

Shuswap Labour Market Assessment and Planning: Neskonlith Indian Band Preliminary Report

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Submitted to Community Futures Shuswap
by Ironsight Business Strategies

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1 Introduction

Located within the traditional territory of the Secwepemc people, the Shuswap is noted for its beautiful lake-front communities, sublime mountain ranges, and diverse eco-systems. The Shuswap is economically diverse with an active agricultural industry, including wineries, cattle farms, and nurseries. Tourism is also an important economic driver for a number of the businesses in the region. At the same time, in larger communities like Salmon Arm, there is a growing manufacturing industry with several local companies competing in international markets. The Shuswap is, in short, a beautiful place to work and do business.

However, as part of the Thompson Okanagan Development Region, the unique attributes of the Shuswap and the communities within the Shuswap are often lost or skewed in the larger regional profile where the attributes of larger cities, like Kamloops and Kelowna, influence the characterization of the Development Region as a whole.

1.1 Project Background

Recognizing the need for evidence-based community labour market planning in the Shuswap, the Community Employment Partnership Program (CEPP) Committee commissioned the *Shuswap Labour Market Assessment and Planning Project (Shuswap LMAPP)*. The committee members include (but are not limited to) representatives from the following:

First Nations

- Adams Lake Indian Band
- Little Shuswap Indian Band
- Neskonlith Indian Band
- Splatsh Indian Band
- Sexqelkmc te Secwepemc

Metis Community

- Salmon Arm Metis Association

Businesses

- Sexqelkmc Enterprises Inc.
- Splatsh Development Corporation
- Focus Ability – Workable Solutions

Salmon Arm

- Salmon Arm Economic Development Society

Columbia Shuswap Regional District

- Columbia Shuswap Regional District Electoral Area C

Educational Facilities

- Okanagan College

Community Organizations

- Community Futures - Shuswap

The CEPP Committee directed Community Futures to secure funding for the project through the Ministry of Social Development and Social Innovation. With the funds secured, Community Futures requested proposals from qualified consultants. In December of 2016, Community Futures contracted Ironsight Business Strategies to undertake the Shuswap Labour Market Assessment.

1.2 Project Goals

While the project focuses on the unique local labour market conditions in each of the participating communities / CSRD Electoral Area C, the partners have also identified the opportunity to address labour market issues and opportunities at the regional level. The goals of the project follow: (1) to develop a detailed understanding of the unique labour market characteristics of the region; (2) to develop a detailed understanding of the unique labour market characteristics of each of the six participating communities; and (3) to develop six unique, but interrelated, community action plans to address the labour market challenges and opportunities in each of the communities.

1.3 Neskonlith Indian Band Labour Market Preliminary Assessment Report

In keeping with these threefold goals, this current *Neskonlith Indian Band Preliminary Assessment Report* is one of six community specific labour market reports. As such it presents the findings, to date, of the labour market research for Neskonlith Indian Band. It includes the quantitative analysis of the surveys and compares these results to the Census data as well as other relevant documents, for example the *Official Community Plans*.

1.4 Limitations of the Preliminary Assessment Report

As the title indicates, this report is preliminary. Quantitative data from the Census and SLMA surveys are the foundation of this study. Qualitative information from the interviews will be included in the final report. Furthermore, two more rounds of community meetings remain: one to identify strategic themes, and a final round of meetings to develop the community action plans. In keeping with the principles of participatory action research, the report is not complete until community members have had an opportunity to respond to the findings and, as part of their response, develop their community action plans. The results from each round of these community meetings will inform the Final Reports for each of the six communities. In other words, until such time as the community meetings are complete all reports are preliminary.

2 SLMAPP Methodology

Participatory Action Research (PAR) informs the design, development, implementation, and response to research for the SLMAPP. According to The Handbook of Participatory Action Research,

[PAR] is collective, self-reflective inquiry that researchers and participants undertake, so they can understand and improve upon the practices in which they participate and the situations in which they find themselves. The reflective process is directly linked to action, influenced by understanding of history, culture, and local context and embedded in social relationships. The process of PAR should be empowering and lead to people having increased control over their lives. (p. 854)

In keeping with the principles of *PAR*, the Shuswap Labour Market Assessment and Planning Project is driven by community. Community members initiated the *SLMAPP* through the Community Employment Partnership Program Committee (*CEPP*).

2.1 Community Engagement, Participation & Research Design

With *PAR*, community engagement, participation, and research design are interconnected. In fact, the success of the research, for example the surveys and interviews, depends upon community involvement. Likewise, participation in community meetings depends upon the determination of the *CEPP* representatives to engage and recruit participants.

Through the *CEPP* Committee, representatives from the six participating communities, from local organizations, and from local businesses, guided the project. In order to drive the project, under the leadership of Community Futures the *CEPP* undertook the following:

1. Commissioned the project through Community Futures;
2. Secured project funding;
3. Developed and approved the request for proposals;
4. Directed project planning;

5. Contributed to the design and focus of the research, including the survey and the interview questionnaires;
6. Contributed in-kind contributions to ensure that the *Shuswap LMAPP* was viable and successful;
7. Worked with Ironsight to identify interviewers from the local community;
8. Identified and recruited potential interview participants;
9. Recruited survey participants through their websites, email lists, and in-person meetings; and
10. As community champions, they were also instrumental in recruiting community meeting participants.

Along with the dedicated members of the *CEPP* Committee, other members of the local communities participated in the *Shuswap LMAPP* through community meetings and survey and interview questionnaires. The design, development, and implementation of the *SLMAPP* reflect local residents' abiding commitment to the economic and social wellbeing of the Shuswap region as a whole.

With the support of the *CEPP*, research for the *Shuswap LMAPP* focused on the following data sources: (1) extant literature for the communities in the Shuswap (including *Official Community Plans*, *Community Comprehensive Plans*, *Statistics Canada Data*, *BC Statistics data*, etc.); (2) four rounds of community meetings in the six participating communities; (3) Interviews with local residents; and (4) Surveys with local residents. Participation in the project was driven by the *CEPP*.

2.1.1 Environmental Scan: Extant literature

In order to understand the profiles, goals, and labour market conditions of each community in the study, Ironsight Strategies conducted a review of extant literature. Committee members supported the research by providing digital copies of relevant documents, for example *Comprehensive Community Plans*. Ultimately, while there was some relevant labour market information in the *Official Community Plans* and *Comprehensive Community Plans* for each of the communities, the majority of the information for the *Environmental Scan* comes from the 2011 Census and National Household Survey and when available, 2016 Census data. Unfortunately, detailed labour market data from the 2016 Census was not available at the time of the writing of this report.

2.1.2 Four Rounds of Community Meetings

Ironsight is undertaking four (4) rounds of community meetings with the six (6) participating communities. Based on these considerations, the total number of community meetings is twenty-four (24). Community meetings are facilitated by Dr. Christiansen of Aloka Consulting. Dr. Christiansen uses an Appreciative Inquiry based facilitation process. At the time of writing this *Preliminary Report*, the first round of community meetings is complete. Findings from the *Preliminary Assessment Reports* are presented at the second round of community meetings. The third and fourth round of community meetings focus on the communities' responses to the research findings.

2.1.2.1 1st Round of Community Meetings – Neskonlith Indian Band

Preliminary findings from the *Environmental Scan* were presented to each of the participating communities between March 1 and April 30, 2017. Following these presentations, the *SLMAPP*

Team hosted Community Meetings to identify missing and important information, for the entire project area.

These meetings included members from community as well as community leaders and *Project CEPP* members. In Neskonlith Indian Band, there were over 6 attendees at the meeting, including labour market planners, non-profit leaders, business owners, and labour force participants. Once the research team presented the findings, the *SLMAPP* Facilitator led the participants through a process to answer the question, “What information in the literature review is important and what information is missing?” In Neskonlith, the responses were organized under the following 6 themes by meeting participants:

- Community planning vision
- Economic development external to band administration
- Growth and retention
- Sustainable resource challenges and opportunities
- Get specific geographic information
- Developing member resources

Each item identified by the meeting participants was assigned one of two designations: (I) for important information or (M) for missing information. In this case, missing information means labour market and other relevant data not currently available in the 2011 Census or extant literature.

Once the community provided feedback on the extent data and data needs for Neskonlith as well as the other participating communities, the project team drafted a set of survey questions and interview questions related to each of the key issues identified at the community meeting. The draft questions and a draft *Data Collection Manual (DCM)* were then circulated to the CEPP Sub-Committee for review, comment, and revision. The feedback provided from the CEPP Sub-Committee resulted in a polished draft of the survey, interview questionnaires and the *DCM*. The survey and interview questionnaires were field tested, revised, and finalized on June 1, 2017. Field research commenced in the first week of that month.

2.1.3 Interviews

Interview respondents were selected based on purposive sampling. Simply stated, “purposive sample is a non-representative subset of some larger population, and is constructed to serve a very specific need or purpose” (*Purposive Sampling*). In this case the specific purpose was to determine the qualitative labour market profiles of members of the community. Respondents were drawn from three labour market sub-groups: business owners, labour force participants, and non-profit/community leaders.

The CEPP determined that the project team would conduct a total of 80 interviews with business owners, employees, and community leaders in the six communities.

Two additional selection criteria informed the sampling. Interview respondents had to be:

- 18 years of age or older at the time of the interview; and
- Active in the labour market as a job seeker, employee, employer, or community leader.

At the time of writing this preliminary report, the project team had a total of 73 interviews complete. Each individual signed a consent form and the project team assured confidentiality. Interviews were audio recorded and transcribed.

2.1.4 Surveys

Like the interviews, the surveys were based on purposive sampling. The project team targeted residents of each community within the study area although a few individuals who reside outside of the area also completed surveys. Surveys were distributed online, through local businesses, at the WorkBC office, and community gathering places. Some project team members went door-to-door. A total of 576 surveys were completed for the participating communities in the Shuswap area. Of these, 564 were considered in the analysis. A total of 12 surveys were eliminated from the sampling because these participants indicated that had already completed a survey. There is a total of 54 individuals included in the Neskonlith Indian Band survey dataset. Thirty-eight (38) individuals indicated they lived in the Neskonlith community. Sixteen (16) individuals indicated they lived in an area outside of Neskonlith Indian Band but worked in the Neskonlith community and therefore have also been included as they are participating in the labour market in Neskonlith. Please note, survey data in the graphs presented below may not add up to 100% due to rounding. Furthermore, due to rounding, two bars may be different heights but share the same percentage.

3 Neskonlith Indian Band Research Results

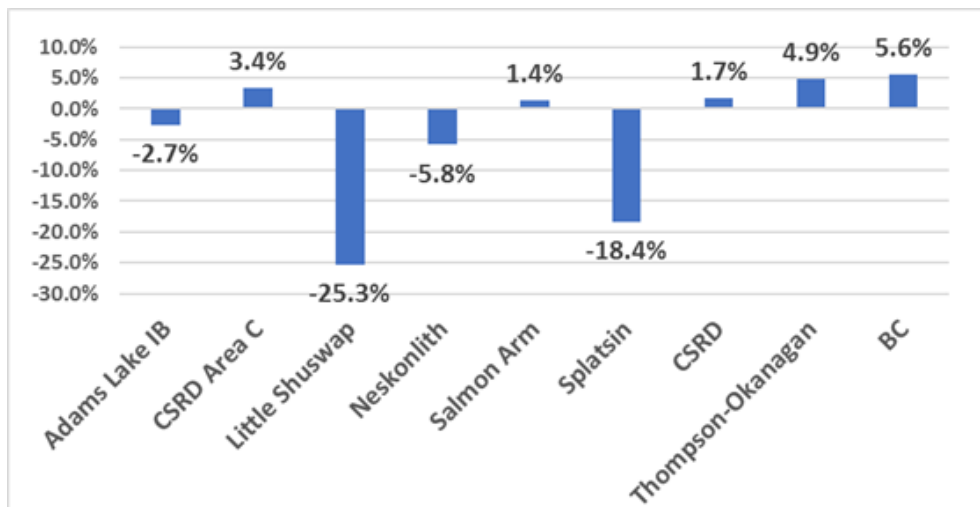
The Neskonlith Indian Band is made up of three reserve areas located adjacent to the City of Salmon Arm and the Village of Chase. Columbia-Shuswap Regional District Area C is also located between Salmon Arm and Chase and therefore between the Neskonlith reserves. It is therefore important that the labour markets of these other population centers be taken into account, as they labour markets are inextricably connected. The Neskonlith Community encompasses approximately 2,800 hectares of land, with the largest land reserve located on Neskonlith Indian reserve #1, six kilometers west of Chase. Neskonlith has lands located adjacent to the Trans-Canada Highway and on Shuswap Lake. The 2016 Census reports that Neskonlith has a population density of 22.6 persons per square kilometer.

3.1 Population

3.1.1 Population Growth and Decline

According to the *2011 Census*, there were approximately 113 private dwellings and 327 residents living in the Neskonlith community. In 2016 the Census reported there were 101 private dwellings and 308 residents, a decrease of 5.8% from 2011 to 2016. This decrease is significantly lower, over 10%, than the average population increase of 5.6% within British Columbia.

It is important to note that although there is a population decline according to the 2011 and 2016 Census data, Indigenous and Northern Affairs Canada (INAC) reports a registered population of 661 people, with 268 people living on reserve (August 2017). This number does not include non-band members living in the Neskonlith community. Throughout this report you will see differing statistics from INAC and Statistics Canada, further highlighting the need for accurate data collection in this community, and projects such as this current LMAAP Project.



3.2 Age

3.2.1 Age Distribution

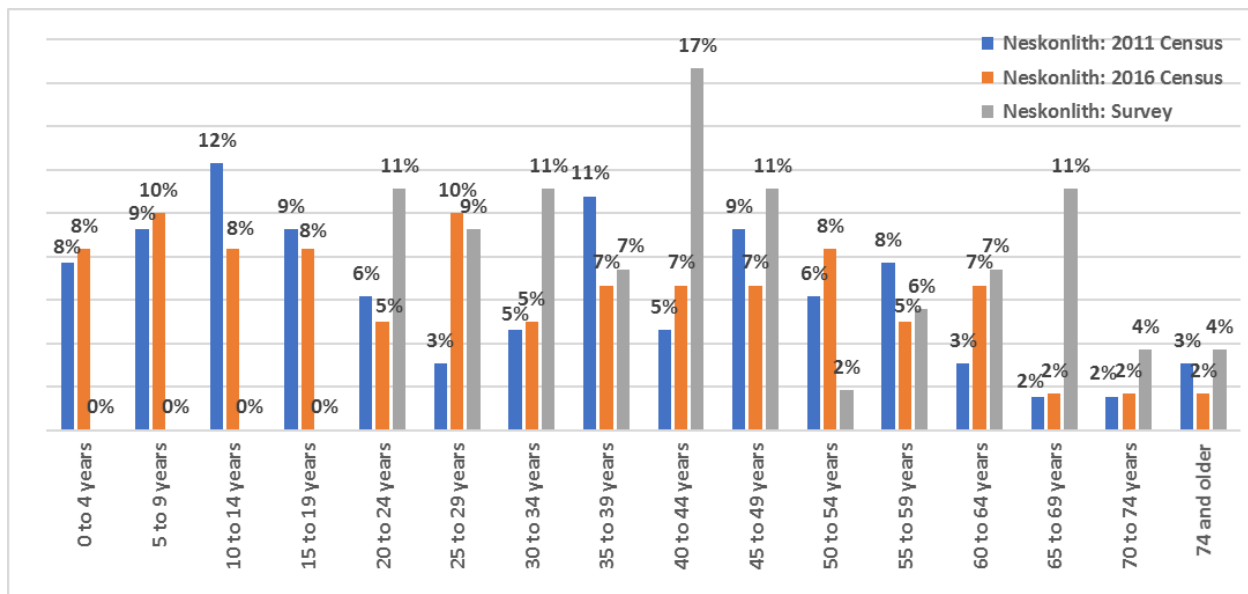
According to Census 2016 data, Neskonlith Indian Band has a median age of 31.7 years, 10 years lower than the 41.6 median age in British Columbia (Government of Canada, 2016).

3.2.2 Age Growth vs. Decline

A comparison of the 2011 and 2016 Census data indicates there were significant declines in the age groups 10-14 years old and 35-39 years old, perhaps indicating a loss of families with young children. There were also significant increases in the age groups 25-29 and 60-64, perhaps indicating a return to the community for people in these age groups.

Age demographics in the community indicate that the Neskonlith community has a proportionally large number of working age individuals. As Neskonlith is located in a region known to have a high retiree population, it is uniquely positioned to help fill some of the job openings due to retirements in the region.

With respect to the SLMA survey data, there appears to be a well-balanced representation of age groups within the labour force range (15 to 64 years old). There was significant over representation in the 40-44 and 65-69 age groups and under-representation in the 50-54 age group, but the results indicate an overall community interest in addressing labour market concerns.



3.3 Labour Market Participation

While labour data from the 2016 Census is not available until late November 2017, recent unemployment, employment and participation rates are available for the larger geographic areas of the Thompson-Okanagan and the Southern Interior through Work BC and the Canada Employment Insurance program.

In Neskonlith Indian Band, the participation rate from the 2011 Census was 61%, which is a high participation rate in comparison to the BC participation rate. There were approximately 240 people over the age of 15 years, and approximately 90 of these individuals were not participating in the labour force. Comparatively, the labour force participation rate for CSRD was 58.6% in 2011, and the rate for BC was 64.6%. In July 2017, Work BC reported that the participation rate for BC was 66.5% and 63.6% for the Thompson-Okanagan, just slightly higher (3%) than the participation rate in Neskonlith (61%, from 2011).

Table 1: Employment Rates: Economic Regions

	Participation Rate	Employment Rate	Unemployment Rate
British Columbia*	66.50%	63.00%	5.20%
Thompson-Okanagan*	63.6	60	5.6
Southern Interior**			8%

*(July 2017, Work BC), **(August 2017, Employment Insurance Program)

3.3.1 Employment & Unemployment Rates

From Census data, in 2011 in Neskonlith Indian Band, 43% of individuals were employed, while 32% were unemployed. The unemployment rate was the highest unemployment rate of the communities considered in the study, and also higher than the nearby Village of Chase, whose unemployment rate was quite low, at 5.7%. The high participation rate and high unemployment rate indicate that many Neskonlith residents are participating in the labour market but having

difficulty finding employment, meaning there is an available labour pool in this community that is not being utilized.

For the Thompson-Okanagan, the unemployment rate was 5.6% in July 2017, according to Work BC statistics (see Table 1 above). In BC, the rate was slightly lower, at 5.2% for the same period. The unemployment rate in the Thompson-Okanagan is consistently higher than the BC rate (6.55% vs 6.19% respectively, 10-year average, 2005-2015). The Employment Insurance program in Canada reported an unemployment rate of 8% in the Southern Interior Region for August 2017. This Region encompasses the CSRD, Thompson-Nicola, the Central and East Kootenay, the North Okanagan, the Central Okanagan, and the Okanagan-Similkameen Regional Districts. The difference between the Thompson-Okanagan and the Southern Interior unemployment rates is significant, a difference of almost 3%, although they cover some of the same geographical areas.

Table 2: Employment Rates: by Community

	Participation Rate	Employment Rate	Unemployment Rate
Adams Lake	53%	36%	25%
Chase	49%	46%	6%
CSRD	59%	52%	12%
Enderby	48%	44%	8%
CSRD Area C	46%	41%	11%
Little Shuswap Lake	53%	44%	26%
Neskonlith	61%	43%	32%
Salmon Arm	59%	54%	8%
Splatsin	52%	36%	14%

*2011 National Household Survey

Projection estimates for the Thompson-Okanagan from BC Statistics show that participation rates in this region are expected to stay generally the same as current participation rates or slightly decline over the next 15 or more years, depending on the age group. Participation rates are expected to slightly increase for females between the ages of 30 to 54 years of age.

Table 3: Projected Participation Rates: Thompson-Okanagan

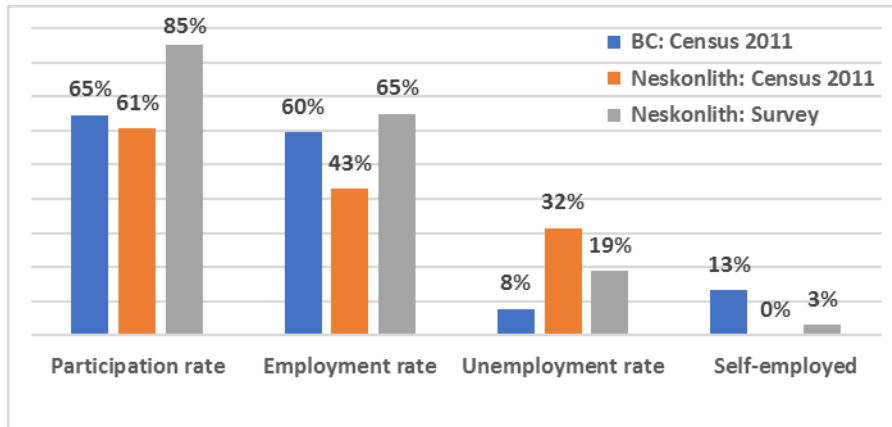
Aged 15 years and over

Year	Males	Females	Total
2018	66.1	58.1	62.0
2019	66.0	58.0	61.9
2020	65.7	57.9	61.7
2021	65.5	57.8	61.6
2022	65.3	57.7	61.4
2023	65.0	57.7	61.2
2024	64.6	57.6	61.0
2025	64.3	57.5	60.8

(BC Stats Regional Labour Force Participation Rate Projection Model, 2014)

3.3.2 Census 2011: Labour Market status – Neskonlith Indian Band Residents

Results from the 2011 Census show that in Neskonlith Indian Band, approximately 43% of the population aged 15 years and over, was employed in 2010. No one (0%) was indicated as self-employed and 32% were unemployed. Thirty-nine percent (39%) of those age 15 and over were not participating in the labour market.

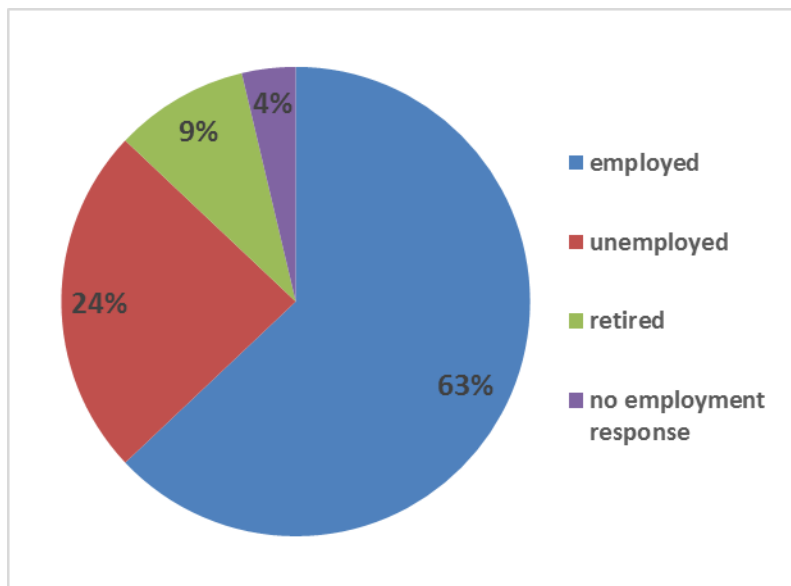


3.3.3 Labour Market Status of Survey Participants

Similar to the Census 2011 findings, the survey conducted for this study (in 2017) found that 63% of the survey respondents were employed or self-employed at the time of the survey. Twenty-four percent (24%) were unemployed and 9% were retired. An additional 4% of the survey participants in Neskonlith did not select an employment status.

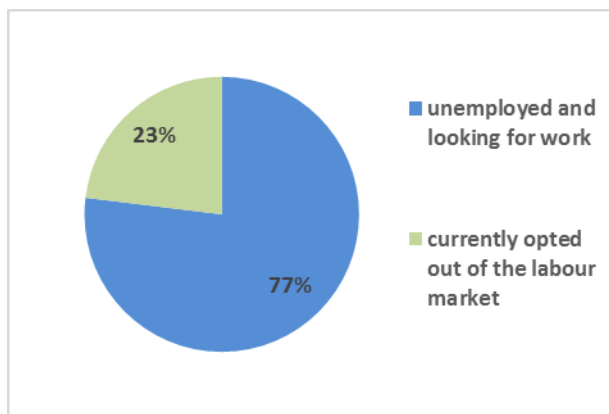
While the survey sample is targeted and represents a small portion of the residents in Neskonlith Indian Band, the employment findings show that the survey does have good representation samples in each of the aggregated employment categories. Because of the low sample size, and to protect the anonymity of the respondents, self-employed survey respondents in Neskonlith have been aggregated in the employed labour market status group.

Unemployment figures between Census 2011 and Survey participants also significantly differ (32% vs 19% respectively), indicating a possible lower representation of unemployed individuals in the survey findings. The difference in the representation of the unemployed is accounted for in the difference in the participating population in the two instruments. Census findings indicate that 39% of the population is not participating in the labour market, while only 15% of survey respondents were not participating in the labour market. This is also due in part to the survey selection criteria which focused on those between the ages of 18 and 64.



3.3.4 Profile of Unemployed Survey Participants

Seventy-seven percent (77%) of unemployed survey participants are currently looking for work. The remaining 23% are unemployed and did not indicate why they are currently not participating in the labour market. In Neskonlith, there were no survey participants who identified themselves as students, supported by their partners, or on disability and unable to find suitable employment.

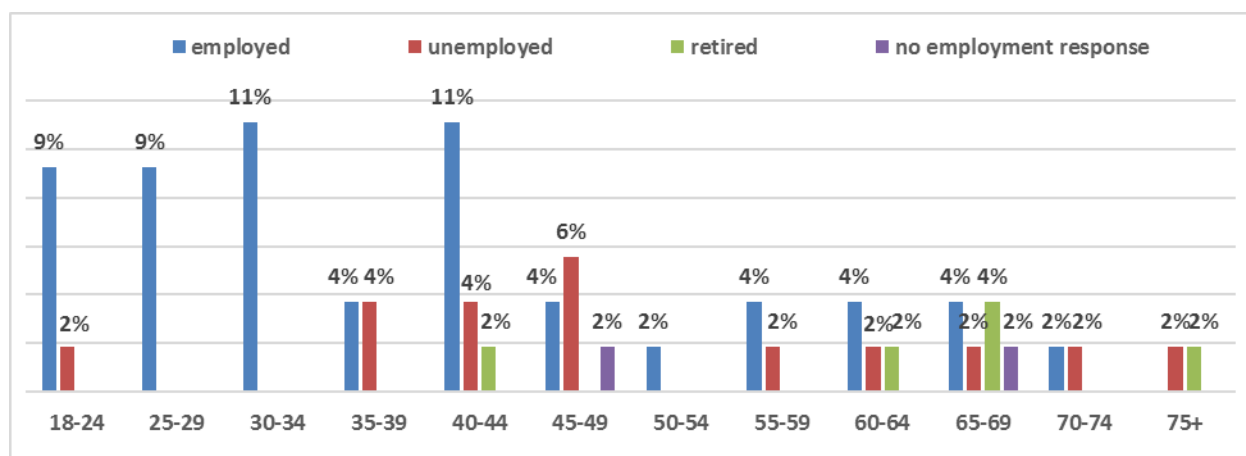


3.3.4.1 Age Profile of Survey Participants by Labour Market Status

As can be seen in the graph below, employed survey participants are fairly evenly spread across all age groups from age 18 to age 44, with the exception of a drop in employed survey participants in the age range of 35-34 years old. Approximately 48% of survey participants are employed and under the age of 50. Sixteen percent (16%) of survey participants are employed and over the age of 50.

A few (2%) of unemployed survey participants are young (age 18-24), while the remaining unemployed survey participants are 35 years and older. These unemployed participants include individuals who completed the survey but have currently opted out of the labour market (see the section above). The majority of unemployed survey participants are between the ages of 45-49

years of age (6% of the total survey participants). Interestingly, a few (2%) survey participants who are 40-44 years old indicated they are retired.

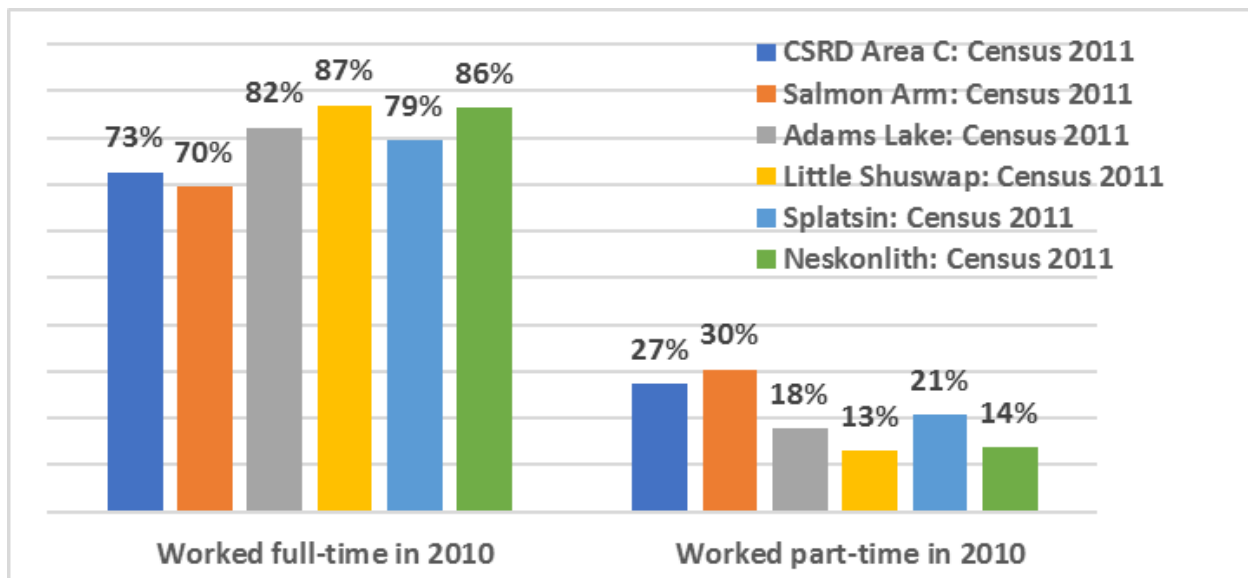


3.3.5 Profile of Employed Survey Participants

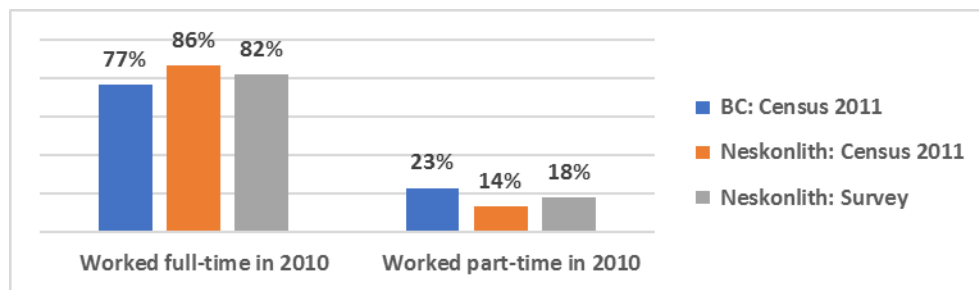
3.3.5.1 Full-Time vs Part-Time Employment

The ratio of those employed full-time compared to those employed part-time is an important indicator of labour force stability. According to the 2011 Census, among those who are employed, 77% are full-time compared to 23% part-time in British Columbia. Comparatively, according to the 2011 Census, of those employed in Neskonlith, 86% work full-time and 14% work part-time.

In fact, when one compares the 2011 Census data for full-time to part-time employment ratio of the other five SLMA participating communities, Neskonlith Indian Band has the largest proportion of individuals employed full-time compared to part-time, next to Little Shuswap Lake Indian Band. This full-time to part-time employment ratio would suggest that for those employed in the Neskonlith community, the labour market is relatively stable. A lower proportion of part-time workers typically means that fewer individuals will be seeking employment elsewhere in order to increase their income. There are exceptions of course, for employed individuals who choose to work part-time; as second income earners, because of life circumstances which limit their ability to be employed full-time, or for other reasons.

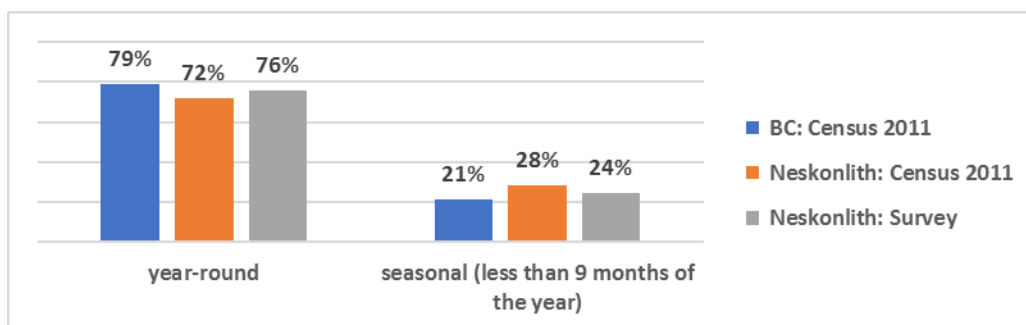


Alternatively, the SLMA survey indicates a lower ratio of those employed full-time, 82%, compared to those employed part-time, 18%. In either case, Neskonlith Indian Band has higher percentage of those employed full-time and a lower percentage of those employed part-time compared to the profile of full-time vs part-time employment for the province.



3.3.5.2 Seasonal vs Year-Round Employment

Like the full-time to part-time employment ratio, the ratio of seasonal to year-round employment is an important indicator of labour market stability. In this case, the ratio of seasonal to year-round employed individuals in Neskonlith Indian Band is slightly lower than that of the province. According to the 2011 Census data, the provincial ratio is 79% year-round to 21% seasonal compared to Neskonlith at 72% to 28%. Among the employed survey participants from Neskonlith, 76% were employed year-round versus 24% employed seasonally.

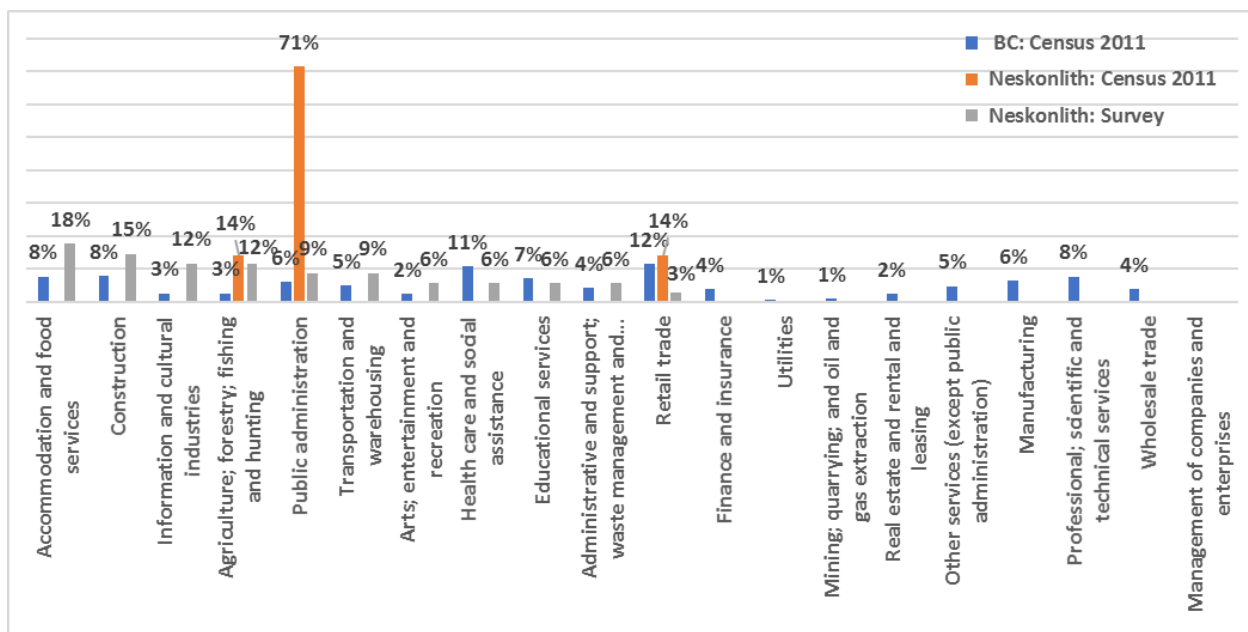


3.4 Industry¹

3.4.1 Employment by Industry

For Neskonlith, data from the 2011 Census is limited. According to the 2011 Census there were only three industries in which residents were employed; public administration was the largest employer, at 71%, followed by agriculture, forestry, fishing and hunting at 14%, and retail trade at 14%. INAC reports different findings for industry, which cannot easily be compared to Statistics Canada data as there are different industry groupings. The largest industry according to INAC is other services (31%), followed by agriculture, resource based (8%), wholesale and retail trade (6%), manufacturing and construction (4%), and health and education (4%).

The distribution of the Neskonlith SLMA survey participants by industry shows that the 2011 Census data is incomplete. The top five industries in which individuals were employed are; accommodation and food services (18%), construction (15%), information and cultural industries (12%), agriculture, forestry, fishing and hunting (12%), and public administration (9%). The industries in which Neskonlith survey participants were not employed in the following nine industries; finance and insurance industry, utilities industry, mining, quarrying, and oil and gas extraction industry, real estate and rental leasing industry, other services industry (except public administration), manufacturing industry, professional, scientific and technical services industry, wholesale trade industry, and management of companies and enterprises industry.

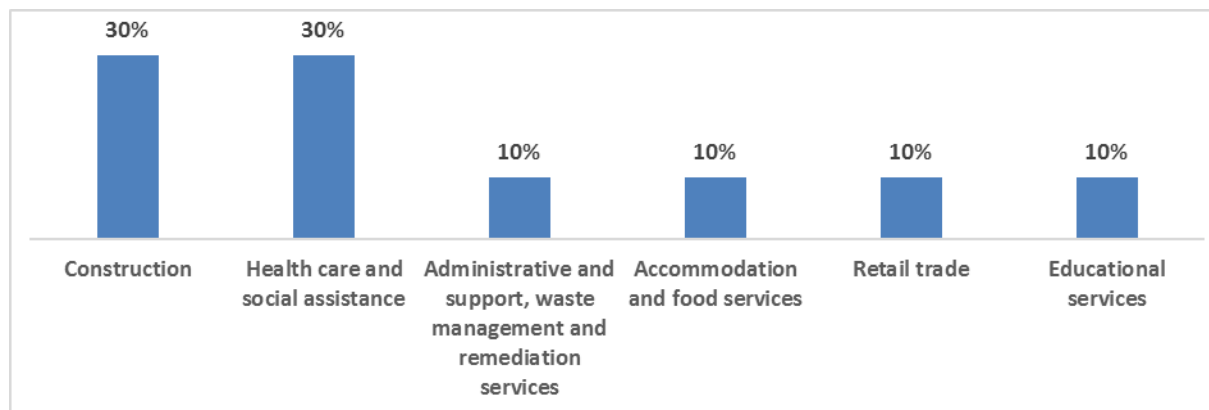


3.4.2 Unemployment by Industry

Both the 2011 Census and the SLMA Survey considers employment by industry. Moreover, the SLMA Survey also considers the most recent industry of those who are currently unemployed. Among the survey participants, the highest percentage of unemployed individuals have experience

¹ Census Canada industry data is based on the North American Industry Classification System (NAICS). NAICS represents the standard categories for labour market research. As such, the SLMA Survey also relies on NAICS to identify the labour market participation by industry.

working in the construction industry (30%); and the health care and social assistance industry (30%). Those who had experience in the administrative and support, waste management and remediation service industry represented 10%, likewise those from the accommodation and food services represented 10% of the unemployed survey participants, those from the retail trade industry, 10%, and those from the educational services industry and additional 10%.



Thompson Okanagan Industry Growth Projections

According to the *British Columbia 2025 Labour Market Outlook*, industry projections for the Thompson Okanagan anticipate growth in the following industries: The top five (5) industries with the highest forecasted annual employment growth rates in the Thompson-Okanagan Region are:

- Construction (2.4%),
- Forestry and Logging with Support Activities (2.2%),
- Health Care and Social Assistance (2.0%),
- Educational Services (1.7%), and
- Accommodation and Food Services (1.6%).

Given these projections, it is worth considering the unemployed; particularly those in the construction industry, health care and social assistance industry, accommodation and food services industry and those in the educational services. At the time of writing this report, recent changes to the public-school classroom sizes may also cause an increase in the demand for those in the educational service industries. It is also worth considering the business development opportunities in these industries as well.

3.5 Occupation²

3.5.1 Employment by Occupation

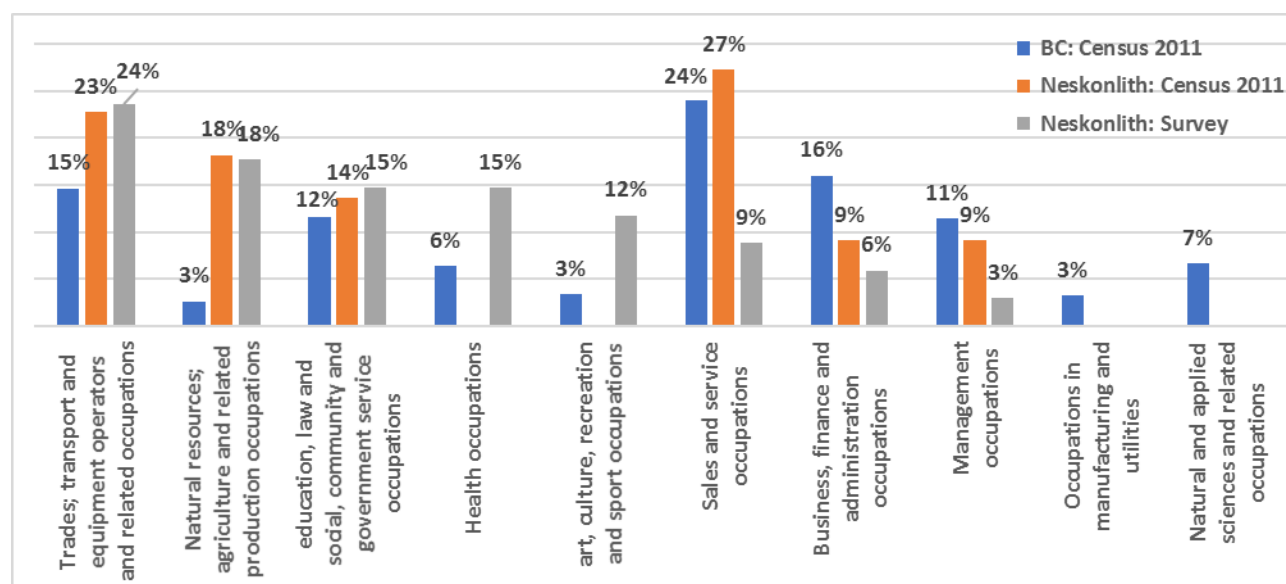
Similar to the industry results, Census 2011 occupational data is limited for the Neskonlith community. According to the 2011 Census, the largest proportion (27%) of employees in Neskonlith Indian Band work in sales and service related occupations; 23% work in trades, transport and equipment operator related occupations; 18% work in natural resources, agriculture and related production occupations; 14% work in education, law and social community and

² According to Statistics Canada, “‘Occupation’ refers to the kind of work performed in a job, a job being all the tasks carried out by a particular worker to complete his or her duties. An occupation is a set of jobs that are sufficiently similar in work performed” (Dictionary, Census of Population, 2016).

government service related occupations; and another 9% work in management occupations. Another 9% work in business finance and administration occupations. According to Census 2011 data, no one is employed in the remaining 4 occupational categories.

Once again, INAC data shows different occupational groupings. According to INAC, the majority of Neskonlith residents work in sales and service (13%) and in management occupations (13%). This is followed by trades and related (10%), and social sciences and government (8%). Approximately 6% work in a primary industry, and 4% work in natural sciences and health occupations.

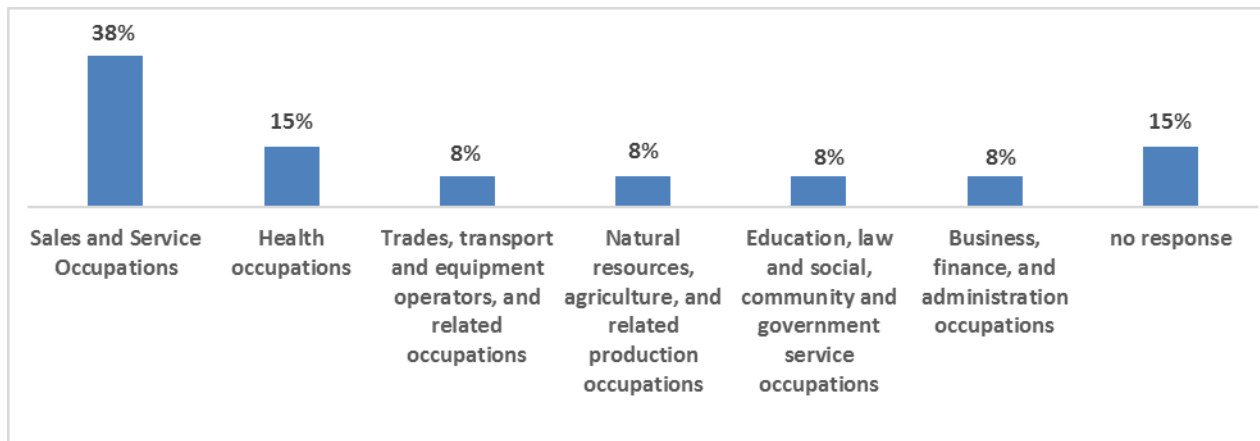
As with industry results, the SLMA Survey results for occupation also show that the Census 2011 data is incomplete. Survey respondents from Neskonlith indicated that they worked in all 10 occupational categories, with the exception of the following two: occupations in manufacturing and utilities, and natural and applied sciences and related occupations. Similar to the Census findings, the majority of survey participants worked in the trades, transport and equipment operator occupations (24%), followed by the natural resources, agriculture and related production occupations (18%). Those employed in the education, law, social, community and government service occupations also closely matched the Census findings at 15%. An additional 15% of survey participants reported they worked in the health occupations, 12% in the art, culture, recreation and sport occupations, and only 9% in the sales and service occupations (compared to 27% from the 2011 Census). The remaining survey participants worked in the business, finance and administration occupations (6%), and the management occupations (3%).



3.5.2 Unemployed by Occupation

Like the 2011 Census, the SLMA survey considers the occupations of employed labour market participants in Salmon Arm. However, unlike the Census it also identifies the most recent occupations of unemployed participants. The majority of those who were unemployed had most recently been employed in a sales and service occupation (38%), followed by health occupations (15%). The remaining unemployed survey participants had most recently been employed in trades, transport and equipment operators and related occupations (8%), natural resources, agriculture and

related production occupations (8%), education, law, social, community and government service occupations (8%), business, finance and administration occupations (8%). Fifteen percent (15%) of unemployed survey respondents did not indicate their last occupation of employment.



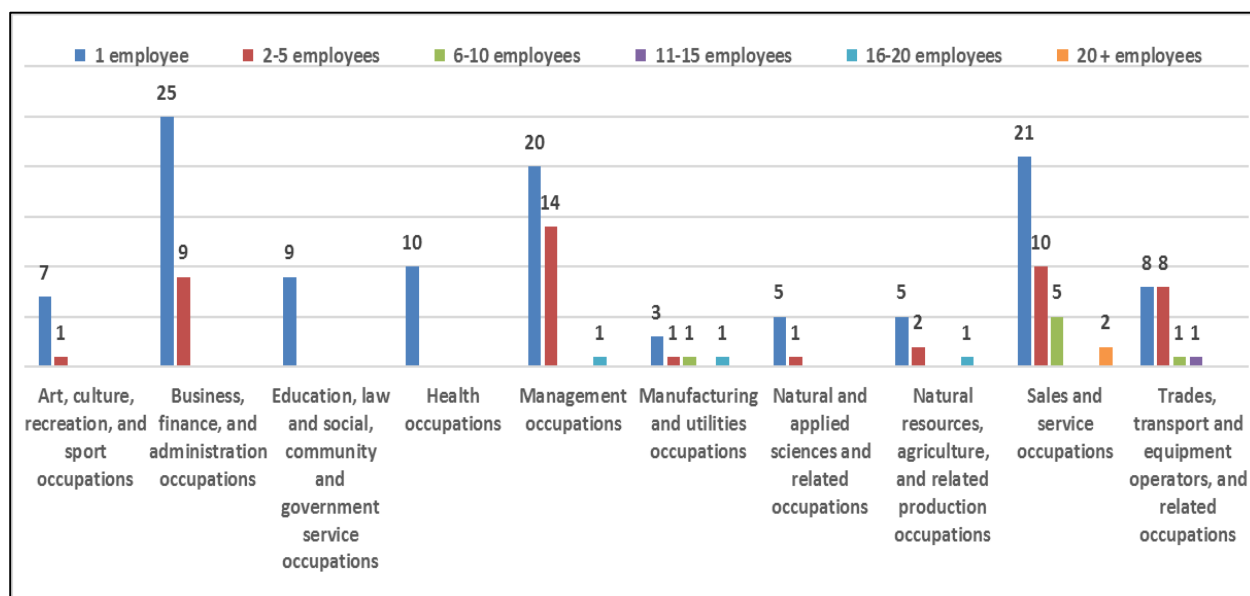
3.5.3 Employment Opportunities – SLMA Survey Anticipated Vacancies

Along with questions about their industry and occupations, SLMA Survey respondents who owned businesses were also asked to identify the number of anticipated vacancies in their business in the next two years. Among those who responded, the majority (113) anticipate only 1 vacancy in their business in the next two years. Among this group the largest proportion (25) anticipated 1 vacancy in the business, finance, and administration occupations. This group was followed by those who owned businesses in the sales and service occupations at 21 business owners. Twenty (20) employers anticipated 1 vacancy in the management occupations.

Among those business owners who anticipated 2-5 vacancies in their business in the next two years, 14 expected management vacancies in the next two years; ten (10) business owners expected between 2-5 sales and service occupation vacancies; and nine (9) business owners anticipated between 2-5 vacancies in business, finance, and administration. While eight (8) expected between 2-5 vacancies in trades, transport, and equipment operators and related occupations.

Only 6 business owners anticipated between 6-10 vacancies in their businesses in the next two years. Among this group, 5 anticipated between 6-10 vacancies in the sales and service occupations, and 1 anticipated between 6-10 vacancies in the manufacturing and utilities occupations.

Only 1 business owner anticipated between 11-15 vacancies, and these vacancies were in the trades, transport, and related occupations. Three business owners anticipated between 16-20 vacancies in the next two years. These vacancies were anticipated in the management, manufacturing and utilities, and natural resources, agriculture, and related occupations. Finally, only 1 employer surveyed for this study anticipated 20+ vacancies in the next two years. These anticipated vacancies were in the sales and service related occupations.



3.6 Income

The 2011 Census does not include income measures for Neskonlith Indian Band. This information has been suppressed to meet the confidentiality requirements of the Statistics Act (Statistics Canada 2012).

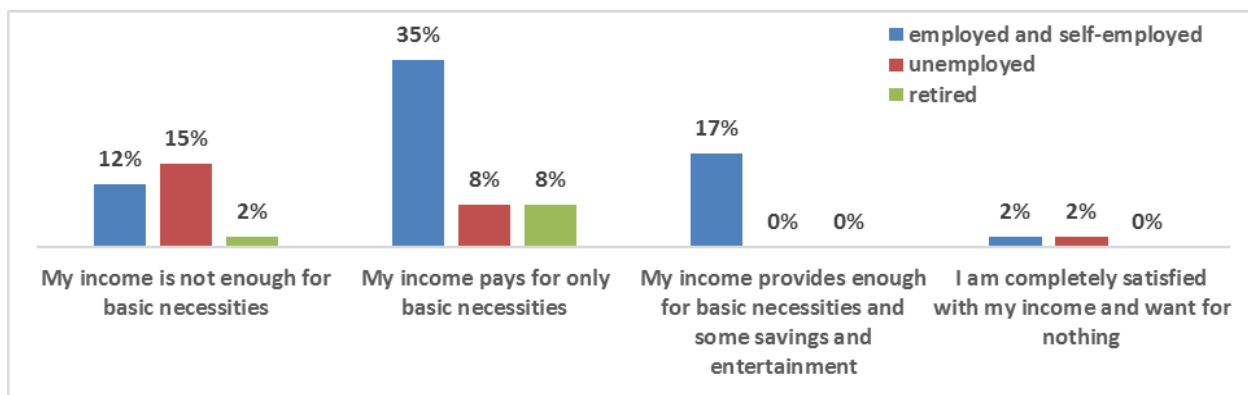
Survey findings indicate that income levels in Neskonlith are lower than the provincial average. In Neskonlith Indian Band, 36% of survey participants made under \$25,999 per year. The second largest proportion of survey participants made between \$35,000 to \$49,999 per year (19%). Seventeen percent (17%) of participants made between \$50,000 to \$74,999, while 14% made between \$26,000 to \$34,999 per year. No survey participants made over \$75,000 per year.

	Adams Lake	CSRD Area C	Little Shuswap	Neskonlith	Salmon Arm	Splatsin	I live in the Shuswap, outside the study area	I do not live in the Shuswap
■ Less than \$25,999	34%	18%	36%	36%	34%	63%	24%	15%
■ \$26,000 to \$34,999	22%	8%	22%	14%	10%	13%	16%	15%
■ \$35,000 to \$49,999	16%	17%	18%	19%	13%	13%	16%	10%
■ \$50,000 to \$74,999	6%	27%	9%	17%	20%	6%	24%	20%
■ \$75,000 to \$99,999	0%	5%	0%	0%	10%	0%	4%	20%
■ \$100,000 to \$149,999	0%	6%	0%	0%	4%	0%	4%	5%
■ \$150,000 or more	0%	3%	0%	0%	0%	0%	0%	0%
■ Prefer not to say	22%	17%	16%	14%	8%	6%	12%	15%

3.6.1 Income Situation

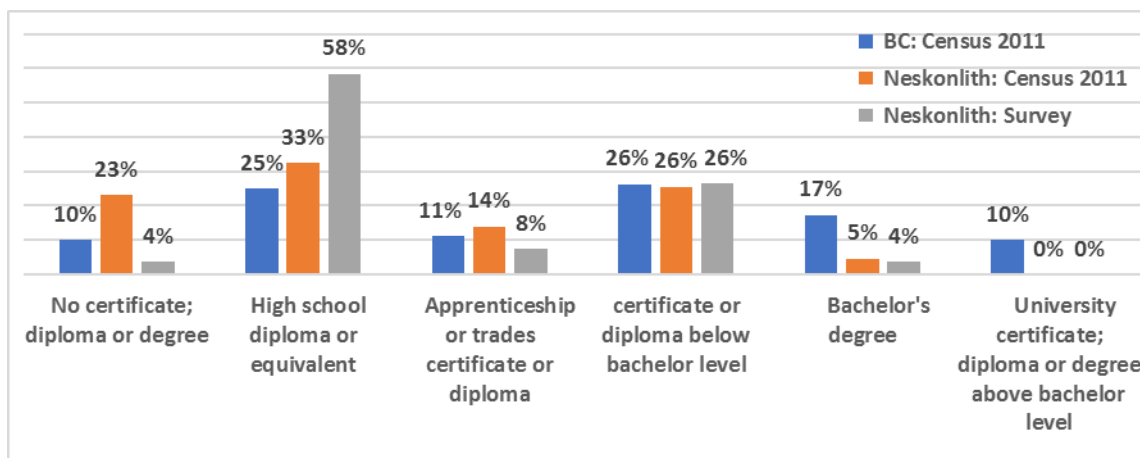
Along with their annual income before taxes, participants were also asked to identify their income situation according to a scale. The largest proportion, 51%, of survey participants noted that their

income provides enough for only basic necessities. Twenty-nine percent (29%) of participants noted that their income is not enough to pay for basic necessities, while 17% stated that their income was enough for basic necessities with some left over for savings and entertainment. Only 4% of survey participants were completely satisfied with their income level.



3.7 Education

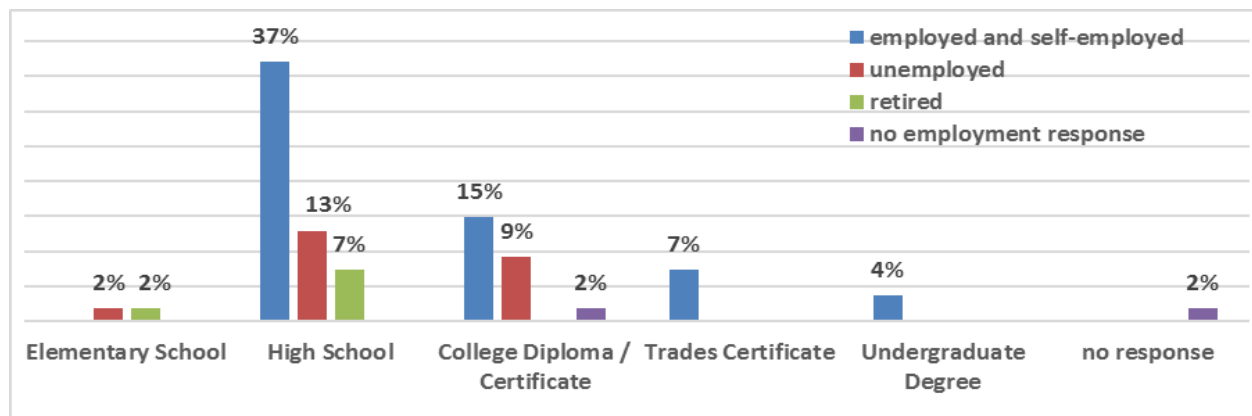
In general, SLMA Survey participants from Neskonlith had a higher educational attainment compared to the representative 2011 Census sampling. Among the survey participants, the largest proportion (58%) had a high school diploma or equivalent, compared to only 33% from the Census finding. Diplomas and certificates below the bachelor level matched Census findings at 26%, and 8% of survey participants held a trades certification (compared to 14% of Neskonlith residents according to the Census). Four percent (4%) of survey participants had a bachelor's degree (compared to 5% from the Census), and no one held a degree above the bachelor level for both the SLMA Survey and Census findings. Only 4% of survey respondents had not completed their high school education.



With regard to the participating communities, Neskonlith had the lowest percentage of survey participants with a certification or degree above the high school diploma level (57%). Despite this finding, Neskonlith survey participants were proportionally more likely to have a trades certification than survey participants in Salmon Arm (11% vs 4% respectively).

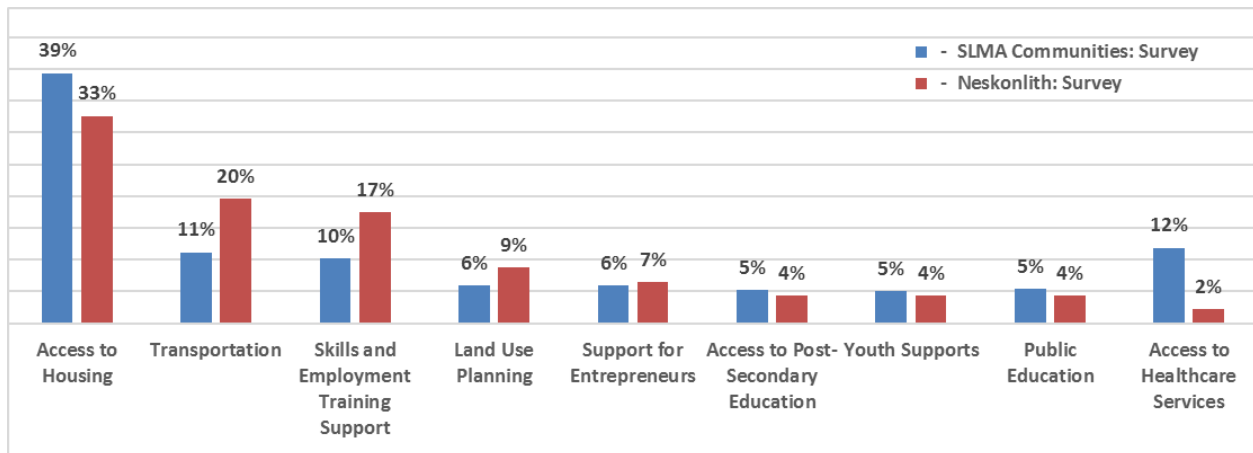
Education Level	Adams Lake	CSRD Area C	Little Shuswap Lake	Neskonlith	Salmon Arm	Splatsin
Elementary School	3%	4%	2%	4%	1%	9%
High School	51%	23%	51%	57%	31%	44%
College Diploma / Certificate	28%	31%	31%	26%	33%	29%
Trades Certificate	10%	11%	10%	7%	5%	9%
Undergraduate Degree	6%	23%	6%	4%	20%	3%
Master's Degree	0%	5%	0%	0%	6%	0%
Doctorate	0%	1%	0%	0%	2%	0%
no response	1%	3%	0%	2%	2%	6%

Among the total percentage of survey participants from Neskonlith, 37% were employed and had only a high school diploma; fifteen (15%) were employed and had a college certificate; seven percent (7%) were employed and had trades certification, while 4% who were employed had an undergraduate degree. Thirteen percent (13%) of the total number of survey participants were unemployed and had only a high school diploma or equivalent, 9% were unemployed and had a college diploma/certificate, and 2% were unemployed and had not completed high school. Of note, all survey participants from Neskonlith who had a trades certification or undergraduate degree were employed.



3.8 Development of the Labour Market

Several of the survey responses identify opportunities to develop the labour market in the Shuswap and Neskonlith community. In particular, SLMA Survey participants were asked to identify significant themes for supporting labour market access. A significant proportion of survey participants from Neskonlith Indian Band (33%), identified access to housing as the most important issue, while 20% identified transportation, followed by 17% who identified the need for employment skills and training. Another 9% of survey participants identified the importance of land use planning as a priority for the labour market in Neskonlith.



3.8.1 Barriers to Employment

Among those survey participants from Neskonlith who are currently unemployed, 21% identified transportation as a significant barrier to employment. As one interview First Nation participant noted, there are plenty of opportunities for job training through the Aboriginal Skills and Employment Training Strategy (ASETS), but getting to the jobs are a significant challenge: “I think there is funding available through ASETS and um, Community Futures and WorkBC. Um, but it’s selling that to employers and matching up the right person with the funding with the job. And again, you run into those barriers in terms of transportation” (PIN 43). In fact, this participant went on to note that there are several job opportunities out there. However, transportation to these jobs was a significant challenge: there are a lot of jobs available. “there are a lot of jobs available. There’s lots of communities in the regions so that you know if you have the transportation there’s lots of chances out there” (PIN43). Furthermore, this participant noted that employment opportunities for youth needed to address the transportation barrier: “Some people said that there is a lack of transportation. Some people said that um, they want trades training right in the community or um, you know maybe it’s even as minor as a driver’s license” (PIN 43). Likewise, another First Nations participant noted that driver’s licenses and transportation for youth who want to build careers is especially important: “Driver’s licenses, transportation (buses)” (PIN 54).

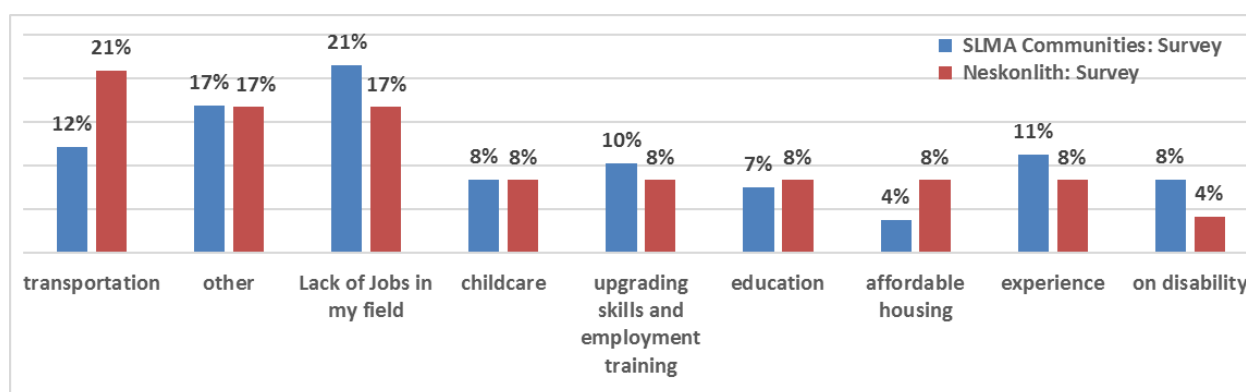
This finding matches the finding from labour market priorities identified by all survey participants listed in the section above. The second largest proportion of unemployed survey participants, 17%, identified ‘other’ barriers to employment. The majority of these individuals had transportation related concerns; the cost of extra childcare to cover the commute time was a concern, as was the ability to pay for gas for a 2-hour commute before receiving a paycheque, and the ability to afford reliable transportation on entry-level wages. The remaining participants who selected ‘other’ as a response needed job supports such as help with resumes or help finding entry-level positions they are qualified for.

Another 17% of unemployed survey participants identified a lack of jobs in their field as a barrier to employment. As one interview participant noted, the available jobs do not align with the skills and qualifications of individuals in the community: “I think a lot of them can’t access jobs that they are qualified for. A lot of the jobs in town are more around labor jobs at Wendy’s, McDonald’s, Walmart” (PIN 49).

Another 8% identified childcare as a barrier. As one interview participant noted, housing and daycare were both significant challenges that the SLMA participating communities could work together to address: “I would say housing would be, real estate I guess is what it would be called and working together with our communities to do that. Again, the daycare was another one” (PIN 49). Still another participant prioritized daycare as an important need in the all four of the participating First Nations communities as well as in the region as a whole: “Opportunities would be um, I think they have uh, access to uh, daycares at either end of the lakes” (PIN 53).

Another 8% noted they need skills upgrading and employment training, and 8% identified education as a factor. Despite housing being the number one labour market priority identified by all survey participants, only 8% of unemployed survey participants prioritized housing as a barrier to their employment. That stated, several interview participants noted the importance of housing, particularly for youth as well as other barriers to employment such as racism: “There is a lack of growth, lack of affordable housing, it is expensive, there are minimal job opportunities, and there is racism” (PIN 44).

Finally, 8% noted they were on disability and could not find suitable work.



3.8.2 Business Development Opportunities

A significant proportion (45%) of survey participants from Neskonlith Indian Band noted that they had considered starting a business in the past 3 years. Among this group 81% had a good idea. Seven percent (7%) were developing a business plan; only 4% noted that they had chosen a name; and 4% had registered their business. Likewise, 4% had been able to access capital for their business start-up. The findings for Neskonlith show that a greater percentage of survey participants in this community are interested in starting a business (45% vs 41% for all SLMA Communities combined). That stated, interview participants from participating First Nations communities noted the need for more inclusive regional planning both generally, but specifically for business growth and economic development.

4 Preliminary Findings

4.1 Finding 1: Evidence Indicates a Growth in Labour Market Demand

Statistics Canada defines a job as being vacant if it meets the three following conditions:

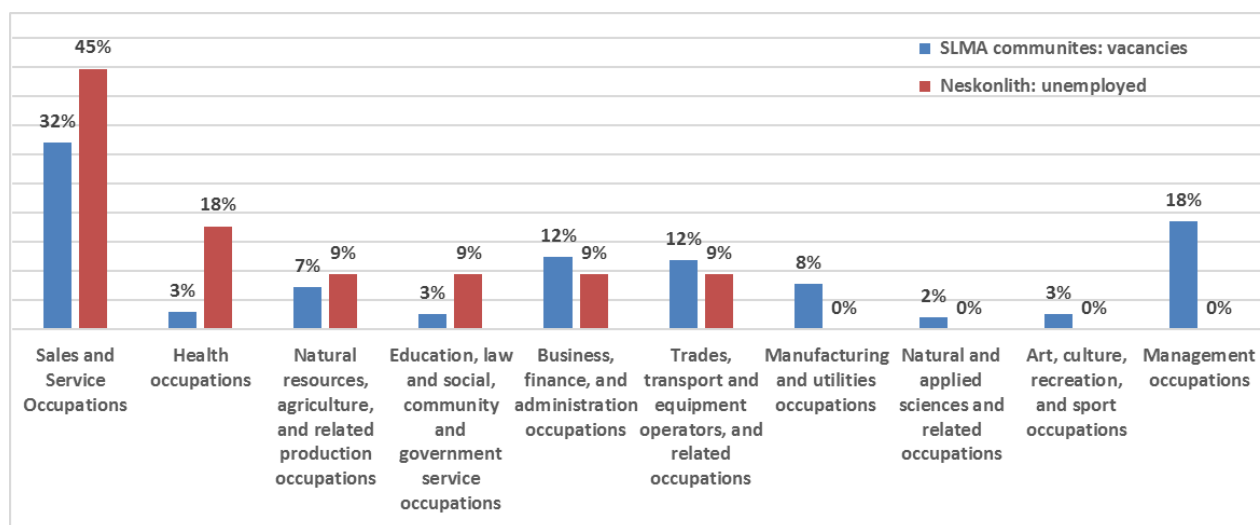
- The job is vacant on the first day of the month or will become vacant during the month,
- There are tasks to be completed for the job during the course of the month
- The employer is actively seeking a worker outside the organization to fill the position.

According to the Job Vacancy and Wage Survey (available July 2017), there were 7,115 job vacancies in the first quarter of 2017 in the Thompson-Okanagan Region. The greatest number of job vacancies in the region were in the sales and service occupations (3180 jobs), followed by the trades, transport, equipment operators and related occupations (980 jobs). Job vacancies in the first quarter of 2017 in the trades, transport, equipment operators and related occupations, and in natural resources, agriculture and related production occupations were almost double the number of vacancies for the same period last year. Vacancies in management occupations and occupations in art, culture, recreation and sports fell from 2016 to 2017 for the first quarter.

According to the Work BC Employment Office in Salmon Arm, in the first six months of 2017, there were already more than double the number of job postings than there were for the last 6 months of 2016 (905 postings in Jan-July 2017 compared to 441 postings from August to December 2016).

Increase in the labour market demand is also reflected in the anticipated vacancies identified by employers who participated in the SLMA Survey. As was noted earlier, business owners anticipated several vacancies in the next two years, particularly in the management, business and finance, and sales and service occupations. A large number of local employers also anticipated vacancies in the trades, transport, and equipment operators. Individuals skilled in the trades, transport, and equipment operators are crucial supplies for the increased labour market demand in the construction industry.

Although the vacancies identified by business owners in the SLMA Survey do not show all possible vacancies in the Shuswap region, they are an indicator of some of the possible employment opportunities for individuals in the area. In comparing unemployed survey participants with anticipated job vacancies, we can see that in Neskonlith, there is potential for employment for individuals previously employed in the sales and service occupations, natural resources, agriculture and related production occupations, business, finance and administration occupations, and in the trades transport and equipment operators and related occupations. Although the percentage of unemployed appears to be much greater than the vacancies in the graph below, the total number of unemployed individuals who participated in the survey from the Neskonlith community is much less than the total number of vacancies identified through the survey in the Shuswap region.



4.2 Finding 2: Labour Market Supply

According to the *BC Jobs Outlook 2025*, there is anticipated growth in the health care and social assistance industry in the Thompson-Okanagan. In Salmon Arm this industry employs the largest proportion of local labour market participants. At the same time, the largest proportion of unemployed survey participants from Neskonlith who were looking for work had experience in this industry. Furthermore, a number of these unemployed participants noted that they had experience in health-related occupations.

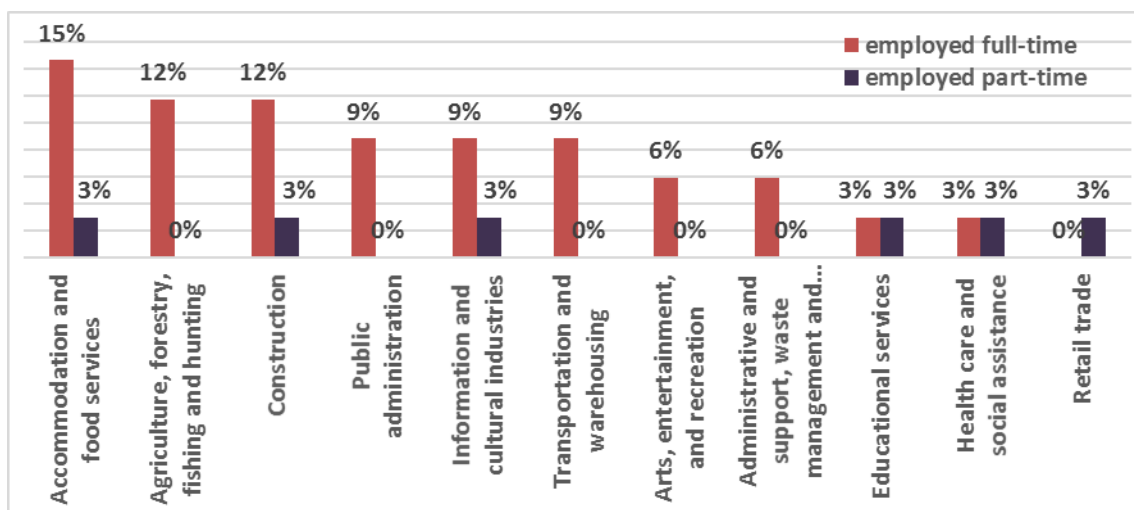
While there may be anticipated growth in the health care and social assistance industry, there is some evidence to indicate that, even with an significant aging population, the labour market supply of skilled health workers outstrips the labour market demand.

Alternatively, the evidence also indicates that there may be a shortage of skilled construction workers and according to the *BC Jobs Outlook 2025* the construction industry is to be one of the top 5 industries for growth. The majority of unemployed survey participants in Neskonlith had construction experience. In addition, the improvement of the TransCanada Highway through Salmon Arm and beyond will require workers skilled in occupations related to civil construction.

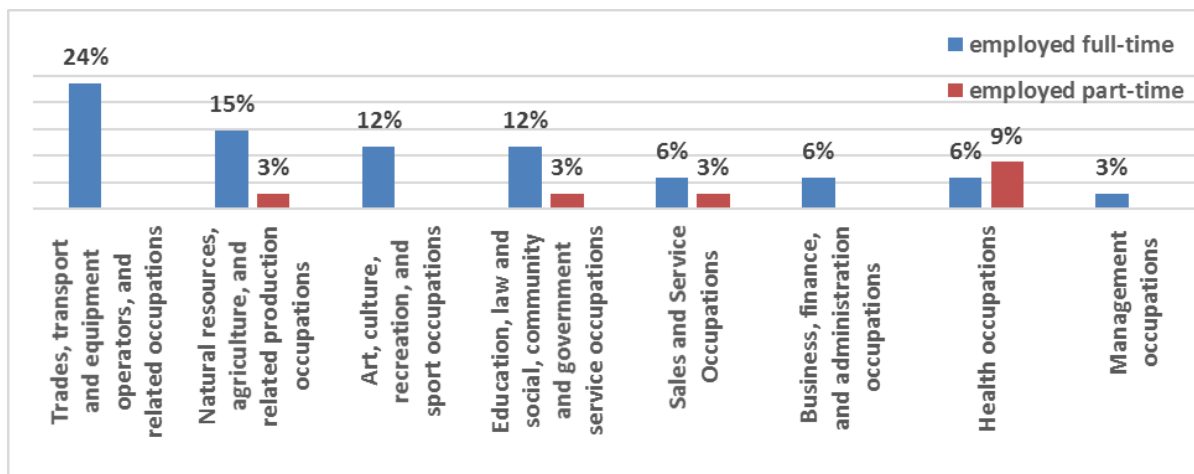
4.3 Finding 3: Labour Market Stability

One of the key indicators of labour market stability is the ratio of seasonal to year-round labourers and part-time to full-time employment ratios. High levels of part-time or seasonal workers can create instability as they are more likely to be motivated to leave their positions in search of better paying jobs. As mentioned previously, Neskonlith has a stable, although slightly lower ratio of seasonal to year-round labourers compared to the BC average (72% vs 79% respectively).

Looking at full-time and part-time employment ratios, there are low ratios in the educational services, health care and social assistance industries. In both of these industries, half of the survey participants worked part-time and half full-time. In the retail trade industry, all of the survey participants worked part-time.



Additionally, there were low ratios of full-time to part-time employment in health occupations and sales and service occupations. There were one-third more individuals employed part-time in health occupations than were employed full-time.



Another key indicator of labour market stability is the ratio of youth to individuals nearing or already in retirement, as an indication of a population’s ability to replace workers aging out of the labour force. Comparing those 15-35 to those 55 years and older; in Neskonlith, there are almost twice (1.9 times) as many youth as there are individuals over the age of 55, according to the 2016 Census data.

4.4 Finding 4: Alignment to the Comprehensive Community Plan

Labour market themes identified through this report and project can be matched with economic and community objectives in Neskonlith Indian Band’s most recent Comprehensive Community Plan (CCP): *Five Year Community Economic Plan: 2010-2015*. Of importance, land use planning was identified as the 4th greatest labour market priority by survey participants from Neskonlith and is also a factor in the CCP. As one SLMA interview participant noted, land use planning is a priority as well as training for land management training for land holders: “land management training for all land holders, partnership gatherings (land holders and interested companies that want to lease), Community to Community planning (collaborative), Tourism plan (short/long term), Lease opportunities to be presented to the land holders and stop at the Council table – land holders should decide for themselves if the business is a good service to community as well.” (Interview Respondent). In fact this interview participant suggested that land use planning was an important enough priority that the Band might consider “develop[ing] a land management department that addresses political and local issues, develop annual reviews of the varying FN service providers to ensure there are successes and changes made with the times”

Particularly, the findings from this project can be used to support the economic goals listed under Section 12 (Project Priorities) and Section 15 (Quick Wins) of the CCP. The data collected from the SLMA Survey and Interviews can be used to identify opportunities where the labour skills pool matches the opportunity for economic growth. The data included in this study can also be used to help Neskonlith secure funding for related projects.

Survey and Interview findings particularly support the development of forestry economic opportunities (found in Section 12.1), with forestry being a projected growth industry, and opportunities from improvements to the Trans-Canada Highway (identified in Section 12.2), as the construction industry is also expected to grow. Data is already being utilized to assist in the application for funding of a childcare center. Likewise, the Neskonlith community will find that

although the survey was focused on collecting labour market information, many of the statistics will also be relevant for social projects identified within the CCP.

4.5 Finding 5: Reconciliation is Crucial to Economic Development and Labour Market Development of the Community and the Region

With Neskonlith Indian Band's skilled labour force and a number of anticipated job vacancies in the region there are also a number of labour market opportunities. Moreover, with ASETS program supports such as wage subsidies for employers looking to train employees on the job there is a significant opportunity to address some of the anticipated labour shortages as a significant proportion of the current labour force retire.

There are also a number of survey participants who have considered starting businesses. While not all business ideas will be viable, there is a significant opportunity for organizations like Community Futures to support entrepreneurs with viable business ideas.

That stated, all of these opportunities are lost without continuing the work of reconciliation. As part of reconciliation, it is important that First Nations communities are included in and work with CSRD and Salmon Arm on planning, particularly, local labour market planning and economic development planning. As one interview participant noted: "Include business owners and First Nations in the infrastructure planning, city planning and regional district planning. We all have a vested interest. We need to be included in the planning processes at a local and regional level" (PIN 44).