



# Diversity and Skills Database

Presentation to Strategic Research Network

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Delivering insight through data for a better Canada



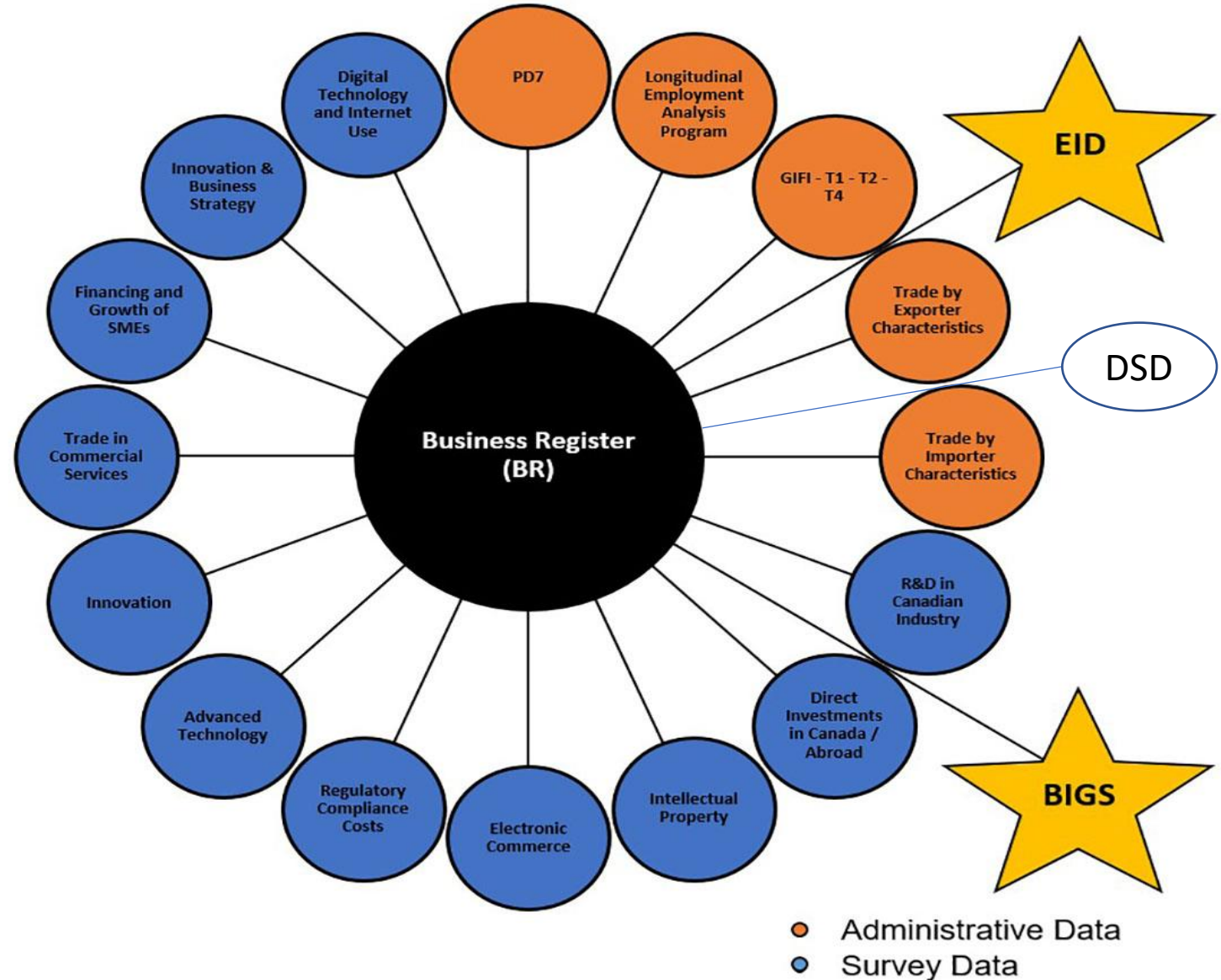
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# Diversity and Skills Database Project

- Make available firm-level information on the characteristics of entrepreneurs and the composition of the workforce in the Linkable File Environment



# Skills and Inclusive Growth

“When we talk about inclusion in the context of economic policy and economic growth, we focus on who shapes, participates in and benefits from growth.” (Mendelson and Zon, 2021)





# Project overview

## Firm-level characteristics of business ownership structure

- Gender, age, immigrant, previous labour market experience, previous business owner experience
- Ownership can be determined for Canadian-controlled private corporations
- Source: administrative data from the Canada Revenue Agency

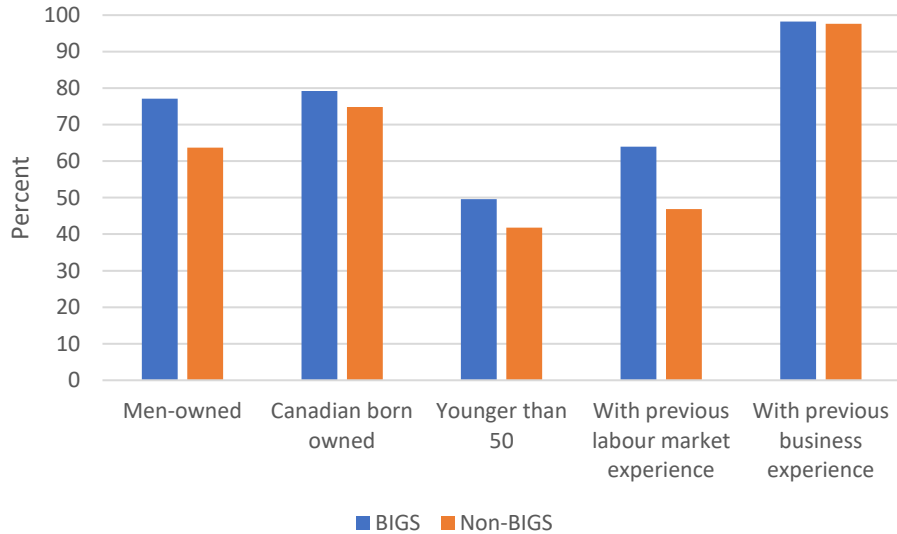
## Firm-level characteristics of workforce

- % women, %immigrant (broken down by age of entry), and age, education and experience composition of workforce
- Source: administrative data from the Canada Revenue Agency and from Immigration, Refugees and Citizenship Canada, and Census
- Imputation used to create educational composition variable using information obtained by linking Census with administrative data

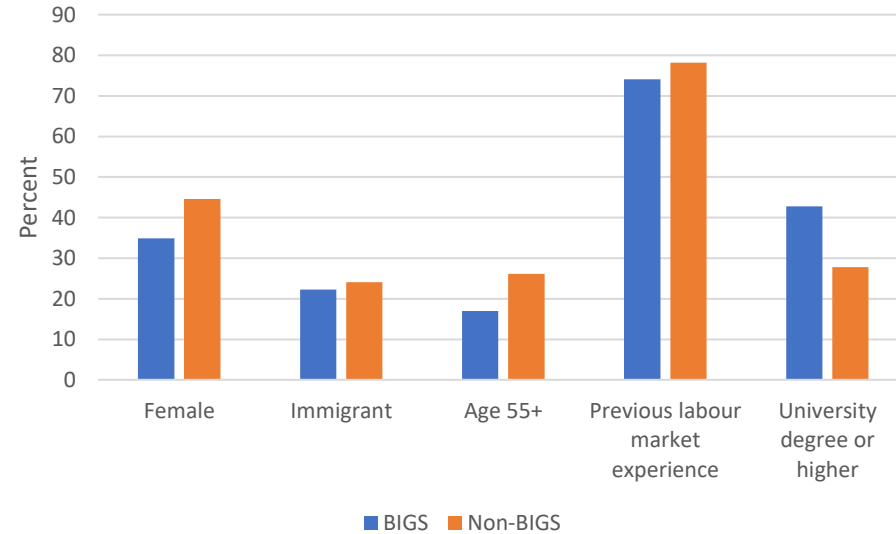
Time period: 2001 to 2017

# Some insights

**Percentage of firms by majority ownership type for BIGS and non-BIGS recipients**



**Workforce composition for BIGS and non-BIGS recipients**



- BIGS recipients tend to majority owned by men, Canadian born, people younger than 50, people and with previous labour market experience.
- Businesses receiving BIGS tend to have a smaller percentage of women and older workers in their workforce, but a higher proportion of workers with university degrees

## Next steps

- Continued development to include occupational composition of workforce
- User feedback
- Update of database
  
- Also in development are indicators for disabled business owners (administrative data), visible minority business owners (Census) and indigenous businesses (Census and administrative data)
- Firm-level patent information
- Inventor data