

## HIO FACT SHEET

# Ottawa's Aging Workforce

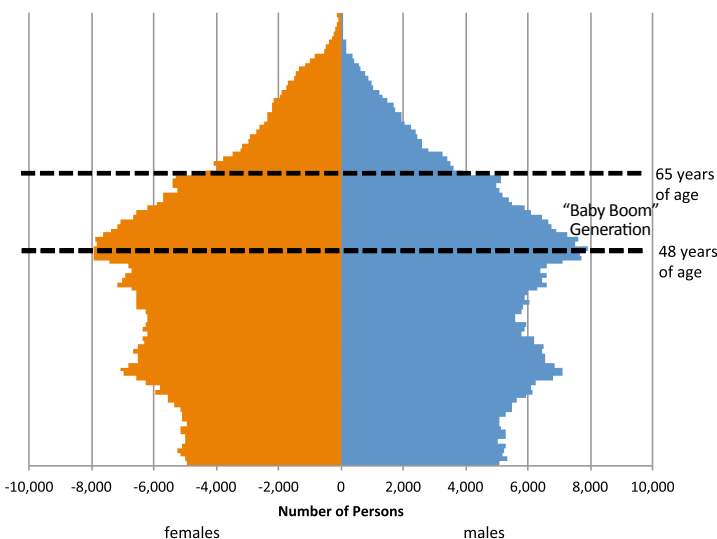
Ottawa's employers will see an elevated number of retirements in the years ahead, as the baby-boomer retirement wave begins to crest. During the period 2001 to 2011, the number of employed persons in Ottawa aged 55 and over increased by 78%, more than five times the 14% growth rate of the overall workforce. Older workers aged 55 and over now make up 17% of Ottawa's employed workforce – nearly one in six workers. Based on current participation rates, more than three-quarters of these older workers are likely to retire within 10 years.

Population projections show that as baby boomers retire, there will be fewer young people entering Ottawa's labour market. To meet the human resource challenges posed by an aging workforce, Ottawa's employers must continue to support and develop top talent. This includes young people entering the workforce, current workers seeking professional development, and internationally educated and experienced newcomers, who represented 51% of Ottawa's net labour force growth between 2001 and 2011.

### Quick Facts

- One in three Ottawa employers report difficulties recruiting the skills they need for their businesses.<sup>i</sup>
- The fastest-growing age group in Ottawa between 2006 and 2011 was 60–64 year olds — an increase of 35%.
- There are 260,000 “baby boomers” in Ottawa (born between 1946 and 1965) representing 28% of the total population. The first boomers turned 65 in 2011 and by 2031 all boomers will be 65 or older.
- Almost half (48%) of immigrants to Ottawa in the past 10 years were between the ages of 25 and 44 at their time of arrival. An additional 15% were youth aged 15 to 24 and 21% were children under 14. Only 4% were 65 or older at the time of their arrival.

Population Pyramid for Ottawa, 2011



Source: Prepared by Hire Immigrants Ottawa using Statistics Canada, 2011 National Household Survey CANSIM table 99-012-2011038

### WHAT EMPLOYERS SHOULD KNOW

- Understand the importance of investing in talent management and succession planning
- Broaden talent search to include skilled immigrants already in Canada
- Develop and implement diversity and inclusion policies and practices

### We Can Help

Hire Immigrant Ottawa's programs and resources support employers to enhance their ability to access the local immigrant talent pool, more effectively integrate skilled immigrants and build workforce capacity.

Learn more at: [www.hireimmigrantsottawa.ca](http://www.hireimmigrantsottawa.ca) [info@hireimmigrantsottawa.ca](mailto:info@hireimmigrantsottawa.ca) 613-228-6700

<sup>i</sup> EKOS Survey, 2012.

\* Unless otherwise cited, all statistics shown are derived from Statistics Canada data.