

# Ottawa's transforming labour market:

## What you need to know

hire | embauche  
immigrants ottawa

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

- retiring baby-boomers (highlighted) 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 what business leaders can expect:

- 5% The average amount by which the annual pool of labour market entrants is shrinking in Ottawa<sup>1</sup>
- 8M+ The total number of baby-boomers in Canada<sup>2</sup>

344K The number of Canadians turning 65 in 2011<sup>3</sup> (the yellow line in the pyramid)

410K & rising The number of Canadians set to turn 65 each year after 2011<sup>4</sup>

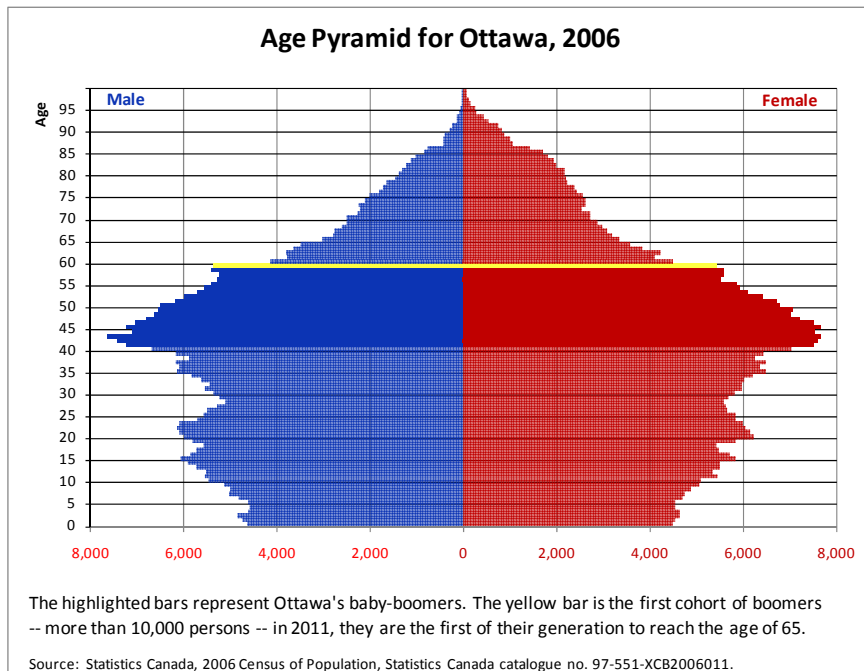
10,000+ The number of Ottawa residents set to turn 65 in 2011 (rising every year for 15 subsequent years)<sup>5</sup>

1600 How much Canada's core-working-age (25 to 54) labour force DECLINED in April<sup>6</sup>

5,600 The number of annual federal public service retirements at the peak of the wave in 2013<sup>7</sup>

As the Canadian economy continues to recover, familiar challenges for business leaders are re-emerging — these are the some of the signs of where our economy is going:

- 2.9% The expected growth rate for the Canadian economy in 2011<sup>8</sup>
- 110%+ The proportion of recessionary job losses now regained<sup>9</sup>
- 8 Qs How many quarters the hiring outlook has been positive for Ottawa and Canada<sup>10</sup>
- 14% The proportion of businesses facing labour shortages that restrict their ability to meet demand<sup>11</sup>
- 95% The proportion of businesses expecting to maintain or increase the size of their IT staff in 2011 (a key leading indicator)<sup>12</sup>
- 106,000 The number of new ICT jobs forecast for Canada between 2011 and 2016<sup>13</sup>
- 48% The proportion of Canadian employers reporting difficulty attracting critical-skills employees<sup>14</sup>
- 32% The proportion of Canadian employers reporting difficulty retaining critical-skills employees<sup>15</sup>
- 33% The proportion of Canadian employers projecting an increased "Professional/Technical" headcount<sup>16</sup>
- Jobless What the Canadian economic recovery was NOT<sup>17</sup>
- Masking What the recession's effect was on demographic shifts and longer-term talent shortages<sup>18</sup>



Ottawa has a rich pool of highly skilled talent that remains largely untapped:

- 3,266 The average number of immigrants who join Ottawa's labour force every year<sup>19</sup>
- 45,000+ The number of recent immigrants who already live in Ottawa<sup>20,21</sup>
- 80% The annual average proportion of principal applicants who join Ottawa's labour force with a university degree in hand<sup>22</sup>
- 9% How much higher unemployment is among university-educated, very recent immigrants (landed in past 5 years) than for non-immigrants<sup>23</sup>
- 58% The proportion of recent immigrants who are working jobs different from their intended occupation<sup>24</sup>
- 100% The proportion of executives impressed by the calibre of recently landed skilled immigrants they met at HIO's coaching and networking events

For more information contact:

**Michael Sebold**

Senior Manager, Public Policy and Research

Phone: 613.683.3797

Email: [msebold@hireimmigrantsottawa.ca](mailto:msebold@hireimmigrantsottawa.ca)

[www.hireimmigrantsottawa.ca](http://www.hireimmigrantsottawa.ca)

References:

---

- <sup>1</sup> Statistics Canada
- <sup>2</sup> Statistics Canada
- <sup>3</sup> Investors Group Inc.
- <sup>4</sup> Statistics Canada
- <sup>5</sup> Statistics Canada
- <sup>6</sup> Statistics Canada
- <sup>7</sup> Government of Canada
- <sup>8</sup> Bank of Canada, Ottawa
- <sup>9</sup> Statistics Canada
- <sup>10</sup> Manpower Inc.
- <sup>11</sup> Bank of Canada
- <sup>12</sup> IBM Canada Ltd.
- <sup>13</sup> Information and Communications Technology Council
- <sup>14</sup> Towers Watson
- <sup>15</sup> Towers Watson
- <sup>16</sup> Towers Watson
- <sup>17</sup> Alexander, Craig
- <sup>18</sup> Financial Post Magazine
- <sup>19</sup> Citizenship and Immigration Canada
- <sup>20</sup> Statistics Canada
- <sup>21</sup> Citizenship and Immigration Canada
- <sup>22</sup> *Perspectives on Labour and Income*
- <sup>23</sup> Statistics Canada
- <sup>24</sup> Statistics Canada