

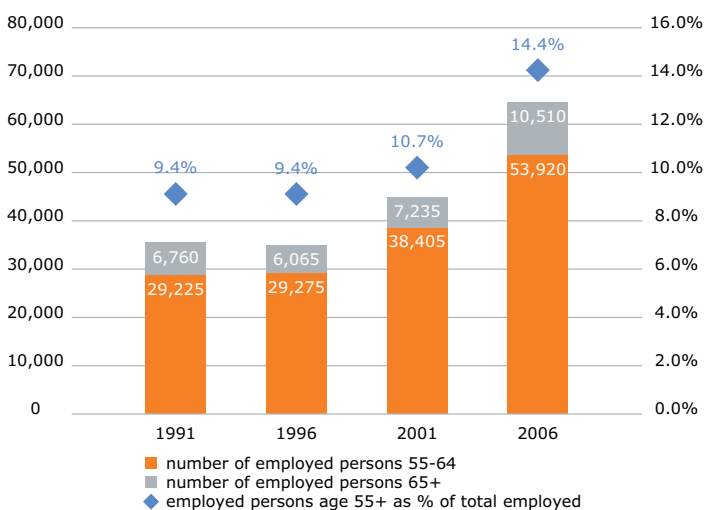
HIO FACT SHEET

Ottawa's Aging Workforce

Ottawa's demographic landscape is changing, and Ottawa's employers will be seeing an elevated number of retirements in the years ahead. Population "aging" continues apace, and the baby-boom retirement wave has barely begun to crest. Consider that during the period 1996 to 2006, the number of employed persons in Ottawa aged 55 and over increased by 84%, more than four times the 19% growth rate of the overall workforce.

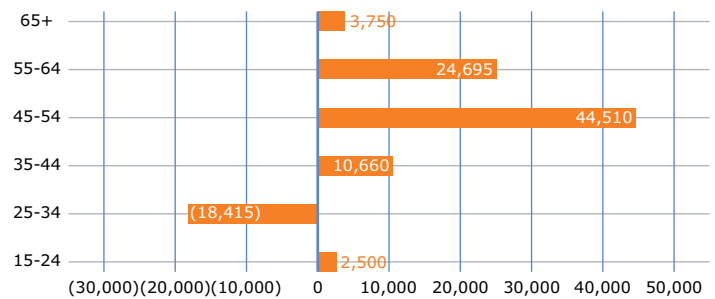
At the time of the 2006 Census, 14% of Ottawa's employed workforce – one in seven workers – was age 55 or older, with most of these people likely to retire within 10 years. In some occupations and sectors, retirements could be even more prevalent. One in four of Ottawa's senior managers, for instance, were 55 or older at the time of the 2006 Census.

Number of employed persons age 55+, Ottawa, 1991-2006



Source: Prepared by Hire Immigrants Ottawa using Statistics Canada, 2006 Census, Topic Based Tabulations

Change in the employed population, by age group, 1991 to 2006, Ottawa



Source: Prepared by Hire Immigrants Ottawa using Statistics Canada, 2006 Census, Topic Based Tabulations

What Employers Should Know

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 this demographic transition, Ottawa's employers must continue to support and develop top talent, including young people entering the workforce, current workers seeking professional development, and internationally educated and experienced newcomers who now account for the majority of Ottawa's annual net labour force growth.

Find out how we can help:

www.hireimmigrantsottawa.ca

info@hireimmigrantsottawa.ca

613-228-6700