



Labour and Workforce Development

Canada – Nova Scotia Labour Market Agreement

Annual Implementation Plan 2010-2011

Version 0.4

Province of Nova Scotia Labour Market Agreement Annual Implementation Plan 2010-2011

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Introduction and Context

The 2010 - 2011 Annual Implementation Plan lays out the strategic investments planned by the Province of Nova Scotia under the Canada-Nova Scotia Labour Market Agreement (LMA) and the Strategic Training and Transition Fund (STTF). The plan provides an overview of current labour market challenges in Nova Scotia, a description of the eligible clients who will benefit from priority services, a description of the priority programming areas and the intended objectives. It also identifies eligible programs, describes planned activities and projected expenditures for the year, and the expected results for the planned activities.

The LMA implementation plan provides a strategic process for Nova Scotia to target new investments to unemployed and low-skilled employed individuals, with a focus on improving the labour force participation of under-represented populations within the province.

The STTF implementation plan offers a process for Nova Scotia to target short-term investments that will support employers and communities to address labour force adjustments needs involving eligible clients.

Together, the plans support key government priorities outlined in the economic and social plans of Nova Scotia and contribute to building a skilled workforce.

Objectives

The objectives of the C-NS LMA are congruent with our provincial priorities:

- increase the participation of Canadians and immigrants in the workforce to address current and future labour market requirements;
- enhance the quality of skills development;

- facilitate workforce mobility and provide the information necessary to enable informed labour market choices.

Guiding Principles

The LMA and STTF funds are an opportunity to begin to address barriers for clients who have limited options to access the labour market. Our investment decisions will be guided by the following principles:

1. Investments will be based on input from both community and government, and will support the strategic direction of government.
2. Programs will focus on the client and will improve services for Nova Scotians.
3. Investments will build on existing capacity and assets within community and government.
4. An inclusive approach to investments will be taken.
5. Decisions and actions will be forward-looking.
6. Accountability for results must be shared.

Current Labour Market Overview

During the 2009 economic downturn, Nova Scotia saw a decrease in exports and a slight drop in the employment rate. Males and youth saw the most job losses while Females and workers over 55 years of age experienced gains in employment during 2008-2009. The economy is expected to recover in 2010-2011, and the job market should rebound.

Employment in the Goods-Producing industries fell between 2008 to 2009, with the largest declines occurring in manufacturing (-5,300), forestry (-1,100) and construction (-900). The construction sector is expected to rebound with non-residential projects, such as the 2011 Canada Winter Games preparations.

Conversely, employment increased over the same period for Service industries, with significant increases in Educational Services (+3,800), and Health Care (+2,200). Some Service industries including Trade (-2,600) and Business Services (including Call Centres) (-2,500) declined from 2008 to 2009.¹

Labour market information predicts that a post-secondary education will be increasingly important in Nova Scotia's future job market. While the percentage of Nova Scotia's labour force

¹ December 2009, Labour Market Brief, Labour Market & Skills Development Branch, Service Canada - Nova Scotia-Prince Edward Island Region

that has completed a post-secondary education was comparable to the rest of the country at 58%, 9% of the workforce aged 25-44 has less than a high school education. This exceeds the national average.

An aging population and continued outmigration are challenges for the Nova Scotia labour market. Attracting a skilled immigrant workforce will continue to be important for Nova Scotia's prosperity.

Older workers (50-64) and seniors (65+) are playing a greater rate in the work force than they have historically, and their continued participation will be important for the future.

The province must also better integrate its population of persons with disabilities, First Nations peoples and African Nova Scotians into the workforce in the coming years to meet the projected demand for workers.

Areas of Opportunity and Decline

Employment increases in three key service sectors – health, retail trade, and management and administration – are anticipated to make up almost one half of the total employment growth over the next five years. The computer system and design sector has been increasing steadily for the last 20 years and this is anticipated to continue. Employment in the primary industries, large manufacturing, and pulp and paper is expected to decline.

(See Appendix B for detailed Nova Scotia labour market information.)

Nova Scotia's Workforce Characteristics

Demographics

According to the 2006 Census, Nova Scotia's population grew by a modest 0.6 per cent over the previous five-year period, compared to a national growth of 5.4 per cent. Factors such as a declining birth-to-death ratio and low net migration played a role.

Nova Scotia's population is aging, which is resulting in an older labour force. Nova Scotia has the oldest population in Canada, with a median age of 41.8 years (based on the 2006 Census estimates). In addition, the senior population (aged 65 and older) has increased significantly over the past several decades. Between 2001 and 2006 the population under the age of 25 declined by 6.5 per cent and, at the same time, the population aged 65 and older increased by 9.2 per cent.

The convergence of an increasing rate of exit (retirements) and a decreasing rate of new entrants is a significant challenge for the province.

LMA Eligible Clients

The LMA will focus on helping unemployed and low-skilled employed Nova Scotians who are not eligible for employment insurance (EI) benefits under Part II of the Employment Insurance Act, including but not limited to:

- First Nations people
- people with disabilities
- immigrants
- African Nova Scotians
- Acadian and francophone Nova Scotians
- workers aged 55 and older
- women
- income assistance recipients
- youth-at-risk
- new entrants and re-entrants
- unemployed individuals who were previously self employed

For the purpose of the agreement, “low-skilled employed” is defined as Nova Scotians who are currently employed but have less than a Grade 12 education, no post-secondary certificates, and/or lack literacy and essential skills.

First Nations People

As of May 2006 there were 17,870 self-identified aboriginal people aged 15 and older living in Nova Scotia. The employment rate for First Nations persons was 53.2%, where it was 67.6% for Nova Scotians in general. Twenty seven per cent of aboriginals aged 20–64 in Nova Scotia do not have a post-secondary degree, diploma, or certificate.

People with Disabilities

In Nova Scotia 20 per cent of the population aged 15–64 self-reported living with a disability, which is the highest rate in the country. Currently, those with a disability are less likely to be employed in Nova Scotia’s labour market. The 2006 employment rate for persons with a disability was 50.1%; this number has been increasing over the years.

Immigrants

According to the 2006 Census data, Nova Scotia was home to 45,190 foreign-born individuals, which represents 5% of the provincial population. About 2,650 new immigrants landed in Nova Scotia in 2008. The employment rate for immigrants in Nova Scotia in 2006 was 58.9% compared to 67.6% for non-immigrants. Immigrants are more likely to have a post-secondary education than non-immigrants.

African Nova Scotians

There are an estimated 9,090 African–Nova Scotians of core working age (25–64 years) within the province. Higher than average unemployment is still an issue for this population. As of 2006 the employment rate was 61.7%. Progress has taken place over the past decade, given that the unemployment rate fell considerably, from 17.7 per cent in 1996 to 9.0 per cent in 2006.²

Acadian and Francophone Nova Scotians

² Visible Minority Population A Statistical Profile: Nova Scotia. Service Canada, 2008

There are almost 30,000 francophone Nova Scotians (defined as those having a French mother tongue) of working age (15 and older). This community experiences labour market outcomes comparable to those of the general population, with respect to labour force participation and unemployment, but its members are an older population and less likely to have a formal degree, certificate, or diploma.

Older Workers

Older workers are a large and growing segment of the labour force. The labour force participation rate for those aged 55 and older increased by 58.9 per cent since 1998, going from a rate of 19.3 per cent to 30.6 per cent. Yet many older workers face challenges in today's labour market, as Nova Scotia's economy increasingly shifts towards a service-based economy. Older workers who have been displaced due to the restructuring of traditional industries may require intensive support.

Women

Women continue to drive increases in labour force participation. In Canada the labour force participation rate of men fell 0.5 of a percentage point between 2003 and 2008, while the rate for women increased 0.9 of a percentage point over the same period. Nova Scotia fared better than Canada as a whole: labour force participation of men also fell by 0.5 of a percentage point, but the labour force participation of women grew by a substantial 2.1 percentage points. Men tend to be highly represented in trades-related occupations, which earn, on average, more than the industries in which women are most highly represented.

Income Assistance Recipients

In 2008-2009, 4.6% of Nova Scotia's population was in receipt of income support from the government to meet basic needs. The Department of Community Services reports that its average monthly caseload of Income Assistance clients has been decreasing steadily since 2005, to 27,000 in 2009 with an increase in 2009 due to the downturn in the economy. Of the income assistance recipients, 20.5% were in employment support programs.³

Other targeted clients

The Nova Scotia Labour Market Agreement will target other segments of the population that have demonstrated a clear need for additional support including youth, new entrants, and re-entrants into the labour market and unemployed individuals previously self-employed.

See Appendix B for detailed Nova Scotia workforce information.

Literacy as a recurring barrier

The levels of educational attainment among Nova Scotia's population aged 25–54 are comparable to those seen in the rest of Canada. However, Nova Scotia has a higher share of its core working-age population without a high-school diploma or equivalent (10.7% versus 10.2% at the national level). Similarly, Nova Scotians aged 25–54 are less likely to have a high-school

³ Department of Community Services Annual Accountability Report, Fiscal Year 2008-2009

diploma than Canadians at large (16.6% versus 18.8% at the national level). Although only 24.4% of Nova Scotians have a university degree, compared to 27.5% for Canada, there are more Nova Scotians with a college/apprenticeship certificate or diploma than at the national level.

STTF Clients

In addition to the clients listed above, the STTF provides Nova Scotia with an opportunity to make short-term investments that support employers and communities affected by the economic downturn.

The STTF will enable Nova Scotia to address the increasing number of business closures and lay-offs leading to unemployment (transition), to respond to the need for employers to address new requirements and assist workers in maintaining their workforce attachment, and to position employers to develop a wor force with the right skills for emerging business lines and future growth (growth).

Whether an employee is at risk of being laid off, or experiencing job loss, the engagement of employers is crucial to the long-term impact of the STTF in laying a foundation for effective human resource development and realizing the potential of the workplace to become a learning place, to the benefit of the economy and society at large.

LMA Priority Areas for Programming

Nova Scotia’s LMA has determined 4 areas of programming focus:

I. Client Access and Service Provision

Expected Expenditure:\$875,000	
Objectives:	
Investments will be made in coordinating strategies and provision of labour market and business development programs, and services required by non-EI-eligible and low-skilled employed priority client groups. <ul style="list-style-type: none"> • To improve equity of access to clients regardless of income attachment. • To address system and program shortfalls associated with high demand areas. • To ensure the integration of new programs utilizing a strengthened LMI system. • To ensure the ability to support and measure client outcomes via a comprehensive case management system. • To promote lifelong learning. 	
Expected Results:	
<ul style="list-style-type: none"> • More Nova Scotians will have access to services in high-demand areas (e.g., literacy programs); 	

<ul style="list-style-type: none"> • More unemployed Nova Scotians will have access to benefits and support measures. • More clients in groups traditionally under-represented in the workplace will benefit from employment supports. • Service provision via a comprehensive case management system will be seamless and will provide more accurate client outcomes. 	
Programs:	Planned Activities:
Labour Market planning and overall coordination for priority client groups	The Province of Nova Scotia will work collaboratively with stakeholders to strengthen and coordinate quality LMI and labour market investments for priority groups.
Business Development & Entrepreneurship Counseling for targeted clients	The Province will provide business development and entrepreneurship counseling for specific targeted client groups considering self-employment as a labour market attachment option.
Employability Programs	Clients in groups traditionally under-represented in the workplace will participate in programs to increase their ease in entering the job market.

II. Labour Market Skills Development

Expected Expenditure: \$8,011,700	
Objective:	
<p>Investments will be made to enhance and expand literacy and essential skills programs; increase apprenticeship opportunities; introduce new programs aimed at increasing transferable and sector-specific skills will be developed; increase access to community college programs; and enhance profession specific English as a Second Language training opportunities for immigrants.</p> <ul style="list-style-type: none"> • To increase the essential and occupational skills capacities of individuals and the system to support better transition readiness for clients. 	
Expected Result:	
<ul style="list-style-type: none"> • There will be an increase in the number of clients participating in literacy, ESL, and other essential and occupational skills programs, and enhancing their employability. 	

Programs:	Planned Activities:
Job Readiness	The Province will support programs providing career development interventions, job readiness training and work experiences targeted to specific learners.
Skills Training for Priority Clients	The Province will support the provision of skills development and bridging initiatives to LMA eligible clients. These will include a range of pre-employment and occupational training.
Language Training Supports for Labour Market Participation	The Province will provide language training to help LMA clients access and retain meaningful employment, including English as a Second Language.
Adult Learning Initiatives	The Province will increase the number of adults in priority groups participating in adult learning, literacy and essential skills and computer skills training programs.

III. Workforce Attachment and Retention

Expected Expenditure: \$6,014,000

Objectives:

Investments will be made in programs and services that help unemployed Nova Scotians attach to the workforce by linking clients directly to employment opportunities. Employers will be contacted to increase awareness and promote the hiring of targeted groups. Programs aimed at creating employer of choice communities will be piloted.

- To actively facilitate the attachment and retention of workers to jobs through employer-associated engagement programs.

Expected Results:

- Employer human resource improvement programs.
- Targeted clients (e.g., persons with disabilities) will be more likely to stay working through employment maintenance programs.
- Unemployed workers will have increased skill sets through access to workplace

experience and mentoring programs.	
Programs:	Planned Activities:
Development of Transferable Work Skills	The Province will increase the number of adults accessing the adult learning and employer-partnered skill development programs. The Province will also provide mentorships and work placements for immigrants, and employability skills and on-the-job training for eligible clients.
Integrated Educational Certification and Workplace Experience	Building on the Nova Scotia School for Adult Learning program, the Province will provide integrated literacy and certificate programs with work experience components that lead to high school completion, post-secondary certificates and employment for priority groups.
Workplace Adjustment Programs	The Province will provide vocational crisis supports skills enhancement, job coaching, and mentorship opportunities for displaced workers. Employment maintenance programs for persons with a disability.

IV. Workforce Development

Expected Expenditure: \$1,400,000	
Objectives:	
<p>Focus on helping employed Nova Scotians keep and maintain their employment. Funding will work to engage employers in investing in workforce learning initiatives. Technical and vocational supports will be provided to sustain the employment of clients with multiple barriers. Workplace education will be provided to low-skilled workers.</p> <ul style="list-style-type: none"> To develop the skills of low-skilled workers already and the capacity of the workforce community to support those workers. To optimize workforce productivity through learning. 	
Expected Result:	
<ul style="list-style-type: none"> Hundreds of employed Nova Scotians and their employers will increase their skills. 	

Programs:	Planned Activities:
Workplace Essential Skills	The Province will work with business and labour to provide workplace essential skills programs.
English in the Workplace	The Province will improve clients' English skills to remain employed/self-employed in the NS labour market.
Employer Adaptation Programs	The Province will assist employers to adopt effective HR practices for the long-term health and well-being of employees through defined learning initiatives and employer awareness activities.

Expected Results as Measured via Client Performance Indicators

LMA programming will help to prepare LMA clients for employment and will help them to earn credentials or certification. LMA clients will find and retain employment or advance into further interventions to prepare them for employment. On average, LMA clients programming should earn more money following their involvement in LMA programming.

STTF Priority Areas

I. Workforce Response Strategy

Expected Expenditure: \$1,787,300

Objective:

Investments will help workers, employers and communities affected by the economic downturn to develop and implement labour market transition strategies and initiatives.

- To actively support individuals, employers and communities affected by imminent lay-offs and closures through the implementation of workforce response strategies.

Expected Results:

- Individuals affected by lay-offs will be transitioned into new employment or retraining via employment services and training.
- The impact of workforce adjustments on employees and communities will be minimized.

Planned Activities:

- Transition Teams will identify and assess communities in need, and develop and implement plans or strategies to deal with labour force adjustments.
- Individuals affected by lay-offs will have access to employment-related transition services.
- Employers affected by the economic downturn will receive supports to allow them to plan and implement strategies that will maintain their workforce or transition their employees to other employment.

II. Workforce Stabilization and Development

Expected Expenditure: \$3,700,000

Objective:

Investments will be made to keep people employed in their current workplace or sector of employment to help Nova Scotians obtain skills necessary to find employment.

- To actively facilitate the continued attachment of individuals to the labour market.

Expected Result:

- Hundreds of jobs across Nova Scotia will be maintained through employer-sponsored training programs.

Planned Activities:

- | |
|--|
| <ul style="list-style-type: none"> Workers at risk of lay-off as a result of changes in their workplace or marketplace (e.g. the introduction of new processes or technology) will receive skills enhancement training, particularly where the employer has identified business growth opportunities that require a similar but increased skill set which is currently not accessible within the current workforce. |
| <ul style="list-style-type: none"> Workers at risk of lay-off will be retrained to fill other pending job vacancies within the same company. |

III. Labour Market Growth and Development

Expected Expenditure: \$2,010,700	
Objective:	
<ul style="list-style-type: none"> To ensure that Nova Scotians can participate in the labour market through the implementation of innovative workforce development initiatives that address emerging business growth areas. 	
Expected Result:	
<ul style="list-style-type: none"> New employment opportunities will be created across Nova Scotia. 	
Planned Activities:	
<ul style="list-style-type: none"> Partnerships will be formed to create opportunities for labour market growth. Individuals will be trained in areas of current and anticipated labour market growth. 	

Stakeholder Information Sessions

Various information gathering processes, and materials available to the Province, were used to make LMA investment decisions for 2010/11.

Department staff met with community stakeholders in March of 2009.

The main messages received during the 2009 consultations:

- Better connections with employers are desired
- Long-term interventions are required for many clients
- Job maintenance programs are an asset
- All Nova Scotians should receive the same supports regardless of EI attachment

A new round of discussions are scheduled for April, 2010.

Employability round tables for target populations have been established and are developing employment plans with the community stakeholders.

The Province reviewed the following literature and met with the following groups:

- Opportunities for Sustainable Prosperity
- Canadian Federation of independent Business Public Resources
- Sector Councils Reports and Research
- Workers Compensation Board of Nova Scotia Reports
- APEC Reports
- Atlantic Institute of Market Studies Reports
- Acadian Affairs Business Plans and Progress Report
- Tripartite Forum
- Atlantic Policy Congress of First Nations Chiefs
- Nova Scotia's Immigration Strategy
- Youth Employment Strategy
- Disabled Persons Commission
- Attitudes on Youth Employment
- Expert Panel on Older Workers
- Weaving the Threads Social Framework Strategy
- Working Group on the Reduction of Poverty Strategy
- Black Business Initiative Reports
- Black Learners Advisory Committee Report and Update
- Prior Learning and Assessment Recognition Survey
- Nova Scotia School for Adult Learning Partners Forum
- Nova Scotia School for Adult Learning Student Success Committee Nova Scotia Symposium
- Too Many Left Behind
- National Round Table – Reaching the Tipping Point in Literacy
- Canadian Council of Learning – 2007 Composite Learning Index
- Community Development Strategy
- Evaluation of Employment Support Measures

APPENDIX A- Connection to Key Policies and Priorities

The LMA objectives and investment plan provide a vehicle to support the following provincial priorities embedded in government strategies and business plans:

Opportunities for Sustainable Prosperity:

- Engage our Black, First Nations, youth, immigrant and female populations in the economy
- Provide better labour market access and supports to Nova Scotians
- Strengthen Nova Scotia's system of life-long learning opportunities
- Support agencies that work with historically disadvantaged communities

Weaving the Threads: A Lasting Social Framework:

- Life-long Learning: All Nova Scotians have opportunities to gain useful skills, knowledge, and experience that contribute to their personal growth throughout their lives.
- Access, Inclusion: The talents and contributions of all Nova Scotians are recognized, valued, and celebrated—and all Nova Scotians have equitable access to opportunities to meet their full potential and contribute to our social prosperity.
- Citizenship Development, Engagement: All Nova Scotians have meaningful, relevant opportunities to contribute to their communities and to understand their shared responsibility for their individual and collective well-being.

Skills Nova Scotia Framework:

- Meet the skill needs of Nova Scotia's labour market
- Provide better labour market access and supports to Nova Scotians
- Strengthen Nova Scotia's system of lifelong learning opportunities

Poverty Reduction Working Group Report:

- Government departments and agencies must work collaboratively with multi-sectors to improve education and apprenticeship opportunities; and to provide accessibility and affordability for all Nova Scotians.
- The Province must ensure equitable access to literacy, adult education and training for all Nova Scotians.
- In collaboration with community, the Province must increase access and supports to a full spectrum of training and education, from community-based training to post secondary education, with a particular focus on those with barriers. The Province must identify where shortages of skilled workers will occur and develop skills training and education to address these labour force opportunities.

Office of Aboriginal Affairs:

- Labour market development and skills training has been identified as a key priority of the Tripartite Forum. Nova Scotia will continue to work with the Mi'kmaq to identify collaborative approaches that support greater Mi'kmaq participation in the Nova Scotia labour force.

- With an expanding young, urban First Nations population, the Office will further engage departments and agencies to better support the work of the Mi'kmaq Native Friendship Centre.

Department of Community Services

- Develop specific strategies designed to better support individuals having multiple barriers to employment.
- Increase the percentage of income assistance recipients with wage income.
- Provide employment services to increase employability among youth (16-24) receiving income assistance.

Office of Acadian Affairs/Conseil de développement économique de la Nouvelle-Écosse

- Propose that the needs of the Acadian and francophone community be considered in government initiatives, programs, policies and services.
- Support the Conseil de développement économique in its efforts to improve the economic well-being and the quality of life of Acadians and francophones.

Office of Immigration

- Fund enhanced language- and employment-focused settlement programs.
- Tell employers about the benefits of hiring immigrants.
- Work with business, labour and other partners to address barriers to social and economic inclusion that prevent immigrants from finding meaningful work.
- Form strategic alliances with business, industry, labour and ethno-cultural organizations to better align Nominee program's recruitment efforts with labour market needs.
- Help to address credential recognition issues in specific occupations.
- Demonstrate to employers and communities how attracting and hiring immigrants can assist in meeting workforce and economic challenges.

Labour and Workforce Development

- Create innovative pathways and solutions in partnership with business, industry, labour and education providers to remove barriers to access and increase participation in learning, particularly for Nova Scotians with low skills or education, high unemployment, and low income. Coordinate the collection, analysis and dissemination of labour market and career planning information to address the needs of our partners and stakeholders.
- Promote the value of cooperative and apprenticeship initiatives to employers and increase their knowledge of human resource planning as a required business practice.

APPENDIX B- Labour Market Information

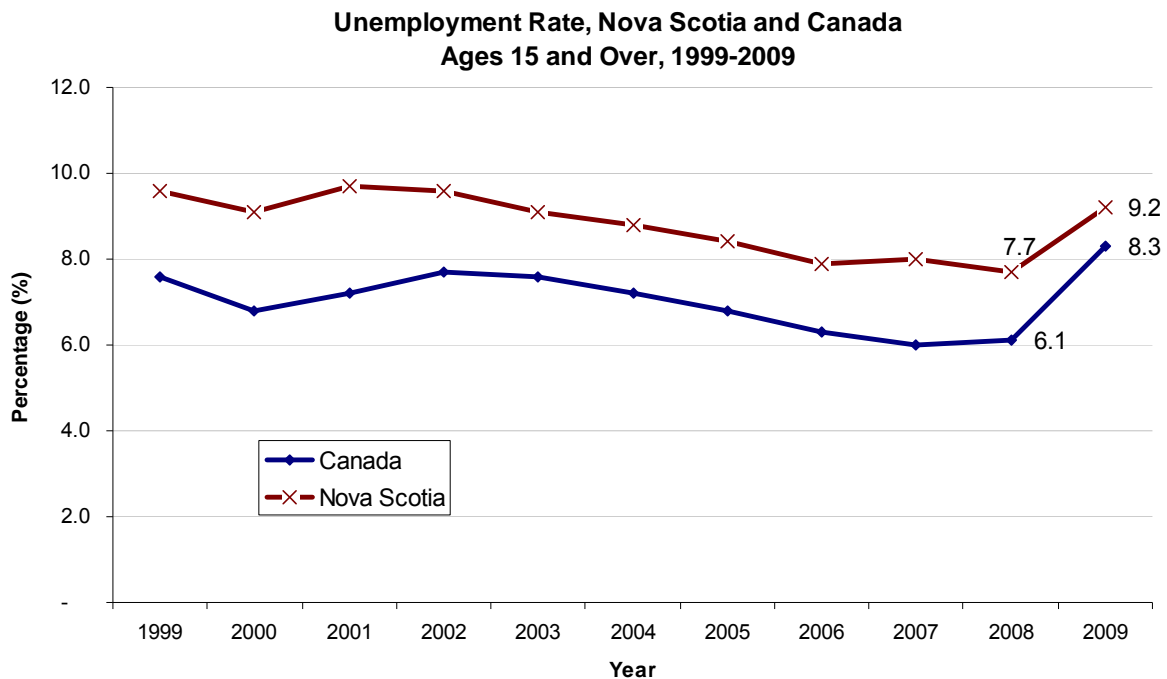
Unemployment and Participation Rates for Nova Scotia

While the unemployment rate in Nova Scotia increased sharply in 2009, the increase was not as steep as in Canada as a whole. Still, the unemployment rate in Nova Scotia continues to be higher than the national average (Fig. 1). The unemployment rate leveled off by the end of 2009 and is expected to start dropping in 2010 (Fig. 2). The Nova Scotian labour market participation rate increased over the past year while it has decreased nationally (Fig. 3).

When employment data is looked at by gender and age, young males suffered the sharpest declines in employment in 2009, while older females gained employment.

References: Statistics Canada, Labour Force Survey, CANSIM II as of Feb 19, 2010 December 2009, Labour Market Brief, Labour Market & Skills Development Branch, Service Canada - Nova Scotia-Prince Edward Island Region

Figure 1. Unemployment Rate National vs. Nova Scotia



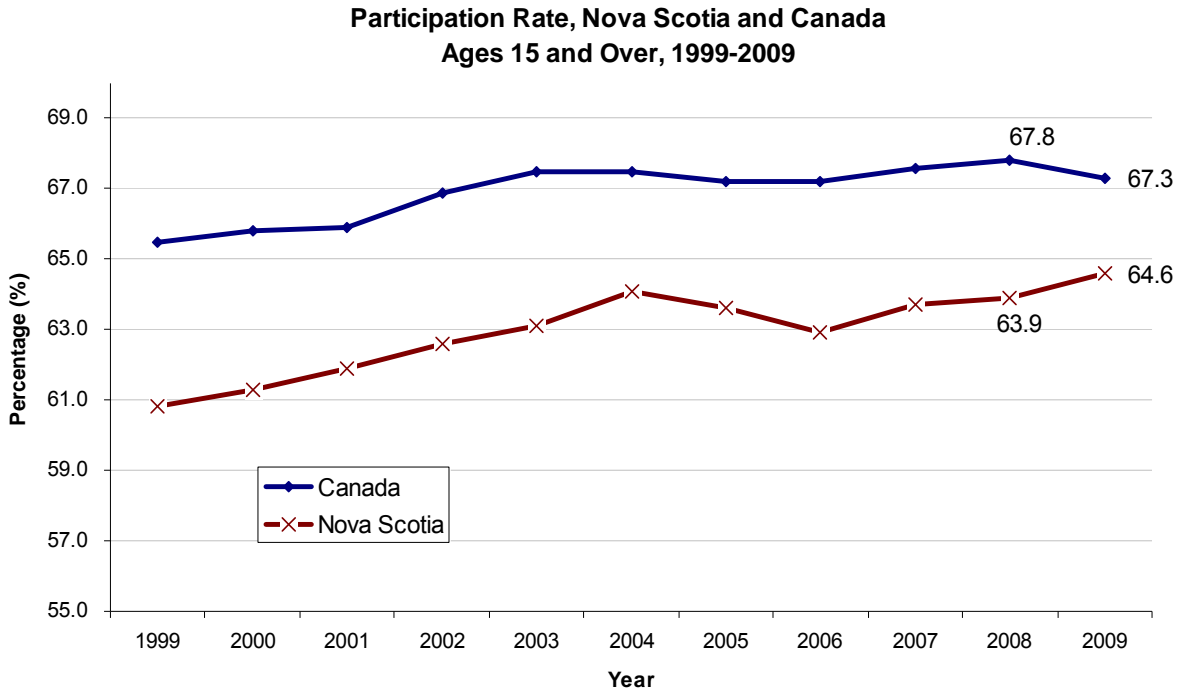
Data Source: Statistics Canada, Labour Force Survey, CANSIM II as of Feb 19, 2010

Figure 2. Unemployment rate in Canada 2006-09 detail



Data Source: Statistics Canada, The Daily, January 8 2010

Figure 3. Participation Rate National vs. Nova Scotia

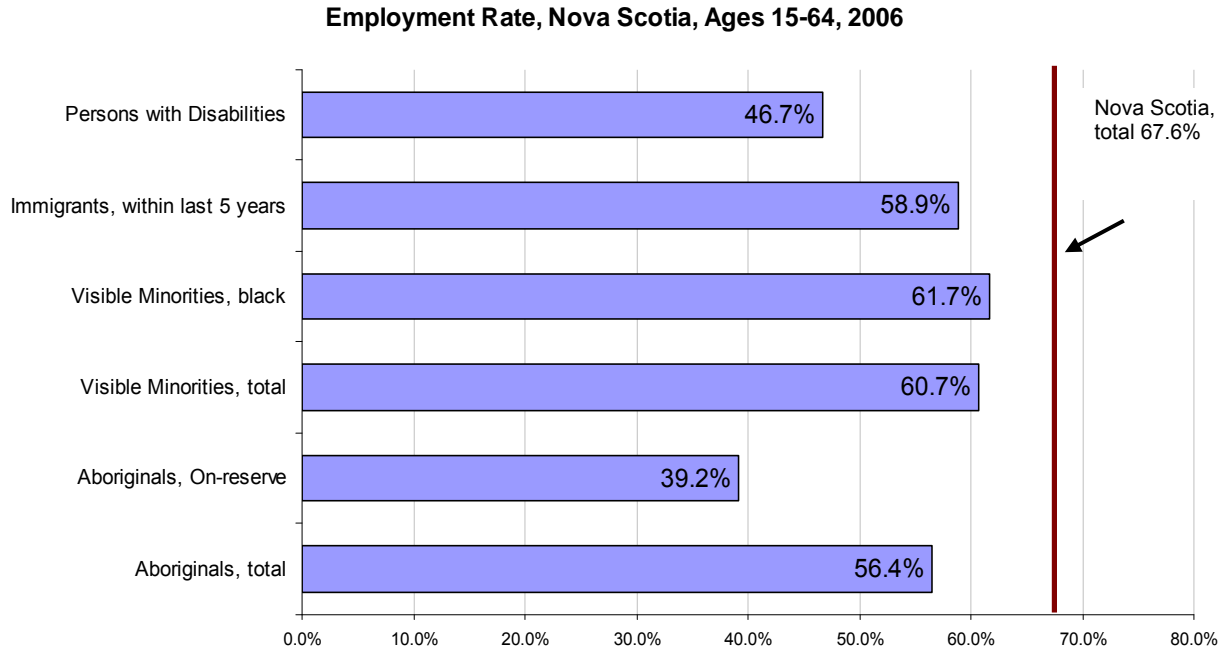


Data Source: Statistics Canada, Labour Force Survey, CANSIM II as of Feb 19, 2010

Comparison of Nova Scotia Workforce Segments

LMA eligible populations are those who historically have had lower participation in the labour market. Data from the 2006 Census is presented in Figure 4 to compare the employment rate for some of the LMA client groups to that of the general population of Nova Scotia. While all the groups have lower rates than the average, people with disabilities and First Nations peoples are markedly lower.

Figure 4. Employment Rate of Certain LMA Client Groups vs. General NS Population



Source: Statistics Canada, Census & PALS, 2006, NOTE: Many reasonable factors could explain differences in employment rates that can't be accounted for without more complex analysis

Industry Outlook

The Canadian Occupational Projection System (COPS) industry outlook for Nova Scotia suggests that careers in health care, computers and retail are good prospects and that transportation and manufacturing are growth industries (Table 1). Declines are expected to continue in primary industries and construction. Note: These projections do not include the effect of retirements. Job prospects could still be good in industries such as construction where the workforce is older and high turnover is expected.

Table 1. COPS determination of industries in growth and decline.

		Employment (values in '000)			
		2009*	2014**	Growth #	Growth %
Top 5 Growth Industries					
1	Health Care and Social Assistance	61.0	64.1	3.1	5.1%
2	Other Transportation Equipment Manufacturing	3.5	4.2	0.7	20.0%
3	Computer System Design Services	5.0	5.7	0.7	14.0%

	2010	September 2,		
4 Computer, Electronic and Electrical Products	1.8	2.2	0.4	22.2%
5 Retail Trade	64.1	65.7	1.6	2.5%

Employment (values in '000)				
Top 5 Decline Industries	2009*	2014**	Growth #	Growth %
1 Oil and Gas Extraction	0.8	0.6	-0.2	-25.0%
2 Paper Manufacturing	2.2	1.9	-0.3	-13.6%
3 Construction	31.0	30.0	-1.0	-3.2%
4 Educational Services	36.1	35.6	-0.5	-1.4%
5 Forestry and Logging with support activities	2.5	2.4	-0.1	-4.0%

Source: Canadian Occupational Projection System (COPS); NS Dept. of Labour and Workforce Development and Service Canada; expires June 2010