Atlantic Indigenous Labour Market Initiative

What is the research about?

The research identifies likely trends over the medium and long term in the level, composition and sources of labour demand and labour supply. It predicts the expected number of job openings, which geographic areas will have the fastest growing demand for workers, which occupations will be in the highest demand, levels of education and training needed for the predicted job openings, and how the aging workforce will affect employment across the region. The implications of the findings for Atlantic Aboriginal communities are fully investigated and recommendations outlining an Aboriginal employment strategy was developed.

What does the research do?

Over the past several years there has been a strong focus on enhancing inclusion of Aboriginal individuals and businesses into the mainstream economy in Canada broadly, and within Atlantic Canada specifically where labour market demography is among the most challenging in Canada. The research included surveys, community engagement sessions, key informant interviews, and secondary analysis to identify policy and program initiatives that will leverage present and future employment opportunities for Atlantic Aboriginal communities.

Why is the research important?

In the next decade, the Canadian economy is expected to offer significant opportunities for employment. Those opportunities reflect both Canada's emergence as a knowledge economy and the impact of workforce retirement of the baby boomer generation. This is especially significant in the Atlantic Region where aging populations are increasing rapidly. An expectation exists that future demand for a skilled labour force will be serviced, in part, by an increasing Aboriginal workforce. An increasing number of Aboriginal youth will be entering the workforce in all sectors of the overall Atlantic economy through the coming years.

Workforce talent recruitment and retention is one of the most urgent issues facing the Atlantic region. The research provides data to inform mobilization of the more favorable demography of Aboriginal communities to positively influence their employment outcomes and, by doing so, improve the labour market outcomes in the Atlantic region overall.

Research team:

Ron L'Esperance, President of GATN; Tom McGuire, Vice President of GATN; Darlene McCulloch, Senior Associate at GATN; Stephen Coyle: Director of Research Solutions, GATN; and Corinne MacLellan: GATN Associate and Symposium/Communications Management