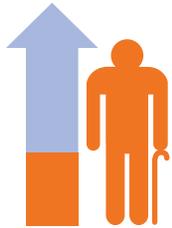


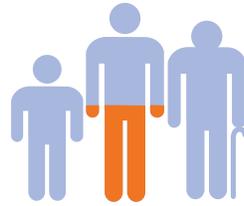
## OTTAWA'S DEMOGRAPHIC SHIFT:

# Be RESPONSIVE. Be INNOVATIVE. Be COMPETITIVE

*The National Capital's demography and labour force is changing:* a growing number of retirements, fewer young labour force entrants, growing diversity and net labour force growth fueled by immigrants with international training, global networks, diverse cultural backgrounds and expertise in a broad range of fields.



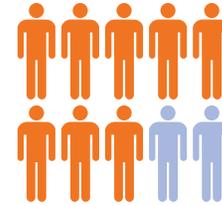
The fastest-growing age group in Ottawa between 2006 and 2011 was 60–64 year olds — an increase of 35%.



48% of immigrants to Ottawa in the past 10 years were between the ages of 25 and 44 at their time of arrival.



Ottawa is home to more than 200,000 foreign-born permanent residents, that is 23% of Ottawa's population.



Eight out of 10 recent immigrants to Ottawa identify themselves as part of the visible minority population.



Immigrants make up 27% of Ottawa's labour force with post-secondary education, 37% with a Master's degree, and 57% with an earned Doctorate.

## What Employers are saying

Access to skilled workers is one of the top three barriers to doing business in Ottawa.  
*Ottawa Business Confidence Index Report, 2014*

## Are you leveraging job-ready global talent?

### Respond

- Broaden your talent search to include skilled immigrants already in Canada.
- Develop and implement diversity and inclusion policies and practices.
- Enhance the Cultural Competency of your Human Resources and Management teams.

### Innovate

Foster innovation with a well-managed diverse workforce, for better decision making and new product/service ideas.



### Compete

Enhance your competitive edge in the local and global market by tapping into the networks and business intelligence of skilled immigrant employees.



## WE CAN HELP

Hire Immigrants Ottawa (HIO) has helped hundreds of Ottawa employers improve their ability to recruit and integrate qualified, capable employees who have recently immigrated to Canada.

Our programs and services are FREE.

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### Contact us

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