

*Indigenous and Non-Indigenous
Unemployment, Employment
and Participation Rates
Through 2024: Education
is Strongly Related to
These Three Rates*

Robert J. Oppenheimer

PROFESSOR EMERITUS
CONCORDIA UNIVERSITY
JOHN MOLSON SCHOOL OF BUSINESS
MONTREAL, CANADA

ABSTRACT

The overall employment picture for the Indigenous population living off-reserve was worse in 2024 than in 2023, and it was also worse in 2023 compared to 2022. They were also worse for non-Indigenous people in 2024, compared to 2023. Unemployment rates were higher, and employment and participation rates were lower. Employment, unemployment, and participation rates have been more favourable for the non-Indigenous population than for the Indigenous population. This has been the case in every year, except one, since 2007, which is the earliest that the data has been available. However, the educational level achieved is a critical factor.

When educational levels are higher, unemployment rates are lower, and employment and participation rates are higher. Further, the participation rates for the Indigenous population were higher for each comparable education level than for the non-Indigenous population from 2007 through 2024, except for four years.

Introduction

The article examines employment and educational data in Canada, excluding the territories, for Indigenous people who are 15 years and older, living off reserves, and for the non-Indigenous population, from 2007 through 2024. The data since 2007 is provided to enable the reader to assess the changes over time. The focus is primarily on the changes between 2024, 2023, and 2022. The employment data that will be examined are the 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 believed 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 defined as the labour force. Therefore, another way of defining the unemployment rate is the percent of those unemployed in the labour force. It may be helpful to note that the employment and unemployment rates are not directly related as they are measured in different ways.

Unemployment Rates

The unemployment rates for the Indigenous population in 2024, 2023 and 2022 were 9.8, 8.7 and 7.9, respectively. This makes for 2 years of increasing unemployment rates. These were increases of 12.6% in 2024 from 2023 and 10.1% from 2022. The non-Indigenous population unemployment rate also increased in 2024 to 6.3% from 5.4% in 2023, and from 5.3% in 2022, increases of 16.7% in 2024 from 2023, and 1.9% in 2023 from 2022.

Although the unemployment rate has been consistently higher for the Indigenous population than the non-Indigenous population, the differences of 2.8% in 2022, and 3.3% in 2023, and 3.5% in 2024 were the lowest they have previously been. Further, the difference in the unemployment rates for the Indigenous and non-Indigenous populations decreased each year from 2016 to 2022. However, this downward trend has not continued since 2022 and may be an issue of increasing concern going forward, if the unemployment rates continue to increase. On a more positive note, the Indigenous peoples' 2024 unemployment rate of 9.8% is lower than for any year except 2023; and has improved significantly from their 2020 Covid-19 rate of 13.9%.

TABLE 1
Unemployment Rate
15 Years and over - Living off reserves

	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Indigenous peoples	11	10.5	14.1	14.5	13.4	13	12.1	11.7	12.6	12.8	11.7	10.4	10.3	13.9	11.3	7.9	8.7	9.8
Non-Indigenous people	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	5.3	5.4	6.3
Difference in Unemployment Rates																		
	4.9	4.3	5.8	6.5	5.9	5.7	5.1	4.8	5.8	5.9	5.4	4.7	4.7	4.4	3.9	2.6	3.3	3.5
Percent change from previous year																		
Indigenous peoples	-4.5	34.3	2.8	-7.6	-3.0	-6.9	-3.3	7.7	1.6	-8.6	-11.1	-1.0	35.0	-18.7	-30.1	10.1	12.6	
Non-Indigenous people	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	-28.4	1.9	16.7	

* Bold indicates the years in which Indigenous peoples unemployment rates improved more than the Non-Indigenous peoples, from the previous year.

Statistics Canada. Table 14-10-0359-01 Labour force characteristics by Indigenous group living off reserve
<https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=1410035901>

Employment Rates

The employment rate in 2024 for the Indigenous population was 57.1%. This was a decrease from 58.7% in 2023 (a decrease of 2.7%), and from the 60.9% rate in 2022 (a decrease of 3.6% with respect to 2023). For the non-Indigenous population, the employment rate in 2024 was 61.2% compared to 62.1% in 2023 and 61.9% in 2022. The employment rate has been consistently higher for the non-Indigenous population. The difference in the employment rates was the lowest it had ever been in 2022, when it was 1.0%. In 2023, the difference increased to 3.5% in 2023 and continued to increase to 4.1% in 2024. Although the differences were higher than 4.1% in all but two years between 2007 and 2021, the increases over the past two years are concerning. It may indicate that the gap in employment rates that occurred from 2016 through 2022, which had been narrowing, is starting to widen. The annual percentage change in the employment rate tends to change more for the Indigenous population. The percent of the annual change in the employment rate was greater for the Indigenous population in 15 of the last 18 years.

TABLE 2
Employment Rate
15 Years and over - Living off reserves

	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Indigenous peoples																		
Rate of Employment	58.2	59.5	56.6	53.4	55.1	56.3	56.3	56.5	54.9	55.7	56.5	57.5	57.3	52.5	56.9	60.9	58.7	57.1
Non-Indigenous people																		
Rate of Employment	63.4	63.4	61.7	61.7	61.8	61.9	62	61.6	61.6	61.3	61.8	62	62.4	58.2	60.6	61.9	62.2	61.2
Difference in Employment Rates																		
	5.2	3.9	5.1	8.3	6.7	5.6	5.7	5.1	6.7	5.6	5.3	4.5	5.1	5.7	3.7	1	3.5	4.1
Percent Change from Previous Year																		
Indigenous peoples	2.2	-4.9	-5.7	3.2	2.2	0.0	0.4	-2.8	1.5	1.4	1.8	-0.3	-8.4	8.4	7.0	-3.6	-2.7	
Non-Indigenous people	0.0	-2.7	0.0	0.2	0.2	0.2	-0.6	0.0	-0.5	0.8	0.3	0.6	-6.7	4.1	2.1	0.5	-1.6	

* Bold indicates the years in which Indigenous peoples employment rates improved more than the Non-Indigenous peoples, from the previous year.

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Participation Rate

The participation rate for the Indigenous population was 63.3% in 2024, which was a decrease from 64.4% in 2023, and from 66.1% in 2022. These were declines of 1.6% in 2024 compared to 2023 and 2.7% in 2023 compared to 2022. The participation rate for the non-Indigenous population was 65.4% in 2024, which was a decline from 65.6% in 2023, but slightly higher than in 2022, when it was 65.5%. These were marginal changes, with a decrease in 2024 of 0.5% from 2023, and an increase of 0.6% in 2023 from 2022. In 2024, the participation rate for the non-Indigenous population was higher than for Indigenous people by 2.1% and by 1.4% in 2023. However, in 2022, the participation rate for the Indigenous population was 0.8% higher than the non-Indigenous population. That was the only year since 2007 that the participation rate for the Indigenous population was higher than for the non-Indigenous population. In all the other years, the participation rate, as well as the unemployment and the employment rates, were more favourable for the non-Indigenous population. And unfortunately, the difference in each of these three rates has increased in 2023 and 2024.

TABLE 3
Participation Rate
15 Years and over - Living off reserves

	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Indigenous peoples																		
Participation Rate	65.3	66.4	65.9	62.5	63.6	64.7	64.1	64	62.8	63.9	64	64.2	63.9	61	64.2	66.1	64.3	63.3
Non-Indigenous people																		
Participation Rate	67.5	67.6	67.3	67.1	66.9	66.7	66.7	66.2	66.1	65.8	66	65.8	66	64.4	65.4	65.3	65.7	65.4
Difference in Participation Rates																		
	2.2	1.2	1.4	4.6	3.3	2	2.6	2.2	3.3	1.9	2	1.6	2.1	3.4	1.2	-0.8	1.4	2.1
Percent Change from Previous Year																		
Indigenous peoples	1.7	-0.8	-5.2	1.8	1.7	-0.9	-0.2	-1.9	1.8	0.2	0.3	-0.5	-4.5	5.2	3.0	-2.7	-1.6	
Non-Indigenous people	0.1	-0.4	-0.3	-0.3	-0.3	0.0	-0.7	-0.2	-0.5	0.3	-0.3	0.3	-2.4	1.6	-0.2	0.6	-0.5	

* Bold indicates the years in which Indigenous peoples participation rates improved more than the Non-Indigenous peoples, from the previous year.

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Education and Unemployment Rates

Education is a key factor in the relationship with the unemployment, employment and participation rates. As educational levels increase, unemployment rates decrease for both Indigenous and non-Indigenous populations; that is, the higher the level of education, the lower the rate of unemployment. This has been the case every year since 2007 for each of the three educational levels of (1) less than high school, (2) high school graduate or some post-secondary, and (3) completed post-secondary education. Further, as educational levels increase, the difference in the unemployment rates between the Indigenous and non-Indigenous populations decreases, with only one exception since 2007, which was in 2020.

Unemployment rates increased in 2023 and 2024 for both the Indigenous and non-Indigenous populations for each of the three educational levels. For the Indigenous

population with less than high school completion, the unemployment rates in 2022, 2023 and 2024 were 15.2%, 16.7% and 21.4% respectively. For the non-Indigenous population, these rates were 10.8%, 11.2%, and 13.2%, for 2022, 2023 and 2024, respectively.

The unemployment rates in 2022, 2023 and 2024 for those with high school graduation or some post-secondary education for Indigenous people were 9.1%, 9.7% and 10.7% compared to 6.8%, 6.9% and 8.4% for the non-Indigenous. For those who completed post-secondary education, the unemployment rates in 2022, 2023, and 2024 for Indigenous people were 5.2%, 5.9%, and 6.5%. This compares to 4.1%, 4.3%, and 5.0% for the non-Indigenous unemployment rates for the same time periods.

Although the unemployment rate has decreased as educational levels increased, it has, nonetheless, been consistently higher for the Indigenous population for each of these three educational levels since 2007.

TABLE 4
Unemployment Rate by Educational Level
15 Years and over - Living off reserves

Educational attainment	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Indigenous peoples																		
Total, all education levels	11	10.5	14.1	14.5	13.4	13	12.1	11.7	12.6	12.8	11.7	10.4	10.3	13.9	11.3	7.9	8.7	9.8
Less than high school 1	17.3	16.4	23.6	24.4	23.5	21.9	20.2	21.6	23.3	22.5	20	19.2	18.4	21.2	19.7	15.2	16.7	21.4
High school graduate or some post-secondary 2	9.8	9.9	14.1	14	13.5	13	11.9	12.1	12.4	13.6	12.4	11.7	11.9	15.8	13	9.1	9.7	10.7
Completed post-secondary education 3	8.1	7.4	9.2	9.9	8.5	8.7	8.7	7.7	8.5	8.5	8.4	6.9	6.8	10.6	8.2	5.2	5.9	6.5
Non-Indigenous people																		
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	5.3	5.4	6.3
Less than high school 1	12	11.9	15.8	15.7	15.3	14.6	14.3	13.8	13.4	13.5	12.2	11.1	10.8	16.1	13.7	10.8	11.2	13.2
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	6.8	6.9	8.4
Completed post-secondary education 3	4.4	4.6	6.2	6	5.6	5.6	5.3	5.3	5.3	5.5	5.1	4.6	4.4	7.6	5.9	4.1	4.3	5
Difference in Unemployment Rates by Educational Attainment																		
Total, all education levels	4.9	4.3	5.8	6.5	5.9	5.7	5.1	4.8	5.8	5.9	5.4	4.7	4.7	4.4	3.9	2.6	3.3	3.5
Less than high school 1	5.3	4.5	7.8	8.7	8.2	7.3	5.9	7.8	9.9	9	7.8	8.1	7.6	5.1	6	4.4	5.5	8.2
High school graduate or some post-secondary 2	3.3	3.3	4.7	5	5.1	4.9	3.8	4.1	4.3	5.5	5.1	5	5	2.8	3.1	2.3	2.8	2.3
Completed post-secondary education 3	3.7	2.8	3	3.9	2.9	3.1	3.4	2.4	3.2	3	3.3	2.3	2.4	3	2.3	1.1	1.6	1.5

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.

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Education and Employment Rates

As education levels increase, employment rates increase. This applies to 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 each of the three levels of education, the difference in the rates between the Indigenous and non-Indigenous populations is smaller than the overall differences. This was the case from 2007 to 2024 for those who completed post-secondary education. This was also the case for those who had some high school education, except in 2023. For those who were high school graduates or had some post-secondary education, it was the case from 2007 through 2021; however, it was not the case for them in 2022, 2023, or 2024. When education levels are considered, the differences in employment rates are narrower. In several cases, when examined by educational level, the employment rates are higher for Indigenous people than for non-Indigenous people. This is the case from 2017 through 2024 for high school graduates or those who had some post-secondary education.

TABLE 5
Employment Rate by Educational Level
15 Years and over - Living off reserves

Educational attainment	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Indigenous peoples																		
Total, all education levels	58.2	59.5	56.6	53.4	55.1	56.3	56.3	56.5	54.9	55.7	56.5	57.5	57.3	52.5	56.9	60.9	58.7	57.1
Less than high school 1	37.8	39.9	34.6	31.8	32.2	35.2	34.2	32.1	31.9	32.9	31.8	32.8	31.3	30.5	31.4	36.6	33.9	28.9
High school graduate or some post-secondary 2	65.4	64.8	61	59.4	60.2	60.1	61.4	61.1	58.7	57.6	60.3	58.5	59.6	53.4	57.1	62.6	60.3	58.8
Completed post-secondary education 3	73.7	74.6	72.7	68.3	71	71.1	69.5	70.6	68.5	70.1	69.8	71.2	71	63.9	69.8	71	70.6	69.9
Non-Indigenous people																		
Total, all education levels	63.4	63.4	61.7	61.7	61.8	61.9	62	61.6	61.6	61.3	61.8	62	62.4	58.2	60.6	61.9	62.2	61.2
Less than high school 1	36.9	37.1	34.4	33.9	33.8	33.5	33.5	33	32.7	32.3	33.3	33.6	33.6	30	31.6	33	33.2	31.4
High school graduate or some post-secondary 2	65.1	64.6	61.6	61.6	61.4	61.2	60.8	59.9	58.8	58.5	58.9	58.1	57.9	52.3	54.3	56.5	56.3	54.5
Completed post-secondary education 3	74.2	74	72.9	72.6	72.4	72.2	72.3	71.8	71.8	71.2	71.2	71.3	71.5	67.5	69.6	70.4	70.5	69.9
Difference in Employment Rates by Educational Attainment																		
Total, all education levels	5.2	3.9	5.1	8.3	6.7	5.6	5.7	5.1	6.7	5.6	5.3	4.5	5.1	5.7	3.7	1	3.5	4.1
Less than high school 1	-0.9	-2.8	-0.2	2.1	1.6	-1.7	-0.7	0.9	0.8	-0.6	1.5	0.8	2.3	-0.5	0.2	-3.6	-0.7	2.5
High school graduate or some post-secondary 2	-0.3	-0.2	0.6	2.2	1.2	1.1	-0.6	-1.2	0.1	0.9	-1.4	-0.4	-1.7	-1.1	-2.8	-6.1	-4	-4.3
Completed post-secondary education 3	0.5	-0.6	0.2	4.3	1.4	1.1	2.8	1.2	3.3	1.1	1.4	0.1	0.5	3.6	-0.2	-0.6	-0.1	0

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.

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<https://www150.statcan.gc.ca/t1/tb1/en/tv.action?pid=1410035901>

Education and Participation Rates

Similarly 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, except for 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 from 2007 through 2024, except for four years, 2010, 2013, 2015 and 2020.

The reason for this is that a much larger percentage of the non-Indigenous population completed post-secondary education, and the higher the educational level, the greater the participation rate. This larger percentage results 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 has higher participation rates.

TABLE 6
Participation Rate by Educational Level
15 Years and over - Living off reserves

Educational attainment	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Indigenous peoples																		
Total, all education levels	65.3	66.4	65.9	62.5	63.6	64.7	64.1	64	62.8	63.9	64	64.2	63.9	61	64.2	66.1	64.3	63.3
Less than high school 1	45.7	47.7	45.3	42	42.1	45.1	42.9	40.9	41.5	42.5	39.8	40.6	38.3	38.7	39.1	43.1	40.7	36.7
High school graduate or some post-secondary 2	72.5	71.9	71	69.1	69.5	69.1	69.6	69.4	67	66.7	68.9	66.3	67.7	63.3	65.6	68.9	66.7	65.8
Completed post-secondary education 3	80.2	80.6	80.1	75.8	77.6	77.9	76.1	76.5	74.8	76.6	76.2	76.5	76.2	71.5	76	74.9	75	74.7
Non-Indigenous people																		
Total, all education levels	67.5	67.6	67.3	67.1	66.9	66.7	66.7	66.2	66.1	65.8	66	65.8	66	64.4	65.4	65.3	65.7	65.4
Less than high school 1	41.9	42.1	40.8	40.2	39.9	39.3	39.1	38.2	37.7	37.3	37.9	37.8	37.7	35.7	36.7	37.1	37.4	36.2
High school graduate or some post-secondary 2	69.6	69.2	68	67.7	67.1	66.6	66.1	65.1	64	63.6	63.5	62.3	62.2	60.1	60.2	60.6	60.5	59.5
Completed post-secondary education 3	77.6	77.6	77.8	77.3	76.7	76.5	76.4	75.8	75.8	75.3	75	74.8	74.8	73	74	73.4	73.6	73.6
Difference in Participation Rates by Educational Attainment																		
Total, all education levels	2.2	1.2	1.4	4.6	3.3	2	2.6	2.2	3.3	1.9	2	1.6	2.1	3.4	1.2	-0.8	1.4	2.1
Less than high school 1	-3.8	-5.6	-4.5	-1.8	-2.2	-5.8	-3.8	-2.7	-3.8	-5.2	-1.9	-2.8	-0.6	-3	-2.4	-6	-3.3	-0.5
High school graduate or some post-secondary 2	-2.9	-2.7	-3	-1.4	-2.4	-2.5	-3.5	-4.3	-3	-3.1	-5.4	-4	-5.5	-3.2	-5.4	-8.3	-6.2	-6.3
Completed post-secondary education 3	-2.6	-3	-2.3	1.5	-0.9	-1.4	0.3	-0.7	1	-1.3	-1.2	-1.7	-1.4	1.5	-2	-1.5	-1.4	-1.1

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.

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Educational Levels by Population and Percentages

The non-Indigenous population has higher levels of formal education than the Indigenous population. In 2024, 22.8% of the Indigenous population had not completed high school, compared to 12.9% for non-Indigenous people. Nonetheless, these are significant increases in high school completion rates from 2007, when 36.6% of the Indigenous population did not complete high school compared to 22.1% of the non-

Indigenous population. The percent of non-Indigenous people who did not complete high school has declined each year since 2007. This has also been the case for the Indigenous population, except in three years, 2010, 2019 and 2023.

In a similar trend, the percentage of the non-Indigenous population that completed post-secondary education increased each year since 2007. This has also been the case for the Indigenous population, except in three years, 2010, 2015, and 2023.

There is a clear relationship between the level of education and improvements in the participation, employment and unemployment rates. However, these correlations do not mean causality. Nonetheless, given the clear and consistent relationship between education and employment measures, providing opportunities to individuals to increase their level of educational achievement would likely be beneficial to the individuals, the economy and society.

TABLE 7
Population and Percentages by Educational Level
15 Years and over - Living off reserves
Estimates in thousands, rounded to the nearest hundred.

Educational attainment	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	
Persons in thousands																			
Indigenous peoples																			
Total, all education levels	#	639.1	673.3	707.3	741.3	777.5	821.8	866.9	911.7	956.6	997.6	1,024.40	1,050.10	1,075.90	1,101.60	1,128.30	1,157.00	1,187.20	1,218.40
Less than high school 1	#	233.7	237.5	233.8	249.3	252.7	265.3	262.8	263.3	274.1	284.2	281.4	264.2	275.5	269	265.8	257.9	279.4	278.3
Less than high school 1	%	36.6	35.3	33.1	33.6	32.5	32.3	30.3	28.9	28.7	28.5	27.5	25.2	25.6	24.4	23.6	22.3	23.5	22.8
High school graduate or some post-secondary 2	#	185.4	198.1	212	219	232.8	239.8	264.7	280.7	298.8	301	311.1	333.2	333.8	335.1	341.9	340.9	369.3	374.2
High school graduate or some post-secondary 2	%	29.0	29.4	30.0	29.5	29.9	29.2	30.5	30.8	31.2	30.2	30.4	31.7	31.0	30.4	30.3	29.5	31.1	30.7
Completed post-secondary education 3	#	220	237.7	261.6	272.9	292.1	316.7	339.4	367.8	383.7	412.4	431.9	452.7	466.6	497.5	520.6	558.3	538.5	565.9
Completed post-secondary education 3	%	34.4	35.3	37.0	36.8	37.6	38.5	39.2	40.3	40.1	41.3	42.2	43.1	43.4	45.2	46.1	48.3	45.4	46.4
Non-Indigenous people																			
Total, all education levels	#	25,829.90	26,157.90	26,501.60	26,835.50	27,125.70	27,407.20	27,675.70	27,920.10	28,109.70	28,385.80	28,737.00	29,155.30	29,558.40	29,973.10	30,201.30	30,664.00	31,482.50	32,600.80
Less than high school 1	#	5,716.00	5,630.90	5,543.40	5,391.00	5,274.30	5,202.60	5,046.60	4,925.50	4,803.90	4,749.90	4,585.40	4,446.80	4,406.00	4,227.80	4,103.40	4,155.90	4,134.30	4,213.70
Less than high school 1	%	22.1	21.5	20.9	20.1	19.4	19.0	18.2	17.6	17.1	16.7	16.0	15.3	14.9	14.1	13.6	13.6	13.1	12.9
High school graduate or some post-secondary 2	#	7,191.60	7,332.10	7,470.90	7,497.50	7,528.40	7,500.80	7,656.50	7,772.70	7,647.30	7,599.70	7,754.10	7,831.60	7,624.70	7,811.10	7,664.30	7,560.90	7,648.00	7,814.10
High school graduate or some post-secondary 2	%	27.8	28.0	28.2	27.9	27.8	27.4	27.7	27.8	27.2	26.8	27.0	26.9	25.8	26.1	25.4	24.7	24.3	24.0
Completed post-secondary education 3	#	12,922.30	13,194.90	13,487.20	13,947.00	14,323.00	14,703.80	14,972.70	15,221.90	15,658.50	16,036.20	16,397.50	16,876.90	17,527.80	17,934.20	18,433.60	18,947.20	19,700.10	20,573.00
Completed post-secondary education 3	%	50.0	50.4	50.9	52.0	52.8	53.6	54.1	54.5	55.7	56.5	57.1	57.9	59.3	59.8	61.0	61.8	62.6	63.1

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.

Statistics Canada. Table 14-10-0359-01 Labour force characteristics by Indigenous group living off reserve and educational attainment (x 1,000)
<https://www150.statcan.gc.ca/t1/tb1/en/tv.action?pid=1410035901>

Summary

The unemployment rate has been higher for the Indigenous population than the non-Indigenous population every year since 2007. The unemployment rate increased in 2023 and 2024 for both the Indigenous and non-Indigenous populations.

The employment and participation rates were lower for the Indigenous population than the non-Indigenous population for every year since 2007, except in 2022, when the participation rate was higher for Indigenous people. In 2023 and 2024, the employment and participation rates decreased for the Indigenous population. Both these rates increased for the non-Indigenous population in 2023 but decreased in 2024.

As educational levels increase, unemployment rates decrease, employment rates increase, and participation rates increase for both the Indigenous and non-Indigenous populations. This has been the case for each year since 2007. Further, as educational levels increase, the difference in the unemployment rates between the Indigenous and non-Indigenous populations decrease. These findings are highly significant, as it shows the relationships between the educational level achieved and the measures of employment

Lower unemployment rates and higher employment and participation rates are an indication of how well an economy is doing. The data reported here shows a clear relationship between education and the three key employment measures; however, it does not demonstrate a causal relationship. Nonetheless, based upon these results, a more educated population will be better off from an employment perspective. Given this, it seems reasonable for families, communities, society and governments to work to ensure that as many people as possible are provided with the support and opportunities to achieve as high a level of education that they would seek to obtain.

REFERENCES

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Statistics Canada, Labour Force Survey, personal correspondence.

Statistics Canada, Labour Force Survey, Table: 14-10-0365-01 Labour force characteristics by Indigenous group and educational attainment
<https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=1410035901>
<https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=1410036101>
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