

Lower Columbia
Initiatives
Economic
Development

A graphic element consisting of two parallel, curved lines that sweep from the left towards the right, positioned below the text of the logo.

Aging in the Kootenays

ECONOMIC IMPACTS

Oct 7, 2015



16% of Seniors
participated in the
workforce in 2013
and by 2036 this
will increase to 19%



Issues

Lower Columbia
Initiatives
Economic
Development

53% of Basin
businesses
experiencing
recruitment and
retention issues



Locally

Lower Columbia
Initiatives
Economic
Development

- Feel unproductive-undervalued
- No incentives to stay working longer
- No Employer programs
- Secure financially



Barriers

- Transfer of knowledge skills and experience
- Mentorship
- Reduced turnover costs
- Strong work ethic



Benefits

Lower Columbia
Initiatives
Economic
Development

Adaptable Work
Schedule

Adaptable Work
Environment



Employers

Lower Columbia
Initiatives
Economic
Development

67% of Basin
employers have
training budgets



Employers

Lower Columbia
Initiatives
Economic
Development

Mentoring



Employers

Lower Columbia
Initiatives
Economic
Development

- Not skilled
- Resistant to change and new technology
- Hard to train
- And will take more sick leave.....



Perceptions

Perception
is
Everything



Inclusion

Lower Columbia
Initiatives
Economic
Development



Reality

Lower Columbia
Initiatives
Economic
Development

Self Assessment Tool for Employers

<http://www.seniors.alberta.ca/documents/AgeFriendly-Workplaces-Tool-2013.pdf>



Programs

Lower Columbia
Initiatives
Economic
Development

CVS

“Snowbird” program



Lower Columbia
Initiatives
Economic
Development

- Market for goods and services
- Immigration
- Convince Businesses the benefits



Opportunities

Lower Columbia
Initiatives
Economic
Development



Average age of businesses in the Basin

30% 20 Years Older
60% 10 Years Older



Statistics

Lower Columbia
Initiatives
Economic
Development

QUESTIONS?



Thank You

Lower Columbia
Initiatives
Economic
Development

