

Alberta



# ALBERTA'S SUPPLY OUTLOOK

2009 - 2019

**Visible Minorities,  
Aboriginals, and  
People with Disabilities**

**Government of Alberta** ■  
Employment and Immigration

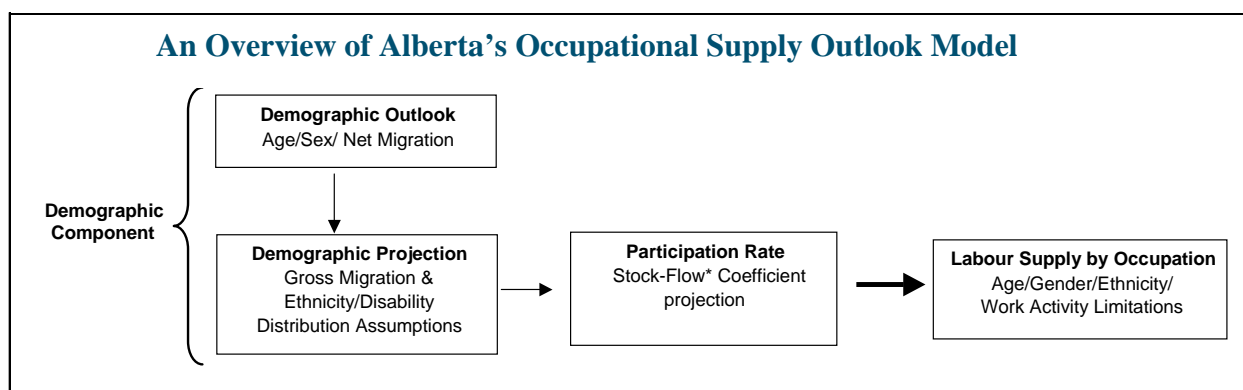
## Introduction

Each year Alberta Employment and Immigration (E&I) produces Alberta's Occupational Supply Outlook Model (AOSOM). The AOSOM provides labour supply forecasts for 140 occupational groups over the coming ten years. This model has 30 linked sub-models and over 100,000 data series.

The demographic component of the model is essential because it provides the basis for projecting other components of the model.<sup>1</sup> Figure 1 provides an overview of the AOSOM and the important role the demographic component plays. This component projects Alberta's population between 2009 and 2019 by age and gender. It goes into more detail, projecting the number of people by age and gender in three subgroups; Aboriginal people, visible minorities, and those with activity limitations<sup>2</sup>. These projections form the main focus of this report. The report also provides analysis of the implications of these findings.

The first section of the report discusses Alberta's projected population. Each of the three subgroups is discussed in the following sections. Appendix A details the assumptions underlying the demographic forecasts and Appendix B contains the results of the model projections.

**Figure 1**



**Stock-Flow\*:** A method in estimating the future population of people in a group of interest. To find the forecasted population, the population from the previous year is adjusted to add those expected to enter that group and subtract those that are expected to leave that group.

<sup>1</sup> See <http://employment.alberta.ca/BI/2656.html> for more reports on Alberta's Occupational Supply Outlook

<sup>2</sup> Includes those who report limitations in their ability to work or go to school, either sometimes or often

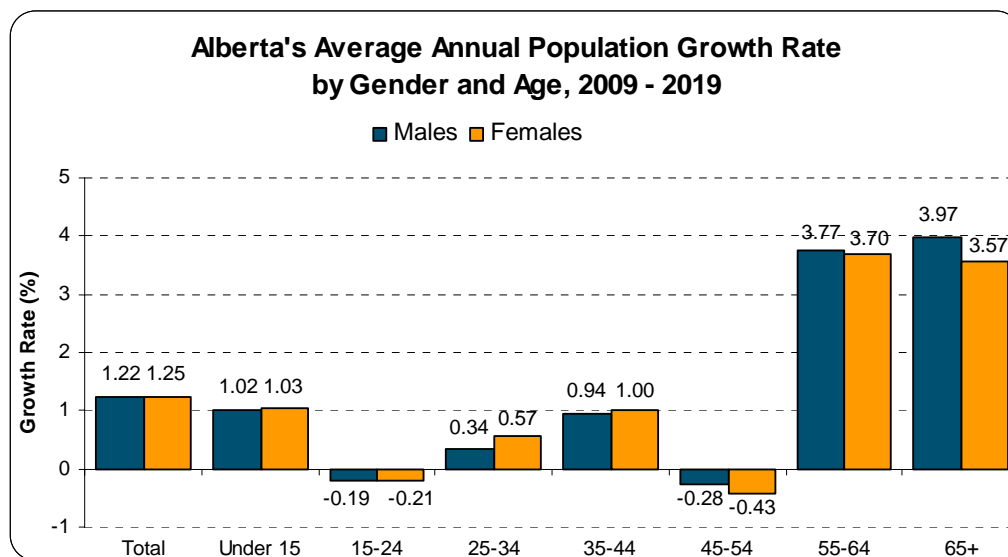
## Alberta's Population

As Chart 1 shows, the age group expected to show the largest population growth in the next 10 years is those 55 years and older. In this age group, males tend to have higher growth rates than females. The fact that this group has a faster growth rate influences future labour supply.

Participation rates tend to drop once people reach their late 50s and 60s, causing total labour supply to grow relatively slowly compared to the growth of the total population aged 15 and older.<sup>3</sup> Also, as this generation retires, there will be a rise in labour force separations<sup>4</sup> and replacement demand<sup>5</sup> in the coming decade, which will need to be made up by other groups of workers. It may be difficult to meet the replacement demand given the slower growth rates of all younger age groups compared to these older groups. New approaches may be needed to make up for potential labour shortages, for example further integration of visible minorities, aboriginals, and people with disabilities. The Government of Alberta developed *Building and Educating Tomorrow's Workforce* strategy to address future labour shortages.

Migration is expected to be the main contributor to population growth. This will help increase Alberta's labour force growth, since migrants tend to be of working age.

**Chart 1**



**Data Source:** Alberta Finance and Enterprise

<sup>3</sup> Statistics Canada's Labour Force Survey, 2008

<sup>4</sup> The number of people leaving the labour force, due to retirement or other reasons

<sup>5</sup> The number of people needed to fill the vacancies resulting from labour force separations; however, for occupations experiencing a decrease in employment, not all vacancies will need to be filled

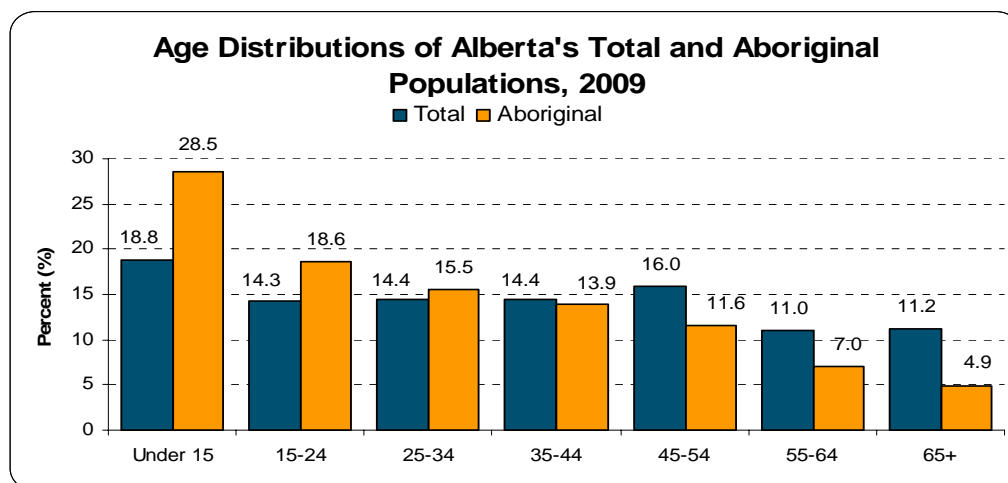
## Aboriginal Population

For all age groups, with the exception of the 15 and younger age group, Aboriginal people are expected to experience faster growth rates than the general population. The main source of the Aboriginal population increase is due to natural increase, which is when the birth rate is higher than the death rate, rather than from increases from migration. The age distribution of Aboriginal people is different from that of the general population, as indicated by Chart 2. These differences are expected to continue through 2019, as seen in Appendix B.

Between 2009 and 2019, Aboriginal people are forecasted to continue to show higher birth and death rates than the general population. For those under the age of 15, Aboriginal people show lower annual growth rates than the general population. This occurs because the Aboriginal population has also experienced high birth rates in the past, so the number entering this age group is expected to offset the number leaving to an extent, so the overall year over year change is relatively small. Throughout the coming decade, the percentage of Aboriginal people under the age of 34 is expected to decrease slightly, while for older age groups it is anticipated to increase.

The significant growth in the Aboriginal population means Alberta will need to rely more on this group to fill future labour market needs, particularly for younger age groups. Therefore, in occupations typically supplied by youth, Aboriginal people may be overrepresented compared with other jobs. However, since the population projection includes both on-and off-reserve Aboriginal people, the geographic location of the Aboriginal youth may not be the same as the location of the jobs.

**Chart 2**



**Data Source:** Alberta's Occupational Supply Outlook Model, 2009-2019

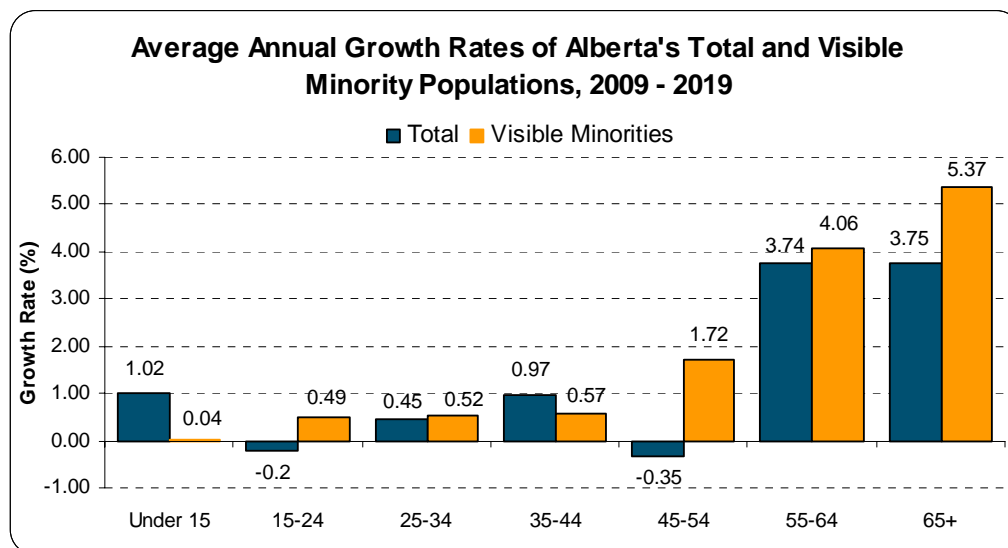
## Visible Minorities

Between 2009 and 2019, it is assumed that visible minorities<sup>6</sup> will have the same birth and death rates as the general population. Therefore, the main difference between visible minorities and the total population relates to migration. Since immigration is expected to be the primary source of Alberta's population growth, visible minorities will experience a relatively fast growth in population, because a number of immigrants will be considered visible minorities.

Chart 3 shows that visible minorities are expected to have higher population growth rates than the total population over the forecast period with the exception of the Under 15 age group and the 35 to 44 age group. In 2009, visible minorities made up 13.2% of the total population over the age of 15. By 2019, this proportion is expected to increase slightly to 13.8%.

The longer immigrants remain in Alberta, the more similar their population trends (e.g. birth rates, death rates) will become in comparison to the general population. As a result, the visible minority population is expected to show high growth rates for older age groups. This affects labour supply as a large part of this generation is expected to retire, as discussed previously with regards to the aging of the total population.

**Chart 3**



**Data Source:** Alberta's Occupational Supply Outlook Model, 2009-2019

<sup>6</sup> People who are non-Caucasian in race or non-white in colour, excluding Aboriginals (Statistics Canada)

## Activity Limitations

As people get older, their likelihood of encountering activity limitations increases. Since Alberta's population is aging, there is expected to be an increasing proportion of people suffering from activity limitations. The proportion of the population aged 15 and older that is anticipated to suffer from activity limitations is expected to increase from 8.1% in 2009 to 8.5% in 2019. Evident in Appendix B, over two thirds of those experiencing activity limitations will be over the age of 45 in the coming decade. As the population ages, the group of people reporting activity limitations will increase.

In addition, Aboriginal people tend to report a higher incidence of activity limitations than the general population<sup>7</sup>. As discussed earlier, Aboriginal people have the fastest rate of population growth, and that places additional upward pressure on the proportion of the population experiencing activity limitations.

This has important implications for the labour market mainly because activity limitations are defined in terms of the person's ability to attend work or school, thus affecting both educational attainment and overall labour supply. Due to this increase in the number of people experiencing activity limitations, the labour force will need to find additional ways to incorporate workers with activity limitations.

---

<sup>7</sup> Statistics Canada's 2006 Census

## Summary

In the face of growing labour shortages it is important to find ways to prevent, or at least minimize, these shortages. One way to address the labour shortage is to further integrate visible minorities, aboriginals, and people with disabilities into the labour force. Aboriginal people are a key source of labour as their population is growing faster than the general population, particularly for younger age groups. Migrants, some of whom would be identified as visible minorities, are another source because they tend to be of working age when coming to Alberta. In addition, the proportion of the population experiencing activity limitations is expected to increase over the forecast period of 2009 to 2019 as the population ages. This increases the impact the aging population has on labour supply because in addition to natural retirements, there will be an increase in retirements due to activity limitations.



## Appendix A

### Demographic Assumptions

A number of assumptions are used to derive the results of this forecast. Those used to generate the results in Appendix B are described below.

#### Alberta's Population

- Population levels by age and gender groups are determined by a detailed population projection by single year age cohorts. Total population averages 1.2% growth from 2009 to 2019.

#### Migration

- The level of out-migration is equal to the historic five-year average from 1999 to 2003.
- The level of in-migration equals the projected net-migration plus the assumed out-migration.
- Age and gender distributions for in-migration and out-migration are determined by the historic age and gender distribution for net migration.
- Future immigrants by education type will experience similar occupational outcomes as existing residents of Alberta.

#### Aboriginals

- The Alberta aboriginal population's birth and death rates are the same as the Canadian aboriginal population's rates.

#### Visible Minorities

- The visible minorities' age/gender birth and death rates are equal to the Alberta general population's birth and death rates.
- The visible minorities' less than 15 years old age groups (less than 1, 1-3, 4-9, 10-15 years) are assumed to have the same distributions as the Alberta younger age groups.



## Appendix A

### Activity Limitations

- To calculate the number of people with activity limitations, a share approach by age and gender was used.<sup>1</sup>

---

<sup>1</sup> **Share Approach:** A method to estimate the future number of people in a group of interest. The proportion of the group of interest to the general population is applied to the forecasted general population estimates to find the predicted group of interest's population. **Example:**

<b>The proportion at time t</b>	<b>Is Multiplied by the Projected Alberta Population for time t+1</b>	<b>To find the projected number of people with activities limitations for time t+1</b>
$\left[ \frac{\text{Activity Limitations}}{\text{Alberta Population}} \right]_t$	$\times \text{Alberta Population Projection}_{t+1}$	$= \text{Activity Limitation Population}_{t+1}$

## Appendix B

### Alberta's Population

	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	Average 2009-2019
<b>Under 15</b>	685,250	693,410	702,320	709,345	717,020	724,470	732,305	740,865	746,510	751,870	756,600	
% of Total	18.8%	18.7%	18.6%	18.6%	18.6%	18.6%	18.6%	18.6%	18.6%	18.5%	18.5%	18.6%
Growth Rate (%)	1.3	1.2	1.3	1.0	1.1	1.0	1.1	1.2	0.8	0.7	0.6	1.0
<b>15 and over</b>	2,964,160	3,017,460	3,071,370	3,106,485	3,140,560	3,174,220	3,207,600	3,239,565	3,273,595	3,308,470	3,342,825	
% of Total	81.2%	81.3%	81.4%	81.4%	81.4%	81.4%	81.4%	81.4%	81.4%	81.5%	81.5%	81.4%
Growth Rate (%)	2.0	1.8	1.8	1.1	1.1	1.1	1.1	1.0	1.1	1.1	1.0	1.3
<b>15 to 24</b>	520,385	521,460	522,335	519,635	516,990	513,525	509,005	505,125	504,385	505,280	507,355	
% of Total	14.3%	14.1%	13.8%	13.6%	13.4%	13.2%	12.9%	12.7%	12.5%	12.4%	12.4%	13.2%
Growth Rate (%)	0.3	0.2	0.2	-0.5	-0.5	-0.7	-0.9	-0.8	-0.1	0.2	0.4	-0.2
<b>25 to 34</b>	524,370	530,770	536,810	538,755	540,265	542,040	543,860	544,165	544,525	543,395	541,945	
% of Total	14.4%	14.3%	14.2%	14.1%	14.0%	13.9%	13.8%	13.7%	13.5%	13.4%	13.2%	13.9%
Growth Rate (%)	1.7	1.2	1.1	0.4	0.3	0.3	0.3	0.1	0.1	-0.2	-0.3	0.5
<b>35 to 44</b>	527,355	530,505	538,585	545,060	551,520	558,415	564,290	569,105	574,735	580,990	586,625	
% of Total	14.4%	14.3%	14.3%	14.3%	14.3%	14.3%	14.3%	14.3%	14.3%	14.3%	14.3%	14.3%
Growth Rate (%)	0.0	0.6	1.5	1.2	1.2	1.3	1.1	0.9	1.0	1.1	1.0	1.0
<b>45 to 54</b>	583,330	589,480	590,480	585,885	580,115	573,735	568,195	563,670	558,500	553,220	549,720	
% of Total	16.0%	15.9%	15.6%	15.4%	15.0%	14.7%	14.4%	14.2%	13.9%	13.6%	13.4%	14.7%
Growth Rate (%)	2.0	1.1	0.2	-0.8	-1.0	-1.1	-1.0	-0.8	-0.9	-0.9	-0.6	-0.4
<b>55 to 64</b>	401,370	424,980	448,415	464,785	481,520	499,240	516,590	533,045	547,220	558,885	566,245	
% of Total	11.0%	11.5%	11.9%	12.2%	12.5%	12.8%	13.1%	13.4%	13.6%	13.8%	13.8%	12.7%
Growth Rate (%)	6.0	5.9	5.5	3.7	3.6	3.7	3.5	3.2	2.7	2.1	1.3	3.7
<b>65 and over</b>	407,350	420,265	434,745	452,365	470,150	487,265	505,660	524,455	544,230	566,700	590,935	
% of Total	11.2%	11.3%	11.5%	11.9%	12.2%	12.5%	12.8%	13.2%	13.5%	14.0%	14.4%	12.6%
Growth Rate (%)	3.3	3.2	3.4	4.1	3.9	3.6	3.8	3.7	3.8	4.1	4.3	3.7
<b>Total</b>	3,649,530	3,711,025	3,773,815	3,815,995	3,857,635	3,898,645	3,939,830	3,980,350	4,020,210	4,060,285	4,099,405	
Growth Rate (%)	1.9	1.7	1.7	1.1	1.1	1.1	1.1	1.0	1.0	1.0	1.0	1.2

## Appendix B

### Female Population

	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	Average 2009-2019
<b>Under 15</b>	333,935	337,940	342,340	345,960	349,560	353,315	357,110	361,015	363,775	366,400	368,745	
% of Total	18.3%	18.2%	18.2%	18.1%	18.1%	18.1%	18.1%	18.1%	18.1%	18.0%	18.0%	18.1%
Growth Rate (%)	1.3	1.2	1.3	1.1	1.0	1.1	1.1	1.1	0.8	0.7	0.6	1.0
<b>15 and over</b>	1,488,985	1,515,820	1,542,905	1,560,445	1,577,855	1,594,915	1,611,940	1,628,565	1,646,370	1,664,355	1,682,050	
% of Total	81.7%	81.8%	81.8%	81.8%	81.9%	81.9%	81.9%	81.9%	81.9%	82.0%	82.0%	81.9%
Growth Rate (%)	2.0	1.8	1.8	1.1	1.1	1.1	1.1	1.0	1.1	1.1	1.1	1.3
<b>15 to 24</b>	254,510	255,165	255,570	253,970	252,670	250,785	248,625	246,815	246,390	246,680	247,765	
% of Total	14.0%	13.8%	13.6%	13.3%	13.1%	12.9%	12.6%	12.4%	12.3%	12.1%	12.1%	12.9%
Growth Rate (%)	0.4	0.3	0.2	-0.6	-0.5	-0.7	-0.9	-0.7	-0.2	0.1	0.4	-0.2
<b>25 to 34</b>	260,190	263,855	267,460	269,040	270,475	271,800	272,800	273,085	273,330	272,855	272,130	
% of Total	14.3%	14.2%	14.2%	14.1%	14.0%	14.0%	13.9%	13.7%	13.6%	13.4%	13.3%	13.9%
Growth Rate (%)	1.8	1.4	1.4	0.6	0.5	0.5	0.4	0.1	0.1	-0.2	-0.3	0.6
<b>35 to 44</b>	262,655	263,805	267,600	270,530	273,625	277,035	280,355	283,410	286,740	290,165	293,290	
% of Total	14.4%	14.2%	14.2%	14.2%	14.2%	14.2%	14.2%	14.2%	14.3%	14.3%	14.3%	14.3%
Growth Rate (%)	-0.1	0.4	1.4	1.1	1.1	1.2	1.2	1.1	1.2	1.2	1.1	1.0
<b>45 to 54</b>	288,605	291,755	291,930	289,760	286,780	283,555	280,515	277,685	274,615	271,755	269,870	
% of Total	15.8%	15.7%	15.5%	15.2%	14.9%	14.6%	14.2%	14.0%	13.7%	13.4%	13.2%	14.6%
Growth Rate (%)	2.0	1.1	0.1	-0.7	-1.0	-1.1	-1.1	-1.0	-1.1	-1.0	-0.7	-0.4
<b>55 to 64</b>	199,770	211,385	222,960	230,730	238,845	247,415	255,950	264,155	271,420	277,340	280,845	
% of Total	11.0%	11.4%	11.8%	12.1%	12.4%	12.7%	13.0%	13.3%	13.5%	13.7%	13.7%	12.6%
Growth Rate (%)	6.0	5.8	5.5	3.5	3.5	3.6	3.4	3.2	2.8	2.2	1.3	3.7
<b>65 and over</b>	223,255	229,855	237,385	246,415	255,460	264,325	273,695	283,415	293,875	305,560	318,150	
% of Total	12.2%	12.4%	12.6%	12.9%	13.3%	13.6%	13.9%	14.2%	14.6%	15.0%	15.5%	13.7%
Growth Rate (%)	3.2	3.0	3.3	3.8	3.7	3.5	3.5	3.6	3.7	4.0	4.1	3.6
<b>Total</b>	1,823,050	1,853,855	1,885,305	1,906,485	1,927,470	1,948,185	1,969,075	1,989,620	2,010,160	2,030,730	2,050,840	
Growth Rate (%)	1.9	1.7	1.7	1.1	1.1	1.1	1.1	1.0	1.0	1.0	1.0	1.3

## Appendix B

### Male Population

	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	Average 2009-2019
<b>Under 15</b>	351,315	355,470	359,980	363,385	367,460	371,155	375,195	379,850	382,735	385,470	387,855	
% of Total	19.2%	19.1%	19.1%	19.0%	19.0%	19.0%	19.0%	19.1%	19.0%	19.0%	18.9%	19.1%
Growth Rate (%)	1.2	1.2	1.3	0.9	1.1	1.0	1.1	1.2	0.8	0.7	0.6	1.0
<b>15 and over</b>	1,475,175	1,501,640	1,528,465	1,546,040	1,562,705	1,579,305	1,595,660	1,611,000	1,627,225	1,644,115	1,660,775	
% of Total	80.8%	80.9%	80.9%	81.0%	81.0%	81.0%	81.0%	80.9%	81.0%	81.0%	81.1%	80.9%
Growth Rate (%)	2.0	1.8	1.8	1.1	1.1	1.1	1.0	1.0	1.0	1.0	1.0	1.3
<b>15 to 24</b>	265,875	266,295	266,765	265,665	264,320	262,740	260,380	258,310	257,995	258,600	259,590	
% of Total	14.6%	14.3%	14.1%	13.9%	13.7%	13.5%	13.2%	13.0%	12.8%	12.7%	12.7%	13.5%
Growth Rate (%)	0.3	0.2	0.2	-0.4	-0.5	-0.6	-0.9	-0.8	-0.1	0.2	0.4	-0.2
<b>25 to 34</b>	264,180	266,915	269,350	269,715	269,790	270,240	271,060	271,080	271,195	270,540	269,815	
% of Total	14.5%	14.4%	14.3%	14.1%	14.0%	13.9%	13.8%	13.6%	13.5%	13.3%	13.2%	13.9%
Growth Rate (%)	1.6	1.0	0.9	0.1	0.0	0.2	0.3	0.0	0.0	-0.2	-0.3	0.3
<b>35 to 44</b>	264,700	266,700	270,985	274,530	277,895	281,380	283,935	285,695	287,995	290,825	293,335	
% of Total	14.5%	14.4%	14.3%	14.4%	14.4%	14.4%	14.4%	14.4%	14.3%	14.3%	14.3%	14.4%
Growth Rate (%)	0.0	0.8	1.6	1.3	1.2	1.3	0.9	0.6	0.8	1.0	0.9	0.9
<b>45 to 54</b>	294,725	297,725	298,550	296,125	293,335	290,180	287,680	285,985	283,885	281,465	279,850	
% of Total	16.1%	16.0%	15.8%	15.5%	15.2%	14.9%	14.6%	14.4%	14.1%	13.9%	13.7%	14.9%
Growth Rate (%)	2.1	1.0	0.3	-0.8	-0.9	-1.1	-0.9	-0.6	-0.7	-0.9	-0.6	-0.3
<b>55 to 64</b>	201,600	213,595	225,455	234,055	242,675	251,825	260,640	268,890	275,800	281,545	285,400	
% of Total	11.0%	11.5%	11.9%	12.3%	12.6%	12.9%	13.2%	13.5%	13.7%	13.9%	13.9%	12.8%
Growth Rate (%)	6.0	5.9	5.6	3.8	3.7	3.8	3.5	3.2	2.6	2.1	1.4	3.8
<b>65 and over</b>	184,095	190,410	197,360	205,950	214,690	222,940	231,965	241,040	250,355	261,140	272,785	
% of Total	10.1%	10.3%	10.5%	10.8%	11.1%	11.4%	11.8%	12.1%	12.5%	12.9%	13.3%	11.5%
Growth Rate (%)	3.5	3.4	3.7	4.4	4.2	3.8	4.0	3.9	3.9	4.3	4.5	4.0
<b>Total</b>	1,826,480	1,857,170	1,888,510	1,909,510	1,930,165	1,950,460	1,970,755	1,990,730	2,010,050	2,029,555	2,048,565	
Growth Rate (%)	1.8	1.7	1.7	1.1	1.1	1.1	1.0	1.0	1.0	1.0	0.9	1.2

## Appendix B

### Aboriginal Population

	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	Average 2009-2019
<b>Under 15</b>	60,885	61,393	62,019	62,522	63,076	63,663	64,274	64,893	65,507	66,118	66,709	
% of Total	28.5%	28.1%	27.8%	27.5%	27.3%	27.1%	26.9%	26.7%	26.5%	26.3%	26.2%	27.2%
Growth Rate (%)	0.7	0.8	1.0	0.8	0.9	0.9	1.0	1.0	0.9	0.9	0.9	0.9
<b>15 and over</b>	152,973	157,071	161,211	164,702	168,152	171,556	174,939	178,281	181,583	184,876	188,120	
% of Total	71.5%	71.9%	72.2%	72.5%	72.7%	72.9%	73.1%	73.3%	73.5%	73.7%	73.8%	72.8%
Growth Rate (%)	2.9	2.7	2.6	2.2	2.1	2.0	2.0	1.9	1.9	1.8	1.8	2.2
<b>15 to 24</b>	39,847	40,244	40,574	40,718	40,820	40,896	40,967	41,039	41,123	41,229	41,355	
% of Total	18.6%	18.4%	18.2%	17.9%	17.7%	17.4%	17.1%	16.9%	16.6%	16.4%	16.2%	17.4%
Growth Rate (%)	1.4	1.0	0.8	0.4	0.3	0.2	0.2	0.2	0.2	0.3	0.3	0.5
<b>25 to 34</b>	33,166	34,010	34,900	35,561	36,205	36,813	37,384	37,904	38,371	38,795	39,164	
% of Total	15.5%	15.6%	15.6%	15.7%	15.7%	15.7%	15.6%	15.6%	15.5%	15.5%	15.4%	15.6%
Growth Rate (%)	2.6	2.5	2.6	1.9	1.8	1.7	1.6	1.4	1.2	1.1	1.0	1.8
<b>35 to 44</b>	29,810	30,228	30,711	31,082	31,488	31,924	32,392	32,880	33,382	33,898	34,411	
% of Total	13.9%	13.8%	13.8%	13.7%	13.6%	13.6%	13.5%	13.5%	13.5%	13.5%	13.5%	13.6%
Growth Rate (%)	1.4	1.4	1.6	1.2	1.3	1.4	1.5	1.5	1.5	1.5	1.5	1.4
<b>45 to 54</b>	24,792	25,425	26,014	26,506	26,963	27,391	27,802	28,200	28,592	28,984	29,377	
% of Total	11.6%	11.6%	11.7%	11.7%	11.7%	11.6%	11.6%	11.6%	11.6%	11.5%	11.5%	11.6%
Growth Rate (%)	2.9	2.6	2.3	1.9	1.7	1.6	1.5	1.4	1.4	1.4	1.4	1.8
<b>55 to 64</b>	14,887	15,801	16,703	17,548	18,364	19,145	19,890	20,596	21,262	21,892	22,485	
% of Total	7.0%	7.2%	7.5%	7.7%	7.9%	8.1%	8.3%	8.5%	8.6%	8.7%	8.8%	8.0%
Growth Rate (%)	6.6	6.1	5.7	5.1	4.6	4.3	3.9	3.5	3.2	3.0	2.7	4.4
<b>65 and over</b>	10,470	11,363	12,310	13,287	14,314	15,387	16,504	17,661	18,854	20,078	21,328	
% of Total	4.9%	5.2%	5.5%	5.8%	6.2%	6.5%	6.9%	7.3%	7.6%	8.0%	8.4%	6.6%
Growth Rate (%)	8.8	8.5	8.3	7.9	7.7	7.5	7.3	7.0	6.8	6.5	6.2	7.5
<b>Total</b>	213,858	218,464	223,230	227,224	231,229	235,219	239,214	243,173	247,090	250,994	254,829	
Growth Rate (%)	2.3	2.2	2.2	1.8	1.8	1.7	1.7	1.7	1.6	1.6	1.5	1.8

## Appendix B

### Visible Minorities

	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	Average 2009-2019
<b>Under 15</b>	109,536	109,472	109,533	109,400	109,341	109,346	109,416	109,534	109,690	109,889	110,106	
% of Total	21.9%	21.5%	21.2%	20.9%	20.6%	20.3%	20.1%	19.8%	19.6%	19.4%	19.2%	20.4%
Growth Rate (%)	-0.1	-0.1	0.1	-0.1	-0.1	0.0	0.1	0.1	0.1	0.2	0.2	0.0
<b>15 and over</b>	391,052	399,291	407,537	414,825	422,000	429,039	435,968	442,751	449,389	455,919	462,295	
% of Total	78.1%	78.5%	78.8%	79.1%	79.4%	79.7%	79.9%	80.2%	80.4%	80.6%	80.8%	79.6%
Growth Rate (%)	2.2	2.1	2.1	1.8	1.7	1.7	1.6	1.6	1.5	1.5	1.4	1.7
<b>15 to 24</b>	76,396	77,300	78,076	78,541	78,889	79,134	79,302	79,402	79,451	79,468	79,456	
% of Total	15.3%	15.2%	15.1%	15.0%	14.8%	14.7%	14.5%	14.4%	14.2%	14.0%	13.9%	14.6%
Growth Rate (%)	1.5	1.2	1.0	0.6	0.4	0.3	0.2	0.1	0.1	0.0	0.0	0.5
<b>25 to 34</b>	79,631	80,031	80,577	80,895	81,287	81,723	82,193	82,665	83,123	83,567	83,967	
% of Total	15.9%	15.7%	15.6%	15.4%	15.3%	15.2%	15.1%	15.0%	14.9%	14.8%	14.7%	15.2%
Growth Rate (%)	0.5	0.5	0.7	0.4	0.5	0.5	0.6	0.6	0.6	0.5	0.5	0.5
<b>35 to 44</b>	81,828	82,513	83,201	83,644	84,056	84,441	84,816	85,180	85,538	85,904	86,265	
% of Total	16.3%	16.2%	16.1%	16.0%	15.8%	15.7%	15.6%	15.4%	15.3%	15.2%	15.1%	15.7%
Growth Rate (%)	0.9	0.8	0.8	0.5	0.5	0.5	0.4	0.4	0.4	0.4	0.4	0.6
<b>45 to 54</b>	69,933	71,766	73,443	74,896	76,210	77,399	78,479	79,459	80,349	81,162	81,904	
% of Total	14.0%	14.1%	14.2%	14.3%	14.3%	14.4%	14.4%	14.4%	14.4%	14.3%	14.3%	14.3%
Growth Rate (%)	3.0	2.6	2.3	2.0	1.8	1.6	1.4	1.2	1.1	1.0	0.9	1.7
<b>55 to 64</b>	44,720	47,087	49,455	51,748	53,989	56,162	58,253	60,251	62,149	63,944	65,631	
% of Total	8.9%	9.3%	9.6%	9.9%	10.2%	10.4%	10.7%	10.9%	11.1%	11.3%	11.5%	10.3%
Growth Rate (%)	5.5	5.3	5.0	4.6	4.3	4.0	3.7	3.4	3.2	2.9	2.6	4.1
<b>65 and over</b>	38,544	40,594	42,785	45,101	47,569	50,179	52,924	55,793	58,780	61,874	65,072	
% of Total	7.7%	8.0%	8.3%	8.6%	9.0%	9.3%	9.7%	10.1%	10.5%	10.9%	11.4%	9.4%
Growth Rate (%)	5.3	5.3	5.4	5.4	5.5	5.5	5.5	5.4	5.4	5.3	5.2	5.4
<b>Total</b>	500,588	508,763	517,070	524,224	531,341	538,384	545,384	552,284	559,079	565,808	572,401	
Growth Rate (%)	1.7	1.6	1.6	1.4	1.4	1.3	1.3	1.3	1.2	1.2	1.2	1.4

## Appendix B

### Activity Limitations

	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	Average 2009-2019
<b>15 and over</b>	239,324	245,082	250,865	255,211	259,498	263,771	268,124	272,394	276,646	280,965	285,131	
Growth Rate (%)	2.6	2.4	2.4	1.7	1.7	1.6	1.7	1.6	1.6	1.6	1.5	1.8
<b>15 to 24</b>	22,554	22,602	22,640	22,523	22,409	22,260	22,067	21,901	21,870	21,910	22,001	
% of 15 and over	9.4%	9.2%	9.0%	8.8%	8.6%	8.4%	8.2%	8.0%	7.9%	7.8%	7.7%	8.5%
Growth Rate (%)	0.3	0.2	0.2	-0.5	-0.5	-0.7	-0.9	-0.8	-0.1	0.2	0.4	-0.2
<b>25 to 34</b>	25,388	25,713	26,022	26,133	26,223	26,324	26,423	26,451	26,479	26,437	26,378	
% of 15 and over	10.6%	10.5%	10.4%	10.2%	10.1%	10.0%	9.9%	9.7%	9.6%	9.4%	9.3%	10.0%
Growth Rate (%)	1.7	1.3	1.2	0.4	0.3	0.4	0.4	0.1	0.1	-0.2	-0.2	0.5
<b>35 to 44</b>	36,008	36,225	36,780	37,225	37,671	38,149	38,562	38,905	39,304	39,744	40,141	
% of 15 and over	15.0%	14.8%	14.7%	14.6%	14.5%	14.5%	14.4%	14.3%	14.2%	14.1%	14.1%	14.5%
Growth Rate (%)	0.0	0.6	1.5	1.2	1.2	1.3	1.1	0.9	1.0	1.1	1.0	1.0
<b>45 to 54</b>	53,591	54,177	54,294	53,909	53,414	52,864	52,385	51,994	51,546	51,091	50,796	
% of 15 and over	22.4%	22.1%	21.6%	21.1%	20.6%	20.0%	19.5%	19.1%	18.6%	18.2%	17.8%	20.1%
Growth Rate (%)	2.0	1.1	0.2	-0.7	-0.9	-1.0	-0.9	-0.7	-0.9	-0.9	-0.6	-0.3
<b>55 to 64</b>	49,504	52,421	55,316	57,340	59,409	61,597	63,740	65,773	67,526	68,970	69,883	
% of 15 and over	20.7%	21.4%	22.1%	22.5%	22.9%	23.4%	23.8%	24.1%	24.4%	24.5%	24.5%	23.1%
Growth Rate (%)	5.9	5.9	5.5	3.7	3.6	3.7	3.5	3.2	2.7	2.1	1.3	3.7
<b>65 and over</b>	52,278	53,945	55,814	58,082	60,372	62,578	64,947	67,369	69,920	72,813	75,932	
% of 15 and over	21.8%	22.0%	22.2%	22.8%	23.3%	23.7%	24.2%	24.7%	25.3%	25.9%	26.6%	23.9%
Growth Rate (%)	3.4	3.2	3.5	4.1	3.9	3.7	3.8	3.7	3.8	4.1	4.3	3.8