About half of Canadians see a need in taking training – Computer and occupational training most popular.









The research gauged the opinions among Canadians on their employment status, required training and their concerns regarding technology and Al's impact on the job market.

Nanos conducted an RDD dual frame (land-and cell-lines) hybrid telephone and online random survey of 1,069 Canadians, 18 years of age or older, between November 30th to December 2nd, 2023, as part of an omnibus survey. The margin of error for this survey is ±3.0 percentage points, 19 times out of 20.

The research was commissioned by Senator Bellemare and was conducted by Nanos Research.

Key Findings

1

CANADIANS SPLIT ON INTEREST IN TAKING TRAINING

either interested in taking training (29%), interested but do not have time (7%) or interested but cannot afford it (13%), while just under one in two say they have all the training they need (28%) or do not want training (17%). Younger Canadians aged 18 to 34 are more likely to say they are interested in taking training (66%) than older Canadians aged 55 plus (28%).

2

CANADIANS AGREE MOST THAT THEY SHOULD TAKE TRAINING TO IMPROVE THEIR COMPUTER AND OCCUPATIONAL SKILLS

When asked to assess their agreement with statements on training, Canadians are most likely to agree or somewhat agree that they should take training to improve their computer skills (16% agree; 29% somewhat agree), followed by training to improve their occupational skills (18% agree; 22% somewhat agree).

3

ONE CANADIAN IN FIVE SAYS TECHNOLOGY AND CLIMATE CHANGE ARE LIKELY OR SOMEWHAT LIKELY TO THREATEN HIS JOB

20% of Canadians say that technological and climate changes are likely (6%) or somewhat likely (14%) to threaten their job. While under four in five Canadians say technological changes and climate change are unlikely (48%) or somewhat unlikely (30%) to threaten their jobs.



ALMOST TWO IN FIVE CANADIANS SAY IT IS LIKELY OR SOMEWHAT LIKELY THAT TECHNOLOGY AND CLIMATE CHANGE AFFECT THEIR WORK AND WILL REQUIRE TRAINING

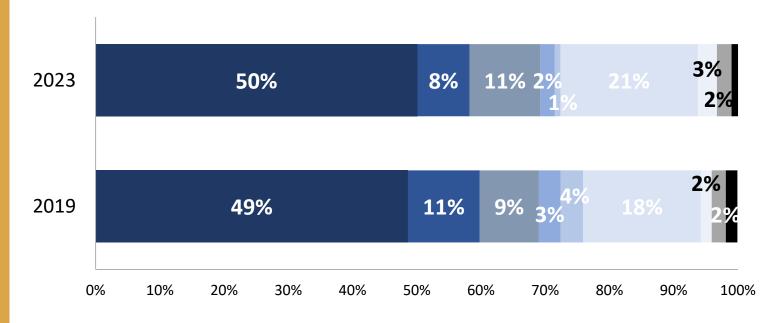
37% of Canadians say it is likely (10%) or somewhat likely (27%) that technology and climate changes affect their work and will require training. While almost three in five Canadians say their work tasks and their training needs are unlikely (34%) or somewhat unlikely (24%) to be affected by technological changes and climate change,



L'hon. Diane Bellemare, sénatrice – Senator, Québec



Employment status



- Working full-time, that is, 30 or more hours per week
- Working part-time, that is, less than 30 hours per week
- Self-employed
- Unemployed, but looking for work
- A student attending school full-time
- Retired
- Not in workforce [FULL-TIME HOMEMAKER, UNEMPLOYED, NOT LOOKING FOR WORK]
- Other
- Prefer not to answer

Source: Nanos Research, RDD dual frame hybrid telephone and online random survey, November 30th to December 2nd, 2023, n=1069, accurate 3.0 percentage points plus or minus, 19 times out of 20.



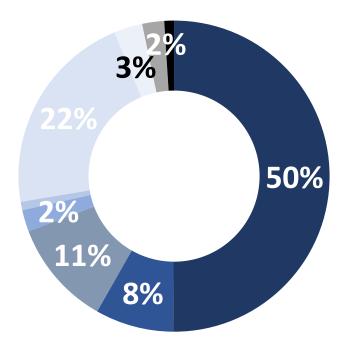
Q – Which of the following categories best describes your current employment status? Are you... [Single select]

^{*}Weighted to the true population proportion.

^{*}Charts may not add up to 100 due to rounding.

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- Working full-time, that is, 30 or more hours per week
- Working part-time, that is, less than 30 hours per week
- Self-employed
- Unemployed, but looking for work
- A student attending school full-time
- Retired
- Not in the workforce [FULL-TIME HOMEMAKER, UNEMPLOYED, NOT LOOKING FOR WORK]
- Other
- Prefer not to answer
- *Weighted to the true population proportion.
- *Charts may not add up to 100 due to rounding.

Q – Which of the following categories best describes your current employment status? Are you... [Single select]

Current employment status

	ne	Atlantic (n=101)	Quebec (n=250)	Ontario (n=353)	Prairies (n=210)	BC (n=155)	
	full-tir	47.2%	55.5%	49.6%	51.8%	41.9%	
	Working full-time	Men (n=567)	Women (n=499)	18 to 34 (n=195)	35 to 54 (n=362)	55 plus (n=512)	
٦		53.5%	47.1%	71.6%	66.3%	23.4%	
	٦	111					
	me	Atlantic (n=101)	Quebec (n=250)	Ontario (n=353)	Prairies (n=210)	BC (n=155)	
1	oart-ti	6.6%	7.8%	7.2%	9.6%	10.1%	
	Working part-time	Men (n=567)	Women (n=499)	18 to 34 (n=195)	35 to 54 (n=362)	55 plus (n=512)	
		6.7%	9.6%	10.2%	6.6%	8.0%	





A majority of Canadians say technological changes are somewhat unlikely or unlikely to threaten their jobs. The proportion of those who say it is unlikely has decreased by nine percentage points since 2019 and the proportion who say it is somewhat unlikely has increased by 11 percentage points.

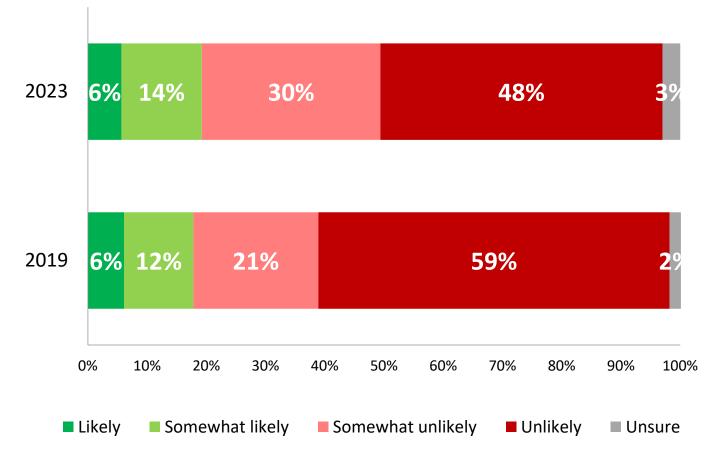
2023 Q – [TWEAKED] According to experts, technological changes such as automation, artificial intelligence, online shopping and the sharing economy (e.g. UBER, Airbnb) and climate change could have significant impacts on the job market. To what extent do the following statements apply to you personally? [ROTATE] [ONLY ASK IF ANSWERED 1,2 OR 3 IN Q1]

These changes threaten my job

2019 Q - According to experts, technological changes such as automation, artificial intelligence, online shopping and the sharing economy (e.g. UBER, Airbnb) could have significant impacts on the job market. To what extent do the following statements apply to you personally? [ROTATE] [IF EMPLOYED ONLY]

These changes threaten my job

Technological changes threatening employment



^{*}Weighted to the true population proportion.



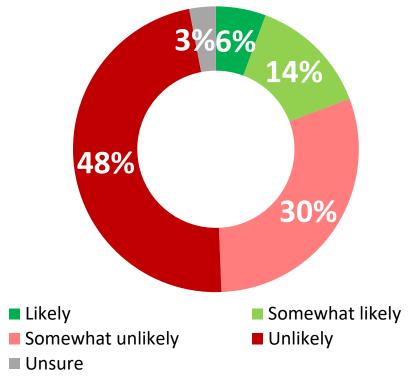
^{*}Charts may not add up to 100 due to rounding.

Technology impacting threatening employment

Q – According to experts, technological changes such as automation, artificial intelligence, online shopping and the sharing economy (e.g. UBER, Airbnb) and climate change could have significant impacts on the job market. To what extent do the following statements apply to you personally? [ROTATE] [ONLY ASK IF ANSWERED 1,2 OR 3 IN Q1]

Unlikely/Somewhat unlikely

These changes threaten my job



Atlantic	Quebec	Ontario	Prairies	BC
(n=101)	(n=250)	(n=353)	(n=210)	(n=155)
83.6%	81.4%	76.4%	76.7%	74.0%
Men	Women	18 to 34	35 to 54	55 plus
(n=567)	(n=499)	(n=195)	(n=362)	(n=512)
77.7%	77.8%	75.7%	76.5%	82.1%

Source: Nanos Research, RDD dual frame hybrid telephone and online random survey, November 30th to December 2nd, 2023, n=1069, accurate 3.0 percentage points plus or minus, 19 times out of 20.





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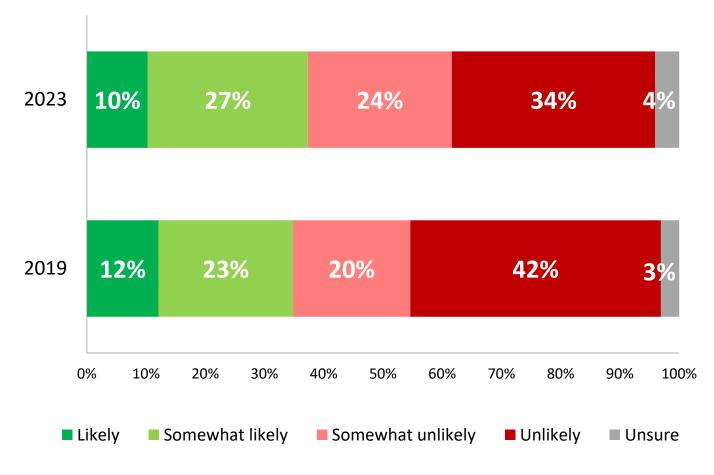
^{*}Weighted to the true population proportion.

^{*}Charts may not add up to 100 due to rounding.

2023 Q – [TWEAKED] According to experts, technological changes such as automation, artificial intelligence, online shopping and the sharing economy (e.g. UBER, Airbnb) and climate change could have significant impacts on the job market. To what extent do the following statements apply to you personally? [ROTATE] [ONLY ASK IF ANSWERED 1,2 OR 3 IN Q1]

These changes will affect my work tasks, and I will need training 2019 Q - According to experts, technological changes such as automation, artificial intelligence, online shopping and the sharing economy (e.g. UBER, Airbnb) could have significant impacts on the job market. To what extent do the following statements apply to you personally? [ROTATE] [IF EMPLOYED ONLY] These changes will affect my work tasks, and I will need training

Technology impacting work tasks and training



^{*}Weighted to the true population proportion.



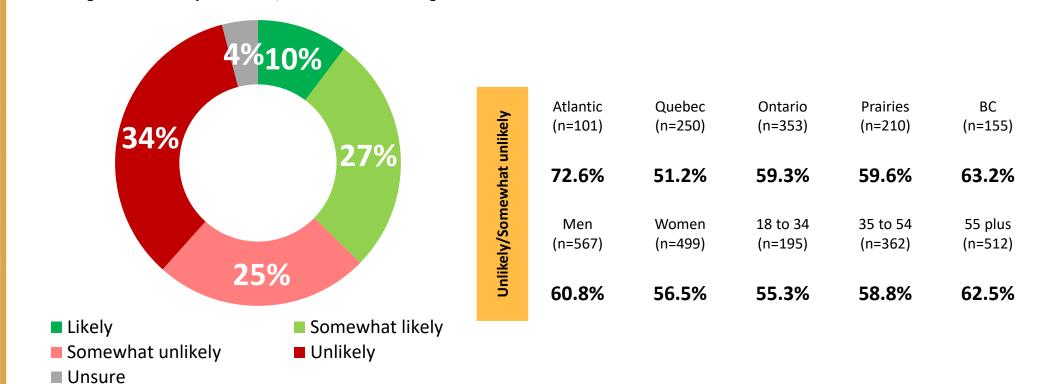
^{*}Charts may not add up to 100 due to rounding.

Technology impacting work tasks and training

Q – According to experts, technological changes such as automation, artificial intelligence, online shopping and the sharing economy (e.g. UBER, Airbnb) and climate change could have significant impacts on the job market. To what extent do the following statements apply to you personally? [ROTATE] [ONLY ASK IF ANSWERED 1,2 OR 3 IN Q1]

These changes will affect my work tasks, and I will need training

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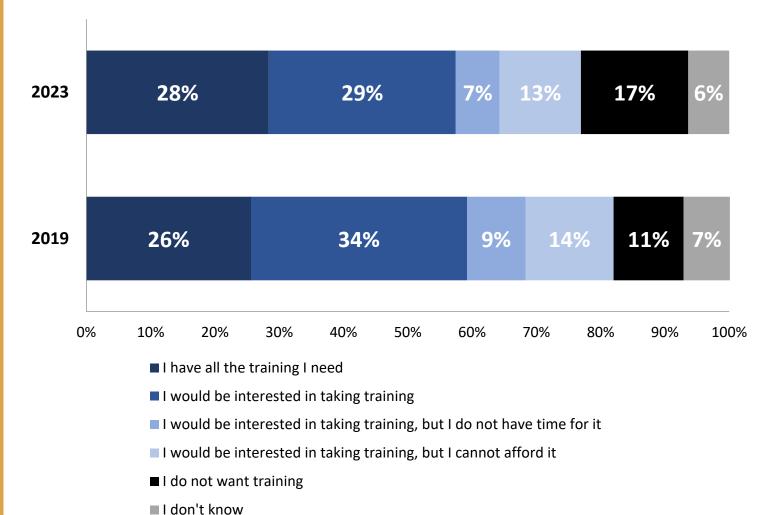


^{*}Weighted to the true population proportion.



^{*}Charts may not add up to 100 due to rounding.

Over one in four Canadians say they have all the training they need, which is consistent with the previous wave of study in 2019, while the proportion of those who say they would be interested in taking training has decreased slightly, and the proportion of those who say they do not want training has increased. Younger Canadians aged 18 to 34 are more likely to say they are interested in taking training than older



^{*}Weighted to the true population proportion.

Source: Nanos Research, RDD dual frame hybrid telephone and online random survey, November 30th to December 2nd, 2023, n=1069, accurate 3.0 percentage points plus or minus, 19 times out of 20.

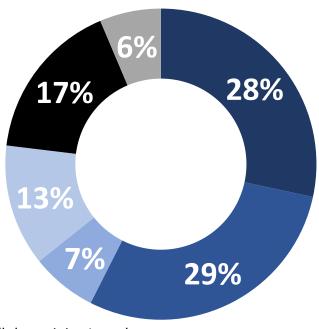


Canadians aged 55 plus.

^{*}Charts may not add up to 100 due to rounding.

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- I have all the training I need
- I would be interested in taking training
- I would be interested in taking training, but I do not have time for it
- I would be interested in taking training, but I cannot afford it
- I do not want training
- I don't know

Q – Which statement best describes your situation?

Current training needs

ning I /ant	Atlantic (n=101)	Quebec (n=250)	Ontario (n=353)	Prairies (n=210)	BC (n=155)	
e training not want iing	48.4%	48.2%	41.3%	45.1%	48.7%	
have all the training need/ I do not want training	Men (n=567)	Women (n=499)	18 to 34 (n=195)	35 to 54 (n=362)	55 plus (n=512)	
<u>-</u>	46.6%	43.5%	30.4%	33.8%	63.5%	
7						
be training	Atlantic (n=101)	Quebec (n=250)	Ontario (n=353)	Prairies (n=210)	BC (n=155)	
	46.7%	46.1%	49.9%	51.1%	46.4%	
All who would interested in taking	Men (n=567)	Women (n=499)	18 to 34 (n=195)	35 to 54 (n=362)	55 plus (n=512)	
intere	47.7%	49.4%	66.1%	59.8%	28.2%	

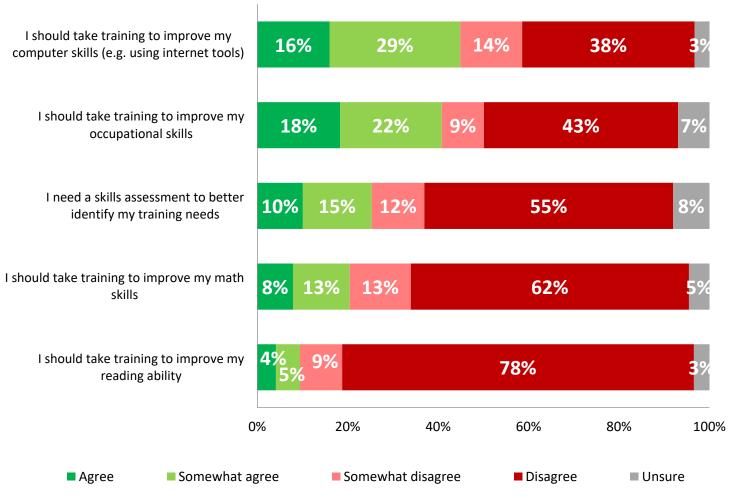


^{*}Weighted to the true population proportion.

^{*}Charts may not add up to 100 due to rounding.

Canadians are most likely to agree or somewhat agree that they should take training to improve their computer skills, followed by training to improve their occupational skills.

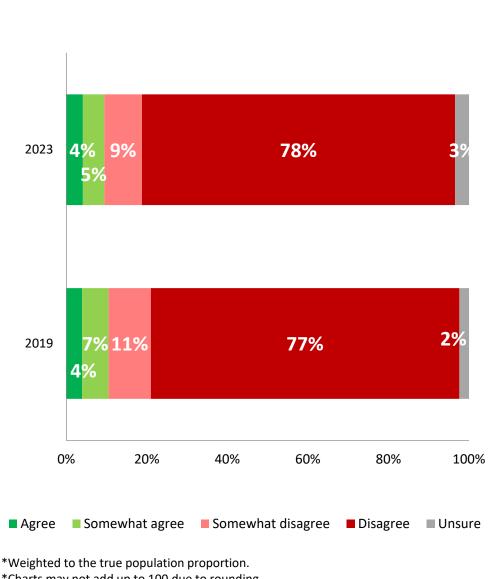
Agreement with statements on workplace training



^{*}Weighted to the true population proportion.



^{*}Charts may not add up to 100 due to rounding.





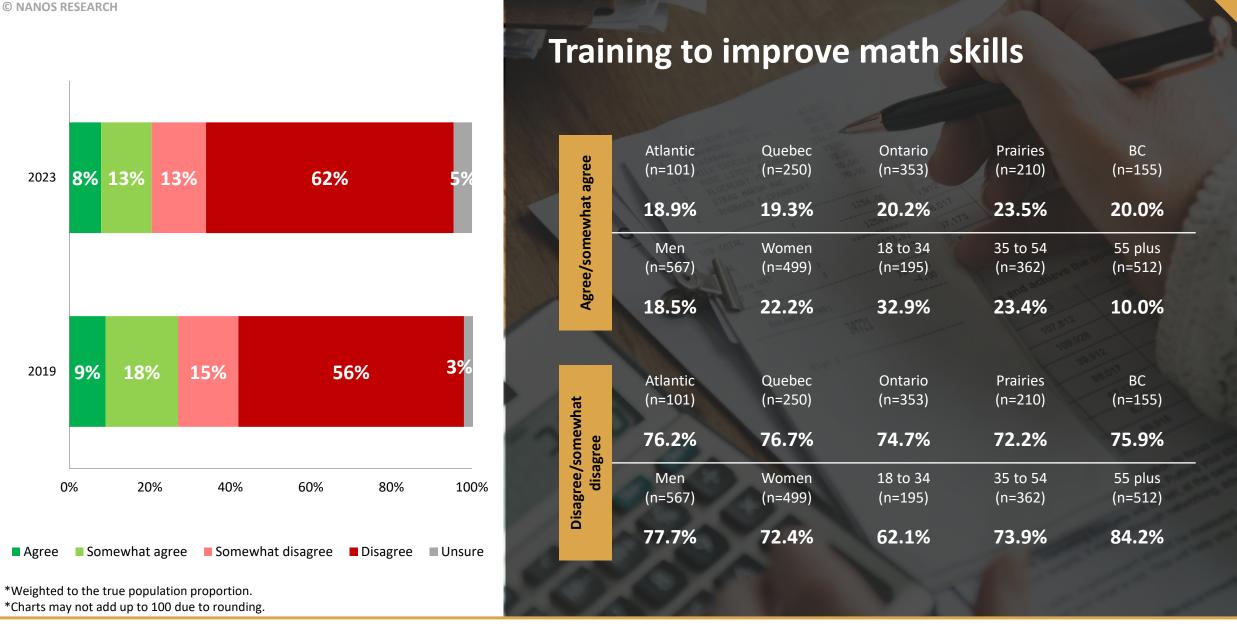
agree	Atlantic	Quebec	Ontario	Prairies	BC
	(n=101)	(n=250)	(n=353)	(n=210)	(n=155)
what	7.2%	8.2%	10.7%	10.2%	8.3%
Agree/somewhat agree	Men	Women	18 to 34	35 to 54	55 plus
	(n=567)	(n=499)	(n=195)	(n=362)	(n=512)
Agı	11.1%	7.9%	14.1%	9.4%	6.5%
/hat	Atlantic	Quebec	Ontario	Prairies	BC
	(n=101)	(n=250)	(n=353)	(n=210)	(n=155)
somew	92.0%	85.7%	85.5%	88.3%	90.0%
Disagree/somewhat	Men	Women	18 to 34	35 to 54	55 plus
disagree	(n=567)	(n=499)	(n=195)	(n=362)	(n=512)
Δ	85.5%	88.5%	81.3%	88.5%	89.7%

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Q - To what extent do you agree or disagree with the following statements? [RANDOMIZE] I should take training to improve my reading ability.



^{*}Charts may not add up to 100 due to rounding.



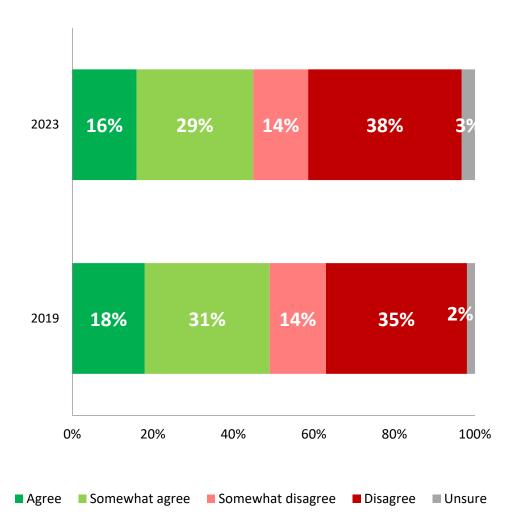
Q – To what extent do you agree or disagree with the following statements? [RANDOMIZE]

I should take training to improve my math skills.



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^{*}Weighted to the true population proportion.

Q – To what extent do you agree or disagree with the following statements? [RANDOMIZE]

I should take training to improve my computer skills (e.g. using Internet tools).

Training to improve computer skills

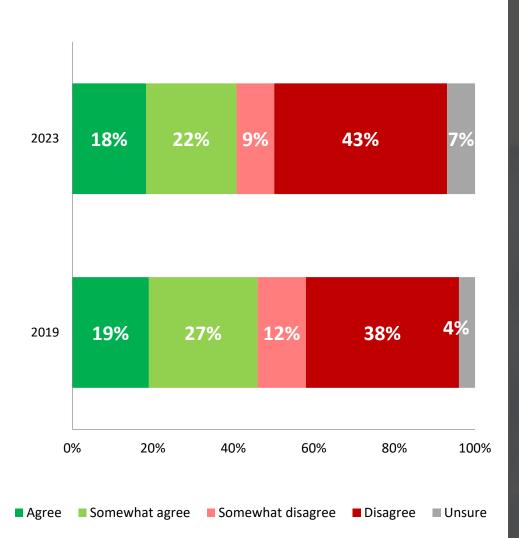
agree	Atlantic (n=101)	Quebec (n=250)	Ontario (n=353)	Prairies (n=210)	BC (n=155)	
what	34.1%	41.5%	47.0%	47.2%	47.2%	
Agree/somewhat agree	Men (n=567)	Women (n=499)	18 to 34 (n=195)	35 to 54 (n=362)	55 plus (n=512)	
Agı	44.4%	45.7%	47.7%	48.0%	40.7%	
/hat	Atlantic (n=101)	Quebec (n=250)	Ontario (n=353)	Prairies (n=210)	BC (n=155)	
omew	63.8%	54.6%	48.4%	52.0%	50.4%	
Disagree/somewhat disagree	Men (n=567)	Women (n=499)	18 to 34 (n=195)	35 to 54 (n=362)	55 plus (n=512)	
٥	52.8%	50.5%	49.5%	50.2%	40.7%	



^{*}Charts may not add up to 100 due to rounding.

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^{*}Weighted to the true population proportion.

Q – To what extent do you agree or disagree with the following statements? [RANDOMIZE]

I should take training to improve my occupational skills.

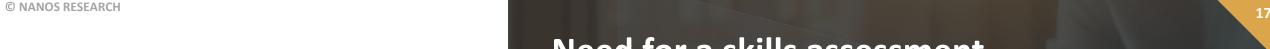
Training to improve occupational skills

agree	Atlantic (n=101)	Quebec (n=250)	Ontario (n=353)	Prairies (n=210)	BC (n=155)	
what	39.9%	40.1%	38.7%	48.3%	38.9%	
Agree/somewhat agree	Men (n=567)	Women (n=499)	18 to 34 (n=195)	35 to 54 (n=362)	55 plus (n=512)	
Agr	41.7%	40.0%	64.3%	52.5%	16.3%	
/hat	Atlantic (n=101)	Quebec (n=250)	Ontario (n=353)	Prairies (n=210)	BC (n=155)	
omew	56.8%	50.7%	53.5%	47.3%	55.7%	
Disagree/somewhat disagree	Men (n=567)	Women (n=499)	18 to 34 (n=195)	35 to 54 (n=362)	55 plus (n=512)	
D	51.9%	52.5%	28.5%	43.1%	75.0%	

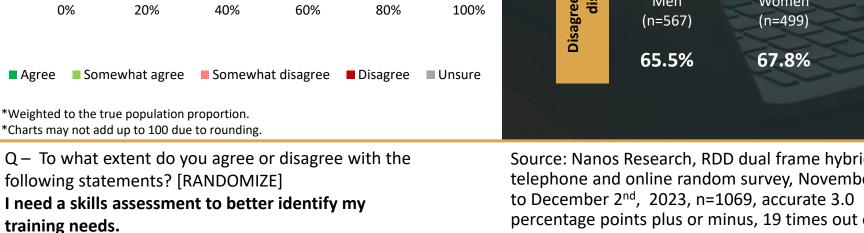


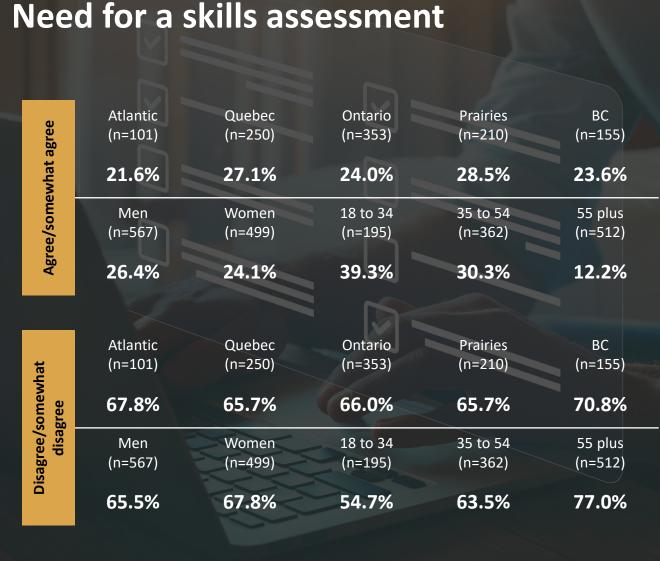


^{*}Charts may not add up to 100 due to rounding.









Source: Nanos Research, RDD dual frame hybrid telephone and online random survey, November 30th percentage points plus or minus, 19 times out of 20.





Nanos conducted an RDD dual frame (land- and celllines) hybrid telephone and online random survey of 1,069 Canadians, 18 years of age or older, between November 30th and December 2nd, 2023 as part of an omnibus survey. Participants were randomly recruited by telephone using live agents and administered a survey online. The results were statistically checked and weighted by age and gender using the latest Census information and the sample is geographically stratified to be representative of Canada.

Individuals were randomly called using random digit dialling with a maximum of five call backs.

The margin of error for a random survey of 1,069 Canadians is ± 3.0 percentage points, 19 times out of 20.

The research was commissioned by Senator Bellemare and was conducted by Nanos Research.

Note: Charts may not add up to 100 due to rounding.

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Element	Description	Element	Description
Research sponsor	Senator Bellemare	- Weighting of Data	The results were weighted by age and gender using the latest Census information (2021) and the sample is geographically stratified to ensure a distribution across all regions of Canada. See tables for full weighting
Population and Final Sample Size	1069 Randomly selected individuals.		disclosure.
Source of Sample	Nanos Probability Panel	Screening	Screening ensured potential respondents did not work in the market research industry, in the advertising industry, in the media or a political party prior* to administering the survey to ensure the integrity of the
Type of Sample	Probability		data. *Confirm if applicable
Margin of Error	± 3.0 percentage points, 19 times out of 20.	Excluded Demographics	Individuals younger than 18 years old; individuals without land or cell lines, and individuals without internet access could not participate.
Mode of Survey	RDD dual frame (land- and cell-lines) hybrid telephone and online omnibus survey	Demographics	intes, and individuals without internet access could not participate.
Sampling Method Base	The sample included both land- and cell-lines RDD (Random Digit Dialed) across Canada.	Stratification	By age and gender using the latest Census information (2021) and the sample is geographically stratified to be representative of Canada. Smaller areas such as Atlantic Canada were marginally oversampled to allow for a minimum regional sample.
Demographics (Captured)	Atlantic Canada, Quebec, Ontario, Prairies, British Columbia; Men and Women; 18 years and older. Six digit postal code was used to validate geography.	Estimated Response Rate	15 percent, consistent with industry norms.
Fieldwork/Validation	Individuals were recruited using live interviews with live supervision to validate work, the research questions were administered online	Question Order	Question order in the preceding report reflects the order in which they appeared in the original questionnaire.
Number of Calls	Maximum of five call backs to those recruited.		Topics on the omnibus ahead of the survey content included: views on political issues, views on economic issues, views on the carbon tax,
Time of Calls	Individuals recruited were called between 12-5:30 pm and 6:30-9:30pm local time for the respondent.	Question Content	election timing, preferred political party leaders, cultural events and holiday spending.
Field Dates	November 30 th to December 2 nd , 2023.	Question Wording	The questions in the preceding report are written exactly as they were asked to individuals.
Language of Survey	The survey was conducted in both English and French.	Research/Data Collection Supplier	Nanos Research
Standards	Nanos Research is a member of the Canadian Research Insights Council (CRIC) and confirms that this research fully complies with all CRIC Standards including the CRIC Public Opinion Research Standards and Disclosure Requirements. https://canadianresearchinsightscouncil.ca/standards/	Contact	Contact Nanos Research for more information or with any concerns or questions. http://www.nanos.co Telephone:(613) 234-4666 ext. 237 Email: info@nanosresearch.com.



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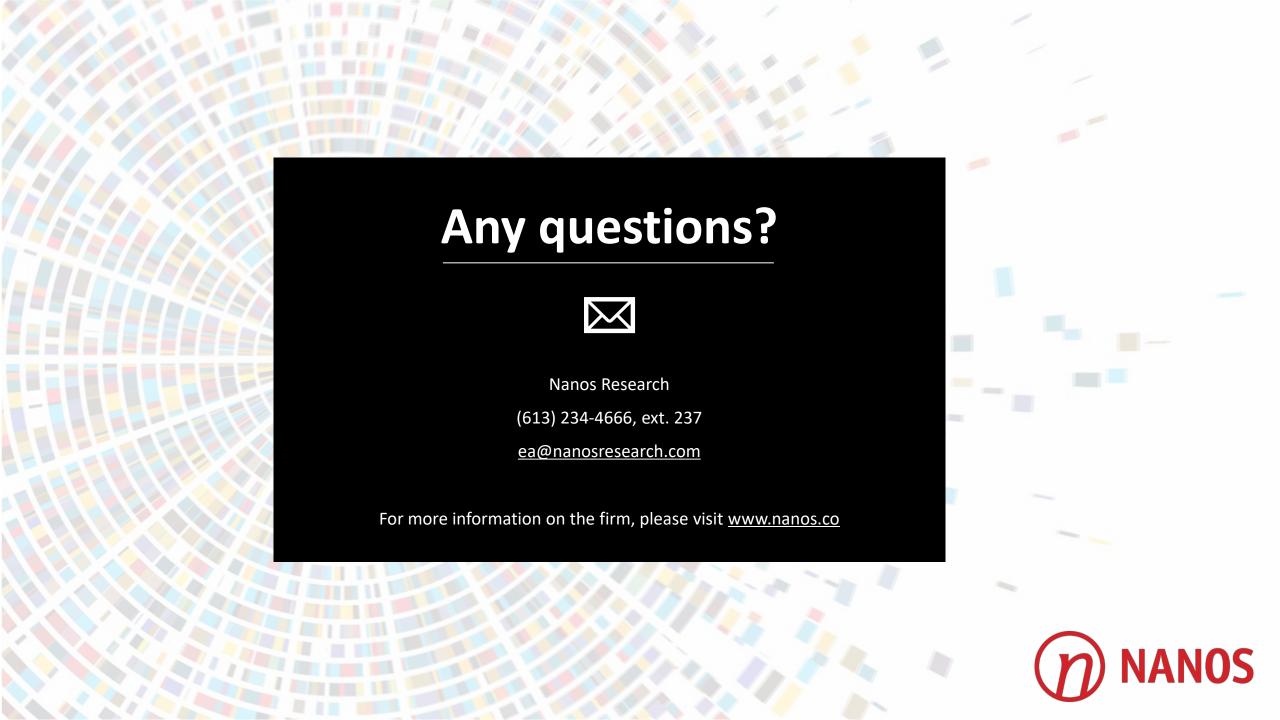


dimap

This international joint venture between <u>dimap</u> and <u>Nanos</u> brings together top research and data experts from North American and Europe to deliver exceptional data intelligence to clients. The team offers data intelligence services ranging from demographic and sentiment microtargeting; consumer sentiment identification and decision conversion; and, data analytics and profiling for consumer persuasion. www.nanosdimap.com

EthicStratēgies

Ethic Strategies was created by the founding partners of <u>PAA Advisory</u> and the <u>Nanos</u> <u>Research Corporation</u>, both recognized leaders in research, advocacy, and advisory. Ethic provides bespoke strategic counsel, advice, and communications strategies to organizations facing serious issues. <u>www.ethicstrategies.com</u>





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					Reg	ion				Gender			Age	
			Canada					British				18 to	35 to	55
			2023-12	Atlantic	Quebec	Ontario	Prairies	Columbia	Male	Female	Other	34	54	plus
Question - Which of the following	Total	Unwgt N	1069	101	250	353	210	155	567	499	3	195	362	512
categories best		Wgt N	1003	68	231	388	175	141	490	510	3	268	324	411
describes your current employment status? Are you	Working full-time, that is, 30 or more hours per week	%	50.1	47.2	55.5	49.6	51.8	41.9	53.5	47.1		71.6	66.3	23.4
[Single select]	Working part-time, that is, less than 30 hours per week	%	8.1	6.6	7.8	7.2	9.6	10.1	6.7	9.6		10.2	6.6	8.0
	Self-employed	%	11.0	5.1	10.6	10.8	10.3	15.7	10.7	11.4		5.0	11.8	14.3
	Unemployed, but looking for work	%	2.3	6.5	1.3	1.8	2.9	2.5	2.2	2.1		3.2	3.8	0.5
	A student attending school full-time	%	0.9	0.0	0.4	1.1	0.8	1.6	1.1	0.7		3.3	0.0	0.0
	Retired	%	21.4	28.8	20.1	22.4	19.1	20.0	21.0	21.9		0.0	2.5	50.1
	Not in the workforce [FULL- TIME HOMEMAKER, UNEMPLOYED, NOT LOOKING FOR WORK]	%	3.0	0.0	2.9	4.2	2.3	1.8	1.6	4.3		2.7	5.5	1.1
	Other	%	2.3	5.2	1.4	2.0	2.0	3.5	2.0	2.4		3.1	1.4	2.4
	Prefer not to answer	%	1.0	0.7	0.0	0.9	1.2	2.8	1.2	0.6		1.0	2.0	0.2

According to experts, technological changes such as automation, artificial intelligence, online shopping and the sharing economy (e.g. UBER, Airbnb) and climate change could have significant impacts on the job market. To what extent do the following statements apply to you personally? [ROTATE]

					Reg	gion				Gender			Age	,
			Canada					British				18 to	35 to	55
			2023-12	Atlantic	Quebec	Ontario	Prairies	Columbia	Male	Female	Other	34	54	plus
Question - These changes threaten	Total	Unwgt N	713	59	186	224	145	99	383	330	-	168	309	236
my job [ONLY ASK		Wgt N	692	39	171	263	126	94	346	346		230	274	188
IF ANSWERED 1,2 OR 3 IN Q1]	Likely	%	5.7	5.2	3.6	5.6	8.3	6.3	5.9	5.4		6.0	6.7	3.8
ON 5 IIV QIJ	Somewhat likely	%	13.6	8.8	11.4	15.4	11.4	17.3	13.6	13.6		16.1	13.4	10.9
	Somewhat unlikely	%	30.1	20.6	31.4	31.7	29.3	28.5	28.7	31.6		33.4	30.6	25.5
	Unlikely	%	47.6	63.0	50.0	44.6	47.4	45.5	49.0	46.3		42.4	45.8	56.7
	Unsure	%	3.0	2.4	3.6	2.6	3.6	2.4	2.8	3.2		2.2	3.5	3.2



According to experts, technological changes such as automation, artificial intelligence, online shopping and the sharing economy (e.g. UBER, Airbnb) and climate change could have significant impacts on the job market. To what extent do the following statements apply to you personally? [ROTATE]

					Reg	ion				Gender		Age		
			Canada 2023-12	Atlantic	Quebec	Ontario	Prairies	British Columbia	Male	Female	Other	18 to 34	35 to 54	55
					-,						Other			plus
Question - These changes will affect	Total	Unwgt N	715	59	187	224	146	99	383	332	-	168	309	238
my work tasks, and		Wgt N	694	39	172	263	126	94	346	348	-	230	274	190
I will need training IONLY ASK IF	Likely	%	10.3	8.2	11.1	11.4	9.7	7.2	10.8	9.8		13.2	9.4	8.0
ANSWERED 1,2 OR	Somewhat likely	%	27.0	16.8	33.4	25.2	26.0	26.1	25.0	29.0		28.4	27.6	24.5
3 IN Q1]	Somewhat unlikely	%	24.3	28.9	23.5	25.5	22.3	23.4	25.7	23.0		29.3	22.2	21.3
	Unlikely	%	34.3	43.6	27.7	33.8	37.4	39.8	35.2	33.5		26.0	36.6	41.1
	Unsure	%	4.1	2.4	4.3	4.1	4.7	3.4	3.4	4.7		3.1	4.2	5.0

					Reg	gion				Gender			Age	
			Canada 2023-12	Atlantic	Quebec	Ontario	Prairies	British Columbia	Male	Female	Other	18 to 34	35 to 54	55 plus
Question - Which statement best	Total	Unwgt N	1069	101	250	353	210	155	567	499	3	195	362	512
describes your		Wgt N	1003	68	231	388	175	141	490	510	3	268	324	411
situation?	I have all the training I need	%	28.4	23.6	35.2	24.9	26.3	31.7	31.4	25.2		24.1	24.6	34.2
	I would be interested in taking training	%	29.1	26.1	33.6	29.3	26.0	26.3	29.8	28.6		36.1	31.4	22.6
	I would be interested in taking training, but I do not have time for it	%	6.8	5.5	3.8	7.9	10.0	5.4	8.5	5.3		11.1	9.9	1.6
	I would be interested in taking training, but I cannot afford it	%	12.6	15.1	8.7	12.8	15.0	14.7	9.5	15.6		18.9	18.5	4.0
	I do not want training	%	16.7	24.8	13.0	16.5	18.8	17.0	15.1	18.3		6.3	9.2	29.4
	I don't know	%	6.4	4.9	5.7	8.7	3.8	5.0	5.7	7.1		3.5	6.4	8.2

					Reg	gion				Gender			Age	
			Canada 2023-12	Atlantic	Quebec	Ontario	Prairies	British Columbia	Male	Female	Other	18 to 34	35 to 54	55 plus
Question - I should take training to	Total	Unwgt N	1069	101	250	353	210	155	567	499	3	195	362	512
improve my		Wgt N	1003	68	231	388	175	141	490	510	3	268	324	411
reading ability.	Agree	%	4.1	2.8	2.8	4.5	4.3	5.5	4.9	3.4		8.0	4.4	1.3
	Somewhat agree	%	5.3	4.4	5.4	6.1	5.9	2.8	6.2	4.5		6.0	4.9	5.2
	Somewhat disagree	%	9.3	14.3	11.9	8.3	8.8	6.2	11.4	7.4		12.5	10.8	6.0
	Disagree	%	77.8	77.7	73.8	77.2	79.5	83.8	74.2	81.1		68.8	77.7	83.7
	Unsure	%	3.5	0.8	6.1	3.9	1.5	1.7	3.3	3.6		4.6	2.1	3.8



To what extent do you agree or disagree with the following statements? [RANDOMIZE]

					Re	gion				Gender			Age	
			Canada	Addition	0 1	0.1		British		5l.	0.1	18 to	35 to	55
			2023-12	Atlantic	Quebec	Ontario	Prairies	Columbia	Male	Female	Other	34	54	plus
Question - I should take training to	Total	Unwgt N	1069	101	250	353	210	155	567	499	3	195	362	512
improve my math		Wgt N	1003	68	231	388	175	141	490	510	3	268	324	411
skills.	Agree	%	7.9	8.7	6.3	7.5	9.3	9.4	7.6	8.3		14.8	7.8	3.5
	Somewhat agree	%	12.5	10.3	13.0	12.7	14.2	10.6	10.9	14.0		18.1	15.6	6.5
	Somewhat disagree	%	13.5	14.3	15.0	12.4	16.0	10.6	15.6	11.5		15.6	17.2	9.2
	Disagree	%	61.5	61.9	61.7	62.3	56.2	65.2	62.1	60.9		46.5	56.7	75.1
	Unsure	%	4.5	4.8	4.0	5.1	4.3	4.1	3.8	5.3		5.0	2.7	5.7

To what extent do you agree or disagree with the following statements? [RANDOMIZE] $\begin{tabular}{ll} \hline \end{tabular} \label{table_equation}$

					Re	gion				Gender			Age	
			Canada 2023-12	Atlantic	Quebec	Ontario	Prairies	British Columbia	Male	Female	Other	18 to 34	35 to 54	55 plus
Question - I should take training to	Total	Unwgt N	1069	101	250	353	210	155	567	499	3	195	362	512
improve my		Wgt N	1003	68	231	388	175	141	490	510	3	268	324	411
computer skills (e.g. using Internet	Agree	%	16.0	9.9	14.9	14.7	19.4	19.7	17.2	14.9		18.9	17.4	12.9
tools).	Somewhat agree	%	28.9	24.2	26.5	32.3	27.8	27.5	27.2	30.8		28.7	30.6	27.8
,	Somewhat disagree	%	13.6	16.8	17.9	11.5	10.5	14.9	14.8	12.6		17.9	14.2	10.4
	Disagree	%	38.1	47.0	36.7	36.9	41.5	35.5	38.1	37.8		31.6	35.9	44.1
	Unsure	%	3.3	2.0	3.9	4.6	0.8	2.4	2.8	3.8		2.8	1.9	4.7

					Re	gion				Gender			Age	
			Canada	Atlantic	Oughoo	Ontorio	Prairies	British Columbia	Mala	Famala	Othor	18 to 34	35 to	55
0 " 11 11	T		2023-12		Quebec	Ontario			Male	Female	Other		54	plus
Question - I should take training to	Total	Unwgt N	1069	101	250	353	210	155	567	499	3	195	362	512
improve my		Wgt N	1003	68	231	388	175	141	490	510	3	268	324	411
occupational skills.	Agree	%	18.3	20.9	15.2	16.5	24.0	19.9	17.3	19.4		34.2	21.0	5.8
	Somewhat agree	%	22.5	19.0	24.9	22.1	24.3	19.0	24.4	20.6		30.1	31.5	10.4
	Somewhat disagree	%	9.3	9.7	15.3	7.8	9.3	3.7	11.4	7.4		10.3	12.9	6.0
	Disagree	%	42.9	47.1	35.3	45.6	38.1	52.0	40.5	45.1		18.2	30.2	69.0
	Unsure	%	6.9	3.3	9.3	7.9	4.3	5.4	6.4	7.5		7.2	4.4	8.8



					Reg	gion				Gender			Age	
			Canada					British				18 to	35 to	55
			2023-12	Atlantic	Quebec	Ontario	Prairies	Columbia	Male	Female	Other	34	54	plus
Question - I need a skills assessment to	Total	Unwgt N	1069	101	250	353	210	155	567	499	3	195	362	512
better identify my		Wgt N	1003	68	231	388	175	141	490	510	3	268	324	411
training needs.	Agree	%	10.1	8.4	10.4	9.1	11.3	11.7	11.2	8.9		17.1	12.3	3.7
	Somewhat agree	%	15.2	13.3	16.7	15.0	17.2	11.9	15.2	15.3		22.2	18.0	8.4
	Somewhat disagree	%	11.7	6.4	16.9	10.8	9.8	10.4	13.3	10.2		13.8	15.8	7.0
	Disagree	%	55.0	61.4	48.9	55.2	56.0	60.4	52.2	57.6		40.9	47.7	70.0
	Unsure	%	8.0	10.5	7.2	10.0	5.8	5.6	8.0	8.1		5.9	6.2	10.9

				Whic	h of the following I	oest describes your	self?	
			Canada 2023- 12	A Canadian citizen born in Canada, and all my parents and grandparents were born in Canada	An immigrant (born in another country)	A first- generation Canadian citizen born in Canada (at least one parent born in another country)	A second- generation Canadian citizen born in Canada (at least one grandparent born in another country)	Prefer not to say
Question - Which of the	Total	Unwgt N	1067	505	147	194	214	7
following categories best describes your current		N Wgt N	1001	461	147	193	193	7
employment status? Are you [Single select]	Working full-time, that is, 30 or more hours per week	%	50.1	51.6	48.9	50.1	48.7	
	Working part-time, that is, less than 30 hours per week	%	8.0	6.9	7.1	8.6	10.8	
	Self-employed	%	11.0	10.5	8.1	11.6	12.7	
	Unemployed, but looking for work	%	2.3	2.5	3.6	0.6	2.5	
	A student attending school full-time	%	0.9	0.2	2.8	0.5	1.3	
	Retired	%	21.4	22.0	23.9	18.1	21.9	
	Not in the workforce [FULL- TIME HOMEMAKER, UNEMPLOYED, NOT LOOKING FOR WORK]	%	3.0	2.2	4.1	5.7	0.8	
	Other	%	2.3	2.7	0.7	3.8	1.2	
	Prefer not to answer	%	1.0	1.6	0.7	0.9	0.0	

According to experts, technological changes such as automation, artificial intelligence, online shopping and the sharing economy (e.g. UBER, Airbnb) and climate change could have significant impacts on the job market. To what extent do the following statements apply to you personally? [ROTATE]

				Whic	h of the following I	oest describes your	self?	
			Canada 2023- 12	A Canadian citizen born in Canada, and all my parents and grandparents were born in Canada	An immigrant (born in another country)	A first- generation Canadian citizen born in Canada (at least one parent born in another country)	A second- generation Canadian citizen born in Canada (at least one grandparent born in another country)	Prefer not to say
Question - These changes threaten my job [ONLY ASK	Total	Unwgt N	711	339	88	132	147	5
IF ANSWERED 1,2 OR 3 IN		Wgt N	690	315	94	136	140	5
Q1]	Likely	%	5.7	5.0	8.6	2.4	8.6	
	Somewhat likely	%	13.6	12.6	21.3	13.4	10.6	
	Somewhat unlikely	%	30.2	32.5	27.8	31.8	24.9	
	Unlikely	%	47.5	46.7	38.6	48.9	54.9	
	Unsure	%	3.0	3.2	3.7	3.4	1.1	



According to experts, technological changes such as automation, artificial intelligence, online shopping and the sharing economy (e.g. UBER, Airbnb) and climate change could have significant impacts on the job market. To what extent do the following statements apply to you personally? [ROTATE]

				Whic	h of the following	best describes your	self?	
			Canada 2023- 12	A Canadian citizen born in Canada, and all my parents and grandparents were born in Canada	An immigrant (born in another country)	A first- generation Canadian citizen born in Canada (at least one parent born in another country)	A second- generation Canadian citizen born in Canada (at least one grandparent born in another country)	Prefer not to say
Question - These changes will affect my work tasks,	Total	Unwgt N	713	340	88	132	148	5
and I will need training		Wgt N	692	316	94	136	140	5
[ONLY ASK IF ANSWERED 1,2 OR 3 IN Q1]	Likely	%	10.3	9.5	13.2	11.2	9.6	
1,2 01(3 11(Q1)	Somewhat likely	%	27.1	29.6	30.9	23.5	23.2	
	Somewhat unlikely	%	24.3	24.9	23.6	27.9	18.8	
	Unlikely	%	34.2	32.0	28.0	32.2	46.1	
	Unsure	%	4.1	4.1	4.2	5.2	2.2	

				Whic	h of the following I	oest describes your	self?	
			Canada 2023- 12	A Canadian citizen born in Canada, and all my parents and grandparents were born in Canada	An immigrant (born in another country)	A first- generation Canadian citizen born in Canada (at least one parent born in another country)	A second- generation Canadian citizen born in Canada (at least one grandparent born in another country)	Prefer not to say
Question - Which statement best describes	Total	Unwgt N	1067	505	147	194	214	7
your situation?		Wgt N	1001	461	147	193	193	7
	I have all the training I need	%	28.3	28.8	24.6	28.3	30.0	
	I would be interested in taking training	%	29.1	30.8	28.5	25.1	29.7	
	I would be interested in taking training, but I do not have time for it	%	6.8	6.9	6.2	7.3	6.8	
	I would be interested in taking training, but I cannot afford it	%	12.7	11.3	17.0	15.3	10.1	
	I do not want training	%	16.7	17.7	16.8	16.0	15.4	
	I don't know	%	6.4	4.5	7.0	7.9	8.0	



To what extent do you agree or disagree with the following statements? [RANDOMIZE]

				Which o	f the following	best describes your	self?	
			Canada 2023-	A Canadian citizen born in Canada, and all my parents and grandparents were born in	An immigrant (born in another	A first- generation Canadian citizen born in Canada (at least one parent born in another	A second- generation Canadian citizen born in Canada (at least one grandparent born in another	Prefer not to
			12	Canada	country)	country)	country)	say
Question - I should take training to improve my	Total	Unwgt N	1067	505	147	194	214	7
reading ability.		Wgt N	1001	461	147	193	193	7
	Agree	%	4.1	4.1	6.9	5.3	1.1	
	Somewhat agree	%	5.3	4.3	5.6	6.9	5.7	
	Somewhat disagree	%	9.3	11.3	11.8	6.2	6.4	
	Disagree	%	77.7	76.2	70.7	80.4	83.9	
	Unsure	%	3.5	4.1	5.0	1.2	3.0	

				Whic	ch of the following I	best describes your	self?	
				A Canadian citizen born in Canada, and all my parents and grandparents	An immigrant (born in	A first- generation Canadian citizen born in Canada (at least one parent born in	A second- generation Canadian citizen born in Canada (at least one grandparent born in	
			Canada 2023- 12	were born in Canada	another country)	another country)	another country)	Prefer not to say
Question - I should take training to improve my math skills.	Total	Unwgt N Wgt N	1067	505	147 147	194 193	214	7
	Agree	%	7.9	7.6	9.3	8.6	7.2	
	Somewhat agree	%	12.6	12.9	9.5	13.3	13.3	
	Somewhat disagree	%	13.5	15.7	17.4	7.4	10.5	
	Disagree	%	61.4	59.6	55.8	67.7	64.6	
	Unsure	%	4.6	4.2	8.0	3.1	4.5	



To what extent do you agree or disagree with the following statements? [RANDOMIZE]

				Whic	h of the following	oest describes your	self?	
			Canada 2023-	A Canadian citizen born in Canada, and all my parents and grandparents were born in	An immigrant (born in another	A first- generation Canadian citizen born in Canada (at least one parent born in another	A second- generation Canadian citizen born in Canada (at least one grandparent born in another	Prefer not to
0 - 1 - 1 - 11 - 1	T		12	Canada	country)	country)	country)	say
Question - I should take training to improve my	Total	Unwgt N	1067	505	147	194	214	/
computer skills (e.g. using		Wgt N	1001	461	147	193	193	7
Internet tools).	Agree	%	15.9	16.3	16.5	14.2	16.9	
	Somewhat agree	%	29.0	29.8	25.1	33.4	25.2	
	Somewhat disagree	%	13.6	14.4	16.4	11.0	11.9	
	Disagree	%	38.2	35.9	37.0	39.6	43.1	
	Unsure	%	3.3	3.6	5.0	1.8	2.9	

				Whic	ch of the following I	best describes your	self?	
				A Canadian citizen born in Canada, and all my parents and grandparents	An immigrant (born in	A first- generation Canadian citizen born in Canada (at least one parent born in	A second- generation Canadian citizen born in Canada (at least one grandparent born in	
			Canada 2023-	were born in	another	another	another	Prefer not to
Question - I should take	Total	Unwgt	12 1067	Canada 505	country) 147	country) 194	country) 214	say
training to improve my	Total	N	1007	303	147	154	214	,
occupational skills.		Wgt N	1001	461	147	193	193	7
	Agree	%	18.3	18.5	19.3	19.4	16.0	
	Somewhat agree	%	22.5	21.4	23.4	21.9	25.4	
	Somewhat disagree	%	9.3	13.6	6.4	5.8	4.2	
	Disagree	%	43.0	40.4	41.3	45.7	47.9	
	Unsure	%	6.9	6.1	9.6	7.2	6.5	



				Whic	ch of the following I	best describes your	self?	
						A first-	A second- generation	
				A Canadian citizen born in		generation Canadian	Canadian citizen born in	
				Canada, and all my parents		citizen born in Canada (at	Canada (at least one	
				and grandparents	An immigrant (born in	least one parent born in	grandparent born in	
			Canada 2023- 12	were born in Canada	another country)	another country)	another country)	Prefer not to say
Question - I need a skills assessment to better	Total	Unwgt N	1067	505	147	194	214	7
identify my training needs.		Wgt N	1001	461	147	193	193	7
	Agree	%	10.1	7.9	17.6	11.3	8.2	
	Somewhat agree	%	15.2	15.4	16.0	14.6	15.3	
	Somewhat disagree	%	11.7	12.3	12.1	12.2	8.7	
	Disagree	%	54.9	55.7	43.7	54.9	62.7	
-	Unsure	%	8.1	8.7	10.6	7.0	5.0	



According to experts, technological changes such as automation, artificial intelligence, online shopping and the sharing economy (e.g. UBER, Airbnb) and climate change could have significant impacts on the job market. To what extent do the following statements apply to you personally? [ROTATE]

				Whic	h of the followir	ng categories b	est describes you	ır current emp	oloyment st	tatus? Are you		
			Canada 2023-12	Working full-time, that is, 30 or more hours per week	Working part-time, that is, less than 30 hours per week	Self- employed	Unemployed, but looking for work	A student attending school full-time	Retire d	Not in the workforce [FULL-TIME HOMEMAKER, UNEMPLOYED, NOT LOOKING FOR WORK]	Other	Prefer not to answe r
Question -	Total	Unwgt N	713	504	85	124	-	-	-	-	-	-
These		Wgt N	692	502	79	110		-	-	-	-	-
changes threaten my	Likely	%	5.7	5.6	5.5	6.2						
job [ONLY ASK IF	Somewhat likely	%	13.6	13.5	13.0	14.5						
ANSWERED 1,2 OR 3 IN	Somewhat unlikely	%	30.1	31.4	21.2	30.8						
Q1]	Unlikely	%	47.6	46.2	59.1	45.8						
	Unsure	%	3.0	3.3	1.3	2.8						

According to experts, technological changes such as automation, artificial intelligence, online shopping and the sharing economy (e.g. UBER, Airbnb) and climate change could have significant impacts on the job market. To what extent do the following statements apply to you personally? [ROTATE]

				Whic	h of the follo	wing categori	es best describes	your current e	employmen	t status? Are you		
			Canada	Working full-time, that is, 30 or more hours per	Working part- time, that is, less than 30 hours per	Self-	Unemployed, but looking	A student attending school		Not in the workforce [FULL-TIME HOMEMAKER, UNEMPLOYED, NOT LOOKING		Prefer not to
			2023-12	week	week	employed	for work	full-time	Retired	FOR WORK]	Other	answer
Question - These changes will affect	Total	Unwgt N	715	504	85	124	-	-	2	-	-	-
my work tasks,		Wgt N	694	502	79	110						
and I will need training [ONLY	Likely	%	10.3	10.1	10.8	10.8						
ASK IF ANSWERED	Somewhat likely	%	27.0	26.5	29.5	28.1						
1,2 OR 3 IN Q1]	Somewhat unlikely	%	24.3	25.7	14.0	25.0						
	Unlikely	%	34.3	33.3	44.5	31.6						
	Unsure	%	4.1	4.4	1.3	4.5						

				Whic	h of the follo	wing categorie	es best describes	your current e	mploymen	t status? Are you		
			Canada 2023-12	Working full-time, that is, 30 or more hours per week	Working part- time, that is, less than 30 hours per week	Self- employed	Unemployed, but looking for work	A student attending school full-time	Retired	Not in the workforce [FULL-TIME HOMEMAKER, UNEMPLOYED, NOT LOOKING FOR WORK]	Other	Prefer not to answer
Question - Which statement best	Total	Unwgt N	1069	504	87	124	23	6	263	28	24	10
describes your		Wgt N	1003	502	82	110	23	9	215	30	23	10
situation?	I have all the training I need	%	28.4	27.3	27.9	36.0			28.7			
	I would be interested in taking training	%	29.1	39.4	33.5	30.8			7.4			
	I would be interested in taking training, but I do not have time for it	%	6.8	10.3	4.8	7.0			0.9			
	I would be interested in taking training, but I cannot afford it	%	12.6	13.0	15.3	16.6			1.2			
	I do not want training	%	16.7	3.7	15.2	5.2			53.4			
	I don't know	%	6.4	6.2	3.3	4.4			8.5			

				Whic	h of the follo	wing categori	es best describes	your current e	employmen	it status? Are you		-
			Canada 2023-12	Working full- time, that is, 30 or more hours per week	Working part- time, that is, less than 30 hours per week	Self- employed	Unemployed, but looking for work	A student attending school full-time	Retired	Not in the workforce [FULL-TIME HOMEMAKER, UNEMPLOYED, NOT LOOKING FOR WORK]	Other	Prefer not to answer
Question - I should take	Total	Unwgt N	1069	504	87	124	23	6	263	28	24	10
training to		Wgt N	1003	502	82	110	23	9	215	30	23	10
improve my reading ability.	Agree	%	4.1	4.6	4.5	2.8			0.6			
reading ability.	Somewhat agree	%	5.3	4.4	10.8	5.8			5.1			
	Somewhat disagree	%	9.3	12.7	10.3	2.2			6.1			
	Disagree	%	77.8	74.3	72.2	88.3			82.4			
	Unsure	%	3.5	3.9	2.1	0.9			5.8			



To what extent do you agree or disagree with the following statements? [RANDOMIZE] $\begin{tabular}{ll} \hline \end{tabular} \label{table_equation}$

				Whic	h of the follo	wing categori	es best describes	your current e	mploymen	t status? Are you		
				Working full-time, that is, 30 or more hours	Working part- time, that is, less than 30 hours		Unemployed,	A student attending		Not in the workforce [FULL-TIME HOMEMAKER, UNEMPLOYED,		Prefer
			Canada 2023-12	per week	per week	Self- employed	but looking for work	school full-time	Retired	NOT LOOKING FOR WORK]	Other	not to answer
Question - I should take	Total	Unwgt N	1069	504	87	124	23	6	263	28	24	10
training to		Wgt N	1003	502	82	110	23	9	215	30	23	10
improve my math skills.	Agree	%	7.9	9.3	14.8	4.1			2.6			
JKIIIJ.	Somewhat agree	%	12.5	14.5	14.6	15.6			6.5			
	Somewhat disagree	%	13.5	17.1	6.0	9.5			9.4			
	Disagree	%	61.5	54.5	61.7	68.1			74.7			
	Unsure	%	4.5	4.6	2.8	2.6			6.8			

				Whic	h of the follo	wing categori	es best describes	your current	employmer	nt status? Are you		
			Canada 2023-12	Working full- time, that is, 30 or more hours per week	Working part- time, that is, less than 30 hours per week	Self- employed	Unemployed, but looking for work	A student attending school full-time	Retired	Not in the workforce [FULL-TIME HOMEMAKER, UNEMPLOYED, NOT LOOKING FOR WORK]	Other	Prefer not to answer
Question - I should take	Total	Unwgt N	1069	504	87	124	23	6	263	28	24	10
training to		Wgt N	1003	502	82	110	23	9	215	30	23	10
improve my computer skills	Agree	%	16.0	16.2	17.6	15.0			13.2			
(e.g. using	Somewhat agree	%	28.9	28.9	29.2	26.0			29.3			
Internet tools).	Somewhat disagree	%	13.6	14.7	20.9	16.0			9.7			
	Disagree	%	38.1	37.4	31.4	40.3			41.0			
	Unsure	%	3.3	3.0	1.0	2.6			6.8			



To what extent do you agree or disagree with the following statements? [RANDOMIZE]

				Whic	h of the follo	wing categorie	es best describes	your current e	employmen	t status? Are you		
				Working full-time, that is, 30 or	Working part- time, that is,					Not in the workforce [FULL-TIME		
			Canada 2023-12	more hours per week	less than 30 hours per week	Self- employed	Unemployed, but looking for work	A student attending school full-time	Retired	HOMEMAKER, UNEMPLOYED, NOT LOOKING FOR WORK]	Other	Prefer not to answer
Question - I should take	Total	Unwgt N	1069	504	87	124	23	6	263	28	24	10
training to		Wgt N	1003	502	82	110	23	9	215	30	23	10
improve my occupational	Agree	%	18.3	21.0	27.2	18.1			4.1			
skills.	Somewhat agree	%	22.5	29.1	15.8	25.3			6.6			
	Somewhat disagree	%	9.3	11.9	12.0	7.7			4.0			
	Disagree	%	42.9	31.9	38.2	45.1			74.4			
	Unsure	%	6.9	6.2	6.8	3.8			10.9			

				Whic	h of the follo	wing categorie	es best describes	your current e	employmen	t status? Are you		
				Working	Working							
				full-time,	part-					Not in the		
				that is,	time,					workforce		
				30 or	that is,			Α		[FULL-TIME		
				more	less than			student		HOMEMAKER,		
				hours	30 hours		Unemployed,	attending		UNEMPLOYED,		Prefer
			Canada	per	per	Self-	but looking	school		NOT LOOKING		not to
			2023-12	week	week	employed	for work	full-time	Retired	FOR WORK]	Other	answer
Question - I need	Total	Unwgt	1069	504	87	124	23	6	263	28	24	10
a skills assessment		N										
to better identify		Wgt N	1003	502	82	110	23	9	215	30	23	10
my training needs.	Agree	%	10.1	12.0	9.8	5.8			3.9			
	Somewhat agree	%	15.2	17.0	24.3	15.8			6.0			
	Somewhat	%	11.7	14.4	13.7	12.4			5.7			
	disagree											
	Disagree	%	55.0	49.8	48.2	58.9			70.1			
	Unsure	%	8.0	6.8	4.0	7.1			14.4			