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Preface

The Executive Summary presented in the following pages summarizes the overall survey results, and also includes the Conclusion. The complete survey results, illustrated with tables and charts and accompanied by narrative and statistical analysis, follow.

Executive Summary

Introduction

The first Nunavut Economic Development Strategy (NEDS1) was launched in June 2003 and reached the end of its ten-year life in the spring of 2013. The renewal of the Nunavut Economic Development Strategy (NEDS2) will result in another broad economic plan for Nunavut moving forward from 2014 to 2024. The 2014-2024 Nunavut Economic Development Strategy Survey provided an opportunity for all Nunavummiut to have a voice in that process.

The overall objective of the survey was to collect information on Nunavummiut educational attainment, employment history, and mobility, as well as to identify their educational, employment and mobility goals. The survey also solicited opinion on potential opportunities and challenges over the next ten years.

The survey was conducted online by the Nunavut Economic Forum (NEF) during the winter of 2014 and was available in all four of Nunavut's official languages. A total of 376 valid survey responses was received.

Profile of Respondents

The majority of respondents (57.3% or 199) were raised in Nunavut, but a high proportion were raised outside of Nunavut (42.7% or 148). The majority of Beneficiaries (97.2% or 173) were raised in Nunavut, while the majority of non-Beneficiaries were raised outside of Nunavut (88.9% or 136); the majority of female respondents (68.6% or 107) were raised in Nunavut, while more than half of males (52.5% or 93) were raised outside of Nunavut; and a higher proportion of respondents aged under 35 (62.9% or 78) were raised in Nunavut than those aged 35 and over (54.6% or 113).

The majority of Nunavut-raised respondents (66.7% or 132) currently live in the community or surrounding area where they spent most of their childhood, whereas almost none of those who were raised outside of Nunavut (0.7% or 1) still do so. Also, the majority of non-Beneficiaries (92.2% or 142) have moved compared to a small proportion of Beneficiaries (35.2% or 63). Employment was the main reason for both Beneficiaries (50.0% or 28) and non-Beneficiaries (74.8% or 107) to move, although considerably more non-Beneficiaries moved for this reason. Employment was the main reason for both females (57.7% or 45) and males (73.8% or 90) to move, although more males moved for this reason.

The majority of respondents currently live in the Qikiqtaaluk region (64.3% or 222) and nearly half of Nunavut-based respondents live in Iqaluit (48.6% or 162). The majority of Iqaluit's non-Beneficiaries (86.8% or 92) were raised outside of Nunavut, compared to a small proportion of Beneficiaries (6.0% or 3). Half of Iqaluit's Beneficiaries (50.0% or 25) were raised in another Nunavut community compared to a small proportion of non-Beneficiaries (3.8% or 4). Under half of Iqaluit's Beneficiaries (44.0% or 22) were raised there compared to a small proportion of non-Beneficiaries (9.4% or 10). This appears to indicate that a significant proportion of Beneficiaries have moved from their Nunavut childhood community to the territory's capital. It also appears to show that the majority of Iqaluit's non-Beneficiary population was raised outside of Nunavut.

Both Beneficiaries and respondents under 35 who responded have a higher proportion of females (58.7% and 54.4% respectively) than males (41.3% and 45.6% respectively). All respondent groups have a higher proportion of respondents 35 and over (between 56.4% and 68.0%). However, the proportion of respondents under 35 is higher for females (43.6% or 68) than for males (32.2% or 57), and higher for Beneficiaries (42.1% or 75) than for non-Beneficiaries (32.0% or 49). A higher proportion of respondents under 35 and females are Beneficiaries (60.5% and 67.7% respectively), while a higher proportion of males are non-Beneficiaries (58.4% or 104).

More non-Beneficiaries (68.4% or 106) tended to have completed university while more Beneficiaries (40.1% or 71) had attended colleges or other non-university programs. More males (77.0% or 137) had achieved postsecondary education than females (66.6% or 104). It is important to note however that a higher proportion of females are under 35. Hence, this does not necessarily mean that females are less educated; they may currently be pursuing their high school certificate or postsecondary education.

The majority of respondents in all groups are currently employed (between 84.4% and 94.2%), and this does not vary significantly by gender or age group, but it does vary slightly by beneficiary status as more non-Beneficiaries (94.2% or 146) than Beneficiaries (84.4% or 151) currently work. However, as Beneficiaries represent a higher proportion of respondents aged under 35, it is possible this difference could be attributed to younger Inuit respondents still currently pursuing high school or postsecondary education.

The majority of respondents in all groups who currently work do so for an employer (between 87.2% and 95.4%), but there are some slight differences in self-employment: more respondents 35 and over (12.8% or 24) than those under 35 (4.6% or 5), more males (12.7% or 20) than females (6.4% or 9), and more non-Beneficiaries (12.4% or 18) than Beneficiaries (6.0% or 9) are self-employed.

The majority of respondents in all groups who currently work do so full-time (between 85.3% and 92.4%), but there are some slight differences: more respondents 35 and over (91.4% or 171) than those under 35 (85.3% or 93), and more non-Beneficiaries (92.4% or 134) than Beneficiaries (86.0% or 129) work full-time, while more females (10.0% or 14) than males (5.7% or 9) work part-time.

The highest proportion of respondents in all groups who currently work have been working with their current employer for 1-4 years (between 33.8% and 46.4%), except for respondents 35 and over for which it is 10 years or more (34.6% or 64). More respondents 35 and over (34.6% or 64) than those under 35 (6.4% or 7), and more Beneficiaries (27.7% or 41) than non-Beneficiaries (19.3% or 28) have been employed for 10 years or more, while more females (44.7% or 63) than males (33.8% or 52) have been employed for 1-4

years, and more non-Beneficiaries (20.7% or 30) than Beneficiaries (12.8% or 19) have been employed for 5-9 years.

Around half of respondents in all groups who currently work do so in public administration (between 47.3% and 57.8%), but there are some slight differences: more Beneficiaries (55.3% or 83) than non-Beneficiaries (47.9% or 70), more females (56.0% or 79) than males (47.8% or 75), and more respondents under 35 (57.8% or 63) than those 35 and over (47.3% or 89) work in public administration. On the other hand, more non-Beneficiaries (11.0% or 16) than Beneficiaries (4.7% or 7) work in professional, scientific and technical services, more Beneficiaries (8.0% or 12) than non-Beneficiaries (1.4% or 2) work in administrative and support, waste management and remediation services, more females (10.6% or 15) than males (5.1% or 8) work in educational services, and more respondents 35 and over (5.3% or 10) than those under 35 (0.9% or 1) work in management of companies and enterprises.

The majority of respondents in all groups who currently work do so for a non-Inuit employer (between 68.0% and 79.1%), but more Beneficiaries (32.0% or 48) than non-Beneficiaries (21.2% or 31), more respondents 35 and over (29.9% or 56) than those under 35 (20.9% or 23), and more males (29.9% or 47) than females (23.4% or 33) have an Inuit employer.

For those currently with an Inuit employer, the highest proportion in all groups worked for an Inuit-owned business (between 36.4% and 60.0%), except for Beneficiaries who have a higher proportion working for Regional Inuit Associations (25.0% or 12) and those under 35 who have a higher proportion working for NTI, Nunavut Trust or a related Board Committee (30.4% or 7). More non-Beneficiaries (60.0% or 18) than Beneficiaries (22.9% or 11), and more respondents 35 and over (45.5% or 25) than those under 35 (21.7% or 5) worked for an Inuit-owned business; while more Beneficiaries (25.0% or 12) than non-Beneficiaries (6.7% or 2), more females (27.3% or 9) than males (10.9% or 5), and more respondents 35 and over (21.8% or 12) than those under 35 (8.7% or 2) worked for Regional Inuit Associations; and more Beneficiaries (22.9% or 11) than non-Beneficiaries (6.7% or 2), more males (19.6% or 9) than females (12.1% or 4), and more respondents under 35 (30.4% or 7) than those 35 and over (10.9% or 6) worked for NTI, Nunavut Trust or a related Board Committee.

The majority of respondents in all groups have previous work experience (between 96.6% and 99.4%), and this does not vary significantly when broken-down by beneficiary status, gender and age group. For all respondent groups, public administration (between 66.0% and 84.7%) and accommodations and food services (between 48.2% and 55.8%) ranked first and second respectively. There are some significant differences: more Beneficiaries than non-Beneficiaries had previous work experience in public administration (84.7% vs. 66%), traditional fishing, hunting, trapping, and other harvesting activities (47.9% vs. 7.3%), administrative and support, waste management and remediation service (47.0% vs. 27.8%), and commercial fishing, hunting, agriculture and forestry (22.6% vs. 9.3%), whereas more non-Beneficiaries than Beneficiaries had previous work experience in management of companies and enterprises (39.7% vs. 29.3%), and professional, scientific and technical services (38.2% vs. 21.9%). More males than females had previous work experience in construction, management of companies and enterprises (47.4% vs. 8.7%), transportation and warehousing (28.8% vs. 9.5%), commercial fishing, hunting, agriculture and forestry (20.7% vs. 11.3%), information and cultural industries (18.1% vs. 8.7%), and mining, quarrying, and oil and gas extraction (17.5% vs. 6.0%), whereas more females than males had previous work experience in health care and social assistance (24.2% vs. 14.6%). More respondents 35 and over than those under 35 had

previous work experience in management of companies and enterprises (43.4% vs. 19.3%), transportation and warehousing (23.1% vs. 14.5%), and in real estate and rental and leasing (15.5% vs. 1.7%).

Educational Goals

Between 2014 and 2024, more Beneficiaries than non-Beneficiaries *will*, or *may*, pursue their education, although the difference could be attributed to a younger Beneficiary population not yet having completed high school or postsecondary education.

As to the likelihood of pursuing various certificates, diplomas and degrees, a high school certificate or equivalent ranked first for both Beneficiaries and non-Beneficiaries, however, non-Beneficiaries are *very likely* to pursue their high school certificate or equivalent, while Beneficiaries are *likely* to pursue it. Beneficiaries are *likely* to pursue a college, CEGEP or other non-university certificate or diploma (ranked second), while non-Beneficiaries are *unlikely* to pursue one (ranked fifth).

As for the field of study, business, management and public administration ranked first for Beneficiaries and non-Beneficiaries and both were *likely* to study in this field. Beneficiaries are *not sure* if they will study a range of other fields: mathematics, computer and information sciences, education, visual and performing arts, communications technologies, health, parks, recreation and fitness, and transportation, protection and personal services, while non-Beneficiaries are *unlikely* to study any of these fields.

More females than males *will* or *may* pursue their education between 2014 and 2024. When comparing the likelihood of pursuing various certificates, diplomas and degrees, a high school certificate or equivalent ranked first for both females and males, however, females are *likely* to pursue one, while males are *not sure* they will. A college, CEGEP or other non-university certificate or diploma ranked second for both females and males, but both were *not sure* they would pursue one. Ranked third for females was a Bachelor's degree, while university certificate or diploma below bachelor level ranked third for males, but both were *not sure* if they would pursue either.

As the potential study field, business, management and public administration ranked first for females and males and both were *likely* to study these fields. Ranked second for both was social and behavioural sciences and law, but both were *not sure* they would study this field. Females are *not sure* they will study in education (ranked 3), while males are *unlikely* to do so (ranked 11). Males are *not sure* they will study in visual and performing arts, and communications technologies, and in natural resources, conservation and agriculture, while females are *unlikely* to study in either.

When comparing age groups, more respondents under 35 than those 35 and over *will* or *may* pursue their education between 2014 and 2024, although the difference could be attributed to an older population having already completed high school or postsecondary education.

In terms of the likelihood of pursuing various certificates, diplomas and degrees, a high school certificate or equivalent ranked first for both respondents under 35 and those 35 and over, however those under 35 are *likely* to pursue it, while respondents 35 and over are *not sure* they will. A college, CEGEP or other non-university certificate or diploma ranked second for respondents under 35 and those 35 and over, but both were *not sure* they would pursue one. In terms of postsecondary education, respondents under 35 are *not sure* they will pursue a Master's degree, a university certificate or diploma above bachelor level, or an

apprenticeship or trades certificate or diploma, while respondents 35 and over are *unlikely* to pursue any of these.

As for the field of study, business, management and public administration ranked first for respondents under 35 and those 35 and over and both were *likely* to study in this field. Ranked second for both was social and behavioural sciences and law, but both were *not sure* they would study it. Respondents under 35 are *not sure* they will study in education, while those 35 and over are *unlikely* to do so. Respondents 35 and over are *not sure* they will study in visual and performing arts, and communications technologies, while those under 35 are *unlikely* to do so.

Employment Goals

Between 2014 and 2024, more non-Beneficiaries than Beneficiaries think they will not be employed. Although the difference could be attributed to an older non-Beneficiary population retiring, the relative optimism of Beneficiaries is encouraging.

When looking at the likelihood of various potential employment industries, public administration ranked first for both Beneficiaries and non-Beneficiaries, and on average it was considered the only *likely* industry for both. Beneficiaries are *not sure* they will be employed in traditional fishing, hunting, trapping, and other harvesting activities (ranked 2), while non-Beneficiaries are *very unlikely* to be (ranked 19). Beneficiaries are also *not sure* they will be employed in administrative and support, waste management and remediation services (ranked 3), educational services (ranked 5), and finance and insurance (ranked 6), while non-Beneficiaries are *unlikely* to be employed in these industries (ranked 8, 4, and 9 respectively). Non-Beneficiaries are *not sure* they will be employed in professional, scientific and technical services (ranked 2), while Beneficiaries are *unlikely* to be employed in these industries (ranked 7).

Females were slightly more optimistic they would be employed between 2014 and 2024 than males, but not significantly more. Public administration ranked first for both females and males, and on average it was considered the only *likely* industry for both genders. Females are *not sure* they will be employed in educational services (ranked 2), while males are *unlikely* to be employed in this field (ranked 4). Males are *not sure* they will be employed in management of companies and enterprises (ranked 2), and in professional, scientific and technical services (ranked 3), while females are *unlikely* to be employed in either (ranked 10 and 4 respectively).

More respondents under 35 than those 35 and over think they will be employed between 2014 and 2024. Again, the difference could be attributed to an older population who will be retiring, but the optimism of those under 35 is encouraging.

In terms of the likelihood of the various potential employment industries, public administration ranked first for both respondents under 35 and those 35 and over, and on average it was considered the only *likely* industry for both age groups. Respondents 35 and over are *not sure* they will be employed in management of companies and enterprises (ranked 2), educational services (ranked 3), and professional, scientific and technical services (ranked 4), while those under 35 are *unlikely* to be employed in any of these (ranked 2, 5 and 3 respectively).

Mobility Goals

Between 2014 and 2024, more respondents raised outside of Nunavut than Nunavut-raised respondents think they will move, and more non-Beneficiaries than Beneficiaries think they will move. These differences could be attributed to an older non-Beneficiary population raised outside of Nunavut who will be retiring and moving out of the Territory.

When looking at the likelihood of moving to other regions, Southern Canada ranked first for Beneficiaries and non-Beneficiaries. However, on average non-Beneficiaries are *likely* to move to Southern Canada, while Beneficiaries are *not sure*. Non-Beneficiaries are *not sure* they would move internationally (ranked 2) or to the Yukon (ranked 3), while Beneficiaries are *unlikely* to move to either (ranked 6 and 7 respectively). Beneficiaries are *not sure* they would move to Qikiqtaaluk (Baffin) (ranked 2) or Kivalliq (ranked 3), while non-Beneficiaries are *unlikely* to move to either (ranked 5 and 6 respectively). This seems to indicate that Beneficiaries would be moving to another region in Nunavut, while non-Beneficiaries would be leaving the territory.

As for the reasons for moving, although both were *likely* to move for employment, it ranked first for Beneficiaries, while it ranked second for non-Beneficiaries. Ranked first for non-Beneficiaries was moving for family reasons who on average would *likely* be moving for that reason, while Beneficiaries are *not sure* they would be moving for that reason (ranked last). On the other hand, Beneficiaries would *likely* be moving to pursue their education (ranked 3), while non-Beneficiaries are *unlikely* to move for that reason (ranked last).

There are no significant differences between females and males in terms of potential for moving between 2014 and 2024. When comparing the likelihood of moving to other regions, Southern Canada ranked first for both and on average it was the only *likely* region for both. Qikiqtaaluk (Baffin) ranked second for both females and males; males are *not sure* they would move there, while females are *unlikely* to. Ranked third for females was moving outside of Canada, while the Northwest Territories ranked third for males, but on average both were *unlikely* to move to those locations.

Of the reasons for moving, employment ranked first for females and males and on average both were *likely* to move for that reason. Ranked second for both was moving to have a better quality of life and on average both were *likely* to move for that reason. Females are more willing to move for education than males; the most common answer to “I will be moving to pursue my education” was *very likely* for females, while it was *not sure* for males.

More respondents 35 and over than those under 35 do not expect to move between 2014 and 2024. This is an interesting finding, because it could be expected that an older non-Beneficiary population raised outside of Nunavut would be retiring and moving out of the Territory. On the other hand, it is also interesting that respondents under 35 expect to move for employment or to pursue their education.

In terms of the likelihood of moving to other regions, Southern Canada ranked first for respondents under 35 and those 35 and over and on average it was the only *likely* region for both. Qikiqtaaluk (Baffin) ranked second for both respondents under 35 and those 35 and over, but both are *not sure* they would move there. Respondents under 35 are *not sure* they would move internationally (ranked 3), while those 35 and over are *unlikely* to (ranked 5).

As for the reasons for moving, employment ranked first for respondents under 35 and those 35 and over and on average both were *likely* to move for that reason. Respondents 35 and over would *likely* be moving for family reasons (ranked 2), while those under 35 are *not sure* they would be moving for that reason (ranked 3). In terms of education, the most common answer to “I will be moving to pursue my education” was *very likely* for respondents under 35, while it was *very unlikely* for those 35 and over.

Opportunities and Challenges

When looking at the importance of the various factors for economic development planning, access to education ranked first for Beneficiaries and non-Beneficiaries, and on average it is *extremely important* to both. Ranked second for Beneficiaries is the development of Inuit and Nunavut employment. This is on average *extremely important* for them, while for non-Beneficiaries it is *very important* (ranked 5). Ranked second for non-Beneficiaries was access to housing, while it ranked third for Beneficiaries, although on average it is *extremely important* to both. Beneficiaries also believe the protection of water (ranked 4) and access to country food (ranked 5) are *extremely important*, while non-Beneficiaries believe they are *very important* (ranked 3 and 9 respectively). Also, Beneficiaries believe Inuit Qaujimajatuqangit (ranked 10), and devolution (ranked 12) are *very important*, while non-Beneficiaries believe they are *important* (ranked 12 and 13 respectively).

Access to education, access to housing, and protection of water are the top 3 factors for both females and males, and on average they are *extremely important* to both genders, except protection of water which is *very important* to males. In addition, females believe the development of Inuit and Nunavut employment (ranked 4), access to country food (ranked 5), the protection of wildlife (ranked 6), and the protection of habitat / land (ranked 7) are *extremely important*, while males believe they are *very important* (ranked 4, 7, 6, and 5 respectively). Females also believe Inuit Qaujimajatuqangit (ranked 10) and devolution (ranked 13) are *very important*, while males believe they are *important* (ranked 12 and 13 respectively).

Access to education, access to housing, and protection of water are the top 3 factors for respondents under 35 and those 35 and over, and on average they are *extremely important* to both, except protection of water which is *very important* to those 35 and over. Devolution ranked last for both age groups, but on average it is *very important* to respondents 35 and over, while it is *important* for those under 35.

As for the likelihood of industry growth, mining and construction are ranked first and second respectively by Beneficiaries and non-Beneficiaries. On average, non-Beneficiaries believe growth in mining and construction are *very likely*, while Beneficiaries believe they are *likely*. Beneficiaries believe growth is *likely* in traditional harvesting (ranked last), while non-Beneficiaries are *not sure* (ranked last).

Mining and construction are ranked first and second respectively by females and males. On average, males believe growth in mining is *very likely*, while females believe it is *likely*. Both females and males, on average, believe growth in construction is *likely*. Although traditional harvesting ranked last for both genders, the most common answer for females was *likely*, while it was *not sure* for males.

Mining and construction are ranked first and second respectively by respondents under 35 and those 35 and over. On average, both respondents under 35 and those 35 and over believe growth in mining is *very likely*, while they believe growth is *likely* in construction. Although traditional harvesting ranked last for both age groups, respondents 35 and over most commonly answered that it was *likely*, while those under 35 were *not sure*.

When looking at the level of agreement with various statements related to economic development, on average Beneficiaries and non-Beneficiaries *strongly agree* with the following statements: “It is important to continue education after high school.” (ranked 1 and 3 respectively), and “Some social issues in Nunavut such as alcohol-related crime and high suicide rates must be given attention as part of trying to grow our economy.” (ranked 3 and 2 respectively). Ranked first for non-Beneficiaries was “It is important to graduate from high school with at least a general Grade 12 diploma”, which they *strongly agree* with, while Beneficiaries *agree* (ranked 5). Ranked second for Beneficiaries is “It is important to graduate from high school in the academic stream.” which on average they *strongly agree* with, while non-Beneficiaries *agree* (ranked 6). This would appear to indicate that Beneficiaries see more value in graduating in the academic stream than simply graduating.

Regardless, both Beneficiaries and non-Beneficiaries *disagree* with the statement that “Students are receiving adequate education in Nunavut.” Beneficiaries *agree* with “I want to lead a traditional lifestyle” (ranked 9), while non-Beneficiaries *disagree* (ranked 15). Furthermore, the most common answer for “There are no employment opportunities in my community” was *agree* for Beneficiaries, while it was *disagree* for non-Beneficiaries, which would seem to indicate that it is more difficult for Beneficiaries to find a job than for non-Beneficiaries.

There are some more serious differences between Beneficiaries and non-Beneficiaries: the most common answer to “I have been personally affected by overcrowding in my household” was *strongly agree* for Beneficiaries, while it was *strongly disagree* for non-Beneficiaries. Also, the most common answer to “I have been personally affected by mental health issues in my household” was *agree* for Beneficiaries, while it was *strongly disagree* for non-Beneficiaries. This would suggest that overcrowding and mental health issues are more prevalent in Beneficiary households than non-Beneficiary ones.

On average, females and males *strongly agree* with the following top three statements: “It is important to continue education after high school” (ranked 1 and 2 respectively), “Some social issues in Nunavut such as alcohol-related crime and high suicide rates must be given attention as part of trying to grow our economy” (ranked 2 and 3 respectively), and “It is important to graduate from high school with at least a general Grade 12 diploma” (ranked 3 and 1 respectively). The most common answer to “I have passed up job opportunities because I preferred not to move” was *agree* for males, while it was *disagree* for females. This could be an indication of three things: males are less likely to move for employment, females are able to find employment in their community, or females have moved for employment.

On average, respondents under 35 and those 35 and over *strongly agree* with the following three statements: “It is important to graduate from high school with at least a general Grade 12 diploma” (ranked 1 and 2 respectively), “It is important to continue education after high school” (ranked 2 and 1 respectively), and “Some social issues in Nunavut such as alcohol-related crime and high suicide rates must be given attention as part of trying to grow our economy” (ranked 3 for both). The most common answer to “I have passed up job opportunities because I preferred not to move” was *agree* for respondents 35 and over, while it was *disagree* for those under 35. This could be an indication of three things: respondents 35 and over are less likely to move for employment, those under 35 are able to find employment in their community, or those under 35 have moved for employment.

When looking at the opinions on various economic development challenges, lack of housing is ranked first for Beneficiaries and second for non-Beneficiaries; the large majority of both state it is a *major challenge*.

Ranked first as a challenge for non-Beneficiaries is the quality of education in Nunavut, while it is ranked sixth for Beneficiaries, although the large majority of both identify it as a *major challenge*. Ranked second for Beneficiaries is the cost of store-bought food, while it ranked sixth for non-Beneficiaries; however, the majority of both consider it to be a *major challenge*. The most common answers for lack of employment opportunities (ranked 9), availability of transportation (ranked 11), and competition for employment opportunities (ranked 13) from Beneficiaries are that these are a *major challenge*, while they are a *minor challenge* for non-Beneficiaries (ranked 12, 11, and 13 respectively). Again, this appears to indicate that there are two realities in Nunavut, one for Beneficiaries for whom these are major challenges, and one for non-Beneficiaries for whom these are minor challenges.

Lack of housing and overcrowding ranked first and third as challenges for females and males - the majority of both identify these as a *major challenge*. Ranked second for females is the poor condition of housing, which ranked fifth for males, although the majority of both consider it to be a *major challenge*. Ranked second for males is the quality of education in Nunavut, which ranked sixth for females, however, the majority of both state it is a *major challenge*.

Lack of housing and overcrowding ranked first and third as challenges for respondents under 35 and those 35 and over - the majority of both identify these as a *major challenge*. Ranked second for respondents under 35 is the quality of education in Nunavut, while it ranked fourth for those 35 and over, although the majority of both consider it to be a *major challenge*. Ranked second for respondents 35 and over is the cost of transportation, which ranked sixth for those under 35; however, the majority of both identify it is a *major challenge*.

Conclusion

Educational and employment goals for Beneficiaries, non-Beneficiaries, females, males, respondents under 35 and those 35 and over provide encouragement for the future development of Nunavut.

Beneficiaries appear to value the importance of education as much, if not more, than non-Beneficiaries as seen in the high proportion of Beneficiaries who anticipate pursuing their education between 2014 and 2024. Although the difference could be attributed to a younger Beneficiary population not yet having completed high school or postsecondary education, it is an encouraging and promising finding nonetheless. Beneficiaries are likely to pursue their high school certificate or equivalent as well as a college, CEGEP or other non-university certificate or diploma. Both Beneficiaries and non-Beneficiaries are likely to study in business, management and public administration.

Females appear to be more interested than males in pursuing their education between 2014 and 2024. Although a high school certificate or equivalent ranked first for females and males, females are likely to pursue it, while males are not sure they will. Both are likely to study in business, management and public administration. Another indication is that females are very likely to move to pursue their education, while males are not sure.

Respondents under 35 also appear to value the importance of education; more of those under 35 than those 35 and over anticipate pursuing their education between 2014 and 2024. Although the difference could be attributed to an older population having already completed high school or postsecondary education, this is still encouraging. Respondents under 35 are likely to pursue their high school certificate or equivalent and they haven't ruled out following-up with a college, CEGEP or other non-university certificate

or diploma, a university certificate or diploma above bachelor level, a Master's degree, or an apprenticeship or trades certificate or diploma. Although respondents under 35 and those 35 and over are likely to study in business, management and public administration, they haven't ruled out studying in social and behavioural sciences and law.

Beneficiaries and non-Beneficiaries, females and males, respondents under 35 and adult all believe access to education is extremely important, ranking it the top factor for economic development planning. In addition, non-Beneficiaries, females, males, respondents under 35 and those 35 and over strongly agree with the following statements:

- It is important to continue education after high school; and
- It is important to graduate from high school with at least a general Grade 12 diploma.

However, despite its importance, Nunavummiut are concerned with the quality of education in Nunavut; non-Beneficiaries, females, males, respondents under 35 and those 35 and over all disagree that "Students are receiving adequate education in Nunavut.", while Beneficiaries are not sure they are.

In terms of employment, Beneficiaries are more optimistic than non-Beneficiaries that they will be employed between 2014 and 2024. Even though the difference could be attributed to an older non-Beneficiary population retiring, the relative optimism of Beneficiaries is encouraging. Nonetheless, both Beneficiaries and non-Beneficiaries believe public administration is the only likely employment industry for them. That being said, Beneficiaries haven't ruled-out traditional fishing, hunting, trapping, and other harvesting activities, administrative and support, waste management and remediation services, educational services, and finance and insurance. Non-Beneficiaries have not ruled-out employment in professional, scientific and technical services. The development of Inuit and Nunavut employment is extremely important for Beneficiaries, while for non-Beneficiaries it is very important.

Females are slightly more optimistic than males that they will be employed between 2014 and 2024. Both females and males believe public administration is the only likely employment industry for them. That being said, females haven't ruled-out educational services, while on the other hand, males have not ruled-out management of companies and enterprises, and professional, scientific and technical services.

Respondents under 35, more so than those 35 and over, are optimistic that they will be employed between 2014 and 2024. Again, the difference could be attributed to an older population who will be retiring, but the optimism of those under 35 is an encouraging finding nonetheless. Both age groups believe public administration is the only likely employment industry for them. That being said, respondents 35 and over have not ruled-out management of companies and enterprises, and professional, scientific and technical services.

Despite only anticipating employment in the public sector, mining and construction are the two industries Beneficiaries and non-Beneficiaries, females and males, as well as respondents under 35 and those 35 and over believe are the most likely to grow between 2014 and 2024.

Between 2014 and 2024, more respondents raised outside of Nunavut than Nunavut-raised respondents, and more non-Beneficiaries than Beneficiaries, think they will move. These differences could be attributed to an older non-Beneficiary population raised outside of Nunavut who will be retiring and moving out of the Territory. This appears to be confirmed when considering that for non-Beneficiaries, the likely relocation

region is Southern Canada, and their number one reason would likely be for family reasons. Beneficiaries on the other hand, do not have a likely destination in mind, instead they are considering Qikiqtaaluk, Kivalliq or Southern Canada. This may be explained because their top reason for potentially moving is for employment. In other words, this seems to indicate that Beneficiaries would be moving to another region in Nunavut or Southern Canada for work, while non-Beneficiaries would be leaving the territory for family reasons.

There are no significant differences between females and males in terms of potential for moving between 2014 and 2024, but for both, Southern Canada is the only likely region. Although other regions aren't likely for females, males have not ruled out Qikiqtaaluk. Both females and males would likely be moving for employment or to have a better quality of life. However, females were very likely to move to pursue their education, while males are not sure.

Respondents under 35 expect to move between 2014 and 2024, more so than those 35 and over. This could be an indication that those under 35 are expecting to move for employment or to pursue their education. Respondents 35 and over would likely move for employment and family reasons. For both age groups, Southern Canada is the only likely region, though neither has ruled out Qikiqtaaluk.

Despite having similar educational and employment goals, there are some more serious differences between Beneficiaries and non-Beneficiaries:

- The most common answer for “There are no employment opportunities in my community” was agree for Beneficiaries, while it was disagree for non-Beneficiaries, which would seem to indicate that it is more difficult for Beneficiaries to find a job than for non-Beneficiaries;
- The most common answer to “I have been personally affected by overcrowding in my household” was strongly agree for Beneficiaries, while it was strongly disagree for non-Beneficiaries. This would suggest that overcrowding is more prevalent in Beneficiary households than non-Beneficiary ones;
- The most common answer to “I have been personally affected by mental health issues in my household” was agree for Beneficiaries, while it was strongly disagree for non-Beneficiaries. This would suggest that mental health issues are more prevalent in Beneficiary households than non-Beneficiary ones.

This suggests that there are two realities in Nunavut: one for Beneficiaries for whom it is more difficult to find employment in their community, all while being affected by overcrowding and mental health issues in their households; and one for non-Beneficiaries for whom it is easier to find employment while being shielded from the hardships of overcrowding and mental health issues in their households. This should be of concern considering that the majority of Nunavut's population is Inuit who are more likely facing these daily challenges. Despite these daily challenges, Beneficiaries appear to have the same or higher educational and employment goals than non-Beneficiaries.

According to Beneficiaries, females, males, respondents under 35 and those 35 and over, the top major challenge is lack of housing, except for non-Beneficiaries for whom it ranked second. Furthermore, access to housing made the top three list of factors for economic development planning for both Beneficiaries and non-Beneficiaries, as well as females, males, respondents under 35 and those 35 and over who all consider it to be extremely important. In addition, Beneficiaries and non-Beneficiaries alike, as well as females, males, respondents under 35 and those 35 and over strongly agree that “Some social issues in Nunavut such

as alcohol-related crime and high suicide rates must be given attention as part of trying to grow our economy.”

In sum, educational and employment goals for Beneficiaries, non-Beneficiaries, females, males, respondents under 35 and those 35 and over are ambitious. In order to help them succeed in attaining these goals, housing, education and social issues will need to be addressed.

1. Introduction

The first Nunavut Economic Development Strategy (NEDS1) was launched in June 2003 and reached the end of its ten-year life in the spring of 2013.

The Nunavut Economic Forum (NEF), established in 2004 as an integral part of NEDS1, is a broad group of member organizations developed to identify and share information on economic development activity in Nunavut. NEF's primary focus is to bring the members together to collaborate in the implementation of the Nunavut Economic Development Strategy, each within its own area of activity and expertise.

The renewal of the Nunavut Economic Development Strategy (NEDS2) will result in another broad economic plan for Nunavut moving forward from 2014 to 2024. This renewal is co-sponsored by Nunavut Tunngavik Inc. (NTI), the Canadian Northern Economic Development Agency (CanNor) and the Government of Nunavut's Economic Development and Transportation Department (ED&T). The NEF membership has also decided that this renewal process will be their primary activity until the new strategy is released in the winter of 2014-15.

Several steps are involved in the renewal of NEDS2. An initial step which was at the core of the overall consultative process included a series of Roundtables. Each roundtable discussion was focused on a different theme:

- *Roundtable 1: Taking Stock and Preparing for the Journey* was held in Cambridge Bay in October 2012;
- *Roundtable 2: Exploring New Paths and Considering Options* was held in Iqaluit in February 2013;
- *Roundtable 3: Making Best use of our Resources* was held in Rankin Inlet in September 2013; and
- *Roundtable 4: Continuing to Build Nunavut's Economy* was held in Ottawa in January 2014¹.

These brought together the key organizations representing the various Nunavut industrial sectors along with Regional Inuit Associations (RIAs), NGOs providing economic development services and funding assistance and the three funding bodies: NTI, CanNor and ED&T. Copies of reports and other documents associated with each of the discussions are available on the NEDS2 website: www.neds2.ca.

The second step was a research project designed to identify gaps or challenges related to the implementation of NEDS1 and to produce an annotated literature review relevant to economic development which examined appropriate reports and studies from around the circumpolar world. Information from this project is also available on the NEDS2 website.

The third step was the 2014-2024 Nunavut Economic Development Strategy Survey which provided an opportunity for all Nunavummiut to have a voice in that process. This report provides a summary of the survey results which will be incorporated into the development of NEDS2 for 2014-2024.

1.1. Survey Objective

The overall objective of the 2014-2024 NEDS Survey was to collect information on Nunavummiut educational attainment, employment history, and mobility, as well as to identify their educational,

¹ The Ottawa Roundtable held on January 28, 2014 included senior federal government officials and NEF Board members while the first three roundtables held in Nunavut involved much broader sector representation.

employment and mobility goals for the period 2014 to 2024. The survey also solicited Nunavummiut opinion on various potential opportunities and challenges over the next ten years.

In order to accomplish this objective, a questionnaire was designed with the assistance of Aarluk Consulting Inc. and programmed in SurveyMonkey, an online survey software, in all four of Nunavut's official languages: Inuktitut, Inuinnaqtun, English and French. The questionnaire contained mostly multiple-choice questions with room for comments or other responses, and was divided into five sections:

1. Educational Goals;
2. Employment Goals;
3. Mobility;
4. Opportunities and Challenges; and
5. General Information

The results of the survey will assist in guiding the development of NEDS2. They will also be helpful to organizations and government departments involved in economic development for Nunavut over the next ten years.

1.2. Survey Response

The 2014-2024 NEDS Survey was conducted online by NEF during the winter of 2014 and was available in all four of Nunavut's official languages. Starting Monday, January 27, 2014, web links inviting all Nunavummiut to participate in the survey were shared via email with Nunavut stakeholders (GN, NTI, SAOs, CEDOs, etc.). Links to the survey were also published on numerous Nunavut websites (e.g. NEF, NEDS2, NTI, etc.), as well as in targeted advertisements on Facebook. In addition, interviews were conducted on CBC Radio about the survey, and an article appeared in the Nunatsiaq News. Efforts were also made to have NEF members circulate information to their own membership and information was also sent to local Economic Development Officers in communities across Nunavut. For example, NTI provided a welcome early boost by putting a link to the survey on their webpage which was quickly picked up and reported by the media.

In order to encourage participation, nine iPad Minis were offered to individuals to be picked at random from all who responded by the final cut-off date of March 2, 2014. The iPad Minis were made available through support offered by the three regional Inuit Development Corporations: Qikiqtaaluk Corporation, Kitikmeot Corporation and Sakku Investments Corporation, as well as the NCC Investment Group Inc. and the Nunavut Economic Forum.

By the final survey cut-off date, 403 responses had been received. Of the initial 403 responses, 27 were deemed ineligible because the respondent had not completed most of the survey, a clear affiliation with Nunavut could not be identified, or the respondent had erroneously completed the survey twice. Thus, the final count of valid survey responses was 376².

² The NEF did not have the human or financial resources to survey each and every Nunavummiuq, but in the spirit of *Tunnganarniq: Fostering good spirits by being open, welcoming and inclusive*, it did want to provide any Nunavummiuq the opportunity to respond, not merely a random sample of Nunavummiut. However, with a sample of 376 responses, at a confidence level of 95%, the corresponding margin of error would be 5.01%.

1.3. Presentation of Survey Results

All valid responses received up to the final cut-off date of March 2, 2014 were incorporated and collated into the survey results. For some multiple-choice questions, respondents were asked to select an answer out of two or more options (e.g. “Yes”, “Maybe”, or “No”). When those responses are presented in tables and charts, they are colour-coded based solely on the

answer choice. The table below presents the legend of colors used for the answer choices.

Table 1 – Legend of Colours used for Answer Choices

Answer Choice	Level of Challenge
Yes	Not a challenge
Maybe	Minor challenge
No	Major challenge

For other multiple-choice questions, where respondents were asked to select a response on a scale (e.g. “Very unlikely” to “Very likely”, “Strongly disagree” to “Strongly agree”), a corresponding score of 1 to 5 was assigned to it so the measures of central tendency could be calculated. These are the mean, the median, and the mode. These terms are defined in the following table:

Table 2 – Definitions of the Measures of Central Tendency

Term	Definition
Measures of central tendency	The best way to reduce a set of data and still retain its information is to summarize it with a single value. Measures of central tendency—mean, median, and mode—can help you capture, with a single number, what is typical of a data set.
Mean	The average value of all the data in the set.
Median	The middle value in a data set that has been arranged in numerical order so that exactly half the data is above the median and half is below it.
Mode	The value that occurs most frequently in the set.

Source: Statistics Canada, 2011, *Statistics: Power from Data!*, <http://www.statcan.gc.ca/edu/power-pouvoir/ch11/5214867-eng.htm> (accessed March 27, 2014)

The measures of central tendency are presented in tables and charts throughout the report and are colour-coded based on the score out of 5. They are also accompanied by their answer choice equivalent which is also colour-coded based on the score out of 5. The table below presents the legend of colors used for scores based on the variable and their answer choice equivalents.

Table 3 – Legend of Colours used for Scores and Equivalents

Score out of 5	Answer Choice Equivalent		
	Level of Likelihood	Level of Importance	Level of Agreement
4.45-5.00	Very likely	Extremely important	Strongly agree
3.45-4.44	Likely	Very important	Agree
2.45-3.44	Not sure	Important	Not sure
1.45-2.44	Unlikely	Slightly important	Disagree
1.00-1.44	Very unlikely	Not at all important	Strongly disagree

In tables, the results are presented with the number of valid responses. It is important to note that for some questions, the total number of responses may vary because respondents missed the question or simply

chose not to respond to it. For example, not all respondents may feel comfortable providing their educational attainment or their age.

For some questions, the total number of responses may also vary because the question did not apply. For example, for the current employment industry, the question is only applicable to those who indicated they were currently working. Even in this case, some respondents may not have specified the industry in which they work.

It is also possible that a respondent provided two contradictory responses to a question, and consequently, had to be excluded from analysis in order not to skew the results. Finally, due to the length of the survey, some respondents did not answer all questions.

2. Survey Results

The survey results are presented in the same order as the first four sections of the questionnaire:

1. Educational Goals;
2. Employment Goals;
3. Mobility Goals; and
4. Opportunities and Challenges

Results from the “General Information” section of the questionnaire, as well as educational attainment, current employment and childhood and current location, can be found in Appendix A: Profile of Respondents. A summary of the profile follows.

The majority of respondents (57.3% or 199) were raised in Nunavut, but a high proportion were raised outside of Nunavut (42.7% or 148). The majority of Beneficiaries (97.2% or 173) were raised in Nunavut, while the majority of non-Beneficiaries were raised outside of Nunavut (88.9% or 136); the majority of female respondents (68.6% or 107) were raised in Nunavut, while more than half of males (52.5% or 93) were raised outside of Nunavut; and a higher proportion of respondents aged under 35 (62.9% or 78) were raised in Nunavut than those aged 35 and over (54.6% or 113).

The majority of Nunavut-raised respondents (66.7% or 132) currently live in the community or surrounding area where they spent most of their childhood, whereas almost none of those who were raised outside of Nunavut (0.7% or 1) still do so. Also, the majority of non-Beneficiaries (92.2% or 142) have moved compared to a small proportion of Beneficiaries (35.2% or 63). Employment was the main reason for both Beneficiaries (50.0% or 28) and non-Beneficiaries (74.8% or 107) to move, although considerably more non-Beneficiaries moved for this reason. Employment was the main reason for both females (57.7% or 45) and males (73.8% or 90) to move, although more males moved for this reason.

The majority of respondents currently live in the Qikiqtaaluk region (64.3% or 222) and nearly half of Nunavut-based respondents live in Iqaluit (48.6% or 162). The majority of Iqaluit’s non-Beneficiaries (86.8% or 92) were raised outside of Nunavut, compared to a small proportion of Beneficiaries (6.0% or 3). Half of Iqaluit’s Beneficiaries (50.0% or 25) were raised in another Nunavut community compared to a small proportion of non-Beneficiaries (3.8% or 4). Under half of Iqaluit’s Beneficiaries (44.0% or 22) were raised there compared to a small proportion of non-Beneficiaries (9.4% or 10). This appears to indicate that a significant proportion of Beneficiaries have moved from their Nunavut childhood community to the

territory's capital. It also appears to show that the majority of Iqaluit's non-Beneficiary population was raised outside of Nunavut.

Both Beneficiaries and respondents under 35 who responded have a higher proportion of females (58.7% and 54.4% respectively) than males (41.3% and 45.6% respectively). All respondent groups have a higher proportion of respondents 35 and over (between 56.4% and 68.0%). However, the proportion of respondents under 35 is higher for females (43.6% or 68) than for males (32.2% or 57), and higher for Beneficiaries (42.1% or 75) than for non-Beneficiaries (32.0% or 49). A higher proportion of respondents under 35 and females are Beneficiaries (60.5% and 67.7% respectively), while a higher proportion of males are non-Beneficiaries (58.4% or 104).

More non-Beneficiaries (68.4% or 106) tended to have completed university while more Beneficiaries (40.1% or 71) had attended colleges or other non-university programs. More males (77.0% or 137) had achieved postsecondary education than females (66.6% or 104). It is important to note however that a higher proportion of females are under 35. Hence, this does not necessarily mean that females are less educated; they may currently be pursuing their high school certificate or postsecondary education.

The majority of respondents in all groups are currently employed (between 84.4% and 94.2%), and this does not vary significantly by gender or age group, but it does vary slightly by beneficiary status as more non-Beneficiaries (94.2% or 146) than Beneficiaries (84.4% or 151) currently work. However, as Beneficiaries represent a higher proportion of respondents aged under 35, it is possible this difference could be attributed to younger Inuit respondents still currently pursuing high school or postsecondary education.

The majority of respondents in all groups who currently work do so for an employer (between 87.2% and 95.4%), but there are some slight differences in self-employment: more respondents 35 and over (12.8% or 24) than those under 35 (4.6% or 5), more males (12.7% or 20) than females (6.4% or 9), and more non-Beneficiaries (12.4% or 18) than Beneficiaries (6.0% or 9) are self-employed.

The majority of respondents in all groups who currently work do so full-time (between 85.3% and 92.4%), but there are some slight differences: more respondents 35 and over (91.4% or 171) than those under 35 (85.3% or 93), and more non-Beneficiaries (92.4% or 134) than Beneficiaries (86.0% or 129) work full-time, while more females (10.0% or 14) than males (5.7% or 9) work part-time.

The highest proportion of respondents in all groups who currently work have been working with their current employer for 1-4 years (between 33.8% and 46.4%), except for respondents 35 and over for which it is 10 years or more (34.6% or 64). More respondents 35 and over (34.6% or 64) than those under 35 (6.4% or 7), and more Beneficiaries (27.7% or 41) than non-Beneficiaries (19.3% or 28) have been employed for 10 years or more, while more females (44.7% or 63) than males (33.8% or 52) have been employed for 1-4 years, and more non-Beneficiaries (20.7% or 30) than Beneficiaries (12.8% or 19) have been employed for 5-9 years.

Around half of respondents in all groups who currently work do so in public administration (between 47.3% and 57.8%), but there are some slight differences: more Beneficiaries (55.3% or 83) than non-Beneficiaries (47.9% or 70), more females (56.0% or 79) than males (47.8% or 75), and more respondents under 35 (57.8% or 63) than those 35 and over (47.3% or 89) work in public administration. On the other hand, more non-Beneficiaries (11.0% or 16) than Beneficiaries (4.7% or 7) work in professional, scientific and technical services, more Beneficiaries (8.0% or 12) than non-Beneficiaries (1.4% or 2) work in administrative and

support, waste management and remediation services, more females (10.6% or 15) than males (5.1% or 8) work in educational services, and more respondents 35 and over (5.3% or 10) than those under 35 (0.9% or 1) work in management of companies and enterprises.

The majority of respondents in all groups who currently work do so for a non-Inuit employer (between 68.0% and 79.1%), but more Beneficiaries (32.0% or 48) than non-Beneficiaries (21.2% or 31), more respondents 35 and over (29.9% or 56) than those under 35 (20.9% or 23), and more males (29.9% or 47) than females (23.4% or 33) have an Inuit employer.

For those currently with an Inuit employer, the highest proportion in all groups worked for an Inuit-owned business (between 36.4% and 60.0%), except for Beneficiaries who have a higher proportion working for Regional Inuit Associations (25.0% or 12) and respondents under 35 who have a higher proportion working for NTI, Nunavut Trust or a related Board Committee (30.4% or 7). More non-Beneficiaries (60.0% or 18) than Beneficiaries (22.9% or 11), and more respondents 35 and over (45.5% or 25) than those under 35 (21.7% or 5) worked for an Inuit-owned business; while more Beneficiaries (25.0% or 12) than non-Beneficiaries (6.7% or 2), more females (27.3% or 9) than males (10.9% or 5), and more respondents 35 and over (21.8% or 12) than those under 35 (8.7% or 2) worked for Regional Inuit Associations; and more Beneficiaries (22.9% or 11) than non-Beneficiaries (6.7% or 2), more males (19.6% or 9) than females (12.1% or 4), and more respondents under 35 (30.4% or 7) than those 35 and over (10.9% or 6) worked for NTI, Nunavut Trust or a related Board Committee.

The majority of respondents in all groups have previous work experience (between 96.6% and 99.4%), and this does not vary significantly when broken-down by beneficiary status, gender and age group. For all respondent groups, public administration (between 66.0% and 84.7%) and accommodations and food services (between 48.2% and 55.8%) ranked first and second respectively. There are some significant differences: more Beneficiaries than non-Beneficiaries had previous work experience in public administration (84.7% vs. 66%), traditional fishing, hunting, trapping, and other harvesting activities (47.9% vs. 7.3%), administrative and support, waste management and remediation service (47.0% vs. 27.8%), and commercial fishing, hunting, agriculture and forestry (22.6% vs. 9.3%), whereas more non-Beneficiaries than Beneficiaries had previous work experience in management of companies and enterprises (39.7% vs. 29.3%), and professional, scientific and technical services (38.2% vs. 21.9%). More males than females had previous work experience in construction, management of companies and enterprises (47.4% vs. 8.7%), transportation and warehousing (28.8% vs. 9.5%), commercial fishing, hunting, agriculture and forestry (20.7% vs. 11.3%), information and cultural industries (18.1% vs. 8.7%), and mining, quarrying, and oil and gas extraction (17.5% vs. 6.0%), whereas more females than males had previous work experience in health care and social assistance (24.2% vs. 14.6%). More respondents 35 and over than those under 35 had previous work experience in management of companies and enterprises (43.4% vs. 19.3%), transportation and warehousing (23.1% vs. 14.5%), and in real estate and rental and leasing (15.5% vs. 1.7%).

2.1. Educational Goals

This section of the report outlines the responses to questions on educational goals and plans for the period between 2014 and 2024, including anticipated certificates, diplomas or degrees and the major field of study. A summary of these results follow.

Between 2014 and 2024, more Beneficiaries than non-Beneficiaries *will*, or *may*, pursue their education, although the difference could be attributed to a younger Beneficiary population not yet having completed high school or postsecondary education.

As to the likelihood of pursuing various certificates, diplomas and degrees, a high school certificate or equivalent ranked first for both Beneficiaries and non-Beneficiaries, however, non-Beneficiaries are *very likely* to pursue their high school certificate or equivalent, while Beneficiaries are *likely* to pursue it. Beneficiaries are *likely* to pursue a college, CEGEP or other non-university certificate or diploma (ranked second), while non-Beneficiaries are *unlikely* to pursue one (ranked fifth).

As for the field of study, business, management and public administration ranked first for Beneficiaries and non-Beneficiaries and both were *likely* to study in this field. Beneficiaries are *not sure* if they will study a range of other fields: mathematics, computer and information sciences, education, visual and performing arts, communications technologies, health, parks, recreation and fitness, and transportation, protection and personal services, while non-Beneficiaries are *unlikely* to study any of these fields.

More females than males *will* or *may* pursue their education between 2014 and 2024. When comparing the likelihood of pursuing various certificates, diplomas and degrees, a high school certificate or equivalent ranked first for both females and males, however, females are *likely* to pursue one, while males are *not sure* they will. A college, CEGEP or other non-university certificate or diploma ranked second for both females and males, but both were *not sure* they would pursue one. Ranked third for females was a Bachelor's degree, while university certificate or diploma below bachelor level ranked third for males, but both were *not sure* if they would pursue either.

As the potential study field, business, management and public administration ranked first for females and males and both were *likely* to study these fields. Ranked second for both was social and behavioural sciences and law, but both were *not sure* they would study this field. Females are *not sure* they will study in education (ranked 3), while males are *unlikely* to do so (ranked 11). Males are *not sure* they will study in visual and performing arts, and communications technologies, and in natural resources, conservation and agriculture, while females are *unlikely* to study in either.

When comparing age groups, more respondents under 35 than those 35 and over *will* or *may* pursue their education between 2014 and 2024, although the difference could be attributed to an older population having already completed high school or postsecondary education.

In terms of the likelihood of pursuing various certificates, diplomas and degrees, a high school certificate or equivalent ranked first for both respondents under 35 and those 35 and over, however those under 35 are *likely* to pursue it, while respondents 35 and over are *not sure* they will. A college, CEGEP or other non-university certificate or diploma ranked second for respondents under 35 and those 35 and over, but both were *not sure* they would pursue one. In terms of postsecondary education, those under 35 are *not sure* they will pursue a Master's degree, a university certificate or diploma above bachelor level, or an apprenticeship or trades certificate or diploma, while respondents 35 and over are *unlikely* to pursue any of these.

As for the field of study, business, management and public administration ranked first for respondents under 35 and those 35 and over and both were *likely* to study in this field. Ranked second for both was social and behavioural sciences and law, but both were *not sure* they would study it. Respondents under 35

are *not sure* they will study in education, while those 35 and over are *unlikely* to do so. Respondents 35 and over are *not sure* they will study in visual and performing arts, and communications technologies, while those under 35 are *unlikely* to do so.

The detailed results on educational goals between 2014 and 2024, including the likelihood of pursuing certificates, diplomas and degrees, and the likelihood of the fields of study follow.

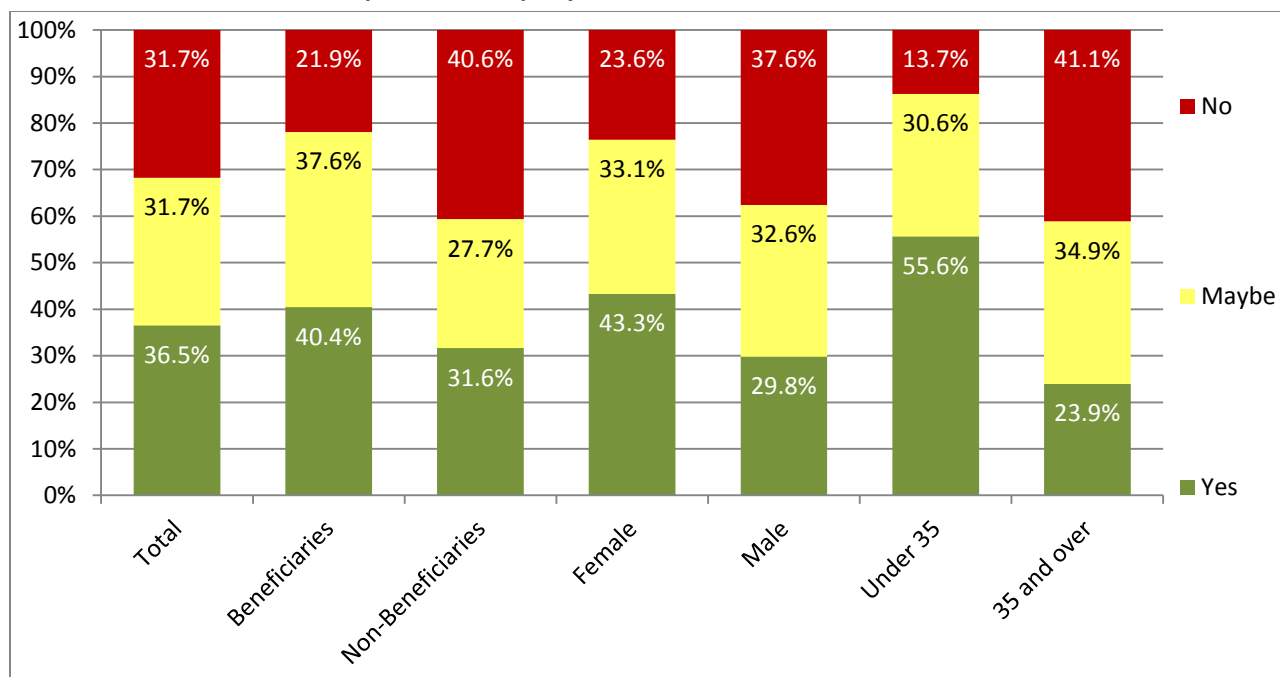
2.2.1. Educational Goals Between 2014 and 2024

Respondents were asked “Between 2014 and 2024, do you think you will be working towards a certificate, diploma or degree?” As presented in the chart below, 36.5% (or 137) of the total respondents think they will be working towards a certificate, diploma or degree between 2014 and 2024, while an additional 31.7% (or 119) may be working towards these. This distribution differs when broken-down by beneficiary status, gender and age group. Here are some highlights:

- 40.6% of non-Beneficiaries will not be pursuing their education compared to 21.9% of Beneficiaries who will not;
- 37.6% of males will not be pursuing their education compared to 23.6% of females;
- 41.1% of respondents 35 years of age and over will not be pursuing their education compared to 13.7% of those under 35 years of age.

As noted in the Profile of Respondents, 68.0% of non-Beneficiaries who responded are aged 35 and over. Hence, it is possible this difference in intent to pursue educational goals could be attributed to an older non-Inuit population having already completed high school or postsecondary education. The chart below shows the proportion of respondents by educational pursuit between 2014 and 2024 for select respondent groups.

Chart 1 – Respondent Groups by Educational Pursuit Between 2014 and 2024



2.2.2. Likelihood of Certificates, Diplomas and Degrees

The 68.2% (or 256) of respondents who think they will, or may, pursue their education were then asked “Looking ahead over the next 10 years (from 2014 to 2024), how likely or unlikely is it that you will be working towards the following certificates, diplomas or degrees?” More specifically, they were instructed to identify the likelihood of pursuing various certificates, diplomas and degrees³ on a scale of “very unlikely” to “very likely”. As shown in the table below, a high school certificate or equivalent ranked first with the highest score (3.68 or likely), followed by college, CEGEP or other non-university certificate or diploma (3.12 or not sure), a university certificate or diploma below bachelor level (2.75 or not sure), and a bachelor’s degree (2.75 or not sure). The most common answer (mode) was “likely” (4.00) for high school certificate or equivalent and college, CEGEP or other non-university certificate or diploma. The following table ranks the likelihood of pursuit of certificates, diplomas and degrees for all respondents based on their score, in order from highest to lowest, accompanied by the corresponding equivalent.

Table 4 – Ranking of Certificates, Diplomas and Degrees by Likelihood of Pursuit for Total Respondents

Rank	Certificate, Diploma or Degree	Measures of Central Tendency					
		Mean		Median		Mode	
		Score	Equivalent	Score	Equivalent	Score	Equivalent
1.	High school certificate or equivalent	3.68	Likely	4.00	Likely	4.00	Likely
2.	College, CEGEP or other non-university certificate or diploma	3.12	Not sure	3.00	Not sure	4.00	Likely
3.	Bachelor’s degree	2.75	Not sure	3.00	Not sure	3.00	Not sure
4.	University certificate or diploma below bachelor level	2.75	Not sure	3.00	Not sure	1.00	Very unlikely
5.	Master’s degree	2.54	Not sure	3.00	Not sure	3.00	Not sure
6.	University certificate or diploma above bachelor level	2.47	Not sure	3.00	Not sure	1.00	Very unlikely
7.	Apprenticeship or trades certificate or diploma	2.43	Unlikely	2.00	Unlikely	1.00	Very unlikely
8.	Earned doctorate (PhD)	2.11	Unlikely	2.00	Unlikely	1.00	Very unlikely
9.	Nunavut Sivuniksavut (NS) 2-year certificate	2.02	Unlikely	2.00	Unlikely	1.00	Very unlikely
10.	Nunavut Sivuniksavut (NS) 1-year certificate	2.00	Unlikely	2.00	Unlikely	2.00	Unlikely
11.	Degree in medicine, dentistry, veterinary medicine or optometry	1.76	Unlikely	1.00	Very unlikely	1.00	Very unlikely

Respondents also provided other responses which didn’t fit under the *Classification of highest educational attainment*, but can be categorized as the following:

- Other professional designations and certifications (6);
- Other programs (1)

³ Respondents who had previously indicated having completed their high school certificate or equivalent, the NS 1-year and / or 2-year certificate(s) were excluded from analysis for those certificates.

For Beneficiaries, pursuing a high school certificate or equivalent ranked first with the highest score (3.58 or likely). Rounding up the top 3 were a college, CEGEP or other non-university certificate or diploma (3.46 or likely), and a university certificate or diploma below bachelor level (2.91 or not sure). The most common answer (mode) was “likely” (4.00) for high school certificate or equivalent, college, CEGEP or other non-university certificate or diploma, and Apprenticeship or trades certificate or diploma. The following table ranks the certificates, diplomas and degrees for Beneficiaries based on their likelihood of pursuit score, in order from highest to lowest, accompanied by the corresponding equivalent.

Table 5 – Ranking of Certificates, Diplomas and Degrees by Likelihood of Pursuit for Beneficiary Respondents

Rank	Certificate, Diploma or Degree	Measures of Central Tendency					
		Mean		Median		Mode	
		Score	Equivalent	Score	Equivalent	Score	Equivalent
1.	High school certificate or equivalent	3.58	Likely	4.00	Likely	4.00	Likely
2.	College, CEGEP or other non-university certificate or diploma	3.46	Likely	4.00	Likely	4.00	Likely
3.	University certificate or diploma below bachelor level	2.91	Not sure	3.00	Not sure	3.00	Not sure
4.	Apprenticeship or trades certificate or diploma	2.86	Not sure	3.00	Not sure	4.00	Likely
5.	Bachelor’s degree	2.82	Not sure	3.00	Not sure	3.00	Not sure
6.	University certificate or diploma above bachelor level	2.55	Not sure	3.00	Not sure	3.00	Not sure
7.	Master’s degree	2.30	Unlikely	2.00	Unlikely	3.00	Not sure
8.	Earned doctorate (PhD)	2.06	Unlikely	2.00	Unlikely	1.00	Very unlikely
9.	Nunavut Sivuniksavut (NS) 1-year certificate	2.01	Unlikely	2.00	Unlikely	1.00	Very unlikely
10.	Nunavut Sivuniksavut (NS) 2-year certificate	2.00	Unlikely	2.00	Unlikely	1.00	Very unlikely
11.	Degree in medicine, dentistry, veterinary medicine or optometry	2.00	Unlikely	2.00	Unlikely	1.00	Very unlikely

For non-Beneficiaries, pursuing a high school certificate or equivalent ranked first with the highest score (5.00 or very likely). Rounding up the top 3 were a Master’s degree (2.86 or not sure), and a bachelor’s degree (2.45 or not sure). The most common answer (mode) was “very unlikely” (1.00) for all certificates, diplomas or degrees, except for high school certificate or equivalent which was “very likely” (5.00). The following table ranks the certificates, diplomas and degrees for non-Beneficiaries based on their likelihood of pursuit score, in order from highest to lowest, accompanied by the corresponding equivalent.

Table 6 – Ranking of Certificates, Diplomas and Degrees by Likelihood of Pursuit for Non-Beneficiary Respondents

Rank	Certificate, Diploma or Degree ⁴	Measures of Central Tendency					
		Mean		Median		Mode	
		Score	Equivalent	Score	Equivalent	Score	Equivalent
1.	High school certificate or equivalent	5.00	Very likely	5.00	Very likely	5.00	Very likely
2.	Master's degree	2.86	Not sure	3.00	Not sure	1.00	Very unlikely
3.	Bachelor's degree	2.60	Not sure	2.00	Unlikely	1.00	Very unlikely
4.	University certificate or diploma below bachelor level	2.45	Not sure	2.00	Unlikely	1.00	Very unlikely
5.	College, CEGEP or other non-university certificate or diploma	2.44	Unlikely	2.00	Unlikely	1.00	Very unlikely
6.	University certificate or diploma above bachelor level	2.44	Unlikely	2.00	Unlikely	1.00	Very unlikely
7.	Earned doctorate (PhD)	2.16	Unlikely	2.00	Unlikely	1.00	Very unlikely
8.	Apprenticeship or trades certificate or diploma	1.71	Unlikely	1.00	Very unlikely	1.00	Very unlikely
9.	Degree in medicine, dentistry, veterinary medicine or optometry	1.38	Very unlikely	1.00	Very unlikely	1.00	Very unlikely

For female respondents, pursuing a high school certificate or equivalent ranked first with the highest score (3.83 or likely). Rounding up the top 3 were a college, CEGEP or other non-university certificate or diploma (3.27 or not sure), and a bachelor's degree (2.93 or not sure). The most common answer (mode) was "likely" (4.00) for high school certificate or equivalent. The following table ranks the certificates, diplomas and degrees for female respondents based on their likelihood of pursuit score, in order from highest to lowest, accompanied by the corresponding equivalent.

Table 7 – Ranking of Certificates, Diplomas and Degrees by Likelihood of Pursuit for Female Respondents

Rank	Certificate, Diploma or Degree	Measures of Central Tendency					
		Mean		Median		Mode	
		Score	Equivalent	Score	Equivalent	Score	Equivalent
1.	High school certificate or equivalent	3.83	Likely	4.00	Likely	4.00	Likely
2.	College, CEGEP or other non-university certificate or diploma	3.27	Not sure	3.00	Not sure	3.00	Not sure
3.	Bachelor's degree	2.93	Not sure	3.00	Not sure	3.00	Not sure
4.	University certificate or diploma below bachelor level	2.88	Not sure	3.00	Not sure	3.00	Not sure
5.	University certificate or diploma above bachelor level	2.60	Not sure	3.00	Not sure	3.00	Not sure
6.	Master's degree	2.60	Not sure	3.00	Not sure	3.00	Not sure
7.	Apprenticeship or trades certificate or diploma	2.39	Unlikely	2.00	Unlikely	1.00	Very unlikely

⁴ Since the Nunavut Sivuniksavut (NS) program is exclusively for Beneficiaries, the NS 1-year certificate and 2-year certificate were excluded from the analysis for non-Beneficiaries.

Rank	Certificate, Diploma or Degree	Measures of Central Tendency					
		Mean		Median		Mode	
		Score	Equivalent	Score	Equivalent	Score	Equivalent
8.	Earned doctorate (PhD)	2.18	Unlikely	2.00	Unlikely	1.00	Very unlikely
9.	Nunavut Sivuniksavut (NS) 1-year certificate	2.04	Unlikely	2.00	Unlikely	1.00	Very unlikely
10.	Nunavut Sivuniksavut (NS) 2-year certificate	2.00	Unlikely	2.00	Unlikely	1.00	Very unlikely
11.	Degree in medicine, dentistry, veterinary medicine or optometry	1.86	Unlikely	2.00	Unlikely	1.00	Very unlikely

For male respondents, pursuing a high school certificate or equivalent ranked first with the highest score (3.30 or not sure). Rounding up the top 3 were a college, CEGEP or other non-university certificate or diploma (2.87 or not sure), a university certificate or diploma below bachelor level (2.61 or not sure). The most common answer (mode) was only “likely” (4.00) for a college, CEGEP or other non-university certificate or diploma. The following table ranks the certificates, diplomas and degrees for male respondents based on their likelihood of pursuit score, in order from highest to lowest, accompanied by the corresponding equivalent.

Table 8 – Ranking of Certificates, Diplomas and Degrees by Likelihood of Pursuit for Male Respondents

Rank	Certificate, Diploma or Degree	Measures of Central Tendency					
		Mean		Median		Mode	
		Score	Equivalent	Score	Equivalent	Score	Equivalent
1.	High school certificate or equivalent	3.30	Not sure	3.50	Likely	3.00	Not sure
2.	College, CEGEP or other non-university certificate or diploma	2.87	Not sure	3.00	Not sure	4.00	Likely
3.	University certificate or diploma below bachelor level	2.61	Not sure	3.00	Not sure	1.00	Very unlikely
4.	Bachelor’s degree	2.54	Not sure	3.00	Not sure	1.00	Very unlikely
5.	Apprenticeship or trades certificate or diploma	2.48	Not sure	2.00	Unlikely	1.00	Very unlikely
6.	Master’s degree	2.45	Not sure	2.00	Unlikely	1.00	Very unlikely
7.	University certificate or diploma above bachelor level	2.41	Unlikely	2.00	Unlikely	1.00	Very unlikely
8.	Nunavut Sivuniksavut (NS) 2-year certificate	2.00	Unlikely	2.00	Unlikely	1.00	Very unlikely
9.	Earned doctorate (PhD)	1.99	Unlikely	2.00	Unlikely	1.00	Very unlikely
10.	Nunavut Sivuniksavut (NS) 1-year certificate	1.97	Unlikely	2.00	Unlikely	1.00	Very unlikely
11.	Degree in medicine, dentistry, veterinary medicine or optometry	1.68	Unlikely	1.00	Very unlikely	1.00	Very unlikely

For respondents under 35, pursuing a high school certificate or equivalent ranked first with the highest score (4.19 or likely). Rounding up the top 3 were a college, CEGEP or other non-university certificate or diploma (3.17 or not sure), and a university certificate or diploma below bachelor level (3.03 or not sure). The most common answer (mode) was “likely” (4.00) for high school certificate or equivalent and college, and CEGEP or other non-university certificate or diploma. The following table ranks the certificates, diplomas and degrees for respondents under 35 based on their likelihood of pursuit score, in order from highest to lowest, accompanied by the corresponding equivalent.

Table 9 – Ranking of Certificates, Diplomas and Degrees by Likelihood of Pursuit for Respondents Under 35

Rank	Certificate, Diploma or Degree	Measures of Central Tendency					
		Mean		Median		Mode	
		Score	Equivalent	Score	Equivalent	Score	Equivalent
1.	High school certificate or equivalent	4.19	Likely	4.00	Likely	4.00	Likely
2.	College, CEGEP or other non-university certificate or diploma	3.17	Not sure	3.00	Not sure	4.00	Likely
3.	University certificate or diploma below bachelor level	3.03	Not sure	3.00	Not sure	3.00	Not sure
4.	Bachelor’s degree	2.95	Not sure	3.00	Not sure	3.00	Not sure
5.	Master’s degree	2.67	Not sure	3.00	Not sure	3.00	Not sure
6.	University certificate or diploma above bachelor level	2.66	Not sure	3.00	Not sure	3.00	Not sure
7.	Apprenticeship or trades certificate or diploma	2.58	Not sure	2.00	Unlikely	1.00	Very unlikely
8.	Nunavut Sivuniksavut (NS) 1-year certificate	2.16	Unlikely	2.00	Unlikely	1.00	Very unlikely
9.	Nunavut Sivuniksavut (NS) 2-year certificate	2.16	Unlikely	2.00	Unlikely	1.00	Very unlikely
10.	Earned doctorate (PhD)	2.14	Unlikely	2.00	Unlikely	1.00	Very unlikely
11.	Degree in medicine, dentistry, veterinary medicine or optometry	1.95	Unlikely	2.00	Unlikely	1.00	Very unlikely

For respondents aged 35 and over, pursuing a high school certificate or equivalent ranked first with the highest score (3.18 or not sure). Rounding up the top 3 were a college, CEGEP or other non-university certificate or diploma (3.01 or not sure), and a bachelor’s degree (2.56 or not sure). The most common answer (mode) was “likely” (4.00) for high school certificate or equivalent, and “not sure” (3.00) for college, CEGEP or other non-university certificate or diploma. It was “very unlikely” (1.00) for all other certificates, diplomas and degrees. The following table ranks the certificates, diplomas and degrees for respondents aged 35 and over based on their likelihood of pursuit score, in order from highest to lowest, accompanied by the corresponding equivalent.

Table 10 – Ranking of Certificates, Diplomas and Degrees by Likelihood of Pursuit for Respondents 35 and Over

Rank	Certificate, Diploma or Degree	Measures of Central Tendency					
		Mean		Median		Mode	
		Score	Equivalent	Score	Equivalent	Score	Equivalent
1.	High school certificate or equivalent	3.18	Not sure	3.00	Not sure	4.00	Likely
2.	College, CEGEP or other non-university certificate or diploma	3.01	Not sure	3.00	Not sure	3.00	Not sure
3.	Bachelor's degree	2.56	Not sure	2.00	Unlikely	1.00	Very unlikely
4.	University certificate or diploma below bachelor level	2.48	Not sure	2.50	Not sure	1.00	Very unlikely
5.	Master's degree	2.41	Unlikely	2.00	Unlikely	1.00	Very unlikely
6.	University certificate or diploma above bachelor level	2.40	Unlikely	2.00	Unlikely	1.00	Very unlikely
7.	Apprenticeship or trades certificate or diploma	2.30	Unlikely	2.00	Unlikely	1.00	Very unlikely
8.	Earned doctorate (PhD)	2.08	Unlikely	2.00	Unlikely	1.00	Very unlikely
9.	Nunavut Sivuniksavut (NS) 1-year certificate	1.84	Unlikely	2.00	Unlikely	1.00	Very unlikely
10.	Nunavut Sivuniksavut (NS) 2-year certificate	1.80	Unlikely	2.00	Unlikely	1.00	Very unlikely
11.	Degree in medicine, dentistry, veterinary medicine or optometry	1.62	Unlikely	1.00	Very unlikely	1.00	Very unlikely

When comparing the scores of the various certificates, diplomas and degrees by beneficiary status, gender and age group, there are some differences. Here are some highlights:

- **Beneficiary Status Differences:**
 - Non-Beneficiaries are “very likely” (5.00) to pursue their high school certificate or equivalent, while Beneficiaries are “likely” (3.58) to pursue it;
 - Non-Beneficiaries are “not sure” (2.86) they will pursue a Master’s degree, while Beneficiaries are “unlikely” (2.30) to pursue it;
 - Beneficiaries are “likely” (3.46) to pursue a college, CEGEP or other non-university certificate or diploma, while non-Beneficiaries are “unlikely” (2.44) to pursue it.
- **Gender Differences:**
 - Females are “likely” (3.83) to pursue their high school certificate or equivalent, while males are “not sure” (3.30) they will pursue it;
 - Females are “not sure” (2.60) they will pursue a university certificate or diploma above bachelor level, while males are “unlikely” (2.41) to pursue it.
- **Age Group Differences:**
 - Respondents under 35 are “likely” (4.19) to pursue their high school certificate or equivalent, while respondents 35 and over are “not sure” (3.18) they will pursue it;
 - Respondents under 35 are “not sure” (2.67) they will pursue a Master’s degree, while respondents 35 and over are “unlikely” (2.41) to pursue it;

- Respondents under 35 are “not sure” (2.66) they will pursue a university certificate or diploma above bachelor level, while respondents 35 and over are “unlikely” (2.40) to pursue it;
- Respondents under 35 are “not sure” (2.58) they will pursue an apprenticeship or trades certificate or diploma, while respondents 35 and over are “unlikely” (2.30) to pursue it.

2.2.3. Likelihood of Fields of Study

The 68.2% of respondents (or 256) who think they will, or may, pursue their education were also asked “Looking ahead over the next 10 years (from 2014 to 2024), how likely or unlikely is it that you will be studying in the following fields?” Again, they were instructed to identify the likelihood of various fields of study on a scale of “Very unlikely” to “Very likely”. As presented in the table below, business, management and public administration ranked first with the highest score (3.56 or likely), followed by social and behavioural sciences and law (2.76 or not sure), and humanities (2.58 or not sure). The most common answer (mode) was “likely” (4.00) for business, management and public administration. The following table ranks the fields of study based on the level of likelihood score for each, in order from highest to lowest, accompanied by the corresponding equivalent.

Table 11 – Ranking of Fields of Study by Level of Likelihood for Total Respondents

Rank	Field of Study	Measures of Central Tendency					
		Mean		Median		Mode	
		Score	Equivalent	Score	Equivalent	Score	Equivalent
1.	Business, management and public administration	3.56	Likely	4.00	Likely	4.00	Likely
2.	Social and behavioural sciences and law	2.76	Not sure	3.00	Not sure	1.00	Very unlikely
3.	Humanities	2.58	Not sure	2.50	Not sure	1.00	Very unlikely
4.	Mathematics, computer and information sciences	2.54	Not sure	2.00	Unlikely	1.00	Very unlikely
5.	Education	2.49	Not sure	2.00	Unlikely	1.00	Very unlikely
6.	Visual and performing arts, and communications technologies	2.40	Unlikely	2.00	Unlikely	1.00	Very unlikely
7.	Health, parks, recreation and fitness	2.39	Unlikely	2.00	Unlikely	1.00	Very unlikely
8.	Natural resources, conservation and agriculture	2.30	Unlikely	2.00	Unlikely	1.00	Very unlikely
9.	Physical and life sciences and technologies	2.24	Unlikely	2.00	Unlikely	2.00	Unlikely
10.	Transportation, protection and personal services	2.17	Unlikely	2.00	Unlikely	1.00	Very unlikely
11.	Architecture, engineering and related technologies	2.09	Unlikely	2.00	Unlikely	2.00	Unlikely

One respondent provided a response which didn't fit under Statistics Canada's *Classification of Instructional Programs (CIP) Canada*⁵, but can be categorized as other (1).

For Beneficiaries, business, management and public administration ranked first as potential fields of study with the highest score (3.73 or likely). Rounding-up the top 3 were mathematics, computer and information sciences (2.90 or not sure) and social and behavioural sciences and law (2.83 or not sure). The most common answer (mode) was "likely" (4.00) for business, management and public administration, and "not sure" (3.00) for social and behavioural sciences and law, while it was "unlikely" (2.00) for the other fields. The following table ranks the fields of study for Beneficiaries based on their level of likelihood score for each, in order from highest to lowest, accompanied by the corresponding equivalent.

Table 12 – Ranking of Fields of Study by Level of Likelihood for Beneficiary Respondents

Rank	Field of Study	Measures of Central Tendency					
		Mean		Median		Mode	
		Score	Equivalent	Score	Equivalent	Score	Equivalent
1.	Business, management and public administration	3.73	Likely	4.00	Likely	4.00	Likely
2.	Mathematics, computer and information sciences	2.90	Not sure	3.00	Not sure	2.00	Unlikely
3.	Social and behavioural sciences and law	2.83	Not sure	3.00	Not sure	3.00	Not sure
4.	Education	2.73	Not sure	3.00	Not sure	2.00	Unlikely
5.	Humanities	2.58	Not sure	2.00	Unlikely	2.00	Unlikely
6.	Visual and performing arts, and communications technologies	2.57	Not sure	2.00	Unlikely	2.00	Unlikely
7.	Health, parks, recreation and fitness	2.57	Not sure	2.00	Unlikely	2.00	Unlikely
8.	Transportation, protection and personal services	2.50	Not sure	2.00	Unlikely	2.00	Unlikely
9.	Natural resources, conservation and agriculture	2.41	Unlikely	2.00	Unlikely	2.00	Unlikely
10.	Physical and life sciences and technologies	2.37	Unlikely	2.00	Unlikely	2.00	Unlikely
11.	Architecture, engineering and related technologies	2.36	Unlikely	2.00	Unlikely	2.00	Unlikely

For non-Beneficiaries, business, management and public administration ranked first as potential fields of study with the highest score (3.52 or likely). Rounding-up the top 3 were humanities (2.62 or not sure) and social and behavioural sciences and law (2.61 or not sure). The most common answer (mode) was "likely" (4.00) for business, management and public administration, and "unlikely" (2.00) for the other fields. The following table ranks the fields of study for non-Beneficiaries based on their level of likelihood score for each, in order from highest to lowest, accompanied by the corresponding equivalent.

⁵ <http://www.statcan.gc.ca/pub/12-590-x/12-590-x2012001-eng.pdf>

Table 13 – Ranking of Fields of Study by Level of Likelihood for Non-Beneficiary Respondents

Rank	Field of Study	Measures of Central Tendency					
		Mean		Median		Mode	
		Score	Equivalent	Score	Equivalent	Score	Equivalent
1.	Business, management and public administration	3.52	Likely	4.00	Likely	4.00	Likely
2.	Humanities	2.62	Not sure	3.00	Not sure	1.00	Very unlikely
3.	Social and behavioural sciences and law	2.61	Not sure	3.00	Not sure	1.00	Very unlikely
4.	Natural resources, conservation and agriculture	2.18	Unlikely	2.00	Unlikely	1.00	Very unlikely
5.	Visual and performing arts, and communications technologies	2.15	Unlikely	2.00	Unlikely	1.00	Very unlikely
6.	Health, parks, recreation and fitness	2.10	Unlikely	2.00	Unlikely	1.00	Very unlikely
7.	Education	2.01	Unlikely	2.00	Unlikely	1.00	Very unlikely
8.	Mathematics, computer and information sciences	2.00	Unlikely	2.00	Unlikely	1.00	Very unlikely
9.	Physical and life sciences and technologies	1.96	Unlikely	1.00	Very unlikely	1.00	Very unlikely
10.	Architecture, engineering and related technologies	1.70	Unlikely	1.00	Very unlikely	1.00	Very unlikely
11.	Transportation, protection and personal services	1.70	Unlikely	1.00	Very unlikely	1.00	Very unlikely

For females, business, management and public administration ranked first as potential fields of study with the highest score (3.66 or likely). Rounding-up the top 3 were social and behavioural sciences and law (2.75 or not sure) and education (2.69 or not sure). The most common answer (mode) was “likely” (4.00) for business, management and public administration. The following table ranks the fields of study for Beneficiaries based on their level of likelihood score for each, in order from highest to lowest, accompanied by the corresponding equivalent.

Table 14 – Ranking of Fields of Study by Level of Likelihood for Female Respondents

Rank	Field of Study	Measures of Central Tendency					
		Mean		Median		Mode	
		Score	Equivalent	Score	Equivalent	Score	Equivalent
1.	Business, management and public administration	3.66	Likely	4.00	Likely	4.00	Likely
2.	Social and behavioural sciences and law	2.75	Not sure	3.00	Not sure	1.00	Very unlikely
3.	Education	2.69	Not sure	2.50	Not sure	1.00	Very unlikely
4.	Humanities	2.54	Not sure	2.00	Unlikely	2.00	Unlikely
5.	Mathematics, computer and information sciences	2.49	Not sure	2.00	Unlikely	1.00	Very unlikely
6.	Health, parks, recreation and fitness	2.41	Unlikely	2.00	Unlikely	2.00	Unlikely
7.	Visual and performing arts, and communications technologies	2.26	Unlikely	2.00	Unlikely	2.00	Unlikely
8.	Natural resources, conservation and agriculture	2.18	Unlikely	2.00	Unlikely	1.00	Very unlikely

Rank	Field of Study	Measures of Central Tendency					
		Mean		Median		Mode	
		Score	Equivalent	Score	Equivalent	Score	Equivalent
9.	Physical and life sciences and technologies	2.17	Unlikely	2.00	Unlikely	2.00	Unlikely
10.	Transportation, protection and personal services	2.10	Unlikely	2.00	Unlikely	1.00	Very unlikely
11.	Architecture, engineering and related technologies	1.93	Unlikely	2.00	Unlikely	2.00	Unlikely

For males, business, management and public administration ranked first as potential fields of study with the highest score (3.63 or likely). Rounding-up the top 3 were social and behavioural sciences and law (2.72 or not sure), and humanities (2.64 or not sure). The most common answer (mode) was “likely” (4.00) for business, management and public administration. The following table ranks the fields of study for males based on their level of likelihood score for each, in order from highest to lowest, accompanied by the corresponding equivalent.

Table 15 – Ranking of Fields of Study by Level of Likelihood for Male Respondents

Rank	Field of Study	Measures of Central Tendency					
		Mean		Median		Mode	
		Score	Equivalent	Score	Equivalent	Score	Equivalent
1.	Business, management and public administration	3.63	Likely	4.00	Likely	4.00	Likely
2.	Social and behavioural sciences and law	2.72	Not sure	3.00	Not sure	3.00	Not sure
3.	Humanities	2.64	Not sure	3.00	Not sure	3.00	Not sure
4.	Mathematics, computer and information sciences	2.64	Not sure	3.00	Not sure	3.00	Not sure
5.	Visual and performing arts, and communications technologies	2.55	Not sure	3.00	Not sure	1.00	Very unlikely
6.	Natural resources, conservation and agriculture	2.49	Not sure	2.00	Unlikely	2.00	Unlikely
7.	Health, parks, recreation and fitness	2.37	Unlikely	2.00	Unlikely	2.00	Unlikely
8.	Transportation, protection and personal services	2.32	Unlikely	2.00	Unlikely	1.00	Very unlikely
9.	Architecture, engineering and related technologies	2.31	Unlikely	2.00	Unlikely	2.00	Unlikely
10.	Physical and life sciences and technologies	2.25	Unlikely	2.00	Unlikely	1.00	Very unlikely
11.	Education	2.18	Unlikely	2.00	Unlikely	1.00	Very unlikely

For respondents under 35, business, management and public administration ranked first as potential fields of study with the highest score (3.67 or likely). Rounding-up the top 3 were social and behavioural sciences and law (2.81 or not sure) and education (2.62 or not sure). The most common answer (mode) was “likely” (4.00) for business, management and public administration, while it was “unlikely” (2.00) for humanities, as well as health, parks, recreation and fitness, and “very unlikely” for the other fields. The following table

ranks the fields of study for respondents under 35 based on their level of likelihood score for each, in order from highest to lowest, accompanied by the corresponding equivalent.

Table 16 – Ranking of Fields of Study by Level of Likelihood for Respondents Under 35

Rank	Field of Study	Measures of Central Tendency					
		Mean		Median		Mode	
		Score	Equivalent	Score	Equivalent	Score	Equivalent
1.	Business, management and public administration	3.67	Likely	4.00	Likely	4.00	Likely
2.	Social and behavioural sciences and law	2.81	Not sure	3.00	Not sure	1.00	Very unlikely
3.	Education	2.62	Not sure	2.00	Unlikely	1.00	Very unlikely
4.	Humanities	2.61	Not sure	2.00	Unlikely	2.00	Unlikely
5.	Mathematics, computer and information sciences	2.58	Not sure	3.00	Not sure	1.00	Very unlikely
6.	Health, parks, recreation and fitness	2.44	Unlikely	2.00	Unlikely	2.00	Unlikely
7.	Natural resources, conservation and agriculture	2.42	Unlikely	2.00	Unlikely	1.00	Very unlikely
8.	Physical and life sciences and technologies	2.29	Unlikely	2.00	Unlikely	1.00	Very unlikely
9.	Visual and performing arts, and communications technologies	2.24	Unlikely	2.00	Unlikely	1.00	Very unlikely
10.	Architecture, engineering and related technologies	2.10	Unlikely	2.00	Unlikely	1.00	Very unlikely
11.	Transportation, protection and personal services	2.08	Unlikely	2.00	Unlikely	1.00	Very unlikely

For respondents 35 and over, business, management and public administration ranked first as potential fields of study with the highest score (3.61 or likely). Rounding-up the top 3 were social and behavioural sciences and law (2.69 or not sure) and humanities (2.58 or not sure). The most common answer (mode) was “likely” (4.00) for business, management and public administration, and “unlikely” (2.00) or “very unlikely” (1.00) for the other fields. The following table ranks the fields of study for respondents 35 and over based on their level of likelihood score for each, in order from highest to lowest, accompanied by the corresponding equivalent.

Table 17 – Ranking of Fields of Study by Level of Likelihood for Respondents 35 and Over

Rank	Field of Study	Measures of Central Tendency					
		Mean		Median		Mode	
		Score	Equivalent	Score	Equivalent	Score	Equivalent
1.	Business, management and public administration	3.61	Likely	4.00	Likely	4.00	Likely
2.	Social and behavioural sciences and law	2.69	Not sure	3.00	Not sure	2.00	Unlikely
3.	Humanities	2.58	Not sure	2.50	Not sure	1.00	Very unlikely
4.	Visual and performing arts, and communications technologies	2.57	Not sure	2.00	Unlikely	1.00	Very unlikely
5.	Mathematics, computer and information sciences	2.52	Not sure	2.00	Unlikely	2.00	Unlikely
6.	Health, parks, recreation and fitness	2.33	Unlikely	2.00	Unlikely	2.00	Unlikely

Rank	Field of Study	Measures of Central Tendency					
		Mean		Median		Mode	
		Score	Equivalent	Score	Equivalent	Score	Equivalent
7.	Transportation, protection and personal services	2.31	Unlikely	2.00	Unlikely	1.00	Very unlikely
8.	Education	2.29	Unlikely	2.00	Unlikely	1.00	Very unlikely
9.	Natural resources, conservation and agriculture	2.24	Unlikely	2.00	Unlikely	2.00	Unlikely
10.	Physical and life sciences and technologies	2.15	Unlikely	2.00	Unlikely	2.00	Unlikely
11.	Architecture, engineering and related technologies	2.10	Unlikely	2.00	Unlikely	2.00	Unlikely

When comparing the scores of the various fields of study by beneficiary status, gender and age group, the business, management and public administration is the top field of study for all of them. However, there are some differences for the other fields. Here are some highlights:

- Beneficiary Status Differences:
 - Beneficiaries are “not sure” they will study in mathematics, computer and information sciences (2.90), education (2.73), visual and performing arts, and communications technologies (2.57), health, parks, recreation and fitness (2.57), and transportation, protection and personal services (2.50), while non-Beneficiaries are “unlikely” to study any of these fields (1.70 to 2.15);
- Gender Differences:
 - Females are “not sure” they will study in education (2.69), while males are “unlikely” to do so (2.18);
 - Males are “not sure” they will study in visual and performing arts, and communications technologies (2.55), and in natural resources, conservation and agriculture (2.49), while females are “unlikely” to study in either (2.26 and 2.18 respectively);
- Age Group Differences:
 - Respondents under 35 are “not sure” they will study in education (2.62), while respondents 35 and over are “unlikely” to do so (2.29);
 - Respondents 35 and over are “not sure” they will study in visual and performing arts, and communications technologies (2.57), while respondents under 35 are “unlikely” to do so (2.24).

2.2. Employment Goals

This section of the report outlines the responses to questions on employment goals and expectations for the period 2014 and 2024, including the anticipated industries of employment. A summary of these results follows.

Between 2014 and 2024, more non-Beneficiaries than Beneficiaries think they will not be employed. Although the difference could be attributed to an older non-Beneficiary population retiring, the relative optimism of Beneficiaries is encouraging.

When looking at the likelihood of various potential employment industries, public administration ranked first for both Beneficiaries and non-Beneficiaries, and on average it was considered the only *likely* industry

for both. Beneficiaries are *not sure* they will be employed in traditional fishing, hunting, trapping, and other harvesting activities (ranked 2), while non-Beneficiaries are *very unlikely* to be (ranked 19). Beneficiaries are also *not sure* they will be employed in administrative and support, waste management and remediation services (ranked 3), educational services (ranked 5), and finance and insurance (ranked 6), while non-Beneficiaries are *unlikely* to be employed in these industries (ranked 8, 4, and 9 respectively). Non-Beneficiaries are *not sure* they will be employed in professional, scientific and technical services (ranked 2), while Beneficiaries are *unlikely* to be employed in these industries (ranked 7).

Females were slightly more optimistic they would be employed between 2014 and 2024 than males, but not significantly more. Public administration ranked first for both females and males, and on average it was considered the only *likely* industry for both genders. Females are *not sure* they will be employed in educational services (ranked 2), while males are *unlikely* to be employed in this field (ranked 4). Males are *not sure* they will be employed in management of companies and enterprises (ranked 2), and in professional, scientific and technical services (ranked 3), while females are *unlikely* to be employed in either (ranked 10 and 4 respectively).

More respondents under 35 than those 35 and over think they will be employed between 2014 and 2024. Again, the difference could be attributed to an older population who will be retiring, but the optimism of those under 35 is encouraging.

In terms of the likelihood of the various potential employment industries, public administration ranked first for both respondents under 35 and those 35 and over, and on average it was considered the only *likely* industry for both age groups. Respondents 35 and over are *not sure* they will be employed in management of companies and enterprises (ranked 2), educational services (ranked 3), and professional, scientific and technical services (ranked 4), while those under 35 are *unlikely* to be employed in any of these (ranked 2, 5 and 3 respectively).

The detailed results on employment goals between 2014 and 2024, and the likelihood of the employment industries follow.

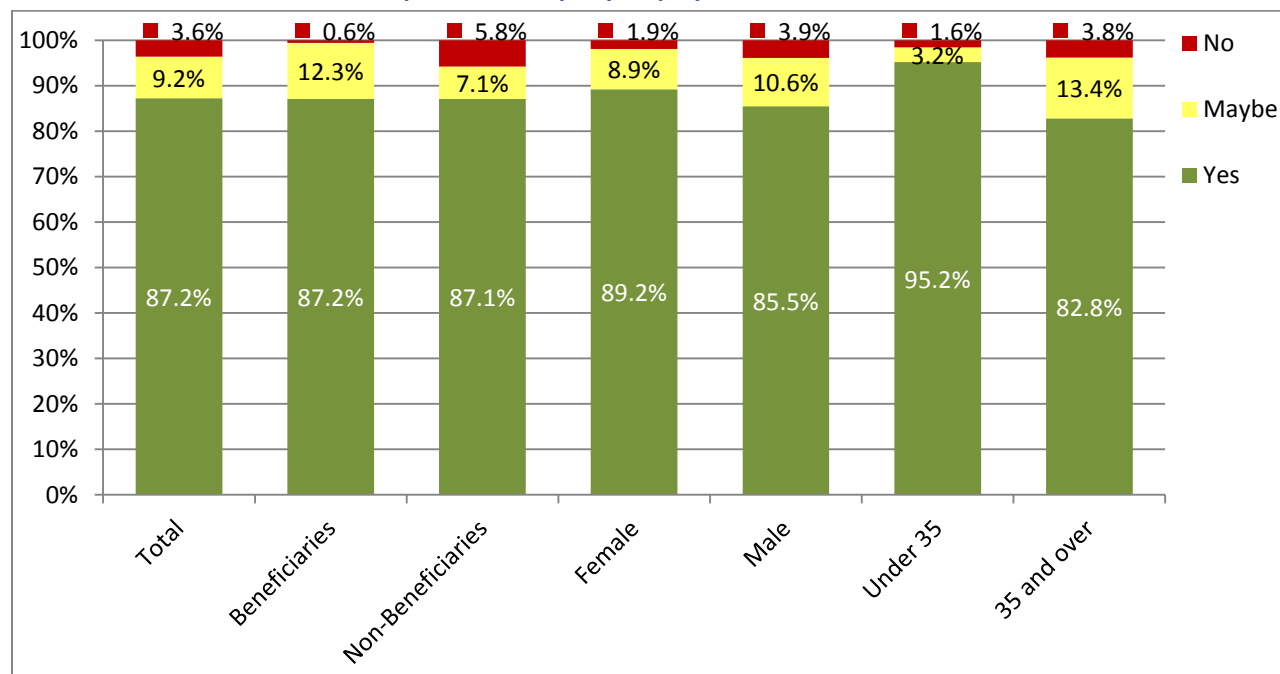
2.3.1. Employment Between 2014 and 2024

Respondents were asked “*Between 2014 and 2024, do you think you will be employed?*” As presented in the chart below, 87.2% (or 312) of the total respondents think they will be employed between 2014 and 2024, while an additional 9.2% (or 33) think they may be. This distribution is similar when broken-down by gender, but it differs when broken-down by beneficiary status, and age group. Here are some highlights:

- 5.8% of non-Beneficiaries think they will not be employed compared to 0.6% of Beneficiaries;
- 95.2% of respondents under 35 years of age think they will be employed compared to 82.8% for respondents 35 years of age and over.

Since 68.0% of non-Beneficiaries who responded are aged 35 and over, it is likely this difference could be attributed to an older non-Inuit population who will be retiring. The chart below shows the proportion of respondents by employment between 2014 and 2024 for select respondent groups.

Chart 2 – Respondent Groups by Employment Between 2014 and 2024



2.3.2. Likelihood of Employment in Industry

The 96.4% (or 345) of respondents who think they will or may be employed were then asked “Between 2014 and 2024, how likely or unlikely is it that you will be employed in the following sectors or industries?” More specifically, they were instructed to rate the likelihood of being employed in various industries on a scale of “Very unlikely” to “Very likely”. As shown in the table below, public administration ranked first with the highest score (3.91 or likely), followed by management of companies and enterprises (2.51 or not sure). The most common answer (mode) was “Very likely” (5.00) for public administration. The following table ranks the industries being those in which the respondents will be employed, based on their likelihood score in order from highest to lowest, accompanied by the corresponding equivalent.

Table 18 – Ranking of Industries by Likelihood of Employment for Total Respondents

Rank	Industry	Measures of Central Tendency					
		Mean		Median		Mode	
		Score	Equivalent	Score	Equivalent	Score	Equivalent
1.	Public administration	3.91	Likely	4.00	Likely	5.00	Very likely
2.	Management of companies and enterprises	2.51	Not sure	2.00	Unlikely	1.00	Very unlikely
3.	Educational services	2.42	Unlikely	2.00	Unlikely	1.00	Very unlikely
4.	Professional, scientific and technical services	2.42	Unlikely	2.00	Unlikely	1.00	Very unlikely
5.	Administrative and support, waste management and remediation services	2.30	Unlikely	2.00	Unlikely	1.00	Very unlikely
6.	Traditional fishing, hunting, trapping, and other harvesting activities	2.27	Unlikely	2.00	Unlikely	1.00	Very unlikely
7.	Finance and insurance	2.20	Unlikely	2.00	Unlikely	1.00	Very unlikely

Rank	Industry	Measures of Central Tendency					
		Mean		Median		Mode	
		Score	Equivalent	Score	Equivalent	Score	Equivalent
8.	Arts, entertainment and recreation	2.13	Unlikely	2.00	Unlikely	1.00	Very unlikely
9.	Accommodation and food services	2.11	Unlikely	2.00	Unlikely	1.00	Very unlikely
10.	Retail trade	2.01	Unlikely	2.00	Unlikely	1.00	Very unlikely
11.	Information and cultural industries	1.97	Unlikely	1.00	Very unlikely	1.00	Very unlikely
12.	Mining, quarrying, and oil and gas extraction	1.96	Unlikely	1.00	Very unlikely	1.00	Very unlikely
13.	Construction	1.92	Unlikely	1.00	Very unlikely	1.00	Very unlikely
14.	Health care and social assistance	1.91	Unlikely	1.00	Very unlikely	1.00	Very unlikely
15.	Commercial fishing, hunting, agriculture and forestry	1.87	Unlikely	1.00	Very unlikely	1.00	Very unlikely
16.	Transportation and warehousing	1.85	Unlikely	1.00	Very unlikely	1.00	Very unlikely
17.	Real estate and rental and leasing	1.82	Unlikely	1.00	Very unlikely	1.00	Very unlikely
18.	Manufacturing	1.81	Unlikely	1.00	Very unlikely	1.00	Very unlikely
19.	Utilities	1.71	Unlikely	1.00	Very unlikely	1.00	Very unlikely
20.	Wholesale trade	1.68	Unlikely	1.00	Very unlikely	1.00	Very unlikely

In addition, three respondents indicated they would be employed in “Other services” (3), one of which specified it was “very likely”.

For Beneficiaries, public administration ranked first as a potential employment industry with the highest score (4.01 or likely). Rounding-up the top 3 were traditional fishing, hunting, trapping, and other harvesting activities (2.94 or not sure) and administrative and support, waste management and remediation services (2.69 or not sure). The most common answer (mode) was “very likely” (5.00) for public administration, while it was “very unlikely” for all other industries. The following table ranks the industries being those in which Beneficiary respondents will be employed, based on their likelihood score in order from highest to lowest, accompanied by the corresponding equivalent.

Table 19 – Ranking of Industries by Likelihood of Employment for Beneficiary Respondents

Rank	Industry	Measures of Central Tendency					
		Mean		Median		Mode	
		Score	Equivalent	Score	Equivalent	Score	Equivalent
1.	Public administration	4.01	Likely	4.00	Likely	5.00	Very likely
2.	Traditional fishing, hunting, trapping, and other harvesting activities	2.94	Not sure	3.00	Not sure	1.00	Very unlikely
3.	Administrative and support, waste management and remediation services	2.69	Not sure	3.00	Not sure	1.00	Very unlikely
4.	Management of companies and enterprises	2.58	Not sure	3.00	Not sure	1.00	Very unlikely
5.	Educational services	2.53	Not sure	3.00	Not sure	1.00	Very unlikely
6.	Finance and insurance	2.52	Not sure	3.00	Not sure	1.00	Very unlikely
7.	Professional, scientific and technical services	2.40	Unlikely	2.00	Unlikely	1.00	Very unlikely
8.	Accommodation and food services	2.29	Unlikely	2.00	Unlikely	1.00	Very unlikely

Rank	Industry	Measures of Central Tendency					
		Mean		Median		Mode	
		Score	Equivalent	Score	Equivalent	Score	Equivalent
9.	Commercial fishing, hunting, agriculture and forestry	2.27	Unlikely	2.00	Unlikely	1.00	Very unlikely
10.	Arts, entertainment and recreation	2.25	Unlikely	2.00	Unlikely	1.00	Very unlikely
11.	Mining, quarrying, and oil and gas extraction	2.18	Unlikely	2.00	Unlikely	1.00	Very unlikely
12.	Information and cultural industries	2.15	Unlikely	2.00	Unlikely	1.00	Very unlikely
13.	Construction	2.13	Unlikely	2.00	Unlikely	1.00	Very unlikely
14.	Health care and social assistance	2.11	Unlikely	2.00	Unlikely	1.00	Very unlikely
15.	Retail trade	2.07	Unlikely	2.00	Unlikely	1.00	Very unlikely
16.	Transportation and warehousing	2.07	Unlikely	2.00	Unlikely	1.00	Very unlikely
17.	Manufacturing	2.04	Unlikely	2.00	Unlikely	1.00	Very unlikely
18.	Real estate and rental and leasing	1.97	Unlikely	2.00	Unlikely	1.00	Very unlikely
19.	Utilities	1.93	Unlikely	2.00	Unlikely	1.00	Very unlikely
20.	Wholesale trade	1.82	Unlikely	1.00	Very unlikely	1.00	Very unlikely

For non-Beneficiaries, public administration ranked first as a potential employment industry with the highest score (3.91 or likely). Rounding-up the top 3 were professional, scientific and technical services (2.54 or not sure) and management of companies and enterprises (2.50 or not sure). The most common answer (mode) was “very likely” (5.00) for public administration, while it was “very unlikely” for all other industries. The following table ranks the industries being those in which non-Beneficiary respondents will be employed, based on their likelihood score in order from highest to lowest, accompanied by the corresponding equivalent.

Table 20 – Ranking of Industries by Likelihood of Employment for Non-Beneficiary Respondents

Rank	Industry	Measures of Central Tendency					
		Mean		Median		Mode	
		Score	Equivalent	Score	Equivalent	Score	Equivalent
1.	Public administration	3.91	Likely	4.00	Likely	5.00	Very likely
2.	Professional, scientific and technical services	2.54	Not sure	2.00	Unlikely	1.00	Very unlikely
3.	Management of companies and enterprises	2.50	Not sure	2.00	Unlikely	1.00	Very unlikely
4.	Educational services	2.28	Unlikely	2.00	Unlikely	1.00	Very unlikely
5.	Retail trade	2.00	Unlikely	1.00	Very unlikely	1.00	Very unlikely
6.	Arts, entertainment and recreation	1.97	Unlikely	1.00	Very unlikely	1.00	Very unlikely
7.	Accommodation and food services	1.91	Unlikely	1.00	Very unlikely	1.00	Very unlikely
8.	Administrative and support, waste management and remediation services	1.82	Unlikely	1.00	Very unlikely	1.00	Very unlikely
9.	Finance and insurance	1.82	Unlikely	1.00	Very unlikely	1.00	Very unlikely
10.	Information and cultural industries	1.78	Unlikely	1.00	Very unlikely	1.00	Very unlikely
11.	Mining, quarrying, and oil and gas extraction	1.74	Unlikely	1.00	Very unlikely	1.00	Very unlikely
12.	Construction	1.70	Unlikely	1.00	Very unlikely	1.00	Very unlikely

Rank	Industry	Measures of Central Tendency					
		Mean		Median		Mode	
		Score	Equivalent	Score	Equivalent	Score	Equivalent
13.	Real estate and rental and leasing	1.68	Unlikely	1.00	Very unlikely	1.00	Very unlikely
14.	Health care and social assistance	1.64	Unlikely	1.00	Very unlikely	1.00	Very unlikely
15.	Transportation and warehousing	1.62	Unlikely	1.00	Very unlikely	1.00	Very unlikely
16.	Manufacturing	1.56	Unlikely	1.00	Very unlikely	1.00	Very unlikely
17.	Wholesale trade	1.53	Unlikely	1.00	Very unlikely	1.00	Very unlikely
18.	Utilities	1.46	Unlikely	1.00	Very unlikely	1.00	Very unlikely
19.	Traditional fishing, hunting, trapping, and other harvesting activities	1.40	Very unlikely	1.00	Very unlikely	1.00	Very unlikely
20.	Commercial fishing, hunting, agriculture and forestry	1.36	Very unlikely	1.00	Very unlikely	1.00	Very unlikely

For females, public administration ranked first as a potential employment industry with the highest score (4.11 or likely). Rounding-up the top 3 were educational services (2.48 or not sure) and administrative and support, waste management and remediation services (2.38 or unlikely). The most common answer (mode) was “very likely” (5.00) for public administration, while it was “very unlikely” for all other industries. The following table ranks the industries being those in which female respondents will be employed, based on their likelihood score in order from highest to lowest, accompanied by the corresponding equivalent.

Table 21 – Ranking of Industries by Likelihood of Employment for Female Respondents

Rank	Industry	Measures of Central Tendency					
		Mean		Median		Mode	
		Score	Equivalent	Score	Equivalent	Score	Equivalent
1.	Public administration	4.11	Likely	5.00	Very likely	5.00	Very likely
2.	Educational services	2.48	Not sure	2.50	Not sure	1.00	Very unlikely
3.	Administrative and support, waste management and remediation services	2.38	Unlikely	2.00	Unlikely	1.00	Very unlikely
4.	Professional, scientific and technical services	2.35	Unlikely	2.00	Unlikely	1.00	Very unlikely
5.	Traditional fishing, hunting, trapping, and other harvesting activities	2.30	Unlikely	2.00	Unlikely	1.00	Very unlikely
6.	Finance and insurance	2.26	Unlikely	2.00	Unlikely	1.00	Very unlikely
7.	Arts, entertainment and recreation	2.06	Unlikely	2.00	Unlikely	1.00	Very unlikely
8.	Health care and social assistance	2.05	Unlikely	1.00	Very unlikely	1.00	Very unlikely
9.	Accommodation and food services	2.04	Unlikely	2.00	Unlikely	1.00	Very unlikely
10.	Management of companies and enterprises	2.01	Unlikely	1.00	Very unlikely	1.00	Very unlikely
11.	Information and cultural industries	1.88	Unlikely	1.00	Very unlikely	1.00	Very unlikely
12.	Retail trade	1.88	Unlikely	1.00	Very unlikely	1.00	Very unlikely
13.	Commercial fishing, hunting, agriculture and forestry	1.81	Unlikely	1.00	Very unlikely	1.00	Very unlikely
14.	Manufacturing	1.79	Unlikely	1.00	Very unlikely	1.00	Very unlikely
15.	Real estate and rental and leasing	1.77	Unlikely	1.00	Very unlikely	1.00	Very unlikely
16.	Transportation and warehousing	1.71	Unlikely	1.00	Very unlikely	1.00	Very unlikely

Rank	Industry	Measures of Central Tendency					
		Mean		Median		Mode	
		Score	Equivalent	Score	Equivalent	Score	Equivalent
17.	Mining, quarrying, and oil and gas extraction	1.70	Unlikely	1.00	Very unlikely	1.00	Very unlikely
18.	Construction	1.62	Unlikely	1.00	Very unlikely	1.00	Very unlikely
19.	Wholesale trade	1.60	Unlikely	1.00	Very unlikely	1.00	Very unlikely
20.	Utilities	1.50	Unlikely	1.00	Very unlikely	1.00	Very unlikely

For males, public administration ranked first as a potential employment industry with the highest score (3.84 or likely). Rounding-up the top 3 were management of companies and enterprises (3.02 or not sure) and professional, scientific and technical services (2.57 or not sure). The most common answer (mode) was “very likely” (5.00) for public administration, “likely” for management of companies and enterprises, while it was “very unlikely” for all other industries. The following table ranks the industries being those in which male respondents will be employed, based on their likelihood score in order from highest to lowest, accompanied by the corresponding equivalent.

Table 22 – Ranking of Industries by Likelihood of Employment for Male Respondents

Rank	Industry	Measures of Central Tendency					
		Mean		Median		Mode	
		Score	Equivalent	Score	Equivalent	Score	Equivalent
1.	Public administration	3.84	Likely	4.00	Likely	5.00	Very likely
2.	Management of companies and enterprises	3.02	Not sure	3.00	Not sure	4.00	Likely
3.	Professional, scientific and technical services	2.57	Not sure	2.00	Unlikely	1.00	Very unlikely
4.	Educational services	2.35	Unlikely	2.00	Unlikely	1.00	Very unlikely
5.	Traditional fishing, hunting, trapping, and other harvesting activities	2.28	Unlikely	2.00	Unlikely	1.00	Very unlikely
6.	Mining, quarrying, and oil and gas extraction	2.26	Unlikely	2.00	Unlikely	1.00	Very unlikely
7.	Administrative and support, waste management and remediation services	2.25	Unlikely	2.00	Unlikely	1.00	Very unlikely
8.	Construction	2.23	Unlikely	2.00	Unlikely	1.00	Very unlikely
9.	Accommodation and food services	2.22	Unlikely	2.00	Unlikely	1.00	Very unlikely
10.	Arts, entertainment and recreation	2.21	Unlikely	2.00	Unlikely	1.00	Very unlikely
11.	Retail trade	2.19	Unlikely	2.00	Unlikely	1.00	Very unlikely
12.	Finance and insurance	2.16	Unlikely	2.00	Unlikely	1.00	Very unlikely
13.	Information and cultural industries	2.10	Unlikely	2.00	Unlikely	1.00	Very unlikely
14.	Transportation and warehousing	2.03	Unlikely	2.00	Unlikely	1.00	Very unlikely
15.	Utilities	1.95	Unlikely	2.00	Unlikely	1.00	Very unlikely
16.	Commercial fishing, hunting, agriculture and forestry	1.95	Unlikely	1.00	Very unlikely	1.00	Very unlikely
17.	Real estate and rental and leasing	1.92	Unlikely	2.00	Unlikely	1.00	Very unlikely
18.	Manufacturing	1.87	Unlikely	1.50	Unlikely	1.00	Very unlikely
19.	Wholesale trade	1.79	Unlikely	1.00	Very unlikely	1.00	Very unlikely

Rank	Industry	Measures of Central Tendency					
		Mean		Median		Mode	
		Score	Equivalent	Score	Equivalent	Score	Equivalent
20.	Health care and social assistance	1.78	Unlikely	1.00	Very unlikely	1.00	Very unlikely

For respondents under 35, public administration ranked first as a potential employment industry with the highest score (3.95 or likely). Rounding-up the top 3 were management of companies and enterprises (2.43 or unlikely) and professional, scientific and technical services (2.41 or unlikely). The most common answer (mode) was “Very likely” (5.00) for public administration, while it was “Very unlikely” for all other industries. The following table ranks the industries being those in which respondents under 35 will be employed, based on their likelihood score in order from highest to lowest, accompanied by the corresponding equivalent.

Table 23 – Ranking of Industries by Likelihood of Employment for Respondents Under 35

Rank	Industry	Measures of Central Tendency					
		Mean		Median		Mode	
		Score	Equivalent	Score	Equivalent	Score	Equivalent
1.	Public administration	3.95	Likely	4.00	Likely	5.00	Very likely
2.	Management of companies and enterprises	2.43	Unlikely	2.00	Unlikely	1.00	Very unlikely
3.	Professional, scientific and technical services	2.41	Unlikely	2.00	Unlikely	1.00	Very unlikely
4.	Administrative and support, waste management and remediation services	2.34	Unlikely	2.00	Unlikely	1.00	Very unlikely
5.	Educational services	2.33	Unlikely	2.00	Unlikely	1.00	Very unlikely
6.	Traditional fishing, hunting, trapping, and other harvesting activities	2.26	Unlikely	2.00	Unlikely	1.00	Very unlikely
7.	Finance and insurance	2.19	Unlikely	2.00	Unlikely	1.00	Very unlikely
8.	Accommodation and food services	2.12	Unlikely	2.00	Unlikely	1.00	Very unlikely
9.	Retail trade	2.06	Unlikely	2.00	Unlikely	1.00	Very unlikely
10.	Arts, entertainment and recreation	2.05	Unlikely	2.00	Unlikely	1.00	Very unlikely
11.	Commercial fishing, hunting, agriculture and forestry	1.98	Unlikely	2.00	Unlikely	1.00	Very unlikely
12.	Health care and social assistance	1.98	Unlikely	1.00	Very unlikely	1.00	Very unlikely
13.	Information and cultural industries	1.95	Unlikely	2.00	Unlikely	1.00	Very unlikely
14.	Mining, quarrying, and oil and gas extraction	1.90	Unlikely	1.00	Very unlikely	1.00	Very unlikely
15.	Construction	1.86	Unlikely	1.00	Very unlikely	1.00	Very unlikely
16.	Manufacturing	1.84	Unlikely	1.00	Very unlikely	1.00	Very unlikely
17.	Real estate and rental and leasing	1.82	Unlikely	1.00	Very unlikely	1.00	Very unlikely
18.	Transportation and warehousing	1.79	Unlikely	1.00	Very unlikely	1.00	Very unlikely
19.	Utilities	1.73	Unlikely	1.00	Very unlikely	1.00	Very unlikely
20.	Wholesale trade	1.67	Unlikely	1.00	Very unlikely	1.00	Very unlikely

For respondents 35 and over, public administration ranked first as a potential employment industry with the highest score (3.98 or likely). Rounding-up the top 3 were management of companies and enterprises (2.63

or not sure) and educational services (2.51 or not sure). The most common answer (mode) was “very likely” (5.00) for public administration, while it was “very unlikely” for all other industries. The following table ranks the industries being those in which respondents 35 and over will be employed, based on their likelihood score in order from highest to lowest, accompanied by the corresponding equivalent.

Table 24 – Ranking of Industries by Likelihood of Employment for Respondents 35 and Over

Rank	Industry	Measures of Central Tendency					
		Mean		Median		Mode	
		Score	Equivalent	Score	Equivalent	Score	Equivalent
1.	Public administration	3.98	Likely	4.00	Likely	5.00	Very likely
2.	Management of companies and enterprises	2.63	Not sure	3.00	Not sure	1.00	Very unlikely
3.	Educational services	2.51	Not sure	3.00	Not sure	1.00	Very unlikely
4.	Professional, scientific and technical services	2.48	Not sure	2.00	Unlikely	1.00	Very unlikely
5.	Traditional fishing, hunting, trapping, and other harvesting activities	2.30	Unlikely	2.00	Unlikely	1.00	Very unlikely
6.	Administrative and support, waste management and remediation services	2.29	Unlikely	2.00	Unlikely	1.00	Very unlikely
7.	Finance and insurance	2.25	Unlikely	2.00	Unlikely	1.00	Very unlikely
8.	Arts, entertainment and recreation	2.21	Unlikely	2.00	Unlikely	1.00	Very unlikely
9.	Accommodation and food services	2.14	Unlikely	2.00	Unlikely	1.00	Very unlikely
10.	Mining, quarrying, and oil and gas extraction	2.03	Unlikely	2.00	Unlikely	1.00	Very unlikely
11.	Information and cultural industries	2.03	Unlikely	1.00	Very unlikely	1.00	Very unlikely
12.	Retail trade	2.03	Unlikely	1.00	Very unlikely	1.00	Very unlikely
13.	Construction	2.01	Unlikely	1.00	Very unlikely	1.00	Very unlikely
14.	Transportation and warehousing	1.93	Unlikely	1.00	Very unlikely	1.00	Very unlikely
15.	Real estate and rental and leasing	1.87	Unlikely	1.00	Very unlikely	1.00	Very unlikely
16.	Health care and social assistance	1.84	Unlikely	1.00	Very unlikely	1.00	Very unlikely
17.	Manufacturing	1.83	Unlikely	1.00	Very unlikely	1.00	Very unlikely
18.	Commercial fishing, hunting, agriculture and forestry	1.81	Unlikely	1.00	Very unlikely	1.00	Very unlikely
19.	Utilities	1.74	Unlikely	1.00	Very unlikely	1.00	Very unlikely
20.	Wholesale trade	1.72	Unlikely	1.00	Very unlikely	1.00	Very unlikely

When comparing the scores of the various potential employment industries by beneficiary status, gender and age group, public administration is the top industry for all groups. However, there are some differences for other industries. Here are some highlights:

- **Beneficiary Status Differences:**
 - Beneficiaries are “not sure” they will be employed in traditional fishing, hunting, trapping, and other harvesting activities (2.94), while non-Beneficiaries are “very unlikely” to be (1.40);
 - Beneficiaries are “not sure” they will be employed in administrative and support, waste management and remediation services (2.69), educational services (2.53), and Finance and insurance (2.52), while non-Beneficiaries are “unlikely” to be (1.82, 2.28, and 1.82 respectively);

- Beneficiaries are “unlikely” to be employed in commercial fishing, hunting, agriculture and forestry (2.27), while non-Beneficiaries are “very unlikely” to be (1.36);
- Non-Beneficiaries are “not sure” they will be employed in professional, scientific and technical services (2.54), while Beneficiaries are “unlikely” to be (2.40);
- Gender Differences:
 - Females are “not sure” they will be employed in educational services (2.48), while males are “unlikely” to be (2.35);
 - Males are “not sure” they will be employed in management of companies and enterprises (3.02), and in professional, scientific and technical services (2.57), while females are “unlikely” to be employed in either (2.01 and 2.35 respectively);
- Age Group Differences:
 - Respondents 35 and over are “not sure” they will be employed in management of companies and enterprises (2.63), educational services (2.51), and professional, scientific and technical services (2.48), while respondents under 35 are “unlikely” to be in any of these (2.43, 2.33 and 2.41 respectively).

2.3. Mobility Goals

This section of the report outlines the responses to questions on mobility between 2014 and 2024, including the anticipated regions and reasons. A summary of these results follows.

Between 2014 and 2024, more respondents raised outside of Nunavut than Nunavut-raised respondents think they will move, and more non-Beneficiaries than Beneficiaries think they will move. These differences could be attributed to an older non-Beneficiary population raised outside of Nunavut who will be retiring and moving out of the Territory.

When looking at the likelihood of moving to other regions, Southern Canada ranked first for Beneficiaries and non-Beneficiaries. However, on average non-Beneficiaries are *likely* to move to Southern Canada, while Beneficiaries are *not sure*. Non-Beneficiaries are *not sure* they would move internationally (ranked 2) or to the Yukon (ranked 3), while Beneficiaries are *unlikely* to move to either (ranked 6 and 7 respectively). Beneficiaries are *not sure* they would move to Qikiqtaaluk (Baffin) (ranked 2) or Kivalliq (ranked 3), while non-Beneficiaries are *unlikely* to move to either (ranked 5 and 6 respectively). This seems to indicate that Beneficiaries would be moving to another region in Nunavut, while non-Beneficiaries would be leaving the territory.

As for the reasons for moving, although both were *likely* to move for employment, it ranked first for Beneficiaries, while it ranked second for non-Beneficiaries. Ranked first for non-Beneficiaries was moving for family reasons who on average would *likely* be moving for that reason, while Beneficiaries are *not sure* they would be moving for that reason (ranked last). On the other hand, Beneficiaries would *likely* be moving to pursue their education (ranked 3), while non-Beneficiaries are *unlikely* to move for that reason (ranked last).

There are no significant differences between females and males in terms of potential for moving between 2014 and 2024. When comparing the likelihood of moving to other regions, Southern Canada ranked first for both and on average it was the only *likely* region for both. Qikiqtaaluk (Baffin) ranked second for both females and males; males are *not sure* they would move there, while females are *unlikely* to. Ranked third

for females was moving outside of Canada, while the Northwest Territories ranked third for males, but on average both were *unlikely* to move to those locations.

Of the reasons for moving, employment ranked first for females and males and on average both were *likely* to move for that reason. Ranked second for both was moving to have a better quality of life and on average both were *likely* to move for that reason. Females are more willing to move for education than males; the most common answer to “I will be moving to pursue my education” was *very likely* for females, while it was *not sure* for males.

More respondents 35 and over than those under 35 do not expect to move between 2014 and 2024. This is an interesting finding, because it could be expected that an older non-Beneficiary population raised outside of Nunavut would be retiring and moving out of the Territory. On the other hand, it is also interesting that respondents under 35 expect to move for employment or to pursue their education.

In terms of the likelihood of moving to other regions, Southern Canada ranked first for respondents under 35 and those 35 and over and on average it was the only *likely* region for both. Qikiqtaaluk (Baffin) ranked second for both respondents under 35 and those 35 and over, but both are *not sure* they would move there. Respondents under 35 are *not sure* they would move internationally (ranked 3), while those 35 and over are *unlikely* to (ranked 5).

As for the reasons for moving, employment ranked first for respondents under 35 and those 35 and over and on average both were *likely* to move for that reason. Respondents 35 and over would *likely* be moving for family reasons (ranked 2), while those under 35 are *not sure* they would be moving for that reason (ranked 3). In terms of education, the most common answer to “I will be moving to pursue my education” was *very likely* for respondents under 35, while it was *very unlikely* for those 35 and over.

The detailed results on mobility between 2014 and 2024, the likelihood of relocation to regions, and the likelihood of relocation reasons follow.

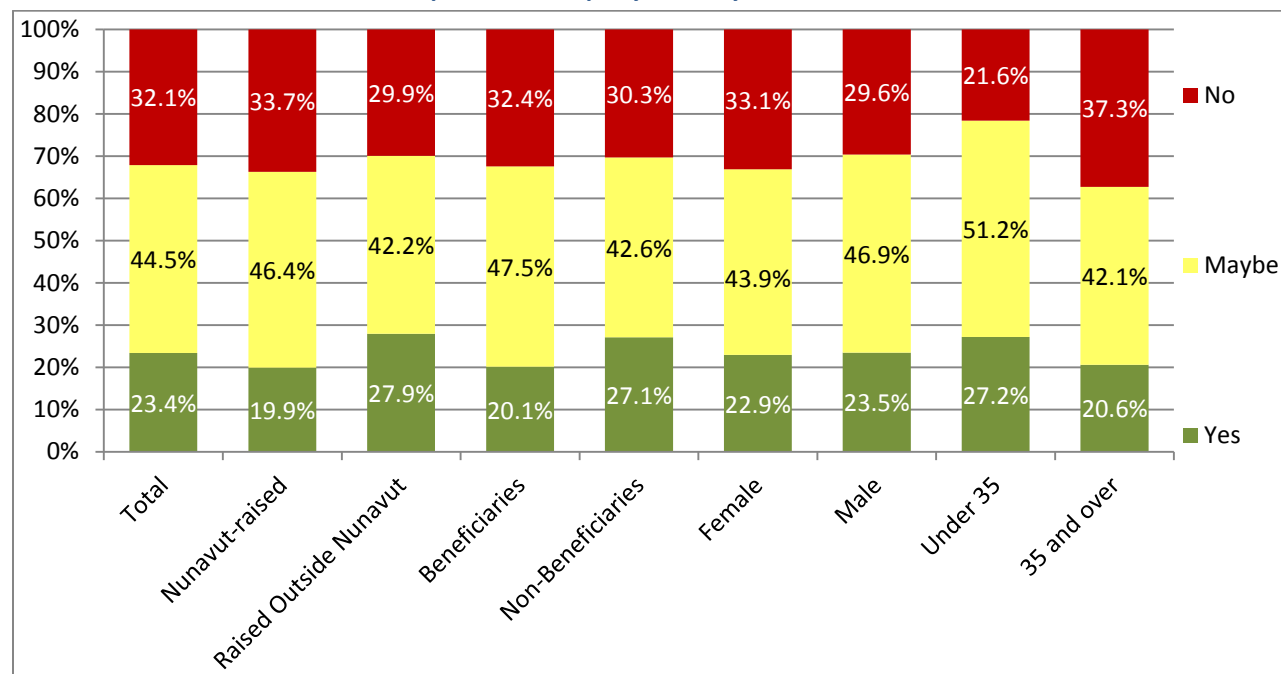
2.4.1. Mobility Between 2014 and 2024

Respondents were asked “Between 2014 and 2024, do you think you will move to another community?” As presented in the chart below, 23.4% (or 81) of the total respondents think they will move to another community between 2014 and 2024, while an additional 44.5% (or 154) think they may move. This distribution is similar when broken-down by gender, but it differs when broken-down by childhood location, beneficiary status, and age group. Here are some highlights:

- 27.9% of respondents raised outside of Nunavut think they will move compared to 19.9% of Nunavut-raised respondents;
- 27.1% of non-Beneficiaries think they will move compared to 20.1% of Beneficiaries;
- 37.3% of respondents 35 years of age and over do not expect to move compared to 21.6% of respondents under 35 years of age.

The chart below shows the proportion of respondents by mobility between 2014 and 2024 for select respondent groups.

Chart 3 – Respondent Groups by Mobility Between 2014 and 2024



2.4.2. Likelihood of Relocation to Regions

The 67.6% (or 235) of respondents who think they will, or may, move were then asked “Between 2014 and 2024, how likely or unlikely is it that you will move to the following regions?” More specifically, they were instructed to rate the likelihood of moving to various regions⁶ on a scale of “very unlikely” to “very likely”. As shown in the table below, Southern Canada is the potential relocation region which ranked first with the highest score (3.72 or likely), followed by Qikiqtaaluk (Baffin) (2.67 or not sure). The most common answer (mode) was “Likely” for Southern Canada, and “Not sure” for Qikiqtaaluk (Baffin). The following table ranks the regions by likelihood that the total respondents would move to it based on their score in order from highest to lowest, accompanied by the corresponding equivalent.

Table 25 – Ranking of Relocation Regions by Level of Likelihood for Total Respondents

Rank	Relocation Region	Measures of Central Tendency					
		Mean		Median		Mode	
		Score	Equivalent	Score	Equivalent	Score	Equivalent
1.	Southern Canada	3.72	Likely	4.00	Likely	4.00	Likely
2.	Qikiqtaaluk (Baffin)	2.67	Not sure	3.00	Not sure	3.00	Not sure
3.	Northwest Territories	2.32	Unlikely	2.00	Unlikely	1.00	Very unlikely
4.	International	2.30	Unlikely	2.00	Unlikely	1.00	Very unlikely
5.	Yukon	2.19	Unlikely	2.00	Unlikely	1.00	Very unlikely
6.	Kivalliq	2.05	Unlikely	2.00	Unlikely	1.00	Very unlikely
7.	Kitikmeot	1.88	Unlikely	2.00	Unlikely	1.00	Very unlikely
8.	Nunavik (Northern Quebec)	1.60	Unlikely	1.00	Very unlikely	1.00	Very unlikely
9.	Nunatsiavut (Northern Labrador)	1.57	Unlikely	1.00	Very unlikely	1.00	Very unlikely

⁶ Respondents who were currently living in the region were excluded from analysis.

For Beneficiaries, Southern Canada is the potential relocation region which ranked first with the highest score (3.32 or not sure). Rounding-up the top 3 were Qikiqtaaluk (Baffin) (2.76 or not sure) and Kivalliq (2.46 or not sure). The most common answer (mode) was “not sure” for all of the top 3 regions, while it was “very unlikely” for all other regions. The following table ranks the regions by likelihood that the Beneficiaries would move to it based on their score in order from highest to lowest, accompanied by the corresponding equivalent.

Table 26 – Ranking of Relocation Regions by Level of Likelihood for Beneficiary Respondents

Rank	Relocation Region	Measures of Central Tendency					
		Mean		Median		Mode	
		Score	Equivalent	Score	Equivalent	Score	Equivalent
1.	Southern Canada	3.32	Not sure	3.00	Not sure	3.00	Not sure
2.	Qikiqtaaluk (Baffin)	2.76	Not sure	3.00	Not sure	3.00	Not sure
3.	Kivalliq	2.46	Not sure	3.00	Not sure	3.00	Not sure
4.	Northwest Territories	2.18	Unlikely	2.00	Unlikely	1.00	Very unlikely
5.	Kitikmeot	2.09	Unlikely	2.00	Unlikely	1.00	Very unlikely
6.	International	1.94	Unlikely	2.00	Unlikely	1.00	Very unlikely
7.	Yukon	1.88	Unlikely	2.00	Unlikely	1.00	Very unlikely
8.	Nunavik (Northern Quebec)	1.71	Unlikely	1.00	Very unlikely	1.00	Very unlikely
9.	Nunatsiavut (Northern Labrador)	1.66	Unlikely	1.00	Very unlikely	1.00	Very unlikely

For non-Beneficiaries, Southern Canada is the potential relocation region which ranked first with the highest score (4.13 or likely). Rounding-up the top 3 were International (2.63 or not sure) and Yukon (2.51 or not sure). The most common answer (mode) was “very likely” for Southern Canada and “not sure” for Yukon and Qikiqtaaluk (Baffin), while it was “very unlikely” for all other regions. The following table ranks the regions by likelihood that the non-Beneficiaries would move to it based on their score in order from highest to lowest, accompanied by the corresponding equivalent.

Table 27 – Ranking of Relocation Regions by Level of Likelihood for Non-Beneficiary Respondents

Rank	Relocation Region	Measures of Central Tendency					
		Mean		Median		Mode	
		Score	Equivalent	Score	Equivalent	Score	Equivalent
1.	Southern Canada	4.13	Likely	4.00	Likely	5.00	Very likely
2.	International	2.63	Not sure	3.00	Not sure	1.00	Very unlikely
3.	Yukon	2.51	Not sure	3.00	Not sure	3.00	Not sure
4.	Northwest Territories	2.44	Unlikely	2.50	Not sure	1.00	Very unlikely
5.	Qikiqtaaluk (Baffin)	2.41	Unlikely	3.00	Not sure	3.00	Not sure
6.	Kivalliq	1.65	Unlikely	1.00	Very unlikely	1.00	Very unlikely
7.	Kitikmeot	1.63	Unlikely	1.00	Very unlikely	1.00	Very unlikely
8.	Nunatsiavut (Northern Labrador)	1.47	Unlikely	1.00	Very unlikely	1.00	Very unlikely
9.	Nunavik (Northern Quebec)	1.46	Unlikely	1.00	Very unlikely	1.00	Very unlikely

For females, Southern Canada is the potential relocation region which ranked first with the highest score (3.61 or likely). Rounding-up the top 3 were Qikiqtaaluk (Baffin) (2.44 or unlikely) and International (2.23 or unlikely). The most common answer (mode) was “very likely” for Southern Canada, while it was “very

unlikely” for all other regions. The following table ranks the regions by likelihood that the females would move to it based on their score in order from highest to lowest, accompanied by the corresponding equivalent.

Table 28 – Ranking of Relocation Regions by Level of Likelihood for Female Respondents

Rank	Relocation Region	Measures of Central Tendency					
		Mean		Median		Mode	
		Score	Equivalent	Score	Equivalent	Score	Equivalent
1.	Southern Canada	3.61	Likely	4.00	Likely	5.00	Very likely
2.	Qikiqtaaluk (Baffin)	2.44	Unlikely	2.00	Unlikely	1.00	Very unlikely
3.	International	2.23	Unlikely	2.00	Unlikely	1.00	Very unlikely
4.	Northwest Territories	2.21	Unlikely	2.00	Unlikely	1.00	Very unlikely
5.	Kivalliq	2.11	Unlikely	2.00	Unlikely	1.00	Very unlikely
6.	Yukon	2.09	Unlikely	2.00	Unlikely	1.00	Very unlikely
7.	Kitikmeot	1.75	Unlikely	1.00	Very unlikely	1.00	Very unlikely
8.	Nunavik (Northern Quebec)	1.62	Unlikely	1.00	Very unlikely	1.00	Very unlikely
9.	Nunatsiavut (Northern Labrador)	1.56	Unlikely	1.00	Very unlikely	1.00	Very unlikely

For males, Southern Canada is the potential relocation region which ranked first with the highest score (3.79 or likely). Rounding-up the top 3 were Qikiqtaaluk (Baffin) (2.83 or not sure) and Northwest Territories (2.39 or unlikely). The most common answer (mode) was “likely” for Southern Canada, “not sure” for Qikiqtaaluk (Baffin) and Northwest Territories, while it was “very unlikely” for all other regions. The following table ranks the regions by likelihood that the males would move to it based on their score in order from highest to lowest, accompanied by the corresponding equivalent.

Table 29 – Ranking of Relocation Regions by Level of Likelihood for Male Respondents

Rank	Relocation Region	Measures of Central Tendency					
		Mean		Median		Mode	
		Score	Equivalent	Score	Equivalent	Score	Equivalent
1.	Southern Canada	3.79	Likely	4.00	Likely	4.00	Likely
2.	Qikiqtaaluk (Baffin)	2.83	Not sure	3.00	Not sure	3.00	Not sure
3.	Northwest Territories	2.39	Unlikely	2.00	Unlikely	3.00	Not sure
4.	International	2.34	Unlikely	2.00	Unlikely	1.00	Very unlikely
5.	Yukon	2.27	Unlikely	2.00	Unlikely	1.00	Very unlikely
6.	Kivalliq	1.98	Unlikely	2.00	Unlikely	1.00	Very unlikely
7.	Kitikmeot	1.93	Unlikely	2.00	Unlikely	1.00	Very unlikely
8.	Nunavik (Northern Quebec)	1.58	Unlikely	1.00	Very unlikely	1.00	Very unlikely
9.	Nunatsiavut (Northern Labrador)	1.55	Unlikely	1.00	Very unlikely	1.00	Very unlikely

For respondents under 35, Southern Canada is the potential relocation region which ranked first with the highest score (3.87 or likely). Rounding-up the top 3 were Qikiqtaaluk (Baffin) (2.72 or not sure) and International (2.47 or not sure). The most common answer (mode) was “likely” for Southern Canada, “not sure” for Qikiqtaaluk (Baffin), while it was “very unlikely” for all other regions. The following table ranks the regions by likelihood that the respondents under 35 would move to it based on their score in order from highest to lowest, accompanied by the corresponding equivalent.

Table 30 – Ranking of Relocation Regions by Level of Likelihood for Respondents Under 35

Rank	Relocation Region	Measures of Central Tendency					
		Mean		Median		Mode	
		Score	Equivalent	Score	Equivalent	Score	Equivalent
1.	Southern Canada	3.87	Likely	4.00	Likely	4.00	Likely
2.	Qikiqtaaluk (Baffin)	2.72	Not sure	3.00	Not sure	3.00	Not sure
3.	International	2.47	Not sure	3.00	Not sure	1.00	Very unlikely
4.	Northwest Territories	2.35	Unlikely	2.00	Unlikely	1.00	Very unlikely
5.	Yukon	2.22	Unlikely	2.00	Unlikely	1.00	Very unlikely
6.	Kivalliq	2.13	Unlikely	2.00	Unlikely	1.00	Very unlikely
7.	Kitikmeot	1.87	Unlikely	1.00	Very unlikely	1.00	Very unlikely
8.	Nunavik (Northern Quebec)	1.61	Unlikely	1.00	Very unlikely	1.00	Very unlikely
9.	Nunatsiavut (Northern Labrador)	1.51	Unlikely	1.00	Very unlikely	1.00	Very unlikely

For respondents 35 and over, Southern Canada is the potential relocation region which ranked first with the highest score (3.60 or likely). Rounding-up the top 3 were Qikiqtaaluk (Baffin) (2.60 or not sure) and Northwest Territories (2.26 or unlikely). The most common answer (mode) was “very likely” for Southern Canada, “not sure” for Qikiqtaaluk (Baffin), while it was “very unlikely” for all other regions. The following table ranks the regions by likelihood that the respondents 35 and over would move to it based on their score in order from highest to lowest, accompanied by the corresponding equivalent.

Table 31 – Ranking of Relocation Regions by Level of Likelihood for Respondents 35 and Over

Rank	Relocation Region	Measures of Central Tendency					
		Mean		Median		Mode	
		Score	Equivalent	Score	Equivalent	Score	Equivalent
1.	Southern Canada	3.60	Likely	4.00	Likely	5.00	Very likely
2.	Qikiqtaaluk (Baffin)	2.60	Not sure	3.00	Not sure	3.00	Not sure
3.	Northwest Territories	2.26	Unlikely	2.00	Unlikely	1.00	Very unlikely
4.	Yukon	2.15	Unlikely	2.00	Unlikely	1.00	Very unlikely
5.	International	2.15	Unlikely	2.00	Unlikely	1.00	Very unlikely
6.	Kivalliq	1.94	Unlikely	2.00	Unlikely	1.00	Very unlikely
7.	Kitikmeot	1.84	Unlikely	2.00	Unlikely	1.00	Very unlikely
8.	Nunatsiavut (Northern Labrador)	1.60	Unlikely	1.00	Very unlikely	1.00	Very unlikely
9.	Nunavik (Northern Quebec)	1.59	Unlikely	1.00	Very unlikely	1.00	Very unlikely

When comparing the scores of the various potential relocation regions by beneficiary status, gender and age group, Southern Canada ranked first for all groups. However, there are some differences for other regions. Here are some highlights:

- Beneficiary Status Differences:
 - Non-Beneficiaries would “likely” move to Southern Canada (4.13), while Beneficiaries are “not sure” they would (3.32);
 - Non-Beneficiaries are “not sure” they would move internationally (2.63) or the Yukon (2.51), while Beneficiaries are “unlikely” to move to either (1.94 and 1.88 respectively);

- Beneficiaries are “not sure” they would move to Qikiqtaaluk (Baffin) (2.76) or Kivalliq (2.46), while non-Beneficiaries are “unlikely” to move to either (2.41, and 1.65 respectively);
- Gender Differences:
 - Males are “not sure” they would move to Qikiqtaaluk (Baffin) (2.83), while females are “unlikely” to (2.44);
- Age Group Differences:
 - Respondents under 35 are “not sure” they would move internationally (2.47), while respondents 35 and over are “unlikely” to (2.15).

2.4.3. Likelihood of Relocation Reasons

The 67.6% (or 235) of respondents who think they will, or may, move were also asked “Between 2014 and 2024, how likely or unlikely is it that you will be moving for the following reasons?” More specifically, they were instructed to rate the likelihood of moving for various reasons on a scale of “very unlikely” to “very likely”. As shown in the table below, “I will be moving for employment.” ranked first as the top potential relocation reason for total respondents with the highest score (3.88 or likely), followed by “I will be moving to have a better quality of life.” (3.70 or likely). The most common answer (mode) was “likely” for all reasons. The following table ranks the reasons by likelihood based on their score in order from highest to lowest, accompanied by the corresponding equivalent.

Table 32 – Ranking of Relocation Reasons by Level of Likelihood for Total Respondents

Rank	Relocation Reason	Measures of Central Tendency					
		Mean		Median		Mode	
		Score	Equivalent	Score	Equivalent	Score	Equivalent
1.	I will be moving for employment.	3.88	Likely	4.00	Likely	4.00	Likely
2.	I will be moving to have a better quality of life.	3.70	Likely	4.00	Likely	4.00	Likely
3.	I will be moving for family reasons.	3.60	Likely	4.00	Likely	4.00	Likely
4.	I will be moving to pursue my education.	3.00	Not sure	3.00	Not sure	4.00	Likely

Respondents also provided other reasons which can be categorized as the following:

- Retirement (6);
- Children’s education and well-being (4); and
- Other personal reasons (1)

For Beneficiaries, “I will be moving for employment.” ranked first as the top potential relocation reason with the highest score (3.92 or likely), followed by “I will be moving to have a better quality of life.” (3.77 or likely). The most common answer (mode) was “likely” for all reasons, except “I will be moving for family reasons.” for which they were “not sure”. The following table ranks the reasons by likelihood for Beneficiaries based on their score in order from highest to lowest, accompanied by the corresponding equivalent.

Table 33 – Ranking of Relocation Reasons by Level of Likelihood for Beneficiary Respondents

Rank	Relocation Reason	Measures of Central Tendency					
		Mean		Median		Mode	
		Score	Equivalent	Score	Equivalent	Score	Equivalent
1.	I will be moving for employment.	3.92	Likely	4.00	Likely	4.00	Likely
2.	I will be moving to have a better quality of life.	3.77	Likely	4.00	Likely	4.00	Likely
3.	I will be moving to pursue my education.	3.58	Likely	4.00	Likely	4.00	Likely
4.	I will be moving for family reasons.	3.28	Not sure	3.00	Not sure	3.00	Not sure

For non-Beneficiaries, “I will be moving for family reasons.” ranked first as the top potential relocation reason with the highest score (4.01 or likely), followed by “I will be moving for employment.” (3.86 or likely). The most common answer (mode) was “very likely” for “I will be moving for family reasons.”, “very unlikely” for “I will be moving to pursue my education.”, while it was “likely” for the other two reasons. The following table ranks the reasons by likelihood for non-Beneficiaries based on their score in order from highest to lowest, accompanied by the corresponding equivalent.

Table 34 – Ranking of Relocation Reasons by Level of Likelihood for Non-Beneficiary Respondents

Rank	Relocation Reason	Measures of Central Tendency					
		Mean		Median		Mode	
		Score	Equivalent	Score	Equivalent	Score	Equivalent
1.	I will be moving for family reasons.	4.01	Likely	4.00	Likely	5.00	Very likely
2.	I will be moving for employment.	3.86	Likely	4.00	Likely	4.00	Likely
3.	I will be moving to have a better quality of life.	3.70	Likely	4.00	Likely	4.00	Likely
4.	I will be moving to pursue my education.	2.29	Unlikely	2.00	Unlikely	1.00	Very unlikely

For females, “I will be moving for employment.” ranked first as the top potential relocation reason with the highest score (3.77 or likely), followed by “I will be moving to have a better quality of life.” (3.73 or likely). The most common answer (mode) was “very likely” for “I will be moving to have a better quality of life.” and “I will be moving to pursue my education.”, “likely” for “I will be moving for employment.”, while it was “not sure” for “I will be moving to pursue my education.” The following table ranks the reasons by likelihood for females based on their score in order from highest to lowest, accompanied by the corresponding equivalent.

Table 35 – Ranking of Relocation Reasons by Level of Likelihood for Female Respondents

Rank	Relocation Reason	Measures of Central Tendency					
		Mean		Median		Mode	
		Score	Equivalent	Score	Equivalent	Score	Equivalent
1.	I will be moving for employment.	3.77	Likely	4.00	Likely	4.00	Likely
2.	I will be moving to have a better quality of life.	3.73	Likely	4.00	Likely	5.00	Very likely
3.	I will be moving for family reasons.	3.56	Likely	4.00	Likely	3.00	Not sure
4.	I will be moving to pursue my education.	3.38	Not sure	4.00	Likely	5.00	Very likely

For males, “I will be moving for employment.” ranked first as the top potential relocation reason with the highest score (3.97 or likely), followed by “I will be moving to have a better quality of life.” (3.72 or likely). The most common answer (mode) was “likely” for all reasons, except “I will be moving to pursue my education.” For which they were “not sure”. The following table ranks the reasons by likelihood for males based on their score in order from highest to lowest, accompanied by the corresponding equivalent.

Table 36 – Ranking of Relocation Reasons by Level of Likelihood for Male Respondents

Rank	Relocation Reason	Measures of Central Tendency					
		Mean		Median		Mode	
		Score	Equivalent	Score	Equivalent	Score	Equivalent
1.	I will be moving for employment.	3.97	Likely	4.00	Likely	4.00	Likely
2.	I will be moving to have a better quality of life.	3.72	Likely	4.00	Likely	4.00	Likely
3.	I will be moving for family reasons.	3.65	Likely	4.00	Likely	4.00	Likely
4.	I will be moving to pursue my education.	2.68	Not sure	3.00	Not sure	3.00	Not sure

For respondents under 35, “I will be moving for employment.” ranked first as the top potential relocation reason with the highest score (3.99 or likely), followed by “I will be moving to have a better quality of life.” (3.69 or likely). The most common answer (mode) was “very likely” for “I will be moving to pursue my education.”, “not sure” for “I will be moving for family reasons.”, while it was “likely” for the other two reasons. The following table ranks the reasons by likelihood for respondents under 35 based on their score in order from highest to lowest, accompanied by the corresponding equivalent.

Table 37 – Ranking of Relocation Reasons by Level of Likelihood for Respondents Under 35

Rank	Relocation Reason	Measures of Central Tendency					
		Mean		Median		Mode	
		Score	Equivalent	Score	Equivalent	Score	Equivalent
1.	I will be moving for employment.	3.99	Likely	4.00	Likely	4.00	Likely
2.	I will be moving to have a better quality of life.	3.69	Likely	4.00	Likely	4.00	Likely
3.	I will be moving for family reasons.	3.44	Not sure	3.00	Not sure	3.00	Not sure
4.	I will be moving to pursue my education.	3.40	Not sure	4.00	Likely	5.00	Very likely

For respondents 35 and over, “I will be moving for employment.” ranked first as the top potential relocation reason with the highest score (3.78 or likely), followed by “I will be moving for family reasons.” (3.75 or likely). The most common answer (mode) was “likely” for all reasons, except “I will be moving to pursue my education.” for which it was “very unlikely”. The following table ranks the reasons by likelihood for respondents 35 and over based on their score in order from highest to lowest, accompanied by the corresponding equivalent.

Table 38 – Ranking of Relocation Reasons by Level of Likelihood for Respondents 35 and Over

Rank	Relocation Reason	Measures of Central Tendency					
		Mean		Median		Mode	
		Score	Equivalent	Score	Equivalent	Score	Equivalent
1.	I will be moving for employment.	3.78	Likely	4.00	Likely	4.00	Likely
2.	I will be moving for family reasons.	3.75	Likely	4.00	Likely	4.00	Likely
3.	I will be moving to have a better quality of life.	3.73	Likely	4.00	Likely	4.00	Likely
4.	I will be moving to pursue my education.	2.69	Not sure	3.00	Not sure	1.00	Very unlikely

When comparing the scores of the various reasons for potentially relocating by beneficiary status, gender and age group, “I will be moving for employment.” ranked first for all groups except non-Beneficiaries for which it is “I will be moving for family reasons.” There are some additional differences when broken-down by beneficiary status, gender, and age group. Here are some highlights:

- Beneficiary Status Differences:
 - Non-Beneficiaries would “likely” be moving for family reasons (4.01), while Beneficiaries are “not sure” they would be moving for that reason (3.28);
 - Beneficiaries would “likely” be moving to pursue their education (3.58), while non-Beneficiaries are “unlikely” to do so (2.29);
- Gender Differences:
 - The most common answer to “I will be moving to pursue my education” was “very likely” for females, while it was “not sure” for males;
 - The most common answer to “I will be moving to have a better quality of life” was “very likely” for females, while it was “likely” for males;
 - The most common answer to “I will be moving for family reasons” was “likely” for males, while it was “not sure” for females;
- Age Group Differences:
 - Respondents 35 and over would “likely” be moving for family reasons (3.75), while respondents under 35 are “not sure” they would be moving for that reason (3.44).
 - The most common answer to “I will be moving to pursue my education” was “very likely” for respondents under 35, while it was “very unlikely” for respondents 35 and over;

2.4. Opportunities and Challenges

This section of the report presents the results for questions on the level of importance of various factors for economic development planning, opinions on the likelihood of industrial growth, level of agreement on various statements related to economic development, and opinion on various challenges. A summary of these results follows.

When looking at the importance of the various factors for economic development planning, access to education ranked first for Beneficiaries and non-Beneficiaries, and on average it is *extremely important* to both. Ranked second for Beneficiaries is the development of Inuit and Nunavut employment. This is on average *extremely important* for them, while for non-Beneficiaries it is *very important* (ranked 5). Ranked

second for non-Beneficiaries was access to housing, while it ranked third for Beneficiaries, although on average it is *extremely important* to both. Beneficiaries also believe the protection of water (ranked 4) and access to country food (ranked 5) are *extremely important*, while non-Beneficiaries believe they are *very important* (ranked 3 and 9 respectively). Also, Beneficiaries believe Inuit Qaujimajatuqangit (ranked 10), and devolution (ranked 12) are *very important*, while non-Beneficiaries believe they are *important* (ranked 12 and 13 respectively).

Access to education, access to housing, and protection of water are the top 3 factors for both females and males, and on average they are *extremely important* to both genders, except protection of water which is *very important* to males. In addition, females believe the development of Inuit and Nunavut employment (ranked 4), access to country food (ranked 5), the protection of wildlife (ranked 6), and the protection of habitat / land (ranked 7) are *extremely important*, while males believe they are *very important* (ranked 4, 7, 6, and 5 respectively). Females also believe Inuit Qaujimajatuqangit (ranked 10) and devolution (ranked 13) are *very important*, while males believe they are *important* (ranked 12 and 13 respectively).

Access to education, access to housing, and protection of water are the top 3 factors for respondents under 35 and those 35 and over, and on average they are *extremely important* to both, except protection of water which is *very important* to those 35 and over. Devolution ranked last for both age groups, but on average it is *very important* to respondents 35 and over, while it is *important* for those under 35.

As for the likelihood of industry growth, mining and construction are ranked first and second respectively by Beneficiaries and non-Beneficiaries. On average, non-Beneficiaries believe growth in mining and construction are *very likely*, while Beneficiaries believe they are *likely*. Beneficiaries believe growth is *likely* in traditional harvesting (ranked last), while non-Beneficiaries are *not sure* (ranked last).

Mining and construction are ranked first and second respectively by females and males. On average, males believe growth in mining is *very likely*, while females believe it is *likely*. Both females and males, on average, believe growth in construction is *likely*. Although traditional harvesting ranked last for both genders, the most common answer for females was *likely*, while it was *not sure* for males.

Mining and construction are ranked first and second respectively by respondents under 35 and those 35 and over. On average, both respondents under 35 and those 35 and over believe growth in mining is *very likely*, while they believe growth is *likely* in construction. Although traditional harvesting ranked last for both age groups, respondents 35 and over most commonly answered that it was *likely*, while those under 35 were *not sure*.

When looking at the level of agreement with various statements related to economic development, on average Beneficiaries and non-Beneficiaries *strongly agree* with the following statements: “It is important to continue education after high school.” (ranked 1 and 3 respectively), and “Some social issues in Nunavut such as alcohol-related crime and high suicide rates must be given attention as part of trying to grow our economy.” (ranked 3 and 2 respectively). Ranked first for non-Beneficiaries was “It is important to graduate from high school with at least a general Grade 12 diploma”, which they *strongly agree* with, while Beneficiaries *agree* (ranked 5). Ranked second for Beneficiaries is “It is important to graduate from high school in the academic stream.” which on average they *strongly agree* with, while non-Beneficiaries *agree* (ranked 6). This would appear to indicate that Beneficiaries see more value in graduating in the academic stream than simply graduating.

Regardless, both Beneficiaries and non-Beneficiaries *disagree* with the statement that “Students are receiving adequate education in Nunavut.” Beneficiaries *agree* with “I want to lead a traditional lifestyle” (ranked 9), while non-Beneficiaries *disagree* (ranked 15). Furthermore, the most common answer for “There are no employment opportunities in my community” was *agree* for Beneficiaries, while it was *disagree* for non-Beneficiaries, which would seem to indicate that it is more difficult for Beneficiaries to find a job than for non-Beneficiaries.

There are some more serious differences between Beneficiaries and non-Beneficiaries: the most common answer to “I have been personally affected by overcrowding in my household” was *strongly agree* for Beneficiaries, while it was *strongly disagree* for non-Beneficiaries. Also, the most common answer to “I have been personally affected by mental health issues in my household” was *agree* for Beneficiaries, while it was *strongly disagree* for non-Beneficiaries. This would suggest that overcrowding and mental health issues are more prevalent in Beneficiary households than non-Beneficiary ones.

On average, females and males *strongly agree* with the following top three statements: “It is important to continue education after high school” (ranked 1 and 2 respectively), “Some social issues in Nunavut such as alcohol-related crime and high suicide rates must be given attention as part of trying to grow our economy” (ranked 2 and 3 respectively), and “It is important to graduate from high school with at least a general Grade 12 diploma” (ranked 3 and 1 respectively). The most common answer to “I have passed up job opportunities because I preferred not to move” was *agree* for males, while it was *disagree* for females. This could be an indication of three things: males are less likely to move for employment, females are able to find employment in their community, or females have moved for employment.

On average, respondents under 35 and those 35 and over *strongly agree* with the following three statements: “It is important to graduate from high school with at least a general Grade 12 diploma” (ranked 1 and 2 respectively), “It is important to continue education after high school” (ranked 2 and 1 respectively), and “Some social issues in Nunavut such as alcohol-related crime and high suicide rates must be given attention as part of trying to grow our economy” (ranked 3 for both). The most common answer to “I have passed up job opportunities because I preferred not to move” was *agree* for respondents 35 and over, while it was *disagree* for those under 35. This could be an indication of three things: respondents 35 and over are less likely to move for employment, those under 35 are able to find employment in their community, or those under 35 have moved for employment.

When looking at the opinions on various economic development challenges, lack of housing is ranked first for Beneficiaries and second for non-Beneficiaries; the large majority of both state it is a *major challenge*. Ranked first as a challenge for non-Beneficiaries is the quality of education in Nunavut, while it is ranked sixth for Beneficiaries, although the large majority of both identify it as a *major challenge*. Ranked second for Beneficiaries is the cost of store-bought food, while it ranked sixth for non-Beneficiaries; however, the majority of both consider it to be a *major challenge*. The most common answers for lack of employment opportunities (ranked 9), availability of transportation (ranked 11), and competition for employment opportunities (ranked 13) from Beneficiaries are that these are a *major challenge*, while they are a *minor challenge* for non-Beneficiaries (ranked 12, 11, and 13 respectively). Again, this appears to indicate that there are two realities in Nunavut, one for Beneficiaries for whom these are major challenges, and one for non-Beneficiaries for whom these are minor challenges.

Lack of housing and overcrowding ranked first and third as challenges for females and males - the majority of both identify these as a *major challenge*. Ranked second for females is the poor condition of housing, which ranked fifth for males, although the majority of both consider it to be a *major challenge*. Ranked second for males is the quality of education in Nunavut, which ranked sixth for females, however, the majority of both state it is a *major challenge*.

Lack of housing and overcrowding ranked first and third as challenges for respondents under 35 and those 35 and over - the majority of both identify these as a *major challenge*. Ranked second for respondents under 35 is the quality of education in Nunavut, while it ranked fourth for those 35 and over, although the majority of both consider it to be a *major challenge*. Ranked second for respondents 35 and over is the cost of transportation, which ranked sixth for those under 35; however, the majority of both identify it is a *major challenge*.

The detailed results on the importance of factors for economic development planning, the opinions on the likelihood of industrial growth, the level of agreement with various statements related to economic development, and the opinions on various challenges follow.

2.5.1. Importance of Factors for Economic Development Planning

Respondents were asked “In your opinion, how important are each of these factors when planning the development of Nunavut’s economy?” They were instructed to rate the importance of various factors on a scale of “not at all important” to “extremely important”. On average, the total respondents rated “Access to education” (4.61) and “Access to housing” (4.57) as “extremely important”, while they rated the other factors as “very important”. However, for each factor, the most common answer (mode) was “extremely important”. The following table ranks the various factors based on their score in order from highest to lowest, accompanied by the corresponding equivalent.

Table 39 – Ranking of Factors by Level of Importance for Total Respondents

Rank	Factor	Measures of Central Tendency					
		Mean		Median		Mode	
		Score	Equivalent	Score	Equivalent	Score	Equivalent
1.	Access to education	4.61	Extremely important	5.00	Extremely important	5.00	Extremely important
2.	Access to housing	4.57	Extremely important	5.00	Extremely important	5.00	Extremely important
3.	Protection of water	4.44	Very important	5.00	Extremely important	5.00	Extremely important
4.	Development of Inuit and Nunavut employment	4.41	Very important	5.00	Extremely important	5.00	Extremely important
5.	Protection of habitat / land	4.31	Very important	5.00	Extremely important	5.00	Extremely important
6.	Protection of wildlife	4.27	Very important	5.00	Extremely important	5.00	Extremely important
7.	Access to country food	4.14	Very important	5.00	Extremely important	5.00	Extremely important
8.	Preservation of culture	4.03	Very important	4.00	Very important	5.00	Extremely important

Rank	Factor	Measures of Central Tendency					
		Mean		Median		Mode	
		Score	Equivalent	Score	Equivalent	Score	Equivalent
9.	Preservation of language	3.90	Very important	4.00	Very important	5.00	Extremely important
10.	Inuit Qaujimagatuqangit	3.83	Very important	4.00	Very important	5.00	Extremely important
11.	Demand for natural resources	3.79	Very important	4.00	Very important	5.00	Extremely important
12.	Global economy	3.75	Very important	4.00	Very important	5.00	Extremely important
13.	Devolution	3.50	Very important	4.00	Very important	5.00	Extremely important

Respondents were invited to provide other factors not on the list. Here they are categorized by theme:

- Health and Well-being (4):
 - “Addressing the widespread problems of substance abuse, violence and poverty.” – Non-Beneficiary female, 35 or over;
 - “Access to health care is very important.” – Non-Beneficiary male, 35 or over;
 - “Childcare services.” – Female Beneficiary, 35 or over;
 - “Access to fresh healthy food at affordable price, very important. (Country food is not an option due to high population).” – Non-Beneficiary male, under 35;
- Infrastructure (3):
 - “Technology development.” – Non-Beneficiary male, 35 or over;
 - “Self-sufficient shelter.” – Non-Beneficiary female, 35 or over;
 - “Work for housing... No more of this \$63 / month rent for drug dealers.” – Male Beneficiary, under 35;
- Language and Culture (2):
 - “Wildlife and harvesting are culture - if you can protect wildlife, you protect culture.” Non-Beneficiary male, under 35;
 - “Language, culture and resources are very important, you live and learn on the land, no pollution, clean environment, who can survive a storm, if you’re not from the land?” – Female Beneficiary, 35 or over;
- Education (1):
 - “Access to education is extremely important, but the quality of education received must improve greatly.” – Non-Beneficiary male, 35 or over;
- Miscellaneous (7):
 - “If we don’t learn from the times of whaling and fur trade what will our future look like?” – Male Beneficiary, under 35;
 - “Nunavut must open up to immigrants who have the skills and money to invest.” – Non-Beneficiary male, 35 or over;
 - “Sharing access to power and resources equally between everyone who live in the North: Social justice is extremely important to minimize the oppression and the imbalance of power felt by less

predominant groups such as: women, people of color, Muslim, disabled, foreign-language speaker, LGBT.” – Non-Beneficiary male, 35 or over;

- “Not to buy in to the global pressures. Work things out in our own intelligent way. No need to rush into anything. Educate the people, empower the people. Teach financial management skills.” – Non-Beneficiary female, 35 or over;
- “Preservation of Archeological and Heritage Sites.” – Male Beneficiary, 35 or over;
- “Healthcare, employment and affordable transportation.” – Non-Beneficiary male, 35 or over;
- “Nunavut isn’t ready for Devolution.” – Female Beneficiary, 35 or over.

On average, Beneficiaries rated the following factors for economic planning as “extremely important”: Access to education (4.64), Development of Inuit and Nunavut employment (4.62), Access to housing (4.60), Protection of water (4.57), and Access to country food (4.57). They rated all other factors as “very important”. However, for each factor, the most common answer (mode) was “extremely important”. The following table ranks the various factors for Beneficiaries based on their score in order from highest to lowest, accompanied by the corresponding equivalent.

Table 40 – Ranking of Factors by Level of Importance for Beneficiary Respondents

Rank	Factor	Measures of Central Tendency					
		Mean		Median		Mode	
		Score	Equivalent	Score	Equivalent	Score	Equivalent
1.	Access to education	4.64	Extremely important	5.00	Extremely important	5.00	Extremely important
2.	Development of Inuit and Nunavut employment	4.62	Extremely important	5.00	Extremely important	5.00	Extremely important
3.	Access to housing	4.60	Extremely important	5.00	Extremely important	5.00	Extremely important
4.	Protection of water	4.57	Extremely important	5.00	Extremely important	5.00	Extremely important
5.	Access to country food	4.57	Extremely important	5.00	Extremely important	5.00	Extremely important
6.	Protection of habitat / land	4.42	Very important	5.00	Extremely important	5.00	Extremely important
7.	Protection of wildlife	4.37	Very important	5.00	Extremely important	5.00	Extremely important
8.	Preservation of culture	4.33	Very important	5.00	Extremely important	5.00	Extremely important
9.	Preservation of language	4.24	Very important	5.00	Extremely important	5.00	Extremely important
10.	Inuit Qaujimajatuqangit	4.24	Very important	5.00	Extremely important	5.00	Extremely important
11.	Global economy	3.95	Very important	4.00	Very important	5.00	Extremely important
12.	Devolution	3.91	Very important	4.00	Very important	5.00	Extremely important
13.	Demand for natural resources	3.85	Very important	4.00	Very important	5.00	Extremely important

On average, non-Beneficiaries rated Access to education (4.58), and Access to housing (4.52) as “extremely important” for economic planning. They rated all other factors as “very important”, with the exception of Inuit Qaujimagatuqangit (3.28) and Devolution (3.00) which they rated as “important”. The most common answer (mode) was “very important” for Demand for natural resources, “important” for Access to country food, Global economy, Inuit Qaujimagatuqangit, and Devolution, while it was “extremely important” for the other factors. The following table ranks the various factors for non-Beneficiaries based on their score in order from highest to lowest, accompanied by the corresponding equivalent.

Table 41 – Ranking of Factors by Level of Importance for Non-Beneficiary Respondents

Rank	Factor	Measures of Central Tendency					
		Mean		Median		Mode	
		Score	Equivalent	Score	Equivalent	Score	Equivalent
1.	Access to education	4.58	Extremely important	5.00	Extremely important	5.00	Extremely important
2.	Access to housing	4.52	Extremely important	5.00	Extremely important	5.00	Extremely important
3.	Protection of water	4.27	Very important	5.00	Extremely important	5.00	Extremely important
4.	Protection of habitat / land	4.14	Very important	4.00	Very important	5.00	Extremely important
5.	Development of Inuit and Nunavut employment	4.14	Very important	4.00	Very important	5.00	Extremely important
6.	Protection of wildlife	4.13	Very important	4.00	Very important	5.00	Extremely important
7.	Demand for natural resources	3.73	Very important	4.00	Very important	4.00	Very important
8.	Preservation of culture	3.63	Very important	4.00	Very important	5.00	Extremely important
9.	Access to country food	3.61	Very important	4.00	Very important	3.00	Important
10.	Global economy	3.50	Very important	3.50	Very important	3.00	Important
11.	Preservation of language	3.45	Very important	4.00	Very important	5.00	Extremely important
12.	Inuit Qaujimagatuqangit	3.28	Important	3.00	Important	3.00	Important
13.	Devolution	3.00	Important	3.00	Important	3.00	Important

On average, females rated the following factors as “extremely important” for economic planning: Access to education (4.68), Access to housing (4.63), Protection of water (4.56), Development of Inuit and Nunavut employment (4.55), Access to country food (4.48), Protection of wildlife (4.45), and Protection of habitat / land (4.45). They rated all other factors as “very important”. However, for each factor, the most common answer (mode) was “extremely important”. The following table ranks the various factors for females based on their score in order from highest to lowest, accompanied by the corresponding equivalent.

Table 42 – Ranking of Factors by Level of Importance for Female Respondents

Rank	Factor	Measures of Central Tendency					
		Mean		Median		Mode	
		Score	Equivalent	Score	Equivalent	Score	Equivalent
1.	Access to education	4.68	Extremely important	5.00	Extremely important	5.00	Extremely important
2.	Access to housing	4.63	Extremely important	5.00	Extremely important	5.00	Extremely important
3.	Protection of water	4.56	Extremely important	5.00	Extremely important	5.00	Extremely important
4.	Development of Inuit and Nunavut employment	4.55	Extremely important	5.00	Extremely important	5.00	Extremely important
5.	Access to country food	4.48	Extremely important	5.00	Extremely important	5.00	Extremely important
6.	Protection of wildlife	4.45	Extremely important	5.00	Extremely important	5.00	Extremely important
7.	Protection of habitat / land	4.45	Extremely important	5.00	Extremely important	5.00	Extremely important
8.	Preservation of culture	4.36	Very important	5.00	Extremely important	5.00	Extremely important
9.	Preservation of language	4.31	Very important	5.00	Extremely important	5.00	Extremely important
10.	Inuit Qaujimagatuqangit	4.24	Very important	5.00	Extremely important	5.00	Extremely important
11.	Global economy	3.86	Very important	4.00	Very important	5.00	Extremely important
12.	Demand for natural resources	3.80	Very important	4.00	Very important	5.00	Extremely important
13.	Devolution	3.74	Very important	4.00	Very important	5.00	Extremely important

On average, males rated Access to education (4.54), and Access to housing (4.50) as “extremely important” for economic planning. They rated all other factors as “very important” with the exception of Inuit Qaujimagatuqangit (3.42) and Devolution (3.27) which they rated as “important”. The most common answer (mode) was “extremely important” for all factors except “Global economy” for which it was “important”. The following table ranks the various factors for males based on their score in order from highest to lowest, accompanied by the corresponding equivalent.

Table 43 – Ranking of Factors by Level of Importance for Male Respondents

Rank	Factor	Measures of Central Tendency					
		Mean		Median		Mode	
		Score	Equivalent	Score	Equivalent	Score	Equivalent
1.	Access to education	4.54	Extremely important	5.00	Extremely important	5.00	Extremely important
2.	Access to housing	4.50	Extremely important	5.00	Extremely important	5.00	Extremely important

Rank	Factor	Measures of Central Tendency					
		Mean		Median		Mode	
		Score	Equivalent	Score	Equivalent	Score	Equivalent
3.	Protection of water	4.32	Very important	5.00	Extremely important	5.00	Extremely important
4.	Development of Inuit and Nunavut employment	4.26	Very important	5.00	Extremely important	5.00	Extremely important
5.	Protection of habitat / land	4.15	Very important	4.00	Very important	5.00	Extremely important
6.	Protection of wildlife	4.10	Very important	4.00	Very important	5.00	Extremely important
7.	Access to country food	3.81	Very important	4.00	Very important	5.00	Extremely important
8.	Demand for natural resources	3.78	Very important	4.00	Very important	5.00	Extremely important
9.	Preservation of culture	3.71	Very important	4.00	Very important	5.00	Extremely important
10.	Global economy	3.63	Very important	4.00	Very important	3.00	Important
11.	Preservation of language	3.51	Very important	4.00	Very important	5.00	Extremely important
12.	Inuit Qaujimagatuqangit	3.42	Important	4.00	Very important	5.00	Extremely important
13.	Devolution	3.27	Important	3.00	Important	5.00	Extremely important

On average, respondents under 35 rated the following factors as “extremely important” for economic planning: Access to education (4.63), Access to housing (4.52), and Protection of water (4.50). They rated all other factors as “very important”, with the exception of devolution (3.34) which they rated as “important”. However, for each factor, the most common answer (mode) was “extremely important”. The following table ranks the various factors for respondents under 35 based on their score in order from highest to lowest, accompanied by the corresponding equivalent.

Table 44 – Ranking of Factors by Level of Importance for Respondents Under 35

Rank	Factor	Measures of Central Tendency					
		Mean		Median		Mode	
		Score	Equivalent	Score	Equivalent	Score	Equivalent
1.	Access to education	4.63	Extremely important	5.00	Extremely important	5.00	Extremely important
2.	Access to housing	4.52	Extremely important	5.00	Extremely important	5.00	Extremely important
3.	Protection of water	4.50	Extremely important	5.00	Extremely important	5.00	Extremely important
4.	Development of Inuit and Nunavut employment	4.41	Very important	5.00	Extremely important	5.00	Extremely important
5.	Protection of wildlife	4.37	Very important	5.00	Extremely important	5.00	Extremely important

Rank	Factor	Measures of Central Tendency					
		Mean		Median		Mode	
		Score	Equivalent	Score	Equivalent	Score	Equivalent
6.	Protection of habitat / land	4.34	Very important	5.00	Extremely important	5.00	Extremely important
7.	Preservation of culture	4.12	Very important	5.00	Extremely important	5.00	Extremely important
8.	Access to country food	4.11	Very important	5.00	Extremely important	5.00	Extremely important
9.	Preservation of language	3.97	Very important	4.00	Very important	5.00	Extremely important
10.	Inuit Qaujimagatuqangit	3.86	Very important	4.00	Very important	5.00	Extremely important
11.	Global economy	3.63	Very important	4.00	Very important	5.00	Extremely important
12.	Demand for natural resources	3.60	Very important	4.00	Very important	5.00	Extremely important
13.	Devolution	3.34	Important	3.00	Important	5.00	Extremely important

On average, respondents 35 and over rated access to housing (4.59) and access to education (4.59) as “extremely important” for economic planning. They rated all other factors as “very important”. For each factor, the most common answer (mode) was “extremely important”. The following table ranks the various factors for respondents 35 and over based on their score in order from highest to lowest, accompanied by the corresponding equivalent.

Table 45 – Ranking of Factors by Level of Importance for Respondents 35 and Over

Rank	Factor	Measures of Central Tendency					
		Mean		Median		Mode	
		Score	Equivalent	Score	Equivalent	Score	Equivalent
1.	Access to housing	4.59	Extremely important	5.00	Extremely important	5.00	Extremely important
2.	Access to education	4.59	Extremely important	5.00	Extremely important	5.00	Extremely important
3.	Protection of water	4.40	Very important	5.00	Extremely important	5.00	Extremely important
4.	Development of Inuit and Nunavut employment	4.39	Very important	5.00	Extremely important	5.00	Extremely important
5.	Protection of habitat / land	4.27	Very important	5.00	Extremely important	5.00	Extremely important
6.	Protection of wildlife	4.20	Very important	4.00	Very important	5.00	Extremely important
7.	Access to country food	4.15	Very important	4.00	Very important	5.00	Extremely important
8.	Preservation of culture	3.96	Very important	4.00	Very important	5.00	Extremely important

Rank	Factor	Measures of Central Tendency					
		Mean		Median		Mode	
		Score	Equivalent	Score	Equivalent	Score	Equivalent
9.	Demand for natural resources	3.90	Very important	4.00	Very important	5.00	Extremely important
10.	Preservation of language	3.83	Very important	4.00	Very important	5.00	Extremely important
11.	Inuit Qaujimagatuqangit	3.79	Very important	4.00	Very important	5.00	Extremely important
12.	Global economy	3.79	Very important	4.00	Very important	5.00	Extremely important
13.	Devolution	3.60	Very important	4.00	Very important	5.00	Extremely important

When comparing the scores of the various factors for economic planning by beneficiary status, gender and age group, access to housing, access to education, and protection of water are in the top 3 for all respondent groups, except for Beneficiaries for whom protection of water is replaced with the development of Inuit and Nunavut employment. There are some additional differences when broken-down by beneficiary status, gender, and age group. Here are some highlights:

- Beneficiary Status Differences:
 - Beneficiaries believe the development of Inuit and Nunavut employment (4.62), the protection of water (4.57), and access to country food are “extremely important” for economic planning, while non-Beneficiaries believe they are “very important” (4.14, 4.27, and 3.61 respectively);
 - Beneficiaries believe Inuit Qaujimagatuqangit (4.24), and devolution (3.91) are “very important”, while non-Beneficiaries believe they are “important” (3.28 and 3.00 respectively);
- Gender Differences:
 - Females believe the protection of water (4.56), the development of Inuit and Nunavut employment (4.55), access to country food (4.48), the protection of wildlife (4.45), and the protection of habitat / land (4.45) are “extremely important”, while males believe they are “very important” (4.32, 4.26, 3.81, 4.10, and 4.15 respectively);
 - Females believe Inuit Qaujimagatuqangit (4.24) and devolution (3.74) are “very important”, while males believe they are “important” (3.42 and 3.27 respectively);
 - The most common answer for the global economy was “extremely important” for females, while it was “important” for males;
- Age Group Differences:
 - Respondents under 35 believe the protection of water (4.50) is “extremely important”, while respondents 35 and over believe it is “very important” (4.40); and
 - Respondents 35 and over believe devolution (3.60) is “very important”, while respondents under 35 believe it is “important” (3.34).

2.5.2. Opinion on Likelihood of Industry Growth

Respondents were asked “Between 2014 and 2024, how likely or unlikely is it that Nunavut’s economy will be growing in the following sectors or industries?” They were instructed to rate the likelihood of industrial

growth for various industries on a scale of “very unlikely” to “very likely”. On average, total respondents rated industrial growth in mining as “very likely” (4.55), ranking it first. They rated the other industries as “likely” (between 3.86 and 4.37), with the exception of traditional harvesting which they rated as “not sure” (3.33). However, the most common answer (mode) was “very likely” for not only mining, but also construction. The following table ranks the industries based on the level of likelihood score in order from highest to lowest, accompanied by the corresponding equivalent.

Table 46 – Ranking of Industries by Likelihood of Growth for Total Respondents

Rank	Industry	Measures of Central Tendency					
		Mean		Median		Mode	
		Score	Equivalent	Score	Equivalent	Score	Equivalent
1.	Mining	4.55	Very likely	5.00	Very likely	5.00	Very likely
2.	Construction	4.37	Likely	4.00	Likely	5.00	Very likely
3.	Tourism	3.99	Likely	4.00	Likely	4.00	Likely
4.	Commercial fisheries	3.96	Likely	4.00	Likely	4.00	Likely
5.	Public sector	3.91	Likely	4.00	Likely	4.00	Likely
6.	Arts and Culture	3.86	Likely	4.00	Likely	4.00	Likely
7.	Traditional harvesting	3.33	Not sure	3.00	Not sure	4.00	Likely

Respondents were invited to provide other industries. Here is what six respondents replied:

- Education - our own students and students from outside;
- Commercial farming may start to occur in Nunavut;
- Scientific research should increase with less ice in Nunavut;
- Caveat: That is if Nunavut would open up the Land to the newcomers, to the non-Inuit;
- A different kind of tourism: learning FROM Inuit traditions;
- Agriculture and breeding (not sure). (loose translation)

On average, Beneficiaries rated industrial growth in mining as “likely” (4.44) ranking it first. They also rated the other industries as “likely” (between 3.67 and 4.26). However, the most common answer (mode) for mining was “very likely”. The following table ranks the industries based on the level of likelihood score for Beneficiaries, in order from highest to lowest, accompanied by the corresponding equivalent.

Table 47 – Ranking of Industries by Likelihood of Growth for Beneficiary Respondents

Rank	Industry	Measures of Central Tendency					
		Mean		Median		Mode	
		Score	Equivalent	Score	Equivalent	Score	Equivalent
1.	Mining	4.44	Likely	5.00	Very likely	5.00	Very likely
2.	Construction	4.26	Likely	4.00	Likely	4.00	Likely
3.	Tourism	4.02	Likely	4.00	Likely	4.00	Likely
4.	Arts and Culture	3.95	Likely	4.00	Likely	4.00	Likely
5.	Commercial fisheries	3.93	Likely	4.00	Likely	4.00	Likely
6.	Public sector	3.80	Likely	4.00	Likely	4.00	Likely
7.	Traditional harvesting	3.67	Likely	4.00	Likely	4.00	Likely

On average, non-Beneficiaries rated industrial growth in mining (4.69) and construction (4.52) as “very likely” ranking them first and second respectively. They rated the other industries as “likely” (between 3.75 and 4.03), with the exception of traditional harvesting which they rated as “not sure” (2.90). The most common answer (mode) was “very likely” for both mining and construction. The following table ranks the industries based on the level of likelihood score for non-Beneficiaries, in order from highest to lowest, accompanied by the corresponding equivalent.

Table 48 – Ranking of Industries by Likelihood of Growth for Non-Beneficiary Respondents

Rank	Industry	Measures of Central Tendency					
		Mean		Median		Mode	
		Score	Equivalent	Score	Equivalent	Score	Equivalent
1.	Mining	4.69	Very likely	5.00	Very likely	5.00	Very likely
2.	Construction	4.52	Very likely	5.00	Very likely	5.00	Very likely
3.	Public sector	4.03	Likely	4.00	Likely	4.00	Likely
4.	Commercial fisheries	3.99	Likely	4.00	Likely	4.00	Likely
5.	Tourism	3.94	Likely	4.00	Likely	4.00	Likely
6.	Arts and Culture	3.75	Likely	4.00	Likely	4.00	Likely
7.	Traditional harvesting	2.90	Not sure	3.00	Not sure	3.00	Not sure

On average, females rated industrial growth in mining as “likely” (4.38) ranking it first. They also rated the other industries as “likely” (between 3.53 and 4.30). However, the most common answer (mode) for both mining and construction was “very likely”. The following table ranks the industries based on the level of likelihood score for females, in order from highest to lowest, accompanied by the corresponding equivalent.

Table 49 – Ranking of Industries by Likelihood of Growth for Female Respondents

Rank	Industry	Measures of Central Tendency					
		Mean		Median		Mode	
		Score	Equivalent	Score	Equivalent	Score	Equivalent
1.	Mining	4.38	Likely	4.00	Likely	5.00	Very likely
2.	Construction	4.30	Likely	4.00	Likely	5.00	Very likely
3.	Tourism	4.13	Likely	4.00	Likely	4.00	Likely
4.	Arts and Culture	3.95	Likely	4.00	Likely	4.00	Likely
5.	Public sector	3.87	Likely	4.00	Likely	4.00	Likely
6.	Commercial fisheries	3.85	Likely	4.00	Likely	4.00	Likely
7.	Traditional harvesting	3.53	Likely	4.00	Likely	4.00	Likely

On average, males rated industrial growth in mining as “very likely” (4.71) ranking it first. They rated the other industries as “likely” (between 3.77 and 4.44), with the exception of traditional harvesting which they rated as “not sure” (3.14). However, the most common answer (mode) was “very likely” for not only mining, but also construction. The following table ranks the industries based on the level of likelihood score for males, in order from highest to lowest, accompanied by the corresponding equivalent.

Table 50 – Ranking of Industries by Likelihood of Growth for Male Respondents

Rank	Industry	Measures of Central Tendency		
		Mean	Median	Mode

		Score	Equivalent	Score	Equivalent	Score	Equivalent
1.	Mining	4.71	Very likely	5.00	Very likely	5.00	Very likely
2.	Construction	4.44	Likely	5.00	Very likely	5.00	Very likely
3.	Commercial fisheries	4.07	Likely	4.00	Likely	4.00	Likely
4.	Public sector	3.94	Likely	4.00	Likely	4.00	Likely
5.	Tourism	3.87	Likely	4.00	Likely	4.00	Likely
6.	Arts and Culture	3.77	Likely	4.00	Likely	4.00	Likely
7.	Traditional harvesting	3.14	Not sure	3.00	Not sure	4.00	Likely

On average, respondents under 35 rated industrial growth in mining as “very likely” (4.48) ranking it first. They rated the other industries as “likely” (between 3.77 and 4.38), with the exception of traditional harvesting which they rated as “not sure” (3.26). However, the most common answer (mode) was “very likely” for not only mining, but also construction. The following table ranks the industries based on the level of likelihood score for respondents under 35, in order from highest to lowest, accompanied by the corresponding equivalent.

Table 51 – Ranking of Industries by Likelihood of Growth for Respondents Under 35

Rank	Industry	Measures of Central Tendency					
		Mean		Median		Mode	
		Score	Equivalent	Score	Equivalent	Score	Equivalent
1.	Mining	4.48	Very likely	5.00	Very likely	5.00	Very likely
2.	Construction	4.38	Likely	4.00	Likely	5.00	Very likely
3.	Tourism	3.96	Likely	4.00	Likely	4.00	Likely
4.	Arts and Culture	3.86	Likely	4.00	Likely	4.00	Likely
5.	Commercial fisheries	3.84	Likely	4.00	Likely	4.00	Likely
6.	Public sector	3.77	Likely	4.00	Likely	4.00	Likely
7.	Traditional harvesting	3.26	Not sure	3.00	Not sure	3.00	Not sure

On average, respondents 35 and over rated industrial growth in mining as “very likely” (4.60) ranking it first. They rated the other industries as “likely” (between 3.85 and 4.37), with the exception of traditional harvesting which they rated as “not sure” (3.37). However, the most common answer (mode) was “very likely” for not only mining, but also construction. The following table ranks the industries based on the level of likelihood score for respondents 35 and over, in order from highest to lowest, accompanied by the corresponding equivalent.

Table 52 – Ranking of Industries by Likelihood of Growth for Respondents 35 and Over

Rank	Industry	Measures of Central Tendency					
		Mean		Median		Mode	
		Score	Equivalent	Score	Equivalent	Score	Equivalent
1.	Mining	4.60	Very likely	5.00	Very likely	5.00	Very likely
2.	Construction	4.37	Likely	4.00	Likely	5.00	Very likely
3.	Commercial fisheries	4.04	Likely	4.00	Likely	4.00	Likely
4.	Tourism	4.00	Likely	4.00	Likely	4.00	Likely
5.	Public sector	3.99	Likely	4.00	Likely	4.00	Likely

Rank	Industry	Measures of Central Tendency					
		Mean		Median		Mode	
		Score	Equivalent	Score	Equivalent	Score	Equivalent
6.	Arts and Culture	3.85	Likely	4.00	Likely	4.00	Likely
7.	Traditional harvesting	3.37	Not sure	4.00	Likely	4.00	Likely

When comparing the scores of the various industries by beneficiary status, gender and age group, mining and construction are the top 2 growth industries for all respondent groups. There are some differences, however, when broken-down by beneficiary status, gender, and age group. Here are some highlights:

- Beneficiary Status Differences:
 - Non-Beneficiaries believe growth is “very likely” in mining (4.69) and construction (4.52), while Beneficiaries believe they are “likely” (4.44 and 4.26 respectively);
 - Beneficiaries believe growth is “likely” in traditional harvesting (3.67), while non-Beneficiaries are “not sure” (2.90);
 - The most common answer for industry growth in construction was “very likely” for non-Beneficiaries, while it was “likely” for Beneficiaries;
- Gender Differences:
 - Males believe growth is “very likely” in mining (4.71), while females believe it is “likely” (4.38);
 - Females believe growth is “likely” in traditional harvesting (3.53), while males are “not sure” (3.14);
- Age Group Differences:
 - The most common answer for industry growth in traditional harvesting was “likely” for respondents 35 and over, while it was “not sure” for respondents under 35.

2.5.3. Level of Agreement with Statements

Respondents were asked “Do you agree or disagree with the following statements?” They were instructed to rate the various statements on a scale of “strongly disagree” to “strongly agree”. As shown in the table below, on average, the total respondents who indicated their level of agreement “strongly agree” with the following top three statements:

- It is important to continue education after high school. (4.61);
- It is important to graduate from high school with at least a general Grade 12 diploma. (4.57); and
- Some social issues in Nunavut such as alcohol-related crime and high suicide rates must be given attention as part of trying to grow our economy. (4.53)

Also of note, on average, the total respondents “disagree” that “Students are receiving adequate education in Nunavut.” (2.29) The following table ranks the various statements by the average level of agreement score for all respondents, in order from highest to lowest, accompanied by the corresponding equivalent.

Table 53 – Ranking of Statements by Level of Agreement for Total Respondents

Rank	Statement	Measures of Central Tendency					
		Mean		Median		Mode	
		Score	Equivalent	Score	Equivalent	Score	Equivalent
1.	It is important to continue education after high school.	4.61	Strongly agree	5.00	Strongly agree	5.00	Strongly agree
2.	It is important to graduate from high school with at least a general Grade 12 diploma.	4.57	Strongly agree	5.00	Strongly agree	5.00	Strongly agree
3.	Some social issues in Nunavut such as alcohol-related crime and high suicide rates must be given attention as part of trying to grow our economy.	4.53	Strongly agree	5.00	Strongly agree	5.00	Strongly agree
4.	It is important to graduate from high school in the Academic stream.	4.28	Agree	5.00	Strongly agree	5.00	Strongly agree
5.	The use of the Inuit language in school is important.	4.10	Agree	4.00	Agree	5.00	Strongly agree
6.	It is important to pursue full-time employment and practice traditional life skills.	4.06	Agree	4.00	Agree	4.00	Agree
7.	I have moved to take advantage of job opportunities.	4.04	Agree	4.00	Agree	5.00	Strongly agree
8.	I have had on-the-job training.	3.92	Agree	4.00	Agree	4.00	Agree
9.	I want to lead a traditional lifestyle.	3.03	Not sure	3.00	Not sure	4.00	Agree
10.	I would really like to live and work in southern Canada.	3.03	Not sure	3.00	Not sure	3.00	Not sure
11.	I have been personally affected by mental health issues in my household.	3.02	Not sure	3.00	Not sure	4.00	Agree
12.	I have passed up job opportunities because I preferred not to move.	2.98	Not sure	3.00	Not sure	4.00	Agree
13.	It is too difficult to move to another community for employment or training opportunities.	2.98	Not sure	3.00	Not sure	2.00	Disagree
14.	I have passed up job opportunities because I became a parent and chose to raise my child.	2.78	Not sure	2.00	Disagree	2.00	Disagree
15.	I have been personally affected by overcrowding in my household.	2.78	Not sure	2.00	Disagree	1.00	Strongly disagree
16.	There are no employment opportunities in my community.	2.77	Not sure	2.00	Disagree	2.00	Disagree
17.	Students are receiving adequate education in Nunavut.	2.29	Disagree	2.00	Disagree	2.00	Disagree
18.	I have passed up job opportunities because I prefer to lead a traditional lifestyle.	2.06	Disagree	2.00	Disagree	1.00	Strongly disagree

On average, Beneficiaries “strongly agree” with the following top three statements:

- It is important to continue education after high school. (4.72);

- It is important to graduate from high school in the Academic stream. (4.48); and
- Some social issues in Nunavut such as alcohol-related crime and high suicide rates must be given attention as part of trying to grow our economy. (4.45)

Also of note, the most common answer from Beneficiaries to “I have been personally affected by overcrowding in my household” is “strongly agree”. The following table ranks the various statements by the average level of agreement score for Beneficiaries, in order from highest to lowest, accompanied by the corresponding equivalent.

Table 54 – Ranking of Statements by Level of Agreement for Beneficiary Respondents

Rank	Statement	Measures of Central Tendency					
		Mean		Median		Mode	
		Score	Equivalent	Score	Equivalent	Score	Equivalent
1.	It is important to continue education after high school	4.72	Strongly agree	5.00	Strongly agree	5.00	Strongly agree
2.	It is important to graduate from high school in the Academic stream	4.48	Strongly agree	5.00	Strongly agree	5.00	Strongly agree
3.	Some social issues in Nunavut such as alcohol-related crime and high suicide rates must be given attention as part of trying to grow our economy	4.45	Strongly agree	5.00	Strongly agree	5.00	Strongly agree
4.	The use of the Inuit language in school is important	4.44	Agree	5.00	Strongly agree	5.00	Strongly agree
5.	It is important to graduate from high school with at least a general Grade 12 diploma	4.41	Agree	5.00	Strongly agree	5.00	Strongly agree
6.	It is important to pursue full-time employment and practice traditional life skills	4.35	Agree	4.00	Agree	5.00	Strongly agree
7.	I have had on-the-job training	3.75	Agree	4.00	Agree	4.00	Agree
8.	I have moved to take advantage of job opportunities	3.64	Agree	4.00	Agree	4.00	Agree
9.	I want to lead a traditional lifestyle	3.54	Agree	4.00	Agree	4.00	Agree
10.	I have been personally affected by overcrowding in my household	3.38	Not sure	4.00	Agree	5.00	Strongly agree
11.	There are no employment opportunities in my community	3.29	Not sure	4.00	Agree	4.00	Agree
12.	I have been personally affected by mental health issues in my household	3.24	Not sure	4.00	Agree	4.00	Agree
13.	It is too difficult to move to another community for employment or training opportunities	3.07	Not sure	3.00	Not sure	2.00	Disagree
14.	I would really like to live and work in southern Canada	3.04	Not sure	3.00	Not sure	3.00	Not sure
15.	I have passed up job opportunities because I became a parent and chose to raise my child	2.93	Not sure	3.00	Not sure	2.00	Disagree
16.	I have passed up job opportunities because I preferred not to move	2.88	Not sure	3.00	Not sure	2.00	Disagree

Rank	Statement	Measures of Central Tendency					
		Mean		Median		Mode	
		Score	Equivalent	Score	Equivalent	Score	Equivalent
17.	Students are receiving adequate education in Nunavut	2.66	Not sure	2.00	Disagree	2.00	Disagree
18.	I have passed up job opportunities because I prefer to lead a traditional lifestyle	2.31	Disagree	2.00	Disagree	2.00	Disagree

On average, non-Beneficiaries “strongly agree” with the following top three statements:

- It is important to graduate from high school with at least a general Grade 12 diploma. (4.75);
- Some social issues in Nunavut such as alcohol-related crime and high suicide rates must be given attention as part of trying to grow our economy. (4.63); and
- It is important to continue education after high school. (4.48)

Also of note, the most common answers from non-Beneficiaries to “I have been personally affected by overcrowding in my household” and “Students are receiving adequate education in Nunavut” are “strongly disagree”. The following table ranks the various statements by the average level of agreement score for non-Beneficiaries, in order from highest to lowest, accompanied by the corresponding equivalent.

Table 55 – Ranking of Statements by Level of Agreement for Non-Beneficiary Respondents

Rank	Statement	Measures of Central Tendency					
		Mean		Median		Mode	
		Score	Equivalent	Score	Equivalent	Score	Equivalent
1.	It is important to graduate from high school with at least a general Grade 12 diploma	4.75	Strongly agree	5.00	Strongly agree	5.00	Strongly agree
2.	Some social issues in Nunavut such as alcohol-related crime and high suicide rates must be given attention as part of trying to grow our economy	4.63	Strongly agree	5.00	Strongly agree	5.00	Strongly agree
3.	It is important to continue education after high school	4.48	Strongly agree	5.00	Strongly agree	5.00	Strongly agree
4.	I have moved to take advantage of job opportunities	4.44	Agree	5.00	Strongly agree	5.00	Strongly agree
5.	I have had on-the-job training	4.11	Agree	4.00	Agree	4.00	Agree
6.	It is important to graduate from high school in the Academic stream	4.05	Agree	4.00	Agree	5.00	Strongly agree
7.	The use of the Inuit language in school is important	3.71	Agree	4.00	Agree	4.00	Agree
8.	It is important to pursue full-time employment and practice traditional life skills	3.70	Agree	4.00	Agree	4.00	Agree
9.	I have passed up job opportunities because I preferred not to move	3.09	Not sure	4.00	Agree	4.00	Agree
10.	I would really like to live and work in southern Canada	3.01	Not sure	3.00	Not sure	3.00	Not sure

Rank	Statement	Measures of Central Tendency					
		Mean		Median		Mode	
		Score	Equivalent	Score	Equivalent	Score	Equivalent
11.	It is too difficult to move to another community for employment or training opportunities	2.86	Not sure	3.00	Not sure	2.00	Disagree
12.	I have been personally affected by mental health issues in my household	2.72	Not sure	2.00	Disagree	1.00	Strongly disagree
13.	I have passed up job opportunities because I became a parent and chose to raise my child	2.51	Not sure	2.00	Disagree	1.00	Strongly disagree
14.	There are no employment opportunities in my community	2.12	Disagree	2.00	Disagree	2.00	Disagree
15.	I want to lead a traditional lifestyle	2.12	Disagree	2.00	Disagree	1.00	Strongly disagree
16.	I have been personally affected by overcrowding in my household	1.86	Disagree	1.00	Strongly disagree	1.00	Strongly disagree
17.	Students are receiving adequate education in Nunavut	1.85	Disagree	2.00	Disagree	1.00	Strongly disagree
18.	I have passed up job opportunities because I prefer to lead a traditional lifestyle	1.54	Disagree	1.00	Strongly disagree	1.00	Strongly disagree

On average, females “strongly agree” with the following top three statements:

- It is important to continue education after high school. (4.69);
- Some social issues in Nunavut such as alcohol-related crime and high suicide rates must be given attention as part of trying to grow our economy. (4.60); and
- It is important to graduate from high school with at least a general Grade 12 diploma. (4.52)

Also of note, on average, females “disagree” that “Students are receiving adequate education in Nunavut.” (2.35) The following table ranks the various statements by the average level of agreement score for females, in order from highest to lowest, accompanied by the corresponding equivalent.

Table 56 – Ranking of Statements by Level of Agreement for Female Respondents

Rank	Statement	Measures of Central Tendency					
		Mean		Median		Mode	
		Score	Equivalent	Score	Equivalent	Score	Equivalent
1.	It is important to continue education after high school	4.69	Strongly agree	5.00	Strongly agree	5.00	Strongly agree
2.	Some social issues in Nunavut such as alcohol-related crime and high suicide rates must be given attention as part of trying to grow our economy	4.60	Strongly agree	5.00	Strongly agree	5.00	Strongly agree
3.	It is important to graduate from high school with at least a general Grade 12 diploma	4.52	Strongly agree	5.00	Strongly agree	5.00	Strongly agree
4.	The use of the Inuit language in school is important	4.40	Agree	5.00	Strongly agree	5.00	Strongly agree

Rank	Statement	Measures of Central Tendency					
		Mean		Median		Mode	
		Score	Equivalent	Score	Equivalent	Score	Equivalent
5.	It is important to graduate from high school in the Academic stream	4.33	Agree	5.00	Strongly agree	5.00	Strongly agree
6.	It is important to pursue full-time employment and practice traditional life skills	4.22	Agree	4.00	Agree	5.00	Strongly agree
7.	I have moved to take advantage of job opportunities	3.92	Agree	4.00	Agree	5.00	Strongly agree
8.	I have had on-the-job training	3.82	Agree	4.00	Agree	4.00	Agree
9.	I want to lead a traditional lifestyle	3.38	Not sure	4.00	Agree	4.00	Agree
10.	I have been personally affected by mental health issues in my household	3.26	Not sure	4.00	Agree	4.00	Agree
11.	There are no employment opportunities in my community	3.04	Not sure	3.00	Not sure	2.00	Disagree
12.	I would really like to live and work in southern Canada	2.99	Not sure	3.00	Not sure	3.00	Not sure
13.	It is too difficult to move to another community for employment or training opportunities	2.95	Not sure	3.00	Not sure	2.00	Disagree
14.	I have been personally affected by overcrowding in my household	2.92	Not sure	3.00	Not sure	1.00	Strongly disagree
15.	I have passed up job opportunities because I became a parent and chose to raise my child	2.85	Not sure	2.00	Disagree	2.00	Disagree
16.	I have passed up job opportunities because I preferred not to move	2.81	Not sure	2.50	Not sure	2.00	Disagree
17.	Students are receiving adequate education in Nunavut	2.35	Disagree	2.00	Disagree	2.00	Disagree
18.	I have passed up job opportunities because I prefer to lead a traditional lifestyle	2.22	Disagree	2.00	Disagree	2.00	Disagree

On average, males “strongly agree” with the following top three statements:

- It is important to graduate from high school with at least a general Grade 12 diploma. (4.61);
- It is important to continue education after high school. (4.54); and
- Some social issues in Nunavut such as alcohol-related crime and high suicide rates must be given attention as part of trying to grow our economy. (4.46)

Also of note, on average, males “disagree” that “Students are receiving adequate education in Nunavut.” (2.24) The following table ranks the various statements by the average level of agreement score for males, in order from highest to lowest, accompanied by the corresponding equivalent.

Table 57 – Ranking of Statements by Level of Agreement for Male Respondents

Rank	Statement	Measures of Central Tendency					
		Mean		Median		Mode	
		Score	Equivalent	Score	Equivalent	Score	Equivalent
1.	It is important to graduate from high school with at least a general Grade 12 diploma	4.61	Strongly agree	5.00	Strongly agree	5.00	Strongly agree
2.	It is important to continue education after high school	4.54	Strongly agree	5.00	Strongly agree	5.00	Strongly agree
3.	Some social issues in Nunavut such as alcohol-related crime and high suicide rates must be given attention as part of trying to grow our economy	4.46	Strongly agree	5.00	Strongly agree	5.00	Strongly agree
4.	It is important to graduate from high school in the Academic stream	4.24	Agree	5.00	Strongly agree	5.00	Strongly agree
5.	I have moved to take advantage of job opportunities	4.13	Agree	4.00	Agree	5.00	Strongly agree
6.	I have had on-the-job training	3.99	Agree	4.00	Agree	4.00	Agree
7.	It is important to pursue full-time employment and practice traditional life skills	3.92	Agree	4.00	Agree	4.00	Agree
8.	The use of the Inuit language in school is important	3.82	Agree	4.00	Agree	5.00	Strongly agree
9.	I have passed up job opportunities because I preferred not to move	3.09	Not sure	4.00	Agree	4.00	Agree
10.	I would really like to live and work in southern Canada	3.06	Not sure	3.00	Not sure	3.00	Not sure
11.	It is too difficult to move to another community for employment or training opportunities	3.01	Not sure	3.00	Not sure	2.00	Disagree
12.	I have been personally affected by mental health issues in my household	2.79	Not sure	2.50	Not sure	4.00	Agree
13.	I want to lead a traditional lifestyle	2.70	Not sure	3.00	Not sure	1.00	Strongly disagree
14.	I have passed up job opportunities because I became a parent and chose to raise my child	2.70	Not sure	2.00	Disagree	2.00	Disagree
15.	I have been personally affected by overcrowding in my household	2.64	Not sure	2.00	Disagree	1.00	Strongly disagree
16.	There are no employment opportunities in my community	2.53	Not sure	2.00	Disagree	2.00	Disagree
17.	Students are receiving adequate education in Nunavut	2.24	Disagree	2.00	Disagree	2.00	Disagree
18.	I have passed up job opportunities because I prefer to lead a traditional lifestyle	1.89	Disagree	2.00	Disagree	1.00	Strongly disagree

On average, respondents under 35 “strongly agree” with the following top three statements:

- It is important to graduate from high school with at least a general Grade 12 diploma. (4.63);
- It is important to continue education after high school. (4.61); and
- Some social issues in Nunavut such as alcohol-related crime and high suicide rates must be given attention as part of trying to grow our economy. (4.56)

Also of note, on average, respondents under 35 “disagree” that “Students are receiving adequate education in Nunavut.” (2.43) The following table ranks the various statements by the average level of agreement score for respondents under 35, in order from highest to lowest, accompanied by the corresponding equivalent.

Table 58 – Ranking of Statements by Level of Agreement for Respondents Under 35

Rank	Statement	Measures of Central Tendency					
		Mean		Median		Mode	
		Score	Equivalent	Score	Equivalent	Score	Equivalent
1.	It is important to graduate from high school with at least a general Grade 12 diploma	4.63	Strongly agree	5.00	Strongly agree	5.00	Strongly agree
2.	It is important to continue education after high school	4.61	Strongly agree	5.00	Strongly agree	5.00	Strongly agree
3.	Some social issues in Nunavut such as alcohol-related crime and high suicide rates must be given attention as part of trying to grow our economy	4.56	Strongly agree	5.00	Strongly agree	5.00	Strongly agree
4.	It is important to graduate from high school in the Academic stream	4.40	Agree	5.00	Strongly agree	5.00	Strongly agree
5.	The use of the Inuit language in school is important	4.22	Agree	5.00	Strongly agree	5.00	Strongly agree
6.	It is important to pursue full-time employment and practice traditional life skills	4.02	Agree	4.00	Agree	4.00	Agree
7.	I have had on-the-job training	3.85	Agree	4.00	Agree	4.00	Agree
8.	I have moved to take advantage of job opportunities	3.83	Agree	4.00	Agree	5.00	Strongly agree
9.	I would really like to live and work in southern Canada	3.10	Not sure	3.00	Not sure	3.00	Not sure
10.	I want to lead a traditional lifestyle	3.02	Not sure	3.00	Not sure	4.00	Agree
11.	It is too difficult to move to another community for employment or training opportunities	3.01	Not sure	3.00	Not sure	3.00	Not sure
12.	I have been personally affected by mental health issues in my household	2.92	Not sure	3.00	Not sure	4.00	Agree
13.	I have passed up job opportunities because I became a parent and chose to raise my child	2.88	Not sure	3.00	Not sure	1.00	Strongly disagree
14.	I have been personally affected by overcrowding in my household	2.83	Not sure	2.00	Disagree	1.00	Strongly disagree
15.	I have passed up job opportunities because I preferred not to move	2.66	Not sure	2.00	Disagree	2.00	Disagree

Rank	Statement	Measures of Central Tendency					
		Mean		Median		Mode	
		Score	Equivalent	Score	Equivalent	Score	Equivalent
16.	There are no employment opportunities in my community	2.63	Not sure	2.00	Disagree	2.00	Disagree
17.	Students are receiving adequate education in Nunavut	2.43	Disagree	2.00	Disagree	2.00	Disagree
18.	I have passed up job opportunities because I prefer to lead a traditional lifestyle	1.85	Disagree	1.00	Strongly disagree	1.00	Strongly disagree

On average, respondents 35 and over “strongly agree” with the following top three statements:

- It is important to continue education after high school. (4.61);
- It is important to graduate from high school with at least a general Grade 12 diploma. (4.54); and
- Some social issues in Nunavut such as alcohol-related crime and high suicide rates must be given attention as part of trying to grow our economy. (4.52)

Also of note, on average, respondents 35 and over “disagree” that “Students are receiving adequate education in Nunavut.” (2.19) The following table ranks the various statements by the average level of agreement score for respondents 35 and over, in order from highest to lowest, accompanied by the corresponding equivalent.

Table 59 – Ranking of Statements by Level of Agreement for Respondents 35 and Over

Rank	Statement	Measures of Central Tendency					
		Mean		Median		Mode	
		Score	Equivalent	Score	Equivalent	Score	Equivalent
1.	It is important to continue education after high school	4.61	Strongly agree	5.00	Strongly agree	5.00	Strongly agree
2.	It is important to graduate from high school with at least a general Grade 12 diploma	4.54	Strongly agree	5.00	Strongly agree	5.00	Strongly agree
3.	Some social issues in Nunavut such as alcohol-related crime and high suicide rates must be given attention as part of trying to grow our economy	4.52	Strongly agree	5.00	Strongly agree	5.00	Strongly agree
4.	It is important to graduate from high school in the Academic stream	4.23	Agree	4.00	Agree	5.00	Strongly agree
5.	I have moved to take advantage of job opportunities	4.15	Agree	4.00	Agree	5.00	Strongly agree
6.	It is important to pursue full-time employment and practice traditional life skills	4.10	Agree	4.00	Agree	4.00	Agree
7.	The use of the Inuit language in school is important	4.04	Agree	4.00	Agree	5.00	Strongly agree
8.	I have had on-the-job training	3.95	Agree	4.00	Agree	4.00	Agree
9.	I have passed up job opportunities because I preferred not to move	3.14	Not sure	4.00	Agree	4.00	Agree

Rank	Statement	Measures of Central Tendency					
		Mean		Median		Mode	
		Score	Equivalent	Score	Equivalent	Score	Equivalent
10.	I have been personally affected by mental health issues in my household	3.08	Not sure	3.00	Not sure	4.00	Agree
11.	I want to lead a traditional lifestyle	3.05	Not sure	3.00	Not sure	4.00	Agree
12.	I would really like to live and work in southern Canada	2.97	Not sure	3.00	Not sure	3.00	Not sure
13.	It is too difficult to move to another community for employment or training opportunities	2.96	Not sure	3.00	Not sure	2.00	Disagree
14.	There are no employment opportunities in my community	2.85	Not sure	2.00	Disagree	2.00	Disagree
15.	I have been personally affected by overcrowding in my household	2.76	Not sure	2.00	Disagree	1.00	Strongly disagree
16.	I have passed up job opportunities because I became a parent and chose to raise my child	2.72	Not sure	2.00	Disagree	2.00	Disagree
17.	Students are receiving adequate education in Nunavut	2.19	Disagree	2.00	Disagree	2.00	Disagree
18.	I have passed up job opportunities because I prefer to lead a traditional lifestyle	2.16	Disagree	2.00	Disagree	2.00	Disagree

Comparing the scores of the various statements by beneficiary status, gender and age group, all respondent groups (except Beneficiaries) “strongly agree” with the following top 3 statements:

- It is important to continue education after high school;
- It is important to graduate from high school with at least a general Grade 12 diploma; and
- Some social issues in Nunavut such as alcohol-related crime and high suicide rates must be given attention as part of trying to grow our economy.

For Beneficiaries, “It is important to graduate from high school with at least a general Grade 12 diploma” is replaced in the top 3 with “It is important to graduate from high school in the Academic stream”. Also of note, on average, all respondent groups “disagree” that “students are receiving adequate education in Nunavut”, except for Beneficiaries who are “not sure”. There are some additional differences when broken-down by beneficiary status, gender, and age group. Here are some highlights:

- Beneficiary Status Differences:
 - Beneficiaries “strongly agree” that “It is important to graduate from high school with at least a general Grade 12 diploma” (4.48), while non-Beneficiaries “agree” (4.05);
 - Beneficiaries “agree” with “I want to lead a traditional lifestyle” (3.54), while non-Beneficiaries “disagree” (2.12);
 - The most common answer to “I have been personally affected by overcrowding in my household” was “strongly agree” for Beneficiaries, while it was “strongly disagree” for non-Beneficiaries;
 - The most common answer to “I have been personally affected by mental health issues in my household” was “agree” for Beneficiaries, while it was “strongly disagree” for non-Beneficiaries;

- The most common answer for “There are no employment opportunities in my community” was “agree” for Beneficiaries, while it was “disagree” for non-Beneficiaries;
- Gender Differences:
 - The most common answer to “I have passed up job opportunities because I preferred not to move” was “agree” for males, while it was “disagree” for females;
- Age Group Differences:
 - The most common answer to “I have passed up job opportunities because I preferred not to move” was “agree” for respondents 35 and over, while it was “disagree” for respondents under 35.

2.5.4. Level of Economic Development Challenges

Respondents were asked “How much of a challenge do each of these represent in the development of Nunavut’s economy?” More specifically, for each challenge, they were asked to select from “not a challenge”, “minor challenge”, and “major challenge”. As shown in the table below, the top 3 major challenges according to the total respondents are:

- Lack of housing (87.1% or 291);
- Quality of education in Nunavut (80.9% or 263); and
- Overcrowding (79.4% or 255)

Also of note, the most common answer was “minor challenge” for climate change (56.7% or 178), and competition for employment opportunities (49.0% or 154), while it was “major challenge” for all others (between 47.9% and 87.1%). The following table ranks the challenges according to the total respondents.

Table 60 – Ranking of Challenges for Total Respondents

Rank	Challenge	Not a challenge		Minor challenge		Major challenge		Total	
		%	Number	%	Number	%	Number	%	Number
1.	Lack of housing	0.9%	3	12.0%	40	87.1%	291	100.0%	334
2.	Quality of education in Nunavut	3.1%	10	16.0%	52	80.9%	263	100.0%	325
3.	Overcrowding	2.8%	9	17.8%	57	79.4%	255	100.0%	321
4.	Cost of transportation	3.6%	12	18.0%	60	78.4%	261	100.0%	333
5.	Poor condition of housing	3.1%	10	19.0%	62	77.9%	254	100.0%	326
6.	Cost of store-bought food	2.4%	8	21.6%	72	76.0%	253	100.0%	333
7.	Lack of community-based infrastructure	8.6%	28	32.4%	106	59.0%	193	100.0%	327
8.	Communication barriers (including telecommunications and high-speed Internet)	6.7%	22	35.2%	115	58.1%	190	100.0%	327
9.	Lack of educational programs	11.6%	38	31.3%	103	57.1%	188	100.0%	329
10.	Lack of training opportunities	12.5%	41	38.1%	125	49.4%	162	100.0%	328
11.	Lack of employment opportunities	18.7%	61	33.0%	108	48.3%	158	100.0%	327
12.	Availability of transportation	11.3%	37	40.8%	133	47.9%	156	100.0%	326

Rank	Challenge	Not a challenge		Minor challenge		Major challenge		Total	
		%	Number	%	Number	%	Number	%	Number
13.	Competition for employment opportunities	14.0%	44	49.0%	154	36.9%	116	100.0%	314
14.	Climate change	19.1%	60	56.7%	178	24.2%	76	100.0%	314

Respondents were invited to describe other challenges. Nine respondents did so. Here are their responses categorized by theme:

- Financial (3):
 - “The GN wants Nunavummiut to take more ownership and not just rely on government, but when you work for GN and want to start a business they make it hard. There needs to be integration support/policy to allow people to either work half days and focus on their business or some kind of salary coverage when starting up a business.” – Non-Beneficiary female, 35 or over;
 - “Imagine the idea of what are we doing? When you put all the issues of our people on a bulletin list. The intricacy of our current realities and the ideas of what we do are confronted by inefficient funds so we think.” – Male Beneficiary, under 35;
 - “Too many people living in houses rent free while people who work have to pay too much.” – Male Beneficiary, under 35;
 - “The high cost of living makes Nunavut unliveable and not worth investing in for most people.” – Non-Beneficiary female, 35 or over;
- Infrastructure (3):
 - “The lack of 21st century telecommunication makes Nunavut unliveable and not worth investing in for most people.” – Non-Beneficiary female, 35 or over;
 - “RE: telecommunication: the barriers are related to monopoly - high cost.” – Non-Beneficiary female, 35 or over;
 - “Infrastructure funds.” – Male Beneficiary, 35 or over;
- Health and Well-being (2):
 - “Gaps and deficiencies in health and social services! (loose translation)” – Non-Beneficiary male, under 35;
 - “Lack of mental health support.” – Non-Beneficiary female, 35 or over;
- Miscellaneous (2):
 - “Everything is a challenge and so many people don’t speak up and here we are inviting more people to take over the community instead of filling the jobs with the people who already live here. – Female Beneficiary, under 35;
 - “We can separate economic growth from Inuit psychological liberation given the aftermath of colonization. You can’t grow the economy without dealing with the effects of colonization, and the hierarchy of power that emerged from that period. People cannot just get it over it. The oppression is still present: in the families, in their communities, in their government.” – Non-Beneficiary male, 35 or over;

As shown in the table below, the top 3 major challenges according to Beneficiaries are:

- Lack of housing (92.1% or 163);
- Cost of store-bought food (85.4% or 152); and

- Poor condition of housing (83.3% or 145)

Also noteworthy, the most common answer for Beneficiaries was “minor challenge” for climate change (54.0% or 88), while it was “major challenge” for all others (between 46.6% and 92.1%). The following table ranks the challenges, according to Beneficiaries.

Table 61 – Ranking of Challenges for Beneficiary Respondents

Rank	Challenge	Not a challenge		Minor challenge		Major challenge		Total	
		%	Number	%	Number	%	Number	%	Number
1.	Lack of housing	1.1%	2	6.8%	12	92.1%	163	100.0%	177
2.	Cost of store-bought food	1.7%	3	12.9%	23	85.4%	152	100.0%	178
3.	Poor condition of housing	2.9%	5	13.8%	24	83.3%	145	100.0%	174
4.	Overcrowding	2.4%	4	15.3%	26	82.4%	140	100.0%	170
5.	Cost of transportation	2.8%	5	15.9%	28	81.3%	143	100.0%	176
6.	Quality of education in Nunavut	3.5%	6	21.2%	36	75.3%	128	100.0%	170
7.	Lack of community-based infrastructure	8.8%	15	30.0%	51	61.2%	104	100.0%	170
8.	Lack of educational programs	10.3%	18	28.7%	50	60.9%	106	100.0%	174
9.	Lack of employment opportunities	14.0%	24	26.7%	46	59.3%	102	100.0%	172
10.	Communication barriers (including telecommunications and high-speed Internet)	7.6%	13	33.9%	58	58.5%	100	100.0%	171
11.	Availability of transportation	8.7%	15	36.6%	63	54.7%	94	100.0%	172
12.	Lack of training opportunities	9.9%	17	35.5%	61	54.7%	94	100.0%	172
13.	Competition for employment opportunities	8.7%	14	44.7%	72	46.6%	75	100.0%	161
14.	Climate change	21.5%	35	54.0%	88	24.5%	40	100.0%	163

As shown in the table below, the top 3 major challenges according to non-Beneficiaries are:

- Quality of education in Nunavut (87.6% or 134);
- Lack of housing (82.5% or 127); and
- Overcrowding (77.0% or 114)

The most common answer for non-Beneficiaries was “minor challenge” for climate change (59.5% or 88), competition for employment opportunities (52.7% or 79), availability of transportation (45.0% or 68), and lack of employment opportunities (39.5% or 60), while it was “major challenge” for all others (between 43.8% and 87.6%). The following table ranks the challenges according to non-Beneficiaries.

Table 62 – Ranking of Challenges for Non-Beneficiary Respondents

Rank	Challenge	Not a challenge		Minor challenge		Major challenge		Total	
		%	Number	%	Number	%	Number	%	Number
1.	Quality of education in Nunavut	2.6%	4	9.8%	15	87.6%	134	100.0%	153
2.	Lack of housing	0.6%	1	16.9%	26	82.5%	127	100.0%	154

Rank	Challenge	Not a challenge		Minor challenge		Major challenge		Total	
		%	Number	%	Number	%	Number	%	Number
3.	Overcrowding	3.4%	5	19.6%	29	77.0%	114	100.0%	148
4.	Cost of transportation	4.5%	7	20.1%	31	75.3%	116	100.0%	154
5.	Poor condition of housing	3.4%	5	24.2%	36	72.5%	108	100.0%	149
6.	Cost of store-bought food	3.3%	5	30.9%	47	65.8%	100	100.0%	152
7.	Communication barriers (including telecommunications and high-speed Internet)	5.9%	9	35.9%	55	58.2%	89	100.0%	153
8.	Lack of community-based infrastructure	8.4%	13	35.1%	54	56.5%	87	100.0%	154
9.	Lack of educational programs	13.2%	20	34.2%	52	52.6%	80	100.0%	152
10.	Lack of training opportunities	15.7%	24	40.5%	62	43.8%	67	100.0%	153
11.	Availability of transportation	14.6%	22	45.0%	68	40.4%	61	100.0%	151
12.	Lack of employment opportunities	24.3%	37	39.5%	60	36.2%	55	100.0%	152
13.	Competition for employment opportunities	20.0%	30	52.7%	79	27.3%	41	100.0%	150
14.	Climate change	16.9%	25	59.5%	88	23.6%	35	100.0%	148

As shown in the table below, the top 3 major challenges according to females are:

- Lack of housing (91.0% or 142);
- Poor condition of housing (82.9% or 126); and
- Overcrowding (82.4% or 122)

Also of note, the most common answer for females was “minor challenge” for climate change (56.3% or 81), and competition for employment opportunities (52.8% or 76), while it was “major challenge” for all others (between 51.3% and 91.0%). The following table ranks the challenges according to females.

Table 63 – Ranking of Challenges for Female Respondents

Rank	Challenge	Not a challenge		Minor challenge		Major challenge		Total	
		%	Number	%	Number	%	Number	%	Number
1.	Lack of housing	0.0%	0	9.0%	14	91.0%	142	100.0%	156
2.	Poor condition of housing	0.7%	1	16.4%	25	82.9%	126	100.0%	152
3.	Overcrowding	2.0%	3	15.5%	23	82.4%	122	100.0%	148
4.	Cost of store-bought food	1.3%	2	17.3%	27	81.4%	127	100.0%	156
5.	Cost of transportation	2.6%	4	16.1%	25	81.3%	126	100.0%	155
6.	Quality of education in Nunavut	3.4%	5	16.1%	24	80.5%	120	100.0%	149
7.	Lack of educational programs	7.8%	12	28.6%	44	63.6%	98	100.0%	154
8.	Communication barriers (including telecommunications and high-speed Internet)	4.6%	7	33.3%	51	62.1%	95	100.0%	153
9.	Lack of community-based infrastructure	7.3%	11	34.4%	52	58.3%	88	100.0%	151

Rank	Challenge	Not a challenge		Minor challenge		Major challenge		Total	
		%	Number	%	Number	%	Number	%	Number
10.	Lack of employment opportunities	12.6%	19	33.1%	50	54.3%	82	100.0%	151
11.	Lack of training opportunities	7.8%	12	39.0%	60	53.2%	82	100.0%	154
12.	Availability of transportation	10.0%	15	38.7%	58	51.3%	77	100.0%	150
13.	Competition for employment opportunities	8.3%	12	52.8%	76	38.9%	56	100.0%	144
14.	Climate change	13.9%	20	56.3%	81	29.9%	43	100.0%	144

As shown in the table below, the top 3 major challenges according to males are:

- Lack of housing (83.7% or 149);
- Quality of education in Nunavut (81.3% or 143); and
- Overcrowding (76.9% or 133)

Also noteworthy, the most common answer for males was “minor challenge” for climate change (57.1% or 97), and competition for employment opportunities (45.9% or 78), while it was “major challenge” for all others (between 43.2% and 83.7%). The following table ranks the challenges according to males.

Table 64 – Ranking of Challenges for Male Respondents

Rank	Challenge	Not a challenge		Minor challenge		Major challenge		Total	
		%	Number	%	Number	%	Number	%	Number
1.	Lack of housing	1.7%	3	14.6%	26	83.7%	149	100.0%	178
2.	Quality of education in Nunavut	2.8%	5	15.9%	28	81.3%	143	100.0%	176
3.	Overcrowding	3.5%	6	19.7%	34	76.9%	133	100.0%	173
4.	Cost of transportation	4.5%	8	19.7%	35	75.8%	135	100.0%	178
5.	Poor condition of housing	5.2%	9	21.3%	37	73.6%	128	100.0%	174
6.	Cost of store-bought food	3.4%	6	25.4%	45	71.2%	126	100.0%	177
7.	Lack of community-based infrastructure	9.7%	17	30.7%	54	59.7%	105	100.0%	176
8.	Communication barriers (including telecommunications and high-speed Internet)	8.6%	15	36.8%	64	54.6%	95	100.0%	174
9.	Lack of educational programs	14.9%	26	33.7%	59	51.4%	90	100.0%	175
10.	Lack of training opportunities	16.7%	29	37.4%	65	46.0%	80	100.0%	174
11.	Availability of transportation	12.5%	22	42.6%	75	44.9%	79	100.0%	176
12.	Lack of employment opportunities	23.9%	42	33.0%	58	43.2%	76	100.0%	176
13.	Competition for employment opportunities	18.8%	32	45.9%	78	35.3%	60	100.0%	170
14.	Climate change	23.5%	40	57.1%	97	19.4%	33	100.0%	170

As shown in the table below, the top 3 major challenges according to respondents under 35 are:

- Lack of housing (86.3 or 107);
- Quality of education in Nunavut (80.8% or 97); and
- Overcrowding (75.9% or 88)

The most common answer for those under 35 was “minor challenge” for climate change (55.3% or 63), competition for employment opportunities (48.2% or 55), lack of training opportunities (46.7% or 57) and availability of transportation (45.4% or 54), while it was “major challenge” for all others (between 40.5% and 86.3%). The following table ranks the challenges according to respondents under 35.

Table 65 – Ranking of Challenges for Respondents Under 35

Rank	Challenge	Not a challenge		Minor challenge		Major challenge		Total	
		%	Number	%	Number	%	Number	%	Number
1.	Lack of housing	0.8%	1	12.9%	16	86.3%	107	100.0%	124
2.	Quality of education in Nunavut	1.7%	2	17.5%	21	80.8%	97	100.0%	120
3.	Overcrowding	5.2%	6	19.0%	22	75.9%	88	100.0%	116
4.	Poor condition of housing	5.0%	6	20.8%	25	74.2%	89	100.0%	120
5.	Cost of store-bought food	1.6%	2	29.8%	37	68.5%	85	100.0%	124
6.	Cost of transportation	6.5%	8	26.0%	32	67.5%	83	100.0%	123
7.	Communication barriers (including telecommunications and high-speed Internet)	3.3%	4	34.2%	41	62.5%	75	100.0%	120
8.	Lack of community-based infrastructure	8.4%	10	37.8%	45	53.8%	64	100.0%	119
9.	Lack of educational programs	13.0%	16	34.1%	42	52.8%	65	100.0%	123
10.	Lack of training opportunities	12.3%	15	46.7%	57	41.0%	50	100.0%	122
11.	Lack of employment opportunities	19.8%	24	39.7%	48	40.5%	49	100.0%	121
12.	Availability of transportation	14.3%	17	45.4%	54	40.3%	48	100.0%	119
13.	Competition for employment opportunities	16.7%	19	48.2%	55	35.1%	40	100.0%	114
14.	Climate change	18.4%	21	55.3%	63	26.3%	30	100.0%	114

As shown in the table below, the top 3 major challenges according to respondents 35 and over are:

- Lack of housing (87.4% or 181);
- Cost of transportation (84.5% or 175); and
- Overcrowding (81.2% or 164)

Also of note, the most common answer for those over 35 was “minor challenge” for climate change (57.9% or 114), and competition for employment opportunities (48.7% or 96), while it was “major challenge” for all others (between 52.0% and 87.4%). The following table ranks the challenges according to respondents 35 and over.

Table 66 – Ranking of Challenges for Respondents 35 and Over

Rank	Challenge	Not a challenge		Minor challenge		Major challenge		Total	
		%	Number	%	Number	%	Number	%	Number
1.	Lack of housing	1.0%	2	11.6%	24	87.4%	181	100.0%	207
2.	Cost of transportation	1.9%	4	13.5%	28	84.5%	175	100.0%	207
3.	Overcrowding	1.5%	3	17.3%	35	81.2%	164	100.0%	202
4.	Quality of education in Nunavut	4.0%	8	15.3%	31	80.7%	163	100.0%	202
5.	Cost of store-bought food	2.9%	6	16.5%	34	80.6%	166	100.0%	206
6.	Poor condition of housing	2.0%	4	18.2%	37	79.8%	162	100.0%	203
7.	Lack of community-based infrastructure	8.8%	18	29.3%	60	62.0%	127	100.0%	205
8.	Lack of educational programs	10.3%	21	30.0%	61	59.6%	121	100.0%	203
9.	Communication barriers (including telecommunications and high-speed Internet)	8.8%	18	34.8%	71	56.4%	115	100.0%	204
10.	Lack of training opportunities	12.3%	25	33.0%	67	54.7%	111	100.0%	203
11.	Lack of employment opportunities	17.7%	36	29.1%	59	53.2%	108	100.0%	203
12.	Availability of transportation	9.8%	20	38.2%	78	52.0%	106	100.0%	204
13.	Competition for employment opportunities	12.7%	25	48.7%	96	38.6%	76	100.0%	197
14.	Climate change	19.8%	39	57.9%	114	22.3%	44	100.0%	197

When comparing the challenges by beneficiary status, gender and age group, according to all respondent groups, the top major challenge is lack of housing, except for non-Beneficiaries for whom the top challenge is the quality of education in Nunavut. There are some additional differences when broken-down by beneficiary status, gender, and age group. Here are some highlights:

- Beneficiary Status Differences:
 - 85.4% of Beneficiaries believe the cost of store-bought food is a major challenge compared to 65.8% of non-Beneficiaries;
 - 87.6% of non-Beneficiaries believe the quality of education in Nunavut is a major challenge compared to 75.3% of Beneficiaries;
 - The most common answer from non-Beneficiaries was “minor challenge” for competition for employment opportunities (52.7%), availability of transportation (45.0%), and lack of employment opportunities (39.5%), while it was “major challenge” for Beneficiaries (46.6%, 54.7% and 59.3% respectively).
- Gender Differences:
 - 63.6% of females believe the lack of educational programs is a major challenge compared to 51.4% of males;
 - 54.3% of females believe the lack of employment opportunities is a major challenge compared to 43.2% of males;
- Age Group Differences:

- 84.5% of respondents 35 and over believe the cost of transportation is a major challenge compared to 67.5% of respondents under 35;
- 80.7% of respondents 35 and over believe the cost of store-bought food is a major challenge compared to 68.5% of respondents under 35;
- The most common answer from respondents 35 and over was “major challenge” for lack of training opportunities (54.7%) and availability of transportation (52.0%), while it was “minor challenge” for respondents under 35 (46.7% and 45.4% respectively).

2.5.5. Comments

Respondents were asked “Do you have any additional comments about the 2014-2024 Nunavut Economic Development Strategy?”. Sixty-four respondents provided additional comments, which are categorized by theme below:

- Survey Feedback (14):
 - “No, a very comprehensive survey!” – Female Beneficiary, 35 or over;
 - “Cool survey bro!” – Male Beneficiary, under 35;
 - “Excellent survey. Perhaps missed some details in its brief nature but I surmise that it will be an appropriate spread of data and not so long as that people won’t complete it. Good luck.” – Non-Beneficiary male, 35 or over;
 - “Very interesting Survey... yet I feel it really does not convey a real NEDSS questionnaire.” – Non-Beneficiary male, 35 or over;
 - “Thanks!” – Non-Beneficiary male, 35 or over;
 - “Thank you for asking!” – Male Beneficiary, under 35;
 - “I don’t think your survey results will be entirely accurate. There were situations where I could have checked more than one circle but didn’t have the option. Glad to see this is being done either way.” – Female Beneficiary, 35 or over;
 - “Some of the questions could be better worded. For example, “Rate the quality of education in Nunavut.” Education quality, objectively is not bad. the results of education are poor, cultural perception of education and things like attendance need to change. Bilingualism needs to be incorporated into curricula more effectively. Multifaceted issues cannot be adequately addressed in a single question like the above.” – Non-Beneficiary male, under 35;
 - “Thank-You for the opportunity to take your survey.” – Female Beneficiary, 35 or over;
 - “A lot of the Survey does not apply to an old non-Beneficiary Retiree!” – Non-Beneficiary male, 35 or over;
 - “This is a really good start. Can’t fix anything if you don’t know the problem.” – Male Beneficiary, under 35;
 - “Thanks for the survey. Keep them coming. I’m also interested in a government job in Sanikiluaq.” – Female Beneficiary, under 35;
 - “Some of the questions here are not applicable and could be omitted, sounds that traditional life style has no means of employment or does social issues play a part in employment.” – Female Beneficiary, 35 or over;
 - “Great first steps. Many more to go, best of luck!” – Female Beneficiary, 35 or over;
- Education and Training (11):

- “I would love to see more training on starting a business and outfitting business that way we can possibly create more employment.” – Male Beneficiary, 35 or over;
- “Education is one of the biggest things I’ve noticed and lack of programs to pursue personal education. Inuit can’t always be truck drivers, and or Labourers. Education starts at home. I’ve also noticed a lack of parental skills in most Nunavut Communities I’ve visited.” – Male Beneficiary, 35 or over;
- “It seems that all the Nunavut leaders of today were sent south for school. How about an optional Nunavut Boarding school based in Arviat (home of Education).” – Male Beneficiary, under 35;
- “If there were more opportunities, there were more education, more people could hang out in the communities.” – Female Beneficiary, under 35;
- “Push forward a more dynamic way of using our current curriculum for apprenticeship training. Give apprentices the chance to do two terms of training in a row or even all training courses before putting apprentices into the field. That way we have more apprentices getting full-time employment with better knowledge. The curriculum simply does not work for the north. Our trade schools don’t have the capacity to train thousands of apprentices. Give apprentices their final marks and put them into the field. 5-6 years down the road, Nunavut will have real professionals.” – Male Beneficiary, under 35;
- “Without solid education, it will be difficult for the Inuit to progress within their own communities. Nunavut will always have the need to outsource for talent if this issue is not going to be addressed!” – Non-Beneficiary male, under 35;
- “The past two decades, the economy has emphasized middle management training to Nunavummiut in all three regions and left out the trades sector. Nunavut’s workforce of local tradespersons is largely comprised of individuals who are nearing retirement. To ensure we have strong supply of skilled people in all trades, it is vital that the public sector of different levels engage in improving training opportunities in Nunavut. Nunavut still has to bring in outside sources to build our infrastructure and maintain it, thus taking the dollars out of the territory which is badly needed in the local communities.” – Male Beneficiary, 35 or over;
- “I feel that the school system has to change and in a place like Iqaluit, Inuktitut being taught in high school is not supported like French is. We have no proper high school Inuktitut courses. When we were young, we didn’t learn to read and write in Inuktitut in school, we learnt by parents volunteering to teach us by using the bible. If we want to see our kids get more schooling after high school, there should be programs where students can get more educational programs instead of failing when they get into universities because their Nunavut Diploma or Nunavut standards are too low. It can be frustrating for both the families and the students when the students are failing in universities. This can only get better if the standards in all Nunavut schools were raised. Give power back to the teachers for disciplining those who are disruptive in class and push the kids to do better in schools! I feel that we need to focus on the schools if we want more Beneficiaries to take on more senior positions in government or any other companies.” – Female Beneficiary, 35 or over;
- “At its heart, economic development is about improving the lives of people. This cannot occur without a solid educational foundation. The current education system is failing our youth. They are being given a Grade 12 diploma and yet they cannot do basic Mathematics, they cannot read and write in any language, they have only a passing familiarity with their geography and history and they do not know how to learn and adapt to challenges. Until this changes, Nunavut will continue to import southerners to do many of the jobs that are available.” – Non-Beneficiary male, 35 or over;
- “EDUCATION EDUCATION EDUCATION !!!!!” – Non-Beneficiary female, 35 or over;

- “Stronger educational levels, university in Nunavut, collaboration/communication, businesses working together with/for community.” – Female Beneficiary, 35 or over;
- Employment (10):
 - “We need to ensure that all people that have been raised in Nunavut are given full credibility as Nunavut residents in job opportunities - similar to the old NWT acceptance of those that had spent more than half of their life in NWT. Those people have as much ‘right’ to a job as the Inuit!” – Non-Beneficiary female, 35 or over;
 - “Yes... Focus more on skills and skill training rather just the "need or want" to fill employment by Inuit. It should be based on "best person for the job" not Inuit, male or female or any other criteria. With proper education we are just now starting to see the benefits and the local people being able to handle some of these jobs. In the next generation or two, we will see more and more of the local people taking these top jobs with ease and on their own merits.” – Non-Beneficiary male, 35 or over;
 - “We have to break the "employment" model and move to a small business, self-directing economy.” – Non-Beneficiary male, 35 or over;
 - “Investment in businesses is vital to the growth within our communities. Tourism operators should be given some additional incentives to remain operational year-round and offered marketing tips and strategic advice to ensure growth and profitability for operators.” – Female Beneficiary, under 35;
 - “Nunavut has to open up to bring in skilled workers and make it attractive to foreign investors. I wish to suggest that a Territorial Nominee Program be adopted. In the late 90s, I was involved in the conceptual planning of Manitoba Provincial Nominee Program, wherein the province was granted the ability to nominate the kind of immigrants that have the skills Manitoba needs. Today, Manitoba benefited from the program.” – Non-Beneficiary male, 35 or over;
 - “Need to build more daycares for parents who could be able to work... Also it could create more employment opportunities for the community. With the high rate of babies in the north it would make sense!” – Female Beneficiary, 35 or over;
 - “For communities that not have decentralized government, there are fewer jobs opportunities. People with qualifications for certain positions can only get that one job in the community they live in.” – Female Beneficiary, 35 or over;
 - “Work in Inuit culture, and IQ language. Too many white people are coming from the south taking over the jobs. This has to stop if GN wants to help Inuit people, who vote for them. Inuit can do the many jobs too.” – Male Beneficiary, 35 or over;
 - “There are sufficient jobs to be had, but there is a marked lack of responsibility. There has to be consequences for actions, even going to work or school daily, to promote a healthier Nunavut for the future. Start at the bottom and work up - kids to adults. Then get rid of some of the people that are preventing growth as they were "given" their positions and are not qualified for them. Implement a job shadow program so that Beneficiaries can have on the job training instead of a formal university education - but they must show up and they must give 100%.” – Non-Beneficiary female, 35 or over;
 - “I envisioned Nunavummiut mining their own resources by 2024 and training Nunavummiut. Let us step up and pave way to our future.” – Male Beneficiary, 35 or over;
- Health and Well-being (3):
 - “The development strategy in all of the sectors will be driven by many of the challenges we face today. As an organic mechanism touched by what is happening around us, health and mental

- programs have to be invested in the territory to balance harmony.” – Female Beneficiary, 35 or over
- “We need more healing centres or family resource centres to talk about problems and I believe that if Inuit started "mamisaq" then we could thrive as Inuit.” – Female Beneficiary, under 35;
 - “Traditional Counselling with Elders.” – Female Beneficiary, 35 or over;
 - Housing (2):
 - “I have access to staff housing, but could not have more than 1 bedroom because my sons are adults: hence, if I want to have a family life, I have to move south, notwithstanding the fact that my sons are interested to come to live/work in Nunavut.” – Non-Beneficiary female, 35 or over;
 - “No need for more housing, better infrastructure is needed to manage what they have now. I know many people that are in public housing that are on welfare so pay 60 bucks a month for rent. They’re drug dealers on the side so they’re making better money than we are, paying less taxes and getting away with it. Us normal people have mortgages to take care of and bills to pay while they live off of our taxes.” – Male Beneficiary, under 35;
 - Cost of living (1):
 - “Cost of rent/housing is a major issue along with high cost of food.” – Female Beneficiary, 35 or over;
 - Infrastructure (1):
 - “More emphasis needs to be placed on infrastructure challenges such as access to Broadband Internet which will improve access to opportunities such as online education and ecommerce.” – Non-Beneficiary male, 35 or over;
 - General comments (22):
 - “There appears to be an erosion of values and payment is required for any activity a person does, no volunteers, lack of commitment and lack of desire all fuels by dependencies on dope, alcohol and tobacco as the main priorities of the majority of families. Nunavut is developing a class structure, those who work for the GN or a level of government and those who do not. There are few role models and especially among politicians of all levels excepting the MP.” – Non-Beneficiary male, 35 or over;
 - “Given that Nunavut is heavily dependent upon Federal and Territorial government for economic development, a corporatist political order similar to Finland, Japan, and Singapore is warranted with integration between government, private sector mining companies, NTI and Designated Inuit Organizations (DIO) to develop the territory’s resource potential in a coordinated manner. There should be a sixty-forty split for funding of infrastructure development and vocational education and training of the work force to achieve maximum economic growth for the territory.” – Non-Beneficiary male, 35 or over;
 - “As mentioned in a previous comment that we need to diversify our economy and support people starting up businesses. One way is that when GN workers decide to start-up a business in Nunavut there should be some sort of support mechanism which either allows for half-day work or some financial assistance. This should be part of the next NEU bargaining. We need to be careful what we allow to come in to the territory. I know there is a lot of red tape to try and mine up here but it’s important that we take care of our territory. Lots of people lost their lives for Canada to claim all this land. We have to respect the people that were here before us. Nunavut is rich on many levels and we don’t need to rush to exploit our resources. We need people to be properly educated and empowered to know that they can shape their community and our territory. We need to keep amazing programs up here and invest in Nunavummiut who are motivated and allow

them to motivate others. We need to pay people in Nunavut more than we pay southern contractors. We live and spend the money up here. This has been backwards for too long. Keep out people healthy. Supporting campaigns like Tobacco Has No Place Here to help people lead healthier lives will move people from living in the lowest levels of the hierarchy of needs. People will start seeing themselves as contributors to their community and realize they have power.” – Non-Beneficiary female, 35 or over;

- “Municipalities across Nunavut lack major infrastructure development and sustainable economic development.” – Male Beneficiary, 35 or over;
- “We need the MAP program back, for first time home buyers in Nunavut, also we need more programs to stop abuse mostly to women in Nunavut.” – Male Beneficiary, under 35;
- “It is now high time for Nunavut people to wake up and start running their own government economically, efficiently and effectively. This land belongs to them. Make sure that each one is provided with, clothing, housing, jobs and health.” – Non-Beneficiary male, 35 or over;
- “We need to take huge steps and fast! Telecommunications, housing, education are key to Nunavut’s success.” – Male Beneficiary, under 35;
- “I think we should have 5 or 6 main northern communities that we live in... It will help with Health, Education, Employment... Better to use the funds on few communities than spreading it around to all 25 communities... Or we could all move south and have the benefits of Healthcare, Education and healthier lifestyles. Cut the costs of traveling and Food costs... It doesn’t have to be this expensive. Just a couple of ideas.” – Female Beneficiary, under 35;
- “NLCA Implementation, especially on Marine Management and complete Land Use Planning - Negotiate a Devolution Deal with Canada on Resource Revenue Sharing (Royalties etc.)” – Male Beneficiary, 35 or over;
- “Large projects must include opportunities for smaller and local businesses.” – Non-Beneficiary male, 35 or over;
- “The two most important priorities in my opinion are the lack of housing and gaps in education! Without significant improvements in these two areas, the chances of sustainable economic development are practically nil. (loose translation)” – Non-Beneficiary male, under 35;
- “I think Nunavut needs to look at establishing more marine ports, commercial harvesting of clams, Caribou, Muskox and Arctic Char. Citizens everywhere and especially Inuit in Nunavut need to feel like they are a part of something. In my opinion, a lot of people in Nunavut leave school at grade 8 & 9 which isolates them and creates laziness/hopelessness. I also think the money earned and spent in families is either overspent on over-priced food and addictions. It seems there are less stable families in areas of finance and a small amount of healthy educated/traditional families.” – Male Beneficiary, under 35;
- “Although this will help figure out a lot of problems it won’t actually solve them. I like that there is going to be a strategy in place but I don’t think 10 years is going to change anything. Since 1999 there have been minor changes but very little has been done. Nunavummiut still have the same issues as there were prior to 1999 and continue to today. Lack of housing, high food costs, high suicide rates and high birth rates to name a few issues that still haunt Nunavut today. I don’t think this strategy will be complete within the timeframe they suggest, but I am hopeful something will get done. Regardless of the number of issues there are people who are reluctant to help this territory. I would just like to say thank you for your efforts and I know if we keep trying to better our territory and ourselves it will happen one day.” – Male Beneficiary, under 35;
- “Good to see this survey taking place. Youth are getting more active. Here in Arviat we have a lot of youth participating in programs supported by the World Economic Forum and its partners. Nunavut’s Economic Forum also needs to support similar initiatives - ie: Global Shapers, YGLs,

Global education, social justice, government, education and industry must all work together with communities and people... Take down the GN-imposed silos that are strangling innovation and growth. Territorial approach is currently inconsistent with values we should be encouraging... Too much emphasis on power accumulation... colonial ... almost imperialistic approach ... must get back to grassroots and empower communities. Current government attitudes must change. Sorry to say it. Don't mean it in a bad way, but it's not good. Old approach not working. New approaches, disruptive or otherwise, desperately needed... Must see generational shift in thinking and attitude to building." – Non-Beneficiary male, 35 or over;

- "Nunavut needs to really concentrate on social and economic issues before any change can happen. Need to openly discuss institutional racism and how it prevents Inuit from making any difference. Inuit truly needs to be part of the process in order for them to take control over the Government." – Male Beneficiary, 35 or over
- "Focus on infrastructure. Get rid of NNI - support education, develop a meritocracy and remove the nepotistic nature of this territory. Private sector is irrelevant, public sector must step up and take the reigns." – Non-Beneficiary male, under 35
- "Mines instead of parks." – Male Beneficiary, 35 or over
- "Please change the shape of Nunavut, kids are our future having a kid growing up here. I may not have been one of the few hundred of Nunavut graduates, and I'm glad I'm not the few of the hundred thousand to commit suicide because of Nunavut's poor housing, overcrowded, mental health, school not taken seriously, everything that is mentioned of Nunavut's problems. Please help change this for my kids and their kids, I want my child to go to a school, where learning is fun and they don't have to be late because they're hungry or they couldn't shower because there wasn't enough water because there's so many people getting ready in the morning, or dropping-out because they're pregnant. Give more information programs about teen pregnancy, prevention, or because their parents were drunk they weren't there to get them ready for school. So many things that hold us back from reaching our potential as Graduates and reaching our potential. Although these same things are experienced worldwide this is preventable with the high food cost, fuel bill, water bills, sewer garbage clothing I mean all these things are 10x expensive here seems only the people who are already high class get to get by and us who work for small businesses middle class live pay cheque to pay cheque trying to raise a family. Change this for every child who has yet to experience this all over. I know I am going to change this for my daughters. I thought living here raising a family as Inuit would be amazing, but so far I struggle trying to pay for things needed as food and bills come first." – Female Beneficiary, under 35;
- "There should be more surveys like this, we have modern life style people willing to chance with the ever changing world as population grows in to the future. Cultural and Traditional skills should be up to the individual if they want to pursue it we have the computers and a C/H school in Clyde River for that, others for higher education (which everyone should have) English is the best way as it is international language and promises more higher job security." – Male Beneficiary, 35 or over;
- "Not every qablunak is here to take money and resources from the north. They adapt and accept some traditional Inuit values, and need to be included when speaking of Nunavut's advancement, not just Beneficiaries. Also, this survey needs to be supplied in all 4 official languages⁷." – Non-Beneficiary female, 35 or over;
- "I think Housing, Education, and Health (specifically mental health) is most important. I believe culture and language are important, but difficult to justify the mass amounts of money spent on economic benefits such as the salary dollars and other cost associated with the 'IQ' culture when people can't find a bed to sleep in or get their kids off to school every day. Focusing more

⁷ Note: the survey was available in all four of Nunavut's official languages.

attention and resources on these (especially housing and health) have wide-reaching benefits on other issues, including economic development. I also have been a manager looking for people to work for me in entry level positions with some difficulty finding someone committed enough to come to work every day - both in the regions and Iqaluit. I have a hard time hearing 'there are no jobs' when that's not true - the real truth (for some people) is 'there are no jobs that I can take but not have to commit to showing up on time every day or putting in a full day's work'. The other issue I see is putting people into positions when they are not ready for them - either not enough education or experience. It sets people up for failure, but also bogs down the system as more and more upper and mid-level managers are spending their days dealing with smaller problems that subordinate staff should be doing. Not only is the higher level stuff not happening, it becomes difficult to promote education as the GN and other organizations do not value it in monetary or promotional terms. Of course, these are generalizations, there are Nunavummiut who fit into a wide spectrum and many of these issues are not specific only to Beneficiaries." – Non-Beneficiary female, 35 or over;

- "It is important to ensure that everyone understands who is the lead and who is in a position of support for each issue that needs to be addressed. Activities need to be coordinated across stakeholders and a report on the progress/activities needs to be made regularly." – Non-Beneficiary male, 35 or over.

3. Conclusion

Educational and employment goals for Beneficiaries, non-Beneficiaries, females, males, respondents under 35 and those 35 and over provide encouragement for the future development of Nunavut.

Beneficiaries appear to value the importance of education as much, if not more, than non-Beneficiaries as seen in the high proportion of Beneficiaries who anticipate pursuing their education between 2014 and 2024. Although the difference could be attributed to a younger Beneficiary population not yet having completed high school or postsecondary education, it is an encouraging and promising finding nonetheless. Beneficiaries are likely to pursue their high school certificate or equivalent as well as a college, CEGEP or other non-university certificate or diploma. Both Beneficiaries and non-Beneficiaries are likely to study in business, management and public administration.

Females appear to be more interested than males in pursuing their education between 2014 and 2024. Although a high school certificate or equivalent ranked first for females and males, females are likely to pursue it, while males are not sure they will. Both are likely to study in business, management and public administration. Another indication is that females are very likely to move to pursue their education, while males are not sure.

Respondents under 35 also appear to value the importance of education; more of those under 35 than those 35 and over anticipate pursuing their education between 2014 and 2024. Although the difference could be attributed to an older population having already completed high school or postsecondary education, this is still encouraging. Respondents under 35 are likely to pursue their high school certificate or equivalent and they haven't ruled out following-up with a college, CEGEP or other non-university certificate or diploma, a university certificate or diploma above bachelor level, a Master's degree, or an apprenticeship or trades certificate or diploma. Although respondents under 35 and those 35 and over are likely to study in business, management and public administration, they haven't ruled out studying in social and behavioural sciences and law.

Beneficiaries and non-Beneficiaries, females and males, respondents under 35 and adult all believe access to education is extremely important, ranking it the top factor for economic development planning. In addition, non-Beneficiaries, females, males, respondents under 35 and respondents 35 and over strongly agree with the following statements:

- It is important to continue education after high school; and
- It is important to graduate from high school with at least a general Grade 12 diploma.

However, despite its importance, Nunavummiut are concerned with the quality of education in Nunavut; non-Beneficiaries, females, males, respondents under 35 and those 35 and over all disagree that “Students are receiving adequate education in Nunavut.”, while Beneficiaries are not sure they are.

In terms of employment, Beneficiaries are more optimistic than non-Beneficiaries that they will be employed between 2014 and 2024. Even though the difference could be attributed to an older non-Beneficiary population retiring, the relative optimism of Beneficiaries is encouraging. Nonetheless, both Beneficiaries and non-Beneficiaries believe public administration is the only likely employment industry for them. That being said, Beneficiaries haven’t ruled-out traditional fishing, hunting, trapping, and other harvesting activities, administrative and support, waste management and remediation services, educational services, and finance and insurance. Non-Beneficiaries have not ruled-out employment in professional, scientific and technical services. The development of Inuit and Nunavut employment is extremely important for Beneficiaries, while for non-Beneficiaries it is very important.

Females are slightly more optimistic than males that they will be employed between 2014 and 2024. Both females and males believe public administration is the only likely employment industry for them. That being said, females haven’t ruled-out educational services, while on the other hand, males have not ruled-out management of companies and enterprises, and professional, scientific and technical services.

Respondents under 35, more so than those 35 and over, are optimistic that they will be employed between 2014 and 2024. Again, the difference could be attributed to an older population who will be retiring, but the optimism of those under 35 is an encouraging finding nonetheless. Both age groups believe public administration is the only likely employment industry for them. That being said, respondents 35 and over have not ruled-out management of companies and enterprises, and professional, scientific and technical services.

Despite only anticipating employment in the public sector, mining and construction are the two industries Beneficiaries and non-Beneficiaries, females and males, as well as respondents under 35 and those 35 and over believe are the most likely to grow between 2014 and 2024.

Between 2014 and 2024, more respondents raised outside of Nunavut than Nunavut-raised respondents, and more non-Beneficiaries than Beneficiaries, think they will move. These differences could be attributed to an older non-Beneficiary population raised outside of Nunavut who will be retiring and moving out of the Territory. This appears to be confirmed when considering that for non-Beneficiaries, the likely relocation region is Southern Canada, and their number one reason would likely be for family reasons. Beneficiaries on the other hand, do not have a likely destination in mind, instead they are considering Qikiqtaaluk, Kivalliq or Southern Canada. This may be explained because their top reason for potentially moving is for employment. In other words, this seems to indicate that Beneficiaries would be moving to another region in Nunavut or Southern Canada for work, while non-Beneficiaries would be leaving the territory for family reasons.

There are no significant differences between females and males in terms of potential for moving between 2014 and 2024, but for both, Southern Canada is the only likely region. Although other regions aren't likely for females, males have not ruled out Qikiqtaaluk. Both females and males would likely be moving for employment or to have a better quality of life. However, females were very likely to move to pursue their education, while males are not sure.

Respondents under 35 expect to move between 2014 and 2024, more so than those 35 and over. This could be an indication that those under 35 are expecting to move for employment or to pursue their education. Respondents 35 and over would likely move for employment and family reasons. For both age groups, Southern Canada is the only likely region, though neither has ruled out Qikiqtaaluk.

Despite having similar educational and employment goals, there are some more serious differences between Beneficiaries and non-Beneficiaries:

- The most common answer for “There are no employment opportunities in my community” was agree for Beneficiaries, while it was disagree for non-Beneficiaries, which would seem to indicate that it is more difficult for Beneficiaries to find a job than for non-Beneficiaries;
- The most common answer to “I have been personally affected by overcrowding in my household” was strongly agree for Beneficiaries, while it was strongly disagree for non-Beneficiaries. This would suggest that overcrowding is more prevalent in Beneficiary households than non-Beneficiary ones;
- The most common answer to “I have been personally affected by mental health issues in my household” was agree for Beneficiaries, while it was strongly disagree for non-Beneficiaries. This would suggest that mental health issues are more prevalent in Beneficiary households than non-Beneficiary ones.

This suggests that there are two realities in Nunavut: one for Beneficiaries for whom it is more difficult to find employment in their community, all while being affected by overcrowding and mental health issues in their households; and one for non-Beneficiaries for whom it is easier to find employment while being shielded from the hardships of overcrowding and mental health issues in their households. This should be of concern considering that the majority of Nunavut's population is Inuit who are more likely facing these daily challenges. Despite these daily challenges, Beneficiaries appear to have the same or higher educational and employment goals than non-Beneficiaries.

According to Beneficiaries, females, males, respondents under 35 and those 35 and over, the top major challenge is lack of housing, except for non-Beneficiaries for whom it ranked second. Furthermore, access to housing made the top three list of factors for economic development planning for both Beneficiaries and non-Beneficiaries, as well as females, males, respondents under 35 and those 35 and over who all consider it to be extremely important. In addition, Beneficiaries and non-Beneficiaries alike, as well as females, males, respondents under 35 and those 35 and over strongly agree that “Some social issues in Nunavut such as alcohol-related crime and high suicide rates must be given attention as part of trying to grow our economy.”

In sum, educational and employment goals for Beneficiaries, non-Beneficiaries, females, males, respondents under 35 and those 35 and over are ambitious. In order to help them succeed in attaining these goals, housing, education and social issues will need to be addressed.

4. Appendix A: Profile of Respondents

This section of the report presents the results to questions on childhood and current region and community, gender, age, beneficiary status, highest educational attainment, and current employment. Its purpose is to create a profile of the respondents based on these variables in order to add context to the survey results in the sections that precede. A summary of the profile follows.

The majority of respondents (57.3% or 199) were raised in Nunavut, but a high proportion were raised outside of Nunavut (42.7% or 148). The majority of Beneficiaries (97.2% or 173) were raised in Nunavut, while the majority of non-Beneficiaries were raised outside of Nunavut (88.9% or 136); the majority of female respondents (68.6% or 107) were raised in Nunavut, while more than half of males (52.5% or 93) were raised outside of Nunavut; and a higher proportion of respondents aged under 35 (62.9% or 78) were raised in Nunavut than those aged 35 and over (54.6% or 113).

The majority of Nunavut-raised respondents (66.7% or 132) currently live in the community or surrounding area where they spent most of their childhood, whereas almost none of those who were raised outside of Nunavut (0.7% or 1) still do so. Also, the majority of non-Beneficiaries (92.2% or 142) have moved compared to a small proportion of Beneficiaries (35.2% or 63). Employment was the main reason for both Beneficiaries (50.0% or 28) and non-Beneficiaries (74.8% or 107) to move, although considerably more non-Beneficiaries moved for this reason. Employment was the main reason for both females (57.7% or 45) and males (73.8% or 90) to move, although more males moved for this reason.

The majority of respondents currently live in the Qikiqtaaluk region (64.3% or 222) and nearly half of Nunavut-based respondents live in Iqaluit (48.6% or 162). The majority of Iqaluit's non-Beneficiaries (86.8% or 92) were raised outside of Nunavut, compared to a small proportion of Beneficiaries (6.0% or 3). Half of Iqaluit's Beneficiaries (50.0% or 25) were raised in another Nunavut community compared to a small proportion of non-Beneficiaries (3.8% or 4). Under half of Iqaluit's Beneficiaries (44.0% or 22) were raised there compared to a small proportion of non-Beneficiaries (9.4% or 10). This appears to indicate that a significant proportion of Beneficiaries have moved from their Nunavut childhood community to the territory's capital. It also appears to show that the majority of Iqaluit's non-Beneficiary population was raised outside of Nunavut.

Both Beneficiaries and respondents under 35 who responded have a higher proportion of females (58.7% and 54.4% respectively) than males (41.3% and 45.6% respectively). All respondent groups have a higher proportion of respondents 35 and over (between 56.4% and 68.0%). However, the proportion of respondents under 35 is higher for females (43.6% or 68) than for males (32.2% or 57), and higher for Beneficiaries (42.1% or 75) than for non-Beneficiaries (32.0% or 49). A higher proportion of respondents under 35 and females are Beneficiaries (60.5% and 67.7% respectively), while a higher proportion of males are non-Beneficiaries (58.4% or 104).

More non-Beneficiaries (68.4% or 106) tended to have completed university while more Beneficiaries (40.1% or 71) had attended colleges or other non-university programs. More males (77.0% or 137) had achieved postsecondary education than females (66.6% or 104). It is important to note however that a higher proportion of females are under 35. Hence, this does not necessarily mean that females are less educated; they may currently be pursuing their high school certificate or postsecondary education.

The majority of respondents in all groups are currently employed (between 84.4% and 94.2%), and this does not vary significantly by gender or age group, but it does vary slightly by beneficiary status as more non-Beneficiaries (94.2% or 146) than Beneficiaries (84.4% or 151) currently work. However, as Beneficiaries represent a higher proportion of respondents aged under 35, it is possible this difference could be attributed to younger Inuit respondents still currently pursuing high school or postsecondary education.

The majority of respondents in all groups who currently work do so for an employer (between 87.2% and 95.4%), but there are some slight differences in self-employment: more respondents 35 and over (12.8% or 24) than those under 35 (4.6% or 5), more males (12.7% or 20) than females (6.4% or 9), and more non-Beneficiaries (12.4% or 18) than Beneficiaries (6.0% or 9) are self-employed.

The majority of respondents in all groups who currently work do so full-time (between 85.3% and 92.4%), but there are some slight differences: more respondents 35 and over (91.4% or 171) than those under 35 (85.3% or 93), and more non-Beneficiaries (92.4% or 134) than Beneficiaries (86.0% or 129) work full-time, while more females (10.0% or 14) than males (5.7% or 9) work part-time.

The highest proportion of respondents in all groups who currently work have been working with their current employer for 1-4 years (between 33.8% and 46.4%), except for respondents 35 and over for which it is 10 years or more (34.6% or 64). More respondents 35 and over (34.6% or 64) than those under 35 (6.4% or 7), and more Beneficiaries (27.7% or 41) than non-Beneficiaries (19.3% or 28) have been employed for 10 years or more, while more females (44.7% or 63) than males (33.8% or 52) have been employed for 1-4 years, and more non-Beneficiaries (20.7% or 30) than Beneficiaries (12.8% or 19) have been employed for 5-9 years.

Around half of respondents in all groups who currently work do so in public administration (between 47.3% and 57.8%), but there are some slight differences: more Beneficiaries (55.3% or 83) than non-Beneficiaries (47.9% or 70), more females (56.0% or 79) than males (47.8% or 75), and more respondents under 35 (57.8% or 63) than respondents 35 and over (47.3% or 89) work in public administration. On the other hand, more non-Beneficiaries (11.0% or 16) than Beneficiaries (4.7% or 7) work in professional, scientific and technical services, more Beneficiaries (8.0% or 12) than non-Beneficiaries (1.4% or 2) work in administrative and support, waste management and remediation services, more females (10.6% or 15) than males (5.1% or 8) work in educational services, and more respondents 35 and over (5.3% or 10) than those under 35 (0.9% or 1) work in management of companies and enterprises.

The majority of respondents in all groups who currently work do so for a non-Inuit employer (between 68.0% and 79.1%), but more Beneficiaries (32.0% or 48) than non-Beneficiaries (21.2% or 31), more respondents 35 and over (29.9% or 56) than those under 35 (20.9% or 23), and more males (29.9% or 47) than females (23.4% or 33) have an Inuit employer.

For those currently with an Inuit employer, the highest proportion in all groups worked for an Inuit-owned business (between 36.4% and 60.0%), except for Beneficiaries who have a higher proportion working for Regional Inuit Associations (25.0% or 12) and respondents under 35 who have a higher proportion working for NTI, Nunavut Trust or a related Board Committee (30.4% or 7). More non-Beneficiaries (60.0% or 18) than Beneficiaries (22.9% or 11), and more respondents 35 and over (45.5% or 25) than those under 35 (21.7% or 5) worked for an Inuit-owned business; while more Beneficiaries (25.0% or 12) than non-Beneficiaries (6.7% or 2), more females (27.3% or 9) than males (10.9% or 5), and more respondents 35 and

over (21.8% or 12) than those under 35 (8.7% or 2) worked for Regional Inuit Associations; and more Beneficiaries (22.9% or 11) than non-Beneficiaries (6.7% or 2), more males (19.6% or 9) than females (12.1% or 4), and more respondents under 35 (30.4% or 7) than those 35 and over (10.9% or 6) worked for NTI, Nunavut Trust or a related Board Committee.

The majority of respondents in all groups have previous work experience (between 96.6% and 99.4%), and this does not vary significantly when broken-down by beneficiary status, gender and age group. For all respondent groups, public administration (between 66.0% and 84.7%) and accommodations and food services (between 48.2% and 55.8%) ranked first and second respectively. There are some significant differences: more Beneficiaries than non-Beneficiaries had previous work experience in public administration (84.7% vs. 66%), traditional fishing, hunting, trapping, and other harvesting activities (47.9% vs. 7.3%), administrative and support, waste management and remediation service (47.0% vs. 27.8%), and commercial fishing, hunting, agriculture and forestry (22.6% vs. 9.3%), whereas more non-Beneficiaries than Beneficiaries had previous work experience in management of companies and enterprises (39.7% vs. 29.3%), and professional, scientific and technical services (38.2% vs. 21.9%). More males than females had previous work experience in construction, management of companies and enterprises (47.4% vs. 8.7%), transportation and warehousing (28.8% vs. 9.5%), commercial fishing, hunting, agriculture and forestry (20.7% vs. 11.3%), information and cultural industries (18.1% vs. 8.7%), and mining, quarrying, and oil and gas extraction (17.5% vs. 6.0%), whereas more females than males had previous work experience in health care and social assistance (24.2% vs. 14.6%). More respondents 35 and over than those under 35 had previous work experience in management of companies and enterprises (43.4% vs. 19.3%), transportation and warehousing (23.1% vs. 14.5%), and in real estate and rental and leasing (15.5% vs. 1.7%).

2.1.1. Childhood Location

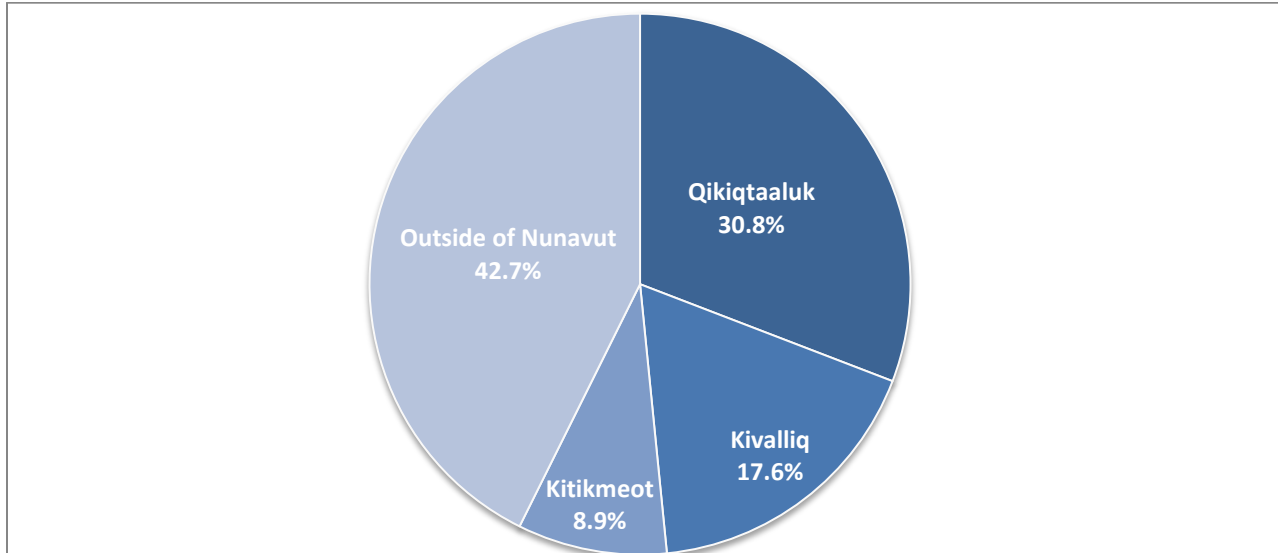
Respondents were asked “*In what community or surrounding area (e.g. traditional camp) did you spend most of your childhood?*” As shown in the chart below, the majority of respondents (57.3% or 199) grew up in Nunavut: 30.8% (107) in the Qikiqtaaluk region, 17.6% (or 61) in the Kivalliq region, and 8.9% (or 31) in the Kitikmeot region. A large proportion of the total respondents (42.7%

or 148) spent most of their childhood outside of Nunavut.

Table 67 – Total Respondents by Childhood Region

Rank	Region	%	Number
1.	Outside of Nunavut	42.7%	148
2.	Qikiqtaaluk	30.8%	107
3.	Kivalliq	17.6%	61
4.	Kitikmeot	8.9%	31
Total		100.0%	347

Chart 4 – Total Respondents by Childhood Region

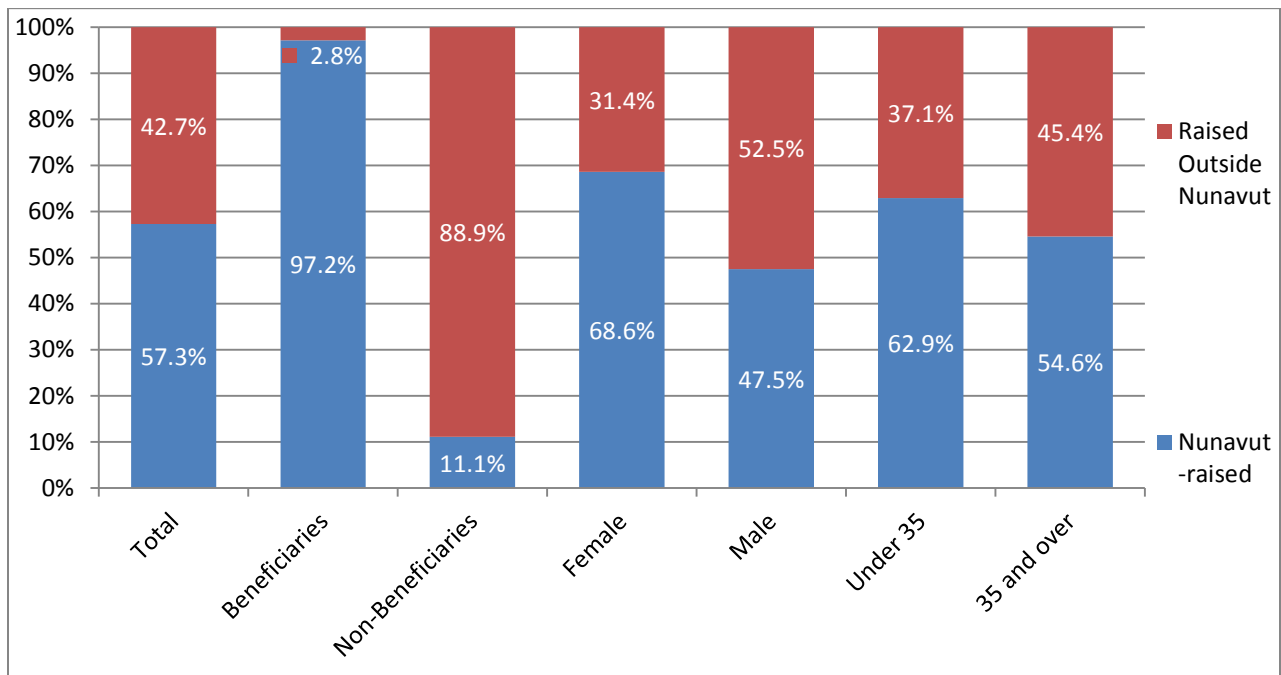


As presented in the chart below, this distribution varies when broken-down by beneficiary status, gender, and age group. Here are some highlights:

- 97.2% of Beneficiaries were raised in Nunavut compared to 11.1% of non-Beneficiaries;
- 68.6% of females were raised in Nunavut compared to 47.5% of males; and
- 62.9% of respondents under 35 were raised in Nunavut compared to 54.6% of respondents 35 and over.

The chart below shows the proportion of respondents by childhood location for select groups.

Chart 5 – Respondent Groups by Childhood Location



Nunavut-raised respondents are from each of the 25 current communities, as well as from Bathurst Inlet and Nanisivik. The three childhood communities with the highest proportion of respondents were Iqaluit (17.6% or 35) and Pond Inlet (10.1% or 20) in Qikiqtaaluk, followed by Cambridge Bay in Kitikmeot (6.5% or 13). The table below presents the distribution of Nunavut-raised respondents by childhood community.

Table 68 – Nunavut-raised Respondents by Childhood Community

Rank	Community	%	Number
1.	Iqaluit	17.6%	35
2.	Pond Inlet	10.1%	20
3.	Cambridge Bay	6.5%	13
4.	Chesterfield Inlet	6.0%	12
5.	Coral Harbour	6.0%	12
6.	Rankin Inlet	6.0%	12
7.	Arviat	5.5%	11
8.	Cape Dorset	3.5%	7
9.	Clyde River	3.5%	7
10.	Igloolik	3.5%	7
11.	Pangnirtung	3.5%	7
12.	Whale Cove	3.5%	7
13.	Arctic Bay	3.0%	6
14.	Kugaaruk	3.0%	6
15.	Baker Lake	2.5%	5
16.	Resolute	2.5%	5
17.	Hall Beach	2.0%	4
18.	Kugluktuk	2.0%	4
19.	Gjoa Haven	1.5%	3
20.	Kimmirut	1.5%	3
21.	Sanikiluaq	1.5%	3
22.	Taloyoak	1.5%	3
23.	Bathurst Inlet	1.0%	2
24.	Repulse Bay	1.0%	2
25.	Grise Fiord	0.5%	1
26.	Qikiqtarjuaq	0.5%	1
27.	Nanisivik	0.5%	1
Total		100.0%	199

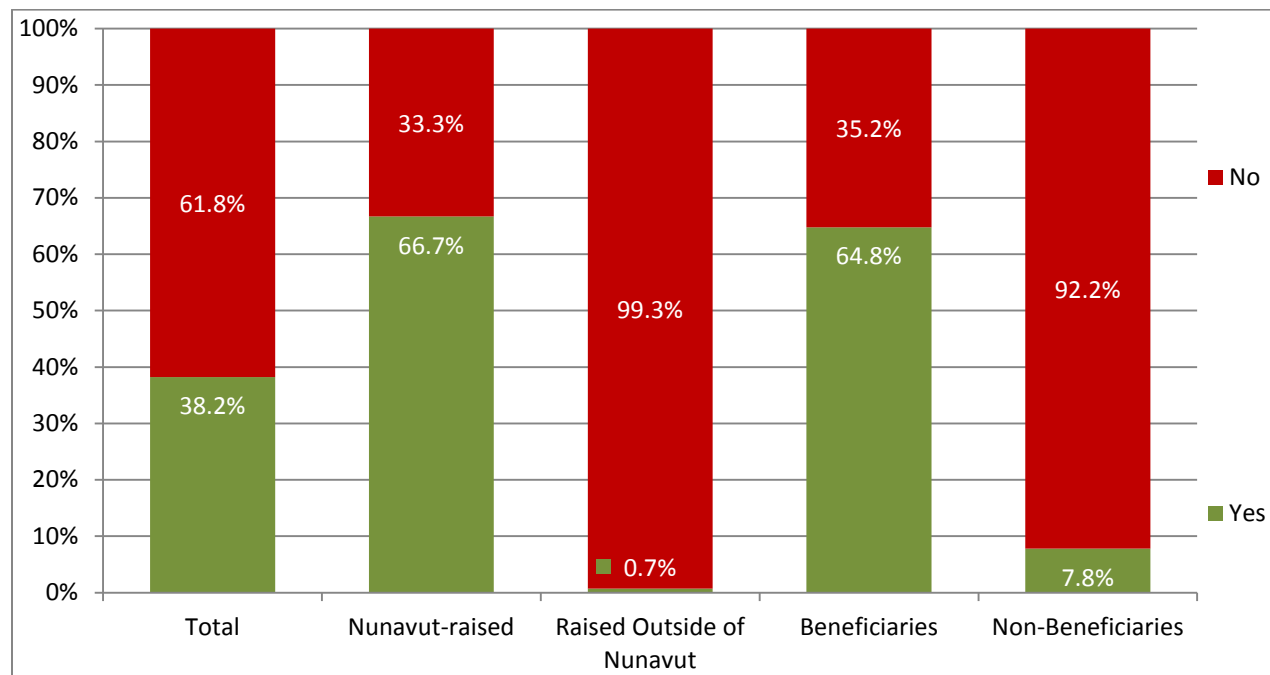
2.1.2. Current Location

Respondents were asked “Do you currently live in the community or surrounding area (e.g. traditional camp) where you spent most of your childhood?” As presented in the chart below, only 38.2% of total respondents (or 133) currently live in the community or surrounding area where they spent most of their childhood. However, this distribution does vary significantly when comparing by childhood location region and beneficiary status. Here are some highlights:

- 66.7% of Nunavut-raised respondents currently live in the community or surrounding area where they spent most of their childhood compared to 0.7% of those who were raised outside of Nunavut;

- 64.8% of Beneficiaries currently live in the community or surrounding area where they spent most of their childhood compared to 7.8% of non-Beneficiaries.

Chart 6 – Respondent Groups by Currently Living in Childhood Location



According to Statistics Canada, 15.0% (or 4,150) of Nunavut's total population⁸ were migrants (i.e. had moved from another community, province or country 5 years prior to May 10, 2011), compared to 8.2% (or 1,945) of Nunavut's Aboriginal population⁹. For Iqaluit, the proportion of migrants 5 years prior to May 10, 2011 is significantly higher for both the total and Aboriginal populations than for all of Nunavut: 30.7% (or 1,835) of Iqaluit's total population¹⁰ were migrants 5 years prior, compared to 18.3% (or 650) of Iqaluit's Aboriginal population¹¹. Hence, this means that 44.2% (1,835 of 4,150) of Nunavut's total migrants 5 years earlier, including 33.4% (650 of 1,945) of Nunavut's Aboriginal migrants 5 years earlier, reside in Iqaluit. Therefore this would appear to indicate that a high proportion of Beneficiaries who have moved, (i.e. one third or 33.4%) have relocated to Iqaluit.

The 61.8% (or 215) of total respondents who have moved from their childhood community were then asked "What was the main reason for your move?" As shown in the chart below, 67.0% of respondents (or 138)

⁸ Statistics Canada. 2013. National Household Survey Profile. 2011 National Household Survey. Statistics Canada Catalogue no. 99-004-XWE. Ottawa. Released June 26 2013. <http://www12.statcan.gc.ca/nhs-enm/2011/dp-pd/prof/index.cfm?Lang=E>.

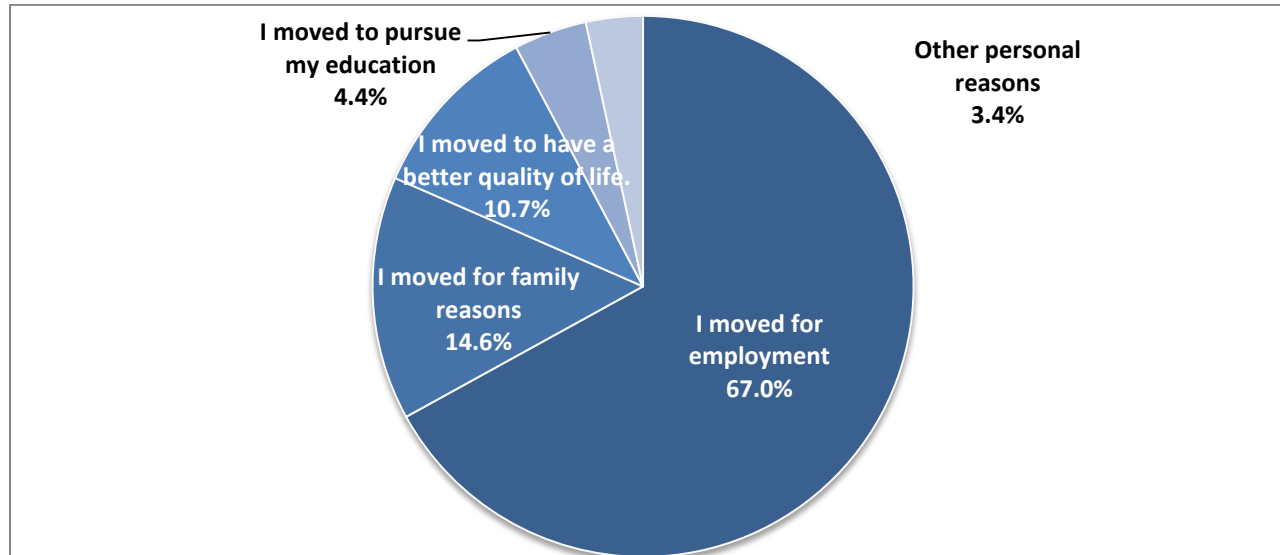
⁹ Statistics Canada. 2013. National Household Survey Aboriginal Population Profile. 2011 National Household Survey. Statistics Canada Catalogue no. 99-011-X2011007. Ottawa. Released November 13 2013. <http://www12.statcan.gc.ca/nhs-enm/2011/dp-pd/aprof/index.cfm?Lang=E>.

¹⁰ Statistics Canada. 2013. National Household Survey Profile. 2011 National Household Survey. Statistics Canada Catalogue no. 99-004-XWE. Ottawa. Released June 26 2013. <http://www12.statcan.gc.ca/nhs-enm/2011/dp-pd/prof/index.cfm?Lang=E>

¹¹ Statistics Canada. 2013. National Household Survey Aboriginal Population Profile. 2011 National Household Survey. Statistics Canada Catalogue no. 99-011-X2011007. Ottawa. Released November 13 2013. <http://www12.statcan.gc.ca/nhs-enm/2011/dp-pd/aprof/index.cfm?Lang=E>

moved for employment, while 14.6% (or 30) moved for family reasons, and 10.7% (or 22) moved to have a better quality of life. Only 4.4% of respondents (or 9) moved to pursue their education, and 3.4% (or 7) moved for other personal reasons.

Chart 7 – Total Respondents by Main Reason for Moving

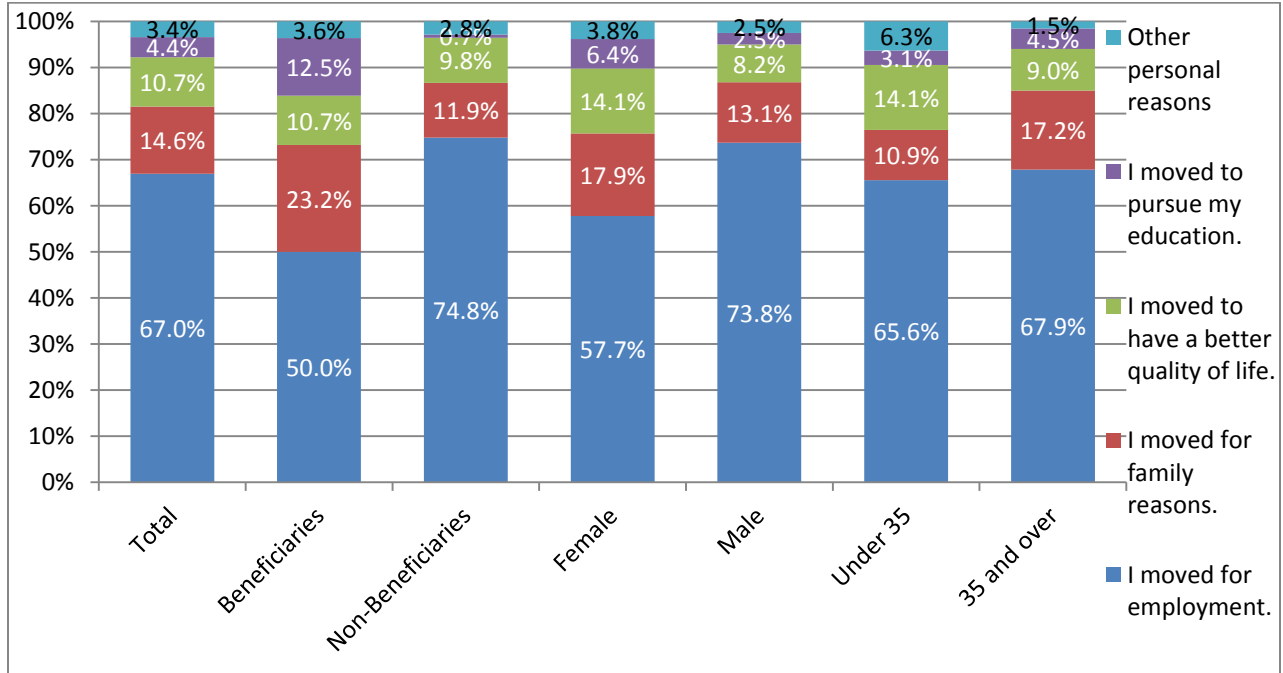


As presented in the chart below, this distribution slightly varies when broken-down by age group, but it varies significantly by beneficiary status and gender. Here are some highlights:

- 74.8% of non-Beneficiaries moved for employment compared to 50.0% of Beneficiaries;
- 23.2% of Beneficiaries moved for family reasons compared to 11.9% of non-Beneficiaries;
- 12.5% of Beneficiaries moved to pursue their education compared to 0.7% of non-Beneficiaries; and
- 73.8% of males moved for employment compared to 57.7% of females;

This appears to indicate that a significant proportion of Beneficiaries have moved for employment. It also appears to show that Beneficiaries are more likely to move to pursue their education than non-Beneficiaries. That being said, it is likely that non-Beneficiaries moved to Nunavut for employment after having obtained their postsecondary education. The chart below shows the proportion of respondents by their main reason for moving for select respondent groups.

Chart 8 – Respondent Groups by Main Reason for Moving

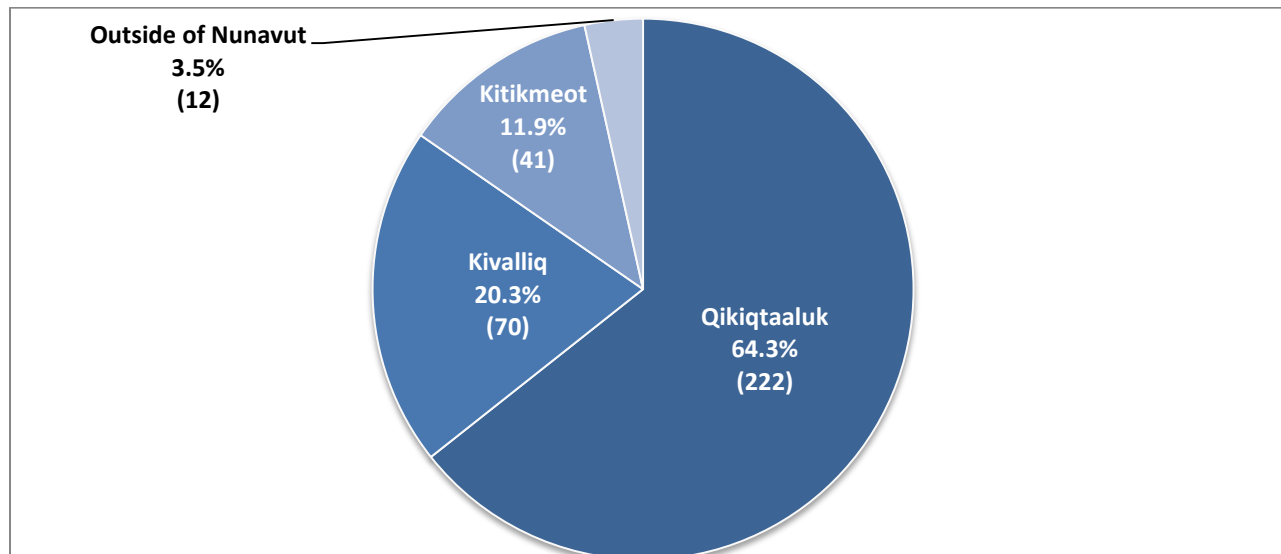


Respondents were asked “In what community do you currently live?” As shown in the chart below, 64.3% of respondents (or 222) are located in the Qikiqtaaluk region, 20.3% (or 70) are in the Kivalliq region and 11.9% (or 41) are in the Kitikmeot region. Only 3.5% of respondents (or 12) are located outside of Nunavut, 63.6% (or 7) of them are Beneficiaries.

Table 69 – Total Respondents by Current Region

Rank	Region	%	Number
1.	Qikiqtaaluk	64.3%	222
2.	Kivalliq	20.3%	70
3.	Kitikmeot	11.9%	41
4.	Outside of Nunavut	3.5%	12
Total		100.0%	345

Chart 9 – Total Respondents by Current Region



According to the Nunavut Bureau of Statistics' 2013 Population Estimates¹², the Qikiqtaaluk region's population represents 53.0% of Nunavut's total population, while Kivalliq represents 28.8% and Kitikmeot represents 18.2%. Hence, it is important to note that there is a higher proportion of respondents from the Qikiqtaaluk region than the proportion that is most recently estimated to live there.

Nunavut-based respondents are located in 24 of the 25 communities. As expected, the three communities with the highest number of respondents were the three regional centres: the Capital, Iqaluit in Qikiqtaaluk (48.6% or 162), Cambridge Bay in Kitikmeot (6.3% or 21), and Rankin Inlet in Kivalliq (4.8% or 16). The table below presents the distribution of Nunavut-based respondents by current community.

Table 70 – Nunavut-based Respondents by Current Community

Rank	Community	%	Number
1.	Iqaluit	48.6%	162
2.	Cambridge Bay	6.3%	21
3.	Rankin Inlet	4.8%	16
4.	Coral Harbour	3.9%	13
5.	Arviat	3.6%	12
6.	Chesterfield Inlet	3.6%	12
7.	Pangnirtung	3.3%	11
8.	Pond Inlet	3.3%	11
9.	Kugluktuk	2.7%	9
10.	Whale Cove	2.7%	9
11.	Baker Lake	2.1%	7
12.	Clyde River	2.1%	7
13.	Arctic Bay	1.8%	6
14.	Kugaaruk	1.8%	6
15.	Cape Dorset	1.5%	5
16.	Igloolik	1.5%	5
17.	Sanikiluaq	1.5%	5
18.	Gjoa Haven	1.2%	4
19.	Hall Beach	1.2%	4
20.	Kimmirut	0.9%	3
21.	Resolute	0.6%	2
22.	Qikiqtarjuaq	0.3%	1
23.	Repulse Bay	0.3%	1
24.	Taloyoak	0.3%	1
Total		100.0%	333

¹² Nunavut Bureau of Statistics. 2014. Total Population by Inuit and Non-Inuit for Nunavut, Region and Community, 2006 to 2013.

<http://www.stats.gov.nu.ca/Publications/Popest/Population/Nunavut%20Population%20Estimates%20by%20Inuit%20and%20Non-Inuit,%20Region%20and%20Community,%202006%20to%202013.xls> (accessed March 27, 2014)

According to the Nunavut Bureau of Statistics' 2013 Population Estimates¹³, Iqaluit's population represents 20.2% of Nunavut's total population, which means there is a higher proportion of Iqaluit respondents than the proportion that is most recently estimated to live there. However, it is important to note that many Government of Nunavut positions are based in Iqaluit, in addition to those of the Legislative Assembly of Nunavut, and other territorial and regional organizations. Therefore, although the proportion of Iqaluit respondents is higher than the proportion of the Nunavut population living there, it is likely that their responsibilities and opinions also encompass other communities and regions with which they work, or from which they may have originated.

Since a high number of responses were received from Iqaluit residents, it is possible to break-down the childhood community distribution of those respondents by Beneficiary status, gender, and age group. As presented in the chart below, 62.1% (or 100) of Iqaluit-based respondents were raised outside of Nunavut, while only 19.9% (or 32) were Iqaluit-raised there, and 18.0% (or 29) were raised in a Nunavut community other than Iqaluit. This distribution varies somewhat when broken-down by gender and age group, but it varies significantly by beneficiary status. Here are some highlights:

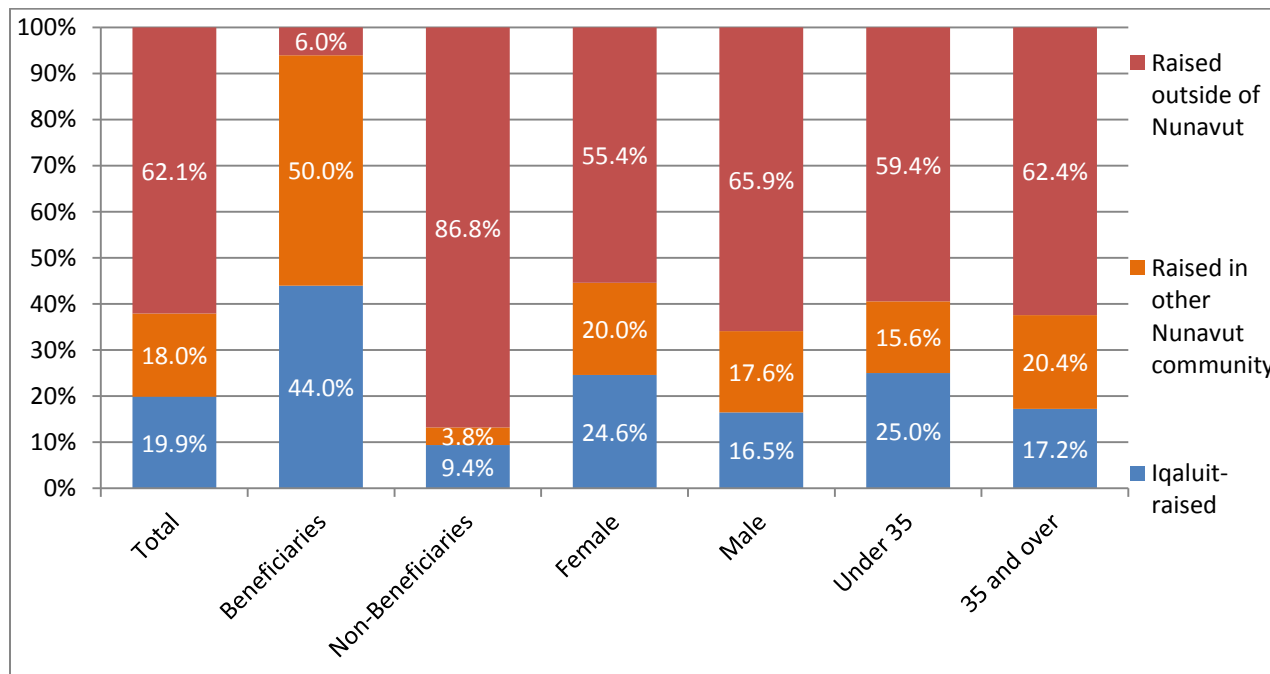
- 86.8% of Iqaluit's non-Beneficiaries were raised outside of Nunavut compared to only 6.0% of its Beneficiaries;
- 50.0% of Iqaluit's Beneficiaries were raised in another Nunavut community compared to 3.8% of its non-Beneficiaries;
- 44.0% of Iqaluit's Beneficiaries were raised there compared to 9.4% of its non-Beneficiaries;
- 65.9% of Iqaluit's males were raised outside of Nunavut compared to 55.4% of its females; and
- 62.9% of respondents under 35 were raised in Nunavut compared to 54.6% of respondents 35 and over.

This appears to indicate that a significant proportion of Beneficiaries have moved from their Nunavut childhood community to the territory's capital. It also appears to show that the majority of Iqaluit's non-Beneficiary population was raised outside of Nunavut. The chart below shows the proportion of respondents by childhood community for select respondent groups.

¹³ Nunavut Bureau of Statistics. 2014. Total Population by Inuit and Non-Inuit for Nunavut, Region and Community, 2006 to 2013.

<http://www.stats.gov.nu.ca/Publications/Popest/Population/Nunavut%20Population%20Estimates%20by%20Inuit%20and%20Non-Inuit,%20Region%20and%20Community,%202006%20to%202013.xls> (accessed March 27, 2014)

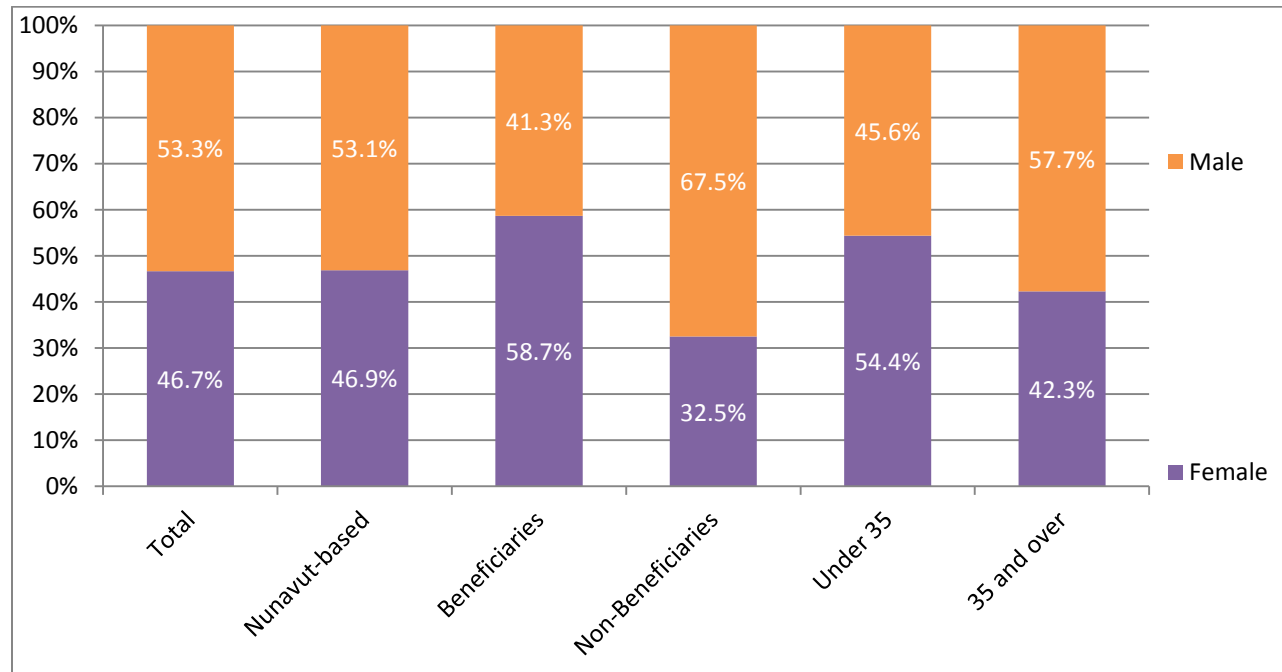
Chart 10 – Respondent Groups by Childhood Community for Iqaluit-based Respondents



2.1.3. Gender

Respondents were asked “Are you female or male?” Of the total respondents who specified, 53.3% (or 179) are males and 46.7% (or 157) are females. This gender distribution is similar for Nunavut-based respondents, but females represent a higher proportion of Beneficiaries (58.7%), and they also represent a higher proportion of respondents under 35 years of age (54.4%). Males represent a higher proportion of non-Beneficiaries (67.5%), and a higher proportion of those aged 35 and over (57.7%). The chart below shows the gender distribution for select respondent groups.

Chart 11 – Respondent Groups by Gender



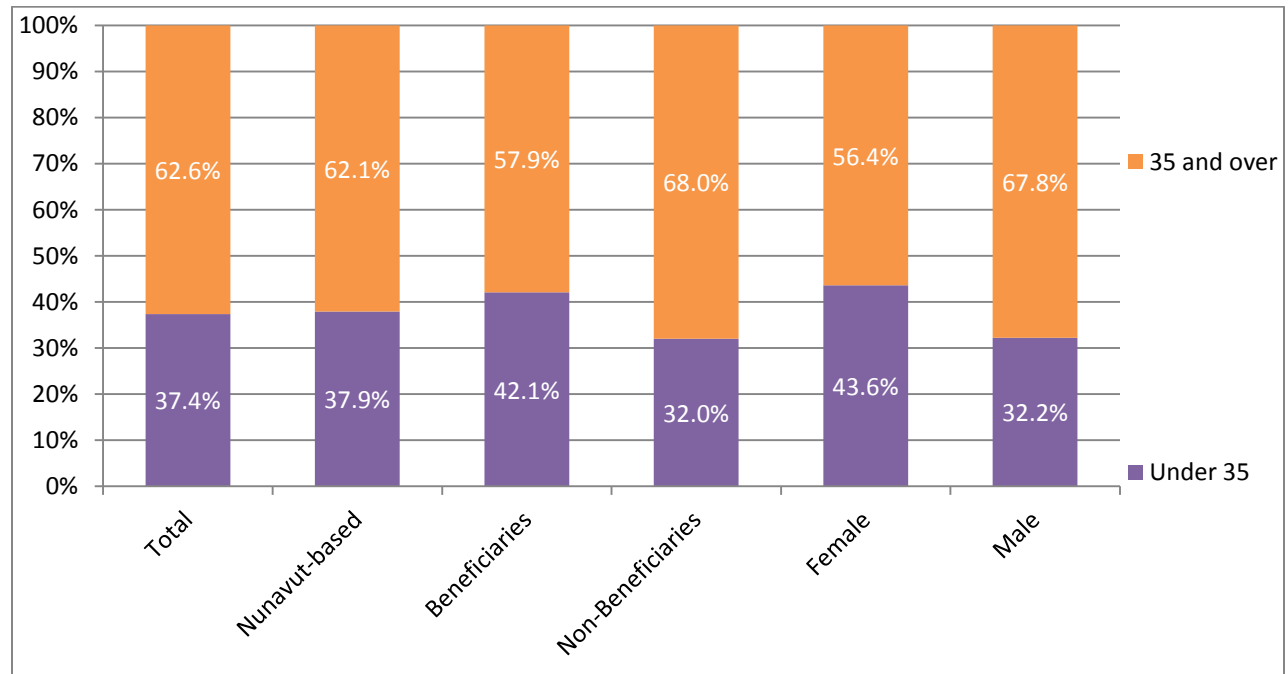
According to the Nunavut Bureau of Statistics' 2013 Population Estimates¹⁴, the male population represents 51.8% of Nunavut's total population, while the female population represents 48.2%. This means gender distribution of respondents is similar to the proportion that is most recently estimated for those who live in Nunavut. There are also enough responses from each gender to compare them in the other sections of these survey results.

2.1.4. Age

Respondents were asked "How old are you?" Of the total respondents who specified, 62.6% (or 209) are aged 35 years and over, while 37.4% (or 125) are under 35 years of age. This age group distribution is almost identical for Nunavut-based respondents, but respondents aged 35 and over represent a higher proportion of non-Beneficiaries (68.0%), and they also represent a higher proportion of males (67.8%). Furthermore, compared to the distribution of total respondents, those under 35 years of age represent a higher proportion of Beneficiaries (42.1%), and they represent a higher proportion of females (43.6%). In other words, non-Beneficiaries who responded tended to be older and predominantly male, while Beneficiaries who responded tended to be younger and included more females. The chart below shows the age group distribution for select respondent groups.

¹⁴ Nunavut Bureau of Statistics. 2014. Nunavut Population Estimates by Sex, Region and Community, 2006 to 2013. [http://www.stats.gov.nu.ca/Publications/Popest/Population/Nunavut%20Population%20Estimates%20by%20Sex,%20Region%20and%20Community,%202006%20to%202013%20\(3%20tables\).xls](http://www.stats.gov.nu.ca/Publications/Popest/Population/Nunavut%20Population%20Estimates%20by%20Sex,%20Region%20and%20Community,%202006%20to%202013%20(3%20tables).xls) (accessed March 27, 2014)

Chart 12 – Respondent Groups by Age Group



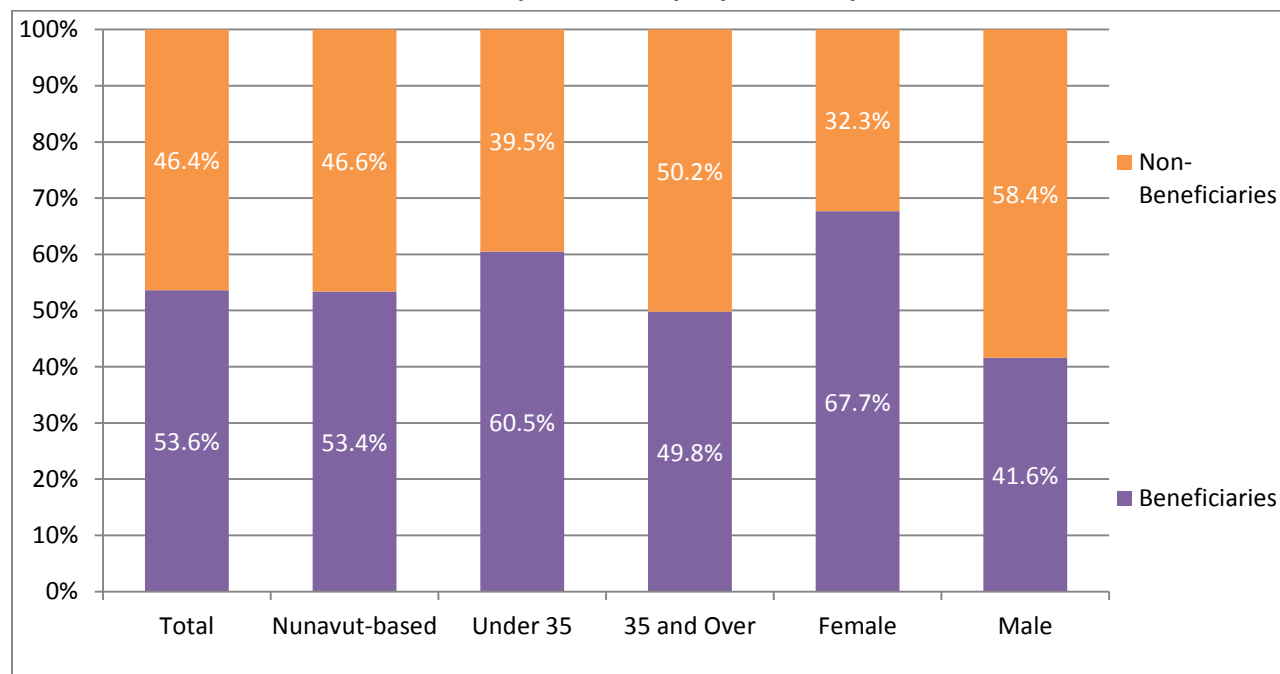
According to the Nunavut Bureau of Statistics' 2013 Population Estimates¹⁵, the population aged between 15 and 34 represents 51.0% of Nunavut's total population aged 15 and over, while those aged 35 years and over represent 49.0%. Hence, this means the distribution of respondents aged 35 years and over is higher than the proportion most recently estimated to be in Nunavut. Nevertheless, enough responses were received from each age group to compare them in the other sections of these survey results.

2.1.5. Beneficiary Status

Respondents were asked "Are you a beneficiary of the Nunavut Land Claims Agreement?" Of the total respondents who specified, 53.6% (or 179) are Beneficiaries, while 46.4% (or 155) are not. The distribution of Beneficiaries and non-Beneficiaries is almost identical for Nunavut-based respondents, but it differs when broken-down by gender and age group. More specifically, Beneficiaries represent a higher proportion of the under 35 age group (60.5%), and a higher proportion of female respondents (67.7%). On the other hand, non-Beneficiaries represent a higher proportion of males (58.4%), and a higher proportion of the 35 and over age group (50.2%). The chart below shows the beneficiary status distribution for select respondent groups.

¹⁵ Nunavut Bureau of Statistics. 2014. Nunavut Population Estimates by Sex and Single Years of Age, 1996 to 2013. [http://www.stats.gov.nu.ca/Publications/Popest/Population/Nunavut%20Population%20Estimates%20by%20Sex%20and%20Single%20Years%20of%20Age,%201996%20to%202013%20\(3%20tables\).xls](http://www.stats.gov.nu.ca/Publications/Popest/Population/Nunavut%20Population%20Estimates%20by%20Sex%20and%20Single%20Years%20of%20Age,%201996%20to%202013%20(3%20tables).xls) (accessed March 27, 2014)

Chart 13 – Respondent Groups by Beneficiary Status



According to the Nunavut Bureau of Statistics' 2013 Population Estimates¹⁶, 81.0% of Nunavut's total population are Inuit, while 18.2% are non-Inuit. Hence, this means the distribution of Inuit respondents (Beneficiaries) is significantly lower than the proportion that is most recently estimated to live in Nunavut. Regardless, enough responses were received from Beneficiaries and non-Beneficiaries to compare both population groups in the other sections of these survey results.

2.1.6. Highest Educational Attainment

Respondents were asked "Which of the following certificates, diplomas or degrees have you completed?" and were instructed to indicate whether or not they had completed each of the following: Elementary school diploma; High school certificate or equivalent; Apprenticeship or trades certificate or diploma; Nunavut Sivuniksavut (NS) 1-year certificate; Nunavut Sivuniksavut (NS) 2-year certificate; College, CEGEP or other non-university certificate or diploma; University certificate or diploma below bachelor level; Bachelor's degree; University certificate or diploma above bachelor level (e.g. Honours); Degree in medicine, dentistry, veterinary medicine or optometry; Master's degree; and, Earned doctorate (PhD).

Based on their responses, their highest educational attainment was derived using Statistics Canada's *Classification of highest educational attainment*¹⁷. The categories are slightly modified from the Statistics Canada classification to reflect the reality of educational attainment in Nunavut, mainly by adding a category for those whose educational attainment is "Less than elementary school" and those whose

¹⁶ Nunavut Bureau of Statistics. 2014. Nunavut Population Estimates by Inuit and Non-Inuit, Region and Community, 2006 to 2013.

<http://www.stats.gov.nu.ca/Publications/Popest/Population/Nunavut%20Population%20Estimates%20by%20Inuit%20and%20Non-Inuit,%20Region%20and%20Community,%202006%20to%202013.xls> (accessed March 27, 2014)

¹⁷ <http://www.statcan.gc.ca/concepts/definitions/education-class02-eng.htm>

educational attainment is only “Elementary school or equivalent”. All university certificates, diplomas and degrees were also grouped together.

Respondents also provided other responses which didn’t fit under the *Classification of highest educational attainment*, but can be categorized as the following:

- Other professional development certificates (3);
- Other certificates (2); and
- Other (2)

Of the total respondents, 39.6% (or 148) have a university certificate, diploma or degree, while 28.3% (or 106) have a college, CEGEP or other non-university certificate or diploma, and 5.3% (or 20) have an apprenticeship or trades certificate or diploma. Only 16.3% (or 61) of respondents had only a high school certificate or equivalent, while 8.3% (or 31) had completed elementary school, and 2.1% (8) had not.

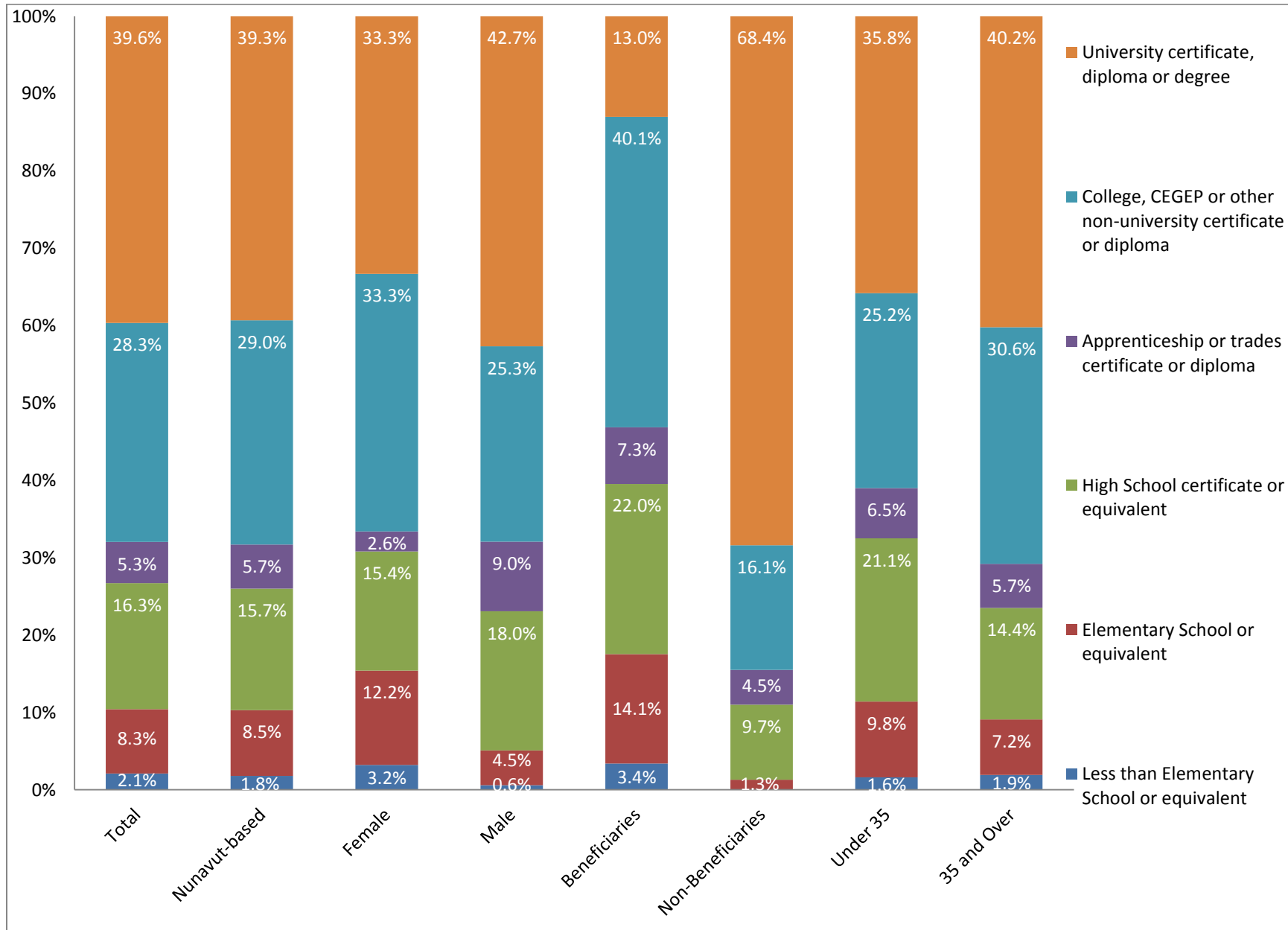
This distribution of highest educational attainment is almost identical for Nunavut-based respondents, but it does differ by beneficiary status and gender. Here are some highlights:

- 68.4% of non-Beneficiaries have a university certificate, diploma or degree compared to 13.0% of Beneficiaries;
- 40.1% of Beneficiaries have a college, CEGEP or other non-university certificate or diploma compared to 16.1% of non-Beneficiaries;
- 42.7% of males have a university certificate, diploma or degree compared to 33.3% for the females;
- 9.0% of males have an apprenticeship or trades certificate or diploma compared to 2.6% for the females;
- 12.2% of females have only completed elementary school compared to 4.5% of males; and,
- 14.1% of Beneficiaries have only completed elementary school compared to 1.3% of non-Beneficiaries.

Based on these results, more non-Beneficiaries tended to have completed university while more Beneficiaries had attended colleges or other non-university programs; more males had achieved post-secondary education than females. It is important to keep in mind however that females represent 54.4% of respondents aged under 35. Hence, this does not necessarily mean that females are less educated; they may be currently pursuing their high school certificate or postsecondary education.

The chart on the following page shows the distribution of highest educational attainment for select respondent groups.

Chart 14 – Respondent Groups by Highest Educational Attainment

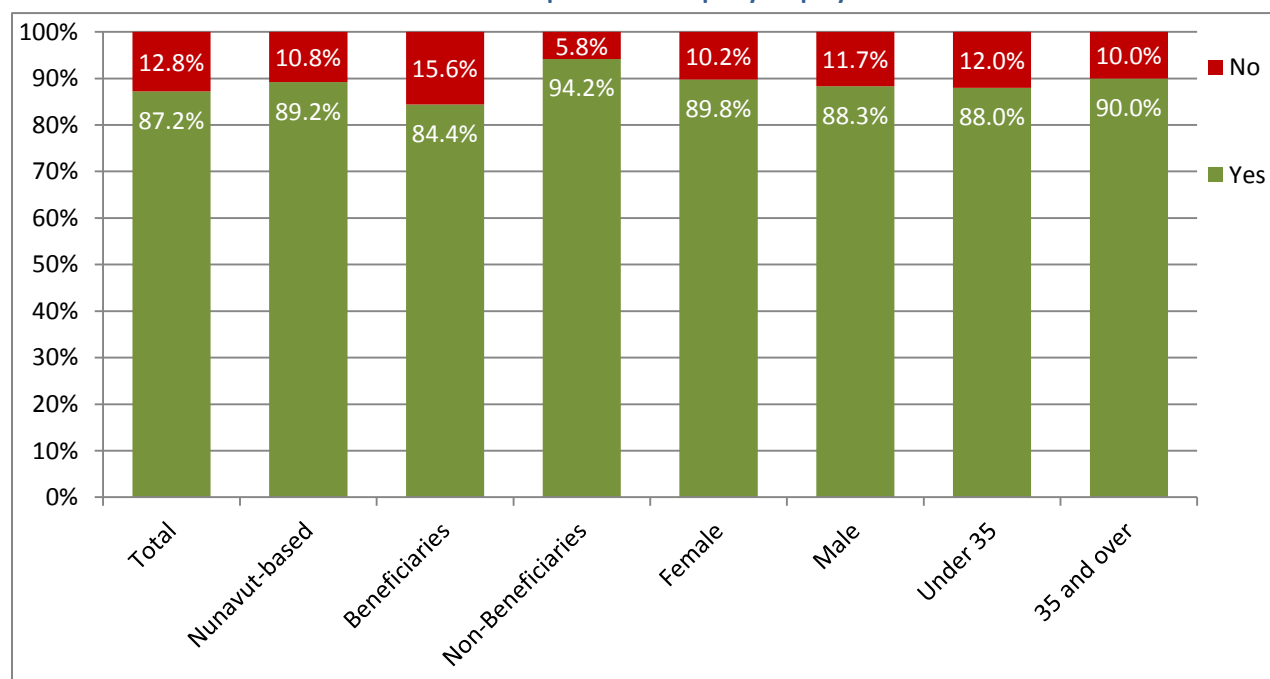


According to the Statistics Canada's 2011 National Household Survey¹⁸, only 10.5% of Nunavut's total population 15 years over have a university certificate, diploma or degree, while an additional 10.5% have a college, CEGEP or other non-university certificate or diploma. Hence, this means the proportion of respondents having attained college or university (67.9%) is significantly higher than the 21.0% for the overall Nunavut population.

2.1.7. Employment

Respondents were asked "Do you currently work (employed or self-employed)?" As presented in the chart below, 87.2% (or 328) of the total respondents did currently work while 12.8% (or 48) did not. This distribution does not vary significantly when broken-down by gender or age group, but it does vary slightly by beneficiary status: 94.2% of non-Beneficiaries currently work compared to 84.4% of Beneficiaries. However, as noted previously, the Beneficiaries represent 60.5% of respondents aged under 35, hence it is possible this difference could be attributed to younger Inuit respondents still currently pursuing high school or postsecondary education. The chart below shows the distribution of employment for select respondent groups.

Chart 15 – Respondent Groups by Employment



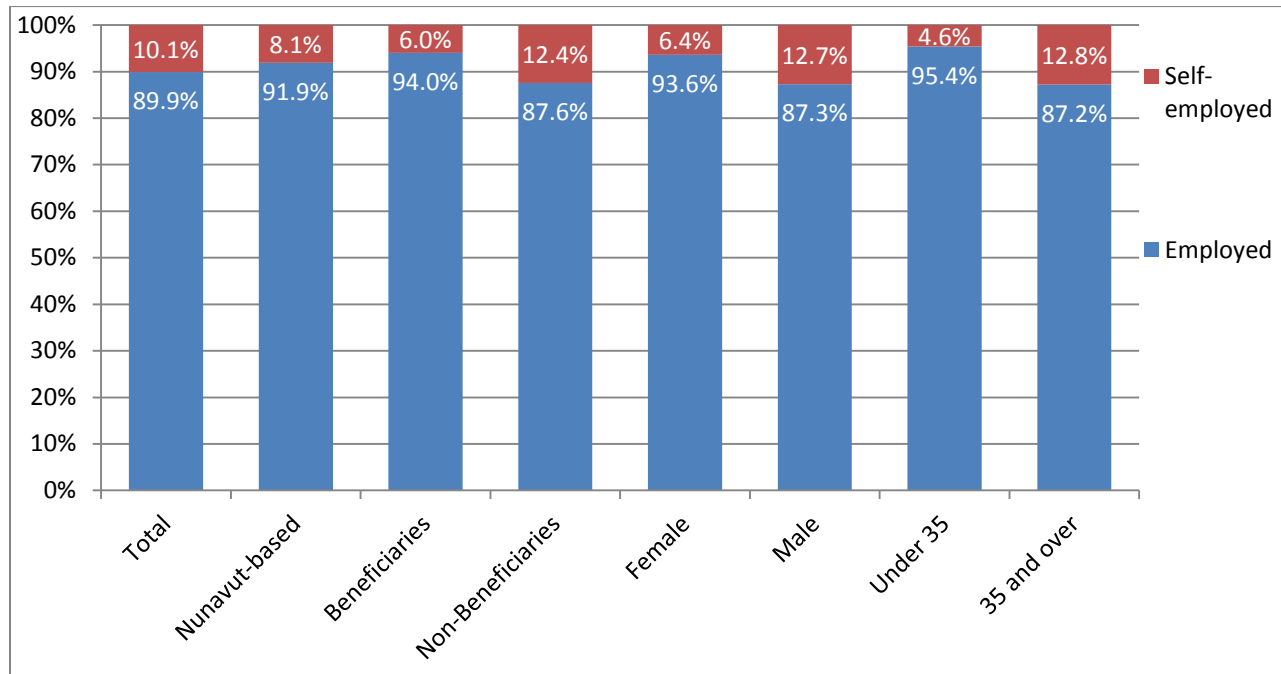
The 87.2% (or 328) of total respondents who did work were then asked "Are you employed or self-employed?" As shown in the chart below, 89.9% (or 293) of total respondents indicated they were employed while 10.1% (or 33) were self-employed. This distribution does not vary significantly for Nunavut-based respondents, but it does vary slightly by beneficiary status, gender and age group. Here are some highlights:

¹⁸ Statistics Canada. 2013. Nunavut (Code 62) (table). National Household Survey (NHS) Profile. 2011 National Household Survey. Statistics Canada Catalogue no. 99-004-XWE. Ottawa. Released September 11, 2013. <http://www12.statcan.gc.ca/nhs-enm/2011/dp-pd/prof/index.cfm?Lang=E> (accessed March 31, 2014).

- 12.8% of those aged 35 and over are self-employed compared to 4.6% of those under 35;
- 12.7% of males are self-employed compared to 6.4% of females;
- 12.4% of non-Beneficiaries are self-employed compared to 6.0% of Beneficiaries.

The chart below presents the distribution of employment type for select respondent groups.

Chart 16 – Respondent Groups by Employment Type

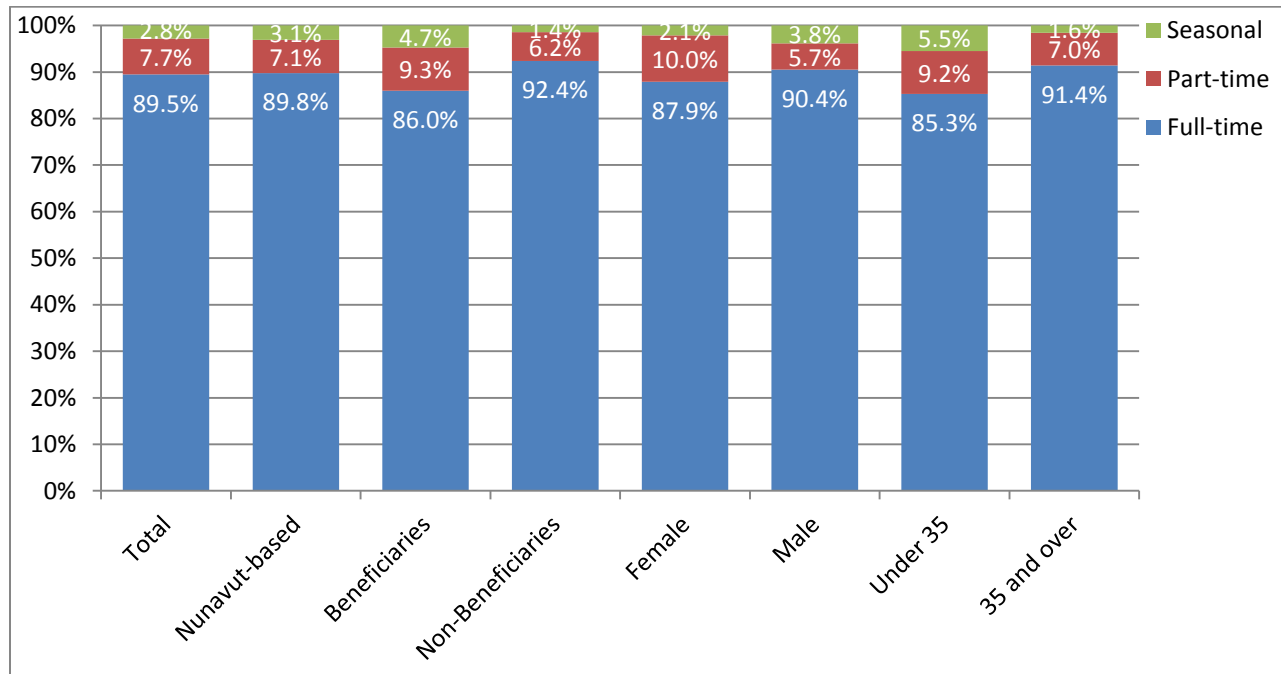


The 87.2% (or 328) respondents who previously indicated they were currently working were also asked “Do you currently work full-time, part-time or seasonally?” As shown in the chart below, 89.5% (or 291) of total respondents indicated they worked full-time while, 7.7% (or 25) worked part-time, and 2.8% (or 9) worked seasonally. This distribution does not vary significantly for Nunavut-based respondents, but it does vary slightly by beneficiary status, gender and age group. Here are some highlights:

- 92.4% of non-Beneficiaries work full-time compared to 86.0% of Beneficiaries;
- 91.4% of those aged 35 and over work full-time compared to 85.3% of those under 35;
- 10.0% of females work part-time compared to 5.7% of males.

The chart below shows the distribution of employment status for select respondent groups.

Chart 17 – Respondent Groups by Employment Status

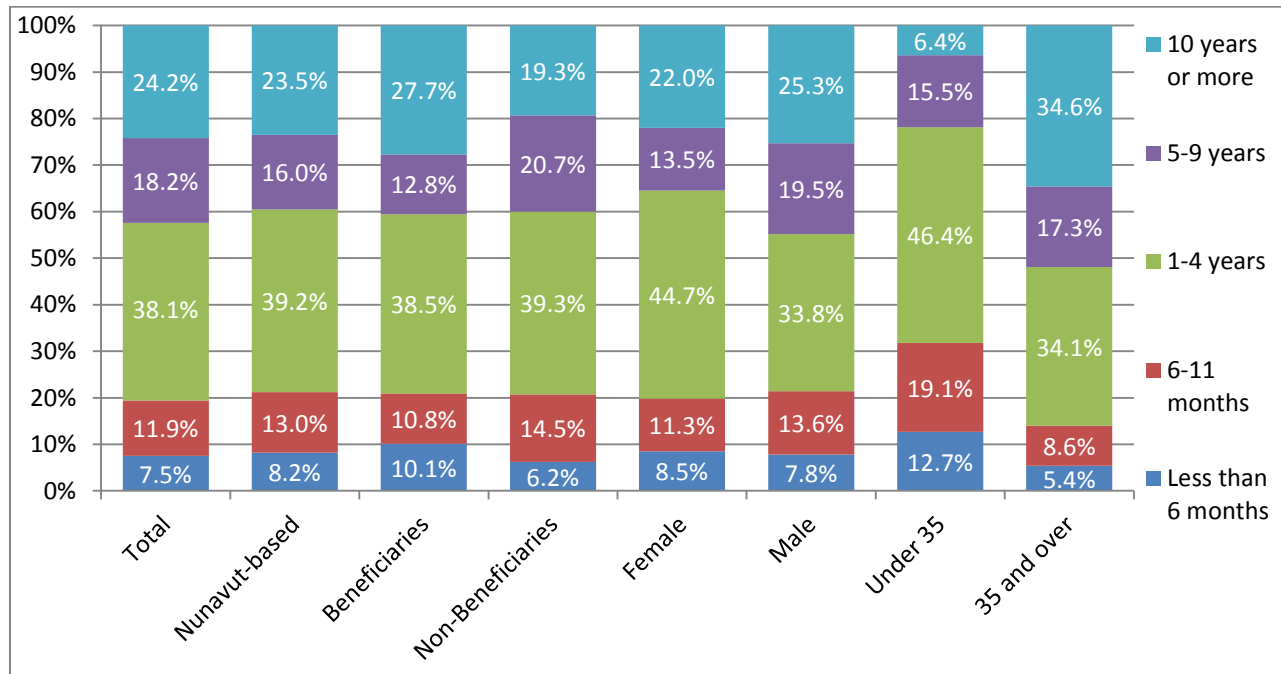


The 87.2% (or 328) respondents who previously indicated they were currently working were also asked “What month and year did you first start working with your current employer or become self-employed?” As presented in the chart below, 38.1% (or 121) of total respondents indicated they have been employed for 1-4 years, while 18.2% (or 58) have been employed for 5-9 years, and 24.2% (or 77) have been employed for 10 years or more. This distribution does not vary significantly for Nunavut-based respondents, but it does vary slightly by beneficiary status, gender and age group. Here are some highlights:

- 27.7% of Beneficiaries have been employed for 10 years or more compared to 19.3% of non-Beneficiaries;
- 34.6% of those aged 35 and over have been employed for 10 years or more compared to 6.4% of those under 35;
- 46.4% of those under 35 years of age have been employed for 1-4 years compared to 34.1% of those 35 and over;
- 44.7% of females have been employed for 1-4 years compared to 33.8% of males.
- 19.5% of males have been employed for 5-9 years compared to 13.5% of females.

The chart below shows the distribution of employment duration for select respondent groups.

Chart 18 – Respondent Groups by Employment Duration



The 87.2% (or 328) respondents who previously indicated they were currently working were also asked “What sector or industry do you currently work in?” More specifically, they were asked to select one of the following sectors (each of which was accompanied by examples):

- Accommodation and food services;
- Public administration;
- Administrative and support, waste management and remediation services;
- Commercial fishing, hunting, agriculture and forestry;
- Traditional fishing, hunting, trapping, and other harvesting activities;
- Arts, entertainment and recreation;
- Construction;
- Educational services;
- Finance and insurance;
- Health care and social assistance;
- Information and cultural industries;
- Management of companies and enterprises;
- Mining, quarrying, and oil and gas extraction;
- Professional, scientific and technical services;
- Real estate and rental and leasing;
- Retail trade;
- Transportation and warehousing;

- Utilities;
- Manufacturing;
- Wholesale trade;
- Other.

These sectors were largely based on Statistics Canada’s *North American Industry Classification System (NAICS) Canada 2012*¹⁹ with an additional distinction between “Commercial fishing, hunting, agriculture and forestry” and “Traditional fishing, hunting, trapping and other harvesting activities” in order to better reflect the reality of Nunavut’s economy.

Of the total respondents, 50.8% (or 163) currently worked in public administration. Rounding up the top 5 industries were educational services (8.7% or 28), professional, scientific and technical services (7.2% or 23), health care and social assistance (5.0% or 16), and administrative and support, waste management and remediation services (4.7% or 15). The table below ranks all the industries by proportion of total respondents.

Table 71 – Ranking of Industries for Total Respondents

Rank	Industry	Total	
		%	Number
1.	Public administration	50.8%	163
2.	Educational services	8.7%	28
3.	Professional, scientific and technical services	7.2%	23
4.	Health care and social assistance	5.0%	16
5.	Administrative and support, waste management and remediation services	4.7%	15
6.	Management of companies and enterprises	3.4%	11
7.	Construction	3.1%	10
8.	Retail trade	3.1%	10
9.	Finance and insurance	2.8%	9
10.	Transportation and warehousing	2.2%	7
11.	Other services	1.6%	5
12.	Information and cultural industries	1.6%	5
13.	Utilities	1.6%	5
14.	Mining, quarrying, and oil and gas extraction	1.6%	4
15.	Accommodation and food services	0.9%	3
16.	Arts, entertainment and recreation	0.9%	3
17.	Commercial fishing, hunting, agriculture and forestry	0.6%	2
18.	Real estate and rental and leasing	0.3%	1
19.	Manufacturing	0.3%	1
Total		100.0%	321

Of Nunavut-based respondents, 52.0% (or 154) currently worked in public administration. Rounding up the top 5 industries were educational services (8.4% or 25), professional, scientific and technical services (6.4% or 19), administrative and support, waste management and remediation services (4.7% or 14), and health

¹⁹ <http://www23.statcan.gc.ca/imdb/p3VD.pl?Function=getVDP&db=imdb&dis=2&adm=8&TVD=118464>

care and social assistance (4.4% or 13). The table below ranks all the industries by proportion of Nunavut-based respondents.

Table 72 – Ranking of Industries for Nunavut-based Respondents

Rank	Industry	Total	
		%	Number
1.	Public administration	52.0%	154
2.	Educational services	8.4%	25
3.	Professional, scientific and technical services	6.4%	19
4.	Administrative and support, waste management and remediation services	4.7%	14
5.	Health care and social assistance	4.4%	13
6.	Management of companies and enterprises	3.7%	11
7.	Construction	3.4%	10
8.	Retail trade	3.4%	10
9.	Finance and insurance	2.7%	8
10.	Transportation and warehousing	2.0%	6
11.	Information and cultural industries	1.7%	5
12.	Utilities	1.7%	5
13.	Other services	1.0%	3
14.	Accommodation and food services	1.0%	3
15.	Arts, entertainment and recreation	1.0%	3
16.	Mining, quarrying, and oil and gas extraction	1.0%	3
17.	Commercial fishing, hunting, agriculture and forestry	0.7%	2
18.	Real estate and rental and leasing	0.3%	1
19.	Manufacturing	0.3%	1
Total		100.0%	296

Of Beneficiaries, 55.3% (or 83) currently worked in public administration. Rounding up the top 5 industries were educational services (9.3% or 14), administrative and support, waste management and remediation services (8.0% or 12), professional, scientific and technical services (4.7% or 7), and management of companies and enterprises (4.0% or 6). The table below ranks all the industries by proportion of respondents who are Beneficiaries.

Table 73 – Ranking of Industries for Beneficiary Respondents

Rank	Industry	Total	
		%	Number
1.	Public administration	55.3%	83
2.	Educational services	9.3%	14
3.	Administrative and support, waste management and remediation services	8.0%	12
4.	Professional, scientific and technical services	4.7%	7
5.	Management of companies and enterprises	4.0%	6
6.	Construction	3.3%	5
7.	Finance and insurance	3.3%	5
8.	Health care and social assistance	3.3%	5
9.	Accommodation and food services	1.3%	2

Rank	Industry	Total	
		%	Number
10.	Commercial fishing, hunting, agriculture and forestry	1.3%	2
11.	Information and cultural industries	1.3%	2
12.	Mining, quarrying, and oil and gas extraction	1.3%	2
13.	Transportation and warehousing	1.3%	2
14.	Utilities	1.3%	2
15.	Retail trade	0.7%	1
16.	Other services	0.0%	0
17.	Arts, entertainment and recreation	0.0%	0
18.	Real estate and rental and leasing	0.0%	0
19.	Manufacturing	0.0%	0
Total		100.0%	150

Of non-Beneficiaries, 47.9% (or 70) currently worked in public administration. Rounding up the top 5 industries were professional, scientific and technical services (11.0% or 16), educational services (6.8% or 10), retail trade (5.5% or 8), and health care and social assistance (4.8% or 7). The table below ranks all the industries by proportion of respondents who are non-Beneficiaries.

Table 74 – Ranking of Industries for Non-Beneficiary Respondents

Rank	Industry	Total	
		%	Number
1.	Public administration	47.9%	70
2.	Professional, scientific and technical services	11.0%	16
3.	Educational services	6.8%	10
4.	Retail trade	5.5%	8
5.	Health care and social assistance	4.8%	7
6.	Management of companies and enterprises	3.4%	5
7.	Other services	2.7%	4
8.	Construction	2.7%	4
9.	Transportation and warehousing	2.7%	4
10.	Finance and insurance	2.1%	3
11.	Information and cultural industries	2.1%	3
12.	Utilities	2.1%	3
13.	Administrative and support, waste management and remediation services	1.4%	2
14.	Arts, entertainment and recreation	1.4%	2
15.	Mining, quarrying, and oil and gas extraction	1.4%	2
16.	Accommodation and food services	0.7%	1
17.	Real estate and rental and leasing	0.7%	1
18.	Manufacturing	0.7%	1
19.	Commercial fishing, hunting, agriculture and forestry	0.0%	0
Total		100.0%	146

Of female respondents, 56.0% (or 79) currently worked in public administration. Rounding up the top 5 industries were educational services (10.6% or 15), professional, scientific and technical services (6.4% or 9), administrative and support, waste management and remediation services (5.7% or 8), and health care and social assistance (5.0% or 7). The table below ranks all the industries by proportion of female respondents.

Table 75 – Ranking of Industries for Female Respondents

Rank	Industry	Total	
		%	Number
1.	Public administration	56.0%	79
2.	Educational services	10.6%	15
3.	Professional, scientific and technical services	6.4%	9
4.	Administrative and support, waste management and remediation services	5.7%	8
5.	Health care and social assistance	5.0%	7
6.	Finance and insurance	3.5%	5
7.	Management of companies and enterprises	2.8%	4
8.	Accommodation and food services	2.1%	3
9.	Retail trade	2.1%	3
10.	Transportation and warehousing	2.1%	3
11.	Information and cultural industries	1.4%	2
12.	Other services	0.7%	1
13.	Construction	0.7%	1
14.	Manufacturing	0.7%	1
15.	Commercial fishing, hunting, agriculture and forestry	0.0%	0
16.	Arts, entertainment and recreation	0.0%	0
17.	Mining, quarrying, and oil and gas extraction	0.0%	0
18.	Real estate and rental and leasing	0.0%	0
19.	Utilities	0.0%	0
Total		100.0%	141

Of male respondents, 47.8% (or 75) currently worked in public administration. Rounding up the top 5 industries were professional, scientific and technical services (8.9% or 14), construction (5.7% or 9), educational services (5.1% or 8), and management of companies and enterprises (4.5% or 7). The table below ranks all the industries by proportion of male respondents.

Table 76 – Ranking of Industries for Male Respondents

Rank	Industry	Total	
		%	Number
1.	Public administration	47.8%	75
2.	Professional, scientific and technical services	8.9%	14
3.	Construction	5.7%	9
4.	Educational services	5.1%	8
5.	Management of companies and enterprises	4.5%	7
6.	Administrative and support, waste management and remediation services	3.8%	6
7.	Retail trade	3.8%	6
8.	Health care and social assistance	3.2%	5

Rank	Industry	Total	
		%	Number
9.	Utilities	3.2%	5
10.	Mining, quarrying, and oil and gas extraction	2.5%	4
11.	Other services	1.9%	3
12.	Arts, entertainment and recreation	1.9%	3
13.	Finance and insurance	1.9%	3
14.	Information and cultural industries	1.9%	3
15.	Transportation and warehousing	1.9%	3
16.	Commercial fishing, hunting, agriculture and forestry	1.3%	2
17.	Real estate and rental and leasing	0.6%	1
18.	Accommodation and food services	0.0%	0
19.	Manufacturing	0.0%	0
Total		100.0%	157

Of respondents under 35 years of age, 57.8% (or 63) currently worked in Public administration. Rounding up the top 5 industries were Educational services (8.3% or 9), Professional, scientific and technical services (7.3% or 8), Health care and social assistance (5.5% or 6), and Administrative and support, waste management and remediation services (4.6% or 5). The table below ranks all the industries by proportion of respondents under 35 years of age.

Table 77 – Ranking of Industries for Respondents Under 35

Rank	Industry	Total	
		%	Number
1.	Public administration	57.8%	63
2.	Educational services	8.3%	9
3.	Professional, scientific and technical services	7.3%	8
4.	Health care and social assistance	5.5%	6
5.	Administrative and support, waste management and remediation services	4.6%	5
6.	Retail trade	3.7%	4
7.	Other services	1.8%	2
8.	Commercial fishing, hunting, agriculture and forestry	1.8%	2
9.	Finance and insurance	1.8%	2
10.	Utilities	1.8%	2
11.	Accommodation and food services	0.9%	1
12.	Arts, entertainment and recreation	0.9%	1
13.	Construction	0.9%	1
14.	Information and cultural industries	0.9%	1
15.	Management of companies and enterprises	0.9%	1
16.	Transportation and warehousing	0.9%	1
17.	Mining, quarrying, and oil and gas extraction	0.0%	0
18.	Real estate and rental and leasing	0.0%	0
19.	Manufacturing	0.0%	0
Total		100.0%	109

Of respondents 35 years of age and over, 47.3% (or 89) currently worked in public administration. Rounding up the top 5 industries were educational services (8.0% or 15), professional, scientific and technical services (8.0% or 15), management of companies and enterprises (5.3% or 10), and administrative and support, waste management and remediation services (4.8% or 9). The table below ranks all the industries by proportion of respondents 35 years of age and over.

Table 78 – Ranking of Industries for Respondents 35 and Over

Rank	Industry	Total	
		%	Number
1.	Public administration	47.3%	89
2.	Educational services	8.0%	15
3.	Professional, scientific and technical services	8.0%	15
4.	Management of companies and enterprises	5.3%	10
5.	Administrative and support, waste management and remediation services	4.8%	9
6.	Construction	4.8%	9
7.	Finance and insurance	3.2%	6
8.	Health care and social assistance	3.2%	6
9.	Retail trade	2.7%	5
10.	Transportation and warehousing	2.7%	5
11.	Information and cultural industries	2.1%	4
12.	Mining, quarrying, and oil and gas extraction	2.1%	4
13.	Utilities	1.6%	3
14.	Other services	1.1%	2
15.	Accommodation and food services	1.1%	2
16.	Arts, entertainment and recreation	1.1%	2
17.	Real estate and rental and leasing	0.5%	1
18.	Manufacturing	0.5%	1
19.	Commercial fishing, hunting, agriculture and forestry	0.0%	0
Total		100.0%	188

Comparing the distribution of industries of the total respondents to that of Nunavut-based respondents, there are no significant differences. However, the distribution does differ by beneficiary status, gender and age group. Here are some highlights:

- 55.3% of Beneficiaries worked in public administration compared to 47.9% of non-Beneficiaries;
- 11.0% of non-Beneficiaries worked in professional, scientific and technical services compared to 4.7% of Beneficiaries;
- 8.0% of Beneficiaries worked in administrative and support, waste management and remediation services compared to 1.4% of non-Beneficiaries;
- 56.0% of females worked in public administration compared to 47.8% of males;
- 10.6% of females worked in educational services compared to 5.1% of males;
- 57.8% of respondents under 35 years of age worked in public administration compared to 47.3% for respondents 35 years of age and over; and

- 5.3% of respondents 35 years of age and over worked in management of companies and enterprises compared to 0.9% for respondents under 35 years of age.

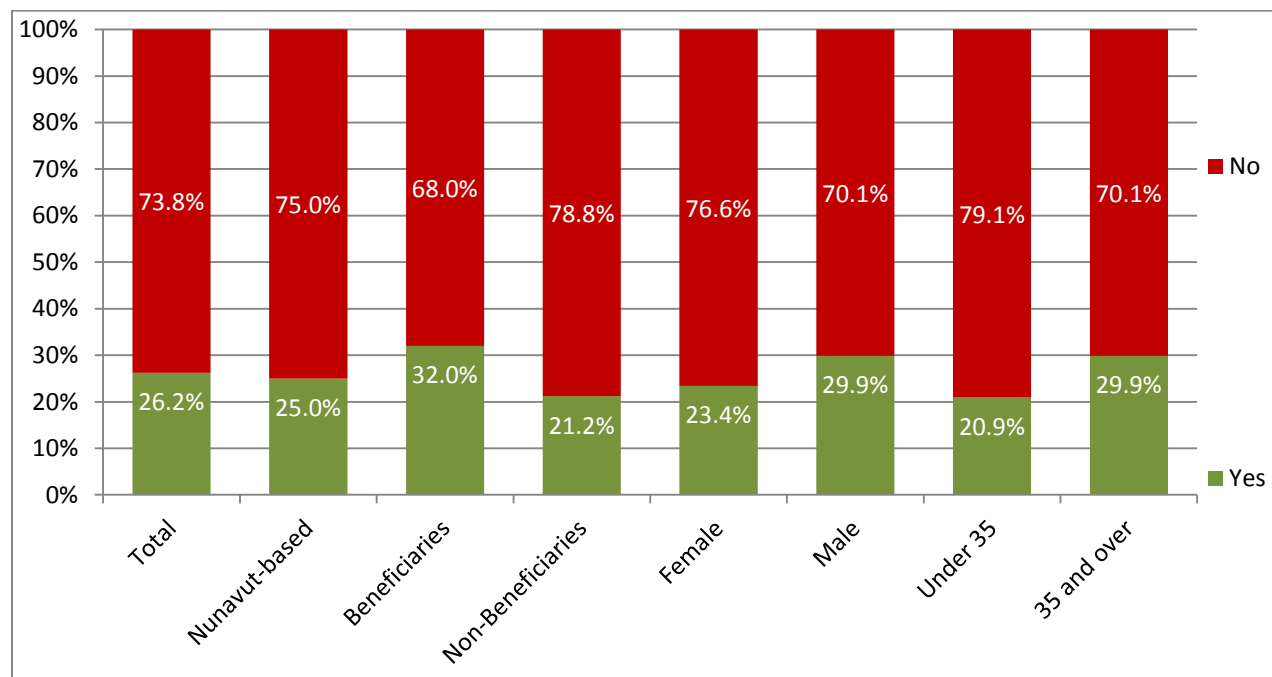
Based on these results, more Beneficiaries, more females and more respondents aged under 35 tended to work in public administration.

The 87.2% (or 328) respondents who previously indicated they were currently working were also asked “Do you currently work for an Inuit or Land Claims organization or an Inuit-owned business?” As presented in the chart below, 26.2% (or 84) of total respondents indicated they currently worked for an Inuit or Land Claims organization or an Inuit-owned business, while correspondingly, 73.8% (or 237) did not. This distribution does not vary significantly for Nunavut-based respondents, but it does vary by beneficiary status, gender and age group. Here are some highlights:

- 32.0% of Beneficiaries have an Inuit employer compared to 21.2% of non-Beneficiaries;
- 29.9% of those aged 35 and over have an Inuit employer compared to 20.9% of those under 35; and
- 29.9% of males have an Inuit employer compared to 23.4% of females.

The chart below shows the distribution of respondents with and without an Inuit employer for select respondent groups.

Chart 19 – Respondent Groups by Inuit Employer

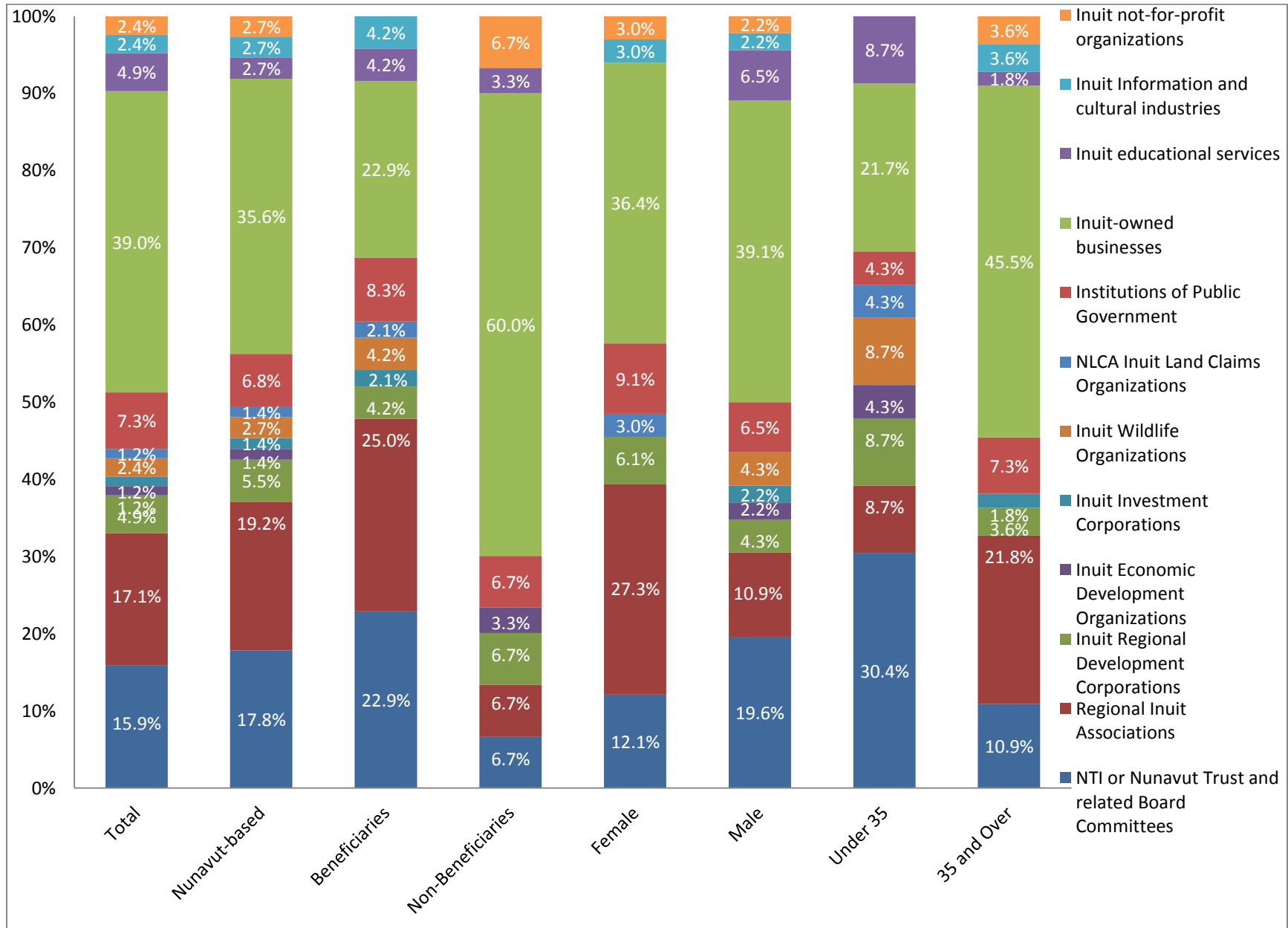


The 26.2% (or 84) respondents who worked for an Inuit or Land Claims organization or an Inuit-owned business were then asked “What Inuit or Land Claims organization do you currently work for?” As shown in the chart below, 39.0% (or 32) of total respondents indicated they were employed by Inuit-owned businesses, followed by Regional Inuit Associations (17.1% or 14) and Nunavut Tunngavik Incorporated (NTI) or Nunavut Trust and related Board Committees (15.9% or 13). This distribution does not vary significantly for Nunavut-based respondents, but it does vary by beneficiary status, gender and age group. Here are some highlights:

- 60.0% of non-Beneficiaries worked for Inuit-owned businesses compared to 22.9% of Beneficiaries;
- 25.0% of Beneficiaries worked for Regional Inuit Associations compared to 6.7% of non-Beneficiaries;
- 22.9% of Beneficiaries worked for NTI or Nunavut Trust and related Board Committees compared to 6.7% of non-Beneficiaries;
- 45.5% of those aged 35 and over worked for Inuit-owned businesses compared to 21.7% of those under 35;
- 30.4% of those under 35 years of age worked for NTI or Nunavut Trust and related Board Committees compared to 10.9% of those 35 and over;
- 21.8% of those aged 35 and over worked for Regional Inuit Associations compared to 8.7% of those under 35;
- 27.3% of females worked for Regional Inuit Associations compared to 10.9% of males;
- 19.6% of males worked for NTI or Nunavut Trust and related Board Committees compared to 12.1% of females;

The chart on the following page shows the proportion of respondents by type of Inuit employer for select respondent groups.

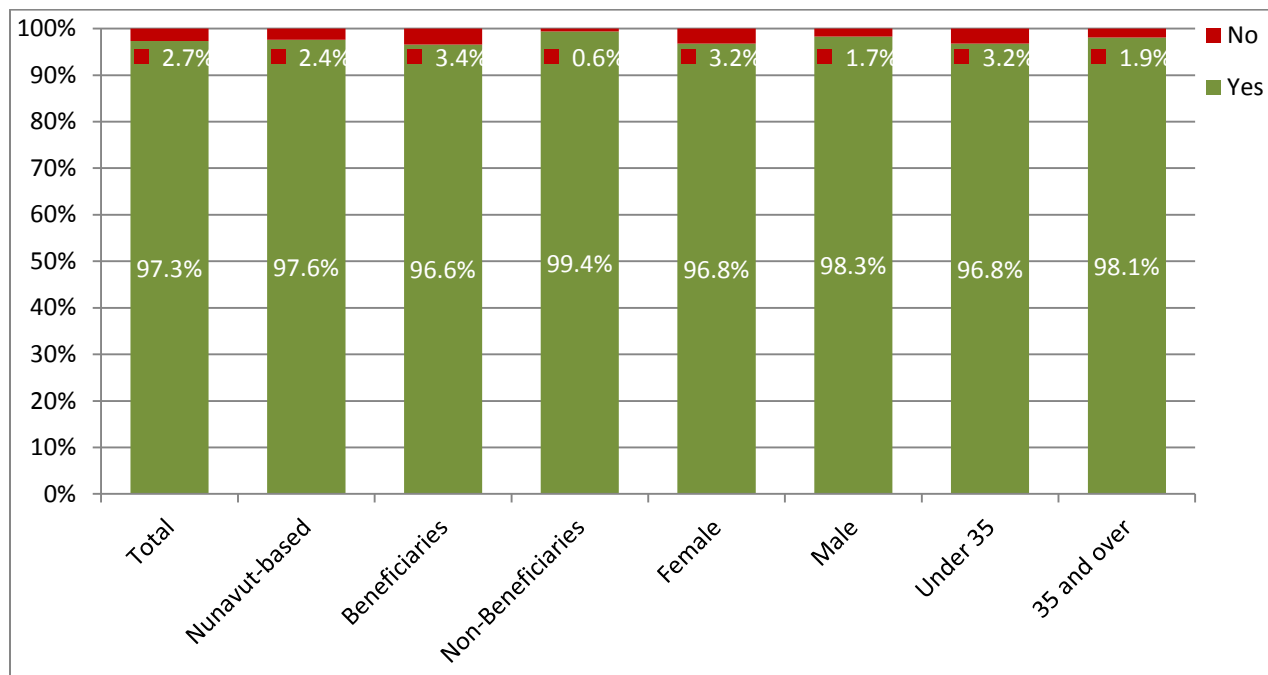
Chart 20 – Respondent Groups by Type of Inuit Employer



2.1.8. Previous Work Experience

All respondents were asked “Do you have previous work experience?” As presented in the chart below, 97.3% (or 358) of the total respondents did have previous work experience, while only 2.7% (or 10) did not. This distribution does not vary significantly for Nunavut-based respondents, or when broken-down by beneficiary status, gender or age group. The chart below shows the distribution of respondents with and without previous work experience for select respondent groups.

Chart 21 – Respondent Groups by Previous Work Experience



The 97.3% (or 358) of respondents who indicated they had previous work experience were then asked “How much work experience do you have in the following sectors or industries?” More specifically, they were asked to select from “None”, “Less than 6 months”, “6-11 months”, “1-4 years”, “5-9 years” or “10 years or more” for each of following sectors (each of which was accompanied by examples):

- Accommodation and food services;
- Public administration;
- Administrative and support, waste management and remediation services;
- Commercial fishing, hunting, agriculture and forestry;
- Traditional fishing, hunting, trapping, and other harvesting activities;
- Arts, entertainment and recreation;
- Construction;
- Educational services;
- Finance and insurance;
- Health care and social assistance;

- Information and cultural industries;
- Management of companies and enterprises;
- Mining, quarrying, and oil and gas extraction;
- Professional, scientific and technical services;
- Real estate and rental and leasing;
- Retail trade;
- Transportation and warehousing;
- Utilities;
- Manufacturing;
- Wholesale trade; and
- Other

Once again, these categories were largely based on Statistics Canada's *North American Industry Classification System (NAICS) Canada 2012*²⁰ sectors with an added distinction between "Commercial fishing, hunting, agriculture and forestry" and "Traditional fishing, hunting, trapping and other harvesting activities" to better reflect the reality of Nunavut's economy.

One respondent indicated having 10 years or more of work experience in an industry that fits under "Other services" (1) in the *North American Industry Classification System (NAICS) Canada 2012*.

Of the total respondents who had previous work experience, 74.7% (or 257) had experience in public administration. Rounding up the top 5 industries were accommodation and food services (50.9 % or 175), retail trade (42.6 % or 145), educational services (42.0% or 144), and administrative and support, waste management and remediation services (37.3 % or 126). The table below ranks all the work experience industries by proportion of total respondents.

²⁰ <http://www23.statcan.gc.ca/imdb/p3VD.pl?Function=getVDP&db=imdb&dis=2&adm=8&TVD=118464>

Table 79 – Ranking of Industries by Previous Work Experience for Total Respondents

Rank	Industry	None		Less than 6 months		6-11 months		1-4 years		5-9 years		10 years or more		Total	
		%	#	%	#	%	#	%	#	%	#	%	#	%	#
1.	Public administration	25.3%	87	5.8%	20	4.1%	14	23.8%	82	15.7%	54	25.3%	87	100.0%	344
2.	Accommodation and food services	49.1%	169	12.5%	43	8.4%	29	17.7%	61	5.2%	18	7.0%	24	100.0%	344
3.	Retail trade	57.4%	195	6.8%	23	6.5%	22	18.5%	63	5.3%	18	5.6%	19	100.0%	340
4.	Educational services	58.0%	199	8.5%	29	6.7%	23	13.1%	45	5.2%	18	8.5%	29	100.0%	343
5.	Administrative and support, waste management and remediation services	62.7%	212	5.6%	19	5.6%	19	12.1%	41	6.8%	23	7.1%	24	100.0%	338
6.	Management of companies and enterprises	66.7%	226	3.5%	12	3.2%	11	7.7%	26	7.1%	24	11.8%	40	100.0%	339
7.	Professional, scientific and technical services	71.0%	242	3.8%	13	2.9%	10	7.9%	27	5.6%	19	8.8%	30	100.0%	341
8.	Construction	71.5%	243	7.1%	24	5.3%	18	7.6%	26	3.8%	13	4.7%	16	100.0%	340
9.	Traditional fishing, hunting, trapping, and other harvesting activities	71.6%	242	1.5%	5	2.4%	8	4.1%	14	2.4%	8	18.0%	61	100.0%	338
10.	Finance and insurance	74.0%	248	4.8%	16	3.6%	12	8.1%	27	3.9%	13	5.7%	19	100.0%	335
11.	Arts, entertainment and recreation	75.4%	254	5.9%	20	2.4%	8	5.3%	18	4.5%	15	6.5%	22	100.0%	337
12.	Transportation and warehousing	80.2%	271	5.0%	17	3.3%	11	6.2%	21	2.1%	7	3.3%	11	100.0%	338
13.	Health care and social assistance	80.3%	273	4.1%	14	2.6%	9	6.8%	23	2.6%	9	3.5%	12	100.0%	340
14.	Commercial fishing, hunting, agriculture and forestry	84.4%	286	3.5%	12	2.9%	10	2.7%	9	2.1%	7	4.4%	15	100.0%	339
15.	Information and cultural industries	85.9%	292	2.6%	9	2.6%	9	3.2%	11	2.4%	8	3.2%	11	100.0%	340
16.	Manufacturing	87.6%	297	3.8%	13	2.9%	10	3.5%	12	0.6%	2	1.5%	5	100.0%	339
17.	Mining, quarrying, and oil and gas extraction	87.7%	299	3.2%	11	1.5%	5	5.0%	17	1.8%	6	0.9%	3	100.0%	341
18.	Real estate and rental and leasing	89.7%	306	1.2%	4	0.9%	3	3.2%	11	1.5%	5	3.5%	12	100.0%	341
19.	Utilities	91.7%	311	1.2%	4	2.7%	9	1.2%	4	1.8%	6	1.5%	5	100.0%	339
20.	Wholesale trade	93.0%	307	1.8%	6	1.2%	4	1.8%	6	0.9%	3	1.2%	4	100.0%	330

Of Nunavut-based respondents, 75.1 % (or 241) had previous work experience in public administration. Rounding up the top 5 industries were accommodation and food services (51.6% or 166), retail trade (43.5 % or 138), educational services (40.3% or 129), and administrative and support, waste management and remediation services (37.8 % or 119). The table below ranks all the work experience industries by proportion of Nunavut-based respondents.

Table 80 – Ranking of Industries by Previous Work Experience for Nunavut-based Respondents

Rank	Industry	None		Less than 6 months		6-11 months		1-4 years		5-9 years		10 years or more		Total	
		%	#	%	#	%	#	%	#	%	#	%	#	%	#
1.	Public administration	24.9%	80	5.0%	16	3.7%	12	24.3%	78	15.6%	50	26.5%	85	100.0%	321
2.	Accommodation and food services	48.4%	156	13.4%	43	7.8%	25	17.7%	57	5.3%	17	7.5%	24	100.0%	322
3.	Retail trade	56.5%	179	6.9%	22	6.3%	20	18.6%	59	5.7%	18	6.0%	19	100.0%	317
4.	Educational services	59.7%	191	7.8%	25	6.6%	21	12.8%	41	5.0%	16	8.1%	26	100.0%	320
5.	Administrative and support, waste management and remediation services	62.2%	196	5.7%	18	6.0%	19	11.7%	37	7.0%	22	7.3%	23	100.0%	315
6.	Management of companies and enterprises	66.5%	210	3.8%	12	2.8%	9	8.2%	26	7.0%	22	11.7%	37	100.0%	316
7.	Construction	70.7%	224	6.9%	22	5.4%	17	7.9%	25	4.1%	13	5.0%	16	100.0%	317
8.	Traditional fishing, hunting, trapping, and other harvesting activities	71.4%	225	1.3%	4	2.2%	7	4.4%	14	2.5%	8	18.1%	57	100.0%	315
9.	Professional, scientific and technical services	71.5%	228	3.8%	12	2.8%	9	8.2%	26	5.3%	17	8.5%	27	100.0%	319
10.	Finance and insurance	74.1%	232	4.5%	14	3.5%	11	8.0%	25	3.8%	12	6.1%	19	100.0%	313
11.	Arts, entertainment and recreation	75.2%	236	5.4%	17	2.5%	8	5.1%	16	4.8%	15	7.0%	22	100.0%	314
12.	Transportation and warehousing	80.3%	253	4.4%	14	3.5%	11	6.7%	21	1.9%	6	3.2%	10	100.0%	315
13.	Health care and social assistance	80.4%	255	4.4%	14	2.5%	8	6.3%	20	2.8%	9	3.5%	11	100.0%	317
14.	Commercial fishing, hunting, agriculture and forestry	83.9%	265	3.8%	12	3.2%	10	2.8%	9	2.2%	7	4.1%	13	100.0%	316
15.	Information and cultural industries	86.1%	273	2.8%	9	2.8%	9	2.8%	9	1.9%	6	3.5%	11	100.0%	317
16.	Mining, quarrying, and oil and gas extraction	88.1%	280	2.8%	9	1.3%	4	5.0%	16	1.9%	6	0.9%	3	100.0%	318
17.	Manufacturing	88.3%	279	3.5%	11	2.8%	9	3.8%	12	0.3%	1	1.3%	4	100.0%	316
18.	Real estate and rental and leasing	89.7%	286	0.6%	2	0.9%	3	3.4%	11	1.6%	5	3.8%	12	100.0%	319
19.	Utilities	92.4%	292	0.6%	2	2.5%	8	1.3%	4	1.6%	5	1.6%	5	100.0%	316
20.	Wholesale trade	93.2%	286	1.6%	5	1.3%	4	1.6%	5	1.0%	3	1.3%	4	100.0%	307

Of respondents who are Beneficiaries, 84.7% (or 144) have previous work experience in public administration. Rounding up the top 5 industries were accommodation and food services (48.2% or 82), traditional fishing, hunting, trapping, and other harvesting activities (47.9% or 80), administrative and support, waste management and remediation services (47.0% or 78), and educational services (42.6% or 72). The table below ranks all the previous work experience industries by proportion of respondents who are Beneficiaries.

Table 81 – Ranking of Industries by Previous Work Experience for Beneficiary Respondents

Rank	Industry	None		Less than 6 months		6-11 months		1-4 years		5-9 years		10 years or more		Total	
		%	#	%	#	%	#	%	#	%	#	%	#	%	#
1.	Public administration	15.3%	26	7.6%	13	4.1%	7	29.4%	50	14.1%	24	29.4%	50	100.0%	170
2.	Accommodation and food services	51.8%	88	18.8%	32	8.2%	14	14.7%	25	2.4%	4	4.1%	7	100.0%	170
3.	Traditional fishing, hunting, trapping, and other harvesting activities	52.1%	87	2.4%	4	3.6%	6	6.0%	10	3.6%	6	32.3%	54	100.0%	167
4.	Administrative and support, waste management and remediation services	53.0%	88	6.6%	11	7.2%	12	15.1%	25	7.2%	12	10.8%	18	100.0%	166
5.	Educational services	57.4%	97	11.2%	19	6.5%	11	14.2%	24	3.0%	5	7.7%	13	100.0%	169
6.	Retail trade	57.5%	96	9.6%	16	8.4%	14	18.0%	30	4.2%	7	2.4%	4	100.0%	167
7.	Construction	69.0%	116	8.3%	14	6.5%	11	8.9%	15	1.8%	3	5.4%	9	100.0%	168
8.	Management of companies and enterprises	70.7%	118	6.0%	10	3.6%	6	7.8%	13	5.4%	9	6.6%	11	100.0%	167
9.	Finance and insurance	73.1%	122	6.6%	11	4.2%	7	7.2%	12	4.8%	8	4.2%	7	100.0%	167
10.	Arts, entertainment and recreation	75.2%	124	6.7%	11	2.4%	4	4.8%	8	3.0%	5	7.9%	13	100.0%	165
11.	Commercial fishing, hunting, agriculture and forestry	77.4%	130	5.4%	9	4.8%	8	3.6%	6	3.0%	5	6.0%	10	100.0%	168
12.	Professional, scientific and technical services	78.1%	132	3.6%	6	3.6%	6	7.1%	12	3.0%	5	4.7%	8	100.0%	169
13.	Health care and social assistance	80.2%	134	5.4%	9	3.6%	6	6.6%	11	2.4%	4	1.8%	3	100.0%	167
14.	Transportation and warehousing	81.0%	136	6.5%	11	4.8%	8	5.4%	9	0.6%	1	1.8%	3	100.0%	168
15.	Mining, quarrying, and oil and gas extraction	83.8%	140	3.6%	6	1.8%	3	7.2%	12	3.0%	5	0.6%	1	100.0%	167
16.	Information and cultural industries	86.3%	145	3.6%	6	3.0%	5	2.4%	4	1.8%	3	3.0%	5	100.0%	168
17.	Manufacturing	88.6%	148	5.4%	9	1.2%	2	4.2%	7	0.0%	0	0.6%	1	100.0%	167
18.	Utilities	89.3%	150	2.4%	4	3.6%	6	1.2%	2	1.8%	3	1.8%	3	100.0%	168
19.	Real estate and rental and leasing	94.0%	157	0.6%	1	0.6%	1	1.2%	2	0.6%	1	3.0%	5	100.0%	167
20.	Wholesale trade	96.3%	154	0.6%	1	0.6%	1	1.3%	2	0.6%	1	0.6%	1	100.0%	160

Of respondents who are non-Beneficiaries, 66.0% (or 101) have previous work experience in public administration. Rounding up the top 5 industries were accommodation and food services (54.5% or 84), retail trade (44.1% or 67), educational services (39.9% or 61), and management of companies and enterprises (39.7% or 60). The table below ranks all the work experience industries by proportion of respondents who are non-Beneficiaries.

Table 82 – Ranking of Industries by Previous Work Experience for Non-Beneficiary Respondents

Rank	Industry	None		Less than 6 months		6-11 months		1-4 years		5-9 years		10 years or more		Total	
		%	#	%	#	%	#	%	#	%	#	%	#	%	#
1.	Public administration	34.0%	52	3.3%	5	3.9%	6	19.0%	29	18.3%	28	21.6%	33	100.0%	153
2.	Accommodation and food services	45.5%	70	7.1%	11	7.8%	12	20.8%	32	7.8%	12	11.0%	17	100.0%	154
3.	Retail trade	55.9%	85	3.3%	5	4.6%	7	19.7%	30	7.2%	11	9.2%	14	100.0%	152
4.	Educational services	60.1%	92	4.6%	7	5.9%	9	12.4%	19	7.2%	11	9.8%	15	100.0%	153
5.	Management of companies and enterprises	60.3%	91	1.3%	2	3.3%	5	8.6%	13	9.3%	14	17.2%	26	100.0%	151
6.	Professional, scientific and technical services	61.8%	94	3.9%	6	2.6%	4	9.2%	14	8.6%	13	13.8%	21	100.0%	152
7.	Administrative and support, waste management and remediation services	72.2%	109	4.6%	7	4.6%	7	8.6%	13	6.6%	10	3.3%	5	100.0%	151
8.	Construction	72.8%	110	5.3%	8	4.0%	6	6.6%	10	6.6%	10	4.6%	7	100.0%	151
9.	Arts, entertainment and recreation	74.8%	113	4.6%	7	2.6%	4	5.3%	8	6.6%	10	6.0%	9	100.0%	151
10.	Finance and insurance	75.0%	111	2.0%	3	3.4%	5	8.8%	13	3.4%	5	7.4%	11	100.0%	148
11.	Transportation and warehousing	79.2%	118	2.0%	3	2.0%	3	7.4%	11	4.0%	6	5.4%	8	100.0%	149
12.	Health care and social assistance	81.6%	124	2.6%	4	1.3%	2	6.6%	10	3.3%	5	4.6%	7	100.0%	152
13.	Real estate and rental and leasing	85.0%	130	1.3%	2	1.3%	2	5.9%	9	2.6%	4	3.9%	6	100.0%	153
14.	Information and cultural industries	86.1%	130	2.0%	3	2.0%	3	4.0%	6	2.0%	3	4.0%	6	100.0%	151
15.	Manufacturing	86.8%	131	2.6%	4	4.6%	7	3.3%	5	0.7%	1	2.0%	3	100.0%	151
16.	Wholesale trade	89.4%	135	2.6%	4	2.0%	3	2.6%	4	1.3%	2	2.0%	3	100.0%	151
17.	Commercial fishing, hunting, agriculture and forestry	90.7%	136	2.0%	3	1.3%	2	2.0%	3	1.3%	2	2.7%	4	100.0%	150
18.	Mining, quarrying, and oil and gas extraction	92.2%	141	2.0%	3	0.7%	1	3.3%	5	0.7%	1	1.3%	2	100.0%	153
19.	Traditional fishing, hunting, trapping, and other harvesting activities	92.7%	139	0.7%	1	0.7%	1	2.7%	4	0.7%	1	2.7%	4	100.0%	150
20.	Utilities	94.7%	142	0.0%	0	1.3%	2	1.3%	2	1.3%	2	1.3%	2	100.0%	150

Of female respondents, 77.5% (or 117) have previous work experience in public administration. Rounding up the top 5 industries were accommodation and food services (52.0% or 79), educational services (45.0% or 68), administrative and support, waste management and remediation services (42.6% or 63), and retail trade (41.6% or 62). The table below ranks all the previous work experience industries by proportion of female respondents.

Table 83 – Ranking of Industries by Previous Work Experience for Female Respondents

Rank	Industry	None		Less than 6 months		6-11 months		1-4 years		5-9 years		10 years or more		Total	
		%	#	%	#	%	#	%	#	%	#	%	#	%	#
1.	Public administration	22.5%	34	7.3%	11	4.0%	6	23.8%	36	16.6%	25	25.8%	39	100.0%	151
2.	Accommodation and food services	48.0%	73	17.1%	26	7.9%	12	17.8%	27	3.9%	6	5.3%	8	100.0%	152
3.	Educational services	55.0%	83	7.3%	11	7.3%	11	16.6%	25	6.0%	9	7.9%	12	100.0%	151
4.	Administrative and support, waste management and remediation services	57.4%	85	6.8%	10	5.4%	8	12.2%	18	6.8%	10	11.5%	17	100.0%	148
5.	Retail trade	58.4%	87	8.1%	12	6.7%	10	18.8%	28	4.0%	6	4.0%	6	100.0%	149
6.	Professional, scientific and technical services	69.5%	105	5.3%	8	3.3%	5	7.3%	11	6.6%	10	7.9%	12	100.0%	151
7.	Finance and insurance	71.4%	105	5.4%	8	4.1%	6	7.5%	11	5.4%	8	6.1%	9	100.0%	147
8.	Traditional fishing, hunting, trapping, and other harvesting activities	73.2%	109	3.4%	5	2.0%	3	2.7%	4	1.3%	2	17.4%	26	100.0%	149
9.	Arts, entertainment and recreation	73.5%	108	7.5%	11	2.7%	4	4.8%	7	4.1%	6	7.5%	11	100.0%	147
10.	Management of companies and enterprises	74.0%	111	4.7%	7	4.0%	6	7.3%	11	4.7%	7	5.3%	8	100.0%	150
11.	Health care and social assistance	75.8%	113	6.0%	9	3.4%	5	8.1%	12	2.7%	4	4.0%	6	100.0%	149
12.	Manufacturing	85.3%	128	6.7%	10	2.7%	4	4.7%	7	0.0%	0	0.7%	1	100.0%	150
13.	Commercial fishing, hunting, agriculture and forestry	88.7%	133	2.7%	4	1.3%	2	2.7%	4	1.3%	2	3.3%	5	100.0%	150
14.	Transportation and warehousing	90.5%	134	4.1%	6	0.0%	0	1.4%	2	0.7%	1	3.4%	5	100.0%	148
15.	Information and cultural industries	91.3%	136	1.3%	2	2.0%	3	2.0%	3	0.7%	1	2.7%	4	100.0%	149
16.	Construction	91.3%	136	4.7%	7	0.7%	1	0.7%	1	0.7%	1	2.0%	3	100.0%	149
17.	Real estate and rental and leasing	94.0%	140	0.7%	1	0.0%	0	2.7%	4	1.3%	2	1.3%	2	100.0%	149
18.	Mining, quarrying, and oil and gas extraction	94.0%	141	0.7%	1	0.7%	1	4.0%	6	0.0%	0	0.7%	1	100.0%	150
19.	Utilities	95.3%	143	0.7%	1	2.0%	3	0.0%	0	0.7%	1	1.3%	2	100.0%	150
20.	Wholesale trade	96.5%	139	1.4%	2	0.0%	0	1.4%	2	0.0%	0	0.7%	1	100.0%	144

Of male respondents, 74.0% (or 128) have previous work experience in public administration. Rounding up the top 5 industries were accommodation and food services (50.3% or 87), construction (47.4% or 81), retail trade (44.4% or 76), and management of companies and enterprises (41.4% or 70). The table below ranks all the previous work experience industries by proportion of male respondents.

Table 84 – Ranking of Industries by Previous Work Experience for Male Respondents

Rank	Industry	None		Less than 6 months		6-11 months		1-4 years		5-9 years		10 years or more		Total	
		%	#	%	#	%	#	%	#	%	#	%	#	%	#
1.	Public administration	26.0%	45	4.0%	7	4.0%	7	24.9%	43	15.0%	26	26.0%	45	100.0%	173
2.	Accommodation and food services	49.7%	86	9.8%	17	8.1%	14	17.3%	30	5.8%	10	9.2%	16	100.0%	173
3.	Construction	52.6%	90	8.8%	15	9.4%	16	14.6%	25	7.0%	12	7.6%	13	100.0%	171
4.	Retail trade	55.6%	95	5.3%	9	6.4%	11	18.7%	32	7.0%	12	7.0%	12	100.0%	171
5.	Management of companies and enterprises	58.6%	99	3.0%	5	3.0%	5	8.3%	14	10.1%	17	17.2%	29	100.0%	169
6.	Educational services	62.2%	107	8.7%	15	5.2%	9	11.0%	19	3.9%	7	8.7%	15	100.0%	172
7.	Administrative and support, waste management and remediation services	65.9%	112	4.7%	8	6.5%	11	11.8%	20	7.1%	12	4.1%	7	100.0%	170
8.	Traditional fishing, hunting, trapping, and other harvesting activities	68.6%	116	0.0%	0	2.4%	4	5.9%	10	3.6%	6	19.5%	33	100.0%	169
9.	Transportation and warehousing	71.2%	121	4.7%	8	6.5%	11	10.6%	18	3.5%	6	3.5%	6	100.0%	170
10.	Professional, scientific and technical services	71.3%	122	2.3%	4	2.9%	5	8.8%	15	4.7%	8	9.9%	17	100.0%	171
11.	Finance and insurance	76.3%	129	4.1%	7	3.6%	6	8.3%	14	2.4%	4	5.3%	9	100.0%	169
12.	Arts, entertainment and recreation	76.5%	130	4.1%	7	2.4%	4	5.3%	9	5.3%	9	6.5%	11	100.0%	170
13.	Commercial fishing, hunting, agriculture and forestry	79.3%	134	4.7%	8	4.7%	8	3.0%	5	3.0%	5	5.3%	9	100.0%	169
14.	Information and cultural industries	81.9%	140	4.1%	7	2.9%	5	4.1%	7	2.9%	5	4.1%	7	100.0%	171
15.	Mining, quarrying, and oil and gas extraction	82.5%	141	4.7%	8	1.8%	3	6.4%	11	3.5%	6	1.2%	2	100.0%	171
16.	Health care and social assistance	85.4%	146	2.3%	4	1.8%	3	5.3%	9	2.9%	5	2.3%	4	100.0%	171
17.	Real estate and rental and leasing	86.0%	148	1.2%	2	1.7%	3	4.1%	7	1.7%	3	5.2%	9	100.0%	172
18.	Utilities	88.8%	150	1.8%	3	3.0%	5	2.4%	4	2.4%	4	1.8%	3	100.0%	169
19.	Manufacturing	89.9%	152	1.8%	3	3.0%	5	3.0%	5	0.6%	1	1.8%	3	100.0%	169
20.	Wholesale trade	90.4%	150	1.2%	2	2.4%	4	2.4%	4	1.8%	3	1.8%	3	100.0%	166

Of respondents under 35 years of age, 71.7% (or 86) have previous work experience in public administration. Rounding up the top 5 industries were accommodation and food services (55.8% or 67), retail trade (48.7% or 58), educational services (41.2% or 49), and administrative and support, waste management and remediation services (40.2% or 47). The table below ranks all the previous work experience industries by proportion of respondents under 35 years of age.

Table 85 – Ranking of Industries by Previous Work Experience for Respondents Under 35

Rank	Industry	None		Less than 6 months		6-11 months		1-4 years		5-9 years		10 years or more		Total	
		%	#	%	#	%	#	%	#	%	#	%	#	%	#
1.	Public administration	28.3%	34	8.3%	10	5.0%	6	35.8%	43	17.5%	21	5.0%	6	100.0%	120
2.	Accommodation and food services	44.2%	53	18.3%	22	10.8%	13	20.8%	25	5.0%	6	0.8%	1	100.0%	120
3.	Retail trade	51.3%	61	10.9%	13	8.4%	10	24.4%	29	3.4%	4	1.7%	2	100.0%	119
4.	Educational services	58.8%	70	11.8%	14	6.7%	8	17.6%	21	4.2%	5	0.8%	1	100.0%	119
5.	Administrative and support, waste management and remediation services	59.8%	70	10.3%	12	11.1%	13	15.4%	18	1.7%	2	1.7%	2	100.0%	117
6.	Traditional fishing, hunting, trapping, and other harvesting activities	70.3%	83	2.5%	3	2.5%	3	4.2%	5	4.2%	5	16.1%	19	100.0%	118
7.	Professional, scientific and technical services	71.4%	85	5.9%	7	5.0%	6	10.1%	12	7.6%	9	0.0%	0	100.0%	119
8.	Construction	74.6%	88	8.5%	10	5.1%	6	6.8%	8	3.4%	4	1.7%	2	100.0%	118
9.	Finance and insurance	77.6%	90	6.0%	7	4.3%	5	7.8%	9	4.3%	5	0.0%	0	100.0%	116
10.	Arts, entertainment and recreation	77.8%	91	6.8%	8	3.4%	4	5.1%	6	4.3%	5	2.6%	3	100.0%	117
11.	Management of companies and enterprises	80.7%	96	5.0%	6	2.5%	3	6.7%	8	5.0%	6	0.0%	0	100.0%	119
12.	Health care and social assistance	82.2%	97	6.8%	8	3.4%	4	5.9%	7	1.7%	2	0.0%	0	100.0%	118
13.	Transportation and warehousing	85.5%	100	6.8%	8	3.4%	4	4.3%	5	0.0%	0	0.0%	0	100.0%	117
14.	Commercial fishing, hunting, agriculture and forestry	85.6%	101	5.9%	7	2.5%	3	1.7%	2	0.8%	1	3.4%	4	100.0%	118
15.	Manufacturing	85.6%	101	7.6%	9	2.5%	3	3.4%	4	0.0%	0	0.8%	1	100.0%	118
16.	Information and cultural industries	88.2%	105	4.2%	5	2.5%	3	2.5%	3	1.7%	2	0.8%	1	100.0%	119
17.	Mining, quarrying, and oil and gas extraction	90.0%	108	2.5%	3	1.7%	2	3.3%	4	2.5%	3	0.0%	0	100.0%	120
18.	Utilities	90.8%	108	3.4%	4	3.4%	4	1.7%	2	0.8%	1	0.0%	0	100.0%	119
19.	Wholesale trade	95.6%	109	0.9%	1	0.9%	1	1.8%	2	0.0%	0	0.9%	1	100.0%	114
20.	Real estate and rental and leasing	98.3%	117	0.0%	0	0.8%	1	0.8%	1	0.0%	0	0.0%	0	100.0%	119

Of respondents 35 years of age and over, 78.2% (or 158) have previous work experience in public administration. Rounding up the top 5 industries were accommodation and food services (48.8% or 99), management of companies and enterprises (43.4% or 86), educational services (41.6% or 84), and retail trade (40.2% or 80). The table below ranks all the previous work experience industries by proportion of respondents 35 years of age and over.

Table 86 – Ranking of Industries by Previous Work Experience for Respondents 35 and Over

Rank	Industry	None		Less than 6 months		6-11 months		1-4 years		5-9 years		10 years or more		Total	
		%	#	%	#	%	#	%	#	%	#	%	#	%	#
1.	Public administration	21.8%	44	4.0%	8	3.5%	7	17.3%	35	15.3%	31	38.1%	77	100.0%	202
2.	Accommodation and food services	51.2%	104	10.3%	21	6.4%	13	15.8%	32	5.4%	11	10.8%	22	100.0%	203
3.	Management of companies and enterprises	56.6%	112	3.0%	6	4.0%	8	9.1%	18	8.6%	17	18.7%	37	100.0%	198
4.	Educational services	58.4%	118	5.9%	12	5.9%	12	10.9%	22	5.4%	11	13.4%	27	100.0%	202
5.	Retail trade	59.8%	119	4.0%	8	5.5%	11	15.6%	31	7.0%	14	8.0%	16	100.0%	199
6.	Administrative and support, waste management and remediation services	63.8%	127	3.0%	6	2.5%	5	9.5%	19	10.1%	20	11.1%	22	100.0%	199
7.	Construction	68.5%	137	6.0%	12	5.5%	11	8.5%	17	4.5%	9	7.0%	14	100.0%	200
8.	Professional, scientific and technical services	69.7%	140	2.5%	5	2.0%	4	7.0%	14	4.5%	9	14.4%	29	100.0%	201
9.	Traditional fishing, hunting, trapping, and other harvesting activities	71.2%	141	1.0%	2	2.0%	4	4.5%	9	1.5%	3	19.7%	39	100.0%	198
10.	Finance and insurance	71.7%	142	4.0%	8	3.0%	6	8.1%	16	4.0%	8	9.1%	18	100.0%	198
11.	Arts, entertainment and recreation	73.2%	145	5.1%	10	2.0%	4	5.1%	10	5.1%	10	9.6%	19	100.0%	198
12.	Transportation and warehousing	76.9%	153	3.0%	6	3.5%	7	7.5%	15	3.5%	7	5.5%	11	100.0%	199
13.	Health care and social assistance	80.5%	161	2.5%	5	2.0%	4	7.0%	14	3.5%	7	4.5%	9	100.0%	200
14.	Commercial fishing, hunting, agriculture and forestry	82.9%	165	2.5%	5	3.5%	7	3.0%	6	3.0%	6	5.0%	10	100.0%	199
15.	Real estate and rental and leasing	84.5%	169	1.5%	3	1.0%	2	5.0%	10	2.5%	5	5.5%	11	100.0%	200
16.	Information and cultural industries	84.9%	169	2.0%	4	2.5%	5	3.5%	7	2.0%	4	5.0%	10	100.0%	199
17.	Mining, quarrying, and oil and gas extraction	86.4%	172	3.0%	6	1.0%	2	6.5%	13	1.5%	3	1.5%	3	100.0%	199
18.	Manufacturing	88.9%	177	2.0%	4	3.0%	6	4.0%	8	0.5%	1	1.5%	3	100.0%	199
19.	Wholesale trade	91.2%	177	2.1%	4	1.5%	3	2.1%	4	1.5%	3	1.5%	3	100.0%	194
20.	Utilities	92.9%	184	0.0%	0	2.0%	4	1.0%	2	1.5%	3	2.5%	5	100.0%	198

When comparing the distribution of previous work experience industries of all respondents to that of Nunavut-based respondents, there are no significant differences. However, the distribution does differ by beneficiary status, gender and age group. Here are some highlights:

- **Beneficiary Status Differences:**
 - 84.7% of Beneficiaries have previous work experience in public administration compared to 66.0% of non-Beneficiaries;
 - 47.9% of Beneficiaries have previous work experience in traditional fishing, hunting, trapping, and other harvesting activities compared to 7.3% of non-Beneficiaries;
 - 47.0% of Beneficiaries have previous work experience in administrative and support, waste management and remediation services compared to 27.8% of non-Beneficiaries;
 - 39.7% of non-Beneficiaries have previous work experience in management of companies and enterprises compared to 29.3% of Beneficiaries;
 - 38.2% of non-Beneficiaries have previous work experience in professional, scientific and technical services compared to 21.9% of Beneficiaries;
 - 22.6% of Beneficiaries have previous work experience in commercial fishing, hunting, agriculture and forestry compared to 9.3% of non-Beneficiaries;
- **Gender Differences:**
 - 47.4% of males have previous work experience in construction compared to 8.7% of females;
 - 41.4% of males have previous work experience in management of companies and enterprises compared to 26.0% of females;
 - 28.8% of males have previous work experience in transportation and warehousing compared to 9.5% of females;
 - 24.2% of females have previous work experience in health care and social assistance compared to 14.6% of males;
 - 20.7% of males have previous work experience in commercial fishing, hunting, agriculture and forestry compared to 11.3% of females;
 - 18.1% of males have previous work experience in information and cultural industries compared to 8.7% of females;
 - 17.5% of males have previous work experience in mining, quarrying, and oil and gas extraction compared to 6.0% of females;
- **Age Group Differences:**
 - 43.4% of respondents 35 years of age and over have previous work experience in management of companies and enterprises compared to 19.3% for respondents under 35 years of age;
 - 23.1% of respondents 35 years of age and over have previous work experience in transportation and warehousing compared to 14.5% for respondents under 35 years of age;
 - 15.5% of respondents 35 years of age and over have previous work experience in real estate and rental and leasing compared to 1.7% for respondents under 35 years of age.