

Labour Mobility:

Income Trajectories of Individuals Who Move

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Labour Mobility

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Labour Mobility

What is Labour Mobility?

- Labour Mobility refers to people who move (relocate) into and out of a region for work
- Reference to a region refers to a Census Division

Why Understand Labour Mobility?

- Labour Mobility helps alleviate regional skill mismatches
- Labour Mobility is central to attraction and retention strategies, a priority for many economic development organizations
- Place-based marketing is also widely used to attract talent

Begin with Migration Data

In-migration versus out-migration

- Migration by age cohort
- Types of migration
 - Intra-provincial
 - Inter-provincial
 - International
- Migration origin and destination

Migration Observations

- Migration data is not widely used
- Migration data challenges community perceptions
- **Net population data is misleading**
- **Population renewal is not recognized**

New Questions Emerge

Rural Communities

- Do people move here to work/retire?
- Can we draw workers?
- Can we compete with urban wages?
- Why do people leave our community?
- How easily do people leave our community?

Labour Mobility Origin

Background

- Migration origin/destination data is merged with employment income data from Taxfiler
- The Labour Mobility database excludes international migrants
- The Labour Mobility data covers the 2009 to 2013 time period (lags migration data by one year)
- National database includes all Census Divisions and all Census Metropolitan Areas

Movers by Employment Income Status

Proportion of People Attracted: 2009 to 2013

	Chatham-Kent %	Cochrane %
Employed after move	67.9%	77.8%
Employed before move, unemployed after	5.7%	4.5%
Not employed before or after move	26.4%	17.6%

Ability to Attract Varies Considerably

Annual Average Attraction Rate: 2009-2013

Region	%
Haliburton	5.9%
Sudbury	4.8%
Oxford	3.8%
Lambton	2.2%
Essex	1.1%

Ability to Retain Varies Across Regions

Annual Average Loss Rate: 2009-2013

Region	%
Sudbury	4.8%
Parry Sound	4.2%
Toronto	3.4%
Algoma	2.2%
Essex	1.6%

Attraction or Retention Strategy?

Where to focus, depends on a region's attraction and retention characteristics and trends.

Many rural regions are quite good at attracting people, but poor at the retention of people.

Why Do People Move?

People move for a variety of reasons:

- Some for a job
- Some for a better paying job
- Some to live in a particular place for its amenities, cost of living, proximity to family, etc.
- Some for a combination of factors

Received a Pay Increase or Pay Decrease

Proportion of People Attracted: 2009 to 2013

Region	Increase	Decrease
Manitoulin	50.0%	50.0%
Grey	54.6%	45.4%
Haldimand-Norfolk	57.7%	42.3%
Renfrew	64.6%	35.4%
Halton	65.9%	34.1%

Received a Pay Increase or Pay Decrease

Proportion of People Who Moved Out:

Region	Increase	Decrease
Frontenac	64.7%	35.3%
Lambton	63.2%	36.8%
Huron	61.8%	38.2%
Rainy River	60.3%	39.7%
Kenora	57.3%	42.7%

Movers' Employment Income Cohort

An understanding of the employment income cohort of movers provides insight into:

- the type of jobs people are moving for
- community implications (social/economic)

Employment Income Cohorts

Proportion of People Attracted: 2009 to 2013

	Manitoulin	Prescott
Less than \$30,000	62.5%	37.3%
\$30,000 to \$59,999	20.2%	34.8%
\$60,000 or more	17.3%	27.8%

Employment Income Cohorts

Net Gain or Loss of People: 2009 to 2013

	Bruce County #	Waterloo Region #
Less than \$30,000	-240	190
\$30,000 to \$59,999	-40	-80
\$60,000 or more	420	-520

Questions/Comments