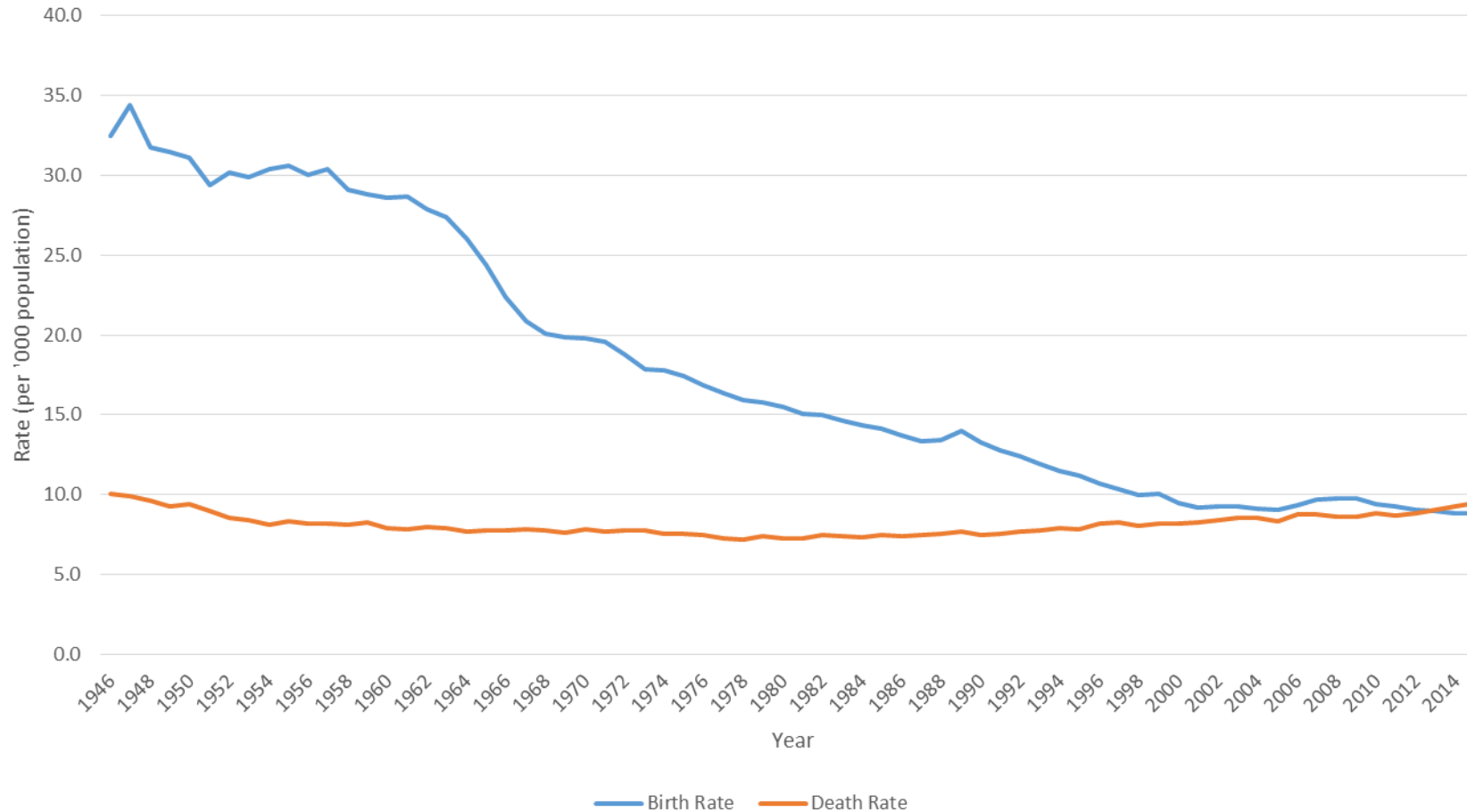


Immigration, Training and Sustainable Economic Growth in Rural Atlantic Canada

Sources of long-term economic growth

- Accumulation of capital stock
- Increases in labor inputs, such as workers or hours worked
- Increases in productivity of labour and capital.

Birth and death rates in Atlantic Canada, post-world war II



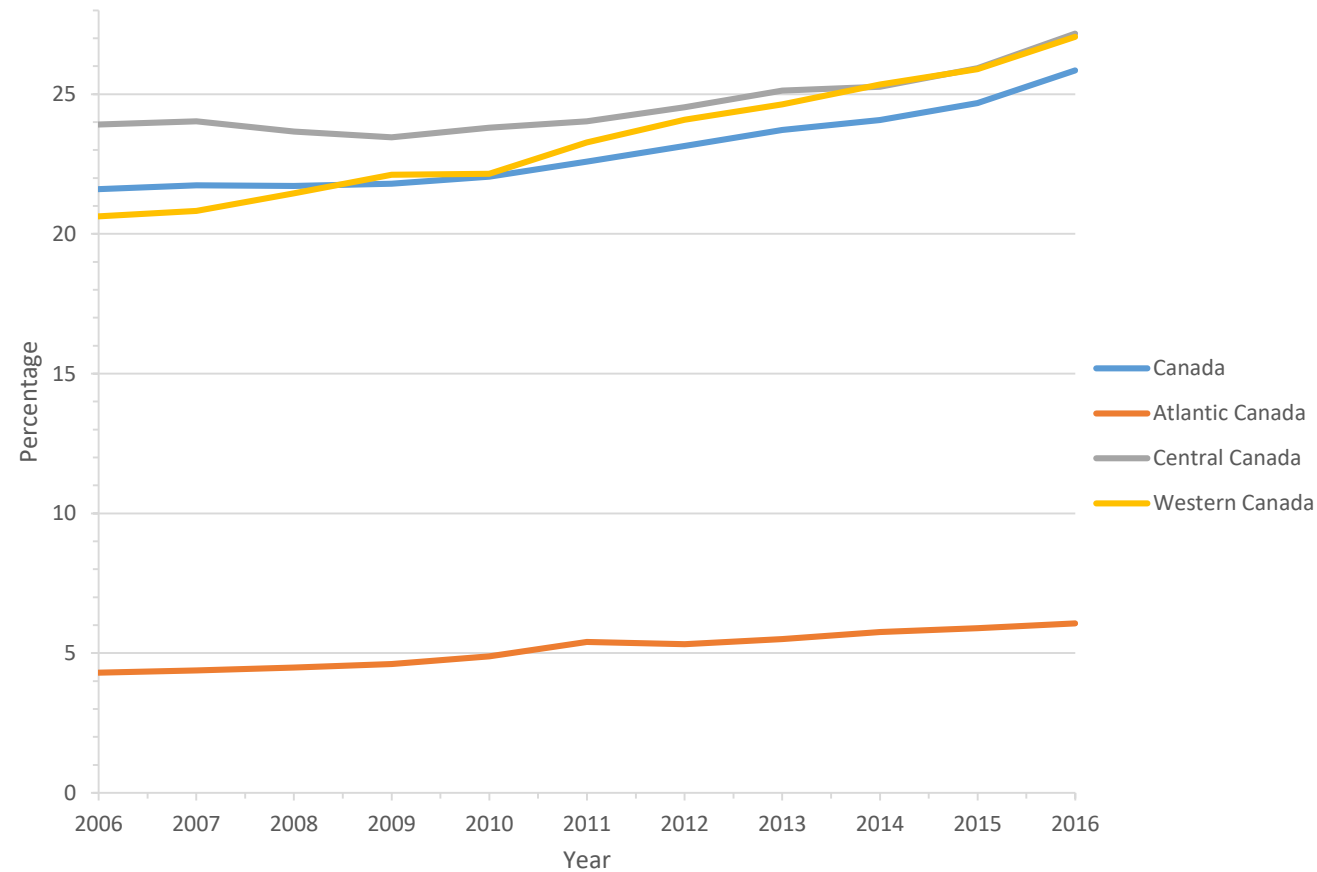
Source: Based on Statistics Canada Demography Division data.

Projected job opportunities, 2016-18, Atlantic Canada

Source	Number	Percentage
Job Growth	-14990	-0.5
Attrition	71595	2.2
Total Opportunities	56605	1.7

Source: Based on projections of Service Canada provided to the author.

Immigrants in Labour Force: Canada and its Regions



Source: Statistics Canada Labour Force Surveys 2006-2016, special tabulations.

Projected job opportunities by skill level, 2016 - 2018, Atlantic Canada

	Skill level	Job Opening		
		Due to growth	Due to attrition	Total
<div style="text-align: center;"> <div style="border: 1px solid black; padding: 5px; width: fit-content; margin: 0 auto;">More Skilled</div> <div style="font-size: 2em; margin: 10px auto;">↑</div> <div style="font-size: 2em; margin: 10px auto;">↓</div> <div style="border: 1px solid black; padding: 5px; width: fit-content; margin: 0 auto;">Less Skilled</div> </div>	Management	-1,385	8,500	7,115
	Professional	-925	11,880	10,955
	Technical / para professional	-6,315	23,745	17,430
	Intermediate	-3,765	20,425	16,660
	Labouring	-2,590	7,050	4,460
	TOTAL	-14,990	71,595	56,605

Based on projections of Service Canada provided to the author.

Projected employment by skill level in Natural Resource Industries, Atlantic Canada

	Skill level	Employment projections		
		Average employment 2017-19	Employment change 2016-19	Average annual growth 2017-19
<div style="text-align: center;"> <div style="border: 1px solid black; padding: 5px; width: fit-content; margin: 0 auto;">More Skilled</div> <div style="font-size: 2em; margin: 10px auto;">↑</div> <div style="font-size: 2em; margin: 10px auto;">↓</div> <div style="border: 1px solid black; padding: 5px; width: fit-content; margin: 0 auto;">Less Skilled</div> </div>	Management	16,160	210	2.30%
	Professional	4,535	290	12.80%
	Technical / para professional	45,475	400	-4.30%
	Intermediate	30,155	-105	-6.80%
	Labouring	7,285	35	-1.40%
	TOTAL	103,610	830	0.52%

Based on projections of Service Canada provided to the author.

Skills training: types, delivery and impacts

Types:

- Formal classroom setting
- Informal (on the job) training (accounts for more than half of lifetime human capital)
 - General training
 - Specific training

Training impacts:

- Worker productivity
- Wages

Impacts of training for immigrants

- Better access to labour market
 - Increasing employment opportunities
 - Increasing earnings thereby reducing dependence on welfare
 - Increasing returns to foreign education and training
- Increased social interaction

Challenges of skill training in rural areas

- Higher training costs due to poor economies of scale (population is scattered)
- Lack of public transportation making it difficult for trainees to access training
- Lack of availability of technological support
- Difficulty in attracting young population

Policy recommendations

- Most jobs in Atlantic Canada will be opened through attrition:
 - More attraction and retention of immigrants (Atlantic Immigration Pilot).
 - Recognize the opportunities presented by seniors in population
 - Retain workers reaching retirement age
 - Address barriers for labor force participation of underrepresented groups
- Address challenges of skills training in Atlantic Canada
- Increase firm-specific component of training for immigrants for retention
- Data projections needed at regional/provincial level to have clear understanding of regional labour market issues.













