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## Migrants 25 to 44 years of age

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### Highlights

- **Among individuals in the younger segment (i.e., 25 to 44 years of age) in the core-age workforce, 9 of 27 non-metro census divisions reported a positive net migration (i.e., they attracted more in-migrants compared to the departures of out-migrants).**

### Why look at the migration of individuals 25 to 44 years of age?

Individuals 25-44 years of age are in the stage of life where they are likely to be starting families or raising children. Home ownership rates climb dramatically as people move through this age cohort.

They also represent the individuals in the younger portion of the core-age workforce. This Fact Sheet<sup>1</sup> documents which census divisions (CDs) are gaining and which are losing these potential workers due to their migration decisions.

Certainly, one reason individuals in this age group may leave a region is the lack of jobs, but areas with a shrinking labour force can also have very low unemployment rates as the number of jobs available may not decline proportionally. In this context, labour force planning agencies often speak of a “skills mismatch”. The inflow and outflow of workers presumably helps ameliorate skills mismatches so levels of turnover (i.e., inflow + outflow) may indicate a realignment of skills in the local labour market.

### Findings

Among Ontario’s 27 non-metro<sup>2</sup> CDs, 9 CDs had more in-migrants than out-migrants (Table 1). Thus, migration from/to other CDs in Canada provided a positive contribution to the local core-age workforce. The annual net impact was 0.5% or greater in the CDs of Muskoka, Oxford and Northumberland.

The remaining 18 CDs had more out-migrants than in-migrants. The loss per year was -1% or more in:

- -1.7% per year: Sudbury CD;
- -1.4% per year: Huron CD; and
- -1.0% per year: Prince Edward CD.

At the other end of the spectrum, the Oxford CD gained 172 individuals per year in this age group over the 2011 to 2016 period.

Four CDs lost over 100 individuals per year in this age group over the 2011 to 2016:

- -215 net out-migrants per year: Lambton CD;
- -187 net out-migrants per year: Algoma CD;
- -169 net out-migrants per year: Huron CD; and
- -152 net out-migrants per year: Chatham-Kent CD.

Most partially-non-metro CDs saw net gains, with Essex and Thunder Bay being the exceptions.

As likely experienced by employers, there is a considerable pace of turnover in this population every year. Importantly, a small change in the rate of out-migration or in the rate of in-migration can have a major impact on the net change.

Notably the non-metro CDs of Hastings, Bruce and Grey had no net loss or gain but still saw significant levels of in-migration and out-migration per year.

Five CDs had turnover (in-migrants plus out-migrants) over 14% in an average year:

- 18.3% turnover in the Sudbury CD with a net migration of 1.7% (8.3% in-flow; -10.0% out-flow);
- 15.3% turnover in the Prince Edward CD with a net migration of -1% (7.2% in-flow; -8.1% out-flow);
- 14.9% turnover in the Parry Sound CD with a net migration of -0.3% (7.3% in-flow; -7.6% out-flow); and a
- 14.7% turnover in the Haliburton CD with a net migration of 0.4% (7.6% in-flow; -7.2% out-flow).

### Summary

Most non-metro census divisions (18 of 27) lost population 25 to 44 years of age due to migration in the period 2011 to 2016.

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<sup>1</sup> Earlier results have been shown in the Fact Sheet: “Non-metro migration: 25 to 44 years of age” (Vol. 2, No. 12, 2014).

<sup>2</sup> Defined in “Rural Ontario’s Demography: Census Update 2016.” **Focus on Rural Ontario** (Guelph: Rural Ontario Institute, March) (<http://www.ruralontarioinstitute.ca/focus-on-rural-ontario.aspx>).

The annual net decline was greater than 1% per year in three non-metro census divisions. The net decline

was greater than 100 individuals per year in four non-metro census divisions.

**Table 1**

**Migrants<sup>1</sup>, 25 to 44 years of age, by census division<sup>2</sup>, 5-year annual average<sup>3</sup> for 2010/11 to 2015/16, Ontario**  
(census divisions are ranked by percent NET migrants)

Census Division identifier	Name of Census Division	Number of migrants <sup>1</sup> , 25 to 44 years of age (5-year annual average <sup>3</sup> , 2010/11 to 2015/16)				Migrants <sup>1</sup> as a PERCENT of number of individuals 25 to 44 years of age (5-year annual average <sup>3</sup> , 2010/11 to 2015/16)			
		IN-migrants (per year)	OUT-migrants (per year)	NET migrants (per year)	Total turnover (IN + OUT migrants) (per year)	IN-migrants (per year)	OUT-migrants (per year)	NET migrants (per year)	Total turnover (IN + OUT migrants) (per year)
<b>Metro<sup>4</sup> census divisions (ranked by percent NET migrants)</b>									
3521	Peel	18,791	-22,613	-3,822	41,404	4.7	-5.6	-1.0	10.3
3520	Toronto	38,906	-46,026	-7,120	84,933	4.4	-5.2	-0.8	9.6
3519	York	18,125	-18,667	-542	36,792	6.1	-6.3	-0.2	12.5
3553	Greater Sudbury	1,503	-1,543	-40	3,047	3.5	-3.6	-0.1	7.2
3506	Ottawa	10,867	-9,724	1,143	20,590	4.0	-3.6	0.4	7.6
3525	Hamilton	7,254	-6,488	766	13,742	5.0	-4.5	0.5	9.5
3529	Brant	1,938	-1,660	278	3,599	5.4	-4.6	0.8	10.0
3524	Halton	11,400	-8,909	2,491	20,309	7.7	-6.0	1.7	13.7
<b>Partially-non-metro<sup>4</sup> census divisions (ranked by percent NET migrants)</b>									
3537	Essex	2,538	-3,428	-890	5,967	2.6	-3.5	-0.9	6.1
3558	Thunder Bay	1,075	-1,240	-165	2,315	3.0	-3.5	-0.5	6.4
3534	Elgin	1,137	-1,144	-8	2,281	5.4	-5.5	0.0	10.9
3526	Niagara	3,718	-3,720	-2	7,438	3.6	-3.6	0.0	7.2
3539	Middlesex	5,234	-5,155	78	10,389	4.2	-4.1	0.1	8.3
3530	Waterloo	6,369	-6,224	144	12,593	4.1	-4.1	0.1	8.2
3515	Peterborough	1,581	-1,541	40	3,122	5.0	-4.9	0.1	9.9
3502	Prescott and Russell	1,285	-1,185	100	2,471	6.2	-5.7	0.5	11.9
3510	Frontenac	2,803	-2,599	205	5,402	6.7	-6.2	0.5	12.9
3511	Lennox and Addington	788	-738	50	1,526	8.1	-7.6	0.5	15.7
3523	Wellington	3,510	-3,171	339	6,681	6.0	-5.4	0.6	11.4
3518	Durham	9,936	-7,454	2,482	17,390	5.9	-4.4	1.5	10.2
3543	Simcoe	7,442	-5,214	2,228	12,655	6.3	-4.4	1.9	10.8
3522	Dufferin	1,352	-942	410	2,294	9.0	-6.3	2.7	15.2
<b>Non-metro<sup>4</sup> census divisions (ranked by percent NET migrants)</b>									
3552	Sudbury	322	-388	-66	710	8.3	-10.0	-1.7	18.3
3540	Huron	515	-684	-169	1,199	4.4	-5.8	-1.4	10.2
3513	Prince Edward	298	-338	-40	637	7.2	-8.1	-1.0	15.3
3556	Cochrane	646	-792	-146	1,437	3.3	-4.1	-0.8	7.4
3557	Algoma	688	-875	-187	1,563	2.8	-3.5	-0.8	6.3
3538	Lambton	936	-1,151	-215	2,087	3.3	-4.0	-0.8	7.3
3536	Chatham-Kent	819	-971	-152	1,790	3.5	-4.2	-0.7	7.7
3551	Manitoulin	136	-150	-14	286	5.6	-6.2	-0.6	11.8
3554	Timiskaming	300	-341	-41	641	4.3	-4.8	-0.6	9.1
3559	Rainy River	148	-172	-24	321	3.6	-4.1	-0.6	7.7
3531	Perth	852	-924	-72	1,777	4.7	-5.1	-0.4	9.8
3547	Renfrew	1,534	-1,613	-79	3,147	6.1	-6.5	-0.3	12.6
3501	Stormont, Dundas and Glengarry	912	-986	-74	1,898	3.8	-4.1	-0.3	7.9
3549	Parry Sound	571	-594	-23	1,165	7.3	-7.6	-0.3	14.9
3528	Haldimand-Norfolk	1,345	-1,405	-60	2,749	5.8	-6.0	-0.3	11.8
3560	Kenora	591	-627	-36	1,218	3.5	-3.7	-0.2	7.2
3548	Nipissing	1,033	-1,067	-35	2,100	5.0	-5.1	-0.2	10.1
3507	Leeds and Grenville	1,112	-1,136	-24	2,249	5.5	-5.6	-0.1	11.1
3512	Hastings	1,771	-1,768	2	3,539	5.7	-5.7	0.0	11.5
3541	Bruce	756	-752	4	1,507	5.3	-5.3	0.0	10.6
3542	Grey	1,137	-1,131	7	2,268	6.0	-5.9	0.0	11.9
3509	Lanark	897	-863	35	1,760	6.5	-6.2	0.3	12.7
3546	Haliburton	204	-193	12	397	7.6	-7.2	0.4	14.7
3516	Kawartha Lakes	973	-909	64	1,882	6.7	-6.3	0.4	13.0
3514	Northumberland	1,049	-975	75	2,024	6.5	-6.0	0.5	12.5
3532	Oxford	1,592	-1,420	172	3,011	6.0	-5.3	0.6	11.3
3544	Muskoka	756	-668	88	1,424	5.9	-5.2	0.7	11.1

1. In this table, a "migrant" refers to internal-to-Canada migrants. Thus, immigrants and emigrants are not included. In this table, a migrant is an individual who resided in a different census division<sup>2</sup> at the end of the year, compared to their place of residence at the beginning of the year<sup>3</sup>.

2. A census division (CD) is the general term for provincially legislated areas (such as a county, a municipalité régionale de comté or a regional district) or their equivalents. CDs are intermediate geographic areas between the province / territory and the municipality (census subdivision). Data for each CD includes all embedded (incorporated and unincorporated) localities in the CD.

3. Data for each 12-month period refers to the period July 1 of a given year to June 30 of the following year. This table shows the average for the 5 years from 2010/11 to 2015/16.

4. A metro CD has all of its component census subdivisions (CSDs) delineated as part of a Census Metropolitan Area (CMA) (centre of 100,000 or more). A partially-non-metro CD has some component CSDs being within a CMA and some CSDs being outside a CMA. A non-metro CD has all of its components CSDs being outside a CMA.

Source: Statistics Canada, (2018) **Annual Demographic Statistics: Subprovincial areas, July 1, 2017**

(Ottawa: Statistics Canada, Catalogue no. 91-214), special tabulation.