



BOOMER and BEYOND, FACTS AND STATS

Whether you define the baby boom as 1946 to 1964 (United States Census Bureau), or 1947 to 1966 (David Foot), the impact of the boomers has been profound on the Canadian labour market.

In 2010, the first of the 60s babies celebrate their 50th birthday. While there are some boomers who will continue to work for years, the wave of baby boomers are moving into their years where they will be looking at their options.

This area is relatively consistent in the distribution of workforce over age 55.

Primary industry continues to have a strong presence of older workers across the three counties.

Elgin County has a larger share of the workforce over age 55 in art, culture, recreation and sport while Oxford County is has a much lower representation.

Share of Workforce Over Age 55 by Occupation	Elgin	Middlesex	Oxford
Management	19%	18%	19%
Business, finance and administration	21%	17%	19%
Natural and applied sciences	10%	11%	12%
Health	14%	14%	15%
Social science, education, government service and religion	15%	17%	16%
Art, culture, recreation and sport	24%	18%	9%
Sales and service	17%	14%	16%
Trades, transport and equipment operators	18%	17%	18%
Primary industry	29%	27%	26%
Processing, manufacturing and utilities	9%	11%	10%

Source: 2006 Census, Statistics Canada

Prepared by Dane Rice for the Elgin, Middlesex, Oxford Local Training Board

Highest Certificate, Diploma or Degree by Age and Sex in 2006 for Persons in the Labour Force Aged 15 and Older

EDUCATIONAL ATTAINMENT	50-54 years	55-59 years	60-64 years	65+ years
Both Sexes				
No certificate, diploma or degree	15.0%	19.9%	27.1%	40.1%
Certificate, diploma or degree	85.0%	80.1%	72.9%	59.9%
Males				
No certificate, diploma or degree	16.4%	20.3%	27.5%	37.5%
Certificate, diploma or degree	83.6%	79.7%	72.5%	62.5%
Females				
No certificate, diploma or degree	13.8%	19.4%	26.6%	42.1%
Certificate, diploma or degree	86.2%	80.5%	73.4%	57.9%

Source: 2006 Census, special tabulation, Chart prepared by Elgin Middlesex Oxford Local Training Board

Note: totals may not exactly equal the sums of their components due to rounding

Education was embraced by the boomers, with a drop of 12.1% in workforce participants with no certificate, diploma or degree between those at 60-64 years at the time of the census and those between 50-54 years.

The largest impact was seen in females who went from 73.4% of the females in the workforce with a certificate, diploma or degree to 86.2%.

This well educated, experienced workforce has a wealth of corporate knowledge. As businesses recover from the current economic stresses, they will need to be proactive in establishing effective succession plans in order to pass along the corporate knowledge acquired over the years by the baby boomers.

The impact of the boomers will also be felt as this large demographic continues to drive consumer demand for service. Customer service levels will separate the successful businesses from the rest.