



**Labour Market Profile
of Youth in New Brunswick
February 2020**



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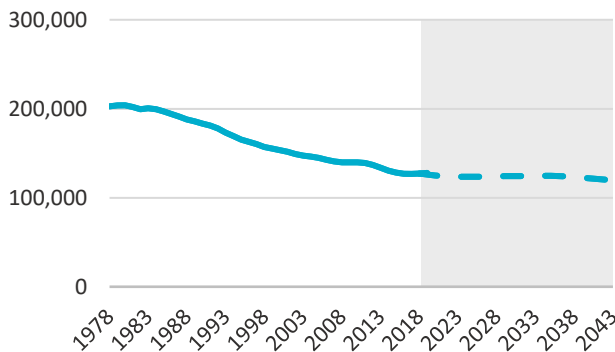
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Population

Overview¹

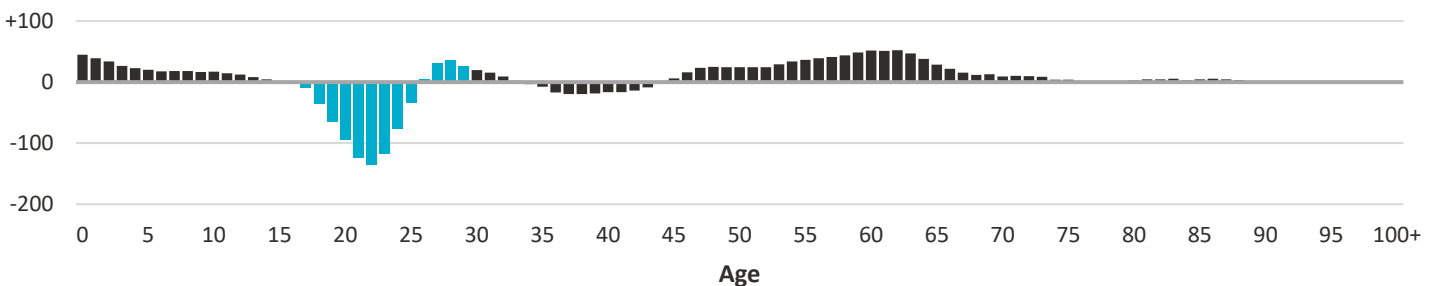
As of July 1, 2019, there were an estimated 127,900 New Brunswick residents between the ages of 15 and 29 years, representing 16.5% of the province’s overall population (the second lowest proportion among the provinces and territories). This is in stark contrast to 40 years ago, when New Brunswick was home to 203,700 individuals in this age range, which accounted for 29.0% of the province’s overall population.

Population Aged 15 to 29 in New Brunswick (Historical and Projected)

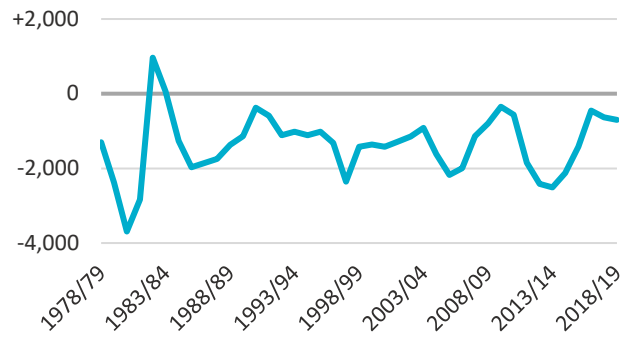


This decline has been the result of consistently high levels of youth out-migration, coupled with fertility rates that, after peaking in the late-1950s, declined significantly throughout the 1960s and 1970s and have remained quite low since. Migration trends among youth were fairly similar between males and females; however, males were somewhat more likely to move away from the province than females.

Average Annual Net Interprovincial Migration by Age – New Brunswick – July 2016 to June 2019

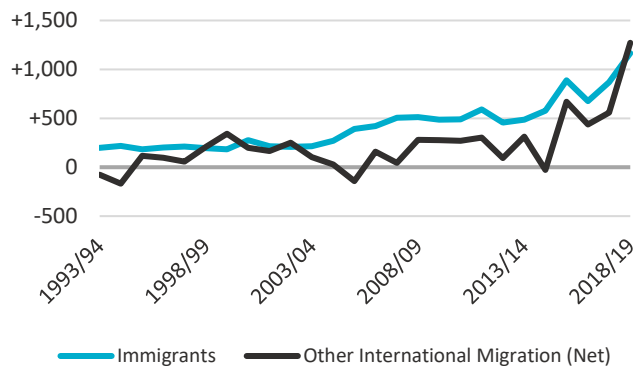


Net Interprovincial Migration Among Population Aged 15 to 29 in New Brunswick



Despite low fertility rates and high levels of youth out-migration expected to continue, immigration, which has increased significantly in recent years, will largely offset these downward pressures. As a result, the province’s youth population is expected to gradually decline.

International Migration Among Population Aged 15 to 29 in New Brunswick



¹ Source(s): Statistics Canada, Annual Demographic Estimates, Tables 17-10-0005-01, 17-10-0015-01, 17-10-0014-01 and 17-10-0057-01

Sub-Provincial²

Within New Brunswick, the province's three major urban centres, Fredericton, Moncton, and Saint John, have significantly larger youth populations than the province's less densely populated areas, both in terms of absolutes and on a relative basis. Similar trends are seen across most parts of the country. Despite having large youth populations relative to the rest of New Brunswick, greater Moncton and greater Saint John's youth populations are relatively small compared to most comparably sized urban centres across Canada (while Fredericton's youth population was fairly on par).

Percentage of Population Between the Ages of 15 and 29 by CMA/CA³ – N.B. and Canada – July 2018

| | Percentage |
|----------------------|------------|
| New Brunswick | |
| Fredericton CA | 20.0% |
| Moncton CMA | 17.9% |
| Saint John CMA | 17.3% |
| Bathurst CA | 13.9% |
| Campbellton CA | 14.8% |
| Miramichi CA | 15.4% |
| Edmundston CA | 13.3% |
| Non-CMA/CA N.B. | 14.8% |
| Canada | |
| CMA/CAs | 19.8% |
| Non-CMA/CAs | 15.9% |

The relatively small number of the youth found in other more rural parts of the province is the result of years of consistently high levels of youth net out-migration and relatively low levels of immigration. While Fredericton, Moncton and Saint John have also consistently experienced net negative youth interprovincial migration, other sources, namely immigration, have offset these losses in recent years to some degree.

Annual Average Migration Among Population Aged 15 to 29 by CMA/CA – N.B. – July 2015 to June 2018

| | Annual Average |
|--|----------------|
| Net Interprovincial Migration | |
| Fredericton CA | -211 |
| Moncton CMA | -173 |
| Saint John CMA | -235 |
| Bathurst CA | -33 |
| Campbellton CA | -4 |
| Miramichi CA | -38 |
| Edmundston CA | -32 |
| Non-CMA/CA N.B. | -138 |
| Net Intraprovincial Migration⁴ | |
| Fredericton CA | +419 |
| Moncton CMA | +365 |
| Saint John CMA | +9 |
| Bathurst CA | -46 |
| Campbellton CA | -30 |
| Miramichi CA | -40 |
| Edmundston CA | -17 |
| Non-CMA/CA N.B. | -659 |
| Immigrants | |
| Fredericton CA | +248 |
| Moncton CMA | +246 |
| Saint John CMA | +190 |
| Bathurst CA | +13 |
| Campbellton CA | +2 |
| Miramichi CA | +9 |
| Edmundston CA | +7 |
| Non-CMA/CA N.B. | +95 |
| Net Other International Migration | |
| Fredericton CA | +141 |
| Moncton CMA | +226 |
| Saint John CMA | +7 |
| Bathurst CA | +20 |
| Campbellton CA | +13 |
| Miramichi CA | +11 |
| Edmundston CA | +24 |
| Non-CMA/CA N.B. | +128 |

² Source(s): Statistics Canada, Annual Demographic Estimates, Tables 17-10-0005-01, 17-10-0135-01, 17-10-0136-01 and 17-10-0138-01

³ Census Metropolitan Areas (CMAs) and Census Agglomerations (CAs) are large urban areas (known as urban cores) together with adjacent urban and rural areas 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. As of 2019, there were seven CMA/CAs in New Brunswick: Moncton, Saint John, Fredericton, Bathurst, Campbellton, Miramichi and Edmundston.

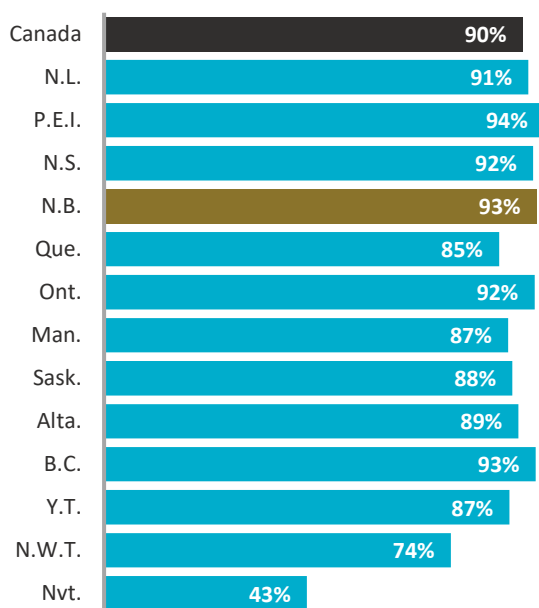
⁴ 'Intraprovincial migrants': persons who moved to a different city, town, village or community, but stayed within the same province or territory.

Education

High School Completion Rates⁵

Across Canada, youth in New Brunswick are among the most likely to have completed high school.⁶ At the time of the 2016 Census, 92.7% of New Brunswickers aged 20 to 29 had completed high school. This was the second highest high school completion rate for this age range among the provinces and territories. This represented an improvement compared to 2011, when only 89.4% of New Brunswickers aged 20 to 29 years had completed high school (which ranked fourth among the provinces and territories).

High School Completion Rate Among the Population Aged 20 to 29 – 2016



High School Completion Rate by Sex Among the Population Aged 20 to 29 – N.B. and Canada – 2016

| | N.B. | | Canada | |
|----------------|------------|------------|------------|------------|
| | Male | Female | Male | Female |
| 20 to 24 years | 93% | 94% | 88% | 91% |
| 25 to 29 years | 91% | 93% | 88% | 92% |
| Total | 92% | 94% | 88% | 92% |

New Brunswick's high school completion rate among youth compared favourably among many sub-populations as well. Among the Indigenous population aged 20 to 29 living in the province, 74.2% of those living on reserve, and 89.5% of those living off reserve, had completed high school; at a national level these percentages were 46.5% and 76.0% respectively.

High School Completion Rate Among the Indigenous Population Aged 20 to 29 – N.B. and Canada – 2016

| | N.B. | | Canada | |
|--------------------|------|--------|--------|--------|
| | Male | Female | Male | Female |
| On Reserve | | | | |
| 20 to 24 years | 76% | 76% | 43% | 48% |
| 25 to 29 years | 69% | 76% | 43% | 52% |
| Off Reserve | | | | |
| 20 to 24 years | 93% | 93% | 74% | 78% |
| 25 to 29 years | 87% | 84% | 73% | 79% |

Post-Secondary Education⁷

Despite being among the most likely to have completed high school, relatively few young New Brunswickers have completed a post-secondary education. At the time of the 2016 Census, 62.5% of New Brunswickers aged 25 to 29 had completed some form of post-secondary education (unchanged from 2011), compared to 67.9% at a national level. Post-secondary educational attainment levels in New Brunswick at the time of the 2016 Census varied significantly by:

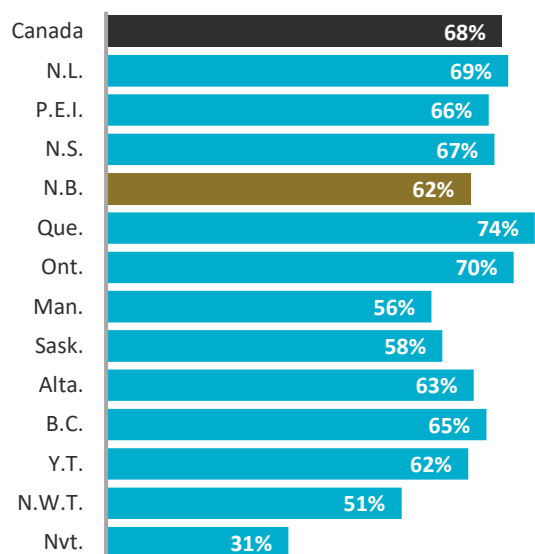
- Sex: Only 55.5% of males aged 25 to 29 years had completed some form of post-secondary education, compared to 69.4% of females in this age range.
- Geography: Only 55.3% of individuals aged 25 to 29 years that were living non-CMA/CA parts of the province had completed some form of post-secondary education, compared to 65.9% of those that were living in one of the province's seven CMA/CAs.

⁵ Source(s): Statistics Canada, Census of Population, Table 98-400-X2016177

⁶ "Completed high school" = with high school diploma or equivalency certificate

⁷ Source(s): Statistics Canada, Census of Population, Tables 98-400-X2016256, 98-400-X2016264 and 98-400-X2016269

Post-Secondary Education Completion Rate Among the Population Aged 25 to 29 – 2016

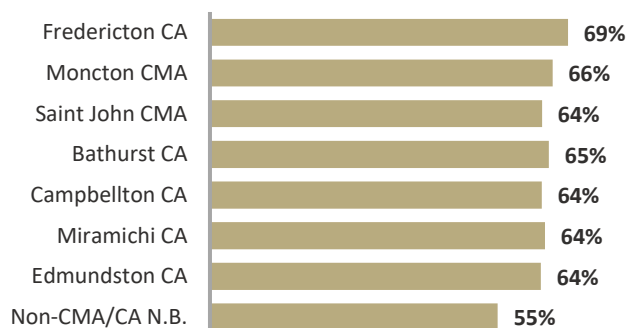


Relative to at a national level, youth in New Brunswick were noticeably more likely to have a college-level education, and noticeably less likely to have a university-level education.

In general, the relatively low percentage of youth with a post-secondary education in the province, in particular at the university level, was in part a reflection of consistently high levels of out-migration.

Despite a relatively low proportion of the overall youth population having completed a post-secondary education, education levels of the Indigenous youth population in New Brunswick compared favourably to this population at a national level.

Post-Secondary Education Completion Rate Among the Population Aged 25 to 29 by CMA/CA – 2016



Post-Secondary Education Completion Rate Among the Indigenous Population Aged 25 to 29 – N.B. and Canada – 2016

| | N.B. | Canada |
|--------------|------------|------------|
| On Reserve | 35% | 24% |
| Off Reserve | 53% | 46% |
| Total | 48% | 42% |

Among Indigenous individuals that do pursue a post-secondary education, college or other non-university programs are by far the most common route (with university being relatively uncommon).

Highest Certificate, Diploma or Degree Among the Population Aged 25 to 29 – N.B. and Canada – 2016

| | New Brunswick | | | Canada | | |
|---|---------------|------------|------------|------------|------------|------------|
| | Total | Male | Female | Total | Male | Female |
| No Certificate, Diploma or Degree | 8% | 9% | 6% | 9% | 10% | 7% |
| High School or Equivalent | 30% | 36% | 24% | 23% | 27% | 20% |
| Post-Secondary | 62% | 56% | 69% | 68% | 63% | 73% |
| Apprenticeship/Trades | 8% | 11% | 5% | 10% | 13% | 6% |
| College/Non-University Certificate or Diploma | 28% | 24% | 32% | 21% | 19% | 24% |
| University, Below Bachelor Level | 1% | 1% | 1% | 3% | 2% | 3% |
| University, Bachelor Level | 20% | 16% | 25% | 26% | 21% | 30% |
| University, Above Bachelor Level | 5% | 4% | 6% | 9% | 7% | 10% |

The Transition from School to Work

Youth Not in Education, Employment or Training (NEET)⁸

Young people can be classified into three mutually exclusive groups:

- In education
- Not in education, employed
- Not in education, employment or training

This third group, those who are not in education, employment or training make up what is known as the NEET population. Analysis on the NEET population is of interest to many primarily because it may reveal problems related to young people’s transition into the labour market.

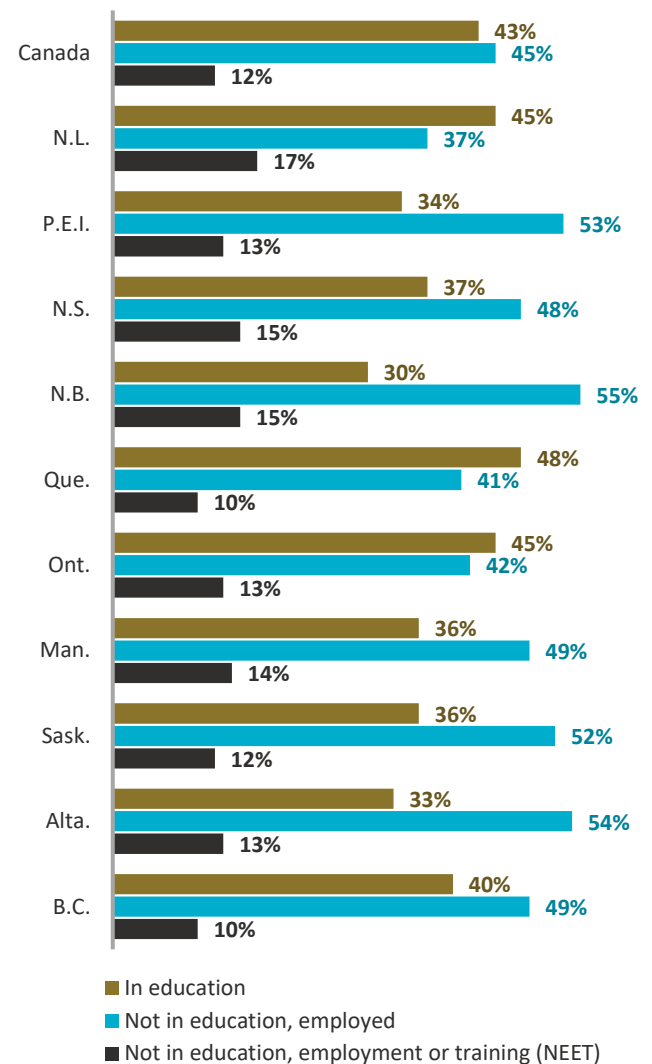
Compared to most other provinces, New Brunswick has a relatively large NEET population. Between September 2018 and April 2019, approximately 15% of New Brunswick youth aged 20 to 24 were not in education, employment or training. This was tied for the second highest percentage among the ten provinces.

At the same time, New Brunswick had the highest percentage of youth in this age range who were not in education but were employed, and the lowest percentage who were in education.

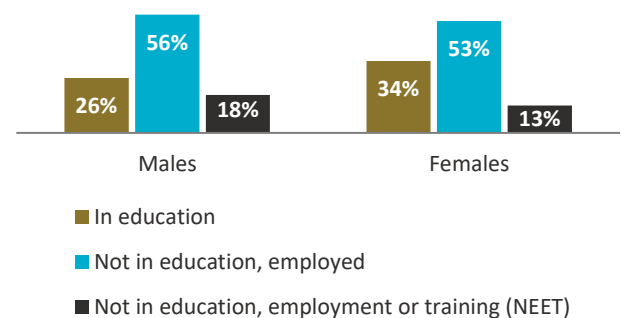
Both at a provincial and national level:

- Female youth were more likely than male youth to be participating in education, but less likely to be working but not in education.
- Male youth were more likely than female youth to be not in education, employment or training (NEET)
- Among those in the NEET population, females were more likely than males to be inactive (as opposed to searching for work), primarily due to being more likely to be caring for children.

Population Aged 20 to 24 by Labour Market Activity and Education Status – New Brunswick – 2018/19



Population Aged 20 to 24 by Labour Market Activity and Education Status – New Brunswick – 2018/19



⁸ Source(s): Statistics Canada, “The transition from school to work: the NEET (not in employment, education or training) indicator for 20- to 24-year-olds in Canada” (accessed on November 29, 2019)

Youth in the Labour Force⁹

Labour Force Characteristics of Individuals Aged 15 to 29 – New Brunswick – 2019 (12-Month Averages)

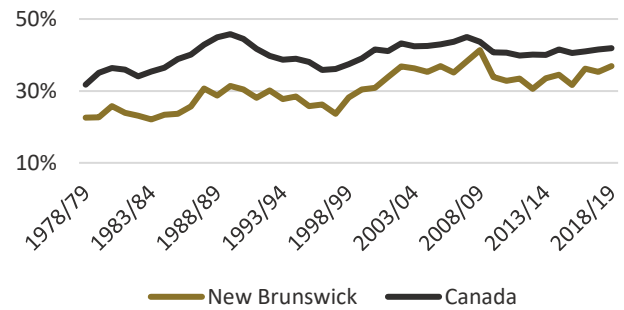
| | 15 to 19 years | 20 to 24 years | 25 to 29 years |
|---------------------|----------------|----------------|----------------|
| Population | 39,200 | 41,000 | 42,400 |
| Labour force | 21,300 | 32,000 | 36,100 |
| Employment | 17,700 | 28,800 | 32,900 |
| Unemployment | 3,500 | 3,200 | 3,200 |
| Not in labour force | 17,900 | 9,000 | 6,400 |
| Participation rate | 54.3% | 78.0% | 85.1% |
| Employment rate | 45.2% | 70.2% | 77.6% |
| Unemployment rate | 16.4% | 10.0% | 8.9% |

Throughout 2019, an average of 64.8% of New Brunswickers aged 15 to 29 years were employed, compared to 66.3% at a national level. New Brunswick's youth employment rate was helped somewhat by the relatively high percentage of youth in the province who were not enrolled in any form of post-secondary education (and thus were more likely to be working). When this population is separated into students and non-students, New Brunswick compares less favourably.

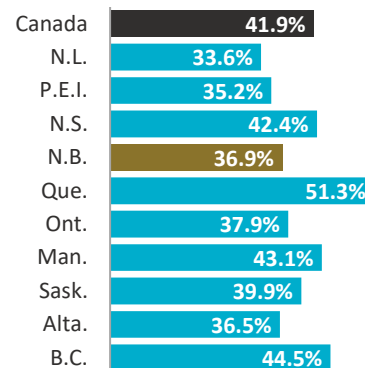
Among students, New Brunswick ranked near the bottom in terms of employment, with a rate of 36.9% during the school months (September 2018 to April 2019), compared to 41.9% at a national level.

New Brunswick's student employment rate compared especially unfavourably among youth aged 20 to 24 years that were enrolled in college or university. The employment rate of students in New Brunswick has seen very little net change since the early 2000s, despite some fluctuation.

Employment Rate Among Students Aged 15 to 29 During School Months – New Brunswick and Canada



Employment Rate Among Students Aged 15 to 29 During School Months – 2018/19



Both at a provincial and national level, female students were much more likely to be employed than male students; however, both male and female students in New Brunswick compared unfavourably to their respective populations at a national level.

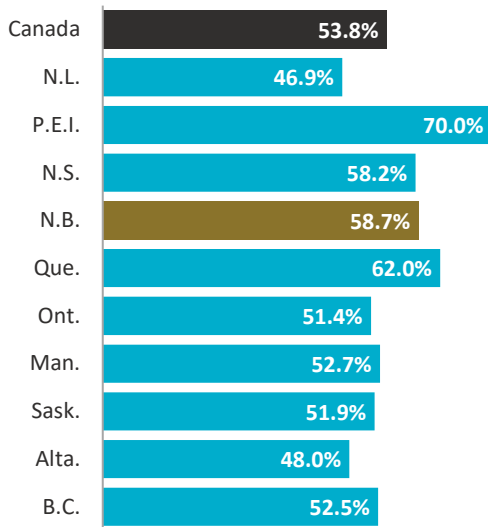
Employment Rate Among Students Aged 15 to 29 During School Months – N.B. and Canada – 2018/19

| | N.B. | | Canada | |
|----------------|--------------|--------------|--------------|--------------|
| | Male | Female | Male | Female |
| 15 to 19 years | 28.0% | 40.3% | 32.2% | 37.9% |
| 20 to 24 years | 34.2% | 42.9% | 42.3% | 53.1% |
| 25 to 29 years | 46.5% | 54.0% | 51.2% | 61.0% |
| Total | 31.3% | 42.3% | 37.4% | 46.0% |

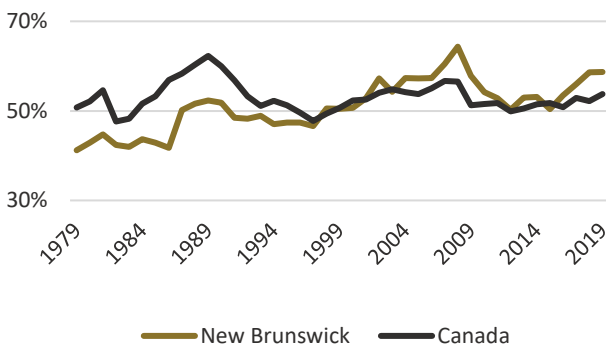
⁹ Source(s): Statistics Canada, Labour Force Survey, Tables 14-10-0327-01, 14-10-0021-01 and 14-10-0286-01

It's worth noting that, while students in New Brunswick had a relatively low employment rate during the school months, this was not the case in the summer months. In 2019, 58.7% of full-time students aged 15 to 24 years in New Brunswick worked during the summer break (May to August), compared to 53.8% nationally.

Employment Rate Among Full-Time Students Aged 15 to 24 During Summer Break - 2019



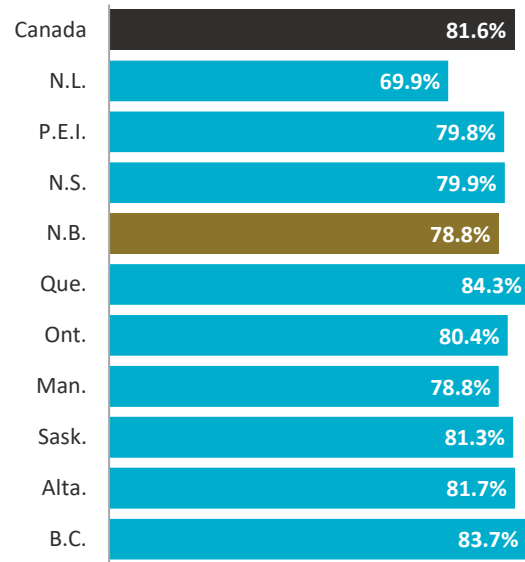
Employment Rate Among Full-Time Students Aged 15 to 24 During Summer Break – N.B. and Canada



In recent years this rate has been trending upwards in the province, after having declined for several years following the 2008/2009 recession.

In terms of employment rate among non-student youth, once again New Brunswick ranked near the bottom among the provinces. In 2018, 78.8% of non-students aged 15 to 29 years were employed in New Brunswick during the school months, compared to 81.6% at a national level.

Employment Rate Among Non-Students Aged 15 to 29 During School Months – 2018/19



In contrast to what was seen at a national level, male non-students in the province trailed behind female non-students in term of employment rate (77.3% among males compared to 80.6% among females).

Employment Rate Among Non-Students Aged 15 to 29 During School Months – N.B. and Canada – 2018/19

| | N.B. | | Canada | |
|----------------|--------------|--------------|--------------|--------------|
| | Male | Female | Male | Female |
| 15 to 19 years | 60.2% | 79.9% | 67.6% | 64.4% |
| 20 to 24 years | 76.4% | 80.7% | 80.3% | 79.3% |
| 25 to 29 years | 82.2% | 80.7% | 86.3% | 82.9% |
| Total | 77.3% | 80.6% | 82.5% | 80.5% |

Occupations¹⁰

At the time of the most recent Census (May 2016), the following ten occupations accounted for just over half of total employment among New Brunswickers aged 15 to 29 years who had not completed any form of post-secondary education:

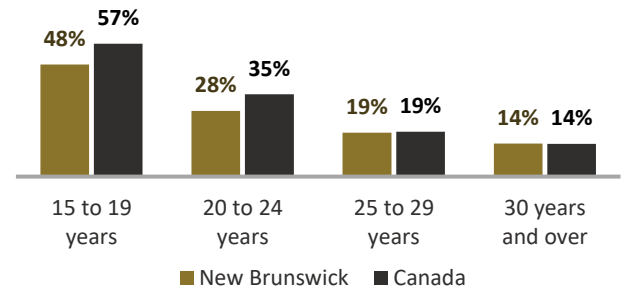
- Cashiers
- Retail salespersons
- Food service workers
- Cooks
- Other customer and information services representatives
- Store shelf stockers, clerks and order fillers
- Food and beverage servers
- Non-commissioned ranks of the Canadian Armed Forces
- Light duty cleaners
- Landscaping and grounds maintenance labourers

Among post-secondary graduates aged 15 to 29 years in the province, the following ten occupations accounted for just under one-quarter of total employment:

- Registered nurses
- Retail salespersons
- Nurse aides, orderlies and patient service associates
- Other customer and information services representatives
- Early childhood educators and assistants
- Elementary school and kindergarten teachers
- Automotive service technicians, truck and bus mechanics and mechanical repairers
- Social and community service workers
- Food and beverage servers
- Cashiers

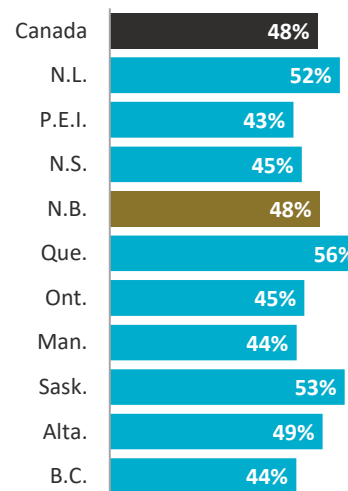
This list was somewhat similar at a national level, although with a larger percentage of youth with post-secondary credentials working in sales and related occupations.

Share of Employed Post-Secondary Graduates Working in Sales and Service Occupations by Age – N.B. and Canada – May 2016



Among young university graduates (aged 15 to 29 years) participating in New Brunswick's labour force at the time of the Census, just under half were working in occupations that typically require a university education (and/or significant work experience). This was on par with this percentage at a national level.

Share of University Degree Holders in the Labour Force Aged 15 to 29 Years Working in Occupations That Typically Require a University Education¹¹ – May 2016



¹⁰ Source(s): Statistics Canada, Census of Population, Table 98-400-X2016295

¹¹ Included in this are all occupations that fall under the National Occupational Classification's (NOC) skill level A or M.

Wages¹²

In general, young workers earn significantly less than older workers. This is primarily a reflection of differences in experience and education levels. According to Statistics Canada’s Labour Force Survey, in 2018 the median hourly wage rate among New Brunswick employees aged 15 to 24 years was \$12.75, compared to \$22.00 among employees aged 25 to 54 years. Nationally, the median wage among employees aged 15 to 24 years was \$14.00, compared to \$25.64 among those aged 25 to 54 years. These low overall figures among young Canadians were in large part a reflection of the significant portion of the youth population who were working in relatively low-skill, low-paying jobs while still attending school.

Percentage of Employees Aged 15 to 29 Earning Minimum Wage – N.B. and Canada – 2018

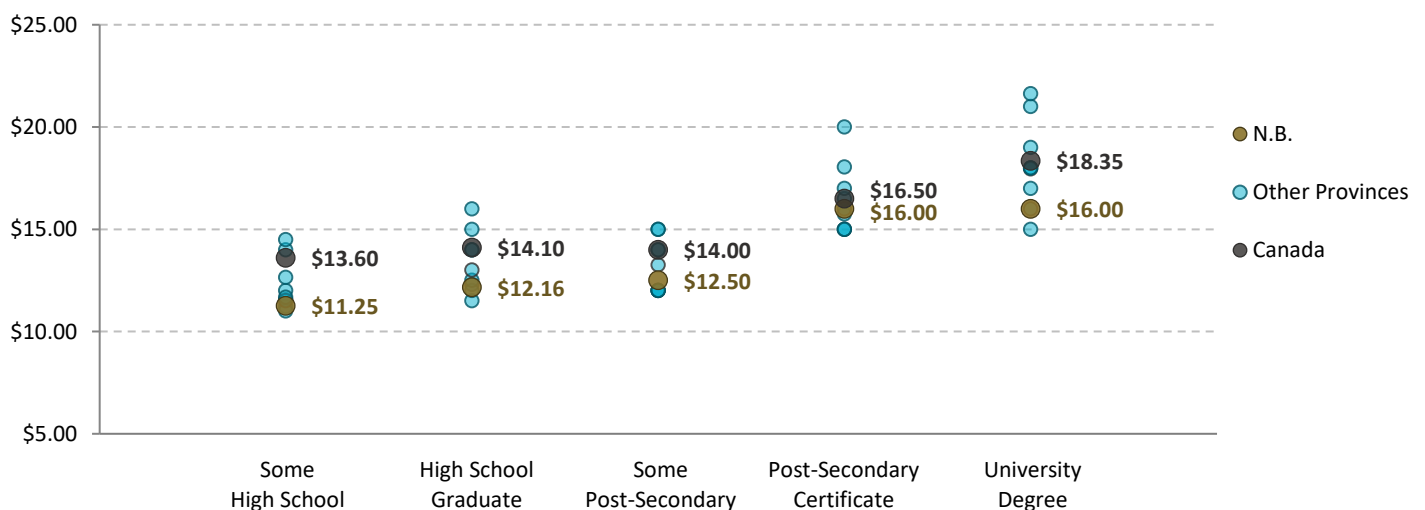
| | N.B. | | Canada | |
|----------------|-------|--------|--------|--------|
| | Male | Female | Male | Female |
| 15 to 19 years | 42.4% | 54.3% | 58.6% | 65.4% |
| 20 to 24 years | 9.9% | 16.4% | 18.8% | 25.9% |
| 25 to 29 years | 3.2% | 5.3% | 6.6% | 9.5% |

Looking at wage rates among youth by educational attainment level, it can be seen that wages were noticeably higher among those with post-secondary credentials, although were still quite low compared to the wage rates of older workers. Median hourly wage rates of youth by highest level of education can be found in the table and graph below.

Median Hourly Wage Rate Among Employees Aged 15 to 24 by Highest Level of Education – N.B. and Canada – 2018

| | Male | Female |
|----------------------------|---------|---------|
| New Brunswick | | |
| Some High School | \$11.50 | \$11.25 |
| High School Graduate | \$13.00 | \$12.00 |
| Some Post-Secondary | \$13.00 | \$12.00 |
| Post-Secondary Certificate | \$17.00 | \$15.00 |
| University Degree | \$15.63 | \$16.00 |
| Canada | | |
| Some High School | \$13.70 | \$13.25 |
| High School Graduate | \$15.00 | \$14.00 |
| Some Post-Secondary | \$14.00 | \$14.00 |
| Post-Secondary Certificate | \$17.50 | \$15.00 |
| University Degree | \$19.00 | \$18.00 |

Median Hourly Wage Rate Among Employees Aged 15 to 24 by Highest Level of Education – N.B. and Canada – 2018

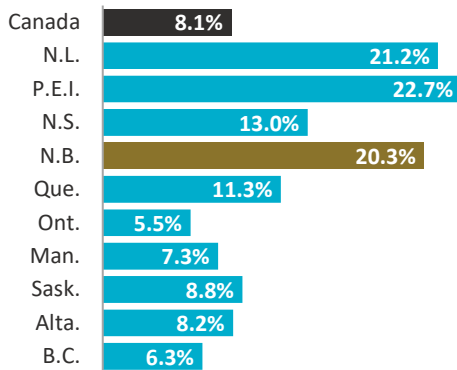


¹² Source(s): Statistics Canada, Labour Force Survey, Table 14-10-0340-01 and Special Data Purchases.

Employment Insurance¹³

In 2017, 20.3% of New Brunswickers aged 15 to 29 received employment insurance benefits, the third highest percentage among the ten provinces.

Percentage of Population Aged 15 to 29 Receiving Employment Insurance – 2017



Some of the factors contributing to the relatively high percentage of youth that receive employment insurance in New Brunswick are:

- The province’s relatively weak economic / labour market conditions
- The seasonal nature of many prominent industries in the province, such as seafood processing, construction, natural resources (fishing, forestry and logging, etc.) and certain tourism-related industries
- The “New Brunswick Employment Insurance Connect Program” which offers eligible individuals the opportunity to continue to receive regular E.I. benefits for the duration of their claim while attending an approved training program.

Relative to Canada as a whole, young New Brunswickers were much more likely to be receiving employment insurance benefits regardless of sex or age. Perhaps most eye-catching however, was the number of youth aged 15 to 19 in the province that were receiving employment insurance.

Despite only accounting for 2.0% of the national population aged 15 to 19, New Brunswick accounted for 14.8% of individuals aged 15 to 19 that received employment insurance in 2017. This was likely in part due to the presence of the province’s EI connect program.

Percentage of Population Aged 15 to 29 Receiving Employment Insurance – N.B. and Canada – 2017

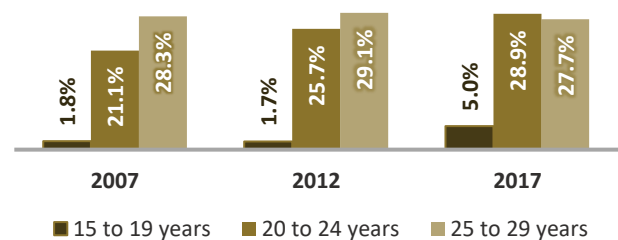
| | N.B. | | Canada | |
|----------------|--------------|--------------|-------------|-------------|
| | Male | Female | Male | Female |
| 15 to 19 years | 5.5% | 4.4% | 0.9% | 0.5% |
| 20 to 24 years | 32.3% | 25.4% | 10.0% | 6.5% |
| 25 to 29 years | 28.5% | 27.0% | 14.0% | 15.5% |
| Total | 21.8% | 18.8% | 8.4% | 7.9% |

While the percentage of youth that received employment insurance in 2017 was relatively high across all of New Brunswick, it was particularly high in northern and/or rural parts of the province.

Percentage of Population Aged 15 to 29 Receiving Employment Insurance – N.B. – 2017

| | Age Group | | |
|-----------------|-----------|----------|----------|
| | 15 to 19 | 20 to 24 | 25 to 29 |
| Fredericton CA | 1.2% | 16.9% | 19.3% |
| Moncton CMA | 1.7% | 19.7% | 20.8% |
| Saint John CMA | 1.3% | 19.9% | 21.1% |
| Bathurst CA | 9.8% | 45.3% | 35.5% |
| Campbellton CA | 10.0% | 46.3% | 35.3% |
| Miramichi CA | 10.7% | 48.3% | 35.6% |
| Edmundston CA | 9.5% | 41.8% | 31.8% |
| Non-CMA/CA N.B. | 8.2% | 38.6% | 37.1% |

Percentage of Population Aged 15 to 29 Receiving Employment Insurance – N.B. – 2007 to 2017



¹³ Sources(s): Statistics Canada, Annual Income Estimates for Census Families and Individuals (T1 Family File), Tables 11-10-0027-01 and 11-10-0005-01.