

THE AGING WORKFORCE OF ALGOMA



As the workforce ages, more people will be departing from the workplace which will create more opportunities/gaps across many occupations. Occupations that are already experiencing growth and have a higher percentage of people over the age of 50 will offer the most opportunities for those entering into the workforce.

Facts:

- In 2011, the median age of Algoma was 47.2.
- From 2006 to 2011, the overall population shrank 1.4%.
- From 2007 to 2012, net out-migration of youth 18-25 was approx. 1,160 individuals.



In Algoma, slightly more than half (51%) of the total workforce is over the age of 50 (25,295 of the 49,420 workforce are 50+). The table below displays occupations in Algoma based on 1 Digit NOC codes and the percentage of each occupations workforce that is 50+. The top 5 occupations with the highest percentage of people 50+ are:

- 65% - Management
- 61% - Manufacturing and Utilities
- 60% - Business, Finance and Administration
- 53% - Trades, Transport and Equipment Operators
- 51% - Natural and Applied Sciences

Workforce 50+ by Occupation (1 Digit NOC) Algoma District				
National Occupational Classification (NOC 2011)	Total workforce	50+	%	
	Total	49,420	25,295	51%
0 Management occupations	4,440	2,865	65%	
1 Business, finance and administration occupations	7,375	4,425	60%	
2 Natural and applied sciences and related occupations	2,780	1,415	51%	
3 Health occupations	3,925	1,960	50%	
4 Occupations in education, law and social, community and government services	6,670	3,285	49%	
5 Occupations in art, culture, recreation and sport	830	375	45%	
6 Sales and service occupations	12,200	4,875	40%	
7 Trades, transport and equipment operators and related occupations	7,890	4,200	53%	
8 Natural resources, agriculture and related production occupations	1,085	530	49%	
9 Occupations in manufacturing and utilities	2,225	1,350	61%	

Data Source: National Occupational Classification (NOC 2011), 2011 National Household Survey - Statistics Canada

The top 10 occupations (4 Digit NOC) in Algoma based on total employment with the percentage of their workforce 50+:

- 50% - Registered nurses and registered psychiatric nurses (1,235)
- 40% - Elementary school and kindergarten teachers (1,185)
- 65% - Retail and wholesale trade managers (1,065)
- 69% - Administrative assistants (995)
- 61% - Janitors, caretakers and building superintendents (970)
- 54% - Nurse aides, orderlies and patient service associates (960)
- 58% - Light duty cleaners (820)
- 52% - General office support workers (785)
- 71% - Administrative officers (695)
- 66% - Transport truck drivers (595)

The following table lists occupations in Algoma by 4 Digit NOC codes (for more detail) that employ at least 100 individuals and where at least 40% of the workforce is over the age of 50. The table is sorted in descending order from the oldest occupations to youngest.

Algoma Workforce 50+ by Occupation (4 Digit NOC)

*Occupations with min. workforce of 100 employees & min. of 40% of workforce 50+.

Occupation	Total Workforce	50+	%
4154 Professional occupations in religion	130	120	92%
9415 Inspectors and testers, mineral and metal processing	130	105	81%
7512 Bus drivers, subway operators and other transit operators	195	155	79%
1122 Professional occupations in business management consulting	115	90	78%
1512 Letter carriers	160	125	78%
0821 Managers in agriculture	200	155	78%
9241 Power engineers and power systems operators	250	190	76%
9211 Supervisors, mineral and metal processing	215	160	74%
6411 Sales and account representatives - wholesale trade (non-technical)	135	100	74%
7513 Taxi and limousine drivers and chauffeurs	135	100	74%
2211 Chemical technologists and technicians	150	110	73%
1524 Purchasing and inventory control workers	130	95	73%
7281 Bricklayers	130	95	73%
1311 Accounting technicians and bookkeepers	420	305	73%
0422 School principals and administrators of elementary and secondary education	155	110	71%
0714 Facility operation and maintenance managers	275	195	71%
1221 Administrative officers	695	490	71%
7311 Construction millwrights and industrial mechanics	540	380	70%
1114 Other financial officers	185	130	70%
1241 Administrative assistants	995	685	69%
1121 Human resources professionals	160	110	69%
0911 Manufacturing managers	140	95	68%
4413 Elementary and secondary school teacher assistants	520	350	67%
7312 Heavy-duty equipment mechanics	160	105	66%
7511 Transport truck drivers	595	390	66%
7231 Machinists and machining and tooling inspectors	200	130	65%
4011 University professors and lecturers	100	65	65%
0621 Retail and wholesale trade managers	1,065	690	65%
9416 Metalworking and forging machine operators	170	110	65%
4153 Family, marriage and other related counsellors	110	70	64%

Occupation	Total Workforce	50+	%
7302 Contractors and supervisors, heavy equipment operator crews	260	165	63%
2121 Biologists and related scientists	160	100	63%
6733 Janitors, caretakers and building superintendents	970	595	61%
7361 Railway and yard locomotive engineers	140	85	61%
7521 Heavy equipment operators (except crane)	325	195	60%
4021 College and other vocational instructors	300	180	60%
2122 Forestry professionals	100	60	60%
6731 Light duty cleaners	820	475	58%
9611 Labourers in mineral and metal processing	385	220	57%
0122 Banking, credit and other investment managers	195	110	56%
7271 Carpenters	475	265	56%
0631 Restaurant and food service managers	280	155	55%
4412 Home support workers, housekeepers and related occupations	430	235	55%
3413 Nurse aides, orderlies and patient service associates	960	520	54%
6231 Insurance agents and brokers	120	65	54%
1431 Accounting and related clerks	370	200	54%
0632 Accommodation service managers	130	70	54%
8231 Underground production and development miners	225	120	53%
0111 Financial managers	170	90	53%
1411 General office support workers	785	410	52%
1414 Receptionists	420	215	51%
1111 Financial auditors and accountants	235	120	51%
4212 Social and community service workers	570	290	51%
3012 Registered nurses and registered psychiatric nurses	1,235	620	50%
7514 Delivery and courier service drivers	260	130	50%
1511 Mail, postal and related workers	100	50	50%
7295 Floor covering installers	100	50	50%
7237 Welders and related machine operators	420	205	49%
7371 Crane operators	250	120	48%
0423 Managers in social, community and correctional services	115	55	48%
9411 Machine operators, mineral and metal processing	215	100	47%
4152 Social workers	250	115	46%

Occupation	Total Workforce	50+	%
6311 Food service supervisors	110	50	45%
6541 Security guards and related security service occupations	320	145	45%
0311 Managers in health care	145	65	45%
6741 Dry cleaning, laundry and related occupations	135	60	44%
1224 Property administrators	205	90	44%
1432 Payroll clerks	160	70	44%
4112 Lawyers and Quebec notaries	115	50	43%
6235 Financial sales representatives	105	45	43%
0112 Human resources managers	110	45	41%
1242 Legal administrative assistants	110	45	41%
4422 Correctional service officers	135	55	41%
7241 Electricians (except industrial and power system)	200	80	40%
4032 Elementary school and kindergarten teachers	1,185	470	40%