

# *Unemployment, Employment, and Wage Rates Continued to Improve for Aboriginals in 2018*

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Robert J. Oppenheimer

PROFESSOR EMERITUS, JOHN MOLSON SCHOOL OF BUSINESS

## **ABSTRACT**

Employment, unemployment and wage rates improved for Aboriginals in Canada in 2018, while their participation rate decreased. For non-Aboriginals unemployment and wage rates also improved; however, their employment rate was unchanged, and their participation rate decreased. All four of these employment measures, which are employment, unemployment, participation, and wages, rates are and historically have been more favourable for non-Aboriginals than for Aboriginals. The differences in employment and wage rates are partially explained by the education level completed. The measures of employment are examined by gender, age, province, economic sector, education, and for Métis, First Nations, and Inuit.

## INTRODUCTION

Employment data for Aboriginals 15 years and older living off Reserves and for non-Aboriginals is presented for 2007 through 2018 to enable the reader to assess the changes over time. The focus will be on the changes between 2017 and 2018. The next section presents an overview of employment measures.

## EMPLOYMENT, UNEMPLOYMENT, AND PARTICIPATION RATES

The employment rate is the percent of those working in the total population who are over the age of 15. The participation rate is the percent of those employed and those seeking to be employed over the same total population of those over 15 years old. The higher these rates, in general, the better the economy is thought to be doing. In contrast, the lower the unemployment rate, the better the economy is considered to be doing. The unemployment rate is the percent of those seeking employment divided by those employed and those seeking employment. The combination of those employed and those unemployed (that is, those seeking employment) is considered the labour force. Therefore, another way of defining the unemployment rate is the percent of those unemployed in the labour force. Similarly, another way of defining the participation rate is the percent of the labour force in the population over 15 years old. It may be helpful to note that the employment and unemployment rates are not directly related as they are measured in different ways.

The unemployment rate for Aboriginals in 2018 was 10.1 versus 11.3 in 2017, which was an improvement (decrease) of 8.9%. The non-Aboriginal unemployment rate of 5.7 improved from 6.2, which was a decrease of 8.1% for the same time period.

The participation rate for Aboriginals and non-Aboriginals declined by close to the same amounts of 0.5% and 0.6%, respectively, in 2018 from 2017.

The employment rate of 57.6 for Aboriginals increased by 0.9% in 2018, while for non-Aboriginals it remained the same at 61.7.

In summary, the employment and unemployment rates improved more for Aboriginals than non-Aboriginals in 2018, and the participation rates decreased for both by about the same percentage. Please see Table 1.

## COMPARING RATES FOR FIRST NATIONS, MÉTIS, AND INUIT

In 2018 the unemployment rate for First Nations was 11.2, which is 28.7% higher than the 8.7 rate for Métis. First Nations have consistently had higher unemployment rates than Métis. The First Nations unemployment rate decreased 17% in 2018 from 2017, which compares to the 4.4% decrease for Métis.

Participation rates decreased for First Nations and Métis, while it increased for Inuit in 2018. Employment rates increased for First Nations and Inuit, but marginally declined for Métis in 2018. The Métis employment and participation rates have consistently been higher than for First Nations and in most years were higher than for Inuit. The participation rate was 66.7 for Métis and 61.8 for First Nations, and for Inuit it was 61.1 in 2018. Thus the partici-

TABLE 1  
 Employment, Participation and Unemployment Rates  
 Aboriginals Living Off of the Reserves and Non-Aboriginals  
 15 Years and Older

	Aboriginals											% Change 2018/2017		
	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017		2018	
Unemployment rate	10.7	10.2	13.7	14.1	13.1	12.9	11.7	11.2	12.4	12.4	12.4	11.3	10.1	-10.6
Participation rate	65.0	66.3	65.7	62.2	63.4	64.7	64.1	64.2	63.0	64.4	64.4	64.4	64.1	-0.5
Employment rate	58.1	59.6	56.7	53.5	55.1	56.4	56.6	57.0	55.2	56.5	56.5	57.1	57.6	0.9
<b>Non-Aboriginals</b>														
	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018		% Change 2018/2017
Unemployment rate	5.9	6.0	8.2	7.9	7.4	7.2	6.9	6.8	6.8	6.8	6.2	5.7	5.7	-8.1
Participation rate	67.5	67.6	67.1	67.0	66.8	66.5	66.5	66.0	65.9	65.7	65.8	65.4	65.4	-0.6
Employment rate	63.5	63.5	61.6	61.7	61.8	61.8	61.9	61.5	61.4	61.2	61.7	61.7	61.7	0.0

**Source:** Statistics Canada, Labour Force Survey, 4ctl\_abo\_main\_AN.iyv

pation rates were 7.3% lower for First Nations and 8.4% lower for Inuit than for Métis. The employment rate for Métis was 60.9, for First Nations it was 54.9, and for Inuit it was 52.6 in 2018. This is 9.9% lower for First Nations, and 13.6% lower for Inuit than for Métis. The fourth category on Table 2, “Other”, includes Inuit and multiple identities. Please see Table 2.

## **EMPLOYMENT RATES BY AGE AND GENDER**

In 2018 employment rates improved for Aboriginal and non-Aboriginal men and women 25–54 years and older and for Aboriginal men over 55. It declined for Aboriginal and non-Aboriginal men and women for those 15–24 and for non-Aboriginal men 55 years and over. The largest percentage increase in the employment rate in 2018 was 10.2, which was for Aboriginal men 55 and over. The highest employment rates are for those in the 25–54 year range. This is the case for both men and women, as well as for Aboriginals and non-Aboriginals.

For Aboriginal men and women in the 15–24 and the 25–54 age categories, their employment rates have been consistently lower than non-Aboriginal men. The largest difference in employment rates for Aboriginals and non-Aboriginals is in the 25–54 age range. For non-Aboriginal men it is 86.7, and for Aboriginal men 74.4, while for women it is 79.5 for non-Aboriginals and 68.5 for Aboriginals. Some may argue that this is the most critical age group, because of the large number of people in this category. The employment rate for Aboriginal women 55 and over has been higher than for non-Aboriginals since 2013. For Aboriginal men 55 and over it has been the opposite. Their employment rate has been lower than for non-Aboriginal men since 2013. Please see Table 3.

## **UNEMPLOYMENT RATES BY AGE AND GENDER**

Unemployment rates declined for men and women in all three age categories for both Aboriginals and non-Aboriginals in 2018, except for Aboriginal women 15–24, which increased by 2.1%. Otherwise, unemployment rates for Aboriginals decreased from 1.5% for women 55 years and over to as much as 36.5% for men 55 years and over. For non-Aboriginals, unemployment rates decreased by as little as 3.1% for women 15–24 years and as much as 12.7% for men 25–54 years old.

The unemployment rate for Aboriginals is 77.2% higher than for non-Aboriginals. For Aboriginal men the unemployment rate is 91.7% higher and for Aboriginal women it is 59.3% higher than for non-Aboriginals in 2018. Significantly higher rates of unemployment for Aboriginal men and women in each of the three age groups have persisted since 2007, which is the time period for which the data is available. Please see Table 4.

## **EMPLOYMENT RATES AND POPULATION BY PROVINCE OR REGION**

The province with the highest Aboriginal and non-Aboriginal populations is Ontario. In Ontario the employment rate for Aboriginals increased to 56.5 in 2018 from 54.9 in 2017. The provinces with the highest Aboriginal employment rates were Alberta, with 59.7, and

**TABLE 2**  
**Employment, Participation, and Unemployment Rates**  
**First Nations, Métis, Other\*, and Inuits**  
**In Thousands, Except for Rates**

	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	% Change 2018/2017	% Compared to Métis
<b>First Nations</b>														
Population	303.8	324.2	344.5	364.8	383.2	394.3	405.5	417.3	428.9	449.6	472.0	<b>486.1</b>	-17.0	28.7
Unemployment rate	12.5	12.5	15.9	17.1	16.8	15.7	13.5	12.1	14.7	15.0	13.5	<b>11.2</b>	-0.3	-7.3
Participation rate	62.4	63.5	62.5	58.3	59.7	62.5	60.9	61.2	59.5	61.7	62.0	<b>61.8</b>	2.4	-9.9
Employment rate	54.6	55.5	52.5	48.3	49.6	52.7	52.6	53.8	50.7	52.4	53.6	<b>54.9</b>		
<b>Métis</b>														
Population	320.7	334.7	349.8	361.6	373.2	387.3	402.3	417.5	428.8	442.7	457.6	<b>468.8</b>	-4.4	
Unemployment rate	9.2	8.0	11.6	11.4	9.8	10.5	10.1	10.2	10.2	10.0	9.1	<b>8.7</b>	-0.6	
Participation rate	67.3	69.0	68.9	66.2	67.4	67.1	67.3	67.5	66.4	67.4	67.1	<b>66.7</b>	-0.2	
Employment rate	61.2	63.5	60.9	58.7	60.8	60.0	60.5	60.6	59.7	60.7	61.0	<b>60.9</b>		
<b>Other*</b>														
Population	13.8	13.6	12.2	14.1	16.4	16.6	16.6	15.5	18.6	19.4	19.4	<b>22.3</b>	5.6	94.3
Unemployment rate	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	16.1	0.0	16.0	<b>16.9</b>	-1.4	-14.4
Participation rate	69.8	67.6	66.3	61.4	59.2	64.0	68.0	54.6	65.5	61.1	57.9	<b>57.1</b>	-2.3	-22.0
Employment rate	63.5	59.4	55.8	52.8	53.1	58.8	60.8	47.5	54.9	54.2	48.6	<b>47.5</b>		
<b>Inuits</b>														
Population	12.0	10.5	10.4	12.1	14.0	13.7	13.9	11.7	16.3	16.5	15.1	<b>16.3</b>	N/A	N/A
Unemployment rate	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	19.0	0.0	0.0	<b>0.0</b>	1.0	-8.4
Participation rate	71.0	69.5	67.6	64.6	61.0	64.5	69.6	56.7	62.8	61.0	60.5	<b>61.1</b>	2.1	-13.6
Employment rate	65.1	62.3	56.7	54.9	55.6	59.3	64.0	48.6	50.8	54.3	51.5	<b>52.6</b>		

Note: Table cells showing 0.0 refer to estimates that are suppressed (cannot be published) because they are below the confidentiality threshold. The LFS estimates are based on a sample and are therefore subject to sampling variability. As a result, monthly estimates will show more variability than trends observed over longer time periods. Estimates for smaller geographic areas or industries also have more variability. For an explanation of sampling variability of estimates and how to use standard errors to assess this variability, consult the 'Estimates quality' section of the publication Labour Force Information (Catalogue number 71-001-X). The confidentiality threshold is 200 for Canada.

\* Other includes Inuits and multiple identities.

Source: Statistics Canada, Labour Force Survey, 4ctl\_abo\_main\_AN.iwt

**TABLE 3**  
**Employment Rates by Age and Gender, Canada**  
**Aboriginals Living Off of the Reserves and Non-Aboriginals**

	Aboriginals Living Off of the Reserves										% Change 2018/2017		
	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016		2017	2018
<b>Both Sexes</b>													
15 years and over	58.1	59.6	56.7	53.5	55.1	56.4	56.6	57.0	55.2	56.5	56.5	57.6	0.9
15-24 years	49.8	52.8	46.4	45.2	47.1	45.7	49.2	50.4	49.8	49.2	49.2	48.9	-2.0
25-54 years	69.9	70.8	68.8	65.8	67.3	69.3	69.2	69.3	67.5	69.1	69.1	71.3	1.4
55 years and over	32.5	33.4	34.3	29.8	32.4	34.5	33.2	34.8	34.4	35.4	35.4	37.3	5.4
<b>Men</b>													
15 years and over	62.9	65.4	59.7	55.4	58.0	60.5	59.2	59.7	58.3	58.5	58.7	59.7	1.7
15-24 years	50.9	55.3	47.8	44.6	47.1	47.5	49.5	51.8	51.5	48.4	50.1	48.6	-3.0
25-54 years	75.5	77.0	72.8	69.5	70.9	73.8	72.8	72.9	72.1	71.8	73.0	74.4	1.9
55 years and over	38.7	38.5	36.9	29.7	37.0	41.2	34.8	37.0	35.3	39.7	36.4	40.1	10.2
<b>Women</b>													
15 years and over	53.7	54.3	54.0	51.7	52.4	52.6	54.3	54.6	52.3	54.5	55.6	55.7	0.2
15-24 years	48.7	50.8	45.1	45.8	47.1	43.9	49.0	49.1	48.2	50.0	49.7	49.3	-0.8
25-54 years	64.6	64.7	65.2	62.4	64.1	65.2	65.8	66.1	63.2	66.7	67.8	68.5	1.0
55 years and over	27.3	29.4	31.8	29.9	28.3	28.6	31.7	32.8	33.7	31.3	34.4	34.6	0.6
Non-Aboriginals													
	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	% Change 2018/2017
<b>Both Sexes</b>													
15 years and over	63.5	63.5	61.6	61.7	61.8	61.8	61.9	61.5	61.4	61.2	61.7	61.7	0.0
15-24 years	59.8	59.8	55.6	55.2	55.6	54.7	55.3	55.8	56.0	55.6	56.8	56.6	-0.4
25-54 years	82.5	82.6	80.6	80.9	81.3	81.7	82.0	81.6	81.8	81.7	82.7	83.1	0.5
55 years and over	31.7	32.4	32.7	33.6	33.9	34.4	35.0	35.1	35.1	35.4	35.7	35.8	0.3
<b>Men</b>													
15 years and over	68.0	68.0	65.1	65.5	65.9	65.6	65.7	65.5	65.5	65.0	65.6	65.5	-0.2
15-24 years	59.4	59.1	53.6	53.4	54.4	53.4	54.3	54.3	54.5	54.3	55.6	55.7	0.2
25-54 years	86.5	86.8	83.7	84.2	85.1	85.4	85.5	85.4	85.6	85.4	86.3	86.7	0.5
55 years and over	38.1	38.5	38.3	39.4	39.6	39.9	40.4	40.6	40.8	40.6	40.9	40.8	-0.2
<b>Women</b>													
15 years and over	59.1	59.1	58.1	58.0	57.9	58.0	58.2	57.7	57.5	57.5	57.9	58.0	0.2
15-24 years	60.2	60.4	57.7	57.1	56.9	56.1	56.4	57.3	57.6	57.1	58.0	57.6	-0.7
25-54 years	78.5	78.3	77.4	77.5	77.6	78.1	78.5	77.8	78.0	78.1	79.0	79.5	0.6
55 years and over	26.0	27.1	27.7	28.4	28.8	29.5	30.1	30.1	29.9	30.7	31.0	31.3	1.0

**Source:** Statistics Canada, Labour Force Survey, 4ctl\_abo\_main\_ANI.vt

TABLE 4  
 Unemployment Rates by Age and Gender, Canada  
 Aboriginals Living Off of the Reserves and Non-Aboriginals

	Aboriginals Living Off of the Reserves											% Change 2018/2017	
	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017		2018
Both Sexes	10.7	10.2	13.7	14.1	13.1	12.9	11.7	11.2	12.4	12.4	11.3	10.1	-10.6
15-24 years	16.9	15.1	22.5	21.1	19.7	21.3	17.8	16.7	18.8	19.0	17.4	17.2	-1.1
25-54 years	8.9	9.1	11.5	12.1	11.1	10.8	10.1	9.8	11.0	10.8	9.6	8.4	-12.5
55 years and over	8.4	6.3	10.4	11.7	11.3	9.3	9.3	8.3	8.6	9.6	10.3	7.7	-25.2
Men	11.2	10.3	15.2	15.7	14.9	13.2	12.8	11.9	13.1	13.9	13.2	11.5	-12.9
15 years and over	18.5	16.5	24.3	24.5	23.1	21.0	19.3	17.6	19.5	21.5	20.2	19.4	-4.0
15-24 years	9.1	9.1	12.6	13.0	12.5	11.1	11.1	10.3	11.2	12.2	10.8	9.8	-9.3
25-54 years	9.6	0.0	13.3	14.5	12.5	10.5	11.0	9.6	11.5	10.7	13.7	8.7	-36.5
Women	10.1	10.0	12.1	12.4	11.1	12.6	10.6	10.4	11.7	10.8	9.4	8.6	-8.5
15 years and over	15.3	13.9	20.6	17.8	16.1	21.7	16.4	15.7	18.0	16.6	14.5	14.8	2.1
15-24 years	8.7	9.2	10.3	11.1	9.6	10.5	9.1	9.4	10.9	9.3	8.5	7.1	-16.5
25-54 years	0.0	0.0	7.0	9.2	9.8	7.7	7.6	6.8	5.6	8.3	6.7	6.6	-1.5
55 years and over													
Non-Aboriginals													
	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	% Change 2018/2017
Both Sexes	5.9	6.0	8.2	7.9	7.4	7.2	6.9	6.8	6.8	6.8	6.2	61.7	-8.1
15 years and over	11.0	11.5	15.1	14.7	14.1	14.2	13.6	13.4	13.0	12.9	11.4	56.6	-5.3
15-24 years	5.0	5.0	7.0	6.8	6.2	5.9	5.8	5.7	5.7	5.8	5.3	83.1	-9.4
25-54 years	4.8	5.0	6.5	6.2	6.2	5.9	5.9	5.7	5.7	6.0	5.6	35.8	-8.9
55 years and over													
Men	6.3	6.5	9.4	8.7	7.8	7.6	7.4	7.3	7.3	7.5	6.6	6.0	-9.1
15 years and over	12.1	12.9	18.2	17.1	15.8	15.9	15.0	14.9	14.9	14.6	13.0	12.2	-6.2
15-24 years	5.3	5.3	8.0	7.3	6.3	6.2	6.0	5.9	6.1	6.3	5.5	4.8	-12.7
25-54 years	4.9	5.2	7.4	6.9	6.7	6.2	6.3	6.3	6.1	6.6	5.9	5.5	-6.8
55 years and over													
Women	5.6	5.6	6.9	7.1	6.9	6.7	6.5	6.3	6.1	6.1	5.7	5.4	-5.3
15 years and over	9.9	10.0	12.0	12.4	12.2	12.4	12.0	11.8	11.0	11.1	9.7	9.4	-3.1
15-24 years	4.7	4.7	6.0	6.3	5.9	5.6	5.5	5.4	5.3	5.3	5.1	4.8	-5.9
25-54 years	4.7	4.6	5.4	5.4	5.7	5.5	5.4	5.0	5.2	5.2	5.1	4.5	-11.8
55 years and over													

continued on next page.

Table 4 continued.

% Aboriginals vs. Non-Aboriginals, 2018	
Both Sexes	
15 years and over	77.2
15-24 years	59.3
25-54 years	75.0
55 years and over	51.0
Men	
15 years and over	91.7
15-24 years	59.0
25-54 years	104.2
55 years and over	58.2
Women	
15 years and over	59.3
15-24 years	57.4
25-54 years	47.9
55 years and over	46.7

Note: Table cells showing 0.0 refer to estimates that are suppressed (cannot be published) because they are below the confidentiality threshold. The LFS estimates are based on a sample and are therefore subject to sampling variability. As a result, monthly estimates will show more variability than trends observed over longer time periods. Estimates for smaller geographic areas or industries also have more variability. For an explanation of sampling variability of estimates and how to use standard errors to assess this variability, consult the 'Estimates quality' section of the publication Labour Force Information (Catalogue number 71-001-X).

Source: Statistics Canada, Labour Force Survey, 4ctl\_abo\_main\_AN.iwt



British Columbia, with a rate of 59.0 in 2018. These are decreases of 1.3% and 6.6%, respectively. Saskatchewan was the province with the lowest Aboriginal employment rate in 2018, at 54.3, which experienced a decline of 0.5 percent. The decrease in the employment rates in Saskatchewan and Alberta also occurred in 2017. Quebec's Aboriginals had the greatest percentage increase in its employment rate in both 2018 and 2017. In 2018 it increased by 12.4%, and by 4.5% in 2017. The Atlantic region had the next largest increase of 7.0% in 2018.

Manitoba had the largest percentage decline in employment rates for non-Aboriginals, with a decrease of 0.93%. The Atlantic region had the lowest employment rate for non-Aboriginals, but had the second largest percentage increase of 0.36%. British Columbia and Quebec employment rates for non-Aboriginals remained unchanged. The provinces with the highest employment rates for non-Aboriginals were Alberta, with a rate of 67.4, Saskatchewan, with 65.7, and Manitoba, with 63.8. Please see Table 5.

## **EMPLOYMENT BY INDUSTRIAL SECTOR**

Industrial sectors are divided between goods-producing and services-producing sectors. The percentage of Aboriginals employed in the goods-producing sectors decreased to 22.5% in 2018 from 22.9% in 2017. It remained unchanged for non-Aboriginals, at 21% in 2018 and 2017. Within each sector there are multiple categories and sub-categories. Examining these may provide insights into what areas offer greater employment opportunities. In the goods-producing sector in 2018, construction was where the greatest number of Aboriginals were employed, 58,200, or 10.3%, followed by manufacturing with 37,400 or 6.6%. Construction and manufacturing have consistently been the two largest areas of employment in the goods-producing sector.

The services-producing sector was where 77.5% of Aboriginals were employed in 2018, versus 77.1% in 2017. The three largest areas were health care and social assistance, with 84,200 employed, or 15%, followed by retail trade, 64,300 or 11.4% employed (which was a decrease from 67,700 in 2017), with accommodation and food services next, with 46,700 or 8.3% (which was a decrease from 48,500 in 2017.)

The two largest areas of employment for non-Aboriginals in the goods-producing sectors are manufacturing (9.3%) and construction (7.6%). In the service-producing sectors they are health care and social assistance (12.8%) and retail trade (11.5%). Please see Table 6.

## **EMPLOYMENT RATES BY EDUCATION LEVEL**

When education levels are examined the differences between Aboriginals and non-Aboriginals employment rates become clearer.

Aboriginals who are high school graduates, who have a post-secondary certificate or diploma, and who have a university degree all had higher rates of employment than non-Aboriginals with similar education levels. These were 4.4%, 0.1%, and 8.1% higher, respectively. For those who did not graduate high school and those who had some post-secondary education, the employment rates for Aboriginals were lower than for non-Aboriginals by 1.2% and 6.6%, respectively.

**TABLE 5**  
**Employment Rates and Population 15 Years and Over by Province and Atlantic Region**  
**Aboriginals Living Off of the Reserves and Non-Aboriginals**

	Aboriginals Living Off of the Reserves													2018 Rank	% Change 2018/2017		
	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018					
Canada																	
Population	638.3	672.5	706.5	740.5	772.8	798.2	824.3	850.3	876.2	911.7	949.0	<b>977.2</b>					
Employment rate	58.1	59.6	56.7	53.5	55.1	56.4	56.6	57.0	55.2	56.5	57.1	<b>57.6</b>					
Atlantic Region																	
Population	40.0	44.5	49.0	53.5	57.5	59.8	61.8	63.6	65.6	66.7	68.1	<b>70.0</b>					
Employment rate	51.5	54.1	53.1	50.1	54.1	54.7	54.8	52.8	56.4	50.7	52.9	<b>56.6</b>	5				7.0
Quebec																	
Population	62.8	67.6	72.5	77.3	81.7	84.3	87.0	89.8	92.4	96.3	100.5	<b>103.7</b>					
Employment rate	46.3	54.2	55.7	45.2	47.8	48.4	52.1	51.9	46.7	49.3	51.5	<b>57.9</b>	4				12.4
Ontario																	
Participation rate	159.8	169.3	178.7	188.2	197.1	204.0	211.0	217.8	224.6	234.5	246.0	<b>254.9</b>					
Employment rate	57.8	57.7	55.0	49.7	54.1	56.0	52.4	55.9	53.1	54.9	54.9	<b>56.5</b>	6				2.9
Manitoba																	
Population	87.0	89.7	92.4	95.1	98.0	100.8	103.8	106.9	110.3	113.8	117.0	<b>119.9</b>					
Employment rate	59.6	61.5	61.5	58.6	58.8	57.9	57.8	56.5	56.7	56.4	57.2	<b>58.0</b>	3				1.4
Saskatchewan																	
Participation rate	64.7	66.6	68.6	70.6	72.4	73.4	74.7	76.0	77.4	81.7	85.2	<b>86.2</b>					
Employment rate	56.3	56.6	54.8	53.9	55.9	55.9	59.0	56.9	56.8	55.8	54.6	<b>54.3</b>	7				-0.5
Alberta																	
Population	111.8	116.3	120.8	125.3	129.9	134.9	140.4	145.9	151.3	159.8	168.0	<b>171.0</b>					
Employment rate	66.9	65.5	59.9	61.0	59.9	62.9	65.6	66.4	62.4	60.6	60.5	<b>59.7</b>	1				-1.3
British Columbia																	
Population	112.2	118.4	124.4	130.5	136.3	140.9	145.6	150.3	154.6	158.9	164.4	<b>171.5</b>					
Employment rate	58.4	61.7	55.6	54.0	53.7	55.2	55.5	54.8	53.8	61.7	63.2	<b>59.0</b>	2				-6.6

continued on next page.

Table 5 continued.

	Non-Aboriginals												2018 Rank	% Change 2018/2017		
	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018				
Canada																
Population	25823.2	26152.3	26497.7	26833.6	27140.8	27486.2	27823.3	28130.7	28403.7	28675.5	28953.0	29313.4				
Employment rate	63.5	63.5	61.6	61.7	61.8	61.8	61.9	61.5	61.4	61.2	61.7	61.7				
Atlantic Region																
Population	1870.5	1874.8	1883.3	1893.8	1901.8	1906.9	1907.5	1905.6	1905.6	1911.5	1918.4	1925.4				
Employment rate	57.2	57.6	56.7	56.8	56.9	57.3	57.2	56.7	56.3	55.9	55.5	55.7	7	0.36		
Quebec																
Population	6239.9	6314.7	6394.5	6477.1	6550.1	6615.2	6668.4	6712.4	6750.9	6791.7	6831.5	6882.3				
Employment rate	61.0	60.9	59.6	60.2	60.0	59.8	60.2	59.7	60.0	60.1	61.0	61.0	5	0.00		
Ontario																
Participation rate	10160.9	10276.9	10393.8	10524.5	10653.0	10795.1	10931.5	11051.8	11161.0	11289.0	11438.9	11642.7				
Employment rate	63.5	63.4	60.9	61.2	61.5	61.0	61.4	61.1	60.9	60.8	61.1	60.9	6	-0.33		
Manitoba																
Population	812.0	817.3	824.6	833.3	841.7	851.8	860.5	869.5	877.0	885.2	896.4	905.1				
Employment rate	66.4	66.7	66.0	66.3	65.8	66.0	65.9	65.2	65.4	64.3	64.4	63.8	3	-0.93		
Saskatchewan																
Participation rate	693.7	704.9	717.1	729.3	739.6	752.9	764.7	776.2	784.1	787.2	791.7	798.2				
Employment rate	67.3	67.7	67.6	67.3	66.9	67.3	68.2	68.0	67.6	66.4	65.8	65.7	2	-0.15		
Alberta																
Population	2665.8	2734.0	2800.0	2842.6	2887.9	2960.2	3049.5	3135.9	3202.5	3239.1	3260.8	3299.4				
Employment rate	71.8	72.3	69.8	68.5	69.9	70.5	70.0	69.4	68.8	66.8	66.9	67.4	1	-0.75		
British Columbia																
Population	3380.4	3429.8	3484.3	3533.0	3566.6	3604.1	3641.2	3679.3	3722.5	3771.8	3815.4	3860.3				
Employment rate	63.3	63.2	60.9	60.9	60.4	60.6	60.0	59.6	59.7	60.5	61.9	61.9	4	0.00		

Populations are in thousands.

Atlantic provinces are grouped together because of the relatively small populations in the four provinces.

Source: Statistics Canada, Labour Force Survey, 4ctl\_abo\_main\_AN.iyv

**TABLE 6**  
**Employment by Industrial Sector, Canada, in thousands (persons)**  
**Aboriginals Living Off of the Reserves and Non-Aboriginals**

	Aboriginals Living Off of the Reserves													% Employed in 2018	% Change 2018/2017
	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018			
<b>Total employed</b>	370.7	400.6	400.7	395.9	425.7	449.9	466.8	484.8	483.7	514.8	541.7	563.1			
<b>Goods-producing sector</b>	97.1	101.4	87.3	92.2	102.1	112.8	115.6	114.4	118.4	119.7	124.1	126.8	22.5	2.2	
Agriculture	4.8	4.1	3.4	4.5	5.7	5.4	5.0	5.1	5.2	4.7	4.7	5.1	0.9	8.5	
Forestry & fishing	4.8	3.3	3.0	4.3	5.1	4.2	5.6	3.3	4.5	4.9	3.7	4.9	0.9	32.4	
Mining and oil and gas extraction	12.0	13.6	11.7	14.2	15.3	15.2	18.2	16.2	17.8	16.2	17.4	16.1	2.9	-7.5	
Utilities	3.4	3.1	2.3	3.4	4.1	3.8	4.7	4.0	6.0	4.8	5.5	4.9	0.9	-10.9	
Construction	35.7	41.4	41.7	40.2	41.6	49.1	49.3	53.0	51.3	54.6	57.6	58.2	10.3	1.0	
Manufacturing	36.4	35.8	25.2	25.7	30.3	35.1	32.9	32.9	33.6	34.5	35.2	37.4	6.6	6.2	
<b>Services-producing sector</b>	273.6	299.2	313.4	303.7	323.6	337.1	351.2	370.4	365.2	395.1	417.6	436.3	77.5	4.5	
Educational services	20.1	23.3	24.6	23.1	23.8	26.1	28.4	30.9	31.9	30.4	36.5	33.6	6.0	-7.9	
Health care and social assistance	46.3	45.6	53.0	52.7	56.1	61.9	61.2	66.1	69.8	75.3	76.1	84.2	15.0	10.6	
Public administration	25.3	29.5	30.8	34.0	32.5	36.4	32.1	31.7	31.4	33.2	34.6	40.6	7.2	17.3	
Wholesale trade	9.6	11.4	12.4	10.3	9.7	11.6	12.6	14.7	11.9	13.5	14.8	13.9	2.5	-6.1	
Retail trade	46.0	49.0	50.9	46.5	54.8	52.0	53.7	59.8	57.5	64.3	67.7	64.3	11.4	-5.0	
Transportation and warehousing	19.5	21.9	22.1	20.6	22.6	21.3	25.2	23.3	25.0	26.2	26.7	32.6	5.8	22.1	
Finance, insurance, real estate and leasing	12.3	12.6	17.4	16.8	14.6	16.3	18.7	20.8	17.5	17.2	19.0	23.8	4.2	25.3	
Professional, scientific and technical services	12.0	11.4	11.8	11.7	13.1	15.6	18.1	15.8	17.6	19.1	21.1	23.5	4.2	11.4	
Management of companies and administrative and other support services	18.3	23.2	18.3	19.3	19.8	22.1	23.2	21.0	23.1	26.2	25.3	23.9	4.2	-5.5	
Information, culture and recreation	14.6	19.4	19.1	15.2	17.4	19.6	16.5	17.4	19.8	17.4	20.5	22.5	4.0	9.8	
Accommodation and food services	33.1	33.0	34.3	35.2	38.9	38.8	40.3	43.1	39.2	47.0	48.5	46.7	8.3	-3.7	
Other services	16.4	18.9	18.7	18.3	20.5	15.4	21.1	25.8	20.6	25.2	26.9	26.8	4.8	-0.4	

continued on next page.

Table 6 continued.

	Non-Aboriginals											% Employed in 2018	% Change 2018/2017	
	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017			2018
<b>Total employed</b>	16390.5	16602.3	16318.7	16555.1	16781.7	16976.7	17219.9	17310.4	17451.8	17553.7	17864.0	18085.3	21.0	1.3
<b>Goods-producing sector</b>	3871.3	3877.0	3630.0	3630.7	3695.8	3759.2	3793.5	3780.7	3750.3	3710.9	3749.2	3799.3	1.5	-1.1
Agriculture	329.6	324.8	322.1	301.3	301.4	299.8	308.4	299.3	288.7	282.9	273.9	270.9	0.4	2.8
Forestry & fishing	78.7	71.9	65.3	68.3	63.0	65.0	62.6	61.6	60.5	58.2	61.7	63.4	1.4	3.6
Mining and oil and gas extraction	247.2	252.1	234.2	237.9	256.9	281.6	282.5	291.7	272.6	247.5	246.8	255.8	0.8	9.5
Utilities	134.2	143.2	141.5	137.9	132.7	129.3	130.1	132.7	131.0	132.2	127.5	139.6	7.6	2.0
Construction	1092.0	1195.1	1149.5	1202.6	1252.6	1273.8	1320.3	1318.3	1320.1	1331.5	1352.1	1379.8	9.3	0.1
Manufacturing	1989.5	1889.8	1717.5	1682.7	1689.2	1709.7	1689.5	1677.0	1677.4	1658.6	1687.3	1689.8	79.0	1.2
<b>Services-producing sector</b>	12519.1	12725.3	12688.6	12924.4	13085.9	13217.5	13426.4	13529.7	13701.5	13842.8	14114.7	14286.0	7.1	3.4
Educational services	1152.1	1139.9	1125.3	1142.7	1144.2	1181.8	1197.4	1204.5	1240.3	1236.9	1247.6	1290.2	12.8	0.7
Health care and social assistance	1790.9	1843.1	1908.2	1986.5	2026.3	2078.6	2128.4	2152.1	2221.0	2262.9	2304.9	2321.0	5.1	0.3
Public administration	840.3	881.2	888.3	887.7	889.5	889.1	886.8	879.5	876.2	894.3	926.2	929.0	3.6	-2.4
Wholesale trade	610.4	614.8	613.5	614.0	618.0	596.8	592.3	607.9	654.4	664.2	658.4	642.3	11.5	0.2
Retail trade	1997.1	2001.7	1967.6	2008.4	1992.8	1996.9	2050.0	2046.3	2007.1	2002.0	2068.1	2072.2	5.3	4.6
Transportation and warehousing	801.1	827.8	802.2	792.9	827.2	835.4	858.0	873.3	891.8	881.6	916.6	958.4	6.4	-0.1
Finance, insurance, real estate and leasing	1032.5	1046.8	1049.0	1055.9	1059.6	1044.5	1060.5	1062.7	1084.1	1107.8	1150.9	1149.2	8.0	1.2
Professional, scientific and technical services	1110.9	1160.2	1136.1	1202.1	1249.1	1252.6	1291.7	1315.6	1346.3	1371.6	1424.8	1441.2	4.2	3.1
Management of companies and administrative and other support services	677.6	682.4	665.6	672.4	675.3	683.0	717.8	713.9	738.1	741.7	732.0	754.5	4.2	-0.5
Information, culture and recreation	759.2	729.7	728.2	746.6	754.4	739.6	739.6	739.6	730.5	763.8	768.1	764.2	6.6	2.2
Accommodation and food services	1039.3	1055.2	1041.6	1062.6	1101.2	1131.1	1129.3	1164.5	1171.0	1166.5	1162.7	1187.8	4.3	2.9
Other services	707.8	742.3	763.1	752.6	748.5	788.1	774.6	769.8	740.7	749.6	754.3	776.0		

Source: Statistics Canada, Labour Force Survey, 4ctl\_abo\_main\_AN.Ivt

The similarity of employment rates for Aboriginals and non-Aboriginals when examined by education level is consistent for the twelve years for which the data is available. This is highly significant. It means that education is an important aspect of determining employment for both Aboriginals and non-Aboriginals. Further, the higher the level of “completed” education, the higher the employment rate. The reason “completed” is in quotes is that Aboriginals who attended some post-secondary, but didn’t complete it, have had lower employment rates than those who graduated from high school since 2007. This was the case for non-Aboriginals from 2007 through 2014, but has not been since 2015.

Aboriginals with a post-secondary certificate or diploma and those with a university degree had increases in their rates of employment in 2018. Those who graduated high school and those with some post-secondary education experienced decreases in their employment rates. They remained unchanged for those who didn’t complete high school. Employment rates increased for non-Aboriginals in each of the education categories except for those with some post-secondary education, which decreased in 2018. Please see Table 7.

### **UNEMPLOYMENT RATE BY EDUCATION LEVEL**

The unemployment rates decreased for Aboriginals and non-Aboriginals in 2018 and did so for every education level examined. The highest rates of unemployment are for those with less than a high school graduation. For Aboriginals with less than a high school graduation, their unemployment rate was 18.9 in 2018, while for non-Aboriginals it was 11.3. The lowest rates of unemployment were for university graduates. Aboriginals had a rate of 3.5, and non-Aboriginals 4.3. This is the only education level for which Aboriginals had a lower unemployment rate than non-Aboriginals. In all other cases the unemployment levels are substantially higher for Aboriginals.

The other differences in unemployment rates ranged from 60.4% for those with a post-secondary education to 70.1% for those with some post-secondary education. The equalizing effect of education that applied for employment rates does not apply for unemployment rates. Please see Table 8.

### **AVERAGE WEEKLY WAGES BY EDUCATION LEVEL**

As education increases, wages increase for both Aboriginals and non-Aboriginals. Wages increased by 3% for Aboriginals and by 2.9% for non-Aboriginals in 2018, while the inflation rate, as measured by the consumer price index, increased 2%.

Overall wages were 8.0% lower for Aboriginals than for non-Aboriginals in 2018, which is an improvement from the 8.3% gap in 2017 and the 11.7% difference that existed in 2007. When wage rates are examined by education level we obtain further information. Aboriginals with less than high school graduation had a 14.7% higher wage rate than non-Aboriginals. Wage rates for Aboriginals with a Bachelor’s degree were 0.8% higher than for non-Aboriginals.

The average wage rates for Aboriginal high school graduates was 3.2% lower than for non-Aboriginals. For Aboriginals with a post-secondary certificate or diploma without high school completion it was 5.7% lower. For Aboriginals with a post-secondary certificate or diploma with high school completion it was similar, being only 0.5% lower. Aboriginal

**TABLE 7**  
**Employment Rates by Highest Level of Educational Attainment, Canada**  
**Aboriginals Living Off of the Reserves and Non-Aboriginals**

	Aboriginals Living Off of the Reserves											% Compared 2018	
	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017		2018
Total, all education levels	58.1	59.6	56.7	53.5	55.1	56.4	56.6	57.0	55.2	56.5	57.1	57.6	-7.1
Less than high school	37.5	39.8	34.7	31.8	32.6	35.4	34.6	32.4	32.3	33.6	32.4	32.4	-1.2
High school graduate	69.1	67.2	62.5	59.9	62.3	61.1	62.2	62.6	58.5	58.1	61.2	59.7	4.4
Some post-secondary	58.7	62.3	58.0	58.3	54.3	55.9	59.3	57.3	56.2	56.9	57.5	54.7	-6.6
Post-secondary certificate or diploma*	72.4	72.9	70.3	66.1	68.7	69.8	66.7	69.0	67.3	69.0	68.0	69.0	0.1
University degree	79.6	79.7	82.6	77.6	80.0	77.3	80.6	78.2	75.2	78.1	79.1	80.4	8.1
<b>Non-Aboriginals</b>													
	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	
Total, all education levels	63.5	63.5	61.6	61.7	61.8	61.8	61.9	61.5	61.4	61.2	61.7	61.7	
Less than high school	36.9	37.1	34.2	33.7	33.6	33.3	33.2	32.8	32.3	32.0	32.8	32.8	
High school graduate	65.3	64.6	61.7	61.7	61.6	61.0	60.6	59.9	58.3	58.0	58.2	57.1	
Some post-secondary	64.3	64.5	60.9	60.9	60.6	60.6	59.9	58.9	58.7	58.2	58.9	58.3	
Post-secondary certificate or diploma*	72.8	72.7	71.1	70.9	70.9	70.5	70.7	70.2	70.0	69.2	68.8	68.9	
University degree	76.7	76.2	75.6	75.2	74.6	74.7	74.5	73.9	74.3	73.8	74.4	73.9	

\* Trade certificate or diploma from a vocational school or apprenticeship training, a non-university certificate or diploma from a community college, CEGEP or school of nursing, etc., or a University certificate below bachelor's level.

**Source:** Statistics Canada, Labour Force Survey, 4ct1\_abo\_main\_ANI.ivt

**TABLE 8**  
**Unemployment Rates by Highest Level of Educational Attainment, Canada**  
**Aboriginals Living Off of the Reserves and Non-Aboriginals**

	Aboriginals Living Off of the Reserves												% Compared 2018
	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	
Total, all education levels	10.7	10.2	13.7	14.1	13.1	12.9	11.7	11.2	12.4	12.4	11.3	10.1	77.2
Less than high school	17.0	16.2	23.2	24.0	22.7	21.7	19.6	20.7	22.8	22.4	19.7	18.9	67.3
High school graduate	9.0	8.8	13.3	14.1	13.0	13.3	11.4	11.2	12.4	13.1	11.5	10.8	66.2
Some post-secondary	10.6	10.8	14.2	12.7	14.7	14.1	12.2	12.1	13.0	12.3	13.9	13.1	70.1
Post-secondary certificate or diploma*	8.5	7.5	10.5	10.6	9.2	9.0	9.8	8.1	9.0	9.0	8.8	7.7	60.4
University degree	5.0	5.9	3.6	5.3	4.7	6.2	3.9	5.2	5.7	5.8	5.6	3.5	-18.6
<b>Non-Aboriginals</b>													
	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	
Total, all education levels	5.9	6.0	8.2	7.9	7.4	7.2	6.9	6.8	6.8	6.8	6.2	5.7	
Less than high school	11.9	11.8	15.6	15.6	15.0	14.5	14.3	13.6	13.4	13.4	12.2	11.3	
High school graduate	6.0	6.3	9.1	8.6	7.8	7.7	7.7	7.5	7.8	7.7	6.9	6.5	
Some post-secondary	7.0	6.9	9.8	9.9	9.6	9.2	9.2	9.5	9.4	9.3	8.3	7.7	
Post-secondary certificate or diploma*	4.8	4.8	6.8	6.4	5.9	5.7	5.5	5.4	5.6	5.8	5.4	4.8	
University degree	3.7	4.1	5.1	5.3	4.9	5.0	4.7	4.9	4.7	4.9	4.4	4.3	

\* Trade certificate or diploma from a vocational school or apprenticeship training, a non-university certificate or diploma from a community college, CEGEP or school of nursing, etc., or a University certificate below bachelor's level.

**Source:** Statistics Canada, Labour Force Survey, 4c1\_abo\_main\_AN.ivt



wage rates were 6.1% lower for those with above a bachelor's degree. Examining wages by education level helps to explain the wage gap between Aboriginals and non-Aboriginals. Please see Table 9.

## **AVERAGE WEEKLY WAGES BY EDUCATION LEVEL AND POPULATION**

One reason the overall wages were 8% lower for Aboriginals than non-Aboriginals in 2018 is that a larger percentage of Aboriginals have lower levels of education than non-Aboriginals. Forty-nine percent (49.0%) of Aboriginal employees had a post-secondary certificate or diploma or higher. This is in comparison to 64.9% for non-Aboriginals. The percentage of Aboriginal employees who did not complete high school was 13.9, versus 8.0 for non-Aboriginals.

As completed education levels increase, wage rates increase. Thus, one strategy to close the wage gap between Aboriginals and non-Aboriginals would be to increase the overall education levels of Aboriginals. Please see Table 10.

## **SUMMARY AND CONCLUSIONS**

The employment and unemployment rates improved for Aboriginals in 2018, while the participation rates remained the same. However, all three rates have been consistently worse for Aboriginals.

Métis unemployment rates have been consistently lower and their employment and participation rates have been consistently higher than for First Nations. In most years Métis' participation rates were higher than for Inuit.

In 2018 the unemployment rates decreased (improved) for Aboriginal men in all three age groups and for women 25–54 years and for those 55 and over, while it increased (worsened) for women 15–24 years old. For non-Aboriginals the unemployment rates improved for both men and women in all three age groups. The employment rates for Aboriginals and non-Aboriginals increased for men and for women 25–54 and 55 and over, but declined for both men and women 15–24 years old.

The province with the highest Aboriginal employment rates was Alberta, followed by British Columbia. Saskatchewan was the province with the lowest Aboriginal employment rate, followed by Ontario.

The services-producing sector was where 77.5% of Aboriginals were employed in 2018. The three largest in 2018 were health care and social assistance, followed by retail trade, with accommodation and food services next, employing 15%, 11.4%, and 8.3%, respectively. In the goods-producing sector, construction was where the greatest percentage, 10.3%, of Aboriginals were employed, followed by manufacturing, employing 6.6%.

Aboriginals' wages were 8.0% lower for non-Aboriginals in 2018, which is an improvement from the 8.3% difference in 2017 and the 11.7% gap that existed in 2007. One reason for this is that a larger percentage of Aboriginals have lower levels of education than non-Aboriginals. Employees with lower levels of education on average have lower wage rates.

TABLE 9  
Average Weekly Earnings (Current Dollars) by Highest Level of Educational Attainment,  
Aboriginals Living Off of the Reserves and Non-Aboriginals

	Aboriginals Living Off of the Reserves												% Change 2018/2017	% Compared 2018
	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018		
Total, all education levels	665	715	726	743	760	796	816	832	861	855	881	907	3.0	-8.0
Less than high school	522	553	550	571	575	606	609	615	634	622	661	711	7.6	14.7
High school graduate	623	651	664	672	672	717	737	721	775	772	769	787	2.4	-3.2
Post-secondary certificate or diploma without high school completion	705	747	770	802	850	827	915	892	979	847	946	882	-6.7	-5.7
Post-secondary certificate or diploma with high school completion	769	834	808	825	852	891	908	941	962	942	983	991	0.8	-0.5
Bachelor's degree	874	917	941	1033	1023	1053	1060	1063	1108	1135	1109	1195	7.8	0.8
Above bachelor's degree	1178	1176	1201	1219	1208	1208	1195	1353	1319	1299	1285	1304	1.5	-6.1
<b>Non-Aboriginals</b>														
	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	% Change 2018/2017	
Total, all education levels	753	783	804	819	838	865	883	899	924	943	958	986	2.9	
Less than high school	488	504	514	532	543	570	577	587	596	599	604	620	2.6	
High school graduate	645	673	683	695	707	728	734	746	765	766	778	813	4.5	
Post-secondary certificate or diploma without high school completion	747	765	767	787	799	834	866	869	884	885	888	935	5.3	
Post-secondary certificate or diploma with high school completion	786	814	835	848	867	885	905	924	945	953	970	996	2.7	
Bachelor's degree	959	997	1020	1024	1045	1067	1084	1102	1121	1144	1164	1185	1.8	
Above bachelor's degree	1145	1192	1203	1208	1230	1270	1295	1292	1314	1371	1373	1388	1.1	

2018 Inflation rate for Canada†

2.0%

\* Trade certificate or diploma from a vocational school or apprenticeship training, a non-university certificate or diploma from a community college, CEGEP or school of nursing, etc., or a University certificate below bachelor's level.

† Inflation rate based upon Statistic Canada reported in <https://inflationcalculator.ca/2018-cpi-and-inflation-rates-for-canada/>

Source: Statistics Canada, Labour Force Survey, 4c1\_abo\_wage\_AN.ivt

**TABLE 10**  
**Average Weekly Wages by Highest Level of Educational Attainment, Canada, Annual Averages**  
**Aboriginals Living Off of the Reserves and Non-Aboriginals**

	Aboriginals Living Off of the Reserves						Cumulative % 2018	Average weekly wage rate (current dollars)		
	Total Employees			% of Employees				2007	2017	2018
	2007	2017	2018	2007	2017	2018		2007	2017	2018
Total, all education levels	330.0	482.7	503.8					665	881	907
Less than high school	77.7	74.1	70.0	23.5	15.4	13.9	13.9	522	661	711
High school graduate	76.0	117.8	125.1	23.0	24.4	24.8	38.7	623	769	787
Some post-secondary	34.9	40.1	41.2	10.6	8.3	8.2	46.9	556	727	732
Post-secondary certificate or diploma without high school completion	18.7	21.8	20.7	5.7	4.5	4.1	51.0	705	946	882
Post-secondary certificate or diploma with high school completion	95.6	165.6	179.5	29.0	34.3	35.6	86.6	769	983	991
Bachelor's degree	21.8	47.8	47.7	6.6	9.9	9.5	96.1	874	1109	1195
Above bachelor's degree	5.4	15.5	19.7	1.6	3.2	3.9	100.0	1178	1285	1304
<b>Non-Aboriginals</b>										
	Total Employees			% of Employees			Cumulative % 2018	Average weekly wage rate (current dollars)		
	2007	2017	2018	2010	2011	2012		2007	2017	2018
	2007	2017	2018	2010	2011	2012		2007	2017	2018
Total, all education levels	13834.7	15119.7	15287.9					753	958	986
Less than high school	1753.2	1261.3	1223.8	12.7	8.3	8.0	8.0	488	604	620
High school graduate	2840.7	2898.9	2855.4	20.5	19.2	18.7	26.7	645	778	813
Some post-secondary	1178.7	1002.3	1016.3	8.5	6.6	6.6	33.3	573	651	673
Post-secondary certificate or diploma without high school completion	363.8	275.7	268.2	2.6	1.8	1.8	35.1	747	888	935
Post-secondary certificate or diploma with high school completion	4491.7	5102.6	5207.3	32.5	33.7	34.1	69.1	786	970	996
Bachelor's degree	2279.4	3192.8	3270.9	16.5	21.1	21.4	90.5	959	1164	1185
Above bachelor's degree	927.2	1386.2	1445.9	6.7	9.2	9.5	100.0	1145	1373	1388

**Source:** Statistics Canada, Labour Force Survey, 4ctl\_abo\_wage\_AN.iivr

Employment rates for Aboriginals and non-Aboriginals are similar when examined by education level. This is the case for the twelve years for which the data is available. This is highly significant. It means that education is an important aspect of determining employment rates for both Aboriginals and non-Aboriginals. Nonetheless, unemployment rates for Aboriginals are substantially higher than for non-Aboriginals, regardless of education level, except for those with university degrees.

Education is critical. The higher the level of education completed, the higher are wages, the lower is the rate of unemployment, and the higher are the employment rates. This is the case for both Aboriginals and non-Aboriginals. Education appears to be a key determinant of employment and wage rates.

#### **REFERENCES**

- Statistics Canada, Labour Force Survey, personal correspondence.  
Statistics Canada, Labour Force Survey, 4ctl\_abo\_educ\_AN.ivt