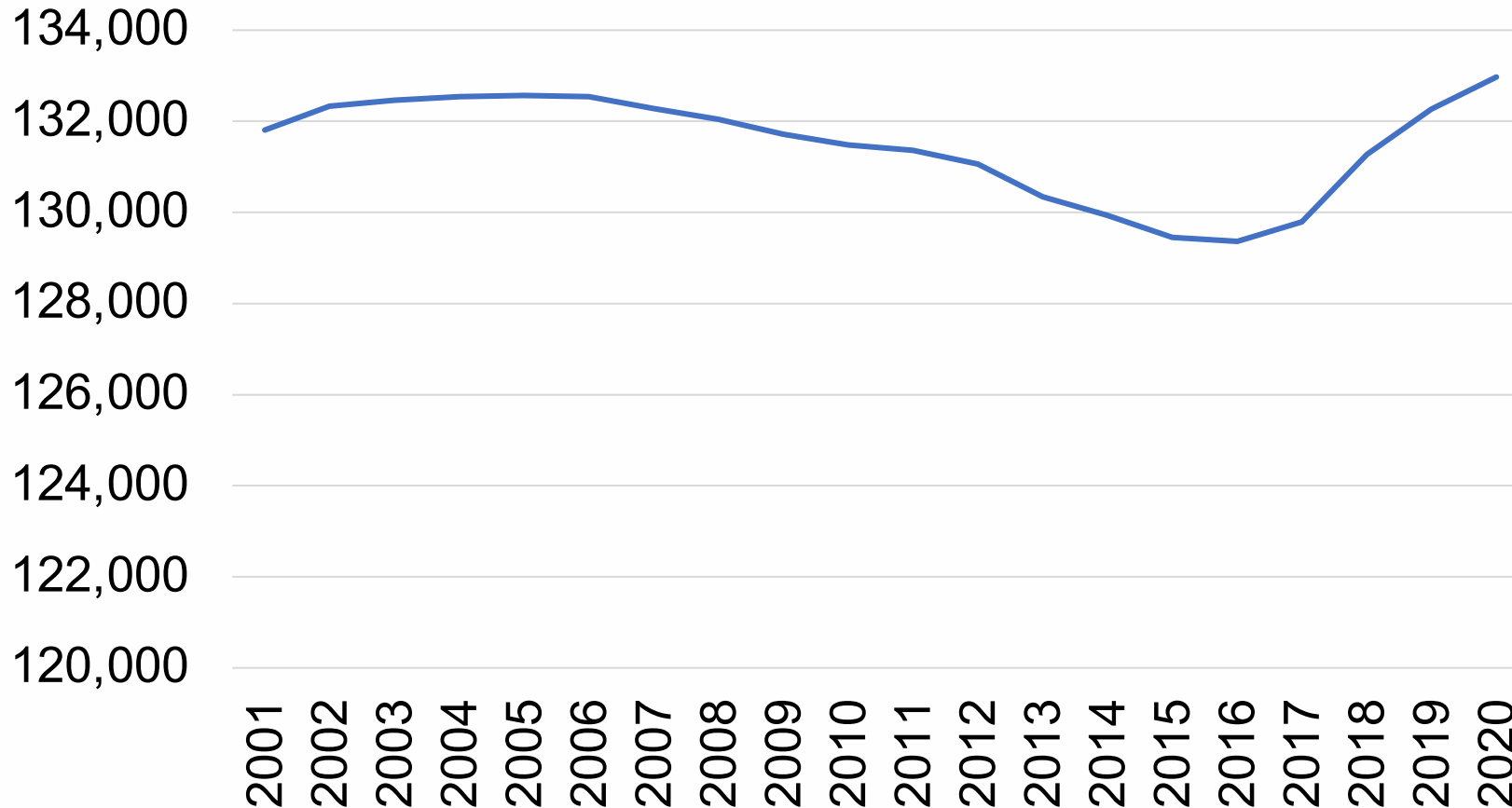


DEMOGRAPHIC TRENDS: LAMBTON COUNTY



POPULATION GROWTH: LAMBTON COUNTY



Population declined slightly between 2005 and 2016. Up by 3% since.

Up 3% over 5 years.
Up 1% over 10 years.

5-year growth rank: 36th

10-year growth rank: 41st

Median age now 45.5 years
– 26th oldest county

Source: Statistics Canada Table: 17-10-0139-01.



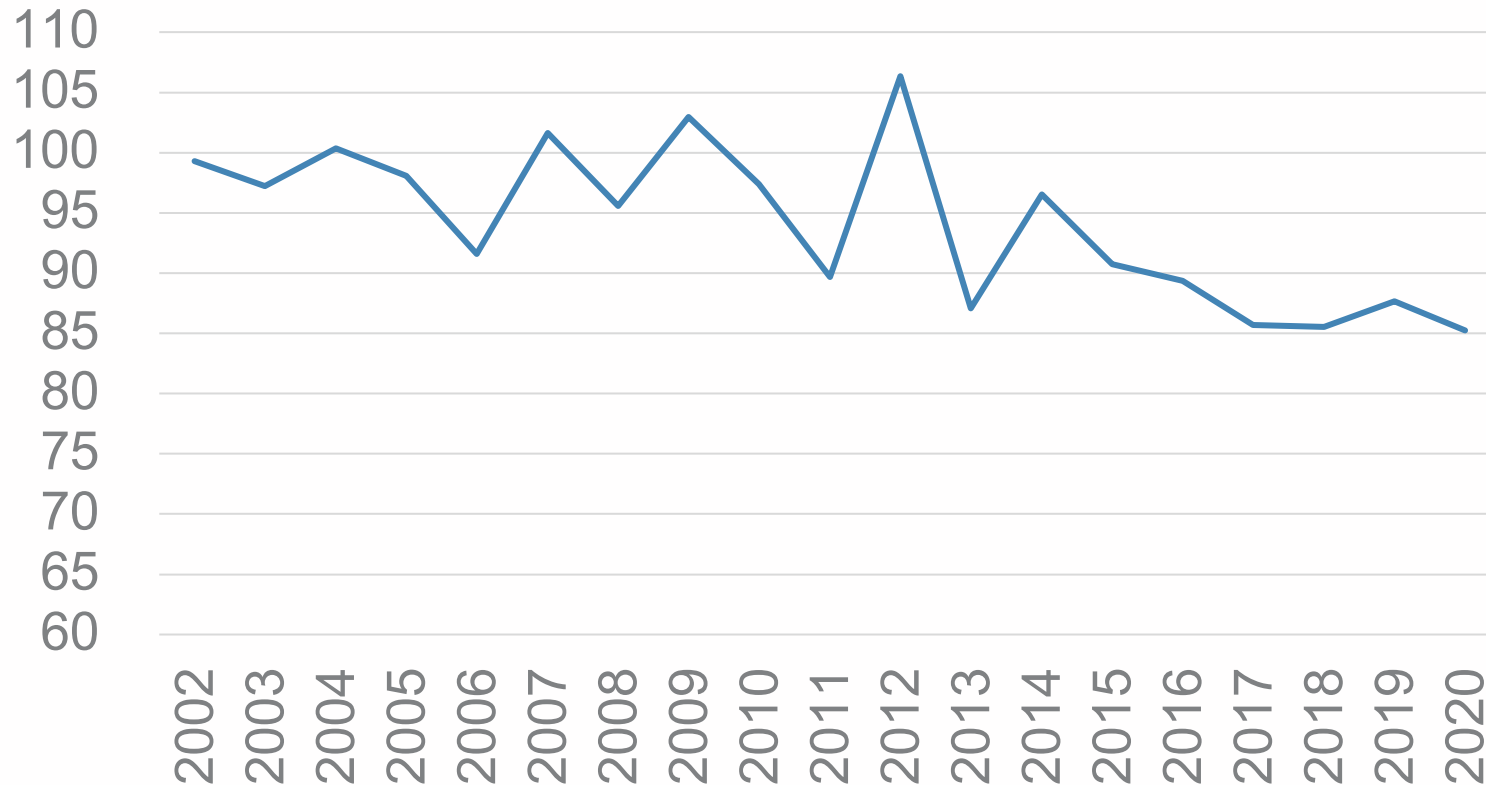
POPULATION GROWTH: MUNICIPALITIES

	2020 Population	5-year change		2020 Population	5-year change
Sarnia	74,958	+3%	Brooke-Alvinston	2,301	-8%
St. Clair	14,802	+2%	Dawn-Euphemia	2,233	+14%
Lambton Shores	11,327	+6%	Point Edward	2,044	-2%
Plympton-Wyoming	8,381	+6%	Walpole Island 46	1,671	-2%
Petrolia	6,097	+5%	Kettle Point 44	1,062	+2%
Warwick	3,993	+4%	Sarnia 45	672	+4%
Enniskillen	2,812	-3%	Oil Springs	619	-12%

Source: Statistics Canada Table: 17-10-0142-01



NATURAL POPULATION GROWTH RATE: LAMBTON COUNTY (BIRTHS PER 100 DEATHS)



In the early 2000s, Lambton County a similar # of births and deaths each year.

Now only 85 births per 100 deaths.

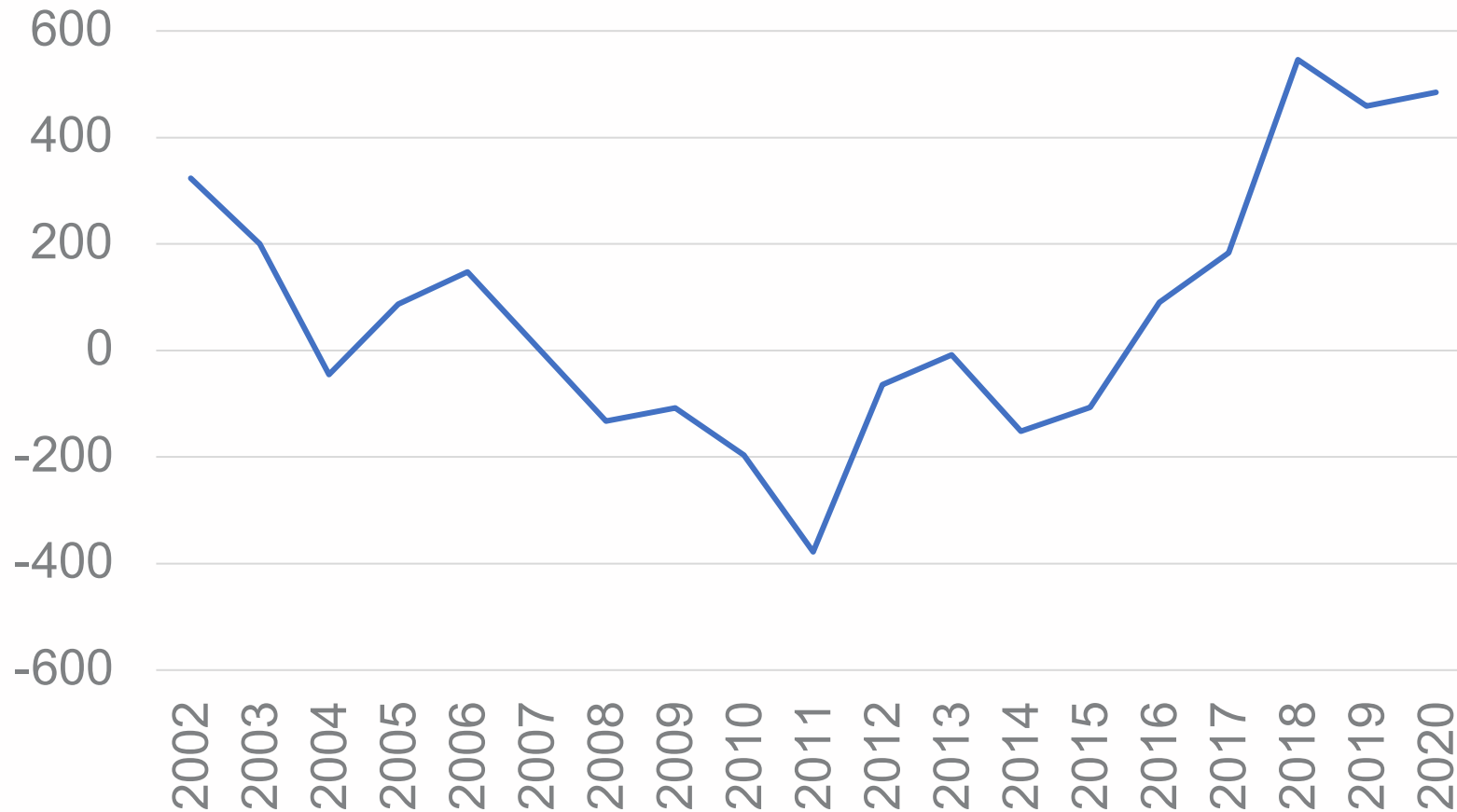
Ranks 25th out of 49 Ontario counties.

30 years ago, this was an important driver of population growth. Now we need to offset negative population growth with other sources.

Source: Statistics Canada Table: 17-10-0140-01.



NET INTRAPROVINCIAL MIGRATION: LAMBTON COUNTY



The primary source of population growth since 2016.

Up from a drag on population growth between 2008 and 2015.

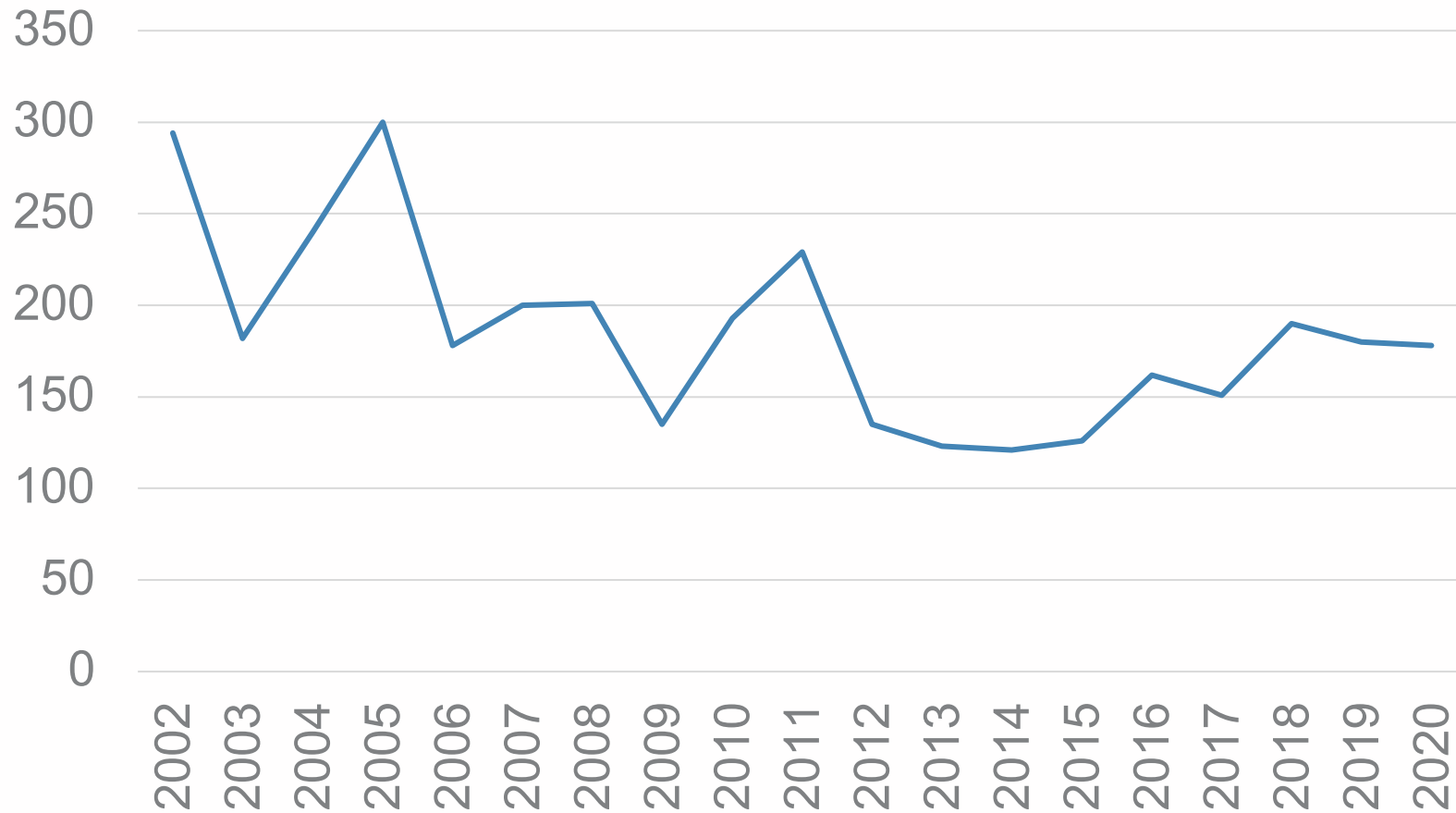
55+ only 25% of net intraprovincial migration.

Rank: 36th

Source: Statistics Canada Table: 17-10-0140-01.



IMMIGRATION: LAMBTON COUNTY



County attracted considerably more annual immigrants back in the early 2000s

Now not many (178 last year)

Rank: 22nd

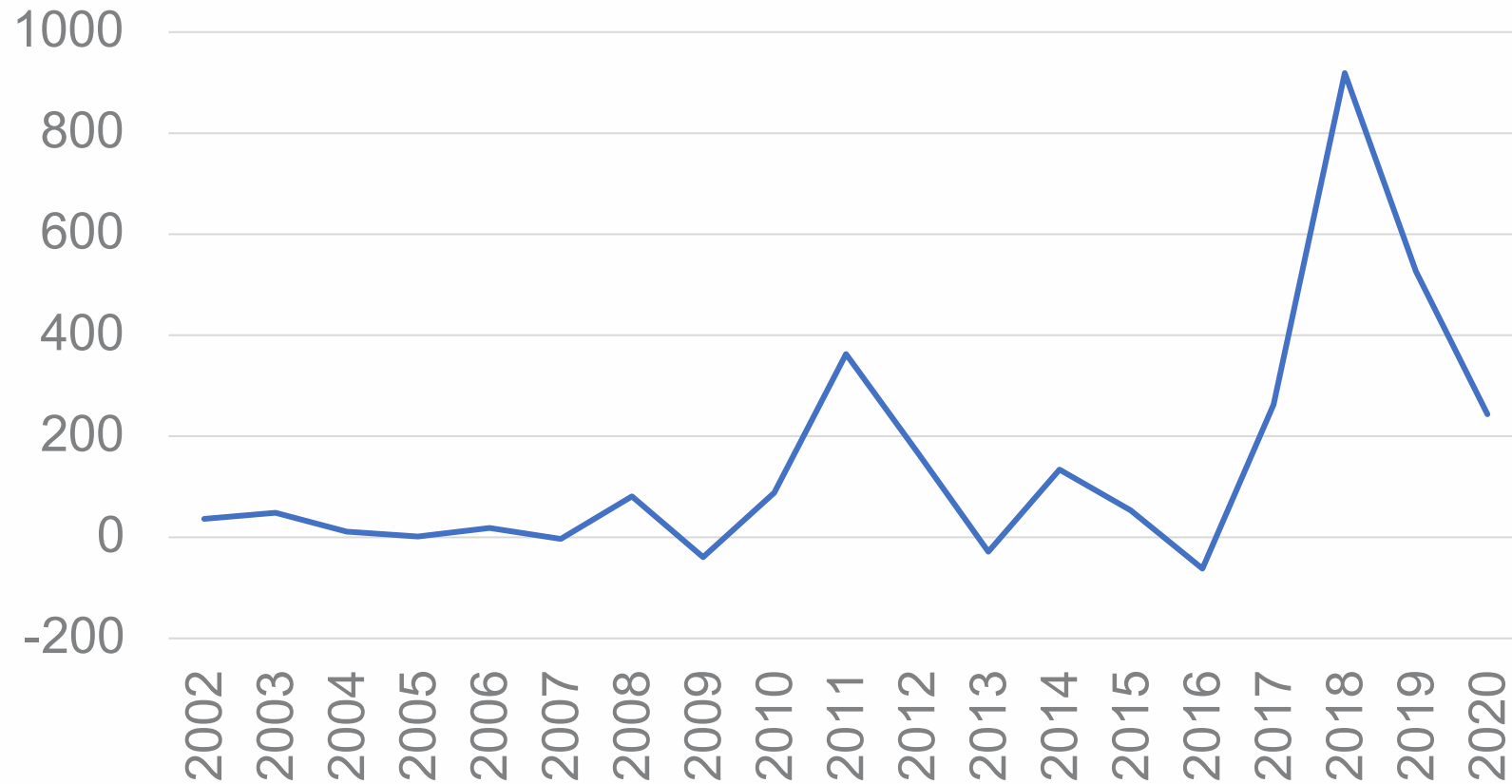
Still 84% below the provincial immigration rate

Lots of non-permanent residents coming (see next slide)

Source: Statistics Canada Table: 17-10-0140-01.



NET NON-PERMANENT RESIDENTS: LAMBTON COUNTY



Lambton County is becoming more reliant on non-permanent residents.

244 in 2019-2020 (likely Covid-19 influenced). 526 in 2018-2019 and 919 in 2017-2018*.

2020* rank: 14th

*this reflects the annual number between July 1 and June 30 each year.

Source: Statistics Canada Table: 17-10-0140-01.



WORKFORCE CONSIDERATIONS

Lambton County's demographic situation is more challenging than the peer average.

It is attracting population from elsewhere in Ontario, but only enough to foster modest population growth.

Currently not enough to ensure enough workers to meet workforce replacement and growth demand.



WORKFORCE CONSIDERATIONS

We need to address both workforce replacement and growth demand in the coming years.

Total employment growth was stagnant in last 10 years. In the next 8 years it is expected to increase by 5%. (EMSI)

Over next decade or so: 20,000 needed for replacement demand and 4,000+ from growth demand*.

This is twice the number needed over the past decade (2010-2020).

Where will these workers come from?

*preliminary estimate.



SECTORS WITH THE FASTEST EXPECTED GROWTH: LAMBTON COUNTY (2020-2028)*



- Health care (by far)



- Construction



- Retail trade



- Wholesale trade



- Accommodations and food services

Source: EMSI.

