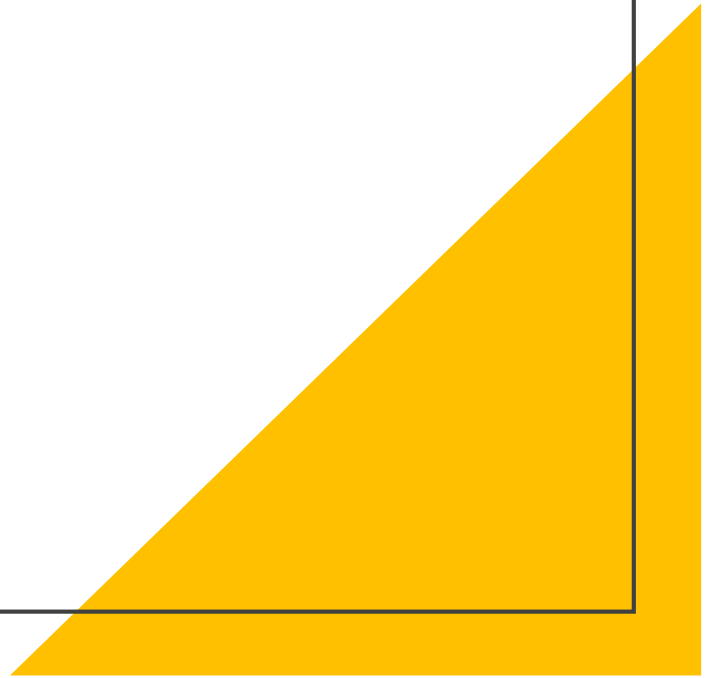
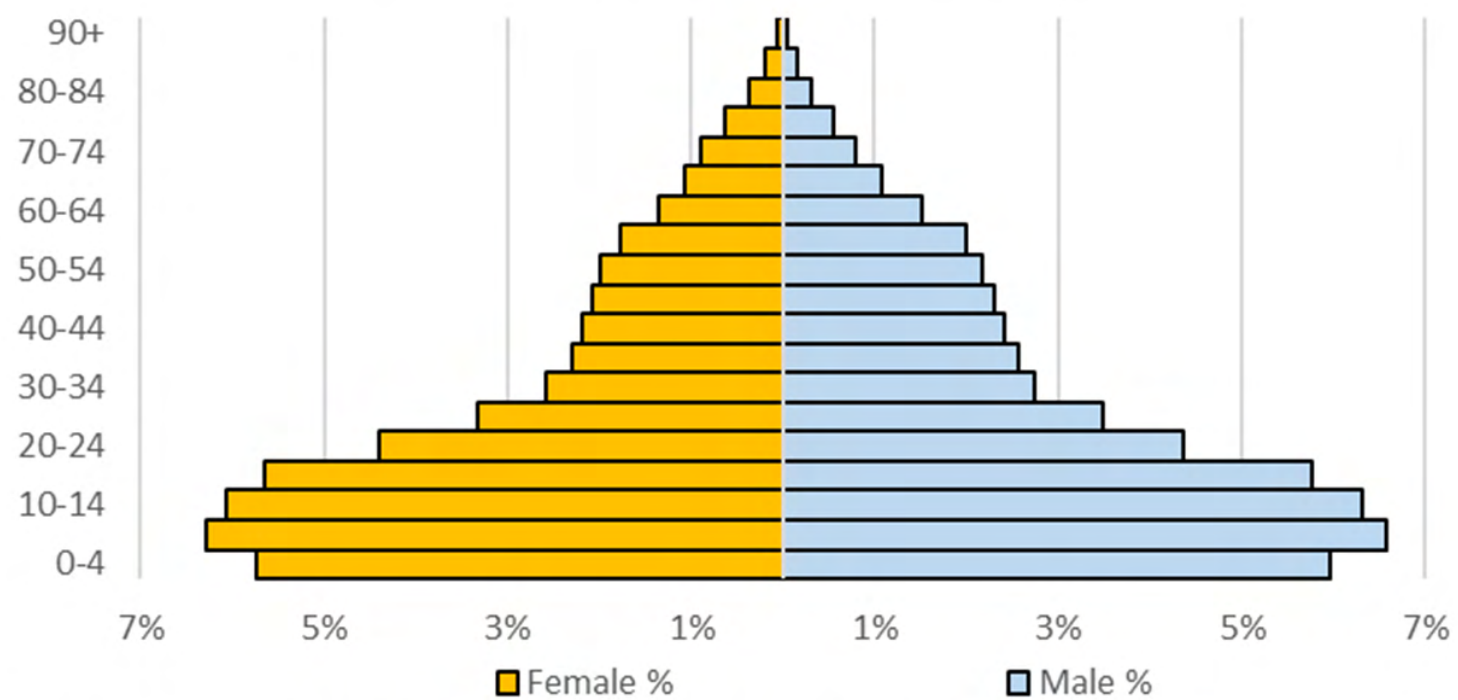


*Why family friendly policies  
are essential to our Province,  
our population and our  
survival.*

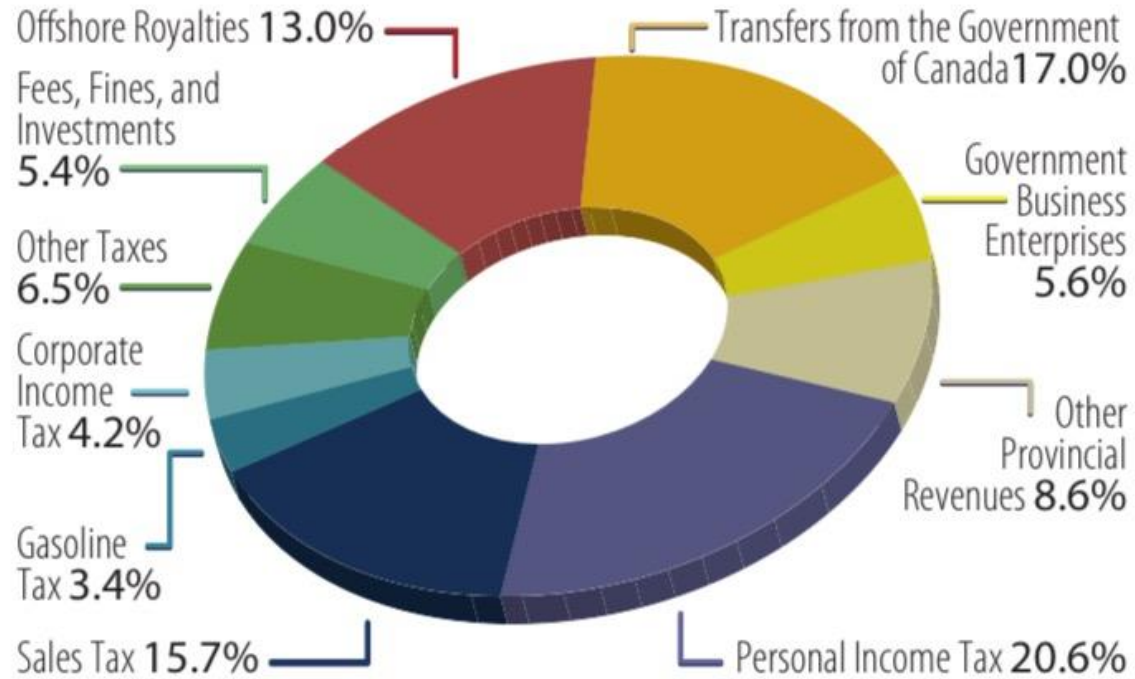


## Population Pyramid - NL 1971



*Data Source: Author's Calculations based on Statistics Canada 17 100 005*

## F.1 Major Revenue Sources NL, 2018-19



Source: Department of Finance, Budget 2018, Schedule V

# When babies happen

Experts say the best time for a women to get pregnant is between **late 20s and early 30s.**

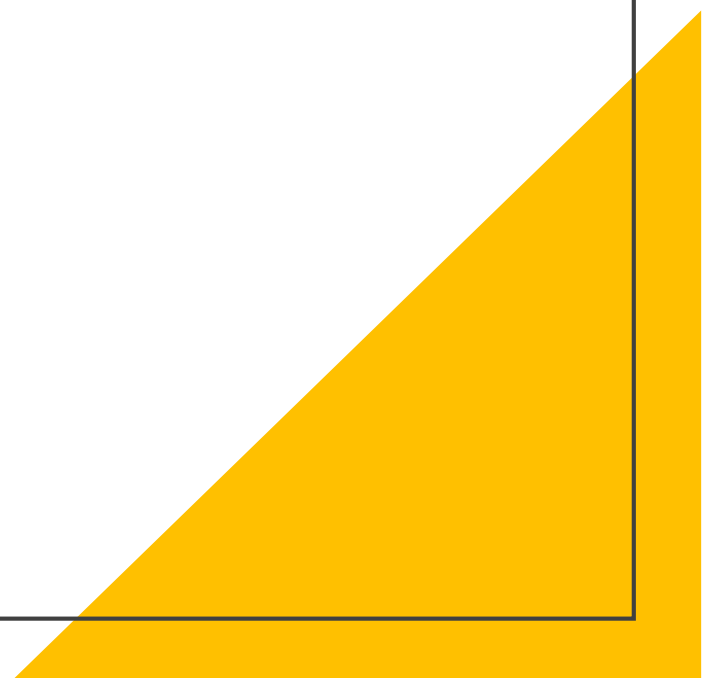
One study pinpointed the ideal age to give birth to a first child as **30.5.**

Geriatric pregnancy – mother is over the age of 35

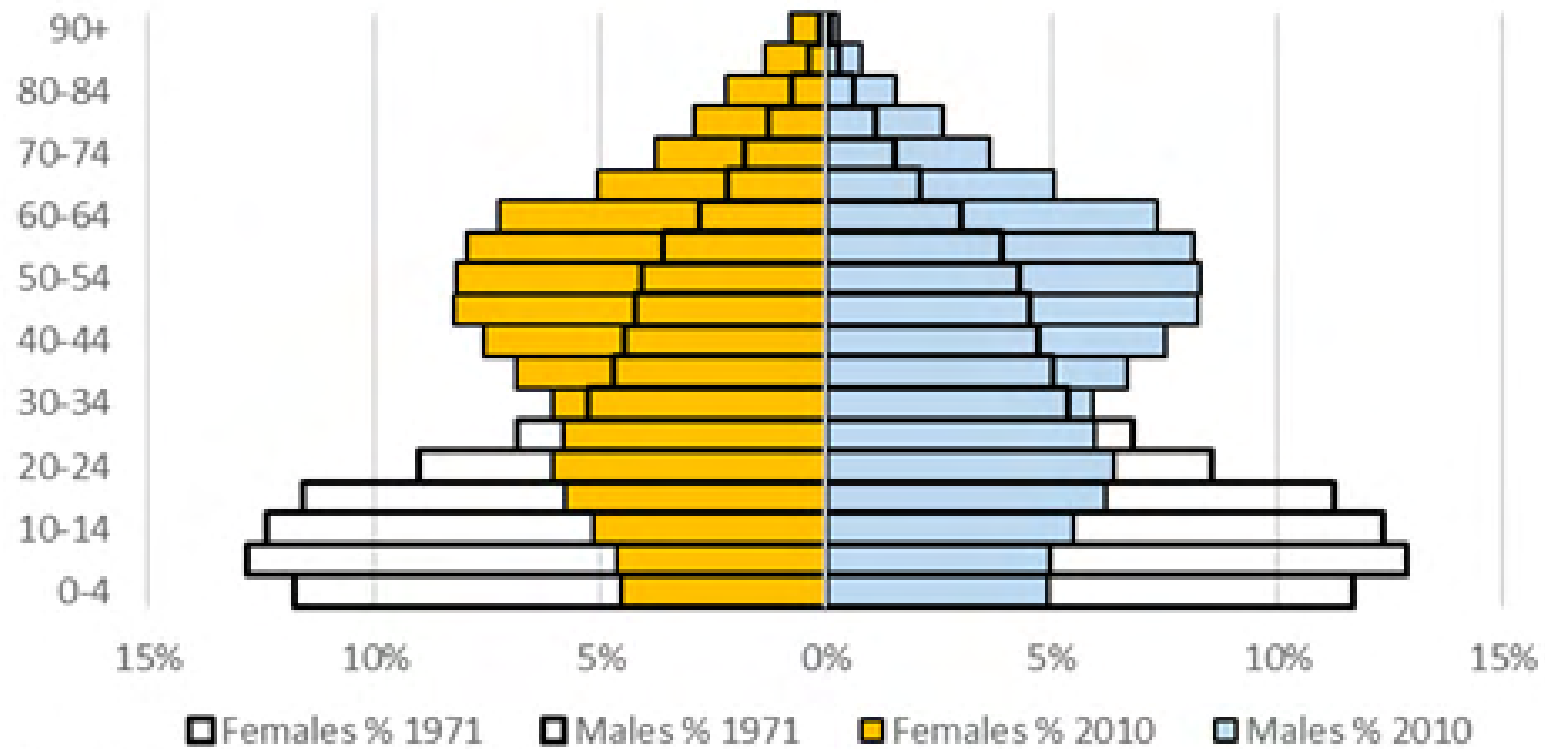
After  
the  
babies

Kids occupy us  
20-50 *ish*?

Worry us  
forever.



## Population Pyramid - NL 1971 versus 2010



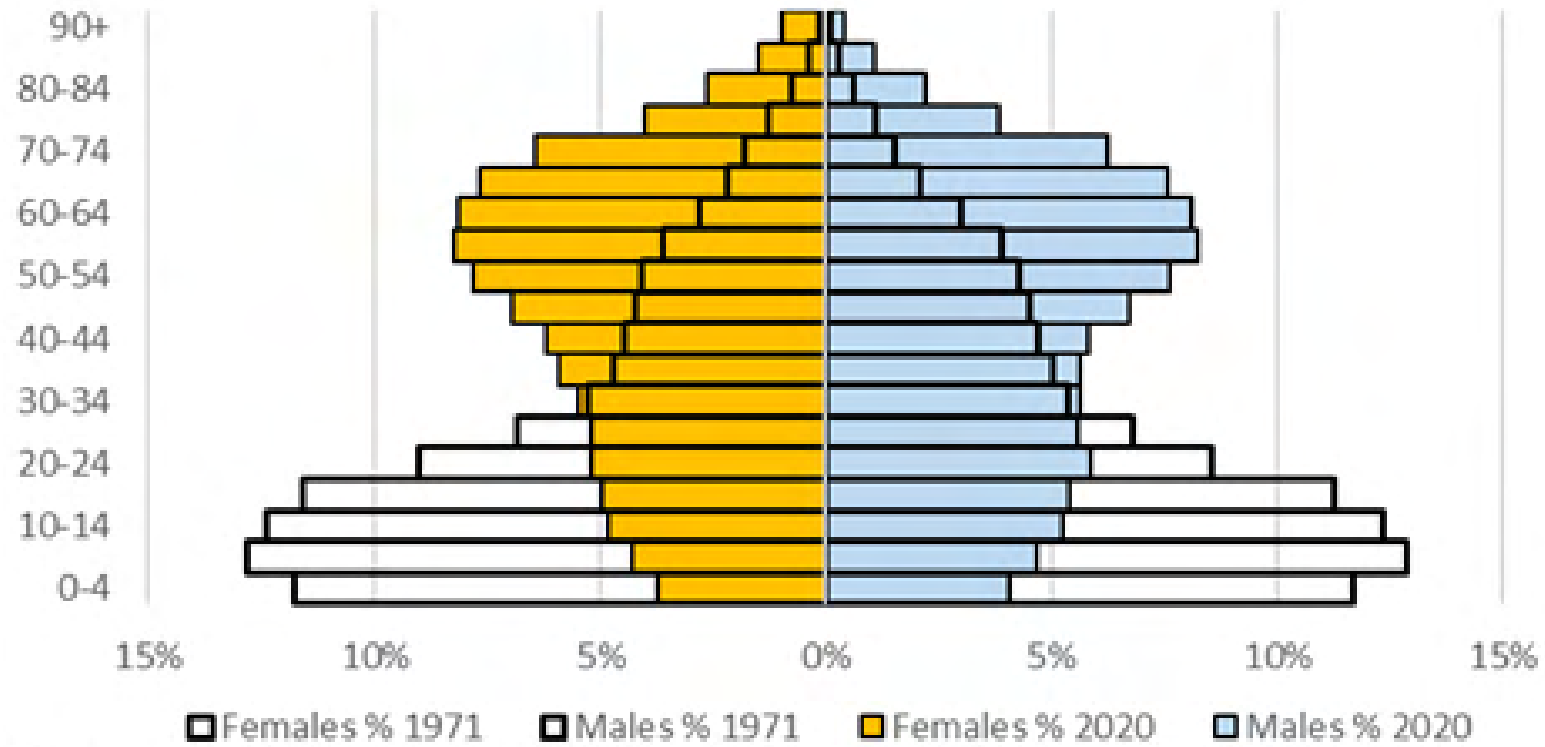
**Data Source: Author's Calculations based on Statistics Canada 17 10005**

In the  
middle

Kids matter to us  
20-50 *ish*?

Parents often need  
direct support from  
us 40-65 *ish*?

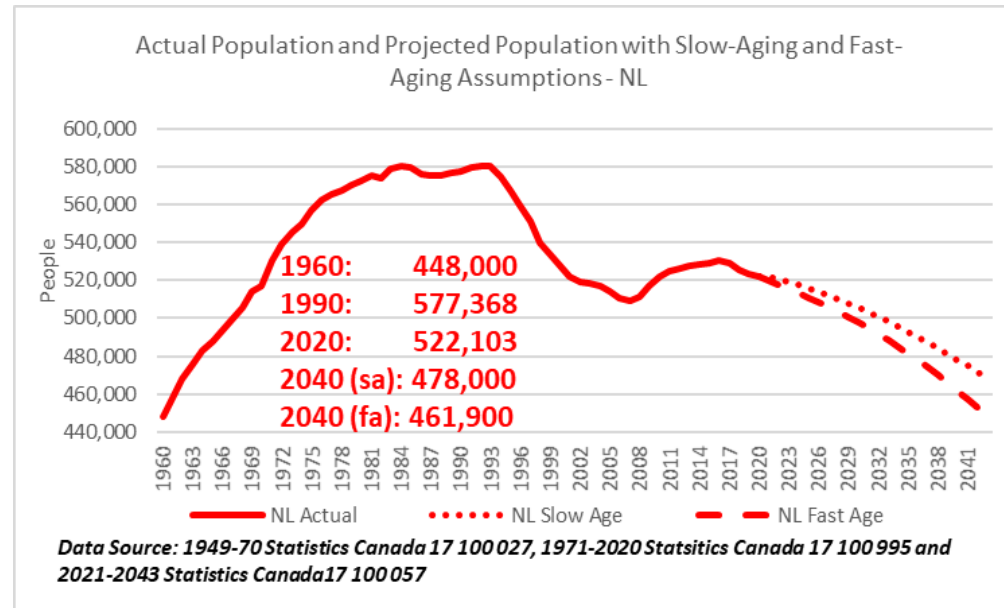
## Population Pyramid - NL 1971 versus 2020



**Data Source: Author's Calculations based on Statistics Canada 17 100 005**



# Where are we headed



NTV reports – September 2<sup>nd</sup>. 2021

In the town of Lewisporte people are noticing some changes in business hours at local establishments. The problem is finding enough staff.

*“How much longer will this go on before business reduced their hours”*

*“Gov’t is going to have to step in and see what they can do..”*

 **Mike Clair** · 1st  
Consultant  
11h · 🌐

A sign of the times: seen at a Tim Horton's in Happy Valley-Goose Bay. #immigration



👍 2

1 comment

# Help Wanted: U.K. Firms Add Almost 200,000 Job Posts in a Week

- Acute staff shortages are forcing many firms to raise wages and disrupting supply chains that's fueling concerns about both inflation and the sustainability of the economic recovery.
- The number of vacancies advertised in the last five weeks rose to the highest since December last year, according to the REC report.
- “Demand for workers remains very high across the economy and shows no signs of weakening,” said REC Chief Executive Neil Carberry. “With businesses in the particularly squeezed food, logistics and hospitality sectors starting to gear up for Christmas, the months ahead could be difficult — even with a large number of people coming off furlough in August and September.”
- Six out of the top 10 locations for new job postings were in Scotland as the country opened up further. Sunderland in northeast England and many parts of Northern Ireland saw a decline.

Bloomberg, September 2<sup>nd</sup>, 2021

# Headlines from Canada & the World

- Alberta to bring in out-of-province contract nurses as COVID-19 patients fill hospitals (CBC)
- Nova Scotia pilots virtual health-care option for those without a family practice (CBC)
- Health sector faces shortage of digitally skilled labour as reliance on tech grows: *Job postings related to health tech jobs exceeding 60,000 in May, well up from less than 50,000 in December 2019 (Financial Post August 2021)*
- U.S. Travel Nurses Are Being Offered as Much as \$8,000 a Week (BNN, August 31<sup>st</sup>)
- As the population ages prepare for decades of complaints about how hard it is to find good help (Hamilton Spectator, Sept 11<sup>th</sup>. 2021) \*

# Why do people stay ?

- Passion
- Family obligations
- Anchored to their fixed capital assets (personal/business)
- Financial constraints related to moving
  - Housing prices, Cost of Living
- Other ....

*... the Global pull to leave is competing even more with the stay drivers...*

# Social changes everything

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- “25 best job websites of 2021”
- Virtual interviews/onboarding
- Access to Salary info:
  - Glassdoor.com
  - Talent.com



Join our fully remote Engineering team and update your profile location to: Internet, Everywhere.

## We're hiring!

**Roles:** Engineering & Development

**Location:** Internet, Everywhere



SHOPIFY.COM/CAREERS

**Join our fully remote Engineering te...**

Are you a passionate problem-solver?...

Learn More

Quality eldercare  
Service Delivery expectations  
Addressing affordability  
Telecommuting  
Flexible time off  
Poverty reduction  
Workforce participation  
Access to health coverage  
Immigration support  
Labour Market supports

Healthy aging for Seniors  
Job Sharing  
Paternity Leave  
Wages

Quality **Childcare & Early Learning**  
and  
many, many more.

## Labour Market Planning

### Career Opportunities / Skills development

# Skills of the future...

“..Just as the Industrial Revolution in the 19th century drove an expansion of access to education, today’s technological revolution should drive further expansion to ensure universal, high-quality, affordable access to education from **early childhood to retirement** and to ensure that curricula include the DELTAs that will future-proof citizens’ skills in the world of work.”



10%

---

52,000 people



# Our Population contraction is the Crisis

*The bigger the challenge the bigger the opportunity.*

With the world population at 7.8 billion people as of March 2020 Earth will be in a state of human overpopulation by 2050 or sooner.



#PopulaceFixation

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Thank You

