



Labour Market Information (LMI)

Glossary

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TERM**DEFINITION**

Accreditation:	A process that an agency or an association uses to grant public recognition to a training institution, programs of study, individual, or service that meets pre-set standards.
Activity Prior to Unemployment:	A person's primary activity before they start looking for work. This distinguishes between those who were in labour force (e.g. job leavers, job losers) and those who were not in the labour force (e.g. keeping house, going to school).
Artificial Intelligence (AI):	The ability of machines to perform tasks that are typically associated with human intelligence, like learning, speech recognition, language translation, and problem solving.
Attrition:	Jobs that are vacated due to retirement or death of the workers.
Canadian Occupational Projection System (COPS):	A set of economic models, assumptions, data and analysis used to produce 10-year labour market projections for 293 occupational groupings.
Census (Statistics Canada):	A survey of all Canadians conducted every five years across Canada by Statistics Canada. Used to determine population characteristics such as number of people, ages, education level attained, employment, unemployment, occupations, earnings, etc.
Census Metropolitan Area (CMA):	A very large urban area, with a population of at least 100,000, together with adjacent urban and rural areas that have a high degree of economic and social integration with that urban area.
Career:	The total of all your work, learning, and life roles.
Correlation:	Refers to a statistical measure of the closeness of the changes between the values of usually two variables. At a correlation of 1 (-1) there is perfect positive (negative) correspondence between the variables. This means that values of one variable depend on changes of the other (independent) variable.
Cyclical Unemployment:	Occurs when the demand for labour is low, with more job seekers than job vacancies, because of a downturn in the business cycle.

Demographics:	Refers to selected population characteristics such as age or sex.
Digital Economy:	Digital economy refers to an economy that functions primarily through digital technology; especially electronic transactions made using the Internet.
Discouraged Worker:	Persons who do not have a job and after looking for employment give up because they believe there is no work available.
Economic Region:	Defined by Statistics Canada as a grouping of complete census divisions, created as a standard geographic unit for analysis of regional economic activity. There are five Economic Regions in Nova Scotia (Annapolis Valley, Cape Breton, Halifax, North Shore, and Southern).
Educational Attainment:	The share of persons holding a level of education as their highest. For example, if 20 people out of a population of 200 hold a high school diploma as their highest level of education, then the educational attainment rate for a high school diploma would be 10 per cent.
Employed/Employment:	Employed persons are those who, during the Labour Force Survey reference week, worked for pay or profit, or performed unpaid family work or had a job but were not at work due to own illness or disability, personal or family responsibilities, labour dispute, vacation, or other reason.
Employed, full-time:	Individuals who work 30 hours or more per week in their main job.
Employed, part-time:	Individuals who work less than 30 hours per week in their main job.
Employment Rate (employment/population ratio):	The number of employed persons expressed as a percentage of the working age population (the population 15 years of age and over). The employment rate for a particular group (for example, one defined by age, sex, marital status, or province) is the number employed in that group expressed as a percentage of the population for that group.
Entrepreneurship:	When a self-employed individual employs other people.

Forecast/Outlook:	It predicts what may occur based on present information with reference to a short timeframe.
Frictional Unemployment:	Occurs in the normal process of a job search by individuals who have voluntarily quit their jobs, are entering the labour force for the first time, or are re-entering the labour force.
Future Starts:	Persons who did not have a job or search for work during the previous four weeks but had a job that started within the next four weeks.
Generative AI (GenAI):	A subset of Artificial Intelligence where a system creates new content or data, like text, images, video, audio, or code, in response to a prompt or question.
Gig Economy:	Refers to the increasing prevalence of jobs that are geographically diffuse, short-term and with little social protections or benefits. The gig economy can be described as one characterized by the prevalence of short-term contracts or freelance work as opposed to permanent jobs.
Gig Work:	Unincorporated self-employed workers (sole proprietors), who report business, professional, or commission-based self-employment income, whose future business activity is uncertain or expected to be minor or occasional. Gig work is often thought to be a subset of precarious work, but may not be true in all cases, highly skilled, high income gig workers may not be considered precariously employed.
Goods-Producing Sector:	The industries that are primarily involved in the extraction and manufacturing of goods that tend to be raw and/or unfinished in nature. These industries include agriculture, forestry, fishing, hunting, mining, oil and gas extraction, utilities, manufacturing, and construction.
Gross Domestic Product (GDP):	A measure of economic activity within the boundaries of a country or province. GDP can be calculated in several ways: by determining the income of individuals and firms; by determining the output of the sectors in the economy; or by determining the total spending on goods and services by residents.
Innovation Age/Economy:	An era that has creativity as its capital and innovation as its product.

Involuntary Part-Time Employment:	Persons who are working less than 30 hours per week, and who looked for, but could not find, full-time work. The involuntary part-time employment rate is calculated by dividing the number of involuntary part-time persons by the total number of persons working part-time.
Industry:	A group of establishments that produce a common set of goods or services.
Job:	A work role with a specific organization.
Job Leavers:	Persons who are not employed and left their previous job voluntarily and within the previous year.
Job Vacancy:	Refers to an unfilled position within an organization for which the employer is looking to hire.
Job Vacancy Rate:	A measure of the number of job vacancies as a proportion of the total number of jobs, both filled and vacant.
Knowledge Economy/Information Age:	Economy based on creating, evaluating, and trading knowledge. In a knowledge economy, labour costs become progressively less important and traditional economic concepts such as scarcity of resources and economies of scale cease to apply.
Knowledge Worker:	A person employed to produce or analyze ideas and information.
Labour Demand:	Commonly defined as the sum of met demand (i.e. number of employed) and unmet demand (i.e. number of job vacancies).
Labour Force:	The civilian non-institutional population 15 years of age and over who, during the Labour Force Survey reference week, were employed or unemployed.
Labour Force Participation Rate:	The total labour force expressed as a percentage of the population aged 15 years and over.
Labour Force Status:	A descriptor that indicates an individual's status in the labour market. An individual is either employed; unemployed and looking for work; or not in the labour force.

Labour Force Survey:	A monthly survey administered by Statistics Canada capturing information on employment, unemployment, industry, unionization, wages, etc. It includes the civilian, non-institutionalized population 15 years of age and over. Excluded from the survey's coverage are residents of the Yukon, Northwest Territories, and Nunavut; persons living on reserves and other Aboriginal settlements within the provinces; full-time members of the Canadian Armed Forces; and inmates of institutions—a sample representing approximately 2 per cent of the population.
Labour Force Survey Reference Week:	The week containing the 15th of the month when the Labour Force Survey is conducted.
Labour Market:	The forum where buyers of labour (employers) and sellers of labour (employees), meet to satisfy job requirements within the Canadian economy or marketplace.
Labour Market Attachment:	Refers to a person's relationship to the labour market. Attachment means working or actively preparing to work.
Labour Market Information (LMI):	Knowledge, facts, data, and other relevant information on the supply and demand of labour. Essentially, LMI includes any information that can be used to assist in labour market decisions. Types of decisions that rely on LMI include policy decisions by governments and other institutions; and career, job, education, training, and other decisions made by individuals in the labour market.
Labour Productivity:	The amount of output (measured by real GDP) per hour of work.
Labour Shortage:	Labour shortages occur when there is a lack of candidates for a job. An insufficient supply of job candidates is typically thought of as a lack of any applicants. More common is the lack of applicants possessing the minimum qualifications to be considered viable, including whether the person is eligible to work in the region and in the occupation.
Median:	The middle term of a sequence of numbers arranged in ascending order.
Minimum Wage:	The lowest wage rate that an employer can pay employees covered by law to perform their work.

National Occupational Classification (NOC):

The nationally accepted reference on occupations in Canada. It organizes over 30,000 job titles into 520 occupational group descriptions.

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

The OECD and Statistics Canada define NEET youth as: "the share of young people [typically 15-29 years old] who are not in employment, education or training (NEET), as a percentage of the total number of young people in the corresponding age group, by gender." According to this definition, NEET youth can either be unemployed or not in the labour force.

Not in the Labour Force:

Individuals who are unable or unwilling to offer or supply labour services in the labour market. Examples include stay-at-home parents, full-time students, and retired individuals. Discouraged workers who have given up looking because they believe there is no work available also fall into this category.

Non-standard Employment/flex-work:

Refers to a work arrangement between an employer and employee that deviates from standard employment. This can include job sharing, flex-time, and compressed work weeks.

North American Industry Classification System (NAICS):

Provides common definitions of the industrial structure of Canada, Mexico, and the United States.

Occupation:

A wide category of jobs with similar characteristics.

Participation rate:

Total labour force expressed as a percentage of the population aged 15 years and over. The participation rate for a particular group (for example, women aged 25 years and over) is the labour force of that group expressed as a percentage of the population for that group.

Precarious Work:

People working multiple jobs, part-time involuntarily, or in different forms of temporary work, are considered to be working precariously.

Projected Job Openings:	The Canadian Occupational Projection System (COPS) produces estimates of job openings. The numbers reflect the combination of expansion demand (net employment growth) and replacement demand (deaths plus retirements). General turnover in the labour market as individuals change jobs is not captured in the estimation approach. As such, the job opening estimates have limited interpretation.
Public Generative AI (Public GenAI):	A subset of GenAI that uses vast amounts of public data, mostly scraped from the Internet, and is available for public use, whether free or paid. Examples of Public Generative AI include Open AI ChatGPT, Google Gemini, Microsoft Copilot for Bing, OpenAI DALL-E, Midjourney, Stable Diffusion, and GitHub Copilot.
Recession:	A period of slow or negative economic growth, evidenced by two consecutive quarters of falling GDP.
Red Seal:	A Red Seal endorsement is a seal on your provincial or territorial trade certificate. It shows that you have the knowledge and skills necessary to practice your trade across Canada. To get the Red Seal endorsement, you need to pass the Red Seal exam.
Seasonal Unemployment:	Occurs when people in an occupation or industry have regular periods of unemployment during the same period each year.
Sector:	This term may be used to describe a group of industries or a group of occupations.
Self-employment:	Includes both incorporated and unincorporated working owners, self-employed persons who do not have a business and persons working in a family business without pay.
Services-Producing Sector:	The industries that are primarily concerned with the delivery and exchange of goods and services in the marketplace. This includes industries such as retail and wholesale trade; business, building, and other support services; finance, insurance, real estate, and leasing; accommodation and food services; health care and social assistance; educational services; information, culture, and recreation; and transportation and warehousing.
Skill:	Developed capacities that an individual must demonstrate to be effective in a job, role, function, task, or duty.

Skilled Worker:	An individual that is has specialized know-how, training, and experience to carry out more complex physical or mental tasks than routine job functions. Skilled labour is generally characterized by higher education or expertise levels attained through training and experience.
Skills Economy:	A mobile, skilled workforce, constantly learning, training, and upgrading to meet the demands of a changing world. The emphasis is on the abilities, expertise, and creativity of individuals to drive innovation, productivity, and economic growth.
Skills Gap/Mismatch:	A skills mismatch refers to the situation in which an employee's current skills do not match those needed to perform their current job. In all cases, a skills mismatch is identified at the level of a worker-job pair.
Skill Shortage:	Occurs when there are enough candidates, but they are not hired because the employer deems them to not have the skills required. In other words, there are viable applicants, but their specific skills set does not match the needs of the employer for that job.
Standard Employment (also called traditional employment):	Refers to a work arrangement between an employer and employee that is both full-time and permanent.
Structural Shortages:	Often happen when we see major developments in technology, rapid growth in industries and shifts in demographics. In all economies, the available workforce is determined by immigration and demographics. When the imbalance between supply and demand exists in multiple sectors and regions, it is usually an indicator of a labour market mismatch.
Structural Unemployment:	Unemployment due to a mismatch between the skills or location of the labour force and the skills or location required by employers.
Temporary Layoff:	Persons who have been temporarily released by their employer but have a definite date to return to work or an indication from their employer that they will be recalled in the future.

Underemployment:	Underutilization of human resources. There are two types of underemployment: people who work on a part-time basis but want to work full-time and are unable to find full-time employment, and people who work in full-time positions that do not use their full range of skills, experience and education.
Unemployment/Unemployed:	Unemployed persons are those who, during the Labour Force Survey reference week, were without work, were available for work and were either on temporary layoff, had looked for work in the past four weeks or had a job to start within the next four weeks.
Unemployment rate:	Number of unemployed persons expressed as a percentage of the labour force. The unemployment rate for a particular group (for example, one defined by age, sex, or marital status) is the number of unemployed persons in that group expressed as a percentage of the labour force for that same group.
Unskilled Labour:	A segment of the workforce with a limited skill set or minimal economic value for the work performed. Work that requires no specific education level or specialized experience is often available to the unskilled worker.
Working Age Population:	The working age population as defined by the Labour Force Survey is those aged 15 and older. Core working age population is often referred to as those aged 25–54.
