



Working age population

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Highlights

- **Over the next 10 years, 37 of 59 Ontario census divisions have a demographic structure with fewer local potential labour market entrants than expected retirees.**
- **This demographic structure is more predominant in non-metro Ontario (occurring in 24 of 27 non-metro census divisions).**
- **On average across all non-metro census divisions, there are only 78 potential labour market entrants for each 100 individuals who will reach retirement age.**

Why look at the working age population?

A potential labour market shortage may occur in localities with more people reaching retirement age compared to the number of young people who would be expected to join the labour market. Specifically, Table 1 compares the number of expected retirees over the next 10 years (who are now 55 to 64 years of age) to the number of potential entrants over the next 10 years (who are now 10 to 19 years of age) in the metro, partially-non-metro and non-metro census divisions.

There are some caveats behind this calculation. Not everyone stops working at age 65 - some stop earlier and others later. Nor will everyone start working at age 20. Age differences in these labour market participation rates will shift over time. The demographic calculations indicate what pressures may be exerted on the dynamics of the labour markets in these regions independent of job growth or decline, independent both of changes in the levels of out-migration of youth for post-secondary education and of levels of immigrant settlement in rural Ontario. Several of these matters are addressed in other fact sheets. Despite these real complexities in understanding future labour markets, the underlying demographic structure remains a fundamental and important factor in assessing whether potential labour market shortages may possibly materialize.

For example, CDs with a lower ratio of potential entrants per potential retiree would be expected to have a greater pressure to attract in-migrants (from another CD in Canada or from international immigration) compared to CDs with a higher ratio. Also, it underscores the importance that many rural

communities place on increasing the return rate of youth who leave for post-secondary education.

Findings

The range in the impact of the local demographic structure on the local labour market is indicated by the variation in the number of entrants per 100 retirees. Across all non-metro census divisions (CDs), there are 78 potential labour market entrants for each 100 potential labour market exiters (Table 1). This demographic imbalance ranges from 47 in the Haliburton CD to a surplus of 124 in the Kenora CD.

Only three non-metro CDs (Kenora, Oxford and Perth) had more potential entrants than exiters. All other 24 non-metro CDs are facing a potential deficit (with fewer potential entrants per potential retiree). Of those, four non-metro CDs have less than two entrants for every three potential exiters (i.e. less than 66 people entering per 100 exiting): Haliburton with 47; Prince Edward with 57; Parry Sound with 58 and Sudbury with 60.

Note that neither metro nor partially-non-metro CDs have an excess supply of potential working age population as, overall, their potential labour market entrants are essentially on balance with those potentially leaving the labour market.

Summary

A deficit in the balance of incoming versus exiting working age population predominates in non-metro areas of the province. There are only a few exceptions in non-metro areas compared to the more urbanized regions of the province. All other factors remaining equal, potential labour market shortages are more likely to be a concern in these areas.

Table 1

Potential labour market entrants and potential exitters by census division, Ontario, 2012			
Census Division	Population 10 to 19 years of age	Population 55 to 64 years of age	Potential entrants to the labour force (population 10-19 years) as a percent of the potential exitters from the labour force (population 55-64 years)
Metro census divisions sorted by potential entrants as a percent of potential exitters			
Greater Sudbury	18,713	22,239	84
Toronto	281,460	314,140	90
Ottawa	104,583	110,129	95
Hamilton	65,199	67,898	96
Brant	17,982	18,313	98
York	143,911	131,287	110
Halton	68,859	57,942	119
Peel	187,412	153,949	122
Metro (subtotal)	888,119	875,897	101
Partially-non-metro census divisions sorted by potential entrants as a percent of potential exitters			
Peterborough	14,941	20,673	72
Frontenac	16,100	20,968	77
Lennox & Addington	5,145	6,659	77
Thunder Bay	17,559	22,722	77
Niagara	51,964	61,501	84
Prescott and Russell	11,044	12,276	90
Middlesex	55,048	57,219	96
Simcoe	58,593	59,054	99
Essex	51,134	50,528	101
Elgin	12,481	12,094	103
Wellington	27,744	26,569	104
Waterloo	65,616	60,713	108
Durham	87,673	76,017	115
Dufferin	8,538	6,822	125
Partially-non-metro (subtotal)	483,580	493,815	98
Non-metro census divisions sorted by potential entrants as a percent of potential exitters			
Haliburton	1,547	3,287	47
Prince Edward	2,726	4,742	57
Parry Sound	4,416	7,558	58
Sudbury	2,370	3,921	60
Algoma	12,557	18,980	66
Muskoka	6,523	9,696	67
Kawartha Lakes	8,529	12,650	67
Timiskaming	3,762	5,541	68
Bruce	7,683	11,131	69
Northumberland	9,538	13,666	70
Grey	10,839	15,123	72
Leeds & Grenville	11,839	16,195	73
Lanark	7,828	10,548	74
Renfrew	11,112	14,731	75
Lambton	15,159	19,892	76
Manitoulin	1,649	2,123	78
Nipissing	9,675	12,420	78
Hastings	15,462	19,581	79
Haldimand-Norfolk	13,797	16,883	82
Stormont, Dundas & Glengarry	13,686	16,723	82
Huron	7,623	8,869	86
Cochrane	10,661	11,979	89
Chatham-Kent	13,713	15,168	90
Rainy River	2,941	2,998	98
Perth	10,088	10,066	100
Oxford	14,434	13,922	104
Kenora	10,082	8,133	124
Non-metro (subtotal)	240,239	306,526	78
Ontario	1,611,938	1,676,238	96

The Rural Ontario Institute gratefully acknowledges the work of Ray Bollman in preparing this edition of [Focus on Rural Ontario](#). Questions on data sources can be directed to RayD.Bollman@sasktel.net. Any comments or discussions can be directed to NRagetlie@RuralOntarioInstitute.ca.