



**New Brunswick
Labour Force Trends
May 2022**



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Overview¹

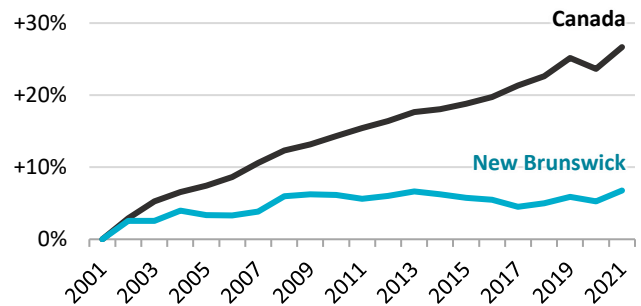
Labour Force Characteristics – New Brunswick – 2019 to 2021 (12-Month Averages)

	2019	2020	2021
Population Aged 15+	642,700	646,900	650,700
Labour Force	393,000	390,700	396,200
Employment	361,100	351,600	360,500
Full-Time	306,900	299,900	304,600
Part-Time	54,200	51,700	55,800
Unemployment	31,900	39,100	35,700
Participation Rate	61.1%	60.4%	60.9%
Employment Rate	56.2%	54.4%	55.4%
Unemployment Rate	8.1%	10.0%	9.0%

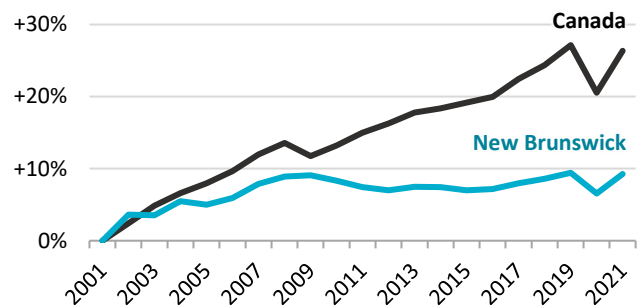
Throughout 2021, there were an average of 396,200 individuals participating in the labour force (i.e. employed or actively looking for work) in New Brunswick. This was above both the 12-month average of 390,700 seen throughout the pandemic-stricken 2020, and the average of 393,000 seen in 2019, the year immediately before the pandemic.

Recent trends in New Brunswick's labour force have been largely shaped by the province's aging population. Between 1991 and 2021, the number of individuals retiring each year in the province nearly tripled. This substantial increase in retirements has put significant downward pressure on labour force growth in the province. Up until recently, this had resulted in declining labour force and employment levels; however, leading up the pandemic, labour market conditions in the province had begun to show signs of improvement. These improvements were in large part due to an increased focus on immigration and other international migration by both the federal and provincial governments. Going into 2020, employment in the province had increased in four consecutive years, while the labour force had grown two years in a row.

Labour Force Growth Relative to 2001

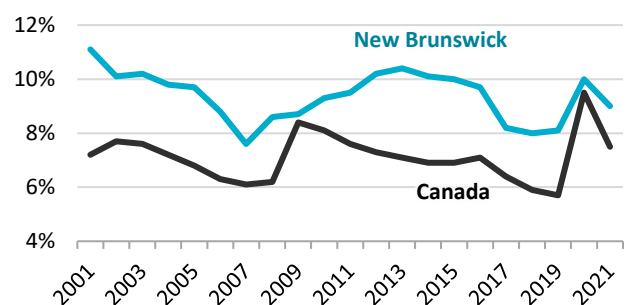


Employment Growth Relative to 2001



Furthermore, while the province's labour force and employment levels have trended upwards, unemployment has decreased significantly. Between 2013 and 2019, the province's unemployment rate fell from 10.3% to 8.1%. This downward trend in unemployment in the province has primarily been the result of increased employment opportunities arising as the result of retirements.

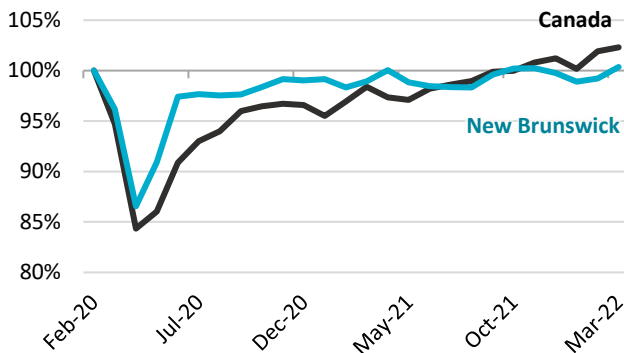
Unemployment Rate



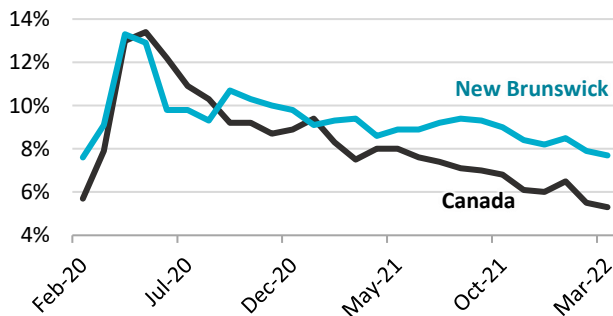
¹ Source(s): Statistics Canada, Labour Force Survey, Tables 14-10-0327 and 14-10-0287

Despite the pandemic interrupting these trends, the province's labour market has shown signs of recovery as of early-2022. Between August 2021 and March 2022, employment in the province increased by 7,400 (reaching 100.4% of its February 2020 level), while the unemployment rate fell from 9.4% to 7.7%.

Employment Relative to February 2020 (Seasonally Adjusted)



Unemployment Rate (Seasonally Adjusted)



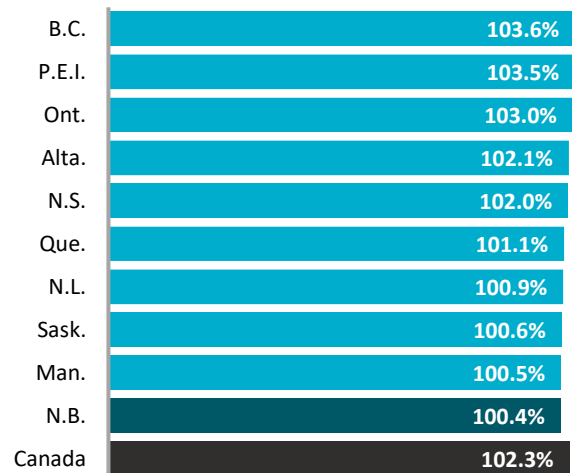
Labour Force Characteristics – New Brunswick – Selected Months (Seasonally Adjusted)

	Feb 2020	Apr 2020	Mar 2022
Population Aged 15+	645,900	646,300	658,700
Labour Force	393,300	363,100	395,400
Employment	363,700	314,800	365,000
Full-Time	312,700	274,600	313,500
Part-Time	51,000	40,300	51,400
Unemployment	29,700	48,300	30,400
Participation Rate	60.9%	56.2%	60.0%
Employment Rate	56.3%	48.7%	55.4%
Unemployment Rate	7.6%	13.3%	7.7%

A number of pandemic-related government support measures and programs that were put in place in 2020 ended towards the end of 2021. It is unclear to what extent these measures impacted the province's labour market. The measures/programs that came to an end included:

- A number of temporary changes to the Employment Insurance (EI) Program expired on September 25, 2021
- The Canada Recovery Benefit (CRB) ended on October 23, 2021
- The Canada Emergency Wage Subsidy (CEWS) ended on October 23, 2021

Employment in March 2022 Relative to February 2020 (Seasonally Adjusted)



While many indicators suggest that New Brunswick's economy is close to a full recovery, with the pandemic still on-going, many individuals remain in a vulnerable position, at risk of seeing reduced work hours, or even job loss, depending on how the pandemic continues to evolve.

Coming out of the pandemic, the attraction and retention of both international and domestic talent will continue to be a key component of New Brunswick's continued growth.

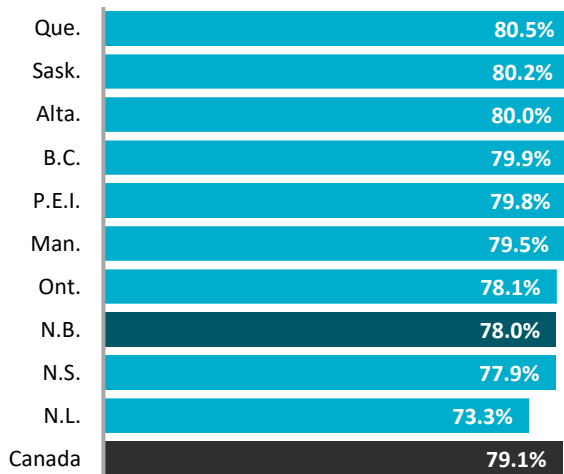
Labour Force Participation²

Trends in Participation

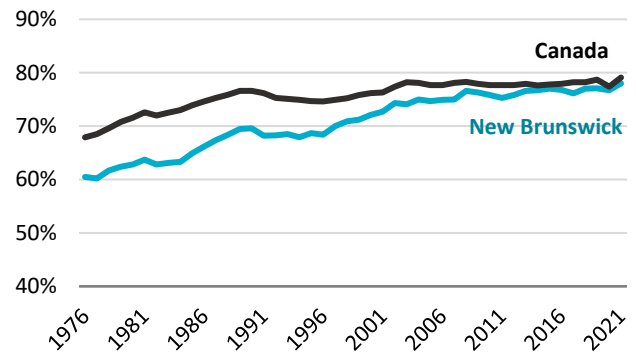
In 2021, New Brunswick had the second lowest labour force participation rate in the country, with only 60.9% of its population aged 15 years and over participating in the labour force, compared to 65.1% nationally. The main contributing factor to this gap is the province's relatively older population (since older individuals are less likely to be participating in the labour force). Other factors also contribute to the gap, including the seasonal nature of many of the province's prominent industries.

When age is accounted for, New Brunswick is close to being on par with most other provinces in terms of labour force participation. In 2021, 78.0% of New Brunswickers aged 15 to 64 years were participating in the labour force, compared to 79.1% of individuals in this age group Canada-wide. Furthermore, examining trends in participation among this age group over time reveal that the gap between New Brunswick's rate and the national rate has closed significantly over time.

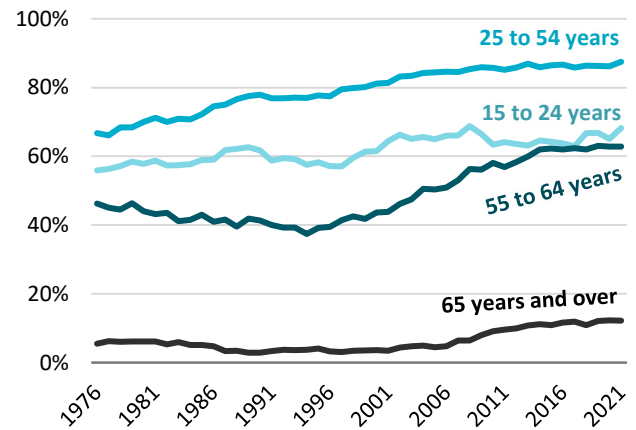
Participation Rate Among the Population Aged 15 to 64 Years – 2021



Participation Rate Among the Population Aged 15 to 64 Years



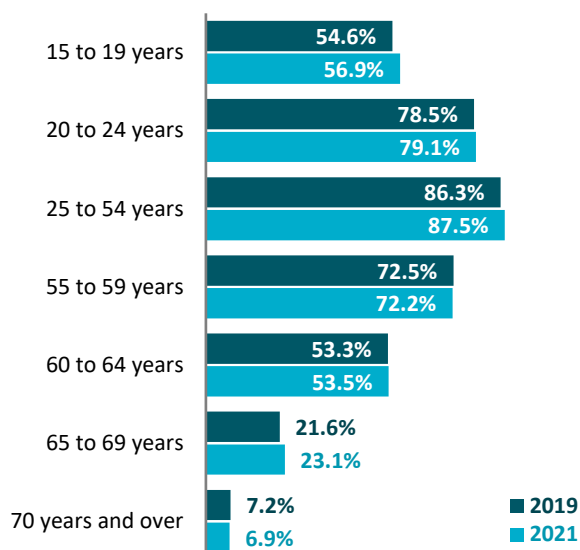
Participation Rate by Age Group – New Brunswick



While the pandemic had a significant impact on many individuals' ability and/or willingness to work or look for work throughout much of 2020, participation rates across most population groups matched or exceeded their pre-pandemic levels in 2021. One group that was an exception to this was young post-secondary graduates. In 2021, only 84.7% of post-secondary graduates under the age of 25 were participating in the labour force, compared to 88.9% in 2019.

² Source(s): Statistics Canada, Labour Force Survey, Tables 14-10-0117, 14-10-0118, 14-10-0287 and 14-10-0327.

Participation Rate by Age Group – New Brunswick – 2019 and 2021



Participation Rate by Age Group and Sex – New Brunswick – 2019 and 2021

	2019	2021
Males		
15 to 19 years	54.7%	56.4%
20 to 24 years	80.4%	81.3%
25 to 54 years	88.0%	88.9%
55 to 59 years	76.1%	75.7%
60 to 64 years	60.9%	59.7%
65 to 69 years	26.6%	26.5%
70 years and over	10.4%	10.1%
Females		
15 to 19 years	54.8%	57.6%
20 to 24 years	76.5%	75.9%
25 to 54 years	84.5%	86.0%
55 to 59 years	68.9%	68.8%
60 to 64 years	45.4%	47.6%
65 to 69 years	17.2%	19.5%
70 years and over	4.4%	4.1%

Participation Rate by Age Group and Highest Level of Education – New Brunswick – 2019 and 2021

	2019	2021
High School Diploma or Less		
15 to 24 years	60.3%	62.8%
25 to 54 years	76.2%	78.2%
55 to 64 years	58.3%	58.8%
65 years and over	8.7%	10.2%
Post-Secondary Graduate		
15 to 24 years	88.9%	84.7%
25 to 54 years	91.3%	91.4%
55 to 64 years	67.8%	66.2%
65 years and over	16.3%	14.4%

Non-Participants

Throughout 2021, there were an average of 254,500 New Brunswickers aged 15 years and over who were not in the labour force. Of these individuals:

- 26,100 were aged 15 to 24
- 80,000 were aged 25 to 64
- 148,500 were aged 65 years and over

Since the majority of individuals aged 15 to 24 years are students, the number of them who were not in the labour force varied significantly throughout the year, from an average of 29,600 during the school year, to an average of 19,100 throughout the summer months.

Population Aged 15 to 24 Years Not in the Labour Force – New Brunswick – 2021

	School Months ³	Other Months	12-Month Average
Students	25,000	---	---
Non-Students	4,500	---	---
Total	29,600	19,100	26,100

³ "School Months" = Jan-Apr and Sep-Dec

At the other extreme, the vast majority of those aged 65 years and over who were not in the labour force were likely retired. Of the 148,500 individuals aged 65 years and over who were not in the labour force in 2021, only 6,800 had worked in the past year. These 6,800 individuals were a mix of seasonal workers, individuals who lost or left their jobs, and recent retirees.

Population Aged 65 Years and Over Not in the Labour Force by Most Recent Work Experience – New Brunswick – 2021

	Total
Within Past Year	6,800
13 to 24 Months Ago	5,200
More than 2 Years Ago	129,200
Never Worked	7,400
Total	148,500

Beyond those aged 65 years and over, a significant portion of those aged 25 to 64 years who were not in the labour force could also be classified as likely being retired. Among the 80,000 individuals aged 25 to 64 years who were not in the labour force in 2021, nearly half (37,100) were aged 55 to 64 years and hadn't worked in the past year. Beyond this group, reasons for not being in the labour force among this age group were much more varied compared to the youth and senior populations. This group consisted of students, parents, seasonal workers, persons with disabilities and more.

Population Aged 25 to 64 Years Not in the Labour Force by Most Recent Work Experience – New Brunswick – 2021

	Total	Most Recent Work Experience			
		Within Past Year	13 to 24 Months Ago	More than 2 Years Ago	Never Worked
25 to 54 Years	34,800	9,800	3,200	16,200	5,600
Students	3,300	1,700	600	600	500
Non-Students ⁴ w/ Children Aged 0-12	8,300	2,300	900	4,200	900
Other	23,300	5,900	1,700	11,400	4,200
55 to 64 Years	45,200	8,100	3,800	29,600	3,700
Total	80,000	17,900	7,000	45,800	9,300

⁴ 1,000 of the 3,300 students not in the labour force in this age range had children aged 0 to 12 years. These individuals were not included in the "Non-Students w/ Children Aged 0-12" category (to avoid double counting).

Industry Trends⁵

While many industries continued to be affected by the pandemic, the overall industrial composition of New Brunswick in 2021 was relatively similar to its pre-pandemic makeup. Employment in the following sectors was proportionally much more common in New Brunswick compared to the country as a whole in 2021:

- Fishing, hunting and trapping
- Forestry and logging and support activities
- Public administration
- Utilities
- Health care and social assistance

On the other hand, employment in the following sectors was proportionally much less common in New Brunswick compared to the country as a whole:

- Professional, scientific and technical services
- Information, culture and recreation
- Mining, quarrying, and oil and gas extraction
- Finance, insurance, real estate, rental and leasing

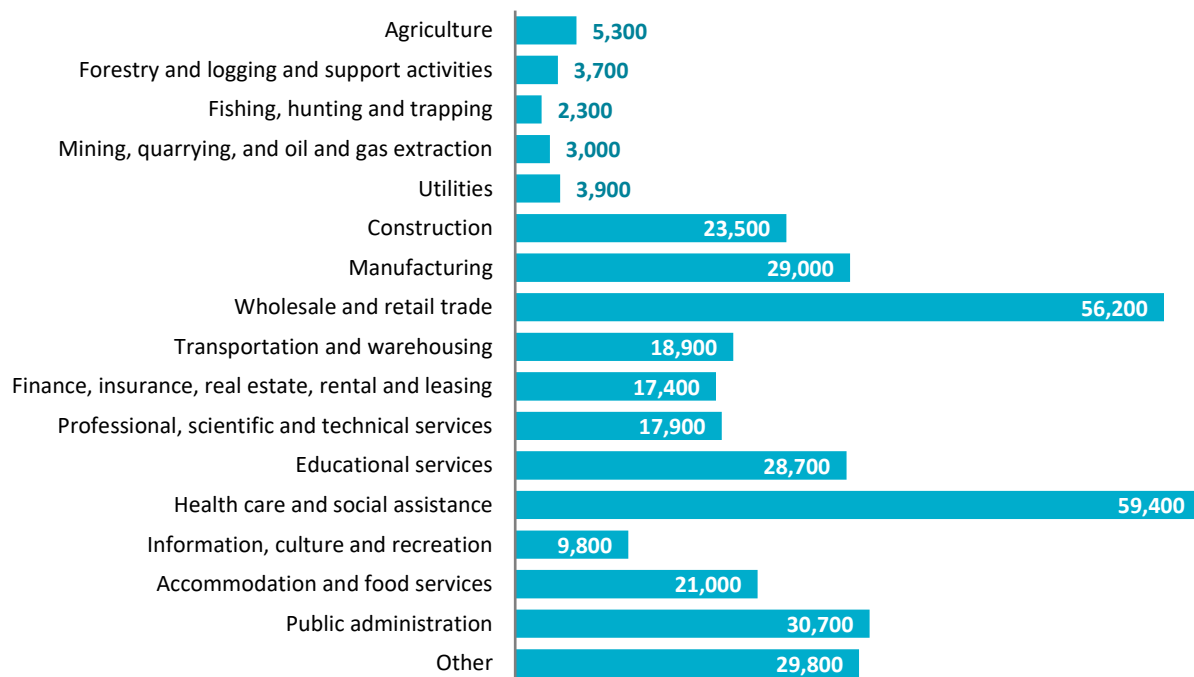
With that said, the recovery has not been uniform across all industries. As of early-2022, some of the industries in which employment continued to lag behind pre-pandemic levels the most included:

- Tourism-related industries (e.g. accommodation and food services, arts, entertainment, recreation, travel, etc.)
- Business support services (e.g. call centres)
- Personal and laundry services (e.g. hair care and esthetic services, dry cleaning services, etc.)

In many of these industries, employment was down due a combination of factors, including:

- Reduced demand due to pandemic-related factors
- Labour shortages / recruiting issues
- Trends/conditions unrelated to the pandemic

Employment by Sector - New Brunswick - 2021

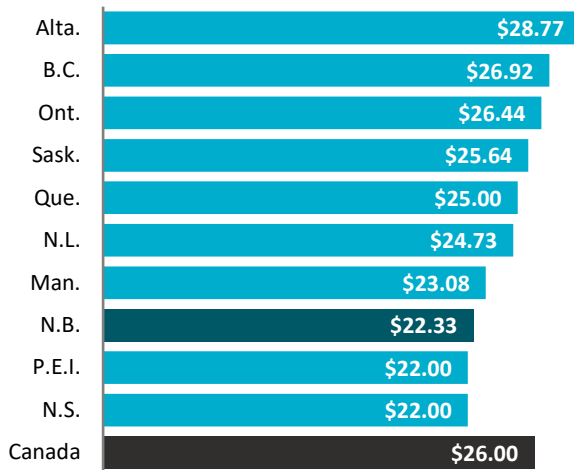


⁵ Source(s): Statistics Canada, Labour Force Survey, Tables 14-10-0023 and 14-10-0026.

Wages⁶

In 2021, the median hourly wage rate among employees in New Brunswick was \$22.33. This represented the third lowest median among the provinces and was well below the national median of \$26.00.

Median Hourly Wage Rate – 2021



Both within the province and nationally, males earn noticeably more than females. In 2021, the median hourly wage rate among New Brunswick males was \$23.00, compared to \$21.63 among females. At a

national level this gap was even larger, with these rates sitting at \$28.00 and \$24.40 respectively. This gap is most prominent among those who have post-secondary certificates or diplomas, and least prominent among degree holders.

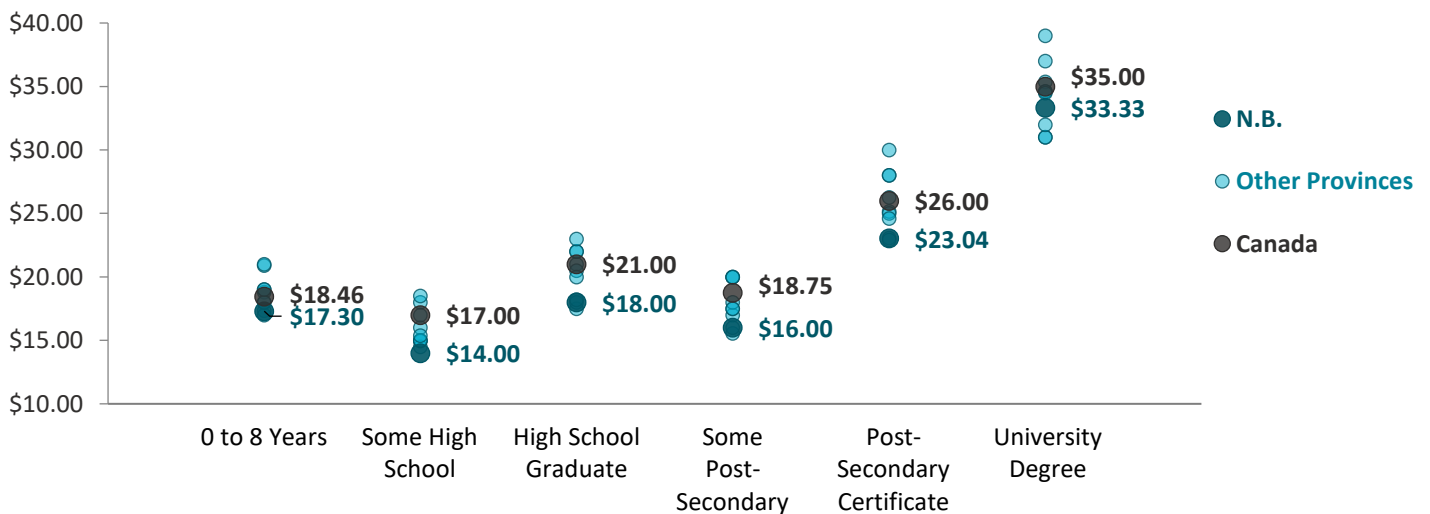
Median Hourly Wage Rate Among Employees by Sex and Highest Level of Education – New Brunswick – 2021

	Male	Female
No Post-Secondary Credentials	\$18.50	\$15.50
Post-Secondary Certificate or Diploma	\$25.00	\$21.56
University Degree	\$33.33	\$33.08

When comparing high-level wage or income statistics such as these, it's important to keep in mind that there are a number of factors that may be having an influence, such as:

- The type of occupations and/or industries that individuals work in
- Education and experience levels
- Job tenure, part-time/full-time status, and union coverage

Median Hourly Wage Rate Among Employees by Highest Level of Education - 2021



⁶ Source(s): Statistics Canada, Labour Force Survey, Tables 14-10-0301 and 14-10-0340 and Special Data Purchase.

Sub-Provincial⁷

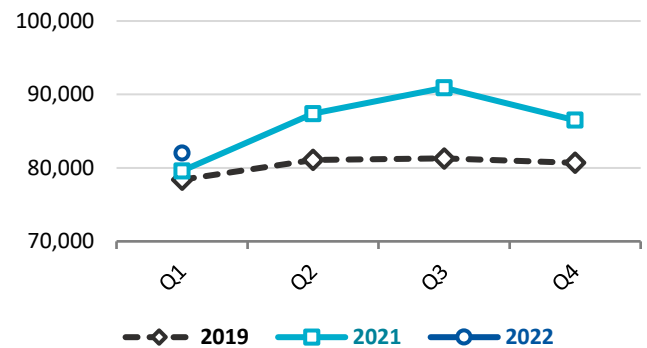
Labour market conditions in New Brunswick vary significantly by geographic location. While the province's three major centres – Moncton, Saint John and Fredericton – all have relatively low unemployment rates and relatively high participation rates, more rural parts of the province, especially in the Northeast, generally have low rates of labour force participation and high rates of unemployment. This is in large part a reflection of the fact that employment opportunities in New Brunswick are largely concentrated in or around its three largest cities.

Leading up to the pandemic, Greater Moncton, Greater Saint John and Greater Fredericton were growing, seeing 7.1%, 3.6% and 9.7% employment growth between 2014 and 2019 respectively. On the other hand, southern New Brunswick outside of its three major centres saw employment decline by 5.4% during this time, while the province's Northeast and Northwest regions saw declines of 3.4% and 0.8% respectively.

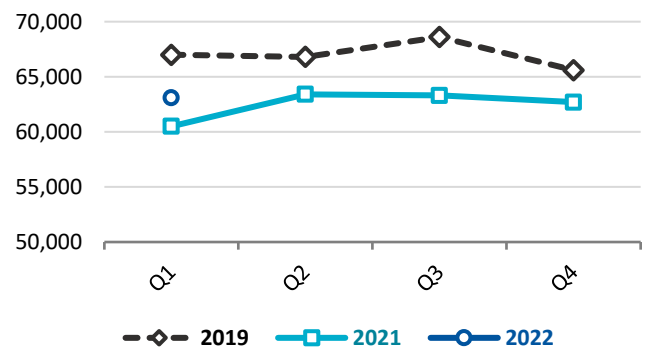
During this same time (2014 to 2019), the majority of the province saw its unemployment rate drop, with the Northeast (17.3% to 13.0%), Northwest (9.6% to 7.2%) and Greater Fredericton (8.0% to 5.7%) areas seeing the greatest drops, followed by Greater Moncton (6.9% to 5.7%) and Greater Saint John (7.8% to 6.8%) areas. Meanwhile, southern New Brunswick outside of its three major centres saw its unemployment rise slightly, from 10.1% to 10.2%.

Despite the pandemic interrupting these trends, as of early-2022, most parts of the province had shown significant signs of recovery, with the Greater Moncton and Greater Fredericton areas leading the way.

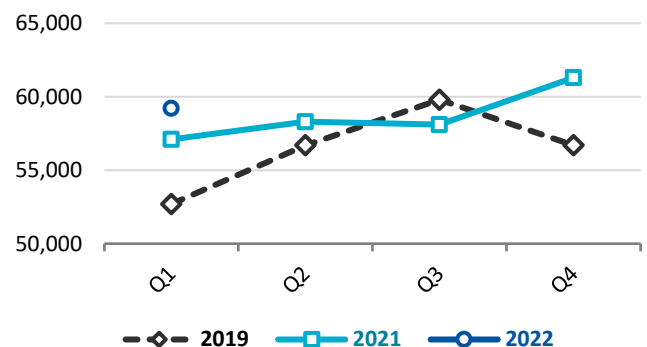
Employment by Quarter (Unadjusted for Seasonality) – Greater Moncton



Employment by Quarter (Unadjusted for Seasonality) – Greater Saint John

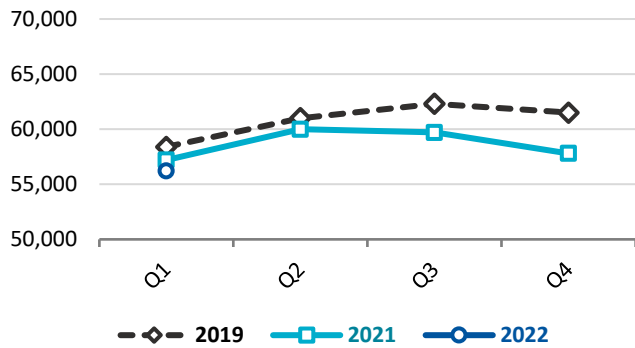


Employment by Quarter (Unadjusted for Seasonality) – Greater Fredericton

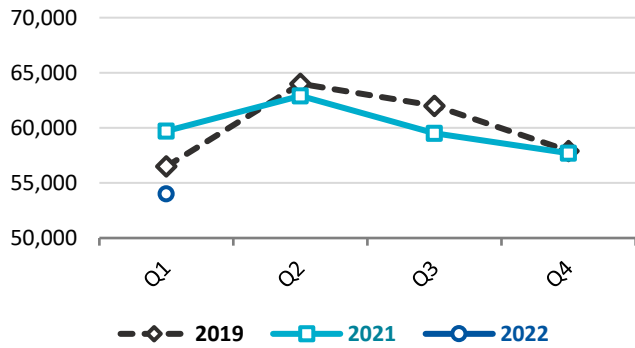


⁷ Source(s): Statistics Canada, Labour Force Survey, Tables 14-10-0378, 14-10-0385, 14-10-0387 and 14-10-0393.

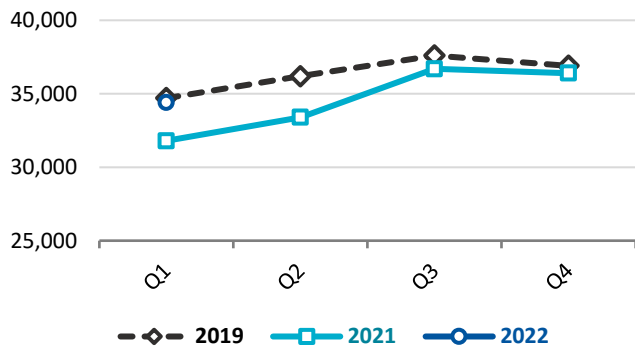
Employment by Quarter (Unadjusted for Seasonality) – Non-CMA/CA Southern N.B.



Employment by Quarter (Unadjusted for Seasonality) – Northeast N.B.



Employment by Quarter (Unadjusted for Seasonality) – Northwest N.B.



Labour Force Statistics – Selected Regions – 2019 and 2021

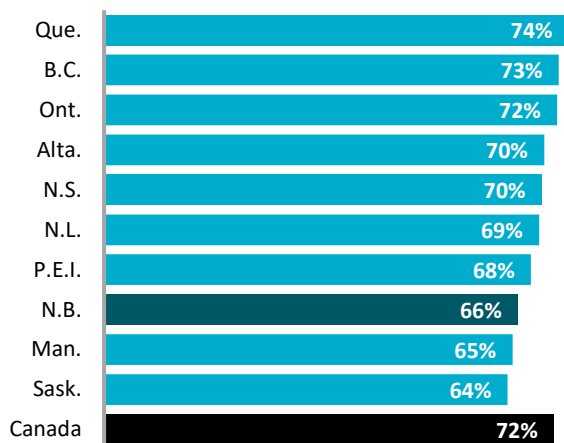
	2019	2021
Greater Moncton		
Employment	80,400	86,100
Participation rate	65.8%	69.4%
Unemployment rate	5.7%	7.4%
Greater Saint John		
Employment	67,000	62,500
Participation rate	65.9%	62.4%
Unemployment rate	6.8%	9.3%
Greater Fredericton		
Employment	56,500	58,700
Participation rate	65.3%	65.9%
Unemployment rate	5.7%	6.2%
Other Southern N.B.⁸		
Employment	60,900	58,700
Participation rate	58.7%	56.7%
Unemployment rate	10.2%	10.8%
Northeast N.B.		
Employment	60,100	60,000
Participation rate	52.3%	52.7%
Unemployment rate	13.0%	13.2%
Northwest N.B.		
Employment	36,300	34,600
Participation rate	60.3%	57.4%
Unemployment rate	7.2%	6.5%

⁸ For the purposes of this document, “Other Southern N.B.” refers to New Brunswick’s Southeast, Southwest and Central Economic Regions excluding the cities and surrounding areas of Moncton, Saint John and Fredericton.

Education⁹

The educational attainment of New Brunswick's population is in part a reflection of the skills demanded by the province's employers, or more broadly, its labour market. In general, compared to the country as a whole, there is somewhat less demand for workers with post-secondary credentials in New Brunswick. This is likely a contributing factor for New Brunswick's educational attainment levels being among the lowest in the country.

Post-Secondary Education Completion Rate Among the Population Aged 25 to 64 Years – 2021



As of 2021, roughly two-thirds (66.0%) of New Brunswickers between the ages of 25 and 64 had some form of post-secondary credential, compared to 71.8% at a national level. Among labour force participants in this age range, these percentages were somewhat higher, at 70.0% within New Brunswick, and 75.2% nationally.

Compared to the general Canadian population, New Brunswickers were much less likely to have a university degree, but somewhat more likely to have a post-secondary certificate or diploma.

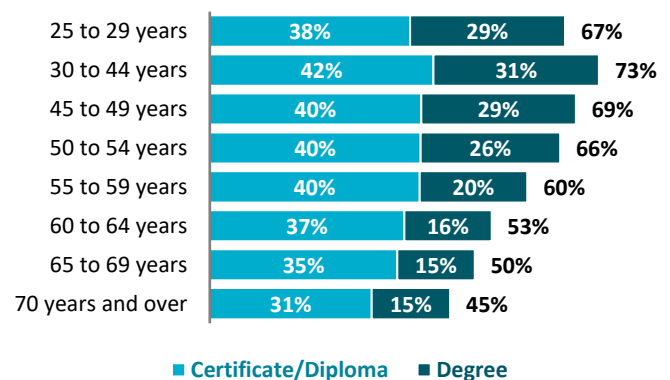
Educational Attainment Among the Population Aged 25 to 64 Years by Sex – 2021

	Males	Females	Total
New Brunswick			
No Post-Secondary Credentials	39%	29%	34%
Postsecondary Certificate or Diploma	39%	41%	40%
University Degree	22%	31%	26%
Canada			
No Post-Secondary Credentials	31%	26%	28%
Postsecondary Certificate or Diploma	36%	36%	36%
University Degree	33%	39%	36%

Post-secondary educational attainment levels in New Brunswick varied significantly by a number of factors, including:

- **Age:** Only 53.1% of New Brunswickers aged 60 to 64 years had completed some form of post-secondary education, compared to 73.3% of individuals aged 30 to 44 years.
- **Sex:** Only 60.9% of male New Brunswickers aged 25 to 64 years had completed some form of post-secondary education, compared to 71.1% of females in this age range. This gap was even larger among younger age groups.

Post-Secondary Education Completion Rate by Age Group – New Brunswick – 2021



⁹ Source(s): Statistics Canada, 2016 Census of Population, Catalogue no. 98-400-X2016197.