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Aboriginal Labour Market Performance in Canada: 2007-2011

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Aboriginal Labour Market Performance in Canada: 2007-2011

Abstract

The objective of this report is to examine Aboriginal labour market performance in Canada from 2007 to 2011 using data from the Labour Force Survey, which excludes people living on-reserve or in the territories. This is performed by first providing an overview of how the recession affected the Canadian labour market, followed by a Canada-wide portrait of the Aboriginal labour market in 2011. The Aboriginal labour market performance from 2007 to 2011 is then compared to the rest of the labour force on a national level, before being broken down by province and main heritage group. Using this information, the report then discusses the implications of future labour market developments for Aboriginal Canadians and for the labour market policies and programs that support their labour market performance.

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Executive Summary

Historically, Aboriginal people in Canada have faced a much worse labour market than non-Aboriginal Canadians. Unemployment rates tend to be higher for the Aboriginal population, while their employment rate, participation rate, and average earnings tend to be lower. As labour market and economic outcomes tend to be highly correlated, this gap in labour market outcomes has serious ramifications for the Canadian economy as a whole. A recent report estimates that closing education and labour market outcome gaps between Aboriginal and non-Aboriginal Canadians by 2026 would lead to cumulative benefits of $400.5 billion (2006 dollars) in additional output and $115 billion (2006 dollars) in avoided government expenditures over the 2001 to 2026 period (Sharpe & Arsenault, 2010).

The purpose of this report is to examine Aboriginal labour market performance in Canada from 2007 to 2011 using data from the Labour Force Survey (LFS). This is performed by first providing an overview of how the recession affected the Canadian labour market, followed by a Canada-wide portrait of the Aboriginal labour market in 2011. The Aboriginal labour market performance from 2007 to 2011 is then compared to the rest of the labour force on a national level, before being broken down by province and main heritage group. Using this information, the report then discusses the implications of future labour market developments for Aboriginal Canadians and for the labour market policies and programs that support their labour market performance.

Data on labour market performance used in this report are based on the Labour Force Survey, which is Statistics Canada’s main method of compiling monthly labour force data for the 15 years and over, non-institutionalized civilian population. A weakness of the LFS is that it excludes those living on Indian reserves or settlements, as well as the territories. Therefore, it does not cover the entire Aboriginal population, and in particular, does not shed light on the labour market performance of the Aboriginal group that is likely performing the worst, namely First Nations people living on reserves. However, the LFS provides more up to date information on Aboriginal labour market performance than the census, for which the most recent data are from 2006.

Canadian Labour Market Performance from 2007 to 2011

The Canadian economy entered a recession in the first quarter of 2008 with output falling for three consecutive quarters. By the fourth quarter of 2011, real GDP had recovered to 2.6 per cent above pre-recessionary levels, while employment had risen to 1.0 per cent above 2008-Q4 levels. As of 2011-Q4, however, neither the employment rate (61.8 per cent) nor the unemployment rate (7.3 per cent) had returned to pre-recessionary levels. The participation rate continued to fall and reached a low of 66.7 per cent in 2011-Q4.

This national picture was mirrored in most provinces. All provinces except New Brunswick had higher employment in 2011 than 2007, while Newfoundland and Labrador was the only province where real GDP was lower in 2011 than 2007. Newfoundland and Labrador was also the only province where employment and unemployment rates had returned to their 2007 rates.

Certain groups fared worse between 2007 and 2011 than others. Compared to women, men tended to fare worse from 2007 to 2011, with larger decreases in employment and participation rates. Similarly, youth (15-24) suffered more than other age groups during the recession, as their employment rate decreased 4.0 percentage points, their unemployment rate rose 3.0 percentage points, and their participation rate fell 2.3 percentage points. Those who had less than a post-secondary level of education and worked in the goods-producing sector also tended to fare poorly. In particular, during the 2007 to 2011 period, the goods-producing sector shed 4.3 per cent of its workers, while the services-producing sector increased employment 5.3 per cent.

Aboriginal Labour Market in 2011

As seen in Summary Table 1, the Aboriginal working age population (WAP) living off-reserve and outside the territories was 670,500 people in 2011, which represented 2.4 per cent of the total working age population in Canada. The overall employment, unemployment and participation rates are worse for the Aboriginal population. This was also generally the case when broken down by age, gender, and region.

Summary Table 1: Labour Market Indicators for Aboriginal and non-Aboriginal Populations in Canada, 2011

	Situation in 2011		Change from 2007-2011	
	Aboriginal population	**Non-Aboriginal population**	**Aboriginal population**	**Non-Aboriginal population**
Population	Thousands		Per cent change	
Total WAP	670.5	27,316.6	+6.4	+5.5
Employed	374.5	16,931.9	+2.5	+3.0
Unemployed	55.7	1,336.8	+27.2	+29.0
Labour Force	430.1	18,268.7	+5.1	+4.6
Rate	Per cent		Percentage point change	
Employment Rate	55.8	62.0	-2.2	-1.5
Unemployment Rate	12.9	7.3	+2.2	+1.4
Participation Rate	64.1	66.9	-0.9	-0.6

Sources: Table 5a, Table 6a, Table 11a, Table 12a, Table 13a, Table 14a, and Table 15a of the Aboriginal Labour Market Database.

Overall, the Aboriginal working age population was younger than the non-Aboriginal working age population and had a higher proportion of women. Aboriginal workers were also less educated on average, with a smaller proportion having completed high school or university. This was reflected in the Aboriginal employment distribution by industry, as Aboriginal workers were less likely to work in the knowledge-intensive service industries and in occupations that require high levels of education.

Aboriginal Labour Market Performance from 2007 to 2011

According to the main labour market indicators, the recession affected the Aboriginal labour market more than the non-Aboriginal labour market, though the Aboriginal labour market showed strong signs of recovery in 2011. The Aboriginal employment rate decreased 2.2 percentage points from 2007 to 2011, the unemployment rate rose 2.2 percentage points, and the participation rate fell 0.9 percentage points. These changes were worse than those experienced by the non-Aboriginal population. The year to year changes in the Aboriginal and non-Aboriginal labour market indicators were also different. The employment and unemployment rates for the Aboriginal population deteriorated during both 2009 and 2010, while those in the non-Aboriginal population started recovering in 2010. Recovery in 2011 was much stronger in the Aboriginal population, though not enough to offset the two consecutive years of downturn.

Five key general take-away points for this report are given below:

- Métis people outperformed First Nations people living off-reserve and non-Aboriginal people in most labour market indicators from 2007 to 2011. Compared to the non-

Aboriginal population, they had a higher participation rate and only a small gap in the employment rate and unemployment rate in 2011.

- Aboriginal women performed better than Aboriginal men and non-Aboriginal women in most labour market indicators during the 2007 to 2011 period.

- Aboriginal youth, particularly Métis youth, performed better than non-Aboriginal youth on a number of indicators between 2007 and 2011.

- Weaker Aboriginal employment relative to non-Aboriginal employment from 2007 to 2011 was completely driven by First Nations people living off-reserve, especially in Ontario, Alberta, and British Columbia. From an industry perspective, weak Aboriginal employment outcomes were explained by manufacturing, and in terms of the occupations, Aboriginal employment losses were concentrated in occupations unique to processing, manufacturing and utilities.

- While both Aboriginal and non-Aboriginal persons suffered employment losses in 2009, Aboriginal people continued to lose employment in 2010 due to adverse developments in the service- producing sector and in Quebec and Ontario.

More detailed observations that expand upon these points are found below:

- The gap in employment, unemployment, and participation rates between Aboriginal women and non-Aboriginal women grew slightly smaller during the 2007 to 2011 period. The employment rate fell less for Aboriginal women than non-Aboriginal women (0.7 percentage points versus 1.1 percentage points), while the unemployment rate rose less for Aboriginal women than non-Aboriginal women (0.9 percentage points versus 1.4 percentage points). The change in the participation rate was similar for both groups (0.2 percentage points) between 2007 and 2011. These labour market improvements were mostly due to strong employment growth in 2011.

- Perhaps surprisingly, Aboriginal youth fared better than non-Aboriginal youth from 2007 to 2011 with respect to their employment, unemployment and participation rates. The employment rate for Aboriginal youth declined 2.3 percentage points, versus a 4.0 percentage point decrease for non-Aboriginal youth. This was also seen in the unemployment rate, which increased by 2.4 percentage points for Aboriginal youth versus 3.0 percentage points for non-Aboriginal youth, as well as in the participation rate, which fell 1.1 percentage points for Aboriginal youth and 2.4 percentage points for non-Aboriginal youth. These labour market improvements were mostly due to strong employment growth in 2011.

- Aboriginal employment in the goods-producing sector fell by 5.9 per cent between 2007 and 2011. This was mainly due to an 18.8 per cent drop in Aboriginal employment in 2009. Aboriginal employment in this sector grew during the other three years.

- Aboriginal employment in manufacturing fell by 31.6 per cent in 2009, resulting in an overall decrease in employment of 9,200 workers or 25.6 per cent during the 2007 to 2011 period. In contrast, non-Aboriginal employment in manufacturing fell by 13.1 per cent over the same period.

- Aboriginal employment in the services-producing sector grew by 5.4 per cent from 2007 to 2011, despite a 5.8 per cent decline in the overall workforce in 2010. Aboriginal employment in this sector grew during the other three years.

- In the three provinces with the largest Aboriginal population (Ontario, Alberta, and British Columbia) and Prince Edward Island, the gaps in the employment, unemployment, and participation rates between the Aboriginal and non-Aboriginal working age population increased between 2007 and 2011. This was not the case in the six other provinces.

- The Métis and First Nations living off-reserve working age populations were nearly identical in size (331,500 people and 324,600 people respectively) in 2011.

- Both the Métis and First Nations living off-reserve workers had almost identical levels of educational attainment. The post-secondary education completion rate for Métis workers was 48.7 per cent of Métis workers in 2011, compared to 48.2 per cent of First Nations workers living off-reserve. Despite this, Métis people considerably outperformed First Nations people living off-reserve in 2011 for the key labour market indicators. Métis people had a considerably higher employment rate (61.4 per cent versus 50.2 per cent) in 2011, as well as a higher participation rate (68.1 per cent versus 60.3 per cent). The unemployment rate was also more favourable for the Métis population at 9.7 per cent versus 16.8 per cent.

- Métis people enjoyed much more favourable developments than First Nations people living off-reserve between 2007 and 2011 in terms of employment (7.4 per cent increase versus a 2.7 per cent decrease), the employment rate (no change versus a 4.2 percentage points decrease), the unemployment rate (0.6 percentage point increase versus a 4.3 percentage point increase), and the participation rate (0.6 percentage increase versus a 2.0 percentage point decrease).

- This more favourable aggregate situation was also the case when examined across different dimensions of labour market performance. Métis labour market performance during the 2007 to 2011 period was stronger than First Nations people living off-reserve for both genders, the two youngest age groups (the exception was the 55 and older age group), and almost all industries and occupations. Over the same period, Métis women also greatly outperformed Métis men.

Future of the Aboriginal Labour Market

Perhaps the most important factor for future Aboriginal labour market performance is the state of the Canadian economy. If the Canadian economy thrives, then Aboriginal labour market performance will be strong. On the other hand, if the Canadian economy enters another downturn, then the Aboriginal labour market will also suffer. A key factor in Aboriginal labour market performance will be the rise in commodity prices, which will boost employment in Western Canada. From this geographical perspective, Aboriginal people are well-positioned for future employment growth.

Another important factor for future Aboriginal labour market performance is the educational attainment of Aboriginal workers. HRSDC's Canadian Occupational Projection System (COPS) indicates that the general movement towards knowledge-based jobs experienced from 2007 to 2011 is projected to continue into the future. Occupations requiring high school education or less are forecasted to have slightly higher labour supply than demand, leading to increased competition for jobs in these occupations. The opposite is projected to be the case for occupations favouring workers with college or university education or apprenticeship training. Currently, the educational attainment of the Aboriginal population is lower than the non-Aboriginal population. While the gaps between the Aboriginal (excluding reserves) and non-Aboriginal high school and post-secondary graduation rates among workers fell slightly between 2007 and 2011, the gaps are still large and will persist for some time. This will lead to a continuation of labour market gaps between the Aboriginal and non-Aboriginal population.

The share of Aboriginal and non-Aboriginal employment in industries and occupations that are expected to enjoy above average employment growth in the future are similar. Occupations projected to have above-average employment growth represented 40.7 per cent of Aboriginal employment in 2011, compared to 41.5 per cent of non-Aboriginal employment. Similarly, industries projected to have employment growth above the national average accounted for 43.5 per cent of Aboriginal employment in 2011, versus 39.7 per cent of non-Aboriginal employment. The main mismatches in the Aboriginal and non-Aboriginal employment structures are in natural and applied sciences and related occupations; and the professional, scientific and technical services industry. These imbalances are likely due to the level of educational attainment in each workforce.

Aboriginal Labour Market Programs

Recently, HRSDC has administered four main Aboriginal labour market programs. They are the Aboriginal Skills and Employment Training Strategy (ASETS), Aboriginal Skills and Employment Partnership (ASEP), Skills and Partnership Fund (SPF), and the Aboriginal Skills and Training Strategic Investment Fund (ASTSIF). ASETS, by far the largest program, started in the 2010-11 fiscal year and the SPF's programs began in the 2011-12 fiscal year. On the other hand, the ASTSIF was terminated at the end of the 2010-11 fiscal year and ASEP sunsetted at the end of the 2011-12 fiscal year. All of these labour market programs have the goal of creating a more skilled, adaptable and inclusive Aboriginal labour force, and making a more efficient labour market.

This report has identified a number of key issues for Aboriginal labour market programs that are linked to labour market developments. One of the most important issues is the need to improve the basic skills (i.e. literacy, numeracy, basic computer skills) of Aboriginal workers to give them the tools required by occupations that will be in demand. Another key issue is to raise completion rates of post-secondary programs, in order to improve accessibility to knowledge-intensive occupations. This will require high rates of high school completion, as it serves as an avenue for post-secondary studies. Increasing the number of post-secondary graduates will also improve business and finance skills in the Aboriginal community, hopefully increasing the number of entrepreneurs. Finally, employment growth in natural resources industries is projected to be rapid due to increased demand for commodities from emerging economies. This has been an important industry for Aboriginal workers and it will be important to ensure that training for these skills is available to take advantage of future employment opportunities.

Aboriginal Labour Market Performance in Canada: 2007-2011[1]

I. Introduction

'Aboriginal' is the terminology used to represent an amalgam of Canada's First Nations, Inuit, and Métis populations. Historically, Aboriginal people in Canada have faced a much worse labour market than non-Aboriginal Canadians. Unemployment rates tend to be higher for the Aboriginal population, while their employment rate, participation rate, and average earnings tend to be lower. This gap in labour market outcomes has serious ramifications for Canada as a whole. A recent report estimates that closing education and labour market outcome gaps between Aboriginal and non-Aboriginal Canadians by 2026 would lead to cumulative benefits of $400.5 billion (2006 dollars) in additional output and $115 billion (2006 dollars) in avoided government expenditures over the 2001 to 2026 period (Sharpe & Arsenault, 2010).

A Statistics Canada study (Usalcas, 2011) reports that the Aboriginal labour market suffered downturns in both 2009 and 2010, while the non-Aboriginal population began recovering in 2010. This led to wider gaps in employment, unemployment, and participation rates between the Aboriginal and non-Aboriginal people. As the recession began in 2008, it is useful to extend the range of the analysis back to 2007 in order to fully appreciate pre-recessionary conditions. Furthermore, with the release of data from the 2011 Labour Force Survey (LFS), it is now possible to provide a more up to date picture of the Aboriginal labour market.

The objective of this report is to explore how the Aboriginal labour market has fared during the 2007 to 2011 period, especially relative to the non-Aboriginal population. This report uses the LFS, which in 2007 began coding respondents in all provinces for Aboriginal Identity.[2] Unlike the census, most recently available for 2006 for the Aboriginal identity population, the LFS provides information on recent trends in the Aboriginal labour market performance. Unfortunately, the LFS excludes the on-reserve population as well as the territories, so it does

[1] This research report was prepared at the request of the Métis National Council by Kar-Fai Gee under the direction of Andrew Sharpe and represents the views of the Centre for the Study of Living Standards (CSLS). An earlier version of this report was presented at the 2012 Annual Meeting of the Canadian Economics Association at the University of Calgary June 8-10. The authors would like to thank David Boisvert from the Métis National Council for the invitation to prepare this report. We are also indebted to Donna Feir from the University of British Columbia and Douglas Watt from the Conference Board of Canada for their comments on this paper and Dylan Moeller, a CSLS co-op student, for work on an early version of the report. Additional comments on the paper are welcome and should be sent to Andrew Sharpe at andrew.sharpe@csls.ca.

[2] A comprehensive database on Aboriginal labour market indicators was developed in the preparation of this report. This database can be found on the CSLS website at http://www.csls.ca/reports/csls2012-04AppendixTables.pdf .

not report on the parts of the Aboriginal population experiencing the worst situation, namely the Inuit in Nunavut and First Nations people living on-reserve.

This report consists of nine main sections. Section one introduces the main definitions and data sources used in this research report. Section two provides an overview of the recession, how it has affected output, and the impact it has had on the Canadian labour market. Section three describes the Aboriginal labour force in 2011 according to the LFS, in comparison to that of the non-Aboriginal labour force. Sections two and three provide context for the next three sections, which describe how the Aboriginal labour force has changed from 2007 to 2011 from different perspectives.

More specifically, section four presents a description of the overall Aboriginal labour market performance and a breakdown of how the different age groups, genders, industries and occupations have fared on a national level between 2007 and 2011. Section five breaks down Aboriginal labour market performance by province. Section six considers the labour market performance from 2007 to 2011 of the two major Aboriginal heritage groups, the First Nations living off-reserve and the Métis people.

Having looked at labour market performance in the past, the remainder of the report considers the future. Section seven uses Human Resources and Skills Development Canada (HRSDC) projections to estimate how the Aboriginal labour force will be affected by future labour market developments. This is followed by section eight, which provides an overview of the federal government's existing Aboriginal labour market programs in light of recent economic developments, assessing their successes as well as what can be done to adapt these programs to current economic conditions. Section nine concludes.

A. Relationship Between Output and Employment

The demand for labour is derived, in large part, from the demand for goods and services. When firms need to produce more output to satisfy additional demand, they can do so in two ways. One method is to increase labour input, either by hiring more workers or by having existing workers work longer hours. The other method is to increase labour productivity, or output per hour worked, through capital investment or organizational changes. Output growth is therefore the summation of labour input growth (mostly employment growth, as there are limits to fluctuations in average weekly hours) and output per hour growth. This relationship is particularly important in assessing potential economic growth. If employment growth is expected to fall for demographic reasons, then potential economic growth will also decline.

There is a strong positive correction between the rate of change in economic growth and that of employment growth. Moreover, the proportion of output growth that is accounted for by employment has historically been fairly stable in Canada at around fifty per cent. This means that if economic growth can be boosted from 2 to 3 per cent, employment growth can be expected to rise from 1 to 1.5 per cent.

B. Measuring Labour Market Performance

There are four main measures used to evaluate the performance of the labour market. The first is absolute growth in overall employment. Employment is determined by both long-term underlying source population growth and the state of the labour market, which is driven by the business cycle. Therefore, evaluating labour market performance solely based on employment growth can be misleading, as it does not control for changes in the source population.

The second measure of labour market performance is the unemployment rate, which represents the percentage of labour force participants who are looking and available for work, but have been unable to find employment. Unlike employment growth, the unemployment rate accounts for changes in the absolute size of the source population and its movement directly reflects the business cycle. The unemployment rate, however, can provide an unduly optimistic image of the labour market, especially during times of recession. For example, because it uses the labour force as its base, the unemployment rate does not account for 'discouraged searchers', persons who have given up on finding a job and leave the labour force. Additionally, the unemployment rate has no mechanism to account for persons working part-time when they would prefer to work full-time, and it does not account for persons working at jobs far below their skill level.

The third measure of labour market performance is the employment rate, the number of persons employed expressed as a percentage of the working age population. The employment rate is a useful supplement to the unemployment rate, as it circumvents the problem posed by discouraged searchers. The employment rate, however, also does not account for changes in labour force participation that may be due to factors other than discouragement.

Finally, the labour force participation rate is a measure of labour supply expressed by the sum of employed and unemployed persons as a percentage of the working age population. This can serve as an indication of the number of discouraged workers, and reflects the number of job opportunities. It can also reflect the number of people who have decided to pursue further education due to lack of employment opportunities.

C. Labour Force Survey

This report uses unpublished Labour Force Survey (LFS) data obtained by the Centre for the Study of Living Standards from Statistics Canada by special request.[3] The LFS is a monthly household survey that samples approximately 54,000 households to collect labour market activity information from the civilian, non-institutionalized population that are 15 years of age and older. This information serves as the basis for most of Statistics Canada's labour market data.[4]

However, the LFS data exclude the population of Aboriginal people living on Indian reserves and settlements, as well as those living in the territories, and as such do not cover the same population as the 2006 census.[5] Nonetheless, in order to study recent labour market developments, it is imperative to use the most current available data.

Table 1 illustrates the difference between the coverage of the Aboriginal population provided by the 2007 LFS and 2006 census. It shows that the LFS provides reports on estimates of 629,900 for the Aboriginal working age population, or 76.8 per cent of the 819,900 reported by the census. The difference in population size, as previously mentioned, is mostly because the LFS excludes Aboriginal people living on Indian reserves and settlements and in the territories.[6] Thus, the LFS accounts for almost two thirds of the First Nations working age population and most, if not all of the Métis people. On the other hand, the 2007 LFS only accounts for 11,500 Inuit people over the age of 15, compared to the 32,800 stated by the 2006 census. The low representation of the Inuit people is mainly due to the lack of coverage of the territories in the LFS, where most of the Inuit people reside. Therefore, the Inuit people will not be discussed separately in this report, though they will be included in any references to the Aboriginal population as a whole.

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[3] While this report has obtained comprehensive data from the LFS on many labour market indicators by Aboriginal identity, certain data were not obtained from Statistics Canada. These include estimates on involuntary part-time employment, self-employment, duration of unemployment, wages, temporary workers, labour market indicators by level of educational attainment, supplementary unemployment measures, and unionization. Further work is needed on these variables.

[4] For more information, see *Guide to the Labour Force Survey* (Statistics Canada, 2011). CSLS has obtained, from Statistics Canada, estimates of the standard error and coefficient of variation for all data in this report from 2007-2010. These numbers indicate the reliability of the values: the larger the coefficient of variation, the less reliable the estimate due to sampling error. The standard errors associated with the data in this report were not incorporated into the report as Statistics Canada only releases data that have a coefficient of variation of less than 33.3 per cent. For further discussion on the accuracy or reliability of the data in this report, contact Andrew Sharpe at andrew.sharpe@csls.ca.

[5] For further discussion on the difference between the LFS and the census definition of Aboriginal identity, see *How Statistics Canada Identifies Aboriginal Peoples* (Statistics Canada, 2007).

[6] There are also expected variations due to different years of the data (that is, changes in the source population between 2006 and 2007) and sampling issues.

Similarly, the LFS in 2007 represented 82.9 per cent of all employed Aboriginal workers, 79.1 per cent of the Aboriginal labour force and 57.3 per cent of the unemployed Aboriginal people. Therefore, as the LFS reported a higher proportion of employed than unemployed Aboriginal workers, it would suggest that LFS labour market indicators paint a more positive figure of Aboriginal labour market performance. This is not surprising as it is well known that labour market performance on-reserve is much poorer than off-reserve. Compared to the 2007 LFS, the 2006 census reported a much lower employment rate (53.8 per cent versus 58.0 per cent), much higher unemployment rate (14.8 per cent versus 10.7 per cent), and a lower participation rate (63.1 per cent versus 65.0 per cent) than that of the whole Aboriginal identity population in Canada.

It is also worth noting that the on-reserve First Nations population performs much worse in all three labour market measures than any of the other heritage groups. Therefore, the LFS does not provide information on the segment of the Aboriginal labour force that is most disfavoured.

Table 1: Coverage of the Aboriginal Population Provided by the LFS and Census

Characteristic	2006 Census (ages 15 and older)	2007 LFS (ages 15 and older)	2007 LFS data as a proportion of the 2006 census (per cent)
Population (in thousands)			
Total Aboriginal Identity	819.9	629.9	76.8
First Nations	469.2	307.6	65.6
On-reserve	194.3	n.a.	n.a.
Off-reserve	274.9	307.6	111.9
Métis	291.3	309.2	106.1
Inuit	32.8	11.5	35.1
Employed population (in thousands)			
Total Aboriginal Identity	440.9	365.5	82.9
First Nations	226.8	167.5	73.9
On-reserve	75.9	n.a.	n.a.
Off-reserve	150.9	167.5	111.0
Métis	183.8	189.7	103.2
Inuit	16.0	7.4	46.3
Unemployed population (in thousands)			
Total Aboriginal Identity	76.5	43.8	57.3
First Nations	49.8	24.0	48.2
On-reserve	25.3	n.a.	n.a.
Off-reserve	24.5	24.0	98.0

Characteristic	2006 Census (ages 15 and older)	2007 LFS (ages 15 and older)	2007 LFS data as a proportion of the 2006 census (per cent)
Métis	20.4	18.9	92.6
Inuit	4.1	n.a.	n.a.
Labour force (in thousands)			
Total Aboriginal Identity	517.4	409.3	79.1
First Nations	276.6	191.5	69.2
On-reserve	101.3	n.a.	n.a.
Off-reserve	175.3	191.5	109.2
Métis	204.2	208.6	102.2
Inuit	20.1	8.1	40.3
Employment rate (per cent)			
Total Aboriginal Identity	53.8	58.0	107.8
First Nations	48.3	54.4	112.6
On-reserve	39.1	n.a.	n.a.
Off-reserve	54.8	54.4	99.3
Métis	63.1	61.4	97.3
Inuit	48.9	64.9	132.7
Unemployment rate (per cent)			
Total Aboriginal Identity	14.8	10.7	72.3
First Nations	18.0	12.5	69.4
On-reserve	25.0	n.a.	n.a.
Off-reserve	14.0	12.5	89.3
Métis	10.0	9.1	91.0
Inuit	20.3	n.a.	n.a.
Participation rate (per cent)			
Total Aboriginal Identity	63.1	65.0	103.0
First Nations	58.9	62.3	105.8
On-reserve	52.1	n.a.	n.a.
Off-reserve	63.7	62.3	97.8
Métis	70.1	67.5	96.3
Inuit	61.3	70.8	115.5

Sources: For the 2006 census data , see Statistics Canada, 2006 Census of Population, Statistics Canada catalogue no. 97-559-XCB2006008 (Canada, Code01). LFS data may be found on Table 5a, Table 6a, Table 11a, Table 12a, Table 13a, Table 14a, and Table 15a of the Aboriginal Labour Market Database.

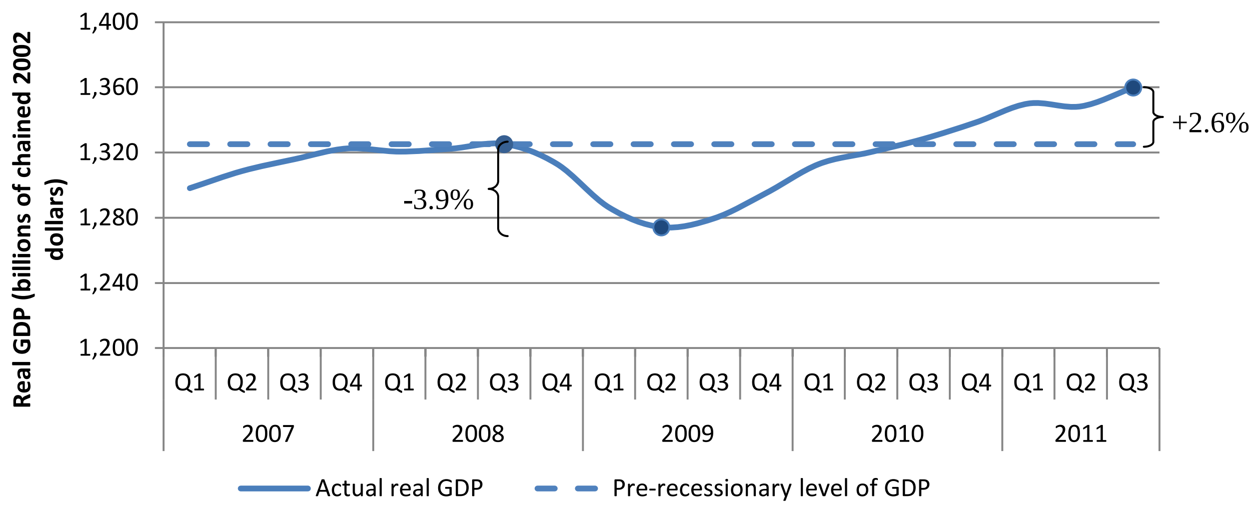
II. The Impact of the Great Recession on Canada's Labour Market

Before examining Aboriginal labour market performance from 2007 to 2011, it is important to recognize the environment in which the Aboriginal labour market evolved. An appropriate starting point is the recent recession, which had an enormous impact on the Canadian economy. This section will first analyze the impact that the recession had on GDP and labour market indicators in Canada. It will then examine how the different provinces, genders, age groups, industries and occupations have fared between 2007 and 2011.

A. Output Growth

While real GDP growth was very weak or slightly negative throughout all of 2008, the Great Recession started with vigour in the fourth quarter of 2008 when a 0.9 per cent decrease in real GDP was recorded. This decline at the end of 2008 was the first of three consecutive quarters with very negative output growth (Chart 1).[7] Overall, Canadian real GDP declined by $51.1 billion (2002 dollars), or 3.9 per cent, from the peak at the third quarter of 2008 to the trough at the second quarter of 2009. Real GDP did not recover to its pre-recessionary peak until the third quarter of 2010 and was 2.6 per cent above pre-recessionary levels in the third quarter of 2011. The poor output performance between 2008 and 2010 had a deeply negative impact on the Canadian labour market.

Chart 1: Expenditure-Based Real Gross Domestic Product in Canada, Quarterly-Derived Annual Rates from 2007-Q1 to 2011-Q3



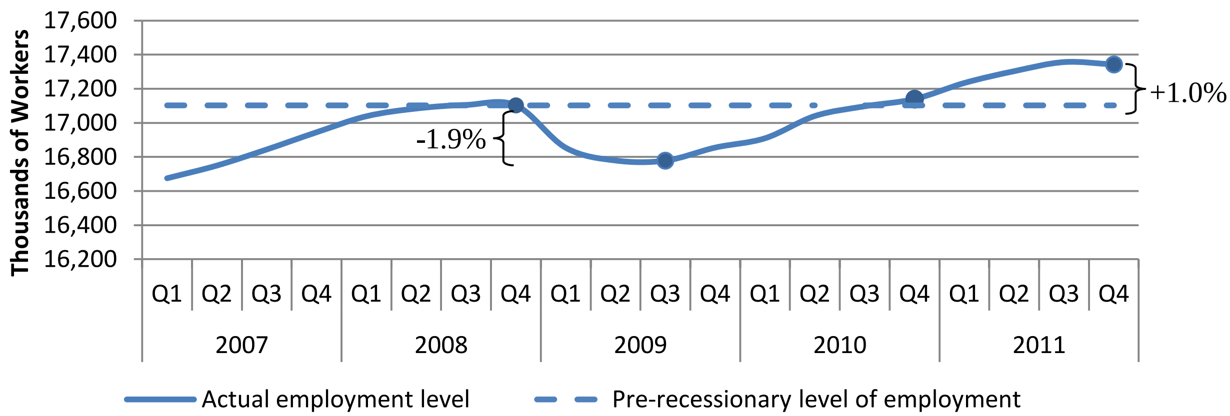
Source: Table 1 of the Aboriginal Labour Market Database

[7] All references to quarterly growth in this report are quarter-to-quarter non-annualized rather than quarterly derived annualized rates unless specified otherwise.

i. Employment Growth

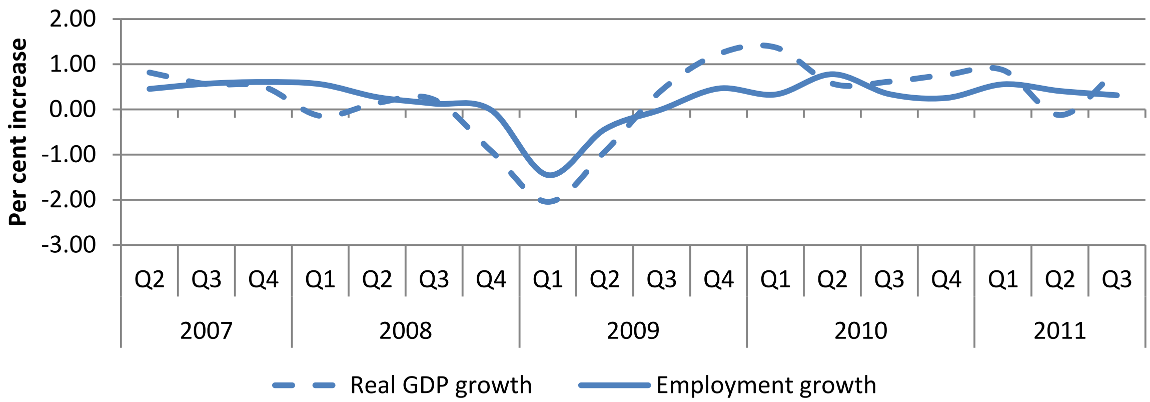
Employment is derived, in large part, from the demand for goods and services, as more workers are usually needed to meet higher demand. Therefore, employment and output growth traditionally move in the same direction, with changes in the former following changes in the latter. As seen in Chart 2, the first absolute decline in employment during the recession came in the first quarter of 2009, as employment fell 1.5 per cent from 17,102 to 16,853 thousand workers. Employment fell in the two subsequent quarters as well, reaching a low of 16,776 thousand workers in the third quarter of 2009, 1.9 per cent below its pre-recessionary peak. Employment levels then steadily recovered from the last quarter of 2009 onwards, regaining its pre-recessionary level by the fourth quarter of 2010 and reaching 1.0 per cent above pre-recessionary levels in the last quarter of 2011. Chart 3 illustrates the tendency of employment growth to lag output growth, as movement in employment levels often followed output with a delay of one quarter.

Chart 2: Employment Level in Canada, Quarterly 2007-Q1 to 2011-Q4



Source: Table 3 of the Aboriginal Labour Market Database.

Chart 3: Real GDP Growth and Employment Growth Rates in Canada, Quarterly 2007-Q2 to 2011-Q3

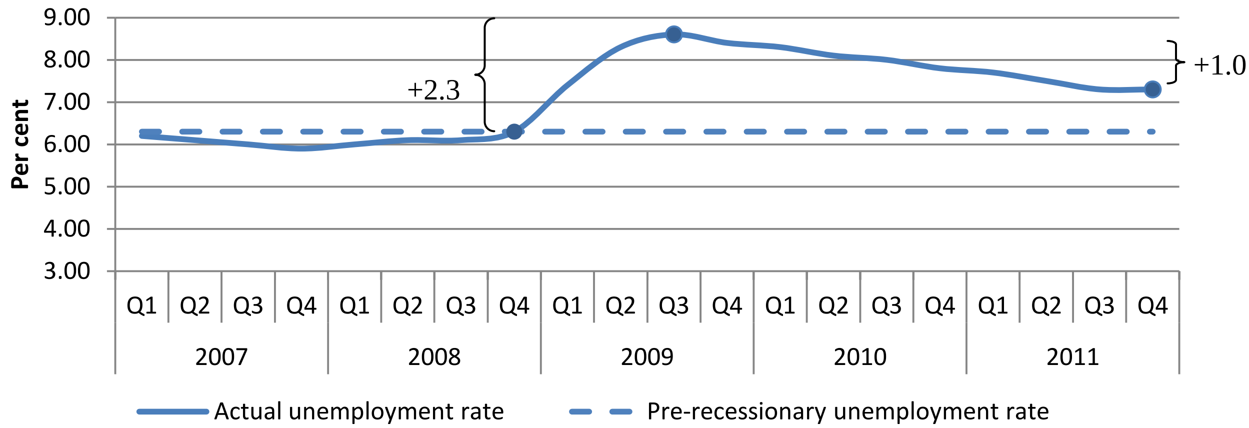


Sources: Table 1 and Table 3 of the Aboriginal Labour Market Database.

ii. Employment, Unemployment, and Participation Rates

The unemployment rate is one of the most frequently discussed measures of economic and labour market performance, even more than the employment level. Unsurprisingly, the unemployment rate tends to increase when output growth is weak or falling, and decrease when output growth is high. With the onset of the recession, the Canadian unemployment rate increased 1.1 percentage points from 6.3 per cent in the final quarter of 2008 to 7.4 per cent in the first quarter of 2009.[8] The unemployment rate then rose another 1.2 percentage points over the next two quarters, reaching a high of 8.6 per cent in the third quarter of 2009. It has since declined slowly from this point, reaching 7.3 per cent in the fourth quarter of 2011. Thus, as seen in Chart 4, the unemployment rate has not returned to its pre-recessionary level, despite the complete recovery in real GDP and employment.

Chart 4: Unemployment Rate in Canada, Quarterly 2007-Q1 to 2011-Q4



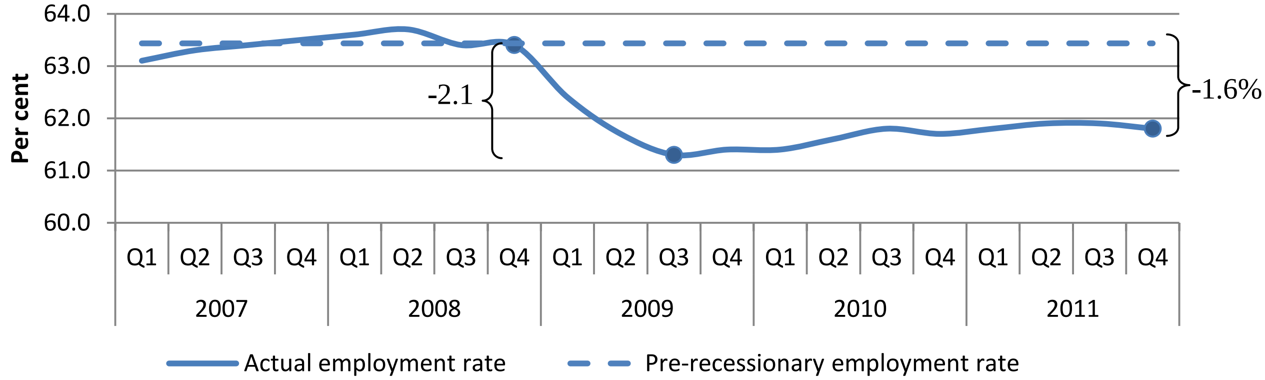
Source: Table 3 of the Aboriginal Labour Market Database.

In a sense, this is not surprising because real GDP and employment are absolute levels that typically rise when the number of people in the source population increases. However, changes in the source population are reflected in both the numerator and the denominator of the unemployment rate, which will cancel each other out, leaving only changes from the business cycle.

As would be expected, the employment rate tended to move in the opposite direction than the unemployment rate. Chart 5 indicates that from the peak in the fourth quarter of 2008 to the first quarter of 2009, the employment rate fell by 1.0 percentage points from 63.4 to 62.4 per cent. It continued to gradually fall until the third quarter of 2009, after which it began to increase very slightly. In the fourth quarter of 2011, the employment rate was 61.8 per cent, still 1.6 percentage points below its pre-recessionary level.

[8] Unless otherwise indicated, changes in rates are given on a percentage point basis.

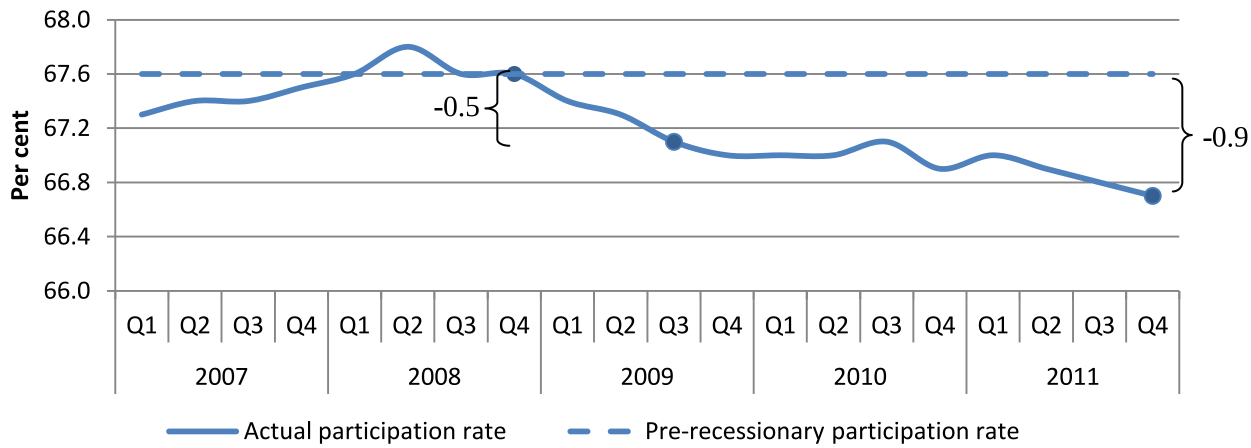
Chart 5: Employment Rate in Canada, Quarterly 2007-Q1 to 2011-Q4



Source: Table 3 of the Aboriginal Labour Market Database

In the last key labour market indicator, the labour force participation rate in Canada has fallen gradually since its peak of 67.8 per cent in the second quarter of 2008, as seen in Chart 6. While some quarters have seen a slight increase in participation rates, it has been generally trending downwards since the recession began. In the fourth quarter of 2011, the labour force participation rate was 66.7 per cent, which is the lowest it has been since the second quarter of 2002.[9]

Chart 6: Labour Force Participation Rate in Canada, Quarterly 2007-Q1 to 2011-Q4



Source: Table 3 of the Aboriginal Labour Market Database

[9] The decline in the employment and participation rates can be partially attributed to the aging population in Canada. Overall, the 55 and older age group made up 32.1 per cent of the working age population in 2011, 2.3 percentage points higher than was the case in 2007. This age group also tends to have lower employment and participation rates when compared to the rest of the working age population. The effect of an aging population can be estimated by using the employment and participation rates for the different age groups in 2011 and weighting them according to the same age groups' share of the total population in 2007. Using this methodology, the adjusted employment rate for 2011 would have been 62.8 per cent, 1.0 percentage points higher than the actual employment rate of 61.8 per cent for 2011. Similarly, the adjusted participation rate would have been 67.8 per cent for 2011, which is also 1.0 percentage points higher than the actual participation rate of 66.8 per cent for 2011.

B. Hidden Unemployment

The employment and unemployment rates have undergone fluctuations of approximately two percentage points from peak to trough. In contrast, the unemployment rate recovered at a faster pace, as the unemployment rate was only 1.0 percentage points above its pre-recessionary level in the fourth quarter of 2011 while the employment rate was 1.6 percentage points below its pre-recessionary level. Some alternative measures of unemployment have the potential to reveal other sources of hidden unemployment.[10] The first of these is the rate of unemployment plus discouraged searchers. This rate increased from 6.3 per cent in 2008 to 8.5 per cent in 2009 – a 2.2 percentage point increase. It fell 0.3 percentage points to 8.2 per cent in 2010, followed by a larger decrease of 0.6 percentage points to 7.6 per cent in 2011 (Table 2). This pattern follows the movement of the traditional unemployment rate over this time, confirming that the Great Recession did not generate a large number of discouraged searchers.

Table 2: Alternative Unemployment Rates in Canada, 2007-2011

	Official Rate	Plus discouraged searchers	Plus involuntary-part timers
Rate (per cent)			
2007	6.0	6.1	7.8
2008	6.1	6.3	8.0
2009	8.3	8.5	10.8
2010	8.0	8.2	10.6
2011	7.4	7.6	9.8
Percentage point change			
2008	+0.1	+0.2	+0.2
2009	+2.2	+2.2	+2.8
2010	-0.3	-0.3	-0.2
2011	-0.6	-0.6	-0.8
2007-2011	+1.4	+1.5	+2.0

Source: Table 4 of the Aboriginal Labour Market Database

[10] Statistics Canada offers eight supplementary measures of the annual unemployment rate based on the Labour Force Survey (CANSIM table 2820086). These alternative measures help to provide the tools necessary to deal with the multi-faceted nature of measuring labour market performance. They include: R1, persons unemployed 1 year or more as a proportion of the labour force; R2, persons unemployed 3 months or more as a proportion of the labour force; R3, an unemployment rate which excludes passive job searchers, making it comparable to the unemployment rate used in the United States; R4, the official unemployment rate; R5, the official unemployment rate plus discouraged searchers; R6, the official unemployment rate plus persons without jobs in the present period but with secured employment in the future; R7, the official unemployment rate plus persons involuntarily working part-time; and R8, the official rate plus discouraged searchers, waiting group, portion of involuntary part-timers, an amalgam of R5, R6, and R7.

An alternative measure of unemployment is the rate of unemployment plus involuntary part-timers, which produces slightly different results. It increased by 2.8 percentage points from 8.0 per cent in 2008 to 10.8 per cent in 2009, a larger increase than what is suggested by the traditional unemployment rate. In 2010, the unemployment rate including involuntary part-timers declined 0.2 percentage points from 10.8 to 10.6 per cent, and then decreased a further 0.8 percentage points from 10.6 to 9.8 per cent in 2011. As such, it is clear that the Great Recession did generate some 'hidden' unemployment in the form of involuntary part-timers that is not captured by the official unemployment rate. These trends, combined with employment and unemployment rates still below and above their pre-recessionary levels respectively, indicates that despite the recovery of output and the employment level, there is greater labour market slack than was the case prior to the recession.

C. Provincial Employment Growth

Employment outcomes also varied from province to province. Alberta had the highest employment growth rate from 2007 to 2011, increasing 5.2 per cent. Employment in Prince Edward Island also performed quite well, growing at 4.7 per cent, while close behind were Manitoba (4.6 per cent), Saskatchewan (4.5 per cent), and Newfoundland and Labrador (4.4 per cent). New Brunswick was the only province where employment remained below its 2007 level in 2011, as it experienced a 1.3 per cent decline over this period.

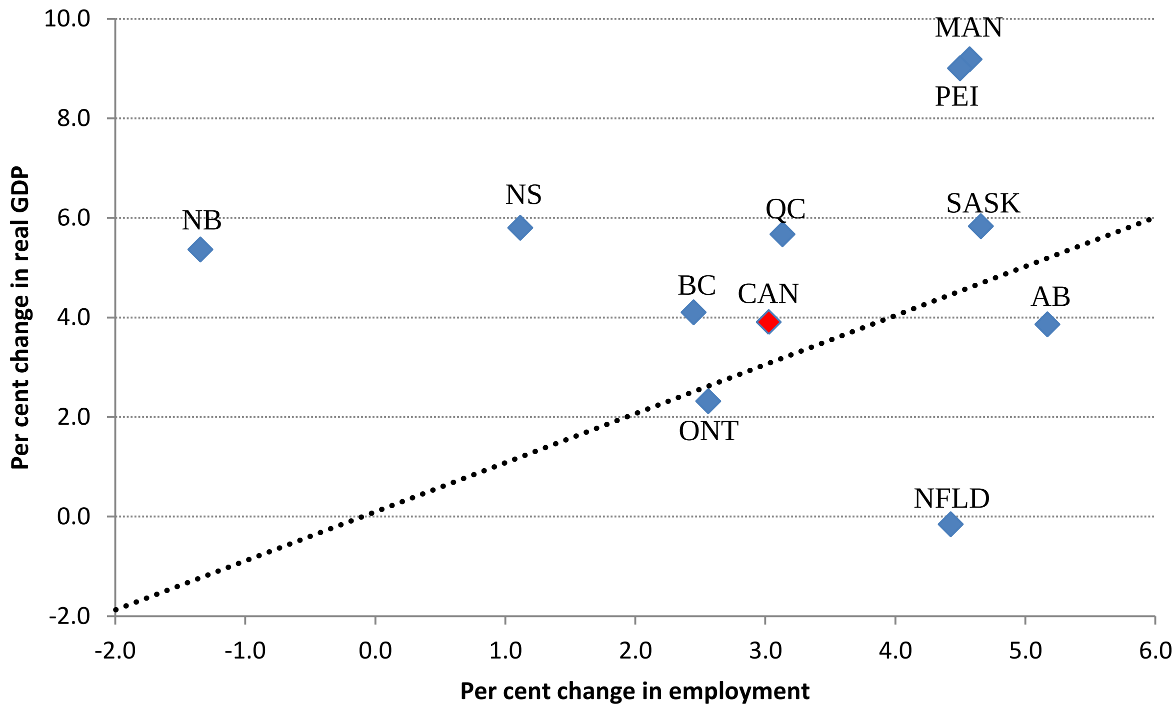
Table 3: Change in Labour Market Indicators by Province, 2007-2011

	Change in source population (per cent)	Change in employment (per cent)	Employment rate		Unemployment rate		Participation rate	
			Rate in 2011 (per cent)	Change from 2007-11 (percentage points)	Rate in 2011 (per cent)	Change from 2007-11 (percentage points)	Rate in 2011 (per cent)	Change from 2007-11 (percentage points)
Canada	+5.5	+3.0	61.8	-1.5	7.4	+1.4	66.8	-0.6
NFLD	+1.2	+4.4	52.8	+1.6	12.4	-1.1	60.3	+1.2
PEI	+5.7	+4.7	60.4	-0.5	11.3	+1.1	68.1	+0.3
NS	+1.7	+1.1	58.2	-0.3	8.8	+0.9	63.8	+0.2
NB	+1.9	-1.3	56.8	-1.9	9.6	+2.1	62.8	-0.7
QUE	+4.5	+3.1	60.1	-0.8	7.8	+0.6	65.1	-0.5
ONT	+5.5	+2.6	61.6	-1.8	7.8	+1.4	66.8	-0.9
MAN	+5.1	+4.6	65.5	-0.3	5.4	+0.9	69.3	+0.4
SASK	+5.6	+4.5	65.6	-0.7	5.1	+0.8	69.1	-0.2
AB	+8.1	+5.2	69.6	-2.0	5.5	+2.0	73.7	-0.5
BC	+7.4	+2.4	60.2	-3.0	7.4	+3.1	65.1	-0.9

Sources: Table 5a, Table 6a, Table 13a, Table 14a, and Table 15a of the Aboriginal Labour Market Database.

Growth in the employment level can mask structural tendencies because it does not control for changes in population and is affected by migration. As Table 3 shows, except for Newfoundland and Labrador, the employment and unemployment rates in all provinces have not returned to their pre-recessionary levels. Newfoundland and Labrador also saw its participation rate increase by 1.2 percentage points from 2007 to 2011, by far the highest increase amongst the provinces. Other provinces that experienced an increase in the participation rate from 2007 to 2011 were Prince Edward Island, Nova Scotia and Manitoba. The remaining provinces saw a decline in participation rates, especially British Columbia and Ontario, which both saw a 0.9 percentage point decrease.

Chart 7: Real GDP and Employment Growth by Province, 2007-2011



Sources: Employment data from Table 6a of the Aboriginal Labour Market Database. 2007-2010 real GDP data from Statistics Canada, CANSIM table 379-0025. 2011 real GDP data are based upon estimates from TD Bank.
Notes: The dashed line represents zero labour productivity growth, or employment growth equal to real output growth. Provinces above the line experienced positive labour productivity growth, while the opposite is true for provinces below the line.

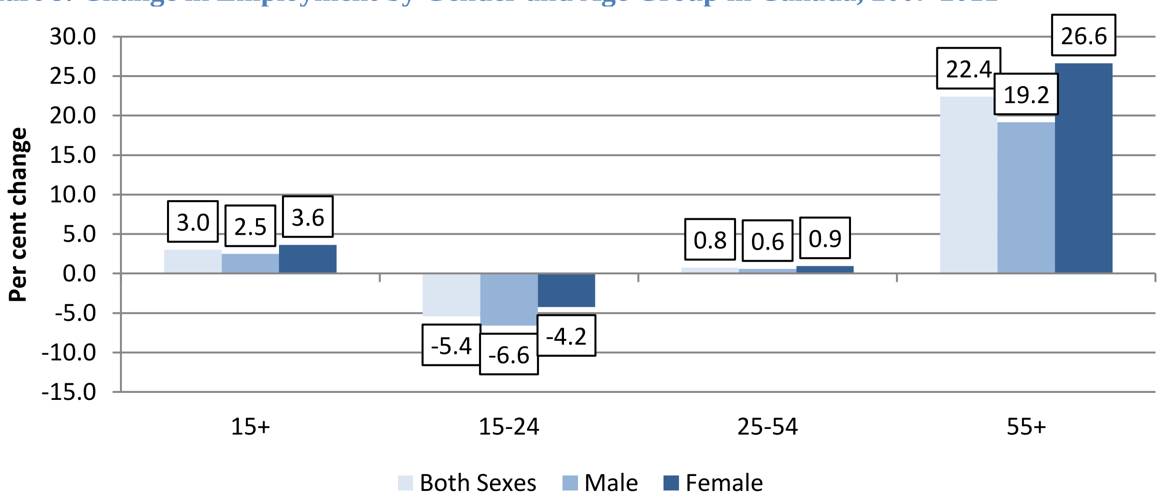
Notably, while employment growth is correlated with real GDP growth in Canada at the national level, this does not seem to be the case when broken down by province, as seen in Chart 7. For example, while New Brunswick experienced a decline of 1.3 per cent in employment from 2007 to 2011, real GDP increased by 4.9 per cent and labour productivity growth in this province was particularly high at 6.8 per cent. On the other hand, Newfoundland and Labrador experienced the largest decline of 4.4 per cent in labour productivity as employment grew by 4.4 per cent and real GDP fell by 0.2 per cent.[11]

D. Employment by Gender and Age

In Canada, women experienced higher overall employment growth from 2007 to 2011 than men, with a 3.6 per cent increase compared to a 2.5 per cent increase respectively (Chart 8).[12] Table 4 shows that even after accounting for changes in the source population, women tended to perform less poorly as their employment rate decreased by only 1.0 percentage point between 2007 and 2011, compared to 2.0 percentage points for men (Table 4). The change in the unemployment rate was similar for both men and women as the participation rate decreased by 0.8 percentage points more for men than for women.

In general, the recession tended to hit men harder than women, while women benefited relatively less during the recovery period. This is mainly due to the higher concentration of men in the more cyclical goods-producing sector.

Chart 8: Change in Employment by Gender and Age Group in Canada, 2007-2011



Source: Statistics Canada, Labour Force Survey.

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[11] Overall, labour productivity in Canada grew by 0.9 per cent between 2007 and 2011. Within the provinces, labour productivity growth from 2007 to 2011 was highest in New Brunswick at 6.8 per cent. The second highest labour productivity growth was in Nova Scotia at 4.6 per cent, followed closely by Manitoba (4.4 per cent) and Saskatchewan (4.3 per cent). Provinces that experienced declining labour productivity are Newfoundland and Labrador (4.4 per cent), Alberta (1.2 per cent), and Ontario (0.2 per cent).

[12] The difference in employment growth between Chart 2 and Chart 8 is due to the use of annual average employment levels in Chart 8. Furthermore, the per cent difference in Chart 2 was calculated from the pre-recessionary peak in the last quarter of 2008 to the last quarter of 2011, while Chart 8 gives the difference between employment in 2007 and 2011.

Table 4: Change in Labour Market Indicators by Gender in Canada, 2007-2011

	Change in source population (per cent)	Change in employment (per cent)	Employment rate		Unemployment rate		Participation rate	
			Rate in 2011 (per cent)	Change from 2007-11 (percentage points)	Rate in 2011 (per cent)	Change from 2007-11 (percentage points)	Rate in 2011 (per cent)	Change from 2007-11 (percentage points)
Male	+5.6	+2.5	65.9	-2.0	7.8	+1.4	71.5	-1.0
Female	+5.5	+3.6	57.9	-1.0	7.0	+1.3	62.3	-0.2

Sources: Table 16, Table 17, Table 20, Table 21, and Table 22 of the Aboriginal Labour Market Database.

Overall, young workers tend to fare worse during a recession than the overall population, as they are liable to have less education and experience than older workers. They are also likely to be less established in their positions than older workers, making them comparatively easier to lay-off than more senior employees.

The recession affected the younger work force more than the other age groups. Both men and women between the ages of 15 and 24 (youth) had a worse labour market situation in 2011 than in 2007, as employment for the age group declined by 5.4 per cent and the employment rate fell by 4.0 percentage points during the 2007 to 2011 period. This was mainly caused by large employment losses in 2009, when employment levels dropped 6.6 per cent for the age group. The falling youth employment was also reflected in their employment rate, which fell by 4.0 percentage points from 2007 to 2011. The participation rate also decreased by 2.3 percentage points over the same period, while the unemployment rate rose by 3.0 percentage points over the same period.

On the other hand, while employment of persons between age 25 and 54 (core-age or prime-age workers) recovered to 0.8 per cent above 2007 levels by 2011, their employment rate decreased by 1.2 percentage points. While their unemployment, employment, and participation rates fluctuated the least during the recession, they also represent 51.9 per cent of the working age population, so small changes can have large effects on the economy.

Those aged 55 and older had the highest employment growth, with a 22.4 per cent increase in their overall employment. Although this is largely due to high growth in the source population (13.4 per cent), their employment rate also increased by 2.4 percentage points. This age group was also the only group to experience an increase in employment level in every year from 2007 to 2011. This is mainly due to increased participation rates, as both unemployment and employment rates increased between 2007 and 2011.

Table 5: Change in Labour Market Indicators by Age Group in Canada, 2007- 2011

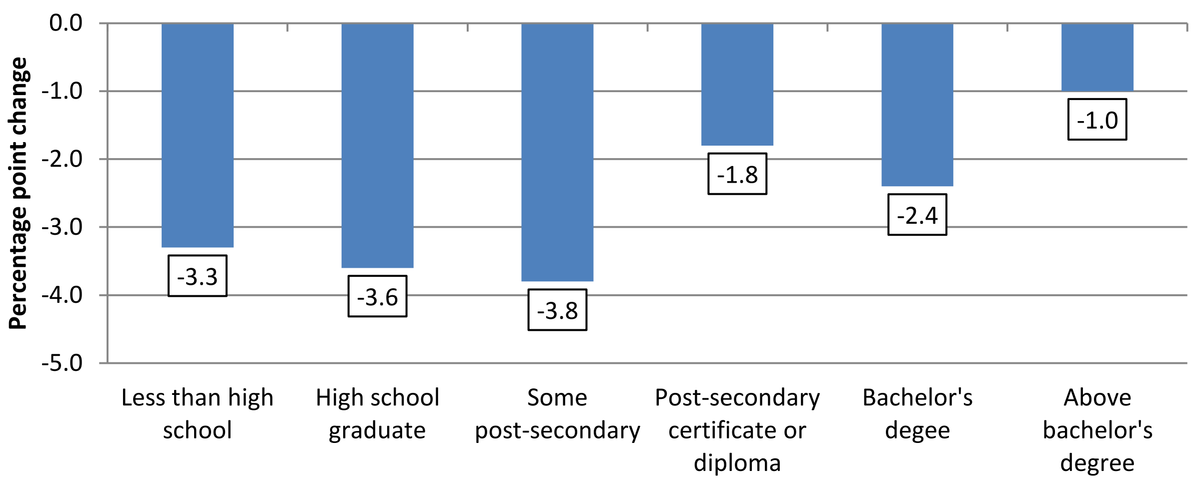
	Change in source population (per cent)	Change in employment (per cent)	Employment rate		Unemployment rate		Participation rate	
			Rate in 2011 (per cent)	Change from 2007-11 (percentage points)	Rate in 2011 (per cent)	Change from 2007-11 (percentage points)	Rate in 2011 (per cent)	Change from 2007-11 (percentage points)
15-24	+1.4	-5.4	55.4	-4.0	14.2	+3.0	64.6	-2.3
25-54	+2.2	+0.8	81.0	-1.2	6.2	+1.1	86.3	-0.3
55+	+13.8	+22.4	34.1	+2.4	6.3	+1.5	36.4	+3.1

Sources: Table 23, Table 24, Table 27, Table 28, and Table 29 of the Aboriginal Labour Market Database.

E. Employment by Educational Attainment

Another key factor that affects workers' employment opportunities is their level of education. As seen in Chart 9 , the biggest divide in terms of the impact of the recession on the employment rate is between those who had completed some form of post-secondary education and the rest of the working age population.

Chart 9: Change in Employment Rate by Educational Attainment in Canada, 2007-2011



Source: Statistics Canada. Table 282-0004 - Labour force survey estimates (LFS), by educational attainment, sex and age group, annual (persons unless otherwise noted),CANSIM (database).

F. Sectoral Employment Growth

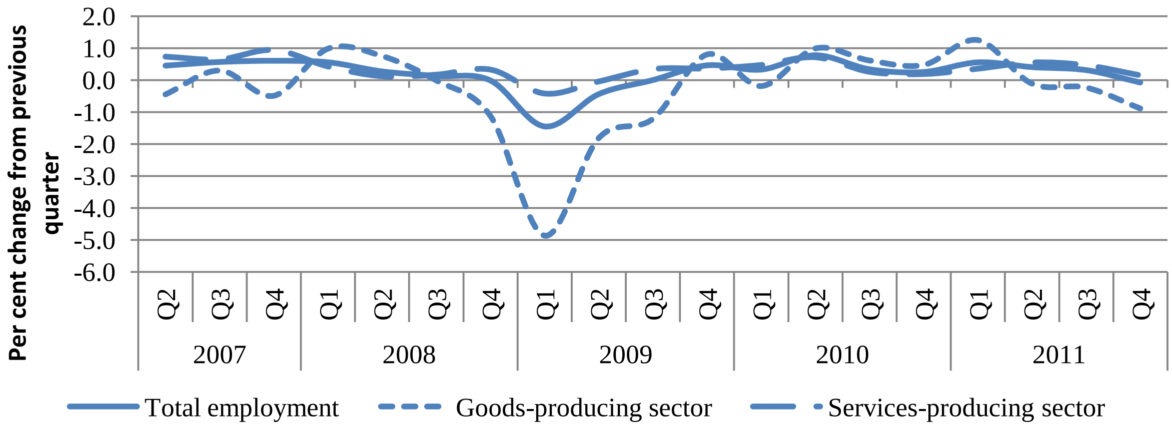
The Great Recession did not affect all sectors equally.[13] Overall, as seen in Chart 10, the negative impact of the recession on employment levels was concentrated in the goods-producing sector, as employment declined in the third quarter of 2009, as well as during most of 2011. The

[13] Industries in this paper refer to 2-digit North American Industry Classification System (NAICS) sectors.

most significant decline occurred in the first quarter of 2009, when employment levels in the goods-producing sector fell by 4.9 per cent – a loss of 193,800 jobs. In terms of employment, the goods-producing sector in the fourth quarter of 2011 was 5.3 per cent below its pre-recessionary level (Chart 11). The proportion of the labour force employed in the goods-producing sector also declined from 23.5 per cent in 2008 to 22.0 per cent in 2011.

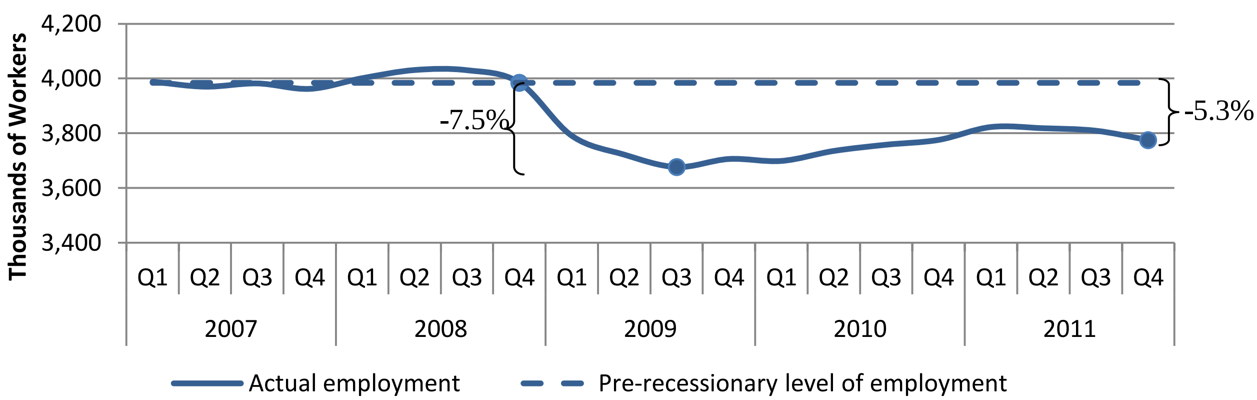
By contrast, employment growth was positive for the services-producing sector except in the first and second quarters of 2009, when it fell by 0.42 per cent and 0.05 per cent respectively. In the fourth quarter of 2011, the employment level in the services-producing sector was 3.4 per cent higher than its pre-recessionary level, an increase of 449,000 jobs (Chart 12).

Chart 10: Employment Growth by Goods- and Services-Producing Sectors in Canada, Quarterly 2007-Q2 to 2011-Q4)



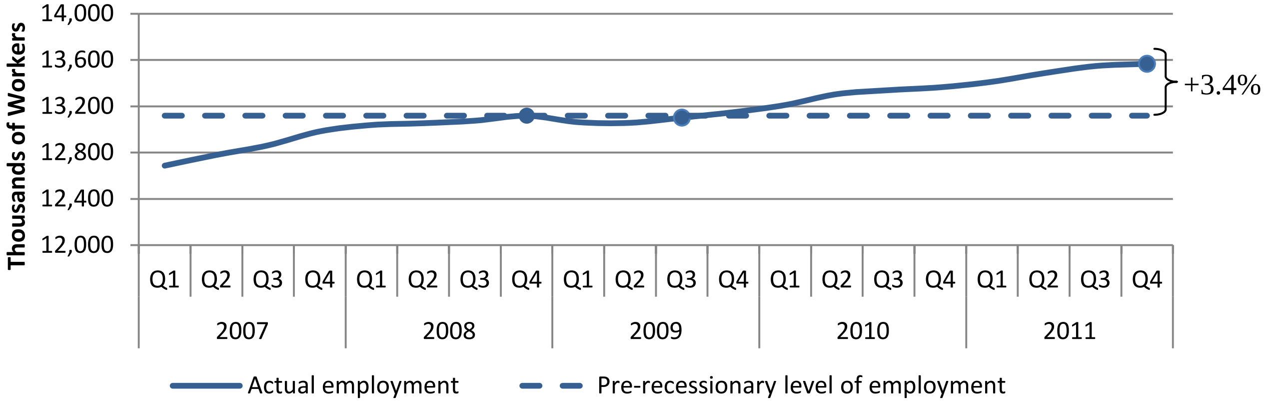
Source: Table 3 of the Aboriginal Labour Market Database.

Chart 11: Employment Growth by Goods-Producing Sectors in Canada, Quarterly 2007-Q1 to 2011-Q4)



Source: Table 3 of the Aboriginal Labour Market Database.

Chart 12: Employment Growth by Services-Producing Sectors in Canada, Quarterly 2007-Q1 to 2011-Q4



Source: Table 3 of the Aboriginal Labour Market Database.

Employment growth also varied widely across subsectors. Among goods-producing industries, manufacturing performed the poorest between 2007 and 2011, shedding 271,300 jobs or 13.4 per cent of the workforce, as seen in Table 6. This had a strong influence on overall employment, as it accounted for almost all of the employment losses in the goods-producing sector.

During the 2007 to 2011 period, the agriculture industry also experienced heavy job losses as employment fell by 8.6 per cent, while employment in forestry, fishing, mining, oil and gas had a slight decline of 1.3 per cent. However, these sectors do not employ nearly as many workers as manufacturing. On the opposite end of the spectrum, despite a 5.7 per cent decline in employment in 2009, the construction sector had strong employment growth in the other three years (2008, 2010, and 2011). This meant it had 131,200 more jobs in 2011 than in 2007, as employment in this industry grew by 11.6 per cent. This industry was also responsible for almost all the positive employment growth in the goods-producing sector between 2007 and 2011.

As mentioned earlier, employment in the services-producing sector performed better than the goods-producing sectors from 2007 to 2011. Of these industries, three subsectors experienced the strongest employment growth, as seen in Table 6. The best-performing subsector was professional, scientific and technical services, in which employment grew 15.9 per cent during the 2007 to 2011 period. Employment growth in this industry can partially explain why the employment rate among those who have completed some form of post-secondary education decreased by only 1.8 percentage points, as it generally favours those who are well-educated. Two other services-producing industries exhibited similar patterns of strong employment growth: employment in the health care and social assistance sector grew 14.9 per cent from 2007 to 2011, while public administration employment grew 12.3 per cent over the same period. These three sectors (professional, scientific and technical services; health care and social assistance; and public administration) accounted for 544,400 new jobs, or 107.1 per cent of net employment growth.

In contrast, employment in only two industries in 2011 was below their 2007 level. Employment fell 3.1 per cent in the management of companies and administrative and other support services industry, and fell 0.1 per cent in retail and wholesale trade industry.

Table 6: Change in Employment for Goods- and Services-Producing Industries in Canada, 2007-2011

	Employment (thousands of workers)		Change from 2007-2011		
	2007	2011	Number of workers (thousands of workers)	Share of net change (per cent)	Per cent change
Goods-producing sector	3,975.2	3,804.0	-171.2	-33.7	-4.3
Agriculture	334.0	305.2	-28.8	-5.7	-8.6
Forestry, fishing, mining, oil and gas	341.9	337.5	-4.4	-0.9	-1.3
Utilities	137.7	139.8	+2.1	0.4	+1.5
Construction	1,130.8	1,262.0	+131.2	25.8	+11.6
Manufacturing	2,030.8	1,759.5	-271.3	-53.4	-13.4
Services-producing sector	12,822.9	13,502.3	+679.4	133.7	+5.3
Educational services	1,178.4	1,219.5	+41.1	8.1	+3.5
Health care and social assistance	1,834.3	2,091.7	+257.4	50.6	+14.0
Public administration	865.1	971.8	+106.7	21.0	+12.3
Trade	2,671.7	2,669.9	-1.8	-0.4	-0.1
Transportation and warehousing	819.7	843.2	+23.5	4.6	+2.9
Finance, insurance, real estate and leasing	1,054.6	1,083.5	+28.9	5.7	+2.7
Professional, scientific and technical services	1,129.0	1,309.3	+180.3	35.5	+16.0
Management of companies and administrative and other support services	699.1	677.4	-21.7	-4.3	-3.1
Information, culture and recreation	775.4	784.8	+9.4	1.8	+1.2
Accommodation and food services	1,074.1	1,092.9	+18.8	3.7	+1.8
Other services	721.7	758.4	+36.7	7.2	+5.1
All industries	16,798.1	17,306.4	+508.3	100.0	+3.0

Sources: Table 30a and Table 31a of the Aboriginal Labour Market Database.

G. Occupational Employment Growth

The overall structural trend in employment towards knowledge-based jobs is shown in Table 7.[14] Decreases in employment from 2007 to 2011 were experienced by occupations unique to primary industries (15.9 per cent); occupations unique to processing manufacturing and utilities (8.2 per cent); and management occupations (1.2 per cent). The decline in employment within the first two occupations is linked to the decline in employment in the goods-producing sector, especially manufacturing. On the other hand, occupations in social science, education, government service and religion; occupations in art, culture, recreation and sport; and health occupations all had employment growth rates well above the national average of 3.0 per cent.

Table 7: Change in Employment in Occupations in Canada, 2007-2011

	Employment (thousands of workers)		Change from 2007 to 2011		
	2007	**2011**	**Number of workers (thousands of workers)**	**Share of net change (per cent)**	**Per cent change**
Management occupations	1,495.9	1,477.3	-18.6	-3.7	-1.2
Business, finance and administrative occupations	3,022.4	3,121.7	+99.3	+19.5	+3.3
Natural and applied sciences and related occupations	1,178.9	1,272.0	+93.1	+18.3	+7.9
Health occupations	997.6	1,163.0	+165.4	+32.5	+16.6
Occupations in social science, education, government service and religion	1,433.5	1,593.1	+159.6	+31.4	+11.1
Occupations in art, culture, recreation and sport	506.9	576.0	+69.1	+13.6	+13.6
Sales and service occupations	4,100.2	4,170.5	+70.3	+13.8	+1.7
Trades, transport and equipment operators and related occupations	2,515.9	2,587.2	+71.3	+14.0	+2.8
Occupations unique to primary industry	577.2	529.9	-47.3	-9.3	-8.2
Occupations unique to processing, manufacturing and utilities	969.7	815.5	-154.2	-30.3	-15.9
All occupations	16,798.1	17,306.4	+508.3	100.0	+3.0

Source: Table 32a of the Aboriginal Labour Market Database.

[14] Occupations in this paper refer to National Occupational Classification for Statistics.

H. Key Highlights for the Canadian Labour Market Since 2007

- The recession lasted from the last quarter of 2008 until the second quarter of 2009.
    - Real GDP and employment had recovered to their pre-recessionary levels by the third quarter of 2010 and the fourth quarter of 2010 respectively.
    - The employment, unemployment, and participation rates have not yet recovered to their pre-recessionary levels.

- All of the provinces except New Brunswick had higher employment in 2011 than in 2007.
    - Newfoundland and Labrador, Prince Edward Island, Nova Scotia and Manitoba saw increases in their participation rate from 2007 to 2011, while the other provinces saw declines.
    - Newfoundland and Labrador was the only province where the employment rate and unemployment rate had returned to the 2007 value.

- Compared to men, women tended to fare better from 2007 to 2011.
    - The unemployment rate increased less for women and the employment rate declined less.
    - Changes in the participation rate for men and women were similar.

- Youth suffered the most of the three age groups (15-24, 25-54, and 55 and over) from 2007 to 2011.
    - Those aged 55 and older experienced by far the largest increases in employment, the employment rate, and the participation rate. They also had a larger increase in the unemployment rate than the 25-54 year old workforce.
    - The aging of the population dampened the rise in the employment rate and the participation rate.

- Those who had completed some form of post-secondary education had a considerably smaller decrease in the employment rate between 2007 and 2011.

- The goods-producing sector experienced overall job losses from 2007 to 2011, while the services sector had a net gain in employment over the same period.

- There is an overall structural trend towards employment in knowledge-based jobs, as evidenced by the large employment increase in occupations such as health occupations; occupations in art, culture, recreation and sport; and occupations in social science, education, government service and religion.

III. Portrait of the Aboriginal Labour Force

Before examining trends among the Aboriginal labour market, it is important to show the relative size of the Aboriginal population in the total population and to identify key differences in labour market performance between the two populations. This section provides a snapshot of the Aboriginal labour force according to LFS data (i.e. excluding those living on Indian reserves and settlements, as well as the territories) for the year 2011, highlighting key differences that distinguish it from the non-Aboriginal labour force.

A. Overview

Overall, as seen in Table 8, in 2011 the 670,500 Aboriginal people off-reserve and over the age of 15 made up 2.4 per cent of the total working age population (WAP) in 2011. Aboriginal people also accounted for a slightly smaller proportion of the employed population (2.2 per cent) and labour force (2.3 per cent). However, the Aboriginal population represented 4.0 per cent of the unemployed population, almost double the employment share. This disparity was reflected in the unemployment rate, which at 12.9 per cent was also almost double the non-Aboriginal unemployment rate. On the other hand, the Aboriginal employment rate was 55.8 per cent or 6.2 percentage points below the non-Aboriginal rate, and the Aboriginal participation rate was 2.8 percentage points below the non-Aboriginal rate at 64.1 per cent.

Table 8: Key Characteristics of the Aboriginal and Non-Aboriginal Working Age Populations in Canada, 2011

	Aboriginal population	Non-Aboriginal population	Notes for the Aboriginal population
Population (in thousands)			
Total WAP	670.5	27,316.6	2.4% of WAP
Employed	374.5	16,931.9	2.2% of employment
Full-Time Employment	297.6	13,696.2	2.1% of full-time employment
Part-Time Employment	76.9	3,235.7	2.3% of part-time employment
Unemployed	55.7	1,336.8	4.0% of unemployed
Labour Force	430.1	18,268.7	2.3% of labour force
Rates (per cent)			
Employment rate	55.8	62.0	-6.2 percentage point gap
Unemployment rate	12.9	7.3	+5.6 percentage point gap
Participation rate	64.1	66.9	-2.8 percentage point gap

Sources: Table 5a, Table 6a, Table 7a, Table 8a, Table 11a, Table 12a, Table 13a, Table 14a, and Table 15a of the Aboriginal Labour Market Database.

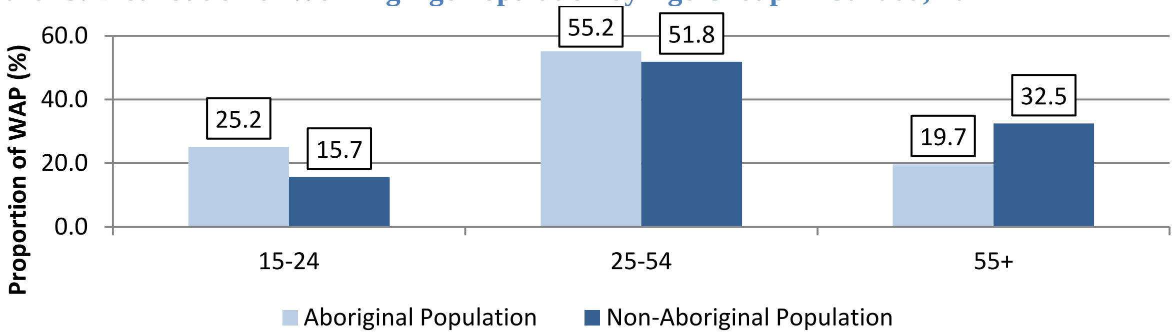
Within the employed population, full-time workers made up 79.5 per cent of Aboriginal employment. This is slightly less than the non-Aboriginal population, in which 80.6 per cent of workers are employed full-time. Statistics Canada reports that in 2010, the proportion of workers between the ages of 25 and 54 who were self-employed was 11.0 per cent for the Aboriginal population, compared to 15.2 per cent for the non-Aboriginal population (Usalcas, 2011).[15]

B. Distribution by Age Group and Gender

As seen in Chart 13, the Aboriginal working age population was younger on average than the non-Aboriginal working population in 2011. This gap was due to the two youngest age groups, as youth have a 9.5 percentage point higher representation in the Aboriginal working age population, and those between the ages of 25 and 54 also had a 3.4 percentage point higher representation in the Aboriginal working age population. Conversely, those aged 55 and over accounted for 19.7 per cent of the Aboriginal working age population, 12.8 percentage points less than the non-Aboriginal working age population.

When the three key labour market indicators (employment rate, unemployment rate, and performance rate) are broken down by age group (15-24, 25-54, and 55 and over), one finds that in 2011, Aboriginal people experienced worse performance for all three indicators and in all age groups, except for the participation rate for persons 55 and over (Table 9). The slightly higher Aboriginal participation rate within this age group (37.6 per cent versus 36.3 per cent) likely reflected the greater concentration of the Aboriginal population in the 55-64 age bracket, which has a higher participation rate than the 65 and over age bracket.

Chart 13: Distribution of Working Age Population by Age Group in Canada, 2011



Sources: Table 23 of the Aboriginal Labour Market Database.

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[15] The same Statistics Canada study found that 14.0 per cent of Aboriginal prime-age workers were employed on a temporary basis in 2010, versus 9.8 per cent of non-Aboriginal workers in that age group. It also notes that Aboriginal workers between the ages of 25 and 54 had an average job tenure of 6.7 years, or 1.5 years less seniority on average compared to non-Aboriginal workers. Furthermore, the percentage of core-age Aboriginal workers who were covered by a union or collective agreement in 2010 was 37.2 per cent, slightly higher than the 34.2 per cent of non-Aboriginal workers. Finally, the average hourly wage of Aboriginal employees between 25 and 54 years old was 22.15, compared to 24.46 for non-Aboriginal workers (Usalcas, 2011).

Table 9: Labour Market Indicators by Age Group for the Aboriginal and Non-Aboriginal Working Age Populations in Canada, 2011

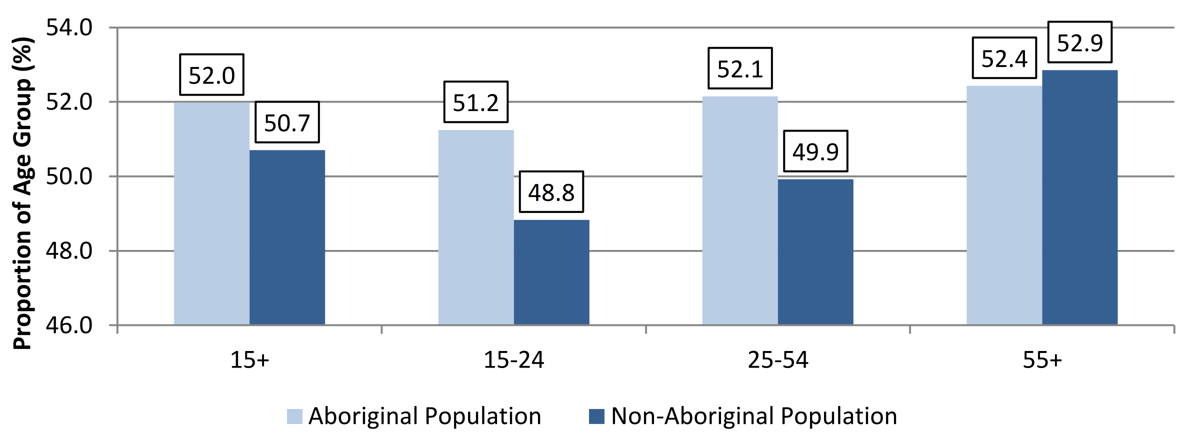
	15-24		25-54		55+	
	Aboriginal population	**Non-Aboriginal population**	**Aboriginal population**	**Non-Aboriginal population**	**Aboriginal population**	**Non-Aboriginal population**
Employment rate (per cent)	47.3	55.8	67.8	81.3	33.3	34.1
Unemployment rate (per cent)	19.2	14.0	11.0	6.1	11.4	6.3
Participation rate (per cent)	58.6	64.8	76.2	86.6	37.6	36.3

Source: Table 27, Table 28, and Table 29 of the Aboriginal Labour Market Database.

Overall, women represented 1.3 percentage points more of the Aboriginal working age population than in the non-Aboriginal working age population. This may suggest that Aboriginal women leave reserves in greater numbers than Aboriginal men. Here, too, the gap is due to the two youngest age groups, where women represented a higher proportion of the Aboriginal population than the non-Aboriginal population. This was reversed for the oldest age group, where a smaller proportion of the Aboriginal working age population were women compared to their non-Aboriginal counterparts.

As seen in Table 10, for both genders, the Aboriginal population had less favourable employment, unemployment, and participation rates than the non-Aboriginal population in 2011. Relative to Aboriginal women, all three indicators were higher for Aboriginal men in 2011.

Chart 14: Proportion of Women within Age Groups for Aboriginal and Non-Aboriginal Working Age Populations in Canada, 2011



Source: Statistics Canada, Labour Force Survey

Table 10: Labour Market Indicators by Gender for the Aboriginal and Non-Aboriginal Working Age Populations in Canada, 2011

	Male		Female	
	Aboriginal population	Non-Aboriginal population	Aboriginal population	Non-Aboriginal population
Employment rate (per cent)	59.1	66.0	52.8	58.0
Unemployment rate (per cent)	14.7	7.7	11.0	6.9
Participation rate (per cent)	69.3	71.5	59.4	62.3

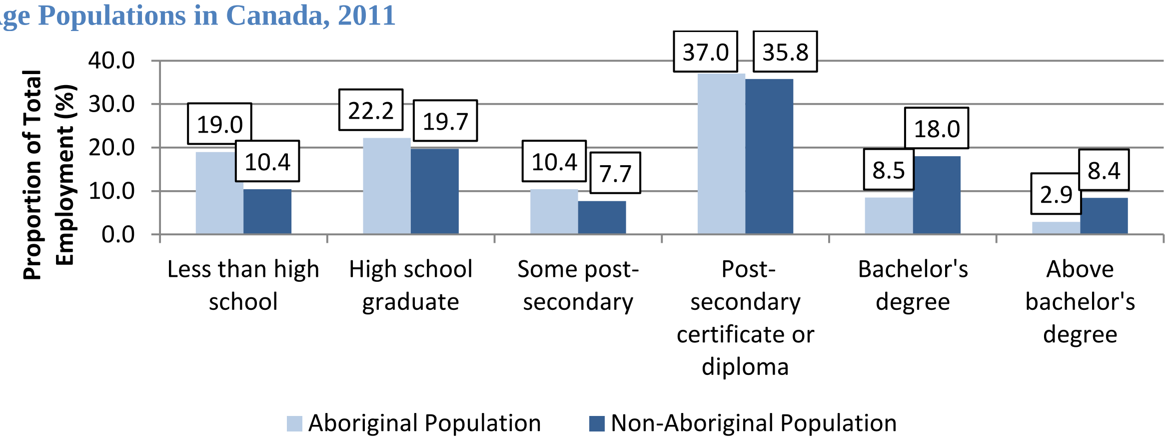
Sources: Table 20, Table 21, and Table 22 of the Aboriginal Labour Market Database

C. Distribution by Educational Attainment

The level of educational attainment is one of the key factors determining a worker's success in the labour market. In particular, having completed some form of post-secondary education can have a large influence on employment, unemployment, and participations rates, as well as average wages (Sharpe & Arsenault, 2010).

Aboriginal workers were less educated on average than non-Aboriginal workers in 2011. As seen in Chart 15, 19.0 per cent of all Aboriginal workers have not completed high school, nearly double the proportion of non-Aboriginal workers. On the other hand, those with a bachelor's degree or above represented 11.4 per cent of the Aboriginal workforce, compared to 26.4 per cent of non-Aboriginal workforce.[16]

Chart 15: Educational Attainment Among Workers for Aboriginal and Non-Aboriginal Working Age Populations in Canada, 2011



Source: Table 33c of the Aboriginal Labour Market Database.

[16] The data represented here refers to the educational attainment profile of Aboriginal workers and excludes unemployment and persons out of the labour force. Employed persons tend to have higher education attainment than non-employed persons.

D. Distribution by Industry and Occupation

Overall, the Aboriginal workforce represented 2.2 per cent of Canadian employment in 2011 (Table 11). Aboriginal workers accounted for 5.5 per cent of all workers in the forestry, fishing, mining, oil and gas subsector, by far the highest of any industry. Similarly, Aboriginal Canadians made up 3.0 per cent of workers in the public administration and utilities industries. On the other hand, Aboriginal people were less likely to work in traditionally well-paid areas geared to the well-educated, such as professional, scientific, and technical services (0.9 per cent). Other industries with a relatively low proportion of Aboriginal workers included finance, insurance, real estate and leasing (1.2 per cent); and agriculture (1.4 per cent).[17]

There is also a relationship between employment distribution by industry and employment distribution by occupation, as certain occupations are linked to specific industries. For example, jobs in occupations unique to primary industry are likely found in the forestry, fishing, mining, oil and gas industry. Therefore, as Aboriginal workers were more likely to work in that industry, they were also more likely to work in occupations unique to primary industry. Similarly, as natural and applied science occupations tend to favour those with high levels of education, Aboriginal workers were less concentrated in those areas.

In all, Aboriginal workers were less likely to work in management occupations; business, finance and administrative occupations; and natural and applied sciences and related occupations (Table 12). These four occupations only represented 25.5 per cent of all Aboriginal employment, versus 34.1 of non-Aboriginal employment. However, Aboriginal Canadians were more likely to work in sales and service occupations; trades, transport and equipment operators and related occupations; and occupations unique to primary industry. In particular, 49.7 per cent of all Aboriginal workers were in sales and service occupations; and trades, transport and equipment operators and related occupations, compared to 38.8 per cent of all non-Aboriginal workers.

Aboriginal workers represented close to the national average of 2.2 per cent of all workers in most occupations. Occupations unique to primary industry had the highest Aboriginal representation at 3.3 per cent. Closely behind are trades, transport and equipment operators and related occupations; and sales and service occupations, with Aboriginal workers accounting for 2.8 per cent and 2.6 per cent of the workforce respectively. Conversely, 1.1 per cent of all

[17] As seen in Appendix A, the on-reserve Aboriginal population in the 2006 census had a different employment distribution from the off-reserve Aboriginal population using the 2007 LFS data. The biggest difference between the employment structure of the on-reserve and the off-reserve workforce lies in public administration – 23.5 per cent versus 6.8 per cent respectively. The on-reserve workforce also has larger employment in primary industries (agriculture, forestry, fishing, mining, oil and gas) at 9.4 per cent versus 5.9 per cent, educational services (10.5 per cent versus 5.4 per cent) and a smaller share in manufacturing (3.7 per cent versus 9.8 per cent) and trade (7.3 per cent versus 15.0 per cent).

workers in natural and applied sciences and related occupations were Aboriginal people, the lowest of all occupations.

Table 11: Distribution of Employment by Industry for Aboriginal and Non-Aboriginal Populations in Canada, 2011

	Distribution of employment by industry (per cent)		Share of Aboriginal workers in industry employment (per cent)
	Aboriginal population	Non-Aboriginal population	
Goods-producing sector	24.1	21.9	2.4
Agriculture	1.2	1.8	1.4
Forestry, fishing, mining, oil and gas	4.9	1.9	5.5
Utilities	1.1	0.8	3.0
Construction	9.7	7.2	2.9
Manufacturing	7.2	10.2	1.5
Services-producing sector	75.9	78.1	2.1
Educational services	5.9	7.1	1.8
Health care and social assistance	12.8	12.1	2.3
Public administration	7.9	5.6	3.0
Trade	15.3	15.4	2.1
Transportation and warehousing	5.2	4.9	2.3
Finance, insurance, real estate and leasing	3.6	6.3	1.2
Professional, scientific and technical services	3.3	7.7	0.9
Management of companies and administrative and other support services	4.5	3.9	2.5
Information, culture and recreation	4.2	4.5	2.0
Accommodation and food services	8.6	6.3	2.9
Other services	4.7	4.4	2.3
All industries	100.0	100.0	2.2

Sources: Table 30a, Table 31a, Table 30c, Table 31c of the Aboriginal Labour Market Database

Table 12: Distribution of Employment by Occupation for Aboriginal and Non-Aboriginal Populations in Canada, 2011

	Proportion of employment within population (per cent)		Share of Aboriginal workers in occupation employment (per cent)
	Aboriginal population	Non-Aboriginal population	
Management occupations	6.1	8.6	1.5
Business, finance and administrative occupations	15.5	18.1	1.9
Natural and applied sciences and related occupations	3.9	7.4	1.1
Health occupations	5.8	6.7	1.9
Occupations in social science, education, government service and religion	9.1	9.2	2.1
Occupations in art, culture, recreation and sport	2.3	3.4	1.5
Sales and service occupations	29.1	24.0	2.6
Trades, transport and equipment operators and related occupations	19.6	14.8	2.8
Occupations unique to primary industry	4.6	3.0	3.3
Occupations unique to processing, manufacturing and utilities	4.0	4.7	1.8
All occupations	100.0	100.0	2.2

Sources: Table 32a, and Table 32c of the Aboriginal Labour Market Database

E. Key Highlights for the Aboriginal Population

- According to the LFS, which excludes persons living on Indian reserves and settlements as well as the territories, the Aboriginal working age population in 2011 was 670,500, representing 2.4 per cent of the Canadian working age population.
    - The employment rate was 55.8 per cent, or 6.2 percentage points lower than the non-Aboriginal labour force.
    - The unemployment rate was 12.9 per cent, or 5.6 percentage points higher than the non-Aboriginal labour force.

    - The participation rate was 64.1 per cent, or 2.8 percentage points lower than the non-Aboriginal labour force.

- On average, the Aboriginal working age population was younger and had a higher proportion of women.
    - The Aboriginal employment, unemployment, and participation rates are, in almost all cases, were less favourable for both genders and all three age groups.

- On average, Aboriginal workers were less educated than non-Aboriginal workers.
    - 19.0 per cent of Aboriginal workers had not completed high school, nearly double the proportion of non-Aboriginal workers
    - University graduates accounted for 11.4 per cent of Aboriginal workers, compared to 26.4 per cent of non-Aboriginal workers

- Aboriginal workers were more likely to work in the more cyclical goods-producing sector, which represented 24.1 per cent of all Aboriginal employment and 21.9 per cent of all non-Aboriginal employment
    - Less likely to work in professional, scientific and technical services; educational services; finance, insurance, real estate and leasing; and manufacturing.
    - More likely to work in forestry, fishing, mining, oil and gas; construction; public administration; accommodation and food services.

- Aboriginal workers were less likely to work in occupations that favour the well-educated
    - Specific occupations in which Aboriginal workers were less likely to work in are management occupations; business, finance and administrative occupations; and natural and applied sciences and related occupations. These represented only 25.5 per cent of all Aboriginal employment, but 34.1 per cent of non-Aboriginal employment.
    - On the other hand, sales and service occupations; and trades, transport and equipment operators and related occupations accounted for 49.7 per cent of all Aboriginal employment, compared to 38.8 per cent of non-Aboriginal employment.

IV. Aboriginal Labour Market Performance

After having provided a portrait of the labour market situation of Aboriginal Canadians in 2011 and compared it to non-Aboriginal Canadians, this section looks at labour market developments from 2007 to 2011. In particular, it focuses on how the Aboriginal labour force has fared compared to the non-Aboriginal labour force.

A. Overall Labour Market Performance

As noted earlier, Aboriginal employment is more concentrated in the cyclical goods-producing sector. Therefore, it is anticipated that Aboriginal employment figures would experience larger year-to-year fluctuations in most labour market indicators. This appears to be the case.

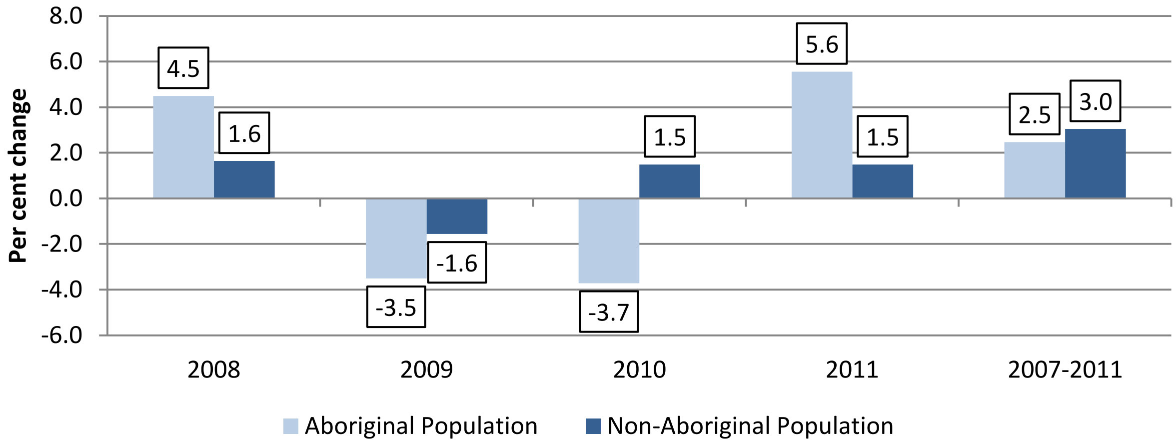
In terms of employment, the Aboriginal population grew by 2.5 per cent from 2007 to 2011, 0.5 percentage points lower than the 3.0 per cent employment growth enjoyed by the non-Aboriginal population (Chart 16).[18] The year-by-year growth rates, on the other hand, differed greatly. In 2008, Aboriginal employment growth advanced 4.5 per cent, which was far higher than the non-Aboriginal employment growth of 1.6 per cent. Both Aboriginal and non-Aboriginal employment fell during the recession year of 2009, although the former fell twice as much as the latter (3.5 per cent versus 1.6 per cent). In the recovery year of 2010, non-Aboriginal employment did recover, but Aboriginal employment did not, falling 3.7 per cent, even more than in 2009. In 2011, Aboriginal employment surged by 5.6 per cent, outstripping non-Aboriginal employment growth (1.5 per cent) and making up partially for the shortfall in 2009 and 2010.

However, the Aboriginal labour market performance is worse than the small gap in employment growth would suggest, as the Aboriginal working age population grew faster than the non-Aboriginal working age population between 2007 and 2011 (6.4 per cent versus 5.5 per cent). This can be controlled by looking at the employment and unemployment rates, illustrated in Chart 17 and Chart 18. In both of these indicators, the Aboriginal population improved more the non-Aboriginal population in 2008. Both populations then suffered setbacks in 2009. The non-Aboriginal population began to recover in 2010, while both indicators for the Aboriginal population continued deteriorating. Only in 2011 did the employment rate rise and the unemployment rate fall for the Aboriginal population.

[18] It is notable that part-time employment growth from 2007 to 2011 for the Aboriginal population was 10.0 per cent, higher than that for the non-Aboriginal population (7.8 per cent), as seen in Table 22 of the Aboriginal Labour Market Database. On the other hand, Aboriginal full-time employment growth from 2007 to 2011 was 0.7 per cent, slower than the 2.0 per cent employment growth for the non-Aboriginal population (Table 21 of the Aboriginal labour market database).

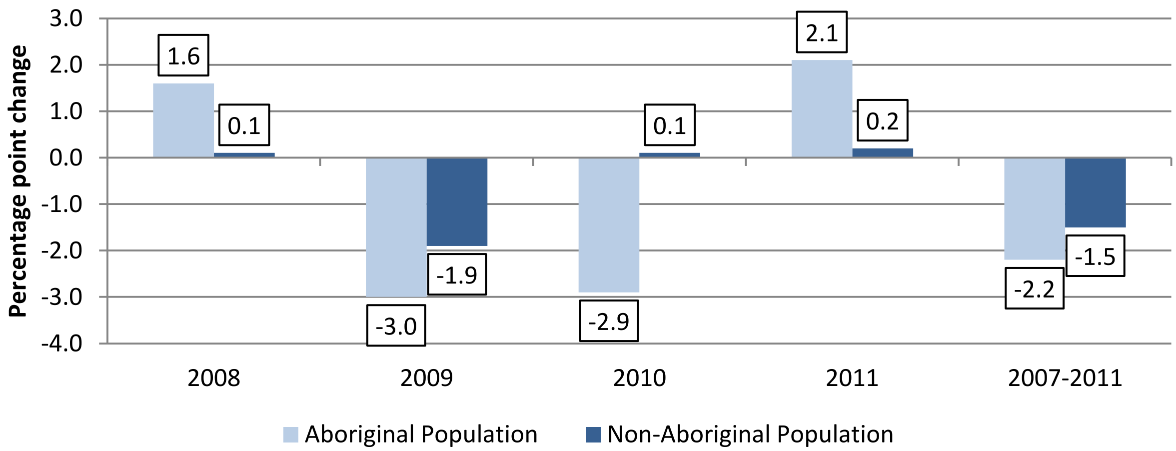
Overall, the Aboriginal employment rate fell slightly more than the non-Aboriginal employment rate during the 2007 to 2011 period (a decline of 2.2 percentage points versus a decline of 1.5 percentage points). Similarly, the Aboriginal unemployment rate rose by 2.2 percentage points, which was also slightly more than the non-Aboriginal rate increase of 1.4 percentage points.[19]

Chart 16: Change in Employment for Aboriginal and Non-Aboriginal Populations in Canada, 2007-2011



Source: Table 6a of the Aboriginal Labour Market Database

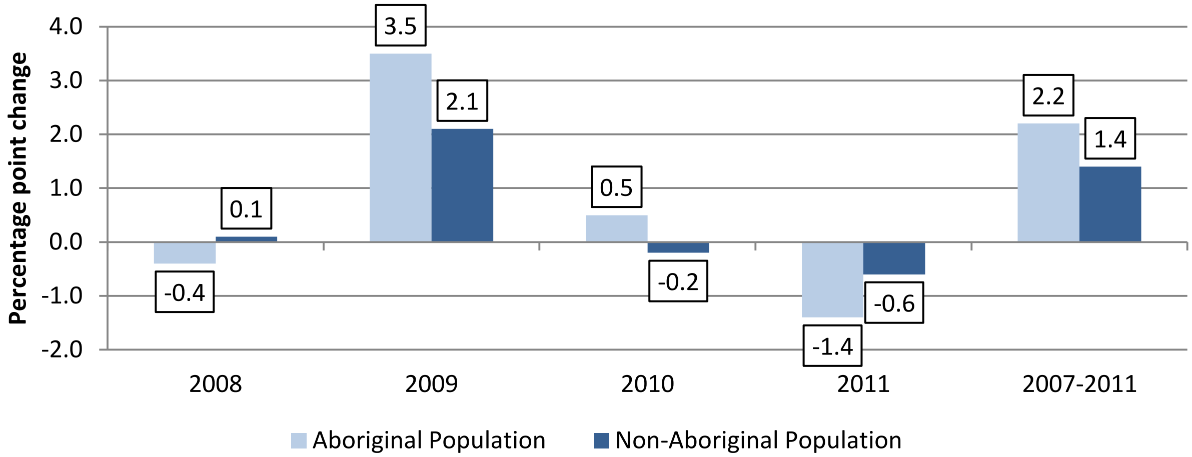
Chart 17: Change in Employment Rate for Aboriginal and Non-Aboriginal Populations in Canada, 2007-2011



Source: Table 13a of the Aboriginal Labour Market Database

[19] Statistics Canada notes that the supplementary unemployment rate R8 –which adds discouraged workers, those waiting for recall and long-term future starts, and a portion of involuntary part-time workers to the official unemployment rate – also increased by 4.5 percentage points between 2008 and 2010 to 18.5 per cent (Usalcas, 2011). In comparison, the non-Aboriginal R8 unemployment rate was 11.1 per cent in 2010 and had risen 2.5 percentage points from 2008 to 2010 (Usalcas, 2011). Therefore, the gap in the official unemployment rate may underestimate the difficulty that Aboriginal people are having in the labour market, in comparison to non-Aboriginal people.

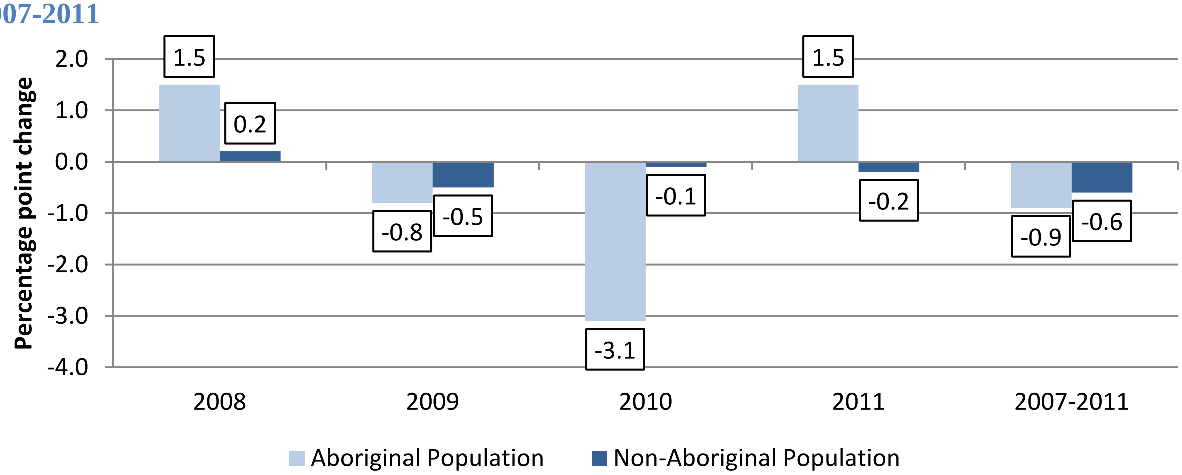
Chart 18: Change in Unemployment Rate for Aboriginal and Non-Aboriginal Populations in Canada, 2007-2011



Source: Table 14a of the Aboriginal Labour Market Database

The last major indicator is the labour force participation rate. Altogether, from 2007 to 2011, the Aboriginal participation rate decreased by 0.9 percentage points, slightly more than the 0.6 percentage point fall experienced by the non-Aboriginal population. The increase of 1.5 percentage points for the Aboriginal participation rate in 2008, along with rising employment and declining unemployment rates, suggests that Aboriginal workers were encouraged by the buoyant economy that year. The participation rate decreased by 0.8 per cent in 2009, indicating the loss in jobs had started to have an effect on labour market participation. This culminated in 2010, when the participation rate decreased by a further 3.1 percentage points while the situation continued to deteriorate. The year 2011 saw confidence return to Aboriginal workers as the participation rate increased by 1.5 percentage points.

Chart 19: Change in Participation Rate for Aboriginal and Non-Aboriginal Populations in Canada, 2007-2011



Source: Table 15a of the Aboriginal Labour Market Database

B. Employment Outcomes by Age Group and Gender

Breaking down employment growth by gender reveals that Aboriginal men fared worse than non-Aboriginal men (Table 13). From 2007 to 2011, despite the faster growth in the size of the male Aboriginal working age population, employment growth was slower for Aboriginal men than non-Aboriginal men (0.5 per cent versus 2.5 per cent). This was reflected in the three other labour market indicators in Table 13, as the changes for 2007 to 2011 showed greater deterioration for Aboriginal men.

On the other hand, Aboriginal women experienced employment growth of 4.5 per cent from 2007 to 2011, 0.9 percentage points higher than non-Aboriginal women. While partially due to faster growth in the source population, the higher employment growth for Aboriginal women was also seen in the smaller decrease in the employment rate. The unemployment rate also declined less for Aboriginal women and the change in participation rates were the same in both populations. The stronger overall performance from 2007 to 2011 was mostly due to improvements in the labour market indicators during 2011 when Aboriginal women experienced a 3.9 per cent increase in employment, a 1.2 percentage point increase in the employment rate, and a 1.7 percentage point decrease in the unemployment rate. Aboriginal women also completely outperformed Aboriginal men between 2007 and 2011.

Table 13: Change in Labour Market Indicators by Gender for Aboriginal and non-Aboriginal Working Age Populations, Canada, 2007-2011

	Male		Female	
	Aboriginal population	**Non-Aboriginal population**	**Aboriginal population**	**Non-Aboriginal population**
Per cent change in source population	+7.1	+5.6	+5.9	+5.4
Per cent change in employment	+0.5	+2.5	+4.5	+3.6
Percentage point change in employment rate	-3.8	-2.0	-0.7	-1.1
Percentage point change in unemployment rate	+3.5	+1.4	+0.9	+1.4
Percentage point change in participation rate	-1.6	-1.1	-0.2	-0.2

Sources: Table 16, Table 17, Table 20, Table 21, and Table 22 of the Aboriginal Labour Market Database

Within the three studied age groups (15-24, 25-54, and 55 and over), perhaps surprisingly, Aboriginal youth (15-24) fared better from 2007 to 2011 than non-Aboriginal youth. Employment of Aboriginal workers in this age group rose by 2.3 per cent, while the employment level for non-Aboriginals in the same age group fell by 5.7 per cent. Much of this was due to differences in source population growth, as the Aboriginal youth population increased by 7.3 per cent, much higher than the 1.1 per cent increase experienced by non-Aboriginal youth. But even after controlling for source population growth, the employment rate of Aboriginal youth deteriorated less than for non-Aboriginal youth (decrease of 2.3 percentage points versus 4.0 percentage points). The changes in the unemployment and participation rates were also more favourable in the Aboriginal population, as seen in Table 14. Much of this is due to favourable labour market developments for Aboriginal youth in 2011, when employment grew by 9.8 per cent, the employment rate increased by 2.3 percentage points, the unemployment rate fell by 1.9 percentage points, and the participation rate rose by 1.6 percentage points.

On the other hand, Aboriginal workers between the ages of 25 and 54 (prime-age workforce) tended to fare worse than non-Aboriginal workers in the same age group. During the 2007 to 2011 period, the employment level for prime-age Aboriginal people rose 0.2 per cent, compared to an increase of 0.8 per cent among non-Aboriginal people in the same age group. Aboriginal people in this age group had also experienced greater deterioration in their employment, unemployment and participation rates. A similar situation was faced by workers 55 years of age and older, where Aboriginal people fared worse from 2007 to 2011 than non-Aboriginal people, according to the labour market indicators in Table 14.

Table 14: Change in Labour Market Indicators by Age Group for Aboriginal and non-Aboriginal Working Age Populations, Canada, 2007 -2011

	15-24		**25-54**		**55+**	
	Aboriginal population	**Non-Aboriginal population**	**Aboriginal population**	**Non-Aboriginal population**	**Aboriginal population**	**Non-Aboriginal population**
Per cent Change in Source Population	+7.3	+1.1	+3.2	+2.2	+15.5	+13.8
Percent Change in Employment	+2.3	-5.7	+0.2	+0.8	+18.3	+22.5
Percentage Point Change in Employment Rate	-2.3	-4.0	-2.0	-1.2	+0.7	+2.5
Percentage Point Change in Unemployment Rate	+2.4	+3.0	+2.1	+1.1	+3.0	+1.5
Percentage Point Change in Participation Rate	-1.1	-2.4	-0.5	-0.2	+2.0	+3.1

Sources: Table 23, Table 24, Table 27, Table 28, and Table 29 of the Aboriginal Labour Market Database

C. Employment Outcomes by Industry

As indicated before, the goods-producing sector tended to perform much poorer than the services-producing industry between 2007 and 2011. This was the case within the Aboriginal population as well. After examining year to year employment growth rates, it appears that the deterioration of the Aboriginal labour market in 2009 was mainly due to the goods-producing sector, while the decline in 2010 of the Aboriginal labour market was concentrated in the services-producing sector.

Aboriginal employment in the goods-producing sector decreased by 5.9 per cent from 2007 to 2011, slightly worse than the 4.3 per cent decline in non-Aboriginal workers (Table 15). This is mostly due to the Aboriginal workforce in this sector experiencing a 18.8 per cent decline in 2009, much worse than the 6.9 per cent reduction in the non-Aboriginal workforce. The reduction, which represented a loss of 18,400 Aboriginal workers, was mainly due to 11,000 Aboriginal manufacturing workers losing their jobs (Table 6a in the Aboriginal Labour Market Database). This represented a loss of 31.6 per cent of Aboriginal employment in manufacturing, while non-Aboriginal employment in the same industry saw a decline of 8.8 per cent in 2009. However, in relative terms, all of the goods-producing industries saw a decrease in employment of at least 15 per cent in 2009 except for construction, which experienced a decline in employment of 8.2 per cent.

Table 15: Change in Employment for Goods- and Services Producing Sector for Aboriginal and Non-Aboriginal Working Age Populations in Canada, 2007-2011

	Goods-producing industries		Services-producing industries	
	Aboriginal workforce	**Non-Aboriginal workforce**	**Aboriginal workforce**	**Non-Aboriginal workforce**
Per Cent Change				
2008	+2.2	+0.9	+5.3	+1.9
2009	-18.8	-6.9	+1.8	+0.1
2010	+3.6	+0.4	-5.8	+1.8
2011	+9.3	+1.5	+4.4	+1.5
2007-11	-5.9	-4.3	+5.4	+5.3

Sources: Table 9b and Table 10b of the Aboriginal Labour Market Database

While Aboriginal employment growth in the goods-producing sector was stronger than non-Aboriginal growth in the other three years (2008, 2010, and 2011), this was not enough to offset the steep losses suffered in 2009. Of particular note is the strong Aboriginal employment growth of 9.3 per cent in 2011, far higher than the 1.5 per cent growth for non-Aboriginal people. The higher Aboriginal employment growth in 2011 was experienced in all goods-producing industries.

In contrast, Aboriginal employment growth in the services-producing sector from 2007 to 2011 was comparable to non-Aboriginal employment growth (5.4 per cent and 5.3 per cent respectively). However, year-to-year growth rates were much different, as seen in Table 15. Non-Aboriginal employment within the services-producing sector continued to increase in every year. On the other hand, Aboriginal employment within the same sector declined by 5.8 per cent in 2010. This represented a loss of 16,700 workers, of which 6,500 were in the trade industry and 4,300 were in the information, culture and recreation industry. These two industries, along with finance, insurance, real estate and leasing, were the hardest hit in relative terms as well, suffering over 10 per cent losses in 2010 alone. In comparison, public administration and management of companies; and administrative and other support services actually increased employment by 7.2 per cent and 5.8 per cent respectively in 2010.

Aboriginal workers in both of the largest industries in the goods-producing sector, manufacturing and construction, fared much worse from 2007 to 2011 than non-Aboriginal workers in the same industries (Table 16). The Aboriginal employment level in the construction subsector rose by 3.7 per cent from 2007 to 2011, while non-Aboriginal employment increased by 11.9 per cent. In the manufacturing sector, the Aboriginal employment level fell by 25.6 per cent, much worse than the non-Aboriginal workforce, which saw a decline of 13.1 per cent.

On the other hand, during the 2007 to 2011 period, the Aboriginal labour force performed much better in the utilities (27.3 per cent growth versus 0.9 per cent) and forestry, fishing, mining, oil and gas (10.1 per cent versus -1.9 per cent) subsectors. However, these sectors make up much less of Aboriginal employment than construction and manufacturing.

Aboriginal employment growth from 2007 to 2011 within the services-producing sector also varied. Employment in educational services improved for Aboriginal workers, as employment grew 11.1 per cent between 2007 and 2011. Among the non-Aboriginal population, by comparison, employment increased by 3.4 per cent in the same industry. Aboriginal employment in public administration also rose by 19.4 per cent from 2007 to 2011, an extremely strong performance even compared to the non-Aboriginal employment growth of 12.1 per cent in this sector. This industry accounted for 53.3 per cent of the net change in Aboriginal employment. Somewhat surprisingly, Aboriginal employment growth in finance, insurance, real estate and leasing was 9.8 per cent during the 2007 to 2011 period, much higher than the 2.7 per cent rise enjoyed by the non-Aboriginal workers. Other industries that experienced significantly stronger employment growth for Aboriginal people than non-Aboriginal people include information, culture and recreation (7.6 per cent versus 1.1 per cent); trade (4.8 per cent versus -0.2 per cent); and other services (8.0 per cent versus 5.0 per cent).

Table 16: Change in Employment by Industry for Aboriginal and Non-Aboriginal Working Age Populations in Canada, 2007-2011

	Aboriginal population					Non-Aboriginal population
	Employment (thousands of workers)		Change from 2007-2011			
	2007	2011	Number of workers (thousands of workers)	Share of net change (per cent)	Per cent change	Per cent change
Goods-producing sector	96.0	90.3	-5.7	-63.3	-5.9	-4.3
Agriculture	4.8	4.4	-0.4	-4.4	-8.3	-8.6
Forestry, fishing, mining, oil and gas	16.8	18.5	+1.7	18.9	+10.1	-1.9
Utilities	3.3	4.2	+0.9	10.0	+27.3	+0.9
Construction	35.1	36.4	+1.3	14.4	+3.7	+11.9
Manufacturing	36.0	26.8	-9.2	-102.2	-25.6	-13.1
Services-producing sector	269.5	284.1	+14.6	162.2	+5.4	+5.3
Educational services	19.8	22.0	+2.2	24.4	+11.1	+3.4
Health care and social assistance	45.6	48.1	+2.5	27.8	+5.5	+14.3
Public administration	24.7	29.5	+4.8	53.3	+19.4	+12.1
Trade	54.7	57.3	+2.6	28.9	+4.8	-0.2
Transportation and warehousing	19.2	19.3	+0.1	1.1	+0.5	+2.9
Finance, insurance, real estate and leasing	12.2	13.4	+1.2	13.3	+9.8	+2.7
Professional, scientific and technical services	11.8	12.3	+0.5	5.6	+4.2	+16.1
Management of companies and administrative and other support services	17.9	16.8	-1.1	-12.2	-6.1	-3.0
Information, culture and recreation	14.5	15.6	+1.1	12.2	+7.6	+1.1
Accommodation and food services	32.7	32.2	-0.5	-5.6	-1.5	+1.9
Other services	16.3	17.6	+1.3	14.4	+8.0	+5.0
All industries	365.5	374.5	+9.0	100.0	+2.5	+3.0

Sources: Table 30a and Table 31a of the Aboriginal Labour Market Database

The story was not nearly as positive for Aboriginal workers in most of the remaining industries within the services-producing sector. In the professional, scientific and technical services industry, the Aboriginal employment growth rate was 4.2 per cent, well below the 16.1 per cent increase enjoyed by the non-Aboriginal population. It was a similar case in health care and social assistance, where although Aboriginal employment rose by 5.5 per cent over this period, it was much smaller than the 14.3 per cent increase in non-Aboriginal workers. Other industries that experienced significantly worse Aboriginal growth from 2007 to 2011 are in accommodation and food services (-1.5 per cent versus 1.9 per cent); management of companies and administrative and other support services (-6.1 per cent versus -3.0 per cent); and transportation and warehousing (0.5 per cent versus 2.9 per cent).

D. Employment Outcomes by Occupation

Aboriginal and non-Aboriginal employment growth varied greatly by occupation (Table 17). In the Aboriginal workforce, the occupations that experienced decreases in employment from 2007 to 2011 were occupations unique to processing, manufacturing and utilities (-34.8 per cent); trades, transport and equipment operators and related occupations (-1.3 per cent); and natural and applied sciences and related occupations (-7.0 per cent). In contrast, occupations that had negative employment growth in the non-Aboriginal population in the same period also came from occupations unique to processing, manufacturing and utilities (-15.4 per cent); and management occupations (-1.3 per cent), as well as occupations unique to primary industry (-8.6 per cent).

Aboriginal employment performance was mixed within the occupations with the most employment. In business, finance and administrative occupations, Aboriginal employment growth was 12.6 per cent, far higher than the 3.1 per cent increase seen by the non-Aboriginal labour force. On the other hand, in sales and service occupations, Aboriginal employment rose by 3.8 per cent, similar to the non-Aboriginal employment increase of 1.7 per cent. Finally, trades, transport and equipment operator occupations saw a 1.3 per cent reduction in the Aboriginal workforce, while non-Aboriginal employment increased by 3.0 per cent.

However, within the fastest growing occupations, the Aboriginal work force grew slightly slower than the non-Aboriginal workforce. Aboriginal workers in health occupations experienced 14.1 per cent growth, compared to the 16.6 per cent increase in non-Aboriginal workers. Similarly, social sciences occupations experienced employment growth of 9.6 per cent for Aboriginal workers and 11.2 per cent for non-Aboriginal workers. Finally, occupations in art, culture, recreation and sport experienced the smallest gap between Aboriginal and non-Aboriginal employment growth rates at 13.3 per cent and 13.7 per cent respectively.

Table 17: Change in Employment by Occupation for Aboriginal and Non-Aboriginal Populations in Canada, 2007-2011

	Aboriginal population						Non-Aboriginal population
	Employment (thousands of workers)		Change from 2007-2011				
	2007	2011	Number of workers (thousands of workers)	Share of net change (per cent)	Per cent change		Per cent change
Management occupations	21.6	22.8	+1.2	13.3	+5.6		-1.3
Business, finance and administrative occupations	51.5	58.0	+6.5	72.2	+12.6		+3.1
Natural and applied sciences and related occupations	15.7	14.6	-1.1	-12.2	-7.0		+8.1
Health occupations	19.1	21.8	+2.7	30.0	+14.1		+16.6
Occupations in social science, education, government service and religion	31.1	34.1	+3.0	33.3	+9.6		+11.2
Occupations in art, culture, recreation and sport	7.5	8.5	+1.0	11.1	+13.3		+13.7
Sales and service occupations	105.1	109.1	+4.0	44.4	+3.8		+1.7
Trades, transport and equipment operators and related occupations	74.3	73.3	-1.0	-11.1	-1.3		+3.0
Occupations unique to primary industry	16.6	17.3	+0.7	7.8	+4.2		-8.6
Occupations unique to processing, manufacturing and utilities	23.0	15.0	-8.0	-88.9	-34.8		-15.4
All occupations	365.5	374.5	+9.0	100.0	+2.5		+3.0

Source: Table 32a of the Aboriginal Labour Market Database

What happened to the Aboriginal labour market during 2010?

It is somewhat surprising that while the non-Aboriginal labour market started to recover in 2010, the Aboriginal employment rate and unemployment rate continued to worsen. Overall, Aboriginal employment fell by 3.7 per cent when it lost 13,700 workers in 2010, while non-Aboriginal employment rose by 1.5 per cent (Table 1 in Appendix B). A closer examination of the labour market segments reveals:

- Both Aboriginal men and women had unfavourable labour market developments in 2010. However, Aboriginal men had worse results, as employment fell by 4.9 per cent compared to employment losses of 2.5 per cent for Aboriginal women (Table 1 in Appendix B). In contrast, non-Aboriginal men and women both experienced employment growth.

- Aboriginal youth (15-24) enjoyed employment growth of 3.7 per cent, while non-Aboriginal youth experienced employment losses of 1.0 per cent (Table 1 in Appendix B). However, Aboriginal youth employment growth was driven by high source population growth as their employment rate fell by 1.0 percentage points versus a 0.5 percentage point decrease for non-Aboriginal youth.

- Aboriginal people in the prime-age workforce (24-55) and the oldest age group (55+) had adverse developments in the labour market in 2010. However, the oldest age group suffered more, with employment losses of 9.4 per cent while the Aboriginal prime-age workforce was reduced by 4.9 per cent (Table 1 in Appendix B). Non-Aboriginal employment in both age groups increased in 2010.

- The services-producing sector saw Aboriginal employment fall by 16,700 or 5.8 per cent in 2010 alone (Table 3 in Appendix B). Employment losses were mainly in the wholesale and retail trade (6,500 job losses or a 11.3 per cent decrease in employment) and information, culture and recreation (4,300 job losses or a 24.0 per cent decrease in employment).

- Job losses were mainly in management occupations (4,300 job losses or a 17.6 per cent decrease in employment); occupations in art, culture, recreation, and sport (3,100 job losses or a 33.0 per cent decrease in employment); and sales and service occupations (4,800 job losses or a 4.5 per cent decrease in employment) (Table 2 in Appendix B).

- Aboriginal employment losses were greatest in Ontario (down 9,900 or 8.4 per cent) and in Quebec (down 2,800 or 18.7 per cent). These two provinces accounted for 92.7 per cent of the total fall in Aboriginal employment (Table 1 in Appendix B).

E. Key Highlights for Aboriginal Labour Market Performance in Canada

- The Aboriginal population fared worse in all four labour market indicators from 2007 to 2011.
    - The employed population increased by 2.5 per cent, 0.5 percentage points less than the non-Aboriginal population.
    - The employment rate decreased by 2.2 percentage points, or 0.7 percentage points more than the non-Aboriginal labour force.
    - The unemployment rate increased by 2.2 percentage points, or 0.8 percentage points more than the non-Aboriginal labour force.
    - The participation rate decreased by 0.9 percentage points, or 0.3 percentage points more than the non-Aboriginal labour force.

- Aboriginal employment levels, employment rates and unemployment rates worsened in both 2009 and 2010, while non-Aboriginal indicators began improving in 2010.
    - Aboriginal employment declines in 2009 were mostly due to the goods sector.
    - The services-producing sector was responsible for most of Aboriginal job losses in 2010.

- The gap in Aboriginal women labour market performance relative to non-Aboriginal women grew smaller.
    - Employment increased by 4.5 per cent, or 0.9 percentage points higher than non Aboriginal women.
    - The employment rate decreased by 0.7 percentage points, or 0.4 percentage points less than non-Aboriginal women.
    - The unemployment rate rose 0.9 percentage points, or 0.5 percentage points less than non-Aboriginal women.
    - The participation rate fell by 0.2 percentage points, the same as non-Aboriginal women.

- Aboriginal youth fared better than non-Aboriginal youth.
    - Employment increased by 2.3 per cent, while employment for non-Aboriginal youth fell by 5.7 per cent.
    - The employment rate declined by 2.3 percentage points, or 1.7 percentage points less than non-Aboriginal youth.
    - The unemployment rate rose by 2.4 percentage points, or 0.7 percentage points less than non-Aboriginal youth.
    - The participation rate fell by 1.1 percentage points, or 1.3 percentage points less than non-Aboriginal youth.

- Aboriginal employment performance was slightly worse than non-Aboriginal employment performance in the goods-producing sector from 2007 to 2011.
    - Overall loss of 5.9 per cent of Aboriginal workers in the sector, compared to 4.3 per cent of non-Aboriginal workers.
    - Aboriginal employment in the sector as a whole only declined in 2009, when 18,400 jobs, or 18.8 per cent of jobs in the goods-producing sector were lost. Most of these jobs were in manufacturing.
    - Aboriginal employment growth was stronger in the other three years than non-Aboriginal employment growth.

- Aboriginal employment performance was similar to non-Aboriginal employment performance in the services-producing sector during the 2007 to 2011 period.
    - Aboriginal employment increased by 5.4 per cent in this sector, compared to 5.3 per cent of non-Aboriginal workers.
    - Aboriginal employment in the sector as a whole only declined in 2010, when 16,700 jobs, or 5.8 per cent of jobs in the services-producing sector were lost. Most of these jobs were in trade and information, culture, and recreation.
    - Aboriginal employment growth was stronger in 2008, 2009, and 2011 than non-Aboriginal employment growth.

- Aboriginal employment growth was slightly slower than non-Aboriginal employment growth in the fastest growing occupations.

V. Aboriginal Labour Market Performance by Region

This section looks at provincial developments in the Aboriginal labour market from 2007 to 2011, particularly how these developments differed from non-Aboriginal workers.

A. Distribution by Region

In terms of the non-Aboriginal working age population, in 2011 Ontario had the largest share of the national total at 39.4 per cent, followed by Quebec (23.9 per cent), British Columbia (13.4 per cent), and Alberta (10.6 per cent).[20] These four provinces alone accounted for 87.3 per cent of the Canadian working age population (Table 18).

Table 18: Working Age Population by Province for Aboriginal and Non-Aboriginal Populations, 2011

	Proportion of Canadian working age population (per cent)		Aboriginal population as a percentage of people within jurisdiction (per cent)
	Aboriginal population	Non-Aboriginal population	
Atlantic Provinces	6.6	7.0	2.3
Newfoundland and Labrador	2.9	1.5	4.6
Prince Edward Island	0.1	0.4	0.8
Nova Scotia	2.1	2.8	1.8
New Brunswick	1.4	2.2	1.5
Quebec	9.1	23.9	0.9
Ontario	24.6	39.4	1.5
West	59.8	29.8	4.7
Manitoba	14.1	3.1	9.9
Saskatchewan	10.4	2.7	8.7
Alberta	18.5	10.6	4.1
British Columbia	16.8	13.4	3.0
Canada	100.0	100.0	2.4

Source: Table 5a of the Aboriginal Labour Market Database

In terms of the Aboriginal population, Ontario was again the most important with 24.6 per cent of the total. However, it was Alberta that was second (18.5 per cent), followed by British Columbia (16.8 per cent), and Manitoba (14.1 per cent). Quebec ranked sixth at 9.1 per cent. The top four provinces accounted for 74.0 per cent of the total Aboriginal working age

[20] This report discusses each Atlantic province separately in order to gain a more thorough understanding of the provincial situation. Aboriginal estimates for the Atlantic Provinces and Quebec are based on a small sample size and are therefore less statistically reliable.

population. The western provinces were also home to 59.8 per cent of the Aboriginal population, double their relative share in the non-Aboriginal population (29.8 per cent).

As would be expected, the Aboriginal working age population was much smaller than the non-Aboriginal population in all provinces. Aboriginal Canadians were relatively most important in the Prairie provinces, where Aboriginal people in Manitoba represented 9.9 per cent of the total working age population, while in Saskatchewan and Alberta, they accounted for 8.7 and 4.1 per cent respectively. The provinces with the smallest proportion of Aboriginal people in the working age population were Prince Edward Island (0.8 per cent) and Quebec (0.9 per cent). Although Ontario had the highest concentration of Aboriginal people, the large non-Aboriginal population in that province meant that Aboriginal people only accounted for 1.5 per cent of the working age population.

B. Labour Market Indicators in 2011

Aboriginal labour market indicators were considerably worse than the non-Aboriginal population in almost every province (Table 19). The Aboriginal employment rate was lower than the non-Aboriginal employment rate in nine of ten provinces (Newfoundland and Labrador is the only exception due to the province's low employment rate), while the Aboriginal unemployment rate was higher in all provinces. Aboriginal participation rates were lower than non-Aboriginal participation rates in all provinces except Newfoundland and Labrador, Nova Scotia, and New Brunswick.

Table 19: Labour Force Characteristics by Province for Aboriginal and Non-Aboriginal Populations, 2011

	Employment rate (per cent)		Unemployment rate (per cent)		Participation rate (per cent)	
	Aboriginal population	Non-Aboriginal population	Aboriginal population	Non-Aboriginal population	Aboriginal population	Non-Aboriginal population
Canada	55.8	62.0	12.9	7.3	64.1	66.9
NFLD	53.1	52.8	13.8	12.4	61.5	60.3
PEI	48.3	60.5	n.a.	11.3	54.5	68.2
NS	58.0	58.2	12.7	8.7	66.5	63.7
NB	52.6	56.9	20.7	9.4	66.4	62.8
QC	48.7	60.2	10.1	7.7	54.2	65.2
ONT	54.7	61.7	13.7	7.7	63.4	66.9
MAN	58.9	66.2	11.1	4.8	66.3	69.6
SASK	56.2	66.5	15.5	4.1	66.6	69.4
AB	60.2	70.0	11.1	5.3	67.7	73.9
BC	54.3	60.4	14.4	7.2	63.5	65.1

Sources: Table 13a, Table 14a, and Table 15a of the Aboriginal Labour Market Database

C. Sectoral Employment in 2011

As seen previously, the Canadian Aboriginal population, as a whole, was more likely to work in goods-producing industries than the non-Aboriginal population in 2011. However, this situation was influenced by Ontario, Alberta, British Columbia and Nova Scotia, which combined for 62.0 per cent of the total Aboriginal working age population. In the other five provinces[21], the proportion of Aboriginal workers in the services-producing sector was actually higher than the proportion of non-Aboriginal workers in the same sector, as shown in Table 20.

Table 20: Distribution of Employment By Goods- and Services-Producing Sectors for Aboriginal and Non-Aboriginal Populations By Province, 2011

	Goods-producing sector		Services-producing sector	
	Aboriginal population	**Non-Aboriginal population**	**Aboriginal population**	**Non-Aboriginal population**
Canada	24.1	21.9	75.9	78.1
NFLD	19.2	21.8	81.7	78.2
PEI	n.a.	24.3	n.a.	75.5
NS	22.6	18.6	77.4	81.4
NB	18.8	22.7	81.3	77.3
QC	17.8	21.4	82.2	78.6
ONT	24.2	21.1	75.8	78.9
MAN	22.6	23.5	77.4	76.5
SASK	23.0	26.3	77.0	73.7
AB	32.2	27.3	68.0	72.7
BC	21.0	19.6	79.2	80.4

Sources: Table 9a and Table 10a of the Aboriginal Labour Market Database

D. Change in Labour Market Indicators From 2007-2011

Altogether, the Aboriginal population in Canada experienced employment growth of 2.5 per cent during the 2007 to 2011 period, which is comparable to the 3.0 per cent increase of non-Aboriginal workers (Table 21). Six out of the ten provinces also saw Aboriginal employment increase from 2007 to 2011. Employment growth in these six provinces also outpaced non-Aboriginal employment growth. The exceptions were in Prince Edward Island, British Columbia, Ontario, and Alberta, which all experienced declining Aboriginal employment between 2007 and 2011. This is significant because the latter three provinces have relatively high Aboriginal employment levels. One of the largest gaps between Aboriginal and non-Aboriginal employment growth was in Prince Edward Island, where Aboriginal employment experienced a decline of

[21] No data are available for Prince Edward Island.

16.7 per cent compared to growth of 5.0 per cent in non-Aboriginal employment.[22] Similarly, Aboriginal workers in Nova Scotia increased by 20.0 per cent, far higher than the 0.8 per cent rise in non-Aboriginal employment. Conversely, the gap was smallest in Ontario, where Aboriginal employment shrank by 0.7 per cent, while non-Aboriginal employment grew by 2.6 per cent.[23]

Table 21: Change in Labour Force Variables by Province for Aboriginal and Non-Aboriginal Populations, 2007-2011

	Change in source population (per cent)		Change in employment (per cent)		Change in employment rate (percentage points)		Change in unemployment rate (percentage points)		Change in participation rate (percentage points)	
	Abor. pop.	Non-Abor. pop.	Abor. pop.	Non-Abor. pop.	Abor. pop.	Non-Abor. pop.	Abor. pop.	Non-Abor. pop.	Abor. pop.	Non-Abor. pop.
Canada	+6.4	+5.5	+2.5	+3.0	-2.2	-1.5	+2.2	+1.4	-0.9	-0.6
NFLD	+10.1	+0.7	+16.9	+3.9	+3.4	+1.6	-2.5	-1.0	+2.1	+1.2
PEI	+0.0	+5.7	-16.7	+5.0	-19.0	-0.3	n.a.	+1.0	-16.5	+0.4
NS	+5.9	+1.6	+20.0	+0.8	+6.2	-0.4	-0.8	+0.9	+6.6	+0.1
NB	+3.4	+1.8	+14.3	-1.5	+4.4	-1.9	+6.1	+2.0	+10.0	-0.8
QC	+0.7	+4.5	+6.5	+3.1	+2.6	-0.8	-3.3	+0.5	+1.0	-0.6
ONT	+5.2	+5.5	-0.7	+2.6	-3.2	-1.8	+1.7	+1.4	-2.4	-0.9
MAN	+9.4	+4.6	+8.1	+4.2	-0.7	-0.3	+1.8	+0.8	+0.7	+0.3
SASK	+8.9	+5.2	+8.3	+4.2	-0.3	-0.7	+3.1	+0.5	+2.1	-0.3
AB	+10.8	+8.0	-0.1	+5.4	-6.6	-1.8	+3.4	+1.9	-4.6	-0.4
BC	+2.9	+7.6	-4.2	+2.7	-4.1	-2.9	+4.7	+3.1	-1.2	-0.9

Sources: Table 5a, Table 6a, Table 13a, Table 14a, and Table 15a of the Aboriginal Labour Market Database

Four of the ten provinces (Newfoundland and Labrador, Nova Scotia, New Brunswick, and Quebec) saw the Aboriginal employment rate increase from 2007 to 2011. These four provinces, along with Saskatchewan, also saw the Aboriginal employment rate fare better than the non-Aboriginal rate over the same period. Aboriginal people in Prince Edward Island performed the worst, experiencing a 19.0 percentage point decline in their employment rate. This was 18.7 percentage points worse than that experienced by the non-Aboriginal population.

[22] Developments for the Aboriginal labour market in Prince Edward Island may be somewhat exaggerated due to the small Aboriginal population in that province

[23] The large variation in the change in the Aboriginal source population by province is somewhat surprising. The Aboriginal working age population in Alberta and Newfoundland and Labrador increased significantly by 10.8 per cent and 10.1 per cent respectively from 2007 to 2011. On the other hand, Prince Edward Island had the same Aboriginal working age population in 2007 and 2011, and Quebec saw its Aboriginal working age population slightly increase by 0.7 per cent from 2007 to 2011.

Aboriginal people in Alberta also experienced a decline of 6.6 percentage points in the employment rate, which is significant because the province is home to the second highest number of Aboriginal people. This was 4.8 percentage points worse than the non-Aboriginal population in the province. On a more positive note, the Aboriginal employment rate in Nova Scotia rose by 6.2 percentage points, while the non-Aboriginal employment rate decreased by 0.4 percentage points. Similarly, the Aboriginal employment rate in New Brunswick rose by 4.4 percentage points, compared to a 1.9 percentage point decline in the non-Aboriginal employment rate.

Only three out of ten provinces saw decreases in the Aboriginal unemployment rate from 2007 to 2011. These provinces also had more favourable changes in the Aboriginal unemployment rate when compared to the non-Aboriginal population over the same period. One of these provinces was Quebec, which saw a reduction of 3.3 percentage points in the Aboriginal unemployment rate, compared to an increase of 0.5 percentage points in the non-Aboriginal rate. Likewise, the Aboriginal and non-Aboriginal populations in Newfoundland and Labrador saw decreases of 2.5 percentage points and 1.0 percentage points in their unemployment rate respectively. On the other end of the spectrum, Aboriginal people in New Brunswick experienced a 6.1 percentage point increase in the unemployment rate, which was 4.1 percentage points higher than the increase in the non-Aboriginal rate. British Columbia was another province where the Aboriginal unemployment rate rose, with a 4.7 percentage point increase that was slightly worse than the 3.1 percentage point increase experienced by the non-Aboriginal rate.

Finally, six out of ten provinces saw an increase in the Aboriginal participation rate between 2007 and 2011, and the change in the Aboriginal participation rate was more favourable than the change in the non-Aboriginal rate for these provinces. It was far worse for the Aboriginal population in Prince Edward Island, where participation rates fell by 16.5 percentage points, while the non-Aboriginal participation rate rose by 0.4 percentage points. On the other hand, the Aboriginal participation rate in New Brunswick increased by 10.0 percentage points, while non-Aboriginal rates fell by 0.8 percentage points.

E. Change in Employment by Sector

Aboriginal employment growth by sector also varied by province. Table 22 illustrates that the high employment growth in Newfoundland and Labrador was shared equally by both the goods and services-producing sectors. However, employment growth between the goods and services-producing sectors was much more unequal in the other provinces. Nova Scotia, Saskatchewan and Alberta all had much higher employment growth rates in the goods-producing sector, while the opposite was true for New Brunswick, Quebec, Ontario, Manitoba and British

Columbia. This is in stark contrast to non-Aboriginal employment growth, which was higher in the services-producing sector for all provinces.

In the goods-producing sector, the Atlantic provinces had the largest decreases and increases in employment from 2007 to 2011. However, these large changes may be due to the small base population in those provinces. Within the other provinces, the Aboriginal workforce in Quebec declined by 28.4 per cent versus a reduction of 2.8 per cent in the non-Aboriginal workforce, while in British Columbia, both the Aboriginal and non-Aboriginal workforces were reduced in size by 23.4 per cent and 6.8 per cent respectively. On the other hand, Saskatchewan saw Aboriginal employment growth of 18.4 per cent, much higher than the 2.2 per cent experienced by non-Aboriginal workers.

Employment growth from 2007 to 2011 within the services-producing sector varied considerably as well. The highest employment growth was in the Atlantic provinces. Elsewhere, Aboriginal employment in the services-providing sector also increased in Quebec by 19.0 per cent, far higher than the 4.9 per cent increase experienced by non-Aboriginal employment. Aboriginal employment growth was also particularly strong in Manitoba. However, it was weakest in Alberta, where Aboriginal employment in this sector actually decreased by 1.7 per cent, compared to the 7.0 per cent rise in non-Aboriginal employment.

Table 22: Change in Employment for the Goods- and Services-Producing Sectors by Province for Aboriginal and Non-Aboriginal Populations, 2007-2011

	Per cent change in employment			
	Goods-producing sector		Services-producing sector	
	Aboriginal population	Non-Aboriginal population	Aboriginal population	Non-Aboriginal population
Canada	-5.9	-4.3	+5.4	+5.3
NFLD	+17.6	+1.7	+18.1	+4.5
PEI	n.a.	-1.7	n.a.	+7.1
NS	+46.2	-4.7	+14.0	+2.2
NB	-25.0	-1.6	+30.0	-1.5
QC	-28.4	-2.8	+19.0	+4.9
ONT	-11.0	-7.7	+3.2	+5.7
MAN	+0.8	+1.7	+10.5	+5.0
SASK	+18.4	+2.2	+5.6	+4.9
AB	+3.9	+1.2	-1.7	+7.0
BC	-23.4	-6.8	+2.5	+5.3

Sources: Table 9a and Table 10a of the Aboriginal Labour Market Database

F. Key Highlights for Aboriginal Labour Market Performance by Region

- Ontario, Alberta, British Columbia, and Manitoba represented 74.0 per cent of the Aboriginal working age population in 2011 and were the largest provinces in terms of Aboriginal working age population.
    - The Aboriginal working age population was more evenly distributed between the provinces than the non-Aboriginal working age population.
    - Quebec and Ontario accounted for a smaller proportion of the Aboriginal working age population than the non-Aboriginal working age population.
    - Manitoba, Saskatchewan and Alberta accounted for a larger proportion of the Aboriginal working age population than the non-Aboriginal working age population.
    - The western provinces accounted for 59.8 per cent of the Aboriginal working age population, compared to 29.8 per cent of the non-Aboriginal working age population.

- The Aboriginal employment, unemployment, and participation rates in 2011 were considerably worse than the non-Aboriginal rates for almost every province.
    - The Aboriginal employment rate was lower than the non-Aboriginal employment rate in every province except for Newfoundland and Labrador.
    - The Aboriginal unemployment rate was higher than the non-Aboriginal unemployment rate in every province.
    - The Aboriginal participation rate was lower than the non-Aboriginal participation rate in every province except for Newfoundland and Labrador, Nova Scotia, and New Brunswick.

- Changes in the Aboriginal employment, unemployment, and participation rates from 2007 to 2011 varied substantially between provinces.
    - The gap between Aboriginal and non-Aboriginal labour market indicators grew larger in Alberta, British Columbia, Ontario, and Prince Edward Island.
    - The gap between Aboriginal and non-Aboriginal labour market indicators grew smaller in Newfoundland and Labrador, Nova Scotia, and Quebec.
    - New Brunswick, Manitoba and Saskatchewan saw the gap grow bigger in some labour market indicators but smaller in other labour market indicators.

VI. Heritage Group Labour Market Performance

'Aboriginal' is the terminology used to represent an amalgam of Canada's First Nations, Inuit, and Métis populations.[24] Each of these groups is distinct from each other in many key areas relevant to the assessment of labour market performance, and is therefore each deserving of consideration in their own light. This section discusses labour market trends for two heritage groups, namely the Métis and the First Nations people living off-reserve. [25] The Inuit population will not be discussed separately in this report due to the lack of coverage of the territories in the LFS, where most of the Inuit population resides.

A. Overview

The starting point of discussion of the two heritage groups is their relative size and their respective trends in population growth. The Métis and First Nations populations surveyed in the LFS have similarly sized working-age populations, accounting for 331,500 and 324,600 persons respectively in 2011. In terms of growth, the Métis working age population had a growth rate of 7.2 per cent from 2007 to 2011, which represents a source population increase of 22,300 persons for this group. On the other hand, the First Nations working age population living off-reserve had a growth rate of 5.5 per cent in this time, representing an absolute increase of 17,000 persons.

These population statistics must be kept in mind when examining trends in the employment levels of each group. Given the recent trends in each heritage groups' population growth, one would expect to see higher employment growth among the Métis relative to First Nations people living off-reserve. Indeed, these expectations do manifest themselves in reality, as the Métis experienced the highest employment growth, with employment increasing 7.4 per cent from 2007 to 2011. This was higher than the change seen in the non-Aboriginal population (3.0 per cent), as illustrated by Table 23. First Nations people living off-reserve, conversely, saw employment decline 2.7 per cent between 2007 and 2011. The general trends in labour market variables observed by the Aboriginal population as a whole – deterioration in 2009 and 2010, followed by swift recovery in 2011 – were mirrored in both heritage groups.

Overall, from 2007 to 2011, the Métis population fared much better than First Nations people living off-reserve and the non-Aboriginal population due to strong employment growth in 2008 (6.0 per cent) and 2011 (5.6 per cent). While the Métis employment rate experienced a decline of 5.0 percentage points from 2008 to 2010, by 2011 it had regained the 2007 level. Similarly, the unemployment rate decreased by 2.0 percentage points in 2011, resulting in an overall increase of 0.6 percentage points from 2007 to 2011. Finally, the participation rate increased by 1.5 percentage points in 2011, leading to an overall decline in participation rate of

[24] The Labour Force Survey uses the term "North American Indians" in place of "First Nations".
[25] It should be noted that the Statistics Canada definition of Métis is based on self-identification and is broader than the definition of Métis, which refers to those descendants of the Red River Valley in Manitoba.

0.6 percentage points between 2007 and 2011. These trends, from 2007 to 2011, are better than those experienced by the non-Aboriginal population, resulting in closing the gap between Métis and non-Aboriginal labour market indicators. Indeed, the Métis employment rate in 2011 was only 0.6 percentage points lower than the non-Aboriginal participation rate, while the Métis participation rate of 68.1 per cent was 1.2 percentage points higher than the corresponding non-Aboriginal rate (Table 23).

Table 23: Labour Market Indicators by Heritage Group in Canada, 2007-2011

	Aboriginal population	Métis	First Nations living off-reserve	Non-Aboriginal population
Working age population (in thousands)				
2007	629.9	309.2	307.6	25,890.0
2008	640.3	315.2	311.8	26,268.0
2009	650.6	323.0	316.3	26,646.7
2010	660.6	327.9	320.4	26,997.5
2011	670.5	331.5	324.6	27,316.6
Per cent change (2007-11)	+6.4	+7.2	+5.5	+5.5
Employment (in thousands)				
2007	365.5	189.7	167.5	16,432.6
2008	381.9	201.0	172.6	16,701.9
2009	368.5	196.5	165.6	16,441.1
2010	354.8	192.9	155.4	16,684.5
2011	374.5	203.7	163.0	16,931.9
Per cent change (2007-11)	+2.5	+7.4	-2.7	+3.0
Employment rate (per cent)				
2007	58.0	61.4	54.4	63.5
2008	59.6	63.8	55.4	63.6
2009	56.6	60.9	52.4	61.7
2010	53.7	58.8	48.5	61.8
2011	55.8	61.4	50.2	62.0
Percentage point change (2007-11)	-2.2	+0.0	-4.2	-1.5
Unemployment rate (per cent)				
2007	10.7	9.1	12.5	5.9
2008	10.3	8.0	12.8	6.0
2009	13.8	11.6	16.3	8.1
2010	14.3	11.7	17.3	7.9
2011	12.9	9.7	16.8	7.3
Percentage point change (2007-11)	+2.2	+0.6	+4.3	+1.4
Participation rate (per cent)				
2007	65.0	67.5	62.3	67.5
2008	66.5	69.3	63.5	67.7
2009	65.7	68.8	62.6	67.2
2010	62.6	66.6	58.7	67.1
2011	64.1	68.1	60.3	66.9
Percentage point change (2007-11)	-0.9	-0.6	-2.0	-0.6

Sources: Table 5a, Table 6a, Table 13a, Table 14a, and Table 15a of the Aboriginal Labour Market Database.

Conversely, the labour market performance of First Nations people living off-reserve was much worse than the Métis from 2007 to 2011. At the height of the recession, between 2008 and 2010, their employment rate decreased by 6.9 percentage points, unemployment rate increased by 4.5 percentage points, and participation rate decreased by 4.8 percentage points. Despite a relatively strong improvement in 2011, there was still an overall decrease in the employment rate from 2007 to 2011 of 4.2 percentage points. Similarly, their unemployment rate increased by 4.3 percentage points compared to 2.2 percentage points for the non-Aboriginal population, while their participation rate decreased by 2.0 percentage points versus the 0.9 percentage points for the non-Aboriginal population. Therefore, the gap with the non-Aboriginal and Métis population increased for the employment, unemployment, and participation rates.

B. Distribution of Working Age Population and Employment by Province

The difference in relative proportion of the First Nations living off-reserve and Métis working age populations varied by provinces in 2011. Ontario and British Columbia had a higher proportion of the First Nations working age population living off-reserve, 49.2 per cent, compared to 34.4 per cent of the Métis working age population. The Métis population, by comparison, were more concentrated in the Prairie provinces, which accounted for 51.5 per cent of the Métis working age population living off-reserve and 35.2 per cent of the First Nations working age population living off-reserve (Table 24).

Table 24: Regional Distribution of Working Age Population by Heritage Group, 2011

	Proportion of working age population (per cent)		Percentage of Aboriginal working age population in province (per cent)	
	Métis	First Nations living off-reserve	Métis	First Nations living off-reserve
Atlantic Provinces	5.1	7.0	38.3	51.5
Newfoundland and Labrador	1.7	3.1	29.4	51.3
Prince Edward Island	n.a.	0.2	n.a.	77.8
Nova Scotia	2.1	2.2	49.3	48.6
New Brunswick	1.1	1.5	41.8	53.8
Quebec	9.1	8.7	49.6	46.3
Ontario	19.9	29.6	40.1	58.3
West	65.9	54.7	54.5	44.3
Manitoba	17.8	10.8	62.2	36.9
Saskatchewan	11.8	9.4	56.2	43.7
Alberta	21.9	15.0	58.6	39.4
British Columbia	14.4	19.6	42.4	56.5
Canada	100.0	100.0	49.4	48.4

Source: Table 15a of the Aboriginal Labour Market Database.

Table 25: Change in Provincial Labour Force Variables by Heritage Group, 2007-2011

	Variable in 2011		Change from 2007-2011	
	Métis	First Nations living off-reserve	Métis	First Nations living off-reserve
Working age population	Thousands		Per cent	
Canada	331.5	324.6	+7.2	+5.5
NFLD	5.8	10.1	+1.8	+14.8
PEI	n.a.	0.7	n.a.	+0.0
NS	7.1	7.0	+6.0	+6.1
NB	3.8	4.9	+8.6	+2.1
QC	30.2	28.2	+1.3	-4.4
ONT	66.0	96.0	+7.0	+4.5
MAN	58.9	34.9	+8.1	+11.9
SASK	39.2	30.5	+9.5	+8.5
AB	72.7	48.8	+10.5	+11.4
BC	47.7	63.5	+5.3	+2.3
Employment	Thousands		Per cent	
Canada	203.7	163.0	+7.4	-2.7
NFLD	3.7	4.6	+8.8	+31.4
PEI	n.a.	0.4	n.a.	+0.0
NS	3.9	4.2	+14.7	+20.0
NB	1.9	2.7	+0.0	+28.6
QC	14.0	14.7	-7.3	+20.5
ONT	41.6	46.6	20.9	-13.7
MAN	38.6	16.6	+6.6	+12.2
SASK	24.5	14.7	+8.9	+8.1
AB	45.5	28.1	+2.5	-2.8
BC	30.0	30.5	+6.8	-11.6
Employment Rate	Per cent		Percentage point	
Canada	61.4	50.2	+0.0	-4.2
NFLD	63.2	45.1	+4.4	+5.5
PEI	n.a.	57.5	n.a.	-4.7
NS	55.1	59.8	+4.0	+7.3
NB	49.2	55.0	-5.7	+11.3
QC	46.5	52.2	-4.3	+10.7
ONT	63.0	48.5	+7.1	-10.2
MAN	65.6	47.6	-0.8	+0.2
SASK	62.5	48.1	-0.3	-0.2
AB	62.6	57.6	-4.9	-8.3
BC	62.8	48.1	+0.8	-7.6
Unemployment Rate	Per cent		Percentage point	
Canada	9.7	16.8	+0.6	+4.3
NFLD	n.a.	19.7	n.a.	+0.3
PEI	n.a.	n.a.	n.a.	n.a.
NS	13.2	12.9	n.a.	n.a.
NB	n.a.	n.a.	n.a.	n.a.
QC	n.a.	n.a.	n.a.	n.a.
ONT	8.3	18.3	-2.4	+5.1
MAN	8.2	17.4	+1.1	+3.5
SASK	11.5	21.5	+1.3	+5.7
AB	10.2	12.2	+2.9	+3.7
BC	9.2	19.1	+1.7	+7.5
Participation Rate	Per cent		Percentage point	

	Variable in 2011		Change from 2007-2011	
	Métis	**First Nations living off-reserve**	**Métis**	**First Nations living off-reserve**
Canada	68.1	60.3	+0.6	-2.0
NFLD	69.8	56.2	+2.3	+7.1
PEI	n.a.	62.6	n.a.	-2.8
NS	63.5	68.6	+4.0	+7.9
NB	66.0	66.1	+2.0	+16.2
QC	52.2	57.7	-6.3	+9.5
ONT	68.8	59.3	+6.3	-8.3
MAN	71.4	57.6	-0.1	+2.5
SASK	70.7	61.3	+0.7	+3.9
AB	69.7	65.6	-3.1	-6.4
BC	69.2	59.4	+2.2	-3.5

Sources: Table 5a, Table 6a, Table 13a, Table 14a, and Table 15a of the Aboriginal Labour Market Database.

Ontario, Alberta, and British Columbia were the only provinces where the Métis fared better than the First Nations living off-reserve between 2007 and 2011 (Table 25), and the large gap can be seen in the change in employment rates. However, these three provinces also represented 56.2 per cent and 64.2 per cent of the Métis and First Nations working age populations respectively. In particular, the Métis in Ontario fared very well, experiencing a rise of 20.9 per cent in employment, a 7.1 percentage point increase in the employment rate, a 2.4 percentage point decrease in the unemployment rate, and a 6.3 percentage point reduction in the participation rate. This also suggests that the poor Aboriginal labour market performance in Ontario, Alberta, and British Columbia from 2007 to 2011 was mostly due to the First Nations living off-reserve, as the Aboriginal employment in these three provinces combined fell by 4.7 per cent.

At the national level, the Métis in 2011 enjoyed a higher employment rate, lower unemployment rate and higher participation rate. But this situation did not occur in all provinces. For the employment rate and participation rate, the First Nations living off-reserve outperformed the Métis in Nova Scotia, New Brunswick and Quebec. For the unemployment rate, Nova Scotia was the only province where First Nations people living off-reserve performed better than the Métis.

C. Employment by Gender and Age Group

As seen before, the Aboriginal working age population had a higher proportion of women than the non-Aboriginal working age population in 2011. Most of this is due to the First Nations living off-reserve, as women represent a higher proportion of their working age population than the Métis. Overall, 50.2 per cent of the Métis working age population is female, compared to 53.6 per cent of the First Nations working age population living off-reserve, and the lower female representation is seen in all three age groups. The First Nations living off-reserve are also slightly younger, as youth account for 26.6 per cent of their working age population, compared to 23.7 per cent of the Métis population. The difference is made up in the 55 and older age group.

As seen in Table 26, both Métis men and women tended to perform better than their First Nations counterparts living off-reserve and Métis women greatly outperformed Métis men by a wide margin. Métis employment increased for both genders from 2007 to 2011, while that of the First Nations living off-reserve decreased. The change in the three other labour market indicators was also more favourable for the Métis population for both genders. The Métis fared better than the First Nations living off-reserve in the 15-24 and 25-54 sage groups between 2007 and 2011, though the Métis also fared worse than the First Nations living off-reserve in the 55 and older age group.

Table 26: Change in Gender and Age Group Labour Market Indicators by Heritage Group in Canada, 2007-2011

	Indicator in 2011					Change from 2007-2011				
	Source pop.	Empl.	Empl. rate	Unempl. rate	Part. rate	Source pop.	Empl.	Empl. rate	Unempl. rate	Part. rate
	Thousands		Per cent			Per cent change		Percentage point change		
Total										
Métis	331.5	203.7	61.4	9.7	68.1	+7.2	+7.4	+0.0	+0.6	+0.6
First Nations living off-reserve	324.6	163.0	50.2	16.8	60.3	+5.5	-2.7	-4.2	+4.3	-2.0
Men										
Métis	165.2	106.9	64.7	11.5	73.1	+7.3	+5.3	-1.2	+1.7	+0.0
First Nations living off-reserve	150.5	80.3	53.4	18.5	65.5	+7.0	-4.2	-6.1	+5.7	-2.8
Women										
Métis	166.3	96.9	58.2	7.6	63.1	+7.2	+9.9	+1.4	-0.5	+1.2
First Nations living off-reserve	174.1	82.6	47.5	15.0	55.9	+4.3	-1.3	-2.7	+2.7	-1.3
15-24										
Métis	78.6	43.6	55.5	14.3	64.8	+5.9	+6.6	+0.5	-0.7	+0.1
First Nations living off-reserve	86.5	34.2	39.5	25.2	52.9	+8.5	-3.9	-5.2	+6.4	-2.1
25-54										
Métis	181.6	135.1	74.4	7.9	80.8	+5.2	+6.0	+0.6	+0.5	+1.0
First Nations living off-reserve	180.9	110.6	61.2	14.6	71.6	+1.7	-5.3	-4.5	+3.9	-1.9
55+										
Métis	71.4	25.0	35.0	11.2	39.4	+14.6	+16.8	+0.6	+4.7	+2.6
First Nations living off-reserve	57.3	18.2	31.8	12.1	36.1	+14.6	+21.3	+1.7	+1.5	+2.4

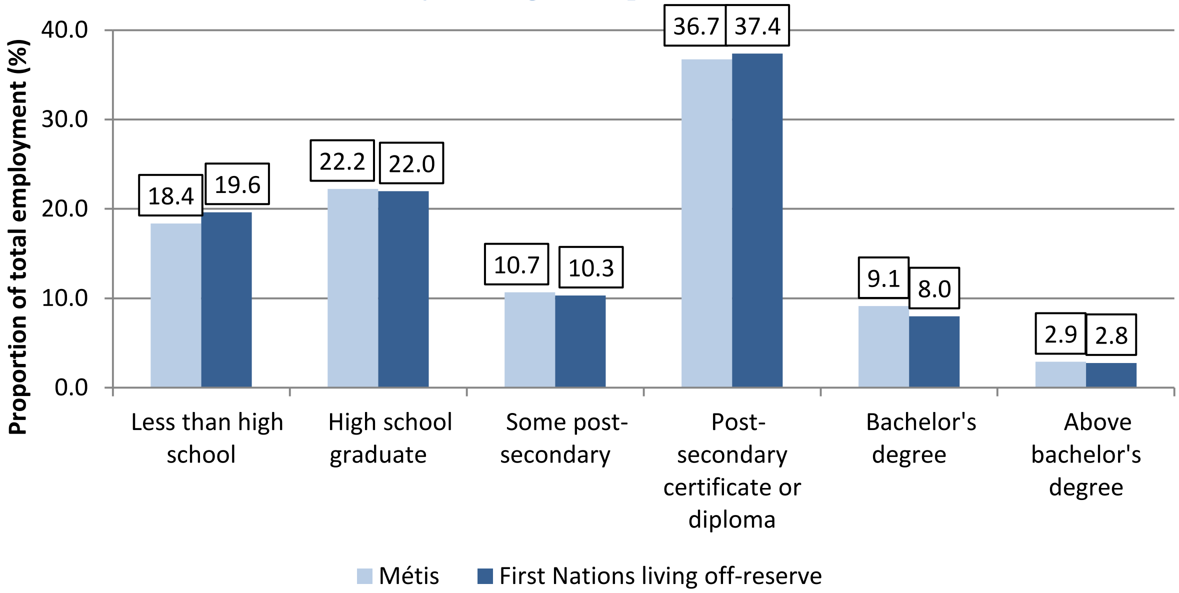
Sources: Table 16, Table 17, Table 20, Table 21, Table 22, Table 23, Table 24, Table 27, Table 28, and Table 29 of the Aboriginal Labour Market Database

In addition, the Métis outperformed the non-Aboriginal population in both genders and the two youngest age groups from 2007 to 2011. Métis men, women, and people 55 and over actually had slightly higher participation rates in 2011than their non-Aboriginal counterparts. Métis in the latter two demographic groups also had higher employment rates in 2011 than non-Aboriginal people in the same groups.

D. Employment Distribution by Educational Attainment

As mentioned before, differences in educational attainment can greatly influence labour market outcomes. However, Métis and First Nations workers living off-reserve, on average, had a very similar level of educational attainment in 2011 (Chart 20).[26] For example, those who have completed some form of post-secondary education account for 48.7 per cent of Métis workers and 48.2 per cent of First Nations workers living off-reserve.

Chart 20: Educational Attainment by Heritage Group in Canada, 2011



Source: Table 33c of the Aboriginal Labour Market Database

E. Employment Outcomes by Industry and Occupation

The similar level of education among Métis and First Nations workers living off-reserve is also seen in their almost identical employment distribution by industry. As seen in Table 27,

[26] This finding is somewhat surprising. According to the 2006 census, the average education level of the First Nations working age population living off-reserve is slightly lower than the Métis. Those with a certificate, diploma or degree (high school or post-secondary) account for 65.4 per cent of the Métis working age population, compared to 59.9 per cent of the First Nations living off-reserve (see Appendix C). Unfortunately, census data on educational attainment for employed Aboriginal people is not readily available.

the difference in the proportion of Métis and First Nations workers living off-reserve does not exceed 1.5 percentage points in either direction for any industry.

Table 27: Distribution of Industry Employment by Heritage Group in Canada, 2011

	Proportion of employment (per cent)	
	Métis	**First Nations living off-reserve**
Goods-producing sector	25.1	23.5
Agriculture	1.2	1.2
Forestry, fishing, mining, oil and gas	5.5	4.3
Utilities	1.3	n.a.
Construction	10.3	9.3
Manufacturing	6.7	7.9
Services-producing sector	74.9	76.5
Educational services	6.3	5.2
Health care and social assistance	12.2	13.6
Public administration	7.3	8.6
Trade	15.7	14.7
Transportation and warehousing	5.7	4.2
Finance, insurance, real estate and leasing	3.7	3.4
Professional, scientific and technical services	2.9	3.7
Management of companies and administrative and other support services	3.9	5.4
Information, culture and recreation	4.0	4.2
Accommodation and food services	8.3	9.0
Other services	4.8	4.6
All industries	100.0	100.0

Sources: Table 30c and Table 31c of the Aboriginal Labour Market Database

Despite their almost identical employment distribution, First Nations people living off-reserve experienced much weaker employment growth in both the goods- and services-producing sectors than the Métis (Table 28 and Table 29). For example, Métis employment in the goods-producing sector declined by 1.0 per cent between 2007 and 2011, compared to a decline of 10.3 per cent for First Nations workers living off-reserve. This was due to much stronger employment growth in 2008 and 2010 for the Métis. Over the same period, employment of Métis workers in the services-producing sector rose by 10.4 per cent and had consistently higher year-to-year employment growth than First Nations people living off-reserve, which had the same employment level in 2011 as it had in 2007 for the sector.

Table 28: Change in Industry Employment for the Métis in Canada, 2007-2011

	Employment (thousands of workers)		Change from 2007-2011		
	2007	2011	Number of workers (thousands of workers)	Share of net change (per cent)	Per cent change
Goods-producing sector	51.7	51.2	-0.5	-3.6	-1.0
Agriculture	2.9	2.5	-0.4	-2.9	-13.8
Forestry, fishing, mining, oil and gas	9.5	11.3	+1.8	12.9	+18.9
Utilities	2.0	2.7	+0.7	5.0	+35.0
Construction	19.3	21.0	+1.7	12.1	+8.8
Manufacturing	17.9	13.7	-4.2	-30.0	-23.5
Services-producing sector	138.1	152.5	+14.4	102.9	+10.4
Educational services	10.5	12.9	+2.4	17.1	+22.9
Health care and social assistance	23.0	24.9	+1.9	13.6	+8.3
Public administration	14.2	14.9	+0.7	5.0	+4.9
Trade	29.8	31.9	+2.1	15.0	+7.0
Transportation and warehousing	10.6	11.7	+1.1	7.9	+10.4
Finance, insurance, real estate and leasing	5.7	7.5	+1.8	12.9	+31.6
Professional, scientific and technical services	5.4	5.9	+0.5	3.6	+9.3
Management of companies and administrative and other support services	8.3	7.9	-0.4	-2.9	-4.8
Information, culture and recreation	5.8	8.2	+2.4	17.1	+41.4
Accommodation and food services	16.1	16.9	+0.8	5.7	+5.0
Other services	8.6	9.8	+1.2	8.6	+14.0
All industries	189.7	203.7	+14.0	100.0	+7.4

Sources: Table 30a and Table 31a of the Aboriginal Labour Market Database

Within the individual industries, the Métis experienced higher employment growth than First Nations people living off-reserve in almost every subsector from 2007 to 2011, the lone exceptions being public administration and agriculture (Table 28 and Table 29). [27] Indeed, it appears that the strong Aboriginal employment growth in public administration is mostly due to First Nations workers living off-reserve, while the employment losses in agriculture were mainly due to layoffs of Métis workers. However, First Nations people living off-reserve did not

[27] Growth rates may be exaggerated due to a small base number of employees within some industries.

perform as well in other industries, such as construction (8.8 per cent increase in Métis employment versus -2.6 per cent increase in First Nations workers living off-reserve), finance (31.6 per cent versus -9.7 per cent), information services (41.4 per cent versus -16.9 per cent) and other services (14.0 per cent versus no growth).

Table 29: Change in Industry Employment for First Nations People Living Off-Reserve in Canada, 2007-2011

	Employment (thousands of workers)		Change from 2007-2011		
	2007	2011	Number of workers (thousands of workers)	Share of net change (per cent)	Per cent change
Goods-producing sector	42.7	38.3	-4.4	97.8	-10.3
Agriculture	1.9	1.9	+0.0	0.0	+0.0
Forestry, fishing, mining, oil and gas	6.6	7.0	+0.4	-8.9	+6.1
Utilities	n.a.	n.a.	n.a.	n.a.	n.a.
Construction	15.5	15.1	-0.4	8.9	-2.6
Manufacturing	17.7	12.8	-4.9	108.9	-27.7
Services-producing sector	124.7	124.7	+0.0	0.0	+0.0
Educational services	8.9	8.4	-0.5	11.1	-5.6
Health care and social assistance	21.3	22.2	+0.9	-20.0	+4.2
Public administration	10.0	14.0	+4.0	-88.9	+40.0
Trade	23.7	23.9	+0.2	-4.4	+0.8
Transportation and warehousing	8.1	6.8	-1.3	28.9	-16.0
Finance, insurance, real estate and leasing	6.2	5.6	-0.6	13.3	-9.7
Professional, scientific and technical services	5.6	6.0	+0.4	-8.9	+7.1
Management of companies and administrative and other support services	9.3	8.8	-0.5	11.1	-5.4
Information, culture and recreation	8.3	6.9	-1.4	31.1	-16.9
Accommodation and food services	15.8	14.6	-1.2	26.7	-7.6
Other services	7.5	7.5	+0.0	0.0	+0.0
All industries	167.5	163.0	-4.5	100.0	-2.7

Sources: Table 30a and Table 31a of the Aboriginal Labour Market Database

The First Nations and Métis workforces living off-reserve are also distributed very similarly by occupation, as seen in Table 30. In 2011, the only relatively significant gaps between the two groups were found in business, finance and administrative occupations (16.6 per cent of First Nations workers versus 14.6 of Métis workers) and trades, transport and equipment operators and related occupations (18.4 per cent versus 20.8 per cent).

Table 30: Distribution of Occupation Employment by Heritage Group in Canada, 2011

	Proportion of Employment (per cent)	
	Métis	**First Nations**
Management occupations	6.9	5.3
Business, finance and administrative occupations	14.6	16.6
Natural and applied sciences and related occupations	3.7	4.1
Health occupations	5.8	5.9
Occupations in social science, education, government service and religion	8.6	9.3
Occupations in art, culture, recreation and sport	2.2	2.0
Sales and service occupations	28.5	29.7
Trades, transport and equipment operators and related occupations	20.8	18.4
Occupations unique to primary industry	5.2	4.0
Occupations unique to processing, manufacturing and utilities	3.6	4.7
All occupations	100.0	100.0

Source: Table 33c of the Aboriginal Labour Market Database

Similar to the breakdown by industry, First Nations people living off-reserve tended to perform worse in the labour market between 2007 and 2011 than the Métis population in almost every occupation (Table 31 and Table 32). Employment growth was weaker among First Nations people living off-reserve than it was for the Métis from 2007 to 2011 in every occupational category except business, finance and administrative occupations; natural and applied sciences and related occupations; health occupations; and occupations unique to processing, manufacturing and utilities. These occupations combined for approximately 30 per cent of total employment of both the Métis and First Nations workforces living off-reserve in 2011.

During the 2007 to 2011 period, the Métis workforce also experienced strong employment growth in the fastest growing occupations in the overall population. Growth rates in occupations in social science, education, government service and religion; occupations in art, culture, recreation and sport; and health occupations were close to those in the non-Aboriginal population. While growth rates for First Nations workers living off-reserve were slightly higher in health occupations, they were considerably lower for the other two occupations. Both heritage groups also experienced weak or falling employment in natural and applied sciences and related occupations, another occupation that experienced strong overall growth between 2007 and 2011.

Table 31: Change in Occupation Employment for the Métis in Canada, 2007-2011

	Employment (thousands of workers)		Change from 2007-2011		
	2007	**2011**	**Number of workers (thousands of workers)**	**Share of net change (per cent)**	**Per cent change**
Management occupations	10.8	14.1	+3.3	23.6	+30.6
Business, finance and administrative occupations	27.4	29.7	+2.3	16.4	+8.4
Natural and applied sciences and related occupations	7.9	7.6	-0.3	-2.1	-3.8
Health occupations	10.4	11.9	+1.5	10.7	+14.4
Occupations in social science, education, government service and religion	15.2	17.5	+2.3	16.4	+15.1
Occupations in art, culture, recreation and sport	3.5	4.5	+1.0	7.1	+28.6
Sales and service occupations	52.5	58.1	+5.6	40.0	+10.7
Trades, transport and equipment operators and related occupations	41.3	42.4	+1.1	7.9	+2.7
Occupations unique to primary industry	9.2	10.5	+1.3	9.3	+14.1
Occupations unique to processing, manufacturing and utilities	11.6	7.3	-4.3	-30.7	-37.1
All occupations	189.7	203.7	+14.0	100.0	+7.4

Source: Table 33a of the Aboriginal Labour Market Database

Table 32: Change in Occupation Employment for First Nations People Living Off-Reserve in Canada, 2007-2011

	Employment (thousands of workers)		Change from 2007-2011		
	2007	2011	Number of workers (thousands of workers)	Share of net change (per cent)	Per cent change
Management occupations	10.6	8.6	-2.0	44.4	-18.9
Business, finance and administrative occupations	23.2	27.1	+3.9	-86.7	+16.8
Natural and applied sciences and related occupations	6.7	6.7	+0.0	0.0	+0.0
Health occupations	8.3	9.6	+1.3	-28.9	+15.7
Occupations in social science, education, government service and religion	14.9	15.2	+0.3	-6.7	+2.0
Occupations in art, culture, recreation and sport	3.8	3.3	-0.5	11.1	-13.2
Sales and service occupations	50.0	48.4	-1.6	35.6	-3.2
Trades, transport and equipment operators and related occupations	31.4	30.0	-1.4	31.1	-4.5
Occupations unique to primary industry	7.3	6.6	-0.7	15.6	-9.6
Occupations unique to processing, manufacturing and utilities	11.2	7.6	-3.6	80.0	-32.1
All occupations	167.5	163.0	-4.5	100.0	-2.7

Source: Table 33a of the Aboriginal Labour Market Database

F. Key Highlights for Heritage Group Labour Market Performance in Canada

- The Métis and First Nations living off-reserve working age populations in 2011 were nearly identical in size (331,500 people and 324,600 people respectively).

- Labour market indicators for 2011 were more favourable for the Métis than First Nations people living off-reserve, and the Métis also had stronger labour market performance than the First Nations people living off-reserve between 2007 and 2011.
    - Métis employment increased by 7.4 per cent from 2007 to 2011, while the First Nations workforce living off-reserve shrank by 2.7 per cent.
    - The Métis employment rate was 61.4 per cent in both 2007 and 2011, while the employment rate for the First Nations people living off-reserve, at 50.2 per cent in 2011, had decreased by 4.2 percentage points between 2007 and 2011.

  - During the 2007 to 2011 period, the unemployment rates for the Métis and First Nations people living off-reserve increased by 0.6 percentage points and 4.3 percentage points respectively. In 2011, the Métis unemployment rate was 9.7 per cent, while the unemployment rate for First Nations people living off-reserve was 16.8 per cent.
  - Participation by the Métis and First Nations people living off-reserve in the labour force decreased by 0.6 percentage points and 2.0 percentage points respectively from 2007 to 2011. In 2011, the Métis participation rate was higher at 68.1 per cent, while the participation rate for First Nations people living off-reserve was 60.3 per cent.
  - In 2011, the Métis had only a slightly lower employment rate and actually had higher participation rate than the non-Aboriginal population.

- The Métis working age population was more concentrated in Ontario and British Columbia in 2011, while the First Nations working age population living off-reserve was more concentrated in the prairie provinces.
  - The strong Métis labour market performance in Canada from 2007 to 2011 is mostly due to labour market outcomes in Ontario, Alberta and British Columbia.
  - The poor overall Aboriginal performance in Ontario, Alberta and British Columbia between 2007 and 2011 is mostly due to First Nations people living off-reserve.

- The Métis working age population tended to be older and have proportionally fewer women.
  - The Métis fared better than the First Nations in both genders and the two youngest age groups between 2007 and 2011.
  - The Métis women greatly outperformed Métis men from 2007 to 2011 in terms of the employment, unemployment, and participations rates

- Workers in both heritage groups had a similar level of educational attainment in 2011, and their distribution by industry and occupation were also very similar.

- In comparison to the First Nations people living off-reserve, Métis employment growth was almost uniformly better across all industries from 2007 to 2011.
  - The only exceptions are in agriculture and public administration

- During the 2007 to 2011 period, Métis employment growth was stronger in almost all occupations.
  - The only exceptions are in business, finance and administrative occupations; natural and applied sciences and related occupations; health occupations; and occupations unique to processing, manufacturing and utilities.

VII. Labour Market Projections and Implications for Aboriginal Canadians

This section opens with a discussion of likely trends in economic growth and the unemployment rate and their implications for the Aboriginal labour market. HRSDC's Canadian Occupational Projection System (COPS) is used to identify future employment trends by broad skill level, occupation, and industry, and their implications for the Aboriginal labour force. The section concludes with comments on economic projections by region.[28]

A. Economic Growth and Unemployment Rate

Until the most recent recession, it was widely believed that the Canadian labour market was moving away from or had left the situation of labour surpluses and high unemployment experienced in the early 1990s, into a situation of labour shortages characterized by low unemployment. Indeed, the unemployment rate hit a low of 6.1 per cent in 2007 and 2008. The two factors responsible for this fundamental change in labour market conditions were the slower labour growth associated with the retirement of the baby boom cohorts, and the long-term rise in commodity prices linked to strong growth in developing countries such as China.

The economic crisis of 2008-09 returned the labour market to a situation of labour surplus, with the unemployment rate peaking at 8.3 per cent in 2009. By 2011, the national unemployment rate had fallen down to 7.5 per cent and was around 5 per cent in the three Prairie provinces.

If the robust economic growth resumes and the unemployment rate continues to decrease, a labour shortage economy may soon reappear. On the other hand, if economic growth in Canada falters, the current state of labour surplus could continue and unemployment could remain high. The key question is whether the recession was just a temporary, short-term downturn due to the credit crunch with a return to the low unemployment of the 2007-08 period, or whether the crisis has produced a new period of permanently high unemployment and labour surpluses, exacerbated by fiscal austerity.

Economists have different views on the likelihood of these two scenarios. One authoritative source is the PRISM econometric model maintained by the Institute for Policy Analysis at the University of Toronto (Dungan & Murphy, 2012). This model forecasts that the

[28] This section focuses on Aboriginal employment as a whole, rather than focussing on the different heritage groups. Much of the analysis is applicable to both heritage groups due to their similar education profile and employment distribution by industry and occupation in 2011. However, it is unknown why First Nations people living off-reserve performed so much worse than the Métis during the 2007 to 2011 period. This may point to a structural issue that may continue to worsen if not properly addressed. Without having found the casual factor, it is difficult to disaggregate the analysis into the different heritage groups. See Appendix D for Table 33 and Table 34 for the Métis and First Nations people living-off reserve.

unemployment rate in Canada will fall to 6.2 per cent by 2017 and remain at this level until 2040, the last year of their forecast. This forecast provides support for the first scenario of a return to an economy characterized by labour shortages.

The future labour market performance of Aboriginal Canadians is conditional upon the future performance of the Canadian economy and labour market. If economic stagnation takes place, Aboriginal Canadians will fare poorly. But if economic growth is robust and the unemployment rate returns to the pre-recession rate, employment opportunities for Aboriginal Canadians will be ample and labour market indicators will improve.

B. Employment Projections by Broad Skill Level

The COPS database consists of projections for the non-student workforce for different occupations and industries on a national level.[29] Projections by region are available at the regional HRSDC office. These projections were most recently updated in 2011 for the 2011 to 2020 period.[30] It is important to note that these projections should be interpreted with caution because the future is not certain. Furthermore, these numbers represent trends for the various components for labour supply and labour demand.

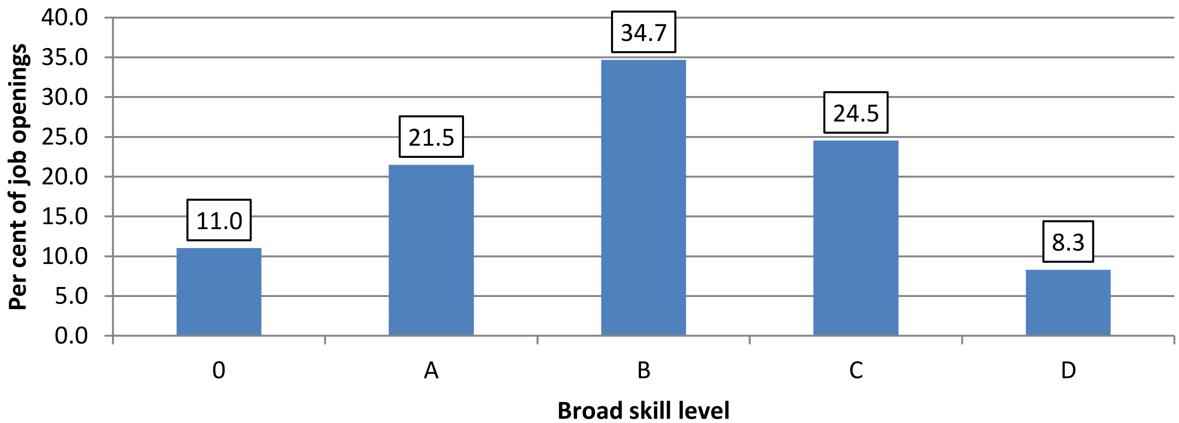
COPS provides projected employment levels, as well as the number of job openings and job seekers for each of the occupations. Therefore, an analysis can be conducted for the broad skill levels by aggregating certain variables in the relevant occupations.[31] It is important to note that workers in these occupations do not necessarily have that level of education. A university graduate might work at a job usually requiring college education or apprenticeship training or in an occupation with on-the-job training.

Job openings, in this context, refer to employment opportunities brought upon by expansion demand, retirements, or other replacement demand (such as death or emigration). An occupation may have no net employment growth, but still have many job openings due to workers leaving the occupation for a number of reasons. In this way, job openings can indicate which occupations are likely to see the most labour demand in the near future. Chart 21 shows that occupations usually requiring university or college education or apprenticeship training (skill level A or B) are projected to comprise 56.2 per cent of all job openings between 2012 and

[29] See Appendix E for a more detailed discussion of NOCS.
[30] For a more in-depth discussion of future labour market trends, see *Looking Ahead: A 10-Year Outlook for the Canadian Labour Market* (HRSDC, 2008). This is the most recent publication and uses projection data prepared for the 2008 to 2017 period.
[31] When aggregating the occupations by broad skill level, this report discusses management occupations as distinct from the other broad skill levels. When aggregating the occupations by skill type, in order to remain comparable with LFS data, management occupations will be kept as a separate group and not combined with their associated skill type.

2020.[32] In contrast, occupations that usually require high school and/or occupation-specific training, or provide on-the-job training (skill level C or D) are projected to account for 32.8 per cent of all job openings.[33]

Chart 21: Distribution of Job Openings by Broad Skill Level in Canada, 2012-2020



Source: Human Resources and Skills Development Canada, Policy Research Directorate, 2011 Reference Scenario.
Legend: 0- Management occupations; A- Occupations usually requiring university education; B- Occupations usually requiring college education or apprenticeship training; C- Occupations usually requiring secondary school and/or occupation-specific training; D- On-the-job training is usually provided for occupations

Job openings alone only represent labour demand. The other side is labour supply, represented by the number of job seekers. A surplus of labour supply indicates that the labour market for that occupation will be more competitive than for an occupation that has a labour demand surplus. Chart 22 illustrates the expected balance between labour demand and labour supply for each broad skill level. The annual average was calculated by taking the average annual number of job openings between 2012 to 2020, and then dividing it by the 2011 employment level. For example, management occupations are expected to see, on average, job openings equal to 4.6 per cent of 2011 employment per year from 2012 to 2020. On the other hand, job openings for the same broad skill group are expected to be only 2.2 per cent, indicating a situation of labour shortage.

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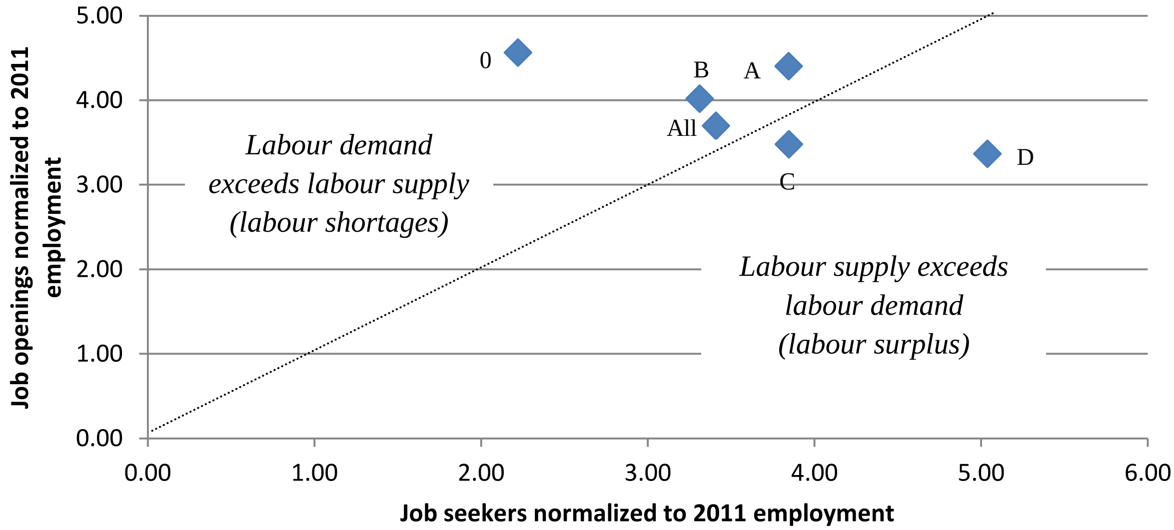
[32] The analysis only considers future trends. Therefore, only the 2012-2020 period was considered rather than the whole 2011-2020 period.
[33] According to the COPS database, the employment distribution in 2011 consists of 9.5 per cent of employees in management occupations; 19.2 per cent of employees in occupations usually requiring university education; 33.9 per cent of employees in occupations usually requiring college education or apprenticeship training; 27.7 per cent of employees in occupations usually requiring secondary school and/or occupation-specific training; and 9.7 per cent of employees in jobs where on-the-job training is usually provided. The distribution of job openings suggests that a general movement towards occupations in management occupations and in broad skill levels A and B.

Chart 22: Job Openings and Job Seekers by Broad Skill Level, Annual Average from 2012-2020



Source: Human Resources and Skills Development Canada, Policy Research Directorate, 2011 Reference Scenario.
Note: Annual averages calculated by dividing the average number of job seekers/openings per year by employment in 2011. Dotted line represents equal demand and supply.
Legend: 0- Management occupations; A- Occupations usually requiring university education; B- Occupations usually requiring college education or apprenticeship training; C- Occupations usually requiring secondary school and/or occupation-specific training; D- On-the-job training is usually provided for occupations; All- All occupations

Along with management occupations, occupations usually requiring university or college education, or apprenticeship training (skill level A or B) are projected to have slightly more job openings than job seekers on average from 2012 to 2020. In contrast, occupations that usually require high school and/or occupation-specific training, or provide on-the-job training (skill level C or D) are projected to have slightly more labour supply than demand and hence, it will be more difficult to find employment in those occupations. This is also reflected by Appendix F, which lists the occupations with a labour shortage (labour demand exceeds labour supply) or labour surplus (labour supply exceeds labour demand) in 2008. Occupations with a labour shortage are mostly in management or occupations requiring post-secondary education, while those with a labour surplus are mainly in low-skilled occupations.

These projections have strong implications for the Aboriginal labour force. Both the Aboriginal and non-Aboriginal populations have a similar proportion of workers who have completed college education. The Aboriginal population, however, has a disproportionately high number of workers who have only high school education or less, which are likely to have more trouble finding employment in the future. University graduates also represent a much smaller proportion of Aboriginal workers, which is a group projected to see more labour demand than supply.[34]

C. Employment Projections by Occupation

This section presents employment projections for 2012-2020 by skill type, and compares these employment projections to the occupational structure of Aboriginal employment in 2011 and Aboriginal employment growth from 2007 to 2011 in each occupation. These values indicate which occupations Aboriginal people have found employment in the past, which can be a sign of which occupations Aboriginal employment will favour in the future.

The occupational groups that are projected to have employment growth above the national average from 2012 to 2020 include health occupations (15.6 per cent); natural and applied sciences and related occupations (13.7 per cent); occupations in art, culture, recreation and sport (11.4 per cent); occupations in social science, education, government service and religion (9.4 per cent) and trades, transport and equipment operators and related occupations (8.7 per cent). Occupations projected to have above-average employment growth represented 40.7 per cent of Aboriginal employment and 41.5 per cent of non-Aboriginal employment in 2011 (Table 33). Therefore, there is no overall mismatch between Aboriginal and non-Aboriginal occupational structure in the occupations that are projected to see above-average employment growth.

Within these occupations, Aboriginal people had a very low representation in natural and applied sciences and related occupations in 2011, and Aboriginal employment even decreased 7.0 per cent between 2007 and 2011 when non-Aboriginal employment increased 8.1 per cent. This may be potentially due to jobs in this skill type requiring high levels of education. Therefore, it is unlikely that Aboriginal people would share the high employment growth in this occupation, especially as the labour surplus situation in this occupation suggests that jobs will probably be competitive.

It was a different situation in the four other occupations, which represented a comparable share of the Aboriginal and non-Aboriginal workforces in 2011. While Aboriginal employment growth was slightly slower than non-Aboriginal employment growth in trades, transport and equipment operators and related occupations from 2007 to 2011, it was not the case in the other three industries. Health occupations in particular are projected to be in high demand due to the aging of the Canadian population. As seen on Chart 23, health occupations are projected to see a labour shortage, especially among physicians and nurses.

[34] Note that there is some evidence that growth in university degrees has begun to outstrip labour demand in the professional and management sector. Therefore, the highly educated labour market could begin to slacken, reducing wages.

Table 33: Occupational Employment Growth Projections in Canada, 2012-2020

	Employment from 2007-2011				Projections from 2012-2020	
	Share of total employment in 2011 (per cent)		Per cent change from 2007-2011		Share of job openings from 2012-2020 (per cent)	Per cent change in employment from 2012-2020
	Aboriginal population	Non-Aboriginal population	Aboriginal population	Non-Aboriginal population		
Management occupations	6.1	8.6	+5.6	-1.3	11.0	+8.3
Business, finance and administrative occupations	15.5	18.1	+12.6	+3.1	18.9	+5.7
Natural and applied sciences and related occupations	3.9	7.4	-7.0	+8.1	8.0	+13.7
Health occupations	5.8	6.7	+14.1	+16.6	8.2	+15.6
Occupations in social science, education, government service and religion	9.1	9.2	+9.6	+11.2	9.3	+9.4
Occupations in art, culture, recreation and sport	2.3	3.4	+13.3	+13.7	3.3	+11.4
Sales and service occupations	29.1	24.0	+3.8	+1.7	19.7	+7.8
Trades, transport and equipment operators and related occupations	19.6	14.8	-1.3	+3.0	14.3	+8.7
Occupations unique to primary industry	4.6	3.0	+4.2	-8.6	2.9	+5.5
Occupations unique to processing, manufacturing and utilities	4.0	4.7	-34.8	-15.4	4.3	+1.7
All occupations	100.0	100.0	+2.5	+3.0	100.0	+8.5

Sources: 2007 to 2011 data from Table 33b and Table 33c of the Aboriginal Labour Market Database. Projections from Human Resources and Skills Development Canada, Policy Research Directorate, 2011 Reference Scenario.

Chart 23: Job Openings and Job Seekers by Occupation, Annual Average from 2012-2020

Source: Human Resources and Skills Development Canada, Policy Research Directorate, 2011 Reference Scenario.
Notes: Annual averages calculated by dividing the average number of job seekers/openings per year by employment in 2011. Dotted line represents equal demand and supply.
Legend: 0- Management occupations; 1- Business, finance and administrative occupations; 2- Natural and applied sciences and related occupations; 3- Health occupations; 4- Occupations in social science, education, government service and religion; 5- Occupations in art, culture, recreation and sport; 6- Sales and service occupations; 7- Trades, transport and equipment operators and related occupations; 8- Occupations unique to primary industry; 9- Occupations unique to processing, manufacturing and utilities

D. Employment Projections by Industry

A similar analysis can be conducted for the industries at the two-digit North American Industry Classification System (NAICS) level. The industries that are expected to have higher than average employment growth from 2012 to 2020 are professional, scientific and technical services (17.2 per cent); forestry, fishing, mining, oil and gas (16.9 per cent); construction (14.1 per cent); health care and social assistance (14.1 per cent); accommodation and food services (12.6 per cent); and information, culture and recreation (9.4 per cent). These industries represented 43.5 per cent of Aboriginal employment and 39.7 per cent of non-Aboriginal employment in 2011. Therefore, a higher proportion of Aboriginal employment relative to non-Aboriginal employment are situated in industries that are poised to experience higher than average employment growth.

Table 34: Industry Employment Growth Projections in Canada, 2012-2020

	Employment from 2007-2011				Projections from 2012-2020	
	Share of total employment in 2011 (per cent)		Per cent change from 2007-2011		Share of job openings from 2012-2020 (per cent)	Per cent change in employment from 2012-2020
	Aboriginal population	Non-Aboriginal population	Aboriginal population	Non-Aboriginal population		
Goods-producing sector	24.1	21.9	-5.9	-4.3	22.0	+7.5
Agriculture	1.2	1.8	-8.3	-8.6	1.3	-0.5
Forestry, fishing, mining, oil and gas	4.9	1.9	+10.1	-1.9	2.6	+16.9
Utilities	1.1	0.8	+27.3	+0.9	0.8	+3.7
Construction	9.7	7.2	+3.7	+11.9	7.9	+14.1
Manufacturing	7.2	10.2	-25.6	-13.1	9.3	+2.8
Services-producing sector	75.9	78.1	+5.4	+5.3	78.0	+8.7
Educational services	5.9	7.1	+11.1	+3.4	6.3	+3.9
Health care and social assistance	12.8	12.1	+5.5	+14.3	14.5	+14.1
Public administration	7.9	5.6	+19.4	+12.1	5.1	+4.4
Trade	15.3	15.4	+4.8	-0.2	13.4	+7.6
Transportation and warehousing	5.2	4.9	+0.5	+2.9	4.6	+5.0
Finance, insurance, real estate and leasing	3.6	6.3	+9.8	+2.7	5.9	+2.8
Professional, scientific and technical services	3.3	7.7	+4.2	+16.1	9.8	+17.2
Management of companies and administrative and other support services	4.5	3.9	-6.1	-3.0	4.5	+6.7
Information, culture and recreation	4.2	4.5	+7.6	+1.1	4.4	+9.4
Accommodation and food services	8.6	6.3	-1.5	+1.9	5.3	+12.6
Other services	4.7	4.4	+8.0	+5.0	4.3	+5.5
All industries	100.0	100.0	-5.9	-4.3	100.0	+8.5

Sources: 2007 to 2011 data from Table 30b, Table 30c, Table 31b, and Table 31c of the Aboriginal Labour Market Database. Projections from Human Resources and Skills Development Canada, Policy Research Directorate, 2011 Reference Scenario.

With a relatively high proportion of workers in forestry, fishing, mining, oil and gas, it is likely that the Aboriginal population is well positioned to take advantage of the strong employment growth projected for this sector. Most of the other industries projected to have above average employment growth represented a larger share of Aboriginal employment than non-Aboriginal employment in 2011. Health care and social assistance in particular will be extremely important as it is projected to represent 14.5 per cent of job openings due to an increase in health care funding brought upon by an aging population.

In contrast, Aboriginal employment has been historically underrepresented in professional, scientific and technical services, and this gap widened from 2007 to 2011. This is likely due the lower average educational attainment level in the Aboriginal workforce compared to the non-Aboriginal workforce, as this industry tends to favour workers with a higher level of educational attainment. This is significant, as 9.8 per cent of job openings from 2012 to 2020 are projected to be in this industry. It is unlikely that the Aboriginal people will increase their relative representation in this industry in the near future unless the gap with non-Aboriginal people in university education closes.

It is also relevant to note that Aboriginal workers were much more likely to work in public administration than non-Aboriginal workers in 2011, and this industry also grew more rapidly for Aboriginal workers from 2007 to 2011. The recent budget cuts, hiring freeze, and layoffs imposed by government departments suggest that employment in this area will not continue to grow quickly in the medium term. This is reflected in the projections, which are well below the national average (4.4 per cent versus 8.5 per cent).

E. Employment Projections by Region

Economic growth is expected to be above average in western Canada as commodity prices increase in the near future. In particular, Alberta and Saskatchewan's economic growth will be tied to increased demand by emerging economies of primary commodities. TD Economics (2012) forecasts that annual growth in real GDP for Alberta (2.5 per cent), Saskatchewan (2.3 per cent), and British Columbia (2.1 per cent) from 2016 to 2021 will be above the Canadian average of 2.0 per cent (TD Economics, 2012). This rise in output will likely also result in strong employment growth in this region. The Conference Board of Canada projects that the unemployment rate in Alberta, already the lowest in Canada at 4.9 per cent, will further fall by 0.4 percentage points to 4.5 per cent in 2013 (Ottawa Citizen, 2012).

As seen earlier, western Canada represents 59.8 per cent of the Aboriginal working age population, compared to 29.8 per cent of the non-Aboriginal working age population. The greater concentration of Aboriginal people in this region suggests that Aboriginal people will benefit more from the economic growth in western Canada.

F. Key Highlights for the Future of the Aboriginal Labour Market in Canada

- An economic downturn will create an unfavourable labour market for Aboriginal Canadians, while an economic boom will generate employment opportunities.
    - Economic projections by the Institute for Policy Analysis at the University of Toronto suggest a labour shortage economy in the future.

- University and college education will be important.
    - 56.2 per cent of job openings are projected to be in occupations requiring university or college education.
    - Jobs in occupations requiring university or college education are projected to have slightly higher labour demand than supply.
    - The lower average educational attainment level among Aboriginal workers could be a hindrance.

- Most occupations projected to see above-average employment growth probably do not have significant barriers to entry (for example, required qualifications) for Aboriginal people.
    - Occupations projected to have higher than average employment growth accounted for 40.7 per cent of Aboriginal employment in 2011, compared to 41.5 per cent of non-Aboriginal employment.
    - Health occupations are projected to have a surplus of labour demand, as well as high employment growth.
    - Natural and applied sciences and related occupations are projected to have high employment growth, but Aboriginal employment growth in this area was slow from 2007 to 2011, and they were also much less likely to work there when compared to the non-Aboriginal population.

- Most industries projected to see above-average employment growth probably do not have significant barriers to entry for Aboriginal people.
    - Industries projected to have higher than average employment growth accounted for 43.5 per cent of Aboriginal employment in 2011, compared to 39.7 per cent of non-Aboriginal employment.
    - Professional, technical, and scientific services are projected to have high employment growth in the future, but Aboriginal employment growth was slow from 2007 to 2011 and they were also much less likely to work in this industry when compared to non-Aboriginal workers.
    - Public administration, an industry where Aboriginal workers are much more likely to work, is projected to have significantly slower employment growth.

    - Forestry, fishing, mining, oil and gas is projected to have strong employment growth in the future, and a higher share of Aboriginal workers relative to non-Aboriginal workers are in this industry.

- Western Canada will probably see above-average economic growth as primary commodity prices increase.
    - With 59.8 region of the Aboriginal working age population in that region, Aboriginal people will probably benefit from the economic growth in western Canada.

VIII. Aboriginal Labour Market Programs

The federal government currently runs or has run a number of programs that are specifically aimed towards improving Aboriginal labour market outcomes. This section will start with an overview of these four programs, followed by assessing their successes. It will then suggest ways in which these programs can be adapted to current trends in the labour market.

A. Overview

The four main labour market programs are the Aboriginal Skills and Employment Training Strategy (ASETS), Aboriginal Skills and Employment Partnership (ASEP), Skills and Partnership Fund (SPF), and the Aboriginal Skills and Training Strategic Investment Fund (ASTSIF). All four programs are run by Human Resources and Skills Development Canada (HRSDC). This information was taken from the 2010-11 HRSDC Departmental Performance Report (HRSDC, 2011).

i. Aboriginal Skills and Employment Training Strategy

ASETS is the successor strategy to the Aboriginal Human Resources Development Strategy (AHRDS), which expired at the end of the 2009-10 fiscal year. ASETS aims to improve labour market outcomes by supporting demand-driven skills development, fostering partnerships with the private sector and provinces and territories, and emphasizing accountability and results. The five-year Strategy, ASETS, launched in April 2010 and is delivered by a network of 81 Aboriginal service delivery organizations that work closely with Service Canada to develop and deliver programs and services. These programs work at the local level to help Aboriginal people prepare for, obtain and maintain meaningful and sustainable employment; assist Aboriginal youth to make successful transitions from school to work or to support their return to school; and, support child care programs. In particular, the First Nations and Inuit Child Care Initiative is administered by ASETS to provide access to quality child care services for First Nations and Inuit children. The program is set to expire on March 31, 2015. During the 2010-11 fiscal year, HRSDC spent $254.5 million dollars on ASETS, compared to planned spending of $245.6 million dollars.

ii. Aboriginal Skills and Employment Partnership

ASEP is an opportunity-driven, project-based program that promotes increased participation of Aboriginal people in large-scale economic opportunities and supports training strategies developed by Aboriginal organizations and industry employers. Through a collaborative Aboriginal, private sector, and provincial or territorial partnership approach, each ASEP project provides skills training so that Aboriginal people can participate in mining, construction, fisheries, tourism, hydro development, and public infrastructure projects across

Canada. ASEP will fund up to 50 per cent of the initiative and these training strategies must lead to at least 50 long-term, sustainable jobs. The partnership is responsible for developing and managing the activities of the project.

The program began in 2003 with an investment of $85 million over five years for nine projects. In 2007, sixteen new projects were approved when the program was extended for five more years with a budget of $105 million. HRSDC spent $75.7 million during the 2010-11 fiscal year on ASEP.

iii. Skills and Partnership Fund

The SPF was launched in July 2010 as a complementary but separate program to ASETS. It aims to move towards a more demand-driven, partnership-based program, and create employment in regions with limited employment opportunities. SPF supports projects that encourage innovation through partnerships, develop labour force initiatives to respond to economic partnership opportunities, and address systemic gaps or weaknesses in the delivery of Aboriginal labour market services. Overall, HRSDC has invested $210 million over five years to achieve these outcomes. Projects are currently being assessed and developed, and are expected to begin generating results in the 2011-12 fiscal year.

iv. Aboriginal Skills and Training Strategic Investment Fund

ASTSIF was a two year, $75 million, initiative under Canada's Economic Action Plan that was designed to help Aboriginal people obtain the specific skills they required to benefit from economic opportunities. The Fund was designed to establish partnerships between Aboriginal employment service organizations and employers through training-to-employment projects leading to job opportunities; support projects to assist Aboriginal people facing skills-based barriers to employment, such as low literacy; and support projects to test innovative approaches to Aboriginal labour market programming. There were two components of ASTSIF: 90 per cent of the funding was allocated to 74 regional projects, and the remaining 10 per cent of funding was allocated to 12 national projects. These projects started in April 1, 2009 and were completed by March 31, 2011.

B. Impact of Aboriginal Labour Market Programs

It should be noted that it is very difficult to evaluate the impact of these programs, as there is no control group. Some of the positive outcomes not captured include promotions within an existing job, better preparation for a future employment opportunity, increased selfconfidence, achievement of a certification or other educational credentials, and establishment of lasting partnerships with the private sector.[35]

i. Number of Program Participants That Find Employment or Return to School

As seen in Table 35, approximately 63,358 Aboriginal clients were served or completed interventions (i.e. activities developed by a client and a case-management/counsellor that are designed to improve employability for the client) in the 2010-11 fiscal year.[36] Of these, 26,502 or 41.8 per cent, found employment or returned to school. It is not clear what the outcome was for the other 58.2 per cent of individuals. Within the individual programs, ASETS is by far the largest, serving slightly over three quarters of all participants. It also had the highest success rate at 43.9 per cent. On the other hand, ASEP represented 8.1 per cent of all participants and had a success rate of 24.3 per cent, by far the lowest of the three programs.

Table 35: Aboriginal Labour Market Program Participants That Find Employment or Return to School (2010-11 Fiscal Year)

Name of program	Number of participants served or completed intervention	Number who returned to school	Number who found employment	Percentage of participants who found employment or returned to school
Aboriginal Skills and Employment Training Strategy (ASETS)	49,000	7,175	14,324	43.9
Aboriginal Skills and Employment Partnership (ASEP)	5,101	n.a.	1,237	24.3
Aboriginal Skills and Training Strategic Investment Fund (ASTSIF) (completed March 31, 2011)	9,257	1,547	2,219	40.7
Total	**63,358**	**8,722**	**17,780**	**41.8**

Source: 2010-11 HSRDC Departmental Performance Report, Supplemental Information on Details on Transfer Payments Programs

ii. Other impacts

Under the ASETS and AHRDS programs, Aboriginal service providers are encouraged to target the program to suit the needs of the communities and individuals. HRSDC has indicated that the proportion of program participants that successfully complete an intervention was 86 per cent of all program participants for the 2009-10 fiscal year (CSLS, 2012).

[35] A study on Métis Human Resources Development Agreements (MHRDA) estimates that the annual fiscal impact of one year of MHRDA activity is between $4.2 and $47.9 million and on a long-term basis, the discounted fiscal benefits outweigh program costs in all cases but one (Arsenault & Sharpe, 2009a).
[36] Some participants may have been involved with more than one program.

Other measures of program success include the savings per client of EI Benefits and Social Assistance. It is estimated that over the past decade, these savings have more than doubled because of AHRDS and ASETS (CSLS, 2012). Moreover, in the 2009-10 fiscal year, these programs saved clients approximately $595 each in terms of EI and Social Assistance expenditures (CSLS, 2012).

C. Implication for Aboriginal Labour Market Programming from Labour Market Developments

Aboriginal labour market programming must evolve to take account of the changing nature of the labour market and the realities of the Aboriginal population. This section identifies a number of key labour market developments, relates them to the situation of the Aboriginal population, and discusses implications for Aboriginal labour market programs.

i. Critical Nature of Basic Skills

Most jobs in today's society require a basic set of skills that are required in order to perform the job. Some of them include literacy, problem solving, arithmetic, and basic computer skills. These affect not only a person's job performance, but may also affect their ability to find and apply for jobs.

On average, the Aboriginal population is weaker in basic skills. The International Adult Literacy and Skills Survey (ISLSS) is a test that evaluates respondents in four categories: prose literacy, document literacy, numeracy, and problem solving.[37] In these tests, the Aboriginal groups scored below the national average of non-Aboriginal Canadians (CSLS, 2012). Furthermore, HRSDC's evaluation of the Aboriginal Human Resources Development Agreements (AHRDA), performed in 2009, identified that one of the biggest challenges for service providers include a lack of basic education and skills, such as specific job skills, job search skills, and general education (HRSDC, 2009).

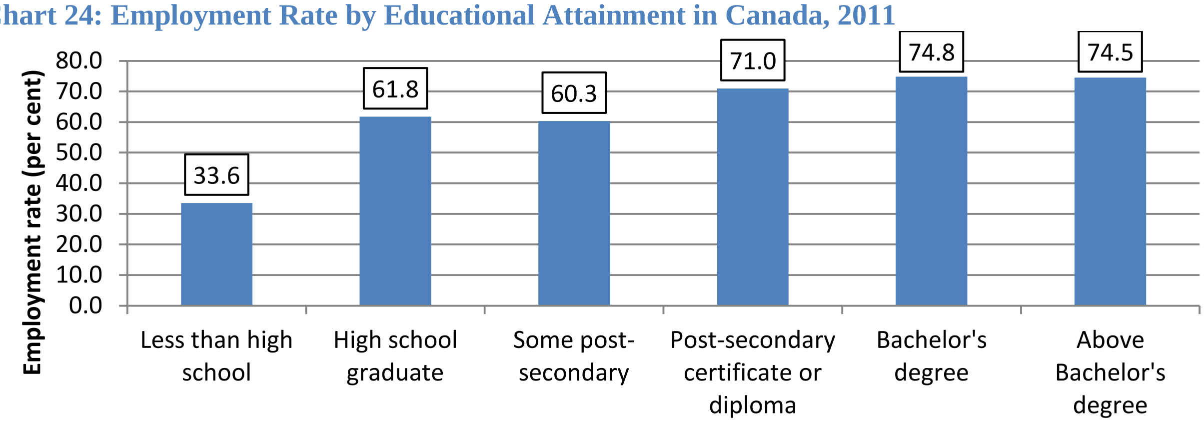
Addressing this issue is critical to improving Aboriginal labour market performance, whether through service providers offering the training themselves, or by trying to improve the quality of Aboriginal schools. These conditions may include a lack of properly trained teachers, which can negatively influence a person's skillset, even if they had completed their training. The distance to job training centres can make travel unfeasible, or lack of childcare support can prevent parents from spending significant time away from home.

[37] The prose literacy category tests comprehension of short texts, the document literacy category tests the ability to find information in maps and charts, the numeracy category tests everyday mathematical skills, and the problem-solving category involves more complex tests.

ii. Importance of University Education for Leadership Positions

As seen earlier, there is a general trend towards more knowledge-based jobs, both from 2007 to 2011, as well as in employment projections from 2012 to 2020. High school and post-secondary education is one of the qualifications most sought after by employers because it acts as a signal to employers of general ability, as well as training for specific industries. Chart 24 illustrates that the two main divides in employment rate are from 'less than high school' to 'high school graduate', followed by 'some post-secondary' to 'post-secondary certificate or diploma'.

Chart 24: Employment Rate by Educational Attainment in Canada, 2011



Source: Statistics Canada. Table 282-0004 - Labour force survey estimates (LFS), by educational attainment, sex and age group, annual (persons unless otherwise noted), CANSIM (database).

As shown by Chart 15, educational attainment among Aboriginal workers was lower on average than among non-Aboriginal workers in 2011. The 2006 census also reports that the Aboriginal population as a whole had a lower level of educational attainment when compared to the non-Aboriginal population. However, there are indications that the high school and post-secondary completion gap has closed slightly in recent years among workers. Table 36 illustrates that the percentage of Aboriginal workers with high school education or more, as a proportion of the non-Aboriginal percentage, has increased by 2.8 percentage points between 2007 and 2011. A similar analysis for university education reveals that the Aboriginal proportion has decreased by 7.3 percentage points during the 2007 to 2011 period.

Table 36: Trends in Educational Attainment by Heritage Group, 2007-2011

	High school education or more			University education		
	Aboriginal population	Métis	First Nations people living off-reserve	Aboriginal population	Métis	First Nations people living off-reserve
Per cent of workers as a proportion of the non-Aboriginal percentage in 2007	87.6	88.4	86.4	36.1	34.0	37.2
Per cent of workers as a proportion of the non-Aboriginal percentage in 2011	90.4	91.1	89.7	43.4	45.7	40.8

Source: Statistics Canada, Labour Force Survey.

There are signs that the high school graduation rate for the non-Aboriginal population is approaching a ceiling, at which point the gap will naturally begin to close if the Aboriginal graduation rate continues to rise. A recent report by the Office of the Auditor General in 2011 noted that the length of time required for the First Nations population to close the high school education gap may take longer than the 28 years estimated in 2004.

The gap in educational attainment does not fully explain the labour market outcome gap between Aboriginal and non-Aboriginal people. Even within the different levels of educational attainment, Aboriginal people in the core-age population tended to have lower employment and participation rates than non-Aboriginal people, as well as higher unemployment rates (Statistics Canada, 2010). Nonetheless, the gap in labour market indicators was smaller among those with more education, indicating that it can play a role on closing the overall labour market gap.

Aboriginal labour market programs are already helping to close the gap in educational attainment by providing services aimed at helping Aboriginal people return to school. With the current and projected trend towards knowledge-based jobs, these services, especially in fields that are projected to be in high demand, will become increasingly important in the near future.

iii. Crucial Role of Small Businesses in Job Creation

Entrepreneurship is one of the most important foundations of our economy. These businesses stimulate economic growth and help create jobs in the community, the lack of which was one of the main barriers to employment identified by HRSDC in their 2009 review of the AHRDA (HRSDC, 2009). These jobs are more likely to be targeted to fill a need in the community, as the owners have a more intimate knowledge of the area they are trying to help. Within the core-age population, however, 11.0 per cent of the Aboriginal population were self-employed in 2010, compared to 15.2 per cent of the non-Aboriginal population (Uscalcas, 2011).

An Aboriginal workforce that is well educated in business and finance is more likely to be self-sufficient, and not dependent on non-Aboriginal managers to take highly-paid positions of responsibility. Among people with post-secondary credentials, the proportion of business, management, or public administration qualification is very similar in the Aboriginal and non-Aboriginal populations (21.1 per cent and 21.5 per cent respectively according to the 2006 census). Thus, the shortage of Aboriginal people with business and finance degrees is almost entirely caused by the shortage of Aboriginal people with degrees, certificates or diplomas in general.

iv. Rapid Growth Expected for Natural Resource Industries

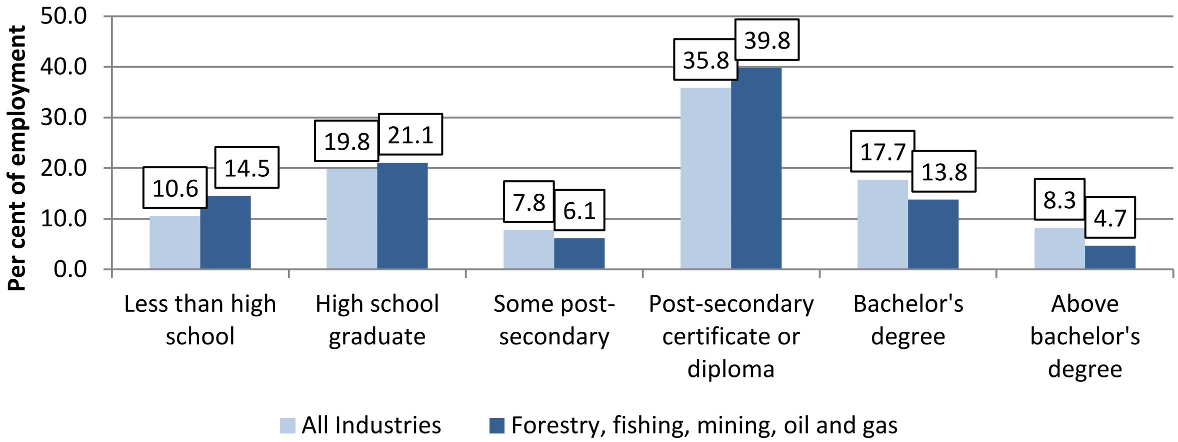
As seen in the previous section, employment growth in the natural resources industries (forestry, hunting, fishing, mining, oil and gas) is projected to be extremely high at 16.9 per cent. Much of this is due to the mining, oil and gas industry, which will benefit from increased global demand among emerging economies. This industry is of particular importance to the Aboriginal population, as Aboriginal workers were much more likely to work in this industry when compared to the non-Aboriginal population. This may be partially due to a number of factors:

- Workers in this industry tended to be much more concentrated in the rural areas, which also accounted for a higher proportion of the Aboriginal working age population. Rural areas accounted for 31.2 per cent of Canadian workers in this industry in 2011, compared to 17.6 per cent of Canadian workers in all industries (Statistics Canada, CANSIM table 282-0121) and the 2006 census indicates 20.8 per cent of the Aboriginal working age population live in rural areas, versus 18.9 per cent of the non-Aboriginal working age population.

- The Western provinces accounted for 75.6 per cent of jobs in this industry in 2011, and these provinces are also home to 59.8 per cent of the Aboriginal working age population.

- As seen in Chart 25, educational attainment among workers in this industry tends to be lower than in the general workforce.

Chart 25: Employment in the Forestry, Fishing, Mining, Oil and Gas Industry by Educational Attainment in Canada, 2011



Source: Statistics Canada, Labour Force Survey.

These jobs require specialized skills in order to perform them correctly. Therefore, Aboriginal labour market programs should be aware of these requirements and be prepared to offer training in these areas. Doing so will be crucial for Aboriginal people to enjoy the rapid employment growth projected for this industry.

D. Key Highlights for Aboriginal Labour Market Programs

- There are four main Aboriginal Labour Market Programs: Aboriginal Skills and Employment Training Strategy (ASETS), Aboriginal Skills and Employment Partnership (ASEP), Skills and Partnership Fund (SPF), and the Aboriginal Skills and Training Strategic Investment Fund (ASTSIF).
  - All of them are administered by HRSDC.
  - ASETS is by far the largest of the four.
  - ASEP is sunsetting at the end of the 2011-12 fiscal year.
  - SPF is projected to start generating results in the 2011-12 fiscal year.
  - ASTSIF ended at the end of the 2010-11 fiscal year.

- 41.8 per cent of all participants who successfully completed the program and/or intervention in the 2010-11 fiscal year either returned to school or found employment.
  - It is unknown what happened to the rest.
  - 86 per cent of clients successfully completed the ASETS program in the 2009-10 fiscal year.
  - Benefits include saving clients approximately $595 each in EI and Social Assurance expenditures in the 2009-10 fiscal year.

- There are four key points for Aboriginal labour market programs based on trends in the labour market.
  - Critical nature of basic skills.
  - Importance of university education for leadership positions.
  - Crucial role of small businesses in job creation.
  - Rapid growth expected for natural resource industries.

IX. Concluding Remarks

The recession that lasted from the last quarter of 2008 until the second quarter of 2009 has had lasting effects on the Canadian economy and labour market. While real GDP and employment have recovered to their pre-recessionary levels, the employment, unemployment and participation rates have not yet done so. The goal of this report was to analyze how the Aboriginal labour market was affected from 2007 to 2011 and possible future developments.

This report found that overall, Aboriginal people performed worse on labour market indicators than non-Aboriginal people in 2011, and had worse trends between 2007 and 2011. Reality is more nuanced, and what is true in aggregate is not necessarily true for different groups (Table 37). The following findings shed light on Aboriginal labour market performance:

- Métis people outperformed First Nations people living off-reserve and non-Aboriginal people in most labour market indicators from 2007 to 2011. Compared to the non-Aboriginal population, they had a higher participation rate and only a small gap in the employment rate and unemployment rate in 2011.

- Aboriginal women outperformed Aboriginal men and non-Aboriginal women in most labour market indicators during the 2007 to 2011 period.

- Aboriginal youth, particularly Métis youth, outperformed non-Aboriginal youth on a number of indicators between 2007 and 2011.

- Weaker Aboriginal employment relative to non-Aboriginal employment from 2007 to 2011 was completely driven by First Nations people living off-reserve, especially in Ontario, Alberta, and British Columbia. From an industry perspective, weak Aboriginal employment outcomes were explained by manufacturing, and in terms of occupations, Aboriginal employment losses were concentrated in occupations unique to processing, manufacturing and utilities.

- While both Aboriginal and non-Aboriginal persons suffered employment losses in 2009, Aboriginal people continued to lose employment in 2010 due to adverse developments in the service- producing sector and in Quebec and Ontario.

Table 37: Comparison of Labour Market Performance of Aboriginal and Non-Aboriginal Populations from 2007 -11

	Aboriginal	Métis	First Nations living off-reserve	Non-Aboriginal
Overall				
Employment	+	+	+	+
Employment rate	-	=	-	-
Unemployment rate	-	-	-	-
Participation rate	-	+	-	-
Men				
Employment	+	+	-	+
Employment rate	-	-	-	-
Unemployment rate	-	-	-	-
Participation rate	-	=	-	-
Women				
Employment	+	+	-	+
Employment rate	-	+	-	-
Unemployment rate	-	+	-	-
Participation rate	-	+	-	-
15-24				
Employment	+	+	-	-
Employment rate	-	+	-	-
Unemployment rate	-	+	-	-
Participation rate	-	+	-	-
25-54				
Employment	+	+	-	+
Employment rate	-	+	-	-
Unemployment rate	-	-	-	-
Participation rate	-	+	-	-
55+				
Employment	+	+	+	+
Employment rate	+	+	+	+
Unemployment rate	-	-	-	-
Participation rate	+	+	+	+

Sources: Table 16, Table 17, Table 20, Table 21, Table 22, Table 23, Table 24, Table 27, Table 28, and Table 29 of the Aboriginal Labour Market Database.

Note: + signifies that the indicator was better in 2011 than in 2007; = signifies that the indicator was the same in 2011 as in 2007; - signifies that the indicator was worse in 2011 than in 2007

Perhaps the most important factor for future Aboriginal labour market performance is the state of the Canadian economy. If the Canadian economy thrives, then Aboriginal labour market performance will be strong. On the other hand, if the Canadian economy enters another downturn, then the Aboriginal labour market will also suffer. A key factor in Aboriginal labour market performance will be the rise in commodity prices, which will boost employment in Western Canada. From this regional perspective, Aboriginal people are well-positioned for future employment growth.

HRSDC's Canadian Occupational Projection System (COPS) indicates that the general movement towards knowledge-based jobs experienced from 2007 to 2011 is projected to continue into the future. Occupations requiring high school education or less are forecasted to have slightly higher labour supply than demand, leading to increased competition for jobs in these occupations. The opposite is projected to be the case for occupations favouring workers with college or university education or apprenticeship training. Currently, the educational attainment of the Aboriginal population is lower than the non-Aboriginal population. While the gaps between the Aboriginal (excluding reserves) and non-Aboriginal high school and post-secondary graduation rates among workers fell slightly between 2007 and 2011, the gaps are still large and will persist for some time. This will lead to a continuation of labour market gaps between the Aboriginal and non-Aboriginal population.

The share of Aboriginal and non-Aboriginal employment in industries and occupations that are expected to enjoy above average employment growth in the future are similar. The main mismatches in the Aboriginal and non-Aboriginal employment structures are in natural and applied sciences and related occupations; and the professional, scientific and technical services industry. These imbalances are likely due to the level of educational attainment in each workforce.

This report has identified a number of key issues for Aboriginal labour market programs that are linked to labour market developments. One of the most important issues is the need to improve the basic skills (i.e. literacy, numeracy, basic computer skills) of Aboriginal workers to give them the tools required by occupations that will be in demand. Another key issue is to raise completion rates of post-secondary programs, in order to improve accessibility to knowledge-intensive occupations. This will require high rates of high school completion, as it serves as an avenue for post-secondary studies. Increasing the number of post-secondary graduates will also improve business and finance skills in the Aboriginal community, hopefully increasing the number of entrepreneurs. Finally, employment growth in natural resources industries is projected to be rapid due to increased demand for commodities from emerging economies. This has been an important industry for Aboriginal workers and it will be important to ensure that training for these skills is available to take advantage of future employment opportunities.

Areas of Future Research

There are a number of issues that merit further investigation. Understanding why Aboriginal women and Aboriginal youth performed better from 2007 to 2011 than their non-Aboriginal counterparts may help us understand the structural issues at work. For example, while Aboriginal youth employment outcomes were superior, it may also indicate a lack of outside options. Choosing to work rather than enrol in future schooling may have long-term negative impacts on wages. Other elements of labour market performance that were not examined in this report include:

- Decomposing overall employment into full-time and part-time employment;
- Temporary employment and job tenure;
- Job separation and hiring patterns;
- and, earnings of Aboriginal workers across various sections of the labour market.

One of the main results identified in this report was that the Métis performed better than the First Nations off-reserve in Ontario, British Columbia and Alberta. The better labour market developments were experienced in almost all age groups, genders, industries, and occupations. It would be of interest to use regression analysis to control for multiple factors and identify the main determinants of the employment gap between the Métis and the First Nations living off-reserve.

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Appendix A: Distribution of Employment by Industry Between 2007 LFS and 2006 On-Reserve Aboriginal Population in Canada

	Proportion of Total Employment (%)	
	Aboriginal Population Off-Reserve (2007 LFS)	On-Reserve Aboriginal Population (2006 census)
Goods-producing sector	**26.3**	**21.3**
Agriculture	1.3	9.4
Forestry, fishing, mining, oil and gas	4.6	
Utilities	0.9	1.1
Construction	9.6	9.0
Manufacturing	9.8	3.7
Services-producing sector	**73.7**	**76.6**
Educational services	5.4	10.5
Health care and social assistance	12.5	14.6
Public administration	6.8	23.5
Trade	15.0	7.3
Transportation and warehousing	5.3	3.3
Finance, insurance, real estate and leasing	3.3	1.2
Professional, scientific and technical services	3.2	1.4
Management of companies and administrative and other support services	4.9	4.4
Information, culture and recreation	4.0	3.1
Accommodation and food services	8.9	4.7
Other services	4.5	2.5
All industries	**100.0**	**100.0**

Sources: Census data from Statistics Canada, 2006 Census of Population, Statistics Canada catalogue no. 97-564-XCB2006002 (Canada, Code01). LFS data from Table 6a of the Aboriginal Labour Market Database.

Appendix B: Aboriginal Labour Market Developments in 2010

Table 1: Change in Labour Market Indicators by Region, Gender, and Age Group in 2010

	Change in employment (per cent)		Change in employment rate (percentage point)		Change in unemployment rate (percentage point)		Change in participation rate (percentage point)	
	Aboriginal Population	Non-Aboriginal Population	Aboriginal Population	Non-Aboriginal Population	Aboriginal Population	Non-Aboriginal Population	Aboriginal Population	Non-Aboriginal Population
Canada	-3.7	+1.5	-2.9	+0.1	+0.5	-0.2	-3.1	-0.1
NFLD	-4.3	+3.8	-3.3	+1.7	-1.4	-1.1	-5.3	+1.2
PEI	-16.7	+3.1	-15.9	+1.1	+0.0	-0.9	-13.4	+0.5
NS	+12.7	+0.0	+5.1	-0.3	-2.1	+0.1	4.5	-0.1
NB	-18.5	-0.8	-11.1	-0.8	+7.4	+0.4	-7.5	-0.5
QC	-18.7	+1.8	-10.6	+0.5	+4.8	-0.5	-9.0	+0.1
ONT	-8.4	+1.8	-5.4	+0.2	+1.0	-0.4	-5.5	+0.0
MAN	-2.3	+2.0	-2.6	+0.5	+1.5	+0.1	-1.9	+0.6
SASK	+0.5	+1.1	-0.7	-0.2	+1.3	+0.3	+0.1	+0.0
AB	+5.1	-0.5	+1.6	-1.4	-1.3	-0.1	+0.7	-1.4
BC	-2.9	2.0	-1.9	+0.1	-1.8	+0.0	-3.6	+0.0
Men	-4.9	+1.9	-3.9	+0.3	+0.7	-0.7	-4.1	-0.1
Women	-2.5	+1.1	-2.0	-0.1	+0.2	+0.2	-2.2	+0.0
Ages 15-24	+3.7	-1.0	-1.0	-0.5	-1.4	-0.4	-2.3	-0.9
Ages 25-54	-4.9	+0.8	-2.7	+0.3	+0.7	-0.2	-2.5	+0.1
Ages 55+	-9.4	+6.4	-4.2	+0.9	+1.6	-0.2	-4.0	+1.0

Sources: Table 6a, Table 13a, Table 14a, Table 15a, Table 17, Table 20, Table 21, Table 22, Table 24, Table 27, Table 28, and Table 29 of the Aboriginal Labour Market Database.

Table 2: Change in Employment by Occupation in 2010

	Change in employment in 2010 (thousands of workers)		Per cent change in employment in 2010	
	Aboriginal Population	**Non-Aboriginal Population**	**Aboriginal Population**	**Non-Aboriginal Population**
Management occupations	-4.3	-2.1	-17.6	-0.1
Business, finance and administrative occupations	-0.1	+15.7	-0.2	+0.5
Natural and applied sciences and related occupations	-2.1	+70.6	-13.7	+6.0
Health occupations	-1.5	+33.6	-7.5	+3.2
Occupations in social science, education, government service and religion	-0.1	+56.8	-0.3	+3.7
Occupations in art, culture, recreation and sport	-3.1	+11.2	-33.0	+2.1
Sales and service occupations	-4.8	+42.0	-4.5	+1.1
Trades, transport and equipment operators and related occupations	-1.3	+22.0	-1.8	+0.9
Occupations unique to primary industry	+2.1	-6.4	+14.1	-1.2
Occupations unique to processing, manufacturing and utilities	+1.6	+0.0	+12.9	+0.0
All occupations	-13.7	+243.4	-3.7	+1.5

Source: Table 33a of the Aboriginal Labour Market Database.

Table 3: Change in Employment by Industry in 2010

	Change in employment in 2010 (thousands of workers)		Per cent change in employment in 2010	
	Aboriginal Population	**Non-Aboriginal Population**	**Aboriginal Population**	**Non-Aboriginal Population**
Goods-producing sector	+2.9	+14.3	+3.6	+0.4
Agriculture	+0.3	-15.4	+9.7	-4.9
Forestry, fishing, mining, oil and gas	+3.2	+8.6	+22.2	+2.8
Utilities	+1.0	-0.1	+38.5	-0.1
Construction	-1.2	+57.5	-3.3	+5.1
Manufacturing	-0.6	-36.3	-2.5	-2.1
Services-producing sector	-16.7	+229.1	-5.8	+1.8
Educational services	-1.9	+32.0	-8.1	+2.7
Health care and social assistance	-2.0	+82.5	-4.1	+4.3
Public administration	+2.1	+24.2	+7.2	+2.7
Trade	-6.5	+31.1	-11.3	+1.2
Transportation and warehousing	-1.0	-9.5	-5.0	-1.2
Finance, insurance, real estate and leasing	-1.9	+5.4	-11.0	+0.5
Professional, scientific and technical services	-0.2	+75.9	-1.8	+6.4
Management of companies and administrative and other support services	+0.9	+16.7	+5.8	+2.6
Information, culture and recreation	-4.3	+0.4	-24.0	+0.1
Accommodation and food services	-0.6	+2.5	-1.9	+0.2
Other services	-1.2	-32.0	-6.9	-4.2
All industries	-13.7	+243.4	-3.7	+1.5

Sources: Table 30a and Table 31a of the Aboriginal Labour Market Database.

Appendix C: Educational Attainment in the Métis and First Nations Working Age Population According to 2006 Census

	Métis	First Nations living on-reserve	First Nations living off-reserve	First Nations (all)	Non-Aboriginal
Proportion of Total population 15 years and over by highest certificate, diploma or degree (per cent)					
No certificate, diploma or degree	34.6	59.8	40.1	48.4	23.1
Certificate, diploma or degree	65.4	40.2	59.9	51.6	76.9
High school certificate or equivalent	25.6	14.8	23.7	19.9	25.7
Apprenticeship or trades certificate or diploma	13.1	9.6	11.0	10.4	10.8
College, CEGEP or other non-university certificate or diploma	16.9	10.1	15.4	13.2	17.4
University certificate or diploma below bachelor level	2.8	2.7	3.0	2.9	4.5
University certificate, diploma or degree at bachelor's level or above	7.0	3.0	6.8	5.2	18.5
Bachelor's degree	5.0	2.1	4.9	3.7	11.9
University certificate or diploma above bachelor level	0.8	0.5	0.8	0.7	2.0
Degree in medicine, dentistry, veterinary medicine or optometry	0.1	0.0	0.1	0.1	0.5
Master's degree	1.0	0.3	0.9	0.6	3.5
Earned doctorate	0.2	0.1	0.2	0.1	0.7
Total	100.0	100.0	100.0	100.0	100.0

Source: Statistics Canada, 2006 Census of Population, Statistics Canada catalogue no. 97-564-XCB2006002 (Canada, Code01)

Appendix D: Occupation and Industry Employment Projections Relative to the Métis and First Nations People Living Off-Reserve

	Employment from 2007-2011				Projections from 2012-2020	
	Share of total employment in 2011 (per cent)		Per cent change from 2007-2011		Share of job openings from 2012-2020 (per cent)	Per cent change in employment from 2012-2020
	Métis	First Nations people living off-reserve	Métis	First Nations people living off-reserve		
Goods-producing sector	25.1	23.5	-1.0	-10.3	22.0	+7.5
Agriculture	1.2	1.2	-13.8	+0.0	1.3	-0.5
Forestry, fishing, mining, oil and gas	5.5	4.3	+18.9	+6.1	2.6	+16.9
Utilities	1.3	n.a.	+35.0	n.a.	0.8	+3.7
Construction	10.3	9.3	+8.8	-2.6	7.9	+14.1
Manufacturing	6.7	7.9	-23.5	-27.7	9.3	+2.8
Services-producing sector	74.9	76.5	+10.4	+0.0	78.0	+8.7
Educational services	6.3	5.2	+22.9	-5.6	6.3	+3.9
Health care and social assistance	12.2	13.6	+8.3	+4.2	14.5	+14.1
Public administration	7.3	8.6	+4.9	+40.0	5.1	+4.4
Trade	15.7	14.7	+7.0	+0.8	13.4	+7.6
Transportation and warehousing	5.7	4.2	+10.4	-16.0	4.6	+5.0
Finance, insurance, real estate and leasing	3.7	3.4	+31.6	-9.7	5.9	+2.8
Professional, scientific and technical services	2.9	3.7	+9.3	+7.1	9.8	+17.2
Management of companies and administrative and other support services	3.9	5.4	-4.8	-5.4	4.5	+6.7
Information, culture and recreation	4.0	4.2	+41.4	-16.9	4.4	+9.4
Accommodation and food services	8.3	9.0	+5.0	-7.6	5.3	+12.6
Other services	4.8	4.6	+14.0	+0.0	4.3	+5.5
All industries	100.0	100.0	+7.4	-2.7	100.0	+8.5

Sources: 2007 to 2011 data from Table 30b, Table 30c, Table 31b, and Table 31c of the Aboriginal Labour Market Database. Projections from Human Resources and Skills Development Canada, Policy Research Directorate, 2011 Reference Scenario.

	Employment from 2007-2011				Projections from 2012-2020	
	Share of total employment in 2011 (per cent)		Per cent change from 2007-2011		Share of job openings from 2012-2020 (per cent)	Per cent change in employment from 2012-2020
	Métis	**First Nations people living off-reserve**	**Métis**	**First Nations people living off-reserve**		
Management occupations	6.9	5.3	+30.6	-18.9	11.0	+8.3
Business, finance and administrative occupations	14.6	16.6	+8.4	+16.8	18.9	+5.7
Natural and applied sciences and related occupations	3.7	4.1	-3.8	+0.0	8.0	+13.7
Health occupations	5.8	5.9	+14.4	+15.7	8.2	+15.6
Occupations in social science, education, government service and religion	8.6	9.3	+15.1	+2.0	9.3	+9.4
Occupations in art, culture, recreation and sport	2.2	2.0	+28.6	-13.2	3.3	+11.4
Sales and service occupations	28.5	29.7	+10.7	-3.2	19.7	+7.8
Trades, transport and equipment operators and related occupations	20.8	18.4	+2.7	-4.5	14.3	+8.7
Occupations unique to primary industry	5.2	4.0	+14.1	-9.6	2.9	+5.5
Occupations unique to processing, manufacturing and utilities	3.6	4.7	-37.1	-32.1	4.3	+1.7
All occupations	100.0	100.0	+7.4	-2.7	100.0	+8.5

Sources: 2007 to 2011 data from Table 32b and Table 32c of the Aboriginal Labour Market Database. Projections from Human Resources and Skills Development Canada, Policy Research Directorate, 2011 Reference Scenario.

Appendix E: National Occupational Classification System

Each of the 140 occupations in the COPS database is associated with a three-digit National Occupational Classification (NOC) code. For all occupations except for management occupations, the first digit classifies the skill type associated with the occupation, while the second digit identifies the broad skill level associated with that occupation. The table below offers a guide on how to interpret the numbers. For example, administrative support clerks have a NOC code of 144. Therefore, these jobs would be considered to be in business, finance and administration occupations, and would usually require secondary school and/or occupation-specific training.

	Classification
First digit (skill type)	
1	Business, Finance and Administration Occupations
2	Natural and Applied Sciences and Related Occupations
3	Health Occupations
4	Occupations in Social Science, Education, Government Service and Religion
5	Occupations in Art, Culture, Recreation and Sport
6	Sales and Service Occupations
7	Trades, Transport and Equipment Operators and Related Occupations
8	Occupations Unique to Primary Industry
9	Occupations Unique to Processing, Manufacturing and Utilities
Second digit (skill level)	
1	Skill level A: Occupations usually requiring university education
2 or 3	Skill level B: Occupations usually requiring college education or apprenticeship training
4 or 5	Skill level C: Occupations usually requiring secondary school and/or occupation-specific training
6	Skill level D: On-the-job training is usually provided for occupations

Source: 2011 NOC Matrix, HRSDC.

Management occupations are special cases because other factors (e.g. experience, specialized training) are better indicators than education level in terms of suitability for employment. These occupations are designated with a 0 in the first digit, and their skill type is indicated by the second digit. For example, administrative services managers have a NOC code of 011. This would place them as a management occupation and working in business, finance and administration occupations.

Appendix F: Three- and four-digit NOC occupations with at least 10,000 workers in 2008 showing signs of labour surplus or shortage

Occupational Group	3 or 4 digit Occupation
Occupations showing signs of labour demand surplus	
Business, finance and administration	Legislators and senior management (NOC 001)
	Human resources managers (NOC 0112)
	Human resources and business service professionals (NOC 112)
Natural and applied sciences and related occupations	Managers in engineering, architecture, science and information systems (NOC 021)
	Inspectors in public and environmental health and occupational health and safety (NOC 2263)
Health occupations	Managers in health care (NOC 0311)
	Physicians, dentists and veterinarians (NOC 311)
	Optometrists, chiropractors and other health diagnosing and treating professionals (NOC 312)
	Pharmacists (NOC 3131)
	Therapy and assessment professionals (NOC 314) such as Physiotherapists and Occupational therapists
	Nurse supervisors and registered nurses (NOC 315)
	Medical radiation technologists (NOC 3215)
	Technical occupations in dental health care (NOC 322)
	Other technical occupations in health care (except dental) (NOC 323), such as Registered nursing assistants and Ambulance attendants
Social science, education, government service and religion	Managers in public administration (NOC 041)
Trades, transport and equipment operators and related occupations	Facility operation and maintenance managers (NOC 072)
	Contractors and supervisors, trades and related workers (NOC 721) such as in Electrical trades and in Mechanic trades
	Industrial electricians (NOC 7242)
	Heavy-duty equipment mechanics (NOC 7312)
Occupations specific to primary industry	Supervisors, mining, oil and gas (NOC 822)
	Underground miners, oil and gas drillers and related workers (NOC 823)
Occupations showing signs of labour supply surplus	
Sales and services	Service station attendants (NOC 6621)
Primary sector	Logging machinery operators (NOC 8241)
	Fishing vessel skippers and fishermen/women (NOC 8262)
	Nursery and greenhouse workers (NOC 8432)

Occupational Group	3 or 4 digit Occupation
Occupations unique to processing, manufacturing and utilities	Rubber processing machine operators (NOC 9423)
	Machine operators and related workers in pulp and paper production and wood processing (NOC 943) such as Sawmill machine operators and Lumber graders
	Sewing machine operators (NOC 9451)
	Fish plant workers (NOC 9463)
	Mechanical, electrical and electronics assemblers (NOC 948) such as Motor vehicle assemblers, inspectors and testers and Mechanical assemblers and testers
	Other wood products assemblers and inspectors (NOC 9493)
	Machining, metalworking, woodworking and related machine operators (NOC 951)
	Labourers in processing, manufacturing and utilities (NOC 961)

Source: Human Resources and Skills Development Canada, Looking Ahead: A 10-Year Outlook for the Canadian Labour Market (2008-2017), p. 99 and 101

Appendix G: Summary Tables of Labour Market Performance

Table 1: Labour Market Performance by Province, 2007-2011

	Characteristic in 2011				Change from 2007-2011			
	Aboriginal	**Métis**	**First Nations living off-reserve**	**Non-Aboriginal**	**Aboriginal**	**Métis**	**First Nations living off-reserve**	**Non-Aboriginal**
Working age population	Thousands				Per cent			
Canada	670.5	331.5	324.6	27,316.6	+6.4	+7.2	+5.5	+5.5
NFLD	19.7	5.8	10.1	409.1	+10.1	+1.8	+14.8	+0.7
PEI	0.9	n.a.	0.7	118.3	+0.0	n.a.	+0.0	+5.7
NS	14.4	7.1	7.0	764.7	+5.9	+6.0	+6.1	+1.6
NB	9.1	3.8	4.9	610.3	+3.4	+8.6	+2.1	+1.8
QC	60.9	30.2	28.2	6,515.1	+0.7	+1.3	-4.4	+4.5
ONT	164.7	66.0	96.0	10,761.4	+5.2	+7.0	+4.5	+5.5
MAN	94.7	58.9	34.9	858.6	+9.4	+8.1	+11.9	+4.6
SASK	69.8	39.2	30.5	730.2	+8.9	+9.5	+8.5	+5.2
AB	124.0	72.7	48.8	2,882.6	+10.8	+10.5	+11.4	+8.0
BC	112.4	47.7	63.5	3,666.3	+2.9	+5.3	+2.3	+7.6
Employment	Thousands				Per cent			
Canada	374.5	203.7	163.0	16,931.9	+2.5	+7.4	-2.7	+3.0
NFLD	10.4	3.7	4.6	216.1	+16.9	+8.8	+31.4	+3.9
PEI	0.5	n.a.	0.4	71.5	-16.7	n.a.	+0.0	+5.0
NS	8.4	3.9	4.2	444.9	+20.0	+14.7	+20.0	+0.8
NB	4.8	1.9	2.7	347.2	+14.3	+0.0	+28.6	-1.5
QC	29.7	14.0	14.7	3,921.7	+6.5	-7.3	+20.5	+3.1
ONT	90.1	41.6	46.6	6,642.0	-0.7	20.9	-13.7	+2.6
MAN	55.8	38.6	16.6	568.7	+8.1	+6.6	+12.2	+4.2
SASK	39.2	24.5	14.7	485.9	+8.3	+8.9	+8.1	+4.2
AB	74.6	45.5	28.1	2,018.7	-0.1	+2.5	-2.8	+5.4
BC	61.0	30.0	30.5	2,215.3	-4.2	+6.8	-11.6	+2.7
Employment Rate	Per cent				Percentage point change			
Canada	55.8	61.4	50.2	62.0	-2.2	+0.0	-4.2	-1.5
NFLD	53.1	63.2	45.1	52.8	+3.4	+4.4	+5.5	+1.6
PEI	48.3	n.a.	57.5	60.5	-19.0	n.a.	-4.7	-0.3
NS	58.0	55.1	59.8	58.2	+6.2	+4.0	+7.3	-0.4
NB	52.6	49.2	55.0	56.9	+4.4	-5.7	+11.3	-1.9
QC	48.7	46.5	52.2	60.2	+2.6	-4.3	+10.7	-0.8
ONT	54.7	63.0	48.5	61.7	-3.2	+7.1	-10.2	-1.8
MAN	58.9	65.6	47.6	66.2	-0.7	-0.8	+0.2	-0.3
SASK	56.2	62.5	48.1	66.5	-0.3	-0.3	-0.2	-0.7
AB	60.2	62.6	57.6	70.0	-6.6	-4.9	-8.3	-1.8
BC	54.3	62.8	48.1	60.4	-4.1	+0.8	-7.6	-2.9
Unemployment Rate	Per cent				Percentage point change			
Canada	12.9	9.7	16.8	7.3	+2.2	+0.6	+4.3	+1.4
NFLD	13.8	n.a.	19.7	12.4	-2.5	n.a.	+0.3	-1.0
PEI	n.a.	n.a.	n.a.	11.3	n.a.	n.a.	n.a.	1.0
NS	12.7	13.2	12.9	8.7	-0.8	n.a.	n.a.	+0.9
NB	20.7	n.a.	n.a.	9.4	+6.1	n.a.	n.a.	+2.0
QC	10.1	n.a.	n.a.	7.7	-3.3	n.a.	n.a.	+0.5
ONT	13.7	8.3	18.3	7.7	+1.7	-2.4	+5.1	+1.4
MAN	11.1	8.2	17.4	4.8	+1.8	+1.1	+3.5	+0.8
SASK	15.5	11.5	21.5	4.1	+3.1	+1.3	+5.7	+0.5
AB	11.1	10.2	12.2	5.3	+3.4	+2.9	+3.7	+1.9
BC	14.4	9.2	19.1	7.2	+4.7	+1.7	+7.5	+3.1
Participation Rate	Per cent				Percentage point change			

	Characteristic in 2011				Change from 2007-2011			
	Aboriginal	**Métis**	**First Nations living off-reserve**	**Non-Aboriginal**	**Aboriginal**	**Métis**	**First Nations living off-reserve**	**Non-Aboriginal**
Canada	64.1	68.1	60.3	66.9	-0.9	+0.6	-2.0	-0.6
NFLD	61.5	69.8	56.2	60.3	+2.1	+2.3	+7.1	+1.2
PEI	54.5	n.a.	62.6	68.2	-16.5	n.a.	-2.8	+0.4
NS	66.5	63.5	68.6	63.7	+6.6	+4.0	+7.9	+0.1
NB	66.4	66.0	66.1	62.8	+10.0	+2.0	+16.2	-0.8
QC	54.2	52.2	57.7	65.2	+1.0	-6.3	+9.5	-0.6
ONT	63.4	68.8	59.3	66.9	-2.4	+6.3	-8.3	-0.9
MAN	66.3	71.4	57.6	69.6	+0.7	-0.1	+2.5	+0.3
SASK	66.6	70.7	61.3	69.4	+2.1	+0.7	+3.9	-0.3
AB	67.7	69.7	65.6	73.9	-4.6	-3.1	-6.4	-0.4
BC	63.5	69.2	59.4	65.1	-1.2	+2.2	-3.5	-0.9

Sources: Table 5a, Table 6a, Table 13a, Table 14a, and Table 15a of the Aboriginal Labour Market Database.

Table 2: Labour Market Performance by Demographic Group, 2007-2011

	Characteristic in 2011					Change from 2007-2011				
	Source pop.	Empl.	Empl. rate	Unempl. rate	Part. rate	Source pop.	Empl.	Empl. rate	Unempl. rate	Part. rate
	Thousands		Per cent			Per cent change		Percentage point change		
Men										
Aboriginal	322.0	190.3	59.1	14.7	69.3	+7.1	+0.5	-3.8	+3.5	-1.6
Métis	165.2	106.9	64.7	11.5	73.1	+7.3	+5.3	-1.2	+1.7	+0.0
First Nations living off-reserve	150.5	80.3	53.4	18.5	65.5	+7.0	-4.2	-6.1	+5.7	-2.8
Non-Aboriginal	13,466.8	8,894.2	66.0	7.7	71.5	+5.6	+2.5	-2.0	+1.4	-1.1
Women										
Aboriginal	348.5	184.2	52.8	11.0	59.4	+5.9	+4.5	-0.7	+0.9	-0.2
Métis	166.3	96.9	58.2	7.6	63.1	+7.2	+9.9	+1.4	-0.5	+1.2
First Nations living off-reserve	174.1	82.6	47.5	15.0	55.9	+4.3	-1.3	-2.7	+2.7	-1.3
Non-Aboriginal	13,849.8	8,037.7	58.0	6.9	62.3	+5.4	+3.6	-1.1	+1.4	-0.2
15-24										
Aboriginal	168.8	79.9	47.3	19.2	58.6	+7.3	+2.3	-2.3	+2.4	-1.1
Métis	78.6	43.6	55.5	14.3	64.8	+5.9	+6.6	+0.5	-0.7	+0.1
First Nations living off-reserve	86.5	34.2	39.5	25.2	52.9	+8.5	-3.9	-5.2	+6.4	-2.1
Non-Aboriginal	4,289.2	2,391.5	55.8	14.0	64.8	+1.1	-5.7	-4.0	+3.0	-2.4
25-54										
Aboriginal	369.9	250.7	67.8	11.0	76.2	+3.2	+0.2	-2.0	+2.1	-0.5
Métis	181.6	135.1	74.4	7.9	80.8	+5.2	+6.0	+0.6	+0.5	+1.0
First Nations living off-reserve	180.9	110.6	61.2	14.6	71.6	+1.7	-5.3	-4.5	+3.9	-1.9
Non-Aboriginal	14,163.0	11,520.3	81.3	6.1	86.6	+2.2	+0.8	-1.2	+1.1	-0.2
55+										
Aboriginal	131.8	43.9	33.3	11.4	37.6	+15.5	+18.3	+0.7	+3.0	+2.0
Métis	71.4	25.0	35.0	11.2	39.4	+14.6	+16.8	+0.6	+4.7	+2.6
First Nations living off-reserve	57.3	18.2	31.8	12.1	36.1	+14.6	+21.3	+1.7	+1.5	+2.4
Non-Aboriginal	8,864.4	3,020.1	34.1	6.3	36.3	+13.8	+22.5	+2.5	+1.5	+3.1

Sources: Table 16, Table 17, Table 20, Table 21, Table 22, Table 23, Table 24, Table 27, Table 28, and Table 29 of the Aboriginal Labour Market Database.

Table 3: Change in Employment by Occupation, 2007-2011

	Share of employment in 2011				**Change from 2007-2011**			
	Aboriginal	**Métis**	**First Nations living off-reserve**	**Non-Aboriginal**	**Aboriginal**	**Métis**	**First Nations living off-reserve**	**Non-Aboriginal**
	Per cent				**Per cent change**			
Management occupations	6.1	6.9	5.3	8.6	+5.6	+30.6	-18.9	-1.3
Business, finance and administrative occupations	15.5	14.6	16.6	18.1	+12.6	+8.4	+16.8	+3.1
Natural and applied sciences and related occupations	3.9	3.7	4.1	7.4	-7.0	-3.8	+0.0	+8.1
Health occupations	5.8	5.8	5.9	6.7	+14.1	+14.4	+15.7	+16.6
Occupations in social science, education, government service and religion	9.1	8.6	9.3	9.2	+9.6	+15.1	+2.0	+11.2
Occupations in art, culture, recreation and sport	2.3	2.2	2.0	3.4	+13.3	+28.6	-13.2	+13.7
Sales and service occupations	29.1	28.5	29.7	24.0	+3.8	+10.7	-3.2	+1.7
Trades, transport and equipment operators and related occupations	19.6	20.8	18.4	14.8	-1.3	+2.7	-4.5	+3.0
Occupations unique to primary industry	4.6	5.2	4.0	3.0	+4.2	+14.1	-9.6	-8.6
Occupations unique to processing, manufacturing and utilities	4.0	3.6	4.7	4.7	-34.8	-37.1	-32.1	-15.4
All occupations	100.0	100.0	100.0	100.0	+2.5	+7.4	-2.7	+3.0

Sources: Table 32b and Table 32c of the Aboriginal Labour Market Database.

Table 4: Change in Employment by Industry, 2007-2011

	Share of employment in 2011				Change from 2007-2011			
	Aboriginal	**Métis**	**First Nations living off-reserve**	**Non-Aboriginal**	**Aboriginal**	**Métis**	**First Nations living off-reserve**	**Non-Aboriginal**
	Per cent				**Per cent change**			
Goods-producing sector	24.1	25.1	23.5	21.9	-5.9	-1.0	-10.3	-4.3
Agriculture	1.2	1.2	1.2	1.8	-8.3	-13.8	+0.0	-8.6
Forestry, fishing, mining, oil and gas	4.9	5.5	4.3	1.9	+10.1	+18.9	+6.1	-1.9
Utilities	1.1	1.3	n.a.	0.8	+27.3	+35.0	n.a.	+0.9
Construction	9.7	10.3	9.3	7.2	+3.7	+8.8	-2.6	+11.9
Manufacturing	7.2	6.7	7.9	10.2	-25.6	-23.5	-27.7	-13.1
Services-producing sector	75.9	74.9	76.5	78.1	+5.4	+10.4	+0.0	+5.3
Educational services	5.9	6.3	5.2	7.1	+11.1	+22.9	-5.6	+3.4
Health care and social assistance	12.8	12.2	13.6	12.1	+5.5	+8.3	+4.2	+14.3
Public administration	7.9	7.3	8.6	5.6	+19.4	+4.9	+40.0	+12.1
Trade	15.3	15.7	14.7	15.4	+4.8	+7.0	+0.8	-0.2
Transportation and warehousing	5.2	5.7	4.2	4.9	+0.5	+10.4	-16.0	+2.9
Finance, insurance, real estate and leasing	3.6	3.7	3.4	6.3	+9.8	+31.6	-9.7	+2.7
Professional, scientific and technical services	3.3	2.9	3.7	7.7	+4.2	+9.3	+7.1	+16.1
Management of companies and administrative and other support services	4.5	3.9	5.4	3.9	-6.1	-4.8	-5.4	-3.0
Information, culture and recreation	4.2	4.0	4.2	4.5	+7.6	+41.4	-16.9	+1.1
Accommodation and food services	8.6	8.3	9.0	6.3	-1.5	+5.0	-7.6	+1.9
Other services	4.7	4.8	4.6	4.4	+8.0	+14.0	+0.0	+5.0
All industries	100.0	100.0	100.0	100.0	+2.5	+7.4	-2.7	+3.0

Sources: Table 30b, Table 30c, Table 31b, and Table 31c of the Aboriginal Labour Market Database.