

Indigenous and Non-Indigenous Unemployment, Employment, and Participation Rates Through 2023: Education Remains Critical

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AUTHOR'S NOTE

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ABSTRACT

Employment, unemployment, participation, and wage rates have been more favourable for the non-Indigenous population than for the Indigenous population. With one exception, this has been the case in every year since 2007, when the data first became available. While wages were higher in 2022 than they were in 2021 for both Indigenous and non-Indigenous populations, the overall employment picture for the Indigenous population was worse in 2023 than in 2022. Their unemployment rate was higher, while their employment and participation rates were lower. In comparison, all three rates were higher for non-Indigenous people in 2023. A critical factor related to each of these three rates is the education level achieved. Higher completed educational levels are directly related to lower unemployment rates and higher employment and participation rates as well as to higher wage levels.

This article examines employment and educational data in Canada (excluding the territories) for Indigenous people 15 years and older who live off reserves and for the non-Indigenous population. While the data covers the years between 2007-2023, the focus is on changes between 2022-2023, with the data for people 15 years and older provided to enable the reader to assess the changes over time.

Three categories of employment data are examined: employment, participation, and unemployment rates. The employment rate is the percentage of those working in the total population who are over the age of 15; the participation rate is the percentage of those employed and those seeking to be employed in the total population who are over 15 years old. In general, the higher these rates, the better the economy. The unemployment rate is the percentage of those seeking employment divided by those employed and those seeking employment: the lower the unemployment rate, the better the economy. Finally, the combination of those employed and those unemployed (that is, those seeking employment) is defined as the labour force. Therefore, another way of defining the unemployment rate is the percentage of those unemployed in the labour force. It is important to note that the employment and unemployment rates are not directly related, as they are measured in different ways.

Unemployment Rates

Although the unemployment rate has been consistently worse for the Indigenous population than the non-Indigenous population, the difference between their unemployment rates during 2022-2023 is the lowest they have been. The unemployment rate for the Indigenous population in 2022 was 8.0, which rose to 8.8 in 2023 for an increase of 10%; in contrast, the non-Indigenous population unemployment rate was 5.2 in 2022 and rose to 5.3 in 2023, for an increase of 1.9%. Or, put slightly differently, the difference between Indigenous and non-Indigenous unemployment rates was 2.8 in 2022 and 3.5 in 2023. Previously, the unemployment rates for the Indigenous and non-Indigenous populations decreased each year from 2016 to 2022: hopefully, this downward trend will resume in 2024. It should also be noted that unemployment rates have improved significantly from their 2020 Covid-19 levels.

TABLE 1
Unemployment Rates
 Source: Statistics Canada, 2024a).

	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Indigenous population	11	10.5	14.1	14.5	13.3	12.9	12	11.6	12.5	12.7	11.6	10.5	10.2	13.9	11.3	8	8.8
Non-Indigenous population	6.1	6.2	8.3	8	7.5	7.3	7	6.9	6.8	6.9	6.3	5.7	5.6	9.5	7.4	5.2	5.3
Difference in Rates	4.9	4.3	5.8	6.5	5.8	5.6	5	4.7	5.7	5.8	5.3	4.8	4.6	4.4	3.9	2.8	3.5
Percent (%) Annual Change																	
Indigenous population		-4.5	34.3	2.8	-8.3	-3.0	-7.0	-3.3	7.8	1.6	-8.7	-9.5	-2.9	36.3	-18.7	-29.2	10.0
Non-Indigenous population		1.6	33.9	-3.6	-6.3	-2.7	-4.1	-1.4	-1.4	1.5	-8.7	-9.5	-1.8	69.6	-22.1	-29.7	1.9

Employment Rates

The employment rate has been consistently higher for the non-Indigenous population. From 2022-2023, the employment rate for the non-Indigenous population rose from 61.9 to 62.1, for an increase of 0.3%. During this same timeframe, the Indigenous population's employment rate fell from 60.9 to 58.7, for a decrease of 3.6%. However, the difference between the non-Indigenous and Indigenous employment rates during these two years were the lowest they have been—similar to the narrowing gap between their respective unemployment rates in 2022 and 2023. Additionally, the annual percentage change in the employment rate was greater for the Indigenous population in 14 of the last 17 years, showing that the employment rate has greater fluctuations for the Indigenous population.

TABLE 2
Employment Rates
 Source: Statistics Canada, 2024a.

	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Indigenous population	58.2	59.5	56.6	53.4	55.2	56.5	56.4	56.7	55.1	55.9	56.6	57.4	57.4	52.4	56.8	60.9	58.7
Non-Indigenous population	63.4	63.4	61.7	61.7	61.9	62	62.2	61.8	61.7	61.4	61.9	62.1	62.4	58.2	60.5	61.9	62.1
Difference in Rates	5.2	3.9	5.1	8.3	6.7	5.5	5.8	5.1	6.6	5.5	5.3	4.7	5	5.8	3.7	1	3.4
Percent (%) Annual Change Indigenous population		2.2	-4.9	-5.7	3.4	2.4	-0.2	0.5	-2.8	1.5	1.3	1.4	0.0	-8.7	8.4	7.2	-3.6
Non-Indigenous population		0.0	-2.7	0.0	0.3	0.2	0.3	-0.6	-0.2	-0.5	0.8	0.3	0.5	-6.7	4.0	2.3	0.3

Participation Rate

The participation rate for the Indigenous population was 66.2 in 2022, falling to 64.4 in 2023 for a decline of 2.7%. In contrast, the participation rate for the non-Indigenous population increased slightly from 65.3 in 2022 to 65.6 in 2023. The difference between these rates was the lowest in 2022, with a difference of 0.9 in favor of the Indigenous population.¹ The next smallest difference between these rates was 1.2, which occurred in 2023 and 2008. The finding that the differences in the participation, unemployment, and employment rates were all their lowest in 2022 and 2023 is an encouraging sign that the gap between Indigenous and non-Indigenous populations is narrowing.

TABLE 3
Participation Rates
Source: Statistics Canada, 2024a.

	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Indigenous population	65.3	66.4	65.9	62.5	63.7	64.9	64.1	64.1	62.9	64	64	64.1	63.9	60.8	64	66.2	64.4
Non-Indigenous population	67.5	67.6	67.3	67.1	66.9	66.9	66.9	66.3	66.2	65.9	66.1	65.8	66.1	64.3	65.3	65.3	65.6
Difference in Rates	2.2	1.2	1.4	4.6	3.2	2	2.8	2.2	3.3	1.9	2.1	1.7	2.2	3.5	1.3	-0.9	1.2
Percent (%) Annual Change																	
Indigenous population	1.7	-0.8	-5.2	1.9	1.9	-1.2	0.0	-1.9	1.7	0.0	0.2	-0.3	-4.9	5.3	3.4	-2.7	
Non-Indigenous population	0.1	-0.4	-0.3	0.0	0.0	0.0	-0.9	-0.2	-0.5	0.3	-0.5	0.5	-2.7	1.6	0.0	0.5	

Education and Unemployment Rates

Education is a key factor in the relationship between the unemployment, employment, and participation rates. As educational levels increase, unemployment rates decrease for both Indigenous and non-Indigenous populations. This has been the case every year since 2007 for each of the three educational levels of (a) less than high school, (b) high school graduate or some post-secondary, and (c) completed post-secondary education. That is, the higher the level of education, the lower the rate of unemployment. Further, as educational levels increase, the difference in the unemployment rates between the Indigenous and non-Indigenous populations decreases. That said, while the unemployment rate decreases as educational levels increase, it has still been consistently higher for the Indigenous population for each educational level since 2007.

TABLE 4
Unemployment Rate by Educational Level
Source: Statistics Canada, 2024a.

	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Educational Level																	
Total, all education levels	11	10.5	14.1	14.5	13.3	12.9	12	11.6	12.5	12.7	11.6	10.5	10.2	13.9	11.3	8	8.8
Less than high school 1	17.3	16.4	23.6	24.4	23.5	21.8	20.1	21.5	23.2	22.4	19.9	19.3	18.3	21.5	19.6	15.8	16.6
High school graduate or some post-secondary 2	9.8	9.9	14.1	14	13.4	12.9	11.8	12	12.4	13.5	12.3	11.8	11.9	15.7	12.7	9.1	9.7
Completed post-secondary education 3	8.1	7.4	9.2	9.9	8.5	8.6	8.6	7.6	8.4	8.5	8.3	6.9	6.8	10.7	8.4	5.2	6
Non-Indigenous population																	
Total, all education levels	6.1	6.2	8.3	8	7.5	7.3	7	6.9	6.8	6.9	6.3	5.7	5.6	9.5	7.4	5.2	5.3
Less than high school 1	12	11.9	15.8	15.7	15.2	14.5	14.2	13.7	13.3	13.4	12.1	11.2	10.8	16.1	13.8	10.8	11.1
High school graduate or some post-secondary 2	6.5	6.6	9.4	9	8.4	8.1	8.1	8	8.1	8.1	7.3	6.7	6.9	13	9.9	6.7	6.8
Completed post-secondary education 3	4.4	4.6	6.2	6	5.6	5.6	5.3	5.3	5.3	5.4	5	4.6	4.4	7.6	5.9	4.1	4.2
Difference in Rates																	
Less than high school 1	5.3	4.5	7.8	8.7	8.3	7.3	5.9	7.8	9.9	9	7.8	8.1	7.5	5.4	5.8	5	5.5
High school graduate or some post-secondary 2	3.3	3.3	4.7	5	5	4.8	3.7	4	4.3	5.4	5	5.1	5	2.7	2.8	2.4	2.9
Completed post-secondary education 3	3.7	2.8	3	3.9	2.9	3	3.3	2.3	3.1	3.1	3.3	2.3	2.4	3.1	2.5	1.1	1.8

Footnotes:

- 1 Highest level obtained is some high school.
- 2 Highest level obtained is a high school degree or some post-secondary (in other words, worked toward, but did not complete, a degree, certificate [including a trade certificate] or diploma from an educational institution, including a university, beyond the secondary level).
- 3 Completed a certificate (including a trade certificate) or diploma from an educational institution beyond the secondary level. Also included are certificates below a Bachelor's degree obtained at a university and university degrees at the bachelor level or higher.

Education and Employment Rates

As education levels increase, employment rates increase. This applies for each of the three educational levels for each year since 2007, for both the Indigenous and non-Indigenous populations. When we compare employment rates by level of education, the difference in the rates between the Indigenous and non-Indigenous populations is generally closer together than the overall differences. The only exceptions were for those with less than a high school education in 2022 and for high school graduates or people with some post-secondary education in 2022 and 2023. That is, when the education level is the same for Indigenous and non-Indigenous populations, the employment rates tend to be more similar.

TABLE 5
Employment Rate by Educational Level
Source: Statistics Canada, 2024a.

	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Educational Level																	
Total, all education levels	58.2	59.5	56.6	53.4	55.2	56.5	56.4	56.7	55.1	55.9	56.6	57.4	57.4	52.4	56.8	60.9	58.7
Less than high school 1	37.8	39.9	34.6	31.8	32.2	35.4	34.3	32.1	31.9	33	31.9	32.6	31.5	29.9	31.5	36.5	34.2
High school graduate or some post-secondary 2	65.4	64.8	61	59.4	60.2	60.2	61.5	61.1	58.7	57.6	60.3	58.5	59.7	53.4	56.8	62.6	60.4
Completed post-secondary education 3	73.7	74.6	72.7	68.3	71.1	71.2	69.6	70.7	68.7	70.2	69.9	71.1	70.9	63.6	69.6	71.2	70.4
Non-Indigenous population																	
Total, all education levels	63.4	63.4	61.7	61.7	61.9	62	62.2	61.8	61.7	61.4	61.9	62.1	62.4	58.2	60.5	61.9	62.1
Less than high school 1	36.9	37.1	34.4	33.9	33.9	33.6	33.6	33.1	32.8	32.4	33.4	33.6	33.7	29.9	31.6	33.2	33.3
High school graduate or some post-secondary 2	65.1	64.6	61.6	61.6	61.5	61.3	60.9	60	59	58.6	58.9	58.1	57.9	52.2	54.2	56.6	56.4
Completed post-secondary education 3	74.2	74	72.9	72.6	72.5	72.4	72.4	71.9	71.9	71.3	71.3	71.4	71.6	67.5	69.6	70.4	70.3
Difference in Rates																	
Total, all education levels	5.2	3.9	5.1	8.3	6.7	5.5	5.8	5.1	6.6	5.5	5.3	4.7	5	5.8	3.7	1	3.4
Less than high school 1	-0.9	-2.8	-0.2	2.1	1.7	-1.8	-0.7	1	0.9	-0.6	1.5	1	2.2	0	0.1	-3.3	-0.9
High school graduate or some post-secondary 2	-0.3	-0.2	0.6	2.2	1.3	1.1	-0.6	-1.1	0.3	1	-1.4	-0.4	-1.8	-1.2	-2.6	-6	-4
Completed post-secondary education 3	0.5	-0.6	0.2	4.3	1.4	1.2	2.8	1.2	3.2	1.1	1.4	0.3	0.7	3.9	0	-0.8	-0.1

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Education and Participation Rates

Similar to employment rates, as the level of education increases, participation rates increase. The participation rate has been higher for the non-Indigenous than the Indigenous population every year since 2007, apart from 2022. However, when participation rates are examined by level of education the picture changes. The participation rates for the Indigenous population were higher for each comparable education level than for the non-Indigenous population in 2021 through 2023, as well as for some other years.

The reason for this is that a much larger percentage of the non-Indigenous population completes post-secondary education, resulting in the overall participation rate being higher for the non-Indigenous population. Nonetheless, it is significant that when we compare participation rates by level of education the Indigenous population have had higher participation rates since 2021.

TABLE 6
Participation Rate by Educational Level
Source: Statistics Canada, 2024a.

	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Educational Level																	
Total, all education levels	65.3	66.4	65.9	62.5	63.7	64.9	64.1	64.1	62.9	64	64	64.1	63.9	60.8	64	66.2	64.4
Less than high school 1	45.7	47.7	45.3	42	42.1	45.2	42.9	40.9	41.5	42.5	39.8	40.5	38.5	38.1	39.2	43.4	41
High school graduate or some post-secondary 2	72.5	71.9	71	69.1	69.5	69.2	69.7	69.5	67	66.7	68.8	66.3	67.7	63.3	65.1	68.9	66.9
Completed post-secondary education 3	80.2	80.6	80.1	75.8	77.7	78	76.2	76.5	74.9	76.7	76.2	76.4	76	71.3	75.9	75.1	74.9
Non-Indigenous population																	
Total, all education levels	67.5	67.6	67.3	67.1	66.9	66.9	66.9	66.3	66.2	65.9	66.1	65.8	66.1	64.3	65.3	65.3	65.6
Less than high school 1	41.9	42.1	40.8	40.2	39.9	39.4	39.2	38.3	37.8	37.4	38	37.8	37.7	35.6	36.6	37.2	37.5
High school graduate or some post-secondary 2	69.6	69.2	68	67.7	67.1	66.7	66.3	65.2	64.1	63.7	63.5	62.3	62.3	60	60.1	60.7	60.5
Completed post-secondary education 3	77.6	77.6	77.8	77.3	76.8	76.6	76.5	75.9	75.9	75.4	75.1	74.8	74.9	73	73.9	73.4	73.4
Difference in Rates																	
Total, all education levels	2.2	1.2	1.4	4.6	3.2	2	2.8	2.2	3.3	1.9	2.1	1.7	2.2	3.5	1.3	-0.9	1.2
Less than high school 1	-3.8	-5.6	-4.5	-1.8	-2.2	-5.8	-3.7	-2.6	-3.7	-5.1	-1.8	-2.7	-0.8	-2.5	-2.6	-6.2	-3.5
High school graduate or some post-secondary 2	-2.9	-2.7	-3	-1.4	-2.4	-2.5	-3.4	-4.3	-2.9	-3	-5.3	-4	-5.4	-3.3	-5	-8.2	-6.4
Completed post-secondary education 3	-2.6	-3	-2.3	1.5	-0.9	-1.4	0.3	-0.6	1	-1.3	-1.1	-1.6	-1.1	1.7	-2	-1.7	-1.5

Footnotes:

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- 2 Highest level obtained is a high school degree or some post-secondary (in other words, worked toward, but did not complete, a degree, certificate [including a trade certificate] or diploma from an educational institution, including a university, beyond the secondary level).
- 3 Completed a certificate (including a trade certificate) or diploma from an educational institution beyond the secondary level. Also included are certificates below a Bachelor's degree obtained at a university and university degrees at the bachelor level or higher.

Educational Levels

As mentioned, the non-Indigenous population has achieved higher levels of education than the Indigenous population. Overall, the percentage of non-Indigenous people who did not complete high school has declined each year since 2007. This has been the case for the Indigenous population, except in three years: 2010, 2019, and 2023. In 2023, the percentage of the Indigenous population not completing high school went from 23.6% to 22.3% in 2022. Additionally, in 2023, there were more Indigenous people who had not completed high school (23.6%) than non-Indigenous people (13.1%). This may be an issue of concern, especially if the percentage of Indigenous people not completing high school increases further in 2024. However, these numbers still represent a significant improvement from 2007, when 36.6% of the Indigenous population did not complete high school compared to 22.1% of the non-Indigenous population.

In a similar trend, the percentage of the non-Indigenous population that completed post-secondary education increased each year since 2007. For the non-Indigenous population, it increased in every year except 2010, 2015, and 2023. Given the clear relationship between the level of education and the participation, employment, and unemployment rates, it would appear that improving the level of educational achievement would benefit individuals, the economy, and society.

TABLE 7
Educational Levels
Source: Statistics Canada, 2024a.

Year	Total		Less than high school 1		High school graduate or some post-secondary 2		Completed post-secondary education 3		Total	Less than high school 1		High school graduate or some post-secondary 2		Completed post-secondary education 3		Difference Indigenous vs. non-Indigenous
	Persons	%	Persons	%	Persons	%	Persons	%		Persons	%	Persons	%	Persons	%	
2007	639.1	36.6	29.0	34.4	25829.9	22.1	27.8	50.0	14.4	1.2	-15.6					
2008	673.3	35.3	29.4	35.3	26157.9	21.5	28.0	50.4	13.7	1.4	-15.1					
2009	707.3	33.1	30.0	37.0	26501.6	20.9	28.2	50.9	12.1	1.8	-13.9					
2010	741.3	33.6	29.5	36.8	26835.5	20.1	27.9	52.0	13.5	1.6	-15.2					
2011	777.1	32.5	29.9	37.6	27128.1	19.4	27.8	52.8	13.0	2.2	-15.2					
2012	819.6	32.2	29.2	38.6	27412	19.0	27.4	53.7	13.3	1.8	-15.1					
2013	862.7	30.3	30.5	39.2	27683.9	18.2	27.7	54.1	12.1	2.9	-14.9					
2014	905.6	28.8	30.8	40.5	27938.3	17.6	27.8	54.6	11.2	2.9	-14.1					
2015	948.5	28.6	31.2	40.2	28128	17.1	27.2	55.8	11.5	4.1	-15.5					
2016	991.7	28.4	30.1	41.5	28394.5	16.7	26.7	56.5	11.7	3.4	-15.0					
2017	1033.5	27.5	30.3	42.3	28730.8	16.0	27.0	57.1	11.5	3.3	-14.8					
2018	1073.8	25.3	31.6	43.2	29146.8	15.3	26.9	57.9	10.0	4.7	-14.7					
2019	1114.3	25.4	31.0	43.6	29580.6	14.9	25.8	59.3	10.5	5.2	-15.7					
2020	1153.8	24.2	30.3	45.4	29898.8	14.1	26.1	59.8	10.1	4.2	-14.3					
2021	1195.9	23.4	29.4	46.3	30130.2	13.6	25.4	61.0	9.8	4.8	-14.6					
2022	1238.3	22.3	29.4	48.2	30533.6	13.5	24.8	61.7	8.8	4.7	-13.5					
2023	1277.4	23.6	31.1	45.3	31224.4	13.1	24.5	62.4	10.5	6.6	-17.2					

Footnotes:

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- 2 Highest level obtained is a high school degree or some post-secondary (in other words, worked toward, but did not complete, a degree, certificate [including a trade certificate] or diploma from an educational institution, including a university, beyond the secondary level).
- 3 Completed a certificate (including a trade certificate) or diploma from an educational institution beyond the secondary level. Also included are certificates below a Bachelor's degree obtained at a university and university degrees at the bachelor level or higher.

Wages

The average hourly wage rate has been consistently higher for the non-Indigenous population than for the Indigenous population. This difference has ranged from \$2.05 in 2005 to \$2.95 in 2022. The three largest gaps in the average hourly wage rates have been in 2020, 2021, and 2022 (2023 data is not available). Additionally, the average hourly wage rate has increased every year since 2006 for the non-Indigenous population. It has also increased every year for the Indigenous population, except for 2016.²

Since 2018, the Indigenous population's average usual weekly hours were higher than the non-Indigenous population's. That is, on average, the Indigenous population worked slightly more each week than the non-Indigenous population.

Wages are also directly related to the completed level of education. The higher the completed level of education, the higher the wages (Oppenheimer, 2022).

TABLE 8
Wages
Source: Statistics Canada, 2024a.

	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Indigenous population																	
Average hourly wage rate 1	16.55	17.84	19.11	19.7	20.05	20.47	21.45	21.91	22.4	23.17	23.16	23.86	24.36	25.35	26.81	27.17	28.53
Average weekly wage rate 1	622.32	664.83	714.73	726.04	743	759.97	796.05	813.95	827.79	854.41	848.54	872.35	897.52	936.56	993.68	1,016.46	1,059.87
Hours	36.3	35.9	36.1	35.5	35.4	35.5	35.5	35.6	35.2	35.4	34.9	34.9	35.4	35.5	35.7	36	35.7
Average usual weekly hours 2, 3																	
Non-Indigenous population																	
Average hourly wage rate 1	20.08	20.44	21.31	22.03	22.48	22.93	23.59	24.13	24.55	25.22	25.75	26.15	26.9	27.83	29.59	30.12	31.47
Average weekly wage rate 1	750.56	752.11	782.49	803.49	818.59	837.91	864.65	883.83	899.27	923.63	941.57	955.26	982.92	1,014.74	1,083.60	1,101.72	1,155.71
Hours	36.1	35.5	35.4	35.2	35.1	35.2	35.3	35.3	35.3	35.3	35.2	35.2	35.3	35.2	35.5	35.4	35.5
Average usual weekly hours 2, 3																	
Difference in Hourly Wages	3.53	2.6	2.2	2.33	2.43	2.46	2.14	2.22	2.15	2.05	2.59	2.29	2.54	2.48	2.78	2.95	2.94

Footnotes:

- 1 Beginning January 1997, information is collected on the usual wages or salary of employees at their main job. Respondents are asked to report their wage/salary before taxes and other deductions, and include tips, commissions and bonuses. Weekly and hourly wages/salaries are calculated in conjunction with usual paid work hours per week.
- 2 Calculated by dividing the total usual hours worked at main job during the reference week by the total number of employees.
- 3 Beginning January 1997, usual hours for employees refers to their normal paid or contract hours, not counting any overtime. However, the definition of usual hours remains unchanged for the self-employed and unpaid family workers. In January 1997, the Labour Force Survey questionnaire was changed to allow responses up to 168 hours per week. Prior to 1997, the upper limit was set at 99 hours.

Summary

The data studied revealed the following trends:

- Unemployment rate. The unemployment rate has been higher for the Indigenous population than the non-Indigenous population every year since 2007, although the unemployment rate increased for both the Indigenous and non-Indigenous populations from 2022-2023.
- Employment rate. The employment rate was lower for the Indigenous population than the non-Indigenous population every year since 2007. The employment rate was lower in 2023 than in 2022 for the Indigenous population, while it was higher for the non-Indigenous population.
- Participation rate. The participation rate was lower for the Indigenous population than the non-Indigenous population every year since 2007, except for 2022. The participation rate was lower in 2023 than in 2022 for the Indigenous population, while it was higher for the non-Indigenous population.
- Educational levels. For both the Indigenous and non-Indigenous population, as educational levels increase, unemployment rates decrease, employment rates increase, and participation rates increase. This has been the case for each year since 2007.

It has also been reported that the higher the level of completed education the higher the wages earned. Ultimately, the results reported here shows a clear relationship between education and the three key employment measures and wages; however, it does not demonstrate a causal relationship. Nonetheless, we can say that a more educated population will be better off from an employment perspective. This is highly significant. Lower unemployment rates and higher employment and participation rates are an indication of how well an economy is doing. Given this, it seems reasonable for families, communities, and society to ensure that as many people as possible are provided with the support and opportunities to achieve their desired level of education.

END NOTES

- ¹ The higher participation rate for the Indigenous population in 2022 was the only year since 2007 that this occurred. In all other years, the participation rate, as well as the unemployment and the employment rates, were more favorable for the non-Indigenous population.
- ² The 2016 average hourly wage rate was 23.16, compared to 23.17 in 2015.