Developing a Workforce Strategy for the Age 50+ Worker for Toronto
Presentation to Economic Development Committee
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It's called Agequake, Longevity Economy, Silver Tsunami, and Age Wave. The world's only growing demographic is people 60-plus. For as long as statistics have been gathered in Canada, the number of young people entering the workforce has always exceeded those nearing retirement. Not any more. According to Statistics Canada's demography division, at some point in 2013 the number of 15- to 24-year-olds will slip below the number of 55- to 64-year-olds.

The population of the City of Toronto is aging. While the median age of the City overall is 39 years, more Wards have a median age above 39 years than Wards at and below the Toronto median age combined.

Comparing population figures in the 2011 Census Data with the 2006 Census Data:
- In the 15-24 age group, 21 Wards had an increase in this group, ranging from 02% to 1.76%; the City increased overall by .02%.
- In the 25-44 age group, 8 Wards had an increase in this group, ranging from .02% to 6.52%; the City decreased overall by 1.40%.
- In the 45-64 age group, every Ward except Wards 19 and 20 had an increase in this group, ranging from .27% to 3.62%; the City increased overall by 2.09%.

In a more detailed analysis of the percentage change, 2006 over 2011:
- Ages 60-64 – 36 Wards show this group as one of their highest 3 in percentage change;
- Age 85+ – 33 Wards show this group as one of their highest 3 in percentage change;
- Ages 50-54 – 15 Wards show this group as one of their highest 3 in percentage change.

- Ages 35-39 – 26 Wards show this group as one of their lowest in percentage change;
- Ages 40-44 – 26 Wards show this group as one of their lowest in percentage change;
- Ages 10-14 – 18 Wards show this group as one of their lowest in percentage change.

The Federation of Canadian Municipalities published *'Canada's Aging Population, The Municipal Role in Canada's Demographic Shift'* earlier this summer. The FCM reports that the Labour Force Replacement Ratio in Toronto in 2001 was 1.14. By 2011, that ratio had fallen to 0.81. A ratio below 1.0 indicates a shortfall of incoming labour.

Ongoing 'greying' of the population is two-fold: increases in the number of middle-aged and older people and the general rise in average age. The greatest worry about this shift turns on the social safety net. The promise of pensions and healthcare for older citizens depends on the pyramid structure where active working-age people out-number the retirees. This is of major concern for governments (as pension and health costs rise, the growth in the tax base slows) and business (employers struggle to find workers which they identify as a major threat to productivity). Yet, while employers continue to express concern about finding workers, many companies still tend to overlook applicants aged 50+.

The OECD defines the age of 50 as "corresponding to the age after which labour force participation rates begin to decline".

Hiring managers often still view 50+ applicants as having lower job performance, higher absenteeism and accident rates, and less ability to solve problems and adapt to changes. Those 50+ searching for jobs have long fought back stereotypes that they lack the speed, technological skills and dynamism of younger applicants. Research continues to find that 50+ workers outpace younger ones in nearly every metric. And in jobs where age might be a detriment – say a highly physical job beyond a particular person's ability – 50+ workers tend to exclude themselves from applying in the first place.

Surveys consistently show people 50+ believe they experience age discrimination in the job market with long-term unemployment far higher with this demographic. Unemployed workers 50+ are being referred to as 'the new unemployables'.

Employment experts indicate that companies are increasingly only interested in applicants who have a job, expressing concerns that a person without a job has rusty skills especially if they haven't worked for more than 6 months.

The Ontario Human Rights Commission publication *'Human Rights at Work 2008, 3rd Edition'* states "Most claims of age discrimination in employment relate to older employees. … Older workers are excluded from training opportunities because of a perception that it is not worth investing in their future careers and that they are too difficult to train."

Age discrimination in the workplace is a reality in today's world, yet does not appear to generate the same degree of moral outrage as other forms of discrimination. A greater number of people would like to stay on the job later in life, some because of personal choice and others out of necessity, yet too many under- and unemployed 50+ workers are unable to remain in the labour force or to re-enter it because of age prejudice.

Age discrimination is often referred to as the 'invisible discrimination', so universally part of our modern culture that we often accept it without question. Given the entrenched attitudes and negative stereotypes about 50+ workers, is it any wonder that they would rather call

themselves semi-retired, or a consultant, or an entrepreneur to explain gaps in their resume. Or defend long periods of unemployment with the reason of caregiver activities for family members. Anything but admit that workplace age discrimination could possibly play a role in their long-term unemployment.

In the face of rapid population aging, there is a need to promote better employment opportunities for those aged 50+. Both governments and business need to take active measures to tackle age discrimination and to improve the job skills and employment opportunities of this demographic.

In 2007, the federal government's Expert Panel on Older Workers report *'Supporting and Engaging Older Workers in the New Economy'*, conclude that one distinctive characteristic of older workers is that once they become unemployed they tend to experience longer spells of unemployment before finding a new job and they experience greater earnings losses compared to their level of earnings prior to losing their job.

The OECD has stated that raising the employment rate for older workers is critical to softening the blow of a shrinking labour force, which they foresee will have "major consequences for economic growth, public finances and living standards" in countries with aging populations.

In 2012, the federal Department of Finance released the paper *'Economic and Fiscal Implications of Canada's Aging Population'*. The paper states: "Canadians aged 55 and over are less active in the labour market than in many other advanced countries. [It is imperative] to ensure that an increasing number of Canadians have the necessary skills and the incentives to fully participate in the workforce. … A central conclusion of the document is that acting and planning now to prepare for the challenge of an aging population will support long-term economic growth and avoid the need to take drastic or inequitable actions in the future, such as significant tax increases or service reductions."

The Canadian Chamber of Commerce, the Conference Board of Canada, Canada's HR Professionals, the Expert Panel on Older Workers, the Institute for Research on Public Policy, Ontario's Institute for Competitiveness and Prosperity, the National Seniors' Council, the Caledon Institute of Social Policy, and Don Drummond (while in his role as Chief Economist, TD Bank Financial Group) are a sample of those citing the need to tap the pool of under-utilized talent such as older workers.

Manpower Inc., in a 2007 workforce survey, revealed that only 17% of Canadian employers have an older workers strategy and that only 24% have an older worker recruiting strategy. In 2012, Toronto approved its' workforce development strategy, *'Working As One'*, making only one reference to older workers (pg. 9). And, unfortunately, in referencing the Conference Board of Canada with respect to under-represented workers in the labour force (pg. 9), older workers have been removed. The Conference Board's report, *'Canada's Demographic*

Crunch: Can under-represented workers save us?', includes older workers as a source of under-utilized labour.

The Toronto Seniors' Strategy has been organized using the World Health Organization's (WHO) framework for age-friendly cities. The WHO identifies eight domains of city life that might influence the health and quality of life of older people. The domain on civic participation and employment provides a list of essential features, which includes:

- the qualities of older employees are well-promoted;
- a range of flexible and appropriately paid opportunities for older people to work is promoted;
- discrimination on the basis of age alone is forbidden in the hiring, retention, promotion and training of employees;
- self-employment options for older people are promoted and supported;
- training in post-retirement options is provided for older workers.

Recommendation #7 of the Seniors' Strategy to ensure that older workers can access City Workforce development initiatives is a start towards achieving the essential features.

The second part of recommendation #7 – to explore opportunities to customize employment services to meet the unique needs of older workers – aligns with concerns raised by employment counsellors. Although employment organizations indicate there is a desperate need for services for the experienced 50+ worker, the provincial budget of 2010 eliminated all 7 programs within Toronto identified as offering services specifically designed for the older worker.

A worker aged 50+ with education, experience and skills will have difficulty finding services to address their unemployment situation or will be streamed into programs that are wholly inappropriate for their circumstance. Serving older unemployed workers, many of whom experience long jobless spells, is time consuming for service providers and, too often, files of the 50+ client remain open for statistical and funding purposes only as organizations find they are not qualified to assist or unable to advocate on behalf of this demographic. The OECD refers to this phenomenon as 'creaming and parking'.

Any discussion about the employment of workers aged 50+ must also discuss what economists refer to as the 'lump-of-labour fallacy'. This is a prevalent attitude that older workers should retire to make room for younger people; that too many older people continue to work for selfish reasons, thereby taking jobs from the young and unemployed. The 'lump-of-labour' theory argues that the number of jobs is fixed and that older workers directly 'block' younger workers from entering the workforce.

This fallacy argues that age discrimination is permissible on the basis it has social utility. Older persons are perceived to deprive younger ones of opportunities and, therefore, some types of

age discrimination are necessary to facilitate job and promotion opportunities for younger workers. The widespread view assumes that every job held by an older worker is one less job available for a younger worker. This rationale for discrimination against older workers is not unlike the old claim that any job occupied by a woman is one less job for a man, yet, where similar reasoning is used to justify discrimination on the basis of age, it does not attract the same level of scrutiny or concern.

Economists and policymakers find no evidence that older workers substitute or crowd out younger workers. On the contrary, the labour market is highly flexible, the number of jobs in the economy is not fixed, and the dynamics of a market economy will tend to create enough jobs to accommodate available workers.

The U.S. Bureau of Economic Research reviewed academic papers from different countries investigating the 'lump-of-labour' theory and their findings for Canada indicate "evidence has shown that – if anything – the employment of the young and prime-aged worker tends to move in the same direction as the older worker".

Given the 'value added' that is brought to the table by older workers through their experience and acquired knowledge or networks, it is unclear that the strategy of 'replacing' older workers with younger workers is possible, let alone effective.

Workers 50+ offer tremendous potential value to businesses, the economy and society. There is a need to look beyond traditional stereotypes about aging in order to benefit from the growing number of older citizens, many of whom would choose to work longer given appropriate policies and workplace practices.

Raising the employment rate for older workers is critical to softening the blow of a shrinking labour force; developing effective strategies designed to attract and retain the 50+ worker is crucial in accomplishing this goal. Concrete, specific actions that will incent this demographic to remain in and return to the labour force are required in developing innovative programs to retain, recruit and manage older workers beyond the traditional retirement age.

This presentation requests the Economic Development Committee of the City of Toronto to recommend the creation of the *'Age Counts'* office with a mandate to include:
1. Identify barriers that prevent the 50+ worker from remaining in or re-entering the workforce and work with appropriate stakeholders to provide advice on:
    a) Employer and community attitudes toward older workers;
    b) Re-skilling and career transitions for older workers;
    c) Retention of the expertise of older workers;
    d) Employment related assistance for older workers;
    e) Under-employment and hidden unemployment of older workers.

2. a) Work with employers in developing employment policies to retain, recruit, and reflect the potential contribution of 50+ workers by identifying essential skills that individuals have and that businesses need;
   b) Work with employment organizations to ensure older workers have the employment supports required to find work;
   c) Develop the source of 'best practices for attracting, retaining, and working with the older worker' for employers and employment organizations.
3. Develop programs to promote inter-generational dialogue and exchange of experiences and ideas as well as to bridge gaps through mentoring, coaching, and counselling.
4. Advocate to eliminate workplace age discrimination and champion age diversity as an important business strategy within a multi-generational workforce.
5. Assemble an advisory board to assist the **Age Counts** office in fulfilling its' mandate.
6. Ensure a comprehensive and collaborative approach in the examination of policies, programs and services that impact the unemployed / under-employed 50+ worker.

Age Counts©

2011 Census Data vs. 2006 Census Data

City of Toronto

		2006 population		2011 population
		2,503,345		2,615,090

Age Group	2006 population	% of population	2011 population	% of population
15-24	318,680	12.73%	333,515	12.75%
25-44	801,565	32.02%	800,815	30.62%
45-64	620,005	24.77%	702,400	26.86%
65+	353,500	14.12%	377,485	14.43%

2006 to 2011 Percentage Change (highest 3 / lowest 3)

Age Group	+	Age Group	–
60-64	28.8%	40-44	-7.2%
85+	27.5%	10-14	-6.2%
50-54	13.6%	35-39	-6.2%

Ward 1 – Etobicoke North
Councillor Vincent Crisanti

		2006 population		2011 population
		60,300		61,315

Age Group	2006 population	% of population	2011 population	% of population
15-24	8745	14.50%	9390	15.31%
25-44	18,625	30.89%	17,410	28.39%
45-64	13,155	21.82%	14,705	23.98%
65+	6150	10.20%	6950	11.33%

2006 to 2011 Percentage Change (highest 3 / lowest 3)

Age Group	+	Age Group	–
75-79	19.4%	30-34	-12.1%
60-64	18.2%	35-39	-8.2%
50-54	18.2%	5-9	-7.1%

Ward 2 – Etobicoke North
Councillor Doug Ford

		2006 population		2011 population
		54,780		56,725

Age Group	2006 population	% of population	2011 population	% of population
15-24	7080	12.92%	7920	13.96%
25-44	15,685	28.63%	14,890	26.25%
45-64	12,690	23.17%	14,465	25.50%
65+	8335	15.22%	8910	15.71%

2006 to 2011 Percentage Change (highest 3 / lowest 3)

Age Group	+	Age Group	–
85+	57.3%	35-39	-13.8%
60-64	21.6%	70-74	-9.6%
50-54	20.1%	40-44	-6.8%

Ward 3 – Etobicoke Centre

		2006 population		2011 population
		51,155		52,230

Age Group	2006 population	% of population	2011 population	% of population
15-24	6430	12.57%	6720	12.87%
25-44	12,435	24.31%	11,550	22.11%
45-64	13,805	26.99%	15,685	30.03%
65+	10,335	20.20%	10,325	19.77%

2006 to 2011 Percentage Change (highest 3 / lowest 3)

Age Group	+	Age Group	–
85+	50.4%	35-39	-17.4%
60-64	24.4%	70-74	-12.8%
50-54	16.2%	40-44	-11.2%

Ward 4 – Etobicoke Centre   **2006 population**   **2011 population**
Councillor Gloria Lindsay Luby   53,615   54,640

Age Group	2006 population	% of population	2011 population	% of population
15-24	6840	12.76%	6820	12.48%
25-44	13,140	24.51%	12,580	23.02%
45-64	14,140	26.37%	15,855	29.02%
65+	11,030	20.57%	10,985	20.10%

2006 to 2011 Percentage Change (highest 3 / lowest 3)

Age Group	+	Age Group	–
85+	39.1%	70-74	-14.6%
60-64	32.7%	35-39	-10.3%
55-59	13.1%	40-44	-10.0%

Ward 5 – Etobicoke-Lakeshore   **2006 population**   **2011 population**
Councillor Peter Milczyn   57,725   64,015

Age Group	2006 population	% of population	2011 population	% of population
15-24	6285	10.89%	6905	10.79%
25-44	16,710	28.95%	18,370	28.70%
45-64	15,600	27.02%	18,670	29.17%
65+	10,135	17.56%	10,745	16.79%

2006 to 2011 Percentage Change (highest 3 / lowest 3)

Age Group	+	Age Group	–
60-64	44.6%	80-84	-11.8%
85+	40.6%	75-79	-5.5%
25-29	24.7%	40-44	-4.8%

Ward 6 – Etobicoke-Lakeshore   **2006 population**   **2011 population**
Councillor Mark Grimes   56,920   58,995

Age Group	2006 population	% of population	2011 population	% of population
15-24	6075	10.67%	6185	10.48%
25-44	18,635	32.74%	18,310	31.04%
45-64	16,395	28.80%	18,435	31.25%
65+	7985	14.03%	8620	14.61%

2006 to 2011 Percentage Change (highest 3 / lowest 3)

Age Group	+	Age Group	–
85+	33.3%	10-14	-17.7%
60-64	32.3%	40-44	-15.7%
65-69	17.4%	75-79	-7.5%

Ward 7 – York West   **2006 population**   **2011 population**
Councillor Giorgio Mammoliti   49,360   52,085

Age Group	2006 population	% of population	2011 population	% of population
15-24	6505	13.18%	7270	13.96%
25-44	14,775	29.93%	14,365	27.58%
45-64	10,530	21.33%	12,550	24.10%
65+	7120	14.42%	7525	14.45%

2006 to 2011 Percentage Change (highest 3 / lowest 3)

Age Group	+	Age Group	–
85+	54.1%	65-69	-12.5%
80-84	36.0%	35-39	-9.5%
50-54	27.1%	5-9	-7.4%

Ward 8 – York West   **2006 population**   **2011 population**
Councillor Anthony Perruzza   48,205   50,340

Age Group	2006 population	% of population	2011 population	% of population
15-24	7695	15.96%	8630	17.14%
25-44	15,255	31.65%	14,800	29.40%
45-64	9560	19.83%	11,165	22.18%
65+	5170	10.73%	5660	11.24%

2006 to 2011 Percentage Change (highest 3 / lowest 3)

Age Group	+	Age Group	–
85+	61.3%	35-39	-15.5%
50-54	26.5%	10-14	-9.3%
80-84	23.0%	40-44	-6.1%

Ward 9 – York Centre   **2006 population**   **2011 population**
Councillor Maria Augimeri   44,980   46,040

Age Group	2006 population	% of population	2011 population	% of population
15-24	5555	12.35%	5845	12.70%
25-44	13,255	29.47%	12,410	26.95%
45-64	10,515	23.38%	12,040	26.15%
65+	7590	16.87%	7865	17.08%

2006 to 2011 Percentage Change (highest 3 / lowest 3)

Age Group	+	Age Group	–
85+	54.3%	65-69	-14.2%
50-54	28.5%	35-39	-13.1%
80-84	21.9%	40-44	-9.7%

Ward 10 – York Centre   **2006 population**   **2011 population**
Councillor James Pasternak   62,120   64,830

Age Group	2006 population	% of population	2011 population	% of population
15-24	8090	13.02%	7920	12.22%
25-44	17,455	28.10%	18,230	28.12%
45-64	15,340	24.69%	17,660	27.24%
65+	11,430	18.40%	11,005	16.98%

2006 to 2011 Percentage Change (highest 3 / lowest 3)

Age Group	+	Age Group	–
60-64	51.9%	75-79	-14.1%
50-54	18.2%	80-84	-10.7%
Less than 5	16.7%	20-24	-6.3%

Ward 11 – York South-Weston   **2006 population**   **2011 population**
Councillor Frances Nunziata   60,325   62,385

Age Group	2006 population	% of population	2011 population	% of population
15-24	8030	13.31%	8435	13.52%
25-44	18,080	29.97%	17,625	28.25%
45-64	14,795	24.53%	17,165	27.51%
65+	7865	13.04%	8215	13.17%

2006 to 2011 Percentage Change (highest 3 / lowest 3)

Age Group	+	Age Group	–
60-64	25.7%	40-44	-12.7%
55-59	21.2%	35-39	-10.2%
50-54	17.8%	10-14	-8.2%

Ward 12 – York South-Weston
Councillor Frank DiGiorgio

	2006 population	2011 population
	54,290	54,005

Age Group	2006 population	% of population	2011 population	% of population
15-24	6965	12.83%	6995	12.95%
25-44	16,195	29.83%	14,960	27.70%
45-64	11,970	22.05%	13,675	25.32%
65+	8340	15.36%	8240	15.26%

2006 to 2011 Percentage Change (highest 3 / lowest 3)

Age Group	+	Age Group	–
50-54	28.4%	35-39	-15.8%
85+	17.0%	5-9	-15.0%
60-64	16.4%	70-74	-11.7%

Ward 13 – Parkdale-High Park
Councillor Sarah Doucette

	2006 population	2011 population
	50,985	53,270

Age Group	2006 population	% of population	2011 population	% of population
15-24	5390	10.57%	5310	9.97%
25-44	17,645	34.61%	18,085	33.95%
45-64	13,350	26.18%	14,715	27.62%
65+	6770	13.28%	6855	12.87%

2006 to 2011 Percentage Change (highest 3 / lowest 3)

Age Group	+	Age Group	–
60-64	39.1%	80-84	-22.4%
65-69	22.8%	75-79	-12.5%
85+	16.8%	10-14	-3.8%

Ward 14 – Parkdale-High Park
Councillor Gord Perks

	2006 population	2011 population
	52,450	53,765

Age Group	2006 population	% of population	2011 population	% of population
15-24	5515	10.51%	5435	10.11%
25-44	21,020	40.08%	21,135	39.31%
45-64	12,515	23.86%	13,770	25.61%
65+	6015	11.47%	5955	11.08%

2006 to 2011 Percentage Change (highest 3 / lowest 3)

Age Group	+	Age Group	–
60-64	35.3%	80-84	-17.5%
65-69	12.7%	75-79	-14.6%
85+	12.1%	15-19	-4.3%

Ward 15 – Eglinton-Lawrence
Councillor Josh Colle

	2006 population	2011 population
	61,485	62,050

Age Group	2006 population	% of population	2011 population	% of population
15-24	7305	11.88%	7360	11.86%
25-44	18,005	29.28%	17,165	27.66%
45-64	13,865	22.55%	15,690	25.29%
65+	11,485	18.68%	11,265	18.15%

2006 to 2011 Percentage Change (highest 3 / lowest 3)

Age Group	+	Age Group	–
60-64	27.7%	5-9	-9.0%
50-54	17.1%	75-79	-9.0%
85+	13.4%	40-44	-8.7%

Ward 16 – Eglinton-Lawrence
Councillor Karen Stintz

	2006 population		2011 population	
	51,875		53,985	

Age Group	2006 population	% of population	2011 population	% of population
15-24	6045	11.65%	6610	12.24%
25-44	15,150	29.20%	14,290	26.47%
45-64	13,825	26.65%	15,295	28.33%
65+	6780	13.07%	7215	13.36%

2006 to 2011 Percentage Change (highest 3 / lowest 3)

Age Group	+	Age Group	–
60-64	31.9%	75-79	-12.9%
65-69	30.5%	25-29	-7.4%
85+	13.0%	30-34	-7.2%

Ward 17 – Davenport
Councillor Cesar Palacio

	2006 population		2011 population	
	50,995		50,510	

Age Group	2006 population	% of population	2011 population	% of population
15-24	6905	13.54%	6560	12.99%
25-44	16,875	33.09%	16,205	32.08%
45-64	12,650	24.81%	13,710	27.14%
65+	6190	12.14%	6405	12.68%

2006 to 2011 Percentage Change (highest 3 / lowest 3)

Age Group	+	Age Group	–
85+	45.2%	10-14	-17.7%
60-64	22.2%	40-44	-13.8%
80-84	16.3%	20-24	-8.8%

Ward 18 – Davenport
Councillor Ana Bailao

	2006 population		2011 population	
	46,120		44,970	

Age Group	2006 population	% of population	2011 population	% of population
15-24	6035	13.09%	5255	11.69%
25-44	17,450	37.84%	17,605	39.15%
45-64	10,625	23.04%	10,910	24.26%
65+	5705	12.37%	5835	12.98%

2006 to 2011 Percentage Change (highest 3 / lowest 3)

Age Group	+	Age Group	–
85+	33.0%	10-14	-20.2%
25-29	9.5%	5-9	-17.7%
50-54	7.9%	15-19	-14.2%

Ward 19 – Trinity-Spadina
Councillor Mike Layton

	2006 population		2011 population	
	50,670		57,240	

Age Group	2006 population	% of population	2011 population	% of population
15-24	5820	11.49%	6200	10.83%
25-44	23,210	45.81%	27,965	48.86%
45-64	10,600	20.92%	11,825	20.66%
65+	6015	11.87%	6270	10.95%

2006 to 2011 Percentage Change (highest 3 / lowest 3)

Age Group	+	Age Group	–
85+	38.0%	15-19	-19.7%
25-29	31.6%	10-14	-11.4%
30-34	26.9%	70-74	-5.4%

Ward 20 – Trinity-Spadina Councillor Adam Vaughan

	2006 population		2011 population	
	61,135		76,600	

Age Group	2006 population	% of population	2011 population	% of population
15-24	9110	14.90%	11,920	15.56%
25-44	27,485	44.96%	36,750	47.98%
45-64	12,390	20.27%	14,815	19.34%
65+	7240	11.84%	7990	10.43%

2006 to 2011 Percentage Change (highest 3 / lowest 3)

Age Group	+	Age Group	–
25-29	47.4%	5-9	-6.7%
30-34	39.5%	10-14	-3.9%
20-24	38.5%	70-74	+3.1%

Ward 21 – St. Paul's Councillor Joe Mihevc

	2006 population		2011 population	
	48,205		48,640	

Age Group	2006 population	% of population	2011 population	% of population
15-24	5630	11.68%	5655	11.63%
25-44	15,710	32.59%	15,060	30.96%
45-64	12,210	25.33%	12,990	26.71%
65+	7765	16.11%	8280	17.02%

2006 to 2011 Percentage Change (highest 3 / lowest 3)

Age Group	+	Age Group	–
60-64	31.6%	10-14	-15.7%
65-69	21.4%	35-39	-10.1%
20-24	8.3%	15-19	-9.0%

Ward 22 – St. Paul's Councillor Josh Matlow

	2006 population		2011 population	
	60,225		65,515	

Age Group	2006 population	% of population	2011 population	% of population
15-24	5795	9.62%	6190	9.45%
25-44	23,805	39.53%	24,965	38.11%
45-64	15,225	25.28%	16,770	25.60%
65+	8935	14.84%	10,545	16.10%

2006 to 2011 Percentage Change (highest 3 / lowest 3)

Age Group	+	Age Group	–
65-69	34.6%	35-39	-4.0%
85+	28.7%	15-19	+1.1%
60-64	21.7%	40-44	+1.9%

Ward 23 – Willowdale Councillor John Filion

	2006 population		2011 population	
	79,520		88,435	

Age Group	2006 population	% of population	2011 population	% of population
15-24	11,520	14.49%	11,755	13.29%
25-44	27,435	34.50%	30,755	34.78%
45-64	19,845	24.96%	23,350	26.40%
65+	11,435	14.38%	12,310	13.92%

2006 to 2011 Percentage Change (highest 3 / lowest 3)

Age Group	+	Age Group	–
60-64	39.3%	15-19	-8.5%
85+	27.2%	75-79	-3.7%
Less than 5	24.0%	10-14	-1.7%

Ward 24 – Willowdale
Councillor David Shiner

	2006 population		2011 population	
	59,455		62,355	

Age Group	2006 population	% of population	2011 population	% of population
15-24	9025	15.18%	8260	13.25%
25-44	15,920	26.78%	16,755	26.87%
45-64	16,220	27.28%	17,680	28.35%
65+	11,085	18.64%	12,585	20.18%

2006 to 2011 Percentage Change (highest 3 / lowest 3)

Age Group	+	Age Group	−
85+	43.0%	10-14	-13.1%
60-64	35.5%	15-19	-11.3%
25-29	16.0%	20-24	-6.1%

Ward 25 – Don Valley West
Councillor Jaye Robinson

	2006 population		2011 population	
	56,285		58,315	

Age Group	2006 population	% of population	2011 population	% of population
15-24	7445	13.23%	7725	13.25%
25-44	14,755	26.21%	14,585	25.01%
45-64	15,685	27.87%	17,185	29.47%
65+	9480	16.84%	9740	16.70%

2006 to 2011 Percentage Change (highest 3 / lowest 3)

Age Group	+	Age Group	−
60-64	20.7%	75-79	-14.4%
65-69	19.4%	35-39	-7.8%
45-49	10.0%	85+	-4.0%

Ward 26 – Don Valley West
Councillor John Parker

	2006 population		2011 population	
	60,815		64,910	

Age Group	2006 population	% of population	2011 population	% of population
15-24	7005	11.52%	7860	12.11%
25-44	19,100	31.41%	18,825	29.00%
45-64	13,765	22.63%	15,750	24.26%
65+	7920	13.02%	9000	13.87%

2006 to 2011 Percentage Change (highest 3 / lowest 3)

Age Group	+	Age Group	−
85+	33.2%	35-39	-10.4%
60-64	28.5%	30-34	-3.8%
65-69	20.6%	40-44	-2.5%

Ward 27 – Toronto Centre-Rosedale
Councillor Kristyn Wong-Tam

	2006 population		2011 population	
	69,635		78,670	

Age Group	2006 population	% of population	2011 population	% of population
15-24	9135	13.12%	11,710	14.88%
25-44	23,345	33.52%	31,500	40.04%
45-64	17,335	24.89%	19,795	25.16%
65+	8755	12.57%	10,245	13.02%

2006 to 2011 Percentage Change (highest 3 / lowest 3)

Age Group	+	Age Group	−
20-24	32.6%	10-14	-9.5%
65-69	27.7%	40-44	-7.4%
25-29	26.0%	35-39	-4.0%

Ward 28 – Toronto Centre-Rosedale
Councillor Pam McConnell

	2006 population		2011 population	
	60,330		66,585	

Age Group	2006 population	% of population	2011 population	% of population
15-24	6840	11.34%	7630	11.46%
25-44	23,900	39.62%	26,995	40.54%
45-64	15,325	25.40%	17,570	26.39%
65+	5665	9.39%	6775	10.17%

2006 to 2011 Percentage Change (highest 3 / lowest 3)

Age Group	+	Age Group	–
25-29	40.9%	5-9	-20.6%
65-69	29.1%	10-14	-12.4%
60-64	27.8%	40-44	-6.6%

Ward 29 – Toronto-Danforth
Councillor Mary Fragedakis

	2006 population		2011 population	
	44,850		44,935	

Age Group	2006 population	% of population	2011 population	% of population
15-24	4520	10.08%	4450	9.90%
25-44	15,555	34.68%	14,425	32.10%
45-64	11,855	26.43%	12,900	28.71%
65+	6180	13.78%	6410	14.27%

2006 to 2011 Percentage Change (highest 3 / lowest 3)

Age Group	+	Age Group	–
60-64	36.9%	10-14	-10.2%
85+	11.4%	40-44	-9.8%
65-69	6.6%	35-39	-7.8%

Ward 30 – Toronto-Danforth
Councillor Paula Fletcher

	2006 population		2011 population	
	52,815		53,290	

Age Group	2006 population	% of population	2011 population	% of population
15-24	6065	11.48%	5725	10.74%
25-44	19,260	36.47%	18,570	34.85%
45-64	13,760	26.05%	15,100	28.34%
65+	5830	11.04%	6070	11.39%

2006 to 2011 Percentage Change (highest 3 / lowest 3)

Age Group	+	Age Group	–
60-64	34.0%	10-14	-13.1%
Less than 5	20.5%	40-44	-12.5%
65-69	13.1%	5-9	-10.8%

Ward 31 – Beaches-East York
Councillor Janet Davis

	2006 population		2011 population	
	52,800		53,570	

Age Group	2006 population	% of population	2011 population	% of population
15-24	5860	11.10%	5875	10.97%
25-44	17,275	32.72%	16,365	30.55%
45-64	13,535	25.63%	15,435	28.81%
65+	6775	12.83%	6840	12.77%

2006 to 2011 Percentage Change (highest 3 / lowest 3)

Age Group	+	Age Group	–
60-64	37.5%	75-79	-14.2%
55-59	21.1%	40-44	-9.8%
50-54	12.6%	35-39	-9.5%

Ward 32 – Beaches-East York | **2006 population** | **2011 population**
Councillor Mary-Margaret McMahon | 55,835 | 57,365

Age Group	2006 population	% of population	2011 population	% of population
15-24	5890	10.55%	5825	10.15%
25-44	19,495	34.92%	18,395	32.07%
45-64	15,440	27.65%	17,345	30.24%
65+	5580	9.99%	5850	10.18%

2006 to 2011 Percentage Change (highest 3 / lowest 3)

Age Group	+	Age Group	–
60-64	41.7%	80-84	-11.5%
65-69	29.6%	75-79	-9.6%
Less than 5	12.1%	30-34	-8.8%

Ward 33 – Don Valley East | **2006 population** | **2011 population**
Councillor Shelley Carroll | 57,660 | 57,150

Age Group	2006 population	% of population	2011 population	% of population
15-24	7710	13.37%	7305	12.78%
25-44	19,055	33.05%	17,285	30.24%
45-64	13,690	23.74%	14,940	26.14%
65+	7965	13.81%	8570	15.00%

2006 to 2011 Percentage Change (highest 3 / lowest 3)

Age Group	+	Age Group	–
85+	27.4%	35-39	-17.0%
80-84	21.2%	30-34	-16.0%
60-64	14.7%	10-14	-12.0%

Ward 34 – Don Valley East | **2006 population** | **2011 population**
Councillor Denzil Minnan-Wong | 57,500 | 59,430

Age Group	2006 population	% of population	2011 population	% of population
15-24	7175	12.48%	7465	12.56%
25-44	17,675	30.74%	16,755	28.19%
45-64	13,580	23.62%	15,935	26.81%
65+	9015	15.68%	9335	15.71%

2006 to 2011 Percentage Change (highest 3 / lowest 3)

Age Group	+	Age Group	–
50-54	23.1%	35-39	-11.9%
85+	23.0%	40-44	-7.1%
60-64	22.9%	5-9	-6.1%

Ward 35 – Scarborough Southwest | **2006 population** | **2011 population**
Councillor Michelle Berardinetti | 57,335 | 62,445

Age Group	2006 population	% of population	2011 population	% of population
15-24	7150	12.47%	7935	12.71%
25-44	18,095	31.56%	18,245	29.22%
45-64	13,830	24.12%	17,145	27.46%
65+	7185	12.53%	7830	12.54%

2006 to 2011 Percentage Change (highest 3 / lowest 3)

Age Group	+	Age Group	–
85+	55.3%	35-39	-8.5%
60-64	38.3%	40-44	-7.6%
55-59	28.7%	70-74 / 75-79	-2.0%

Ward 36 – Scarborough Southwest
Councillor Gary Crawford

	2006 population		2011 population	
	51,835		54,115	

Age Group	2006 population	% of population	2011 population	% of population
15-24	6450	12.44%	7135	13.18%
25-44	13,935	26.88%	13,250	24.48%
45-64	14,425	27.83%	16,665	30.80%
65+	7600	14.66%	7770	14.36%

2006 to 2011 Percentage Change (highest 3 / lowest 3)

Age Group	+	Age Group	–
60-64	42.4%	40-44	-12.4%
85+	23.7%	75-79	-10.8%
50-54	16.1%	70-74	-7.8%

Ward 37 – Scarborough Centre
Councillor Michael Thompson

	2006 population		2011 population	
	63,375		64,345	

Age Group	2006 population	% of population	2011 population	% of population
15-24	7810	12.32%	8460	13.15%
25-44	18,315	28.90%	16,505	25.65%
45-64	15,550	24.54%	18,120	28.16%
65+	9945	15.69%	9940	15.45%

2006 to 2011 Percentage Change (highest 3 / lowest 3)

Age Group	+	Age Group	–
85+	29.2%	75-79	-17.3%
60-64	23.6%	40-44	-16.5%
55-59	21.6%	35-39	-10.9%

Ward 38 – Scarborough Centre
Councillor Glenn De Baeremaeker

	2006 population		2011 population	
	63,840		66,830	

Age Group	2006 population	% of population	2011 population	% of population
15-24	8405	13.17%	9465	14.16%
25-44	19,805	31.02%	19,245	28.80%
45-64	14,355	22.49%	16,765	25.09%
65+	9630	15.08%	10,090	15.10%

2006 to 2011 Percentage Change (highest 3 / lowest 3)

Age Group	+	Age Group	–
85+	35.2%	40-44	-7.6%
60-64	22.5%	70-74	-7.3%
55-59	19.2%	5-9	-6.4%

Ward 39 – Scarborough-Agincourt
Councillor Mike Del Grande

	2006 population		2011 population	
	54,935		54,975	

Age Group	2006 population	% of population	2011 population	% of population
15-24	7950	14.47%	7655	13.92%
25-44	15,745	28.66%	14,025	25.51%
45-64	14,480	26.36%	16,135	29.35%
65+	8390	15.27%	9665	17.58%

2006 to 2011 Percentage Change (highest 3 / lowest 3)

Age Group	+	Age Group	–
85+	66.9%	35-39	-22.7%
60-64	29.6%	30-34	-17.1%
80-84	25.0%	5-9	-13.6%

Ward 40 – Scarborough-Agincourt
Councillor Norm Kelly

	2006 population		2011 population
	61,505		62,030

Age Group	2006 population	% of population	2011 population	% of population
15-24	7415	12.06%	7600	12.25%
25-44	18,805	30.57%	16,880	27.21%
45-64	14,450	23.49%	16,620	26.79%
65+	10,465	17.01%	11,160	17.99%

2006 to 2011 Percentage Change (highest 3 / lowest 3)

Age Group	+	Age Group	–
85+	41.2%	30-34	-15.9%
60-64	25.0%	35-39	-14.8%
50-54	15.9%	40-44	-12.1%

Ward 41 – Scarborough-Rouge River
Councillor Chin Lee

	2006 population		2011 population
	67,660		68,145

Age Group	2006 population	% of population	2011 population	% of population
15-24	9710	14.35%	9535	13.99%
25-44	19,685	29.09%	17,525	25.72%
45-64	18,340	27.11%	20,740	30.44%
65+	9250	13.67%	10,775	15.81%

2006 to 2011 Percentage Change (highest 3 / lowest 3)

Age Group	+	Age Group	–
85+	67.9%	40-44	-20.9%
60-64	40.9%	10-14	-15.4%
80-84	35.6%	35-39	-14.4%

Ward 42 – Scarborough-Rouge River
Councillor Raymond Cho

	2006 population		2011 population
	74,190		77,675

Age Group	2006 population	% of population	2011 population	% of population
15-24	11,220	15.12%	11,950	15.38%
25-44	22,735	30.64%	21,540	27.73%
45-64	17,805	24.00%	20,855	26.85%
65+	6000	8.09%	7640	9.84%

2006 to 2011 Percentage Change (highest 3 / lowest 3)

Age Group	+	Age Group	–
85+	47.0%	35-39	-11.8%
80-84	44.4%	40-44	-11.5%
60-64	40.0%	5-9	-6.6%

Ward 43 – Scarborough East
Councillor Paul Ainslie

	2006 population		2011 population
	54,305		55,130

Age Group	2006 population	% of population	2011 population	% of population
15-24	7375	13.58%	7800	14.15%
25-44	14,605	26.89%	13,790	25.01%
45-64	13,280	24.45%	14,710	26.68%
65+	7750	14.27%	8230	14.93%

2006 to 2011 Percentage Change (highest 3 / lowest 3)

Age Group	+	Age Group	–
85+	21.2%	35-39	-10.8%
60-64	18.9%	5-9	-9.0%
80-84	16.1%	10-14	-8.8%

Ward 44 – Scarborough East

	2006 population		**2011 population**	
Councillor Ron Moeser	58,945		60,240	

Age Group	**2006 population**	**% of population**	**2011 population**	**% of population**
15-24	9160	15.54%	8865	14.72%
25-44	14,770	25.06%	13,875	23.03%
45-64	17,705	30.04%	19,100	31.71%
65+	7215	12.24%	8995	14.93%

2006 to 2011 Percentage Change (highest 3 / lowest 3)

Age Group	**+**	**Age Group**	**–**
85+	35.8%	40-44	-17.2%
70-74	30.2%	5-9	-11.8%
65-69	29.0%	35-39	-10.0%