

Profile of the New Brunswick Labour Force



2013 Profile of the New Brunswick Labour Force

Province of New Brunswick
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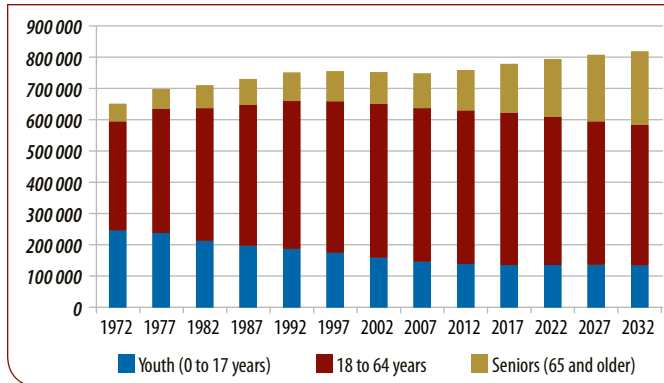
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Population Trends

In 2013, Statistics Canada estimated New Brunswick had a population of 756,050, and according to one of the latest population models, New Brunswick is projected to grow slightly over the next quarter of a century. While different models vary slightly, declining birth rates and an expanding older population all point to a declining population. According to the population model used in the preparation of this report, New Brunswick's population is expected to peak at approximately 766,200 persons in 2032.

The structure of the New Brunswick population has shifted over the last 40 years. In simple terms, the senior cohort has been steadily increasing while the youth cohort has been steadily decreasing. This trend is expected to continue as can be seen in Graph 1. When New Brunswick eventually reaches the forecasted peak, an aging population means that both the actual number and proportion of persons 18-64 will also shrink. This combination of trends that gives way to both a shrinking and aging workforce, places New Brunswick in a vulnerable position.

Graph 1 Age distribution of the NB population
1971–2011 estimates and 2012–2036 projections



Source: Statistics Canada, CANSIM Tables 051-0001 and 052-0005

New Brunswick's population is now older than the Canadian average. The New Brunswick median age in 2012 was 43.4 years whereas the median age for Canada was 40.0 years.

To understand and describe this population structure, a measure called the **Dependency Ratio** is used. Dependency ratios are based on the idea that "youth" under the age of 18 are more likely to be dependents, and "seniors" over 65 are more likely to be retired. Youths (through educational spending) and seniors (through retirement and health related services) tend to require a larger proportion of government supports than the 18 to 64 year old group. When numbers of "youth" or "seniors" are weighed against numbers of persons between 18 and 64, these ratios allow for easier comparison of changing population structures over time.

New Brunswick Population Trends						Canada
Years	1972	1982	1992	2002	2012	2012
Total population	648,769	707,457	748,121	749,331	755,950	35.1 million
Median age	24.3	28.5	33.4	38.8	43.4	40.0
Total dependency ratio	0.870	0.676	0.590	0.531	0.547	0.523
Youth dependency	0.713	0.509	0.404	0.325	0.284	0.304
Senior dependency	0.157	0.167	0.186	0.206	0.262	0.228

Source: Statistics Canada, CANSIM Tables 051-0001

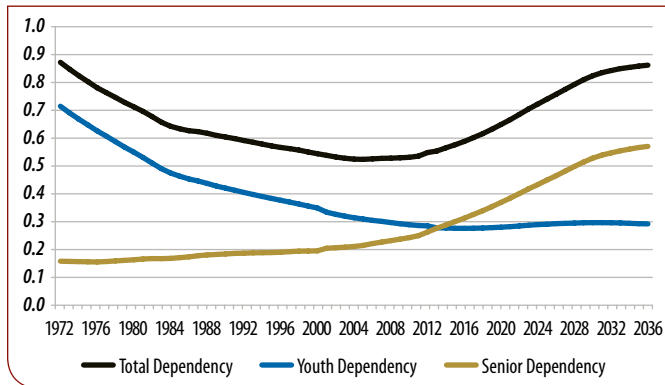
At first glance, the New Brunswick dependency ratio doesn't appear to be changing much. Between 2001 and 2011, the total dependency ratio dropped only slightly. However, the total dependency ratio masks a major shift in the population where youth proportions are dropping



quickly, and are being replaced by senior age groups. In relation to Canadian average ratios, the New Brunswick youth component is smaller and the senior component is larger.

Another way to view this situation is to examine changing dependency ratios over time. The graph below shows dependency ratios for the same data as presented in the bar graph in Graph 1 (see page 3).

Graph 2 New Brunswick dependency ratios
1971–2011 estimates and 2012–2036 projections



Source: Statistics Canada, CANSIM Tables 051-0001 and 052-0005

In the 1970's, the senior population was relatively small compared to the total population, so the dependency ratio was also small. Youth in that timeframe were relatively large compared to the 18 to 64 years age cohort, so the dependency ratio was quite large. Now in 2013, New Brunswick finds itself at a demographic crossroads. The children of the post-war era (1946-1965) are currently entering the senior age cohort, and since there were such large numbers of baby-boom children, pending increases to the senior dependency ratio will be dramatic over the next 25 years. This creates significant challenges for economic growth in the province as the working age labour force shrinks and the demand for healthcare and social services for seniors intensifies.

Calculating Population Dependency Ratios

Total dependency ratio = (youth + senior) / core group

Youth dependency ratio = youth / core group

Senior dependency ratio = senior / core group

Youth = persons aged 0 to 17 years

Core group = persons aged 18 to 64 years

Senior = persons aged 65+ years

In 2011, the New Brunswick dependency ratio was 0.534.

This means that for every person of working age, there are 0.534 persons of dependent age.

Key Labour Force Statistics

Annual Averages

	2011	2012	+/-	% change
Working age population	619,400	620,400	1,000	0.2%
Labour force	389,200	391,400	2,200	0.6%
Employed	352,000	351,400	-600	-0.2%
Unemployed	37,100	40,000	2,900	7.8%
Not in labour force	230,200	229,000	-1,200	-0.5%
Unemployment rate	9.5%	10.2%	0.7p.p.	-
Participation rate	62.8%	63.1%	0.3p.p.	-
Employment rate	56.8%	56.6%	-0.2p.p.	-

p.p. = percentage point

Source: Statistics Canada, CANSIM Table 282-0002

- In 2012, there were roughly 391,400 persons actively participating in the labour force, 2,200 more than 2011.
- During 2012, approximately 351,400 New Brunswickers were employed, 600 fewer than in 2011.
- Over 2012, there were around 40,000 persons unemployed in the province, 2,900 more than 2011. The unemployment rate was 10.2%, 0.7 of a percentage point higher than 2011.
- In 2012, there were 1,200 fewer people that would have been considered not in the labour force (229,000) when compared to 2011 (230,200).

Year-to-date Figures

New Brunswick	2012 (Jan-Aug)	2013 Year-to-date (Jan-Aug)	+/-	% change
Working age population	620,400	619,900	-500	-0.1%
Labour force	391,700	392,000	300	0.1%
Employed	352,800	350,200	-2,600	-0.7%
Unemployed	38,900	41,900	3,000	7.7%
Not in labour force	228,700	227,900	-800	-0.3%
Unemployment rate	9.9%	10.7%	0.8p.p.	-
Participation rate	63.2%	63.2%	0.0p.p.	-
Employment rate	56.9%	56.5%	-0.4p.p.	-

Source: Statistics Canada, CANSIM Table 282-0087

- So far this year (Jan-Aug 2013), New Brunswick's labour force stands at 392,000, which means there are 300 more people actively participating in the labour force when compared to the same period last year (Jan-Aug 2012).

- So far this year (Jan-Aug 2013), there were 350,278 people working, 2,600 less when compared to the same period last year (Jan-Aug 2012).
- So far this year (Jan-Aug 2013), there were approximately 41,900 people unemployed and actively seeking work, 3,000 more when compared to the same period last year (Jan-Aug 2012). The unemployment rate has hovered around 10.7%, 0.8 of a percentage point higher than the same time last year (Jan-Aug 2012).
- So far this year (Jan-Aug 2012), the number of persons not in the labour force has fallen by another 800.

Urban/Rural Divide



	Urban NB	Rural NB	New Brunswick
Working age population	367,400	252,900	620,400
Labour force	240,900	150,400	391,400
Employment	221,700	129,700	351,400
Unemployment	19,200	20,700	40,000
Not in labour force	126,500	102,500	229,000
Unemployment rate (%)	8.0	13.8	10.2
Participation rate (%)	65.6	59.5	63.1
Employment rate (%)	60.3	51.3	56.6

Source: Statistics Canada, CANSIM Table 282-0119

- In 2012, the majority of New Brunswick's working age population (59.2%) was found in one of the urban population centres of the province.
- The majority of New Brunswick's labour force (61.5%) resides in one of the urban population centres of the province. In 2012, urban New Brunswick had a 65.6% labour force participation rate compared to 59.5% labour force participation rate in rural New Brunswick.
- The majority of employment in the province (63.1%) is located in one the urban population centres of the province. In 2012, urban New Brunswick had a 60.3% employment rate compared to a 51.3% employment rate for rural New Brunswick.

- In 2012, 51.8% of all unemployment was found in rural New Brunswick, while only 38.4% of the labour force was found there. This explains why rural New Brunswick had a 13.8% unemployment rate compared to 8.0% for urban New Brunswick.
- In 2012, 405 out of every 1,000 people in rural New Brunswick were classified not in the labour force, whereas only 344 out of every 1,000 persons living in urban New Brunswick were classified not in the labour force.

Notes:

Census metropolitan areas and census agglomerations are large urban areas (known as urban cores) together with adjacent urban and rural areas (known as urban and rural fringes) that have a high degree of social and economic integration with the urban cores. A census metropolitan area (CMA) has an urban core population of at least 100,000 and a census agglomeration (CA) has an urban core population between 10,000 and 99,999 based on the previous census. Urban New Brunswick is comprised of all census metropolitan areas and census agglomerations found in the province. This includes the Moncton and Saint John CMA's and the Fredericton, Bathurst, Edmundston, Miramichi, and Campbellton CA's. Rural New Brunswick is comprised of all non-census metropolitan areas and non-census agglomerations.



Sub-regional Statistics

The three largest population centres in northern New Brunswick

	Bathurst CA	Edmundston CA	Miramichi CA	Combined	New Brunswick
Working age population	26,000	15,900	12,900	54,800	620,400
Labour force	15,900	10,500	7,000	33,400	391,400
Employment	14,100	9,700	6,100	29,900	351,400
Unemployment	1,800	900	1,000	3,700	40,000
Not in labour force	10,100	5,400	5,900	21,400	229,000
Unemployment rate (%)	11.0	8.4	13.5	11.1	10.2
Participation rate (%)	61.0	66.4	54.2	61.0	63.1
Employment rate (%)	54.3	61.0	46.9	54.6	56.6

Source: Statistics Canada, CANSIM Tables 282-0002 and 282-0015

- In 2012, the three largest population centres in northern New Brunswick comprised only 8.5% of the New Brunswick labour force, 8.5% of all employment in the province, 9.3% of all unemployment, and 9.3% of all the persons not in the labour force. The three largest population centres in northern New Brunswick have a combined unemployment rate of 11.1%, which was 0.9 of a percentage point higher than the provincial rate.

The three largest population centres in southern New Brunswick

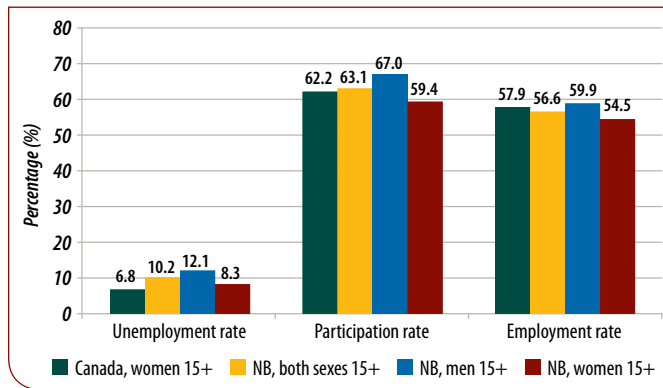
	Moncton CMA	Saint John CMA	Fredericton CA	Combined	New Brunswick
Working age population	117,000	106,600	79,200	302,800	620,400
Labour force	79,600	70,000	52,800	202,400	391,400
Employment	74,200	63,900	49,600	187,700	351,400
Unemployment	5,400	6,100	3,300	14,800	40,000
Not in labour force	37,400	36,600	26,400	100,400	229,000
Unemployment rate (%)	6.8	8.7	6.2	7.3	10.2
Participation rate (%)	68.0	65.7	66.7	69.0	63.1
Employment rate (%)	63.4	59.9	62.5	62.0	56.6

Source: Statistics Canada, CANSIM Tables 282-0002, 282-0110, and 282-0015

- In 2012, the three largest population centres in southern New Brunswick comprised 51.7% of the New Brunswick labour force, 53.4% of all employment in the province, but only 37.0% of all unemployment, and 44.0% of all the persons not in the labour force. The three largest population centres in southern New Brunswick have a combined unemployment rate of 7.3%, which was 2.9 percentage points lower than the provincial rate.

Women

Graph 3 Labour force characteristics of women



Sources: Statistic Canada, CANSIM Tables 282-0002, 282-0004 and 282-0070

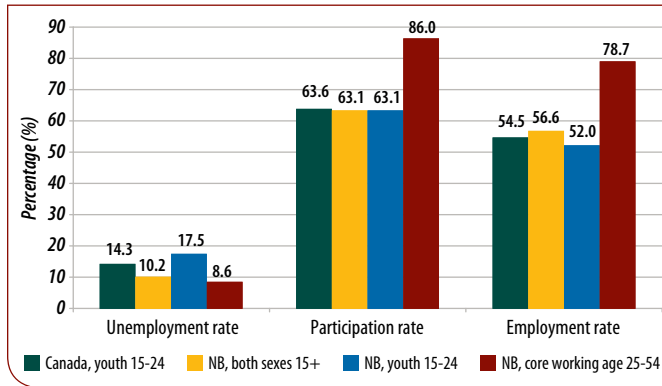
- Women have a lower labour force participation rate than men in New Brunswick (59.4% compared to 67.0%) and across Canada (62.2% compared to 71.3%).
- Women have a lower employment rate than men in New Brunswick (54.5 compared to 58.9%) and across Canada (57.9% compared to 65.8%).
- Women have a lower unemployment rate than men, both in New Brunswick (8.3% compared to 12.1%) and across Canada (6.8% compared to 7.7%).
- Part-time work accounts for a larger share of women's employment (22.1%) in New Brunswick than men's (9.4%). The proportion of women's employment made up by part-time work is lower in New Brunswick (22.1%) than for all of Canada (26.5%).
- Women and men in New Brunswick have similar levels of educational attainment; however, women have a somewhat lower share of individuals with less than a high school diploma (22.3%) than men (24.9%) and a somewhat higher share of post-secondary education (PSE) certificates, diplomas or degrees (49.6% and 46.1% respectively).
- The average annual wage for women working full time, full year is \$39,484.64, compared to \$47,330.92 for men. The average annual wage for women working part time, full year is \$14,450.08, compared to \$10,876.84 for men.

	NB, women, 15+	NB, men, 15+
Population	320,000	300,400
Labour force	190,100	201,300
Employment	174,400	177,000
<i>Full-time employment</i>	135,900	160,300
<i>Part-time employment</i>	38,500	16,700
Unemployment	15,700	24,300
Not in labour force	129,900	99,000
Unemployment rate (%)	8.3	12.1
Participation rate (%)	59.4	67
Employment rate (%)	54.5	58.9



Youth

Graph 4 Labour force characteristics of youth



Sources: Statistic Canada, CANSIM Tables 282-0002, 282-0004 and 282-0070

- Youth in New Brunswick have a much higher unemployment rate (17.5%) than the working age population (15+) in the province (10.2%) and a higher unemployment rate than youth across Canada (14.3%).
- New Brunswick youth have a similar participation rate (63.1%) than the working age population (15+) in New Brunswick (63.1%); however, they have a lower employment rate (52.0% compared to 56.6%).
- The labour force characteristics of the core working age population (25-54) are generally better (i.e. higher employment, lower unemployment, etc.) than for youth (15-24).
- Youth employment accounts for 13.4% of all employment in New Brunswick, and 14.6% of the total working age population.
- The majority of youth who work are employed on a full-time basis; however, the proportion working part-time (40.2%) is higher than many other groups.
- The share of youth with a high school diploma (23.8%) as their highest level of schooling is similar to the core working age population (23.0% of those 25-54).
- The share of youth (41.1%) with some post-secondary education or a post-secondary certificate, diploma or bachelors degree¹ is much lower than the 65.2% of the core working age population (those 25-54) that have the same credentials.

¹ Given most 15-24 year olds have not had the time to complete a graduate degree; graduate degrees were not included in this analysis.

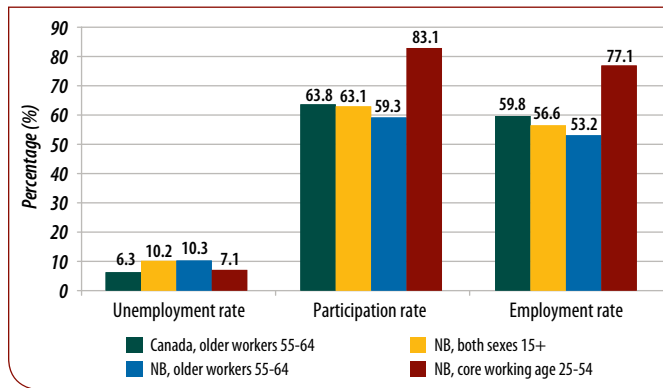
- New Brunswick youth have similar levels of educational attainment as youth in Canada.
- The average annual wage for youth is \$19,828.12, compared to \$43,222.92 for the core working age population (25-54).

	NB, youth, 15-24	NB, total, 15+
Population	90,300	620,400
Labour force	57,000	391,400
Employment	47,000	351,400
<i>Full-time employment</i>	28,100	296,200
<i>Part-time employment</i>	18,900	55,300
Unemployment	10,000	40,000
Not in labour force	33,300	229,000
Unemployment rate (%)	17.5	10.2
Participation rate (%)	63.1	63.1
Employment rate (%)	52.0	56.6



Older Workers

Graph 5 Labour force characteristics of older workers



Sources: Statistic Canada, CANSIM Tables 282-0002, 282-0004 and 282-0070

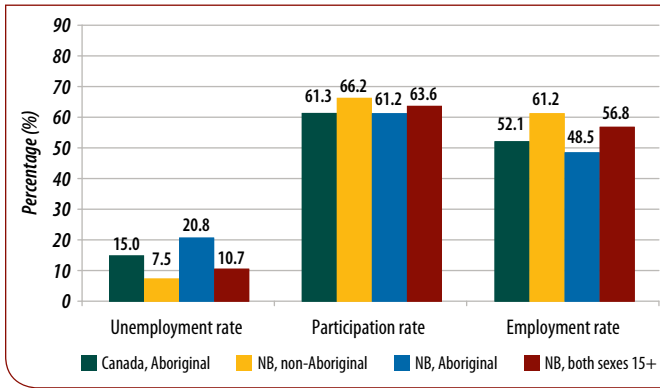


- Older workers in New Brunswick have a lower employment rate (53.2%) and participation rate (59.3%) than older workers across Canada or the working age population (15+) of New Brunswick.
- There are large gaps in participation (27 p.p.) and employment (25 p.p.) rates between older workers and the core working age population (25-54) in New Brunswick.
- The majority of older workers are employed full-time, while 15.1% work part-time.
- The share of older workers with less than a high school diploma (24.0%) is somewhat higher than that of the working age population (23.5%), and the share of older workers with a high school diploma is slightly higher (23.1% compared to 21.6%).
- The share with some PSE is lower for older workers than the working age population (4.6% and 7.0% respectively) and the share of older workers with a PSE certificate, diploma or degree (49.0%) is considerably lower than the core working age population, 25-54 (63.4%).
- Persons 55 and older have an average annual wage of \$39,385.32, slightly lower than the core working age population, 25-54 (\$43,222.92).

	NB older workers, 55-64	NB total working age 15+
Population	111,100	620,400
Labour force	65,900	391,400
Employment	59,100	351,400
<i>Full-time employment</i>	50,200	296,200
<i>Part-time employment</i>	8,900	55,300
Unemployment	6,800	40,000
Not in labour force	45,200	229,000
Unemployment rate (%)	10.3	10.2
Participation rate (%)	59.3	63.1
Employment rate (%)	53.2	56.6

Aboriginal People

Graph 6 Labour force characteristics of Aboriginals



Source: 2011 National Household Survey

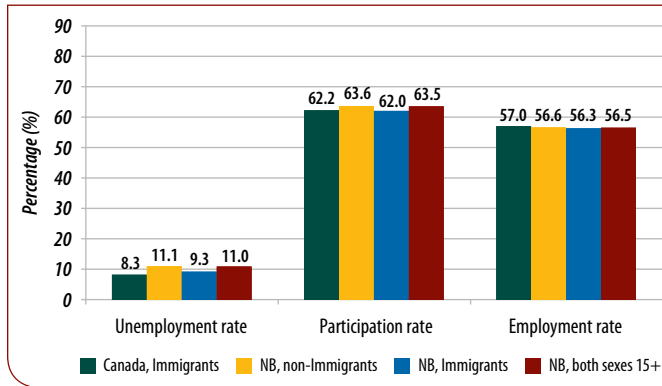


- Aboriginal people comprise 3.1% (22,620) of New Brunswick's population (2011).
- In New Brunswick, Aboriginal people have a much higher unemployment rate (20.8%) than the non-Aboriginal population (10.7%), even though the participation rates of the two groups are very similar.
- It is clear that Aboriginal people face barriers to employment that extend beyond barriers to increasing labour force participation.
- New Brunswick's Aboriginal population has a higher unemployment rate (20.8% compared to 10.7%) rate and a lower employment rate (48.5% compared to 56.8%) than the national rates for these measures.
- In New Brunswick, Aboriginal people have a much larger share of individuals with less than a high school diploma (34.5%) than the non-Aboriginal population (24.6%).
- Aboriginal people have a lower share with high school diplomas (24.8% compared to 27.0%).
- Aboriginal people in New Brunswick have a larger proportion of Apprenticeship / Trades Certificates (12.8%) than the non-Aboriginal population (11.2%), and the attainment of a college certificate or diploma is slightly lower for Aboriginals than for non-Aboriginals (16.4% and 18.8% respectively).
- There is a significant gap in the attainment of university certificates, diplomas or degrees between Aboriginal people (8.7%) and the non-Aboriginal population (15.5%).
- The average annual income for Aboriginal people in the province is \$22,320, compared to \$32,944 for non-Aboriginals.

	NB, Aboriginal	NB, non-Aboriginal
Population	16,905	605,530
Labour force	10,340	385,080
Employment	8,195	343,745
Unemployment	2,150	41,340
Not in labour force	6,570	220,450
Unemployment rate (%)	61.2	63.6
Participation rate (%)	48.5	56.8
Employment rate (%)	20.8	10.7

Immigrants

Graph 7 Labour force characteristics of immigrants



Source: 2011 National Household Survey

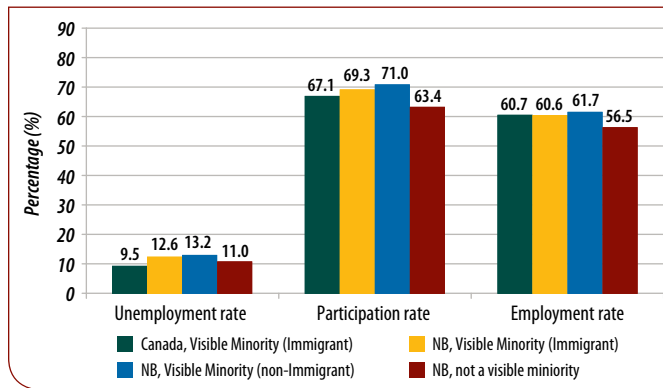
	NB, immigrants	NB, non-immigrants
Population	25,895	593,840
Labour force	16,060	377,785
Employment	14,575	335,955
Unemployment	1,490	41,830
Not in labour force	9,830	216,055
Unemployment rate (%)	62	63.6
Participation rate (%)	56.3	56.6
Employment rate (%)	9.3	11.1

- In 2011, there were 28,465 immigrants residing in New Brunswick; 25,895 of those are part of the working age population (15+).
- In New Brunswick, immigrants lag behind the non-immigrant population in participation and employment rates; however, immigrants have a lower unemployment rate than the non-immigrant population in New Brunswick.
- The labour force characteristics of immigrants in New Brunswick are similar to those for immigrants across Canada.
- In New Brunswick, the share of immigrants (12.9%) with less than a high school diploma is smaller than the share of the non-immigrant population (25.5%).
- The proportions of those with high school diplomas, trades certificates and college diplomas are similar between immigrants and non-immigrants.
- A much larger share of the immigrant population (37.3%) in New Brunswick has a university certificate, diploma or degree, compared to the non-immigrant population (17.3%).
- The average income for immigrants in the province is \$36,360, which is higher than non-immigrants (\$32,549).



Visible Minorities²

Graph 8 Labour force characteristics of visible minorities



Source: 2011 National Household Survey

	NB, visible minority (immigrant)	NB, visible minority (non-immigrant)	NB, non-visible minority
Population	7,435	3,690	609,740
Labour force	5,155	2,620	386,750
Employment	4,505	2,275	344,350
Unemployment	650	345	42,395
Not in labour force	2,280	1,065	222,990
Unemployment rate (%)	12.6	13.2	11.0
Participation rate (%)	69.3	71.0	63.4
Employment rate (%)	60.6	61.7	56.5

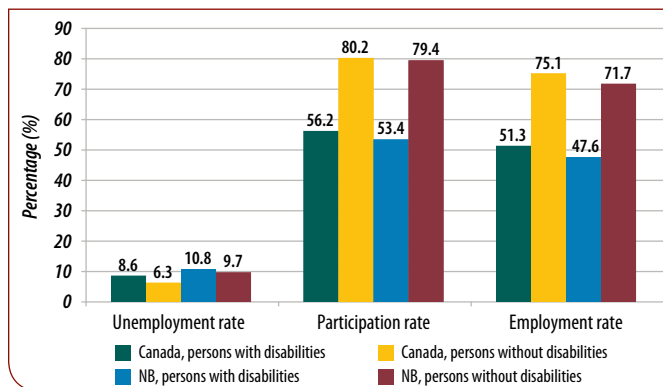
- In New Brunswick, visible minorities who are immigrants have stronger labour market characteristics than non-visible minorities, while visible minorities who are not immigrants have slightly weaker employment, participation and unemployment rates than non-visible minorities.
- The labour force characteristics of immigrant visible minorities in New Brunswick are on par with visible minority immigrants from the rest of Canada.
- In New Brunswick, non-immigrant visible minorities have lower employment rates and higher unemployment rates than non-visible minorities and than immigrant visible minorities.
- The proportion of individuals with less than a high school diploma in New Brunswick is much lower for visible minorities (15.5%) and immigrant visible minorities (13.0%) than non-visible minorities (25.1%).
- Visible minorities (22.5%) have a slightly lower share of persons with a high school diploma as their highest level of schooling than non-visible minorities (27.0%), immigrant visible minorities have a smaller share (17.0%).
- The share of visible minorities (39.4%) and immigrant visible minorities with a university credential is much higher (47.1%) than non-visible minorities with a university certificate, diploma or degree (14.9%).



² Visible minorities are defined as “persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour”. The visible minority population consists mainly of the following groups: Chinese, South Asian, Black, Arab, West Asian, Filipino, Southeast Asian, Latin American, Japanese and Korean.

Persons with Disabilities

Graph 9 Labour force characteristics of persons with disabilities



Source: 2006 Census (results from 2012 Canadian Survey on Disability not yet released³)

- Persons with disabilities (PWD's) represent approximately 10.0% of the entire employed labour force in New Brunswick (33,790 of the 337,620 employed).
- PWD's in New Brunswick have a much lower labour force participation rate than persons without disabilities in New Brunswick (53.4% compared to 79.4%) and across Canada (56.2% compared to 82.0%).
- PWD's employment rates are significantly lower than persons without disabilities, with a gap of more than 26 percentage points (53.4% compared to 79.4%).
- PWD's have a higher unemployment rate than persons without disabilities, both in New Brunswick and across Canada.
- PWD's (33.5%) have a larger share with less than a high school diploma than persons without disabilities (23.2%); however, persons without disabilities (27.3%) have a larger share of those with a high school diploma as their highest level of schooling (compared to 23.4% for PWD).
- PWD's (13.0%) have a larger share of people with an apprenticeship/trades certificate than persons without disabilities (10.3%).
- Persons without disabilities (36.8%) have a much higher share of post-secondary credentials (certificate, diploma or degree) than PWD (29.3%).

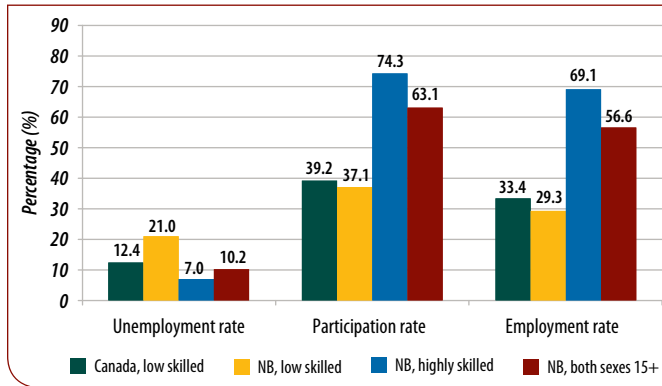
	NB, PWD's, 15+	NB, persons without disabilities, 15+
Population	70,950	423,670
Labour force	37,910	336,420
Employment	33,790	303,830
Unemployment	4,110	32,590
Not in labour force	33,040	87,250
Unemployment rate (%)	10.8	9.7
Participation rate (%)	53.4	79.4
Employment rate (%)	47.6	71.7



3 Results of the survey will be available in the winter of 2013/14

Low Skilled Workers

Graph 10 Labour force characteristics of low skilled workers



Sources: Statistic Canada, CANSIM Table 282-0004



- Low skilled workers (defined as individuals with less than a high school diploma), provincially and nationally, have much weaker labour market characteristics than the highly skilled population (those with a postsecondary certificate, diploma, or degree).
- Low skilled workers (21.0%) in New Brunswick have a much higher unemployment rate than the high skilled population (7.0%).
- The participation and employment rates of low-skilled workers are much lower than the high skilled population.
- New Brunswick has a larger share of working age individuals with less than a high school diploma (23.5%) than Canada as a whole (19.1%).
- Canada has a higher share of its working age population (53.6%) with post-secondary education credentials (certificates, diplomas or degrees) than New Brunswick (48.0%).
- The share of the working age population with some PSE is similar in New Brunswick and Canada.

	NB, persons with less than a high school diploma	NB, total – all levels of education
Population	146,100	620,400
Labour force	54,200	391,400
Employment	42,800	351,400
<i>Full-time employment</i>	30,900	296,200
<i>Part-time employment</i>	12,000	55,300
Unemployment	11,400	40,000
Not in labour force	91,900	229,000
Unemployment rate (%)	21.0	10.2
Participation rate (%)	37.1	63.1
Employment rate (%)	29.3	56.6

Please feel free to contact us if you have any questions.

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