

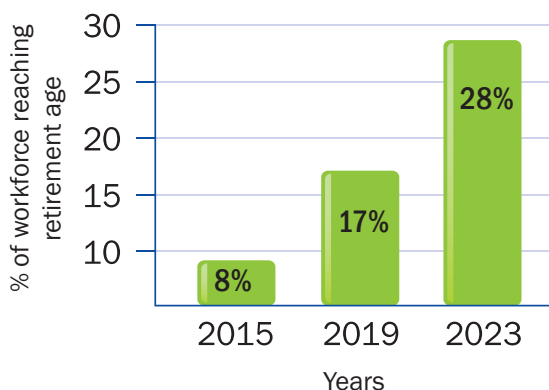
# 3 Things You Should Know About Our Changing Labour Force

The labour force in Guelph and Wellington County is changing. Will your company be able to adapt to and benefit from the opportunities these changes bring? Sharpen your competitive edge. Know the facts.

## 1 OUR LOCAL LABOUR POOL IS SHRINKING

Will you be able to replace current employees and grow your business? Demographic realities will impact every employer, calling for new strategies to meet existing and future labour shortages. As baby-boomers reach retirement age, experienced global talent will be here to contribute to your company's success.

In just ten years **28%** of Guelph Wellington's current workforce will reach 65 years of age<sup>1</sup>



1/2 of all Canadian workers will be between the ages of 45 and 64 by 2015<sup>2</sup>



### BOTTOM LINE

Your future business growth will depend on global talent.

Some researchers estimate that sometime during this decade immigrants will account for **100%** of Canada's net labour force growth.<sup>3</sup>



### Quote

"Global talent will become increasingly important in the coming years as the retirement wave continues to build. Canadian businesses, communities, and individuals should be perfectly poised to build on our long-standing reputation for embracing diversity, and becoming stronger as a result."

Lloyd Longfield, Member of Parliament, Guelph



### Quote

"As one of the fastest growing jurisdictions in Canada, global talent will play an important role here in ensuring that we maximize our capacity and reach our full economic potential"

Kithio Mwanzia, President,  
Guelph Chamber of Commerce

## 2 SKILLS REQUIRED ARE OFTEN NOT AVAILABLE

Growing demand for technical skills in our region is mismatched with the available labour force. Many local businesses are struggling to fill their labour needs in areas such as high tech, health services, and advanced manufacturing.<sup>4</sup> The skills mismatch has generated fierce competition between employers for the qualified talent needed to grow their business.

Between **40%** and **50%** of nearly **300** companies interviewed in Guelph Wellington in 2014 said they were experiencing hiring difficulties because workers lacked the appropriate skills and because they had too few applicants. Over **60%** of those companies said they were planning to expand.<sup>5</sup>



## 3 GLOBAL TALENT IS PART OF THE SOLUTION

Global talent will help address the skills shortage and have a long-term positive impact on Guelph-Wellington's businesses, workforce, and community. On average, **700** new immigrants arrived directly in Guelph-Wellington each year between 2006-2011.<sup>6</sup>

But global talent remains a largely untapped resource.



**1/5** of Guelph residents are immigrants<sup>7</sup>



**1/8** of Wellington County residents are immigrants

**32%** of population growth in 2012 in Guelph Wellington was due to immigrants<sup>8</sup>



**1/5** of Guelph-Wellington's immigrants surveyed in 2013 had not yet found a job that matched their skills and qualifications<sup>10</sup>

**67%**

Two thirds of new immigrants to Guelph-Wellington have a post-secondary degree<sup>9</sup>

### REFERENCES

<sup>1</sup> Statistics Canada Census, 2011

<sup>2</sup> Ibid

<sup>3</sup> Government of Canada, The role of migrant labour supply in the Canadian labour market, 2012, <http://bit.ly/1RyF26h>

<sup>4</sup> Waterloo Wellington Dufferin Workforce Planning Board, Labour market Interim Report, 2013

<sup>5</sup> City of Guelph, Grow Guelph BR & E, Business Interview Results, 2014, <http://bit.ly/1RdVhXX> and Wellington County, BR & E Project, Business Interview Findings and Action Plan, 2014, <http://bit.ly/1IUPQdZ>

<sup>6</sup> Citizenship and Immigration Canada, Facts and Figures, 2006-2011

<sup>7</sup> Statistics Canada Census, 2011

<sup>8</sup> Rural Ontario Institute, Focus on Rural Ontario, 2014, <http://bit.ly/10gNJ0D>

<sup>9</sup> Workforce Planning Board of Waterloo Wellington Dufferin, Immigrant Employment by Field of Study in Wellington County, 2009

<sup>10</sup> Guelph Wellington Local Immigration Partnership and University of Guelph, Immigrant Survey, 2012

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