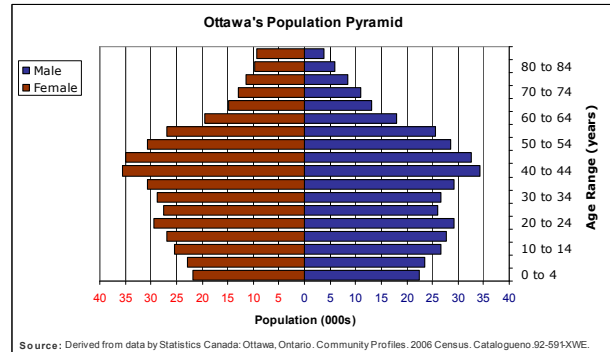


The transforming labour market: What you need to know

The shape of the population pyramid (right) tells the story — Ottawa's labour market is changing:

- retiring baby boomers put employers at risk of sudden and considerable reductions in their existing workforces
- access to skilled workers from traditional labour pools will become a greater challenge with every passing year



These are some key aspects of the shift business leaders can expect:

- 5% The average amount by which the annual pool of labour market entrants is shrinking in Ottawa¹
- 24% The proportion of Canada's employers indicating difficulty in filling positions during this recession²
- Negative The rate of Canadian labour force growth by 2011 (net of immigration)³
- 69% The proportion of North American companies indicating that building leadership talent is a significant challenge⁴
- 5,600 How many federal public service employees are expected to retire annually by the peak of the wave in 2013⁵

The recession presents business leaders with a clear priority: survival. But downturns end, and recoveries are not always slow — these are the some of the signs of where our economy, and labour market, is going:

- 2.9% The expected growth rate for the Canadian economy in 2010⁶
- 84% The proportion of CEOs who anticipate increasing or maintaining their present staffing levels⁷
- 4.4% How much lower the unemployment rate is for Ottawa than for Ontario overall⁸
- 92,000 The number of full time jobs filled in September⁹
- 15% The proportion of recessionary job losses already regained this year¹⁰
- 3 Quarters How long the hiring outlook has been positive for Ottawa and Canada¹¹
- 90% The proportion of businesses expecting to maintain or increase the size of their IT staff this quarter (a key leading indicator)¹²
- 4 Points The most recent increase in the Conference Board's Help Wanted Index for Ontario¹³
- Jobless What the Canadian economic recovery is NOT expected to be¹⁴
- Masking The recession's effect in terms of demographic shifts and longer-term talent shortages¹⁵

Ottawa has a rich pool of highly skilled talent that remains largely untapped – these are some of its key characteristics:

- 4,853 The average number of immigrants who come to Ottawa every year¹⁶
- 83.4% The annual proportion of immigrants joining Ottawa’s labour force with a university degree¹⁷
- 9% The annual proportion of working age immigrants coming to Ottawa with a graduate degree¹⁸
- 8% How much higher unemployment is among very recent immigrants (landed in past 5 years) than for non-immigrants¹⁹
- 58% The proportion of recent immigrants who are NOT working in their intended occupation²⁰

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