

The Indigenous population can close the employment gaps with the Non-Indigenous population in Manitoba with 3,690 more employed Indigenous people in the Manufacturing industry, 2,696 more in the Retail Trade industry, and 2,635 in the Professional, Scientific and Technical Services industry.

**Manitoba**

3,690  
2,696  
2,635

**North**

To close the employment gaps, it is estimated that 1,985 additional Indigenous workers need to be employed in the Educational Services industry, 1,253 more in the Transportation and Warehousing industry, and 946 in the Professional, Scientific and Technical Services industry.

1,985  
1,253  
946

Employing 2,356 more Indigenous workers in Saskatchewan's Retail Trade industry, 2,206 more in the province's Professional, Scientific and Technical Services industry, and 1,864 more in the Manufacturing industry will close the employment gaps with Non-Indigenous workers.

**Saskatchewan**

2,356  
2,206  
1,864

**Ontario**

The employment of 5,955 additional Indigenous workers in Ontario's Professional, Scientific and Technical Services industry, 4,879 additional Indigenous workers in the Finance and Insurance industry, and 4,551 in the Manufacturing industry will close the gaps with the Non-Indigenous population.

5,955  
4,879  
4,551

To close the employment gap with the Non-Indigenous population, 5,122 additional Indigenous workers must be employed in Professional, Scientific and Technical Services industry, 2,309 additional workers in the province's Educational Services industry, and 2,221 in the Finance and Insurance industry.

**Alberta**

5,122  
2,309  
2,221

**Quebec**

To close the employment gaps with the Non-Indigenous population, 3,277 more Indigenous workers are needed in Quebec's Manufacturing industry, 2,696 more in the Professional, Scientific and Technical Services industry, and 1,599 in the Retail Trade industry.

3,277  
2,696  
1,599

The employment of 4,711 additional Indigenous workers in BC's Professional, Scientific and Technical Services industry, 2,309 additional Indigenous workers in the Finance and Insurance industry, and 2,003 in the Educational Services industry will close the gaps with the Non-Indigenous population.

**British Columbia**

4,711  
2,309  
2,003

**Atlantic**

It is estimated that 953 more Indigenous workers employed in the Manufacturing industry, 791 more in the Professional, Scientific and Technical Services industry will close the employment gaps in Atlantic Canada.

953  
791

**Current Employment Gaps**

## Future Opportunities

### Professional, Scientific and Technical Services

The Indigenous population is currently under-represented in the industry and Indigenous workers in the industry are also currently under-employed. According to our projections, the Indigenous population will be

under-represented in the industry by an estimated **33,545** workers by 2024. This is the most significant under-representation among all industries. This is important because labour force growth in this industry is expected to be 2nd highest over the forecast period.



### Finance, Insurance, Real Estate and Leasing Services

The Indigenous population is currently under-represented in the industry. Indigenous workers are also under-employed in the industry. By 2024, we have projected the Indigenous population to be under-represented by an estimated **18,965** workers (the 3rd largest gap). The size of the industry's labour force is expected to realize above average growth over the forecast period.



### Manufacturing

The Indigenous population is currently under-represented in the industry. Indigenous workers in the industry are also currently under-employed. According to our projections, the Indigenous population will also be under-represented in the industry in the future. In fact, this industry is projected to have the 2nd largest labour force gap by 2024, an estimated **23,298** workers. The size of the industry's labour force is expected to increase modestly over the forecast period.



### Health Care and Social Assistance

Indigenous workers are currently under-employed in the industry. Based on our projections, by 2024, Indigenous people will be under-represented in the industry by an estimated **10,588** workers. This industry represents a particularly important potential opportunity as its projected labour force growth rate is the highest among all industries over the forecast period.



### Wholesale Trade

Currently, the Indigenous population is under-represented and under-employed in the industry. Further, the Indigenous population is projected to be under-represented within the industry's future labour force by an estimated **6,293** workers. The industry is projected to have above average labour force growth over the forecast period.



### Retail Trade

The Indigenous population is under-represented and under-employed in the industry. We have projected the Indigenous population will be under-represented within the industry's labour force by an estimated **3,501** workers by 2024. The industry is expected to experience above average growth in labour force size over the forecast period.



### Other Services (except Public Administration) / Repair, Personal and Household Services

The Indigenous population is currently under-represented and under-employed in the industry. We have projected that by 2024 the Indigenous population will be under-represented within the industry's labour force by an estimated **2,068** workers. The industry's labour force is expected to experience above average growth over the forecast period.

