

WORKFORCE ATTRACTION AS A DIMENSION OF REGIONAL COMPETITIVENESS

An Analysis of Migration Across Labour Market Areas

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Abstract

This research examines population migration flows across Canadian regions with a purpose to further investigate the regional capacity to attract and retain population. The geographic unit of analysis used in this study is the self-contained labour areas as defined by Munro et al. (2011). Two peer groups of SLAs are defined based on their total population: smaller SLAs with population under 100,000 residents and larger SLAs with 100,000 or more residents. Within each group three levels of competitiveness are defined based on the average growth of the peer group (Lower, Neutral, Higher). The present analysis focuses on examining the overall population flows between those six types of SLAs and by taking into account specific demographic characteristics such as age groups, education levels, occupational skill levels, immigration and income levels. The data used for the analysis is from the 2006 Census of Population, however the results are expected to be relevant and provide a useful background for a discussion on rural regions.

Highlights

- Between 2001 and 2006, 2.3 million individuals moved to a different labour market area. Within this group, 1.2 million were in the core-working-age population (25 to 54 years of age).
- In this study, competitive regions are defined as labour market areas with a population growth greater than their peers. We use two peer groups: smaller regions (with a population under 100,000 residents) and larger regions (with 100,000 or more residents).
- Smaller regions which were higher-competitive gained 40,000 inhabitants due to migration within Canada and larger regions which were higher-competitive gained 50,000 inhabitants in the 2001 to 2006 period.
- No single type of region was competitive in attracting individuals of all age groups. The migration patterns of young adults and the older population are different – they both moved to higher-competitive regions but young adults preferred larger labour market areas and the older population preferred the smaller labour market areas.
- Competitive regions attract proportionally more highly educated human capital than less competitive labour market areas.
- Similarly, competitive regions attract proportionally more individuals who end up in managerial and professional occupations. Although these results reflect the nature of different labour markets, it also shows the ongoing concentration of professional occupations in larger higher-competitive labour market areas.
- Immigrants who arrived in Canada before 2001 and moved between 2001 and 2006 are attracted by higher-competitive regions. The rate of flow to smaller higher-competitive regions outpaced the rate of flow to larger higher-competitive regions. However, the absolute numbers flowing to larger higher-competitive regions outstripped the flows to any other type of region.
- Larger higher-competitive regions also face polarization pressures from their tendency to attract a relatively larger flow of individuals who were living in low income households in 2006.

Introduction

In this report, we present an analysis of the components of population migration flows in order to further our understanding of regional competitiveness. The existing literature suggests that the concept of regional competitiveness has to be measured on multiple levels to capture current prosperity as well as the capacity to improve economic conditions over time (Malecki, 2004). The multi-dimensional nature of “competitiveness” makes it particularly challenging to incorporate this concept into applied research and analysis (Kitson et al., 2004).

Within Canada, the federal Rural and Co-operatives Secretariat has developed a working definition of competitiveness. Competitiveness, in a rural territorial or regional context, can be broadly understood to mean the capacity of a rural area to attract and retain investment, people and jobs while maintaining viable economic activity and stable or rising standards of living for the inhabitants in the area.

This definition, in line with most of the literature on regional competitiveness, highlights that a key dimension of regional competitiveness relates to population change. Competitive regions attract workers, or in broader terms, people (Kitson et al., 2004; Porter et al., 2004; Weiler, 2004). Hence, one of the key indicators of a region’s performance is reflected by population change, if not in absolute terms, at least relative to the performance of comparable regions in the country (Partridge et al., 2007). In this study, competitive regions are identified as those with a population growth greater than their peers. A profile of the characteristics of competitive regions based on their demographic dimensions is presented in Bollman (2017).

This research uses the same classification of competitive regions outlined in Bollman (2017), as well as the same geographic unit of analysis, the self-contained labour areas (SLA) (Munro et al., 2011) (see Box 1 for details). In this analysis however, we take a closer look at the capacity to attract and retain people by documenting the number and characteristics of individuals who migrated from one group of SLAs to another group of SLAs.

Domestic migration flows play a significant role in sustaining and fuelling the growth of a region. While the natural determinants of population change (births and deaths) tend to have slow and long term effects on population dynamics, migratory flows can rapidly change the demographic outcome of single communities and regions.

We show the gross in-flows, the gross out-flows and the resulting net migration. From a job-search and job-matching

perspective (Jackman and Savouri, 1992; Juarez, 2000), the characteristics of individuals in each gross flow stream provide insights on the relative demand and supply in the sending and in the receiving region(s) for workers with a given set of characteristics. We have not compared the pattern of flows for different segments of the business cycle because, at this time, our delineation of SLAs relates only to 2006 geographic boundaries and we used the Census of Population to tabulate migration in the previous 5-year period. The pattern of flows would be expected to differ over the business cycle (Jackson and Savouri, 1992).

The results of this research further our understanding of domestic migration flows across Canada. First, we find that between 2001 and 2006 about 2.3 million Canadians moved to a different SLA. Of these, about 1.2 million were in the core-working-age group (25 to 54 years of age). Given that our unit of analysis is the self-contained labour area (SLA), our results, arguably, would appear to give a more precise representation of migration across labour markets than migration indicators by municipality, county or province.

Second, the findings of this analysis show that the composition of the flows from and to different types of SLAs, in terms of demographic and socio-economic characteristics, is not uniform across types of regions. None of the SLA types is “competitive” for all age groups. On the contrary, each type of SLA gains or loses population in specific age groups (young adults, core-working-age adults and seniors).

The higher-competitive SLAs (both smaller and larger) (Box 2) attract proportionally more individuals with higher educational attainment or individuals that have or can fill occupations at a higher skill level (professional occupations in particular). Higher-competitive SLAs also attracted more individuals who immigrated to Canada before 2001. The rate of flow is higher to the smaller higher-competitive SLAs but the absolute flow is higher to the larger higher-competitive SLAs.

Finally, larger higher-competitive SLAs also attracted relatively more individuals who were living in low income households in 2006 (Note that income data refers to the calendar year 2005 -- the year preceding the census).

For a descriptive analysis of the characteristics of SLAs in each competitiveness group, see Bollman (2017). Their map of each competitiveness group is reproduced in this report as Appendix Map A1.

BOX 1: Data Source and Geography

The data used in this analysis are from the 2006 Census of Population. All data are tabulated at the census subdivision (CSD) level, using the 2006 census geography, and then rolled up to the level of a self-contained labour area (SLA).

A CSD is an incorporated town or municipality or an area that is deemed to be equivalent to a municipality for statistical reporting purposes (Statistics Canada, 2007a). The 2006 census collected information on the CSD of residence as well as the CSD of residence five years prior to the census. Hence, all the data reported in this report refers to individuals recorded by the 2006 census who were living in Canada in 2001.

It is important to emphasize that the data tabulated in this analysis refer to domestic or internal migration, i.e. residents of Canada in 2001 who had moved to a different SLA in Canada by 2006. Thus, individuals born between 2001 and 2006 are excluded and all individuals who were not living in Canada in 2001 (i.e., immigrants who arrived in the 2001 to 2006 period and Canadians living abroad in 2001) are also excluded. This approach allowed us to look at changes between 2001 and 2006 by using one single census database and to track migration patterns at the micro data level.

The geographic unit of analysis used in this research to assess migration flows is the **self-contained labour area (SLA)** (Box 2), which is defined as a group of two or more census subdivisions where at least 75% of the workers both live and work in the area (Munro et al., 2011). SLAs for Canada were created by grouping together CSDs that presented reciprocally important commuting flows between themselves.

There are 349 self-contained labour areas formed by a cluster of two or more CSDs. These SLAs are 96% self-contained, on average, which is significantly higher than the minimum required level (75%). On average, the resident workforce is 36,000 workers and the resident population is 89,000 inhabitants. The average SLA is comprised of 11 CSDs.

The use of SLAs as our geographic unit of analysis resulted in the exclusion of a small share of Canada's population that was not assigned to one of the 349 SLAs by Munro et al. (2011). Specifically, the 349 delineated SLAs cover 31,262,864 Canadians (Box 1 Table 1). As noted above, this research only tabulates data for individuals on the 2006 census who were living in Canada in 2001. This group numbered 27,707,091 residents of Canada in 2006.

Box 1 Table 1. Population assigned to a self-contained labour area (SLA), Canada, 2006

	Population Concept	Total Population
a	Total population in 2006 census	31,612,897
b	Total non-institutional population, 2006 (The long-form census questionnaire was enumerated only for the non-institutional population and it was the long-form questionnaire which included the question on place of residence 5 years earlier, in 2001)	31,241,030
c	Population in the “out-of-scope” census sub-divisions (CSDs) for the purpose of SLA delineation (i.e. there is no commuting or the CSDs are too small to report reliable data on commuting)	128,164
d	Population “in-scope” for delineation into a self-contained labour area (SLA) = a-c	31,484,733
e	Population of isolates (SLAs with 1 census subdivision), excluded from this analysis (i.e. this is some commuting within the CSD but no commuting into or out of the CSD or the CSDs are too small to report reliable data on commuting with another CSD)	221,869
f	Population in SLAs with 2 or more CSDs = d-e	31,262,864
g	Population in 2006 that was not residing in Canada in 2001 (includes those born between 2001 and 2006, immigrants who arrived in the 2001 to 2006 period and other residents in 2006 who were not residents of Canada in 2001)	3,555,773
h	Population in scope for this study = f-g	27,707,091

BOX 2: Methods and Key Definitions: Regional Competitiveness

For the purpose of this analysis, we define a competitive SLA to be a SLA with a population growth rate between 2001 and 2006 that is higher than the average population growth rate in its peer group.

We define two peer groups on the basis of the total population of the SLA in 2006:

- a. a smaller SLA has a population under 100,000 residents; and
- b. a larger SLA has a population of 100,000 or more residents.

Although population size is not the only factor that might be used to define a peer group, the population size of the SLA is a crucial element in determining the challenges and opportunities of a region. Since larger regions benefit from various types of agglomeration economies, comparing larger and smaller regions may not give a fair representation of the competitive effort set in place in the region. In establishing a size threshold for the two peer groups, we followed Mendelson and Lefebvre (2003) who concluded that a functional area with a total population of 100,000 or more residents had many “metro functions.”

For each of the two peer groups, we defined three levels of competitiveness, which are based on the average growth of the peer group (Box 2 Table 1). Thus, SLAs in each of the two peer groups have different performance thresholds to be classified as competitive.

Most of the larger SLAs (44 out of 47) have positive population growth. On average, larger SLAs have a higher growth rate (4.5%) compared to smaller SLAs (-2.2%). Neutral-competitive SLAs are defined as having a growth rate within a (relatively) small band around the average growth rate. Among the smaller SLAs, the neutral-competitive group includes SLAs with a population change in the 2001 to 2006 period between -4% and 0%. Among the larger SLAs, the neutral-competitive group has a population change between 2% and 6% over the 2001 to 2006 period.

There is a smaller variation of growth rates across the larger SLAs. Their standard deviation is 3.8% versus 11.4% for the smaller SLAs.

Box 2 Table 1. Definition of peer groups and level of competitiveness of self-contained labour areas (SLAs), Canada, 2006

Competitiveness level	Smaller SLAs (less than 100,000 residents in 2006) (average 5-year growth rate was -2.2%)			Larger SLAs (100,000 or more residents in 2006) (average 5-year growth rate was 4.4%)		
	Size class of population change (2001 to 2006) to be assigned to the competitiveness group	Number of SLAs	Actual range of population change, 2001 to 2006	Size class of population change (2001 to 2006) to be assigned to the competitiveness group	Number of SLAs	Actual range of population change, 2001 to 2006
Lower	Less than -4%	133	-21.5% to -4.0%	Less than 2%	13	-3.1% to 2.0%
Neutral	- 4% to 0%	74	-3.9% to -0.1%	2% to 6%	23	2.1% to 6.0%
Higher	Greater than 0%	95	0.0% to 124.3%	Greater than 6%	11	6.5% to 13.9%

For a descriptive analysis of the characteristics of SLAs in each competitiveness group, see Bollman (2017). Their map of each competitiveness group is reproduced in this report as Appendix Map A1.

Migration Flows Across SLAs: An Overview

Between 2001 and 2006, approximately 2.3 million Canadians moved from one SLA to another (Table 1). Demographic changes and migratory patterns across the urban-to-rural gradient in Canada have been outlined by several recent studies (Alasia et al., 2008; Malenfant et al., 2007; Mwansa and Bollman, 2005; Dion and Coulombe, 2008; Audas and McDonald, 2004; Rothwell, 2002). The present analysis adds to this research by using a unique geographic unit of observation, the self-contained labour area (SLA) and by focusing on flows between types of SLAs.

Since the self-contained labour areas used in this analysis are, on average, 96% self-contained in terms of people living and working in the same area, the migration figures provided here reflect a substantial change in the life of these individuals. Specifically, these changes are likely related to either a new job (in a different labour market area) or a major transition in the individual/family's life cycle, such as the start or completion of an educational program, a search for new or first employment, retirement, etc.

As could be expected, between 2001 and 2006, the largest flow (312,756 individuals) was from a larger higher-competitive SLA to another larger higher-competitive SLA. Migration flows between SLAs of the same type represent about 30% of total migration (about 683,000 individuals; i.e. the sum of values along the main diagonal of Panel 1 of Table 1). These individuals changed SLAs but the destination SLA was classified in the same group of SLAs as the SLA of residence in 2001.

In contrast, the smallest flows were between the two groups of lower-competitive SLAs. From 2001 to 2006, movement out of larger lower-competitive SLAs to smaller lower-competitive SLAs was 5,527 individuals. The reverse flow, from smaller lower-competitive SLAs to larger lower-competitive SLAs was 9,347.

Table 1. Migration of population¹ among self-contained labour areas by population size and competitiveness group of the self-contained labour areas (SLAs), Canada, 2001 to 2006

Population size class of self-contained labour area (SLA)	Competitiveness group of SLA	Total population ¹ in 2001	Total non-migrants ² from 2001 to 2006	Population size class of self-contained labour area (SLA)							Net change (inflow minus outflow)
				Smaller SLA			Larger SLA			All SLAs	
				Competitiveness group of SLA							
				Lower	Neutral	Higher	Lower	Neutral	Higher		
Migrated from row group to column group				number of individuals¹ who migrated from one SLA to another SLA, 2001 to 2006							
Smaller SLA	Lower	857,903	733,639	13,637	17,750	24,198	9,347	35,594	23,739	124,264	-46,922
	Neutral	1,654,202	1,447,539	11,534	23,202	38,623	18,552	69,350	45,403	206,663	-44,539
	Higher	2,381,673	2,058,593	11,936	26,239	62,173	15,003	91,649	116,081	323,080	39,419
Larger SLA	Lower	1,672,630	1,517,990	5,527	12,875	18,006	10,442	72,760	35,029	154,640	-19,924
	Neutral	10,418,114	9,674,742	20,320	47,992	100,283	56,333	260,810	257,634	743,372	23,599
	Higher	10,722,569	9,980,295	14,388	34,065	119,218	25,040	236,808	312,756	742,274	48,367
Total migrants				77,342	162,124	362,499	134,716	766,971	790,641	2,294,293	...
Total non-migrants			25,412,798	733,639	1,447,539	2,058,593	1,517,990	9,674,742	9,980,295	25,412,798	...
Total population¹ in 2006		27,707,091	...	810,981	1,609,663	2,421,092	1,652,706	10,441,713	10,770,936	27,707,091	...
Migrated from row group to column group				"migrants^{2"}, as percent of total population in 2001 (row percent)							
Smaller SLA	Lower	100	86	2	2	3	1	4	3	14	-5
	Neutral	100	88	1	1	2	1	4	3	12	-3
	Higher	100	86	1	1	3	1	4	5	14	2
Larger SLA	Lower	100	91	0	1	1	1	4	2	9	-1
	Neutral	100	93	0	0	1	1	3	2	7	0
	Higher	100	93	0	0	1	0	2	3	7	0
Migrated from row group to column group				net gain or loss for each row: negative indicates the row lost more to the column than it gained and positive indicates the row gained more from the column than it lost							
Smaller SLA	Lower	...	...	0	-6,216	-12,262	-3,820	-15,274	-9,351	...	-46,922
	Neutral	...	...	6,216	0	-12,384	-5,677	-21,358	-11,338	...	-44,539
	Higher	...	...	12,262	12,384	0	3,003	8,634	3,137	...	39,419
Larger SLA	Lower	...	...	3,820	5,677	-3,003	0	-16,427	-9,989	...	-19,924
	Neutral	...	...	15,274	21,358	-8,634	16,427	0	-20,826	...	23,599
	Higher	...	...	9,351	11,338	-3,137	9,989	20,826	0	...	48,367
Net outflow from column				46,922	44,539	-39,419	19,924	-23,599	-48,367	...	0

Source: Statistics Canada, Census of Population, 2006

1. Data refers to population in 2006 with a residence in Canada in 2001. Thus, individuals who arrived in Canada in the 2001 to 2006 period and individuals born in the 2001 to 2006 period are not included.

2. "Migrants", in this table, are individuals who moved from one SLA in 2001 to another SLA in 2006

In terms of the major net loss/gain of population, smaller lower-competitive SLAs lost 46,922 individuals due to migration to an SLA in a different group. Larger higher-competitive SLAs gained 48,367 individuals due to migration from an SLA in a different group.

However, three types of SLAs experienced net gains from migration during the 2001 to 2006 period. As mentioned, the larger higher-competitive SLAs experienced the largest gain (48,367 individuals). The group with the second largest net gain is that of smaller higher-competitive SLAs (net gain of 39,419 individuals). Finally, the larger neutral-competitive SLAs also had a net gain (23,599 individuals). The remaining three groups (smaller lower and neutral-competitive and larger lower-competitive) experienced a net loss of population due to migration.

Migration flows across types of SLAs are multidirectional and reciprocal. Every group of SLAs received migrants from and lost migrants to each other group of SLAs. The relative impact of these is best understood by calculating the flows¹ as a percent of the population in the group at the beginning of the period considered, that is, 2001.

For the whole population, the rates of in-migration and out-migration across SLAs are relatively large, ranging from an out-migration rate of 14.5% from one group to an in-migration rate of 15.2% into another group (Figure 1). These figures emphasize once again the substantial turnover of population experienced by some regions. The difference between in and out-migration is the net gain or loss for any group.

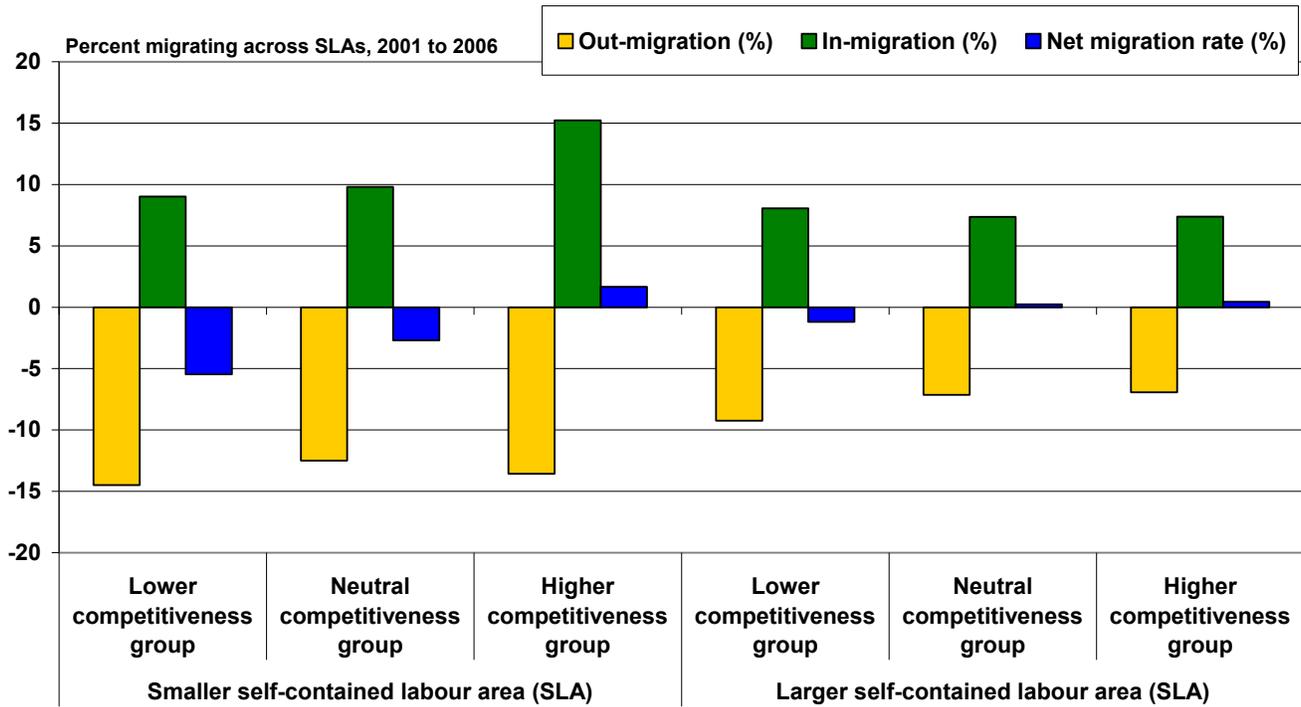
Of the three SLA groups with net population gains over the period, the smaller higher-competitive SLAs are in fact those who received the largest net gain in percentage terms (a net gain of 1.7%); larger higher-competitive SLAs had a net gain of 0.5%, and larger neutral-competitive SLAs a net gain of 0.2%.

Smaller higher-competitive SLAs had in fact the largest population turnover in terms of the rate of gross in-flow and the rate of gross out-flow. They also experienced the largest rate of net increase in population due to migration for any SLA group. Although out-migrants represented a loss of 13.6%, it was the strength of the rate of in-migration (15.2%) that provided the net gain.

The rate of in-migration was also large into smaller lower-competitive SLAs (9.0%) but the rate of out-migration was the largest in this group of SLAs (14.5%) which contributed to a net loss of 5.5% due to migration over the five-year period.

¹ Following standard practice in demography, the gross in-flow, the gross out-flow and thus the net flow is calculated as a percent of the population group in the geographic unit in the beginning period (i.e. 2001). The calculation is explained in Rothwell (2002).

Figure 1. From 2001 to 2006, smaller higher-competitive SLAs gained 1.7% of their population via net migration (15.2% in and 13.6% out), Canada, 2001 to 2006



Source: Statistics Canada, Census of Population, 2006

In addition to the information on the gross flows (Table 1), we calculated the net gains or losses due to migration flows from and to any group of SLAs. This provides an answer to the question: Who gained from whom? Or, who lost to whom? In Panel 3 of Table 1, we have computed the net flow from each row (SLA group) to each column (SLA group). For example, in the row for smaller lower-competitive SLAs, the net flow from smaller lower-competitive SLAs to smaller neutral-competitive SLAs was -6,216. Thus, the former lost population to the latter via net migration. Then, in the next row (smaller neutral-competitive SLAs), the net flow from smaller neutral-competitive SLAs to smaller lower-competitive SLAs is the mirror image. This shows that the smaller neutral-competitive SLAs gained 6,216 individuals on a net basis from smaller lower-competitive SLAs via net migration.

Smaller higher-competitive SLAs received migrants on a net basis (i.e. looking across the row, the in-flow was greater than the out-flow) from each other SLA group. In contrast, there was a net transfer of population from the smaller lower-competitive SLAs to each other SLA group, with a total net out-flow from this type of SLA equal to 46,922.

The smaller neutral-competitive SLAs had a net transfer to each other SLA group, except there was a net in-flow of 6,216 from the smaller lower-competitive SLAs. Larger higher-competitive SLAs received migrants on a net basis from each other SLA group, except the smaller higher-competitive SLAs.

Life Cycle and Migration: Quiet Turnover for Seniors and Hectic Mobility for Young Adults

The age structure of migration patterns between SLAs is a main distinguishing feature shaping competitiveness outcomes. There are two key insights that emerge from looking at the migration flows by age of migrant. The first and most relevant insight is that there is no single type of SLA (either size group or competitiveness group) that is “competitive” for all age cohorts. The second insight is that all smaller SLAs and all lower-competitive SLAs are losing population in each age group, but particularly so among the younger age groups.

In this section we look at migration trends for three age groups: young adults (18 to 24 years of age), core-working-age (25 to 54 years) and seniors (55 years and over). Above, we noted that the group of smaller higher-competitive SLAs was the only group able to attract migrants, on a net basis, from each of the other SLA groups. However, these SLAs were not able to attract more young adults (18 to 24 years of age) than they lost.

Young adults (18 to 24 years of age)

Between 2001 and 2006, smaller higher-competitive SLAs lost 24.4% of their young adults and attracted 18.8% for a net loss of 5.7% (Figure 2). The only groups of SLAs able to attract more young adults than they lost were larger higher-competitive SLAs (3.9%) and larger neutral-competitive SLAs (3.3%).

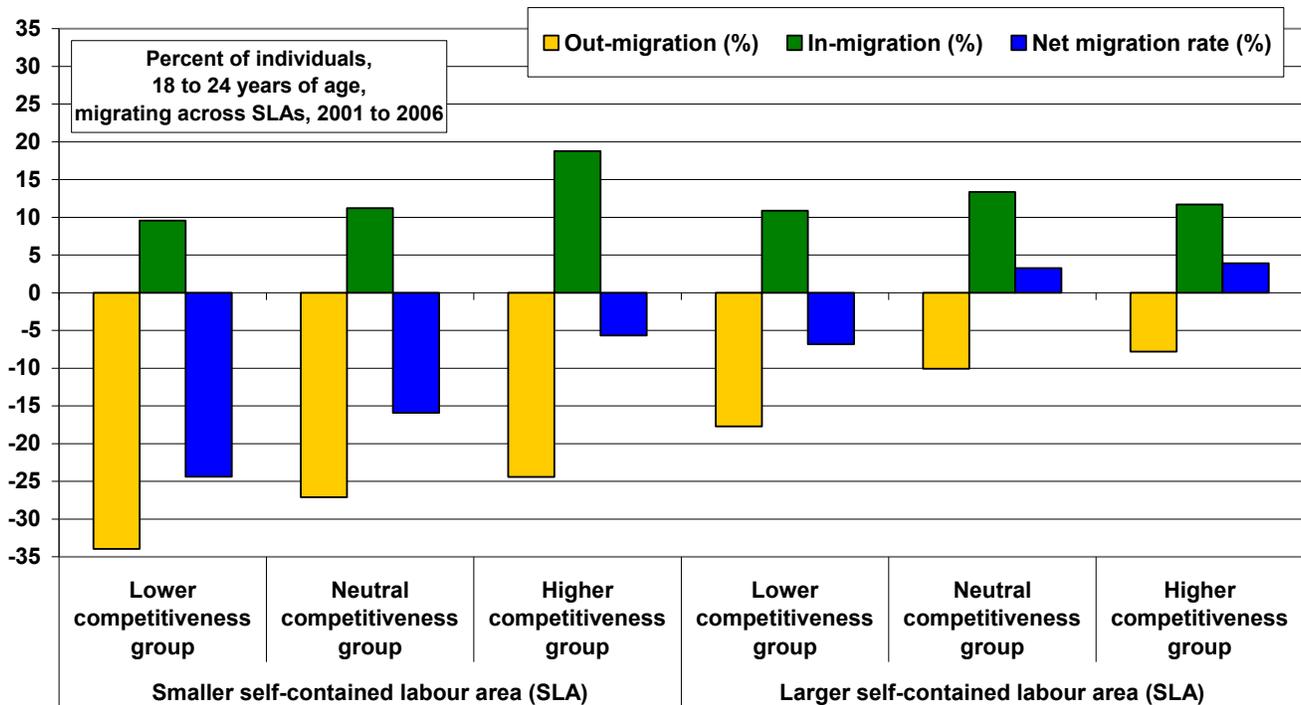
The detailed data for migration flows of young adults are shown in Appendix Table A1. The appendix table includes a calculation of the relative intensity of the migration of young adults, compared to the migration flows of the total population (Panel 4 in Appendix Table A1). Not surprisingly, for the flows from each SLA type to each other SLA type, young adults have a relatively higher rate (or intensity) of migration than the general population, with a few exceptions.

Compared to the rate of flow for the total population:

1. young adults residing in larger higher-competitive SLAs were less likely to move to smaller SLAs or larger lower-competitive SLAs; and
2. young adults residing in smaller higher-competitive SLAs were less likely to move to a smaller lower-competitive SLA.

With respect to the net migration flow of young adults, only larger higher-competitive regions gained young adults from each other SLA group (Appendix Table A1, Panel 3). The larger neutral-competitive SLAs gained young adults on a net basis from each other SLA group – except for a net loss to the larger higher-competitive SLAs. Thus, young adults moved, on a net basis, from smaller and / or less-competitive to larger and higher-competitive SLAs.

Figure 2. From 2001 to 2006, smaller lower-competitive SLAs lost 24% of their young adults (18 to 24 years) via migration and smaller higher-competitive SLAs lost 6%, Canada 2001 to 2006



Source: Statistics Canada. Census of Population, 2006.

Core-working-age (25 to 54 years)

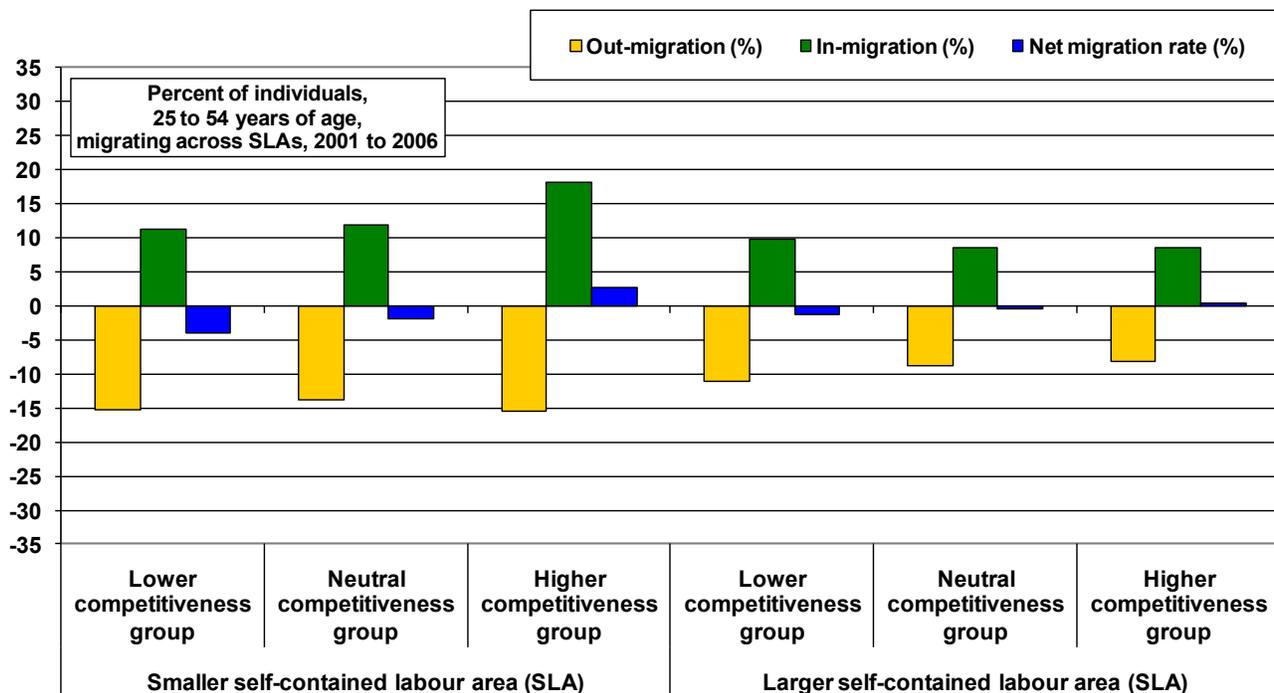
Among the 2.3 million people who moved to a different SLA, about 1.2 million were in the core-working-age population, 25 to 54 years of age (Appendix Table A2). This figure is likely a better approximation of the actual relocation of (potential) workers across labour markets than migration figures tabulated by census subdivision (CSD), census division or province, which were often used in migration studies. Between 2001 and 2006, approximately 4.4 million people (all ages) moved to a different CSD, while a smaller number (852,580 people) moved to a different province (Statistics Canada, 2007b). For labour market analysis purposes, the former statistic is likely an overestimate of the amount of labour-related migration. The second is likely an underestimate because it overlooks within-province migration, which is a substantial proportion of domestic migration flows.

The migration of the core-working-age population was towards a higher competitive SLA (both smaller and larger SLAs) (Figure 3). In fact, on a net basis, only higher-competitive SLAs (both smaller and larger) experienced a net in-flow of individuals in the core-working-age population.

Smaller higher-competitive SLAs received the highest rate of net in-flow of individuals in the core-working-age population over the 2001 to 2006 period. This resulted in a marginally higher rate of migration, compared to migration rates for the total population. The core-working-age population is generally 1.0 to 1.3 times more likely to migrate, compared to the average Canadian (Appendix Table A2, Panel 4).

In terms of the net gains and losses among types of SLAs, the smaller lower-competitive SLAs lost core-working-age population to each other SLA group and the smaller neutral-competitive SLAs lost core-working-age population to every group (except the former) (Appendix Table A2, Panel 3). Smaller higher-competitive SLAs gained core-working-age population from each other SLA type, from an in-flow of 18.2% and an out-flow of 15.5%, yielding a net gain of 2.7%.

Figure 3. From 2001 to 2006, smaller higher-competitive SLAs gained 2.7% of their core-working-age population (25-54 years of age) via migration (18.2% in and 15.5% out), Canada, 2001 to 2006



Source: Statistics Canada. Census of Population, 2006.

Seniors (55 years and over)

The gross flow rates are noticeably smaller for those 55 years of age and over -- generally less than 10% of the total population in each SLA type (Figure 4). The net change is small or close to zero (between -1.8% and 0.2%) in all SLA types except one – smaller higher-competitive SLAs attracted 2.5% older individuals on the basis of a 10.2% gross in-flow and a 7.2% gross out-flow.

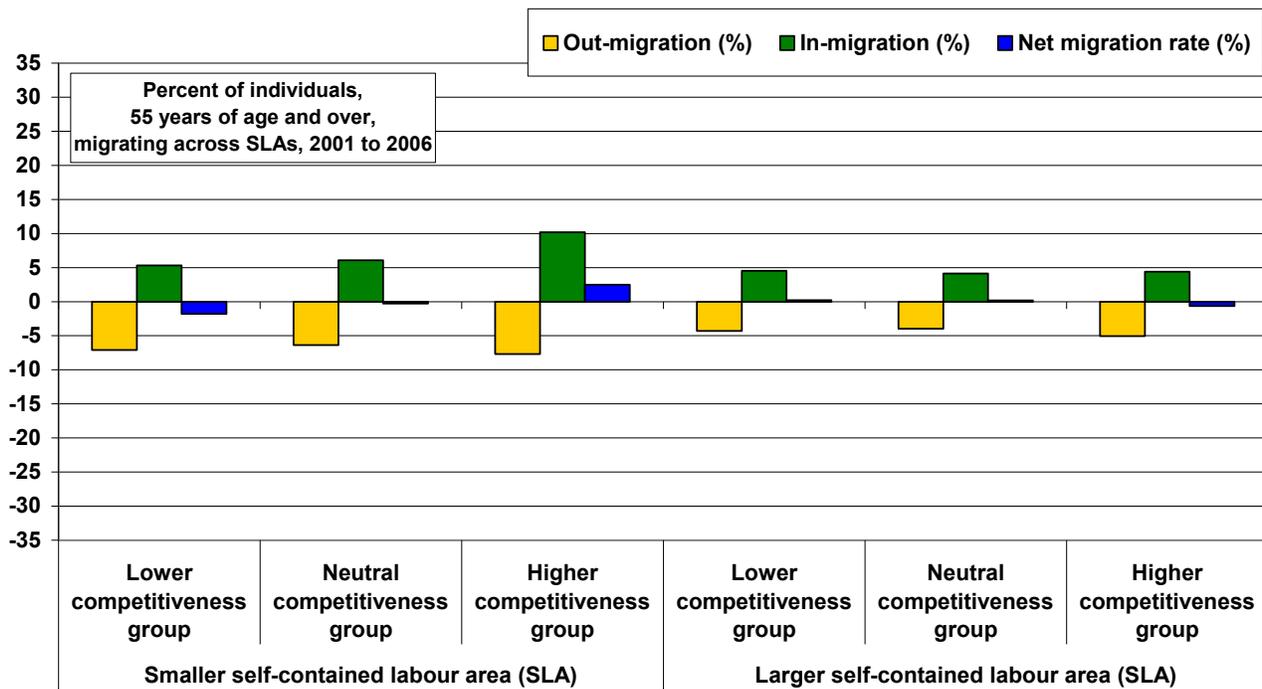
Not surprisingly with these low flow rates, the intensity of this flow, relative to the overall population flow, is lower. The relative intensity for most flows is about 0.5 (Appendix Table A3, Panel 4). However, the rate of flow of the older population from larger neutral-competitive and larger higher-competitive SLAs to smaller neutral-competitive and smaller higher-competitive SLAs is somewhat higher – being 0.87 to 0.92 as intense as the flows for the average Canadian.

Smaller lower-competitive SLAs lost older individuals to each other SLA group (Appendix Table A3, Panel 3). However, the largest net flows were:

1. from larger higher-competitive to smaller higher-competitive SLAs (loss of 8,451 individuals);
2. from larger higher-competitive to larger neutral-competitive SLAs (loss of 7,967 individuals); and
3. from larger neutral-competitive to smaller higher-competitive SLAs (loss of 5,528 individuals).

The attractiveness of smaller higher-competitive SLAs to the older population was one factor contributing to their competitiveness and this group includes a number of SLAs known to be retirement-destination communities.

Figure 4. From 2001 to 2006, smaller higher-competitive SLAs gained 2.5% of their older (55+ years) population via migration (10.2% in and 7.7% out), Canada, 2001 to 2006



Source: Statistics Canada. Census of Population, 2006.

To summarize, our findings show that none of the SLA types is competitive in attracting all age groups. However, smaller lower and neutral-competitive SLAs lost population in each age group, especially among the young adults. Young adults are attracted in particular by larger and competitive SLAs.

The core-working-age population, generally, moved “up” to more-competitive SLAs (smaller or larger); whereas the older population, by and large, chose to move to the smaller higher-competitive SLAs. The larger higher-competitive SLAs lost older individuals, on a net basis.

Migration of Individuals with Post-secondary Education

Between 2001 and 2006, competitive SLAs gained human capital with a higher educational attainment, regardless of their size. In contrast, less competitive SLAs (smaller and larger) lost highly educated human capital over the same period of time. This trend is more pronounced for individuals with a university degree. Larger higher-competitive SLAs attracted, on a net basis, 22,000 individuals with university degrees, of which 4,800 individuals had a Masters or PhD degree.

In this section we look at the flows for three levels of educational attainment:

- a. individuals with post-secondary education with a non-university diploma or certificate;
- b. individuals with post-secondary education with a university degree (Bachelor, Masters, or PhD); and, within this group
- c. individuals with a Masters or PhD degree.

It should be emphasized that we are focussing on the migration of individuals with post-secondary education who are in the age group that is typically most active on the labour market (25 to 54 years of age). There is no information on whether they received their degree after their move in the 2001 to 2006 period or before their move. In addition, we do not know if they were moving “home” or away from “home” after receiving their degree. However, given the age cohort considered, it is likely that most of these individuals moved when they already had their degree, rather than earning it after moving to the new location.

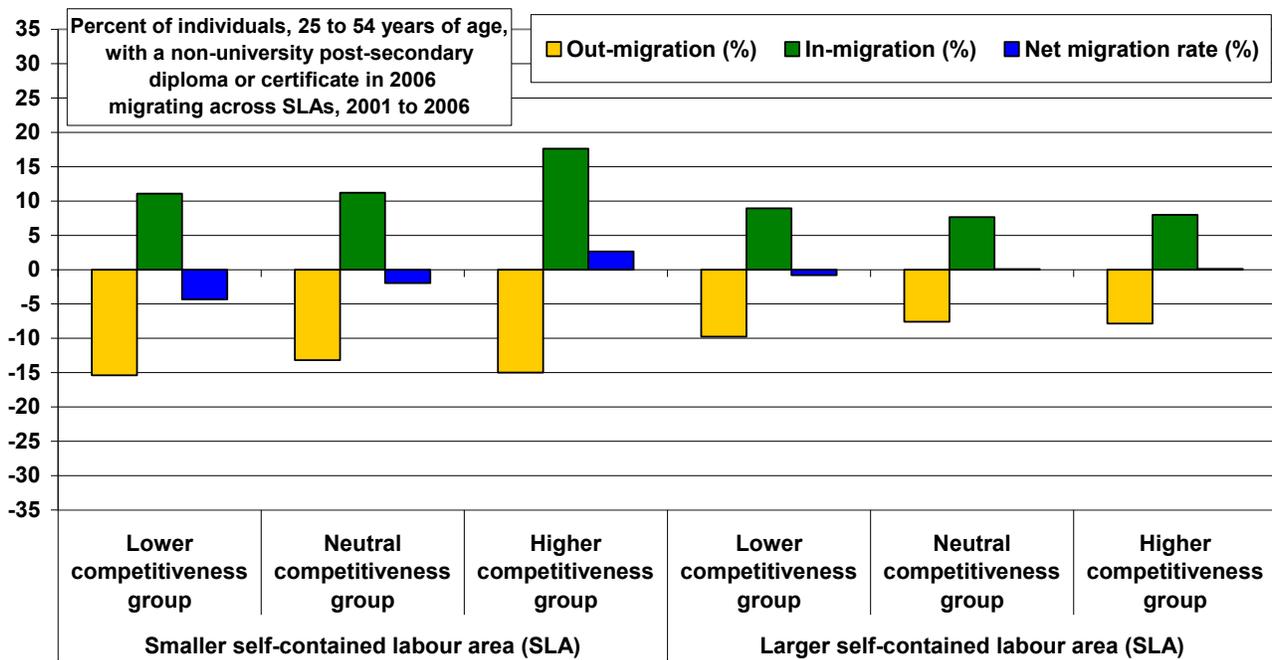
Individuals with Post-Secondary Education with a Non-University Diploma or Certificate

Among individuals with a non-university post-secondary diploma or certificate, smaller higher-competitive SLAs made net gains, while larger SLAs, regardless of the level of competitiveness experienced virtually no net gain or loss (Figure 5). In contrast, smaller lower or neutral-competitive SLAs experienced net losses due to higher out-migration of individuals in the 2001 to 2006 period.

Also the net migration flows between each type of SLA show that smaller lower-competitive SLAs lost migrants in the group with a non-university diploma to each other type of SLA (Appendix Table A4, Panel 3). Smaller higher-competitive SLAs gained migrants from each other type of SLA.

The intensity of migration flows, relative to the overall migration flows, is higher from larger higher-competitive SLAs to smaller lower-competitive SLAs (1.3 times more intensive) (Appendix Table A4, Panel 4). Thus, post-secondary graduates with a non-university diploma or certificate are relatively more intensive in this flow stream than any other flow stream.

Figure 5. From 2001 to 2006, smaller higher-competitive SLAs gained 2.6% of their population with a non-university diploma via migration (17.6% in and 15.0% out), Canada, 2001 to 2006



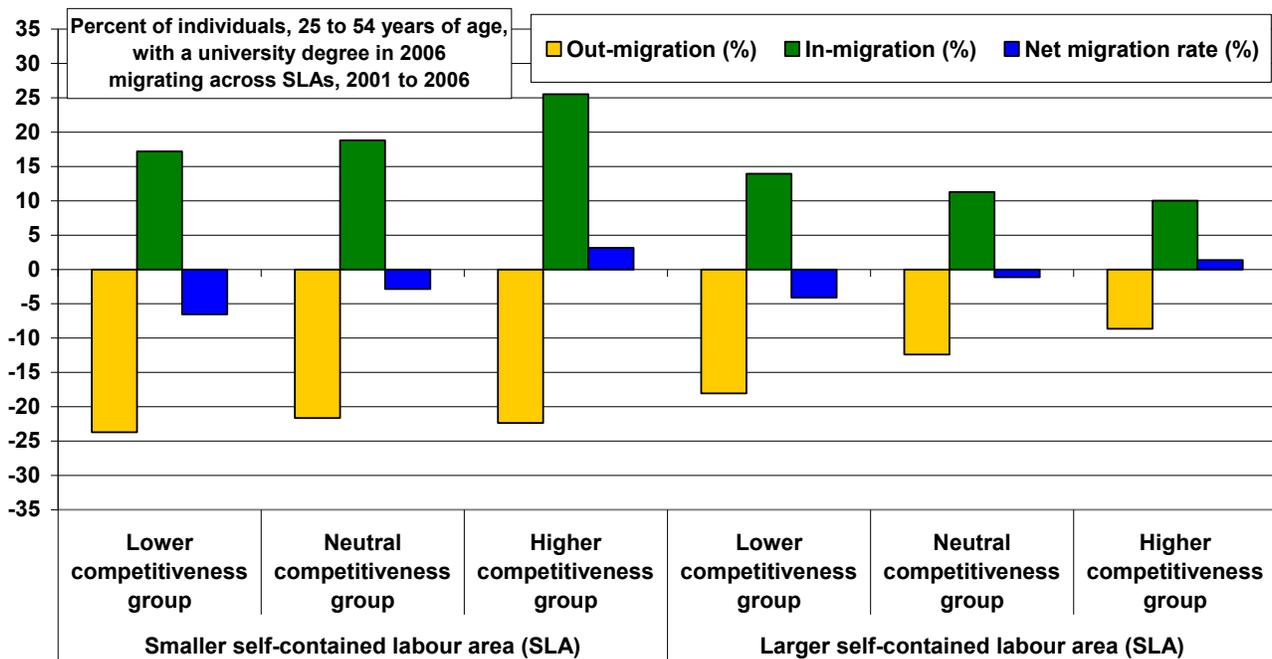
Source: Statistics Canada. Census of Population, 2006.

Individuals with Post-secondary Education with a University Degree (Bachelor, Masters, or PhD)

The migration flows were relatively larger for those with a university degree (Figure 6), compared to post-secondary graduates with a non-university diploma.

The net-migration pattern of individuals with a university degree was toward higher-competitive SLAs (in both the “smaller” and “larger” SLA groups) (Figure 6). The university-degree population increased 3.1% in smaller higher-competitive SLAs and 1.4% in larger higher-competitive SLAs due to net migration over the 2001 to 2006 period.

Figure 6. From 2001 to 2006, smaller higher-competitive SLAs gained 3.1% of their population with a non-university diploma via migration (25.5% in and 22.4% out), Canada, 2001 to 2006



Source: Statistics Canada. Census of Population, 2006.

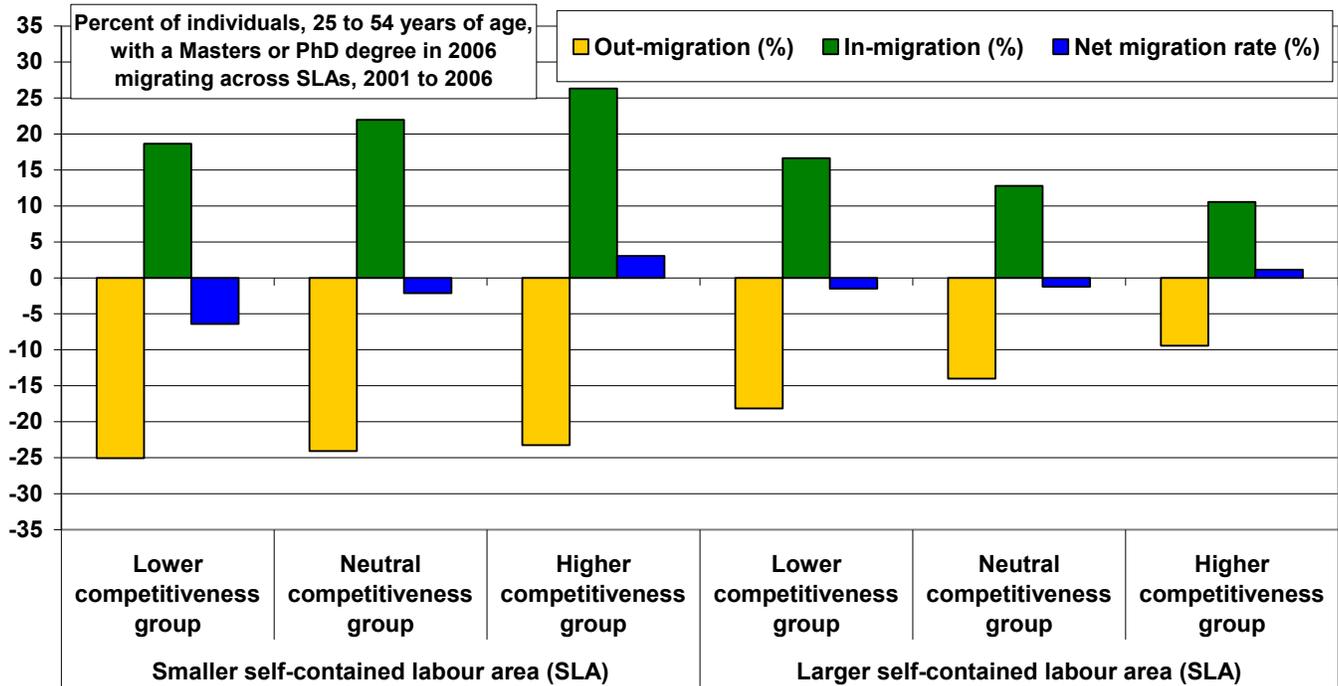
The pattern of gains and losses for university-degree holders was similar to that seen for the post-secondary graduates with a non-university diploma or certificate. Smaller lower-competitive SLAs lost migrants with a university degree to each other group of SLAs (Appendix Table A5, Panel 3). Smaller higher-competitive SLAs gained migrants with a university degree from each other group of SLAs.

For migrants with a university degree, the intensity of the gross migration flows, relative to the overall gross migration flows, is higher from larger lower-competitive SLAs to larger higher-competitive SLAs (2.3 times more intensive), compared to the overall migration flows (Appendix Table A5, Panel 4). Thus, university graduates are relatively more intensive in this flow stream than any other flow stream.

Individuals with a Masters or PhD degree.

Perhaps not surprisingly, among university graduates with a Masters or PhD degree, we see similar rates of gross flows, net flows and patterns of gains and losses as we see above for all university graduates (Figure 7). The absolute numbers involved are smaller (because the group with a Masters or PhD degree is included in the group of all individuals with a university degree) but the pattern of flows is virtually the same (Appendix Table A6).

Figure 7. From 2001 to 2006, smaller higher-competitive SLAs gained 3.1% of their population with a Masters or PhD degree via migration (26.3% in and 23.2% out), Canada, 2001 to 2006



Source: Statistics Canada. Census of Population, 2006.

Migration and Occupational Skill Levels: Attraction and Opportunities of Larger Labour Markets

In this section we assess the migration pattern of individuals with different occupational skill levels. The occupational skill levels used here are broadly defined categories of occupations which have been delineated on the basis of the education and training required to perform the duties (for a detailed discussion of the delineation, see Alasia and Magnuson, 2005). We focus our attention on managerial, professional, technical and intermediate occupations.

It should be noted from the outset that our data report the individual's occupational skill group in 2006. However, it is not possible to distinguish between individuals who already had that occupational profile in 2001 and those who acquired it after moving to a new SLA. Hence, the following discussion on the migration of skilled labour is best interpreted as the capacity of the SLA to attract or offer an occupational opportunity to individuals with that occupational potential.

Keeping this caveat in mind, there are several interesting patterns that emerge. First, higher-competitive SLAs (both smaller and larger) attracted, on a net basis, more individuals than they lost with managerial, professional, technical and intermediate occupations.

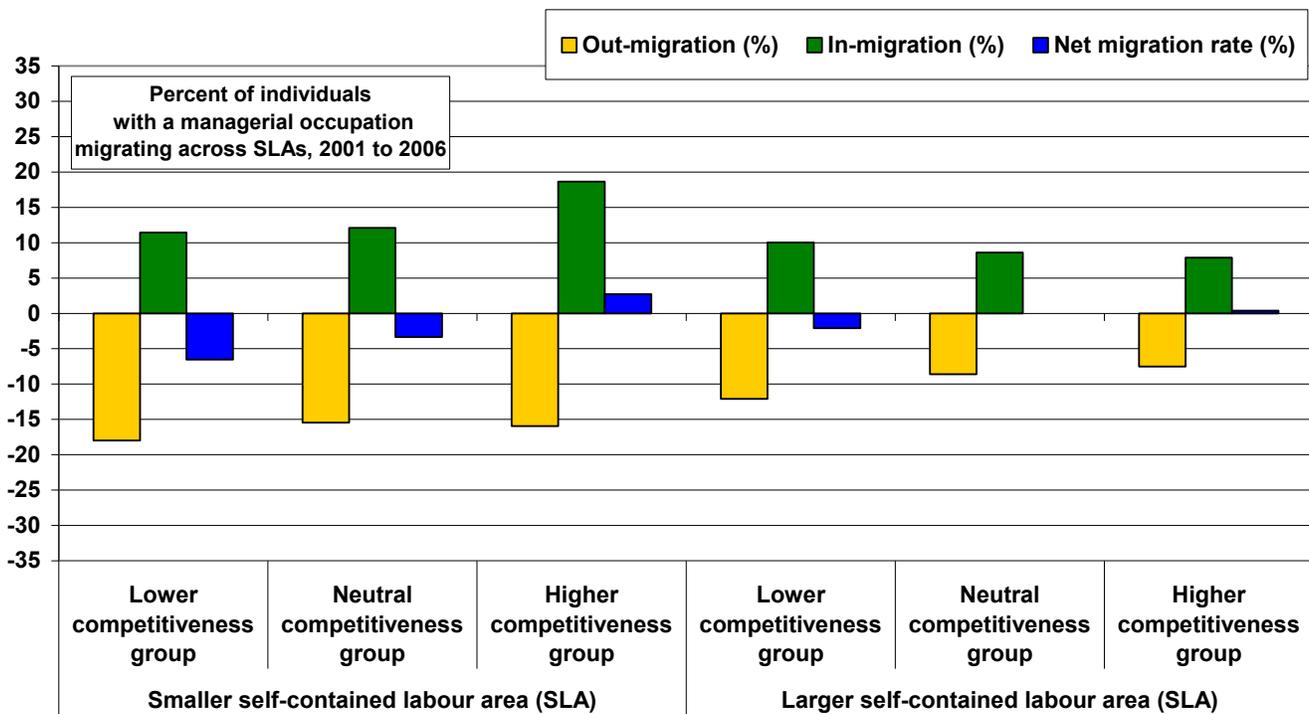
Second, and related to the previous point, the largest net gain in individuals with managerial occupations is found in smaller higher-competitive SLAs, which also have the second largest gain in technical occupations.

Finally, smaller lower-competitive SLAs had the largest net loss in each occupation group.

Individuals with Managerial Occupations.

When we look at workers with managerial occupations in 2006, we see that the largest net gain was in smaller higher-competitive SLAs. There was a relatively large gross in-flow (18.6%) but also a relatively large gross out-flow (15.9%) (Figure 8). On a net basis, the gain was 2.7%. Larger higher-competitive SLAs reported a net gain of 0.4%.

Figure 8. From 2001 to 2006, smaller higher-competitive SLAs gained 2.7% of their managerial workforce via migration (18.6% in and 15.9% out), Canada, 2001 to 2006



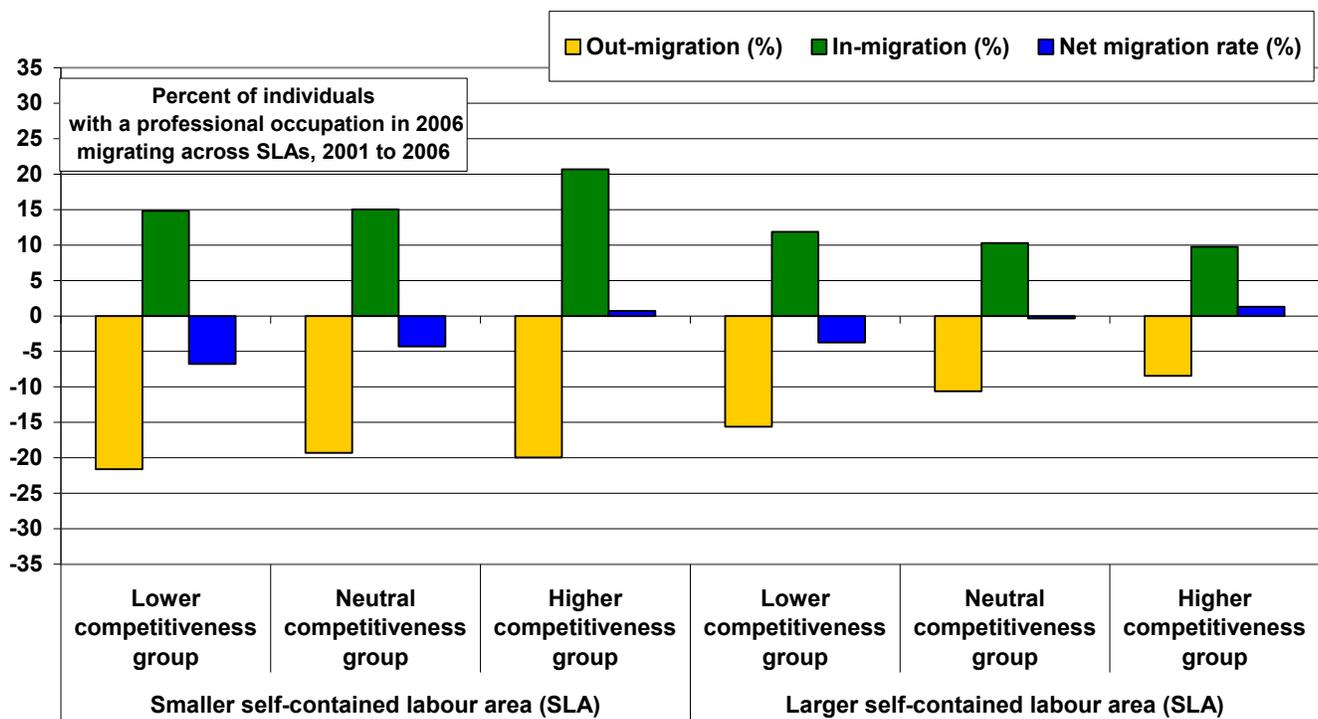
Source: Statistics Canada. Census of Population, 2006.

On a net basis, smaller higher-competitive SLAs attracted workers who were managers in 2006 from each of the other groups of SLAs (Appendix Table A7, Panel 3). Larger higher-competitive SLAs attracted workers from each other type of SLA, except they lost managerial workers to the smaller higher-competitive SLAs. Thus, overall, higher-competitive SLAs were able to attract more managerial workers than they lost due to migration.

Individuals with Professional Occupations

In terms of the net flow of individuals with professional occupations, the pattern is similar to the pattern for managers. Higher-competitive SLAs, both smaller and larger, gained professionals on a net basis in the 2001 to 2006 period (Figure 9). Also similar to the pattern for managers, the rate of gross flows into and out of smaller higher-competitive SLAs was relatively larger.

Figure 9. From 2001 to 2006, smaller higher-competitive SLAs gained 1.3% of their professional workforce via migration (9.8% in and 8.5% out), Canada, 2001 to 2006



Source: Statistics Canada. Census of Population, 2006.

However, larger higher-competitive SLAs attracted professionals, on a net basis, from each type of SLA (Appendix Table A8, Panel 3). Smaller higher-competitive SLAs (although gaining overall) lost professionals to larger neutral-competitive SLAs and to larger higher-competitive SLAs.

Individuals with a technical-skilled occupation or an intermediate skill-level occupation.

The migration patterns are essentially the same for individuals with a technical-skilled occupation and for individuals with an intermediate skill-level occupation (Figures 10 and 11). Three groups of SLAs experienced small net in-flows in the 2001 to 2006 period:

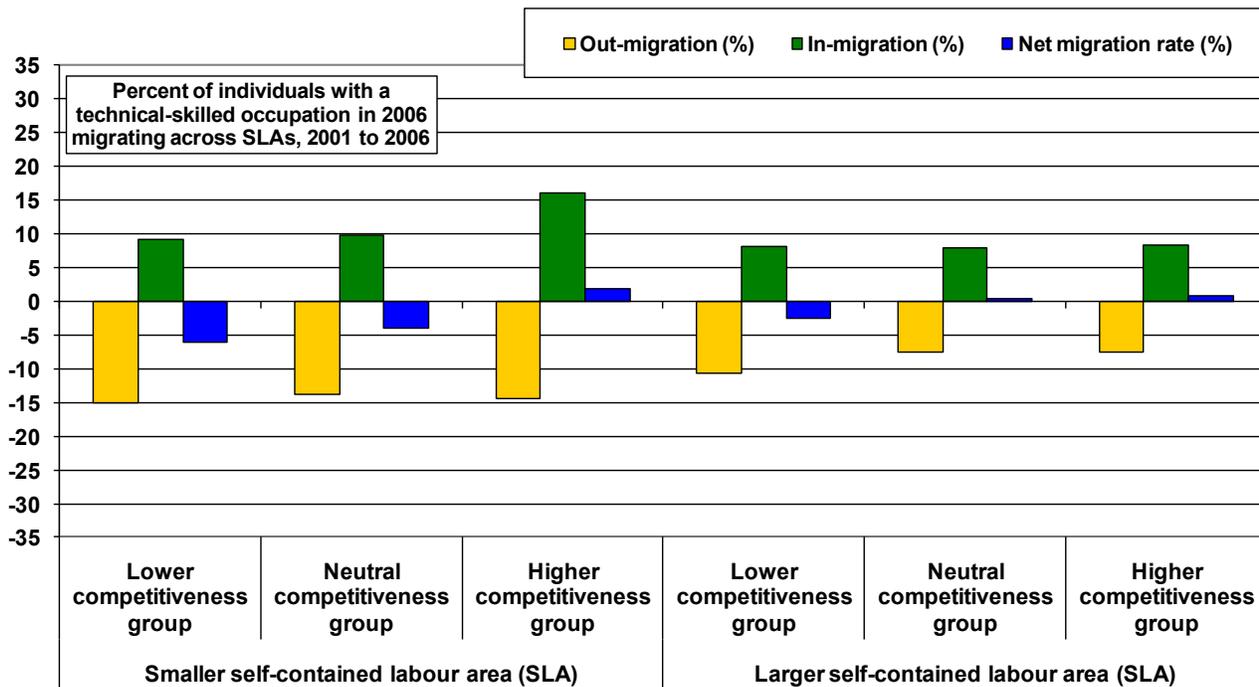
1. smaller higher-competitive SLAs;
2. larger neutral-competitive SLAs; and
3. larger higher-competitive SLAs.

In addition, the pattern of migration (for both technical-skilled and intermediate skill-level workers) between each group of SLAs is essentially the same. In general, each SLA group which ranked lower on our competitive scale lost workers in each occupation group to each SLA group that ranked higher on our competitive scale (Appendix Tables A9 and A10). The exceptions were:

1. larger lower-competitive SLAs attracted a few more workers from smaller neutral-competitive SLAs than they lost to this group (1,089 technical-skilled workers (Appendix Table A9) and 1,353 intermediate skill-level workers (Appendix Table A10)); and
2. larger neutral-competitive SLAs attracted 629 intermediate skill-level workers from smaller higher-competitive SLAs (Appendix Table A10).

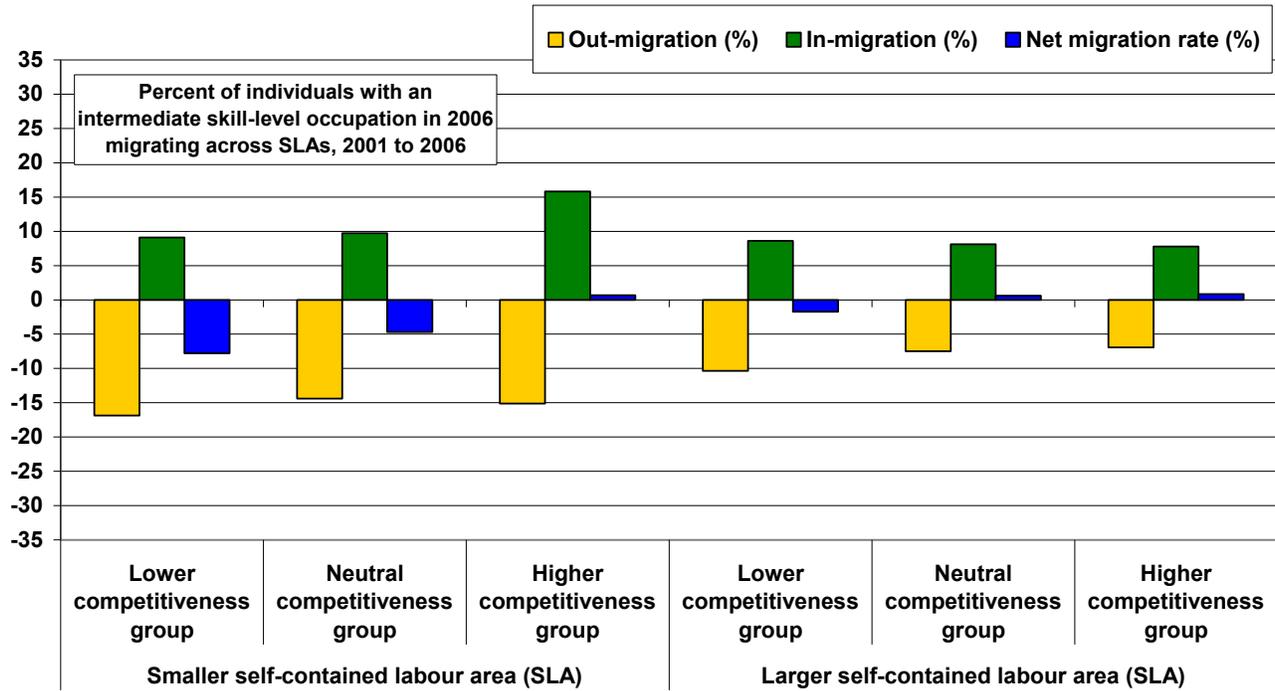
Thus, in general, SLAs that ranked higher on our competitiveness scale were able to attract, on a net basis, both technical and intermediate skill-level workers. However, the net flows were modest.

Figure 10. From 2001 to 2006, smaller higher-competitive SLAs gained 1.8% of their technical-skilled workforce via migration (16.1% in and 14.3% out), Canada, 2001 to 2006



Source: Statistics Canada. Census of Population, 2006.

Figure 11. From 2001 to 2006, smaller higher-competitive SLAs gained 0.8% of their intermediate skill-level workforce via migration (7.8% in and 6.9% out), Canada, 2001 to 2006



Source: Statistics Canada, Census of Population, 2006.

Source: Statistics Canada, Census of Population, 2006.

Migration Pattern of Settled Immigrants: Moving to a Competitive and Larger Place

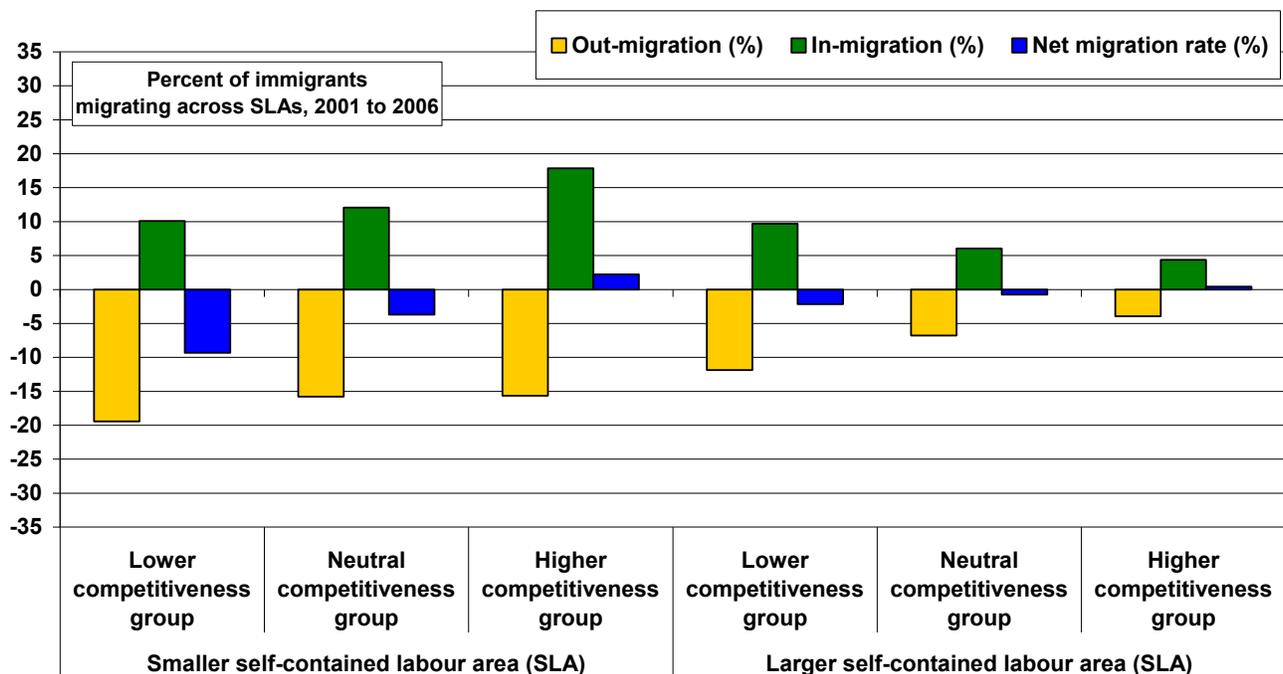
When we look at the migration within Canada of immigrants who arrived before 2001, we find two patterns:

1. in terms of the absolute number of migrants, larger higher-competitive SLAs were the destination of choice, although the net impact on their immigrant population was modest; and
2. in terms of the rate of migration, smaller higher-competitive SLAs showed a higher net migration rate. Within these SLAs, the immigrant population constitutes a relatively small(er) share of the total population and thus a small number of migrants can provide a high(er) net migration rate.

Smaller higher-competitive SLAs ranked first in terms of the net gain of immigrants (2.2%) (Figure 12). Similar to previous patterns for this type of SLA, the gross in-flow rate and the gross out-flow rate were relatively larger.

In terms of which SLA attracted immigrants from which type of SLA, the smaller higher-competitive SLAs attracted, on a net basis, immigrants from every other type of SLA (Appendix Table A11, Panel 3). Larger higher-competitive SLAs lost immigrants to this group but attracted, on a net basis, immigrants from each other type of SLA. The largest flow was from larger neutral-competitive SLAs to larger higher-competitive SLAs. Relative to the migration patterns of the overall Canadian population, larger higher-competitive SLAs were relatively more attractive to immigrants – these areas were 1.6 to 2.4 times more likely to receive immigrants, compared to the migration flow of all Canadians (Appendix Table A11, Panel 4).

Figure 12. From 2001 to 2006, smaller higher-competitive SLAs gained 2.2% of their immigrants via migration (17.9% in and 15.6% out), Canada, 2001 to 2006



Source: Statistics Canada. Census of Population, 2006.

Migration and Economic Disadvantage: the Other Side of the Urban Pooling Factor

Research has typically represented urban socio-economic conditions as being more polarized than those seen in rural areas (for example, see Rupnik, 2001). In other words, the economic condition of better-off households and worse-off household are relatively more similar within rural areas than they tend to be within more urbanized areas.

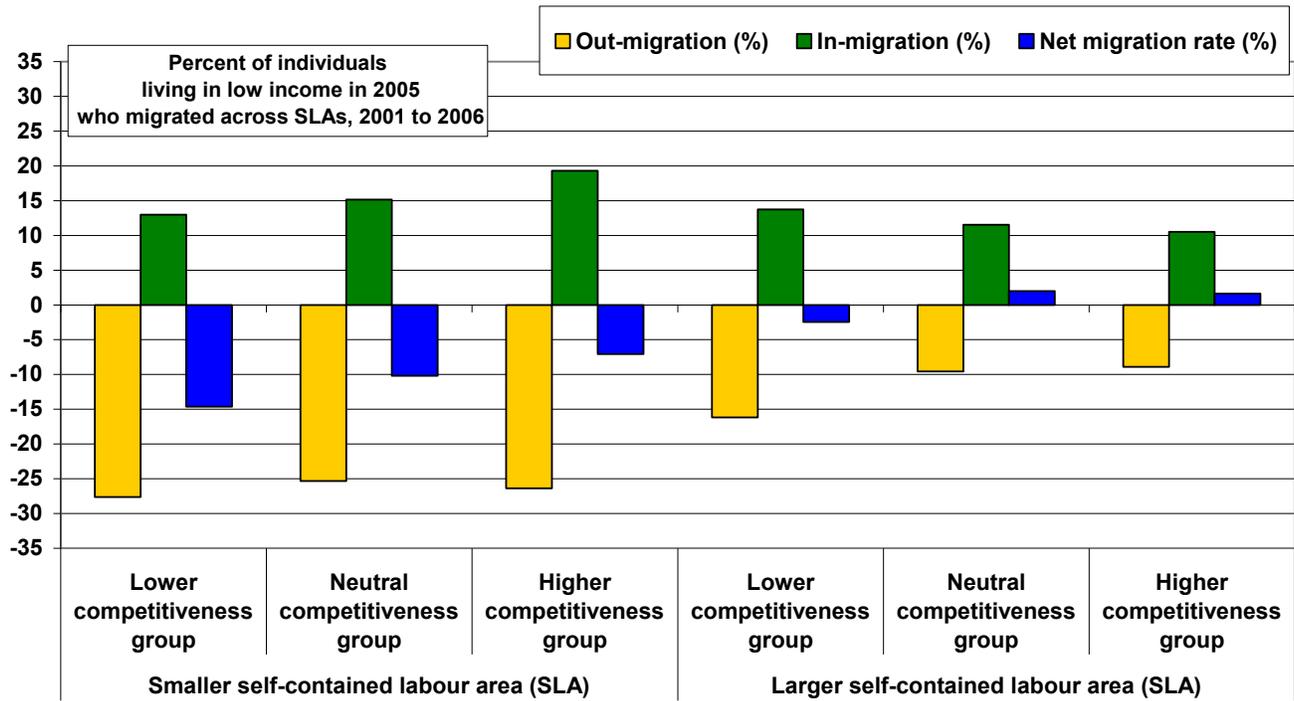
The analysis of migration patterns between 2001 and 2006 seems to provide support for this view. Larger SLAs are a pole of attraction not only for the individuals that are typically most advantaged (in terms of education endowments and occupational profile) but also for the less economically advantaged, i.e. those residing in households with income below the Statistics Canada's low income cut-off (LICO).

The data for this research has been extracted from the 2006 Census of Population long-form. The questionnaire obtained the location of residence 5-years earlier (i.e. in 2001). All other variables discussed in this report relate to the situation in 2006 (and income variables refer to the previous calendar year). Thus, we have no information on the economic status of an individual in 2001.

Between 2001 and 2006, approximately 331,000 individuals migrated from one SLA to another and reported being a member of a low-income household (i.e. income below the LICO in 2005) (Appendix Table A12, Panel 1). Smaller and lower-competitive SLAs reported a net out-flow of individuals living in low income households in 2006 (Figure 13). Larger neutral-competitive and larger higher-competitive SLAs each report a net increase, due to migration, of individuals living in low income households in 2006.

The details on relative intensity of migration of individuals living in low income households in 2006, relative to the Canadian average migrant, show that larger higher-competitive SLAs were more likely to attract low income individuals – these areas were 1.5 to 2.1 times more likely to have received individuals who were living in low income households in 2006 (Appendix Table A12, Panel 4). Thus, larger and relatively more competitive SLAs appear to be a pole of attraction for individuals who moved and ended up in disadvantaged economic conditions.

Figure 13. Lower-competitive smaller SLAs reduced their low income population by 14.6% (13.0% in and 27.6% out), Canada, 2001 to 2006



Source: Statistics Canada. Census of Population, 2006.

Conclusions

Over time, one of the key indicators of a region's performance is reflected in its demographic changes, if not in absolute terms, at least in relation to comparable regions in the country (Kitson et al., 2004; Porter et al., 2004; Weiler, 2004). Migration flows are major components of population change at the local and regional level. In this report, we present an analysis of migration flows across types of regions for the period 2001 to 2006, with the objective of furthering our understanding of the regional capacity to attract and retain population.

For the purpose of this analysis, we define a competitive region to be a region that outperforms other regions in its peer group with respect to total population change. The concept of region used in this research is that of self-contained labour area (SLA).

Over the period from 2001 to 2006, 2.3 million individuals migrated from one SLA to another. Within this group, 1.2 million were in the core-working-age population (25 to 54 years of age). Although there is some association between population size of the SLA and overall population trends, as already outlined in Bollman (2017), in each peer group of smaller and larger SLAs, there are regions with different degrees of competitiveness. Smaller higher-competitive SLAs are attracting individuals in most population sub-groups from almost every other type of SLA -- although not always from the larger higher-competitive SLAs.

Basic demographic characteristics are important in shaping migration flows. Smaller higher-competitive SLAs attracted older individuals (55 years of age and over) from every other type of SLA. In contrast, young adults (18 to 24 years of age) are more likely to move to larger higher-competitive SLAs. Young adults in smaller SLAs are 1.5 to 3 times more likely to move to a larger SLA, compared to the average Canadian. Young adults are in search of education, job opportunities and/or a lifestyle that larger labour markets appear more likely to offer (Malatest and Associates, 2002 – quoted in Bollman, 2007).

Higher competitive SLAs (both larger and smaller) attracted, on a net basis, relatively more skilled labour than they lost (both in terms of educational attainment as well as occupational skill levels). However, the net gains were modest for these groups of SLAs.

The results indicate that the immigrants living in Canada in 2001 were attracted to larger higher-competitive SLAs. However, relative to the number of immigrants in 2001, smaller higher-competitive SLAs showed the highest rate of net migration for this category.

Finally, individuals living in a low income household in 2006 were more likely to have moved to a larger higher-competitive SLA in the 2001 to 2006 period, compared to the average Canadian. Thus, the larger higher-competitive SLAs attracted individuals in the higher skilled occupations but also attracted individuals who ended up residing in low income households. This migration pattern is a contributor to the income polarization patterns in urban areas.

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Appendices

Appendix Table A1

Migration of young adults¹ (18 to 24 years of age in 2006) among self-contained labour areas by population size and competitiveness group of the self-contained labour areas (SLAs), Canada, 2001 to 2006

Population size class of self-contained labour area (SLA)	Competitiveness group of SLA	Total population ¹ in 2001	Total non-migrants ² from 2001 to 2006	Population size class of self-contained labour area (SLA)							Net change (inflow minus outflow)
				Smaller SLA			Larger SLA			All SLAs	
				Competitiveness group of SLA							
				Lower	Neutral	Higher	Lower	Neutral	Higher		
Migrated from row group to column group				number of individuals¹, 18 to 24 years of age, who migrated from one SLA to another SLA, 2001 to 2006							
Smaller SLA	Low er	88,037	58,151	1,816	2,876	5,049	2,260	11,312	6,572	29,886	-21,464
	Neutral	164,650	120,005	1,407	3,561	6,827	3,773	18,021	11,055	44,645	-26,190
	Higher	239,458	180,958	1,132	2,865	8,233	2,203	19,841	24,226	58,500	-13,554
Larger SLA	Low er	169,311	139,326	649	1,666	2,930	1,584	16,481	6,675	29,985	-11,580
	Neutral	983,196	884,083	2,173	4,659	11,663	6,263	37,555	36,801	99,113	32,076
	Higher	1,048,062	966,247	1,245	2,828	10,244	2,322	27,979	37,197	81,815	40,711
Total migrants				8,422	18,455	44,946	18,405	131,189	122,526	343,944	...
Total non-migrants			2,348,770	58,151	120,005	180,958	139,326	884,083	966,247	2,348,770	...
Total population¹		2,692,714	...	66,573	138,460	225,904	157,731	1,015,272	1,088,773	2,692,714	...
Migrated from row group to column group				"migrants"², 18 to 24 years of age in 2006, as percent of total population 18 to 24 years of age in 2006, classified by their 2001 place of residence (row percent)							
Smaller SLA	Low er	100	66	2	3	6	3	13	7	34	-24
	Neutral	100	73	1	2	4	2	11	7	27	-16
	Higher	100	76	0	1	3	1	8	10	24	-6
Larger SLA	Low er	100	82	0	1	2	1	10	4	18	-7
	Neutral	100	90	0	0	1	1	4	4	10	3
	Higher	100	92	0	0	1	0	3	4	8	4
Migrated from row group to column group				net gain or loss for each row: negative indicates the row lost more to the column than it gained and positive indicates the row gained more from the column than it lost							
Smaller SLA	Low er	...	...	0	-1,469	-3,917	-1,611	-9,139	-5,327	...	-21,464
	Neutral	...	...	1,469	0	-3,962	-2,107	-13,362	-8,227	...	-26,190
	Higher	...	...	3,917	3,962	0	727	-8,178	-13,982	...	-13,554
Larger SLA	Low er	...	...	1,611	2,107	-727	0	-10,218	-4,353	...	-11,580
	Neutral	...	...	9,139	13,362	8,178	10,218	0	-8,822	...	32,076
	Higher	...	...	5,327	8,227	13,982	4,353	8,822	0	...	40,711
Net outflow from column				21,464	26,190	13,554	11,580	-32,076	-40,711	...	0
Migrated from row group to column group				intensity³ of the rate of migration, relative to the rate of migration for the total population							
Smaller SLA	Low er	1.00	0.77	1.30	1.58	2.03	2.36	3.10	2.70	2.34	...
	Neutral	1.00	0.83	1.23	1.54	1.78	2.04	2.61	2.45	2.17	...
	Higher	1.00	0.87	0.94	1.09	1.32	1.46	2.15	2.08	1.80	...
Larger SLA	Low er	1.00	0.91	1.16	1.28	1.61	1.50	2.24	1.88	1.92	...
	Neutral	1.00	0.97	1.13	1.03	1.23	1.18	1.53	1.51	1.41	...
	Higher	1.00	0.99	0.89	0.85	0.88	0.95	1.21	1.22	1.13	...

1. Data refer to population in 2006 with a residence in Canada in 2001. Thus, individuals who arrived in Canada in the 2001 to 2006 period and individuals born in the 2001 to 2006 period are not included.

2. "Migrants", in this table, are individuals who moved from one SLA in 2001 to another SLA in 2006.

3. The intensity of the rate of migration is calculated as the rate of flow in Panel 2 above divided by the rate of flow for the total population (in Panel 2 in Table 1).

Source: Statistics Canada, Census of Population, 2006.

Appendix Table A2

Migration of core-working-age population (25 to 54 years of age in 2006) among self-contained labour areas by population size and competitiveness group of the self-contained labour areas (SLAs), Canada, 2001 to 2006

Population size class of self-contained labour area (SLA)	Competitiveness group of SLA	Total population ¹ in 2001	Total non-migrants ² from 2001 to 2006	Population size class of self-contained labour area (SLA)							All SLAs	Net change (inflow minus outflow)
				Smaller SLA			Larger SLA					
				Competitiveness group of SLA								
				Lower	Neutral	Higher	Lower	Neutral	Higher			
Migrated from row group to column group				number of individuals¹, 25 to 54 years of age, who migrated from one SLA to another SLA, 2001 to 2006								
Smaller SLA	Lower	373,215	315,929	6,788	8,733	11,681	3,996	15,033	11,054	57,286	-15,177	
	Neutral	719,798	621,034	6,095	11,463	18,916	9,026	31,660	21,604	98,764	-12,989	
	Higher	1,044,610	882,755	6,404	13,481	32,189	8,239	45,314	56,227	161,855	28,712	
Larger SLA	Lower	743,987	661,661	3,104	7,165	9,411	5,495	37,677	19,474	82,326	-9,166	
	Neutral	4,854,322	4,426,947	11,385	26,651	54,681	32,107	149,854	152,698	427,375	-15,253	
	Higher	5,154,699	4,736,501	8,333	18,282	63,689	14,297	132,584	181,013	418,198	23,872	
Total migrants				42,109	85,775	190,567	73,160	412,122	442,070	1,245,804	...	
Total non-migrants			11,644,827	315,929	621,034	882,755	661,661	4,426,947	4,736,501	11,644,827	...	
Total population¹		12,890,631	...	358,038	706,809	1,073,322	734,821	4,839,069	5,178,571	12,890,631	...	
Migrated from row group to column group				"migrants"², 25 to 54 years of age in 2006, as percent of total population 25 to 54 years of age in 2006, classified by their 2001 place of residence (row percent)								
Smaller SLA	Lower	100	85	2	2	3	1	4	3	15	-4	
	Neutral	100	86	1	2	3	1	4	3	14	-2	
	Higher	100	85	1	1	3	1	4	5	15	3	
Larger SLA	Lower	100	89	0	1	1	1	5	3	11	-1	
	Neutral	100	91	0	1	1	1	3	3	9	0	
	Higher	100	92	0	0	1	0	3	4	8	0	
Migrated from row group to column group				net gain or loss for each row: negative indicates the row lost more to the column than it gained and positive indicates the row gained more from the column than it lost								
Smaller SLA	Lower	...	...	0	-2,638	-5,277	-892	-3,648	-2,721	...	-15,177
	Neutral	...	...	2,638	0	-5,435	-1,861	-5,009	-3,322	...	-12,989
	Higher	...	...	5,277	5,435	0	1,172	9,367	7,462	...	28,712
Larger SLA	Lower	...	...	892	1,861	-1,172	0	-5,570	-5,177	...	-9,166
	Neutral	...	...	3,648	5,009	-9,367	5,570	0	-20,114	...	-15,253
	Higher	...	...	2,721	3,322	-7,462	5,177	20,114	0	...	23,872
Net outflow from column				15,177	12,989	-28,712	9,166	15,253	-23,872	...	0	
Migrated from row group to column group				intensity³ of the rate of migration, relative to the rate of migration for the total population								
Smaller SLA	Lower	1.00	0.99	1.14	1.13	1.11	0.98	0.97	1.07	1.06	...	
	Neutral	1.00	0.99	1.21	1.14	1.13	1.12	1.05	1.09	1.10	...	
	Higher	1.00	0.98	1.22	1.17	1.18	1.25	1.13	1.10	1.14	...	
Larger SLA	Lower	1.00	0.98	1.26	1.25	1.18	1.18	1.16	1.25	1.20	...	
	Neutral	1.00	0.98	1.20	1.19	1.17	1.22	1.23	1.27	1.23	...	
	Higher	1.00	0.99	1.20	1.12	1.11	1.19	1.16	1.20	1.17	...	

1. Data refer to population in 2006 with a residence in Canada in 2001. Thus, individuals who arrived in Canada in the 2001 to 2006 period and individuals born in the 2001 to 2006 period are not included.

2. "Migrants", in this table, are individuals who moved from one SLA in 2001 to another SLA in 2006.

3. The intensity of the rate of migration is calculated as the rate of flow in Panel 2 above divided by the rate of flow for the total population (in Panel 2 in Table 1).

Source: Statistics Canada, Census of Population, 2006.

Appendix Table A3

Migration of population 55 years of age and over among self-contained labour areas by population size and competitiveness group of the self-contained labour areas (SLAs), Canada, 2001 to 2006

Population size class of self-contained labour area (SLA)	Competitiveness group of SLA	Total population ¹ in 2001	Total non-migrants ² from 2001 to 2006	Population size class of self-contained labour area (SLA)							Net change (inflow minus outflow)	
				Smaller SLA			Larger SLA					
				Competitiveness group of SLA								All SLAs
				Lower	Neutral	Higher	Lower	Neutral	Higher			
Migrated from row group to column group				number of individuals¹, 55 years of age and over, who migrated from one SLA to another SLA, 2001 to 2006								
Smaller SLA	Lower	254,459	236,383	2,292	2,871	3,424	1,471	5,180	2,837	18,076	-4,587	
	Neutral	497,884	466,218	1,839	3,870	6,140	2,728	10,777	6,311	31,666	-1,363	
	Higher	687,788	634,830	2,201	4,800	10,157	2,293	13,976	19,530	52,958	17,152	
Larger SLA	Lower	489,652	468,593	834	1,901	2,904	1,874	9,300	4,247	21,059	1,057	
	Neutral	2,901,201	2,786,285	3,625	9,300	19,504	9,663	37,392	35,433	114,916	5,109	
	Higher	2,730,544	2,592,821	2,698	7,561	27,981	4,087	43,400	51,996	137,723	-17,369	
Total migrants				13,489	30,303	70,110	22,116	120,025	120,354	376,398	...	
Total non-migrants			7,185,130	236,383	466,218	634,830	468,593	2,786,285	2,592,821	7,185,130	...	
Total population¹		7,561,528	...	249,872	496,521	704,940	490,709	2,906,310	2,713,175	7,561,528	...	
Migrated from row group to column group				"migrants"², 55 years of age and over in 2006, as percent of total population 55 years of age and over in 2006, classified by their 2001 place of residence (row percent)								
Smaller SLA	Lower	100	93	1	1	1	1	2	1	7	-2	
	Neutral	100	94	0	1	1	1	2	1	6	0	
	Higher	100	92	0	1	1	0	2	3	8	2	
Larger SLA	Lower	100	96	0	0	1	0	2	1	4	0	
	Neutral	100	96	0	0	1	0	1	1	4	0	
	Higher	100	95	0	0	1	0	2	2	5	-1	
Migrated from row group to column group				net gain or loss for each row: negative indicates the row lost more to the column than it gained and positive indicates the row gained more from the column than it lost								
Smaller SLA	Lower	...	...	0	-1,032	-1,223	-637	-1,555	-139	...	-4,587
	Neutral	...	...	1,032	0	-1,340	-827	-1,477	1,250	...	-1,363
	Higher	...	...	1,223	1,340	0	611	5,528	8,451	...	17,152
Larger SLA	Lower	...	...	637	827	-611	0	363	-160	...	1,057
	Neutral	...	...	1,555	1,477	-5,528	-363	0	7,967	...	5,109
	Higher	...	...	139	-1,250	-8,451	160	-7,967	0	...	-17,369
Net outflow from column				4,587	1,363	-17,152	-1,057	-5,109	17,369	...	0	
Migrated from row group to column group				intensity³ of the rate of migration, relative to the rate of migration for the total population								
Smaller SLA	Lower	1.00	1.09	0.57	0.55	0.48	0.53	0.49	0.40	0.49	...	
	Neutral	1.00	1.07	0.53	0.55	0.53	0.49	0.52	0.46	0.51	...	
	Higher	1.00	1.07	0.64	0.63	0.57	0.53	0.53	0.58	0.57	...	
Larger SLA	Lower	1.00	1.05	0.52	0.50	0.55	0.61	0.44	0.41	0.47	...	
	Neutral	1.00	1.03	0.64	0.70	0.70	0.62	0.51	0.49	0.56	...	
	Higher	1.00	1.02	0.74	0.87	0.92	0.64	0.72	0.65	0.73	...	

1. Data refer to population in 2006 with a residence in Canada in 2001. Thus, individuals who arrived in Canada in the 2001 to 2006 period and individuals born in the 2001 to 2006 period are not included.

2. "Migrants", in this table, are individuals who moved from one SLA in 2001 to another SLA in 2006.

3. The intensity of the rate of migration is calculated as the rate of flow in Panel 2 above divided by the rate of flow for the total population (in Panel 2 in Table 1).

Source: Statistics Canada, Census of Population, 2006.

Appendix Table A4

For individuals, 25 to 54 years of age, with a non-university post-secondary diploma or certificate in 2006, the migration in the 2001 to 2006 period among self-contained labour areas by population size and competitiveness group of the self-contained labour areas (SLAs), Canada, 2001 to 2006

Population size class of self-contained labour area (SLA)	Competitiveness group of SLA	Total population ¹ in 2001	Total non-migrants ² from 2001 to 2006	Population size class of self-contained labour area (SLA)						All SLAs	Net change (inflow minus outflow)
				Smaller SLA			Larger SLA				
				Competitiveness group of SLA							
				Lower	Neutral	Higher	Lower	Neutral	Higher		
Migrated from row group to column group individuals ¹ , 25 to 54 years of age, with a non-university post-secondary diploma or certificate in 2006 who migrated from one SLA to another SLA, 2001 to 2006											
Smaller SLA	Low er	235,075	198,917	4,248	5,443	7,646	2,628	9,171	7,022	36,158	-10,159
	Neutral	467,618	406,008	3,815	7,684	12,477	5,572	19,133	12,928	61,610	-9,221
	Higher	676,837	575,314	4,196	8,170	21,288	5,202	27,370	35,296	101,523	17,832
Larger SLA	Low er	489,118	441,397	1,877	4,357	5,730	3,482	21,617	10,658	47,721	-3,957
	Neutral	2,860,341	2,643,788	6,785	15,409	32,473	18,468	73,777	69,641	216,553	2,471
	Higher	2,898,774	2,670,829	5,078	11,326	39,741	8,412	67,956	95,431	227,945	3,031
Total migrants				25,999	52,389	119,355	43,764	219,024	230,976	691,510	...
Total non-migrants			6,936,253	198,917	406,008	575,314	441,397	2,643,788	2,670,829	6,936,253	...
Total population¹		7,627,763	...	224,916	458,397	694,669	485,161	2,862,812	2,901,805	7,627,763	...
Migrated from row group to column group "migrants" ² , 25 to 54 years of age, with a non-university post-secondary diploma or certificate as a percent of all individuals in this group, classified by their 2001 place of residence (row percent)											
Smaller SLA	Low er	100	85	2	2	3	1	4	3	15	-4
	Neutral	100	87	1	2	3	1	4	3	13	-2
	Higher	100	85	1	1	3	1	4	5	15	3
Larger SLA	Low er	100	90	0	1	1	1	4	2	10	-1
	Neutral	100	92	0	1	1	1	3	2	8	0
	Higher	100	92	0	0	1	0	2	3	8	0
Migrated from row group to column group net gain or loss for each row: negative indicates the row lost more to the column than it gained and positive indicates the row gained more from the column than it lost											
Smaller SLA	Low er	...	...	0	-1,628	-3,450	-751	-2,386	-1,944	...	-10,159
	Neutral	...	...	1,628	0	-4,307	-1,215	-3,724	-1,602	...	-9,221
	Higher	...	...	3,450	4,307	0	528	5,103	4,445	...	17,832
Larger SLA	Low er	...	...	751	1,215	-528	0	-3,149	-2,246	...	-3,957
	Neutral	...	...	2,386	3,724	-5,103	3,149	0	-1,685	...	2,471
	Higher	...	...	1,944	1,602	-4,445	2,246	1,685	0	...	3,031
Net outflow from column				10,159	9,221	-17,832	3,957	-2,471	-3,031	...	0
Migrated from row group to column group intensity ³ of the rate of migration, relative to the rate of migration for the total population											
Smaller SLA	Low er	1.00	0.99	1.14	1.12	1.15	1.03	0.94	1.08	1.06	...
	Neutral	1.00	0.99	1.17	1.17	1.14	1.06	0.98	1.01	1.05	...
	Higher	1.00	0.98	1.24	1.10	1.20	1.22	1.05	1.07	1.11	...
Larger SLA	Low er	1.00	0.99	1.16	1.16	1.09	1.14	1.02	1.04	1.06	...
	Neutral	1.00	1.00	1.22	1.17	1.18	1.19	1.03	0.98	1.06	...
	Higher	1.00	0.99	1.31	1.23	1.23	1.24	1.06	1.13	1.14	...

1. Data refer to population in 2006 with a residence in Canada in 2001. Thus, individuals who arrived in Canada in the 2001 to 2006 period and individuals born in the 2001 to 2006 period are not included.

2. "Migrants", in this table, are individuals who moved from one SLA in 2001 to another SLA in 2006.

3. The intensity of the rate of migration is calculated as the rate of flow in Panel 2 above divided by the rate of flow for the total population (in Panel 2 in Table 1).

Source: Statistics Canada, Census of Population, 2006.

Appendix Table A5

For individuals, 25 to 54 years of age, with a university degree³ in 2006, the migration in the 2001 to 2006 period among self-contained labour areas by population size and competitiveness group of the self-contained labour areas (SLAs), Canada, 2001 to 2006

Population size class of self-contained labour area (SLA)	Competitiveness group of SLA	Total population ¹ in 2001	Total non-migrants ² from 2001 to 2006	Population size class of self-contained labour area (SLA)						All SLAs	Net change (inflow minus outflow)
				Smaller SLA			Larger SLA				
				Competitiveness group of SLA							
				Lower	Neutral	Higher	Lower	Neutral	Higher		
Migrated from row group to column group				individuals¹, 25 to 54 years of age, with a university degree³ in 2006 who migrated from one SLA to another SLA, 2001 to 2006							
Smaller SLA	Low er	53,054	40,468	1,239	1,867	2,016	873	4,044	2,546	12,586	-3,463
	Neutral	107,484	84,210	1,028	2,063	3,321	2,226	8,969	5,668	23,274	-3,056
	Higher	168,070	130,469	1,071	2,837	5,562	1,956	12,669	13,506	37,601	5,268
Larger SLA	Low er	142,544	116,834	828	1,911	2,338	1,264	12,386	6,982	25,710	-5,848
	Neutral	1,324,751	1,160,432	3,141	7,387	14,445	9,398	61,385	68,563	164,319	-15,176
	Higher	1,637,794	1,496,074	1,816	4,153	15,187	4,145	49,690	66,729	141,720	22,274
Total migrants				9,123	20,218	42,869	19,862	149,143	163,994	405,210	...
Total non-migrants			3,028,487	40,468	84,210	130,469	116,834	1,160,432	1,496,074	3,028,487	...
Total population¹		3,433,697	...	49,591	104,428	173,338	136,696	1,309,575	1,660,068	3,433,697	...
Migrated from row group to column group				"migrants^{2"}, 25 to 54 years of age, with a university degree³ as a percent of all individuals in this group, classified by their 2001 place of residence (row percent)							
Smaller SLA	Low er	100	76	2	4	4	2	8	5	24	-7
	Neutral	100	78	1	2	3	2	8	5	22	-3
	Higher	100	78	1	2	3	1	8	8	22	3
Larger SLA	Low er	100	82	1	1	2	1	9	5	18	-4
	Neutral	100	88	0	1	1	1	5	5	12	-1
	Higher	100	91	0	0	1	0	3	4	9	1
Migrated from row group to column group				net gain or loss for each row: negative indicates the row lost more to the column than it gained and positive indicates the row gained more from the column than it lost							
Smaller SLA	Low er	...	...	0	-839	-945	-45	-903	-730	...	-3,463
	Neutral	...	...	839	0	-484	-315	-1,582	-1,515	...	-3,056
	Higher	...	...	945	484	0	382	1,776	1,681	...	5,268
Larger SLA	Low er	...	...	45	315	-382	0	-2,988	-2,837	...	-5,848
	Neutral	...	...	903	1,582	-1,776	2,988	0	-18,873	...	-15,176
	Higher	...	...	730	1,515	-1,681	2,837	18,873	0	...	22,274
Net outflow from column				3,463	3,056	-5,268	5,848	15,176	-22,274	...	0
Migrated from row group to column group				intensity⁴ of the rate of migration, relative to the rate of migration for the total population							
Smaller SLA	Low er	1.00	0.89	1.47	1.70	1.35	1.51	1.84	1.73	1.64	...
	Neutral	1.00	0.90	1.37	1.37	1.32	1.85	1.99	1.92	1.73	...
	Higher	1.00	0.90	1.27	1.53	1.27	1.85	1.96	1.65	1.65	...
Larger SLA	Low er	1.00	0.90	1.76	1.74	1.52	1.42	2.00	2.34	1.95	...
	Neutral	1.00	0.94	1.22	1.21	1.13	1.31	1.85	2.09	1.74	...
	Higher	1.00	0.98	0.83	0.80	0.83	1.08	1.37	1.40	1.25	...

1. Data refer to population in 2006 with a residence in Canada in 2001. Thus, individuals who arrived in Canada in the 2001 to 2006 period and individuals born in the 2001 to 2006 period are not included.

2. "Migrants", in this table, are individuals who moved from one SLA in 2001 to another SLA in 2006.

3. This table includes individuals with a Bachelor, Masters or PhD degree.

4. The intensity of the rate of migration is calculated as the rate of flow in Panel 2 above divided by the rate of flow for the total population (in Panel 2 in Table 1).

Source: Statistics Canada, Census of Population, 2006.

Appendix Table A6

For individuals, 25 to 54 years of age, with a Masters or PhD degree³ in 2006, the migration in the 2001 to 2006 period among self-contained labour areas by population size and competitiveness group of the self-contained labour areas (SLAs), Canada, 2001 to 2006

Population size class of self-contained labour area (SLA)	Competitiveness group of SLA	Total population ¹ in 2001	Total non-migrants ² from 2001 to 2006	Population size class of self-contained labour area (SLA)						All SLAs	Net change (inflow minus outflow)
				Smaller SLA			Larger SLA				
				Competitiveness group of SLA							
				Lower	Neutral	Higher	Lower	Neutral	Higher		
Migrated from row group to column group				individuals¹, 25 to 54 years of age, with a Masters or PhD degree³ in 2006 who migrated from one SLA to another SLA, 2001 to 2006							
Smaller SLA	Lower	10,341	7,750	143	367	343	185	903	650	2,591	-662
	Neutral	21,770	16,529	198	433	631	510	2,074	1,394	5,241	-461
	Higher	35,871	27,534	221	606	1,110	412	3,001	2,988	8,337	1,096
Larger SLA	Lower	31,470	25,761	162	382	503	307	2,798	1,557	5,709	-475
	Neutral	352,330	302,943	755	1,883	3,301	2,597	20,093	20,758	49,387	-4,346
	Higher	431,848	391,151	450	1,109	3,545	1,223	16,172	18,197	40,697	4,847
Total migrants				1,929	4,780	9,433	5,234	45,041	45,544	111,962	...
Total non-migrants			771,668	7,750	16,529	27,534	25,761	302,943	391,151	771,668	...
Total population¹		883,630	...	9,679	21,309	36,967	30,995	347,984	436,695	883,630	...
Migrated from row group to column group				"migrants"², 25 to 54 years of age, with a Masters or PhD degree³ as a percent of all individuals in this group, classified by their 2001 place of residence (row percent)							
Smaller SLA	Lower	100	75	1	4	3	2	9	6	25	-6
	Neutral	100	76	1	2	3	2	10	6	24	-2
	Higher	100	77	1	2	3	1	8	8	23	3
Larger SLA	Lower	100	82	1	1	2	1	9	5	18	-2
	Neutral	100	86	0	1	1	1	6	6	14	-1
	Higher	100	91	0	0	1	0	4	4	9	1
Migrated from row group to column group				net gain or loss for each row: negative indicates the row lost more to the column than it gained and positive indicates the row gained more from the column than it lost							
Smaller SLA	Lower	...	...	0	-169	-122	-23	-148	-200	...	-662
	Neutral	...	...	169	0	-25	-128	-191	-285	...	-461
	Higher	...	...	122	25	0	91	300	557	...	1,096
Larger SLA	Lower	...	...	23	128	-91	0	-201	-334	...	-475
	Neutral	...	...	148	191	-300	201	0	-4,586	...	-4,346
	Higher	...	...	200	285	-557	334	4,586	0	...	4,847
Net outflow from column				662	461	-1,096	475	4,346	-4,847	...	0
Migrated from row group to column group				intensity⁴ of the rate of migration, relative to the rate of migration for the total population							
Smaller SLA	Lower	1.00	0.88	0.87	1.72	1.18	1.64	2.10	2.27	1.73	...
	Neutral	1.00	0.87	1.30	1.42	1.24	2.09	2.27	2.33	1.93	...
	Higher	1.00	0.89	1.23	1.53	1.19	1.82	2.17	1.71	1.71	...
Larger SLA	Lower	1.00	0.90	1.56	1.58	1.48	1.56	2.04	2.36	1.96	...
	Neutral	1.00	0.93	1.10	1.16	0.97	1.36	2.28	2.38	1.96	...
	Higher	1.00	0.97	0.78	0.81	0.74	1.21	1.70	1.44	1.36	...

1. Data refer to population in 2006 with a residence in Canada in 2001. Thus, individuals who arrived in Canada in the 2001 to 2006 period and individuals born in the 2001 to 2006 period are not included.

2. "Migrants", in this table, are individuals who moved from one SLA in 2001 to another SLA in 2006.

3. This table is a subset of Appendix Table A5 and includes only individuals with a Masters or PhD degree.

4. The intensity of the rate of migration is calculated as the rate of flow in Panel 2 above divided by the rate of flow for the total population (in Panel 2 in Table 1).

Appendix Table A7

For workers in a managerial occupation in 2006, the migration in the 2001 to 2006 period among self-contained labour areas by population size and competitiveness group of the self-contained labour areas (SLAs), Canada, 2001 to 2006

Population size class of self-contained labour area (SLA)	Competitiveness group of SLA	Total population ¹ in 2001	Total non-migrants ² from 2001 to 2006	Population size class of self-contained labour area (SLA)						All SLAs	Net change (inflow minus outflow)
				Smaller SLA			Larger SLA				
				Competitiveness group of SLA							
				Lower	Neutral	Higher	Lower	Neutral	Higher		
Migrated from row group to column group				individuals¹ in a managerial occupation in 2006 who migrated from one SLA to another SLA, 2001 to 2006							
Smaller SLA	Lower	32,968	27,042	627	860	1,198	394	1,681	1,166	5,926	-2,157
	Neutral	71,028	60,059	469	1,025	2,119	1,042	3,708	2,605	10,969	-2,377
	Higher	120,553	101,340	605	1,660	3,869	821	5,021	7,238	19,213	3,266
Larger SLA	Lower	75,623	66,485	342	688	878	611	4,216	2,403	9,138	-1,568
	Neutral	603,069	551,268	1,021	2,341	6,087	3,104	19,427	19,821	51,801	0
	Higher	746,083	689,992	705	2,018	8,328	1,598	17,748	25,693	56,091	2,835
Total migrants				3,769	8,592	22,479	7,570	51,801	58,926	153,138	...
Total non-migrants			1,496,186	27,042	60,059	101,340	66,485	551,268	689,992	1,496,186	...
Total population¹		1,649,324	...	30,811	68,651	123,819	74,055	603,069	748,918	1,649,324	...
Migrated from row group to column group				managerial employee "migrants"² as a percent of all managerial employees, classified by their 2001 place of residence (row percent)							
Smaller SLA	Lower	100	82	2	3	4	1	5	4	18	-7
	Neutral	100	85	1	1	3	1	5	4	15	-3
	Higher	100	84	1	1	3	1	4	6	16	3
Larger SLA	Lower	100	88	0	1	1	1	6	3	12	-2
	Neutral	100	91	0	0	1	1	3	3	9	0
	Higher	100	92	0	0	1	0	2	3	8	0
Migrated from row group to column group				net gain or loss for each row: negative indicates the row lost more to the column than it gained and positive indicates the row gained more from the column than it lost							
Smaller SLA	Lower	...	...	0	-391	-593	-52	-660	-461	...	-2,157
	Neutral	...	...	391	0	-459	-354	-1,367	-587	...	-2,377
	Higher	...	...	593	459	0	57	1,066	1,090	...	3,266
Larger SLA	Lower	...	...	52	354	-57	0	-1,112	-805	...	-1,568
	Neutral	...	...	660	1,367	-1,066	1,112	0	-2,073	...	0
	Higher	...	...	461	587	-1,090	805	2,073	0	...	2,835
Net outflow from column				2,157	2,377	-3,266	1,568	0	-2,835	...	0
Migrated from row group to column group				intensity³ of the rate of migration, relative to the rate of migration for the							
Smaller SLA	Lower	1.00	0.96	1.20	1.26	1.29	1.10	1.23	1.28	1.24	...
	Neutral	1.00	0.97	0.95	1.03	1.28	1.31	1.25	1.34	1.24	...
	Higher	1.00	0.97	1.00	1.25	1.23	1.08	1.08	1.23	1.17	...
Larger SLA	Lower	1.00	0.97	1.37	1.18	1.08	1.29	1.28	1.52	1.31	...
	Neutral	1.00	0.98	0.87	0.84	1.05	0.95	1.29	1.33	1.20	...
	Higher	1.00	0.99	0.70	0.85	1.00	0.92	1.08	1.18	1.09	...

1. Data refer to population in 2006 with a residence in Canada in 2001. Thus, individuals who arrived in Canada in the 2001 to 2006 period and individuals born in the 2001 to 2006 period are not included.

2. "Migrants", in this table, are individuals who moved from one SLA in 2001 to another SLA in 2006.

3. The intensity of the rate of migration is calculated as the rate of flow in Panel 2 above divided by the rate of flow for the total population (in Panel 2 in Table 1).

Source: Statistics Canada, Census of Population, 2006.

Appendix Table A8

For workers in a professional occupational skill group in 2006, the migration in the 2001 to 2006 period among self-contained labour areas by population size and competitiveness group of the self-contained labour areas (SLAs), Canada, 2001 to 2006

Population size class of self-contained labour area (SLA)	Competitiveness group of SLA	Total population ¹ in 2001	Total non-migrants ² from 2001 to 2006	Population size class of self-contained labour area (SLA)							Net change (inflow minus outflow)	
				Smaller SLA			Larger SLA					
				Competitiveness group of SLA								All SLAs
				Lower	Neutral	Higher	Lower	Neutral	Higher			
Migrated from row group to column group				individuals¹ in a professional occupation in 2006 who migrated from one SLA to another SLA, 2001 to 2006								
Smaller SLA	Lower	52,835	41,415	1,107	1,552	1,689	879	3,976	2,216	11,420	-3,578	
	Neutral	112,648	90,913	931	1,918	3,114	2,148	8,715	4,910	21,735	-4,824	
	Higher	167,659	134,185	846	2,370	4,548	1,651	11,633	12,425	33,474	1,209	
Larger SLA	Lower	142,493	120,260	653	1,674	1,997	1,105	11,173	5,630	22,233	-5,308	
	Neutral	1,175,175	1,050,294	2,809	6,164	11,373	7,849	47,949	48,737	124,881	-3,880	
	Higher	1,257,088	1,150,807	1,496	3,233	11,962	3,293	37,555	48,742	106,281	16,379	
Total migrants				7,842	16,911	34,683	16,925	121,001	122,660	320,024	...	
Total non-migrants			2,587,874	41,415	90,913	134,185	120,260	1,050,294	1,150,807	2,587,874	...	
Total population¹		2,907,898	...	49,257	107,824	168,868	137,185	1,171,295	1,273,467	2,907,898	...	
Migrated from row group to column group				professional occupation employee "migrants"² as a percent of all professional employees, classified by their 2001 place of residence (row percent)								
Smaller SLA	Lower	100	78	2	3	3	2	8	4	22	-7	
	Neutral	100	81	1	2	3	2	8	4	19	-4	
	Higher	100	80	1	1	3	1	7	7	20	1	
Larger SLA	Lower	100	84	0	1	1	1	8	4	16	-4	
	Neutral	100	89	0	1	1	1	4	4	11	0	
	Higher	100	92	0	0	1	0	3	4	8	1	
Migrated from row group to column group				net gain or loss for each row: negative indicates the row lost more to the column than it gained and positive indicates the row gained more from the column than it lost								
Smaller SLA	Lower	...	...	0	-621	-843	-226	-1,167	-720	...	-3,578
	Neutral	...	...	621	0	-744	-474	-2,551	-1,677	...	-4,824
	Higher	...	...	843	744	0	346	-260	-463	...	1,209
Larger SLA	Lower	...	...	226	474	-346	0	-3,324	-2,337	...	-5,308
	Neutral	...	...	1,167	2,551	260	3,324	0	-11,182	...	-3,880
	Higher	...	...	720	1,677	463	2,337	11,182	0	...	16,379
Net outflow from column				3,578	4,824	-1,209	5,308	3,880	-16,379	...	0	
Migrated from row group to column group				intensity³ of the rate of migration, relative to the rate of migration for the total population								
Smaller SLA	Lower	1.00	0.92	1.32	1.42	1.13	1.53	1.81	1.52	1.49	...	
	Neutral	1.00	0.92	1.19	1.21	1.18	1.70	1.85	1.59	1.54	...	
	Higher	1.00	0.93	1.01	1.28	1.04	1.56	1.80	1.52	1.47	...	
Larger SLA	Lower	1.00	0.93	1.39	1.53	1.30	1.24	1.80	1.89	1.69	...	
	Neutral	1.00	0.96	1.23	1.14	1.01	1.24	1.63	1.68	1.49	...	
	Higher	1.00	0.98	0.89	0.81	0.86	1.12	1.35	1.33	1.22	...	

1. Data refer to population in 2006 with a residence in Canada in 2001. Thus, individuals who arrived in Canada in the 2001 to 2006 period and individuals born in the 2001 to 2006 period are not included.

2. "Migrants", in this table, are individuals who moved from one SLA in 2001 to another SLA in 2006.

3. The intensity of the rate of migration is calculated as the rate of flow in Panel 2 above divided by the rate of flow for the total population (in Panel 2 in Table 1).

Source: Statistics Canada, Census of Population, 2006.

Appendix Table A9

For workers in a technical-skilled occupation in 2006, the migration in the 2001 to 2006 period among self-contained labour areas by population size and competitiveness group of the self-contained labour areas (SLAs), Canada, 2001 to 2006

Population size class of self-contained labour area (SLA)	Competitiveness group of SLA	Total population ¹ in 2001	Total non-migrants ² from 2001 to 2006	Population size class of self-contained labour area (SLA)						All SLAs	Net change (inflow minus outflow)
				Smaller SLA			Larger SLA				
				Competitiveness group of SLA							
				Lower	Neutral	Higher	Lower	Neutral	Higher		
Migrated from row group to column group				individuals¹ in a technical-skilled occupation in 2006 who migrated from one SLA to another SLA, 2001 to 2006							
Smaller SLA	Low er	177,400	150,555	2,967	3,483	5,623	1,851	7,035	5,886	26,845	-10,565
	Neutral	312,057	269,204	2,492	4,764	8,422	3,607	13,742	9,826	42,853	-12,254
	Higher	471,487	403,979	2,642	5,017	13,626	3,022	17,989	25,212	67,508	8,532
Larger SLA	Low er	294,690	263,240	1,121	2,518	3,955	1,903	14,775	7,176	31,450	-7,489
	Neutral	1,728,913	1,597,795	4,186	8,758	19,559	9,477	43,403	45,735	131,118	5,523
	Higher	1,824,385	1,688,210	2,872	6,059	24,855	4,101	39,697	58,591	136,175	16,251
Total migrants				16,280	30,599	76,040	23,961	136,641	152,426	435,949	...
Total non-migrants			4,372,983	150,555	269,204	403,979	263,240	1,597,795	1,688,210	4,372,983	...
Total population¹		4,808,932	...	166,835	299,803	480,019	287,201	1,734,436	1,840,636	4,808,932	...
Migrated from row group to column group				technical-skilled worker "migrants"² as a percent of all technical-skilled workers, classified by their 2001 place of residence (row percent)							
Smaller SLA	Low er	100	85	2	2	3	1	4	3	15	-6
	Neutral	100	86	1	2	3	1	4	3	14	-4
	Higher	100	86	1	1	3	1	4	5	14	2
Larger SLA	Low er	100	89	0	1	1	1	5	2	11	-3
	Neutral	100	92	0	1	1	1	3	3	8	0
	Higher	100	93	0	0	1	0	2	3	7	1
Migrated from row group to column group				net gain or loss for each row: negative indicates the row lost more to the column than it gained and positive indicates the row gained more from the column than it lost							
Smaller SLA	Low er	...	...	0	-991	-2,981	-730	-2,849	-3,014	...	-10,565
	Neutral	...	...	991	0	-3,405	-1,089	-4,984	-3,767	...	-12,254
	Higher	...	...	2,981	3,405	0	933	1,570	-357	...	8,532
Larger SLA	Low er	...	...	730	1,089	-933	0	-5,298	-3,075	...	-7,489
	Neutral	...	...	2,849	4,984	-1,570	5,298	0	-6,038	...	5,523
	Higher	...	...	3,014	3,767	357	3,075	6,038	0	...	16,251
Net outflow from column				10,565	12,254	-8,532	7,489	-5,523	-16,251	...	0
Migrated from row group to column group				intensity³ of the rate of migration, relative to the rate of migration for the total population							
Smaller SLA	Low er	1.00	0.99	1.05	0.95	1.12	0.96	0.96	1.20	1.04	...
	Neutral	1.00	0.99	1.15	1.09	1.16	1.03	1.05	1.15	1.10	...
	Higher	1.00	0.99	1.12	0.97	1.11	1.02	0.99	1.10	1.06	...
Larger SLA	Low er	1.00	0.98	1.15	1.11	1.25	1.03	1.15	1.16	1.15	...
	Neutral	1.00	1.00	1.24	1.10	1.18	1.01	1.00	1.07	1.06	...
	Higher	1.00	0.99	1.17	1.05	1.23	0.96	0.99	1.10	1.08	...

1. Data refer to population in 2006 with a residence in Canada in 2001. Thus, individuals who arrived in Canada in the 2001 to 2006 period and individuals born in the 2001 to 2006 period are not included.

2. "Migrants", in this table, are individuals who moved from one SLA in 2001 to another SLA in 2006.

3. The intensity of the rate of migration is calculated as the rate of flow in Panel 2 above divided by the rate of flow for the total population (in Panel 2 in Table 1).

Source: Statistics Canada, Census of Population, 2006.

Appendix Table A10

For workers in an intermediate skill-level occupation in 2006, the migration in the 2001 to 2006 period among self-contained labour areas by population size and competitiveness group of the self-contained labour areas (SLAs), Canada, 2001 to 2006

Population size class of self-contained labour area (SLA)	Competitiveness group of SLA	Total population ¹ in 2001	Total non-migrants ² from 2001 to 2006	Population size class of self-contained labour area (SLA)							All SLAs	Net change (inflow minus outflow)
				Smaller SLA			Larger SLA					
				Competitiveness group of SLA								
				Lower	Neutral	Higher	Lower	Neutral	Higher			
Migrated from row group to column group				individuals¹ with an intermediate skill-level occupation in 2006 who migrated from one SLA to another SLA, 2001 to 2006								
Smaller SLA	Lower	174,326	144,905	2,669	3,846	5,901	2,134	9,007	5,864	29,421	-13,582	
	Neutral	334,050	285,908	2,444	4,961	8,561	3,957	16,885	11,333	48,142	-15,686	
	Higher	494,986	420,070	2,694	5,355	13,690	3,485	22,334	27,357	74,916	3,397	
Larger SLA	Lower	339,092	304,042	999	2,604	4,015	2,358	17,432	7,642	35,050	-5,868	
	Neutral	2,133,490	1,973,746	3,859	9,112	21,705	11,945	57,701	55,422	159,744	13,204	
	Higher	2,236,889	2,081,627	3,174	6,578	24,441	5,303	49,589	66,176	155,262	18,532	
Total migrants				15,839	32,456	78,313	29,182	172,948	173,794	502,535	...	
Total non-migrants			5,210,298	144,905	285,908	420,070	304,042	1,973,746	2,081,627	5,210,298	...	
Total population¹		5,712,833	...	160,744	318,364	498,383	333,224	2,146,694	2,255,421	5,712,833	...	
Migrated from row group to column group				intermediate skill-level worker "migrants^{2m}" as a percent of all workers with an intermediate skill-level occupation, classified by their 2001 place of residence (row percent)								
Smaller SLA	Lower	100	83	2	2	3	1	5	3	17	-8	
	Neutral	100	86	1	1	3	1	5	3	14	-5	
	Higher	100	85	1	1	3	1	5	6	15	1	
Larger SLA	Lower	100	90	0	1	1	1	5	2	10	-2	
	Neutral	100	93	0	0	1	1	3	3	7	1	
	Higher	100	93	0	0	1	0	2	3	7	1	
Migrated from row group to column group				net gain or loss for each row: negative indicates the row lost more to the column than it gained and positive indicates the row gained more from the column than it lost								
Smaller SLA	Lower	...	...	0	-1,402	-3,207	-1,135	-5,148	-2,690	...	-13,582
	Neutral	...	...	1,402	0	-3,206	-1,353	-7,773	-4,755	...	-15,686
	Higher	...	...	3,207	3,206	0	530	-629	-2,916	...	3,397
Larger SLA	Lower	...	...	1,135	1,353	-530	0	-5,487	-2,339	...	-5,868
	Neutral	...	...	5,148	7,773	629	5,487	0	-5,833	...	13,204
	Higher	...	...	2,690	4,755	2,916	2,339	5,833	0	...	18,532
Net outflow from column				13,582	15,686	-3,397	5,868	-13,204	-18,532	...	0	
Migrated from row group to column group				intensity³ of the rate of migration, relative to the rate of migration for the total population								
Smaller SLA	Lower	1.00	0.97	0.96	1.07	1.20	1.12	1.25	1.22	1.17	...	
	Neutral	1.00	0.98	1.05	1.06	1.10	1.06	1.21	1.24	1.15	...	
	Higher	1.00	0.98	1.09	0.98	1.06	1.12	1.17	1.13	1.12	...	
Larger SLA	Lower	1.00	0.99	0.89	1.00	1.10	1.11	1.18	1.08	1.12	...	
	Neutral	1.00	1.00	0.93	0.93	1.06	1.04	1.08	1.05	1.05	...	
	Higher	1.00	1.00	1.06	0.93	0.98	1.02	1.00	1.01	1.00	...	

1. Data refer to population in 2006 with a residence in Canada in 2001. Thus, individuals who arrived in Canada in the 2001 to 2006 period and individuals born in the 2001 to 2006 period are not included.

2. "Migrants", in this table, are individuals who moved from one SLA in 2001 to another SLA in 2006.

3. The intensity of the rate of migration is calculated as the rate of flow in Panel 2 above divided by the rate of flow for the total population (in Panel 2 in Table 1).

Source: Statistics Canada, Census of Population, 2006.

Appendix Table A11

Migration of population born outside Canada (i.e., immigrants who were living in Canada in 2001 and in 2006) among self-contained labour areas by population size and competitiveness group of the self-contained labour areas (SLAs), Canada, 2001 to 2006

Population size class of self-contained labour area (SLA)	Competitiveness group of SLA	Total population ¹ in 2001	Total non-migrants ² from 2001 to 2006	Population size class of self-contained labour area (SLA)						All SLAs	Net change (inflow minus outflow)
				Smaller SLA			Larger SLA				
				Competitiveness group of SLA							
				Lower	Neutral	Higher	Lower	Neutral	Higher		
Migrated from row group to column group				individuals¹ who were born outside Canada (i.e., immigrants) who migrated from one SLA to another SLA, 2001 to 2006							
Smaller SLA	Low er	34,893	28,116	504	690	1,344	263	1,606	2,369	6,777	-3,257
	Neutral	74,237	62,513	324	860	1,738	571	3,688	4,544	11,724	-2,753
	Higher	158,663	133,854	627	1,382	3,675	514	6,053	12,557	24,809	3,534
Larger SLA	Low er	88,262	77,800	204	434	691	450	4,307	4,376	10,462	-1,915
	Neutral	1,454,425	1,355,841	742	2,459	6,867	3,872	28,472	56,172	98,584	-10,765
	Higher	3,540,226	3,401,264	1,119	3,146	14,028	2,877	43,693	74,099	138,962	15,155
Total migrants				3,520	8,971	28,343	8,547	87,819	154,117	291,318	...
Total non-migrants			5,059,388	28,116	62,513	133,854	77,800	1,355,841	3,401,264	5,059,388	...
Total population¹		5,350,706	...	31,636	71,484	162,197	86,347	1,443,660	3,555,381	5,350,706	...
Migrated from row group to column group				immigrant "migrants"² as a percent of total immigrants, classified by their 2001 place of residence (row percent)							
Smaller SLA	Low er	100	81	1	2	4	1	5	7	19	-9
	Neutral	100	84	0	1	2	1	5	6	16	-4
	Higher	100	84	0	1	2	0	4	8	16	2
Larger SLA	Low er	100	88	0	0	1	1	5	5	12	-2
	Neutral	100	93	0	0	0	0	2	4	7	-1
	Higher	100	96	0	0	0	0	1	2	4	0
Migrated from row group to column group				net gain or loss for each row: negative indicates the row lost more to the column than it gained and positive indicates the row gained more from the column than it lost							
Smaller SLA	Low er	...	...	0	-366	-717	-59	-864	-1,250	...	-3,257
	Neutral	...	...	366	0	-356	-137	-1,229	-1,398	...	-2,753
	Higher	...	...	717	356	0	177	814	1,471	...	3,534
Larger SLA	Low er	...	...	59	137	-177	0	-435	-1,499	...	-1,915
	Neutral	...	...	864	1,229	-814	435	0	-12,479	...	-10,765
	Higher	...	...	1,250	1,398	-1,471	1,499	12,479	0	...	15,155
Net outflow from column				3,257	2,753	-3,534	1,915	10,765	-15,155	...	0
Migrated from row group to column group				intensity³ of the rate of migration, relative to the rate of migration for the total population							
Smaller SLA	Low er	1.00	0.94	0.91	0.96	1.37	0.69	1.11	2.45	1.34	...
	Neutral	1.00	0.96	0.63	0.83	1.00	0.69	1.18	2.23	1.26	...
	Higher	1.00	0.98	0.79	0.79	0.89	0.51	0.99	1.62	1.15	...
Larger SLA	Low er	1.00	0.97	0.70	0.64	0.73	0.82	1.12	2.37	1.28	...
	Neutral	1.00	1.00	0.26	0.37	0.49	0.49	0.78	1.56	0.95	...
	Higher	1.00	1.03	0.24	0.28	0.36	0.35	0.56	0.72	0.57	...

1. Data refer to population in 2006 with a residence in Canada in 2001. Thus, individuals who arrived in Canada in the 2001 to 2006 period and individuals born in the 2001 to 2006 period are not included.

2. "Migrants", in this table, are individuals who moved from one SLA in 2001 to another SLA in 2006.

3. The intensity of the rate of migration is calculated as the rate of flow in Panel 2 above divided by the rate of flow for the total population (in Panel 2 in Table 1).

Source: Statistics Canada, Census of Population, 2006.

Appendix Table A12

For individuals living in a low income household in 2006, the migration in the 2001 to 2006 period among self-contained labour areas by population size and competitiveness group of the self-contained labour areas (SLAs), Canada, 2001 to 2006

Population size class of self-contained labour area (SLA)	Competitiveness group of SLA	Total population ¹ in 2001	Total non-migrants ² from 2001 to 2006	Population size class of self-contained labour area (SLA)						All SLAs	Net change (inflow minus outflow)
				Smaller SLA			Larger SLA				
				Competitiveness group of SLA							
				Lower	Neutral	Higher	Lower	Neutral	Higher		
Migrated from row group to column group individuals ¹ who were living in a low income household in 2005 and who migrated from one SLA to another SLA, 2001 to 2006											
Smaller SLA	Lower	72,192	52,245	1,532	2,493	2,491	1,654	7,786	3,990	19,947	-10,568
	Neutral	132,617	99,032	1,564	2,711	4,479	3,162	14,016	7,652	33,585	-13,488
	Higher	180,326	132,749	1,557	3,284	5,425	2,163	16,561	18,586	47,577	-12,752
Larger SLA	Lower	145,032	121,560	727	1,411	1,628	1,553	12,737	5,416	23,472	-3,547
	Neutral	1,094,179	989,625	2,301	5,363	9,938	7,569	38,890	40,492	104,554	21,838
	Higher	1,141,994	1,040,279	1,698	4,835	10,864	3,824	36,402	44,093	101,715	18,514
Total migrants				9,379	20,097	34,825	19,925	126,392	120,229	330,850	...
Total non-migrants			2,435,490	52,245	99,032	132,749	121,560	989,625	1,040,279	2,435,490	...
Total population¹		2,766,340	...	61,624	119,129	167,574	141,485	1,116,017	1,160,508	2,766,340	...
Migrated from row group to column group low income "migrants" ² as a percent of all low income individuals, classified by their 2001 place of residence (row percent)											
Smaller SLA	Lower	100	72	2	3	3	2	11	6	28	-15
	Neutral	100	75	1	2	3	2	11	6	25	-10
	Higher	100	74	1	2	3	1	9	10	26	-7
Larger SLA	Lower	100	84	1	1	1	1	9	4	16	-2
	Neutral	100	90	0	0	1	1	4	4	10	2
	Higher	100	91	0	0	1	0	3	4	9	2
Migrated from row group to column group net gain or loss for each row: negative indicates the row lost more to the column than it gained and positive indicates the row gained more from the column than it lost											
Smaller SLA	Lower	...	...	0	-929	-934	-927	-5,485	-2,292	...	-10,568
	Neutral	...	...	929	0	-1,195	-1,751	-8,653	-2,817	...	-13,488
	Higher	...	...	934	1,195	0	-535	-6,623	-7,722	...	-12,752
Larger SLA	Lower	...	...	927	1,751	535	0	-5,168	-1,592	...	-3,547
	Neutral	...	...	5,485	8,653	6,623	5,168	0	-4,090	...	21,838
	Higher	...	...	2,292	2,817	7,722	1,592	4,090	0	...	18,514
Net outflow from column				10,568	13,488	12,752	3,547	-21,838	-18,514	...	0
Migrated from row group to column group intensity ³ of the rate of migration, relative to the rate of migration for the total population											
Smaller SLA	Lower	1.00	0.85	1.34	1.67	1.22	2.10	2.60	2.00	1.91	...
	Neutral	1.00	0.85	1.69	1.46	1.45	2.13	2.52	2.10	2.03	...
	Higher	1.00	0.85	1.72	1.65	1.15	1.90	2.39	2.11	1.94	...
Larger SLA	Lower	1.00	0.92	1.52	1.26	1.04	1.72	2.02	1.78	1.75	...
	Neutral	1.00	0.97	1.08	1.06	0.94	1.28	1.42	1.50	1.34	...
	Higher	1.00	0.98	1.11	1.33	0.86	1.43	1.44	1.32	1.29	...

1. Data refer to population in 2006 with a residence in Canada in 2001. Thus, individuals who arrived in Canada in the 2001 to 2006 period and individuals born in the 2001 to 2006 period are not included.

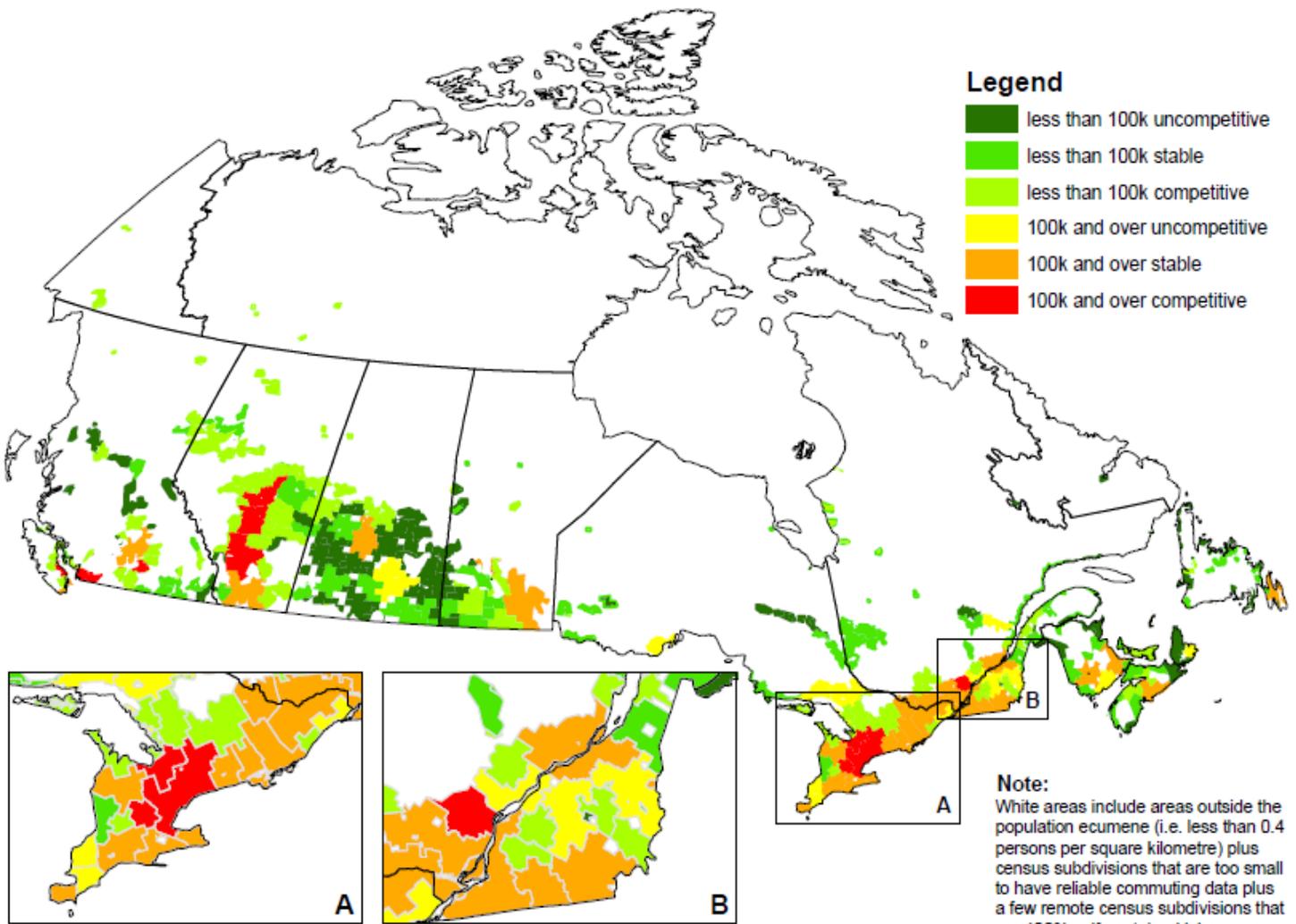
2. "Migrants", in this table, are individuals who moved from one SLA in 2001 to another SLA in 2006.

3. The intensity of the rate of migration is calculated as the rate of flow in Panel 2 above divided by the rate of flow for the total population (in Panel 2 in Table 1).

Source: Statistics Canada, Census of Population, 2006.

Appendix Map A1

Self-contained labour area (SLA) classification, Canada, 2006



Source: Delineated by author using commuting data from the 2006 Census of Population, Statistics Canada.
Map produced by the Remote Sensing and Geospatial Analysis Section (RSGA), Agriculture Division, Statistics Canada, 2010.



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