces, around 40% of wages from interprovincial employment came from non-adjacent provinces.

²⁰ Statistics Canada, Estimates of population, CANSIM Table 051-0001.

²¹ Statistics Canada, Labour Force Survey, CANSIM Table 282-0001.

The extent of the impact will vary across regions, partially owing to differences in age distributions (Table 4). For example, the Atlantic provinces have the highest median ages of the country and are associated with the lowest participation rates. The rising median age in the Atlantic provinces is due in part to the out-migration of young workers from these provinces to central and western Canada (as discussed briefly in section 1.2.2 Labour Mobility Trends Reverse as Commodity Prices Fall) and below-average fertility rates. Conversely, the territories and Alberta have the lowest median age and are associated with the highest participation rates in Canada.

The composition of the labour force is influenced not just by the age profile of the population, but also behavioural and societal changes (as seen with the increased participation of women in the workforce since the 1970s) as well as by the types of jobs available. While the participation rate of every age group has increased over the last twenty years, some age groups have increased to a greater degree (chart 5). The increased participation of youth (aged 15 to 24 years) and core-aged workers (those aged 25 to 54)—respectively experiencing increases of 1.2 and 3.3 percentage points since 1995/1996—is eclipsed by the increased participation of those aged 55 to 59 (+14.4 percentage points) and those aged 60 to 64 years (+21.6 percentage points).²² This suggests that these workers are willing and able to work later in life than may have been true in previous generations. As a result, older workers (those aged 55 and over) now make up a sizeable and increasingly important share of the labour force: whereas older workers made up just 9.2% of the workforce in 1995/1996, this has since more than doubled to 20.0% in 2015/2016.



²² Statistics Canada, Labour Force Survey, CANSIM Table 282-0001.

TABLE 4

Participation Rate and Median Age by Province and Territory, Canada, 2015/2016

	Participation Rate (15 years and over) (%)	Participation Rate (25 to 54 years) (%)	Participation Rate (55 years and over) (%)	Median Age*
Newfoundland and Labrador	61.1	84.0	32.4	45.0
Prince Edward Island	67.0	89.5	39.7	43.8
Nova Scotia	62.2	86.2	33.8	44.4
New Brunswick	62.4	86.7	34.6	44.7
Quebec	64.8	88.0	33.5	41.9
Ontario	65.2	85.6	38.1	40.6
Manitoba	68.0	87.3	41.0	37.7
Saskatchewan	70.2	88.7	43.7	37.1
Alberta	73.0	87.7	47.0	36.2
British Columbia	63.7	85.2	36.0	42.0
Yukon	73.3	N/A	N/A	39.3
Northwest Territories	75.4	N/A	N/A	33.1
Nunavut	64.3	N/A	N/A	25.8
CANADA	65.9	86.5	37.4	40.5

* Results are for the calendar year 2015.

Sources: Statistics Canada, Labour Force Survey, CANSIM Table 282-0087 (for participation rates); Statistics Canada, Canada's Population Estimates, CANSIM Table 051-0001 (for median age). And Statistics Canada special tabulations (for the Territories).

Overall, it is expected that Canada will be able to manage the effects of its aging population over the coming decades better than some other G7 countries, due to higher fertility rates and immigration.²³ In general, skilled immigrant workers come to Canada as young to middle-aged adults with high potential to join the labour force—in 2013, 91.7% of immigrant skilled workers who landed within the previous year were under 45 years old.²⁴

1.3.2 Move toward Service-Producing Industries and High-Skilled Jobs

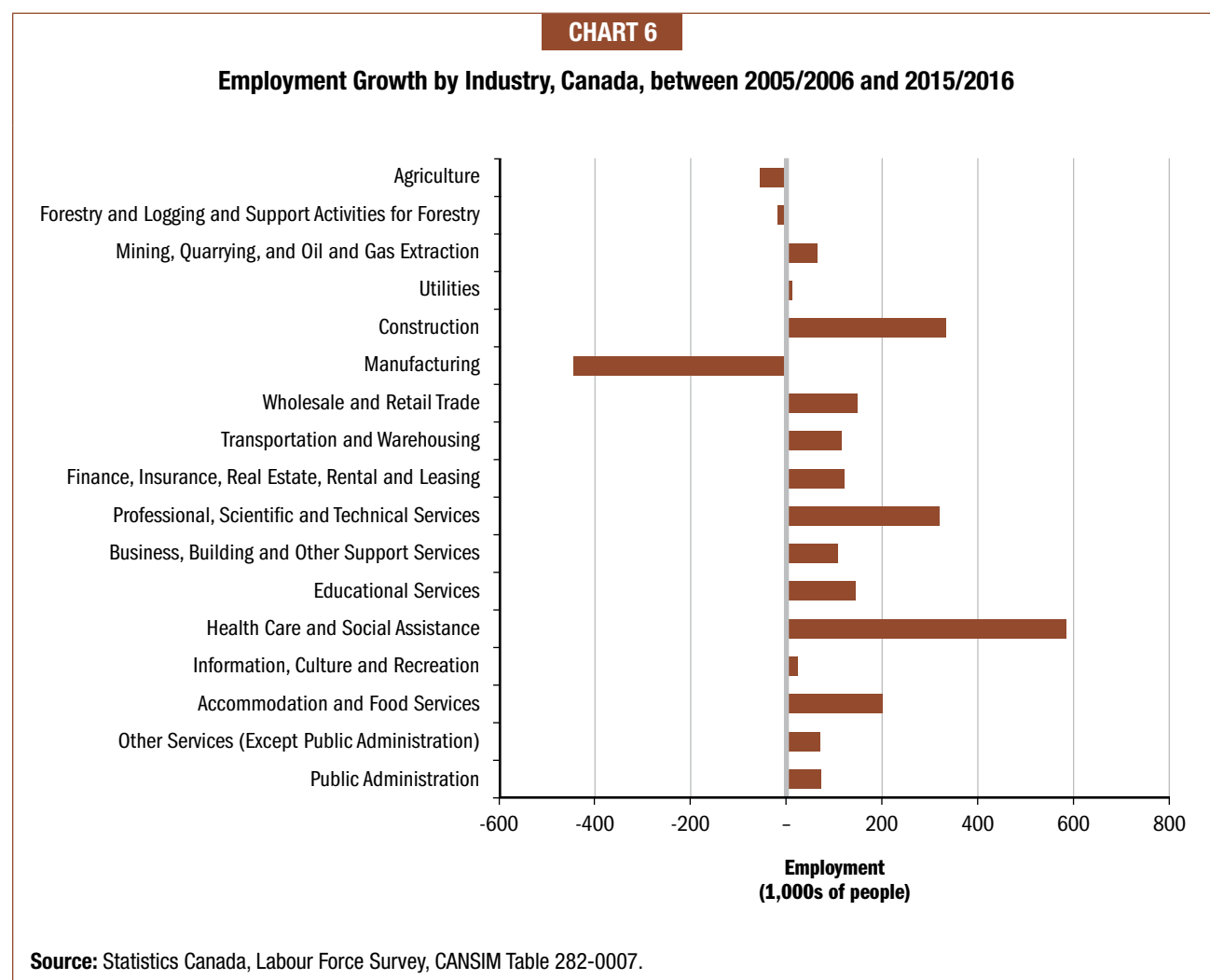
Since the mid-20th century, the dominant trend in advanced economies has been the growing share of employment in service-producing industries, often referred to as de-industrialization. This does not necessarily represent a contraction of primary or secondary industries in absolute terms, but greater growth among services. In Canada, the employment level of goods-producing industries has remained fairly constant over four decades at approximately 3.7 million workers, while employment in the service sector more than doubled over the past 40 years, increasing from 6.4 million in 1976/1977 to 14.1 million in 2015/2016, for an average growth rate of about 2.0% per year.²⁵ In 2015/2016, services made up 78.5% of Canadian employment, compared with 75.4% a decade before and 65.5% four decades earlier.

²³ United Nations, Department of Economic and Social Affairs, Population Division (2015). *World Population Ageing 2015*, (ST/ESA/SER.A/390).

²⁴ Statistics Canada, Income of Immigrants, CANSIM Table 054-0001.

²⁵ Statistics Canada, Labour Force Survey, CANSIM Table 282-0007.

The principal contributor of the decreasing share of employment in the goods sector over the past decade was decreased employment in Canada's manufacturing sector. Between 2005/2006 and 2015/2016, manufacturing employment contracted significantly, losing over 445,000 jobs (Chart 6). While this is due in no small part to a period where international competitiveness for the sector overall was affected by the dramatic appreciation of the Canadian dollar after 2002, it was also in line with a long-term trend common to most advanced economies which is connected to technological improvements, a greater reliance on capital equipment to produce goods in the manufacturing sector and increased trade between developed and developing countries that can produce labour-intensive products at a lower cost relative to Canada. On the other end of the spectrum, Health Care and Social Assistance, Construction and Professional, Scientific and Technical Services have grown significantly in the past decade, with the Health Care and Social Assistance industry, in particular, expected to continue to grow in importance as the population ages.



Shifts in industrial composition can also have subtle effects related to Employment Insurance. When compared to service-producing industries, workers in goods-producing industries have higher average hours worked per week (Table 5), allowing them to more easily qualify for employment insurance benefits on average. In addition, the median hourly wage for the goods-producing industries (\$24.64) is higher than that of the service-producing industries (\$21.32), leading to higher benefit rates when an employment insurance claim is established and would, therefore, result in greater total benefits paid (up to the maximum weekly benefit rate) to workers from goods-producing industries on average.²⁶

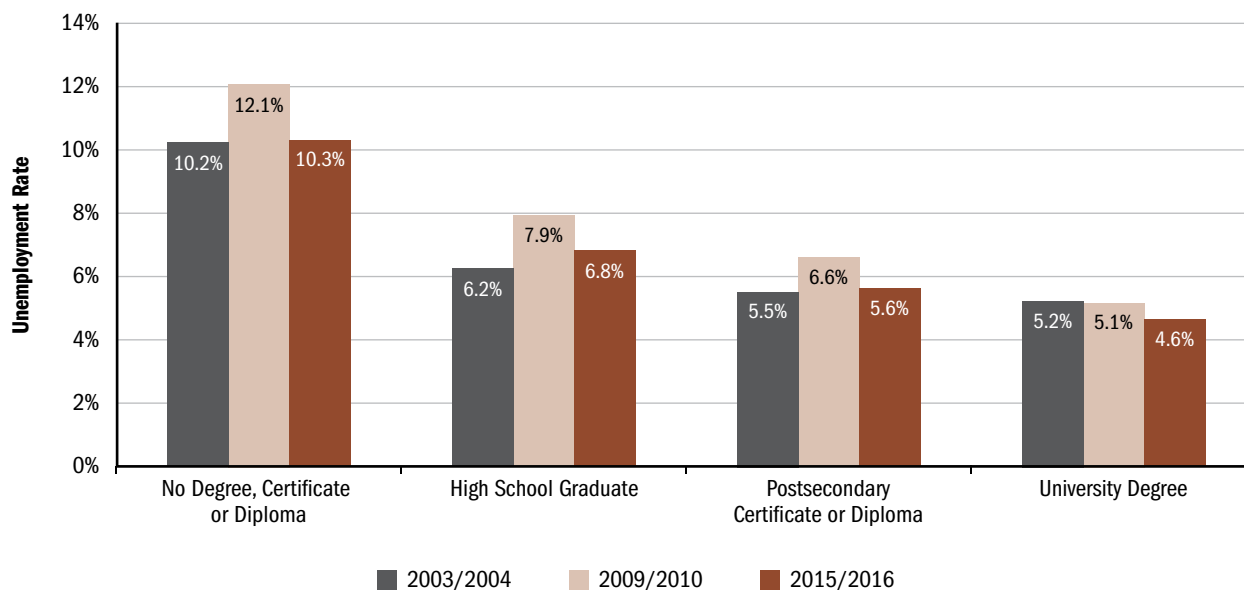
In addition to the economy's growing demand for services, there is also an increasing demand for greater skills. Canadians with higher educational levels have generally found greater success in attaching to the labour force, with unemployment rates inversely related to educational attainment. In 2015/2016, the unemployment rate among individuals 25 years and older with a university degree was 4.6%, rising to 5.6% for those with a post-secondary certificate or diploma. At lower levels of educational attainment, the unemployment rate was 6.8% for those who graduated from high school and 10.3% among those who did not complete high school (Chart 7).

TABLE 5			
Average Hours Worked Per Week by Industry, Canada, 1995/1996, 2005/2006 and 2015/2016			
	1995/1996	2005/2006	2015/2016
Goods-producing industries	37.9	38.2	37.7
Agriculture	42.6	43.2	42.1
Forestry, fishing, mining, quarrying, oil and gas	39.4	41.3	40.0
Utilities	35.3	36.1	35.3
Construction	36.2	37.6	37.1
Manufacturing	37.4	37.4	37.1
Service-producing industries	32.6	32.0	31.3
Wholesale trade and retail trade	32.9	32.1	31.3
Transportation and warehousing	37.5	37.3	36.8
Finance, insurance, real estate, rental and leasing	34.2	33.7	33.3
Professional, scientific and technical services	36.4	35.6	34.4
Business, building and other support services	32.4	31.8	31.2
Educational services	29.5	28.4	27.4
Health care and social assistance	29.8	29.8	29.6
Information, culture and recreation	31.8	30.5	30.2
Accommodation and food services	29.9	28.7	28.0
Other services (except public administration)	33.5	33.4	32.3
Public administration	33.4	32.6	32.0
CANADA	34.0	33.5	32.6
Source: Statistics Canada, Survey of Employment, Payroll and Hours, CANSIM Table 282-0021.			

²⁶ Statistics Canada, Labour Force Survey, CANSIM Table 282-0071.

CHART 7

**Unemployment Rate by Education Attainment, Labour Force 25 Years Old and Over,
2003/2004, 2009/2010 and 2015/2016**



Source: Statistics Canada, Labour Force Survey, CANSIM Table 282-0003.

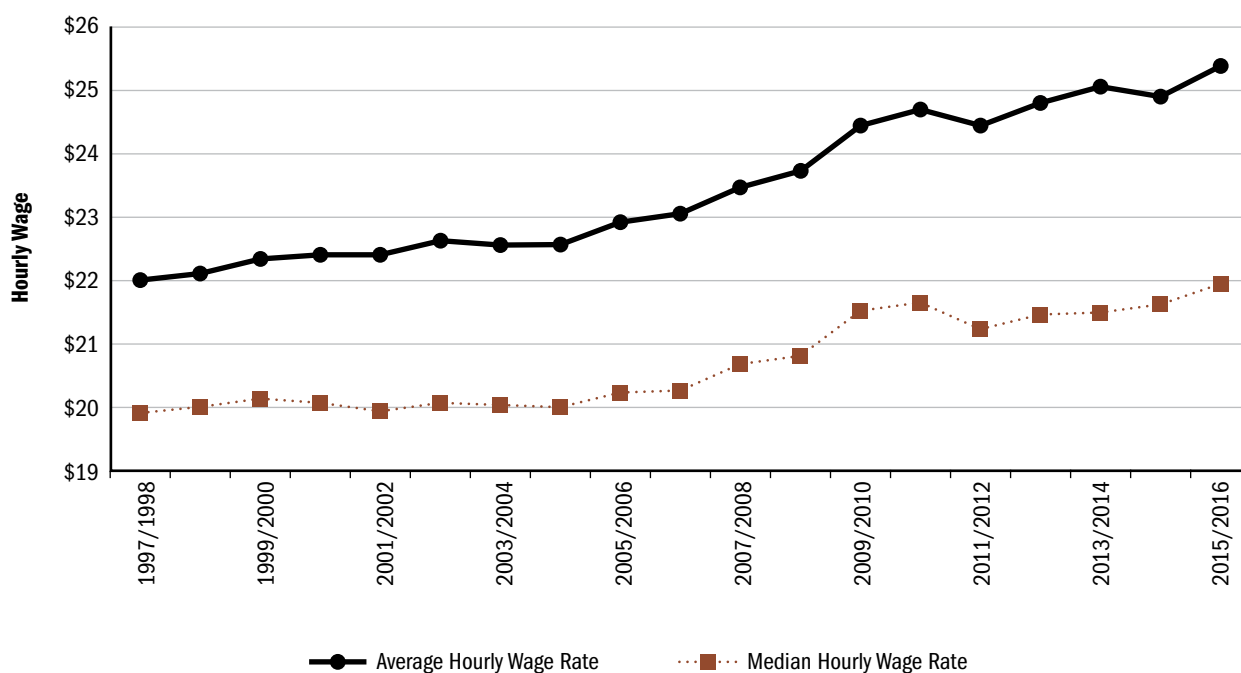
The shift toward higher-skilled workers may also be noticeable in the faster growth of the average real wage over time, which increased from \$21.98 in 1997/1998 to \$25.38 in 2015/2016 (adjusted to 2015 dollars using CPI) compared to the median real wage.²⁷ The median wage also increased, albeit at a slower pace, from \$19.87 to \$21.93 over the same period (Chart 8). While these trends might indicate movement toward higher paid jobs for some workers, it could also demonstrate a widening distribution of wages and have led, as some suggest, to Canada's labour market experiencing an increasing wage and skills polarization.²⁸ These changes may reflect the large increase in educational attainment and skills in the Canadian labour market—between 1997/1998 and 2015/2016, the number of employed individuals without a degree decreased by 34.7%, while the numbers of those with a high school diploma, post-secondary diploma and with a university degree increased by 10.8%, 42.4% and 103.8%, respectively.

²⁷ Statistics Canada, Labour Force Survey, CANSIM Table 282-0073.

²⁸ David A. Green & Benjamin M. Sand, 2015, *Has the Canadian labour market polarized?*, Canadian Journal of Economics, Canadian Economics Association, vol. 48(2), pages 612-646, May.

CHART 8

Average and Median Hourly Wage, Canada, 1997/1998 to 2015/2016



Source: Statistics Canada, Labour Force Survey, CANSIM Table 282-0073.

1.3.3 Changes in Temporary and Part-time Employment Patterns

Over the past decade, part-time employment has experienced significant growth, increasing by 13.0% between 2006/2007 and 2015/2016 compared with just 8.1% in full-time employment.²⁹ In part, this may stem from the 2008/2009 recession, as part-time employment often increases during economic contractions as workers' hours are reduced.

Even so, the share of total employment represented by part-time jobs has been relatively stable: in 2015/2016, the share of part-time employment sat at 18.9%, around which it has fluctuated within one percentage point since the early 1990s. Prior to this, part-time work as a share of total employment increased rapidly, escalating from just 12.6% in 1976/1977 to 19.3% in 1993/1994. Consequently, it appears that part-time employment growth is in fact slowing and was even negative year-over-year in 2015/2016. In addition, the gender gap in part-time work between men and women is narrowly slightly. In 2000/2001, women made up 69.0% of part-time employment, compared to 66.4% in 2015/2016.

The most significant development in part-time work was the growth observed among workers 55 years and older. Since 2000/2001, the number of part-time workers in this age group has more than doubled, increasing from 333,800 to 798,600 in 2015/2016. This compares to an increase over the same period by 16.3% for youth (aged 15 to 24) and by 5.7% for core-aged workers (those between 25 and 54) and likely reflects the aging population and increased work-force participation by older workers (see section 1.3.1 Declining Participation Rate as Canadian Population Ages), as well as evolving employment trends within that age group toward more flexible work arrangements.

²⁹ Statistics Canada, Labour Force Survey, CANSIM Table 282-0001.

Temporary work is also undergoing a structural shift. Although temporary employment as a share of total employment has remained stable over the past 20 years, increasing just 1.8 percentage points between 1997/1998 and 2015/2016, the types of temporary work arrangements have changed. Over the same time period, term or contract positions increased from 46.1% of temporary employment to 52.7%, while seasonal jobs dropped from 24.7% to 21.5% (Chart 9).

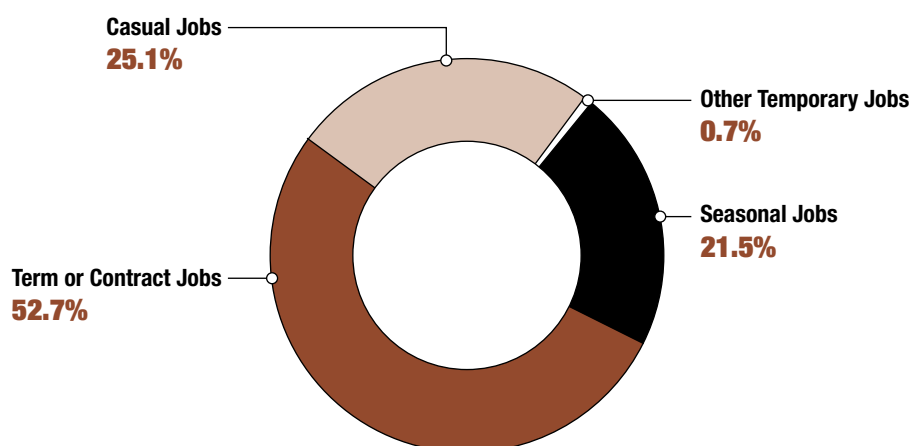
In addition to changes in the type of temporary work, the age profile of temporary workers is in flux. Youth (those aged 15-24) have remained a relatively constant share over the last 20 years (approximately 38%), but both the share of core-aged workers (25 to 54 years old) has declined as the share of older workers (55 years old and over) increased (Chart 10). There has been a shift toward older workers across all types of temporary positions. Over the past two decades, the share of core-aged workers engaged in temporary employment decreased from 51.9% to 49.1%, while the share of older workers in these positions doubled from 7.1% to 14.4% in the same period.

These trends in certain temporary work arrangements and part-time work may be linked to the labour market's shift toward services, as both are more common within the services sector. Specifically, part-time employment makes up 22.4% of the jobs in service-producing industries, but just 5.9% of the goods-producing industries. Similarly, temporary employment makes up 13.7% of the employment in service-producing industries and just 11.4% in goods-producing industries.

These two employment types, part-time and temporary, are commonly cited as contributing to underemployment, namely the number of individuals who work part-time hours involuntarily. In 2015/2016, the combined underemployment and unemployment rate was 9.2%, 2.2 percentage points higher than Canada's official unemployment rate of 7.0%. The level of underemployment in 2015/2016 was slightly lower than during the last recessionary period, when underemployment would have accounted for an additional 2.5 percentage points on the unemployment rate in 2009/2010.³⁰

CHART 9

Temporary Work Arrangements, Canada, 2015/2016

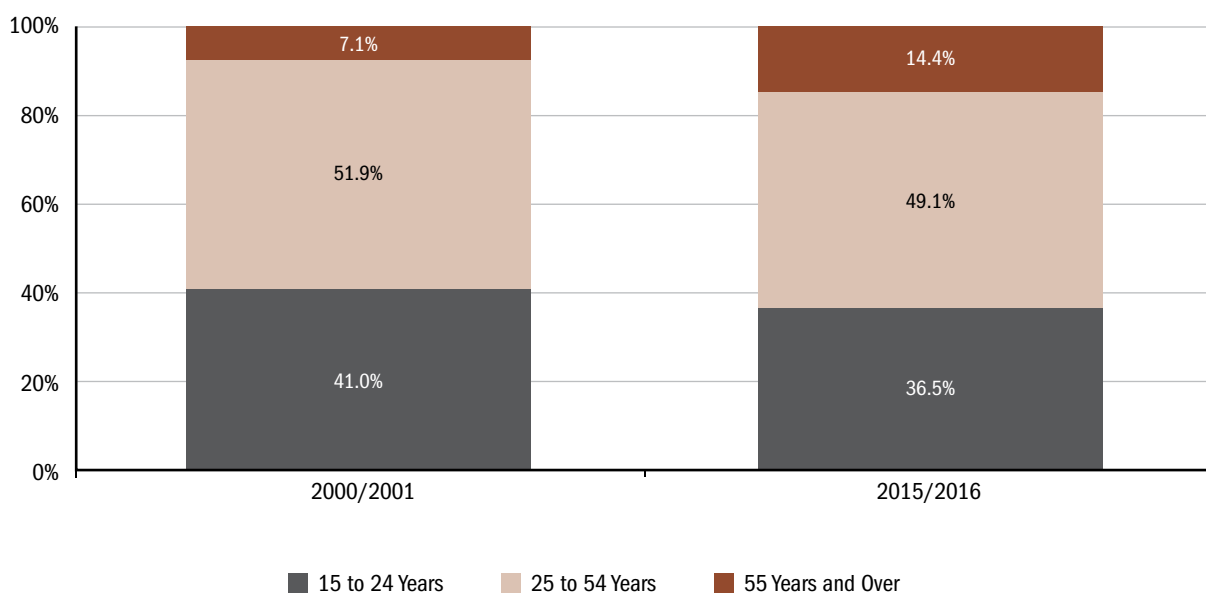


Source: Statistics Canada, Labour Force Survey, CANSIM Table 282-0079.

³⁰ Statistics Canada, Labour Force Survey, CANSIM Table 282-0085. Underemployment is based on the supplementary measure of unemployment R7 that adds the underutilized portion of involuntary part-time workers to the official unemployment rate.

CHART 10

Temporary Work Arrangement by Age, Canada, 2000/2001 and 2015/2016



Source: Statistics Canada, Labour Force Survey, CANSIM Table 282-0079.

A final non-standard employment type is self-employment. Between 1976/1977 and 1997/1998, self-employment as a share of total employment increased from 12.2% to 17.2%.³¹ However, the share has since decreased and has remained fairly consistent in the 15% to 16% range of employment since 2001/2002 and was 15.4% in 2015/2016 (Chart 11). Self-employment can be a concern in the labour market, because it is sometimes associated with lower job and income security and a lack of benefits (for example pension and health care). In addition, those who are self-employed are not eligible for EI regular benefits and must voluntarily opt-in to EI special benefits. Currently, the share of self-employed that contribute to EI special benefits (and excluding those contributing to the Quebec Parental Insurance Plan only) stands at less than 1.0%.³² Self-employed workers are more predominant in Agriculture, Forestry, Fishing, Mining, Quarrying, Oil and Gas (at 33.0% of all employment), Construction (29.1%), Professional, Scientific and Technical Services (32.7%) and Other Services (29.7%).³³ In addition, men are more likely to be self-employed (18.5%) than women (12.0%).

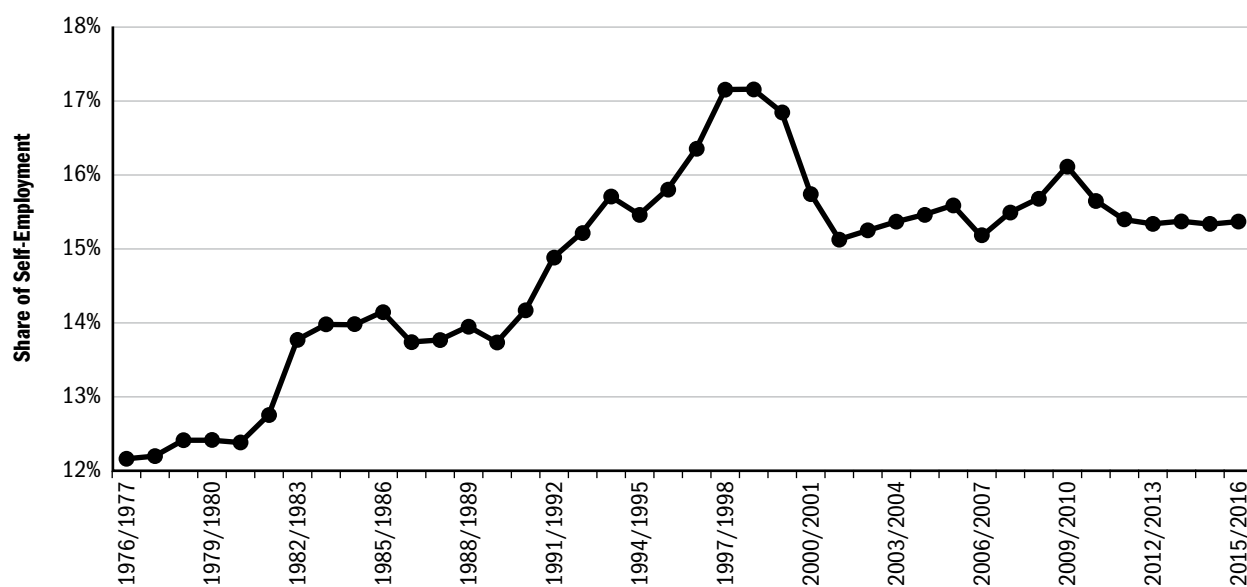
³¹ Statistics Canada, Labour Force Survey, CANSIM Table 282-0089.

³² As of March 26, 2016, there have been 17,546 self-employed workers who have opted into the program, compared with the 2.8 million self-employed workers in Canada during the 2015/2016 year. See section 2.6.6 Employment Insurance Special Benefits for Self-employed Persons in Chapter 2 for more information.

³³ Statistics Canada, Labour Force Survey, CANSIM Table 282-0019.

CHART 11

Self-employed as a Share of Employment, Canada, 1976/1977 to 2015/2016



Source: Statistics Canada, Labour Force Survey, CANSIM Table 282-0089.

1.3.4 High Youth Unemployment Persists

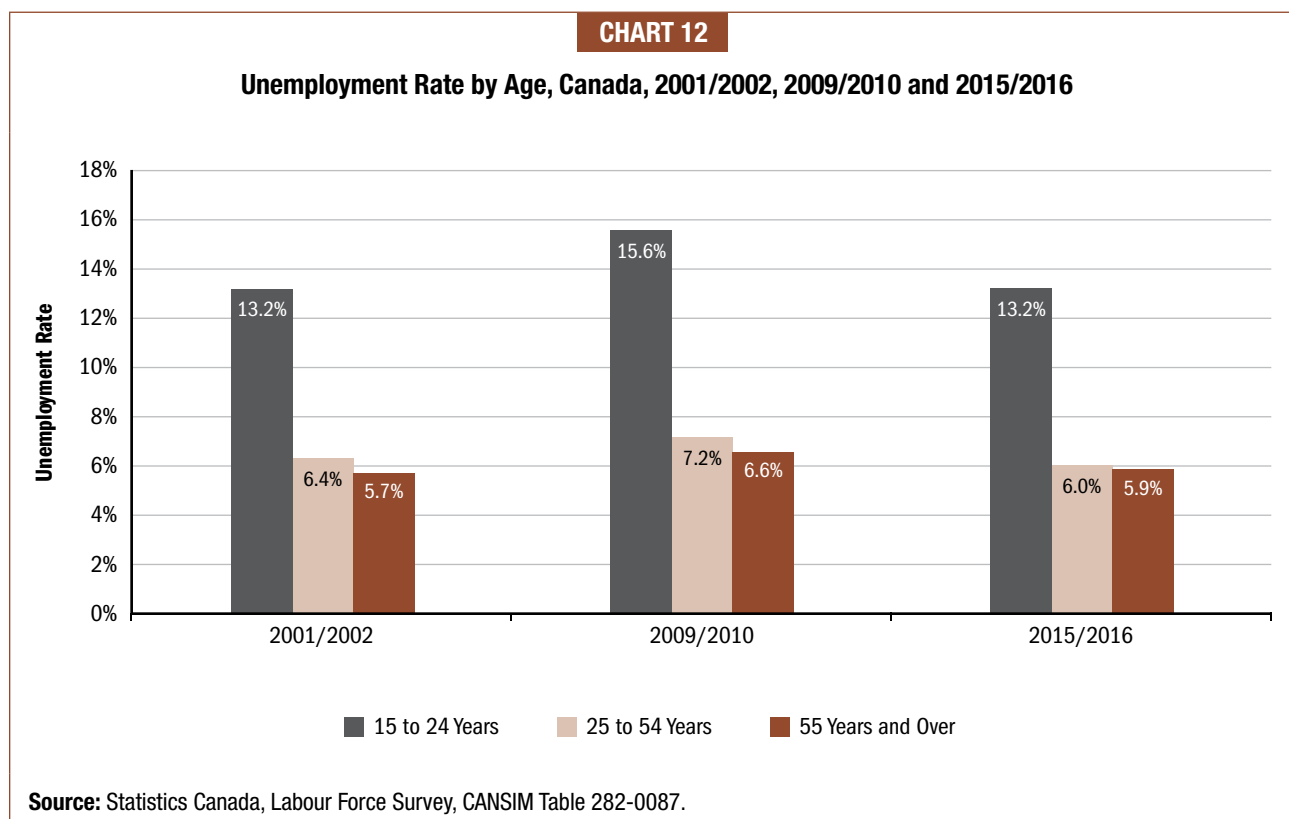
At 13.2%, the youth (15 to 24 years old) unemployment rate was more than double the unemployment rates reported for core-aged (6.0%) and older workers (5.9%) in 2015/2016 (Chart 12).³⁴ The persistently high rate of unemployment suggests that youth's lower level of work-force attachment is at least in part involuntary and attributable to labour market demand characteristics, including the inherent lack of work experience and/or educational attainment. This in turn makes them particularly vulnerable to economic shocks. In light of these trends, a recent Organisation for Economic Co-operation and Development (OECD) report suggested that tackling youth unemployment and the rising number of young people out of work and out of school should be a priority for Canada.³⁵

Despite higher unemployment rates among youth, the gap in the unemployment rates between youth and core-aged workers has been declining incrementally in recent years. Specifically, the gap narrowed from 7.6 percentage points in 2014/2015 to 7.2 in 2015/2016, the smallest gap observed between these age cohorts since 2008/2009.

³⁴ Statistics Canada, Labour Force Survey, CANSIM Table 282-0001.

³⁵ OECD, *OECD Employment Outlook 2014* (Paris: OECD, 2014).

In terms of participation rates, the youth cohort (15 to 24 years old) reported increases on average from 2000/2001 to 2008/2009, but has declined since then. This may have been a result of high unemployment following the recession and a relatively slow economic recovery, as youth tend to leave the labour force as they become discouraged or postpone entry into the labour force altogether, potentially to go to school.³⁶ If the current unemployment rate were to include discouraged workers, waiting groups and portions of involuntary part-timers, the combined rate of youth unemployment and underemployment would be 5.2 percentage points higher as compared with the 2.4 and 2.6 percentage point increases for core-aged and older workers, respectively (Chart 13).³⁷



³⁶ André Bernard, *Youth Labour Force Participation: 2008 to 2014* (Ottawa: Statistics Canada, 2015).

³⁷ Statistics Canada, Labour Force Survey, CANSIM Table 282-0085. Underemployment is based on the supplementary measure of unemployment R8 that adds the discouraged searchers, those waiting for recall, replies, long-term future starts and the underutilized portion of involuntary part-timers to the official unemployment rate.

CHART 13

Unemployment and Underemployment Rate by Age, Canada, 2015/2016



Source: Statistics Canada, Labour Force Survey, CANSIM Table 282-0085.

Youth are also more likely to hold part-time employment than other age cohorts. In 2015/2016, part-time employment made up 47.6% of all youth employment compared to 12.0% and 21.9% for core-aged and older workers, respectively. This trend also appears to be increasing: while both core-aged and older workers have remained constant in terms of part-time work between 2000/2001 and 2015/2016, youth employment has grown 3.9 percentage points, up from 43.7% in 2000/2001. This trend can impact the EI eligibility rate of youth, as part-time employment is less likely to provide an adequate number of insurance hours to be eligible for EI.

Although young Canadians continued to face more difficult employment trends than older workers in 2015/2016, the average duration of unemployment spells for younger workers was significantly lower, at 11.2 weeks, than the durations reported for core-aged and older workers, respectively at 21.5 and 28.8 weeks. In other words, unemployment periods generally last longer for people in older age cohorts, although they are less likely to be unemployed than their younger counterparts, potentially reflecting the tendency to return to school in this age category.³⁸

³⁸ Statistics Canada, Labour Force Survey, CANSIM Table 282-0047.

1.3.5 Women Continue to have Weaker Labour Force Attachment

The labour force participation rate of women is characterised by an upward trend, but remains below that of men. In 2015/2016, the participation rate of women (15 years old and over) stood at 61.2%, 9.4 percentage points lower than men at 70.6%, with women representing 47.5% of all employed Canadians.³⁹ However, men experienced a higher unemployment rate (7.6%) than women (6.3%) and longer unemployment spells (average of 20.8 weeks for men and 18.5 weeks for women in 2015/2016).⁴⁰

In addition to lower rates of labour force participation, women are also less likely to be employed full-time. In 2015/2016, women occupied only 43.1% of full-time positions.⁴¹ A much larger gender gap in the percentage shares of employment is observed for persons working in part-time positions, with women occupying 66.4% of part-time jobs in Canada during 2015/2016. The share of women occupying full-time and part-time positions has remained relatively constant in the years since the 2008 recession.

The median weekly wage rate was much lower for women than for men, sitting at \$707 a week in 2015/2016 for women, as compared with \$953 for men.⁴² While the gap between men and women has been narrowing (closing by 7.0 percentage points since 2000/2001), the median wage of women is currently only 74.2% of that of men. This gap is due in part to the fewer hours worked per week by women on average and also to the lower median hourly wage earned by women compared to men. From an Employment Insurance perspective, the fact that women work fewer hours per week and often at a lower wage rates (see Chart 14) can be expected to result in women receiving lower weekly benefit rates (based on weekly earnings) and entitlements than men on average.

Finally, women are less likely to be job losers as opposed to job leavers. In 2015/2016, there were 397,900 men who were unemployed due to job loss (50.9% of total male unemployment), compared with just 220,700 women (38.3% of female unemployment).⁴³ These differences most likely occur due to differences in work types, for example seasonal work represents a larger proportion of male employment than that of employment for women. This can affect the EI eligibility rate of women, as eligibility for regular Employment Insurance benefits is determined, in part, by the reason for separation such that workers are ineligible to receive benefits if they left employment without just cause.

³⁹ Statistics Canada, Labour Force Survey, CANSIM Table 282-0001.

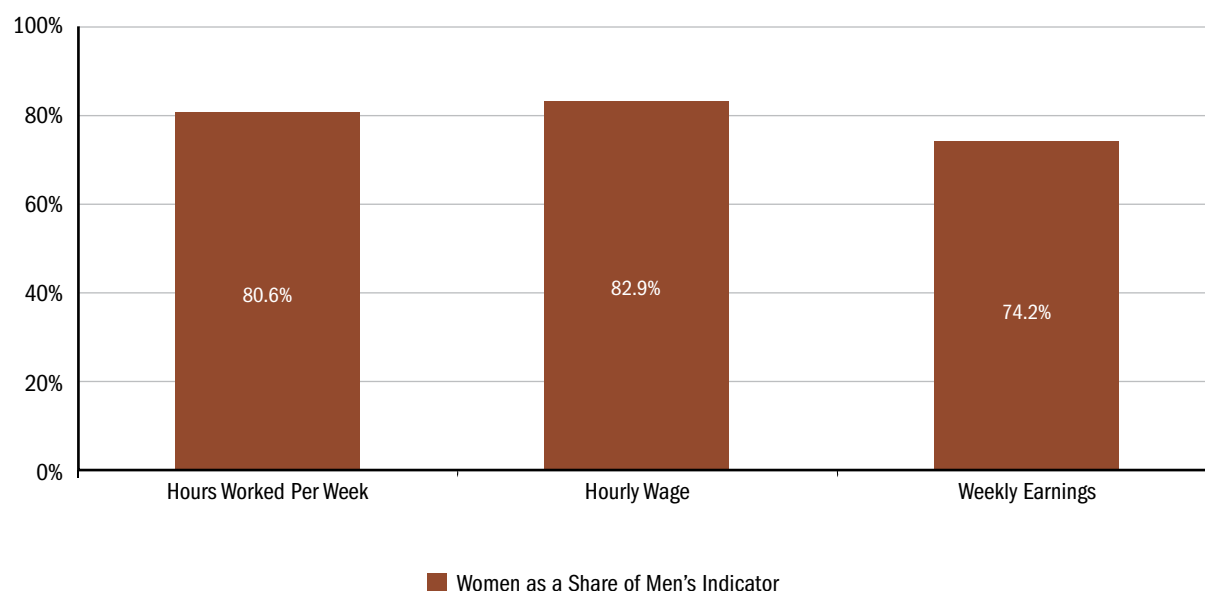
⁴⁰ Statistics Canada, Labour Force Survey, CANSIM Table 282-0047.

⁴¹ Statistics Canada, Labour Force Survey, CANSIM Table 282-0001.

⁴² Statistics Canada, Labour Force Survey, CANSIM Table 282-0073.

⁴³ Statistics Canada, Labour Force Survey, CANSIM Table 282-0216.

CHART 14

Women's Hours Worked per Week, Hourly Wage and Weekly Earnings as a Share of Men's, Canada, 2015/2016

Sources : Statistics Canada, Labour Force Survey, CANSIM Table 282-0017 (for hours worked); Statistics Canada, Labour Force Survey, CANSIM Table 282-0073 (for weekly earnings); Statistics Canada, Labour Force Survey, CANSIM Table 282-0071 (for hourly wage).

1.3.6 Long-term Unemployed are a Growing Share of Canada's Unemployed

In 2015/2016, more than a third (36.9%) of the unemployed in Canada were considered to be long-term unemployed, in other words either out of work for more than a year or had never worked.⁴⁴ While this represents a decrease (-0.9 percentage point) from 2014/2015, the long-term unemployed population has been a growing share of the total unemployed over the past four decades (Chart 15). For example, the average share of long-term unemployed in the late 1970s averaged 20.9%, but increased significantly in the 1990s, averaging 35.6% in the second half of the decade. Currently, the five-year average, spanning 2011/2012 to 2015/2016, stands at 38.2%.

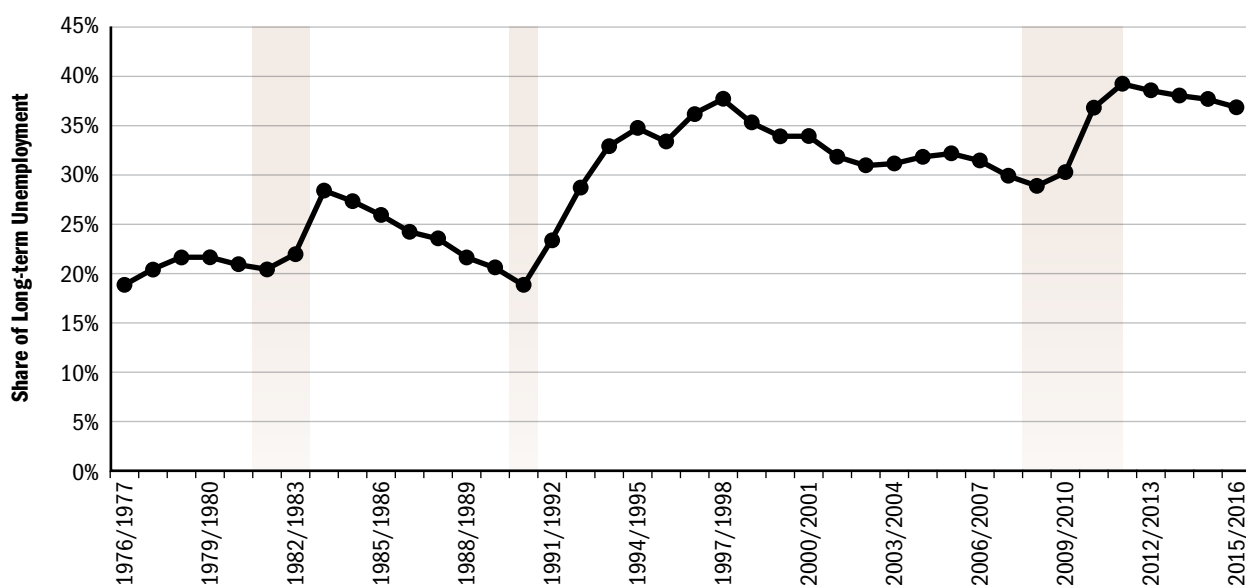
The increased share of long-term unemployed may have a profound impact on perceptions of access and coverage of EI for the unemployed. Eligibility for EI regular benefits is based on the amount of hours of insurable employment that an individual has accumulated in the previous 52 weeks, making metrics based on EI premium contributors (and therefore participants in the EI program) a more appropriate method of measuring coverage and access (as suggested in a recent report by the C.D. Howe Institute).⁴⁵ Indicators such as the ratio of EI regular beneficiaries to the number unemployed (also known as the B/U ratio)—which includes the long-term unemployed, who by definition have not paid EI premiums in the qualifying period and are beyond the scope of the program—will be affected by this evolving trend. The role of long-term unemployment on access and coverage measures is discussed further in Chapter II, section 2.2.2 Coverage, Eligibility and Access.

⁴⁴ Statistics Canada, Labour Force Survey, CANSIM Table 282-0007. The number of individuals that have been unemployed for 53 weeks or more or have never worked is calculated using the unclassified industry category.

⁴⁵ David Gray and Colin Busby, *Unequal Access: Making Sense of EI Eligibility Rules and How to Improve Them, Commentary, No. 450* (Toronto: C.D. Howe Institute, May 2016).

CHART 15

Long-term Unemployed as a Share of Total Unemployment, Canada, 1976/1977 to 2015/2016



Note: Shaded areas correspond to recessionary periods in Canada's economy.

Source: Statistics Canada, Labour Force Survey, Cansim Table 282-0007.

1.4 SUMMARY

Over the past few decades Canada's labour force has undergone several structural changes. Among them, the shift to a greater share of employment concentrated in service industries, which is seen across most advanced economies. As elsewhere, Canada's service sector and changes to the overall industry composition have enabled an increased reliance on non-standard work arrangements: part-time employment has experienced prolonged elevated rates of growth for over a decade and temporary employment has witnessed a shift from seasonal jobs into contract and term jobs. Over the long term, these could change the nature of work and the makeup of the labour force and can be expected to have an impact on the EI program as well.

The Canadian economy, for the fiscal year 2015/2016, was marked by low GDP growth, expanding by just 0.9%—the lowest rate since the last recession—as global commodity prices declined. Even so, the labour force continued to expand, growing 1.0% year-over-year, mostly on the strength of the first two quarters. Although the labour force continues to grow, the aggregate labour force participation rate is on the decline as the Canadian population ages and older workers (aged 55 and over) make up a greater share of the labour force (moving from 9.2% in 1995/1996 to 20.0% in 2015/2016).

The unemployment rate increased only 0.1 percentage points to 7.0% in 2015/2016, but the sharp commodity price decline had severe impacts in specific regions across Canada. Newfoundland and Labrador, Saskatchewan and Alberta experienced the most acute effects as their energy sectors contracted, but the effects were not isolated to these provinces. The impact of the changing economic situation in many of these regions on the Employment Insurance program is seen in this report, but should also be expected to affect trends and results in future years.

Impacts and Effectiveness of Employment Insurance Benefits (Part I of the *Employment Insurance Act*)

This chapter examines the use, impact and effectiveness of Employment Insurance benefits that were paid under Part I of the *Employment Insurance Act* during the 2015-2016 fiscal year.¹

2.1 INTRODUCTION

This chapter assesses the income support provided by Employment Insurance (EI) Part I benefits: regular benefits, fishing benefits, special benefits and work-sharing benefits. Section 2.1 analyzes the use of EI benefits overall. Section 2.2 examines income support provided by regular benefits to the eligible unemployed while they search for suitable employment. Section 2.3 examines support for apprentices. Section 2.4 discusses fishing benefits paid to self-employed fishers. Section 2.5 provides analysis of work-sharing benefits, which help employers and employees avoid temporary layoffs when business activity declines below normal levels. Section 2.6 examines the role EI plays in helping Canadian workers balance work commitments with family responsibilities and personal illnesses by providing special benefits. Finally, Section 2.7 provides general information on EI program finances.

Several key indicators are at the core of the monitoring and assessment of these EI benefits, such as the number of new claims established, amount paid, level of benefits, maximum duration and actual duration of benefits and the exhaustion of benefits. Throughout the chapter, key EI program provisions and recent changes to the EI program are discussed, assessing their impact where appropriate. Unless otherwise noted, this analysis is for claims established within a fiscal year for which at least one dollar was paid in EI benefits. More information on the definitions of some of the indicators presented throughout this chapter can be found in Annex 2.1 of this report.

This chapter relies on several sources of information to provide a comprehensive analysis of the EI program. EI administrative data, generally based on a 10% sample,² underpin most of the analysis of this chapter. Some sections of this chapter may also make use of tax data provided by the Canada Revenue Agency related to T4 slips with employment income or T1 returns.

¹ For the purposes of the *Employment Insurance Monitoring and Assessment Report*, EI benefits for self-employed persons (under Part VII.1 of the *Employment Insurance Act*) and EI fishing benefits (under Part VIII) are considered to be EI Part I benefits.

² Due to the relatively limited number of fishing claims, compassionate care claims, claims for parents of critically ill children and work-sharing claims, elements of analysis related to these four types of benefits are sometimes based on the total (100%) of EI administrative data to ensure the quality of data. This is also the case for analysis related to firms (i.e. employers).

Statistics Canada's Employment Insurance Coverage Survey, and the Labour Force Survey more generally, provide the basis for deeper analysis of coverage, eligibility for and accessibility of unemployed people to EI regular benefits. Throughout the chapter, data for 2015/2016 are compared with data from previous years and, in some instances, long-term trends are discussed.³

Annex 2 of the report presents additional statistical information on benefits analyzed in this chapter and Annex 7 provides an overview of major changes to the EI program between April 1996 and December 2016.

TABLE 1

Summary of Employment Insurance Benefit Types

Benefit Type	Circumstance	Insurable Employment Entrance Requirement	Maximum Entitlement
Regular benefits	Unemployed with a valid reason for separation and searching for suitable employment or retraining in certain cases	420 to 700 hours depending on the Variable Entrance Requirement*	14 to 45 weeks, depending on insurable employment
Fishing benefits	Self-employed fishers without available work	Value of a catch between \$2,500 and \$4,200 depending on the Variable Entrance Requirement*	26 weeks per season (summer or winter)
Work-sharing benefits	Firm avoiding layoffs during a slowdown in business activity for reasons beyond the firm's control with a recovery plan and a work-sharing agreement in place	420 to 700 hours depending on the Variable Entrance Requirement* and must be a year-round employee	6 to 26 weeks, with the possibility for an extension by 12 weeks if warranted
Special benefits			
Compassionate care benefit	Providing care or support to a family member with a serious medical condition and a significant risk of death	600 hours**	6 weeks / 26 weeks*******
Maternity	Unavailable to work because of pregnancy or has recently given birth	600 hours**	15 weeks
Parental	Caring for a newborn or a newly adopted child	600 hours**	35 weeks****
Parents of Critically Ill Children (PCIC)	Providing care or support for the claimant's critically ill or injured child	600 hours**	35 weeks****
Sickness	Unavailable to work because of illness, injury or quarantine	600 hours**	15 weeks
<p>* New Entrants or Re-entrants (NEREs), discussed more in section 2.2.2, were required to meet an entrance requirement of 910 hours for regular benefits and \$5,500 for fishing benefits.</p> <p>** Self-employed workers (other than fishers) who have opted into EI special benefits must meet an insurable earnings threshold for the calendar year preceding the claim. This was \$6,645 for claims in 2015 and \$6,820 for claims in 2016.</p> <p>*** Maximum entitlement available to claimants was increased to 26 weeks as of January 3, 2016.</p> <p>**** Shareable.</p>			

³ In this chapter, administrative data provide a snapshot of claims, as they appear in EI administrative records, as of the month of August following the end of the fiscal year. Unless otherwise stated, this data is not revised over time. Due to regular changes to the administrative data, a snapshot of the fiscal years, taken later, would provide slightly different figures, without qualitatively changing the conclusions.

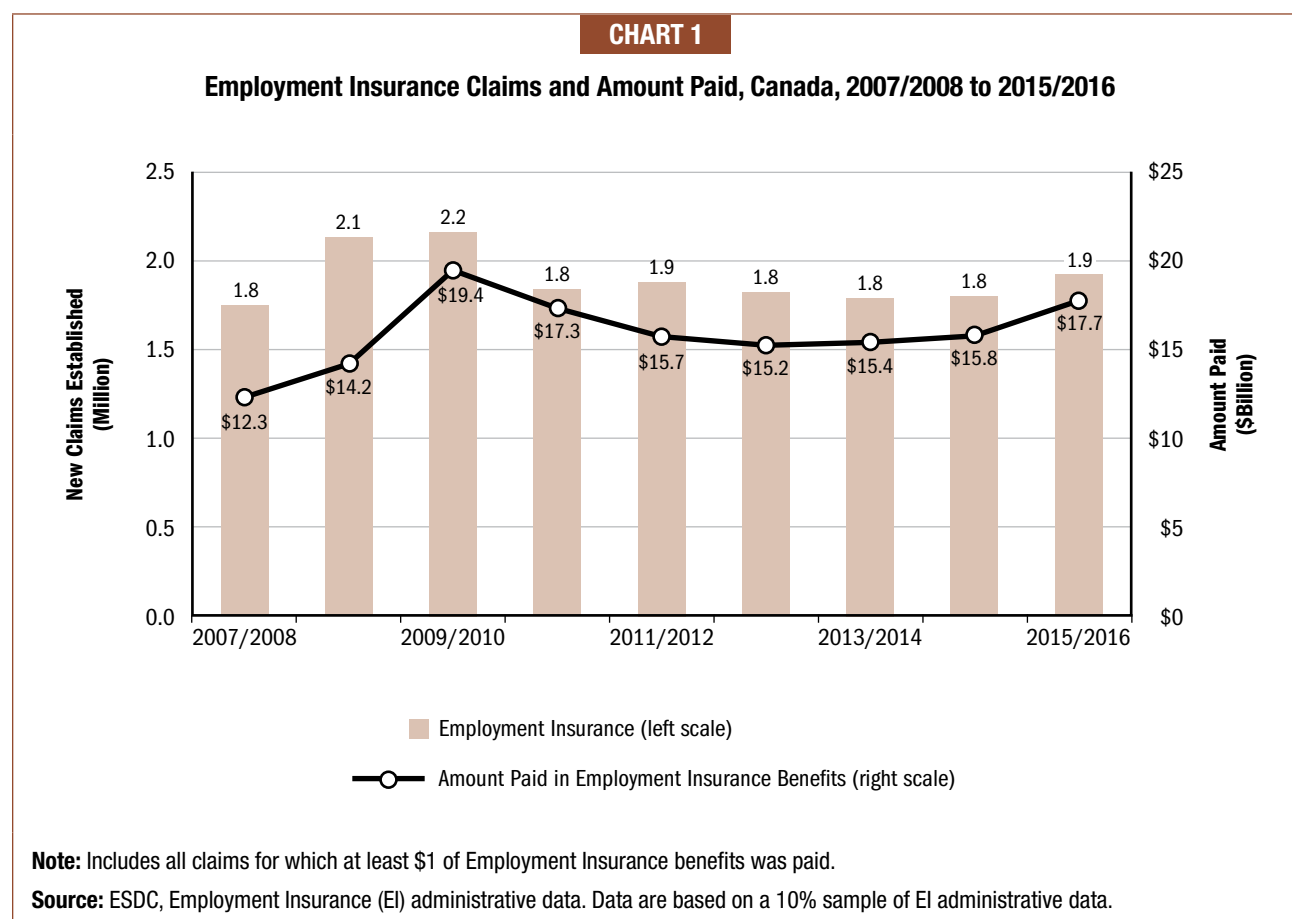
2.2 EMPLOYMENT INSURANCE BENEFITS OVERVIEW

The Employment Insurance (EI) program provides income support to partially replace lost employment income for eligible unemployed contributors to the program while they look for new employment or upgrade their skills and for those who are absent from work due to specific life circumstances (such as sickness, pregnancy, or caregiving for a newborn, a newly adopted child, a critically-ill child or a gravely-ill family member with a significant risk of death).

In this chapter, EI benefits include regular benefits, fishing benefits, special benefits—namely maternity benefits, parental benefits, sickness benefits, compassionate care benefits and benefits for parents of critically ill children—as well as work-sharing benefits. Sub-section 2.1.1 covers the number of new claims established in the fiscal year, total amount paid over the fiscal year and benefit levels of claims established. Sub-section 2.1.2 examines combined (or mixed) benefit claims. Sub-section 2.1.3 provides an analysis of the ratio of benefits to contributions, which includes breakdowns by province or territory and by industry.

2.2.1 Employment Insurance Claims, Amount Paid and Level of Benefits

In 2015/2016, the total number of new EI claims increased by 6.4% (+116,600) to reach 1.9 million new claims, and total EI benefits paid increased by \$1.9 billion (+11.8%) to reach \$17.7 billion. This was the highest level recorded for these two measures since 2009/2010 when the number of new EI claims peaked at 2.2 million claims and a total of \$19.4 billion was paid in EI benefits (see Chart 1).



According to Statistics Canada, there were 797,300 beneficiaries receiving EI benefits on average each month in 2015/2016, an increase of 5.5% from 755,500 beneficiaries in 2014/2015.⁴ On average, 68.4% were receiving regular benefits, 29.5% were receiving special benefits, 1.4% were receiving fishing benefits and 0.7% were receiving work-sharing benefits.

The average weekly benefit rate increased from \$431 in 2014/2015 to \$443 in 2015/2016 (+2.8%). Over the same period, median weekly wages have increased from \$797 to \$815 (+2.3%) and the maximum weekly benefit rate has increased by 1.9% in 2015 and 2.5% in 2016.⁵ The proportion of claimants receiving the weekly maximum benefit rate has steadily increased since 2010/2011, going from 40.7% to 48.1% in 2015/2016.

New Employment Insurance Claims Established

The significant increase in new EI claims established in 2015/2016 (+116,600) is mostly attributable to the increase in regular claims (+88,500), particularly in Alberta (+62,000). The increase in new claims for special benefits (+27,300)—particularly of sickness benefits claims (+20,400)—and for work-sharing benefits (+12,500) also contributed to the growth in new EI claims in 2015/2016 (see Table 2).

TABLE 2
Employment Insurance Claims by Type of Benefits, Canada, 2014/2015 to 2015/2016

Type of Employment Insurance Benefits	New Claims Established		
	2014/2015	2015/2016	Change
Regular benefits	1,342,610	1,431,090	+88,480
Fishing benefits	27,587 ^r	28,271	+684
Work-sharing benefits	8,024	20,521	+12,497
Special benefits	523,540 ^r	550,810	+27,270
Maternity benefits	169,080	174,510	+5,340
Parental benefits	191,320	196,660	+5,430
Sickness benefits	345,070	365,480	+20,410
Compassionate care benefits	6,244 ^r	7,871	+1,627
Parents of Critically Ill Children benefits	2,846 ^r	3,158	+312
CANADA	1,808,800^r	1,925,420	+116,620
Notes: Includes all claims for which at least \$1 of Employment Insurance benefits was paid. Total may not add as EI claimants may receive multiple types of EI benefits in one EI claim.			
^r Revised data.			
Source: ESDC, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data, except for compassionate care benefits, parents of critically ill children benefits, fishing benefits and work-sharing benefits (100% sample).			

⁴ Statistics Canada, Employment Insurance Statistics, CANSIM Table 276-0020. This measure represents the number of EI claimants who received at least \$1 in Employment Insurance benefits during the reference period of a given month (normally the week comprising the 15th day of the month). The number of claimants is affected by the inflow of new EI claimants and the outflow of EI claimants no longer receiving benefits, mainly because they have exhausted the number of weeks of benefits to which they were entitled and/or because they have returned to work.

⁵ The maximum weekly benefit rate that an EI claimant is entitled to receive is directly linked to the maximum insurable earnings (MIE) threshold which is outlined in the *Employment Insurance Act* and in the *2016 Actuarial Report on the Employment Insurance Premium Rate* (Ottawa: Office of the Superintendent of Financial Institutions Canada, Chief Actuary, 2015). The MIE was \$49,500 in 2015 and \$50,800 in 2016. Accordingly, the maximum weekly benefit was \$524 in 2015 and \$537 in 2016.

The volume of regular claims tends to be more sensitive to economic cycles and to labor market conditions. For example, in 2015/2016, the important increase observed in new claims, particularly in Alberta, was related to an economic downturn caused by lower commodity prices (see section 2.2 for more details on regular benefits). In contrast, the volume of new claims for special benefits more likely relates to demographic changes, changes in labor force characteristics and changes to the EI program design (see section 2.6 for more details on special benefits).

In 2015/2016, all provinces and territories experienced an increase in new EI claims relative to 2014/2015, except Yukon. For a second consecutive year, Alberta reported the largest increase in the number of new claims established (+65,600 or +38.6%), followed by Saskatchewan (+9,300 or +19.4%), Ontario (+8,400 or +1.5%), and Manitoba (+7,700 or +13.4%). The other provinces and territories recorded more modest increases (see Table 3).

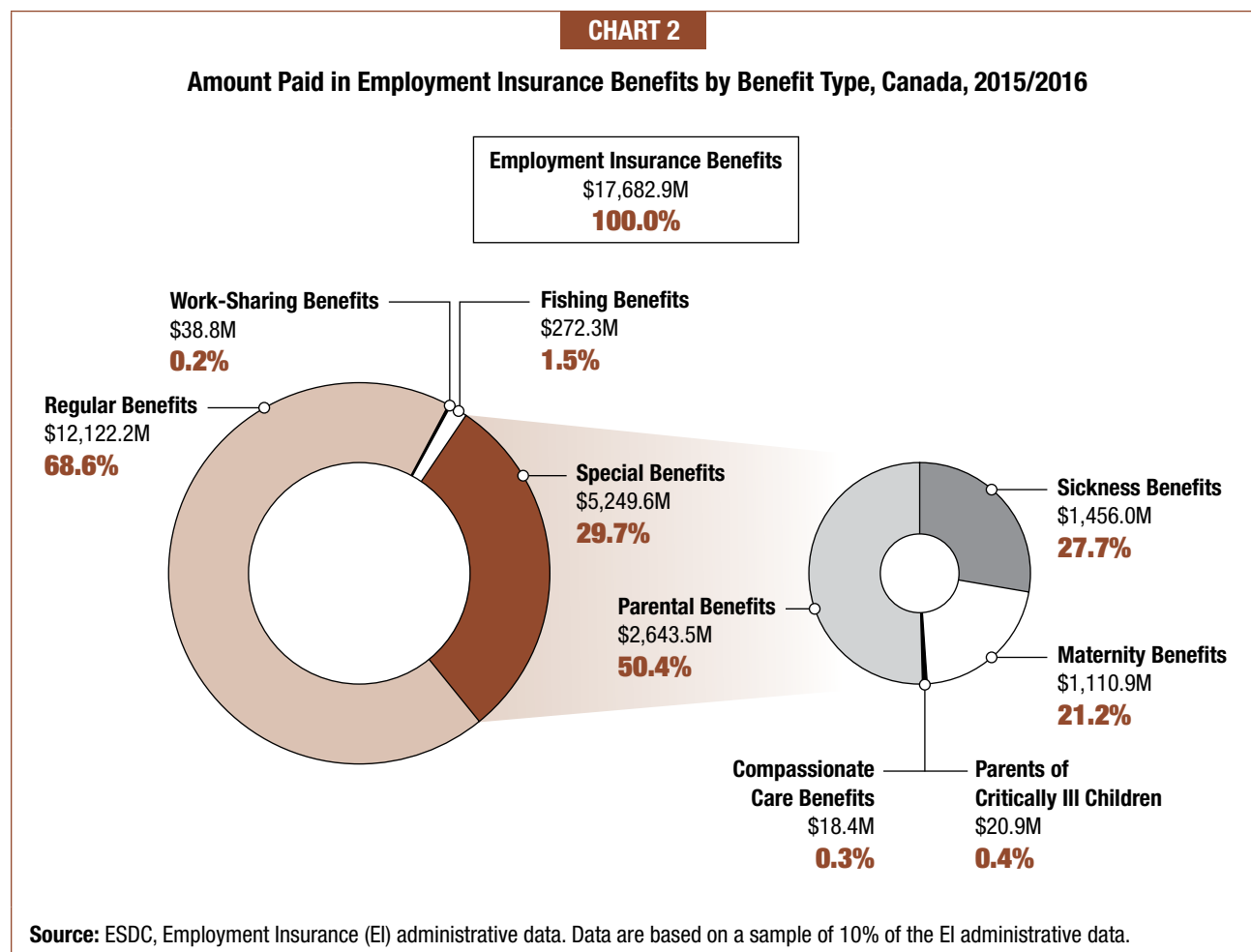
TABLE 3						
Employment Insurance Claims and Amount Paid by Province or Territory, Canada, 2014/2015 to 2015/2016						
	New Claims Established (Percentage Share)			Amount Paid (\$Millions) (Percentage Share)		
	2014/2015	2015/2016	Change (%)	2014/2015	2015/2016	Change (%)
Newfoundland and Labrador	81,230 (4.5%)	85,910 (4.5%)	+5.8%	\$862.8 (5.5%)	\$958.6 (5.4%)	+11.1%
Prince Edward Island	21,950 (1.2%)	22,140 (1.1%)	+0.9%	\$211.4 (1.3%)	\$228.1 (1.3%)	+7.9%
Nova Scotia	79,550 (4.4%)	82,410 (4.3%)	+3.6%	\$748.1 (4.7%)	\$833.0 (4.7%)	+11.4%
New Brunswick	85,020 (4.7%)	88,670 (4.6%)	+4.3%	\$824.0 (5.2%)	\$904.0 (5.1%)	+9.7%
Quebec	491,160 (27.2%)	496,680 (25.8%)	+1.1%	\$3,507.1 (22.2%)	\$3,649.7 (20.7%)	+4.1%
Ontario	561,200 (31.0%)	569,620 (29.6%)	+1.5%	\$5,270.5 (33.3%)	\$5,478.3 (31.0%)	+3.9%
Manitoba	57,000 (3.2%)	64,660 (3.4%)	+13.4%	\$498.2 (3.2%)	\$573.4 (3.2%)	+15.1%
Saskatchewan	47,840 (2.6%)	57,110 (3.0%)	+19.4%	\$437.4 (2.8%)	\$572.7 (3.2%)	+30.9%
Alberta	169,840 (9.4%)	235,470 (12.2%)	+38.6%	\$1,507.0 (9.5%)	\$2,362.3 (13.4%)	+56.8%
British Columbia	208,320 (11.5%)	216,790 (11.3%)	+4.1%	\$1,862.8 (11.8%)	\$2,031.1 (11.5%)	+9.0%
Yukon	2,450 (0.1%)	2,410 (0.1%)	-1.6%	\$30.4 (0.2%)	\$25.9 (0.1%)	-14.7%
Northwest Territories	2,250 (0.1%)	2,320 (0.1%)	+3.1%	\$29.3 (0.2%)	\$28.8 (0.2%)	-2.0%
Nunavut	990 (0.1%)	1,230 (0.1%)	+24.2%	\$15.1 (0.1%)	\$16.2 (0.1%)	+7.3%
CANADA	1,808,800 (100.0%)	1,925,420 (100.0%)	+6.4%	\$15,804.1 (100.0%)	\$17,662.0 (100.0%)	+11.8%
Notes: Totals may not sum due to rounding. Includes all claims for which at least \$1 of Employment Insurance benefits was paid.						
Source: ESDC, Employment Insurance (EI) administrative data. Data are based on a sample of 10% of the EI administrative data.						

The increase in new EI claims was smaller among women (+35,000 or +4.3%) than among men (+81,600 or +8.2%), who accounted for 55.9% of all new claims in 2015/2016. Claimants from every age group experienced an increase in new EI claims established in 2015/2016. Claimants aged 25 to 44, representing 48.5% of all new claims, had an increase of 61,900 new claims (+7.1%), while older workers (55 years and over), representing 20.6% of new EI claims, followed with an increase of 31,500 new claims (+8.7%). It should be noted that an aging population has resulted in a greater share of older workers in the labor force, which has contributed to the increase in EI claims for this age group in recent years. Since 2010/2011, a sizeable and growing share (+72.2%) of employment growth in Canada is attributable to workers aged 55 or older (+678,700).

When disaggregated by EI claimant categories, data show that most of the observed increase in new claims was among long-tenured workers (+188,600 or +45.7%). Accordingly, the share of new claims established by long-tenured workers increased from 22.8% in 2014/2015 to 31.2% in 2015/2016. Meanwhile, new claims established by occasional claimants decreased by 75,100 (-7.1%), as their share of new established claims dropped to 51.3% in 2015/2016 from 58.8% the previous year.

Total Amount Paid in Employment Insurance Benefits

The increase in EI benefits (+\$1.9 billion) in 2015/2016—for a total of \$17.7 billion in benefits paid over the year—is mainly attributable to greater regular benefit payments (+\$1.5 billion). As a result, the proportion of EI benefits paid as regular benefits increased from 67.0% in 2014/2015 to 68.6% in 2015/2016. Special benefits accounted for 29.7% of EI benefits paid in 2015/2016, while all other types of benefits (such as fishing benefits and work-sharing benefits) accounted for 1.7% of total EI benefits paid in 2015/2016 (see Chart 2).



Amounts paid in EI benefits increased in all jurisdictions in 2015/2016, except for Yukon and the Northwest Territories (see Table 3). The largest year-over-year percentage increases were recorded in Alberta (+56.8%) and Saskatchewan (+30.9%).

The amount paid in EI benefits paid increased more for men (+16.4%) than for women (+6.9%). Amounts paid also increased for claimants from all age groups and every claimant categories, most notably in amounts paid to long-tenured workers (+40.7%).

Level of Benefits

All jurisdictions recorded an increase in their average weekly benefit rate in 2015/2016, with Nova Scotia reporting the smallest increase (\$6 or +1.4%) and Yukon the largest increase (\$16 or +3.4%). Northwest Territories had the highest proportion of claimants receiving the maximum weekly benefit rate (81.9%) followed by Yukon (73.0%), while New Brunswick was the province with the lowest proportion of claimants receiving the maximum rate (36.6%).

In 2015/2016, the average weekly benefit rate increased approximately by the same proportion for men (+2.6% to \$469) and women (+2.8% to \$409). Nonetheless, 59.5% of claims established by men received the maximum weekly benefit rate compared to only 33.7% for claims established by women. Similar to previous years, the average weekly benefit rate for claimants under the age of 25 (\$407) was lower than for claimants 25 to 44 years old (\$455), those 45 to 54 years old (\$446) and those 55 years old and over (\$428).

The average weekly benefit rate was the highest among long-tenured workers (\$477) in 2015/2016, who were also the most likely to receive the maximum weekly benefit rate (63.0%). In comparison, frequent claimants received an average of \$449 in weekly benefits and occasional claimants received \$419.

EI claimants receiving fishing benefits had the highest average weekly benefit rate (\$494) in 2015/2016, followed by claimants receiving work-sharing benefits (\$482), regular benefits (\$446) and special benefits (\$423).

Variable Best Weeks (VBW)

Under the VBW provision—introduced nationally on April 7, 2013—the weekly benefit rate is calculated based on an EI claimant's highest (best) weeks of insurable earnings during the qualifying period. The number of weeks used to calculate the weekly benefit ranges from 14 to 22, depending on the monthly regional unemployment rate.*

Unemployment Rate	Number of Weeks
6.0% and under.....	22
6.1% to 7.0%	21
7.1% to 8.0%	20
8.1% to 9.0%	19
9.1% to 10.0%	18
10.1% to 11.0%	17
11.1% to 12.0%	16
12.1% to 13.0%	15
More than 13.0%.....	14

* The monthly regional unemployment rates used for the EI program are a moving average of seasonally adjusted rates of unemployment produced by Statistics Canada, as per section 17 of the *Employment Insurance Regulations*.

Family Supplement Provision

Targeting low-income families, the Family Supplement Provision provides additional benefits to EI claimants with children (under the age of 18) who have an annual family net income equal to or less than \$25,921 and—for the purposes of this reporting period—received the Canada child tax benefit (CCTB).⁶ Under the Family Supplement Provision, which is available to all benefit types, a claimant's benefit rate can increase from 55% to a maximum of 80% of his or her weekly insurable earnings subject to the maximum weekly benefit.⁷ The amount provided to eligible claimants is determined by the claimant's family net income, number of children in the claimant's family and the age of the claimant's children (see Table 4).

TABLE 4

Amount of Family Supplement for Selected Family Income Ranges by Number and Age of Children, Canada

	Selected Family Income Range			
	Less than \$20,921	\$21,751 to \$22,000	\$23,751 to \$24,000	\$25,751 to \$25,921
Number of children				
One	\$31.30	\$24.45	\$10.70	\$0.70
Two	\$58.70	\$46.25	\$20.70	\$1.40
Three	\$86.10	\$68.20	\$31.05	\$2.10
Top-ups for each additional child	\$27.45	\$22.85	\$11.90	\$0.95
Age of children				
Supplement for each child under seven years old	\$4.15	\$3.45	\$1.80	\$0.15

Source: *Employment Insurance Regulations*, section 34.

Approximately 79,900 claims qualified for the family supplement in 2015/2016, a decrease of 1.2% compared to the previous year and the smallest decline observed since 2008/2009. The number of EI claimants receiving the family supplement has now decreased for 14 consecutive years, from 187,300 in 2001/2002, for an average reduction of 7,700 claims per year. In 2015/2016, women (79.3%) and claimants aged 25 to 44 (71.4%) continued to be the main demographic groups benefiting of the family supplement provision.

In 2015/2016, low-income families received a total of \$90.6 million in additional benefits through the family supplement, the first increase (+0.7%) observed since 2009/2010. This increase is attributable to the amount paid in the family supplement to men (+4.0%), as the amount paid to women slightly decreased (-0.1%). The average weekly top-up for the family supplement was \$41 in 2015/2016, bringing the average weekly benefit rate for claimants receiving this supplement from \$302 to \$343, and relatively unchanged since 2000/2001. At the same time, the consumer price index increased by 32.4%⁸ between 2000/2001 and 2015/2016 decreasing the purchasing power of the average supplement. In addition, as reported in a recent study,⁹ the static average weekly top-up (unchanged since 1997) means fewer claims are reaching the maximum replacement rate of 80% of the claimant's weekly income (only 2.7% of claims in 2015/2016).

⁶ More information on the [CCTB](#) or the [new Canada child benefit](#), effective as of July 2016 can be found at Canada.gc.ca.

⁷ The maximum weekly benefit rate was \$524 in 2015 and \$537 in 2016.

⁸ Based on the All-items Consumer Price Index, Statistics Canada, CANSIM Table 326-0020.

⁹ ESDC, *Inflation and Fixed Dollar Thresholds: The EI Family Supplement* (Ottawa: ESDC, Evaluation Directorate, 2014).

Employment Insurance and Immigration*

A study found that recent immigrants and established immigrants were generally less likely than Canadian-born workers to use EI income benefits (all types of benefits combined) over the period 2001-2011 (except during the recession year of 2009 when the incidence was similar). However, immigrants who were women, aged 55 or older or lived in British Columbia, Alberta and Ontario were more likely to use EI services than Canadian-born with similar characteristics. The amount of EI benefits received by recent and established immigrants was generally lower than for Canadian-born, but the gap with Canadian-born was generally smaller for women and established immigrants.

The incidence of EI use and the average amount of EI benefits paid was lower for provincial nominees than for other categories. While immigrants in the family class and refugees categories were the most likely to use EI services, while immigrants admitted as skilled workers received the highest amount of EI benefits (as they generally have higher wages).

* Source: ESDC, *Employment Insurance and Immigrants* (Ottawa: ESDC, Economic Policy Directorate, 2016).

2.2.2 Combined Employment Insurance Claims

Under certain provisions of the EI program, a claimant may receive multiple types of benefits as part of a single claim, assuming that the claimant meets each benefit type's eligibility requirements.¹⁰ A "pure" claim is one in which an EI claimant receives a single benefit type, while a "combined" or "mixed" claim is one in which the claimant receives more than one benefit type. Table 5 provides the distribution of pure and combined benefits for claims completed in 2015/2016, regardless of the claim's establishment date.¹¹ As can be seen, pure claims accounted for 82.7% of all claims terminated in 2015/2016 and represented the highest proportion of claims for most benefit types.

Maternity and parental benefits are by far the most likely benefit types to be combined (often together) and were pure in only 1.6% and 13.1% of cases respectively in 2015/2016. The vast majority of maternity claims (98.3% of all combined maternity claims in 2015/2016) were combined with parental benefits, reflecting the similar circumstances under which these benefits are taken. Moreover, 84.5% of all parental claims (or 97.3% of all combined parental claims) were combined with maternity benefits.

Sickness benefits had the third-largest proportion of combined claims (47.3%) and were mostly claimed with regular benefits, accounting for 84.3% of all combined sickness claims (and, conversely, sickness benefits were represented in the vast majority of combined regular and combined fishing claims). Sickness claims combined with other benefits included maternity benefits in 14.7% of cases and with parental benefits in 14.3% of instances.¹²

¹⁰ The only exception is the combination of EI regular and fishing benefits, as these cannot be combined together as part of a single claim, reflecting the fact that these benefits are both meant to respond to periods of unemployment.

¹¹ In previous *Employment Insurance Monitoring and Assessment Reports*, the statistics on combined claims were computed using established claims in the reporting fiscal year. However, because many of these claims were not completed and could still be combined with other ones later on, a new methodology based on completed claims in the reporting fiscal year has been adopted in this year's *Employment Insurance Monitoring and Assessment Report*.

¹² A recent supplemental study examining the effects of amendments to the *Employment Insurance Act* that eased access to EI sickness benefits for EI claimants in receipt of EI parental benefits, EI compassionate care benefits and EI benefits for parents of critically ill children found that these changes may have increased the incidence of converting from one of these claims to EI sickness. ESDC, *Use of Sickness Flexibility Provisions* (Ottawa: ESDC, Evaluation Directorate, 2016).

TABLE 5

Completed Pure and Combined Employment Insurance Claims by Type of Benefits, Canada, 2015/2016

Benefit Type*	Total Claims	Pure Claims		Combined Claims		Benefit Type Most Often Combined With (Share of Combined Claims)
	Level ('000s)	Level ('000s)	Share (%)	Level ('000s)	Share (%)	
Regular	1,451.4	1,291.9	89.0%	159.4	11.0%	Sickness (91.6%)
Fishing	26.4	23.5	88.9%	2.9	11.1%	Sickness (85.0%)
Sickness	370.4	195.2	52.7%	175.2	47.3%	Regular (84.3%)
Maternity	171.2	2.7	1.6%	168.4	98.4%	Parental (98.3%)
Parental**	194.3	25.7	13.1%	170.2	86.9%	Maternity (97.3%)
Compassionate care	6.7	3.6	53.8%	3.1	46.2%	Sickness (59.2%)
Work-sharing	13.3	10.6	80.2%	2.6	19.8%	Regular (85.9%)
ALL CLAIMS***	1,879.1	1,552.9	82.7%	325.8	17.3%	

Note: Total may not add up due to rounding. Completed claims include those that are terminated and those that are dormant and remained inactive as of August the following fiscal year.

* Excludes benefits for parents of critically ill children.

** Parental benefits for biological parents and parental benefits for adoptive parents are grouped together.

*** The total number of claims and of combined claims is lower than the sum of claims associated to each benefit type, because combined claims are only counted once even though they appear in more than one benefit type.

Source: ESDC, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

When combined, compassionate care benefits were most frequently claimed with sickness benefits (59.2% in 2015/2016) or regular benefits (58.8% in 2015/2016). According to a 2015 study, the rate of pure EI compassionate care benefits has been increasing since it became available in 2003/2004, at which time only 41% of these claims were pure.¹³ The study also found that, of the compassionate care claims grouped with regular benefits, 41% received the compassionate care benefits first, while of those grouped with sickness benefits, 72% of cases began with the compassionate care benefits.

With regards to work-sharing claims, although these were generally pure (80.2% in 2015/2016), 17.0% of them—or 85.9% of all combined work-sharing benefits—were combined with regular benefits. This is primarily driven by the similar circumstances under which the two benefit types are taken: a downturn in business activity that leads to an increased risk of layoffs (work-sharing benefits) or to actual layoffs (regular benefits). A combination of these benefits may represent the absence of improvement in a participating firm's activity, leading to downsizing by the firm.

While less common, a claim may include three or more benefit types within a benefit period (1.9% of all claims in 2015/2016). A combination of maternity, parental and sickness benefits was the most frequent one, accounting for 71.3% of all completed claims combining at least three types of benefits in 2015/2016. According to a 2013 study,¹⁴ 98% of women living outside of Quebec¹⁵ who claimed EI maternity or parental in combination with sickness benefits took sickness benefits first—this may have been due to difficulties related to the pregnancy that resulted in the claimant becoming unavailable for work before becoming eligible to claim maternity, as maternity benefits are only available from eight weeks prior to the child's expected date of birth.

¹³ ESDC, *Compassionate Care Benefits: Update* (Ottawa: ESDC, Evaluation Directorate, 2015).

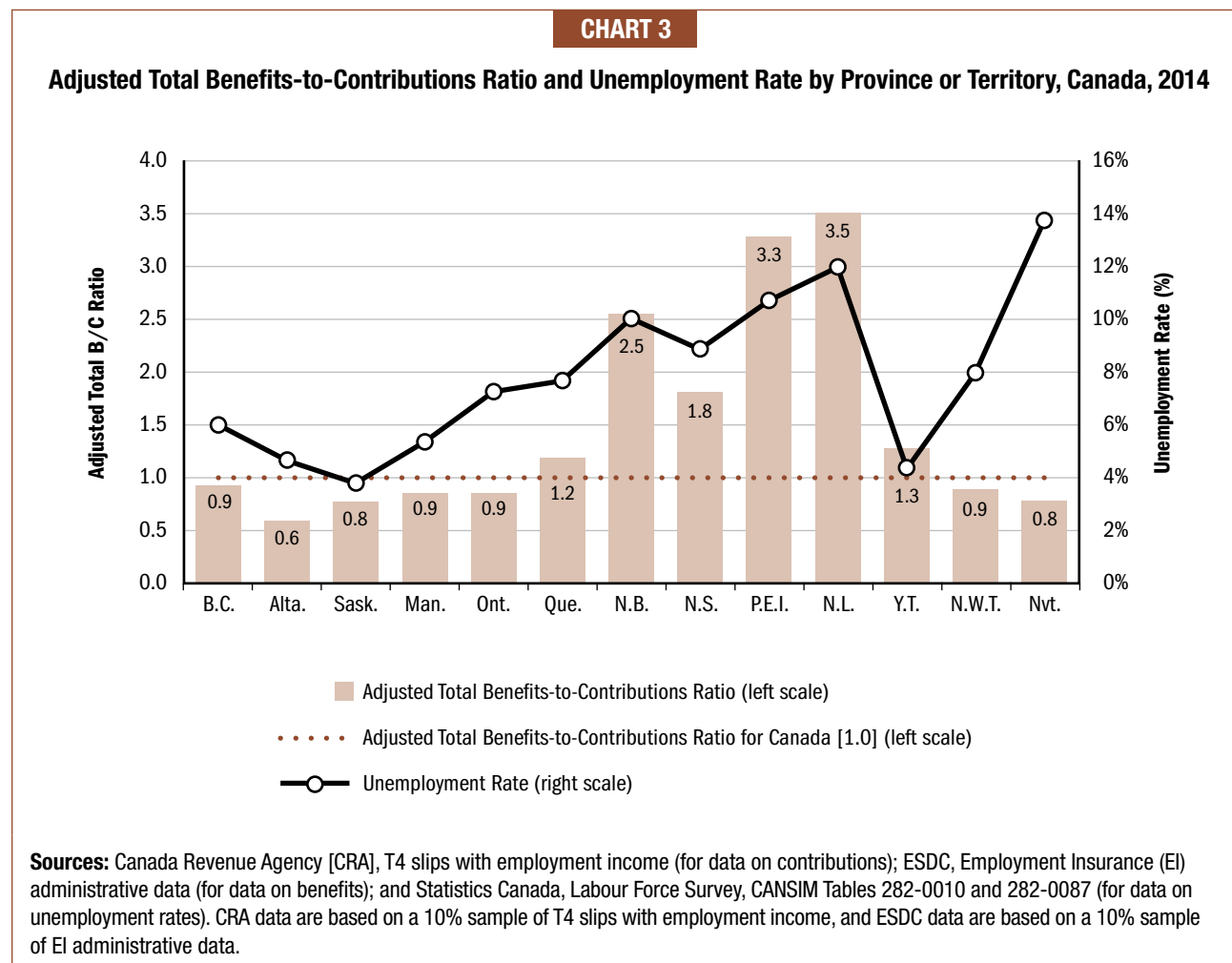
¹⁴ ESDC, *Use of EI Regular and Special Benefits by Maternity or Parental Claimants* (Ottawa: ESDC, Evaluation Directorate, 2013).

¹⁵ Since 2006, residents of Quebec receive maternity and parental benefits through the mandatory Quebec Parental Insurance Plan while remaining eligible for other federal EI special and regular benefits.

2.2.3 Benefits-to-Contributions Ratios

Income benefits paid by the program as a share of the contributions paid—the benefits-to-contributions ratio (B/C ratio)—provides an estimate of the use of the program by EI claimants relative to its financing. When analyzed by population sub-groups, the B/C ratio can be used to compare and contrast receipt of EI benefits relative to the EI contribution premiums they paid.

For this section, the amount of EI premiums collected is based on the latest available Canada Revenue Agency tax data, which are for the 2014 calendar year. The following sub-sections summarize the key findings for total B/C ratios (total EI benefits) and regular B/C ratios (EI regular benefits). Annex 2.26 provides a detailed account of EI premiums collected and benefits paid across different provinces and territories, demographic groups and industries.



Adjusted Total Benefits-to-Contributions Ratios

In general, regions¹⁶ with the highest proportion of seasonal claimants also have the greatest adjusted total B/C ratios and, relative to the national average, receive more in benefits from the EI program than their employers and employees contribute in premiums. As in previous years, the Atlantic provinces, Quebec and Yukon were net beneficiaries of the program in 2014, while Ontario, the Western provinces, the Northwest Territories and Nunavut were net contributors (see Chart 3).

Since 2011, women have been net beneficiaries of the EI program (adjusted B/C ratio of 1.1 in 2014), while men have been net contributors (adjusted B/C ratio of 0.9). The slight discrepancy between genders reflects disproportionate use of special benefits by women,¹⁷ particularly maternity and parental EI benefits (see section 2.6 for more information on special benefits), which more than offsets their under-representation in amounts paid for EI regular benefits.

METHODOLOGICAL NOTE

Adjusted Benefits-to-Contributions Ratios

The total and regular B/C ratios presented in this section are normalized, with the ratio for Canada set at 1.0. This results in adjusted B/C ratios; an adjusted ratio higher than 1.0 means that the underlying sub-population (e.g. province or territory, demographic group) is a net beneficiary of the EI program, while those with an adjusted ratio lower than 1.0 are net contributors to the program relative to Canada as a whole.

Across age groups, claimants between 25 years old and 44 years old were net beneficiaries (adjusted total B/C ratio of 1.1), also partly connected to the concentration of maternity and parental benefits within this age group (see 2.6.2 EI Maternity and Parental Benefits) relative to other age groups. Conversely, claimants 45 years old and over were net contributors, with adjusted ratios of 0.8 and 0.9 for claimants aged 45 years to 54 years old and 55 years old and over respectively, while claimants younger than 25 years old were neither net beneficiaries nor net contributors on average.

Adjusted Regular Benefits-to-Contributions Ratios

The following section highlights key findings for adjusted regular benefits-to-contributions ratios, by province or territory and by demographic group. As EI contributions are not assigned to specific benefit types, the amounts used to calculate the regular B/C ratios have been modified so that they account for reductions in EI contributions related to special benefits.¹⁸

¹⁶ Provincial and territorial (B/C) ratios are determined by the location of employers for premiums and by the residence of claimants for benefits. As a result, it is possible that some provincial and territorial B/C ratios may be under- or overstated if contributions are being accredited to a province or territory, while the employment is actually situated in another province or territory.

¹⁷ In 2014/2015, women received \$4.1 billion in special benefits compared with \$0.8 billion for men, representing close to a 5:1 ratio, which is consistent with previous years.

¹⁸ The Quebec Parental Insurance Plan (QPIP) reduces the EI premiums paid by employers and employees in Quebec and the Premium Reduction Program (PRP) reduces the premiums paid—by both employers and employees—for businesses offering a short-term disability plan meeting certain requirements established by the Canada Employment Insurance Commission. As a result, the regular B/C ratios have been calculated based on an estimate of the EI contributions that would have been paid by employees and employers in the absence of the PRP.

Implicit Income Redistribution and the Employment Insurance Program

Due to differences in the income support provided by the EI program across socio-economic sub-populations, the program can act as an implicit income redistribution mechanism in Canada, providing greater income support (relative to contributions) to individuals in the lower part of the income distribution as compared with those with greater earnings. A 2012 evaluation study* showed that the benefit and contribution aspects of the program tend to be redistributive and that the impact of the program on the redistribution of earnings increased substantially during the 2008/2009 recession.

Moreover, a study on the financial impact of receiving EI benefits concluded that the EI program has a considerable positive income redistribution effect, with lower income families having a higher adjusted total benefits-to-contributions ratio than higher income families. In fact, families with after-tax incomes below the median received 34% of total EI benefits and paid 18% of all premiums, representing an adjusted total benefits-to-contributions ratio of close to 2.0.**

* Ross Finnie and Ian Irvine, *The Redistributive Impact of Employment Insurance 2007-2009* (Ottawa: HRSDC, Evaluation Directorate, 2013).

** Constantine Kapsalis, *Financial Impacts of Receiving Employment Insurance* (Ottawa: Data Probe Economic Consulting Inc., 2010).

Regions with higher shares of seasonal work will have greater numbers of workers temporarily unemployed and claiming EI regular benefits due to seasonal work patterns.¹⁹ Such regions associated with the highest share of EI seasonal claimants—namely the Atlantic provinces, Quebec and Yukon—received more EI regular benefits per dollar contributed in premiums over 2014 (see Chart 4) when compared with Canada as a whole. The removal of special benefits accentuates the net beneficiary status of these areas relative to the national average.

On average, older workers (55 years old and older) were net beneficiaries of regular benefits in 2014 (adjusted regular B/C ratio of 1.2), consistent with the findings of an earlier evaluation study.²⁰ While by gender, the relationship observed for all EI benefits is reversed when considering just EI regular benefits: women were net beneficiaries of the EI program (when considering both EI special and regular benefits) in 2014, but received less in EI regular benefits per dollar of contribution to the program relative to men, posting an adjusted regular B/C ratio of 0.8 relative to 1.2 for men. This may be due to the fact that in 2014, unemployed men had both a higher EI eligibility rate, a higher unemployment rate and higher weekly benefit rates relative to women.

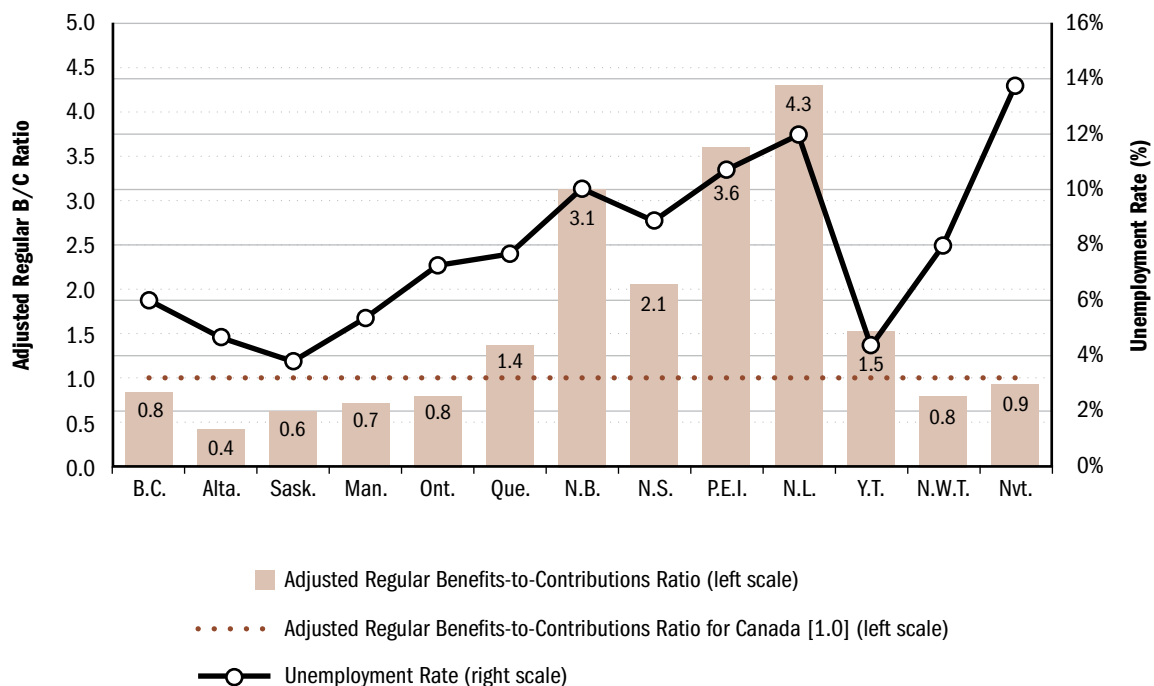
In 2014, employees from goods-producing industries, as a whole, were net beneficiaries of regular benefits from the EI program, with an adjusted regular B/C ratio of 1.9, while those from the services producing industries were net contributors to regular benefits, with an adjusted ratio of 0.8 (see Chart 5). Workers from goods-producing industries were overrepresented among EI regular claims with 21.9% of employment and 37.7% of all regular claims in 2014 and, of course, the opposite is true for workers from services-producing industries. The greater reliance of workers from the goods-producing sector on EI regular benefits relative to those from the services-producing industries can be connected to the larger share of seasonal employment in the sector and is associated with Construction (adjusted regular B/C ratios of 3.1 in 2014) and Agriculture, Forestry, Fishing and Hunting (adjusted regular B/C ratios of 4.5) industries.

¹⁹ Provincial and territorial B/C ratios are determined by the location of employers for premiums and by the residence of claimants for benefits. As a result, it is possible that some provincial and territorial B/C ratios may be under- or overstated if contributions are being accredited to a province or territory, while the employment is actually situated in another province or territory.

²⁰ HRSDC, *EI Payments and the GIS System* (Ottawa: HRSDC, Evaluation Directorate, 2009).

CHART 4

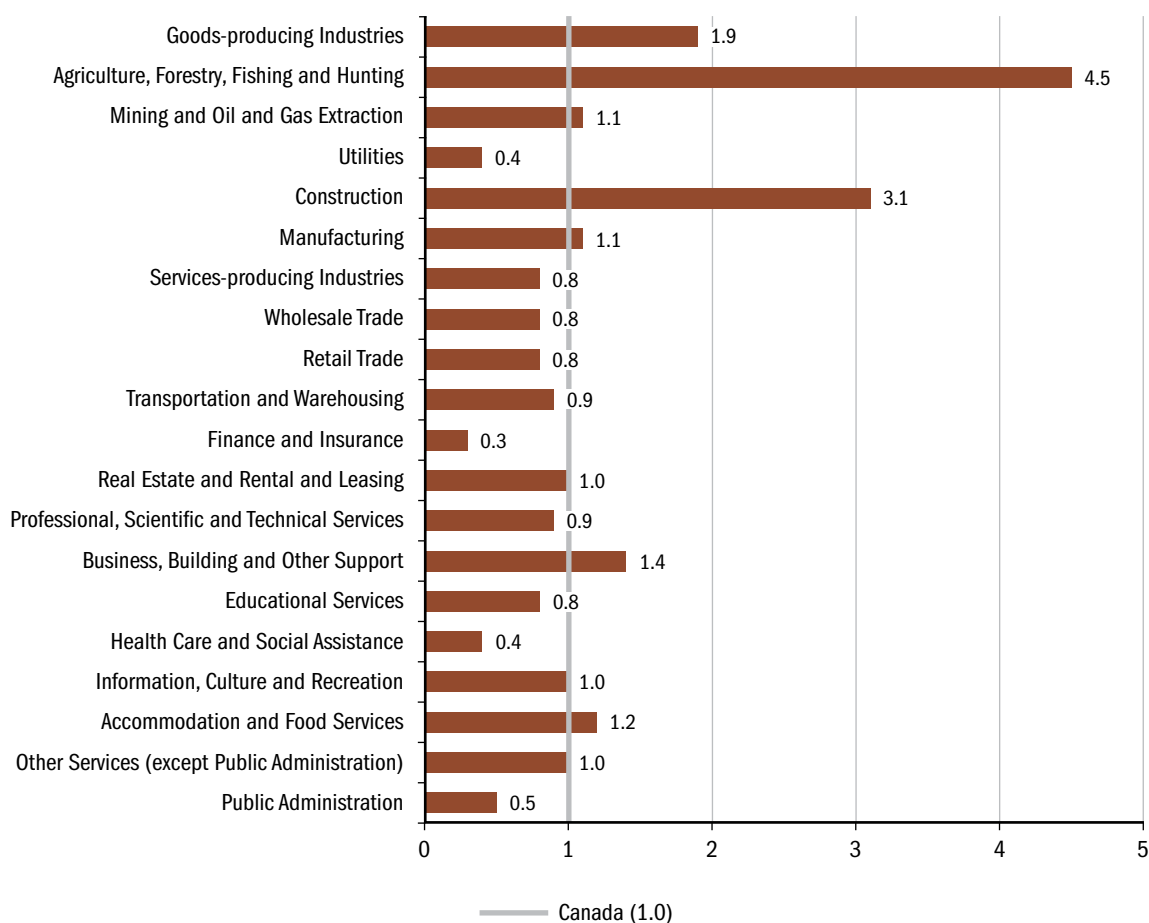
Adjusted Regular Benefits-to-Contributions Ratio and Unemployment Rate by Province or Territory, Canada, 2014



Sources: Canada Revenue Agency [CRA], T4 slips with employment income (for data on contributions); ESDC, Employment Insurance (EI) administrative data (for data on benefits); and Statistics Canada, Labour Force Survey, CANSIM Tables 282-0010 and 282-0087 (for data on unemployment rates). CRA data are based on a 10% sample of T4 slips with employment income, and ESDC data are based on a 10% sample of EI administrative data.

CHART 5

Adjusted Regular Benefits-to-Contributions by Industry, Canada, 2014



Sources: Canada Revenue Agency [CRA], T4 slips with employment income (for data on contributions); ESDC, Employment Insurance (EI) administrative data (for data on benefits); and Statistics Canada, Labour Force Survey, CANSIM Tables 282-0010 and 282-0087 (for data on unemployment rates). CRA data are based on a 10% sample of T4 slips with employment income, and ESDC data are based on a 10% sample of EI administrative data.

2.3 EMPLOYMENT INSURANCE REGULAR BENEFITS

Employment Insurance (EI) regular benefits provide income support to partially replace lost employment income for eligible unemployed contributors to the EI program while they look for work or upgrade their skills. To qualify for regular benefits, individuals must have paid EI premiums during their qualifying period (defined as either the 52 weeks prior to the new claim's establishment or since the establishment of a previous claim, whichever is shorter), must have been without work and without pay for at least seven consecutive days and must have accumulated between 420 and 700 hours of insurable employment over the qualifying period depending on the unemployment rate of the EI economic region in which they reside at the time of making their claim (otherwise known as the Variable Entrance Requirement).²¹ Claimants for EI regular benefits must be available for and actively seeking suitable employment during their claim period.

For the purpose of these sections, EI regular claims refer to claims for which at least \$1 of regular benefits was paid.

2.3.1 Employment Insurance Regular Claims and Amount Paid

The number of regular claims established in 2015/2016 rose to 1.4 million, an increase of 6.6% from 2014/2015. There has been a recent upward trend in the number of claims established since the recent low of 1.3 million claims in 2013/2014, attributable in part to slowing rates of economic growth and labour market adjustments due to commodity price declines in several goods-producing industries, particularly in Alberta and Saskatchewan. The amount paid in EI regular benefits increased by 14.3% compared to 2014/2015, reaching \$12.1 billion in 2015/2016 (see Chart 6), and was the second straight year of increases after a four-year downward trend following a high of \$14.7 billion in regular benefits paid in 2009/2010.

Given that EI regular benefits are meant to provide income support during periods of unemployment for eligible claimants while they search for work, the number of new claims established tends to be sensitive to economic cycles and labour market conditions. The national unemployment rate in Canada has gradually trended downward over the last five years, from 7.9% in 2010/2011 down to 6.9% in 2014/2015, with a small increase to 7.0% reported in 2015/2016 (see Chart 7). The large increase in new regular claims established for 2015/2016 was largely driven by resource-based regions where declining commodity prices led to sharp declines in employment within directly affected and closely related industries (e.g. Mining and Oil and Gas Extraction, Transportation and Warehousing, Construction), particularly in Alberta, as discussed in Chapter I.

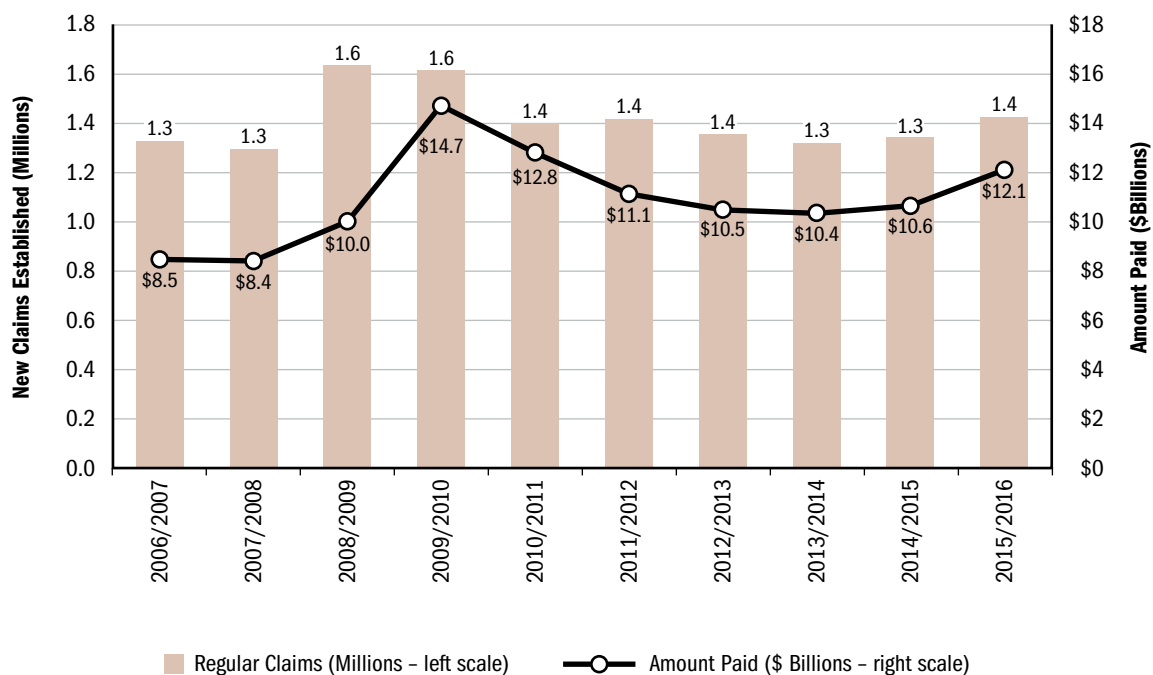
In 2015/2016, there were, on average, 545,000 beneficiaries receiving EI regular benefits each month, an increase of 6.8% from the average of 510,300 regular beneficiaries in 2014/2015.²² As the number of beneficiaries is based on previously established claims, these two measures tend to move in similar directions, albeit at their own pace. New claim volumes will increase with beneficiaries when there is an economic shock and the beneficiary count can remain elevated after the volume of new claims have subsided as previously established claims continue to issue payments until benefits are exhausted or the claimants have returned to work—reflecting prevailing economic conditions or, potentially, policies that extend benefit entitlement.

²¹ The exception being a flat 910-hour threshold for new entrants and re-entrants (NEREs), which was in force during the reporting period of the *2015/2016 Employment Insurance Monitoring and Assessment Report*. See Section 2.2.2 Coverage, Eligibility and Access for more information.

²² Statistics Canada, Employment Insurance Statistics, CANSIM Table 276-0020. The beneficiary count represents the number of EI claimants who received at least \$1 of EI regular benefits during the reference period (usually the week of the 15th day for a given month) and is affected by the inflow of new EI regular claimants and the outflow of EI regular claimants who have stopped receiving benefits due to benefit exhaustion or claimants returning to work.

CHART 6

Employment Insurance Regular Claims and Amount Paid, Canada, 2006/2007 to 2015/2016

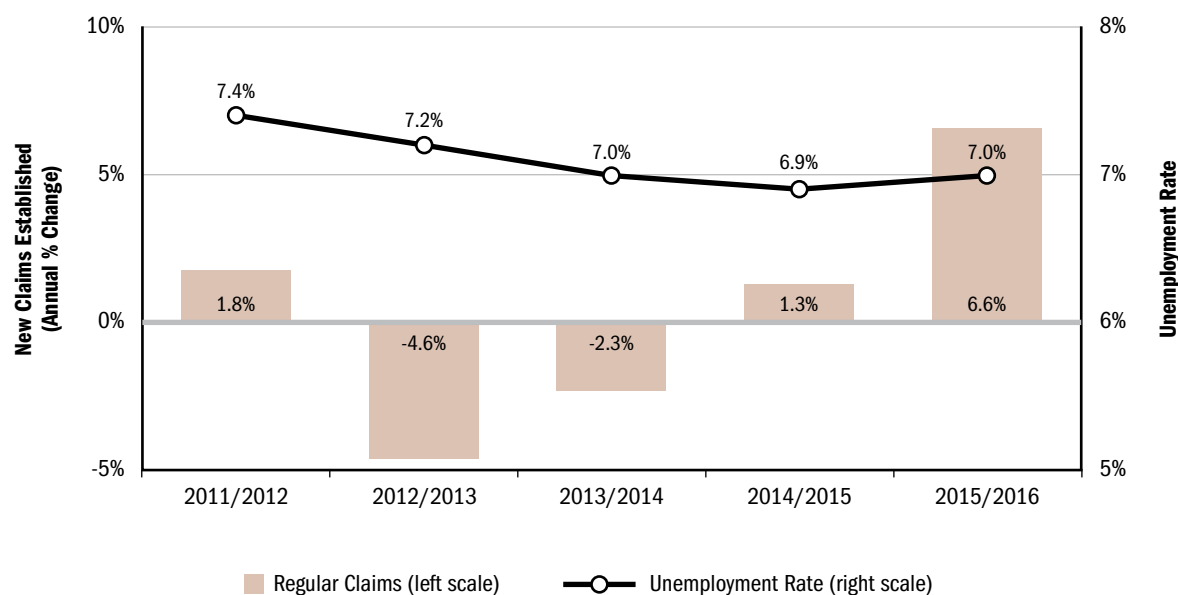


Note: Includes all claims for which at least \$1 of regular benefits was paid.

Source: ESDC, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

CHART 7

Employment Insurance Regular Claims and Unemployment Rate, Canada, 2011/2012 to 2015/2016



Note: includes all claims for which at least \$1 of regular benefits was paid.

Source: ESDC, Employment Insurance (EI) administrative data (for data on regular claims); and Statistics Canada, Labour Force Survey, CANSIM Table 282-0001 (for data on unemployment rate). ESDC data are based on a 10% sample of EI administrative data.

Employment Insurance Regular Claims and Amount Paid by Province or Territory, Gender and Age

While the number of new EI regular claims established increased nationally (+6.6%), there were high levels of variability in the number of new claims established by province or territory. Similar to 2014/2015, Alberta (+58.6%), Saskatchewan (+25.7%), Nunavut (+13.3%) and Manitoba (+12.2%) saw large increases in claim volumes, while the number of claims decreased in Quebec (-0.4%), Ontario (-0.1%), the Northwest Territories (-7.7%) and Yukon (-2.1%). All other jurisdictions reported much smaller increases in the number of claims established in 2015/2016.

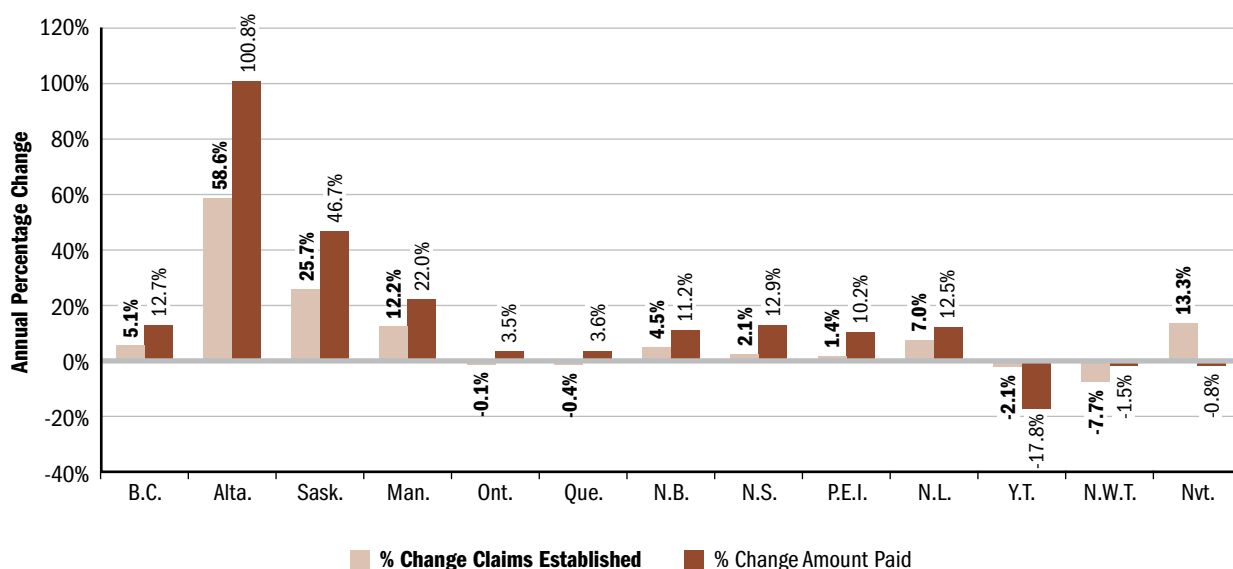
The total amount of regular benefits paid in 2015/2016 by province or territory followed a similar pattern (see Chart 8), with Alberta (+100.8%) and Saskatchewan (+46.7%) reporting the largest increases over 2014/2015. Canada's territories were the only jurisdictions to report declines in the amount paid in EI regular benefits, with Yukon reporting the largest decline (-17.8%). Seven out of ten provinces recorded increases in amounts paid that were below the national average of 14.3%.

Table 6 depicts the percentage change in new EI regular claims established and amount paid by gender from 2014/2015 to 2015/2016. The number of EI regular claims established increased nationally for both men (+8.5%) and women (+3.5%). Increases in new claims established in Alberta and Saskatchewan were particularly pronounced among men (+71.1% and +34.8%, respectively) with significant, albeit smaller, increases among women in these provinces (+36.8% and +9.0%, respectively). Growth rates of new EI regular claims were higher for men than women across most provinces and territories, except Nova Scotia (+3.3% for women versus +1.5% for men), New Brunswick (+6.8% for women versus +3.2% for men), Quebec (-0.3% for women versus -0.4% for men) and Ontario (no change for women vs. -0.3% for men).

Similar to new claims established, the amount paid in EI regular benefits to men (+17.4%) increased at more than double the rate reported for women (+8.4%). Men reported higher rates of increase and lower rates of decline in amounts paid in EI regular benefits in every province and territory with the exception of Nunavut. The largest gaps in the rates of increase in amount paid for 2015/2016 were observed in Alberta (+117.1% versus +69.8%) and Saskatchewan (+56.1% versus +24.3%). At the national level, men have reported higher rates of growth in both claims established and amount paid over the last three years, with particularly elevated growth rates for new claims and amount paid among men during 2015/2016.

CHART 8

Employment Insurance Regular Claims and Amount Paid by Province or Territory, Canada, 2014/2015 to 2015/2016



Note: Includes all claims for which at least \$1 of regular benefits was paid.

Source: ESDC, Employment Insurance Administrative data. Data are based on a 10% sample.

TABLE 6

Employment Insurance Regular Claims and Amount Paid by Gender, Canada, 2014/2015 to 2015/2016

	Claims			Amount Paid (\$Millions)		
	2014/2015	2015/2016	Change (%)	2014/2015	2015/2016	Change (%)
Men	826,410	896,610	+8.5%	\$7,032.7	\$8,253.4	+17.4%
Women	516,200	534,480	+3.5%	\$3,569.3	\$3,868.8	+8.4%
CANADA	1,342,610	1,431,090	+6.6%	\$10,602.0	\$12,122.2	+14.3%

Note: Totals may not add up due to rounding. Includes all claims for which at least \$1 in EI regular benefits was paid.

Source: ESDC, Employment Insurance (EI) administrative data, based on a 10% sample.

By age, the largest share of new claims established in 2015/2016 was by claimants between 25 and 44 years old (44.7%), followed by those between the ages of 45 and 54 years old (23.0%), those 55 years and older (22.4%) and youth under 25 years old (9.8%). While the order of these age categories has been relatively stable, the share of new claims established by those 55 years and older has increased slowly over time, rising 2.5 percentage points since 2011/2012.

A similar pattern is observed among age groups for the amount paid in EI regular benefits. Specifically, the share of the total amount paid to those aged 55 years and older per year has been gradually increasing since 2011/2012. The largest share of amounts paid in EI regular benefits in 2015/2016 were provided to claimants between 25 and 44 years old (44.1%), followed by those between the ages of 45 and 54 years old (23.5%), those 55 years and older (22.9%) and youth under 25 years old (9.5%). The share of amount paid by age category has been relatively stable over time, with a slight increase in the share of amount paid (+1.9 percentage points) to those 55 years and older and a similar decline (-2.3 percentage points) in the share of amount paid to those between the ages of 45 and 54 from 2011/2012 to 2015/2016.

These trends are likely attributable in part to Canada's aging population, as there is a positive correlation between the increase in the number of EI regular claims and amount paid among older workers and the increase in their share of the Canadian labour force. Older workers accounted for 20.0% of the labour force in 2015/2016, an increase from 17.7% in 2011/2012.²³

Employment Insurance Regular Claims and Amount Paid by Industry

From 2014/2015 to 2015/2016, the total number of new EI regular claims established increased for all industrial sectors except Utilities, which fell by 4.3% (see Table 7). In percentage terms, the largest increase in new EI regular claims was by unemployed workers from Mining and Oil and Gas Extraction (+32.4%), which continued to be affected by sharp declines in commodity prices that began in 2014/2015. Despite two years of large year-over-year percentage increases, Mining and Oil and Gas Extraction only accounted for 2.7% of all EI regular claims in 2015/2016. Large year-over-year increases in the number of EI regular claims were also observed in Transportation and Warehousing (+20.8%), Construction (+15.4%) and Retail Trade (+14.6%).

TABLE 7						
Employment Insurance Regular Claims and Amount Paid by Industry, Canada, 2014/2015 to 2015/2016						
	Number of Claims (Percentage Share)			Amount Paid, \$Millions (Percentage Share)		
	2014/2015	2015/2016	Change (%)	2014/2015	2015/2016	Change (%)
Goods-producing industries	511,030 (38.1%)	565,610 (39.5%)	+10.7%	\$4,379.8 (41.3%)	\$5,337.1 (44.0%)	+21.9%
Agriculture, forestry and hunting	56,880 (4.2%)	57,360 (4.0%)	+0.8%	\$500.1 (4.7%)	\$519.7 (4.3%)	+3.9%
Mining and oil and gas extraction	28,900 (2.2%)	38,250 (2.7%)	+32.4%	\$238.9 (2.3%)	\$445.0 (3.7%)	+86.3%
Utilities	4,420 (0.3%)	4,230 (0.3%)	-4.3%	\$41.1 (0.4%)	\$39.1 (0.3%)	-5.0%
Construction	274,140 (20.4%)	316,290 (22.1%)	+15.4%	\$2,376.7 (22.4%)	\$2,934.7 (24.2%)	+23.5%
Manufacturing	146,690 (10.9%)	149,480 (10.4%)	+1.9%	\$1,222.4 (11.5%)	\$1,397.9 (11.5%)	+14.4%

²³ Statistics Canada, Labour Force Survey, CANSIM Table 282-0001.

	Number of Claims (Percentage Share)			Amount Paid, \$Millions (Percentage Share)		
	2014/2015	2015/2016	Change (%)	2014/2015	2015/2016	Change (%)
Services-producing industries	615,590 (55.7%)	680,170 (57.4%)	+9.8%	\$5,656.9 (53.4%)	\$6,487.5 (53.5%)	+14.7%
Wholesale trade	44,050 (3.3%)	48,240 (3.4%)	+9.5%	\$421.0 (4.0%)	\$497.1 (4.1%)	+18.1%
Retail trade	72,850 (5.4%)	83,500 (5.8%)	+14.6%	\$607.0 (5.7%)	\$685.4 (5.7%)	+12.9%
Transportation and warehousing	56,270 (4.2%)	67,950 (4.7%)	+20.8%	\$400.3 (3.8%)	\$520.5 (4.3%)	+30.0%
Information, culture and recreation*	39,470 (2.9%)	41,320 (2.9%)	+4.7%	\$318.3 (3.0%)	\$336.2 (2.8%)	+5.6%
Finance and insurance	13,820 (1.0%)	15,500 (1.1%)	+12.2%	\$155.9 (1.5%)	\$166.5 (1.4%)	+6.8%
Real estate, rental and leasing	18,030 (1.3%)	20,220 (1.4%)	+12.1%	\$163.7 (1.5%)	\$191.8 (1.6%)	+17.2%
Professional, scientific and technical services	54,690 (4.1%)	61,630 (4.3%)	+12.7%	\$505.4 (4.8%)	\$630.5 (5.2%)	+24.8%
Business, building and other support services**	93,310 (6.9%)	100,250 (7.0%)	+7.4%	\$787.0 (7.4%)	\$881.9 (7.3%)	+12.1%
Educational services	146,040 (10.9%)	156,100 (10.9%)	+6.9%	\$634.6 (6.0%)	\$711.6 (5.9%)	+12.1%
Health care and social assistance	47,160 (3.5%)	47,610 (3.3%)	+1.0%	\$362.2 (3.4%)	\$371.2 (3.1%)	+2.5%
Accommodation and food services	58,550 (4.4%)	63,840 (4.5%)	+9.0%	\$427.2 (4.0%)	\$498.2 (4.1%)	+16.6%
Other services (excluding public administration)	40,730 (3.0%)	45,900 (3.2%)	+12.7%	\$334.4 (3.2%)	\$399.4 (3.3%)	+19.4%
Public administration	63,400 (4.7%)	69,680 (9.9%)	+9.9%	\$539.9 (5.1%)	\$597.3 (4.9%)	+10.6%
Unclassified	83,210 (6.2%)	43,740 (3.1%)	-47.4%	\$565.3 (5.3%)	\$297.6 (2.5%)	-47.4%
CANADA	1,342,610 (100.0%)	1,431,090 (100.0%)	+6.6%	\$10,602.0 (100.0%)	\$12,122.2 (100.0%)	+14.3%

Consistent with the previous year, the three industries representing the most new EI regular claims in 2015/2016 were: Construction (22.1%); Educational Services (10.9%); and Manufacturing (10.4%). Combined these three industries accounted for 43.5% of all EI regular claims (see Table 7).

In 2015/2016, the number of new EI regular claims from goods-producing industries increased (+10.7%), driven primarily by growth among workers from Mining and Oil and Gas Extraction (+32.4%) and Construction (+15.4%). Similarly, the amount paid for EI regular benefits in 2015/2016 expanded by 21.9% in goods-producing industries and was attributable to sharp increases in amounts paid to Mining and Oil and Gas Extraction (+86.3%), Construction (+23.5%) and Manufacturing (+14.4%) and, together, made up 89.1% of goods-producing industries' new claims in 2015/2016.

Impacts of Employment Insurance (EI) on Labour Mobility

The EI program supports labour mobility through two policies. First, if an individual is receiving EI benefits and decides to move to look for work, they will continue to receive EI benefits with no change to their benefit rate or number of weeks they are entitled to receive during the benefit period, as EI benefits are based on where the individual resides when the claim is established. Second, if an individual voluntarily leaves their job in order to relocate to follow a spouse, common-law partner or dependent child (for access to medical treatment centres or other care needs) it is considered a valid reason for separation and they will still be eligible to receive EI benefits.

A number of studies have focused on the determinants of labour mobility within Canada and how EI may affect a worker's decision to migrate for employment. The available evidence suggests that EI is generally not a barrier to labour mobility. Studies suggest that the EI program does not significantly affect migration decisions,* while factors such as demographics and regional labour market characteristics (e.g. age, gender, employment rates, population size, etc.) as well as moving costs, play key roles in these decisions.** Among EI regular claimants, those in regions with a high unemployment rate (12.1% or higher) were more likely to commute to work from one EI economic region to another, but less likely to permanently move to another EI economic region; however, the overall effect of EI benefits on geographical attachment was very minimal.***

* **Source:** HRSDC, *Commuting and Mobility Patterns of Employment Insurance (EI) Recipients and Non-Recipients* (Ottawa: HRSDC, Evaluation Directorate, 2011).

** **Source:** André Bernard, Ross Finnie and Benoît St-Jean, *Interprovincial Mobility and Earnings* (Ottawa: Statistics Canada, 2008).

*** **Source:** HRSDC, *Regional Out-Migration and Commuting Patterns of Employment Insurance (EI) Claimants* (Ottawa: HRSDC, Evaluation Directorate, 2012).

The number of EI regular claims from the services sector increased by 9.8%, largely on a greater number of new claims established by unemployed workers from Transportation and Warehousing (+20.8%), Retail Trade (+14.6%), Professional, Scientific and Technical Services (+12.7%) and Other Services (+12.7%). The service sector also saw a corresponding 14.7% increase in the amount of EI regular benefits paid, driven primarily by increases in Transportation and Warehousing (+30.0%) and Professional, Scientific and Technical Services (+24.8%).

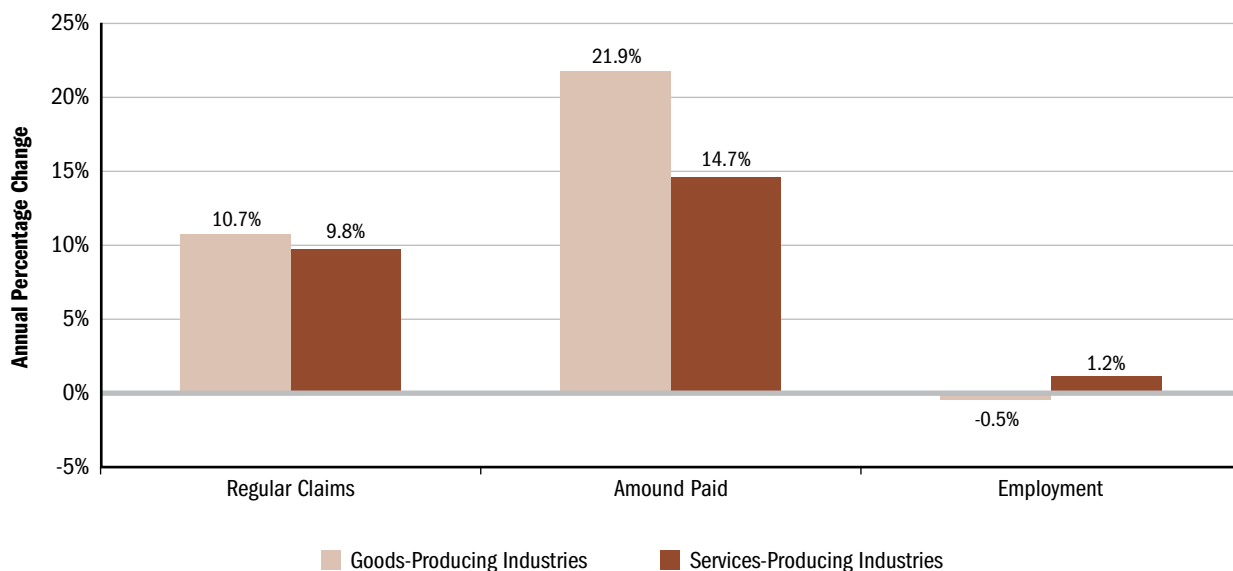
The increased use of EI regular benefits by both goods- and services-producing industries occurred even as employment trends diverged in the two sectors: goods-producing industries observed an employment loss of -0.5% in 2015/2016, while the services industry showed employment gains of 1.2% (see Chart 9).

A recent departmental study²⁴ on industry of re-employment patterns after a layoff, comparing workers based on their EI claim status, examined if laid-off workers returned to the same industry or transitioned to a new one when re-employed, and what was the impact of the re-employment on their wages. The study found that the majority of re-employed laid-off workers found a job in the same industry regardless of whether or not they claimed EI benefits and that the share of laid-off workers that changed industry upon re-employment increased with the duration of the unemployment spell. The study also looked at the impact of returning to or changing industry on laid-off workers' wage by examining those that received higher, lower or similar wage after re-employment. When returning to the same industry of layoff, the majority of re-employed workers maintained a similar or higher wage regardless of their EI claim status.

²⁴ ESDC, *Industry of Employment After a Layoff* (Ottawa: ESDC, Economic Policy Directorate, 2016).

CHART 9

Employment Insurance Regular Claims, Amount Paid in Benefits and Employment by Industry Grouping, Canada, 2015/2016



Note: Includes all claims for which at least \$1 of regular benefits was paid.

Sources: ESDC, Employment Insurance administrative data, based on a 10% sample (for data on regular claims and amount paid), and Statistics Canada, Labour Force Survey, CANSIM Table 282-0007 (for data on employment).

Employment Insurance Regular Benefits and Firms

According to 2014 tax data²⁵—the most recent tax year microdata available—there were 1.2 million firms²⁶ operating in Canada, a 1.3% increase compared to 2013. There were approximately 303,800 firms associated with the establishment of an EI regular benefit claim as a claimant's former employer in 2014 (or 25.7% of all firms), a decrease of 1.2% over the previous year.

The proportion of firms with at least one employee receiving EI regular benefits varied widely according to firm size, with smaller firms being less likely to be the last employer of a claimant.²⁷ In 2014, 20.3% of small-sized firms (1 to 19 employees) had at least one former employee who received EI regular benefits. In comparison, 75.3% of small-to-medium (20 to 99 employees) firms, 95.6% of medium-to-large (100 to 499 employees) and 99.7% of large-sized (500 employees or more) firms had a former employee who received EI regular benefits.

²⁵ The data sources for this firm analysis are EI and CRA administrative data. The 2014 CRA data are subject to change.

²⁶ A firm is an organization that has a Payroll Deduction Account Number at the nine-digit level assigned by the Canada Revenue Agency (CRA) and has at least one employee with employment income, as indicated on a T4 form. This definition includes public and private sector enterprises, as well as small businesses, fishers and a portion of the self-employed. Note that this definition includes some firms that did not contribute EI premiums.

²⁷ The categories of firm size reflect those found in *Business Dynamics in Canada*, a Statistics Canada publication. Small-sized firms are defined as those that employ 1 to 19 employees. Small-to-medium sized firms employ 20 to 99 employees. Medium-to-large sized firms employ 100 to 499 employees. Large-sized firms employ 500 employees or more.

However, compared to the distribution of the workforce, employees from smaller firms tended to be over-represented among EI regular claimants (see Table 8). Workers in large-sized firms were underrepresented among EI regular claimants as they accounted for 43.0% of workers and only 31.3% of EI regular claimants. All other categories of firms were over-represented among EI regular claimants—small firms, for example, represented 21.6% of workers and 27.0% of EI regular claimants. This higher use of EI regular benefits could suggest that in difficult business or economic conditions, smaller firms may need to make broader adjustment to their workforce resulting in a larger share of their employees claiming EI regular benefits as a result of layoffs. Moreover, this trend can also be influenced by industry-related factors, as small businesses may make up a disproportionate share of some seasonal industries (most notably in construction).

TABLE 8**Firms, Employment and Employment Insurance Regular Claimants by Size of Firms*, Canada, 2014**

	Number of Firms		Employment Distribution** (% Share)	EI Claimant Distribution*** (% Share)
	All Firms	Firms with at Least One Employee Receiving EI Regular Benefits		
Small	1,069,445	216,746	21.6%	27.0%
Small–medium	91,471	68,919	19.5%	24.3%
Medium–large	15,538	14,856	15.9%	17.4%
Large	3,268	3,257	43.0%	31.3%
CANADA	1,179,722	303,778	100.0%	100.0%

* The categories of firm size reflect those found in Business Dynamics in Canada, a Statistics Canada publication. Small-sized firms are defined as those that employ 1 to 19 employees. Small-to-medium sized firms employ 20 to 99 employees. Medium-to-large sized firms employ 100 to 499 employees. Large-sized firms employ 500 employees or more.

** The number of workers in a firm is the number of individuals with employment income in that firm, as indicated on a T4 form. The number of workers is adjusted so that each individual in the labour force is only counted once and individuals who work for more than one firm are taken into account. For example, if an employee earned \$25,000 in firm 1 and \$25,000 in firm 2, then he or she was recorded as 0.5 employees at the first firm and 0.5 employees at the second firm.

*** These are based on the number of people receiving EI regular benefits in 2014.

Source: ESDC, EI administrative data. Data are based on a 100% sample of EI data; CRA administrative data. CRA data are based on a 100% sample.

Employment Insurance (EI) Regular Claims and Amount Paid by EI Claimant Category

By EI claimant category (see Table 9), frequent claimants accounted for 21.5% of all new EI regular claims established in 2015/2016, a decline of 1.2 percentage points compared to 2014/2015 (22.7%). The number of new EI regular claims established by long-tenured workers rose sharply (+45.3%) over the previous year, leading to a 7.1 percentage point increase in the share of EI regular claims established by this claimant category (from 19.5% in 2014/2015 to 26.6% in 2015/2016).

The increase in claims established by long-tenured workers marks a reversal of a gradual downward trend observed since the 2008/2009 recession (see Chart 10). Even so, the number of EI regular claims established by long-tenured workers in 2015/2016 (approximately 380,500) remained below the peak reported in 2008/2009 (519,800). The amount paid to long-tenured workers (\$3.1 billion) increased by 47.0% compared to 2014/2015 (\$2.1 billion), but also remains below the peak of \$5.1 billion paid to this claimant category in 2009/2010 (see Chart 11). While the share of claims established by occasional claimants has increased between 2008/2009 and 2014/2015, the 2015/2016 fiscal year saw the share of occasional claimants decline for the first time since 2011/2012 and was the only claimant category that reported a decline (-4.3%) in the number of new claims established.

TABLE 9

Employment Insurance Regular Claims and Amount Paid by Claimant Category*, Canada, 2014/2015 to 2015/2016

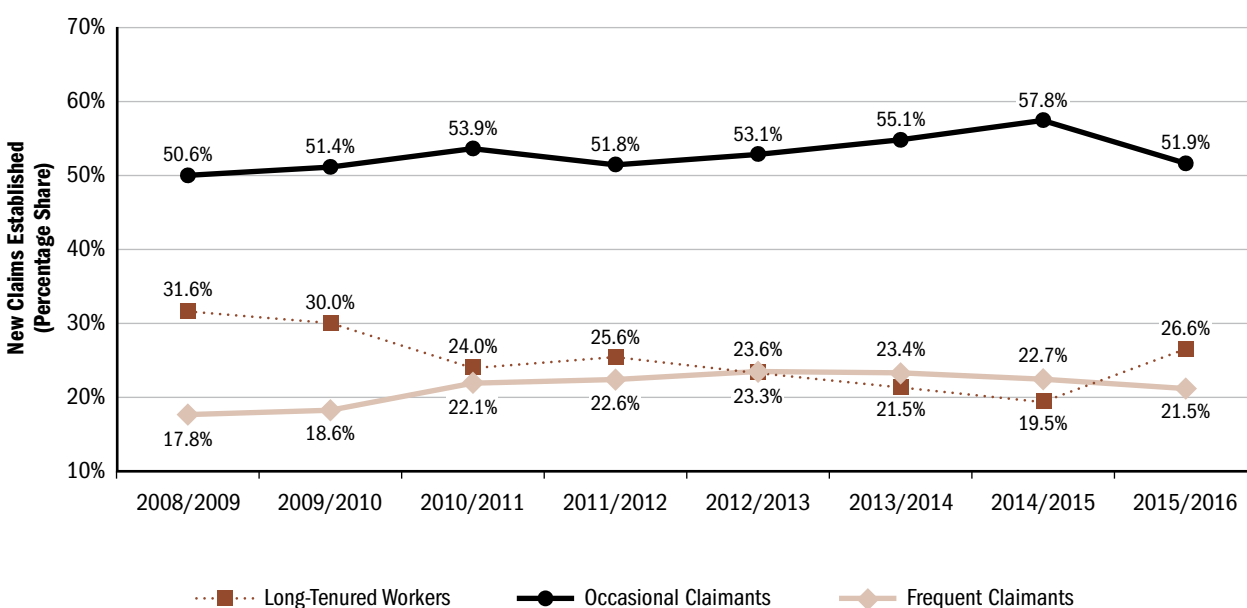
	Claims (Percentage Share)			Amount Paid – \$Millions (Percentage Share)		
	2014/2015	2015/2016	Change (%)	2014/2015	2015/2016	Change (%)
Long-tenured workers	261,760 (19.5%)	380,460 (26.6%)	+45.3%	\$2,136.9 (20.1%)	\$3,141.1 (25.9%)	+47.0%
Occasional claimants	776,150 (57.8%)	742,840 (51.9%)	-4.3%	\$5,735.6 (54.1%)	\$6,118.7 (50.5%)	+6.7%
Frequent claimants	304,700 (22.7%)	307,790 (21.5%)	+1.0%	\$2,729.5 (25.8%)	\$2,862.3 (23.6%)	+4.9%
CANADA	1,342,610 (100.0%)	1,431,090 (100.0%)	+6.6%	\$10,602.0 (100.0%)	\$12,122.2 (100.0%)	+14.3%

Note: Totals may not add up due to rounding. Includes all claims for which at least \$1 in EI regular benefits was paid.

* See Annex 2.1 for definitions of claimant categories referenced in this table.

Source: ESDC, Employment Insurance (EI) administrative data, based on a 10% sample.

CHART 10

Employment Insurance Regular Claims, by Claimant Category*, Canada, 2008/2009 to 2015/2016

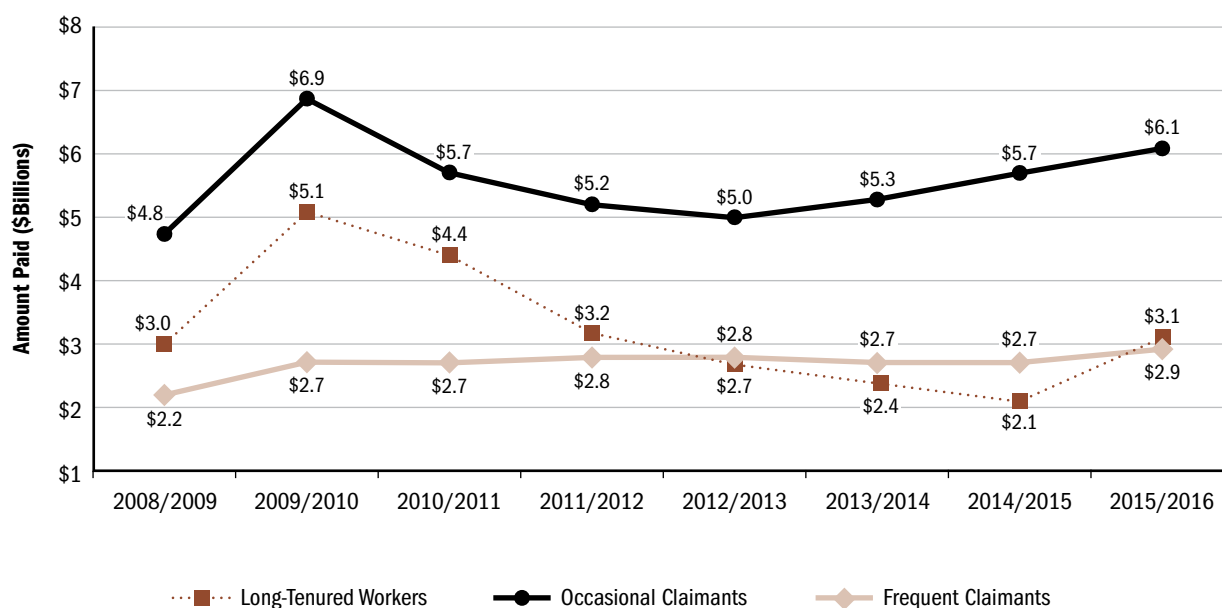
Note: Includes all claims for which at least \$1 of regular benefits was paid.

* See Annex 2.1 for definitions of claimant categories referenced in this chart.

Source: ESDC, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

CHART 11

Employment Insurance Regular Claims Amount Paid by Claimant Category*, Canada, 2008/2009 to 2015/2016



Note: Includes all claims for which at least \$1 of regular benefits was paid.

* See Annex 2.1 for definitions of claimant categories referenced in this chart.

Source: ESDC, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

All claimant categories reported increases in amounts paid in 2015/2016, with the largest increase in claim payments reported for long-tenured workers (+47.0%), followed by occasional claimants (+6.7%) and frequent claimants (+4.9%).

A recent departmental study²⁸ examined labour market displacement among first-time claimants, and subsequent trends in earnings. In 14% of the cases, first-time claimants did not report earnings in the four years following their initial displacement. The majority of first-time claimants with earnings (62%) did not establish an EI claim in the four subsequent years, 31% established one or two subsequent claims and 7% three or more claims. This study also found that first-time claimants with no subsequent EI usage generally experienced the largest immediate earning loss, but also exhibited stronger recovering abilities in terms of employment earnings over time, while those with three or more subsequent EI claims had the smallest immediate earning loss and showed limited recovery of earnings over time.

²⁸ ESDC, *EI and Labour Market Displacement* (Ottawa, ESDC, Evaluation Directorate, 2016).

Employment Insurance (EI) Regular Claims by Hours of Insurable Employment and by Unemployment Rate in the EI Economic Region of Establishment

The unemployment rate in an EI economic region determines the number of hours of insurable employment needed to qualify for EI, known as the Variable Entrance Requirement (VER). The higher the unemployment rate in a given region, the lower the number of hours needed to qualify for EI regular benefits (see Annex 2.2). More information on eligibility and access to EI regular benefits is available under Section 2.2.2 (Employment Insurance Regular Benefits: Coverage, Eligibility and Access).

In 2015/2016, consistent with previous years, a high proportion of EI regular claims were made by claimants who had accumulated 1,820 hours or more of insurable employment during their qualifying period (27.7%), an increase of 1.3 percentage points compared to 2014/2015. This is the highest share of claimants reported in this category in the past five years (see Table 10), but is still below the level recorded in 2008/2009 (31.1%). The nature of the economic downturn in 2008/2009 and more recently in 2015/2016 resulted in an increased proportion of new claimants who had longer labour market attachment (i.e. long-tenured workers) and therefore greater opportunity during their employment period to accumulate more hours of employment in the qualifying period.

Variable Entrance Requirement

In order to establish a benefit period a worker must accumulate between 420 to 700 hours of insurable employment in the qualifying period depending on the applicable regional rate of unemployment. The higher the regional rate of unemployment, the lower the number of hours of insurable employment required as follows:

Unemployment Rate	Entrance Requirement
6.0% and under	700 hours
6.1% to 7.0%	665 hours
7.1% to 8.0%	630 hours
8.1% to 9.0%	595 hours
9.1% to 10.0%	560 hours
10.1% to 11.0%	525 hours
11.1% to 12.0%	490 hours
12.1% to 13.0%	455 hours
More than 13.0%	420 hours

At the opposite end of the spectrum, the proportion of claimants who accumulated less than 700 hours of insurable employment has declined every year since 2010/2011 (though the actual number of new claims established with less than 700 hours did increase from 2014/2015 to 2015/2016). This is partially attributable to the gradual decrease of the unemployment rate over time in many EI economic regions, which consequently increased the number of hours needed to qualify for the program in these regions.

Chart 12 depicts the average number of hours of insurable employment per claim that qualified for EI benefits, which increased in every year from 2010/2011 (1,338 hours) to 2015/2016 (1,393 hours). Hours of insurable employment per claim fluctuates by province and is also subject to local labour market conditions. For example, the number of insurable hours in Atlantic Canada and the territories tend to be lower than in other areas—in 2015/2016, the region with the lowest average number of insurable hours among claimants was Nunavut (1,134), while claims established in Alberta had the highest average number of hours (1,561).

TABLE 10

**Distribution of Employment Insurance Regular Claims by Hours of Insurable Employment,
Canada, 2011/2012 to 2015/2016**

Count and % Share of Employment Insurance Regular Claims

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016
Less than 700 hours	87,020 (6.1%)	74,780 (5.5%)	68,880 (5.2%)	64,390 (4.8%)	67,170 (4.7%)
700 to 979 hours	231,750 (16.3%)	210,690 (15.5%)	201,280 (15.2%)	203,690 (15.2%)	207,610 (14.5%)
980 to 1,259 hours	276,750 (19.5%)	261,440 (19.3%)	252,600 (19.1%)	256,210 (19.1%)	264,500 (18.5%)
1,260 to 1,539 hours	254,250 (17.9%)	249,250 (18.4%)	244,230 (18.4%)	245,530 (18.3%)	260,870 (18.2%)
1,540 to 1,819 hours	230,410 (16.2%)	223,640 (16.5%)	219,660 (16.6%)	218,840 (16.3%)	235,120 (16.4%)
1,820 hours and more	342,090 (24.1%)	337,010 (24.8%)	339,150 (25.6%)	353,950 (26.4%)	395,820 (27.7%)
CANADA	1,422,270 (100.0%)	1,356,810 (100.0%)	1,325,810 (100.0%)	1,342,610 (100.0%)	1,431,090 (100.0%)

Note: Totals may not add up due to rounding. Includes all claims for which at least \$1 in EI regular benefits was paid.

Source: ESDC, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

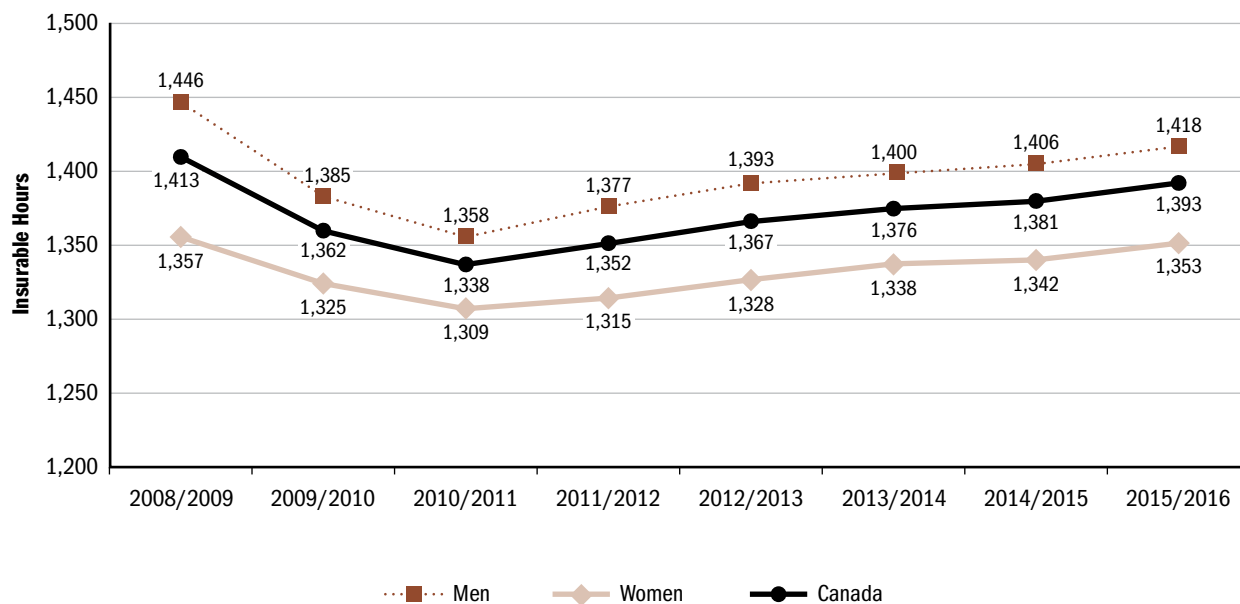
The average number of hours of insurable employment also fluctuates by gender and by age. Results for 2015/2016 show that claims made by men had, on average, 65 more hours of insurable employment than claims established for women (1,418 hours and 1,353 hours, respectively). This gap has remained constant over the last five years. Results by age show that claimants aged 55 years and over continued to accumulate the lowest number of hours of insurable employment on average in 2015/2016 (1,320 hours), while those between 25 and 44 years of age accumulated the highest average number of hours (1,428).

Table 11 shows the distribution of new EI regular claims by the regional unemployment rate, which is sensitive to prevailing economic conditions and the movement of EI regions into different unemployment rate categories over the course of the year. While the percentage of new EI regular claims established in EI economic regions with an unemployment rate of 6.0% or lower was 20.4% in 2014/2015, it decreased to 15.2% in 2015/2016. The most significant increase in claims by regional unemployment rate occurred for regions with unemployment rates of 6.1% to 7.0%, whose share of total claims in 2015/2016 increased by 13.6 percentage points over 2014/2015.

Upward pressures on the unemployment rates of EI regions in Alberta and Ontario in part led to the increased incidence of EI regular claims established in the unemployment rate threshold of “6.1% to 7.0%”, as 40.3% of claims established in Alberta (or roughly 69,300 out of 167,800) and 36.7% of claims established in Ontario (or roughly 143,200 out of 390,800) were in EI regions falling within that range at the time of the claim’s establishment in 2015/2016.

CHART 12

**Average Number of Hours of Insurable Employment for Regular Claims by Gender,
Canada, 2008/2009 to 2015/2016**



Note: Totals may not add up due to rounding. Includes all claims for which at least \$1 of regular benefits was paid.

Source: ESDC, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

TABLE 11

**Distribution of Employment Insurance Regular Claims by Regional Unemployment Rate*,
Canada, 2011/2012 to 2015/2016**

Count and % Share of Employment Insurance Regular Claims

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016
0.1% to 6.0%	182,290 (12.8%)	199,610 (14.7%)	187,910 (14.2)	273,380 (20.4%)	218,020 (15.2%)
6.1% to 7.0%	163,980 (11.5%)	159,140 (11.7%)	196,410 (14.8%)	158,060 (11.8%)	363,660 (25.4%)
7.1% to 8.0%	165,330 (11.6%)	177,020 (13.1%)	259,710 (19.6%)	329,870 (24.6%)	279,030 (19.5%)
8.1% to 9.0%	463,540 (32.6%)	441,350 (32.5%)	327,910 (24.7%)	236,460 (17.6%)	216,290 (15.1%)
9.1% to 10.0%	138,570 (9.7%)	100,260 (7.4%)	45,870 (3.5%)	78,450 (5.8%)	75,660 (5.3%)
10.1% to 11.0%	64,650 (4.6%)	49,340 (3.6%)	84,810 (6.4%)	55,950 (4.2%)	50,430 (3.5%)
11.1% to 12.0%	48,980 (3.4%)	43,320 (3.2%)	52,390 (4.0%)	44,380 (3.3%)	16,740 (1.2%)
12.1% to 13.0%	26,520 (1.9%)	19,890 (1.5%)	10,030 (0.8%)	7,660 (0.6%)	43,880 (3.1%)
13.1% to 14.0%	20,130 (1.4%)	27,860 (2.1%)	6,620 (0.5%)	470 (0.0%)	16,910 (1.2%)
14.1% to 15.0%	20,290 (1.4%)	17,740 (1.3%)	20,030 (1.5%)	25,870 (1.9%)	23,650 (1.7%)
15.1% to 16.0%	30,080 (2.1%)	21,730 (1.6%)	57,470 (4.3%)	25,100 (1.9%)	31,980 (2.2%)
16.1% or higher	97,910 (6.9%)	99,550 (7.3%)	76,650 (5.8%)	106,960 (8.0%)	94,840 (6.6%)
CANADA	1,422,270 (100.0%)	1,356,810 (100.0%)	1,325,810 (100.0%)	1,342,610 (100.0%)	1,431,090 (100.0%)

Note: Totals may not add up due to rounding. Includes all claims for which at least \$1 in EI regular benefits was paid.

* Unemployment rates used for the Employment Insurance program are a moving average of seasonally adjusted rates of unemployment produced by Statistics Canada, as per section 17 of the *Employment Insurance Regulations*.

Source: ESDC, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

2.3.2 Employment Insurance Regular Benefits: Coverage, Eligibility and Access

Unemployed individuals in Canada are eligible to establish a claim for EI regular benefits if they meet three core eligibility requirements: the claimant must have had insurable employment and paid EI premiums within the previous 12 months; the reason for a job separation must be valid according to the *Employment Insurance Act*, such as a layoff or a quit for just cause; and a claimant must have worked a minimum number of insurable hours within their qualifying period—defined as either the previous 52 weeks or since the establishment of their last claim, whichever is shorter—based on either the regional unemployment rate (420 to 700 hours) or the claimant's status as a new entrant or re-entrant (910 hours). This section reviews the results of Statistics Canada's Employment Insurance Coverage Survey (EICS) to assess eligibility and access for EI regular benefits.²⁹

New Entrants and Re-Entrants (NEREs)

Between July 1979 and July 2016, workers with low levels of labour market attachment in the 52-week period before their qualifying period were subject to a higher eligibility threshold for EI regular and fishing benefits with respect to insurable employment.

From January 1997 to the elimination of these provisions on July 3, 2016, NEREs had to accumulate 910 hours of insurable employment within their qualifying period to be eligible for benefits regardless of the Variable Entrance Requirement.

Though introduced to promote labour market attachment and discourage reliance, a 2011 summative evaluation* of the provisions found them ineffective in achieving their stated objective and disproportionately affecting youth and recent immigrants. While it has since been eliminated, analysis in this section is for a period when NERE provisions were still in effect.

* HRSDC, *Summative Evaluation of New Entrants and Re-Entrants* (Ottawa: HRSDC, Evaluation Directorate, 2011).

Chart 13 outlines the characteristics of the unemployed population in Canada for 2015 in relation to their eligibility criteria for EI regular benefits. According to the 2015 EICS, the average monthly number of unemployed individuals in Canada was 1,299,100. Among those unemployed individuals, 848,300 had paid EI premiums in the previous 12 months before becoming unemployed, representing 65.3% of all unemployed people, an increase of 4.3 percentage points over 2014 (61.0%). There were 450,900 individuals who did not contribute to EI in the previous 12 months, representing 34.7% of the unemployed—down 4.3 percentage points from 2014 (39.0%). Chart 13 also provides a summary of the distribution of unemployed based on whether they contributed EI premiums, job separation type, whether they worked sufficient hours to be eligible for EI and whether they received EI benefits.

EI contributors as a share of all unemployed persons has been declining over time (see Table 12), potentially attributable to ongoing structural changes in the labour market in terms of the type and duration of work. The number of unemployed with valid job separations in 2015 was 52.9%, an increase of 6.8 percentage points compared to 2014 (46.1%). The share of unemployed workers who reported valid job separations had been in decline until a sizeable increase in 2015—with the reverse being true for unemployed individuals with invalid job separations.

²⁹ The EICS relies on a sub-sample of the Labour Force Survey population and has four sample collection periods lasting 5 weeks. Residents of the Yukon, Northwest Territories, Nunavut, persons living on Indian Reserves, full-time members of the Canadian Armed Forces and inmates of institutions are excluded from the EICS sample. These excluded groups combined represent approximately 2% of Canada's population aged 15 or over.

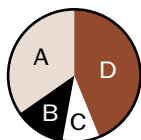
Source: *Employment Insurance Coverage Survey User Guide*, Statistics Canada, November 2014.

<http://www23.statcan.gc.ca/imdb/p2SV.pl?Function=getSurvey&SDDS=4428>.

CHART 13

Unemployed and EI Regular Benefit Eligibility, 2015

U Total Unemployed
1,299,100 (100%)



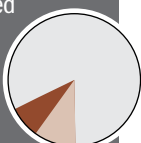
A Unemployed Without Hours of Insurable Employment
450,900 (34.7%)



A1 Did Not Work in Previous 12 Months or Never Worked
398,300 (30.7%)

A2 Self-Employed and Unpaid Family Workers
52,500 (4.0%)

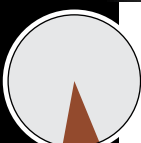
B Premium-Paying Unemployed With Invalid Reasons for Separation
160,600 (12.4%)



B1 Quit Without a Just Cause – Other Reasons
100,900 (7.8%)

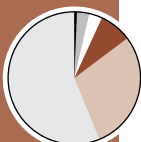
B2 Quit to Go to School
59,700 (4.6%)

C Potentially Eligible Unemployed
118,300 (9.1%)



C1 Did Not Have Sufficient Insurable Hours
118,300 (9.1%)

D Eligible Unemployed
569,400 (43.8%)



D1 Receiving EI Regular Benefits
378,200 (29.1%)

D2 Benefits Temporarily Interrupted or Waiting to Receive Benefits
102,400 (7.9%)

D3 Did Not Claim or Receive Benefits for Unknown Reasons
41,800 (3.2%)

D4 Exhausted EI Benefits in Past 12 Months
39,200 (3.0%)

D5 Receiving Non-Regular EI Benefits
7,800 (0.6%)

Note: Totals may not add up due to rounding.

Source: Statistics Canada, Employment Insurance Coverage Survey and Labour Force Survey, 2015.

Between 2011 and 2014, the share of the unemployed population who were EI contributors with a valid job separation and who also reported working a sufficient number of hours to qualify for EI benefits has remained fairly consistent over time, while those with insufficient number of hours has increased in every year since 2013. EI contributors with a valid job separation and sufficient insurable hours to qualify for EI benefits represented 43.8% of the total unemployed in 2015, an increase of 5.5 percentage points compared to 2014 (38.3%) and the highest share since 2010 (44.4%). Those with insufficient hours for EI benefits but who met other eligibility requirements were 9.1% of the unemployed in 2015, an increase of 1.3 percentage points compared to 2014 (7.8%) and the highest rate reported for this category since 2011.

Characteristics of Unemployed EI Non-Contributors versus Contributors

Analysis of microdata for the 2015 EICS survey respondents found that among the unemployed non-contributor population, approximately 180,300 (40.0% of the non-contributor unemployed population) reported that their current household income was not able to meet day-to-day costs of living, while a total of 400,000 EI contributors (47.2% of all EI contributors) also were not able to meet daily living expenses. When compared to the EI non-contributor population as a whole, EI non-contributors not meeting their day-to-day living expenses were more likely to be 25 years old or older (96.5% versus 67.7%), more likely to have post-secondary certification (58.1% versus 46.1%) and more likely to be reliant on social assistance (17.0% versus 9.0%).

It was also found that half (49.5%) of EI non-contributors unable to meet daily living expenses were aged 45 years and older.

TABLE 12

Distribution of the Unemployed by Employment Insurance Eligibility Characteristics, Canada, 2011 to 2015
Count and % Share* of Total Unemployed, by Calendar Year

	2011	2012	2013	2014	2015
Non-contributors	478,000 (35.5%)	501,400 (38.3%)	492,600 (37.5%)	491,500 (39.0%)	450,900 (34.7%)
EI contributors	866,700 (64.5%)	808,400 (61.7%)	819,700 (62.5%)	768,000 (61.0%)	848,300 (65.3%)
Invalid job separations	171,400 (12.7%)	179,500 (13.7%)	195,600 (14.9%)	187,400 (14.9%)	160,600 (12.4%)
Valid job separations	695,300 (51.7%)	628,800 (48.0%)	624,100 (47.6%)	580,500 (46.1%)	687,700 (52.9%)
Insufficient hours for EI	150,100 (11.2%)	113,700 (8.7%)	88,500 (6.7%)	97,900 (7.8%)	118,300 (9.1%)
Sufficient hours for EI	545,200 (40.5%)	515,100 (39.3%)	535,600 (40.8%)	482,600 (38.3%)	569,400 (43.8%)
TOTAL UNEMPLOYED (CANADA)	1,344,700 (100.0%)	1,309,700 (100.0%)	1,312,400 (100.0%)	1,259,500 (100.0%)	1,299,100 (100.0%)

Note: Total may not add up due to rounding.

* Defined as the total share of unemployed persons, regardless of eligibility, who did not receive EI benefits (including both regular and special benefits) in the year reviewed.

Source: Statistics Canada, Employment Insurance Coverage Survey, 2015.

Coverage of Employment Insurance Regular Benefits

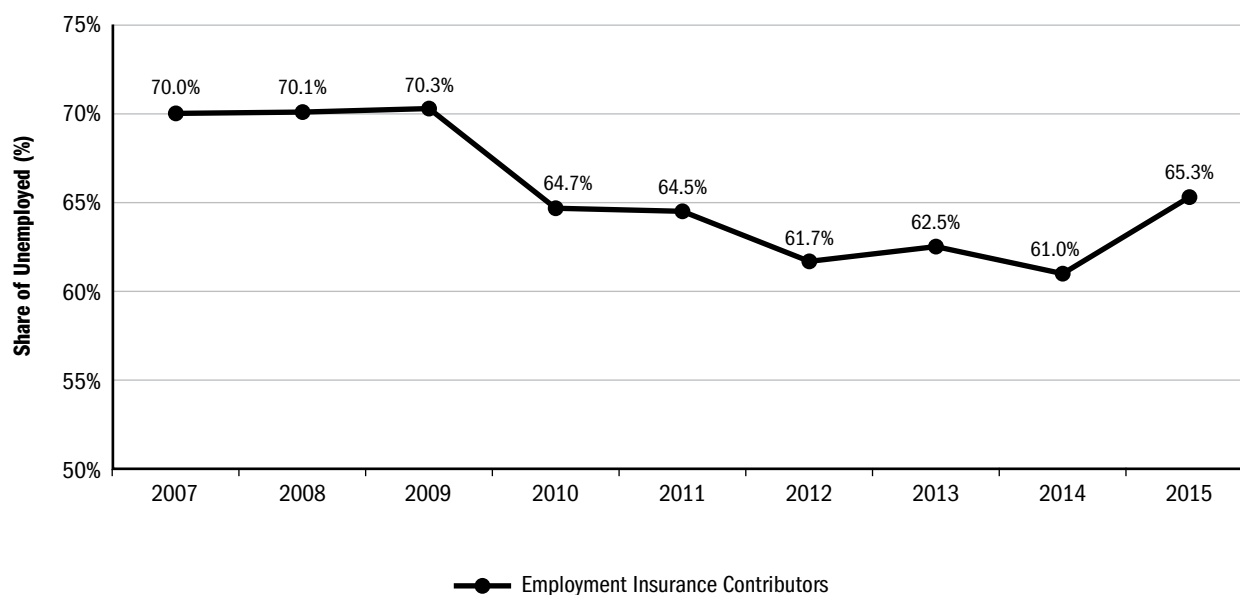
From the perspective of EI regular benefits, participation in the EI program is contingent on the contribution of EI premiums in the 12 months prior to submitting a claim through the accumulation of insurable hours of employment during a claimant's qualifying period. While the actual receipt of EI benefits is subject to further eligibility requirements, the number of unemployed individuals who paid EI premiums in the previous 12 months is an important factor in determining the program's overall coverage of the unemployed population.

The increase in the share of the unemployed covered by the EI program, in that they were EI contributors, represents a slight reversal in the downward trend observed since 2009 (see Chart 14) in the share of EI contributors among the unemployed. Higher EI coverage rates of the unemployed tend to occur during economic downturns, as slowing economic activity leads to layoffs that increase the number of unemployed contributors.

While there was also a noticeable decline in the share of unemployed who stated they had never worked (-2.0 percentage points) between 2014 and 2015 and those who had been without work for more than 12 months (-1.9 percentage points), the long-term trend, as discussed in Chapter I has been toward a greater share of the unemployed within these categories (see Chart 15). Those without insurable employment—such as the self-employed and unpaid family workers—have had their share of job separators remain relatively constant over time, declining slightly (-0.4 percentage points) between 2015 (4.0%) and 2014 (4.4%).

CHART 14

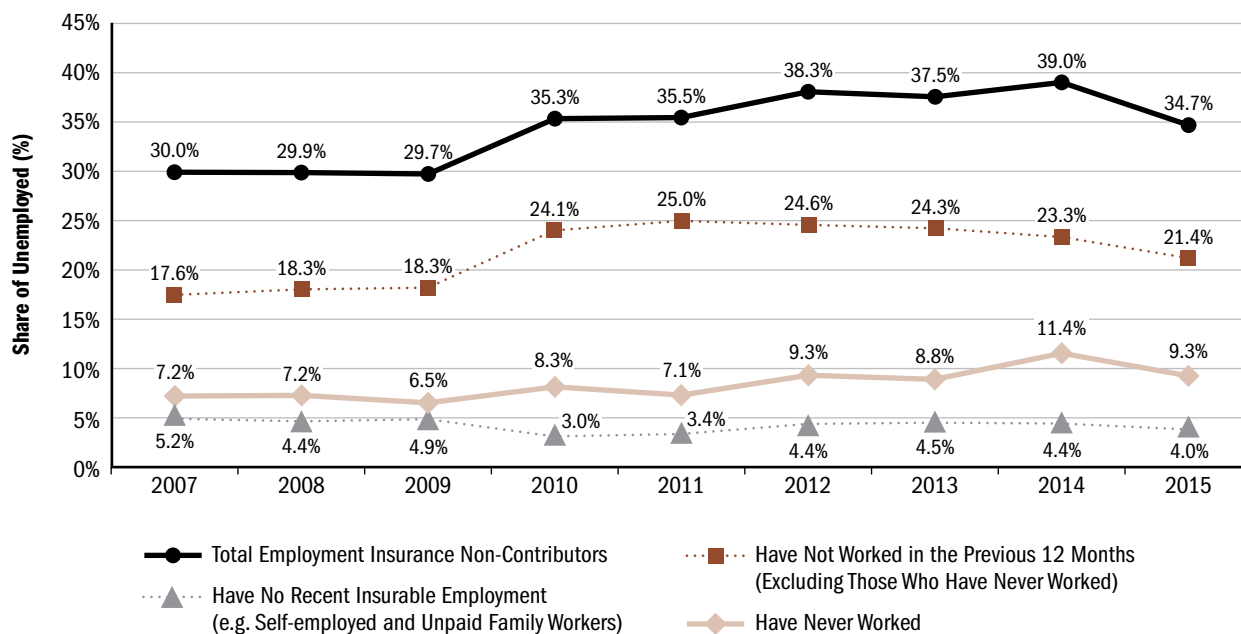
Share of Unemployed Defined as Employment Insurance Contributors, Canada, 2007 to 2015



Source: Statistics Canada, Employment Insurance Coverage Survey, 2015.

CHART 15

Share of Unemployed Defined as Employment Insurance Non-Contributors by Type of Non-Contributor, Canada, 2007 to 2015



Source: Statistics Canada, Employment Insurance Coverage Survey, 2015.

Ontario, Quebec and British Columbia reported the lowest shares of unemployed persons who paid EI contributions in 2015, while Newfoundland and Labrador (87.2%) and Prince Edward Island (86.1%) reported the highest (see Table 13). On the basis of gender, in 2015 a larger share of unemployed men contributed EI premiums, at 69.3%, than unemployed women at 59.4%. By age, unemployed persons aged 45 years and over reported having the largest share of unemployed persons who were EI contributors in 2015.

The 2015 EICS estimated that among the 1,299,100 unemployed individuals there were 848,300 who had paid EI premiums in the 12 months prior to becoming unemployed. The share of EI contributors among the unemployed population was 65.3% in 2015, an increase of 4.3 percentage points over 2014 (61.0%). By definition, this represents a contraction of the EI non-contributors share, which includes those who were self-employed (52,500 or 4.0% of the unemployed in 2015), those who had not worked in the previous 12 months (277,800 or 21.5% of the unemployed) and those who have never worked (120,500 or 9.3% of the unemployed).

TABLE 13

Employment Insurance Coverage Rates by Region, Gender and Age, Canada, 2015

	Unemployed Contributors as a Share of Total Unemployed (UC/U)		Unemployed Contributors as a Share of Total Unemployed (UC/U)
Region		Age category	
Atlantic*	81.0%	24 years and under	54.4%
Quebec	67.1%	25 to 44 years	67.3%
Ontario	57.0%	45 years and over	70.4%
Prairies**	71.2%		
British Columbia	67.2%	Age category and gender	
		Youth (15 to 24), men and women	54.4%
Gender		25 years and over, men	72.8%
Men	69.3%	25 years and over, women	62.8%
Women	59.4%		
		CANADA	65.3%

Note: Totals may not add-up due to rounding.

* The Atlantic Region includes the provinces of Newfoundland and Labrador (87.2%), Prince Edward Island (86.1%), New Brunswick (81.9%) and Nova Scotia (71.9%).

**The Prairie Region includes the provinces of Manitoba (67.2%), Saskatchewan (77.3%) and Alberta (71.0%).

Source: Statistics Canada, Employment Insurance Coverage Survey, 2015.

Eligibility for Employment Insurance Regular Benefits

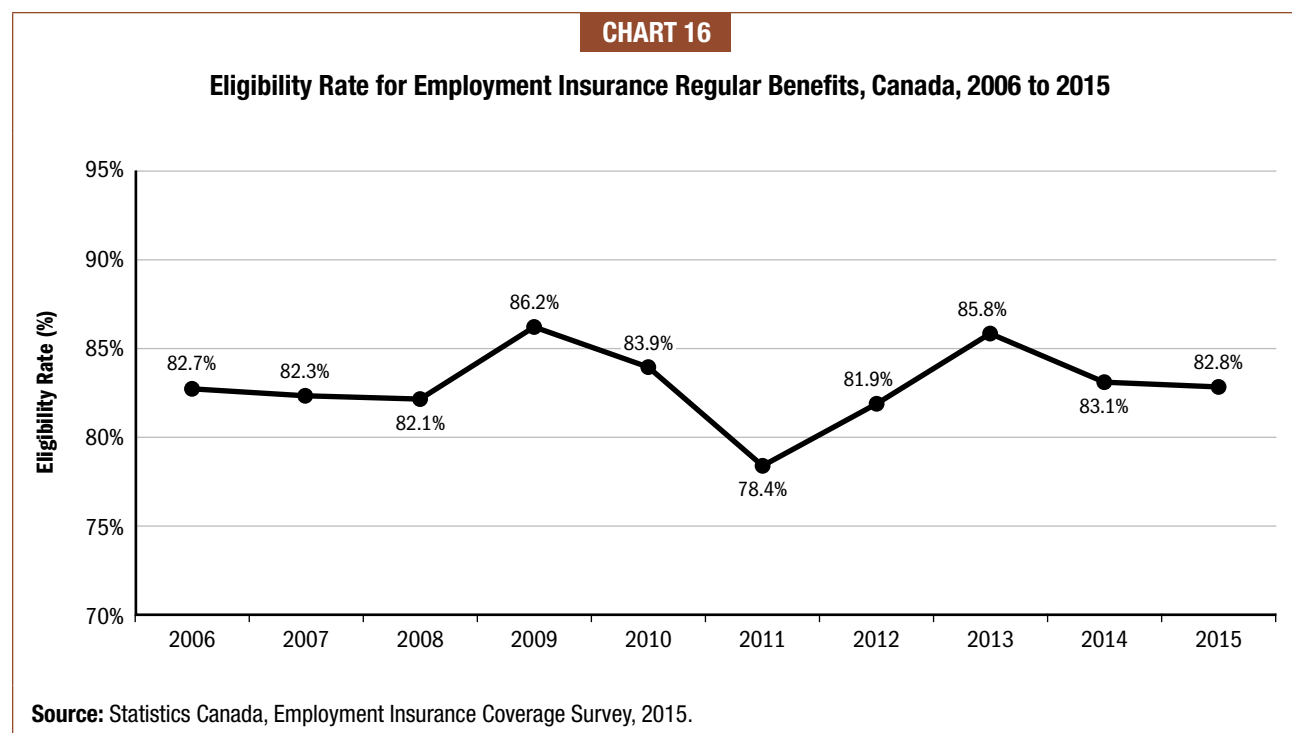
As noted above, Canada's unemployed are eligible to establish a claim for EI regular benefits if they meet three core eligibility requirements: paid EI premiums within the previous 12 months; a valid job separation; and worked a minimum number of insurable hours within their qualifying period—defined as either the previous 52 weeks or since the establishment of their last claim, whichever is shorter—based on either the regional unemployment rate (420 to 700 hours) or the claimant's status as a new entrant or re-entrant (910 hours).

The results of the 2015 EICS estimate that 687,700 unemployed persons (equivalent to 52.9% of the unemployed population as a whole) paid EI premiums within the preceding 12 months and had a valid job separation, making them potentially eligible for EI regular benefits. This represents the bulk of the EI contributor population and excludes those with reasons for job separations that did not meet the EI program's eligibility requirements including: 59,700 (4.6% of all unemployed) who quit their jobs to return to school and 100,900 (7.8% of the unemployed) who quit their jobs without just cause or became unemployed for other reasons not meeting the eligibility requirements of the EI program. 2015 marked the first time since 2011 that a majority of the total number of unemployed individuals were potentially eligible for EI benefits. This change is attributable to the sizeable increase in the unemployed who reported having worked in insurable employment and had a valid job separation (+107,200 persons) versus a more modest increase in EI contributors who separated from a job without a valid reason.

For 2015, the EI eligibility rate—the share of the potentially eligible unemployed population with enough insurable hours to qualify for EI benefits—was 82.8%, which represented a small decrease of 0.3 percentage points compared to 2014 (83.1%) with 569,400 individuals (43.8% of the unemployed) considered eligible out of a total population of 687,700 EI contributors with a valid job separation in 2015. The EI eligibility rate tends to fluctuate modestly with changes in the labour market responding to wider business cycle fluctuations, but has been relatively stable over the past decade as eligibility rates in recent years (e.g. 2013 to 2015) are similar to those observed prior to the recession that began in 2008 (see Chart 16).

Another important consideration related to EI regular benefit eligibility is that claimants accumulate varying hours of insurable employment. Among those who were not just eligible, but who also successfully established a claim, EI administrative data indicates they accumulate hours well beyond the minimum requirement under the Variable Entrance Requirement (VER) provision. In 2015/2016, only 3.1% of regular claimants had qualified with insurable hours near the minimum entrance requirement, defined as being within 70 hours of the VER.

These claimants have consistently represented a small share of all EI regular claimants even as the actual number of claimants that make up this category fluctuates with economic cycles and local labour market conditions. Chart 17 outlines the variation in the number of eligible regular claimants who qualify near the minimum entrance requirement, which fluctuated from a low of 40,200 in 2013/2014 to a high of 49,200 in 2011/2012 and was 44,300 in 2015/2016. In general, claimants qualifying within 70 hours of their VER are disproportionately found in EI regions with higher rates of unemployment (12.1% or greater) which could be partly attributable to the importance of seasonal employment in those EI economic regions and the discrete period available to accumulate insurable hours for workers in those industries.

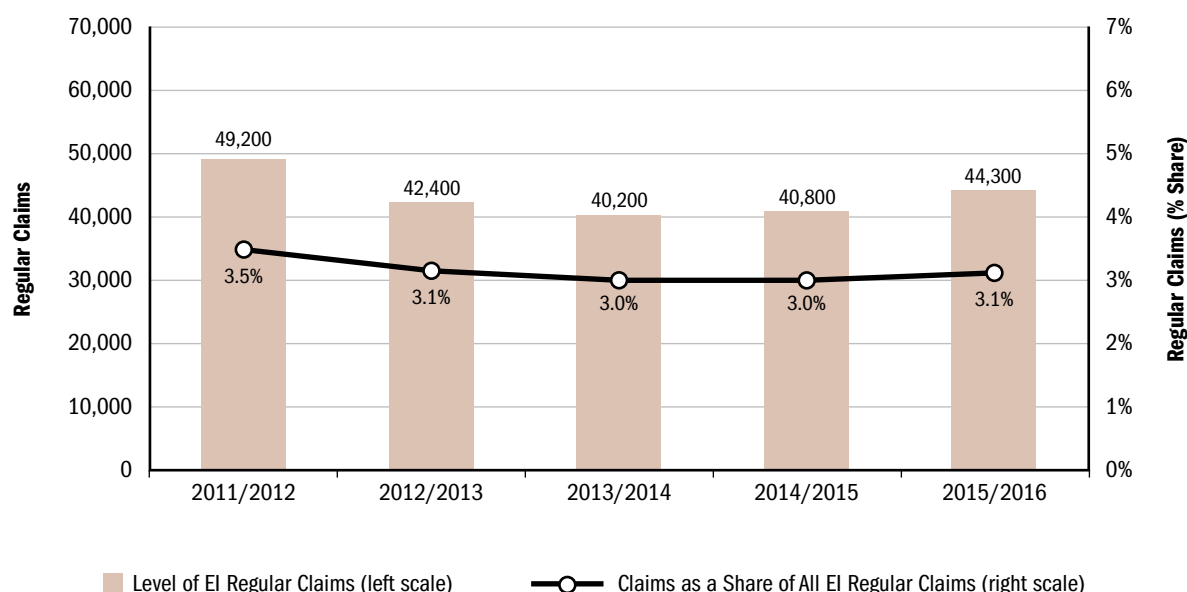


A recent departmental study was developed to examine—based on Record of Employment (ROE) data—the percentage of unemployed persons with enough insurable hours to meet the VER from 2001 to 2015. The study found those who reported recent laid-off job separations with enough combined hours from all jobs worked during their 52 week qualification period declined over the time period reviewed, from 71.7% in 2001 to 66.4% in 2015. Similarly, the number of laid-off job separators who received EI benefits as a share of all laid-off job separators with enough hours of insurable employment also declined, from 79.2% to 64.8% in 2015.³⁰ This may not fully reflect potential eligibility, particularly among those who do not attempt to establish a claim, multiple job holders or previous employment can result in uncounted insurable hours if an ROE is not generated.

The share of laid-off job separators with enough insurable hours of employment and the eligibility rate of this population for EI regular benefits were generally higher for higher unemployment rates in a given year. The study also found that workers in some industry sectors, in particular those in Retail Trade, reported over time consistently higher probability of workers having sufficient hours to meet the VER for EI regular benefits.³¹

CHART 17

Employment Insurance Regular Claims Qualifying Within 70 Hours of the Minimum Entrance Requirement, Canada, 2011/2012 to 2015/2016



Note: Includes claims for which at least \$1 of regular benefits was paid.

Source: ESDC, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

³⁰ ESDC. *Record of Employment-Based Measures of Employment Insurance Eligibility: Update 2001 to 2015*. (Ottawa, ESDC Evaluation Directorate, 2017).

³¹ ESDC. *Record of Employment-Based Measures of Employment Insurance Eligibility: Update 2001 to 2015*. (Ottawa, ESDC Evaluation Directorate, 2017).

TABLE 14

Employment Insurance Eligibility Rates by Province, Canada, 2011 to 2015

Share (%) of all Unemployed Identifying as EI Contributors

	2011	2012	2013	2014	2015	Average 2011 to 2015
Newfoundland and Labrador	93.3%	93.5%	93.9%	94.1%	93.7%	93.7%
Prince Edward Island	91.0%	92.8%	94.4%	93.4%	92.7%	92.9%
Nova Scotia	91.6%	88.5%	94.8%	81.2%	82.3%	87.7%
New Brunswick	87.9%	92.4%	96.4%	90.5%	96.2%	92.7%
Quebec	76.9%	81.2%	86.1%	84.3%	81.5%	82.0%
Ontario	74.3%	79.7%	83.1%	81.0%	84.8%	80.6%
Manitoba	73.5%	82.0%	85.6%	91.4%	82.9%	83.1%
Saskatchewan	83.8%	81.2%	82.3%	85.4%	89.9%	84.5%
Alberta	78.2%	69.4%	87.9%	80.4%	78.6%	78.9%
British Columbia	80.5%	86.4%	81.5%	77.3%	75.2%	80.2%
CANADA	78.4%	81.9%	85.8%	83.1%	82.8%	82.4%

Source: Statistics Canada, Employment Insurance Coverage Survey, 2015.**Eligibility for Employment Insurance Regular Benefits by Province**

In 2015, sub-national eligibility rates ranged from a low of 75.2% in British Columbia to a high of 96.2% in New Brunswick (see Table 14). Compared with 2014 EICS figures, the EI eligibility rate decreased in six out of ten provinces. The largest decreases occurred in Manitoba (-8.5 percentage points) and Quebec (-2.8 percentage points). New Brunswick (+5.7 percentage points), Saskatchewan (+4.5 percentage points) and Ontario (+3.8 percentage points) showed the largest increases in provincial eligibility rates.

Between 2011 and 2015, Alberta (18.5 percentage points), Manitoba (17.9 percentage points) and Nova Scotia (13.6 percentage points) have experienced the greatest variability in terms of EI eligibility rates, while Newfoundland and Labrador (0.8 percentage points) and Prince Edward Island (3.4 percentage points) reported the greatest degree of stability.

Eligibility for Employment Insurance Regular Benefits by Gender and Age

Given that EI eligibility rates are sensitive to economic conditions and the prevalence of specific employment patterns during the qualifying period (e.g. the incidence of full-time versus part-time hours, permanent versus temporary employment, etc.), demographic and regional labour force characteristics will result in significant variation in eligibility outcomes across the country (see Table 15). While gender differences in eligibility rates have historically reflected different employment characteristics among men and women, as a higher proportion of men hold full-time and/or permanent jobs in Canada and women tend to be over-represented among those working in part-time and/or temporary jobs, women reported a higher eligibility rate than men in 2015. The eligibility rate of men was 82.0% in 2015, a 2.0 percentage point decline compared to 2014 (84.0%), which was itself a decline from the eligibility rate of 89.8% reported in 2013. The eligibility rate for women increased to 84.3%, climbing 3.0 percentage points over 2014 (81.3%), which was also an increase compared to results for 2013 (80.0%).

TABLE 15

Employment Insurance Eligibility Rates by Gender and Age, Canada, 2015
Share (%) of all Unemployed by Gender and Age Identifying as Eligible EI Contributors

	Eligibility Rate		Eligibility Rate
Gender		Age category	
Men	82.0%	24 years and under	54.0%
Women	84.3%	25 to 44 years	82.1%
		45 years and over	90.7%
		CANADA	82.8%

Source: Statistics Canada, Employment Insurance Coverage Survey, 2015.

By age, those 45 years old and older had the highest eligibility rate in 2015 at 90.7%, while youth (those aged 15 to 24 years old) reported the lowest eligibility rate (54.0%), which likely reflects lower labour force attachment. Even so, youth aged 15 to 24 years old reported the largest increase in EI eligibility (+10.0 percentage points), while those 25 to 44 years old reported the largest decline (-4.8 percentage points) in eligibility compared to 2014.

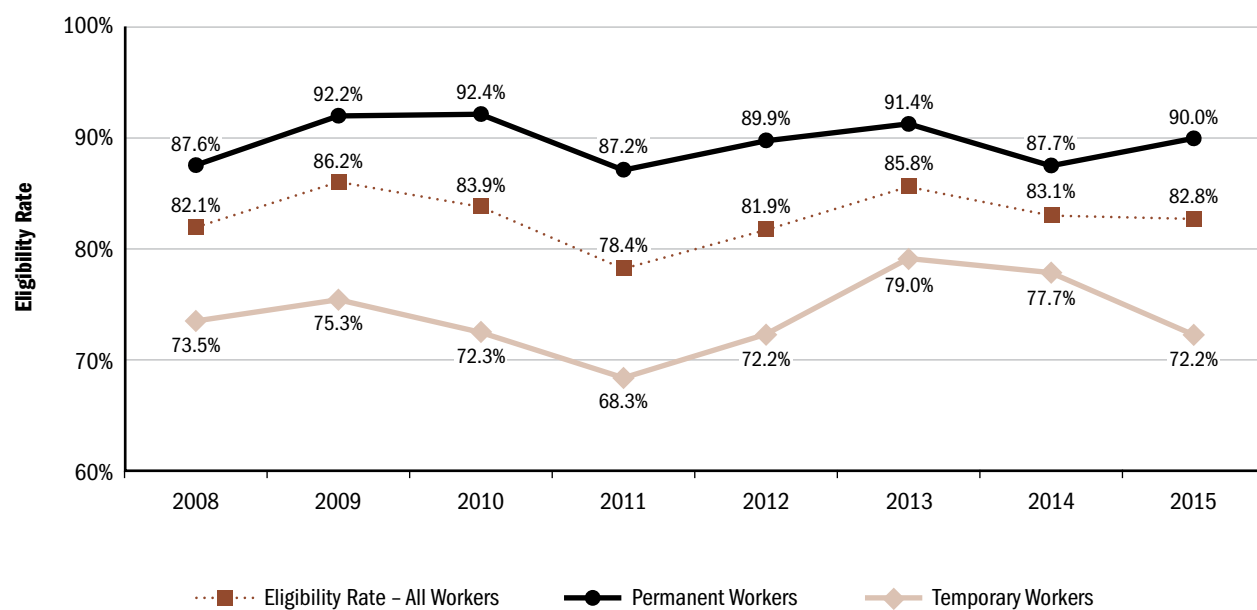
Eligibility for Employment Insurance Regular Benefits by Type of Employment

In 2015, a total of 389,800 unemployed (56.7% of all unemployed who contributed premiums and who reported a valid job separation) were classified as permanent employees in their previous job and 286,000 (41.6% of unemployed contributors with a valid job separation) identified as temporary employees. Among the 569,400 persons who were determined to be eligible for EI benefits, 61.6% were permanent workers while 36.3% were classified as temporary employees. Under the EI Program's eligibility requirements, previous employment characteristics significantly influence the EI eligibility rate. Intuitively, unemployed workers who formerly held full-time positions have higher rates of eligibility given their increased likelihood of working enough hours of insurable employment to qualify for EI regular benefits than part-time workers. Similarly, those who had permanent positions also report higher rates of eligibility compared to those who work in jobs classified as temporary employment. The gap between these groups can vary significantly based on labour market conditions and in the previous five years ranged from a low of 9.9 percentage points in 2014 to a high of 20.0 percentage points in 2010. In 2015, the eligibility rate of permanent employees was 90.1%, while the eligibility rate of temporary employees was 72.2%—a gap of 17.9 percentage points (see Chart 18).

The experience within these classifications is far from uniform (see Chart 19), as some temporary workers—namely seasonal employees—have eligibility rates consistently above part-time permanent employees and not far below full-time permanent employees. The unemployed who worked in temporary work arrangements—such as contractual, term and other non-seasonal work—reported a similar eligibility rate (64.0%) to those that worked in permanent part-time jobs (65.8%) in 2015 and both have experienced sizeable fluctuations over the past seven years.

CHART 18

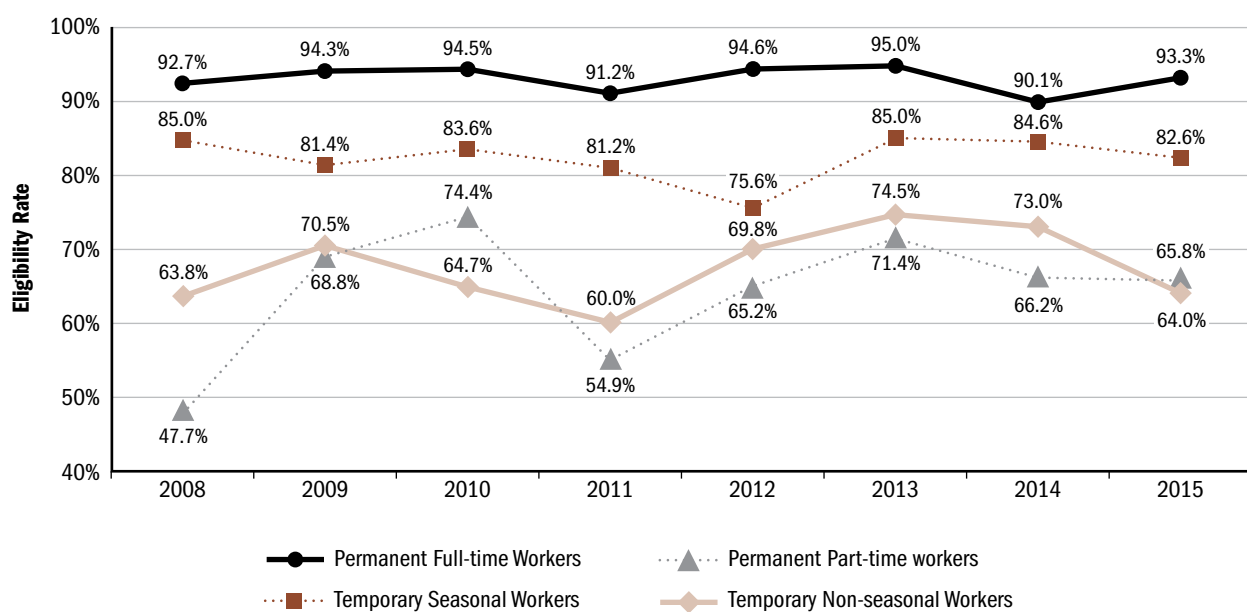
Employment Insurance Eligibility Rate by Previous Employment Characteristics, Canada, 2008 to 2015



Source: Statistics Canada, Employment Insurance Coverage Survey, 2015.

CHART 19

Employment Insurance Eligibility Rate by Previous Employment Characteristics, Canada, 2008 to 2015



Source: Statistics Canada, Employment Insurance Coverage \hat{a} , 2015.

Comparing Eligibility Trends: The Employment Insurance Coverage Survey and the Labour Force Survey

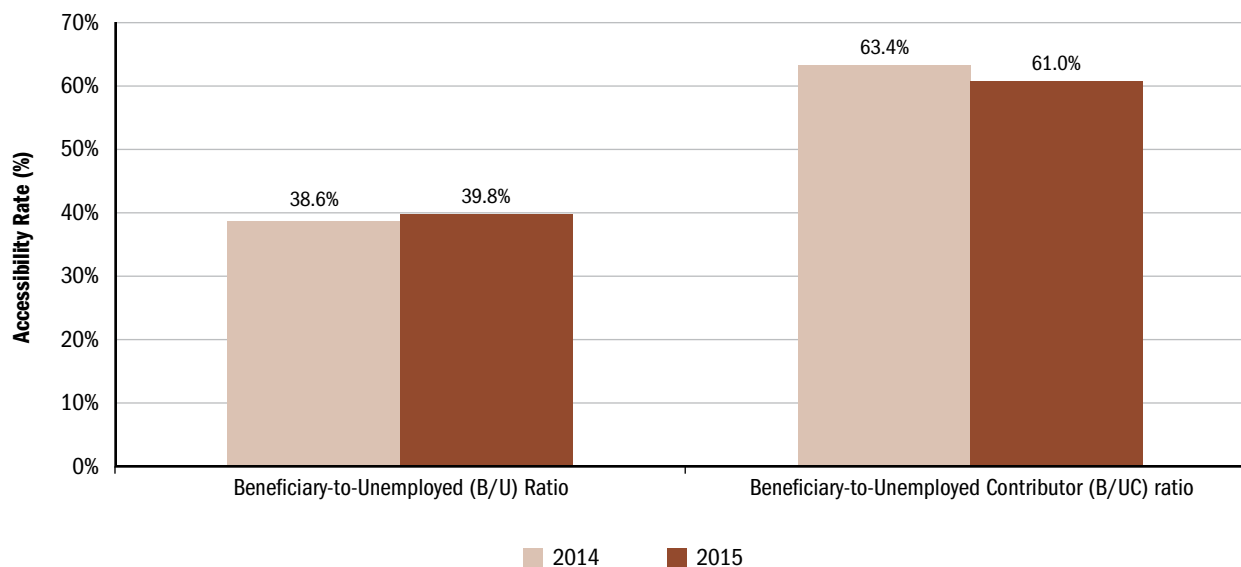
While the EICS provides a strong baseline estimate of the potential eligibility of unemployed workers for EI benefits, the survey design is only limited to those who self-identified as unemployed during the survey sampling period. One study using the Labour Force Survey (LFS) measured the proportion of employees in Canada who would have had sufficient hours of insurable employment over the qualifying period to meet variable entrance requirements if all workers had been laid off in the year studied (i.e. during the 12 months of the calendar year).

The LFS-based simulations suggested that 88.5% of individuals who were working as paid employees in 2014 would have been eligible for regular benefits had they lost their job. Employed full-time workers would have been eligible to receive regular benefits 93.6% of the time had they lost their job, compared to 61.0% for employed part-time workers.

Source: Constantine Kapsalis, *Potential EI Eligibility of Canadian Paid Workers Using the Labour Force Survey* (Ottawa: Data Probe Economic Consulting Inc., 2015).

CHART 20

Employment Insurance Accessibility Ratios, Canada, 2014 to 2015



Sources: Statistics Canada, Employment Insurance Coverage Survey (for data the unemployed (U), and unemployed contributors (UC)); and Statistics Canada, monthly Employment Insurance statistics release, CANSIM Table 276-0020 (for data on regular beneficiaries (B)).

Access to Employment Insurance Regular Benefits

Access to EI regular benefits—which for the purposes of the *EI Monitoring and Assessment Report* is measured as the share of an unemployed population receiving EI benefits—is a key consideration of how well the program is working to meet the needs of the labour market in providing EI regular benefits to help the unemployed transition to new employment.

Chart 20 compares the two main ratios used to measure accessibility of an unemployed population to those receiving EI regular benefits over the last five years: the Beneficiary-to-Unemployed (B/U) ratio and the Beneficiary-to-Unemployed Contributor (B/UC) ratio.

Alternative Measures of EI Access: The Recipient-to-Separation (R/S) Ratio, the Recipient-to-Eligible Contributor Ratio (R/E) and the Eligible Contributor-to-Unemployed Contributor (E/UC) Ratio

An important consideration when discussing eligibility and access to Employment Insurance regular benefits is how accurately the measures used reflect the actual composition of Canada's unemployment population. Some segments of the unemployed population, such as self-employed workers and others without insurable employment, are not considered eligible for coverage or access to EI regular benefits but are included in the counts of unemployed. The following section outlines alternative measures of accessibility to EI regular benefits.

The recipient-to-separation (R/S) ratio expresses EI recipients as a share of the unemployed population who paid EI premiums and reported a valid job separation. The 2015 R/S ratio was 55.0%, a 1.7 percentage point decrease compared to 2014 (56.7%) and a 3.0 percentage point decrease compared to 2013 (58.0%). The R/S ratio is not directly comparable to either the B/U or B/UC ratio as the Recipient (R) measure is determined by responses to the EICS rather than EI administrative data used to calculate totals for EI Regular Beneficiaries (B).

The Recipient-to-Eligible Contributor (R/E) ratio measures the number of EI Regular Benefit Recipients (R), as reported in the EICS, as a proportion of the number of unemployed defined as Eligible Contributors (E) to the EI program, meaning those who contributed EI premiums, reported having a valid job separation and had enough insurable hours to be eligible for EI regular benefits. In 2015, 66.4% of eligible contributors ended up receiving EI regular benefits, a decline of 1.8 percentage points from the rate observed in 2014. Over the last five years the R/E ratio has varied from a high of 70.3% in 2011 to a low of 65.8% in 2012.

Another measure to assess the level of accessibility of unemployed persons to EI regular benefits is the Eligible Contributor-to-Unemployed Contributor (E/UC) ratio that measures the total for those Eligible (E) to receive EI regular benefits as a share of Unemployed Contributors (UC). Based on EICS results in 2015, 67.1% of unemployed contributors to the EI program were defined as eligible to receive EI benefits, an increase of 4.3 percentage points compared to the rate for 2014. 2015 and 2014 were the highest and lowest rates respectively observed for the E/UC ratio since 2011.

Source: Statistics Canada, Employment Insurance Coverage Survey, 2015.

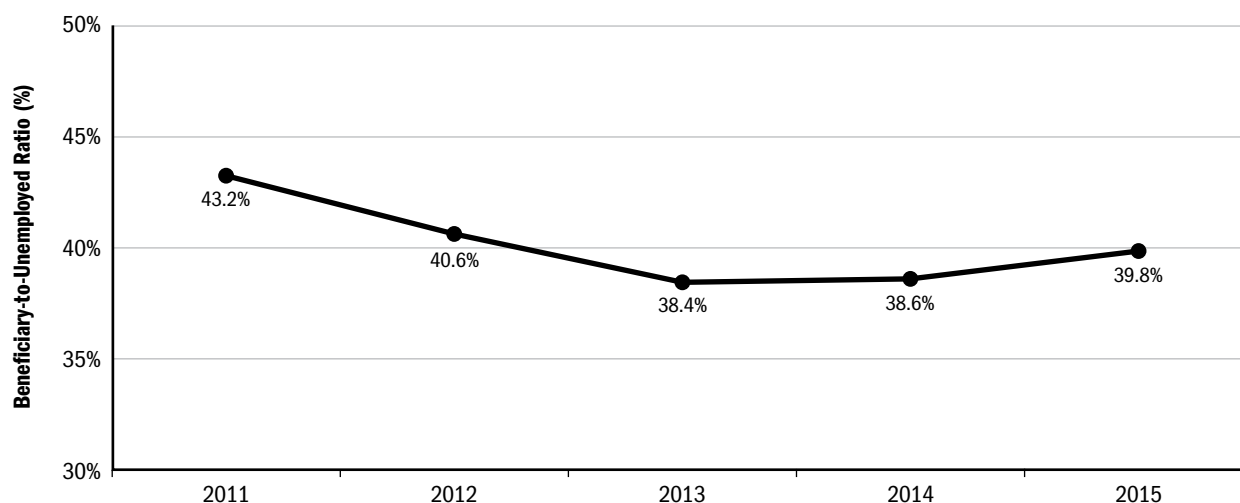
The Beneficiary-to-Unemployed (B/U) Ratio

The access measure with the broadest population base is the Beneficiary-to-Unemployed (B/U) ratio where the average number of individuals in receipt of EI regular benefits in the reference week of the EICS is expressed as a share of the corresponding unemployed population.³² As such, it includes a sizeable segment of the population considered ineligible for EI regular benefits (such as the number of unemployed who have not worked during the previous year or never worked, who did not have a valid job separation or who were self-employed) and is sensitive to changes in the make-up of the unemployed population and the proportion of the unemployed outside the scope of EI program coverage.

For 2015, the B/U ratio was 39.8%, an increase of 1.2 percentage points compared to results for 2014 (38.6%) and was attributable to faster growth of the EI regular benefit recipients population in 2015 (+6.2%)—particularly in Alberta (as seen in Section 2.2.1), which was hit hard by the commodity downturn discussed in Chapter I—compared to the overall total unemployed population (+3.1%). This is the second consecutive year that the B/U ratio has increased (see Chart 21).

CHART 21

Beneficiary-to-Unemployed (B/U) Ratio, Canada, 2011 to 2015



Note: The B/U ratio is calculated as follows: [number of regular beneficiaries ÷ number of unemployed].

Sources: Statistics Canada, Employment Insurance Coverage Survey for data on the unemployed (U); and Statistics Canada, monthly Employment Insurance statistics release, CANSIM Table 276-0020 (for data on regular beneficiaries (B)).

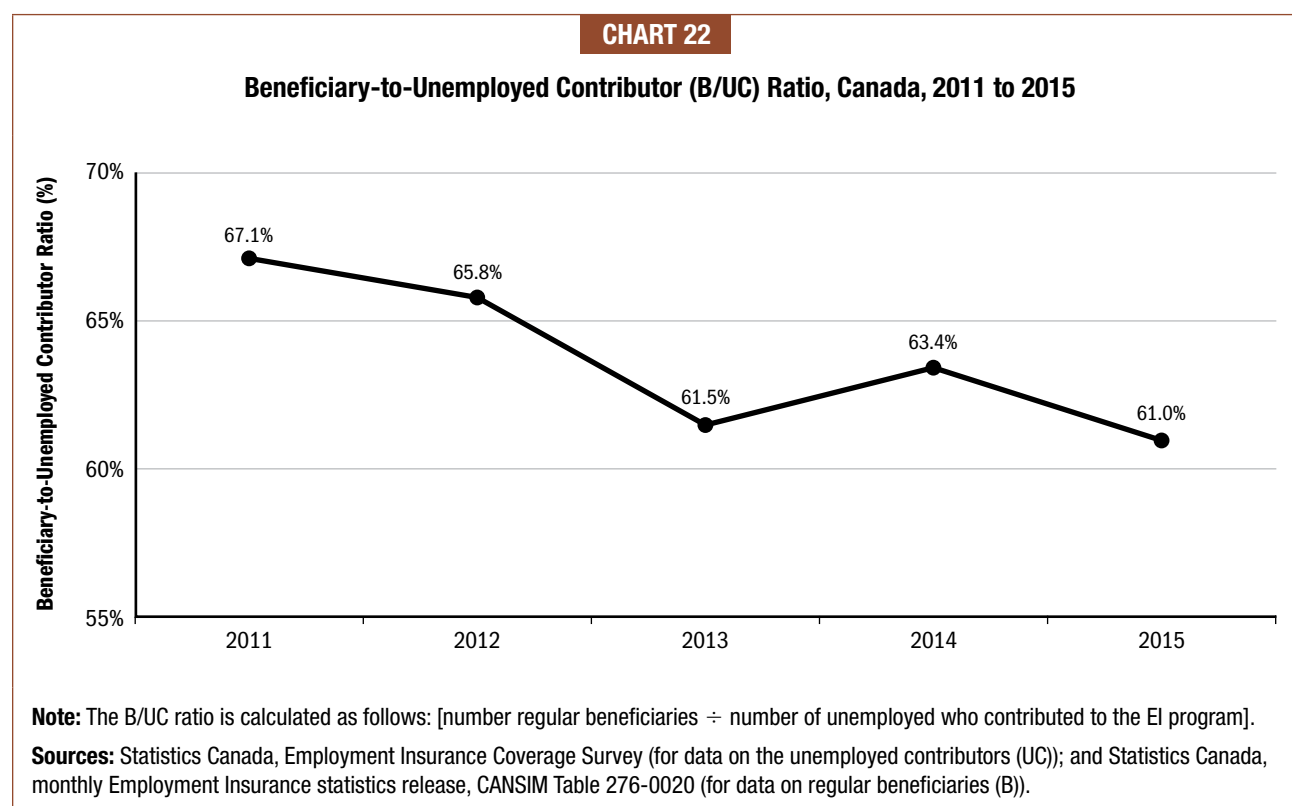
³² The B/U ratio is derived using two separate sources: with the counts of beneficiaries (B) coming from Statistics Canada's monthly EI Statistics data release sourced from EI administrative data, and the count of unemployed persons sourced from Statistics Canada's Employment Insurance Coverage Survey (EICS). The totals for a given year are calculated using annual averages for monthly totals reported for March, June, October and December for each year assessed.

Because of the breadth of the unemployed population considered within the B/U ratio, its movement is more likely to reflect labour market and EI eligibility fluctuations that are not necessarily associated with EI policies, making it less suited to measure access to EI regular benefits. For example, 47.1% of those unemployed were reported as not being covered by the eligibility parameters for EI regular benefits, a decline of 6.8 percentage points compared to results in 2014 (53.9%). Moreover, the small increase in the B/U ratio is despite the fact that the share of the unemployed population defined as eligible contributors to the EI program in 2015 (43.8%) was the highest reported for Canada since 2010 (44.4%) and was significantly higher (+5.5 percentage points) than the share of eligible contributors among the unemployed in 2014 (38.3%).

The Beneficiary-to-Unemployed Contributor (B/UC) Ratio

A second measure, known as the beneficiary-to-unemployed contributor (B/UC) ratio is the number of EI regular beneficiaries as a share of the unemployed who contributed EI premiums in the previous 12 months. While a narrower target population than the B/U ratio, it may be a better measure of accessibility for the EI program. This is because the B/UC ratio measures accessibility among unemployed workers who EI regular benefits are designed to provide coverage to and excludes those who are unemployed that did not contribute EI premiums during their last employment period (e.g. the self-employed, those who have not worked in the last twelve months or never worked).

The B/UC ratio for 2015 was 61.0% (see Chart 22), a decline of 2.4 percentage points from the rate reported in 2014 (63.4%). The decline in 2015 is attributable to an increase in the number of unemployed contributors (+10.5%) outpacing growth in the number of EI regular beneficiaries (+6.2%).



2.3.3 Level of Employment Insurance Regular Benefits

The level of EI regular benefits (i.e. the weekly regular benefit rate) that an EI claimant is entitled to receive is calculated as 55% of their highest (best) weeks of insurable earnings during the qualifying period up to the maximum weekly benefit rate. Under the Variable Best Weeks provision, the number of weeks used to determine the weekly benefit rate varies from 14 to 22 weeks depending on the unemployment rate of the claimant's EI economic region (see section 2.1.1 Total EI Claim, Amount Paid and Level of Benefits).

In 2015/2016, the average weekly regular benefit rate was \$446, a 2.8% increase over 2014/2015 (\$434) and the first time since 2011/2012 that growth in the average weekly regular benefits was below 3.0%. The average level of EI weekly regular benefits at the provincial and territorial level varied from a high of \$507 in the Northwest Territories to a low of \$419 in Prince Edward Island in 2015/2016 (see Annex 2.5). Year-over-year, only Nunavut experienced a slight decline in their average level of weekly regular benefits (-0.6%), though other jurisdictions reported increases that were generally lower than those recorded in previous years.

As shown in Table 16, EI regular claims established by claimants between 25 and 44 years old had the highest average weekly EI regular benefit rate in 2015/2016 (\$458), while those established by claimants younger than 25 years old had the lowest (\$419). The year-over-year increase was highest among claims established by those younger than 25 years old (+3.5% or +\$14) and lowest among those established by claimants aged 55 years and older (+2.6% or +\$11).

Consistent with the past several years, the average weekly regular benefit rate among men (\$470) was much higher than women (\$406) in 2015/2016. The gap in the weekly benefit rate between men and women is observable for all hours of insurable employment worked during the qualifying period and is particularly true at lower levels of labour market attachment (see Chart 23). Among men, those 45 years to 54 years old had the highest average weekly regular benefit rate (\$482), while it was those between 25 and 44 years old (\$421) among women.

Almost half (49.1%) of regular claimants who established a claim in 2015/2016 were entitled to the maximum weekly benefit rate, but this proportion varied from 36.9% for regular claimants younger than 25 years old to 53.3% for those aged 25 to 44 years old. By gender, 60.1% of men who established a regular claim in 2015/2016 were entitled to the maximum weekly benefit rate compared to only 30.5% of women.

By EI claimant category, long-tenured workers had an average weekly regular benefit rate of \$482 in 2015/2016, which compares to \$446 for frequent claimants and \$428 for occasional claimants (see Table 17). The increase in the overall average weekly EI regular benefit rate is mainly due, in fact, to an increased proportion of long-tenured workers claiming EI regular benefits in 2015/2016 relative to previous years, as the weekly regular benefit rate for all three categories of EI claimants experienced growth that was slower than the average across all EI regular claims. In 2015/2016, a sizeable majority (65.5%) of long-tenured workers who had an EI claim established were entitled to the maximum weekly benefit rate compared to only 47.2% of frequent claimants and 41.4% of occasional claimants.

TABLE 16

Average Weekly Regular Benefit Rate by Age and Gender, Canada, 2014/2015 to 2015/2016

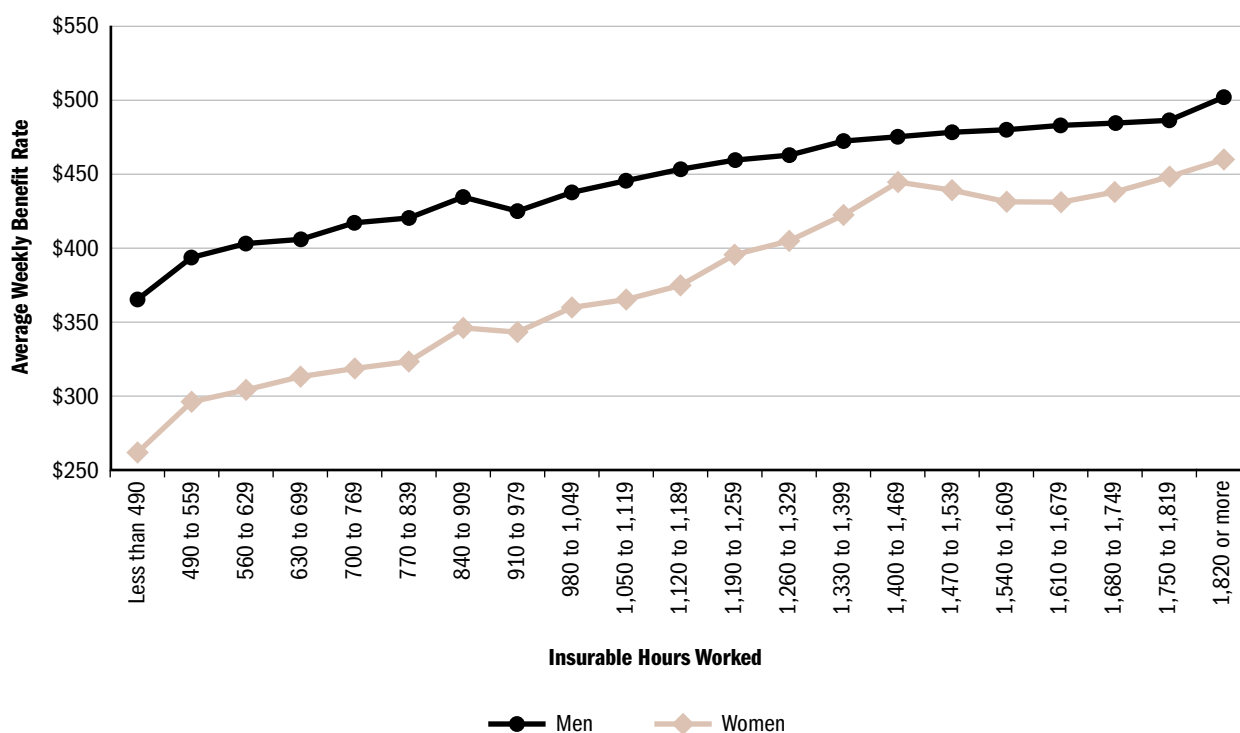
	Men		Women		Total	
	2014/2015	2015/2016	2014/2015	2015/2016	2014/2015	2015/2016
24 years and under	\$422	\$437	\$354	\$363	\$405	\$419
25 to 44 years	\$466	\$479	\$410	\$421	\$445	\$458
45 to 54 years	\$470	\$482	\$397	\$408	\$437	\$449
55 years and over	\$448	\$459	\$375	\$385	\$420	\$431
CANADA	\$458	\$470	\$395	\$406	\$434	\$446

Note: Includes all claims for which at least \$1 in EI regular benefits was paid.

Source: ESDC, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

CHART 23

Average Weekly Benefit Rate by Gender and Insurable Hours Worked, Canada, 2015/2016



Note: Includes all claims for which at least \$1 of EI regular benefits was paid.

Source: ESDC, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

TABLE 17

Average Weekly Regular Benefit Rate by Claimant Category*, Canada, 2014/2015 to 2015/2016

	Average Weekly Benefit Rate (\$)			EI Claimants Entitled to the Maximum Weekly Benefit (%)
	2014/2015	2015/2016	Change (%)	
Long-tenured workers	\$472	\$482	+2.1%	65.5%
Occasional claimants	\$420	\$428	+1.9%	41.4%
Frequent claimants	\$436	\$446	+2.3%	47.2%
CANADA	\$434	\$446	+2.8%	49.1%

Note: Includes all claims for which at least \$1 in EI regular benefits was paid.

* See Annex 2.1 for definitions of claimant categories referenced in this table.

Source: ESDC, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

Claimant Obligations to Search for and Accept Suitable Employment

In order to receive EI benefits under the *Employment Insurance Act*, an EI regular benefit claimant—with certain exceptions—must be capable of and available for, but unable to obtain, suitable employment and must demonstrate this by searching for and taking advantage of an opportunity for suitable employment. During the reporting period for the *2015/2016 EI Monitoring and Assessment Report*, suitable employment was defined to take into account:

- considerations of claimant's health and physical capabilities, religious beliefs, moral convictions, and family obligations;
- the length of the daily commute;
- the degree of similarity of the work to previous job, which expands based on time on claim and frequency of past EI use;
- the level of comparability of earnings with the claimant's previous employment, but with a declining threshold based on time on claim and frequency of past EI use; and
- that by accepting the job, the claimant is not in a worse financial situation than while receiving benefits or during the qualifying period (whichever is least favourable).

Legislative and regulatory changes in 2016 further simplified job search responsibilities, but came into force outside the reporting period for the *2015/2016 EI Monitoring and Assessment Report*.

In 2015/2016, there were 1,200 disentitlements related to searching for (1,020) and accepting (180) suitable employment,* an increase of 6.2% from the previous year. However, this represented only 0.1% of all disqualifications and disentitlements and does not take into consideration that benefits would have been reinstated once the claimant demonstrated they were fulfilling their responsibility in some situations.

* **Source:** Statistics Canada, Labour Force Survey, CANSIM Table 276-0003.

Benefit Repayments in the 2014 Tax Year*

Claimants with an annual net income—based on “net income before adjustments” from line 234 of the T1 General Income Tax and Benefit Return—that exceeds 125% of the maximum insurable earnings for a taxation year (over \$60,750 in 2014) are required to repay the lesser of 30% of total EI benefits they received or 30% of their net income above this threshold. The benefit repayment provision does not apply to special benefits or to claimants who have not received either regular or fishing benefits in the preceding ten taxation years.

For the 2014 taxation year, roughly 166,800 claimants repaid a total of \$224.0 million in EI benefits.** It is estimated that, among all claimants other than those who only received special benefits, about 11.9% (or 9.2% of all EI claimants) repaid a portion of their EI benefits received in 2014.

On average, EI claimants subject to the benefit repayment provision repaid \$1,343 in 2014; this amount has increased for four consecutive years (see Annex 2.24) and is slightly higher than the amount repaid in 2013 (\$1,284). EI claimants who repaid a portion of their benefits had received on average \$5,829 in EI benefits (any type of benefits, including EI special benefits) in 2014, which compares to \$5,434 in 2013.

* 2014 is the most recent taxation year for which data is available.

**Amounts repaid can only be deducted from benefits received, excluding special benefits.

2.3.4 Employment Insurance Regular Benefit Entitlement

Eligible claimants who have successfully established an EI claim receive up to a set maximum number of weeks of EI regular benefits (known as their entitlement), which is determined by the number of hours of insurable employment worked by the claimant during his or her qualifying period and the effective unemployment rate in the claimant's EI economic region at the time of establishment (see Annex 2.2 for the entitlement table). This section presents detailed analysis on the duration of EI regular benefits, both maximum entitlement and actual weeks used. Exhaustion of EI regular benefits is discussed in section 2.2.5 Exhaustion of EI Regular Benefits.

Maximum and Actual Duration of Employment Insurance Regular Benefits³³

Under most circumstances, the maximum entitlement of EI regular benefits available to an EI claimant is between 14 and 45 weeks, depending on the local unemployment rate and the claimant's accumulated number of hours of insurable employment during the qualifying period.³⁴ Higher maximums are associated with greater hours of insurable employment accumulated during the qualifying period and higher regional unemployment rates. The EI program is designed to respond automatically to changes in economic conditions that affect local labour markets and divides the country into 62 economic regions to that end. In general, when a region's unemployment rate rises, the entrance requirement is reduced and the maximum duration of benefits increases. Therefore, the amount of assistance provided increases and support adjusts to the changing needs of regions and communities.

³³ Previous *Employment Insurance Monitoring and Assessment Reports* presented maximum duration statistics based on the fiscal year covered by the report, whereas actual duration statistics lagged by one fiscal year to ensure that all claims were completed. Starting with the *2014/2015 Employment Insurance Monitoring and Assessment Report*, statistics on maximum duration and actual duration of regular benefits are both presented for the fiscal year covered by the report, in order to provide timely, relevant and consistent reporting. This change was made possible because of methodological improvements and larger historical data availability. However, actual duration statistics for the year covered by the report are presented on a preliminary basis. Revisions will be made, if necessary, in the next *Employment Insurance Monitoring and Assessment Report*.

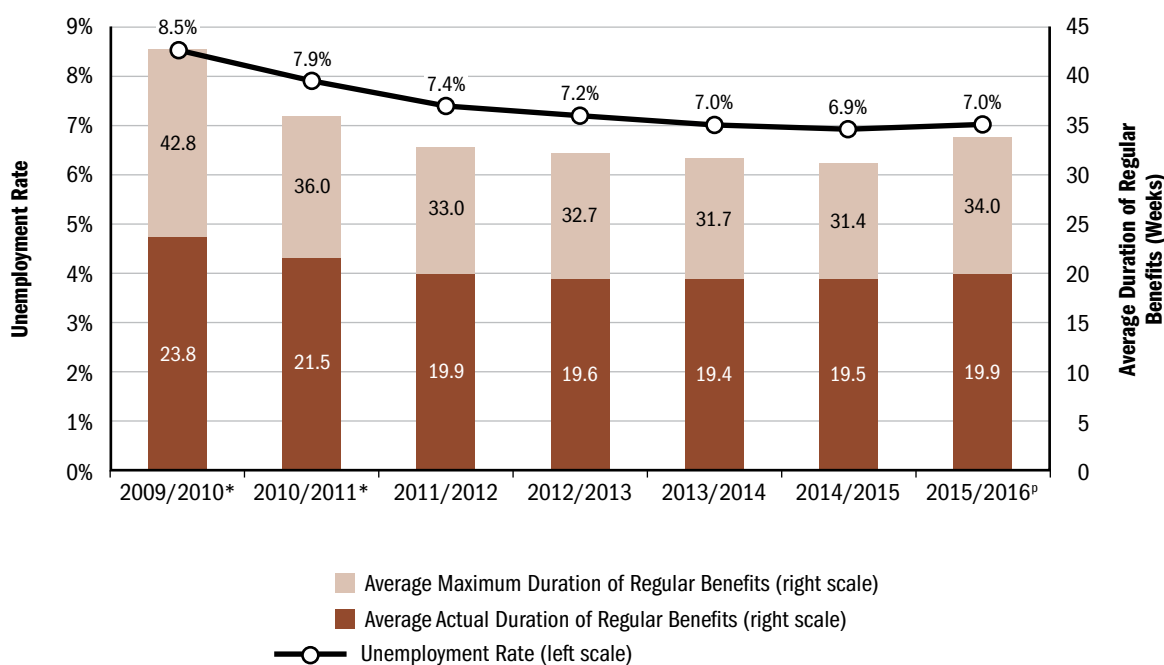
³⁴ Temporary measures, such as the extension of EI benefits announced in the 2016 Budget can modify this maximum.

The actual duration of a claim is the number of weeks of EI regular benefits an EI claimant receives during a claim. Actual duration is usually much lower than maximum duration, reflecting circumstances that can lead to reduced use of EI regular benefits over a claim's benefit period (e.g. claimant has found work, switched to special benefits, became unavailable to work, etc.).

The average maximum duration of regular benefits increased from 31.4 weeks in 2014/2015 to 34.0 weeks in 2015/2016 and the average actual duration increased by 0.4 weeks to 19.9 weeks (see Chart 24).³⁵ This represents the first time since 2009/2010 that either measure reported an increase and is primarily attributable to the decline in the economic activity in commodity-based regions, as discussed in Chapter 1, which led to higher unemployment rates in several EI economic regions. Moreover, greater average durations recorded in 2015/2016 are also partly attributable to the increased weeks of benefits implemented as part of the *Budget Implementation Act, 2016, No. 1*.

CHART 24

Average Maximum and Actual Duration of Regular Benefits and Unemployment Rate, Canada, 2009/2010 to 2015/2016



Note: Includes all claims for which at least \$1 of regular benefit was paid.

* Coincides with the Employment Insurance temporary measures that increased the maximum number of weeks for which regular benefits could be paid.

^p Preliminary estimates for the figures on actual duration.

Sources: ESDC, Employment Insurance administrative data (for data on duration of regular benefits); and Statistics Canada, Labour Force Survey, CANSIM Table 282-0007 (for data on unemployment rates). ESDC data are based on a 10% sample of EI administrative data.

³⁵ The estimate of actual duration is preliminary and is likely to underestimate the real average actual duration because data on claims that have started in the last two quarters of 2015/2016 are not yet mature. The average duration of these claims is likely to be greater than the one recorded over the claims initiated in the first two quarters because of both: higher unemployment rates and the increased number of weeks of EI benefits for 15 EI economic regions under *Bill C-15*.

In general, the average maximum duration of regular benefits in 2015/2016 varied significantly across provinces and territories, reflecting differences in labour markets and labour force characteristics. Alberta (44.5 weeks) and Nunavut (44.1 weeks) posted the highest average maximum duration, while Quebec and Ontario had the lowest averages at 30.3 weeks and 31.3 weeks respectively (see Table 18).

TABLE 18						
Average Maximum and Actual Duration of Employment Insurance Regular Benefits by Province or Territory, Gender, Age and Claimant Category, Canada, 2014/2015 to 2015/2016						
	Average Maximum Duration (weeks)			Actual Average Duration (weeks)		
	2014/2015	2015/2016	Change	2014/2015	2015/2016 ^p	Change
Province or Territory						
Newfoundland and Labrador	38.2	43.8	+5.6	26.2	26.1	-0.1
Prince Edward Island	33.2	34.1	+0.9	23.2	23.5	+0.3
Nova Scotia	34.4	33.5	-0.9	23.7	23.2	-0.6
New Brunswick	35.6	34.9	-0.7	24.0	23.3	-0.6
Quebec	30.7	30.3	-0.4	18.7	18.4	-0.3
Ontario	30.9	31.3	+0.4	18.5	18.9	+0.4
Manitoba	30.0	32.0	+2.0	17.8	18.8	+1.0
Saskatchewan	33.0	42.4	+9.4	19.1	20.9	+1.8
Alberta	29.7	44.5	+14.8	18.5	21.2	+2.7
British Columbia	29.7	33.5	+3.8	18.7	19.2	+0.5
Yukon	32.9	33.6	+0.7	22.1	19.3	-2.8
Northwest Territories	40.0	34.9	-5.1	25.1	24.2	-0.9
Nunavut	40.0	44.1	+4.1	30.1	27.5	-2.6
Gender						
Men	32.0	34.9	+2.9	19.8	20.0	+0.3
Women	30.5	32.6	+2.1	19.2	19.7	+0.6
Age category						
24 years and under	30.5	32.2	+1.7	17.6	18.6	+1.0
25 to 44 years	31.6	34.4	+2.8	18.7	19.2	+0.5
45 to 54 years	32.0	34.7	+2.7	20.0	20.3	+0.2
55 years and over	30.8	33.4	+2.6	21.5	21.6	+0.1
EI claimant category*						
Long-tenured workers	34.5	40.9	+6.4	18.2	18.7	+0.5
Occasional claimants	30.9	31.9	+1.0	19.0	19.7	+0.7
Frequent claimants	30.1	30.7	+0.6	22.2	22.0	-0.2
CANADA	31.4	34.0	+2.6	19.5	19.9	+0.4
Note: Data may not add up due to rounding. Includes all claims for which at least \$1 of regular benefits was paid.						
* See Annex 2.1 for definitions of claimant categories referenced in this table.						
^p Preliminary estimates.						
Source: ESDC, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.						

Extension of Employment Insurance Regular Benefits for Workers in Regions Affected by the Downturn in Commodity Prices

***Budget Implementation Act, 2016, No.1* provided eligible unemployed workers in the 15 EI economic regions hardest hit by the downturn in commodity prices (discussed in chapter I) with additional weeks of EI regular benefits.**

This measure extended the duration of EI regular benefits by 5 weeks, up to a maximum of 50 weeks of benefits, for all eligible claimants residing in these 15 EI economic regions. An additional 20 weeks of EI regular benefits was made available to long-tenured workers in the same 15 EI economic regions, up to a maximum of 70 weeks of benefits, in order to provide long-tenured workers, who may have spent years working in one industry or for one employer, with the financial support they need while they search for work, possibly in an entirely different industry and/or acquire the skills necessary to change career. These benefits are available for one year, beginning in July 2016, and apply to anyone who started a claim for EI regular benefits on or after January 4, 2015, and is still unemployed.

As such, while not implemented during the reporting period, these extended benefits will affect the maximum and average durations of many claims established during this period. To that end, the figures presented in this section are considered preliminary estimates and will need to be revised accordingly.

A number of factors during the reporting period likely affected benefit duration. Higher unemployment rates in several provinces and territories in 2015/2016 led to increases in maximum and average durations of EI regular benefits, reflecting potentially weaker local labour markets. The *Budget Implementation Act, 2016, No.1*—assented to on June 22, 2016—increased the duration of benefits available to eligible claimants by at least five weeks in 15 EI economic regions,³⁶ ten of which are located in western provinces (Manitoba, Saskatchewan, Alberta and British Columbia).³⁷ Conversely, improvements in data coverage allowed for the introduction of a new unemployment rate calculation methodology in 2014 that better represented labour market conditions in the territories³⁸ and contributed to the decreases in their average maximum duration of regular benefits.³⁹ Long-tenured workers (40.9 weeks in 2015/2016) are generally more likely to accumulate insurable hours of employment well above the minimum requirements for EI regular benefits. As such, they tend to benefit from longer entitlements relative to frequent claimants (30.7 weeks in 2015/2016) who averaged shorter employment spells.

³⁶ The 15 regions are: Newfoundland and Labrador, Nunavut, Sudbury, Northern Ontario, Northern Manitoba, Southern Saskatchewan, Saskatoon, Northern Saskatchewan, Southern Alberta, Calgary, Edmonton, Northern Alberta, Southern Interior British Columbia, Northern British Columbia and Whitehorse.

³⁷ For claims established on or after January 4, 2015 and up to July 8, 2017.

³⁸ For more information about the change in the unemployment rate calculation methodology and in EI economic regions see the *Employment Insurance Monitoring and Assessment Report 2014/2015*.

³⁹ A recent study on the impacts of changes in the unemployment rate calculation methodology in the territories, which was implemented concurrently with the creation of new EI economic regions in Prince Edward Island and the territories, indicate that in the six-month period that followed those changes the average entitlement weeks declined by 17 weeks in Whitehorse, 15 weeks in Yellowknife, 16 weeks in Iqaluit, 13 weeks in Yukon and 4 weeks in the Northwest Territories. EI claimants in Prince Edward Island were only affected by the creation of a new EI economic region (which resulted in a decrease in entitlement in Charlottetown, but an increase in the rest of the province) and not by a change in the methodology to calculate the unemployment rate. *Changes to Employment Insurance (EI) Economic Regions and Claimants Behaviours* (Ottawa: ESDC, Evaluation Directorate, 2016).

With regards to the average actual duration of EI regular benefits in terms of weeks of benefits received, there is little variation across age groups and gender over time. By EI claimant category, however, changes were in line with those for maximum duration: long-tenured workers and occasional claimants posted increases, while frequent claimants posted a decline. Provincial and territorial trends, notably affected by the changes in their local labour market conditions showed greater variability. As such, Alberta (+2.7 weeks) and Saskatchewan (+1.8 weeks) recorded the largest increases in the average actual duration in 2015/2016, the second consecutive year that this was the case.

In 2015/2016, EI regular claims from the Mining, Oil and Gas Extraction sector had, on average, the greatest maximum duration at 43.9 weeks, followed by those from Management of Companies and Enterprises (38.5 weeks). The higher maximum duration levels in these industries are partly attributed to a large proportion of claimants qualifying as long-tenured workers. In addition, both industries also recorded increases in maximum duration (9.3 weeks and 4.5 weeks respectively) well above the national average increase of 2.6 weeks.

In terms of actual duration, preliminary data suggest that EI claims established by workers from the Accommodation and Food Services Sector (22.9 weeks) had the highest average duration in 2015/2016, not far beyond the cross-industry average of 19.9 weeks (see Annex 2.6.2). As in past years, the Educational Services industry (13.1 weeks) posted an actual average duration significantly lower than overall average due to its seasonal nature and the relatively short and well-defined “off-season” over the summer months.

Proportion of Regular Benefit Weeks Used

In 2014/2015,⁴⁰ the average proportion of regular benefit weeks—the average number of EI regular weeks of benefits received by claimants as a share of their maximum entitlement—increased for the fifth consecutive year to 63.7%, reaching its highest level in over a decade.

The proportion of regular benefits used in 2014/2015 varied across provinces (see Table 19) and was generally higher in Atlantic Canada (between 69.5% in Newfoundland and Labrador and 73.3% in Prince Edward Island) and lower in Alberta and Saskatchewan (58.7% and 57.8% respectively).

By gender, consistent with what has been observed in the past, women (63.3%) and men (64.0%) used a similar proportion of their regular benefit weeks in 2014/2015. However, this was the first time since 2008/2009 that men used a slightly greater proportion of their regular benefits relative to women.

⁴⁰ Data from the 2014/2015 fiscal year are used because available data include incomplete estimates for the actual duration of EI regular benefits for claims established in 2015/2016, a number of which are affected by extended EI regular benefits, such that a preliminary estimate of the actual duration as a share of the maximum duration is likely to bias the measure.

TABLE 19

**Proportion of Employment Insurance Regular Benefits Weeks Used by Province or Territory,
Canada, 2010/2011 to 2014/2015**

	Proportion of Employment Insurance Regular Weeks Used				
	2010/2011	2011/2012	2012/2013	2013/2014	2014/2015
Newfoundland and Labrador	67.1%	66.1%	68.1%	70.4%	69.5%
Prince Edward Island	67.2%	68.9%	70.3%	71.4%	73.3%
Nova Scotia	66.7%	66.9%	69.4%	70.4%	71.1%
New Brunswick	65.5%	65.3%	65.5%	67.3%	69.6%
Quebec	60.8%	60.6%	62.2%	63.0%	63.9%
Ontario	61.4%	62.0%	62.8%	62.4%	61.7%
Manitoba	59.5%	60.2%	60.7%	61.1%	61.0%
Saskatchewan	57.1%	57.8%	57.1%	57.9%	57.8%
Alberta	59.3%	59.9%	58.5%	58.1%	58.7%
British Columbia	64.7%	64.3%	64.4%	64.5%	64.8%
Yukon	51.6%	52.3%	58.3%	59.0%	68.8%
Northwest Territories	61.4%	60.9%	61.5%	62.6%	64.2%
Nunavut	64.8%	63.0%	68.1%	70.4%	73.0%
CANADA	62.1%	62.2%	63.1%	63.5%	63.7%

Note: Includes all claims for which at least \$1 of regular benefits was paid.

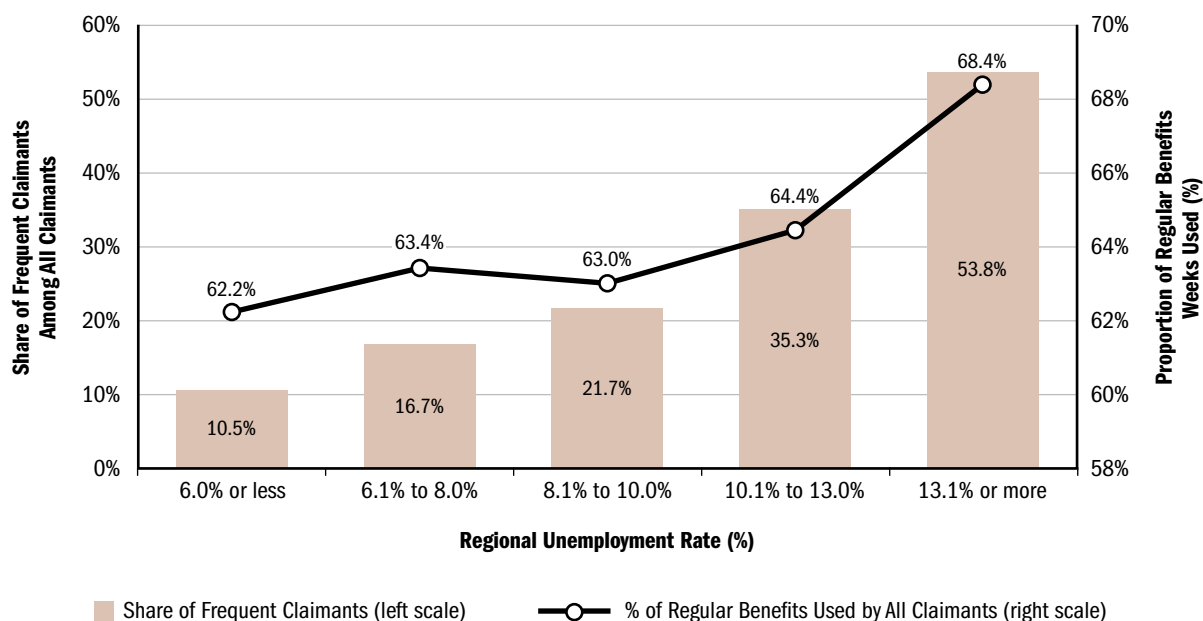
Source: ESDC, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

By age group, claimants aged 55 years and older (70.8% in 2014/2015) tended to use more of their regular benefit weeks than younger claimants (61.7%). As seen in Chapter I, this is likely related to longer periods of unemployment on average for older claimants relative to younger claimants and also, to some extent, slightly lower maximum entitlement durations.

The percentage of regular entitlement used is also linked to EI claimant category, as frequent EI claimants use a greater proportion of their regular entitlement (76.4% in 2014/2015) relative to occasional (63.2%) or long-tenured workers (52.0%), which may partly reflect the shorter entitlements received by frequent claimants on average. While the proportion of regular benefit weeks used is either relatively stable or declines with higher unemployment rates (reflecting greater entitlement provided in those regions) for each claimant category, as frequent claimants make up a greater share of the EI regular benefit claimant population in regions with higher unemployment rates, the proportion of regular entitlement used in those regions was also more elevated (see Chart 25).

CHART 25

Proportion of Employment Insurance Frequent Claims* and Proportion of Regular Benefits Weeks Used by Regional Unemployment Rate, Canada, 2014/2015**



* See Annex 2.1 for definitions of EI frequent claimants referenced in this chart.

**Unemployment rates used for the Employment Insurance program are a moving average of seasonally adjusted monthly rates of unemployment produced by Statistics Canada, as per section 17 of the *Employment Insurance Regulations*.

Source: ESDC, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

2.3.5 Exhaustion of Employment Insurance Regular Benefits

Claimants are said to have exhausted their entitlement when the number of weeks of benefits received (actual duration) equals the full entitlement available over the course of the benefit period. In some cases, the incidence of exhaustion of regular benefit entitlement can inform analysis related to the adequacy of the temporary income support that is provided to those looking for suitable employment following a job separation. Since a claim must be completed to determine its status as exhausted or non-exhausted, the analysis in this section is based on regular claims completed in 2015/2016, regardless of the claim's establishment date.

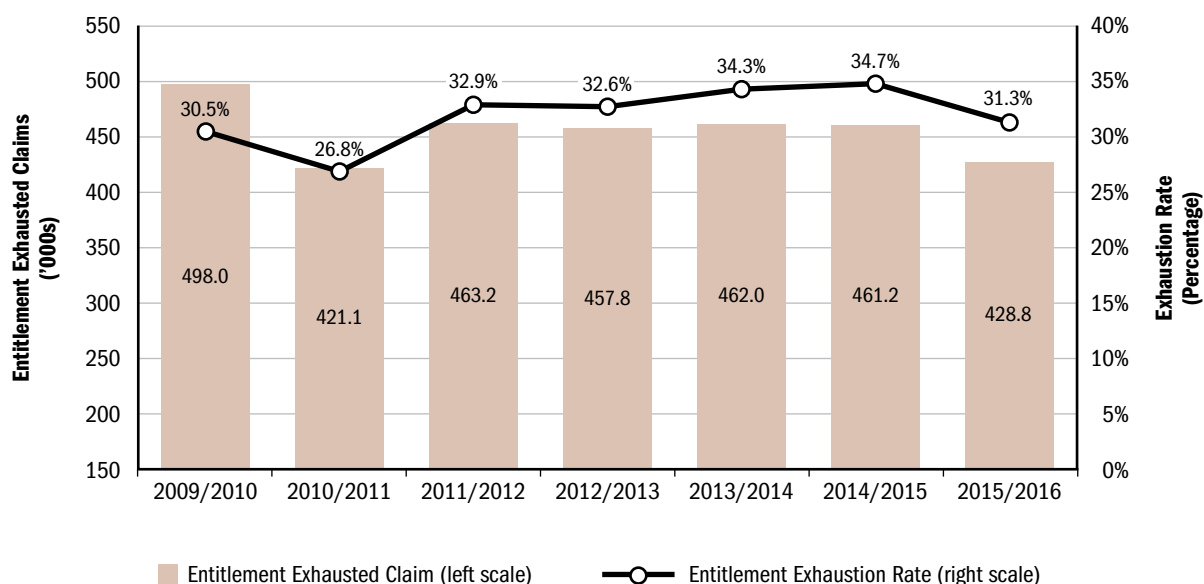
Entitlement Exhaustion of Employment Insurance Regular Benefits

Of all regular claims completed⁴¹ in 2015/2016, slightly less than one-third (31.3% or 428,800) closed with exhausted entitlement. As depicted in Chart 26, the volume of regular claims with exhausted entitlement declined significantly in 2015/2016 after remaining relatively stable at around 460,000 over the previous four years. This decline is mostly attributable to the extension of EI regular benefits in the 15 EI economic regions hardest hit by the downturn in commodity price, as discussed in Chapter I, which contained a retrospective element for claims established on or after January 4, 2015 that provided additional weeks of EI benefits to many EI regular claimants in these regions—particularly in Alberta—that extended their claim into 2016/2017 despite initially exhausting in 2015/2016.

While the national entitlement exhaustion rate declined by 3.3 percentage points from 2014/2015 to 2015/2016, Alberta, Saskatchewan and Nunavut recorded much more significant declines. The Northwest Territories posted the highest exhaustion rates in 2015/2016, which could be related in part to changes to EI economic regions in October 2014 that included the introduction of the new unemployment rate calculation methodology for EI economic regions in the territories and may have reduced the maximum entitlement duration available to claimants in some EI economic regions within the territories.⁴² Table 20 presents entitlement exhaustion rates by the location of the claim's establishment and by various demographic groups, such as gender, age and claimant category.

CHART 26

Employment Insurance Regular Benefits Entitlement Exhaustion Rate and Exhausted Claims, Canada, 2009/2010 to 2015/2016



Note: Includes claims for which at least \$1 of regular benefits was paid.

Source: ESDC, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

⁴¹ Completed claims include those that are terminated and those that are dormant and remained inactive as of August the following fiscal year.

⁴² ESDC, *Changes to Employment Insurance (EI) Economic Regions and Claimants Behaviours* (Ottawa: ESDC, Evaluation Directorate, (2016).

By gender, while claims established by women have higher entitlement exhaustion rates than those initiated by men historically—likely due in part to fewer weeks of entitlement on average—the exhaustion rate among women declined much more in 2015/2016 relative to men. Across age groups, claim exhaustion rates are fairly comparable with the notable exception of claims established by those 55 years old and older, which tend to exhaust entitlement more often and may be reflective of the challenges older claimants face in securing new employment following a job loss. However, in 2015/2016, there was a small decrease in the share of individuals in this age group exhausting their benefits as compared to 2014/2015.

Extension of EI Regular Benefits and Exhaustion Rates

As noted previously, *Budget Implementation Act, 2016, No. 1* provided eligible unemployed workers in the 15 EI economic regions hardest hit by the downturn in commodity prices with additional weeks of EI regular benefits. Claimants who started a claim for EI regular benefits on or after January 4, 2015 and were still unemployed were eligible to receive those additional weeks of EI benefits, even though they previously exhausted their entitlement or their benefit period.

As such, while not implemented during the reporting period, these extended benefits affect the 2015/2016 entitlement and benefit period exhaustion rates. For instance, a snapshot of administrative data prior to the implementation of this measure indicates the number of claims that were considered to have exhausted their entitlement in Alberta for the 2015/2016 fiscal year were much higher (about 47,600) than those based on the adjusted administrative data following the implementation of the act in July 2016 and the processing of previously exhausted claims (down to about 18,100).

TABLE 20

Employment Insurance Regular Benefits Entitlement Exhaustion Rates by Province or Territory, Gender, Age, Claimant Category and Seasonality, Canada, 2014/2015 to 2015/2016

	Entitlement Exhaustion Rate		
	2014/2015	2015/2016	Change (ppts)
Province or territory			
Newfoundland and Labrador	37.7%	28.9%*	-8.8
Prince Edward Island	40.1%	38.2%	-1.9
Nova Scotia	38.3%	40.2%	+1.9
New Brunswick	30.5%	32.9%	+2.4
Quebec	33.8%	33.8%	-0.1
Ontario	35.6%	33.6%*	-2.1
Manitoba	33.3%	29.0%*	-4.3
Saskatchewan	28.3%	18.1%*	-10.2
Alberta	29.3%	16.3%*	-13.0
British Columbia	37.4%	31.9%*	-5.5
Yukon	35.1%	31.0%*	-4.1
Northwest Territories	30.2%	48.8%	+18.6
Nunavut	42.2%	31.2%*	-11.0

	Entitlement Exhaustion Rate		
	2014/2015	2015/2016	Change (ppts)
Gender			
Men	33.2%	30.5%	-2.7
Women	36.9%	32.7%	-4.2
Age category			
24 years and under	32.1%	29.1%	-3.0
25 to 44 years	32.1%	29.0%	-3.1
45 to 54 years	33.7%	30.4%	-3.3
55 years and over	42.0%	37.9%	-4.1
EI claimant category**			
Long-tenured workers	27.1%	25.3%	-1.7
Occasional claimants	35.7%	31.5%	-4.1
Frequent claimants	38.7%	36.8%	-2.0
Seasonality**			
Seasonal	26.8%	25.0%	-1.8
Non-seasonal	38.3%	34.1%	-4.2
CANADA	34.7%	31.3%	-3.3
<p>Note: Data may not add up due to rounding. Includes all claims for which at least \$1 of regular benefits was paid.</p> <p>* Provinces and territories associated with regions provided with additional weeks of EI regular benefits under the <i>Budget Implementation Act, 2016, No. 1</i>. As claimants who started a claim for EI regular benefits on or after January 4, 2015 and were still unemployed were eligible to receive those additional weeks of EI benefits, even though they previously exhausted their entitlement or their benefit period, these extended benefits reduced the 2015/2016 exhaustion rates in those provinces and territories. A snapshot of administrative data prior to the implementation of this measure indicates much higher entitlement exhaustion rates: 34.5% in Newfoundland and Labrador, 35.2% in Ontario, 31.7% in Manitoba, 30.2% in Saskatchewan, 37.1% in Alberta, 38.5% in British Columbia, 45.8% in Yukon and 57.1% in Nunavut. As such, while not implemented during the reporting period, these extended benefits will affect the entitlement and benefit period exhaustion rates.</p> <p>**See Annex 2.1 for definitions of claimant categories referenced in this table.</p> <p>Source: ESDC, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.</p>			

Benefit Period Exhaustion vs Entitlement Exhaustion

In addition to entitlement exhaustion, claims may also end because their benefit period—the period during which a EI claimant may receive EI benefits, which is usually 52 weeks for a claim with EI regular benefits—closes before all potential regular benefit weeks of entitlement have been paid. These claims are known as the benefit period exhausted claims and represented 23.1% of all completed regular claims in 2015/2016.

The circumstances that result in benefit period exhaustion can generally be considered more positive when compared to entitlement exhaustion, as it is influenced by variables affecting the duration of an EI claim such as regular benefit entitlement (longer maximum duration), weeks worked while on claim (leading to deferred benefit weeks) and the use of special benefits (adding another type of entitlement to the claim).

For example, as shown in Table 21, benefit period exhaustees are more likely to work while on claim (71.8% in 2015/2016) relative to entitlement exhaustees (36.3% in 2015/2016). In 2015/2016, 72.2% of claims that exhausted their benefit period were able to requalify for a new claim within four weeks of the termination of their claim, as the claimant had accumulated sufficient hours of insurable employment during the previous claim to meet eligibility requirements. This compares to only 10.1% for entitlement exhausted claims, who also recorded fewer average weeks worked while on claim (11.9 weeks) than averaged by claims that exhausted their benefit period (15.8 weeks).

Claims completed in 2015/2016 used 19.1 weeks of regular benefits on average. While entitlement exhausted claims used 27.4 weeks of regular benefits, benefit period exhausted claims used 18.9 weeks and non-exhausted claims used an average of 13.7 weeks. Furthermore, as previously mentioned, receiving special benefits can affect the benefit period exhaustion rate, increasing the number of weeks of EI benefits available to a claimant. Of all benefit period exhausted claims, 15.8% received regular benefits combined with special benefits in 2015/2016, a greater share than for other types of completed regular claims.

TABLE 21				
Completed Employment Insurance Regular Claims by Exhaustion Status, Canada, 2015/2016				
	All Completed Claims	Non-Exhausted Claims	Entitlement Exhausted Claims	Benefit Period Exhausted Claims
Exhaustion rate	Not applicable*	Not applicable*	31.3%	23.1%
Adjusted exhaustion rate**	Not applicable*	Not applicable*	28.2%	6.4%
Requalification status for a new claim				
Requalifiers (new claim)	19.5%	1.0%	10.1%	72.2%
Non-requalifiers (no new claim)	80.5%	99.0%	89.9%	27.8%
Proportion of claims involving at least one week worked while on claim	50.6%	49.8%	36.3%	71.8%
Average weeks worked while on claim	11.0	7.4	11.9	15.8
Average weeks of regular benefits paid	19.1	13.7	27.4	18.9
Mixed claims (collected special benefits)	10.8%	8.6%	10.5%	15.8%
Average entitlement used	62.2%	42.8%	100.0%	56.7%
<p>Note: Totals may not add up due to rounding. Completed claims include those that are terminated and those that are dormant and remained inactive as of August of the following fiscal year. Includes all claimants to which at least \$1 of regular benefits was paid.</p> <p>* By definition, exhaustion rates are only applicable for exhaustee populations (entitlement and benefit period exhaustees).</p> <p>**The adjusted exhaustion rate is the exhaustion rate excluding claimants who re-qualified for a new claim following the termination of their claims.</p> <p>Source: ESDC, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.</p>				

Entitlement Exhaustion of Employment Insurance Regular Benefits: Seasonal Claimants and Seasonal Gappers

Historically, entitlement exhaustion rates are lower for seasonal claims⁴³ than for non-seasonal claims as many seasonal employees are only temporarily laid-off and are likely to find work in the same industry and potentially with the same employer during the next season.⁴⁴ When a layoff is outside of seasonal cyclicity, for reasons such as the deterioration of the local labour market conditions, it can result in longer periods on EI and a more difficult job search. Higher rates of benefit entitlement exhaustion among non-seasonal claims (34.1%) relative to seasonal regular claimants (25.0%) in 2015/2016 may be partly reflective of the different circumstances faced by these categories of claimants (see Table 18).

However, even though seasonal claimants are less likely to exhaust their benefits entitlement than non-seasonal ones, those that do, are likely to go through a period without any income (from either employment or EI benefits). These claimants, referred to as “seasonal gappers”, have a combined work-benefit period of fewer than 52 weeks over the year. This can occur because the claimant has not accumulated sufficient hours of insurable employment during their qualifying period for the entitlement to cover the entire duration of the unemployment spell and local labour markets make finding work more difficult while on claim or from the end of the claim to the start of the season.

Among individuals who completed their claims in 2015/2016, there were 12,490 seasonal gappers, representing slightly below 1.0% of all regular completed claims in 2015/2016 and 2.9% of all completed seasonal claims. When seasonal claimants from the educational services industry—who are less likely to exhaust because of a short and predictable summer off-season—are excluded, seasonal gappers made up 3.5% of completed seasonal claims in 2015/2016. While the distribution of seasonal gappers generally follows the one of EI seasonal claimants, EI claimants aged 55 and over usually account for a greater share of seasonal gappers (42.2%) relative to their proportion in total seasonal claimants (32.6%).

Completed claims from seasonal gappers averaged 18.9 weeks of work and 26.9 weeks on claim in 2015/2016 (including the waiting period) resulting in an average gap of 6.3 weeks. Over half (60.2%) of the claims from seasonal gappers were associated with a gap of less than 6 weeks, 24.3% with a gap of 6 to 11 weeks and 15.5% with a gap of 12 weeks or more. A 2016 evaluation examining Pilot Project 15—which extended EI regular benefits in 21 EI economic regions with high unemployment rates during a period of economic recovery to reduce the number of seasonal workers facing an income gap—found that it reduced both the probability of becoming a seasonal gapper and the duration of the period without income for seasonal gapper. However, seasonal gappers represented a very small proportion (4.6%) of all claimants benefiting from the extended weeks of benefits.

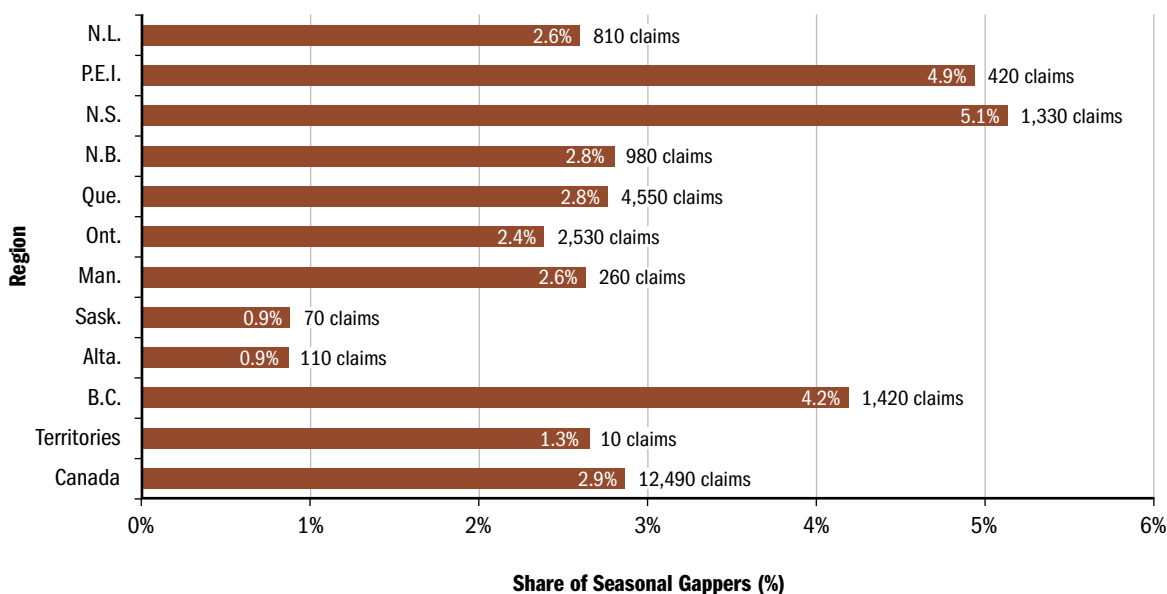
The Atlantic provinces (28.3%) and British Columbia (11.4%) were overrepresented among seasonal gappers as they respectively accounted for 23.7% and 7.4% of all seasonal regular claims in 2015/2016. For the same period, Ontario and Alberta both registered lower shares of claims associated to seasonal gappers relative to their respective proportion of seasonal claims. There was also significant variation in the likelihood that a seasonal claimant would experience an income gap following the end of their claim (see Chart 27).

⁴³ Seasonal claimants are individuals who established three or more regular or fishing claims in the five fiscal years preceding the reference year, of which at least two were established at the same time of year as their claim in the reference year. A claim is considered to have been established at the same time of year if it was established between eight weeks before and eight weeks after the week in which the reference year claim was established. See section 2.2.7 Regular Benefits and Seasonal Workers for more analysis on these claims.

⁴⁴ ESDC, *Industry of Employment After a Layoff* (Ottawa: ESDC, Economic Policy Directorate, 2016).

CHART 27

Number of Seasonal Gappers and Share Among All Completed Seasonal Employment Insurance Regular Claims, by Region, Canada, 2015/2016



Note: Completed claims include those that are terminated and those that are dormant and remained inactive as of August of the following fiscal year.

Source: ESDC, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

2.3.6 Working While on Claim Provision

The *Employment Insurance Act*'s Working While on Claim (WWC) provision is intended to help claimants stay connected with the labour market by encouraging them to accept available work while receiving EI benefits and to earn additional income while on claim. Under the WWC provision, claimants may earn employment income up to a specified earnings threshold determined by the prevailing legislation or pilot project with either reduced or full Employment Insurance benefits. Above this threshold, a claimant's weekly EI benefit is reduced dollar-for-dollar.⁴⁵ The WWC provision currently applies to regular, fishing, parental, compassionate care and parents of critically ill children benefits.⁴⁶

⁴⁵ EI claimants also have the option to defer a week of entitlement for later use within the claim's benefit period.

⁴⁶ It does not apply to EI sickness or EI maternity, as these claimants are not expected to return to work while on claim and are also not subject to requirements of being ready and available for work. EI does allow these claimants to earn employment income while on claim, but reduces benefits dollar-for-dollar.

Changes to Working While on Claim Pilot Projects

A new Working While on Claim (WWC) pilot project—namely Pilot Project 20—started on August 7, 2016 for a period of two years. This pilot helps EI claimants stay connected to the labour market and offers a choice of two options to better support their job prospects. Under the default rule, claimants can keep 50 cents of EI benefits for every dollar earned (up to a maximum of 90% of their weekly insurable earnings). Under the optional rule, claimants can choose to earn up to the greater of \$75 or 40% of their EI weekly benefit rate and earnings beyond this threshold resulting in weekly EI benefits being reduced dollar-for-dollar. The “optional rule” does not apply to claimants receiving special benefits for self-employed persons, as only the “default rule” is available for applicable benefits.

This provision was not in force during the reporting period of the *2015/2016 Monitoring and Assessment Report*.

Under the effective WWC provision in 2015/2016—Pilot Project 18 (August 5, 2012 to August 1, 2015) and Pilot Project 19 (August 2, 2015 to August 6, 2016)—a claimant was able to keep 50 cents of EI benefits for every dollar earned while on claim, up to a maximum of 90% of the average weekly insurable earnings used to establish his or her weekly benefit rate, before benefits were reduced dollar-for-dollar.⁴⁷ Pilot Projects 18 and 19 also allowed claimants (from January 6, 2013) to elect to revert to the rules of Pilot Project 17 (no reduction in EI benefits up to the greater of 40% of their weekly benefits or \$75 and dollar-for-dollar reductions thereafter) if they had worked while on claim between August 7, 2011 and August 4, 2012 (i.e. subject to the Pilot Project 17 provisions), representing a potential pool of 773,800 claimants. If a claimant reverted, Pilot Project 17 rules applied for the duration of the claim or up to the expiration of the pilot project (whichever was earlier), but was not permitted to revert in the future if he or she had elected not to revert. Of all claims established in 2015/2016, approximately 2,500 claims were subject to the Pilot Project 17 working while on claim provisions.

EXAMPLE

Employment Insurance Benefits under WWC Pilots

Nancy is unemployed and receives \$350 in EI regular benefits on a weekly basis (55% of her average weekly insurable earnings of \$636). She finds a part-time temporary job paying \$300 per week while she continues to look for suitable permanent employment.

Under the provisions of Pilot Project 17, she can earn the greater of \$75 or 40% of her weekly benefit rate of \$350 without any reduction in EI benefits. Under these provisions, her income would be \$490 per week (\$300 in employment earnings and \$190 in EI benefits).

Under the provisions of Pilot Project 19, for each dollar in employment income, she continues to receive 50 cents EI regular benefits, up to 90% of her previous weekly earnings (\$572). Under these provisions, her total weekly income would be \$500 (\$300 in employment earnings and \$200 in EI benefits).

⁴⁷ This is to ensure claimants do not receive more in earnings and benefits than they would have earned working full-time.

Number of Employment Insurance Regular Claimants Working While on Claim⁴⁸

About 802,600 claimants (or 42.5% of all EI regular claimants) with an active EI regular claim in 2015/2016 worked at least one week during a claim (see Table 22). Among all EI regular claimants who worked while on claim, almost four-fifths had some sort of consequential interaction with WWC provisions (partial benefits, mix of partial benefits and deferred weeks, etc.), while the remaining claimants only deferred their weeks of EI benefits when working while on claim (see Table 23).

The proportion of regular claimants with at least one week worked while on claim varies across regions and industries, likely a reflection of the claimants' local labour market conditions. Greater shares of EI regular claimants working while on claim correlates with regions—Atlantic provinces (51.7% in 2015/2016) and Quebec (51.0% in 2015/2016)—and with industries—Educational Services (60.7%) and Construction (48.1%)—that have a higher proportion of seasonal claimants, possibly due to the greater re-employment opportunities should the benefit period exceed the length of the “off-season”.

Women (45.1%) were more likely than men (41.0%) to work at least one week while receiving EI regular benefits in 2015/2016 and also to receive EI benefits during at least one of those weeks (88.4% of women who worked while on claim compared with 71.5% for men in 2015/2016). Conversely, workers from the Atlantic provinces were more likely than those residing in other regions to only defer weeks of EI regular benefits when working while on claim.

METHODOLOGICAL NOTE

Changes to the Reported Statistics on Working While on Claim

In previous *EI Monitoring and Assessment Reports*, the reported number of claims with work while on claim was based on claims established in a given fiscal year with at least one week worked while on claim over the claim's life, regardless of the fiscal year in which they worked. As some claims established within the reporting period would have been open, these statistics lagged the report by one year.

In order to make Working While on Claim statistics consistent with the reporting period and to better align measured working while on claim activity with the labour market conditions observed during the associated fiscal year and the prevailing Working While on Claim provisions, this year's report presents statistics on the number (or share) of claimants that worked at least one week while on claim during the fiscal year among all claimants with an active claim during that period, regardless of when these claims were established.

⁴⁸ The analysis in this section analyses the number of EI claimants who have worked while on claim in 2015/2016 while eligible to EI regular benefits and regardless of the year of establishment of the EI regular claim. Previous *Employment Insurance Monitoring and Assessment Reports* provided analysis of the incidence of working while on claim amongst claims established in a specific year, regardless of when the claimant worked while on that claim, and reported based on a one-year delay as a result.

TABLE 22

Regular Employment Insurance (EI) Claimants Working at Least One Week While on Claim and by Partial or Full Regular Benefits Paid During Weeks Worked While on Claim by Region, Gender and Age, Canada, 2014/2015 to 2015/2016

	Worked at Least One Week While on Claim			At Least One Week Worked While on Claim and Received EI Regular Benefits Paid		
	2014/2015	2015/2016	Change (%)	2014/2015	2015/2016	Change (%)
Region						
Newfoundland and Labrador	41,750	42,900	+2.8%	26,400	26,670	+1.0%
Prince Edward Island	9,810	9,410	-4.1%	6,840	6,640	-2.9%
Nova Scotia	37,960	39,300	+3.5%	28,820	28,670	-0.5%
New Brunswick	48,280	48,160	-0.2%	32,290	32,010	-0.9%
Quebec	285,090	281,060	-1.4%	216,350	212,600	-1.7%
Ontario	202,840	201,250	-0.8%	170,000	169,560	-0.3%
Manitoba	18,080	18,750	+3.7%	16,000	16,390	+1.9%
Saskatchewan	15,220	17,620	+15.8%	12,830	14,790	+15.3%
Alberta	41,380	64,030	+54.7%	33,570	51,800	+54.3%
British Columbia	78,780	78,100	-0.9%	68,140	66,790	-2.0%
Territories	2,340	2,060	-12.0%	2,030	1,790	-11.8%
Gender						
Men	472,100	484,980	+2.7%	341,200	346,990	+1.7%
Women	309,430	317,660	+2.7%	272,070	280,720	+3.2%
Age category						
24 years and under	73,520	76,030	+3.4%	61,450	63,250	+2.9%
25 to 44 years	358,410	372,810	+4.0%	286,440	296,550	+3.5%
45 to 54 years	215,750	213,850	-0.9%	163,910	162,350	-1.0%
55 years and over	133,850	139,950	+4.6%	101,470	105,560	+4.0%
CANADA	781,530	802,640	+2.7%	613,270	627,710	+2.4%
Note: Includes all claimants to which at least \$1 of regular benefits was paid.						
Source: ESDC, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.						

TABLE 23

Share of Regular Employment Insurance (EI) Claimants Working at Least One Week While on Claim and by EI Regular Benefits Received During Weeks Worked While on Claim, Canada, 2011/2012 to 2015/2016

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016
Share of EI regular claimants that worked at least one week while on claim	47.3%	46.5%	44.3%	43.2%	42.5%
Among EI regular claimants that worked while on claim, share who during weeks while on claim					
Deferred at least one week of EI regular benefits	62.4%	61.1%	60.9%	60.6%	60.3%
Deferred all their weeks of EI regular benefits	24.2%	21.6%	21.4%	21.5%	21.8%
Received at least one week of EI regular benefits	75.8%	78.4%	78.6%	78.5%	78.2%
Received EI regular benefits for all their weeks	37.6%	38.9%	39.1%	39.4%	39.7%

Note: Prior to WWC Pilot Project 18, which became effective in August 2012, EI claimants working while on claim could receive full EI benefits while working while on claim as long as their earnings did not exceed 75\$ or 40% of their weekly EI benefit rate. Since then, unless the claimant reverts to the Pilot Project 17 WWC provisions, he/she cannot receive the full weekly amount of EI benefits for weeks worked during a claim. Includes all claimants to which at least \$1 of regular benefits was paid.

Source: ESDC, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

Weeks Worked While on Claim

This section analyzes the WWC provision from the perspective of weeks worked while on claim, focusing on EI regular claims, examining whether or not employment income was reported during a week in which a claimant was entitled to receive EI benefits in the fiscal year, regardless of when the claim was established.

For EI regular claims, the proportion of weeks worked while on claim declined for the fourth consecutive year, down to 22.9% in 2015/2016 from 24.2% in 2014/2015 and from a high of 27.4% in 2011/2012 (see Chart 28).⁴⁹ The average number of weeks worked while on claim has also been on a downward trend and reached 11.0 weeks for claims terminated in 2015/2016, down from 13.9 weeks in 2012/2013.⁵⁰

The declines in the proportion of and the average number of weeks worked while on claim are partly attributable to changes in the WWC pilot projects and labour market conditions, as well as a decrease in the share of seasonal claimants among EI regular claimants (see section 2.2.7 Employment Insurance Regular Benefits and Seasonal Claimants) and an increase in the proportion of EI claimants based in western provinces who have historically been less likely to work while on claim.

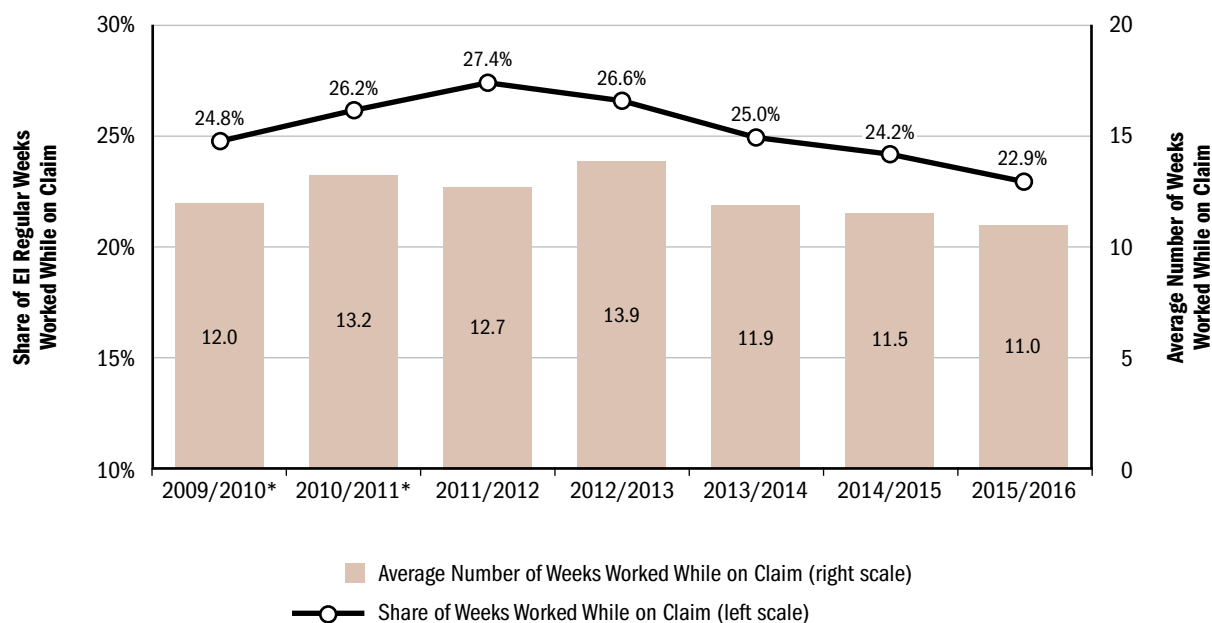
Seasonal claimants, women, claimants between 45 years old and 54 years old and those living in Atlantic Canada or Quebec all had above-average shares of EI regular claimants that worked while on claim and also of the proportion of weeks worked while on claim over the last five years. However, all provinces and demographic groups have trended down in the share of weeks worked while on claim (see Table 24).

⁴⁹ Among all EI benefits weeks paid in 2015/2016, 13.4% involved the claimant working while on claim.

⁵⁰ In previous *Monitoring and Assessment Reports* the average number of weeks worked while on claim was calculated based on the claims established during the fiscal year rather than on those completed during the fiscal year.

CHART 28

Employment Insurance (EI) Weeks Worked While on Claim by EI Regular Claimants, Canada, 2009/2010 to 2015/2016



Note: Includes all claims for which at least \$1 of regular benefits was paid.

* Coincides with the Employment Insurance (EI) temporary measures that increased the maximum number of weeks for which regular benefits could be paid.

Sources: ESDC, Employment Insurance (EI) administrative data. ESDC data are based on a 10% sample of EI administrative data.

Adjustments to WWC pilot projects over the years, combined with shifting economic conditions, have likely contributed to changing patterns in weeks worked while on claim. Under prior WWC provisions, EI benefits were not reduced below a certain threshold (25% of the claimant's weekly benefits or \$50 under the legislation and 40% of the claimant's weekly benefits or \$75 under Pilot Projects 12 and 17), but were reduced dollar-for-dollar thereafter and provided little incentive for EI claimants to work additional hours. Conversely, under the provisions of pilots in effect in 2015/2016—namely Pilot Projects 18 and 19—a claimant's total income (from EI benefits and employment earnings) increases with hours worked, until it reaches 90% of their weekly insurable earnings, strengthening labour market attachment. As a result, the provisions of the most recent pilots in effect have likely smoothed the distribution of hours worked by EI claimants relative to the provision of previous pilot projects or the legislation, and increased work intensity (see Chart 29).

This increase in work intensity is also reflected in the average weekly income—weekly EI regular benefits and employment earnings—of EI regular claimants working while on claim, which grew faster than for EI regular claimants not working while on claim, reflecting the higher real average weekly employment earnings⁵¹ of working while on claim EI regular claimants under the provisions of Pilot Projects 18 and 19 (see Table 25). Moreover, while the real average weekly EI regular benefits paid to EI claimants working while on claim have historically been lower than those paid to EI claimants not working while on claim, the additional income earned by claimants working while on claim appear to more than make up for this difference on average.

⁵¹ Adjusted using the All Items Consumer Price index, from Statistics Canada, CANSIM Table 326-0020.

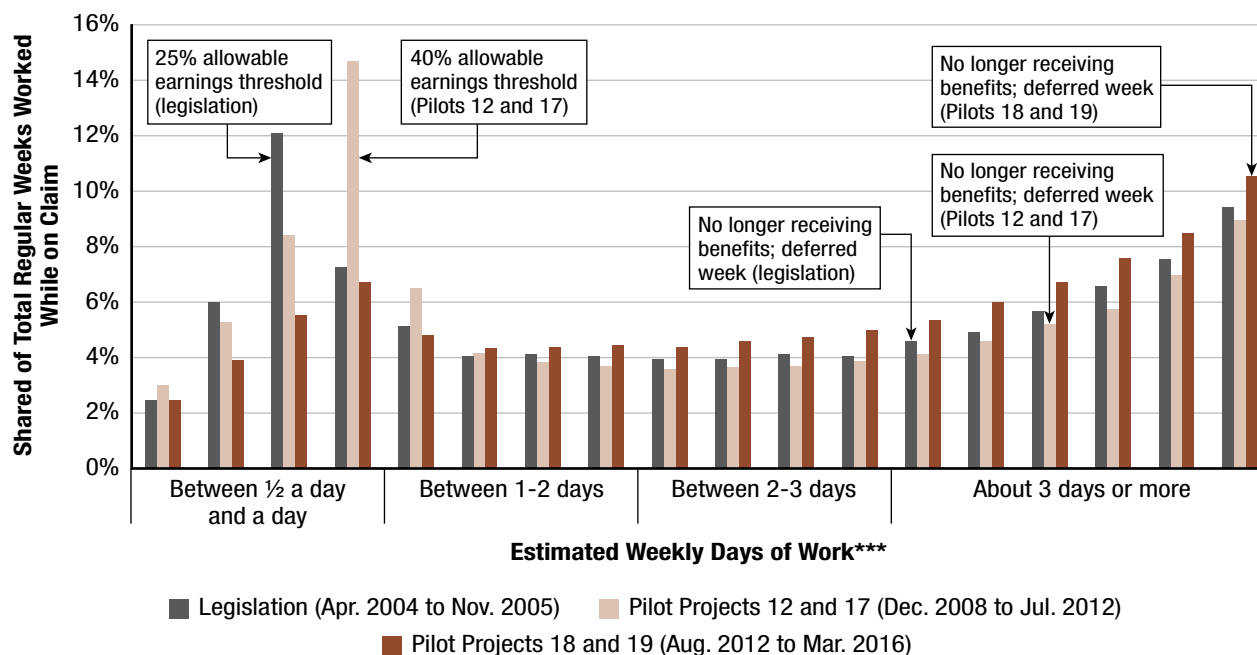
TABLE 24

**Share of Employment Insurance Regular Weeks Worked While on Claim by Region,
Gender, Age and Seasonality, Canada, 2011/2012 to 2015/2016**

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016
	Pilot Projects 12 and 17	Pilot Projects 17 and 18	Pilot Project 18	Pilot Project 18	Pilot Projects 18 and 19
Region					
Newfoundland and Labrador	31.5%	30.7%	28.2%	27.0%	25.8%
Prince Edward Island	32.8%	30.3%	27.9%	25.9%	25.1%
Nova Scotia	31.7%	31.0%	29.4%	27.8%	26.7%
New Brunswick	35.6%	34.6%	33.3%	32.4%	31.2%
Quebec	34.5%	33.6%	32.2%	31.2%	31.2%
Ontario	20.4%	19.5%	18.0%	17.7%	17.1%
Manitoba	16.1%	14.5%	14.1%	12.7%	12.1%
Saskatchewan	16.0%	15.1%	13.5%	12.9%	12.6%
Alberta	16.6%	15.2%	13.8%	11.8%	10.7%
British Columbia	23.0%	22.2%	20.5%	19.9%	18.7%
Territories	14.4%	13.0%	11.1%	11.1%	12.5%
Gender					
Men	26.1%	25.4%	23.7%	23.1%	21.5%
Women	29.5%	28.6%	27.0%	26.1%	25.6%
Age category					
24 years and under	24.3%	24.1%	22.9%	22.7%	21.1%
25 to 44 years	27.7%	27.2%	25.6%	25.0%	23.7%
45 to 54 years	32.0%	32.1%	30.6%	29.5%	28.2%
55 years and over	22.6%	20.3%	18.4%	17.7%	16.9%
Seasonality					
Seasonal*	35.3%	34.2%	32.9%	32.1%	31.1%
Non-seasonal	24.3%	23.3%	21.3%	20.5%	19.4%
CANADA	27.4%	26.6%	25.0%	24.2%	22.9%
Note: Includes all claims for which at least \$1 of regular benefits was paid.					
* See Annex 2.1 for definitions of seasonal claims referenced in this table.					
Source: ESDC, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.					

CHART 29

**Distribution of Weeks Worked While on Claim*, ** by Pilot Projects and Legislation,
Canada, 2004/2005 to 2015/2016**



* Data are based on the weeks worked while on claim during the specified period, regardless of when the claim was established.

** Excludes weeks worked while on claim with missing data, claims with weekly earnings as a share of weekly EI regular benefits above 180% and claims that reverted to Pilot Project 17.

*** Days worked are estimated by calculating the proportion of their full-time wage worked and converting it to days. For example, if a claimant worked for 20% of his/her benefit rate, recalling that the benefit rate is 55% of the full-time wage, then the claimant is working 11% ($20\% \times 55\%$) of his/her full-time wage, or approximately 1/2 day ($11\% \times 5$ days). This assumes that working claimants are earning approximately the same hourly wage as in their previous employment with which they qualified for benefits, that they had been working full time prior to establishing a claim and that they had earned the maximum insurable earnings or below.

Source: ESDC, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

TABLE 25

**Average Real* Employment Insurance (EI) Regular Claimants Weekly Earnings and EI Regular Benefits,
Canada, 2011/2012 to 2015/2016**

	Pilot Projects 12 and 17		Pilot Projects 18 and 19			
	2011/2012	2012/2013	2012/2013	2013/2014	2014/2015	2015/2016
EI regular claimants who did not work while on claim						
Average real EI regular weekly income (EI regular benefits only)	\$298	\$298	\$295	\$310	\$320	\$327
EI regular claimants who worked while on claim and did not defer weeks of EI benefits						
Average real weekly income	\$335	\$345	\$359	\$364	\$371	\$380
Average real EI regular weekly benefits	\$284	\$277	\$262	\$277	\$283	\$291
Average real weekly employment earnings**	\$51	\$68	\$97	\$87	\$88	\$89
Average real weekly employment earnings during weeks worked**	\$215	\$276	\$285	\$298	\$307	\$319

Note: Based on claims that have received only partial or only full EI regular benefits during all the weeks worked while on claim and that were terminated or were dormant and remained inactive as of August the following fiscal year, no matter when they were established. For Pilot Projects 12 and 17 in 2012/2013, only claims that were terminated or dormant between April 2012 and July 2012 were considered. For Pilot Projects 18 and 19 in 2012/2013, only claims that were established between August 2012 and March 2013 and terminated or dormant in 2012/2013 were considered, with claims started prior to August 2012 (and likely associated to longer EI regular benefits duration) excluded and may result in slight over estimates of average real weekly employment earnings in 2012/2013.

* Earnings and EI benefits are adjusted in real 2002 dollars using the All Items Consumer Price Index.

**The average real weekly employment earnings represent total employment earnings from work during a claim divided by the number of weeks the claimant received EI regular benefits. The average weekly earnings during weeks worked are total employment earnings divided by the number of weeks worked while on claim.

Sources: ESDC, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data and Statistics Canada, CANSIM Table 326-0020.

Factors Associated with Working While on Claim

A 2015 study* looking at claimants who only received EI regular benefits and worked while on claim in 2010 found that the longer the duration of a claim, the more likely the claimant was to work while on claim and to work for more than one employer. Specifically, for claims lasting 14 weeks or less, 48% worked while on claim and 14% worked for more than one employer. Those claims lasting 45 weeks or more had 67% of claimants working while on claim, with 30% working for more than one employer. The number of weeks worked as well as the number of “full-time” weeks (defined as a claimant having their benefits reduced to zero and therefore deferring the week) also increased with the duration of the claim and 74% of these claimants who only received EI regular benefits and worked while on claim did so for a single employer. The average working claimant worked approximately over a period of 12.5 weeks.

According to this study, 79% of working claimants had worked for the same employer previous to their claim, while 82% stayed with the same employer they worked for on claim after their claim had ended. In total, 95% of working claimants worked at least one week for the same employer before or after their claim. A subset of these claimants worked both before and after the claim, which made up 65% of working claimants. While not put forward by the study itself, these statistics could suggest that many claimants are being laid-off during a temporary work-shortage, with the possibility of returning intermittently during their EI claim as required, and returning full-time when the work-shortage subsides. This could explain the high correlation of seasonal industries and claims which produce and follow work-shortage trends with working while on claim.

* ESDC, *Who Are Workers Working for When Working While on Claim?* (Ottawa: ESDC, Evaluation Directorate, 2016).

2.3.7 Employment Insurance Regular Benefits and Seasonal Claimants

EI seasonal claimants are claimants who, in the previous five years, established at least three regular or fishing claims, with at least two having started during the same period of the year as the current claim.⁵² They are not mutually exclusive with the other claimant categories of frequent, occasional or long-tenured worker (see Annex 2.1 for precise definitions of the claimant categories).

As in four of the last five years, the total number of seasonal claims increased in 2015/2016, up by 1.4% to reach 452,400. Among them, some 425,700 (see Chart 30) were EI regular claims and the rest were claims for EI fishing benefits.⁵³ The analysis in the following subsections will focus on seasonal regular claims. More information on fishing claims can be found in section 2.4.

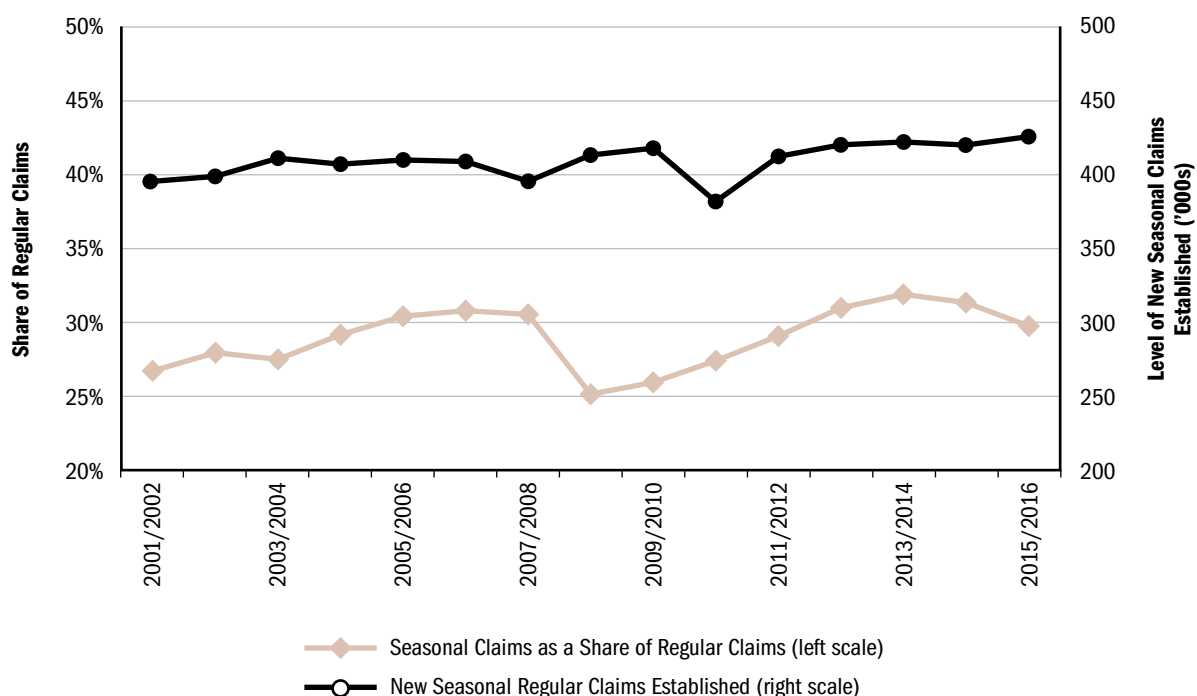
The 425,700 seasonal regular claims in 2015/2016 represented 29.7% of all regular claims established (see Table 26). Although this share declined for a second consecutive year—down from 31.9% in 2013/2014—it remained above its ten-year average of 29.2% (see Chart 30). This decline is attributable to a greater increase in non-seasonal regular claims associated with the downturn in commodity prices, discussed in Chapter 1, as non-seasonal regular claims are generally more responsive to business cycle fluctuations than seasonal regular claims.

⁵² This period is defined as the 8 weeks before and the 8 weeks following the one of the current claim established, for a total window of 17 weeks.

⁵³ Estimates for fishing claims are based on a 10% sample of EI administrative data.

CHART 30

Employment Insurance Seasonal Regular Claims*, Canada, 2001/2002 to 2015/2016



Note: Includes claims for which at least \$1 of regular benefits was paid.

* See Annex 2.1 for definitions of seasonal claims referenced in this chart.

Source: ESDC, Employment Insurance (EI) Administrative Data. Data are based on a 10% sample of EI administrative.

While a greater proportion of youth (under 25 years old) work in seasonal jobs relative to other age groups, claimants 45 years old and over represent the largest share of the seasonal claimants. The difference in the age distribution between seasonal employment and EI regular claims partly reflects the higher eligibility rates of unemployed aged 45 years old and over, especially in seasonal jobs, relative to those of individuals aged 15 to 24 years old (particularly as returning to school is an invalid reason for separation — see section 2.2.2 Coverage, Eligibility and Access).

The likelihood of an EI regular claim being established by a seasonal claimant was highest among the Atlantic provinces and Quebec and those based on employment in the goods sector (see Table 26). Within Atlantic Canada, 46.2% of all regular claims were seasonal in 2015/2016, compared to 26.8% for the rest of Canada. The high frequency of seasonal claims in the Atlantic provinces may be attributed to the composition of its goods-producing industries, which leads to a much higher proportion of seasonal employment in this sector (16.2% in 2015/2016) relative to the rest of the country (4.0% in 2015/2016). In contrast, Alberta had the lowest frequency of seasonal claims, as only 9.1% of its regular claims were seasonal. The Atlantic provinces and Quebec respectively accounted for 23.7% and 37.4% of all seasonal regular claims in 2015/2016 compared to, respectively, 11.7% and 26.1% of all non-seasonal regular claims (see Chart 31).

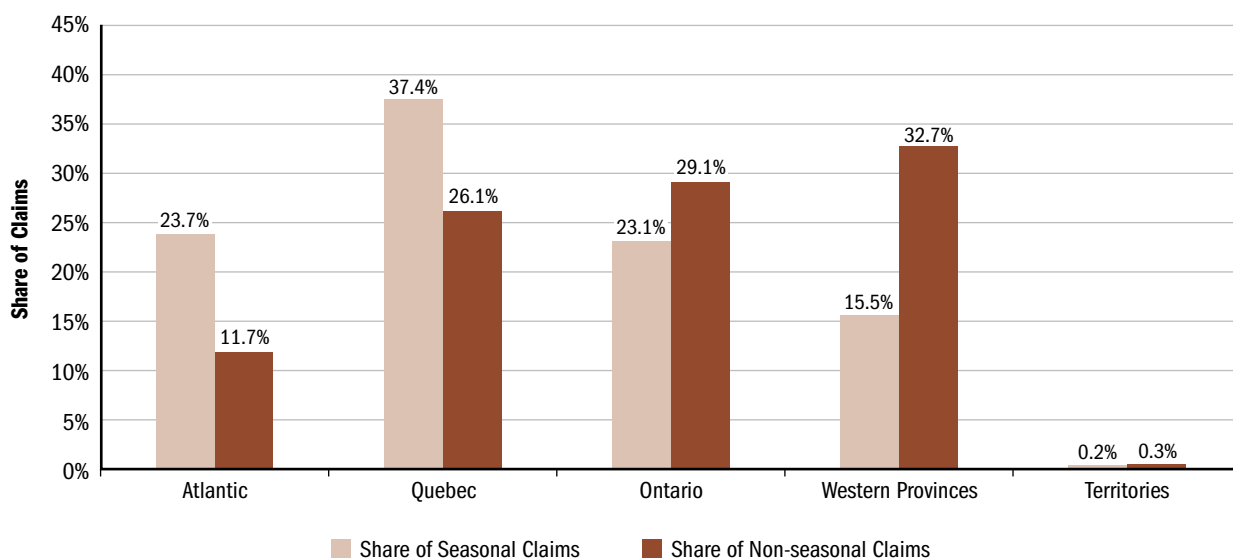
TABLE 26

**Employment Insurance (EI) Regular Claims and EI Seasonal Regular Claims* by Region,
Gender, Age and Industry, Canada, 2015/2016**

	Regular Claims (number)	Seasonal Regular Claims (number)	Seasonal Regular Claims as a % of Regular Claims
Region			
Newfoundland and Labrador	67,880	32,470	47.8%
Prince Edward Island	16,790	8,590	51.2%
Nova Scotia	62,020	24,970	40.3%
New Brunswick	72,030	34,910	48.5%
Quebec	422,200	159,380	37.7%
Ontario	390,830	98,420	25.2%
Manitoba	41,810	11,090	26.5%
Saskatchewan	39,58	8,240	20.8%
Alberta	167,800	15,280	9.1%
British Columbia	146,080	31,500	21.6%
Territories	4,070	840	20.6%
Gender			
Men	896,610	266,130	29.7%
Women	534,480	159,560	29.9%
Age category			
24 years and under	140,640	10,470	7.4%
25 to 44 years	639,540	156,900	24.5%
45 to 54 years	329,800	119,340	36.2%
55 years and over	321,110	138,980	43.3%
Industry			
Goods-producing industries	565,610	187,510	33.2%
Services-producing industries	821,740	229,480	27.9%
Unclassified industry	43,740	8,700	19.9%
CANADA	1,431,090	425,690	29.7%
Note: Total may not add up due to rounding. Includes all claims for which at least \$1 of regular benefits was paid.			
* See Annex 2.1 for definitions of seasonal claims referenced in this table.			
Source: ESDC, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.			

CHART 31

**Distribution of Employment Insurance Regular Seasonal and Non-Seasonal Claims*
by Region, Canada, 2015/2016**



Note: Includes all claims for which at least \$1 of regular benefits was paid.

* See Annex 2.1 for definitions of seasonal claims referenced in this chart.

Source: ESDC, Employment Insurance (EI) Administrative Data. Data are based on a 10% sample of EI administrative data.

About half (47.1% in 2015/2016) of seasonal regular claims were established in the third quarter of the fiscal year (October to December), as production slows down in many seasonal industries during that quarter (see Table 27). There are, however, variations across industries and gender. For instance, while seasonal claims by workers from goods-producing industries and by men are generally concentrated in the third quarter of the fiscal year, seasonal claims established by women and by workers in services-producing industries are more concentrated in the second quarter (July to September) of the fiscal year (53.0% and 41.5% respectively). This is likely related to the summer “off-season” for educational services, reflecting the closure of elementary schools and high schools during that period of the year.

Seasonal Workers

Statistics' Canada Labour Force Survey (LFS) defines seasonal workers as those whose employment is in an industry where employment levels rise and fall with the seasons. This does not necessary align with the EI claimant category, which is agnostic about a claimant's industry of employment and is based on the claimant's recent history of EI regular or fishing benefit use.

According to the LFS, there were 434,400 seasonal workers in 2015/2016,* a 2.7% increase from 2014/2015. Seasonal workers represented 2.9% of all employees and 21.5% of all temporary workers in 2015/2016, slightly below the average shares recorded over the last ten years. Over the last decade, the proportion of seasonal workers has ranged between 2.8% and 3.1% of all employees and between 20.9% and 23.6% of all temporary workers in Canada.

A recent report on seasonal employment** found that men, those who are single and those between 15 to 24 years old are more likely to work in seasonal jobs. The higher proportion of those 15 to 24 years old in seasonal jobs is mostly attributable to student summer employment patterns. Seasonal employment has become more important in terms of its share of total employment for workers 15 to 24 years old and also 55 and over.

* Statistics Canada, Labour Force Survey, CANSIM Table 282-0079.

**ESDC, *A profile of Seasonal Workers in 2015: A complement to a Profile of Temporary Workers* (Ottawa: ESDC, Economic Policy Directorate, 2016).

TABLE 27

Employment Insurance Seasonal Regular Claims* by Region, Gender and Industry Sector, Canada, 2015/2016

	Total Seasonal Regular Claims	Distribution of Seasonal Regular Claims by Quarter (%)			
		Q1 (April to June)	Q2 (July to September)	Q3 (October to December)	Q4 (January to March)
Region					
Atlantic Provinces	100,940	13.8%	22.7%	47.4%	16.1%
Quebec	159,380	11.1%	23.4%	54.0%	11.4%
Ontario	98,420	8.7%	36.7%	41.7%	12.9%
Western Provinces	66,110	11.2%	39.7%	37.6%	11.5%
Territories	840	13.1%	15.5%	54.8%	16.7%
Gender					
Men	266,130	9.3%	14.4%	59.7%	16.6%
Women	159,560	14.3%	53.0%	25.9%	6.8%
Industry sector					
Goods-producing industries	187,510	7.2%	14.1%	62.0%	16.7%
Services-producing industries	229,480	14.6%	41.5%	34.4%	9.5%
Unclassified industry	8,700	8.5%	12.9%	57.6%	21.0%
CANADA	425,690	11.2%	28.8%	47.1%	12.9%

* See Annex 2.1 for definitions of seasonal claims referenced in this table.

Source: ESDC, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

Eligibility for Employment Insurance Regular Benefits among Seasonal Claimants

The Employment Insurance Coverage Survey (EICS) of Statistics Canada shows that eligibility for regular benefits among seasonal workers is higher than that for temporary non-seasonal workers,⁵⁴ but lower than that for permanent full-time workers. In 2015, 82.6% of unemployed seasonal workers who had been paying premiums and had a valid job separation (were laid off or quit with just cause) were eligible for regular benefits compared to only 64.0% for other temporary, non-seasonal workers.

Duration of Employment Insurance Regular Benefits among Seasonal Claimants

In 2015/2016, the average maximum duration of entitlement available to seasonal regular claimants was 31.2 weeks of regular benefits, an increase of almost a week (+0.9 weeks) over the previous year. This is the first increase since 2009/2010, when the average duration was 39.0 weeks and was elevated by the additional weeks provided by the temporary measures introduced in Budget 2009/2010.

The average actual duration of EI regular benefits for seasonal claimants was 18.1 weeks in 2015/2016⁵⁵ and has remained relatively unchanged since 2012/2013. The average actual duration of regular benefits and the maximum entitlement among seasonal regular claimants are generally shorter than those for non-seasonal regular claimants, reflecting the fact that seasonal claimants generally accumulate fewer hours of insurable employment than non-seasonal claimants prior to establishing a claim.

Overlapping Definitions of Seasonal and Frequent Claimants: Internal Analysis

While not synonymous, there is significant overlap between frequent claimants—defined as claimants who have had three or more claims for EI regular or fishing benefits and received over 60 weeks of benefits in the past five years—and seasonal claimants.

Both seasonal and frequent claimants must have established three or more claims each in the past five years, but they differ on two criteria: 1) frequent claimants are defined on the number of weeks of EI regular or fishing received, while seasonal claimants are not; and 2) the timing of the claim establishment determines a claimant's status as seasonal, while this criterion does not apply for frequent claimants.

Analysis of frequent regular claimants and seasonal regular claimants indicate that a greater number of EI regular claimants qualify as seasonal claimants relative to frequent claimants (see Table 28). This suggests many seasonal regular claimants use less than the 60 weeks of regular benefits over a five-year period. At the same time, a large proportion of frequent claimants can be considered as seasonal claimants, such that claims by non-frequent seasonal claimants outnumber claims by frequent non-seasonal claimants (see Chart 32).

TABLE 28							
Frequent and Seasonal Employment Insurance Regular Claims*, Canada, 2009/2010 to 2015/2016							
	2009/2010	2010/2011	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016
Frequent	300,370	309,230	321,040	319,580	309,780	304,700	307,790
Seasonal	417,430	381,810	412,230	419,930	422,410	419,720	425,690

* See Annex 2.1 for definitions of frequent and seasonal claims referenced in this table.

Source: ESDC, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

⁵⁴ The EICS defines temporary non-seasonal workers (or other non-standard workers) as people in non-permanent paid jobs that were temporary, term, contractual, casual or other non-permanent (but not seasonal) jobs. These unemployed people were not self-employed.

⁵⁵ Based on preliminary estimates.

Analysis by industry shows that a large share of the difference between seasonal and frequent regular claims is due to claims from the Educational Services industry. While 19.1% of seasonal claims were from this industry, it represented just 6.3% of frequent claims. Moreover, because of the predictable cyclical nature of the Educational Services industry, seasonal claims accounted for 52.2% of all claims from this industry and represented 38.5% of all non-frequent seasonal claimants. The relatively short duration of the summer “off-season” means many of these seasonal claims do not accumulate sufficient weeks of benefits to also be classified as frequent claims.

Comparing the two non-overlapping populations, non-seasonal frequent claimants tend to claim more weeks of EI regular benefits, use a much greater proportion of their regular weeks of benefits and are much more likely to exhaust their EI regular entitlement relative to non-frequent seasonal claimants (see Table 29).

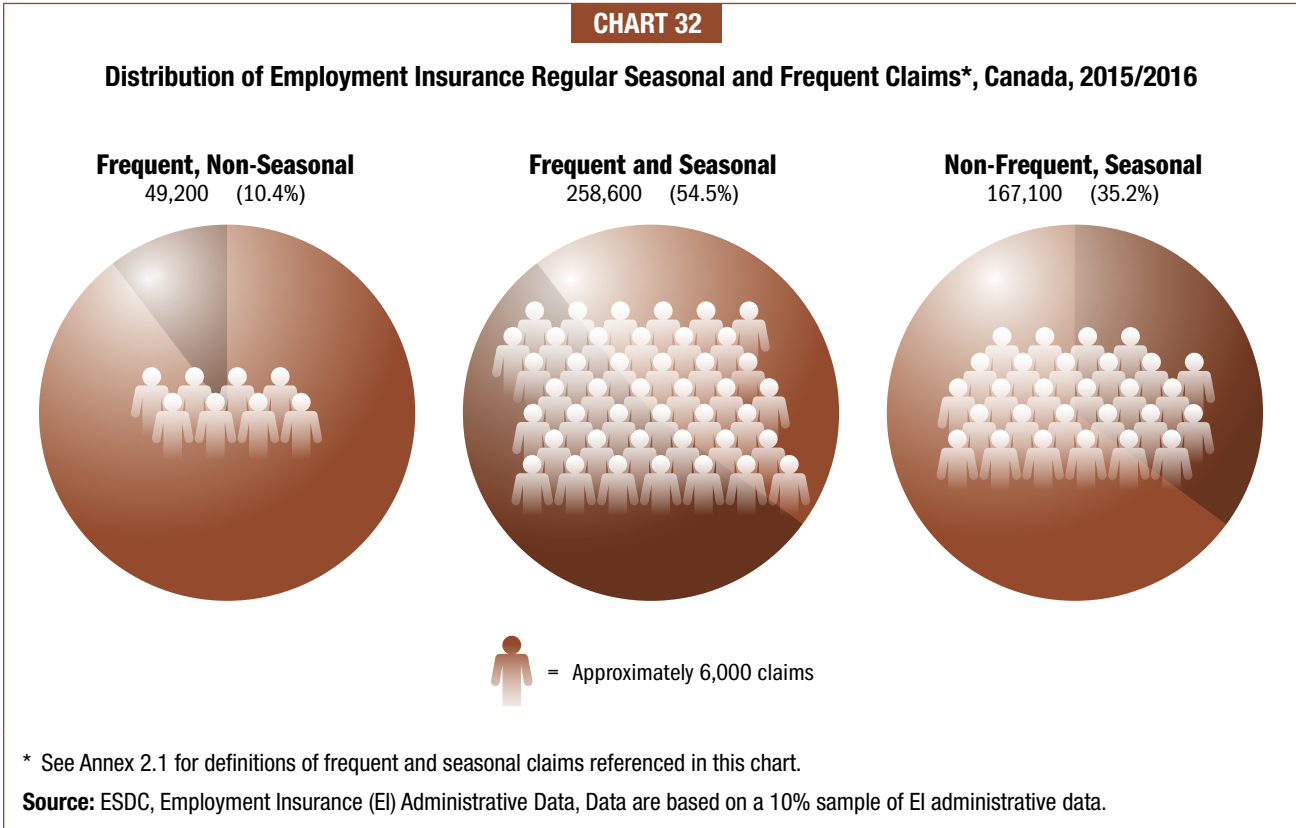


TABLE 29

Completed Employment Insurance Frequent and Seasonal Regular Claims*, Canada, 2015/2016

	Average Duration of EI Regular Benefits (in weeks)	Proportion of Regular Benefits Paid	Exhaustion Rate
Frequent non-seasonal claims	22.3	75.7%	42.7%
Frequent and seasonal claims	21.7	75.2%	35.6%
Non-frequent seasonal claims	11.6	40.2%	8.8%

Note: Completed claims include those that are terminated and those that are dormant and remained inactive as of August the following fiscal year.

* See Annex 2.1 for definitions of frequent and seasonal claims referenced in this table.

Source: ESDC, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

2.4 EMPLOYMENT INSURANCE SUPPORT FOR APPRENTICES

For many skilled trades, apprenticeship is the path by which individuals gain the skills and experience necessary for certification and to fully participate in the labour market. In Canada, the apprenticeship system is an industry-driven learning system that combines on-the-job and technical training. On-the-job training (during which the apprentice is an employee and earns a wage) is under the direction of a journeyperson, while technical training is the theoretical instruction, at a college or other training institution, to support what is learned in the workplace.

To help Canadians continue their apprenticeship and become certified journeypersons, the Employment Insurance program offers income support to those who stop working for the sole purpose of attending full-time technical training (sometimes referred to as block-release training) provided that their respective province or territory refers them under section 25 of the *Employment Insurance Act* and that they meet the other EI regular benefits eligibility requirements (e.g. have sufficient hours of insurable employment during their qualifying period). Employers may also choose to offer Supplemental Unemployment Benefit (SUB) plans to increase the weekly earnings of their apprentices during their periods of technical training, up to 95% of the apprentice's normal weekly earnings.⁵⁶

The EI Program also enables apprenticeship training by reducing the income gap experienced by eligible apprentices in other ways: 1) They are required to serve only one waiting period for the full duration of their apprenticeship, even if it involves multiple blocks of full-time technical training and 2) they can take advantage of applying for EI benefits up to seven days before the end of work and can elect to be exempt from bi-weekly reporting requirements while receiving EI benefits during full-time technical training.

While attending full-time technical training, apprentices also receive a special reference code issued by their province or territory or their training institution that facilitates faster processing of their EI claims and is issued for each block of full-time technical training.

⁵⁶ The purpose of a SUB plan is to provide employees with supplemental payments to Employment Insurance benefits during a period of unemployment due to temporary stoppage of work, training, illness, injury or quarantine. Employers must register their SUB plans with the Canada Employment Insurance Commission in order for payments made under such plans to not be considered earnings, which would reduce EI benefits.

Apprenticeship Training in Canada

Each province or territory is responsible for apprenticeship training within its jurisdiction. As a result, apprenticeship programs in Canada, including the duration and delivery method of technical training, vary across trades and across provinces and territories.

In Quebec, for example, apprentices complete all of their technical training at a college or training institution before beginning on-the-job training. In the rest of Canada, apprentices start with on-the-job training which is followed by technical training through a variety of approaches, including in-class learning, self-learning, distance learning, night classes or day release programs.

In most jurisdictions, to enter an apprenticeship program a prospective apprentice must be at least 16 years old and have successfully completed Grade 12 or have an equivalent amount of work experience or related education. In addition, the potential apprentice must find a job with an employer who will sponsor and train him or her under the mentorship of a qualified person.

Moreover, apprentices may be entitled to receive financial support under Part II of the *Employment Insurance Act*,⁵⁷ which is delivered by the provinces and territories under the Labour Market Development Agreements, in order to help cover accommodation, child care, transportation and other costs incurred while attending technical training. Other financial support from the Government of Canada is also available through programs such as the Canada Apprentice Loan and various apprenticeship grants.

The following sections present detailed statistics on the number of EI claims from apprentices, their weekly level of EI benefits and the duration of their benefits. EI claims from apprentices refer to claims from EI claimants referred under section 25 of the *Employment Insurance Act* for which at least \$1 of Employment Insurance regular benefits was paid during a period of full-time apprenticeship training.

2.4.1 Employment Insurance Claims from Apprentices and Amount Paid

In 2015/2016, the number of new EI claims from apprentices increased for the fifth consecutive year, up by 3.3% to 55,800. As a result, the amount paid in EI benefits reached \$343.8 million in 2015/2016, representing an increase of 18.4% from the previous year. The sharp increase in the amount paid relative to the number of claims is mainly attributable to the decline in the economic activity in commodity-based regions, as discussed in Chapter I, which led to a greater use of EI regular benefits by claimants living in those regions.

Outside of periods of full-time training and during the benefit period of an open claim, an apprentice may experience a loss of employment income due to a number of circumstances that may require the apprentice to access other types of EI benefits (e.g. lack of available work or care for a new born child) and may do so if he or she meets the eligibility requirements for the relevant EI benefit. Of the 55,800 claims established for apprentices in 2015/2016, 43.5% (or 24,300 claims) contained at least one week of regular benefits paid outside of periods of full-time training and 3.4% (or 1,890 claims) included at least one week of special benefits.

As has been true in the past, EI regular benefits while on full-time technical training made up the bulk of the total EI benefits amount paid to apprentices in 2015/2016 (220.6 million or 64.2% of the total benefits paid to apprentices). Regular benefits outside of periods of full-time training accounted for most of the remaining benefits paid (33.8% in 2015/2016) with a small fraction paid in special benefits (1.9% in 2015/2016).

⁵⁷ EI benefits received under Part II of the *Employment Insurance Act* are not considered in this section. See Chapter III for more information.

Employment Insurance Claims from Apprentices and Amount Paid, by Province or Territory, Gender and Age

As Table 30 shows, the majority of EI claims from apprentices in 2015/2016 were established in Alberta (36.8%), Ontario (23.5%) and British Columbia (16.4%), consistent with trends observed over the past five years. Total benefits paid to apprentices have followed a pattern very similar to the one for EI claims over the same period. While increases in new claims established by apprentices occurred in many provinces (notably British Columbia, Ontario and Manitoba), Alberta accounted for much of the increase in amounts paid.

The majority of EI claimants in apprenticeship programs and attending full-time technical training are men (95.6% in 2015/2016). The low proportion of claims by women is largely due to the low share of women amongst all registered apprenticeship training registrations (14.1% in 2014) but is disproportionate even so.⁵⁸ Out of \$343.8 million paid to apprentices in 2015/2016, men received \$327.2 million of total benefits and women received the remaining \$16.7 million of benefits.

TABLE 30						
Employment Insurance Claims from Apprentices and Amount Paid by Region, Gender and Age, Canada, 2014/2015 to 2015/2016						
	New Claims from Apprentices			Amount Paid (\$Millions)		
	2014/2015	2015/2016	Change (%)	2014/2015	2015/2016	Change (%)
Region*						
Newfoundland and Labrador	1,880	1,780	-5.3%	15.4	15.9	+3.4%
Prince Edward Island	280	310	+10.7%	1.6	2.0	+26.3%
Nova Scotia	1,360	1,350	-0.7%	8.2	8.9	+7.8%
New Brunswick	1,630	1,670	+2.5%	10.7	11.6	+8.7%
Ontario	12,550	13,100	+4.4%	64.5	69.8	+8.3%
Manitoba	3,040	3,400	+11.8%	15.6	19.6	+25.0%
Saskatchewan	4,390	4,310	-1.8%	21.7	24.4	+12.4%
Alberta	20,320	20,560	+1.2%	107.4	138.9	+29.3%
British Columbia	8,300	9,140	+10.1%	43.3	51.6	+19.1%
Territories	260	180	-30.8%	1.9	1.1	-38.3%
Gender						
Men	51,610	53,340	+3.4%	276.3	327.2	+18.4%
Women	2,400	2,460	+2.5%	14.0	16.7	+18.8%
Age category						
24 years and under	24,940	25,220	+1.1%	123.2	143.1	+16.1%
25 to 44 years	27,310	28,900	+5.8%	155.4	187.3	+20.5%
45 years and over	1,760	1,680	-4.5%	11.7	13.5	+14.9%
CANADA	54,010	55,800	+3.3%	290.3	343.8	+18.4%
Note: Totals may not add up due to rounding. Includes all claims from apprentices referred under section 25 of the <i>Employment Insurance Act</i> for which at least 1\$ of EI benefits was paid.						
* Quebec is not included, reflecting the unique program design in which apprentices complete all of the technical training prior to beginning on-the-job training.						
Source: ESDC, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.						

⁵⁸ Statistics Canada, Registered Apprenticeship Information System, CANSIM Table 477-0053.

While those aged 25 to 44 years old represent the largest share of EI claimants participating in apprenticeship programs and full-time technical training (51.8% in 2015/2016), those aged 15 to 24 years old accounted for a much larger share of EI apprenticeship claimants (45.2% in 2015/2016) relative to their share of EI regular benefits claimants overall (9.8% in 2015/2016) and those aged 45 years and over were underrepresented (3.0% of EI apprenticeship claimants in 2015/2016 versus 45.5% of all EI regular claimants). This is to be expected as the incidence of job-related training declines with age, though the gap between older and younger workers appears to be shrinking over time.⁵⁹

Employment Insurance Claims from Apprentices and Amount Paid, by Sector and Occupation

Similar to previous years, more than half (60.6%) of the apprentice claimants in 2015/2016 were from the Construction sector (see Table 31). Unemployed individuals from the Manufacturing, Other Services (excluding Public Administration)⁶⁰ and Retail Trade sector also accounted for a greater proportion of apprentice claimants in 2015/2016 compared with those from other sectors.

In terms of amount paid in benefits, claimants employed in Construction (63.8%), Manufacturing (7.9%) and Other Services excluding Public Administration (5.6%) received 77.3% of total benefits paid to apprentices in 2015/2016. Only Construction reported a year-over-year increase in claims by apprentices.⁶¹

The majority of EI claimants participating in apprenticeship programs and full-time technical training are associated with the Trades and Skilled Transport and Equipment Operators occupational group⁶² (89.9% in 2015/2016) who also received 90.0% of total benefits paid to apprentices. While apprentice claimants from this occupational group were mainly employed in the Construction sector, they were also found in Manufacturing, Other Services (excluding Public Administration) and Retail Trade.

⁵⁹ Jungwee Park, *Job-related Training of Older Workers* (Ottawa: Statistics Canada, Labour Statistics Division, 2012).

⁶⁰ Other services sector (code 81 of the North American Industry Classification System) includes the following sub-sectors: Repair and maintenance; Personal and laundry services; Religious, grant-making, civic and professional and similar organizations; and Private households.

⁶¹ The number of EI apprentice claimants from some industries, incorporated within the "Other industries" grouping, also increased. However, because their level was relatively low (generally below 1,000) they were combined with other industries in this section.

⁶² Trades and Skilled Transport and Equipment Operators comprise the following occupational subgroups: Contractors and Supervisors, Trades and Related Workers; Supervisors, Railway and Motor Transportation Occupations; Machinists and Related Occupations; Electrical Trades and Telecommunication Occupations; Plumbers, Pipefitters and Gas Fitters; Metal Forming, Shaping and Erecting Trades; Carpenters and Cabinetmakers; Masonry and Plastering Trades; Other Construction Trades.

TABLE 31

**Employment Insurance Claims from Apprentices and Amount Paid, by Sector and Occupational Grouping,
Canada, 2014/2015 to 2015/2016**

	New Claims from Apprentices			Amount Paid (\$Millions)		
	2014/2015	2015/2016	Change (%)	2014/2015	2015/2016	Change (%)
Sector						
Construction	30,480	33,820	+11.0%	171.7	219.4	+27.8%
Manufacturing	4,670	4,310	-7.7%	26.2	27.1	+3.4%
Other services (excluding public administration)	4,010	3,760	-6.2%	19.4	19.3	-0.5%
Other industries	14,850	13,910	-6.3%	73.0	78.0	+6.9%
Occupational grouping						
Trades and skilled transport and equipment operators	48,710	50,190	+3.0%	262.0	309.5	+18.1%
Other occupations	5,300	5,610	+5.8%	28.3	34.4	+21.3%
CANADA	54,010	55,800	+3.3%	290.3	343.8	+18.4%
Note: Totals may not add up due to rounding. Includes all claims from apprentices referred under section 25 of the <i>Employment Insurance Act</i> for which at least 1\$ of EI benefits was paid. Source: ESDC, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.						

2.4.2 Level and Actual Duration⁶³ of Employment Insurance Benefits for Apprentices

In 2015/2016, the average weekly benefit rate payable to apprentices increased by 2.3% from \$470 in 2014/2015 to \$481. Consistent with previous years, the average weekly benefit rate for apprentices was higher than the average for EI regular claims (\$451) overall.⁶⁴

In 2015/2016, claimants from the territories received the highest average weekly benefit rate (\$506), while those from Prince Edward Island had the lowest (\$416). On average, the weekly benefit rate received was higher among men (\$482) than women (\$453) and among claimants aged 45 years old or more (\$494) compared to claimants under 25 years old (\$471).

⁶³ All duration numbers in this section are based on preliminary estimates.

⁶⁴ The \$451 figure excludes Quebec. The average weekly benefit rate for all EI regular claimants, including Quebec, was \$446 in 2015/2016 (see section 2.2.3 Level of Employment Insurance Regular Benefits).

Regular Benefits and Training

Section 25 of the *Employment Insurance Act* allows EI claimants referred by their province, territory or Aboriginal Skills and Employment Training Strategy agreement holder to receive EI regular benefits and be exempted from the “available for work” requirement while on the full-time training program. Recent departmental analysis determined that there were about 88,100 claimants referred under Section 25 in 2015/2016, representing around 6.0% of all EI regular claimants. Of all referred claimants, about 66.2% (or 58,400*) were considered as apprentices and about 33.8% (29,700) were enrolled in non-apprenticeship related training. Male apprentices accounted for a disproportionate share (95.1% or 55,500) of all apprentices who took full-time technical training while receiving EI regular benefits. Among non-apprentices receiving a Section 25 referral, women represented a much larger share of the population (37.6%), albeit a minority still.

Apprentices were more likely to be found from the Western provinces, especially in Alberta. For the referred non-apprentices, Western provinces and Ontario were less likely to give Section 25 referrals to their eligible claimants, whereas Quebec and the Atlantic provinces were more likely to refer their claimants to attend full-time training. Provinces may refer claimants at different moments during a claim, depending on the circumstances leading to the referral. For instance, younger claimants are usually referred earlier during their claim to attend training courses, possibly reflecting the fact that they have, in general, less work experience than older claimants. In addition, claimants referred for apprenticeship-related training are often referred sooner (on average within a month following the start of their claim) than those pursuing other types of training (within three months after the start of their claim on average).

Even beyond section 25 referrals, a 2016 supplemental study found that EI claimants who participated in formal education within two years following their job separation were more likely to participate in trade or vocational training as compared to other types of formal education.**

* The number of apprentices may differ from those reported in Tables 30 and 31—which are computed based on a 10% sample of EI administrative data—because they are based on the full EI administrative database and also include claimants referred for apprenticeship training who decided not to enroll in an apprenticeship program.

**ESDC, *Employment Insurance Beneficiaries’ Participation in Formal Education, 2005 to 2013* (Ottawa, ESDC, Economic Policy Directorate, 2016).

The average actual duration of EI regular benefits received by EI claimants while on full-time technical training (8.1 weeks in 2015/2016) has remained relatively unchanged since 2012/2013 and showed little variation by province, with EI claimants from Nova Scotia and New Brunswick posting the lowest average duration (7.3 weeks in 2015/2016) and those from the Territories posting the highest one (9.2 weeks). While the average duration of EI regular benefits received while on full-time technical training did not differ much by gender—8.1 weeks for men compared with 7.9 weeks for women—claimants aged 55 years old or over received somewhat fewer weeks of benefits (6.8 weeks) relative to claimants from other age groups.

In addition to regular benefits paid while on full-time training, apprentices qualifying for EI regular benefits outside of periods of full-time training received an average of 11.2 weeks of EI regular benefits. As observed with the actual duration of EI regular benefits—see section 2.2.4—the duration was usually higher in Atlantic Canada (ranging between 10.0 weeks in Prince Edward Island to 15.8 weeks in Nova Scotia) and for older claimants (averaging 14.9 weeks for claimants aged 45 to 54 years old and 20.7 weeks for those aged 55 years old or over).

In addition to changes in economic cycles and regulations, training can also affect future use of EI regular benefits. A recent study,⁶⁵ using data from the Survey of Labour and Income Dynamics (SLID) found that participation in job-related training in a given year reduced the probability of receiving EI regular benefits in the following year and that it was due to employer-sponsored and workplace-based job-related training rather than self-sponsored or classroom-based training. Among those who did claim EI regular benefits, the study suggests that job-related training had only a limited impact on actual duration, reducing the average duration of benefit payments by 1.6 days among men and 0.9 days among women.

2.5 EMPLOYMENT INSURANCE FISHING BENEFITS

For the purpose of this section, a self-employed fisher is defined as a self-employed person engaged in the following activities (other than for their own sport): making a catch; doing any work incidental to making or handling a catch, provided the person also participates in making the catch; and, in constructing a fishing vessel for their own use or for the use of the crew of which the person is a member in making a catch.

Individuals must meet the definition of a self-employed fisher and pay EI premiums during the qualifying period (defined as either the 31 weeks prior to the new claim's establishment or since the establishment of a previous claim, whichever is shorter) in order to be covered by EI fishing benefits. The EI Program covers more than 90% of self-employed fishers.⁶⁶

Unlike EI regular benefits, eligibility for fishing benefits is based on insurable earnings obtained from fishing activities, rather than hours of insurable employment. In order to be eligible to receive fishing benefits, claimants must be ineligible to receive EI regular benefits and must have earned, during their qualifying period, the minimum insurable earnings as determined by the regional rate of unemployment in the EI economic region where the claimant lives (See Table 32).⁶⁷ These income thresholds have not changed since 1996. To determine weekly insurable earning from self-employed fishing activities, the earnings from fishing activities during the qualifying period are divided by the applicable divisor.

Eligibility for New Entrants and Re-Entrants (NEREs) for Self-Employed Fishers

Up until July 2016, claimants who began working as self-employed fishers for the first time or who returned to fishing after an absence of one year or more before the qualifying period had to accumulate at least \$5,500 (regardless of the EI region's unemployment rate) in insurable earnings as a self-employed fisher during the qualifying period to be eligible for fishing benefits.

For the last five years, over 98% (99.1% in 2015/2016) of all fishers who established a claim for fishing benefits qualified with insurable earnings above the minimum entitlement threshold of \$5,500 required for NERE claimants.

⁶⁵ ESDC, *Training and the Duration of Employment Insurance Benefits* (Ottawa: ESDC, Economic Policy Directorate, 2016).

⁶⁶ According to Canada Revenue Agency (CRA) data, 22,580 taxpayers reported fishing income in 2014, and 94.1% of them (21,250 individuals) had paid EI premiums (CRA data are based on a 10% sample of T1 tax data).

⁶⁷ Additional information on the amount that fishers must earn in order to qualify for fishing benefits is available at <https://www.canada.ca/en/services/benefits/ei/ei-fishing.html>.

TABLE 32

**Minimum Threshold of Insurable Earnings and Earnings Divisor for Fishing Benefits
by Regional Unemployment Rate**

Unemployment Rate	Required Insurable Earnings	Earnings Divisor	Unemployment Rate	Required Insurable Earnings	Earnings Divisor
0.1% to 6.0%	\$4,200	22	10.1% to 11.0%	\$3,200	17
6.1% to 7.0%	\$4,000	21	11.1% to 12.0%	\$2,900	16
7.1% to 8.0%	\$3,800	20	12.1% to 13.0%	\$2,700	15
8.1% to 9.0%	\$3,600	19	13.1% or higher	\$2,500	14
9.1% to 10.0%	\$3,400	18			

Note: Divisor is applied to the insurable earnings during the qualifying period to determine the equivalent weekly earnings that will be subject to the standard 55% replacement rate.

Claimants entitled to receive fishing benefits may receive a maximum of 26 weeks of fishing benefits per claim and are entitled to file a claim that corresponds to each of the fishing seasons (winter and summer). Claims associated with the winter fishing season/qualifying period may begin in April and claims associated with the summer fishing season/qualifying period may begin in October.

For the purposes of this section, EI fishing claims refer to EI claims for which at least \$1 dollar of EI fishing benefit was paid.

2.5.1 Employment Insurance Fishing Claims and Benefits Paid

The number of new fishing claims established increased by 2.5% to 28,300 in 2015/2016, the second consecutive year-over-year increase since the 14-year low registered in 2013/2014 (27,200 new claims). The general downward trend in new fishing claims established correlates with the number of commercial fishing licences issued (See Chart 33), which has consistently decreased between the 2005 (26,800) and 2013 (21,500) calendar years with a small increase in 2014 (22,100).⁶⁸

During each month of 2015/2016, there was on average 11,400 beneficiaries receiving fishing benefits,⁶⁹ slightly up from the previous year (+2.2%) and only somewhat higher than the 10-year low of 11,100 in 2013/2014.⁷⁰ They represented 1.4% of EI beneficiaries in 2015/2016 on average.

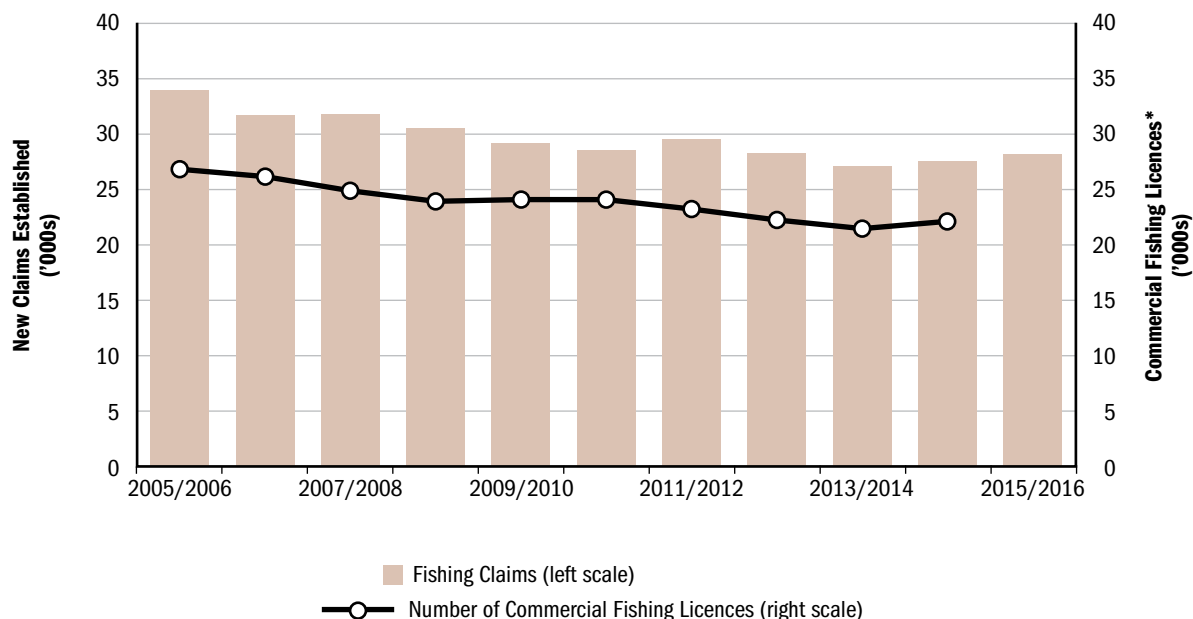
⁶⁸ Fisheries and Oceans Canada. 2014 data are the most recent available.

⁶⁹ The number of claimants is the number who received at least \$1 in fishing benefits during the one-month qualifying period (usually the week that includes the 15th of the month). This is affected by the number of claimants who receive fishing benefits for the first time and who stop receiving benefits mainly because they have exhausted their benefits or found a job.

⁷⁰ Statistics Canada, Employment Insurance Statistics, CANSIM Table 276-0020.

CHART 33

Employment Insurance Fishing Claims and Number of Commercial Fishing Licenses, Canada, 2005/2006 to 2015/2016



Note: Includes all claims for which at least 1\$ of fishing benefits was paid.

* Data on the number of commercial licenses are presented based on the calendar year rather than fiscal year. The latest data available are for 2014.

Sources: ESDC, Employment Insurance (EI) administrative data. Data are based on a 100% sample of EI administrative data; Fisheries and Oceans Canada.

The amount paid in fishing benefits grew to \$272.3 million in 2015/2016, an increase of 6.5% over the \$255.6 million paid in 2014/2015. Both new fishing claims and the amount paid in fishing benefits represent less than 2% of the total for all EI benefits types.

In 2015/2016, Atlantic Provinces continued to account for roughly 80% of the total number of new fishing claims established and fishing benefits paid in Canada (22,800 claims and \$216.6 million) with Newfoundland and Labrador alone representing roughly 40% of Canada's total (See Table 33). Fishing claims increased in all provinces with a significant fishing industry, except British Columbia where the decrease followed a substantial increase of 18.2% the previous year. The remaining provinces (i.e. Ontario, Manitoba, Saskatchewan and Alberta) and the territories only accounted for 4.1% of all fishing claims established in Canada in 2015/2016.

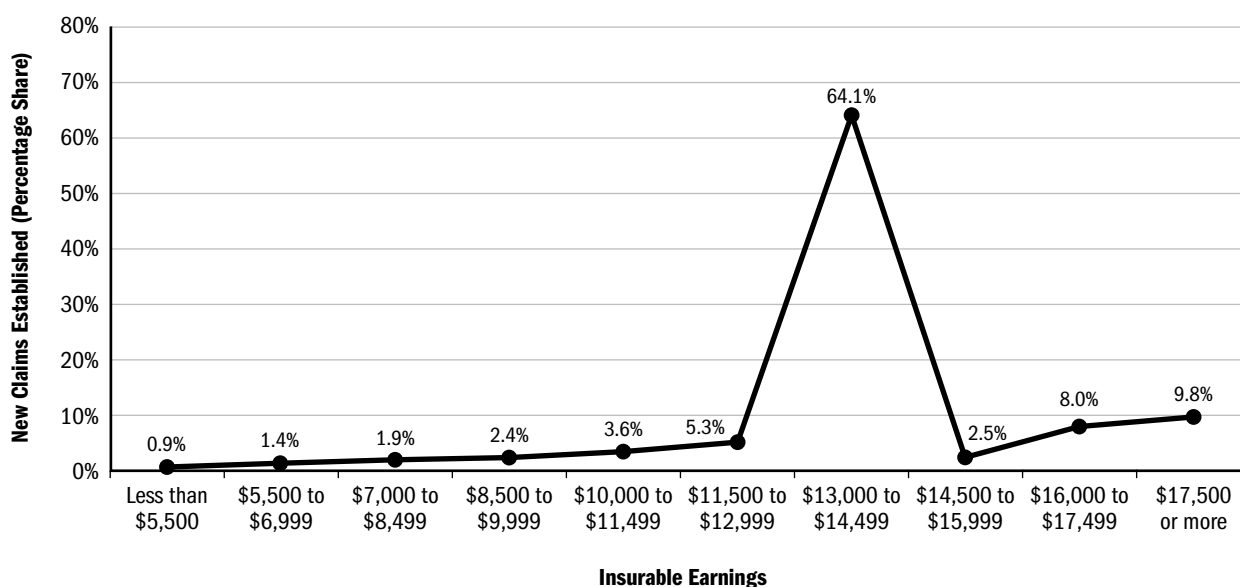
TABLE 33

**Employment Insurance Fishing Claims and Amount Paid by Region,
Gender, Age and Claimant Category, Canada, 2014/2015 to 2015/2016**

	Claims			Amount Paid (\$Millions)		
	2014/2015	2015/2016	Change (%)	2014/2015	2015/2016	Change (%)
Region						
Newfoundland and Labrador	11,160	11,469	+2.8%	\$98.6	\$108.1	+9.6%
Prince Edward Island	2,844	2,981	+4.8%	\$24.1	\$26.2	+8.8%
Nova Scotia	5,185	5,327	+2.7%	\$49.9	\$53.0	+6.1%
New Brunswick	2,791	2,977	+6.7%	\$26.6	\$29.3	+10.3%
Quebec	1,390	1,409	+1.4%	\$12.8	\$12.5	-1.9%
British Columbia	3,124	2,940	-5.9%	\$31.7	\$31.3	-1.2%
Other provinces and territories	1,093	1,168	+6.9%	\$12.0	\$11.8	-1.0%
Gender						
Men	22,590	23,121	+2.4%	\$210.9	\$223.9	+6.1%
Women	4,997	5,150	+3.1%	\$44.7	\$48.4	+8.2%
Age category						
24 years and under	1,218	1,380	+13.3%	\$10.4	\$11.6	+10.7%
25 to 44 years	8,214	8,327	+1.4%	\$74.3	\$78.6	+5.7%
45 to 54 years	8,228	8,184	-0.5%	\$78.7	\$81.4	+3.4%
55 years and over	9,927	10,380	+4.6%	\$92.2	\$100.7	+9.3%
EI claimant category *						
Long-tenured worker	161	254	+57.8%	\$1.4	\$1.8	+26.0%
Occasional claimant	3,041	3,277	+7.8%	\$27.1	\$29.6	+9.3%
Frequent claimant	24,383	24,740	+1.5%	\$227.1	\$240.8	+6.1%
CANADA	27,587	28,271	+2.5%	\$255.6	\$272.3	+6.5%
Note: Totals may not add up due to rounding. Includes all claims for which at least \$1 in EI fishing benefits was paid.						
* See Annex 2.1 for definitions of claimant categories referenced in this table.						
Source: ESDC, Employment Insurance (EI) administrative data. Data are based on a 100% sample of EI administrative data, except for amount paid, which is based on a 10% sample.						

CHART 34

Employment Insurance Fishing Claims by Insurable Earnings, Canada, 2015/2016



Note: Includes all claims for which at least \$1 of fishing benefits was paid.

Source: ESDC, Employment Insurance (EI) administrative data. Data are based on a 100% sample of EI administrative data.

As in previous years, fishing claims were predominantly established by men, as women accounted for less than one-fifth of all claims and amounts paid for fishing benefits in 2015/2016. However, this proportion varied significantly from a low of 4.6% in Quebec to a high of 23.5% in Newfoundland and Labrador.

The number of new fishing claims increased or remained relatively stable for every age group in 2015/2016. Youth (24 years old and under) experienced the greatest increase in new fishing claims compared to the previous year (+13.3%), but were under-represented compared to EI regular benefits (4.9% of all fishing claims compared to 9.7% of all regular claims). Conversely, older workers (55 years old and older) were over-represented, as they accounted for 36.7% of fishing claims in 2015/2016, but only 22.4% of all regular claims. Since the early 2000s, the share of fishing claims established by older workers has consistently increased every year (+4.6% in 2015/2016), which reflects the aging labour force in regions where the fishing industry is more important. Fishing claims established by core-age workers (25 to 54 years old) only slightly increased in 2015/2016 (+0.4%) and represented 58.4% of all fishing claims in 2015/2016 as compared to 67.7% for regular claims.

Almost nine out of ten fishing claims (87.5%) were established by frequent claimants in 2015/2016, whereas 11.6% were established by occasional claimants and only 0.9% by long-tenured workers. The amounts paid in benefits are similarly distributed and have remained relatively stable over the past several years.

The average weekly fishing benefit rate increased by 2.1%, from \$484 in 2014/2015 to \$494 in 2015/2016 (see Annex 2.10.3) and continues to be well above the average weekly regular benefit rate (\$446). Only British Columbia (\$444) experienced a decrease in the average weekly fishing benefit rate (-3.3%). The proportion of fishing claims at the maximum benefit rate increased for a second straight year (going from 67.1% in 2013/2014 to 74.6% in 2014/2015 and to 76.6% in 2015/2016), much higher than the proportion of regular claimants who received the maximum benefit rate (49.1% in 2015/2016). This is partly attributable to the fact that 64.8% of fishers that established a fishing claim resided in an economic region with an unemployment rate higher than 13% (minimum divisor of 14) and only needed \$13,669 in insurable earnings over their qualifying period to receive the maximum weekly benefit rate of \$537. For 2015/2016, almost six out of seven fishing claims were established with insurable earnings of \$13,000 or more (see Chart 34).

TABLE 34**Number of Fishers by Season of Establishment, Canada, 2011/2012 to 2015/2016**

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016
One season	12,280	11,873	11,460	11,880	11,996
Winter	2,417	2,763	2,559	2,596	2,605
Summer	9,863	9,110	8,901	9,284	9,391
Two season	8,612	8,207	7,856	7,852	8,132
CANADA	20,892	20,080	19,316	19,732	20,128

Source: ESDC, Employment Insurance (EI) administrative data. Data are based on a 100% sample of EI administrative data.

2.5.2 Seasonal Component of Employment Insurance Fishing Benefits

The 28,300 new fishing claims established in 2015/2016 originated from only 20,100 fishers, reflecting the fact that fishing benefits are available for two fishing seasons a year (winter and summer). The number of fishers that established at least one claim in 2015/2016 increased for a second year in a row (+400 or 1.9%) compared to a low of 19,300 fishers in 2013/2014. This increase is mainly attributable to the Atlantic Provinces (+600 fishers for a total of 16,200 fishers), particularly as the number of self-employed fishers in British Columbia that established a claim decreased (-200 for a total of 2,900 fishers).

Most self-employed fishers that established only one claim in 2015/2016 did so for earnings during the summer qualifying period (9,400 fishers) compared to only 2,600 fishers for the winter qualifying period (see Table 34). Around 40% of fishers (8,100 fishers) established a fishing claim for each season in 2015/2016. The Atlantic Provinces and Quebec accounted for 97.2% of all fishers who established multiple fishing claims. Claimants from Newfoundland and Labrador and Quebec were the most likely to be active in both seasons, 56% and 70% respectively established multiple fishing claims in 2015/2016.

Fishers who established a claim in 2015/2016 received an average of \$10,748 in fishing benefits, while fishers who established two claims received an average of \$9,890 for their first claim and of \$8,759 for their second claim, averaging a total of \$18,649. This compares to \$7,392 in EI regular benefits to the average EI regular benefit claimant.

2.5.3 Duration of Employment Insurance Fishing Benefits

Regardless of a claimant's region of residence (or local labour market conditions), the maximum duration for fishing benefits is 26 weeks per claim. Actual duration of fishing benefit periods varies very little over time. In 2015/2016, it was 20.5 weeks⁷¹ and compares to 20.7 weeks for both preceding years. British Columbia historically had the most fishing benefit weeks used on average and 2015/2016 was no exception, as the province's fishers used an average of 22.9 weeks. The average weeks of fishing benefits used for the Atlantic Provinces and Quebec varied between 18.6 and 20.7 weeks per claim.

Fishers who established a single claim in 2015/2016 received an average of 22.9 weeks of fishing benefits, slightly less than in 2014/2015 (23.0 weeks). Half of the fishers who established only one claim (6,000 out of 12,000 fishers) used their maximum fishing benefits entitlement (See Table 35). As for fishers who established two claims, they received fishing benefits for an average of 19.9 fishing weeks for their first claim and 17.4 weeks for their second claim, which represents a combined average of 37.3 weeks.

TABLE 35				
Average Duration and Employment Insurance Fishing Benefits Exhaustion Rate by Fishers, Canada, 2014/2015 to 2015/2016				
	Average Duration (weeks)		Proportion of Fishers Using the Maximum Fishing Benefits Entitlement Per Claim	
	2014/2015	2015/2016 ^p	2014/2015	2015/2016
One season / one claim	23.0	22.9	52.3%	50.0%
Two seasons / two claims	38.0	37.3	–	–
First claim	20.2	19.9	8.4%	8.4%
Second claim	17.9	17.4	2.4%	1.7%
Note: Includes all claims for which at least \$1 of fishing benefits was paid.				
^p Preliminary estimates.				
Source: ESDC, Employment Insurance (EI) administrative data. Data are based on a 100% sample of EI administrative data.				

2.6 EMPLOYMENT INSURANCE WORK-SHARING BENEFITS

Work-sharing is an adjustment program designed to help employers and workers avoid layoffs when there is a temporary reduction in the normal level of economic activity as a result of factors beyond the control of the employer. It provides income support in the form of Employment Insurance (EI) work-sharing benefits to eligible employees who agree to work a temporarily reduced work week while the business recovers, with the goal that all participating employees return to normal working levels by the end of the work-sharing agreement. In this way, work-sharing helps employers retain skilled employees and avoid the costly process of recruiting and training once the business recovers and helps workers maintain their employment and skills by supplementing their wages with work-sharing benefits for the days they are not working.

⁷¹ Data for 2015/2016 are preliminary and, where necessary, will be revised in the next *Employment Insurance Monitoring and Assessment Report*.

Work-sharing agreements are signed for a duration period of between 6 to 26 consecutive weeks normally, with a possible extension of up to 12 additional weeks (up to 38 weeks total) under exceptional circumstances, such as an unanticipated and prolonged period of economic contraction. To be eligible for work-sharing benefits, an affected group of employees in a particular work unit must experience a minimum 10% reduction in their normal weekly earnings and available work is to be redistributed through a reduction in the hours worked by all employees within one or more work units of a company. Affected workers must be year-round employees, meet the eligibility criteria to receive EI regular benefits and must agree to a reduction in their normal amount of working hours in order to participate in a work-sharing agreement.

For an employer to be eligible to participate, it must be a publicly-held company, private business or non-profit organization experiencing reductions in business activity that are beyond its control and must be in operation year-round in Canada for at least two years prior to application. The employer is required to implement a recovery plan to return affected work units to normal staffing levels and hours of work by the end of the agreement period. To qualify for work-sharing, the employer must also employ a minimum of two EI-eligible employees within the affected work unit and agreements must be signed by the affected employees, the employer and Service Canada. Employers experiencing reduced business activity attributable to a predictable seasonal shortage of work or any other recurring production slowdown or those involved in work stoppages from a labour dispute are not eligible for work-sharing.

For the purposes of this section, EI work-sharing claims refers to any claim for which at least \$1 of work-sharing benefits was paid.

EXAMPLE

Receiving Employment Insurance Work-Sharing Benefits

Brenda is a full-time employee working at a manufacturing firm in Guelph, Ontario and earns \$30,000 per year. After a recent significant decline in sales due an external shock in their main retail market the firm's faces the risk of losing a third of their employees to remain in operation. The company agrees to initiate an eight week Work-sharing agreement with Service Canada, where all employees in Brenda's work unit reduce their time worked per week by 30% and receive EI benefits for days where they do not work as a result of the agreement.

If Brenda and each of her co-workers were laid off rather than participate in work-sharing, they would have been entitled to each receive benefits worth \$317 per week. By participating in work-sharing, Brenda and her co-workers instead continue working for 70% of their normal weekly hours (earning \$404 per week) and collect EI benefits for the remaining 30% of their average hours worked per week (equal to 55% of the value of the insurable earnings she would have received from the company), providing Brenda and each other employee with an additional \$95 in weekly earnings.

By participating in work-sharing, Brenda and her co-workers are able to continue working and keep their skills up to date while earning more from the combined time worked and EI benefits received (\$499 per week) than if they had been on EI regular benefits following a layoff (\$317 per week). Similarly, the employer is able to retain their skilled and experience workforce for the return to normal business activities.

2.6.1 Employment Insurance Work-Sharing Agreements

The number of work-sharing agreements put in place in a given fiscal year tends to follow a countercyclical pattern, with the number of new agreements established increasing during periods of economic shocks and declining during periods of economic growth.

Consistent with the weaker economic growth observed in 2015/2016 (see Chapter I), the number of new work-sharing agreements increased for the first time in five years, from 411 agreements in 2014/2015 to 917 in 2015/2016. This was more than double the number of agreements reported in the previous year, but is still significantly below the peak of 7,717 agreements in 2009/2010 (see Chart 35). Much of the increase was concentrated in the provinces of Alberta (+423), with sizeable—though much smaller in magnitude—jumps in the number of agreements also seen in British Columbia (+33) and Saskatchewan (+30). Canada's Western provinces accounted for 66.9% of all agreements in 2015/2016 and Alberta alone represented 49.7%.

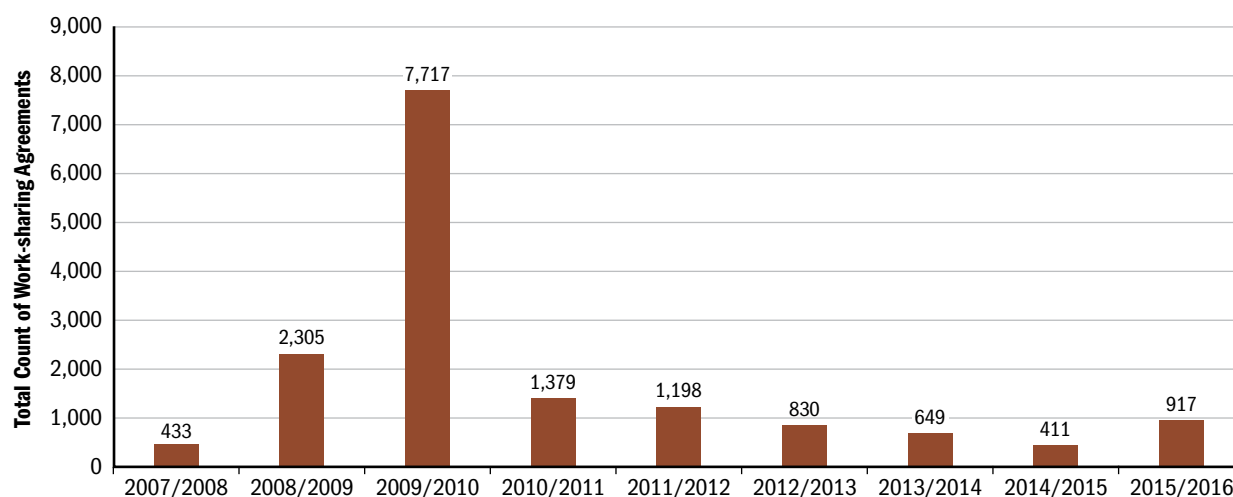
The goods-producing industries of Canada's economy represented the majority of all work-sharing agreements initiated in 2015/2016, as they have in previous years (see Table 36). Manufacturing firms reported the largest number of work-sharing agreements with 527 agreements, equivalent to 57.5% of all agreements established in 2015/2016. This was well ahead of the Professional, Scientific and Technical services industry (84 agreements), Wholesale Trade (80 agreements), the Construction industry (52 agreements) and the Mining, Quarrying and Oil and Gas Extraction industry (52 agreements).

When assessed by firm size, small-sized enterprises (fewer than 50 employees) comprised 76.6% of all work-sharing agreements in 2015/2016. Combined, small and medium sized enterprises (SMEs) with fewer than 500 employees accounted for 99.2% of all work-sharing agreements, while only seven agreements in 2015/2016 involved a large-sized enterprise (500 employees or more). This was consistent with general trends observed since the 2008 recession, as work-sharing agreements have been primarily initiated to assist SMEs in recovering from disruptions to their normal levels of business activity.

BUDGET 2016

Extension of Work-Sharing Agreement Durations

Budget 2016 announced an extension of the maximum duration of work-sharing agreements, from 38 weeks to 76 weeks, for businesses across Canada that were affected by the commodity downturn. This provision did not come into effect until April 1, 2016 and is therefore beyond the scope of the review period for this report. As such, all claims reported on in this section were therefore subject to a maximum duration of 38 weeks, based on historical program duration limits, but may be subject to future revisions.

CHART 35**Total Count of Work-Sharing Agreements, Canada, 2007/2008 to 2015/2016**

Source: ESDC, Common System of Grants and Contributions.

TABLE 36**Percentage Share of Work-Sharing Agreements by Selected Industry, Canada, 2010/2011 to 2015/2016**

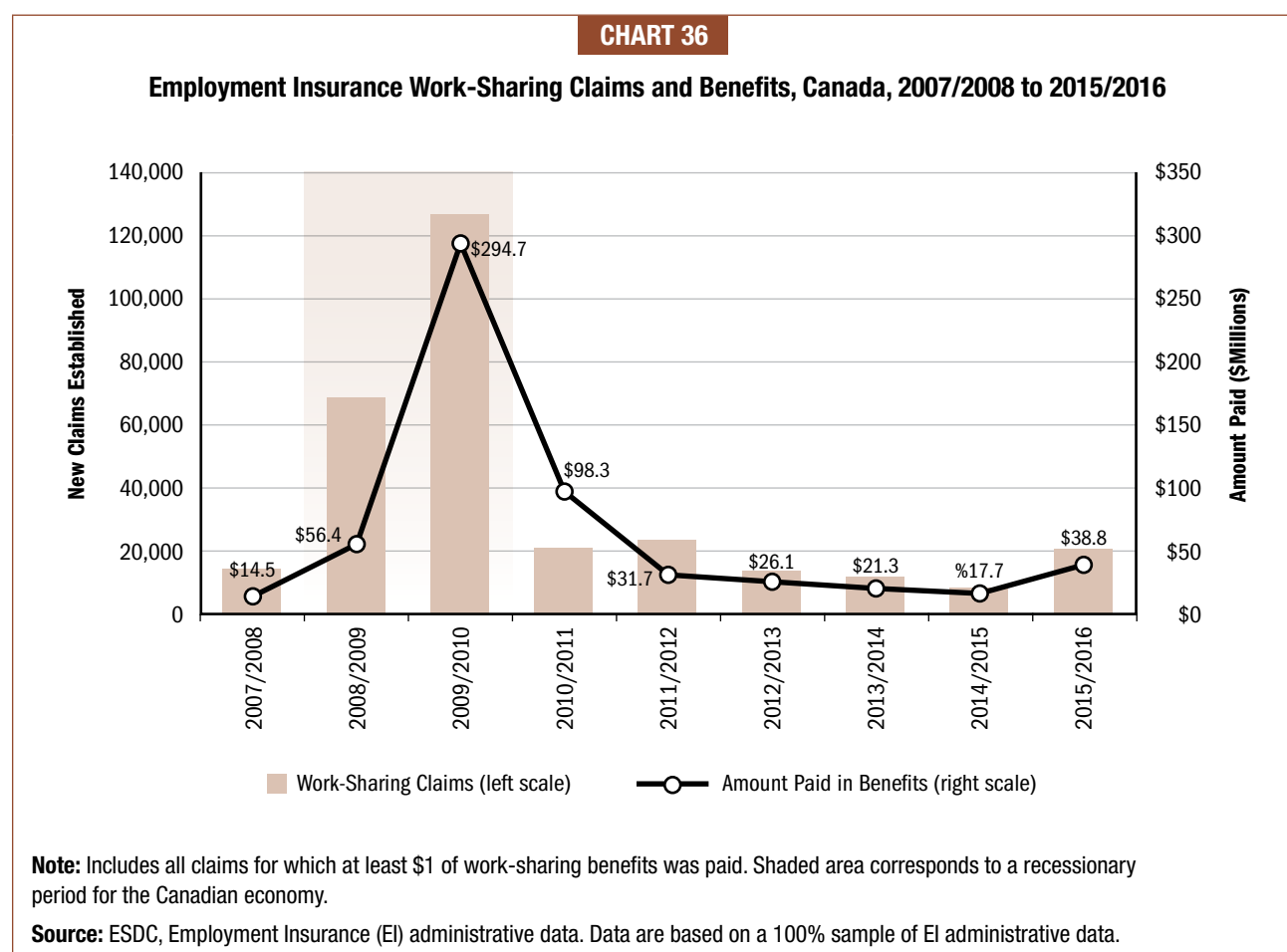
	2010/2011	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016
Goods-producing industries	838 (60.8%)	810 (67.6%)	569 (68.5%)	446 (68.7%)	267 (65.0%)	641 (69.9%)
Construction	93 (6.7%)	67 (5.6%)	41 (5.5%)	36 (5.5%)	28 (6.8%)	52 (5.7%)
Manufacturing	724 (52.5%)	727 (60.7%)	512 (61.7%)	382 (58.9%)	227 (55.2%)	527 (57.5%)
Services-producing industries	541 (39.2%)	388 (32.4%)	261 (31.5%)	203 (31.3%)	144 (35.0%)	276 (30.1%)
Wholesale trade	94 (6.7%)	88 (7.3%)	43 (5.2%)	44 (6.8%)	34 (8.3%)	80 (8.7%)
Retail trade	90 (6.5%)	75 (6.3%)	47 (5.7%)	24 (3.7%)	17 (4.1%)	21 (2.3%)
Professional, scientific and technical services	125 (9.1%)	93 (7.8%)	76 (9.2%)	79 (12.2%)	55 (13.5%)	84 (9.2%)
CANADA	1,379 (100.0%)	1,198 (100.0%)	830 (100.0%)	649 (100.0%)	411 (100.0%)	917 (100.0%)

Note: Totals may not add up due to rounding.

Source: ESDC, Employment Insurance (EI) administrative data. Data are based on a 100% sample of EI administrative data.

2.6.2 Employment Insurance Work-Sharing Claims⁷² and Amounts Paid

Similar to the number of new claims established and amounts paid under EI regular benefits, use of work-sharing benefits are highly countercyclical to economic conditions (and are, by design, linked to trends observed in work-sharing agreements). The total number of work-sharing claims established and the total amounts paid in work-sharing benefits normally increase during time periods of labour market contraction and decline during periods of economic expansion. As illustrated in Chart 36, the number of new work-sharing claims peaked in 2009/2010, reaching a total of just over 127,000 claims as a result of the 2008 recession and the temporary Employment Insurance changes introduced in response, such as extending agreement duration, streamlining the administrative process and easing eligibility requirements for employers.⁷³ As the economy began to recover, the number of work-sharing claims declined significantly. However, the 20,500 new work-sharing claims established in 2015/2016 was more than double those of the previous year (+156%), reflecting the changing economic conditions discussed in Chapter I. In particular, the downturn in global commodity prices represented an external economic shock such that many firms in affected industries and regions experienced sudden and unexpected declines in business activity.



⁷² Work-sharing claims are made by employees who are subject to a work-sharing agreement made with the employer. A work-sharing agreement will often consist of multiple workers and multiple claims at once.

⁷³ In addition to the temporary measures introduced under Budget 2009, temporary measures were also introduced in Budgets 2010, 2011, and the *Economic and Fiscal Update 2011*. All temporary work-sharing measures concluded in October 2012. Annex 7 provides more detailed information on some of these temporary changes.

In 2015/2016, there was an average of 5,530 beneficiaries⁷⁴ receiving work-sharing benefits each month, well above the monthly average of 2,700 beneficiaries reported in 2014/2015.⁷⁵ This was the first year when an increase in the number of monthly work-sharing beneficiaries was observed since 2009/2010 and was the highest level observed since 2011/2012.

As would be expected, the total amount paid in work-sharing benefits also increased. In 2015/2016, it was \$38.8 million, an increase by 119% from the \$17.7 million reported in 2014/2015. While this was the highest amount of work-sharing benefits paid reported since 2010/2011, amounts paid for work-sharing benefits per year remain well below their peak of \$295 million in benefits paid recorded in 2009/2010.

TABLE 37

**Employment Insurance Work-Sharing Claim and Amount Paid in Benefits by Region,
Gender, Age and Industry, Canada, 2014/2015 to 2015/2016**
Share (%) of All Claims Established, Amount Paid by Demographic Characteristics

	New Claims Established		Amount Paid (\$Millions)	
	2014/2015	2015/2016	2014/2015	2015/2016
Region				
Atlantic provinces	116 (1.4%)	293 (1.5%)	\$0.3 (1.9%)	\$0.5 (1.2%)
Quebec	3,580 (44.6%)	4,451 (21.7%)	\$8.0 (44.9%)	\$6.0 (15.3%)
Ontario	2,255 (28.1%)	2,849 (13.9%)	\$5.4 (30.2%)	\$5.3 (13.6%)
Alberta	631 (7.9%)	7,939 (38.7%)	\$0.4 (2.0%)	\$17.1 (43.9%)
Rest of Canada	1,442 (17.9%)	4,989 (24.3%)	\$3.7 (21.0%)	\$10.1 (25.9%)
Gender				
Men	5,952 (74.2%)	15,933 (77.6%)	\$14.1 (79.8%)	\$30.5 (78.6%)
Women	2,072 (25.8%)	4,588 (22.4%)	\$3.6 (20.2%)	\$8.3 (21.4%)
Age category				
24 years and under	497 (6.2%)	1,425 (6.9%)	\$0.8 (4.7%)	\$2.4 (6.2%)
25 to 54 years	5,878 (73.3%)	15,002 (73.1%)	\$13.5 (76.1%)	\$29.1 (75.0%)
55 years and over	1,649 (20.5%)	4,094 (20.0%)	\$3.4 (19.2%)	\$7.3 (18.8%)

⁷⁴ The count of beneficiaries represents the number of claimants who received at least \$1 of EI work-sharing benefits during the reference period for the month (usually the week of the 15th day) and is affected by the inflow of new claimants and the outflow of claimants who have stopped receiving work-sharing benefits.

⁷⁵ Statistics Canada, Labour Force Survey, CANSIM Table 276-0020.

	New Claims Established		Amount Paid (\$Millions)	
	2014/2015	2015/2016	2014/2015	2015/2016
Industry				
Goods-producing industries	5,365 (66.7%)	15,612 (76.1%)	\$11.7 (66.2%)	\$27.6 (71.1%)
Manufacturing	5,015 (62.5%)	14,431 (70.3%)	\$11.1 (62.5%)	\$25.1 (64.7%)
Service-producing industries	2,462 (30.7%)	4,909 (23.7%)	\$5.8 (32.8%)	\$11.2 (28.9%)
Wholesale trade	849 (10.6%)	2,026 (9.9%)	\$2.4 (13.7%)	\$3.9 (9.9%)
Professional, scientific and technical services	889 (11.1%)	1,069 (5.2%)	\$2.3 (13.2%)	\$2.7 (6.9%)
CANADA	8,024 (100.0%)	20,521 (100.0%)	\$17.7 (100.0%)	\$38.8 (100.0%)
Note: Totals may not add due to rounding. Includes all claims for which at least \$1 of work-sharing benefits was paid.				
Source: ESDC, Employment Insurance administrative data). Data are based on a 100% sample of EI administrative data.				

Employment Insurance Work-Sharing Claims and Amount Paid, by Province, Gender, Age and Industry

All provinces except for Prince Edward Island reported increases in the number of work-sharing claims established in 2015/2016. As demonstrated in Table 37, Alberta accounted for the largest share of total new work-sharing claims established (38.7%) and total amounts paid (43.9%) in work-sharing, likely reflecting the important role of commodity-related industries to that province's economy. Perhaps the most notable change observed in 2015/2016 over the previous year was the increased number of work-sharing claims across Canada's Western provinces, with significant year-over-year increases observed in Alberta (from 631 claims to 7,939 claims), Manitoba (from 262 claims to 2,482), British Columbia (from 438 claims to 1,463 claims) and Saskatchewan (from 742 claims to 1,035).

Men continue to be more likely to make use of the work-sharing program, accounting for 77.6% of new work-sharing claims and 78.6% of work-sharing benefits paid in 2015/2016. Workers aged 25 to 44 years old accounted for 46.1% of new work-sharing claims in 2015/2016. Together, those between 25 and 54 years old accounted for 73.1% of all work-sharing claims and 75.0% of benefits paid, representing a higher share of work-sharing claimants than their share of total employment in Canada. Youth were under-represented among new work-sharing claims established (6.9%) and benefits paid (6.2%) in terms of their total share of employment (13.7%) in 2015/2016.

Work-sharing was most frequently used by manufacturing employees in 2015/2016, which was consistent with historical patterns. Employees in manufacturing accounted for 70.3% of EI work-sharing claims and 64.7% of EI work-sharing benefits paid (see Table 37), disproportionate to their 9.6% share of total employment in Canada, with a large share of these claims associated with industries engaged in heavy equipment and machinery production. This represents an increase in the share of EI work-sharing claims and benefits paid attributed to the manufacturing industry over the previous year (63% of claims and 63% of benefits paid in 2014/2015).

2.6.3 Level and Duration of Employment Insurance Work-Sharing Benefits

Work-sharing is structured to provide income stabilization for workers in firms experiencing temporary reductions in demand for reasons beyond the employer's control. As such, the program is designed to provide partial income stabilization to offset reductions in hours, but is not meant to provide full coverage of insurable hours or insurable earnings for employees covered by work-sharing agreements. As a result, data reported on work-sharing claims are not directly comparable to other EI benefits. This is particularly true of the weekly benefit rates paid to claimants, which are meant to only cover up to 60% of a regular work week for affected employees in a work unit subject to a work-sharing agreement depending on the agreed upon decrease in work levels. As such, benefit rates for work-sharing claimants are lower on average than for other EI benefits. Given how the weekly benefit rate is determined by the employee's wage and the degree of reductions in hours worked, significant variability is also observed across industries in average weekly benefit rates reported. In 2015/2016, the average benefit rate of work-sharing benefits was \$131 per week (see Table 38), an increase of 1.6% compared to the average weekly benefit of \$129 reported in 2014/2015. This represents the fourth consecutive annual increase in the level of average weekly work-sharing benefits and was higher than the level of benefits paid during the aftermath of the 2008 recession. Similar to previous years, there was a high level of variability between the averages for weekly benefits paid in each province in 2015/2016. Men received an average weekly benefit rate of \$136, while women received average weekly benefit rate of \$115 in 2015/2016.

In 2015/2016, average weekly benefit rates by industry (see Table 39) ranged from a high of \$211 in the Accommodation and Food Services industry to a low of \$81 in the Finance and Insurance sector. Manufacturing, which represents the bulk of new claims and amounts paid, had an average weekly benefit rate of \$130.

The average duration of work-sharing claims established in 2015/2016 was 17.5 weeks, an increase of 2.0 weeks from 2014/2015 (15.5 weeks). Average duration of work-sharing claims has been steadily rising since 2011/2012 and is approaching the 19.0 weeks reported at the end of the recession in 2009/2010 (see Chart 37).

TABLE 38

Employment Insurance Work-Sharing Average Weekly Benefit Rate by Province, Gender and Age, Canada, 2014/2015 to 2015/2016

	2014/2015	2015/2016		2014/2015	2015/2016
Province			Gender		
Newfoundland and Labrador	\$145	\$159	Men	\$135	\$136
Prince Edward Island	\$157	\$186	Women	\$112	\$115
New Brunswick	\$72	\$129			
Nova Scotia	\$190	\$140	Age category		
Quebec	\$119	\$116	24 years and under	\$122	\$133
Ontario	\$118	\$117	25 to 54 years	\$131	\$131
Manitoba	\$136	\$120	55 years and older	\$130	\$129
Saskatchewan	\$195	\$148			
Alberta	\$146	\$141			
British Columbia	\$121	\$152			
			CANADA	\$129	\$131
<p>Note: Includes all claims for which at least \$1 of work-sharing benefits was paid. No work-sharing claim was established in the Northwest Territories, Yukon or Nunavut in 2015/2016.</p> <p>Source: ESDC, Employment Insurance administrative data. ESDC data is based on a 100% sample of EI administrative data.</p>					

TABLE 39

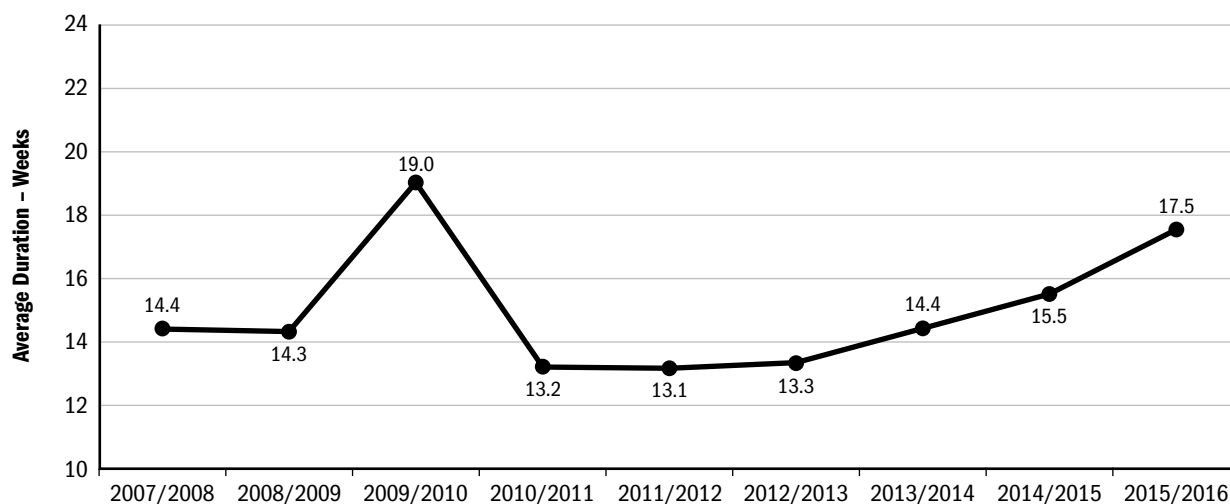
Employment Insurance Work-Sharing Average Weekly Benefit Rate by Industry, Canada, 2014/2015 to 2015/2016

	2014/2015	2015/2016
Accommodation and food services	\$103	\$211
Other services (excluding public administration)	\$114	\$158
Construction	\$113	\$153
Manufacturing	\$124	\$130
Wholesale trade	\$169	\$109
Finance and insurance	\$136	\$81
Average of all other industries	\$128	\$140
CANADA	\$129	\$131

Note: Includes all claims for which at least \$1 of work-sharing benefits was paid.

Source: ESDC, Employment Insurance administrative data. ESDC data is based on a 100% sample of Employment Insurance administrative data.

CHART 37

Average Duration of Employment Insurance Work-Sharing Claims, Canada, 2007/2008 to 2015/2016

Note: Includes all claims for which at least \$1 of work-sharing benefits was paid.

Source: ESDC, Employment Insurance administrative data, based on a 100% sample.

2.6.4 Employment Insurance Work-Sharing Agreements Subject to Early Termination

Early termination refers to work-sharing agreements that end before the anticipated end date of the agreement, indicating that the firm has either returned to normal levels of business activity ahead of recovery plan timelines or that a firm has withdrawn from the agreement for other reasons (such as the firm closing or deciding to go ahead with layoffs). Of the 917 work-sharing agreements established in 2015/2016, a total of 50 agreements were terminated earlier than their scheduled end date (5.5% of all agreements) of which 40 agreements (80.0%) concluded due to the participating firms returning to their normal level of employment and 10 agreements where the firm did not return to normal levels of employment (see Table 40). The proportion of work-sharing agreements that ended ahead of schedule in 2015/2016 (5.5%) was much lower than in 2014/2015 (30%) and 2013/2014 (41%).

A recent program study undertaken by ESDC attempts to quantify the number of layoffs averted as a result of the intervention of a work-sharing agreement.⁷⁶ When assessing results of the work-sharing program since 2007/2008, the number of layoffs averted in each fiscal year varied from a low of 1,053 in 2007/2008 to a high of 24,385 in 2009/2010 and is of course highly dependent on the number of work-sharing participants in a given year.^{77, 78} Net layoffs averted by work-sharing agreements, as a share of the total estimated layoffs averted or postponed, tends to decrease during recessionary periods and increase during recovery periods as the economy returns to growth.

TABLE 40

Employment Insurance Work-Sharing Agreements by Early Termination, Canada, 2015/2016

	Count	Share of All Work-Sharing Agreements
Agreements terminated on schedule	867	94.5%
Agreements terminated earlier than scheduled end date	50	5.5%
Early termination because level of employment returned to normal levels	40	4.4%
Early termination with employment not returning to normal levels	10	1.1%
CANADA	917	100.0%
Note: Totals may not add due to rounding.		
Source: ESDC, Common System for Grants and Contributions.		

⁷⁶ ESDC, *Usage of the Work-Sharing Program: 2000/01 to 2015/16* (Ottawa: ESDC, Evaluation Directorate, 2016).

⁷⁷ The methodology used to estimate the number of layoffs averted assumes a perfect substitution between one hour of work reduction with the work-sharing program and one hour of work reduction through the lay-off alternative (i.e. a conversion rate of 1.0). This assumption holds that the productivity per hour is the same if workers are working the reduced week in comparison with the normal week.

⁷⁸ This study relied on a number of assumptions about the program to reach its findings including that the actual share of work hours reduced under a work-sharing agreement is equivalent to the share of employees who would be laid off if no work-sharing agreement had been implemented (e.g. a 20% reduction in working hours would be equivalent to laying off 20% of an affected work unit's employees). The number of net layoffs averted is also assumed to be equal to the difference between the number of positions in the affected work unit that would have been laid off, minus the number of layoffs experienced by a company within 26 weeks of receiving their last work-sharing weekly benefit payment, with this number determined by the count of work-sharing agreement participants who claimed EI regular benefits within 26 weeks of receiving their last work-sharing benefit payment. The number of layoffs is subtracted from the layoffs averted or postponed to obtain the estimated net layoffs averted, which is then divided by the original estimate of layoffs averted or postponed.

As a result, while work-sharing does work effectively as a means of averting layoffs during recessionary periods, evidence suggests it is even more effective at averting layoffs for firms that start to participate in the program during periods of economic recovery or expansion compared to firms that participate at the beginning of the recession. While not put forward in this study itself, this may be attributable to interruptions in normal business activity that are more local in nature or to economic downturns of shorter and of a less intense duration than those during broader economic downturns. Since the beginning of 2010/2011, the proportion of net layoffs averted from work-sharing agreements has fluctuated from a low of 50% in 2014/2015 to a high of 84% in 2015/2016 with each year since 2011/2012, except for 2014/2015, reporting proportions of net layoffs averted above 69%.

2.7 EMPLOYMENT INSURANCE SPECIAL BENEFITS

El special benefits provide financial support to eligible insured employees or self-employed persons (including fishers) who are unable to work due to specific life circumstances such as sickness; pregnancy; and caregiving for a newborn, a newly adopted child, a critically-ill child and a gravely-ill family member with a significant risk of death.

To qualify for El special benefits, insured employees must have accumulated a minimum of 600 hours of insurable employment during their qualifying period, meet the eligibility criteria of the specific special benefits being claimed and experience a reduction in their normal weekly earnings by over 40%. Self-employed workers may qualify if they opted into the El program at least one full year prior to claiming benefits, have self-employment earnings that meet the minimum self-employment eligibility threshold⁷⁹ in the calendar year preceding the claim and—as with insured employees—they meet all other eligibility criteria of the specific special benefits.

Sub-section 2.6.1 provides a summary overview of special benefits in terms of the number of new claims established, the amount paid and the level of benefits in 2015/2016. In the following sub-sections, El special benefits are discussed one by one. Sub-sections 2.6.2 through 2.6.5 respectively examine maternity and parental benefits, sickness benefits, compassionate care benefits and benefits for parents of critically ill children (PCIC). Finally, sub-section 2.6.6 looks at the use of special benefits by self-employed persons who have opted into the El program.

For the purpose of this section, El special benefit claims refer to El claims for which at least \$1 of special benefits was paid.⁸⁰

2.7.1 Employment Insurance Special Benefits Claims Overview

In 2015/2016, there were about 550,800 new special benefit claims established, a 5.2% increase over the previous year and the fifth year-over-year increase since 2011/2012. Among those claims, the majority (66.4%) included sickness benefits, while 35.7% and 31.7% included parental and maternity benefits, respectively (see Table 41). Compassionate care benefit and PCIC claims accounted for 1.4% and 0.6% of all new special benefit claims, respectively. While all types of special benefits recorded an increase in new claims established over the previous year, the largest year-over-year percentage change was in El compassionate care benefit claims (+26.1%).

⁷⁹ This threshold was \$6,645 (2014 earnings) for claims established in 2015 and was \$6,820 (2015 earnings) for claims established in 2016. For claims established in 2015 and 2016, self-employed fishers could also qualify for special benefits with fishing earnings of at least \$3,760 in their qualifying period.

⁸⁰ El administrative data used is based on a 10% sample of claims as of August 2016 for all special benefits, except El compassionate care benefits and PCIC claims for which a 100% sample was used.

TABLE 41

Employment Insurance Special Claims and Amount Paid by Type of Benefits, Canada, 2014/2015 to 2015/2016

	Claims			Amount Paid (\$Millions)		
	2014/2015	2015/2016	Change (%)	2014/2015	2015/2016	Change (%)
Maternity	169,080	174,510	+3.2%	\$1,064.3	\$1,110.9	+4.4%
Parental	191,320	196,660	+2.8%	\$2,520.1 ^r	\$2,643.5	+4.9%
Sickness	345,070	365,480	+5.9%	\$1,331,7.0	\$1,456.0	+9.3%
Compassionate care	6,244 ^r	7,871	+26.1%	\$12.5 ^r	\$18.3	+46.4%
Parents of critically ill children	2,846 ^r	3,158	+11.0%	\$18.9 ^r	\$20.9	+10.6%
CANADA	523,540^r	550,810	+5.2%	\$4,947.5^r	\$5,249.6	+6.1%

Note: Includes all claims for which at least \$1 in EI special benefits was paid. Total amounts paid may not add up due to rounding. New claims established by benefit type may not sum as claimants can receive multiple benefit types on a single claim.

^r Revised data.

Source: ESDC, Employment Insurance (EI) administrative data. Data for maternity, parental and sickness claims are based on a 10% sample of EI administrative data, while those for EI compassionate care benefits and PCIC claims are based on a 100% sample as well as data for amount paid for all types of special benefits.

Total benefits paid increased by 6.1% to \$5.2 billion in 2015/2016. Amounts paid increased for all types of special benefits, with the largest percentage increase registered for compassionate care benefits (+46.4%), followed by PCIC benefits (+10.6%). Claimants who established parental claims received the largest share of total benefits paid, with 50.4%, while those who established sickness, maternity and compassionate care claims respectively accounted for 27.7%, 21.2% and 0.3%.

Almost two-third of all new special benefit claims were made by women (65.7%) in 2015/2016 and women received 82.7% of total amount paid in special benefits, consistent with previous years (see Annex 2.11.3). Outside of maternity benefits, women received the largest share of the total amount paid in parental benefits (91.9%), sickness benefits (53.0%), compassionate care benefits (67.9%) and accounted for 97.5% of total benefits paid for special benefits for self-employed workers (which were mostly claims for maternity and parental benefits).

Nearly half (49.1%) of new special benefit claims in 2015/2016 were established by claimants between 25 years and 39 years old, as this age group accounted for the vast majority of maternity claims (86.9%) and parental claims (85.8%). Claimants 40 years old and older established the majority of new sickness claims (61.1%) and new compassionate care benefit claims (78.5%). Claimants between 25 years and 39 years old received the largest share of total benefits paid (71.6%) and respectively accounted for 89.0% and 87.8% of total amounts paid in maternity and parental benefits, while those 40 years old and older received the largest share of total amount paid for sickness benefits (64.4%) and compassionate care benefits (79.1%) in 2015/2016, respectively.⁸¹

In 2015/2016, the average weekly benefit rate for new claims for special benefits increased by 2.4%, from \$414 to \$423, in line with the increase in maximum insurable earnings in 2015 (+1.9%) and 2016 (+2.6%). Some 41.5% of claimants received the maximum weekly benefit rate, an increase of 0.3 percentage points over 2014/2015.

⁸¹ These data do not include PCIC claims and amount paid.

El Special Benefits and Firms

According to 2014 tax data⁸²—the most recent tax year microdata available—there were approximately 189,000 firms⁸³ (16.0% of all firms in 2014) associated with the establishment of an EI special benefit claim (which includes maternity benefits, parental benefits, sickness benefits, compassionate care benefits and benefits for parents of critically ill children) as a claimant's current or most recent employer (see table 42). This was an increase of 1.2% over the previous year.

The distribution of the workforce and EI special benefit claims are roughly similar by size of employer, unlike EI regular benefits where larger firms are under-represented (see section 2.2.1). The largest difference in shares was among small-sized firms (1 to 19 employees) where 3.0 percentage points separated the distributions of employment and EI special benefit claimants. In particular, claims established by employees of small-sized firms represented a much smaller proportion of EI special benefit claims (18.6%) than EI regular benefits (27.0%) in 2014. Moreover, while large firms (500 employees or more) were under-represented among EI regular benefit claimants, they represented roughly similar shares of EI special benefit claimants (42.5%) as employment (43.0%). Whereas workforce adjustment issues during a difficult business or economic context may offer some explanation of the higher relative use of EI regular benefits among small firms, the use of EI special benefits more likely relates to the demographic profile of the workforce, individual circumstances and the nature of the work in the industry.

TABLE 42

Firms, Employment and Employment Insurance Special Benefits Claimants by Size of Firms*, Canada, 2014

	Number of Firms		Employment Distribution** (% Share)	EI Claimant*** (% Share)
	All Firms	Firms with at Least One Employee Receiving EI Special Benefits		
Small	1,069,445	109,193	21.6%	18.6%
Small–medium	91,471	61,812	19.5%	21.0%
Medium–large	15,538	14,742	15.9%	17.8%
Large	3,268	3,247	43.0%	42.5%
CANADA	1,179,722	188,994	100.0%	100.0%

Note: Totals may not add up due to rounding.

* The categories of firm size reflect those found in Business Dynamics in Canada, a Statistics Canada publication. Small-sized firms are defined as those that employ 1 to 19 employees. Small-to-medium sized firms employ 20 to 99 employees. Medium-to-large sized firms employ 100 to 499 employees. Large-sized firms employ 500 employees or more.

** The number of workers in a firm is the number of individuals with employment income in that firm, as indicated on a T4 form. The number of workers is adjusted so that each individual in the labour force is only counted once and individuals who work for more than one firm are taken into account. For example, if an employee earned \$25,000 in firm 1 and \$25,000 in firm 2, then he or she was recorded as 0.5 employees at the first firm and 0.5 employees at the second firm.

*** These are based on the number of people receiving EI special benefits in 2014.

Source: ESDC, EI administrative data. Data are based on a 100% sample of EI data; CRA administrative data. CRA data are based on a 100% sample.

⁸² The data sources for this firm analysis are EI and CRA administrative data. The 2014 CRA data are subject to change.

⁸³ A firm is an organization that has a Payroll Deduction Account Number at the nine-digit level assigned by the Canada Revenue Agency (CRA) and has at least one employee with employment income, as indicated on a T4 form. This definition includes public and private sector enterprises, as well as small businesses, fishers and a portion of the self-employed. Note that this definition includes some firms that did not contribute EI premiums.

2.7.2 Employment Insurance Maternity and Parental Benefits

Maternity benefits are provided to eligible biological mothers who cannot work because they are pregnant or have recently given birth. EI maternity claimants need to meet the eligibility requirements for EI special benefits in terms of insurable hours of employment or earnings (see section 2.6 Employment Insurance Special Benefits) and provide the Commission a signed statement attesting to her pregnancy and declaring her expected or actual date of confinement.⁸⁴ Qualified claimants may receive up to 15 weeks of maternity benefits per benefit period.

EI parental benefits, offered since 1990, are available to parents who take a leave from work to care for a newborn or recently adopted child or children. To be eligible for parental benefits, claimants need to meet the eligibility requirements for EI special benefits in terms of insurable hours of employment or earnings (see section 2.6 Employment Insurance Special Benefits) and provide proof certifying the child's date of birth or the date of the child's placement in their home. Up to 35 weeks of parental benefits are available to qualified claimants and can be shared between the parents up to the combined maximum of 35 weeks of benefits.

For the purpose of these sections, EI maternity claims refer to claims for which at least \$1 of maternity benefits was paid and EI parental claims refer to claims for which at least \$1 of parental benefits was paid. It should be noted that the maternity and parental benefits offered under the EI program only apply to parents who reside outside of Quebec as the Quebec Parental Insurance Plan (QPIP) has provided benefits to workers and self-employed individuals in Quebec who are eligible to take maternity, paternity, parental or adoption leave since January 1, 2006.

Employment Insurance Maternity and Parental Benefits: Coverage and Accessibility

According to the 2015 Employment Insurance Coverage Survey (EICS), the number of recent mothers (those with a child aged 12 months or less) outside Quebec with insurable employment decreased by 2.8% to 217,300 mothers. This represents approximately 72.4% of recent mothers outside Quebec in that year.

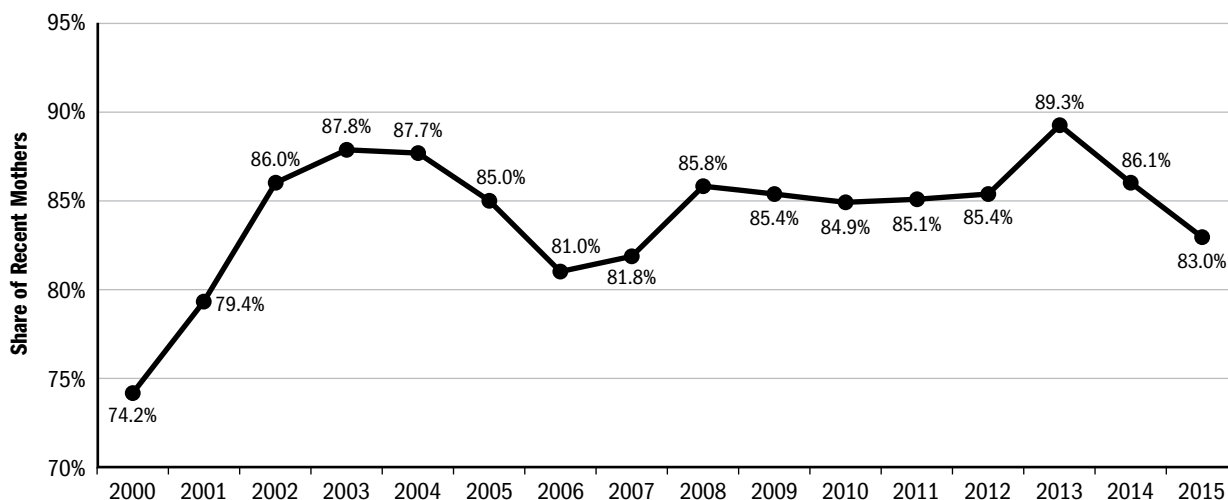
Among those 217,300 recent mothers with insurable employment outside Quebec, approximately 180,200 or 83.0% reported receiving EI maternity and/or parental benefits in 2015. This was a decrease of 3.1 percentage points from the previous year (86.1%) and down 6.3 percentage points from 2013 (89.3%), which was the highest share reported in the past 15 years (see Chart 38).

Outside of Quebec the proportion of fathers who claimed or intended to claim EI parental benefits increased from 9.4% in 2014 to 11.9% in 2015. This compares to the 85.8% share of recent fathers in Quebec in the EICS who reported taking or intended to take parental benefits in 2015, which includes a dedicated paternity benefit under QPIP.

⁸⁴ Maternity benefits are also payable to fishers who are pregnant or have given birth if they have \$3760 or more of insurable earnings as fishers in the qualifying period.

CHART 38

Share of Recent Mothers With Insurable Employment Outside of Quebec Receiving EI Maternity or Parental Benefits (%), 2000 to 2015



Source: Statistics Canada, Employment Insurance Coverage Survey, 2015.

Access and Coverage in Quebec

According to the 2015 EICS, the share of all recent mothers with insurable employment in Quebec who receive maternity or parental benefits under QPIP (98.7%) is higher than those receiving EI maternity/parental benefits in the rest of Canada (83.0%). This is due to a number of factors, such as the mandatory participation of the self-employed under QPIP versus the voluntary participation under EI and a lower earnings-based eligibility requirement under QPIP (\$2,000).

TABLE 43

**Employment Insurance Maternity Claims and Amount Paid by Province or Territory and Age,
Canada, 2014/2015 to 2015/2016**

	Claims			Amount Paid (\$Millions)		
	2014/2015	2015/2016	Change (%)	2014/2015	2015/2016	Change (%)
Province or territory						
Newfoundland and Labrador	2,730	2,970	+8.8%	\$17.6	\$17.7	+1.1%
Prince Edward Island	1,060	1,050	-0.9%	\$6.9	\$6.5	-6.4%
Nova Scotia	5,430	5,680	+4.6%	\$32.1	\$33.1	+3.2%
New Brunswick	4,230	4,410	+4.3%	\$25.6	\$25.6	0.0%
Quebec	—	—	—	—	—	—
Ontario	82,350	84,190	+2.2%	\$522.4	\$542.6	+3.9%
Manitoba	8,090	8,870	+9.6%	\$49.5	\$53.1	+7.2%
Saskatchewan	7,780	8,330	+7.1%	\$48.2	\$52.3	+8.6%
Alberta	31,070	31,860	+2.5%	\$198.1	\$209.5	+5.8%
British Columbia	25,690	26,300	+2.4%	\$159.7	\$165.2	+3.4%
Yukon	250	290	+16.0%	\$1.5	\$1.9	+30.7%
Northwest Territories	260	360	+38.5%	\$2.0	\$2.1	+5.5%
Nunavut	140	200	+42.9%	\$0.8	\$1.3	+55.4%
Age category						
24 years and under	17,520	16,990	-3.0%	\$80.3	\$81.9	+2.0%
25 to 39 years	145,890	151,630	+3.9%	\$945.4	\$988.3	+4.5%
40 years and over	5,670	5,890	+3.9%	\$38.6	\$40.6	+5.3%
CANADA	169,080	174,510	+3.2%	\$1,064.3	\$1,110.9	+4.4%

Note: Totals may not add up due to rounding. Includes all claims for which at least \$1 in EI maternity benefits was paid.

Source: ESDC, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

Employment Insurance Maternity Benefits

In 2015/2016, approximately 174,500 new maternity claims were established, which represented an increase of 3.2% over the previous year (see Table 43). 86.9% of those claims were established by women between 25 years and 39 years old, while 9.7% were made by individuals 24 years old and younger.

The amount paid in EI maternity benefits increased by 4.4% over the previous year, totaling just over \$1.1 billion in 2015/2016. All provinces and territories, except Prince Edward Island and New Brunswick, received greater amounts paid over the previous year. Women between 25 and 39 years old accounted for 86.9% of all EI maternity claims and received 89.0% of total amounts paid. Conversely, claimants under 25 years old and those aged 40 years and older received only 7.4% and 3.7% of total payment amounts, respectively.

Maternity benefits are frequently combined in the same claim with other types of benefits, particularly parental and sickness, with 98.4% of all EI maternity claims completed in 2015/2016 including some other type of EI benefits (see section 2.1.2).

In 2015/2016, the average weekly maternity benefit rate was \$436, a 2.2% increase over the previous year.

Employment Insurance Parental Benefits

In 2015/2016, there were approximately 196,700 new parental claims established, a 2.8% increase over the previous year (see Table 44). The number of new claims increased in almost all provinces and territories, except Prince Edward Island, which recorded a slight decrease (-0.9%), and Yukon, where the number of new claims established was unchanged.

The vast majority of new EI parental claims were made by women (86.4%) as the number of claims made by men was relatively unchanged from the year before. By age group, individuals between the ages of 25 years old and 39 years old established 85.8% of all new parental claims, while those under 25 years old and those 40 years old and older accounted for 8.7% and 5.5% of new claims, respectively.

Total benefit payments increased by 4.9% to \$2.6 billion in 2015/2016. At the provincial and territorial level, Newfoundland and Labrador and Prince Edward Island as well as Yukon and Northwest Territories observed a decrease in their respective total parental benefits received, as shown in Table 44.

TABLE 44						
Employment Insurance Parental Claims and Amount Paid by Province or Territory, Gender and Age, Canada, 2014/2015 to 2015/2016						
	Claims			Amount Paid (\$Millions)		
	2014/2015	2015/2016	Change (%)	2014/2015	2015/2016	Change (%)
Province or territory						
Newfoundland and Labrador	2,820	2,960	+5.0%	\$41.3	\$39.9	-3.2%
Prince Edward Island	1,150	1,140	-0.9%	\$15.7	\$15.4	-1.9%
Nova Scotia	6,110	6,470	+5.9%	\$72.4	\$77.0	+6.4%
New Brunswick	4,720	4,940	+4.7%	\$59.0	\$61.8	+4.8%
Quebec	—	—	—	—	—	—
Ontario	94,920	96,390	+1.5%	\$1,258.4	\$1,297.7	+3.1%
Manitoba	9,380	9,970	+6.3%	\$120.3	\$125.0	+3.9%
Saskatchewan	8,470	9,140	+7.9%	\$110.3	\$121.1	+9.8%
Alberta	33,640	34,830	+3.5%	\$446.7	\$497.7	+11.4%
British Columbia	29,210	29,670	+1.6%	\$382.3	\$395.9	+3.5%
Yukon	340	340	0.0%	\$4.9	\$3.4	-29.8%
Northwest Territories	350	480	+37.1%	\$5.3	\$4.6	-13.6%
Nunavut	210	330	+57.1%	\$3.4	\$3.9	+14.8%
Gender						
Men	26,540	26,690	+0.6%	\$205.1	\$213.5	+4.1%
Women	164,780	169,970	+3.1%	\$2,314.9	\$2,430.0	+5.0%
Age category						
24 years and under	17,500	17,030	-2.7%	\$183.0	\$191.9	+4.9%
25 to 39 years	163,070	168,720	+3.5%	\$2,207.6	\$2,316.5	+4.9%
40 years and over	10,750	10,910	+1.5%	\$129.5	\$135.1	+4.4%
CANADA	191,320	196,660	+2.8%	\$2,520.1	\$2,643.5	+4.9%
Note: Totals may not add up due to rounding. Includes all claims for which at least \$1 in EI parental benefits was paid.						
Source: ESDC, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.						

While women received 91.9% of the total amount paid in benefits, both men and women recorded an increase in their payment amounts, by 4.1% and 5.0%, respectively (see Table 44). 87.6% of amounts paid went to claims established by those between the ages of 25 and 39 years. In contrast, individuals under 25 years old and those aged 40 years and older received 7.3% and 5.1% of payment amounts, respectively. All age groups recorded an increase in their payment amounts (see Table 44).

In 2015/2016, the average weekly benefit rate paid to parents increased by 2.1% to \$446. More than half (53.1%) of claimants received the maximum weekly benefit rate. On average, the highest average weekly benefit rates were for claims established in the Northwest Territories (\$503) and Yukon (\$483), by men (\$491) or by claimants 40 years old and older (\$477).

Duration⁸⁵ of Employment Insurance Maternity and Parental Benefits

As in previous years, claimants used almost all of the EI maternity and parental weeks to which they were entitled. For 91.7% of maternity claims completed⁸⁶ in 2015/2016, the claimant used the full 15 weeks available. The overall average duration of maternity claims established in 2015/2016 was 14.6 weeks, unchanged from 2014/2015.

As for parental claims, adjusting for the possibility of sharing the maximum entitlement of 35 weeks across two claims, the average duration of parental claims on a family basis was 32.8 weeks for parents who decided to share the parental benefits and 32.3 weeks for those who did not share the 35 weeks of entitlement (see Table 45). When parental benefits were shared women collected 22.6 weeks on average, while men collected 10.2 weeks (see Chart 39). Similar results have been observed in the past few years.

Families who received both EI maternity and EI parental benefits used an average of 47.0 weeks on a family basis (see Table 45), or 94.0% of the 50 weeks of maternity and parental benefits available to them in 2015/2016. This was slightly lower than the previous year.⁸⁷ Of these 47.0 weeks, 32.4 weeks were parental benefits and 14.6 weeks were maternity benefits.

TABLE 45

Duration of Employment Insurance Maternity and Parental Benefits, Canada, 2011/2012 to 2015/2016

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016 ^P
Maternity	14.6	14.6	14.6	14.6	14.6
Parental, per family					
Shared	33.5	33.2	33.5	33.4	32.8
Not shared	32.8	32.9	32.9	32.9	32.3
COMBINED MATERNITY AND PARENTAL, PER FAMILY (share of total entitlement used)	47.5 (94.9%)	47.6 (95.2%)	47.6 (95.2%)	47.6 (95.2%)	47.0 (94.0%)

^P Preliminary estimates.

Source: ESDC, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

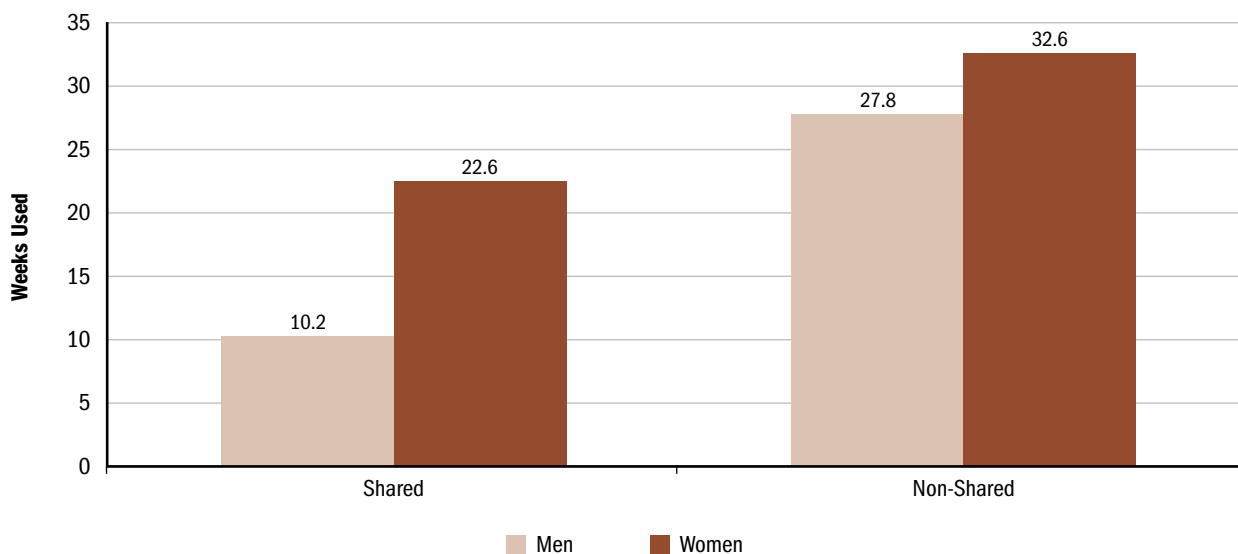
⁸⁵ For assessment purposes, various time periods in EI administrative data are used to ensure accuracy when analyzing the duration of EI special benefits. In this report, to assess the average claim duration of EI maternity and parental benefits, only claims established in the first half of 2015/2016 were used, to ensure data were based on as many completed EI maternity and parental claims as possible.

⁸⁶ Completed claims include those that are terminated and those that are dormant and remained inactive as of August the following fiscal year.

⁸⁷ Preliminary estimates of the duration of parental benefits have proven to be somewhat below the actual estimates based on all completed claims in the past. As a result, estimates for 2015/2016 are expected to be revised upward next year, aligning with those from previous years.

CHART 39

Average Parental Weeks Used per Claim by Parents Who Shared and Did Not Share Entitlement, by Gender, Canada, 2015/2016



Source: ESDC, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

Similar to last year, low-income claimants receiving maternity and parental benefits and the Family Supplement collected an average of 46.7 weeks of maternity and parental benefits, namely 31.9 weeks of parental benefits and 14.8 weeks of maternity benefits (See section 2.1.1 for more information on the Family Supplement).

2.7.3 Employment Insurance Sickness Benefits

The EI Program provides up to 15 weeks of financial assistance to qualified claimants who are unable to work because of illness, injury or quarantine, but who would be otherwise available to work. The exact maximum duration available to a sickness claimant depends on the recommendation from a physician or approved medical practitioner. In conjunction with corresponding job protection through the Canada Labour Code and provincial and territorial labour statutes, these benefits allow claimants time to restore their health and maintain their attachment to the labour market.

To be eligible for EI sickness benefits, claimants need to meet the eligibility requirements for EI special benefits in terms of insurable hours of employment or earnings (see section 2.6 Employment Insurance Special Benefits) and have to provide the Commission with a medical certificate signed by a doctor or approved medical practitioner.

For the purpose of these sections, EI sickness claims refer to claims for which at least \$1 of sickness benefits was paid.

Premium Reduction Program

Employers who offer sickness wage-loss plans to their employees that are at least equivalent to the EI sickness benefits and meet certain requirements stipulated in the *Employment Insurance Act* and *Employment Insurance Regulations* can register their plans with the Employment Insurance Commission to obtain a reduction in their EI premiums through the Premium Reduction Program (PRP).

More information on the effect on premiums and number of firms affected can found in section 2.7.2 EI Financial Information.

Employment Insurance Sickness Claims, Amount Paid and Level of Benefits

In 2015/2016, there were approximately 365,500 new sickness claims established, a 5.9% increase over 2014/2015 (see Table 46). The number of new EI sickness claims increased in all regions, except Nunavut (-15.0%), British Columbia (-0.2%) and Northwest Territory (no change) with the largest percentage changes in Yukon (+30.3%), Alberta (+15.0%) and Nova Scotia (+11.6%).

As in past years, women established the majority of new EI sickness claims established in 2015/2016 with 56.1% of new claims. Both men and women recorded a year-over-year increase in new claims, 7.3% and 4.8% respectively (see Table 47).

By age, claimants 50 years old and over established 39.9% of new claims in 2015/2016, while only 17.7% of new claims were established by those under the age of 30 years (see Chart 40). The largest percentage increase over the previous year were reported by claimants 65 years old and older, with new claims increasing by 14.4%.

TABLE 46

Employment Insurance Sickness Claims and Amount Paid by Province or Territory, Canada, 2014/2015 to 2015/2016

	New Claims Established			Amount Paid (\$Millions)		
	2014/2015	2015/2016	Change (%)	2014/2015	2015/2016	Change (%)
Newfoundland and Labrador	9,930	10,170	+2.4%	\$38.7	\$43.0	+11.1%
Prince Edward Island	5,520	5,780	+4.7%	\$17.0	\$17.3	+2.0%
Nova Scotia	16,570	18,500	+11.6%	\$58.9	\$65.8	+11.8%
New Brunswick	21,080	22,800	+8.2%	\$71.6	\$74.3	+3.8%
Quebec	105,880	111,420	+5.2%	\$367.9	\$400.0	+8.7%
Ontario	93,470	99,060	+6.0%	\$386.1	\$424.3	+9.9%
Manitoba	9,990	10,590	+6.0%	\$41.6	\$44.9	+7.8%
Saskatchewan	6,910	7,640	+10.6%	\$28.9	\$33.6	+16.2%
Alberta	25,430	29,240	+15.0%	\$113.0	\$136.1	+20.4%
British Columbia	49,580	49,490	-0.2%	\$204.7	\$212.9	+4.0%
Yukon	330	430	+30.3%	\$1.3	\$1.8	+45.4%
Northwest Territories	250	250	0.0%	\$1.1	\$1.3	+16.5%
Nunavut	130	110	-15.4%	\$0.7	\$0.5	-27.4%
CANADA	345,070	365,480	+5.9%	\$1,331.7	\$1,456.0	+9.3%

Note: Totals may not add up due to rounding. Includes all claims for which at least \$1 in EI sickness benefits was paid.

Source: ESDC, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

TABLE 47

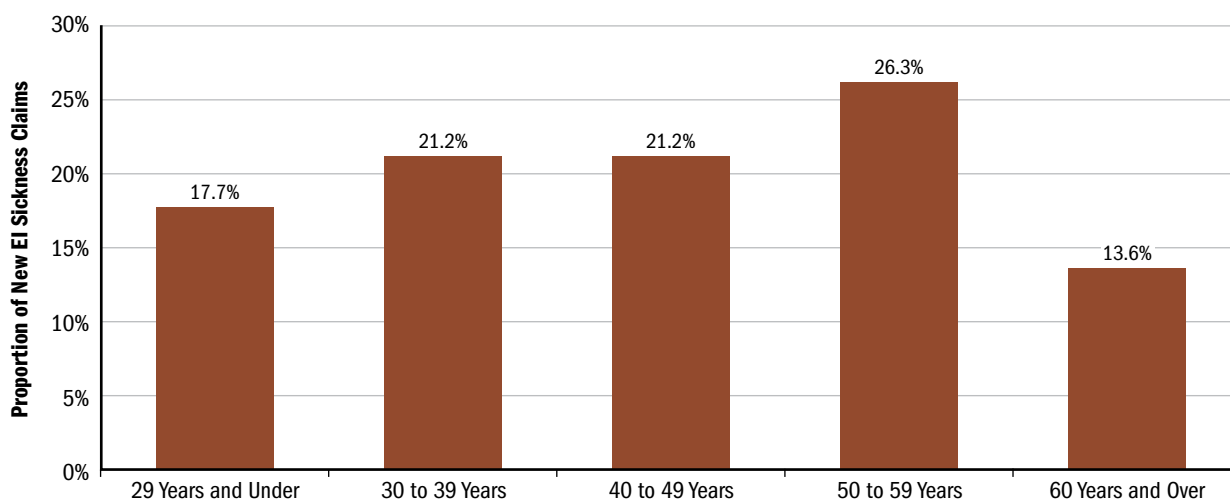
Employment Insurance Sickness Claims and Amount Paid by Gender and Age, Canada, 2014/2015 to 2015/2016

	New Claims Established			Amount Paid (\$Millions)		
	2014/2015	2015/2016	Change (%)	2014/2015	2015/2016	Change (%)
Gender						
Men	149,630	160,580	+7.3%	\$621.1	\$684.5	+10.2%
Women	195,440	204,900	+4.8%	\$710.6	\$771.5	+8.6%
Age category						
24 years and under	25,410	27,730	+9.1%	\$75.2	\$81.9	+8.9%
25 to 44 years	141,860	151,890	+7.1%	\$534.6	\$592.1	+10.8%
45 to 54 years	87,430	89,420	+2.3%	\$357.4	\$375.7	+5.1%
55 years and over	90,370	96,440	+6.7%	\$364.4	\$406.3	+11.5%
CANADA	345,070	365,480	+5.9%	\$1,331.7	\$1,456.0	+9.3%

Note: Totals may not add up due to rounding. Includes all claims for which at least \$1 in EI sickness benefits was paid.

Source: ESDC, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

CHART 40

Proportion of New Employment Insurance Sickness Claims Established by Age, Canada, 2015/2016

Note: Includes all claims for which at least \$1 in EI sickness benefits was paid.

Source: ESDC, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

The amount paid in EI sickness benefits was \$1.5 billion in 2015/2016, an increase of 9.3% over the previous year (see Table 46). Amounts paid in sickness benefits increased in all provinces, with the largest increases in Alberta (+20.4%), Saskatchewan (+16.2%), Nova Scotia (+11.7%) and Newfoundland and Labrador (+11.1%). Quebec, Ontario, British Columbia and Alberta received 80.6% of the total amount paid in benefits. In the Territories collectively, benefits paid increased by 16.1%, totaling \$3.6 million in 2015/2016.

TABLE 48

Employment, Employment Insurance Sickness Claims and Amount Paid by Industry, Canada, 2015/2016

	Employment (Percentage Share)	Number of Claims, '000s (Percentage Share)	Amount Paid, \$Millions (Percentage Share)
Goods-producing industries	3,870.7 (21.5%)	97.9 (26.8%)	\$414.3 (28.5%)
Agriculture, forestry, fishing, hunting, mining and oil and gas extraction	644.7 (3.6%)	17.5 (4.8%)	\$65.1 (4.5%)
Utilities	137.1 (0.8%)	0.3 (0.1%)	\$1.8 (0.1%)
Construction	1,371.2 (7.6%)	37.4 (10.2%)	\$172.3 (11.8%)
Manufacturing	1,717.9 (9.6%)	42.7 (11.7%)	\$175.1 (12.0%)
Services-producing industries	14,108.3 (78.5%)	258.6 (70.7%)	\$1,013.5 (69.6%)
Wholesale and retail trade	2,736.0 (15.2%)	60.3 (16.5%)	\$214.0 (14.7%)
Transportation and warehousing	914.8 (5.1%)	19.3 (5.3%)	\$88.0 (6.0%)
Information, culture and recreation*	753.8 (4.2%)	7.2 (2.0%)	\$27.7 (1.9%)
Finance, insurance, real estate, rental and leasing	1,108.0 (6.2%)	10.8 (3.0%)	\$46.9 (3.2%)
Professional, scientific and technical services	1,376.4 (7.7%)	10.3 (2.8%)	\$42.5 (2.9%)
Business, building and other support services**	765.1 (4.3%)	28.3 (7.7%)	\$111.3 (7.6%)
Educational services	1,270.0 (7.1%)	11.1 (3.0%)	\$39.1 (2.7%)
Health care and social assistance	2,311.3 (12.9%)	42.5 (11.6%)	\$176.3 (12.1%)
Accommodation and food services	1,201.9 (6.7%)	27.3 (7.5%)	\$85.3 (5.9%)
Other services (excluding public administration)	762.5 (4.2%)	16.3 (4.5%)	\$62.3 (4.3%)
Public administration	908.6 (5.1%)	25.2 (6.9%)	\$120.2 (8.3%)
Unclassified	N/A	9.0 (2.5%)	\$28.2 (1.9%)
CANADA	17,979.1 (100.0%)	365.5 (100.0%)	\$1,456.0 (100.0%)

Note: Totals may not add up due to rounding. Includes all claims for which at least \$1 of EI sickness benefits was paid.

* Includes information and cultural industries and arts, entertainment and recreation industries.

**Includes management of companies and enterprises and administrative and support, waste management and remediation services.

Sources: ESDC, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data; Statistics Canada, Labour Force Survey, CANSIM Table 282-0007 (for employment).

As with new claims, the majority of total benefits paid (\$771.5 million) in 2015/2016 went to women (53.0%). Both men and women also recorded a year-over-year increase in their sickness benefits payments at 10.2% and 8.6%, respectively (see Table 47).

All age groups posted an increase in total amount paid, with the largest percentage increases reported among individuals aged 55 years old and over and 25 to 44 years old, at 11.5% and 10.8% respectively. Individuals between 25 and 44 years old received the largest share of total benefit payments (40.7%) in 2015/2016, followed by those 55 years old and older (27.9%). Individuals under 25 years old received the smallest share (5.6%).

By industry, the goods-producing sector was overrepresented among new EI sickness claims and total benefits paid as they accounted for 26.8% of new EI sickness claims and 28.5% of EI sickness benefits paid compared to 21.5% of workers and was mostly driven by the Construction and Manufacturing sectors (see Table 48). By contrast, workers from the services-producing sector were underrepresented among EI sickness claims and EI sickness benefits paid, with some exceptions at the industry-level (e.g. Building, Business and Other Support Services).

In 2015/2016, the average weekly sickness benefit rate rose by 2.8% to reach \$409. The proportion of claims that were paid the maximum benefit rate (based on the MIE) was 34.4%, a 1.1 percentage points increase over 2014/2015 (33.3%). The average weekly benefit rate continued to be higher for men (\$448) than women (\$379) and for claimants between 45 and 54 years old (\$421) than for those under 25 years old (\$346).

Entitlement, Duration and Exhaustion of Employment Insurance Sickness Benefits

The number of weeks for which EI sickness benefits may be paid to qualified claimants because of illness, injury or quarantine is capped at 15 weeks pursuant to the *Employment Insurance Act*, though a claimant's actual maximum entitlement could be less depending on the recommendation of the claimant's physician. The average actual duration⁸⁸ of sickness benefits was 10.0 weeks in 2015/2016 (see Annex 2.16.2), a slight increase from the 2014/2015 average (9.8 weeks).

The average duration of benefits for men and women was 9.9 weeks and 10.1 weeks, respectively. Furthermore, claimants of all age groups recorded an increase in the average duration of EI sickness benefits, with claimants aged 55 years old and older registering the largest increase (+0.4 weeks). Claimants 55 years old and older continued to have, on average, a higher actual duration of sickness benefits, with 10.8 weeks, followed by those between 45 years old and 54 years old with an average duration of 10.2 weeks.

⁸⁸ For assessment purposes, various time periods in EI administrative data are used to ensure accuracy when analyzing the duration of EI special benefits. In this report, to assess the average claim duration of EI sickness benefits for the reporting fiscal year, only claims established in the first half of 2015/2016 were used to ensure data were based on as many completed EI sickness claims as possible. For previous years, all claims established during the fiscal year are used.

As Table 49 shows, among all EI sickness' claims completed⁸⁹ in 2015/2016, 35.7% exhausted⁹⁰ the maximum entitlement of 15 weeks. This figure represents a slight decline of 0.2 percentage points compared with the previous year.

Women made up the majority of the exhaustee population (57.8%) in 2015/2016, comparable to their share of completed EI sickness claims (55.9%) during that period. By age, while nearly one-third of the exhaustee population was 55 years old and older (30.6%), this was disproportionate to their share of completed claims (26.2%). The exhaustion rate was lower for men (34.2%) than for women (37.0%).

The likelihood of exhausting all 15 weeks of maximum available entitlement appears to be correlated with the age of the claimant. As seen in Chart 41, individuals 60 years old and older exhibited the highest exhaustion rate in 2015/2016 at 42.9%. This was followed by claimants in their fifties (39.1% in 2015/2016) and forties (36.9% in 2015/2016). Claims established by individuals in their twenties and those younger than 20 years old had the lowest exhaustion rate at 26.6% and 26.5%, respectively in 2015/2016. Using the traditional age categories of the *EI Monitoring and Assessment Report* (see Table 49), completed claims from 55 years old and older (41.6%) were the most likely to exhaust their entitlement in 2015/2016 and youth under 25 years old (26.6%) the least likely in 2015/2016, as shown in Table 49.

TABLE 49

Share of Completed Employment Insurance Sickness Claims that Exhausted the Maximum Available Entitlement by Age, Canada, 2011/2012 to 2015/2016

	2011/2012	2012/2013	2013/2014 [†]	2014/2015 [†]	2015/2016
24 years and under	22.8%	23.0%	25.0%	29.2%	26.6%
25 to 44 years	28.8%	30.7%	31.7%	32.4%	32.6%
45 to 54 years	34.2%	36.9%	38.5%	38.0%	37.4%
55 years and over	39.2%	39.5%	41.3%	41.5%	41.6%
CANADA	32.1%	33.8%	35.3%	35.9%	35.7%

Note: This refers to claims that used all 15 weeks of EI sickness entitlement available through the EI Program. Includes all claims, completed in 2015/2016 for which at least \$1 in EI sickness benefits was paid. Completed claims include those that are terminated and those that are dormant and remained inactive as of August of the following fiscal year.

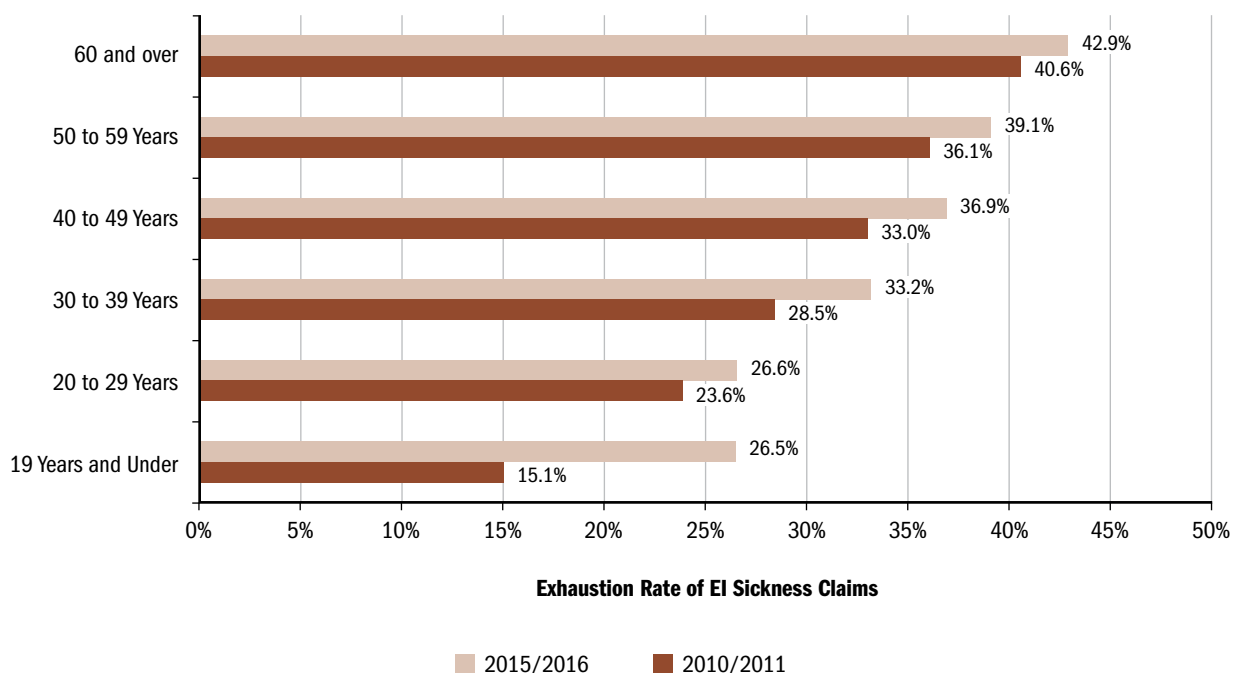
[†] Revised data.

Source: ESDC, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

⁸⁹ Completed claims include those that are terminated and those that are dormant and remained inactive as of August the following fiscal year.

⁹⁰ In previous *Employment Insurance Monitoring and Assessment Reports*, the statistics on exhausted claims for the reporting fiscal year were computed using claims established during the first two quarters and those for previous years were computed using all claims established during the associated fiscal year. However, in order to align the measure of exhausted special claims with the one used for exhausted regular claims and to have a more reliable estimate of exhausted special claims for the reporting fiscal year, a new methodology based on claims completed during a fiscal year has been adopted in this year's *Employment Insurance Monitoring and Assessment Report*.

CHART 41

Exhaustion Rate of EI Sickness Claims, Canada, by Age, 2010/2011 and 2015/2016

Note: Includes all claims for which at least \$1 in EI sickness benefits was paid.

Source: ESDC Employment Insurance (EI) Administrative data. Data are based on a 10% sample of EI administrative data.

2.7.4 Employment Insurance Compassionate Care Benefits

EI compassionate care benefits offer temporary income support of up to 26 weeks⁹¹ to eligible claimants who need to take time away from work to provide care or support to family members who have a serious medical condition with a significant risk of death within 26 weeks.⁹² The benefits may be paid to one family member or shared between family members and only one family member needs to serve the waiting period.

To be eligible for EI compassionate care benefits, claimants need to meet the eligibility requirements for EI special benefits in terms of insurable hours of employment or earnings (see section 2.6 Employment Insurance Special Benefits) and must submit to the Commission a medical certificate issued by the family member's medical doctor. Self-employed individuals who have opted to contribute to EI are also eligible to receive EI compassionate care benefits 12 months after confirmation of their registration for EI (see section 2.6.6 EI Special Benefits for Self-Employed Persons).

For the purposes of this section, EI compassionate care claims refer to claims for which at least \$1 of compassionate care benefits was paid.

⁹¹ As of January 3, 2016. Prior to this date, eligible claimants were able to claim up to 6 weeks. Compassionate care benefit claims with an active benefit window at implementation received an increase of the entitlement despite establishing their claim prior to implementation.

⁹² For more information on the term "family members" in relation to individuals who are gravely ill, please visit the Service Canada's website at: https://www.canada.ca/en/employment-social-development/programs/ei/ei-list/reports/digest/chapter-23/compassionate-care-benefits.html#a23_2_1.

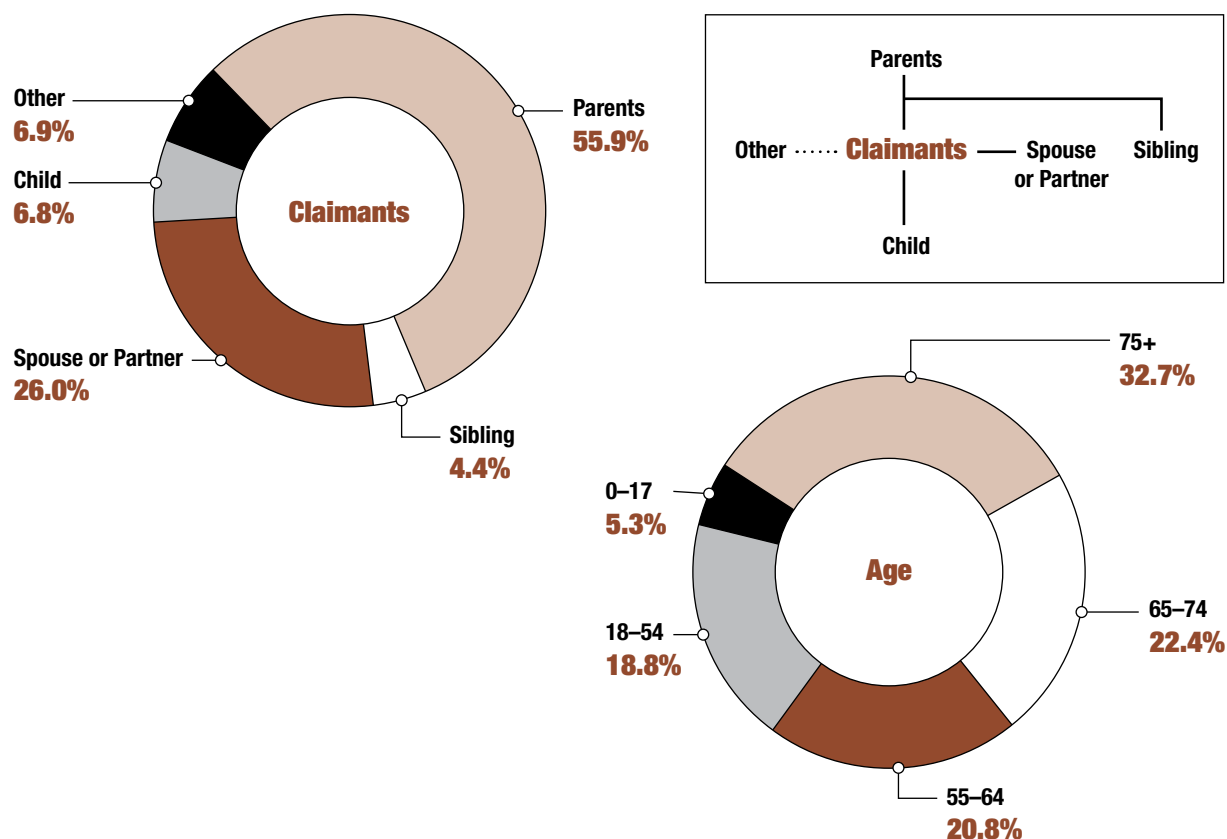
Compassionate Care Recipients

Claimants applying for EI compassionate care benefits are required to indicate their relationship to the caregiving recipient. Family members for whom claimants can claim EI compassionate care benefits include, but are not limited to, the following individuals: spouse, including common-law partner; child or child of the claimant's spouse; parent or the spouse of the claimant's parent; other family members (such as siblings, step-siblings grandparents, grandchildren, nieces, nephews and in-laws); and any other individual considered as a close relative, whether or not he or she is related by blood, adoption, marriage or common-law partnership.

A supplemental study⁹³ completed in 2015 on data for EI compassionate care benefit claimants found that a large majority (81.9%) of EI compassionate care benefit applicants were caring for or supporting a parent (55.9%) or their spouse or partner (26.0%) in 2012/2013. Conversely, only 6.8% and 4.4% of all applicants were caring for their child or a sibling, respectively (see Chart 42).

CHART 42

Distribution of Caregiving Recipients by Relationship with Claimant and by Age, Canada, 2012/2013



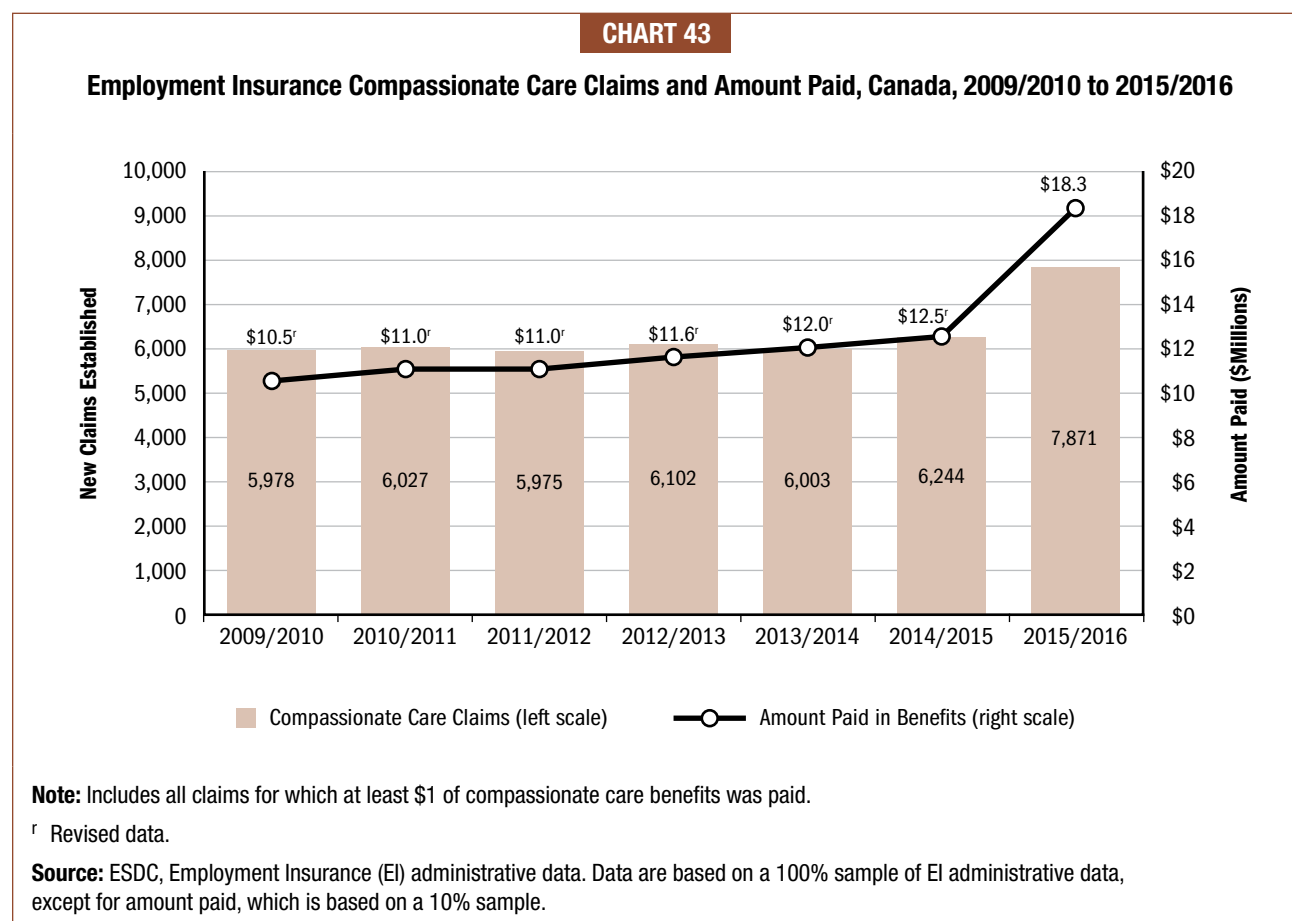
Note: All applications under which a claim for compassionate care benefits was made, not just those in which at least \$1 in compassionate care benefits was paid.

Source: ESDC, *Compassionate Care Benefits: Update* (Ottawa: ESDC, Evaluation Directorate, 2015).

⁹³ ESDC, *Compassionate Care Benefits: Update* (Ottawa: ESDC, Evaluation Directorate, 2015).

Employment Insurance Compassionate Care Claims, Amount Paid and Level of Benefits

In 2015/2016, there were approximately 7,900 new claims established for EI Compassionate Care Benefits, as the number of new claims established increased by 26.1% compared to the over 6,200 claims established in 2014/2015 (see Chart 43). This may be due in part to the increase in maximum entitlement, which might make periods of interrupted employment for caregiving responsibilities less of a financial burden than the shorter entitlement of 6 weeks. In fact, in the fourth quarter of 2015/2016, the number of new claims established increased by 64.5% compared to the same time the year before and corresponds to the timing of the increase in EI compassionate care benefit entitlement from 6 weeks to 26 weeks.



At the provincial and territorial level, all provinces reported an increase in their number of new claims established, with Ontario, Quebec and British Columbia accounting for 76.5% of all EI compassionate care benefit claims established in 2015/2016. There has been little variation in the shares of EI compassionate care benefit claims established in each province and territory over the past five years.

Women accounted for the largest share of new claims established in 2015/2016 (see Table 50), at 71.3%, while representing less than half of the labour force. Both men and women witnessed an increase in their number of new EI compassionate care benefit claims, with year-over-year growth of 23.3% and 27.2%, respectively.

Most new claims in 2015/2016 were made by claimants between 40 years and 54 years old (46.4%), while those 55 years old and older accounted for 32.1% of all new EI compassionate care claims (see Table 50). The largest year-over-year increases in 2015/2016 also came among claimants 40 years old and older, as claims established by those 55 years old and older increased by 36.1%, while claims established by those between the ages of 40 years old and 54 years old increased by 23.3% over the previous year (see Table 50).

The amount paid in benefits totaled \$18.3 million in 2015/2016, a 46.4% increase from the \$12.5 million in total compassionate care benefits paid in 2014/2015 (see Chart 43) and is likely due in part to the increased entitlement provided to new claims established on or after January 3, 2016 and to previously established claims with an active benefit window at implementation. Amounts paid in EI compassionate care benefits increased in all regions except in the territories (See Annex 2.17.4).

There was an increase in total benefits paid to both men and women, by 45.1% and 47.1%, respectively. As in the past years, women continued to receive the majority of total benefits paid (67.9%) in 2015/2016.

All age groups witnessed an increase in their payment amounts, with the largest percentage increases reported among individuals 55 years old and older (+55.3%), followed by those 24 years old and under (+46.9%) and those between 40 years old and 54 years old (+44.6%). Claimants between 40 and 54 years received the largest share of total benefits paid, with 46.8%, followed by those of the ages of 55 years old and older (32.0%) and between 25 years old and 39 years old (19.9%).

In 2015/2016, the average weekly benefit rate for compassionate care benefits increased by 1.5% to reach \$434. EI compassionate care benefit claimants had, on average, higher weekly benefits than EI sickness claimants (\$409), but lower than the average received by claimants for other special benefits.

TABLE 50

Employment Insurance Compassionate Care Benefits Claims and Amount Paid by Gender and Age, Canada, 2014/2015 to 2015/2016

	Claims			Amount Paid (\$Millions)		
	2014/2015	2015/2016	Change (%)	2014/2015	2015/2016	Change (%)
Gender						
Men	1,833	2,260	+23.3%	\$4.1	\$5.9	+45.1%
Women	4,411	5,611	+27.2%	\$8.5	\$12.4	+47.1%
Age category						
24 years and under	118	138	+16.9%	\$0.2	\$0.3	+46.9%
25 to 39 years	1,306	1,553	+18.9%	\$2.6	\$3.6	+38.0%
40 to 54 years	2,965	3,655	+23.3%	\$5.9	\$8.6	+44.6%
55 years and over	1,855	2,525	+36.1%	\$3.8	\$5.9	+55.3%
CANADA	6,244	7,871	+26.1%	\$12.5	\$18.3	+46.4%
Note: Totals may not add up due to rounding. Includes all claims for which at least \$1 in EI compassionate care benefits was paid.						
Source: ESDC, Employment Insurance (EI) administrative data. Claims data are based on a 100% sample of EI administrative data. Data for amount paid are based on a 10% sample.						

TABLE 51

Duration of Employment Insurance Compassionate Care Benefits, Canada, 2011/2012 to 2015/2016

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016
Average duration (weeks)	4.7	4.7	4.7	4.7	8.1 ^p
Percentage share of compassionate care claims using six weeks of benefits or more (%)	58.0% ^r	58.4% ^r	57.3% ^r	56.6% ^r	60.9%

Note: Includes all claims for which at least \$1 in EI compassionate care benefits was paid.

^p Preliminary estimates.

^r Revised data.

Source: ESDC, Employment Insurance (EI) administrative data. Data are based on a 100% sample of EI administrative data.

Entitlement and Duration of Employment Insurance Compassionate Care Benefits

As of January 3, 2016 the number of weeks compassionate care benefits may be paid to qualified claimants is capped at 26 weeks per claim (over a period of 52 weeks), which can be shared with other family members if they are also eligible for these benefits. This represented a sizeable increase from the 6 weeks of entitlement previously available, which covered three-quarters of the reporting period and a majority of new claims established in 2015/2016.⁹⁴

Based on preliminary estimates for 2015/2016, compassionate care benefit claimants received 8.1 weeks of benefits for 2015/2016 on average, an increase of 3.4 weeks over the previous year, but will likely be revised higher as more 2015/2016 claims with access to 26 weeks entitlement are completed.⁹⁵ Analysis of both active and completed compassionate care benefits claims established in 2015/2016 found that 60.9% of claims—approximately 4,800 claims—had received 6 weeks or more of benefits,⁹⁶ representing an increase of 4.3 percentage points over the previous year (see Table 51).

A recent study⁹⁷ on the use and duration of EI compassionate care benefits found that the main reason a claimant does not receive or claim the maximum number of weeks of benefits is that the care recipient passes away while the claimant is receiving EI compassionate care benefits. The same study also found that claimants caring for a spouse and those living with the caregiving recipient are most likely to use the entire entitlement of benefits.

Although eligible family members can share the 26 weeks of entitlement for EI compassionate care benefits, there were fewer than 300 claims (or less than 4% of all EI compassionate care benefit claims established) where benefit sharing was done in 2015/2016, with just under half of those claims established in the fourth quarter of the fiscal year.

⁹⁴ As previously observed, compassionate care benefit claims established prior to January 3, 2016 with an open benefit window at the date of implementation could receive an increase in entitlement to 26 weeks, despite an initial entitlement of 6 weeks at establishment.

⁹⁵ This is because, as noted at the beginning of Chapter II, analysis is based on a snapshot of administrative data in August 2016. Previous years have used claims established in Q1 and Q2 to estimate durations for uncompleted EI special benefit claims in the second half of the fiscal year, which has proven robust in the past. However, the change in entitlement available through EI compassionate care makes this less informative for the 2015/2016 reporting period and the preliminary estimate for 2015/2016 is based off actual duration observed as of August 2016 among all claims established in 2015/2016.

⁹⁶ While many of these claims may still have an open benefit period, the gap between the last established claim of the reporting period (in March 2016) and the August 2016 snapshot of EI administrative data provides sufficient time in most circumstances to assess how benefit use relates to the previous entitlement of 6 weeks.

⁹⁷ ESDC, *Compassionate Care Benefits: Update* (Ottawa: ESDC, Evaluation Directorate, 2015).

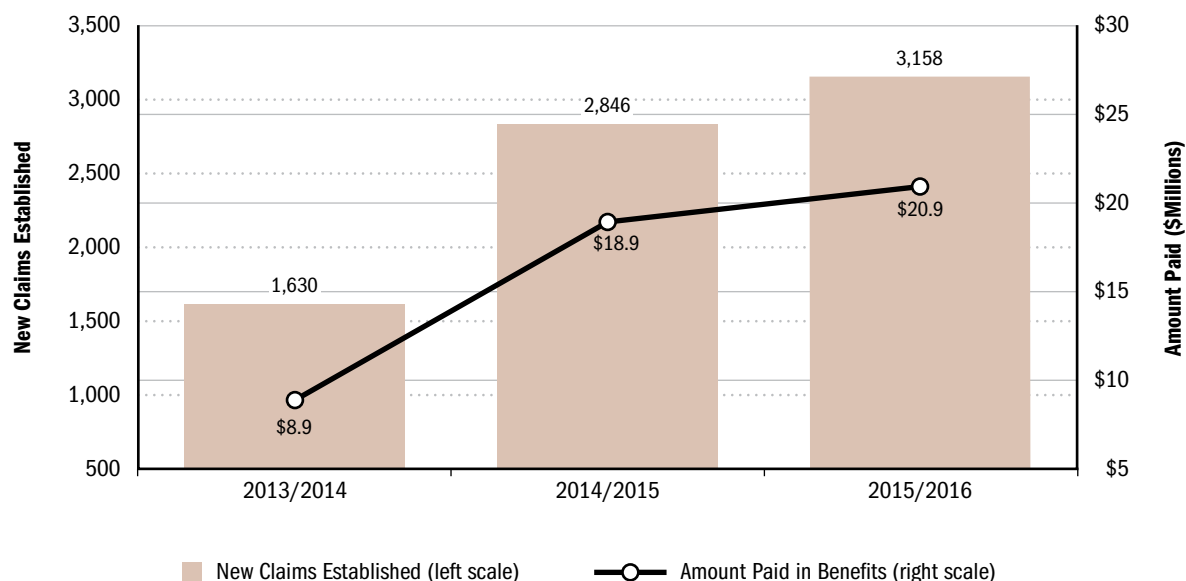
2.7.5 Parents of Critically Ill Children Benefits

Parents of Critically Ill Children (PCIC) benefits offer temporary income support to eligible workers and self-employed who take a leave from work to provide care or support for a critically-ill or injured child.

To receive PCIC benefits, claimants need to meet the eligibility requirements for EI special benefits in terms of insurable hours of employment or earnings (see section 2.6 Employment Insurance Special Benefits) and must be able to demonstrate that their regular weekly earnings from work or the amount of time used by a self-employed claimant to devote to their business have declined by more than 40% in order to provide care for a critically ill or injured child, that they are the parent of a child who is critically ill or injured and that their child is under 18 years of age at the time the 52-week benefit window is opened (either the day a medical certificate is issued or from the date a specialist medical doctor certifies that the child is critically ill or injured). To be considered critically ill, a child's life must be at risk as a result of illness or injury, there must have been a significant change in the child's baseline state of health and the child must require the care or support of his/her parent(s).

CHART 44

Parents of Critically Ill Children Claims and Amount Paid, Canada, 2013/2014 to 2015/2016



Note: Includes all claims for which at least \$1 in PCIC benefits was paid.

Source: ESDC, Employment Insurance (EI) administrative data. Data are based on a 100% sample of EI administrative data.

TABLE 52

**Employment Insurance Parents of Critically Ill Children Claims and Amount Paid by Gender and Age,
Canada, 2014/2015 to 2015/2016**

	New Claims Established			Amount Paid (\$Millions)		
	2014/2015	2015/2016	Change (%)	2014/2015	2015/2016	Change (%)
Gender						
Men	567	662	+16.8%	\$3.7	\$4.7	+26.1%
Women	2,279	2,496	+9.5%	\$15.1	\$16.1	+6.7%
Age category						
24 years and under	180	186	+3.3%	\$0.9	\$1.0	+7.8%
25 to 39 years	2,165	2,433	+12.4%	\$13.9	\$15.4	+10.8%
40 to 54 years	483	520	+7.7%	\$4.0	\$4.4	+9.5%
55 years and over	18	19	+5.6%	\$0.1	\$0.1	+49.7%
CANADA	2,846	3,158	+11.0%	\$18.9	\$20.9	+10.6%

Note: Totals may not add up due to rounding. Includes all claims for which at least \$1 in PCIC benefits was paid.
Source: ESDC, Employment Insurance (EI) administrative data. Data are based on a 100% sample.

Under PCIC benefits, claimants are provided with up to 35 weeks of benefits that can be shared among eligible parents and split into segments of a claimant's 52-week benefit period. PCIC benefits first became payable on June 9, 2013.

For the purposes of this section, PCIC claims established refers to claims for which at least \$1 of PCIC benefits was paid.

Parents of Critically Ill Children New Claims Established and Amount Paid

The number of new claims established for PCIC benefits increased by 11.0% across Canada, from approximately 2,800 claims in 2014/2015 to almost 3,200 claims in 2015/2016. The amount of PCIC benefits paid in 2015/2016 was \$20.9 million, an increase of 10.6% over the previous year (see Chart 44).

Women established the majority of PCIC claims, accounting for 79.0% of all new claims (see Table 52) and received 77.4% (\$16.1 million) of all PCIC benefits paid in 2015/2016. Both women and men recorded increases in new PCIC claims established and total amount paid over the previous year.

The vast majority of new claims established in 2015/2016 were made by claimants between the ages of 25 and 39 years (77.0%), followed by those 40 years old and older (17.1%) and claimants 24 years old and under (5.9%). As with new claims, the majority of PCIC benefits paid—\$15.4 million or 73.6%—went to claimants between 25 years and 39 years old (see Table 52).

Level of Benefits and Duration of Parents of Critically Ill Children Benefits

In 2015/2016, the average weekly benefit rate for PCIC was \$446, an increase of 2.8% over the previous year (\$433). The average weekly benefit rate was highest among men (\$474 compared to \$438 for women) and claimants between 25 years and 44 years old (\$452).

On average, PCIC claimants used 15.2 weeks of benefits in 2015/2016 per claim, a decrease of 1.0 week over the previous year (16.2 weeks). The average duration of benefits for men and women was 15.4 weeks and 15.2 weeks, respectively, a slight increase (+0.5 weeks) for men and a larger decrease (-1.3 weeks) for women compared to the previous year.

2.7.6 Employment Insurance Special Benefits for Self-employed Persons

The EI Program offers EI special benefits to eligible self-employed workers who cease to work by reason of their illness, injury, quarantine, pregnancy, childbirth or providing care to family members according to the eligibility requirements of the specific benefit. Self-employed workers may voluntarily opt into the EI program, by entering into an agreement with the Canada Employment Insurance Commission (CEIC) to pay EI premiums at the employee rate in order to obtain access to EI special benefits. Special benefits available to self-employed persons are the same as those offered to salaried employees.

To be eligible for EI special benefits for self-employed persons, an individual must:

1. register with the CEIC;
2. wait for 12 months from the date of his or her confirmed registration before claiming EI special benefits;
3. have reduced the amount of time devoted to his or her business by more than 40%;
4. have earned the minimum amount of self-employed earnings during the calendar year preceding the year he or she applies for benefits;⁹⁸ and
5. pay EI premium at the same rate as salaried employees for at least one year before he or she may claim benefits.⁹⁹

In 2015/2016, there were 1,700 additional self-employed workers that entered into a voluntary agreement with the CEIC in order to be eligible for EI special benefits, bringing the total number of self-employed persons who are enrolled in the Employment Insurance program since January 2010 to 17,500 participants (see Table 53).

Employment Insurance Special Benefits for Self-employed Persons, Claims, Amount Paid and Level of Benefits

In 2015/2016, 723 special claims were established for self-employed workers, which represent a 3.5% decrease over the previous year (see Table 54). The benefit types most frequently used by self-employed persons were parental benefits and maternity benefits, which made up 73.4% and 24.7% of the amount paid to self-employed, respectively.

Ontario established the majority of new claims (45.8%), followed by British Columbia (22.8%) and Alberta (15.6%). Quebec's under-representation in terms of new claims established (3.0%) reflects the fact that the province offers maternity and parental benefits outside the EI program with mandatory participation of self-employed individuals (see 2.6.2 Employment Insurance Maternity and Parental Benefits).

In total, self-employed workers received roughly \$7.8 million in EI special benefits during 2015/2016, which represents a slight increase due to Ontario and Alberta (see Table 54). 90.2% of total benefits were paid to claimants from Ontario (45.9%), British Columbia (25.9%) and Alberta (18.4%).

Women made up the vast majority of new claims (96.3%), an increase of 0.1 percentage points from the year before. By age, claimants between the ages of 25 years old and 39 years old accounted for 88.0% of all new claims established in 2015/2016 and 93.1% of all EI special benefits received by self-employed claimants. Claimants 40 years old and older and those aged 24 years old and under established 11.1% and 1.0% of all new claims, respectively.

Women received 97.5% of total benefits paid. By age, the vast majority of amounts paid in benefits (93.1%) went to claims established by those between the ages of 25 years old and 39 years old.

⁹⁸ This threshold was \$6,645 (2014 earnings) for claims established in 2015 and was \$6,820 (2015 earnings) for claims established in 2016.

⁹⁹ For more information on special benefits for self-employed workers, please visit:
<http://www.servicecanada.gc.ca/eng/sc/ei/sew/eligibility.shtml>.

In 2015/2016, the average weekly benefit rate¹⁰⁰ for special benefits paid to self-employed workers increased by 6.0% to \$328 per claim. On average, the highest weekly benefit rates were for claims established in Prince Edward Island (\$359), by women (\$330) and claimants under 25 years old (\$384). In comparison, the average weekly benefit rate for the same benefits paid to salaried employees was \$423.

TABLE 53

Self-employed Persons Enrolled in the Employment Insurance Program, Canada, 2011/2012 to 2015/2016

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016
Net enrolments	3,361	2,389	1,530	1,448	1,704
New participants to the program (opted in)	4,887	3,315	2,063	1,946	2,338
Registrants who cancelled or terminated participation (opted out)	-1,526	-926	-533	-498	-634
CUMULATIVE TOTAL, AT THE END OF THE FISCAL YEAR	10,475	12,864	14,394	15,842	17,546

Source: ESDC, Service Canada administrative data, 100% sample.

TABLE 54

Employment Insurance Special Claims for Self-employed Persons and Amount Paid by Type of Benefits, Region and Gender, Canada, 2013/2014 to 2015/2016

	Claims			Amount Paid (\$Millions)		
	2013/2014	2014/2015	2015/2016	2013/2014	2014/2015	2015/2016
Benefit type						
El maternity	558	565	569	\$2.1	\$2.8	\$1.9
El parental	593	602	584	\$5.8	\$4.8	\$5.7
Other El special benefits	166	152	136	\$0.3	\$0.1	\$0.1
Region						
Atlantic Canada	46	59	46	\$0.5	\$0.5	\$0.3
Quebec	48	29	22	\$0.0	\$0.1	\$0.0
Ontario	332	341	331	\$3.6	\$3.5	\$3.6
Prairies	160	175	155	\$2.1	\$1.1	\$1.9
British Columbia and the territories	169	145	169	\$2.0	\$2.6	\$2.1
Gender						
Men	37	29	27	\$0.2	\$0.3	\$0.2
Women	718	720	696	\$8.1	\$7.4	\$7.6
CANADA	755	749	723	\$8.2	\$7.7	\$7.8

Note: Includes all claims to self-employed workers for which at least \$1 in EI special benefits was paid. Total amounts paid may not add up due to rounding. New claims established by benefit type may not sum as claimants can receive multiple benefit types on a single claim.

Source: ESDC, Employment Insurance (EI) administrative data. Data are based on a 100% sample of EI administrative data.

¹⁰⁰ Calculated as 55% of the claimant's average weekly earnings over the preceding tax year where average weekly earnings are total self-employment income minus any losses, as calculated according to the *Income Tax Act*, divided by 52.

2.8 EMPLOYMENT INSURANCE FINANCIAL INFORMATION

The Employment Insurance (EI) program is financed through contributions paid to the Employment Insurance Operating Account by both employees and employers based on their insurable earnings up to the annual Maximum Insurable Earnings (MIE) level. Premiums and other revenues collected under the authority of the *Employment Insurance Act* for the purposes of administering the EI program are first deposited into the Consolidated Revenue Fund (CRF)¹⁰¹ and then credited to the EI Operating Account, while all EI benefits paid and administrative costs provided for under the Act are paid out of the CRF and debited from the EI Operating Account. The following section provides information on EI premium rates and recent trends in revenues and expenditures recorded for the EI Operating Account.

2.8.1 Employment Insurance Premium Rate

The EI program is based on the principle of universal coverage for individuals with insurable employment, providing benefits to claimants meeting specific eligibility criteria. Those with insurable employment must pay EI premiums for every \$100 of insurable earnings, up to the annual maximum insurable earnings (MIE) threshold. Under the *Employment Insurance Act*, MIE are indexed annually based on average industrial earnings in Canada, published by Statistics Canada. The MIE was \$48,600 in 2014, \$49,500 in 2015 and \$50,800 in 2016. Employers pay EI premiums that are 1.4 times the employee rate, such that employees contribute approximately 42% of total EI premium revenues versus 58% for employers.

In 2016, the premium rate for employees (who were not covered by a provincial parental insurance plan) was legislated at \$1.88 per \$100 of insurable earnings, the same amount as in 2015, 2014 and 2013, to an annual maximum of \$955 per employee based on their MIE. The premium rate of employers also remained unchanged, at \$2.63 for every \$100 of insurable earnings to a maximum of \$1,337 for the year.

EXAMPLE

EI Premium Contributions

Bernard is an employee working at a telecom company in Kelowna, British Columbia and earns \$45,000 per year.

Based on his income level and assuming Bernard remained employed throughout the year, he will contribute \$846 in EI premiums for the year with the current premium rate of \$1.88 for every \$100 of insurable earnings.

Bernard's employer will contribute \$1,184 in EI premiums on Bernard's earnings, for a combined total of \$2,030 in contributions made to the EI Operating Account in 2016.

Beginning with the 2017 EI premium rate, the Canada Employment Insurance Commission (CEIC) has assumed responsibility for setting the premium rate each year according to a seven-year break-even mechanism (where the projected balance for the EI Operating Account is expected to be \$0 in seven years) as forecasted by the EI Chief Actuary. Premium rates must therefore generate sufficient premium revenue to cover expected EI expenditures over the following seven years and eliminate any existing

¹⁰¹ The Consolidated Revenue Fund is the financial account used by the Government of Canada to deposit all revenues from taxes and other federal revenues once they are collected, and also the account from which the Government withdraws funds to cover its expenditures.

Source: *Financial Procedures*. Edited by Robert Marleau and Camille Montpetit, House of Commons Procedure and Practice, Parliament of Canada, 2000. <http://www.parl.gc.ca/marleaumontpetit/DocumentViewer.aspx?DocId=1001&Language=E&Sec=Ch18&Seq=0>.

surplus or deficit in the EI Operating Account. Changes to the EI premium rate established in this way are limited to increases or decreases of no more than 5 cents each year, excluding the initial rate setting in 2017, when there was no limit on how much the rate could decline.

The EI program provides for a reduction in the premium rate of employees covered by a provincial parental insurance plan. For employees living in a province with this type of program, the premium rate per \$100 in insurable earnings was \$1.54 in 2015 and \$1.52 in 2016. For employers, the rate per \$100 of insurable earnings was therefore \$2.16 in 2015 and \$2.13 in 2016 (see Table 55).

Quebec is the only province in Canada that administers its own parental insurance plan, providing paid parental, adoption, maternity and paternity benefits. These benefits replace the same type of EI special benefits provided by the EI program and, as such, EI premiums in Quebec are lower to reflect the fact that the province collects additional premiums to finance its own parental insurance plan.

TABLE 55				
Employment Insurance Maximum Insurable Earnings and Premium Rates for Employees and Employers, Canada, 2014 to 2016				
EI Premium Rate per \$100 of Insurable Earnings				
		2014	2015	2016
Residents of a province without a provincial parental insurance plan	Employees	\$1.88	\$1.88	\$1.88
	Employers	\$2.63	\$2.63	\$2.63
Residents of a province with a provincial parental insurance plan	Employees	\$1.53	\$1.54	\$1.52
	Employers	\$2.14	\$2.16	\$2.13
MAXIMUM INSURABLE EARNINGS		\$48,600	\$49,500	\$50,800
Source: Government of Canada, <i>Public Accounts of Canada 2016, Volume I: Summary Report and Consolidated Financial Statements</i> (Ottawa: Receiver General of Canada, October 2016).				

2.8.2 Premium Refund Provision and Premium Reduction Program

There are also circumstances in which a share or all EI premiums paid can be rebated to contributors if certain conditions are met.

For employees, the EI program includes a refund provision for contributors who have not worked enough insurable hours to be eligible for EI benefits. Employees with insurable earnings equal to or less than \$2,000 in a calendar year are eligible for a full refund of their premiums when filing their tax returns. According to Canada Revenue Agency (CRA) data on T4 slips from employers, there were 940,200 individuals eligible under the Premium Refund Provision to receive a full EI premium refund in 2014, representing 5.4% of those with insurable earnings. A total of 64.9% of individuals eligible for the full EI premium refund filed an income tax return and received a premium refund in 2014. There was an estimated total of 610,000 tax filers with insurable earnings worth \$2,000 or less who paid EI premiums and received a full premium refund based on CRA T1 tax filer data and a total of \$10.7 million in EI premiums were refunded in 2014, relatively unchanged from the \$10.8 million in premiums refunded in 2013. Those who received the full premium refund reported an average refund amount of \$17.50 per eligible employee, an increase of \$0.18 from an average rebate of \$17.32 in 2013.

The Premium Reduction Program (PRP) also reduces EI premiums of employers when their employees are covered by short-term disability plans such as cumulative paid sick leave or weekly indemnity programs which meet or exceed certain requirements established by the CEIC. To qualify, employers must demonstrate how they return to employees their portion of the savings (41.7% of total projected savings) from the premium rate reduction they receive. The amount of the premium rate reduction is the estimated cost savings to the EI program that are generated by the employer-sponsored plans that reduce the amount of EI special benefits otherwise payable. The plan established must meet the requirements stipulated in the *Employment Insurance Act* and *Regulations*. There are two types of wage-loss replacement plans for which EI premium reductions may be granted: Weekly Indemnity Plans and Cumulative Paid Sick Leave Plans.

Based on the findings of the most recent departmental supplemental study on the PRP there were 26,650 employers receiving EI premium reductions through the PRP in 2013, down from 31,040 participating employers in 2000. Larger firms were more likely to participate in the PRP, with 59.3% of firms with more than 500 employees participating in 2013, compared to 31.7% of firms with 200-499 employees, 17.1% of firms with 100-199 employees and less than 10.0% of firms with fewer than 50 employees. As of 2013, 7.1 million workers had employment in firms receiving a premium reduction.¹⁰²

2.8.3 Small Business Job Credit

At various points, the Government of Canada has provided temporary reductions in EI premiums to targeted groups of businesses. For tax years 2015 and 2016, which encompass the reporting period for this edition of the *EI Monitoring and Assessment Report*, the Small Business Job Credit lowered EI premiums for eligible firms (those that paid employer EI premiums equal to or less than \$15,000) from the legislated rate of \$1.88 per \$100 of insurable earnings to \$1.60 per \$100 of insurable earnings (or from \$2.63 to \$2.24 in employer premiums per \$100 of insurable earnings).

In 2015, approximately 790,000 businesses received the Small Business Job Credit with an average refund of \$409 and a total reduction of EI premium revenues of \$322.8 million.

2.8.4 Recent Trends in Revenues and Expenditures

According to the Public Accounts of Canada, total EI revenues (\$23.6 billion) were higher than EI expenditures (\$21.2 billion) in 2015/2016, generating an approximate net surplus of \$2.4 billion. By comparison, surpluses of approximately \$2.0 billion, \$3.2 billion and \$3.3 billion were respectively recorded in 2012/2013, 2013/2014 and 2014/2015 respectively (see Table 56), which contributed to the reduction and eventual elimination of the cumulative deficit position of the EI operating account in 2014/2015.

On March 31, 2016, the accumulated surplus in the EI Operating Account was \$2.9 billion, up from an accumulated surplus of \$0.5 billion on March 31, 2015 and accumulated deficits of \$2.7 billion on March 31, 2014 and \$6.0 billion on March 31, 2013 (see Chart 45). Annex 5 summarizes EI revenue and expenditure trends for the past three fiscal years and the amount of expenditures across all benefit types.

¹⁰² ESDC, *EI Payroll Tax Refunds: The Characteristics of Firms Benefiting from the EI Premium Reduction Program 2000–2013* (Ottawa, ESDC Evaluation Directorate, 2016).

TABLE 56

Employment Insurance Operating Account Revenues and Expenditures, 2011/2012 to 2015/2016
\$Millions

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016
Revenues*	\$19,126.6	\$20,871.9	\$22,226.9	\$23,014.8	\$23,586.1
Expenditures**	\$19,677.3	\$18,887.2	\$18,997.2	\$19,759.3	\$21,192.9
ANNUAL SURPLUS (DEFICIT)	(-\$550.8)	\$1,984.7	\$3,229.7	\$3,255.4	\$2,393.2

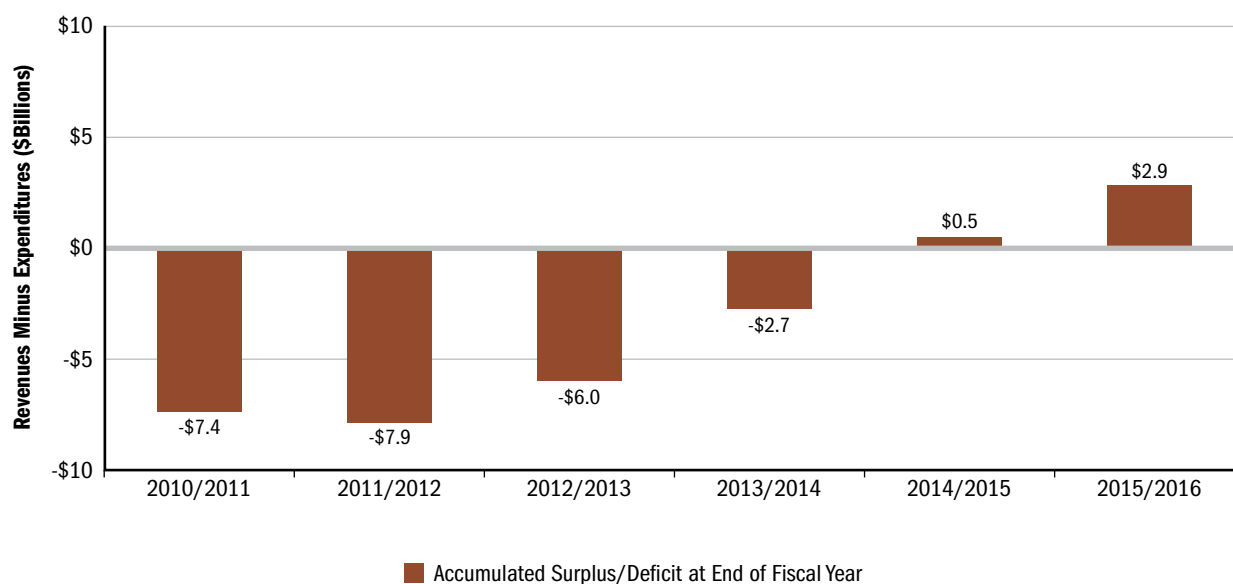
* Includes all revenues and funding from EI premiums; interest owed on accounts receivable; penalties applied to claimants for violations of terms and conditions of the EI program, and for some years additional funding measures introduced for Employment Insurance under the federal budget.

**Includes all expenses related to funding and operations of the EI program including benefit payments under Part I of the EI program; Employment Benefit and Support Measure expenditures under Part II; EI benefit repayments; administrative costs of the EI program; and outstanding debts counted as liabilities against the EI Operating Account.

Source: Government of Canada, *Public Accounts of Canada 2016, Volume I: Summary Report and Consolidated Financial Statements* (Ottawa: Receiver General of Canada, October 2016).

CHART 45

Changes to Employment Insurance Operating Account Financial Position, 2010/2011 to 2015/2016



Source: Government of Canada, *Public Accounts of Canada 2016, Volume I: Summary Report and Consolidated Financial Statements* (Ottawa: Receiver General of Canada, October 2016).

Impacts and Effectiveness of Employment Benefits and Support Measures (EBSMs—Part II of the *Employment Insurance Act*)

Activities delivered under Part II of the *Employment Insurance Act* help unemployed individuals in Canada prepare for, find and maintain suitable employment. Under the umbrella of Employment Benefits and Support Measures (EBSMs), these activities include programs delivered by provinces and territories under Labour Market Development Agreements (LMDAs), as well as the Government of Canada's pan-Canadian programming and functions of the National Employment Service (NES).

This chapter presents EBSM program results achieved under Part II of the *Employment Insurance Act* during the 2015/2016 reporting period. A national overview of EBSM-similar programming delivered under the LMDAs and by Aboriginal Skills and Employment Training Strategy (ASETS) agreement holders is provided in Section 3.1, entitled "National Overview." Provincial and territorial employment programming activities are presented in Section 3.2, "Provincial and Territorial Summaries," with a description of each jurisdiction's labour market and employment priorities. Section 3.3 presents the results of an analysis on incremental impacts of LMDAs by age and gender. Section 3.4 discusses the results of Employment and Social Development Canada's (ESDC's) delivery of pan-Canadian activities, and the administration of certain NES functions.

Notes to Readers

- i. The data used to analyze EBSM activities were collected from provinces, territories and ASETS agreement holders. Governments continue to improve data quality and collection to ensure accurate, reliable and consistent information. While all data sets are verified before publication, systems and operational changes may affect the comparability of data from year to year. Where applicable, these instances are noted.
- ii. Throughout this chapter, references to average levels of activity, and to highs and lows generally use the 10-year period from 2005/2006 to 2015/2016 as a frame of reference.
- iii. Statistics Canada's Labour Force Survey (LFS) is the source of labour market data reported. Data for Canada and the provinces are fiscal-year averages, calculated using seasonally unadjusted data, while monthly references are seasonally adjusted. Data for the Northwest Territories, Yukon and Nunavut are calculated using unadjusted three-month moving average monthly data. In discussions of employment trends by industry, standard industry titles are taken from the North American Industry Classification System (NAICS).
- iv. Real GDP data and other non LFS macroeconomic indicators are from Statistics Canada's Economic accounts. Forecasts are based on published analysis from the Bank of Canada, the Conference Board of Canada, Canadian banks, OECD and Statistics Canada, as well as on internal analysis, using information available as of March 27, 2017.

3.1 NATIONAL OVERVIEW

3.1.1 Context

Economic Conditions

Canada's real GDP advanced by 0.9% in 2015, compared to 2.4% recorded in 2014, as lower business gross fixed capital formation constrained economic growth. Weak oil prices had a large impact on the struggling oil-producing regions, mainly Alberta. Meanwhile, robust housing markets and related spillover effects provided a boost to other regions of the country, masking the relatively weak growth in manufacturing and exports.

In 2015, real gross domestic income fell by 1.1%, following a 2.0% increase in 2014. Canada's terms of trade declined by 6.9% in 2015, after decreasing by 1.3% a year earlier. Falling oil prices contributed to a 3.1% decline in overall export prices, while a depreciating dollar contributed to a 4.1% increase in import prices.

For 2016, Canada's economy is forecasted to have grown at a pace of around 1.4%, largely due to weak commodity prices and the Fort McMurray wildfires, which drove large drops in output, employment and real exports in the spring and early summer.

Compared internationally, Canada's real GDP growth in 2015 is lower than the OECD average of 2.2%. Among the G-7 countries, Canada's 2015 performance ranks ahead of only Italy and Japan, where growth was below 1% in both countries. For 2016, the OECD forecasts Canada's growth at 1.4%, a scenario in which only the United Kingdom, the United States and Germany are expected to register a stronger GDP performance.¹

Client Trends²

Provinces, territories and Indigenous organizations served a more clients (+6.5%) in 2015/2016. Active clients increased by 5.0%, former clients edged up by 0.8% and non-insured clients rose sharply by 10.5%. In this context, the share of non-insured clients increased by 1.4 percentage points, to 38.8%, while the shares of both active and former clients slid by 0.7 percentage points to 48.6% and 12.6%, respectively. The proportion of non-insured clients continues to increase steadily each year, while shares of active and former clients are declining, as province and territories provide employment assistance services to more non-EI clients. Since 2006/2007, the total number of non-insured clients has risen dramatically by 60.9%; while the number of active clients rose by 2.0%, and former clients by 1.3%.

Trends in Program Delivery

In 2015/2016, the number of ESBM interventions delivered by provinces, territories and Indigenous organizations increased by 5.5%. Overall, Employment Benefits increased by 2.9%, while Support Measures were up by 5.8% year over year. Support Measures, which represent 87.1% of all interventions, saw their share increase by 0.3 percentage points. This reflects the increase in non-insured clients who are limited to accessing Support Measures. In turn, the share of Employment Benefits dropped by 0.3 percentage points, to 12.9%.

¹ Retrieved March 2017: <http://www.oecd.org/eco/outlook/Will-risks-derail-the-modest-recovery-OECD-Interim-Economic-Outlook-March-2017.pdf>.

² For client-type definitions, please refer to Section 3.1.3.

EBSM KEY FACTS **CANADA**

Clients Served: 734,124					
EI Active & Former Clients		Non-Insured Clients		Pan-Canadian ¹	
449,517	⬆	284,607	⬆	16,228	⬆
Active		Former		Non-Insured	
48.6%	⬇	12.6%	⬇	38.8%	⬆
Youth (15–24) ²		Core Age (25–54)		Older Workers (55+)	
20.6%	⬆	66.9%	⬇	12.4%	⬇
Interventions: 1,167,972					
		2015/2016	Year-over-Year Change		
Employment benefits ³		146,460	2.9%	⬆	
Support measures: EAS ³		990,014	5.8%	⬆	
Pan-Canadian ³		31,498	11.6%	⬆	
Relative Share					
		2015/2016	Year-over-Year Change		
Employment benefits		12.9%	0.3	⬇	
Support measures: EAS		87.1%	0.3	⬆	

Allocation: \$2,100.9 Million			
	2015/2016 (\$Million)	Year-over-Year Change	
Employment benefits	\$1,126.4	2.0%	⬇
Support measures: EAS	\$584.3	7.2%	⬇
LMPs and R&I	\$231.7	44.2%	⬆
Pan-Canadian	\$112.5	3.6%	⬇
Total expenditures ⁴	\$2,054.9	0.1%	⬇
Managing for Results			
Indicator	Total	Year-over-Year Change	
Active claimants served	356,828	5.0%	⬆
Returns to employment	178,556	2.9%	⬆
Unpaid benefits (\$million)	\$1,153.37	2.8%	⬆

¹ EI Part II Pan-Canadian services to individuals are through the Aboriginal Skills and Employment Training Strategy.² Age distribution does not equal 100%, as the “unknown” category is not reported here. Date of birth is not collected for clients in SD-Apprentices and Group Services.

² Age distribution does not equal 100%, as the “unknown” category is not reported here. Date of birth is not collected for clients in SD-Apprentices and Group Services.

³ See Sections 3.1.4 and 3.1.5 for definitions.

⁴ Totals may not add up exactly due to rounding; accounting adjustments are not included.

¹ EI Part II Pan-Canadian services to individuals are through the Aboriginal Skills and Employment Training Strategy.² Age distribution does not equal 100%, as the “unknown” category is not reported here. Date of birth is not collected for clients in SD-Apprentices and Group Services.

² Age distribution does not equal 100%, as the “unknown” category is not reported here. Date of birth is not collected for clients in SD-Apprentices and Group Services.

³ See Sections 3.1.4 and 3.1.5 for definitions.

⁴ Totals may not add up exactly due to rounding; accounting adjustments are not included.

3.1.2 Main Results

Provinces, territories and Indigenous organizations helped a total of 734,124 clients prepare for, obtain and maintain employment during the 2015/2016 reporting period. This represented a 6.5% jump year over year. Throughout Canada, unemployed individuals benefited from a growing total of 1,167,972 EBSM interventions (+5.5%). The ratio of the number of interventions per client decreased to 1.59, compared with 1.61 in the previous year, as the percentage growth in clients exceeded the percentage growth of interventions delivered. The number of Employment Insurance (EI) active and former clients returning to employment after participation in EBSM-similar programming rose to 178,556 (+2.9%), representing close to 40% of insured clients served by provinces and territories in 2015/2016. In addition, unpaid benefits from the EI Operating Account increased significantly, reaching \$1,153,370 in 2015/2016 (+2.8%).

Canada's Labour Market

Key Labour Market Indicators

In 2015/2016, Canada's working age population (29.4 million) and labour force (19.3 million) both grew by 1%. Employment edged up by 0.8%, adding 150,000 jobs, to a total of almost 18 million. Full-time employment increased by 1.3%, while part-time employment decreased by 1.2%. At the same time, there was an average of 1.36 million unemployed workers in 2015/2016, an increase of 3.4% over the previous year. In this context, Canada's unemployment rate edged slightly to 7%, compared to 6.9% in the previous fiscal year. The labour market participation rate remained unchanged from the previous year, at 65.9%.

In the goods-producing sector, employment totalled 3.87 million in 2015/2016, a slight decline of 0.5%, compared with 3.89 million jobs recorded in 2014/2015. Offsetting this drop, employment in the services-producing sector grew by 1.2%, which added 167,000 jobs on a net basis, for a total of 14.1 million.

Labour Market Tightness

According to Statistics Canada's Business Payroll Survey (BPS),³ Canadian businesses reported on average 224,000 job vacancies in 2015/2016, a 4.4% drop compared to the previous year. Over the same period, the number of unemployed workers across Canada was 1.36 million, compared to 1.32 million in 2014/2015, an increase of 2.9%.⁴ Labour market tightness is often assessed using the unemployment-to-job vacancies (U/V) ratio (number of unemployed people for every vacant position).⁵ In 2015/2016, for every job vacancy, 6.1 individuals sought employment, compared to 5.6 a year earlier. The increase in the U/V ratio indicates more slack in the labour market, as there are more unemployed workers relative to job vacancies.

At the subnational level, the largest increases in the U/V ratio were observed in Saskatchewan, going from 2.6 to 5.3 year over year (+2.7 percentage points) and in Alberta, where the rising U/V ratio doubled from 2.5 to 5.0 year over year. Other increases in the U/V ratio were registered in Nova Scotia, Manitoba, Yukon and Nunavut, as the number of unemployed workers increased relative to job vacancies. All other provinces and territories registered declines in the U/V ratio compared to 2014/2015.

³ Statistics Canada's Business Payroll Survey on job vacancies provides information at the regional and industrial level; it does not do so for occupations. Job vacancy rates reported in this section use Statistics Canada data available at time of production. In mid-2015, Statistics Canada published its first quarterly data of the new Job Vacancy and Wage Survey (JVWS), providing more comprehensive information on job vacancies by industry sector. Once more complete data becomes available, this analysis will use the JVWS in future iterations of the MAR to analyze Canada's current and emerging labour market demand.

⁴ Based on the unemployment numbers used to derive job vacancy related statistics. Total unemployment numbers from the Labour Force Survey are likely to differ.

⁵ However, no single labour market indicator can provide clear and consistent signals of labour market conditions. A thorough assessment of labour market conditions relies on several complementary labour market indicators.

TABLE 1

Labour Market Tightness, 2014/2015 to 2015/2016

Canada	2014/2015	2015/2016	Year-to-Year Change
Number of unemployed	1.32 M	1.36 M	+2.9%
Number of job vacancies	234,300	224,000	-4.4%
Unemployment-to-vacancy ratio	5.6	6.1	+7.6%

Job Vacancies by Industry

Of the annual average of 224,000 BPS job vacancies reported in 2015/2016, the following industries showed the most vacancies:

- health care and social assistance (44,600; +17.7% year over year);
- accommodation and food services (32,500; +4% year over year);
- retail trade (20,600; -23.4% year over year);
- administrative and support (17,000; +54.3% year over year); and
- manufacturing (16,100; -6.3% year over year).

Most of these industries experienced employment growth in 2015/2016. Health care and social assistance employment grew by 2.3%; accommodation and food services employment climbed by 2.7%; retail trade employment increased by 0.4%; administrative and support employment edged up by 0.2%; while employment in manufacturing remained unchanged.

Job Vacancies by Occupation

The *Job Vacancy and Wage Survey* by Statistics Canada collects information from Canadian employers on job vacancies by occupation and industry, providing valuable information on labour market demand.

For 2015/2016—the first full fiscal year of the survey's data collection—the top five occupations across Canada with the most job vacancies were: food counter attendants, kitchen helpers and related support occupations; retail salespersons; chefs and cooks; motor vehicle and transit drivers; and customer and information services representatives.

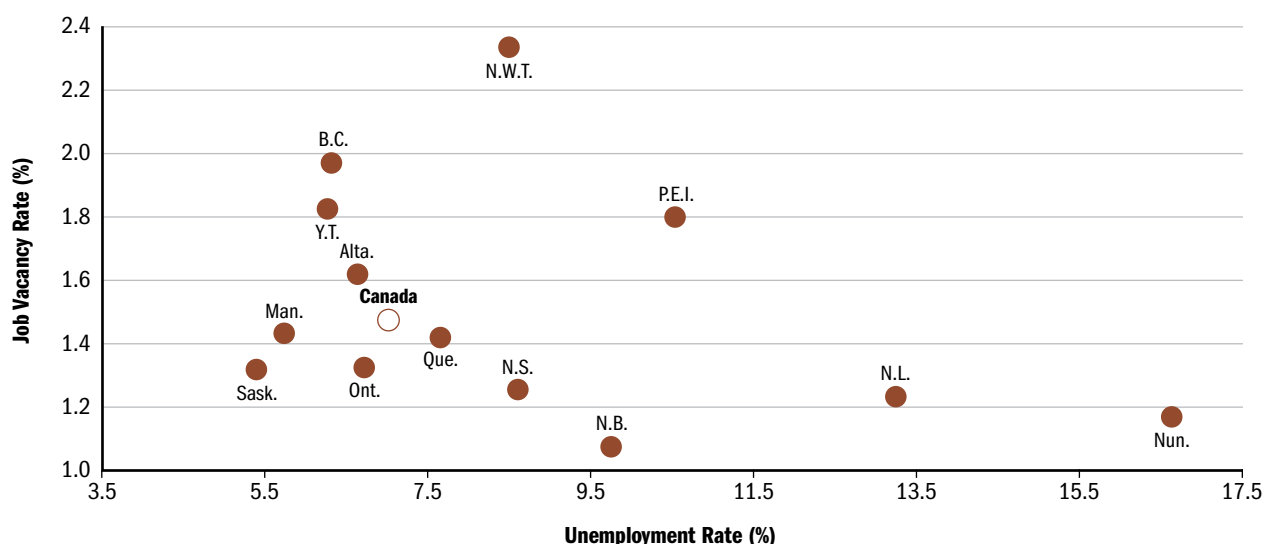
Job vacancy rates and unemployment rates by province and territories

Canada's job vacancy rate (the share of jobs that are unfilled out of all payroll jobs available) registered at 1.5%, a slight decline from the 1.6% rate in the previous year. Among all provinces and territories, the highest job vacancy rates were observed in Northwest Territories (2.3%), British Columbia (2.0%), Yukon and Prince Edward Island (both with 1.8%), as well as Alberta (1.6%). All other provinces and territories registered a job vacancy rate below the national rate.

Consistent with the deteriorating economic conditions in regions of the country dependent on natural resources, Alberta's and Saskatchewan's job vacancy rate dropped by 0.7 percentage points in both provinces, to 1.6 and 1.3, respectively. Among all provinces and territories, this was the largest year over year decline, highlighting the impact of the recession on these two labour markets.

CHART 1

Job Vacancy and Unemployment Rates, Provinces and Territories, 2015/2016



3.1.3 Client Profile and Participation

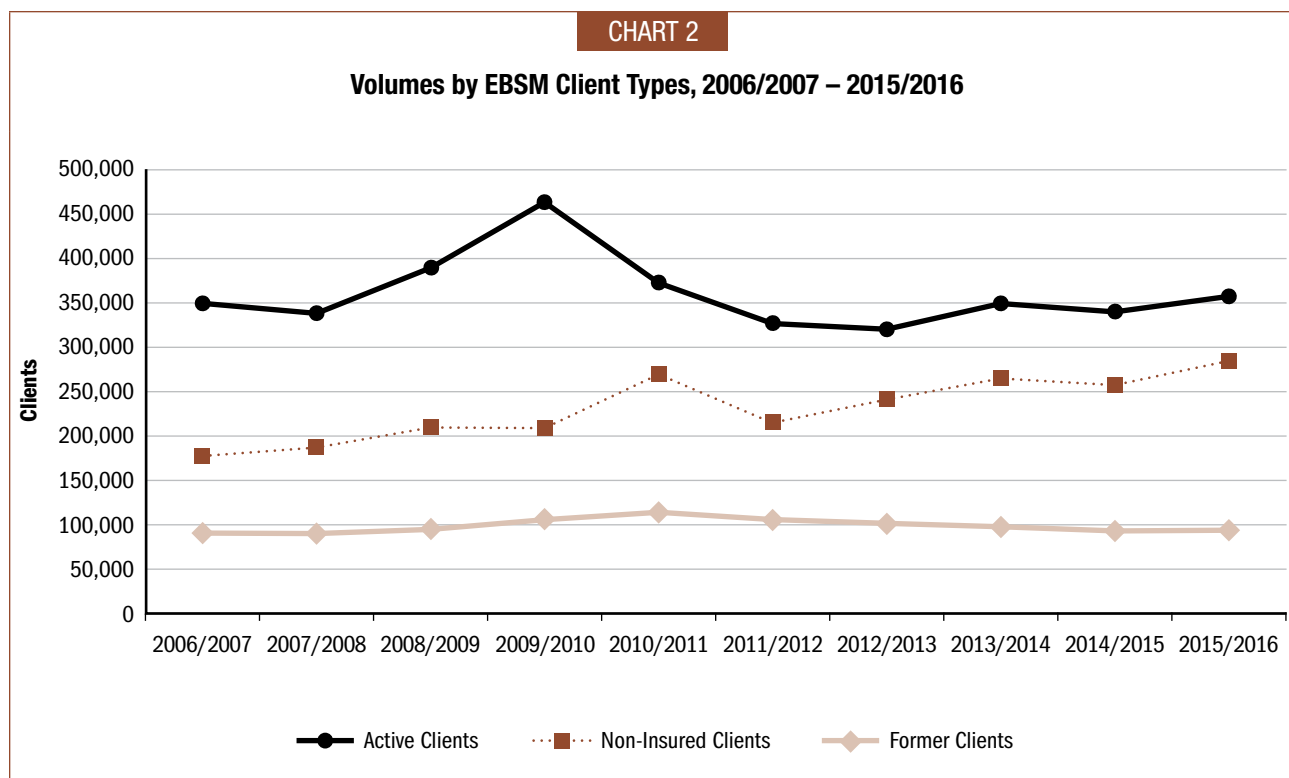
The total number of clients jumped by 6.5% in 2015/2016, reaching a total of 734,124 clients served by provinces, territories and Indigenous organizations. Numbers of all three client types increased to varying degrees: active claimants (+5.0%), former claimants (+0.8%) and non-insured clients (+10.5%).

Client Types

Three client types access EBSMs: active claimants, former claimants and non-insured clients. In 2015/2016, the distribution of client types continued to demonstrate that provinces and territories are serving more non-insured clients. The share of non-insured clients served by provinces and territories increased to an all-time high of 39.6% (increase of 1.4 percentage points), while the share of active clients dropped by 0.7 percentage points to a total of 48.5%, and former claimants saw their share decrease to 11.8%, from 12.5% in the previous year.

Active claimants are those who had an active EI Part I regular claim when they requested assistance under Part II of the *Employment Insurance Act*. Typically, they have stronger recent job attachment and tend to be able to return to work more quickly than those with weaker ties to employment. Active claimants who are job-ready often seek out short-term interventions under EI Part II to find their next employment opportunity. Others require longer-term Employment Benefits to upgrade their skills, establish certification or refine their job search strategies.

In total, the number of active claimants served in Canada increased to 356,828, a year-over-year rise of 5.0%. Their share of all clients declined (-0.7 percentage points) to 48.6% year over year. The number of active claimants, returning to work after participating in an EBSM-similar programming totalled 160,159, an increase of 3.1% year over year.



Former claimants are those who completed an EI claim in the previous three years, or who began a parental or maternity claim in the last five years.⁶ They are no longer eligible for EI Part I; however, they remain eligible for EI Part II under certain criteria.⁷ Former claimants do not receive income support under Part I of the *Employment Insurance Act* while they complete an Employment Benefit intervention; however, they may receive Part II support while completing their return-to-work action plan. During the 2015/2016 reporting period, the number of former claimants increased slightly by 690 clients, to a total of 92,689 (+0.8%). In addition, their share of all EBSM clients declined to 12.6% (-0.7 percentage points). The number of former claimants returning to work increased slightly (+0.6%), to a total of 18,398.

Non-insured clients are unemployed individuals who are neither active nor former EI clients. Non-insured clients usually have little substantive or recent labour force attachment. They include new labour force participants and individuals who were formerly self-employed. While these clients are not eligible for Employment Benefits under EI Part II, they may access interventions similar to EAS. In 2015/2016, the numbers of non-insured clients jumped by 10.5%, to reach 284,607. Accordingly, their share among all client types increased to 38.8% (+1.4 percentage points), reflecting a greater emphasis on supporting non EI-clients across Canada. Overall, 50,035 non-insured clients returned to work in 2015/2016 following their EBSM participation, an increase of 19.3% year over year.⁸

⁶ In July 2016, new provisions were introduced changing the definition of former claimants to cover those who completed an EI claim in the past five years.

⁷ A detailed definition of former claimants can be found in section 58 of the *Employment Insurance Act*.

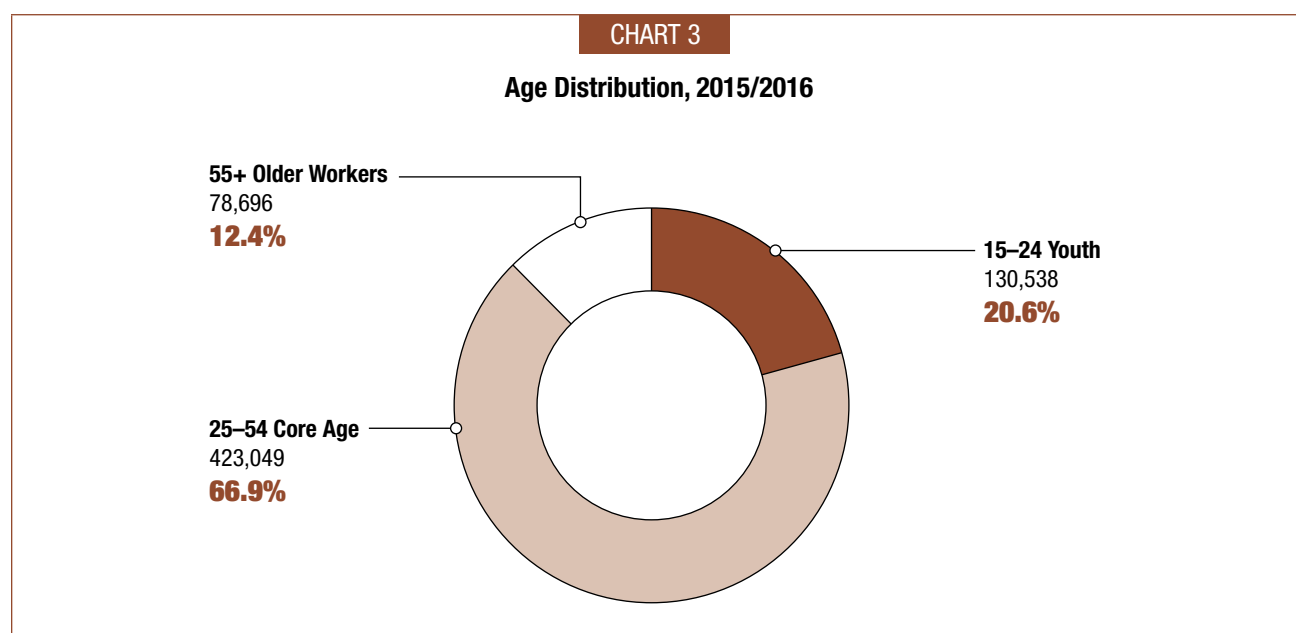
⁸ Returns to work for non-insured clients depend on confirmation by a case manager. The level of follow-up may vary significantly by jurisdiction.

Age Distribution⁹

Year over year, participation among youth (15–24 year olds) rose by 15%, an increase of 17,046 clients, resulting in a total of 130,538 youth clients. Accordingly, the share of youth among all age groups increased to 20.6%, a rise of 1.3 percentage points. The rising proportion of EBSMs delivered to youth reflects a greater focus in provinces and territories on serving young unemployed Canadians.

The total number of core-aged workers (25–54 years old) increased by 23,621 clients (+5.9% year over year), to a total of 423,049. However, their share among all age groups decreased to 66.9%, a slide of 1.2 percentage points compared to the previous year. The rise in core-aged workers comes from growing demand for employment services, as the number of unemployed workers for this age group increased by 5.4% year over year.

Participation among older workers (55+ years old) increased as well, with a total of 78,696 clients served across Canada. Compared to last year's results, this represented an increase of 5,526 clients, or 7.6%. The share of older workers among all clients slightly edged down, from 12.5% to 12.4%. Since 2006/2007, older workers participating in EBSM programming more than doubled, increasing by 108%. The growing use of EBSMs among older workers reflects their increased presence in the Canadian labour market. In 2015/2016, the labour force of 55+ year olds increased by 4.1%, compared to the 1.0% increase for the whole labour force. As well, the number of unemployed older workers jumped by 7.3% year over year, which is higher than overall increase of 3.4% in unemployment across all age groups.



⁹ Date of birth is not collected for clients in Skills Development-Apprentices and Group Services. As a result, client data in Chart 3 do not match the client total in Annex 3.5.

Designated Groups¹⁰

ESDC collects information on the EBSM participation of women, Indigenous people, members of visible minorities and persons with disabilities, in support of employment equity principles.

- Women participated in a total of 487,925 EBSM (including pan-Canadian) interventions in 2015/2016, a 3.4% increase year over year. As a share of all interventions delivered to Canadians, women participated in 43.5% of the total, representing a full percentage point decline compared to last year. By way of context, women represented 42.5% of the number of unemployed workers in 2015/2016. The vast majority of women (92.3%) accessed EAS interventions, while their men counterparts had a lower rate of EAS participation (82.1%). Women's higher use of EAS is attributed to lower participation of women in the Skills Development-Apprentice program, and to the fact that women are more likely to work in part-time occupations, which may result in lower EI eligibility rates and, therefore, less access to Employment Benefits. Overall, 48.2% of female participants were non-insured clients this year, compared with 36.5% of male participants.
- A total of 127,067 participants self-identified as persons with a disability, an increase of 22.1% year over year. This increase may be influenced by changes in self-identification behaviour. Persons with disabilities participated in 11.3% of all interventions delivered in 2015/2016. A significant proportion (94.6%) participated in an EAS-only intervention, compared to a 5.4% participation in Employment Benefits. The majority were non-insured (55.7%), a drop of 1.3 percentage points, compared 2014/2015.
- Indigenous people participated in 88,616 EBSM interventions, an increase of 11.2% year over year. Indigenous people participated in 7.9% of all EBSM interventions delivered in 2015/2016, including programming delivered through ASETS. A total of 37.9% of Indigenous clients were non-insured clients. As a share of participation in all interventions, Employment Benefits increased from 3.9% to 4.1% year over year, and EAS-only represented the remaining 95.9% of interventions delivered to Indigenous people.
- Members of visible minority groups participated in 52,180 interventions, a significant increase of 22.0% year over year. Visible minorities' share of total interventions jumped from 4.0% to 4.6% compared to 2014/2015 results. The majority of interventions (95.3%) were EAS-only, compared to only 4.7% that were Employment Benefits. Representation rates may be influenced by changes in self-identification behaviour and recent demographic trends.

Official Languages

ESDC furthers the commitment of the Government of Canada to foster the full recognition and use of both English and French in Canadian society, by ensuring that labour market programs and services are delivered in both official languages. In this context, all LMDAs contain commitments by provinces and territories to have programs and services delivered in both official languages where there is sufficient demand.

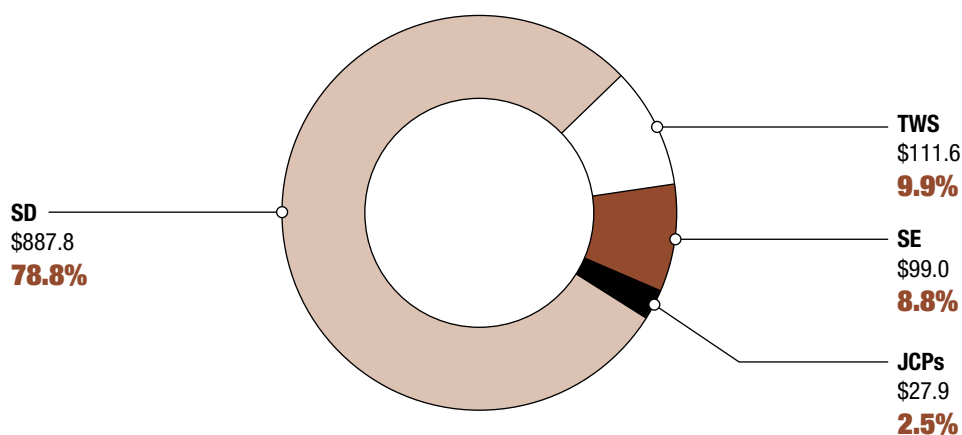
3.1.4 Interventions: Employment Benefits

Employment Benefits are available only to insured clients (active and former claimants). Historically, Employment Benefits have consisted of longer-term interventions focused on providing skills or work experience required to regain employment. Under LMDAs, provinces and territories provide employment benefits similar to the following six benefits types: Skills Development-Regular (SD-R); Skills Development-Apprentices (SD-A); Targeted Wage Subsidies (TWS); Self-Employment (SE); Job Creation Partnerships (JCPs); and Targeted Earnings Supplements (TES).

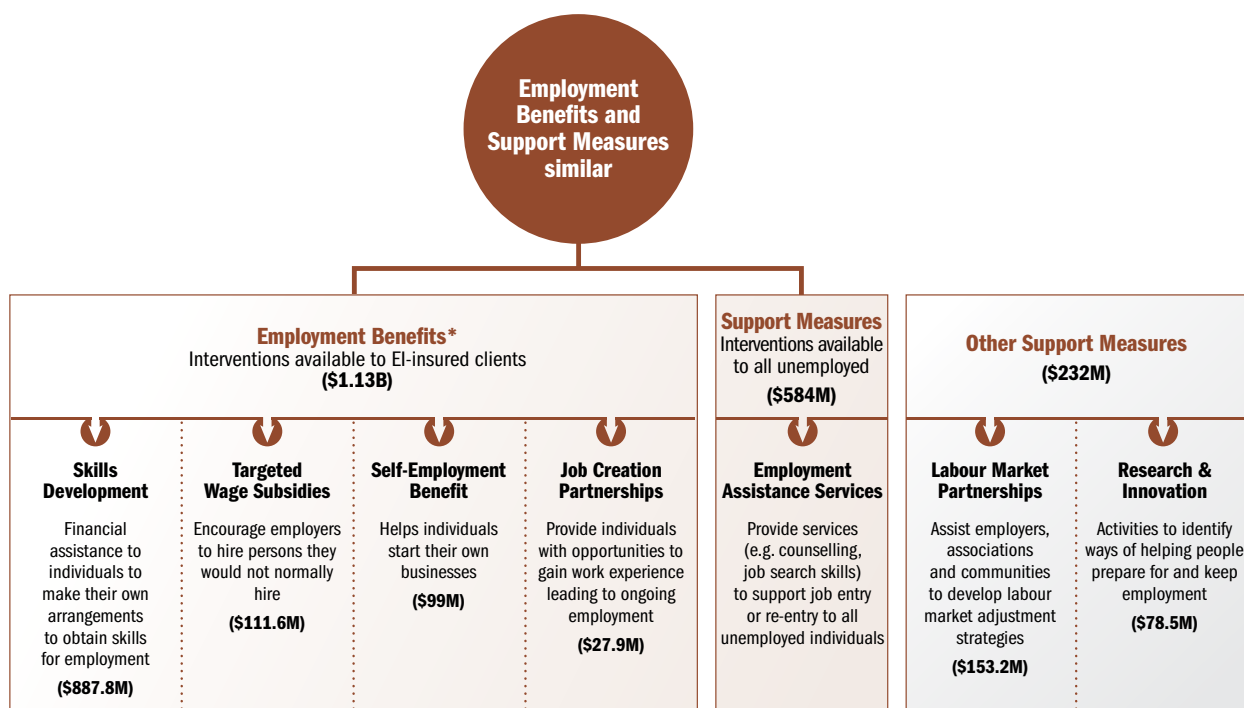
¹⁰ This information is collected at the intervention level and comes from the participant dataset for EBSM programming. Participants voluntarily self-identify, so year-over-year fluctuations may be due in some degree to changes in self-identification.

CHART 4

Employment Benefits Expenditures by Intervention, 2015/2016 (\$Millions)



LMDA Framework and Expenditures in 2015/2016



* The targeted Earnings Supplement employment benefit was not offered during the 2015/2016 reporting period. See Annex 3.2 through 3.15 for overview of LMDAs with provinces and territories, as well as additional definitions and details.

Total Employment Benefits interventions increased by 2.9% in 2015/2016, reaching a total of 146,460. The average Employment Benefit intervention was 111 days, compared to an average of 106 days in the previous year. At 12.9% of EBSMs, the share of Employment Benefits continues to decline year over year, reflecting a greater focus on shorter-term interventions to help unemployed people return to work quickly. Employment Benefits expenditures totalled \$1.126 billion, a decline of 2.0% from the previous year. The average cost of an Employment Benefit intervention across all provinces and territories in 2015/2016 was \$7,691.

Skills Development

Skills Development (SD) is the most common Employment Benefit delivered under LMDAs. This benefit helps insured clients cover the cost of gaining the new skills they often need when facing a career change.

Referrals to Training under Section 25

For detailed information on Section 25 EI regular benefit claims, consult Chapter 2.

Of the 88,000 EI regular benefit claims in 2015/2016 with a Section 25 referral, 49,700 were associated with a SD intervention (roughly 51% in SD-A and 49% in SD-R). Nearly 80% of all referrals were men, as men made up a disproportionate share (95%) of the SD-A referrals and 62% of SD-R referrals. A majority of the claims (62.3%) were from individuals between 25-54 years old; 34.1% were youth, and only 2.9% were older workers. Comparing SD-A to SD-R reveals, however, that youth are more likely to receive an SD-A (45.5%) intervention than SD-R (22.6%).

Geographically, SD-A interventions through a Section 25 referral are more likely in Ontario, Quebec and the Western provinces of Canada. SD-R interventions are more common in Quebec and Atlantic provinces.

In general, findings suggest EI Part II participants with a Section 25 referral for Skills Development programming have a higher incidence of employment than non-referred participants in 2015/2016.

In 2015/2016, SD-Apprentices (SD-A) interventions edged up by 3.5% year over year, to a total of 70,823. As a share of all Employment Benefits, SD-A represented 48.4%, an increase of 0.3 percentage points compared to 2014/2015. Similarly, SD-Regular (SD-R) interventions increased by 6.1%, to 52,082. As a share of all Employment Benefits, SD-R edged up to 35.6%, which is an increase of 1.1 percentage points compared to the previous year. Total Skills Development expenditures saw a decline of \$20.3M (-2.2%) for a total of \$888M. Combining SD-A and SD-R, the average cost of a Skills Development intervention in the provinces and territories was \$7,224.

Skills Development — Yukon

Funding under the Skills Development program is provided to unemployed, EI insured participants who lack the required skills to participate in the labour force. Through this benefit, individuals are trained and equipped to re-enter the workforce. Apprenticeship training is included, and registered apprentices may obtain support while attending approved training for their trade.

The program is designed to reinforce that those who plan their future, commit to an action plan and contribute to the implementation of the plan, are most likely to succeed. The program is intended to support eligible participants whose Action Plan identifies a lack of marketable skills as an employment barrier and who demonstrate that they need training to facilitate their re-entry into employment. The level of assistance accorded to an eligible participant to take a course/program of instruction or training is negotiated. The program provides a mechanism that allows eligible participants to make an appropriate financial contribution to the cost of the training where required.

Targeted Wage Subsidies

Targeted Wage Subsidies (TWS) encourage employers to hire individuals they would not normally hire, giving them a chance to complete a successful career transition. In 2015/2016, TWS interventions increased significantly by 26.3% year over year, to 14,702. The share of TWS of all Employment Benefits interventions rose to 10.0%. Total expenditures for TWS interventions were \$111.6 million, increasing by 7.7% year over year. In 2015/2016, the average cost of a TWS intervention across all provinces and territories was \$7,591.

Targeted Wage Subsidies — Prince Edward Island

The Graduate Mentorship Program (GMP) was introduced to stem the out-migration of well-educated Islanders and strengthen capacity in the local labour market. The 52-week program creates opportunities for youth to remain in the province while ensuring employers have access to skilled and capable new entrants to meet labour market needs. Employers receive a wage subsidy to provide on-the-job training and mentoring to unemployed recent post-secondary graduates. Through this work experience, participants gain experience and employment in positions related to their field of study, as well as an opportunity to network with professionals to further develop their skills and leadership abilities.

Following consultations with partners and staff, the program was amended in 2015/2016 to allow for continuous intake and expanded eligibility to include non-profit organizations, municipalities, band/tribal councils and public health and educational institutions that demonstrate they have the financial resources to maintain the graduate following the mentorship period.

Self-Employment

The Self-Employment (SE) intervention offers insured clients counselling and development to help them start their own businesses. In 2015/2016, participation in SE decreased by 14.8%, to 6,275 interventions. SE's share of total benefit interventions edged down slightly to 4.3% (-0.9 percentage points). SE total expenditures decreased by \$3.5 million (-3.4%) to total of \$99 million in 2015/2016. The average cost of an SE intervention across all provinces and territories was \$15,782 in 2015/2016.

EBSM-IN-ACTION

Self-Employment — Newfoundland and Labrador

Newfoundland and Labrador uses its Self-Employment Assistance to support EI-eligible clients in establishing their own businesses and becoming self-employed by providing services, such as entrepreneurship training, customized coaching, and ongoing advice and client supports. In 2015/2016, the province's self-employment program experienced significant growth, as clients increasingly saw self-employment as a real employment opportunity. The number of new clients utilizing the Self-Employment benefit edged up significantly by 56% year over year.

Job Creation Partnerships

Job Creation Partnerships (JC) provide EI-insured clients with work experience while helping the community and local economy. Provinces and territories delivered fewer JCP interventions in 2015/2016, a decrease of 587 (-18.5%), totalling 2,578. JCPs' share of total benefits interventions edged down by 0.4 percentage points, for a total 1.8%. JCP expenditures dropped to \$28 million, compared to \$33.6 million in the previous year. The average cost of JCP intervention amounted to \$10,832 this fiscal year, across all provinces and territories.

EBSM-IN-ACTION

Job Creation Partnership — British Columbia

Job Creation Partnerships (JCP) provides funding to organizations to assist with local projects that provide useful work experience and skill enhancement opportunities to eligible job seekers to help them obtain ongoing employment.

In British Columbia, a number of JCP projects were funded, including:

- **The Fort Nelson First Nation project provided work experience to five unemployed participants as construction labourers in the Fort Nelson area. The participants assisted in the construction of eight new homes on the Fort Nelson First Nation for low- and medium-income families who reside on the reserve. The participants developed new skills in construction, networked with local contractors and gained transferable skills.**
- **The Port Edward Historical Society provided work experience and skill enhancement in carpentry, marine construction and heavy construction to 16 unemployed participants. Along with gaining new skills, participants were introduced to local and regional industry partners, local contractors and industry representatives, providing the participants with excellent networking opportunities.**

Targeted Earnings Supplements

Targeting Earning Supplements (TES), which was used only in Quebec, were not delivered in 2015/2016. The Government of Quebec phased out the TES in July 2014, with existing clients concluding the use of this intervention throughout the 2014/2015 fiscal year.

3.1.5 Interventions: Support Measures

Part II of the *Employment Insurance Act* authorizes three support measures: Employment Assistance Services (EAS), Labour Market Partnerships (LMPs), and Research and Innovation (R&I). Through LMDAs, provinces and territories deliver these measures at the regional and local levels, while ESDC retains responsibility for pan-Canadian delivery of LMPs and R&I (see section 3.4: Pan-Canadian Activities and the National Employment Services). Support Measures are available to all unemployed individuals in Canada, including non-insured clients; however, LMPs and R&I are generally not associated with direct client service and therefore do not have participants or interventions. Delivered by the provinces and territories, the EAS component of the Support Measures provides a full range of self-help and assisted services, such as help with determining career objectives through employment counselling; improving job search techniques; completing a return-to-work action plan; and accessing labour market information in support of career choices.

Second Cycle of LMDA Evaluations

Beginning in 2012, Employment and Social Development Canada worked jointly with 12 provinces and territories to evaluate the Employment Benefits and Support Measures that are delivered under the LMDAs.

Building on lessons learned and best practices from previous LMDA evaluations, the second cycle of evaluations produced high quality evidence about the effectiveness and efficiency of the EBSMs-similar programming designed and delivered by provinces and territories. Evaluations became more timely and relevant to program and policy development, producing high quality evidence, using a cost-effective approach. Cycle II confirms that:

- **LMDA program participants benefited from improved employment and earnings, as well as reduced dependence on Employment Insurance and Social Assistance.**
- **Providing Employment Assistance Services, which include counselling and job search assistance, earlier in an EI claim (during first 4 weeks) had more impact on earnings and employment, and facilitated earlier returns to work.**
- **Cost-benefit analysis demonstrated that, from a social perspective, the benefits for participants exceed the cost of investments for most interventions.**

The synthesis report of Cycle II LMDA Evaluation findings is expected to be released in 2017.

Employment Assistance Services

Provinces and territories design and deliver interventions similar to Employment Assistance Services (EAS), which are available to all unemployed people in Canada. In addition to helping EI-insured clients, EAS interventions provide crucial support to those who have been absent from the labour market for an extensive period or who have low job attachment. They may also support new immigrants or young people who are entering the Canadian labour market for the first time. These interventions are reported in one of the three following categories: Employment Services, Group Services, and Individual Counselling. In 2015/2016, a total of 990,014 EAS interventions were delivered, representing an increase of 5.8% year over year. Despite this, total expenditures on EAS declined by 7.2%, to a total of \$584.3 million. The average cost of an EAS intervention was \$590 in 2015/2016 across all provinces and territories.

EBSM-IN-ACTION

Employment Assistance Services — Ontario

Ontario's Employment Assistance Service is one service in the suite of services and programs under the Employment Ontario network. The program's resource and information services are available to everyone including employed, unemployed and under-employed, job seekers, students, laid-off workers, apprentices, the internationally trained and employers. The more intensive services, such as individualized supports and job placement, are available for those who are unemployed and not participating in full-time training or education. The program provides Ontarians with improved access to employment services in order to find and keep a job, apply for training and create a career plan. Services include:

- resource and information on local training and employment opportunities;
- access and referrals to other Employment Ontario programs and services, including the Canada-Ontario Job Grant, Second Career, and Literacy and Basic Skills; and
- coordinated client service planning and supports that provide:
 - structured and individualized support for conducting a successful job search;
 - job placement and matching services; and
 - support to assist clients with job retention and training completion.

Employment Assistance Services — Quebec

Quebec supports job seekers to increase their employability and their integration into the job market through its Employment Assistance Services. The program provides access to labour market information sessions, orientation and career counseling, as well as job search assistance activities. Individuals eligible for this program must meet a number of criteria: must be unemployed, receiving EI or social assistance and need employment assistance service. After an assessment of employment goals, the applicant can participate in activities offered either by a local employment center or by a business partner, or by Emploi Québec partners in the province. In general, these activities (e.g. job search clubs, job search strategies, internships, etc.) are of short duration—less than 180 hours. The EAS program is used widely in Quebec and its share continues to grow, representing 89.5% of all EBSMs similar interventions delivered in the province in 2015/2016.

Employment Assistance Services — Nova Scotia

The Careers Nova Scotia Centres Program—Nova Scotia's Employment Assistance Services provides funding for non-profit agencies to deliver employment services to help unemployed and under employed Nova Scotians return to work quickly. To increase the reach and impact of its EAS program, Nova Scotia embarked on an extensive program review and stakeholder consultation in 2015/2016 with the goal of transforming EAS into a leaner, more efficient program that focussed on client-centred service with less administrative burden, and renewed employer and community engagement. In addition, Nova Scotia is working on implementation of more planned enhancements in 2016/2017.

Employment Services

Interventions similar to Employment Services continued to be the most common EAS intervention type, at 63% of all EAS interventions in 2015/2016. A total of 623,314 Employment Services interventions were provided to unemployed individuals in Canada, increasing substantially by 7.8% year over year. Since 2006/2007, EAS interventions have increased by 47.9%, attributable to an increasing focus on delivering short-term interventions for quicker returns to work among unemployed Canadians.

Group Services

Group Services dropped by 4.7%, for a total of 36,073 interventions delivered in 2015/2016, reaching 30,313 clients. Reflecting this drop, the share of Group Services among all EAS-type interventions went down by 0.4 percentage points, for a total 3.6%.

Individual Counselling

In addition to being the initial intervention for establishing action plans and potential access to Employment Benefits, Individual Counselling can be an important measure for multi-barriered clients. A total of 330,627 interventions were delivered in 2015/2016 (+3.3% year over year), which accounted for 33.4% of all EAS interventions.

Labour Market Partnerships

The Labour Market Partnership (LMP) initiative facilitates the collaboration of employers, employee and employer associations, community groups and communities to develop solutions to labour force imbalances such as persistent high unemployment or skill shortages. In 2015/2016, LMPs expenditures totalled 153.2 million, representing a 19.2% increase year over year.

EBSM-IN-ACTION

Labour Market Partnerships — Newfoundland and Labrador

In recognition of the need to improve employment outcomes for persons with disabilities and to assist employers in meeting their recruitment needs, Newfoundland's Department of Advanced Education, Skills and Labour entered into an agreement with Empower, The Disability Resource Centre to develop and implement supports and services for employers, businesses and agencies. Activities carried out through this project include:

- provision of a province wide toll-free support line for employers to access information, consultation and linkages to support agencies;
- providing advice to employers on recruiting, hiring and retention of persons with disabilities; and
- Delivery of information sessions and workshops to businesses and groups on resources and tools, with respect to diversity and inclusive practices.

Labour Market Partnerships — New Brunswick

The **New Brunswick Teen Apprenticeship Program (NBTAP)** is funded through its Labour Market Partnerships (LMP) support measure. It was designed and developed in response to the projected skilled trades labour shortage facing New Brunswick. According to BuildForce Canada, more than 8000 skilled trade jobs will be available in the maintenance and construction industry in New Brunswick from 2016 to 2025. The program's objective is to:

- increase the number of entrants to the apprenticeship program by working with employers to create a practical learning environment for apprenticeship skills delivery by skilled trades mentors;
- connect employers with potential apprentices before they leave high school to help them get an early start on a career in the skilled trades; and
- enable employers to attract and develop apprentices selected to succeed in their industry.

The NBTAP successfully developed and leveraged partnerships between industry, labour, government and the secondary school system to increase awareness of skilled trades career opportunities, and to provide meaningful summer work term placements focused on skill development in specific trades. In 2015, more than 50 high schools participated from around the province, with 99 students working for more than 50 employers during the summer.

Research and Innovation

Research and Innovation (R&I) initiatives identify better ways of helping people prepare for, return to or maintain employment, and participate productively in the labour force. In 2015/2016, R&I expenditures increased substantially, by 144.3%, from \$32.1 million to \$78.5 million year over year.

Similar to the previous year, the same five provinces and territories¹¹ used LMDA funds to expand the reach and impact of Canada Job Grant R&I initiatives, with total support reaching \$51 million in 2015/2016. This program enables provinces and territories to identify better ways of helping people prepare for, return to or maintain employment, and participate productively in the labour force. Canada Job Grant also encourages greater employer investment and involvement in skills training. It is also important to note that increased investments in R&I were recorded in almost all participating jurisdictions.

¹¹ New Brunswick, Ontario, Manitoba, British Columbia and Northwest Territories used LMDA as a funding source to advance their respective CJG R&I Initiatives.

Research and Innovation — Quebec

The purpose of the Research and Innovation (R&I) support measure is to encourage the conduct of research and to implement experimental projects in support of improving the design and delivery of active labour market policies, measures and services. Quebec uses R&I to further preparation for, integration into and/or maintenance of employment. R&I is also used as an employment stabilization and job creation measure. Quebec increased its funding for R&I considerably, to over \$2.0 million in 2015/2016. The increased funding will be used to establish and advance research and innovation initiatives planned for implementation in 2016/2017. These include:

- **Enhanced Interconnection Program – Immigrants:** an experimental program aimed at improving and increasing returns to employment; particularly, among trainees in companies and skilled immigrants.
- **Developing a social path through economics for youth:** a project developed by the Collectif des entreprises d'insertion du Québec and Boscoville, in response to difficulties encountered by unemployed youth. The strategic objective of this project is to develop a suitable pathway to improve the skills of youth in Quebec and increase their integration and attachment to the labour market.

Research and Innovation — British Columbia

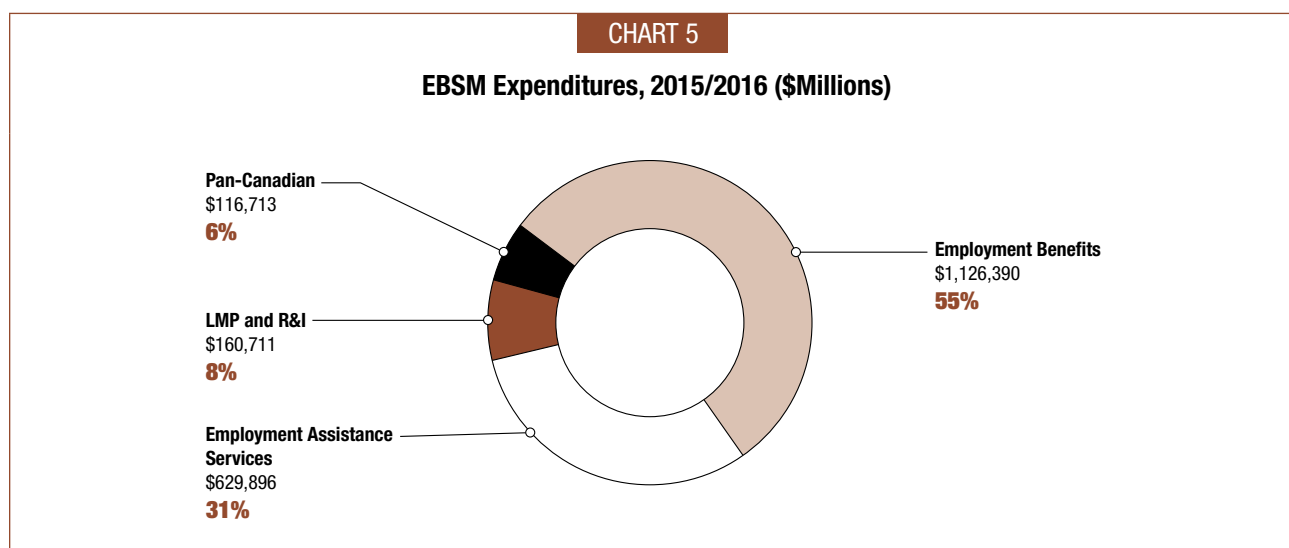
Research and Innovation provides funding to community organizations and partners to explore and/or find better ways of delivering programming to help individuals find or return to work. The objective is to use progressive research and leading edge innovation to discover better ways of helping unemployed clients join the labour force as quickly as possible, by building the employment services of the future.

British Columbia's Employment Mentorship Support Project provides a case study and innovative research with a focus on determining quantitatively and qualitatively whether the Employment Mentorship Support method constitutes an effective approach to improving employment outcomes for people with disabilities in British Columbia. The first group of 40 participants commenced an eight-month mentorship in the spring of 2016. The volunteer mentors will connect participants with their local WorkBC Employment Services Centre, as well as work on participants' life and employment goals. Approximately 150 volunteer mentors and 200 people with physical disabilities will be recruited to participate. This project will also develop an orientation program that can be used to train volunteer mentors across British Columbia.

3.1.6 Expenditures

In 2015/2016, total expenditures under Part II of the *Employment Insurance Act* decreased by 0.1% to \$2.05 billion.¹² In addition to EBSM programming for unemployed individuals, these expenditures include two Support Measures—LMPs and R&I—that are not delivered directly to clients, as well as the pan-Canadian activities described in Section 3.4 of this chapter.

Employment Benefits remained the largest category of expenditures, at \$1.126 billion, representing 54.8% of total expenditures. However, Employment Benefits declined by 22.9 million (-2.0%). EAS expenditures dropped by 7.2% to \$584.3 million, while its share of total expenditures declined by 2.2 percentage points. Offsetting this decline, was the substantial jump in LMP and R&I expenditures, going from \$160.7 million to \$231.7 million (+44.2%) year over year. Pan-Canadian expenditures slid by over \$4 million, to a total of 112.5 million (-3.6%).



3.1.7 Key Performance Indicators¹³

ESDC monitors the results of EBSM-similar programming delivered by provinces and territories through three key performance indicators:

- the number of active EI claimants served;¹⁴
- the number of EI clients who return to employment following an intervention;¹⁵ and
- the amount of unpaid EI Part I benefits resulting from the returns to employment.

¹² Additional EI Part II funds were made available to Quebec in 2014/2015 through a one-time limited amendment to its LMDA, to support workers affected by the July 2013 train derailment in Lac Mégantic.

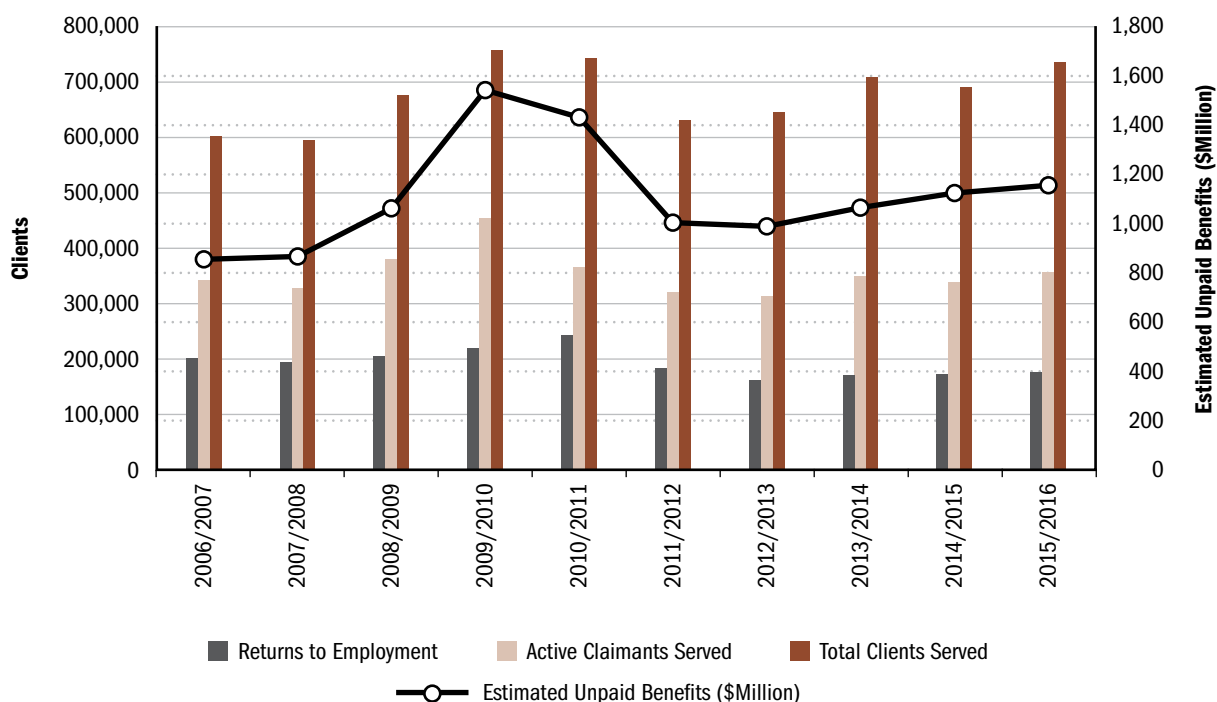
¹³ Data completeness issues in newly implemented information management systems could affect year-over-year comparisons at the provincial, territorial and national levels.

¹⁴ Quebec includes former claimants in its key performance indicator for clients served.

¹⁵ EI clients include both active claimants and former claimants.

CHART 6

Key Performance Indicators, 2006/2007 – 2015/2016



Important: In response to the 2008-2009 recession, the Government of Canada invested a total of \$1.0 billion over two years—2009/10 and 2010/11—in the delivery of EI Part II programming through Canada's EAP.

In 2015/2016, the number of clients employed (178,556) increased by 2.9% year over year, while the number of active claimants served (356,828) increased by 5.0%. At the same time, unpaid benefits (\$1.15 billion) increased by 2.8%. Table 2 presents supplementary performance indicators at the national and provincial/territorial level, contextualized with key economic and labour market indicators for each province and territory.

In 2015/2016, Canada's returns to work from ESBM intervention among active clients, expressed as a proportion of Canada's labour force was 0.8%, with 8 provinces and territories exceeding the national average. Across Canada, unpaid EI regular benefits stemming from returns to work, expressed as proportion of total EI regular benefits paid, was 10.8%. Quebec, Manitoba, Saskatchewan, Alberta, and British Columbia posted higher proportions than the national figure.

For Quebec, Manitoba, Saskatchewan, and Alberta, where both ratios exceed their respective national average figures, it suggests a balance between returning clients to work as soon as possible, while ensuring they are provided with the necessary services to succeed in the job market.

TABLE 2

Key Indicators

	Real GDP Growth 2015	Employment Change and Unemployment Rate (2015/2016)	Job Vacancy Rate (2015/2016)	Returns to Work Among Active EI Clients from EBSM Interventions, as a Proportion of the Labour Force (2015/2016)	Estimated Unpaid EI Regular Benefits Resulting EBSM Interventions, as a Proportion of Part I Benefits Paid (2015/2016)
Newfoundland and Labrador	-2.2%	-2,300 (-1.0%) 13.3%	1.2	1.1%	3.3%
Prince Edward Island	+1.5%	-1,200 (-1.6%) 8.5%	1.8	1.9%	5.6%
Nova Scotia	+0.8%	-500 (-0.1%) 8.6%	1.3	0.9%	4.8%
New Brunswick	+1.9%	-2,700 (-0.8%) 9.8%	1.1	1.6%	5.4%
Quebec	+1.1%	+36,200 (+0.9%) 7.7%	1.4	1.3%	12.6%
Ontario	+2.5%	+59,300 (+0.9%) 6.7%	1.3	0.4%	8.8%
Manitoba	+2.3%	+4,800 (+0.8%) 5.8%	1.4	0.9%	15.9%
Saskatchewan	-1.4%	+2,000 (+0.4%) 5.4%	1.3	1.0%	19.6%
Alberta	-4.0%	+9,900 (+0.4%) 6.6%	1.6	1.1%	15.4%
British Columbia	+3.0%	+43,900 (+1.9%) 6.3%	2.0	0.7%	12.9%
Northwest Territories	+2.5%	Unchanged 8.5%	2.3	0.7%	1.2%
Yukon	-3.8%	Unchanged 6.3%	1.8	0.8%	9.3%
Nunavut	-0.3%	Unchanged 16.6%	1.2	0.3%	0.7%
CANADA	+0.9%	+149,500 (+0.8%) 7.0	1.5	0.8%	10.8%
Source: Canadian System of Macroeconomic Accounts, Labour Force Survey, Business Payroll Survey, Conference Board of Canada, and EI Administrative Data.					

3.1.8 A New Performance Measurement Approach

In support of the Government of Canada's commitment to modernize labour market transfers, ESDC will collaborate with provinces and territories to develop a new LMDA performance measurement strategy. To ensure accountability for Canadians, the Government of Canada will also work with provinces and territories to implement the requirements of the new Treasury Board policy on results.

This new performance measurement strategy will include a new measure of the savings in EI benefits for active claimants resulting from EI Part II programming. This indicator can be derived from the net impact analysis methodology already used to evaluate LMDA performance (see section 3 of this chapter), and is recognized as reliable by experts in the field. Broadly speaking, the savings methodology compares EI benefits for active claimants who participate in Part II programming, with those of active EI claimants who do not participate in Part II programming. The difference in EI benefits between LMDA participants and non-participants is savings attributable to LMDA programming.

3.2 PROVINCIAL AND TERRITORIAL EBSM ACTIVITIES

This section analyzes the provincial and territorial economic environment and EBSM-similar activities in 2015/2016, linking trends in clients served, interventions and expenditures, to local labour market conditions, as well as employment programming priorities.

3.2.1 Context

Under the LMDAs, provinces and territories receive funding to support the delivery of programs and services that are similar to the EBSMs established under Part II of the *Employment Insurance Act*.¹⁶ To address their unique labour market challenges, provinces and territories deliver employment programming under LMDAs, which were individually negotiated with the Government of Canada. Provinces and territories design and deliver all EI-funded employment programming, except pan-Canadian activities, which are discussed in Section 3.4 of this chapter.

In 2015/2016, most provinces and territories served more clients, and delivered more EBSM-similar interventions, than the previous year. In most of these cases, the number of Employment Assistance Services interventions grew at faster pace than Employment Benefits, and the largest increases among clients were in the non-insured group.

An aging workforce, along with skills and labour shortages continued to be the key labour market challenges that most provinces and territories identified and planned to address with EBSM-similar programming. To advance the strategic outcome of a skilled and inclusive labour force, particular focus was given to developing and delivering skills training to meet current and future skills requirements, and to optimizing the labour supply, by working to increase the participation of underrepresented groups in the labour force, such as immigrants, Indigenous people, persons with disabilities and youth.

¹⁶ While data and analysis are presented according to the traditional EBSM intervention categories, provinces and territories may deliver EBSM-similar programming under different names. A list of these names, together with the corresponding EBSM intervention category, is included in the summary for each jurisdiction. Inter-jurisdictional comparisons may be misleading due to differences in programming and labour market conditions. EBSM administrative data presented in this section do not include pan-Canadian activities.

Provinces and territories highlighted plans, strategies and approaches under the Managing for Results section related to areas including: making active employment supports available to EI claimants earlier in their claim, engaging employers in program priorities and design; using the Research and Innovation (R&I) support measure; and improving program assessment and monitoring in part by capturing and using data to further improve program results.

Under the Research and Innovation support measure, provinces and territories fund initiatives that identify better ways of helping people prepare for, return to or keep employment, and participate in the labour force. New Brunswick, Ontario, Manitoba, British Columbia and Northwest Territories used LMDA funds to expand the reach and impact of the Canada Job Grant R&I initiatives.

3.2.2 Newfoundland and Labrador¹⁷

In 2015, Newfoundland and Labrador's real GDP experienced negative growth, at an estimated 2%. In 2016, real GDP is poised to have rebounded, with real GDP growing by 1.9%. Despite the recent real GDP gains, Newfoundland and Labrador's economy faces significant challenges as construction of major projects winds down, and public sector spending is expected to go into retrenchment in the medium term. However, the manufacturing and mining industries are registering solid growth, bringing some relief to the economy. Increasing oil prices could have a positive economic impact, with potential of new offshore oil developments.

Compared to 2014/2015, there were an additional 3,000 unemployed workers in the province, an increase of 9.2% year over year. Overall, employment decreased from 237,100 to 234,800 (-1.0%), with full-time employment sliding down by 900, and part-time employment dropping by 1,400. In this context, the unemployment rate in Newfoundland and Labrador increased from 12.2% in 2014/2015, to 13.3% in 2015/2016. The participation rate edged up slightly to 61.1%, an increase of 0.3 percentage points, compared to 60.8% in the previous year.

In 2015/2016, both goods-producing and services-producing sectors registered employment losses, of -2.2% and -0.6%, respectively. In the goods-producing sector, all industries recorded net job losses with the exception of manufacturing, which increased by 7.6% (+800). In the services-producing industries, notable employment declines were recorded in educational services (-2,500 or -14.7%); public administration (-1,800 or -10.6%); and transportation and warehousing (-1,600 or -14.2%). Newfoundland and Labrador's trade industry recorded employment gains, increasing by 2,700 net jobs (+6.8%).

EBSM KEY FACTS				NEWFOUNDLAND AND LABRADOR			
Total Clients Served: 12,333				Total Allocation: \$126.8 Million			
EI Clients		Non-Insured Clients		Total Expenditures		2015/2016 (\$Million)	Year-over-Year Change
11,036	↓	1,297	↑	Employment benefits	\$113.1	2.2%	↓
Total Interventions: 25,184				Support measures: EAS	\$5.3	5.8%	↑
Interventions Type	2015/2016	Year-over-Year Change		LMPs and R&I	\$1.3	16.5%	↓
Employment benefits	8,019	6.7%	↓	Total expenditures ¹	\$119.7	2.1%	↓
Support measures: EAS	17,165	9.0%	↑	Estimated Unpaid Benefits (\$Million)			
Relative Share of Interventions				2014/2015	2015/2016	Year-over-Year Change	
Interventions Type	2015/2016	Year-over-Year Change (pp)		\$25.35	\$22.25	12.2%	↓
Employment benefits	31.8%	3.5	↓				
Support measures: EAS	68.2%	3.5	↑				

¹ Totals may not add up due to rounding; does not include accounting adjustments.

¹⁷ In 2013/2014, Newfoundland and Labrador implemented a new case management system, ended Employment Services contracts with external service providers and re-instituted their network of provincial counsellors. In the context of the transition to this new system, the 2015/2016 administrative data counts for the province are still incomplete. Therefore, the 2015/2016 data on clients and interventions presented in this year's report for the province are estimates, based on partial counts and other sources of information, such as the audited financial statements and temporary transitional data capturing processes for that period.

Newfoundland and Labrador continues to face major demographic pressures, such as aging an population, the increasing labour force exodus of retiring workers, declining fertility rates, and net-outmigration among youth. In addition, labour and skill shortages, along with relatively high unemployment rates among persons with disabilities and indigenous people, pose labour market challenges for the province. In response to these issues, the province continued to focus on skills training, while working closely with key partners and stakeholders to strengthen their capacity to plan for human resources development of under-represented groups (e.g. youth, persons with disabilities, indigenous people and recent immigrants).

Managing for Results

In 2015/2016, the Department of Advanced Education, Skills and Labour increased its focus on the area of Group Services. The Department delivers a series of information sessions and workshops to assist clients in their efforts to make a meaningful attachment to the labour market. A total of 794 information sessions and 104 workshops were hold to support almost 5,700 clients.

Clients, Interventions and Expenditures

The number of clients served (12,333) in Newfoundland and Labrador declined by 1.2% in 2015/2016. The numbers of two out the three client-types grew: non-insured clients (1,297) increased significantly, by 15.2%, while active clients edged up at a slower pace to 8,947 (+1%). On the other hand, the number of former client count fell noticeably to 2,065 (-16.6%). The respective shares of these client categories followed suit: active clients rose to 72.5% (+1.6 percentage points), the share of non-insured clients edged up from last year's 9.0% to 10.5%, and the share of former clients fell to 17.0% (-3.1 percentage points).

Newfoundland and Labrador delivered 25,184 EBSM-similar interventions in 2015/2016, an increase of 3.5%. Employment Benefits represented 31.8% of all interventions delivered in the province, compared to 35.3% in 2014/2015. More EI clients returned to employment after participating in EBSM-similar programming, reaching 3,306 in 2015/2016 (+0.2% year over year). Unpaid Benefits fell, from last year's \$25.35 to \$22.25 million (-12.2%).

CHART 7

Volumes by EBSM Client Type, 2006/2007 – 2015/2016

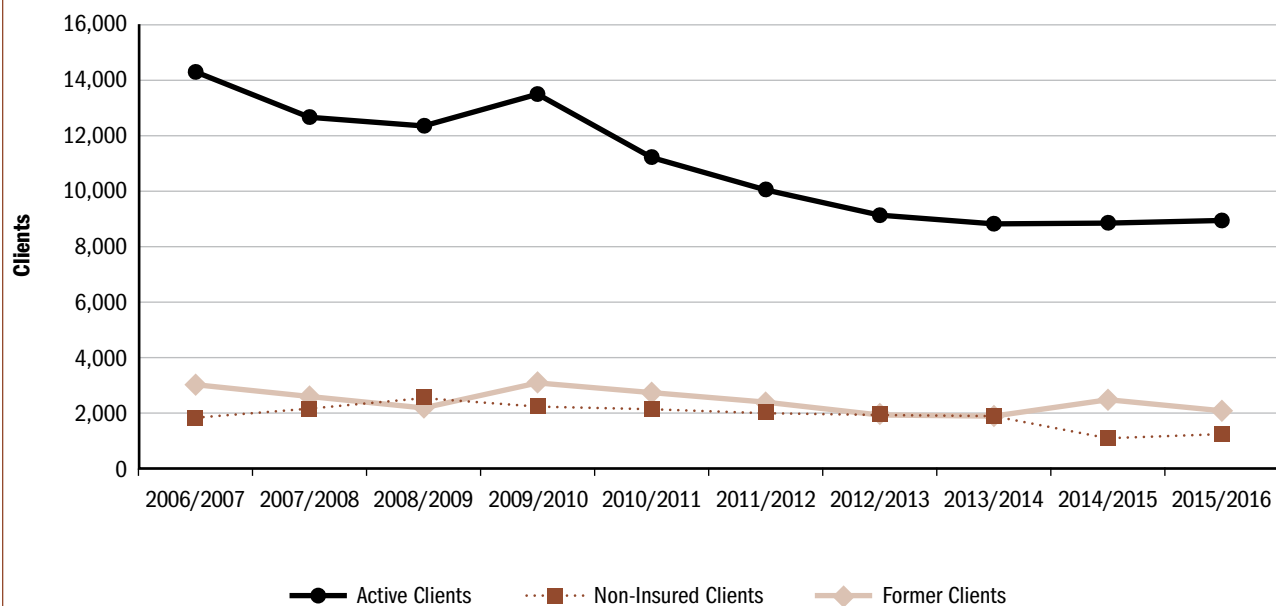


CHART 8

Volumes by EBSM Client Age, 2006/2007 – 2015/2016

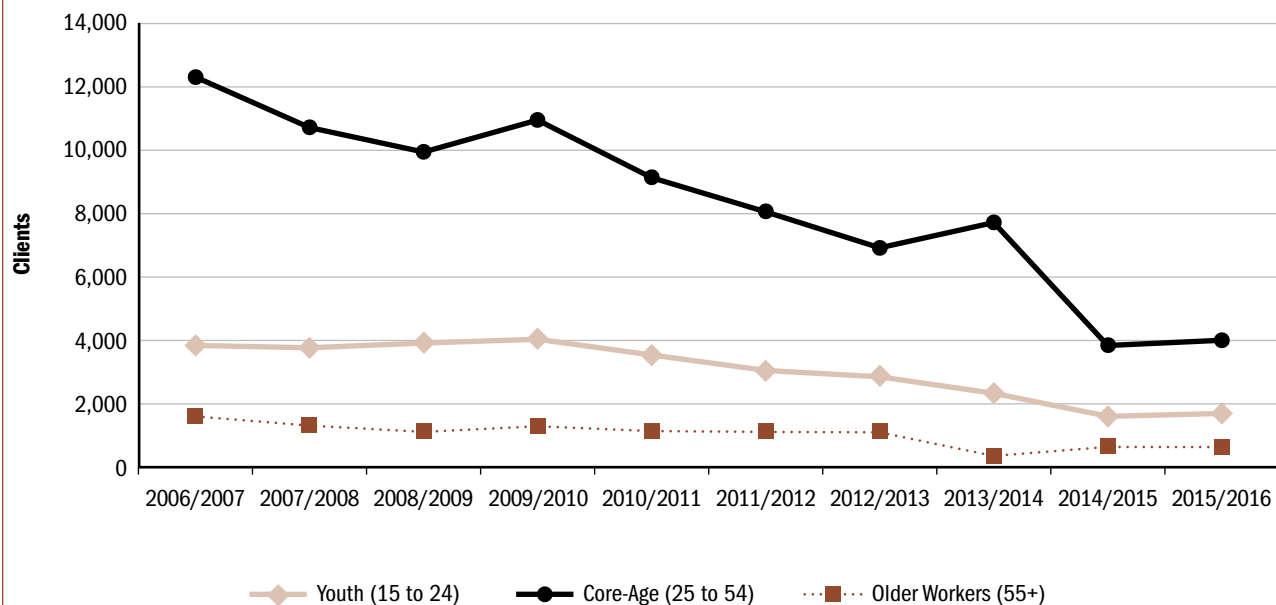


CHART 9

Key Performance Indicators, 2005/2006 – 2015/2016

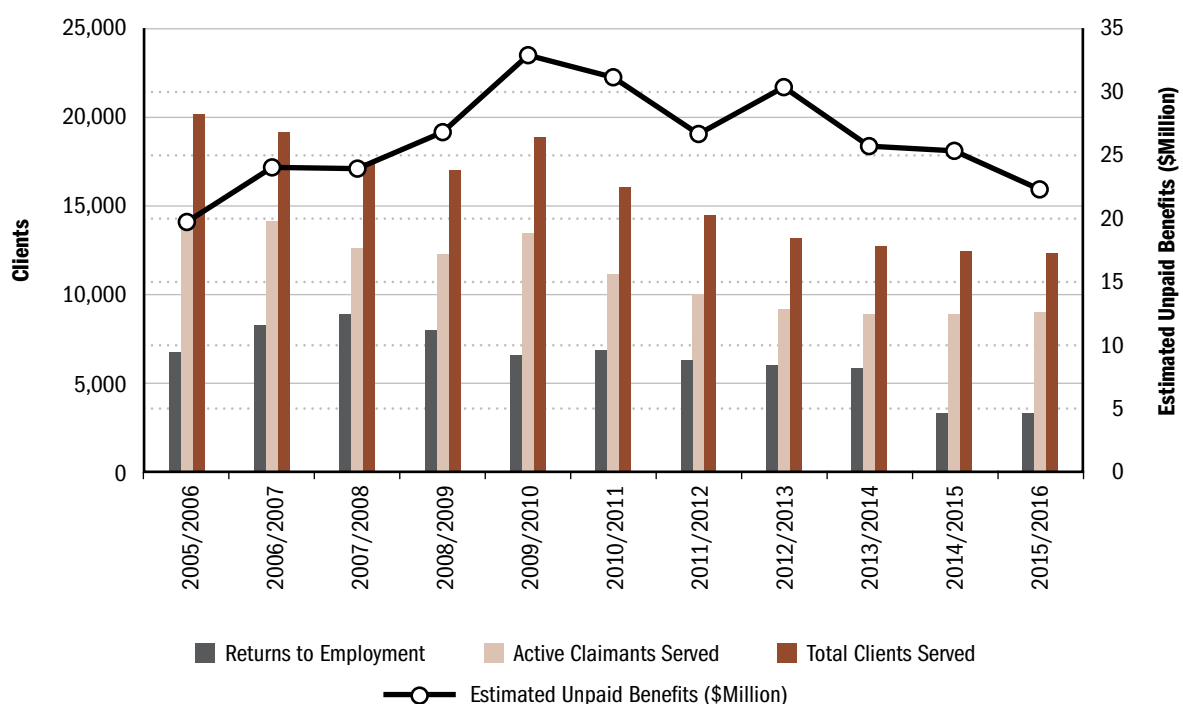


TABLE 3

Newfoundland and Labrador
EBSM-Similar Programming (2015/2016)

		Interventions	Year-over-Year Change	Expenditures (\$ 000s)
Employment Benefits				
SD-R	Newfoundland and Labrador Skills Development	3,284	-9.0%	91,988
SD-A	Newfoundland and Labrador Skills Development	2,394	-12.2%	
TWS	Newfoundland and Labrador Wage Subsidies	896	+1.8%	7,313
SE	Newfoundland and Labrador Self-Employment Assistance	243	+35.8%	5,752
JCPs	Newfoundland and Labrador Job Creation Partnerships	1,202	+0.5%	8,069
Support Measures				
EAS	Newfoundland and Labrador Employment Assistance Services	17,165	+9.0%	5,263
LMPs	Newfoundland and Labrador Labour Market Partnerships	N/A	N/A	1,271
R&I	Research and Innovation	N/A	N/A	

Self-Employment Assistance Leads to Successful Business for Paul

Paul and his wife lived outside Canada for over 10 years. During that time Paul gained experience and training in sophisticated stone masonry. He moved back to Newfoundland to be closer to his family. He had been last employed as a truck driver. Paul was EI-eligible and requested the province's Self-Employment Assistance benefit to start his own stone masonry installation and repair business. Paul's training and experience abroad, gave him experience with materials and techniques not widely used in Canada. This allowed him to create his own niche market, making his work stand out. Thanks to the program, Paul was able to get his business off the ground and stay in his home province.

Employment Benefits

Newfoundland and Labrador's clients accessed a total of 8,019 Employment Benefit interventions (-6.7%) in 2015/2016. Fewer numbers of SD-R (3,284) and SD-A (2,394) interventions were delivered in the province. However, TWS (896), SE (243) and JCP (1,202), rose by 1.8%, 35.8%, and 0.5%, respectively. Consistent with the reductions in number of interventions, expenditures in Employment Benefits fell to \$113.1 million (-2.2%).

Support Measures: EAS

In 2015/2016, 17,165 interventions were delivered, an increase of 9%. Group Services (5,435) expanded considerably (+80.7%); contributing to the notable growth in the EAS total. However, Individual Counselling (3,530) and Employment Services (8,200) both declined, by 21.6% and 0.5% respectively. Newfoundland and Labrador EAS expenditures totaled \$5.3 million (+5.8%).

Other Support Measures: LMPs

LMPs expenditures fell for a third consecutive year, reaching \$1.3 million in 2015/2016. This represented a significant drop of 16.5% year over year.

3.2.3 Prince Edward Island

Prince Edward Island's real GDP rose by 1.5% in 2015 and is forecasted to have increased by 1.9% in 2016. Exports continue to drive PEI's economic growth, with strong demand for its lobster and potatoes, particularly from the United States. PEI's manufacturing industry, which represents about half of the province's exports, will also benefit from growing U.S. demand. Other strong growth areas for the province are aerospace and chemical products. These industries have seen double-digit growth in recent years, and will continue to be a strong growth area for the province.

In 2015/2016, PEI's labour force shrank by 1.6%, to 81,200. The province's employment declined by 1.6% as well, going from 73,900 to 72,700 year over year, with net job losses in full-time employment (-1,600) and slight net gains in part-time employment (+300). The unemployment rate remained unchanged at 10.5%, and the participation rate in PEI's labour force declined from 68.4% to 67.0% year over year.

Both the goods-producing and services-producing industries recorded employment declines, at a rate of -3.9% and -1.1%, respectively. PEI's goods-producing sector employment edged down from 17,900 to 17,200, with slight drops in agriculture (-5.7%); forestry, fishing, mining, oil and gas (-4.0%); and construction (-12.1%). Employment in services-producing sector declined from 56,100 to 55,500 year over year, with the largest declines in transportation and warehousing (-16.7%); information, culture, and recreation (-11.5); and other services (-5.7%). On a net basis, offsetting some of these job losses were gains in finance, insurance, real estate and leasing (+13.6%); professional, scientific and technical services (+10.3%); and accommodation and food services (+7.1%).

EBSM KEY FACTS		PRINCE EDWARD ISLAND			
Total Clients Served: 5,214				Total Allocation: \$25.3 Million	
EI Clients		Non-Insured Clients		Total Expenditures	2015/2016 (\$Million)
3,533	↑	1,681	↑	Employment benefits	\$18.8
Total Interventions: 8,402				Support measures: EAS	\$4.3
Interventions Type		2015/2016	Year-over-Year Change	LMPs and R&I	\$2.2
Employment benefits	2,131	7.0%	↑	Total expenditures ¹	\$25.3
Support measures: EAS	6,271	12.0%	↑	Estimated Unpaid Benefits (\$Million)	
Relative Share of Interventions				2014/2015	2015/2016
Interventions Type		2015/2016	Year-over-Year Change (pp)	\$6.52	\$6.99
Employment benefits	25.4%	0.9	↓	Year-over-Year Change	
Support measures: EAS	74.6%	0.9	↑	7.1%	
				↑	

¹ Totals may not add up due to rounding; does not include accounting adjustments.

Prince Edward Island continued to face labour market challenges in 2015/2016: a limited access to a skilled workforce in both rural and urban areas, and an aging workforce, coupled with an increase in inter-provincial outmigration. In response, the province identified a number of priorities, including: increasing collaboration with its economic sectors and partners to achieve sustainable economic growth and labour market robustness; fostering a climate that encourages small and medium enterprises to invest in skill advancement; improving recruitment, retention and development of a skilled workforce; and enabling entrepreneurs to thrive and increase their competitiveness. In addition, Prince Edward Island focused on having a well-managed and efficient immigration system to ensure that the Island is a destination of choice for newcomers and that immigration opportunity are increased. The province also focused on enhancing service delivery and alignment of labour market programming to maintain quality services for jobseekers, employers and stakeholders.

Managing for Results

As part of the accountability framework, Prince Edward Island engages in a formal planning process to determine priorities and spending for its labour market programs and services. To ensure that planned activities are effectively delivered, projected expenditures are well spent and anticipated results are systematically tracked, the province engages and works closely with the Government of Canada on a number of areas, including: setting objectives and targets, and transferring program data on a regular basis in order to make any necessary adjustments.

Clients, Interventions and Expenditures

After a decline in the previous year, the total number of clients that Prince Edward Island served (5,214) increased significantly (+8.6% year over year) in 2015/2016. All three client-types experienced notable growth, with the number of non-insured clients (1,681) growing at a faster pace of 14.4%, followed by active (2,876) and former (657) claimants, which rose by 6.2% and 5.8%, respectively. Of all clients served, the share of non-insured clients served expanded to 32.2%, compared to last year's 30.6%. The proportion of active (55.2%) and former claimants (12.6%) both edged down slightly, by 1.2 and 0.3 percentage points, respectively. A total of 1,997 EI clients returned to employment following participation in EBSM-similar interventions; an increase of 3.3% year over year. Unpaid Benefits rose significantly to \$6.99 million (+7.1% year over year), reflecting the increase in the number of returns to employment.

Prince Edward Island's clients accessed an increased number of interventions in 2015/2016. The province delivered significantly more EBSM-similar interventions, totaling 8,402, compared to the previous year's 7,588. While both intervention-types expanded notably, EAS interventions experienced a greater growth of 12.0% compared to that of the Employment Benefits, at 7.0% year over year. Prince Edward Island's total expenditures for its EBSM-similar programming declined to \$25.3 million (-1.4%), reflecting the increase in clients' access to the less costly EAS interventions. The total expenditures represented 100% of the allocated funding.

CHART 10

Volumes by EBSM Client Type, 2006/2007 – 2015/2016

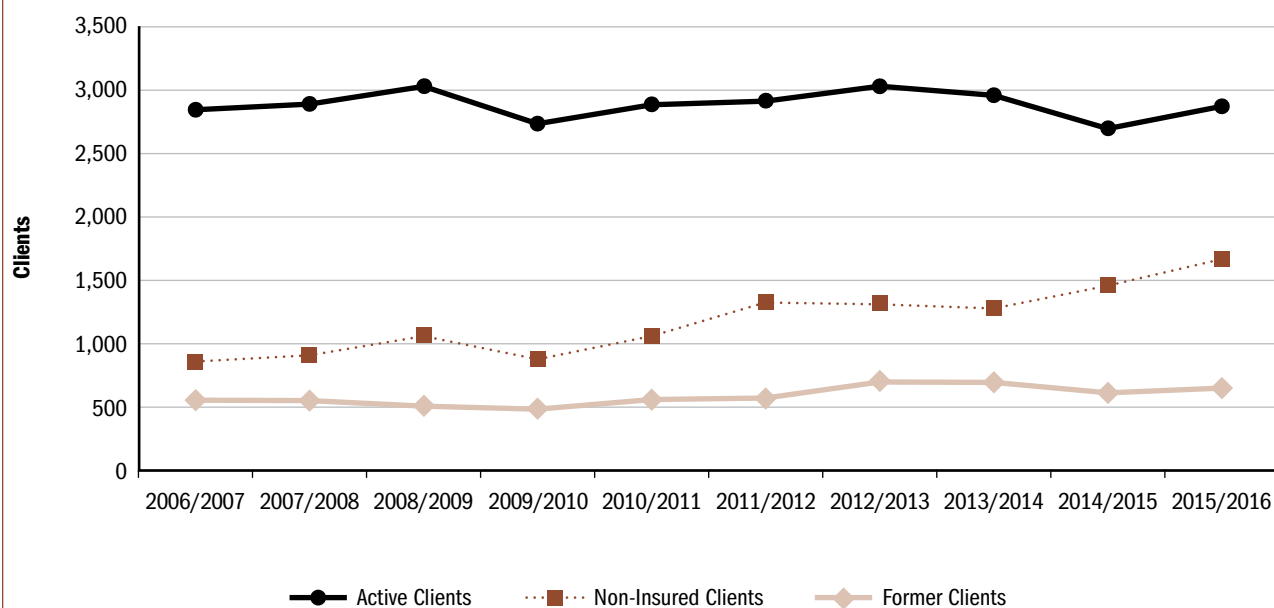


CHART 11

Volumes by EBSM Client Age, 2006/2007 – 2015/2016

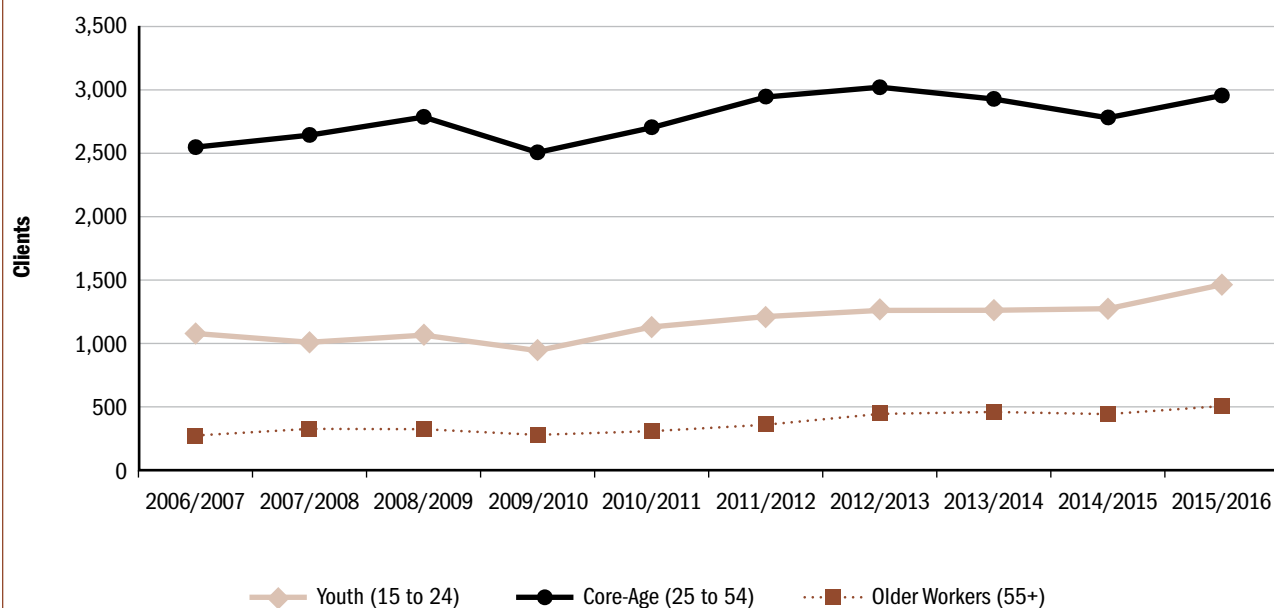


CHART 12

Key Performance Indicators, 2005/2006 – 2015/2016

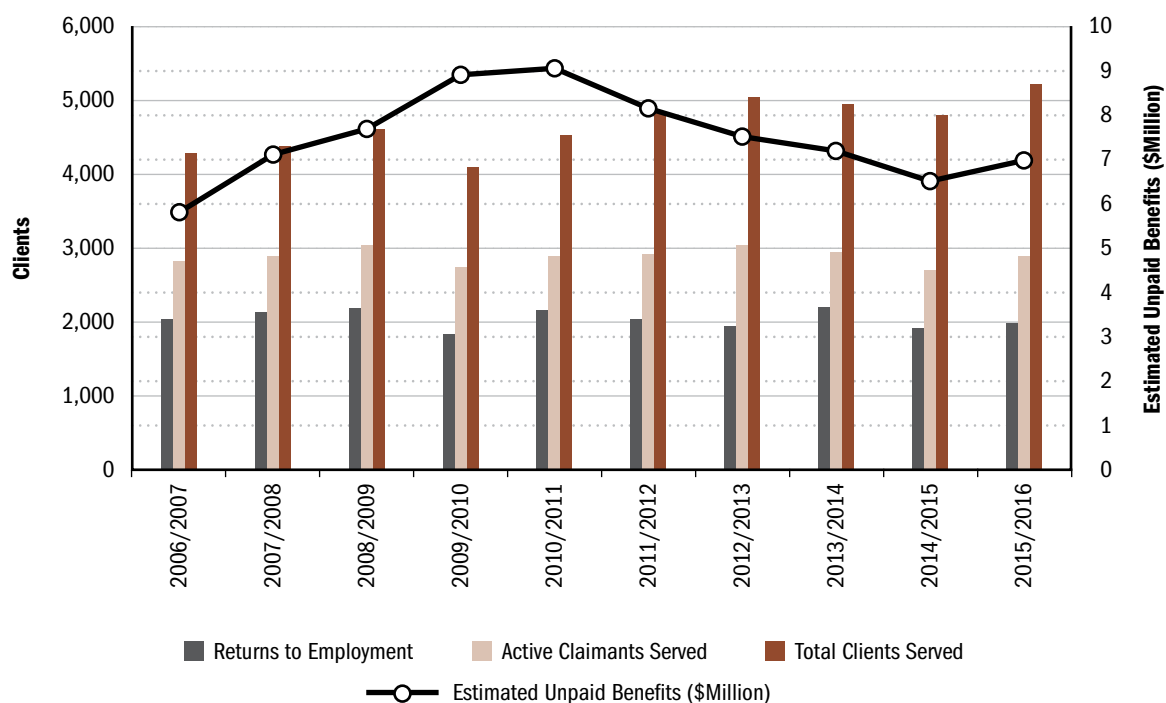


TABLE 4

Prince Edward Island
EBSM-Similar Programming (2015/2016)

		Interventions	Year-over-Year Change	Expenditures (\$ 000s)
Employment Benefits				
SD-R	Training PEI – Individual	1,105	+9.1%	14,307
SD-A	Training PEI – Apprentice	310	-1.6%	
TWS	Employ PEI	556	+27.2%	2,536
SE	Self-Employ PEI	138	+16.9%	1,583
JCPs	Work Experience PEI	22	-79.6%	393
Support Measures				
EAS	Employment Assistance Services	6,271	+12.0%	4,314
LMPs	Labour Market Partnerships	N/A	N/A	1,956
R&I	Research & Innovation	N/A	N/A	203

Employment Benefits

Following a decline in 2014/2015, Prince Edward Island delivered more benefit interventions (2,131; +7.0%) this year. Three of the five benefit-types expanded significantly: TWS (556), SE (138) and SD-R (1,105), by 27.2%, 16.9% and 9.1%, respectively. Conversely, JCP (22) dropped sharply by 79.6% and SD-A (310) also declined, though by a modest 1.6% year over year. Despite the decline in SD-A, combined SD-R and SD-A continued to account for the greatest share of all Employment Benefits at 66.4%, reflecting a continued provincial focus on addressing the pressing challenge of skill shortages. In 2015/2016, Employment Benefits expenditures totaled \$18.8 million, compared to last year's \$18.6 million.

Support Measures: EAS

In 2015/2016, Prince Edward Island served a significantly more EAS interventions (6,271; +12.0%). While both EAS-types delivered in the province have expanded, Individual Counselling increased at a faster pace (1,520; +13.0%) than Employment Services (4,751; +11.7%). Inconsistent with the significant increase in the EAS numbers, their total expenditures fell notably (-7.9%), down to \$4.3 million from last year's \$4.7 million.

Other Support Measures: LMPs and R&I

Following a considerable increase in LMPs and R&I funding in 2014/2015, Prince Edward Island's investment in these two measures dropped significantly this year, to a total of \$2.2 million (-9.6%). Funding for LMPs declined to a total of \$2.0 million (-8.7%). Similarly, R&I expenditures decreased, though more sharply, reaching \$203,000 (-17.1%), compared to last year's \$245,000. LMPs and R&I funding, which supported initiatives led by industries and communities, represented 8.5% of EBSM-similar programming expenditures in 2015/2016, compared to last year's 9.3%.

3.2.4 Nova Scotia

Nova Scotia's real GDP expanded by 0.8% in 2015 and is expected to have increased by 1.1% in 2016. The weaker Canadian dollar and relatively strong demand from the U.S. is benefiting the province's manufacturing industries, which include car tires. The fishing sector is also benefiting from seafood demand from south of the border and China. In addition, construction is expected to have performed well in 2016, driven by government infrastructure investments.

In 2015/2016, Nova Scotia's labour force shrank by 0.4%, to 489,500. Overall, employment remained relatively constant (-0.1%), mainly due to a decline of 4,000 net jobs in part-time employment, while full-time employment grew by 3,400. The province's unemployment rate dropped to 8.6%, compared to 8.9% in the previous fiscal year. The participation rate declined as well, going from 62.7% to 62.2% year over year.

On a net basis, Nova Scotia's goods-producing sector added 1,200 jobs (+1.5%), while the services-producing sector lost 1,700 jobs (-0.5%). In the goods-producing industries, only the utilities registered employment declines (-5.4%). In the services-producing industries, the largest employment gains were posted in health care and social assistance (+3,400 or +4.9%); finance, insurance, real estate and leasing (+1,400 or +6.3%); and professional, scientific and technical services (+1,100 or +4.1%). The most significant net job losses were observed in trade (-2,900 or -3.9%); information, culture and recreation (-2,400 or -12.5%); and in accommodation and food services (-2,100 or -6.4%).

Increased requirements for new skills, resulting mainly from the shift to a knowledge-based economy, coupled with rapid technological change, as well as a shrinking labour force due to an aging population and baby boomers' retirements in great numbers, continue to pose labour market challenges in Nova Scotia. To address skill shortages/mismatches, the province focused in 2015/2016 on providing greater support to priority groups such as individuals facing significant barriers in the labour market, due to low education or gaps in employable skills, as well as to youth and women in non-traditional roles.

EBSM KEY FACTS				NOVA SCOTIA			
Total Clients Served: 16,329				Total Allocation: \$78.6 Million			
EI Clients		Non-Insured Clients		Total Expenditures		2015/2016 (\$Million)	Year-over-Year Change
11,709	↑	4,620	↑	Employment benefits	\$49.7	4.0%	↑
Total Interventions: 31,149				Support measures: EAS	\$26.9	7.5%	↓
Interventions Type		2015/2016	Year-over-Year Change	LMPs and R&I	\$2.0	1.2%	↓
Employment benefits	4,127	2.9%	↓	Total expenditures ¹	\$78.6	0.4%	↓
Support measures: EAS	28,022	3.9%	↑	Estimated Unpaid Benefits (\$Million)			
Relative Share of Interventions				2014/2015	2015/2016	Year-over-Year Change	
Employment benefits	12.8%	0.8	↓	\$28.00	\$23.39	16.5%	↓
Support measures: EAS	87.2%	0.8	↑				

¹ Totals may not add up due to rounding; does not include accounting adjustments.

Managing for Results

To make active employment supports available to EI claimants earlier in their claim, Labour and Advanced Education has an initiative to conduct joint information sessions with Service Canada to provide employers who have pending layoffs or closures with details on labour market information, programs and services, and EI information for their affected staff.

Changes to program design and delivery included extensive consultations and review of the EAS program for the purpose of consolidating the number of service providers, providing a more standardized level of service across the province, rebranding the service provider network, and simplifying financial and activity tracking. In addition, updates to the Labour Market Programs Support System improved program delivery and workflow processes and data warehouse reporting capabilities. Four releases during the year allowed the system to keep pace with changes to program operational and reporting requirements.

Clients, Interventions and Expenditures

Following a decline in the previous two years, Nova Scotia served 16,329 clients in 2015/2016, an increase of 2.3%. Two out of the three client types also increased, with the number of non-insured clients (4,620) rising by 5.1%, and active claimants (9,575), rising at a slower pace of 2.3%. In contrast, fewer former claimants (2,134) accessed EBSM-similar programming (-3.1%). The share of non-insured clients rose to 28.3% in 2015/2016, from last year's 27.6%, and that of former claimants, at 13.1%, recorded a decline of 0.7 percentage points year over year. The proportion active claimants remained almost unchanged at 58.6%, compared to 58.7% a year earlier.

Nova Scotia's clients accessed a higher number (32,149) of EBSM-similar interventions in 2015/2016 (+3.0% year over year), which ended a decline that had lasted for two consecutive years. Compared to last year's 13.6%, Employment Benefits accounted for a declining share (12.8%) of the total interventions, while EAS' share edged up slightly to 87.2%, from last year's 86.4%. A total of 5,100 EI clients returned to employment after participating in EBSM-similar programming. This represents a significant drop of 9.1% year over year. Unpaid Benefits declined to \$23.39 million (-16.5% year over year), consistent with the drop in the returns to employment. Nova Scotia's expenditures in 2015/2016 totaled \$78.6 million and represented 100% of the allocated funding.

CHART 13

Volumes by EBSM Client Type, 2006/2007 – 2015/2016

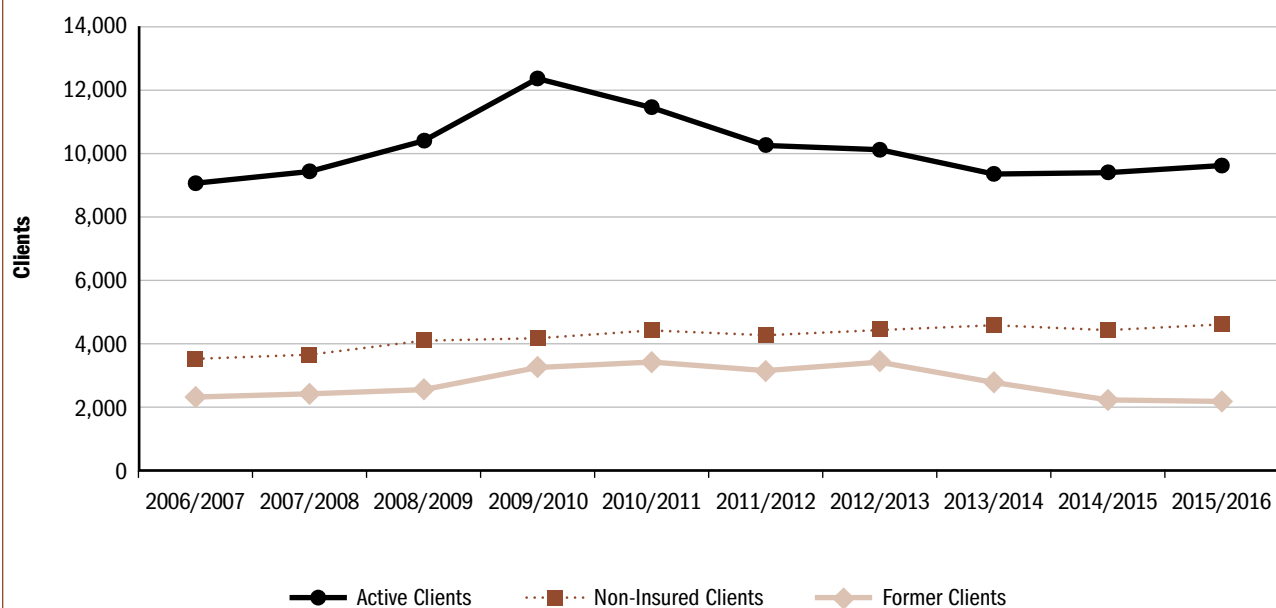


CHART 14

Volumes by EBSM Client Age, 2006/2007 – 2015/2016



CHART 15

Key Performance Indicators, 2006/2007 – 2015/2016

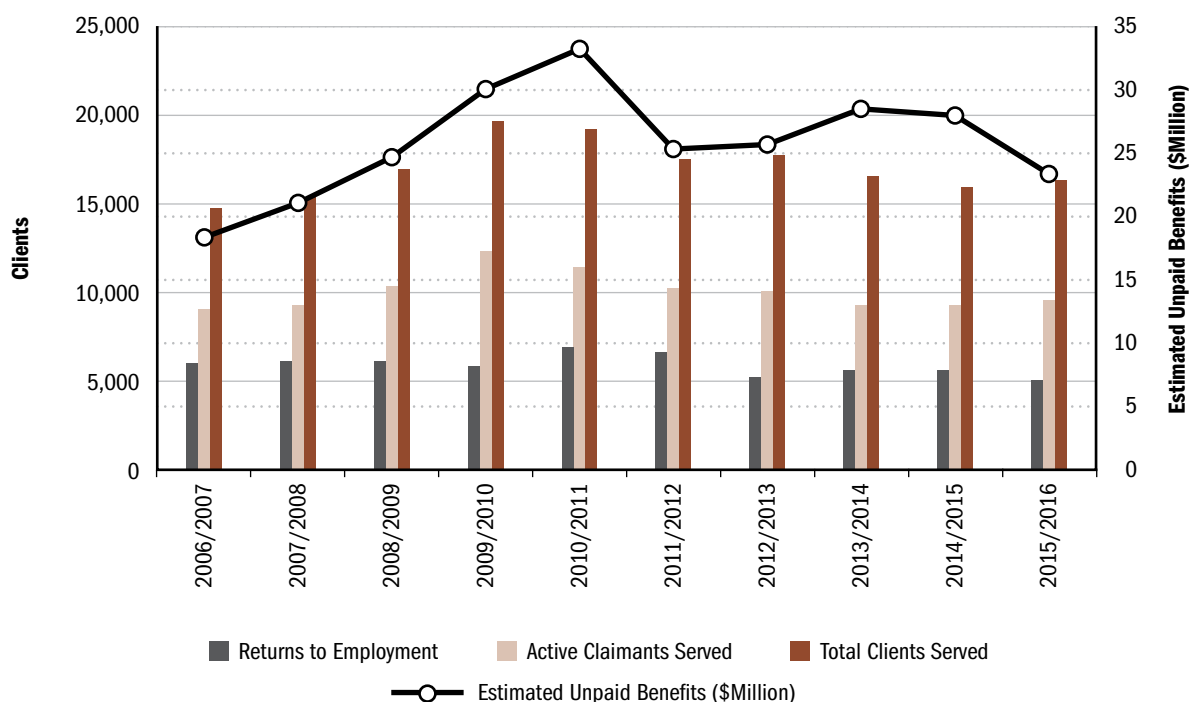


TABLE 5

Nova Scotia
EBSM-Similar Programming (2015/2016)

		Interventions	Year-over-Year Change	Expenditures (\$ 000s)
Employment Benefits				
SD-R	Nova Scotia Skills Development	1,505	-15.9%	39,435
SD-A	Nova Scotia Skills Development	1,510	-3.2%	
TWS	START	469	+29.6%	3,265
SE	Nova Scotia Self-Employment Benefit	514	+21.8%	5,912
JCPs	Nova Scotia Job Creation Partnerships	129	+9.3%	1,081
Support Measures				
EAS	Nova Scotia Employment Assistance Services	28,022	+3.9%	26,897
LMPs	Nova Scotia Labour Market Partnerships	N/A	N/A	2,002
R&I	Research and Innovation	N/A	N/A	

Employment Benefits

Similar to the previous two years, the province served fewer Employment Benefit interventions, totaling 4,127 (-2.9%) in 2015/2016. Three of the five benefit-types recorded significant growth. TWS expanded the most, reaching 469 (+29.6%), followed by SE (514) and JCP (129), which grew by 21.8% and 9.3%, respectively. The shares of these three benefit-types shifted consistently with their growth, with TWS going from 8.5% to 11.4%; SE, from 9.9% to 12.5%; and JCP, from 2.8% to 3.1%. SD-R (1,505) shrank by 15.9% and SD-A (1,510) also declined, although at a slower pace of 3.2%. Similarly, the shares of SD-R (36.5%) and SD-A (36.6%) followed the same direction as their total numbers, dropping by 5.6 and 0.1 percentage points, respectively. Despite the decrease in the numbers of SD-R and SD-A interventions, their combined shares continued to account for most benefit interventions in the province at 73.1%. Total expenditures for Employment Benefits rose to \$49.7 million (+4.0%).

New Skills and Community Connections through a Job Creation Partnership

Brenda had a background in customer service through retail and call centre jobs. In 2015, she began working at a local food bank through a Job Creation Partnership initiative. Brenda grew and maintained a garden, and worked with local residents to teach them the elements of gardening and preserving food, and taught cooking classes using fresh fruits and vegetables. As a result of the skills she gained through the JCP project, Brenda was hired by the food bank for the gardening season. Over time, Brenda also created a partnership with Pan Cape Breton Food Hub where local low-income families were able to order boxes of food from local farmers, receiving much-needed nutritious food. Brenda's efforts have helped ensure the community is able to grow and access fresh fruits and vegetables. She has also expanded her experience to include writing grant proposals and supervising staff.

Support Measures: EAS

Following a decline over the past four consecutive years, Nova Scotia delivered more EAS interventions, reaching 28,022 in 2015/2016 compared to last year's 26,968. The three EAS intervention-types have also expanded, with Group Services (2,011) increasing the most, by 8.6%, followed by Employment Services (21,419) and Individual Counselling (4,592), which also rose, although at a slower pace of 4.0% and 1.8%, respectively. As for their respective shares, the proportion of Group Services edged up slightly to 7.2% (+0.3 percentage points), while the share of Employment Services remained unchanged at 76.4%. The share of Individual Counselling dropped slightly to 16.4% (-0.3 percentage points). EAS continued to account for a growing share of all interventions delivered in the province, reaching 87.2%, compared to 86.4% in 2014/2015. Nova Scotia continues to use EAS to help its job-ready clients meet growing demands for skilled and ready-to-work labour, and to increase the job attachment of vulnerable groups. EAS total expenditures decreased significantly, to \$26.9 million (-7.5%).

Other Support Measures: LMPs

Following three consecutive years of increase, total expenditures for LMPs dropped slightly to \$2.0 million in 2015/2016, a decline of 1.2% year over year. Investments in LMPs support partnership initiatives in key business/industry sectors, strengthen stakeholder engagement and fosters collaboration in identifying labour market priorities and strategies. Nova Scotia uses LMPs to support employers, employer/employee associations, community groups and communities in meeting their human resource requirements, to increase the human capital of its labour force and strengthen economic development.











3.2.5 New Brunswick

Real GDP expanded by 1.9% in 2015 in New Brunswick. Slight economic growth (+0.7%) is forecasted for 2016 in the province, as a result of declines in construction and mining. Despite this, modest growth in the services-producing industries and increased consumer spending will provide some relief to New Brunswick's economy.

In 2015/2016, the province's labour force shrank by 1.1%, to a total of 388,100, and the participation rate edged down by 0.7 percentage points to 62.4% compared to the previous year. Similarly, New Brunswick's employment dropped by 0.8%, to a total of 350,200. At 296,900, full-time employment remained unchanged but part-time employment declined by 4.5% to 53,400. In the context of a shrinking labour force and a declining participation rate, the province's unemployment rate edged down from 10.1% to 9.8% year over year, despite a decline in employment.

In 2015/2016, the goods-producing industries registered a loss in employment (-1,700 or -2.3%) for a second consecutive year. Employment loss continued to be concentrated in forestry, fishing, mining, oil and gas (-900 or -7.8%); and in construction (-1,900 or -7.1%). Conversely, manufacturing continued to benefit from employment growth (+1,100 or +3.9%). As for the services-producing industries, a slight decline of 900 net jobs was recorded (-0.3%). After expanding significantly in the previous year, there was a marked decline in employment in the professional, scientific and technical services (-1,900 or -10.6%); and business, building and other support services (-1,800 or -9.0%). Trade also registered employment loss (-1,100 or -1.9%), although at a modest pace. Employment gains were mainly concentrated in transportation and warehousing (+3,000 or +18.1%), as well as in information, culture, and recreation (+600 or +5.4%); and health care and social assistance (+700 or +1.4%). All three types of services-producing industries recovered remarkably from a notable decline in 2014/2015.

The key labour market challenges in New Brunswick in 2015/2016 were low participation rates, mainly resulting from low literacy and lack of essential skills required to fill vacancies, and support for the needs of skilled workers. The province identified a number of priorities to address these labour market issues, including: a focus on expanding the size, skill level and productivity of its workforce through increasing both literacy and essential skills and participation in post-secondary education; improving access to and dissemination of relevant labour market information; and collaborating with workers and employers in meeting workforce training needs.

EBSM KEY FACTS		NEW BRUNSWICK			
Total Clients Served: 19,661		Total Allocation: \$89.8 Million			
EI Clients	Non-Insured Clients	Total Expenditures	2015/2016 (\$Million)	Year-over-Year Change	
13,296 	6,365 	Employment benefits	\$71.1	1.7%	
		Support measures: EAS	\$10.5	9.6%	
		LMPs and R&I	\$8.2	1.0%	
		Total expenditures ¹	\$89.8	0.0%	–
Total Interventions: 41,228		Estimated Unpaid Benefits (\$Million)			
Interventions Type	2015/2016	Year-over-Year Change	2014/2015	2015/2016	Year-over-Year Change
Employment benefits	9,274	14.6% 	\$27.25	\$31.02	13.8% 
Support measures: EAS	31,954	24.0% 			
Relative Share of Interventions					
Interventions Type	2015/2016	Year-over-Year Change (pp)			
Employment benefits	22.5%	1.4 			
Support measures: EAS	77.5%	1.4 			

¹ Totals may not add up due to rounding; does not include accounting adjustments.

Managing for Results

To make active employment supports available to EI claimants earlier in their claim, New Brunswick works closely with local Service Canada partners to reach clients as early as possible. A number of regional offices continue to participate in joint information sessions with Service Canada partners. Some regions have made arrangements with their Service Canada partners to include contact information for the local offices as well as information on the programs and services offered by the Department of Post-Secondary Education Training and Labour.

New Brunswick engages employers in program priorities and design, at both local and provincial levels to ensure programming supports their training and labour force requirements. Engagement takes various forms including employer surveys and roundtable discussions.

Clients, Interventions and Expenditures

In 2015/2016, New Brunswick served significantly more clients, with 19,661 (+24.2%), compared to 15,827 in the previous year. Similarly, year over year totals for all three client-types rose considerably, with the non-insured clients (6,365) expanding the most at 31.6%, followed by active claimants (10,411) and former claimants (2,885), which grew at 21.1% and 20.6% respectively. Non-insured clients' share of all clients served followed suit, reaching 32.4% compared to 30.6% in 2014/2015. On the other hand, despite the growth in their respective total numbers, the shares of active (53.0%) and former (14.7%) claimants declined by 1.3 and 0.4 percentage points respectively.

Consistent with the increased number of clients, the total number of EBSM-similar interventions (41,228) delivered in 2015/2016 rose significantly (+ 21.8%), from last year's 33,854. This represents a third consecutive year of growth. Employment Benefits (9,274) and Support Measures (31,954) both expanded (+14.6% and +24.0%, respectively). The share of Employment Benefits (22.5%) edged down slightly, despite growth in its numbers. A total of 8,179 EI clients returned to employment after participating in EBSM-similar programming (+9.5% year over year). Unpaid Benefits increased significantly, from \$27.25 in the previous year to \$31.02 million (+13.8%) in 2015/2016, reflecting more returns to employment. The province's total expenditures for its EBSM-similar programming reached \$89.8 million and represented 100% of the allocated funding.

CHART 16

Volumes by EBSM Client Type, 2006/2007 – 2015/2016

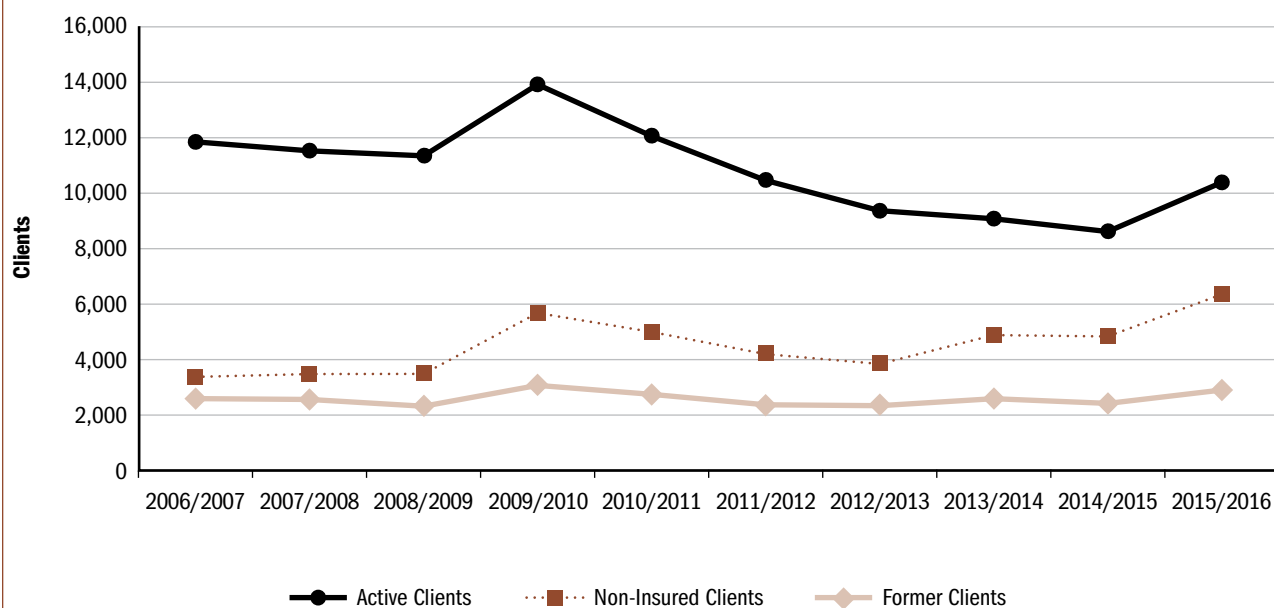


CHART 17

Volumes by EBSM Client Age, 2006/2007 – 2015/2016

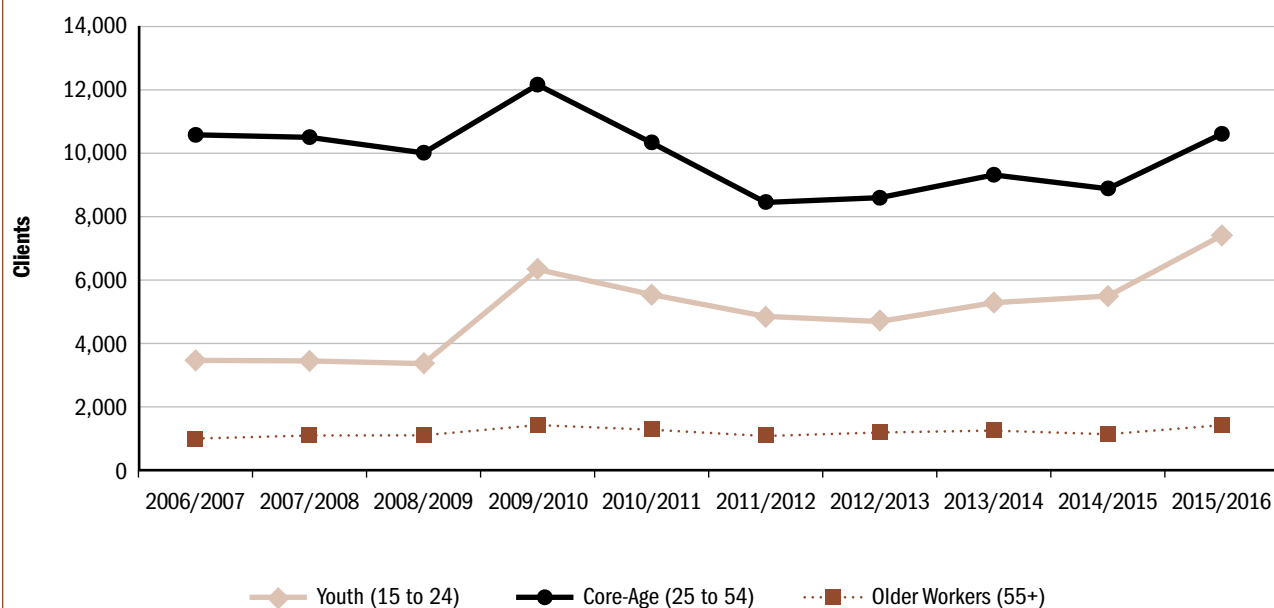


CHART 18

Key Performance Indicators, 2006/2007 – 2015/2016

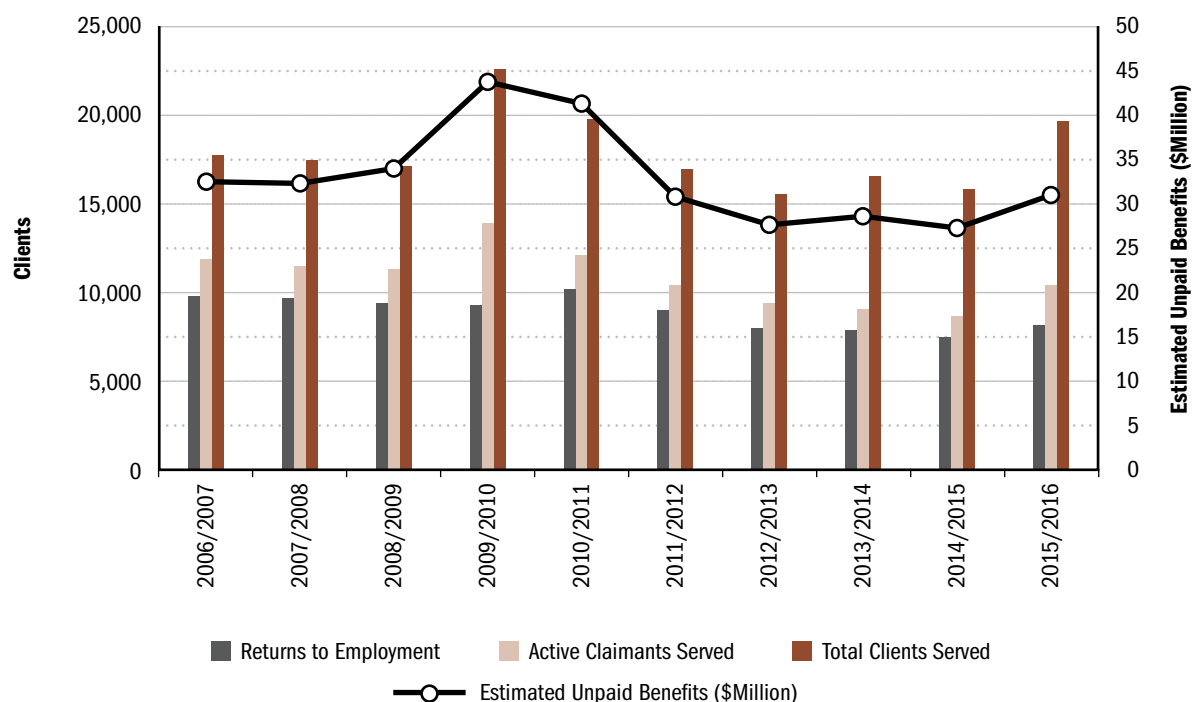


TABLE 6

New Brunswick
EBSM-Similar Programming (2015/2016)

		Interventions	Year-over-Year Change	Expenditures (\$ 000s)
Employment Benefits				
SD-R	Training and Skills Development Program	4,193	+5.3%	52,019
SD-A	Training and Skills Development Program	2,323	+6.0%	
TWS	Workforce Expansion—Employer Wage Subsidy	2,443	+49.7%	13,975
SE	Workforce Expansion—Self-Employment Benefit	315	+10.1%	5,068
Support Measures				
EAS	Employment Assistance Services	31,954	+24.0%	10,553
LMPs	Adjustment Services	N/A	N/A	7,307
R&I	Research and Innovation	N/A	N/A	916

Employment Benefits

Growth in all the four benefit-types contributed to the expansion in the total number of the Employment Benefits interventions (9,274) in 2015/2016. TWS (2,443) increased the most (+49.7%), followed by SE, which reached 315 (+10.1%); SD-A, 2,323 (+6.0%); and SD-R, 4,193, (+5.3%). The share TWS share also rose, from last year's 20.2% to 26.3%. Conversely, the shares of the three other benefits types all declined, despite the expansion in their total numbers. SD-R dropped from 49.2% to 45.2%, SD-A declined by 2.1 percentage points and SE edged down slightly, from 3.5% to 3.4%. At 70.2%, combined SD-R and SD-A continued to account for the greatest share of all benefits. Employment Benefits expenditures totaled \$71.1 million (+1.7%) in 2015/2016.

Support Measures: EAS

New Brunswick served its clients with a significantly a greater number of EAS interventions (31,954; +24.0%) in 2015/2016, consistent with the province's continued focus on preparing job-ready individuals for a quick return to work. The increased demand for EAS also reflects New Brunswick's continued efforts in targeting specific groups including youth, immigrants, older workers, persons with disabilities and social assistance recipients. Year over year, there were increases in both types of EAS interventions: Individual Counselling (21,150) and Employment Service (10,804), by 26.9% and 18.8%, respectively. The ratio of interventions to clients declined in 2015/2016: there were 2.10 interventions per client, compared to 2.14 last year. Despite the considerable increase in the total number of interventions, the total expenditures for EAS decreased significantly, to \$10.5 million (-9.6%).

Other Support Measures: LMPs and R&I

Funding for LMPs and R&I dropped slightly in 2015/2016, to a total of \$8.2 million (-1.0%). While the total expenditures for LMPs (\$7.3 million) fell for a second consecutive year (-4.3%), funding for R&I continued to increase considerably, as it did in the previous year, reaching \$916,000 (+36.1%) in 2015/2016. Compared to last year's 10.9%, combined LMP and R&I total expenditures represented a declining share of 9.2% of EBSM total expenditures. New Brunswick used \$2.7 million in LMDA funds to support the Canada-New Brunswick Job Grant R&I initiatives.

3.2.6 Quebec

Quebec's real GDP expanded by 1.1% in 2015, and a slightly stronger growth is expected in 2016 (+1.7%), with consumer spending and a growth in trade balance as a major contributor. In addition, a weaker Canadian dollar and robust growth south of the border increased the demand for Quebec's export-orientated industries.

In 2015/2016, Quebec's labour force grew by 0.9% (+40,800), to 4,440,800. The labour market participation rate also edged up (+0.2 percentage point), reaching 64.8%. Employment continued to grow, adding a net gain of 36,200 jobs (+0.9%); with full-time employment increasing by 58,900, while part-time employment declined by 22,700. The unemployment rate remained stable at 7.6%.

The goods-producing industries lost 18,900 net jobs in 2015/2016, while the services-producing industries created 55,100. The largest declines in the goods-producers were recorded in the construction industry with 23,300 net jobs loss (-9.1%). On the hand the manufacturing industry generated 6,000 net jobs (+1.2%). A significant job increase is recorded in the following services-producing industries: professional, scientific and technical services (+17,500 or +5.8%); business, construction and other support services (+16,300 or +10.3%); public administration (+14,600 or +6.5%); health care and social assistance (+11,200 or +2.0%); and trade (+9,700 or +1.5%).

Quebec continued to face major challenges for its labour market: a growing need for a skilled workforce, an aging population, skill-mismatch between available skills and job vacancies. To address these issues, the province focused on advancing the following four strategies: accelerating the quick return of people ready to enter the labour market; fostering the employment integration of clients on social assistance and the under-represented groups; contributing to the improvement of human resources management within enterprises in order for them to improve their productivity; and workforce skills development.

EBSM KEY FACTS		QUEBEC			
Total Clients served: 253,119				Total Allocation: \$577.6 Million	
EI Clients		Non-insured Clients		Total Expenditures	2015/2016 (\$Million)
173,305	↑	79,814	↑		Year-over-Year Change
Total Interventions: 315,243				Employment benefits	\$338.4 0.2% ↑
Interventions Type	2015/2016	Year-over-Year Change (pp)		Support measures: EAS	\$124.1 21.1% ↓
Employment benefits	33,236	2.3%	↑	LMPs and R&I	\$115.1 35.8% ↑
Support measures: EAS	282,007	13.4%	↑	Total expenditures ¹	\$577.6 0.4% ↓
Relative Share of Interventions				Unpaid Benefits (\$Million)	
Interventions Type	2015/2016	Year-over-Year Change (pp)		2014/2015	2015/2016
Employment benefits	10.5%	1.0	↓	\$290.84	\$332.31
Support measures: EAS	89.5%	1.0	↑		14.3% ↑

¹ Total may not add up due to rounding; does not include accounting adjustments.

Through a number of actions that reflect these labour market realities, the Province of Quebec collaborated with its partners, to identify key priorities. These included: optimizing the accessibility of labour market information through adapting it to different client needs, strengthening its support for the unemployed placement services, increasing interventions in order to serve more people in need of support or training, as well as strengthening support for the workforce professional mobility. Other actions are placing greater emphasis on mobilizing and preparing clients with barriers to increase their labour market attachment (e.g. youth, immigrants, visible minorities, women, persons with disabilities, etc.).

Managing for Results

In Quebec, results are assessed through concerted efforts to improve participants' skills development and job placement. Recognizing that integration into employment is greater when participants benefit well from planned interventions, Emploi-Québec, in cooperation with its various key partners, develop regional action plans and provide incentives to ensure that drop-out rates and risk factors are eliminated.

For measuring savings to the EI Operating Account, the province uses established econometric methods where the net effects are attributed to interventions of each client-type. In addition, Quebec evaluates the return on investment associated with active measures to determine the most profitable interventions.

Clients, Interventions and Expenditures

In 2015/2016, the number of clients participating in EBSM-similar programming in Quebec increased significantly to a total of 253,119 (+10.2%), compared to 2014/2015. All three client-types grew, with non-insured clients expanded the most, to 79,814 (+23.2%). Active claimants reached 146,359 (+4.5%), and former claimants edged up, to a total of 26,946 (+7.8%). As for their respective shares of all clients served, active claimants accounted for a decreasing share of 57.8% (-3.1 percentage points) while non-insured clients rose to 31.5% (+3.3 percentage points).

In 2015/2016, Quebec delivered more EBSM-similar interventions, reaching 315,243 (+12.1%). Of this total, Employment Benefits accounted for a declining share of 10.5%, while that of EAS continued to grow, reaching 89.5%.

The number of EI clients returning to work after participation in EBSM-similar programming continued to grow steadily since over the last three years, reaching a total of 64,697 in 2015/2016 (+7.9% year over year). The increase in the number of active claimants returning to employment corresponded with approximately \$332.3 million in unpaid EI benefits in 2015/2016; an increase of 14.3% from 2014/2015. EBSM expenditures totaled \$577.6 million, compared to last year's \$579.8 million.

CHART 19

Volumes by EBSM Client Type, 2006/2007 – 2015/2016

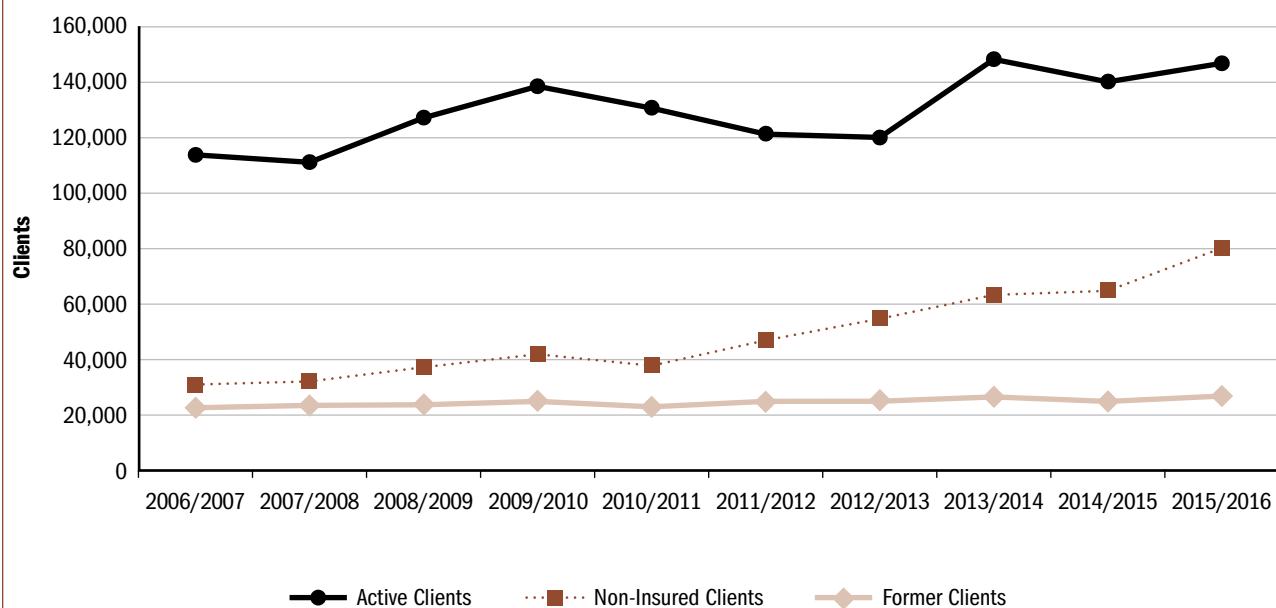


CHART 20

Volumes by EBSM Client Age, 2006/2007 – 2015/2016

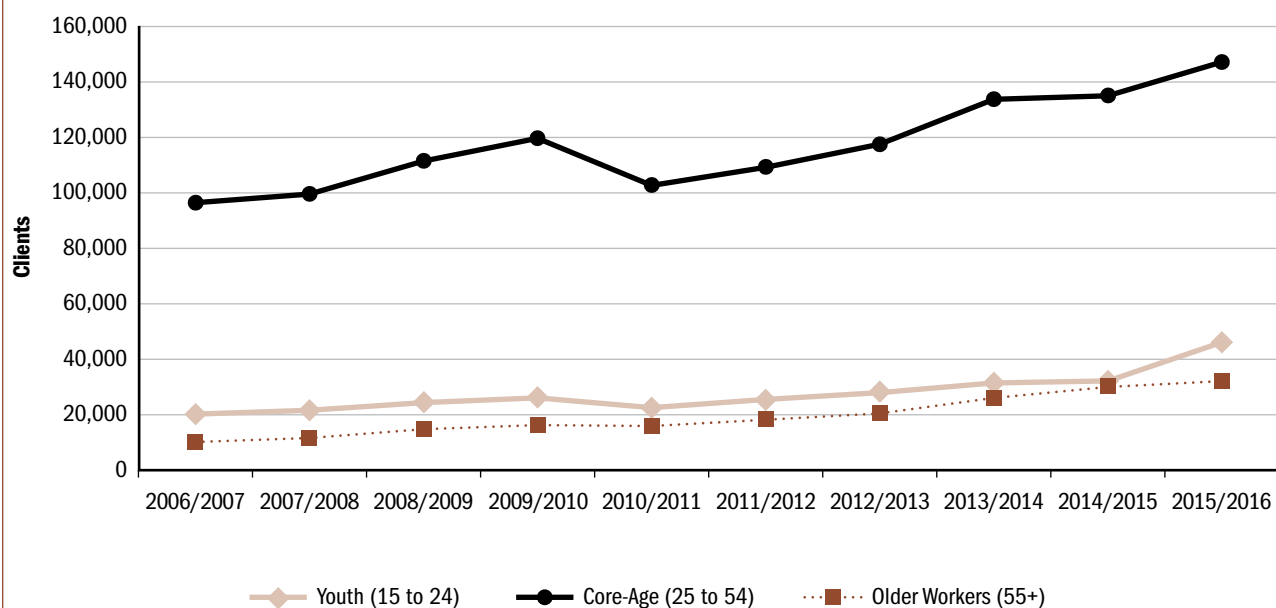


CHART 21

Key Performance Indicators, 2006/2007 – 2015/2016

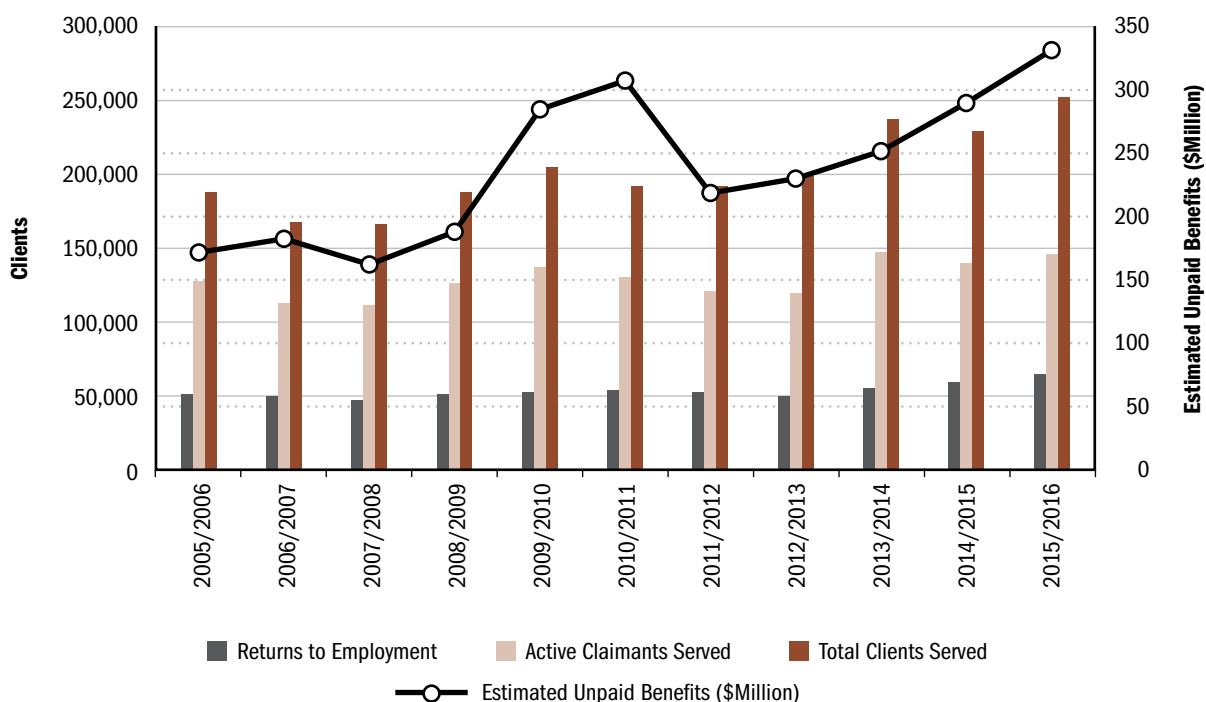


TABLE 7

Quebec
EBSM-Similar Programming (2015/2016)

		Interventions	Year-over-Year Change	Expenditures (\$ 000s)
Employment Benefits				
TWS	Wage Subsidies	5,654	+11.9%	74,597
SE	Support for Self-Employment Measure	1,811	+7.8%	25,007
TES	Return to Work Supplement	–	-100.0%	–
DC	Manpower Training Measure Job Readiness	25,771	+11.8%	238,765
Support Measures				
EAS	Labour Market Information Job Placement Job Research and Assistance Services	282,007	+13.4%	124,136
LMPs	Job Cooperation Services Manpower Training Measure for Enterprises	N/A	N/A	113,094
R&I	Research and Innovation Strategy	N/A	N/A	2,026

Employment Benefits

In 2015/2016, Quebec delivered 33,236 (+2.3%) Employment Benefits interventions. All benefit-types expanded significantly: TWS by 11.9%, to a total of 5,654; SD-R by 11.8%, to 25,771; and SE by 7.8%, to 1,811. Quebec's TES program has sunset, and did not deliver any interventions in 2015/2016. As for their respective proportions, SD-R continues to reflect a Quebec priority with a growing share of 77.5% of all Employment Benefits delivered in the province, followed by TWS reaching 17.0%; and SE edging up to 5.4%. Compared to 2014/2015, employment Benefits total expenditures reached \$338.4 million (+0.2%).

Support Measures: EAS

In 2015/2016, Quebec delivered more EAS (282,007; +13.4% year over year). EAS accounted for a growing share of 89.5% of all interventions delivered in the province; reflecting the increased demand by the non-insured clients. As for the three EAS-types, Employment Services was the sole intervention that expanded, reaching 190,902 (+30.3%). It continued to account for the largest share of EAS, at 67.7%. Individual counseling (63,244) and Group services (27,861) both declined by 10.1% and 12.5%, respectively year over year. Similarly, their relative shares also dropped, with the former decreasing from 28.3% to 22.4% and the latter 12.8% to 9.9%, year over year. Quebec's EAS total expenditures reached \$124.1 million (- 21.1%).

EAS for Youth Allow Marc to Return to Work

Marc, a 28 year old computer scientist from the Outaouais Region, has been unemployed for 9 months after working for 3 years. Looking for assistance, he approached the Carrefour jeunesse emploi de l'Outaouais, which provided him with support through a number of services, including job counselling on career goals, developing a personal action plan, improving job search techniques, and preparing for job interviews. In addition, the organization provided Marc with training on developing suitable and effective curriculum vitae and cover letter. After one month, Marc was successful in finding a well-paid job.

Other Support Measures: LMPs and R&I

Quebec's total expenditures for LMPs and R&I increased significantly to \$115.1 million (+35.8%). The expenditures for LMPs (\$113.1 million) increased by 33.8%, while R&I expenditures (\$2 million) grew by 700.8% year over year. Their shares of all EBSMs total expenditure increased to 19.9% in 2015/2016, from last year's shares of 14.6%.

3.2.7 Ontario

In 2015, Ontario's real GDP grew by 2.5%. The province's economy is expected to have increased by another 2.7% in 2016, largely on the strength of the province's consumer spending. The province's exports are expected to have expanded as well, in part due to a relatively low exchange rate for the Canadian dollar, and rising demand from the United States. The housing market is expected to remain strong, with continued investment in new housing starts, while investment in non-residential structures is expected to decline.

In 2015/2016, Ontario's labour force grew by 0.4%, to a total of 7,447,500. Overall, employment grew by 0.9% (+59,000 net jobs) and reached 6,945,300. Full-time employment increased by 104,000 (+1.9%), while part-time employment declined by 45,000 (-3.3%). The number of unemployed workers declined (-5.4%), to a total of 502,200. In this context, Ontario's unemployment rate dropped to 6.7%, compared to 7.2% in the previous year. The labour participation rate also experienced a slight decline of 0.5 percentage points, reaching 65.2%.

In 2015/2016, employment grew in both goods-producing and services-producing sectors, by 2.3% and 0.5% respectively. There were notable job gains in construction (+18,600 or +3.9%); forestry, fishing, mining, oil and gas (+10,300 or +30.6%); and manufacturing (+6,900 or +0.9%). Among services-producing sectors, significant net job increases were observed in finance, insurance, real estate and leasing (+35,300 or +6.9%); professional, scientific and technical services (+22,900 or +4.1%); health care and social assistance (+12,200 or +1.5%); and educational services (+6,500 or +1.3%). The largest employment declines were seen in public administration (-19,800 or -5.5%); trade (-12,000 or -1.1%); information, culture, and recreation (-6,100 or -1.9%); and other services (-6,000 or -2.1%).

EBSM KEY FACTS				ONTARIO			
Total Clients Served: 161,558				Total Allocation: \$574.8 Million			
EI Clients		Non-Insured Clients		Total Expenditures		2015/2016 (\$Million)	Year-over-Year Change
79,100	↓	82,458	↑	Employment benefits	\$228.3	9.0%	↓
Total Interventions: 180,343				Support measures: EAS	\$282.3	2.7%	↓
Interventions Type	2015/2016	Year-over-Year Change		LMPs and R&I	\$64.2	117.6%	↑
Employment benefits	27,956	2.4%	↓	Total expenditures ¹	\$574.8	0.7%	↑
Support measures: EAS	152,387	5.8%	↑	Estimated Unpaid Benefits (\$Million)			
Relative Share of Interventions				2014/2015	2015/2016	Year-over-Year Change	
Interventions Type	2015/2016	Year-over-Year Change (pp)		\$240.22	\$236.05	1.7%	↓
Employment benefits	15.5%	1.1	↓				
Support measures: EAS	84.5%	1.1	↑				

¹ Totals may not add up due to rounding; does not include accounting adjustments.

An aging population transitioning into retirement in big numbers, as well as labour and skills shortages resulting from a demand shift to a high-skilled workforce, continue to pose important labour market challenges in Ontario. Other issues include barriers to labour market participation/attachment of certain groups such as youth, indigenous people, persons with disabilities, older workers and immigrants, who continue to struggle to gain recognition of their international credentials and experience. In 2015/2016, the province focused on skills training and development, including literacy and basic skills, and worked closely with key partners and stakeholders such as employers, First Nations and Aboriginal communities, service providers (e.g. union-sponsored apprenticeship training delivery agents), advocacy groups and Colleges Ontario.

Managing for Results

Ontario provides access to many EBSM-similar programming in one location. The province ensured an integrated, streamlined, client-centred and cost-effective program by completely transferring its service delivery to third-party service providers. In 2015/2016, Ontario's Employment Service network consisted of 171 service providers with over 320 funded service delivery sites across the province. Ontario continues to implement new strategies to improve its service delivery.

Clients, Interventions and Expenditures

In 2015/2016, Ontario served 161,558 clients, compared to 154,073 in the previous year. The three client types shifted differently; the numbers of non-insured clients rose significantly to 82,458 (+15.7%), active claimants (60,489) and former clients (18,611), fell by 4.1% and 5.7% respectively. The proportions of these client types of all clients served followed suit. The active (37.4%) and former (11.5%) client proportions both dropped, by 3.5 and 1.3 percentage points respectively, while the share of non-insured clients expanded by 4.7 percentage points, reaching 51.0%. It was 46.3% in the previous year.

Ontario delivered 180,343 EBSM-similar interventions in 2015/2016, an increase of 4.4% year over year. Employment Benefits accounted for 15.5% of all interventions delivered in the province, compared to 16.6% in the previous year. A total of 35,625 (-1.5%) EI clients returned to employment after participating in EBSM-similar programming. Unpaid Benefits declined to \$236.05 million (-1.7%) year over year. EBSMs expenditures totaled \$574.8 million, representing 100% of the allocated funding.

CHART 22

Volumes by EBSM Client Type, 2006/2007 – 2015/2016

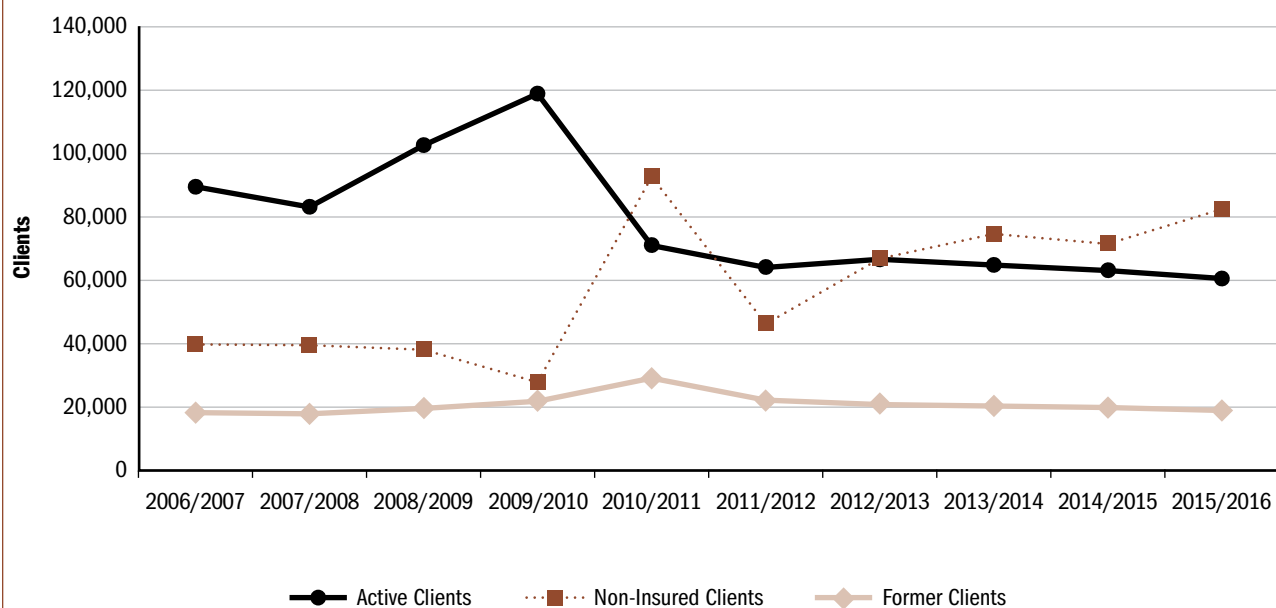


CHART 23

Volumes by EBSM Client Age, 2006/2007 – 2015/2016

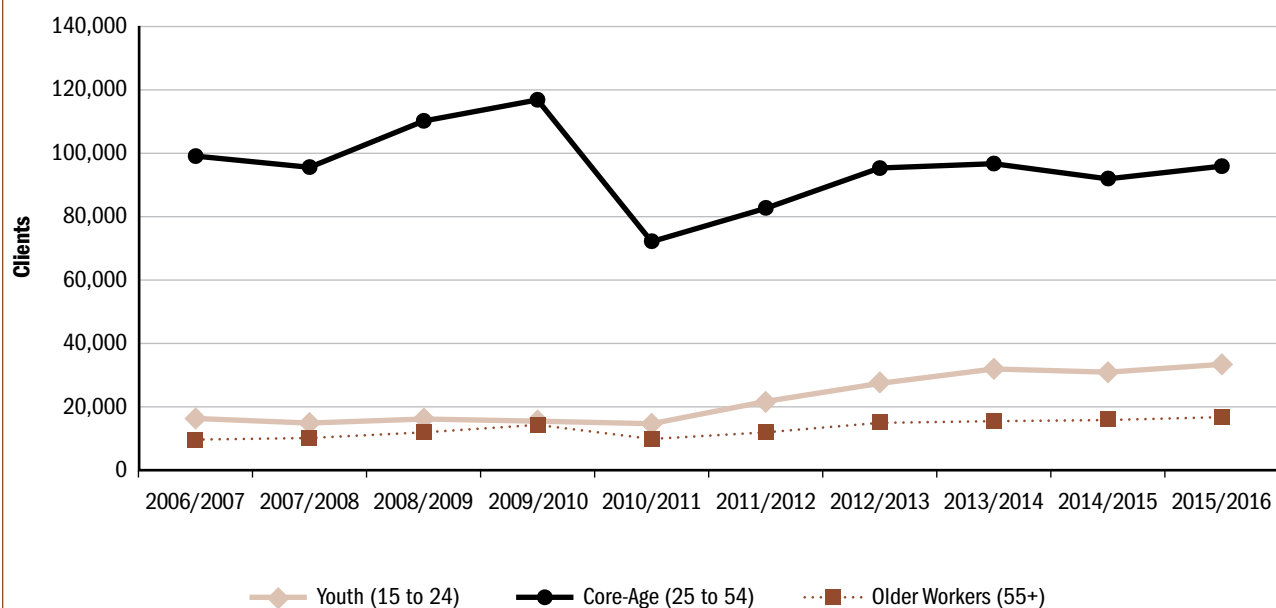


CHART 24

Key Performance Indicators, 2006/2007 – 2015/2016

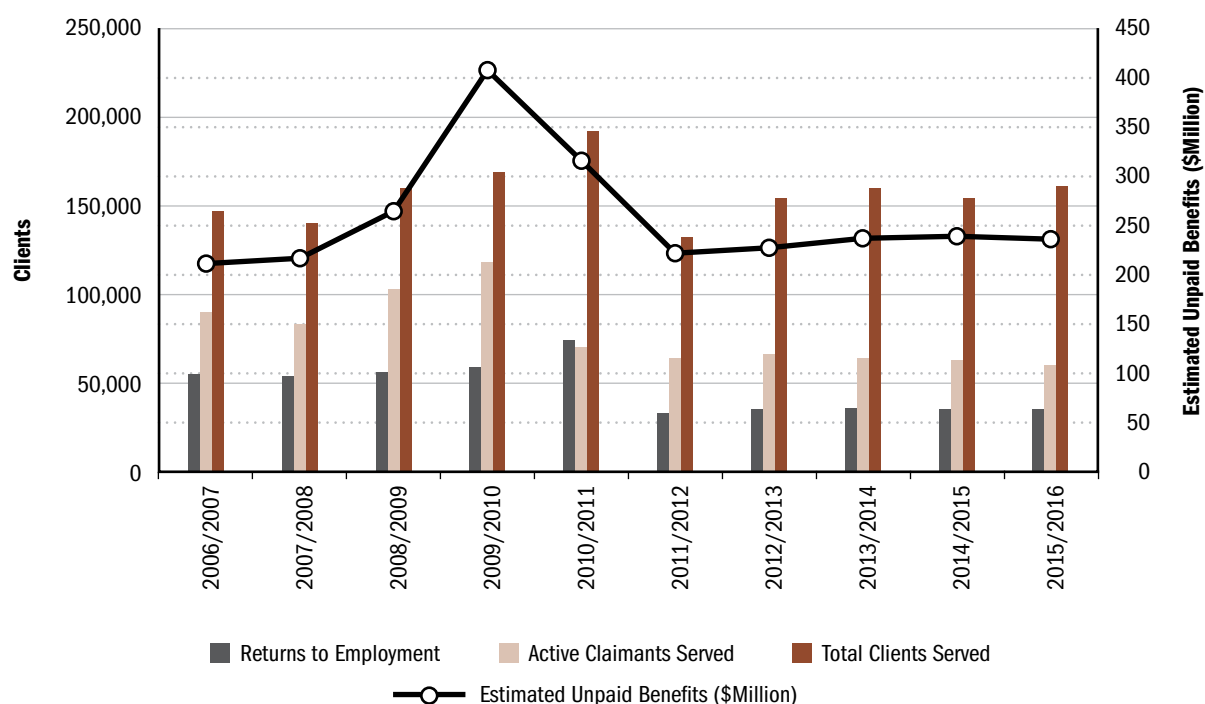


TABLE 8

Ontario
EBSM-Similar Programming (2015/2016)

		Interventions	Year-over-Year Change	Expenditures (\$ 000s)
Employment Benefits				
SD-R	Second Career	8,043	-0.1%	182,934
SD-A	Skills Development–Apprenticeship	16,188	+1.9%	
TWS	Job Placement with Incentive	2,677	+48.2%	2,002
SE	Ontario Self-Employment Benefit	806	-66.5%	40,391
JCPs	Ontario Job Creation Partnerships	242	-52.7%	2,957
Support Measures				
EAS	Ontario Employment Assistance Services/Employment Service	152,387	+5.8%	282,266
LMPs	Ontario Labour Market Partnerships	N/A	N/A	12,893
R&I	Research and Innovation	N/A	N/A	51,317

Employment Benefits

Ontario's Employment Benefits interventions in 2015/2016 shrank for a fifth consecutive year, dropping from 28,656 to 27,956, which represented a year-over-year decrease of 2.4%. This decline is largely on account of SE (806) and JCPs (242), which dropped largely, by 66.5% and 52.7% respectively. SD-R (8,043) fell by only 0.1%. On the other hand, TWS (2,677) grew significantly, by 48.2%. SD-A (16,188) expanded by 1.9%. The province spent \$228.3 million (-9.0%) on Employment Benefits, representing the sixth consecutive annual decline.

Support Measures: EAS

Ontario delivered a total of 152,387 EAS interventions in 2015/2016, a significant year-over-year increase of 5.8%. Similarly, the share of EAS of all interventions edged up, reaching 84.5% (+1.1 percentage points). Individual Counselling continues to be the sole EAS intervention delivered in the province. Despite the increase in the number of interventions delivered, EAS expenditures dropped this year to \$282.3 million (-2.7%).

Employment Assistance Services Help a Newcomer Succeed

Haseena came to Ontario as a refugee seven years ago. She had been a professional bookkeeper in her country of origin, but her education and credentials were not recognized in Canada. Haseena visited an Employment Ontario service provider and was assessed as eligible for the province's Employment Assistance Services program. Haseena was placed at a small restaurant where the owner needed an assistant who had bookkeeping skills. After the successful initial placement was complete, Haseena was hired on full-time at the restaurant. She was so successful in this position that when the owner of the restaurant decided to sell it one year later, Haseena purchased it. Today, Haseena is the proud owner of her own successful small business.

Other Support Measures

LMPs and R&I expenditures more than doubled in Ontario in 2015/2016, totaling \$64.2 million (+117.6% year over year). A major contributor to this growth was the sharp increase in R&I funding, which reached \$51.3 million (+ 223.9%)—reflecting a continued focus on human capital development, particularly in the innovation sector, to respond to pressing labour market needs. Ontario used \$43,113,794 in R&I funds to support the Canada Job Grant initiatives.

3.2.8 Manitoba

In 2015, Manitoba's real GDP expanded by 2.3%, and is estimated to have grown by 1.7% in 2016. The manufacturing industries will likely be a solid source of growth in the goods-producing sector. In addition, non-residential construction output is expected to sustain growth, due to a number of commercial projects and key infrastructure projects related to hydro development and transmission lines. In 2016, some of the growth was offset by heavy rain and flooding, which soaked crop lands and weakened the outlook for agriculture.

In 2015/2016, Manitoba's labour force grew by 1.1%, to a total of 673,500. Overall, employment increased by 0.8%, with full-time and part-time work expanding by 0.5% and 2.3% respectively. Compared to 2014/2015, the number of unemployed workers increased by 7.2%, pushing Manitoba's unemployment rate up to 5.8% (+0.4 percentage points).

Overall, employment in goods-producing and services-producing industries edged up by 0.3% and 0.9% respectively. Among goods-producing industries, the sharpest net job losses were observed in forestry, fishing, mining, oil and gas (-16.2%), and in agriculture (-2.5%). Offsetting some of these losses were employment gains in utilities (+7.4%) and construction (+3.1%). In the services-producing industries, net job gains were strongest in business, building and other support services (+15.0%); professional, scientific, and technical services (+7.4%); and in accommodation and food services (+3.5%). The largest net job losses were recorded in finance, insurance, real estate and leasing (-5.0%), trade (-3.5%), as well as public administration (-2.6%).

Labour and skills shortages, coupled with relatively low labour force participation of specific underrepresented groups (i.e. Indigenous people, youth, and recent immigrants), remain Manitoba's principal labour market challenges. In 2015/2016, the province continued to focus on furthering its commitment to increase workforce skills and participation through close collaboration with key stakeholders, including industry, community organizations, sector councils, labour, and training providers; to addressing gaps between training objectives and employers' needs. In addition, boosting the job attachment and participation of underrepresented groups continues to be a priority.

EBSM KEY FACTS				MANITOBA			
Total Clients Served: 27,480				Total Allocation: \$43.1 Million			
EI Clients		Non-Insured Clients		2015/2016 (\$Million)		Year-over-Year Change	
13,424	↓	14,056	↓	Total Expenditures			
Total Interventions: 60,009				Employment benefits	\$27.5	0.4%	↓
Interventions Type	2015/2016	Year-over-Year Change		Support measures: EAS	\$8.0	1.9%	↑
Employment benefits	6,443	3.8%	↑	LMPs and R&I	\$7.6	0.3%	↓
Support measures: EAS	53,566	1.5%	↓	Total expenditures ¹	\$43.1	0.0%	–
Relative Share of Interventions				Estimated Unpaid Benefits (\$Million)			
Interventions Type	2015/2016	Year-over-Year Change (pp)		2014/2015	2015/2016	Year-over-Year Change	
Employment benefits	10.7%	0.5	↑	\$43.09	\$44.14	2.4%	↑
Support measures: EAS	89.3%	0.5	↓				

¹ Totals may not add up due to rounding; does not include accounting adjustments.

Managing for Results

To engage employers in program priorities and design, the Minister's Advisory Council on Workforce Development assisted the province with identifying workforce development issues and provided input into and direction for labour market development priorities. The Advisory Council builds on the success of partnerships with Manitoba's employers and sector councils by promoting collaboration, information-sharing and cooperation among government, other stakeholders, sector councils and the industries they represent.

Clients, Interventions and Expenditures

In 2015/2016, Manitoba served a total of 27,480 clients (-4.7% year over year). The active claimant counts, which had declined over the five previous consecutive years, reached a total of 10,132 in 2015/2016, an increase of 1.4%. In contrast, the numbers of former clients (3,292) and non-insured clients (14,056) decreased, by 10.3% and 7.4% respectively. As for the distribution of these client-types, active clients accounted for a growing share of the total, with 36.9% (+2.2 percentage points), which is consistent with the growth in its total number. The shares of former clients (12.0%) and non-insured clients (51.1%) both dropped, by 0.7 and 1.5 percentage points respectively.

After increasing over the nine consecutive years since 2006/2007, Manitoba delivered a slightly smaller total of EBSM-similar interventions (60,009; -1.0%) in 2015/2016. Employment Benefits represented a growing share of all interventions, with 10.7%, compared to 10.2% in the previous year. A total of 6,957 EI clients returned to employment after participating in EBSM-similar programming, compared to 7,156 in 2014/2015. Unpaid Benefits rose to \$44.14 million (+2.4% year over year). EBSM expenditures totaled \$43.1 million, representing 100% of the allocated funds.

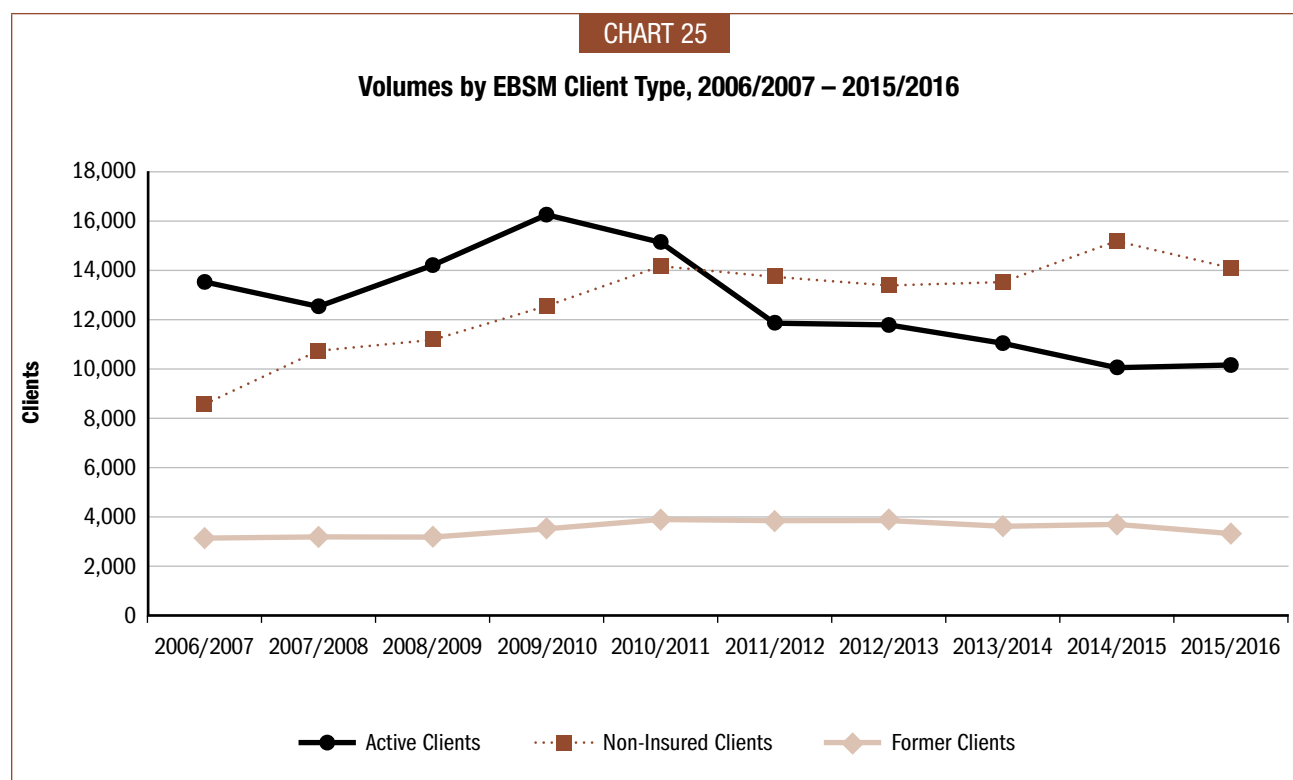


CHART 26

Volumes by EBSM Client Age, 2006/2007 – 2015/2016

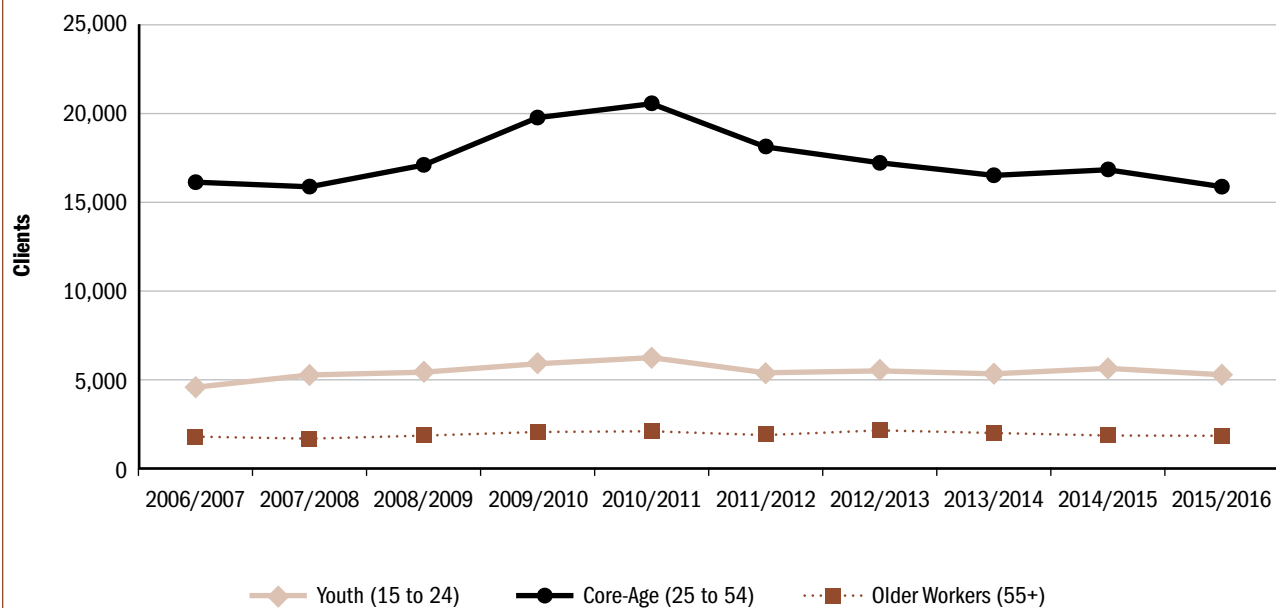


CHART 27

Key Performance Indicators, 2006/2007 – 2015/2016

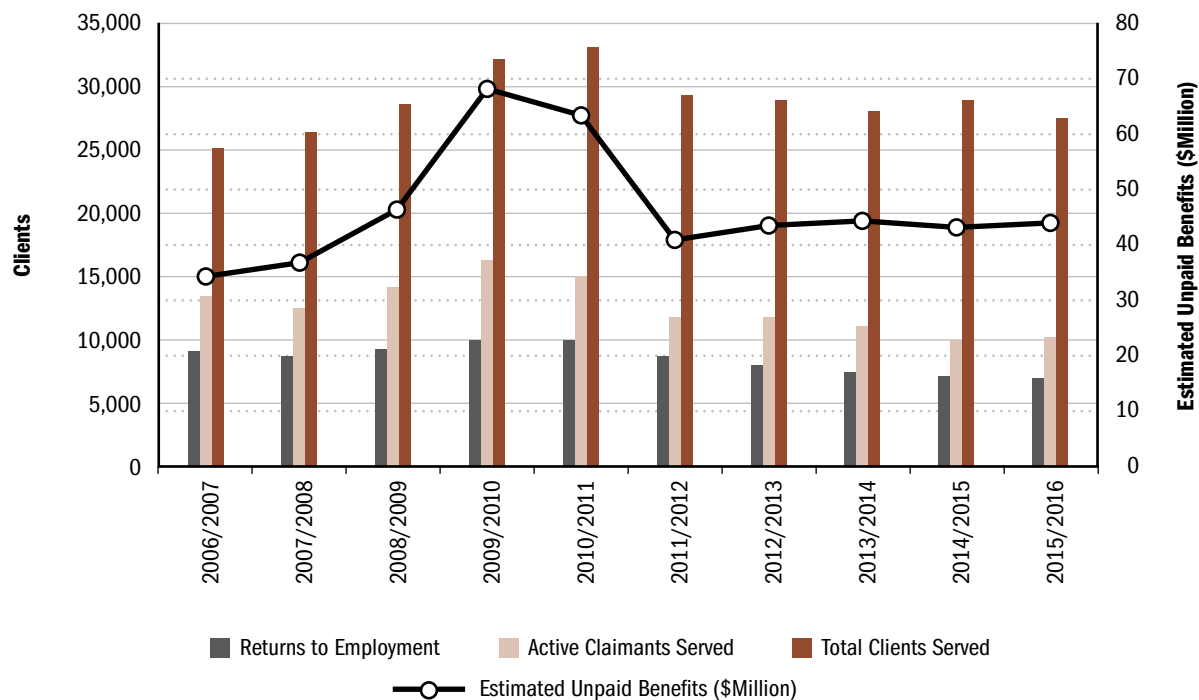


TABLE 9

Manitoba
EBSM-Similar Programming (2015/2016)

		Interventions	Year-over-Year Change	Expenditures (\$ 000s)
Employment Benefits				
SD-R	Skills Development	2,011	+2.3%	25,393
SD-A	Skills Development-Apprenticeship	4,083	+3.8%	
TWS	Wage Subsidies	93	+75.5%	300
SE	Self-Employment	155	+29.2%	867
JCPs	Employment Partnerships	101	-25.2%	926
Support Measures				
EAS	Employment Assistance Services	53,566	-1.5%	7,987
LMPs	Labour Market Partnerships	N/A	N/A	3,318
R&I	Research and Innovation	N/A	N/A	4,296

Employment Benefits

In 2015/2016, Employment Benefits interventions rose to 6,443 (+3.8%). Contributing to the growth in total interventions are the significant increases in these four benefit-types: TWS (93), SE (155), SD-R (2,011), and SD-A (4,083) rose significantly by 75.5%, 29.2%, 2.3%, and 3.8%, respectively. JCP was the sole benefit that declined in 2015/2016, reaching a total of 101 (-25.2%). At 94.6%, SD-R (31.2%) and SD-A (63.4 %) combined continued to account for the largest share of all benefit interventions in Manitoba. Employment Benefits expenditures totaled \$27.5 million (-0.4 %) in 2015/2016.

Support Measures: EAS

After an increase over the previous nine consecutive years, the province delivered fewer EAS interventions (53,566; -1.5%) in 2015/2016, reflecting the decline in the number of non-insured clients, who can use only this type of interventions. The total number of Employment Service (35,429) and its share (66.1%) of all EAS interventions both dropped, by 9.7% and by 6.1 percentage points respectively. In contrast, the province delivered significantly more Individual Counselling interventions, reaching 18,137 (+19.8%). Therefore, its share edged up notably to reach 33.9%, compared to 27.8% a year earlier. EAS expenditures rose to \$8.0 million (+1.9%) in 2015/2016.

Individual Counselling Leads to a New Career for a Former EI Claimant

Amanda is a single mother interested in finding full-time work that pays a good wage. She knew that she was interested in administrative work but wasn't sure where to begin. Thanks to Manitoba's Individual Counselling supports, she met with a career development consultant to explore her options and identified business administration as her goal. Having had an EI claim in the previous three years, Amanda was able to access EI Part II financial supports, including tuition and a living allowance. This enabled Amanda to complete Grade 12 as a mature student and obtain a certificate in business administration. She now works full-time as an administrative assistant in a municipal office.

Other Support Measures: LMPs and R&I

Manitoba's total funding for LMPs and R&I reached \$7.6 million (-0.3%). In 2015/2016, the province more than doubled its investments in R&I. Expenditures for R&I totaled \$4.3 million (+114.5%), reflecting an increased focus on initiatives and activities related to research, innovation and human capital development to increase labour force participation and economic development. Manitoba used \$3.2 million in LMDA funds to support the Canada Job Grant R&I initiatives.

3.2.9 Saskatchewan

Following a contraction of 1.4% in 2015, Saskatchewan's real GDP is expected to decline by 2.3% in 2016, as oil and gas industries continue to struggle. Saskatchewan's mining production also faces challenges stemming from persistent low prices, especially for potash and uranium operations. On the flipside, Saskatchewan's construction industry will be a leader in the province's goods-producing sector, with a number of public infrastructure projects, coupled with residential investment.

In 2015/2016, Saskatchewan's labour force grew by 1.8%, to a total of a 606,100. Overall, employment edged up to 573,400 (+0.4%), as full-time employment declined by 0.4% and part-time employed increased by 3.9%. The number of unemployed workers (32,700), jumped by 37.4%, raising the province's unemployment rate to 5.4%. The unemployment rate was 4.0% in the previous year.

Saskatchewan's goods-producing industries lost 7,500 net jobs in 2015/2016, with the sharpest declines in manufacturing; forestry, fishing, mining, oil and gas; agriculture; and construction. Offsetting some of these losses was an increase of 600 net jobs in utilities. The province's services-producing industries registered an employment increase of 9,500 (+2.3%). The largest increases were observed in health care and social assistance (+5,300); information, culture and recreation (+3,300); and accommodation and food services (+1,900). Public administration (-2,200) and educational services (-1,800) accounted for the largest employment drops year over year.

Saskatchewan continued to face labour and skills shortages, mainly resulting from an aging workforce, as well as high unemployment rates among groups underrepresented in employment (i.e. Indigenous people, youth, older workers, persons with disabilities, and newcomers to the province). In response to these labour market challenges, the province focused on addressing persistent skills and labour shortages by aligning the skills of workers to the needs of the economy, and by working with employers and training providers to develop demand-driven labour market programming. The province also focused on attracting skilled workers, ensuring newcomers can fully utilize their skills and work experience and engaging underrepresented groups in the workforce through training opportunities.

EBSM KEY FACTS				SASKATCHEWAN			
Total Clients Served: 14,828				Total Allocation: \$35.3 Million			
EI Clients		Non-Insured Clients		2015/2016 (\$Million)		Year-over-Year Change	
14,029	↑	799	↓	Total Expenditures			
Total Interventions: 20,114				Employment benefits	\$28.7	0.5%	↑
Interventions Type	2015/2016	Year-over-Year Change		Support measures: EAS	\$4.0	14.3%	↓
Employment benefits	7,846	3.6%	↑	LMPs and R&I	\$2.5	3.4%	↓
Support measures: EAS	12,268	13.2%	↑	Total expenditures ¹	\$35.2	1.7%	↓
Relative Share of Interventions				Estimated Unpaid Benefits (\$Million)			
Interventions Type	2015/2016	Year-over-Year Change (pp)		2014/2015	2015/2016	Year-over-Year Change	
Employment benefits	39.0%	2.1	↓	\$61.60	\$61.55	0.1%	↓
Support measures: EAS	61.0%	2.1	↑				

¹ Totals may not add up due to rounding; does not include accounting adjustments.

Managing for Results

Saskatchewan's Outcomes-Based Contract Management (OBCM) process, developed in collaboration with community-based organizations, was fully implemented in 2015/2016. OBCM helps suppliers and government report the return on investments, manage risk, and achieve specific outcomes for the end client. This means optimizing the efficiency and effectiveness of interventions; balancing costs against risks; and actively managing the customer–supplier relationship. Because government is focused on purchasing outcomes rather than prescribing deliverables, suppliers are empowered to deliver innovative services that meet the needs of clients. Since OBCM has been implemented, Saskatchewan has seen increased accountability and better alignment with government priorities. Continuous improvement efforts are now underway to strengthen the service system and to identify opportunities for enhancement.

Clients, Interventions and Expenditures

The number of clients served in Saskatchewan increased for a third consecutive year, reaching 14,828 (+6.8%) in 2015/2016. The active client count grew for a third consecutive year, rising significantly in 2015/2016, to a total of 11,362 (+8.2%). Following a decrease over the previous three years, the number of former clients (2,667) increased by +4.0% in 2015/2016. Conversely, the non-insured client count (799) declined modestly, by 1.7%, after experiencing growth in the previous two years. Consistent with movement in their respective numbers, the share of active clients among all clients served rose to 76.6% (+0.9 percentage points), while the shares of former clients (18.0%) and of non-insured clients (5.4%) both declined, by 0.5 percentage points.

In 2015/2016, Saskatchewan delivered 20,114 EBSM-similar interventions, an increase of 9.3% year over year. For a third consecutive year, the benefit's share of all interventions declined, dropping to 39.0% this year (-2.1 percentage points). The number of EI clients who returned to employment after participating in EBSM-similar interventions reached 6,204, compared to 6,038 a year earlier. Unpaid Benefits increased to \$61.55 million (0.1% year over year). The total expenditures of the province's EBSM-similar programming declined slightly, to \$35.2 million (-1.7%) in 2015/2016.

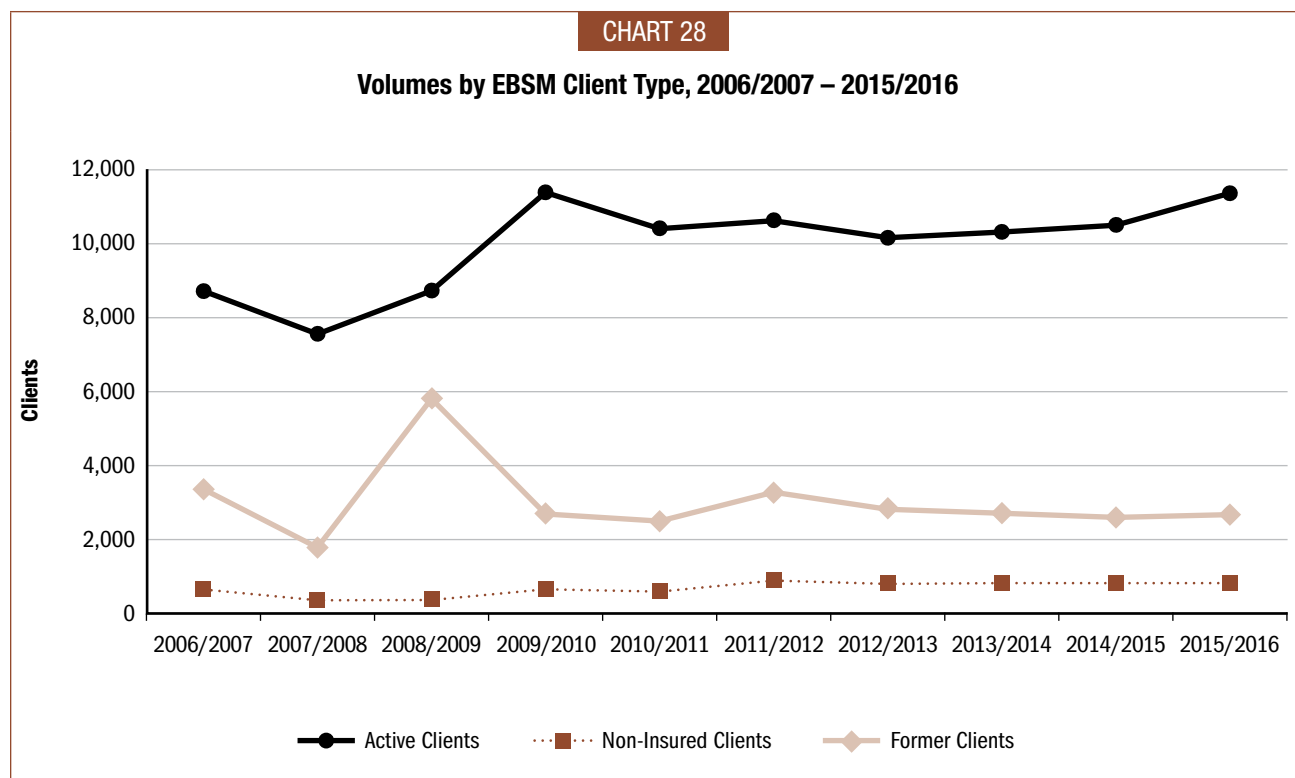


CHART 29

Volumes by EBSM Client Age, 2006/2007 – 2015/2016

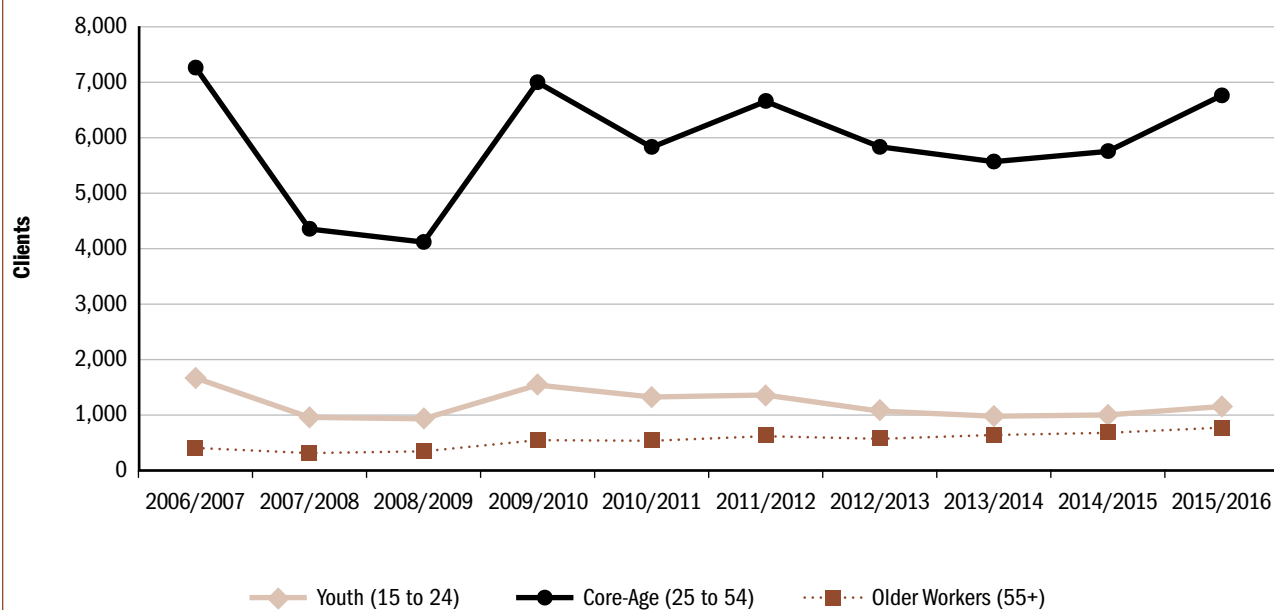


CHART 30

Key Performance Indicators, 2006/2007 – 2015/2016

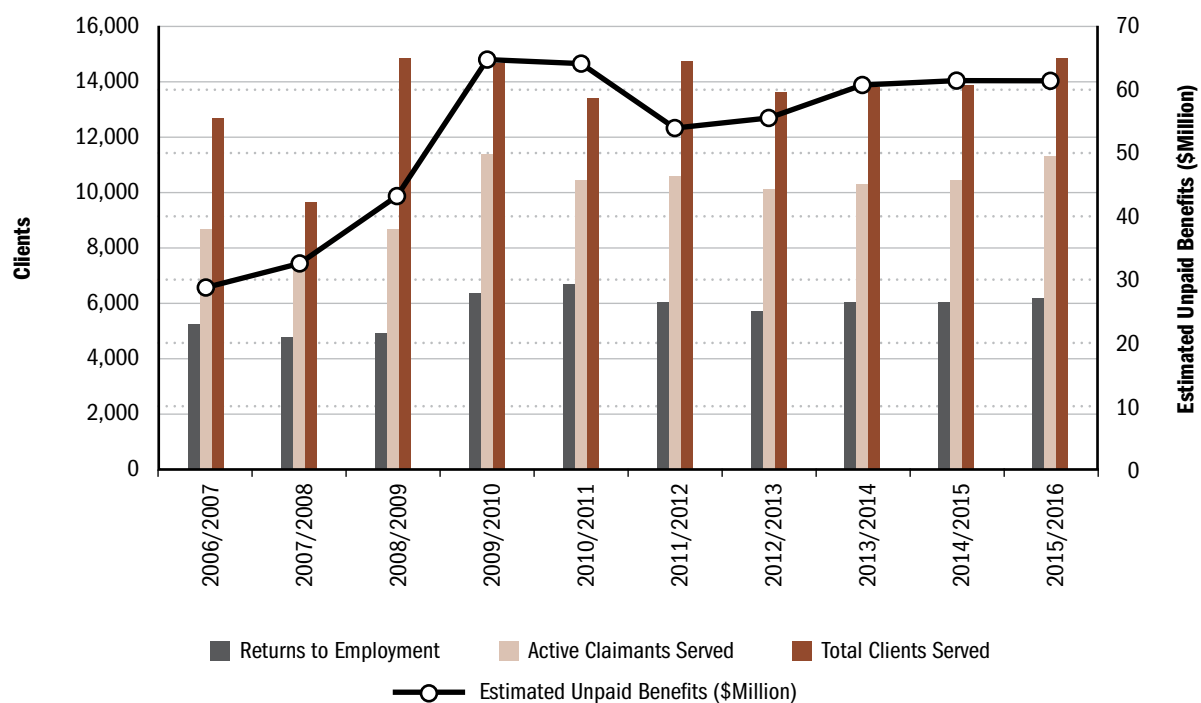


TABLE 10

Saskatchewan
EBSM-Similar Programming (2015/2016)

		Interventions	Year-over-Year Change	Expenditures (\$ 000s)
Employment Benefits				
SD-R	Skills Training Benefit Provincial Training Allowance	1,107	+18.0%	28,418
SD-A	Apprenticeship Training	6,657	+1.4%	
TWS	Skills Training Allocation	–	N/A	–
SE	Self-Employment Program	82	+24.2%	290
JCPs	Employment Programs	–	N/A	–
Support Measures				
EAS	Workforce Development	12,268	+13.2%	4,022
LMPs	Regional and Sectoral Partnerships	N/A	N/A	1,238
R&I	Research and Innovation	N/A	N/A	1,261

Employment Benefits

Saskatchewan's clients accessed 7,846 (+3.6%) Employment Benefits interventions in 2015/2016. All the three benefit types delivered in the province increased: SE (82), which grew at the fastest rate (+24.2%); followed by SD-R (1,107; +18.0%); and SD-A (6,657), which also recorded growth, though at a modest pace of 1.4%. SD-A (84.8%) continues to account for the largest proportion of all Employment Benefits, followed by SD-R (14.1%). Employment Benefits expenditure reached \$28.7 million (+0.5%) in 2015/2016.

Martin Prepares for a Successful Career after High School

Martin was finishing his grade 12 when he heard about the power lineman training program being offered in his hometown. Martin's interest was piqued; he was looking for a well-paying career that would challenge him physically and mentally. Through Saskatchewan's apprenticeship training supports, Martin was accepted at Northlands Regional College, in a training program delivered in partnership with SaskPower, industry, and northern First Nation organizations. Martin excelled and was one of 13 students to complete a three-week boot camp, followed by six weeks of skills training. He obtained certificates safety, backhoe orientation, bucket truck operator and skid steer. Martin was hired by SaskPower. His job takes him all over the province and he earns a good income.

Support Measures (EAS)

For a second consecutive year, Saskatchewan delivered a larger number of EAS interventions, reaching 12,268 (+13.2%). Individual Counselling (6,210)—the most frequently used intervention—rose considerably, by 29.8%. Employment Services (5,903) grew by 7.4%. On the other hand, Group Services dropped sharply (-72.3%) to 155. EAS total expenditures decreased for a third consecutive year, reaching \$4.0 million (-14.3% year over year).

Other Support Measures: LMPs and R&I

Total expenditure for LMPs and R&I fell modestly in 2015/2016, to \$2.5 million (-3.4%). Funding for these two measures shifted differently, with R&I expenditures growing by 585.1% since last year, to \$1.3 million. The province's major increase in R&I investment sustained the combined LMPs and R&I total expenditures, despite the considerable decline (-48.5%) in LMPs expenditures, which dropped to \$1.2 million, from \$2.4 million a year earlier.

3.2.10 Alberta

In 2015, Alberta's economy contracted, as real GDP declined by 4.0%, and is estimated to have decreased by 2.9% in 2016. Low oil prices, as well as forest fires that swept through northern Alberta, caused severe disruption to production in the province's oil and gas sector. The rebuilding efforts, following the forest fires, will likely give a boost to the Alberta economy in 2017, with the help of oil prices expected to increase. However, household spending is anticipated to be cautious over the medium-term, as labour market conditions are still relatively weak by historical standards.

In 2015/2016, Alberta's labour force expanded by 2.3%, to a total of 2.5 million. Overall, employment in the province increased slightly (+0.4%), totalling 2.3 million, as full-time employment declined by 0.5% and part-time work jumped by 5.1%. The number of unemployed workers jumped sharply, by 39.4%, driving up the province's unemployed rate to 6.6% compared to 4.9% in the previous year.

The province's goods-producing industries recorded an employment decline of 4.7%, sliding from 659,100 to 627,900 year over year. The sharpest drops were observed in forestry, fishing, mining, oil and gas (-11.5%); manufacturing (-7.4%); and agriculture (-4.7%). Employment in utilities increased significantly by 2,600 (+14.4%). Overall, employment in Alberta's services-producing industries went up by 2.5%, an increase of 41,100 net jobs. Health care and social assistance (+19,000); educational services (+14,700); trade (+8,800); and public administration (+7,700) had the strongest gains. The largest employment net losses were seen in professional, scientific, and technical services (-6,000); other services (-5,900); and in accommodation and food services (-3,300).

In 2015/2016, key labour market issues in Alberta included: an aging workforce, combined with retirement of many older workers; relatively higher unemployment rates among under-represented groups (youth, Indigenous people and persons with disabilities); a shift in required skills due to new technologies and processes; and ongoing economic transformation resulting from fluctuating commodity prices. In response, the province invested in various employment programs, training and services such as Skills Development-Apprentices—the most frequently used benefit intervention—in support of workers' skills development and meeting demands of employers.

EBSM KEY FACTS

ALBERTA

Total Clients Served: 128,098

El Clients	Non-Insured Clients
67,907	60,191

Total Interventions: 242,791

Interventions Type	2015/2016	Year-over-Year Change
Employment benefits	25,529	5.1%
Support measures: EAS	217,262	2.4%

Relative Share of Interventions

Interventions Type	2015/2016	Year-over-Year Change (pp)
Employment benefits	10.5%	0.2
Support measures: EAS	89.5%	0.2

Total Allocation: \$109.4 Million

Total Expenditures	2015/2016 (\$Million)	Year-over-Year Change
Employment benefits	\$86.0	2.4%
Support measures: EAS	\$22.5	2.7%
LMPs and R&I	\$0.9	57.0%
Total expenditures ¹	\$109.4	0.2%

Estimated Unpaid Benefits (\$Million)

2014/2015	2015/2016	Year-over-Year Change
\$266.98	\$267.88	0.3%

¹ Totals may not add up due to rounding; does not include accounting adjustments.

¹ Totals may not add up due to rounding; does not include accounting adjustments.

Managing for Results

To make active employment supports available to EI claimants earlier in their claim, services are in place to ensure EI eligible individuals and EI recipients receive a broad range of career and employment services that meet their unique needs. This includes self-directed resources such as up-to-date and accurate information about the labour market, one-on-one assistance in their individual job searches and marketing themselves to employers, and group services such as workshops.

Alberta utilizes funding partnerships to help ensure innovative, nimble responses to changing labour market conditions. The province offers diverse options to reach Albertan job seekers and employers. For example, service providers offer small- and large-scale hiring events and career information fairs to facilitate networking with employers. Additionally, service providers reach out to communities across the province to ensure Albertans living in remote areas are receiving assistance.

Clients, Interventions and Expenditures

In 2015/2016, Alberta served a total of 128,098 clients, a significant increase of 7.1% year over year. The considerable increase (+19.1%) in the number of active claimants which totaled 51,694, contributed to the growth. As well, more former claimants (+2.5%) participated in EBSM-similar programming, reaching 16,213. The non-insured client count (60,191), on the other hand, dropped slightly (-0.3%). The shares of active claimants (40.4%) rose by 4.1 percentage points, and the shares of non-insured clients edged down by 3.5 percentage points to 47.0%. The share of former claimants (12.7%), shrank slightly, by 0.5 percentage points.

Alberta delivered 242,791 EBSM-similar interventions in 2015/2016, an increase of 2.7% year over year. At 10.5%, Employment Benefits accounted for a growing share of the total. For a third consecutive year, Alberta recorded more returns to employment, reaching 26,525 (+3.0%) in 2015/2016. Unpaid benefits totaled \$267.88 million (+0.3%), consistent with the increase in the number of clients employed following participation in an intervention. Alberta's EBSM-similar programming expenditures totaled \$109.4 million (+0.2%), representing 100% of allocated funding.

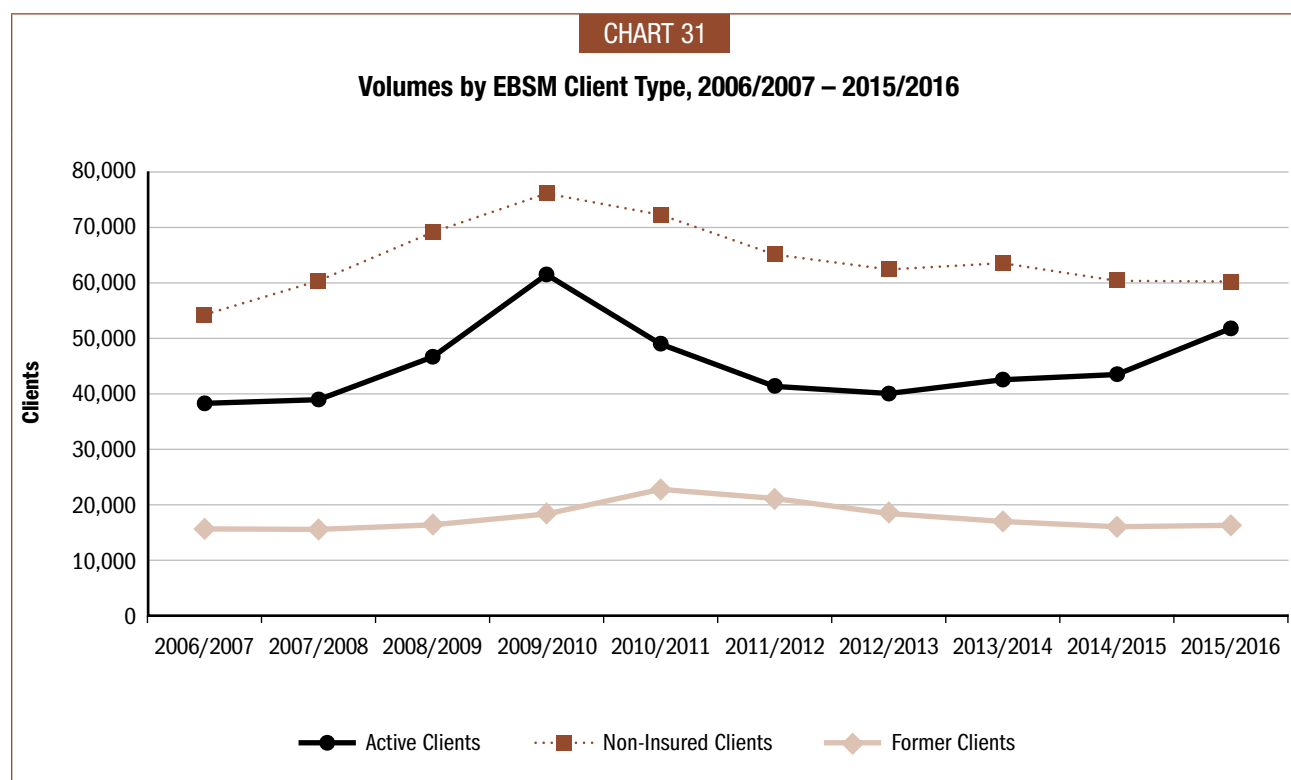


CHART 32

Volumes by EBSM Client Age, 2006/2007 – 2015/2016

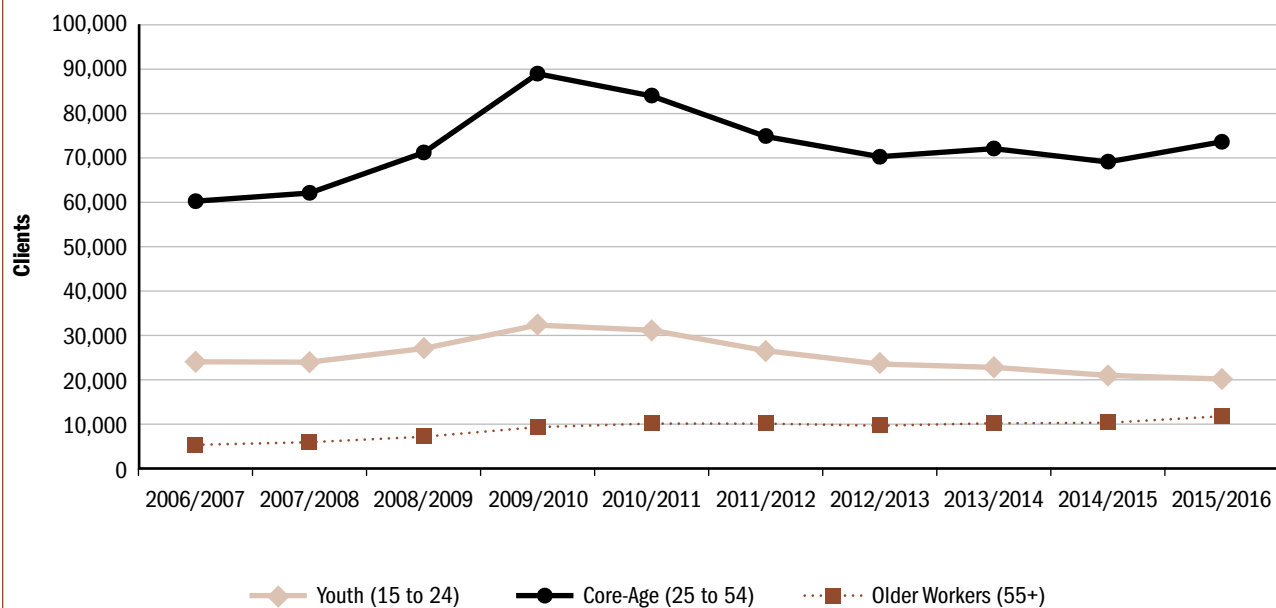


CHART 33

Key Performance Indicators, 2006/2007 – 2015/2016

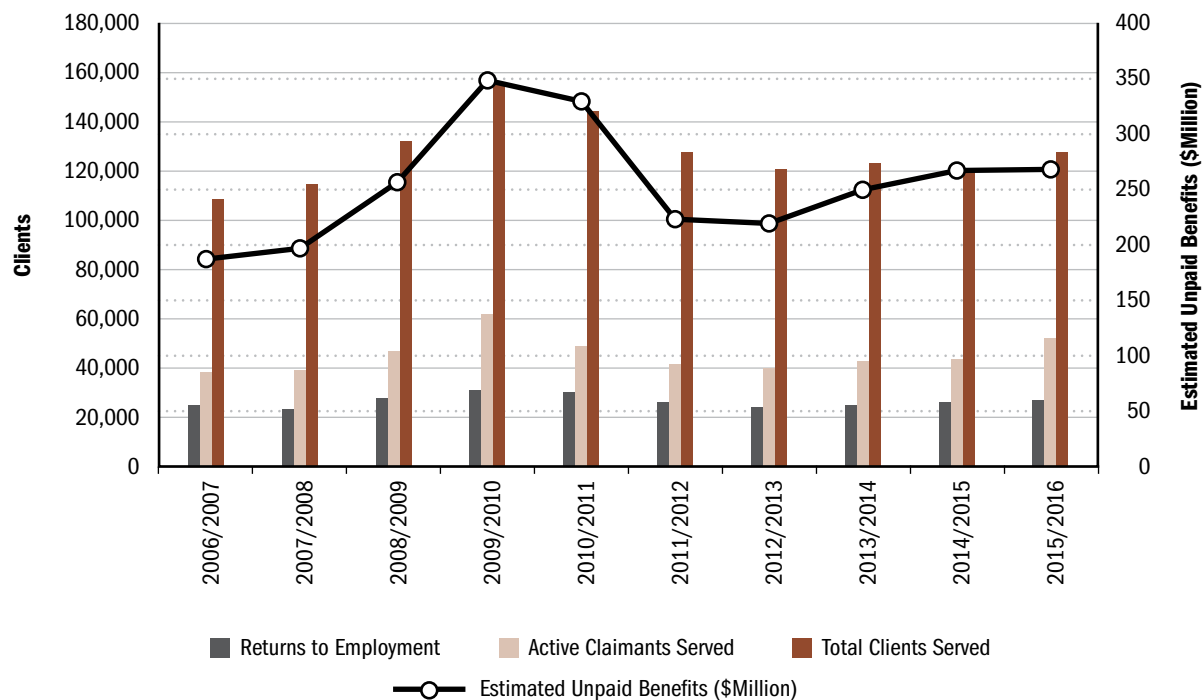


TABLE 11

Alberta
EBSM-Similar Programming (2015/2016)

		Interventions	Year-over-Year Change	Expenditures (\$ 000s)
Employment Benefits				
SD-R	Occupational Training Work Foundations	854	-17.0%	76,700
SD-A	Skills Development – Apprenticeship	23,897	+6.2%	
TWS	Workplace Training	36	-26.5%	412
SE	Self-Employment	91	-24.2%	879
JCPs	Integrated Training	651	+8.9%	8,012
Support Measures				
EAS	Career Information	217,262	+2.4%	22,543
LMPs	Workforce Partnerships	N/A	N/A	857

Employment Benefits

Alberta delivered more Employment Benefit interventions for a fourth consecutive year, reaching a total of 25,529 (+5.1% year over year) in 2015/2016. Job Creation Partnerships (651) and SD-A (23,897), which expanded by 8.9% and 6.2% respectively, contributed to this growth. In contrast, the other three benefit types: TWS (36), SE (91), and SD-R (854) all dropped significantly by 26.5%, 24.2% and 17.0%, respectively. The total expenditure for Employment Benefits rose to \$86.0 million (+2.4%).

Support Measures: EAS

Following a decline over the previous five years, the province served a greater number of EAS interventions (217,262) in 2015/2016, an increase of 2.4% year over year. EAS expenditures totaled \$22.5 million (-2.7%).

Other Support Measures: LMPs

Alberta's LMP expenditure decreased to \$0.9 million, compared to last year's \$2.0 million. With the considerable year-over-year decline in LMP funding (-57.0%), its share of the total EBSM-similar expenditures also dropped from 1.8% recorded in 2014/2015, to 0.8% this year.

Employment Assistance Services Lead to a New Career for Kim

Kim had been employed in the energy field, but was laid off with the economic downturn. After receiving EI for a period of time, he was referred to an Alberta Works Centre. There, Kim received assistance with his resume and attended weekly meetings where he worked on interview skills and job search techniques. With assistance from an Employment Facilitator, Kim was able to understand the skills he had, connect them to available jobs and successfully obtained employment as a commercial driver.

3.2.11 British Columbia

In 2015, British Columbia's real GDP expanded by 3.0% and is poised to have grown by 3.2% in 2016. The main driver of growth in the economy remains the housing sector, contributing to a booming construction industry. Service industries, such as finance, insurance and real estate, continue to benefit for the province's surging housing market. Moving forward, the provincial government's taxation initiatives designed to address housing affordability concerns are expected to cool BC's real estate market. In addition, weak commodity prices and instability in global energy markets are having a negative impact on the province's mining sector.

In 2015/2016, British Columbia's labour force expanded by 2.3%, to a total of 2.5 million. Employment increased by 1.9%, with full-time and part-time employment both growing, by 2.0% and 1.6%, respectively. The provincial unemployment rate edged up by 0.3 percentage points to 6.3%, as the labour force grew faster than employment.

Both goods-producing and services-producing industries recorded employment gains, edging up by 2.3% and 1.8%, respectively. Manufacturing (+9,600) and construction (+2,900) had the strongest net job gains among goods-producing industries. The largest job increases in the services-producing sector were in health care and social assistance (+22,600); information, culture, and recreation (+9,100); business, building and other support services (+7,800); and trade (+4,000).

Key labour market challenges in British Columbia in 2015/2016 included skills shortages stemming mainly from increased global competition for workers, demographic pressures from an aging population and lower birth rates, as well as relatively high unemployment rates among underrepresented groups (i.e. Indigenous people, persons with disabilities, immigrants, youth, and older workers). In response, the province focused on continued investment in its workforce development, particularly among the underrepresented groups, while reinforcing partnerships and collaboration with key stakeholders (e.g. employers, local communities and organizations, and industry groups). In addition, the province continued to support the Research & Innovation sector through significant investments.

EBSM KEY FACTS				BRITISH COLUMBIA			
Total Clients Served: 76,604				Total Allocation: \$280.0 Million			
EI Clients		Non-Insured Clients		Total Expenditures		2015/2016 (\$Million)	Year-over-Year Change
44,898	↑	31,706	↓	Employment benefits	\$158.8	3.0%	↓
Total Interventions: 207,530				Support measures: EAS	\$93.7	0.9%	↑
Interventions Type	2015/2016	Year-over-Year Change		LMPs and R&I	\$27.4	38.5%	↑
Employment benefits	20,885	7.1%	↑	Total expenditures ¹	\$280.0	1.3%	↑
Support measures: EAS	186,645	1.8%	↓	Estimated Unpaid Benefits (\$Million)			
Relative Share of Interventions				2014/2015	2015/2016	Year-over-Year Change	
Interventions Type	2015/2016	Year-over-Year Change (pp)		\$126.47	\$125.29	0.9%	↓
Employment benefits	10.1%	0.8	↑				
Support measures: EAS	89.8%	0.8	↓				

¹ Totals may not add up due to rounding; does not include accounting adjustments.

Managing for Results

To make active employment supports available to EI claimants earlier in their claim, British Columbia launched a pilot of the Targeting, Referral and Feedback (TRF) initiative in fall of 2015. The key objective of the TRF is to assist EI applicants return to employment more quickly by identifying and connecting them with their local WorkBC employment service center where they can access employment information, services, and supports. Early identification of appropriate interventions provides EI applicants timely access to relevant employment program services, increases their participation in employment services, and ensures stronger matching between EI applicants and labour market needs.

Clients, Interventions and Expenditures

The total number of clients served in British Columbia reached 76,604 in 2015/2016 (-0.3%). The active claimant count (35,891) grew modestly by 2.7%. Conversely, the numbers both former claimants (9,007) and the non-insured clients (31,706) declined, by 5.2% and 2.0% respectively. The share of these three client-types moved in the same direction, with the share of active clients reaching 46.9% (+1.4 percentage points), and the proportions of former clients (11.8%) and non-insured clients (41.4%) both dropping, by 0.6 and 0.7 percentage points, respectively.

In 2015/2016, British Columbia delivered fewer EBSM-similar interventions (207,530) compared to the previous year (209,646). Within this overall decline, Employment Benefits increased by 7.1%, and their share of all interventions delivered expanded to 10.1%, up from 9.3% in 2014/2015. This suggests a greater emphasis on serving EI-insured clients, acquire new skills or prepare for a career change. A total of 19,552 EI clients returned to employment after participating in an EBSM-similar intervention (-1.3% year over year). Unpaid Benefits declined to \$125.29 million (-0.9% year over year), reflecting the drop in the number of returns to employment. EBSM expenditures totaled \$280.0 million, representing 100% of the allocated funding.

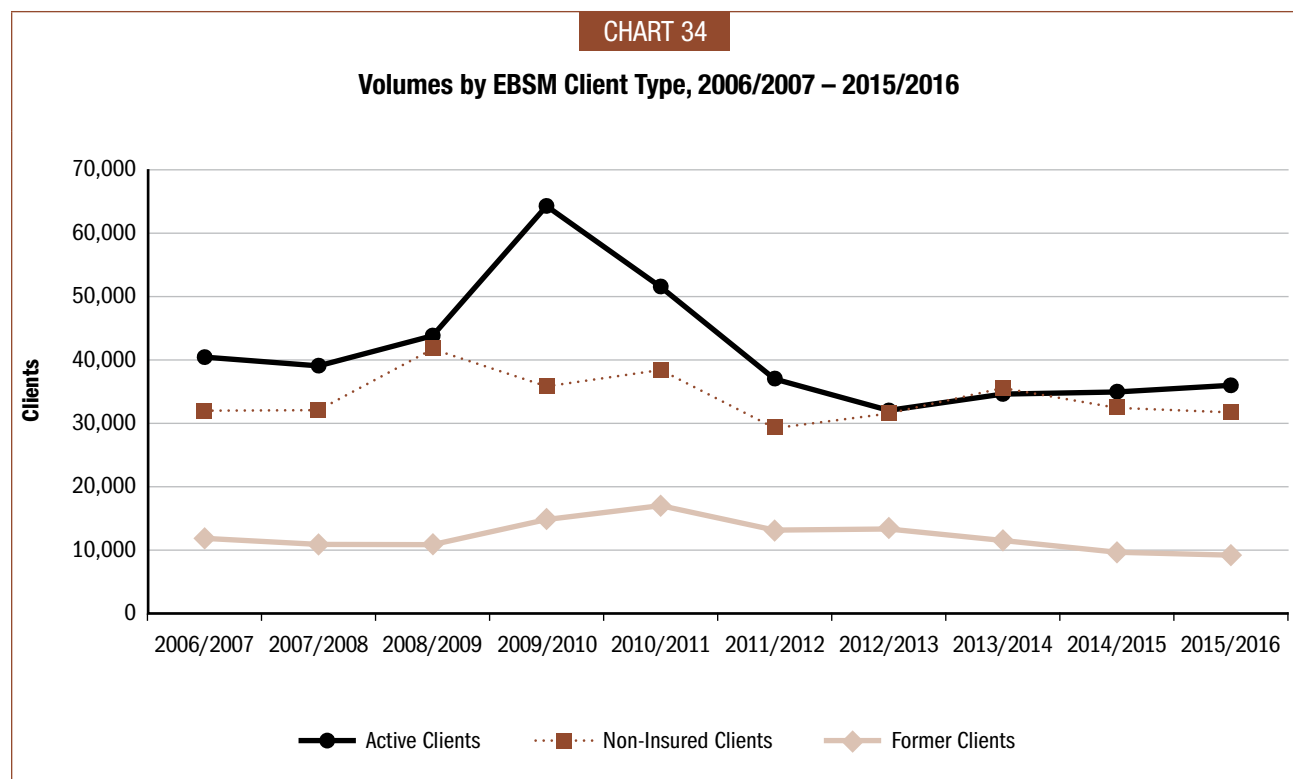


CHART 35

Volumes by EBSM Client Age, 2006/2007 – 2015/2016

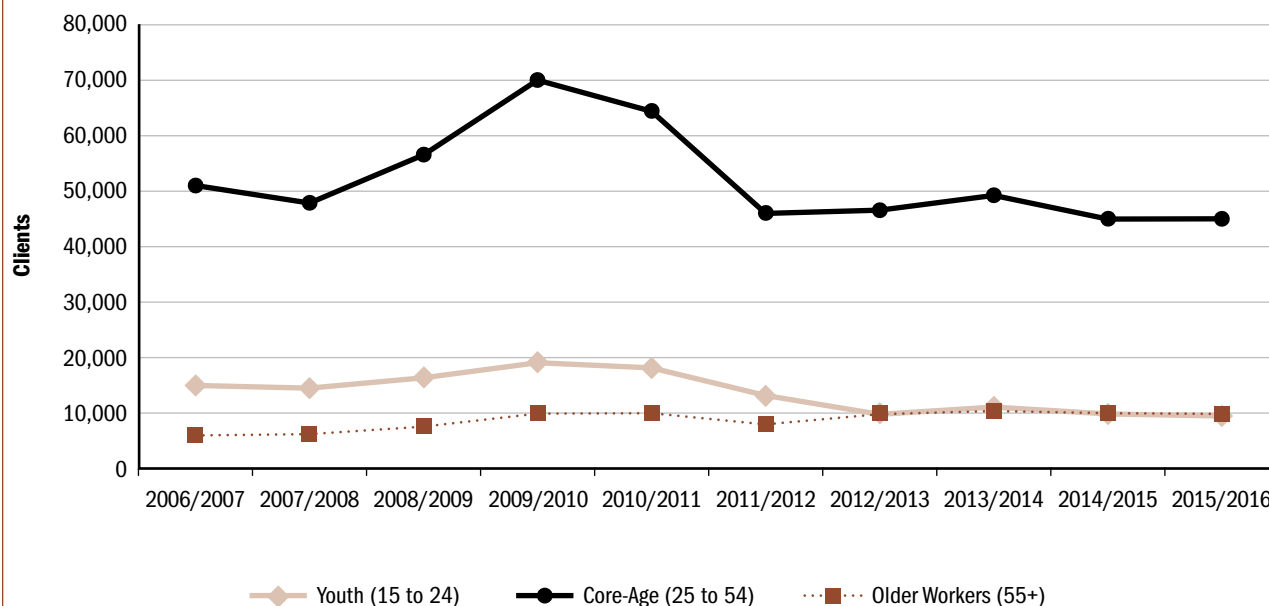


CHART 36

Key Performance Indicators, 2006/2007 – 2015/2016

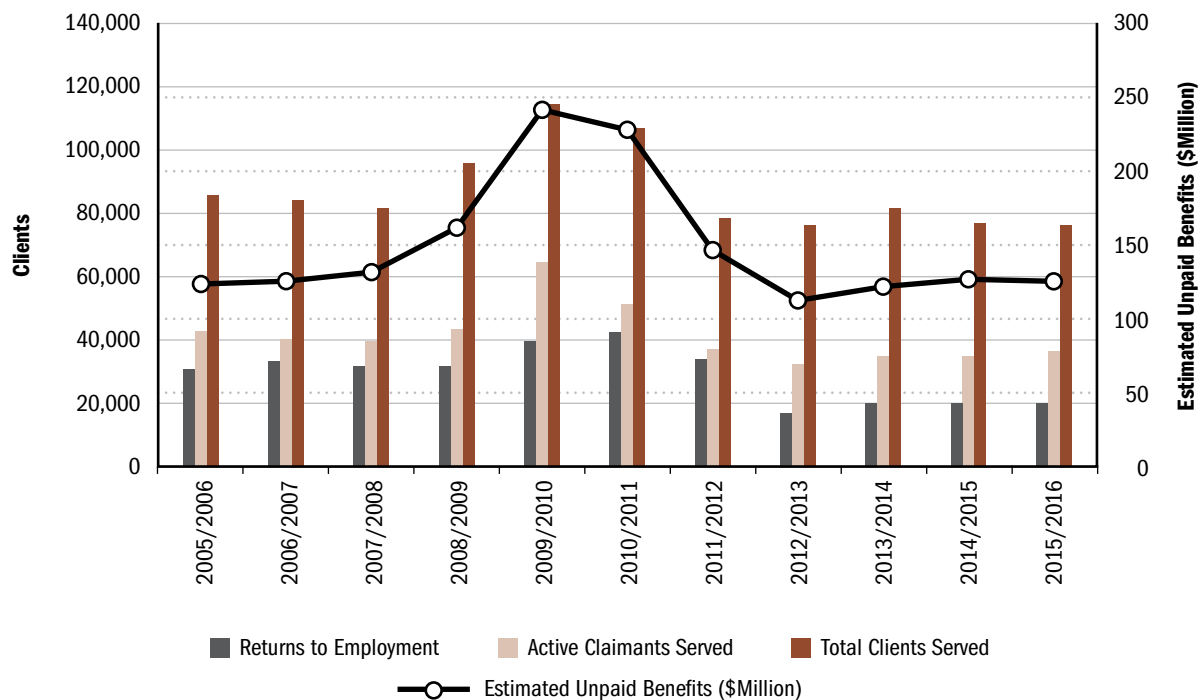


TABLE 12

British Columbia
EBSM-Similar Programming (2015/2016)

		Interventions	Year-over-Year Change	Expenditures (\$ 000s)
Employment Benefits				
SD-R	Skills Development Employment Benefit	3,698	+9.8%	132,743
SD-A	Skills Development Employment Benefit – Apprenticeship	13,132	+5.9%	
TWS	Wage Subsidies	1,775	+37.1%	6,537
SE	Self-Employment	2,097	+7.8%	13,074
JCPs	Job Creation Partnerships	183	-63.3%	6,488
Support Measures				
EAS	Employment Assistance Services	186,645	-1.8%	93,694
LMPs	Labour Market Partnerships Employer-Sponsored Training	N/A	N/A	9,050
R&I	Research and Innovation	N/A	N/A	18,373

Employment Benefits

Significantly more Employment Benefits interventions (20,885) were delivered in British Columbia in 2015/2016. This represented an increase of 7.1% year over year, and a third consecutive year of growth. Four out of the five benefit-types the province delivered this year experienced notable increases, with TWS (1,775), SE (2,097), SD-R (3,698) and SD-A (13,132) all expanding by 37.1%, 7.8%, 9.8% and 5.9%, respectively. Conversely, JCP shrank considerably by 63.3%, to a total of 183. SD-A (62.9%) and SD-R (17.7%) combined shares reached 80.6%, and continued to account for the majority of all benefit interventions used in the province. The total expenditures on Employment Benefits reached \$158.8 million (-3.0%).

John's Journey to Becoming an Apprentice

John worked in the hospitality industry for years. Under the supervision of a Red Seal Electrician, he had the opportunity to complete some electrical work in the establishment. In doing so, John discovered that he enjoyed the trade and decided on a career change. In 2013, thanks to BC's Apprenticeship Training Supports program, John began his training in the Pre-apprentice electrician program at Okanagan College, Vernon campus. He completed his training by January 2014 and was hired as an Apprentice Electrician in April 2014. In 2014, John completed all his first year hours and worked towards completing his apprenticeship training. As of the spring of 2015 John was going back to complete his level II apprenticeship training and was half way through his apprenticeship.

Employment Assistance Services

British Columbia delivered a total of 186,645 EAS interventions in 2015/2016. At 68.3%, Employment Services (127,501) accounted for the largest share of all EAS interventions, followed by Individual Counselling (58,533) and Group Services (611) which represented 31.4% and 0.3% shares, respectively. EAS expenditure increased significantly (+0.9%), reaching a total of \$93.7 million this year.

Other Support Measures: LMPs and R&I

Funding for LMPs and R&I reached \$27.4 million in 2015/2016, representing a considerable growth of 38.5% year over year. LMPs expenditures (\$9.0 million) rose sharply (31.4%). Similarly, R&I expenditure (\$18.4 million) increased, although at faster pace (+42.3%), compared to the previous year. This also represented a growth over four consecutive years. British Columbia used \$5,100,000 R&I funds to support Canada Job Grant initiatives.

3.2.12 Northwest Territories

After advancing by 2.5% in 2015, the Northwest Territories' real GDP is poised to have stagnated in 2016, with a growth rate of 0.3%. The mining and construction sectors remain fragile, with the recent completion of several diamond mining projects. Oil and gas production has been steadily declining, due to relatively low oil prices, which suggests medium-term exploration projects are likely postponed.

The Northwest Territories labour force edged up slightly to 24,100 (+0.4%) in 2015/2016. Overall, employment slid downwards by 0.5%, to a total of 22,000. Full-time jobs dropped from 19,800 to 19,200, while part-time employment increased from 2,300 to 2,800 year over year. The number of unemployed workers in the territory increased by 10.5%, to 2,100. As a result, the unemployment rate moved upwards by 0.4 percentage points, reaching 8.5% in 2015/2016.

Ongoing skills shortages, relatively low labour force participation and workforce mobility, as well as important differences between the employment rates of Indigenous and non-Indigenous people, were the most significant labour market challenges in 2015/2016. In response, the Northwest Territories focused on building its workforce capacity and skills through continued investments in active employment programming, training and work experience, and by working closely with key stakeholders (e.g. employers, regional partners and Indigenous governments) to strengthen local labour market partnerships.

EBSM KEY FACTS		NORTHWEST TERRITORIES			
Total Clients Served: 1,369				Total Allocation: \$3.1 Million	
EI Clients		Non-Insured Clients		Total Expenditures	2015/2016 (\$Million)
520	↑	849	↑	Employment benefits	\$1.5
Total Interventions: 1,675				Support measures: EAS	\$1.2
Interventions Type		2015/2016	Year-over-Year Change	LMPs and R&I	\$0.3
Employment benefits	351	25.4%	↑	Total expenditures ¹	\$3.0
Support measures: EAS	1,324	53.2%	↑	Estimated Unpaid Benefits (\$Million)	
Relative Share of Interventions				2014/2015	2015/2016
Interventions Type		2015/2016	Year-over-Year Change (pp)	\$2.35	\$1.82
Employment benefits	21.0%	3.5	↓	Year-over-Year Change	
Support measures: EAS	79.0%	3.5	↑	22.6%	
				↓	

¹ Totals may not add up due to rounding; does not include accounting adjustments.

Managing for Results

The Government of the Northwest Territories is committed to implementing practices like the Targeting, Referral and Feedback process that will enable northerners to return to work as soon as possible and therefore contribute to EI savings.

In addition, the Government of Northwest Territories, through the Department of Education, Culture and Employment has undertaken a new initiative to prepare northern residents for the future. The Skills 4 Success initiative is designed to increase employment success for residents by closing skill gaps for in-demand jobs, and more effectively responding to employer, industry and community needs. It relies on the active participation and engagement of other governments and organizations, education and training partners, industry, business, and non-governmental stakeholders. This initiative will ensure that both federal and territorial funding for skills training will be utilized in the most effective way.

Clients, Interventions and Expenditures

The number of clients served in Northwest Territories reached 1,369 in 2015/2016, a considerable year-over-year increase of 46.9%. The three client types also expanded: the numbers of active and former client counts rose significantly, to 325 (+10.5%) and 195 (+41.3%) respectively. Non-insured clients rose dramatically to 849 (+69.8%). The respective shares of clients served shifted differently: active and former claimants shrank to 23.7% (-7.8 percentage points) and to 14.2% (-0.6 percentage points) respectively, while the share of non-insured clients increased significantly from last year's 53.6% to 62.0% (+8.4 percentage points).

In 2015/2016, EBSM-similar interventions delivered in the Northwest Territories reached 1,675, an important increase of 46.4%. EAS' share of all interventions rose to 79.0% (+3.5 percentage points). A total of 173 EI clients returned to employment after participating in an EBSM-similar intervention (-10.4% year over year). Unpaid Benefits declined to \$1.82 million, compared to \$2.35 million in 2014/2015. EBSM total expenditures dropped by 5.7% to \$3.0 million, slightly below the \$3.1 million allocated funding.

CHART 37

Volumes by EBSM Client Type, 2006/2007 – 2015/2016

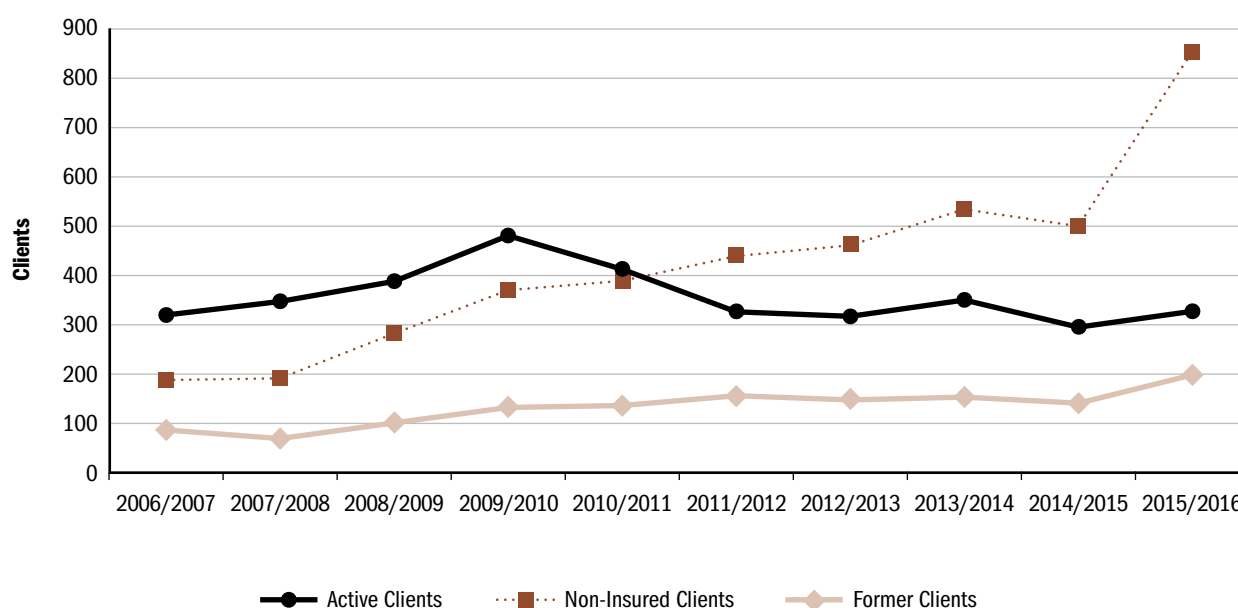


CHART 38

Volumes by EBSM Client Age, 2006/2007 – 2015/2016

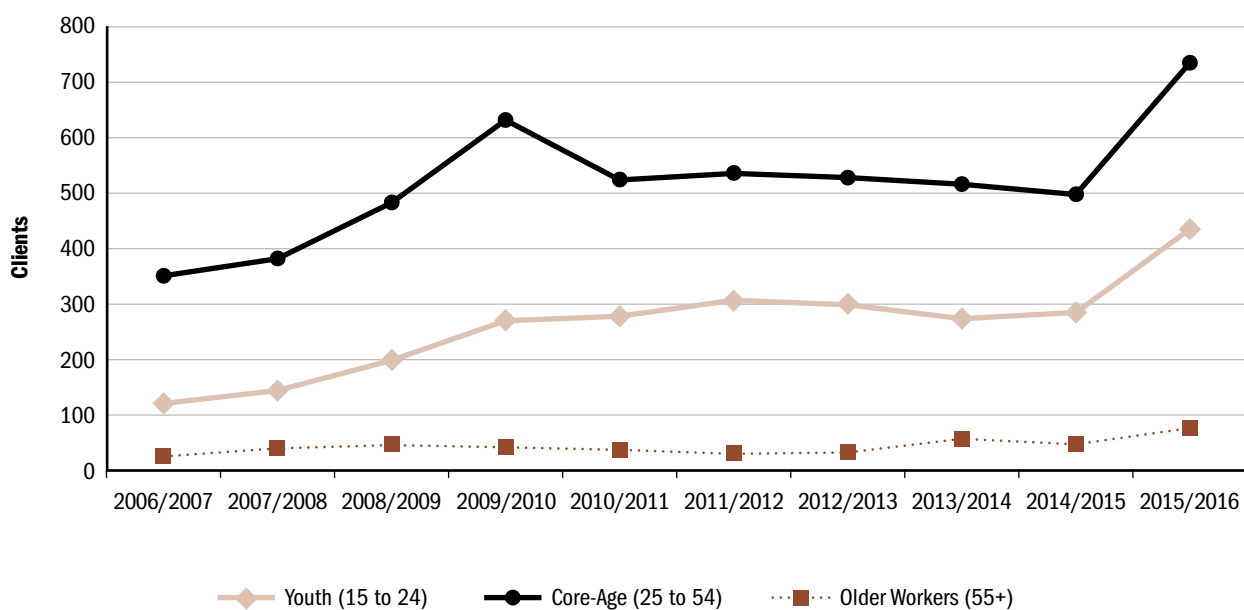


CHART 39

Key Performance Indicators, 2006/2007 – 2015/2016

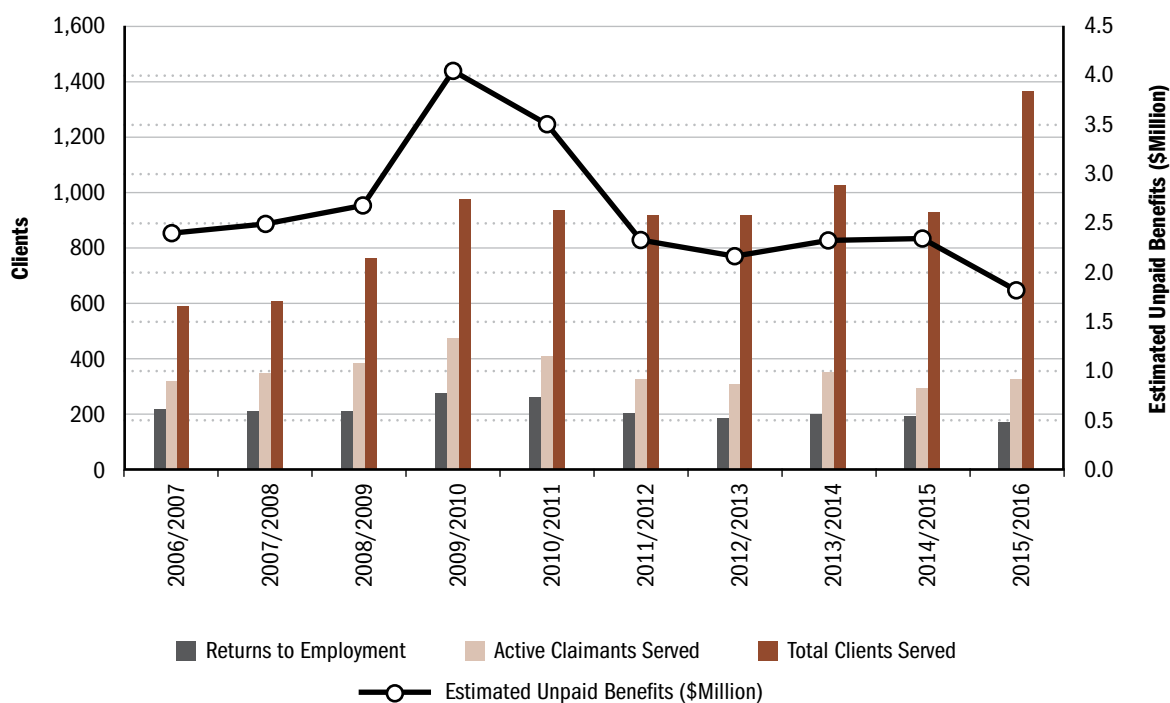


TABLE 13

Northwest Territories
EBSM-Similar Programming (2015/2016)

		Interventions	Year-over-Year Change	Expenditures (\$ 000s)
Employment Benefits				
SD-R	Building Essential Skills	57	+29.5%	1,125
SD-A	Building Essential Skills – Apprenticeship	127	-18.1%	
TWS	Apprenticeship Training on the Job Youth Employment	99	+47.8%	136
SE	Self-Employment Option	20	+42.9%	192
JCPs	Job Creation Partnerships	48	–	–
Support Measures				
EAS	Employment Assistance Services Career Development Service	1,324	+53.2%	1,244
LMPs	Labour Market Partnerships	N/A	N/A	253
R&I	Research and Innovation	N/A	N/A	94

Employment Benefits

In 2015/2016, following five consecutive years of decline, the Northwest Territories delivered 351 Employment Benefits interventions, an increase of 25.4%. The Employment Benefits' share of all interventions, however, fell to 21.0% (-3.5 percentage points year over year) as a result of the considerable growth in EAS interventions. SD-A was the sole benefit that declined, going down to 127 (-18.1%) in 2015/2016. The other three benefit-types grew, with TWS (99), SE (20) and SD-R (57) all expanding significantly, by 47.8%, 42.9% and 29.5%, respectively. Employment Benefits expenditures totaled \$1.5 million (+0.3% year over year).

Support Measures: EAS

The Northwest Territories delivered 1,324 Individual Counselling interventions in 2015/2016. This represented a considerable growth of 53.2% year over year. Individual Counselling accounted for a 79.0% share of all interventions delivered in the Northwest Territories. EAS expenditures dropped moderately, to \$1.2 (-2.9%).

Other Support Measures: LMPs and R&Is

In 2015/2016, LMP and R&I total expenditures rose sharply, by 129.7%, reaching a five-year high of \$347,000. Growth in this category was due to the considerable increase in LMPs by 90.2% to a total of \$253,000, and R&I by 421.6%, to \$94,000. The Northwest Territories used \$96,279 in LMDA funds to support the Canada Job Grant R&I initiatives.

3.2.13 Yukon

In 2015, Yukon's real GDP shrank by 3.8%, but is poised to have rebounded by 3.6% in 2016. Mining exploration projects, coupled with the Government of Yukon's capital spending projects, are contributing to this growth. In addition, the federal government's increased commitment to infrastructure development will complement the territorial government's existing construction projects, such as improving water and wastewater systems.

In 2015/2016, Yukon's labour force remained unchanged at 20,700, while employment edged down from 19,800 to 19,400. The territory's number of unemployed workers increased from 900 to 1,300, resulting in the unemployment rate jumping from 4.4% to 6.3%, year over year.

Yukon continues to work on building a skilled and competitive workforce. To advance this strategic objective, the territory identified several labour market priorities for 2015/2016, including: a comprehensive literacy strategy to bridge the gap between job seekers and available employment caused by absence lack of basic skills in the adult population; and increasing service supports for job seekers facing multiple barriers to employment (e.g. social assistance recipients, persons with disabilities, older workers, youth, Indigenous, women in trades, and immigrants). To further advance its strategic objective and associated key labour market priorities, Yukon focused on serving its clients with EAS, SD-A and SD-R, Fee Payer, and SE EBSM-similar programming, which utilized the largest share of its LMDA funding.

EBSM KEY FACTS YUKON			
Total Clients Served: 317			
EI Clients		Non-Insured Clients	
252	↓	65	↓
Total Interventions: 372			
Interventions Type	2015/2016	Year-over-Year Change	
Employment benefits	184	18.9%	↓
Support measures: EAS	188	35.8%	↓
Relative Share of Interventions			
Interventions Type	2015/2016	Year-over-Year Change (pp)	
Employment benefits	49.5%	5.8	↑
Support measures: EAS	50.5%	5.8	↓
Total Allocation: \$3.6 Million			
Total Expenditures	2015/2016 (\$Million)	Year-over-Year Change	
Employment benefits	\$2.0	5.0%	↑
Support measures: EAS	\$1.4	8.1%	↑
LMPs and R&I	\$0	—	—
Total expenditures ¹	\$3.5	6.2%	↑
Estimated Unpaid Benefits (\$Million)			
2014/2015	2015/2016	Year-over-Year Change	
\$1.85	\$1.27	31.6%	↓

¹ Totals may not add up due to rounding; does not include accounting adjustments.

Managing for Results

Yukon is engaging employers on program priorities through the Labour Market Framework, the structure of which sets the primary way forward for Yukon's labour market and through which strategic activities are accomplished. The Framework has four strategies with corresponding action plans: Comprehensive Skills and Trades Training, Recruitment and Employee Retention, Immigration, and Labour Market Information. The Recruitment and Employee Retention Strategy has been developed to meet the challenges of filling Yukon's job vacancies in a variety of positions and sectors. There are two main goals of the Recruitment and Employee Retention Strategy: facilitate Yukon employers' ability to recruit suitable employees; and, enhance Yukon employers' ability to retain skilled employees.

In 2015/2016, the Recruitment and Employee Retention Committee organized job fairs and career expos where employers meet face-to-face with potential employees; employer award ceremonies to highlight and reward innovative and successful employer policies for recruiting and retaining employees; and presentations to share knowledge and information among stakeholders.

To continuously improve program assessment and monitoring, the Labour Market Programs and Services unit of Advanced Education continues to promote the Labour Market Information (LMI) Portal which greatly increases the quality of applications for funding. This website pulls Yukon-specific LMI data from sources including Statistic Canada, Yukon Bureau of Statistics, Canada Job Bank, and the Yukon Occupational Modeling System. The Portal provides relevant labour market data, supporting LMMA evidence-based investments and improving program results.

Clients, Interventions and Expenditures

The number of EBSM-similar total interventions in Yukon went down to 317 (-27.1%) in 2015/2016. Numbers of all three clients types also dropped: active clients (211) decreased significantly by 18.5%, former clients (41) declined moderately by 8.9%, and non-insured clients (65) diminished considerably by 50.4%. As for their share of all clients served, active and former clients increase to 66.6% (+7.1 percentage points) and 12.9% (+2.6 percentage points), respectively, while the shares of non-insured clients shrank to 20.5% (-9.6 percentage points).

For a third consecutive year, the number of EBSM-similar interventions delivered in Yukon dropped, totalling 372 in 2015/2016. This represented a significant decrease of 28.5% year over year. Employment Benefits accounted for 49.5% of the total interventions, compared to last year's 43.7%. In contrast, the share of EAS declined for a fourth consecutive year, reaching 50.5% (-5.8 percentage points year over year).

After a decline over three years in a row, the number of clients that returned to employment after participating in EBSM-similar programming rose, from 170 to 188 this year, a notable increase of 10.6%. Yukon's expenditures for EBSMs totaled \$3.5 million (+6.2%) of \$3.6 million allocated.

CHART 40

Volumes by EBSM Client Type, 2006/2007 – 2015/2016

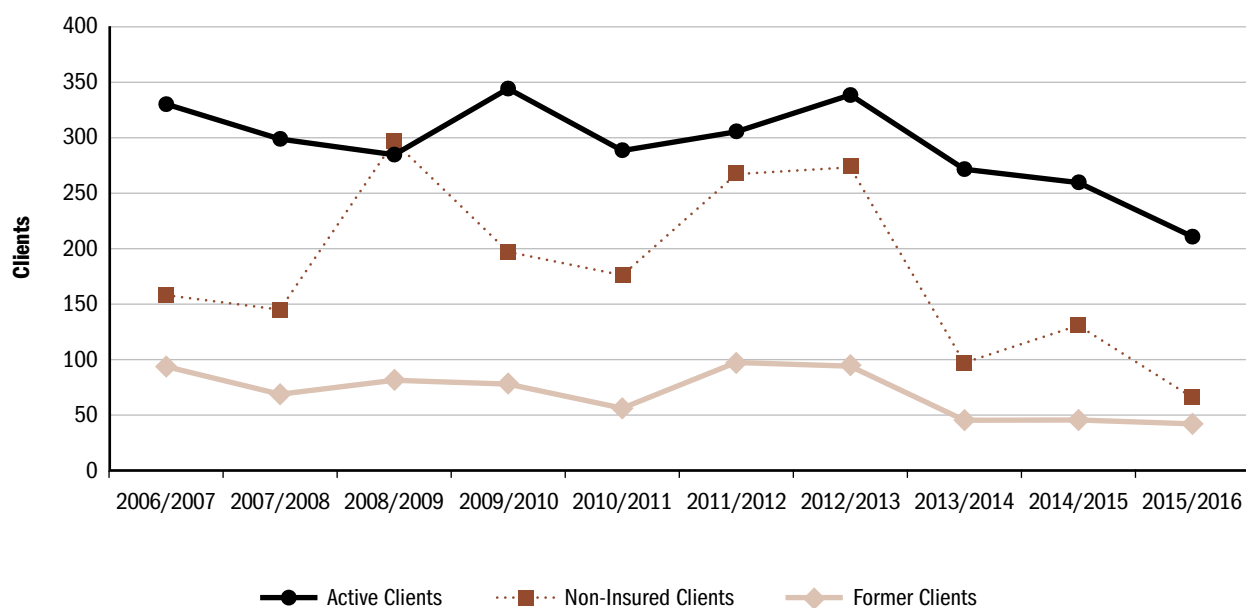


CHART 41

Volumes by EBSM Client Age, 2006/2007 – 2015/2016

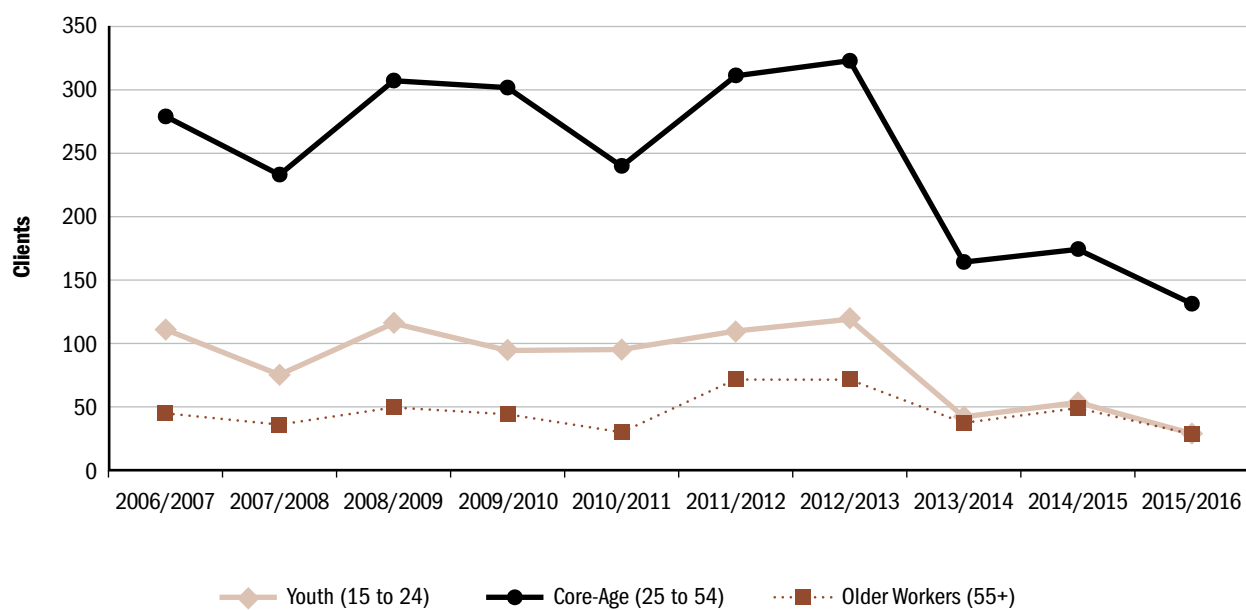


CHART 42

Key Performance Indicators, 2006/2007 – 2015/2016

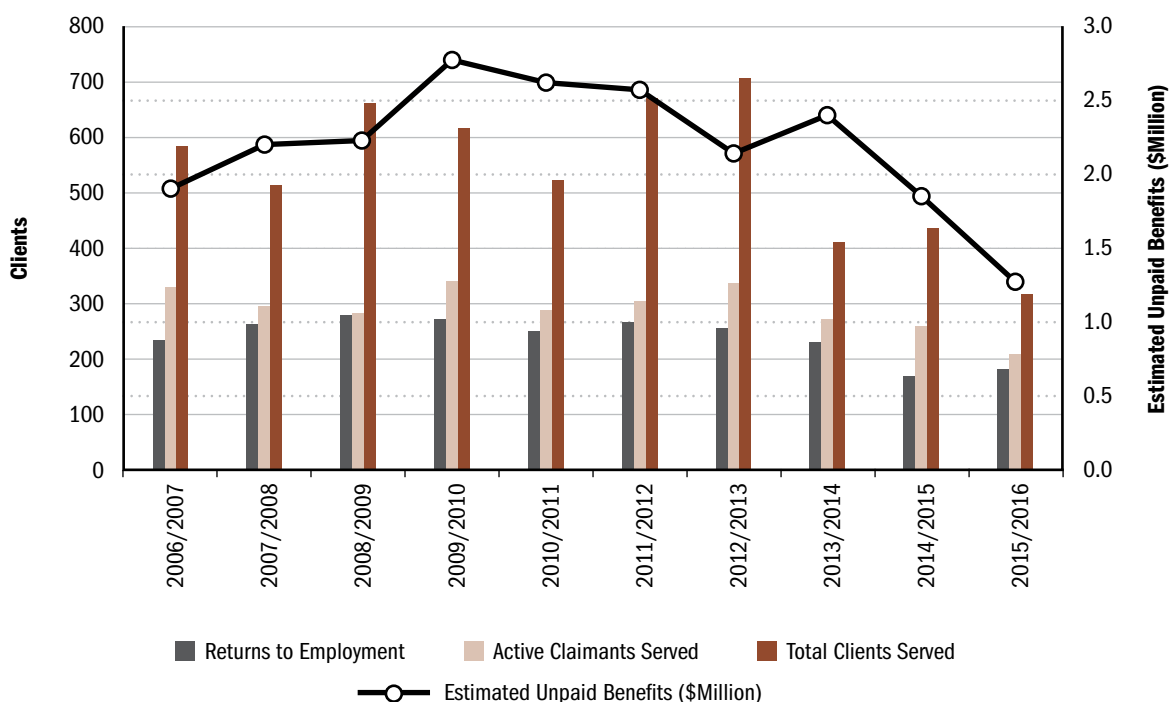


TABLE 14

Yukon
EBSM-Similar Programming (2015/2016)

		Interventions	Year-over-Year Change	Expenditures (\$ 000s)
Employment Benefits				
SD-R	Skills Development Employment Benefit	35	-22.2%	1,963
SD-A	Skills Development Employment Benefit – Apprenticeship	145	-18.1%	
TWS	Targeted Wage Subsidies	4	+33.3%	58
SE	Self-Employment	0	-100.0%	12
Support Measures				
EAS	Employment Assistance Services	188	-35.8%	1,421
LMPs	Labour Market Partnerships Employer-Sponsored Training	N/A	N/A	N/A

Employment Benefits

In 2015/2016, a declining total of 184 Employment Benefits (-18.9%) were delivered in Yukon. While SD-A (145) and SD-R (35) both declined significantly (-18.1% and -22.2%, respectively), SD-A continued to be the most used Employment Benefit intervention in the territory. On the other hand, the territory served its clients with more TWS interventions (+33.3%) than last year, but ceased to offer SE in 2015/2016. While the share of SD-R (19.0%) of total benefits dropped along with its respective numbers, the SD-A share remained unchanged at 78.0% despite declines in its total numbers. Combined, SD-A and SD-R (97.8%) continued to account for a major part of the benefit interventions. This indicates a diligent focus on the labour market priority of building human capital in support of realizing a skilled and competitive workforce. Employment Benefits expenditure rose by 5.0%, to a total of \$2.0 million.

Support Measures: EAS

Yukon delivered 188 EAS interventions in 2015/2016, a considerable year-over-year decline of 35.8%. For a third consecutive year, all EAS interventions served in the territory continued to be Employment Services. EAS expenditures totaled \$1.4 million (+8.1%).

Other Support Measures: LMPs and R&I

As in the previous year, there was no expenditure recorded for LMPs and R&I in 2015/2016.

Targeted Wage Subsidy Helps Joanna Secure a Permanent Job

Joanna had attended hair design school but had struggled to find a secure job. She was dependent on social assistance to supplement her EI. Joanna lacked the practical skills and confidence that she would gain under the leadership of an employer and journey person. Through a Targeted Wage Subsidy agreement an established Whitehorse employer, a realistic training plan was developed. The employer invested in additional training and worked diligently to connect Joanna with positive role models. She gained confidence and is now a certified journey person. Joanna is employed in a permanent full-time position where she is a valued member of the hair-styling team.

3.2.14 Nunavut

After Nunavut's real GDP contracted by 0.3% in 2015, its economy is estimated to have contracted by another 2% in 2016. Nunavut's construction sector slowed down as a result of declining mining developments. Offsetting these declines are public sector investments, including upgrades to Iqaluit airport, public housing and new schools. Other positive aspects of Nunavut's economy include its growing fishing industry and a developing tourism industry.

In 2015/2016, Nunavut's labour force expanded by 1,000 (+7.0%) to 15,300, while employment edged up by 2.4%, to a total of 12,700. As the territory's number of unemployed increased from 1,900 to 2,600 year over year, the unemployment rate jumped from 13.3% to 16.6%.

In 2015/2016, the main labour market challenges in Nunavut were low labour force participation and high unemployment rates, as well as skills shortages, coupled with low levels of literacy and educational attainment. In this context, the territory has been supporting its workforce with skills development programming, including on-the-job training, particularly in sectors with high demand such as the rapidly growing fisheries and marine sector (which utilized 33.0% of the LMMA's funding), and in providing literacy/upgrading educational support as well as career development training. In addition, Nunavut collaborated with key stakeholders and partners in improving the delivery of EAS.

EBSM KEY FACTS		NUNAVUT	
Total Clients Served: 986		Total Allocation: \$2.8 Million	
El Clients	Non-Insured Clients	Total Expenditures	2015/2016 (\$Million)
280	706	Employment benefits	\$2.5
↑	↑	Support measures: EAS	\$0.0
Total Interventions: 1,434		LMPs and R&I	\$0.0
Interventions Type	2015/2016	Year-over-Year Change	Total expenditures ¹
Employment benefits	479	87.1%	\$2.5
Support measures: EAS	955	40.9%	6.6%
Relative Share of Interventions		Estimated Unpaid Benefits (\$Million)	
Interventions Type	2015/2016	Year-over-Year Change (pp)	2014/2015
Employment benefits	33.4%	6.0	\$0.52
Support measures: EAS	66.6%	6.0	\$0.62
			20.1%
			↑

¹ Totals may not add up due to rounding; does not include accounting adjustments.

Managing for Results

To increase client participation in its EBSM-similar programming, Nunavut improves clients service through introducing adjustments to its service delivery model on regular basis. To ensure all clients have received EAS, the territory has recently harmonized its programs and services around clients' needs and streamlined funding across several programs. In addition, Nunavut initiated new partnerships with a number of organizations, such as Kakivak and Kitikmeot Inuit associations, and with the Department of Education and the Nunavut Francophone Society. As well, it implemented a new case management system, and used evaluations' findings to make changes. These changes, which included service harmonization, resulted in better strategic planning and the integration of programming and services delivered in the territory.

Clients, Interventions and Expenditures

Nunavut served 986 clients in 2015/2016, an increase of 41.7%. The numbers of the three client-types all rose: non-insured clients (706) by 53.5%, former claimants (154) by 22.2%, and active claimants (126) by 14.5%. As for their respective shares of all clients served, shares of non-insured clients shifted upward to 71.6% from last year's 66.1%. In contrast, the shares of active claimants (12.8%) and former claimants (15.6%) both shifted differently, down by 3 percentage points and 2.5 percentage points respectively.

The significant growth in the number of clients served corresponded to a considerable increase in the number of EBSM-similar interventions (1,434; +53.5%) delivered in Nunavut in 2015/2016. It also represented a fifth consecutive year of increase. The Employment Benefits share of all interventions delivered in the territory rose to 33.4% compared to last year's 27.4%. At the same time, the number of EI clients that returned to employment after participating in EBSM-similar programming rose to 53 (+12.8% year over year) in 2015/2016. Unpaid Benefits increased significantly to \$0.62 million (+20.1% year over year), consistent with the growth in returns to employment. Nunavut's EBSM-similar programming expenditures totalled \$2.5 million (+6.6%), compared to the \$2.8 million allocated in funding.

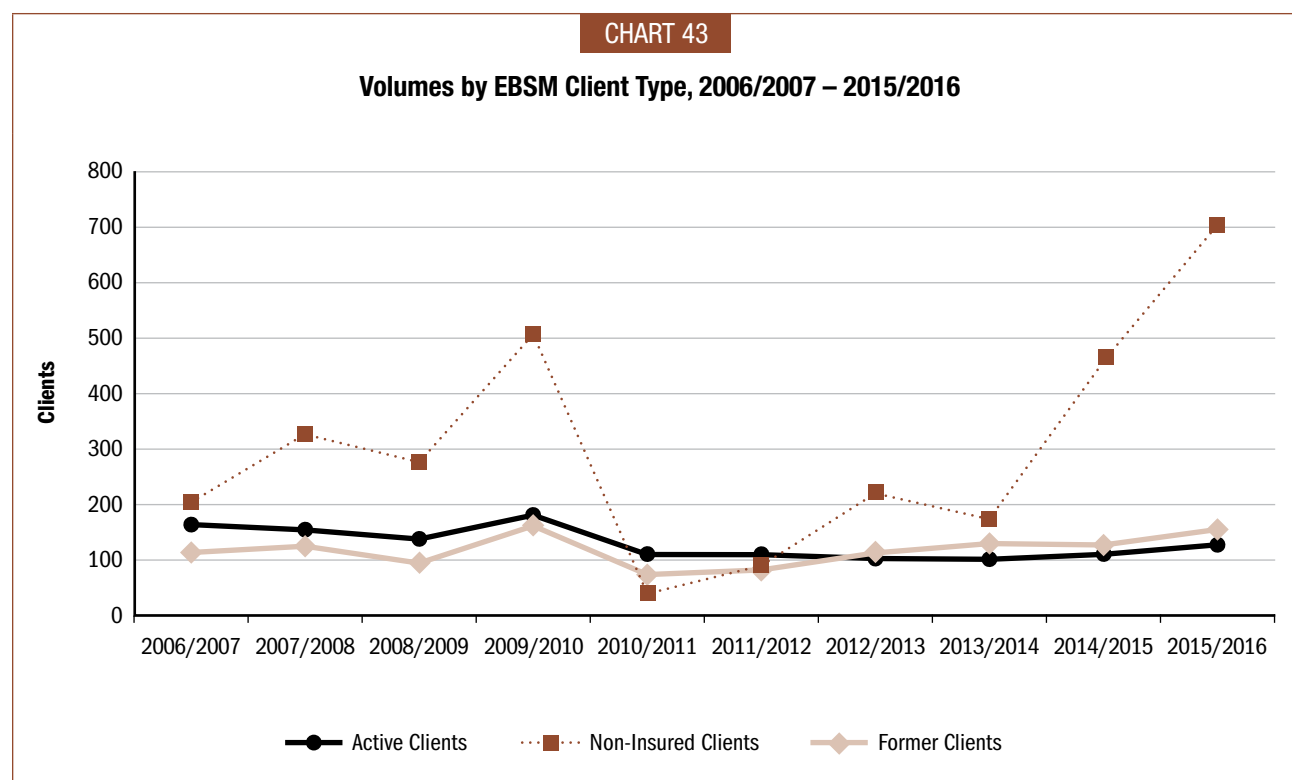


CHART 44

Volumes by EBSM Client Age, 2006/2007 – 2015/2016

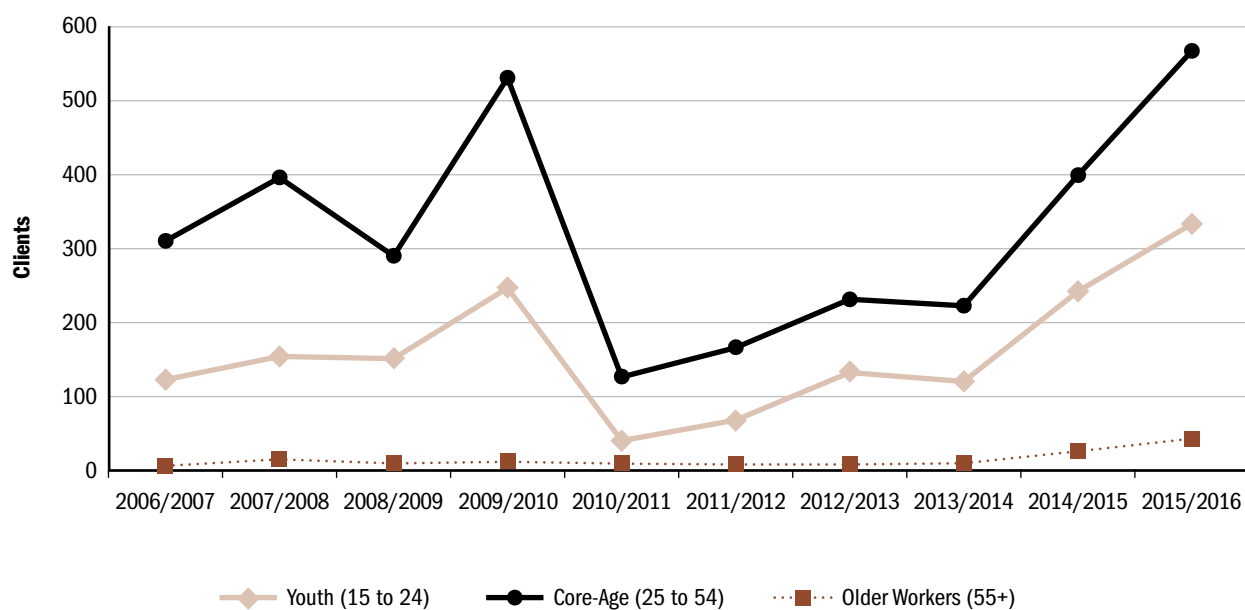


CHART 45

Key Performance Indicators, 2006/2007 – 2015/2016

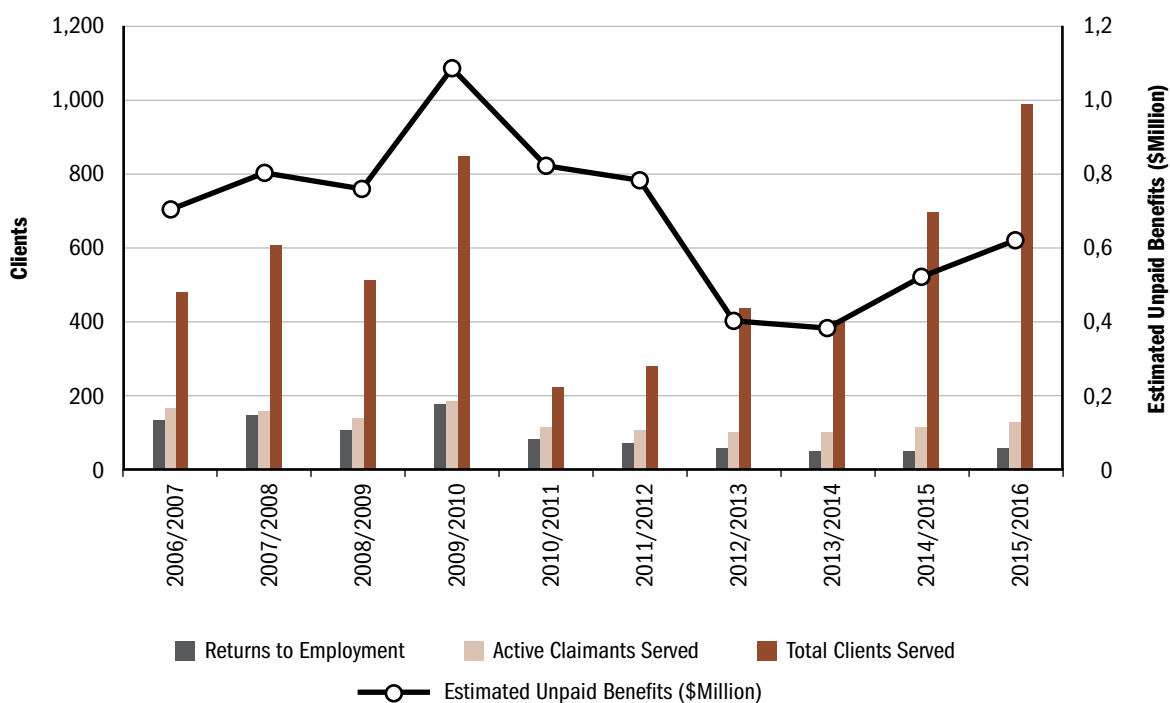


TABLE 15

Nunavut
EBSM-Similar Programming (2015-2016)

		Interventions	Year-over-Year Change	Expenditures (\$ 000s)
Employment Benefits				
SD-R	Adult Learning and Training Supports	419	+101.4%	2,034
SD-A	Adult Learning and Training Supports – Apprenticeship	57	+46.2%	
TWS	Training on the Job	0	-100.0%	476
SE	Nunavut Entrepreneurship Incentive	3	+50.0%	5
Support Measures				
EAS	Employment Assistance Services	955	+40.9%	0
LMPs	Target Training Initiatives	N/A	N/A	N/A
R&I	Research and Innovation	N/A	N/A	N/A

Employment Benefits

Nunavut delivered 479 Employment Benefit interventions in 2015/2016, a considerable increase of 87.1% year over year. A large contribution to this growth came from SD-R (419), which experienced a dramatic expansion (+101.4%). Self-Employment (3) and SD-A (57) also rose significantly, by 50.0% and 46.2% respectively. SD-R's share of all benefit interventions rose noticeably, to a ten-year high of 87.5%. Employment Benefits expenditures totaled \$2.5 million in 2015/2016, compared to \$1.3 million in the previous year.

Support Measures: EAS

For a fifth consecutive year, the number of EAS interventions rose, reaching a total of 955 (+40.9%) in 2015/2016.

Other Support Measures: LMPs and R&I

Nunavut did not include LMPs and R&Is as part of its active employment programming mix for a third consecutive year.

3.3 NATIONAL EVALUATION OF EMPLOYMENT BENEFITS AND SUPPORT MEASURES (EBSM): INCREMENTAL IMPACTS FOR 2002-2005 AND 2007-2008 EBSM PARTICIPANTS AT THE NATIONAL LEVEL, BY AGE AND GENDER

3.3.1 Incremental Impacts of EBSM Participants at the National Level, by Age and Gender

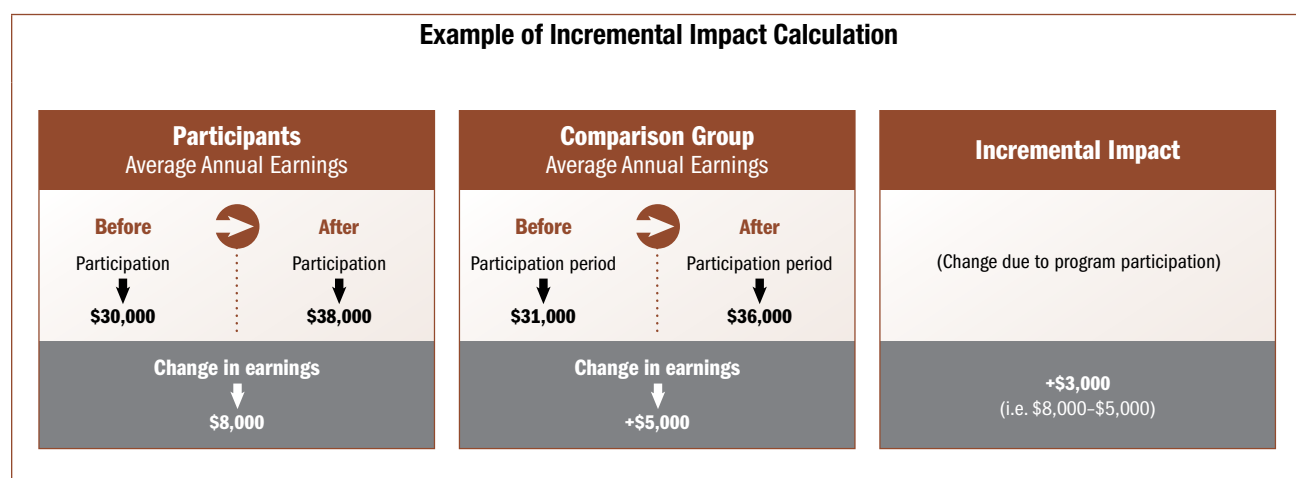
This section presents results from studies conducted as part of the second cycle of LMDA evaluations. Incremental impacts are presented for active and former EI claimants who started their participation in the 2002-2005 and 2007-2008 periods, as well as for youth and older workers (2002-2005 cohort) and males and females (2007-2008 cohort).

Methodological Approach

The role of the incremental impact analysis is to isolate the effects of EBSM participation on participants' key labour market indicators (e.g. earnings, employment and EI use) from other factors such as inflation, economic cycles (e.g. the 2008-2009 recession), etc. As shown in the diagram below, this is achieved by comparing key labour market indicators (e.g. earnings) for participants before and after their participation, with those for non-participants before and after the same period.

In addition to summarizing results for individuals who started their EBSM participation during two different cohorts (2002-2005 and 2007-2008), this year's edition of the EI Monitoring and Assessment Report also presents incremental impacts for active and former claimants who are classified as youth (under 30 years old) and older workers (55 years old and over) for the 2002-2005 cohort, as well as males and females for the 2007-2008 cohort. These studies focused on individuals who started their EBSM participation across all 13 provinces and territories either between January 1, 2002 and December 31, 2005 or January 1, 2007 and December 31, 2008, and measured impacts over five and three years after participation respectively (i.e. seven consecutive years between 2002 and 2012 for the 2002-2005 cohort or five consecutive years between 2007 and 2012 for the 2007-2008 cohort).¹⁸ Incremental impacts are reported for participants in Skills Development (SD), Targeted Wage Subsidies (TWS), Job Creation Partnerships (JCP), and Employment Assistance Services (EAS).

Example of Incremental Impact Calculation



¹⁸ LMDAs became fully devolved by 2010. However, for the period of the evaluation (2002-2011), EBSM parameters did not change.

A different comparison group was used for active and former claimants. The comparison group for active claimants was composed of active claimants who were youth, older workers, males or female but did not participate in EBSMs. It was not possible to create a comparison group of non-participants for former claimants using administrative data, because available data do not identify whether former claimants who did not participate in EBSMs were motivated to find employment. Therefore, for former claimants, the impacts of SD, TWS, and JCP were measured relative to former claimants who were youth, older workers, males or female and who received only EAS. As two different comparison groups were used, the results for active claimants are not directly comparable to those for former claimants.

The incremental impacts for youth, older workers, female and male participants were estimated using separate propensity score models. From a statistical perspective and using the kernel matching approach, the weights generated to estimate the Average Treatment Effect on participants are different in each EBSM type and subgroups. Net impacts between these sub-groups are not necessarily comparable.

Since participants usually receive a continuum of services (e.g. EAS plus SD), results were measured for all EBSMs received by a participant as long as there was no more than a 6-month gap between each EBSM. The results were attributed to the longest EBSM each person received (e.g. SD).

The analysis relied solely on administrative data from the EI Part I and II databank and taxation files from the Canada Revenue Agency (CRA). The following sections present the incremental impacts for the participation in EBSMs for the following indicators:

- **Average earnings from employment and/or self-employment:** An increase in earnings indicates that participants improved their employment situation by either working more hours and/or by having a better paying job than they did before participation and relative to the comparison group.
- **Incidence of employment** (i.e. incidence of having earnings from employment and/or self-employment): Measures whether participants were more likely to be employed after participation and relative to the comparison group.
- **Amount of EI benefits received:** Measures the changes in the average amount of EI benefits collected from before to after participation and relative to the comparison group.
- **Average number of weeks in receipt of EI:** Measures the change in the average number of weeks during which participants were in receipt of EI relative to the comparison group.

Caveats about the Studies

The process for matching participants and the comparison group aimed to ensure that both groups were similar in terms of age, gender, location, skills level required by the last major occupation held prior to participation, reason for separation from employment, industry in which they were previously employed as well as employment earnings and use of EI and Social Assistance before participation. For specific sub-group analyses the comparison group was comprised solely of individuals within those segments (youth, older workers, female and male).

Overall, the matching process used all relevant data available to capture factors that could affect the decision to participate in EBSMs or the outcomes from EBSM participation. However, it is possible that some other factors were not reflected in the data available. For example, workers who were employed in the same workplace for a long period accumulated job-specific human capital and may suffer from large wage loss following their re-employment if this new employment does not require their skills. This factor is not accounted for in the matching process. As a result, it is not possible to know whether participants and the comparison groups were similar in terms of level of job-specific human capital accumulation and in their likelihood of being re-employed in a job that would require their skills, or in terms of motivation to seek employment at large. When interpreting the results, readers should be aware that incremental impacts may be affected by factors not captured by the matching process.

Like other EBSMs, incremental impacts were estimated for Self-Employment (SE) participants in all studies summarized here but ultimately excluded from this section. The indicators used may not provide an accurate description of the financial well-being of participants in the post-program period, as impacts were examined using individual earnings reported in CRA T1 and T4 taxation files and measured relative to active claimants who did not participate in SE (who may have been in any employment/unemployment situation following participation, e.g. unemployed, paid employee or self-employed).

Research on self-employed individuals in Canada¹⁹ indicates that some may reinvest business profits rather than claiming as earned income, suggesting that earnings alone (without considering net worth) may not provide a fair assessment of how well SE participants are doing post-program. As well, little is currently known about the design and delivery of the program, and it's not clear whether improved labour market attachment is more closely associated with the individual's business idea and entrepreneurial skill or the assistance provided under SE.

Key Results for Active Claimants

Skills Development (SD)

Skills Development improved the labour market attachment of active claimant participants in general, including youth, older workers, females and males. Compared to non-participants, active claimants who participated in SD had higher average earnings and incidence of employment, as well as lower EI use (except for older workers), after program participation.

Active claimants who started SD participation between 2002 and 2005 had incremental gains in earnings and incidence of employment, as well as a decrease in EI use over the five years post-participation.

- Youth had incremental gains in earnings (\$11,561 cumulative) and incidence of employment (ranging between 1.4 and 3 percentage points annually), as well as a decrease in EI use by a cumulative of \$741 or 2.6 weeks over the five years post-participation.
- Older workers had incremental gains in earnings (\$20,498 cumulative) and incidence of employment (ranging between 9.6 and 13 percentage points annually) following their SD participation. However, they increased EI use by \$1,022 or 1.8 weeks. This may indicate the inability of some older workers to maintain the employment they secured in the post-program period.

Active claimants who started SD participation between 2007 and 2008 similarly experienced incremental gains in earnings and incidence of employment, as well as decreased EI use over the three years post-participation.

- Female participants likewise exhibited incremental gains in earnings (\$6,582 cumulative) and annual incidence of employment (5.3 percentage points), as well as a decrease in EI use by a cumulative of \$1,737 or 5.8 weeks over the 3 years post-participation.
- Male participants also had incremental gains in earnings (\$8,506 cumulative) and incidence of employment (average 5.1 percentage points annually), as well as a decrease in EI use by a cumulative of \$843 or 2.1 weeks following SD participation.

¹⁹ Sébastien LaRochelle-Côté and Sharanjit Uppal, "The Financial Well-Being of the Self-Employed," *Perspectives on Labour and Income*, vol. 23, no. 4, Winter 2011.

Targeted Wage Subsidies (TWS)

Targeted Wage Subsidies improved the labour market attachment of active claimant participants, including youth, older workers, females and males. Compared to non-participants, all sub-groups of active claimants who participated in TWS had higher earnings and incidence of employment after participation. While TWS participation tends to increase EI use for the 2002-2005 cohort as well as for youth and for older worker participants, impacts on the use of EI were non-statistically significant for the 2007-2008 cohort as well as for female and male participants.

Active claimants who started TWS participation between 2002 and 2005 had incremental gains in earnings and incidence of employment over the five years post-participation. However, EI use was also slightly higher among participants during the post-program period. It should be noted that hours worked under TWS are insurable for EI purposes, and that any observed increases in EI use post-program may be partly explained by the inability of some participants to retain their TWS job after the end of the subsidy.

- Youth had incremental gains in earnings (\$5,440 cumulative) and incidence of employment (ranging between 2.1 and 4 percentage points annually) in the five years post-participation. They increased EI use by a cumulative of 1.7 weeks over the post-program period.
- Older workers experienced incremental gains in earnings (\$16,335 cumulative) and incidence of employment (ranging between 13.3 and 15.2 percentage points annually) following their TWS participation. However, they also increased their EI use by a cumulative of \$2,339 or 10.6 weeks.

Active claimants who started TWS participation between 2007 and 2008 had incremental gains in earnings and incidence of employment over the three years post-participation. Impacts on the use of EI were non-statistically significant.

- Female participants had incremental gains in earnings (\$7,332 cumulative) and annual incidence of employment (4.8 percentage points). They decreased their use of EI by \$276 in the first year post-participation but the impacts over the three years post-participation were non-statistically significant.
- Male participants also had incremental gains in earnings (in year 1 and 3 post-participation) and in incidence of employment (5.7 percentage points annually) over the three years post-participation. Incremental impacts on the use of EI were non-statistically significant.

Job Creation Partnerships (JCP)

Job Creation Partnerships improved the labour market attachment of active claimant participants, including youth, older workers, females and males. Compared to non-participants, all sub-groups of active claimants who participated in JCP had higher average earnings and incidence of employment after participation. While participants in both cohorts exhibited decreased EI use overall, older workers increased their use of EI. Youth, female and male participants experienced short-term decrease in EI use while the impacts over the entire post-program period were non-statistically significant.

Active claimants who started JCP participation between 2002 and 2005 had incremental gains in earnings and incidence of employment, and decreased their use of EI over the five years post-participation.

- Youth had incremental gains in earnings (\$15,193 cumulative) and incidence of employment (ranging between 3.3 and 4.6 percentage points annually) in the five years post-participation. They decreased their use of EI by \$414 or 1.1 weeks in year 1 post-participation but the incremental impacts were non-statistically significant for the entire five years post-participation.
- Older workers also experienced incremental gains in earnings (\$16,788 cumulative) and in incidence of employment (ranging between 5.5 and 11.6 percentage points annually) following their JCP participation. They increased their use of EI by a cumulative of \$3,144 or 9.7 weeks over the entire five years post-participation.

Active claimants who started JCP participation between 2007 and 2008 experienced incremental gains in earnings and incidence of employment, as well as a decrease in EI use over the three years post-participation.

- Female participants likewise exhibited incremental gains in earnings (\$4,202 cumulative) and incidence of employment (4.5 percentage points annually) over the three years post-program. They decreased their use of EI in year 1 post-participation by \$648 or 1.5 weeks but the incremental impacts were non-statistically significant for the entire three years post-participation.
- Male participants had incremental gains in annual incidence of employment (5.5 percentage points) over the three years post-participation. They experienced an increase in employment earnings in year 3 post-participation (\$2,155) but the impacts were non-statistically significant for the entire three years post-participation. They decreased their use of EI by \$478 and \$507 in years 1 and 2 post-participation respectively; however, the impacts on the use of EI were non-statistically significant over the entire three years post-participation.

Employment Assistance Services (EAS)

Employment Assistance Services is achieving its objective of assisting active claimants to return to employment. Compared to non-participants, active claimants who participated in EAS (including youth, older workers and females) had higher average incidence of employment and lower EI use after program participation. Male participants decreased their EI use but impacts on the incidence of employment were non-statistically significant in years 1 and 2 post-participation.

Active claimants who started EAS participation between 2002 and 2005 had incremental gains in incidence of employment and decreased their use of EI over the five years post-participation. They had decreases in earnings in years 1 and 2 post-participation; however, it should be noted that EAS is a short-term and low-intensity measure that is not focused on human capital development. EAS includes services such as counselling, job search assistance, development of return-to-work actions plans, and (in some cases) very short training (e.g. first aid), and therefore it may not be reasonable to expect that participation in only these services would result in improved earnings.

- Youth experienced incremental increase in the incidence of employment (ranging between 0.4 and 0.7 percentage point annually), and they decreased their EI use by a cumulative of \$1,457 or 4 weeks over the five years post-participation. While they experienced a decrease in employment earnings in year 1 post-participation (\$510), employment earnings increased by a cumulative of \$1,039 over the entire five years post-participation.
- Older workers experienced incremental increases in the incidence of employment (ranging between 3.8 and 7.7 percentage points annually), as well as a decrease in EI use (a cumulative of \$531 or 1.5 weeks), over the five years post-participation. While they experienced a decrease in employment earnings in year 1 post-participation (\$661), employment earnings increased by a cumulative of \$6,173 over the entire five years post-participation.

Active claimants who started their EAS participation between 2007 and 2008 had incremental gains in the incidence of employment and decreased their use of EI over the three years post-participation. Like the 2002-2005 participants, these active claimants also had incremental decrease in earnings over the post-program period.

- Female participants experienced incremental increases in the incidence of employment (1 percentage point annually) and a decrease in EI use (a cumulative of \$1,146 or 4 weeks) over the three years post-participation. Results for incremental impacts on earnings were mixed, with a decrease of \$395 in year 1 and an increase of \$496 in year 3 post-participation. The cumulative incremental impacts on earnings were non-statistically significant over the three years post-participation.
- Male participants decreased their use of EI by a cumulative of \$1,011 or 2.6 weeks following their EAS participation. They experienced decreases in employment earnings by a cumulative of \$2,613, while impacts on the incidence of employment were non-statistically significant over the entire three years post-participation.

Key Results for Former Claimants

Skills Development (SD)

Skills Development improved the labour market attachment of former claimant participants, including youth, older workers, females and males. Compared to non-participants, all sub-groups of former claimants who participated in SD had higher earnings and incidence of employment after program participation. However, incremental impacts on the use of EI were mixed and did not follow consistent trends between the two cohorts and their sub-groups.

Former claimants who started SD participation between 2002 and 2005 had incremental gains in earnings and incidence of employment over the five years post-participation. However, they increased the use of EI indicating the inability of some participants to maintain the employment secured in the post-participation period.

- Youth had incremental gains in earnings (\$7,588 cumulative) and increase in the incidence of employment (ranging between 2.4 to 4.6 percentage points annually) over the five years post-participation. However, they increased the use of EI use by a cumulative of \$578 or 1.1 weeks over the five years post-participation.
- Older workers had incremental gains in earnings (\$8,754 cumulative) and increase in the incidence of employment (ranging between 4.1 and 5.7 percentage points annually). Incremental impacts on the use of EI were non-statistically significant.

Former claimants who started SD participation between 2007 and 2008 had incremental gains in earnings and incidence of employment over the three years post-participation. Incremental impacts on the use of EI were mixed and demonstrated a small decrease of 0.6 week in EI use post-participation.

- Female participants had incremental gains in earnings (\$3,027 cumulative) and in the incidence of employment (3.6 percentage points annually) over the three years post-participation. They also decreased their use of EI by a cumulative of \$431 or 2 weeks following participation.
- Male participants experienced increases in the incidence of employment (3.4 percentage points annually). Employment earnings decreased by \$692 in year 1 post-participation but increased by \$481 and \$1,285 in years 2 and 3 respectively. They increased EI use by a cumulative of \$470 or 1 week over the three years post-program, indicating the inability of some male participants to maintain the employment secured in the post-participation period.

Targeted Wage Subsidies (TWS)

Targeted Wage Subsidies improved the labour market attachment of former claimant participants, including youth, older workers, females and males. Compared to non-participants, all sub-groups of former claimants who participated in TWS had higher earnings and incidence of employment after participation. However, all participants showed increased EI use after participation. This indicates the inability of some TWS participants to maintain the employment secured during the subsidy period.

Former claimants who started TWS participation between 2002 and 2005 had incremental gains in earnings and in the incidence of employment over the five years post-participation. However, EI use increased during the post-program period indicating the inability of some TWS participants to maintain the employment secured during the subsidy period. As noted before, hours worked under TWS are insurable for EI purposes and participants who do not retain or immediately find employment after the end of program participation may requalify for EI benefits.

- Youth had incremental gains in earnings (\$9,547 cumulative) and increases in the incidence of employment (ranging between 3.5 and 4.5 percentage points annually) over the five years post-participation. They also increased their EI use by a cumulative of \$1,379 or 4.5 weeks post-program.
- Older workers had incremental gains in earnings (\$5,972 cumulative) and in the incidence of employment (ranging between 4.1 and 10.4 percentage points annually). They increased the use of EI by a cumulative of \$2,589 or 4.8 weeks over the five years post-participation.

Former claimants who started TWS participation between 2007 and 2008 had incremental gains in earnings and in the incidence of employment. They also increased the use of EI, indicating the inability of some TWS participants to maintain the employment secured during the subsidy period.

- Female participants had incremental gains in earnings (\$6,555 cumulative) and increases in the incidence of employment (7.7 percentage points annually). They increased their use of EI by a cumulative of \$1,318 or 5.2 weeks. This indicates the inability of some female participants in TWS to maintain the employment secured during the subsidy period.
- Male participants also had incremental gains in earnings (\$6,176 cumulative) and increases in the incidence of employment (6.7 percentage points annually). They increased their use of EI by a cumulative of \$1,522 or 5.4 weeks over the three years post-program. This indicates the inability of some male participants in TWS to maintain the employment secured during the subsidy period.

Job Creation Partnerships (JCP)

Overall, Job Creation Partnerships paint a mixed picture of incremental impacts on former claimants. While some sub-groups of participants had higher earnings and incidence of employment after participation compared to non-participants, many results were non-statistically significant. As well, statistically significant results regarding EI use indicated increased use post-program by participants.

Former claimants who started JCP participation between 2002 and 2005 had incremental gains in earnings and in the incidence of employment in all five years post-participation. However, they increased their use of EI over the entire post-program period, indicating the inability of some JCP participants to maintain the employment found in the post-program period.

- Youth had incremental gains in earnings (\$12,121 cumulative) and increases in the incidence of employment (ranging between 3.3 and 5 percentage points annually) over the five years post-participation. However, they increased EI use by a cumulative of \$1,397 or 4.2 weeks post-program. This indicates the inability of some youth to maintain the employment found in the post-program period.
- Older workers who participated in JCP had increases in the incidence of employment in years 2, 3 and 5 post-participation. Incremental impacts on earnings and the use of EI were non-statistically significant.

Unlike 2002-2005 participants, former claimants who started JCP participation between 2007 and 2008 had incrementally lower earnings over the three years post-participation. While these participants also spent more weeks on EI, results for the incidence of employment and amount of EI benefits collected were non-statistically significant (at the 95% level).

- Female participants had increases in the incidence of employment (3 percentage points annually) over the three years post-program. However, they increased their use of EI by a cumulative of \$823 or 4 weeks. The incremental impacts on employment earnings were non-statistically significant. The increase in EI indicates the inability of some female participants to maintain the employment secured in the post-program period.
- Overall, incremental impacts for male participants in JCP were non-statistically significantly.

Conclusions

Key conclusions from the incremental impacts analysis include:

- **EBSMs are improving the labour market attachment of participants in general.**
 - Compared to non-participants, active and former EI claimants who participated in SD, TWS and JCP improved their earnings and incidence of employment after participation. This includes the sub-groups of youth and older workers from the 2002-2005 cohort as well as females and males from the 2007-2008 cohort. However, this excludes former claimants who participated in JCP in the 2007-2008 period and older workers in the 2002-2005 period.
 - Active EI claimants who participated in EAS increased their incidence of employment and decreased their use of EI as intended by program objectives. This includes the sub-groups of youth and older workers from the 2002-2005 cohort and females only from the 2007-2008 cohort.
 - Older workers, who were active claimants and who participated in SD, TWS and JCP, tend to increase the use of EI in the post-participation period. This indicates the inability of some older workers to maintain the employment secured either during or after program participation. However, older workers who were active claimants and who participated in EAS reduced EI use while increasing incidence of employment and earnings.
- **EBSM positive impacts are sustained and consistent over time.**
 - With the exception of former claimants who participated in JCP, the impacts of EBSMs remained generally consistent between the 2002-2005 and 2007-2008 cohorts, despite changes in economic conditions and in program design and delivery.

TABLE 16

Incremental Impacts for Skills Development (SD) – Active Claimants

Indicators	In-Program Period		Post-Program Period					Cumulative Post-Program Impact	Annual Average Post-Program Impact
	Program Start Year	Additional Year	1st Year Post-Program	2nd Year Post-Program	3rd Year Post-Program	4th Year Post-Program	5th Year Post-Program		
All active 2002-2005 SD participants (n=64,283 or a random sample of 50% of participants)									
Employment earnings (\$)	-4,747***	-4,211***	204***	2,052***	3,077***	3,761***	4,059***	13,156***	2,530***
Incidence of employment (percentage points)	-4.5***	-4.7***	2.4***	3.7***	4.0***	4.2***	4.4**	N/A	4.0***
EI benefits (\$)	1,847***	222***	-470***	-218***	-128***	-89***	-69***	-976***	-158***
EI weeks (weeks)	6.3***	0.7***	-1.7***	-0.8***	-0.5***	-0.4***	-0.3***	-3.7***	-0.7***
Youth (below 30 years old) active 2002-2005 SD participants (n=47,458)									
Employment earnings (\$)	-4,292***	-4,626***	-138	1,834***	2,802***	3,407***	3,656***	11,561***	–
Incidence of employment (percentage points)	-5.0***	-6.1***	1.4 ***	2.6***	3.0***	2.5***	2.7***	N/A	–
EI benefits (\$)	1,580***	244***	-454***	-191***	-72***	-20	-4	-741***	–
EI weeks (weeks)	6.2***	1.2***	-1.5***	-0.6***	-0.3***	-0.1*	-0.1	-2.6***	–
Older workers (55 years old and over) active 2002-2005 SD participants (n=4,602)									
Employment earnings (\$)	-2,997***	-621*	2,698***	3,872***	4,286***	4,701***	4,940***	20,498***	–
Incidence of employment (percentage points)	-2.4***	3.6 ***	9.6***	11.7***	12.7 ***	13.0***	12.2***	N/A	–
EI benefits (\$)	1,735***	79	-198**	128	268***	440***	384***	1,022***	–
EI weeks (weeks)	5.1***	-0.3	-1.0***	0.1	0.6**	1.1***	1.0***	1.8*	–
All active 2007-2008 SD participants (n=18,025 or a random sample of 25% of participants)									
Employment earnings (\$)	-5,581***	-5,040***	292***	2,745***	3,904***	–	–	6,943***	2,314***
Incidence of employment (percentage points)	-4.8***	-6.0***	3.1***	5.2***	5.8***	–	–	N/A	4.7***
EI benefits (\$)	1,949***	-199***	-755***	-298***	-191***	–	–	-1,244***	-415***
EI weeks (weeks)	5.7***	-0.8***	-2.3***	-0.9***	-0.5***	–	–	-3.7***	-1.2***
Female active 2007-2008 SD participants (n=34,398)									
Employment earnings (\$)	-4,862***	-5,074***	388***	2,658***	3,517***	–	–	6,582***	2,194***
Incidence of employment (percentage points)	-4.8***	-6.7***	3.4***	6.2***	6.6***	–	–	N/A	5.3***
EI benefits (\$)	1,680***	-316***	-870***	-461***	-320***	–	–	-1,737***	-579***
EI weeks (weeks)	5.2***	-1.6***	-2.9***	-1.6***	-1.1***	–	–	-5.8***	-1.9***
Male active 2007-2008 SD participants (n=37,702)									
Employment earnings (\$)	-5,744***	-4,012***	888***	3,134***	4,502***	–	–	8,506***	2,835***
Incidence of employment (percentage points)	-2.9***	-3.9***	3.9***	5.4***	6.0***	–	–	N/A	5.1***
EI benefits (\$)	2,178***	-53	-598***	-161***	-64*	–	–	-843***	-281***
EI weeks (weeks)	6.2***	-0.2*	-1.6***	-0.4***	-0.1	–	–	-2.1***	-0.7***
Significance level *** 1% ** 5% * 10%									

TABLE 17

Incremental Impacts for Targeted Wage Subsidies (TWS) – Active Claimants

Indicators	In-Program Period		Post-Program Period					Cumulative Post-Program Impact	Annual Average Post-Program Impact
	Program Start Year	Additional Year	1st Year Post-Program	2nd Year Post-Program	3rd Year Post-Program	4th Year Post-Program	5th Year Post-Program		
All active 2002-2005 TWS participants (n=18,767 or 100% of participants)									
Employment earnings (\$)	-1,404***	752***	661***	971***	1,747***	1,815***	1,930***	7,125***	1,264***
Incidence of employment (percentage points)	4.4***	7.2***	5.0***	4.9***	5.1***	5.0***	5.1***	N/A	5.0***
EI benefits (\$)	100***	-208***	-2	52	39	104***	146***	339***	83***
EI weeks (weeks)	0.3***	0	0.5***	0.4***	0.3***	0.4***	0.5***	2.1***	0.5***
Youth (below 30 years old) active 2002-2005 TWS participants (n=4,506)									
Employment earnings (\$)	-657***	1,228***	789***	544*	1,637*	1,045***	1,425***	5,440***	–
Incidence of employment (percentage points)	3.8***	5.5***	4***	3.2***	2.8***	2.1***	3.3***	N/A	–
EI benefits (\$)	-198***	-475***	-199***	-11	64	174**	167**	194	–
EI weeks (weeks)	-0.6***	-0.8***	0	0.3	0.4**	0.6***	0.6***	1.7**	–
Older workers (55 years old and over) active 2002-2005 TWS participants (n=1,571)									
Employment earnings (\$)	-608	2,189***	2,354***	2,891***	3,986***	3,657***	3,447***	16,335***	–
Incidence of employment (percentage points)	8.2***	15.6***	15***	13.3***	15.2***	15.1***	13.3***	N/A	–
EI benefits (\$)	350**	213	399***	464***	468***	638***	370**	2,339***	–
EI weeks (weeks)	1.4***	2.2***	2.4***	2.1***	2***	2.4***	1.7***	10.6***	–
All active 2007-2008 TWS participants (n=9,114 or 100% of participants)									
Employment earnings (\$)	-1,560***	967***	1,270***	1,112***	1,580***	–	–	4,014***	1,338***
Incidence of employment (percentage points)	3.8***	9.3***	7.7***	5.3***	5.6***	–	–	N/A	6.1***
EI benefits (\$)	-88	-149*	-32	-55	-209**	–	–	-296	-99
EI weeks (weeks)	-0.8***	0	0.3	0.2	-0.3	–	–	0.2	0.1
Female active 2007-2008 TWS participants (n=4,240)									
Employment earnings (\$)	-162	2,254***	2,614***	2,467***	2,249***	–	–	7,332***	2,444***
Incidence of employment (percentage points)	3.0***	9.0***	6.6***	4.8***	4.0***	–	–	N/A	4.8***
EI benefits (\$)	-329*	-235*	-276**	-148	-163	–	–	-587*	-196*
EI weeks (weeks)	-1.9***	-0.3	-0.4	-0.4	-0.4	–	–	-1.1	-0.4
Male active 2007-2008 TWS participants (n=4,874)									
Employment earnings (\$)	-1,880***	224	1,142**	603	1,377**	–	–	3,206*	1,069*
Incidence of employment (percentage points)	4.4***	9.2***	5.4***	5.8***	5.2***	–	–	N/A	5.7***
EI benefits (\$)	70	-1	7	-8	-137	–	–	-138	-46
EI weeks (weeks)	-0.2	0.3	0.5	0.2	-0.1	–	–	0.6	0.2
Significance level *** 1% ** 5% * 10%									

TABLE 18

Incremental Impacts for Job Creation Partnerships (JCP) – Active Claimants

Indicators	In-Program Period		Post-Program Period					Cumulative Post-Program Impact	Annual Average Post-Program Impact
	Program Start Year	Additional Year	1st Year Post-Program	2nd Year Post-Program	3rd Year Post-Program	4th Year Post-Program	5th Year Post-Program		
All active 2002-2005 JCP participants (n=5,055 or 100% of participants)									
Employment earnings (\$)	-4,760***	-1,548***	1,899***	2,825***	3,450***	3,969***	4,409***	16,552***	3,632***
Incidence of employment (percentage points)	N/A	N/A	5.5***	5.6***	6***	5.8***	6.3***	N/A	5.7***
EI benefits (\$)	2,563***	286***	-549***	-220***	-55	-14	-55	-893***	-175***
EI weeks (weeks)	6.1***	-0.3	-1.6***	-0.5***	-0.1	0.1	0	-2.1***	-0.4**
Youth (below 30 years old) active 2002-2005 JCP participants (n=1,511)									
Employment earnings (\$)	-4,169***	-863**	1,897***	2,792***	3,330***	3,433***	3,740***	15,193***	–
Incidence of employment (percentage points)	N/A	N/A	3.3***	4.1***	4.2***	4.6***	3.8***	N/A	–
EI benefits (\$)	2,794***	428***	-414***	8	91	202*	187	73	–
EI weeks (weeks)	6.9***	0	-1.1***	0.1	0.3	0.7**	0.6*	0.5	–
Older workers (55 years old and over) active 2002-2005 JCP participants (n=347)									
Employment earnings (\$)	-4,713***	-920	1,765**	2,980***	3,234***	4,424***	4,385***	16,788***	–
Incidence of employment (percentage points)	N/A	N/A	3.9*	5.5**	7.4***	8.1***	11.6***	N/A	–
EI benefits (\$)	3,483***	251	39	447*	1,023***	758***	877***	3,144***	–
EI weeks (weeks)	10.7 ***	0.8	0.8	1.6 **	2.9 ***	2**	2.4***	9.7***	–
All active 2007-2008 JCP participants (n=2,456 or 100% of participants)									
Employment earnings (\$)	-4,541***	59	1,427***	1,286**	850	–	–	3,537**	1,179**
Incidence of employment (percentage points)	N/A	N/A	6.1***	4.5***	3.8***	–	–	N/A	4.9***
EI benefits (\$)	370***	-1,406***	-513***	-404***	-44	–	–	-961***	-320***
EI weeks (weeks)	2.8***	-3.5***	-0.8**	-0.8**	0.3	–	–	-1.4	-0.5
Female active 2007-2008 JCP participants (n=1,344)									
Employment earnings (\$)	-3,387***	-895*	1,090**	1,632***	1,428**	–	–	4,202***	1,401***
Incidence of employment (percentage points)	-2.4**	2.8***	4.3***	5.1***	4.7***	–	–	N/A	4.5***
EI benefits (\$)	224	-1,096***	-648***	-181	114	–	–	-715*	-238*
EI weeks (weeks)	2.4***	-3.2***	-1.5***	-0.1	0.4	–	–	-1.2	-0.4
Male active 2007-2008 JCP participants (n=1,112)									
Employment earnings (\$)	-4,774***	586	819	1,149	2,155**	–	–	4,057	1,352
Incidence of employment (percentage points)	0.7	4.6***	5.3***	3.9**	7.7***	–	–	N/A	5.5***
EI benefits (\$)	494**	-1,330***	-478**	-507**	-138	–	–	-1,088*	-363*
EI weeks (weeks)	3.5***	-3.0***	-0.9	-0.9	0.3	–	–	-1.4	-0.5
Significance level *** 1% ** 5% * 10%									

TABLE 19

Incremental Impacts for Employment Assistance Services (EAS) – Active Claimants

Indicators	In-Program Period	Post-Program Period					Cumulative Post-Program Impact	Annual Average Post-Program Impact
	Program Start Year	1st Year Post-Program	2nd Year Post-Program	3rd Year Post-Program	4th Year Post-Program	5th Year Post-Program		
All active 2002-2005 EAS participants (n=38,564 or a random sample of 10% of participants)								
Employment earnings (\$)	-2,913***	-1,097***	-279***	347*	645***	742***	358	-69
Incidence of employment (percentage points)	-0.5***	0.6*	0.8***	1.7***	1.8***	1.7***	N/A	0.8***
EI benefits (\$)	697***	-451***	-312***	-251***	-222***	-136***	-1,375***	-277***
EI weeks (weeks)	2.1***	-1.5***	-0.9***	-0.8***	-0.7***	-0.4***	-4.3***	-0.9***
Youth (below 30 years old) active 2002-2005 EAS participants (n=46,771)								
Employment earnings (\$)	-1,895***	-510***	16	372***	510***	650***	1,039***	—
Incidence of employment (percentage points)	0.3	0.9	0.4**	0.7***	0.6**	0.5**	N/A	—
EI benefits (\$)	406***	-539***	-339***	-262***	-183***	-136***	-1,457***	—
EI weeks (weeks)	1.4***	-1.7***	-0.9***	-0.7***	-0.4***	-0.3**	-4**	—
Older workers (55 years old and over) active 2002-2005 EAS Participants (n=32,480)								
Employment earnings (\$)	-2,717***	-661***	741***	1,575***	2,199***	2,318***	6,173***	—
Incidence of employment (percentage points)	0.9***	3.8***	5.2***	6.6***	7.7***	7.7***	N/A	—
EI benefits (\$)	841***	-302***	-229***	-80**	-3	83**	-531***	—
EI weeks (weeks)	2.5***	-0.9***	-0.6***	-0.2*	0.1	0.3**	-1.5***	—
All active 2007-2008 EAS participants (n=108,230 or a random sample of 50% of participants)								
Employment earnings (\$)	-3,134***	-1,113***	-368***	87	—	—	-1,395***	-465***
Incidence of employment (percentage points)	0.3**	0.6***	0.6***	0.8***	—	—	N/A	0.6**
EI benefits (\$)	788***	-512***	-371***	-288***	—	—	-1,171	-390***
EI weeks (weeks)	1.9***	-1.7***	-1.1***	-0.8***	—	—	-3.6***	-1.2***
Female active 2007-2008 EAS participants (n=33,222)								
Employment earnings (\$)	-2,313***	-395***	104	469***	—	—	296	42
Incidence of employment (percentage points)	0.4*	1.4***	0.9***	0.9***	—	—	N/A	1.0***
EI benefits (\$)	587***	-520***	-327***	-235***	—	—	-1,146***	-382***
EI weeks (weeks)	1.6***	-1.9***	-1.2***	-0.8***	—	—	-4.0***	-1.3***
Male active 2007-2008 EAS participants (n=31,715)								
Employment earnings (\$)	-3,773***	-1,640***	-755***	-320*	—	—	-2,613***	-871***
Incidence of employment (percentage points)	-0.2	-0.5*	-0.1	0.7**	—	—	N/A	0.1
EI benefits (\$)	1,130***	-369***	-375***	-266***	—	—	-1,011***	-337***
EI weeks (weeks)	3.0***	-1.1***	-0.9***	-0.6***	—	—	-2.6***	-0.9***
Significance level *** 1% ** 5% * 10%								

TABLE 20

Incremental Impacts for Skills Development (SD) – Former Claimants

Indicators	In-Program Period		Post-Program Period					Cumulative Post-Program Impact	Annual Average Post-Program Impact
	Program Start Year	Additional Year	1st Year Post-Program	2nd Year Post-Program	3rd Year Post-Program	4th Year Post-Program	5th Year Post-Program		
All former 2002-2005 SD participants (n=42,513 or 100% of participants)									
Employment earnings (\$)	-2,405***	-2,432***	496***	1,550***	2,029***	2,326***	2,521***	8,923***	1,785***
Incidence of employment (percentage points)	-10***	-4***	3***	5***	5***	5***	5***	N/A	4.7***
EI benefits (\$)	395***	-70***	-54***	171***	217***	203***	183***	720***	89***
EI weeks (weeks)	1.4***	-0.5***	-0.4***	0.5***	0.6***	0.5***	0.4**	1.5***	0.1***
Youth (below 30 years old) former 2002-2005 SD participants (n=16,941)									
Employment earnings (\$)	-2,265***	-2,601***	423***	1,485***	1,802***	1,931***	1,946***	7,588***	–
Incidence of employment (percentage points)	-10.4***	-5.5***	2.4***	4.4***	4.6***	4.5***	4.3***	N/A	–
EI benefits (\$)	397***	-35***	-116***	155***	205***	162***	172***	578***	–
EI weeks (weeks)	1.6***	-0.3***	-0.6***	0.4***	0.6***	0.4***	0.4***	1.1***	–
Older workers (55 years old and over) former 2002-2005 SD participants (n=1,408)									
Employment earnings (\$)	-1,587***	-756*	990**	1,217**	1,675***	2,663***	2,209***	8,754***	–
Incidence of employment (percentage points)	-6.2***	0.4	4.1***	4.6***	4.7***	5.7***	5.5***	N/A	–
EI benefits (\$)	225**	-100	6	168*	171*	77	146	568	–
EI weeks (weeks)	0.9**	-0.8***	-0.2	0.4	0.4	0.1	0.2	0.9	–
All former 2007-2008 SD participants (n=17,625 or a random sample of 60% of participants)									
Employment earnings (\$)	-3,570***	-3,727***	-170***	1,153***	1,821***	–	–	2,791***	930***
Incidence of employment (percentage points)	-12.5***	-6.5***	2.5***	5.0***	5.8***	–	–	N/A	4.4***
EI benefits (\$)	477***	-263***	-267***	124***	186***	–	–	43	14
EI weeks (weeks)	1.5***	-1.0***	-1.1***	0.2*	0.3***	–	–	-0.6**	-0.2**
Female former 2007-2008 SD participants (n=16,369)									
Employment earnings (\$)	-3,391***	-3,918***	-34	1,353***	1,729***	–	–	3,027***	1,009***
Incidence of employment (percentage points)	-14.7***	-8.7***	1.8***	4.2***	4.8***	–	–	N/A	3.6***
EI benefits (\$)	406***	-298***	-415***	-56	41	–	–	-431***	-144***
EI weeks (weeks)	1.4***	-1.3***	-1.6***	-0.3***	-0.1	–	–	-2.0***	-0.7***
Male former 2007-2008 SD participants (n=13,006)									
Employment earnings (\$)	-3,820***	-3,968***	-692***	481**	1,285***	–	–	1,073	358
Incidence of employment (percentage points)	-10.0***	-5.5***	1.9***	3.7***	4.6***	–	–	N/A	3.4***
EI benefits (\$)	568***	-196***	-110**	266***	320***	–	–	470***	157***
EI weeks (weeks)	1.7***	-0.7***	-0.4***	0.7***	0.8***	–	–	1.0***	0.4***
Significance level *** 1% ** 5% * 10%									

TABLE 21

Incremental Impacts for Targeted Wage Subsidies (TWS) – Former Claimants

Indicators	In-Program Period		Post-Program Period					Cumulative Post-Program Impact	Annual Average Post-Program Impact
	Program Start Year	Additional Year	1st Year Post-Program	2nd Year Post-Program	3rd Year Post-Program	4th Year Post-Program	5th Year Post-Program		
All former 2002-2005 TWS participants (n=24,523 or 100% of participants)									
Employment earnings (\$)	3,237***	3,564***	2,134***	1,850***	2,017***	2,173***	2,180***	10,353***	2,071***
Incidence of employment (percentage points)	14***	11.1***	6.9***	6.2***	5.7***	5.5***	5.7***	N/A	6.0***
EI benefits (\$)	391***	855***	679***	499***	397***	349***	296***	2,220***	444***
EI weeks (weeks)	1.2***	3.4***	2.4***	1.6***	1.2***	1***	0.7***	7.1***	1.4***
Youth (below 30 years old) former 2002-2005 TWS participants (n=7,269)									
Employment earnings (\$)	2,789***	3,215***	1,893***	1,625***	1,790***	2,026***	2,212***	9,547***	—
Incidence of employment (percentage points)	10.3***	8.2***	4.5***	3.9***	3.5***	3.9***	4.5***	N/A	—
EI benefits (\$)	296***	550***	473***	317***	191***	217***	181***	1,379***	—
EI weeks (weeks)	1***	2.4***	1.9***	1.1***	0.6***	0.6***	0.4***	4.5***	—
Older workers (55 years old and over) former 2002-2005 TWS participants (n=1,888)									
Employment earnings (\$)	2,851***	2,979***	1,758***	1,150**	1,430***	1,008**	626	5,972***	—
Incidence of employment (percentage points)	20.3***	17.1***	10.4***	7.6***	5.1***	4.1***	4.2***	N/a	—
EI benefits (\$)	810***	1,451***	999***	763***	456***	293***	79	2,589***	—
EI weeks (weeks)	2.5***	5.8***	3.3***	2***	0.8**	-0.1	-1.1***	4.8***	—
All former 2007-2008 TWS participants (n=10,613 or 100% of participants)									
Employment earnings (\$)	3,019***	3,147***	2,076***	2,018***	2,110***	—	—	6,189***	2,063***
Incidence of employment (percentage points)	14.1***	12.5***	8.2***	6.8***	7.1***	—	—	N/A	7.3***
EI benefits (\$)	277***	913***	697***	420***	297***	—	—	1,415***	472***
EI weeks (weeks)	1.1***	3.9***	2.8***	1.6***	1.0***	—	—	5.4***	1.8***
Female former 2007-2008 TWS participants (n=5,190)									
Employment earnings (\$)	3,131***	3,410***	2,250***	2,184***	2,119***	—	—	6,555***	2,185***
Incidence of employment (percentage points)	14.1***	12.1***	8.7***	7.3***	7.1***	—	—	N/A	7.7***
EI benefits (\$)	241***	888***	648***	406***	264***	—	—	1,318***	439***
EI weeks (weeks)	1.1***	3.8***	2.6***	1.6***	1.0***	—	—	5.2***	1.7***
Male former 2007-2008 TWS participants (n=5,423)									
Employment earnings (\$)	2,954***	3,037***	1,988***	1,978***	2,347***	—	—	6,176***	2,059***
Incidence of employment (percentage points)	14.1***	12.6***	7.2***	6.4***	6.6***	—	—	N/A	6.7***
EI benefits (\$)	315***	944***	747***	446***	344***	—	—	1,522***	507***
EI weeks (weeks)	1.1***	3.9***	2.9***	1.6***	1.1***	—	—	5.4***	1.8***
Significance level *** 1% ** 5% * 10%									

TABLE 22

Incremental Impacts for Job Creation Partnerships (JCP) – Former Claimants

Indicators	In-Program Period		Post-Program Period					Cumulative Post-Program Impact	Annual Average Post-Program Impact
	Program Start Year	Additional Year	1st Year Post-Program	2nd Year Post-Program	3rd Year Post-Program	4th Year Post-Program	5th Year Post-Program		
All former 2002-2005 JCP participants (n=5,013 or 100% of participants)									
Employment earnings (\$)	-2,242***	-631***	869***	821***	1,151***	942***	1,008***	4,790***	958***
Incidence of employment (percentage points)	N/A	N/A	4.9***	4***	4.8***	4***	3.8***	N/A	4.4***
EI benefits (\$)	183***	-240***	44	284***	144***	276***	258***	1,006***	201***
EI weeks (weeks)	0.2	-1***	0.2	1***	0.5***	0.9***	0.8***	3.3***	0.7***
Youth (below 30 years old) former 2002-2005 JCP participants (n=1,383)									
Employment earnings (\$)	-2,131***	-212	1,353***	1,733***	2,712***	3,040***	3,283***	12,121***	–
Incidence of employment (percentage points)	N/A	N/A	5***	3.3***	3.5***	3.6***	4***	N/A	–
EI benefits (\$)	226***	-126*	171**	412***	154	378***	282**	1,397***	–
EI weeks (weeks)	0.6**	-0.7**	0.6**	1.4***	0.5	1.1***	0.7**	4.2***	–
Older workers (55 years old and over) former 2002-2005 JCP participants (n=423)									
Employment earnings (\$)	-2,184***	-679	334	1,002	1,873*	1,442	742	5,393	–
Incidence of employment (percentage points)	N/A	N/A	4.4*	5**	6.3**	5*	5.1**	N/A	–
EI benefits (\$)	-439**	-665***	-273	-64	194	241	341	439	–
EI weeks (weeks)	-3***	-2.9***	-1.6**	-1.1	-0.7	-1	-1.3*	-5.6*	–
All former 2007-2008 JCP participants (n=2,321 or 100% of participants)									
Employment earnings (\$)	-3,760***	-1,962***	-715*	-1,136**	-1,073**	–	–	-2,926**	-975**
Incidence of employment (percentage points)	N/A	N/A	2.1*	1.9*	1.6	–	–	N/A	1.9*
EI benefits (\$)	-9	-385***	29	199*	112	–	–	340	113
EI weeks (weeks)	0.0	-0.7**	0.8**	0.9**	0.6*	–	–	2.3***	0.8***
Female former 2007-2008 JCP participants (n=1,211)									
Employment earnings (\$)	-3,257***	-1,280***	480	320	-4	–	–	795	265
Incidence of employment (percentage points)	-7.6***	3.4**	3.2**	3.4**	2.4	–	–	N/A	3.0**
EI benefits (\$)	-27	-293***	249*	353***	221*	–	–	823**	274***
EI weeks (weeks)	0.1	-0.4	1.5***	1.5***	1.0**	–	–	4.0***	1.3***
Male former 2007-2008 JCP participants (n=1,110)									
Employment earnings (\$)	-4,003***	-1,836***	-738	-1,277**	-892	–	–	-2,907*	-969*
Incidence of employment (percentage points)	-4.4***	2.0	1.4	2.1	1.7	–	–	N/A	1.7
EI benefits (\$)	-16	-445***	-236	83	69	–	–	-25	-8
EI weeks (weeks)	0.3	-0.9**	0.0	0.6	0.3	–	–	0.9	0.3
Significance level *** 1% ** 5% * 10%									

3.4 PAN-CANADIAN ACTIVITIES AND THE NATIONAL EMPLOYMENT SERVICE

This section analyzes pan-Canadian activities that ESDC supports and delivers using EI Part II funds.

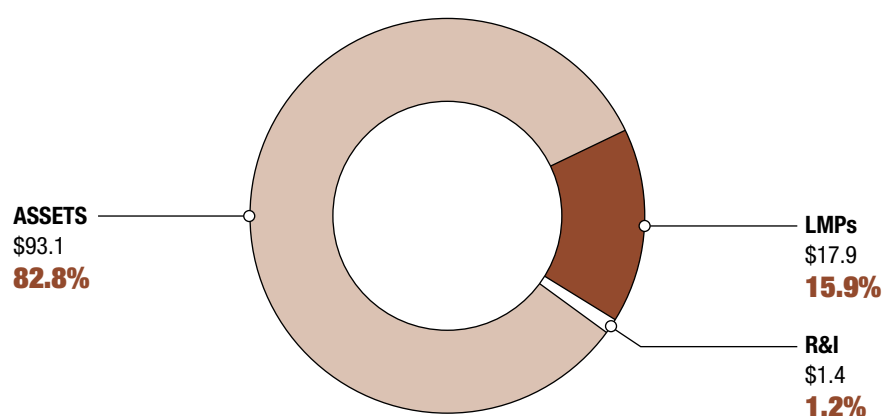
3.4.1 Context

The Government of Canada plays a leadership role in EI Part II by: establishing objectives with provinces and territories through the LMDAs, ensuring accountability and evaluation of LMDA programming, and developing labour market policy. In addition, the federal government plays a primary role in responding to challenges that extend beyond local and regional labour markets by delivering pan-Canadian activities.

- Pan-Canadian activities fulfill three primary objectives:
 - promoting an efficient and integrated national labour market, and preserving and enhancing the Canadian economic union;
 - helping address common labour market challenges and priorities of international or national scope that transcend provincial borders; and
 - promoting equality of opportunity for all Canadians with a focus on helping underrepresented groups reach their full potential in the Canadian labour market.
- Pan-Canadian funding is focused on four streams of investment:
 1. Programming for Indigenous People;
 2. Enhancing Investments in Workplace Skills;
 3. Supporting Agreements with Provinces, Territories and Indigenous Peoples; and
 4. Labour Market Information and National Employment Service Initiatives.

CHART 46

Pan-Canadian Expenditures, 2015/2016 (\$Million)*



* Total of percentages may not add up exactly to 100.0% due to rounding.

In 2015/2016, the expenditures of the pan-Canadian program remained stable, totalling \$117.4 million compared to \$117 million in the previous year. Pan-Canadian programming delivered through ASETS totalled \$93.2 million, while expenditures on LMPs were \$20.7 million and \$3.5 million was spent through R&I.

3.4.2 Programming for Indigenous People²⁰

Pan-Canadian funding is delivered through the Aboriginal Skills and Employment Training Strategy (ASETS) and its objective is to improve Indigenous peoples' participation in the Canadian workforce, ensuring that First Nations, Inuit and Métis have the skills and training for sustainable, meaningful employment. It also supports the development of a skilled Indigenous labour force, which is one of the objectives of the Federal Framework for Aboriginal Economic Development.

PAN-CANADIAN PROGRAMMING IN ACTION

Qalipu Mi'kmaq First Nation (QMFN)

QMFN serves Indigenous people across Newfoundland and Labrador (NL) in nine First Nations communities, one urban and eight rural localities. Various types of training are offered including:

- **a Workplace Training Initiative to deliver training modules in various employment sectors to EI eligible Indigenous people;**
- **a Moving Forward program that provides youth with summer work experience related to their field of study;**
- **a Jump Start program that provides supervised employment placements to re-integrate clients to the work force who have no recent labour force attachment;**
- **a Skills Parachute program designed for youth, which offers a broad range of services that can be mixed and matched to provide individualized integrated support to youth facing barriers to employment;**
- **a Youth Program with the RCMP that provides the participants with the opportunity for an inside look at the RCMP to help them decide whether or not RCMP is a good career path for them;**
- **an Aboriginal Health Initiative Pre-Med Summer Institute which is a summer program for NL pre-professional university undergraduate and graduate students hosted by the Faculty of Medicine;**
- **a Career Threads program that provides youth with the ability to explore various career options through a mentorship arrangement; and**
- **a Skills Development University program that provides funding to clients to complete university degree programs.**

QMFN also maintains partnerships with major resource companies and large projects in the oil and gas and mining sectors, and builds relationships with the Trade Unions to meet labour needs in the province with emphasis on employment opportunities in the energy, mining, construction, tourism, fisheries and aquaculture sectors. QMFN is expanding partnership with the provincial Department of Advanced Education and Skills to assist with servicing and providing support for QMFN members in more regions of the province.

To date, QMFN success rate is over 60%: among the 926 clients served, 308 of them obtained a job and 265 returned to school.

²⁰ The ASETS program results provided for 2015/2016 have been funded under EI Part II and the Consolidated Revenue Fund (CRF). Statistics for other Indigenous LMDA clients funded through EI Part II can be found in Annex 3.9 under "Indigenous Pan-Canadian."

ASETS was introduced in 2010 and is funded at \$295 million annually, including \$94.2 million from EI Part II funds. The program was extended to March 31, 2018 while the government prepares for a renewed and expanded Indigenous labour market programming.

ASETS supports a network of over 80 Indigenous service delivery organizations (agreement holders), with over 600 points of service across Canada. These organizations help develop and deliver training and employment programs, as well as services that are designed for the unique needs of their clients. ASETS programs and services help Indigenous clients prepare for, obtain and maintain sustainable employment, and assist Indigenous youth in making a successful transition from school to work or to support their return to school.

Specific attention under ASETS is given to the development of partnerships with the private sector, educational institutions and other levels of government in demand-driven labour markets. ASETS also supports obligations in modern treaties that fall within Employment and Social Development Canada's mandate.

In 2015/2016, ASETS served 50,142 clients, including 16,376 EI clients. Out of the total number of clients served, 19,687 found a job, including 7,860 EI clients, and a total of 10,702 clients served returned to school.

3.4.3 Enhancing Investments in Workplace Skills

This investment stream helps the federal government ensure that Canada's labour market functions as an integrated national system by:

- removing barriers and impediments to labour mobility;
- building capacity among workplace partners to improve skills development as a key factor in increasing productivity;
- leveraging investment in and ownership of skills issues, especially in addressing skills and labour shortages; and
- supporting efforts to ensure Canada's learning system responds to employers' skills requirements.

Sectoral Initiatives Program (SIP)

The Sectoral Initiatives Program (SIP) is a grants-and-contributions program with the objective of addressing current and future skills shortages, by supporting the development and distribution of sector-specific labour market intelligence (LMI), national occupational standards (NOS), and skills certification and accreditation systems.

The SIP's mandate is to help industries identify, forecast, and address their human resources as well as their skills issues. The SIP funds partnership-based projects for key sectors of the Canadian economy, as well as innovative projects and initiatives that seek to advance current government priorities, such as supporting women, indigenous and youth employment outcomes, and the competitiveness of small and medium enterprises, from both the federal Consolidated Revenue Fund and EI Part II. These projects are developed and implemented by such industry partners as workplace organizations; employer associations; education and training bodies; professional associations; unions; and Indigenous organizations.

Through its sectoral intelligence business line, the SIP supports the development, validation and distribution of timely, national, sectoral and cross-sectoral labour market intelligence. The program is unique in gathering and providing employers' and unions' perspectives on the labour market, workforce development and skills issues, and plays an important role within the Department, given that it engages with employers and industry stakeholders, facilitating deeper sectoral analysis, and informing government policy and program issues.

In funding the development of NOS, the SIP aims to help the different industry sectors document and communicate sector and occupation-specific skills requirements to educators, trainers, employers and workers.

Information and Communications Technology (ICT)

Council Canada faces challenges in meeting the expanding demand for skilled digital talent, with hiring requirements estimated at more than 182,000 ICT workers by 2019, mostly in emerging areas of social media, mobile communications, data analytics and cloud technologies — and their application in sectors such as health, manufacturing, natural resources, financial services and government. The Information and Communications Technology Council's labour market information project is producing labour market information (LMI), and skills demand monitoring and forecasts, on a national, provincial and municipal level for job-seekers and employers in the Information and Communications Technology (ICT) sector. It is also developing elaborate sub-sector studies for three key enabling technology clusters: automation and robotics, telecommunications services, and informatics and social media, in order to evaluate their impacts on the labour market and economy. Additionally, the project is gathering skills supply information, and clarifying academic and skills pathways for job seekers who wish to enter or transition among jobs in the sector. What is more, ICTC's e-Talent Canada tool/on-line portal makes the intelligence easily accessible to all stakeholders. Providing bi-annually revised forecasts, the LMI that has been produced thus far is also currently being used as a reference to policy and program design such as the Global Talent Strategy, to address high-demand and unique ICT talent, and is informing the development of education and training programs to ensure that graduates will have the skills needed by employers.

By supporting employee certification and learning program accreditation, the SIP provides a key solution for integrating a formal quality control framework for education and training, founded on employer and union validated NOS, to help ease labour mobility and labour market adjustment.

In 2015/2016, the SIP was funding 32 multi-year agreements for projects, which were being implemented with various stakeholders representing different industry sectors for the development of the following products: labour market information and/or forecasting systems (42%), NOS (12%), certification and accreditation (10% combined) and multiple activities (36%). Among them, in 2015/2016, the SIP was funding several cross-sectoral projects as well as projects for the: construction, environment, tourism, mining, transportation, oil and gas, manufacturing, agriculture, forestry, aerospace, supply chain, and information technology sectors. The dialogue box above provides an example of a project that involved developing or updating an LMI program/system for the Information and Communications Technology (ICT) sector.

In 2015/2016, 131 new labour market research reports and 42 forecasting systems were developed or updated, and released through SIP agreements in sectors such as construction, environment, oil and gas, as well as mining. One hundred forty-seven NOS were created or updated, and the SIP contributed to the development or updating of 43 certification programs and 2 accreditation programs that were completed and made available in 2015/2016.

According to program survey data, more than 160,000 people used these SIP products. However, some recipients reported only users to whom they directly distributed LMI products, and they did not report referrals to others or use of the products by other organizations' members. For example, the Canadian Chamber of Commerce using Buildforce's LMI forecasts would have been counted as one user but, in turn, many employers also benefited from them and were not counted. Also, of the recipients that developed NOS in 2015/2016, only half of them tracked and reported numbers of users. Thus, in several cases, the number of users could be underestimates.

Furthermore, in 2015/2016, the program recipients succeeded in leveraging \$4,438,021 from the private sector and other stakeholders. Some of the projects had not yet achieved their ultimate objectives as they are multi-year projects. As for work completed toward priorities articulated in the EI Expenditure plan for 2015/2016:

- SIP networked with industry on emerging skills gaps, exchanged information, provided LMI-related advice and monitored results throughout projects.
- SIP monitored program expenditures, solicited some targeted proposals, and planned for a call for proposals in 2016/2017.
- SIP continued efforts to help recipients to disseminate outputs via Job Bank.
- In early 2015/2016, SIP administered its performance data collection survey to collect outputs from 2014/2015 fiscal year investments. This activity was repeated in spring of 2016 for the 2015/2016 year.
- SIP also collaborated with the Evaluation Directorate to complete the Evaluation Strategy and methodology report.

National Occupation Classification (NOC)

The National Occupational Classification (NOC) provides a standard taxonomy for dialogue on the world of work and a national Canadian framework for collecting, analyzing and disseminating occupational data for Labour Market Information (LMI) and employment-related program administration. It describes job titles, functions, tasks and duties, employment requirements, responsibilities and qualifications.

The NOC is revised every five years, to reflect changes in Canadian workplaces and occupational dynamics. The current version (NOC 2016) was released in October 2016, and replaces the NOC 2011 released in January 2012. Research continues with a view to releasing regular updates starting in late 2017. Work is also underway on a structural revision of the NOC for 2021. The NOC 2016 gathers more than 30,000 job titles into 500 Unit Groups (groups of occupations that have similar employment requirements and duties, skill level and skill type).

Labour market surveys, research, analysis and reports are usually based on the NOC. Employment-based programming, such as EI, the Temporary Foreign Workers Program, and programming for the integration of injured workers and persons with disabilities rely on the NOC to analyze labour market conditions for strategic considerations, as well as for policy development, program design and service delivery.

The NOC enables job seekers to connect with employers seeking workers, students to make informed educational and career choices and governments and other organizations to design and deliver programming in support of an efficient labour market.

Skilled Trades and Apprenticeship, and the Red Seal Program

Apprenticeships are essential to building a highly skilled trades workforce that supports Canadian competitiveness. The Interprovincial Standards Red Seal Program is Canada's standard of excellence for training and certification in the skilled trades and provides a vehicle to promote harmonization across the country.

The program is well-established at developing common interprovincial standards for trades. Standards are used to harmonize apprenticeship training in P/Ts, to provide the public with up-to-date descriptions of trades in Canada, and to serve as the basis for assessment. Under this program, experienced tradespeople and apprentices who have completed their training may take the interprovincial Red Seal examination. If successful, they receive a Red Seal endorsement on their provincial or territorial certificate of qualification. P/Ts use the Red Seal examinations that are based on the interprovincial standards to issue Red Seal endorsements of their P/T certification. This indicates that the certificate holder has met both the provincial/territorial requirements, and also has passed the interprovincial examination. In most P/Ts, the Red Seal examination has been adopted as the final examination for certification for Red Seal trades.

2015 Red Seal Program Fast Facts

- More than 27,000 Red Seal endorsements were issued to apprenticeship completers and trade qualifiers.
- Top 5 Red Seal trades by number of endorsements issued include: Construction, Electrician, Automotive Service Technician, Welder, Plumber, and Carpenter.
- In the last decade, there has been a 50% increase in Red Seals issued.
- More than 338 industry representatives have participated in ESDC organized workshops to develop Red Seal products.
- 49,100 Red Seal examinations were written.
- The Red Seal Program's website counted 463,000 visitors.

Source: Canadian Council of Directors of Apprenticeship, 2015. Statistics are compiled on a calendar year basis.

The Red Seal endorsement is widely recognized and respected by industry as a standard of excellence in the skilled trades. In 2015, 49,100 Red Seal examinations were written by completing apprentices and experienced tradespeople from across Canada and over 27,000 Red Seals were issued.

The Canadian Council of Directors of Apprenticeship (CCDA), comprised of the apprenticeship authorities from each P/T and representatives from ESDC, administers the Red Seal Program. In addition to functioning as the national secretariat—providing administrative, operational and strategic support—ESDC funds the Red Seal Program.

The Red Seal Program currently covers 56 skilled trades, which encompass 78% of registered apprentices.²¹ ESDC works closely with industry experts and apprenticeship authorities to coordinate the development of high-quality Red Seal products, including occupational standards and interprovincial examinations. These products are updated regularly to reflect evolving labour market needs. Because each P/T needs standards and examinations to certify thousands of apprentices and experienced tradespersons each year, the collaboration involved in developing interprovincial Red Seal standards and examinations results in significant economies of scale for governments.

The core of the Red Seal Program lies in quality interprovincial standards for industry, against which tradespeople can be trained and assessed. With ESDC support, the CCDA collaborates to build these standards with industry from across Canada. The program also encourages the harmonization of apprenticeship training outcomes through common standards, which P/Ts use to inform the in-school portion of apprenticeship programs. In 2015/2016, 12 new occupational standards were published.

The Red Seal Program continuously evolves to reflect the needs of the Canadian labour market and shifting Government of Canada priorities. In recent years, the national occupational standard and its associated development process have undergone significant enhancements resulting in the recent introduction of the new Red Seal Occupational Standard (RSOS). The new RSOSs are now being developed with broader input from stakeholders (including tradespeople, instructors and employers) and include industry-defined performance expectations, evidence of skills attainment, learning objectives and outcomes and essential skills to encourage greater harmonized training and certification across the country. The RSOS has the capacity to generate a number of standards-based tools including logbooks, trade profiles and curriculum outlines, designed to be more effective for informing, assessing and training in the Red Seal trades.

²¹ Statistics Canada, 2014 Registered Apprenticeship Information System.

To further reduce barriers to certification in the skilled trades in Canada and increase opportunities for apprentices, the Government of Canada continues to work closely with P/Ts through the CCDA to facilitate the harmonization of apprenticeship training requirements in targeted Red Seal trades. Harmonization will facilitate greater labour mobility across the country and help more apprentices complete their training. In July 2014, the Forum of Labour Market Ministers (FLMM) endorsed the CCDA's Harmonization initiative as a key priority with a focus on harmonizing the first ten (Phase 1) Red Seal trades,²² in most jurisdictions,²³ by September 2016. As part of this work, the CCDA identified four harmonization priorities in consultation with industry and training stakeholders: use of Red Seal trade name; consistent total training hours (in-school and on-the-job); same number of training levels; and more consistent sequencing of training content using the most recent RSOS.

In 2015/2016, the CCDA completed industry consultations and began implementation for nine of the first ten Red Seal trades in most jurisdictions. In addition, the CCDA has made significant progress through consultations for nine of the Phase 2 trades, and has established plans for Phases 3, 4 and 5 through to 2020. The CCDA is well positioned to meet the FLMM goal of harmonizing apprenticeship training in most jurisdictions for 30 Red Seal trades representing 90% of apprentices by 2020, including harmonizing training for 2/3 of Red Seal apprentices by 2017. The CCDA has leveraged effective synergies with the development of the RSOS, improving both the efficiency and the breadth of consultation with stakeholders across Canada and ensuring long term sustainability of harmonized training.

With ESDC support, CCDA representatives meet annually with national apprenticeship stakeholder groups to provide updates and seek input on key initiatives. At the CCDA's 2015 meeting, 30 national stakeholders confirmed their support for the work underway on the CCDA's strategic priorities with respect to the Red Seal Program, such as work to strengthen the Red Seal Program, increase employer engagement and promote the harmonization of apprenticeship training requirements.

ESDC also continues to work with P/Ts to increase employer engagement in apprenticeship. In 2015/2016, ESDC worked with the Forum of Labour Market Ministers (FLMM) to share and analyze information to identify best practices and potential gaps in supports to encourage employer participation.

The Red Seal website (red-seal.ca) is the communications portal for the Red Seal Program. In 2015, the Red Seal website received approximately 463,000 visitors, for a total of more than 2,800, page views. The Red Seal kiosk and promotional materials informed Canadians about the value of the Program and apprenticeships at nine public events across Canada. As the National Secretariat for the program, in 2015, ESDC responded to more than 1,500 e-mails and approximately 525 Red Seal Info Line messages.

The Government of Canada is also investing to expand the use of innovative approaches for apprentice technical training through the Flexibility and Innovation in Apprenticeship Technical Training (FIATT) pilot project. A Call for Proposal process was issued in January 2015 and closed in March 2015. As of June 1, 2016, funding agreements have been established with ten projects across the country, including a project to support the evaluation of the overall pilot.

The FIATT projects are delivered by apprenticeship training providers and are designed to help reduce the time apprentices spend away from the workplace due to training. In addition, the projects will assist access to technical training for underrepresented groups and people in isolated areas. The ten pilot projects are in the early stages of implementation and are working towards establishing initial milestones such as refining the project scope, the development of alternative curriculums, on-line content and the recruitment of apprentices.

²² Carpenter, Mobile Crane Operator, Mobile Crane Operator (Hydraulic), Heavy Duty Equipment Technician (completed as part of Phase 2), Metal Fabricator (Fitter), Tower Crane Operator, Welder, Ironworker (Generalist), Ironworker (Structural/Ornamental), Ironworker (Reinforcing).

²³ The Government of Quebec is participating as an observer in the CCDA work on harmonization.

Research Project “The Registered Apprenticeship Information System (RIAS)”

The Registered Apprenticeship Information System (RAIS) is an annual survey conducted by Statistics Canada with ESDC funding support. The RAIS obtains information from provinces and territories (P/Ts) on individuals who receive training or certification within a trade where apprenticeship training is being offered by at least one P/T.

According to Statistics Canada,²⁴ there were 368,427 continuing apprentices in 2014. Of the 93,462 new registrations, 73,245 (78%) were in Red Seal trades. New registrations in the top Red Seal trades were again led by construction electricians (11,538); carpenters (7,563); welders (4,992); automotive service technicians (4,830); and plumbers (4,077).

In November 2015, Statistics Canada and ESDC launched a two year project aimed at enhancing the RAIS data quality. As provinces and territories make operational and administrative changes to their systems, there are impacts on all data collected by the survey, including the number of registrations and certificates awarded. ESDC is working with Statistics Canada and P/Ts to support a more accurate, comparable, and representative database of apprentices across Canada. The concept review project involves gathering the latest information on key apprenticeship concepts and processes (for example the definition of completion), developing a list of recommendations to update the RAIS, and producing an action plan for implementing changes to the RAIS.

In September 2015, ESDC launched a two year pilot project with Statistics Canada to link the RAIS data files from 2008 to 2013 along with Canada Revenue Agency taxation records (T1FF). The work is being undertaken over the 2015/2016 and 2016/2017 fiscal years and will be piloted in two regions, Alberta, and New Brunswick and Nova Scotia together. The project will provide statistically reliable data on key apprenticeship issues including: apprentices' outcomes and pathways including mobility, movement of apprentices across trades, earnings, and the progression of apprentices towards completion and certification.

In March 2016, collection for the 2015 National Apprenticeship Survey (NAS) was concluded with an approximate final sample size of 28,000 respondents. The NAS is designed to understand the factors that affect apprentices' completion and certification; examine the perceptions of apprentices in all aspects of their programs as well as the potential influence of recent federal supports to apprentices. ESDC is working with Statistics Canada on the National Report which is expected to be released along with the data in March 2017.

National Essential Skills Initiative

The National Essential Skills Initiative (NESI) supports Canadians to improve their essential skills (ES) to better prepare for, get and keep a job, and adapt and succeed at work. This is aligned with the Government of Canada's commitment to building a highly skilled, adaptable and inclusive labour force and efficient labour market.

In 2014/2015, the program was reoriented to focus efforts on the integration of literacy and essential skills into employment and training supports to scale up broader public access to quality employment and training service. Accordingly, the Office of Literacy and Essential Skills (OLES) works closely with other government departments and agencies, with provincial and territorial governments, and other key stakeholders such as post-secondary institutions, employers and labour.

The program reorientation led to an open call to test and evaluate innovative training models that will support Canadians to improve their literacy and essential skills to get and keep a job, and adapt and succeed at work. The call closed February 2015 and continued to be under review with the department as of March 2016. This resulted in no projects receiving funding, under NESI, in fiscal year 2015/2016.

²⁴ The 2014 Registered Apprenticeship Information System was released by Statistics Canada on September 8, 2016.

It is anticipated that projects will begin in 2016/2017 and will receive funding from NESI over the next three fiscal years. Projects will focus on replicating and scaling up proven approaches to skills upgrading, as well as to improve the quality of employment and training supports that are responsive to job seekers', workers' and employers' needs. In alignment with government priorities, particular emphasis is being placed on individuals with low skills and facing multiple barriers to employment such as Indigenous people, youth, and women.

In addition, ESDC is enhancing the availability of essential skills supports for those most in need through programs such as the Aboriginal Skills and Employment Training Strategy, the Skills and Partnership Fund and the Youth Employment Strategy. As well, over 230,000 essential skills tools and resources were accessed or downloaded, including through partners such as Service Canada, Red Seal and the Canada Business Network.

3.4.4 Supporting Agreements with Provinces, Territories and Indigenous Peoples

This investment stream supports existing LMDAs with provinces and territories and agreements with Indigenous peoples through ASETS. Canada supports service delivery and labour market development with access to EI information systems, timely access to EI Part II for EI claimants, reporting and evaluation.

LMDA Systems Connectivity

The secure electronic exchange of program data between Canada and provinces and territories sustains the delivery of EBSM-similar programming under the LMDAs. Provinces and territories exchange data with ESDC to verify EI eligibility; understand the characteristics of EI claimants; identify applicants who can benefit from EBSM-similar programming; report on service delivery; and, refer claimants to benefit programming while on claim. ESDC uses the data received from provinces and territories to monitor, assess and evaluate their programs. The systems and applications involved in these data exchanges require ongoing maintenance and improvements to maintain high quality service delivery standards. Some of the systems also support programming to Indigenous communities through the ASETS and a Federal/Provincial data exchange called the Assignment of Benefits that helps to coordinate social assistance payments while EI claims are adjudicated.

LMDA IT Systems Modernization

ESDC continued to modernize many components of the systems and applications that enable secure electronic data exchange and the management of data related to LMDA programming. In 2015/2016, ESDC updated EI systems to reflect the new definition of eligibility for EI Part II programming following an EI claim; expanded the use of the Targeting, Referral and Feedback component to enable provinces and territories to target EI clients for early interventions; tested and improved systems processing partner data and expanded the EI data available to provinces and territories for strategic planning purposes.

3.4.5 Labour Market Information

ESDC implements a National Work Plan for labour market information (LMI) services in support of the National Employment Service and to ensure consistency in the delivery of LMI across Canada. In doing so, ESDC delivers accurate and reliable labour market information to individuals and employers to help them make informed labour market decisions.

LMI helps workers manage their careers and search for jobs by providing occupational and skills information. It assists employers in recruiting, training and retaining workers, and supports business and investment decisions by providing information on wages, labour supply and demand, as well as influencing educational programs.

LMI also strengthens Canada's economic and social union by helping the labour market function as an integrated national system. In addition, it contributes to:

- aligning human capital investments with the needs of the economy;
- facilitating job searches and improving job fit for individuals;
- helping employers find or train required staff; and
- improving the effectiveness of public policies at all levels of government.

ESDC assesses the employment outlooks and wages for detailed occupations at the NOC 4-digit level (520 occupations for NOC 2006), at the provincial, territorial and economic region level, where data permits. ESDC disseminated outlooks on the Job Bank website in May 2015, and updated wages in November 2015. The transition to the NOC 2011 was planned and implementation efforts began including the transition of the EI application system that was converted to NOC 2011 in January 2016.

Weekly Labour Market News, monthly, quarterly and annual Labour Market Bulletins, and annual and/or semi-annual Environmental Scans were also made available on the Job Bank website for all regions of the country. Additional LMI products, such as Sectoral Outlooks and Client Segment Profiles (2014 editions), were made available for some regions on Job Bank. In addition, work was undertaken to develop new tools and mobile applications to present LMI in new ways such as the use of an interactive mapping tool. The aim is that all Canadians can easily access high quality LMI about all areas of the country.

Furthermore, ESDC continued work with the provinces and territories to establish the LMI Council, which will complement existing LMI activities across Canada by identifying and implementing pan-Canadian priorities for the collection, analysis and distribution of Labour Market Information.

3.4.6 National Employment Service Initiatives

Departmental operating funds also support online national employment services administered by ESDC to help Canadians find suitable employment and help employers find suitable workers. These free, bilingual online services connect job seekers and employers, and help individuals prepare and carry out their return-to-work action plans. The Job Bank is designed to improve the way information about jobs and the labour market is disseminated by reducing duplication, improving the quality of information, and making online information more accessible and easier to use.

Job Bank

In partnership with provinces and territories, ESDC maintains the Job Bank website which offers an electronic labour exchange service to connect workers and employers as part of the National Employment Service. Job Bank provides workers with a listing of employment opportunities across Canada to assist them with their job search. Employers can also use Job Bank to post their job vacancies online in order to find qualified candidates.

By providing information on job vacancies locally, regionally and nationally, as well as information on the education and skill requirements for in-demand occupations, Job Bank is supporting a more informed, skilled, competitive, and mobile Canadian labour force.

Job Bank completed a number of online service enhancements in 2015/2016 in order to modernize and improve the effectiveness and integrity of its services. These enhancements included launching a new Job Bank module for employers and an improved job matching service. As of March 31, 2016, approximately 48,000 employers had created an account on the new module and more than 77,000 job postings had been matched to job seekers through the new job matching service. Workers can also subscribe to Job Alerts to receive daily email notifications when new job opportunities become available. More than 435 million alerts were sent to over 760,000 subscribers throughout the fiscal year.

In 2015/2016, Job Bank received more than 67 million visits and displayed more than 1.2 million job postings from over 130,000 employers, including those from provincial, territorial and private job boards.

These were the top five National Occupational Classification job titles advertised on Job Bank:

1. Retail salespersons;
2. Automotive service technicians, truck and bus mechanics and mechanical repairers,
3. Heavy-duty equipment mechanics;
4. Material handlers; and
5. Home child care providers.

Job Bank also offers a suite of labour market information tools to help users understand the job market and to make informed decisions related to their education and career. The tool allows users to search for labour market information including trends, wages, and education and skill requirements for a given occupation at the local, regional, and national levels.

This chapter provides an overview of the delivery of Employment Insurance (EI) services to Canadians in 2015/2016. It follows the steps of the EI process from a client perspective, from the time of general information gathering, to processing, to end of the benefit period, focusing on interactions with both employees and employers along the way. Additionally, it examines the current state of the EI Requests for Reconsideration and Appeals and the role of the Social Security Tribunal (SST), Reporting and Follow-up activities, as well as the Quality and Integrity of the delivery of the EI program.

4.1 INTRODUCTION AND CONTEXT OF EMPLOYMENT INSURANCE SERVICE DELIVERY

ESDC is here to support claimants by providing information and guidance about the EI program as well as providing clients with timely and accurate EI benefit payments. Employees and employers are supported through each stage of the EI process with information, guidance on interpreting program requirements, processing claims and providing the means to appeal decisions.

The service delivery model is designed to improve and expand clients' access to EI information and services. Clients can access Service Canada online at their convenience and by phone or in-person during business hours. The processing and payment of EI benefits occurs through a national network of processing sites and EI Specialized Call Centres located across the country. The EI service delivery network works collaboratively in trying to address seasonal fluctuations in workload while also adjusting to unanticipated spikes due to economic conditions or major disruptions due to natural disasters. For example due to seasonal fluctuations – such as during summer peak where intake increases by more than 100% (or 45,000+ claims) in a week and the service delivery network must adapt and provide timely service to clients.

In 2015/2016, ESDC received 2.9 million EI applications which is a 5.0% increase in claim volume compared with the previous year. Payments to claimants also increased to \$17.1 billion — an increase of 9.3% over the previous fiscal year. Clients made over 4.0 million EI-related in-person service requests, 3.4 million calls to the EI Specialized Call Centre network, and 536,702 calls to the Employer Contact Centre (ECC).

Although most of Service Canada's work focuses on serving clients and processing payments, transforming and modernizing service delivery and supporting processes and infrastructure remains a priority. Over the past decade, EI service delivery has moved from a manual paper-based process (where 100% of claims required agent intervention) to a partially automated network (where claimants can apply online, employers can submit records of employment online and the majority of claims

are fully or partially automated). Through this process, paper has been almost eliminated, and processing activities have been distributed across the national processing network to where capacity exists. Efforts continue to increase claims processing automation and optimize the electronic services available to individuals and businesses.

This EI Monitoring and Assessment Report only reports on the fiscal year ended March 2016; however, several subsequent developments are so important to EI operations that they bear noting here. The Government, through mandate letters to the Ministers responsible for EI, and through Budget 2016, committed to meeting the service delivery expectations of Canadians, and in particular, improving service to EI claimants. At the time of this report, an EI Service Quality Review (SQR), a nationwide consultation process led by a panel of Members of Parliament, had begun. The SQR was designed to give Canadians and stakeholders a chance to voice their views on the quality of EI service, giving the government a clear sense of where improvements are needed to give claimants the service they deserve. The SQR report was released publicly on February 1, 2017 and contains 10 recommendations for improving EI service quality.

Furthermore, the Government is committed to providing a quick, effective and efficient system of appeals that will ensure that Canadians receive the support they need when they need it most. On March 7, 2017, the Minister of Families, Children and Social Development announced that the Social Security Tribunal (SST) will undergo a review by the end of 2017. The House of Commons Standing Committee on Human Resources, Skills Development, Social Development and the Status of Persons with Disabilities (HUMA) had recommended such a review in its report *Exploring the Impact of Recent Changes to Employment Insurance and Ways to Improve Access to the Program*. The federal Service Quality Review Panel that undertook the Employment Insurance (EI) Service Quality Review in 2016 also came to the same conclusion and supported the HUMA recommendation after engaging with Canadians and stakeholders from across the country on the EI program.

Four years after its establishment, it is timely to review how to improve the SST's processes to ensure it meets the needs and expectations of Canadians. This review will also provide key opportunities to make improvements for Canadians so the outcome is simpler, more predictable and timely.

4.2 ACCESS TO GENERAL INFORMATION AND ENQUIRIES ON EMPLOYMENT INSURANCE

Canadians can access general EI-related information through a multi-channel service delivery model. This section provides an in-depth analysis of these channels, including those available on the Internet, via telephone and in-person.

4.2.1 On the Internet (Click)

Clients use the Service Canada web presence to access information as well as perform online transactions.

Service Canada Website

The Service Canada website contains information on a wide variety of government programs and services, including the EI program. Although visits to the site decreased by 4.6%, it still received approximately 78.5 million¹ visits. The decrease in traffic can be linked to the migration of some of the EI content from the Service Canada website to the ESDC website.

¹ For a regional breakdown of Service Canada website visits, see Annex 4.1.

El-related web pages represented four of the top five Service Canada pages for the last two fiscal years. The “My Service Canada Account” page is the top page viewed directly from the Service Canada homepage (26.2%, down from 28.8% the previous year). The top homepage traffic El-related pages along with their access rates are:

TABLE 1		
Employment Insurance (EI) Web Traffic		
Service	2015/2016	2014/2015
Internet Reporting Service	13.6%	17.3%
Use My Service Canada Account to access your Employment Insurance information	6.2%	7.8%
Applying for Employment Insurance benefits online	5.1%	5.4%
Employment Insurance (EI index page)	2.0%	2.7%

Clients are accessing Web videos as a means of understanding available programs and resources. Web videos are both an effective and cost efficient means of helping clients use self-serve options and complete transactions. EI videos generated 238,465 views from the Service Canada website. This represents a 13% decrease from the previous fiscal year, which can be linked in part to the migration of content to the ESDC domain, and in part to a change in how web video views are tracked.

In 2015, ESDC began planning, preparing, and moving its Web content to the single Canada.ca website as part of the Government's Web Renewal initiative. The move to Canada.ca provided an opportunity to rethink and improve the organization and design of EI Web content and how the program is presented to Canadians. To improve user friendliness and provide clients with a consistent look and feel, ESDC is adopting a common content template for all services and benefits delivered online, including EI. This new template allows ESDC to present available EI benefits in fewer and easier to read Web pages, while still giving potential applicants all the information they need to apply – who is eligible; how much they could receive; how to apply; what they need to know before applying; and what they need to know after applying.

My Service Canada Account

Service Canada provides clients a secure transactional portal to view and update their EI, Canada Pension Plan (CPP), and Old Age Security (OAS) information. This My Service Canada Account (MSCA) portal contributes to more accessible, accurate and timely services for Canadians.

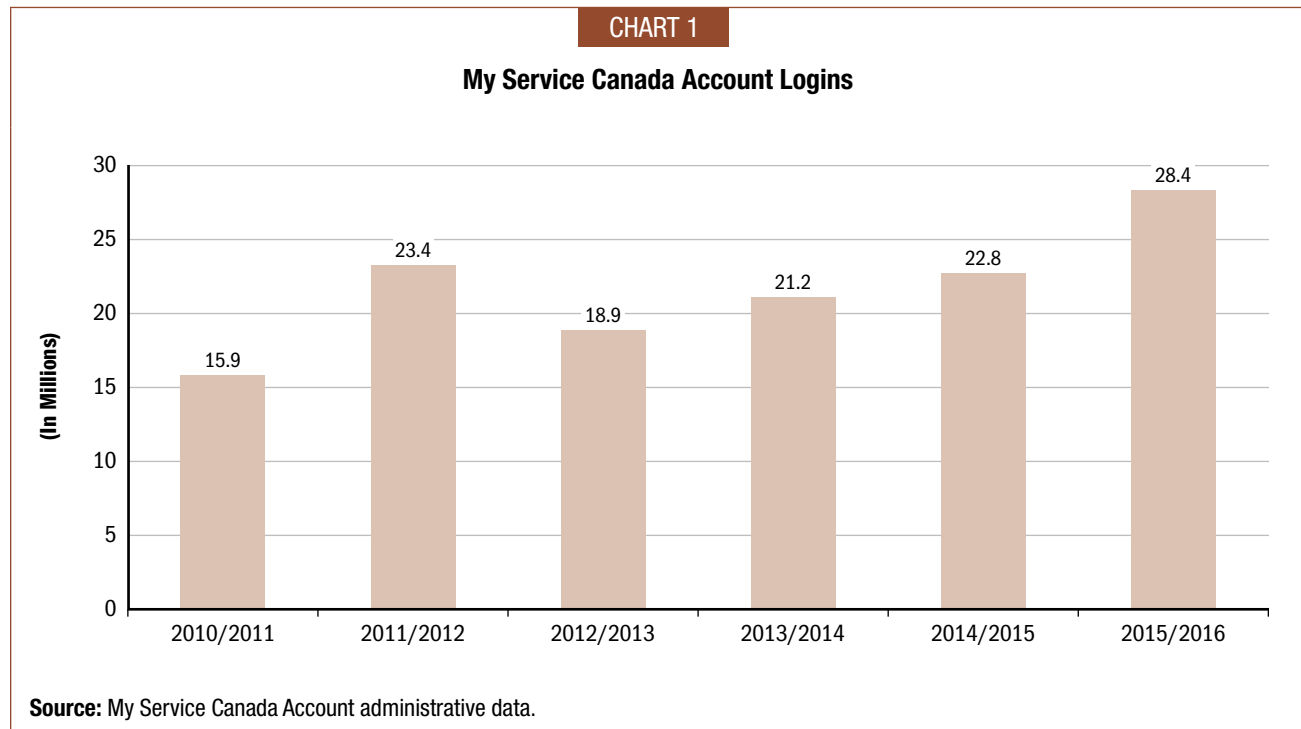
MSCA enables clients to view information on their current and previous EI claims online. Through the EI section of MSCA, clients can:

- view their EI messages, payment information and claim information;
- view and change their EI direct deposit details, mailing address and telephone number;
- view and print their EI tax slips;
- view their electronic Record of Employment (E-ROE);
- directly provide information regarding absences from Canada and/or training courses; and
- register for the EI program to access special benefits for self-employed persons.

MSCA has integrated links to other electronic services, such as EI Application On-line (also known as AppliWeb) and the Internet Reporting Service, so that clients can easily navigate. Each month, over 430,000 EI users login into MSCA to access EI services such as obtaining current and past claims information, submitting new information, signing up for or changing their Direct Deposit service and viewing their ROE.

MSCA posts a survey to a random selection of account users who have completed their visit to the portal. The survey asks users what tasks on MSCA they had wanted to complete during their session, and for each of these, whether or not they had been able to complete it. Tasks for EI include: applying for benefits, appealing a decision, changing information, completing additional forms, and viewing their information. Overall, 85% of the 5,084 surveyed MSCA users indicated that they were able to complete their task during the session.

Canadians logged onto MSCA 28.4 million times last fiscal year; which represents an increase of 24.3% over 2014/2015 (see Chart 1). MSCA logins have continued to increase since 2010/2011. There were 840,183 new registrations this year, and fewer inactive accounts resulting in an overall increase of 1.1 million (an increase of 11.7%), for a total estimated active user base of over 4.2 million.



4.2.2 By Telephone (Call)

Clients frequently call the 1 800 O-Canada line for general enquiries. EI clients may also call EI Specialized Call Centres directly for complex and client-specific enquiries about the EI program. The EI Specialized Call Centre network is the primary point of contact for EI client specific enquiries relating to the application process and application status, as well as benefit eligibility and delivery (See section 4.4 Specialized Call Centres for more information).

1 800 O-Canada

Available in more than 60 countries, the 1 800 O-Canada² line is open Monday to Friday with service provided in English and French. For callers in Canada, service is available from 8:00 a.m. to 5:00 p.m. in each time zone; and for callers outside Canada, service is available from 8:00 a.m. to 8:00 p.m. Eastern time. The service delivery standard is to answer calls within 18 seconds (three rings), 80% of the time. While Service Canada has historically met this target, this year 1 800 O-Canada answered 76% of calls within 18 seconds, due to unforeseen call volumes.

1 800 O-Canada provides general information on EI programs and how to access them. The information that may be provided on the services includes:

- an overview of the benefits and eligibility criteria;
- the application process and forms;
- direct deposit information; and
- a referral of contacts to specific programs, including the pertinent EI web pages and links necessary to complete their service delivery journey.

1 800 O-Canada agents answered 2.18 million calls in 2015/2016, a 10.8% increase compared to the previous year. The total call volume includes more than 605,000 general enquiries related to EI, an 8.9% increase from the previous year. 88.1% of the enquiries handled by the service also include a further referral to the program for more specific questions.

Clients that have case-specific enquiries are advised to access the MSCA website, or contact the EI Specialized Call Centres or the Employer Contact Centre as required.

4.2.3 In Person (Visit)

Points of Service

As of March 31, 2016, there were 557 Service Canada points of service (320 Service Canada Centres (SCC) and 237 Scheduled Outreach sites) where citizens could access general information on the EI application process and eligibility criteria. Service Canada employees in these locations help clients complete benefit applications, which entail identifying the client, validating supporting documents and verifying information for completeness.

The in-person points of service fall under two categories:

- SCC are full-time or part-time offices, open up to five days a week, managed and occupied by Service Canada staff, offering general information and transactional services. SCCs may be stand alone or co-located with other organizations.
- Outreach Sites are points of service that are physically located outside an SCC but offer similar services. Service Canada employees (from a nearby SCC) travel to a pre-determined location regularly (e.g. one day per week) to deliver services. Outreach is typically offered in rural or remote locations, offered at partner premises (such as band councils, provincial or territorial offices), and managed through service contracts and/or memoranda of understanding.

² 1 800 O-Canada call centre agents respond to general enquiries on a number of Government of Canada programs. Call centre agents can provide general information on the Employment Insurance program such as providing websites for specific issues relating to the program. Questions pertaining to recipient's or applicant's EI file are referred to the EI Specialized Call Centres by providing the number to reach them.

ESDC aims to ensure that 90% of Canadians have access to a Service Canada point of service (SCC or Scheduled Outreach site) within a 50-kilometre driving distance from where they live. The number or network of offices can fluctuate and is adjusted based on needs and demand for service. In the last five years, the target has been met or surpassed: 96.2% of Canadians had access in 2015/2016.

Clients made almost 4.1 million EI-related service requests³ to an in-person point of service, which represents 31% of all interactions handled at in-person offices. Of these, EI-related visits to Scheduled Outreach sites across the country account for more than 59,000 service requests.

Types of EI assistance provided by in-person services consisted of the following interactions: 37.4% for follow-up assistance; 30% to provide general information; 1.8% to accept or provide assistance with applications; and 30.8% to use Citizen Assisted Workstations.

Mobile Outreach Services

Service Canada also uses Mobile Outreach Services (MOS) to connect with communities across the country. MOS complement the services provided at SCCs and Outreach sites. The service also increases awareness of ESDC programs and service offerings by providing general information such as:

- EI information at mass layoff sites;
- Youth program information in locations such as schools;
- Senior programs (e.g. CPP, OAS) in retirement homes; and
- Other Government of Canada programs and services to community service organizations.

When Service Canada receives news of a mass layoff, regional offices initiate contact with employers to organize an EI information session. Working with partners, the laid-off workers receive on-site workshops on résumé writing, job search techniques, interview skills, as well as on EI and available provincial support programs. Sessions are usually planned on very short notice and often in remote areas.

Service Canada also delivers EI information sessions in times of disaster. During such an event, custom tools and partnerships can be created to more effectively meet citizens' needs, particularly with regard to EI. While some Service Canada employees make proactive calls to employers affected by a tragedy to establish their needs, others ensure workers who lose their jobs can get the information required to submit their EI application.

This year, the following information sessions on EI were delivered through MOS:⁴

- 494 EI information sessions to citizens facing layoffs, with a total of 10,976 participants;
- 278 EI information sessions to workers on Work Sharing, with a total of 5,936 participants; and
- 396 EI information sessions to employers, with 870 companies and organizations participating.⁵

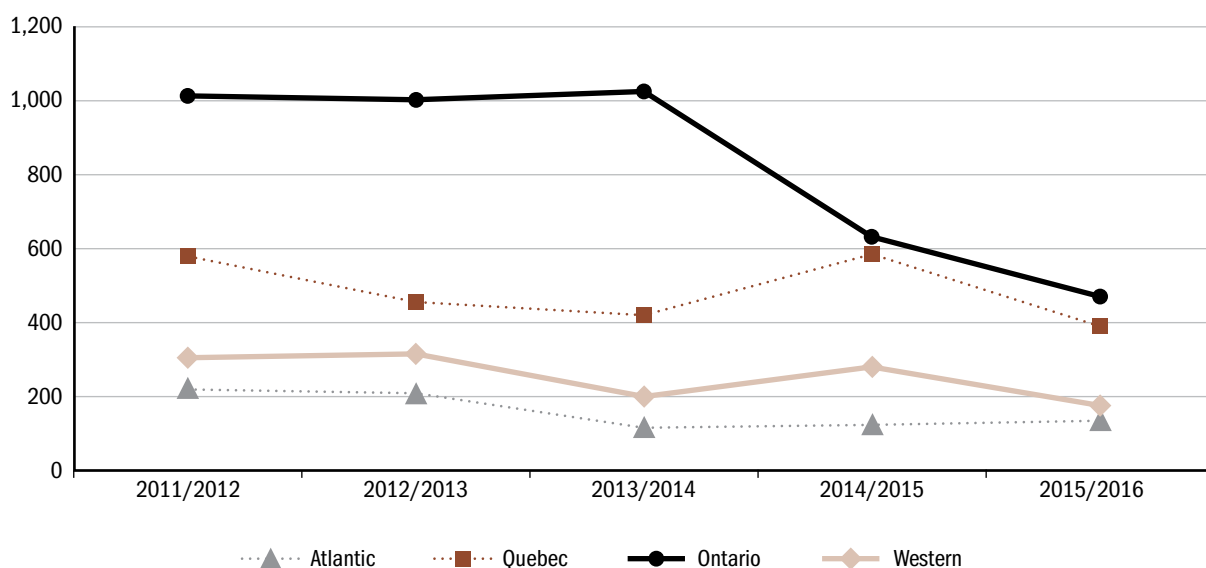
Chart 2 breaks down by region the MOS information sessions delivered to citizens, including workers facing layoffs and work sharing sessions.

³ For a regional breakdown of the number of in-person EI requests, see Annex 4.1.

⁴ For more detailed information on Mobile Outreach Services, see Annex 4.3.

⁵ As per previous reports, this number includes occasions where employers were explained how to properly complete their ROE.

CHART 2

EI Information Sessions to Citizens by Service Canada Region

Source: ESDC Mobile Outreach administrative data.

Yearly targets are not set for MOS EI information sessions since these sessions are offered on demand. Since 2011/2012, there has been a steady decline in the number of MOS EI information sessions delivered to citizens. The number of sessions delivered is 27% lower compared to the previous year. This decline is partly explained by: changes in the economy and local priorities; increased use of online EI information; and, new capabilities allowing clients to make changes directly to their EI personal information on-line.

4.3 APPLICATION INTAKE AND CLAIMS PROCESSING

This section provides a snapshot of the activities related to application intake and claims processing, focusing on both the client and employer.

4.3.1 Client Application Intake

Clients can initiate service requests for benefits via the internet using the online form (AppliWeb), by phone or in person at any Service Canada outlet. Introduced nationally in 2002, AppliWeb allows clients to file for EI benefits 24 hours a day, seven days a week, from anywhere they can access the internet – including their local Service Canada Centre. Since 2007/2008, AppliWeb usage has remained well above 95%, and it continued to be the prevalent method chosen by clients to apply for EI benefits with 98.5% of applications submitted via AppliWeb.

In addition to filing for their EI claim online, clients can also obtain information about their claim and manage their claim through both the My Service Canada Account and the internet reporting service.

Claim Volumes

In 2015/2016, ESDC received 2.9 million EI applications, which represents an increase of 5.0% from 2014/2015 (see Table 2).^{6, 7} Since the 2008/2009 recession, there has been an increase in claim volumes over the pre-recession volume of 2.6 million claims (see Table 2). This increase occurred mainly in Western Canada and the Territories which received over 130,000 (18%) more claims than the previous year and was driven largely by the continued high unemployment in Alberta due to the commodities downturn.

TABLE 2

Employment Insurance (EI) –Applications Received

Fiscal Year	EI Initial ¹ and Renewal ² Claims Received	Fiscal Year	EI Initial ¹ and Renewal ² Claims Received
2015/2016	2,942,271	2012/2013	2,759,570
2014/2015	2,800,865	2011/2012	2,854,168
2013/2014	2,778,769	2010/2011	2,917,508

¹ An Initial claim is an application for benefits received to establish a new claim (benefit period) for EI.

² A Renewal claim is an application for benefits received to renew or reactivate an existing claim that has already been established and is still in effect, e.g. where a claimant stops claiming benefits for a period of time (returns to work) and wants to renew that claim.

Electronic Reporting

To receive EI benefits, most claimants must complete and submit biweekly reports, using the telephone reporting service or the internet reporting service. Claimants answer a series of questions which help determine on a week by week basis whether they continue to be eligible for the type of EI benefits they are claiming. The internet reporting service allows claimants to directly provide information regarding absences from Canada and/or training courses, resulting in fewer calls to EI Specialized Call Centres and decreasing the workload for processing centres.

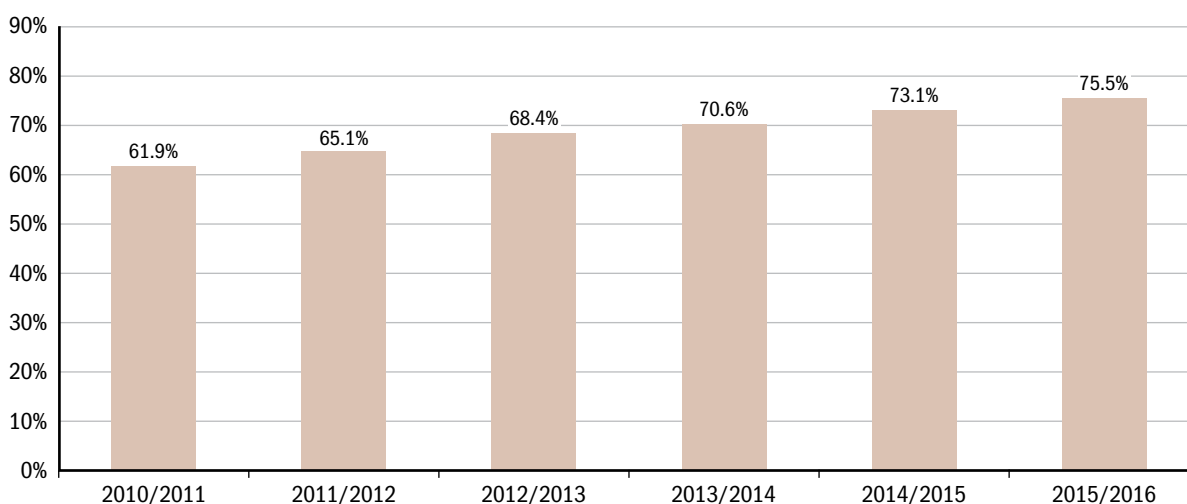
In 2015/2016, 75.5% of claimants used the internet reporting service to submit biweekly reports. The percentage of claimants utilizing this service has increased steadily since 2010/2011 from 61.9% to 75.5% (see Chart 3).

⁶ For a regional breakdown of EI claims processed, see Annex 4.5.

⁷ Refer to Chapter 2, Section 1.1 for details on benefits paid by benefit type.

CHART 3

Percentage of Claimants Using the Internet Reporting Service



Source: ESDC EI administrative data.

4.3.2 Employer Intake

Service Canada works with employers to ensure that the EI program is administered fairly and efficiently. Through the Employer Contact Centre and the Service Canada website, employers can access up-to-date information regarding the EI program to help them understand their responsibilities and learn about the various services available to them. These services include: Records of Employment (ROEs) on the Web, ROEs Secure Automated Transfer, as well as guidance and user guides.

Record of Employment (ROE)

Service Canada uses the information provided on the ROE to determine if a person qualifies for EI benefits, their benefit rate, and the claim duration. Under the *Employment Insurance Act*, employers are required to issue an ROE, either electronically or on paper, whenever an employee experiences an interruption of earnings. Each year, more than 9 million ROEs are issued from an employer user base comprised of more than one million firms.

To advance the automation of the EI program, ESDC actively encourages the use of electronic ROEs (eROEs) which helps minimize errors, improves service to claimants and avoids lengthy delays as a result of manual interventions required for paper ROEs.

Service Canada has several outreach activities to encourage employers to transition to eROEs. Engagement, outreach and support tools target:

- the business community;
- various employer associations;
- payroll Service Providers; and
- payroll software vendors Employers.

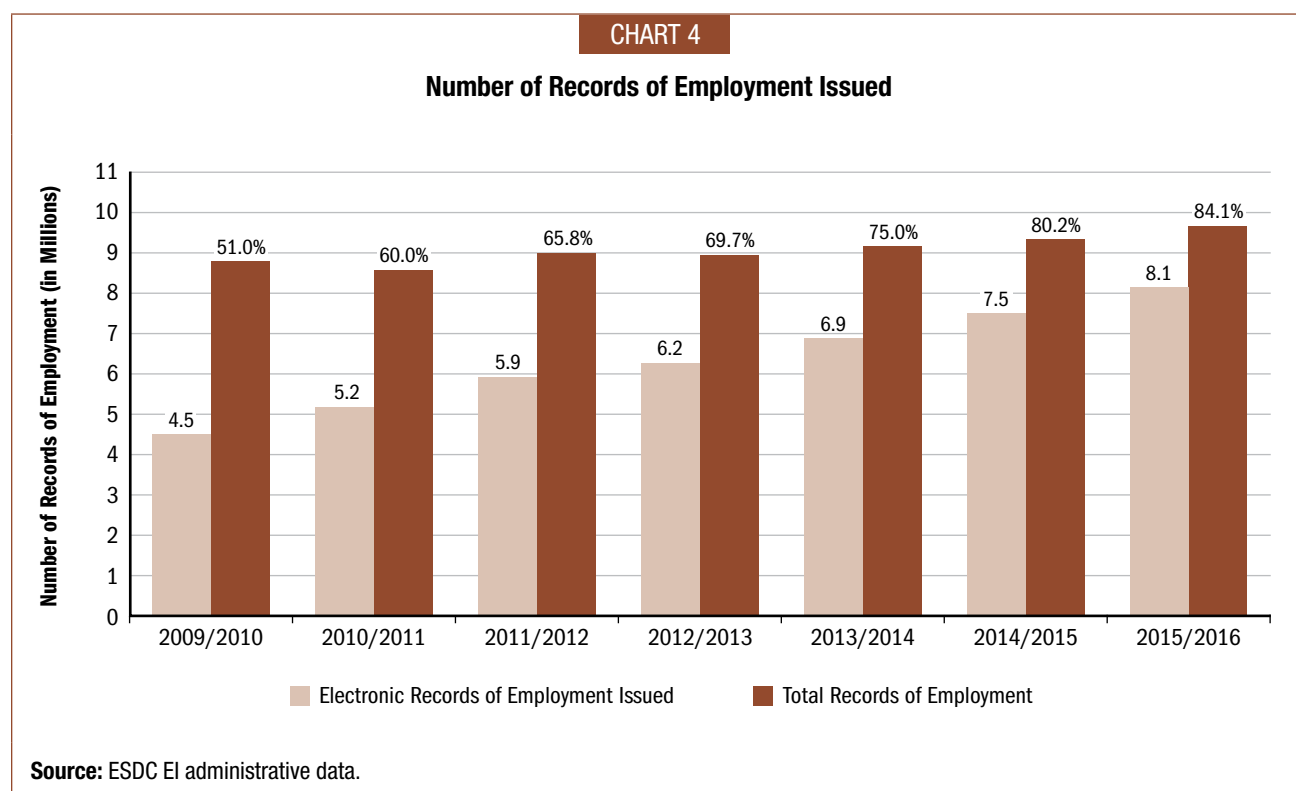
Outreach efforts focus on industries identified as having a high turnover rate which issue paper ROEs. This targeted approach resulted in electronic submissions increasing by 3.9 percentage points, from 80.2% to 84.1% of the 9.7 million ROEs submitted (see Chart 4).

eROEs eliminate manual data entry, which creates organizational efficiencies. The eROE is a key tool to reduce the administrative burden on employers as they no longer need to order or store paper ROE forms, retain copies on file, or send copies to ESDC or their employees. Employers can issue eROEs in alignment with their pay cycles and amend them more easily than paper ROEs. This year, employers using ROE Web opened more than 3.3 million sessions a 0.7 million increase.

Since the launch of the online registration service in fall 2013, ROE Web has seen a 29% increase in businesses registering for eROEs. The online registration is a service that enables ESDC to centralize and standardize online registration procedures and tools for business facing programs. This service removes burdensome paper processes and enables identity validation to be done online rather than visiting an in-person Service Canada Centre.

By the end of 2015/2016, a total of 203,805 organizations had registered online; of which 48,249⁸ were new ROE Web registrants compared to 37,179 registrations in the previous year.

In April 2015, ESDC launched a project to decommission outdated ROE Web formats to ensure that the ROE Web application was keeping pace with industry standards. This project required employers, and payroll service providers to modify their payroll systems to align to one of three accepted ROE Web formats. Accordingly, ESDC efforts were focused on preparing the employer community for the decommissioning which was scheduled to take effect in August 2016. A targeted email and call campaign was launched to inform employers and payroll service providers using ROE Web formats to be decommissioned of the steps required to become compliant.



⁸ Some employers are located in the United States with employees in Canada, resulting in the small variances found in the totals as their data are not captured in the regional breakdown.

4.3.3 Claims Processing

EI benefits are delivered through a national network comprised of processing agents across Canada, working in tandem with automated EI claims processing and workload management systems. The network triages, assesses, and adjudicates new applications (referred to as initial claims); applications to reactivate an existing claim (referred to as renewal claims); as well as revised claims that are created when new information is received during the claim life cycle.

Modernization Agenda

Over the past decade, ESDC has worked to enhance the EI service delivery process, primarily through improving the automated systems through which claims and records of employment are received and processed. The increase in partially or fully automated claims processing results in more timely access to benefits. In 2015/2016 the following percentage of claims were fully or partially automated:

- Initials: 72.1%
- Renewals: 65.9%
- Revised: 11.6%

The claim activities that are not automated are assigned to staff through the National Workload System within the national processing network at different levels of authority based on the level of complexity of the issues that require human intervention: non-complex, Level 1 and Level 2.

- Non-complex workload is related to manual registration, tasks for which no processing system logic is in place, notifications for agents to call clients, linking ROEs to the associated periods of employment provided by the client and a few data entry requirements such as paper ROEs.
- Level 1 process involves the gathering of facts, assessments of claim files, adjudication issues based on the level of decision policy (such as “Quit to follow spouse”), and the establishments of claims when it cannot be performed by the system.
- Level 2 process involves more complex fact-finding and adjudications issues based on the level of decision policy (such as “Dismissed due to misconduct”), and requests for reconsideration.

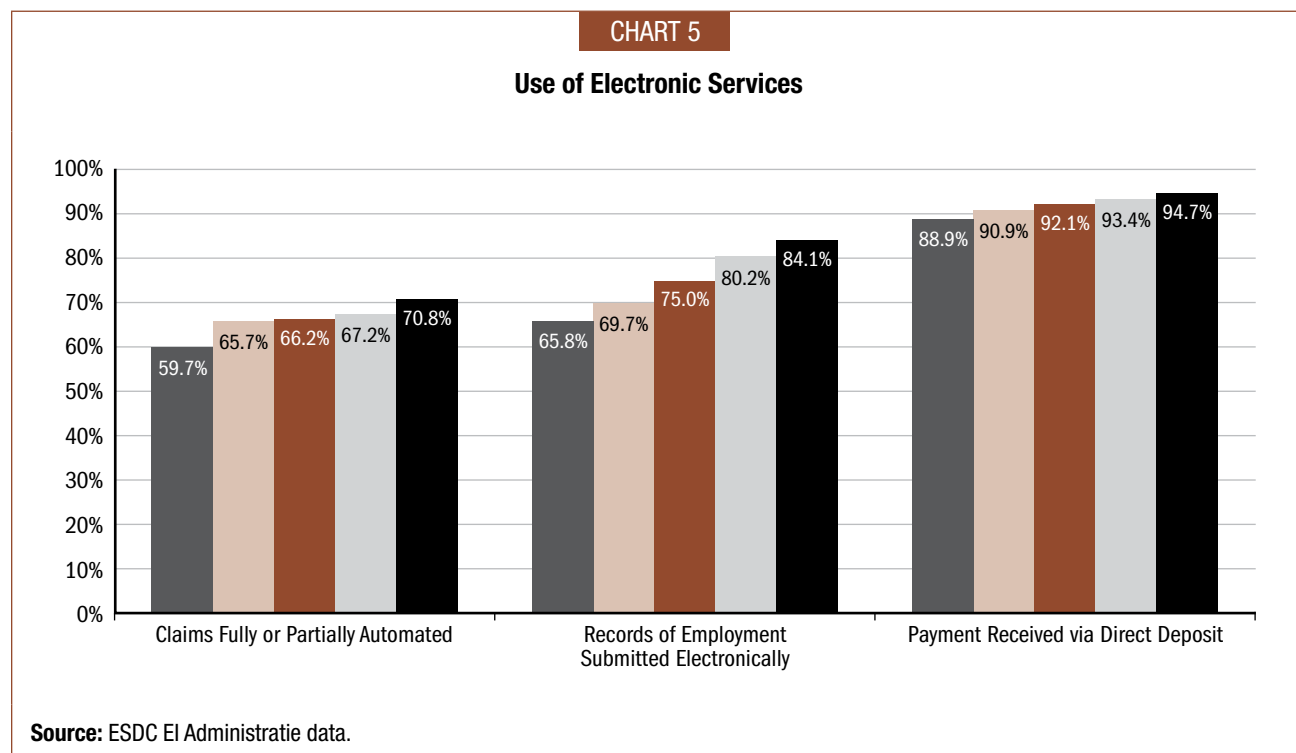
ESDC continues to invest in the design and use of technologies to support the automated processing of benefits. As a result of these automation efforts, 70.8% of EI claims were partially or fully automated compared to 67.2% in 2014/2015. As outlined in Chart 5, employers submitted 84.1% of ROEs electronically and 94.7% of clients opted to receive their EI benefit payments via direct deposit.⁹ In addition, nearly all claimants (over 98%) continued to submit their applications online and 100% of claimant reports are filed electronically either by phone or through the internet.

More specifically, building on existing business processes, the program implemented the issues resolution process functionality. This process allows for specific claim processing activities to be initiated and completed by an agent and then reinserted into the automated processing workflow to take advantage of the existing system automation function to finalize the claim.

Improvements have also been made to eliminate manual intervention by staff entirely for an increased number of tasks. When adjudication has not yet been completed, the system will determine if the adjudication is still required or can be deferred, based on the most up to date information regarding the claim, the rationale is recorded by the system and the automated processing of the claim continues without delay. This work was previously done by staff who handled Level 1 or 2 tasks. The system also links ROEs to the periods of employment provided by the client when the dates match or fall within a specified range, which was previously done by staff who handled non-complex tasks.

⁹ For further details on direct deposit, see Annex 4.6.

The Department continues to promote the ability for EI recipients to receive their tax information slip (T4E) electronically through the My Service Canada Account, which allows slips to be viewed and printed up to four weeks earlier than by receiving them through Canada Post. For the 2015 tax year, more than 517,600 EI recipients chose to receive their slip electronically (refer to Chart 5 for the use of electronic services).



4.3.4 Assessment

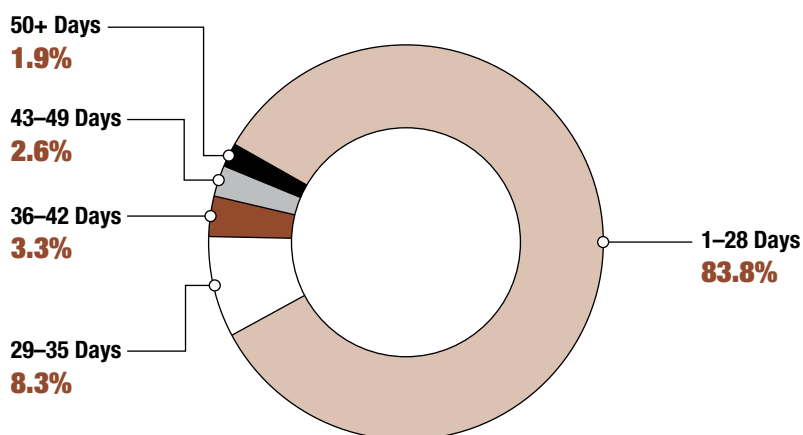
Speed of Payment

Speed of Payment (SOP) refers to the percentage of initial and renewal claims for which the Department sends a payment or non-payment notification to a claimant within 28 days of filing. SOP is used as a key performance indicator regarding the efficiency of EI claims processing, with a national target of making 80% of payments within 28 days of filing, on a fiscal year average.

This year, the Department exceeded the annual speed of pay target of 80% by completing the year with 83.8% of claims for which a payment or notification of non-payment was given to the claimant within 28 days. This is a marked improvement over the two previous years (72.3% in 2014/2015 and 69.3% in 2013/2014). For claims that do not meet speed of pay, the majority are paid within 29-35 days (see the following chart for details).

There are a range of factors that affect EI processing performance—most notably seasonal fluctuations in workload demands where the Department experiences a higher than normal intake of claims. Other factors that can delay the payment of benefits within 28 days include incomplete benefit applications requiring clarification of information, and complex applications requiring fact-finding with employers and third parties to render a fair and equitable decision. In addition, unanticipated economic factors or events such as mass layoffs and natural disasters may have an impact on EI processing performance in any given year.

CHART 6

2015/2016 Initial and Renewal Speed of Payment Volumes**Inventory Reduction Strategy**

Over the last decade, the Government of Canada has taken steps to make it easier for Canadians to receive their EI benefits through a range of processing modernization and automation efforts.

To respond to the growing number of claims in the inventory, ESDC implemented a 24-month inventory reduction strategy beginning in October 2014. This strategy would enable the Government to achieve a sustainable inventory within a two-year period; the goal being to ensure Canadians receive the benefits to which they are entitled on a timely basis, thereby meeting the annual speed of payment target.

As of March 31, 2016, the inventory of pending claims has decreased by 42.1%, from 367,673 claims to 212,733 claims, since the implementation of the inventory reduction strategy at the beginning of October 2014. This means more timely access for Canadians to the benefits for which they are entitled.

Insurability of Employment

The Minister of National Revenue is responsible for the administration of Part IV (Insurable Earnings and Collection of Premiums) of the *Employment Insurance Act*. This responsibility includes the issuance of rulings regarding the insurability of employment, the number of insurable hours and the amount of insurable earnings.

ESDC requests rulings from the Canada Revenue Agency (CRA) when a claim for EI benefits has been filed and the insurability of employment, the amount of insurable earnings or the number of insurable hours, is in question. Rulings are requested whenever necessary to ensure that a claimant receives the correct amount of EI benefits to which he or she is entitled. In 2015/2016, ESDC requested 7,818 rulings from the CRA, a 5% decrease from the previous year.

4.4 SPECIALIZED CALL CENTRES

4.4.1 Employment Insurance Specialized Call Centres

Consisting of ten call centres, the EI Specialized Call Centre¹⁰ network is the primary point of contact for EI client specific enquiries relating to the application process and application status, as well as benefit eligibility and delivery. Calls are distributed across the network, based on availability of resources, regardless of where they originate.

Overview of Call Centre Performance

Call centres are equipped with an Interactive Voice Response (IVR) system, which enables clients to self-serve for transactions such as application status, obtaining payment details and completing bi-weekly declarations. Specialized agents are available to support clients for enquiries that cannot be resolved through a self-serve channel (e.g. declaring receipt of specific types of earnings, including wage loss insurance and severance pay). While the majority of clients' telephone enquiries are resolved at the call centre, requests that are not suitable to be dealt with efficiently within a call centre environment (e.g. when a client reports having been dismissed from a job) are communicated to the processing area for appropriate follow-up.

As is the case for processing, call centre network demand fluctuates throughout the year based on seasonal patterns, key dates (e.g. intake volumes, claims processing speed of pay, and reporting requirements), as well as unanticipated spikes due to economic conditions. During high call volume periods, the call centre network makes every effort to meet the demand; however, there are instances when demand exceeds the network's capacity to handle calls.

The total EI call volume reached almost 33.6 million calls this year. More than 55% of these calls (18.6 million) were resolved in the IVR without the need to speak to an agent, compared to 54% the previous year. EI Specialized Call Centre agents handled 3.4 million client enquiries, which amounted to 370,195 fewer calls than in 2014/2015. The service level target for EI call centres is to answer 80% of calls within 10 minutes. EI call centres answered 37% of calls within the 10 minute timeframe, compared with 45% in 2014/2015.

The reduced call-handling capacity and the service level results are largely attributed to call volumes relative to resource levels and increases in average handle time. Calls can vary from simple issues, such as advising claimants about the number of weeks of benefits to which they are entitled to more complex issues, such as adjudicating the reason for separation from the claimant's employment. The length of the call varies depending on the level of complexity. Since 2010/2011, claim-specific decision-making activities at call centres have increased by over 10%. As agents handle more complex enquiries, average handle time increases. While efforts are made to handle as many calls as possible, blocked and abandoned calls do occur.

Blocked calls occur when the incoming call volume exceeds the call centre network's capacity: queue is full and no agents are available. When this takes place, callers are given the option to return to the IVR to self-serve or to call back later. Blocked calls to agents decreased by 1,733,352 this year. This figure represents the total number of unsuccessful attempts to contact a call centre agent, and not the number of individual callers.

Furthermore, 1.1 million calls were abandoned, 10,066 more than last year. An abandoned call occurs when a client waiting to speak with an agent hangs up in some cases to call back at a later time or to use a self-serve option (see following table for three-year breakdown).

¹⁰ EI Specialized Call Centres agents respond to enquiries specific to recipients' or applicants' Employment Insurance files. Calls are triaged depending on the issue and level of complexity of the enquiry. EI call centre agents resolve enquiries by providing claim-specific information, performing administrative file maintenance (e.g. changing an address or direct deposit information), or adjudicating a wide variety of contentious and non-contentious issues (e.g. claim calculation, reason for separation).

TABLE 3

Client Attempts to Contact a Call Agent

Fiscal Year	2013/2014	2014/2015	2015/2016
Call answered by an agent	4,166,368	3,789,171	3,418,976
Blocked calls	11,699,727	12,005,794	10,272,442
Abandoned calls	1,106,232	1,097,282	1,107,348

86.9% of calls at the first point of contact were resolved by call centre agents with no additional follow-up required. This represents an increase in resolution rates compared to the previous year in which 82.6% of calls were resolved at the first point of contact.

The top five reasons clients requested agent assisted service included:

- Assistance required to complete their bi-weekly report that contains no earnings, availability, employment issues;
- Enquiries regarding the status of a claim (includes claims within or not the timeframes as well as Initial, revised, renewals);
- Assistance required to input wages and/or earnings that need to be declared;
- Guidance on how to file their application; and
- Clarification on how their claim was calculated as well as their weeks of entitlement and benefit rate.

Assessing the quality of calls is an important component of call centre performance. More information on the National Quality and Coaching Program for the EI Specialized Call Centres is available in Section 4.6.1 Quality.

Modernization Agenda

The EI Specialized Call Centre network continues to move forward with its modernization agenda, which will introduce new technologies and service delivery strategies to improve client service, support staff and increase first contact resolution. The service vision focuses on implementing an integrated service delivery strategy that avoids unnecessary redirection of clients among channels, and optimizes first contact resolution by resolving as many enquiries as possible.

Since the modernization agenda was developed in 2011/2012, EI Specialized Call Centres have implemented a series of key initiatives, including:

- streamlining service delivery by training call centre agents to resolve client enquiries at the first point of contact;
- implementing wait time functionality to advise callers of their expected wait time to speak with an agent;
- reviewing hours of service to ensure correct balance between client demand and agent assisted hours;
- creating flexible workload scheduling to more effectively meet anticipated call demand;
- streamlining the new hires call centre curriculum to shorten the initial training time and facilitate staged training; and
- implementing a national Agent Assist Line to support call centre agents in resolving complex client enquiries.

Since 2011/2012, new business processes in the EI network allow call centre agents to complete selected complex transactions related primarily to claim calculation, which would have otherwise been forwarded to processing agents for future action. In 2015/2016, a select number of call centre agents resolved 153,339 such transactions, 31,612 fewer than had been resolved in the previous year. However, this number represents a similar proportion of calls resolved based on the overall call volumes each year (i.e. transactions/core calls answered = 4.5% and 4.9% respectively).

In November 2013, Level 2 processing agents, responsible for the most complex files, were integrated into the call centre network to resolve more complex enquiries at the client's first point of contact. These agents completed 95,201 work items at first point of contact, 8,299 fewer than completed in the previous year. Again, this represents a similar proportion when considered against the overall call volumes for each year (i.e. work items/core calls answered = 2.8% and 2.7% respectively).

These two services together provide immediate resolution for clients and prevented the escalation of almost 250,000 clients' enquiries to the processing centres.

To further support the network, the National Agent Assist Line responded to and resolved 274,966 calls in 2015/2016 to support agents in responding to client enquiries. This represents an increase of 6,236 calls over 2014/2015.

EI call centres continue to improve service delivery mechanisms in 2015/2016. Work was undertaken to optimize activities across service tiers to balance the efficiency of service provided at each tier. For example, frontline call centre agents were given access to an additional system allowing them to view electronic copies of documents submitted by claimants; this system access facilitates the provision of more detailed information to callers while also increasing the potential for enquiry resolution without the need for a transfer. Additionally, call centre agents' reference material continues to be streamlined and simplified to better support efficient and accurate enquiry resolution.

With the current telephony system at its end-of-life, a new telephony platform that enables the leveraging of new technologies is critical for continued call centre modernization. ESDC has been working closely with Shared Services Canada, the Department responsible for acquiring a government-wide, hosted, subscription-based call centre telephony platform. We expect to begin work with a vendor in late 2016/2017.

Most notably, the EI Specialized Call Centre network conducted analysis and developed a business case to address the structural gap between its capacity and its demand. In response to this analysis, Budget 2016 provided money to improve access to EI call centres, increasing the number of call centre agents in order to reduce waiting times and ensure that clients can access the information and support they need to receive their EI benefits as quickly as possible. Resources have been allocated to further analyze and describe the network's ongoing sustainable funding requirement.

4.4.2 Employer Contact Centre (ECC)

Launched in June 2011, the Employer Contact Centre (ECC) provides enhanced services to employers through an accessible, national, single point of contact. The three ECC sites are located in Vancouver B.C., Bathurst N.B. and Sudbury ON.

Employers contact the ECC currently to obtain information and assistance on eight service offerings:

- ROE advice and guidance;
- Paper ROE orders;
- ROE Web and Grants and Contributions Online Services (technical support);
- Report on Hirings (Data Gateway support);
- Work-sharing (Data Gateway support);
- Automated Earnings Reporting System (Data Gateway support);
- General information on the Temporary Foreign Worker Program (TFWP) (excluding jobs in Quebec, but including in home caregiver positions in Quebec); and
- Job Bank for Employers.

In January 2016, the ECC expanded by onboarding the Seasonal Agricultural Workers Program (SAWP). The ECC continues to assess its client service model and the best way to support additional service offerings. To expand further, the ECC will need to leverage an interactive voice response system which will be available through the migration to the new government wide call centre telephony platform.

The ECC answered a total of 536,702 calls in 2015/2016, compared with 610,952 in the previous year. There were fewer enquiries for TFWP, ROE orders and ROE guidance, as well as to referrals to other programs. There was a slight increase in calls related to ROE Web, due to ROE Web promotion in the employer community.

The top five reasons employers called the ECC to speak to an agent for assistance with a service were the same as in 2014/2015:

- to order paper ROE forms;
- to enquire about ROE Web;
- for guidance on completing/submitting a ROE;
- for referrals (e.g. misdirected calls from employees); and
- for information on the TFWP.

Further, Service Canada conducted an internal analysis of the nature and substance of employers' enquiries regarding EI. This study concluded that:

- the vast majority of employer enquiries during fiscal year 2015/2016 were received through the ECC. The ECC received 436,756 calls from employers out of a total 536,702 calls (81.4%); the remaining calls were from employees, payroll service providers, and other third parties;
- the volume of employer enquiries received by the EI Specialized Call Centre network was approximately 3.5% of the volume received by the ECC; and
- the ROE is the main EI call driver for employers, comprising 84.9% of ECC employer calls in 2015/2016: 40.7% of employer calls were related to ordering paper ROEs, 22.5% were for assistance with ROE Web, and 21.8% requested guidance on ROE.

As the ordering of paper ROEs is the largest employer EI call driver, Service Canada will continue to monitor call driver trends as promotion of electronic services continues; this will likely impact paper ROE demand and therefore the call driver.

The ECC plays a key role in promoting ROE Web to employers for submitting their ROEs electronically. ROE Web marketing targeted at the employer community is implemented in collaboration with the ECC. Promotional materials and relevant campaign information are shared with the ECC to assist them in answering enquiries from employers interested in submitting electronic ROEs by registering for ROE Web.

4.5 RECONSIDERATIONS AND APPEALS

4.5.1 Employment Insurance Requests for Reconsideration

EI clients who disagree with a decision related to a claim for benefits have the right to request a reconsideration of that decision within 30 days from the date the decision was communicated, or at a later time that the EI Commission may allow. A formal request for reconsideration of a decision provides clients with a review of the decision, including the opportunity to submit new or additional information. The Commission will review its decision to ensure that it is based on the accurate interpretation of legislation, program policies and jurisprudence, and is supported by complete information. The review will be performed by a different adjudicator than the one who made the initial decision.

In 2015/2016, the Commission received 57,593 requests for reconsideration. The Commission aims to complete requests for reconsideration reviews within 30 days from receipt of the request. The average time for completion was 38 days, with 56% of requests completed within the 30 day target (provided in detail in table below). The most significant impact on the national completion rate was an unexpected increase in requests for reconsideration most likely attributable to economic instability in the oil and gas industry in the western regions.

The *Employment Insurance Act* allows clients to seek recourse on almost any decision related to a claim for benefits. While there are over 50 types of decisions or issues that can be subject to recourse, there are six issues that are most frequently challenged as shown in Table 5. These issues generally involve a complete denial of benefits, such as a disqualification for voluntarily leaving employment without just cause, or a financial sanction for misrepresentation.

As part of the request for reconsideration provision, the Commission introduced a mandatory client contact policy under which Service Canada benefits officers are required to directly communicate with the requestor. The benefits officer must explain the reason for the initial decision and to gather or clarify any information that may lead to a reversal or an adjustment to the decision. The impact of this approach is reflected in not only the number of decision reversals or adjustments (47%), but also in the low number of clients that proceed with an appeal to the Social Security Tribunal when the reconsideration outcome is not favourable to the client.

This year, 3,654 clients chose to appeal the Commission's request for reconsideration decision to the first level of appeal at the Tribunal's General Division, EI Section (GD-EI).

TABLE 4
Request for Reconsideration

Request received from claimants	56,3244
Requests received from employers	1,134
Requests received from other clients*	115
Total requests received	57,593
Requests completed	55,209
Percentage of requests completed within 30 days	56.1%
Average time for completion (days)	38
Percentage of initial decisions reversed or adjusted following review	45.9%
* Other client: is any person who is subject to the decision of the Commission and not a claimant or an employer.	

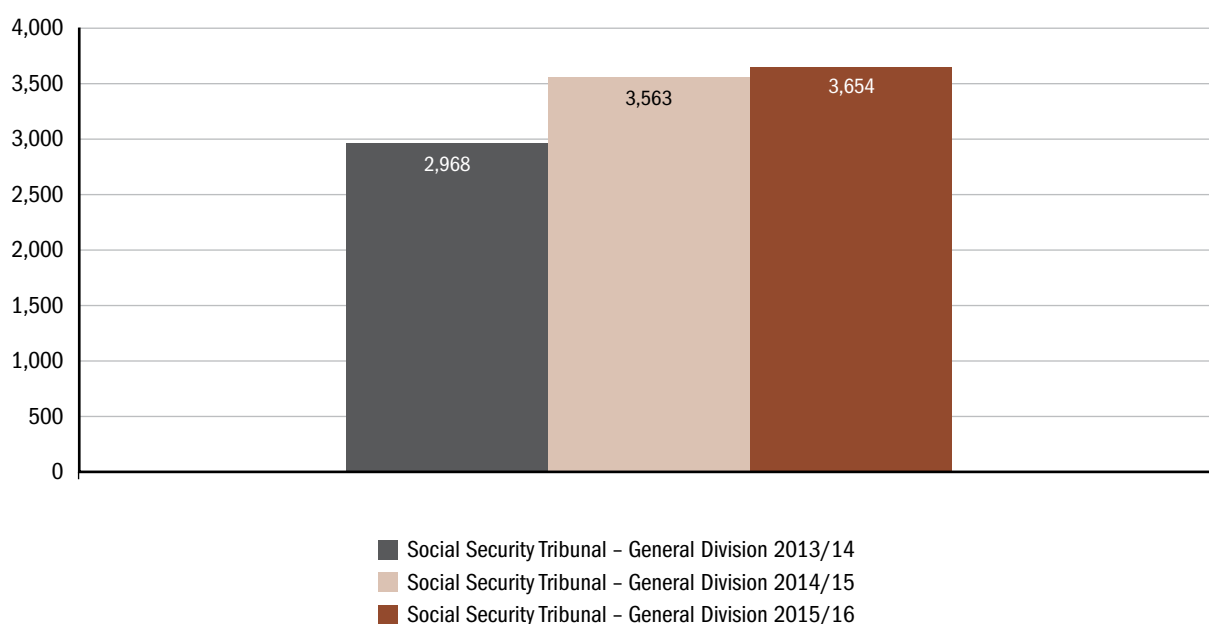
TABLE 5

Issues Most Frequently Challenged Through Formal Reconsideration

Voluntary leaving – without just cause	21.6%	Misrepresentation – penalty	9.1%
Benefit Period Not Established (BPNE)	11.1%	Misconduct	8.3%
Non-availability for work	10.9%	Earnings	7.2%

CHART 7

EI First-Level Appeals Received, 2013/2014 to 2015/2016



Source: ESDC EI administrative data; and SST administrative data.

4.5.2 Social Security Tribunal of Canada

The Social Security Tribunal of Canada is an independent administrative tribunal that provides the appeals process under the *Employment Insurance Act*, the *Canada Pension Plan Act* and the *Old Age Security Act*. It operates at arm's length from ESDC and the Commission.

The Tribunal includes two levels of appeals:

- The **General Division** (first level of appeal for clients) includes an EI Section for EI appeals, and an Income Security Section for Canada Pension Plan and Old Age Security appeals.
- The **Appeal Division** (second level of appeal for clients; first level of appeal for the EI Commission and the Minister) decides appeals of decisions made by the General Division.

General Division – EI Section (GD-EI)

Clients who disagree with the Commission's reconsideration decision have the right to appeal to the Tribunal's GD-EI Section. To appeal a reconsideration decision issued by the Commission, appellants must ensure that the Tribunal receives their appeal within 30 calendar days of receipt of the reconsideration decision. The Commission is required to provide the Tribunal with a copy of the information it relied on to reach its decision. A GD-EI member will review the information the Commission provided to the Tribunal, and any new or additional information provided by the appellant and other parties to the appeal.

The member must summarily dismiss an appeal if the member is satisfied it has no reasonable chance of success. If the appeal is not summarily dismissed, the Tribunal will send a notice of hearing to the parties.

The Tribunal must conduct proceedings as informally and as quickly as the circumstances and the considerations of fairness and natural justice permit. Members decide on the form of hearing based on the following criteria:

- the complexity of the issues under appeal;
- the gaps in the information in the file;
- whether credibility will be an issue;
- the number of parties attending the hearing;
- the ability to accommodate the parties and participants; and
- the availability of the technology (videoconference) within a reasonable distance of the area where the appellant lives.

The following table shows the number of appeals heard or dismissed at the SST. The Commission generally does not attend the hearing.

TABLE 6	
Employment Insurance (EI) Appeals to the Social Security Tribunal	
Appeals received including group appeals	3,654
Group appeals*	158
Appeals concluded	4,206
Average time for completion (days) **	158
Percentage of appeals decided: allowed (favourable to appellants)	30.3%
Percentage of appeals concluded: summarily dismissed (no reasonable chance of success)	2.4%
* A group is a number of claimants who are contesting an EI decision associated with the same employer and/or employment circumstance.	
**Includes appeals transferred from the Board of Referees and excludes group appeals.	

On April 1, 2015, the Tribunal's GD-EI Section had 2,425 active appeals in its inventory. It received 3,654 appeals from claimants, employers and other clients, of which 158 were group appeals. During the same period the Tribunal concluded 4,206 cases, which included 206 cases transferred from the Board of Referees—leaving an active inventory of 1,873 on March 31, 2016, of which 219 were group appeals.

Of the total decided cases, 30.3% were deemed in favour of the appellant (a claimant, employer or other client). The overall average time to render a decision was 158 days. This average time includes appeals where added parties were involved, appeals where parties requested adjournments and appeals where more complex questions were at issue, such as Charter cases; however, it does not include the time to render decisions on group appeals.

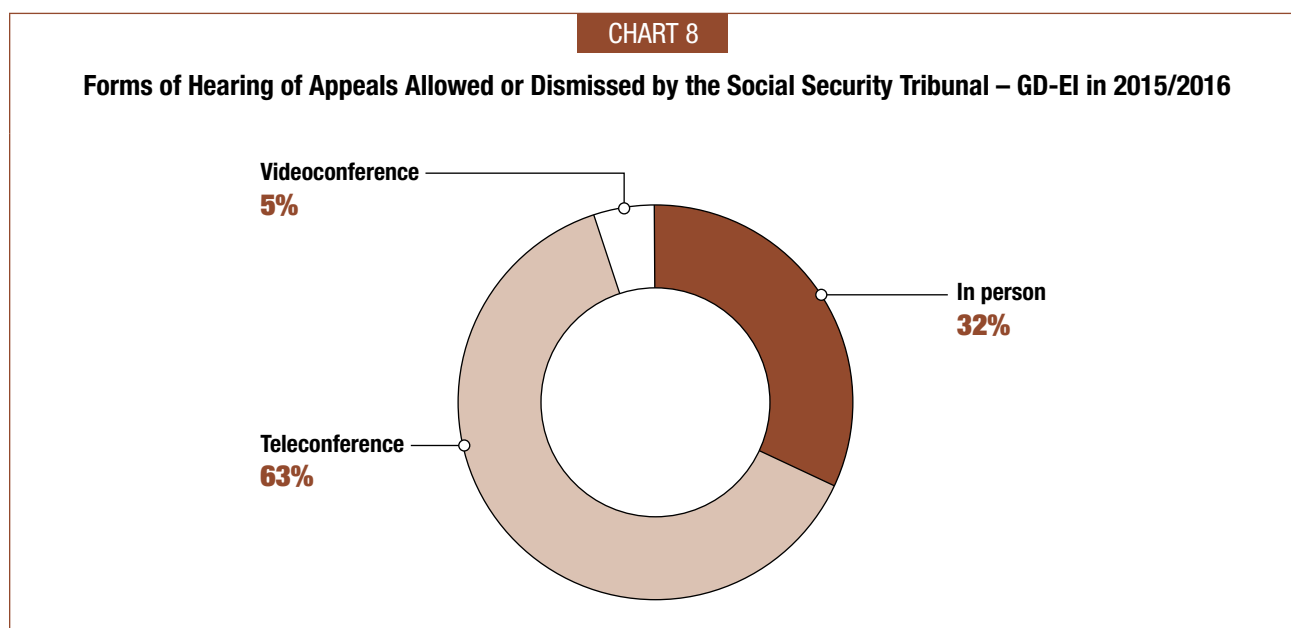
The percentage of issues most frequently appealed to the Tribunal's GD-EI Section was generally very similar to those challenged through the request for reconsideration process (see table below). However, when the Tribunal receives a large group appeal, the percentage of appeals for a specific issue can vary considerably. This is because the volume of appeals at the GD-EI Section is much lower than the number of requests for reconsideration at the Commission.

TABLE 7			
Issues Most Frequently Appealed to the Social Security Tribunal			
Voluntary leaving – without just cause	18.5%	Non-availability for work	8.1%
Labour dispute	11.0%	Benefit Period Not Established (BPNE)	7.5%
Misconduct	10.8%	Earnings	6.7%

The Tribunal's GD-EI Section concluded the cases before them in various forms of hearings:

- In-Person: An oral hearing by personal appearance whereby the Member and the parties are physically in the same hearing room.
- Telephone: An oral hearing by teleconference whereby the parties will take part in the hearing by telephone.
- Videoconference: An oral hearing by videoconference whereby the parties will appear by videoconference before the Member who is in another location. Videoconferencing allows the parties to interact with the Member via simultaneous video and audio transmissions.

The following chart presents the prevalence of the different forms of hearings at the Tribunal's GD-EI Section.



Appeal Division, Employment Insurance

With the exception of appeals from summary dismissals, the first step is to file an application for leave to appeal, which means asking the Appeal Division for permission to appeal when the appellant is of the view that the GD-EI Section:

- failed to observe a principle of natural justice or otherwise acted beyond or refused to exercise its jurisdiction;
- erred in law in making its decision, whether or not the error appears on the face of the record; or
- based its decision on an erroneous finding of fact that it made in a perverse or capricious manner or without regard for the material before it.

If, when reviewing the GD-EI Section's decision and the applicant's request form for leave to appeal, the member believes that at least one of the grounds for appeal has a reasonable chance of success, the member will give permission for the appeal to go forward and parties will have 45 days to provide submissions regarding the appeal following which the member will make a decision on the appeal or if the member decides that a further hearing is required, send a notice of hearing to the parties.

The application form for leave to appeal can be found on the Tribunal's website. The Tribunal must receive the completed application form for leave to appeal within 30 days after the day on which the GD-EI decision is communicated to the appellant. If the action is not completed in this time the party will have to ask for an extension of time to appeal. In no case may an application be made more than one year after the day on which the decision is communicated to the appellant. A party does not have to file an application for leave to appeal when appealing a GD-EI decision to summarily dismiss an appeal.

On April 1, 2015, the Tribunal's Appeal Division had 1,102 active EI appeals in its inventory. It received 1,257 EI appeals and concluded 668 EI cases resulting in an active inventory of 1,691 EI appeals on March 31, 2016, of which 1,445 were from a group appeal. Of those 668 EI cases concluded, 2 were transferred appeals from the Office of the Umpire and therefore did not require leave to appeal (see tables 8 and 9 below).

The appeals that the Tribunal concluded included 2 cases transferred from the Office of the Umpire (which supported the previous tribunal that was replaced by the Tribunal's Appeal Division).

The Appeal Division concluded the cases before them using various forms of hearing. The following chart presents the prevalence of the different forms of hearing at the Tribunal's Appeal Division.

TABLE 8	
Employment Insurance (EI) Appeals to the Social Security Tribunal's Appeal Division	
Total applications for leave to appeal and appeals received*	1,257
Total applications for leave to appeal and appeals completed	666
Applications for leave to appeal denied	248
Appeals withdrawn, dismissed or concluded for other reasons	170
Appeals allowed (decision favourable to appellant)**	248
<p>* An application for leave to appeal is not required when appealing a GD-EI decision to summarily dismiss an appeal. In 2015/2016, there were 14 of these appeals received by the SST Appeal Division.</p> <p>** An appellant at the Appeal Division can include a claimant, employer, representative of a claimant or employer and the EI Commission.</p>	

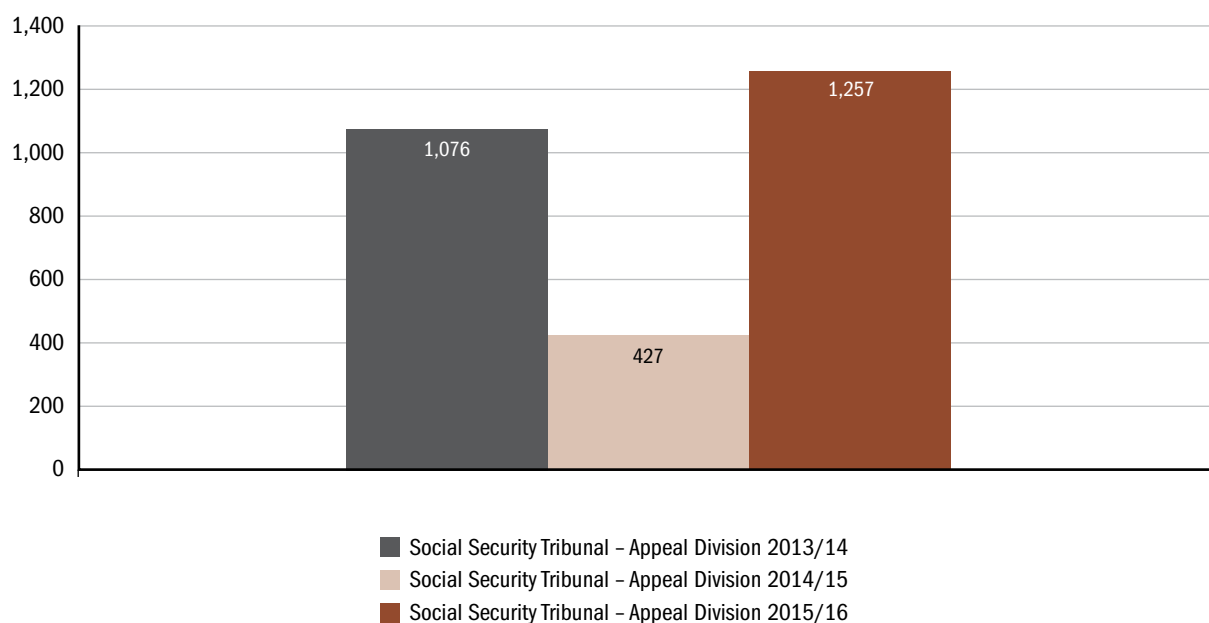
TABLE 9

Employment Insurance (EI) Appeals that Transferred from the Office of the Umpire

Total transferred appeals completed	2
Appeals withdrawn, dismissed or concluded for other reasons	2
Appeals allowed (decision favourable to appellant)*	0

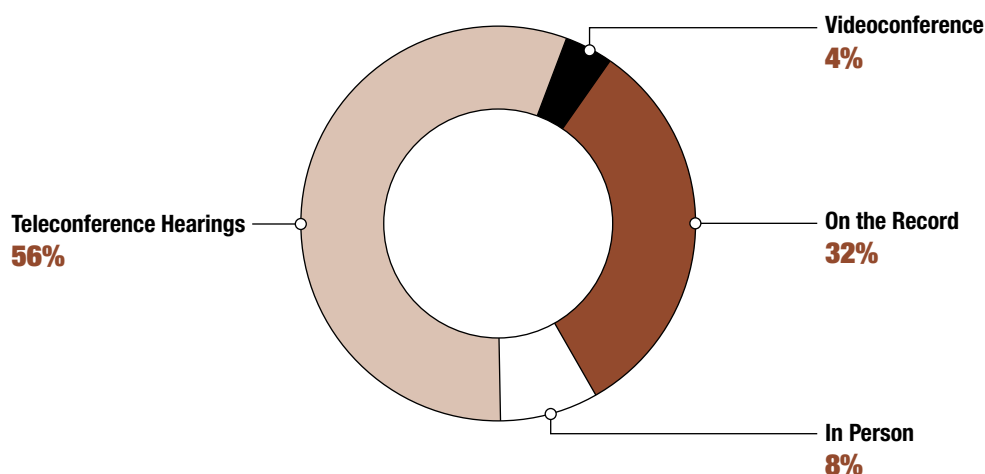
* An appellant at the Appeal Division can include a claimant, employer, representative of a claimant or employer and the EI Commission.

CHART 9

EI Second-Level Appeals Received, 2013/2014 to 2015/2016

Source: ESDC EI administrative data; and SST administrative data.

CHART 10

Forms of Hearing of Appeals Allowed or Dismissed, by the Social Security Tribunal's Appeal Division in 2015/2016**Social Security Tribunal Service Standards**

As published on the Tribunal's website ([Social Security Tribunal Service Standards](#)), beginning September 1, 2015 the Tribunal implemented the following service standards for the General and Appeal Divisions:

- General Division – EI Section: 85% of final decisions will be made within 90 days of the appeal being filed.
- Appeal Division – EI
 - Decisions on Leave to Appeal:
 - 85% of decisions on leave to appeal will be made within 60 days from filing of leave application.
 - Final Decisions – where leave has been granted:
 - 85% of final decisions will be made within 7 months from the date leave to appeal was granted.

The standards are applicable to the general caseloads. The service standards do not apply to exceptional cases which generally take more time such as group appeals in EI, Charter cases, late appeals, cases in abeyance, those with potential added parties, etc. As well, there may be valid reasons for the Tribunal not to meet the proposed standards in every case such as when requests for extension of time are granted to ensure that natural justice is respected. The service standards may be revised if there are changes to the conditions that existed at the time of their development.

Service Standards Data:

- GD-EI: 38% of final decisions were made within 90 days of filing appeal;
- AD-EI: 95% of leave to appeal decisions were made within 60 days of leave application; and
- AD-EI: 100% of final decisions were made within 7 months of leave being granted.

Publication of Decision

All Appeal Division decisions and a selection of General Division decisions rendered by the Social Security Tribunal of Canada are available on the following sites:

- [The Social Security Tribunal website](#)
- [The Canadian Legal Information Institute \(CanLII\)](#)

4.6 MANAGING BENEFIT PAYMENTS

4.6.1 Quality

Payment and Processing Accuracy

National payment and processing accuracy reviews are conducted to assess the quality of EI claims processing in order to identify areas for improvement, and where necessary, take remedial action. While the EI Payment Accuracy Review (EI PAAR) and the EI PProcessing Accuracy Review (EI PRAR) have distinct objectives, taken together, the two reviews provide important business intelligence to improve the processing and payment of EI benefits. EI PAAR and PRAR quality reports are generated on a monthly and yearly basis.

Employment Insurance Payment Accuracy Review

The EI PAAR measures the accuracy of EI benefit payments. Over the last 15 years, the payment accuracy rate has been consistently maintained around the established 95%¹¹ target (error rate of 5%).¹² In addition to estimating the accuracy of EI benefit payments, the EI PAAR also determines the estimated “most likely” value (MLV) of incorrectly paid benefits (overpayments and underpayments) through statistical extrapolation.

Using monetary unit sampling, the EI PAAR draws a random sample of 500 EI claims per year that are reviewed sequentially by two separate reviewers. Results from both reviews are compared to ensure the accuracy and the consistency of results among reviewers. The reviews provide detailed information on the nature of errors and the estimate of the dollar value of unidentified errors at the time of adjudication. The EI PAAR yields statistically valid results 19 times out of 20 with a margin of error of $\pm 5\%$.

Payment errors include overpayments and underpayments attributable to three sources: claimants, employers, and ESDC. EI PAAR results are used to improve program delivery. In addition, the Office of the Auditor General uses EI PAAR results in its annual financial audit of the EI account, which is reported each year as part of the Public Accounts of Canada.

The EI payment accuracy rate decreased from 95.5% (or 4.5% error rate) to 93.9% (or 6.1% error rate) in 2015/2016. The error rate and estimated MLV of errors attributable to employers and clients increased from 2014/2015 to 2015/2016 while ESDC errors decreased. It should be noted that all PAAR errors are inventoried, analyzed to support continuous improvement and are corrected. Table 10 provides an overall summary of the estimated MLV of errors identified in the EI PAAR review by error rate and source of error.¹³

As depicted in Chart 11, the employer error rate increased from 1.3% to 2.4% due to an increase in the estimated MLV of employer errors, from \$206.1M in 2014/2015 to \$427.5M.

¹¹ The EI PAAR was launched in 1983 at the recommendation of the Office of the Auditor General (OAG). The accuracy target was set at 95% based on the results of two previous “payment accuracy” reviews. The target rates are currently under review.

¹² For more information on past accuracy rates to fiscal year 2011/12, see Annex 4.5.

¹³ Error rate by source may not add to total error rate due to rounding.

TABLE 10

Employment Insurance (EI) PAAR – Estimated Extrapolated MLV of Errors and Estimated Error Rate, by Source (based on a random sampling of 500 cases)¹

	2014/2015		2015/2016	
Total EI Benefit Payout	\$16.3B		17.8B	
EI Payment Accuracy Rate	95.5%		93.9%	
Estimated Mispayments*/Estimated Error Rate	Most Likely Value (\$Millions)	Error Rate	Most Likely Value (\$Millions)	Error Rate
Error by Source	\$738M	4.5%	\$1.1B	6.1%
Employer	\$206.1 M	1.3%	\$427.5	2.4%
Claimant	\$361.9 M	2.2%	\$519.3	2.9%
Service Canada	\$170 M	1.0%	\$149.3	0.8%

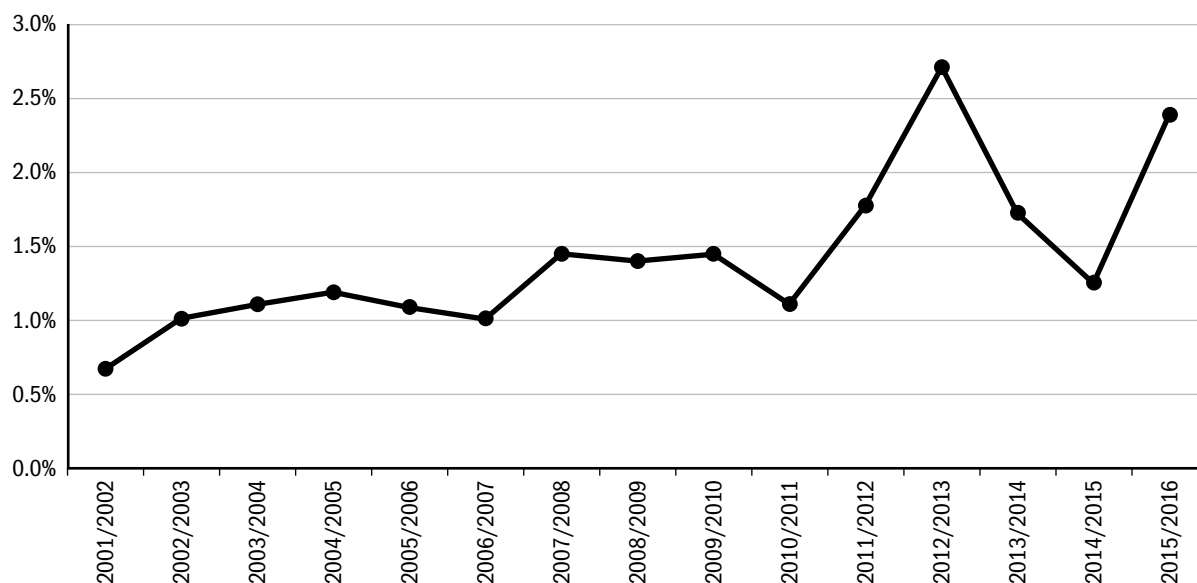
* Mispayments are the sum of overpayments and underpayments.

Source: Employment and Social Development Canada (ESDC).

¹ In the 2015/2016 Audit of the Employment Insurance Operating Account, the Office of the Auditor General recommended that the Department analyze and investigate the increase in the value of the EI Payment Accuracy Review errors. A departmental task force was formed in November of 2016 with a mandate to analyze the EI PAAR error trends and methodologies, determine the causes of the increased value of the errors and recommend actions to address them. An action plan will be proposed by the taskforce by early spring of 2017.

CHART 11

15-Year Overview of Employer Error Rates



Although the increase in the value of payment errors is an area of concern, it is important to note that in most cases, the number of errors identified remains stable.

The relative impact of a ROE error can be shown by assessing the estimated MLV of a ROE error in relation to how frequently the error occurs. As noted in Table 11, ROE Blocks 15B, 15C and 17A account for the most frequent errors in both of the last two fiscal years. However, the occurrence of these errors increased only 16.7%, from 60 to 70 errors, while the estimated MLV of the errors increased 121.4%, from \$92.6M to \$205.0M. Although the number Block 17C did not increase significantly, the estimated MLV of these errors increased from \$12.0M in 2014/2015 to \$94.3M (685.8%). While it is important to address the root causes of the most common errors identified, it is essential to focus on the areas/fields of the ROE having the greatest financial impacts.

TABLE 11				
ROE Block Errors-Resulting in Monetary Errors from EI-PAAR (based on a random sampling of 500 cases)				
ROE Block Errors	2014/2015		2015/2016	
	Total MLV* (\$Millions)	# of Times Errors Occured	Total MLV* (\$Millions)	# of Times Errors Occured
Block 6 – Pay period type incorrect	\$16.7	9	\$16.7	9
Block 10 – First day worked incorrect	\$5.8	6	\$3.8	3
Block 11 – Last day for which paid incorrect	\$7.9	10	\$21.3	13
Block 12 – Final pay period ending date incorrect	\$3.8	5	\$7.5	4
Block 15A – Total insurable hours incorrect	\$64.4	3	\$71.4	2
Block B – Total insurable hours earnings incorrect	\$32.4	18	\$62.9	14
Block 15 C – Insurable earnings by pay period incorrect	\$47.9	30	\$67.8	39
Block 17 A – Vacation pay incorrect	\$12.4	12	\$74.3	17
Block B – Statutory holiday pay	\$0.0	0	\$4.0	3
Block 17 C – Other monies incorrect	\$12.0	8	\$94.3	9
Block 19 – Wage loss indemnity (EI insurable)	\$0.0	0	\$3.5	1
ER did not issue an amended ROE when necessary	\$3	3	\$0	0
CANADA	\$206.1	104	\$427.56	114
* MLV means ‘most likely value’.				
Source: ESDC.				

Although fewer ROEs required validation in 2015/2016, from 803 ROEs to 771, there was a 24.1% increase in the number of claimant files that contained a monetary error, from 79 to 98.

Of importance to note, in 2015/2016, electronic ROEs (eROEs) accounted for just over three-quarters of ROEs in the sample, a slight increase over the previous year; however, paper ROEs continued to be nearly twice as likely to contain a monetary error (Table 12).

The claimant error rate increased from 2.2% to 2.9% (Chart 12). It should be noted that three additional error codes were added to the claimant category; combined, they account for 16.2% of the increase in the estimated MLV of errors. A new error code was created when a claimant failed to declare receipt of Quebec Parental Insurance Plan (QPIP) benefits for the same weeks in which EI benefits were paid. Two additional error codes, previously coded as ESDC errors, were determined to be claimant errors as they pertain to client actions not taken.

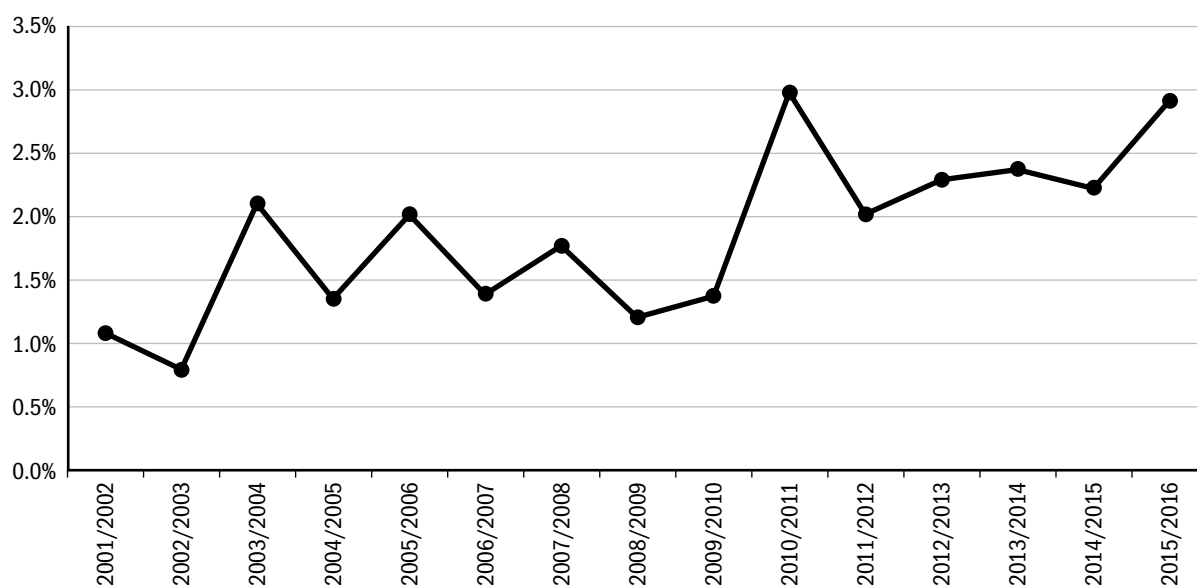
TABLE 12

Monetary Accuracy of ROEs Validated as Part of the EI PAAR (based on a random sampling of 500 cases)

	2014/2015		2015/2016	
	Count	Percentage by ROE type	Count	Percentage by ROE type
Number of E-ROEs validated	589	73.3%	589	76.4%
Number of paper ROEs validated	214	26.7%	182	23.6%
TOTAL ROEs VALIDATED	803	100.0%	771	100.0%
Incorrect E-ROEs	30	5.1%	61	10.4%
Incorrect paper ROEs	214	9.8%	38	20.9%

Source: ESDC.

CHART 12

15-Year Overview of Claimant Error Rates

The MLV of “Failure to report earnings while in receipt of benefits” errors increased slightly from \$199.3M to \$216.4M, even with a slight decrease in the frequency of this error, from 43 errors to 37 errors. Of the remaining three categories attributable to claimants, there were small increases in both the estimated MLV of errors as well as the number of occurrences (Table 13).

The ESDC error rate decreased to 0.8%, from 1.0% in 2014/2015. This is attributed to the decrease in the number of processing errors identified, from 22 to 11 errors. This resulted in a significant decrease in the estimated MLV of processing errors, from \$74.2M to \$28.3M. As previously noted, the reclassification of two ESDC errors also contributed to the decrease in the error rate.

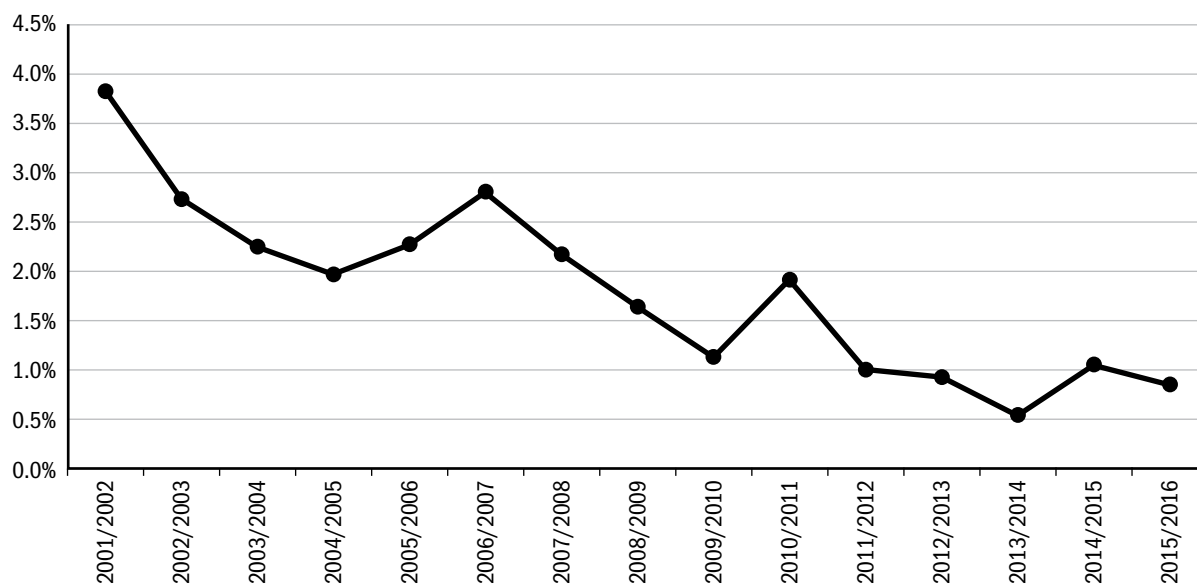
The long-term stability of the ESDC error rate suggests a stable and effective processing environment, to which increased automation has likely been a contributing factor (Chart 13).

TABLE 13

Claimant Errors in EI PAAR (based on a random sampling of 500 cases)

Claimants Errors	2014/2015			2015/2016		
	Total MLV* (\$ Millions)	# of Times Error Occurred	Error as % of Monetary Value	Total MLV* (\$ Millions)	# of Times Error Occurred	Error as % of Monetary Value
Failure to report earnings while in receipt of benefits	\$199,3	43	55,1%	\$216,4	37	41,7%
Failure to correctly report monies paid or payable by former employer while in receipt of benefits	\$18,4	6	5,1%	\$36,9	7	7,1%
Failure to report refusal of a job, quitting a job or being dismissed from a job while in receipt of benefits	\$130,5	4	36,1%	\$176,5	6	34,0%
Failure to provide sufficient information when filing a renewal application	\$13,6	4	3,8%	\$17,2	5	3,3%
Failure to declare receipt of QPIP for the same weeks in which EI benefits were paid	—	—	—	\$6,0	1	1,2%
Failure to submit a Record of Employment	—	—	—	66,2	8	12,8%
TOTALS	\$361,9	57	100,0%	\$519,2	64	100,0%
* MLV means most likely value.						
Source: ESDC.						

CHART 13

15-Year Overview of EI PAAR ESDC Error Rates (based on a random sampling of 500 cases)

ESDC is working to ensure continuous improvement of program delivery and to strengthen the integrity of its programs. For instance, we continue to monitor and analyze employer errors, and are working to raise awareness within the employer community regarding the nature and value of these errors. ESDC continues to follow up on the recommendations from the 2013/2014 detailed assessment of EI overpayments to improve the analysis of EI payment accuracy. It also seeks to better establish the root cause of errors to identify areas where additional training could be required, and clarify policies and procedures by providing feedback to appropriate stakeholders.

For example, as depicted in Figures 1, 2 and 3 above, there have been significant fluctuations in the error rates as well as the estimated MLV of errors over time. As a result, the Department will analyze the root causes of these issues and propose solutions for the Processing and Payment Services Network.

Employment Insurance Processing Accuracy Review

The EI PRAR comprises a review of a random sample of approximately 18,500 initial, renewed and revised decisions per year. The PRAR verifies that applications for benefits are adjudicated and calculated in accordance with national operational policies and procedures and estimates the rate of conformity with them. The Department implemented the quality monitoring program in 2000/2001 to measure the percentage of initial claims “in order” (a claim was considered to be “in order” when all criteria relevant to the review of the claim were met). In 2005/2006, ESDC set a national EI PRAR target of 80%.¹⁴

¹⁴ Prior to 2005/2006, regions set their own quality rates. In setting the national rate, a target of 80% was seen as challenging yet realistic and achievable. The appropriateness of the 80% target has been reinforced by PRAR results that continue to hover around this target.

Since Automated Claims Processing was introduced in 2007, the processing accuracy rate for fully automated claims and/or decisions steadily increased from 96.5% in 2007/2008 to 100% in 2010/2011.¹⁵ For partially automated claims, the automated portion also achieved a 100% accuracy rate between 2010/2011 and 2015/2016.

This year, the processing accuracy rate¹⁶ for claims and/or decisions requiring manual intervention increased to 90.8% from 88.5%, meeting its target this year and every year since 2007/2008.

The PRAR remains an important means of ensuring that EI claims are processed consistently and that individuals applying for EI benefits are receiving equitable outcomes across the country.

National Quality and Coaching Program for Call Centres

Implemented in 2008, the EI Specialized Call Centre's National Quality Assurance Program (NQAP) was established to ensure consistent, high quality service to clients through the regular monitoring and coaching of agents. In 2010, the NQAP evolved and the monitoring report methodology was adjusted based upon the lessons learned after two years of operation. The NQAP continued to evolve and was subsequently transitioned to the National Quality and Coaching Program (NQCP), in order to support the introduction of the National Agent Assist Line (NAAL) in 2013. The NAAL is a resource available to call centre agents in which Business Expertise Advisors (BEAs) support agents in responding to client enquiries by providing advice and guidance, when required. Prior to the NAAL, Business Expertise advice and guidance was managed locally.

Implementing a national solution in managing calls received on the agent assist line further supports the government's focus on service delivery to Canadians.

The NQCP ensures call centre agents are monitored in a consistent manner and that clients receive high-quality service. Agent calls are monitored on an ongoing basis and regular feedback is provided to agents. Coaching and training plans are tailored to individual agents' needs. Additional monitoring is then done to ensure that agents continue to improve their performance. A statistically valid sample of calls in the EI network is monitored as part of the NQCP to ensure that agents provide accurate and complete information.

A total of 4,306 calls were monitored resulting in an overall quality score of 84%, surpassing the target of 80%.

The quality score is comprised of the following elements:

- Accuracy and completeness, including fact finding with the client, client authentication, providing accurate and complete information and taking appropriate measures;
- Professionalism, including displaying patience, demonstrating confidence, language and vocabulary, voice quality, guiding the conversation and providing information in an organized manner; and
- Promotion of other services and channels, including electronic service delivery.

Although the quality tool does not currently provide a breakdown for each element of the score, efforts to improve business intelligence related to quality monitoring and the various sub-elements are ongoing.

In order to maintain the integrity of the NQCP, national calibration sessions are held on a regular basis. Calibration is a crucial component of the program as it ensures that calls are evaluated with uniformity. The calibration session process involves BEAs listening to a call centre agent as a group. Following the call, they proceed to rate the call individually using the NQCP scoring grid. Once everyone has completed their evaluation, a facilitator will ask each participant to share his or her score to determine if all participants fall within the $\pm 5\%$ target band. The call is then discussed among the group and the facilitator

¹⁵ As of April 2011, fully automated claims were excluded from the sample of EI claims reviewed as part of the Processing Accuracy Review program. Consequently, the EI Processing Accuracy Rate reflects the quality of claims that are partially automated and/or manually processed. This information was previously reported to the Standing Committee on Human Resources, Skills Development, Social Development and the Status of Persons with Disabilities (HUMA) on May 1, 2014.

¹⁶ For a regional breakdown of the processing accuracy rate, see Annex 4.5.

ensures that everyone has an opportunity to provide feedback. The intent is to identify the variance that exists in the BEA team, particularly with respect to the way the BEA hear what is in the call and the way they rate it. As such, it ensures consistency in the interpretation and application of the call scoring grid and the element definitions among Business Expertise Advisors.

In addition to the quality program, a statistically valid sample of processing transactions (including those performed by processing and call centre agents) is assessed via the PRAR program to ensure that transactions are processed properly. EI call centre agents had a processing accuracy rate of 94%, well surpassing the target of 80%.

4.6.2 Integrity

Canadians expect sound stewardship and accountability of the EI program. ESDC has well-established activities, processes, frameworks and tools in place to prevent, detect and manage error, abuse and fraud. Together, these strengthen the integrity of its programs and ensure operational and service compliance. ESDC also places significant emphasis on the importance of protecting the information entrusted to it by Canadians.

Integrity Activities

The Integrity program in ESDC focuses on detection activities using a variety of approaches and activities which help identify errors, omissions, fraud and abuse.

ESDC also carries out outreach and prevention activities, such as Claimant Information Sessions (CIS), which inform claimants about EI requirements and the consequences of abusing the EI system (e.g. penalties or prosecutions). In 2015/2016, ESDC held over 10,800 CIS, to which over 190,000 EI claimants were directed to attend. Claimants in receipt of regular or fishing benefits are identified and directed to CIS based upon local job-demand in their previous occupation and availability of work. These claimants are compared to a random sample of claimants with similar attributes who are not directed to information sessions (e.g. control group), thereby helping to determine the effectiveness of being directed to a session. Attendance at these sessions is mandatory; however, claimants have an opportunity to reschedule. Should claimants not attend, or fail to provide evidence of participating in active job search, their EI benefits could be stopped.

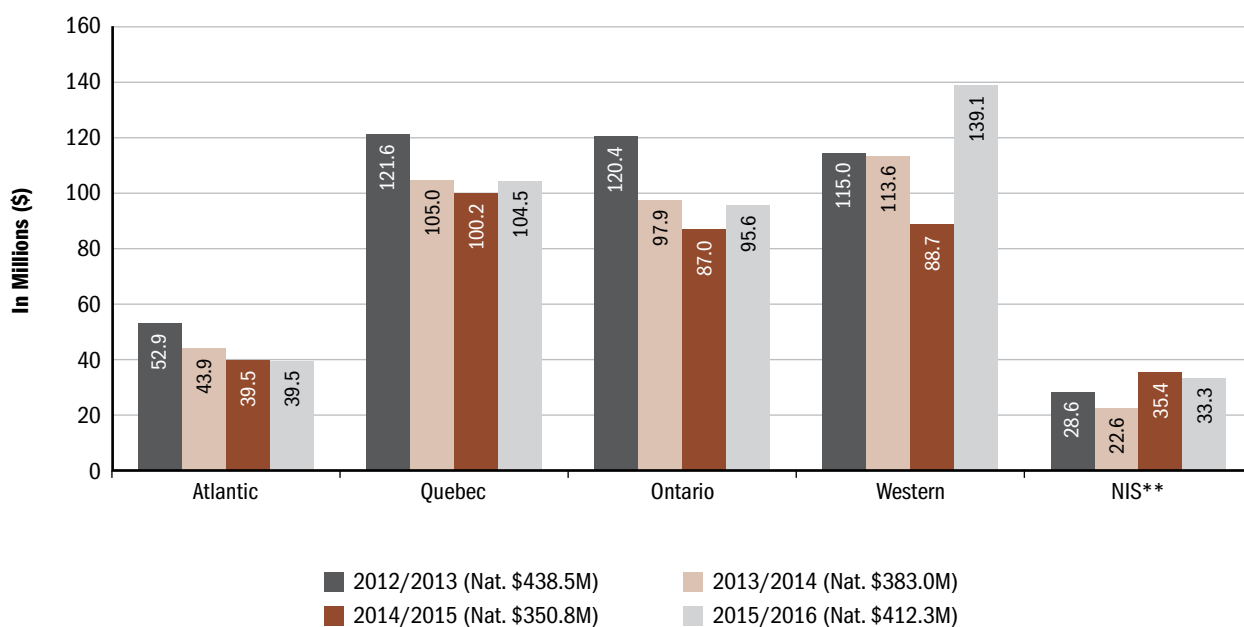
During these sessions, claimants are provided with information on programs and services available to help them find suitable employment, as well as reminded of their rights and obligations and the consequences of misuse of the EI program.

During this same year, ESDC conducted close to 340,000 investigations into suspected error and fraud. The most common type of client error involved incorrectly declaring work and earnings. The most common type of misrepresentation (when client knowingly misrepresent facts) included failing to declare work, earnings, or self-employment income; failing to declare periods when unavailable to work; and, failing to report absences from Canada.

Combined, these activities resulted in a total of \$412.3 million in savings for the EI Operating Account (see Chart 14). These savings consisted of overpayments and penalties that were identified following an intervention by Integrity, as well as the discontinuation of future ineligible payments, benefitting both employee and employer premium payers alike through the reduction in the total cost of the EI program.

There are several methods that ESDC uses to recover funds from EI recipients who have been overpaid. These include automatic recovery of active EI benefit claims (full or an agreed upon partial deduction), voluntary cash payments or collection of the debt by the CRA through an agreed upon repayment schedule. Where the client is capable of paying but collection efforts have failed, ESDC can recover monies owing through an income tax refund or income tax reversal, as well as through a garnishment of wages, other income or bank deposits. As a last resort, ESDC can seek federal court certification where the court converts the money owing from an EI overpayment into a civil judgment debt, recoverable by seizure of assets.

CHART 14

EI Total Savings from Integrity Activities*

* The numbers have been rounded to the nearest hundred thousand. The national amounts (Nat.) have been calculated using raw data.

**NIS: Cases dealing with unreported absences from Canada while on EI, as well as the Report on Hirings program, are centrally managed through Integrity's National Investigative Services (NIS) centre in Miramichi, NB.

Source: ESDC EI administrative data.

4.6.3 Integrity Quality Initiatives

To support the achievement of its mandate to prevent, detect and manage fraud and abuse of the EI program, a national quality team helps ensure consistency in integrity investigation activities. Its work includes: ensuring that every region has quality advisors and coordinators, incorporating quality management plans in business planning, and conducting consistent monitoring based on the *Employment Insurance Act* and national integrity procedures.

The accuracy of the Social Insurance Registry (SIR) is fundamental to all programs and services that use the Social Insurance Number (SIN) to accurately identify clients, including the EI program. Accurately identifying clients is crucial to ensuring that the individual requesting services or benefits is the correct SIN holder. The SIN program supports this effort through the use of strict identity and quality management practices designed to ensure that clients applying for a SIN, or updating their SIN records, are properly identified and that SIN records are accurate. The SIN program electronically validates the applicant's identity information with the issuing source when performing transactions. When validated, the risk of critical errors when processing SIN transactions (i.e. no ineligible, fraudulent or multiple SINs issued and no date of birth errors made) is significantly reduced.

4.6.4 Risk Management

Enhancing program integrity is fundamental to delivering citizen-centred service, meeting the expectations of Canadian citizens, maintaining public trust and confidence in government, and preventing and identifying incorrect payments, including both under and overpayments.

ESDC continues to use risk-based strategies to improve the overall integrity of the EI program and to ensure that correct payments are made to eligible claimants. As part of this activity, the Department has a robust risk analysis function to quantitatively and qualitatively assess program integrity risks and to better understand the root cause of mispayments. Developing appropriate mitigation strategies, including implementing additional controls when required to address any identified vulnerabilities is also part of this activity.

Integrity has various automated programs and control mechanisms in place to prevent, detect and deter fraudulent activities. More specifically, data matches are performed to detect potential situations of non-compliance, and this work is done in close collaboration with ESDC programs and other government departments. Predictive risk modelling has proven successful in identifying which of these situations pose a higher risk. Other sources of information for investigative work include the detection of potential issues during the processing of a claim or voluntary disclosures on the part of EI claimants, and these are also assessed using a risk-based approach. This allows the Department to allocate integrity resources to higher risk cases, thereby helping to prioritize investigation activities and minimize the investigation of EI claimants.

The volume of EI investigations that are conducted annually is in line with the number of files which are considered to be high-risk. From one year to the other, the volume might vary slightly based on the nature and the significance of the identified risks.



Key Labour Market Statistics

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Key Labour Market Statistics – Concepts and Definitions

Chapter I and Annex 1 provide information on the labour force, employment, unemployment, participation rate, employment rate and unemployment rate. These concepts are defined below.

Concept	Definition
Labour Force	<p>The labour force is comprised of those members of the civilian non-institutional population 15 years of age and over who were employed or unemployed during the Statistics Canada's Labour Force Survey reference week.</p> <p>Persons who are not in the labour force include those who were either unable to work or unavailable for work. They also include persons who were without work and who had neither actively looked for work in the past four weeks nor had a job to start within four weeks of the reference week.</p>
Employment	<p>Employed persons are those who, during the Statistics Canada's Labour Force Survey reference week:</p> <ul style="list-style-type: none"> a) 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 persons who did unpaid family work, which is defined as unpaid work contributing directly to the operation of a farm, business or professional practice owned and operated by a related member of the same household); or b) had a job but were not at work due to factors such as their own illness or disability, personal or family disabilities, vacation or a labour dispute (this excludes persons not at work because they were on layoff or between casual jobs, and those who did not then have a job even if they had a job to start at a future date).
Unemployment	<p>Unemployed persons are those who, during the Statistics Canada's Labour Force Survey reference week:</p> <ul style="list-style-type: none"> a) were without work but had looked for work in the past four weeks (ending with the reference week) and were available for work; b) were on temporary layoff due to business conditions, with an expectation of recall (either because they have a definite date to return to work or because they have an indication from their employer that they will be recalled in the future) and were available for work; or c) had not actively looked for work in the past four weeks but had a job to start within four weeks from the reference week and were available for work.
Participation rate	<p>The Participation Rate is defined as the labour force expressed as a percentage of the population 15 years of age and over.</p> <p>The participation rate for a particular group (province, gender, age, etc.) is the labour force in that group expressed as a percentage of the population 15 years of age and over for that group.</p>
Employment Rate	<p>The employment rate is defined as the number of employed persons expressed as a percentage of the population 15 years of age and over.</p> <p>The employment rate for a particular group (province, gender, age, etc.) is the number employed in that group expressed as a percentage of the population 15 years of age and over for that group.</p>
Unemployment Rate	<p>The unemployment rate is defined as the number of unemployed persons expressed as a percentage of the labour force.</p> <p>The unemployment rate for a particular group (province, gender, age, etc.) is the number unemployed in that group expressed as a percentage of the labour force for that group.</p>

Sources: Statistics Canada, *Guide to the Labour Force Survey*, catalogue no. 71-543-G (Ottawa: Statistics Canada, Labour Statistics Division, 2016); and Statistics Canada, *Labour Force Information: Friday, December 2, 2016*, Catalogue no. 71-001-X (Ottawa: Statistics Canada, Labour Statistics Division, 2016).

ANNEX 1.2

Labour Force (Totals in Thousands)

	Labour Force Characteristics ^{1,2}					
	1985/1986	1995/1996	2005/2006	2014/2015	2015/2016	Change (%) 2014/2015-2015/2016
Population ³	19,905.4	22,734.6	25,845.7	29,056.9	29,356.0	+1.0
Labour Force	13,103.2	14,715.2	17,330.2	19,142.3	19,336.4	+1.0
Employment	11,760.4	13,324.2	16,181.1	17,829.6	17,979.1	+0.8
Unemployment	1,342.8	1,391.0	1,149.1	1,312.7	1,357.3	+3.4
	Percentage Share (%)					
	1985/1986	1995/1996	2005/2006	2014/2015	2015/2016	Change (% Points) 2014/2015-2015/2016
Unemployment Rate	10.3	9.5	6.6	6.9	7.0	+0.1
Participation rate	65.8	64.7	67.1	65.9	65.9	+0.0
Employment Rate	59.1	58.6	62.6	61.4	61.3	-0.1

Note: Totals may not add up due to rounding. Fiscal year data in this annex are the annual average of unadjusted monthly estimates produced by Statistics Canada.

Source: Statistics Canada, Labour Force Survey, CANSIM Table 282-0087.

- ¹ The years reviewed in this annex prior to 2015/2016 correspond to the immediate previous year and in decrements of ten years in the past, in order to compare changes in these indicators over a longer period of time.
- ² In January 2017, Statistics Canada made a revision to its Labour Force Survey estimates. As a result, key labour market statistics for years prior to 2015/2016 reported in previous *Employment Insurance Monitoring and Assessment Reports* have been restated to reflect this change.
- ³ Number of working-age persons, 15 years of age and older.

ANNEX 1.3

**Employment by Province and Territory, by Gender, by Age, by Educational Attainment, by Industry,
by Employment Type, by Class of Workers and by Job Permanency (Totals in Thousands)**

	Employment ^{1,2}					
	1985/1986	1995/1996	2005/2006	2014/2015	2015/2016	Change (%) 2014/2015-2015/2016
Province/Territory						
Newfoundland and Labrador	183.7	192.9	211.9	237.1	234.8	-1.0
Prince Edward Island	51.0	57.8	67.7	73.9	72.7	-1.6
Nova Scotia	346.1	376.5	441.7	447.9	447.4	-0.1
New Brunswick	265.5	307.3	348.6	352.9	350.2	-0.8
Quebec	2,870.6	3,140.7	3,711.9	4,065.5	4,101.7	+0.9
Ontario	4,621.2	5,111.7	6,397.6	6,886.0	6,945.4	+0.9
Manitoba	490.3	517.2	577.7	630.0	634.8	+0.8
Saskatchewan	458.2	456.1	480.5	571.4	573.4	+0.4
Alberta	1,183.6	1,373.6	1,837.9	2,286.0	2,295.9	+0.4
British Columbia	1,290.2	1,790.5	2,105.6	2,279.0	2,322.9	+1.9
Yukon ³	N/A ⁴	N/A	17.1	19.8	19.4	-2.0
Northwest Territories ³	N/A	N/A	22.8	22.0	22.1	+0.5
Nunavut ³	N/A	N/A	7.9	12.4	12.8	+3.2
Gender						
Men	6,751.8	7,275.0	8,607.4	9,344.7	9,434.6	+1.0
Women	5,008.6	6,049.2	7,573.7	8,485.0	8,544.4	+0.7
Age						
15 – 24 Years	2,564.7	2,086.0	2,498.2	2,488.6	2,458.9	-1.2
25 – 54 Years	7,952.3	9,978.7	11,433.9	11,832.7	11,876.6	+0.4
55 Years and Older	1,243.3	1,259.5	2,249.0	3,508.3	3,643.7	+3.9
Educational Attainment						
Less than High School ⁵	N/A	2,689.8	2,221.0	1,676.2	1,647.5	-1.7
High School Diploma ⁶	N/A	4,135.3	4,733.2	4,809.5	4,599.2	-4.4
Post-secondary Certificate or Diploma ⁷	N/A	4,080.9	5,575.9	6,396.7	6,479.0	+1.3
University Degree ⁸	N/A	2,418.3	3,651.0	4,947.2	5,253.4	+6.2

	Employment ^{1,2}					
	1985/1986	1995/1996	2005/2006	2014/2015	2015/2016	Change (%) 2014/2015-2015/2016
Industry						
Goods-producing Industries	3,517.0	3,460.1	3,988.2	3,888.8	3,870.7	-0.5
Agriculture, Forestry, Fishing and Hunting	455.1	535.6	440.8	368.4	357.5	-3.0
Mining and Oil and Gas Extraction	N/A	174.4	221.4	302.3	287.2	-5.0
Utilities	111.9	123.8	123.3	136.2	137.1	+0.7
Construction	651.6	720.4	1,039.2	1,376.1	1,371.2	-0.4
Manufacturing	1,992.0	1,905.9	2,163.5	1,705.9	1,717.9	+0.7
Services-producing Industries	8,243.4	9,864.2	12,192.9	13,940.8	14,108.3	+1.2
Wholesale Trade	N/A	437.5	606.4	634.9	671.0	+5.7
Retail Trade	N/A	1,648.5	1,978.8	2,094.2	2,064.9	-1.4
Transportation and Warehousing	624.8	664.4	799.8	899.2	914.8	+1.7
Finance and Insurance	N/A	594.3	704.6	785.4	792.6	+0.9
Real Estate and Rental and Leasing	N/A	257.1	283.6	299.1	315.5	+5.5
Professional, Scientific and Technical Services	449.9	680.5	1,055.3	1,337.2	1,376.4	+2.9
Business, Building and Other Support Services ⁹	269.2	405.1	656.1	740.1	765.1	+3.4
Educational Services	732.8	923.7	1,125.8	1,253.7	1,270.0	+1.3
Health Care and Social Assistance	1,082.2	1,393.9	1,726.0	2,235.3	2,311.3	+3.4
Information, Culture and Recreation ¹⁰	440.0	571.9	730.2	754.2	753.8	-0.1
Accommodation and Food Services	655.7	825.9	999.8	1,212.7	1,201.9	-0.9
Other Services (except Public Administration)	582.5	650.2	690.9	784.4	762.5	-2.8
Public Administration	767.7	811.2	835.7	910.3	908.6	-0.2
Employment Type						
Full-time Employment ¹¹	9,759.1	10,802.1	13,207.0	14,398.0	14,589.5	+1.3
Part-time Employment ¹²	2,001.3	2,522.1	2,974.1	3,431.7	3,389.5	-1.2
Class of Worker						
Employees	10,096.4	11,217.3	13,653.0	15,091.6	15,210.3	+0.8
Public Sector Employees	2,556.8	2,737.4	3,134.2	3,555.3	3,603.2	+1.3
Private Sector Employees	7,539.6	8,479.9	10,518.9	11,536.4	11,607.0	+0.6
Self-employed	1,664.0	2,106.9	2,528.0	2,738.0	2,768.8	+1.1

	Employment ^{1,2}					
	1985/1986	1995/1996	2005/2006	2014/2015	2015/2016	Change (%) 2014/2015-2015/2016
Job Permanency						
Employees	N/A	N/A	N/A	15,091.6	15,210.3	+0.8
Permanent Employees ¹³	N/A	N/A	N/A	13,067.2	13,187.7	+0.9
Temporary Employees ¹⁴	N/A	N/A	N/A	2,024.4	2,022.5	-0.1
CANADA	11,760.4	13,324.3	16,181.1	17,829.6	17,979.1	+0.8

Note: Totals may not add up due to rounding. Fiscal year data in this annex are the annual average of unadjusted monthly estimates produced by Statistics Canada.

Source: Statistics Canada, Labour Force Survey, CANSIM Tables 282-0003 (for data by educational attainment), 282-0007 (for data by industry), 282-0011 (for data by class of workers), 282-0079 (for data by job permanency), 282-0087 (for data specific to provinces, by gender, age and employment type), and special tabulations (for data specific to territories).

- ¹ The years reviewed in this annex prior to 2015/2016 correspond to the immediate previous year and in decrements of ten years in the past, in order to compare changes in these indicators over a longer period of time.
- ² In January 2017, Statistics Canada made a revision to its Labour Force Survey estimates. As a result, key labour market statistics for years prior to 2015/2016 reported in previous *Employment Insurance Monitoring and Assessment Reports* have been restated to reflect this change.
- ³ Data specific to Canada's territories come from special tabulations provided by Statistics Canada and therefore are not included in the official total for Canada. Data in other categories (i.e. data by gender, age, educational attainment, industry, employment type, class of workers and job permanency) also excludes territorial data.
- ⁴ All years and groupings in these annexes where the use of N/A appears refers to data not being available or applicable for the year referenced, as this data was not reported for the year, group or EI benefit referenced.
- ⁵ Includes zero to eight years of education and some high school.
- ⁶ Includes high school graduates and some post-secondary education (not completed).
- ⁷ Includes certificates (including trade certificates) or diplomas from an educational institution beyond the secondary level, which comprise certificates from a vocational school, apprenticeship training, community college, collège d'enseignement général et professionnel (cégep) and school of nursing. Also included are certificates below a bachelor's degree obtained at a university.
- ⁸ Includes at least a university bachelor's degree.
- ⁹ This industry combines codes 55 (management of companies and enterprises) and 56 (administrative and support, waste management and remediation services) from the North American Industry Classification System.
- ¹⁰ This industry combines codes 51 (information and cultural industries) and 71 (arts, entertainment and recreation) from the North American Industry Classification System.
- ¹¹ Full-time employment consists of persons who usually work 30 hours or more per week at their main or only job.
- ¹² Part-time employment consists of persons who usually work less than 30 hours per week at their main or only job.
- ¹³ A permanent job is one that is expected to last as long as the employee wants it, if business conditions permit—that is, there is no predetermined end date.
- ¹⁴ A temporary job has a predetermined end date or will end as soon as a specified project is completed. This category includes seasonal jobs; temporary, term or contract jobs, including work done through a temporary help agency; casual jobs; and other temporary work.

ANNEX 1.4
**Unemployment by Province and Territory, by Gender, by Age, by Educational Attainment, by Industry,
by Reason for Unemployment and by Duration of Unemployment (Totals in Thousands)**

	Unemployment ^{1,2}					
	1985/1986	1995/1996	2005/2006	2014/2015	2015/2016	Change (%) 2014/2015 -2015/2016
Province/Territory						
Newfoundland and Labrador	45.4	42.8	38.5	32.7	35.7	+9.2
Prince Edward Island	7.8	10.0	8.5	8.6	8.5	-1.2
Nova Scotia	52.6	51.2	39.2	43.7	42.1	-3.7
New Brunswick	46.6	38.6	36.7	39.5	37.9	-4.1
Quebec	395.7	399.8	335.1	334.5	339.2	+1.4
Ontario	380.3	493.0	446.4	531.1	502.2	-5.4
Manitoba	43.3	40.3	27.5	36.0	38.6	+7.2
Saskatchewan	40.1	34.4	25.9	23.8	32.7	+37.4
Alberta	121.7	114.9	72.0	117.3	163.5	+39.4
British Columbia	209.3	166.1	119.4	145.5	157.0	+7.9
Yukon ³	N/A	N/A	0.9	0.9	1.3	+44.4
Northwest Territories ³	N/A	N/A	1.2	1.9	2.0	+5.3
Nunavut ³	N/A	N/A	1.1	1.9	2.6	+36.8
Gender						
Men	760.1	790.0	631.6	740.2	781.0	+5.5
Women	582.6	601.0	517.5	572.5	576.3	+0.7
Age						
15 – 24 Years	475.9	369.1	346.9	383.9	374.6	-2.4
25 – 54 Years	768.0	921.0	682.1	716.0	754.4	+5.4
55 Years and Older	98.8	100.9	120.1	212.8	228.3	+7.3
Educational Attainment						
Less than High School ⁴	N/A	477.1	312.1	264.4	269.1	+1.8
High School Diploma ⁵	N/A	436.1	353.3	431.0	420.3	-2.5
Post-secondary Certificate or Diploma ⁶	N/A	351.1	312.4	366.2	400.9	+9.5
University Degree ⁷	N/A	126.8	171.4	251.1	267.0	+6.3

	Unemployment ^{1,2}					
	1985/1986	1995/1996	2005/2006	2014/2015	2015/2016	Change (%) 2014/2015 -2015/2016
Industry⁸						
Goods-producing Industries	369.2	325.0	259.7	253.2	282.7	+11.7
Agriculture, Forestry, Fishing and Hunting	31.2	45.5	38.6	28.0	27.1	-3.2
Mining and Oil and Gas Extraction	N/A	12.8	9.1	19.5	29.7	+52.3
Utilities ⁹	4.2	4.3	2.3	3.3	3.8	+15.2
Construction	120.1	125.5	80.1	118.2	135.8	+14.9
Manufacturing	171.1	136.9	129.7	84.4	86.8	+2.8
Services-producing Industries	622.5	598.1	517.2	562.7	573.3	+1.9
Wholesale Trade	N/A	26.6	23.8	20.7	25.0	+20.8
Retail Trade	N/A	112.4	95.8	99.2	103.8	+4.6
Transportation and Warehousing	45.7	41.6	27.3	33.1	38.9	+17.5
Finance and Insurance	N/A	17.8	15.3	16.8	13.9	-17.3
Real Estate and Rental and Leasing	N/A	11.5	9.9	9.3	10.8	+16.1
Professional, Scientific and Technical Services	28.0	36.2	33.3	44.4	46.6	+5.0
Business, Building and Other Support Services ¹⁰	42.0	48.9	61.4	69.3	62.1	-10.4
Educational Services	31.5	40.4	38.0	45.3	45.6	+0.7
Health Care and Social Assistance	49.9	50.0	35.8	46.8	41.4	-11.5
Information, Culture and Recreation ¹¹	38.9	44.1	42.8	43.7	45.8	+4.8
Accommodation and Food Services	97.2	83.8	81.9	80.9	86.4	+6.8
Other Services (except Public Administration)	54.6	46.6	28.6	32.3	31.0	-4.0
Public Administration	56.1	38.2	23.4	20.6	22.0	+6.8
Unclassified Industries¹²	351.0	467.8	372.2	496.9	501.3	+0.9
Reason for Unemployment						
People who have left their job	283.1	221.8	254.8	244.2	237.4	-2.8
People who have lost their job	708.6	701.3	522.1	571.6	618.6	+8.2
People who have not worked in the last year or who have never worked	351.0	467.8	372.2	496.9	501.3	+0.9

	Unemployment ^{1,2}					
	1985/1986	1995/1996	2005/2006	2014/2015	2015/2016	Change (%) 2014/2015 -2015/2016
Duration of Unemployment¹³						
1 to 4 Weeks	360.9	362.6	434.0	443.4	459.5	+3.6
5 to 13 Weeks	352.6	364.4	318.5	355.5	364.1	+2.4
14 to 26 Weeks	262.2	257.4	169.7	204.6	222.9	+8.9
27 to 51 Weeks	182.5	150.5	72.0	98.5	109.1	+10.8
52 Weeks or More	155.3	221.2	101.0	158.8	147.0	-7.4
Duration Unknown ¹⁴	29.3	34.7	54.0	52.0	54.7	+5.2
CANADA	1,342.8	1,391.0	1,149.1	1,312.7	1,357.3	+3.4

Note: Totals may not add up due to rounding. Fiscal year data in this annex are the annual average of unadjusted monthly estimates produced by Statistics Canada.

Source: Statistics Canada, *Labour Force Survey*, CANSIM Tables 282-0003 (for data by educational attainment), 282-0007 (for data by industry), 282-0047 (for data by duration of unemployment), 282-0216 (for data by reason for unemployment), 282-0087 (for data specific to provinces, by gender, age and employment type), and special tabulations (for data specific to territories).

- 1 The years reviewed in this annex prior to 2015/2016 correspond to the immediate previous year and in decrements of ten years in the past, in order to compare changes in these indicators over a longer period of time.
- 2 In January 2017, Statistics Canada made a revision to its Labour Force Survey estimates. As a result, key labour market statistics for years prior to 2015/2016 reported in previous *Employment Insurance Monitoring and Assessment Reports* have been restated to reflect this change.
- 3 Data specific to territories come from special tabulations provided by Statistics Canada and therefore are not included in the official total for Canada. Data in other categories (i.e. data by gender, age, educational attainment, industry, employment type, class of workers and job permanency) also excludes territorial data.
- 4 Includes zero to eight years of education and some high school.
- 5 Includes high school graduates and some post-secondary education (not completed).
- 6 Includes certificates (including trade certificates) or diplomas from an educational institution beyond the secondary level, which comprise certificates from a vocational school, apprenticeship training, community college, collège d'enseignement général et professionnel (cégep) and school of nursing. Also included are certificates below a bachelor's degree obtained at a university.
- 7 Includes at least a university bachelor's degree.
- 8 Information is provided for the last job held, providing the person worked within the previous twelve months.
- 9 Monthly data that are confidential under the *Statistics Act* are excluded from the calculation of the annual average.
- 10 This industry combines codes 55 (management of companies and enterprises) and 56 (administrative and support, waste management and remediation services) from the North American Industry Classification System.
- 11 This industry combines codes 51 (information and cultural industries) and 71 (arts, entertainment and recreation) from the North American Industry Classification System.
- 12 People who have not worked in the last year or who have never worked are not classified as belonging to any industry.
- 13 Duration of unemployment is the number of continuous weeks during which a person has been without work and is looking for work, or is on temporary layoff.
- 14 Duration of unemployment is not reported for unemployed people who reported having a job to start in the next four weeks under the *Labour Force Survey*.

ANNEX 1.5

**Unemployment Rate by Province and Territory, by Gender, by Age,
by Educational Attainment and by Industry (%)**

	Unemployment Rate ^{1,2}					
	1985/1986	1995/1996	2005/2006	2014/2015	2015/2016	Change (% Points) 2014/2015-2015/2016
Province/Territory						
Newfoundland and Labrador	19.9	18.2	15.4	12.2	13.2	+1.0
Prince Edward Island	13.4	14.8	11.2	10.5	10.5	0.0
Nova Scotia	13.2	12.0	8.2	8.9	8.6	-0.3
New Brunswick	14.9	11.2	9.5	10.1	9.8	-0.3
Quebec	12.1	11.3	8.3	7.6	7.7	+0.1
Ontario	7.6	8.8	6.5	7.2	6.7	-0.5
Manitoba	8.1	7.2	4.6	5.4	5.8	+0.4
Saskatchewan	8.1	7.0	5.1	4.0	5.4	+1.4
Alberta	9.3	7.7	3.8	4.9	6.6	+1.7
British Columbia	14.0	8.5	5.4	6.0	6.3	+0.3
Yukon ³	N/A	N/A	5.0	4.6	6.2	+1.6
Northwest Territories ³	N/A	N/A	5.1	8.1	8.3	+0.2
Nunavut ³	N/A	N/A	12.4	13.4	17.1	+3.7
Gender						
Men	10.1	9.8	6.8	7.4	7.6	+0.2
Women	10.4	9.0	6.4	6.3	6.3	0.0
Age						
15 – 24 Years	15.7	15.0	12.2	13.3	13.2	-0.1
25 – 54 Years	8.8	8.5	5.6	5.7	6.0	+0.3
55 Years and Older	7.4	7.4	5.1	5.7	5.9	+0.2
Educational Attainment						
Less than High School ⁴	N/A	15.1	12.3	13.6	14.1	+0.5
High School Diploma ⁵	N/A	9.5	7.0	8.3	8.4	+0.1
Post-secondary Certificate or Diploma ⁶	N/A	7.9	5.3	5.4	5.8	+0.4
University Degree ⁷	N/A	5.0	4.5	4.8	4.8	0.0
Industry						
Goods-producing Industries	9.5	8.6	6.2	6.2	6.8	+0.6
Agriculture, Forestry, Fishing and Hunting	6.5	5.4	5.4	7.1	7.1	0.0
Mining and Oil and Gas Extraction	12.3	10.7	8.2	6.1	9.4	+3.3
Utilities ⁸	N/A	16.2	14.8	2.3	2.7	+0.4
Construction	N/A	14.9	22.7	8.0	9.1	+1.1
Manufacturing	N/A	6.8	4.0	4.7	4.8	+0.1

	Unemployment Rate ^{1,2}					Change (% Points) 2014/2015-2015/2016
	1985/1986	1995/1996	2005/2006	2014/2015	2015/2016	
Services-producing Industries	3.6	3.4	1.9	3.9	3.9	0.0
Wholesale Trade	15.7	15.0	7.2	3.2	3.6	+0.4
Retail Trade	7.9	6.7	5.7	4.5	4.8	+0.3
Transportation and Warehousing	7.0	5.7	4.1	3.6	4.1	+0.5
Finance and Insurance	N/A	5.7	3.8	2.1	1.7	-0.4
Real Estate and Rental and Leasing	N/A	6.4	4.6	3.0	3.3	+0.3
Professional, Scientific and Technical Services	6.8	5.9	3.3	3.2	3.3	+0.1
Business, Building and Other Support Services ⁹	N/A	2.9	2.1	8.6	7.5	-1.1
Educational Services	N/A	4.3	3.4	3.6	3.6	0.0
Health Care and Social Assistance	5.9	5.1	3.1	2.0	1.8	-0.2
Information, Culture and Recreation ¹⁰	13.5	10.8	8.6	5.5	5.8	+0.3
Accommodation and Food Services	4.2	4.3	3.4	6.3	6.7	+0.4
Other Services (except Public Administration)	4.4	3.5	2.0	4.0	3.9	-0.1
Public Administration	8.1	7.2	5.6	2.2	2.4	+0.2
CANADA	10.3	9.5	6.6	6.9	7.0	+0.1

Note: Totals may not add up due to rounding. Fiscal year data in this annex are the annual average of unadjusted monthly estimates produced by Statistics Canada.

Source: Statistics Canada, Labour Force Survey, CANSIM Tables 282-0003 (for data by educational attainment), 282-0007 (for data by industry), and 282-0087 (for data specific to provinces, by gender, age and employment type), and special tabulations (for data specific to territories).

- 1 The years reviewed in this annex prior to 2015/2016 correspond to the immediate previous year and in decrements of ten years in the past, in order to compare changes in these indicators over a longer period of time.
- 2 In January 2017, Statistics Canada made a revision to its Labour Force Survey estimates. As a result, key labour market statistics for years prior to 2015/2016 reported in previous *Employment Insurance Monitoring and Assessment Reports* have been restated to reflect this change.
- 3 Data specific to territories come from special tabulations provided by Statistics Canada and therefore are not included in the official total for Canada. Data in other categories (i.e. data by gender, age, educational attainment, industry, employment type, class of workers and job permanency) also excludes territorial data.
- 4 Includes zero to eight years of education and some high school.
- 5 Includes high school graduates and some post-secondary education (not completed).
- 6 Includes certificates (including trade certificates) or diplomas from an educational institution beyond the secondary level, which comprise certificates from a vocational school, apprenticeship training, community college, collège d'enseignement général et professionnel (cégep) and school of nursing. Also included are certificates below a bachelor's degree obtained at a university.
- 7 Includes at least a university bachelor's degree.
- 8 Monthly data that are confidential under the *Statistics Act* are excluded from the calculation of the annual average.
- 9 This industry combines codes 55 (management of companies and enterprises) and 56 (administrative and support, waste management and remediation services) from the North American Industry Classification System.
- 10 This industry combines codes 51 (information and cultural industries) and 71 (arts, entertainment and recreation) from the North American Industry Classification System.

ANNEX 1.6

Duration of Unemployment by Province and Territory, by Gender and by Age (Number of Weeks)

	Average Duration of Unemployment ^{1,2,3}										
	2006/ 2007	2007/ 2008	2008/ 2009	2009/ 2010	2010/ 2011	2011/ 2012	2012/ 2013	2013/ 2014	2014/ 2015	2015/ 2016	Change (in weeks) 2014/2015 - 2015/2016
Province/Territory											
Newfoundland and Labrador	19.1	16.4	17.3	17.3	16.8	17.6	16.9	16.8	17.2	17.6	+0.4
Prince Edward Island	14.0	12.2	14.0	14.7	14.4	12.5	13.7	15.9	16.2	15.6	-0.6
Nova Scotia	13.7	14.8	13.8	16.5	19.2	17.3	17.2	19.9	19.3	19.0	-0.3
New Brunswick	13.6	11.6	15.1	14.9	18.0	17.2	16.5	19.4	19.6	18.5	-1.1
Quebec	20.8	19.1	18.1	19.4	20.8	22.8	23.3	23.9	23.5	23.5	0.0
Ontario	15.4	14.8	14.9	20.1	22.5	22.6	22.0	22.0	21.6	20.0	-1.6
Manitoba	12.9	12.6	11.3	12.7	14.9	15.0	16.3	17.2	16.2	17.0	+0.8
Saskatchewan	10.7	10.6	9.7	12.1	15.8	15.5	15.2	14.3	13.3	13.2	-0.1
Alberta	9.4	9.1	8.5	14.9	17.9	15.8	13.1	14.3	14.1	15.5	+1.4
British Columbia	14.3	13.8	12.2	16.7	18.7	21.7	19.4	20.7	19.8	18.9	-0.9
Gender											
Men	16.9	16.8	15.8	19.3	21.6	22.6	21.2	21.9	21.5	20.8	-0.7
Women	15.7	13.5	13.6	17.0	19.0	19.2	19.9	20.2	19.5	18.5	-1.0
Age											
15 – 24 Years	8.0	7.8	7.9	10.4	11.0	11.3	11.4	12.1	12.1	11.2	-0.9
25 – 54 Years	18.6	18.0	16.9	20.0	22.7	22.9	23.2	23.1	22.6	21.5	-1.1
55 Years and Older	27.2	22.1	23.1	29.6	30.6	34.2	29.9	31.0	29.9	28.8	-1.1
CANADA	16.4	15.3	14.9	18.4	20.4	21.1	20.6	21.1	20.6	19.8	-0.8

Note: Totals may not add up due to rounding.

Source: Statistics Canada, Labour Force Survey, CANSIM Table 282-0047.

- ¹ Duration of unemployment is the number of continuous weeks during which a person has been without work and is looking for work, or is on temporary layoff.
- ² Prior to 1997, Statistics Canada top-coded data on duration of unemployment on the Labour Force Survey (LFS) to 99 weeks. This restriction no longer applies with the questionnaire of the 1997 LFS. As a result, Statistics Canada provides two sets of statistics for the average duration of unemployment: a) one set with no upper limit to length of unemployment that begins in 1997; and b) one set top-coded to 99 weeks that begins in 1976. Starting with the *Employment Insurance Monitoring and Assessment Report 2014/2015*, figures on the average duration of employment is based on data with no upper limit regarding duration of unemployment; data from previous years have been restated to reflect this change. The previous reporting methodology was based on data with an upper limit of 99 weeks.
- ³ In January 2017, Statistics Canada made a revision to its Labour Force Survey estimates. As a result, key labour market statistics for years prior to 2015/2016 reported in previous *Employment Insurance Monitoring and Assessment Reports* have been restated to reflect this change.

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Employment Insurance Benefits – Concepts and Definitions

Chapter II and Annex 2 provide information on the numbers of new claims established, the average actual duration, the average weekly benefit rate, the amount paid in benefits, employment insurance claimant categories (long-tenured workers, occasional claimants, frequent claimants) and seasonal regular claimants. These concepts are defined below.

Concept	Definition
New Claims Established	<p>New claims established refer to new Employment Insurance claims that have been received, processed and approved by Employment and Social Development Canada (via Service Canada) for which at least \$1 in benefits was paid to an Employment Insurance claimant.</p> <p>To avoid double counting, each claim established is counted only once. Thus, a claim that was established, for example, in November 2014 (i.e. in 2014/2015) and for which benefits paid to an Employment Insurance claimant began in December 2014 (i.e. in 2014/2015) and ended in June 2015 (i.e. in 2015/2016) is included in the 2014/2015 statistics, but is not counted in the 2015/2016 statistics.</p> <p>New claims established designate a different concept from new applications submitted to Employment and Social Development Canada (and received by the organization). An application may be submitted, but not necessarily established. This is the case, for example, when the application is rejected because not all of the eligibility requirements are met.</p> <p>It should be noted that the number of new claims established during a fiscal year does not necessarily correspond to the number of new Employment Insurance claimants because a claimant can have more than one Employment Insurance claim established annually.</p> <p>New claims established are also referred to under other names such as: new claims established, benefits, claims and claims established. The terms “new,” “benefits” and “established” are sometimes omitted so as not to complicate the text. In all cases, these terms refer to the same concept.</p>
Average Actual Duration	<p>The average actual duration of Employment Insurance claims refers, in regard to these claims, to the average number of weeks of benefits per claim during which at least one dollar in benefits was paid to an Employment Insurance claimant.</p> <p>The average actual duration is calculated by dividing the number of weeks of benefits during which at least one dollar was paid to a claimant by the number of claims that were established based on the variable assessed (e.g. the average actual duration for Ontario is equal to the number of weeks of benefits paid in Ontario divided by the number of claims established in Ontario).</p> <p>The average actual duration is a different concept than the average maximum duration: the latter is the maximum number of weeks during which benefits may be paid (under sections 12 and 152.14 of the <i>Employment Insurance Act</i>, and Section 8 of the Employment Insurance (Fishing) Regulations), while the former is the number of weeks for which benefits are actually paid.</p>
Average Weekly Benefit Rate	<p>The average weekly benefit rate, or level of EI benefits, refers to the rate of weekly benefits payable on average for an Employment Insurance claim.</p> <p>The average weekly benefit rate is calculated by dividing the sum of the weekly benefit rate of each claim by the number of claims that were established.</p> <p>The family supplement is always included in the calculation of the average weekly benefit rate, unless otherwise specified.</p> <p>The average weekly benefit rate is not necessarily equal to the amount of benefits actually paid on average per claim established. The amount paid may be less than the benefit rate, especially if the weekly benefits are reduced because the claimant worked while on claim (for more information, see Section 2.2.6 of Chapter II relating to the working while on claim provision).</p>

Concept	Definition
Amount Paid	<p>The amount paid refers to the sum of benefit payments that claimants who have established an Employment Insurance claim have received. In other words, it is the value of Employment Insurance benefits that were paid to Employment Insurance claimants.</p> <p>The amount paid is always reported on a cash basis, meaning that they are reported in the year in which they were paid regardless of when the claim was established. Thus, the amount paid in benefits to an Employment Insurance claimant who, for example, had a claim established in November 2014 (i.e. in 2014/2015) and received payment starting in December 2014 (i.e. in 2014/2015) and ending in June 2015 (i.e. in 2015/2016) are included in the fiscal year statistics for 2014/2015 and 2015/2016. If this claimant received \$200 per week for 17 weeks between December 2014 and March 2015, and \$200 per week for 12 weeks between April and June 2015, an amount of \$3,400 will be allocated to the 2014/2015 fiscal year and \$2,400 will be allocated to the 2015/2016 fiscal year.</p>
Long-Tenured Workers	Long-Tenured workers are Employment Insurance (EI) claimants who have paid at least 30% of the maximum annual EI premiums in 7 of the past 10 years and who, over the last five years, have collected EI regular or fishing benefits for 35 weeks or less.
Frequent Claimants	Frequent claimants are EI claimants who have had three or more EI regular or fishing claims and have collected benefits for a total of more than 60 weeks in the past five years.
Occasional Claimants	Occasional claimants are EI claimants who do not meet the requirements for either long-tenured workers or frequent claimants.
Seasonal Claimants	<p>Seasonal claimants are individuals who established three or more regular or fishing claims in the five fiscal years preceding the reference year, of which at least two were established at the same time of year as their claim in the reference year.</p> <p>A claim is considered to have been established at the same time of year if it was established between eight weeks before and eight weeks after the week in which the reference year claim was established.</p>
Combined or Mixed Claims	<p>A Combined or mixed claim refers to an Employment Insurance claim for which the claimant receives more than one type of benefit during the claimant's benefit period. The eight types of benefits available under the Employment Insurance program as stipulated in Chapter II and Annex 2 are: regular benefits, fishing benefits, maternity benefits, parental benefits, sickness benefits, compassionate care benefits, benefits for parents of critically ill children and work-sharing benefits. Regular and fishing benefits can never be combined in the same claim.</p> <p>A claim for which a claimant receives both regular benefits and maternity benefits during its benefit period is treated as two separate claims in cases where information on regular benefits or maternity benefits is reported separately (as in the case of Annexes 2.4 and 2.12, which report data on the two types of benefits separately; in this example, each of the two annexes would add one claim to its totals). Conversely, if aggregated information is presented, the claim is considered a single claim (as in the case of Annex 2.2, which presents data on all Employment Insurance benefits).</p>

ANNEX 2.2

Employment Insurance Maximum Number of Benefit Weeks Entitlement

Number of Hours of Insurable Employment in Qualifying Period	Regional Rate of Unemployment											
	6% and under	More than 6% but not more than 7%	More than 7% but not more than 8%	More than 8% but not more than 9%	More than 9% but not more than 10%	More than 10% but not more than 11%	More than 11% but not more than 12%	More than 12% but not more than 13%	More than 13% but not more than 14%	More than 14% but not more than 15%	More than 15% but not more than 16%	More than 16%
420 – 454	X	X	X	X	X	X	X	X	26	28	30	32
455 – 489	X	X	X	X	X	X	X	24	26	28	30	32
490 – 524	X	X	X	X	X	X	23	25	27	29	31	33
525 – 559	X	X	X	X	X	21	23	25	27	29	31	33
560 – 594	X	X	X	X	20	22	24	26	28	30	32	34
595 – 629	X	X	X	18	20	22	24	26	28	30	32	34
630 – 664	X	X	17	19	21	23	25	27	29	31	33	35
665 – 699	X	15	17	19	21	23	25	27	29	31	33	35
700 – 734	14	16	18	20	22	24	26	28	30	32	34	36
735 – 769	14	16	18	20	22	24	26	28	30	32	34	36
770 – 804	15	17	19	21	23	25	27	29	31	33	35	37
805 – 839	15	17	19	21	23	25	27	29	31	33	35	37
840 – 874	16	18	20	22	24	26	28	30	32	34	36	38
875 – 909	16	18	20	22	24	26	28	30	32	34	36	38
910 – 944	17	19	21	23	25	27	29	31	33	35	37	39
945 – 979	17	19	21	23	25	27	29	31	33	35	37	39
980 – 1014	18	20	22	24	26	28	30	32	34	36	38	40
1015 – 1049	18	20	22	24	26	28	30	32	34	36	38	40
1050 – 1084	19	21	23	25	27	29	31	33	35	37	39	41
1085 – 1119	19	21	23	25	27	29	31	33	35	37	39	41
1120 – 1154	20	22	24	26	28	30	32	34	36	38	40	42
1155 – 1189	20	22	24	26	28	30	32	34	36	38	40	42
1190 – 1224	21	23	25	27	29	31	33	35	37	39	41	43
1225 – 1259	21	23	25	27	29	31	33	35	37	39	41	43
1260 – 1294	22	24	26	28	30	32	34	36	38	40	42	44
1295 – 1329	22	24	26	28	30	32	34	36	38	40	42	44
1330 – 1364	23	25	27	29	31	33	35	37	39	41	43	45
1365 – 1399	23	25	27	29	31	33	35	37	39	41	43	45
1400 – 1434	24	26	28	30	32	34	36	38	40	42	44	45
1435 – 1469	25	27	29	31	33	35	37	39	41	43	45	45
1470 – 1504	26	28	30	32	34	36	38	40	42	44	45	45
1505 – 1539	27	29	31	33	35	37	39	41	43	45	45	45
1540 – 1574	28	30	32	34	36	38	40	42	44	45	45	45
1575 – 1609	29	31	33	35	37	39	41	43	45	45	45	45

Number of Hours of Insurable Employment in Qualifying Period	Regional Rate of Unemployment											
	6% and under	More than 6% but not more than 7%	More than 7% but not more than 8%	More than 8% but not more than 9%	More than 9% but not more than 10%	More than 10% but not more than 11%	More than 11% but not more than 12%	More than 12% but not more than 13%	More than 13% but not more than 14%	More than 14% but not more than 15%	More than 15% but not more than 16%	More than 16%
1610 – 1644	30	32	34	36	38	40	42	44	45	45	45	45
1645 – 1679	31	33	35	37	39	41	43	45	45	45	45	45
1680 – 1714	32	34	36	38	40	42	44	45	45	45	45	45
1715 – 1749	33	35	37	39	41	43	45	45	45	45	45	45
1750 – 1784	34	36	38	40	42	44	45	45	45	45	45	45
1785 – 1819	35	37	39	41	43	45	45	45	45	45	45	45
1820 +	36	38	40	42	44	45	45	45	45	45	45	45

Source: *Employment Insurance Act*, Schedule I

ANNEX 2.3.1

Employment Insurance Benefits¹: New Claims Established

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	Change (%) 2014/2015- 2015/2016
Province/Territory						
Newfoundland and Labrador	86,870	81,130	82,040 ^r	81,230 ^r	85,910	+5.8
Prince Edward Island	24,080	21,870	21,330	21,950 ^r	22,140	+0.9
Nova Scotia	87,930	82,000	78,610 ^r	79,550 ^r	82,410	+3.6
New Brunswick	91,990	90,170	85,620 ^r	85,020 ^r	88,670	+4.3
Quebec	526,110	505,500	492,840 ^r	491,160 ^r	496,680	+1.1
Ontario	592,030	575,250	572,990 ^r	561,200 ^r	569,620	+1.5
Manitoba	58,170	58,320	56,620 ^r	57,000 ^r	64,660	+13.4
Saskatchewan	44,700	44,400	44,400 ^r	47,840 ^r	57,110	+19.4
Alberta	142,560	143,280	146,070 ^r	169,840 ^r	235,470	+38.6
British Columbia	222,610	211,540	205,300 ^r	208,320 ^r	216,790	+4.1
Yukon	2,710	2,720	2,560	2,450	2,410	-1.6
Northwest Territories	2,520	2,400	2,310	2,250	2,320	+3.1
Nunavut	1,340	1,360	1,260	990	1,230	+24.2
Gender						
Men	1,024,820	982,220	976,920 ^r	994,200 ^r	1,075,810	+8.2
Women	858,800	837,720	815,030 ^r	814,600 ^r	849,610	+4.3
Age						
< 25 Years Old	204,320	193,180	182,350 ^r	181,910 ^r	194,270	+6.8
25 – 44 Years	902,960	873,760	860,520 ^r	871,570 ^r	933,430	+7.1
45 – 54 Years	434,420	410,090	399,020 ^r	391,140 ^r	402,020	+2.8
55 Years and Older	341,920	342,910	350,060 ^r	364,180 ^r	395,700	+8.7
EI Claimant Category²						
Long-Tenured Workers	569,860	502,550	461,460	412,320	600,900	+45.7
Occasional Claimants	961,970	967,260	991,310	1,063,380	988,250	-7.1
Frequent Claimants	351,790	350,130	339,180	333,100	336,270	+1.0
CANADA	1,883,620	1,819,940	1,791,950^r	1,808,800^r	1,925,420	+6.4

Note: Totals may not add up due to rounding. Includes all claims for which at least \$1 of EI benefits was paid.

Source: Employment and Social Development Canada, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

¹ Excludes Parents of Critically Ill Children (PCIC) benefits due to the incompatibility of administrative data sources.

² See Annex-2.1 for definitions related to EI claimant categories.

^r Revised.

ANNEX 2.3.2

Employment Insurance Benefits¹: Average Weekly Benefit Rate² (\$)

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	Change (%) 2014/2015- 2015/2016
Province/Territory						
Newfoundland and Labrador	394	407	422	435	448	+3.0
Prince Edward Island	382	398	403	416	428	+2.9
Nova Scotia	377	388	404	419	425	+1.4
New Brunswick	370	385	402	412	424	+2.9
Quebec	378	390	409	420	428	+1.9
Ontario	382	393	419	431	441	+2.3
Manitoba	368	381	408	422	435	+3.1
Saskatchewan	393	409	432	452	466	+3.1
Alberta	411	424	453	472	486	+3.0
British Columbia	377	389	416	429	442	+3.0
Yukon	444	453	472	474	490	+3.4
Northwest Territories	450	465	489	495	505	+2.0
Nunavut	439	466	464	469	472	+0.6
Gender						
Men	408	421	443	457	469	+2.6
Women	351	363	387	398	409	+2.8
Age						
< 25 Years Old	342	354	380	394	407	+3.3
25 – 44 Years	393	406	429	442	455	+2.9
45 – 54 Years	387	399	420	434	446	+2.8
55 Years and Older	373	384	405	417	428	+2.6
EI Claimant Category³						
Long-Tenured Workers	415	428	453	468	477	+1.9
Occasional Claimants	355	370	397	414	419	+1.2
Frequent Claimants	401	414	428	439	449	+2.3
CANADA	382	395	417	431	443	+2.8

Note: Totals may not add up due to rounding.

Source: Employment and Social Development Canada, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

¹ Excludes Parents of Critically Ill Children (PCIC) benefits due to the incompatibility of administrative data sources.

² Takes into account family supplement top-ups paid to Employment Insurance claimants.

³ See Annex-2.1 for definitions related to EI claimant categories.

ANNEX 2.3.3

Employment Insurance Benefits¹: Amount Paid (\$Million)

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	Change (%) 2014/2015- 2015/2016
Province/Territory						
Newfoundland and Labrador	894.0	840.8	837.8 ^r	862.8 ^r	958.6	+11.1
Prince Edward Island	228.5	218.1	200.0	211.4	228.1	+7.9
Nova Scotia	804.6	773.4	738.7 ^r	748.1 ^r	833.0	+11.4
New Brunswick	847.1	838.9	828.0 ^r	824.0 ^r	904.0	+9.7
Quebec	3,570.0	3,453.2	3,374.2 ^r	3,507.1 ^r	3,649.7	+4.1
Ontario	5,188.2	5,051.7	5,241.9 ^r	5,270.5 ^r	5,478.3	+3.9
Manitoba	451.8	463.3	482.8 ^r	498.2 ^r	573.4	+15.1
Saskatchewan	389.3	393.3	413.9 ^r	437.4 ^r	572.7	+30.9
Alberta	1,333.5	1,283.6	1,383.6 ^r	1,507.0 ^r	2,362.3	+56.8
British Columbia	1,908.6	1,815.2	1,798.0 ^r	1,862.8 ^r	2,031.1	+9.0
Yukon	29.2	31.8	29.5	30.4	25.9	-14.7
Northwest Territories	33.8	32.7	31.4	29.3	28.8	-2.0
Nunavut	17.6	17.7	18.1	15.1	16.2	+7.3
Gender						
Men	8,149.7	7,778.8	7,872.5 ^r	8,088.4 ^r	9,411.7	+16.4
Women	7,546.6	7,435.1	7,505.4 ^r	7,715.7 ^r	8,250.3	+6.9
Age						
< 25 Years Old	1,426.0	1,347.9	1,319.7 ^r	1,316.1 ^r	1,523.7	+15.8
25 – 44 Years	8,268.2	8,128.4	8,281.6 ^r	8,525.3 ^r	9,497.1	+11.4
45 – 54 Years	3,298.5	3,091.6	3,050.6 ^r	3,069.2 ^r	3,341.4	+8.9
55 Years and Older	2,703.4	2,645.9	2,726.1	2,893.5 ^r	3,299.8	+14.0
EI Claimant Category²						
Long-Tenured Workers	5,252.4	4,937.8	4,424.0	3,919.7	5,516.7	+40.7
Occasional Claimants	7,303.4	7,114.6	7,860.5	8,774.0	8,877.8	+1.2
Frequent Claimants	3,140.4	3,161.5	3,093.3	3,110.4	3,267.6	+5.1
CANADA	15,696.2	15,213.9	15,377.9^r	15,804.1^r	17,662.0	+11.8

Note: Totals may not add up due to rounding. Percentage change is based on unrounded dollar amounts.

Source: Employment and Social Development Canada, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

¹ Excludes Parents of Critically Ill Children (PCIC) benefits due to the incompatibility of administrative data sources.

² See Annex-2.1 for definitions related to EI claimant categories.

^r Revised.

ANNEX 2.4.1

Employment Insurance Benefits (by Employment Insurance Economic Region)¹: New Claims Established

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	Change (%) 2014/2015- 2015/2016
Newfoundland and Labrador						
St. John's	14,640	13,530	13,990	14,810	16,190	+9.3
Nfld – Labrador	72,230	67,600	68,050	66,420	69,720	+5.0
Prince Edward Island						
Prince Edward Island ²	24,080	21,870	21,330	9,530	N/A	N/A
Charlottetown ²	N/A	N/A	N/A	2,960	5,470	+84.8
Prince Edward Island (excluding Charlottetown) ²	N/A	N/A	N/A	9,460	16,670	+76.2
Nova Scotia						
Eastern Nova Scotia	28,950	27,060	27,010	27,660	28,370	+2.6
Western Nova Scotia	39,350	36,220	34,090	33,860	35,120	+3.7
Halifax	19,630	18,720	17,510	18,030	18,920	+4.9
New Brunswick						
Fredericton-Moncton-Saint John	28,080	28,190	26,370	26,280	28,070	+6.8
Madawaska-Charlotte	16,120	15,710	14,520	14,250	14,270	+0.1
Restigouche-Albert	47,790	46,270	44,730	44,490	46,330	+4.1
Quebec						
Gaspésie – Îles-de-la-Madeleine	28,810	27,920	27,240	26,520	27,320	+3.0
Québec	41,600	39,570	39,040	40,290	40,400	+0.3
Trois-Rivières	11,540	10,670	10,700	9,900	10,060	+1.6
South Central Quebec	13,490	10,950	10,590	9,760	9,190	-5.8
Sherbrooke	11,430	9,730	9,690	10,850	10,060	-7.3
Montréal	37,840	32,470	31,260	30,970	33,220	+7.3
Montréal	180,820	181,210	176,260	176,270	179,760	+2.0
Central Quebec	93,940	90,680	87,370	87,010	87,800	+0.9
North Western Quebec	23,840	22,830	22,690	23,260	22,520	-3.2
Lower Saint Lawrence and North Shore	55,500	53,890	52,600	49,550	50,290	+1.5
Hull	14,110	12,820	12,860	13,420	13,320	-0.7
Chicoutimi-Jonquière	13,190	12,760	12,540	13,360	12,740	-4.6
Ontario						
Ottawa	34,090	33,650	33,380	33,180	34,370	+3.6
Eastern Ontario	25,790	26,240	26,590	26,590	27,780	+4.5
Kingston	6,530	5,810	5,790	5,730	5,110	-10.8
Central Ontario	64,100	60,220	60,790	58,200	61,340	+5.4
Oshawa	17,290	16,700	17,820	17,890	17,760	-0.7

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	Change (%) 2014/2015- 2015/2016
Toronto	218,030	215,900	213,260	207,290	211,410	+2.0
Hamilton	29,870	28,730	29,520	29,230	29,400	+0.6
St. Catharines	21,910	22,290	22,220	19,580	20,760	+6.0
London	21,460	20,190	20,550	19,400	18,920	-2.5
Niagara	19,100	18,350	17,410	17,520	18,080	+3.2
Windsor	15,940	16,270	14,420	19,480	13,630	-30.0
Kitchener	22,080	21,730	22,420	20,450	20,340	-0.5
Huron	19,450	16,950	17,680	17,570	17,710	+0.8
South Central Ontario	24,100	21,100	19,740	18,560	19,210	+3.5
Sudbury	8,050	7,840	8,150	7,870	8,760	+11.3
Thunder Bay	6,620	5,730	6,440	6,510	6,540	+0.5
Northern Ontario	37,620	37,550	36,810	36,150	38,500	+6.5
Manitoba						
Winnipeg	32,120	32,640	31,920	31,990	36,060	+12.7
Southern Manitoba	16,220	15,880	15,060	15,120	18,200	+20.4
Northern Manitoba	9,830	9,800	9,640	9,890	10,400	+5.2
Saskatchewan						
Regina	7,530	7,870	7,800	8,510	9,830	+15.5
Saskatoon	10,930	10,920	11,360	12,220	14,780	+20.9
Southern Saskatchewan	12,450	12,470	11,660	13,080	15,310	+17.0
Northern Saskatchewan	13,790	13,140	13,580	14,030	17,190	+22.5
Alberta						
Calgary	43,440	46,090	46,710	54,040	74,310	+37.5
Edmonton	47,970	47,760	50,510	57,710	81,150	+40.6
Northern Alberta	12,600	11,890	12,180	14,890	20,620	+38.5
Southern Alberta	38,550	37,540	36,670	43,200	59,390	+37.5
British Columbia						
Southern Interior British Columbia	42,100	38,370	38,040	38,600	43,030	+11.5
Abbotsford	11,980	11,240	11,120	10,690	10,790	+0.9
Vancouver	97,290	92,530	91,040	90,310	90,370	+0.1
Victoria	14,010	13,830	12,560	12,660	12,990	+2.6
Southern Coastal British Columbia	32,490	31,860	30,310	30,380	32,410	+6.7
Northern British Columbia	24,740	23,710	22,230	25,680	27,200	+5.9

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	Change (%) 2014/2015- 2015/2016
Territories						
Yukon ²	2,710	2,720	2,560	1,120	N/A	N/A
Whitehorse ²	N/A	N/A	N/A	740	1,560	+110.8
Yukon (excluding Whitehorse) ²	N/A	N/A	N/A	590	850	+44.1
Northwest Territories ²	2,520	2,400	2,310	1,330	N/A	N/A
Yellowknife ²	N/A	N/A	N/A	310	810	+161.3
Northwest Territories (excluding Yellowknife) ²	N/A	N/A	N/A	610	1,510	+147.5
Nunavut ²	1,340	1,360	1,260	510	N/A	N/A
Iqaluit ²	N/A	N/A	N/A	100	300	+200.0
Nunavut (excluding Iqaluit) ²	N/A	N/A	N/A	380	930	+144.7
CANADA	1,883,620	1,819,940	1,791,950^r	1,808,800^r	1,925,420	+6.4

Note: Totals may not add up due to rounding. Includes claims for which at least \$1 of EI benefits was paid.

Source: Employment and Social Development Canada, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data except for information on claim for Compassionate Care Benefits and EI work-sharing benefits, which are based on a 100% sample.

¹ Excludes Parents of Critically Ill Children (PCIC) benefits due to incompatibility of administrative data sources.

² As of October 12, 2014, there is a total of 62 Employment Insurance (EI) economic regions, instead of 58 regions. The EI economic regions of Prince Edward Island, Yukon, the Northwest Territories and Nunavut were each divided into two EI economic regions, one consisting of the capital area and the remaining consisting of the non-capital area.

^r Revised.

ANNEX 2.4.2

**Employment Insurance Benefits (by Employment Insurance Economic Region)¹:
Average Weekly Benefit Rate² (\$)**

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	Change (%) 2014/2015- 2015/2016
Newfoundland and Labrador						
St. John's	400	422	430	441	456	+3.4
Nfld – Labrador	393	404	421	434	447	+3.0
Prince Edward Island						
Prince Edward Island ³	382	398	403	409	N/A	N/A
Charlottetown ³	N/A	N/A	N/A	402	413	+2.7
Prince Edward Island (excluding Charlottetown) ³	N/A	N/A	N/A	428	433	+1.2
Nova Scotia						
Eastern Nova Scotia	388	401	419	435	439	+0.9
Western Nova Scotia	375	385	392	407	413	+1.5
Halifax	364	375	405	415	426	+2.7
New Brunswick						
Fredericton-Moncton-Saint John	353	366	392	403	414	+2.7
Madawaska-Charlotte	369	384	391	398	411	+3.3
Restigouche-Albert	381	398	413	421	434	+3.1
Quebec						
Gaspésie – Îles-de-la-Madeleine	394	405	421	432	437	+1.2
Québec	377	387	417	427	435	+1.9
Trois-Rivières	383	404	400	409	415	+1.5
South Central Quebec	368	378	406	419	429	+2.4
Sherbrooke	362	377	403	412	418	+1.5
Montréal	365	375	403	415	424	+2.2
Montréal	366	378	407	419	427	+1.9
Central Quebec	384	399	401	412	420	+1.9
North Western Quebec	400	413	417	428	433	+1.2
Lower Saint Lawrence and North Shore	396	410	417	425	433	+1.9
Hull	384	394	422	431	439	+1.9
Chicoutimi-Jonquière	386	404	408	422	423	+0.2
Ontario						
Ottawa	395	409	435	448	455	+1.6
Eastern Ontario	369	380	409	424	431	+1.7
Kingston	372	385	409	425	421	-0.9
Central Ontario	371	382	407	419	432	+3.1
Oshawa	407	421	429	449	452	+0.7

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	Change (%) 2014/2015- 2015/2016
Toronto	381	392	422	433	445	+2.8
Hamilton	382	391	425	433	444	+2.5
St. Catharines	358	368	399	409	413	+1.0
London	378	382	414	426	427	+0.2
Niagara	395	404	411	425	438	+3.1
Windsor	398	406	404	448	437	-2.5
Kitchener	381	391	427	438	444	+1.4
Huron	392	406	414	421	435	+3.3
South Central Ontario	379	388	418	429	440	+2.6
Sudbury	379	402	426	434	453	+4.4
Thunder Bay	391	403	438	439	459	+4.6
Northern Ontario	397	410	424	432	445	+3.0
Manitoba						
Winnipeg	368	381	411	425	436	+2.6
Southern Manitoba	358	373	401	416	434	+4.3
Northern Manitoba	381	395	410	417	435	+4.3
Saskatchewan						
Regina	399	412	448	457	466	+2.0
Saskatoon	390	408	434	459	466	+1.5
Southern Saskatchewan	381	398	421	444	464	+4.5
Northern Saskatchewan	401	418	429	450	467	+3.8
Alberta						
Calgary	410	424	456	473	485	+2.5
Edmonton	417	428	458	474	489	+3.2
Northern Alberta	434	448	462	484	494	+2.1
Southern Alberta	397	410	440	465	479	+3.0
British Columbia						
Southern Interior British Columbia	377	389	422	434	450	+3.7
Abbotsford	334	353	366	383	391	+2.1
Vancouver	375	385	413	424	435	+2.6
Victoria	383	395	426	436	450	+3.2
Southern Coastal British Columbia	372	384	419	433	444	+2.5
Northern British Columbia	411	426	438	454	467	+2.9

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	Change (%) 2014/2015- 2015/2016
Territories						
Yukon ³	444	453	472	471	N/A	N/A
Whitehorse ³	N/A	N/A	N/A	478	485	+1.5
Yukon (excluding Whitehorse) ³	N/A	N/A	N/A	474	498	+5.1
Northwest Territories ³	450	465	489	488	N/A	N/A
Yellowknife ³	N/A	N/A	N/A	499	505	+1.2
Northwest Territories (excluding Yellowknife) ³	N/A	N/A	N/A	507	506	-0.2
Nunavut ³	439	466	464	464	N/A	N/A
Iqaluit ³	N/A	N/A	N/A	497	499	+0.4
Nunavut (excluding Iqaluit) ³	N/A	N/A	N/A	470	463	-1.5
CANADA	382	395	417	431	443	+2.8

Note: Totals may not add up due to rounding. Includes claims for which at least \$1 of EI benefits was paid.

Source: Employment and Social Development Canada, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data except for information on claim for Compassionate Care Benefits and EI work-sharing benefits, which are based on a 100% sample.

- ¹ Excludes Parents of Critically Ill Children (PCIC) benefits due to incompatibility of administrative data sources.
- ² Takes into account family supplement top-ups paid to Employment Insurance claimants.
- ³ As of October 12, 2014, there is a total of 62 Employment Insurance (EI) economic regions, instead of 58 regions. The EI economic regions of Prince Edward Island, Yukon, the Northwest Territories and Nunavut were each divided into two EI economic regions, one consisting of the capital area and the remaining consisting of the non-capital area.

ANNEX 2.4.3
Employment Insurance Benefits (by Employment Insurance Economic Region)¹: Amount Paid² (\$Million)

	2011/2012	2012/2013	2013/2014	2014/2015 ²	2015/2016 ²	Change (%) 2014/2015- 2015/2016
Newfoundland and Labrador						
St. John's	129.3	121.9	120.1	130.5	146.2	+12.1
Nfld – Labrador	764.8	718.8	717.7	732.4	812.4	+10.9
Prince Edward Island						
Prince Edward Island ²	228.5	218.1	200.0	153.1	13.1	-91.4
Charlottetown ²	N/A	N/A	N/A	11.1	46.9	+322.8
Prince Edward Island (excluding Charlottetown) ²	N/A	N/A	N/A	47.1	168.1	+256.7
Nova Scotia						
Eastern Nova Scotia	290.8	289.2	286.6	286.4	328.9	+14.8
Western Nova Scotia	350.3	329.5	300.1	298.5	321.4	+7.7
Halifax	163.4	154.8	151.9	163.1	182.6	+12.0
New Brunswick						
Fredericton-Moncton-Saint John	216.3	219.8	222.1	225.5	257.6	+14.2
Madawaska-Charlotte	137.3	136.7	132.3	120.5	125.2	+3.9
Restigouche-Albert	493.5	482.4	473.7	478.0	521.2	+9.0
Quebec						
Gaspésie – Îles-de-la-Madeleine	289.2	281.1	271.7	273.8	291.4	+6.4
Québec	228.1	209.4	221.6	240.7	259.0	+7.6
Trois-Rivières	83.8	76.8	69.3	65.3	66.6	+2.0
South Central Quebec	63.9	57.9	53.1	57.6	57.0	-1.0
Sherbrooke	59.4	54.3	54.2	67.2	66.7	-0.7
Montréal	222.4	196.9	188.1	195.7	218.8	+11.8
Montréal	1,183.5	1,192.1	1,211.3	1,289.1	1,331.2	+3.3
Central Quebec	632.8	624.2	566.1	569.7	585.3	+2.7
North Western Quebec	189.4	185.4	178.1	176.4 ^r	180.1	+2.1
Lower Saint Lawrence and North Shore	444.7	411.6	398.0	390.9	397.4	+1.7
Hull	82.7	82.4	80.0	89.7	95.1	+5.9
Chicoutimi-Jonquière	90.1	81.2	82.7	91.0	101.0	+11.0
Ontario						
Ottawa	314.3	314.3	322.4	333.4	352.9	+5.9
Eastern Ontario	196.0	202.2	207.6	217.3	238.4	+9.7
Kingston	47.7	47.7	48.4	51.4	46.0	-10.5
Central Ontario	482.8	458.0	485.5	487.6	503.2	+3.2
Oshawa	158.6	152.5	159.0	162.7	167.4	+2.9

	2011/2012	2012/2013	2013/2014	2014/2015 ²	2015/2016 ²	Change (%) 2014/2015- 2015/2016
Toronto	2,127.2	2,060.0	2,149.4	2,161.6	2,224.3	+2.9
Hamilton	252.7	237.2	251.7	258.6	275.6	+6.6
St. Catharines	163.6	164.9	171.9	164.1	163.1	-0.6
London	177.1	175.3	182.2	179.3	174.5	-2.7
Niagara	163.8	156.2	158.4	142.2	166.7	+17.2
Windsor	132.7	135.7	133.7	129.6	147.5	+13.8
Kitchener	188.4	178.8	197.0	202.2	194.7	-3.7
Huron	162.3	143.9	133.9	142.4	148.1	+3.9
South Central Ontario	178.2	171.5	169.8	165.2	169.4	+2.6
Sudbury	64.7	62.1	68.5	69.2	75.4	+8.9
Thunder Bay	46.6	45.3	48.5	54.5	55.9	+2.6
Northern Ontario	331.3	345.9	354.1	349.1	375.2	+7.5
Manitoba						
Winnipeg	248.3	247.1	271.3	272.4	321.0	+17.8
Southern Manitoba	106.5	116.0	112.5	122.1	143.0	+17.1
Northern Manitoba	96.9	100.3	99.0	103.6	109.3	+5.5
Saskatchewan						
Regina	64.9	68.2	71.1	76.8	93.7	+21.9
Saskatoon	91.6	90.1	99.8	111.3	144.1	+29.4
Southern Saskatchewan	96.3	98.2	99.0	106.2	142.8	+34.4
Northern Saskatchewan	136.5	136.8	144.0	143.0	192.2	+34.4
Alberta						
Calgary	446.0	432.4	474.1	510.1	786.2	+54.1
Edmonton	443.6	416.7	466.9	515.4	781.3	+51.6
Northern Alberta	124.6	124.4	122.6	139.3	225.5	+61.9
Southern Alberta	319.3	310.2	320.0	342.3	569.3	+66.3
British Columbia						
Southern Interior British Columbia	346.7	298.6	302.7	321.9	386.2	+20.0
Abbotsford	94.7	92.1	86.9	86.7	88.6	+2.2
Vancouver	862.2	816.5	834.7	852.0	866.0	+1.7
Victoria	114.2	120.8	113.4	115.5	124.0	+7.4
Southern Coastal British Columbia	262.0	250.7	250.2	258.9	297.7	+15.0
Northern British Columbia	228.8	236.5	210.0	227.9	268.6	+17.8

	2011/2012	2012/2013	2013/2014	2014/2015 ²	2015/2016 ²	Change (%) 2014/2015- 2015/2016
Territories						
Yukon ²	29.2	31.8	29.5	24.0	2.7	-88.9
Whitehorse ²	N/A	N/A	N/A	3.2	14.3	+348.0
Yukon (excluding Whitehorse) ²	N/A	N/A	N/A	3.2	9.0	+181.8
Northwest Territories ²	33.8	32.7	31.4	24.8	3.6	-85.3
Yellowknife ²	N/A	N/A	N/A	1.2	7.7	+532.0
Northwest Territories (excluding Yellowknife) ²	N/A	N/A	N/A	3.3	17.5	+423.5
Nunavut ²	17.6	17.7	18.1	12.8	1.3	-89.8
Iqaluit ²	N/A	N/A	N/A	0.6	2.7	+368.2
Nunavut (excluding Iqaluit) ²	N/A	N/A	N/A	1.7	12.1	+614.0
CANADA	15,696.2	15,213.9	15,377.9^r	15,804.1^r	17,662.0	+11.8

Note: Totals may not add up due to rounding. Includes claims for which at least \$1 of EI benefits was paid. Percentage change is based on unrounded dollar amounts.

Source: Employment and Social Development Canada, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data except for information on claim for Compassionate Care Benefits and EI work-sharing benefits, which are based on a 100% sample.

¹ Excludes Parents of Critically Ill Children (PCIC) benefits due to incompatibility of administrative data sources.

² As of October 12, 2014, there is a total of 62 Employment Insurance (EI) economic regions, instead of 58 regions. The EI economic regions of Prince Edward Island, Yukon, the Northwest Territories and Nunavut were each divided into two EI economic regions, one consisting of the capital area and the remaining consisting of the non-capital area. As a result of changes to EI economic region boundaries in October 2014, some claims established just prior to that month had claim amounts paid based on the claim length continuing into 2015 given the benefit entitlement duration the claimant received when their claim was first established. For some claims in the old EI regions of Prince Edward Island, Yukon, Northwest Territories and Nunavut, amounts continued to be paid based on the previous entitlements claimants were eligible for when their claim was first established. Amounts paid listed in this column for EI economic regions which are no longer in effect reflect the amount paid in benefits for claims established prior to October 12, 2014 that were subject to benefit entitlements based on previous region boundaries, unemployment rates and insurable hours for eligibility whose claims continue to be paid on that basis in the 2015/2016 fiscal period. All claims established after October 12, 2014 would be subject to benefit entitlements based on the new economic region boundaries, and these totals are reported for those new regions accordingly.

^r Revised.

ANNEX 2.5.1

Regular Benefits: New Claims Established

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	Change (%) 2014/2015- 2015/2016
Province/Territory						
Newfoundland and Labrador	67,430	62,430	63,290	63,410	67,880	+7.0
Prince Edward Island	18,380	16,930	16,040	16,560	16,790	+1.4
Nova Scotia	68,370	62,160	59,530	60,730	62,020	+2.1
New Brunswick	75,420	73,500	69,450	68,930	72,030	+4.5
Quebec	460,360	436,760	424,230	423,840	422,200	-0.4
Ontario	416,250	404,250	401,030	391,380	390,830	-0.1
Manitoba	39,090	37,830	35,640	37,280	41,810	+12.2
Saskatchewan	29,280	27,920	27,390	31,500	39,580	+25.7
Alberta	86,670	83,160	84,000	105,780	167,800	+58.6
British Columbia	156,310	147,300	140,810	139,040	146,080	+5.1
Yukon	2,060	2,080	2,020	1,880	1,840	-2.1
Northwest Territories	1,720	1,590	1,530	1,680	1,550	-7.7
Nunavut	930	900	850	600	680	+13.3
Gender						
Men	855,990	814,090	808,040	826,410	896,610	+8.5
Women	566,280	542,720	517,770	516,200	534,480	+3.5
Age						
< 25 Years Old	149,370	138,910	129,400	129,700	140,640	+8.4
25 – 44 Years	627,110	594,800	580,650	592,390	639,540	+8.0
45 – 54 Years	362,420	339,570	330,230	323,840	329,800	+1.8
55 Years and Older	283,370	283,530	285,530	296,680	321,110	+8.2
EI Claimant Category¹						
Long-Tenured Workers	363,840	316,420	285,000	261,760	380,460	+45.3
Occasional Claimants	737,390	720,810	731,030	776,150	742,840	-4.3
Frequent Claimants	321,040	319,580	309,780	304,700	307,790	+1.0
CANADA	1,422,270	1,356,810	1,325,810	1,342,610	1,431,090	+6.6

Note: Totals may not add up due to rounding. Includes claims for which at least \$1 of regular benefits was paid.

Source: Employment and Social Development Canada, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

¹ See Annex-2.1 for definitions related to EI claimant categories.

ANNEX 2.5.2

Regular Benefits: Average Actual Duration¹ (Number of Weeks)

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	Change (%) 2014/2015- 2015/2016
Province/Territory						
Newfoundland and Labrador	26.6	26.1	25.6	26.2 ^r	26.1 ^p	-0.4
Prince Edward Island	24.8	23.3	22.7	23.2 ^r	23.5 ^p	+1.3
Nova Scotia	24.0	23.9	23.1	23.7 ^r	23.2 ^p	-2.1
New Brunswick	23.7	23.5	23.8	24.0 ^r	23.3 ^p	-2.9
Quebec	18.7	18.4	18.6	18.7	18.4 ^p	-1.6
Ontario	19.6	19.8	19.1	18.5 ^r	18.9 ^p	+2.2
Manitoba	17.6	17.6	17.5	17.8 ^r	18.8 ^p	+5.6
Saskatchewan	18.6	18.1	17.9	19.1 ^r	20.9 ^p	+9.4
Alberta	16.5	16.0	16.3	18.5 ^r	21.2 ^p	+14.6
British Columbia	19.5	18.8	18.6	18.7 ^r	19.2 ^p	+2.7
Yukon	22.8	24.0	24.0	22.1 ^r	19.3 ^p	-12.7
Northwest Territories	26.3	26.2	25.9	25.1 ^r	24.2 ^p	-3.6
Nunavut	27.6	28.2	29.2	30.1 ^r	27.5 ^p	-8.6
Gender						
Men	19.8	19.7	19.5	19.8 ^r	20.0 ^p	+1.0
Women	20.0	19.6	19.3	19.2 ^r	19.7 ^p	+2.6
Age						
< 25 Years Old	18.3	17.6	17.6	17.6 ^r	18.6 ^p	+5.7
25 – 44 Years	19.2	18.9	18.6	18.7	19.2 ^p	+2.7
45 – 54 Years	20.1	20.1	19.9	20.0 ^r	20.3 ^p	+1.5
55 Years and Older	22.0	21.6	21.4	21.5 ^r	21.6 ^p	+0.5
EI Claimant Category²						
Long-Tenured Workers	18.3	18.3	17.9	18.2 ^r	18.7 ^p	+2.7
Occasional Claimants	19.4	19.1	19.0	19.0 ^r	19.7 ^p	+3.7
Frequent Claimants	22.8	22.2	22.0	22.2 ^r	22.0 ^p	-0.9
CANADA	19.9	19.6	19.4	19.5^r	19.9^p	+2.1

Note: Totals may not add up due to rounding. Excludes benefits paid under section 25 of the *Employment Insurance Act* for training purposes.

Source: Employment and Social Development Canada, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

¹ In the past, data on the actual duration of regular benefits were reported with a lag of one year after the period covered by the *Employment Insurance Monitoring and Assessment Report* to ensure that data would pertain to claims that had ended. Starting with the 2014/2015 *Employment Insurance Monitoring and Assessment Report*, data on the actual duration of regular benefits are reported for the fiscal year covered by the Report in order to provide timely, relevant and consistent information. This change has been made possible by methodological improvements and the increased availability of historical data. However, data for the fiscal year covered by the Report are preliminary; data for 2015/2016 will be revised, if required, in the 2016/2017 *Employment Insurance Monitoring and Assessment Report*.

² See Annex-2.1 for definitions related to EI claimant categories.

^p Preliminary.

^r Revised.

ANNEX 2.5.3

Regular Benefits: Average Weekly Benefit Rate¹ (\$)

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	Change (%) 2014/2015- 2015/2016
Province/Territory						
Newfoundland and Labrador	387	400	417	430	444	+3.3
Prince Edward Island	373	389	395	407	419	+2.9
Nova Scotia	374	385	400	417	423	+1.4
New Brunswick	371	386	403	413	426	+3.1
Quebec	382	395	414	426	434	+1.9
Ontario	383	395	421	435	445	+2.3
Manitoba	370	382	412	424	438	+3.3
Saskatchewan	397	413	435	458	472	+3.1
Alberta	418	431	462	484	495	+2.3
British Columbia	380	392	419	434	449	+3.5
Yukon	445	457	477	478	494	+3.3
Northwest Territories	448	463	487	498	507	+1.8
Nunavut	433	462	460	472	469	-0.6
Gender						
Men	408	422	443	458	470	+2.6
Women	347	358	382	395	406	+2.8
Age						
< 25 Years Old	349	362	389	405	419	+3.5
25 – 44 Years	393	407	430	445	458	+2.9
45 – 54 Years	388	401	423	437	449	+2.7
55 Years and Older	375	386	407	420	431	+2.6
EI Claimant Category²						
Long-Tenured Workers	416	429	454	472	482	+2.1
Occasional Claimants	361	375	403	420	428	+1.9
Frequent Claimants	399	412	425	436	446	+2.3
CANADA	384	396	419	434	446	+2.8

Note: Totals may not add up due to rounding.

Source: Employment and Social Development Canada, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

¹ Takes into account Family Supplement top-ups paid to claimants with regular benefits.

² See Annex-2.1 for definitions related to EI claimant categories.

ANNEX 2.5.4

Employment Insurance Benefits: Amount Paid^{1,2} (\$Million)

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	Change (%) 2014/2015- 2015/2016
Province/Territory						
Newfoundland and Labrador	702.3	647.2	644.3	666.5	749.5	+12.5
Prince Edward Island	170.6	163.0	144.3	147.6	162.6	+10.2
Nova Scotia	599.1	564.0	535.3	534.1	603.0	+12.9
New Brunswick	672.0	660.0	643.7	640.9	712.5	+11.2
Quebec	3,226.6	3,074.5	2,986.9	3,115.2	3,227.0	+3.6
Ontario	3,241.4	3,049.0	3,128.9 ^r	3,093.2	3,200.8	+3.5
Manitoba	271.1	270.2	267.7	277.2	338.3	+22.0
Saskatchewan	230.8	227.3	225.4	246.3	361.3	+46.7
Alberta	731.2	626.3	670.5	747.0	1,499.9	+100.8
British Columbia	1,221.5	1,111.8	1,067.1	1,081.5	1,219.0	+12.7
Yukon	22.0	22.1	21.3	22.7	18.7	-17.8
Northwest Territories	21.4	22.3	20.3	20.5	20.2	-1.5
Nunavut	11.7	12.9	11.9	9.5	9.4	-0.8
Gender						
Men	7,207.9	6,793.2	6,851.0	7,032.8	8,253.4	+17.4
Women	3,913.6	3,657.3	3,516.6	3,569.3	3,868.8	+8.4
Age						
< 25 Years Old	1,074.7	1,004.7	973.2	966.1	1,153.7	+19.4
25 – 44 Years	4,839.2	4,553.0	4,510.3	4,603.5	5,345.2	+16.1
45 – 54 Years	2,866.0	2,638.8	2,586.6	2,604.6	2,844.6	+9.2
55 Years and Older	2,341.7	2,254.1	2,297.5	2,427.9	2,778.8	+14.5
EI Claimant Category³						
Long-Tenured Workers	3,155.7	2,719.2	2,377.2	2,136.9	3,141.1	+47.0
Occasional Claimants	5,184.7	4,950.3	5,278.5	5,735.6	6,118.7	+6.7
Frequent Claimants	2,781.2	2,781.1	2,712.0	2,729.5 ^r	2,862.3	+4.9
CANADA	11,121.5	10,450.5	10,367.6	10,602.0^r	12,122.2	+14.3

Note: Totals may not add up due to rounding. Percentage change is based on unrounded dollar amounts.

Source: Employment and Social Development Canada, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

¹ Takes into account Family Supplement top-ups paid to claimants with regular benefits.

² Starting with the 2014/2015 *Employment Insurance Monitoring and Assessment Report*, the amount paid in regular benefits include benefits under section 25 of the *Employment Insurance Act* for training purposes; prior years' figures were revised when published in the 2014/2015 *Employment Insurance Monitoring and Assessment Report* to reflect this change. The previous reporting methodology for regular benefits excluded these benefits, even though they were included in the total of amount paid in Employment Insurance benefits shown in Annex 2.3.

³ See Annex-2.1 for definitions related to EI claimant categories.

^r Revised.

ANNEX 2.6.1

Regular Benefits (by Industry): New Claims Established

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	Change (%) 2014/2015- 2015/2016
Industry						
Goods-Producing Industries	534,240	492,470	512,200	511,030	565,610	+10.7
Agriculture, Forestry, Fishing and Hunting	64,000	58,110	57,140	56,880	57,360	+0.8
Mining and Oil and Gas Extraction	21,760	22,190	24,380	28,900	38,250	+32.4
Utilities	4,530	4,300	4,680	4,420	4,230	-4.3
Construction	272,830	258,530	274,730	274,140	316,290	+15.4
Manufacturing	171,120	149,340	151,270	146,690	149,480	+1.9
Service-Producing Industries	844,090	797,760	769,260	748,370	821,740	+9.8
Wholesale Trade	48,440	45,620	43,940	44,050	48,240	+9.5
Retail Trade	89,480	84,540	79,210	72,850	83,500	+14.6
Transportation and Warehousing	62,960	58,950	56,690	56,270	67,950	+20.8
Finance and Insurance	16,060	15,870	14,750	13,820	15,500	+12.2
Real Estate and Rental and Leasing	18,690	17,750	18,050	18,030	20,220	+12.1
Professional, Scientific and Technical Services	53,530	53,600	53,800	54,690	61,630	+12.7
Business, Building and Support Services ¹	105,960	98,330	96,850	93,310	100,250	+7.4
Educational Services	149,320	148,080	145,810	146,040	156,100	+6.9
Health Care and Social Assistance	55,510	50,440	48,840	47,160	47,610	+1.0
Information, Culture and Recreation ²	47,340	43,680	41,960	39,470	41,320	+4.7
Accommodation and Food Services	73,120	67,410	63,360	58,550	63,840	+9.0
Other Services (except Public Administration)	47,330	44,080	40,700	40,730	45,900	+12.7
Public Administration	76,350	69,410	65,300	63,400	69,680	+9.9
Unclassified	43,940	66,580	44,350	83,210	43,740	-47.4
CANADA	1,422,270	1,356,810	1,325,810	1,342,610	1,431,090	+6.6

Note: Totals may not add up due to rounding. Includes claims for which at least \$1 of regular benefits was paid.

Source: Employment and Social Development Canada, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

¹ This industry sector comprises the industries with codes 55 (Management of Companies and Enterprises) and 56 (Administrative and Support, Waste Management and Remediation Services) from the North American Industry Classification System.

² This industry sector comprises industries with codes 51 (Information and Cultural Industries) and 71 (Arts, Entertainment and Recreation) from the North American Industry Classification System.

ANNEX 2.6.2

Regular Benefits (by Industry): Average Actual Duration¹ (Number of Weeks)

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	Change (%) 2014/2015- 2015/2016
Industry						
Goods-Producing Industries	19.4	19.3	19.1	19.5^r	19.7^p	+1.0
Agriculture, Forestry, Fishing and Hunting	22.6	21.6	21.4	21.6 ^r	21.4 ^p	-0.9
Mining and Oil and Gas Extraction	20.0	20.3	20.4	22.1 ^r	21.5 ^p	-2.7
Utilities	17.7	17.0	18.3	18.2 ^r	17.8 ^p	-2.2
Construction	18.0	18.1	18.1	18.4 ^r	18.7 ^p	+1.6
Manufacturing	20.4	20.4	19.9	20.2 ^r	20.9 ^p	+3.5
Service-Producing Industries	20.1	19.8	19.5	19.5	20.0^p	+2.6
Wholesale Trade	23.6	23.4	22.9	23.0 ^r	22.7 ^p	-1.3
Retail Trade	23.0	22.7	22.2	22.2 ^r	22.1 ^p	-0.5
Transportation and Warehousing	19.1	19.3	18.7	19.4 ^r	20.0 ^p	+3.1
Finance and Insurance	24.4	24.7	24.7	23.5 ^r	22.8 ^p	-3.0
Real Estate and Rental and Leasing	23.3	21.7	22.2	22.1 ^r	22.6 ^p	+2.3
Professional, Scientific and Technical Services	22.0	21.3	21.3	21.4 ^r	21.5 ^p	+0.5
Business, Building and Support Services ²	21.8	21.5	21.3	21.4	21.6 ^p	+0.9
Educational Services	11.6	11.9	11.7	11.8 ^r	13.1 ^p	+11.0
Health Care and Social Assistance	21.6	21.5	21.3	21.1 ^r	21.6 ^p	+2.4
Information, Culture and Recreation ³	21.3	20.7	20.4	20.2 ^r	20.2 ^p	+0.0
Accommodation and Food Services	23.0	22.4	22.2	22.0 ^r	22.9 ^p	+4.1
Other Services (except Public Administration)	22.1	21.3	21.0	21.1 ^r	21.6 ^p	+2.4
Public Administration	20.5	19.9	20.5	20.4 ^r	20.8 ^p	+2.0
Unclassified	22.3	22.1	21.5	21.5^r	21.2^p	-1.4
CANADA	19.9	19.6	19.4	19.5^r	19.9^p	+2.1

Note: Totals may not add up due to rounding. Excludes benefits paid under section 25 of the *Employment Insurance Act* for training purposes.

Source: Employment and Social Development Canada, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

¹ In the past, data on the actual duration of regular benefits were reported with a lag of one year after the period covered by the *Employment Insurance Monitoring and Assessment Report* to ensure that data would pertain to claims that had ended. Starting with the 2014/2015 *Employment Insurance Monitoring and Assessment Report*, data on the actual duration of regular benefits are reported for the fiscal year covered by the Report in order to provide timely, relevant and consistent information. This change has been made possible by methodological improvements and the increased availability of historical data. However, data for the fiscal year covered by the Report are preliminary; data for 2015/2016 will be revised, if required, in the 2016/2017 *Employment Insurance Monitoring and Assessment Report*.

² This industry sector comprises the industries with codes 55 (Management of Companies and Enterprises) and 56 (Administrative and Support, Waste Management and Remediation Services) from the North American Industry Classification System.

³ This industry sector comprises industries with codes 51 (Information and Cultural Industries) and 71 (Arts, Entertainment and Recreation) from the North American Industry Classification System.

^p Preliminary.

^r Revised.

ANNEX 2.6.3

Regular Benefits (by Industry): Average Weekly Benefit Rate¹ (\$)

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	Change (%) 2014/2015- 2015/2016
Industry						
Goods-Producing Industries	416	431	451	467	480	+2.8
Agriculture, Forestry, Fishing and Hunting	379	393	403	416	429	+3.1
Mining and Oil and Gas Extraction	462	476	495	510	522	+2.4
Utilities	459	477	494	501	516	+3.0
Construction	438	454	473	487	498	+2.3
Manufacturing	388	398	423	439	448	+2.1
Service-Producing Industries	365	377	399	411^r	425	+3.2
Wholesale Trade	376	389	412	424	440	+3.8
Retail Trade	323	324	352	368	374	+1.6
Transportation and Warehousing	367	373	390	403	425	+5.5
Finance and Insurance	396	408	436	445	462	+3.8
Real Estate and Rental and Leasing	370	382	407	421	432	+2.6
Professional, Scientific and Technical Services	406	426	448	463	479	+3.5
Business, Building and Support Services ²	353	368	394	409	419	+2.4
Educational Services	400	415	438	449	457	+1.8
Health Care and Social Assistance	353	363	384	394	402	+2.0
Information, Culture and Recreation ³	356	371	388	401	413	+3.0
Accommodation and Food Services	300	310	330	341	352	+3.2
Other Services (except Public Administration)	349	362	380	394	416	+5.6
Public Administration	400	411	426	437	446	+2.1
Unclassified	356	372	392	412	419	+1.7
CANADA	384	396	419	434	446	+2.8

Note: Totals may not add up due to rounding.

Source: Employment and Social Development Canada, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

¹ Takes into account family supplement top-ups paid to claimants with regular benefits.

² This industry sector comprises the industries with codes 55 (Management of Companies and Enterprises) and 56 (Administrative and Support, Waste Management and Remediation Services) from the North American Industry Classification System.

³ This industry sector comprises industries with codes 51 (Information and Cultural Industries) and 71 (Arts, Entertainment and Recreation) from the North American Industry Classification System.

^r Revised.

ANNEX 2.6.4

Regular Benefits (by Industry): Amount Paid^{1,2} (\$Million)

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	Change (%) 2014/2015- 2015/2016
Industry						
Goods-Producing Industries	4,521.2	4,157.8	4,349.4	4,379.8	5,337.1	+21.9
Agriculture, Forestry, Fishing and Hunting	557.0	522.3	503.6	500.7	520.4	+3.9
Mining and Oil and Gas Extraction	200.0	211.8	253.1	238.9	445.0	+86.3
Utilities	40.4	38.2	40.0	41.1	39.1	-5.0
Construction	2,248.2	2,125.8	2,324.7	2,376.8	2,934.7	+23.5
Manufacturing	1,475.5	1,259.8	1,228.0	1,222.4	1,397.9	+14.4
Service-Producing Industries	6,264.2	5,841.1	5,734.3	5,656.9	6,487.5	+14.7
Wholesale Trade	477.0	429.3	435.7	421.0	497.1	+18.1
Retail Trade	732.2	641.8	630.3	607.0	685.4	+12.9
Transportation and Warehousing	431.9	435.7	412.9	400.3	520.5	+30.0
Finance and Insurance	176.2	161.2	167.0	155.9	166.5	+6.8
Real Estate and Rental and Leasing	165.7	152.8	155.3	163.7	191.8	+17.2
Professional, Scientific and Technical Services	493.7	476.0	510.6	505.4	630.5	+24.8
Business, Building and Support Services ³	839.3	785.3	784.5	787.0	881.9	+12.1
Educational Services	623.1	616.8	605.8	634.6	711.6	+12.1
Health Care and Social Assistance	416.5	388.7	360.2	362.2	371.2	+2.5
Information, Culture and Recreation ⁴	375.1	346.1	332.8	318.3	336.2	+5.6
Accommodation and Food Services	522.0	475.2	460.3	427.2	498.2	+16.6
Other Services (except Public Administration)	389.7	357.6	336.6	334.4	399.4	+19.4
Public Administration	621.9	574.7	542.3	539.9	597.3	+10.6
Unclassified	336.1	451.7	283.9	565.3	297.6	-47.4
CANADA	11,121.5	10,450.5	10,367.6	10,602.0^r	12,122.2	+14.3

Note: Totals may not add up due to rounding. Percentage change is based on unrounded dollar amounts.

Source: Employment and Social Development Canada, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

¹ Takes into account family supplement top-ups paid to claimants with regular benefits.

² Starting with the 2014/2015 *Employment Insurance Monitoring and Assessment Report*, the amount paid in regular benefits includes benefits under Section 25 of the *Employment Insurance Act* for training purposes; prior years' figures have been restated to reflect this. The previous reporting methodology for regular benefits excluded these benefits, even though they were included in the total of amount paid in Employment Insurance benefits shown in Annex 2.3.

³ This industry sector comprises the industries with codes 55 (Management of Companies and Enterprises) and 56 (Administrative and Support, Waste Management and Remediation Services) from the North American Industry Classification System.

⁴ This industry sector comprises industries with codes 51 (Information and Cultural Industries) and 71 (Arts, Entertainment and Recreation) from the North American Industry Classification System.

^r Revised.

ANNEX 2.7.1

Regular Benefits (by Regional Unemployment Rate and Hours of Insurable Employment from Previous Employment): New Claims Established

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	Change (%) 2014/2015- 2015/2016
Regional Unemployment Rate¹						
6.0% and under	182,290	199,610	187,910	273,380	218,020	-20.3
6.1% – 7.0%	163,980	159,140	196,410	158,060	363,660	+130.1
7.1% – 8.0%	165,330	177,020	259,710	329,870	279,030	-15.4
8.1% – 9.0%	463,540	441,350	327,910	236,460	216,290	-8.5
9.1% – 10.0%	138,570	100,260	45,870	78,450	75,660	-3.6
10.1% – 11.0%	64,650	49,340	84,810	55,950	50,430	-9.9
11.1% – 12.0%	48,980	43,320	52,390	44,380	16,740	-62.3
12.1% – 13.0%	26,520	19,890	10,030	7,660	43,880	+472.8
13.1% – 14.0%	20,130	27,860	6,620	470	16,910	+3,497.9
14.1% – 15.0%	20,290	17,740	20,030	25,870	23,650	-8.6
15.1% – 16.0%	30,080	21,730	57,470	25,100	31,980	+27.4
16.1% or greater	97,910	99,550	76,650	106,960	94,840	-11.3
Hours of Insurable Employment from Previous Employment						
420 to 559	19,490	17,170	16,200	15,540	16,070	+3.4
560 to 699	67,530	57,610	52,690	48,850	51,100	+4.6
700 to 839	101,820	91,410	88,590	88,530	91,000	+2.8
840 to 979	129,930	119,280	112,690	115,160	116,610	+1.3
980 to 1,119	140,840	130,690	125,430	127,920	132,800	+3.8
1,120 to 1,259	135,910	130,750	127,170	128,290	131,700	+2.7
1,260 to 1,399	129,260	120,050	116,850	117,920	126,290	+7.1
1,400 to 1,539	124,990	129,200	127,380	127,610	134,580	+5.5
1,540 to 1,679	115,720	110,650	109,630	109,360	115,230	+5.4
1,680 to 1,819	114,690	112,990	110,030	109,480	119,890	+9.5
1,820 or more	342,090	337,010	339,150	353,950	395,820	+11.8
CANADA	1,422,270	1,356,810	1,325,810	1,342,610	1,431,090	+6.6

Note: Totals may not add up due to rounding. Includes claims for which at least \$1 of regular benefits was paid.

Source: Employment and Social Development Canada, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

¹ Unemployment rates used for the Employment Insurance program are a moving average of seasonally adjusted monthly rates of unemployment produced by Statistics Canada, as per section 17 of the Employment Insurance Regulations.

ANNEX 2.7.2

Regular Benefits (by Regional Unemployment Rate and Hours of Insurable Employment from Previous Employment): Average Actual Duration¹ (Number of Weeks)

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	Change (%) 2014/2015- 2015/2016
Regional Unemployment Rate²						
6.0% and under	15.9	15.7	16.0	17.2 ^r	18.7 ^p	+8.7
6.1% – 7.0%	18.0	17.7	17.7	17.3 ^r	18.4 ^p	+6.4
7.1% – 8.0%	18.3	18.7	18.3	18.6 ^r	19.4 ^p	+4.3
8.1% – 9.0%	19.5	19.1	19.3	19.3 ^r	17.9 ^p	-7.3
9.1% – 10.0%	20.4	20.8	19.8	19.4 ^r	21.0 ^p	+8.2
10.1% – 11.0%	20.0	21.2	21.0	20.9 ^r	22.5 ^p	+7.7
11.1% – 12.0%	22.9	22.9	20.8	22.1 ^r	20.3 ^p	-8.1
12.1% – 13.0%	22.3	25.1	23.4	24.4 ^r	23.7 ^p	-2.9
13.1% – 14.0%	26.0	23.8	23.9	24.3 ^r	19.5 ^p	-19.8
14.1% – 15.0%	25.7	26.1	26.7	27.8 ^r	27.6 ^p	-0.7
15.1% – 16.0%	27.0	27.0	27.5	27.0 ^r	28.8 ^p	+6.7
16.1% or greater	27.3	26.3	25.2	26.5 ^r	26.0 ^p	-1.9
Hours of Insurable Employment from Previous Employment						
420 to 559	28.9	27.1	25.5	26.6 ^r	27.9 ^p	+4.9
560 to 699	22.3	21.4	20.7	20.9 ^r	22.1 ^p	+5.7
700 to 839	20.2	19.3	19.0	18.7 ^r	19.5 ^p	+4.3
840 to 979	20.2	19.7	19.4	19.4 ^r	20.4 ^p	+5.2
980 to 1,119	19.6	19.2	19.5	19.2 ^r	19.8 ^p	+3.1
1,120 to 1,259	18.5	18.6	18.7	18.5 ^r	19.1 ^p	+3.2
1,260 to 1,399	17.8	18.4	18.2	18.0 ^r	18.4 ^p	+2.2
1,400 to 1,539	17.5	17.1	16.7	16.8	17.3 ^p	+3.0
1,540 to 1,679	18.1	18.3	18.3	18.5 ^r	18.6 ^p	+0.5
1,680 to 1,819	19.9	19.7	19.7	19.8 ^r	19.8 ^p	0.0
1,820 or more	21.5	21.4	21.0	21.5 ^r	21.4 ^p	-0.5
CANADA	19.9	19.6	19.4	19.5^r	19.9^p	+2.1

Note: Totals may not add up due to rounding. Excludes benefits paid under Section 25 of the *Employment Insurance Act* for training purposes.

Source: Employment and Social Development Canada, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

¹ In the past, data on the actual duration of Employment Insurance regular benefits were reported with a lag of one year after the period covered by the *Employment Insurance Monitoring and Assessment Report* to ensure that data would pertain to claims that had ended. Starting with the 2014/2015 *Employment Insurance Monitoring and Assessment Report*, data on the actual duration of regular benefits are reported for the fiscal year covered by the Report in order to provide timely, relevant and consistent information. This change has been made possible by methodological improvements and the increased availability of historical data. However, data for the fiscal year covered by the Report are preliminary; data for 2015/2016 will be revised, if required, in the 2016/2017 *Employment Insurance Monitoring and Assessment Report*.

² Unemployment rates used for the Employment Insurance program are a moving average of seasonally adjusted monthly rates of unemployment produced by Statistics Canada, as per section 17 of the *Employment Insurance Regulations*.

^p Preliminary.

^r Revised.

ANNEX 2.7.3

**Regular Benefits (by Regional Unemployment Rate and Hours of Insurable Employment
from Previous Employment: Average Weekly Benefit Rate¹ (\$)**

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	Change (%) 2014/2015- 2015/2016
Regional Unemployment Rate²						
6.0% and under	396	406	442	452	452	0.0
6.1% – 7.0%	379	393	416	433	456	+5.3
7.1% – 8.0%	375	384	417	428	439	+2.6
8.1% – 9.0%	379	395	415	426	443	+4.0
9.1% – 10.0%	388	397	412	436	427	-2.1
10.1% – 11.0%	386	404	413	430	447	+4.0
11.1% – 12.0%	393	393	411	419	481	+14.8
12.1% – 13.0%	398	403	429	434	448	+3.2
13.1% – 14.0%	392	409	429	506	442	-12.6
14.1% – 15.0%	381	392	413	422	431	+2.1
15.1% – 16.0%	381	387	413	431	433	+0.5
16.1% or greater	389	406	420	429	444	+3.5
Hours of Insurable Employment from Previous Employment						
420 to 559	293	299	309	328	340	+3.7
560 to 699	324	335	343	353	369	+4.5
700 to 839	334	342	356	367	379	+3.3
840 to 979	346	354	374	387	397	+2.6
980 to 1,119	358	366	388	402	411	+2.2
1,120 to 1,259	371	381	403	417	427	+2.4
1,260 to 1,399	388	397	422	434	446	+2.8
1,400 to 1,539	398	414	438	452	462	+2.2
1,540 to 1,679	402	413	439	452	463	+2.4
1,680 to 1,819	406	420	445	457	471	+3.1
1,820 or more	424	439	463	478	491	+2.7
CANADA	384	396	419	434	446	+2.8

Note: Totals may not add up due to rounding.

Source: Employment and Social Development Canada, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

¹ Takes into account Family Supplement top-ups paid to claimants with regular benefits.

² Unemployment rates used for the Employment Insurance program are a moving average of seasonally adjusted monthly rates of unemployment produced by Statistics Canada, as per section 17 of the Employment Insurance Regulations.

ANNEX 2.7.4
Regular Benefits (by Regional Unemployment Rate and Hours of Insurable Employment from Previous Employment): Amount Paid^{1,2} (\$Million)

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	Change (%) 2014/2015- 2015/2016
Regional Unemployment Rate³						
6.0% and under	965.3	1,320.2	2,512.0	2,848.1 ^r	4,089.6	+43.6
6.1% – 7.0%	1,133.3	1,090.2	1,583.2	1,855.8	2,836.0	+52.8
7.1% – 8.0%	1,318.2	1,039.3	2,957.8	2,661.5	1,572.8	-40.9
8.1% – 9.0%	3,198.4	3,220.7	406.5	461.9	727.7	+57.5
9.1% – 10.0%	1,196.2	1,048.6	573.1	534.0	526.8	-1.3
10.1% – 11.0%	722.4	391.4	455.0	444.9	194.9	-56.2
11.1% – 12.0%	560.8	469.1	108.1	112.5	294.4	+161.7
12.1% – 13.0%	251.0	214.2	164.0	24.8	60.8	+145.1
13.1% – 14.0%	192.6	220.8	150.0	227.4	235.3	+3.5
14.1% – 15.0%	220.0	219.4	424.0	379.2	378.3	-0.2
15.1% – 16.0%	314.5	255.5	503.0	604.6	459.2	-24.0
16.1% or greater	1,048.9	961.4	530.9	447.4	746.2	+66.8
Hours of Insurable Employment from Previous Employment						
420 to 559	180.7	155.1	133.8	127.2	144.0	+13.2
560 to 699	506.8	458.0	380.0	361.1	380.7	+5.4
700 to 839	708.3	646.5	592.3	592.6	625.3	+5.5
840 to 979	937.1	861.4	795.4	829.4	879.3	+6.0
980 to 1,119	983.9	924.7	891.1	931.0	1,001.5	+7.6
1,120 to 1,259	925.8	880.8	871.5	903.0	985.0	+9.1
1,260 to 1,399	865.8	829.3	814.0	851.0	931.2	+9.4
1,400 to 1,539	842.4	836.4	853.0	872.5	976.4	+11.9
1,540 to 1,679	830.0	782.5	803.8	836.3	932.8	+11.5
1,680 to 1,819	959.2	897.8	923.5	924.4	1,075.4	+16.3
1,820 or more	3,381.4	3,178.0	3,309.1 ^r	3,373.4	4,190.5	+24.2
CANADA	11,121.5	10,450.5	10,367.6	10,602.0^r	12,122.2	+14.3

Note: Totals may not add up due to rounding. Totals include amounts paid for claims where data on insurable hours worked are missing. Percentage change is based on unrounded dollar amounts.

Source: Employment and Social Development Canada, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

¹ Takes into account Family Supplement top-ups paid to claimants with regular benefits.

² Starting with the 2014/2015 *Employment Insurance Monitoring and Assessment Report*, amount paid in regular benefits include benefits under Section 25 of the *Employment Insurance Act* for training purposes; prior years' figures have been restated to reflect this. The previous reporting methodology for regular benefits excluded these benefits, even though they were included in the total of amount paid in Employment Insurance benefits shown in Annex 2.3.

³ Unemployment rates used for the Employment Insurance program are a moving average of seasonally adjusted monthly rates of unemployment produced by Statistics Canada, as per section 17 of the Employment Insurance Regulations.

^r Revised.

ANNEX 2.8.1

Regular Benefits (by Employment Insurance Economic Region): New Claims Established

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	Change (%) 2014/2015- 2015/2016
Newfoundland and Labrador						
St. John's	10,560	9,360	9,740	10,550	12,290	+16.5
Nfld – Labrador	56,870	53,070	53,550	52,860	55,590	+5.2
Prince Edward Island						
Prince Edward Island ¹	18,380	16,930	16,040	6,940	N/A	N/A
Charlottetown ¹	N/A	N/A	N/A	2,320	4,070	+75.4
Prince Edward Island (excluding Charlottetown) ¹	N/A	N/A	N/A	7,300	12,720	+74.2
Nova Scotia						
Eastern Nova Scotia	23,340	21,430	21,600	22,110	22,420	+1.4
Western Nova Scotia	31,290	28,200	26,340	26,450	27,000	+2.1
Halifax	13,740	12,530	11,590	12,170	12,600	+3.5
New Brunswick						
Fredericton-Moncton-Saint John	20,710	20,670	19,040	19,230	20,920	+8.8
Madawaska-Charlotte	13,500	12,990	11,830	11,370	11,240	-1.1
Restigouche-Albert	41,210	39,840	38,580	38,330	39,870	+4.0
Quebec						
Gaspésie – Îles-de-la-Madeleine	26,490	25,250	24,670	23,830	24,740	+3.8
Québec	35,740	33,530	32,840	34,200	33,750	-1.3
Trois-Rivières	10,220	9,420	8,870	8,620	8,430	-2.2
South Central Quebec	11,480	9,220	8,930	8,160	7,480	-8.3
Sherbrooke	9,400	8,250	8,070	9,210	8,230	-10.6
Montréal	32,230	26,730	26,190	25,750	27,030	+5.0
Montréal	157,750	155,350	152,130	152,310	152,860	+0.4
Central Quebec	81,930	78,520	74,410	74,540	73,830	-1.0
North Western Quebec	21,390	20,390	19,970	20,300	19,850	-2.2
Lower Saint Lawrence and North Shore	51,040	48,710	47,280	44,590	44,610	0.0
Hull	11,520	10,310	10,340	10,750	10,660	-0.8
Chicoutimi-Jonquière	11,170	11,080	10,530	11,580	10,730	-7.3
Ontario						
Ottawa	21,380	20,740	19,950	20,180	21,210	+5.1
Eastern Ontario	19,130	19,510	19,820	19,820	20,220	+2.0
Kingston	4,420	3,820	3,820	3,770	3,120	-17.2
Central Ontario	47,260	44,740	44,080	42,610	44,200	+3.7
Oshawa	12,410	11,510	12,700	12,350	12,280	-0.6

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	Change (%) 2014/2015- 2015/2016
Toronto	148,580	147,190	145,690	141,040	141,370	+0.2
Hamilton	20,970	19,680	20,220	19,540	19,400	-0.7
St. Catharines	16,880	16,870	16,770	14,660	15,240	+4.0
London	14,490	13,900	14,210	13,430	12,300	-8.4
Niagara	13,940	13,260	12,610	12,330	12,760	+3.5
Windsor	11,740	12,210	10,230	15,520	9,340	-39.8
Kitchener	15,150	14,600	15,050	13,340	13,340	0.0
Huron	14,380	12,850	13,750	13,040	12,940	-0.8
South Central Ontario	15,010	14,050	13,040	11,590	11,890	+2.6
Sudbury	5,710	5,740	5,780	5,540	6,550	+18.2
Thunder Bay	4,840	4,320	4,520	4,580	4,990	+9.0
Northern Ontario	29,960	29,260	28,790	28,040	29,680	+5.8
Manitoba						
Winnipeg	21,050	20,440	19,370	20,080	22,270	+10.9
Southern Manitoba	10,550	10,130	9,260	9,750	11,550	+18.5
Northern Manitoba	7,490	7,260	7,010	7,450	7,990	+7.2
Saskatchewan						
Regina	4,110	3,920	3,970	4,470	5,700	+27.5
Saskatoon	6,560	6,310	6,100	7,510	9,730	+29.6
Southern Saskatchewan	8,210	8,020	7,500	8,550	10,590	+23.9
Northern Saskatchewan	10,400	9,670	9,820	10,970	13,560	+23.6
Alberta						
Calgary	26,080	26,820	26,580	32,730	52,480	+60.3
Edmonton	29,490	27,300	29,770	36,310	57,060	+57.1
Northern Alberta	8,310	7,060	7,320	10,290	16,090	+56.4
Southern Alberta	22,790	21,980	20,330	26,450	42,170	+59.4
British Columbia						
Southern Interior British Columbia	33,070	29,400	29,140	28,630	32,740	+14.4
Abbotsford	8,570	8,270	7,980	7,380	7,390	+0.1
Vancouver	63,510	60,470	58,780	55,620	54,580	-1.9
Victoria	9,190	8,830	7,790	7,520	7,920	+5.3
Southern Coastal British Columbia	23,510	22,680	21,280	20,740	22,350	+7.8
Northern British Columbia	18,460	17,650	15,840	19,150	21,100	+10.2

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	Change (%) 2014/2015- 2015/2016
Territories						
Yukon ¹	2,060	2,080	2,020	780	N/A	N/A
Whitehorse ¹	N/A	N/A	N/A	560	1,070	+91.1
Yukon (excluding Whitehorse) ¹	N/A	N/A	N/A	540	770	+42.6
Northwest Territories ¹	1,720	1,590	1,530	990	N/A	N/A
Yellowknife ¹	N/A	N/A	N/A	170	410	+141.2
Northwest Territories (excluding Yellowknife) ¹	N/A	N/A	N/A	520	1,140	+119.2
Nunavut ¹	930	900	850	280	N/A	N/A
Iqaluit ¹	N/A	N/A	N/A	40	110	+175.0
Nunavut (excluding Iqaluit) ¹	N/A	N/A	N/A	280	570	+103.6
CANADA	1,422,270	1,356,810	1,325,810	1,342,610	1,431,090	+6.6

Note: Totals may not add up due to rounding. Includes claims for which at least \$1 of regular benefits was paid.

Source: Employment and Social Development Canada, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

¹ As of October 12, 2014, there is a total of 62 Employment Insurance (EI) economic regions, instead of 58 regions. The EI economic regions of Prince Edward Island, Yukon, the Northwest Territories and Nunavut were each divided into two EI economic regions, one consisting of the capital area and the remaining consisting of the non-capital area.

ANNEX 2.8.2
Regular Benefits (by Employment Insurance Economic Region): Average Actual Duration¹ (Number of Weeks)

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	Change (%) 2014/2015- 2015/2016
Newfoundland and Labrador						
St. John's	18.3	17.6	17.5	18.0 ^f	19.0 ^p	+5.6
Nfld – Labrador	28.2	27.6	27.1	27.8 ^f	27.6 ^p	-0.7
Prince Edward Island						
Prince Edward Island ²	24.8	23.3	22.7	22.9 ^f	N/A	N/A
Charlottetown ²	N/A	N/A	N/A	20.0 ^f	20.8 ^p	+4.0
Prince Edward Island (excluding Charlottetown) ²	N/A	N/A	N/A	24.5 ^f	24.4 ^p	-0.4
Nova Scotia						
Eastern Nova Scotia	28.0	27.6	25.9	27.3 ^f	26.0 ^p	-4.8
Western Nova Scotia	23.3	23.5	22.4	23.0	22.1 ^p	-3.9
Halifax	19.0	18.5	19.3	18.8 ^f	20.4 ^p	+8.5
New Brunswick						
Fredericton-Moncton-Saint John	19.1	19.2	19.6	20.3 ^f	20.4 ^p	+0.5
Madawaska-Charlotte	22.8	23.0	22.1	21.1 ^f	21.1 ^p	0.0
Restigouche-Albert	26.3	25.9	26.4	26.6 ^f	25.5 ^p	-4.1
Quebec						
Gaspésie – Îles-de-la-Madeleine	25.8	24.8	25.8	26.0 ^f	24.9 ^p	-4.2
Québec	15.0	14.8	15.4	15.8 ^f	15.9 ^p	+0.6
Trois-Rivières	19.6	18.4	18.3	17.0 ^f	17.1 ^p	+0.6
South Central Quebec	13.8	13.8	14.1	15.0	14.1 ^p	-6.0
Sherbrooke	15.9	15.9	17.2	17.3 ^f	16.7 ^p	-3.5
Montréal	17.0	16.3	17.0	16.7	17.2 ^p	+3.0
Montréal	18.8	18.8	19.1	19.2	18.9 ^p	-1.6
Central Quebec	18.8	18.1	17.5	17.5 ^f	16.8 ^p	-4.0
North Western Quebec	20.2	20.1	19.3	19.9 ^f	19.2 ^p	-3.5
Lower Saint Lawrence and North Shore	19.6	19.0	19.6	19.4 ^f	19.2 ^p	-1.0
Hull	17.1	17.0	17.0	17.9 ^f	18.3 ^p	+2.2
Chicoutimi-Jonquière	17.1	16.8	18.0	19.2 ^f	18.3 ^p	-4.7
Ontario						
Ottawa	18.0	17.9	17.3	17.2 ^f	18.1 ^p	+5.2
Eastern Ontario	18.7	18.4	17.8	17.8 ^f	18.9 ^p	+6.2
Kingston	17.1	17.0	17.5	18.6 ^f	17.9 ^p	-3.8
Central Ontario	18.3	18.6	17.8	17.2 ^f	18.0 ^p	+4.7
Oshawa	17.7	19.5	16.6	15.9 ^f	18.1 ^p	+13.8

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	Change (%) 2014/2015- 2015/2016
Toronto	21.1	21.1	20.2	20.0	19.3 ^p	-3.5
Hamilton	17.6	17.8	17.1	16.6 ^f	17.0 ^p	+2.4
St. Catharines	19.4	19.2	18.6	18.0 ^f	17.8 ^p	-1.1
London	20.4	19.6	19.6	18.4 ^f	17.4 ^p	-5.4
Niagara	20.2	19.5	18.6	18.3 ^f	18.5 ^p	+1.1
Windsor	17.6	20.4	19.1	16.3 ^f	20.0 ^p	+22.7
Kitchener	18.9	18.2	18.5	16.9 ^f	17.5 ^p	+3.6
Huron	18.1	18.8	18.5	17.0 ^f	17.6 ^p	+3.5
South Central Ontario	16.8	16.5	16.9	15.9 ^f	17.0 ^p	+6.9
Sudbury	18.2	19.2	18.4	17.0 ^f	21.3 ^p	+25.3
Thunder Bay	16.2	16.5	17.5	16.4 ^f	16.2 ^p	-1.2
Northern Ontario	22.4	22.5	22.2	21.9 ^f	23.7 ^p	+8.2
Manitoba						
Winnipeg	16.1	16.1	15.7	16.4 ^f	17.5 ^p	+6.7
Southern Manitoba	14.7	15.2	15.4	15.3 ^f	17.0 ^p	+11.1
Northern Manitoba	26.1	25.2	25.3	24.6 ^f	25.1 ^p	+2.0
Saskatchewan						
Regina	14.7	15.3	14.5	14.1 ^f	16.9 ^p	+19.9
Saskatoon	16.5	14.7	15.4	16.5 ^f	19.0 ^p	+15.2
Southern Saskatchewan	15.9	16.0	15.9	17.4 ^f	19.7 ^p	+13.2
Northern Saskatchewan	23.7	23.2	22.5	24.3 ^f	24.8 ^p	+2.1
Alberta						
Calgary	17.0	17.0	16.7	19.2 ^f	21.7 ^p	+13.0
Edmonton	15.5	15.1	15.8	17.3 ^f	20.2 ^p	+16.8
Northern Alberta	18.6	17.1	18.3	21.0 ^f	23.7 ^p	+12.9
Southern Alberta	16.4	15.3	15.9	18.2 ^f	20.8 ^p	+14.3
British Columbia						
Southern Interior British Columbia	18.6	17.8	18.1	18.9 ^f	20.1 ^p	+6.3
Abbotsford	20.0	18.4	18.6	18.1 ^f	17.2 ^p	-5.0
Vancouver	19.7	19.2	18.6	17.8 ^f	18.1 ^p	+1.7
Victoria	17.9	18.0	17.4	17.3 ^f	18.9 ^p	+9.2
Southern Coastal British Columbia	19.3	18.4	19.1	19.1 ^f	19.4 ^p	+1.6
Northern British Columbia	21.4	20.6	19.7	21.4 ^f	21.5 ^p	+0.5

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	Change (%) 2014/2015- 2015/2016
Territories						
Yukon ²	22.8	24.0	24.0	26.2 ^r	N/A	N/A
Whitehorse ²	N/A	N/A	N/A	17.6 ^r	19.0 ^p	+8.0
Yukon (excluding Whitehorse) ²	N/A	N/A	N/A	21.0 ^r	19.7 ^p	-6.2
Northwest Territories ²	26.3	26.2	25.9	26.5 ^r	N/A	N/A
Yellowknife ²	N/A	N/A	N/A	18.9 ^r	17.8 ^p	-5.8
Northwest Territories (excluding Yellowknife) ²	N/A	N/A	N/A	24.3 ^r	26.5 ^p	+9.1
Nunavut ²	27.6	28.2	29.2	28.0 ^r	N/A	N/A
Iqaluit ²	N/A	N/A	N/A	12.0 ^r	18.1 ^p	+50.8
Nunavut (excluding Iqaluit) ²	N/A	N/A	N/A	34.8 ^r	29.4 ^p	-15.5
CANADA	19.9	19.6	19.4	19.5^r	19.9^p	+2.1

Note: Totals may not add up due to rounding. Excludes benefits paid under section 25 of the *Employment Insurance Act* for training purposes.

Source: Employment and Social Development Canada, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

¹ In the past, data on the actual duration of regular benefits were reported with a lag of one year after the period covered by the *Employment Insurance Monitoring and Assessment Report* to ensure that data would pertain to claims that had ended. Starting with the 2014/2015 *Employment Insurance Monitoring and Assessment Report*, data on the actual duration of regular benefits are reported for the fiscal year covered by the Report in order to provide timely, relevant and consistent information. This change has been made possible by methodological improvements and the increased availability of historical data. However, data for the fiscal year covered by the Report are preliminary; data for 2015/2016 will be revised, if required, in the 2016/2017 *Employment Insurance Monitoring and Assessment Report*.

² As of October 12, 2014, there is a total of 62 Employment Insurance (EI) economic regions, instead of 58 regions. The EI economic regions of Prince Edward Island, Yukon, the Northwest Territories and Nunavut were each divided into two EI economic regions, one consisting of the capital area and the remaining consisting of the non-capital area.

^p Preliminary.

^r Revised.

ANNEX 2.8.3

Regular Benefits (by Employment Insurance Economic Region): Average Weekly Benefit Rate¹ (\$)

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	Change (%) 2014/2015- 2015/2016
Newfoundland and Labrador						
St. John's	403	422	434	447	460	+2.9
Nfld – Labrador	384	397	414	426	440	+3.3
Prince Edward Island						
Prince Edward Island ²	373	389	395	399	N/A	N/A
Charlottetown ²	N/A	N/A	N/A	401	416	+3.7
Prince Edward Island (excluding Charlottetown) ²	N/A	N/A	N/A	417	421	+1.0
Nova Scotia						
Eastern Nova Scotia	384	394	413	432	434	+0.5
Western Nova Scotia	371	382	388	404	411	+1.7
Halifax	366	375	405	417	428	+2.9
New Brunswick						
Fredericton-Moncton-Saint John	356	368	393	407	418	+2.7
Madawaska-Charlotte	367	383	391	399	413	+3.5
Restigouche-Albert	379	397	411	421	433	+2.9
Quebec						
Gaspésie – Îles-de-la-Madeleine	392	404	421	430	437	+1.6
Québec	386	396	428	438	445	+1.6
Trois-Rivières	390	411	409	418	424	+1.4
South Central Quebec	372	386	413	426	441	+3.5
Sherbrooke	370	383	411	419	425	+1.4
Montréal	370	380	408	420	430	+2.4
Montréal	370	382	412	424	432	+1.9
Central Quebec	389	403	407	418	427	+2.2
North Western Quebec	407	419	422	437	440	+0.7
Lower Saint Lawrence and North Shore	399	414	422	429	439	+2.3
Hull	388	399	424	436	445	+2.1
Chicoutimi-Jonquière	395	410	413	427	432	+1.2
Ontario						
Ottawa	390	399	429	443	453	+2.3
Eastern Ontario	372	383	410	428	435	+1.6
Kingston	376	390	411	429	429	0.0
Central Ontario	373	387	412	425	437	+2.8
Oshawa	407	422	432	453	456	+0.7

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	Change (%) 2014/2015- 2015/2016
Toronto	379	392	424	435	447	+2.8
Hamilton	381	392	431	437	452	+3.4
St. Catharines	363	369	405	412	417	+1.2
London	377	383	416	423	427	+0.9
Niagara	396	405	415	433	439	+1.4
Windsor	401	408	408	456	440	-3.5
Kitchener	383	391	429	443	452	+2.0
Huron	396	412	419	431	445	+3.2
South Central Ontario	381	392	419	431	445	+3.2
Sudbury	384	409	430	444	457	+2.9
Thunder Bay	396	412	446	456	463	+1.5
Northern Ontario	402	415	429	439	452	+3.0
Manitoba						
Winnipeg	370	380	417	429	441	+2.8
Southern Manitoba	362	378	404	419	438	+4.5
Northern Manitoba	382	396	409	417	431	+3.4
Saskatchewan						
Regina	402	416	455	468	473	+1.1
Saskatoon	400	411	437	469	474	+1.1
Southern Saskatchewan	387	403	426	450	469	+4.2
Northern Saskatchewan	402	421	432	453	472	+4.2
Alberta						
Calgary	414	431	462	484	493	+1.9
Edmonton	425	437	470	487	499	+2.5
Northern Alberta	438	451	465	490	499	+1.8
Southern Alberta	406	418	450	477	490	+2.7
British Columbia						
Southern Interior British Columbia	383	395	428	442	459	+3.8
Abbotsford	335	348	359	374	383	+2.4
Vancouver	374	384	412	424	438	+3.3
Victoria	379	398	428	437	454	+3.9
Southern Coastal British Columbia	379	394	427	443	457	+3.2
Northern British Columbia	417	432	444	462	474	+2.6

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	Change (%) 2014/2015- 2015/2016
Territories						
Yukon ²	445	457	477	476	N/A	N/A
Whitehorse ²	N/A	N/A	N/A	485	491	+1.2
Yukon (excluding Whitehorse) ²	N/A	N/A	N/A	473	499	+5.5
Northwest Territories ²	448	463	487	492	N/A	N/A
Yellowknife ²	N/A	N/A	N/A	511	506	-1.0
Northwest Territories (excluding Yellowknife) ²	N/A	N/A	N/A	507	507	0.0
Nunavut ²	433	462	460	464	N/A	N/A
Iqaluit ²	N/A	N/A	N/A	494	496	+0.4
Nunavut (excluding Iqaluit) ²	N/A	N/A	N/A	477	464	-2.7
CANADA	384	396	419	434	446	+2.8

Note: Totals may not add up due to rounding.

Source: Employment and Social Development Canada, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

¹ Takes into account Family Supplement top-ups paid to claimants with regular benefits.

² As of October 12, 2014, there is a total of 62 Employment Insurance (EI) economic regions, instead of 58 regions. The EI economic regions of Prince Edward Island, Yukon, the Northwest Territories and Nunavut were each divided into two EI economic regions, one consisting of the capital area and the remaining consisting of the non-capital area.

ANNEX 2.8.4
Regular Benefits (by Employment Insurance Economic Region): Amount Paid^{1,2} (\$Million)

	2011/2012	2012/2013	2013/2014	2014/2015 ³	2015/2016 ³	Change (%) 2014/2015- 2015/2016
Newfoundland and Labrador						
St. John's	86.6	73.0	71.0	82.0	98.6	+20.2
Nfld – Labrador	615.7	574.2	573.4	584.5	650.9	+11.4
Prince Edward Island						
Prince Edward Island ³	170.6	163.0	144.3	105.7	8.5	-91.9
Charlottetown ³	N/A	N/A	N/A	8.3	33.4	+300.3
Prince Edward Island (excluding Charlottetown) ³	N/A	N/A	N/A	33.5	120.6	+259.7
Nova Scotia						
Eastern Nova Scotia	236.0	230.8	225.8	222.4	256.1	+15.2
Western Nova Scotia	266.2	247.8	224.1	219.8	241.1	+9.7
Halifax	97.0	85.4	85.3	91.9	105.8	+15.2
New Brunswick						
Fredericton-Moncton-Saint John	142.6	145.2	142.0	146.2	176.3	+20.7
Madawaska-Charlotte	111.6	108.6	104.2	92.1	96.5	+4.8
Restigouche-Albert	417.8	406.2	397.6	402.7	439.7	+9.2
Quebec						
Gaspésie – Îles-de-la-Madeleine	268.9	258.4	248.2	249.1	266.8	+7.1
Québec	199.7	179.6	188.5	209.8	222.0	+5.8
Trois-Rivières	76.7	68.8	59.6	57.1	57.5	+0.7
South Central Quebec	54.5	47.5	44.1	47.5	47.0	-1.1
Sherbrooke	51.7	47.5	45.6	58.5	57.4	-1.9
Montréal	194.7	169.8	161.5	168.6	186.3	10.5
Montréal	1,077.4	1,071.5	1,090.8	1,166.0	1,195.6	+2.5
Central Quebec	570.2	552.0	495.5	496.5	508.2	+2.4
North Western Quebec	176.9	171.0	160.5	159.5	164.2	+2.9
Lower Saint Lawrence and North Shore	409.0	369.2	354.6	349.5	354.2	+1.3
Hull	70.3	70.2	67.4	74.9	81.2	+8.4
Chicoutimi-Jonquière	76.6	68.9	70.5	78.1	86.5	+10.7
Ontario						
Ottawa	148.6	145.8	147.4	151.3	165.8	+9.5
Eastern Ontario	135.5	133.9	137.1	144.8	160.2	+10.6
Kingston	27.5	24.6	26.1	27.9	24.1	-13.8
Central Ontario	331.2	307.9	316.3	310.7	320.9	+3.3
Oshawa	92.6	86.5	89.9	89.9	93.6	+4.2

	2011/2012	2012/2013	2013/2014	2014/2015 ³	2015/2016 ³	Change (%) 2014/2015- 2015/2016
Toronto	1,265.7	1,178.7	1,218.5	1,215.2	1,230.7	+1.3
Hamilton	149.7	133.9	141.1	137.5	145.9	+6.1
St. Catharines	116.9	115.3	117.2	109.2	106.7	-2.2
London	108.5	105.3	109.1	104.9	92.6	-11.7
Niagara	113.1	101.8	100.1	88.9	103.8	+16.7
Windsor	93.2	89.8	85.3	83.8	98.6	+17.6
Kitchener	114.9	103.2	111.9	108.9	104.5	-4.1
Huron	113.7	94.0	94.1	95.3	98.6	+3.4
South Central Ontario	100.7	93.6	90.6	82.8	86.7	+4.7
Sudbury	42.4	40.8	45.5	43.0	50.9	+18.3
Thunder Bay	28.1	29.3	31.4	33.9	36.0	+6.0
Northern Ontario	259.1	264.7	267.2	265.1	281.4	+6.2
Manitoba						
Winnipeg	136.0	132.8	134.8	138.4	171.9	+24.2
Southern Manitoba	61.8	61.0	60.9	64.1	82.9	+29.3
Northern Manitoba	73.2	76.4	72.0	74.7	83.6	+11.8
Saskatchewan						
Regina	26.5	27.3	28.7	31.3	43.8	+39.8
Saskatoon	45.9	44.5	43.4	52.1	82.1	+57.8
Southern Saskatchewan	56.6	55.6	52.6	60.3	87.9	+45.8
Northern Saskatchewan	101.8	99.9	100.6	102.6	147.5	+43.8
Alberta						
Calgary	229.8	202.1	217.0	237.3	486.3	+104.9
Edmonton	245.3	198.3	227.7	260.7	489.2	+87.6
Northern Alberta	77.3	65.0	65.1	79.3	157.5	+98.7
Southern Alberta	178.8	160.9	160.8	169.6	366.9	+116.3
British Columbia						
Southern Interior British Columbia	257.8	212.2	207.9	221.2	273.0	+23.4
Abbotsford	60.5	55.6	51.8	48.9	49.3	+0.8
Vancouver	494.6	446.9	449.4	435.8	436.5	+0.1
Victoria	66.1	64.5	57.1	57.4	64.6	+12.6
Southern Coastal British Columbia	178.9	164.7	158.4	161.5	193.8	+20.0
Northern British Columbia	163.5	167.9	142.5	156.8	201.8	+28.7

	2011/2012	2012/2013	2013/2014	2014/2015 ³	2015/2016 ³	Change (%) 2014/2015- 2015/2016
Territories						
Yukon ³	22.0	22.1	21.3	17.0	1.8	-89.6
Whitehorse ³	N/A	N/A	N/A	2.6	9.2	+254.1
Yukon (excluding Whitehorse) ³	N/A	N/A	N/A	3.1	7.7	+149.2
Northwest Territories ³	21.4	22.3	20.3	17.2	2.6	-84.8
Yellowknife ³	N/A	N/A	N/A	0.7	3.8	+430.6
Northwest Territories (excluding Yellowknife) ³	N/A	N/A	N/A	2.7	13.8	+420.7
Nunavut ³	11.7	12.9	11.9	7.9	0.7	-91.5
Iqaluit ³	N/A	N/A	N/A	0.2	0.7	+288.3
Nunavut (excluding Iqaluit) ³	N/A	N/A	N/A	1.4	8.0	+479.4
CANADA	11,121.5	10,450.5	10,367.6	10,602.0^r	12,122.2	+14.3

Note: Totals may not add up due to rounding. Percentage change is based on unrounded dollar amounts.

Source: Employment and Social Development Canada, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

- ¹ Takes into account Family Supplement top-ups paid to claimants with regular benefits.
 - ² Starting with the 2014/2015 *Employment Insurance Monitoring and Assessment Report*, amount paid in regular benefits include benefits under section 25 of the *Employment Insurance Act* for training purposes; prior years' figures have been restated to reflect this. The previous reporting methodology for regular benefits excluded these benefits, even though they were included in the total of amount paid in Employment Insurance benefits shown in Annex 2.3.
 - ³ As of October 12, 2014, there is a total of 62 Employment Insurance (EI) economic regions, instead of 58 regions. The EI economic regions of Prince Edward Island, Yukon, the Northwest Territories and Nunavut were each divided into two EI economic regions, one consisting of the capital area and the remaining consisting of the non-capital area. As a result of changes to EI economic region boundaries in October 2014, some claims established just prior to that month had claim amounts paid based on the claim length continuing into 2015 given the benefit entitlement duration the claimant received when their claim was first established. For some claims in the old EI regions of Prince Edward Island, Yukon, Northwest Territories and Nunavut, amounts continued to be paid based on the previous entitlements claimants were eligible for when their claim was first established. Amounts paid listed in this column for EI economic regions which are no longer in effect reflect the amount paid in benefits for claims established prior to October 12, 2014 that were subject to benefit entitlements based on previous region boundaries, unemployment rates and insurable hours for eligibility whose claims continue to be paid on that basis in the 2015/2016 fiscal period. All claims established after October 12, 2014 would be subject to benefit entitlements based on the new economic region boundaries, and these totals are reported for those new regions accordingly.
- ^r Revised.

ANNEX 2.9.1

Seasonal Regular Claimants^{1,2}: New Claims Established

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	Change (%) 2014/2015- 2015/2016
Province/Territory						
Newfoundland and Labrador	33,980	32,450	32,100	30,720	32,470	+5.7
Prince Edward Island	9,610	9,390	8,750	8,580	8,590	+0.1
Nova Scotia	27,000	26,630	26,060	25,560	24,970	-2.3
New Brunswick	34,900	35,150	34,470	34,090	34,910	+2.4
Quebec	160,100	161,250	160,890	159,240	159,380	+0.1
Ontario	87,160	91,820	95,870	97,110	98,420	+1.3
Manitoba	10,380	10,670	10,520	10,820	11,090	+2.5
Saskatchewan	8,080	8,260	7,770	7,770	8,240	+6.0
Alberta	10,990	12,150	13,000	13,700	15,280	+11.5
British Columbia	29,000	31,160	32,100	31,370	31,500	+0.4
Yukon	680	640	550	520	560	+7.7
Northwest Territories	270	280	280	210	230	+9.5
Nunavut	80	80	50	30	50	+66.7
Gender						
Men	255,140	259,690	262,030	261,810	266,130	+1.7
Women	157,090	160,240	160,380	157,910	159,560	+1.0
Age						
< 25 Years Old	12,180	11,980	10,940	10,540	10,470	-0.7
25 – 44 Years	152,580	154,550	155,330	154,680	156,900	+1.4
45 – 54 Years	129,680	128,020	126,060	120,920	119,340	-1.3
55 Years and Older	117,790	125,380	130,080	133,580	138,980	+4.0
CANADA	412,230	419,930	422,410	419,720	425,690	+1.4

Note: Totals may not add up due to rounding. Includes claims for which at least \$1 of regular benefits was paid.

Source: Employment and Social Development Canada, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

- Seasonal regular claimants are individuals who established three or more regular or fishing claims in the five fiscal years preceding the reference year, of which at least two were established at the same time of year as their claim in the reference year. For the purposes of this annex, a 17-week window is used to determine whether a claim was established at the same time of year as their claim in the reference year. Specifically, a claim is considered to have been established at the same time of year if it was established between eight weeks before and eight weeks after the week in which the reference year claim was established.
- In previous *Employment Insurance Monitoring and Assessment Reports*, this annex dealt with all seasonal claimants, not only seasonal regular claimants. By definition, all those receiving fishing benefits were considered seasonal claimants, and their statistics were therefore included in this annex. For the 2015/2016 *Employment Insurance Monitoring and Assessment Report*, for consistency and simplicity, this annex deals only with seasonal regular claimants, and data on individuals receiving fishing benefits are shown separately in Annex 2.10.

ANNEX 2.9.2

Seasonal Regular Claimants^{1,2}: Average Actual Duration³ (Number of Weeks)

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	Change (%) 2014/2015- 2015/2016
Province/Territory						
Newfoundland and Labrador	27.4	26.7	26.2	26.9 ^r	26.4 ^p	-1.9
Prince Edward Island	25.3	23.7	23.2	23.5 ^r	23.8 ^p	+1.3
Nova Scotia	23.8	24.0	22.7	23.4 ^r	22.6 ^p	-3.4
New Brunswick	24.5	24.4	24.7	24.6 ^r	23.7 ^p	-3.7
Quebec	17.3	16.9	17.0	17.1 ^r	16.8 ^p	-1.8
Ontario	14.5	14.8	14.6	14.2 ^r	14.8 ^p	+4.2
Manitoba	14.8	14.4	14.6	14.3 ^r	15.7 ^p	+9.8
Saskatchewan	16.7	16.5	16.0	16.6	19.0 ^p	+14.5
Alberta	13.9	13.2	13.3	13.7 ^r	16.6 ^p	+21.2
British Columbia	16.0	15.4	15.3	15.3 ^r	15.8 ^p	+3.3
Yukon	23.3	21.9	21.7	19.5 ^r	17.7 ^p	-9.2
Northwest Territories	26.8	27.6	25.5	24.7 ^r	23.2 ^p	-6.1
Nunavut	26.3	32.6	25.8	26.7 ^r	34.8 ^p	+30.3
Gender						
Men	19.4	19.0	18.9	18.9 ^r	18.7 ^p	-1.1
Women	17.1	16.7	16.4	16.3 ^r	17.0 ^p	+4.3
Age						
< 25 Years Old	18.2	18.1	18.0	17.6 ^r	18.2 ^p	+3.4
25 – 44 Years	17.5	17.1	16.9	16.9	17.0 ^p	+0.6
45 – 54 Years	18.3	17.9	17.8	17.7 ^r	17.7 ^p	0.0
55 Years and Older	20.2	19.6	19.3	19.3	19.5 ^p	+1.0
CANADA	18.5	18.1	17.9	18.0^r	18.1^p	+0.6

Note: Totals may not add up due to rounding. Excludes benefits paid under section 25 of the *Employment Insurance Act* for training purposes.

Source: Employment and Social Development Canada, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

¹ Seasonal regular claimants are individuals who established three or more regular or fishing claims in the five fiscal years preceding the reference year, of which at least two were established at the same time of year as their claim in the reference year. For the purposes of this annex, a 17-week window is used to determine whether a claim was established at the same time of year as their claim in the reference year. Specifically, a claim is considered to have been established at the same time of year if it was established between eight weeks before and eight weeks after the week in which the reference year claim was established.

² In previous *Employment Insurance Monitoring and Assessment Reports*, this annex dealt with all seasonal claimants, not only seasonal regular claimants. By definition, all those receiving fishing benefits were considered seasonal claimants, and their statistics were therefore included in this annex. For the 2015/2016 *Employment Insurance Monitoring and Assessment Report*, for consistency and simplicity, this annex deals only with seasonal regular claimants, and data on individuals receiving fishing benefits are shown separately in Annex 2.10.

³ Data on the actual duration of benefits paid to seasonal regular claimants for the fiscal year covered by the report are preliminary; data for 2015/2016 will be revised, if required, in the 2016/2017 *Employment Insurance Monitoring and Assessment Report*.

^p Preliminary.

^r Revised.

ANNEX 2.9.3

Seasonal Regular Claimants^{1,2}: Average Weekly Benefit Rate³ (\$)

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	Change (%) 2014/2015- 2015/2016
Province/Territory						
Newfoundland and Labrador	398	413	426	439	452	+3.0
Prince Edward Island	385	400	404	413	431	+4.4
Nova Scotia	388	402	411	427	433	+1.4
New Brunswick	387	404	417	426	440	+3.3
Quebec	406	420	436	447	457	+2.2
Ontario	410	425	443	456	466	+2.2
Manitoba	389	397	425	435	442	+1.6
Saskatchewan	406	418	441	451	465	+3.1
Alberta	433	446	468	478	488	+2.1
British Columbia	394	403	422	431	445	+3.2
Yukon	449	469	489	497	514	+3.4
Northwest Territories	453	463	498	513	517	+0.8
Nunavut	453	463	501	431	507	+17.6
Gender						
Men	429	443	458	470	481	+2.3
Women	360	374	392	403	413	+2.5
Age						
< 25 Years Old	420	428	444	462	478	+3.5
25 – 44 Years	419	434	451	464	475	+2.4
45 – 54 Years	400	415	431	443	454	+2.5
55 Years and Older	383	396	412	423	432	+2.1
CANADA	402	417	433	445	455	+2.2

Note: Totals may not add up due to rounding.

Source: Employment and Social Development Canada, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

- ¹ Seasonal regular claimants are individuals who established three or more regular or fishing claims in the five fiscal years preceding the reference year, of which at least two were established at the same time of year as their claim in the reference year. For the purposes of this annex, a 17-week window is used to determine whether a claim was established at the same time of year as their claim in the reference year. Specifically, a claim is considered to have been established at the same time of year if it was established between eight weeks before and eight weeks after the week in which the reference year claim was established.
- ² In previous *Employment Insurance Monitoring and Assessment Reports*, this annex dealt with all seasonal claimants, not only seasonal regular claimants. By definition, all those receiving fishing benefits were considered seasonal claimants, and their statistics were therefore included in this annex. For the 2015/2016 *Employment Insurance Monitoring and Assessment Report*, for consistency and simplicity, this annex deals only with seasonal regular claimants, and data on individuals receiving fishing benefits are shown separately in Annex 2.10.
- ³ Takes into account Family Supplement top-ups paid to seasonal regular claimants.

ANNEX 2.9.4

Seasonal Regular Claimants^{1,2}: Amount Paid³ (\$Million)

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	Change (%) 2014/2015- 2015/2016
Province/Territory						
Newfoundland and Labrador	364.5	345.8	340.2	342.1	365.8	+6.9
Prince Edward Island	89.5	86.9	79.1	75.8	82.6	+8.9
Nova Scotia	236.2	236.9	230.3	222.4	238.1	+7.0
New Brunswick	320.2	324.2	322.5	330.4	352.2	+6.6
Quebec	1,056.7	1,040.9	1,043.2	1,082.2	1,126.7	+4.1
Ontario	483.6	499.3	547.9	572.0	606.0	+6.0
Manitoba	57.4	58.7	60.2	63.3	70.9	+12.0
Saskatchewan	52.0	54.7	53.1	53.5	63.9	+19.4
Alberta	64.2	68.2	73.7	78.4	99.9	+27.5
British Columbia	168.5	178.1	180.4	188.9	191.4	+1.4
Yukon	6.2	6.5	5.4	6.0	4.8	-20.2
Northwest Territories	3.1	3.8	3.4	2.6	2.8	+9.9
Nunavut	1.1	1.2	0.8	0.5	0.5	-10.2
Gender						
Men	2,050.0	2,045.5	2,097.6	2,162.1	2,311.1	+6.9
Women	853.1	859.8	842.5	856.0	894.5	+4.5
Age						
< 25 Years Old	86.2	89.2	82.9	80.4	87.3	+8.6
25 – 44 Years	1,062.2	1,047.3	1,058.4	1,089.1	1,157.1	+6.2
45 – 54 Years	905.5	870.1	862.6	859.2	884.9	+3.0
55 Years and Older	849.3	898.7	936.3	989.3	1,076.3	+8.8
CANADA	2,903.2	2,905.3	2,940.2	3,018.1	3,205.6	+6.2

Note: Totals may not add up due to rounding. Excludes benefits paid under section 25 of the *Employment Insurance Act* for training purposes.

Source: Employment and Social Development Canada, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

- Seasonal regular claimants are individuals who established three or more regular or fishing claims in the five fiscal years preceding the reference year, of which at least two were established at the same time of year as their claim in the reference year. For the purposes of this annex, a 17-week window is used to determine whether a claim was established at the same time of year as their claim in the reference year. Specifically, a claim is considered to have been established at the same time of year if it was established between eight weeks before and eight weeks after the week in which the reference year claim was established.
- In previous *Employment Insurance Monitoring and Assessment Reports*, this annex dealt with all seasonal claimants, not only seasonal regular claimants. By definition, all those receiving fishing benefits were considered seasonal claimants, and their statistics were therefore included in this annex. For the 2015/2016 *Employment Insurance Monitoring and Assessment Report*, for consistency and simplicity, this annex deals only with seasonal regular claimants, and data on individuals receiving fishing benefits are shown separately in Annex 2.10.
- Takes into account Family Supplement top-ups paid to seasonal regular claimants.

ANNEX 2.10.1

Fishing Benefits: New Claims Established

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	Change (%) 2014/2015- 2015/2016
Province/Territory						
Newfoundland and Labrador	12,462	11,833	11,218	11,160	11,469	+2.8
Prince Edward Island	2,977	2,877	2,834	2,844	2,981	+4.8
Nova Scotia	5,608	5,436	5,225	5,185	5,327	+2.7
New Brunswick	2,770	2,795	2,751	2,791	2,977	+6.7
Quebec	1,499	1,457	1,409	1,390	1,409	+1.4
Ontario	94	82	90	93	92	-1.1
Manitoba	777	793	778	750	781	+4.1
Saskatchewan	120	127	116	117	154	+31.6
Alberta	15	20	23	25	15	-40.0
British Columbia	3,144	2,814	2,644	3,124	2,940	-5.9
Yukon	1	3	4	4	3	-25.0
Northwest Territories	10	12	14	12	15	+25.0
Nunavut	29	41	69	92	108	+17.4
Gender						
Men	24,298	23,222	22,372	22,590	23,121	+2.4
Women	5,208	5,068	4,803	4,997	5,150	+3.1
Age						
< 25 Years Old	1,361	1,239	1,127	1,218	1,380	+13.3
25 – 44 Years	9,697	8,987	8,335	8,214	8,327	+1.4
45 – 54 Years	9,232	8,805	8,420	8,228	8,184	-0.5
55 Years and Older	9,216	9,259	9,293	9,927	10,380	+4.6
CANADA	29,506	28,290	27,175	27,587	28,271	+2.5

Note: Totals may not add up due to rounding. Includes claims for which at least \$1 of fishing benefits was paid.

Source: Employment and Social Development Canada, Employment Insurance (EI) administrative data. Data are based on a 100% sample of EI administrative data, except for the amount paid which is based on a 10% sample.

ANNEX 2.10.2

Fishing Benefits: Average Actual Duration¹ (Number of Weeks)

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	Change (%) 2014/2015- 2015/2016
Province/Territory						
Newfoundland and Labrador	20.9	20.7	20.9 ^r	20.7	20.7 ^p	0.0
Prince Edward Island	19.5	19.5	19.8	20.3	19.7 ^p	-3.0
Nova Scotia	19.6	19.6 ^r	19.9	19.9	19.8 ^p	-0.5
New Brunswick	19.6	19.6	19.9	19.8	19.4 ^p	-2.0
Quebec	19.4	18.9	19.9	19.5	18.6 ^p	-4.6
Ontario	20.7	21.7 ^r	23.0 ^r	21.8	21.4 ^p	-1.8
Manitoba	22.0 ^r	23.1	23.4	22.7	22.1 ^p	-2.6
Saskatchewan	24.1	24.8 ^r	24.5	24.2	24.2 ^p	0.0
Alberta	23.5 ^r	20.3 ^r	23.7	22.0	24.7 ^p	+12.3
British Columbia	23.1	22.9	22.8	23.2	22.9 ^p	-1.3
Yukon	17.0	25.3	25.5	24.5	26.0 ^p	+6.1
Northwest Territories	25.9	25.9	25.5	24.2	25.3 ^p	+4.5
Nunavut	18.3 ^r	19.9	20.7	22.5	20.4 ^p	-9.3
Gender						
Men	20.2	20.1	20.4	20.4	20.1 ^p	-1.5
Women	22.4	22.2	22.3	22.3	22.0 ^p	-1.3
Age						
< 25 Years Old	20.3	19.9	20.3 ^r	20.2	20.3 ^p	+0.5
25 – 44 Years	20.1 ^r	20.0	20.3	20.4	20.2 ^p	-1.0
45 – 54 Years	20.3	20.3	20.5 ^r	20.5	20.2 ^p	-1.5
55 Years and Older	21.3	21.2	21.3	21.3	21.0 ^p	-1.4
CANADA	20.6	20.5	20.7^r	20.7	20.5^p	-1.0

Note: Totals may not add up due to rounding.

Source: Employment and Social Development Canada, Employment Insurance (EI) administrative data. Data are based on a 100% sample of EI administrative data, except for the amount paid which is based on a 10% sample.

¹ In the past, data on the actual duration of fishing benefits were reported with a lag of one year after the period covered by the *Employment Insurance Monitoring and Assessment Report* to ensure that data would pertain to claims that had ended. Starting with the 2014/2015 *Employment Insurance Monitoring and Assessment Report*, data on the actual duration of fishing benefits are reported for the fiscal year covered by the Report in order to provide timely, relevant and consistent information. This change has been made possible by methodological improvements and the increased availability of historical data. However, data for the fiscal year covered by the Report are preliminary; data for 2015/2016 will be revised, if required, in the 2016/2017 *Employment Insurance Monitoring and Assessment Report*.

^p Preliminary.

^r Revised.

ANNEX 2.10.3

Fishing Benefits: Average Weekly Benefit Rate¹ (\$)

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	Change (%) 2014/2015- 2015/2016
Province/Territory						
Newfoundland and Labrador	440	448	464	484	497	+2.7
Prince Edward Island	449	470	475	493	511	+3.7
Nova Scotia	444	463	474	498	506	+1.6
New Brunswick	455	473	486	499	511	+2.4
Quebec	459	475	489	504	513	+1.8
Ontario	403	406	417	426	427	0.0
Manitoba	377	391	400	401	427	+6.5
Saskatchewan	342	386	394	419	431	+2.9
Alberta	409	404	396	434	450	+3.7
British Columbia	415	415	432	459	444	-3.3
Yukon	448	485	501	431	491	+13.9
Northwest Territories	398	433	449	421	453	+7.6
Nunavut	458	464	459	485	454	-6.4
Gender						
Men	443	456	470	489	498	+1.8
Women	421	433	443	465	480	+3.2
Age						
< 25 Years Old	421	430	449	464	475	+2.4
25 – 44 Years	441	453	467	484	494	+2.1
45 – 54 Years	444	458	471	490	500	+2.0
55 Years and Older	435	448	461	484	493	+1.9
CANADA	439	452	465	484	494	+2.1

Note: Totals may not add up due to rounding.

Source: Employment and Social Development Canada, Employment Insurance (EI) administrative data. Data are based on a 100% sample of EI administrative data, except for the amount paid which is based on a 10% sample.

¹ Takes into account family supplement top-ups paid to claimants with fishing benefits.

ANNEX 2.10.4

Fishing Benefits: Amount Paid¹ (\$Million)

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	Change (%) 2014/2015- 2015/2016
Province/Territory						
Newfoundland and Labrador	106.1	101.3	100.1	98.6	108.1	+9.6
Prince Edward Island	23.8	23.3	22.6	24.1	26.2	+8.8
Nova Scotia	50.0	50.7	49.2	49.9	53.0	+6.1
New Brunswick	25.5	25.8	27.0	26.6	29.3	+10.3
Quebec	12.8	12.1	12.3	12.8	12.5	-1.9
Ontario	1.0	1.0	1.2	1.2	1.2	-5.7
Manitoba	7.9	8.1	8.3	8.4	7.8	-7.0
Saskatchewan	0.5	0.8	1.1	1.0	1.0	-6.3
Alberta	0.2	0.1	0.1	0.3	0.4	+9.6
British Columbia	31.0	28.9	25.4	31.7	31.3	-1.2
Yukon	0.0	0.0	0.0	0.0	0.0	N/A
Northwest Territories	0.2	0.3	0.4	0.4	0.5	+40.9
Nunavut	0.1	0.3	0.2	0.7	1.1	+62.8
Gender						
Men	214.3	209.4	205.0	210.9	223.9	+6.1
Women	44.8	43.4	43.0	44.7	48.4	+8.2
Age						
< 25 Years Old	11.3	11.3	10.9	10.4	11.6	+10.7
25 – 44 Years	84.8	77.6	75.0	74.3	78.6	+5.7
45 – 54 Years	83.0	82.9	78.8	78.7	81.4	+3.4
55 Years and Older	80.1	80.9	83.2	92.2	100.7	+9.3
CANADA	259.2	252.8	247.9	255.6	272.3	+6.5

Note: Totals may not add up due to rounding. Percentage change is based on unrounded dollar amounts.

Source: Employment and Social Development Canada, Employment Insurance (EI) administrative data. Data are based on a 100% sample of EI administrative data, except for the amount paid which is based on a 10% sample.

¹ Takes into account family supplement top-ups paid to claimants with fishing benefits.

ANNEX 2.11.1

Special Benefits¹: New Claims Established

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	Change (%) 2014/2015- 2015/2016
Province/Territory						
Newfoundland and Labrador	11,550	11,120	11,650 ^r	11,940 ^r	12,490	+4.6
Prince Edward Island	5,950	5,010	5,930	6,340 ^r	6,610	+4.3
Nova Scotia	22,120	20,500	21,110 ^r	21,600 ^r	23,830	+10.3
New Brunswick	24,690	25,280	24,190 ^r	24,850 ^r	26,980	+8.6
Quebec	102,050	105,330	105,110 ^r	107,060 ^r	112,690	+5.3
Ontario	183,950	181,920	184,720 ^r	183,350 ^r	192,110	+4.8
Manitoba	18,450	19,300	19,570 ^r	18,910 ^r	20,230	+7.0
Saskatchewan	14,060	14,760	15,240 ^r	14,740 ^r	16,230	+10.1
Alberta	50,450	53,990	54,730 ^r	58,090 ^r	62,330	+7.3
British Columbia	73,140	70,880	71,440 ^r	75,040 ^r	75,380	+0.5
Yukon	720	740	590	670	740	+10.4
Northwest Territories	950	820	690	600	720	+20.0
Nunavut	420	390	380	350	470	+34.3
Gender						
Men	165,240	167,900	170,840 ^r	177,350 ^r	188,700	+6.4
Women	343,260	342,140	344,510 ^r	346,190 ^r	362,110	+4.6
Age						
< 25 Years Old	43,110	41,810	39,800 ^r	39,730 ^r	41,940	+5.6
25 – 44 Years	296,570	297,860	298,570 ^r	301,340 ^r	317,170	+5.3
45 – 54 Years	91,260	90,260	91,240 ^r	90,650 ^r	93,420	+3.1
55 Years and Older	77,560	80,110	85,740 ^r	91,820 ^r	98,280	+7.0
Employment Status						
Employees	508,010	509,390	514,700 ^r	522,810 ^r	550,250	+5.2
Self-Employed Persons	490	650	650	730	560	-23.3
CANADA	508,500	510,040	515,350^r	523,540^r	550,810	+5.2

Note: Totals may not add up due to rounding. Includes claims for which at least \$1 of special benefits was paid.

Source: Employment and Social Development Canada, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

¹ Includes maternity, parental, sickness, and compassionate care benefits. Excludes Parents of Critically Ill Children (PCIC) benefits due to incompatibility of administrative data sources.

^r Revised.

ANNEX 2.11.2

Special Benefits¹: Average Weekly Benefit Rate² (\$)

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	Change (%) 2014/2015- 2015/2016
Province/Territory						
Newfoundland and Labrador	374	393	401	408	422	+3.5
Prince Edward Island	367	384	387	397	407	+2.7
Nova Scotia	362	372	393	400	409	+2.4
New Brunswick	363	379	395	405	419	+3.4
Quebec	350	364	380	390	398	+2.0
Ontario	375	386	410	420	430	+2.3
Manitoba	356	373	397	413	424	+2.8
Saskatchewan	374	390	414	430	442	+2.9
Alberta	387	402	430	445	454	+2.0
British Columbia	362	375	403	411	422	+2.7
Yukon	437	436	452	463	475	+2.6
Northwest Territories	454	466	488	478	503	+5.1
Nunavut	449	470	474	458	472	+3.0
Gender						
Men	396	410	433	444	454	+2.2
Women	354	366	388	398	408	+2.5
Age						
< 25 Years Old	288	301	321	330	343	+3.9
25 – 44 Years	384	397	420	431	441	+2.2
45 – 54 Years	365	377	399	409	423	+3.4
55 Years and Older	352	365	385	396	403	+1.8
Employment Status						
Employees	368	381	403	414	424	+2.4
Self-Employed Persons	325	293	326	315	329	+4.3
CANADA	368	381	403	414	423	+2.4

Note: Totals may not add up due to rounding.

Source: Employment and Social Development Canada, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

¹ Includes maternity, parental, sickness, and compassionate care benefits. Excludes Parents of Critically Ill Children (PCIC) benefits due to incompatibility of administrative data sources.

² Takes into account family supplement top-ups paid to claimants with special benefits.

ANNEX 2.11.3

Special Benefits¹: Amount Paid² (\$Million)

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	Change (%) 2014/2015- 2015/2016
Province/Territory						
Newfoundland and Labrador	85.6	92.1	93.5	98.0	101.3	+3.4
Prince Edward Island	33.9	31.8	33.0	39.7	39.5	-0.6
Nova Scotia	155.1	158.2	154.3 ^r	164.3	177.2	+7.8
New Brunswick	149.4	152.9	157.3	156.8	162.7	+3.7
Quebec	320.9	354.8	367.6 ^r	375.3 ^r	409.1	+9.0
Ontario	1,929.5	1,991.5	2,106.2 ^r	2,177.5 ^r	2,277.2	+4.6
Manitoba	171.7	184.3	206.1 ^r	212.6	224.7	+5.7
Saskatchewan	157.9	165.1	187.4 ^r	188.2 ^r	208.4	+10.8
Alberta	601.0	656.4	712.9 ^r	762.2 ^r	848.7	+11.3
British Columbia	653.4	672.9	705.5 ^r	751.2 ^r	779.8	+3.8
Yukon	7.2	9.6	8.1	7.7	7.2	-5.7
Northwest Territories	18.2 ^c	14.7 ^c	16.8 ^{c,r}	13.4 ^{c,r}	13.8 ^c	+2.7 ^c
Nunavut						
Missing Data	0.0	0.0	1.2	0.5 ^r	0.1	-73.6
Gender						
Men	704.3	757.6	803.6 ^r	834.3 ^r	908.7	+8.9
Women	3,579.5	3,726.9	3,946.4 ^r	4,113.2 ^r	4,340.9	+5.5
Age						
< 25 Years Old	338.4	330.9	334.9	339.6 ^r	357.1	+5.1
25 – 44 Years	3,331.2	3,487.9	3,695.0 ^r	3,855.2 ^r	4,073.9	+5.7
45 – 54 Years	338.9	361.0	379.2	382.5	405.5	+6.0
55 Years and Older	275.3	304.6	340.8 ^r	370.2 ^r	413.2	+11.6
Employment Status						
Employees	4,277.4	4,478.8	4,741.7 ^r	4,939.8 ^r	5,241.8	+6.1
Self-Employed Persons	6.4	5.7	8.2	7.7	7.8	+1.7
CANADA	4,283.8	4,484.5	4,749.9^r	4,947.6^r	5,249.6	+6.1

Note: Totals may not add up due to rounding. Percentage change is based on unrounded dollar amounts.

Source: Employment and Social Development Canada, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data, except for data on compassionate care benefits and benefits for critically ill children, which are based on a 100% sample.

¹ Includes maternity, parental, sickness, compassionate care and parents of critically ill children (PCIC) benefits.

² Takes into account family supplement top-ups paid to claimants with special benefits.

^c For confidentiality purposes, data for Northwest Territories and Nunavut have been combined.

^r Revised.

ANNEX 2.12.1

Special Benefits (by Employment Insurance Economic Region)¹: New Claims Established

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	Change (%) 2014/2015- 2015/2016
Newfoundland and Labrador						
St. John's	4,400	4,290	4,440	4,590	4,440	-3.3
Nfld – Labrador	7,150	6,830	7,210	7,350	8,050	+9.5
Prince Edward Island						
Prince Edward Island ²	5,950	5,010	5,930	3,310	N/A	N/A
Charlottetown ²	N/A	N/A	N/A	760	1,830	+140.8
Prince Edward Island (excluding Charlottetown) ²	N/A	N/A	N/A	2,270	4,780	+110.6
Nova Scotia						
Eastern Nova Scotia	6,160	5,680	6,470	6,800	7,290	+7.2
Western Nova Scotia	8,670	7,780	8,010	7,970	9,200	+15.4
Halifax	7,290	7,040	6,630	6,830	7,340	+7.5
New Brunswick						
Fredericton-Moncton-Saint John	9,220	9,640	9,130	9,050	9,980	+10.3
Madawaska-Charlotte	3,950	4,010	3,870	4,000	4,120	+3.0
Restigouche-Albert	11,520	11,630	11,190	11,800	12,880	+9.2
Quebec						
Gaspésie – Îles-de-la-Madeleine	2,620	3,690	3,150	3,530	3,480	-1.4
Québec	9,480	9,380	9,420	9,270	10,330	+11.4
Trois-Rivières	2,460	2,430	3,000	2,640	2,830	+7.2
South Central Quebec	3,240	3,040	2,840	2,690	2,700	+0.4
Sherbrooke	2,610	2,140	2,380	2,610	2,550	-2.3
Montréal	7,900	7,670	7,120	7,350	8,420	+14.6
Montréal	32,550	33,510	33,090	33,100	35,590	+7.5
Central Quebec	18,740	19,720	20,490	21,040	21,830	+3.8
North Western Quebec	3,610	4,020	4,540	4,600	4,330	-5.9
Lower Saint Lawrence and North Shore	11,350	13,000	12,250	12,770	12,930	+1.3
Hull	3,450	3,040	3,160	3,380	3,280	-3.0
Chicoutimi-Jonquière	4,040	3,690	3,670	4,080	4,420	+8.3
Ontario						
Ottawa	13,430	13,460	13,960	13,270	13,860	+4.4
Eastern Ontario	7,160	7,450	7,380	7,520	8,250	+9.7
Kingston	2,250	2,220	2,210	2,120	2,110	-0.5
Central Ontario	17,410	16,960	18,140	16,790	18,820	+12.1
Oshawa	5,570	5,540	5,630	5,970	5,980	+0.2

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	Change (%) 2014/2015- 2015/2016
Toronto	72,160	71,490	71,580	71,370	74,040	+3.7
Hamilton	9,580	9,600	9,800	10,300	10,620	+3.1
St. Catharines	5,840	5,950	6,260	5,530	6,410	+15.9
London	6,820	6,520	6,890	6,360	6,930	+9.0
Niagara	5,040	5,500	5,270	5,690	5,750	+1.1
Windsor	4,490	4,620	4,780	4,560	4,640	+1.8
Kitchener	6,850	7,040	7,640	7,430	7,280	-2.0
Huron	5,790	4,880	4,680	5,260	5,550	+5.5
South Central Ontario	7,680	7,210	6,680	6,880	7,370	+7.1
Sudbury	2,800	2,420	2,620	2,790	2,560	-8.2
Thunder Bay	2,090	1,650	2,180	2,100	1,950	-7.1
Northern Ontario	8,990	9,410	9,020	9,410	9,990	+6.2
Manitoba						
Winnipeg	11,260	11,990	12,210	12,180	12,870	+5.7
Southern Manitoba	5,440	5,580	5,380	5,040	5,630	+11.7
Northern Manitoba	1,750	1,730	1,980	1,690	1,730	+2.4
Saskatchewan						
Regina	3,110	3,470	3,490	3,570	3,890	+9.0
Saskatoon	4,040	4,040	4,440	4,120	4,500	+9.2
Southern Saskatchewan	3,810	4,020	3,790	4,010	4,150	+3.5
Northern Saskatchewan	3,100	3,230	3,520	3,040	3,690	+21.4
Alberta						
Calgary	15,980	17,780	18,000	19,550	20,220	+3.4
Edmonton	16,950	18,530	18,830	19,690	21,670	+10.1
Northern Alberta	3,940	4,360	4,190	4,080	4,950	+21.3
Southern Alberta	13,580	13,320	13,710	14,770	15,490	+4.9
British Columbia						
Southern Interior British Columbia	10,590	10,660	10,840	11,680	12,160	+4.1
Abbotsford	5,020	4,420	4,580	4,730	4,360	-7.8
Vancouver	36,430	34,350	34,840	36,700	36,830	+0.4
Victoria	5,160	5,350	5,020	5,390	5,190	-3.7
Southern Coastal British Columbia	9,370	10,050	9,470	10,110	10,480	+3.7
Northern British Columbia	6,570	6,050	6,690	6,430	6,360	-1.1

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	Change (%) 2014/2015- 2015/2016
Territories						
Yukon ²	720	740	590	440	N/A	N/A
Whitehorse ²	N/A	N/A	N/A	180	590	+227.8
Yukon (excluding Whitehorse) ²	N/A	N/A	N/A	50	150	+200.0
Northwest Territories ²	950	820	690	380	N/A	N/A
Yellowknife ²	N/A	N/A	N/A	120	390	+225.0
Northwest Territories (excluding Yellowknife) ²	N/A	N/A	N/A	100	330	+230.0
Nunavut ²	420	390	380	210	N/A	N/A
Iqaluit ²	N/A	N/A	N/A	60	170	+183.3
Nunavut(excluding Iqaluit) ²	N/A	N/A	N/A	80	300	+275.0
CANADA	508,500	510,040	515,350^r	523,540^r	550,810	+5.2

Note: Totals may not add up due to rounding. Includes claims for which at least \$1 of special benefits was paid.

Source: Employment and Social Development Canada, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

¹ Includes maternity, parental, sickness and compassionate care benefits, and excludes parents of critically ill children (PCIC) benefits due to incompatibility of administrative data sources.

² As of October 12, 2014, there are a total of 62 Employment Insurance (EI) economic regions, instead of 58 regions. The EI economic regions of Prince Edward Island, Yukon, the Northwest Territories and Nunavut were each divided into two EI economic regions, one consisting of the capital area and the remaining consisting of the non-capital area.

^r Revised.

ANNEX 2.12.2

Special Benefits (by Employment Insurance Economic Region)¹: Average Weekly Benefit Rate² (\$)

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	Change (%) 2014/2015- 2015/2016
Newfoundland and Labrador						
St. John's	387	411	412	415	430	+3.6
Nfld – Labrador	365	382	395	403	417	+3.5
Prince Edward Island						
Prince Edward ³	367	384	387	397	N/A	N/A
Charlottetown ³	N/A	N/A	N/A	389	383	-1.5
Prince Edward Island (excluding Charlottetown) ³	N/A	N/A	N/A	399	416	+4.3
Nova Scotia						
Eastern Nova Scotia	376	382	412	419	426	+1.7
Western Nova Scotia	356	369	372	381	391	+2.6
Halifax	356	365	400	401	414	+3.2
New Brunswick						
Fredericton-Moncton-Saint John	348	364	386	403	415	+3.0
Madawaska-Charlotte	370	376	382	394	399	+1.3
Restigouche-Albert	374	392	407	410	428	+4.4
Quebec						
Gaspésie – Îles-de-la-Madeleine	367	380	387	407	403	-1.0
Québec	337	349	379	385	397	+3.1
Trois-Rivières	363	373	367	382	385	+3.6
South Central Quebec	346	349	381	389	391	+0.5
Sherbrooke	323	340	374	390	381	-2.3
Montréal	337	347	373	386	400	+3.6
Montréal	342	351	382	389	402	+3.3
Central Quebec	356	373	370	382	391	+2.4
North Western Quebec	350	381	379	388	392	+1.0
Lower Saint Lawrence and North Shore	374	389	391	402	404	+0.5
Hull	364	375	412	409	412	+0.7
Chicoutimi-Jonquière	368	387	386	404	405	+0.2
Ontario						
Ottawa	400	420	440	453	455	+0.4
Eastern Ontario	352	367	400	410	417	+1.7
Kingston	363	378	405	414	408	-1.4
Central Ontario	353	363	388	399	414	+3.8
Oshawa	406	415	418	435	440	+1.1

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	Change (%) 2014/2015- 2015/2016
Toronto	380	389	417	426	438	+2.8
Hamilton	377	383	411	424	425	+0.2
St. Catharines	341	358	379	397	400	+0.8
London	374	373	405	422	421	-0.2
Niagara	385	396	390	404	428	+5.9
Windsor	384	398	396	418	430	+2.9
Kitchener	372	381	415	422	426	+0.9
Huron	379	387	399	394	412	+4.6
South Central Ontario	361	374	409	420	423	+0.7
Sudbury	364	376	409	407	432	+6.1
Thunder Bay	370	378	418	400	445	+11.3
Northern Ontario	375	389	405	406	420	+3.4
Manitoba						
Winnipeg	359	376	399	416	427	+2.6
Southern Manitoba	344	360	390	407	412	+1.2
Northern Manitoba	376	390	404	409	445	+8.8
Saskatchewan						
Regina	388	399	432	436	451	+3.4
Saskatoon	369	390	416	431	441	+2.3
Southern Saskatchewan	353	374	398	417	438	+5.0
Northern Saskatchewan	392	401	410	437	437	0.0
Alberta						
Calgary	393	405	437	449	459	+2.2
Edmonton	393	405	432	443	456	+2.9
Northern Alberta	419	439	447	464	472	+1.7
Southern Alberta	364	381	412	435	439	+0.9
British Columbia						
Southern Interior British Columbia	353	362	400	403	422	+4.7
Abbotsford	315	344	356	374	378	+1.1
Vancouver	368	380	407	417	425	+1.9
Victoria	378	391	421	428	437	+2.1
Southern Coastal British Columbia	344	357	396	402	416	+3.5
Northern British Columbia	389	406	418	418	438	+4.8

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	Change (%) 2014/2015- 2015/2016
Territories						
Yukon ³	437	436	452	465	N/A	N/A
Whitehorse ³	N/A	N/A	N/A	453	474	+4.6
Yukon (excluding Whitehorse) ³	N/A	N/A	N/A	478	476	-0.4
Northwest Territories ³	454	466	488	475	N/A	N/A
Yellowknife ³	N/A	N/A	N/A	482	506	+5.0
Northwest Territories (excluding Yellowknife) ³	N/A	N/A	N/A	485	499	+2.9
Nunavut ³	449	470	474	450	N/A	N/A
Iqaluit ³	N/A	N/A	N/A	499	528	+5.8
Nunavut (excluding Iqaluit) ³	N/A	N/A	N/A	451	441	-2.2
CANADA	368	381	403	414	423	+2.2

Note: Totals may not add up due to rounding.

Source: Employment and Social Development Canada, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

- ¹ Includes maternity, parental, sickness and compassionate care benefits, and excludes parents of critically ill children (PCIC) benefits due to incompatibility of administrative data sources.
- ² Takes into account family supplement top-ups paid to claimants with special benefits.
- ³ As of October 12, 2014, there are a total of 62 Employment Insurance (EI) economic regions, instead of 58 regions. The EI economic regions of Prince Edward Island, Yukon, the Northwest Territories and Nunavut were each divided into two EI economic regions, one consisting of the capital area and the remaining consisting of the non-capital area.

ANNEX 2.12.3
Special Benefits (by Employment Insurance Economic Region)¹: Amount Paid² (\$Million)

	2011/2012	2012/2013	2013/2014	2014/2015 ³	2015/2016 ³	Change (%) 2014/2015- 2015/2016
Newfoundland and Labrador						
St. John's	37.9	44.8	45.4	44.6	43.3	-2.9
Nfld – Labrador	47.7	47.3	48.0	53.1	57.7	+8.5
Prince Edward Island						
Prince Edward Island ³	33.9	31.8	32.9 ^r	33.4	4.3	-87.0
Charlottetown ³	N/A	N/A	N/A	2.3	12.1	+416.4
Prince Edward Island (excluding Charlottetown) ³	N/A	N/A	N/A	3.9	22.9	+483.7
Nova Scotia						
Eastern Nova Scotia	30.8	32.9	35.7	37.9	43.6	+14.8
Western Nova Scotia	59.5	57.7	53.3	56.6	58.7	+3.8
Halifax	64.8	67.7	65.0	69.4	74.4	+7.3
New Brunswick						
Fredericton-Moncton-Saint John	72.1	72.8	78.3	77.9	79.7	+2.4
Madawaska-Charlotte	21.3	24.0	23.2	23.6	23.2	-1.8
Restigouche-Albert	56.1	56.2	55.7	54.9	59.2	+7.8
Quebec						
Gaspésie – Îles-de-la-Madeleine	8.5	11.4	11.7	11.7	12.4	+6.0
Québec	28.0	29.4	32.9	30.4	36.8	+20.8
Trois-Rivières	7.0	7.6	9.4	8.0	8.9	+11.6
South Central Quebec	9.1	10.0	8.9	9.9	9.9	-0.2
Sherbrooke	7.3	6.5	8.2	8.4	9.0	+7.2
Montréal	27.2	26.3	25.6	26.2	31.4	+20.1
Montréal	102.6	115.3	117.2	120.0	133.3	+11.1
Central Quebec	58.6	68.4	68.5	71.7	75.6	+5.4
North Western Quebec	12.1	14.0	17.2	16.7	15.9	-4.8
Lower Saint Lawrence and North Shore	34.7	41.6	42.5	40.8	42.6	+4.5
Hull	12.3	12.2	12.6	14.8	13.8	-6.7
Chicoutimi-Jonquière	13.4	12.2	11.5	12.6	14.5	+14.9
Ontario						
Ottawa	165.4	168.0	174.8	182.1	187.2	+2.8
Eastern Ontario	59.6	67.5	70.2	72.3	78.0	+7.8
Kingston	20.2	23.1	22.2	23.4	21.9	-6.6
Central Ontario	149.6	149.2	168.5	175.7	181.9	+3.5
Oshawa	65.8	65.9	68.9	72.7	73.7	+1.4

	2011/2012	2012/2013	2013/2014	2014/2015 ³	2015/2016 ³	Change (%) 2014/2015- 2015/2016
Toronto	854.7	876.5	926.7	944.5	990.5	+4.9
Hamilton	102.6	102.9	110.4	120.8	129.6	+7.3
St. Catharines	46.5	49.3	54.6	54.8	56.0	+2.2
London	68.0	69.9	72.7	74.0	81.6	+10.3
Niagara	49.7	54.0	57.9	53.1	62.7	+18.2
Windsor	39.3	45.7	48.3	45.8	48.7	+6.4
Kitchener	72.5	74.9	83.9	93.0	90.1	-3.0
Huron	47.9	49.5	39.6	47.0	49.1	+4.5
South Central Ontario	75.8	77.6	78.8	82.1	82.7	+0.6
Sudbury	22.3	21.2	22.8	26.1	24.5	-6.1
Thunder Bay	18.5	16.1	17.0	20.6	20.0	-2.9
Northern Ontario	71.2	80.3	85.9	82.9	92.8	+12.1
Manitoba						
Winnipeg	111.2	113.5	135.7	133.3	147.1	+10.3
Southern Manitoba	44.5	54.4	51.0	57.4	57.9	+0.8
Northern Manitoba	16.0	16.4	19.0	21.3	18.9	-11.1
Saskatchewan						
Regina	38.4	40.9	42.4	45.4	49.8	+9.5
Saskatoon	45.7	45.6	56.1	57.5	60.6	+5.4
Southern Saskatchewan	39.6	42.6	46.4	45.8	53.8	+17.6
Northern Saskatchewan	34.2	36.0	42.3	39.0	43.3	+11.1
Alberta						
Calgary	215.8	230.0	256.4	272.5	294.0	+7.9
Edmonton	197.8	217.9	238.9	254.5	284.5	+11.8
Northern Alberta	47.3	59.3	57.4	59.8	67.6	+13.0
Southern Alberta	140.0	149.2	159.0	172.5	198.9	+15.3
British Columbia						
Southern Interior British Columbia	87.4	85.8	94.4	100.4	111.0	+10.5
Abbotsford	33.7	36.3	34.4	37.4	38.8	+3.7
Vancouver	358.2	361.1	378.6	406.3	418.7	+3.1
Victoria	45.9	54.2	54.3	56.4	57.7	+2.3
Southern Coastal British Columbia	72.0	76.4	82.7	86.5	92.4	+6.9
Northern British Columbia	56.2	59.1	60.2	61.9	58.4	-5.6

	2011/2012	2012/2013	2013/2014	2014/2015 ³	2015/2016 ³	Change (%) 2014/2015- 2015/2016
Territories						
Yukon (until October 11, 2014) ³	7.2	9.6	8.1	7.0	0.9	-87.3
Whitehorse (starting October 12, 2014) ³	N/A	N/A	N/A	0.6	5.1	+763.6
Yukon (excluding Whitehorse) ³	N/A	N/A	N/A	0.1	1.3	+1,213.4
Northwest Territories ³	12.3	10.1	10.7	7.6	1.0	-86.4
Yellowknife ³	N/A	N/A	N/A	0.5	3.9	+678.4
Northwest Territories (excluding Yellowknife) ³	N/A	N/A	N/A	0.4	3.1	+760.3
Nunavut ³	5.9	4.6	6.0	4.4	0.5	-87.7
Iqaluit ³	N/A	N/A	N/A	0.3	1.8	+461.2
Nunavut (excluding Iqaluit) ³	N/A	N/A	N/A	0.2	3.4	+1,410.7
CANADA	4,283.8	4,484.5	4,741.0^r	4,928.7^r	5,228.8	+6.1

Note: Totals may not add up due to rounding. Percentage change is based on unrounded dollar amounts.

Source: Employment and Social Development Canada, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

¹ Includes maternity, parental, sickness and compassionate care benefits, and excludes parents of critically ill children (PCIC) benefits due to incompatibility of administrative data sources.

² Takes into account family supplement top-ups paid to claimants with special benefits.

³ As of October 12, 2014, there are a total of 62 Employment Insurance (EI) economic regions, instead of 58 regions. The EI economic regions of Prince Edward Island, Yukon, the Northwest Territories and Nunavut were each divided into two EI economic regions, one consisting of the capital area and the remaining consisting of the non-capital area. As a result of changes to EI economic region boundaries in October 2014, some claims established just prior to that month had claim amounts paid based on the claim length continuing into 2015 given the benefit entitlement duration the claimant received when their claim was first established. For some claims in the old EI regions of Prince Edward Island, Yukon, Northwest Territories and Nunavut, amounts continued to be paid based on the previous entitlements claimants were eligible for when their claim was first established. Amounts paid listed in this column for EI economic regions which are no longer in effect reflect the amount paid in benefits for claims established prior to October 12, 2014 that were subject to benefit entitlements based on previous region boundaries, unemployment rates and insurable hours for eligibility whose claims continue to be paid on that basis in the 2015/2016 fiscal period. All claims established after October 12, 2014 would be subject to benefit entitlements based on the new economic region boundaries, and these totals are reported for those new regions accordingly.

^r Revised.

ANNEX 2.13

Firms and Employment Insurance Regular and Special Benefits (by Industry)

	Distribution of Firms		Distribution of the Firm's Workforce ¹		EI Regular Claimant Distribution ²		EI Special Claimant Distribution ²	
	(#) 2014	(%) 2014	(#) 2014	(%) 2014	(#) 2014	(%) 2014	(#) 2014	(%) 2014
Industry								
Goods-producing Industries	265,760	21.9	3,725,728	20.0	659,956	38.7	145,583	19.1
Agriculture, Forestry, Fishing and Hunting	53,273	4.4	312,624	1.7	67,788	4.0	15,371	2.0
Mining, and Oil and Gas Extraction	10,196	0.8	263,687	1.4	30,732	1.8	7,239	0.9
Utilities	858	0.1	120,323	0.6	6,052	0.4	2,827	0.4
Construction	150,655	12.4	1,298,177	7.0	358,149	21.0	51,658	6.8
Manufacturing	50,778	4.2	1,730,917	9.3	197,235	11.6	68,488	9.0
Services-producing Industries	866,602	71.6	14,744,780	79.0	1,023,591	60.0	608,659	79.8
Wholesale trade	49,742	4.1	869,399	4.7	64,868	3.8	29,090	3.8
Retail Trade	106,628	8.8	2,138,640	11.5	113,093	6.6	83,985	11.0
Transportation and Warehousing	68,020	5.6	781,996	4.2	71,500	4.2	30,752	4.0
Finance and Insurance	31,620	2.6	732,066	3.9	22,299	1.3	27,539	3.6
Real Estate and Rental and Leasing	52,098	4.3	327,183	1.8	25,023	1.5	12,375	1.6
Professional, Scientific and Technical Services	151,465	12.5	1,025,656	5.5	73,102	4.3	32,083	4.2
Business, Building and Other Support Services ³	63,139	5.2	1,296,827	7.0	131,450	7.7	56,349	7.4
Educational Services	13,589	1.1	1,357,040	7.3	163,120	9.6	49,409	6.5
Health Care and Social Assistance	102,791	8.5	1,551,346	8.3	67,813	4.0	96,665	12.7
Information, Culture and Recreation ⁴	31,815	2.6	663,981	3.6	56,899	3.3	19,458	2.6
Accommodation and Food Services	76,273	6.3	1,416,784	7.6	88,947	5.2	56,746	7.4
Other Services (except Public Administration)	113,884	9.4	748,938	4.0	58,280	3.4	32,016	4.2
Public Administration	5,538	0.5	1,834,924	9.8	87,197	5.1	82,192	10.8
Unclassified	78,808	6.5	182,277	1.0	21,916	1.3	8,580	1.1
CANADA	1,211,170	100.0	18,652,785	100.0	1,705,462	100.0	762,822	100.0

Note: Totals may not add up due to rounding.

Source: Employment and Social Development Canada, EI administrative data. Data are based on a 100% sample of EI data; CRA administrative data. CRA data are based on a 100% sample.

- 1 The number of workers in a firm is the number of individuals paid employment income by that firm, as indicated on a T4 form. The number of workers is adjusted so that each individual in the labour force is only counted once and individuals who work for more than one firm are taken into account. For example, if an employee earned \$25,000 in firm 1 and \$25,000 in firm 2, then he or she was recorded as 0.5 employees at the first firm and 0.5 employees at the second firm.
- 2 These columns are based on the number of people receiving EI regular and/or special benefits in 2014.
- 3 This industry category comprises the industries with codes 55 (Management of Companies and Enterprises) and 56 (Administrative and Support, Waste Management and Mediation services) from the North American Industry Classification System.
- 4 This industry category comprises the industries with codes 51 (Information and Cultural Industries) and 71 (Arts, Entertainment and Recreation) from the North American Industry Classification System.

ANNEX 2.14.1

Maternity Benefits¹: New Claims Established

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	Change (%) 2014/2015- 2015/2016
Province/Territory						
Newfoundland and Labrador	3,060	2,840	2,940	2,730	2,970	+8.8
Prince Edward Island	1,180	920	990	1,060	1,050	-0.9
Nova Scotia	5,560	5,130	4,840	5,430	5,680	+4.6
New Brunswick	4,820	4,680	4,280	4,230	4,410	+4.3
Quebec ²	N/A	N/A	N/A	N/A	N/A	N/A
Ontario	83,880	84,900	84,110	82,350	84,190	+2.2
Manitoba	7,500	8,460	8,910	8,090	8,870	+9.6
Saskatchewan	6,990	7,710	7,820	7,780	8,330	+7.1
Alberta	27,170	29,260	29,280	31,070	31,860	+2.5
British Columbia	26,370	25,910	25,650	25,690	26,300	+2.4
Yukon	360	360	220	250	290	+16.0
Northwest Territories	440	350	370	260	360	+38.5
Nunavut	210	160	230	140	200	+42.9
Age						
< 25 Years Old	19,640	18,440	17,650	17,520	16,990	-3.0
25 Years and Older	147,900	152,240	151,990	151,560	157,520	+3.9
CANADA	167,540	170,680	169,640	169,080	174,510	+3.2

Note: Totals may not add up due to rounding. Includes claims for which at least \$1 of maternity benefits was paid.

Source: Employment and Social Development Canada, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

¹ Figures also include maternity benefits for self-employed individuals.

² Since January 2006, Quebec has administered its own maternity benefits under the Quebec Parental Insurance Plan.

ANNEX 2.14.2

Maternity Benefits: Average Actual Duration¹ (Number of Weeks)

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	Change (%) 2014/2015- 2015/2016
Province/Territory						
Newfoundland and Labrador	14.4	14.2	14.3	14.2 ^r	14.2 ^p	0.0
Prince Edward Island	14.7	14.4	14.0	14.1	14.7 ^p	+4.3
Nova Scotia	14.6	14.6	14.6	14.6 ^r	14.7 ^p	0.0
New Brunswick	14.6	14.6	14.6	14.7	14.7 ^p	0.0
Quebec ²	N/A	N/A	N/A	N/A	N/A	N/A
Ontario	14.6	14.6	14.6	14.7	14.6 ^p	-0.7
Manitoba	14.7	14.7	14.7	14.7	14.5 ^p	-1.4
Saskatchewan	14.6	14.7	14.6	14.7	14.6 ^p	-0.7
Alberta	14.6	14.6	14.6	14.6	14.6 ^p	0.0
British Columbia	14.7	14.7	14.7	14.7	14.7 ^p	0.0
Yukon	14.9	14.5	14.9	14.0 ^r	14.6 ^p	+4.3
Northwest Territories	14.8	14.8	14.9	14.3 ^r	15.0 ^p	+4.9
Nunavut	13.0	15.0	14.8	14.4	13.8 ^p	-4.2
Age						
< 25 Years Old	14.7	14.6	14.7	14.6	14.6 ^p	0.0
25 Years and Older	14.6	14.6	14.6	14.6	14.6 ^p	0.0
CANADA	14.6	14.6	14.6	14.6	14.6^p	0.0

Note: Totals may not add up due to rounding.

Source: Employment and Social Development Canada, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

¹ In the past, data on the actual duration of maternity benefits were estimated using claims starting any time during the fiscal year. To increase the accuracy of this information, starting with the 2014/2015 *Employment Insurance Monitoring and Assessment Report*, the most recent data on the actual duration of maternity benefits (that is, data pertaining to the fiscal year covered by the Report) are based on claims starting in the first half of the fiscal year to ensure they are based on claims that have ended. If required, the most recent data will be revised in the following Report, once the actual duration of maternity benefits for the entire fiscal year is known. Prior years' figures have been restated to reflect this, and any figures that have changed from those published in a previous Report have been marked as revised.

² Since January 2006, Quebec has administered its own maternity benefits under the Quebec Parental Insurance Plan.

^p Preliminary.

^r Revised.

ANNEX 2.14.3

Maternity Benefits: Average Weekly Benefit Rate¹ (\$)

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	Change (%) 2014/2015- 2015/2016
Province/Territory						
Newfoundland and Labrador	390	412	418	430	424	-1.5
Prince Edward Island	374	392	387	421	432	+2.8
Nova Scotia	362	370	396	394	409	+3.8
New Brunswick	363	373	393	403	414	+2.9
Quebec ²	N/A	N/A	N/A	N/A	N/A	N/A
Ontario	385	397	420	429	439	+2.5
Manitoba	352	371	388	407	416	+2.3
Saskatchewan	371	391	409	427	439	+2.7
Alberta	386	400	426	441	449	+1.7
British Columbia	368	383	409	421	428	+1.6
Yukon	441	430	457	438	474	+8.3
Northwest Territories	454	468	489	492	495	+0.8
Nunavut	455	457	472	434	453	+4.6
Age						
< 25 Years Old	272	284	304	315	325	+3.3
25 Years and Older	394	406	429	440	448	+1.9
CANADA	380	393	416	427	436	+2.2

Note: Totals may not add up due to rounding.

Source: Employment and Social Development Canada, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

¹ Takes into account Family Supplement top-ups paid to claimants with maternity benefits.

² Since January 2006, Quebec has administered its own maternity benefits under the Quebec Parental Insurance Plan.

ANNEX 2.14.4

Maternity Benefits: Amount Paid¹ (\$Million)

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	Change (%) 2014/2015- 2015/2016
Province/Territory						
Newfoundland and Labrador	17.1	16.9	17.4	17.6	17.7	+1.1
Prince Edward Island	6.5	5.1	5.2	6.9	6.5	-6.4
Nova Scotia	29.8	30.2	26.8	32.1	33.1	+3.2
New Brunswick	25.9	25.1	25.9	25.6	25.6	0.0
Quebec ²	N/A	N/A	N/A	N/A	N/A	N/A
Ontario	471.9	492.8	514.4	522.4	542.5	+3.9
Manitoba	39.2	44.9	50.4	49.5	53.1	+7.2
Saskatchewan	39.2	43.5	46.8	48.2	52.3	+8.6
Alberta	153.8	170.1	182.2	198.1	209.5	+5.7
British Columbia	143.8	147.1	154.0	159.7	165.2	+3.4
Yukon	2.0	2.5	1.8	1.5	1.9	+30.7
Northwest Territories	3.2	2.3	2.8	2.0	2.1	+5.5
Nunavut	1.3	1.3	1.7	0.8	1.3	+55.4
Age						
< 25 Years Old	81.0	79.5	80.8	80.3	81.9	+2.0
25 Years and Older	852.6	902.4	948.7	984.0	1,028.9	+4.6
CANADA	933.6	981.9	1,029.5	1,064.3	1,110.9	+4.4

Note: Totals may not add up due to rounding. Percentage change is based on unrounded dollar amounts.

Source: Employment and Social Development Canada, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

¹ Takes into account Family Supplement top-ups paid to claimants with maternity benefits.

² Since January 2006, Quebec has administered its own maternity benefits under the Quebec Parental Insurance Plan.

ANNEX 2.15.1

Parental Benefits (Biological and Adoptive): New Claims Established

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	Change (%) 2014/2015- 2015/2016
Province/Territory						
Newfoundland and Labrador	3,160	2,920	3,030	2,820	2,960	+5.0
Prince Edward Island	1,350	940	1,170	1,150	1,140	-0.9
Nova Scotia	6,540	6,040	5,580	6,110	6,470	+5.9
New Brunswick	5,240	5,270	4,810	4,720	4,940	+4.7
Quebec ¹	N/A	N/A	N/A	N/A	N/A	N/A
Ontario	96,000	97,300	96,630	94,920	96,390	+1.5
Manitoba	8,660	9,650	9,950	9,380	9,970	+6.3
Saskatchewan	7,760	8,470	8,750	8,470	9,140	+7.9
Alberta	29,260	31,540	31,520	33,640	34,830	+3.5
British Columbia	29,680	29,210	28,660	29,210	29,670	+1.6
Yukon	410	390	290	340	340	0.0
Northwest Territories	610	460	460	350	480	+37.1
Nunavut	260	280	270	210	330	+57.1
Gender						
Men	26,080	26,390	25,480	26,540	26,690	+0.6
Women	162,850	166,080	165,640	164,780	169,970	+3.1
Age						
< 25 Years Old	19,890	18,430	17,610	17,500	17,030	-2.7
25 Years and Older	169,040	174,040	173,510	173,820	179,630	+3.3
CANADA	188,930	192,470	191,120	191,320	196,660	+2.8

Note: Totals may not add up due to rounding. Includes claims for which at least \$1 of parental benefits was paid. Parental benefits that are shared between two parents are considered as two separate claims.

Source: Employment and Social Development Canada, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

¹ Since January 2006, Quebec has administered its own parental benefits under the Quebec Parental Insurance Plan.

ANNEX 2.15.2

Parental Benefits (Biological and Adoptive): Average Actual Duration¹
(Number of Weeks)

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	Change (%) 2014/2015- 2015/2016
Province/Territory						
Newfoundland and Labrador	30.6	29.8	30.4	30.9	29.7 ^p	-4.1
Prince Edward Island	28.7	30.0	29.6	31.0	29.2 ^p	-5.8
Nova Scotia	29.1	29.5	29.0	29.4	27.6 ^p	-6.3
New Brunswick	29.2	29.5	29.6	30.0	28.6 ^p	-4.8
Quebec ²	N/A	N/A	N/A	N/A	N/A	N/A
Ontario	30.1	30.2	30.1	30.2	29.9 ^p	-0.9
Manitoba	29.7	30.4	30.8	30.2	30.1 ^p	-0.4
Saskatchewan	31.1	31.2	31.0	31.4	30.4 ^p	-3.0
Alberta	31.3	31.4	31.3	30.9	30.6 ^p	-1.0
British Columbia	30.5	30.5	30.6	30.5	29.5 ^p	-3.2
Yukon	28.3	30.8	28.9	25.2	26.2 ^p	+4.0
Northwest Territories	24.7	26.1	26.1	24.4	27.3 ^p	+12.2
Nunavut	28.1	26.1	30.4	26.9	27.0 ^p	+0.5
Gender						
Men	17.2	17.6	16.5	16.7	16.4 ^p	-2.0
Women	32.4	32.5	32.5	32.5	31.9 ^p	-2.0
Age						
< 25 Years Old	31.1	31.7	31.7	31.7	30.5 ^p	-3.9
25 Years and Older	30.2	30.3	30.2	30.2	29.8 ^p	-1.3
CANADA	30.3	30.4	30.4	30.3	29.9^p	-1.6

Note: Totals may not add up due to rounding. Parental benefits that are shared between two parents are considered as two separate claims.

Source: Employment and Social Development Canada, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

¹ In the past, data on the actual duration of parental benefits were estimated using claims starting in the first half of the fiscal year, to ensure they are based on claims that have ended, and they were never revised afterward. To increase the accuracy of this information, starting with the 2014/2015 *Employment Insurance Monitoring and Assessment Report*, the most recent data on the actual duration of parental benefits—that is, data pertaining to the fiscal year covered by the Report—will continue to be based on claims starting in the first half of the fiscal year but will be revised, if required, in the following Report, once the actual duration of parental benefits for the entire fiscal year is known. Prior years' figures have been restated to reflect this, and any figures that have changed from those published in a previous Report have been marked as revised.

² Since January 2006, Quebec has administered its own parental benefits under the Quebec Parental Insurance Plan.

^p Preliminary.

ANNEX 2.15.3

Parental Benefits (Biological and Adoptive): Average Weekly Benefit Rate¹ (\$)

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	Change (%) 2014/2015- 2015/2016
Province/Territory						
Newfoundland and Labrador	393	418	427	433	440	+1.7
Prince Edward Island	385	404	401	428	438	+2.4
Nova Scotia	378	387	412	410	426	+3.9
New Brunswick	371	388	405	417	424	+1.6
Quebec ²	N/A	N/A	N/A	N/A	N/A	N/A
Ontario	394	406	429	438	448	+2.3
Manitoba	364	381	400	418	426	+1.9
Saskatchewan	382	401	418	433	448	+3.4
Alberta	392	407	434	448	456	+1.9
British Columbia	379	394	419	434	439	+1.3
Yukon	442	444	460	468	483	+3.1
Northwest Territories	458	471	490	498	503	+1.1
Nunavut	439	468	470	450	465	+3.2
Gender						
Men	427	443	467	480	491	+2.3
Women	382	395	418	429	438	+2.1
Age						
< 25 Years Old	280	293	313	325	334	+2.8
25 Years and Older	401	414	436	448	456	+1.9
CANADA	388	402	425	436	446	+2.1

Note: Totals may not add up due to rounding. Parental benefits that are shared between two parents are considered as two separate claims.

Source: Employment and Social Development Canada, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

¹ Takes into account Family Supplement top-ups paid to claimants with parental benefits.

² Since January 2006, Quebec has administered its own parental benefits under the Quebec Parental Insurance Plan.

ANNEX 2.15.4

Parental Benefits (Biological and Adoptive): Amount Paid¹ (\$Million)

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	Change (%) 2014/2015- 2015/2016
Province/Territory						
Newfoundland and Labrador	36.5	38.8	38.1	41.3	39.9	-3.2
Prince Edward Island	13.2	13.1	11.9	15.7	15.4	-1.9
Nova Scotia	72.6	72.9	67.0	72.4	77.0	+6.4
New Brunswick	57.0	60.1	61.0	59.0	61.8	+4.8
Quebec ²	N/A	N/A	N/A	N/A	N/A	N/A
Ontario	1,131.7	1,167.9	1,216.3	1,258.4	1,297.7	+3.1
Manitoba	98.0	101.4	116.9	120.3	125.0	+3.9
Saskatchewan	93.9	96.5	111.5	110.3	121.1	+9.8
Alberta	361.3	386.3	420.3	446.7	497.7	+11.4
British Columbia	342.6	347.9	363.8	382.3	395.9	+3.5
Yukon	3.7	5.6	4.8	4.9	3.4	-29.8
Northwest Territories	7.5	6.0	6.4	5.3	4.6	-13.6
Nunavut	3.9	2.9	3.6	3.4	3.9	+14.8
Gender						
Men	188.5	200.2	195.9	205.1	213.5	+4.1
Women	2,033.5	2,099.1	2,225.7	2,314.9	2,430.0	+5.0
Age						
< 25 Years Old	190.3	182.1	179.6	183.0	191.9	+4.9
25 Years and Older	2,031.7	2,117.2	2,242.0	2,337.1	2,451.6	+4.9
CANADA	2,222.0	2,299.3	2,421.6	2,520.1	2,643.5	+4.9

Note: Totals may not add up due to rounding. Percentage change is based on unrounded dollar amounts.

Source: Employment and Social Development Canada, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

¹ Takes into account Family Supplement top-ups paid to claimants with parental benefits.

² Since January 2006, Quebec has administered its own parental benefits under the Quebec Parental Insurance Plan.

ANNEX 2.16.1

Sickness Benefits: New Claims Established

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	Change (%) 2014/2015- 2015/2016
Province/Territory						
Newfoundland and Labrador	9,210	8,880	9,460	9,930	10,170	+2.4
Prince Edward Island	4,830	4,300	5,050	5,520	5,780	+4.7
Nova Scotia	16,750	15,310	16,530	16,570	18,500	+11.6
New Brunswick	20,590	21,050	20,440	21,080	22,800	+8.2
Quebec	100,590	103,930	104,120	105,880	111,420	+5.2
Ontario	92,540	89,260	92,650	93,470	99,060	+6.0
Manitoba	10,150	10,220	9,960	9,990	10,590	+6.0
Saskatchewan	6,680	6,810	7,070	6,910	7,640	+10.6
Alberta	22,500	23,980	24,680	25,430	29,240	+15.0
British Columbia	46,540	45,120	46,210	49,580	49,490	-0.2
Yukon	370	390	300	330	430	+30.3
Northwest Territories	340	390	220	250	250	0.0
Nunavut	130	110	110	130	110	-15.4
Gender						
Men	138,380	140,380	144,300	149,630	160,580	+7.3
Women	192,840	189,370	192,500	195,440	204,900	+4.8
Age						
< 25 Years Old	26,560	26,160	25,360	25,410	27,730	+9.1
25 – 44 Years	140,480	137,950	139,080	141,860	151,890	+7.1
45 – 54 Years	87,870	86,700	88,030	87,430	89,420	+2.3
55 Years and Older	76,310	78,940	84,330	90,370	96,440	+6.7
CANADA	331,220	329,750	336,800	345,070	365,480	+5.9

Note: Totals may not add up due to rounding. Includes claims for which at least \$1 of sickness benefits was paid.

Source: Employment and Social Development Canada, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

ANNEX 2.16.2

Sickness Benefits: Average Actual Duration¹ (Number of Weeks)

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	Change (%) 2014/2015- 2015/2016
Province/Territory						
Newfoundland and Labrador	9.6	10.1	10.1	9.5 ^r	10.0 ^p	+5.3
Prince Edward Island	7.8	7.9	8.1	7.9 ^r	7.7 ^p	-2.5
Nova Scotia	9.0	9.4	9.4	9.1 ^r	9.3 ^p	+2.2
New Brunswick	8.3	8.5	8.3	8.3 ^r	8.4 ^p	+1.2
Quebec	8.9	9.1	9.1	9.0 ^r	9.3 ^p	+3.3
Ontario	10.1	10.3	10.5	10.6	10.6 ^p	0.0
Manitoba	9.9	9.9	10.5	10.3 ^r	10.5 ^p	+1.9
Saskatchewan	10.0	10.1	10.2	10.3 ^r	11.0 ^p	+6.8
Alberta	10.2	10.6	10.7	10.7	10.6 ^p	-0.9
British Columbia	10.3	10.6	10.5	10.7	10.7 ^p	0.0
Yukon	9.6	9.7	9.9	9.9 ^r	8.6 ^p	-13.1
Northwest Territories	10.3	10.1	10.1	10.1 ^r	9.4 ^p	-6.9
Nunavut	9.8	12.3	10.5	10.9 ^r	10.0 ^p	-8.3
Gender						
Men	9.2	9.5	9.5	9.5 ^r	9.9 ^p	+4.2
Women	9.7	10.0	10.1	10.1	10.1 ^p	0.0
Age						
< 25 Years Old	8.5	8.7	9.0	8.8 ^r	8.9 ^p	+1.1
25 – 44 Years	9.2	9.4	9.5	9.4 ^r	9.6 ^p	+2.1
45 – 54 Years	9.7	10.1	10.1	10.1 ^r	10.2 ^p	+1.0
55 Years and Older	10.2	10.4	10.4	10.4 ^r	10.8 ^p	+3.8
CANADA	9.5	9.8	9.8	9.8^r	10.0^p	+2.0

Note: Totals may not add up due to rounding.

Source: Employment and Social Development Canada, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

¹ In the past, data on the actual duration of sickness benefits were estimated using claims starting any time during the fiscal year. To increase the accuracy of this information, starting with the 2014/2015 *Employment Insurance Monitoring and Assessment Report*, the most recent data on the actual duration of sickness benefits (that is, data pertaining to the fiscal year covered by the Report) are based on claims starting in the first half of the fiscal year to ensure they are based on claims that have ended. If required, the most recent data will be revised in the following Report, once the actual duration of sickness benefits for the entire fiscal year is known. Prior years' figures have been restated to reflect this, and any figures that have changed from those published in a previous Report have been marked as revised.

^p Preliminary.

^r Revised.

ANNEX 2.16.3

Sickness Benefits: Average Weekly Benefit Rate¹ (\$)

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	Change (%) 2014/2015- 2015/2016
Province/Territory						
Newfoundland and Labrador	365	385	390	399	415	+4.2
Prince Edward Island	361	378	382	389	400	+2.9
Nova Scotia	351	362	383	391	400	+2.3
New Brunswick	359	374	390	400	416	+4.0
Quebec	350	364	380	390	398	+2.1
Ontario	352	359	386	397	408	+2.6
Manitoba	343	361	392	405	419	+3.6
Saskatchewan	358	373	401	417	428	+2.7
Alberta	375	389	420	436	448	+2.6
British Columbia	345	358	389	394	408	+3.6
Yukon	428	425	444	453	470	+3.8
Northwest Territories	445	461	483	449	502	+11.8
Nunavut	465	475	500	467	455	-2.6
Gender						
Men	390	404	427	438	448	+2.3
Women	326	336	359	368	379	+3.1
Age						
< 25 Years Old	289	303	323	331	346	+4.7
25 – 44 Years	359	371	396	406	418	+2.9
45 – 54 Years	364	375	397	407	421	+3.5
55 Years and Older	352	365	385	395	403	+1.9
CANADA	353	365	388	398	409	+2.8

Note: Totals may not add up due to rounding.

Source: Employment and Social Development Canada, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

¹ Takes into account Family Supplement top-ups paid to claimants with sickness benefits.

ANNEX 2.16.4

Sickness Benefits: Amount Paid¹ (\$Million)

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	Change (%) 2014/2015- 2015/2016
Province/Territory						
Newfoundland and Labrador	32.0	36.3	37.8	38.7	43.0	+11.1
Prince Edward Island	14.2	13.5	15.7	17.0	17.3	+2.0
Nova Scotia	52.3	54.8	59.9	58.9	65.8	+11.8
New Brunswick	66.4	67.5	70.1	71.6	74.3	+3.8
Quebec	313.0	346.0	362.4	367.9	400.0	+8.7
Ontario	327.1	331.8	368.9	386.1	424.3	+9.9
Manitoba	34.0	37.7	38.0	41.6	44.9	+7.8
Saskatchewan	24.5	24.7	28.3	28.9	33.6	+16.2
Alberta	85.0	98.8	107.5	113.0	136.1	+20.4
British Columbia	165.2	176.1	184.6	204.7	212.9	+4.0
Yukon	1.5	1.6	1.5	1.3	1.8	+45.4
Northwest Territories	1.6	1.8	1.4	1.1	1.3	+16.5
Nunavut	0.6	0.4	0.6	0.7	0.5	-27.4
Gender						
Men	512.9	553.4	601.5	621.1	684.5	+10.2
Women	604.3	637.6	675.3	710.6	771.5	+8.6
Age						
< 25 Years Old	67.0	69.2	73.9	75.2	81.9	+8.9
25 – 44 Years	463.6	486.0	513.2	534.6	592.1	+10.8
45 – 54 Years	315.0	335.2	353.4	357.4	375.7	+5.1
55 Years and Older	271.7	300.6	336.3	364.4	406.3	+11.5
CANADA	1,117.3	1,191.0	1,276.8	1,331.7	1,456.0	+9.3

Note: Totals may not add up due to rounding. Percentage change is based on unrounded dollar amounts.

Source: Employment and Social Development Canada, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

¹ Takes into account Family Supplement top-ups paid to claimants with sickness benefits.

ANNEX 2.17.1

Sickness Benefits (by Industry): Employment (Totals in Thousands)

	2011/2012 Employment (000s)	Share (%)	2015/2016 Employment (000s)	Share (%)
Industry				
Goods-Producing Industries	3,809.2	22.1	3,870.7	21.5
Agriculture, Forestry, Fishing, Hunting, Mining and Oil and Gas Extraction	652.0	3.8	644.7	3.6
Utilities	135.6	0.8	137.1	0.8
Construction	1,304.0	7.6	1,371.2	7.6
Manufacturing	1,717.6	10.0	1,717.9	9.6
Service-Producing Industries	13,449.8	77.9	14,108.3	78.5
Wholesale and Retail Trade	2,670.1	15.5	2,736.0	15.2
Transportation and Warehousing	850.9	4.9	914.8	5.1
Finance, Insurance, Real Estate, Rental and Leasing	1,071.2	6.2	1,108.0	6.2
Professional, Scientific and Technical Services	1,273.7	7.4	1,376.4	7.7
Business, Building and Other Support Services ¹	691.6	4.0	765.1	4.3
Educational Services	1,178.6	6.8	1,270.0	7.1
Health Care and Social Assistance	2,096.8	12.1	2,311.3	12.9
Information, Culture and Recreation ²	767.1	4.4	753.8	4.2
Accommodation and Food Services	1,152.2	6.7	1,201.9	6.7
Other Services (except Public Administration)	778.9	4.5	762.5	4.2
Public Administration	918.6	5.3	908.6	5.1
CANADA	17,259.1	100.0	17,979.1	100.0

Note: Totals may not add up due to rounding.

Source: Employment and Social Development Canada, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

¹ This industry sector comprises the industries with codes 55 (Management of Companies and Enterprises) and 56 (Administrative and Support, Waste Management and Remediation Services) from the North American Industry Classification System.

² This industry sector comprises industries with codes 51 (Information and Cultural Industries) and 71 (Arts, Entertainment and Recreation) from the North American Industry Classification System.

ANNEX 2.17.2

Sickness Benefits (by Industry): Number of Claims (Totals in Thousands)

	2011/2012 New Claims (000s)	Share (%)	2015/2016 New Claims (000s)	Share (%)
Industry				
Goods-Producing Industries	84.6	25.5	97.9	26.8
Agriculture, Forestry, Fishing, Hunting, Mining and Oil and Gas Extraction	15.5	4.8	17.6	4.8
Utilities	0.5	0.2	0.3	0.1
Construction	29.0	8.7	37.4	10.2
Manufacturing	39.6	12.0	42.7	11.7
Service-Producing Industries	238.2	72.0	258.5	70.7
Wholesale and Retail Trade	54.5	16.6	60.3	16.5
Transportation and Warehousing	16.3	4.9	19.3	5.3
Finance, Insurance, Real Estate, Rental and Leasing	9.8	2.9	10.8	3.0
Professional, Scientific and Technical Services	9.8	2.9	10.3	2.8
Business, Building and Other Support Services ¹	27.1	8.2	28.3	7.7
Educational Services	10.9	3.3	11.1	3.1
Health Care and Social Assistance	44.7	13.5	42.4	11.6
Information, Culture and Recreation ²	6.8	2.1	7.2	2.0
Accommodation and Food Services	26.1	7.9	27.3	7.5
Other Services (except Public Administration)	14.4	4.4	16.3	4.5
Public Administration	17.3	5.2	25.2	6.9
Unclassified	8.4	2.5	9.0	2.5
CANADA	331.2	100.0	365.5	100.0

Note: Totals may not add up due to rounding.

Source: Employment and Social Development Canada, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

¹ This industry sector comprises the industries with codes 55 (Management of Companies and Enterprises) and 56 (Administrative and Support, Waste Management and Remediation Services) from the North American Industry Classification System.

² This industry sector comprises industries with codes 51 (Information and Cultural Industries) and 71 (Arts, Entertainment and Recreation) from the North American Industry Classification System.

ANNEX 2.17.3

Sickness Benefits (by Industry): Amount Paid (\$Million)

	2011/2012 Amount Paid	Share (%)	2015/2016 Amount Paid	Share (%)
Industry				
Goods-Producing Industries	308.7	27.6	414.3	28.5
Agriculture, Forestry, Fishing, Hunting, Mining and Oil and Gas Extraction	49.4	4.4	65.1	4.5
Utilities	2.5	0.2	1.8	0.1
Construction	118.5	10.6	172.3	11.8
Manufacturing	138.3	12.4	175.0	12.0
Service-Producing Industries	782.6	70.1	1,013.5	69.7
Wholesale and Retail Trade	165.2	14.8	213.9	14.7
Transportation and Warehousing	64.2	5.8	88.0	6.0
Finance, Insurance, Real Estate, Rental and Leasing	34.1	3.1	46.9	3.3
Professional, Scientific and Technical Services	34.6	3.1	42.5	2.9
Business, Building and Other Support Services ¹	87.0	7.8	111.3	7.6
Educational Services	35.1	3.1	39.1	2.7
Health Care and Social Assistance	157.7	14.1	176.3	12.1
Information, Culture and Recreation ²	22.6	2.0	27.7	1.9
Accommodation and Food Services	66.8	6.0	85.3	5.9
Other Services (except Public Administration)	47.2	4.2	62.3	4.3
Public Administration	68.0	6.1	120.2	8.3
Unclassified	26.0	2.3	28.2	1.9
CANADA	1,117.3	100.0	1,456.0	100.0

Note: Totals may not add up due to rounding.

Source: Employment and Social Development Canada, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

¹ This industry sector comprises the industries with codes 55 (Management of Companies and Enterprises) and 56 (Administrative and Support, Waste Management and Remediation Services) from the North American Industry Classification System.

² This industry sector comprises industries with codes 51 (Information and Cultural Industries) and 71 (Arts, Entertainment and Recreation) from the North American Industry Classification System.

ANNEX 2.18.1

Compassionate Care Benefits: New Claims Established

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	Change (%) 2014/2015- 2015/2016
Province/Territory						
Newfoundland and Labrador	56	72	64	76	92	+21.1
Prince Edward Island	30	37	36 ^r	33	51	+54.5
Nova Scotia	160	163	169	170	243	+42.9
New Brunswick	130	150	121 ^r	143	205	+43.4
Quebec	1,019	1,030	912 ^r	1,046	1,319	+26.1
Ontario	2,742	2,704	2,712 ^r	2,738	3,465	+26.6
Manitoba	247	217	245	229	297	+29.7
Saskatchewan	185	148	199	157	200	+27.4
Alberta	483	569	553 ^r	675	741	+9.8
British Columbia	902	985	947 ^r	948	1,238	+30.6
Yukon	21 ^c	27 ^c	23 ^c	29 ^c	20 ^c	-31.0
Northwest Territories						
Nunavut						
Gender						
Men	1,525	1,714	1,637 ^r	1,833	2,260	+23.3
Women	4,450	4,388	4,344 ^r	4,411	5,611	+27.2
Age						
< 25 Years Old	120	116	99 ^r	118	138	+16.9
25 – 44 Years	2,196	2,115	1,982 ^r	2,099	2,450	+16.7
45 – 54 Years	2,134	2,277	2,189 ^r	2,172	2,758	+27.0
55 Years and Older	1,525	1,594	1,711 ^r	1,855	2,525	+36.1
CANADA	5,975	6,102	5,981 ^r	6,244	7,871	+26.1

Note: Totals may not add up due to rounding. Includes claims for which at least \$1 of compassionate care benefits was paid.

Source: Employment and Social Development Canada, Employment Insurance (EI) administrative data. Data are based on a 100% sample of EI administrative data.

^c For confidentiality purposes, data for Yukon, Northwest Territories and Nunavut have been combined.

^r Revised.

ANNEX 2.18.2

Compassionate Care Benefits: Average Actual Duration (Number of Weeks)

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016 ¹	Change (%) 2014/2015- 2015/2016
Province/Territory						
Newfoundland and Labrador	4.5 ^r	5.4 ^r	4.4 ^r	4.7	9.0	+90.9
Prince Edward Island	5.5 ^r	5.3 ^r	6.0 ^r	6.0 ^r	10.0	+29.7
Nova Scotia	4.6 ^r	4.8 ^r	4.9 ^r	4.8 ^r	9.7	+61.3
New Brunswick	5.4 ^r	4.8 ^r	5.4 ^r	4.5 ^r	9.9	+89.1
Quebec	4.3 ^r	4.4	4.4 ^r	4.3	7.7	+131.4
Ontario	4.7	4.7	4.7 ^r	4.8 ^r	7.8	+103.6
Manitoba	5.3 ^r	5.1 ^r	4.9 ^r	4.3 ^r	8.6	+100.0
Saskatchewan	4.5 ^r	4.9 ^r	5.3 ^r	5.6 ^r	8.6	+76.2
Alberta	4.8 ^r	5.4 ^r	5.0	4.9 ^r	8.5	+68.0
British Columbia	4.9	4.7 ^r	4.9	5.1 ^r	8.3	+68.7
Yukon	5.0 ^c	3.0 ^c	6.0 ^c	4.3 ^c	9.5 ^c	+119.4 ^c
Northwest Territories						
Nunavut						
Gender						
Men	4.7	4.9 ^r	4.8 ^r	4.8 ^r	8.5	+77.8
Women	4.7	4.7	4.8 ^r	4.7 ^r	8.0	+68.3
Age						
< 25 Years Old	3.2 ^r	3.9 ^r	4.4 ^r	4.6	8.2	+80.3
25 – 44 Years	4.7	4.8 ^r	4.7 ^r	4.6	7.7	+66.2
45 – 54 Years	4.6 ^r	4.7 ^r	4.7	4.7 ^r	7.9	+68.0
55 Years and Older	4.8	5.0 ^r	4.9 ^r	4.9 ^r	8.7	+76.6
CANADA	4.7	4.8 ^r	4.8 ^r	4.7	8.1	+71.1

Note: Totals may not add up due to rounding.

Source: Employment and Social Development Canada, Employment Insurance (EI) administrative data. Data are based on a 100% sample of EI administrative data.

¹ Starting January 3, 2016, compassionate care benefits were enhanced to allow claimants to collect up to 26 weeks of benefits, an increase from the maximum of 6 weeks previously available. This change came into effect in the fourth quarter of 2015/2016, and as a result the average durations for claims established in this quarter increased significantly, resulting in increases in average durations reported for this year compared to previous fiscal periods.

^c For confidentiality purposes, data for Yukon, Northwest Territories and Nunavut have been combined.

^r Revised.

ANNEX 2.18.3

Compassionate Care Benefits: Average Weekly Benefit Rate¹ (\$)

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	Change (%) 2014/2015- 2015/2016
Province/Territory						
Newfoundland and Labrador	385	398 ^r	407	411 ^r	418	+1.8
Prince Edward Island	378	398 ^r	373 ^r	403 ^r	411	+1.9
Nova Scotia	340 ^r	380 ^r	364 ^r	394 ^r	400	+1.6
New Brunswick	344	353	384 ^r	397	391	-1.5
Quebec	360	377	393 ^r	410 ^r	412	+0.4
Ontario	380	392	419	431	438	+1.7
Manitoba	369 ^r	378 ^r	398 ^r	414 ^r	427	+3.1
Saskatchewan	390 ^r	396	439 ^r	445	465	+4.5
Alberta	397 ^r	413	441	458 ^r	466	+1.7
British Columbia	375	386 ^r	421 ^r	427	439	+2.8
Yukon	452 ^c	467 ^c	451 ^c	500 ^c	469 ^c	-6.1 ^c
Northwest Territories						
Nunavut						
Gender						
Men	412 ^r	426 ^r	446 ^r	461	469	+1.7
Women	363	375	403	414	420	+1.5
Age						
< 25 Years Old	321 ^r	329	351 ^r	361	369	+2.2
25 – 44 Years	388 ^r	403 ^r	427 ^r	441 ^r	449	+1.8
45 – 54 Years	378	390	418	432	439	+1.6
55 Years and Older	359	373 ^r	401	411 ^r	417	+1.3
CANADA	376 ^r	389	415 ^r	428	434	+1.5

Note: Totals may not add up due to rounding.

Source: Employment and Social Development Canada, Employment Insurance (EI) administrative data. Data are based on a 100% sample of EI administrative data.

¹ Takes into account family supplement top-ups paid to claimants with compassionate care benefits.

^c For confidentiality purposes, data for Yukon, Northwest Territories and Nunavut have been combined.

^r Revised.

ANNEX 2.18.4

Compassionate Care Benefits: Amount Paid¹ (\$Million)

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	Change (%) 2014/2015- 2015/2016
Province/Territory						
Newfoundland and Labrador	0.1	0.1	0.2 ^r	0.2 ^r	0.2	+44.0
Prince Edward Island	0.0 ^r	0.1	0.1	0.1 ^r	0.1	+102.8
Nova Scotia	0.3 ^r	0.3	0.3 ^r	0.3 ^r	0.5	+57.0
New Brunswick	0.3 ^r	0.3 ^r	0.3 ^r	0.3	0.4	+67.5
Quebec	1.7	1.8 ^r	1.7 ^r	1.9 ^r	2.8	+46.0
Ontario	5.0	5.2 ^r	5.4 ^r	5.5 ^r	8.0	+46.1
Manitoba	0.5	0.4 ^r	0.4 ^r	0.5 ^r	0.7	+55.5
Saskatchewan	0.4 ^r	0.3 ^r	0.4 ^r	0.3	0.5	+37.4
Alberta	1.0 ^r	1.2	1.3 ^r	1.5	2.1	+43.5
British Columbia	1.7 ^r	1.9 ^r	2.0 ^r	1.9 ^r	2.8	+45.5
Yukon	0.0 ^c	0.1 ^c	0.1 ^c	0.1 ^c	0.1 ^c	-11.7 ^c
Northwest Territories						
Nunavut						
Gender						
Men	3.3 ^r	3.6 ^r	3.7 ^r	4.1 ^r	5.9	+45.1
Women	7.8 ^r	8.0 ^r	8.3 ^r	8.5 ^r	12.4	+47.1
Age						
< 25 Years Old	0.2 ^r	0.2	0.2 ^r	0.2 ^r	0.3	+46.9
25 – 44 Years	4.1 ^r	4.2 ^r	4.1 ^r	4.2 ^r	5.8	+37.2
45 – 54 Years	3.9 ^r	4.3 ^r	4.4 ^r	4.4 ^r	6.4	+47.7
55 Years and Older	2.8 ^r	2.9 ^r	3.4 ^r	3.8 ^r	5.9	+55.3
CANADA	11.0 ^r	11.6 ^r	12.0 ^r	12.5 ^r	18.3	+46.4

Note: Totals may not add up due to rounding. Percentage change is based on unrounded dollar amounts.

Source: Employment and Social Development Canada, Employment Insurance (EI) administrative data. Data are based on a 100% sample of EI administrative data.

¹ Takes into account family supplement top-ups paid to claimants with compassionate care benefits.

^c For confidentiality purposes, data for Yukon, Northwest Territories and Nunavut have been combined.

^r Revised.

ANNEX 2.19.1

Benefits for Parents of Critically Ill Children¹: New Claims Established

	2013/2014	2014/2015	2015/2016	Change (%) 2014/2015-2015/2016
Province/Territory				
Newfoundland and Labrador	11 ^r	32 ^r	56	+75.0
Prince Edward Island	6 ^r	10 ^r	26	+160.0
Nova Scotia	41 ^r	64 ^r	70	+9.4
New Brunswick	34 ^r	77 ^r	72	-6.5
Quebec	297 ^r	642 ^r	821	+27.9
Ontario	507 ^r	1,010 ^r	796	-21.2
Manitoba	51 ^r	92 ^r	124	+34.8
Saskatchewan	36 ^r	77 ^r	143	+85.7
Alberta	192 ^r	408 ^r	545	+33.6
British Columbia	163 ^r	349 ^r	450	+28.9
Yukon	5 ^{c,r}	5 ^c	14 ^c	+180.0
Northwest Territories				
Nunavut				
Missing Data	287 ^r	80 ^r	41	-48.8
Gender				
Men	367 ^r	567 ^r	662	+16.8
Women	1,263 ^r	2,279 ^r	2,496	+9.5
Age				
< 25 Years Old	95 ^r	180 ^r	186	+3.3
25 – 44 Years	1,370 ^r	2,454 ^r	2,772	+13.0
45 – 54 Years	156	194	181	-6.7
55 Years and Older	9 ^r	18 ^r	19	+5.6
CANADA	1,630^r	2,846^r	3,158	+11.0

Note: Totals may not add up due to rounding. Includes all claims for which at least \$1 of benefits for Parents of Critically Ill Children was paid. All Parents of Critically Ill Children Benefits that are shared between two parents are considered as two separate claims.

Source: Employment and Social Development Canada, Employment Insurance (EI) administrative data. Data are based on a 100% sample of EI administrative data from Service Canada's Manual Pay System.

¹ Benefits for Parents of Critically Ill Children have been available since June 2013.

^c For confidentiality purposes, data for Yukon, Northwest Territories, and Nunavut have been combined.

^r Revised.

ANNEX 2.19.2

**Benefits for Parents of Critically Ill Children¹: Average Actual Duration²
(Number of Weeks)**

	2013/2014	2014/2015	2015/2016	Change (%) 2014/2015-2015/2016
Province/Territory				
Newfoundland and Labrador	26.6 ^r	21.4 ^r	14.1	-34.1
Prince Edward Island	11.6 ^r	10.8 ^r	17.0	+57.4
Nova Scotia	15.7 ^r	19.6 ^r	17.6	-10.2
New Brunswick	9.1 ^r	16.2 ^r	16.6	+2.5
Quebec	13.1 ^r	15.2 ^r	14.5	-4.6
Ontario	15.9 ^r	16.6 ^r	16.2	-2.4
Manitoba	19.7 ^r	16.0 ^r	15.5	-3.1
Saskatchewan	10.4 ^r	15.1 ^r	13.9	-7.9
Alberta	15.8 ^r	16.5 ^r	15.3	-7.3
British Columbia	15.3 ^r	16.3	14.6	-10.4
Yukon	23.3 ^{c,r}	19.6 ^{c,r}	9.3 ^c	-52.6
Northwest Territories				
Nunavut				
Missing Data	10.7 ^r	13.0 ^r	8.4	-35.4
Gender				
Men	12.9 ^r	14.9 ^r	15.4	+3.4
Women	14.1 ^r	16.5 ^r	15.2	-7.9
Age				
< 25 Years Old	12.7 ^r	15.0 ^r	15.2	+1.3
25 – 44 Years	13.5	15.8 ^r	14.8	-6.3
45 – 54 Years	16.9 ^r	22.1 ^r	20.9	-5.4
55 Years and Older	17.5 ^r	11.9 ^r	16.1	+35.3
CANADA	13.8^r	16.2^r	15.2	-6.2

Note: Totals may not add up due to rounding. All Parents of Critically Ill Children benefits that are shared between two parents are considered as two separate claims.

Source: Employment and Social Development Canada, Employment Insurance (EI) administrative data. Data are based on a 100% sample of EI administrative data from Service Canada's Manual Pay System.

¹ Benefits for Parents of Critically Ill Children have been available since June 2013.

² Data on the actual duration of benefits for Parents of Critically Ill Children have been estimated for the most recent fiscal year using claims starting during the first half of the fiscal year, to ensure they are based on claims that have ended.

^c For confidentiality purposes, data for Yukon, Northwest Territories, and Nunavut have been combined.

^r Revised.

ANNEX 2.19.3

Benefits for Parents of Critically Ill Children¹: Average Weekly Benefit Rate² (\$)

	2013/2014	2014/2015	2015/2016	Change (%) 2014/2015-2015/2016
Province/Territory				
Newfoundland and Labrador	323	431 ^r	464	+7.7
Prince Edward Island	373 ^r	376 ^r	396	+5.3
Nova Scotia	436 ^r	396	427	+7.8
New Brunswick	450 ^r	415 ^r	423	+1.9
Quebec	410 ^r	423 ^r	434	+2.6
Ontario	425 ^r	435 ^r	442	+1.6
Manitoba	419 ^r	432 ^r	452	+4.6
Saskatchewan	431 ^r	452 ^r	476	+5.3
Alberta	455 ^r	452 ^r	467	+3.3
British Columbia	417 ^r	434 ^r	450	+3.7
Yukon	501 ^{c,r}	501 ^{c,r}	496 ^c	-1.0
Northwest Territories				
Nunavut				
Gender				
Men	456	457 ^r	474	+3.7
Women	416 ^r	428 ^r	438	+2.3
Age				
< 25 Years Old	350 ^r	346 ^r	351	+1.4
25 – 44 Years	433 ^r	441 ^r	452	+2.5
45 – 54 Years	396 ^r	431 ^r	439	+1.9
55 Years and Older	371 ^r	409 ^r	430	+5.1
CANADA	425 ^r	433 ^r	446	+3.0

Note: Totals may not add up due to rounding. All Parents of Critically Ill Children benefits that are shared between two parents are considered as two separate claims.

Source: Employment and Social Development Canada, Employment Insurance (EI) administrative data. Data are based on a 100% sample of EI administrative data from Service Canada's Manual Pay System.

¹ Benefits for Parents of Critically Ill Children have been available since June 2013.

² Takes into account family supplement top-ups paid to claimants with benefits for Parents of Critically Ill Children.

^c For confidentiality purposes, data for Yukon, Northwest Territories, and Nunavut have been combined.

^r Revised.

ANNEX 2.19.4

Benefits for Parents of Critically Ill Children¹: Amount Paid² (\$Million)

	2013/2014	2014/2015	2015/2016	Change (%) 2014/2015-2015/2016
Province/Territory				
Newfoundland and Labrador	0.1	0.3 ^r	0.3	+16.8
Prince Edward Island	0.0	0.0	0.2	+422.3
Nova Scotia	0.3 ^r	0.5	0.5	+3.0
New Brunswick	0.2 ^r	0.4	0.5	+17.7
Quebec	1.4	4.0	4.9	+22.3
Ontario	3.1 ^r	6.8 ^r	6.1	-9.5
Manitoba	0.3	0.6 ^r	0.8	+29.6
Saskatchewan	0.2	0.5 ^r	0.9	+92.8
Alberta	1.2 ^r	2.9 ^r	3.7	+28.1
British Columbia	0.9 ^r	2.4 ^r	2.8	+15.5
Yukon	0.0 ^c	0.1 ^c	0.1 ^c	+13.1 ^c
Northwest Territories				
Nunavut				
Missing Data	1.2	0.5 ^r	0.1	-73.6
Gender				
Men	2.1 ^r	3.7 ^r	4.7	+26.1
Women	6.9 ^r	15.1 ^r	16.1	+6.7
Age				
< 25 Years Old	0.4 ^r	0.9 ^r	1.0	+7.8
25 – 44 Years	7.6 ^r	16.1 ^r	18.0	+12.0
45 – 54 Years	1.0 ^r	1.8 ^r	1.7	-3.0
55 Years and Older	0.1 ^r	0.1	0.1	+49.7
CANADA	8.9^r	18.9^r	20.9	+10.6

Note: Totals may not add up due to rounding. Percentage change is based on unrounded dollar amounts.

Source: Employment and Social Development Canada, Employment Insurance (EI) administrative data. Data are based on a 100% sample of EI administrative data from Service Canada's Manual Pay System.

¹ Benefits for Parents of Critically Ill Children have been available since June 2013.

² Takes into account family supplement top-ups paid to claimants with benefits for Parents of Critically Ill Children.

^c For confidentiality purposes, data for Yukon, Northwest Territories, and Nunavut have been combined.

^r Revised.

ANNEX 2.20.1

Work-sharing Benefits: New Claims Established

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	Change (%) 2014/2015- 2015/2016
Province/Territory						
Newfoundland and Labrador	83	5	6	14	43	+207.1
Prince Edward Island	16	15	7	82	12	-85.4
Nova Scotia	336	266	151	20 ^c	247 ^c	+1,135.0
New Brunswick	73	78	67			
Quebec	6,765	6,310	4,759	3,580	4,451	+24.3
Ontario	13,329	5,373	4,512	2,255	2,849	+26.3
Manitoba	606	519	536	262	2,482	+847.3
Saskatchewan	17	11	68	742	1,035	+39.5
Alberta	882	483	1,024	631	7,939	+1,158.2
British Columbia	1,648	815	534	438	1,463	+234.0
Yukon	0	15	9 ^c	0	0	N/A
Northwest Territories	0	0		0	0	N/A
Nunavut	0	0	0	0	0	N/A
Gender						
Men	15,508	9,594	8,078	5,952	15,933	+167.7
Women	8,247	4,296	3,595	2,072	4,588	+121.4
Age						
< 25 Years Old	1,502	759	546	497	1,425	+186.7
25 – 44 Years	10,492	5,689	5,130	3,475	9,463	+172.3
45 – 54 Years	7,588	4,584	3,702	2,403	5,539	+130.5
55 Years and Older	4,173	2,858	2,295	1,649	4,094	+148.3
CANADA	23,755	13,890	11,673	8,024	20,521	+155.7

Note: Totals may not add up due to rounding. Includes claims for which at least \$1 of work-sharing benefits was paid.

Source: Employment and Social Development Canada, Employment Insurance (EI) administrative data. Data are based on a 100% sample of EI administrative data except for amount paid, which is based on a 10% sample.

^c For confidentiality purposes, data for some provinces and territories in different years have been combined.

Work-sharing Benefits: Average Actual Duration¹ (Number of Weeks)

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	Change (%) 2014/2015- 2015/2016
Province/Territory						
Newfoundland and Labrador	15.7 ^r	10.8 ^r	17.8	17.3 ^r	18.7 ^p	+8.1
Prince Edward Island	30.4 ^r	18.5 ^r	19.4 ^r	6.9 ^r	25.1 ^p	+263.8
Nova Scotia	16.5 ^r	13.9 ^r	13.3 ^r	15.9 ^r	13.2 ^p	-17.0
New Brunswick	11.8 ^r	20.7 ^r	17.2	4.0 ^r	17.3 ^p	+332.5
Quebec	12.3 ^r	12.7 ^r	13.6 ^r	13.2 ^r	11.9 ^p	-9.8
Ontario	11.5 ^r	11.9 ^r	14.4 ^r	14.0 ^r	15.8 ^p	+12.9
Manitoba	10.1 ^r	10.3	12.8 ^r	15.3 ^r	16.1 ^p	+5.2
Saskatchewan	20.8 ^r	16.3 ^r	10.7 ^r	18.5 ^r	17.7 ^p	-4.3
Alberta	9.8 ^r	8.7	4.6 ^r	14.6 ^r	21.6 ^p	+47.9
British Columbia	13.5 ^r	10.8 ^r	12.5 ^r	13.9 ^r	19.0 ^p	+36.7
Yukon	N/A	9.7	34.0	N/A	N/A	N/A
Northwest Territories	N/A	N/A	17.0	N/A	N/A	N/A
Nunavut	N/A	N/A	N/A	N/A	N/A	N/A
Gender						
Men	11.7 ^r	11.8 ^r	12.6 ^r	13.7 ^r	17.2 ^p	+25.5
Women	12.2 ^r	12.9 ^r	14.1 ^r	15.1 ^r	18.7 ^p	+23.8
Age						
< 25 Years Old	10.7 ^r	10.7 ^r	11.9 ^r	11.0 ^r	15.8 ^p	+43.6
25 – 44 Years	11.1 ^r	11.8 ^r	12.4 ^r	13.9 ^r	17.4 ^p	+25.2
45 – 54 Years	12.3 ^r	12.2 ^r	13.6 ^r	14.5 ^r	17.7 ^p	+22.1
55 Years and Older	13.5 ^r	13.0 ^r	13.9 ^r	14.7 ^r	18.2 ^p	+23.8
CANADA	11.9^r	12.1^r	13.1^r	14.1^r	17.5^p	+24.1

Note: Totals may not add up due to rounding.

Source: Employment and Social Development Canada, Employment Insurance (EI) administrative data. Data are based on a 100% sample of EI administrative data except for amount paid, which is based on a 10% sample.

¹ In the past, data on the actual duration of work-sharing benefits were reported with a lag of one year after the period covered by the *Employment Insurance Monitoring and Assessment Report* to ensure that data would pertain to claims that had ended. Starting with the 2014/2015 *Employment Insurance Monitoring and Assessment Report*, data on the actual duration of work-sharing benefits are reported for the fiscal year covered by the Report in order to provide timely, relevant and consistent information. Averages listed for previous years have been revised and restated according to this new methodological approach. Changes have been made possible by methodological improvements and the increased availability of historical data. However, data for the fiscal year covered by the Report are preliminary; data for 2015/2016 will be revised, if required, in the 2016/2017 *Employment Insurance Monitoring and Assessment Report*.

^p Preliminary.

^r Revised.

ANNEX 2.20.3

Work-sharing Benefits: Average Weekly Benefit Rate¹ (\$)

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	Change (%) 2014/2015- 2015/2016
Province/Territory						
Newfoundland and Labrador	84	352	131	135	168	+24.4
Prince Edward Island	103	159	108	160	186	+16.3
Nova Scotia	93	96	117	202	136	-32.7
New Brunswick	146	133	127	80	128	+60.0
Quebec	90	112	107	120	116	-3.3
Ontario	100	97	103	118	117	-0.8
Manitoba	89	101	110	135	119	-11.9
Saskatchewan	170	166	194	196	142	-27.6
Alberta	103	130	222	146	142	-2.7
British Columbia	94	114	114	121	150	+24.0
Yukon	N/A	125	120	N/A	N/A	N/A
Northwest Territories	N/A	N/A	98	N/A	N/A	N/A
Nunavut	N/A	N/A	N/A	N/A	N/A	N/A
Gender						
Men	101	115	123	135	136	+0.7
Women	88	88	103	112	115	+2.7
Age						
< 25 Years Old	96	97	99	122	133	+9.0
25 – 44 Years	96	107	123	132	133	+0.8
45 – 54 Years	97	108	114	130	128	-1.5
55 Years and Older	97	108	113	125	129	+3.2
CANADA	97	107	117	129	131	+1.6

Note: Totals may not add up due to rounding.

Source: Employment and Social Development Canada, Employment Insurance (EI) administrative data. Data are based on a 100% sample of EI administrative data except for amount paid, which is based on a 10% sample.

¹ Takes into account Family Supplement top-ups paid to claimants with work-sharing benefits.

ANNEX 2.20.4

Work-sharing Benefits: Amount Paid¹ (\$Million)

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	Change (%) 2014/2015- 2015/2016
Province/Territory						
Newfoundland and Labrador	0.1	0.2	0.0	0.0	0.1	+348.7
Prince Edward Island	0.2	0.1	0.1	0.1	0.1	-5.0
Nova Scotia	0.4	0.5	0.2	0.2	0.3	+96.2
New Brunswick	0.1	0.2	0.1	0.1	0.0	-87.0
Quebec	9.8	11.8	8.9	8.0	6.0	-25.2
Ontario	16.3	10.2	8.7	5.4	5.3	-1.7
Manitoba	1.1	0.7	1.0	0.5	3.3	+537.9
Saskatchewan	0.0	0.1	0.2	2.4	2.9	+22.1
Alberta	1.1	0.8	1.2	0.4	17.1	+4,691.1
British Columbia	2.7	1.7	0.9	0.8	3.8	+379.5
Yukon	0.0	0.0	0.0	0.0	0.0	N/A
Northwest Territories	0.0	0.0	0.0	0.0	0.0	N/A
Nunavut	0.0	0.0	0.0	0.0	0.0	N/A
Gender						
Men	23.1	18.6	15.0	14.1	30.5	+115.6
Women	8.6	7.5	6.3	3.6	8.3	+132.4
Age						
< 25 Years Old	1.7	1.0	1.0	0.8	2.4	+188.6
25 – 44 Years	13.0	9.9	8.7	8.3	17.5	+110.5
45 – 54 Years	10.6	8.9	7.0	5.2	11.6	+124.5
55 Years and Older	6.4	6.3	4.6	3.4	7.3	+114.5
CANADA	31.7	26.1	21.3	17.7	38.8	+119.0

Note: Totals may not add up due to rounding. Percentage change is based on unrounded dollar amounts.

Source: Employment and Social Development Canada, Employment Insurance (EI) administrative data. Data are based on a 100% sample of EI administrative data except for amount paid, which is based on a 10% sample.

¹ Takes into account Family Supplement top-ups paid to claimants with work-sharing benefits.

ANNEX 2.21.1

Family Supplement: New Claims Established

	2014/2015	2015/2016	Change (%) 2014/2015-2015/2016
Province/Territory			
Newfoundland and Labrador	2,390	2,490	+4.2
Prince Edward Island	930	990	+6.5
Nova Scotia	4,210	4,600	+9.3
New Brunswick	4,460	4,100	-8.1
Quebec	17,610	17,470	-0.8
Ontario	28,330	27,680	-2.3
Manitoba	4,260	4,390	+3.1
Saskatchewan	2,680	2,660	-0.7
Alberta	5,950	6,380	+7.2
British Columbia	9,930	9,030	-9.1
Yukon	40	20	-50.0
Northwest Territories	60	20	-66.7
Nunavut	60	80	+33.3
Gender			
Men	16,850	16,540	-1.8
Women	64,060	63,370	-1.1
Age			
< 25 Years Old	10,640	10,420	-2.1
25 – 44 Years	56,930	57,080	+0.3
45 – 54 Years	11,760	10,840	-7.8
55 Years and Older	1,580	1,570	-0.6
EI Claimant Category¹			
Long-Tenured Workers	4,120	7,300	+77.2
Occasional Claimants	69,100	65,170	-5.7
Frequent Claimants	7,690	7,440	-3.3
CANADA	80,910	79,910	-1.2

Note: Totals may not add up due to rounding. Includes claims for which at least \$1 of Employment Insurance benefits which included the Family Supplement was paid.

Source: Employment and Social Development Canada, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

¹ See Annex-2.1 for definitions related to EI claimant categories.

ANNEX 2.21.2

Family Supplement: Percentage of New Claims Established Which Included Family Supplement (%)

	2014/2015	2015/2016
Province/Territory		
Newfoundland and Labrador	2.9	2.9
Prince Edward Island	4.2	4.5
Nova Scotia	5.3	5.6
New Brunswick	5.2	4.6
Quebec	3.6	3.5
Ontario	5.0	4.8
Manitoba	7.5	6.8
Saskatchewan	5.6	4.6
Alberta	3.5	2.7
British Columbia	4.8	4.2
Yukon	1.6	0.8
Northwest Territories	2.7	0.9
Nunavut	6.1	6.5
Gender		
Men	1.7	1.5
Women	7.9	7.5
Age		
< 25 Years Old	5.8	5.4
25 – 44 Years	6.5	6.1
45 – 54 Years	3.0	2.7
55 Years and Older	0.4	0.4
EI Claimant Category¹		
Long-Tenured Workers	1.0	1.2
Occasional Claimants	6.5	6.6
Frequent Claimants	2.3	2.2
CANADA	4.5	4.2

Note: Totals may not add up due to rounding. Includes claims for which at least \$1 of Employment Insurance benefits was paid.

Source: Employment and Social Development Canada, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

¹ See Annex-2.1 for definitions related to EI claimant categories.

ANNEX 2.21.3

Family Supplement: Average Weekly Family Supplement (\$)

	2014/2015	2015/2016	Change (%) 2014/2015-2015/2016
Province/Territory			
Newfoundland and Labrador	40	42	+5.0
Prince Edward Island	41	43	+4.9
Nova Scotia	41	43	+4.9
New Brunswick	36	39	+8.3
Quebec	43	43	0.0
Ontario	39	40	+2.6
Manitoba	46	49	+6.5
Saskatchewan	46	44	-4.3
Alberta	43	41	-4.7
British Columbia	38	39	+2.6
Yukon	44	60	+36.4
Northwest Territories	43	15	-65.1
Nunavut	35	61	+74.3
Gender			
Men	46	47	+2.2
Women	39	40	+2.6
Age			
< 25 Years Old	35	34	-2.9
25 – 44 Years	43	44	+2.3
45 – 54 Years	36	37	+2.8
55 Years and Older	36	36	0.0
EI Claimant Category¹			
Long-Tenured Workers	36	34	-5.6
Occasional Claimants	41	42	+2.4
Frequent Claimants	38	39	+2.6
CANADA	41	41	0.0

Note: Totals may not add up due to rounding.

Source: Employment and Social Development Canada, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

¹ See Annex-2.1 for definitions related to EI claimant categories.

ANNEX 2.21.4

Family Supplement: Average Weekly Benefit Rate¹ (\$)

	2014/2015	2015/2016	Change (%) 2014/2015-2015/2016
Province/Territory			
Newfoundland and Labrador	330	332	+0.6
Prince Edward Island	327	340	+4.0
Nova Scotia	328	329	+0.3
New Brunswick	330	338	+2.4
Quebec	347	353	+1.7
Ontario	326	336	+3.1
Manitoba	347	349	+0.6
Saskatchewan	356	359	+0.8
Alberta	348	357	+2.6
British Columbia	333	338	+1.5
Yukon	326	461	+41.4
Northwest Territories	343	500	+45.8
Nunavut	314	385	+22.6
Gender			
Men	384	393	+2.3
Women	323	330	+2.2
Age			
< 25 Years Old	292	297	+1.7
25 – 44 Years	343	350	+2.0
45 – 54 Years	341	345	+1.2
55 Years and Older	350	363	+3.7
EI Claimant Category²			
Long-Tenured Workers	364	372	+2.2
Occasional Claimants	331	337	+1.8
Frequent Claimants	360	361	+0.3
CANADA	336	343	+2.1

Note: Totals may not add up due to rounding.

Source: Employment and Social Development Canada, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

¹ Averages include all claims which provided Family Supplement top-ups paid to Employment Insurance claimants.

² See Annex-2.1 for definitions related to EI claimant categories.

ANNEX 2.21.5

Family Supplement: Amount Paid (\$Million)

	2010/2011	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	Change (%) 2014/2015- 2015/2016
Province/Territory							
Newfoundland and Labrador	5.3	4.6	4.3	3.7	3.6	3.4	-4.4
Prince Edward Island	2.0	1.8	1.6	1.3	1.3	1.2	-2.8
Nova Scotia	8.2	7.6	7.1	5.8	5.1	6.2	+22.2
New Brunswick	6.2	5.8	5.5	5.5	5.0	4.9	-3.4
Quebec	23.7	19.1	17.9	15.8	15.2	15.3	+1.0
Ontario	45.3	41.1	39.3	35.6	32.7	32.8	+0.2
Manitoba	7.1	6.3	6.4	5.7	5.4	5.5	+1.9
Saskatchewan	6.1	4.7	4.3	3.9	3.9	3.3	-15.4
Alberta	9.2	7.2	7.1	6.9	7.3	7.4	+1.4
British Columbia	16.2	14.2	13.0	10.8	10.3	10.3	-0.2
Yukon	0.0	0.1	0.1	0.0	0.1	0.0	-37.3
Northwest Territories	0.2	0.2	0.1	0.0	0.1	0.0	-62.1
Nunavut	0.1	0.0	0.1	0.1	0.0	0.1	+400.3
Gender							
Men	26.4	21.7	20.1	17.9	16.4	17.0	+4.1
Women	103.3	90.9	86.5	77.3	73.6	73.6	-0.1
Age							
< 25 Years Old	20.0	17.6	15.4	13.8	13.6	13.5	-0.5
25 – 44 Years	95.6	83.1	78.9	70.6	66.8	67.5	+1.0
45 – 54 Years	12.7	10.7	11.0	9.6	8.4	8.3	-0.8
55 Years and Older	1.4	1.1	1.2	1.1	1.2	1.3	+8.4
EI Claimant Category¹							
Long-Tenured Workers	11.5	7.9	8.3	5.6	3.9	5.3	+36.0
Occasional Claimants	105.8	93.6	87.6	80.6	78.4	77.9	-0.7
Frequent Claimants	12.4	11.1	10.7	8.9	7.7	7.4	-3.2
CANADA	129.7	112.6	106.6	95.2	90.0	90.6	+0.7

Note: Totals may not add up due to rounding. Includes only the amounts paid under the Family Supplement. Percentage change is based on unrounded dollar amounts.

Source: Employment and Social Development Canada, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

¹ See Annex-2.1 for definitions related to EI claimant categories.

ANNEX 2.22.1

Working While on Regular Claim¹: Number of Regular Claimants Working While on Claim²

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	Change (%) 2014/2015- 2015/2016
Province/Territory						
Newfoundland and Labrador	53,470 ^r	48,630 ^r	43,080 ^r	41,750 ^r	42,900	+2.8
Prince Edward Island	13,690 ^r	12,730 ^r	10,110 ^r	9,810 ^r	9,410	-4.1
Nova Scotia	51,550 ^r	46,770 ^r	41,020 ^r	37,960 ^r	39,300	+3.5
New Brunswick	58,150 ^r	56,260 ^r	50,990 ^r	48,280 ^r	48,160	-0.2
Quebec	340,410 ^r	318,590 ^r	290,560 ^r	285,090 ^r	281,060	-1.4
Ontario	242,660 ^r	222,210 ^r	209,150 ^r	202,840 ^r	201,250	-0.8
Manitoba	20,850 ^r	19,910 ^r	18,890 ^r	18,080 ^r	18,750	+3.7
Saskatchewan	16,130 ^r	15,240 ^r	13,780 ^r	15,220 ^r	17,620	+15.8
Alberta	48,720 ^r	41,510 ^r	40,850 ^r	41,380 ^r	64,030	+54.7
British Columbia	101,970 ^r	91,670 ^r	82,270 ^r	78,780 ^r	78,100	-0.9
Yukon	1,300 ^r	1,290 ^r	1,250 ^r	1,140 ^r	970	-14.9
Northwest Territories	870 ^r	930 ^r	950 ^r	840 ^r	800	-4.8
Nunavut	580 ^r	450 ^r	390 ^r	360 ^r	290	-19.4
Gender						
Men	557,860 ^r	517,420 ^r	481,140 ^r	472,100 ^r	484,980	+2.7
Women	392,490 ^r	358,770 ^r	322,150 ^r	309,430 ^r	317,660	+2.7
Age						
< 25 Years Old	94,660 ^r	85,950 ^r	77,590 ^r	73,520 ^r	76,030	+3.4
25 – 44 Years	425,440 ^r	392,830 ^r	365,800 ^r	358,410 ^r	372,810	+4.0
45 – 54 Years	266,090 ^r	244,860 ^r	227,120 ^r	215,750 ^r	213,850	-0.9
55 Years and Older	164,160 ^r	152,550 ^r	132,780 ^r	133,850 ^r	139,950	+4.6
CANADA	950,350^r	876,190^r	803,290^r	781,530^r	802,640	+2.7

Note: Totals may not add up due to rounding. Includes claims for which at least \$1 of regular benefit was paid.

Source: Employment and Social Development Canada, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

¹ The definition of “working while on claim” includes all regular benefit claimants who earned employment income during their Employment Insurance benefit period during the fiscal year referenced, regardless of when the claim was established.

² Starting with the 2015/2016 *Employment Insurance Monitoring and Assessment Report*, the number and the share of EI regular claimants with at least one week worked while on claim during the fiscal year are reported.

^r Revised.

ANNEX 2.22.2

Working While on Regular Claim¹: Average Number of Weeks Worked While on Claim² (Number of Weeks)

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016 ³	Change (%) 2014/2015- 2015/2016
Province/Territory						
Newfoundland and Labrador	16.5 ^r	18.4 ^r	15.8 ^r	15.4	15.3	-0.6
Prince Edward Island	15.3 ^r	18.9 ^r	14.5 ^r	13.8 ^r	13.2	-4.3
Nova Scotia	15.3	17.5 ^r	14.9 ^r	14.4	14.2	-1.4
New Brunswick	17.3	19.4 ^r	16.9 ^r	16.8 ^r	16.6	-1.2
Quebec	14.4 ^r	15.7 ^r	13.7	13.4 ^r	13.3	-0.7
Ontario	10.6 ^r	10.9 ^r	9.6	9.0 ^r	8.2	-8.9
Manitoba	6.9 ^r	7.3	6.3	5.7 ^r	5.9	+3.5
Saskatchewan	7.4 ^r	8.0 ^r	6.2	6.2 ^r	6.1	-1.6
Alberta	7.9 ^r	7.4 ^r	6.2 ^r	5.8 ^r	5.8	0.0
British Columbia	10.8 ^r	11.1 ^r	9.5	8.8 ^r	8.8	0.0
Yukon	9.1 ^r	9.8	7.7 ^r	8.5 ^r	7.4	-12.9
Northwest Territories	7.1 ^r	9.3 ^r	4.9 ^r	5.6 ^r	7.0	+25.0
Nunavut	7.7 ^r	12.4 ^r	8.4 ^r	5.8 ^r	7.0	+20.7
Gender						
Men	12.5	13.5 ^r	11.7 ^r	11.5 ^r	11.0	-4.3
Women	13.0 ^r	14.4 ^r	12.2 ^r	11.5 ^r	11.1	-3.5
Age						
< 25 Years Old	9.7 ^r	10.8	9.3	9.1 ^r	8.9	-2.2
25 – 44 Years	11.9 ^r	12.9	11.1	10.7 ^r	10.3	-3.7
45 – 54 Years	14.4 ^r	15.5	13.6	13.0 ^r	12.7	-2.3
55 Years and Older	13.9 ^r	15.7 ^r	13.0 ^r	12.3 ^r	11.9	-3.3
CANADA	12.7^r	13.9	11.9	11.5^r	11.0	-4.3

Note: Totals may not add up due to rounding.

Source: Employment and Social Development Canada, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

- ¹ The definition of “working while on claim” includes all regular claimants who earned employment income during their Employment Insurance benefit period during the fiscal year referenced, regardless of when the claim was established.
 - ² Only weeks for which at least \$1 of employment income was earned while on regular claim were included in the calculation.
 - ³ Starting with the 2015/2016 *Employment Insurance Monitoring and Assessment Report*, the average number of weeks worked while on claim and the average weekly employment income are calculated based on claims completed in the given fiscal year, regardless of when they were established.
- ^r Revised.

**Working While on Regular Claim¹: Average Weekly Employment Income
Earned from Working While on Claim (\$)**

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	Change (%) 2014/2015- 2015/2016
Province/Territory						
Newfoundland and Labrador	785 ^r	800 ^r	890 ^r	973 ^r	1,027	+5.5
Prince Edward Island	487 ^r	530 ^r	677 ^r	664 ^r	741	+11.6
Nova Scotia	628 ^r	677 ^r	752 ^r	805 ^r	850	+5.6
New Brunswick	613 ^r	635 ^r	739 ^r	765 ^r	793	+3.7
Quebec	604	632 ^r	710 ^r	730	749	+2.6
Ontario	527 ^r	561 ^r	597 ^r	637 ^r	632	-0.8
Manitoba	449 ^r	487 ^r	533 ^r	569 ^r	569	+0.1
Saskatchewan	511 ^r	586 ^r	665 ^r	698 ^r	766	+9.8
Alberta	741 ^r	749 ^r	791 ^r	835 ^r	883	+5.7
British Columbia	556 ^r	598 ^r	648 ^r	668 ^r	728	+9.0
Yukon	486 ^r	611 ^r	646 ^r	660 ^r	670	+1.6
Northwest Territories	771 ^r	570 ^r	722 ^r	810 ^r	885	+9.4
Nunavut	654 ^r	729 ^r	857 ^r	682 ^r	719	+5.4
Gender						
Men	730 ^r	767 ^r	841 ^r	876 ^r	904	+3.2
Women	393 ^r	416 ^r	463 ^r	482 ^r	501	+3.9
Age						
< 25 Years Old	463 ^r	502 ^r	564 ^r	589 ^r	600	+2.0
25 – 44 Years	604 ^r	632 ^r	690 ^r	724 ^r	749	+3.5
45 – 54 Years	653 ^r	683 ^r	729 ^r	760 ^r	793	+4.3
55 Years and Older	535 ^r	572 ^r	690 ^r	709 ^r	733	+3.4
CANADA	592^r	623^r	688^r	719^r	744	+3.5

Note: Totals may not add up due to rounding. Includes employment income only (all amounts paid in Employment Insurance benefits are excluded from the calculation). Only weeks with at least \$1 of employment income earned from working while on regular claim are taken into account in the calculation.

Source: Employment and Social Development Canada, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

¹ The definition of “working while on claim” includes all regular claimants who earned employment income during their Employment Insurance benefit period during the fiscal year referenced, regardless of when the claim was established.

^r Revised.

ANNEX 2.22.4

**Working While on Regular Claim¹: Percentage of New EI Regular Claimants
Which Earned Employment Income from Working While on Claim²**

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	Change (% Points) 2014/2015- 2015/2016
Province/Territory						
Newfoundland and Labrador	62.0 ^r	59.5 ^r	54.5 ^r	52.4 ^r	51.9	-0.5
Prince Edward Island	59.5 ^r	58.4 ^r	51.1 ^r	49.7 ^r	47.3	-2.4
Nova Scotia	56.8 ^r	55.1 ^r	52.1 ^r	49.1 ^r	49.4	+0.3
New Brunswick	60.1 ^r	59.4 ^r	56.7 ^r	55.5 ^r	54.6	-0.9
Quebec	54.8 ^r	53.9 ^r	51.5 ^r	51.0 ^r	51.0	0.0
Ontario	39.1 ^r	38.2 ^r	36.6 ^r	36.5 ^r	37.2	+0.8
Manitoba	38.3 ^r	38.5 ^r	38.7 ^r	36.7 ^r	35.1	-1.7
Saskatchewan	39.6 ^r	39.5 ^r	36.9 ^r	36.7 ^r	34.5	-2.2
Alberta	36.5 ^r	35.5 ^r	34.9 ^r	29.6 ^r	29.5	-0.1
British Columbia	43.5 ^r	43.0 ^r	41.2 ^r	40.5 ^r	39.4	-1.1
Yukon	43.8 ^r	44.2 ^r	43.3 ^r	42.1 ^r	37.3	-4.8
Northwest Territories	33.3 ^r	37.8 ^r	42.6 ^r	35.0 ^r	34.9	-0.1
Nunavut	36.3 ^r	31.0 ^r	30.2 ^r	33.0 ^r	28.2	-4.9
Gender						
Men	46.3 ^r	45.7 ^r	43.6 ^r	42.4 ^r	41.0	-1.4
Women	48.9 ^r	47.8 ^r	45.5 ^r	44.4 ^r	45.1	+0.7
Age						
< 25 Years Old	44.0 ^r	43.1 ^r	42.1 ^r	40.8 ^r	40.3	-0.4
25 – 44 Years	47.7 ^r	47.3 ^r	45.8 ^r	44.7 ^r	43.9	-0.8
45 – 54 Years	52.4 ^r	52.2 ^r	50.9 ^r	49.5 ^r	49.0	-0.5
55 Years and Older	41.7 ^r	39.7 ^r	34.7 ^r	34.0 ^r	33.7	-0.3
CANADA	47.3^r	46.5^r	44.3^r	43.2^r	42.5	-0.7

Note: Totals may not add up due to rounding. Includes claims for which at least \$1 of regular benefit was paid.

Source: Employment and Social Development Canada, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

¹ The definition of “working while on claim” includes all regular claimants who earned employment income during their Employment Insurance benefit period during the fiscal year referenced, regardless of when the claim was established.

² Starting with the 2015/2016 *Employment Insurance Monitoring and Assessment Report*, the number and the share of EI regular claimants with at least one week worked while on claim during the fiscal year are reported.

^r Revised.

Completed Pure and Combined Employment Insurance Claims, by Types of Benefits, Canada

Benefit Type ¹	2013/2014 ^r		2014/2015 ^r		2015/2016	
	Level of Claims	Combined Claims (%)	Level of Claims	Combined Claims (%)	Level of Claims	Combined Claims (%)
Regular	1,438,270	11.1	1,446,200	10.9	1,451,370	11.0
Fishing	27,000	11.1	26,660	10.0	26,930	11.1
Sickness	357,730	48.4	368,270	47.3	370,370	47.3
Maternity	172,450	98.5	174,310	98.6	171,150	98.4
Parental ²	197,810	86.6	199,100	86.9	195,930	86.9
Compassionate Care	6,880	46.9	6,640	41.4	6,730	46.2
Work-sharing	14,780	25.6	10,420	25.0	13,250	19.8
All Claims³	1,858,180	17.6	1,873,880	17.5	1,879,050	17.3

Note: Totals may not add up due to rounding. Completed claims include those that are terminated and those that are dormant and remained inactive as of August the following fiscal year.

Source: Employment and Social Development Canada, Employment Insurance (EI) administrative data. Data are based on a 10% sample of EI administrative data.

¹ Excludes benefits for parents of critically ill children.

² Parental benefits for biological parents and parental benefits for adoptive parents are grouped together.

³ The total number of claims and of combined claims is lower than the sum of claims associated to each benefit type, because combined claims are only counted once even though they appear in more than one benefit type.

^r Revised.

ANNEX 2.24.1

Employment Insurance Benefit Repayment¹: People Who Repaid Benefits

	2010	2011	2012	2013	2014	Change (%) 2014/2013- 2015/2016
Province/Territory						
Newfoundland and Labrador	9,252	11,254	11,799	12,787	14,168	+10.8
Prince Edward Island	850	1,013	1,358	1,048	1,275	+21.7
Nova Scotia	7,022	7,350	7,712	7,722	8,738	+13.2
New Brunswick	5,130	5,687	6,488	6,499	7,220	+11.1
Quebec	46,244	48,360	47,748	40,948	40,567	-0.9
Ontario	55,090	45,635	42,376	38,373	43,716	+13.9
Manitoba	3,094	3,096	2,913	2,918	3,084	+5.7
Saskatchewan	4,768	4,842	4,621	4,585	4,690	+2.3
Alberta	29,552	26,890	23,918	22,813	23,415	+2.6
British Columbia	22,281	20,337	18,569	18,676	19,215	+2.9
Yukon	336	384	306	288	273	-5.2
Northwest Territories	433	374	317	275	259	-5.8
Nunavut	4	46	143	108	96	-11.1
Non-residents of Canada	23	33	70	69	61	-11.6
Gender						
Men	163,914	155,614	150,102	140,103	148,848	+6.2
Women	20,165	19,687	18,236	17,006	17,929	+5.4
Age						
< 25 Years Old	6,478	6,704	6,629	6,098	6,328	+3.8
25 – 44 Years	79,814	74,806	72,133	68,297	72,948	+6.8
45 – 54 Years	54,400	49,526	45,694	41,376	43,660	+5.5
55 Years and Older	43,387	44,265	43,882	41,338	43,841	+6.1
CANADA	184,079	175,301	168,338	157,109	166,777	+6.2

Note: Totals may not add up due to rounding.

Source: Employment and Social Development Canada, Employment Insurance (EI) administrative data. Data are based on a 100% sample of EI administrative data.

¹ As benefit repayments are administered through the tax system, the most recent data available are for the 2014 taxation year.

ANNEX 2.24.2

Employment Insurance Benefit Repayment¹: Amount Repaid (\$Million)

	2010	2011	2012	2013	2014	Change (%) 2014/2015- 2015/2016
Province/Territory						
Newfoundland and Labrador	15.9	19.6	19.5	21.0	26.9	+27.9
Prince Edward Island	1.5	1.8	2.9	1.9	2.7	+37.7
Nova Scotia	11.4	12.7	13.9	14.5	17.5	+20.2
New Brunswick	8.0	9.3	11.0	11.6	13.5	+16.0
Quebec	47.5	49.3	49.9	45.3	46.1	+1.7
Ontario	54.2	47.6	44.9	44.5	49.8	+11.9
Manitoba	3.5	3.6	3.6	3.7	4.2	+12.3
Saskatchewan	5.4	5.6	5.5	5.7	6.4	+11.9
Alberta	36.4	35.4	29.8	29.1	31.2	+7.4
British Columbia	25.5	23.8	23.0	23.3	24.9	+6.8
Yukon	0.4	0.5	0.4	0.4	0.4	-5.3
Northwest Territories	0.6	0.5	0.4	0.4	0.4	+5.3
Nunavut	0.0	0.1	0.2	0.1	0.1	-4.7
Non-residents of Canada	0.0	0.0	0.1	0.1	0.1	+150.3
Gender						
Men	189.4	189.6	186.1	182.9	203.8	+11.5
Women	20.8	20.1	19.0	18.8	20.2	+7.2
Age						
< 25 Years Old	7.0	7.5	7.6	7.2	8.0	+10.7
25 – 44 Years	81.7	80.1	80.2	79.8	89.8	+12.5
45 – 54 Years	60.1	57.3	53.6	52.0	57.1	+9.8
55 Years and Older	61.5	64.7	63.7	62.6	69.1	+10.4
CANADA	210.2	209.7	205.1	201.7	224.0	+11.1

Note: Totals may not add up due to rounding. Percentage change is based on unrounded dollar amounts.

Source: Employment and Social Development Canada, Employment Insurance (EI) administrative data. Data are based on a 100% sample of EI administrative data.

¹ As benefit repayments are administered through the tax system, the most recent data available are for the 2014 taxation year.

ANNEX 2.25.1

Contributors to the Employment Insurance Program¹: Employment Insurance Premium (\$Million)

	Total		% of Total	Paid by Employers ²	Paid by Employees
	2013	2014	2014	2014	2014
Province/Territory					
Newfoundland and Labrador	342.7	356.0	1.6	207.5	148.5
Prince Edward Island	86.5	88.8	0.4	51.2	37.6
Nova Scotia	566.7	585.3	2.6	335.3	250.0
New Brunswick	455.9	468.6	2.0	268.6	200.0
Quebec	4,043.8 ^f	4,198.6	18.4	2,383.0	1,815.7
Ontario	8,585.7 ^f	8,931.2	39.1	5,124.2	3,807.0
Manitoba	807.6	835.7	3.7	478.6	357.1
Saskatchewan	748.7	785.0	3.4	451.1	333.9
Alberta	3,359.4 ^f	3,579.9	15.7	2,079.4	1,500.5
British Columbia	2,795.8	2,922.7	12.8	1,684.7	1,238.1
Yukon	33.6	34.3	0.2	19.9	14.4
Northwest Territories	46.0	48.4	0.2	28.3	20.1
Nunavut	28.7	30.2	0.1	17.6	12.5
Gender					
Men	12,189.1 ^f	12,734.8	55.7	7,344.9	5,389.9
Women	9,706.8 ^f	10,124.5	44.3	5,781.5	4,343.0
Missing Data	5.2	5.3	0.0	3.1	2.3
Age					
< 25 Years Old	1,816.4	1,878.4	8.2	1,089.9	788.6
25 – 44 Years	10,276.4 ^f	10,729.4	46.9	6,173.4	4,556.0
45 – 54 Years	5,744.1 ^f	5,881.6	25.7	3,365.0	2,516.7
55 Years and Older	4,058.9 ^f	4,369.8	19.1	2,498.2	1,871.7
Missing Data	5.2	5.3	0.0	3.1	2.3
Industry					
Goods-producing Industries	4,990.8	5,182.9	22.7	3,006.5	2,176.4
Agriculture, Forestry, Fishing and Hunting	246.2	259.0	1.1	151.6	107.3
Mining, and Oil and Gas Extraction	458.1	475.3	2.1	275.6	199.7
Utilities	208.3	212.8	0.9	119.3	93.5
Construction	1,667.5	1,771.0	7.7	1,054.0	717.0
Manufacturing	2,410.7	2,464.8	10.8	1,406.0	1,058.9

	Total		% of Total	Paid by Employers ²	Paid by Employees
	2013	2014	2014	2014	2014
Services-producing Industries	15,845.5^r	16,393.5	71.7	9,384.7	7,008.7
Wholesale Trade	1,120.4	1,201.3	5.3	690.1	511.1
Retail Trade	1,688.8	1,809.7	7.9	1,045.3	764.4
Transportation and Warehousing	986.0	1,035.8	4.5	591.6	444.1
Finance and Insurance	1,022.8 ^r	1,074.6	4.7	603.2	471.3
Real Estate and Rental and Leasing	334.1	365.4	1.6	213.1	152.2
Professional, Scientific and Technical Services	1,269.9	1,302.3	5.7	753.2	549.1
Business, Building and Other Support Services ³	1,301.5	1,304.9	5.7	755.1	549.8
Educational Services	1,698.8 ^r	1,786.6	7.8	1,002.6	784.0
Health Care and Social Assistance	1,866.1	1,790.9	7.8	1,031.4	759.5
Information, Culture and Recreation ⁴	743.5	762.9	3.3	435.6	327.3
Accommodation and Food Services	804.6	851.7	3.7	495.9	355.8
Other Services (except Public Administration)	744.8	769.7	3.4	448.5	321.2
Public Administration	2,264.2	2,337.8	10.2	1,319.0	1,018.8
Unclassified	1,064.9	1,288.2	5.6	738.2	550.1
CANADA	21,901.1^r	22,864.6	100.0	13,129.4	9,735.2

Note: Totals may not add up due to rounding.

Source: Canada Revenue Agency, T4 slips with employment income. Data are based on a 10% sample of T4 slips with employment income.

¹ As Employment Insurance premium payments are administered through the tax system, the most recent data available are for the 2014 taxation year.

² Employer contributions are 1.4 times the level of employee contributions. However, employers who participate in the Premium Reduction Program may contribute less than 1.4 times their employees' contributions. See Chapter 2, Section 2.7 for more information.

³ This industry category comprises the industries with codes 55 (Management of Companies and Enterprises) and 56 (Administrative and Support, Waste Management and Mediation services) from the North American Industry Classification System.

⁴ This industry category comprises the industries with codes 51 (Information and Cultural Industries) and 71 (Arts, Entertainment and Recreation) from the North American Industry Classification System.

^r Revised.

ANNEX 2.25.2

Contributors to the Employment Insurance Program¹: Employment Income

	Total Employment Income			Total Insurable Earnings		Number of Workers with Employment Income			Employment Income Per Worker		Insurable Earnings Per Worker	
	(\$Million)			(\$Million)					(\$ per Year)		(\$ per Year)	
	2013	2014	% of Total 2014	2013	2014	2013	2014	% of Total 2014	2013	2014	2013	2014
Province/Territory⁴												
Newfoundland and Labrador	11,905.8	12,345.2	1.4	7,893.2	8,191.4	275,100	275,710	1.5	43,278	44,776	28,692	29,710
Prince Edward Island	2,573.7	2,634.3	0.3	1,971.8	2,024.1	78,680	79,000	0.4	32,711	33,346	25,061	25,622
Nova Scotia	17,994.2	18,378.3	2.1	13,116.2	13,498.1	478,550	474,820	2.5	37,602	38,706	27,408	28,428
New Brunswick	14,117.2	14,373.8	1.7	10,512.1	10,758.7	389,230	387,220	2.1	36,270	37,120	27,007	27,784
Quebec	162,845.0	167,104.9	19.4	117,340.1	120,481.3	4,185,470	4,202,580	22.5	38,907	39,762	28,035	28,668
Ontario	320,170.9	330,880.5	38.4	199,406.3	206,599.6	6,882,370	6,975,760	37.4	46,520	47,433	28,973	29,617
Manitoba	26,767.3	27,629.1	3.2	18,766.6	19,342.9	659,770	665,770	3.6	40,571	41,499	28,444	29,053
Saskatchewan	26,863.0	27,828.6	3.2	17,601.3	18,375.1	589,480	598,890	3.2	45,571	46,467	29,859	30,682
Alberta	143,169.2	153,445.0	17.8	79,233.6	84,026.4	2,470,270	2,543,420	13.6	57,957	60,330	32,075	33,037
British Columbia	100,254.6	103,628.2	12.0	64,762.6	67,470.4	2,344,630	2,384,780	12.8	42,759	43,454	27,622	28,292
Yukon	1,139.6	1,152.3	0.1	777.5	790.0	24,890	24,700	0.1	45,785	46,652	31,237	31,984
Northwest Territories	1,982.1	2,038.8	0.2	1,102.4	1,133.2	32,480	32,570	0.2	61,025	62,597	33,941	34,793
Nunavut	1,203.7	1,255.4	0.1	673.8	705.3	22,450	23,040	0.1	53,617	54,488	30,013	30,612
Gender												
Men	511,130.2	531,677.0	61.6	297,078.9	308,556.2	9,548,630	9,671,570	51.8	53,529	54,973	31,112	31,903
Women	319,493.0	330,622.8	38.3	235,954.3	244,713.8	8,868,050	8,978,620	48.1	36,027	36,823	26,607	27,255
Missing Data	363.2	394.6	0.0	124.4	126.3	16,690	18,070	0.1	21,762	21,837	7,454	6,989
Age												
< 25 Years Old	46,178.1	47,547.5	5.5	42,886.2	44,178.2	3,157,520	3,163,650	16.9	14,625	15,029	13,582	13,964
25 – 44 Years	364,783.3	379,132.7	43.9	250,609.9	260,165.1	7,701,250	7,802,050	41.8	47,367	48,594	32,541	33,346
45 – 54 Years	243,884.3	248,090.0	28.8	140,870.7	143,338.1	4,057,060	4,023,580	21.6	60,114	61,659	34,722	35,625
55 Years and Older	175,777.4	187,529.6	21.7	98,666.3	105,588.6	3,500,810	3,660,870	19.6	50,210	51,225	28,184	28,842
Missing Data	363.3	394.6	0.0	124.5	126.3	16,730	18,110	0.1	21,715	21,789	7,442	6,974
Industry												
Goods-producing Industries	197,185.1	204,511.4	23.7	121,268.4	125,197.3	3,636,270	3,655,630	19.6	54,227	55,944	33,350	34,248
Agriculture, Forestry, Fishing and Hunting	8,498.8	8,724.0	1.0	5,779.0	6,068.8	323,530	321,800	1.7	26,269	27,110	17,862	18,859
Mining, and Oil and Gas Extraction	26,665.3	28,381.7	3.3	11,254.8	11,560.9	258,380	260,810	1.4	103,202	108,821	43,559	44,327
Utilities	10,937.5	11,219.5	1.3	5,218.1	5,290.9	120,360	119,840	0.6	90,873	93,621	43,354	44,150
Construction	62,822.0	66,298.8	7.7	39,749.0	41,995.1	1,239,740	1,271,050	6.8	50,674	52,161	32,062	33,040
Manufacturing	88,261.4	89,887.5	10.4	59,267.5	60,281.5	1,694,260	1,682,130	9.0	52,094	53,437	34,981	35,836

	Total Employment Income			Total Insurable Earnings		Number of Workers with Employment Income			Employment Income Per Worker		Insurable Earnings Per Worker	
	(\$Million)			(\$Million)					(\$ per Year)		(\$ per Year)	
	2013	2014	% of Total 2014	2013	2014	2013	2014	% of Total 2014	2013	2014	2013	2014
Services-producing Industries	592,664.7	609,451.4	70.6	385,944.9	396,096.5	13,890,090	13,958,450	74.8	42,668	43,662	27,786	28,377
Wholesale Trade	46,738.6	49,489.2	5.7	27,211.3	29,044.3	826,170	849,830	4.6	56,573	58,234	32,937	34,177
Retail Trade	52,962.2	56,050.1	6.5	40,258.8	43,033.3	1,999,700	2,056,390	11.0	26,485	27,257	20,132	20,927
Transportation and Warehousing	36,251.2	37,978.7	4.4	24,061.4	25,152.2	747,190	765,160	4.1	48,517	49,635	32,203	32,872
Finance and Insurance	52,515.9	56,319.2	6.5	25,508.5	26,577.0	712,730	723,700	3.9	73,683	77,821	35,790	36,724
Real Estate and Rental and Leasing	13,728.4	15,324.4	1.8	7,936.0	8,654.0	306,760	320,730	1.7	44,753	47,780	25,870	26,982
Professional, Scientific and Technical Services	60,643.2	61,427.5	7.1	30,951.9	31,560.5	998,030	991,480	5.3	60,763	61,955	31,013	31,832
Business, Building and Other Support Services ²	48,258.4	48,195.4	5.6	31,153.3	31,033.5	1,271,970	1,249,470	6.7	37,940	38,573	24,492	24,837
Educational Services	61,127.5	63,268.3	7.3	42,432.4	44,249.2	1,322,010	1,347,290	7.2	46,238	46,960	32,097	32,843
Health Care and Social Assistance	62,251.1	59,019.9	6.8	46,275.4	43,391.5	1,499,420	1,392,220	7.5	41,517	42,393	30,862	31,167
Information, Culture and Recreation ³	29,188.6	29,362.1	3.4	18,218.1	18,563.6	644,730	649,450	3.5	45,273	45,211	28,257	28,584
Accommodation and Food Services	21,733.7	22,938.8	2.7	18,761.0	19,806.6	1,305,910	1,336,930	7.2	16,643	17,158	14,366	14,815
Other Services (except Public Administration)	24,635.5	25,525.7	3.0	17,599.4	18,137.2	721,720	721,370	3.9	34,134	35,385	24,385	25,143
Public Administration	82,630.4	84,552.1	9.8	55,577.4	56,893.5	1,533,750	1,554,430	8.3	53,875	54,394	36,236	36,601
Unclassified	41,136.5	48,731.6	5.6	25,944.3	32,102.5	907,010	1,054,180	5.6	45,354	46,227	28,604	30,453
CANADA	830,986.3	862,694.4	100.0	533,157.6	553,396.3	18,433,370	18,668,260	100.0	45,081	46,212	28,924	29,644

Note: Totals may not add up due to rounding.

Source: Canada Revenue Agency, T4 slips with employment income. Data are based on a 10% sample of T4 slips with employment income.

- ¹ As Employment Insurance premium payments are administered through the tax system, the most recent data available are for the 2014 taxation year.
- ² This industry category comprises the industries with codes 55 (Management of Companies and Enterprises) and 56 (Administrative and Support, Waste Management and Mediation services) from the North American Industry Classification System.
- ³ This industry category comprises the industries with codes 51 (Information and Cultural Industries) and 71 (Arts, Entertainment and Recreation) from the North American Industry Classification System.

ANNEX 2.26

Adjusted Benefits-to-Contributions Ratios¹

	Employment Insurance Premium		Employment Insurance Regular Benefits		Total Employment Insurance Benefits		Adjusted Regular Benefits-to-Contributions Ratio ^{2,3} (CANADA=1)	Adjusted Total Benefits-to-Contributions Ratio ³ (CANADA=1)
	2014 (\$ Million)	% of Total 2014	2014 (\$ Million)	% of Total 2014	2014 (\$ Million)	% of Total 2014	2014	2014
Province/Territory⁴								
Newfoundland and Labrador	356.0	1.6	650.1	6.4	879.9	5.5	4.3	3.5
Prince Edward Island	88.8	0.4	134.6	1.3	205.1	1.3	3.6	3.3
Nova Scotia	585.3	2.6	515.4	5.0	746.8	4.7	2.1	1.8
New Brunswick	468.6	2.0	617.2	6.0	836.6	5.2	3.1	2.5
Quebec	4,198.6	18.4	3,033.7	29.7	3,538.0	22.1	1.4	1.2
Ontario	8,931.2	39.1	3,041.4	29.8	5,395.8	33.7	0.8	0.9
Manitoba	835.7	3.7	255.3	2.5	507.4	3.2	0.7	0.9
Saskatchewan	785.0	3.4	212.7	2.1	426.3	2.7	0.6	0.8
Alberta	3,579.9	15.7	641.8	6.3	1,517.5	9.5	0.4	0.6
British Columbia	2,922.7	12.8	1,048.5	10.3	1,892.5	11.8	0.8	0.9
Yukon	34.3	0.1	22	0.2	31.0	0.2	1.5	1.3
Northwest Territories	48.4	0.2	19.3	0.2	30.2	0.2	0.9	0.9
Nunavut	30.2	0.1	10.3	0.1	16.7	0.1	0.8	0.8
Outside Canada	0.0	0.0	4.0	0.0	9.0	0.1	0.0	0.0
Gender								
Men	12,734.8	55.7	6,724.7	65.9	8,174.3	51.0	1.2	0.9
Women	10,124.5	44.3	3,481.7	34.1	7,858.6	49.0	0.8	1.1
Missing Data	5.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Age								
< 25 Years Old	1,878.4	8.2	843.7	8.3	1,370.4	8.5	1.0	1.0
25 – 44 Years	10,729.4	46.9	4,366.1	42.8	8,646.3	53.9	0.9	1.1
45 – 54 Years	5,881.6	25.7	2,589.6	25.4	3,123.7	19.5	1.0	0.8
55 Years and Older	4,369.8	19.1	2,407	23.6	2,892.4	18.0	1.2	0.9
Missing Data	5.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0

	Employment Insurance Premium		Employment Insurance Regular Benefits		Total Employment Insurance Benefits		Adjusted Regular Benefits-to-Contributions Ratio ^{2,3} (CANADA=1)	Adjusted Total Benefits-to-Contributions Ratio ³ (CANADA=1)
	2014 (\$ Million)	% of Total 2014	2014 (\$ Million)	% of Total 2014	2014 (\$ Million)	% of Total 2014	2014	2014
Industry								
Goods-producing Industries	5,182.9	22.7	4,347.4	42.6	5,506.6	34.3	1.9	1.5
Agriculture, Forestry, Fishing and Hunting	259	1.1	506.4	5.0	598.9	3.7	4.5	3.3
Mining, and Oil and Gas Extraction	475.3	2.1	238.1	2.3	298.9	1.9	1.1	0.9
Utilities	212.8	0.9	40.9	0.4	70.5	0.4	0.4	0.5
Construction	1771	7.7	2,362.4	23.1	2,770.7	17.3	3.1	2.2
Manufacturing	2464.8	10.8	1,199.5	11.8	1,767.6	11.0	1.1	1.0
Services-producing Industries	16,393.5	71.7	5,725.1	56.1	10,337.2	64.5	0.8	0.9
Wholesale Trade	1,201.3	5.3	418.2	4.1	706.5	4.4	0.8	0.8
Retail Trade	1,809.7	7.9	618.5	6.1	1,091.4	6.8	0.8	0.9
Transportation and Warehousing	1,035.8	4.5	409.6	4.0	592.3	3.7	0.9	0.8
Finance and Insurance	1,074.6	4.7	157.7	1.5	430.0	2.7	0.3	0.6
Real Estate and Rental and Leasing	365.4	1.6	163.9	1.6	247.5	1.5	1.0	1.0
Professional, Scientific and Technical Services	1,302.3	5.7	505.4	5.0	799.7	5.0	0.9	0.9
Business, Building and Other Support Services ⁵	1,304.9	5.7	783.0	7.7	1,124.0	7.0	1.4	1.2
Educational Services	1,786.6	7.8	650.0	6.4	1,151.9	7.2	0.8	0.9
Health Care and Social Assistance	1,790.9	7.8	357.6	3.5	1,095.9	6.8	0.4	0.9
Information, Culture and Recreation ⁶	762.9	3.3	331.3	3.2	476.6	3.0	1.0	0.9
Accommodation and Food Services	851.7	3.7	454.6	4.5	746.7	4.7	1.2	1.3
Other Services (except Public Administration)	769.7	3.4	329.4	3.2	553.8	3.5	1.0	1.0
Public Administration	2,337.8	10.2	546.0	5.3	1,320.9	8.2	0.5	0.8

	Employment Insurance Premium		Employment Insurance Regular Benefits		Total Employment Insurance Benefits		Adjusted Regular Benefits-to-Contributions Ratio ^{2,3} (CANADA=1)	Adjusted Total Benefits-to-Contributions Ratio ³ (CANADA=1)
	2014 (\$ Million)	% of Total 2014	2014 (\$ Million)	% of Total 2014	2014 (\$ Million)	% of Total 2014	2014	2014
Unclassified	1,288.2	5.6	133.8	1.3	189.1	1.2	0.2	0.2
CANADA	22,864.6	100.0	10,206.4	100.0	16,032.9	100.0	1.0	1.0

Note: Totals may not add up due to rounding.

Source: Canada Revenue Agency [CRA], T4 slips with employment income (for data on Employment Insurance contributions); and Employment and Social Development Canada [ESDC], Employment Insurance (EI) administrative data (for data on Employment Insurance benefits). CRA data are based on a 10% sample of T4 slips with employment income, and ESDC data are based on a 10% sample of EI administrative data.

- ¹ As Employment Insurance premium payments are administered through the tax system, the most recent data available are for the 2014 taxation year.
- ² To factor in the Quebec Parental Insurance Plan (QPIP), which reduces the premiums paid by employers and employees in Quebec, and the Premium Reduction Program (PRP), which reduces the premiums paid by employers who offer their employees a short-term disability plan, the regular benefits-to-contributions ratios (adjusted and non-adjusted) have been calculated based on an estimate of the Employment Insurance premiums that would have been paid by employees and employers in the absence of QPIP and PRP, rather than on the premiums that were actually paid.
- ³ For ease of analysis, the benefits-to-contributions ratios have been adjusted (i.e. standardized) so that the figure for Canada equals one.
- ⁴ The benefits-to-contributions ratios for the provinces and territories are determined by the location of employers for premiums and by the residence of claimants for benefits. As a result, it is possible that the ratio for some provinces and territories may be under or overstated if contributions are being accredited to a province or territory, while the employment is actually situated in another province or territory.
- ⁵ This industry comprises the industries with codes 55 (management of companies and enterprises) and 56 (administrative and support, waste management and mediation services) from the North American Industry Classification System.
- ⁶ This industry comprises the industries with codes 51 (information and cultural industries) and 71 (arts, entertainment and recreation) from the North American Industry Classification System.

ANNEX 2.27
**Unemployment Rates Used for the Purpose of the Employment Insurance Program
(by Employment Insurance Economic Region)¹**

Effective Date ³	Regional Rate of Unemployment ²														
	April 12 to May 9, 2015	May 10 to June 6, 2015	June 7 to July 11, 2015	July 12 to Aug. 8, 2015	Aug. 9 to Sept. 5, 2015	Sept. 6 to Oct. 10, 2015	Oct. 11 to Nov. 7, 2015	Nov. 8 to Dec. 5, 2015	Dec. 6 to Jan. 9, 2016	Jan. 10 to Feb. 6, 2016	Feb. 7 to March 12, 2016	March 13 to Apr. 9, 2016	Minimum of the 12 Months	Average of the 12 Months	Maximum of the 12 Months
Unemployment Rate Moving Average Ending on the Month of... ⁴	March 2015 (%)	April 2015 (%)	May 2015 (%)	June 2015 (%)	July 2015 (%)	Aug. 2015 (%)	Sept. 2015 (%)	Oct. 2015 (%)	Nov. 2015 (%)	Dec. 2015 (%)	Jan. 2016 (%)	Feb. 2016 (%)	2015/2016 (%)	2015/2016 (%)	2015/2016 (%)
Newfoundland and Labrador															
St. John's	6.1	6.3	6.3	6.3	6.2	6.3	6.4	6.4	6.1	6.3	6.7	7.5	6.1	6.4	7.5
Nfld – Labrador	17.5	18.0	18.8	18.5	18.1	16.7	17.0	17.7	18.6	19.1	19.8	20.1	16.7	18.3	20.1
Prince Edward Island															
Charlottetown	8.3	8.0	8.1	8.4	9.3	9.6	9.0	8.1	7.5	7.4	7.0	7.0	7.0	8.1	9.6
Prince Edward Island	12.4	12.7	13.2	12.9	12.9	12.9	12.4	12.4	12.5	12.9	12.9	13.4	12.4	12.8	13.4
Nova Scotia															
Eastern Nova Scotia	15.0	15.1	14.9	14.9	15.1	15.0	15.0	14.3	14.9	15.1	16.0	16.5	14.3	15.2	16.5
Western Nova Scotia	10.0	10.3	9.9	9.3	8.8	9.1	9.8	9.9	9.7	9.4	9.0	8.7	8.7	9.5	10.3
Halifax	6.2	6.4	6.7	6.5	6.1	5.5	5.6	5.8	6.1	6.2	6.5	6.7	5.5	6.2	6.7
New Brunswick															
Fredericton-Moncton-Saint John	7.2	7.2	7.4	7.8	8.2	8.1	7.6	7.2	6.9	7.3	7.4	7.9	6.9	7.5	8.2
Madawaska-Charlotte	10.4	10.6	9.5	10.2	9.9	11.3	10.6	10.0	8.9	8.6	8.8	9.5	8.6	9.9	11.3
Restigouche-Albert	16.5	16.4	15.5	15.4	15.7	16.0	15.3	14.1	13.6	13.1	13.2	13.4	13.1	14.9	16.5
Quebec															
Gaspésie – Îles-de-la-Madeleine	17.7	17.7	17.2	15.5	15.2	14.7	15.5	15.9	16.8	17.4	17.2	16.7	14.7	16.5	17.7
Québec	5.3	5.0	4.1	4.1	4.1	5.1	5.1	5.1	5.0	5.0	5.4	5.2	4.1	4.9	5.4
Trois-Rivières	6.4	6.4	5.8	5.8	5.9	6.9	7.0	7.0	7.0	7.4	7.2	6.5	5.8	6.6	7.4
South Central Quebec	5.2	4.5	4.1	4.0	4.1	4.3	4.7	5.1	5.1	5.0	5.0	5.2	4.0	4.7	5.2
Sherbrooke	6.8	6.5	6.5	6.9	7.3	7.4	6.8	6.5	6.3	6.9	7.0	7.5	6.3	6.9	7.5
Montréal	6.6	6.7	7.4	7.7	7.9	7.9	7.8	7.3	6.5	6.3	6.1	6.0	6.0	7.0	7.9
Montréal	7.7	7.9	8.5	8.9	9.1	9.1	8.8	8.9	8.8	8.8	8.6	8.8	7.7	8.7	9.1
Central Quebec	7.9	8.0	7.8	7.8	7.4	7.2	7.0	6.8	7.0	7.4	7.9	7.3	6.8	7.5	8.0
North Western Quebec	10.5	10.0	9.4	8.7	8.8	9.0	9.0	8.9	8.6	8.7	8.4	8.6	8.4	9.1	10.5
Lower Saint Lawrence and North Shore	9.7	9.4	9.6	9.7	10.4	10.4	10.5	10.2	10.2	9.9	9.8	9.9	9.4	10.0	10.5

Effective Date ³	Regional Rate of Unemployment ²														
	April 12 to May 9, 2015	May 10 to June 6, 2015	June 7 to July 11, 2015	July 12 to Aug. 8, 2015	Aug. 9 to Sept. 5, 2015	Sept. 6 to Oct. 10, 2015	Oct. 11 to Nov. 7, 2015	Nov. 8 to Dec. 5, 2015	Dec. 6 to Jan. 9, 2016	Jan. 10 to Feb. 6, 2016	Feb. 7 to March 12, 2016	March 13 to Apr. 9, 2016	Minimum of the 12 Months	Average of the 12 Months	Maximum of the 12 Months
Unemployment Rate Moving Average Ending on the Month of... ⁴	March 2015 (%)	April 2015 (%)	May 2015 (%)	June 2015 (%)	July 2015 (%)	Aug. 2015 (%)	Sept. 2015 (%)	Oct. 2015 (%)	Nov. 2015 (%)	Dec. 2015 (%)	Jan. 2016 (%)	Feb. 2016 (%)	2015/2016 (%)	2015/2016 (%)	2015/2016 (%)
Hull	7.6	8.0	7.9	7.9	7.2	6.9	6.7	6.6	6.4	5.9	6.0	6.2	5.9	6.9	8.0
Chicoutimi-Jonquière	8.0	7.7	7.6	7.4	7.9	8.2	8.5	8.4	7.7	7.6	7.6	8.4	7.4	7.9	8.5
Ontario															
Ottawa	7.0	6.6	6.2	6.1	6.1	6.3	6.1	6.1	6.2	6.2	6.4	6.5	6.1	6.3	7.0
Eastern Ontario	8.2	8.5	8.7	8.6	8.4	8.7	8.7	8.5	7.6	6.9	7.1	7.6	6.9	8.1	8.7
Kingston	6.5	6.9	6.8	6.8	6.5	6.8	7.0	6.7	6.7	6.5	6.4	6.0	6.0	6.6	7.0
Central Ontario	7.2	8.0	8.3	7.9	7.3	7.4	7.4	7.4	7.0	7.1	6.7	6.4	6.4	7.3	8.3
Oshawa	7.2	7.6	7.8	7.8	7.8	8.0	8.3	8.1	7.8	7.0	6.4	6.1	6.1	7.5	8.3
Toronto	7.2	7.1	7.0	6.9	6.6	6.8	6.9	7.1	7.1	7.0	7.1	7.2	6.6	7.0	7.2
Hamilton	5.5	5.0	4.9	5.2	5.3	5.2	5.2	5.5	5.9	5.9	6.4	6.0	4.9	5.5	6.4
St. Catharines	6.7	6.4	6.2	6.1	6.2	6.5	6.9	7.4	7.9	8.0	8.6	8.4	6.1	7.1	8.6
London	6.8	6.4	5.9	5.8	6.2	6.5	7.4	7.2	6.9	6.1	5.7	6.3	5.7	6.4	7.4
Niagara	8.0	8.2	7.9	8.3	8.4	8.4	8.0	7.8	8.2	8.2	8.5	8.1	7.8	8.2	8.5
Windsor	10.9	11.7	11.4	9.5	9.3	9.6	10.5	10.4	10.4	9.9	9.6	8.1	8.1	10.1	11.7
Kitchener	5.6	6.1	5.8	5.5	5.1	5.7	5.9	6.3	6.3	6.5	6.5	6.3	5.1	6.0	6.5
Huron	6.6	6.3	6.5	6.5	6.8	6.7	7.1	7.2	7.8	8.2	8.3	7.8	6.3	7.2	8.3
South Central Ontario	5.2	4.8	4.2	3.9	4.1	4.4	5.2	5.6	5.9	5.4	5.1	4.8	3.9	4.9	5.9
Sudbury	6.1	6.5	6.9	7.2	7.5	7.3	7.4	7.5	8.3	8.5	8.8	8.2	6.1	7.5	8.8
Thunder Bay	4.4	4.7	4.6	5.0	4.7	4.8	4.8	4.7	5.1	5.4	6.3	7.0	4.4	5.1	7.0
Northern Ontario	12.6	12.5	12.4	12.8	12.9	12.9	12.7	12.5	12.7	12.7	12.2	11.9	11.9	12.6	12.9
Manitoba															
Winnipeg	6.3	6.0	6.1	6.0	6.0	5.8	5.6	5.6	5.8	6.2	6.3	6.3	5.6	6.0	6.3
Southern Manitoba	5.7	5.8	5.9	5.8	6.4	6.7	7.0	6.4	6.3	6.1	6.3	6.3	5.7	6.2	7.0
Northern Manitoba	30.9	30.5	30.3	31.5	32.3	33.3	33.9	34.2	34.5	34.7	35.2	35.2	30.3	33.0	35.2
Saskatchewan															
Regina	4.4	4.3	4.3	3.9	4.1	4.1	4.5	4.2	4.1	4.1	4.1	4.3	3.9	4.2	4.5
Saskatoon	5.2	5.1	5.2	5.4	5.8	5.8	5.8	6.1	6.1	6.4	6.1	6.3	5.1	5.8	6.4
Southern Saskatchewan	5.5	5.5	5.6	5.9	6.4	6.4	6.5	6.6	7.1	7.4	7.5	7.5	5.5	6.5	7.5
Northern Saskatchewan	17.3	17.5	17.5	17.9	17.9	18.0	18.1	18.7	19.0	19.2	19.5	19.7	17.3	18.4	19.7
Alberta															
Calgary	5.3	5.5	5.8	6.2	6.9	6.9	6.9	6.8	7.0	7.1	7.9	8.5	5.3	6.7	8.5
Edmonton	5.3	5.8	6.3	5.9	5.8	5.6	6.0	6.1	6.2	6.3	6.5	6.8	5.3	6.1	6.8
Northern Alberta	9.3	10.1	10.7	11.3	11.3	11.1	10.8	10.9	11.8	12.4	12.5	12.3	9.3	11.2	12.5
Southern Alberta	5.7	5.9	5.8	5.8	5.9	6.2	6.5	7.0	7.6	8.1	8.1	8.3	5.7	6.7	8.3

Effective Date ³	Regional Rate of Unemployment ²														
	April 12 to May 9, 2015	May 10 to June 6, 2015	June 7 to July 11, 2015	July 12 to Aug. 8, 2015	Aug. 9 to Sept. 5, 2015	Sept. 6 to Oct. 10, 2015	Oct. 11 to Nov. 7, 2015	Nov. 8 to Dec. 5, 2015	Dec. 6 to Jan. 9, 2016	Jan. 10 to Feb. 6, 2016	Feb. 7 to March 12, 2016	March 13 to Apr. 9, 2016	Minimum of the 12 Months	Average of the 12 Months	Maximum of the 12 Months
Unemployment Rate Moving Average Ending on the Month of... ⁴	March 2015 (%)	April 2015 (%)	May 2015 (%)	June 2015 (%)	July 2015 (%)	Aug. 2015 (%)	Sept. 2015 (%)	Oct. 2015 (%)	Nov. 2015 (%)	Dec. 2015 (%)	Jan. 2016 (%)	Feb. 2016 (%)	2015/2016 (%)	2015/2016 (%)	2015/2016 (%)
British Columbia															
Southern Interior British Columbia	7.7	7.7	6.9	6.8	7.1	7.8	7.9	8.0	7.9	8.6	9.0	9.1	6.8	7.9	9.1
Abbotsford	5.8	5.9	5.7	5.6	5.6	5.9	6.2	7.1	7.4	7.8	7.2	7.1	5.6	6.4	7.8
Vancouver	6.0	6.1	6.2	6.2	6.0	5.8	5.9	6.0	5.9	5.8	5.8	6.2	5.8	6.0	6.2
Victoria	5.7	6.8	6.8	6.8	6.2	6.3	6.6	7.0	7.2	7.0	6.7	6.7	5.7	6.7	7.2
Southern Coastal British Columbia	6.5	6.9	7.4	7.5	7.5	8.2	9.0	8.9	8.9	8.9	9.3	9.0	6.5	8.2	9.3
Northern British Columbia	8.5	9.3	9.8	10.3	10.5	10.4	10.7	10.7	11.6	11.8	11.9	11.5	8.5	10.6	11.9
Territories															
Whitehorse	5.8	6.7	7.3	8.2	7.3	6.3	5.7	5.9	5.9	6.0	6.2	6.0	5.7	6.4	8.2
Yukon	9.9	9.1	12.1	11.8	8.5	8.3	7.6	7.2	7.1	7.6	9.4	12.0	7.1	9.2	12.1
Yellowknife	3.7	3.2	3.2	3.1	4.1	3.4	4.1	4.3	5.9	5.4	5.0	5.8	3.1	4.3	5.9
Northwest Territories	13.7	13.4	14.0	12.8	13.6	13.9	14.1	14.7	15.6	15.6	14.4	13.8	12.8	14.1	15.6
Iqaluit	4.3	4.8	4.9	4.6	4.7	5.2	6.2	8.1	6.1	5.4	4.5	4.0	4.0	5.2	8.1
Nunavut	17.4	17.6	20.2	23.2	25.2	23.4	21.6	20.6	22.5	21.5	20.9	21.4	17.4	21.3	25.2

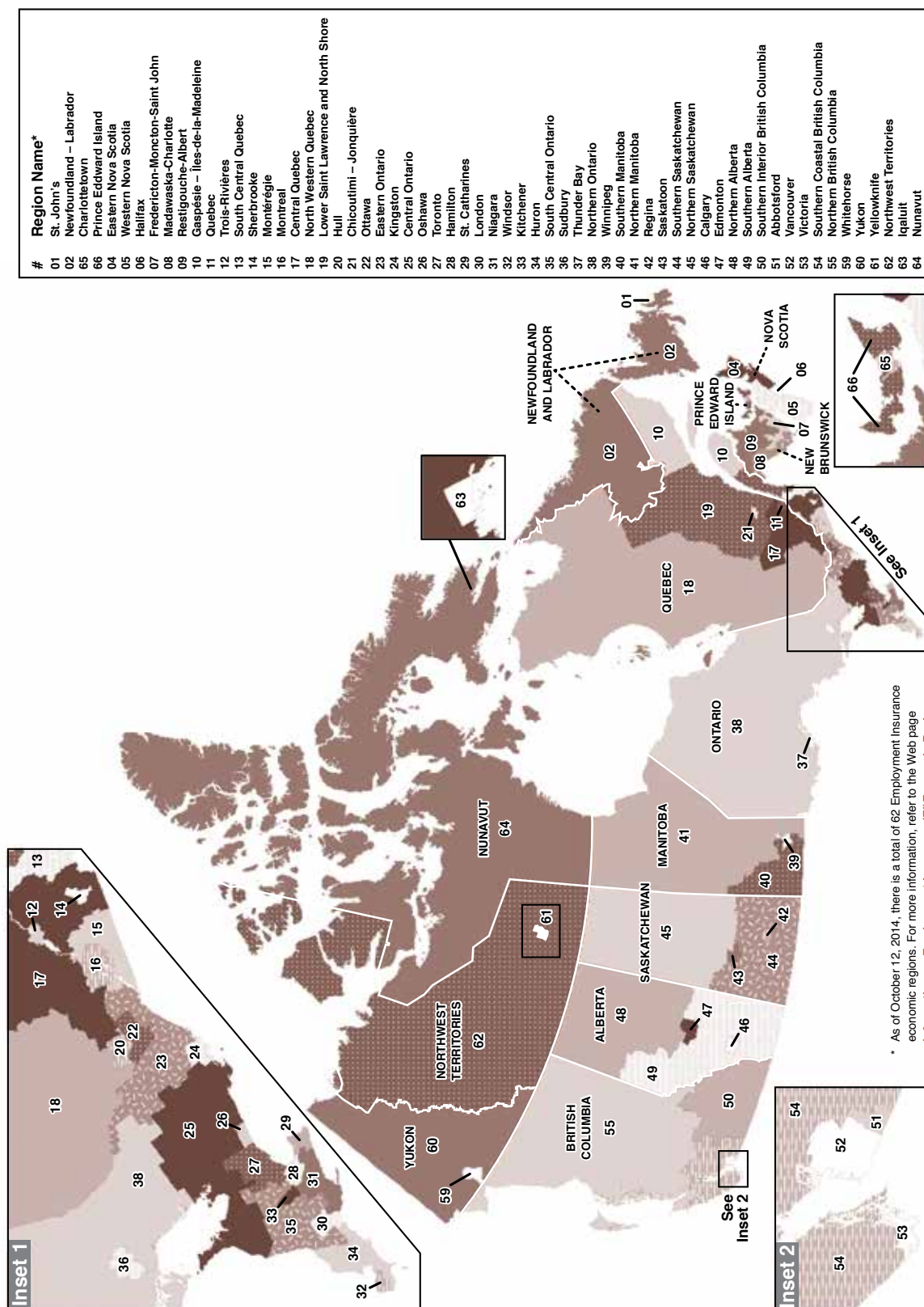
Note: Totals may not add up due to rounding.

Source: Statistics Canada, Labour Force Survey (for data on unemployment rate); and Employment and Social Development Canada, Employment Insurance administrative data (for information on effective dates).

- ¹ The unemployment rates in this annex are those used in the administration of the EI program. These rates come from Statistics Canada but may differ from the official unemployment rates due to differences in methodology, as explained below.
- ² To obtain the monthly unemployment rates used for the purposes of the Employment Insurance program relating to periods before April 12 2015, please refer to the Web page Monthly Seasonal Adjusted Unemployment Rates by EI Economic Region [<http://open.canada.ca/data/en/dataset/aad2bcd4-9f45-4013-b2a6-8367106dc0b2>].
- ³ Effective for new claims established between the dates indicated.
- ⁴ The regional unemployment rates are calculated using a 3-month moving average (or, in the case of the territories, a 12-month moving average if this is larger) of seasonally adjusted unemployment rates for the period ending in the month indicated. These regional rates come from Statistics Canada's Labour Force Survey (LFS). The regional unemployment rates in the provinces incorporate an estimate of the rates of unemployment for status Indians living on reserves, as per section 17 of the Employment Insurance Regulations. Conversely, the regional unemployment rates in the territories are representative of the population, as LFS data cover persons living on and off reserves. A monthly regional unemployment rate substitute is used if Statistics Canada is not able to publish a monthly unemployment rate for reasons of confidentiality.

ANNEX 2.28

Employment Insurance Economic Regions Map – 2015/2016



EBSMs Data Tables

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ANNEX 3.1

Overview of Labour Market Development Agreements

Province/Territory	Signature Date	Implementation Date	Allocation (\$000s) ¹		
			2016/2017	2015/2016	2014/2015
			LMDA	LMDA	LMDA
Newfoundland and Labrador	September 4, 2008	November 2, 2009	126,037	126,780	127,992
Prince Edward Island	September 5, 2008	October 5, 2009	24,899	25,292	25,656
Nova Scotia	June 13, 2008	July 1, 2009	78,384	78,592	78,870
New Brunswick	December 13, 1996	April 1, 1997	89,854	89,819	89,840
Quebec	April 21, 1997	April 1, 1998	576,865	577,625	579,094
Ontario	November 23, 2005	January 1, 2007	577,144	574,760	570,490
Manitoba	April 17, 1997	November 27, 1997	42,804	43,087	43,083
Saskatchewan	February 6, 1998	January 1, 1999	34,959	35,229	35,855
Alberta	December 6, 1996	November 1, 1997	110,671	109,404	109,138
British Columbia	February 20, 2008	February 2, 2009	278,971	279,959	280,504
Northwest Territories	February 27, 1998	October 1, 1998	3,031	3,082	3,121
Yukon	July 8, 2009	February 1, 2010	3,602	3,560	3,523
Nunavut	May 11, 2000	April 1, 2000	2,780	2,811	2,834
Canada			1,950,000	1,950,000	1,950,000

¹ Funds that are transferred to cover administrative costs are not included in the amounts. Please refer to Annex 3.12 for administrative costs.

Employment Insurance (EI) Part II – General Definitions

Concept	Definition
Eligibility for Employment Benefits and Support Measures (EBSMs) or Similar Programs Funded Under Part II	To be eligible for Employment Benefits, individuals must be unemployed and have a current Employment Insurance (EI) claim as an “active EI client” or a claim that ended in the preceding three years as a “former EI client.” Those who began a maternity or parental claim in the preceding five years, after which they left the labour market to care for their newborn or newly adopted children, also qualify as former EI clients and are eligible for Employment Benefits upon re-entry into the labour market. Unemployed individuals who are neither active nor former EI clients are considered “non-insured” and are eligible to participate in Employment Assistance Services as well as self-services provided by the National Employment Service.
Labour Market Development Agreements (LMDAs)	LMDAs provide the frameworks within which EBSM delivery takes place. EBSMs are flexible by design, allowing provincial and territorial jurisdictions (P/Ts) to develop and deliver programs that respond to local and regional labour market needs. With the implementation of the Canada-Yukon LMDA on February 1, 2010, all provinces and territories are now fully responsible for the design and delivery of programs similar to EBSMs established under Part II of the EI Act. In support of these activities, Human Resources and Skills Development Canada (HRSDC) transfers LMDA funding to the provinces and territories and focuses on accountability, evaluation and ongoing policy development. HRSDC also delivers Pan-Canadian programming and maintains, in partnership with the provinces and territories, specific projects and activities in the national interest under Part II of the EI Act. Canada retains responsibility for the delivery of insurance benefits under Part I of the EI Act and for the aspects of labour market development reflective of national interests. For more information on LMDAs, please refer to: https://www.canada.ca/en/employment-social-development/programs/training-agreements/lmda.html .
Apprentices	Apprentices are paid by their employer during periods of practical training. During the classroom portion of their training, apprentices are eligible for regular benefits under Part I of the EI Act. The apprentice requires a referral under the authority of Section 25 of the EI Act to access these benefits. Depending on the regional and local priorities of the province or territory, the apprentice may receive EI Part II support to cover classroom-related expenses.
Aboriginal Skills and Employment Training Strategy (ASETS)	ESDC negotiates agreements with indigenous organizations to design and deliver employment programs and services for indigenous people at the community level. Aboriginal Skills and Employment Training Strategy (ASETS) is the successor to the Aboriginal Human Resources Development Strategy (AHRDS), which expired on March 31, 2010. The sunsetting of AHRDS and the modernization of ESDC’s Aboriginal labour market programming—through ASETS—coincides with ESDC’s process of modernizing the administration of grants and contributions. The ASETS advances labour market outcomes for First Nations, Métis, and Inuit via demand-driven skills development, strategic partnerships with provinces, territories and the private sector, and via increased accountability. It also supports the development of a skilled Aboriginal workforce, which is one of the Aboriginal Economic Development Framework’s objectives.
Job Bank	Job Bank is an Internet service that helps connect employers and workers. It is the largest web-based network of job advertisements across Canada and is available to Canadian employers and job seekers free of charge. See http://www.jobbank.gc.ca/home-eng.do?lang=eng .

ANNEX 3.3

EBSM Program Descriptions

Program	Description
Employment Benefits	<p>Targeted Wage Subsidies assist insured participants to obtain on-the-job work experience by providing employers with financial assistance toward the wages of participants. This benefit encourages employers to hire unemployed individuals whom they would not normally hire in the absence of a subsidy.</p> <p>Self-Employment provides financial assistance and business planning advice to EI-eligible participants to help them start their own business. This financial assistance is intended to cover personal living expenses and other expenses during the initial stages of the business.</p> <p>Job Creation Partnerships projects provide insured participants with opportunities to gain work experience that will lead to ongoing employment. Activities of the project help develop the community and the local economy.</p> <p>Skills Development helps insured participants to obtain employment skills by giving them direct financial assistance that enables them to select, arrange for and pay for their own training.</p> <p>Targeted Earnings Supplements encourage unemployed persons to accept employment by offering them financial incentives. Quebec offers a similar measure—Return to Work Supplement—to help with expenses related to returning to work (for example, new tools, office materials or clothing).</p>
Support Measures	<p>Employment Assistance Services provide funding to organizations to enable them to provide employment assistance to unemployed persons. The services provided may include individual counselling, action planning, job search skills, job-finding clubs, job placement services, the provision of labour market information, case management and follow-up.</p> <p>Labour Market Partnerships provide funding to help employers, employee and employer associations, and communities to improve their capacity to deal with human resource requirements and to implement labour force adjustments. These partnerships involve developing plans and strategies, and implementing adjustment measures.</p> <p>Research and Innovation supports activities that identify better ways of helping people to prepare for or keep employment and to be productive participants in the labour force. Funds are provided to eligible recipients to enable them to carry out demonstration projects and research for this purpose.</p>

EBSM Overview

2015/2016

Clients Served ²	
Gender	
Men	59.6%
Women	40.4%

Age ³	
15 to 19	5.8%
20 to 24	14.9%
25 to 29	14.0%
30 to 34	12.9%
35 to 39	11.4%
40 to 44	9.9%
45 to 49	9.3%
50 to 54	9.3%
55 and Older	12.4%

EI Clients Served	
Active Claimants	79.4%
Former Claimants	20.6%

Intervention-to-Client Ratio	
Clients	734,124
Interventions	1,167,972
Ratio	1.59

Participation in Interventions as a Percentage of Total	
Employment Benefits	
Targeted Wage Subsidies	1.3%
Self-Employment	0.5%
Job Creation Partnerships	0.2%
Skills Development-Regular	4.5%
Skills Development-Apprentices	6.1%
Targeted Earning Supplements	0.0%

Support Measures: Employment Assistance Services	
Employment Services	53.4%
Group Services	3.1%
Individual Counselling	28.3%
Pan-Canadian	2.7%

Designated Group Participation in EBSMs	
Women	43.5%
Indigenous People ⁴	7.9%
Persons with Disabilities ⁴	11.3%
Visible Minorities ⁴	4.6%

Labour Market	
Employment	17,979,100
Unemployment Rate	7.0%

Sources: Client and Participant datasets.

¹ In 2013/2014, Newfoundland and Labrador implemented a new case management system, ended Employment Services contracts with external service providers and re-instituted their network of provincial counsellors. In the context of the transition to this new system, the 2015/2016 administrative data counts for the province are still incomplete. Therefore, the 2015/2016 data on clients and interventions presented in this year's report for the province are estimates, based on partial counts and other sources of information, such as the audited financial statements and temporary transitional data capturing processes for that period.

² Clients with an unknown gender were added to the male category.

³ SD-Apprentices and Group Services are excluded from the distribution because client date of birth is not collected.

⁴ Reported counts are generally lower than actual numbers because data are collected through self-identification.

ANNEX 3.5¹EBSM Clients: Clients Served, by Client Type²

Provinces and Territories	2015/2016					
	EI Clients				Non-Insured Clients Served	Total Clients Served
	EI Active Claimants		Former Claimants Served	Total EI Clients Served		
	Target ³	Active Claimants Served				
Newfoundland and Labrador	9,400	8,941	2,095	11,036	1,297	12,333
Prince Edward Island	2,832	2,876	657	3,533	1,681	5,214
Nova Scotia	8,000	9,575	2,134	11,709	4,620	16,329
New Brunswick	8,350	10,411	2,885	13,296	6,365	19,661
Quebec	136,500	146,359	26,946	173,305	79,814	253,119
Ontario	70,300	60,489	18,611	79,100	82,458	161,558
Manitoba	14,500	10,132	3,292	13,424	14,056	27,480
Saskatchewan	10,503	11,362	2,667	14,029	799	14,828
Alberta	42,000	51,694	16,213	67,907	60,191	128,098
British Columbia	37,500	35,891	9,007	44,898	31,706	76,604
Northwest Territories	300	325	195	520	849	1,369
Yukon	300	211	41	252	65	317
Nunavut	110	126	154	280	706	986
National Headquarters	–	–	–	–	–	–
Total EBSMs	340,595	348,392	84,897	433,289	284,607	717,896
Indigenous Pan-Canadian	15,738	8,436	7,792	16,228	–	16,228
Canada	356,333	356,828	92,689	449,517	284,607	734,124

Source: Client dataset.

- ¹ In 2013/2014, Newfoundland and Labrador implemented a new case management system, ended Employment Services contracts with external service providers and re-instituted their network of provincial counsellors. In the context of the transition to this new system, the 2015/2016 administrative data counts for the province are still incomplete. Therefore, the 2015/2016 data on clients and interventions presented in this year's report for the province are estimates, based on partial counts and other sources of information, such as the audited financial statements and temporary transitional data capturing processes for that period.
- ² This table includes clients served between April 1, 2015, and March 31, 2016, with one count per client served.
- ³ Each jurisdiction's target refers to the number of EI active clients served, except in Quebec, where it includes both active and former clients served.

ANNEX 3.6¹New EBSM Interventions²

	2015/2016														
	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont. ³	Man.	Sask.	Alta.	B.C.	N.W.T.	Yuk.	Nun.	NHQ	Canada
Employment Benefits															
Targeted Wage Subsidies	896	556	469	2,443	5,654	2,677	93	–	36	1,775	99	4	0	–	14,702
Self-Employment	243	138	514	315	1,811	806	155	82	91	2,097	20	0	3	–	6,275
Job Creation Partnerships	1,202	22	129	–	–	242	101	–	651	183	48	–	–	–	2,578
Skills Development–Regular	3,284	1,105	1,505	4,193	25,771	8,043	2,011	1,107	854	3,698	57	35	419	–	52,082
Skills Development–Apprentices	2,394	310	1,510	2,323	–	16,188	4,083	6,657	23,897	13,132	127	145	57	–	70,823
Targeted Earning Supplements	–	–	–	–	0	–	–	–	–	–	–	–	–	–	–
Total Employment Benefits	8,019	2,131	4,127	9,274	33,236	27,956	6,443	7,846	25,529	20,885	351	184	479	–	146,460
Support Measures: EAS															
Employment Services	8,200	4,751	21,419	10,804	190,902	–	35,429	5,903	217,262	127,501	–	188	955	–	623,314
Group Services	5,435	–	2,011	–	27,861	–	–	155	–	611	–	–	–	–	36,073
Individual Counselling	3,530	1,520	4,592	21,150	63,244	152,387	18,137	6,210	–	58,533	1,324	–	–	–	330,627
Total Support Measures: EAS	17,165	6,271	28,022	31,954	282,007	152,387	53,566	12,268	217,262	186,645	1,324	188	955	–	990,014
Total Support Measures: EAS–Without Group Services	11,730	6,271	26,011	31,954	254,146	152,387	53,566	12,113	217,262	186,034	1,324	188	955	–	953,941
Total Benefits and Support Measures: EAS	25,184	8,402	32,149	41,228	315,243	180,343	60,009	20,114	242,791	207,530	1,675	372	1,434	–	1,136,474
Indigenous Pan-Canadian	297	170	529	560	1,788	7,076	5,214	3,261	2,897	8,808	278	249	108	263	31,498
Grand Total–Benefits and Support Measures: EAS	25,481	8,572	32,678	41,788	317,031	187,419	65,223	23,375	245,688	216,338	1,953	621	1,542	263	1,167,972
Grand Total–Without Group Services	20,046	8,572	30,667	41,788	289,170	187,419	65,223	23,220	245,688	215,727	1,953	621	1,542	263	1,131,899

Source: Participant dataset.

¹ In 2013/2014, Newfoundland and Labrador implemented a new case management system, ended Employment Services contracts with external service providers and re-instituted their network of provincial counsellors. In the context of the transition to this new system, the 2015/2016 administrative data counts for the province are still incomplete. Therefore, the 2015/2016 data on clients and interventions presented in this year's report for the province are estimates, based on partial counts and other sources of information, such as the audited financial statements and temporary transitional data capturing processes for that period.

² Interventions in this table refer to all new starts between April 1, 2015 and March 31, 2016.

³ Ontario counts one individual counselling intervention per client.

ANNEX 3.7¹EBSM Designated Members: Women²

	New Starts, by Intervention (%)—2015/2016														
	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Yuk.	Nun.	NHQ	Canada
Employment Benefits															
Targeted Wage Subsidies	59.4	45.0	47.5	30.7	46.1	42.8	33.3	—	52.8	43.7	11.1	100.0	0.0	—	42.5
Self-Employment	55.3	36.2	43.4	40.0	43.8	54.0	43.2	32.9	46.2	52.9	65.0	—	66.7	—	48.1
Job Creation Partnerships	46.5	36.4	55.8	—	—	66.9	23.8	—	41.3	36.6	45.8	—	—	—	45.9
Skills Development—Regular	44.3	51.7	53.0	47.9	40.6	47.8	53.0	36.2	50.2	48.5	19.3	51.4	49.9	—	44.3
Skills Development—Apprentices	7.1	5.8	4.3	3.5	—	2.7	2.9	4.4	6.3	4.5	5.5	8.3	3.5	—	4.7
Targeted Earning Supplements	—	—	—	—	0.0	—	—	—	—	—	—	—	—	—	—
Total Employment Benefits	33.5	42.1	33.4	32.0	41.7	21.6	20.3	9.2	8.8	20.8	18.2	18.5	44.5	—	25.0
Support Measures: EAS															
Employment Services	44.8	47.4	49.4	47.2	45.1	0.0	51.5	24.1	46.6	47.7	0.0	61.2	41.3	—	46.5
Individual Counselling	51.5	53.6	50.0	39.6	44.3	46.9	49.1	34.4	—	47.3	39.7	—	—	—	45.9
Total Support Measures: EAS	47.9	48.9	49.5	42.2	44.9	46.9	50.7	29.4	46.6	47.6	39.7	61.2	41.3	—	46.3
Total Benefits and Support Measures: EAS	37.9	47.2	47.3	39.9	44.5	43.0	47.4	21.5	42.7	44.9	35.2	40.1	42.3	—	43.5
Indigenous Pan-Canadian	34.7	38.8	44.4	46.6	44.3	44.6	44.5	43.5	35.9	40.3	35.6	32.5	59.3	63.1	42.4
Grand Total, Benefits and Support Measures: EAS	37.8	47.0	47.3	40.0	44.5	43.0	47.2	24.6	42.6	44.7	35.2	37.0	43.5	63.1	43.5

Source: Participant dataset.

¹ In 2013/2014, Newfoundland and Labrador implemented a new case management system, ended Employment Services contracts with external service providers and re-instituted their network of provincial counsellors. In the context of the transition to this new system, the 2015/2016 administrative data counts for the province are still incomplete. Therefore, the 2015/2016 data on clients and interventions presented in this year's report for the province are estimates, based on partial counts and other sources of information, such as the audited financial statements and temporary transitional data capturing processes for that period.

² All percentages are based on new start interventions only (the number of interventions started in 2015/2016).

ANNEX 3.8¹EBSM Designated Members: Persons with Disabilities²

	New Starts, by Intervention (%)—2015/2016														
	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T	Yuk.	Nun.	NHQ	Canada
Employment Benefits															
Targeted Wage Subsidies	—	2.9	29.2	3.5	37.5	9.5	4.3	—	2.8	25.9	—	25.0	—	—	21.8
Self-Employment	—	—	9.5	1.6	2.6	—	4.5	9.8	4.4	27.5	—	—	—	—	11.2
Job Creation Partnerships	—	4.5	8.5	—	—	—	6.9	—	3.7	22.4	—	—	—	—	3.4
Skills Development—Regular	—	3.3	19.8	5.9	3.6	—	3.9	7.0	0.6	30.5	—	5.7	3.1	—	5.4
Skills Development—Apprentices	—	—	0.2	0.3	—	—	0.2	1.3	—	0.3	—	0.7	—	—	0.2
Targeted Earning Supplements	—	—	—	—	0.0	—	—	—	—	—	—	—	—	—	—
Total Employment Benefits	—	2.5	12.1	3.7	9.3	0.9	1.6	2.2	0.2	10.8	—	2.2	2.7	—	4.7
Support Measures: EAS															
Employment Services	—	20.4	26.8	20.5	7.8	—	6.3	10.0	3.3	36.7	—	10.6	1.7	—	13.1
Individual Counselling	—	7.4	38.1	10.5	5.2	4.1	6.5	9.5	—	39.3	0.5	—	—	—	11.7
Total Support Measures: EAS	—	17.2	28.8	13.9	7.1	4.1	6.4	9.8	3.3	37.5	0.5	10.6	1.7	—	12.6
Total Benefits and Support Measures: EAS	—	13.5	26.5	11.6	7.4	3.6	5.9	6.8	3.0	34.8	0.4	6.5	2.0	—	11.5
Indigenous Pan-Canadian	1.7	3.5	2.5	5.2	0.7	2.9	5.6	0.9	2.4	5.0	1.1	2.4	—	4.6	3.6
Grand Total, Benefits and Support Measures: EAS	0.1	13.3	26.1	11.5	7.3	3.6	5.8	5.9	3.0	33.6	0.5	4.8	1.9	4.6	11.3

Source: Participant dataset.

¹ In 2013/2014, Newfoundland and Labrador implemented a new case management system, ended Employment Services contracts with external service providers and re-instituted their network of provincial counsellors. In the context of the transition to this new system, the 2015/2016 administrative data counts for the province are still incomplete. Therefore, the 2015/2016 data on clients and interventions presented in this year's report for the province are estimates, based on partial counts and other sources of information, such as the audited financial statements and temporary transitional data capturing processes for that period.

² All percentages are based on new start interventions only (the number of interventions started in 2015/2016). These reported counts are generally lower than actual numbers because data are collected through self-identification.

ANNEX 3.9¹EBSM Designated Members: Indigenous People²

	New Starts, by Intervention (%)—2015/2016														
	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Yuk.	Nun.	NHQ	Canada
Employment Benefits															
Targeted Wage Subsidies	—	0.2	3.8	—	0.1	5.5	5.4	—	5.6	8.2	49.5	50.0	0.0	—	2.6
Self-Employment	—	0.0	5.1	—	0.1	2.1	6.5	4.9	3.3	6.8	25.0	—	66.7	—	3.4
Job Creation Partnerships	—	0.0	1.6	—	—	4.5	12.9	—	4.9	25.7	91.7	—	—	—	6.0
Skills Development—Regular	—	1.5	4.5	—	—	1.4	9.9	10.2	0.6	10.3	63.2	28.6	81.6	—	2.5
Skills Development—Apprentices	0.2	—	0.0	—	—	0.1	1.2	2.1	0.1	0.5	10.2	—	—	—	0.4
Targeted Earning Supplements	—	—	—	—	0.0	—	—	—	—	—	—	—	—	—	—
Total Employment Benefits	0.1	0.8	2.7	—	0.1	1.1	4.3	3.3	0.2	3.7	41.9	6.5	71.8	—	1.6
Support Measures: EAS															
Employment Services	—	1.2	3.8	—	0.1	—	12.0	12.5	6.5	14.0	—	8.5	91.6	—	6.3
Individual Counselling	—	1.1	3.9	—	—	2.3	8.2	11.6	—	15.2	79.3	—	—	—	4.8
Total Support Measures: EAS	—	1.2	3.8	—	0.1	2.3	10.7	12.0	6.5	14.4	79.3	8.5	91.6	—	5.8
Total Benefits and Support Measures: EAS	—	1.1	3.7	—	0.1	2.1	10.0	8.6	5.8	13.3	71.5	7.5	85.0	—	5.2
Indigenous Pan-Canadian	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Grand Total, Benefits and Support Measures: EAS	2.8	3.0	5.4	1.3	0.7	5.8	17.2	21.4	7.0	16.9	75.5	44.6	86.1	100.0	7.9

Source: Participant dataset.

¹ In 2013/2014, Newfoundland and Labrador implemented a new case management system, ended Employment Services contracts with external service providers and re-instituted their network of provincial counsellors. In the context of the transition to this new system, the 2015/2016 administrative data counts for the province are still incomplete. Therefore, the 2015/2016 data on clients and interventions presented in this year's report for the province are estimates, based on partial counts and other sources of information, such as the audited financial statements and temporary transitional data capturing processes for that period.

² All percentages are based on new start interventions only (the number of interventions started in 2015/2016). These reported counts are generally lower than actual numbers because data are collected through self-identification.

ANNEX 3.10¹EBSM Designated Members²: Visible Minorities³

	New Starts, by Intervention (%)—2015/2016														
	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T	Yuk.	Nun.	NHQ	Canada
Employment Benefits															
Targeted Wage Subsidies	—	2.7	2.1	1.1	—	4.6	7.5	—	2.8	9.7	12.1	—	—	—	2.6
Self-Employment	—	2.2	1.4	0.3	—	9.1	7.1	3.7	2.2	10.5	10.0	—	—	—	5.2
Job Creation Partnerships	—	0.0	1.6	—	—	2.5	13.9	—	1.7	7.7	20.8	—	—	—	2.3
Skills Development—Regular	—	2.9	3.1	2.3	—	5.3	21.0	8.7	5.2	9.7	22.8	2.9	0.7	—	3.0
Skills Development—Apprentices	0.1	—	0.2	—	—	0.1	0.6	0.9	0.1	0.2	2.4	—	—	—	0.2
Targeted Earning Supplements	—	—	—	—	0.0	—	—	—	—	—	—	—	—	—	—
Total Employment Benefits	—	2.3	1.7	1.4	—	2.3	7.4	2.0	0.3	3.8	11.4	0.5	0.6	—	1.7
Support Measures: EAS															
Employment Services	—	11.2	3.8	3.4	—	—	20.1	10.5	1.8	12.9	—	0.5	0.7	—	4.8
Individual Counselling	—	2.4	2.8	3.3	—	4.7	20.6	9.8	—	12.6	20.8	—	—	—	6.1
Total Support Measures: EAS	—	9.0	3.6	3.3	—	4.7	20.2	10.1	1.8	12.8	20.8	0.5	0.7	—	5.3
Total Benefits and Support Measures: EAS	—	7.3	3.3	2.9	—	4.3	18.9	6.9	1.6	11.9	18.9	0.5	0.7	—	4.8
Indigenous Pan-Canadian	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Grand Total—Benefits and Support Measures: EAS	—	7.2	3.3	2.8	—	4.1	17.3	6.0	1.6	11.4	16.2	0.3	0.6	—	4.6

Source: Participant dataset.

- ¹ In 2013/2014, Newfoundland and Labrador implemented a new case management system, ended Employment Services contracts with external service providers and re-instituted their network of provincial counsellors. In the context of the transition to this new system, the 2015/2016 administrative data counts for the province are still incomplete. Therefore, the 2015/2016 data on clients and interventions presented in this year's report for the province are estimates, based on partial counts and other sources of information, such as the audited financial statements and temporary transitional data capturing processes for that period.
- ² Quebec, and NHQ did not report participation levels for members of the visible minority groups. Therefore, these jurisdictions were excluded from the calculation of the national average.
- ³ All percentages are based on new start interventions only (the number of interventions started in 2015/2016). These reported counts are generally lower than actual numbers because data are collected through self-identification.

ANNEX 3.11

EBSM and Pan-Canadian Activities: Part I – Final Expenditures

	In \$000s by Intervention—2015/2016														
	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Yk.	Nun.	NHQ	Canada
Self-Employment	914	850	2,048	3,064	7,349	3,895	742	518	592	2,156	0	246	–	–	22,374
Job Creation Partnerships ¹	951	71	159	0	96	415	278	–	12	135	–	–	–	–	2,117
Skills Development	22,434	7,106	15,297	31,036	52,602	77,505	25,043	24,959	109,747	47,657	417	743	711	–	415,257
TOTAL ²	24,299	8,027	17,504	34,100	60,047	81,815	26,063	25,477	110,351	49,948	417	989	711	–	439,748

Source: Benefit and Overpayment System.

¹ In Quebec, this amount refers only to pan-Canadian activities.

² Totals may not add due to rounding.

ANNEX 3.12

EBSM Final Expenditures

	In \$000s by Intervention—2015/2016														
	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont. ¹	Man.	Sask.	Alberta	B.C.	N.W.T.	Yk.	Nun.	NHQ	Canada ²
Employment Benefits															
Targeted Wage Subsidies	7,313	2,536	3,265	13,975	74,597	2,002	300	—	412	6,537	136	58	476	—	111,609
Self-Employment	5,752	1,583	5,912	5,068	25,007	40,391	867	290	879	13,074	192	12	5	—	99,032
Job Creation Partnerships	8,069	393	1,081	—	—	2,957	926	—	8,012	6,488	—	—	—	—	27,925
Skills Development	91,988	14,307	39,435	52,019	238,765	182,934	25,393	28,418	76,700	132,743	1,125	1,963	2,034	—	887,824
Targeted Earning Supplements including Supplément de retour au travail	—	—	—	—	0	—	—	—	—	—	—	—	—	—	—
Total Employment Benefits	113,122	18,819	49,693	71,063	338,369	228,284	27,486	28,709	86,003	158,842	1,453	2,033	2,515	—	1,126,390
Support Measures: EAS															
Employment Assistance	5,263	4,314	26,897	10,533	124,136	282,266	7,987	4,022	22,543	93,694	1,244	1,421	—	—	584,321
Total Support Measures: EAS	5,263	4,314	26,897	10,533	124,136	282,266	7,987	4,022	22,543	93,694	1,244	1,421	—	—	584,321
Sub-Total : Employment Benefits and Support Measures: EAS	118,385	23,133	76,590	81,596	462,505	510,551	35,473	32,731	108,547	252,536	2,697	3,454	2,515	—	1,710,711
Other Support Measures															
Labour Market Partnerships	1,271	1,956	2,002	7,307	113,094	12,893	3,318	1,238	857	9,050	253	—	—	—	153,238
Research and Innovation	—	203	—	916	2,026	51,317	4,296	1,261	—	18,373	94	—	—	—	78,485
Total Other Support Measures	1,271	2,159	2,002	8,223	115,120	64,209	7,614	2,498	857	27,423	347	—	—	—	231,723
Total EBSM – Part II	119,655	25,292	78,592	89,819	577,625	574,760	43,087	35,229	109,404	279,959	3,044	3,454	2,515	—	1,942,435

	In \$000s by Intervention—2015/2016														
	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont. ¹	Man.	Sask.	Alberta	B.C.	N.W.T.	Yk.	Nun.	NHQ	Canada ²
Overcontribution ³	7,125	—	—	—	—	—	—	—	—	—	38	106	296	—	7,565
Pan Canadian (see details in Annex 3.13)	1,861	225	1,596	1,302	9,006	20,442	14,145	11,253	12,870	13,548	2,442	980	2,411	20,375	112,457
Adjustment ⁴	(5,782)	—	—	—	(418)	—	—	—	—	(4,131)	(238)	(272)	(476)	(796)	(12,113)
Total including Pan Canadian	122,859	25,517	80,188	91,121	586,213	595,202	57,232	46,482	122,274	289,376	5,285	4,268	4,746	19,579	2,050,343
Administrative Costs Related to LMDAs ⁵	8,917	2,673	10,121	8,922	58,920	57,142	6,078	6,021	9,594	20,017	1,450	389	787	—	191,030

Source: Provincial/territorial audited statements.

- ¹ Expenditures for Ontario TWS (Job Placement with Incentives) were estimated by Ontario. In Ontario's financial statements, actual expenditures for Ontario's TWS-similar interventions were included in total EAS expenditures, because the province has integrated these services in its new employment service model in order to maximize the flexibility of program delivery by third-party service providers.
- ² Totals may not add due to rounding.
- ³ Over contributions will be recovered during 2016/2017.
- ⁴ This adjustment reflects overpayments established, refunds of previous years' expenditures and other accounting adjustments.
- ⁵ Net Administrative costs include \$181 million (salary and non-salary) to administer LMDAs and \$11 million for rent.

EI Part II Pan-Canadian – Final Expenditures¹

	In \$000s by Intervention—2015/2016														
	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alberta	B.C.	N.W.T.	Yk.	Nun.	NHQ	Canada
Pan-Canadian – Programming Funds															
Aboriginal Skills and Employment Training Strategy	1,861	225	1,596	1,302	9,006	20,442	14,145	11,253	12,870	13,548	2,442	980	2,411	1,000	93,082
Labour Market Partnerships	–	–	–	–	–	–	–	–	–	–	–	–	–	17,935	17,935
Research and Innovation	–	–	–	–	–	–	–	–	–	–	–	–	–	1,440	1,440
Grand Total Pan-Canadian	1,861	225	1,596	1,302	9,006	20,442	14,145	11,253	12,870	13,548	2,442	980	2,411	20,375	112,457

Source: SAP.

¹ Totals may not add due to rounding.

ANNEX 3.14¹

Returns to Employment and Unpaid Benefits Indicators

	2015/2016											
	Clients Who Returned to Employment ²						Unpaid Benefits (\$Millions) ²					Results vs. Targets (%)
	Targets ³	Results				Results vs. Targets (%)	Targets ³	Results				
		SD-Apprentices	Group Services	Other ⁴	Total			SD-Apprentices	Group Services	Other ⁴	Total ⁵	
Newfoundland and Labrador	5,600	1,649	3	1,654	3,306	59%	24.0	18.6	–	3.6	22.3	93%
Prince Edward Island	1,892	229	–	1,768	1,997	106%	5.9	2.6	–	4.4	7.0	118%
Nova Scotia	6,000	1,129	219	3,752	5,100	85%	27.0	13.1	1.6	8.7	23.4	87%
New Brunswick	7,735	527	–	7,652	8,179	106%	30.3	5.7	–	25.3	31.0	102%
Quebec	50,900	–	6,165	58,532	64,697	127%	200.0	–	51.5	280.8	332.3	166%
Ontario	35,000	12,189	–	23,437	35,626	102%	227.0	132.4	–	103.6	236.1	104%
Manitoba	9,000	2,855	–	4,102	6,957	77%	45.0	29.8	–	14.4	44.1	98%
Saskatchewan	5,500	3,937	44	2,223	6,204	113%	50.0	46.9	0.4	14.2	61.6	123%
Alberta	24,000	15,717	–	10,808	26,525	111%	220.0	181.4	–	86.5	267.9	122%
British Columbia	21,750	8,115	48	11,389	19,552	90%	130.0	89.8	0.4	35.1	125.3	96%
Northwest Territories	200	56	–	117	173	87%	2.5	0.8	–	1.0	1.8	73%
Yukon	250	97	–	91	188	75%	2.6	0.9	–	0.4	1.3	49%
Nunavut	–	27	–	26	53	–	0.4	0.4	–	0.3	0.6	155%
Canada	167,827	46,527	6,479	125,551	178,557	106%	964.7	522.3	54.0	578.3	1,154.6	120%

Source: Results dataset.

- ¹ In 2013/2014, Newfoundland and Labrador implemented a new case management system, ended Employment Services contracts with external service providers and re-instituted their network of provincial counsellors. In the context of the transition to this new system, the 2015/2016 administrative data counts for the province are still incomplete. Therefore, the 2015/2016 data on clients and interventions presented in this year's report for the province are estimates, based on partial counts and other sources of information, such as the audited financial statements and temporary transitional data capturing processes for that period.
- ² ASETS activity resulted in 7,860 returns to employment and \$15.9 million in unpaid benefits. These amounts are not included in the provincial totals.
- ³ Targets are for EBSM regular clients only.
- ⁴ The "Other" category includes all other EBSMs. SD-Apprentices and Group Services are reported separately because a different methodology is used to calculate returns to employment for these two measures.
- ⁵ Some unpaid benefit figures have been rounded.

ANNEX 3.15¹Returns to Employment by EBSM Intervention²

	2015/2016														
	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Yuk.	Nun.	NHQ	Canada
Employment Benefits															
Targeted Wage Subsidies	103	251	206	1,521	1,369	693	20	–	4	693	11	2	–	–	4,873
Self-Employment	60	99	272	250	1,093	147	44	16	12	707	14	1	–	–	2,715
Job Creation Partnerships	221	53	55	–	–	71	53	0	132	95	7	–	–	–	687
Skills Development – Regular	1,066	507	959	2,132	8,703	892	552	309	98	1,486	22	15	15	–	16,756
Skills Development – Apprentices ³	1,652	229	1,129	987	–	12,380	3,033	4,174	15,717	8,265	58	104	27	–	47,755
Targeted Earning Supplements	–	–	–	–	2	–	–	–	–	–	–	–	–	–	2
Total Employment Benefits	3,102	1,139	2,621	4,890	11,167	14,183	3,702	4,499	15,963	11,246	112	122	42	–	72,788
Support Measures: EAS															
Employment Services	107	666	2,030	934	39,587	–	1,979	592	10,562	6,987	–	66	11	–	63,521
Group Services	3	–	219	–	6,165	–	–	44	–	48	–	–	–	–	6,479
Individual Counselling	94	192	230	2,355	7,778	21,442	1,276	1,069	–	1,271	61	–	–	–	35,768
Total Support Measures: EAS	204	858	2,479	3,289	53,530	21,442	3,255	1,705	10,562	8,306	61	66	11	–	105,768
Total Employment Benefits and Support Measures: EAS	3,306	1,997	5,100	8,179	64,697	35,625	6,957	6,204	26,525	19,552	173	188	53	–	178,556
Target	5,600	1,892	6,000	7,735	50,900	35,000	9,000	5,500	24,000	21,750	200	250	–	75	167,902
Results vs. Targets (%)	59.0%	105.5%	85.0%	105.7%	127.1%	101.8%	77.3%	112.8%	110.5%	89.9%	86.5%	75.2%	–	–	106.3%

Sources: Results dataset and Common System for Grants and Contributions (CSGC)

¹ In 2013/2014, Newfoundland and Labrador implemented a new case management system, ended Employment Services contracts with external service providers and re-instituted their network of provincial counsellors. In the context of the transition to this new system, the 2015/2016 administrative data counts for the province are still incomplete. Therefore, the 2015/2016 data on clients and interventions presented in this year's report for the province are estimates, based on partial counts and other sources of information, such as the audited financial statements and temporary transitional data capturing processes for that period.

² Results associated solely with the ASETS are not available.

³ Results for SD-Apprentices do not match those in Annex 3.14. Results presented in this Annex are associated with the last intervention in which a client participated. Employment Benefits participation supersedes participation in Employment Services.

ANNEX 3.16

Incremental Impacts of EBSMs at the National and Provincial Levels

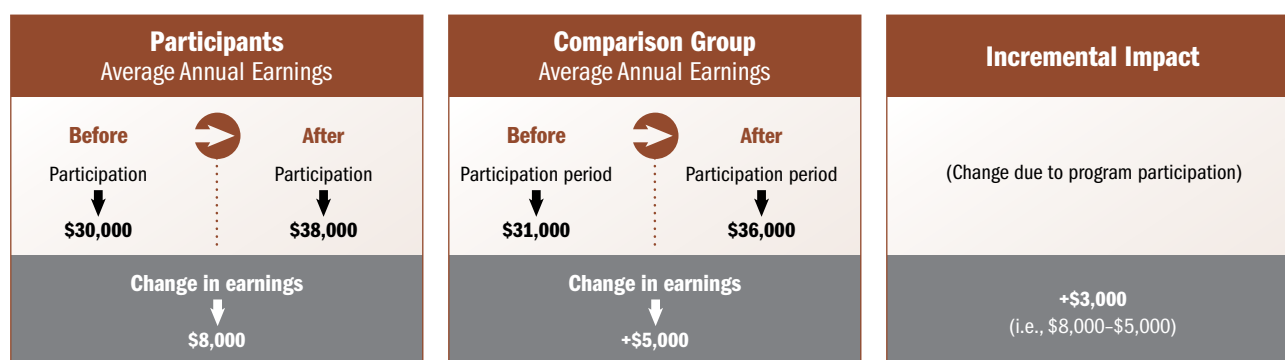
The following presents the results from an analysis of EBSM incremental impacts over three years after participation for active claimants who started participating in 2007-2008 or between 2006 and 2008 (i.e. post-program impacts over three consecutive years between 2008 and 2012 or 2006 and 2012). The national results from this analysis were presented in the 2013/2014 EI MAR. This section of Annex 3 presents the national results as well as those at the provincial levels.

1. STUDY OBJECTIVE AND METHODOLOGY

Incremental impacts of EBSMs represent the direct effect of program participation on participants' labour market experience (i.e. earnings from employment/self-employment, incidence of employment and use of EI) after participation. The role of the incremental impact analysis is to isolate the effects of participation from other factors such as inflation, economic cycles, layoff, etc. In order to achieve this, the incremental impact analysis compares the labour market experience of participants before and after their participation, with that of non-participants before and after the same period (see diagram).

The analysis covered up to 100% of active and former claimants who started their participation in EBSMs between January 1, 2007 and December 31, 2008 or between January 1, 2006 and December 31, 2008. This analysis was conducted at the national level with participants from the 13 PTs. It was also conducted at the provincial level for 9 provinces. Results were not produced for Quebec since the Quebec Government is responsible for evaluating its LMDA.¹ As well, it was not possible to produce incremental impacts for the territories because the number of participants was too low to generate reliable results. The 2007-2008 reference period was used at the national level as well as in provinces where the number of participants was sufficient to produce results. The period was extended by one year (2006-2008) in other provinces in order to increase the sample size. Despite adding this year, the number of participants for some EBSMs was still too low to generate impacts for those program and services.

Example of Incremental Impact Calculation



¹ Evaluations of programs and services delivered under the Quebec LMDA are available on Emploi Quebec Website : <http://www.emploi.quebec.gouv.qc.ca/publications-et-formulaires/>

The analysis was conducted using linked administrative data from EI Part I and II and the Canada Revenue Agency (CRA). The comparison group was composed of active claimants who were eligible to participate in EBSMs but did not start participation in 2007 or 2008 or between 2006 and 2008.

The impacts of EBSM participation on improving the labour market experience of participants were measured using the following indicators:

- **Average earnings from employment and/or self-employment:** An increase in earnings indicates that participants improved their employment situation by either working more hours or by having a better paying job than they did before participation.
- **Incidence of employment (i.e. incidence of having earnings from employment and/or self-employment):** Measures whether participants were more likely to be employed after participation. A gain means that a higher proportion of participants were employed after participation than they would have been if they had not participated or if they had received minimal employment services.
- **Amount of EI benefits received:** Measures the average amount of EI benefits collected.
- **Average number of weeks in receipt of EI:** Measures the average number of weeks participants spent on EI.
- **The same methodology was used at national and at the provincial levels.**

2. NATIONAL RESULTS

The following presents results at the national level and for the 9 provinces covered by this analysis. The national results are presented along with a text description to help readers understand how to interpret the results. The provincial results are presented in table format only. Since different reference periods were used at the national level and across provinces (i.e. 2007-2008 or 2006-2008) the results are not directly comparable.

The national analysis covered active claimants in the 2007-2008 period. Key results are as follows:

- **Skills Development (SD):** As shown in Table 1 below, SD participants experienced earnings gains in each of the three years after participation but those increases became larger over time. The incremental gains averaged \$2,300 per year. Active claimants also had an average incremental increase of 4.7 percentage points in their incidence of employment in the three years following participation. As well, SD participation resulted in lower use of EI benefits. The incremental decreases averaged \$400 per year.
- **Targeted Wage Subsidies (TWS):** Active claimants had incremental gains in earnings in each of the three years following the end of their TWS participation averaging \$1,300 per year. These gains were accompanied by incremental increases in incidence of employment in each year after participation averaging 6.1 percentage points per year. Most impacts on EI benefits collected were not statistically significant at the 95% level. In this context, it is not possible to draw any clear conclusion about TWS effectiveness in reducing the use of EI after participation.
- **Self-Employment (SE):** Over the three-year period following the end of their participation, active claimants had an average incremental reduction of \$10,200 per year in their earnings from employment and/or self-employment and a reduction of 19 percentage points per year in their incidence of employment.

The earnings results should be interpreted with caution, as they may not fully capture the financial situation of participants. Impacts were examined using individual earnings reported in the T1 and T4 taxation files from CRA, and measured relative to active claimants who did not participate in SE and may have been in any employment/unemployment situation following participation (e.g. unemployed, paid employee or self-employed). According to a study from Statistics Canada, self-employed individuals in Canada have a lower average annual income than paid employees (\$46,200 versus \$52,400 in 2009), but the average net worth of their households is 2.7 times that of the paid employee households, which indicates that some self-employed individuals may leave funds within their business for reinvestment purposes.² Since the incremental impacts of SE were measured relative to a comparison group that also included paid employees and did not take the net worth of participants and comparison cases into account, the results may not be fully reflective of the financial situation of SE participants after their participation.

The incremental impact analysis also shows that SE participants collected \$1,600 less in EI benefits per year on average. Those results should also be interpreted carefully since the time worked under self-employment does not allow self-employed Canadians to qualify for regular EI benefits.

- **Job Creation Partnerships (JCP):** Participation in JCP improved active claimants' earnings by an average of \$1,200 per year. They also had incremental increases in the incidence of employment in each of the three years after participation, averaging 4.9 percentage points per year. As well, on average, active claimants collected \$300 less in EI benefits annually.
- **Employment Assistance Services only (EAS-only):** Impacts were measured for the active claimants who only participated in EAS without receiving other programs or services. EAS participation was effective at helping active claimants to return to employment. Incremental impact results show that they improved their incidence of employment, while reducing their use of EI in the three year period after participation. Specifically, they had an average incremental gain of 0.6 percentage points per year in their incidence of employment, as well as average incremental decreases of \$390 per year in their use of EI benefits.

Active claimants had incremental decreases in their earnings averaging \$465 per year. However, the result should be interpreted with caution, as EAS is a short term and low intensity measure that is not focused on human capital development. EAS mostly includes services such as counselling, help with job search, development of return-to-work action plans and, in some cases, very short training such as first aid. In this context, it may not be reasonable to expect that participation in EAS-only would result in improving participants' earnings. However a recent evaluation on the timing of participation in EAS showed that participants who started their EAS within four weeks after initiating an EI claim had earnings gains in both the short- and medium-term after participation and achieved quicker return to employment.

Overall, results at the national level are similar to those in the provinces, with modest differences.

² Sébastien LaRochelle-Côté and Sharanjit Uppal, «The Financial Well-Being of the Self-Employed,» Perspectives on Labour and Income, vol. 23, no. 4, Winter 2011.

2.1 National Results

TABLE 1					
Incremental Impacts at the national level (for Active Claimants who Started an EBSM between 2007 and 2008)					
Indicators	Post-program period			Average annual impact	Total impact
	1st year	2nd year	3rd year		
Skills Development (n=18,025)					
Earnings (\$)	292***	2,745***	3,904***	2,314***	6,943***
Incidence of employment (percentage points)	3.1***	5.2***	5.8***	4.7***	N/A
EI benefits (\$)	-755***	-298***	-191***	-415***	-1,244***
EI weeks (weeks)	-2.3***	-0.9***	-0.5***	-1.2***	-3.7***
Targeted Wage Subsidies (n=9,114)					
Earnings (\$)	1,270***	1,112***	1,580***	1,338***	4,014***
Incidence of employment (percentage points)	7.7***	5.3***	5.6***	6.1***	N/A
EI benefits (\$)	-32	-55	-209**	-99	-296
EI weeks (weeks)	0.3	0.2	-0.3	0.1	0.2
Self-Employment (n=10,220) ¹					
Earnings (\$)	-11,412***	-9,929***	-9,375***	-10,236***	-30,708***
Incidence of employment (percentage points)	-22.7***	-18.3***	-16.1***	-19.0***	N/A
EI benefits (\$)	-2,038***	-1,473***	-1,172***	-1,561***	-4,682***
EI weeks (weeks)	-5.7***	-4.0***	-3.1***	-4.2***	-12.7***
Job Creation Partnerships (n=2,456)					
Earnings (\$)	1,427***	1,286**	850	1,179**	3,537**
Incidence of employment (percentage points)	6.1***	4.5***	3.8***	4.9***	N/A
EI benefits (\$)	-513***	-404***	-44	-320***	-961***
EI weeks (weeks)	-0.8**	-0.8**	0.3	-0.5	-1.4
Employment Assistance Services (EAS) (n=108,230)					
Earnings (\$)	-1,113***	-368***	87	-465***	-1,395***
Incidence of employment (percentage points)	0.6***	0.6***	0.8***	0.6**	N/A
EI benefits (\$)	-512***	-371***	-288***	-390***	-\$1,171
EI weeks (weeks)	-1.7***	-1.1***	-0.8***	-1.2***	-3.6***
Significance level *** 1%; ** 5%; * 10%					
¹ Earnings results for Self-Employment should be interpreted with caution. They may not fully capture the financial wellbeing of participants. The impacts were examined using individual earnings reported in the T1 and T4 taxation files from CRA, and measured relative to active claimants who did not participate in SE and may have been in any employment/unemployment situation following participation (e.g. unemployed, paid employee or self-employed). According to a study from Statistics Canada, self-employed individuals in Canada have a lower average annual income than paid employees (\$46,200 versus \$52,400 in 2009), but the average net worth of their households is 2.7 times that of the paid employee households, which indicates that some self-employed individuals may leave funds within their business for reinvestment purposes. ³ Since the incremental impacts of SE were measured relative to a comparison group that also included paid employees and did not take the net worth of participants and comparison cases into account, the results may not be fully reflective of the financial wellbeing of SE participants after their participation. As well, the decreases in EI use may be due to EI eligibility effect as self-employed Canadians cannot qualify for regular EI benefits.					

³ Sébastien LaRoche-Côté and Sharanjit Uppal, «The Financial Well-Being of the Self-Employed,» *Perspectives on Labour and Income*, vol. 23, no. 4, Winter 2011.

2.2 Newfoundland and Labrador

TABLE 2

Incremental Impacts for Active Claimants in Newfoundland and Labrador (for Active Claimants who Started an EBSM between 2006 and 2008)

Indicators	Post-program period			Average annual impact	Total impact
	1st year	2nd year	3rd year		
Skills Development (n=8,611)					
Earnings (\$)	\$1,820***	\$3,836***	\$6,477***	\$4,046***	\$12,139***
Incidence of employment (percentage points)	1.0**	2.5***	2.9***	2.1***	N/A
EI benefits (\$)	-\$800***	-\$319***	-\$200***	-\$440***	-\$1,319***
EI weeks (weeks)	-3.4***	-1.8***	-1.4***	-2.2***	-6.6***
Targeted Wage Subsidies (n=728)					
Earnings (\$)	\$4,229***	\$3,331***	\$3,234***	\$3,598***	\$10,795***
Incidence of employment (percentage points)	6.5***	5.3***	4.9***	5.6***	N/A
EI benefits (\$)	-\$1,677***	-\$1,229***	-\$1,055***	-\$1,320***	-\$3,961***
EI weeks (weeks)	-4.4***	-3.1***	-2.5***	-3.3***	-9.9***
Self-Employment (n=314) ¹					
Earnings (\$)	-\$8,102***	-\$5,771***	-\$5,647***	-\$6,507***	-\$19,520***
Incidence of employment (percentage points)	-19.9***	-18.3***	-14.8***	-17.7***	N/A
EI benefits (\$)	-\$3,860***	-\$2,951***	-\$2,268***	-\$3,026***	-\$9,079***
EI weeks (weeks)	-12.0***	-8.9***	-7.0***	-9.3***	-27.9***
Job Creation Partnerships (n=1,346)					
Earnings (\$)	-\$300	-\$678	-\$837*	-\$605	-\$1,815
Incidence of employment (percentage points)	3.2***	1.6	2.3**	2.4***	N/A
EI benefits (\$)	-\$714***	-\$445***	-\$116	-\$425***	-\$1,275***
EI weeks (weeks)	-1.0**	-0.2	0.9**	-0.1	-0.2
Employment Assistance Services (EAS) (n=11,904)					
Earnings (\$)	\$927***	\$2,158***	\$2,503***	\$1,863***	\$5,588***
Incidence of employment (percentage points)	2.0***	2.2***	2.1***	2.1***	N/A
EI benefits (\$)	-\$375***	-\$176***	-\$128**	-\$226***	-\$679***
EI weeks (weeks)	-0.9***	-0.3**	-0.1	-0.4***	-1.3***
Significance level *** 1%; ** 5%; * 10%					
¹ See note 1 under table 1.					

2.3 Prince Edward Island

TABLE 3

Incremental Impacts for Active Claimants in Prince Edward Island (for Active Claimants who Started an EBSM between 2007 and 2008)

Indicators	Post-program period			Average annual impact	Total impact
	1st year	2nd year	3rd year		
Skills Development (n=1,516)					
Earnings (\$)	\$2,635***	\$4,591***	\$5,054***	\$4,091***	\$12,273***
Incidence of employment (percentage points)	1.7**	3.0***	2.6***	2.4***	N/A
EI benefits (\$)	-\$477***	-\$393***	-\$168	-\$346***	-\$1,038***
EI weeks (weeks)	-1.1***	-1.1**	-0.7	-1.0***	-2.9***
Targeted Wage Subsidies					
Not available due to low sample size.					
Self-Employment					
Not available due to low sample size.					
Job Creation Partnerships					
Not available due to low sample size.					
Employment Assistance Services (EAS) (n=1,635)					
Earnings (\$)	\$426***	\$870	\$1,089**	\$795**	\$2,386**
Incidence of employment (percentage points)	1.7**	2.0**	1.0	1.6**	N/A
EI benefits (\$)	-\$645***	-\$330**	-\$506	-\$494***	-\$1,481*
EI weeks (weeks)	-1.8***	-0.6	-1.2***	-1.2***	-3.6***
Significance level *** 1%; ** 5%; * 10%					

2.4 Nova Scotia

TABLE 4

**Incremental Impacts for Active Claimants in Nova Scotia
(for Active Claimants who Started an EBSM between 2006 and 2008)**

Indicators	Post-program period			Average annual impact	Total impact
	1st year	2nd year	3rd year		
Skills Development (n=4,911)					
Earnings (\$)	\$3,427***	\$5,996***	\$7,728***	\$5,714***	\$17,142***
Incidence of employment (percentage points)	6.3***	8.3***	9.7***	8.1***	N/A
EI benefits (\$)	-\$1,051***	-\$532***	-\$440***	-\$675***	-\$2,024***
EI weeks (weeks)	-3.2***	-1.7***	-1.3***	-2.1***	-6.2***
Targeted Wage Subsidies (n=307)					
Earnings (\$)	\$3,889***	\$2,642**	\$3,151**	\$3,228**	\$9,683**
Incidence of employment (percentage points)	6.2**	6.4**	7.7**	6.8**	N/A
EI benefits (\$)	-\$1,374***	-\$834***	-\$835**	-\$1,015***	-\$3,044***
EI weeks (weeks)	-4.3***	-2.3**	-2.5**	-3.0***	-9.1***
Self-Employment (n=846) ¹					
Earnings (\$)	-\$10,302***	-\$8,752***	-\$9,691***	-\$9,561***	-\$28,683***
Incidence of employment (percentage points)	-29.5***	-25.4***	-22.4***	-25.8***	N/A
EI benefits (\$)	-\$2,506***	-\$2,116***	-\$1,814***	-\$2,145***	-\$6,436***
EI weeks (weeks)	-7.3***	-5.7***	-5.0***	-6.0***	-18.0***
Job Creation Partnerships (n=350)					
Earnings (\$)	\$571	\$543	-\$923	\$64	\$191
Incidence of employment (percentage points)	3.9*	-1.1	-1.4	0.5	N/A
EI benefits (\$)	-\$664**	-\$426	-\$245	-\$445*	-\$1,335*
EI weeks (weeks)	-2.3**	-1.3	-0.7	-1.4*	-4.3*
Employment Assistance Services (EAS) (n=9,456)					
Earnings (\$)	\$177	\$1,346***	\$1,653***	\$1,059***	\$3,176***
Incidence of employment (percentage points)	1.2***	1.9***	1.4***	1.5***	N/A
EI benefits (\$)	-\$705***	-\$579***	-\$414***	-\$566***	-\$1,698***
EI weeks (weeks)	-2.3***	-1.7***	-1.2***	-1.7***	-5.1***
Significance level *** 1%; ** 5%; * 10%					
¹ See note 1 under table 1.					

2.5 New Brunswick

TABLE 5

**Incremental Impacts for Active Claimants in New Brunswick
(for Active Claimants who Started an EBSM between 2006 and 2008)**

Indicators	Post-program period			Average annual impact	Total impact
	1st year	2nd year	3rd year		
Skills Development (n=4,528)					
Earnings (\$)	\$1,051	\$5,158***	\$7,120***	\$4,443***	\$13,328***
Incidence of employment (percentage points)	9.4***	9.9***	11.9***	10.4***	N/A
EI benefits (\$)	-\$752***	-\$294	\$86	-\$320*	-\$960*
EI weeks (weeks)	-0.8	0.5	0.8	0.2	0.5
Targeted Wage Subsidies (n=388)					
Earnings (\$)	\$1,998**	\$1,276	\$1,777**	\$1,684**	\$5,051*
Incidence of employment (percentage points)	7.6***	6.0***	7.7***	7.1***	N/A
EI benefits (\$)	\$441	\$802**	\$720**	\$655**	\$1,964**
EI weeks (weeks)	2.0**	2.9***	2.2**	2.4***	7.2***
Self-Employment (n=628) ¹					
Earnings (\$)	-\$9,224***	-\$8,154***	-\$7,771***	-\$8,383***	-\$25,149***
Incidence of employment (percentage points)	-26.7***	-26.1***	-20.2***	-24.3***	N/A
EI benefits (\$)	-\$3,297***	-\$2,804***	-\$2,512***	-\$2,871***	-\$8,613***
EI weeks (weeks)	-8.6***	-7.0***	-6.1***	-7.2***	-21.7***
Job Creation Partnerships					
JCP was not delivered in New Brunswick during the observed period.					
Employment Assistance Services (EAS) (n=12,841)					
Earnings (\$)	\$1,636***	\$2,528***	\$2,668***	\$2,277***	\$6,832***
Incidence of employment (percentage points)	3.1***	3.7***	3.8***	3.5***	N/A
EI benefits (\$)	-\$117	\$6	\$183*	\$24	\$72
EI weeks (weeks)	0.0	0.5*	1.0***	0.5**	1.5**
Significance level *** 1%; ** 5%; * 10%					
¹ See note 1 under table 1.					

2.6 Ontario²

TABLE 6

**Incremental Impacts for Active Claimants in Ontario
(for Active Claimants who Started an EBSM between 2007 and 2008)**

Indicators	Post-program period			Average annual impact	Total impact
	1st year	2nd year	3rd year		
Skills Development (n=17,015)					
Earnings (\$)	-\$1,959***	\$379	\$1,607***	N/A	N/A
Incidence of employment (percentage points)	4.2***	5.4***	6.0***	5.2***	N/A
EI benefits (\$)	-\$799***	-\$233***	-\$187***	-\$406***	-\$1,219***
EI weeks (weeks)	-2.3***	-0.6***	-0.5***	-1.1***	-3.4***
Targeted Wage Subsidies (n=2,530)					
Earnings (\$)	\$2,176*	\$2,439*	\$2,650*	\$2,479**	\$7,437**
Incidence of employment (percentage points)	7.3***	11.3***	8.6***	9.1***	N/A
EI benefits (\$)	\$442*	\$61	-\$104	\$133	\$399
EI weeks (weeks)	1.4*	0.2	0.0	0.6	1.7
Self-Employment (n=3,731) ¹					
Earnings (\$)	-\$10,930***	-\$9,433***	-\$8,575***	-\$9,646***	-\$28,937***
Incidence of employment (percentage points)	-23.9***	-18.4***	-14.5***	-18.9***	N/A
EI benefits (\$)	-\$1,681***	-\$1,099***	-\$794***	-\$1,191***	-\$3,573***
EI weeks (weeks)	-4.7***	-2.9***	-2.0***	-3.2***	-9.6***
Job Creation Partnerships (n=668)					
Earnings (\$)	\$2,248*	\$3,513***	\$3,290**	\$3,017**	\$9,051**
Incidence of employment (percentage points)	7.3***	7.2***	5.8***	6.8***	N/A
EI benefits (\$)	-\$518*	-\$381	\$70	-\$276	-\$829
EI weeks (weeks)	-1.9***	-1.2*	-0.3	-1.1**	-3.4**
Employment Assistance Services (EAS) (n=35,302)					
Earnings (\$)	-\$654***	\$465***	\$895***	\$235	\$706
Incidence of employment (percentage points)	2.8***	3.1***	3.3***	3.1***	N/A
EI benefits (\$)	-\$669***	-\$280***	-\$162***	-\$370***	-\$1,111***
EI weeks (weeks)	-2.2***	-0.7***	-0.5***	-1.1***	-3.3***

Significance level *** 1%; ** 5%; * 10%

¹ See note 1 under table 1.

² In Ontario, participation in SD is up to three years in length. In the incremental impact analysis, the participation period is defined as two years. As a result, participants may still be in training during the first year of post-program results. Therefore, it is not unexpected to observe incremental decreases in earnings, as participants are not available for full time work in year 1 and will be transitioning into employment in year 2. To interpret trends for Ontario, the third year is the most relevant period to consider for incremental impacts. As a result, the average annual impact and total impact are not applicable for Ontario.

2.7 Manitoba

TABLE 7

**Incremental Impacts for Active Claimants in Manitoba
(for Active Claimants who Started an EBSM between 2006 and 2008)**

Indicators	Post-program period			Average annual impact	Total impact
	1st year	2nd year	3rd year		
Skills Development (n=3,750)					
Earnings (\$)	\$3,387***	\$5,971**	\$7,032**	\$5,461**	\$16,384**
Incidence of employment (percentage points)	10.6**	10.1**	11.8**	10.8**	N/A
EI benefits (\$)	-\$546***	-\$458***	-\$212**	-\$405***	-\$1,215***
EI weeks (weeks)	-1.8***	-1.3***	-0.6**	-1.2***	-3.7***
Targeted Wage Subsidies (n=339)					
Earnings (\$)	-\$1,345	-\$768	-\$86	-\$722	-\$2,166
Incidence of employment (percentage points)	6.9*	2.6	2.7	4.1	N/A
EI benefits (\$)	-\$407	-\$751**	-\$251	-\$470	-\$1,409
EI weeks (weeks)	-1.4	-1.8	-0.5	-1.3	-3.8
Self-Employment (n=517) ¹					
Earnings (\$)	-\$12,450***	-\$9,940***	-\$9,231***	-\$10,540***	-\$31,621***
Incidence of employment (percentage points)	-26.6***	-21.3***	-19.1***	-22.3***	N/A
EI benefits (\$)	-\$1,364***	-\$1,177***	-\$999***	-\$1,180***	-\$3,541***
EI weeks (weeks)	-3.8***	-3.0***	-2.5***	-3.1***	-9.3***
Job Creation Partnerships (n=286)					
Earnings (\$)	\$4,126***	\$4,655***	\$5,029***	\$4,470***	\$13,409***
Incidence of employment (percentage points)	8.1***	7.5***	9.9***	8.5***	N/A
EI benefits (\$)	-\$549**	-\$427	-\$130	-\$369*	-\$1,106*
EI weeks (weeks)	-1.8**	-1.7**	-0.6	-1.4**	-4.1**
Employment Assistance Services (EAS) (n=15,131)					
Earnings (\$)	-\$320	\$266	\$407*	\$118	\$353
Incidence of employment (percentage points)	2.8***	3.5***	1.7***	2.7***	N/A
EI benefits (\$)	-\$363***	-\$235***	-\$253***	-\$284***	-\$851***
EI weeks (weeks)	-1.4***	-0.8***	-0.8***	-1.0***	-3.0***
Significance level *** 1%; ** 5%; * 10%					
¹ See note 1 under table 1.					

2.8 Saskatchewan

TABLE 8

**Incremental Impacts for Active Claimants in Saskatchewan
(for Active Claimants who Started an EBSM between 2006 and 2008)**

Indicators	Post-program period			Average annual impact	Total impact
	1st year	2nd year	3rd year		
Skills Development (n=1,375)					
Earnings (\$)	\$2,299***	\$5,189***	\$6,961***	\$4,839***	\$14,517***
Incidence of employment (percentage points)	5.8***	6.4***	6.5***	6.2***	N/A
EI benefits (\$)	-\$401***	-\$223**	\$83	-\$180**	-\$541**
EI weeks (weeks)	-1.0***	-0.7***	0.1	-0.5**	-1.6**
Targeted Wage Subsidies					
Not available due to low sample size.					
Self-Employment					
Not available due to low sample size.					
Job Creation Partnerships					
JCP was not delivered by Saskatchewan during the observed period.					
Employment Assistance Services (EAS) (n=5,269)					
Earnings (\$)	-\$371	\$731**	\$1,381***	\$580**	\$1,741**
Incidence of employment (percentage points)	1.9***	2.1***	0.9	1.6***	N/A
EI benefits (\$)	-\$442***	-\$332***	-\$278***	-\$351***	-\$1,052***
EI weeks (weeks)	-1.3***	-1.0***	-0.8***	-1.0***	-3.1***
Significance level *** 1%; ** 5%; * 10%					

2.9 Alberta

TABLE 9

**Incremental Impacts for Active Claimants in Alberta
(for Active Claimants who Started an EBSM between 2006 and 2008)**

Indicators	Post-program period			Average annual impact	Total impact
	1st year	2nd year	3rd year		
Skills Development (n=2,356)					
Earnings (\$)	-\$121	\$1,044	\$2,359**	\$1,108	\$3,324
Incidence of employment (percentage points)	9.3***	10.0***	10.6***	10.0***	N/A
EI benefits (\$)	-\$277*	\$137	\$42	-\$33	-\$98
EI weeks (weeks)	-1.0**	0.2	0.0	-0.3	-0.7
Targeted Wage Subsidies					
Not available due to low sample size.					
Self-Employment (n=658) ¹					
Earnings (\$)	-\$13,493***	-\$12,430***	-\$13,046***	-\$12,990***	-\$38,970***
Incidence of employment (percentage points)	-14.7***	-14.4***	-13.9***	-14.3***	N/A
EI benefits (\$)	-\$971***	-\$658***	-\$308*	-\$646***	-\$1,938***
EI weeks (weeks)	-2.4***	-1.6***	-0.8*	-1.6***	-4.9***
Job Creation Partnerships (n=521)					
Earnings (\$)	\$144	-\$950	-\$1,144	-\$650	-\$1,950
Incidence of employment (percentage points)	7.0***	9.8***	3.7	6.8***	N/A
EI benefits (\$)	\$314	\$616***	\$503**	\$478***	\$1,433***
EI weeks (weeks)	0.9	1.6***	1.4**	1.3***	4.0***
Employment Assistance Services (EAS) (n=20,997)					
Earnings (\$)	-\$969***	-\$627**	-\$602**	-\$733***	-\$2,198***
Incidence of employment (percentage points)	1.7***	1.6***	0.8*	1.4***	N/A
EI benefits (\$)	-\$530***	-\$253***	-\$164***	-\$315***	-\$946***
EI weeks (weeks)	-1.5***	-0.6***	-0.4***	-0.8***	-2.5***
Significance level *** 1%; ** 5%; * 10%					
¹ See note 1 under table 1.					

2.10 British Columbia

TABLE 10

Incremental Impacts for Active Claimants in British Columbia (for Active Claimants who Started an EBSM between 2007 and 2008)

Indicators	Post-program period			Average annual impact	Total impact
	1st year	2nd year	3rd year		
Skills Development (n=4,090)					
Earnings (\$)	\$2,560***	\$5,559***	\$6,395***	\$4,824***	\$14,471***
Incidence of employment (percentage points)	5.8***	7.2***	6.9***	6.6***	N/A
EI benefits (\$)	-\$768***	-\$448***	-\$173**	-\$463***	-\$1,389***
EI weeks (weeks)	-2.3***	-1.3***	-0.5***	-1.4***	-4.1***
Targeted Wage Subsidies (n=1,491)					
Earnings (\$)	\$3,121***	\$3,141***	\$3,756***	\$3,319***	\$9,957***
Incidence of employment (percentage points)	7.1***	5.9***	6.5***	6.5***	N/A
EI benefits (\$)	\$113	-\$161	-\$111	-\$53	-\$158
EI weeks (weeks)	0.5	-0.3	-0.4	-0.1	-0.2
Self-Employment (n=1,764) ¹					
Earnings (\$)	-\$10,521***	-\$8,450***	-\$7,806***	-\$8,915***	-\$26,746***
Incidence of employment (percentage points)	-17.7***	-13.8***	-13.1***	-14.8***	N/A
EI benefits (\$)	-\$1,723***	-\$1,155***	-\$735***	-\$1,204***	-\$3,613***
EI weeks (weeks)	-4.7***	-3.1***	-1.8***	-3.2***	-9.5***
Job Creation Partnerships					
Not available due to low sample size.					
Employment Assistance Services (EAS) (n=28,985)					
Earnings (\$)	-\$511***	\$299***	\$801***	\$196	\$589
Incidence of employment (percentage points)	3.6***	2.6***	3.0***	3.0***	N/A
EI benefits (\$)	-\$507***	-\$337***	-\$298***	-\$381***	-\$1,142***
EI weeks (weeks)	-1.7***	-0.9***	-0.8***	-1.1***	-3.4***
Significance level *** 1%; ** 5%; * 10%					
¹ See note 1 under table 1.					

2.11 Total Impacts by Province

TABLE 11

Total Impacts for Active Claimants By Province (for Active Claimants who Started an EBSM between 2007 and 2008)

Indicators	Newfoundland and Labrador	Prince Edward Island	Nova Scotia	New Brunswick	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
Skills Development									
Earnings (\$)	\$12,139***	\$12,273***	\$17,142***	\$13,328***	N/A	\$16,384**	\$14,517***	\$3,324	\$14,471***
EI benefits (\$)	-\$1,319***	-\$1,038***	-\$2,024***	-\$960*	-\$1,219***	-\$1,215***	-\$541**	-\$98	-\$1,389***
EI weeks (weeks)	-6.6***	-2.9***	-6.2***	0.5	-3.4***	-3.7***	-1.6**	-0.7	-4.1***
Targeted Wage Subsidies									
Earnings (\$)	\$10,795***	Not available due to low sample size.	\$9,683**	\$5,051*	\$7,437**	-\$2,166	Not available due to low sample size.	Not available due to low sample size.	\$9,957***
EI benefits (\$)	-\$3,961***		-\$3,044***	\$1,964**	\$399	-\$1,409		Not available due to low sample size.	-\$158
EI weeks (weeks)	-9.9***		-9.1***	7.2***	1.7	-3.8		Not available due to low sample size.	-0.2
Self-Employment ¹									
Earnings (\$)	-\$19,520***	Not available due to low sample size.	-\$28,683***	-\$25,149***	-\$28,937***	-\$31,621***	Not available due to low sample size.	-\$38,970***	-\$26,746***
EI benefits (\$)	-\$9,079***		-\$6,436***	-\$8,613***	-\$3,573***	-\$3,541***		-\$1,938***	-\$3,613***
EI weeks (weeks)	-27.9***		-18.0***	-21.7***	-9.6***	-9.3***		-4.9***	-9.5***
Job Creation Partnerships									
Earnings (\$)	-\$1,815	Not available due to low sample size.	\$191	JCP was not delivered in New Brunswick during the observed period.	\$9,051**	\$13,409***	JCP was not delivered by Saskatchewan during the observed period.	-\$1,950	Not available due to low sample size.
EI benefits (\$)	-\$1,275***		-\$1,335*		-\$829	-\$1,106*		\$1,433***	
EI weeks (weeks)	-0.2		-4.3*		-3.4**	-4.1**		4.0***	
Employment Assistance Services (EAS)									
Earnings (\$)	\$5,588***	\$2,386**	\$3,176***	\$6,832***	\$706	\$353	\$1,741**	-\$2,198***	\$589
EI benefits (\$)	-\$679***	-\$1,481*	-\$1,698***	\$72	-\$1,111***	-\$851***	-\$1,052***	-\$946***	-\$1,142***
EI weeks (weeks)	-1.3***	-3.6***	-5.1***	1.5**	-3.3***	-3.0***	-3.1***	-2.5***	-3.4***
Significance level *** 1%; ** 5%; * 10%									
¹ See note 1 under table 1.									
Important: Incremental impacts in any given province cannot be compared to those of another province, due to differences in the macroeconomic context in each of the jurisdictions.									

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ANNEX 4.1.1

Service Delivery: In-person Employment Insurance Requests¹ (in millions)

	2010/2011	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	% Change ²
Region							
Atlantic	0.9	1.0	0.8	0.8	0.6	0.7	+16.7
Quebec	1.4	1.6	1.3	1.2	1.1	1.1	+3.8
Ontario	1.7	1.6	1.4	1.3	1.2	1.0	-13.0
Western	1.6	1.5	1.3	1.2	1.2	1.3	+10.2
CANADA	5.7	5.7	4.9	4.6	4.0	4.1	+2.0

Note: Totals may not add up due to rounding.

Source: Service Canada, EI administrative data.

¹ These values could reflect multiple requests by the same client. Statistics include clients assisted face to face and those serving themselves at a Client Access Work Station (CAWS) computer.

² Percentage change between 2014/2015 and 2015/2016.

ANNEX 4.1.2

Service Delivery: Service Canada Web Site Visits¹ (in millions)

	2010/2011	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	% Change ²
Region							
Atlantic	N/A	8.6	8.0	7.9	7.7	7.3	-5.2
Quebec	N/A	18.9	19.4	19.7	20.4	25.4	+24.5
Ontario	N/A	28.7	29.0	28.7	28.2	19.8	-29.8
Western	N/A	20.9	20.7	21.8	22.6	22.7	+0.4
CANADA	67.0	77.2³	77.1	78.1	78.9	75.2	-4.7

Note: Totals may not add up due to rounding.

Source: Service Canada, EI administrative data.

¹ Regional breakdowns for Service Canada web site visits were not available prior to 2011/2012, as the data capturing tool in previous years was not able to track visits at the regional level. In 2011, Service Canada replaced the old data capturing tool.

² Percentage change between 2014/2015 and 2015/2016.

³ The national total for 2011/2012 Service Canada web site visits was revised since the release of the *2012/2013 EI Monitoring and Assessment Report*.

ANNEX 4.1.3

Service Delivery: Web Site Visits that Included the Employment Insurance Index Page¹ (in millions)

	2010/2011	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	% Change ²
Region							
Atlantic	N/A	0.9	0.8	0.6	0.5	0.3	-40.0
Quebec	N/A	2.4	2.3	0.8	0.9	0.6	-33.3
Ontario	N/A	2.8	3.0	2.1	1.8	1.0	-44.4
Western	N/A	2.2	2.1	1.5	1.4	0.9	-35.7
CANADA	N/A	8.3	8.2	5.2	4.6	2.8	-39.1

Note: Totals may not add up due to rounding.

Source: Service Canada, EI administrative data.

¹ Represents the number of websites visits for general EI information. The total value assumes no cross-over between English and French pages. Regional breakdowns are estimates based on samples of approximately 500,000 page requests per month. These statistics were not available prior to 2011/2012.

² Percentage change between 2014/2015 and 2015/2016.

ANNEX 4.1.4

Service Delivery: My Service Canada Account (MSCA) Logins¹ (in millions)

	2010/2011	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	% Change ²
Region							
Atlantic	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Quebec	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ontario	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Western	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CANADA	15.9	23.4	18.9	21.2	22.8	28.4	+24.6

Note: Totals may not add up due to rounding.

Source: Service Canada, EI administrative data.

¹ Regional breakdowns for MSCA logins are not available. The data tracking system used for MSCA is a secure information portal; hence, Service Canada does not track personal identifying client information through this portal. Personal identifying client information would be needed in order to capture regional data.

² Percentage change between 2014/2015 and 2015/2016.

ANNEX 4.1.5

Points of Service for EI Program Delivery¹ (number)

	2010/2011	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	% Change ²
Region							
Atlantic	91	88	88	86	84	84	0.0
Quebec	115	117	107	97	95	93	-2.1
Ontario	202	198	197	185	172	167	-2.9
Western	225	222	216	213	205	213	+3.9
CANADA	633	625	608	581	556	557	+0.2

Note: Totals may not add up due to rounding.

Source: Service Canada, EI administrative data.

¹ The values represent existing points of service as of March 31st for each fiscal year. Points of service include Service Canada Centres, Schedule Outreach sites and Service Canada Community Offices.

² Percentage change between 2014/2015 and 2015/2016.

ANNEX 4.2.1

Call Centres: Enquiries Resolved Via EI Voice Response System¹ (in millions)

	2010/2011	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	% Change ²
Region							
Atlantic	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Quebec	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ontario	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Western	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CANADA	28.7	29.0	22.6	22.0	20.0	18.6	-7.0

Note: Totals may not add up due to rounding.

Source: Service Canada, EI administrative data.

¹ Regional breakdowns for enquiries resolved via the EI Interactive Voice Response systems and calls answered in the EI Specialized Call Centres are not available as calls are distributed across the call centre network based on availability of resources in individual sites and not where the call originates from.

² Percentage change between 2014/2015 and 2015/2016.

ANNEX 4.2.2

Call Centres: Calls Answered (EI Specialized Call Centres)¹ (in thousands)

	2010/2011	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	% Change ²
Region							
Atlantic	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Quebec	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ontario	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Western	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CANADA	6,803	5,290	4,364	4,166	3,789	3,418	-9.8

Note: Totals may not add up due to rounding.

Source: Service Canada, EI administrative data.

¹ Regional breakdowns for enquiries resolved via the EI Interactive Voice Response systems and calls answered in the EI Specialized Call Centres are not available as calls are distributed across the call centre network based on availability of resources in individual sites and not where the call originates from.

² Percentage change between 2014/2015 and 2015/2016.

ANNEX 4.2.3

Call Centres: First Contact Resolution – EI Specialized Call Centres^{1, 2} (%)

	2010/2011	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	% Change ³
Region							
Atlantic	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Quebec	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ontario	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Western	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CANADA	N/A	N/A	84.4	80.7	82.6	86.9	-4.3

Note: Totals may not add up due to rounding.

Source: Service Canada, EI administrative data.

¹ Regional breakdowns for enquiries resolved via the EI Interactive Voice Response systems and calls answered in the EI Specialized Call Centres are not available as calls are distributed across the call centre network based on availability of resources in individual sites and not where the call originates from.

² The first contact resolution metric was not fully implemented until 2012/2013. It was introduced partway through 2011/2012. As a result, the metric for that year is not fully comparable to those for subsequent years.

³ Percentage change between 2014/2015 and 2015/2016.

ANNEX 4.2.4

Call Centres: 1 800 O-Canada EI Related Calls¹ (in thousands)

	2010/2011	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	% Change ²
Region							
Atlantic	29	57	57	60	53	54	+2.5
Quebec	105	183	152	140	134	143	+6.5
Ontario	130	171	176	195	185	189	+1.9
Western	103	165	163	185	179	214	+19.5
CANADA	366	576	548	580	552	605	+9.7

Note: Totals may not add up due to rounding.

Source: Service Canada, EI administrative data.

¹ Data includes calls from within Canada only.

² Percentage change between 2014/2015 and 2015/2016.

ANNEX 4.2.5

Call Centres: First Call Resolution – 1 800 O-Canada EI Related Calls¹ (in thousands)

	2010/2011	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	% Change ²
Region							
Atlantic	12.1	9.9	13.6	10.8	8.8	11.5	+30.7
Quebec	13.6	8.9	13.7	11.5	9.0	11.1	+23.3
Ontario	10.3	11.3	13.9	12.2	9.2	11.9	+29.3
Western	12.6	10.6	14.0	12.2	9.6	12.7	+32.3
CANADA	12.0	10.2	19.4	11.9	9.2	11.9	+29.3

Note: Totals may not add up due to rounding.

Source: Service Canada, EI administrative data.

¹ EI related calls received by 1 800-O-Canada are based on program activities (enquiries) and more than one program activity may apply to a call. First call resolution was derived from program activity statistics that indicated only program information was provided to a caller to satisfy an EI related enquiry and a referral to the program was not required. While one enquiry may have been resolved at first contact, a caller may still have additional enquiries related to EI or other Government of Canada programs and services.

² Percentage change between 2014/2015 and 2015/2016.

ANNEX 4.3.1

Mobile Outreach Services: All Employment Insurance Information Sessions – Citizens (number)

	2010/2011	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	% Change
Region							
Atlantic	254	219	209	114	119	133	+11.8
Quebec	849	582	461	425	586	395	-32.6
Ontario	963	1,021	1,003	1,029	632	470	-25.6
Western	413	306	318	202	282	177	-37.2
CANADA	2,479	2,128	1,991	1,770	1,619	1,175	-27.4

Source: Service Canada, EI administrative data.

ANNEX 4.3.2

Mobile Outreach Services: Workers Facing Mass Layoffs Reached (number)

	2010/2011	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	% Change
Region							
Atlantic	1,054	689	1,382	998	1,095	1,904	+73.9
Quebec	11,710	7,509	6,331	5,668	6,972	4,290	-38.5
Ontario	3,773	5,267	6,621	6,277	6,637	1,888	-71.6
Western	2,309	2,160	2,598	2,207	3,202	2,894	-9.6
CANADA	18,846	15,625	16,932	15,150	17,906	10,976	-38.7

Source: Service Canada, EI administrative data.

ANNEX 4.3.3

Mobile Outreach Services: Employers Reached (number)

	2010/2011	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	% Change
Region							
Atlantic	351	298	154	134	47	204	+334.0
Quebec	35,158	1,822	771	470	272	175	-35.7
Ontario	4,291	2,144	962	718	496	376	-24.2
Western	595	421	594	241	136	115	-15.4
CANADA	40,395	4,685	2,481	1,563	951	870	-8.5

Source: Service Canada, EI administrative data.

ANNEX 4.3.4

Mobile Outreach Services: Work-Sharing Sessions – Citizens (number)

	2010/2011	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	% Change
Region							
Atlantic	10	15	20	23	10	14	+40.0
Quebec	270	226	192	217	193	172	-10.9
Ontario	96	129	82	90	55	75	+36.4
Western	47	35	17	24	5	18	+260.0
CANADA	423	405	311	354	263	279	+6.1

Source: Service Canada, EI administrative data.

ANNEX 4.4.1

eROEs: New ROE Web registrations (number)

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	% Change ^{1, 2}
CANADA	45,097	39,000	55,521	37,224	48,249	+29.6

Source: ROE Single Database, Corporate Client Information Service (CCIS or Easy Access) – Employer Summary Table
(Note: 2nd copy paper ROEs loaded in CCIS).

¹ Percentage change between 2014/2015 and 2015/2016.

² As of fiscal year 2014/2015, a change in methodology occurred. Consequently, the number of registrations is now based on the organization ID. Prior to fiscal year 2014/2015, new ROE web registrations were counted based on the business number.
To note: one organization may be comprised of more than one business number.

ANNEX 4.4.2

eROEs: Records of Employment Submitted Electronically by Employers¹ (number)

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	% Change ^{2, 3}
CANADA	5,904,097	6,247,235	6,868,995	7,490,971	8,122,245	+8.4

Source: ROE Single Database, CCIS - Employer Summary Table (Note: 2nd copy paper ROEs loaded in CCIS).

¹ eROEs consist of web eROEs and secure automated transfer eROEs.

² Percentage change between 2014/2015 and 2015/2016.

³ As of fiscal year 2014/2015, a change in methodology occurred. Consequently, the number of registrations is now based on the organization ID. Prior to fiscal year 2014/2015, new ROE web registrations were counted based on the business number.
To note: one organization may be comprised of more than one business number.

ANNEX 4.4.3

eROEs: % Distribution of Paper Records of Employment Versus eROEs (%)

	2011/2012		2012/2013		2013/2014		2014/2015		2015/2016		Year-by-Year Comparison ¹
	eROEs	Paper	eROEs	Paper	eROEs	Paper	eROEs	Paper	eROEs	Paper	
CANADA	65.8	34.2	69.7	30.3	75.0	25.0	80.2	19.8	84.1	15.9	+3.9

Source: ROE Single Database, CCIS - Employer Summary Table (Note: 2nd copy paper ROEs loaded in CCIS).

¹ This figure represents the percentage point increase over the percentage of ROEs submitted electronically the previous fiscal year.

ANNEX 4.5.1¹

EI Claims Processing: Claims Processed (number)

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	% Change ²
Region						
Atlantic	385,658	367,938	363,173	367,670	377,698	+2.7
Quebec	839,999	829,635	812,714	816,579	806,524	-1.2
Ontario	914,101	876,935	891,160	903,317	886,613	-1.8
Western	717,352	694,316	699,424	751,325	885,074	+17.8
CANADA	2,857,110	2,768,824	2,766,471	2,838,891	2,955,909	+4.1

Source: Service Canada, EI administrative data.

¹ Annex 4.5 previously reported on "Claimants Receiving Benefits Through Direct Deposit". This section is now included in Annex 4.6.3.

² Percentage change between 2014/2015 and 2015/2016.

ANNEX 4.5.2

EI Claims Processing: Payment Accuracy Rates^{1,2} (%)

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	% Change ³
Region						
Atlantic	N/A	N/A	N/A	N/A	N/A	N/A
Quebec	N/A	N/A	N/A	N/A	N/A	N/A
Ontario	N/A	N/A	N/A	N/A	N/A	N/A
Western	N/A	N/A	N/A	N/A	N/A	N/A
CANADA	95.2	94.1	95.4	95.5	93.9	-1.7

Source: Service Canada, EI administrative data.

¹ The EI Payment Accuracy Review (EI PAAR) program cannot provide results at a regional level as the sample size (a random sample of 500 EI claims per year) is insufficient to provide statistically valid results. Results are only available at a national level with a level of confidence of 95% and a margin of error of $\pm 5\%$ (Source: ESDC).

² For analysis of the payment accuracy rate by source, please refer to section 4.6.1 of Chapter 4 of this report for more information.

³ Percentage change between 2014/2015 and 2015/2016.

ANNEX 4.5.3

EI Claims Processing: Processing Accuracy Rates (%)

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	% Change ¹
Region						
Atlantic	90.8	94.7	97.0	94.7	95.6	+1.0
Quebec	90.5	91.5	92.6	94.4	98.0	+3.8
Ontario	80.6	80.5	81.8	82.6	83.8	+1.5
Western	84.9	84.3	84.1	85.3	89.1	+4.5
CANADA	85.9	86.9	87.9	88.5	90.8	+2.6

Source: Service Canada, EI administrative data.

¹ Percentage change between 2014/2015 and 2015/2016.

ANNEX 4.5.4

EI Claims Processing: Speed of Payment (%)

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	% Change ¹
Region						
Atlantic	73.7	77.5	73.0	75.9	88.9	+13.0
Quebec	71.3	82.4	78.2	79.0	84.1	+5.1
Ontario	71.1	70.6	67.8	69.9	83.5	+13.6
Western	69.5	68.4	58.9	65.9	81.5	+15.6
CANADA	71.1	74.5	69.3	72.3	83.8	+11.5

Source: Service Canada, EI administrative data.

¹ Percentage change between 2014/2015 and 2015/2016.

ANNEX 4.6.1

Electronic Services: Applications Submitted Online (%)

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	% Change ¹
Region						
Atlantic	98.5	98.8	98.8	98.7	98.8	+0.1
Quebec	97.7	97.9	97.9	98.0	98.1	+0.1
Ontario	97.9	98.4	98.5	98.5	98.7	+0.2
Western	98.1	98.6	98.5	98.6	98.6	0.0
CANADA	98.0	98.4	98.4	98.4	98.5	+0.1

Source: Service Canada, EI administrative data.

¹ Percentage change between 2014/2015 and 2015/2016.

ANNEX 4.6.2

Electronic Services: Partially or Fully Automated Claims (%)

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	% Change ¹
Region						
Atlantic	66.8	74.1	73.6	73.6	77.6	+4.0
Quebec	60.5	65.6	68.2	68.4	70.6	+2.2
Ontario	59.0	65.5	66.3	67.5	71.0	+3.5
Western	55.8	61.6	60.1	62.4	68.0	+5.6
CANADA	59.7	65.7	66.2	67.2	70.8	+3.6

Source: Service Canada, EI administrative data.

¹ Percentage change between 2014/2015 and 2015/2016.

ANNEX 4.6.3

Electronic Services: Claimants Receiving Benefits Through Direct Deposit¹ (%)

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	% Change ²
Region						
Atlantic	88.0	90.3	92.1	93.8	95.7	+1.9
Quebec	91.2	92.7	93.6	94.6	95.5	+0.9
Ontario	88.5	90.8	91.9	93.3	94.6	+1.3
Western	88.0	89.6	91.0	92.1	93.7	+1.6
CANADA	88.9	90.9	92.1	93.4	94.7	+1.3

Source: Service Canada, EI administrative data.

¹ Prior to the 2013/2014 *EI Monitoring and Assessment Report*, this information was reported under Annex 4.5.

² Percentage change between 2014/2015 and 2015/2016.

ANNEX 4.7.1

Integrity Operations: Investigations Completed (number)

	2010/2011	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	% Change ²
Region							
NIS ¹	36,200	38,584	32,510	29,464	32,289	39,675	+22.9
Atlantic	79,732	49,162	44,569	29,452	27,342	23,084	-15.6
Quebec	142,698	90,988	80,868	65,148	62,503	57,303	-8.3
Ontario	143,293	103,658	95,657	65,152	66,643	102,491	+53.8
Western	103,700	84,661	83,932	100,471	77,466	114,844	+48.3
CANADA	505,623	367,053	337,536	289,687	266,243	337,397	+26.7

Source: Service Canada, EI administrative data.

¹ National Investigative Services (NIS).

² Percentage change between 2014/2015 and 2015/2016.

ANNEX 4.7.2

Integrity Operations: Value of Overpayments Imposed (\$Million)

	2010/2011	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	% Change ²
Region							
NIS ¹	11.4	13.3	11.2	9.0	15.9	15.8	-0.7
Atlantic	22.2	20.4	23.6	20.0	13.9	11.5	-17.4
Quebec	41.8	38.8	54.7	43.2	39.9	41.6	+4.4
Ontario	53.7	45.7	59.0	44.9	30.1	40.2	+33.7
Western	43.3	31.7	39.8	40.6	28.7	53.3	+85.6
CANADA	172.4	150.0	188.3	157.7	128.5	162.4	+26.4

Source: Service Canada, EI administrative data.

¹ National Investigative Services (NIS).

² Percentage change between 2014/2015 and 2015/2016.

ANNEX 4.7.3

Integrity Operations: Value of Penalties Imposed (\$Million)

	2010/2011	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	% Change ²
Region							
NIS ¹	2.7	4.1	3.7	2.3	4.9	4.7	-5.0
Atlantic	6.4	6.6	7.8	5.3	5.3	3.6	-32.8
Quebec	11.5	12.2	14.4	11.9	11.1	10.2	-8.0
Ontario	13.3	12.6	13.9	11.2	6.9	9.2	+34.3
Western	10.3	8.3	10.5	9.5	8.3	15.1	+83.2
CANADA	44.1	43.8	50.3	40.1	36.4	42.8	+17.5

Source: Service Canada, EI administrative data.

¹ National Investigative Services (NIS).

² Percentage change between 2014/2015 and 2015/2016.

ANNEX 4.7.4

Integrity Operations: Total Savings (\$Million)

	2010/2011	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	% Change ²
Region							
NIS ¹	24.4	30.9	28.6	22.6	35.4	33.4	-5.8
Atlantic	58.6	49.5	52.9	43.9	39.5	39.6	+0.2
Quebec	114.6	98.3	121.6	105.0	100.2	104.5	+4.3
Ontario	125.7	107.8	120.4	97.9	87.0	95.7	+10.0
Western	130.2	99.1	115.0	113.6	88.7	139.1	+56.9
CANADA	453.5	385.6	438.5	383.0	350.8	412.3	+17.5

Source: Service Canada, EI administrative data.

¹ National Investigative Services (NIS).

² Percentage change between 2014/2015 and 2015/2016.



Annex 5.1	Employment Insurance Operating Account	486
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ANNEX 5.1

Employment Insurance Operating Account (\$Million)

Statement of Operations and Accumulated Surplus (Deficit) for the Year Ended March 31¹

	2013/2014	2014/2015	2015/2016
Revenues and Funding			
Premiums	22,160.2	22,962.3	23,491.1
Interest ²	25.7	12.8	37.8
Penalties	41.0	39.7	57.2
Total Revenues and Funding	22,226.9	23,014.8	23,586.1
Expenditures³			
Part-I: Employment Insurance Benefits	15,520.2	16,235.8	17,632.9
Regular Benefits	10,497.8	10,885.7	12,058.2
Fishing Benefits	259.1	276.2	287.1
Work-sharing Benefits	21.1	18.1	40.4
Special Benefits for Insured Employees	4,733.9	5,046.8	5,238.2
Parental Benefits ⁴	2,412.0	2,570.8	2,633.1
Sickness Benefits	1,271.6	1,357.4	1,444.0
Maternity Benefits	1,031.1	1,090.6	1,124.2
Other Special Benefits ⁵	19.3	28.0	36.8
Special Benefits for Self-Employed	8.3	9.1	9.2
Part-II: Employment Benefits and Support Measures	1,987.3	2,046.8	2,050.3
Employment Benefits ⁶	1,872.0	1,930.7	1,938.7
Support Measures	115.3	116.1	111.7
Labour Market Partnerships	113.3	112.7	110.3
Research and Innovation	2.0	3.4	1.4
Benefit Repayments ⁷	(206.9)	(230.4)	(264.6)
Administration Costs	1,680.2	1,657.1	1,653.3
Bad Debts	16.4	50.1	120.9
Total Expenditures	18,997.2	19,759.3	21,192.9
Net Surplus for the Year	3,229.7	3,255.4	2,393.2
Accumulated Surplus (Deficit) at Beginning of Year	(5,963.5)	(2,733.7)	521.7
Accumulated Surplus (Deficit) at End of Year	(2,733.7)	521.7	2,914.9

Note: Totals may not add up due to rounding.

Source: Government of Canada, Public Accounts of Canada 2016, Volume I: Summary Report and Consolidated Financial Statements (Ottawa: Receiver General for Canada, October 2016); and Government of Canada, Public Accounts of Canada 2015, Volume I: Summary Report and Consolidated Financial Statements (Ottawa: Receiver General for Canada, December 2015).

¹ The terms used for accounting items referred to in this annex have been harmonized with the terminology used elsewhere in this report and may therefore differ from those appearing in the *Public Accounts of Canada*.

² This interest includes interest accrued on overdue accounts receivable.

³ Expenditures reported in Chapter II of this report are based on administrative data and may differ from the ones reported in the financial statements of the Employment Insurance Operating Account that are included in the *Public Accounts of Canada*, due to methodological differences.

⁴ Includes parental benefits paid to biological parents and adoptive parents.

⁵ Includes compassionate care benefits and benefits for parents of critically ill children.

⁶ These benefits correspond to transfer payments to provinces and territories related to labour market development agreements, net of previous fiscal years' over-contribution.

⁷ These repayments correspond to benefit repayments from higher income claimants.

Key Studies Referenced in Chapter 2 and 4

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1. 2016 ACTUARIAL REPORT ON THE EMPLOYMENT INSURANCE PREMIUM RATE

Author(s), Year

Office of the Chief Actuary, 2015

Objective(s)

The purpose of this report is to provide the Commission with all the information prescribed under section 66.3 of the EI Act. Pursuant to this section, the Chief Actuary shall provide the Commission with a report that sets out: i) the forecast premium rate for the upcoming year and a detailed analysis in support of the forecast; ii) the calculations performed for the purposes of sections 4, 66 and 69 of the EI Act; and iii) the source of the data, the actuarial and economic assumptions and the actuarial methodology used.

Key finding(s)

- The 2016 Maximum Insurable Earnings (MIE) was \$50,800 or a 2.6% increase from the 2015 MIE of \$49,500.
- The 2016 estimated employer premium reduction due to qualified wage-loss replacement (WLR) plans is \$915 million, compared to \$855 million in 2015.

Availability

This report is available on the Canada Employment Insurance Financing Board's web site at:

<http://www.osfi-bsif.gc.ca/Eng/Docs/EI2016.pdf>

2. EMPLOYMENT INSURANCE AND IMMIGRANTS

Author(s), Year

ESDC, Economic Policy Directorate, 2016

Objective(s)

This paper examines how the EI system served recent and established immigrants from 2001 to 2011, with some particular attention to the recession of 2008-2009.

Key finding(s)

- Recent and established immigrants were less likely than Canadian-born to use EI services, except during the recession year of 2009.
- The amount of EI benefits received by immigrants was generally lower than those received by Canadian-born, even during the recession.
- The incidence of EI use was much lower for provincial nominees than for other categories of immigrants over the period 2001-2011, but the gap narrowed significantly during and after the recession of 2009.

Availability

A PDF version of this document can be ordered by calling 1 800 O-Canada (1-800-622-6232). If you use a TTY, call 1-800-926-9105. The PDF version can only be sent via e-mail. Please note there will be a certain delay before receiving the documents.

3. INFLATION AND FIXED DOLLAR THRESHOLDS: THE EI FAMILY SUPPLEMENT

Author(s), Year

ESDC, Evaluation Directorate, 2014

Objective(s)

This paper examines the extent to which the number of families eligible to receive the EI family supplement has decreased over the period between 2001 and 2013. It also examines how the real value of the family supplement (adjusted for inflation) has evolved and explores the concept of an indexed eligibility threshold.

Key finding(s)

- Between 2001 and 2012, the number of households in Canada that received the EI family supplement has decreased by roughly 50%, from 160,155 claimants in 2001 to 79,598 in 2012. Many factors, including changes in family composition, real wage growth, and inflation, can explain this decrease. The total cost of the EI family supplement also has decreased, from \$181.6 M in 2001 to \$98.7 M in 2012.
- The average nominal value of the family supplement paid to claimants has been relatively constant between 2001 and 2012, but when adjusted for inflation, the real value of the family supplement has decreased by 19% over the same period.
- This paper suggested indexing the eligibility threshold and the value of the supplement to a measure of price increases. A first approach would be to use the same rate of increase that is used to adjust the maximum insured earnings to index family supplement eligibility. With this approach, the eligibility threshold would have been \$31,504 in 2013. Under the second scenario based on the Consumer Price Index, the eligibility for family supplement would have been capped at \$35,211 in 2013.

Availability

A PDF version of this document can be ordered by calling 1 800 O-Canada (1-800-622-6232). If you use a TTY, call 1-800-926-9105. The PDF version can only be sent via e-mail. Please note there will be a certain delay before receiving the documents.

4. USE OF SICKNESS FLEXIBILITY PROVISIONS

Author(s), Year

ESDC, Evaluation Directorate, 2016

Objective(s)

The paper examines the use of the provisions that expanded access to EI sickness benefits for claimants in receipt of parental benefits (March 24, 2013), compassionate care benefits or benefits for parents of critically ill children (October 12, 2014).

Key finding(s)

The study suggests that few claimants took advantage of the provisions:

- The number of parental claims converted to sickness benefits increased from 134 (2011/2012) to 485 (2014/2015). The average duration of sickness benefits used in converted claims seems to have slightly increased in the post-provision periods while the proportion of claims that exhausted sickness benefits remained at similar levels.
- The number of claims for compassionate care benefits converted to sickness benefits increased from 63 in 2013/2014 to 93 in 2014/2015.
- No claim for the benefits for parents of critically ill children used the provisions in 2013/2014 and 2014/2015.

Availability

A PDF version of this document can be ordered by calling 1 800 O-Canada (1-800-622-6232). If you use a TTY, call 1-800-926-9105. The PDF version can only be sent via e-mail. Please note there will be a certain delay before receiving the documents.

5. COMPASSIONATE CARE BENEFITS: UPDATE

Author(s), Year

ESDC, Evaluation Directorate, 2015

Objective(s)

The report presents an overview of compassionate care benefits and provides a socio-economic profile of compassionate care benefits applicants and claimants. It also examines benefit usage. Data are updated from previous reports.

Key finding(s)

- The acceptance rate averaged 63.8% since the extension of family definition in 2006.
- The main reasons for applicants not qualifying for compassionate care benefits remain unchanged: the family member is not at significant risk of death, the patient dies before the benefit is paid or the claimant does not provide an acceptable medical certificate.
- The study also found that in 2012/2013, compassionate care applicants caring for a spouse or partner were more likely to have their claims approved than those caring for a parent, sibling, child or other type of family relation.
- The mortality rate of care recipients remains the main factor affecting how much of the six-week of compassionate care benefits claimants. If the care recipient passes away while the claimant is receiving compassionate care benefits, the claimant does not receive the full six weeks.

Availability

A PDF version of this document can be ordered by calling 1 800 O-Canada (1-800-622-6232). If you use a TTY, call 1-800-926-9105. The PDF version can only be sent via e-mail. Please note there will be a certain delay before receiving the documents.

6. USE OF EI REGULAR AND SPECIAL BENEFITS BY MATERNITY AND PARENTAL CLAIMANTS

Author(s), Year

ESDC, Evaluation Directorate, 2013

Objective(s)

This study examines the use of EI special and regular benefits by maternity and parental claimants. The objective is to determine the extent to which these claimants combine benefits and how. Given that Quebec introduced the Quebec Parental Insurance Plan in 2006, the focus of the report is on claims from Canada outside of Quebec.

Key finding(s)

- The number of maternity and parental claims rose by 17.5% from 2002/2003 to 2010/2011. Most noticeable is the increase in parental claims for males, which rose by 43.1% from 18,830 to 26,950 over the same period.
- Most claimants did not combine benefits. For males, 84.5% of the parental claims were not combined with any other type of claims. When males combined benefits, they most often did so with regular benefits (11.2%). The overall duration of claims averaged 20 weeks.
- For females, the proportion of claims with only maternity/parental benefits was 82.7%. When benefits were combined, females most often combined maternity/parental benefits with sickness benefits (11.9%). When sickness benefits were combined with maternity/parental benefits, almost all claims paid sickness benefits first (98.3%). The overall duration of claims averaged 47.6 weeks.
- Working in occupations requiring university education or a high level of skill for management positions decreased the likelihood of combining benefits. As insured earnings and insured hours increased there was a decrease in the likelihood that claimants would combine benefits.

Availability

A PDF version of this document can be ordered by calling 1 800 O-Canada (1-800-622-6232). If you use a TTY, call 1-800-926-9105. The PDF version can only be sent via e-mail. Please note there will be a certain delay before receiving the documents.

7. THE REDISTRIBUTIONAL IMPACT OF EMPLOYMENT INSURANCE 2007–2009

Author(s), Year

Ross Finnie, Queen's University School of Policy Studies; and Ian Irvine, Concordia University (for HRSDC, Evaluation Directorate, 2013)

Objective(s)

The objective of this study is to investigate the degree to which Canada's EI program has redistributed purchasing power during the recent economic recession. More precisely, the period of investigation runs from 2007 to 2009, although results from the 2002 to 2006 period are also presented in order to place the recession period in a longer-term context.

Key finding(s)

- EI redistributes income substantially when the unit of analysis is individual earnings. The lower deciles of the distribution benefit both on the contributions and benefits sides.
- The quantitative redistributive impact of EI in 2009 appears to be approximately twice the impact of 2007.
- In 2007 and 2008, Quebec was the largest recipient of benefits (even without accounting for family benefits). However, 2009 saw a reversal of this pattern: Quebec's benefits increased by 20%, whereas Ontario's benefits increased by almost 50%, a reflection of how much harder the recession hit the employment sector in Ontario than in Quebec.

Availability

A PDF version of this document can be ordered by calling 1 800 O-Canada (1-800-622-6232). If you use a TTY, call 1-800-926-9105. The PDF version can only be sent via e-mail. Please note there will be a certain delay before receiving the documents.

8. FINANCIAL IMPACTS OF RECEIVING EMPLOYMENT INSURANCE

Author(s), Year

Constantine Kapsalis, Data Probe Economic Consulting Inc., 2010

Objective(s)

This study explores the financial impact of receiving EI benefits. It probes the evolution of individual incomes before, during and after the receipt of EI benefits, as well as the influence of receiving EI on household consumption.

Key finding(s)

- The average EI beneficiary experienced a 38% drop in wages during a year with EI. The most important offsetting factor was EI; it replaced about 38% of lost wages. The second most important factor was investment income; it replaced about 9% of lost wages. Other income sources played a lesser role.
- Lower income families received a higher return of their contributions than did higher income families. In fact, families with after-tax income below the median received 34% of total benefits and paid 18% of all premiums in 2007. The study also found that EI halved the incidence of low income among beneficiaries (from 14% to 7%) during that period.

Availability

A PDF version of this document can be ordered by calling 1 800 0-Canada (1-800-622-6232). If you use a TTY, call 1-800-926-9105. The PDF version can only be sent via e-mail. Please note there will be a certain delay before receiving the documents.

9. EI PAYMENTS AND THE GIS SYSTEM

Author(s), Year

HRSDC, Evaluation Directorate, 2009

Objective(s)

This paper assesses the impact of the Guaranteed Income Support (GIS) clawback provisions on overall individual income for EI claimants. It analyzes the interaction between the EI program and the GIS system, as well as how potential changes to Statistics Canada's Social Policy Simulation Database and Model (SPSD/M) would affect these two programs.

Key finding(s)

- Older workers (aged 55 and older) are generally net beneficiaries of EI regular benefits.
- Even though workers aged 65 and older contribute more to the program than they receive in benefits, their premiums amount to only about 8% of what older workers in total contribute.
- Workers between the ages of 55 and 64, who represent the vast majority of older workers, more than offset this by being net beneficiaries.

Availability

A PDF version of this document can be ordered by calling 1 800 O-Canada (1-800-622-6232). If you use a TTY, call 1-800-926-9105. The PDF version can only be sent via e-mail. Please note there will be a certain delay before receiving the documents.

10. COMMUTING AND MOBILITY PATTERNS OF EMPLOYMENT INSURANCE (EI) RECIPIENTS AND NON-RECIPIENTS

Author(s), Year

HRSDC, Evaluation Directorate, 2011

Objective(s)

This report investigates whether EI benefits can foster mobility by helping to finance mobility and commuting costs. It also examines the alternative hypothesis—that, by providing a safety net, EI benefits can lower the pressure to move or commute to areas where better job opportunities are available. This paper compares mobility and commuting patterns of EI recipients and non-recipients.

Key finding(s)

The study suggested that EI does not discourage workers from being mobile:

- EI recipients were found to be more likely than non-EI recipients to commute 30 kilometres or more to go to work.
- EI recipients were more likely to work outside their census subdivision of residence.
- Following a job loss, EI recipients were more likely than non-EI recipients to move more than 100 kilometres away.

Availability

A PDF version of this document can be ordered by calling 1 800 O-Canada (1-800-622-6232). If you use a TTY, call 1-800-926-9105. The PDF version can only be sent via e-mail. Please note there will be a certain delay before receiving the documents.

11. INTERPROVINCIAL MOBILITY AND EARNINGS

Author(s), Year

André Bernard, Ross Finnie and Benoît St-Jean, Statistics Canada, 2008

Objective(s)

This study looks at interprovincial migration longitudinally to identify factors that affect the probability that someone will move and to quantify the labour market gains associated with migration. It also compares the situations of migrants and non-migrants.

Key finding(s)

- Factors such as personal and labour market characteristics, as well as moving costs, play a key role in mobility decisions.
- Individuals in slack local labour markets are more inclined to migrate to another province. Improvements in labour market conditions and labour market outcomes of individuals would appear likely to reduce out-migration rates.
- Younger people were much more likely to migrate with results suggesting that young migrants leaving relatively poorer provinces successfully integrate into their new labour market.

Availability

This study can be found on Statistics Canada's web site at:

<http://www.statcan.gc.ca/pub/75-001-x/2008110/pdf/10711-eng.pdf>

12. REGIONAL OUT-MIGRATION AND COMMUTING PATTERNS OF EMPLOYMENT INSURANCE (EI) CLAIMANTS

Author(s), Year

HRSDC, Evaluation Directorate, 2012

Objective(s)

This paper compares the mobility and commuting behaviour of EI claimants living in high and low unemployment regions. The objective is to determine whether EI claimants residing in high unemployment regions were less mobile than those living in low unemployment regions and whether the mobility gap could be attributed to generosity of EI benefits.

Key finding(s)

The study suggested that EI does not impede mobility:

- Between 2007 and 2011, about 24% of EI claimants were commuters (i.e. their home address and employer's address were located in two different economic regions) and 7% were movers (i.e. they changed their home economic region between claims).
- Claimants residing in high unemployment regions (unemployment rate over 12%) were less likely to move (by about 2 percentage points) and more likely to commute (by about 4 percentage points) than claimants residing in lower unemployment regions.
- The lower likelihood of moving out of high unemployment regions could not be attributed to the longer EI entitlement provided in these regions. And only a small part of the commuting gap (about 1 percentage point) was attributed to the EI entitlement.

Availability

A PDF version of this document can be ordered by calling 1 800 O-Canada (1-800-622-6232). If you use a TTY, call 1-800-926-9105. The PDF version can only be sent via e-mail. Please note there will be a certain delay before receiving the documents.

13. INDUSTRY OF EMPLOYMENT AFTER A LAYOFF

Author(s), Year

ESDC, Economic Policy Directorate, 2016

Objective(s)

This study examines whether EI claimants returned to their industry of employment after a layoff by looking at the probabilities of re-employment, the patterns of re-employment and transition between industries for EI claimants after job separation, as well as their determinants.

Key finding(s)

- Over the period of 2005 to 2013, 56% of laid-off workers returned to the same industry of layoff, regardless of their EI claim status, while only 27% of them changed industry. Another 10% left the labour force, while the remaining 7% were still looking for work at the time of the survey.
- Claiming EI also reduced the likelihood of the laid-off workers to change industry. 21% of laid-off workers that claimed EI changed industry compared to 33% of laid-off workers that did not claim EI and changed industry.
- Re-employed workers' wage variation was similar for claimants and non-claimants who returned to the same industry following their layoff. However, a higher proportion of claimants than non-claimants experienced a wage drop when changing industry (51% vs 43% respectively).

Availability

A PDF version of this document can be ordered by calling 1 800 O-Canada (1-800-622-6232). If you use a TTY, call 1-800-926-9105. The PDF version can only be sent via e-mail. Please note there will be a certain delay before receiving the documents.

14. EI AND LABOUR MARKET DISPLACEMENT

Author(s), Year

ESDC, Evaluation Directorate, 2016

Objective(s)

This study examines first-time claimants of pure regular EI benefits who were displaced workers between 2003 and 2009 and their subsequent labour market outcomes.

Key finding(s)

- Both the number of EI weeks and amount received by first-time EI claimants increased significantly during the recession.
- In the four years following a first EI claim, 62% of displaced claimants who had employment earnings did not establish other EI claims. The share of claimants without subsequent EI claims for the 2009 cohort is 7 percentage points higher than the average for all cohorts.
- The intensity of immediate earnings losses associated with the first EI receipt followed an inverse trend when compared to the frequency of subsequent EI claims. First-time displaced EI claimants with no subsequent EI use but employment earnings experienced the largest immediate earnings loss while the smallest immediate earnings loss was found for those with three or more subsequent EI claims.
- In the long run, those without subsequent EI claims exhibited stronger recovering abilities in terms of employment earnings while first-time claimants with three or more subsequent EI claims showed limited recovery of earnings.

Availability

A PDF version of this document can be ordered by calling 1 800 O-Canada (1-800-622-6232). If you use a TTY, call 1-800-926-9105. The PDF version can only be sent via e-mail. Please note there will be a certain delay before receiving the documents.

15. SUMMATIVE EVALUATION OF NEW ENTRANTS AND RE-ENTRANTS

Author(s), Year

ESDC, Evaluation Directorate, 2011

Objective(s)

This evaluation explores the continuing relevance and effectiveness of New Entrants and Re-Entrants provision in meeting its stated objective.

Key finding(s)

- Stricter entrance requirements to qualify for EI benefits the first time may not discourage the future frequent use of EI.
- The future frequent use of EI benefits is higher for all new entrants compared to non-new entrants, irrespective of the number of hours worked or if EI benefits were collected following the first-ever Record of Employment.
- Future frequent use of EI benefits tends to be higher among younger new entrants, those in fishing, forestry or construction industry and those in high unemployment rate regions.

Availability

A PDF version of this document can be ordered by calling 1 800 O-Canada (1-800-622-6232). If you use a TTY, call 1-800-926-9105. The PDF version can only be sent via e-mail. Please note there will be a certain delay before receiving the documents.

16. ROE-BASED MEASURES OF EI ELIGIBILITY: UPDATE 2001-2015

Author(s), Year

ESDC, Evaluation Directorate, 2016

Objective(s)

This study examines the percentage of job separators with enough hours to meet the variable entrance requirement (VER) and the percentage of job separators with an EI claim. It looks at the eligibility and the claim rates across unemployment rates, provinces, industries and regions.

Key finding(s)

- Since 2001, the percentage of individual Record of Employment (ROE) with enough combined hours in a given year to qualify for EI regular benefits increased from 44.9% to 47.6% in 2015.
- The percentage of the laid-off job separators with enough combined hours in the last 52 weeks to qualify for EI regular benefits followed a general downward trend over the 2001-2015 period while the percentage of the laid-off job separators with enough combined hours generally increased with the unemployment rate.
- The share of the laid-off job separators who received EI benefits among the total number of laid-off job separators with enough hours in the last 52 weeks trended down during the 2001-2015 period from 79.2% in 2001 to 64.8% in 2015. In a given year, eligibility typically increased with the unemployment rate.
- An analysis of EI eligibility for the Retail sector shows that the proportion of laid-off job separators who had enough combined hours to meet the VER varied between 66.0% in 2002 and 59.7% in 2015. Compared to other industries, laid-off job separators from the Retail sector have one of the highest probabilities of meeting the VER.

Availability

A PDF version of this document can be ordered by calling 1 800 O-Canada (1-800-622-6232). If you use a TTY, call 1-800-926-9105. The PDF version can only be sent via e-mail. Please note there will be a certain delay before receiving the documents.

17. POTENTIAL EI ELIGIBILITY OF CANADIAN PAID WORKERS USING THE LABOUR FORCE SURVEY

Author(s), Year

Constantine Kapsalis and Pierre Tourigny, 2015

Objective(s)

This study estimates the proportion of Canadian paid workers aged 19 to 69, who in the event of a layoff would have sufficient insurable hours of work to be eligible for EI benefits.

Key finding(s)

- Simulations indicate that 88.5% of individuals who were working as paid workers in 2014 would have been eligible for EI regular benefits if they were to be laid off. Due to the very large sample, estimates are very accurate.
- The EI eligibility rate is somewhat lower for women, due to the fact that part-time employment is more common among women. However, among full-time employees, women tend to have a somewhat higher EI eligibility rate than men.
- There is a significant gap between youth and adults aged 25 to 69 (65.5% vs. 91.8%), partially because many youth are still in school and often work few hours. Another reason is that many youth workers are new entrants to the labour force and, therefore, face a higher entrance requirement (910 hours).
- There is a significant gap between full-time and part-time paid workers (93.6% vs. 61.0%), mainly because fewer part-time workers are able to accumulate enough hours over a 52 week period.

Availability

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18. CHANGES TO EMPLOYMENT INSURANCE (EI) ECONOMIC REGIONS AND CLAIMANTS BEHAVIOURS

Author(s), Year

ESDC, Evaluation Directorate, 2016

Objective(s)

This paper examines the impacts on claimant behaviour (e.g. EI usage and working while on claim) of changes to EI economic regions and the calculation of unemployment rates in the territories and Prince Edward Island in October 2014.

Key finding(s)

- The changes to the EI regions did not have any impact in Nunavut (excluding Iqaluit) since the applicable unemployment rate in this region remained above 16% after the revisions (the level of maximum entitlement)
- The region of Prince Edward Island (excluding Charlottetown) witnessed an increase in the applicable unemployment rate after the changes to the EI regions compared to what it would have been observed without the changes in the six-month period after the revisions. The entrance requirement declined by 70 hours, thus allowing 3.9% additional claimants to access EI, the average entitlement increased by 3 weeks and the number of “best weeks” declined by 2 weeks.
- In the remaining regions of Whitehorse, Yukon (excluding Whitehorse), Yellowknife, Northwest Territories (excluding Yellowknife), Iqaluit, and Charlottetown, the changes to the EI regions resulted in higher eligibility thresholds and lower entitlement on average as the applicable unemployment rate in these regions was lower than what it would have been without the changes.

Availability

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19. WHO ARE WORKERS WORKING FOR WHEN WORKING WHILE ON CLAIM?

Author(s), Year

ESDC, Evaluation Directorate, 2016

Objective(s)

This study investigates the pre-claim and post-claim relationships between EI claimants who work while on claim and their employers. The target population is composed of “pure” regular claimants (those who received only regular benefits during their claim) who started their claim in 2010.

Key finding(s)

- Almost three-quarters (73.8%) of claimants who worked while on claim did so for a single employer.
- The average claimant who worked while on claim, worked about one-third (32.3%) of the weeks spent on claim. The weeks of employment (both in absolute terms and as a percentage of the weeks on claim) increase with the number of employers. This suggests that those who try to work more weeks during the claim have to look for employment opportunities with more employers.
- For 76.0% of claimants, working during an EI claim led to longer than a year employment after the claim.
- Virtually all claimants (94.8%) who worked while on claim worked for the same employer before and/or after their claim.

Availability

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20. A PROFILE OF SEASONAL WORKERS IN 2015: A COMPLEMENT TO A PROFILE OF TEMPORARY WORKERS

Author(s), Year

ESDC, Economic Policy Directorate, 2016

Objective(s)

This report provides an extended profile of one of the sub-categories of temporary workers, seasonal workers. It explores their demographics and work characteristics, as well as their regional and sectoral distribution using Statistics Canada's Labour Force Survey data from 1997 to 2015.

Key finding(s)

- In 2015, there were on average approximately 430,000 seasonal workers in Canada, representing 2.4% of total employment.
- Between 1997 and 2011, seasonal work grew more rapidly than total employment. Since then, the number of seasonal workers declined, while total employment continued to grow.
- Over the last several years, the increase in the number of seasonal workers has been more significant during the winter and spring than during the summer. Consequently, the seasonality of total employment has fallen.

Availability

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21. JOB-RELATED TRAINING OF OLDER WORKERS

Author(s), Year

Jungwee Park, Statistics Canada, 2012

Objective(s)

This study focus on three areas: if there is differences in the participation rate in job-related training between those aged 55 to 64 (older workers) and those aged 25 to 54 (core aged employees); the characteristics of older workers that are associated with an increased participation in job training; and finally how the participation of older workers in employer-supported training has changed over time.

Key finding(s)

- Older-workers (55 to 64) have a much lower probability of taking job-related training than core-aged individuals. Specifically, 32% of older workers took training compared to 45% of core-aged workers.
- Among older workers, the characteristics associated with lower training rates were education less than postsecondary, temporary employment, and sales and service jobs.
- The training gap between older and younger workers has been closing, primarily because of increases in educational attainment and changes in types of jobs.

Availability

This report is available on Statistics Canada's web site at:

<http://www.statcan.gc.ca/pub/75-001-x/2012002/article/11652-eng.pdf>

22. EMPLOYMENT INSURANCE BENEFICIARIES' PARTICIPATION IN FORMAL EDUCATION, 2005 TO 2013

Author(s), Year

ESDC, Economic Policy Directorate, 2016

Objective(s)

This study examines the extent to which claimants receiving EI Part I benefits are participating in formal education for career development and provides a profile of who these claimants are. The paper identifies the type of formal education that claimants attended and their socio-demographic characteristics over the period 2005-2013.

Key finding(s)

- An average of about 12 percent of EI beneficiaries participated in formal education in the two years following their job separation, compared to 16 percent of EI applicants that did not received EI benefits and 19 percent of non-EI applicants.
- Among EI beneficiaries who participated in formal education, about 58 percent took trade or vocational training (including apprenticeship), about 39 percent took post-secondary (CEGEP, college or university) courses, and only about 3 percent took high school courses.
- Among all EI beneficiaries, those who participated in formal education were more likely to be men, to be aged 16-35, to take trade or vocational training (including apprenticeship), and to report that their previous job was in the construction sector.

Availability

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23. TRAINING AND THE DURATION OF EMPLOYMENT INSURANCE BENEFITS

Author(s), Year

ESDC, Economic Policy Directorate, 2016

Objective(s)

This study, using data from the Survey of Labour and Income Dynamics (SLID), looked at the impact of participation in job-related training on the incidence of receiving EI regular benefits and the duration of regular benefit payments during the period 2002 to 2008.

Key finding(s)

- For men who participated in job-related training in a given year, the probability of receiving EI regular benefits in the following year was reduced by 1.4 percentage points, from an average predicted probability of 4.7%.
- For women who participated in job-related training in a given year, the probability of receiving EI regular benefits in the following year was found to be reduced by 0.6 percentage points, from an average predicted probability of 4.1%.
- Among different types of training, it was found that it is employer-sponsored and workplace-based job-related training that reduced the incidence of receiving EI regular benefits; self-sponsored and classroom-based job-related training were not found to have an impact.
- With respect to the duration of EI regular benefits, participation in job-related training in a given year had only a limited impact, reducing the duration of benefit payments in the following year by 1.6 days among male recipients and 0.9 days among female recipients.

Availability

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24. USAGE OF THE WORK-SHARING PROGRAM: 2000/01 TO 2015/16

Author(s), Year

ESDC, Evaluation Directorate, 2016

Objective(s)

This report examines the usage of the work-sharing program from 2000/2001 to 2015/2016. Specifically, it examines the extent to which the work-sharing program is used, expenditures on work-sharing benefits, the characteristics and experiences of work-sharing participants, and layoffs averted by the program.

Key finding(s)

- Since 2000/01, work-sharing participants account for less than 1% the Canadian employed population,
- Work-sharing usage and expenditures are counter-cyclical: The Program is used more intensively during periods of economic downturn and less intensively during periods of economic recovery.
- It was estimated that the number of net layoffs averted or postponed in 2015/2016 by the work-sharing program was 4,200, down from 24,400 in 2009/2010.

Availability

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25. EI PAYROLL TAX REFUNDS: THE CHARACTERISTICS OF FIRMS BENEFITTING FROM THE EI PREMIUM REDUCTION PROGRAM 2000-2013

Author(s), Year

ESDC, Evaluation Directorate, 2016

Objective(s)

This study describes the characteristics of firms benefitting from the EI Premium Reduction Program (PRP) over tax years 2000 to 2013.

Key finding(s)

- The PRP has four categories of short-term disability plans that qualify for premium reduction. Employers may register and receive premium reductions for more than one plan. Most employers (around 90%) register for Category 3 plans – representing weekly indemnity plans with a minimum benefit period of at least 15 weeks.
- Larger firms were found to be more likely to participate in the PRP and to register more than one plan. Firms that had unions were also more likely to participate. These observations are consistent with previous results.
- In 2013, there were 26,650 employers with EI premium reductions, down from 31,040 participating employers in 2000. The decline in employer participation coincided with an increase by 21% in the number of employers in Canada. The changes in employer participation did not result in a decline in the percentage of workers covered: both the number of workers and the percentage of workers covered increased over the period. At the end of the study period, 7.1 million (34.8%) of workers had employment in firms receiving a premium reduction.

Availability

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ANNEX 7.1

Major Changes to the Employment Insurance Program Implemented and in Force from April 1, 1996 to January 1, 2017

Element	Rationale
Budget Implementation Act 2016, No. 2, S.C. 2016, c. 12 (Bill C-29)	
Changes to the Definition of Suitable Employment Under the <i>Employment Insurance Act</i>	
<ul style="list-style-type: none"> Amendments introduced under Part IV, Division 1 of the <i>Budget Implementation Act No. 2</i> amend the Employment Insurance Act to change the definition of what is classified as suitable employment when determining whether a claimant should be disentitled to EI benefits. The definition of suitable employment is modified to exclude claimants being unable to work as a result of a labour dispute; claimants working at lower rates of earnings or conditions less favourable than those observed by agreements between employers and employees or conditions observed by good employers; and if it is not the claimant's usual occupation and is performed at a lower rate of earnings or in conditions less favourable than those a claimant might reasonably expect to obtain in their usual occupation. 	<ul style="list-style-type: none"> Enhances the flexibility and responsiveness of the EI program in situations where employers may be engaged in hiring practices determined not to be those recognized by good employers, including lower levels earnings or not providing conditions of work that employees can expect to obtain in their usual occupation for claimants in that profession. While long-standing requirements for claimants to search for and accept available work while receiving Employment Insurance benefits continue to be upheld, restrictions on these requirements have been eased with respect to commuting times, offered wages and the types of work claimants are required to accept.
Budget Implementation Act 2016, No. 1, S.C. 2016, c. 7 (Bill C-15)	
Reduced Waiting Period for Employment Insurance Benefits	
<ul style="list-style-type: none"> Amendments introduced under Part IV, Division 12 of the <i>Budget Implementation Act No. 1</i> amend the <i>Employment Insurance Act</i> to reduce the waiting period for EI benefits from two weeks to one week. These changes came into effect on January 1, 2017. 	<ul style="list-style-type: none"> The waiting period for EI benefits acts as a deductible. Shortening the waiting period will help ease financial pressures when claimants become unemployed or leave work temporarily due to health or family pressures.
Elimination of the New Entrant and Re-Entrant (NERE) Requirements for Employment Insurance Benefits	
<ul style="list-style-type: none"> Effective July 3, 2016, additional eligibility criteria that restricted access to Employment Insurance regular and fishing benefits for workers who were entering or re-entering the labour market were removed. Changes to the <i>Employment Insurance Regulations</i> and <i>Employment Insurance (Fishing) Regulations</i> were also made. Claimants, including those formerly defined as NEREs are now required to meet their regional variable entrance requirement (420 to 700 hours of insurable employment, reduced from 910 hours) to access EI regular benefits. <ul style="list-style-type: none"> NEREs are those who had minimal or no labour market attachment (less than 490 hours of work) in the 52-week period prior to the qualifying period. 	<ul style="list-style-type: none"> Ensures greater equity for new entrants and re-entrants in accessing EI benefits. Evaluation of the NERE provisions by Employment and Social Development Canada concluded that the NERE provisions did not act to discourage future frequent use of EI, the original intent of the provision.

Element	Rationale
<ul style="list-style-type: none"> ■ All NERE self-employed fishers will now need to reach regional insurable earnings entrance requirements (\$2,500 to \$4,200, reduced from \$5,500) to qualify for EI fishing benefits. <ul style="list-style-type: none"> – NEREs are those who had minimal or no labour market attachment (less than \$3,000 in earnings from employment as a fisher) in the 52-week period prior to the qualifying period. ■ This change also makes it a requirement for workers qualifying for EI-funded training supports through Labour Market Development Agreements (under Part II of the <i>Employment Insurance Act</i>) to demonstrate that they qualify for benefits under Part I of the <i>Employment Insurance Act</i>. 	
Extra Weeks of Benefits for Workers in Regions Affected by Downturns in Global Commodity Prices	
<ul style="list-style-type: none"> ■ Eligible workers can receive five additional weeks (up to a maximum of 50 weeks) of EI regular benefits in 15 economic regions that exhibited a sharp and sustained increase in the unemployment rate without showing significant signs of a recovery. ■ Eligible long-tenured workers are also eligible to receive up to 20 additional weeks to their entitlement (up to a maximum of 70 weeks) in these regions. ■ Extended benefits are available for a period of one year starting in July 2016, and apply to claimants who started a claim for EI regular benefits on or after January 4, 2015 and are still unemployed. ■ The applicable economic regions are: Newfoundland/Labrador; Sudbury; Northern Ontario; Northern Manitoba; Saskatoon; Southern Saskatchewan; Northern Saskatchewan; Calgary; Edmonton; Northern Alberta; Southern Alberta; Southern Interior British Columbia; Northern British Columbia; Whitehorse; and Nunavut. 	<ul style="list-style-type: none"> ■ Declines in global commodity prices since late 2014 led to sharp and sustained shocks of unemployment in commodity-based regions. ■ This temporary measure is meant to provide the financial support these workers need while they search for work and will inform possible future changes to the EI program. ■ This measure will ensure that long-tenured workers, who may have spent years working in one industry or for one employer, have the financial support they need while they search for work, possibly in an entirely different industry and/or acquire the skills necessary to change career. ■ Regions selected as eligible for extra weeks were selected as a result of their unemployment rates increasing by two percentage points or more for a sustained period, in comparison to its lowest point during a defined reference period, with no signs of economic recovery.
Regulatory Amendments: Simplifying Job Search Requirements (2016)	
Changes to the Definition of Suitable Employment Under the Employment Insurance Regulations	
<ul style="list-style-type: none"> ■ Amendments to the <i>Employment Insurance Regulations</i>, announced in Budget 2016, replaced the criteria for determining what constitutes suitable employment that a claimant is expected to search for and obtain, by removing specific criteria for various claimant categories and those related to daily commuting times; and easing the criteria related to the offered earnings and type of work which claimants must accept, with provisions describing employment that was not suitable. ■ These changes came into effect on July 3, 2016. 	<ul style="list-style-type: none"> ■ Introduces more flexibility and simplifies job search responsibilities.

Element	Rationale
Regulatory Amendments: Working While on Claim (2016)	
Working While on Claim Pilot Projects	
<ul style="list-style-type: none"> On August 7, 2016, as part of Budget 2016, the Government introduced Pilot Project No. 20 (Working While on Claim Pilot Project). This pilot allows all eligible claimants to choose from two options. Under the default rule, claimants can keep 50 cents of EI benefits for every dollar earned (up to a maximum of 90% of their weekly insurable earnings). Under the optional rule, claimants can choose to earn up to the greater of \$75 or 40% of their weekly benefit rate (earnings beyond this threshold result in their weekly EI benefits being reduced dollar-for-dollar). This pilot applies to regular, fishing, parental and compassionate care benefits but excludes maternity and sickness benefits. The 'optional rule' does not apply to claimants receiving special benefits for self-employed persons, where only the 'default rule' is available. This new pilot project is scheduled to conclude on August 11, 2018. Since 2005, a number of Working While on Claim (WWC) pilot projects were introduced. <ul style="list-style-type: none"> Pilot Project No. 8 took effect on December 11, 2005 in 23 EI economic regions with an unemployment rate of 10% or higher. The parameters of this pilot were re-introduced nationally in 2008 as Pilot Project No. 12, which was then extended (effective October 12, 2010) until August 6, 2011. Budget 2011 announced a one-year renewal of the WWC Pilot Project parameters through a new pilot (Pilot Project No. 17), available nationally until August 4, 2012. These pilot projects (Pilot Projects No. 8, No. 12 and No. 17) increased the amount that claimants were allowed to earn while on claim to \$75 per week or 40% of their weekly EI benefit rate, whichever was higher. Any income above that amount was deducted dollar-for-dollar from benefits. These pilot projects applied to regular, fishing, parental and compassionate care benefits, but excluded maternity and sickness benefits. On August 5, 2012, as part of Budget 2012, the Government introduced Pilot Project No. 18 under which claimants keep 50% of their EI benefits from the first dollar earned, up to 90% of weekly insurable earnings to ensure that claimants do not earn more than when they were working. Claimants with earnings during the period beginning on August 7, 2011 and ending on August 4, 2012 can elect to have their EI weekly benefits calculated based on the parameters of the previous WWC pilot project (Pilot Project No. 17) rather than the Pilot Project No. 18. This pilot project concluded on August 1, 2015. On August 2, 2015, as part of Budget 2015, the Government re-introduced the parameters of Pilot Project No. 18 under Pilot Project No. 19. This pilot project ended on August 5, 2016. 	<ul style="list-style-type: none"> Pilot Project No. 20 tests how offering the choice of two options for the treatment of income earned while on claim will encourage people to accept work, particularly low income claimants. Pilot Project No. 8 tests to determine whether allowing claimants to earn more income without a reduction in their EI benefits gave them incentives to accept all available work. Pilot Project No. 17 provides additional data to assess the effectiveness of pilot parameters during a period of economic recovery and a full economic cycle. Pilot Project No. 18 tested whether a new approach further encouraged claimants to work additional days while on claim. Pilot Project No. 18 was amended to test which method, parameters under Pilot Project No. 17 or those under Pilot Project No. 18, is more effective in encouraging claimants to work more while receiving EI benefits. Pilot Project No. 19 provided additional data to assess the effectiveness of the pilot parameters and test which method, parameters under Pilot Project No. 17 or those under Pilot Project No. 18, is more effective in encouraging claimants to work more while receiving EI benefits.

Element	Rationale
<i>Economic Action Plan 2015 Act, No. 1, S.C. 2015, c. 36 (Bill C-59)</i>	
Increased Duration of Compassionate Care Benefits	
<ul style="list-style-type: none"> Amendments to the <i>Employment Insurance Act</i> increased the duration of compassionate care benefits to a maximum of 26 weeks (up from 6 weeks) and allowed weeks of benefits to be taken within a 52-week period (up from a 26-week period). Bill C-59 also amended the <i>Canada Labour Code</i> concurrently to ensure that the jobs of employees in federally regulated enterprises remain protected while they avail themselves of compassionate care benefits. These changes came into effect on January 3, 2016. 	<ul style="list-style-type: none"> Provides additional financial security to Canadians workers and their families providing end-of-life care.
<i>Regulatory Amendments: Unemployment Rates in the Territories and Employment Insurance Economic Regions in the Territories and Prince Edward Island (2014)</i>	
New Regional Unemployment Rate Methodology in the Territories and New Employment Insurance Economic Regions in the Territories and Prince Edward Island	
<ul style="list-style-type: none"> Amendments to the <i>Employment Insurance Regulations</i> replaced the administratively set 25 percent unemployment rate used for Employment Insurance (EI) purposes in the Yukon, the Northwest Territories and Nunavut with variable monthly regional unemployment rates. Under this new approach, the regional monthly unemployment rate is henceforth equal to the greater of a seasonally adjusted unemployment rate based on a 3-month moving average or a 12-month moving average. A monthly regional unemployment rate substitute is used if Statistics Canada is not able to publish a monthly unemployment rate for reasons of confidentiality. In addition, the EI economic regions of Prince Edward Island, Yukon, the Northwest Territories and Nunavut were each divided into two EI economic regions, one consisting of the capital area and the other the remaining non-capital area. These changes came into effect on October 12, 2014. 	<ul style="list-style-type: none"> Ensures a better reflection of regional labour market conditions in the territories. Offers a balance between responsiveness to regional labour market conditions in the territories (with the 3-month moving average) and better protection against statistical variance (with the 12-month moving average). Recognizes differences in labour market realities between the capital and the non-capital areas in the Yukon, the Northwest Territories, Nunavut and Prince Edward Island.
<i>Economic Action Plan 2014 Act, No. 2, S.C. 2014, c. 39 (Bill C-43)</i>	
Small Business Job Credit	
<ul style="list-style-type: none"> Division 14 of the <i>Economic Action Plan Act 2014 No. 2</i> amends Section 96 of the <i>Employment Insurance Act</i> to allow for businesses with \$15,000 or less in employer premiums paid per year to receive a partial refund of premiums paid for the 2015 and 2016 tax years. The Small Business Job Credit applies to Employment Insurance premiums paid by small businesses. The credit is calculated as the difference between premiums paid at the legislated rate of \$1.88 per \$100 of insurable earnings and the reduced small business rate of \$1.60 per \$100 of insurable earnings. 	<ul style="list-style-type: none"> Ensures savings for employers on their Employment Insurance premium obligations and brings small business premium contributions more in line with premium rates that would be introduced following implementation of the seven year break even rate formula to be implemented in 2017. Businesses will have additional resources to pursue expansion opportunities that would lead to additional hiring of workers within the Canadian economy and helps businesses to take advantage of emerging opportunities and compete in the global economy.

Element	Rationale
<ul style="list-style-type: none"> Since employers pay 1.4 times the legislated rate, this 28-cent reduction in the legislated rate is equivalent to a reduction of 39 cents per \$100 of insurable earnings in EI premiums paid by small employers. The 39-cent premium reduction applies in addition to the premium reduction related to Quebec's parental insurance plan, the Québec Parental Insurance Plan. Eligibility for the Small Business Job Credit is determined by the Canada Revenue Agency based on T4 information provided, and employers do not have to apply separately for this credit. 	
Economic Action Plan 2014 Act, No. 1, S.C. 2014, c. 20 (Bill C-31)	
Enhanced Access to Sickness Benefits for Compassionate Care Benefits or Parents of Critically Ill Children Benefits Claimants	
<ul style="list-style-type: none"> Effective October 12, 2014, claimants receiving compassionate care benefits (CCB) or parents of critically ill children (PCIC) benefits no longer have to be otherwise available for work to receive sickness benefits. This legislative change allows claimants who fall ill or injured while receiving CCB or PCIC benefits to access sickness benefits and then resume collecting the balance of their CCB or PCIC benefits, if needed, once their sickness benefits have been paid. 	<ul style="list-style-type: none"> Recognizes that a claimant who becomes ill or injured while in receipt of CCB or PCIC benefits may not be able to take care of a gravely ill family member or his/her a critically ill child. Enhances the flexibility and responsiveness of the EI program.
Regulatory Amendments: Access to Maternity and Parental Benefits (2012)	
Limiting Access to Maternity and Parental Benefits to Persons Authorized to Remain in Canada	
<ul style="list-style-type: none"> Claimants who leave Canada and whose work permit and Social Insurance Number (SIN) expire are no longer eligible to receive maternity and parental benefits. Claimants with a valid SIN can continue to receive these benefits both inside and outside Canada. 	<ul style="list-style-type: none"> Ensures that maternity and parental benefits are paid only to claimants with ongoing ties to the Canadian labour market—notably, those authorized to live and work in Canada.
Jobs and Growth Act, 2012, S.C. 2012, c. 31 (Bill C-45)	
Canada Employment Insurance Financing Board Act	
<ul style="list-style-type: none"> Effective March 7, 2013, the <i>Canada Employment Insurance Financing Board Act</i> has been suspended until the Employment Insurance Operating Account has returned to cumulative balance and the Canada Employment Insurance Financing Board can fulfill its full legislative mandate. 	<ul style="list-style-type: none"> Ensures that independent Employment Insurance rate-setting is performed in the most cost-effective manner.
Premium Rate-setting	
<ul style="list-style-type: none"> An interim rate-setting regime takes effect, under which Employment Insurance premium rates are set by the Governor-in-Council on the joint recommendation of the Minister of Employment and Social Development and the Minister of Finance. The 2014 rate is the first rate set under the interim regime. 	<ul style="list-style-type: none"> Ensures premium rates are set according to the premium rate-setting mechanism set out in the <i>Employment Insurance Act</i>, and provides ongoing stability and predictability for contributors.

Element	Rationale
<i>Helping Families in Need Act, S.C. 2012, c. 27 (Bill C-44)</i>	
Parents of Critically Ill Children	
<ul style="list-style-type: none"> Effective June 9, 2013, a new 35-week Employment Insurance special benefit is available to provide income support to eligible parents who are unable to work while providing care or support to a critically ill or injured child under the age of 18. Bill C-44 also amended the Canada Labour Code to protect the jobs of employees in federally regulated enterprises while they take unpaid leave to care for their critically ill or injured child. 	<ul style="list-style-type: none"> Helps parents balance work and family responsibilities by reducing the financial pressure faced by parents who take time off work to care for their critically ill or injured children. Recognizes the needs of parents who are likely to take time away from work when their child is critically ill.
Enhanced Access to Sickness Benefits for Parental Benefits Claimants	
<ul style="list-style-type: none"> Effective March 24, 2013, claimants receiving parental benefits no longer have to be otherwise available for work to receive sickness benefits. This legislative change allows claimants who fall ill or injured while receiving parental benefits to access sickness benefits and then resume collecting the balance of their parental benefits, if needed, once their sickness benefits have been paid. 	<ul style="list-style-type: none"> Recognizes that it may be difficult for a parent who becomes ill or injured to take care of and bond with his/her child. Enhances the flexibility and responsiveness of the EI program.
<i>Jobs, Growth and Long-term Prosperity Act, S.C. 2012, c. 19 (Bill C-38)</i>	
Connecting Canadians to Available Jobs	
<ul style="list-style-type: none"> Enhanced the content and frequency of job and labour market information for job seekers. Strengthened and clarified claimants' obligations by defining reasonable job search and suitable employment for claimants who are receiving regular or fishing benefits. Ensured qualified Canadians are considered before temporary foreign workers are hired to fill job vacancies. Initiated discussions with provinces and territories to make skills training and job search support available to Employment Insurance (EI) claimants earlier in their claim. 	<ul style="list-style-type: none"> Ensures unemployed Canadians are better connected with available jobs in their local area. Clarifies claimants' responsibility to undertake a reasonable job search for suitable employment while receiving EI regular or fishing benefits.
Variable Best Weeks	
<ul style="list-style-type: none"> Effective April 7, 2013, claimants (with the exception of fishing and self-employed claimants) have Employment Insurance (EI) benefits calculated based on the weeks of their highest insurable earnings during the qualifying period. The best 14 to 22 weeks are used to calculate EI benefits, depending on the unemployment rate in the EI economic region where the claimant resides. 	<ul style="list-style-type: none"> Makes the EI program more responsive to regional economic conditions. Ensures that those living in areas with similar labour market conditions receive similar benefits.

Element	Rationale
Premium Rate-setting	
<ul style="list-style-type: none"> ■ The Employment Insurance (EI) premium rate-setting mechanism has been amended whereby the premium rate will be set annually at a seven-year break-even rate. This revised rate-setting mechanism is intended to come into force once the Employment Insurance Operating Account has returned to cumulative balance. ■ The legislated limit on year-to-year changes to the premium rate has been adjusted from 15 cents to 5 cents per \$100 of insurable earnings. ■ Advanced the date by which the premium rate must be set to September 14, rather than November 14. 	<ul style="list-style-type: none"> ■ Ensures that the Employment Insurance Operating Account is in cumulative balance at the end of the seven-year period. ■ Enhances the predictability and stability of the EI premium rate. ■ Provides employers and workers with more notice of the EI premium rate for the coming year.
Social Security Tribunal	
<ul style="list-style-type: none"> ■ The Social Security Tribunal (SST) replaced the four Employment and Social Development Canada tribunals for Employment Insurance (EI), Canada Pension Plan (CPP) and Old Age Security (OAS) appeals with a single decision-making body. ■ The SST is comprised of two levels of appeal, similar to the previous appeal process: <ul style="list-style-type: none"> – The General Division has an Employment Insurance Section for EI appeals, and an Income Security Section for CPP and OAS appeals. A vice-chairperson heads each of the sections of this Division. – The Appeal Division reviews decisions made by the General Division. The third vice-chairperson heads this Division. ■ Before an EI appeal can be filed with the SST, clients must make a formal request for reconsideration. This is a new process whereby EI clients who disagree with the Canada Employment Insurance Commission's decision are able to submit new or additional information that the Commission is required to review to determine if the decision can be reversed or modified. ■ Appeals are considered and decided by single member panels. Tribunal members have the authority to summarily dismiss an appeal when the member is satisfied that the appeal has no reasonable chance of success. ■ The SST began its operations on April 1, 2013. 	<ul style="list-style-type: none"> ■ Eliminates administrative duplication in appeals and tribunal services by replacing the administrative tribunal system for major federal social security programs with a single-window decision body. ■ This new approach to appeals introduced a number of measures to improve efficiencies, simplify and modernize the process and reduce costs.
<i>Keeping Canada's Economy and Jobs Growing Act, S.C. 2011, c. 24 (Bill C-13)</i>	
Temporary Hiring Credit for Small Businesses	
<ul style="list-style-type: none"> ■ Provided small businesses with a temporary hiring credit of up to \$1,000 against an increase in the firm's 2011 Employment Insurance premiums over those paid in 2010. ■ Available to approximately 525,000 employers whose total EI premiums were at or below \$10,000 per employer in 2010 and will reduce their 2011 payroll costs by about \$165 million. 	<ul style="list-style-type: none"> ■ Encourages additional hiring in small businesses, and helps them to take advantage of emerging opportunities and compete in the global economy.

Element	Rationale
Regulatory Amendments: Extended EI Benefits and Best 14 Weeks Pilot Projects (2010)	
Extended Employment Insurance Benefits Pilot Project	
<ul style="list-style-type: none"> ■ Pilot Project No. 6, Pilot Project Relating to Increased Weeks of Benefits, was introduced for a two-year period on June 6, 2004 in 24 Employment Insurance (EI) economic regions with an unemployment rate of 10% or higher. It increased the maximum number of weeks for which regular benefits could be paid by five, to a maximum of 45 weeks. ■ The parameters of this pilot were re-introduced as a new pilot project on June 11, 2006, under Pilot Project No. 10, for a period of 18 months in 21 EI economic regions and were further extended until May 31, 2009. Pilot Project No. 10 increased the maximum number of weeks for which regular benefits could be paid by five, to a maximum of 45 weeks. ■ Pilot Project No. 10 ended earlier, on February 28, 2009, and was replaced by the national Extra Five Weeks Budget measure, which came into effect on March 1, 2009 and lasted until September 11, 2010. It increased the maximum number of weeks for which regular benefits could be paid by 5, to a maximum of 50 weeks, on all claims that were open between March 1, 2009, and September 11, 2010. ■ On September 12, 2010, the Government of Canada re-introduced the parameters of the Extended Employment Insurance Benefits Pilot Project (as Pilot Project No. 15) for two years, until September 15, 2012, or earlier if there was a sustained economic recovery. An automatic termination trigger was implemented in regions where regional unemployment rates were below 8% for 12 consecutive months. It included the same 21 Employment Insurance (EI) economic regions as Pilot Project No. 10. ■ Pilot Project No. 15 increased the maximum number of weeks for which regular benefits could be paid by five, to a maximum of 45 weeks. ■ Pilot Project No. 15 concluded earlier in three regions where the unemployment rate was less than 8% for 12 consecutive months. This was the case for the EI economic region of St. John's (September 24, 2011), Chicoutimi-Jonquière (March 24, 2012) and Sudbury (June 23, 2012). 	<ul style="list-style-type: none"> ■ Tests the cost and impact of extending the number of weeks of benefits in EI economic regions of relatively high unemployment. ■ Provides time-limited, broad-based support for all workers during the recent recession. ■ Tests the effectiveness of providing additional EI regular benefits in reducing the number of individuals experiencing an income gap between EI and their return to work, as well as the impact of a regional unemployment rate-based trigger. ■ Allows for further collection of data and testing to more fully capture the impact of increasing the maximum number of weeks for which regular benefits could be paid during a period of economic recovery.
Best 14 Weeks Pilot Project	
<ul style="list-style-type: none"> ■ Pilot Project No. 7 (Best 14 Weeks) was introduced on October 30, 2005, in 23 EI economic regions with unemployment rate of 10% or higher. The parameters of the pilot project were re-introduced on October 26, 2008, for two years, as Pilot Project No. 11 in 25 Employment Insurance (EI) economic regions with an unemployment rate of 8% or higher. ■ Under this pilot project, EI benefits were based on claimants' 14 weeks of highest earnings in the qualifying period. 	<ul style="list-style-type: none"> ■ Tests whether basing claimants' benefit rate on their 14 weeks of highest earnings in the qualifying period (generally 52 weeks) before they claimed EI encouraged claimants to accept all available work.

Element	Rationale
<ul style="list-style-type: none"> Initially scheduled to end on October 23, 2010, Pilot Project No. 11 was subsequently extended until June 25, 2011. Budget 2011 announced a one-year renewal of the Best 14 Weeks pilot project parameters (as Pilot Project No. 16) in the same 25 EI economic regions until June 23, 2012. Pilot Project No. 16 was subsequently extended until April 6, 2013. 	<ul style="list-style-type: none"> Provides additional data to assess the effectiveness of the pilot during a period of economic recovery and a full economic cycle.
<i>Fairness for Military Families (Employment Insurance) Act, S.C. 2010, c. 9 (Bill C-13)</i>	
Improved Access to Parental Benefits for Military Families	
<ul style="list-style-type: none"> The Employment Insurance (EI) parental benefits eligibility window has been extended to support Canadian Forces (CF) members, including reservists, who are ordered to return to duty while on parental leave or whose parental leave is deferred as a result of an imperative military requirement. This gives these CF members a window of up to 104 weeks following their child's birth or adoption in which to access part or all of their 35 weeks of EI parental benefit entitlement. 	<ul style="list-style-type: none"> Provides additional flexibility to CF members to access parental benefits for parent-child care and bonding, while recognizing the importance of military service.
<i>Jobs and Economic Growth Act, S.C. 2010, c. 12 (Bill C-9)</i>	
Employment Insurance Operating Account	
<ul style="list-style-type: none"> The Employment Insurance Operating Account was established in the accounts of Canada to record all Employment Insurance (EI) related credits and charges since January 1, 2009, the date from which the Canada Employment Insurance Financing Board (CEIFB) was to ensure that EI revenues and expenditures broke even and the Employment Insurance Account was closed. This change repeals the provision under which advances from the Consolidated Revenue Fund to the Employment Insurance Account were made and the provision under which interest could be paid on the balance of the Employment Insurance Account. The CEIFB's obligation to set EI premium rates under section 66 of the <i>Employment Insurance Act</i> has been clarified to ensure that EI revenues and expenditures recorded in the Employment Insurance Operating Account balance over time, beginning January 1, 2009. 	<ul style="list-style-type: none"> Further strengthens the transparency and effectiveness of the financing of the EI program. In line with steps taken in 2008 to establish the CEIFB.
<i>Fairness for the Self-employed Act, S.C. 2009, c. 33 (Bill C-56)</i>	
Special Benefits for Self-employed Persons	
<ul style="list-style-type: none"> Effective January 31, 2010, Employment Insurance (EI) special benefits (maternity, parental, sickness and compassionate care benefits) have been extended to self-employed workers. Self-employed persons can opt into the EI program on a voluntary basis. Benefits were paid starting January 1, 2011. These benefits for self-employed persons mirror special benefits available to salaried employees under the current EI program. 	<ul style="list-style-type: none"> Provides a voluntary scheme of EI benefits to self-employed Canadians for life transitions such as the birth of a child, adoption, illness, injury or critical illness of a family member.

Element	Rationale
Budget Implementation Act, 2009, S.C. 2009, c. 2 (Bill C-10)	
Career Transition Assistance Initiative	
<ul style="list-style-type: none"> Two measures to support long-tenured workers: <ul style="list-style-type: none"> The Extended Employment Insurance and Training Incentive extended EI regular benefits to a maximum of 104 weeks for long-tenured workers who enrolled in long-term training, including up to 12 weeks of EI regular benefits for job search. The Severance Investment for Training Initiative allowed eligible long-tenured workers who used their severance payments to invest in full-time training to receive EI regular benefits sooner. For the purposes of the Career Transition Assistance Initiative, long-tenured workers' claims must have started on or after January 25, 2009, and no later than May 29, 2010. 	<ul style="list-style-type: none"> Improved claimants' incentive to renew or upgrade their skills. Encouraged claimants to invest in their own training. Encouraged claimants to undertake long-term training to improve their re-employability.
Premium Rate Freeze	
<ul style="list-style-type: none"> This measure froze Employment Insurance (EI) premium rates for employees at \$1.73 per \$100 for 2010, the same rate as in 2009 and 2008. 	<ul style="list-style-type: none"> Maintained premium rate stability during the recession despite higher EI costs.
Premium Rates	
<ul style="list-style-type: none"> Legislation was enacted to retroactively set the premium rates for 2002, 2003 and 2005. 	<ul style="list-style-type: none"> This retroactive change was made necessary by the ruling of the Supreme Court of Canada in the <i>CSN-Arvida</i> case, in which the Court ruled that the premium rates in 2002, 2003 and 2005 were not constitutionally valid as regulatory fees and represented an unlawful tax on premium payers.
Budget Implementation Act, 2008, S.C. 2008, c. 28 (Bill C-50)	
Temporary Additional Employment Insurance Benefits for Unemployed Long-tenured Workers	
<ul style="list-style-type: none"> Long-tenured workers are individuals who have worked and paid Employment Insurance (EI) premiums for a significant period and have previously made limited use of EI regular benefits. Provided up to 20 weeks of additional benefits, depending on how long an eligible individual had been working and paying into EI. Applied to claimants who met the long-tenured worker definition and who made their claim between January 4, 2009, and September 11, 2010. 	<ul style="list-style-type: none"> Benefited workers who faced unemployment with low prospects of finding work and who had previously made limited use of EI benefits. Helped workers who, in many cases, had skills that were not easily transferable. For such workers, finding a new job in their industry or an alternative one may have been particularly difficult in the economic environment of that time period.

Element	Rationale
Canada Employment Insurance Financing Board	
<ul style="list-style-type: none"> ■ The legislation creating the Canada Employment Insurance Financing Board (CEIFB) received Royal Assent on June 18, 2008. ■ The CEIFB's legislated mandate was to: <ul style="list-style-type: none"> – set Employment Insurance (EI) premium rates in a transparent fashion; – manage a separate account where excess premiums were held and invested; and – maintain a reserve to ensure the Employment Insurance Operating Account breaks even over time. 	<ul style="list-style-type: none"> ■ Ensures that EI revenues were sufficient to cover EI costs in the following year. ■ Uses current premium surpluses to reduce future premium rates.
Regulatory Amendments: New Entrants and Re-Entrants Pilot Project (2008)	
New Entrants and Re-Entrants Pilot Project	
<ul style="list-style-type: none"> ■ Pilot Project No. 9 (New Entrants and Re-Entrants Pilot Project) was introduced on December 11, 2005 in 23 Employment Insurance (EI) economic regions with an unemployment rate of 10% or higher. The parameters of the pilot project were renewed on December 7, 2008, as Pilot Project No. 13 in 25 EI economic regions with an unemployment rate of 8% or higher. ■ The pilot project reduced the number of hours New Entrants and Re-Entrants (NEREs) needed to be eligible for EI regular benefits from 910 to 840. ■ Pilot Project No. 13 sunset as scheduled on December 4, 2010. 	<ul style="list-style-type: none"> ■ Tests to determine whether providing NEREs with lower EI eligibility requirements and informing them of EI employment programs improves their employability and helps reduce their future reliance on EI benefits, partly by improving their access to measures under Part II of the <i>Employment Insurance Act</i>.
Regulatory Amendments: Quebec Parental Insurance Plan (2006)	
Quebec Parental Insurance Plan	
<ul style="list-style-type: none"> ■ Effective January 1, 2006, Quebec residents receive maternity and parental benefits through the Quebec Parental Insurance Plan (QPIP) while they continue to have access to sickness and compassionate care benefits through the Employment Insurance (EI) program. ■ The <i>Employment Insurance Regulations</i> provide for a reduction of EI premiums for Quebec residents, reflecting the savings to the Employment Insurance Operating Account resulting from the Government of Quebec providing maternity and parental benefits. 	<ul style="list-style-type: none"> ■ Ensures consistency with the <i>Employment Insurance Act</i> provisions that provinces may provide their own benefit plans, as long as they provide benefits equivalent to those offered under the EI program.
Regulatory Amendments: Compassionate Care Benefit (2006)	
Definition of Family Member	
<ul style="list-style-type: none"> ■ Effective June 14, 2006, expanded the eligibility criteria and the definition of family member for the compassionate care benefit from that of immediate family to include extended family members and any other individuals considered by the person who has a serious medical condition to be like family members. 	<ul style="list-style-type: none"> ■ Expands the definition of family member to ensure that additional caregivers, who were previously excluded from the definition of family member, are able to get access to income support when they must leave work to care for a family member who has a serious medical condition.

Element	Rationale
<i>Budget Implementation Act, 2005, S.C. 2005, c. 30 (Bill C-43)</i>	
Premium Rate-setting Process	
<ul style="list-style-type: none"> Effective January 1, 2006, the legislation allows the Canada Employment Insurance Commission to set the premium rate under a new rate-setting mechanism. In setting the rate, the Commission will take into account the principle that the premium rate should generate just enough premium revenue to cover payments to be made for that year. It will also consider the report from the Employment Insurance Chief Actuary and any public input. 	<ul style="list-style-type: none"> Allows for a new rate-setting process where the Employment Insurance premium rate is determined independently by the Canada Employment Insurance Commission.
<i>Budget Implementation Act, 2003, S.C. 2003, c. 15 (Bill C-28)</i>	
Compassionate Care Benefits	
<ul style="list-style-type: none"> Since January 4, 2004, compassionate care benefits have been available to help eligible family members to provide or arrange care for a family member who has a serious medical condition with a significant risk of death. The duration of the benefits is up to 6 weeks within a 26-week period. Flexibility is a key feature of the benefits. Claimants can choose how and when to claim benefits within the 26-week window. Eligible family members can decide to have one person claim all six weeks or decide to share the benefit. Eligible family members can claim weeks of compassionate care benefits concurrently or consecutively. 	<ul style="list-style-type: none"> Provides support to workers during temporary absences from work to provide care or support to a family member who has a serious medical condition with a significant risk of death within 26 weeks.
<i>Budget Implementation Act, 2001, S.C. 2002, c. 9 (Bill C-49)</i>	
Extension of Benefit Period for Parental Benefits – Child in Hospital	
<ul style="list-style-type: none"> Effective April 21, 2002, parents of a newborn or newly adopted child who is hospitalized can have their parental benefit window extended up to 104 weeks, instead of 52 weeks. 	<ul style="list-style-type: none"> Provides flexibility for parents who choose to wait until their child comes home before collecting parental benefits.
Maximum Duration of Combined Special Benefits	
<ul style="list-style-type: none"> Effective March 3, 2002, the maximum number of combined weeks of special benefits has been increased from 50 to 65 weeks and the benefit period may be extended accordingly, under certain circumstances. 	<ul style="list-style-type: none"> Ensures full access to special benefits for biological mothers who claim sickness benefits prior to and following maternity or parental benefits. Responds to the ruling of the Canadian Human Rights Tribunal in the <i>McAllister-Windsor</i> case.

Element	Rationale
Regulatory Amendments: Small Weeks Provision (2001)	
Small Weeks Provision	
<ul style="list-style-type: none"> Before the introduction of the Variable Best Weeks method of calculating claimant benefits on April 7, 2013, benefits were calculated based on the average weekly earnings in the 26-week period prior to claiming benefits. The small weeks provision allowed claimants to exclude weeks where they earned less than \$225 unless those weeks were needed to satisfy the “minimum divisor”. Pilot projects tested a \$150 exclusion from 1997 to 2001 before legislating the parameters of the pilot projects (\$150 exclusion) in all Employment Insurance (EI) economic regions on November 18, 2001. On September 7, 2003, the legislation was amended to increase the exclusion to \$225. Between October 2005 and April 2013, EI claimants in the select EI economic regions had their benefit rates calculated according to the Best 14 Weeks pilot project provisions. The small weeks provision was replaced by the Variable Best Weeks provision on April 7, 2013, except for fishers. 	<ul style="list-style-type: none"> At the time when the small weeks provision was introduced, weekly EI benefit rates were based on an average insured earnings in the 26 weeks preceding the last day of employment. Including “small weeks” in the calculation of a claimant’s average earnings resulted in reduced weekly EI benefit amounts. This approach to calculating EI benefit rates could have the unintended effect of discouraging some workers from accepting weeks with lower earnings. Removes program features which may discourage workers from accepting all available work. Calculating the weekly benefit rate using insurable earnings from the 14 highest weeks of insurable earnings aims to ensure that workers who accept work with lower earnings will not see a reduction in their EI benefits.
<i>An Act to amend the Employment Insurance Act and the Employment Insurance (Fishing) Regulations, S.C. 2001, c. 5 (Bill C-2)</i>	
Intensity Rule	
<ul style="list-style-type: none"> Effective October 1, 2000, eliminated the intensity rule, which had reduced the benefit rate by 1 percentage point for every 20 weeks of Employment Insurance regular benefits used in the past. The maximum reduction was 5 percentage points. 	<ul style="list-style-type: none"> Eliminated an ineffective rule that had the unintended effect of being punitive.
Benefit Repayment (Clawback)	
<ul style="list-style-type: none"> Applied new rule, effective retroactively to the 2000 taxation year: <ul style="list-style-type: none"> First-time claimants of regular or fishing benefits are now exempt from the benefit repayment. Claimants of special benefits (maternity, parental and sickness benefits) are no longer required to repay any of those benefits. The benefit repayment threshold for regular and fishing benefits was set at one level: \$48,750 of net income, with a repayment rate of 30%. The maximum repayment is the lesser of 30% of excess net income above the threshold of \$48,750, or 30% of the claimant’s benefits. 	<ul style="list-style-type: none"> Corrects a discrepancy, as analysis indicated that the benefit repayment provision was having a disproportionate impact on middle-income claimants. Focuses on repeat claimants with high incomes. Simplifies the provision.

Element	Rationale
Re-Entrant Parents	
<ul style="list-style-type: none"> Effective retroactive to October 1, 2000, the rules governing new entrants/re-entrants have been adjusted so that claimants who are re-entering the workforce following an extended absence to raise children and who have received parental benefits are now only required to work the same number of hours as other workers to qualify for regular benefits. 	<ul style="list-style-type: none"> Ensures that parents returning to the workforce following an extended absence to raise young children are not penalized.
Maximum Insurable Earnings	
<ul style="list-style-type: none"> The maximum insurable earnings (MIE) will remain at \$39,000 until average earnings exceed this level, at which time the MIE will be based on average earnings. 	<ul style="list-style-type: none"> Corrects a discrepancy in which the MIE was higher than the average industrial wage.
<i>Budget Implementation Act, 2000, S.C. 2000, c. 14 (Bill C-32)</i>	
Parental Benefits	
<ul style="list-style-type: none"> Effective December 31, 2000, the duration of parental benefits has been increased from 10 to 35 weeks. 	<ul style="list-style-type: none"> Helps working parents to better balance their work and family responsibilities by providing them with temporary income replacement when they take time off work to take care of their newborn in the first year of the child's life or the first year of placement of the child (for adoptive parents).
Entrance Requirements: Special Benefits	
<ul style="list-style-type: none"> Effective December 31, 2000, the number of hours of insurable employment required to qualify for maternity, parental or sickness benefits has been reduced from 700 to 600 hours. 	<ul style="list-style-type: none"> Improves access to special benefits.
Waiting Period	
<ul style="list-style-type: none"> Effective December 31, 2000, the second parent sharing parental leave is no longer required to serve the two-week waiting period. 	<ul style="list-style-type: none"> Promotes gender equality and improves flexibility by reducing the income loss for the second parent.
Allowable Earnings While on Claim (Parental Benefits)	
<ul style="list-style-type: none"> Effective December 31, 2000, claimants receiving parental benefits can also earn \$50 or 25% of their weekly parental benefit rate, whichever is higher, without a reduction of their Employment Insurance benefits. 	<ul style="list-style-type: none"> Improves flexibility and fosters labour attachment by allowing parents to work while receiving parental benefits.

Element	Rationale
<i>Employment Insurance Act, S.C. 1996, c. 23 (Bill C-12)</i>	
Hours-based System	
<ul style="list-style-type: none"> Effective January 1997, Employment Insurance eligibility is based on hours of insurable employment rather than weeks worked. For regular benefits, claimants need 420 to 700 hours of insurable employment instead of 12 to 20 weeks of insurable employment. For special benefits, claimants need 700 hours instead of 20 weeks. 	<ul style="list-style-type: none"> Introduces a fairer and more equitable measure of time worked by making all hours count. Removes inequities and anomalies of the weeks system by: <ul style="list-style-type: none"> recognizing the intense work patterns of some employees; correcting the anomaly that existed under the Unemployment Insurance, when a week of 15 hours or a week of 50 hours each counted as one week; and eliminating the 14-hour job trap as, under the Unemployment Insurance, those working fewer than 15 hours (either all of the time or some of the time) with a single employer were not insured or not fully insured.
New Entrants and Re-Entrants	
<ul style="list-style-type: none"> Effective July 1996, new entrants and re-entrants to the labour force needed 26 rather than 20 weeks of insurable employment to qualify for Employment Insurance (EI) regular benefits. In January 1997, the 26 weeks were converted to 910 hours. <ul style="list-style-type: none"> This rule applies only to those who have had minimal or no labour market attachment (that is those who had less than 490 hours of work) during the 52-week period prior to the qualifying period. Time on EI, workers' compensation, disability benefits and sick leave count as time worked. Effective July 1996, new entrants and re-entrants to the labour force needed 26 rather than 20 weeks of insurable employment to qualify for EI fishing benefits. In January 1997, the 26 weeks were converted into earnings of \$5,500 from employment as a fisher. <ul style="list-style-type: none"> This rule applies only to those who have had minimal or no labour market attachment (that is those who had less than \$3,000 in earnings from employment as a fisher) in the 52-week period prior to the qualifying period. Time on EI, workers' compensation, disability benefits and sick leave counts as time worked. 	<ul style="list-style-type: none"> Discourages a cycle of reliance by ensuring that workers, especially young people, develop a significant attachment to the labour force before collecting EI benefits. Reintroduces insurance principles to the system by ensuring that workers make a reasonable contribution to the system before collecting benefits. Strengthens the relationship between work effort and entitlement to benefits.
Reduction in Maximum Insurable Earnings	
<ul style="list-style-type: none"> The maximum insurable earnings (MIE) was reduced to \$39,000 per year (\$750 per week) in July 1996 and frozen at this level until 2006. This reduced the maximum weekly benefit to \$413 (55% of \$750), from \$448 in 1995 and \$465 for the first six months of 1996. 	<ul style="list-style-type: none"> Adjusts the MIE to a level where Employment Insurance benefits would no longer be competitive with wages in some parts of the country and in some industries. Was based on a formula that took into account average wage increases over the eight years before the reduction. Because the high inflation and wage increases of the 1980s continued to be considered in setting the MIE, it had escalated faster than wages.

Element	Rationale
Reduced Maximum Duration of Regular Benefits	
<ul style="list-style-type: none"> Effective July 1996, the maximum length of a claim was reduced from 50 to 45 weeks. 	<ul style="list-style-type: none"> Reflects the fact that most claimants find work within the first 40 weeks of receiving benefits.
Calculation of Weekly Benefit Rate	
<ul style="list-style-type: none"> Weekly benefits are calculated based on total earnings over the 26-week period preceding the establishment of the claim, divided by the number of weeks of work in this period or the minimum divisor of 14 to 22 (depending on the regional rate of unemployment), whichever is higher. The result is multiplied by 55% to determine the weekly benefit rate. 	<ul style="list-style-type: none"> Creates a strong incentive to work more than the minimum amount of time to qualify for benefits (at least two more weeks than the old entrance requirement). Provides an incentive to work in the “shoulder” season.
Family Supplement	
<ul style="list-style-type: none"> Claimants with children who receive the Canada child tax benefit and who have an annual family net income of up to \$25,921 receive a top-up of their basic Employment Insurance benefits. The Family Supplement increased the maximum benefit rate to 65% in 1997, to 70% in 1998, to 75% in 1999 and to 80% in 2000. 	<ul style="list-style-type: none"> Improves assistance to those most in need, because: <ul style="list-style-type: none"> the old 60% dependent rate under the Unemployment Insurance was very poorly targeted—about 45% of low-income families did not qualify; and about 30% of those who did receive the 60% rate had family incomes over \$45,000.
Allowable Earnings While on Claim	
<ul style="list-style-type: none"> Effective January 1997, claimants can earn \$50 or 25% of their weekly benefit rate, whichever is higher, without a reduction of their Employment Insurance benefits. Prior to 1997, the exemption was only 25% of the weekly benefit rate. 	<ul style="list-style-type: none"> Helps low-income claimants. Encourages claimants to maintain work attachment and increase their earnings from work.
Benefit Repayment (Clawback)	
<ul style="list-style-type: none"> Benefits were repaid at the rate of \$0.30 for every \$1 of net income above the threshold. For those who had collected 20 or fewer weeks of benefits in the last five years, the threshold was \$48,750 of net income (the former level was \$63,570). The maximum repayment remained at 30% of benefits received. For those with more than 20 weeks of benefits in the last five years, the threshold was \$39,000 of net income. The maximum repayment varied from 50% to 100% of benefits received, depending on previous use. 	<ul style="list-style-type: none"> Makes benefits fairer and more accurately reflective of insurance principles. Discourages repeated use of EI by those with high levels of annual income. The Benefit Repayment provision was revised in Bill C-2 (2001).

Element	Rationale
Intensity Rule	
<ul style="list-style-type: none"> ■ The intensity rule reduced the benefit rate by 1 percentage point for every 20 weeks of regular or fishing benefits collected in the past five years. ■ The maximum reduction was 5 percentage points. 	<ul style="list-style-type: none"> ■ Introduces an element of experience rating to the program, since heavy users of the system bore more of the costs. ■ Discourages use of Employment Insurance as a regular income supplement rather than insurance for times of unpredictable job loss, while not excessively penalizing those who makes long or frequent claims. ■ Creates a better balance between contributions made and benefits received. ■ Repealed in Bill C-2 (2001).
First-dollar Coverage	
<ul style="list-style-type: none"> ■ Effective January 1997, all earnings from the first dollar are insurable up to the maximum yearly insurable earnings. There are no weekly minimums or maximums for determining earnings. 	<ul style="list-style-type: none"> ■ Creates a more equitable and balanced system—all earnings are insurable. ■ Decreases paper burden for employers. ■ Helps guard against abusing the system to avoid paying premiums.
Premium Refunds	
<ul style="list-style-type: none"> ■ Since 1997, workers earning \$2,000 or less per year have had their premiums refunded. 	<ul style="list-style-type: none"> ■ Helps workers who must pay premiums but do not have enough hours to qualify for benefits.
Increased Sanctions for Fraud	
<ul style="list-style-type: none"> ■ Effective July 1996, penalties for fraud by employers and claimants were increased. ■ Since January 1997, claimants who committed fraud after June 1996 have faced higher entrance requirements. 	<ul style="list-style-type: none"> ■ Protects the integrity of the Employment Insurance program.
Part II of the Employment Insurance Act: Employment Benefits and the National Employment Service	
<ul style="list-style-type: none"> ■ Part II of the <i>Employment Insurance Act</i> provides authority for three types of arrangements for employment program implementation and delivery with support from EI funds. 	<ul style="list-style-type: none"> ■ The Canada EI Commission is authorized to: <ul style="list-style-type: none"> – establish federal employment programs, coupled with a duty to work with provincial governments regarding their design, delivery and evaluation; – enter into agreements for the administration on its behalf of its employment benefits and support measures; and – enter into agreements with provinces and other entities to contribute toward the costs of their similar benefits and measures programs (Labour Market Development Agreements).