

# Working Age Population



## HIGHLIGHTS

- Metro and non-metro Manitoba are experiencing a declining number of potential labour market entrants for each potential retiree. From about 2015 to 2021, the number of potential entrants to the labour force will be less than the potential retirees from the labour force.
- Metro and non-metro areas in each province are following the same trajectory. Non-metro areas outside the Prairies already have fewer potential entrants per potential retiree.
- In rural Manitoba, there are now four census divisions (CDs) with fewer potential labour market entrants compared to the expected number of retirees – for example, CD #5 (includes Killarney) and CD #15 (includes Minnedosa and Neepawa). These CDs will need to attract workers to migrate to their region or they will experience a decline in their workforce.
- There are three northern CDs in Manitoba with more than two potential workers for each retiree. In these CDs, there remains a strong demand for job creation.

## WHY WORKING AGE POPULATION?

A potential labour market shortage may occur where more individuals reach their retirement age, compared to the number of people attaining the age where they would be expected to enter the workforce.

The objective of this Factsheet is to review the demography of the working age population to identify regions with fewer entrants to the working age population, compared to the number of expected leavers.

Our calculation looks at the number of individuals expected to enter the workforce in the next 10 years (those that are now 10 to 19 years of age) compared to the number of individuals expected to leave the workforce in the next 10 years (those that are now 55 to 64 years of age).

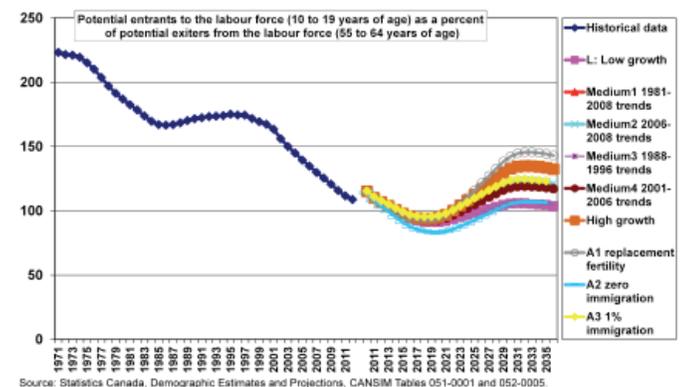
There are some obvious caveats. First, when we make the calculation for any given region, the number of entrants and leavers from the workforce will be influenced by individuals who move from one region to another. Second, not everyone retires at age 65 and thus a potential labour shortage might be averted if individuals do not leave the workforce at age 65. Nevertheless, our calculations, based simply on the age structure, are expected to identify the demographic pressure on labour market prospects in the near term.

For example, census divisions (CDs) with fewer potential labour market entrants than leavers may wish to recruit in-migrants (from elsewhere in Canada or from other countries) in order to maintain their workforce levels. Alternatively, CDs with more labour market entrants than leavers will need to create jobs to prevent out-migration of youth.

## FINDINGS

Manitoba's demography is entering a phase with fewer potential labour market entrants than labour market retirees. This situation is expected to persist from about 2013/15 to about 2021/27 (Figure 1). During this period, there will be less than 100 potential labour market entrants for each 100 potential retirees. This situation holds regardless of the scenario of the rate of migration from within Canada into Manitoba or the rate of immigration into Manitoba.

**Figure 1. Potential labour market shortage from 2013/15 to 2021/27 due to less than 100 labour market entrants per 100 labour market retirees, Manitoba**

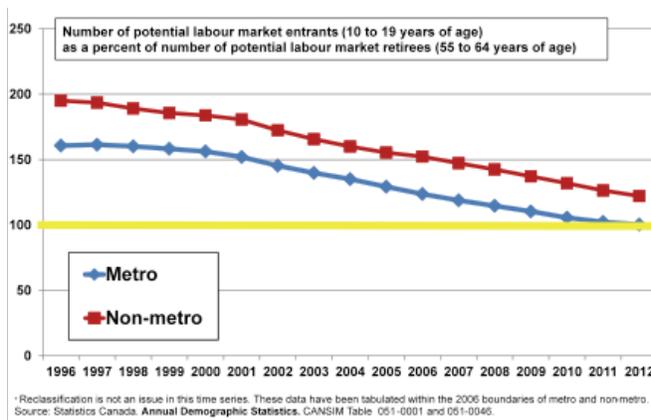


Source: Statistics Canada, Demographic Estimates and Projections, CANSIM Tables 051-0001 and 052-0005.

The demographic pressure on the working age population has steadily increased from 1996 to 2012 (Figure 2). Specifically, the number of potential entrants has been declining relative to the number of potential leavers.

In 2012, the calculation for the Winnipeg CMA is that for each 100 persons expected to retiree over the next 10 years, there were 100 persons available to enter the working age population. This is a decline from 150 at the end of the 1990s. This indicates an expected tightening of the labour market in Winnipeg with a lower expected ability to grow the workforce in the near term.

**Figure 2.** Demographic replacement of working age population is still above 100%, non-metro Manitoba



In 2012, the same calculation for non-metro areas was that for each 100 persons expected to retire over the next 10 years, there will be 122 persons available to enter the working age population.

In the near term, the demographics of each of the Prairie Provinces appears to provide more potential labour market entrants than potential labour market retirees (Table 1). However, all provinces are following a trajectory as shown for Manitoba in Figure 2. Most provinces are approaching an era where the economic development mantra will become “create more people than jobs.”

**Table 1.**

Number of potential labour market entrants (10-19 years of age) as a percent of number of potential labour market retirees (55 to 64 years of age)		
	Metro	Non-metro
Newfoundland & Labrador	79	63
Prince Edward Island	n.a.	88
Nova Scotia	80	72
New Brunswick	83	70
Quebec	85	70
Ontario	101	81
Manitoba	100	122
Saskatchewan	107	105
Alberta	100	111
British Columbia	86	73
Canada	94	81

Source: Statistics Canada. Annual Demographic Statistics CANSIM Table 051-0001 and 051-0045

Perhaps not surprisingly, the demographic pressure on the workforce population differs across the CDs of rural Manitoba. In 2012, four CDs had 80 or fewer potential labour market entrants for each 100 expected retirees (Table 2):

- CD #1 (incl. Lac du Bonnet);
- CD #5 (incl. Killarney);
- CD #15 (incl. Minnedosa & Neepawa); and
- CD #18 (incl. Gimli).

These CDs will need to attract workers or they will experience a decline in their workforce over the near term. (We acknowledge that our ratio may be low for CD #1 and for CD #18 due to the in-migration of early retirees (under 65 years of age) into these CDs.)

At the other end of the spectrum, three CDs have 275 or more potential labour market entrants for each 100 potential retirees:

- CD #19 (incl. Berens River);
- CD #22 (incl. Thompson); and
- CD #23 (incl. Churchill).

These CDs will need to grow the number of jobs for their new workers – or experience youth out-migration.

**SUMMARY**

The general pattern in each province is a declining number of potential labour market entrants for each potential retiree.

In rural Manitoba, there are four CDs with fewer potential labour market entrants compared to the expected number of retirees. These CDs will need to attract workers to move to their region or they will experience a decline in their workforce.

There are three northern CDs in Manitoba with more than two potential workers for each retiree. In these CDs, there remains a strong demand for job creation.

**FURTHER RESEARCH QUESTIONS**

- What effect does the Baby-boomer generation have on the numbers?



**BRANDON UNIVERSITY**  
Founded 1899



Funding for this project was provided by the Manitoba Government.



**Table 2.**

Demographic Labour Market Pressure Index by census division, 1996 to 2012																	
	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
<b>Demographic labour market pressure index:</b>																	
Number of potential entrants to the labour force (population 10-19 years) as a percent of the potential exiters from the labour force (population 55-64 years)																	
<b>Manitoba</b>	175	174	172	169	167	164	156	150	145	140	135	130	125	121	116	112	109
CD #1 (incl. Lac du Bonnet)	106	101	97	98	97	94	91	86	83	78	73	71	69	64	60	55	50
CD #2 (incl. Steinbach)	260	250	241	235	233	225	219	212	208	205	200	197	192	187	182	175	168
CD #3 (incl. Winkler, Morden, Altona)	233	233	227	218	214	214	205	196	192	190	193	190	188	185	175	167	160
CD #4 (incl. Pilot Mound & Somerset)	178	182	179	172	170	164	153	146	139	133	127	120	119	116	112	109	109
CD #5 (incl. Killarney)	140	142	141	141	140	140	130	125	118	114	110	105	98	93	87	83	80
CD #6 (incl. Virden)	189	189	179	179	177	173	164	159	148	141	137	132	133	128	122	116	113
CD #7 (incl. Brandon)	180	177	177	172	172	168	159	151	146	140	131	123	117	112	106	103	100
CD #8 (incl. Gladstone & Treherne)	215	216	212	209	206	198	193	184	175	167	169	172	167	160	157	149	144
CD #9 (incl. Portage la Prairie)	184	184	177	173	177	174	163	153	147	140	137	130	126	118	112	107	102
CD #10 (incl. St. François Xavier)	209	210	214	219	212	209	201	191	185	179	173	170	166	159	155	150	142
CD #11 (Winnipeg)	159	160	159	157	155	151	144	138	134	128	122	117	113	108	104	101	99
CD #12 (incl. Beausejour)	178	175	169	164	160	154	146	138	132	124	125	121	118	111	105	100	95
CD #13 (incl. Selkirk)	149	149	144	141	137	134	128	124	122	117	114	110	107	104	98	94	90
CD #14 (incl. Stonewall)	191	193	194	193	189	184	170	159	154	147	141	133	125	116	107	100	96
CD #15 (incl. Minnedosa & Neepawa)	144	147	144	141	141	139	135	129	121	117	111	106	101	95	91	84	79
CD #16 (incl. Roblin & Russell)	155	153	154	152	151	148	141	138	132	128	126	128	121	118	114	107	100
CD #17 (incl. Dauphin)	141	135	130	125	124	124	118	112	109	106	103	99	96	95	91	90	89
CD #18 (incl. Gimli)	131	129	125	124	120	120	117	113	108	104	101	100	95	91	87	81	77
CD #19 (incl. Berens River)	348	358	359	377	381	385	365	355	345	325	316	303	304	298	294	284	276
CD #20 (incl. Swan River)	149	152	147	143	144	138	135	129	124	124	124	118	109	107	100	94	90
CD #21 (incl. Flin Flon & The Pas)	244	238	228	226	221	218	203	191	179	173	165	157	151	146	141	134	130
CD #22 (incl. Thompson)	441	429	405	397	383	373	363	363	356	353	361	347	332	314	308	295	286
CD #23 (incl. Churchill)	396	376	371	367	364	345	328	341	349	346	357	352	357	330	312	288	278

Source: Statistics Canada. Annual Demographic Statistics, CANSIM Table 051-0052.