

2023-2024



# *Understanding Workforce Attraction & Retention Observations Report*



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# Acknowledgements

We would like to acknowledge and thank our Advisory Committee partners for their support and contributions to this project.

An up-to-date analysis of trends of the in and out migration of our workforce provides valuable information about how balanced our workforce attraction and retention is in the Region. This data will support employers and community stakeholders in their strategies to attract and retain the workforce we need for our communities to thrive and grow.

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# Introduction and Methodology

For over a decade, the Stratford-Bruce Peninsula Economic Region (the Region), which includes Bruce, Grey, Huron and Perth counties has been one of the regions with the lowest unemployment rate within Ontario. Along with having a large volume of job vacancies, the Region has a growing population that is also aging. The older age cohorts have lower participation rates than that of the provincial average, leaving the Region with limited potential to fill vacancies in many sectors.

Our stakeholders have been supporting the Region's workforce by promoting strategies to attract and retain residents. This report provides an understanding of the changes in our migrants and how this may affect our labour supply.

## Data and Methodology

This report is based on customized data tables from the 2016 and 2021 Census, supplemented by other primary and secondary data sources including but not limited to Labour Force Survey, Connect2Jobs platform and research released by FCLMPB and partners.

## Key Definitions

In order to understand attraction and retention of people, we look at migration trends of people in, out and within the Region. For the purpose of this report, we are focusing on movers who migrated at census division level.

We have adopted the definition of migrants used by Statistics Canada in the 2021 Census, which measures human mobility at census division and above levels. Movements within census division are not included in this report (i.e. within county). Types of migrants are based on place of residence within the past 5-year census period (i.e. 2011 to 2015 for 2016 Census and 2016 to 2020 for 2021 Census).

**Internal Migrants** - The first type of internal migrants is **intra-provincial migrants** (those who migrated from within Ontario), which are further classified into **within-region** (i.e. those who moved between the four counties within the Region) and **out-region migrants** who moved from other parts of Ontario to the Region. The second type is **inter-provincial** migrants who moved from provinces other than Ontario to the Region.

**External Migrants (immigrants)** - refer to those moved from outside of Canada to the Country in the past five years.

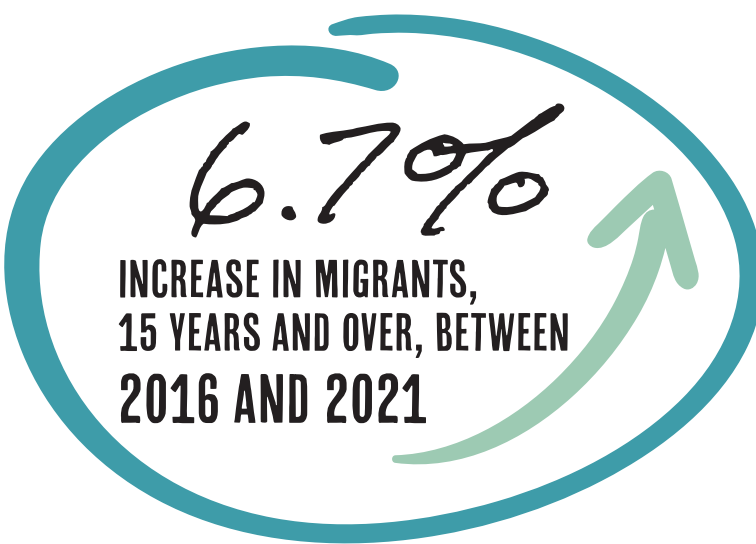
The project will focus on the demographic characteristics, education levels and labour force participation of the 15 years age and over population (i.e. migrants) into, out of and across the Stratford-Bruce Peninsula Economic Region within five years from May 11, 2021.

Analysis will be made primarily at economic region level, supplemented by census division (i.e. county) level data where possible (for some parts, census division level data was too small that the numbers were either suppressed or inconsistent due to rounding).

# Overview of Migrant Trends

Between 2011 and 2015, a total of 47,820 people, or 17.4% of the total population were migrants moving into the Stratford-Bruce Peninsula Economic Region during the period. From 2016 to 2021, a total of 75,295 internal and external migrants moved to the Region, which accounted to 25.6% of the total population.

The share of migrants in the Region’s 15 years and over population also showed similar increasing trend. Between 2016 and 2021, a total of 51,150 migrants aged 15 years and over moved into the Region, offset 23,625 who left<sup>1</sup>, resulting in a net gain of over 19,880 people in the Region’s 15 years and over population.



**Table 1 - Changes in Share of Total Net Migrants and Net Migrants Aged 15 Years and Over Between 2016 and 2021 Census**

(Source: 2016 & 2021 Census, Statistics Canada)

	2016 Census	2021 Census	Percentage Point Change
% Migrants in total population (0 year and over)	17.4%	25.6%	8.20%
% Migrants in 15 years and over population	10.1%	16.8%	6.67%

Between 2011 and 2015 (2016 Census), about 91.1% migrants settled in the Region were intra-provincial migrants from other parts of Ontario; 5.7% were inter-provincial migrants from other Canadian provinces or territories, and 3.2% were external migrants. The ratio of internal migrants to immigrants was similar as reported in the 2016 and 2021 Census. Between 2016 and 2020 (2021 Census), approximately 91.6% were intra-provincial migrants within Ontario; inter-provincial migrants 4.1%, and around 4.3% were external migrants.

<sup>1</sup> Data on emigrants who moved out of Canada is not available in the 2021 Census. For reference, according to Statistics Canada’s Components of population change by economic region based on annual taxfiler data, estimated emigration of 15 years and over population in the region between 2015/16 and 2020/21 was around 1,070. However, since the estimated number is small compare to the overall migration data and to avoid data inconsistency, we decided not to merge the datasets.



## Net Migrants by Gender

In the past decade, the Region has attracted a slightly higher percentage of female migrants to male. The ratio of male to female migrants remained similar between 2016 and 2021 Census.

**Table 2 - Percentage Change of Net Migrants by Gender Between 2016 and 2021 Census**

(Source: 2016 & 2021 Census, Statistics Canada)

	Percentage in Both Sexes 2011-2015	Percentage in Both Sexes 2016-2020	Percentage Point Change
Male	47.8%	48.9%	+1.1%
Female	52.2%	51.1%	-1.1%

## Net Migrants by Age

As revealed in table 3 the number of net migrants from all age cohorts who moved into the Region increased significantly when comparing the two census periods. In particular, a positive change was seen as we had a net gain in the 15 to 24 years cohort when compared to the 2011-2015 period.

**Table 3 - Changes in Net Migrant Population by Age, 2016 Census and 2021 Census**

(Source: 2016 & 2021 Census, Statistics Canada)

	2011-15	2016-21	Absolute Change
<b>Total - Population 15 years and over</b>	<b>5,810</b>	<b>19,880</b>	<b>+14,070</b>
15 to 24 years	-1400	360	+1,760
25 to 44 years	2,810	8,205	+5,395
45 to 54 years	1,305	2,590	+1,285
55 years and over	3,110	8,715	+5,605

# Internal Migrants



Between 2011 and 2015, the Stratford-Bruce Peninsula Economic Region gained a net total of 4,115 internal migrants, among which 2,295 were in the labour force. The net gains in internal migrants increased significantly from 2016 to 2021. During the period, the Region attracted a net total of 17,045 internal migrant population which included 10,455 in the labour force<sup>2</sup>. This represented an additional 12,930 in internal migrant population as well as an 8,160 increase in labour force.

**Table 4 - Net Internal Migrant Population and Internal Migrant Labour Force, 2016 and 2021 Census**

(Source: 2016 & 2021 Census, Statistics Canada)

Regional Net Migration	2016	2021	Absolute Change
Net internal migrant in 15 years + population	4,115	17,045	+12,930
Net internal migrant in the labour force	2,295	10,455	+8,160

## Net Internal Migrants by Age

Table 5 compares the age distribution of net migrants in 2016 and 2021 (annual numbers). Over the years, the Region appeared to have attracted a more balanced share of internal migrants from all age cohorts. In particular, we saw a net gain of 226 internal migrants aged 18 to 24 years in 2021) compared with a 120 loss of the cohort in 2016. Furthermore, the percentage of the 25 to 44 years cohort in net internal migrant population also increased significantly from 20.0% in 2016 to 30.3% in 2021 whereas that of the 45 to 65 years cohort dropped from 42.4% to 31.7%.

<sup>2</sup> Only those participating in occupations identifiable under NOC were included in the calculation.



**Table 5 - Distribution of Net Internal Migrants by Age, 2016 and 2021 Census***(Source: 2016 & 2021 Census, Statistics Canada)*

	2016	% in Total Net-Migrants	2021	% in Total Net-Migrants
0-17 years	1011	28.8%	1165	21.7%
18-24 years	-120	-3.4%	226	4.2%
25-44 years	702	20.0%	1623	30.3%
45-65 years	1490	42.4%	1697	31.7%
65+ years	430	12.2%	647	12.1%
<b>Regional total</b>	<b>3513</b>	<b>-</b>	<b>5358</b>	<b>-</b>

## ***Net Internal Migrants by Occupations***

In this section, we aim to develop a more comprehensive understanding on labour force participation by occupation and age cohorts of net internal migrants.

### ***Net Internal Migration by Occupation in the Labour Force***

As shown in Table 6, among all broad occupational groups, net in-migrants in sales and service occupations accounted for about 23.8% of the total migrant workforce, followed by Trades, transport and equipment operators and related occupations 20% and Business, finance and administration occupations 16.8%. Sales and service occupations and Trades, transport and equipment operators and related occupations made up of 25.7% and 25.1% of the Region's job vacancies in 2022 (Statistics Canada, 2022). The distribution of net migrants in these two broad occupational groups aligned with the Regional demand.

While occupations in manufacturing, utilities and health occupations contributed to approximately 13.8% and 12.1% of the Regional job vacancies, net in-migrants in the two occupations only made up of about 9.8% and 6.5% of the additional workforce.

**Table 6 - Distribution of Net internal migrants in the labour force by broad occupations**

(Source: 2021 Census, Statistics Canada)

	% in Net-Migrant	No. Total 15 +
9 Occupations in manufacturing and utilities	9.8%	1,025
8 Natural resources, agriculture and related production occupations	1.7%	175
7 Trades, transport and equipment operators and related occupations	20.0%	2,095
6 Sales and service occupations	23.8%	2,490
5 Occupations in art, culture, recreation and sport	3.0%	315
4 Occupations in education, law and social, community and government services	6.8%	715
3 Health occupations	6.5%	680
2 Natural and applied sciences and related occupations	9.4%	985
1 Business, finance and administration occupations	16.8%	1,755
0 Legislative and senior management occupations	2.3%	240
<b>All occupations</b>	<b>100%</b>	<b>10,455</b>

Table 7 shows in each age cohort the top occupations with the largest net gain in number of internal migrants as reported in the 2021 Census. Notably, while there was a total loss in the 15 to 24 years cohort, manufacturing and utilities and Trades, transport and equipment operators and related occupations were the only broad occupational groups with net gain in 15 to 24 years migrant workforce.

**Table 7 - Top 3 Occupations with the Largest Number of Net Gains in Internal Migrants, by Age**

(Source: 2021 Census, Statistics Canada)

Age Cohort	Top 1 Occupation (Net Change)	Top 2 Occupation (Net Change)	Top 3 Occupation (Net Change)
15 -24 years	Manufacturing and utilities (+90)	Trades, transport and equipment operators and related occupations (+80)	NA – Net Loss in other occupations (-140)
25-44 years	Trades, transport and equipment operators and related occupations (+1,195)	Sales and Services (+1,170)	Business, finance and administration (+775)
45-54 years	Sales and Services (+485)	Business, finance and administration (+355)	Trades, transport and equipment operators and related occupations (+325)
55+	Sales and Services (+875)	Business, finance and administration (+710)	Trades, transport and equipment operators and related occupations (+510)



## Net Internal Migration by Age in the Occupational Labour Force

Table 8 displays the distribution of net internal migrants in each occupation by age in the Regional internal migrant labour force. The 25 to 44 years cohort accounted to about 52.6% of recent net migrants in all occupations. The cohort occupied the largest share of net migrant workforce in major occupations, except in natural and applied sciences and related occupations, art, culture, recreation and sport and legislative and senior management occupations.

We saw an overall 3% net loss of workforce aged 15 to 24 years in all occupations. Occupations in art, culture, recreation and sport had the highest loss of -17.5% of migrant workforce from the 15 to 24 years cohort, followed by health occupations (-16.9%) and occupations in education, law and social, community and government services (-12.6%).

Approximately 79.4% of net migrants gained in health occupations were aged 25 to 44 years, followed by 63.9% in manufacturing and utilities, 57.3% in Occupations in education, law and social, community and government services and 57% in Trades, transport and equipment operators and related occupations. On the other hand, occupations in art, culture, recreation and sport had the lowest percentage of net-migrants aged 25 to 44 years as compared with other occupations.

About 17.6% of all recent net in-migrants in identifiable occupations were aged 45 to 54 years. Natural and applied sciences and related (23.9%), Business, finance and administration (20.2%) and sales and service (19.5%) were top occupations the highest percentage of 45 to 54 years net migrants whereas occupations in manufacturing and utilities had the lowest of 12.2%.

The 55 years and over cohort contributed to about 32.6% of recent net migrants in all occupations. It had the largest share of net in-migrants in natural and applied sciences and related occupations (60%), occupations in art, culture, recreation and sport (71.4%) and legislative and senior management occupations (56.3%). Similar to the 45 to 54 years cohort, the 55 years and over cohort also occupied the smallest share in net migrants in manufacturing and utilities.





**Table 8 - Distribution of Net Internal Migrants in occupational groups by Age**

(Source: 2021 Census, Statistics Canada)

	15 to 24	25 to 44	45 to 54	55 +
9 Occupations in manufacturing and utilities	8.8%	63.9%	12.2%	11.7%
8 Natural resources, agriculture and related production occupations	-11.4%	40.0%	22.9%	60.0%
7 Trades, transport and equipment operators and related occupations	3.8%	57.0%	15.5%	24.3%
6 Sales and service occupations	-1.4%	47.0%	19.5%	35.1%
5 Occupations in art, culture, recreation and sport	-17.5%	25.4%	19.0%	71.4%
4 Occupations in education, law and social, community and government services	-12.6%	57.3%	13.3%	42.7%
3 Health occupations	-16.9%	79.4%	16.9%	23.5%
2 Natural and applied sciences and related occupations	-9.1%	54.8%	23.9%	29.9%
1 Business, finance and administration occupations	-4.0%	44.2%	20.2%	40.5%
0 Legislative and senior management occupations	0.0%	31.3%	18.8%	56.3%
<b>All occupations</b>	<b>-3.0%</b>	<b>52.6%</b>	<b>17.6%</b>	<b>32.6%</b>

## Distribution of Net Internal Migrants in Overall Workforce by Age

Table 9 shows the share of net internal migrants in occupational labour forces by age cohorts. Legislative and senior management occupations had the highest percentage of net migrants (+14.8%), followed by natural and applied sciences and related occupations (+12.9%), art, culture, recreation and sport (8.8%), Business, finance and administration (8.5%) and occupations in manufacturing and utilities (8.0%).

**Table 9 - Percentage of Net Internal Migrants in Regional Occupational Labour Force by Age**

(Source: 2021 Census, Statistics Canada)

	% in 15 +	% in 15 to 24	% in 25 to 44	% in 45 to 54	% in 55 +
9 Occupations in manufacturing and utilities	8.0%	5.3%	12.5%	4.7%	3.8%
8 Natural resources, agriculture and related production occupations	1.3%	-0.7%	1.8%	2.1%	2.0%
7 Trades, transport and equipment operators and related occupations	6.3%	1.9%	8.9%	5.5%	5.4%
6 Sales and service occupations	7.3%	-0.4%	11.5%	9.0%	8.7%
5 Occupations in art, culture, recreation and sport	8.8%	-14.5%	6.2%	10.7%	16.6%
4 Occupations in education, law and social, community and government services	5.3%	-9.4%	6.5%	2.8%	10.3%
3 Health occupations	5.9%	-9.7%	9.9%	5.0%	6.2%
2 Natural and applied sciences and related occupations	12.9%	-17.5%	14.2%	15.2%	16.6%
1 Business, finance and administration occupations	8.5%	-5.6%	10.4%	7.7%	9.6%
0 Legislative and senior management occupations	14.8%	0.0%	19.2%	12.5%	15.6%
<b>% Net internal migrants in all occupations</b>	<b>6.9%</b>	<b>-1.4%</b>	<b>9.6%</b>	<b>6.4%</b>	<b>7.6%</b>



## ***Manufacturing and utilities***

Net migrants formed about 8% of the labour force participating in Manufacturing and utilities occupations, approximately 1.1% points higher than the Regional overall. The group had the highest of 12.5% percentage of net migrants among those aged 25 to 44 years, followed by 5.3% in the 15 to 24 years cohort.

## ***Natural resources, agriculture and related production***

Only about 1.3% of the labour force in Occupations in Natural resources, agriculture and related production were recent net internal migrants, compared to 6.9% in the overall. We also saw relatively higher percentages of net migrants among workers aged 45 to 54 years and 55 years and over whereas there was a 0.7% loss of the 15 to 24 years due to out-migration.

## ***Trades, transport and equipment operators and related occupations***

Approximately 6.9% of the labour force in Trades, transport and equipment operators and related occupations were net internal migrants. The 24 to 44 years cohort had the highest of around 8.9% net migrants in the labour force but only about 1.3% aged 15 to 24 years were net internal migrants.

## ***Sales and service occupations***

Around 7.3% of labour force in Sales and service occupations were net migrants attracted and retained in the Region, slightly higher than the overall (+0.4% point). The 25 to 44 years cohort had the highest 11.5 % of net migrants, about 4.2% points higher than the occupation's overall. While older age cohorts had higher percentage of net migrants, the 15 to 24 years again experienced a net loss of 0.4% (about 35) of workers in sales and service occupations.

## ***Occupations in education, law and social, community and government services***

The 15 to 24 years cohort was the only age group with approximately 9.7% loss of labour force due to out-migration. On the other hand, the 55 years and over cohort showed the highest of 10.3% net migrants in the labour force, compared with 5.3% among all age groups.

## ***Occupations in art, culture, recreation and sport***

The 55 years and over cohort experienced the biggest of 16.6% of net migrants in labour force in art, culture, recreation and sport occupations, almost doubled 8.8% in the overall. The significant percentage point differences between net-migrant distribution in older cohorts and the overall, was largely associated with the 14.5% loss of the 15 to 24 years labour force in the sector.

## ***Health occupations***

About 5.9% of those participating in Health occupations were recent net migrants, about 1% point lower than the Regional overall. Recent in-migrants contributed to the highest of 9.9% of the 25 to 44 years labour force. In contrast, we saw a loss of approximately 9.7% of the 15 to 24 years labour force in health occupations caused by out-migration.

## **Natural and applied sciences and related occupations**

We observed the second largest share of net-migrants in Natural and applied sciences and related occupations (12.9%). The 55 years and over and 45 to 54 year cohorts had about 16.6% and 15.2% of the labour force from recent net-migrants respectively. However, it is noteworthy that the gain in older cohorts were partly compensated by a 17.5% loss in 15 to 24 years labour force.

## ***Business, finance and administration occupations***

Approximately 8.5% of the labour force in business, finance and administration occupations were recent in-migrants, compared with 6.9% in the overall. Among all, the 25 to 44 years cohort has attracted the highest of 10.4% net in-migrants in the labour force, followed by 9.6% in those aged 55 years and over. However, the 15 to 24 years cohort recorded a net loss of about 5.6% of its labour force in business, finance and administration due to out-region migration.

## ***Legislative and senior management occupations***

Among all occupational groups, Legislative and senior management occupations had the highest of 14.8% of net in-migrants in the labour force. Among those aged 25 to 44 years, about 19.2% participating in legislative and senior management occupations were in-migrants, followed by 15.6% in the 55 years and over cohort.

## Internal Migrants by Skill Level

In addition to understanding the distribution of migrants by broad occupational groups, we also aimed to explore the dynamics of different types of migrants' skill level and age, and whether the matrix of migrants we attracted and retained matched the demand of the labour market. The largest share of Intra-provincial and inter-provincial migrants moved into the Region are in TEER 2 occupations. On other hand, we observed less internal migrants work in TEER 3 to 5 occupations.

For definition of TEER classifications, see Appendix.

**Table 10 - Skill levels of Different Internal Immigrants Compared to Regional Overall**

(Source: 2021 Census, Statistics Canada)

Skill Level	% in Region	% in Net Intra-Provincial	% Pt. Diff. With Regional	% in Net Inter-Provincial	% Pt. Diff. With Regional
TEER 0 management occupations	13.9%	12.1%	-1.80%	10.6%	-3.30%
TEER 1 professional occupations	12.3%	15.7%	3.40%	20.7%	8.40%
TEER 2 occupations	23.0%	24.4%	1.40%	27.7%	4.70%
TEER 3 occupations	16.6%	15.7%	-0.90%	12.8%	-3.80%
TEER 4 occupations	16.4%	16.1%	-0.30%	13.0%	-3.40%
TEER 5 occupations	17.9%	16.1%	-1.80%	14.4%	-3.50%

## Distribution of Net Migrants by Skill level and Age

### More skilled occupations – TEER 0 to TEER 2

Compared with the Regional overall, considerably higher percentages of internal migrants aged 25 to 44 years participate in highly-skilled occupations, including TEER 0 Management occupations, TEER 1 professional occupations and TEER 2 occupations.

### More 25-44 years in TEER 3

Compared with 35.7% in the Region, 51.4% internal migrants in TEER 3 occupations are aged 25 to 44 years. On the other hand, 22.7% migrants working in TEER 3 occupations are aged 55 years and over, 10.8% point lower than the Regional population.

### More 55 years and over in TEER 4

Although the 25 to 44 years cohort internal migrants formed the majority of workforce in TEER 4 occupations (34.7%), it was 11.3% points lower than the Regional overall (46%). Internal migrants aged 55 years and over made up of about 30.4% those in TEER 4 occupations, compared to only about 20.9% are older workers aged 55 years and over in the Region.

### More 15-24 years and 55 years and over in TEER 5

The highest of about 42.6% internal migrants in TEER 5 occupations are aged 15 to 24 years, compared with 38.2% in the Region. On the Contrary, 23.6% internal migrants in TEER 5 occupations are aged 55 years and over, 6.9% point higher than the Regional overall.

**Table 11 - Comparison of distribution of skill level of internal migrants with Regional Workforce, by Age**

(Source: 2021 Census, Statistics Canada)

#### TEER 0 Management Occupations

	% in TEER 0 Internal Migrants Workforce	% in Regional Workforce	% Percentage Point Difference
15 to 24 years	3.5%	3.1%	0.4%
25 to 44 years	47.0%	34.2%	12.8%
45 to 54 years	18.4%	21.6%	-3.3%
55 years and over	31.4%	41.1%	-9.7%

#### TEER 1 Professional Occupations

	% in TEER 1 Internal Migrants Workforce	% in Regional Workforce	% Percentage Point Difference
15 to 24 years	4.4%	4.8%	-0.4%
25 to 44 years	61.0%	47.5%	13.5%
45 to 54 years	13.6%	21.7%	-8.2%
55 years and over	21.5%	26.6%	-5.2%

### TEER 2 Occupations

	% in TEER 2 Internal Migrants Workforce	% in Regional Workforce	% Percentage Point Difference
15 to 24 years	11.8%	10.9%	0.9%
25 to 44 years	59.7%	46.8%	12.9%
45 to 54 years	13.6%	19.8%	-6.2%
55 years and over	15.4%	23.3%	-7.9%

### TEER 3 Occupations

	% in TEER 3 Internal Migrants Workforce	% in Regional Workforce	% Percentage Point Difference
15 to 24 years	13.0%	11.0%	2.0%
25 to 44 years	51.4%	35.7%	15.8%
45 to 54 years	14.3%	19.8%	-5.6%
55 years and over	22.7%	33.5%	-10.8%

### TEER 4 Occupations

	% in TEER 4 Internal Migrants Workforce	% in Regional Workforce	% Percentage Point Difference
15 to 24 years	20.4%	20.1%	0.3%
25 to 44 years	34.7%	46.0%	-11.3%
45 to 54 years	17.9%	16.2%	1.7%
55 years and over	30.4%	20.9%	9.5%

TEER 5 Occupations

	% in TEER 5 Internal Migrants Workforce	% in Regional Workforce	% Percentage Point Difference
15 to 24 years	42.6%	38.2%	4.4%
25 to 44 years	28.6%	41.3%	-12.7%
45 to 54 years	12.6%	11.2%	1.4%
55 years and over	23.6%	16.7%	6.9%

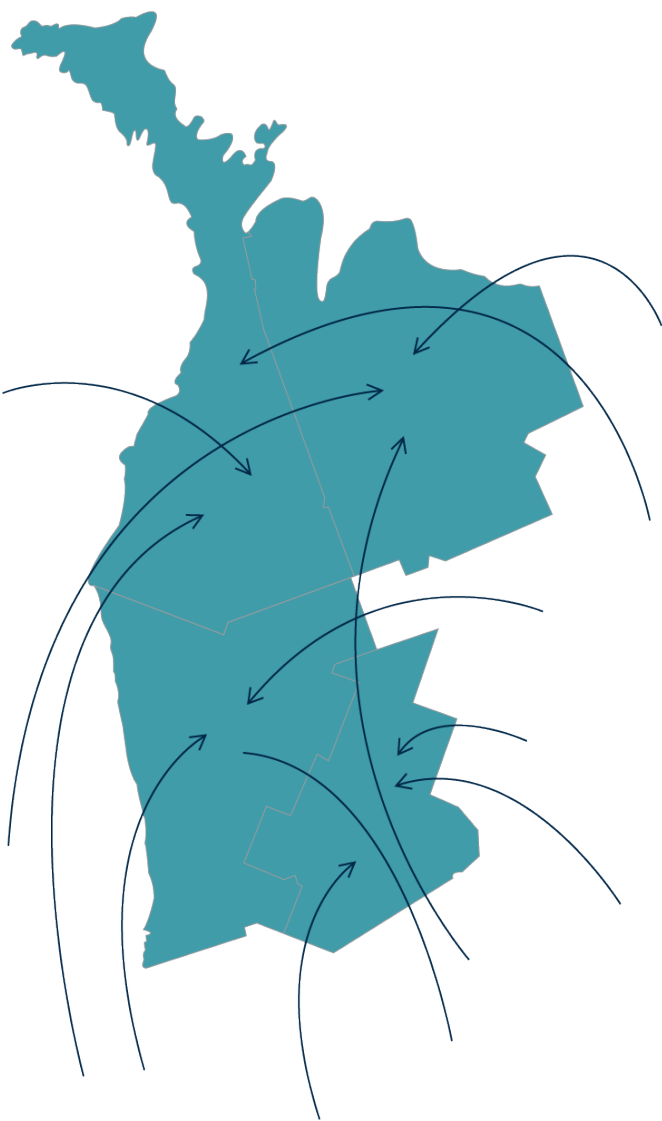




## Internal In-migrants

Compared with the 2016 Census, the Region observed increases in both total internal in-migrants population and number of in-the-labour force internal in-migrants during the 2021 Census period.

The 25 to 44 years group made up the largest portion of internal in-migrants moved in the 2021 Census period. 30.5% of intra-provincial in-migrants and 29.5% inter-provincial in-migrants were aged 55 years and over, considerably lower than about 48.3% of the Regional overall. Given the fact that the Region is now facing labour shortage partly due to an aging population, it is encouraging to see more internal in-migrants aged 25 to 44 years as they could be a potential source of additional younger workers.



**Table 12 - Changes in Internal In-migrants between 2016 and 2021 Census Periods**

(Source: 2016 & 2021 Census, Statistics Canada)

	2016 Census	2021 Census	Changes
No. of Internal In-Migrants	24,560	40,670	+16,110
No. of In-the-Labour Force Internal In-migrants	20,345	24,980	+4,635
Percentage of Internal In-migrants in Regional Population	9.8%	15.7%	+5.9% points
Percentage of In-the Labour force Internal In-migrants in Regional Labour force	13.3%	16.2%	+2.9% points

**Table 13 - Distribution of Different Internal In-migrants by Age***(Source: 2021 Census, Statistics Canada)*

Age cohort	% in Regional Population	% in Intra-provincial In-migrants	% in Inter-provincial In-migrants
15-24	12.1%	12.9%	10.3%
25-44	26.6%	45.8%	50.0%
45-54	13.1%	10.7%	11.6%
55 and over	48.3%	30.5%	29.5%

### **Regional Labour Market Participation of Internal In-Migrants**

Table 14 compares the labour market participation rates and employment rates in the Stratford-Bruce Peninsula Economic Region with that among intra-regional in-migrants, intra-provincial in-migrants, and inter-provincial in-migrants from other provinces. In-migrants appeared to have considerably higher labour market participation and employment rates compared with the Regional overall. High participation rates among in-migrants and an increasing net in-migration is encouraging as the population we attracted are more willing to participate in the workforce. In particular, intra-provincial and inter-provincial migrants have notably higher labour market participation and employment rates.

**Table 14 - Participation and Employment of Different Internal In-migrants***(Source: 2021 Census, Statistics Canada)*

	Participation rate	% Pt. Diff. Compared With Regional	Employment Rate	% Pt. Diff. Compared With Regional
Regional 15+ population	60.4%	NA	55.6%	NA
Intra-regional in-migrant	64.4%	4.00%	58.1%	2.50%
Intra-provincial in-migrant (except intra-regional)	69.3%	8.90%	63.1%	7.50%
Interprovincial in-migrant	68.5%	8.10%	58.9%	3.30%

## ***Internal In-Migrants by Occupation and Age***

Occupations in art, culture, recreation and sport had attracted and retained the highest percentage of recent internal in-migrants (17.1%), followed by Natural and applied sciences and related occupations (15.4%), education, law and social, community and government services (13.4%), health (12.7%) and business, finance and administration (11.8%).

### ***15 to 24 - Higher in Manufacturing, Utilities, Trades and Transport***

The 15 to 24 years workforce had a smaller share of in-migrants in most occupations. Manufacturing and utilities and trades, transport and equipment operators and related occupations attracted 13.1% and 10.1% of 15 to 24 in-migrants, compared to 11% and 9.6% of the overall. In-migrants made up 7.6% of the cohort's workforce in sales and service, 3.2% points lower than the overall and the lowest among all ages.

### ***25 to 44 – Higher in All Occupations***

We saw higher percentages of internal net-migrant labour force aged 25 to 24 years in all occupations than the Regional overall. In particular, 33.2% of the 25 to 44 years workforce in art, culture, recreation and sport were in-migrants (+16.1% points than overall), about 20% in health (+7.3% point than overall), and 18.8% in education, law and social, community and government services (+5.4% than overall).

### ***45 to 54 – Lower in Health, Trades and Transport, and Natural and Applied Sciences***

45 to 54 years cohort had lower percentage of in-migrants with the exception of art, culture, recreation and sport (18.2%, +1.1% points). 5.5% of the 45 to 54 years workforce in health occupations, 6.3% in Trades, transport and equipment operators and related occupations, and 8.3% in Natural and applied sciences and related occupations were in-migrants, the lowest among all age cohorts and about 7.2% points, 3.3% point and 7.1% points lower than 12.7%, 9.6% and 15.4% in the Region's overall.

### ***55 and over – Lower in All Occupations***

We saw a lower percentage of in-migrants in the 55 years and over cohort in all occupations. Occupations in art, culture, recreation and sport (11.8%), natural and applied sciences and related occupations (10.9%) and occupations in education, law and social, government and community services (10.5%) were the three occupations with the highest percentage of 55 years and over in-migrants.

**Table 15 - Percentage of Internal In-migrants in Occupational Labour Force, by Age**

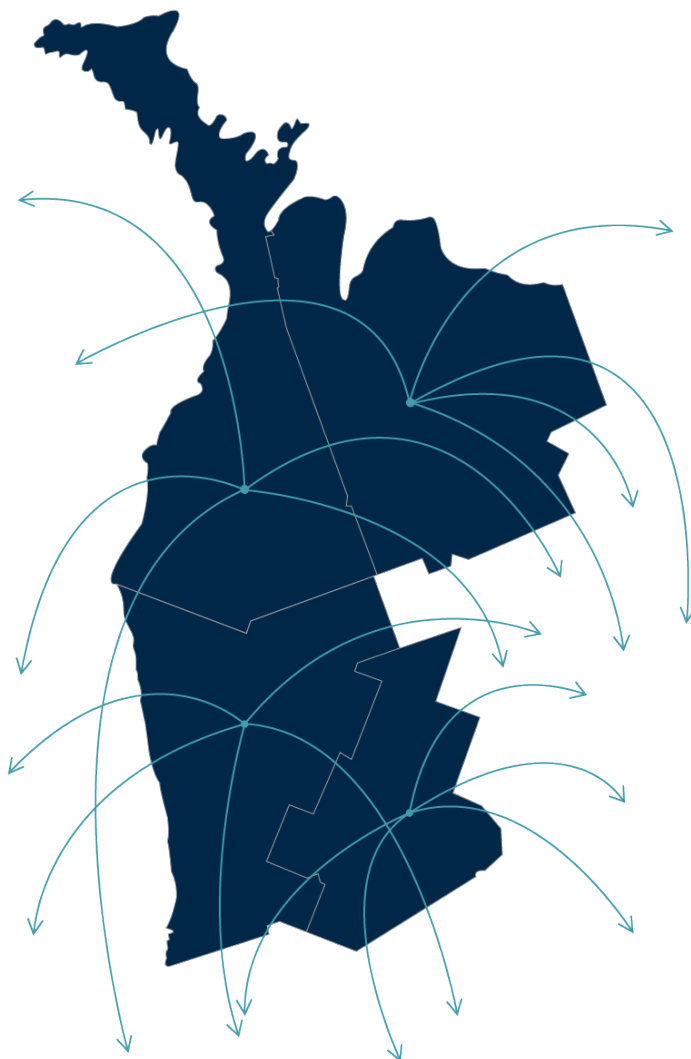
(Source: 2021 Census, Statistics Canada)

	No. In-migrants	% in Labour Force	% in 15 to 24	% in 25 to 44	% in 45 to 54	% in 55+
9 Occupations in manufacturing and utilities	1495	11.0%	13.1%	14.5%	7.8%	5.0%
8 Natural resources, agriculture and related production occupations	675	7.9%	6.3%	14.6%	6.0%	4.5%
7 Trades, transport and equipment operators and related occupations	2900	9.6%	10.1%	12.9%	6.3%	7.4%
6 Sales and service occupations	3965	10.8%	7.6%	17.2%	10.8%	8.6%
5 Occupations in art, culture, recreation and sport	740	17.1%	8.9%	33.2%	18.2%	11.8%
4 Occupations in education, law and social, community and government services	2090	13.4%	7.5%	18.8%	9.0%	10.5%
3 Health occupations	1385	12.7%	9.9%	20.0%	5.5%	8.6%
2 Natural and applied sciences and related occupations	1015	15.4%	12.4%	22.9%	8.3%	10.9%
1 Business, finance and administration occupations	2385	11.8%	11.8%	18.4%	8.9%	8.1%
0 Legislative and senior management occupations	1975	9.5%	11.1%	13.9%	9.0%	6.5%

## Internal Out-Migrants

This section takes a closer look at the percentage of different types of out-migrants in the Regional population by age cohorts and occupations. It is important to understand which age cohort(s) have lost a larger share of their population and labour force. We have analyzed the percentage of out-migrants in the respective cohort's regional population<sup>3</sup> as well as that in the Regional labour force. The 25 to 44 years cohort had the higher share of out-migrants (14.6%), followed by those aged 15 to 24 years (13.6%).

The percentages of loss of labour force in the 45 to 54 and 55 years and over cohorts were 0.6% point and 1.6% point lower than the loss of the cohorts' population. The data suggested a higher percentage of not-in-the-labour-force out-migrants aged 45 to 54 and 55 years and over. Considering these age groups are approaching or have reached retirement age, these population might have left the Region for retirement.



**Table 16 - Percentage of Internal Out-Migrant in Regional population and Labour Force, by Age**

(Source: 2021 Census, Statistics Canada)

Regional	No. Out-Migrants	% In Regional Population	No. Out-Migrant Labour Force	% in Labour force
<b>Total 15+</b>	<b>23625</b>	<b>9.9%</b>	<b>14855</b>	<b>10.3%</b>
15 to 24 years	4220	13.6%	3070	13.6%
25 to 44 years	8795	14.5%	7660	14.6%
45 to 54 years	2325	7.4%	1840	6.8%
55 years and over	8275	7.1%	2315	5.5%

<sup>3</sup> The percentage is calculated as share of out-migrants who left the region in the corresponding regional population 5 years ago. The overall population for analysis in this section refers to 15+ population who resided in the region 5 years ago and remained in Canada by the time of the Survey.

## ***Trends of Internal Out-Migration***

The biggest losses due to out-migration were from those aged 25-44, followed by the 55 years and over cohort. Since the 25 to 44 years cohort covers major working age groups, a high out-region mobility could be alarming as high percentage of our younger workforce might have left the Region for new employment opportunities. Separately, the high percentage of older population moved out of their initial county or leave the Region might be related to the rising living costs in the area, other aspects of living, especially the availability of quality healthcare, as well as their plans for retirement life.

At county level, the trends of seniors moving out of their county and the Region are the most obvious in Bruce, where over 42% of out migrants are aged 55 years and over. The high percentage could be partly associated with the fact that many of the workforce are professionals and technicians who moved into the county for employment. When these groups approach retirement age or retired, they may leave the county or the Region. The detail tables are included in Section 3 County Observations.

### ***Internal Out-Migrants by Occupations***

In this part, we revealed the distribution of out-migrants by broad occupational groups and age. Overall speaking, Natural and applied sciences and related occupations (17.1%), Art, culture, recreation and sport (16.6%), Education, law and social, community and government services (14.1%) and Health (13.2%) were the occupations with the greatest share of labour force migrated out of the Region in the last census period.

#### ***15 to 24 – More Out-Migration in Most Occupations, Especially Natural and Applied Science***

The 15 to 24 years cohort had generally higher percentage of out-migrants than the Regional overall in all occupations except legislative and senior management. In particular, about 32.2% workers aged 15 to 24 years in Natural and applied science migrated out of the Region, 15.1% points higher than the overall. We also saw 21.9% out-region migration in health occupations.

#### ***25 to 44 – More Out-Migration in Most Occupations***

We also observed higher percentage of out-region migration in the workforce aged 25 to 44 years in 9 out of 10 broad occupations. About 26.2% of those aged 25 to 44 in art, culture, recreation and sport and 24.4% in Natural and applied sciences in education left the Region, which were 9.6% points and 7.3% points higher than the overall respectively. It is noteworthy that among all occupations, the 25 to 44 years cohort had lost the smallest share of workforce in manufacturing and utilities due to out-migration.

#### ***45 to 54 & 55 + - Less Out-Migration in Most Occupations***

On the other hand, 45 to 54 years and 55 years and over cohorts saw a smaller share of their workforce migrated out of the Region in most occupations. 12.7% of workforce aged 45 to 54 years and 12.3% those aged 55 years and over in Legislative and senior management occupations had left the Region.



**Table 17 - Percentage of Internal Out-migrants in Occupational Labour Force, by Age**

(Source: 2021 Census, Statistics Canada)

	No. Internal Out-Migrants	% in Workforce	% in 15 to 24	% in 25 to 44	% in 45 to 54	% in 55 +
9 Occupations in manufacturing and utilities	810	6.9%	11.5%	8.4%	8.9%	4.8%
8 Natural resources, agriculture and related production occupations	840	6.2%	9.1%	10.5%	32.4%	3.2%
7 Trades, transport and equipment operators and related occupations	2565	8.2%	9.4%	10.8%	21.3%	5.4%
6 Sales and service occupations	3340	10.5%	12.4%	15.2%	28.0%	6.1%
5 Occupations in art, culture, recreation and sport	545	16.6%	29.9%	26.2%	41.3%	6.2%
4 Occupations in education, law and social, community and government services	1815	14.1%	23.3%	19.3%	5.7%	8.1%
3 Health occupations	1430	13.2%	21.9%	17.6%	7.2%	7.1%
2 Natural and applied sciences and related occupations	1135	17.1%	32.2%	24.4%	12.9%	6.4%
1 Business, finance and administration occupations	1910	10.1%	20.5%	14.9%	24.3%	5.2%
0 Legislative and senior management occupations	170	12.3%	0.0%	11.1%	47.6%	12.3%

## Internal Migrants by Intra-Regional Mobility

Amidst the current labour shortages and high job vacancies, local employers are left with limited pools of available workers at county level. In this regard, enhancing human mobility or talent circulation within the Region (i.e. intra-regional mobility) may enlarge the pool of potential labour and better match job positions with available qualified workers.

Among all the out-migrants who left their original counties, about 24.4% moved to another census division (i.e. county) within the Stratford-Bruce Peninsula Economic Region. The 25 to 44 years age cohort made up of about 39.6% of the intra-regional migrants, followed by 34.8% from those aged 55 years and over.



**Table 18 - Distribution of Intra-regional Internal Migrants by Age**

(Source: 2021 Census, Statistics Canada)

Age Cohort	No. of Out-Migrants Stayed in the Region	% in Intra-Regional Migrant Population
15 to 24 years	1,100	14.4%
25 to 44 years	3,030	39.6%
45 to 54 years	855	11.2%
55 years and over	2,660	34.8%

Looking at county level statistics, Bruce has the highest percentage of intra-regional out-migrants in its total out-migrant population, about 7.7% point higher than the Regional overall. On the other hand, only 18.7% out-migrants from Perth stayed in the Region, 5.7% point lower than the Regional number.

**Table 19 - Share of Intra-Regional Migration by County**

(Source: 2021 Census, Statistics Canada)

Geography	No. of Intra-Regional Out-Migrants	% in Out-Migrant	% Point Difference with Region
Grey	2,265	22.0%	-2.4%
Bruce	2,375	32.1%	7.7%
Huron	1,590	26.5%	2.1%
Perth	1,415	18.7%	-5.7%
<b>Regional</b>	<b>7,645</b>	<b>24.4%</b>	<b>NA</b>

With respect to age distribution of out-migrants from each county who stayed in the Region, all except Bruce have the largest share of 40% or more out-migrants aged 25 to 44 moved to other counties in the Region. The 55 years and over cohort makes up of 41.5% of total intra-regional migrants from Bruce. This is potentially related to the fact that older residents migrated to other parts of the Region with lower living costs for retirement life.

**Table 20 - Breakdown of Intra-regional Migrants by Age, County Level**

(Source: 2021 Census, Statistics Canada)

Geography	% in 15 to 24	% in 25 to 44	% in 45 to 54	% in 55 +
Grey	11.9%	40.0%	13.2%	35.1%
Bruce	13.9%	34.1%	10.3%	41.5%
Huron	16.4%	44.7%	8.8%	30.2%
Perth	17.0%	42.8%	12.0%	28.3%

Tables 21 to 24 display the percentage of in-the-labour-force intra-regional migrants from each county to different destinations (i.e. other counties within the Region) in different age cohorts.

## Bruce Intra-Regional Migrants

Bruce attracted 71.9% residents from Grey, with the highest percentage aged 55 years and over (77.1%). About 22.8% residents moved from Bruce to Huron, the highest among the 45 to 54 years cohort (26.8%).

**Table 21 - Percentage of Intra-Regional Migrants from Bruce by Destination and Age**

(Source: 2021 Census, Statistics Canada)

	% From Bruce to Perth	% From Bruce to Huron	% From Bruce to Grey
<b>Total 15 Years +</b>	<b>5.3%</b>	<b>22.8%</b>	<b>71.9%</b>
15 to 24 years	3.9%	19.6%	76.5%
25 to 44 years	7.1%	22.7%	70.2%
45 to 54 years	0.0%	26.8%	73.2%
55 years and over	0.0%	22.9%	77.1%

## Grey Intra-Regional Migrants

Among intra-regional migrants from Grey who are in the labour force, over 87.1% moved to Bruce.

**Table 22 - Percentage of Intra-Regional Migrants from Grey by Destination and Age**

(Source: 2021 Census, Statistics Canada)

	% From Grey to Perth	% From Grey to Huron	% From Grey to Bruce
<b>Total 15 Years +</b>	<b>8.6%</b>	<b>4.3%</b>	<b>87.1%</b>
15 to 24 years	8.6%	5.7%	85.7%
25 to 44 years	10.9%	6.1%	83.0%
45 to 54 years	4.4%	0.0%	95.6%
55 years and over	8.9%	3.6%	87.5%

## Huron Intra-Regional Migrants

54% of intra-regional migrants from Huron moved to Perth whilst around 38.4% to Bruce. Perth and Bruce appeared to be in line in attracting older workers from Huron aged 55 years and over.

**Table 23 - Percentage of Intra-Regional Migrants from Huron by Destination and Age**

(Source: 2021 Census, Statistics Canada)

	% From Huron to Perth	% From Huron to Grey	% From Huron to Bruce
<b>Total 15 years +</b>	<b>54.0%</b>	<b>7.6%</b>	<b>38.4%</b>
15 to 24 years	62.9%	8.6%	28.6%
25 to 44 years	51.6%	6.3%	42.1%
45 to 54 years	64.0%	12.0%	24.0%
55 years and over	45.8%	8.3%	45.8%

## Perth Intra-Regional Migrants

75% of intra-regional migrant workforce from Perth settled in Huron. The 15 to 24 years cohort had the highest of 88.2% moved to Huron, those aged 55 years and over had the lowest of 71.9%. The percentage to Bruce is the highest among those aged 55 years and over the lowest in the 15 to 24 years cohort.

**Table 24 - Percentage of Intra-Regional Migrants from Perth by Destination and Age**

(Source: 2021 Census, Statistics Canada)

	% From Perth to Huron	% From Perth to Grey	% From Perth to Bruce
<b>Total 15 years +</b>	<b>75.0%</b>	<b>12.0%</b>	<b>13.0%</b>
15 to 24 years	88.2%	5.9%	5.9%
25 to 44 years	72.3%	19.1%	8.5%
45 to 54 years	76.7%	10.0%	13.3%
55 years and over	71.9%	0.0%	28.1%

## External Migrants (Immigrants)



Table 25 compares the number of international immigrants settled in the Region between the 2016 Census period (i.e. 2011-2015) and 2021 Census period (i.e. 2016-2020). The size of recent immigrants in the Region increased by 33.3% from 1,290 to 1,720. Over the last five years, we see a shift of immigrants' distribution by age cohorts.

### External Migrants by Age

Table 26 is a breakdown of annual immigrant admitted and settled in the Region by age. In 2020, immigrants aged 25 to 34 made up of about 46.4% the Region's annual immigrant intake, up from approximately 28.4% in 2016. On the other hand, share of immigrants aged 35 to 44 years continued to drop from 34.6% in 2016 and settled at 21.4% in 2020.

**Table 25 - Changes in Recent Immigrants by Age between 2016 & 2021 Census**

(Source: 2016 & 2021 Census, Statistics Canada)

Age Cohort	Admitted, 2011-2015	Admitted, 2016-2020	Percentage Change
15 to 24 years	175	220	25.7%
25 to 34 years	315	685	117.5%
35 to 44 years	390	450	15.4%
45 to 54 years	220	160	-27.3%
55 to 64 years	90	90	0.0%
65 years and over	100	115	15.0%
<b>Total</b>	<b>1,290</b>	<b>1,720</b>	<b>+33.3%</b>



**Table 26 - Changes in Immigrants Admitted Annually, 2016-2020***(Source: 2021 Census, Statistics Canada)*

	2016	2017	2018	2019	2020	% in 2016	% in 2020
15 to 24 years	65	10	50	40	45	16.0%	16.1%
25 to 34 years	115	110	140	145	130	28.4%	46.4%
35 to 44 years	140	95	55	80	60	34.6%	21.4%
45 to 54 years	55	0	15	35	10	13.6%	3.57%
55 to 64 years	10	20	25	15	10	2.5%	3.57%
65 years and over	20	35	10	0	25	4.9%	8.93%
<b>Total</b>	<b>405</b>	<b>270</b>	<b>295</b>	<b>315</b>	<b>280</b>	-	、

## External Migrants by Gender

The Region continued to attract more male than female immigrants from 2011 to 2020. Between 2011 and 2015, the percentage of male and female immigrants landed in the Region were 50.9% and 49.1% respectively. The share of male immigrants increased considerably by 3.2 percentage point from 2016 to 2020, whereas percentage of female in the Region's recent immigrant population dropped to 46.1%.

**Table 27 - Distribution of Immigrants by Gender, 2016 & 2021 Census***(Source: 2016&2021 Census, Statistics Canada)*

	Percentage in Both Sexes 2011-15	Percentage in Both Sexes 2016-20	Percentage Point Change
Male	50.9%	54.1%	+3.2%
Female	49.1%	46.1%	-3.0%

## External Migrants' Participation

In the following sub-sections, we examine trends and characteristics of labour market participation of immigrants by their educational attainments, gender, age and occupations.<sup>4</sup>

### External Migrants' Participation by Education

Table 26 shows the educational attainments of the in-the-labour-force immigrant workforce's by age reported in 2016 and 2021 Census, as compared to the Regional overall. Overall speaking, the percentage of recent immigrants in the labour force with high school certificate or equivalent increased from 12% to 14.9% while about half of the immigrant workforce were with bachelor's degree or above education. As a matter of fact, approximately 52.8% of the Region's employment in 2022 are TEER 2 to TEER 5 occupations in Trades, transport and equipment operators and related occupations (except management) (22.0%), Sales and service (except management) (17.7%), manufacturing and utilities (9.0%) and Natural resources, agriculture and related production (except management) (4.1%), which do not require bachelor's degree or above education. Jobs from these 4 broad occupational groups composed of around 55.9% of the Region's total employment in 2015. Although we have observed an increasing share of professional and management occupations in the Region, there remains a mismatch between immigrants' educational attainments and the requirements of our major employment opportunities.

On the other hand, educational attainment of the Region's labour force revealed trends differ from that among the immigrants. The largest portion of the Region's labour force were with high school level education, continued to account for around 30% of the total labour force. The percentage of labour force with bachelor's degree or above increased to 18% and replaced those without certificate as the second largest group.

**Table 28 - Comparison of Percentage of Labour Force with Different Educational Attainments in Immigrants and Regional Overall, 2016-2021**

(Source: 2016 & 2021 Census, Statistics Canada)

Educational Level	% in Immigrant, 2016	% in Immigrant, 2021	% Point Change in Immigrant, 2016-21	% in Region, 2021	% Point Change in Region, 2016-21
No certificate, diploma or degree	13%	13.3%	-0.1%	15%	-2.0%
High school certificate or equivalent	12%	14.9%	2.9%	30%	0.0
Apprenticeship or trades certificate or diploma	4%	4.8%	0.3%	8%	-1.0%
College, CEGEP or other non-university certificate or diploma	18%	14.4%	-3.5%	27%	0.0
University certificate or diploma below bachelor level	3%	3.2%	-0.3%	1%	-1.0%
University certificate, diploma or degree at bachelor level or above	48%	49.5%	1.2%	18%	+3.0%

<sup>4</sup> Numbers of breakdowns by gender, age and educational attainments were too small that the data accuracy are severely affected by rounding of the statistics. Thus only matrix of educational attainments and workforce participation by gender are included.

Table 29 compares labour market participation and share of full-time employment among immigrants and the Regional population with different educational attainments. Immigrants with all educational levels, except those with apprenticeship or trades certificates, had higher labour market participation than the Region. In particular, participation rate of immigrants with secondary school education level reached 79% in 2021, 19% points higher than the Regional number. Nevertheless, percentages of full-time employment among immigrants were generally lower than the Regional overall. Only 42.9% employed immigrants with apprenticeship or trades certificate worked full-time, compared with 62.9% in the Region; about half of recent immigrant labour force were with bachelor's degree or higher education, only around 52.7% of those employed worked full-time, also 11.9% point lower than the Regional overall.

**Table 29 - Comparison of Participation Rates and Full-time Employment between Immigrants and Regional Overall**

(Source: Customized Table 1A & 2A, 2021 Census, Statistics Canada)

	<b>Immigrant Participation Rate</b>	<b>Regional Participation Rate</b>	<b>% Point Difference</b>	<b>% Full-Time in Immigrant</b>	<b>% Full-Time in Region</b>	<b>% Point Difference</b>
No certificate, diploma or degree	48%	45%	3%	42.9%	48.2%	-5.3%
High (secondary) school diploma or equivalency certificate	79%	60%	19%	58.1%	55.5%	2.6%
Apprenticeship or trades certificate or diploma	58%	63%	-5%	42.9%	62.9%	-20%
College, CEGEP or other non- university certificate or diploma	75%	68%	7%	45.5%	60.8%	-15.3%
University certificate or diploma below bachelor level	83%	59%	24%	100%	62.1%	37.9%
Bachelor's degree or higher	77%	68%	9%	52.7%	64.6%	-11.9%

Table 30 compares the labour market participation of immigrants with different educational attainments as reported in the 2016 and 2021 Census. We found that labour force participation of immigrants with apprenticeship, trades certificate or diploma dropped significantly from 81.8% in 2016 to 58.3% in 2021.

**Table 30 - Change in Immigrant's Participation by Education, 2016-2021**

(Source: 2016 & 2021 Census, Statistics Canada)

	2016 Participation	2021 Participation	% Point Difference
No certificate, diploma or degree	54.3%	47.9%	-6.4%
High (secondary) school diploma or equivalency certificate	68.3%	79.3%	11.0%
Apprenticeship or trades certificate or diploma	81.8%	58.3%	-23.5%
College, CEGEP or other non-university certificate or diploma	77.1%	75.0%	-2.1%
University certificate or diploma below bachelor level	85.7%	83.3%	-2.4%
Bachelor's degree or higher	80.9%	82.3%	1.4%

## External Migrant's Participation by Education & Age

### 15 – 24: More labour force with secondary education

We saw the percentage of recent immigrant workforce aged 15 to 24 with high school certificate or equivalent increased from 28% to 60% in 2021, whereas none were with post-secondary education below bachelor level, compared with 16% in 2016.

### 25 – 44: More labour force with apprenticeship or trades certificate

For immigrants from the 25 to 44 years cohort, those with apprenticeship or trades certificate had the biggest increase of 5.2% point to 6.8%. Meanwhile, the majority of immigrant workers in the cohort were with bachelor's degree or above, though decreased from 56.3% in 2016 to 53.0% in 2021.

### 45 – 54: More without certificate or diploma

From 2016 to 2021, we observed a 10.4% point increase in those without certificate or diploma among immigrant labour force aged 45 to 54, making the group the secondary largest in the cohort (16.7%), following those with bachelor's degree or above (58.3%). At the same time, none of the recent immigrants moved into the Region were with high school level education, dropped by 12.5% points from 2016.

### 55 +: More with bachelor and above

We saw a drop in percentages of labour force with all education below bachelor's degree level (i.e. no certificate, high school education, post-secondary education below university degree).

**Table 31 - Change in Participation Rate Between 2016 and 2021, by Age and Education***(Source: 2016 & 2021 Census, Statistics Canada)*

	15 to 24	% Pt. Diff. From 2016	25 to 44	% Pt. Diff. From 2016	45 to 54	% Pt. Diff. From 2016	55 and Over	% Pt. Diff. From 2016
No certificate, diploma or degree	52.2%	11%	42.4%	-24.2%	87.5%	1.8%	0%	0%
High (secondary) school diploma or equivalency certificate	100%	25%	78.1%	9.7%	87.5%	87.5%	66.7%	66.7%
Apprenticeship or trades certificate or diploma	0%	0%	85.7%	-14.3%	0%	0%	0%	0%
College, CEGEP or other non-university certificate or diploma	83.3%	83.3%	76.5%	-6.1%	80%	8.6%	0%	-40%
University certificate or diploma below bachelor level	0%	0%	80%	-20%	0%	0%	0%	0%
Bachelor's degree or higher	0%	0%	93%	4.4%	77.8%	-6.2%	36.8%	-18.2%

### **External Migrants' Participation by Gender**

More Women with higher education working part-time; more men with Secondary Education, participating & employed full-time employment. In this section, we observed a shift of female immigrant labour force with higher education towards part-time employment. On the other hand, we saw an increase in men with secondary or below education alongside with general increases in the share of full-time employment.

### **Participation and Employment of Male Immigrants**

As shown in Table 32, the percentage of immigrant labour force and with secondary school diploma or equivalency certificate increased by 6.8% points to 17.7%; those with no certificate, diploma or degree also rose to 18.4%. On the contrary, the share of recent male immigrants with bachelor's degree or above in the labour force dropped by 7.3% to 44.2%.

The overall participation rate and share of full-time employment among male immigrants increased. It was the most obvious among those with high school education: participation rate increased by 22.8% points to 83.9% and percentage of full-time employment almost doubled, reaching 69.6%. Male immigrant workforce with apprenticeship or trades certificate or diploma saw the biggest drop in participation rate (-8.3% points) and full-time employment (-40% points).

**Table 32 - Change in Educational Attainment, Participation and Full-time Employment of Male Immigrants Between 2016 and 2021 Census**

(Source: 2016 & 2021 Census, Statistics Canada)

	% in the Labour Force, 2021	% Pt. Diff. From 2016	Participation Rate, 2021	% Pt. Piff. From 2016	% Full-Time, 2021	% Pt. Diff. From 2016
No certificate, diploma or degree	18.4%	2.5%	71.1%	7.1%	46.2%	-10.1%
High (secondary) school diploma or equivalency certificate	17.7%	6.8%	83.9%	22.8%	69.6%	32.1%
Apprenticeship or trades certificate or diploma	4.1%	-0.9%	75.0%	-8.3%	60.0%	-40.0%
College, CEGEP or other non-university certificate or diploma	14.3%	0.4%	87.5%	-5.8%	56.3%	2.5%
University certificate or diploma below bachelor level	2.0%	0.1%	100.0%	33.3%	100.0%	100.0%
Bachelor's degree or higher	44.2%	-7.3%	87.8%	-1.8%	73.3%	10.0%
<b>Total - highest certificate, diploma or degree</b>	<b>NA</b>	<b>NA</b>	<b>82.1%</b>	<b>1.3%</b>	<b>64.2%</b>	<b>5.5%</b>

### **Participation and Employment of Female Immigrants**

In contrast to their male counterparts, the percentage of female immigrant labour force with bachelor's degree or above increased by 8.2% point to 55.9%; whereas those with no certificate, diploma or degree decreased to 7.8%.

The overall participation rate of female immigrants decreased from 66% to 62% in 2021, but remained 2% point higher than that of the overall female population in the Region. Participation rate of female immigrants with high school education (+7%) and bachelor's degree or above (+8%) reached 74% and 78% respectively, compared to 50% and 76% in the Region's overall.

It is noteworthy that female immigrants working full-time dropped from 49.3% to 37.6%, compared with 58.4% in the Region. In particular, immigrants with bachelor's degree or above employed full-time decreased significantly from 57.6% to 31.8%. The only increase in full-time employment was among female immigrants with high school education employed full-time, up by 28.6% points to 50%.



**Table 33 - Change in Educational Attainment, Participation and Full-time Employment of Female Immigrants Between 2016 and 2021 Census**

(Source: 2016 & 2021 Census, Statistics Canada)

	% in the Labour Force, 2021	% Pt. Diff. From 2016	Participation Rate, 2021	% Pt. Diff. From 2016	% Full-Time, 2021	% Pt. Diff. From 2016
No certificate, diploma or degree	7.8%	-2.6%	23%	-20%	42.9%	-17.1%
High (secondary) school diploma or equivalency certificate	19.6%	1.0%	74%	7%	50.0%	28.6%
Apprenticeship or trades certificate or diploma	0.0%	-4.7%	0%	-80%	0.0%	0.0%
College, CEGEP or other non-university certificate or diploma	15.7%	0.6%	67%	-1%	46.7%	-7.8%
University certificate or diploma below bachelor level	0.0%	-3.5%	0%	-75%	0.0%	-100.0%
Bachelor's degree or higher	55.9%	8.2%	78%	7%	31.8%	-25.8%
<b>Total - Highest certificate, diploma or degree</b>	<b>NA</b>	<b>NA</b>	<b>62%</b>	<b>-4%</b>	<b>37.6%</b>	<b>-11.7%</b>

## External Migrants by Occupation

Table 34 compares the distribution of the Region's total labour force and immigrant labour force from different age cohorts by broad occupation groups. About 25.1% immigrants worked in sales and services occupations, followed by 16.5% in manufacturing and utilities and 10.8% in Natural resources, agriculture and related production. 10.3% immigrants participating in Trades, transport and equipment operators and related occupations, 10.3% points lower than the Regional number. On the other hand, share of immigrants participating in manufacturing and utilities occupations hit 16.5%, almost doubled that of the Regional overall (8.5%).

### More young immigrants in Sales and services and Manufacturing, less in Natural resources and Agriculture and Trades and transport

Looking into breakdown by age cohorts, it is observed that the younger immigrants aged 15 to 24 participated mostly in sales and services (45.6%), manufacturing and utilities (21.1%) and Trades, transport and equipment operators and related occupations (15.8%). Sales and service occupations (39.9%) also constituted to the largest part of the cohort's overall workforce participation. That said, the cohort's overall participation in Trades, transport and equipment operators and related occupations (19.8%) and Natural resources, agriculture and related production occupations (12.3%) were 4% point and 8.8 %point higher than that among young immigrants respectively. On the other hand, participation of immigrants aged 15 to 24 years in manufacturing and utilities was 13.1% point higher than the cohort's regional number.

### ***More 25 to 44 in Manufacturing, Natural Resource, Agriculture, Natural and Applied Science***

21.6% and 17% immigrants were in sales and services and manufacturing and utilities occupations respectively. Considering the fact that the majority of employees in manufacturing and utilities sectors are aged 45 to 64, a higher percentage of younger immigrants participating in occupations from manufacturing and utilities may supplement these sectors with additional and younger labour force and alleviate the challenges arising from rising turnover due to retirement. However, only 8.9% immigrants participated in Trades, transport and equipment operators and related occupations, compared with 23.1% in the Region. This also aligned with our observation that participation rate of recent immigrants with trade certificates or apprenticeship equivalent educational attainments dropped from 91.7% in 2016 to 58% in 2021, also 5% point lower than the Regional overall. Separately, 13.9% and 12.4% of immigrants participated in Natural resources, agriculture and related production occupations and natural and applied science related occupations respectively, compared with 7% and 6.7% in the Regional overall.

### ***More 45 to 54 in Sales in Service, less in Trades and Transport***

Similar to the younger cohorts, the largest of about 27.7% immigrants aged 45 to 54 were in Sales in services, compared with 18.9% regionally. Business, finance and administration (25.5%) was a close second, also about 9.4% point higher than the Regional overall. On the other hand, Trades, transport and equipment operators and related occupations only made up of about 12.8% of the immigrant labour force whereas 20.7% of the Region's 45-54 labour force were in these occupations.

### ***Less 55 and over in Trades and Transport***

Compared with other age cohorts, the 55 years and over group had the highest percentages participating in Education, law and social, community and government services occupations (18.5%) and art, culture, recreation and sport (11.1%), also 11.9% point and 8.1% point higher than the Regional statistics. That said, the group had the lowest percentage in Trades, transport and equipment operators and related occupations (7.4%), compared to 21.2% regionally.

**Table 34 Comparison of Immigrant and Regional Workforce Distribution in Occupations, by Age**

(Source: 2021 Census, Statistics Canada)

	Total		15 to 24 years		25 to 44 years		45 to 54 years		55 years and over	
	Region	Immigrant	Region	Immigrant	Region	Immigrant	Region	Immigrant	Region	Immigrant
9 Occupations in manufacturing and utilities	8.5%	16.5%	8.0%	21.1%	9.3%	17.0%	9.3%	12.8%	7.0%	11.1%
8 Natural resources, agriculture and related production occupations	9.0%	10.8%	12.3%	3.5%	7.0%	13.9%	6.6%	4.3%	11.6%	0.0%
7 Trades, transport and equipment operators and related occupations	21.6%	10.3%	19.8%	15.8%	23.1%	8.9%	20.7%	12.8%	21.2%	7.4%
6 Sales and service occupations	22.5%	25.1%	39.9%	45.6%	17.8%	21.6%	18.9%	27.7%	22.5%	25.9%
5 Occupations in art, culture, recreation and sport	2.4%	3.7%	1.8%	0.0%	2.3%	3.9%	2.0%	0.0%	3.0%	11.1%
4 Occupations in education, law and social, community and government services	8.9%	7.6%	4.5%	7.0%	10.8%	6.6%	11.8%	6.4%	6.6%	18.5%
3 Health occupations	7.5%	6.6%	5.5%	0.0%	9.5%	7.7%	8.0%	6.4%	5.7%	0.0%
2 Natural and applied sciences and related occupations	5.1%	9.3%	2.4%	0.0%	6.7%	12.4%	5.4%	4.3%	4.0%	7.4%
1 Business, finance and administration occupations	13.5%	9.6%	5.8%	7.0%	12.9%	8.1%	16.1%	25.5%	16.5%	18.5%
0 Legislative and senior management occupations	1.1%	0.5%	0.1%	0.0%	0.7%	0.0%	1.2%	0.0%	1.9%	0.0%

## ***External Migrants by Occupations – A Comparison with 2016 Census***

While the number of recent immigrants<sup>5</sup> settled in the Region increased from 2016 to 2020 as compared to 2011 to 2015, some occupations have attracted more external labour force than others. As shown in Table 33, the percentage of immigrants working in sales and services increased by 6.2% point from 18.9% to 25.1%; 16.5% of immigrant labor force participated in manufacturing and utilities, increased by 11.5% points from 2016. On the other hand, immigrants in health occupations dropped significantly from 14.4% of the labour force in 2016 Census to 6.6% in 2021. Breakdowns by age cohorts are detailed in Table 36.

### ***15 to 24 - From Health and Trades to Sales Services and Manufacturing and Utilities***

We saw a 10.1% point decrease of young immigrants participating in Trades, transport and equipment operators and related occupations, from 25.9% in 2016 down to 15.8% in 2021. No immigrants from the 15 to 24 cohort were reported participating in Health occupations, compared with 7.4% in 2016. In contrast, share of Sale and Service increased from 33.3% to 45.6% in the last five year period. As a matter of fact, percentage of 15 to 24 labour force in the Region participating in sales and service also went up from 21.4% to 39.9%.

### ***25 to 44 - From Health to Manufacturing and Utilities and Natural Resources and Agriculture***

Increased from 14.9% to 21.6%, sales and service have replaced Health occupations as the largest occupational group among recent immigrants aged 25 to 44. The latter decreased sharply from 19.8% in 2016 to 7.7% in 2021. The 25 to 44 years cohort saw the biggest jump in manufacturing and utilities occupations, up from 3.3% to 17%, followed by Sales and service (+6.7% point) and Natural resources, agriculture and related production occupations (+5.6% point).

### ***45 to 54 – From Legislative and Management to Trades, Health and other Professional Occupations***

With 27.7% immigrant aged 45-54 participating in Sales and service, it has replaced Legislative and senior management occupations to be the largest occupational group for the cohort, followed by Business, finance and administration occupations (25.5%). On the contrary, immigrants in Legislative and senior management occupations decreased drastically by 35%. It is noteworthy that 12.8% immigrants aged 45 to 54 participated in Trades, transport and equipment operators and related occupations whereas 6.4% in Health occupations. None were reported in these in-demand occupations in 2016.

### ***55 years and over – Drop in Health and Trades and Transport; Rise in Sales and Service, Manufacturing and Utilities***

Immigrants participating in Sales and service occupations increased from 16.7% to 25.9%, surpassing education, law and social, community and government services (18.5%). Similar increase was also observed in manufacturing and utilities (+11.1%). However, shares of Health and Trades, transport and equipment operators and related occupations decreased from 16.7% and 12.5% in 2016 to zero and 7.4% respectively in 2021.

<sup>5</sup> Recent immigrants are defined as external migrants who settled in Canada for five years less by the time the respective census took place. For analysis purpose, only immigrants who were in the labour force (i.e. employed or seeking to work) and identified with occupations covered in the National Occupation Classification (NOC) are included.

**Table 35 - Changes in Distribution of Immigrants in Occupational Groups, 2016-2021***(Source: 2016 & 2021 Census, Statistics Canada) (Note: in descending order of percent point changes)*

	% Immigrant 2016	% Immigrant 2021	% Point Change
9 Occupations in manufacturing and utilities	5.0%	16.5%	11.5%
6 Sales and service occupations	18.9%	25.1%	6.2%
8 Natural resources, agriculture and related production occupations	8.0%	10.8%	2.8%
2 Natural and applied sciences and related occupations	7.0%	9.3%	2.3%
1 Business, finance and administration occupations	8.5%	9.6%	1.1%
5 Occupations in art, culture, recreation and sport	4.5%	3.7%	-0.8%
7 Trades, transport and equipment operators and related occupations	11.4%	10.3%	-1.1%
4 Occupations in education, law and social, community and government services	10.9%	7.6%	-3.3%
3 Health occupations	14.4%	6.6%	-7.8%
0 Legislative and senior management occupations	11.4%	0.5%	-10.9%

**Table 36 - Change in distribution of Immigrants in occupations, by Age, 2016-2021**

(2016 & 2021 Census, Statistics Canada)

Age Cohort	15 to 24 Years		25 to 44 Years		45 to 54 Years		55 Years and Over	
Census Year	2016	2021	2016	2021	2016	2021	2016	2021
9 Occupations in manufacturing and utilities	18.5%	21.1%	3.3%	17.0%	6.5%	12.8%	0.0%	11.1%
8 Natural resources, agriculture and related production occupations	7.4%	3.5%	8.3%	13.9%	6.5%	4.3%	0.0%	0.0%
7 Trades, transport and equipment operators and related occupations	25.9%	15.8%	9.9%	8.9%	0.0%	12.8%	12.5%	7.4%
6 Sales and service occupations	33.3%	45.6%	14.9%	21.6%	25.8%	27.7%	16.7%	25.9%
5 Occupations in art, culture, recreation and sport	0.0%	0.0%	5.0%	3.9%	6.5%	0.0%	0.0%	11.1%
4 Occupations in education, law and social, community and government services	7.4%	7.0%	9.9%	6.6%	6.5%	6.4%	20.8%	18.5%
3 Health occupations	7.4%	0.0%	19.8%	7.7%	0.0%	6.4%	16.7%	0.0%
2 Natural and applied sciences and related occupations	0.0%	0.0%	10.7%	12.4%	0.0%	4.3%	8.3%	7.4%
1 Business, finance and administration occupations	0.0%	7.0%	10.7%	8.1%	12.9%	25.5%	16.7%	18.5%
0 Legislative and senior management occupations	0.0%	0.0%	7.4%	0.0%	35.5%	0.0%	8.3%	0.0%



## *County Level Migration Observations*



## Bruce County Observations

From 2016 to 2021, Bruce had a significant growth in net migrant number, and 2,540 out of 4,070 gains were internal migrants.

**Table 37 - Change in Net Migrants in Bruce**

(Source: 2021 Census, Statistics Canada)

	2016 Census	2021 Census	Absolute Change
Net-internal migrants in 15 years + population	1,300	4,070	2,770
Net internal migrants in the labour force	560	2,540	1,980

## Internal In-Migrants

Compared with the county's overall population, the 25-44 years cohort constituted to a significantly larger share among the in-migrant population. The group is the major age cohort among inter-provincial and intra-regional in-migrants. This pattern is understandable considering that people at working age moved into the Region for new employment opportunities. On the other hand, we also saw high percentages of elder intra-provincial and intra-regional in-migrants settled in Bruce in the past years.

**Table 38 - Distribution of different types of Internal Migrants moved into Bruce, by Age**

(Source: 2021 Census, Statistics Canada)

	Bruce Population	% in Intra-Provincial In-Migrants	% in Inter-Provincial In-Migrants	% in Intra-Regional In-Migrant (to Bruce)
15-24	10.5%	8.1%	7.5%	12.1%
25-44	27.1%	34.6%	63.1%	41.7%
45-54	12.1%	10.8%	10.0%	12.1%
55 and over	50.3%	46.4%	18.8%	33.8%

## Labour Market Participation of Internal In-Migrants by Age

Internal in-migrants appeared to have higher participation rates than Bruce's overall. It is interesting that participation rates of all internal in-migrants aged 15-24 years and 55 years and over were higher than the county number.

**Table 39 - Participation Rates of Internal In-Migrants, by Age**

(Source: 2021 Census, Statistics Canada)

Age Cohort	Total	15 to 24	25 to 44	45-54	55 +
15+ population	57.7%	60.0%	87.0%	84.6%	32.6%
Intra-provincial in-migrant	59.8%	72.3%	86.3%	77.3%	34.1%
Inter-provincial in-migrant	75.6%	83.3%	84.2%	87.5%	40.0%
intra-regional migrant (to Bruce)	66.5%	67.7%	83.4%	81.5%	39.8%

## Internal Out-Migrants

Bruce had higher percentage of within-region migrants. Looking into breakdown by age cohorts, we observed that 45 to 54 years and 55 years and over made up 32.3% and 42.9% of those moved out of the Region. Since these groups are approaching or at retirement age, this may be related to the living costs and the availability of medical and social assistance to seniors in the Region.

**Table 40 - Distribution of Out-Migrants from Bruce, by Age**

(Source: 2021 Census, Statistics Canada)

	% in Population	% in Labour Force	% in Out-Migrant	% in Out-Region Migrant
15 to 24 years	16.8%	16.8%	14.1%	14.2%
25 to 44 years	17.4%	17.3%	32.9%	32.3%
45 to 54 years	11.6%	10.8%	10.4%	10.4%
55 years and over	11.0%	8.8%	42.4%	42.9%
<b>Total</b>	<b>13.4%</b>	<b>13.6%</b>	--	--

## ***Net Internal Migrants by Occupations***

Bruce had a labour force net gain of 2,540 people in all occupations. Sales and service occupations attracted the largest of 675 (23.5% of all net internal migrants), followed by Natural and applied sciences and related occupations (+510, 20.1%) and Trades, transport and equipment operators and related occupations (+380, 15%). On the other hand, Natural resources, agriculture and related production occupations had a net loss of 30 workforce due to out-region migration.

There were a net gain of 30 people aged 15 to 24 years in all occupations. Although sales and service occupations has the biggest gain (+80), Natural resources, agriculture and related production occupations experienced a net loss of 35; Trades, transport and equipment operators and related occupations and manufacturing and utilities both had a net loss of 10 respectively.

1,425 net migrant labour force in all occupations were aged 25 to 44 years. Among all, 330 were in Natural and applied sciences and related occupations, followed by 280 in Sales and services and 270 in Trades, transport and equipment operators and related occupations.

The 45 to 54 cohort had a net gain of 1,220 internal migrants. Business, finance and administration occupations had the largest gain of 285; sales and service came second with 270; followed by 235 in Trades, transport and equipment operators and related occupations.

The 55 years and over cohort made up 755 of the net gain in labour force. 230 were in sales and service occupations; whereas business, finance and administration and Trades, transport and equipment operators and related occupations also gained 185 and 70 people respectively.

**Table 41 - Distribution of Net Internal Migrants by Occupations and Age**

(Source: 2021 Census, Statistics Canada)

	Total	15 to 24 Years	25 to 44 Years	45 to 54 Years	55 Years and Over	% in Total Net Migrant Labour Force
9 Occupations in manufacturing and utilities	160	-10	150	10	0	6.3%
8 Natural resources, agriculture and related production occupations	-30	-35	-10	-5	25	-1.2%
7 Trades, transport and equipment operators and related occupations	380	-10	270	30	70	15.0%
6 Sales and service occupations	675	80	280	100	230	26.6%
5 Occupations in art, culture, recreation and sport	15	-15	-30	0	60	0.6%
4 Occupations in education, law and social, community and government services	235	5	130	20	75	9.3%
3 Health occupations	270	15	175	45	30	10.6%
2 Natural and applied sciences and related occupations	510	10	330	90	60	20.1%
1 Business, finance and administration occupations	335	-5	140	20	185	13.2%
0 Legislative and senior management occupations	40	0	5	5	35	1.6%
All occupations	2,540	30	1,425	320	755	NA

## Grey County Observations

The number of net migrants attracted to Grey in the 2021 Census period was more than tripled that of 2016 whereas number of net internal migrants rose by almost six times.

**Table 42 - Change in Net Internal Migrants in Grey, 2016 to 2021**

(Source: 2016 & 2021 Census, Statistics Canada)

	2016 Census	2021 Census	Absolute Change
Net-internal migrants in 15 years + population	1,940	7,765	5,825
Net internal migrants in the labour force	795	4,770	3,975

## Internal In-Migrants

Compared to the county's population, the 25 to 44 years cohort made up a larger share in internal in-migrants.

**Table 43 - Distribution of different types of Internal Migrants moved into Grey, by Age**

(Source: 2021 Census, Statistics Canada)

Age cohort	Grey Population	% in Intra-Provincial In-Migrants	% in Inter-Provincial In-Migrants	% in Intra-Regional In-Migrant (to Grey)
15-24	11.6%	10.8%	10.4%	15.7%
25-44	24.6%	33.4%	49.3%	37.3%
45-54	13.2%	12.5%	13.4%	11.1%
55 and over	50.6%	43.3%	26.1%	36.2%



## Labour Market Participation of In-Migrants by Age

All internal in-migrants have higher participation rates than the overall participation rate in Grey, with the highest among inter-provincial in-migrants.

Younger Intra-regional migrants aged 15-24 have considerably higher participation rates than inter-provincial and intra-provincial migrants who settled in Grey. With regard to the 25-44 age cohort, which is the major working age group, intra-regional migrants also showed the highest labour market participation of 86.9%, followed tightly by 86.4% among the inter-provincial counterparts. Inter-provincial in-migrants aged 45 to 54 had the highest of 94.4% participation rate compared to 85.3% in Grey. While about 43.3% in-migrants from the other three counties were aged 55 years and over, only 29.1% of the group were in the labour force, about 6.4% point lower than Grey's population.

**Table 44 - Participation Rates of Internal In-Migrants to Grey, by Age**

(Source: 2021 Census, Statistics Canada)

	Total	15 to 24 Years	25 to 44 Years	45 to 54 Years	55 Years and Over
<b>Total 15+ population</b>	<b>57.5%</b>	<b>65.1%</b>	<b>84.1%</b>	<b>85.3%</b>	<b>35.5%</b>
Intra-provincial in-migrant	<b>61.0%</b>	60.5%	84.7%	81.4%	37.0%
Interprovincial in-migrant	<b>68.7%</b>	64.3%	86.4%	94.4%	25.7%
Intra-region migrant (to Grey)	<b>63.8%</b>	73.8%	86.9%	83.7%	29.1%

## Internal Out-Migrants

Grey had a higher overall percentage of labour force moved out of the county as well as out of the Region. The differences are more significant among younger cohorts aged 15 to 24 and 25 to 44 years. While the 55 years and over cohort made up of 9.9% the county's population, it accounted to 37.6% of all out-migrants who left the Region.

**Table 45 - Distribution of Out-Migrants from Grey by Age**

(Source: 2021 Census, Statistics Canada)

	% in Grey Population	% in Grey Labour Force	% in Out-Migrant	% in Out-Region Migrant
15 to 24 years	19.1%	20.8%	17.2%	18.7%
25 to 44 years	20.5%	21.1%	35.4%	34.1%
45 to 54 years	10.8%	10.3%	10.3%	9.5%
55 years and over	9.9%	8.3%	37.0%	37.6%
<b>Total</b>	<b>13.7%</b>	<b>14.9%</b>	-	-

## ***Net Internal Migrants by Occupations***

Grey had a labour force net gain of 4,770 people in all occupations. Trades, transport and equipment operators and related occupations attracted the largest of 975 net in-migrants (20.4%), followed by Sales and service occupations (+1,420, 19.7%) and Business, finance and administration occupations (+890, 18.7%).

There was a net loss of 70 people aged 15 to 24 years in all occupations due to out-migration, with the biggest loss in sales and service occupations (-115) and Occupations in education, law and social, community and government services (-50) and Health (-25). On the other hand, Natural resources, agriculture and related production occupations had a net gain of 70 migrants.

2,180 out of 4,770 (45.7% of the net gain) were aged 25 to 44 years. Among all, 555 net internal migrants were in Trades, transport and equipment operators and related occupations, followed by 430 in sales and service occupations and 315 in Business, finance and administration occupations.

The 45 to 54 cohort had a net gain of 990 internal migrants (20.8%). Business, finance and administration occupations had the largest gain of 230 migrant labour force. With 220 net migrants, sales and service came second, followed by 165 in Trades, transport and equipment operators and related occupations.

The 55 years and over cohort made up 1,670 of 4,770 net internal migrants who were in the labour force. 415 were in sales and service occupations; whereas business, finance and administration, and Trades, transport and equipment operators and related occupations also gained 335 and 250 people respectively.

**Table 46 - Distribution of Net Internal Migrants in Grey, by Occupations and Age**

(Source: 2021 Census, Statistics Canada)

	Total	15 to 24 Years	25 to 44 Years	45 to 54 Years	55 Years and Over	% in Total Net Migrant Labour Force
9 Occupations in manufacturing and utilities	300	60	170	45	15	6.3%
8 Natural resources, agriculture and related production occupations	255	70	85	40	50	5.3%
7 Trades, transport and equipment operators and related occupations	975	10	555	165	250	20.4%
6 Sales and service occupations	940	-115	430	220	415	19.7%
5 Occupations in art, culture, recreation and sport	200	0	50	35	110	4.2%
4 Occupations in education, law and social, community and government services	345	-50	165	80	155	7.2%
3 Health occupations	385	-25	225	65	125	8.1%
2 Natural and applied sciences and related occupations	355	-25	145	95	145	7.4%
1 Business, finance and administration occupations	890	-5	315	230	335	18.7%
0 Legislative and senior management occupations	130	0	40	40	55	2.7%
<b>All occupations</b>	<b>4,770</b>	<b>-60</b>	<b>2,180</b>	<b>990</b>	<b>1,670</b>	<b>NA</b>

# Huron County Observations

In the 2021 Census period, Huron gained 1,830 net internal migrants which included 820 in the labour force, the smallest among all four counties.

**Table 47 - Change in Net Internal Migrants in Huron, 2016-2021**

(Source: 2016 & 2021 Census Statistics Canada)

	2016 Census	2021 Census	Absolute Change
Net-internal migrants in 15 years + population	585	1,830	1,245
Net internal migrants in the labour force	50	820	770

## Internal In-Migrants

The largest share of Inter-provincial (53/5%) and Intra-regional in-migrants (40.9%) moved to Huron was found among those aged 25 to 44 years, whereas age distribution of Intra-provincial in-migrants appeared to be more similar to the county's population, with about half from the 55 years and over cohort.

**Table 48 - Distribution of Different Types of Internal Migrants Moved into Huron, by Age**

(Source: 2021 Census, Statistics Canada)

Age cohort	Population	% in Intra-Provincial In-Migrants	% in Inter-Provincial In-Migrants	% in Intra-Regional In-Migrant (to Huron)
15-24	12.8%	6.7%	8.1%	16.6%
25-44	25.1%	33.4%	53.5%	40.9%
45-54	12.6%	8.9%	12.8%	11.6%
55 and over	49.5%	51.1%	22.1%	30.6%

## Labour Market Participation of Internal In-Migrants by Age

Unlike other counties, intra-provincial in-migrants in Huron had lower participation rates than the county's overall, especially among those aged 55 years and over, which made up of about 51.1% of intra-provincial in-migrants. It also appeared that all in-migrants aged 55 years and over had lower participation rates than the county's population. Separately, it is noteworthy that 91.3% inter-provincial in-migrants aged 25 to 44 participated in the labour force, compared with 86.2% in the county; but only 72.7% inter-provincial in-migrants aged 45 to 54 participated in the labour force, 14.1% point lower than the county's overall.

**Table 49 - Participation Rate of Internal In-migrants in Huron Compared to Total Population, by Age**

(Source: 2021 Census, Statistics Canada)

	Total	15 to 24 Years	25 to 44 Years	45 to 54 Years	55 Years and Over
15+ population	60.9%	77.8%	86.2%	86.8%	37.1%
Intra-provincial in-migrant	54.2%	71.4%	83.5%	77.5%	29.1%
Inter-provincial in-migrant	69.8%	57.1%	91.3%	72.7%	31.6%
Intra-regional migrant (to Huron)	67.1%	78.6%	79.7%	87.2%	35.9%

## Internal Out-Migrants

Unlike others where age distribution of total out-migrants and out-region migrants were similar, Huron showed different characteristics in out-region migrant distribution by age. The 25 to 44 years cohort made up a much larger share of out-region migrants from Huron (46.7%) than its share in total out-migrant population (37.7%); the percentage of 55 years and over, however, went down from 35.7% in all migrants to 23.4% in out-region migrants.

**Table 50 - Distribution of Out-Migrants from Huron by Age**

(Source: 2021 Census, Statistics Canada)

	% in Population	% in Labour Force	% in Out-Migrant	% in Out-Region Migrant
15 to 24 years	15.9%	14.2%	17.7%	19.5%
25 to 44 years	19.3%	19.0%	37.7%	46.7%
45 to 54 years	8.9%	7.9%	8.9%	10.4%
55 years and over	9.2%	6.9%	35.7%	23.4%
Total	12.6%	12.6%	-	-

## ***Net Internal Migrants in Huron by Occupations***

Huron had a labour force net gain of 820 people in all occupations. Sales and service occupations attracted the largest of 315 (38.4% of the net gain), followed by Trades, transport and equipment operators and related occupations (+210, 25.6%) and Business, finance and administration occupations (+185, 22.6%). On the other hand, health occupations saw the largest loss of 50 people due to out-migration, followed by a net loss of 35 labour force in Natural and applied sciences and related occupations.

There was a net loss of 225 people aged 15 to 24 years, with the biggest losses in natural and applied sciences and related occupations (-55), business, finance and administration (-50) and health occupations (-40).

480 out of 820 net internal migrants (58.5% of the labour force net gain) were aged 25 to 44 years. 155 were in sales and service occupations, followed by 95 in manufacturing and utilities and 90 in Trades, transport and equipment operators and related occupations. However, there was a net loss of 35 workers in natural and applied sciences and related occupations due to out-region migration.

The 45 to 54 cohort had a net gain of 155 internal migrants. Business, finance and administration occupations had the largest gain of 60 migrant labour force, followed by 55 in sales and service and 45 in Trades, transport and equipment operators and related occupations.

The 55 years and over cohort made up 400 of the 820 net gain. 115 people were in sales and service whereas business, finance and administration and Trades, transport and equipment operators and related occupations gained 95 and 90 people respectively.



**Table 51 - Distribution of Net Internal Migrants in Huron, by Occupations and Age**

(Source: 2021 Census, Statistics Canada)

	Total	15 to 24 Years	25 to 44 Years	45 to 54 Years	55 Years and Over	% in Total Net Migrant Labour Force
9 Occupations in manufacturing and utilities	145	0	95	-5	35	17.7%
8 Natural resources, agriculture and related production occupations	-20	-25	5	-15	25	-2.4%
7 Trades, transport and equipment operators and related occupations	210	-5	90	45	90	25.6%
6 Sales and service occupations	315	-5	155	55	105	38.4%
5 Occupations in art, culture, recreation and sport	0	-25	20	0	0	0.0%
4 Occupations in education, law and social, community and government services	40	-20	50	5	15	4.9%
3 Health occupations	-50	-40	10	-5	0	-6.1%
2 Natural and applied sciences and related occupations	-35	-55	-35	15	35	-4.3%
1 Business, finance and administration occupations	185	-50	65	60	95	22.6%
0 Legislative and senior management occupations	10	0	20	-10	10	1.2%
<b>All occupations</b>	<b>820</b>	<b>-225</b>	<b>480</b>	<b>155</b>	<b>400</b>	<b>NA</b>

# Perth County Observations

Perth gained 3,380 net internal migrants in the last census period and 2,325 were in the labour force.

**Table 52 - Change in Net Internal Migrants in Perth, 2016-2021**

(Source: 2016 & 2021 Census, Statistics, Canada)

Perth	2016 Census	2021 Census	Absolute Change
Net-migrants in 15 years + population	290	3,380	3,090
Net internal migrants in the labour force	190	2,325	2,135

## Internal In-Migrants

**Table 53 - Distribution of Different Types of Internal Migrants Moved into Perth, by Age**

(Source: 2021 Census, Statistics Canada)

Age Cohort	Population	% in Intra-Provincial In-Migrants	% in Inter-Provincial In-Migrants	% in Intra-Regional In-Migrant (to Perth)
15-24	13.8%	12.7%	10.3%	14.2%
25-44	29.7%	47.1%	50.0%	37.3%
45-54	14.0%	11.0%	11.6%	9.0%
55 and over	42.6%	29.0%	29.5%	39.9%

## Labour Market Participation of Internal In-Migrants by Age

In-migrants aged 25 to 44 in Perth have higher participation rate than Perth's overall. This aligned with our observations that younger populations living the Region have generally higher participation rates whereas the seniors are less inclined to participate in the labour force compared to other parts of Ontario.

About 40% intra-regional in-migrants were aged 55 years and over. Given the lower participation rates among the elder age cohorts, the overall labour market participation among intra-regional in-migrants was the lowest among all. The reported participation rate of intra-regional in-migrants aged 55 years and over was 15%, about 26.3% point lower than the overall participation rate of the age cohort.

**Table 54 - Participation Rate of Internal In-Migrants in Perth, by Age**

(Source: 2021 Census, Statistics Canada)

	Total	15 to 24 Years	25 to 44 Years	45 to 54 Years	55 Years and Over
Perth total 15+ population	66.3%	75.2%	87.8%	87.7%	41.3%
Intra-provincial in-migrant	71.1%	72.1%	87.2%	85.6%	40.0%
Inter-provincial in-migrant	68.5%	66.7%	86.3%	82.4%	27.9%
Intra-regional migrant (to Perth)	57.5%	73.7%	91.0%	75.0%	15.0%

## Internal Out-Migrants

Compared to the other three counties, Perth had the lowest percentages of 55 years and over total out-migrants (24.3%) and out-region migrants (23.4%); but the largest share of 46% and 46.7% by the 25 to 44 years cohort in total out-migrants and out-region migrants respectively.

**Table 55 - Distribution of Out-Migrants from Perth, by Age**

(Source: 2021 Census, Statistics Canada)

	% in Population	% in Labour Force	% in Out-Migrant	% in Out-Region Migrant
15 to 24 years	16.3%	16.4%	19.0%	19.5%
25 to 44 years	20.2%	19.9%	46.0%	46.7%
45 to 54 years	9.2%	8.6%	10.7%	10.4%
55 years and over	7.0%	6.0%	24.3%	23.4%
<b>Total</b>	<b>12.4%</b>	<b>13.4%</b>	-	-

## ***Net Internal Migrants by Occupations***

Perth had a labour force net gain of 2,325 people in all occupations. Sales and service occupations attracted the largest of 560 (24.1% of the net gain), followed by 530 in Trades, transport and equipment operators and related occupations (22.8%) and 420 in manufacturing and utilities occupations (18.1%). On the other hand, natural resources, agriculture and related production occupations saw a net loss of 30 labour force due to out-migration.

There was a net loss of 55 labour force aged 15 to 24 years, with the biggest losses in health occupations (-65) and natural resources, agriculture and related production occupations (-30). On the other hand, Trades, transport and equipment operators and related occupations and occupations in manufacturing and utilities had a net gain of 85 and 40 people respectively.

1,410 net internal migrants in the labour force were aged 25 to 44 years (60.6% of the labour force net gain). 305 were in sales and service occupations, followed by 380 in Trades, transport and equipment operators and related occupations and 255 in Business, finance and administration occupations. Manufacturing and utilities also saw a net gain of 240 people. However, there was a net loss of 10 workers in natural resources, agriculture and related production occupations due to out-region migration.

The 45 to 54 cohort had a net gain of 380 people. Sales and service occupations had the largest gain of 110, followed by 85 in Trades, transport and equipment operators and related occupations and 70 in occupations in manufacturing and utilities. While the 45 to 54 group had the largest gain in natural resources, agriculture and related production (+20) among all age cohorts, there was a net loss of 10 workers in education, law and social, community and government services due to out-migration.

The 55 years and over cohort had a net gain of 585 people. 125 were in sales and service whereas Trades, transport and equipment operators and related occupations and business, finance and administration occupations gained 100 and 95 people respectively.

**Table 56 - Distribution of Net Internal Migrants in Perth by Age and Occupation**

(Source: 2021 Census, Statistics Canada)

	Total	15 to 24 Years	25 to 44 Years	45 to 54 Years	55 Years and Over	% in Net Migrant Labour Force
9 Occupations in manufacturing and utilities	420	40	240	75	70	18.1%
8 Natural resources, agriculture and related production occupations	-30	-30	-10	20	5	-1.3%
7 Trades, transport and equipment operators and related occupations	530	85	280	85	100	22.8%
6 Sales and service occupations	560	5	305	110	125	24.1%
5 Occupations in art, culture, recreation and sport	100	-15	40	25	55	4.3%
4 Occupations in education, law and social, community and government services	95	-25	65	-10	60	4.1%
3 Health occupations	75	-65	130	10	5	3.2%
2 Natural and applied sciences and related occupations	155	-20	100	35	55	6.7%
1 Business, finance and administration occupations	345	-10	255	45	95	14.8%
0 Legislative and senior management occupations	60	0	10	10	35	2.6%
<b>All occupations</b>	<b>2,325</b>	<b>-55</b>	<b>1,410</b>	<b>380</b>	<b>585</b>	<b>NA</b>

## **Conclusions and Trends**

Overall, the Stratford-Bruce Peninsula Economic Region has attracted more migrants between 2016 and 2021 compared to the previous census period.

### **Internal Migrants**

Sales and service occupations (23.8%), Trades, transport and equipment operators and related occupations (20%), Business, finance and administration occupations (16.8%), manufacturing and utilities (9.8%) and Natural and applied sciences and related occupations (9.4%) were top occupations of net internal migrants. The majority of net internal migrants in Health (79.4%), manufacturing and utilities (63.9%), education, law and social, community and government services (57.3%), Trades, transport and equipment operators and related occupations (57%) and Natural and applied sciences and related occupations (54.8%) were aged 25 to 44 years. On the other hand, major gains in occupations in art, culture, recreation and sport (71.4%) and Natural resources, agriculture and related production occupations (60%) were aged 55 years and over.

More 25 to 44 years aged migrants were in professional and skilled occupations (i.e. TEER 1 and TEER 2 occupations) than the Regional overall.

About 7,645 people (24.4% of all migrants from the four counties) remained in the Region (i.e. moved between the four Counties). The movement differed by age and county.

### **External Migrants**

#### **Education and Labour Market Participation**

Immigrants settled in the Region had generally higher participation rates than the Regional overall, except for those with apprenticeship or trade certificates. The trend was the most obvious among those aged 25 to 44 years.

Higher percentages of immigrants participated in manufacturing and utilities (16.5%) than the Regional overall (8.5%). On the other hand, immigrants in Trades, transport and equipment operators and related occupations took up far less share of the immigrant labour force (10.3%) than the Regional statistics (21.6%).

#### **Decrease in Health; Increase in Sales and Services and Manufacturing**

Compared to the 2016 Census, we also observed more recent immigrants in manufacturing and sales and services occupations alongside with a significant drop in health occupations. While immigrants in Trades, transport and equipment operators and related occupations saw a mild decrease, behind the screen was a significant drop in the 15 to 24 years cohort compensated by the increase in older immigrants.

# Appendix

## Reference

Statistics Canada. 2017. Census Profile. 2016 Census. Statistics Canada. Ottawa. Released November 29, 2017.

Statistics Canada. 2023. Census Profile. 2021 Census of Population. Statistics Canada. Ottawa. Released November 15, 2023.

Statistics Canada. (Table 14-10-0325-01). Job vacancies and average offered hourly wage by occupation (broad occupational category), quarterly, unadjusted for seasonality, DOI: <https://doi.org/10.25318/1410035601-eng>.

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## Definition of TEER

The new National Occupation Classification (2021) incorporates a **Training, Education, Experience and Responsibility (TEER) component** which reflects the extent to which each of these components is required for a given occupation. In total, there are six TEER categories, from 0 to 5. Each TEER category shows that there are different ways to gain the skills necessary to work in a specific occupation (educational attainment is not the only factor). While the most detailed occupation is at the 5-digit level of NOC (2021), the second digit refers to the TEER level of an occupation. In our region, the number of occupations under each TEER varies. Understanding the demand and supply in occupations under each TEER supports employees, job seekers and training organizations to formulate workforce.

Explanation from NOC 2021 V1.0 Training, Education, Experience and Responsibility (TEER)	TEER Level	No. of 5-digit Occupations in the Region
Management	0	43
Completion of a university degree (bachelor's, master's or doctorate); or Previous experience and expertise in subject matter knowledge from a related occupation found in TEER 2 (when applicable).	1	95
Completion of a post-secondary education program of two to three years at community college, institute of technology or CÉGEP; or Completion of an apprenticeship training program of two to five years; or Occupations with supervisory or significant safety (e.g. police officers and firefighters) responsibilities; or Several years of experience in a related occupation from TEER 3 (when applicable).	2	160
Completion of a post-secondary education program of two to three years at community college, institute of technology or CÉGEP; or Completion of an apprenticeship training program of two to five years; or Occupations with supervisory or significant safety (e.g. police officers and firefighters) responsibilities; or Several years of experience in a related occupation from TEER 3 (when applicable).	3	68
Completion of secondary school; or Several weeks of on-the-job training with some secondary school education; or Experience in a related occupation from TEER 5 (when applicable).	4	94
Short work demonstration and no formal educational requirements.	5	44

(Source: 2021 Census, custom tabulation)

*Please contact the Four County Labour Market Planning Board for a list of the 5-digit occupations within each TEER category. For more detailed analysis on TEER, refer to the Board's Local Labour Market Plan 2023-24.*





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