FAR NORTHEAST TRAINING BOARD (FNETB)
your **L**ocal **E**mployment **P**lanning **C**ouncil

COMMISSION DE FORMATION DU NORD-EST (CFNE)
votre **C**onseil **L**ocal de **P**lanification de l'**E**mploi

Local Labour Market Forecast

2016-2036

September 2018

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**This report is being released by
the Far Northeast Training Board (FNETB) in partnership with:**

The Venture Centre
Le Centre de développement
A Community Futures Development Corporation
Une Société d'aide au développement des collectivités

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Cautionary Notes and Considerations for Readers

The following cautionary notes and considerations are provided to facilitate the interpretation and use of the data and information presented in this report.

Information in this document is provided for the purpose of providing a better understanding of the FNETB regional labour market landscape, based on the most current information available on the date of publication.

The figures shown in all Statistics Canada tables in the report have been subjected to a confidentiality procedure known as random rounding to prevent the possibility of associating statistical data with any identifiable individual. Under this method, all figures, including totals and detail, are randomly rounded, either up or down, to a multiple of "5" and in some cases "10". For example, random rounding of 12 to a multiple of 5 would yield either 10 or 15. Table cells, which contain data ranging between 0 and 9, are subjected to random rounding between 0 and 10. Therefore, a cell showing "0" could actually have a value of between 0 and 9. The random rounding technique is applied by Statistics Canada to protect against direct, residual or negative disclosure, without adding significant error to the census data.

When totals are calculated, the random rounding procedure can result in totals that exceed 100%. It should be emphasized that the original calculations from the Statistics Canada data have been retained to ensure accuracy in the transcription of official data.

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The information presented in this report is current at the time of printing.

Introduction
The mandate of the Far Northeast Training Board (FNETB) is to collect, analyze and disseminate local labour market information, to identify local labour force development needs and priorities, and to identify strategies and activities that are evidence-based, and that reflect the local labour market conditions and needs.
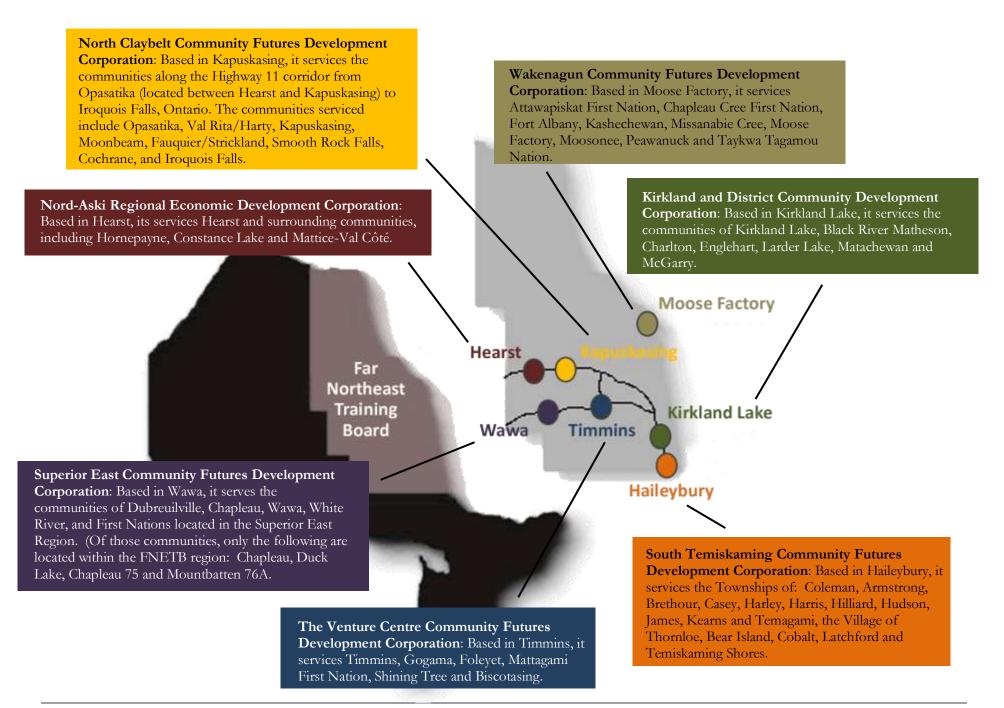
The current report, utilizing custom tabulations from Statistics Canada's 2016 Census, provides a forecast of labour market needs for the FNETB's service area for the period from 2016-2036. Similar reports were produced by the FNETB using data from the two previous Census periods (2006 and 2011).

The intent of this report is to provide the most up-to-date information possible in order to assist local stakeholders (educators and trainers, employment service providers, economic development and business organization, community and government leaders, etc) in their efforts to provide the programs and services to attract and retain the workers that are needed by local employers, and to prepare the future generation of workers.

FNETB Coverage Area
The region serviced by the FNETB includes the communities along the Highway 11 Corridor from Latchford to Hearst, east of Kirkland Lake it extends to the Quebec border. It also includes the communities along the James Bay Coast, as well as Timmins, Gogama, Chapleau, Elk Lake and Hornepayne. Since the area includes nearly 65 Census sub-divisions, the "community level" data and information has been grouped according to the Community Futures Development Corporations (CFDCs) boundaries, that operate within the FNETB Region. The CFDCs are administered by FedNor – the Federal Government's regional development program for Northern Ontario. The following CFDCs are located within the FNETB region:
- The Venture Centre Community Futures Development Corporation
- Superior East Community Futures Development Corporation (Chapleau)
- South Temiskaming Community Futures Development Corporation
- North Claybelt Community Futures Development Corporation
- Nord-Aski Regional Economic Development Corporation
- Kirkland and District Community Development Corporation, and
- Wakenagun Community Futures Development Corporation.

North Claybelt Community Futures Development Corporation: Based in Kapuskasing, it services the communities along the Highway 11 corridor from Opasatika (located between Hearst and Kapuskasing) to Iroquois Falls, Ontario. The communities serviced include Opasatika, Val Rita/Harty, Kapuskasing, Moonbeam, Fauquier/Strickland, Smooth Rock Falls, Cochrane, and Iroquois Falls.

Wakenagun Community Futures Development Corporation: Based in Moose Factory, it services Attawapiskat First Nation, Chapleau Cree First Nation, Fort Albany, Kashechewan, Missanabie Cree, Moose Factory, Moosonee, Peawanuck and Taykwa Tagamou Nation.

Nord-Aski Regional Economic Development Corporation: Based in Hearst, its services Hearst and surrounding communities, including Hornepayne, Constance Lake and Mattice-Val Côté.

Kirkland and District Community Development Corporation: Based in Kirkland Lake, it services the communities of Kirkland Lake, Black River Matheson, Charlton, Englehart, Larder Lake, Matachewan and McGarry.

Moose Factory

Hearst   Kapuskasing

Far Northeast Training Board

Wawa   Timmins

Kirkland Lake

Haileybury

Superior East Community Futures Development Corporation: Based in Wawa, it serves the communities of Dubreuilville, Chapleau, Wawa, White River, and First Nations located in the Superior East Region. (Of those communities, only the following are located within the FNETB region: Chapleau, Duck Lake, Chapleau 75 and Mountbatten 76A.

South Temiskaming Community Futures Development Corporation: Based in Haileybury, it services the Townships of: Coleman, Armstrong, Brethour, Casey, Harley, Harris, Hilliard, Hudson, James, Kearns and Temagami, the Village of Thornloe, Bear Island, Cobalt, Latchford and Temiskaming Shores.

The Venture Centre Community Futures Development Corporation: Based in Timmins, it services Timmins, Gogama, Foleyet, Mattagami First Nation, Shining Tree and Biscotasing.

Overview of the Report
This report presents information on the percentage of the labour force throughout the FNETB Region in all occupations for five-year labour force cohorts, based on Statistics Canada Custom Data for 2011 and 2016. For purposes of this analysis, emphasis was placed on the 45+ years cohorts, to focus on the impact of projected retirements of the baby boom population --- born between 1946 to 1966 --- over the next 20 years and their replacement by the baby bust population that was born during the subsequent 20 years, from 1966 to 1986.

The report is designed to achieve the following goals:
- Show the age and occupational profile of workers in all sectors throughout the Far Northeast Training Board Region by Community Futures Development Corporation (CFDC) area; and
- Forecast occupations in which shortages in supply of workers are imminent over the next couple of decades, due to the aging of the labour force, based on custom Statistics Canada data.
- Present information on all National Occupational Classifications (NOCs) with more than 20 incumbents, in which more than 50% are projected to retire over the next 20 years, for each of the Community Futures Development Corporation areas, by five-year age cohorts from 15 to 65+ years.
- Estimate labour force demand in each CFDC Area, based on projected retirements, using the age profile of the population's workforce, based on an average retirement age of 62 years.[1]
- Present data on occupations that could experience retirement of 30% or more of their incumbents over the next 20 years.

Methodology
Following appointment, Lawlor & Associates contacted Statistics Canada to obtain customized 2016 census data on occupational breakdowns for all occupations within the FNETB region, by Community Futures Development Corporation (CFDC) areas. In addition to obtaining data on the total number of people in each occupation for each CFDC area throughout the FNETB Region, information was acquired on how many of them were in five-year age cohorts from 15 to 65+. Age data was obtained on all National Occupational Classification (NOC) positions for each of the CFDC areas. In each case, it was possible to determine how many people in each CFDC area were in each occupation and in each five-year age cohort in 2016.

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[1] In 2011, Statistics Canada reported that the median age at retirement for men was 63.2, while for women it was 61.4 years. However, our data for the FNETB Region indicates that in a large number of the occupations, few people stay in the labour force after the age of 60. For the purposes of this report, we have taken the average of Statistics Canada retirement age for men and women, which would be 62.3 years. We have rounded this to 62 years throughout the report.

Using this data, it was possible to project labour force attrition patterns for every occupation that had 20 or more occupants in 2016, by occupation, over a 20-year period, in which 30% or more of the current population will retire between 2016 and 2036.

Statistics Canada Data Analysis[2]
Utilizing Statistics Canada custom data, it was possible to determine the percentage of the labour force throughout the FNETB Region, in all occupations, that was 15 – 24 years, 25 – 44 years, 45 – 64 years and 65+ years. Table 1 presents data for 2011 and for 2016, as well as the percentage difference that occurred over the five-year period between 2011 and 2016.

Tables 1 provides the following insights, based on the 2016 census data:
- For Venture Centre, there were 9,710 members in the 45 – 64 age cohort. The total of 9,395 members of the 25 – 44 age cohort over the 20-year period from 2016 to 2036, suggests a moderate balance, since the shortfall is only 3.4%.
- For Superior East, there were 1,730 members in the 45 – 64 age cohort. The total of 1,450 members of the 25 – 44 age cohort over the 20-year period from 2016 to 2036, indicates a shortfall of 19.3%.
- For South Temiskaming, there were 4,170 members in the 45 – 64 age cohort. The total of 3,365 members of the 25 – 44 age cohort over the 20-year period from 2016 to 2036, indicates a shortfall of 23.9%.
- For North Claybelt, there were 5,300 members in the 45 – 64 age cohort. The total of 4,090 members of the 25 – 44 age cohort over the 20-year period from 2016 to 2036, indicates a shortfall of 29.6%.
- For Nord-Aski, there were 2,095 members in the 45 – 64 age cohort. The total of 1,525 members of the 25 – 44 age cohort over the 20-year period from 2016 to 2036, indicates a shortfall of 37.4%.
- For Kirkland Lake District, there were 3,845 members in the 45 – 64 age cohort. The total of 3,140 members of the 25 – 44 age cohort over the 20-year period from 2016 to 2036, indicate a shortfall of 22.5%.
- For Wakenagun, there were 825 members in the 45 – 64 age cohort. The total of 1,375 members of the 25 – 44 age cohort over the 20-year period from 2016 to 2036, suggests a surplus of 40.0%.

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[2] This custom data, which was provided by Statistics Canada, is based on the Statistics Canada Household Survey, which is weighted to reflect the entire population of the region. Numbers in various tables do not always add to totality (100%), due to rounding of data. This is especially apparent when dealing with small numbers.

- Throughout the FNETB Region, this means that there were 27,675 members in the 45 – 64 age cohort. The total number of 24,340 members of the 25 – 44 age cohort[3] over the 20 years from 2016 to 2036, indicates a shortfall of 13.7% for the FNETB Region.[4]
- Table 1 also highlights:
  - an increase in the percentage of the 65+ population in the labour force over the period from 2011 to 2016.
  - changes in the size of the three grouped cohorts from 15-24, 25-44 and 45-64 over the five-year period from 2011 to 2016.

For purposes of the current analysis, the breaking points identified above were selected to focus on the impact of the retirement of the baby boom generation that was between the ages of 45 – 64 years in 2016 over the period from 2016 – 2036, and their replacement by those in the next four younger, five-year age cohorts from 25 – 44 years.

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[3] With the exception of Wakenagun and Venture Centre, the number of members of the 25 – 44 age cohort is much smaller than the number of people in 45 – 64 age cohorts. As a result of the baby boom factor, this presents unique challenges, as older people retire and smaller numbers of younger people are available to replace them. This is further exacerbated by the fact that younger people are migrating from various CFDC Areas to pursue educational and employment opportunities. As well, it should be noted that there is limited migration into the area from both domestic and international sources.

[4] Caution should be used in interpreting this depiction for the region, since the surplus in Wakenagun and the fact that Venture Centre is almost balanced, leads to an understatement of the actual shortage for the other areas throughout the FNETB Region. When Venture Centre and Wakenagun are removed from the calculations, the projected shortage for the remainder of the FNETB Region is 26.3%.

TABLE 1 - Labour Force 15+, by Key Age Cohort, by CFDC Areas - 2011 and 2016

CFDC Areas	Total All Occupations 15+	Total 15 - 24	Percent 15 – 24	Total 25 - 44	Percent 25 - 44	Total 45 – 64	Percent 45 - 64	Total 65+	Percent 65 +
Venture Centre									
2016	24,525	4,230	17.2	9,395	38.3	9,710	39.6	1,195	4.9
2011	25,260	4,430	17.5	10,030	39.7	10,020	39.7	800	3.2
% Change	*-2.9*	*-4.5*		*-6.3*		*-3.1*		*49.4*	
Superior East									
2016	4,135	660	16.0	1,450	35.1	1,730	41.8	285	6.9
2011	4,350	645	14.8	1,455	33.4	2,035	46.8	220	5.1
% Change	*-4.9*	*2.3*		*-0.3*		*-15.0*		*29.5*	
South Temiskaming									
2016	9,760	1,525	15.6	3,365	34.5	4,170	42.7	700	7.2
2011	9,815	1,690	17.2	3,390	34.5	4,255	43.4	475	4.8
% Change	*-0.6*	*-9.8*		*-0.7*		*-2.0*		*47.4*	
North Claybelt									
2016	11,905	1,915	16.1	4,090	34.4	5,300	44.5	600	5.0
2011	11,910	1,715	14.4	4,130	34.7	5,585	46.9	485	4.1
% Change	*0.0*	*11.7*		*-1.0*		*-5.1*		*23.7*	
Nord-Aski									
2016	4,595	780	17.0	1,525	33.2	2,095	45.6	205	4.5
2011	4,655	765	16.4	1,690	36.3	2,085	44.8	115	2.5
% Change	*-1.3*	*2.0*		*-9.8*		*0.5*		*78.3*	
Kirkland District									
2016	8,900	1,295	14.6	3,140	35.3	3,845	43.2	615	6.9
2011	8,990	1,515	16.9	3,125	34.8	3,800	42.3	550	6.1
% Change	*-1.0*	*-14.5*		*0.5*		*1.2*		*11.8*	
Wakenagun									
2016	3,260	820	25.2	1,375	42.2	825	25.3	0	0.0
2011	2,105	390	18.5	1,050	49.9	620	29.5	45	2.1
% Change	*54.9*	*110.3*		*31.0*		*33.1*		*-100.0*	

Source: Statistics Canada Custom Data, 2016 and 2011

Table 2 examine the same issue by five-year age cohorts in each CFDC

TABLE 2 - Size of Five-Year Labour Force Cohorts by CFDC Areas – 2011 and 2016

CFDC Areas	Total All Occupations 15 +	15 -19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65 +
Venture Centre												
2016	24,525	1,885	2,345	2,390	2,270	2,280	2,455	2,545	2,910	2,585	1,670	1,195
2011	25,260	1,875	2,555	2,345	2,445	2,500	2,740	3,315	3,075	2,310	1,320	800
% Change	-2.9	0.5	-8.2	1.9	-7.2	-8.8	-10.4	-23.2	-5.4	11.9	26.5	49.4
Superior East												
2016	4,135	285	375	360	325	310	455	365	505	535	325	285
2011	4,350	310	335	255	375	390	435	555	610	575	295	220
% Change	-4.9	-8.1	11.9	41.2	-13.3	-20.5	4.6	-34.2	-17.2	-7.0	10.2	29.5
South Temiskaming												
2016	9,760	750	775	740	845	840	940	905	1,165	1,215	885	700
2011	9,815	950	740	645	855	920	970	1,205	1,310	960	780	475
% Change	-0.6	-21.1	4.7	14.7	-1.2	-8.7	-3.1	-24.9	-11.1	26.6	13.5	47.4
North Claybelt												
2016	11,905	840	1,075	930	1,040	990	1,130	1,270	1,595	1,525	910	600
2011	11,910	875	840	930	910	1,070	1,220	1,590	1,815	1,450	730	485
% Change	0.0	-4.0	28.0	0.0	14.3	-7.5	-7.4	-20.1	-12.1	5.2	24.7	23.7
Nord-Aski												
2016	4,595	375	405	305	380	430	410	470	680	625	320	205
2011	4,655	410	355	285	470	415	520	670	645	470	300	115
% Change	-1.3	-8.5	14.1	7.0	-19.1	3.6	-21.2	-29.9	5.4	33.0	6.7	78.3
Kirkland District												
2016	8,900	520	775	845	805	745	745	900	1,120	1,050	775	615
2011	8,990	675	840	845	675	730	875	1,150	1,055	1,065	530	550
% Change	-1.0	-23.0	-7.7	0.0	19.3	2.1	-14.9	-21.7	6.2	-1.4	46.2	11.8
Wakenagun												
2016	3,260	225	345	475	390	320	320	345	325	215	150	135
2011	2,105	145	245	295	205	270	280	260	165	125	70	45
% Change	54.9	55.2	40.8	61.0	90.2	18.5	14.3	32.7	97.0	72.0	114.3	200.0

Regional Analysis by CFDC Area

Next it is appropriate to highlight occupations with 20 or more incumbents in which 50% or more were 45+ years in 2016, and identify their exit patterns from various occupations, by CFDC Area, over the next 20 years.

Data for the Venture Centre Community Futures Development Corporation's area may be summarized as follows:

- For all occupations, a total of 4,255 workers from 55 – 64 years old are projected to exit the labour force from 2016 - 2026, while an additional 5,455 workers from 45 – 54 years old are projected to exit over the period from 2026 - 2036, for a total of 9,710 possible exits over this 20-year period.
- This is a slightly unfavourable balance between older and younger age cohorts, since the number of persons in the 45+ cohort, who could be retiring (9,710) over the next 20 years, slightly exceeds the number in the 25 – 44 age cohorts (9,395), who will be available to replace them, reflecting a moderate shortfall of 3.2%.
- Based on this assessment, there appears to be a reasonable balance between those who will be retiring over the 20-year period from 2016 to 2036 and those in the younger age cohorts.
- The following table provides details on specific occupations, where issues are apparent.

In reviewing the following table, readers should take note of the highlighted (45+) column. This column represents the percentage of the labour force for each occupation with more than 20 incumbents in the Venture Centre CFDC Area, who are projected to retire from the labour force over the next 20 years, starting in 2016.

TABLE 3
VENTURE CENTRE COMMUNITY FUTURES DEVELOPMENT CORPORATION
OCCUPATIONS WITH MORE THAN 20 EMPLOYEES
IN WHICH MORE THAN 50% OF CURRENT EMPLOYEES WERE 45+ YEARS, 2016[5]

NOC	NATIONAL OCCUPATIONS CLASSIFICATION (NOC) - 2016	TOTAL LABOUR FORCE 15 +	15-24	25-39	40+	45+	50+	55+	60+	65+
NOC	**OCCUPATIONS**									
	Total - Occupation - National Occupational Classification	35,080	14.9	22.5	62.6	54.6	46.4	36.6	26.4	17.8
	Occupation - Not applicable[6]	10,550	9.5	9.1	81.4	78.2	75.0	69.9	60.7	47.8
	TOTAL LABOUR FORCE 15+ ALL OCCUPATIONS	24,525	17.2	28.3	54.5	44.5	34.1	22.2	11.7	4.9
0	**Management occupations**	**2,055**	**4.1**	**22.4**	**73.5**	**59.9**	**47.7**	**29.4**	**16.1**	**6.3**
0621	Retail and wholesale trade managers	620	6.5	25.0	68.5	58.1	46.8	24.2	14.5	8.1
0631	Restaurant and food service managers	200	5.0	32.5	65.0	57.5	45.0	25.0	15.0	5.0
0811	Managers in natural resources production and fishing	110	9.1	18.2	81.8	63.6	45.5	18.2	9.1	0.0
1	**Business, finance and administration occupations**	**3,220**	**9.0**	**23.9**	**66.9**	**56.1**	**43.6**	**27.0**	**14.9**	**7.0**
1111	Financial auditors and accountants	90	0.0	33.3	72.2	61.1	61.1	38.9	27.8	16.7
1114	Other financial officers	130	0.0	7.7	92.3	76.9	57.7	30.8	11.5	11.5
1221	Administrative officers	265	3.8	26.4	67.9	58.5	45.3	26.4	11.3	3.8
1241	Administrative assistants	255	9.8	35.3	58.8	52.9	45.1	35.3	17.6	5.9
1243	Medical administrative assistants	125	0.0	24.0	76.0	56.0	36.0	24.0	12.0	0.0
1311	Accounting technicians and bookkeepers	280	3.6	8.9	85.7	75.0	62.5	37.5	26.8	16.1
1521	Shippers and receivers	115	21.7	26.1	60.9	52.2	30.4	30.4	17.4	8.7
2	**Natural and applied sciences and related occupations**	**1,440**	**12.2**	**39.6**	**49.3**	**37.2**	**30.2**	**21.5**	**9.7**	**3.5**
2113	Geoscientists and oceanographers	115	0.0	30.4	65.2	65.2	52.2	39.1	17.4	8.7
4	**Occupations in education, law and social, community and government services**	**2,820**	**7.3**	**35.6**	**56.7**	**42.2**	**28.7**	**19.5**	**9.6**	**3.2**
4021	College and other vocational instructors	95	0.0	10.5	78.9	63.2	42.1	31.6	10.5	0.0

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[5] NOC Code classifications for 1 digit and for 4 digits have been included in this table to provide the reader with an opportunity to estimate challenges associated with planning for labour force succession in both general and specific categories.

[6] Includes unemployed persons aged 15 years and over who have never worked for pay or in self-employment, or who had last worked prior to January 1, 2015

	NATIONAL OCCUPATIONS CLASSIFICATION (NOC) - 2016	TOTAL LABOUR FORCE 15 +	15-24	25-39	40+	45+	50+	55+	60+	65+
4112	Lawyers and Quebec notaries	95	0.0	47.4	63.2	52.6	36.8	36.8	26.3	15.8
4412	Home support workers, housekeepers and related occupations	115	8.7	21.7	65.2	65.2	52.2	39.1	26.1	8.7
4413	Elementary and secondary school teacher assistants	195	10.3	12.8	82.1	71.8	48.7	38.5	20.5	12.8
6	**Sales and services**	**6,235**	**36.6**	**21.5**	**42.0**	**35.1**	**28.4**	**20.0**	**10.8**	**5.0**
6541	Security guards and related security service occupations	170	14.7	26.5	61.8	52.9	41.2	29.4	29.4	20.6
6733	Janitors, caretakers and building superintendents	355	12.7	14.1	78.9	67.6	60.6	47.9	28.2	11.3
7	**Trades, transport and equipment operators and related occupations**	**4,440**	**13.1**	**31.1**	**55.9**	**47.4**	**37.2**	**23.5**	**13.2**	**5.4**
7242	Industrial electricians	140	10.7	25.0	64.3	57.1	42.9	28.6	14.3	7.1
7311	Construction millwrights and industrial mechanics	340	8.8	33.8	58.8	51.5	44.1	33.8	17.6	5.9
7511	Transport truck drivers	515	6.8	26.2	64.1	54.4	39.8	25.2	14.6	4.9
7512	Bus drivers, subway operators and other transit operators	235	0.0	21.3	80.9	72.3	59.6	36.2	17.0	10.6
7513	Taxi and limousine drivers and chauffeurs	115	13.0	17.4	65.2	56.5	56.5	43.5	34.8	21.7
7521	Heavy equipment operators (except crane)	335	6.0	28.4	67.2	55.2	38.8	25.4	10.4	3.0
8	**Natural resources, agriculture and related production occupations**	**1,790**	**17.3**	**30.4**	**52.5**	**43.0**	**31.8**	**19.6**	**7.8**	**2.8**
8221	Supervisors, mining and quarrying	185	0.0	13.5	86.5	78.4	51.4	35.1	8.1	0.0

Source: Statistics Canada Custom Data, 2016

SUPERIOR EAST/SUPÉRIEUR EST

Community Futures Development Corporation
Société d'aide au développement des collectivités

Data for the Superior East Community Futures Development Corporation's[7] area may be summarized as follows:

- For all occupations, a total of 860 workers from 55 – 64 years old are projected to exit the labour force from 2016 - 2026, while an additional 870 workers from 45 – 54 years old are projected to exit over the period from 2026 - 2036, for a total of 1,730 possible exits over this 20-year period.
- This represents an unfavourable balance between older and younger age cohorts, since the number of persons in the 45+ cohort, who could be retiring (1,730) over the next 20 years, exceeds the number in the 25 – 44 age cohorts (1,450), who will be available to replace them, reflecting a shortfall of 16.2%.
- This is a matter that needs to be addressed, if it is assumed that it is desirable to maintain current labour force levels over the next 20-year period.
- The following table provides details on specific occupations, where issues are apparent.

In reviewing the following table, readers should take note of the highlighted (45+ years) column. This column represents the percentage of the labour force for each occupation with more than 20 incumbents in the Superior East CFDC Area, who are projected to retire from the labour force over the next 20 years, starting in 2016.

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[7] It is important to note that only Chapleau, Chapleau 75 First Nation, Mountbatten 76A First Nation and Duck Lake First Nation, which constitute only a portion of Superior East CFDC Area, are located within the FNETB Region.

TABLE 4
SUPERIOR EAST COMMUNITY FUTURES DEVELOPMENT CORPORATION
OCCUPATIONS WITH MORE THAN 20 EMPLOYEES
IN WHICH MORE THAN 50% OF CURRENT EMPLOYEES WERE 45+ YEARS, 2016[8]

	National Occupations Classification (NOC) - 2016	TOTAL LABOUR FORCE 15 +	15-24	25-39	40+	45+	50+	55+	60+	65+
NOC	**OCCUPATIONS**									
	Total - Occupation – National Occupational Classification	6,165	13.3	18.3	68.2	60.1	53.3	44.0	32.8	23.0
	Occupation - Not applicable[9]	2,025	7.7	6.4	85.4	83.2	80.2	76.8	69.4	55.6
	TOTAL LABOUR FORCE 15+ ALL OCCUPATIONS	4,135	16.0	24.1	59.7	48.7	39.9	27.7	14.8	6.9
0	**Management occupations**	**295**	**3.4**	**15.3**	**81.4**	**71.2**	**62.7**	**47.5**	**27.1**	**16.9**
0111	Financial managers	20	0.0	0.0	150.0	100.0	50.0	50.0	0.0	0.0
0621	Retail and wholesale trade managers	65	0.0	15.4	69.2	53.8	53.8	23.1	23.1	23.1
1	**Business, finance and administration occupations**	**480**	**9.4**	**24.0**	**68.8**	**57.3**	**45.8**	**32.3**	**20.8**	**11.5**
1221	Administrative officers	40	25.0	25.0	100.0	75.0	50.0	25.0	0.0	0.0
1241	Administrative assistants	65	0.0	15.4	61.5	61.5	46.2	46.2	30.8	0.0
1311	Accounting technicians and bookkeepers	60	0.0	16.7	83.3	66.7	50.0	50.0	33.3	16.7
1411	General office support workers	80	25.0	12.5	62.5	50.0	37.5	25.0	25.0	12.5
1414	Receptionists	55	36.4	27.3	54.5	54.5	54.5	36.4	18.2	0.0
1454	Survey interviewers and statistical clerks	40	0.0	0.0	75.0	75.0	75.0	75.0	37.5	37.5
2	**Natural and applied sciences and related occupations**	**205**	**14.6**	**31.7**	**51.2**	**31.7**	**22.0**	**12.2**	**12.2**	**4.9**
2212	Geological and mineral technologists and technicians	20	50.0	50.0	50.0	50.0	50.0	0.0	0.0	0.0
4	**Occupations in education, law and social, community and government services**	**545**	**12.8**	**33.0**	**53.2**	**33.0**	**27.5**	**17.4**	**7.3**	**2.8**
4212	Social and community service workers	35	0.0	0.0	85.7	57.1	57.1	28.6	0.0	0.0
4411	Home child care providers	20	0.0	0.0	50.0	50.0	50.0	0.0	0.0	40.0
4412	Home support workers, housekeepers and related occupations	20	0.0	0.0	100.0	100.0	100.0	50.0	0.0	0.0

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[8] NOC Code classifications for 1 digit and for 4 digits have been included in this table to provide the reader with an opportunity to estimate challenges associated with planning for labour force succession in both general and specific categories.
[9] Includes unemployed persons aged 15 years and over who have never worked for pay or in self-employment, or who had last worked prior to January 1, 2015

	National Occupations Classification (NOC) - 2016	TOTAL LABOUR FORCE 15 +	15-24	25-39	40+	45+	50+	55+	60+	65+
4413	Elementary and secondary school teacher assistants	50	20.0	0.0	60.0	60.0	60.0	60.0	30.0	30.0
6	**Sales and service occupations**	**960**	**34.4**	**19.8**	**47.4**	**39.1**	**32.3**	**24.5**	**13.0**	**3.6**
6525	Hotel front desk clerks	25	0.0	0.0	120.0	120.0	120.0	80.0	40.0	0.0
6733	Janitors, caretakers and building superintendents	90	22.2	22.2	66.7	50.0	38.9	38.9	16.7	0.0
7	**Trades, transport and equipment operators and related occupations**	**890**	**7.9**	**19.7**	**71.3**	**64.6**	**53.9**	**36.0**	**19.1**	**10.7**
7271	Carpenters	40	0.0	0.0	62.5	62.5	62.5	62.5	37.5	37.5
7311	Construction millwrights and industrial mechanics	65	0.0	15.4	84.6	84.6	69.2	30.8	15.4	0.0
7321	Automotive service technicians, truck and bus mechanics and mechanical repairers	40	0.0	25.0	87.5	87.5	87.5	62.5	25.0	0.0
7361	Railway and yard locomotive engineers	30	0.0	0.0	133.3	100.0	66.7	0.0	0.0	0.0
7362	Railway conductors and brakemen/women	50	0.0	40.0	90.0	70.0	40.0	40.0	20.0	0.0
7511	Transport truck drivers	110	0.0	0.0	68.2	68.2	68.2	40.9	22.7	13.6
7512	Bus drivers, subway operators and other transit operators	20	0.0	0.0	100.0	100.0	100.0	50.0	50.0	50.0
7521	Heavy equipment operators (except crane)	70	0.0	0.0	85.7	85.7	71.4	42.9	28.6	0.0
7522	Public works maintenance equipment operators and related workers	40	0.0	25.0	75.0	75.0	50.0	50.0	50.0	50.0
7531	Railway yard and track maintenance workers	20	0.0	0.0	100.0	100.0	50.0	50.0	0.0	0.0
8	**Natural resources, agriculture and related production occupations**	**330**	**16.7**	**33.3**	**50.0**	**45.5**	**33.3**	**24.2**	**12.1**	**6.1**
8211	Supervisors, logging and forestry	35	0.0	0.0	71.4	71.4	42.9	0.0	0.0	0.0
8221	Supervisors, mining and quarrying	20	0.0	50.0	100.0	100.0	50.0	50.0	0.0	0.0
8614	Mine labourers	30	0.0	33.3	66.7	66.7	33.3	33.3	0.0	0.0
8616	Logging and forestry labourers	30	0.0	33.3	66.7	66.7	33.3	0.0	0.0	0.0
9	**Occupations in manufacturing and utilities**	**185**	**13.5**	**35.1**	**51.4**	**45.9**	**37.8**	**24.3**	**5.4**	**0.0**
9215	Supervisors, forest products processing	30	0.0	33.3	100.0	66.7	66.7	66.7	33.3	0.0
9431	Sawmill machine operators	35	0.0	42.9	57.1	57.1	57.1	28.6	0.0	0.0
9614	Labourers in wood, pulp and paper processing	35	28.6	57.1	57.1	57.1	28.6	0.0	0.0	0.0

Source: Statistics Canada Custom Data, 2016.

Data for the South Temiskaming Community Futures Development Corporation's area may be summarized as follows:

- For all occupations, a total of 2,100 workers from 55 – 64 years old are projected to exit the labour force from 2016 - 2026, while an additional 2,070 workers from 45 – 54 years old are projected to exit over the period from 2026 - 2036, for a total of 4,170 possible exits over this 20-year period.
- This represents an unfavourable balance between older and younger age cohorts, since the number of persons in the 45+ cohort, who could be retiring (4,170) over the next 20 years, exceeds the number in the 25 – 44 year cohorts (3,365), who will be available to replace them, reflecting a shortfall of 19.3%.
- This is a matter that needs to be addressed, if it is assumed that it is desirable to maintain current labour force levels over the next 20-year period.
- The following table provides details on specific occupations, where issues are apparent, as the data suggests.

In reviewing the following table, readers should take note of the highlighted (45+ years) column. This column represents the percentage of the labour force for each occupation with more than 20 incumbents in the South Temiskaming CFDC Area, who are projected to retire from the labour force over the next 20 years, starting in 2016.

TABLE 5
SOUTH TEMISKAMING COMMUNITY FUTURES DEVELOPMENT CORPORATION
OCCUPATIONS WITH MORE THAN 20 EMPLOYEES
IN WHICH MORE THAN 50% OF CURRENT EMPLOYEES WERE 45+ YEARS, 2016[10]

NOC	NATIONAL OCCUPATIONS CLASSIFICATION (NOC) - 2016	TOTAL LABOUR FORCE 15 +	15-24	25-39	40+	45+	50+	55+	60+	65+
NOC	**OCCUPATIONS**									
	Total - Occupation – National Occupational Classification	15,145	12.8	17.8	69.4	62.6	55.6	46.3	35.3	25.8
	Occupation - Not applicable[11]	5,385	7.7	5.0	87.2	85.5	82.6	78.2	69.8	59.6
	TOTAL LABOUR FORCE 15+ ALL OCCUPATIONS	9,760	15.6	24.8	59.5	49.9	40.6	28.7	16.2	7.2
0	**Management occupations**	**995**	**3.0**	**19.1**	**76.9**	**64.3**	**53.3**	**41.7**	**21.1**	**9.5**
0013	Senior managers - financial, communications and other business services	30	0.0	0.0	66.7	66.7	33.3	33.3	0.0	0.0
0016	Senior managers - construction, transportation, production and utilities	35	0.0	0.0	100.0	71.4	71.4	71.4	0.0	0.0
0111	Financial managers	25	0.0	0.0	120.0	80.0	80.0	80.0	80.0	40.0
0621	Retail and wholesale trade managers	225	4.4	17.8	80.0	68.9	53.3	35.6	17.8	6.7
0631	Restaurant and food service managers	50	20.0	20.0	60.0	60.0	60.0	60.0	40.0	20.0
0632	Accommodation service managers	60	0.0	16.7	91.7	91.7	75.0	50.0	16.7	16.7
0811	Managers in natural resources production and fishing	20	0.0	0.0	100.0	100.0	100.0	50.0	0.0	0.0
0821	Managers in agriculture	245	6.1	16.3	79.6	69.4	63.3	55.1	34.7	20.4
1	**Business, finance and administration occupations**	**1,195**	**8.4**	**24.3**	**67.8**	**59.0**	**47.7**	**32.6**	**18.0**	**7.9**
1111	Financial auditors and accountants	40	0.0	25.0	62.5	62.5	62.5	62.5	62.5	25.0
1114	Other financial officers	35	0.0	28.6	85.7	57.1	28.6	0.0	0.0	0.0
1123	Professional occupations in advertising, marketing and public relations	30	0.0	33.3	50.0	50.0	50.0	0.0	0.0	0.0
1214	Supervisors, mail and message distribution occupations	30	0.0	83.3	83.3	50.0	50.0	50.0	0.0	0.0

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[10] NOC Code classifications for 1 digit and for 4 digits have been included in this table to provide the reader with an opportunity to estimate challenges associated with planning for labour force succession in both general and specific categories.

[11] Includes unemployed persons aged 15 years and over who have never worked for pay or in self-employment, or who had last worked prior to January 1, 2015

	NATIONAL OCCUPATIONS CLASSIFICATION (NOC) - 2016	TOTAL LABOUR FORCE 15 +	15-24	25-39	40+	45+	50+	55+	60+	65+
1241	Administrative assistants	95	10.5	0.0	84.2	73.7	47.4	31.6	15.8	15.8
1242	Legal administrative assistants	20	50.0	0.0	50.0	50.0	50.0	50.0	50.0	0.0
1243	Medical administrative assistants	35	0.0	28.6	85.7	57.1	28.6	0.0	0.0	0.0
1311	Accounting technicians and bookkeepers	95	10.5	10.5	78.9	78.9	63.2	47.4	10.5	10.5
1411	General office support workers	155	22.6	9.7	64.5	51.6	41.9	32.3	16.1	9.7
1431	Accounting and related clerks	65	15.4	30.8	84.6	69.2	69.2	53.8	38.5	15.4
1432	Payroll administrators	25	0.0	80.0	80.0	80.0	40.0	0.0	0.0	0.0
1454	Survey interviewers and statistical clerks	35	0.0	71.4	57.1	57.1	57.1	28.6	28.6	28.6
1521	Shippers and receivers	35	0.0	28.6	85.7	57.1	57.1	57.1	28.6	0.0
1522	Storekeepers and partspersons	30	0.0	33.3	100.0	100.0	100.0	66.7	33.3	33.3
2	**Natural and applied sciences and related occupations**	**405**	**2.5**	**30.9**	**66.7**	**55.6**	**45.7**	**30.9**	**22.2**	**9.9**
2223	Forestry technologists and technicians	20	0.0	0.0	75.0	75.0	75.0	75.0	0.0	0.0
2224	Conservation and fishery officers	20	0.0	50.0	50.0	50.0	50.0	50.0	0.0	0.0
2242	Electronic service technicians (household and business equipment)	45	0.0	22.2	77.8	77.8	55.6	22.2	22.2	0.0
2243	Industrial instrument technicians and mechanics	20	0.0	0.0	100.0	100.0	100.0	50.0	50.0	0.0
3	**Health occupations**	**705**	**8.5**	**29.8**	**62.4**	**50.4**	**39.0**	**25.5**	**13.5**	**5.7**
3012	Registered nurses and registered psychiatric nurses	180	5.6	38.9	58.3	50.0	33.3	27.8	19.4	5.6
3112	General practitioners and family physicians	35	0.0	0.0	85.7	85.7	85.7	57.1	28.6	28.6
3113	Dentists	20	0.0	0.0	50.0	50.0	50.0	50.0	50.0	0.0
3219	Other medical technologists and technicians (except dental health)	50	20.0	20.0	70.0	70.0	50.0	30.0	0.0	0.0
3222	Dental hygienists and dental therapists	20	0.0	50.0	100.0	50.0	50.0	0.0	0.0	0.0
3236	Massage therapists	20	0.0	100.0	100.0	50.0	50.0	0.0	0.0	0.0
4	**Occupations in education, law and social, community and government services**	**1,140**	**7.0**	**37.7**	**55.3**	**41.7**	**29.4**	**18.4**	**8.8**	**4.4**
4031	Secondary school teachers	90	0.0	44.4	72.2	61.1	44.4	22.2	11.1	11.1
4166	Education policy researchers, consultants and program officers	20	0.0	0.0	100.0	50.0	0.0	0.0	0.0	0.0
4311	Police officers (except commissioned)	60	0.0	0.0	91.7	50.0	33.3	16.7	0.0	0.0

	NATIONAL OCCUPATIONS CLASSIFICATION (NOC) - 2016	TOTAL LABOUR FORCE 15 +	15-24	25-39	40+	45+	50+	55+	60+	65+
4411	Home child care providers	55	0.0	18.2	72.7	54.5	54.5	36.4	18.2	18.2
4413	Elementary and secondary school teacher assistants	85	0.0	29.4	70.6	58.8	41.2	41.2	23.5	11.8
6	**Sales and services occupations**	**2,205**	**32.0**	**19.3**	**48.5**	**41.3**	**35.4**	**23.6**	**14.7**	**6.3**
6231	Insurance agents and brokers	25	0.0	40.0	120.0	80.0	40.0	40.0	0.0	0.0
6411	Sales and account representatives - wholesale trade (non-technical)	20	0.0	0.0	100.0	100.0	100.0	50.0	50.0	0.0
6541	Security guards and related security service occupations	25	0.0	0.0	160.0	120.0	120.0	80.0	80.0	80.0
6731	Light duty cleaners	225	17.8	15.6	71.1	71.1	62.2	37.8	31.1	17.8
6733	Janitors, caretakers and building superintendents	255	21.6	11.8	66.7	56.9	56.9	45.1	25.5	7.8
7	**Trades, transport and equipment operators and related occupations**	**1,960**	**11.0**	**26.0**	**62.5**	**54.1**	**45.9**	**33.9**	**20.7**	**8.9**
7201	Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations	20	0.0	50.0	150.0	100.0	100.0	100.0	50.0	0.0
7204	Contractors and supervisors, carpentry trades	20	0.0	0.0	50.0	50.0	50.0	50.0	0.0	0.0
7231	Machinists and machining and tooling inspectors	20	0.0	0.0	50.0	50.0	50.0	50.0	0.0	0.0
7237	Welders and related machine operators	125	12.0	24.0	60.0	52.0	40.0	40.0	16.0	0.0
7241	Electricians (except industrial and power system)	20	0.0	50.0	50.0	50.0	0.0	0.0	0.0	0.0
7246	Telecommunications installation and repair workers	20	0.0	0.0	100.0	50.0	0.0	0.0	0.0	0.0
7271	Carpenters	115	13.0	39.1	56.5	56.5	56.5	39.1	30.4	13.0
7281	Bricklayers	20	0.0	0.0	100.0	100.0	50.0	50.0	50.0	0.0
7301	Contractors and supervisors, mechanic trades	30	0.0	33.3	66.7	66.7	33.3	33.3	33.3	0.0
7302	Contractors and supervisors, heavy equipment operator crews	60	0.0	33.3	83.3	66.7	50.0	33.3	33.3	0.0
7311	Construction millwrights and industrial mechanics	130	19.2	38.5	57.7	50.0	42.3	26.9	7.7	0.0
7321	Automotive service technicians, truck and bus mechanics and mechanical repairers	110	13.6	36.4	63.6	54.5	45.5	36.4	18.2	18.2
7441	Residential and commercial installers and servicers	35	0.0	28.6	57.1	57.1	28.6	0.0	0.0	0.0
7452	Material handlers	40	0.0	25.0	50.0	50.0	50.0	25.0	0.0	0.0
7511	Transport truck drivers	215	4.7	18.6	83.7	76.7	69.8	53.5	37.2	14.0
7512	Bus drivers, subway operators and other transit operators	75	0.0	13.3	80.0	80.0	66.7	66.7	53.3	26.7

	NATIONAL OCCUPATIONS CLASSIFICATION (NOC) - 2016	TOTAL LABOUR FORCE 15 +	15-24	25-39	40+	45+	50+	55+	60+	65+
7514	Delivery and courier service drivers	75	0.0	26.7	86.7	73.3	60.0	40.0	26.7	13.3
7521	Heavy equipment operators (except crane)	155	6.5	19.4	67.7	54.8	45.2	45.2	22.6	6.5
7522	Public works maintenance equipment operators and related workers	30	0.0	66.7	133.3	100.0	66.7	33.3	0.0	0.0
7621	Public works and maintenance labourers	45	44.4	0.0	66.7	66.7	66.7	44.4	22.2	22.2
8	**Natural resources, agriculture and related occupations**	**635**	**29.9**	**27.6**	**43.3**	**38.6**	**31.5**	**23.6**	**14.2**	**4.7**
8221	Supervisors, mining and quarrying	25	0.0	0.0	120.0	120.0	120.0	80.0	40.0	0.0
8421	Chain saw and skidder operators	20	50.0	0.0	150.0	150.0	100.0	50.0	50.0	0.0
9	**Occupations in manufacturing and utilities**	**380**	**23.7**	**17.1**	**60.5**	**48.7**	**36.8**	**26.3**	**10.5**	**10.5**
9431	Sawmill machine operators	30	33.3	0.0	66.7	66.7	33.3	33.3	0.0	0.0
9434	Other wood processing machine operators	25	0.0	0.0	80.0	80.0	40.0	0.0	0.0	0.0
9532	Furniture and fixture assemblers and inspectors	25	0.0	0.0	140.0	100.0	100.0	60.0	0.0	0.0

Source: Statistics Canada Custom Data, 2016.

NORTH CLAYBELT

Community Futures Development Corporation

Société d'aide au développement des collectivités

Data for the North Claybelt Community Futures Development Corporation's area may be summarized as follows:

- For all occupations, a total of 2,435 workers from 55 – 64 years old are projected to exit the labour force from 2016 - 2026, while an additional 2,865 workers from 45 – 54 years old are projected to exit over the period from 2026 - 2036, for a total of 5,300 possible exits over this 20-year period.
- This represents an unfavourable balance between older and younger age cohorts, since the number of persons in the 45+ cohort, who could be retiring (5,300) over the next 20 years, exceeds the number in the 25 – 44 year cohorts (4,090), who will be available to replace them, reflecting a shortfall of 22.8%.
- This is a matter that needs to be addressed, if it is assumed that it is desirable to maintain current labour force levels over the next 20-year period.
- The following table provides details on specific occupations, where issues are apparent, as the data suggests.

In reviewing the following table, readers should take note of the highlighted (45+ years) column. This column represents the percentage of the labour force for each occupation with more than 20 incumbents in the North Claybelt CFDC Area, who are projected to retire from the labour force over the next 20 years, starting in 2016.

TABLE 6
NORTH CLAYBELT COMMUNITY FUTURES DEVELOPMENT CORPORATION
OCCUPATIONS WITH MORE THAN 20 EMPLOYEES
IN WHICH MORE THAN 50% OF CURRENT EMPLOYEES WERE 45+ YEARS, 2016[12]

NOC	NATIONAL OCCUPATIONS CLASSIFICATION (NOC) - 2016	TOTAL LABOUR FORCE 15 +	15-24	25-39	40+	45+	50+	55+	60+	65+
NOC	**OCCUPATIONS**									
	Total - Occupation – National Occupational Classification	19,355	12.3	18.0	69.7	63.4	55.6	45.3	34.0	24.2
	Occupation - Not applicable[13]	7,455	6.4	6.8	86.7	85.4	82.3	76.9	68.1	54.7
	TOTAL LABOUR FORCE 15+ ALL OCCUPATIONS	11,905	16.1	24.9	59.1	49.6	38.9	25.5	12.7	5.0
0	**Management occupations**	**990**	**3.0**	**21.7**	**75.3**	**62.6**	**49.5**	**31.8**	**15.2**	**7.1**
0014	Senior managers - health, education, social and community services and membership organizations	30	0.0	33.3	66.7	66.7	33.3	0.0	0.0	0.0
0015	Senior managers - trade, broadcasting and other services, n.e.c.	20	0.0	0.0	125.0	125.0	125.0	50.0	0.0	0.0
0112	Human resources managers	35	0.0	0.0	114.3	114.3	85.7	57.1	28.6	0.0
0621	Retail and wholesale trade managers	270	5.6	18.5	75.9	57.4	46.3	29.6	11.1	3.7
0631	Restaurant and food service managers	110	0.0	27.3	63.6	50.0	50.0	31.8	0.0	0.0
0632	Accommodation service managers	20	0.0	50.0	100.0	100.0	100.0	50.0	50.0	0.0
0711	Construction managers	75	13.3	20.0	80.0	53.3	40.0	26.7	13.3	13.3
0714	Facility operation and maintenance managers	35	0.0	0.0	85.7	57.1	57.1	28.6	0.0	0.0
0821	Managers in agriculture	75	0.0	0.0	106.7	106.7	106.7	86.7	60.0	40.0
0911	Manufacturing managers	30	0.0	33.3	100.0	100.0	66.7	66.7	33.3	0.0
1	**Business, finance and administration occupations**	**1,250**	**10.8**	**20.0**	**68.4**	**59.2**	**48.0**	**31.6**	**13.2**	**6.4**
1111	Financial auditors and accountants	20	0.0	50.0	100.0	100.0	100.0	50.0	50.0	0.0
1114	Other financial officers	35	0.0	0.0	71.4	71.4	42.9	0.0	0.0	0.0
1121	Human resources professionals	25	0.0	0.0	60.0	60.0	0.0	0.0	0.0	0.0

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[12] NOC Code classifications for 1 digit and for 4 digits have been left in this table to provide the reader with an opportunity to estimate challenges associated with planning for labour force succession in both general and specific categories.

[13] Includes unemployed persons aged 15 years and over who have never worked for pay or in self-employment, or who had last worked prior to January 1, 2015

	NATIONAL OCCUPATIONS CLASSIFICATION (NOC) - 2016	TOTAL LABOUR FORCE 15 +	15-24	25-39	40+	45+	50+	55+	60+	65+
1224	Property administrators	25	0.0	0.0	120.0	120.0	120.0	80.0	40.0	40.0
1241	Administrative assistants	145	0.0	31.0	69.0	51.7	44.8	24.1	6.9	6.9
1242	Legal administrative assistants	20	0.0	50.0	50.0	50.0	50.0	0.0	0.0	0.0
1243	Medical administrative assistants	45	0.0	0.0	77.8	77.8	77.8	44.4	22.2	0.0
1311	Accounting technicians and bookkeepers	110	9.1	18.2	81.8	81.8	72.7	59.1	27.3	13.6
1411	General office support workers	145	13.8	13.8	72.4	65.5	48.3	37.9	13.8	6.9
1431	Accounting and related clerks	75	13.3	26.7	80.0	66.7	53.3	26.7	13.3	0.0
1432	Payroll administrators	30	0.0	33.3	100.0	100.0	66.7	33.3	33.3	33.3
2	**Natural and applied sciences and related occupations**	**405**	**13.6**	**28.4**	**61.7**	**50.6**	**45.7**	**23.5**	**11.1**	**4.9**
2132	Mechanical engineers	20	0.0	100.0	50.0	50.0	50.0	50.0	0.0	0.0
2223	Forestry technologists and technicians	25	0.0	0.0	120.0	120.0	120.0	80.0	40.0	40.0
2232	Mechanical engineering technologists and technicians	25	0.0	0.0	120.0	120.0	80.0	40.0	0.0	0.0
2241	Electrical and electronics engineering technologists and technicians	40	37.5	25.0	50.0	50.0	50.0	25.0	0.0	0.0
2242	Electronic service technicians (household and business equipment)	25	0.0	40.0	60.0	60.0	60.0	0.0	0.0	0.0
2264	Construction inspectors	25	0.0	40.0	80.0	80.0	80.0	40.0	40.0	40.0
3	**Health**	**820**	**13.4**	**33.5**	**54.3**	**40.9**	**28.0**	**16.5**	**7.9**	**3.7**
3112	General practitioners and family physicians	20	0.0	50.0	100.0	50.0	50.0	50.0	0.0	0.0
3215	Medical radiation technologists	30	0.0	0.0	66.7	66.7	66.7	33.3	0.0	0.0
3233	Licensed practical nurses	80	12.5	31.3	68.8	50.0	37.5	25.0	12.5	0.0
4	**Occupations in education, law and social, community and government services**	**1,480**	**6.1**	**37.2**	**56.8**	**41.9**	**29.1**	**17.9**	**9.1**	**3.4**
4021	College and other vocational instructors	20	0.0	0.0	50.0	50.0	50.0	50.0	50.0	0.0
4112	Lawyers and Quebec notaries	20	0.0	0.0	50.0	50.0	0.0	0.0	0.0	0.0
4153	Family, marriage and other related counsellors	45	0.0	44.4	88.9	66.7	66.7	44.4	22.2	0.0
4155	Probation and parole officers and related occupations	20	0.0	0.0	150.0	100.0	100.0	50.0	50.0	50.0
4212	Social and community service workers	160	6.3	34.4	65.6	50.0	28.1	21.9	9.4	0.0
4312	Firefighters	25	40.0	0.0	80.0	80.0	80.0	40.0	0.0	0.0

	NATIONAL OCCUPATIONS CLASSIFICATION (NOC) - 2016	TOTAL LABOUR FORCE 15 +	15-24	25-39	40+	45+	50+	55+	60+	65+
4411	Home child care providers	20	0.0	50.0	50.0	50.0	50.0	50.0	50.0	0.0
4413	Elementary and secondary school teacher assistants	150	0.0	43.3	60.0	50.0	36.7	20.0	13.3	6.7
6	**Sales and service occupations**	**2,695**	**30.4**	**20.0**	**50.1**	**42.9**	**34.7**	**22.4**	**11.7**	**3.9**
6232	Real estate agents and salespersons	20	0.0	50.0	50.0	50.0	50.0	50.0	50.0	50.0
6235	Financial sales representatives	20	0.0	0.0	50.0	50.0	50.0	50.0	50.0	0.0
6311	Food service supervisors	30	0.0	33.3	100.0	66.7	66.7	33.3	33.3	0.0
6321	Chefs	20	0.0	50.0	50.0	50.0	0.0	0.0	0.0	0.0
6342	Tailors, dressmakers, furriers and milliners	20	0.0	0.0	50.0	50.0	50.0	50.0	50.0	0.0
6513	Food and beverage servers	110	31.8	27.3	59.1	50.0	40.9	27.3	18.2	9.1
6551	Customer services representatives - financial institutions	75	20.0	13.3	80.0	53.3	40.0	20.0	0.0	0.0
6552	Other customer and information services representatives	65	15.4	15.4	69.2	69.2	53.8	53.8	38.5	15.4
6722	Operators and attendants in amusement, recreation and sport	30	33.3	0.0	66.7	66.7	66.7	33.3	0.0	0.0
6731	Light duty cleaners	175	11.4	17.1	71.4	65.7	45.7	34.3	17.1	5.7
6733	Janitors, caretakers and building superintendents	235	17.0	19.1	66.0	55.3	48.9	44.7	23.4	8.5
6741	Dry cleaning, laundry and related occupations	60	0.0	33.3	91.7	75.0	58.3	33.3	16.7	16.7
7	**Trades, transport and equipment operators and related occupations**	**2,695**	**12.8**	**26.7**	**60.3**	**52.9**	**42.1**	**29.7**	**15.8**	**5.9**
7202	Contractors and supervisors, electrical trades and telecommunications occupations	20	50.0	50.0	100.0	100.0	50.0	50.0	50.0	0.0
7237	Welders and related machine operators	55	0.0	18.2	90.9	63.6	63.6	36.4	18.2	18.2
7242	Industrial electricians	75	0.0	53.3	60.0	60.0	46.7	33.3	13.3	0.0
7243	Power system electricians	35	0.0	57.1	57.1	57.1	28.6	0.0	0.0	0.0
7244	Electrical power line and cable workers	20	0.0	50.0	50.0	50.0	50.0	50.0	50.0	50.0
7251	Plumbers	35	28.6	57.1	57.1	57.1	57.1	28.6	28.6	0.0
7252	Steamfitters, pipefitters and sprinkler system installers	20	0.0	0.0	125.0	125.0	125.0	125.0	50.0	0.0
7281	Bricklayers	20	0.0	50.0	100.0	100.0	100.0	100.0	100.0	50.0
7301	Contractors and supervisors, mechanic trades	20	0.0	50.0	100.0	50.0	50.0	50.0	0.0	0.0
7305	Supervisors, motor transport and other ground transit operators	20	0.0	0.0	100.0	100.0	100.0	50.0	50.0	0.0

NATIONAL OCCUPATIONS CLASSIFICATION (NOC) - 2016		TOTAL LABOUR FORCE 15 +	15-24	25-39	40+	45+	50+	55+	60+	65+
7311	Construction millwrights and industrial mechanics	195	5.1	20.5	76.9	71.8	64.1	48.7	25.6	5.1
7314	Railway carmen/women	25	0.0	0.0	80.0	80.0	40.0	0.0	0.0	0.0
7371	Crane operators	20	0.0	0.0	100.0	100.0	50.0	50.0	50.0	50.0
7445	Other repairers and servicers	25	0.0	0.0	120.0	120.0	120.0	80.0	40.0	0.0
7452	Material handlers	95	31.6	10.5	68.4	68.4	57.9	47.4	26.3	15.8
7511	Transport truck drivers	405	8.6	21.0	69.1	59.3	42.0	30.9	19.8	8.6
7512	Bus drivers, subway operators and other transit operators	110	0.0	9.1	86.4	86.4	77.3	59.1	40.9	13.6
7514	Delivery and courier service drivers	25	0.0	40.0	80.0	80.0	80.0	80.0	80.0	80.0
7521	Heavy equipment operators (except crane)	360	8.3	27.8	65.3	58.3	51.4	38.9	19.4	5.6
7531	Railway yard and track maintenance workers	35	0.0	28.6	85.7	57.1	57.1	28.6	0.0	0.0
7535	Other automotive mechanical installers and servicers	30	33.3	33.3	66.7	66.7	66.7	66.7	33.3	0.0
8	**Natural resources, agriculture and related production occupations**	**540**	**17.6**	**23.1**	**57.4**	**50.9**	**37.0**	**27.8**	**19.4**	**7.4**
8211	Supervisors, logging and forestry	20	0.0	0.0	50.0	50.0	50.0	50.0	0.0	0.0
8221	Supervisors, mining and quarrying	50	0.0	20.0	60.0	60.0	40.0	40.0	20.0	0.0
8231	Underground production and development miners	125	0.0	44.0	52.0	52.0	28.0	28.0	20.0	0.0
8241	Logging machinery operators	55	0.0	0.0	90.9	90.9	72.7	54.5	36.4	18.2
8255	Contractors and supervisors, landscaping, grounds maintenance and horticulture services	20	50.0	0.0	100.0	100.0	50.0	50.0	50.0	0.0
8411	Underground mine service and support workers	20	0.0	0.0	50.0	50.0	50.0	50.0	50.0	50.0
8421	Chain saw and skidder operators	30	0.0	33.3	100.0	66.7	33.3	33.3	33.3	33.3
8431	General farm workers	50	20.0	0.0	70.0	70.0	70.0	40.0	20.0	0.0
8442	Trappers and hunters	20	0.0	0.0	100.0	100.0	100.0	100.0	100.0	100.0
9	**Occupations in manufacturing and utilities**	**840**	**16.7**	**16.7**	**65.5**	**56.5**	**46.4**	**28.6**	**8.9**	**2.4**
9212	Supervisors, petroleum, gas and chemical processing and utilities	50	0.0	0.0	100.0	70.0	50.0	20.0	20.0	0.0
9215	Supervisors, forest products processing	75	0.0	0.0	80.0	66.7	46.7	20.0	0.0	0.0
9231	Central control and process operators, mineral and metal processing	25	0.0	80.0	80.0	80.0	80.0	80.0	40.0	0.0

	NATIONAL OCCUPATIONS CLASSIFICATION (NOC) - 2016	TOTAL LABOUR FORCE 15 +	15-24	25-39	40+	45+	50+	55+	60+	65+
9235	Pulping, papermaking and coating control operators	40	0.0	25.0	75.0	50.0	50.0	25.0	0.0	0.0
9431	Sawmill machine operators	60	16.7	0.0	83.3	83.3	66.7	33.3	16.7	0.0
9432	Pulp mill machine operators	25	40.0	0.0	100.0	100.0	100.0	40.0	0.0	0.0
9434	Other wood processing machine operators	55	36.4	27.3	72.7	54.5	36.4	18.2	0.0	0.0
9436	Lumber graders and other wood processing inspectors and graders	20	0.0	0.0	50.0	50.0	50.0	0.0	0.0	0.0
9619	Other labourers in processing, manufacturing and utilities	25	40.0	0.0	60.0	60.0	60.0	0.0	0.0	0.0

Source: Statistics Canada Custom Data, 2016

Data for the Nord-Aski Regional Economic Development Corporation's area may be summarized as follows:

- For all occupations, a total of 945 workers from 55 – 64 years old are projected to exit the labour force from 2016 - 2026, while an additional 1,150 workers from 45 – 54 years old are projected to exit over the period from 2026 - 2036, for a total of 2,095 possible exits over this 20-year period.
- This represents an unfavourable balance between older and younger age cohorts, since the number of persons in the 45+ cohort, who could be retiring (2,095) over the next 20 years, exceeds the number in the 25 – 44 year cohorts (1,525), who will be available to replace them, reflecting a shortfall of 27.2%.
- This is a matter that needs to be addressed, if it is assumed that it is desirable to maintain current labour force levels over the next 20-year period.
- The following table provides details on specific occupations, where issues are apparent, as the data suggests.

In reviewing the following table, readers should take note of the highlighted (45+ years) column. This column represents the percentage of the labour force for each occupation with more than 20 incumbents in the Nord-Aski CFDC Area, who are projected to retire from the labour force over the next 20 years, starting in 2016.

TABLE 7
NORD-ASKI REGIONAL ECONOMIC DEVELOPMENT CORPORATION
OCCUPATIONS WITH MORE THAN 20 EMPLOYEES
IN WHICH MORE THAN 50% OF CURRENT EMPLOYEES WERE 45+ YEARS, 2016[14]

NOC	NATIONAL OCCUPATIONS CLASSIFICATION (NOC) - 2016	TOTAL LABOUR FORCE 15 +	15-24	25-39	40+	45+	50+	55+	60+	65+
NOC	**OCCUPATIONS**									
	Total - Occupation - National Occupational Classification	6,860	13.7	18.8	67.6	61.0	53.1	41.1	29.2	21.3
	Occupation - Not applicable[15]	2,265	7.1	7.7	85.0	83.4	80.1	74.2	65.6	55.4
	TOTAL LABOUR FORCE 15 + ALL OCCUPATIONS	4,595	17.0	24.3	59.0	50.1	39.8	25.0	11.4	4.5
0	**Management occupations**	**320**	**0.0**	**14.1**	**87.5**	**70.3**	**59.4**	**31.3**	**15.6**	**10.9**
0014	Senior managers - health, education, social and community services and membership organizations	25	0.0	0.0	80.0	80.0	80.0	40.0	40.0	40.0
0621	Retail and wholesale trade managers	85	0.0	29.4	76.5	52.9	52.9	29.4	11.8	0.0
1	**Business, finance and administration occupations**	**550**	**7.3**	**28.2**	**65.5**	**52.7**	**39.1**	**21.8**	**10.0**	**2.7**
1114	Other financial officers	30	0.0	33.3	100.0	66.7	66.7	33.3	0.0	0.0
1221	Administrative officers	20	50.0	50.0	50.0	50.0	50.0	50.0	50.0	50.0
1243	Medical administrative assistants	35	0.0	0.0	114.3	57.1	28.6	28.6	0.0	0.0
1311	Accounting technicians and bookkeepers	35	0.0	0.0	100.0	100.0	71.4	71.4	28.6	0.0
1411	General office support workers	30	33.3	33.3	83.3	50.0	50.0	0.0	0.0	0.0
1414	Receptionists	35	0.0	0.0	85.7	85.7	57.1	57.1	28.6	0.0
3	**Health**	**305**	**16.4**	**31.1**	**54.1**	**47.5**	**36.1**	**18.0**	**9.8**	**4.9**
3012	Registered nurses and registered psychiatric nurses	80	12.5	37.5	50.0	50.0	50.0	25.0	12.5	0.0
3234	Paramedical occupations	20	0.0	50.0	50.0	50.0	0.0	0.0	0.0	0.0
3413	Nurse aides, orderlies and patient service associates	70	14.3	21.4	57.1	57.1	57.1	35.7	14.3	14.3

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[14] NOC Code classifications for 1 digit and for 4 digits have been left in this table to provide the reader with an opportunity to estimate challenges associated with planning for labour force succession in both general and specific categories.

[15] Includes unemployed persons aged 15 years and over who have never worked for pay or in self-employment, or who had last worked prior to January 1, 2015

	NATIONAL OCCUPATIONS CLASSIFICATION (NOC) - 2016	TOTAL LABOUR FORCE 15 +	15-24	25-39	40+	45+	50+	55+	60+	65+
3414	Other assisting occupations in support of health services	20	50.0	50.0	50.0	50.0	0.0	0.0	0.0	0.0
4	**Occupations in education, law and social, community and government services**	**500**	**12.0**	**33.0**	**55.0**	**48.0**	**38.0**	**25.0**	**14.0**	**4.0**
4152	Social workers	20	0.0	50.0	50.0	50.0	50.0	0.0	0.0	0.0
4214	Early childhood educators and assistants	35	57.1	28.6	57.1	57.1	28.6	28.6	28.6	0.0
4412	Home support workers, housekeepers and related occupations	30	0.0	0.0	66.7	66.7	33.3	33.3	33.3	33.3
4413	Elementary and secondary school teacher assistants	65	0.0	38.5	84.6	69.2	69.2	53.8	38.5	15.4
6	**Sales and service occupations**	**950**	**37.9**	**16.3**	**45.8**	**38.9**	**33.7**	**23.7**	**10.0**	**3.7**
6231	Insurance agents and brokers	20	0.0	50.0	75.0	75.0	75.0	75.0	0.0	0.0
6332	Bakers	20	0.0	0.0	100.0	50.0	50.0	50.0	50.0	0.0
6341	Hairstylists and barbers	30	33.3	0.0	100.0	66.7	33.3	0.0	0.0	0.0
6513	Food and beverage servers	35	0.0	0.0	85.7	57.1	28.6	28.6	28.6	0.0
6551	Customer services representatives - financial institutions	30	0.0	83.3	66.7	66.7	66.7	33.3	0.0	0.0
6731	Light duty cleaners	100	10.0	10.0	75.0	75.0	75.0	60.0	25.0	10.0
6742	Other service support occupations, n.e.c.	30	33.3	0.0	50.0	50.0	50.0	50.0	50.0	50.0
7	**Trades, transport and equipment operators and related occupations**	**1,135**	**14.1**	**26.9**	**59.5**	**51.5**	**41.4**	**27.8**	**11.0**	**4.4**
7237	Welders and related machine operators	35	28.6	0.0	71.4	71.4	28.6	0.0	0.0	0.0
7251	Plumbers	20	50.0	0.0	50.0	50.0	0.0	0.0	0.0	0.0
7271	Carpenters	25	0.0	40.0	80.0	80.0	80.0	0.0	0.0	0.0
7311	Construction millwrights and industrial mechanics	95	21.1	21.1	63.2	63.2	52.6	36.8	15.8	0.0
7361	Railway and yard locomotive engineers	70	0.0	35.7	57.1	57.1	28.6	14.3	0.0	0.0
7511	Transport truck drivers	190	0.0	18.4	81.6	68.4	44.7	34.2	13.2	5.3
7512	Bus drivers, subway operators and other transit operators	45	0.0	22.2	77.8	77.8	77.8	55.6	33.3	33.3
7521	Heavy equipment operators (except crane)	80	12.5	25.0	62.5	62.5	62.5	50.0	25.0	12.5
7522	Public works maintenance equipment operators and related workers	20	0.0	50.0	100.0	100.0	100.0	50.0	50.0	0.0

NATIONAL OCCUPATIONS CLASSIFICATION (NOC) - 2016		TOTAL LABOUR FORCE 15 +	15-24	25-39	40+	45+	50+	55+	60+	65+
8	**Natural resources, agriculture and related production occupations**	**215**	**4.7**	**23.3**	**69.8**	**53.5**	**41.9**	**25.6**	**16.3**	**7.0**
8241	Logging machinery operators	60	0.0	0.0	125.0	91.7	66.7	50.0	33.3	16.7
8421	Chain saw and skidder operators	25	0.0	40.0	80.0	80.0	80.0	40.0	0.0	0.0
8616	Logging and forestry labourers	40	0.0	25.0	75.0	75.0	75.0	25.0	0.0	0.0
9	**Occupations in manufacturing and utilities**	**385**	**14.3**	**18.2**	**66.2**	**62.3**	**49.4**	**31.2**	**15.6**	**5.2**
9215	Supervisors, forest products processing	25	0.0	0.0	60.0	60.0	60.0	0.0	0.0	0.0
9434	Other wood processing machine operators	45	0.0	0.0	66.7	66.7	66.7	44.4	22.2	0.0
9614	Labourers in wood, pulp and paper processing	175	14.3	17.1	65.7	60.0	48.6	34.3	17.1	8.6

Source: Statistics Canada Custom Data, 2016.

Data for the Kirkland and District Community Development Corporation's area may be summarized as follows:

- For all occupations, a total of 1,825 workers from 55 – 64 years old are projected to exit the labour force from 2016 - 2026, while an additional 2,020 workers from 45 – 54 years old are projected to exit over the period from 2026 - 2036, for a total of 3,845 possible exits over this 20-year period.
- This represents an unfavourable balance between older and younger age cohorts, since the number of persons in the 45+ cohort, who could be retiring (3,845) over the next 20 years, exceeds the number in the 25 – 44 year cohorts (3,140), who will be available to replace them, reflecting a shortfall of 18.3%.
- This is a matter that needs to be addressed, if it is assumed that it is desirable to maintain current labour force levels over the next 20-year period.
- The following table provides details on specific occupations, where issues are apparent, as the data suggests.

In reviewing the following table, readers should take note of the highlighted (45+ years) column. This column represents the percentage of the labour force for each occupation with more than 20 incumbents in the Kirkland Lake and Area CFDC Area, who are projected to retire from the labour force over the next 20 years, starting in 2016.

TABLE 8
KIRKLAND & DISTRICT COMMUNITY DEVELOPMENT CORPORATION
OCCUPATIONS WITH MORE THAN 20 EMPLOYEES
IN WHICH MORE THAN 50% OF CURRENT EMPLOYEES
WERE 45+ YEARS, 2016[16]

NATIONAL OCCUPATIONS CLASSIFICATION (NOC) - 2016		TOTAL LABOUR FORCE 15 +	15-24	25-39	40+	45+	50+	55+	60+	65+
NOC	OCCUPATIONS									
	Total - Occupation - National Occupational Classification	14,505	13.1	19.7	67.1	61.3	53.8	44.1	33.7	23.8
	Occupation - Not applicable[17]	5,610	10.7	8.1	81.1	79.2	75.8	70.6	62.5	50.5
	TOTAL LABOUR FORCE 15+ ALL OCCUPATIONS	8,900	14.6	26.9	58.5	50.1	40.0	27.4	15.6	6.9
0	**Management occupations**	**670**	**2.2**	**21.6**	**74.6**	**64.9**	**55.2**	**40.3**	**27.6**	**14.9**
0111	Financial managers	25	0.0	0.0	120.0	120.0	80.0	40.0	0.0	0.0
0621	Retail and wholesale trade managers	125	0.0	28.0	64.0	52.0	52.0	28.0	20.0	8.0
0631	Restaurant and food service managers	45	0.0	66.7	88.9	88.9	66.7	44.4	22.2	22.2
0711	Construction managers	40	0.0	50.0	62.5	62.5	62.5	37.5	37.5	37.5
0714	Facility operation and maintenance managers	35	0.0	57.1	57.1	57.1	57.1	57.1	28.6	28.6
0821	Managers in agriculture	105	9.5	9.5	76.2	66.7	57.1	57.1	42.9	42.9
1	**Business, finance and administration occupations**	**1,075**	**8.4**	**27.0**	**63.7**	**52.1**	**43.7**	**31.2**	**19.1**	**8.4**
1121	Human resources professionals	30	0.0	0.0	66.7	66.7	33.3	33.3	33.3	33.3
1221	Administrative officers	85	0.0	23.5	70.6	58.8	47.1	17.6	17.6	0.0
1241	Administrative assistants	80	0.0	37.5	68.8	50.0	37.5	25.0	12.5	0.0
1311	Accounting technicians and bookkeepers	75	0.0	26.7	66.7	53.3	40.0	26.7	13.3	0.0
1411	General office support workers	145	17.2	13.8	75.9	65.5	55.2	48.3	27.6	6.9
1431	Accounting and related clerks	70	0.0	14.3	78.6	78.6	78.6	57.1	35.7	21.4
1432	Payroll administrators	35	0.0	28.6	85.7	57.1	57.1	28.6	0.0	0.0

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[16] NOC Code classifications for 1 digit and for 4 digits have been left in this table to provide the reader with an opportunity to estimate challenges associated with planning for labour force succession in both general and specific categories.

[17] Includes unemployed persons aged 15 years and over who have never worked for pay or in self-employment, or who had last worked prior to January 1, 2015

	NATIONAL OCCUPATIONS CLASSIFICATION (NOC) - 2016	TOTAL LABOUR FORCE 15 +	15-24	25-39	40+	45+	50+	55+	60+	65+
1511	Mail, postal and related workers	30	0.0	0.0	100.0	66.7	66.7	33.3	0.0	0.0
1512	Letter carriers	25	0.0	0.0	80.0	80.0	80.0	40.0	40.0	40.0
2	**Natural and applied sciences and related occupations**	**415**	**6.0**	**39.8**	**53.0**	**49.4**	**38.6**	**30.1**	**13.3**	**4.8**
2263	Inspectors in public and environmental health and occupational health and safety	25	0.0	0.0	160.0	120.0	80.0	40.0	40.0	40.0
3	**Health occupations**	**645**	**5.4**	**34.1**	**58.1**	**50.4**	**37.2**	**23.3**	**8.5**	**3.1**
3012	Registered nurses and registered psychiatric nurses	190	5.3	21.1	73.7	68.4	55.3	39.5	15.8	5.3
3233	Licensed practical nurses	70	0.0	57.1	57.1	57.1	42.9	28.6	14.3	14.3
4	**Occupations in education, law and social, community and government services**	**960**	**6.8**	**31.3**	**62.5**	**49.0**	**36.5**	**21.9**	**9.4**	**5.2**
4021	College and other vocational instructors	45	0.0	0.0	100.0	100.0	66.7	66.7	44.4	22.2
4161	Natural and applied science policy researchers, consultants and program officers	25	0.0	0.0	80.0	80.0	40.0	40.0	40.0	0.0
4311	Police officers (except commissioned)	70	0.0	28.6	71.4	71.4	42.9	28.6	14.3	14.3
4412	Home support workers, housekeepers and related occupations	80	0.0	0.0	93.8	81.3	68.8	50.0	25.0	25.0
4413	Elementary and secondary school teacher assistants	100	0.0	25.0	75.0	55.0	45.0	35.0	10.0	0.0
6	**Sales and service occupations**	**1 875**	**28.3**	**21.6**	**50.4**	**44.3**	**37.6**	**28.0**	**17.6**	**6.9**
6211	Retail sales supervisors	30	0.0	0.0	66.7	66.7	66.7	66.7	33.3	0.0
6421	Retail salespersons	270	33.3	18.5	50.0	50.0	46.3	27.8	14.8	7.4
6541	Security guards and related security service occupations	70	0.0	28.6	85.7	71.4	57.1	57.1	42.9	28.6
6552	Other customer and information services representatives	65	15.4	15.4	61.5	61.5	46.2	30.8	0.0	0.0
6731	Light duty cleaners	145	0.0	34.5	75.9	65.5	58.6	51.7	31.0	20.7
6733	Janitors, caretakers and building superintendents	200	12.5	17.5	70.0	62.5	50.0	42.5	27.5	10.0
6741	Dry cleaning, laundry and related occupations	25	0.0	0.0	80.0	80.0	80.0	80.0	40.0	0.0
7	**Trades, transport and equipment operators and related occupations**	**1,765**	**13.6**	**22.7**	**63.7**	**56.9**	**44.8**	**30.9**	**18.1**	**7.6**
7237	Welders and related machine operators	110	0.0	9.1	72.7	72.7	59.1	45.5	22.7	9.1
7271	Carpenters	115	13.0	17.4	60.9	52.2	34.8	21.7	8.7	8.7

	NATIONAL OCCUPATIONS CLASSIFICATION (NOC) - 2016	TOTAL LABOUR FORCE 15 +	15-24	25-39	40+	45+	50+	55+	60+	65+
7311	Construction millwrights and industrial mechanics	150	6.7	40.0	53.3	53.3	46.7	36.7	26.7	10.0
7511	Transport truck drivers	195	5.1	12.8	82.1	74.4	53.8	28.2	17.9	5.1
7512	Bus drivers, subway operators and other transit operators	60	0.0	16.7	108.3	108.3	91.7	75.0	50.0	25.0
7514	Delivery and courier service drivers	25	0.0	0.0	120.0	80.0	40.0	40.0	0.0	0.0
7521	Heavy equipment operators (except crane)	135	7.4	14.8	77.8	59.3	51.9	33.3	7.4	7.4
7522	Public works maintenance equipment operators and related workers	40	0.0	25.0	87.5	87.5	62.5	62.5	37.5	37.5
7612	Other trades helpers and labourers	40	25.0	0.0	75.0	75.0	50.0	25.0	25.0	25.0
7621	Public works and maintenance labourers	45	22.2	0.0	55.6	55.6	22.2	0.0	0.0	0.0
8	**Natural resources, agriculture and related production occupations**	**1,035**	**18.4**	**37.7**	**44.4**	**36.2**	**26.1**	**14.5**	**8.2**	**3.9**
8221	Supervisors, mining and quarrying	65	0.0	30.8	84.6	69.2	46.2	15.4	0.0	0.0
8411	Underground mine service and support workers	65	15.4	38.5	69.2	69.2	53.8	38.5	15.4	0.0
8612	Landscaping and grounds maintenance labourers	55	63.6	0.0	63.6	63.6	45.5	27.3	27.3	0.0
9	**Occupations in manufacturing and utilities**	**310**	**16.1**	**19.4**	**64.5**	**54.8**	**45.2**	**27.4**	**9.7**	**3.2**
9431	Sawmill machine operators	40	0.0	25.0	100.0	75.0	75.0	50.0	25.0	0.0
9434	Other wood processing machine operators	35	0.0	42.9	85.7	85.7	57.1	28.6	28.6	0.0
9614	Labourers in wood, pulp and paper processing	40	25.0	25.0	50.0	50.0	50.0	25.0	0.0	0.0

Source: Statistics Canada Custom Data, 2016.

Data for the Wakenagun Community Futures Development Corporation's area may be summarized as follows:

- For all occupations, a total of 365 workers from 55 – 64 years old are projected to exit the labour force from 2016 - 2026, while an additional 670 workers from 45 – 54 years old are projected to exit over the period from 2026 - 2036, for a total of 1,035 possible exits over this 20-year period.
- This represents a very favourable balance between older and younger age cohorts, since the number of persons in the 45+ cohort, who could be retiring (1,035) over the next 20 years, is much lower than the number in the 25 – 44 age cohorts (1,505), who will be available to replace them, reflecting a surplus of 45.4%. The young age profile of the Wakenagun population explains this significant difference from conditions prevailing in most of the other CFDC areas throughout the FNETB Region.
- The following table provides details on specific occupations, where issues are apparent, as the data suggests.

In reviewing the following table, readers should take note of the highlighted (45+ years) column. This column represents the percentage of the labour force for each occupation with more than 20 incumbents in the Wakenagun CFDC Area, who are projected to retire from the labour force over the next 20 years, starting in 2016.

TABLE 9
WAKENAGUN COMMUNITY FUTURES DEVELOPMENT CORPORATION
OCCUPATIONS WITH MORE THAN 20 EMPLOYEES
IN WHICH MORE THAN 50% OF CURRENT EMPLOYEES WERE 45+ YEARS, 2016[18]

NOC	NATIONAL OCCUPATIONS CLASSIFICATION (NOC) - 2016	TOTAL LABOUR FORCE 15 +	15-24	25-39	40+	45+	50+	55+	60+	65+
NOC	OCCUPATIONS									
	Total – Occupation – National Occupational Classification	5,560	25.1	31.8	43.1	35.1	26.8	19.2	13.7	9.1
	Occupation - Not applicable[19]	2,300	35.7	25.2	39.3	34.1	29.3	25.2	20.9	16.3
	TOTAL LABOUR FORCE 15+ ALL OCCUPATIONS	3,260	17.5	36.3	45.7	35.9	25.3	15.3	8.7	4.1
0	**Management occupations**	**215**	**0.0**	**25.6**	**72.1**	**60.5**	**48.8**	**39.5**	**23.3**	**7.0**
0311	Managers in health care	20	0.0	0.0	50.0	50.0	50.0	50.0	0.0	0.0
0422	School principals and administrators of elementary and secondary education	25	0.0	0.0	80.0	80.0	80.0	40.0	40.0	0.0
1	**Business, finance and administration occupations**	**430**	**15.1**	**31.4**	**53.5**	**41.9**	**29.1**	**16.3**	**8.1**	**3.5**
1241	Administrative assistants	50	20.0	60.0	50.0	50.0	20.0	20.0	0.0	0.0
1311	Accounting technicians and bookkeepers	35	0.0	28.6	71.4	71.4	42.9	0.0	0.0	0.0
4	**Occupations in education, law and social, community and government services**	**655**	**9.2**	**42.8**	**46.6**	**37.4**	**25.2**	**13.7**	**6.9**	**2.3**
4032	Elementary school and kindergarten teachers	100	0.0	50.0	65.0	55.0	40.0	30.0	20.0	10.0
4152	Social workers	35	0.0	85.7	85.7	57.1	28.6	0.0	0.0	0.0
6	**Sales and service occupations**	**875**	**31.4**	**29.7**	**39.4**	**30.9**	**21.7**	**13.1**	**9.1**	**5.1**
6523	Airline ticket and service agents	20	50.0	50.0	50.0	50.0	50.0	0.0	0.0	0.0
6733	Janitors, caretakers and building superintendents	210	14.3	21.4	61.9	50.0	28.6	14.3	14.3	9.5
7	**Trades, transport and equipment operators and related occupations**	**555**	**17.1**	**40.5**	**41.4**	**32.4**	**22.5**	**10.8**	**54.1**	**2.7**

[18] NOC Code classifications for 1 digit and for 4 digits have been left in this table to provide the reader with an opportunity to estimate challenges associated with planning for labour force succession in both general and specific categories.

[19] Includes unemployed persons aged 15 years and over who have never worked for pay or in self-employment, or who had last worked prior to January 1, 2015

	NATIONAL OCCUPATIONS CLASSIFICATION (NOC) - 2016	TOTAL LABOUR FORCE 15 +	15-24	25-39	40+	45+	50+	55+	60+	65+
7241	Electricians (except industrial and power system)	20	0.0	0.0	100.0	100.0	100.0	50.0	50.0	50.0
7302	Contractors and supervisors, heavy equipment operator crews	20	0.0	50.0	50.0	50.0	0.0	0.0	0.0	0.0
7511	Transport truck drivers	35	28.6	57.1	57.1	57.1	28.6	0.0	0.0	0.0
7611	Construction trades helpers and labourers	80	31.3	37.5	50.0	50.0	37.5	25.0	12.5	12.5

Source: Statistics Canada Custom Data, 2016.

OCCUPATIONS FACING AN ANTICIPATED 30%+ RETIREMENT OVER THE NEXT 20 YEARS, BY CFDC AREAS

Note to reader on labour force demand projections (2016-2036)

The projected Occupational Demand Tables that follow were developed, using Statistics Canada 2016 census information, to provide an indication of the occupations that will experience highest levels of attrition, due to age-based retirement, in various CFDC areas, by five-year increments over the next twenty years, based on custom data provided to the Far Northeast Training Board by Statistics Canada. The entries have been culled to include only NOC categories that are projected to lose more than 30% of their occupants over the period from 2016 to 2036.

At the top of each of these seven tables for each CFDC area, the Global Non-response Rate (GNR)[20] is identified as a percentage. Global Non-response Rates for each CFDC Area are as follows:

Table Number	CFDC Area	Global Non-Response Rate
10	The Venture Centre	6.3%
11	Superior East	11.27%
12	South Temiskaming	6.7%
13	North Claybelt	7.3%
14	Nord-Aski	8.7%
15	Kirkland and District	8.2%
16	Wakenagun	22.0%

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[20] The global non-response rate (GNR) is an important measure of census data quality. It combines total non-response (households) and partial non-response (questions). A lower GNR indicates a lower risk of non-response bias and, as a result, a lower risk of inaccuracy. The counts and estimates for geographic areas with a GNR equal to or greater than 50% are not published in the standard products. The counts and estimates for these areas have a high risk of non-response bias, and in most cases, should not be released. (Source: *http://www.12.statcan.gc.ca/nhs-enm/2011/dp-pd/aprof/help-aide/gnr-tgn.cfm?Lang=E*)

The Venture Centre
Le Centre de développement
A Community Futures Development Corporation
Une Société d'aide au développement des collectivités

Table 10 – Venture Centre CFDC Total Projected Occupational Demand (GNR = 6.3%)

National Occupations Classification (NOC) 2016		Total Labour Force 15+	Potential Retirements (2016-2021)		Potential Retirements (2021-2026)		Potential Retirements (2026-2031)		Potential Retirements (2031-2036)		Total Potential Retirements (2016-2036)	
			#	%	#	%	#	%	#	%	#	%
NOC	OCCUPATIONS											
	Total – Occupation – National Occupational Classification	35,080	3,025	8.6	3,560	10.1	3,455	9.8	2,885	8.2	12,925	36.8
	Occupation – Not applicable[21]	10,550	1355	12.8	970	9.2	545	5.2	340	3.2	3,210	30.4
	ALL OCCUPATIONS	24,525	1670	6.8	2585	10.5	2910	11.9	2545	10.4	9,710	39.6
0	**Management occupations**	2,055	200	9.7	275	13.4	375	18.2	250	12.2	1,100	53.5
0013	Senior managers - financial, communications and other business services	30	0	0.0	10	33.3	10	33.3	10	33.3	30	100.0
0014	Senior managers - health, education, social and community services and membership organizations	45	0	0.0	15	33.3	10	22.2	0	0.0	25	55.6
0015	Senior managers - trade, broadcasting and other services, n.e.c.	20	0	0.0	0	0.0	0	0.0	10	50.0	10	50.0
0016	Senior managers - construction, transportation, production and utilities	50	0	0.0	10	20.0	10	20.0	10	20.0	30	60.0
0111	Financial managers	85	10	11.8	15	17.6	20	23.5	15	17.6	60	70.6
0112	Human resources managers	45	0	0.0	10	22.2	15	33.3	0	0.0	25	55.6
0113	Purchasing managers	15	0	0.0	0	0.0	10	66.7	0	0.0	10	66.7
0122	Banking, credit and other investment managers	50	10	20.0	30	60.0	10	20.0	0	100.0	50	100.0
0131	Telecommunication carrier managers	20	10	50.0	10	50.0	0	0.0	0	0.0	20	100.0
0212	Architecture and science managers	10	0	0.0	10	100.0	0	0.0	0	0.0	10	100.0
0213	Computer and information systems managers	15	0	0.0	10	66.7	0	0.0	0	0.0	10	66.7

[21] Includes unemployed persons aged 15 years and over who have never worked for pay or in self-employment, or who had last worked prior to January 1, 2015

National Occupations Classification (NOC) 2016		Total Labour Force 15+	Potential Retirements (2016-2021)		Potential Retirements (2021-2026)		Potential Retirements (2026-2031)		Potential Retirements (2031-2036)		Total Potential Retirements (2016-2036)	
			#	%	#	%	#	%	#	%	#	%
0311	Managers in health care	30	0	0.0	0	0.0	10	33.3	0	0.0	10	33.3
0421	Administrators - post-secondary education and vocational training	10	10	100.0	0	0.0	0	0.0	0	0.0	10	100.0
0422	School principals and administrators of elementary and secondary education	55	0	0.0	10	18.2	10	18.2	0	0.0	20	36.4
0601	Corporate sales managers	50	10	20.0	10	20.0	15	30.0	10	20.0	45	90.0
0621	Retail and wholesale trade managers	620	40	6.5	60	9.7	140	22.6	70	11.3	310	50.0
0631	Restaurant and food service managers	200	20	10.0	20	10.0	40	20.0	25	12.5	105	52.5
0632	Accommodation service managers	45	15	33.3	0	0.0	0	0.0	0	0.0	15	33.3
0651	Managers in customer and personal services, n.e.c.	30	0	0.0	0	0.0	10	33.3	10	33.3	20	66.7
0711	Construction managers	100	15	15.0	10	10.0	10	10.0	0	0.0	35	35.0
0714	Facility operation and maintenance managers	75	10	13.3	20	26.7	0	0.0	10	13.3	40	53.3
0731	Managers in transportation	50	15	30.0	0	0.0	0	0.0	0	0.0	15	30.0
0811	Managers in natural resources production and fishing	110	10	9.1	10	9.1	30	27.3	20	18.2	70	63.6
0821	Managers in agriculture	20	0	0.0	0	0.0	0	0.0	10	50.0	10	50.0
0911	Manufacturing managers	25	0	0.0	10	40.0	0	0.0	10	40.0	20	80.0
0912	Utilities managers	20	10	50.0	10	50.0	10	50.0	0	0.0	30	150.0
1	**Business, finance and administration occupations**	3,220	255	7.9	390	12.1	535	16.6	400	12.4	1,580	49.1
1111	Financial auditors and accountants	90	10	11.1	10	11.1	20	22.2	0	0.0	40	44.4
1114	Other financial officers	130	0	0.0	25	19.2	35	26.9	25	19.2	85	65.4
1121	Human resources professionals	60	0	0.0	0	0.0	10	16.7	10	16.7	20	33.3
1122	Professional occupations in business management consulting	40	10	25.0	10	25.0	10	25.0	10	25.0	40	100.0
1123	Professional occupations in advertising, marketing and public relations	50	10	20.0	10	20.0	15	30.0	10	20.0	45	90.0

National Occupations Classification (NOC) 2016		Total Labour Force 15+	Potential Retirements (2016-2021)		Potential Retirements (2021-2026)		Potential Retirements (2026-2031)		Potential Retirements (2031-2036)		Total Potential Retirements (2016-2036)	
			#	%	#	%	#	%	#	%	#	%
1211	Supervisors, general office and administrative support workers	15	0	0.0	0	0.0	0	0.0	10	66.7	**10**	**66.7**
1212	Supervisors, finance and insurance office workers	10	0	0.0	0	0.0	0	0.0	10	100.0	**10**	**100.0**
1214	Supervisors, mail and message distribution occupations	10	0	0.0	0	0.0	10	100.0	0	0.0	**10**	**100.0**
1215	Supervisors, supply chain, tracking and scheduling co-ordination occupations	30	0	0.0	10	33.3	0	0.0	0	0.0	**10**	**33.3**
1221	Administrative officers	265	20	7.5	40	15.1	50	18.9	35	13.2	**145**	**54.7**
1222	Executive assistants	30	0	0.0	0	0.0	10	33.3	0	0.0	**10**	**33.3**
1223	Human resources and recruitment officers	30	0	0.0	10	33.3	10	33.3	0	0.0	**20**	**66.7**
1224	Property administrators	50	10	20.0	10	20.0	10	20.0	10	20.0	**40**	**80.0**
1225	Purchasing agents and officers	50	10	20.0	20	40.0	10	20.0	0	0.0	**40**	**80.0**
1226	Conference and event planners	10	10	100.0	0	0.0	0	0.0	0	0.0	**10**	**100.0**
1228	Employment insurance, immigration, border services and revenue officers	25	10	40.0	0	0.0	10	40.0	0	0.0	**20**	**80.0**
1241	Administrative assistants	255	30	11.8	45	17.6	25	9.8	20	7.8	**120**	**47.1**
1242	Legal administrative assistants	75	10	13.3	10	13.3	15	20.0	10	13.3	**45**	**60.0**
1243	Medical administrative assistants	125	15	12.0	15	12.0	15	12.0	25	20.0	**70**	**56.0**
1251	Court reporters, medical transcriptionists and related occupations	30	10	33.3	0	0.0	10	33.3	10	33.3	**30**	**100.0**
1311	Accounting technicians and bookkeepers	280	30	10.7	30	10.7	70	25.0	35	12.5	**165**	**58.9**
1312	Insurance adjusters and claims examiners	25	0	0.0	0	0.0	0	0.0	10	40.0	**10**	**40.0**
1411	General office support workers	365	35	9.6	30	8.2	45	12.3	40	11.0	**150**	**41.1**
1414	Receptionists	255	25	9.8	30	11.8	35	13.7	15	5.9	**105**	**41.2**
1422	Data entry clerks	50	0	0.0	10	20.0	0	0.0	15	30.0	**25**	**50.0**
1431	Accounting and related clerks	150	10	6.7	10	6.7	30	20.0	10	6.7	**60**	**40.0**
1432	Payroll administrators	105	0	0.0	20	19.0	20	19.0	10	9.5	**50**	**47.6**
1435	Collectors	20	0	0.0	0	0.0	10	50.0	0	0.0	**10**	**50.0**

National Occupations Classification (NOC) 2016		Total Labour Force 15+	Potential Retirements (2016-2021)		Potential Retirements (2021-2026)		Potential Retirements (2026-2031)		Potential Retirements (2031-2036)		Total Potential Retirements (2016-2036)	
			#	%	#	%	#	%	#	%	#	%
1451	Library assistants and clerks	15	0	0.0	10	66.7	0	0.0	0	0.0	**10**	**66.7**
1452	Correspondence, publication and regulatory clerks	20	0	0.0	0	0.0	0	0.0	10	50.0	**10**	**50.0**
1454	Survey interviewers and statistical clerks	35	0	0.0	0	0.0	20	57.1	10	28.6	**30**	**85.7**
1511	Mail, postal and related workers	35	0	0.0	10	28.6	10	28.6	0	0.0	**20**	**57.1**
1512	Letter carriers	25	0	0.0	10	40.0	10	40.0	0	0.0	**20**	**80.0**
1513	Couriers, messengers and door-to-door distributors	65	10	15.4	0	0.0	10	15.4	10	15.4	**30**	**46.2**
1521	Shippers and receivers	115	10	8.7	15	13.0	0	0.0	25	21.7	**50**	**43.5**
1522	Storekeepers and partspersons	65	0	0.0	0	0.0	10	15.4	25	38.5	**35**	**53.8**
1523	Production logistics co-ordinators	35	0	0.0	15	42.9	10	28.6	10	28.6	**35**	**100.0**
1524	Purchasing and inventory control workers	40	0	0.0	20	50.0	0	0.0	10	25.0	**30**	**75.0**
2	**Natural and applied sciences and related occupations**	1,440	90	6.3	170	11.8	125	8.7	100	6.9	**485**	**33.7**
2112	Chemists	10	0	0.0	0	0.0	0	0.0	10	100.0	**10**	**100.0**
2113	Geoscientists and oceanographers	115	10	8.7	25	21.7	15	13.0	15	13.0	**65**	**56.5**
2121	Biologists and related scientists	20	0	0.0	10	50.0	10	50.0	0	0.0	**20**	**100.0**
2122	Forestry professionals	25	0	0.0	10	40.0	0	0.0	0	0.0	**10**	**40.0**
2132	Mechanical engineers	20	10	50.0	0	0.0	0	0.0	0	0.0	**10**	**50.0**
2133	Electrical and electronics engineers	40	10	25.0	0	0.0	10	25.0	10	25.0	**30**	**75.0**
2171	Information systems analysts and consultants	25	0	0.0	0	0.0	0	0.0	10	40.0	**10**	**40.0**
2212	Geological and mineral technologists and technicians	115	10	8.7	15	13.0	10	8.7	10	8.7	**45**	**39.1**
2231	Civil engineering technologists and technicians	45	0	0.0	10	22.2	10	22.2	0	0.0	**20**	**44.4**
2232	Mechanical engineering technologists and technicians	40	0	0.0	10	25.0	10	25.0	0	0.0	**20**	**50.0**
2234	Construction estimators	25	0	0.0	0	0.0	0	0.0	10	40.0	**10**	**40.0**

	National Occupations Classification (NOC) 2016	Total Labour Force 15+	Potential Retirements (2016-2021)		Potential Retirements (2021-2026)		Potential Retirements (2026-2031)		Potential Retirements (2031-2036)		Total Potential Retirements (2016-2036)	
			#	%	#	%	#	%	#	%	#	%
2241	Electrical and electronics engineering technologists and technicians	65	15	23.1	10	15.4	15	23.1	0	0.0	**40**	**61.5**
2242	Electronic service technicians (household and business equipment)	70	10	14.3	15	21.4	0	0.0	0	0.0	**25**	**35.7**
2263	Inspectors in public and environmental health and occupational health and safety	90	0	0.0	15	16.7	20	22.2	25	27.8	**60**	**66.7**
2282	User support technicians	40	10	25.0	0	0.0	10	25.0	0	0.0	**20**	**50.0**
3	**Health occupations**	1,735	90	5.2	160	9.2	200	11.5	255	14.7	**705**	**40.6**
3011	Nursing co-ordinators and supervisors	25	0	0.0	0	0.0	10	40.0	10	40.0	**20**	**80.0**
3012	Registered nurses and registered psychiatric nurses	430	20	4.7	50	11.6	35	8.1	55	12.8	**160**	**37.2**
3112	General practitioners and family physicians	30	0	0.0	10	33.3	10	33.3	15	50.0	**35**	**116.7**
3121	Optometrists	15	0	0.0	10	66.7	10	66.7	0	0.0	**20**	**133.3**
3122	Chiropractors	10	10	100.0	10	100.0	0	0.0	0	0.0	**20**	**200.0**
3124	Allied primary health practitioners	20	0	0.0	0	0.0	0	0.0	10	50.0	**10**	**50.0**
3132	Dietitians and nutritionists	25	0	0.0	0	0.0	0	0.0	10	40.0	**10**	**40.0**
3141	Audiologists and speech-language pathologists	20	0	0.0	10	50.0	10	50.0	0	0.0	**20**	**100.0**
3142	Physiotherapists	50	0	0.0	0	0.0	10	20.0	15	30.0	**25**	**50.0**
3211	Medical laboratory technologists	20	0	0.0	10	50.0	0	0.0	0	0.0	**10**	**50.0**
3212	Medical laboratory technicians and pathologists' assistants	15	10	66.7	0	0.0	0	0.0	0	0.0	**10**	**66.7**
3215	Medical radiation technologists	35	0	0.0	0	0.0	0	0.0	20	57.1	**20**	**57.1**
3219	Other medical technologists and technicians (except dental health)	80	10	12.5	10	12.5	15	18.8	10	12.5	**45**	**56.3**
3221	Denturists	10	0	0.0	0	0.0	0	0.0	10	100.0	**10**	**100.0**
3222	Dental hygienists and dental therapists	45	0	0.0	10	22.2	0	0.0	10	22.2	**20**	**44.4**
3233	Licensed practical nurses	150	15	10.0	10	6.7	30	20.0	10	6.7	**65**	**43.3**
3411	Dental assistants	45	0	0.0	10	22.2	20	44.4	10	22.2	**40**	**88.9**

NOC	National Occupations Classification (NOC) 2016	Total Labour Force 15+	Potential Retirements (2016-2021)		Potential Retirements (2021-2026)		Potential Retirements (2026-2031)		Potential Retirements (2031-2036)		Total Potential Retirements (2016-2036)	
			#	%	#	%	#	%	#	%	#	%
3413	Nurse aides, orderlies and patient service associates	350	25	7.1	35	10.0	45	12.9	40	11.4	**145**	**41.4**
3414	Other assisting occupations in support of health services	55	10	18.2	10	18.2	10	18.2	15	27.3	**45**	**81.8**
4	**Occupations in education, law and social, community and government services**	2,820	180	6.4	280	9.9	260	9.2	380	13.5	**1,100**	**39.0**
4021	College and other vocational instructors	95	10	10.5	20	21.1	10	10.5	20	21.1	**60**	**63.2**
40032	Elementary school and kindergarten teachers	505	15	3.0	35	6.9	60	11.9	95	18.8	**205**	**40.6**
4033	Educational counsellors	15	0	0.0	10	66.7	10	66.7	0	0.0	**20**	**133.3**
4112	Lawyers and Quebec notaries	95	10	10.5	10	10.5	0	0.0	15	15.8	**35**	**36.8**
4152	Social workers	120	0	0.0	25	20.8	10	8.3	20	16.7	**55**	**45.8**
4153	Family, marriage and other related counsellors	55	0	0.0	10	18.2	20	36.4	0	0.0	**30**	**54.5**
4154	Professional occupations in religion	15	0	0.0	0	0.0	0	0.0	10	66.7	**10**	**66.7**
4155	Probation and parole officers and related occupations	20	10	50.0	10	50.0	0	0.0	0	0.0	**20**	**100.0**
4156	Employment counsellors	40	0	0.0	0	0.0	10	25.0	10	25.0	**20**	**50.0**
4161	Natural and applied science policy researchers, consultants and program officers	40	0	0.0	0	0.0	10	25.0	10	25.0	**20**	**50.0**
4164	Social policy researchers, consultants and program officers	30	10	33.3	0	0.0	0	0.0	0	0.0	**10**	**33.3**
4165	Health policy researchers, consultants and program officers	20	0	0.0	0	0.0	0	0.0	10	50.0	**10**	**50.0**
4166	Education policy researchers, consultants and program officers	25	0	0.0	10	40.0	10	40.0	10	40.0	**30**	**120.0**
4168	Program officers unique to government	30	0	0.0	10	33.3	0	0.0	0	0.0	**10**	**33.3**
4212	Social and community service workers	365	30	8.2	30	8.2	40	11.0	35	9.6	**135**	**37.0**
4312	Firefighters	65	0	0.0	10	15.4	10	15.4	10	15.4	**30**	**46.2**
4313	Non-commissioned ranks of the Canadian Armed Forces	25	0	0.0	10	40.0	10	40.0	0	0.0	**20**	**80.0**

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			#	%	#	%	#	%	#	%	#	%
4412	Home support workers, housekeepers and related occupations	115	20	17.4	15	13.0	15	13.0	15	13.0	**65**	**56.5**
4413	Elementary and secondary school teacher assistants	195	15	7.7	35	17.9	20	10.3	45	23.1	**115**	**59.0**
4422	Correctional service officers	30	10	33.3	10	33.3	0	0.0	10	33.3	**30**	**100.0**
4423	By-law enforcement and other regulatory officers, n.e.c.	20	0	0.0	0	0.0	0	0.0	10	50.0	**10**	**50.0**
5	**Occupations in Art, culture, recreation and sport**	**310**	**15**	**4.8**	**15**	**4.8**	**15**	**4.8**	**40**	**12.9**	**85**	**27.4**
5122	Editors	15	0	0.0	0	0.0	10	66.7	0	0.0	**10**	**66.7**
5123	Journalists	10	0	0.0	0	0.0	10	100.0	0	0.0	**10**	**100.0**
5211	Library and public archive technicians	10	10	100.0	0	0.0	0	0.0	0	0.0	**10**	**100.0**
5212	Technical occupations related to museums and art galleries	15	0	0.0	0	0.0	0	0.0	10	66.7	**10**	**66.7**
5241	Graphic designers and illustrators	15	0	0.0	0	0.0	0	0.0	10	66.7	**10**	**66.7**
5252	Coaches	15	0	0.0	0	0.0	0	0.0	10	66.7	**10**	**66.7**
6	**Sales and service occupations**	**6,235**	**365**	**5.9**	**570**	**9.1**	**525**	**8.4**	**420**	**6.7**	**1,880**	**30.2**
6221	Technical sales specialists - wholesale trade	80	0	0.0	15	18.8	10	12.5	15	18.8	**40**	**50.0**
6222	Retail and wholesale buyers	65	0	0.0	10	15.4	10	15.4	0	0.0	**20**	**30.8**
6231	Insurance agents and brokers	80	10	12.5	10	12.5	10	12.5	0	0.0	**30**	**37.5**
6314	Customer and information services supervisors	30	0	0.0	10	33.3	10	33.3	15	50.0	**35**	**116.7**
6315	Cleaning supervisors	10	0	0.0	10	100.0	0	0.0	0	0.0	**10**	**100.0**
6316	Other services supervisors	15	10	66.7	0	0.0	0	0.0	0	0.0	**10**	**66.7**
6321	Chefs	40	0	0.0	10	25.0	10	25.0	0	0.0	**20**	**50.0**
6332	Bakers	70	0	0.0	10	14.3	10	14.3	10	14.3	**30**	**42.9**
6341	Hairstylists and barbers	125	10	8.0	15	12.0	20	16.0	15	12.0	**60**	**48.0**
6342	Tailors, dressmakers, furriers and milliners	25	10	40.0	0	0.0	10	40.0	0	0.0	**20**	**80.0**

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			#	%	#	%	#	%	#	%	#	%
6411	Sales and account representatives - wholesale trade (non-technical)	105	15	14.3	0	0.0	10	9.5	20	19.0	**45**	**42.9**
6512	Bartenders	50	0	0.0	10	20.0	10	20.0	10	20.0	**30**	**60.0**
6521	Travel counsellors	15	0	0.0	10	66.7	0	0.0	0	0.0	**10**	**66.7**
6522	Pursers and flight attendants	10	0	0.0	10	100.0	0	0.0	0	0.0	**10**	**100.0**
6523	Airline ticket and service agents	40	10	25.0	0	0.0	0	0.0	10	25.0	**20**	**50.0**
6525	Hotel front desk clerks	65	10	15.4	0	0.0	10	15.4	0	0.0	**20**	**30.8**
6541	Security guards and related security service occupations	170	15	8.8	0	0.0	20	11.8	20	11.8	**55**	**32.4**
6551	Customer services representatives - financial institutions	75	0	0.0	15	20.0	15	20.0	0	0.0	**30**	**40.0**
6552	Other customer and information services representatives	295	15	5.1	35	11.9	20	6.8	35	11.9	**105**	**35.6**
6562	Estheticians, electrologists and related occupations	75	10	13.3	10	13.3	10	13.3	0	0.0	**30**	**40.0**
6623	Other sales related occupations	35	10	28.6	10	28.6	0	0.0	10	28.6	**30**	**85.7**
6731	Light duty cleaners	425	25	5.9	35	8.2	75	17.6	30	7.1	**165**	**38.8**
6733	Janitors, caretakers and building superintendents	355	60	16.9	70	19.7	45	12.7	25	7.0	**200**	**56.3**
6741	Dry cleaning, laundry and related occupations	25	0	0.0	0	0.0	10	40.0	10	40.0	**20**	**80.0**
6742	Other service support occupations, n.e.c.	20	0	0.0	10	50.0	0	0.0	0	0.0	**10**	**50.0**
7	**Trades, transport and equipment operators and related occupations**	4,440	345	7.8	460	10.4	605	13.6	455	10.2	**1,865**	**42.0**
7201	Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations	30	0	0.0	0	0.0	15	50.0	10	33.3	**25**	**83.3**
7203	Contractors and supervisors, pipefitting trades	10	0	0.0	0	0.0	10	100.0	0	0.0	**10**	**100.0**
7204	Contractors and supervisors, carpentry trades	35	10	28.6	10	28.6	0	0.0	0	0.0	**20**	**57.1**

National Occupations Classification (NOC) 2016		Total Labour Force 15+	Potential Retirements (2016-2021)		Potential Retirements (2021-2026)		Potential Retirements (2026-2031)		Potential Retirements (2031-2036)		Total Potential Retirements (2016-2036)	
			#	%	#	%	#	%	#	%	#	%
7205	Contractors and supervisors, other construction trades, installers, repairers and servicers	55	0	0.0	10	18.2	0	0.0	25	45.5	35	63.6
7231	Machinists and machining and tooling inspectors	45	0	0.0	10	22.2	20	44.4	0	0.0	30	66.7
7236	Ironworkers	15	0	0.0	10	66.7	0	0.0	0	0.0	10	66.7
7242	Industrial electricians	140	10	7.1	20	14.3	20	14.3	20	14.3	70	50.0
7246	Telecommunications installation and repair workers	25	0	0.0	0	0.0	10	40.0	0	0.0	10	40.0
7251	Plumbers	65	10	15.4	10	15.4	0	0.0	0	0.0	20	30.8
7252	Steamfitters, pipefitters and sprinkler system installers	25	0	0.0	0	0.0	10	40.0	10	40.0	20	80.0
7271	Carpenters	165	10	6.1	20	12.1	15	9.1	20	12.1	65	39.4
7272	Cabinetmakers	15	0	0.0	10	66.7	0	0.0	0	0.0	10	66.7
7283	Tilesetters	10	10	100.0	0	0.0	0	0.0	0	0.0	10	100.0
7291	Roofers and shinglers	30	0	0.0	0	0.0	0	0.0	10	33.3	10	33.3
7294	Painters and decorators (except interior decorators)	30	15	50.0	0	0.0	0	0.0	10	33.3	25	83.3
7295	Floor covering installers	10	10	100.0	0	0.0	10	100.0	0	0.0	20	200.0
7301	Contractors and supervisors, mechanic trades	55	0	0.0	10	18.2	15	27.3	10	18.2	35	63.6
7302	Contractors and supervisors, heavy equipment operator crews	95	0	0.0	0	0.0	25	26.3	10	10.5	35	36.8
7311	Construction millwrights and industrial mechanics	340	40	11.8	55	16.2	35	10.3	25	7.4	155	45.6
7312	Heavy-duty equipment mechanics	240	15	6.3	15	6.3	40	16.7	20	8.3	90	37.5
7313	Heating, refrigeration and air conditioning mechanics	20	0	0.0	0	0.0	0	0.0	10	50.0	10	50.0
7314	Railway carmen/women	10	0	0.0	10	100.0	0	0.0	0	0.0	10	100.0
7321	Automotive service technicians, truck and bus mechanics and mechanical repairers	270	20	7.4	15	5.6	30	11.1	20	7.4	85	31.5

	National Occupations Classification (NOC) 2016	Total Labour Force 15+	Potential Retirements (2016-2021)		Potential Retirements (2021-2026)		Potential Retirements (2026-2031)		Potential Retirements (2031-2036)		Total Potential Retirements (2016-2036)	
			#	%	#	%	#	%	#	%	#	%
7322	Motor vehicle body repairers	25	0	0.0	10	40.0	0	0.0	0	0.0	10	40.0
7333	Electrical mechanics	10	0	0.0	0	0.0	10	100.0	0	0.0	10	100.0
7334	Motorcycle, all-terrain vehicle and other related mechanics	10	0	0.0	0	0.0	10	100.0	0	0.0	10	100.0
7362	Railway conductors and brakemen/women	10	0	0.0	0	0.0	10	100.0	0	0.0	10	100.0
7372	Drillers and blasters - surface mining, quarrying and construction	30	0	0.0	0	0.0	10	33.3	10	33.3	20	66.7
7384	Other trades and related occupations, n.e.c.	15	0	0.0	0	0.0	10	66.7	0	0.0	10	66.7
7511	Transport truck drivers	515	50	9.7	55	10.7	75	14.6	75	14.6	255	49.5
7512	Bus drivers, subway operators and other transit operators	235	15	6.4	45	19.1	55	23.4	30	12.8	145	61.7
7513	Taxi and limousine drivers and chauffeurs	115	15	13.0	10	8.7	15	13.0	0	0.0	40	34.8
7514	Delivery and courier service drivers	145	10	6.9	10	6.9	20	13.8	20	13.8	60	41.4
7521	Heavy equipment operators (except crane)	335	25	7.5	50	14.9	45	13.4	55	16.4	175	52.2
7522	Public works maintenance equipment operators and related workers	45	10	22.2	10	22.2	0	0.0	0	0.0	20	44.4
7531	Railway yard and track maintenance workers	20	0	0.0	0	0.0	0	0.0	10	50.0	10	50.0
7611	Construction trades helpers and labourers	335	25	7.5	20	6.0	35	10.4	25	7.5	105	31.3
7612	Other trades helpers and labourers	15	0	0.0	10	66.7	10	66.7	0	0.0	20	133.3
7621	Public works and maintenance labourers	45	0	0.0	0	0.0	15	33.3	0	0.0	15	33.3
8	**Natural resources, agriculture and related production occupations**	1,790	90	5.0	210	11.7	220	12.3	200	11.2	720	40.2
8211	Supervisors, logging and forestry	20	0	0.0	10	50.0	0	0.0	0	0.0	10	50.0
8221	Supervisors, mining and quarrying	185	15	8.1	50	27.0	30	16.2	50	27.0	145	78.4
8231	Underground production and development miners	980	50	5.1	100	10.2	135	13.8	125	12.8	410	41.8
8255	Contractors and supervisors, landscaping, grounds maintenance and horticulture services	10	0	0.0	0	0.0	10	100.0	0	0.0	10	100.0

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		#	%	#	%	#	%	#	%	#	%
8411 Underground mine service and support workers	90	0	0.0	20	22.2	0	0.0	10	11.1	**30**	**33.3**
8421 Chain saw and skidder operators	10	0	0.0	0	0.0	10	100.0	0	0.0	**10**	**100.0**
8431 General farm workers	10	10	100.0	0	0.0	10	100.0	0	0.0	**20**	**200.0**
8614 Mine labourers	110	0	0.0	15	13.6	15	13.6	10	9.1	**40**	**36.4**
9 **Occupations in manufacturing and utilities**	475	45	9.5	60	12.6	45	9.5	45	9.5	**195**	**41.1**
9212 Supervisors, petroleum, gas and chemical processing and utilities	15	0	0.0	10	66.7	0	0.0	0	0.0	**10**	**66.7**
9215 Supervisors, forest products processing	10	0	0.0	0	0.0	0	0.0	10	100.0	**10**	**100.0**
9232 Central control and process operators, petroleum, gas and chemical processing	10	10	100.0	0	0.0	0	0.0	0	0.0	**10**	**100.0**
9243 Water and waste treatment plant operators	30	0	0.0	10	33.3	0	0.0	0	0.0	**10**	**33.3**
9411 Machine operators, mineral and metal processing	65	10	15.4	0	0.0	0	0.0	10	15.4	**20**	**30.8**
9423 Rubber processing machine operators and related workers	15	0	0.0	10	66.7	0	0.0	10	66.7	**20**	**133.3**
9431 Sawmill machine operators	20	0	0.0	10	50.0	10	50.0	0	0.0	**20**	**100.0**
9436 Lumber graders and other wood processing inspectors and graders	10	0	0.0	0	0.0	10	100.0	0	0.0	**10**	**100.0**
9522 Motor vehicle assemblers, inspectors and testers	20	0	0.0	10	50.0	0	0.0	0	0.0	**10**	**50.0**
9614 Labourers in wood, pulp and paper processing	30	0	0.0	10	33.3	0	0.0	0	0.0	**10**	**33.3**

Source: Statistics Canada Custom Data, 2016

Table 11 – Superior East CFDC, Total Projected Occupational Demand (GNR = 11.27%)

NOC	National Occupations Classification (NOC) - 2016	Total Labour Force 15+	Potential Retirements (2016-2021)		Potential Retirements (2021-2026)		Potential Retirements (2026-2031)		Potential Retirements (2031-2036)		Total Potential Retirements (2016-2036)	
			#	%	#	%	#	%	#	%	#	%
NOC	**OCCUPATIONS**											
	Total – Occupation – National Occupational Classification	6,165	605	9.8	690	11.2	575	9.3	420	6.8	**2,290**	**37.1**
	Occupation – Not applicable[22]	2,025	280	13.8	150	7.4	70	3.5	60	3.0	**560**	**27.7**
	ALL OCCUPATIONS	4,135	325	7.9	535	12.9	505	12.2	365	8.8	**1,730**	**41.8**
0	**Management occupations**	295	30	10.2	60	20.3	45	15.3	25	8.5	**160**	**54.2**
0011	Legislators	10	0	0.0	10	100.0	10	100.0	0	0.0	**20**	**200.0**
0111	Financial managers	20	0	0.0	10	50.0	0	0.0	10	50.0	**20**	**100.0**
0422	School principals and administrators of elementary and secondary education	15	0	0.0	10	66.7	0	0.0	0	0.0	**10**	**66.7**
0423	Managers in social, community and correctional services	10	0	0.0	0	0.0	10	100.0	0	0.0	**10**	**100.0**
0621	Retail and wholesale trade managers	65	0	0.0	0	0.0	20	30.8	0	0.0	**20**	**30.8**
0631	Restaurant and food service managers	25	0	0.0	10	40.0	0	0.0	0	0.0	**10**	**40.0**
0632	Accommodation service managers	15	10	66.7	0	0.0	0	0.0	10	66.7	**20**	**133.3**
0651	Managers in customer and personal services, n.e.c.	10	10	100.0	0	0.0	0	0.0	0	0.0	**10**	**100.0**
0712	Home building and renovation managers	10	0	0.0	10	100.0	0	0.0	0	0.0	**10**	**100.0**
0714	Facility operation and maintenance managers	15	0	0.0	10	66.7	0	0.0	0	0.0	**10**	**66.7**
0731	Managers in transportation	10	0	0.0	0	0.0	10	100.0	10	100.0	**20**	**200.0**
0911	Manufacturing managers	10	0	0.0	0	0.0	0	0.0	10	100.0	**10**	**100.0**
1	**Business, finance and administration occupations**	480	45	9.4	55	11.5	65	13.5	55	11.5	**220**	**45.8**

[22] Includes unemployed persons aged 15 years and over who have never worked for pay or in self-employment, or who had last worked prior to January 1, 2015

	National Occupations Classification (NOC) - 2016	Total Labour Force 15+	Potential Retirements (2016-2021)		Potential Retirements (2021-2026)		Potential Retirements (2026-2031)		Potential Retirements (2031-2036)		Total Potential Retirements (2016-2036)	
			#	%	#	%	#	%	#	%	#	%
1215	Supervisors, supply chain, tracking and scheduling co-ordination occupations	15	0	0.0	0	0.0	0	0.0	10	66.7	**10**	**66.7**
1221	Administrative officers	40	0	0.0	10	25.0	10	25.0	10	25.0	**30**	**75.0**
1241	Administrative assistants	65	20	30.8	10	15.4	0	0.0	10	15.4	**40**	**61.5**
1311	Accounting technicians and bookkeepers	60	10	16.7	10	16.7	0	0.0	10	16.7	**30**	**50.0**
1411	General office support workers	80	10	12.5	0	0.0	10	12.5	10	12.5	**30**	**37.5**
1414	Receptionists	55	10	18.2	10	18.2	10	18.2	0	0.0	**30**	**54.5**
1431	Accounting and related clerks	15	0	0.0	10	66.7	0	0.0	10	66.7	**20**	**133.3**
1454	Survey interviewers and statistical clerks	40	0	0.0	15	37.5	0	0.0	0	0.0	**15**	**37.5**
1511	Mail, postal and related workers	15	0	0.0	0	0.0	10	66.7	10	66.7	**20**	**133.3**
1521	Shippers and receivers	10	0	0.0	0	0.0	0	0.0	10	100.0	**10**	**100.0**
2	**Natural and applied sciences and related occupations**	**205**	**15**	**7.3**	**0**	**0.0**	**20**	**9.8**	**20**	**9.8**	**55**	**26.8**
2212	Geological and mineral technologists and technicians	20	0	0.0	0	0.0	10	50.0	0	0.0	**10**	**50.0**
2271	Air pilots, flight engineers and flying instructors	10	10	100.0	0	0.0	0	0.0	0	0.0	**10**	**100.0**
3	**Health occupations**	220	10	4.5	25	11.4	25	11.4	30	13.6	**90**	**40.9**
3012	Registered nurses and registered psychiatric nurses	95	10	10.5	10	10.5	0	0.0	10	10.5	**30**	**31.6**
3211	Medical laboratory technologists	10	0	0.0	0	0.0	10	100.0	0	0.0	**10**	**100.0**
3219	Other medical technologists and technicians (except dental health)	10	0	0.0	0	0.0	10	100.0	0	0.0	**10**	**100.0**
3233	Licensed practical nurses	15	0	0.0	0	0.0	0	0.0	10	66.7	**10**	**66.7**
4	**Occupations in education, law and social, community and government services**	545	25	4.6	55	10.1	55	10.1	30	5.5	**165**	**30.3**
4021	College and other vocational instructors	10	0	0.0	10	100.0	0	0.0	0	0.0	**10**	**100.0**
4032	Elementary school and kindergarten teachers	90	10	11.1	0	0.0	15	16.7	10	11.1	**35**	**38.9**
4033	Educational counsellors	10	0	0.0	0	0.0	10	100.0	0	0.0	**10**	**100.0**

	National Occupations Classification (NOC) - 2016	Total Labour Force 15+	Potential Retirements (2016-2021)		Potential Retirements (2021-2026)		Potential Retirements (2026-2031)		Potential Retirements (2031-2036)		Total Potential Retirements (2016-2036)	
			#	%	#	%	#	%	#	%	#	%
4156	Employment counsellors	15	0	0.0	0	0.0	0	0.0	10	66.7	**10**	**66.7**
4212	Social and community service workers	35	0	0.0	10	28.6	10	28.6	0	0.0	**20**	**57.1**
4411	Home child care providers	20	0	0.0	0	0.0	10	50.0	0	0.0	**10**	**50.0**
4412	Home support workers, housekeepers and related occupations	20	0	0.0	10	50.0	10	50.0	0	0.0	**20**	**100.0**
4413	Elementary and secondary school teacher assistants	50	0	0.0	15	30.0	0	0.0	0	0.0	**15**	**30.0**
6	**Sales and service occupations**	960	90	9.4	110	11.5	75	7.8	65	6.8	**340**	**35.4**
6316	Other services supervisors	10	10	100.0	0	0.0	0	0.0	0	0.0	**10**	**100.0**
6332	Bakers	15	0	0.0	0	0.0	10	66.7	10	66.7	**20**	**133.3**
6341	Hairstylists and barbers	15	0	0.0	10	66.7	0	0.0	0	0.0	**10**	**66.7**
6513	Food and beverage servers	75	0	0.0	15	20.0	10	13.3	0	0.0	**25**	**33.3**
6525	Hotel front desk clerks	25	10	40.0	10	40.0	10	40.0	0	0.0	**30**	**120.0**
6551	Customer services representatives - financial institutions	25	0	0.0	0	0.0	0	0.0	10	40.0	**10**	**40.0**
6731	Light duty cleaners	90	10	11.1	10	11.1	20	22.2	0	0.0	**40**	**44.4**
6733	Janitors, caretakers and building superintendents	90	15	16.7	20	22.2	0	0.0	10	11.1	**45**	**50.0**
7	**Trades, transport and equipment operators and related occupations**	890	75	8.4	150	16.9	160	18.0	95	10.7	**480**	**53.9**
7205	Contractors and supervisors, other construction trades, installers, repairers and servicers	10	0	0.0	0	0.0	0	0.0	10	100.0	**10**	**100.0**
7237	Welders and related machine operators	45	0	0.0	0	0.0	10	22.2	10	22.2	**20**	**44.4**
7242	Industrial electricians	30	0	0.0	10	33.3	0	0.0	0	0.0	**10**	**33.3**
7311	Construction millwrights and industrial mechanics	65	10	15.4	10	15.4	25	38.5	10	15.4	**55**	**84.6**
7314	Railway carmen/women	10	0	0.0	0	0.0	10	100.0	0	0.0	**10**	**100.0**
7321	Automotive service technicians, truck and bus mechanics and mechanical repairers	40	10	25.0	15	37.5	10	25.0	0	0.0	**35**	**87.5**

	National Occupations Classification (NOC) - 2016	Total Labour Force 15+	Potential Retirements (2016-2021)		Potential Retirements (2021-2026)		Potential Retirements (2026-2031)		Potential Retirements (2031-2036)		Total Potential Retirements (2016-2036)	
			#	%	#	%	#	%	#	%	#	%
7322	Motor vehicle body repairers	10	10	100.0	0	0.0	0	0.0	10	100.0	20	200.0
7361	Railway and yard locomotive engineers	30	0	0.0	0	0.0	20	66.7	10	33.3	30	100.0
7362	Railway conductors and brakemen/women	50	10	20.0	10	20.0	0	0.0	15	30.0	35	70.0
7371	Crane operators	15	0	0.0	0	0.0	0	0.0	10	66.7	10	66.7
7384	Other trades and related occupations, n.e.c.	10	10	100.0	0	0.0	0	0.0	0	0.0	10	100.0
7511	Transport truck drivers	110	10	9.1	20	18.2	30	27.3	0	0.0	60	54.5
7512	Bus drivers, subway operators and other transit operators	20	0	0.0	0	0.0	10	50.0	0	0.0	10	50.0
7521	Heavy equipment operators (except crane)	70	20	28.6	10	14.3	20	28.6	10	14.3	60	85.7
7531	Railway yard and track maintenance workers	20	0	0.0	10	50.0	0	0.0	10	50.0	20	100.0
7611	Construction trades helpers and labourers	60	0	0.0	10	16.7	10	16.7	0	0.0	20	33.3
7621	Public works and maintenance labourers	15	0	0.0	0	0.0	10	66.7	0	0.0	10	66.7
8	**Natural resources, agriculture and related production occupations**	330	20	6.1	40	12.1	30	9.1	40	12.1	130	39.4
8211	Supervisors, logging and forestry	35	0	0.0	0	0.0	15	42.9	10	28.6	25	71.4
8221	Supervisors, mining and quarrying	20	0	0.0	10	50.0	0	0.0	10	50.0	20	100.0
8231	Underground production and development miners	85	10	11.8	10	11.8	10	11.8	0	0.0	30	35.3
8421	Chain saw and skidder operators	10	10	100.0	0	0.0	0	0.0	0	0.0	10	100.0
8614	Mine labourers	30	0	0.0	10	33.3	0	0.0	10	33.3	20	66.7
8616	Logging and forestry labourers	30	0	0.0	0	0.0	10	33.3	10	33.3	20	66.7
9	**Occupations in manufacturing and utilities**	185	10	5.4	35	18.9	25	13.5	15	8.1	85	45.9
9215	Supervisors, forest products processing	30	10	33.3	10	33.3	0	0.0	0	0.0	20	66.7
9241	Power engineers and power systems operators	10	0	0.0	0	0.0	10	100.0	0	0.0	10	100.0
9431	Sawmill machine operators	35	0	0.0	10	28.6	10	28.6	0	0.0	20	57.1
9436	Lumber graders and other wood processing inspectors and graders	15	0	0.0	10	66.7	0	0.0	0	0.0	10	66.7
9614	Labourers in wood, pulp and paper processing	35	0	0.0	0	0.0	10	28.6	10	28.6	20	57.1

Source: Statistics Canada Custom Data, 2016

Table 12 – South Temiskaming CFDC, Total Projected Occupational Demand (GNR = 6.7%)

NOC	National Occupations Classification (NOC) - 2016 / OCCUPATIONS	Total Labour Force 15+	Potential Retirements (2016-2021)		Potential Retirements (2021-2026)		Potential Retirements (2026-2031)		Potential Retirements (2031-2036)		Total Potential Retirements (2016-2036)	
			#	%	#	%	#	%	#	%	#	%
	Total – Occupation – National Occupational Classification	15,145	1,440	9.5	1,660	11.0	1,415	9.3	1,055	7.0	**5,570**	**36.8**
	Occupation – Not applicable[23]	5,385	550	10.2	450	8.4	240	4.5	155	2.9	**1,395**	**25.9**
	ALL OCCUPATIONS	9,760	885	9.1	1215	12.4	1165	11.9	905	9.3	**4,170**	**42.7**
0	**Management occupations**	995	115	11.6	205	20.6	115	11.6	110	11.1	**545**	**54.8**
0012	Senior government managers and officials	15	0	0.0	0	0.0	0	0.0	10	66.7	**10**	**66.7**
0013	Senior managers - financial, communications and other business services	30	0	0.0	10	33.3	0	0.0	10	33.3	**20**	**66.7**
0014	Senior managers - health, education, social and community services and membership organizations	15	0	0.0	0	0.0	10	66.7	10	66.7	**20**	**133.3**
0015	Senior managers - trade, broadcasting and other services, n.e.c.	15	10	66.7	0	0.0	0	0.0	0	0.0	**10**	**66.7**
0016	Senior managers - construction, transportation, production and utilities	35	0	0.0	25	71.4	0	0.0	0	0.0	**25**	**71.4**
0111	Financial managers	25	10	40.0	0	0.0	0	0.0	0	0.0	**10**	**40.0**
0112	Human resources managers	10	0	0.0	0	0.0	0	0.0	10	100.0	**10**	**100.0**
0122	Banking, credit and other investment managers	10	0	0.0	0	0.0	0	0.0	10	100.0	**10**	**100.0**
0423	Managers in social, community and correctional services	10	0	0.0	0	0.0	0	0.0	10	100.0	**10**	**100.0**
0511	Library, archive, museum and art gallery managers	10	10	100.0	0	0.0	0	0.0	0	0.0	**10**	**100.0**

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[23] Includes unemployed persons aged 15 years and over who have never worked for pay or in self-employment, or who had last worked prior to January 1, 2015

	National Occupations Classification (NOC) - 2016	Total Labour Force 15+	Potential Retirements (2016-2021)		Potential Retirements (2021-2026)		Potential Retirements (2026-2031)		Potential Retirements (2031-2036)		Total Potential Retirements (2016-2036)	
			#	%	#	%	#	%	#	%	#	%
0601	Corporate sales managers	10	0	0.0	0	0.0	0	0.0	10	100.0	10	100.0
0621	Retail and wholesale trade managers	225	25	11.1	40	17.8	40	17.8	35	15.6	140	62.2
0631	Restaurant and food service managers	50	10	20.0	10	20.0	0	0.0	0	0.0	20	40.0
0632	Accomodation service managers	60	0	0.0	20	33.3	15	25.0	10	16.7	45	75.0
0651	Managers in customer and personal services, n.e.c.	10	0	0.0	0	0.0	10	100.0	0	0.0	10	100.0
0731	Managers in transportation	15	0	0.0	10	66.7	0	0.0	0	0.0	10	66.7
0811	Managers in natural resources production and fishing	20	0	0.0	10	50.0	10	50.0	0	0.0	20	100.0
0821	Managers in agriculture	245	35	14.3	50	20.4	20	8.2	15	6.1	120	49.0
1	**Business, finance and administration occupations**	1,195	120	10.0	175	14.6	180	15.1	135	11.3	610	51.0
1111	Financial auditors and accountants	40	15	37.5	0	0.0	0	0.0	0	0.0	15	37.5
1114	Other financial officers	35	0	0.0	0	0.0	10	28.6	10	28.6	20	57.1
1121	Human resources professionals	10	0	0.0	10	100.0	0	0.0	0	0.0	10	100.0
1123	Professional occupations in advertising, marketing and public relations	30	0	0.0	0	0.0	15	50.0	0	0.0	15	50.0
1212	Supervisors, finance and insurance office workers	10	10	100.0	0	0.0	0	0.0	0	0.0	10	100.0
1214	Supervisors, mail and message distribution occupations	30	0	0.0	15	50.0	0	0.0	0	0.0	15	50.0
1215	Supervisors, supply chain, tracking and scheduling co-ordination occupations	15	0	0.0	10	66.7	0	0.0	0	0.0	10	66.7
1221	Administrative officers	130	10	7.7	10	7.7	25	19.2	0	0.0	45	34.6
1222	Executive assistants	15	0	0.0	10	66.7	0	0.0	0	0.0	10	66.7
1223	Human resources and recruitment officers	10	10	100.0	0	0.0	0	0.0	0	0.0	10	100.0
1225	Purchasing agents and officers	25	10	40.0	0	0.0	0	0.0	0	0.0	10	40.0
1226	Conference and event planners	10	0	0.0	10	100.0	0	0.0	0	0.0	10	100.0
1227	Court officers and justices of the peace	15	0	0.0	0	0.0	10	66.7	10	66.7	20	133.3

	National Occupations Classification (NOC) - 2016	Total Labour Force 15+	Potential Retirements (2016-2021)		Potential Retirements (2021-2026)		Potential Retirements (2026-2031)		Potential Retirements (2031-2036)		Total Potential Retirements (2016-2036)	
			#	%	#	%	#	%	#	%	#	%
1241	Administrative assistants	95	0	0.0	15	15.8	15	15.8	25	26.3	55	57.9
1242	Legal administrative assistants	20	10	50.0	0	0.0	0	0.0	0	0.0	10	50.0
1243	Medical administrative assistants	35	0	0.0	0	0.0	10	28.6	10	28.6	20	57.1
1252	Health information management occupations	10	0	0.0	0	0.0	0	0.0	10	100.0	10	100.0
1311	Accounting technicians and bookkeepers	95	0	0.0	35	36.8	15	15.8	15	15.8	65	68.4
1312	Insurance adjusters and claims examiners	10	0	0.0	0	0.0	10	100.0	0	0.0	10	100.0
1411	General office support workers	155	10	6.5	25	16.1	15	9.7	15	9.7	65	41.9
1414	Receptionists	75	15	20.0	10	13.3	10	13.3	0	0.0	35	46.7
1431	Accounting and related clerks	65	15	23.1	10	15.4	10	15.4	0	0.0	35	53.8
1432	Payroll administrators	25	0	0.0	0	0.0	10	40.0	10	40.0	20	80.0
1511	Mail, postal and related workers	15	0	0.0	10	66.7	0	0.0	0	0.0	10	66.7
1513	Couriers, messengers and door-to-door distributors	15	0	0.0	0	0.0	10	66.7	0	0.0	10	66.7
1521	Shippers and receivers	35	10	28.6	10	28.6	0	0.0	0	0.0	20	57.1
1522	Storekeepers and partspersons	30	0	0.0	10	33.3	10	33.3	0	0.0	20	66.7
1525	Dispatchers	15	10	66.7	0	0.0	0	0.0	0	0.0	10	66.7
2	**Natural and applied sciences and related occupations**	405	50	12.3	35	8.6	60	14.8	40	9.9	185	45.7
2122	Forestry professionals	10	0	0.0	0	0.0	10	100.0	0	0.0	10	100.0
2154	Land surveyors	15	0	0.0	10	66.7	0	0.0	0	0.0	10	66.7
2171	Information systems analysts and consultants	10	0	0.0	0	0.0	0	0.0	10	100.0	10	100.0
2172	Database analysts and data administrators	15	0	0.0	0	0.0	10	66.7	0	0.0	10	66.7
2212	Geological and mineral technologists and technicians	15	10	66.7	0	0.0	0	0.0	0	0.0	10	66.7
2223	Forestry technologists and technicians	20	0	0.0	15	75.0	0	0.0	0	0.0	15	75.0
2224	Conservation and fishery officers	20	0	0.0	10	50.0	0	0.0	0	0.0	10	50.0
2234	Construction estimators	25	0	0.0	0	0.0	10	40.0	0	0.0	10	40.0
2242	Electronic service technicians (household and business equipment)	45	10	22.2	0	0.0	15	33.3	10	22.2	35	77.8

	National Occupations Classification (NOC) - 2016	Total Labour Force 15+	Potential Retirements (2016-2021)		Potential Retirements (2021-2026)		Potential Retirements (2026-2031)		Potential Retirements (2031-2036)		Total Potential Retirements (2016-2036)	
			#	%	#	%	#	%	#	%	#	%
2243	Industrial instrument technicians and mechanics	20	10	50.0	0	0.0	10	50.0	0	0.0	**20**	**100.0**
2261	Non-destructive testers and inspection technicians	10	10	100.0	0	0.0	0	0.0	0	0.0	**10**	**100.0**
2281	Computer network technicians	25	10	40.0	0	0.0	0	0.0	0	0.0	**10**	**40.0**
3	**Health occupations**	705	55	7.8	85	12.1	95	13.5	80	11.3	**315**	**44.7**
3011	Nursing co-ordinators and supervisors	15	10	66.7	0	0.0	0	0.0	0	0.0	**10**	**66.7**
3012	Registered nurses and registered psychiatric nurses	180	25	13.9	15	8.3	10	5.6	30	16.7	**80**	**44.4**
3112	General practitioners and family physicians	35	0	0.0	10	28.6	10	28.6	0	0.0	**20**	**57.1**
3113	Dentists	20	10	50.0	0	0.0	0	0.0	0	0.0	**10**	**50.0**
3121	Optometrists	10	0	0.0	0	0.0	0	0.0	10	100.0	**10**	**100.0**
3124	Allied primary health practitioners	10	0	0.0	0	0.0	0	0.0	10	100.0	**10**	**100.0**
3131	Pharmacists	10	0	0.0	0	0.0	10	100.0	0	0.0	**10**	**100.0**
3142	Physiotherapists	10	0	0.0	0	0.0	10	100.0	0	0.0	**10**	**100.0**
3211	Medical laboratory technologists	15	0	0.0	0	0.0	15	100.0	0	0.0	**15**	**100.0**
3219	Other medical technologists and technicians (except dental health)	50	0	0.0	15	30.0	10	20.0	10	20.0	**35**	**70.0**
3222	Dental hygienists and dental therapists	20	0	0.0	0	0.0	10	50.0	0	0.0	**10**	**50.0**
3236	Massage therapists	20	0	0.0	0	0.0	10	50.0	0	0.0	**10**	**50.0**
3237	Other technical occupations in therapy and assessment	25	0	0.0	10	40.0	0	0.0	0	0.0	**10**	**40.0**
3413	Nurse aides, orderlies and patient service associates	155	0	0.0	15	9.7	25	16.1	10	6.5	**50**	**32.3**
4	**Occupations in education, law and social, community and government services**	1,140	50	4.4	110	9.6	125	11.0	140	12.3	**425**	**37.3**
4031	Secondary school teachers	90	0	0.0	10	11.1	20	22.2	15	16.7	**45**	**50.0**
4032	Elementary school and kindergarten teachers	230	10	4.3	15	6.5	25	10.9	30	13.0	**80**	**34.8**
4033	Educational counsellors	15	0	0.0	10	66.7	0	0.0	0	0.0	**10**	**66.7**

National Occupations Classification (NOC) - 2016		Total Labour Force 15+	Potential Retirements (2016-2021)		Potential Retirements (2021-2026)		Potential Retirements (2026-2031)		Potential Retirements (2031-2036)		Total Potential Retirements (2016-2036)	
			#	%	#	%	#	%	#	%	#	%
4152	Social workers	25	0	0.0	0	0.0	0	0.0	10	40.0	**10**	**40.0**
4153	Family, marriage and other related counsellors	30	10	33.3	0	0.0	0	0.0	0	0.0	**10**	**33.3**
4163	Business development officers and marketing researchers and consultants	15	0	0.0	0	0.0	0	0.0	10	66.7	**10**	**66.7**
4165	Health policy researchers, consultants and program officers	15	0	0.0	0	0.0	10	66.7	0	0.0	**10**	**66.7**
4166	Education policy researchers, consultants and program officers	20	0	0.0	0	0.0	0	0.0	10	50.0	**10**	**50.0**
4212	Social and community service workers	110	0	0.0	0	0.0	15	13.6	20	18.2	**35**	**31.8**
4215	Instructors of persons with disabilities	15	0	0.0	0	0.0	10	66.7	0	0.0	**10**	**66.7**
4311	Police officers (except commissioned)	60	0	0.0	10	16.7	10	16.7	10	16.7	**30**	**50.0**
4411	Home child care providers	55	0	0.0	10	18.2	10	18.2	0	0.0	**20**	**36.4**
4413	Elementary and secondary school teacher assistants	85	10	11.8	15	17.6	0	0.0	15	17.6	**40**	**47.1**
5	**Occupations in art, culture, recreation and sport**	130	10	7.7	20	15.4	10	7.7	0	0.0	**40**	**30.8**
5111	Librarians	10	0	0.0	10	100.0	0	0.0	0	0.0	**10**	**100.0**
6	**Sales and service occupations**	2,205	185	8.4	195	8.8	260	11.8	130	5.9	**770**	**34.9**
6221	Technical sales specialists - wholesale trade	30	0	0.0	0	0.0	0	0.0	10	33.3	**10**	**33.3**
6231	Insurance agents and brokers	25	0	0.0	10	40.0	0	0.0	10	40.0	**20**	**80.0**
6315	Cleaning supervisors	10	0	0.0	10	100.0	0	0.0	10	100.0	**20**	**200.0**
6322	Cooks	95	0	0.0	10	10.5	20	21.1	10	10.5	**40**	**42.1**
6341	Hairstylists and barbers	55	0	0.0	0	0.0	10	18.2	10	18.2	**20**	**36.4**
6345	Upholsterers	10	0	0.0	0	0.0	0	0.0	10	100.0	**10**	**100.0**
6411	Sales and account representatives - wholesale trade (non-technical)	20	10	50.0	0	0.0	10	50.0	0	0.0	**20**	**100.0**
6421	Retail salespersons	355	35	9.9	20	5.6	35	9.9	35	9.9	**125**	**35.2**
6513	Food and beverage servers	95	10	10.5	25	26.3	10	10.5	0	0.0	**45**	**47.4**

	National Occupations Classification (NOC) - 2016	Total Labour Force 15+	Potential Retirements (2016-2021)		Potential Retirements (2021-2026)		Potential Retirements (2026-2031)		Potential Retirements (2031-2036)		Total Potential Retirements (2016-2036)	
			#	%	#	%	#	%	#	%	#	%
6525	Hotel front desk clerks	25	0	0.0	10	40.0	0	0.0	0	0.0	**10**	**40.0**
6541	Security guards and related security service occupations	25	0	0.0	0	0.0	10	40.0	0	0.0	**10**	**40.0**
6551	Customer services representatives - financial institutions	45	0	0.0	0	0.0	10	22.2	10	22.2	**20**	**44.4**
6552	Other customer and information services representatives	75	0	0.0	10	13.3	20	26.7	0	0.0	**30**	**40.0**
6622	Store shelf stockers, clerks and order fillers	110	0	0.0	15	13.6	10	9.1	10	9.1	**35**	**31.8**
6731	Light duty cleaners	225	30	13.3	15	6.7	55	24.4	20	8.9	**120**	**53.3**
6732	Specialized cleaners	15	0	0.0	0	0.0	10	66.7	0	0.0	**10**	**66.7**
6733	Janitors, caretakers and building superintendents	255	45	17.6	50	19.6	30	11.8	0	0.0	**125**	**49.0**
7	**Trades, transport and equipment operators and related occupations**	1,960	230	11.7	260	13.3	235	12.0	160	8.2	**885**	**45.2**
7201	Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations	20	10	50.0	10	50.0	0	0.0	0	0.0	**20**	**100.0**
7204	Contractors and supervisors, carpentry trades	20	0	0.0	10	50.0	0	0.0	0	0.0	**10**	**50.0**
7205	Contractors and supervisors, other construction trades, installers, repairers and servicers	30	0	0.0	0	0.0	10	33.3	0	0.0	**10**	**33.3**
7231	Machinists and machining and tooling inspectors	20	0	0.0	10	50.0	0	0.0	0	0.0	**10**	**50.0**
7237	Welders and related machine operators	125	20	16.0	30	24.0	0	0.0	15	12.0	**65**	**52.0**
7241	Electricians (except industrial and power system)	20	0	0.0	0	0.0	0	0.0	10	50.0	**10**	**50.0**
7242	Industrial electricians	10	0	0.0	0	0.0	10	100.0	0	0.0	**10**	**100.0**
7244	Electrical power line and cable workers	25	0	0.0	10	40.0	0	0.0	0	0.0	**10**	**40.0**
7246	Telecommunications installation and repair workers	20	0	0.0	0	0.0	0	0.0	10	50.0	**10**	**50.0**

	National Occupations Classification (NOC) - 2016	Total Labour Force 15+	Potential Retirements (2016-2021)		Potential Retirements (2021-2026)		Potential Retirements (2026-2031)		Potential Retirements (2031-2036)		Total Potential Retirements (2016-2036)	
			#	%	#	%	#	%	#	%	#	%
7271	Carpenters	115	20	17.4	10	8.7	20	17.4	0	0.0	**50**	**43.5**
7281	Bricklayers	20	10	50.0	0	0.0	0	0.0	10	50.0	**20**	**100.0**
7301	Contractors and supervisors, mechanic trades	30	10	33.3	0	0.0	0	0.0	10	33.3	**20**	**66.7**
7302	Contractors and supervisors, heavy equipment operator crews	60	20	33.3	0	0.0	10	16.7	10	16.7	**40**	**66.7**
7311	Construction millwrights and industrial mechanics	130	10	7.7	25	19.2	20	15.4	10	7.7	**65**	**50.0**
7312	Heavy-duty equipment mechanics	30	0	0.0	0	0.0	10	33.3	0	0.0	**10**	**33.3**
7321	Automotive service technicians, truck and bus mechanics and mechanical repairers	110	0	0.0	20	18.2	10	9.1	10	9.1	**40**	**36.4**
7322	Motor vehicle body repairers	15	10	66.7	0	0.0	0	0.0	10	66.7	**20**	**133.3**
7372	Drillers and blasters - surface mining, quarrying and construction	15	0	0.0	0	0.0	10	66.7	0	0.0	**10**	**66.7**
7381	Printing press operators	10	0	0.0	0	0.0	10	100.0	0	0.0	**10**	**100.0**
7384	Other trades and related occupations, n.e.c.	10	0	0.0	10	100.0	10	100.0	0	0.0	**20**	**200.0**
7441	Residential and commercial installers and servicers	35	0	0.0	0	0.0	10	28.6	10	28.6	**20**	**57.1**
7442	Waterworks and gas maintenance workers	10	0	0.0	10	100.0	0	0.0	0	0.0	**10**	**100.0**
7452	Material handlers	40	0	0.0	10	25.0	10	25.0	0	0.0	**20**	**50.0**
7511	Transport truck drivers	215	50	23.3	35	16.3	35	16.3	15	7.0	**135**	**62.8**
7512	Bus drivers, subway operators and other transit operators	75	20	26.7	10	13.3	0	0.0	10	13.3	**40**	**53.3**
7514	Delivery and courier service drivers	75	10	13.3	10	13.3	15	20.0	10	13.3	**45**	**60.0**
7521	Heavy equipment operators (except crane)	155	25	16.1	35	22.6	0	0.0	15	9.7	**75**	**48.4**
7522	Public works maintenance equipment operators and related workers	30	0	0.0	10	33.3	10	33.3	10	33.3	**30**	**100.0**
7531	Railway yard and track maintenance workers	15	0	0.0	0	0.0	10	66.7	0	0.0	**10**	**66.7**
7621	Public works and maintenance labourers	45	0	0.0	10	22.2	10	22.2	0	0.0	**20**	**44.4**
8	**Natural resources, agriculture and related production occupations**	**635**	**60**	**9.4**	**60**	**9.4**	**50**	**7.9**	**45**	**7.1**	**215**	**33.9**

	National Occupations Classification (NOC) - 2016	Total Labour Force 15+	Potential Retirements (2016-2021)		Potential Retirements (2021-2026)		Potential Retirements (2026-2031)		Potential Retirements (2031-2036)		Total Potential Retirements (2016-2036)	
			#	%	#	%	#	%	#	%	#	%
8221	Supervisors, mining and quarrying	25	10	40.0	10	40.0	10	40.0	0	0.0	30	120.0
8232	Oil and gas well drillers, servicers, testers and related workers	25	10	40.0	0	0.0	0	0.0	0	0.0	10	40.0
8241	Logging machinery operators	25	0	0.0	0	0.0	0	0.0	10	40.0	10	40.0
8255	Contractors and supervisors, landscaping, grounds maintenance and horticulture services	10	0	0.0	10	100.0	0	0.0	0	0.0	10	100.0
8411	Underground mine service and support workers	15	0	0.0	10	66.7	0	0.0	0	0.0	10	66.7
8421	Chain saw and skidder operators	20	10	50.0	0	0.0	10	50.0	10	50.0	30	150.0
8422	Silviculture and forestry workers	10	10	100.0	0	0.0	0	0.0	0	0.0	10	100.0
8432	Nursery and greenhouse workers	15	0	0.0	10	66.7	0	0.0	10	66.7	20	133.3
9	**Occupations in manufacturing and utilities**	380	25	6.6	60	15.8	40	10.5	45	11.8	170	44.7
9411	Machine operators, mineral and metal processing	10	0	0.0	0	0.0	10	100.0	0	0.0	10	100.0
9414	Concrete, clay and stone forming operators	10	0	0.0	0	0.0	10	100.0	0	0.0	10	100.0
9423	Rubber processing machine operators and related workers	10	0	0.0	0	0.0	0	0.0	10	100.0	10	100.0
9431	Sawmill machine operators	30	0	0.0	10	33.3	0	0.0	10	33.3	20	66.7
9434	Other wood processing machine operators	25	0	0.0	0	0.0	10	40.0	10	40.0	20	80.0
9436	Lumber graders and other wood processing inspectors and graders	10	10	100.0	0	0.0	0	0.0	0	0.0	10	100.0
9521	Aircraft assemblers and aircraft assembly inspectors	10	0	0.0	10	100.0	0	0.0	0	0.0	10	100.0
9532	Furniture and fixture assemblers and inspectors	25	0	0.0	15	60.0	10	40.0	0	0.0	25	100.0
9611	Labourers in mineral and metal processing	15	10	66.7	0	0.0	0	0.0	0	0.0	10	66.7
9619	Other labourers in processing, manufacturing and utilities	55	10	18.2	10	18.2	0	0.0	0	0.0	20	36.4

Source: Statistics Canada Custom Data, 2016

Table 13 – North Claybelt CFDC, Total Projected Occupational Demand (GNR = 7.3%)

NOC	National Occupations Classification (NOC) - 2016	Total Labour Force 15+	Potential Retirements (2016-2021)		Potential Retirements (2021-2026)		Potential Retirements (2026-2031)		Potential Retirements (2031-2036)		Total Potential Retirements (2016-2036)	
			#	%	#	%	#	%	#	%	#	%
NOC	**OCCUPATIONS**											
	Total – Occupation – National Occupational Classification	19,355	1,910	9.9	2,180	11.3	2,000	10.3	1,505	7.8	**7,595**	**39.2**
	Occupation – Not applicable[24]	7,455	1,005	13.5	650	8.7	405	5.4	235	3.2	**2,295**	**30.8**
	ALL OCCUPATIONS	11,905	910	7.6	1,525	12.8	1,595	13.4	1,270	10.7	**5,300**	**44.5**
0	**Management occupations**	990	80	8.1	165	16.7	175	17.7	130	13.1	**550**	**55.6**
0013	Senior managers - financial, communications and other business services	15	0	0.0	0	0.0	10	66.7	0	0.0	**10**	**66.7**
0014	Senior managers - health, education, social and community services and membership organizations	30	0	0.0	0	0.0	10	33.3	10	33.3	**20**	**66.7**
0015	Senior managers - trade, broadcasting and other services, n.e.c.	20	0	0.0	10	50.0	15	75.0	0	0.0	**25**	**125.0**
0016	Senior managers - construction, transportation, production and utilities	15	0	0.0	10	66.7	10	66.7	0	0.0	**20**	**133.3**
0112	Human resources managers	35	10	28.6	10	28.6	10	28.6	10	28.6	**40**	**114.3**
0122	Banking, credit and other investment managers	25	0	0.0	10	40.0	0	0.0	0	0.0	**10**	**40.0**
0412	Government managers - economic analysis, policy development and program administration	10	0	0.0	0	0.0	0	0.0	10	100.0	**10**	**100.0**
0422	School principals and administrators of elementary and secondary education	25	0	0.0	0	0.0	0	0.0	10	40.0	**10**	**40.0**

[24] Includes unemployed persons aged 15 years and over who have never worked for pay or in self-employment, or who had last worked prior to January 1, 2015

National Occupations Classification (NOC) - 2016	Total Labour Force 15+	Potential Retirements (2016-2021)		Potential Retirements (2021-2026)		Potential Retirements (2026-2031)		Potential Retirements (2031-2036)		Total Potential Retirements (2016-2036)	
		#	%	#	%	#	%	#	%	#	%
0423 Managers in social, community and correctional services	15	0	0.0	0	0.0	0	0.0	10	66.7	**10**	**66.7**
0431 Commissioned police officers	10	0	0.0	0	0.0	0	0.0	10	100.0	**10**	**100.0**
0621 Retail and wholesale trade managers	270	20	7.4	50	18.5	45	16.7	30	11.1	**145**	**53.7**
0631 Restaurant and food service managers	110	0	0.0	35	31.8	20	18.2	0	0.0	**55**	**50.0**
0632 Accommodation service managers	20	10	50.0	0	0.0	10	50.0	0	0.0	**20**	**100.0**
0651 Managers in customer and personal services, n.e.c.	15	0	0.0	10	66.7	10	66.7	0	0.0	**20**	**133.3**
0711 Construction managers	75	0	0.0	10	13.3	10	13.3	10	13.3	**30**	**40.0**
0712 Home building and renovation managers	15	10	66.7	0	0.0	0	0.0	0	0.0	**10**	**66.7**
0714 Facility operation and maintenance managers	35	0	0.0	10	28.6	10	28.6	0	0.0	**20**	**57.1**
0821 Managers in agriculture	75	15	20.0	20	26.7	15	20.0	0	0.0	**50**	**66.7**
0911 Manufacturing managers	30	10	33.3	10	33.3	0	0.0	10	33.3	**30**	**100.0**
1 Business, finance and administration occupations	1250	85	6.8	230	18.4	205	16.4	140	11.2	**660**	**52.8**
1111 Financial auditors and accountants	20	10	50.0	0	0.0	10	50.0	0	0.0	**20**	**100.0**
1114 Other financial officers	35	0	0.0	0	0.0	15	42.9	10	28.6	**25**	**71.4**
1121 Human resources professionals	25	0	0.0	0	0.0	0	0.0	15	60.0	**15**	**60.0**
1123 Professional occupations in advertising, marketing and public relations	10	0	0.0	0	0.0	0	0.0	10	100.0	**10**	**100.0**
1213 Supervisors, library, correspondence and related information workers	15	15	100.0	0	0.0	0	0.0	0	0.0	**15**	**100.0**
1221 Administrative officers	130	0	0.0	25	19.2	0	0.0	20	15.4	**45**	**34.6**
1222 Executive assistants	30	0	0.0	10	33.3	0	0.0	0	0.0	**10**	**33.3**
1223 Human resources and recruitment officers	15	10	66.7	0	0.0	0	0.0	0	0.0	**10**	**66.7**
1224 Property administrators	25	0	0.0	10	40.0	10	40.0	0	0.0	**20**	**80.0**
1241 Administrative assistants	145	0	0.0	25	17.2	30	20.7	10	6.9	**65**	**44.8**
1242 Legal administrative assistants	20	0	0.0	0	0.0	10	50.0	0	0.0	**10**	**50.0**
1243 Medical administrative assistants	45	10	22.2	10	22.2	15	33.3	0	0.0	**35**	**77.8**

NOC	National Occupations Classification (NOC) - 2016	Total Labour Force 15+	Potential Retirements (2016-2021)		Potential Retirements (2021-2026)		Potential Retirements (2026-2031)		Potential Retirements (2031-2036)		Total Potential Retirements (2016-2036)	
			#	%	#	%	#	%	#	%	#	%
1311	Accounting technicians and bookkeepers	110	15	13.6	35	31.8	15	13.6	10	9.1	**75**	**68.2**
1411	General office support workers	145	10	6.9	35	24.1	15	10.3	25	17.2	**85**	**58.6**
1414	Receptionists	115	10	8.7	15	13.0	10	8.7	15	13.0	**50**	**43.5**
1415	Personnel clerks	15	0	0.0	0	0.0	10	66.7	0	0.0	**10**	**66.7**
1431	Accounting and related clerks	75	10	13.3	10	13.3	20	26.7	10	13.3	**50**	**66.7**
1432	Payroll administrators	30	0	0.0	0	0.0	10	33.3	10	33.3	**20**	**66.7**
1435	Collectors	10	0	0.0	0	0.0	10	100.0	0	0.0	**10**	**100.0**
1452	Correspondence, publication and regulatory clerks	15	0	0.0	0	0.0	10	66.7	0	0.0	**10**	**66.7**
1454	Survey interviewers and statistical clerks	15	0	0.0	0	0.0	0	0.0	10	66.7	**10**	**66.7**
1511	Mail, postal and related workers	10	0	0.0	10	100.0	0	0.0	0	0.0	**10**	**100.0**
1512	Letter carriers	10	0	0.0	10	100.0	0	0.0	0	0.0	**10**	**100.0**
1513	Couriers, messengers and door-to-door distributors	15	0	0.0	0	0.0	10	66.7	0	0.0	**10**	**66.7**
1522	Storekeepers and partspersons	25	0	0.0	10	40.0	0	0.0	0	0.0	**10**	**40.0**
2	**Natural and applied sciences and related occupations**	405	25	6.2	50	12.3	90	22.2	20	4.9	**185**	**45.7**
2131	Civil engineers	10	10	100.0	0	0.0	0	0.0	0	0.0	**10**	**100.0**
2132	Mechanical engineers	20	0	0.0	10	50.0	0	0.0	0	0.0	**10**	**50.0**
2223	Forestry technologists and technicians	25	0	0.0	10	40.0	10	40.0	0	0.0	**20**	**80.0**
2224	Conservation and fishery officers	10	0	0.0	0	0.0	0	0.0	10	100.0	**10**	**100.0**
2232	Mechanical engineering technologists and technicians	25	0	0.0	10	40.0	10	40.0	10	40.0	**30**	**120.0**
2241	Electrical and electronics engineering technologists and technicians	40	0	0.0	10	25.0	10	25.0	0	0.0	**20**	**50.0**
2242	Electronic service technicians (household and business equipment)	25	0	0.0	0	0.0	15	60.0	0	0.0	**15**	**60.0**
2243	Industrial instrument technicians and mechanics	15	0	0.0	10	66.7	0	0.0	0	0.0	**10**	**66.7**

	National Occupations Classification (NOC) - 2016	Total Labour Force 15+	Potential Retirements (2016-2021)		Potential Retirements (2021-2026)		Potential Retirements (2026-2031)		Potential Retirements (2031-2036)		Total Potential Retirements (2016-2036)	
			#	%	#	%	#	%	#	%	#	%
2264	Construction inspectors	25	0	0.0	0	0.0	10	40.0	0	0.0	**10**	**40.0**
3	**Health occupations**	820	35	4.3	70	8.5	95	11.6	105	12.8	**305**	**37.2**
3012	Registered nurses and registered psychiatric nurses	195	0	0.0	20	10.3	35	17.9	40	20.5	**95**	**48.7**
3112	General practitioners and family physicians	20	0	0.0	10	50.0	0	0.0	0	0.0	**10**	**50.0**
3122	Chiropractors	10	0	0.0	10	100.0	0	0.0	0	0.0	**10**	**100.0**
3215	Medical radiation technologists	30	0	0.0	10	33.3	10	33.3	0	0.0	**20**	**66.7**
3233	Licensed practical nurses	80	10	12.5	10	12.5	10	12.5	10	12.5	**40**	**50.0**
3413	Nurse aides, orderlies and patient service associates	195	10	5.1	25	12.8	25	12.8	20	10.3	**80**	**41.0**
3414	Other assisting occupations in support of health services	15	0	0.0	0	0.0	10	66.7	0	0.0	**10**	**66.7**
4	**Occupations in education, law and social, community and government services**	1,480	85	5.7	130	8.8	165	11.1	190	12.8	**570**	**38.5**
4021	College and other vocational instructors	20	10	50.0	0	0.0	0	0.0	0	0.0	**10**	**50.0**
4032	Elementary school and kindergarten teachers	280	0	0.0	20	7.1	40	14.3	50	17.9	**110**	**39.3**
4112	Lawyers and Quebec notaries	20	0	0.0	0	0.0	0	0.0	10	50.0	**10**	**50.0**
4153	Family, marriage and other related counsellors	45	10	22.2	10	22.2	10	22.2	0	0.0	**30**	**66.7**
4154	Professional occupations in religion	10	0	0.0	0	0.0	10	100.0	0	0.0	**10**	**100.0**
4155	Probation and parole officers and related occupations	20	0	0.0	0	0.0	10	50.0	0	0.0	**10**	**50.0**
4156	Employment counsellors	15	0	0.0	10	66.7	0	0.0	0	0.0	**10**	**66.7**
4163	Business development officers and marketing researchers and consultants	15	0	0.0	10	66.7	0	0.0	0	0.0	**10**	**66.7**
4166	Education policy researchers, consultants and program officers	15	0	0.0	0	0.0	0	0.0	10	66.7	**10**	**66.7**
4167	Recreation, sports and fitness policy researchers, consultants and program officers	15	0	0.0	10	66.7	0	0.0	0	0.0	**10**	**66.7**
4212	Social and community service workers	160	15	9.4	20	12.5	10	6.3	35	21.9	**80**	**50.0**

National Occupations Classification (NOC) - 2016		Total Labour Force 15+	Potential Retirements (2016-2021)		Potential Retirements (2021-2026)		Potential Retirements (2026-2031)		Potential Retirements (2031-2036)		Total Potential Retirements (2016-2036)	
			#	%	#	%	#	%	#	%	#	%
4311	Police officers (except commissioned)	90	10	11.1	0	0.0	10	11.1	20	22.2	**40**	**44.4**
4312	Firefighters	25	0	0.0	10	40.0	10	40.0	0	0.0	**20**	**80.0**
4411	Home child care providers	20	10	50.0	0	0.0	0	0.0	0	0.0	**10**	**50.0**
4412	Home support workers, housekeepers and related occupations	85	0	0.0	0	0.0	15	17.6	15	17.6	**30**	**35.3**
4413	Elementary and secondary school teacher assistants	150	10	6.7	10	6.7	25	16.7	20	13.3	**65**	**43.3**
4422	Correctional service officers	45	10	22.2	10	22.2	0	0.0	0	0.0	**20**	**44.4**
4423	By-law enforcement and other regulatory officers, n.e.c.	30	0	0.0	10	33.3	0	0.0	0	0.0	**10**	**33.3**
5	**Occupations in art, culture, recreation and sport**	185	10	5.4	10	5.4	0	0.0	10	5.4	**30**	**16.2**
5125	Translators, terminologists and interpreters	10	10	100.0	0	0.0	0	0.0	0	0.0	**10**	**100.0**
5244	Artisans and craftspersons	10	0	0.0	0	0.0	0	0.0	10	100.0	**10**	**100.0**
6	**Sales and service occupations**	2,695	210	7.8	290	10.8	330	12.2	220	8.2	**1,050**	**39.0**
6221	Technical sales specialists - wholesale trade	55	15	27.3	10	18.2	0	0.0	0	0.0	**25**	**45.5**
6231	Insurance agents and brokers	15	0	0.0	10	66.7	0	0.0	0	0.0	**10**	**66.7**
6235	Financial sales representatives	20	10	50.0	0	0.0	0	0.0	0	0.0	**10**	**50.0**
6311	Food service supervisors	30	10	33.3	0	0.0	10	33.3	0	0.0	**20**	**66.7**
6321	Chefs	20	0	0.0	0	0.0	0	0.0	10	50.0	**10**	**50.0**
6322	Cooks	155	15	9.7	20	12.9	15	9.7	10	6.5	**60**	**38.7**
6331	Butchers, meat cutters and fishmongers – retail and wholesale	15	0	0.0	0	0.0	0	0.0	10	66.7	**10**	**66.7**
6342	Tailors, dressmakers, furriers and milliners	20	10	50.0	0	0.0	0	0.0	0	0.0	**10**	**50.0**
6421	Retail salespersons	410	25	6.1	40	9.8	55	13.4	30	7.3	**150**	**36.6**
6512	Bartenders	15	0	0.0	10	66.7	0	0.0	0	0.0	**10**	**66.7**
6513	Food and beverage servers	110	10	9.1	10	9.1	15	13.6	10	9.1	**45**	**40.9**
6551	Customer services representatives - financial institutions	75	0	0.0	15	20.0	15	20.0	10	13.3	**40**	**53.3**

National Occupations Classification (NOC) - 2016	Total Labour Force 15+	Potential Retirements (2016-2021)		Potential Retirements (2021-2026)		Potential Retirements (2026-2031)		Potential Retirements (2031-2036)		Total Potential Retirements (2016-2036)	
		#	%	#	%	#	%	#	%	#	%
6552 Other customer and information services representatives	65	15	23.1	10	15.4	0	0.0	10	15.4	**35**	**53.8**
6623 Other sales related occupations	10	10	100.0	0	0.0	0	0.0	0	0.0	**10**	**100.0**
6711 Food counter attendants, kitchen helpers and related support occupations	320	0	0.0	45	14.1	50	15.6	50	15.6	**145**	**45.3**
6722 Operators and attendants in amusement, recreation and sport	30	0	0.0	10	33.3	10	33.3	0	0.0	**20**	**66.7**
6731 Light duty cleaners	175	20	11.4	30	17.1	20	11.4	35	20.0	**105**	**60.0**
6733 Janitors, caretakers and building superintendents	235	35	14.9	50	21.3	10	4.3	15	6.4	**110**	**46.8**
6741 Dry cleaning, laundry and related occupations	60	0	0.0	10	16.7	15	25.0	10	16.7	**35**	**58.3**
7 **Trades, transport and equipment operators and related occupations**	2,695	265	9.8	375	13.9	335	12.4	290	10.8	**1,265**	**46.9**
7202 Contractors and supervisors, electrical trades and telecommunications occupations	20	10	50.0	0	0.0	0	0.0	10	50.0	**20**	**100.0**
7205 Contractors and supervisors, other construction trades, installers, repairers and servicers	15	0	0.0	0	0.0	10	66.7	0	0.0	**10**	**66.7**
7237 Welders and related machine operators	55	0	0.0	10	18.2	15	27.3	0	0.0	**25**	**45.5**
7241 Electricians (except industrial and power system)	45	10	22.2	0	0.0	0	0.0	10	22.2	**20**	**44.4**
7242 Industrial electricians	75	10	13.3	15	20.0	10	13.3	10	13.3	**45**	**60.0**
7243 Power system electricians	35	0	0.0	0	0.0	10	28.6	10	28.6	**20**	**57.1**
7251 Plumbers	35	10	28.6	0	0.0	10	28.6	0	0.0	**20**	**57.1**
7252 Steamfitters, pipefitters and sprinkler system installers	20	10	50.0	15	75.0	0	0.0	0	0.0	**25**	**125.0**
7253 Gas fitters	15	0	0.0	0	0.0	10	66.7	0	0.0	**10**	**66.7**
7271 Carpenters	100	0	0.0	0	0.0	10	10.0	20	20.0	**30**	**30.0**
7281 Bricklayers	20	10	50.0	0	0.0	0	0.0	0	0.0	**10**	**50.0**

NOC	National Occupations Classification (NOC) - 2016	Total Labour Force 15+	Potential Retirements (2016-2021)		Potential Retirements (2021-2026)		Potential Retirements (2026-2031)		Potential Retirements (2031-2036)		Total Potential Retirements (2016-2036)	
			#	%	#	%	#	%	#	%	#	%
7284	Plasterers, drywall installers and finishers and lathers	10	0	0.0	0	0.0	0	0.0	10	100.0	10	100.0
7293	Insulators	10	0	0.0	0	0.0	0	0.0	10	100.0	10	100.0
7294	Painters and decorators (except interior decorators)	10	0	0.0	10	100.0	0	0.0	0	0.0	10	100.0
7295	Floor covering installers	15	0	0.0	0	0.0	10	66.7	0	0.0	10	66.7
7301	Contractors and supervisors, mechanic trades	20	0	0.0	10	50.0	0	0.0	0	0.0	10	50.0
7302	Contractors and supervisors, heavy equipment operator crews	25	0	0.0	10	40.0	0	0.0	0	0.0	10	40.0
7305	Supervisors, motor transport and other ground transit operators	20	10	50.0	0	0.0	10	50.0	0	0.0	20	100.0
7311	Construction millwrights and industrial mechanics	195	40	20.5	45	23.1	30	15.4	15	7.7	130	66.7
7314	Railway carmen/women	25	0	0.0	0	0.0	10	40.0	10	40.0	20	80.0
7321	Automotive service technicians, truck and bus mechanics and mechanical repairers	160	30	18.8	0	0.0	10	6.3	20	12.5	60	37.5
7322	Motor vehicle body repairers	30	0	0.0	10	33.3	0	0.0	0	0.0	10	33.3
7331	Oil and solid fuel heating mechanics	10	0	0.0	10	100.0	0	0.0	0	0.0	10	100.0
7333	Electrical mechanics	10	0	0.0	0	0.0	10	100.0	0	0.0	10	100.0
7362	Railway conductors and brakemen/women	15	0	0.0	0	0.0	0	0.0	10	66.7	10	66.7
7371	Crane operators	20	0	0.0	0	0.0	0	0.0	10	50.0	10	50.0
7384	Other trades and related occupations, n.e.c.	10	0	0.0	10	100.0	0	0.0	0	0.0	10	100.0
7445	Other repairers and servicers	25	10	40.0	10	40.0	10	40.0	0	0.0	30	120.0
7452	Material handlers	95	10	10.5	20	21.1	10	10.5	10	10.5	50	52.6
7511	Transport truck drivers	405	45	11.1	45	11.1	45	11.1	70	17.3	205	50.6
7512	Bus drivers, subway operators and other transit operators	110	30	27.3	20	18.2	20	18.2	10	9.1	80	72.7
7513	Taxi and limousine drivers and chauffeurs	15	0	0.0	10	66.7	0	0.0	0	0.0	10	66.7
7521	Heavy equipment operators (except crane)	360	50	13.9	70	19.4	45	12.5	25	6.9	190	52.8

	National Occupations Classification (NOC) - 2016	Total Labour Force 15+	Potential Retirements (2016-2021)		Potential Retirements (2021-2026)		Potential Retirements (2026-2031)		Potential Retirements (2031-2036)		Total Potential Retirements (2016-2036)	
			#	%	#	%	#	%	#	%	#	%
7522	Public works maintenance equipment operators and related workers	50	0	0.0	10	20.0	0	0.0	10	20.0	**20**	**40.0**
7531	Railway yard and track maintenance workers	35	0	0.0	10	28.6	10	28.6	0	0.0	**20**	**57.1**
7535	Other automotive mechanical installers and servicers	30	10	33.3	10	33.3	0	0.0	0	0.0	**20**	**66.7**
7612	Other trades helpers and labourers	15	0	0.0	10	66.7	0	0.0	0	0.0	**10**	**66.7**
8	**Natural resources, agriculture and related production occupations**	540	65	12.0	45	8.3	50	9.3	75	13.9	**235**	**43.5**
8211	Supervisors, logging and forestry	20	0	0.0	10	50.0	0	0.0	0	0.0	**10**	**50.0**
8221	Supervisors, mining and quarrying	50	10	20.0	10	20.0	0	0.0	10	20.0	**30**	**60.0**
8231	Underground production and development miners	125	25	20.0	10	8.0	0	0.0	30	24.0	**65**	**52.0**
8241	Logging machinery operators	55	10	18.2	10	18.2	10	18.2	10	18.2	**40**	**72.7**
8255	Contractors and supervisors, landscaping, grounds maintenance and horticulture services	20	10	50.0	0	0.0	0	0.0	10	50.0	**20**	**100.0**
8421	Chain saw and skidder operators	30	0	0.0	0	0.0	0	0.0	10	33.3	**10**	**33.3**
8422	Silviculture and forestry workers	15	0	0.0	0	0.0	10	66.7	0	0.0	**10**	**66.7**
8431	General farm workers	50	10	20.0	10	20.0	15	30.0	0	0.0	**35**	**70.0**
8616	Logging and forestry labourers	15	0	0.0	0	0.0	10	66.7	0	0.0	**10**	**66.7**
9	**Occupations in manufacturing and utilities**	840	55	6.5	165	19.6	150	17.9	85	10.1	**455**	**54.2**
9212	Supervisors, petroleum, gas and chemical processing and utilities	50	10	20.0	0	0.0	15	30.0	10	20.0	**35**	**70.0**
9215	Supervisors, forest products processing	75	0	0.0	15	20.0	20	26.7	15	20.0	**50**	**66.7**
9224	Supervisors, furniture and fixtures manufacturing	10	0	0.0	0	0.0	10	100.0	0	0.0	**10**	**100.0**
9231	Central control and process operators, mineral and metal processing	25	10	40.0	10	40.0	0	0.0	0	0.0	**20**	**80.0**
9235	Pulping, papermaking and coating control operators	40	0	0.0	10	25.0	10	25.0	0	0.0	**20**	**50.0**

	National Occupations Classification (NOC) - 2016	Total Labour Force 15+	Potential Retirements (2016-2021)		Potential Retirements (2021-2026)		Potential Retirements (2026-2031)		Potential Retirements (2031-2036)		Total Potential Retirements (2016-2036)	
			#	%	#	%	#	%	#	%	#	%
9241	Power engineers and power systems operators	105	10	9.5	25	23.8	15	14.3	0	0.0	**50**	**47.6**
9431	Sawmill machine operators	60	10	16.7	10	16.7	20	33.3	10	16.7	**50**	**83.3**
9432	Pulp mill machine operators	25	0	0.0	10	40.0	15	60.0	0	0.0	**25**	**100.0**
9434	Other wood processing machine operators	55	0	0.0	10	18.2	10	18.2	10	18.2	**30**	**54.5**
9436	Lumber graders and other wood processing inspectors and graders	20	0	0.0	0	0.0	10	50.0	0	0.0	**10**	**50.0**
9522	Motor vehicle assemblers, inspectors and testers	15	10	66.7	10	66.7	0	0.0	0	0.0	**20**	**133.3**
9526	Mechanical assemblers and inspectors	10	10	100.0	0	0.0	0	0.0	0	0.0	**10**	**100.0**
9536	Industrial painters, coaters and metal finishing process operators	10	10	100.0	0	0.0	0	0.0	0	0.0	**10**	**100.0**
9614	Labourers in wood, pulp and paper processing	145	10	6.9	40	27.6	10	6.9	10	6.9	**70**	**48.3**
9617	Labourers in food and beverage processing	10	0	0.0	0	0.0	0	0.0	10	100.0	**10**	**100.0**
9619	Other labourers in processing, manufacturing and utilities	25	0	0.0	0	0.0	15	60.0	0	0.0	**15**	**60.0**

Source: Statistics Canada Custom Data, 2016

Table 14 – Nord-Aski REDC, Total Projected Occupational Demand (GNR = 8.7%)

NOC	National Occupations Classification (NOC) - 2016	Total Labour Force 15+	Potential Retirements (2016-2021)		Potential Retirements (2021-2026)		Potential Retirements (2026-2031)		Potential Retirements (2031-2036)		Total Potential Retirements (2016-2036)	
			#	%	#	%	#	%	#	%	#	%
NOC	**OCCUPATIONS**											
	Total – Occupation – National Occupational Classification	6,860	545	7.9	815	11.9	820	12.0	545	7.9	**2,725**	**39.7**
	Occupation – Not applicable[25]	2,265	230	10.2	195	8.6	135	6.0	75	3.3	**635**	**28.0**
	ALL OCCUPATIONS	4,595	320	7.0	625	13.6	680	14.8	470	10.2	**2,095**	**45.6**
0	**Management occupations**	320	15	4.7	50	15.6	90	28.1	35	10.9	**190**	**59.4**
0012	Senior government managers and officials	10	0	0.0	0	0.0	0	0.0	10	100.0	**10**	**100.0**
0014	Senior managers - health, education, social and community services and membership organizations	25	0	0.0	0	0.0	10	40.0	0	0.0	**10**	**40.0**
0015	Senior managers - trade, broadcasting and other services, n.e.c.	10	0	0.0	0	0.0	10	100.0	0	0.0	**10**	**100.0**
0016	Senior managers - construction, transportation, production and utilities	10	0	0.0	10	100.0	0	0.0	0	0.0	**10**	**100.0**
0112	Human resources managers	10	0	0.0	0	0.0	10	100.0	0	0.0	**10**	**100.0**
0114	Other administrative services managers	10	0	0.0	0	0.0	0	0.0	10	100.0	**10**	**100.0**
0122	Banking, credit and other investment managers	10	0	0.0	10	100.0	0	0.0	10	100.0	**20**	**200.0**
0421	Administrators - post-secondary education and vocational training	10	0	0.0	0	0.0	10	100.0	0	0.0	**10**	**100.0**
0423	Managers in social, community and correctional services	10	0	0.0	0	0.0	10	100.0	0	0.0	**10**	**100.0**

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[25] Includes unemployed persons aged 15 years and over who have never worked for pay or in self-employment, or who had last worked prior to January 1, 2015

NOC	National Occupations Classification (NOC) - 2016	Total Labour Force 15+	Potential Retirements (2016-2021)		Potential Retirements (2021-2026)		Potential Retirements (2026-2031)		Potential Retirements (2031-2036)		Total Potential Retirements (2016-2036)	
			#	%	#	%	#	%	#	%	#	%
0512	Managers – publishing, motion pictures, broadcasting and performing arts	10	0	0.0	0	0.0	10	100.0	0	0.0	**10**	**100.0**
0621	Retail and wholesale trade managers	85	10	11.8	15	17.6	20	23.5	0	0.0	**45**	**52.9**
0631	Restaurant and food service managers	15	0	0.0	0	0.0	10	66.7	0	0.0	**10**	**66.7**
0711	Construction managers	15	0	0.0	0	0.0	10	66.7	0	0.0	**10**	**66.7**
0731	Managers in transportation	15	0	0.0	0	0.0	10	66.7	0	0.0	**10**	**66.7**
0911	Manufacturing managers	10	0	0.0	0	0.0	10	100.0	0	0.0	**10**	**100.0**
1	**Business, finance and administration occupations**	550	40	7.3	65	11.8	95	17.3	75	13.6	**275**	**50.0**
1111	Financial auditors and accountants	30	10	33.3	0	0.0	0	0.0	0	0.0	**10**	**33.3**
1112	Financial and investment analysts	10	0	0.0	0	0.0	0	0.0	10	100.0	**10**	**100.0**
1113	Securities agents, investment dealers and brokers	10	0	0.0	0	0.0	10	100.0	10	100.0	**20**	**200.0**
1114	Other financial officers	30	0	0.0	10	33.3	10	33.3	0	0.0	**20**	**66.7**
1123	Professional occupations in advertising, marketing and public relations	10	0	0.0	0	0.0	0	0.0	10	100.0	**10**	**100.0**
1241	Administrative assistants	120	10	8.3	10	8.3	20	16.7	15	12.5	**55**	**45.8**
1243	Medical administrative assistants	35	0	0.0	10	28.6	0	0.0	10	28.6	**20**	**57.1**
1251	Court reporters, medical transcriptionists and related occupations	10	10	100.0	0	0.0	0	0.0	0	0.0	**10**	**100.0**
1311	Accounting technicians and bookkeepers	35	10	28.6	15	42.9	0	0.0	10	28.6	**35**	**100.0**
1411	General office support workers	30	0	0.0	0	0.0	15	50.0	0	0.0	**15**	**50.0**
1414	Receptionists	35	10	28.6	10	28.6	0	0.0	10	28.6	**30**	**85.7**
1432	Payroll administrators	10	0	0.0	0	0.0	0	0.0	10	100.0	**10**	**100.0**
1454	Survey interviewers and statistical clerks	10	0	0.0	0	0.0	10	100.0	0	0.0	**10**	**100.0**
1522	Storekeepers and partspersons	15	0	0.0	0	0.0	0	0.0	10	66.7	**10**	**66.7**
1524	Purchasing and inventory control workers	15	0	0.0	10	66.7	0	0.0	10	66.7	**20**	**133.3**
2	**Natural and applied sciences and related occupations**	140	10	7.1	25	17.9	15	10.7	15	10.7	**65**	**46.4**

	National Occupations Classification (NOC) - 2016	Total Labour Force 15+	Potential Retirements (2016-2021)		Potential Retirements (2021-2026)		Potential Retirements (2026-2031)		Potential Retirements (2031-2036)		Total Potential Retirements (2016-2036)	
			#	%	#	%	#	%	#	%	#	%
2121	Biologists and related scientists	10	0	0.0	0	0.0	0	0.0	10	100.0	10	100.0
2171	Information systems analysts and consultants	10	0	0.0	0	0.0	10	100.0	0	0.0	10	100.0
2223	Forestry technologists and technicians	15	0	0.0	10	66.7	0	0.0	0	0.0	10	66.7
2224	Conservation and fishery officers	10	0	0.0	0	0.0	10	100.0	0	0.0	10	100.0
2225	Landscape and horticulture technicians and specialists	10	0	0.0	0	0.0	10	100.0	0	0.0	10	100.0
3	**Health occupations**	305	15	4.9	25	8.2	55	18.0	35	11.5	130	42.6
3012	Registered nurses and registered psychiatric nurses	80	10	12.5	10	12.5	20	25.0	0	0.0	40	50.0
3131	Pharmacists	10	0	0.0	10	100.0	0	0.0	0	0.0	10	100.0
3212	Medical laboratory technicians and pathologists' assistants	10	0	0.0	0	0.0	0	0.0	10	100.0	10	100.0
3219	Other medical technologists and technicians (except dental health)	10	0	0.0	0	0.0	0	0.0	10	100.0	10	100.0
3234	Paramedical occupations	20	0	0.0	0	0.0	0	0.0	10	50.0	10	50.0
3413	Nurse aides, orderlies and patient service associates	70	0	0.0	15	21.4	15	21.4	0	0.0	30	42.9
3414	Other assisting occupations in support of health services	20	0	0.0	0	0.0	0	0.0	10	50.0	10	50.0
4	**Occupations in education, law and social, community and government services**	500	50	10.0	55	11.0	65	13.0	50	10.0	220	44.0
4011	University professors and lecturers	15	10	66.7	10	66.7	0	0.0	0	0.0	20	133.3
4012	Post-secondary teaching and research assistants	15	0	0.0	10	66.7	0	0.0	0	0.0	10	66.7
4032	Elementary school and kindergarten teachers	115	10	8.7	0	0.0	20	17.4	10	8.7	40	34.8
4152	Social workers	20	0	0.0	0	0.0	10	50.0	0	0.0	10	50.0
4212	Social and community service workers	50	0	0.0	0	0.0	10	20.0	10	20.0	20	40.0
4214	Early childhood educators and assistants	35	10	28.6	0	0.0	0	0.0	10	28.6	20	57.1
4412	Home support workers, housekeepers and related occupations	30	0	0.0	0	0.0	0	0.0	10	33.3	10	33.3

NOC	National Occupations Classification (NOC) - 2016	Total Labour Force 15+	Potential Retirements (2016-2021)		Potential Retirements (2021-2026)		Potential Retirements (2026-2031)		Potential Retirements (2031-2036)		Total Potential Retirements (2016-2036)	
			#	%	#	%	#	%	#	%	#	%
4413	Elementary and secondary school teacher assistants	65	15	23.1	10	15.4	10	15.4	0	0.0	35	53.8
4422	Correctional service officers	10	10	100.0	0	0.0	0	0.0	0	0.0	10	100.0
5	**Occupations in art, culture, recreation and sport**	90	10	11.1	15	16.7	10	11.1	15	16.7	50	55.6
5111	Librarians	10	10	100.0	0	0.0	0	0.0	0	0.0	10	100.0
5121	Authors and writers	10	0	0.0	0	0.0	0	0.0	10	100.0	10	100.0
5133	Musicians and singers	10	0	0.0	0	0.0	0	0.0	10	100.0	10	100.0
5211	Library and public archive technicians	15	0	0.0	10	66.7	0	0.0	0	0.0	10	66.7
5242	Interior designers and interior decorators	10	0	0.0	0	0.0	0	0.0	10	100.0	10	100.0
6	**Sales and service occupations**	950	60	6.3	130	13.7	95	10.0	50	5.3	335	35.3
6211	Retail sales supervisors	15	0	0.0	0	0.0	10	66.7	0	0.0	10	66.7
6231	Insurance agents and brokers	20	0	0.0	15	75.0	0	0.0	0	0.0	15	75.0
6314	Customer and information services supervisors	10	0	0.0	0	0.0	10	100.0	0	0.0	10	100.0
6332	Bakers	20	10	50.0	0	0.0	0	0.0	0	0.0	10	50.0
6341	Hairstylists and barbers	30	0	0.0	0	0.0	10	33.3	10	33.3	20	66.7
6421	Retail salespersons	115	20	17.4	15	13.0	15	13.0	0	0.0	50	43.5
6512	Bartenders	10	0	0.0	0	0.0	0	0.0	10	100.0	10	100.0
6513	Food and beverage servers	35	10	28.6	0	0.0	0	0.0	10	28.6	20	57.1
6541	Security guards and related security service occupations	15	10	66.7	0	0.0	0	0.0	0	0.0	10	66.7
6551	Customer services representatives - financial institutions	30	0	0.0	10	33.3	10	33.3	0	0.0	20	66.7
6552	Other customer and information services representatives	25	0	0.0	0	0.0	10	40.0	0	0.0	10	40.0
6611	Cashiers	105	10	9.5	10	9.5	10	9.5	10	9.5	40	38.1
6622	Store shelf stockers, clerks and order fillers	30	0	0.0	0	0.0	10	33.3	0	0.0	10	33.3
6623	Other sales related occupations	10	0	0.0	10	100.0	0	0.0	0	0.0	10	100.0

	National Occupations Classification (NOC) - 2016	Total Labour Force 15+	Potential Retirements (2016-2021)		Potential Retirements (2021-2026)		Potential Retirements (2026-2031)		Potential Retirements (2031-2036)		Total Potential Retirements (2016-2036)	
			#	%	#	%	#	%	#	%	#	%
6731	Light duty cleaners	100	15	15.0	35	35.0	15	15.0	0	0.0	**65**	**65.0**
7	**Trades, transport and equipment operators and related occupations**	1,135	75	6.6	190	16.7	155	13.7	115	10.1	**535**	**47.1**
7237	Welders and related machine operators	35	0	0.0	0	0.0	10	28.6	15	42.9	**25**	**71.4**
7242	Industrial electricians	15	0	0.0	0	0.0	0	0.0	10	66.7	**10**	**66.7**
7251	Plumbers	20	0	0.0	0	0.0	0	0.0	10	50.0	**10**	**50.0**
7271	Carpenters	25	0	0.0	0	0.0	20	80.0	0	0.0	**20**	**80.0**
7302	Contractors and supervisors, heavy equipment operator crews	25	0	0.0	0	0.0	10	40.0	0	0.0	**10**	**40.0**
7311	Construction millwrights and industrial mechanics	95	15	15.8	20	21.1	15	15.8	10	10.5	**60**	**63.2**
7322	Motor vehicle body repairers	10	0	0.0	0	0.0	10	100.0	0	0.0	**10**	**100.0**
7361	Railway and yard locomotive engineers	70	0	0.0	10	14.3	10	14.3	20	28.6	**40**	**57.1**
7452	Materials handlers	50	0	0.0	0	0.0	20	40.0	0	0.0	**20**	**40.0**
7511	Transport truck drivers	190	15	7.9	40	21.1	20	10.5	45	23.7	**120**	**63.2**
7512	Bus drivers, subway operators and other transit operators	45	0	0.0	10	22.2	10	22.2	0	0.0	**20**	**44.4**
7521	Heavy equipment operators (except crane)	80	10	12.5	20	25.0	10	12.5	0	0.0	**40**	**50.0**
7522	Public works maintenance equipment operators and related workers	20	10	50.0	0	0.0	10	50.0	0	0.0	**20**	**100.0**
7611	Construction trades helpers and labourers	110	10	9.1	15	13.6	10	9.1	0	0.0	**35**	**31.8**
7621	Public works and maintenance labourers	15	10	66.7	10	66.7	0	0.0	0	0.0	**20**	**133.3**
8	**Natural resources, agriculture and related production occupations**	215	20	9.3	20	9.3	35	16.3	25	11.6	**100**	**46.5**
8211	Supervisors, logging and forestry	25	0	0.0	0	0.0	0	0.0	10	40.0	**10**	**40.0**
8241	Logging machinery operators	60	10	16.7	10	16.7	10	16.7	15	25.0	**45**	**75.0**
8421	Chain saw and skidder operators	25	0	0.0	10	40.0	10	40.0	0	0.0	**20**	**80.0**
8422	Silviculture and forestry workers	10	10	100.0	0	0.0	0	0.0	0	0.0	**10**	**100.0**
8616	Logging and forestry labourers	40	0	0.0	10	25.0	20	50.0	0	0.0	**30**	**75.0**

	National Occupations Classification (NOC) - 2016	Total Labour Force 15+	Potential Retirements (2016-2021)		Potential Retirements (2021-2026)		Potential Retirements (2026-2031)		Potential Retirements (2031-2036)		Total Potential Retirements (2016-2036)	
			#	%	#	%	#	%	#	%	#	%
9	**Occupations in manufacturing and utilities**	385	40	10.4	60	15.6	70	18.2	50	13.0	**220**	**57.1**
9215	Supervisors, forest products processing	25	0	0.0	0	0.0	15	60.0	0	0.0	**15**	**60.0**
9241	Power engineers and power systems operators	30	0	0.0	0	0.0	0	0.0	10	33.3	**10**	**33.3**
9413	Glass forming and finishing machine operators and glass cutters	10	10	100.0	0	0.0	0	0.0	0	0.0	**10**	**100.0**
9431	Sawmill machine operators	15	0	0.0	10	66.7	0	0.0	0	0.0	**10**	**66.7**
9434	Other wood processing machine operators	45	10	22.2	10	22.2	10	22.2	0	0.0	**30**	**66.7**
9436	Lumber graders and other wood processing inspectors and graders	15	10	66.7	0	0.0	0	0.0	0	0.0	**10**	**66.7**
9614	Labourers in wood, pulp and paper processing	175	15	8.6	30	17.1	25	14.3	20	11.4	**90**	**51.4**

Source: Statistics Canada Custom Data, 2016

Table 15 – Kirkland and District CFDC, Total Projected Occupational Demand (GNR = 8.2%)

National Occupations Classification (NOC) - 2016	Total Labour Force 15+	Potential Retirements (2016-2021)		Potential Retirements (2021-2026)		Potential Retirements (2026-2031)		Potential Retirements (2031-2036)		Total Potential Retirements (2016-2036)	
		#	%	#	%	#	%	#	%	#	%
NOC **OCCUPATIONS**											
Total – Occupation – National Occupational Classification	14,505	1,445	10.0	1,505	10.4	1,405	9.7	1,090	7.5	**5,445**	**37.5**
Occupation – Not applicable[26]	5,610	670	11.9	455	8.1	290	5.2	195	3.5	**1,610**	**28.7**
ALL OCCUPATIONS	8,900	775	8.7	1,050	11.8	1,120	12.6	900	10.1	**3,845**	**43.2**
0 **Management occupations**	670	85	12.7	85	12.7	100	14.9	65	9.7	**335**	**50.0**
0012 Senior government managers and officials	15	0	0.0	0	0.0	10	66.7	0	0.0	**10**	**66.7**
0111 Financial managers	25	0	0.0	10	40.0	10	40.0	10	40.0	**30**	**120.0**
0113 Purchasing managers	10	10	100.0	0	0.0	0	0.0	0	0.0	**10**	**100.0**
0114 Other administrative services managers	10	0	0.0	10	100.0	0	0.0	0	0.0	**10**	**100.0**
0422 School principals and administrators of elementary and secondary education	25	10	40.0	0	0.0	0	0.0	0	0.0	**10**	**40.0**
0423 Managers in social, community and correctional services	20	0	0.0	0	0.0	10	50.0	0	0.0	**10**	**50.0**
0621 Retail and wholesale trade managers	125	15	12.0	10	8.0	30	24.0	0	0.0	**55**	**44.0**
0631 Restaurant and food service managers	45	0	0.0	10	22.2	10	22.2	10	22.2	**30**	**66.7**
0651 Managers in customer and personal services, n.e.c.	20	10	50.0	0	0.0	0	0.0	0	0.0	**10**	**50.0**
0712 Home building and renovation managers	15	10	66.7	0	0.0	0	0.0	0	0.0	**10**	**66.7**
0911 Manufacturing managers	20	10	50.0	0	0.0	10	50.0	10	50.0	**30**	**150.0**
0912 Utilities managers	15	0	0.0	10	66.7	10	66.7	0	0.0	**20**	**133.3**

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[26] Includes unemployed persons aged 15 years and over who have never worked for pay or in self-employment, or who had last worked prior to January 1, 2015

National Occupations Classification (NOC) - 2016		Total Labour Force 15+	Potential Retirements (2016-2021)		Potential Retirements (2021-2026)		Potential Retirements (2026-2031)		Potential Retirements (2031-2036)		Total Potential Retirements (2016-2036)	
			#	%	#	%	#	%	#	%	#	%
1	**Business, finance and administration occupations**	1,075	115	10.7	130	12.1	135	12.6	90	8.4	**470**	**43.7**
1111	Financial auditors and accountants	25	0	0.0	0	0.0	10	40.0	0	0.0	**10**	**40.0**
1121	Human resources professionals	30	0	0.0	0	0.0	0	0.0	10	33.3	**10**	**33.3**
1213	Supervisors, library, correspondence and related information workers	10	0	0.0	0	0.0	0	0.0	10	100.0	**10**	**100.0**
1215	Supervisors, supply chain, tracking and scheduling co-ordination occupations	10	0	0.0	10	100.0	0	0.0	10	100.0	**20**	**200.0**
1221	Administrative officers	85	15	17.6	0	0.0	25	29.4	10	11.8	**50**	**58.0**
1222	Executive assistants	20	0	0.0	0	0.0	10	50.0	0	0.0	**10**	**50.0**
1241	Administrative assistants	80	10	12.5	10	12.5	10	12.5	10	12.5	**40**	**50.0**
1243	Medical administrative assistants	10	10	100.0	0	0.0	0	0.0	0	0.0	**10**	**100.0**
1253	Records management technicians	10	0	0.0	0	0.0	0	0.0	10	100.0	**10**	**100.0**
1311	Accounting technicians and bookkeepers	75	10	13.3	10	13.3	10	13.3	10	13.3	**40**	**53.3**
1411	General office support workers	145	30	20.7	30	20.7	10	6.9	15	10.3	**85**	**58.6**
1414	Receptionists	95	0	0.0	15	15.8	0	0.0	15	15.8	**30**	**31.6**
1422	Data entry clerks	25	10	40.0	0	0.0	0	0.0	0	0.0	**10**	**40.0**
1431	Accounting and related clerks	70	10	14.3	15	21.4	15	21.4	0	0.0	**40**	**57.1**
1432	Payroll administrators	35	0	0.0	10	28.6	10	28.6	0	0.0	**20**	**57.1**
1454	Survey interviewers and statistical clerks	20	0	0.0	0	0.0	10	50.0	0	0.0	**10**	**50.0**
1511	Mail, postal and related workers	30	0	0.0	10	33.3	10	33.3	0	0.0	**20**	**66.7**
1512	Letter carriers	25	0	0.0	0	0.0	10	40.0	0	0.0	**10**	**40.0**
1522	Storekeepers and partspersons	25	0	0.0	0	0.0	0	0.0	10	40.0	**10**	**40.0**
1523	Production logistics co-ordinators	10	0	0.0	10	100.0	0	0.0	0	0.0	**10**	**100.0**
1525	Dispatchers	25	0	0.0	0	0.0	10	40.0	0	0.0	**10**	**40.0**
2	**Natural and applied sciences and related occupations**	415	35	8.4	70	16.9	35	8.4	45	10.8	**185**	**44.6**
2133	Electrical and electronics engineers	20	15	75.0	0	0.0	0	0.0	0	0.0	**15**	**75.0**
2143	Mining engineers	30	0	0.0	10	33.3	0	0.0	0	0.0	**10**	**33.3**

National Occupations Classification (NOC) - 2016		Total Labour Force 15+	Potential Retirements (2016-2021)		Potential Retirements (2021-2026)		Potential Retirements (2026-2031)		Potential Retirements (2031-2036)		Total Potential Retirements (2016-2036)	
			#	%	#	%	#	%	#	%	#	%
2211	Chemical technologists and technicians	15	0	0.0	10	66.7	0	0.0	0	0.0	**10**	**66.7**
2212	Geological and mineral technologists and technicians	60	0	0.0	10	16.7	0	0.0	10	16.7	**20**	**33.3**
2224	Conservation and fishery officers	10	0	0.0	0	0.0	10	100.0	0	0.0	**10**	**100.0**
2241	Electrical and electronics engineering technologists and technicians	15	10	66.7	0	0.0	0	0.0	0	0.0	**10**	**66.7**
2243	Industrial instrument technicians and mechanics	10	10	100.0	0	0.0	0	0.0	0	0.0	**10**	**100.0**
2253	Drafting technologists and technicians	10	0	0.0	10	100.0	0	0.0	0	0.0	**10**	**100.0**
2255	Technical occupations in geomatics and meteorology	10	0	0.0	10	100.0	0	0.0	0	0.0	**10**	**100.0**
2263	Inspectors in public and environmental health and occupational health and safety	25	0	0.0	0	0.0	10	40.0	10	40.0	**20**	**80.0**
3	**Health occupations**	645	35	5.4	95	14.7	90	14.0	85	13.2	**305**	**47.3**
3012	Registered nurses and registered psychiatric nurses	190	20	10.5	45	23.7	30	15.8	25	13.2	**120**	**63.2**
3112	General practitioners and family physicians	15	0	0.0	10	66.7	0	0.0	10	66.7	**20**	**133.3**
3211	Medical laboratory technologists	10	0	0.0	0	0.0	0	0.0	10	100.0	**10**	**100.0**
3212	Medical laboratory technicians and pathologists' assistants	15	0	0.0	0	0.0	10	66.7	0	0.0	**10**	**66.7**
3214	Respiratory therapists, clinical perfusionists and cardiopulmonary technologists	10	0	0.0	0	0.0	10	100.0	0	0.0	**10**	**100.0**
3219	Other medical technologists and technicians (except dental health)	25	0	0.0	0	0.0	10	40.0	0	0.0	**10**	**40.0**
3233	Licensed practical nurses	70	0	0.0	10	14.3	10	14.3	10	14.3	**30**	**42.9**
3413	Nurse aides, orderlies and patient service associates	170	10	5.9	35	20.6	20	11.8	15	8.8	**80**	**47.1**
4	**Occupations in education, law and social, community and government services**	960	40	4.2	120	12.5	140	14.6	120	12.5	**420**	**43.8**
4021	College and other vocational instructors	45	10	22.2	10	22.2	0	0.0	15	33.3	**35**	**77.8**

	National Occupations Classification (NOC) - 2016	Total Labour Force 15+	Potential Retirements (2016-2021)		Potential Retirements (2021-2026)		Potential Retirements (2026-2031)		Potential Retirements (2031-2036)		Total Potential Retirements (2016-2036)	
			#	%	#	%	#	%	#	%	#	%
4032	Elementary school and kindergarten teachers	120	10	8.3	0	0.0	10	8.3	20	16.7	40	33.3
4033	Educational counsellors	20	0	0.0	10	50.0	10	50.0	0	0.0	20	100.0
4152	Social workers	45	0	0.0	0	0.0	15	33.3	0	0.0	15	33.3
4153	Family, marriage and other related counsellors	20	0	0.0	0	0.0	0	0.0	10	50.0	10	50.0
4154	Professional occupations in religion	20	0	0.0	0	0.0	10	50.0	0	0.0	10	50.0
4161	Natural and applied science policy researchers, consultants and program officers	25	10	40.0	0	0.0	0	0.0	10	40.0	20	80.0
4212	Social and community service workers	130	0	0.0	15	11.5	15	11.5	20	15.4	50	38.4
4214	Early childhood educators and assistants	95	10	10.5	0	0.0	10	10.5	10	10.5	30	31.6
4311	Police officers (except commissioned)	70	0	0.0	10	14.3	10	14.3	20	28.6	40	57.1
4412	Home support workers, housekeepers and related occupations	80	0	0.0	20	25.0	15	18.8	10	12.5	45	56.3
4413	Elementary and secondary school teacher assistants	100	10	10.0	25	25.0	10	10.0	10	10.0	55	55.0
4422	Correctional service officers	15	0	0.0	10	66.7	0	0.0	0	0.0	10	66.7
5	**Occupations in art, culture, recreation and sport**	150	10	6.7	10	6.7	15	10.0	10	6.7	45	30.0
5221	Photographers	10	0	0.0	0	0.0	0	0.0	10	100.0	10	100.0
6	**Sales and service occupations**	1,875	200	10.7	195	10.4	180	9.6	125	6.7	700	37.3
6211	Retail sales supervisors	30	10	33.3	10	33.3	0	0.0	0	0.0	20	66.7
6231	Insurance agents and brokers	10	10	100.0	0	0.0	10	100.0	0	0.0	20	200.0
6232	Real estate agents and salespersons	10	0	0.0	0	0.0	10	100.0	0	0.0	10	100.0
6315	Cleaning supervisors	10	0	0.0	0	0.0	10	100.0	0	0.0	10	100.0
6322	Cooks	135	15	11.1	10	7.4	15	11.1	20	14.8	60	44.4
6331	Butchers, meat cutters and fishmongers - retail and wholesale	20	10	50.0	0	0.0	0	0.0	0	0.0	10	50.0
6345	Upholsterers	10	10	100.0	0	0.0	0	0.0	0	0.0	10	100.0
6421	Retail salespersons	270	20	7.4	35	13.0	50	18.5	10	3.7	115	42.6

NOC	National Occupations Classification (NOC) - 2016	Total Labour Force 15+	Potential Retirements (2016-2021)		Potential Retirements (2021-2026)		Potential Retirements (2026-2031)		Potential Retirements (2031-2036)		Total Potential Retirements (2016-2036)	
			#	%	#	%	#	%	#	%	#	%
6512	Bartenders	10	10	100.0	0	0.0	0	0.0	0	0.0	10	100.0
6525	Hotel front desk clerks	25	0	0.0	0	0.0	0	0.0	10	40.0	10	40.0
6541	Security guards and related security service occupations	70	10	14.3	10	14.3	0	0.0	10	14.3	30	42.9
6552	Other customer and information services representatives	65	0	0.0	20	30.8	10	15.4	10	15.4	40	61.5
6731	Light duty cleaners	145	15	10.3	30	20.7	10	6.9	10	6.9	65	44.8
6733	Janitors, caretakers and building superintendents	200	35	17.5	30	15.0	15	7.5	25	12.5	105	52.5
6741	Dry cleaning, laundry and related occupations	25	10	40.0	10	40.0	0	0.0	0	0.0	20	80.0
7	**Trades, transport and equipment operators and related occupations**	1,765	185	10.5	225	12.7	245	13.9	215	12.2	870	49.3
7202	Contractors and supervisors, electrical trades and telecommunications occupations	10	10	100.0	0	0.0	0	0.0	0	0.0	10	100.0
7205	Contractors and supervisors, other construction trades, installers, repairers and servicers	10	0	0.0	10	100.0	0	0.0	0	0.0	10	100.0
7236	Ironworkers	10	0	0.0	10	100.0	0	0.0	0	0.0	10	100.0
7237	Welders and related machine operators	110	15	13.6	25	22.7	15	13.6	15	13.6	70	63.6
7241	Electricians (except industrial and power system)	25	10	40.0	0	0.0	0	0.0	0	0.0	10	40.0
7246	Telecommunications installation and repair workers	15	0	0.0	10	66.7	0	0.0	0	0.0	10	66.7
7251	Plumbers	10	0	0.0	0	0.0	10	100.0	0	0.0	10	100.0
7252	Steamfitters, pipefitters and sprinkler system installers	10	10	100.0	0	0.0	0	0.0	10	100.0	20	200.0
7253	Gas fitters	10	0	0.0	0	0.0	0	0.0	10	100.0	10	100.0
7271	Carpenters	115	0	0.0	15	13.0	15	13.0	20	17.4	50	43.5
7291	Roofers and shinglers	10	0	0.0	10	100.0	0	0.0	0	0.0	10	100.0
7293	Insulators	10	10	100.0	0	0.0	0	0.0	0	0.0	10	100.0

National Occupations Classification (NOC) - 2016		Total Labour Force 15+	Potential Retirements (2016-2021)		Potential Retirements (2021-2026)		Potential Retirements (2026-2031)		Potential Retirements (2031-2036)		Total Potential Retirements (2016-2036)	
			#	%	#	%	#	%	#	%	#	%
7294	Painters and decorators (except interior decorators)	10	0	0.0	10	100.0	0	0.0	0	0.0	**10**	**100.0**
7301	Contractors and supervisors, mechanic trades	20	10	50.0	0	0.0	0	0.0	0	0.0	**10**	**50.0**
7302	Contractors and supervisors, heavy equipment operator crews	20	0	0.0	10	50.0	0	0.0	10	50.0	**20**	**100.0**
7311	Construction millwrights and industrial mechanics	150	25	16.7	15	10.0	15	10.0	10	6.7	**65**	**43.3**
7312	Heavy-duty equipment mechanics	55	0	0.0	10	18.2	10	18.2	0	0.0	**20**	**36.4**
7441	Residential and commercial installers and servicers	30	0	0.0	0	0.0	0	0.0	10	33.3	**10**	**33.3**
7511	Transport truck drivers	195	25	12.8	20	10.3	50	25.6	40	20.5	**135**	**69.2**
7512	Bus drivers, subway operators and other transit operators	60	15	25.0	15	25.0	10	16.7	10	16.7	**50**	**83.3**
7513	Taxi and limousine drivers and chauffeurs	20	0	0.0	0	0.0	15	75.0	0	0.0	**15**	**75.0**
7514	Delivery and courier service drivers	25	0	0.0	10	40.0	0	0.0	10	40.0	**20**	**80.0**
7521	Heavy equipment operators (except crane)	135	0	0.0	35	25.9	25	18.5	10	7.4	**70**	**51.8**
7522	Public works maintenance equipment operators and related workers	40	0	0.0	10	25.0	0	0.0	10	25.0	**20**	**50.0**
7611	Construction trades helpers and labourers	145	25	17.2	0	0.0	20	13.8	10	6.9	**55**	**37.9**
7612	Other trades helpers and labourers	40	0	0.0	0	0.0	10	25.0	10	25.0	**20**	**50.0**
7621	Public works and maintenance labourers	45	0	0.0	0	0.0	10	22.2	15	33.3	**25**	**55.6**
8	**Natural resources, agriculture and related production occupations**	1,035	45	4.3	65	6.3	120	11.6	105	10.1	**335**	**32.4**
8221	Supervisors, mining and quarrying	65	0	0.0	10	15.4	20	30.8	15	23.1	**45**	**69.2**
8231	Underground production and development miners	635	20	3.1	45	7.1	75	11.8	55	8.7	**195**	**30.7**
8241	Logging machinery operators	20	0	0.0	0	0.0	0	0.0	10	50.0	**10**	**50.0**
8411	Underground mine service and support workers	65	10	15.4	15	23.1	10	15.4	10	15.4	**45**	**69.2**

National Occupations Classification (NOC) - 2016		Total Labour Force 15+	Potential Retirements (2016-2021)		Potential Retirements (2021-2026)		Potential Retirements (2026-2031)		Potential Retirements (2031-2036)		Total Potential Retirements (2016-2036)	
			#	%	#	%	#	%	#	%	#	%
8612	Landscaping and grounds maintenance labourers	55	15	27.3	0	0.0	10	18.2	10	18.2	35	63.6
9	**Occupations in manufacturing and utilities**	310	20	6.5	55	17.7	55	17.7	30	9.7	160	51.6
9212	Supervisors, petroleum, gas and chemical processing and utilities	20	10	50.0	0	0.0	0	0.0	10	50.0	20	100.0
9215	Supervisors, forest products processing	20	0	0.0	0	0.0	15	75.0	0	0.0	15	75.0
9231	Central control and process operators, mineral and metal processing	10	0	0.0	10	100.0	0	0.0	0	0.0	10	100.0
9241	Power engineers and power systems operators	20	0	0.0	10	50.0	0	0.0	0	0.0	10	50.0
9243	Water and waste treatment plant operators	20	10	50.0	10	50.0	0	0.0	0	0.0	20	100.0
9411	Machine operators, mineral and metal processing	15	10	66.7	0	0.0	10	66.7	10	66.7	30	200.0
9431	Sawmill machine operators	40	10	25.0	10	25.0	10	25.0	0	0.0	30	75.0
9434	Other wood processing machine operators	35	10	28.6	0	0.0	10	28.6	10	28.6	30	85.7
9436	Lumber graders and other wood processing inspectors and graders	10	0	0.0	0	0.0	0	0.0	10	100.0	10	100.0
9537	Other products assemblers, finishers and inspectors	10	0	0.0	10	100.0	0	0.0	0	0.0	10	100.0
9614	Labourers in wood, pulp and paper processing	40	0	0.0	10	25.0	10	25.0	0	0.0	20	50.0

Source: Statistics Canada Custom Data, 2016

National Occupations Classification (NOC) - 2016		Total Labour Force 15+	Potential Retirements (2016-2021)		Potential Retirements (2021-2026)		Potential Retirements (2026-2031)		Potential Retirements (2031-2036)		Total Potential Retirements (2016-2036)	
			#	%	#	%	#	%	#	%	#	%
NOC	OCCUPATIONS											
	Total – Occupation – National Occupational Classification	5560	505	9.1	255	4.6	305	5.5	425	7.6	1490	26.8
	Occupation – Not applicable[27]	2300	375	16.3	105	4.6	100	4.3	95	4.1	675	29.3
	ALL OCCUPATIONS	3260	135	4.1	150	4.6	215	6.6	325	10.0	825	25.3
0	Management occupations	215	35	16.3	35	16.3	20	9.3	25	11.6	115	53.5
0015	Senior Managers – trade, broadcasting and other services, n.e.c	10	0	0.0	10	100.0	0	0.0	0	0.0	10	100.0
0111	Financial managers	15	10	66.7	0	0.0	0	0.0	0	0.0	10	66.7
0311	Managers in health care	20	0	0.0	10	50.0	0	0.0	0	0.0	10	50.0
0413	Government managers – education policy development and program administration	10	10	100.0	0	0.0	0	0.0	0	0.0	10	100.0
0422	School principals and administrators of elementary and secondary education	25	10	40.0	0	0.0	10	40.0	0	0.0	20	80.0
0631	Restaurant and food service managers	10	0	0.0	10	100.0	0	0.0	0	0.0	10	100.0
0714	Facility operation and maintenance managers	10	0	0.0	0	0.0	10	100.0	0	0.0	10	100.0
1	Business, finance and administration occupations	430	20	4.7	35	8.1	55	12.8	55	18.8	165	38.4
1215	Supervisors, supply chain, tracking and scheduling co-ordination occupations	10	0	0.0	0	0.0	10	100.0	0	0.0	10	100.0
1224	Property administrators	15	10	66.7	0	0.0	0	0.0	0	0.0	10	66.7
1241	Administrative assistants	50	0	0.0	10	20.0	0	0.0	15	30.0	25	50.0
1311	Accounting technicians and bookkeepers	35	0	0.0	0	0.0	15	42.9	10	28.6	25	71.4
1435	Collectors	15	0	0.0	0	0.0	10	66.7	0	0.0	10	66.7

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[27] Includes unemployed persons aged 15 years and over who have never worked for pay or in self-employment, or who had last worked prior to January 1, 2015

	National Occupations Classification (NOC) - 2016	Total Labour Force 15+	Potential Retirements (2016-2021)		Potential Retirements (2021-2026)		Potential Retirements (2026-2031)		Potential Retirements (2031-2036)		Total Potential Retirements (2016-2036)	
			#	%	#	%	#	%	#	%	#	%
1452	Correspondence, publication and regulatory clerks	10	10	100.0	0	0.0	0	0.0	0	0.0	10	100.0
2	**Natural and applied sciences and related occupations**	80	0	0.0	10	12.5	0	0.0	15	18.8	25	31.3
2224	Conservation and fishery officers	10	0	0.0	10	100.0	0	0.0	0	0.0	10	100.0
2242	Electronic service technicians (household and business equipment)	15	0	0.0	0	0.0	0	0.0	10	66.7	10	66.7
2264	Construction inspectors	10	0	0.0	0	0.0	10	100.0	0	0.0	10	100.0
3	**Health occupations**											
3012	Registered nurses and registered psychiatric nurses	95	10	10.5	10	10.5	10	10.5	0	0.0	30	31.5
3215	Medical radiation technologists	10	0	0.0	0	0.0	10	100.0	0	0.0	10	100.0
3233	Licensed practical nurses	10	0	0.0	10	100.0	0	0.0	0	0.0	10	100.0
3234	Paramedical occupations	50	0	0.0	0	0.0	10	20.0	10	20.0	20	40.0
3413	Nurses aides, orderlies and patient service associates	70	10	14.3	0	0.0	10	14.3	10	14.3	30	42.9
4	**Occupations in education, law and social, community and government services**	655	30	4.6	45	6.9	75	11.5	80	12.2	230	35.1
4032	Elementary school and kindergarten teachers	100	10	10.0	10	10.0	10	10.0	15	15.0	45	45.0
4033	Educational counsellors	10	10	100.0	0	0.0	0	0.0	0	0.0	10	100.0
4152	Social workers	35	0	0.0	0	0.0	10	28.6	10	28.6	20	57.1
4153	Family, marriage and other related counsellors	15	0	0.0	10	66.7	0	0.0	0	0.0	10	66.7
4165	Health policy researchers, consultants and program officers	15	0	0.0	0	0.0	10	66.7	0	0.0	10	66.7
4212	Social and community service workers	110	0	0.0	10	9.1	15	13.6	10	9.1	35	31.8
4216	Other instructors	10	0	0.0	0	0.0	10	100.0	0	0.0	10	100.0
4412	Home support workers, housekeepers and related occupations	55	0	0.0	10	18.2	10	18.2	0	0.0	20	36.4
6	**Sales and service occupations**	875	35	4.0	35	4.0	75	8.6	80	9.1	225	25.7

	National Occupations Classification (NOC) - 2016	Total Labour Force 15+	Potential Retirements (2016-2021)		Potential Retirements (2021-2026)		Potential Retirements (2026-2031)		Potential Retirements (2031-2036)		Total Potential Retirements (2016-2036)	
			#	%	#	%	#	%	#	%	#	%
6316	Other service supervisors	10	0	0.0	0	0.0	0	0.0	10	100.0	10	100.0
6523	Airline ticket and service agents	20	0	0.0	0	0.0	10	50.0	0	0.0	10	50.0
6541	Security guards and related security service occupations	110	0	0.0	20	18.2	15	13.6	0	0	35	31.8
6551	Customer services representatives – financial institutions	10	0	0.0	0	0.0	10	100.0	0	0	10	100.0
6731	Light duty cleaners	85	10	11.8	0	0.0	10	11.8	10	11.8	30	35.3
6733	Janitors, caretakers and building superintendents	210	10	4.8	0	0.0	30	14.3	45	21.4	85	40.5
7	**Trades, transport and equipment operators and related occupations**	555	15	2.7	30	5.4	65	11.7	55	9.9	165	30.0
7241	Electricians (except industrial and power system)	20	0	0.0	0	0.0	10	50.	0	0.0	10	50.0
7244	Electrical power line and cable workers	15	0	0.0	0	0.0	10	66.7	10	66.7	20	133.3
7271	Carpenters	90	0	0.0	10	11.1	10	11.1	10	11.1	30	33.3
7302	Contractors and supervisors, heavy equipment operators crew	20	0	0.0	0	0.0	0	0.0	10	50.0	10	50.0
7511	Transport truck drivers	35	0	0.0	0	0.0	10	28.6	10	28.6	20	57.1
7513	Taxi and limousine drivers and chauffers	30	0	0.0	0	0.0	10	33.3	0	0.0	10	33.3
7514	Delivery and courier service drivers	10	0	0.0	0	0.0	10	100.0	0	0.0	10	100.0
7532	Water transport deck and engine room crew	10	0	0.0	10	100.0	0	0.0	0	0.0	10	100.0
7611	Construction trades helpers and labourers	80	0	0.0	10	12.5	10	12.5	10	12.5	30	37.5
9	**Occupations in manufacturing and utilities**	50	10	20.0	0	0.0	0	0.0	10	20.0	20	40.0
9243	Water and waste treatment plant operators	10	0	0.0	10	100.0	10	100.0	0	0.0	20	200.0

Source: Statistics Canada Custom Data, 2016