



L.M.I. Newsletter

Labour Market Information

FIRST NATIONS PEOPLE IN CANADA:

2.1 FIRST NATIONS EMPLOYMENT RATES RISE WITH EDUCATION LEVELS.

In 2011, the Employment rate for all First Nations people surveyed was 57%. When looking at First Nations people with a Post-secondary certificate, diploma or degree, that figures jumps to 71%. *STATISTICS CANADA, Social and Aboriginal Statistics Division*

2.2 FIRST NATIONS FIELDS OF STUDY

According to the 2011 National Household Survey (NHS), the largest areas of study among First Nations in Canada are in the fields of 1) Architecture, engineering, and related technologies (22%) and 2) Business, management and public administration (20.6%).

2.3 SIX NATIONS/HAUDENOSAUNEE LABOUR FORCE SURVEY (SNHLFS)

The 2009 SNHLFS findings show that the top Industries which Six Nations people (on-reserve) were employed in was: 1) Public administration; 2) Construction; 3) Retail trade; 4) Health care and Social assistance. *Source: Grand River Employment And Training, Six Nations/Haudenosaunee Labour Force Survey 2009*

Feature

Skills, Training, Jobs for Tomorrow

The aging population has begun as the first of the *baby boomers*¹ have started to reach retirement. This phenomenon will have significant impacts on the makeup of the labour force.

The jobs created over the next few years will be mostly due to retirements. Jobs from expansion is not expected to increase significantly in most industries.

The expected high number of retirees over the upcoming years are for positions requiring both skills along with a number of years of experience. Where feasible, companies will fill the vacancies internally or laterally. This is expected to create a trickle affect for job entry positions.

Rates Occupational Groups.

Before continuing with in-demand occupations, a brief explanation of what occupational groups are is required.

Occupational groups are established based on similar skills sets. It is this similarity in

characteristics of skills which makes them transferable to other occupations within the group, often with little to no further training required. All the job titles of today can be grouped into one of the 140 Occupational Groups. Because of the way the groups are structured, any new job titles in the future can be fitted into one of these groupings.

What can be learned from this:

In-demand Occupational Groups

Out of the 140 occupational groups, eight of these groups have

Table 1

Highest Certificate	% First Nations Brantford CMA
Education	7.0%
Visual and performing arts, and communications technologies	2.2%
Humanities	3.9%
Social and behavioural sciences and law	8.9%
Business, management and public administration	16.5%
Mathematics, computer and information sciences	2.1%
Architecture, engineering, and related technologies	32.4%
Agriculture, natural resources and conservation	2.1%
Health and related fields	17.5%
Personal, protective and transportation services	7.4%
Other	-

Source: Statistics Canada, National Household Survey (NHS) 2011

¹ Baby boomers are those who were born in 1946 to 1965.

Monthly Labour Force Information for Reference Week of June 15 to 21, 2014

	Canada	Ontario	Brant CMA	Hamilton CMA	St.Catharines/Niagara CMA
Participation Rate	66.1%	65.8%	67.0%	64.9%	62.0%
Employment Rate	61.4%	60.9%	62.5%	60.2%	57.1%
Unemployment Rate	7.1%	7.5%	6.7%	7.2%	7.9%

Source: Statistics Canada, Labour Force Survey, released July 11, 2014

been identified with the highest level of demand. These eight groups and a few examples of the types of jobs that could be available are:

1. **Administrative and Regulatory Occupations**, such as Administrative Officers, Executive Assistants, Property Administrators etc.;
2. **Nurse Supervisors and Registered Nurses**, such as Head Nurses/Supervisors, Registered Nurses;
3. **Insurance and Real Estate Sales Occupations and Buyers**, such as Insurance Agents and Salespersons, Retail and Wholesale Buyers etc.;
4. **Human Resources and Business Service Professionals** such as Specialists in Human Resources, Professional Occupations in Business Services to Management.;
5. **College and Other Vocational Instructors**;
6. **Managers in Health, Education, Social and Community Services**, such as Managers in Health Care, School Principals and Administrators of Elementary and Secondary Education; Managers in Social Community and Correctional Services etc.;
7. **Physicians, Dentists and Veterinarians**;

8. **Supervisors, Mining, Oil and Gas Drilling and Service.**

These jobs are a sample of the those occupational grouping with the highest demands, other occupations may be in demand but are not listed here due to spacing.

In Table 1 (page one), the highest percentage of First Nations in the the Brantford CMA Education studies was Architecture, engineering, and related technologies at 32.4%. About three-quarters of these are in the construction trades or precision production areas.

Around 4.3 Million job openings (two-thirds of all job openings) between 2011 and 2020 will require Post-Secondary education or Management experience.

- Human Resources and Skills Development Canada, Labour Market Research and Forecasting, Policy Research Directorate

According to a report from the US Bureau of Labor Statistics there is a wide range of occupations which made the list for fastest-growing careers. The top three fastest-growing being Personal care aides, followed by Home health aides, then Biomedical engineers.

ABOUT THE DATA

As with any projections assumptions are used. The actual outcomes can vary greatly due to unforeseen changes in economic, technological, political or physical environments. Use with caution.

Data was sourced from:

Human Resources and Skills Development and Statistics Canada, 2011, National Occupational Classification 2011 (NOC 2011), Cat. No.:HS18-29/2011E-PDF ISBN: 971-1-100-20020-0, page 2.

Canadian Occupational Projection System (COPS) website: <http://www23.hrsdc.gc.ca/w.2lc4me@-eng.jsp>, Human Resources and Skills Development Canada, Accessed September 17, 2013.

MAKING IT BETTER

If you have a questions about the information provided in this newsletter or if you would like to know more about a specific topic, please email to paul@greatsn.com

CONTACT INFORMATION

Paul McNaughton

Labour Market Analyst
paul@greatsn.com

Grand River Employment And Training

16 Sunrise Court, PO Box 69
Ohsweken, Ontario, CANADA
<http://www.greatsn.com>
1.888.218.8230 or 519.445.2222

Elvera Garlow

Executive Director,
elvera@greatsn.com