

CENSUS 2016 CENTRAL OKANAGAN HIGHLIGHTS

Unless otherwise noted (see COEDC commentary boxes), all headings, comments, tables and data have been directly sourced from [Statistics Canada, Census Profile, 2016 Census](#).

Labour in Canada



A larger proportion of people aged 65 and older are working

Nearly one in five (19.8%) Canadians aged 65 and older reported working at some point in 2015. This was almost double the proportion in 1995, with most of the increase coming from part-year and/or part-time work. In 2015, 25.7% of men and 14.6% of women aged 65 and older reported working.

Employment rates among seniors can be attributed to several economic and social changes. Some may work past traditional retirement age by choice, or out of necessity. Factors such as higher levels of educational attainment of seniors are associated with higher levels of employment. Higher employment rates could also be related to an increase in the debt levels of older Canadians, increased wages and more favourable employment opportunities, better health, and an increasingly service-sector oriented labour market with less manual labour.

Among older Canadians who are working, their median employment income has grown significantly since 2005. Canadians aged 65 to 74 who worked full year, full time saw their median employment income grow by 30.6%, from \$33,842 to \$44,193 (both in 2015 constant dollars).

Fewer men and women aged 25 to 54 were working full-time all year in 2015

The period from 2005 to 2015 saw an overall shift from full-time, full-year employment to part-time or part-year work. The shift away from full-time, year-round employment to part-time and part-year work is related to a combination of social and economic changes, such as the 2008-2009 financial crisis and automation technologies, which have affected the labour market. It also coincides with a shift from traditional to more flexible work schedules—and personal choice.

In 2015, 56.2% of men aged 25 to 54 worked full time all year, down from 63.3% a decade earlier, and the lowest proportion since 1980—the first reference year for which comparable statistics were collected. The proportion of core-aged women who worked full time all year also declined, but less markedly.

Regional trends in employment rates reflect the population and migration changes

In May 2016, 17.2 million people were employed in Canada. The employment rate—that is, the number of workers as a proportion of the total population aged 15 and older—was 60.2%, down from 62.6% in May 2006.

Employment rates varied significantly across Canada in 2016, reflecting a number of factors, including growth in certain industries such as oil, the age structure of provinces and territories, and migration patterns over the past decade.

Employment rates in 2016 were above the national average on the Prairies, led by Alberta at 65.4%, and followed by Saskatchewan (63.5%) and Manitoba (61.7%). This is consistent with above-average migration growth in these provinces, with people moving there because of work prospects. However, in each of these provinces, the employment rate was lower than in 2006, partly due to the economic impact of lower oil prices.

The lowest employment rates were in Newfoundland and Labrador (49.5%) and Nunavut (53.6%). These two regions also had the lowest rates in 2006.

For the three largest CMAs, employment rates were slightly above the national average. Vancouver led the way at 61.8%, followed closely by Toronto (61.2%) and Montréal (61.0%).

COEDC Commentary

- The employment rate for the Kelowna CMA in 2016 was 59.2%, just below the provincial rate of 59.6% and the national rate of 60.2%. Among the 35 CMA's in Canada, the Kelowna CMA ranked 23rd based on employment rate.
- The employment rate for Central Okanagan communities, from highest to lowest, is as follows: District of Lake Country 62.5%; City of Kelowna 60.5%; City of West Kelowna 59.5%; Westbank First Nation – Tsinstikeptum 10 55.7% and Tsinstikeptum 9 46.3%; and the District of Peachland 46.1%.

Total population aged 15 years and over by Labour Force Status and broad age groups, Kelowna CMA, 2016

Labour Force Status	Total	15 to 24	25 to 64	65 and over
Total population aged 15 years and over	163,000	22,495	102,250	38,255
In the labour force	103,840	15,730	82,480	5,625
Employed	96,495	13,685	77,560	5,250
Unemployed	7,345	2,050	4,920	375
Not in the labour force	59,165	6,760	19,765	32,630
Participation rate (%)	63.7	69.9	80.7	14.7
Employment rate (%)	59.2	60.8	75.9	13.7
Unemployment rate (%)	7.1	13.0	6.0	6.7

Immigrants accounted for almost one-quarter of the labour force

From 2006 to 2016, about two-thirds of Canada's population growth was the result of migratory increase (the difference between the number of immigrants and emigrants). Similarly, the labour force was growing in large part due to increased immigration, with immigrants accounting for 23.8% of the labour force in 2016, up from 21.2% in 2006.

In 2016, half of the workforce in the CMA of Toronto were immigrants. The CMA of Vancouver had the second-highest proportion of immigrants in its labour force at 43.2%, followed by the CMA of Calgary at 32.5%.

The contribution of immigrants to the Canadian labour market is an important component of strategies to offset the impact of population aging, which might otherwise lead to a shrinking pool of workers and labour shortages. Many immigrants are admitted into Canada based on their skills and education.

In May 2016, among recent immigrants aged 25 to 54, 68.5% were employed, compared with an employment rate of 79.5% for core-aged immigrants who landed more than five years before the census, and 82.0% for the Canadian-born population.

Employment rates increased for Metis women and held steady for off-reserve First Nations women

As reported in the '[Aboriginal census release](#),' Aboriginal peoples represent 4.9% of the population and are one of Canada's fastest growing populations. However, Aboriginal people of core working age have notably lower employment rates compared with other groups.

In 2016, the employment rates for Aboriginal people aged 25 to 54 ranged from 47.0% for First Nations people living on reserve, to 74.6% among Métis. The employment rate for Aboriginal men was higher compared with Aboriginal women for all Aboriginal groups, except for Inuit women living inside Inuit Nunangat and for First Nations women living on reserve.

Youth employment declined

In 2016, for the second consecutive census, there were fewer people aged 15 to 24 (4.3 million) than people aged 55 to 64 (4.9 million).

This situation could lead to a number of challenges, particularly the renewal of the labour force, knowledge transfer, job retention, continuing education and labour productivity.

The employment rate for youths aged 15 to 24 fell from 57.2% in 2006 to 51.9% in 2016. Young men were less likely to work than their female counterparts in 2016, just as they were in 2006. The employment rate among young men fell 6.1 percentage points to 50.7% over this period, while it fell 4.4 percentage points to 53.1% among young women.

The overall employment rate for youth was highest in Quebec (54.8%) and Alberta (54.4%). Among the provinces and territories, young men in Yukon were most likely to work (54.6%) while young women in Quebec were most likely to work (56.8%). The youth employment rate was lowest in Nunavut (32.0%) and Newfoundland and Labrador (42.8%).

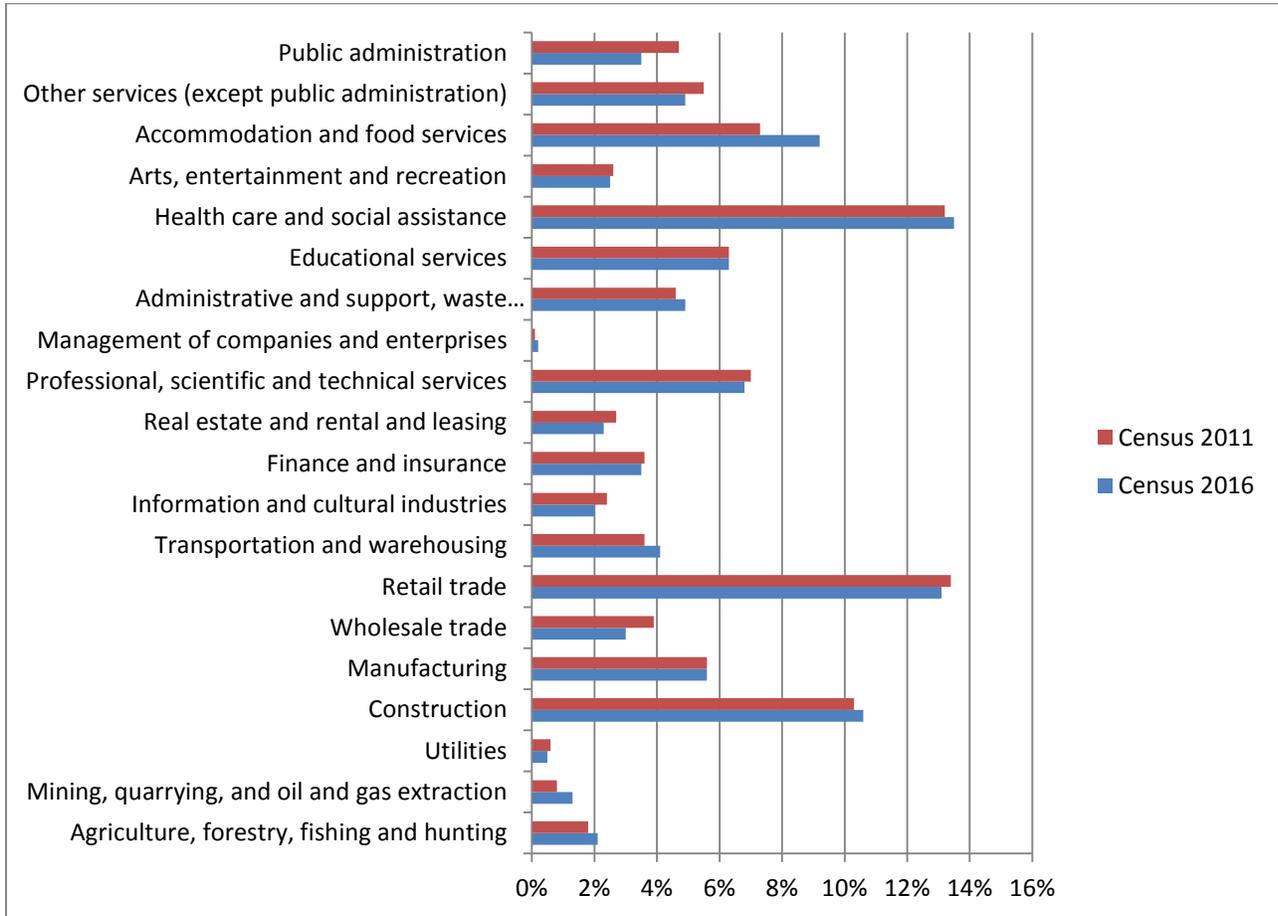
Job growth strongest in service industries

Continuing a trend which has existed for more than 50 years, employment growth was strongest in service-producing industries. From 2006 to 2016, employment in the services sector grew 12.0% to 13.7 million. At the same time, employment in the goods-producing sector fell 5.3% to 3.5 million. In May 2016, almost four out of five workers (79.7%) worked in the services sector, up from about 76.1% of the workforce in 1996.

The health care and social assistance industry was the largest employer among all industries in 2016, followed by retail trade. Just over two million people, representing 12.1% of all workers, were in health care and social assistance. Retail trade accounted for just under two million workers, or 11.5% of all workers.

The manufacturing sector had the third highest share of employment (8.8%) in 2016, totalling just over 1.5 million workers. In 2006, manufacturing had the highest share of workers, representing 11.9% of total employment. There were 385,200 (-20.3%) fewer people working in manufacturing in 2016 compared with 2006.

Distribution of the employed labour force aged 15 years and over by industry sectors, Kelowna CMA (Central Okanagan), 2011 and 2016



COEDC Commentary

- The top 3 industry sectors of employment for the Central Okanagan in 2016 are Healthcare and Social Assistance (13.5%); Retail Trade (13.1%) and Construction (10%).
- The 3 industry sectors in the region that saw the largest increase in their labour force distribution between 2011 and 2016 include: Accommodation and Food Services (from 7.3% to 9.2%); Transportation and Warehousing (from 3.6% to 4.1%) and Mining, Quarrying, and Oil and Gas Extraction (from 0.8% to 1.3%).

Retail salesperson remains the most common occupation

The most common occupations in Canada in 2016 were in the broad occupational category of sales and services, continuing a trend in recent decades. These jobs included food service counter attendants, service station attendants and grocery clerks.

Specifically, retail salesperson was the most common occupation in 2016, with 626,775 working in this position, representing 3.6% of all workers and with a median age of 33.1 years. This was also the top occupation in 2006. The second most common occupation in 2016 was retail and wholesale trade manager, representing 387,320 or 2.2% of all workers and with a median age of 45.7 years.

Among women, retail salespersons accounted for 355,620 people, or 4.3% of total female employment. This was followed by registered nurses and registered psychiatric nurses (3.2%), cashiers (3.1%), elementary school and kindergarten teachers (2.9%) and administrative assistants (2.8%).

Among men, the most common occupation was transport truck drivers, with 278,505 workers representing 3.1% of total male employment. This was followed closely by retail salespersons (3.0%), retail and wholesale managers (2.5%), janitors, caretakers and building superintendents (1.8%) and construction trades helpers and labourers (1.7%).

More men than women in managerial occupations

More managerial positions were occupied by men than by women in May 2016 (62.2% versus 37.8%). Although the share of women in these occupations edged up from 36.5% in 2006 to 37.8% in 2016, significant gender differences persisted in managerial occupations in agriculture, construction and manufacturing. At the same time, women outnumbered men in managerial occupations in finance, in advertising, marketing and public relations, as well as in health and education.

Women outnumbered men four to one in health occupations

Just under one million women were employed in the broad occupational category of health. As in previous censuses, women outnumbered men four to one in health occupations, due mainly to the high proportion of female registered nurses, nursing assistants and nurse aides.

Women are making significant strides in the medical field. In 2016, general practitioners and specialist physicians were more likely to be women than 20 years earlier. Among core-aged people (those aged 25 to 54), 50.1% of general practitioners and specialist physicians were women in 2016, up from 34.0% in 1996.

High-tech occupations growing

Emerging trends in technology are reflected in the Canadian labour market. Employment in the high-skilled computer and information systems professionals group grew by nearly 56,000 workers (+18.8%) from 2006 to 353,550 workers in 2016, representing 2.1% of total employment.

Men comprised just over three-quarters of computer and information systems professionals (76.9%) in 2016, slightly above their share of 74.2% in 2006. The median age for this occupation group was 40.9 years, and ranged from 34.7 years for web designers and

developers to 43.6 years for information systems analysts and consultants, as well as database analysts and data administrators.

English and French: Pathways to integration into the labour market

Data on the language of work confirm the importance of English and French, Canada's official languages, as languages of communication in the public sphere. For example, 99.2% of Canadians (19,804,505 people) who were employed between January 1, 2015, and May 7, 2016 reported that they used English or French at least on a regular basis in the workplace.

The portrait of the use of languages at work is relatively stable throughout Canada. The proportion of workers who reported using English rose from 85.0% in 2006 to 85.8% in 2016, an increase of 1,538,205 people. In Canada outside Quebec, 98.6% of workers reported using English at least on a regular basis, and 9 out of 10 workers reported using only English.

Despite an increase across Canada in the number of workers who use French, up 277,015 to 4,986,905 in 2016, their proportion of all workers in Canada fell during this period. Canada-wide, the use of French edged down from 25.7% in 2006 to 25.0% in 2016. In Quebec, the predominant use of French in the workplace fell from 82.0% in 2006 to 79.7% in 2016. This decline was mainly in favour of the equal use of French and English, which rose from 4.6% in 2006 to 7.2% in 2016.

Useful Census Links – Labour in Canada

[The Daily: Labour in Canada: Key results from the 2016 Census](#)

[Focus on Geography Series, Kelowna CMA, 2016 Census, Labour](#)

[Data Tables, 2016 Census - Labour](#)

[Data Tables – Industry – NAICS 2012, Class of Worker, Labour Force Status, Age, and Sex for the Labour Force Aged 15 Years and Over in Private Households of Canada, Provinces and Territories, Census Metropolitan Areas and Census Agglomerations, 2016 Census](#)