

Many Versions of Work in Ottawa-Gatineau's Labour Market: A profile of immigrant workers and their economic status in a post-industrial city

Research Report

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Executive Summary

This report profiles the immigrant population residing in the Ottawa-Gatineau metropolitan area, with an emphasis on the labour market involvement and employment earnings of women and men who have settled recently in Canada. Information from the 2016 Canadian census highlights the complexity of the immigrant population and its economic activities. The Ottawa-Gatineau metropolitan area is unusual in several ways – the division of the region between two provinces; an almost complete absence of manufacturing; high median employment earnings; and the federal government as the region’s largest industry. This report is a point-in-time snapshot of immigrants’ socio-economic and employment status in an urban economy dominated by services with unique employment challenges created by the federal government.

The social and cultural diversity of immigrant population in the Ottawa-Gatineau region has grown; consequently, different characteristics of the immigrant population are considered (including admission class, time since permanent residence attainment, language heritage, birthplace, educational attainment, and visible minority status). It is important to recognize from the outset that Ottawa-Gatineau’s immigrant population is highly educated. Over half of recent immigrants age 25-54 have a university-level degree (56.2%) compared to 39.1% of Canadian-born individuals in the same age group. In this study, the Canadian-born population constitutes a benchmark group. The analysis focuses on full-time and full-year workers between the ages of 25 and 54 and is largely restricted to individuals who attained permanent residence status between 2000 and the first five months of 2016. Very recent immigrants who have been permanent residents for five years or less are distinguished where possible. Important differences between residents in Ottawa and Gatineau are discussed.

The report has two large sections. The first describes the demographic and social characteristics of the immigrant population living in Ottawa-Gatineau, with an emphasis on recent immigrants. The second section shifts to examine labour force integration and earnings among relatively

recent immigrants, as well as more well-established individuals who have lived in Canada for decades.

In Ottawa's labour market, there is considerable variation between groups of immigrants, as well as between women and men. The major findings are:

- Labour force participation is strong for all admission classes, although it is lower among refugees and their rate of unemployment is higher.
- The region's largest industrial sector is public administration and employment in the federal government constitutes the vast majority of all jobs in the sector. Among Canadian-born individuals aged 25-54, 18.3% work in the federal civil service compared to 10.1% of recent immigrants and 3.5% of the newest arrivals (2011 to 2014).
- Employment earnings emphasize differences in work status between immigrants with equivalent qualifications. The median employment earnings of those who arrived between 2011 to 2014 is only \$50,263 compared to \$65,673 for Canadian-born workers. Among economic immigrants who have held permanent residence since at least 2001, their median income is \$64,845 – less than \$1,000 behind that of their Canadian-born counterparts. The earnings of refugees are considerably lower and lag those of other groups even as length of residence in Canada increases.
- Regardless of arrival class, an earnings gap exists between immigrant women and men. The same is true among Canadian-born workers. While for the most part, the earnings gap is in favor of Canadian-born individuals, as length of residence increases the earnings of men who arrived through the economic admission class begin to eclipse those of Canadian-born men. The same is not true for women.
- Considerable variation in earnings exists between visible minority groups. Consistently, Chinese and South Asian immigrants have higher earnings than their Black and Arab counterparts. White immigrant men lead other ethno-racial groups in employment earnings.

Many relatively recent immigrants in Ottawa-Gatineau achieve considerable success in finding well-paid opportunities. There is inequality between groups and between women and men in terms of earning gaps even when equivalent educational attainments are controlled. The gaps point to inequality of opportunity, and raise the spectre of hiring and workplace discrimination.

Introduction

In recent decades, the Ottawa-Gatineau metropolitan area has become an important hub for immigrant settlement in Canada. The reasons why immigrants are attracted to Ottawa-Gatineau are numerous and complicated, but the metropolitan area enjoys a prosperous economy, a high standard of living, and housing that is more affordable relative to Canada's largest cities like Toronto and Vancouver. Ottawa-Gatineau also has a large high-tech sector that during the 1990s attracted a large number of highly educated immigrants during a period of considerable expansion and prosperity. Relative to the rest of Canada, the metropolitan area also disproportionately experienced the post-2000 high-tech bubble burst. Evidence suggests that immigrants, and most especially men, working in this sector experienced the information technology downturn more acutely than other groups (Picot and Hou 2009). The metropolitan area, therefore, is a compelling case study for understanding the employment trajectories and income changes over time among highly educated individuals that immigration policy deliberately sought to attract to places where engineering and information technology were a growing portion of the economy.

Ottawa-Gatineau is also notable for other qualities of its economy and labour force compared to other Canadian cities – there is almost no manufacturing activity. As such, the city is an extreme example of a post-industrial economy in which the vast majority of employment is in the service sector (Andrew, Ray and Chiasson 2011). One of the most important reasons to focus on Ottawa-Gatineau is its service-based economy; as such, it may highlight some of the challenges and opportunities that immigrants in other cities will face as employment in those places move away from goods production. Ottawa-Gatineau also leads many other large Canadian cities in median employment earnings, although it tends not to have as many

extremely wealthy households as found in other cities.¹ In addition, the region's largest employer is the federal government, which largely limits civil service employment opportunities to Canadian citizens. Consequently, most immigrants must find initial employment opportunities beyond the city's largest employer – a circumstance that would be roughly equivalent to the exclusion of newcomers from employment in the largest industrial sector in any other large city.

This report is a point-in-time snapshot of immigrants' socio-economic and employment status in Ottawa-Gatineau. It presents an analysis of data from the 2016 census and as such captures a time before the arrival of large numbers of Syrian refugees, as well as the economic recession brought about by the COVID-19 pandemic. Nevertheless, the data do provide important insights about the successes had and challenges faced by a highly diverse immigrant community in an urban economy dominated by services. The fundamental structure of the Ottawa-Gatineau economy has not changed because of the COVID-19 pandemic, although some sectors have been more strongly affected than have others. Finally, the social, cultural and linguistic diversity of immigrant groups will remain largely unchanged after the pandemic has passed into history. In order to assess future challenges, it is important to appreciate how ethno-racial status and gender construct several versions of economic integration for immigrants living today in Ottawa-Gatineau in the present.

Apart from the importance of service employment, Ottawa-Gatineau is a divided jurisdiction between Ontario and Québec. The division of the metropolitan area is consequential in a myriad of ways, and several are discussed and analyzed by Gilbert et al. (2014). The division of

¹ In terms of median household earnings (total), data from the 2016 census places Ottawa-Gatineau in sixth position behind Calgary, Edmonton, Oshawa, Regina and Saskatoon. The high incomes in the western cities reflect a period of significant economic expansion and prosperity in resource extraction industries. For example, in the four western cities incomes increased between 22.7% (Calgary) and 37% (Saskatoon) in the 2005 to 2015 time-period. In Ottawa-Gatineau, incomes rose only by 4.3%. (Statistics Canada, 2016. Income Highlight Tables, 2016 Census).

the Ottawa-Gatineau is legal and formal, but as Gilbert et al. (2014) reveal, people organize everyday activities and their perceptions of opportunities or challenges in one place or the other in ways that reveal that the border is more than just a jurisdictional framework. Three of the most important aspects of the division with respect to immigration and employment are:

- Québec plays a more active role in immigrant recruitment and settlement services than does Ontario (Charette 2021);
- Labour laws are different in the two provinces and these differences are especially important with respect to trades, apprenticeships and regulated professions. This is especially important with respect to the ease with which individuals can take advantage of employment opportunities on one jurisdiction or the other. Moreover, the process to attain certification in a particular trade or profession is not the same in both provinces (Türegün 2017; Adams 2016; Germain 2013); and
- In Québec, the Canadian-born children of immigrants enrolled in the public education system are required to attend French-language schools (Gilbert et al., 2014).

It is also important to recognize that Ottawa (ON) is also almost three times the size of Gatineau (QC) and the economic focal point of the region. The vast majority of federal government employment is located in Ottawa, the downtown core with an array of offices and services is largely concentrated in Ottawa, and the region's growing high-technology sector is primarily found in Kanata, which is located in Ottawa's western suburbs. The current configuration of Ottawa and Gatineau is a consequence of municipal amalgamations during the early 2000s, although the Québec portion of the region includes a number of independent municipalities beyond Gatineau. The City of Ottawa is almost contiguous with the geographic extent of the Ontario portion of the metropolitan area. Layering on to the municipal division is a linguistic divide – the vast majority of Francophones reside in the Québec portion of the region and Anglophones largely live in Ottawa (Ray and Gilbert 2020). The newcomer population is also overwhelmingly concentrated in Ottawa – approximately 86% of all

immigrants reside in Ottawa (compared to 72% of the Canadian-born population). An ever-growing proportion of new immigrants, however, opt to live in Gatineau – among immigrants who have held permanent residence status for less than five years, 20.4% lived in Gatineau in 2016 compared to 15.2% who arrived ten years earlier.

With respect to employment and socio-economic status overall, this study emphasizes that there is not just one ‘immigration’ experience in Ottawa-Gatineau. When considering immigrants and their socio-economic position in this region, it is important to recognize from the outset that immigration class, time since permanent residence attainment², age, gender, education and visible minority status (among other factors) influence outcomes. Consequently, this analysis presents data about socio-economic status in a disaggregated manner in order to capture some of the important variation that exists within the immigrant population. A large body of research draws attention to the very different occupational and income outcomes in the labour market for women and men (Pelletier, Patterson and Moyser 2019; Conference Board of Canada 2013; Block and Galabuzi 2011; Cool 2010; McCall 2001). The reasons for gender inequality are complex (Eswaran 2014) and most especially so in immigrant communities in which gender roles and norms vary considerably (Frank and Hou 2015). Consequently, the analysis highlights gender differences with respect to key aspects of human capital, labour market characteristics and employment income. Where differences are not substantively different between women and men, such as with respect to age, the analysis focuses on the immigrant population in total.

² Due to changes in immigration regulations since the early 2000s, an increasing number of immigrants live in Canada for a period of time before attaining permanent residence status. International students are a prime example. Therefore, the report refers to when immigrants attained permanent residence status instead of time of arrival in Canada.

Methodological Notes

Data from the 2016 Census of Canada are the primary source for this analysis. A series of cross-tabulations of social, economic and demographic variables organized at the scale of the Ottawa-Gatineau Census Metropolitan Area (CMA) and the Québec and Ontario provincial components of the metropolitan area are at the core the analysis constitute the core of the analysis.³ The analysis focuses on individuals aged 25 to 54. The data also adopt a long residence period to identify “recent immigrants,” individuals who attained permanent residence status after 1999. Such a long residence period has been selected to maintain a sufficient number of respondents in particular categories to facilitate a meaningful analysis. When possible and feasible, very recent immigrants (i.e., individuals who have been permanent residents for five years or less) are discussed. There is some variation in the permanent residence periods identified, largely because of variation in the specification of categories in the original tabulations. Finally, it is important to bear in mind that income reports earnings for 2015 and only for people who work full time and full year. The analysis does not report earnings for individuals working part-time or only part of the year to maintain consistency in comparisons between groups. There is no reason to anticipate that the proportion of individuals working less than full-time will be consistent between across all immigrant and gender groups. In order for individuals who work full time and full year to report 2015 earnings, it is crucial that they live in Canada for at least one year. Consequently, for earnings analyses, the most recent year of permanent residence attainment is 2014.

All tables are available in Appendix A and most provide information for the CMA and the Québec and Ontario sectors of the metropolitan region. For the most part, the report focuses

³ For detailed description of the 2016 census data tables, see: <https://www12.statcan.gc.ca/census-recensement/2016/dp-pd/dt-td/More-eng.cfm>

Statistics Canada predetermines the variables and categories for each variable, which can limit the ability to use identical categories for every characteristic examined.

on metropolitan trends but the reader has the possibility to examine the unique circumstances of each portion of the region. For some characteristics, the differences between women and men are also not dramatically different. In these instances, the report does not distinguish each gender but the data are available in the appendix.⁴

There is tremendous variation in employment status by age as older people with more experience in the labour market generally have higher incomes and better occupational status. Moreover, young individuals (aged 15 to 24 and younger) often move in and out of the labour market, alternating full-time work and study or combining part-time work with their studies. Consequently, to the extent afforded by the data, this analysis focuses on individuals aged 25 to 54 in order to control for some of the variation in labour market attachment. In addition, a sizable proportion of new immigrants, and especially visible minorities residing in Ottawa-Gatineau, are young adults (i.e., 25-54). Older adults (55 and over) are not included in the analysis because their incomes are relatively high and they are overwhelmingly white and from European origins. Given their age and ethno-racial background, older adults tend to be doubly advantaged in the labour market relative to younger adult groups in which visible minorities make up a much larger share of the group. Due to the relative good fortune of the older adult groups, their inclusion would mask some of the challenges faced by younger visible minority immigrants who are more likely to face discrimination in the labour market (Pendakur and Pendakur 2011).

Finally, where appropriate and meaningful, the Canadian-born population is used as a comparison group. A preoccupation of research about immigrant integration in a new society is the relative position of newcomers, be they recently settled or long established, to the native-born population with respect to labour market participation, industry of employment, occupations and earnings. The report begins by describing the demographic and social

⁴ The tables are in the order that sequence by which each characteristic is discussed.

characteristics of the immigrant population and then shifts to consider the characteristics of labour force integration among immigrants living in Ottawa-Gatineau. To understand the labour market status of newcomers in part relies on an appreciation of the variation in their demographic and social characteristics.

Key Social and Demographic Characteristics of the Immigrant Population

In 2016, out of the total Ottawa-Gatineau population of slightly more than 1.3 million people, approximately 255,800 were permanent residents⁵ and another 17,200 were non-permanent or temporary residents. Immigrants constitute 19.7% of the metropolitan population overall, and 22.6% and 11.0% of the population in the Ontario and Québec portions of the region respectively.⁶ Non-permanent residents constitute less than 2% of Ottawa's population and less than 1% of Gatineau residents. Underlying these numerical counts is significant diversity in immigrants' socio-economic and employment characteristics.

Permanent Residence Attainment and Age

A sizable portion of Ottawa-Gatineau's foreign-born population is comprised of recent arrivals – approximately 36% of immigrants have held permanent residence in Canada for less than 15 years and 10.5% for less than five years (Figure 1 and Table 1).

⁵ In this report, the terms “immigrants” and “newcomers” refer to foreign-born individuals who hold permanent residence status in Canada. A relatively small number of individuals are non-permanent residents admitted to Canada under the auspices of a number of different temporary residence programs; consequently, permanent residents are not considered in this study.

⁶ To ease the reading of this report, from this point onwards, “Gatineau” refers to the Québec portion of the metropolitan area. A number of municipalities comprise the Québec portion of the metropolitan area, but Gatineau is where the largest share of the total population lives (83%). The municipality of Gatineau is also where the vast majority (93.8%) of immigrants reside in the Québec sector of the CMA.

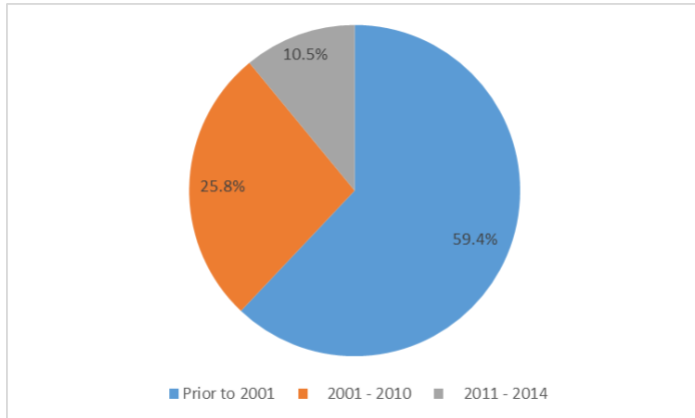


Figure 1: Period of Permanent Residence Attainment, Immigrants (25-54), Ottawa-Gatineau Census Metropolitan Area, 2016

Under existing immigration policy, independent adult applicants benefit in the selection process if they are relatively young. Consequently, immigrants who obtained permanent residence in Canada recently are also likely to be young adults (Table 2). In Ottawa-Gatineau, young adults (25 to 44 years old) constitute a sizable proportion of the total immigrant population – 30.7% (Figure 2). Only 25.5% of the Canadian-born population is in this young adult category. Immigrants to Canada are overwhelmingly adults when they arrive, which means that the Canadian-born population is comprised of a larger proportion of children and smaller proportion of adults over the age of 65. In short, the foreign-born population has an older age profile than the Canadian-born largely because selection policies favour the working-age and few children arrive as immigrants.

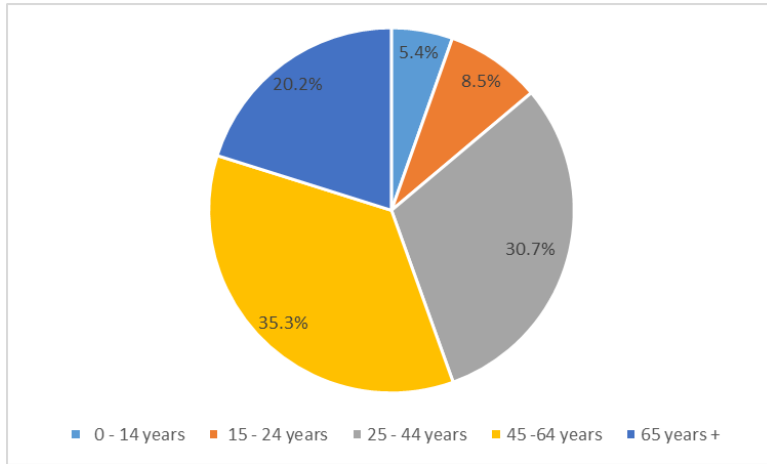


Figure 2: Age Groups of the Immigrant Population, Ottawa-Gatineau 2016

Canadian immigration policy’s bias toward young adults is especially evident when recent new arrivals are considered. Immigrants who have been permanent residents for less than 15 years have a different age profile than all immigrants and the Canadian-born population (Figure 3). Among recent immigrants, 44.6% are 25 to 44 years old and they constitute an important pool of workers, many of whom are in the early stages of career building. Few recent immigrants are under 15 years old and a very small proportion are 65 years of age or older. In many ways, distinguished by their youth, recent immigrants in Ottawa-Gatineau are an important pool of newly trained talent.

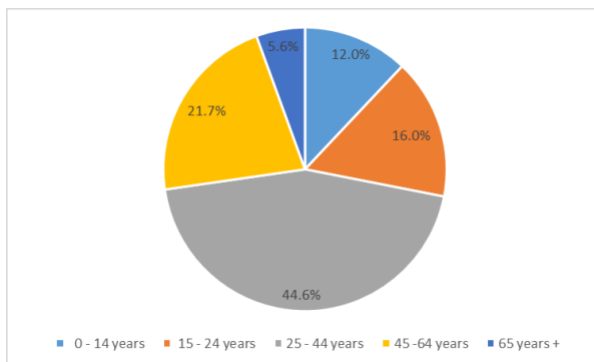


Figure 3: Age Structure of Recent Immigrants (2001-14), Ottawa-Gatineau Metropolitan Area, 2016

Immigrants by Admission Category

One of the many ways in which diversity is manifest among the foreign-born population in Ottawa-Gatineau is in terms of the programs by which individuals gain entry to Canada. Although immigration is a shared responsibility under the Constitution between the federal government and provinces, the federal government sets the broad parameters for obtaining permanent resident status. There are three principal avenues by which applicants may attain permanent residence: the “economic” stream, whereby an application is evaluated largely on the basis of the human capital characteristics of the principal applicant; the “sponsorship” stream in which an applicant is sponsored by a close family member who is a permanent resident or citizen; and the “refugee” stream in which individuals who are recognized as refugees are selected for permanent residence in Canada. The refugee stream includes individuals who are recognized as *bona fide* refugees by an international organization (e.g., the United Nations), as well as individuals who make a successful asylum claim in Canada.

With regard to immigrants living in Ottawa-Gatineau and who attained permanent residence after 1979, by far the largest share were in the economic class (46.2%) (Figure 4a and Table 3)⁷. These individuals include principal applicants, as well as an applicant’s immediate family. The next largest share are individuals sponsored by family members (28.7%), followed by refugees (24%). Considering only the most recent arrivals (2011-2016), the proportions are remarkably consistent relative to the foreign-born population overall (Figure 4b). Compared to the country as a whole, the proportion of economic migrants living in Ottawa-Gatineau is lower, while the proportion of refugees is higher. In 2016, among recent immigrants living anywhere in Canada, 60.3% arrived via the economic stream and only 11.6% were refugees. To some extent, the

⁷ At the time of the 2016 census, Statistics Canada was only able to identify the admission class of individuals who arrived in Canada after 1979.

higher number of refugees in Ottawa-Gatineau reflects the fact that many large urban areas have social services intended to help refugees settle successfully.

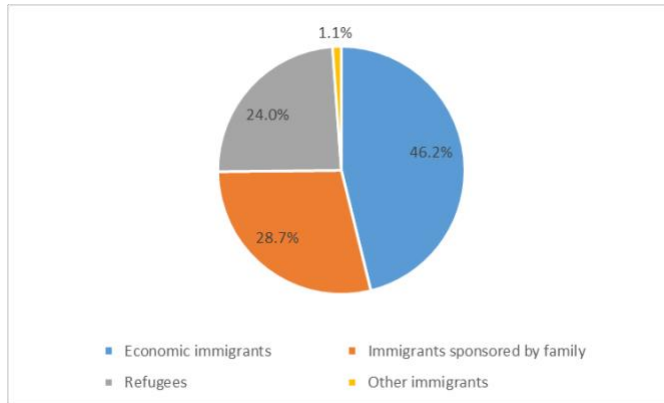


Figure 4a: Admission Category of Immigrants since 1980, Ottawa-Gatineau 2016

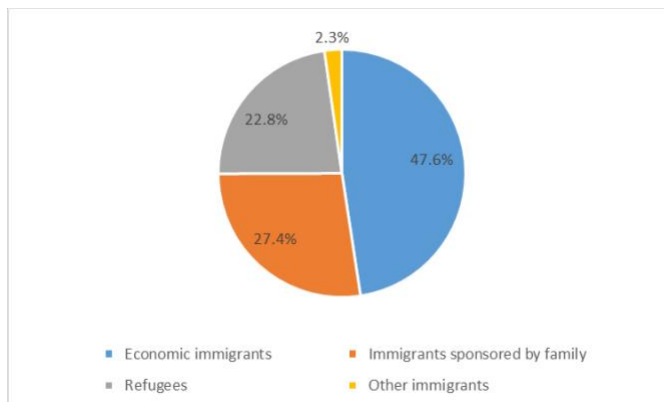


Figure 4b: Admission Category of Recent Immigrants (2011-14), Ottawa-Gatineau 2016

Since 1980, the proportion of immigrants in each of the admission categories has changed (Figure 5). Most notably, the proportion of economic class immigrants rose by approximately 10% after 2001, although more recently the proportion has declined slightly (48%) from a high of 51.8% in 2001 to 2005. The refugee stream has also seen important changes – the

proportion of immigrants entering under this program declined from a high of 29% in the 1980s to stabilize at approximately 21% in recent decades. In contrast to the other two major categories, the proportion of immigrants achieving permanent residence through family reunification has remained quite stable since 1980 (approximately 30%).

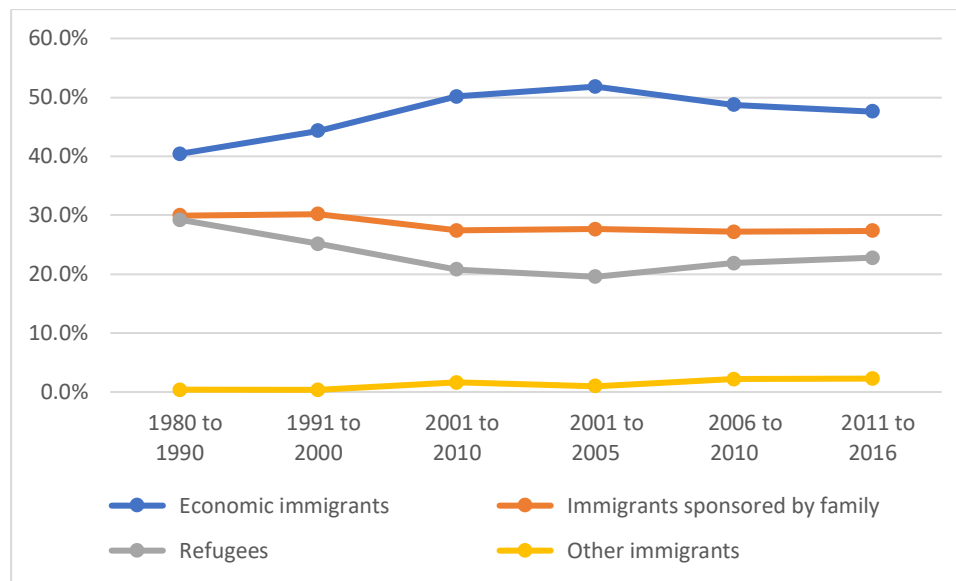


Figure 5: Immigrants by Admission Category, 1980 to 2016, Ottawa-Gatineau CMA

Immigrants by Visible Minority Status and Place of Birth

To capture the social complexity of Ottawa-Gatineau’s immigrant population is challenging as individuals have participated in many types of migration and collectively represent an array of linguistic, cultural, religious and ethnic identities. The foreign-born category includes individuals who have been in Canada for decades and who arrived during a period when immigration policy largely excluded non-Europeans, as well as young recent arrivals from all parts of the world. Highly indicative of the changing qualities of immigration to Ottawa is the growing absolute and relative size of the visible minority population (Figure 6 and Table 4). Only 21.6% of the entire Ottawa- Gatineau population self-identifies as a visible minority, as does less than

10% of the Canadian-born. However, among immigrants the proportion is much higher: 65.8% all immigrants and 80.6% of recent arrivals (2001-2016) are visible minorities. Importantly, the proportional representation of visible minorities in Ottawa (25%) is more than double that of Gatineau (11.6%), and represents an important social difference between the two parts of the metropolitan area (Table 4). The largest visible minority groups among recent newcomers are Black, Arab, South Asian and Chinese, although the proportions in Ottawa and Gatineau are quite different. For example, Blacks comprise 48.1% of recent immigrants in Ottawa but only 26.4% in Gatineau (Table 4).

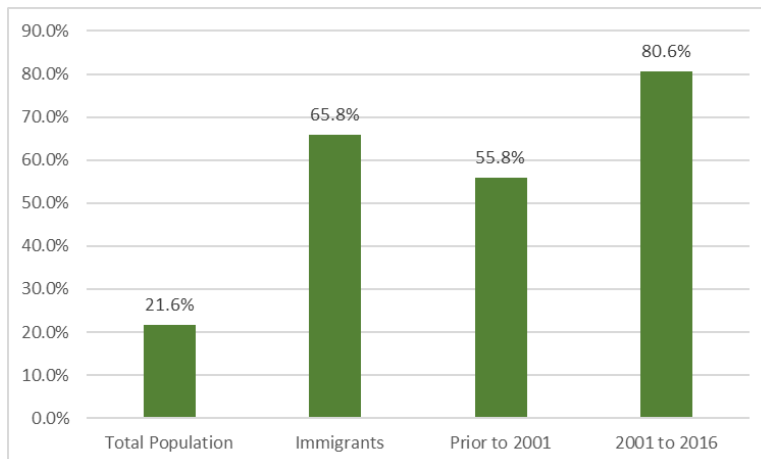


Figure 6: Visible Minority Population by Period of Immigration, Ottawa-Gatineau CMA, 2016

Ottawa-Gatineau’s foreign-born population has settled in the region from many different parts of the world. Until the early 1990s, newcomers were overwhelmingly from European countries of origin but in recent decades, the origin countries of migrants have diversified markedly (Ray and Gilbert 2020). Considering newcomers who have been in Canada for 15 years or less, the vast majority were born in Asia and Africa (Figure 7 and Table 5). Asia is a vast geographic area of tremendous ethnic and cultural diversity; however, the majority of recent immigrants from Asia living in Ottawa-Gatineau originated in four countries: China, India, the Philippines and Lebanon. Over the last 20 years, the number of African immigrants has also grown steadily,

with the majority originating in Eastern and Northern regions of the continent. Notably, in Gatineau the majority of African immigrants originate in Northern and Central Africa, while the numerical representation of immigrants from Eastern and Southern Africa is lower than in Ottawa.

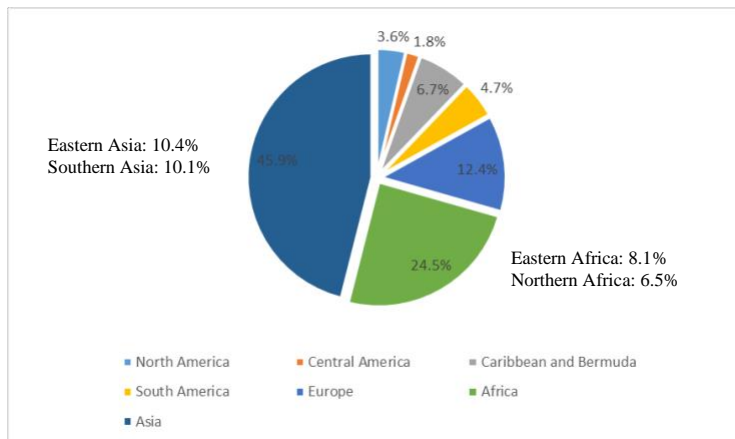


Figure 7: Region of Birth of Recent Immigrants (2001-16), Ottawa-Gatineau, 2016

Linguistic Characteristics of the Immigrant Population

In addition to their increasing ethno-racial and cultural diversity, the linguistic backgrounds of immigrants living in Ottawa-Gatineau is also changing. Newcomers to Ottawa-Gatineau live in a context in which Canada’s two official languages shape opportunities in ways not commonly seen in other Canadian cities (Ray and Gilbert 2020). Mother tongue is used here to represent the shifting qualities of linguistic identity, in part because it is a measure of both identity and knowledge of the first language that an individual learned and still understands.⁸ Examining immigrants by period of arrival, there is a clear decrease in the number of English-speaking individuals over time, and a strong increase in the proportion of newcomers whose mother tongue is neither English nor French (Figure 8 and Tables 6a-c). While the proportion of English-

⁸ Linguistic identity and ability are measured in a number of different ways in Canada and each indicator has advantages and limitations (Statistics Canada 2017)

speaking newcomers has declined over time, there has been a small increase in the number of individuals whose mother tongue is French (now approximately 10%). The proportion of recent immigrants living in Gatineau whose mother tongue is French is more than double that in Ottawa, which in part reflects the Québec government’s efforts to attract French-speaking immigrants to the province (Bécharde 2018; Conseil Supérieur de la langue française 2013) and the greater ease with which individuals can use French in many aspects of daily life in Gatineau (Gilbert et al. 2014). There has been a strong increase across the CMA and in its two provincial sectors in the proportion of individuals whose mother tongue is a non-official language.

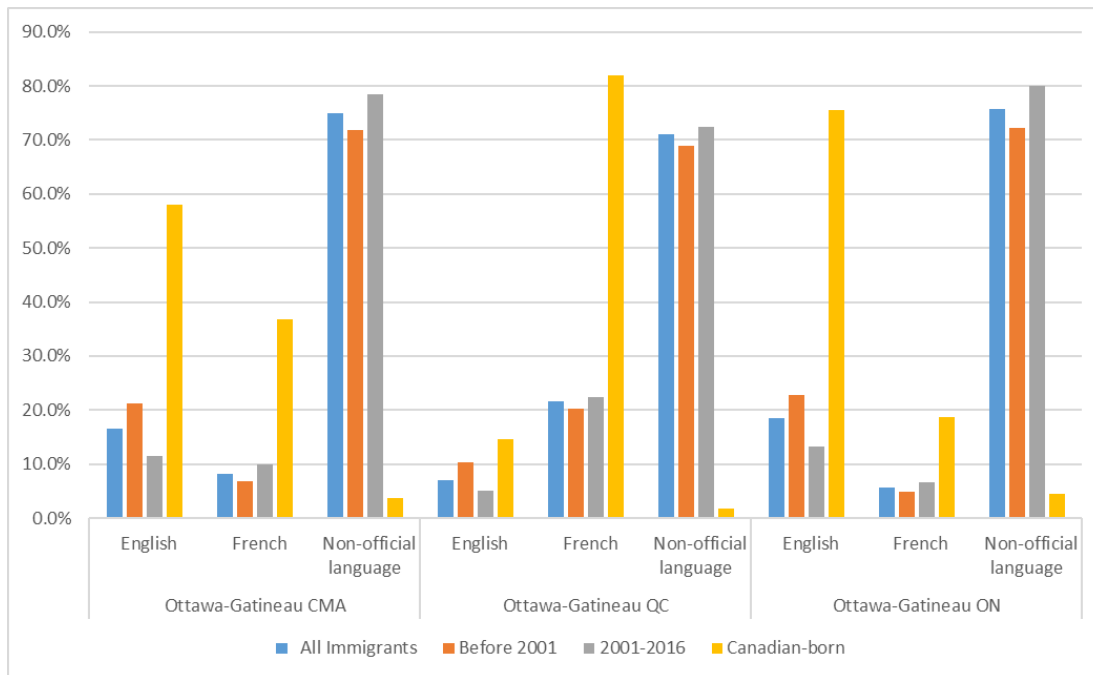


Figure 8: Mother tongue of Immigrant and Canadian-born Groups Aged 25-54 by Period of Immigration, Ottawa-Gatineau CMA, 2016

Educational Characteristics of the Immigrants

Ottawa-Gatineau's immigrants also bring considerable educational capital to the region. In terms of highest level of educational attainment, the recent immigrant population (2001-14) in the prime labour force years (25-54) is more highly educated than both the immigrant population overall and the Canadian-born population (Figure 9). Over half of recent immigrants in this age category have a university-level degree (56.2%) compared to 39.1% of Canadian-born individuals. The educational profile of women and men is almost identical, with a slightly smaller proportion of women who attained permanent residence after 2000 having a university degree relative to men (Table 7a-c). The most striking differences in educational attainment are relative to individuals born in Canada. A considerably higher proportion of Canadian-born individuals have a college, CEGEP or apprentice-level education than immigrants overall. The relatively large proportion of the total immigrant population that has no educational diploma or degree is also striking (14.2%), especially when compared to the Canadian-born population. However, changes in selection criteria under provisions of the *Immigration and Refugee Protection Act* (2001), which gives greater weight to educational attainment and other human capital characteristics in applicant selection than was true under earlier immigration acts, has effectively shifted the educational attainment characteristics of recent immigrants. Among immigrants who achieved permanent status between 2001 and 2014, the proportion of working age adults over the age of 25 with no high school level certificate or diploma is quite low (less than 8.5%) and those with a university degree is substantially greater (Table 7a).

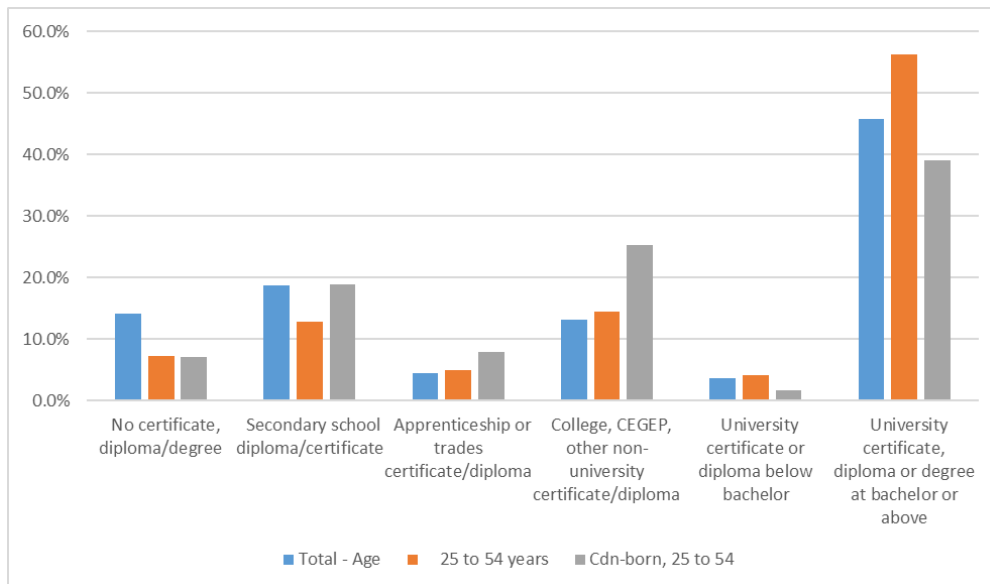


Figure 9: Highest educational attainment of recent (2001 - 2014) Immigrants and Canadian-born, Ottawa-Gatineau 2016

Looking beyond educational attainment to post-secondary fields of study, important differences between immigrants and the Canadian-born population and between women and men are evident (Figure 10 and Tables 8a-c). A far greater proportion of the foreign-born population received training in STEM fields (i.e., Science, Technology, Engineering and Mathematics): 25.3% compared to 14.3% of the Canadian-born (see Picot and Hou 2018 for a detailed discussion comparing immigrant and Canadian-born education in STEM disciplines).⁹

⁹ In all groups, the largest proportion of individuals with some post-secondary training studied in Business, Humanities and Arts, Social and Behavioural Sciences, Legal Professions, Health Care, Education, and Trades, services, natural resources and conservation (i.e., BHASE (non-STEM)).

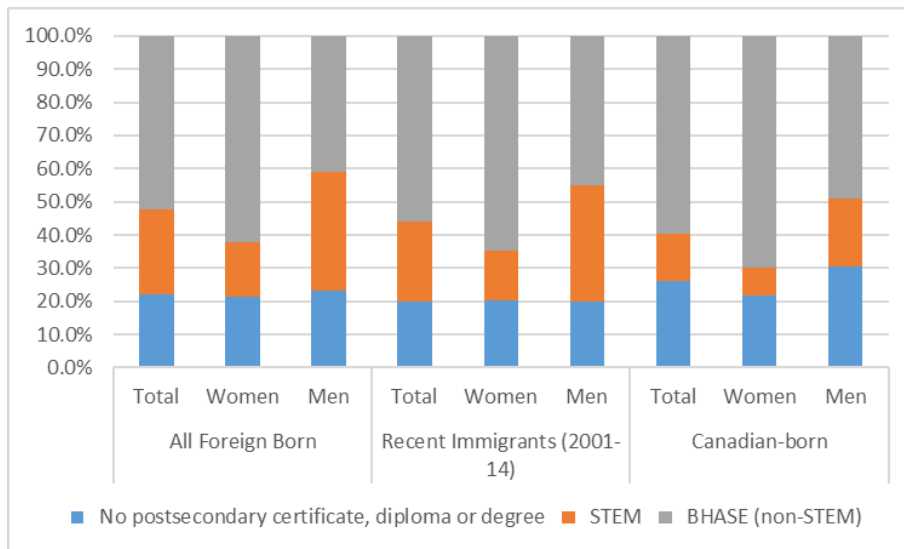


Figure 10: Field of Study of Immigrant and Canadian-born Individuals (25-54) holding Post-Secondary Certificate, Diploma or Degree by Gender, Ottawa-Gatineau CMA, 2016

Women are considerably less likely than men to have been educated in one of the STEM fields (Table 8a-c). Among recent immigrants, only 15.1% of women have a STEM degree or diploma compared to 35.2% of men. Nevertheless, a larger proportion of recent immigrant women than Canadian-born women (8.4%) has STEM educational credentials. Clearly, immigrant women, whether long established or recent, lead their Canadian-born counterparts in STEM training.

The “BHASE” group of disciplines is considerably more heterogeneous than the STEM group, with specializations spanning from the humanities and social sciences to health and legal professions. Approximately half of Canadian-born men and 70% of Canadian-born women were trained in one of these fields; in contrast, the proportions of immigrant men and women are lower. Given the heterogeneity of this group of disciplines, it is more meaningful to compare training in specific fields within the BHASE group (Table 8a-c). To illustrate, consider the four leading fields of specialization among women and men in this group. A higher proportion of recent immigrants aged 25-54 than their Canadian-born counterparts specialize in business and administration and health care, whereas a higher proportion of Canadian-born individuals

specialized in trades, services and natural resources and conservation, and the social and behavioural sciences. The most striking difference between the foreign-born and the Canadian-born groups is in the trades, services, natural resources and conservation category where the proportion of Canadian-born individuals is almost double that of recent immigrants aged 25-54. It is also notable that double the proportion of recent immigrant men (5.9%) than Canadian-born men (2.5%) is trained in health care and recent immigrant women (10.5%) also lead their Canadian-born counterparts (7.4%) in terms of health care training.

The foreign-born population living in Ottawa-Gatineau is complex, heterogeneous and difficult to characterize succinctly. Importantly, it is a population that has grown substantially over the last several decades and has become more diverse in terms of ethno-racial background and human capital characteristics. The next section moves away from a broad overview of the demographic, social and cultural characteristics of immigrants to examine their involvement in the local labour market. More specifically, immigrant labour market participation, unemployment rates, industries and occupations of employment, and income are the focus of attention for individuals aged 25 to 54.

Employment Status, Industry, Occupations and Earnings

Labour Market Involvement

Labour force participation rates are strong for all classes of immigrants, with individuals in the economic class leading those in other classes (Figure 11 and Table 9). This is not surprising given that economic immigrants are selected based on human capital characteristics, including prior work experience. The unemployment rate of this group is also low relative to immigrants

from other admission categories.¹⁰ The “principal applicants” in the class also have slightly better labour force participation and unemployment rates relative to “secondary applicants”, whose admission to Canada is largely determined by the human characteristics of the principal applicant. In contrast, refugees have much lower rates of labour force activity. The labour force participation rate of refugees is 67.1% compared to 86.2% for economic immigrants, and their unemployment rate is substantially higher (14.6%) relative to the other groups. The reasons for refugees’ lower rate of labour force participation are numerous, but the trauma of forced displacement, language proficiency, lack of credentials, lack of Canadian experience, absence of social ties with people who are not co-ethnics, and time out of the labour market seem to have an important affect (Bevelander and Pendakur 2012). For all admission classes, the employment rate¹¹ is lower than the labour force participation rate but it is notable that the employment rate for refugees is the lowest relative to all other groups (57.4%). This suggests that a substantial portion of refugee adults between 25 to 54 years of age do not participate in the labour force at all and points to the particularly daunting settlement challenges faced by refugees in Canadian cities. It is true that, the most recent arrivals in all groups (2001 to 2016), have the lowest rates of labour force participation and highest rates of unemployment (Table 9), but this set of circumstances is magnified among refugees.

¹⁰ The unemployment rate for a particular group is the number of people who are active members of the labour force but are unemployed. The rate is expressed as a percentage for the group.

¹¹ The employment rate for a particular group is the number of employed persons in that group expressed as a percentage of the total population in the group.

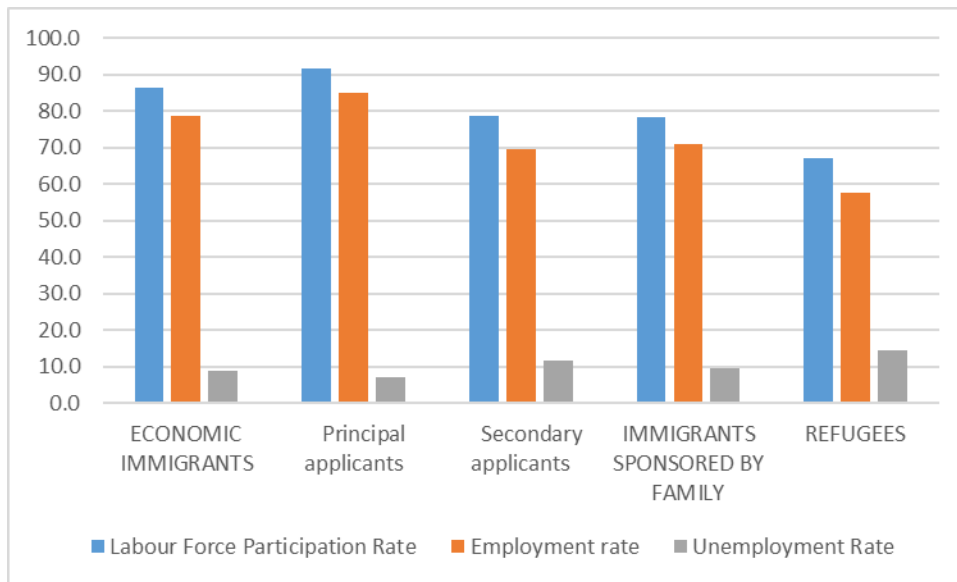


Figure 11: Employment Status of Recent Immigrants (2001-16) by Admission Class, Ottawa-Gatineau CMA, 2016.

There are important differences in employment characteristics between women and men in each admission class. Among recent immigrants (2001 – 2016) aged 25 to 54, the labour force participation rate for women is approximately 10 percent lower for women than men (Figure 12). As an illustration, the labour force participation rate among women who are principal applicants in the economic class is 79.5% in Ottawa-Gatineau compared to 94.5% for men (Table 10). At the same time, unemployment among women is also slightly higher (10.8% compared to 8.4%). This pattern remains consistent across the admission classes and points to somewhat greater challenges for women than men in finding employment. The rate of refugee unemployment is particularly high – 16.9% among recent women and 13.6% of men aged 25 to 54.

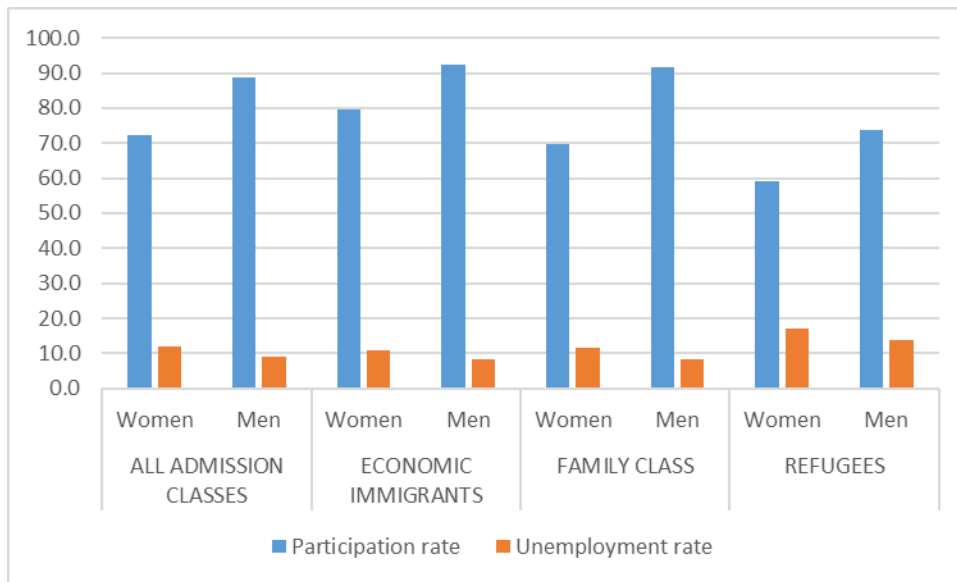


Figure 12: Employment Characteristics of Recent Immigrant Women and Men (aged 25 to 54) by Admission Class, Ottawa-Gatineau CMA, 2016

Industrial Sectors of Employment for Immigrants

There are important differences in the industrial sectors of employment between immigrants and the Canadian-born population in Ottawa-Gatineau. This in part is a function of the federal government’s hiring restrictions based on citizenship.¹² In contrast to other major Canadian cities, the manufacturing sector in Ottawa-Gatineau is quite small and relatively few individuals, whether Canadian-born or immigrants, find employment in this sector (less than 3% of individuals aged 25-54). In Ottawa-Gatineau, a sizable share of all immigrants, including recent arrivals, find employment in the health care and social assistance sector (approximately 16%) and professional, scientific and technical services (11%) (Figure 13 and Tables 11).

Notably, a larger proportion of immigrants find employment in these two sectors than does the

¹² Under the provisions of the Public Service Employment Act (2003), hiring preference is given to Canadian citizens over permanent residents for externally posted positions in the Canadian public service. See: <https://laws-lois.justice.gc.ca/eng/acts/p-33.01/FullText.html>

Canadian-born population. The same is also true in retail trades and the accommodation and food services sectors. The region's largest sector of employment is public administration and employment in the federal government constitutes the vast majority of all jobs in the sector. Among Canadian-born individuals aged 25-54, 18.3% work in the federal civil service compared to 10.1% of recent immigrants and 3.5% of the newest arrivals (2011 to 2014). In fact, considering the entire immigrant population between the ages of 25 to 54, only 15.4% works for the region's largest employer. Hiring rules within the federal government largely limit employment to Canadian citizens, thereby excluding most newcomers from employment in this sector for at least their first three years of permanent residence. This means that Ottawa-Gatineau's labour market is somewhat exceptional compared to other Canadian cities, as newcomers are essentially not eligible for employment in the region's largest sector. Consequently, there is an over-representation of immigrants relative to the Canadian-born in other sectors of the local economy, many of which are far less well paid and stable than the federal civil service.

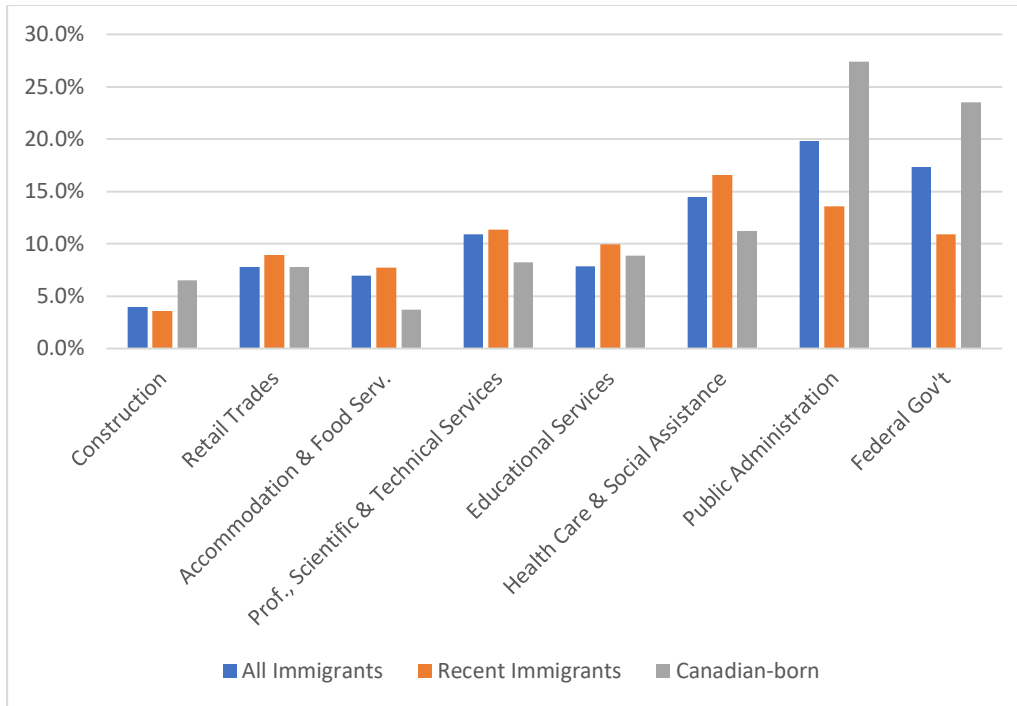


Figure 13: Major Industrial Sectors of employment for Canadian-born and Immigrant Groups (25-54), Ottawa-Gatineau CMA, 2016

The differences between women and men extend to the types of industries in which they are employed (Table 11). Men, for instance, are much more likely than women to work in the construction (5.8%) and professional, scientific and technical services sectors (14.5%). However, immigrant women clearly lead men in the health and social assistance sector – 25.4% of recent immigrant women aged 25 to 54 have found employment in this sector compared to 7.5% of men. In fact, women are highly concentrated in only five sectors of Ottawa-Gatineau’s labour market whereas men are more evenly distributed across most industrial sectors. In addition to health and social services, recent immigrant women find employment in public administration (13.2%), educational services (11.7%), retail trade (9.4%), professional, scientific and technical services (8.3%), and accommodation and food services (7.3%).

The industrial sectors in which immigrants and Canadian-born individuals work provide a good indication of local labour market segmentation (Ellis et al., 2007; Waldinger and Lichter 2003). The strong presence of recent immigrants in some sectors such as health care and their absence in others is one indicator of complex process giving rise to labour market segmentation labour force complexity. Likewise, the predominance of women over men in particular industries and vice-versa, as well as the greater proportion of immigrants in some industrial sectors as their residence in Canada increases, challenges and limits generalization about immigrants 'labour force status.

Occupation of Immigrants

The representation of immigrants across industrial sectors highlight two critical points about employment in Ottawa-Gatineau. First, the federal civil service, the largest industrial sector in the metropolitan region, employs a small number of immigrants and provides almost no opportunities to individuals who are new permanent residents. Secondly, it emphasizes the degree to which low- and high-skill service-based industries provide the lion's share of opportunities for newcomers. In Ottawa-Gatineau's post-industrial economy, some immigrants quite quickly move into a variety of producer services industries that generally demand a high degree of education and skill, while many others work in consumer services even if they have resided in Canada for a long time. This analysis, however, does not shed light on the kind of work that individuals perform. For instance, an individual in health care could be working as a doctor or an orderly or an administrator.¹³

¹³ Available microdata for the analysis of occupational status at the census metropolitan level is quite limited; consequently, occupational attainment cannot be discussed in detail. Analysis presented here is limited to immigrants disaggregated by time of permanent residence attainment and the Canadian-born population. Analysis disaggregated by age and gender at the census metropolitan level is not possible given data limitations. This discussion of occupational attainment therefore includes all individuals aged 15 and over who are active in the labour market. Nevertheless, for the immigrant population the analysis has been refined to incorporate period of residence, which is an indirect indicator of age.

Figure 14 does point to quite different occupational characteristics between immigrants and the Canadian-born population in Ottawa-Gatineau. The predominance of Canadian-born individuals (19.6%) in business, finance and administration occupations relative to recent immigrants (14.5%) is striking, as is the strong presence of recent immigrants in other occupations such as health care (9.5%) sales and service (28.2%) (Tables 12 a-c). In health care, recent immigrants are more likely to work in assisting occupations (3.8%) than their Canadian-born counterparts (1.4%), and given the gender differences found among people working in the health sector, this work is probably dominated by women (Table 13a). It should also be noted that a very large share of immigrants who have lived in Canada for five years or less work in sales and service occupations – 33.4%. Within this occupational category, recent immigrants predominate in occupations with relatively low-skill requirements and wages; namely, service support occupations, which include cleaners, kitchen helpers and laundry workers.

It is important not to lose sight of the fact that many immigrants work in high-skill occupations; again, highlighting a segmentation of the immigrant workforce by both industry and occupation (Tables 12 a-c). For instance, a slightly greater proportion of immigrants, whether recently settled or long established, than Canadian-born individuals work in natural and applied sciences *professional* occupations: only 6% of Canadian-born individuals compared to 11.8% of all immigrants and 9.9% of recent arrivals (Table 13). In general, these jobs require university-level training and credentials. There is another set of non-professional or “technical” occupations related to natural and applied sciences that employ a slightly smaller proportion of immigrants than Canadian-born workers. In these occupations, the required skill level is somewhat lower. The reasons for these differences in the employment of immigrants and Canadian-born individuals between these two occupational classes in the natural and applied sciences certainly merits investigation, as does the degree to which women and men are present in these two important occupational classes of Ottawa-Gatineau’s post-industrial economy.

With respect to the immigrant population in Ottawa-Gatineau, it is important to keep in mind that occupational segmentation is occurring even among recent immigrants. A large proportion of newcomers work in occupations that are low-skill, low-pay and for which many are over-qualified. At the same time, a sizable proportion of recent immigrants find employment in high-skill jobs including business, finance and administration, natural and applied sciences, and professional occupations in education. Less than 2% of all workers, whether foreign- or Canadian-born, find employment in manufacturing and utility occupations. The predominance of low- and high-skill service occupations across the metropolitan area is one of the strongest characteristics of the local economy.

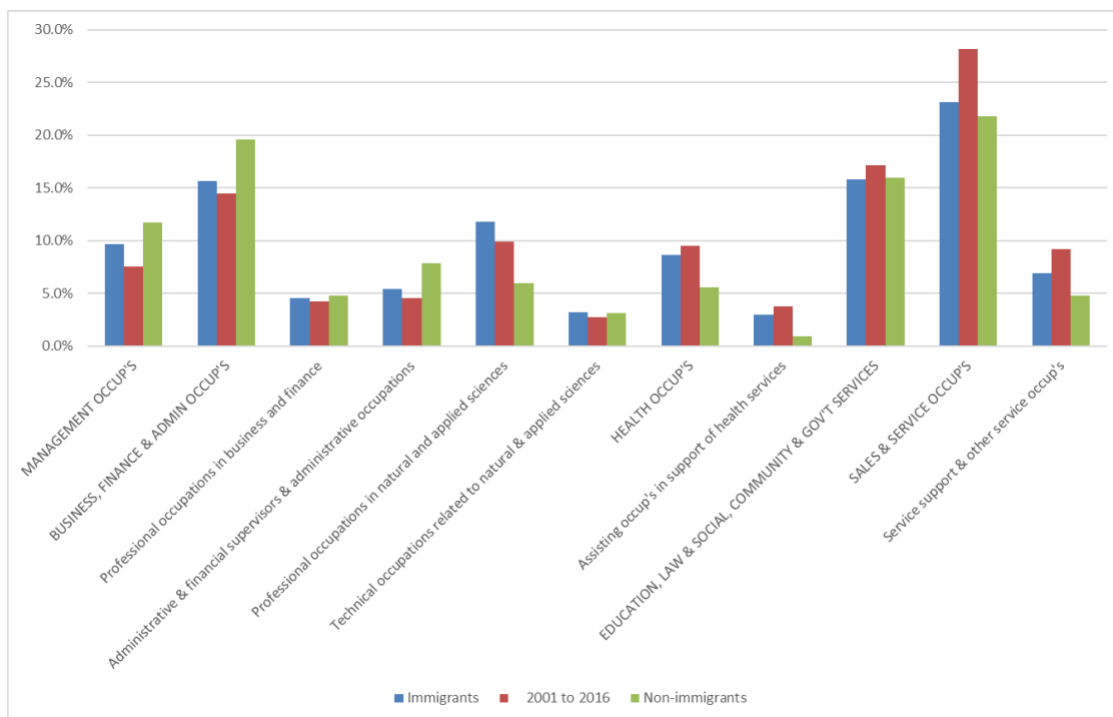


Figure 14: Employed Canadian-born Individuals and Immigrants by Permanent Residence Attainment and Occupations, Ottawa-Gatineau CMA, 2016

Employment Income Earnings of Immigrants: Admission Class, Period of Arrival, Level of Education and Visible Minority Status

Given diversity in educational attainment, industrial sector of employment, occupations and period of arrival, immigrants' earnings are also expected to vary. There are several ways to represent the range of employment income outcomes; however, this overview examines data for immigrants based on length of residence since landing¹⁴ in Canada and a range of other characteristics such as education and visible minority status. The analysis uses median employment income for individuals aged 25-54 who were employed full time and full year during 2014.¹⁵

Examining the employment earnings of all workers, two trends are immediately apparent: there is considerable variation across the admission classes and economic immigrants' earnings exceed those of the Canadian-born (Figure 15 and Table 13). It does take time, however, for economic immigrants to attain high incomes. The median employment earnings of those who arrived between 2011 to 2014 is only \$50,263 compared to \$65,673 for Canadian-born workers. Nevertheless, among economic immigrants who have held permanent residence since at least 2001, their median income is \$64,845 – less than \$1,000 behind that of their Canadian-born counterparts. The incomes of refugees and individuals sponsored by relatives are virtually identical when period of arrival is not considered. However, among individuals who settled after 2001, there is a considerable earnings gap between the two groups, with refugees faring less well. For example, among individuals sponsored by family members, and who achieved permanent residence between 2001 and 2010, median earnings exceed those of refugees by

¹⁴ Immigrants land when they obtain permanent residence.

¹⁵ Statistics Canada calculates median employment income values based on predetermined period of arrival intervals; hence, it is not possible to create a median value for the 2001 to 2014 time period of permanent residence as had been done in earlier portions of this report. Consequently, data are reported for two time periods (2001 to 2010 and 2011 to 2014), as well as for the entire immigrant population regardless of when permanent residence was attained.

almost \$10,000. The gap in earnings between these two groups is not as great for those who attained permanent residence between 2011 and 2014. It does appear that individuals in the family reunification class make more rapid earnings gains as length of residence in Canada increases.

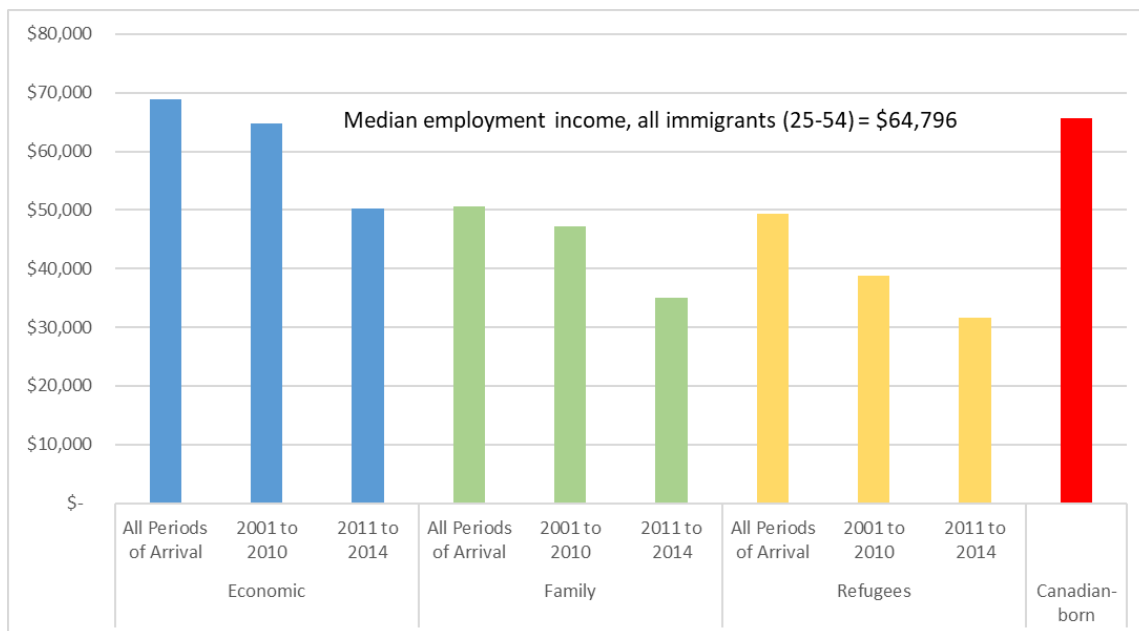


Figure 15: Median Employment Earnings by Admission Class and Permanent Residence Attainment, Ottawa-Gatineau, 2016

Differences in employment income between women and men are well documented (Pelletier, Patterson and Moyser 2019), and this gap is evident in Ottawa-Gatineau’s immigrant population. Regardless of arrival class, an earnings gap exists between Canadian-born and immigrant women and men as well as between Canadian-born women and men. For the population 25-54, the median employment earnings for Canadian-born men is \$69,809 compared to \$67,718 for immigrant men (Table 15). Men admitted in the economic class, however, outperform Canadian-born men by a considerable margin – \$76,197. The earnings of recent immigrant men lag those of Canadian-born men. Among women, the earnings gap

between all immigrants and the Canadian-born population is somewhat wider: the median employment income for immigrant women aged 25-54 is \$55,237 compared to \$61,876 for their Canadian-born counterparts. The gap grows as period of residence nears the present – the median earnings of women who arrived between 2011 and 2014 was only \$37,888. The same pattern of employment earnings seen for men by arrival class is also evident for women – economic class women have a considerable earnings advantage of more than \$10,000 over women in the family and refugee classes (Table 13). Unlike men, however, the median employment earnings of women admitted through the economic class do not exceed those of Canadian-born women. Among women aged 25 to 54, median earnings for the Canadian-born are \$61,876 compared to \$59,572 for all economic class immigrant women.

It is clear that there is a significant earnings gap between immigrant men and women, even though differences in educational attainment are small. Examining all immigrants aged 25 to 54 regardless of admission class, men who arrived between 2001 and 2010 earned \$62,806 compared to \$55,237 for women (Table 13). The difference was even more extreme among economic class migrants where the median income for men exceeded that for women by approximately \$19,000. In the other admission classes, the difference in earnings was less extreme and almost non-existent among refugees. For those aged 25 to 54 who attained permanent residence between 2001 and 2010, refugee women had a slight earnings advantage over men (\$38,997 versus \$38,669), but their incomes lag well behind those of newcomers in other admission classes. It appears that refugees work in some of the least well paid jobs and that there is little difference in the wages paid to women and men.

Gender differences in employment income attainment are equally evident when considering education levels and period of residence attainment (Figure 16). Among individuals aged 25-54 who worked full time, full year four trends are immediately apparent from the data: 1. Employment income increases for women and men as level of education increases, regardless of when permanent residence was attained; 2. Income increases the longer immigrants have

resided permanently in Canada; 3. Considerable income disparity exists between women and men, although it is generally less extreme among individuals with lower educational attainment; and 4. The Canadian-born population has a substantial earnings advantage over immigrants, although this does tend to diminish as immigrants' period of residence in Canada increases.

Employment income is substantially lower for individuals with relatively low levels of education compared to other immigrants who have been in Canada for a similar period of time (Figure 16 and Table 14). For example, among male immigrants aged 25-54 who achieved permanent residence status between 2011 and 2014, individuals with only a secondary (high school) diploma earned a median income of \$32,392. In contrast, those with college credentials or a university diploma/degree had median incomes of \$43,683 and \$63,574 respectively. The one exception to this trend is among men and women with an apprentice or trades diploma who have only held permanent residence for three years or less – this group earned less than their counterparts with a secondary diploma. The trend, however, is short-lived among men who hold an apprentice or trades qualification as their earnings exceed those of men with a secondary diploma as length of time from achieving permanent residence increases.¹⁶ The same trend, however, is not evident among women.

¹⁶ The median income of women holding apprentice and trades qualifications must be treated with caution as the values reflect the incomes of a relatively small number of individuals.

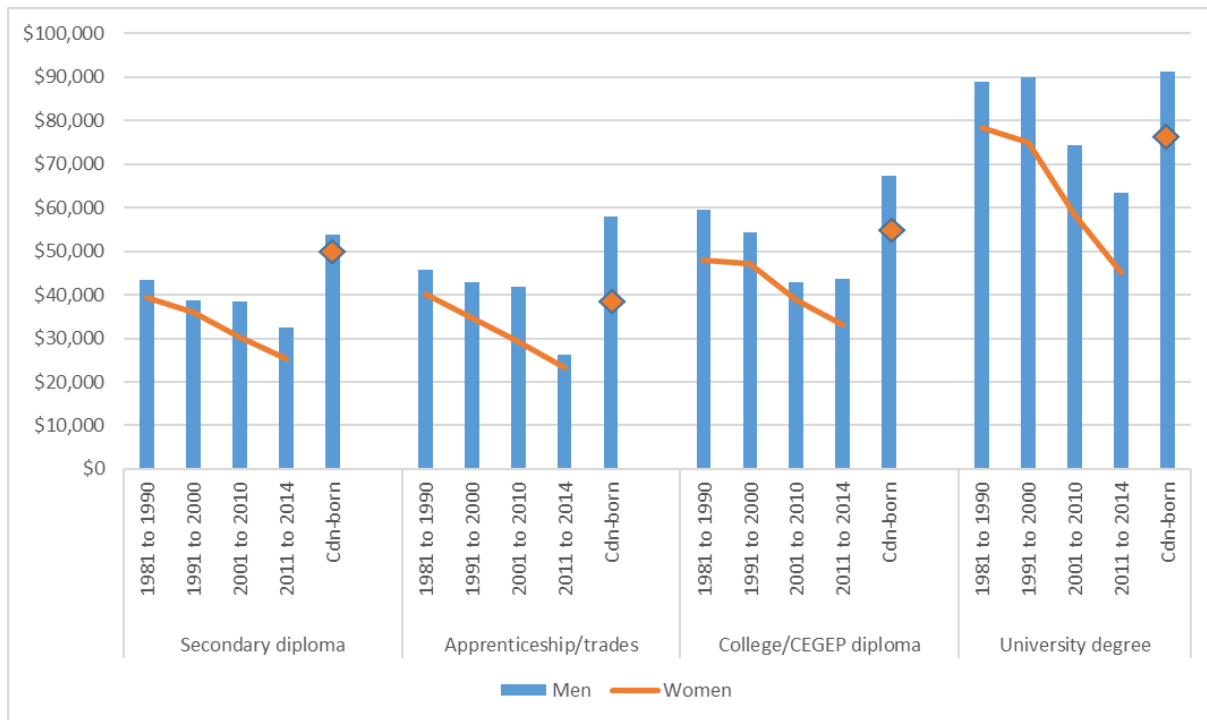


Figure 16: Changes in Employment Income Attainment over Time for Immigrants Aged 25-54 by Gender, Ottawa-Gatineau CMA, 2016

In general, among women and men with equivalent qualifications, incomes generally increase over time. For example, among women with a college or CEGEP diploma, employment income increases from \$33,080 among those who have most recently attained permanent residence to \$47,912 among women who are established the longest (Figure 16). Among individuals with a university degree, incomes generally plateau after the year 2001 for both men and women – there is very little difference in employment income between individuals in the two earliest permanent residence periods.

Whether examining women and men by period of residence attainment or comparing Canadian-born women and men, it is clear that men hold a distinct earnings advantage over women in virtually every side-by-side comparison (Figure 16). The earnings differential between immigrant women and men aged 25 to 54 in the same education classes does tend to diminish over time; nevertheless, an overall gap persists. The gap is least significant between

women and men with a secondary diploma, especially among individuals who have been long-time residents. The earnings gap does decline over time for women and men with a university degree, but a difference of just over \$10,000 remains for individuals who have been resident in Canada the longest. This gap is not unique to immigrants, as an important earnings gap exists between Canadian-born women and men in each education class, although again it is less marked among those with a secondary diploma (less than \$4,000). A gap of approximately \$13,000 exists between Canadian-born men and women with a college degree or a university degree.

Finally, for each level of educational attainment except a university degree, a strong earnings gap is evident between Canadian-born and immigrants aged 25-54, regardless of time since permanent residence or gender (Figure 16). Comparing individuals with equivalent education levels, Canadian-born individuals have a distinct advantage over immigrants whether they are recent or long-term residents. This is especially true for those with secondary school, apprenticeship and trades, or college qualifications. The earnings gap between Canadian-born women and men with a university degree and immigrants is much narrower relative to the other education groups, especially among individuals who have been permanent residents for at least 14 years or more. In fact, the median earnings of immigrant women who attained permanent status between 1981 and 1990 slightly exceed those of Canadian-born women, while the earnings of men are similar among those who attained permanent residence status before 2001.

The earnings gaps between women and men, immigrants and Canadian-born individuals, and different immigrant groups based on length of residence since landing in Canada suggest considerable heterogeneity in the circumstances of newcomers that can produce different outcomes. Nevertheless, the variation between groups persists even when educational attainment is controlled. Employment earnings, however, also vary considerably between visible minority and white immigrants, as well as between different visible minority groups, for

the population aged 25-54 working full time and full year (Figure 17 and Table 15).¹⁷ In Ottawa-Gatineau, non-visible (i.e., white) immigrants have a distinct earnings advantage over visible minority immigrants. For example, the median earnings of visible minority men lag those of white men by approximately \$20,000. Among women, the gap is somewhat less extreme – approximately \$14,000. The earnings of both groups overall are lower in Gatineau compared to Ottawa. Among immigrants living in Gatineau, the largest gap in earnings between visible minority and white immigrants is among women (~\$13,000). The gap between men is also much lower in Gatineau relative to the metropolitan area (~\$12,000). In contrast, immigrants living in Ottawa have the higher median incomes and the earnings gap between visible minority and white immigrant men is substantial -- \$23,676.

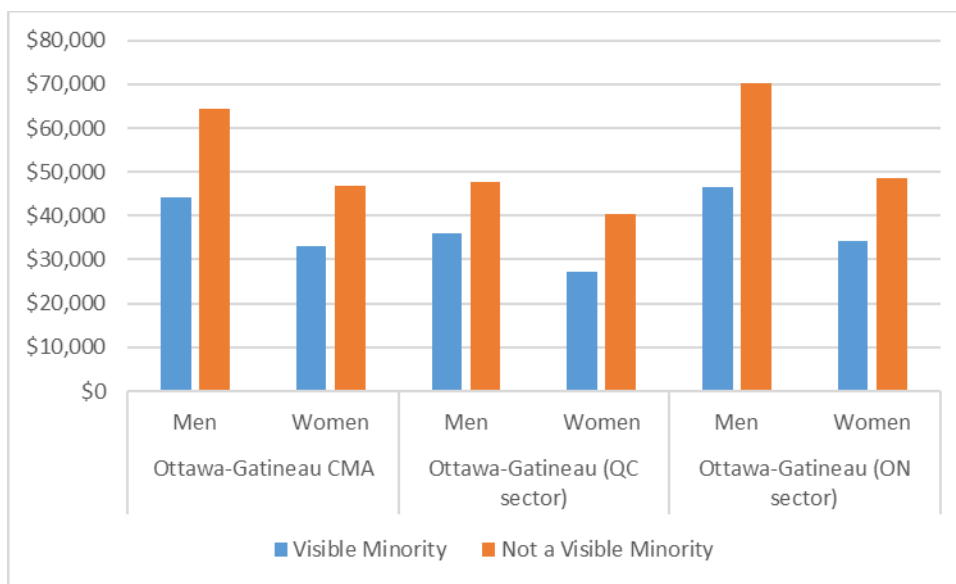


Figure 17: Employment Income of Individuals (25-54) Employed Full Time, Full Year by Visible Minority Status and Gender, Ottawa-Gatineau CMA and Component Sectors, 2016

¹⁷ In this analysis, time since permanent residence is not controlled. However, individuals are all within the same age bracket and there is no reason to anticipate that a markedly larger proportion of white immigrants have resided longer in Canada than visible minority immigrants.

There is also considerable variation within the visible minority population with respect to employment earnings. Considering only individuals aged 25 to 54 in full time, full year employment, and setting aside educational attainment for the moment, Chinese immigrants lead all other groups in employment earnings (\$59,765) and their earnings exceed those of the white immigrant population (\$54,479). Other immigrant groups, however, do not fare nearly as well. Among Black immigrants, employment earnings are only \$33,234, and the Arab population fares the least well (\$30,674).¹⁸

It might be reasonable to attribute the differences in employment earnings between visible minority groups to differences in educational attainment. However, results change little when level of education is controlled (Table 16). For instance, among individuals with a secondary school diploma, the earnings of Chinese and South Asian immigrants exceed those of Black and Arab immigrants (Figure 18a). The differences between groups are not extreme, most especially among women. More striking is the much higher earnings of white immigrants with a secondary school diploma – a \$14,000 difference between white and all visible minority immigrants. The differences in earnings between visible minority groups are more extreme among individuals with a university degree (Figure 18b). Employment earnings of Chinese men and women exceed those of their counterparts in every other group. To illustrate, median earnings among Chinese immigrant men is \$82,336 compared to \$49,844 for Black men. The earnings difference among women is not as extreme. Chinese women’s median earning value is \$64,782 compared to \$42,776 for Black women. Regardless of level of education and gender, a consistent gap in earnings exists between Ottawa-Gatineau’s four largest visible minority groups: Chinese and South Asian immigrants have much higher earnings relative to their Black and Arab counterparts.

¹⁸ See Table 17 for detailed employment earnings for men and women (total) and aged 25 to 54 by educational attainment.

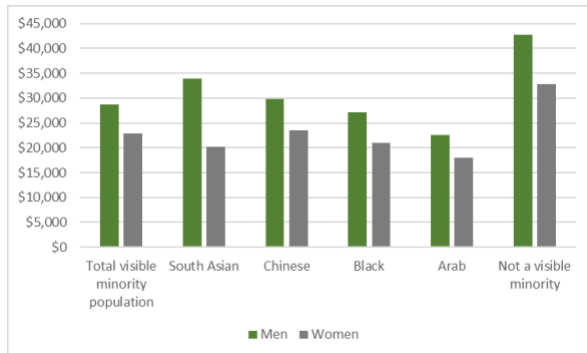


Figure 18a: Secondary (High School) Diploma

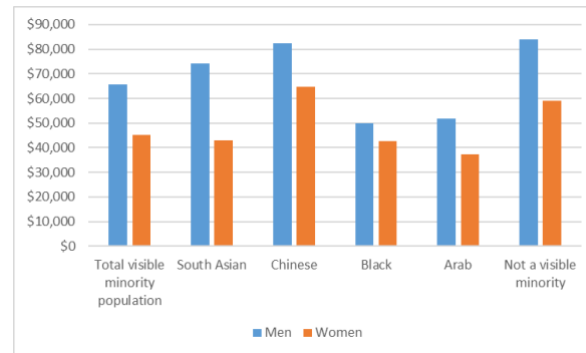


Figure 18b: University Degree

Figure 18: Median Employment Income of Immigrant Visible Minority Individuals (Aged 25-54) by Educational Attainment and Gender, Ottawa-Gatineau CMA, 2016

The differences in earnings could be attributed to people with a similar level of education being trained to take employment in different parts of the labour force. This may well be the case; nevertheless, the patterns of earned income differences between groups remain when type of education is considered. Examining immigrants with a university degree who were trained in one of the STEM fields, the pattern of inequality between visible minority groups remains (Figure 19 and Table 17).¹⁹ Examining this very specific group of individuals aged 25 to 54, white immigrant men lead all other groups of immigrants in median employment earnings (\$94,977). Chinese (\$87,028) and South Asian (\$81,542) men also have relatively high incomes, but the earnings of Arab and Black men are substantially lower (approximately \$56,000). Among women, Chinese and white women switch positions as Chinese women have the highest earned income (\$74,504) and Black women trained in a STEM field earn the least (\$42,519). In each visible minority group, the median earnings of men exceed those of women, although the greatest earning gap is found between white immigrant men and women – men earn almost

¹⁹ To place these findings in a larger context, Picot and Hou (2018) argue that immigrants trained in STEM disciplines earn markedly less than their Canadian-born counterparts. This inequity persists among individuals educated in STEM and working in STEM occupations relative to similar Canadian-born workers. Immigrant workers in STEM occupations only partially caught up to the earnings of Canadian-born individuals.

\$26,000 more than women. By comparison, considering all visible minorities, the gender gap is only \$14,386 and the gap is largest between South Asian women and men (approximately \$17,000).

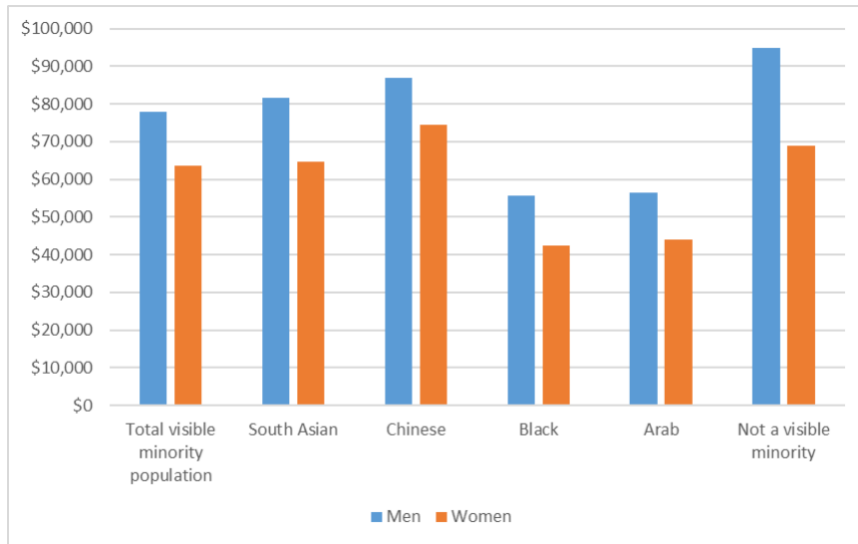


Figure 19: Median Earned Income of Immigrant Visible Minority Individuals (Aged 25-54) who hold a University Degree and were Trained in a STEM Field by Gender, Ottawa-Gatineau CMA, 2016

Employment earnings within the immigrant population highlight several dimensions of inequality in Ottawa-Gatineau’s labour market. First, over time some immigrants reach and many exceed the earnings of Canadian-born individuals with comparable education and training. In fact, some immigrants within a few years of settling in Canada begin to earn quite high incomes. These individuals seem to integrate relatively quickly into Ottawa-Gatineau’s workforce, even if few find employment in the federal civil service, which is the region’s largest industrial sector. Secondly, arrival class plays a major role in earnings – immigrants selected for their human capital characteristics, especially principal applicants, do markedly better than individuals who arrived via other admission programs. The economic class program privileges individuals in the selection process who have a high level of education, work experience, some

degree of language proficiency in either English or French, and who are relatively young. Consequently, economic class immigrants have many advantages and are more able to take advantage of employment opportunities in Ottawa's post-industrial economy. Thirdly, positive earnings outcomes for some immigrants contrast with others' low earnings, especially for Black and Arab immigrants, even when factors such as education are controlled. Finally, in virtually all dimensions of comparison, women's earnings are not as high as those of men. The persistence of gender inequality, whether examined by admission class, educational attainment, field of training or visible minority status, highlights the pervasiveness of lower wages for women across industrial sectors in Ottawa-Gatineau.

Summary

Ottawa-Gatineau has witnessed significant changes in the size and composition of its foreign-born population since the early 1990s. Once a metropolitan area that attracted primarily European immigrants, and was characterized by a French-English cultural and linguistic divide that relegated language groups to being an afterthought (Ray and Gilbert 2020), Ottawa-Gatineau is becoming home to people with many different cultures, ethnicities, religions and languages. The region remains divided in many ways, not the least of which is the provincial boundary that creates different opportunities for newcomers living in Gatineau and Ottawa (Gilbert et al., 2014). At the same time, the metropolitan region has become exemplary of a post-industrial economy, led by public administration, with a sizable high-technology sector prone to boom and bust cycles, and an array of other producer and consumer services (Andrews, Ray and Chiasson 2011). It is in this complex social and economic environment that newcomers build lives; for many, finding employment is a crucial part of this building process. This report has had three primary objectives. First, the qualities and characteristics of immigrants working full time in Ottawa-Gatineau, especially those who have been in Canada for a short time period, are described. Employed immigrants are diverse in many respects –

from educational attainment to admission class to ethno-racial status; hence, generalizations about immigrants can be highly problematic. Secondly, the labour force characteristics of immigrants working full time, including industry of employment, occupation and labour force earnings, are outlined. There is again considerable diversity across the immigrant population, with immigrants who entered Canada through the economic admission program doing much better relative to other groups. Immigrants who have a relatively high level of education often have relatively high earnings, but by no means is this trend uniform across all groups. Some immigrants, notably Arabs and Blacks who have strong educational credentials, do not match the earnings achievements of other groups. Immigrants overall are under-represented in public administration, but they are over-represented in other large industrial sectors such as the professional, technical and scientific services that are so crucial to many high-technology businesses. The strong over-representation of immigrant women, especially recent arrivals, in health care is also difficult to ignore. Moreover, women consistently lag behind men in earnings. In fact, the low earnings of women regardless of educational credentials, admission category or ethno-racial status is one of this study's most consistent findings. Finally, the study has highlighted some of the cleavages in earnings among immigrants living across the region. Individuals living in Gatineau generally have lower earnings relative to their counterparts in Ottawa that may be due to variations in the industrial sectors of employment and occupations between residents of the two sectors of the metropolitan region. Although the differences between the two parts of the region have not been analyzed in detail, the data are made available for researchers who intend to compare the socio-economic status of immigrants in Ottawa and Gatineau (see Appendix).

This study is a descriptive analysis of the labour force status of immigrants living in Ottawa-Gatineau. The emphasis has been on individuals working full time and full year in order to facilitate meaningful comparisons between groups, as well as between women and men. Most certainly, individuals working part-time deserve equal consideration. Again, to enable

reasonable comparison, attention has focused on individuals aged 25 to 54. Younger and older workers are important groups to consider in subsequent analyses, as is their role in part-time employment. Due to the limitations of existing data, it was not possible to examine directly the kinds of occupations filled by immigrants in particular industrial sectors. This is an important direction for future research, especially to compare earnings between ethno-racial groups, as well as between women and men (Bazinet 2021). The research would also benefit from a more detailed analysis of immigrant employment status by language competence. Given that many jobs within the federal civil service demand French-English bilingualism and that other sectors also have bilingualism requirements (e.g., health care), the multiple ways in which facility in French and/or English influences labour market integration merits detailed analysis.²⁰ The linguistic complexity of Ottawa-Gatineau is well known, but the ways in which immigrants navigate obligations to not only speak but also write and read one or both of Canada’s official languages in order to advance in employment deserves greater scrutiny.

The research presented here is a snapshot in time and predates events such as the large-scale arrival of Syrian refugees and the Covid-19 crisis. As important as these factors are the underlying structure of the region’s economy, with its opportunities and constrains, will remain when economic life returns to something approaching a pre-pandemic “normal”. The inequities highlighted in this report most likely will also remain, and perhaps will become more extreme, in the years following the current crisis. The economic crisis and aftermath produced by the information technology bust in 2000 certainly affected a large number of relatively new immigrants in Ottawa-Gatineau for years (Picot and Hou 2009). The findings highlight strong economic integration among some newcomers, as well as inequality and inequity between immigrants and the Canadian-born and between immigrant men and women. Reasons for industrial and occupational segmentation, as well as income inequality, between immigrant

²⁰ The census surveys language use and knowledge in a number of ways, but none of these indicators directly measure people’s comfort or facility in writing or reading one of Canada’s official languages

women and men are numerous and merit significant research attention to understand the intersections of labour market hiring practices, discrimination and gender roles (Frank and Hou 2015). It is also difficult to ignore the inequalities that exist between racialized minority immigrant communities in Ottawa-Gatineau, even when factors such as education, age and gender are considered. Black and Arab immigrants appear to face significant hurdles in Ottawa-Gatineau's labour market and the reasons for their lower earnings compared to other groups merit attention. Finally, the weak labour force status of refugees, even after years of settlement in Canada, must not be ignored. This is especially true in Ottawa-Gatineau where refugees comprise a large component of the foreign-born population. A better understanding of workers' motivations and aspirations, discriminatory practices, and the ways that employers make decisions about who to employ are crucial steps in subsequent studies of immigrant integration and resilience in Ottawa-Gatineau's post-industrial economy.

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Appendix A: Tables

Table 1: Immigrant Population by Period of Permanent Residence Attainment, Ottawa-Gatineau CMA and Component Sectors, 2016

	Total Population	Immigrants	Period of Permanent Residence Attainment		
			Prior to 2001	2001 - 2010	2011 - 2014
Ottawa-Gatineau CMA	1,300,730	255,800	59.4%	25.8%	10.5%
Ottawa-Gatineau (Québec sector)	327,390	36,095	45.4%	33.5%	15.2%
Ottawa-Gatineau (Ontario sector)	973,345	219,705	61.7%	24.5%	9.7%

Source: Statistics Canada 2016. *Immigrant Status and Period of Immigration (10), Economic Family Income Decile Group (13), Age (12) and Sex (3) for the Population in Private Households of Canada, Provinces and Territories, Census Metropolitan Areas and Census Agglomerations, 2016 Census - 25% Sample Data*. [2016 Census Data tables, 98-400-X2016207].

Table 2: Immigrant Population by Period of immigration and Age Groups, Ottawa-Gatineau CMA and Component Sectors, 2016

	Total	Non-immigrants	Immigrants	Period of Immigration				
				Prior to 2001	2001 to 2010	2011 to 2014	2001 to 2014	
Ottawa-Gatineau CMA	Total	1,300,730	1,027,730	255,800	151,910	66,000	26,865	92,865
	0 - 14 years	17.4%	20.6%	5.4%	0.0%	9.2%	19.0%	12.0%
	15 - 24 years	13.2%	13.9%	8.5%	3.4%	16.7%	14.3%	16.0%
	25 - 44 years	26.8%	25.5%	30.7%	21.0%	43.7%	47.0%	44.6%
	45 - 64 years	28.6%	27.3%	35.3%	45.4%	24.9%	13.7%	21.7%
	65 years +	14.0%	12.7%	20.2%	30.2%	5.4%	6.0%	5.6%
Ottawa-Gatineau CMA (Québec Sector)	Total	327,390	289,300	36,095	16,380	12,075	5,480	17,555
	0 - 14 years	18.7%	20.1%	7.8%	0.0%	9.4%	20.2%	12.7%
	15 - 24 years	12.1%	12.3%	9.6%	5.0%	14.0%	11.4%	13.2%
	25 - 44 years	27.1%	25.4%	39.2%	25.2%	50.3%	54.5%	51.6%
	45 - 64 years	29.2%	29.0%	32.1%	48.4%	23.6%	11.3%	19.7%
	65 years +	12.9%	13.2%	11.2%	21.3%	2.8%	2.6%	2.7%
Ottawa-Gatineau CMA (Ontario Sector)	Total	973,345	738,430	219,705	135,540	53,920	21,385	75,305
	0 - 14 years	17.0%	20.7%	5.0%	0.0%	9.2%	18.7%	11.9%
	15 - 24 years	13.5%	14.6%	8.3%	3.2%	17.3%	15.1%	16.7%
	25 - 44 years	26.6%	25.5%	29.2%	20.5%	42.2%	45.1%	43.0%
	45 - 64 years	28.4%	26.6%	35.9%	45.1%	25.3%	14.4%	22.2%
	65 years +	14.4%	12.5%	21.6%	31.3%	6.0%	6.9%	6.2%

Source: Statistics Canada 2016. *Immigrant Status and Period of Immigration (10), Economic Family Income Decile Group (13), Age (12) and Sex (3) for the Population in Private Households of Canada, Provinces and Territories, Census Metropolitan Areas and Census Agglomerations, 2016 Census - 25% Sample Data*. [2016 Census Data tables, 98-400-X2016207].

Table 3: Immigrant Population by Admission Categories and Period Permanent Residence Attainment, Ottawa-Gatineau CMA and Component Sectors, 2016

	Total - Period	1980 to 1990	1991 to 2000	2001 to 2010	2001 to 2005	2006 to 2010	2011 to 2016
Ottawa-Gatineau CMA	Total - Admission category and applicant type	198,425	37,390	57,145	66,000	30,950	37,890
	Economic immigrants	46.2%	40.4%	44.3%	50.2%	51.8%	47.6%
	Principal applicants	19.5%	17.9%	19.4%	20.3%	21.4%	19.8%
	Secondary applicants	26.7%	22.5%	24.9%	29.9%	30.4%	27.8%
	Immigrants sponsored by family	28.7%	30.0%	30.2%	27.4%	27.6%	27.4%
	Refugees	24.0%	29.2%	25.1%	20.8%	19.5%	22.8%
Other immigrants	1.1%	0.4%	0.4%	1.6%	1.0%	2.3%	
Ottawa-Gatineau CMA (Québec Sector)	Total - Admission category and applicant type	30,975	4,230	7,030	12,075	5,540	7,645
	Economic immigrants	46.3%	39.2%	35.0%	49.5%	48.6%	55.6%
	Principal applicants	21.1%	15.6%	16.2%	24.1%	24.3%	23.8%
	Secondary applicants	25.2%	23.4%	18.8%	25.5%	24.4%	31.8%
	Immigrants sponsored by family	27.5%	34.0%	30.4%	25.1%	23.3%	24.9%
	Refugees	25.2%	26.4%	34.6%	23.9%	26.8%	18.1%
Other immigrants	1.0%	0.4%	0.1%	1.4%	1.3%	1.4%	
Ottawa-Gatineau CMA (Ontario Sector)	Total - Admission category and applicant type	167,450	33,165	50,115	53,925	25,415	30,245
	Economic immigrants	46.1%	40.6%	45.7%	50.3%	52.5%	45.6%
	Principal applicants	19.2%	18.2%	19.9%	19.4%	20.8%	18.7%
	Secondary applicants	26.9%	22.4%	25.8%	30.9%	31.7%	26.8%
	Immigrants sponsored by family	28.9%	29.5%	30.1%	27.9%	28.6%	28.0%
	Refugees	23.8%	29.6%	23.8%	20.1%	18.0%	24.0%
Other immigrants	1.2%	0.4%	0.4%	1.7%	1.0%	2.5%	

Source: Statistics Canada 2016. *Admission Category and Applicant Type (7), Period of Immigration (7), Place of Birth (272), Age (12) and Sex (3) for the Immigrant Population Who Landed Between 1980 and 2016, in Private Households of Canada, Provinces and Territories, Census Metropolitan Areas and Census Agglomerations, 2016 Census - 25% Sample Data*. [2016 Census Data tables, 98-400-X2016202].

Table 4: Visible Minority Status, Canadian-born and Immigrant Population by Period of Permanent Residence Attainment, Ottawa-Gatineau and Component Sectors, 2016

	TOTAL	Non-immigrants	Immigrants	Prior to 2001	2001 to 2010	2011 to 2016	2001 to 2016
Ottawa-Gatineau CMA	1,300,730	1,027,735	255,800	151,910	66,000	37,890	103,890
Total Population	21.6%	9.6%	65.8%	55.8%	78.8%	83.6%	80.6%
Total visible minority population	14.2%	13.7%	14.5%	15.2%	13.9%	13.4%	13.8%
South Asian	15.6%	14.7%	15.2%	18.6%	12.9%	9.7%	11.7%
Chinese	27.8%	31.4%	25.9%	21.6%	29.2%	32.1%	30.3%
Black	4.5%	3.3%	5.3%	4.1%	5.3%	8.5%	6.5%
Filipino	5.6%	3.3%	7.0%	6.8%	8.4%	5.1%	7.2%
Latin American	17.6%	16.4%	18.5%	17.0%	18.8%	21.8%	20.0%
Arab	4.9%	5.2%	4.8%	7.0%	2.8%	2.1%	2.6%
Southeast Asian	3.5%	2.3%	4.4%	4.4%	4.5%	4.3%	4.4%
West Asian	1.2%	0.9%	1.2%	1.1%	1.4%	0.9%	1.2%
Korean	0.9%	1.9%	0.4%	0.4%	0.4%	0.3%	0.4%
Japanese	1.1%	1.6%	0.9%	1.2%	0.6%	0.5%	0.6%
Visible minority, n.i.e.	3.1%	5.4%	1.9%	2.4%	1.6%	1.3%	1.5%
Multiple visible minorities	78.4%	90.4%	34.2%	44.2%	21.2%	16.4%	19.4%
Not a visible minority							
Ottawa-Gatineau CMA (Québec Sector)	327,385	289,300	36,095	16,375	12,075	7,645	19,720
Total Population	11.6%	4.5%	64.3%	49.0%	75.1%	80.2%	77.1%
Total visible minority population	2.7%	4.0%	2.0%	3.6%	0.8%	1.5%	1.1%
South Asian	6.9%	6.4%	7.0%	8.2%	7.5%	4.7%	6.4%
Chinese	44.9%	48.5%	42.6%	32.3%	41.5%	57.7%	48.1%
Black	1.5%	1.4%	1.6%	1.6%	1.4%	1.8%	1.6%
Filipino	11.3%	5.4%	14.7%	12.8%	20.0%	9.3%	15.7%
Latin American	22.2%	20.7%	23.3%	26.2%	22.5%	20.6%	21.7%
Arab	3.5%	4.7%	2.9%	6.4%	1.3%	0.7%	1.0%
Southeast Asian	2.4%	1.3%	3.0%	4.3%	2.7%	1.9%	2.4%
West Asian	0.8%	0.8%	0.7%	0.9%	0.7%	0.5%	0.6%
Korean	0.5%	1.1%	0.2%	0.2%	0.1%	0.0%	0.1%
Japanese	1.1%	1.8%	0.8%	1.1%	0.7%	0.6%	0.6%
Visible minority, n.i.e.	2.1%	3.8%	1.2%	2.1%	0.8%	0.7%	0.8%
Multiple visible minorities	88.4%	95.5%	35.7%	51.0%	24.9%	19.8%	22.9%
Not a visible minority							
Ottawa-Gatineau CMA (Ontario Sector)	973,345	738,430	219,705	135,535	53,920	30,250	84,170
Total Population	25.0%	11.6%	66.1%	56.6%	79.7%	84.4%	81.4%
Total visible minority population	16.0%	15.1%	16.5%	16.4%	16.7%	16.3%	16.6%
South Asian	16.9%	15.9%	16.5%	19.7%	14.1%	10.9%	12.9%
Chinese	25.1%	28.8%	23.3%	20.5%	26.6%	26.0%	26.4%
Black	5.0%	3.6%	5.9%	4.4%	6.1%	10.2%	7.6%
Filipino	4.7%	3.0%	5.8%	6.2%	5.9%	4.1%	5.3%
Latin American	16.9%	15.8%	17.7%	16.0%	18.1%	22.1%	19.6%
Arab	5.1%	5.3%	5.1%	7.1%	3.2%	2.4%	2.9%
Southeast Asian	3.7%	2.4%	4.6%	4.4%	4.8%	4.8%	4.8%
West Asian	1.2%	0.9%	1.2%	1.1%	1.6%	0.9%	1.3%
Korean	1.0%	2.0%	0.5%	0.4%	0.5%	0.4%	0.5%
Japanese	1.1%	1.5%	0.9%	1.2%	0.6%	0.5%	0.6%
Visible minority, n.i.e.	3.3%	5.7%	2.0%	2.4%	1.7%	1.4%	1.6%
Multiple visible minorities	75.0%	88.4%	33.9%	43.4%	20.3%	15.5%	18.6%
Not a visible minority							

Note: Values for "Total visible minority population" and "Not a visible minority" are calculated as a proportion of the Total Population. The values for individual visible minority groups are calculated as a proportion of all individuals identifying as a visible minority (i.e., "Total visible minority population").

Source: Statistics Canada 2016. *Visible Minority (15), Immigrant Status and Period of Immigration (11), Age (12) and Sex (3) for the Population in Private Households of Canada, Provinces and Territories, Census Metropolitan Areas and Census Agglomerations, 2016 Census - 25% Sample Data*. [2016 Census Data tables, 98-400-X2016275].

Table 5: Immigrant Population by Regions of Birth and Period of Permanent Residence Attainment, Ottawa-Gatineau CMA and Component Sectors, 2016

	Immigrants	Prior to 2001	2001 to 2010	2011 to 2016	2001 to 2016	
Ottawa-Gatineau CMA	Born outside Canada	255,750	151,875	65,990	37,895	103,885
	Americas	16.1%	15.5%	18.1%	14.8%	16.9%
	North America	3.7%	3.8%	3.7%	3.6%	3.6%
	Central America	2.2%	2.6%	1.9%	1.5%	1.8%
	Caribbean and Bermuda	6.5%	6.3%	6.9%	6.5%	6.7%
	South America	3.6%	2.8%	5.6%	3.2%	4.7%
	Europe	26.1%	35.5%	14.0%	9.8%	12.4%
	Western Europe	5.3%	7.1%	2.7%	2.8%	2.7%
	Eastern Europe	7.1%	8.0%	6.8%	3.7%	5.7%
	Northern Europe	7.5%	10.8%	2.8%	2.3%	2.6%
	Southern Europe	6.3%	9.6%	1.6%	1.1%	1.4%
	Africa	16.2%	10.6%	23.7%	25.9%	24.5%
	Western Africa	2.4%	1.1%	4.1%	5.0%	4.4%
	Eastern Africa	6.4%	5.3%	7.7%	8.8%	8.1%
	Northern Africa	4.2%	2.7%	6.9%	5.8%	6.5%
	Central Africa	2.7%	1.1%	4.7%	5.7%	5.1%
	Southern Africa	0.4%	0.5%	0.3%	0.5%	0.3%
	Asia	41.2%	38.0%	44.0%	49.2%	45.9%
	West Central Asia and the Middle East	15.2%	13.3%	15.9%	21.1%	17.8%
	Eastern Asia	10.0%	9.8%	11.3%	8.9%	10.4%
Southeast Asia	7.9%	8.1%	6.8%	8.9%	7.6%	
Southern Asia	8.2%	6.8%	10.0%	10.3%	10.1%	
Oceania	0.4%	0.4%	0.2%	0.4%	0.3%	
Ottawa-Gatineau CMA (Québec Sector)	Born outside Canada	36,085	16,370	12,075	7,640	19,715
	Americas	21.4%	18.8%	26.2%	19.2%	23.5%
	North America	2.7%	3.6%	1.7%	2.4%	2.0%
	Central America	3.4%	4.2%	3.5%	1.4%	2.7%
	Caribbean and Bermuda	7.7%	7.3%	8.0%	8.4%	8.1%
	South America	7.6%	3.7%	13.1%	7.0%	10.8%
	Europe	26.5%	39.9%	15.9%	14.5%	15.3%
	Western Europe	9.1%	12.6%	5.6%	6.9%	6.1%
	Eastern Europe	6.7%	6.3%	8.0%	5.5%	7.1%
	Northern Europe	2.4%	4.3%	0.9%	0.9%	0.9%
	Southern Europe	8.3%	16.6%	1.4%	1.2%	1.3%
	Africa	30.2%	15.9%	39.0%	47.2%	42.2%
	Western Africa	6.5%	2.5%	7.9%	12.8%	9.8%
	Eastern Africa	6.8%	4.2%	7.5%	11.5%	9.0%
	Northern Africa	9.6%	5.7%	14.8%	9.8%	12.9%
	Central Africa	7.0%	3.2%	8.5%	12.8%	10.2%
	Southern Africa	0.3%	0.3%	0.3%	0.3%	0.3%
	Asia	21.7%	25.1%	18.7%	19.0%	18.8%
	West Central Asia and the Middle East	12.5%	15.0%	9.8%	11.6%	10.5%
	Eastern Asia	4.8%	4.1%	6.2%	4.2%	5.4%
Southeast Asia	3.3%	4.7%	2.2%	2.0%	2.1%	
Southern Asia	1.0%	1.3%	0.6%	1.2%	0.8%	
Oceania	0.2%	0.3%	0.2%	0.1%	0.2%	
Ottawa-Gatineau CMA (Ontario Sector)	Born outside Canada	219,660	135,495	53,915	30,250	84,165
	Americas	15.2%	15.1%	16.3%	13.7%	15.3%
	North America	3.9%	3.8%	4.1%	3.9%	4.0%
	Central America	2.1%	2.4%	1.6%	1.5%	1.6%
	Caribbean and Bermuda	6.3%	6.2%	6.6%	6.0%	6.4%
	South America	3.0%	2.7%	3.9%	2.2%	3.3%
	Europe	26.1%	34.9%	13.6%	8.6%	11.8%
	Western Europe	4.7%	6.4%	2.1%	1.7%	2.0%
	Eastern Europe	7.1%	8.2%	6.5%	3.2%	5.3%
	Northern Europe	8.3%	11.6%	3.2%	2.6%	3.0%
	Southern Europe	5.9%	8.7%	1.7%	1.0%	1.5%
	Africa	13.9%	9.9%	20.3%	20.5%	20.3%
	Western Africa	1.7%	0.9%	3.2%	3.0%	3.2%
	Eastern Africa	6.4%	5.4%	7.7%	8.2%	7.9%
	Northern Africa	3.4%	2.3%	5.1%	4.8%	5.0%
	Central Africa	2.0%	0.8%	3.9%	3.9%	3.9%
	Southern Africa	0.5%	0.5%	0.3%	0.5%	0.4%
	Asia	44.4%	39.6%	49.7%	56.8%	52.2%
	West Central Asia and the Middle East	15.6%	13.1%	17.3%	23.5%	19.6%
	Eastern Asia	10.9%	10.4%	12.4%	10.0%	11.6%
Southeast Asia	8.6%	8.5%	7.8%	10.7%	8.9%	
Southern Asia	9.3%	7.5%	12.1%	12.5%	12.3%	
Oceania	0.4%	0.4%	0.2%	0.5%	0.3%	

Source: Statistics Canada 2016. *Citizenship (5), Place of Birth (272), Immigrant Status and Period of Immigration (11), Age (12) and Sex (3) for the Population in Private Households of Canada, Provinces and Territories, Census Metropolitan Areas and Census Agglomerations, 2016 Census - 25% Sample Data*. [2016 Census Data tables, 98-400-X2016184].

Table 6a: Mother Tongue of Canadian-born and Immigrant Populations by Age, Gender and Period of Residence Attainment, Ottawa-Gatineau CMA 2016

			Total Population	Non- immigrants	Immigrants	Before 2001	2001 to 2016	2011 to 2016
Total - Sex	Total - Age	Total - Mother tongue	1,073,820	816,320	241,955	151,910	90,050	30,130
		English	48.3%	57.0%	21.0%	25.8%	12.9%	12.1%
		French	30.7%	38.0%	7.6%	6.0%	10.2%	10.5%
		Non-official language	19.9%	3.7%	71.2%	68.0%	76.6%	77.2%
		English and French	1.1%	1.4%	0.2%	0.2%	0.2%	0.2%
	25 to 54 years	Total - Mother tongue	544,995	405,840	130,600	68,845	61,760	21,035
		English	47.5%	58.1%	16.7%	21.2%	11.6%	12.0%
		French	29.5%	36.8%	8.3%	6.8%	9.9%	10.5%
	Non-official language	21.8%	3.7%	74.9%	71.7%	78.4%	77.3%	
	English and French	1.2%	1.5%	0.2%	0.2%	0.2%	0.1%	
Men	Total - Age	Total - Mother tongue	519,960	398,265	113,690	72,010	41,675	14,050
		English	49.6%	58.1%	21.8%	26.2%	14.4%	13.1%
		French	30.1%	36.9%	7.5%	5.9%	10.4%	10.9%
		Non-official language	19.3%	3.6%	70.5%	67.9%	75.1%	75.9%
		English and French	1.1%	1.3%	0.2%	0.2%	0.2%	0.2%
	25 to 54 years	Total - Mother tongue	263,960	199,670	59,980	32,420	27,560	9,615
		English	49.4%	59.4%	18.2%	22.7%	12.8%	13.4%
		French	29.0%	35.7%	8.3%	6.6%	10.2%	10.5%
	Non-official language	20.4%	3.4%	73.4%	70.4%	76.8%	75.8%	
	English and French	1.2%	1.5%	0.2%	0.2%	0.1%	0.2%	
Women	Total - Age	Total - Mother tongue	553,860	418,060	128,270	79,905	48,365	16,075
		English	47.1%	55.8%	20.3%	25.6%	11.7%	11.2%
		French	31.3%	38.9%	7.6%	6.2%	10.1%	10.3%
		Non-official language	20.5%	3.8%	71.8%	68.1%	78.0%	78.4%
		English and French	1.1%	1.4%	0.2%	0.2%	0.2%	0.2%
	25 to 54 years	Total - Mother tongue	281,035	206,170	70,625	36,425	34,200	11,420
		English	45.8%	56.8%	15.4%	19.9%	10.5%	10.8%
		French	29.9%	37.8%	8.3%	7.0%	9.6%	10.4%
	Non-official language	23.2%	3.9%	76.2%	72.9%	79.7%	78.6%	
	English and French	1.1%	1.5%	0.2%	0.2%	0.2%	0.1%	

Table 6b: Mother Tongue of Canadian-born and Immigrant Populations by Age, Gender and Period of Residence Attainment, Ottawa-Gatineau CMA (Québec Sector), 2016

			Total Population	Non- immigrants	Immigrants	Before 2001	2001 to 2016	2011 to 2016
Total - Sex	Total - Age	Total - Mother tongue	266,195	231,110	33,265	16,380	16,890	5,940
		English	13.0%	13.6%	8.5%	12.0%	5.1%	6.2%
		French	75.4%	83.3%	22.3%	21.3%	23.3%	26.6%
		Non-official language	10.3%	1.5%	68.9%	66.3%	71.4%	66.8%
		English and French	1.4%	1.5%	0.3%	0.3%	0.2%	0.3%
	25 to 54 years	Total - Mother tongue	138,165	115,750	21,355	8,505	12,850	4,550
		English	13.4%	14.6%	7.1%	10.3%	5.0%	6.0%
		French	72.2%	82.0%	21.5%	20.3%	22.3%	26.1%
	Non-official language	12.9%	1.7%	71.1%	68.9%	72.4%	67.6%	
	English and French	1.5%	1.7%	0.3%	0.4%	0.2%	0.3%	
Men	Total - Age	Total - Mother tongue	129,700	112,305	16,460	8,320	8,135	2,910
		English	13.6%	14.3%	9.1%	12.0%	6.2%	7.7%
		French	74.6%	82.7%	21.7%	20.0%	23.5%	27.9%
		Non-official language	10.4%	1.4%	68.9%	67.8%	70.1%	64.2%
		English and French	1.4%	1.6%	0.3%	0.1%	0.2%	0.3%
	25 to 54 years	Total - Mother tongue	67,400	56,435	10,425	4,275	6,145	2,195
		English	14.2%	15.3%	8.1%	10.9%	6.1%	7.6%
		French	71.6%	81.3%	21.4%	19.2%	22.9%	27.3%
	Non-official language	12.7%	1.6%	70.2%	69.6%	70.8%	64.9%	
	English and French	1.5%	1.8%	0.3%	0.2%	0.3%	0.5%	
Women	Total - Age	Total - Mother tongue	136,500	118,805	16,800	8,055	8,750	3,030
		English	12.3%	13.0%	7.9%	12.0%	4.1%	4.8%
		French	76.1%	83.9%	23.0%	22.8%	23.0%	25.4%
		Non-official language	10.2%	1.6%	68.9%	64.9%	72.6%	69.3%
		English and French	1.3%	1.5%	0.3%	0.4%	0.3%	0.5%
	25 to 54 years	Total - Mother tongue	70,765	59,320	10,930	4,230	6,700	2,355
		English	12.7%	13.9%	6.2%	9.8%	3.8%	4.2%
		French	72.8%	82.7%	21.7%	21.5%	21.7%	24.7%
	Non-official language	13.1%	1.8%	71.8%	68.4%	73.9%	70.0%	
	English and French	1.4%	1.6%	0.3%	0.5%	0.3%	0.4%	

Table 6c: Mother Tongue of Canadian-born and Immigrant Populations by Age, Gender and Period of Residence Attainment, Ottawa-Gatineau CMA (Ontario Sector), 2016

			Total Population	Non- immigrants	Immigrants	Before 2001	2001 to 2016	2011 to 2016
Total - Sex	Total - Age	Total - Mother tongue	807,620	585,210	208,695	135,535	73,160	24,190
		English	59.9%	74.1%	23.0%	27.5%	14.7%	13.5%
		French	16.0%	20.0%	5.2%	4.2%	7.2%	6.6%
		Non-official language	23.1%	4.6%	71.6%	68.2%	77.9%	79.8%
		English and French	1.0%	1.3%	0.2%	0.2%	0.2%	0.1%
	25 to 54 years	Total - Mother tongue	406,830	290,090	109,245	60,340	48,910	16,485
		English	59.1%	75.4%	18.5%	22.8%	13.3%	13.7%
		French	15.0%	18.7%	5.7%	4.9%	6.6%	6.2%
		Non-official language	24.9%	4.4%	75.7%	72.1%	79.9%	80.0%
		English and French	1.0%	1.4%	0.2%	0.2%	0.1%	0.1%
Men	Total - Age	Total - Mother tongue	390,260	285,960	97,235	63,695	33,540	11,145
		English	61.6%	75.3%	24.0%	28.0%	16.3%	14.6%
		French	15.3%	19.0%	5.1%	4.0%	7.2%	6.4%
		Non-official language	22.2%	4.5%	70.7%	67.9%	76.3%	78.9%
		English and French	0.9%	1.2%	0.2%	0.1%	0.2%	0.1%
	25 to 54 years	Total - Mother tongue	196,555	143,235	49,555	28,140	21,410	7,420
		English	61.5%	76.8%	20.3%	24.5%	14.8%	15.2%
		French	14.4%	17.7%	5.5%	4.7%	6.6%	5.6%
		Non-official language	23.1%	4.2%	74.0%	70.6%	78.5%	79.0%
		English and French	1.0%	1.4%	0.2%	0.2%	0.1%	0.1%
Women	Total - Age	Total - Mother tongue	417,365	299,260	111,465	71,840	39,625	13,050
		English	58.4%	72.8%	22.2%	27.1%	13.4%	12.6%
		French	16.6%	21.0%	5.3%	4.3%	7.2%	6.7%
		Non-official language	23.9%	4.7%	72.3%	68.4%	79.2%	80.5%
		English and French	1.0%	1.4%	0.2%	0.2%	0.2%	0.1%
	25 to 54 years	Total - Mother tongue	210,270	146,850	59,695	32,195	27,495	9,065
		English	56.9%	74.1%	17.0%	21.2%	12.1%	12.5%
		French	15.5%	19.7%	5.8%	5.1%	6.6%	6.7%
		Non-official language	26.5%	4.7%	77.0%	73.5%	81.1%	80.7%
		English and French	1.1%	1.5%	0.2%	0.2%	0.1%	0.0%

Source: Statistics Canada 2016. Mother Tongue (10), Income Statistics (17), Highest Certificate, Diploma or Degree (15), Immigrant Status and Period of Immigration (10), Work Activity During the Reference Year (4A) and Sex and Age (15) for the Population Aged 15 Years and Over in Private Households of Canada, Provinces and Territories, Census Metropolitan Areas and Census Agglomerations, 2016 Census - 25% Sample Data. [2016 Census Data tables, 98-400-X2016199].

Table 7a: Highest Level of Educational Attainment, Canadian-born and Immigrant populations by Age & Period Residence Attainment, Ottawa-Gatineau CMA, 2016

		Total - Age	15 to 24 years	25 to 34 years	35 to 44 years	45 to 54 years	55 to 64 years	65 years & over
Total population	Total - Highest certificate, diploma or degree	1,073,820	171,150	173,360	174,645	196,985	175,175	182,505
	No certificate, diploma or degree	14.2%	32.0%	7.0%	6.1%	8.1%	11.5%	21.3%
	Secondary (high) school diploma	23.9%	40.5%	18.0%	15.4%	20.0%	25.5%	24.9%
	Apprenticeship or trades certificate or diploma	6.5%	2.7%	7.0%	6.8%	7.6%	7.3%	7.4%
	College, CEGEP or other non-university certificate	19.8%	11.8%	22.5%	23.4%	23.8%	21.3%	15.6%
	University certificate or diploma below bachelor	2.2%	0.9%	1.6%	2.2%	2.5%	2.7%	3.2%
	University diploma or degree, bachelor or above	33.4%	12.1%	43.9%	46.2%	38.1%	31.7%	27.5%
	Bachelor's degree	20.7%	10.9%	29.3%	27.7%	23.0%	18.5%	14.5%
Univer. certificate, diploma or degree above bachelor	12.7%	1.2%	14.6%	18.5%	15.1%	13.2%	13.0%	
Non-immigrants	Total - Highest certificate, diploma or degree	816,320	143,215	135,205	126,880	143,760	136,620	130,645
	No certificate, diploma or degree	14.5%	33.1%	7.1%	6.0%	8.0%	11.3%	20.7%
	Secondary (high) school diploma	25.2%	39.3%	18.6%	16.2%	21.6%	27.2%	27.3%
	Apprenticeship or trades certificate or diploma	6.9%	3.0%	7.9%	7.4%	8.4%	7.6%	7.5%
	College, CEGEP or other non-university certificate	21.0%	12.4%	24.3%	25.7%	25.8%	22.2%	16.1%
	University certificate or diploma below bachelor	1.9%	0.7%	1.3%	1.7%	2.1%	2.6%	3.3%
	University diploma or degree, bachelor or above	30.4%	11.5%	40.8%	43.1%	34.1%	29.1%	25.2%
	Bachelor's degree	20.2%	10.5%	28.4%	27.6%	22.6%	18.2%	14.5%
Univer. certificate, diploma or degree above bachelor	10.2%	1.0%	12.3%	15.5%	11.5%	10.9%	10.7%	
Immigrants	Total - Highest certificate, diploma or degree	241,955	21,635	32,690	45,715	52,195	38,175	51,540
	No certificate, diploma or degree	13.4%	30.3%	7.1%	6.3%	8.3%	12.3%	22.8%
	Secondary (high) school diploma	19.2%	44.8%	16.7%	13.2%	15.3%	19.1%	19.0%
	Apprenticeship or trades certificate or diploma	5.3%	1.5%	4.0%	5.2%	5.3%	6.2%	7.2%
	College, CEGEP or other non-university certificate	16.4%	9.1%	17.3%	17.3%	18.6%	18.3%	14.5%
	University certificate or diploma below bachelor	3.1%	1.4%	2.7%	3.7%	3.7%	3.1%	3.1%
	University diploma or degree, bachelor or above	42.6%	12.9%	52.2%	54.2%	48.8%	41.1%	33.4%
	Bachelor's degree	22.1%	11.6%	32.0%	28.1%	24.0%	19.6%	14.8%
Univer. certificate, diploma or degree above bachelor	20.5%	1.3%	20.2%	26.1%	24.8%	21.5%	18.7%	
Prior to 2001	Total - Highest certificate, diploma or degree	151,915	5,090	12,570	19,320	36,960	32,065	45,910
	No certificate, diploma or degree	12.7%	13.9%	4.9%	5.7%	8.3%	11.6%	22.0%
	Secondary (high) school diploma	19.4%	51.0%	18.3%	16.5%	16.7%	20.0%	19.3%
	Apprenticeship or trades certificate or diploma	5.8%	1.0%	3.6%	5.1%	5.2%	6.3%	7.5%
	College, CEGEP or other non-university certificate	18.5%	11.3%	21.1%	22.7%	20.3%	19.4%	14.8%
	University certificate or diploma below bachelor	2.8%	1.4%	2.3%	2.4%	3.1%	2.7%	3.0%
	University diploma or degree, bachelor or above	40.7%	21.5%	49.8%	47.6%	46.3%	40.0%	33.5%
	Bachelor's degree	21.1%	19.2%	33.5%	28.5%	23.5%	19.4%	14.2%
Univer. certificate, diploma or degree above bachelor	19.6%	2.3%	16.3%	19.1%	22.9%	20.6%	19.4%	
2001 to 2014	Total - Highest certificate, diploma or degree	81,665	14,880	17,265	24,195	14,500	5,660	5,170
	No certificate, diploma or degree	14.2%	35.1%	8.4%	6.2%	7.8%	14.5%	28.9%
	Secondary (high) school diploma	18.8%	43.6%	16.7%	10.7%	11.5%	14.5%	17.5%
	Apprenticeship or trades certificate or diploma	4.5%	1.5%	4.4%	5.2%	5.4%	5.7%	5.0%
	College, CEGEP or other non-university certificate	13.1%	8.5%	15.9%	13.6%	14.5%	12.0%	12.0%
	University certificate or diploma below bachelor	3.7%	1.2%	2.9%	4.5%	5.2%	4.8%	3.9%
	University diploma or degree, bachelor or above	45.8%	10.0%	51.7%	59.8%	55.6%	48.7%	32.7%
	Bachelor's degree	23.7%	9.2%	30.5%	27.9%	25.5%	21.5%	19.5%
Univer. certificate, diploma or degree above bachelor	22.1%	0.8%	21.1%	31.8%	30.0%	27.1%	13.2%	
2011 to 2014	Total - Highest certificate, diploma or degree	21,750	3,840	6,495	6,125	2,610	1,080	1,600
	No certificate, diploma or degree	16.3%	43.6%	8.4%	7.3%	9.4%	22.2%	25.3%
	Secondary (high) school diploma	19.1%	39.7%	14.9%	12.3%	15.5%	21.8%	16.3%
	Apprenticeship or trades certificate or diploma	4.2%	1.3%	4.1%	5.6%	5.7%	4.6%	3.8%
	College, CEGEP or other non-university certificate	12.3%	7.7%	12.6%	13.5%	14.6%	13.0%	13.8%
	University certificate or diploma below bachelor	3.7%	0.9%	3.5%	5.0%	5.4%	2.3%	4.7%
	University diploma or degree, bachelor or above	44.3%	7.0%	56.5%	56.3%	49.2%	36.6%	36.3%
	Bachelor's degree	23.4%	6.3%	31.2%	26.0%	23.9%	16.2%	25.9%
Univer. certificate, diploma or degree above bachelor	21.0%	0.8%	25.3%	30.1%	25.1%	20.4%	10.6%	

Table 7b: Highest Level of Educational Attainment, Canadian-born and Immigrant populations by Age & Period Residence Attainment, Ottawa-Gatineau CMA (Québec Sector), 2016

		Total - Age	15 to 24 years	25 to 34 years	35 to 44 years	45 to 54 years	55 to 64 years	65 years & over
Total population	Total - Highest certificate, diploma or degree	266,200	39,650	42,725	45,905	49,535	46,165	42,220
	No certificate, diploma or degree	19.5%	35.8%	12.6%	9.9%	13.0%	17.5%	31.4%
	Secondary (high) school diploma	22.5%	32.5%	17.4%	14.6%	20.3%	26.4%	25.1%
	Apprenticeship or trades certificate or diploma	13.1%	7.3%	16.6%	14.9%	15.3%	12.8%	10.8%
	College, CEGEP or other non-university certificate	18.2%	17.3%	20.4%	20.2%	21.1%	17.4%	12.2%
	University certificate or diploma below bachelor	2.9%	0.9%	2.2%	2.9%	3.3%	3.9%	4.1%
	University diploma or degree, bachelor or above	23.8%	6.2%	30.8%	37.6%	27.2%	22.1%	16.4%
	Bachelor's degree	15.1%	5.6%	21.0%	22.7%	16.9%	13.3%	9.4%
Univer. certificate, diploma or degree above bachelor	8.7%	0.5%	9.8%	14.8%	10.3%	8.7%	7.0%	
Non-immigrants	Total - Highest certificate, diploma or degree	231,110	35,470	36,270	37,285	42,200	41,735	38,155
	No certificate, diploma or degree	20.4%	36.3%	13.6%	10.9%	13.7%	17.6%	31.7%
	Secondary (high) school diploma	23.3%	31.7%	17.4%	15.7%	21.3%	27.5%	26.0%
	Apprenticeship or trades certificate or diploma	13.7%	7.8%	18.3%	16.3%	16.1%	12.8%	10.7%
	College, CEGEP or other non-university certificate	18.5%	17.4%	21.0%	21.1%	21.6%	17.6%	12.2%
	University certificate or diploma below bachelor	2.8%	0.9%	2.0%	2.4%	3.0%	3.8%	4.2%
	University diploma or degree, bachelor or above	21.4%	6.0%	27.7%	33.6%	24.3%	20.7%	15.1%
	Bachelor's degree	14.2%	5.5%	19.6%	21.7%	16.1%	12.9%	9.2%
Univer. certificate, diploma or degree above bachelor	7.2%	0.5%	8.1%	11.9%	8.2%	7.7%	6.0%	
Immigrants	Total - Highest certificate, diploma or degree	33,265	3,470	5,795	8,370	7,190	4,400	4,030
	No certificate, diploma or degree	13.9%	35.7%	7.2%	5.4%	8.6%	16.6%	28.7%
	Secondary (high) school diploma	16.6%	37.2%	17.7%	9.9%	14.4%	15.6%	16.7%
	Apprenticeship or trades certificate or diploma	9.1%	3.3%	6.8%	9.1%	11.0%	12.2%	11.0%
	College, CEGEP or other non-university certificate	16.2%	16.1%	16.9%	16.2%	17.8%	15.7%	12.5%
	University certificate or diploma below bachelor	3.9%	1.0%	3.5%	5.1%	4.5%	4.4%	2.9%
	University diploma or degree, bachelor or above	40.3%	6.9%	47.7%	54.4%	43.7%	35.6%	28.0%
	Bachelor's degree	20.9%	6.3%	28.8%	27.2%	21.3%	17.4%	12.0%
Univer. certificate, diploma or degree above bachelor	19.4%	0.6%	18.8%	27.2%	22.4%	18.2%	16.1%	
Prior to 2001	Total - Highest certificate, diploma or degree	16,375	815	1,760	2,370	4,370	3,560	3,500
	No certificate, diploma or degree	14.9%	20.9%	8.5%	6.1%	9.5%	16.3%	28.0%
	Secondary (high) school diploma	17.4%	40.5%	20.2%	13.7%	15.3%	16.4%	16.9%
	Apprenticeship or trades certificate or diploma	10.6%	2.5%	5.7%	10.5%	11.4%	12.8%	10.9%
	College, CEGEP or other non-university certificate	18.6%	24.5%	22.4%	23.6%	19.8%	16.6%	12.7%
	University certificate or diploma below bachelor	3.5%	1.8%	2.8%	4.2%	4.3%	3.8%	3.0%
	University diploma or degree, bachelor or above	35.0%	10.4%	41.2%	41.6%	39.5%	34.1%	28.4%
	Bachelor's degree	18.7%	9.2%	28.1%	24.9%	20.4%	16.6%	12.1%
Univer. certificate, diploma or degree above bachelor	16.3%	1.2%	12.8%	16.9%	19.3%	17.4%	16.0%	
2001 to 2014	Total - Highest certificate, diploma or degree	15,320	2,320	3,505	5,560	2,670	795	470
	No certificate, diploma or degree	12.3%	40.5%	6.4%	4.8%	7.1%	17.6%	30.9%
	Secondary (high) school diploma	15.6%	36.6%	16.8%	8.1%	12.2%	11.3%	20.2%
	Apprenticeship or trades certificate or diploma	8.2%	3.7%	8.0%	8.6%	10.3%	10.1%	11.7%
	College, CEGEP or other non-university certificate	14.2%	14.2%	15.5%	13.4%	15.4%	12.6%	8.5%
	University certificate or diploma below bachelor	4.0%	0.4%	3.9%	5.2%	4.5%	5.7%	4.3%
	University diploma or degree, bachelor or above	45.6%	4.7%	49.2%	59.8%	50.7%	42.1%	27.7%
	Bachelor's degree	22.9%	4.3%	28.7%	28.3%	23.0%	20.8%	11.7%
Univer. certificate, diploma or degree above bachelor	22.6%	0.4%	20.5%	31.7%	27.5%	21.4%	14.9%	
2011 to 2014	Total - Highest certificate, diploma or degree	4,370	625	1,415	1,575	440	180	135
	No certificate, diploma or degree	14.4%	49.6%	6.0%	6.3%	11.4%	22.2%	37.0%
	Secondary (high) school diploma	15.4%	33.6%	13.4%	10.8%	19.3%	8.3%	7.4%
	Apprenticeship or trades certificate or diploma	7.2%	1.6%	6.4%	9.2%	12.5%	5.6%	0.0%
	College, CEGEP or other non-university certificate	12.9%	8.8%	12.4%	13.7%	15.9%	13.9%	14.8%
	University certificate or diploma below bachelor	5.0%	1.6%	6.4%	6.0%	5.7%	0.0%	0.0%
	University diploma or degree, bachelor or above	45.1%	4.8%	55.5%	54.0%	35.2%	47.2%	44.4%
	Bachelor's degree	23.2%	4.8%	29.3%	27.9%	14.8%	19.4%	18.5%
Univer. certificate, diploma or degree above bachelor	21.9%	0.0%	26.5%	26.3%	20.5%	27.8%	18.5%	

Table 7c: Highest Level of Educational Attainment, Canadian-born and Immigrant populations by Age & Period Residence Attainment, Ottawa-Gatineau CMA (Ontario Sector), 2016

		Total - Age	15 to 24 years	25 to 34 years	35 to 44 years	45 to 54 years	55 to 64 years	65 years & over
Total population	Total - Highest certificate, diploma or degree	807,620	131,500	130,640	128,745	147,450	129,010	140,280
	No certificate, diploma or degree	12.5%	30.9%	5.2%	4.7%	6.4%	9.4%	18.3%
	Secondary (high) school diploma	24.4%	42.9%	18.2%	15.7%	19.9%	25.1%	24.9%
	Apprenticeship or trades certificate or diploma	4.3%	1.4%	3.8%	3.9%	5.0%	5.3%	6.4%
	College, CEGEP or other non-university certificate	20.4%	10.2%	23.2%	24.5%	24.7%	22.7%	16.7%
	University certificate or diploma below bachelor	2.0%	0.8%	1.4%	2.0%	2.3%	2.2%	3.0%
	University diploma or degree, bachelor or above	36.5%	13.8%	48.2%	49.3%	41.7%	35.2%	30.9%
	Bachelor's degree	22.5%	12.5%	32.0%	29.5%	25.0%	20.4%	16.1%
Univer. certificate, diploma or degree above bachelor	14.0%	1.3%	16.2%	19.8%	16.7%	14.8%	14.8%	
Non-immigrants	Total - Highest certificate, diploma or degree	585,210	107,750	98,930	89,590	101,565	94,885	92,490
	No certificate, diploma or degree	12.2%	32.1%	4.8%	3.9%	5.6%	8.6%	16.1%
	Secondary (high) school diploma	26.0%	41.8%	19.0%	16.4%	21.8%	27.1%	27.8%
	Apprenticeship or trades certificate or diploma	4.3%	1.5%	4.1%	3.7%	5.3%	5.3%	6.1%
	College, CEGEP or other non-university certificate	22.0%	10.7%	25.5%	27.6%	27.5%	24.2%	17.7%
	University certificate or diploma below bachelor	1.6%	0.7%	1.1%	1.4%	1.7%	2.0%	2.9%
	University diploma or degree, bachelor or above	33.9%	13.3%	45.6%	47.0%	38.2%	32.8%	29.3%
	Bachelor's degree	22.5%	12.1%	31.7%	30.1%	25.3%	20.5%	16.7%
Univer. certificate, diploma or degree above bachelor	11.4%	1.1%	13.9%	16.9%	12.9%	12.3%	12.7%	
Immigrants	Total - Highest certificate, diploma or degree	208,690	18,165	26,900	37,340	45,005	33,775	47,510
	No certificate, diploma or degree	13.4%	29.3%	7.0%	6.5%	8.2%	11.7%	22.3%
	Secondary (high) school diploma	19.6%	46.3%	16.5%	14.0%	15.5%	19.6%	19.2%
	Apprenticeship or trades certificate or diploma	4.7%	1.1%	3.3%	4.3%	4.5%	5.4%	6.8%
	College, CEGEP or other non-university certificate	16.5%	7.8%	17.4%	17.6%	18.7%	18.6%	14.7%
	University certificate or diploma below bachelor	3.0%	1.4%	2.5%	3.4%	3.6%	2.9%	3.1%
	University diploma or degree, bachelor or above	43.0%	14.1%	53.2%	54.2%	49.6%	41.8%	33.9%
	Bachelor's degree	22.3%	12.7%	32.7%	28.3%	24.4%	19.9%	15.0%
Univer. certificate, diploma or degree above bachelor	20.7%	1.4%	20.5%	25.9%	25.2%	21.9%	18.9%	
Prior to 2001	Total - Highest certificate, diploma or degree	135,535	4,275	10,800	16,955	32,585	28,505	42,420
	No certificate, diploma or degree	12.5%	12.5%	4.3%	5.7%	8.1%	11.0%	21.5%
	Secondary (high) school diploma	19.7%	53.0%	18.1%	16.8%	16.9%	20.5%	19.4%
	Apprenticeship or trades certificate or diploma	5.3%	0.7%	3.2%	4.3%	4.4%	5.4%	7.2%
	College, CEGEP or other non-university certificate	18.5%	8.9%	20.9%	22.6%	20.4%	19.8%	14.9%
	University certificate or diploma below bachelor	2.7%	1.4%	2.2%	2.1%	2.9%	2.6%	3.0%
	University diploma or degree, bachelor or above	41.4%	23.5%	51.3%	48.4%	47.3%	40.7%	33.9%
	Bachelor's degree	21.4%	21.2%	34.5%	29.0%	23.9%	19.7%	14.3%
Univer. certificate, diploma or degree above bachelor	20.0%	2.3%	16.9%	19.4%	23.4%	21.0%	19.6%	
2001 to 2014	Total - Highest certificate, diploma or degree	66,350	12,560	13,760	18,640	11,830	4,870	4,695
	No certificate, diploma or degree	14.6%	34.1%	8.9%	6.6%	7.9%	13.8%	29.0%
	Secondary (high) school diploma	19.5%	44.9%	16.6%	11.5%	11.3%	14.9%	17.4%
	Apprenticeship or trades certificate or diploma	3.6%	1.2%	3.6%	4.2%	4.3%	5.0%	4.5%
	College, CEGEP or other non-university certificate	12.9%	7.5%	16.0%	13.7%	14.3%	11.9%	12.2%
	University certificate or diploma below bachelor	3.6%	1.4%	2.6%	4.3%	5.3%	4.5%	3.8%
	University diploma or degree, bachelor or above	45.8%	11.0%	52.3%	59.7%	56.7%	49.8%	33.2%
	Bachelor's degree	23.9%	10.1%	31.0%	27.9%	26.0%	21.6%	20.3%
Univer. certificate, diploma or degree above bachelor	22.0%	0.9%	21.3%	31.9%	30.6%	28.1%	12.8%	
2011 to 2014	Total - Highest certificate, diploma or degree	17,380	3,220	5,080	4,555	2,170	905	1,465
	No certificate, diploma or degree	16.8%	42.4%	9.1%	7.7%	9.0%	21.5%	24.9%
	Secondary (high) school diploma	20.0%	40.8%	15.4%	12.8%	14.7%	24.3%	17.1%
	Apprenticeship or trades certificate or diploma	3.5%	1.2%	3.4%	4.5%	4.1%	4.4%	4.1%
	College, CEGEP or other non-university certificate	12.2%	7.5%	12.7%	13.4%	14.5%	12.7%	13.0%
	University certificate or diploma below bachelor	3.4%	0.8%	2.8%	4.7%	5.3%	2.8%	5.1%
	University diploma or degree, bachelor or above	44.1%	7.5%	56.7%	57.0%	51.8%	34.3%	35.5%
	Bachelor's degree	23.4%	6.5%	31.8%	25.6%	25.6%	15.5%	26.3%
Univer. certificate, diploma or degree above bachelor	20.7%	0.9%	25.0%	31.5%	26.0%	18.2%	9.6%	

Note: Equivalent tables disaggregated by gender available from author.

Source: Statistics Canada 2016. Immigrant Status and Period of Immigration (10), Employment Income Statistics (7), STEM and BHASE (non-STEM) Groupings, Major Field of Study - Classification of Instructional Programs (CIP) 2016 (36), Highest Certificate, Diploma or Degree (9), Work Activity During the Reference Year (3), Age (10) and Sex (3) for the Population Aged 15 Years and Over in Private Households of Canada, Provinces and Territories and Census Metropolitan Areas, 2016 Census - 25% Sample Data. [2016 Census Data tables, 98-400-X2016273].

Table 8a: Fields of Study For Canadian-born and Immigrants with Post-secondary Certificate, Diploma or Degree by Age and Period of Permanent Residence Attainment, Ottawa-Gatineau CMA, 2016

	TOTAL		WOMEN		MEN		
	Total - Age	25 to 54 years	Total - Age	25 to 54 years	Total - Age	25 to 54 years	
Total population	Total - STEM and BHASE (non-STEM) groupings	1,073,820	544,995	553,860	281,035	519,960	263,960
	No postsecondary certificate, diploma or degree	38.1%	24.9%	37.2%	21.6%	39.1%	28.5%
	STEM	13.8%	17.3%	7.9%	10.6%	20.1%	24.4%
	Science and science technology	3.9%	4.5%	3.8%	4.8%	4.0%	4.2%
	Engineering & engineering technology	6.0%	7.2%	1.8%	2.5%	10.4%	12.1%
	Mathematics & computer and information sci.	3.9%	5.6%	2.3%	3.2%	5.6%	8.0%
	BHASE (non-STEM)	48.1%	57.8%	55.0%	67.8%	40.8%	47.1%
	Business & administration	12.0%	14.8%	13.4%	16.9%	10.4%	12.5%
	Arts & humanities	6.1%	6.8%	7.1%	8.0%	5.1%	5.5%
	Social & behavioural sciences	8.6%	11.2%	10.4%	14.0%	6.7%	8.2%
	Legal professions and studies	1.6%	2.2%	2.0%	2.9%	1.3%	1.5%
	Health care	6.6%	7.8%	10.5%	12.3%	2.4%	3.0%
	Education & teaching	3.6%	3.9%	5.4%	5.9%	1.7%	1.7%
	Trades, services, natural resources & conservation	9.5%	11.2%	6.1%	7.8%	13.2%	14.8%
Non-immigrants	Total - STEM and BHASE (non-STEM) groupings	816,320	405,840	418,055	206,170	398,265	199,675
	No postsecondary certificate, diploma or degree	39.8%	26.0%	38.2%	21.8%	41.4%	30.3%
	STEM	11.3%	14.3%	6.2%	8.4%	16.7%	20.5%
	Science and science technology	3.5%	4.1%	3.4%	4.5%	3.5%	3.8%
	Engineering & engineering technology	4.6%	5.5%	1.0%	1.5%	8.3%	9.7%
	Mathematics & computer and information sci.	3.3%	4.7%	1.8%	2.4%	4.9%	7.0%
	BHASE (non-STEM)	48.9%	59.7%	55.6%	69.8%	41.9%	49.2%
	Business & administration	11.7%	14.2%	13.1%	16.4%	10.1%	11.9%
	Arts & humanities	6.3%	7.2%	7.1%	8.3%	5.3%	6.1%
	Social & behavioural sciences	8.8%	11.8%	10.7%	14.9%	6.9%	8.6%
	Legal professions and studies	1.7%	2.3%	2.1%	3.0%	1.3%	1.5%
	Health care	6.2%	7.4%	10.3%	12.1%	2.0%	2.5%
	Education & teaching	3.8%	4.1%	5.7%	6.4%	1.8%	1.8%
	Trades, services, natural resources & conservation	10.4%	12.7%	6.6%	8.7%	14.4%	16.8%
Immigrants	Total - STEM and BHASE (non-STEM) groupings	241,955	130,600	128,265	70,625	113,690	59,980
	No postsecondary certificate, diploma or degree	32.6%	22.2%	33.8%	21.4%	31.2%	23.2%
	STEM	21.3%	25.3%	12.8%	16.5%	30.8%	35.8%
	Science and science technology	5.4%	5.8%	4.9%	5.9%	5.9%	5.6%
	Engineering & engineering technology	10.0%	11.4%	3.9%	4.9%	17.0%	19.1%
	Mathematics & computer and information sci.	5.8%	8.1%	4.0%	5.6%	7.9%	11.1%
	BHASE (non-STEM)	46.2%	52.4%	53.4%	62.1%	38.0%	41.0%
	Business & administration	13.0%	16.6%	14.4%	18.4%	11.4%	14.4%
	Arts & humanities	5.8%	5.5%	7.1%	7.0%	4.3%	3.8%
	Social & behavioural sciences	8.0%	9.3%	9.5%	11.5%	6.3%	6.8%
	Legal professions and studies	1.5%	1.9%	1.7%	2.5%	1.1%	1.3%
	Health care	7.8%	9.1%	11.3%	13.0%	3.8%	4.5%
	Education & teaching	3.2%	3.0%	4.6%	4.5%	1.6%	1.3%
	Trades, services, natural resources & conservation	7.0%	6.9%	4.8%	5.3%	9.5%	8.9%
Prior to 2001	Total - STEM and BHASE (non-STEM) groupings	151,915	68,845	79,900	36,430	55,510	23,190
	No postsecondary certificate, diploma or degree	32.1%	23.9%	34.4%	22.2%	28.9%	23.2%
	STEM	21.9%	26.6%	12.6%	17.8%	32.3%	38.7%
	Science and science technology	5.6%	5.9%	4.8%	6.2%	7.0%	6.4%
	Engineering & engineering technology	10.2%	11.6%	3.4%	4.7%	17.8%	20.4%
	Mathematics & computer and information sci.	6.1%	9.0%	4.3%	6.8%	7.6%	11.9%
	BHASE (non-STEM)	46.0%	49.5%	53.0%	60.0%	38.8%	38.1%
	Business & administration	12.1%	15.2%	13.6%	17.5%	10.2%	12.7%
	Arts & humanities	6.0%	5.2%	7.4%	6.4%	4.6%	3.8%
	Social & behavioural sciences	8.1%	9.4%	9.5%	11.9%	7.0%	7.1%
	Legal professions and studies	1.3%	1.8%	1.6%	2.4%	1.1%	1.1%
	Health care	7.3%	8.0%	11.0%	12.0%	3.2%	3.5%
	Education & teaching	3.2%	2.5%	4.7%	3.9%	1.6%	1.1%
	Trades, services, natural resources & conservation	8.0%	7.5%	5.3%	5.8%	11.0%	8.8%
2001 to 2014	Total - STEM and BHASE (non-STEM) groupings	81,665	55,950	43,950	31,105	37,720	24,850
	No postsecondary certificate, diploma or degree	33.0%	20.0%	32.4%	20.2%	33.7%	19.8%
	STEM	20.3%	24.0%	13.1%	15.1%	28.7%	35.2%
	Science and science technology	5.2%	5.7%	5.0%	5.6%	5.3%	5.8%
	Engineering & engineering technology	9.7%	11.2%	4.6%	5.1%	15.6%	18.8%
	Mathematics & computer and information sci.	5.4%	7.1%	3.5%	4.4%	7.7%	10.5%
	BHASE (non-STEM)	46.7%	55.9%	54.5%	64.6%	37.6%	45.1%
	Business & administration	14.6%	18.2%	15.8%	19.5%	13.2%	16.5%
	Arts & humanities	5.4%	6.0%	6.6%	7.7%	3.9%	3.8%
	Social & behavioural sciences	7.9%	9.3%	9.7%	11.0%	5.7%	7.2%
	Legal professions and studies	1.7%	2.1%	2.0%	2.5%	1.3%	1.5%
	Health care	8.6%	10.5%	11.9%	14.1%	4.8%	5.9%
	Education & teaching	3.1%	3.6%	4.4%	5.0%	1.7%	1.8%
	Trades, services, natural resources & conservation	5.5%	6.4%	4.2%	4.8%	7.1%	8.3%
2011 to 2014	Total - STEM and BHASE (non-STEM) groupings	21,750	15,225	11,660	8,325	10,095	6,905
	No postsecondary certificate, diploma or degree	35.4%	22.1%	34.8%	21.9%	36.1%	22.4%
	STEM	19.4%	22.8%	13.0%	14.7%	26.8%	32.5%
	Science and science technology	4.4%	5.0%	4.4%	5.0%	4.4%	5.0%
	Engineering & engineering technology	9.7%	10.9%	5.1%	5.2%	15.0%	17.8%
	Mathematics & computer and information sci.	5.3%	6.9%	3.5%	4.4%	7.5%	9.7%
	BHASE (non-STEM)	45.2%	55.2%	52.2%	63.5%	37.1%	45.1%
	Business & administration	14.1%	17.9%	15.2%	19.2%	12.8%	16.1%
	Arts & humanities	5.1%	5.9%	6.1%	7.4%	4.0%	4.0%
	Social & behavioural sciences	7.3%	9.0%	9.0%	10.8%	5.2%	6.8%
	Legal professions and studies	1.8%	2.2%	2.4%	3.0%	1.2%	1.3%
	Health care	8.6%	10.6%	11.6%	14.4%	5.0%	6.1%
	Education & teaching	3.1%	3.3%	4.8%	5.0%	1.2%	1.2%
	Trades, services, natural resources & conservation	5.2%	6.2%	3.1%	3.5%	7.7%	9.3%

Table 8b: Fields of Study For Canadian-born and Immigrants with Post-secondary Certificate, Diploma or Degree by Age and Period of Permanent Residence Attainment, Ottawa-Gatineau CMA, (Québec Sector), 2016

	TOTAL		WOMEN		MEN		
	Total - Age	25 to 54 years	Total - Age	25 to 54 years	Total - Age	25 to 54 years	
Total population	Total - STEM and BHASE (non-STEM) groupings	266,200	138,165	136,500	70,765	129,700	67,400
	No postsecondary certificate, diploma or degree	42.0%	29.3%	40.7%	25.7%	43.3%	33.2%
	STEM	9.3%	11.8%	4.9%	6.5%	13.9%	17.4%
	Science and science technology	2.7%	3.1%	2.3%	3.0%	3.0%	3.2%
	Engineering & engineering technology	3.6%	4.5%	0.9%	1.2%	6.5%	7.9%
	Mathematics & computer and information sci.	3.0%	4.2%	1.7%	2.3%	4.4%	6.3%
	BHASE (non-STEM)	48.7%	58.9%	54.4%	67.9%	42.8%	49.5%
	Business & administration	13.3%	16.7%	16.4%	21.0%	10.0%	12.3%
	Arts & humanities	5.4%	5.6%	6.1%	6.5%	4.6%	4.6%
	Social & behavioural sciences	6.5%	8.6%	8.0%	11.1%	4.9%	5.9%
	Legal professions and studies	1.2%	1.6%	1.5%	2.1%	0.9%	1.0%
	Health care	5.8%	7.2%	9.5%	11.6%	2.0%	2.6%
	Education & teaching	4.1%	4.3%	6.0%	6.5%	2.1%	2.0%
Trades, services, natural resources & conservation	12.5%	14.9%	6.9%	9.0%	18.3%	21.1%	
Non-immigrants	Total - STEM and BHASE (non-STEM) groupings	231,110	115,755	118,800	59,315	112,305	56,435
	No postsecondary certificate, diploma or degree	43.6%	31.0%	42.1%	26.9%	45.3%	35.3%
	STEM	8.3%	10.5%	4.2%	5.5%	12.7%	15.8%
	Science and science technology	2.4%	2.7%	2.1%	2.6%	2.8%	2.8%
	Engineering & engineering technology	3.2%	3.9%	0.6%	0.9%	5.8%	7.0%
	Mathematics & computer and information sci.	2.8%	3.9%	1.5%	2.0%	4.1%	5.9%
	BHASE (non-STEM)	48.0%	58.5%	53.7%	67.5%	42.1%	48.9%
	Business & administration	12.6%	15.6%	16.0%	20.3%	9.0%	10.7%
	Arts & humanities	5.3%	5.7%	6.0%	6.6%	4.6%	4.7%
	Social & behavioural sciences	6.1%	8.3%	7.7%	10.9%	4.5%	5.5%
	Legal professions and studies	1.1%	1.4%	1.4%	1.9%	0.8%	0.9%
	Health care	5.6%	6.9%	9.3%	11.4%	1.7%	2.2%
	Education & teaching	4.2%	4.4%	6.1%	6.8%	2.1%	2.0%
Trades, services, natural resources & conservation	13.0%	16.1%	7.2%	9.6%	19.2%	22.9%	
Immigrants	Total - STEM and BHASE (non-STEM) groupings	33,265	21,350	16,800	10,930	16,460	10,425
	No postsecondary certificate, diploma or degree	30.5%	20.5%	30.8%	19.3%	30.2%	21.8%
	STEM	15.7%	18.2%	9.5%	11.3%	22.1%	25.5%
	Science and science technology	4.3%	4.8%	4.1%	4.9%	4.5%	4.8%
	Engineering & engineering technology	6.7%	7.7%	2.6%	3.1%	10.9%	12.5%
	Mathematics & computer and information sci.	4.7%	5.7%	2.7%	3.2%	6.7%	8.2%
	BHASE (non-STEM)	53.8%	61.3%	59.7%	69.4%	47.8%	52.8%
	Business & administration	18.0%	22.7%	19.4%	24.6%	16.6%	20.8%
	Arts & humanities	5.5%	4.9%	6.6%	6.0%	4.4%	3.7%
	Social & behavioural sciences	8.9%	10.1%	10.5%	12.1%	7.3%	8.0%
	Legal professions and studies	2.0%	2.5%	2.5%	3.4%	1.5%	1.5%
	Health care	7.0%	8.4%	10.4%	12.4%	3.6%	4.4%
	Education & teaching	3.6%	3.8%	5.0%	5.3%	2.2%	2.2%
Trades, services, natural resources & conservation	8.8%	8.8%	5.3%	5.6%	12.4%	12.2%	
Prior to 2001	Total - STEM and BHASE (non-STEM) groupings	16,375	8,505	2,650	2,830	8,315	4,280
	No postsecondary certificate, diploma or degree	32.3%	24.2%	14.7%	18.7%	31.6%	26.8%
	STEM	15.3%	17.8%	17.5%	14.7%	21.3%	23.6%
	Science and science technology	4.5%	5.3%	7.7%	6.4%	4.9%	5.3%
	Engineering & engineering technology	6.2%	6.6%	4.0%	3.4%	10.0%	10.2%
	Mathematics & computer and information sci.	4.7%	6.0%	5.3%	4.8%	6.5%	8.3%
	BHASE (non-STEM)	52.4%	58.0%	67.9%	66.4%	47.3%	49.5%
	Business & administration	15.8%	20.8%	25.1%	23.7%	14.4%	18.6%
	Arts & humanities	6.5%	5.4%	4.0%	5.7%	5.4%	4.8%
	Social & behavioural sciences	8.4%	9.3%	14.7%	12.7%	7.0%	6.9%
	Legal professions and studies	1.7%	2.3%	2.8%	2.7%	1.4%	1.3%
	Health care	6.3%	7.5%	11.7%	11.5%	2.6%	2.9%
	Education & teaching	3.4%	2.6%	1.7%	3.4%	1.8%	0.9%
Trades, services, natural resources & conservation	10.4%	10.2%	8.1%	6.9%	14.4%	13.8%	
2001 to 2014	Total - STEM and BHASE (non-STEM) groupings	15,320	11,735	7,940	6,125	7,380	5,610
	No postsecondary certificate, diploma or degree	28.0%	17.4%	27.8%	17.1%	28.2%	17.8%
	STEM	16.1%	18.4%	9.9%	11.0%	22.7%	26.3%
	Science and science technology	4.1%	4.5%	4.3%	4.8%	3.9%	4.2%
	Engineering & engineering technology	7.2%	8.4%	2.8%	3.1%	11.9%	14.1%
	Mathematics & computer and information sci.	4.8%	5.5%	2.7%	3.0%	7.0%	8.3%
	BHASE (non-STEM)	55.9%	64.2%	62.3%	72.0%	49.1%	55.7%
	Business & administration	20.2%	24.2%	21.7%	25.9%	18.6%	22.3%
	Arts & humanities	4.8%	4.8%	5.8%	6.4%	3.5%	3.2%
	Social & behavioural sciences	9.5%	10.7%	11.1%	12.3%	7.7%	9.0%
	Legal professions and studies	2.2%	2.4%	2.8%	3.3%	1.4%	1.6%
	Health care	8.0%	9.3%	11.1%	12.7%	4.7%	5.6%
	Education & teaching	4.0%	4.7%	5.3%	6.2%	2.6%	2.9%
Trades, services, natural resources & conservation	7.4%	8.1%	4.8%	5.4%	10.4%	11.0%	
2011 to 2014	Total - STEM and BHASE (non-STEM) groupings	4,370	3,435	2,225	1,780	2,150	1,655
	No postsecondary certificate, diploma or degree	29.9%	19.7%	28.1%	18.3%	31.6%	21.5%
	STEM	14.8%	16.4%	9.4%	9.6%	20.5%	23.9%
	Science and science technology	4.0%	4.4%	4.3%	4.5%	3.5%	4.2%
	Engineering & engineering technology	5.9%	6.7%	2.5%	2.0%	9.5%	11.8%
	Mathematics & computer and information sci.	4.9%	5.4%	2.5%	2.8%	7.4%	8.2%
	BHASE (non-STEM)	55.4%	63.9%	62.5%	72.5%	47.7%	54.4%
	Business & administration	20.7%	24.6%	24.3%	28.9%	17.2%	19.9%
	Arts & humanities	4.7%	5.1%	5.4%	6.5%	3.7%	3.9%
	Social & behavioural sciences	9.2%	10.3%	11.2%	12.1%	7.0%	8.5%
	Legal professions and studies	2.6%	2.9%	3.1%	3.7%	2.1%	2.1%
	Health care	7.9%	9.5%	10.8%	12.9%	5.1%	5.7%
	Education & teaching	3.4%	3.9%	4.9%	5.6%	1.6%	1.8%
Trades, services, natural resources & conservation	6.8%	7.7%	2.9%	3.1%	10.9%	12.4%	

Table 8c: Fields of Study For Canadian-born and Immigrants with Post-secondary Certificate, Diploma or Degree by Age and Period of Permanent Residence Attainment, Ottawa-Gatineau CMA, (Ontario Sector), 2016

	TOTAL		WOMEN		MEN		
	Total - Age	25 to 54 years	Total - Age	25 to 54 years	Total - Age	25 to 54 years	
Total population	Total - STEM and BHASE (non-STEM) groupings	807620	406830	417,365	210,270	390,260	196,560
	No postsecondary certificate, diploma or degree	36.8%	23.5%	36.0%	20.3%	37.7%	26.9%
	STEM	15.3%	19.1%	8.8%	12.0%	22.1%	26.8%
	Science and science technology	4.3%	5.0%	4.2%	5.5%	4.4%	4.6%
	Engineering & engineering technology	6.7%	8.1%	2.1%	2.9%	11.8%	13.6%
	Mathematics & computer and information sci.	4.2%	6.0%	2.5%	3.6%	6.0%	8.6%
	BHASE (non-STEM)	47.9%	57.4%	55.1%	67.8%	40.1%	46.3%
	Business & administration	11.5%	14.1%	12.4%	15.6%	10.5%	12.6%
	Arts & humanities	6.4%	7.2%	7.5%	8.5%	5.2%	5.9%
	Social & behavioural sciences	9.3%	12.1%	11.2%	15.0%	7.4%	8.9%
	Legal professions and studies	1.8%	2.4%	2.1%	3.1%	1.4%	1.6%
	Health care	6.8%	8.0%	10.8%	12.6%	2.6%	3.1%
	Education & teaching	3.5%	3.7%	5.3%	5.7%	1.6%	1.6%
	Trades, services, natural resources & conservation	8.6%	9.9%	5.9%	7.3%	11.5%	12.7%
	Total - STEM and BHASE (non-STEM) groupings	585210	290090	299,255	146,855	285,960	143,235
	No postsecondary certificate, diploma or degree	38.2%	24.0%	36.7%	19.7%	39.8%	28.3%
	STEM	12.5%	15.8%	7.0%	9.5%	18.3%	22.3%
Science and science technology	3.9%	4.7%	3.9%	5.2%	3.8%	4.1%	
Engineering & engineering technology	5.2%	6.2%	1.2%	1.8%	9.3%	10.7%	
Mathematics & computer and information sci.	3.5%	4.9%	1.9%	2.5%	5.2%	7.5%	
BHASE (non-STEM)	49.2%	60.2%	56.3%	70.8%	41.8%	49.3%	
Business & administration	11.3%	13.6%	12.0%	14.8%	10.6%	12.4%	
Arts & humanities	6.6%	7.8%	7.6%	9.0%	5.6%	6.6%	
Social & behavioural sciences	9.9%	13.2%	11.9%	16.5%	7.8%	9.8%	
Legal professions and studies	1.9%	2.6%	2.3%	3.5%	1.5%	1.7%	
Health care	6.5%	7.6%	10.6%	12.4%	2.1%	2.6%	
Education & teaching	3.7%	4.0%	5.6%	6.2%	1.7%	1.8%	
Trades, services, natural resources & conservation	9.3%	11.3%	6.3%	8.3%	12.5%	14.4%	
Total - STEM and BHASE (non-STEM) groupings	208690	109250	111,465	59,695	97,230	49,550	
No postsecondary certificate, diploma or degree	32.9%	22.6%	34.2%	21.8%	31.4%	23.5%	
STEM	22.1%	26.7%	13.3%	17.4%	32.3%	37.9%	
Science and science technology	5.6%	5.9%	5.0%	6.1%	6.2%	5.8%	
Engineering & engineering technology	10.6%	12.2%	4.1%	5.3%	18.0%	20.5%	
Mathematics & computer and information sci.	6.0%	8.6%	4.2%	6.1%	8.1%	11.7%	
BHASE (non-STEM)	45.0%	50.7%	52.5%	60.8%	36.3%	38.6%	
Business & administration	12.2%	15.4%	13.7%	17.3%	10.5%	13.0%	
Arts & humanities	5.8%	5.7%	7.1%	7.2%	4.3%	3.8%	
Social & behavioural sciences	7.8%	9.2%	9.4%	11.4%	6.1%	6.6%	
Legal professions and studies	1.4%	1.8%	1.6%	2.3%	1.1%	1.3%	
Health care	7.9%	9.2%	11.4%	13.1%	3.8%	4.6%	
Education & teaching	3.1%	2.9%	4.5%	4.3%	1.5%	1.2%	
Trades, services, natural resources & conservation	6.8%	6.5%	4.8%	5.2%	9.0%	8.2%	
Total - STEM and BHASE (non-STEM) groupings	135535	60335	71,845	32,205	63,695	28,140	
No postsecondary certificate, diploma or degree	32.1%	23.9%	34.5%	22.4%	29.4%	25.5%	
STEM	22.7%	27.8%	13.0%	18.6%	33.5%	38.4%	
Science and science technology	5.7%	6.0%	4.9%	6.4%	6.6%	5.6%	
Engineering & engineering technology	10.7%	12.3%	3.6%	5.0%	18.7%	20.7%	
Mathematics & computer and information sci.	6.2%	9.5%	4.5%	7.2%	8.2%	12.1%	
BHASE (non-STEM)	45.2%	48.4%	52.4%	59.1%	37.1%	36.1%	
Business & administration	11.6%	14.4%	13.2%	16.8%	9.8%	11.6%	
Arts & humanities	6.0%	5.2%	7.3%	6.5%	4.5%	3.7%	
Social & behavioural sciences	8.1%	9.4%	9.4%	11.9%	6.5%	6.6%	
Legal professions and studies	1.3%	1.8%	1.5%	2.3%	1.0%	1.1%	
Health care	7.5%	8.0%	11.1%	12.0%	3.4%	3.5%	
Education & teaching	3.1%	2.5%	4.6%	3.9%	1.5%	0.9%	
Trades, services, natural resources & conservation	7.7%	7.1%	5.2%	5.7%	10.5%	9.7%	
Total - STEM and BHASE (non-STEM) groupings	66350	44220	36,010	24,975	30,340	18,240	
No postsecondary certificate, diploma or degree	34.2%	20.7%	33.4%	21.0%	35.1%	20.3%	
STEM	21.3%	25.5%	13.8%	16.2%	30.1%	37.7%	
Science and science technology	5.4%	6.0%	5.2%	5.8%	5.7%	6.3%	
Engineering & engineering technology	10.3%	12.0%	5.0%	5.6%	16.6%	20.2%	
Mathematics & computer and information sci.	5.6%	7.6%	3.7%	4.8%	7.9%	11.2%	
BHASE (non-STEM)	44.6%	53.8%	52.8%	62.8%	34.8%	42.0%	
Business & administration	13.3%	16.5%	14.5%	17.9%	11.8%	14.8%	
Arts & humanities	5.5%	6.3%	6.8%	8.1%	4.0%	4.1%	
Social & behavioural sciences	7.5%	9.0%	9.4%	10.7%	5.3%	6.7%	
Legal professions and studies	1.5%	2.0%	1.8%	2.3%	1.2%	1.5%	
Health care	8.7%	10.8%	12.0%	14.5%	4.8%	6.0%	
Education & teaching	2.9%	3.3%	4.2%	4.7%	1.4%	1.5%	
Trades, services, natural resources & conservation	5.1%	5.9%	4.1%	4.6%	6.3%	7.5%	
Total - STEM and BHASE (non-STEM) groupings	17380	11795	9,435	6,545	7,945	5,250	
No postsecondary certificate, diploma or degree	36.8%	22.8%	36.4%	22.9%	37.3%	22.7%	
STEM	20.6%	24.6%	13.9%	16.1%	28.5%	35.1%	
Science and science technology	4.5%	5.1%	4.4%	5.0%	4.5%	5.2%	
Engineering & engineering technology	10.6%	12.2%	5.7%	6.1%	16.6%	19.7%	
Mathematics & computer and information sci.	5.5%	7.2%	3.8%	5.0%	7.5%	10.2%	
BHASE (non-STEM)	42.7%	52.6%	49.8%	61.0%	34.2%	42.1%	
Business & administration	12.4%	15.9%	13.1%	16.7%	11.6%	15.0%	
Arts & humanities	5.3%	6.1%	6.3%	7.7%	4.0%	4.2%	
Social & behavioural sciences	6.8%	8.7%	8.5%	10.5%	4.7%	6.4%	
Legal professions and studies	1.6%	2.0%	2.2%	2.8%	0.9%	1.0%	
Health care	8.7%	11.0%	11.8%	14.8%	5.0%	6.2%	
Education & teaching	3.0%	3.1%	4.7%	4.8%	1.1%	1.0%	
Trades, services, natural resources & conservation	4.9%	5.8%	3.2%	3.7%	6.9%	8.3%	

Source: Statistics Canada 2016. Immigrant Status and Period of Immigration (10), Employment Income Statistics (7), STEM and BHASE (non-STEM) Groupings, Major Field of Study - Classification of Instructional Programs (CIP) 2016 (36), Highest Certificate, Diploma or Degree (9), Work Activity During the Reference Year (3), Age (10) and Sex (3) for the Population Aged 15 Years and Over in Private Households of Canada, Provinces and Territories and Census Metropolitan Areas, 2016 Census - 25% Sample Data. [2016 Census Data tables, 98-400-X2016273].

Table 9: Labour Force Characteristics of Immigrant Population by Admission Category and Period of Arrival, Ottawa-Gatineau CMA and Components, 2016

		Ottawa-Gatineau CMA			Ottawa-Gatineau CMA (Québec sector)			Ottawa-Gatineau CMA (Ontario sector)				
		Participation rate	Employment rate	Unemployment rate	Participation rate	Employment rate	Unemployment rate	Participation rate	Employment rate	Unemployment rate		
Total - Period of immigration	Total - Age	Total - Admission category	72.2	65.8	8.9	77.4	69.4	10.3	71.3	65.1	8.7	
		Economic immigrants	78.2	71.5	8.6	81.2	72.9	10.3	77.6	71.2	8.2	
		Principal applicants	85.3	80.2	6	87.7	79.9	8.8	84.7	80.2	5.4	
		Secondary applicants	72.2	64.1	11.1	74.3	65.3	12.1	71.8	64	11	
		Immigrants sponsored by family	67.5	61.9	8.2	74.5	67.4	9.5	66.2	61	8	
		Refugees	67.2	60.1	10.5	74	66.1	10.7	65.8	59	10.4	
		25 to 54 years	Total - Admission category	83.8	77.3	7.7	86.3	78.5	9.0	83.3	77.1	7.4
			Economic immigrants	87.9	81.7	7.1	88.7	80.9	8.9	87.7	81.8	6.7
			Principal applicants	92.1	86.5	6.0	91.5	83.7	8.6	92.2	87.3	5.3
			Secondary applicants	83.9	76.9	8.3	85.2	77.4	9.1	83.6	76.9	8.1
		Immigrants sponsored by family	82.4	76.1	7.6	83.9	76.0	9.3	82.1	76.1	7.3	
		Refugees	77.2	70.0	9.2	83.9	76.8	8.7	75.8	68.7	9.3	
1981 to 2000	Total - Age	Total - Admission category	78.2	74.5	4.8	80.8	75.7	6.3	74.4	69.8	6.2	
		Economic immigrants	78.6	75.5	3.9	82.4	77.9	5.5	78.6	74.0	5.8	
		Principal applicants	72.2	69.6	3.5	82.5	78.1	4.7	79.3	76.4	3.8	
		Secondary applicants	82.3	78.9	4.1	81.9	77.3	5.8	77.9	72.2	7.3	
		Immigrants sponsored by family	77.8	73.7	5.2	78.4	73.2	6.8	70.0	65.7	6.1	
		Refugees	78.3	74.1	5.5	81.8	75.9	7.1	72.6	67.6	6.9	
		25 to 54 years	Total - Admission category	87.3	82.5	5.5	91.2	86.5	5.2	86.7	81.9	5.5
			Economic immigrants	90.2	85.8	4.7	92.7	89.1	4.1	89.8	85.4	4.8
			Principal applicants	93.0	89.9	3.3	95.6	90.2	5.1	92.7	89.9	3.0
			Secondary applicants	88.4	83.5	5.6	91.3	88.9	3.2	88.1	82.8	5.9
		Immigrants sponsored by family	86.5	81.4	5.8	90.4	84.5	6.5	85.8	80.9	5.8	
		Refugees	84.1	78.9	6.2	90.3	85.7	4.6	83.0	77.8	6.3	
2001 to 2016	Total - Age	Total - Admission category	69.2	60.9	12.0	80.6	70.5	12.7	67.8	59.9	11.8	
		Economic immigrants	77.4	68.7	11.2	89.6	80.7	10.1	76.6	68.3	10.8	
		Principal applicants	90.0	83.2	7.5	69.4	57.7	16.8	90.1	84.0	6.8	
		Secondary applicants	66.1	55.7	15.7	71.4	62.8	11.9	65.4	55.3	15.5	
		Immigrants sponsored by family	63.6	56.8	10.6	66.4	56.6	15.0	62.0	55.5	10.4	
		Refugees	57.9	48.2	16.8	75.5	57.1	24.3	55.8	46.1	17.3	
		25 to 54 years	Total - Admission category	80.5	72.5	9.9	83.9	72.4	13.6	80.6	73.4	8.9
			Economic immigrants	86.2	78.5	8.9	89.2	79.0	11.3	86.3	79.5	8.0
			Principal applicants	91.6	85.0	7.2	75.0	61.2	18.1	91.8	85.7	6.6
			Secondary applicants	78.5	69.4	11.8	74.2	64.2	13.8	79.6	71.8	9.9
		Immigrants sponsored by family	78.2	70.8	9.5	68.1	57.5	15.5	79.3	73.0	8.1	
		Refugees	67.1	57.4	14.6	84.0	56.0	28.6	66.3	56.8	14.3	
2011 to 2016	Total - Age	Total - Admission category	62.5	52.2	16.6	66.9	52.4	21.8	66.9	52.4	21.8	
		Economic immigrants	74.3	63.4	14.7	75.8	60.5	20.1	75.8	60.5	20.1	
		Principal applicants	87.9	78.4	10.8	83.8	70.1	16.3	83.8	70.1	16.3	
		Secondary applicants	58.8	46.3	21.4	64.8	47.2	27.2	64.8	47.2	27.2	
		Immigrants sponsored by family	57	47.7	16.2	63.2	50.3	20.4	63.2	50.3	20.4	
		Refugees	43.7	32.6	25.3	44.7	31.7	29.2	44.7	31.7	29.2	
		25 to 54 years	Total - Admission category	73.7	62.9	14.6	75.6	60.9	19.6	75.6	60.9	19.6
			Economic immigrants	81.2	70.4	13.4	80.7	65.9	18.1	80.7	65.9	18.1
			Principal applicants	88.3	79.1	10.5	84.2	71.8	15.0	84.2	71.8	15.0
			Secondary applicants	68.6	55.0	20.1	73.9	54.9	25.0	73.9	54.9	25.0
		Immigrants sponsored by family	72.8	62.3	14.5	73.6	59.1	20.9	73.6	59.1	20.9	
		Refugees	50.8	39.8	21.6	55.0	43.2	23.0	55.0	43.2	23.0	

Source: Admission Category and Applicant Type (7), Labour Force Status (8), Period of Immigration (7), Highest Certificate, Diploma or Degree (7), Location of Study (5), Age (13A) and Sex (3) for the Population Aged 15 Years and Over that Immigrated between 1980 and 2016, Living in Private Households of Canada, Provinces and Territories, Census Metropolitan Areas and Census Agglomerations, 2016 Census - 25% Sample Data. [2016 Census Data tables, 98-400-X2016204].

Table 10: Employment Characteristics of the Immigrants by Gender, Age and Period of Residence Attainment, Ottawa-Gatineau CMA and Component Sectors, 2016

			Ottawa-Gatineau CMA			Ottawa-Gatineau CMA (Québec Sector)			Ottawa-Gatineau CMA (Ontario Sector)				
			Participation rate	Employment rate	Unemployment rate	Participation rate	Employment rate	Unemployment rate	Participation rate	Employment rate	Unemployment rate		
Total Sex	Total - Period of Immigration	Total - Age	Total - Admission category	72.2	65.8	8.9	77.4	69.4	10.3	71.3	65.1	8.7	
		Economic immigrants		78.2	71.5	8.6	81.2	72.9	10.3	77.6	71.2	8.2	
		Principal applicants		85.3	80.2	6	87.7	79.9	8.8	84.7	80.2	5.4	
		Secondary applicants		72.2	64.1	11.1	74.3	65.3	12.1	71.8	64	11	
		Immigrants sponsored by family		67.5	61.9	8.2	74.5	67.4	9.5	66.2	61	8	
		Refugees		67.2	60.1	10.5	74	66.1	10.7	65.8	59	10.4	
		25 to 54 years	Total - Admission category		83.8	77.3	7.7	86.3	78.5	9.0	83.3	77.1	7.4
		Economic immigrants		87.9	81.7	7.1	88.7	80.9	8.9	87.7	81.8	6.7	
		Principal applicants		92.1	86.5	6.0	91.5	83.7	8.6	92.2	87.3	5.3	
		Secondary applicants		83.9	76.9	8.3	85.2	77.4	9.1	83.6	76.9	8.1	
		Immigrants sponsored by family		82.4	76.1	7.6	83.9	76.0	9.3	82.1	76.1	7.3	
		Refugees		77.2	70.0	9.2	83.9	76.8	8.7	75.8	68.7	9.3	
	2001 to 2016	Total - Age	Total - Admission category	69.2	60.9	12.0	75.0	65.2	13.1	67.8	59.9	11.8	
		Economic immigrants		77.4	68.7	11.2	80.6	70.5	12.7	76.6	68.3	10.8	
		Principal applicants		90.0	83.2	7.5	89.6	80.7	10.1	90.1	84.0	6.8	
		Secondary applicants		66.1	55.7	15.7	69.4	57.7	16.8	65.4	55.3	15.5	
		Immigrants sponsored by family		63.6	56.8	10.6	71.4	62.8	11.9	62.0	55.5	10.4	
		Refugees		57.9	48.2	16.8	66.4	56.6	15.0	55.8	46.1	17.3	
		25 to 54 years	Total - Admission category		79.5	71.1	10.6	82.3	72.1	12.5	78.7	70.8	10.0
		Economic immigrants		85.7	77.5	9.6	86.4	76.0	11.7	85.5	77.9	8.9	
		Principal applicants		91.5	84.6	7.6	89.9	81.1	9.8	92.0	85.6	6.9	
		Secondary applicants		77.7	68.0	12.7	79.5	66.4	15.8	77.6	68.3	12.0	
		Immigrants sponsored by family		77.6	69.8	10.2	78.8	69.1	12.7	77.4	70.0	9.6	
		Refugees		65.4	55.5	15.3	75.5	65.1	14.2	62.9	53.0	15.6	
	2011 to 2016	Total - Age	Total - Admission category	62.5	52.2	16.6	66.9	52.4	21.8	61.5	52.1	15.2	
		Economic immigrants		74.3	63.4	14.7	75.8	60.5	20.1	73.9	64.2	13.1	
		Principal applicants		87.9	78.4	10.8	83.8	70.1	16.3	89.2	81.1	9.1	
		Secondary applicants		58.8	46.3	21.4	64.8	47.2	27.2	57.3	45.9	19.9	
		Immigrants sponsored by family		57	47.7	16.2	63.2	50.3	20.4	55.8	47.2	15.3	
		Refugees		43.7	32.6	25.3	44.7	31.7	29.2	43.4	32.9	24.2	
		25 to 54 years	Total - Admission category		73.7	62.9	14.6	75.6	60.9	19.6	73.0	63.4	13.2
		Economic immigrants		81.2	70.4	13.4	80.7	65.9	18.1	81.4	71.7	11.9	
		Principal applicants		88.3	79.1	10.5	84.2	71.8	15.0	89.6	81.3	9.2	
		Secondary applicants		68.6	55.0	20.1	73.9	54.9	25.0	67.7	55.2	18.4	
		Immigrants sponsored by family		72.8	62.3	14.5	73.6	59.1	20.9	72.7	63.4	12.7	
		Refugees		50.8	39.8	21.6	55.0	43.2	23.0	50.1	39.1	21.6	
Men	Total - Period of Immigration	Total - Age	Total - Admission category	78.2	71.5	8.5	83.2	74.9	9.9	77.2	70.9	8.2	
		Economic immigrants		82	75.4	8.1	85.7	76.9	10.3	81.3	75.1	7.7	
		Principal applicants		86.7	81.6	5.9	90.5	81.9	9.5	85.9	81.6	5.1	
		Secondary applicants		76.1	67.4	11.4	78.1	68.9	11.8	75.7	67.1	11.3	
		Immigrants sponsored by family		76.3	70.6	7.5	83.5	76.5	8.2	75	69.4	7.4	
		Refugees		72.4	65	10.3	78.4	70.1	10.7	71.2	63.9	10.1	
		25 to 54 years	Total - Admission category		90.5	84.1	7.0	92.3	84.4	8.6	90.1	84.1	6.7
		Economic immigrants		93.2	87.2	6.4	93.5	85.6	8.6	93.1	87.6	5.9	
		Principal applicants		94.8	89.4	5.7	94.4	86.0	9.0	95.0	90.3	4.9	
		Secondary applicants		90.7	83.9	7.5	91.5	84.3	7.3	90.7	83.9	7.4	
		Immigrants sponsored by family		91.8	85.5	6.9	92.7	85.4	8.1	91.6	85.6	6.6	
		Refugees		83.4	76.2	8.7	89.6	81.8	8.7	82.1	74.9	8.7	
	2001 to 2016	Total - Age	Total - Admission category	75.5	67.2	11.0	81.8	72.1	11.8	74.0	66.0	10.8	
		Economic immigrants		81.2	72.7	10.4	85.4	74.7	12.6	80.1	72.2	9.9	
		Principal applicants		92.0	85.3	7.3	92.7	82.5	10.8	91.9	86.1	6.2	
		Secondary applicants		67.8	57.1	15.7	72.0	59.9	16.8	66.9	56.6	15.4	
		Immigrants sponsored by family		73.1	66.6	8.9	82.9	76.2	7.8	71.0	64.4	9.2	
		Refugees		63.4	53.4	15.8	71.2	61.6	13.1	61.2	51.1	16.5	
		25 to 54 years	Total - Admission category and ap		88.7	80.7	9.1	90.3	80.3	11.3	88.2	80.8	8.5
		Economic immigrants		92.4	84.6	8.4	91.5	80.9	11.4	92.5	85.6	7.5	
		Principal applicants		94.5	87.7	7.3	93.3	83.4	10.6	95.1	89.3	5.8	
		Secondary applicants		87.9	78.2	11.0	85.6	72.0	14.2	88.4	79.0	10.2	
		Immigrants sponsored by family		91.5	84.0	8.2	90.0	82.2	8.3	91.7	84.4	8.0	
		Refugees		73.9	63.6	13.6	85.5	73.8	14.3	71.1	61.5	13.4	
	2011 to 2016	Total - Age	Total - Admission category	71	60.5	14.7	76.3	61.5	19.4	69.7	60.3	13.4	
		Economic immigrants		79.7	68.9	13.6	82.3	64.9	21.1	78.9	70.1	11	
		Principal applicants		91	80.9	11.2	90.3	73.4	18.7	91.2	83.3	8.5	
		Secondary applicants		63.7	51.8	18.6	67.8	49.6	26.8	62.2	52.3	15.9	
		Immigrants sponsored by family		70.1	61	13	78.9	69	12.5	68.1	59	13.4	
		Refugees		50.6	39.1	22.7	53.3	41.1	21.1	49.9	38.4	23.1	
		25 to 54 years	Total - Admission category and ap		84.6	74.4	12.2	86.8	72.6	16.6	83.9	74.9	10.9
		Economic immigrants		89.4	79.0	11.5	87.6	72.6	17.6	89.9	81.1	9.6	
		Principal applicants		91.5	82.0	10.5	89.5	75.5	16.2	92.2	84.3	8.1	
		Secondary applicants		83.0	70.7	14.8	80.6	62.7	20.4	83.8	72.8	13.1	
		Immigrants sponsored by family		90.1	79.9	11.0	89.4	77.9	11.9	89.8	80.3	10.5	
		Refugees		60.3	49.4	18.1	74.5	60.0	19.5	58.3	48.1	16.9	

Table 10 (cont'd): Employment Characteristics of the Immigrants by Gender, Age and Period of Residence Attainment , Ottawa-Gatineau CMA and Component Sectors, 2016

			Ottawa-Gatineau CMA			Ottawa-Gatineau CMA (Québec)			Ottawa-Gatineau CMA (Ontario)					
			Participation rate	Employment rate	Unemployment rate	Participation rate	Employment rate	Unemployment rate	Participation rate	Employment rate	Unemployment rate			
Women	Total - Period of immigration	Total - Age	Total - Admission category	67.1	60.8	9.4	71.7	64.1	10.6	66.3	60.2	9.1		
			Economic immigrants	74.2	67.5	9	76.2	68.4	10.3	73.9	67.4	8.8		
			Principal applicants	83	77.8	6.2	83.2	76.8	7.5	82.9	78	5.9		
			Secondary applicants	69.5	61.9	10.9	71.3	62.6	12.3	69.2	61.8	10.7		
			Immigrants sponsored by family	61.7	56.3	8.7	68	61	10.5	60.6	55.5	8.4		
			Refugees	62.1	55.5	10.7	69.2	61.7	10.6	60.8	54.3	10.7		
			25 to 54 years	Total - Admission category	78.1	71.6	8.3	80.4	72.9	9.3	77.7	71.4	8.1	
				Economic immigrants	82.8	76.3	7.8	83.7	76.1	9.1	82.7	76.4	7.6	
				Principal applicants	88.0	82.4	6.4	86.8	80.1	8.0	88.3	82.9	6.1	
				Secondary applicants	79.4	72.4	8.8	80.9	72.7	10.3	79.2	72.4	8.6	
				Immigrants sponsored by family	76.4	70.1	8.2	77.5	69.5	10.7	76.1	70.2	7.8	
				Refugees	71.4	64.5	9.7	78.0	71.5	8.4	70.1	63.1	10.0	
		2001 to 2016	Total - Age	Total - Admission category	63.8	55.4	13.1	68.8	58.8	14.5	62.7	54.7	12.7	
				Economic immigrants	73.6	64.6	12.1	75.4	66.0	12.5	73.1	64.3	11.9	
				Principal applicants	87.0	80.2	7.9	85.3	77.5	9.1	87.5	80.9	7.6	
				Secondary applicants	64.8	54.6	15.7	67.3	56.1	16.6	64.3	54.3	15.6	
				Immigrants sponsored by family	57.4	50.5	12.0	63.6	53.8	15.4	56.1	49.8	11.3	
				Refugees	53.3	43.8	17.8	61.7	51.1	17.2	51.3	42.1	18.1	
				25 to 54 years	Total - Admission category	72.4	63.7	12.0	75.5	65.1	13.7	71.6	63.3	11.5
				Economic immigrants	79.5	70.9	10.8	80.6	71.0	11.8	79.2	71.0	10.5	
				Principal applicants	87.4	80.2	8.2	85.0	77.6	8.8	88.4	81.1	8.1	
				Secondary applicants	71.9	61.9	13.8	76.0	63.2	15.8	70.9	61.6	13.3	
				Immigrants sponsored by family	69.6	61.4	11.7	71.9	60.5	15.5	69.2	61.8	10.9	
				Refugees	59.1	49.1	16.9	68.5	58.0	15.3	56.7	47.0	17.4	
		2011 to 2016	Total - Age	Total - Admission category	55.2	44.9	18.5	58.1	43.7	24.7	54.5	45.2	17	
				Economic immigrants	69.1	57.9	16	68.6	56.1	18.3	69.1	58.5	15.3	
				Principal applicants	84	75.2	10.4	75.3	65.8	12.6	86.6	78.3	9.8	
				Secondary applicants	55.2	41.9	23.8	61.6	45.2	26.7	53.7	41.2	23.3	
				Immigrants sponsored by family	47.3	38.1	19.6	51.5	36.5	28.2	46.4	38.3	17.4	
				Refugees	37.8	27.1	28.2	35.5	19.4	45.5	38.2	28.3	26	
				25 to 54 years	Total - Admission category	64.5	53.3	17.3	65.7	50.4	23.3	64.3	54.1	15.7
				Economic immigrants	73.8	62.2	15.5	73.5	59.3	18.8	73.8	63.2	14.4	
				Principal applicants	84.2	75.1	10.7	76.7	67.3	13.9	86.5	77.8	10.3	
				Secondary applicants	60.7	46.1	24.0	68.6	49.2	27.2	58.1	45.1	22.8	
				Immigrants sponsored by family	60.2	49.2	18.0	61.3	43.0	29.9	60.0	51.1	15.1	
				Refugees	43.4	31.7	27.0	39.3	28.6	36.4	43.9	32.8	25.8	

Source: Admission Category and Applicant Type (7), Labour Force Status (8), Period of Immigration (7), Highest Certificate, Diploma or Degree (7), Location of Study (5), Age (13A) and Sex (3) for the Population Aged 15 Years and Over that Immigrated between 1980 and 2016, Living in Private Households of Canada, Provinces and Territories, Census Metropolitan Areas and Census Agglomerations, 2016 Census - 25% Sample Data. [2016 Census Data tables, 98-400-X2016204].

Table 11 (cont'd): Industrial Sector of Employment by Gender, Age and Period of Residence Attainment, Ottawa-Gatineau CMA, 2016

		Ottawa-Gatineau CMA					Ottawa-Gatineau CMA (Québec Sector)					Ottawa-Gatineau CMA (Ontario Sector)				
		Total Popul-	Non-	Immigrants	2001 to	2011 to	Total Popul-	Non-	Immigrants	2001 to	2011 to	Total Popul-	Non-	Immigrants	2001 to	2011 to
		ation	immigrants		2014	2014	ation	immigrants		2014	2014	ation	immigrants		2014	2014
Total - Age	Total Industry	353,210	276,585	73,405	26,825	6,025	88,150	77,090	10,640	5,260	1,215	265,055	199,495	62,765	21,565	4,805
	11 Agriculture, forestry, fishing and hunting	0.4%	0.4%	0.3%	0.2%	0.2%	0.3%	0.3%	0.3%	0.3%	0.0%	0.4%	0.4%	0.3%	0.2%	0.3%
	21 Mining, quarrying, and oil and gas extraction	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	22 Utilities	0.2%	0.2%	0.1%	0.1%	0.2%	0.2%	0.2%	0.1%	0.0%	0.0%	0.1%	0.1%	0.1%	0.1%	0.2%
	23 Construction	1.3%	1.4%	0.9%	0.9%	0.7%	1.3%	1.4%	0.7%	0.7%	0.8%	1.3%	1.4%	1.0%	1.0%	0.7%
	31-33 Manufacturing	1.7%	1.5%	2.5%	2.0%	2.5%	1.2%	1.2%	1.3%	1.2%	1.6%	1.9%	1.6%	2.7%	2.2%	2.7%
	41 Wholesale trade	1.2%	1.1%	1.3%	1.2%	1.2%	0.7%	0.8%	0.6%	0.6%	0.8%	1.3%	1.3%	1.5%	1.4%	1.2%
	44-45 Retail trade	10.7%	10.9%	9.5%	11.6%	12.9%	11.0%	11.1%	9.5%	10.6%	16.5%	10.6%	10.9%	9.5%	11.9%	12.2%
	48-49 Transportation and warehousing	1.5%	1.5%	1.4%	1.0%	0.5%	1.3%	1.3%	1.1%	0.8%	0.0%	1.6%	1.6%	1.4%	1.1%	0.5%
	51 Information and cultural industries	2.0%	2.1%	1.6%	1.4%	1.5%	1.7%	1.8%	0.9%	1.0%	0.8%	2.1%	2.2%	1.7%	1.6%	1.8%
	52 Finance and insurance	3.4%	3.4%	3.7%	3.8%	4.4%	2.9%	2.8%	3.5%	4.2%	5.3%	3.6%	3.6%	3.7%	3.7%	4.1%
	53 Real estate and rental and leasing	1.4%	1.5%	1.3%	0.9%	0.5%	0.9%	0.9%	0.8%	0.7%	1.6%	1.6%	1.7%	1.3%	0.9%	0.3%
	54 Professional, scientific and technical services	6.9%	6.7%	7.7%	7.5%	7.9%	4.1%	4.1%	4.1%	3.6%	4.1%	7.9%	7.7%	8.3%	8.4%	8.8%
	55 Management of companies and enterprises	0.1%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.0%	0.2%
	56 Administrative and support, waste management and remediation services	3.4%	3.0%	4.7%	5.3%	6.2%	3.3%	3.0%	5.0%	4.8%	4.9%	3.4%	3.0%	4.6%	5.4%	6.6%
	61 Educational services	11.3%	11.7%	9.9%	11.5%	11.6%	11.4%	11.5%	10.1%	12.5%	14.0%	11.3%	11.7%	9.8%	11.2%	11.1%
	62 Health care and social assistance	17.7%	16.7%	21.9%	23.9%	24.9%	18.5%	17.7%	24.2%	27.9%	26.3%	17.5%	16.3%	21.5%	22.9%	24.5%
	71 Arts, entertainment and recreation	2.1%	2.4%	1.2%	1.2%	1.1%	2.4%	2.6%	1.5%	1.4%	0.8%	2.0%	2.4%	1.1%	1.1%	1.0%
	72 Accommodation and food services	6.9%	6.5%	7.6%	9.6%	12.4%	7.2%	7.0%	8.6%	8.5%	9.5%	6.8%	6.4%	7.5%	9.9%	13.2%
	81 Other services (except public administration)	4.9%	4.5%	5.8%	5.7%	5.9%	4.8%	4.6%	5.8%	5.0%	4.5%	4.9%	4.5%	5.8%	5.8%	6.2%
	91 Public administration	22.9%	24.2%	18.5%	12.1%	5.3%	26.7%	27.4%	21.9%	16.3%	9.1%	21.6%	23.0%	17.9%	11.1%	4.3%
911 Federal government public administration	19.9%	21.0%	16.3%	9.7%	3.2%	23.6%	24.4%	18.9%	12.9%	4.1%	18.7%	19.8%	15.9%	9.0%	2.9%	
Women	Total Industry	232,795	178,270	52,310	21,650	5,030	59,525	51,020	8,225	4,475	1,110	173,270	127,245	44,080	17,185	3,920
	11 Agriculture, forestry, fishing and hunting	0.3%	0.3%	0.2%	0.3%	0.4%	0.3%	0.2%	0.4%	0.3%	0.0%	0.3%	0.3%	0.2%	0.2%	0.4%
	21 Mining, quarrying, and oil and gas extraction	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	22 Utilities	0.2%	0.2%	0.1%	0.1%	0.0%	0.2%	0.3%	0.1%	0.0%	0.0%	0.2%	0.2%	0.1%	0.1%	0.0%
	23 Construction	1.4%	1.5%	1.0%	1.1%	0.7%	1.4%	1.6%	0.8%	0.6%	0.0%	1.3%	1.5%	1.0%	1.2%	0.9%
	31-33 Manufacturing	1.7%	1.5%	2.6%	2.2%	2.6%	1.1%	1.0%	1.3%	1.5%	1.8%	2.0%	1.7%	2.8%	2.4%	2.7%
	41 Wholesale trade	1.3%	1.3%	1.5%	1.3%	1.3%	0.7%	0.8%	0.6%	0.7%	0.9%	1.5%	1.6%	1.5%	1.4%	
	44-45 Retail trade	7.4%	7.2%	7.9%	9.4%	12.4%	7.3%	7.1%	7.8%	8.7%	16.2%	7.4%	7.2%	8.0%	9.5%	11.2%
	48-49 Transportation and warehousing	1.6%	1.6%	1.5%	1.2%	0.6%	1.4%	1.4%	1.2%	0.9%	0.9%	1.7%	1.7%	1.5%	1.3%	0.6%
	51 Information and cultural industries	2.0%	2.1%	1.7%	1.5%	1.6%	1.7%	1.9%	1.0%	0.9%	0.0%	2.1%	2.2%	1.8%	1.6%	1.9%
	52 Finance and insurance	3.8%	3.7%	4.1%	4.2%	4.7%	3.0%	2.9%	3.8%	4.2%	5.0%	4.1%	4.1%	4.2%	4.2%	4.6%
	53 Real estate and rental and leasing	1.3%	1.4%	1.0%	0.9%	0.5%	0.8%	0.9%	0.7%	0.7%	1.4%	1.4%	1.6%	1.1%	0.9%	0.4%
	54 Professional, scientific and technical services	7.2%	7.0%	8.1%	8.3%	8.4%	4.2%	4.1%	4.3%	4.1%	4.5%	8.3%	8.1%	8.8%	9.4%	9.4%
	55 Management of companies and enterprises	0.1%	0.1%	0.1%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.1%	0.3%
	56 Administrative and support, waste management and remediation services	3.3%	2.9%	4.5%	5.1%	5.7%	3.1%	2.8%	5.0%	4.8%	4.5%	3.3%	2.9%	4.4%	5.2%	6.0%
	61 Educational services	12.0%	12.6%	9.8%	11.7%	12.4%	12.4%	12.7%	10.6%	13.3%	14.4%	11.8%	12.6%	9.6%	11.2%	11.7%
	62 Health care and social assistance	19.2%	18.3%	22.6%	25.4%	26.1%	20.3%	19.3%	25.9%	29.3%	27.0%	18.9%	17.8%	22.0%	24.4%	25.9%
	71 Arts, entertainment and recreation	1.6%	1.8%	1.0%	0.9%	0.9%	1.9%	2.0%	1.1%	1.1%	0.9%	1.5%	1.7%	0.9%	0.9%	1.0%
	72 Accommodation and food services	4.4%	3.7%	6.5%	7.3%	9.8%	4.5%	4.1%	6.2%	5.9%	8.1%	4.4%	3.5%	6.5%	7.7%	10.3%
	81 Other services (except public administration)	4.9%	4.5%	5.8%	6.0%	5.7%	4.7%	4.6%	5.5%	5.1%	4.1%	4.9%	4.5%	5.8%	6.2%	6.3%
	91 Public administration	26.3%	28.4%	20.2%	13.2%	6.0%	30.9%	32.2%	23.6%	17.4%	9.5%	24.7%	26.9%	19.5%	12.0%	5.0%
911 Federal government public administration	23.4%	25.2%	18.0%	10.6%	3.6%	27.8%	29.1%	20.6%	13.9%	4.5%	21.9%	23.6%	17.5%	9.8%	3.4%	

Source: Statistics Canada 2016. Industry - North American Industry Classification System (NAICS) 2012 (425), Employment Income Statistics (3), Highest Certificate, Diploma or Degree (7), Immigrant Status and Period of Immigration (10), Work Activity During the Reference Year (4), Age (5A) and Sex (3) for the Population Aged 15 Years and Over Who Worked in 2015 and Reported Employment Income in 2015, in Private Households. [2016 Census Table 98-400-X2016358].

Table 12a: Major Occupational Groups of Employed Canadian-born and Immigrants by Period of Resident Attainment, Ottawa-Gatineau CMA, 2016

	Total Population	Non-immigrants	Immigrants	2001 to 2016	2011 to 2016
Total Occupations	765,590	594,725	161,830	63,900	19,385
0 Management occupations	11.2%	11.7%	9.7%	7.6%	7.2%
00 Senior management occupations	1.4%	1.6%	1.0%	0.6%	0.6%
01-05 Specialized middle management occupations	5.2%	5.6%	4.1%	3.0%	2.6%
06 Middle management occup's in retail & wholesale trade & customer services	3.1%	3.0%	3.4%	3.1%	3.1%
07-09 Middle management occup's in trades, transport., production & utilities	1.5%	1.6%	1.1%	0.9%	0.9%
1 Business, finance & administration occupations	18.7%	19.6%	15.7%	14.5%	11.9%
11 Professional occupations in business and finance	4.7%	4.8%	4.6%	4.3%	3.2%
12 Administrative & financial supervisors and administrative occupations	7.3%	7.9%	5.4%	4.5%	3.6%
13 Finance, insurance & related business administrative occupations	0.9%	0.9%	0.9%	0.9%	0.7%
14 Office support occupations	4.4%	4.6%	3.8%	3.7%	3.4%
15 Distribution, tracking & scheduling co-ordination occupations	1.3%	1.4%	1.0%	1.1%	1.0%
2 Natural & applied sciences & related occupations	10.5%	9.2%	15.0%	12.6%	11.2%
21 Professional occupations in natural & applied sciences	7.3%	6.0%	11.8%	9.9%	8.7%
22 Technical occupations related to natural & applied sciences	3.2%	3.2%	3.2%	2.7%	2.5%
3 Health occupations	6.2%	5.6%	8.7%	9.5%	9.1%
30 Professional occupations in nursing	1.5%	1.5%	1.8%	1.9%	1.4%
31 Professional occupations in health (except nursing)	1.6%	1.5%	2.0%	1.8%	1.8%
32 Technical occupations in health	1.7%	1.7%	1.8%	2.0%	1.5%
34 Assisting occupations in support of health services	1.4%	1.0%	3.0%	3.8%	4.4%
4 Occupations in education, law and social, community & government services	16.0%	16.0%	15.8%	17.2%	16.0%
40 Professional occupations in education services	4.7%	4.6%	4.8%	5.7%	5.5%
41 Professional occupations in law and social, community & government services	5.9%	6.1%	5.3%	4.3%	2.6%
42 Paraprofessional occupations in legal, social, community & education services	2.5%	2.4%	3.0%	4.0%	3.6%
43 Occupations in front-line public protection services	1.2%	1.4%	0.4%	0.1%	0.1%
44 Care providers and educational, legal & public protection support occupations	1.7%	1.4%	2.4%	3.1%	4.2%
5 Occupations in art, culture, recreation and sport	4.0%	4.3%	2.9%	2.8%	3.0%
51 Professional occupations in art and culture	1.6%	1.7%	1.4%	1.1%	1.4%
52 Technical occupations in art, culture, recreation & sport	2.4%	2.6%	1.5%	1.7%	1.6%
6 Sales and service occupations	22.2%	21.8%	23.2%	28.2%	33.4%
62 Retail sales supervisors and specialized sales occupations	1.8%	1.9%	1.6%	1.6%	1.8%
63 Service supervisors & specialized service occupations	2.9%	2.5%	4.2%	4.0%	4.6%
64 Sales representatives & salespersons - wholesale and retail trade	4.0%	4.2%	3.2%	3.5%	3.9%
65 Service representatives & other customer & personal services occupations	5.0%	5.0%	4.5%	5.7%	6.4%
66 Sales support occupations	3.2%	3.3%	2.7%	4.3%	5.0%
67 Service support & other service occupations, n.e.c.	5.3%	4.8%	6.9%	9.2%	11.6%
7 Trades, transport & equipment operators & related occupations	9.0%	9.6%	7.1%	5.9%	6.4%
72 Industrial, electrical & construction trades	3.1%	3.5%	1.9%	1.6%	2.1%
73 Maintenance & equipment operation trades	1.6%	1.8%	1.0%	0.7%	0.6%
74 Other installers, repairers & servicers and material handlers	0.8%	0.9%	0.5%	0.6%	0.7%
75 Transport & heavy equipment operation and related maintenance occupations	2.5%	2.4%	3.0%	2.3%	2.1%
76 Trades helpers, construction labourers & related occupations	1.0%	1.1%	0.6%	0.7%	0.9%
8 Natural resources, agriculture & related production occupations	1.0%	1.2%	0.5%	0.5%	0.4%
9 Occupations in manufacturing & utilities	1.2%	1.1%	1.5%	1.3%	1.4%

Table 12b: Major Occupational Groups of Employed Canadian-born and Immigrants by Period of Resident Attainment, Ottawa-Gatineau CMA (Québec Sector), 2016

	Total Population	Non-immigrants	Immigrants	2001 to 2016	2011 to 2016
Total Occupations	190,560	164,710	24,680	12,920	4,015
0 Management occupations	10.0%	10.1%	9.1%	7.7%	7.5%
00 Senior management occupations	1.3%	1.4%	0.7%	0.5%	0.5%
01-05 Specialized middle management occupations	4.3%	4.5%	3.3%	2.9%	2.4%
06 Middle management occupations in retail and wholesale trade and customer services	2.9%	2.7%	4.0%	3.4%	3.7%
07-09 Middle management occupations in trades, transportation, production and utilities	1.5%	1.5%	1.1%	1.0%	1.0%
1 Business, finance and administration occupations	20.0%	20.3%	18.2%	18.0%	15.6%
11 Professional occupations in business and finance	4.6%	4.5%	5.1%	4.8%	3.1%
12 Administrative and financial supervisors and administrative occupations	8.6%	8.9%	6.9%	6.5%	5.7%
13 Finance, insurance and related business administrative occupations	0.9%	0.8%	1.1%	1.4%	0.7%
14 Office support occupations	4.5%	4.6%	4.0%	4.2%	4.5%
15 Distribution, tracking and scheduling co-ordination occupations	1.5%	1.5%	1.1%	1.2%	1.5%
2 Natural and applied sciences and related occupations	7.0%	6.6%	9.4%	8.7%	7.7%
21 Professional occupations in natural and applied sciences	4.2%	3.8%	6.7%	6.2%	5.5%
22 Technical occupations related to natural and applied sciences	2.8%	2.8%	2.7%	2.6%	2.2%
3 Health occupations	5.8%	5.5%	7.8%	8.5%	7.8%
30 Professional occupations in nursing	1.4%	1.3%	2.1%	2.6%	2.1%
31 Professional occupations in health (except nursing)	1.1%	1.1%	1.1%	1.0%	0.5%
32 Technical occupations in health	1.8%	1.8%	1.6%	1.7%	1.6%
34 Assisting occupations in support of health services	1.4%	1.2%	2.9%	3.3%	3.7%
4 Occupations in education, law and social, community and government services	15.3%	14.8%	18.1%	20.2%	17.9%
40 Professional occupations in education services	4.6%	4.4%	5.6%	6.7%	5.7%
41 Professional occupations in law and social, community and government services	4.9%	4.8%	5.4%	4.3%	3.4%
42 Paraprofessional occupations in legal, social, community and education services	3.5%	3.2%	5.2%	7.0%	6.2%
43 Occupations in front-line public protection services	1.1%	1.2%	0.2%	0.2%	0.2%
44 Care providers and educational, legal and public protection support occupations	1.2%	1.2%	1.7%	2.1%	2.4%
5 Occupations in art, culture, recreation and sport	3.5%	3.6%	2.8%	2.4%	2.4%
51 Professional occupations in art and culture	1.5%	1.6%	1.4%	0.9%	1.0%
52 Technical occupations in art, culture, recreation and sport	2.0%	2.1%	1.4%	1.6%	1.5%
6 Sales and service occupations	23.5%	23.2%	24.6%	25.4%	31.3%
62 Retail sales supervisors and specialized sales occupations	1.4%	1.4%	1.4%	1.5%	2.4%
63 Service supervisors and specialized service occupations	3.2%	3.0%	4.8%	3.8%	4.5%
64 Sales representatives and salespersons - wholesale and retail trade	3.7%	3.8%	2.9%	2.7%	3.4%
65 Service representatives and other customer and personal services occupations	5.5%	5.4%	5.5%	6.0%	7.2%
66 Sales support occupations	3.9%	4.0%	3.0%	3.8%	4.6%
67 Service support and other service occupations, n.e.c.	5.9%	5.7%	7.0%	7.5%	9.2%
7 Trades, transport and equipment operators and related occupations	12.4%	13.0%	8.2%	6.9%	7.7%
72 Industrial, electrical and construction trades	4.7%	5.1%	2.4%	2.3%	3.1%
73 Maintenance and equipment operation trades	2.1%	2.2%	1.1%	0.7%	0.4%
74 Other installers, repairers and servicers and material handlers	0.9%	1.0%	0.6%	0.9%	1.2%
75 Transport and heavy equipment operation and related maintenance occupations	3.1%	3.1%	3.3%	2.3%	1.9%
76 Trades helpers, construction labourers and related occupations	1.5%	1.7%	0.8%	0.7%	1.1%
8 Natural resources, agriculture and related production occupations	1.0%	1.1%	0.5%	0.5%	0.4%
9 Occupations in manufacturing and utilities	1.5%	1.6%	1.3%	1.5%	1.6%

Table 12c: Major Occupational Groups of Employed Canadian-born and Immigrants by Period of Resident Attainment, Ottawa-Gatineau CMA (Ontario Sector), 2016

	Total Population	Non-immigrants	Immigrants	2001 to 2016	2011 to 2016
Total Occupations	575,030	430,015	137,145	50,985	15,370
0 Management occupations	11.7%	12.4%	9.8%	7.5%	7.1%
00 Senior management occupations	1.5%	1.6%	1.1%	0.7%	0.7%
01-05 Specialized middle management occupations	5.5%	6.0%	4.2%	3.0%	2.6%
06 Middle management occupations in retail and wholesale trade and customer services	3.1%	3.1%	3.4%	3.0%	3.0%
07-09 Middle management occupations in trades, transportation, production and utilities	1.5%	1.7%	1.2%	0.9%	0.8%
1 Business, finance and administration occupations	18.2%	19.3%	15.2%	13.6%	10.9%
11 Professional occupations in business and finance	4.8%	4.9%	4.5%	4.1%	3.2%
12 Administrative and financial supervisors and administrative occupations	6.9%	7.5%	5.2%	4.0%	3.0%
13 Finance, insurance and related business administrative occupations	0.9%	0.9%	0.9%	0.8%	0.7%
14 Office support occupations	4.4%	4.6%	3.7%	3.6%	3.2%
15 Distribution, tracking and scheduling co-ordination occupations	1.3%	1.4%	1.0%	1.0%	0.8%
2 Natural and applied sciences and related occupations	11.6%	10.1%	16.0%	13.7%	12.1%
21 Professional occupations in natural and applied sciences	8.3%	6.9%	12.7%	10.9%	9.6%
22 Technical occupations related to natural and applied sciences	3.3%	3.3%	3.3%	2.8%	2.6%
3 Health occupations	6.4%	5.6%	8.8%	9.8%	9.4%
30 Professional occupations in nursing	1.6%	1.5%	1.8%	1.8%	1.3%
31 Professional occupations in health (except nursing)	1.7%	1.6%	2.2%	2.0%	2.1%
32 Technical occupations in health	1.7%	1.7%	1.8%	2.0%	1.4%
34 Assisting occupations in support of health services	1.4%	0.9%	3.0%	3.9%	4.6%
4 Occupations in education, law and social, community and government services	16.2%	16.4%	15.4%	16.4%	15.4%
40 Professional occupations in education services	4.8%	4.7%	4.7%	5.4%	5.3%
41 Professional occupations in law and social, community and government services	6.2%	6.6%	5.3%	4.2%	2.4%
42 Paraprofessional occupations in legal, social, community and education services	2.2%	2.1%	2.6%	3.2%	2.9%
43 Occupations in front-line public protection services	1.2%	1.5%	0.4%	0.1%	0.0%
44 Care providers and educational, legal and public protection support occupations	1.8%	1.5%	2.5%	3.4%	4.6%
5 Occupations in art, culture, recreation and sport	4.1%	4.5%	2.9%	2.9%	3.2%
51 Professional occupations in art and culture	1.6%	1.7%	1.4%	1.1%	1.5%
52 Technical occupations in art, culture, recreation and sport	2.5%	2.8%	1.5%	1.8%	1.7%
6 Sales and service occupations	21.8%	21.2%	22.9%	28.9%	34.0%
62 Retail sales supervisors and specialized sales occupations	2.0%	2.1%	1.7%	1.6%	1.7%
63 Service supervisors and specialized service occupations	2.8%	2.4%	4.1%	4.0%	4.7%
64 Sales representatives and salespersons - wholesale and retail trade	4.1%	4.3%	3.2%	3.7%	4.0%
65 Service representatives and other customer and personal services occupations	4.8%	4.9%	4.4%	5.6%	6.3%
66 Sales support occupations	3.0%	3.1%	2.7%	4.4%	5.1%
67 Service support and other service occupations, n.e.c.	5.1%	4.4%	6.9%	9.6%	12.2%
7 Trades, transport and equipment operators and related occupations	7.9%	8.3%	6.9%	5.6%	6.1%
72 Industrial, electrical and construction trades	2.6%	2.8%	1.8%	1.4%	1.8%
73 Maintenance and equipment operation trades	1.4%	1.6%	1.0%	0.7%	0.7%
74 Other installers, repairers and servicers and material handlers	0.8%	0.8%	0.5%	0.5%	0.7%
75 Transport and heavy equipment operation and related maintenance occupations	2.3%	2.1%	3.0%	2.3%	2.2%
76 Trades helpers, construction labourers and related occupations	0.8%	0.9%	0.6%	0.6%	0.8%
8 Natural resources, agriculture and related production occupations	1.0%	1.2%	0.5%	0.5%	0.4%
9 Occupations in manufacturing and utilities	1.0%	0.9%	1.5%	1.2%	1.3%

Source: Statistics Canada 2016. First Official Language Spoken (7), Occupation - National Occupational Classification (NOC) 2016 (691), Highest Certificate, Diploma or Degree (15) and Immigrant Status and Period of Immigration (11) for the Population Aged 15 Years and Over Who Worked Since 2015, in Private Households. [2016 Census Table 98-400-X2016372]

Table 13: Median Employment Income of Immigrants by Gender, Admission Class and Period of Permanent Residence Attainment, Ottawa-Gatineau CMA and Sectors, 2016

	Admission Class	Total Population	Ottawa-Gatineau CMA		Ottawa-Gatineau CMA (Québec sector)		Ottawa-Gatineau CMA (Ontario sector)		
			Total Population	Median employment income (2015) for full-year full-time workers	Total Population	Median employment income (2015) for full-year full-time workers	Total Population	Median employment income (2015) for full-year full-time workers	
Total Sex	Total Age		1,073,820	\$62,792	266,195	\$56,494	807,620	\$65,140	
		Non-immigrants	816,320	\$63,431	231,110	\$57,242	585,215	\$66,286	
		Immigrants	241,960	\$59,598	33,260	\$50,894	208,695	\$61,534	
		2001 to 2010	59,915	\$52,942	10,950	\$49,470	48,970	\$53,953	
		2011 to 2014	21,755	\$39,862	4,370	\$35,972	17,380	\$42,772	
		Economic immigrants	Total - Immigrant sta	84,480	\$67,282	12,610	\$54,765	71,870	\$69,411
		Non-immigrants	0	\$0	0	\$0	0	\$0	
		Immigrants	84,480	\$67,282	12,605	\$54,765	71,870	\$69,411	
		2001 to 2010	29,980	\$62,728	5,340	\$55,813	24,640	\$65,121	
		2011 to 2014	10,445	\$49,143	2,420	\$38,372	8,025	\$54,084	
		Family sponsored	Total - Immigrant sta	54,570	\$50,092	8,065	\$48,727	46,505	\$50,477
		Non-immigrants	0	\$0	0	\$0	0	\$0	
	Immigrants	54,570	\$50,092	8,070	\$48,727	46,500	\$50,477		
	2001 to 2010	16,725	\$45,690	2,780	\$42,531	13,940	\$46,770		
	2011 to 2014	7,075	\$33,529	1,310	\$31,978	5,770	\$33,743		
	Refugees	Total - Immigrant sta	43,505	\$47,370	7,210	\$44,274	36,295	\$47,986	
	Non-immigrants	0	\$0	0	\$0	0	\$0		
	Immigrants	43,505	\$47,370	7,210	\$44,274	36,295	\$47,986		
	2001 to 2010	12,225	\$37,074	2,665	\$38,854	9,560	\$36,047		
	2011 to 2014	3,825	\$30,099	580	\$28,750	3,240	\$31,362		
	25 to 54 years	Admission Class	Total - Immigrant sta	544,990	\$64,796	138,165	\$59,179	406,830	\$67,537
			Non-immigrants	405,840	\$65,673	115,750	\$59,641	290,090	\$68,605
			Immigrants	130,605	\$60,990	21,350	\$51,863	109,245	\$63,518
			2001 to 2010	40,725	\$54,914	8,300	\$50,746	32,425	\$56,842
2011 to 2014		15,230	\$42,183	3,430	\$36,379	11,795	\$45,708		
Economic immigrants		Total - Immigrant sta	56,325	\$68,948	9,615	\$55,801	46,710	\$71,128	
Non-immigrants		0	\$0	0	\$0	0	\$0		
Immigrants		56,325	\$68,948	9,615	\$55,801	46,710	\$71,128		
2001 to 2010		20,865	\$64,845	4,200	\$56,405	16,660	\$67,657		
2011 to 2014		8,215	\$50,263	2,085	\$38,830	6,130	\$55,852		
Family sponsored		Total - Immigrant sta	35,405	\$50,577	5,765	\$47,969	29,645	\$51,237	
Non-immigrants		0	\$0	0	\$0	0	\$0		
Immigrants	35,405	\$50,577	5,765	\$47,969	29,640	\$51,237			
2001 to 2010	11,885	\$47,206	2,205	\$42,434	9,685	\$48,793			
2011 to 2014	4,435	\$35,077	975	\$32,684	3,460	\$35,493			
Refugees	Total - Immigrant sta	26,960	\$49,333	4,600	\$46,466	22,355	\$49,928		
Non-immigrants	0	\$0	0	\$0	0	\$0			
Immigrants	26,960	\$49,333	4,605	\$46,466	22,355	\$49,928			
2001 to 2010	7,440	\$38,807	1,780	\$42,116	5,665	\$37,712			
2011 to 2014	2,325	\$31,626	345	\$27,667	1,980	\$34,204			
Men	Total Age	Admission Class	Total - Immigrant sta	519,960	\$67,303	129,700	\$59,188	390,260	\$70,402
			Non-immigrants	398,260	\$67,632	112,305	\$59,842	285,955	\$70,835
			Immigrants	113,685	\$66,348	16,460	\$53,303	97,230	\$69,550
			2001 to 2010	27,630	\$59,538	5,230	\$52,826	22,400	\$63,268
		2011 to 2014	10,095	\$44,843	2,145	\$36,440	7,950	\$49,135	
		Economic immigrants	Total - Immigrant sta	42,435	\$75,640	6,670	\$57,386	35,760	\$79,140
		Non-immigrants	0	\$0	0	\$0	0	\$0	
		Immigrants	42,435	\$75,640	6,675	\$57,386	35,760	\$79,140	
		2001 to 2010	15,405	\$70,467	2,790	\$58,659	12,620	\$73,873	
		2011 to 2014	5,140	\$61,194	1,230	\$39,764	3,915	\$66,546	
		Family sponsored	Total - Immigrant sta	21,545	\$52,831	3,365	\$50,069	18,185	\$53,394
		Non-immigrants	0	\$0	0	\$0	0	\$0	
	Immigrants	21,545	\$52,831	3,365	\$50,069	18,180	\$53,394		
	2001 to 2010	6,260	\$48,766	1,075	\$45,471	5,185	\$49,327		
	2011 to 2014	3,055	\$33,608	570	\$29,791	2,485	\$33,938		
	Refugees	Total - Immigrant sta	21,265	\$48,521	3,750	\$46,725	17,515	\$48,776	
	Non-immigrants	0	\$0	0	\$0	0	\$0		
	Immigrants	21,265	\$48,521	3,750	\$46,725	17,510	\$48,776		
	2001 to 2010	5,565	\$37,670	1,290	\$43,639	4,280	\$35,796		
	2011 to 2014	1,725	\$29,968	320	\$28,675	1,405	\$30,945		
	25 to 54 years	Admission Class	Total - Immigrant sta	263,960	\$69,393	67,400	\$61,604	196,555	\$72,424
			Non-immigrants	199,670	\$69,809	56,435	\$62,765	143,235	\$72,972
			Immigrants	59,980	\$67,718	10,425	\$54,453	49,550	\$70,919
			2001 to 2010	17,945	\$62,806	3,955	\$54,392	13,990	\$66,102
2011 to 2014		6,905	\$46,459	1,655	\$36,496	5,250	\$51,745		
Economic immigrants		Total - Immigrant sta	27,750	\$76,197	5,060	\$58,454	22,685	\$79,998	
Non-immigrants		0	\$0	0	\$0	0	\$0		
Immigrants		27,750	\$76,197	5,065	\$58,454	22,685	\$79,998		
2001 to 2010		10,300	\$72,495	2,235	\$59,556	8,065	\$76,854		
2011 to 2014		3,860	\$62,147	1,025	\$39,920	2,840	\$68,230		
Family sponsored		Total - Immigrant sta	13,760	\$53,402	2,400	\$49,510	11,360	\$54,858	
Non-immigrants		0	\$0	0	\$0	0	\$0		
Immigrants	13,760	\$53,402	2,400	\$49,510	11,360	\$54,858			
2001 to 2010	4,135	\$50,723	830	\$43,980	3,300	\$53,358			
2011 to 2014	1,945	\$34,637	445	\$29,791	1,495	\$35,372			
Refugees	Total - Immigrant sta	12,860	\$50,711	2,305	\$50,026	10,555	\$50,904		
Non-immigrants	0	\$0	0	\$0	0	\$0			
Immigrants	12,865	\$50,711	2,305	\$50,026	10,560	\$50,904			
2001 to 2010	3,305	\$38,669	830	\$47,322	2,470	\$36,874			
2011 to 2014	980	\$32,018	165	\$25,976	810	\$34,051			

Table 13 (cont'd): Median Employment Income of Immigrants by Gender, Admission Class and Period of Permanent Residence Attainment, Ottawa-Gatineau CMA and Sectors, 2016

		Ottawa-Gatineau CMA		Ottawa-Gatineau CMA (Québec sector)		Ottawa-Gatineau CMA (Ontario sector)				
		Total Population	Median employment income (2015) for full-year full-time workers	Total Population	Median employment income (2015) for full-year full-time workers	Total Population	Median employment income (2015) for full-year full-time workers			
Women	Total Age	Admission Class	Total - Immigrant sta	553,860	\$58,965	136,495	\$54,284	417,365	\$60,342	
			Non-immigrants	418,060	\$59,687	118,805	\$55,003	299,255	\$62,046	
			Immigrants	128,270	\$54,115	16,805	\$48,646	111,465	\$54,988	
			2001 to 2010	32,290	\$47,391	5,715	\$43,817	26,575	\$48,281	
			2011 to 2014	11,660	\$36,152	2,225	\$33,984	9,440	\$36,743	
		Economic immigrants	Total - Immigrant sta	42,040	\$57,543	5,930	\$50,805	36,110	\$58,493	
			Non-immigrants	0	\$0	0	\$0	0	\$0	
			Immigrants	42,045	\$57,543	5,930	\$50,805	36,110	\$58,493	
			2001 to 2010	14,575	\$53,002	2,555	\$50,852	12,025	\$53,556	
			2011 to 2014	5,305	\$38,687	1,190	\$35,911	4,110	\$39,048	
			Family sponsored	Total - Immigrant sta	33,025	\$48,392	4,705	\$46,747	28,320	\$48,588
			Non-immigrants	0	\$0	0	\$0	0	\$0	
			Immigrants	33,025	\$48,392	4,705	\$46,747	28,320	\$48,588	
			2001 to 2010	10,465	\$43,179	1,705	\$38,016	8,760	\$44,267	
			2011 to 2014	4,020	\$33,175	740	\$37,928	3,285	\$33,155	
		Refugees	Total - Immigrant sta	22,240	\$45,657	3,460	\$39,677	18,785	\$46,706	
		Non-immigrants	0	\$0	0	\$0	0	\$0		
		Immigrants	22,240	\$45,657	3,460	\$39,677	18,780	\$46,706		
		2001 to 2010	6,660	\$36,041	1,375	\$35,290	5,280	\$36,946		
		2011 to 2014	2,095	\$31,108	265	\$0	1,835	\$31,383		
	25 to 54 years	Admission Class	Total - Immigrant sta	281,035	\$60,574	70,765	\$56,491	210,270	\$62,512	
			Non-immigrants	206,170	\$61,876	59,315	\$57,402	146,855	\$63,932	
			Immigrants	70,625	\$55,237	10,925	\$49,265	59,695	\$56,656	
			2001 to 2010	22,775	\$48,630	4,350	\$44,945	18,435	\$49,424	
			2011 to 2014	8,325	\$37,888	1,780	\$34,496	6,545	\$38,710	
		Economic immigrants	Total - Immigrant sta	28,575	\$59,572	4,550	\$51,482	24,030	\$60,970	
			Non-immigrants	0	\$0	0	\$0	0	\$0	
			Immigrants	28,575	\$59,572	4,550	\$51,482	24,025	\$60,970	
			2001 to 2010	10,565	\$53,513	1,965	\$51,071	8,595	\$54,376	
		2011 to 2014	4,355	\$38,973	1,065	\$35,911	3,295	\$39,626		
		Family sponsored	Total - Immigrant sta	21,645	\$48,441	3,355	\$46,906	18,285	\$48,784	
		Non-immigrants	0	\$0	0	\$0	0	\$0		
		Immigrants	21,640	\$48,441	3,360	\$46,906	18,285	\$48,784		
		2001 to 2010	7,750	\$44,314	1,375	\$40,950	6,380	\$45,457		
	2011 to 2014	2,485	\$37,658	525	\$38,057	1,960	\$36,223			
	Refugees	Total - Immigrant sta	14,100	\$47,578	2,300	\$40,670	11,800	\$48,505		
	Non-immigrants	0	\$0	0	\$0	0	\$0			
	Immigrants	14,100	\$47,578	2,295	\$40,670	11,800	\$48,505			
	2001 to 2010	4,145	\$38,997	950	\$35,426	3,195	\$39,872			
	2011 to 2014	1,355	\$31,409	180	\$0	1,175	\$37,199			

Source: Statistics Canada 2016. Admission Category and Applicant Type (47), Selected Income Characteristics (92), Immigrant Status and Period of Immigration (10A), Age (10B) and Sex (3) for the Population in Private Households of Canada, Provinces and Territories and Census Metropolitan Areas, 2016 Census - 25% Sample Data. [2016 Census Table 98-400-X2016367]

Table 14: Median Employment Income by Educational Attainment, Period of Residence Attainment and Gender for Immigrants and Canadian-born Population Aged 25-54, Ottawa-Gatineau and Component Sectors, 2016.

Total Sex	Total - Age		Ottawa-Gatineau CMA		Ottawa-Gatineau CMA (Québec Sector)		Ottawa-Gatineau CMA (Ontario Sector)		
			Individuals with employment Income	Median employment income	Individuals with employment Income	Median employment income	Individuals with employment Income	Median employment income	
Total - Age	Total - Highest certificate	Total Population	393,295	\$62,792	94,625	\$56,494	298,670	\$65,140	
		Non-immigrants	314,910	\$63,431	83,910	\$57,242	230,995	\$66,286	
		Immigrants	76,545	\$59,598	10,520	\$50,894	66,030	\$61,534	
		1981 to 1990	14,640	\$59,375	1,710	\$52,887	12,925	\$60,175	
		1991 to 2000	23,525	\$63,113	2,880	\$55,861	20,645	\$64,206	
		2001 to 2010	18,440	\$52,942	3,525	\$49,470	14,915	\$53,953	
		2011 to 2014	4,465	\$39,862	895	\$35,972	3,570	\$42,772	
		No certificate, diploma or degree	Total Population	20,495	\$35,515	9,150	\$33,946	11,350	\$37,396
			Non-immigrants	16,560	\$37,143	8,480	\$34,225	8,080	\$40,554
			Immigrants	3,875	\$29,504	655	\$28,787	3,220	\$29,581
	1981 to 1990		1,040	\$30,588	170	\$32,769	875	\$30,452	
	1991 to 2000		970	\$27,946	140	\$23,849	835	\$28,735	
	2001 to 2010		715	\$26,984	120	\$26,987	600	\$26,983	
	2011 to 2014	235	\$25,121	80	\$27,383	155	\$24,168		
	Secondary (high) school diploma	Total Population	73,150	\$48,022	17,620	\$47,527	55,535	\$48,138	
		Non-immigrants	62,475	\$49,578	16,345	\$48,564	46,135	\$49,915	
		Immigrants	10,460	\$38,711	1,250	\$36,918	9,210	\$38,901	
		1981 to 1990	2,465	\$40,744	210	\$40,210	2,250	\$40,820	
		1991 to 2000	2,915	\$36,243	385	\$32,592	2,525	\$36,470	
		2001 to 2010	1,875	\$33,461	320	\$34,887	1,560	\$33,299	
		2011 to 2014	545	\$29,702	80	\$25,540	465	\$29,955	
	Apprenticeship/trades certificate	Total Population	25,750	\$47,948	13,280	\$44,413	12,470	\$52,399	
		Non-immigrants	22,265	\$49,527	12,275	\$45,037	9,990	\$55,297	
		Immigrants	3,420	\$40,033	985	\$37,754	2,430	\$41,303	
		1981 to 1990	745	\$44,207	175	\$44,200	570	\$44,215	
		1991 to 2000	860	\$37,639	210	\$39,414	650	\$36,181	
		2001 to 2010	840	\$36,256	325	\$32,146	520	\$37,614	
2011 to 2014		195	\$25,014	85	\$23,850	115	\$25,911		
College, CEGEP or other non-university certificate	Total Population	94,065	\$57,882	20,330	\$57,538	73,740	\$57,987		
	Non-immigrants	80,135	\$59,234	18,590	\$58,464	61,545	\$59,443		
	Immigrants	13,605	\$50,418	1,710	\$46,869	11,890	\$50,911		
	1981 to 1990	3,325	\$53,125	320	\$48,978	3,005	\$53,700		
	1991 to 2000	3,915	\$49,371	545	\$48,815	3,365	\$49,696		
	2001 to 2010	2,435	\$39,603	445	\$41,578	1,995	\$39,275		
	2011 to 2014	550	\$37,476	95	\$28,104	460	\$38,755		
University cert. at bachelor level or above	Total Population	171,500	\$82,173	31,250	\$76,139	140,250	\$83,979		
	Non-immigrants	127,445	\$83,723	25,670	\$78,067	101,770	\$85,890		
	Immigrants	42,925	\$78,303	5,470	\$64,260	37,455	\$80,744		
	1981 to 1990	6,670	\$84,329	745	\$78,054	5,925	\$85,209		
	1991 to 2000	14,185	\$81,290	1,495	\$73,483	12,690	\$81,825		
	2001 to 2010	11,935	\$65,475	2,165	\$58,049	9,765	\$68,379		
	2011 to 2014	2,765	\$53,273	520	\$43,221	2,245	\$56,997		
Total - Highest certificate	Total Population	300,380	\$64,796	73,215	\$59,179	227,160	\$67,537		
	Non-immigrants	241,045	\$65,673	64,500	\$59,641	176,545	\$68,605		
	Immigrants	57,795	\$60,990	8,550	\$51,863	49,240	\$63,518		
	1981 to 1990	9,815	\$60,725	1,205	\$53,394	8,610	\$62,193		
	1991 to 2000	18,960	\$65,039	2,350	\$58,524	16,605	\$66,601		
	2001 to 2010	16,470	\$54,914	3,230	\$50,746	13,240	\$56,842		
	2011 to 2014	4,150	\$42,183	870	\$36,379	3,275	\$45,708		
	No certificate, diploma or degree	Total Population	12,415	\$36,350	5,775	\$35,491	6,635	\$37,462	
		Non-immigrants	9,940	\$38,304	5,315	\$36,187	4,625	\$41,215	
		Immigrants	2,430	\$29,113	450	\$28,769	1,980	\$29,133	
1981 to 1990		615	\$30,645	115	\$33,001	500	\$30,523		
1991 to 2000		715	\$27,353	95	\$25,257	620	\$28,001		
2001 to 2010		595	\$27,047	100	\$26,969	490	\$27,072		
2011 to 2014	195	\$26,096	75	\$27,576	115	\$25,362			
Secondary (high) school diploma	Total Population	49,405	\$50,349	12,270	\$50,470	37,135	\$50,296		
	Non-immigrants	42,180	\$52,318	11,295	\$51,554	30,890	\$52,624		
	Immigrants	7,060	\$38,977	955	\$37,107	6,110	\$39,184		
	1981 to 1990	1,625	\$41,591	140	\$41,639	1,485	\$41,568		
	1991 to 2000	2,260	\$37,743	310	\$32,566	1,945	\$38,428		
	2001 to 2010	1,545	\$35,211	275	\$36,956	1,270	\$35,068		
	2011 to 2014	450	\$31,631	80	\$25,540	375	\$32,026		
Apprenticeship/trades certificate	Total Population	18,865	\$49,787	10,195	\$46,441	8,670	\$54,367		
	Non-immigrants	16,480	\$51,562	9,470	\$47,406	7,010	\$58,038		
	Immigrants	2,335	\$39,423	720	\$37,994	1,610	\$40,892		
	1981 to 1990	475	\$44,867	95	\$45,007	375	\$44,807		
	1991 to 2000	665	\$38,609	160	\$42,938	505	\$37,826		
	2001 to 2010	705	\$36,548	275	\$31,909	425	\$38,424		
	2011 to 2014	185	\$25,036	80	\$23,850	100	\$25,935		
College, CEGEP or other non-university certificate	Total Population	72,925	\$58,971	16,175	\$59,113	56,750	\$58,939		
	Non-immigrants	62,710	\$60,171	14,790	\$59,554	47,920	\$60,334		
	Immigrants	9,970	\$50,595	1,365	\$46,874	8,600	\$51,006		
	1981 to 1990	2,310	\$53,349	245	\$45,442	2,065	\$54,266		
	1991 to 2000	3,230	\$51,064	465	\$49,440	2,770	\$51,160		
	2001 to 2010	2,100	\$40,658	380	\$42,473	1,715	\$40,147		
	2011 to 2014	495	\$38,755	85	\$28,104	415	\$40,129		
University cert. at bachelor level or above	Total Population	140,580	\$81,471	26,480	\$75,646	114,105	\$83,063		
	Non-immigrants	105,310	\$82,861	21,675	\$77,613	83,640	\$84,982		
	Immigrants	34,270	\$77,484	4,710	\$64,034	29,560	\$79,841		
	1981 to 1990	4,530	\$84,179	550	\$75,598	3,980	\$85,306		
	1991 to 2000	11,550	\$81,521	1,235	\$75,650	10,320	\$82,125		
	2001 to 2010	10,980	\$67,092	2,055	\$58,428	8,920	\$69,882		
	2011 to 2014	2,655	\$54,176	505	\$43,475	2,150	\$58,189		

Table 14 (cont'd): Median Employment Income by Educational Attainment, Period of Residence Attainment and Gender for Immigrants and Canadian-born Population Aged 25-54, Ottawa-Gatineau and Component Sectors, 2016.

		Ottawa-Gatineau CMA		Ottawa-Gatineau CMA		Ottawa-Gatineau CMA			
		Individuals	Median employment income	Individuals	Median employment income	Individuals	Median employment income		
								with	with
Men	Total - Age	Total - Highest certificate	Total Population	210,770	\$67,303	49,460	\$59,188	161,305	\$70,402
		Non-immigrants	167,635	\$67,632	43,390	\$59,842	124,240	\$70,835	
		Immigrants	42,085	\$66,348	5,965	\$53,303	36,120	\$69,550	
		1981 to 1990	8,060	\$63,792	1,035	\$51,968	7,020	\$66,176	
		1991 to 2000	12,565	\$70,603	1,570	\$59,413	10,995	\$72,400	
		2001 to 2010	10,210	\$59,538	1,965	\$52,826	8,250	\$63,268	
		2011 to 2014	2,750	\$44,843	560	\$36,440	2,185	\$49,135	
		No certificate, diploma or degree	Total Population	13,490	\$38,124	6,090	\$36,621	7,395	\$39,542
		Non-immigrants	11,100	\$39,559	5,635	\$37,159	5,465	\$42,892	
		Immigrants	2,355	\$30,350	450	\$29,201	1,910	\$30,589	
		1981 to 1990	670	\$32,513	130	\$32,911	540	\$31,391	
		1991 to 2000	560	\$29,218	100	\$19,983	460	\$30,695	
		2001 to 2010	440	\$28,878	75	\$26,981	365	\$28,901	
		2011 to 2014	150	\$27,298	60	\$27,606	90	\$25,362	
		Secondary (high) school diploma	Total Population	41,820	\$49,075	9,490	\$49,069	32,330	\$49,077
		Non-immigrants	35,710	\$50,757	8,725	\$50,003	26,985	\$51,049	
		Immigrants	6,010	\$39,784	755	\$36,028	5,255	\$40,007	
		1981 to 1990	1,425	\$41,976	155	\$40,223	1,275	\$42,537	
		1991 to 2000	1,675	\$36,554	225	\$31,371	1,450	\$37,052	
		2001 to 2010	1,135	\$37,066	185	\$39,916	950	\$36,923	
		2011 to 2014	370	\$31,688	65	\$27,014	310	\$32,012	
		Apprenticeship/trades certificate	Total Population	16,935	\$54,376	7,820	\$50,475	9,120	\$59,170
		Non-immigrants	14,805	\$55,991	7,260	\$51,404	7,545	\$61,483	
		Immigrants	2,090	\$44,039	555	\$38,171	1,535	\$46,001	
1981 to 1990	475	\$44,350	110	\$42,706	370	\$44,931			
1991 to 2000	450	\$40,021	90	\$52,328	365	\$38,975			
2001 to 2010	470	\$40,983	175	\$34,766	300	\$45,197			
2011 to 2014	145	\$25,980	60	\$25,313	90	\$26,130			
College, CEGEP or other non-university certificate	Total Population	48,450	\$64,738	10,300	\$63,762	38,145	\$64,978		
Non-immigrants	41,670	\$66,214	9,330	\$64,958	32,340	\$66,707			
Immigrants	6,630	\$54,647	955	\$52,439	5,670	\$55,231			
1981 to 1990	1,645	\$58,529	185	\$52,844	1,460	\$59,931			
1991 to 2000	1,735	\$53,135	275	\$55,357	1,470	\$53,064			
2001 to 2010	1,155	\$41,362	225	\$45,043	930	\$41,066			
2011 to 2014	320	\$40,175	75	\$29,680	250	\$44,966			
University cert. at bachelor level or above	Total Population	86,270	\$90,270	14,460	\$82,061	71,805	\$92,043		
Non-immigrants	61,585	\$92,184	11,380	\$85,732	50,210	\$93,976			
Immigrants	23,990	\$85,303	3,025	\$67,140	20,965	\$88,317			
1981 to 1990	3,660	\$90,706	415	\$82,256	3,245	\$93,325			
1991 to 2000	7,855	\$90,054	825	\$77,479	7,035	\$91,373			
2001 to 2010	6,680	\$73,102	1,220	\$61,116	5,455	\$76,982			
2011 to 2014	1,670	\$62,805	285	\$44,903	1,385	\$66,972			
Total - Highest certificate	Total Population	158,835	\$69,393	37,565	\$61,604	121,270	\$72,424		
Non-immigrants	126,560	\$69,809	32,695	\$62,765	93,860	\$72,972			
Immigrants	31,385	\$67,718	4,780	\$54,453	26,605	\$70,919			
1981 to 1990	5,420	\$63,965	710	\$53,213	4,705	\$66,472			
1991 to 2000	9,915	\$72,297	1,275	\$61,398	8,645	\$73,701			
2001 to 2010	9,020	\$62,806	1,800	\$54,392	7,215	\$66,102			
2011 to 2014	2,590	\$46,459	545	\$36,496	2,045	\$51,745			
No certificate, diploma or degree	Total Population	8,370	\$39,033	3,950	\$38,226	4,420	\$39,844		
Non-immigrants	6,860	\$40,967	3,640	\$38,973	3,220	\$44,159			
Immigrants	1,490	\$30,240	305	\$28,778	1,180	\$30,431			
1981 to 1990	435	\$31,341	85	\$33,507	345	\$30,657			
1991 to 2000	395	\$27,674	65	\$18,007	330	\$29,850			
2001 to 2010	355	\$28,971	70	\$26,972	295	\$29,000			
2011 to 2014	130	\$27,330	55	\$27,606	70	\$25,410			
Secondary (high) school diploma	Total Population	28,990	\$52,202	6,645	\$52,058	22,345	\$52,287		
Non-immigrants	24,785	\$53,905	6,065	\$53,653	18,720	\$53,993			
Immigrants	4,125	\$40,522	570	\$39,847	3,550	\$40,808			
1981 to 1990	975	\$43,332	105	\$41,637	875	\$43,422			
1991 to 2000	1,290	\$38,745	180	\$29,895	1,115	\$39,459			
2001 to 2010	915	\$38,510	160	\$41,840	750	\$38,058			
2011 to 2014	320	\$32,392	60	\$27,014	260	\$32,863			
Apprenticeship/trades certificate	Total Population	12,190	\$56,281	5,930	\$52,309	6,265	\$60,743		
Non-immigrants	10,740	\$58,111	5,510	\$53,785	5,235	\$63,474			
Immigrants	1,410	\$43,689	420	\$37,993	995	\$46,203			
1981 to 1990	315	\$45,798	70	\$47,437	250	\$45,721			
1991 to 2000	350	\$42,819	70	\$52,311	280	\$41,472			
2001 to 2010	410	\$41,828	165	\$36,771	245	\$47,749			
2011 to 2014	140	\$26,187	60	\$25,313	80	\$26,208			
College, CEGEP or other non-university certificate	Total Population	37,455	\$65,923	8,120	\$65,096	29,340	\$66,181		
Non-immigrants	32,520	\$67,386	7,385	\$66,108	25,135	\$67,787			
Immigrants	4,825	\$55,507	720	\$52,900	4,110	\$56,146			
1981 to 1990	1,170	\$59,581	135	\$52,749	1,035	\$60,270			
1991 to 2000	1,445	\$54,232	225	\$56,639	1,225	\$54,157			
2001 to 2010	950	\$42,868	185	\$49,944	765	\$42,563			
2011 to 2014	295	\$43,683	60	\$29,680	235	\$45,442			
University cert. at bachelor level or above	Total Population	69,010	\$88,899	11,920	\$81,534	57,085	\$90,817		
Non-immigrants	49,635	\$91,167	9,285	\$85,377	40,350	\$92,643			
Immigrants	18,745	\$83,841	2,590	\$66,539	16,155	\$87,198			
1981 to 1990	2,405	\$88,895	295	\$73,600	2,110	\$91,326			
1991 to 2000	6,230	\$90,042	690	\$78,190	5,540	\$91,498			
2001 to 2010	6,110	\$74,413	1,155	\$62,185	4,955	\$78,278			
2011 to 2014	1,610	\$63,574	280	\$44,960	1,330	\$68,400			

25 to 54 years

Table 14 (cont'd): Median Employment Income by Educational Attainment, Period of Residence Attainment and Gender for Immigrants and Canadian-born Population Aged 25-54, Ottawa-Gatineau and Component Sectors, 2016.

		Ottawa-Gatineau CMA		Ottawa-Gatineau CMA		Ottawa-Gatineau CMA			
		Individuals with employment	Median employment income	Individuals with employment	Median employment income	Individuals with employment	Median employment income		
Women	Total - Age 25 to 54 years	Total - Highest certificate	Total Population	182,530	\$58,965	45,165	\$54,284	137,365	\$60,342
		Non-immigrants	147,270	\$59,687	40,520	\$55,003	106,755	\$62,046	
		Immigrants	34,460	\$54,115	4,555	\$48,646	29,905	\$54,988	
		1981 to 1990	6,580	\$55,738	670	\$54,621	5,910	\$55,808	
		1991 to 2000	10,960	\$56,277	1,310	\$50,080	9,650	\$56,992	
		2001 to 2010	8,230	\$47,391	1,560	\$43,817	6,670	\$48,281	
		2011 to 2014	1,715	\$36,152	335	\$33,984	1,380	\$36,743	
		No certificate, diploma or degree	Total Population	7,005	\$30,562	3,050	\$28,401	3,955	\$32,691
		Non-immigrants	5,460	\$31,867	2,840	\$28,389	2,620	\$36,123	
		Immigrants	1,515	\$27,733	210	\$28,632	1,315	\$27,652	
		1981 to 1990	370	\$29,556	40	\$31,670	330	\$29,520	
		1991 to 2000	410	\$26,683	40	\$27,101	370	\$26,159	
		2001 to 2010	275	\$25,511	40	\$28,548	230	\$25,296	
		2011 to 2014	85	\$21,703	25	\$0	60	\$23,837	
		Secondary (high) school diploma	Total Population	31,330	\$46,486	8,125	\$46,112	23,200	\$46,679
		Non-immigrants	26,770	\$48,390	7,620	\$46,573	19,145	\$48,970	
		Immigrants	4,450	\$37,655	495	\$37,027	3,960	\$37,902	
		1981 to 1990	1,040	\$38,309	55	\$31,227	980	\$38,313	
		1991 to 2000	1,235	\$35,583	165	\$37,406	1,075	\$35,465	
		2001 to 2010	740	\$29,871	135	\$31,295	610	\$29,690	
2011 to 2014	180	\$25,159	25	\$0	155	\$25,354			
Apprenticeship/trades certificate	Total Population	8,810	\$38,494	5,460	\$38,421	3,350	\$38,707		
Non-immigrants	7,460	\$38,891	5,015	\$38,540	2,445	\$39,596			
Immigrants	1,325	\$35,430	430	\$36,618	895	\$35,271			
1981 to 1990	265	\$42,258	65	\$44,886	195	\$41,305			
1991 to 2000	405	\$35,344	125	\$37,675	285	\$34,948			
2001 to 2010	370	\$29,362	150	\$27,809	220	\$30,154			
2011 to 2014	45	\$23,382	20	\$0	25	\$0			
College, CEGEP or other non-university certificate	Total Population	45,620	\$52,397	10,025	\$51,911	35,590	\$52,527		
Non-immigrants	38,460	\$53,609	9,260	\$52,942	29,205	\$53,803			
Immigrants	6,985	\$47,112	760	\$42,647	6,220	\$47,684			
1981 to 1990	1,680	\$49,373	135	\$41,676	1,545	\$49,749			
1991 to 2000	2,170	\$46,668	275	\$43,790	1,900	\$47,065			
2001 to 2010	1,280	\$37,355	215	\$40,635	1,065	\$37,175			
2011 to 2014	230	\$31,434	15	\$0	210	\$31,695			
University cert. at bachelor level or above	Total Population	85,230	\$75,987	16,785	\$72,744	68,440	\$77,311		
Non-immigrants	65,860	\$77,843	14,295	\$74,401	51,565	\$79,395			
Immigrants	18,935	\$69,260	2,445	\$60,148	16,485	\$70,396			
1981 to 1990	3,010	\$76,948	330	\$74,686	2,685	\$77,133			
1991 to 2000	6,330	\$72,604	670	\$69,961	5,660	\$73,442			
2001 to 2010	5,255	\$57,665	945	\$53,111	4,315	\$58,810			
2011 to 2014	1,095	\$43,965	235	\$40,069	860	\$45,820			
Total - Highest certificate	Total Population	141,550	\$60,574	35,650	\$56,491	105,900	\$62,512		
Non-immigrants	114,485	\$61,876	31,795	\$57,402	82,690	\$63,932			
Immigrants	26,410	\$55,237	3,770	\$49,265	22,635	\$56,656			
1981 to 1990	4,395	\$58,478	495	\$54,650	3,900	\$58,882			
1991 to 2000	9,035	\$58,535	1,075	\$55,085	7,960	\$59,113			
2001 to 2010	7,450	\$48,630	1,430	\$44,945	6,025	\$49,424			
2011 to 2014	1,555	\$37,888	325	\$34,496	1,230	\$38,710			
No certificate, diploma or degree	Total Population	4,040	\$30,958	1,825	\$29,062	2,220	\$32,781		
Non-immigrants	3,085	\$32,808	1,675	\$29,084	1,410	\$36,266			
Immigrants	940	\$27,111	145	\$28,663	795	\$26,974			
1981 to 1990	180	\$29,933	25	\$0	155	\$30,430			
1991 to 2000	325	\$27,070	35	\$27,080	290	\$27,066			
2001 to 2010	240	\$25,699	35	\$26,363	205	\$25,611			
2011 to 2014	65	\$24,192	20	\$0	45	\$25,146			
Secondary (high) school diploma	Total Population	20,420	\$48,171	5,625	\$49,020	14,795	\$47,905		
Non-immigrants	17,395	\$50,129	5,230	\$49,722	12,165	\$50,323			
Immigrants	2,935	\$37,071	385	\$34,115	2,555	\$37,397			
1981 to 1990	650	\$39,354	35	\$44,803	615	\$39,351			
1991 to 2000	965	\$36,045	130	\$36,969	835	\$35,930			
2001 to 2010	640	\$30,159	120	\$31,885	520	\$30,012			
2011 to 2014	135	\$25,452	20	\$0	115	\$26,795			
Apprenticeship/trades certificate	Total Population	6,675	\$39,260	4,265	\$39,346	2,405	\$38,868		
Non-immigrants	5,735	\$39,750	3,955	\$39,408	1,775	\$41,162			
Immigrants	920	\$34,148	300	\$38,402	615	\$33,857			
1981 to 1990	160	\$40,117	30	\$44,860	125	\$38,915			
1991 to 2000	310	\$34,743	90	\$38,529	225	\$34,158			
2001 to 2010	290	\$29,178	115	\$27,891	175	\$29,705			
2011 to 2014	40	\$23,302	20	\$0	15	\$0			
College, CEGEP or other non-university certificate	Total Population	35,470	\$53,080	8,060	\$53,357	27,410	\$52,975		
Non-immigrants	30,195	\$54,360	7,405	\$54,404	22,785	\$54,348			
Immigrants	5,140	\$45,894	645	\$42,169	4,495	\$46,594			
1981 to 1990	1,140	\$47,912	110	\$41,438	1,030	\$48,651			
1991 to 2000	1,785	\$47,081	240	\$43,435	1,540	\$47,652			
2001 to 2010	1,150	\$38,906	195	\$41,145	960	\$38,396			
2011 to 2014	195	\$33,080	15	\$0	180	\$37,217			
University cert. at bachelor level or above	Total Population	71,570	\$75,852	14,555	\$72,496	57,020	\$77,233		
Non-immigrants	55,675	\$77,572	12,395	\$74,216	43,280	\$79,171			
Immigrants	15,525	\$69,362	2,125	\$60,009	13,405	\$70,536			
1981 to 1990	2,125	\$78,362	255	\$75,966	1,865	\$79,068			
1991 to 2000	5,325	\$75,077	545	\$71,589	4,780	\$75,345			
2001 to 2010	4,870	\$58,355	900	\$53,022	3,965	\$59,965			
2011 to 2014	1,050	\$45,171	230	\$40,105	815	\$46,919			

Source: Statistics Canada 2016. Immigrant Status and Period of Immigration (10), Employment Income Statistics (7), STEM and BHASE (non-STEM) Groupings, Major Field of Study - Classification of Instructional Programs (CIP) 2016 (36), Highest Certificate, Diploma or Degree (9), Work Activity During the Reference Year (3), Age (10) and Sex (3) for the Population Aged 15 Years and Over in Private Households of Canada, Provinces and Territories and Census Metropolitan Areas, 2016 Census - 25% Sample Data. [2016 Census Table 98-400-X2016273].

Table 16: Employment Income of Employed Individuals (Aged 25-54) by Visible Minority Status and Gender, Ottawa-Gatineau CMA and Component Sectors, 2016

			Ottawa-Gatineau CMA		Ottawa-Gatineau CMA (Québec sector)		Ottawa-Gatineau CMA (Ontario sector)		
			Individuals with employment income	Median employment income	Individuals with employment	Median employment income	Individuals with employment	Median employment income	
Total - Sex	Total	Total	764,160	\$40,553	191,275	\$37,813	572,890	\$41,677	
		Total visible minority pop.	141,365	\$30,063	19,025	\$26,866	122,340	\$30,733	
		Not a visible minority	622,800	\$43,144	172,250	\$39,075	450,555	\$45,076	
		Non-immigrants	Total	602,785	\$41,869	167,320	\$38,828	435,470	\$43,419
		Total visible minority pop.	33,575	\$21,092	3,630	\$22,759	29,945	\$20,700	
		Not a visible minority	569,215	\$42,995	163,690	\$39,127	405,520	\$44,950	
		Immigrants	Total	161,375	\$35,879	23,950	\$31,088	137,420	\$37,007
		Total visible minority pop.	107,785	\$32,400	15,395	\$27,724	92,395	\$33,393	
		Not a visible minority	53,585	\$44,746	8,555	\$38,351	45,030	\$46,138	
	25 to 54 years	Total	476,220	\$53,033	122,295	\$48,911	353,925	\$54,694	
		Total visible minority pop.	95,040	\$40,317	14,070	\$33,593	80,970	\$41,659	
		Not a visible minority	381,185	\$55,743	108,225	\$50,589	272,955	\$58,267	
		Non-immigrants	Total	368,215	\$55,655	104,495	\$50,898	263,720	\$57,972
		Total visible minority pop.	17,790	\$52,000	2,075	\$47,926	15,720	\$52,763	
		Not a visible minority	350,430	\$55,844	102,425	\$50,959	248,000	\$58,334	
		Immigrants	Total	108,005	\$42,247	17,800	\$35,224	90,205	\$43,945
		Total visible minority pop.	77,245	\$37,858	12,000	\$31,195	65,245	\$39,381	
		Not a visible minority	30,755	\$54,479	5,805	\$44,102	24,955	\$57,517	
Men	Total	Total	384,620	\$45,167	96,575	\$40,349	288,035	\$47,067	
		Total visible minority pop.	70,125	\$33,862	9,865	\$30,339	60,265	\$34,658	
		Not a visible minority	314,490	\$47,858	86,715	\$41,600	227,775	\$50,689	
		Non-immigrants	Total	303,615	\$46,204	84,085	\$41,224	219,530	\$48,367
		Total visible minority pop.	16,720	\$21,497	1,840	\$22,673	14,875	\$21,186	
		Not a visible minority	286,900	\$47,535	82,240	\$41,638	204,655	\$50,242	
		Immigrants	Total	81,000	\$41,348	12,495	\$34,752	68,505	\$42,890
		Total visible minority pop.	53,410	\$37,085	8,020	\$31,568	45,390	\$38,297	
		Not a visible minority	27,590	\$51,477	4,475	\$41,042	23,120	\$54,449	
	25 to 54 years	Total	235,475	\$58,796	60,480	\$52,094	174,995	\$61,640	
		Total visible minority pop.	46,275	\$46,199	7,320	\$36,896	38,950	\$48,399	
		Not a visible minority	189,200	\$61,365	53,155	\$54,099	136,045	\$64,902	
		Non-immigrants	Total	182,775	\$60,756	51,325	\$54,180	131,445	\$63,969
		Total visible minority pop.	8,780	\$53,452	1,085	\$42,101	7,695	\$54,511	
		Not a visible minority	173,990	\$61,146	50,240	\$54,326	123,750	\$64,533	
		Immigrants	Total	52,700	\$49,750	9,150	\$39,305	43,550	\$52,674
		Total visible minority pop.	37,490	\$44,328	6,235	\$35,933	31,255	\$46,636	
		Not a visible minority	15,210	\$64,496	2,915	\$47,718	12,300	\$70,312	
Women	Total	Total	379,545	\$36,724	94,695	\$35,326	284,850	\$37,325	
		Total visible minority pop.	71,235	\$27,265	9,160	\$24,097	62,075	\$27,924	
		Not a visible minority	308,310	\$39,264	85,535	\$36,809	222,780	\$40,380	
		Non-immigrants	Total	299,170	\$38,399	83,235	\$36,631	215,940	\$39,238
		Total visible minority pop.	16,855	\$20,594	1,785	\$23,664	15,070	\$20,312	
		Not a visible minority	282,320	\$39,293	81,450	\$36,884	200,870	\$40,447	
		Immigrants	Total	80,375	\$31,455	11,455	\$27,752	68,915	\$32,320
		Total visible minority pop.	54,380	\$28,855	7,370	\$24,183	47,010	\$29,758	
		Not a visible minority	25,995	\$39,024	4,085	\$35,890	21,905	\$39,832	
	25 to 54 years	Total	240,745	\$48,030	61,815	\$45,469	178,930	\$48,890	
		Total visible minority pop.	48,760	\$35,555	6,750	\$29,705	42,015	\$36,493	
		Not a visible minority	191,980	\$50,879	55,070	\$47,382	136,915	\$52,436	
		Non-immigrants	Total	185,445	\$51,163	53,165	\$47,848	132,280	\$52,703
		Total visible minority pop.	9,005	\$50,240	985	\$51,405	8,025	\$50,113	
		Not a visible minority	176,435	\$51,200	52,180	\$47,732	124,255	\$52,826	
		Immigrants	Total	55,300	\$36,386	8,655	\$31,199	46,650	\$37,559
		Total visible minority pop.	39,755	\$32,948	5,760	\$27,273	33,990	\$34,147	
		Not a visible minority	15,550	\$46,708	2,890	\$40,376	12,660	\$48,470	

Source: Statistics Canada 2016. Visible Minority (15), Employment Income Statistics (7), STEM and BHASE (non-STEM) Groupings, Major Field of Study - Classification of Instructional Programs (CIP) 2016 (16), Highest Certificate, Diploma or Degree (9), Immigrant Status (4A), Age (10) and Sex (3) for the Population Aged 15 Years and Over in Private Households of Canada, Provinces and Territories and Census Metropolitan Areas, 2016 Census - 25% Sample Data. [2016 Census Table 98-400-X2016277].

Table 15: Employment Income of Immigrant and Canadian-born Employed Individuals (Aged 25-54) by Visible Minority Status and Gender, Ottawa-Gatineau CMA and Component Sectors, 2016

			Ottawa-Gatineau CMA		Ottawa-Gatineau CMA (Québec sector)		Ottawa-Gatineau CMA (Ontario sector)		
			Individuals with employment income	Median employment income	Individuals with employment	Median employment income	Individuals with employment	Median employment income	
Total - Sex	Total	Total	764,160	\$40,553	191,275	\$37,813	572,890	\$41,677	
		Total visible minority pop.	141,365	\$30,063	19,025	\$26,866	122,340	\$30,733	
		Not a visible minority	622,800	\$43,144	172,250	\$39,075	450,555	\$45,076	
		Non-immigrants	Total	602,785	\$41,869	167,320	\$38,828	435,470	\$43,419
		Total visible minority pop.	33,575	\$21,092	3,630	\$22,759	29,945	\$20,700	
		Not a visible minority	569,215	\$42,995	163,690	\$39,127	405,520	\$44,950	
		Immigrants	Total	161,375	\$35,879	23,950	\$31,088	137,420	\$37,007
		Total visible minority pop.	107,785	\$32,400	15,395	\$27,724	92,395	\$33,393	
		Not a visible minority	53,585	\$44,746	8,555	\$38,351	45,030	\$46,138	
	25 to 54 years	Total	Total	476,220	\$53,033	122,295	\$48,911	353,925	\$54,694
		Total visible minority pop.	95,040	\$40,317	14,070	\$33,593	80,970	\$41,659	
		Not a visible minority	381,185	\$55,743	108,225	\$50,589	272,955	\$58,267	
		Non-immigrants	Total	368,215	\$55,655	104,495	\$50,898	263,720	\$57,972
		Total visible minority pop.	17,790	\$52,000	2,075	\$47,926	15,720	\$52,763	
		Not a visible minority	350,430	\$55,844	102,425	\$50,959	248,000	\$58,334	
Immigrants		Total	108,005	\$42,247	17,800	\$35,224	90,205	\$43,945	
Total visible minority pop.		77,245	\$37,858	12,000	\$31,195	65,245	\$39,381		
Not a visible minority		30,755	\$54,479	5,805	\$44,102	24,955	\$57,517		
Men	Total	Total	384,620	\$45,167	96,575	\$40,349	288,035	\$47,067	
		Total visible minority pop.	70,125	\$33,862	9,865	\$30,339	60,265	\$34,658	
		Not a visible minority	314,490	\$47,858	86,715	\$41,600	227,775	\$50,689	
		Non-immigrants	Total	303,615	\$46,204	84,085	\$41,224	219,530	\$48,367
		Total visible minority pop.	16,720	\$21,497	1,840	\$22,673	14,875	\$21,186	
		Not a visible minority	286,900	\$47,535	82,240	\$41,638	204,655	\$50,242	
		Immigrants	Total	81,000	\$41,348	12,495	\$34,752	68,505	\$42,890
		Total visible minority pop.	53,410	\$37,085	8,020	\$31,568	45,390	\$38,297	
		Not a visible minority	27,590	\$51,477	4,475	\$41,042	23,120	\$54,449	
	25 to 54 years	Total	Total	235,475	\$58,796	60,480	\$52,094	174,995	\$61,640
		Total visible minority pop.	46,275	\$46,199	7,320	\$36,896	38,950	\$48,399	
		Not a visible minority	189,200	\$61,365	53,155	\$54,099	136,045	\$64,902	
		Non-immigrants	Total	182,775	\$60,756	51,325	\$54,180	131,445	\$63,969
		Total visible minority pop.	8,780	\$53,452	1,085	\$42,101	7,695	\$54,511	
		Not a visible minority	173,990	\$61,146	50,240	\$54,326	123,750	\$64,533	
Immigrants		Total	52,700	\$49,750	9,150	\$39,305	43,550	\$52,674	
Total visible minority pop.		37,490	\$44,328	6,235	\$35,933	31,255	\$46,636		
Not a visible minority		15,210	\$64,496	2,915	\$47,718	12,300	\$70,312		
Women	Total	Total	379,545	\$36,724	94,695	\$35,326	284,850	\$37,325	
		Total visible minority pop.	71,235	\$27,265	9,160	\$24,097	62,075	\$27,924	
		Not a visible minority	308,310	\$39,264	85,535	\$36,809	222,780	\$40,380	
		Non-immigrants	Total	299,170	\$38,399	83,235	\$36,631	215,940	\$39,238
		Total visible minority pop.	16,855	\$20,594	1,785	\$23,664	15,070	\$20,312	
		Not a visible minority	282,320	\$39,293	81,450	\$36,884	200,870	\$40,447	
		Immigrants	Total	80,375	\$31,455	11,455	\$27,752	68,915	\$32,320
		Total visible minority pop.	54,380	\$28,855	7,370	\$24,183	47,010	\$29,758	
		Not a visible minority	25,995	\$39,024	4,085	\$35,890	21,905	\$39,832	
	25 to 54 years	Total	Total	240,745	\$48,030	61,815	\$45,469	178,930	\$48,890
		Total visible minority pop.	48,760	\$35,555	6,750	\$29,705	42,015	\$36,493	
		Not a visible minority	191,980	\$50,879	55,070	\$47,382	136,915	\$52,436	
		Non-immigrants	Total	185,445	\$51,163	53,165	\$47,848	132,280	\$52,703
		Total visible minority pop.	9,005	\$50,240	985	\$51,405	8,025	\$50,113	
		Not a visible minority	176,435	\$51,200	52,180	\$47,732	124,255	\$52,826	
Immigrants		Total	55,300	\$36,386	8,655	\$31,199	46,650	\$37,559	
Total visible minority pop.		39,755	\$32,948	5,760	\$27,273	33,990	\$34,147		
Not a visible minority		15,550	\$46,708	2,890	\$40,376	12,660	\$48,470		

Source: Statistics Canada 2016. Visible Minority (15), Employment Income Statistics (7), STEM and BHASE (non-STEM) Groupings, Major Field of Study - Classification of Instructional Programs (CIP) 2016 (16), Highest Certificate, Diploma or Degree (9), Immigrant Status (4A), Age (10) and Sex (3) for the Population Aged 15 Years and Over in Private Households of Canada, Provinces and Territories and Census Metropolitan Areas, 2016 Census - 25% Sample Data. [2016 Census Table 98-400-X2016277].

Table16: Median Employment Income of Visible Minority Groups by Gender and Educational Attainment, Aged 25 to 54, Ottawa-Gatineau CMA & Component Sectors, 2016

		Ottawa-Gatineau CMA		Ottawa-Gatineau CMA (Québec Sector)		Ottawa-Gatineau CMA (Ontario Sector)					
		Individuals with employ. Income	Median employment inc.	Individuals with employ. Income	Median employment inc.	Individuals with employ. Income	Median employment inc.				
Total	Total Age	Total	Total population	108,005	\$42,247	17,800	\$35,224	90,205	\$43,945		
			Total visible minority pop.	77,245	\$37,858	12,000	\$31,195	65,245	\$39,381		
			South Asian	11,085	\$47,414	210	\$25,284	10,875	\$47,915		
			Chinese	11,770	\$59,765	725	\$37,143	11,045	\$62,069		
			Black	20,050	\$33,234	5,300	\$31,156	14,755	\$34,157		
			Arab	12,195	\$30,674	2,755	\$28,676	9,430	\$31,543		
			Not a visible minority	30,755	\$54,479	5,805	\$44,102	24,955	\$57,517		
			Secondary (high) school diploma	Total population	15,060	\$28,189	2,240	\$27,086	12,815	\$28,608	
				Total visible minority pop.	11,115	\$25,557	1,445	\$24,367	9,670	\$25,885	
				South Asian	1,160	\$25,303	45	\$21,954	1,115	\$25,724	
				Chinese	895	\$25,832	65	\$15,518	835	\$26,521	
				Black	3,410	\$24,448	620	\$23,045	2,790	\$24,963	
				Arab	1,680	\$20,430	335	\$23,024	1,345	\$20,261	
				Not a visible minority	3,945	\$37,919	800	\$32,903	3,145	\$39,418	
				College, CEGEP or other non-university certificate	Total population	19,905	\$37,772	3,055	\$33,220	16,840	\$38,734
					Total visible minority pop.	14,130	\$34,592	2,035	\$30,052	12,100	\$35,652
					South Asian	1,435	\$42,008	40	\$28,784	1,395	\$42,244
					Chinese	1,095	\$35,364	55	\$19,158	1,040	\$36,127
					Black	5,010	\$33,932	930	\$28,823	4,080	\$35,818
					Arab	2,115	\$29,991	460	\$31,145	1,655	\$28,925
					Not a visible minority	5,770	\$44,729	1,020	\$40,350	4,745	\$45,567
				University cert. at bachelor level or above	Total population	58,375	\$59,319	9,060	\$47,089	49,310	\$62,605
					Total visible minority pop.	40,650	\$54,207	6,175	\$42,104	34,475	\$57,354
					South Asian	7,625	\$59,197	105	\$30,931	7,520	\$59,547
					Chinese	8,850	\$73,704	550	\$42,207	8,305	\$75,438
					Black	7,985	\$46,879	2,735	\$42,270	5,245	\$49,679
					Arab	6,230	\$45,783	1,380	\$37,126	4,850	\$47,314
					Not a visible minority	17,725	\$71,042	2,885	\$57,545	14,840	\$74,816
		Men	25 to 54	Total	Total population	52,700	\$49,750	9,150	\$39,305	43,550	\$52,674
					Total visible minority pop.	37,490	\$44,328	6,235	\$35,933	31,255	\$46,636
					South Asian	5,820	\$61,133	115	\$25,330	5,700	\$62,934
					Chinese	5,390	\$73,957	340	\$36,814	5,050	\$76,501
					Black	9,210	\$36,477	2,730	\$36,813	6,475	\$36,374
					Arab	7,245	\$35,858	1,630	\$33,808	5,615	\$36,889
					Not a visible minority	15,210	\$64,496	2,915	\$47,718	12,300	\$70,312
					Secondary (high) school diploma	Total population	7,970	\$31,817	1,185	\$30,478	6,785
				Total visible minority pop.	5,875	\$28,709	780	\$26,455	5,095	\$29,010	
				South Asian	590	\$33,983	30	\$0	565	\$34,587	
				Chinese	405	\$29,893	35	\$0	375	\$30,378	
				Black	1,895	\$27,082	385	\$26,547	1,510	\$27,799	
				Arab	1,030	\$22,632	165	\$24,912	870	\$22,396	
				Not a visible minority	2,095	\$42,709	405	\$35,055	1,690	\$44,100	
				College, CEGEP or other non-university certificate	Total population	8,375	\$44,375	1,425	\$37,395	6,955	\$45,873
					Total visible minority pop.	5,825	\$40,531	955	\$34,254	4,870	\$42,089
					South Asian	665	\$52,886	20	\$0	645	\$52,880
					Chinese	315	\$45,277	25	\$0	295	\$45,792
					Black	1,780	\$34,542	390	\$31,662	1,395	\$36,785
					Arab	1,140	\$37,753	265	\$38,264	875	\$37,627
					Not a visible minority	2,550	\$53,851	465	\$42,358	2,085	\$56,000
				University cert. at bachelor level or above	Total population	28,930	\$71,370	4,720	\$52,394	24,215	\$76,535
					Total visible minority pop.	20,335	\$65,565	3,330	\$47,286	17,005	\$70,482
					South Asian	4,130	\$74,188	50	\$36,405	4,085	\$74,700
					Chinese	4,305	\$82,336	260	\$40,235	4,050	\$85,126
					Black	4,015	\$49,844	1,530	\$46,640	2,485	\$51,710
					Arab	3,690	\$51,713	850	\$44,332	2,845	\$56,358
					Not a visible minority	8,595	\$83,950	1,385	\$63,798	7,205	\$88,297
Women	25 to 54			Total	Total population	55,300	\$36,386	8,655	\$31,199	46,650	\$37,559
					Total visible minority pop.	39,755	\$32,948	5,760	\$27,273	33,990	\$34,147
					South Asian	5,270	\$34,329	95	\$25,107	5,175	\$34,550
					Chinese	6,380	\$50,034	385	\$38,043	5,995	\$51,006
					Black	10,840	\$30,580	2,565	\$26,218	8,280	\$32,101
					Arab	4,945	\$25,672	1,130	\$24,711	3,815	\$26,309
					Not a visible minority	15,550	\$46,708	2,890	\$40,376	12,660	\$48,470
					Secondary (high) school diploma	Total population	7,090	\$25,053	1,060	\$24,621	6,030
				Total visible minority pop.	5,240	\$22,947	665	\$21,393	4,570	\$23,148	
				South Asian	570	\$20,249	15	\$0	555	\$19,010	
				Chinese	495	\$23,463	35	\$27,119	460	\$23,224	
				Black	1,515	\$20,947	230	\$18,194	1,285	\$21,751	
				Arab	650	\$17,973	170	\$22,934	480	\$17,910	
				Not a visible minority	1,850	\$32,866	395	\$30,498	1,455	\$33,597	
				College, CEGEP or other non-university certificate	Total population	11,530	\$33,745	1,635	\$30,210	9,890	\$34,389
					Total visible minority pop.	8,310	\$31,408	1,080	\$26,316	7,230	\$32,166
					South Asian	770	\$32,062	25	\$0	750	\$32,616
					Chinese	775	\$31,700	25	\$0	740	\$33,102
					Black	3,230	\$33,328	545	\$26,945	2,690	\$35,332
					Arab	975	\$24,495	195	\$28,287	780	\$21,574
					Not a visible minority	3,215	\$39,723	560	\$38,634	2,665	\$40,015
				University cert. at bachelor level or above	Total population	29,440	\$49,549	4,340	\$40,907	25,095	\$51,007
					Total visible minority pop.	20,310	\$45,258	2,850	\$35,524	17,465	\$47,081
					South Asian	3,495	\$42,843	60	\$30,909	3,435	\$43,050
					Chinese	4,540	\$64,782	290	\$43,240	4,255	\$65,840
					Black	3,970	\$42,766	1,205	\$32,333	2,765	\$47,010
					Arab	2,535	\$37,266	535	\$30,246	2,000	\$40,039
					Not a visible minority	9,135	\$58,911	1,500	\$50,857	7,630	\$60,614

Source: Statistics Canada 2016. Visible Minority (15), Employment Income Statistics (7), STEM and BHASE (non-STEM) Groupings, Major Field of Study - Classification of Instructional Programs (CIP) 2016 (16), Highest Certificate, Diploma or Degree (9), Immigrant Status (4A), Age (10) and Sex (3) for the Population Aged 15 Years and Over in Private Households of Canada, Provinces and Territories and Census Metropolitan Areas, 2016 Census - 25% Sample Data. [2016 Census Table 98-400-X2016277].

Table 17: Median Employment Income of Visible Minority Groups, Individuals with a University Degree in a STEM Discipline by Gender, Aged 25 to 54, Ottawa-Gatineau CMA & Component Sectors, 2016

Total - Sex			Ottawa-Gatineau CMA		Ottawa-Gatineau CMA (Québec Sector)		Ottawa-Gatineau CMA (Ontario Sector)			
			Individuals with employ. Income	Median employment inc.	Individuals with employ. Income	Median employment inc.	Individuals with employ. Income	Median employment inc.		
25 to 54 years	Non-immigrants	Total	Total	54,720	\$78,709	11,565	\$73,021	43,160	\$80,501	
			Total visible minority pop.	3,560	\$68,820	245	\$63,440	3,315	\$70,009	
			South Asian	725	\$73,710	35	\$69,298	690	\$73,810	
			Chinese	1,065	\$74,909	20	\$0	1,045	\$74,997	
			Black	545	\$62,723	90	\$64,741	460	\$60,464	
			Arab	370	\$57,964	45	\$64,384	325	\$57,844	
			Not a visible minority	51,165	\$79,463	11,320	\$73,414	39,845	\$81,108	
			University degree at bachelor level or above	Total	31,565	\$87,108	4,895	\$84,479	26,670	\$87,526
				Total visible minority pop.	2,650	\$73,567	160	\$58,459	2,490	\$74,378
				South Asian	605	\$77,969	25	\$0	575	\$79,365
				Chinese	905	\$76,367	10	\$0	895	\$76,381
				Black	255	\$74,833	35	\$66,943	220	\$79,955
			Arab	210	\$57,894	35	\$57,070	175	\$57,911	
			Not a visible minority	28,915	\$88,405	4,735	\$85,294	24,180	\$89,186	
		Immigrants	Total	Total	29,160	\$69,986	3,370	\$50,078	25,790	\$72,870
			Total visible minority pop.	20,810	\$65,180	2,275	\$43,343	18,540	\$68,478	
			South Asian	4,025	\$73,491	45	\$58,984	3,980	\$73,850	
			Chinese	5,680	\$81,020	280	\$40,957	5,405	\$81,294	
			Black	2,815	\$47,210	785	\$40,093	2,025	\$49,502	
			Arab	3,165	\$48,220	605	\$43,736	2,560	\$48,744	
			Not a visible minority	8,345	\$79,986	1,095	\$63,879	7,250	\$82,472	
			University degree at bachelor level or above	Total	22,995	\$76,525	2,485	\$53,658	20,510	\$78,942
				Total visible minority pop.	16,445	\$72,698	1,705	\$50,004	14,740	\$75,378
				South Asian	3,490	\$76,379	30	\$0	3,460	\$76,781
			Chinese	5,275	\$81,460	265	\$43,238	5,010	\$82,462	
			Black	1,775	\$53,083	560	\$50,414	1,220	\$55,181	
			Arab	2,460	\$52,272	470	\$44,225	1,990	\$56,333	
			Not a visible minority	6,555	\$85,541	780	\$69,269	5,770	\$87,948	
			Total	38,655	\$81,694	8,445	\$75,453	30,210	\$83,833	
25 to 54 years	Non-immigrants	Total	Total	2,290	\$70,180	145	\$64,311	2,140	\$71,215	
			Total visible minority pop.	465	\$75,837	10	\$0	450	\$75,852	
			South Asian	675	\$75,258	15	\$0	660	\$75,277	
			Chinese	365	\$59,539	70	\$67,018	300	\$58,395	
			Black	255	\$58,040	20	\$0	235	\$56,249	
			Arab	365	\$82,177	8,300	\$75,634	28,065	\$84,865	
			Not a visible minority	36,365	\$82,177	8,300	\$75,634	28,065	\$84,865	
			University degree at bachelor level or above	Total	20,335	\$94,728	3,195	\$91,337	17,135	\$95,169
				Total visible minority pop.	1,570	\$76,230	80	\$64,363	1,490	\$77,586
				South Asian	370	\$79,840	10	\$0	360	\$80,211
				Chinese	560	\$77,739	10	\$0	550	\$77,760
				Black	135	\$79,271	30	\$68,942	110	\$94,021
			Arab	110	\$57,952	10	\$0	100	\$52,201	
			Not a visible minority	18,765	\$95,831	3,120	\$92,341	15,650	\$96,336	
		Immigrants	Total	Total	19,555	\$75,053	2,385	\$51,756	17,170	\$78,458
			Total visible minority pop.	13,860	\$69,305	1,635	\$44,766	12,225	\$73,219	
			South Asian	2,770	\$78,633	30	\$0	2,740	\$78,889	
			Chinese	3,390	\$86,336	165	\$40,185	3,230	\$87,761	
			Black	2,030	\$49,117	590	\$40,345	1,440	\$52,455	
			Arab	2,355	\$51,572	460	\$47,379	1,905	\$52,966	
			Not a visible minority	5,695	\$86,358	750	\$68,888	4,945	\$89,874	
			University degree at bachelor level or above	Total	15,180	\$81,704	1,720	\$55,161	13,455	\$84,930
				Total visible minority pop.	10,850	\$77,881	1,190	\$50,079	9,665	\$81,079
				South Asian	2,395	\$81,542	10	\$0	2,380	\$81,709
			Chinese	3,220	\$87,028	165	\$40,185	3,060	\$88,294	
			Black	1,290	\$55,781	415	\$50,972	875	\$59,222	
			Arab	1,795	\$56,472	345	\$46,378	1,450	\$64,114	
			Not a visible minority	4,325	\$94,977	530	\$70,666	3,795	\$97,304	
			Total	16,065	\$69,275	3,120	\$64,358	12,950	\$70,765	
25 to 54 years	Non-immigrants	Total	Total	1,270	\$67,608	100	\$58,558	1,170	\$68,746	
			Total visible minority pop.	260	\$70,386	20	\$0	240	\$70,550	
			South Asian	390	\$74,104	10	\$0	390	\$74,191	
			Chinese	175	\$67,453	15	\$0	160	\$70,690	
			Black	110	\$57,756	20	\$0	90	\$64,319	
			Arab	14,795	\$69,452	3,015	\$64,518	11,780	\$71,221	
			Not a visible minority	14,795	\$69,452	3,015	\$64,518	11,780	\$71,221	
			University degree at bachelor level or above	Total	11,235	\$75,177	1,700	\$73,843	9,535	\$75,545
				Total visible minority pop.	1,085	\$68,738	80	\$57,078	1,000	\$70,216
				South Asian	230	\$73,565	15	\$0	215	\$73,536
				Chinese	345	\$74,218	0	\$0	345	\$74,218
				Black	115	\$71,786	0	\$0	110	\$74,437
			Arab	95	\$57,780	25	\$0	75	\$64,339	
			Not a visible minority	10,155	\$76,140	1,615	\$74,699	8,530	\$76,448	
		Immigrants	Total	Total	9,605	\$59,537	985	\$45,604	8,615	\$61,662
			Total visible minority pop.	6,950	\$57,700	635	\$42,036	6,310	\$59,768	
			South Asian	1,250	\$62,955	20	\$0	1,235	\$63,384	
			Chinese	2,285	\$72,441	115	\$43,241	2,175	\$73,366	
			Black	785	\$41,743	195	\$39,441	590	\$41,987	
			Arab	810	\$36,362	150	\$29,487	660	\$43,338	
			Not a visible minority	2,655	\$65,123	350	\$48,770	2,305	\$67,802	
			University degree at bachelor level or above	Total	7,820	\$65,031	765	\$51,253	7,050	\$67,157
				Total visible minority pop.	5,590	\$63,495	510	\$49,530	5,080	\$65,098
				South Asian	1,090	\$64,739	15	\$0	1,075	\$64,899
			Chinese	2,055	\$74,504	105	\$45,304	1,950	\$75,465	
			Black	480	\$42,519	140	\$50,123	345	\$42,030	
			Arab	665	\$44,123	130	\$44,154	540	\$43,995	
			Not a visible minority	2,225	\$68,994	250	\$53,204	1,970	\$70,045	

Source: Statistics Canada 2016. Visible Minority (15), Employment Income Statistics (7), STEM and BHASE (non-STEM) Groupings, Major Field of Study - Classification of Instructional Programs (CIP) 2016 (16), Highest Certificate, Diploma or Degree (9), Immigrant Status (4A), Age (10) and Sex (3) for the Population Aged 15 Years and Over in Private Households of Canada, Provinces and Territories and Census Metropolitan Areas, 2016 Census - 25% Sample Data. [2016 Census Table 98-400-X2016277].