

Town of Stony Plain Population and Employment Forecast

FINAL REPORT

December 12, 2022



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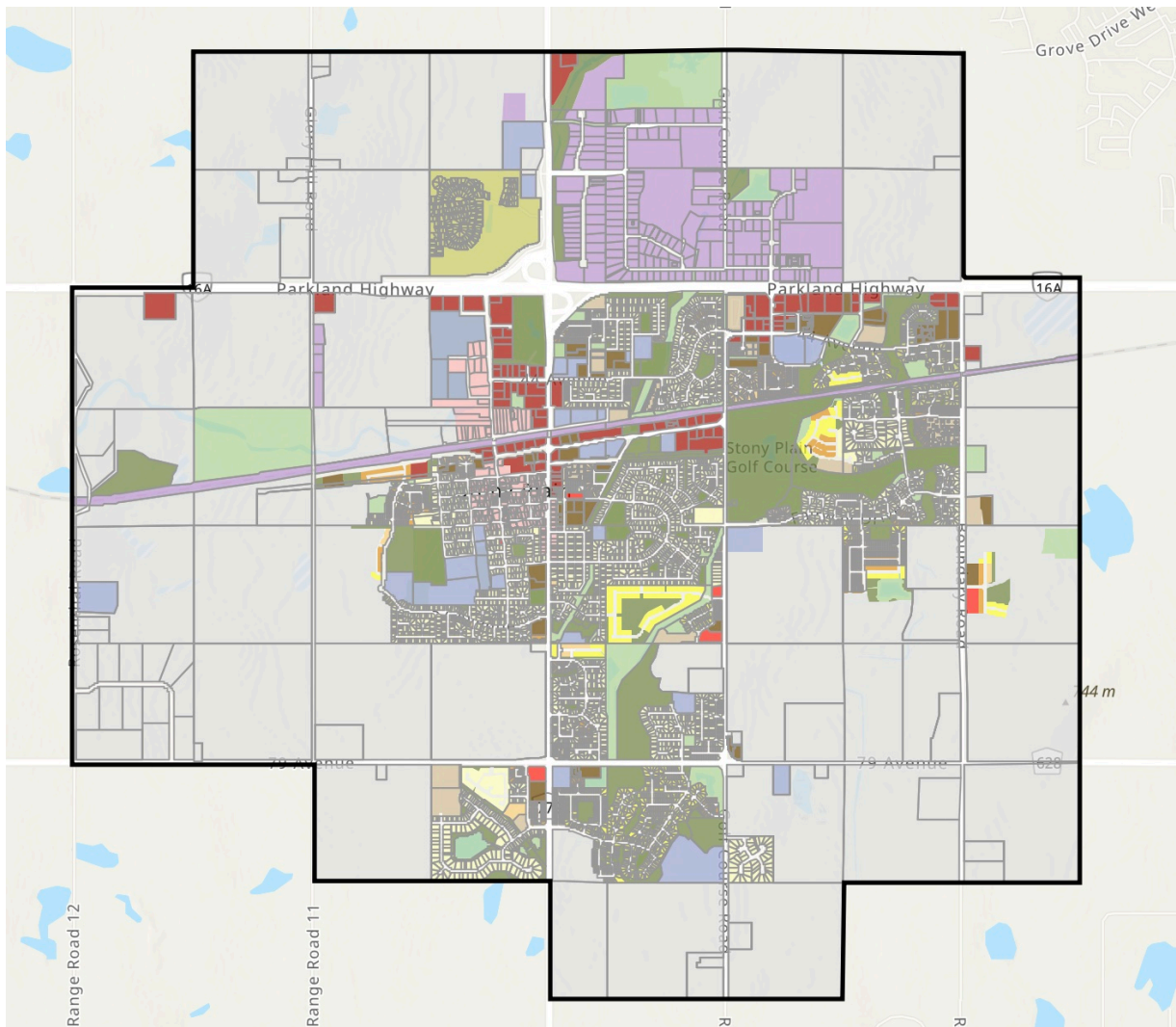
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Introduction

The purpose of this report is to provide an analysis of the expected growth for the Town of Stony Plain over a 20 year forecast period (2021-2041). This analysis uses 2021 as the base year, or starting point for the forecast.

The Study Area refers to the Town and the forecast includes growth that is projected to occur in the Town. Consideration was given to a broader geographic area, including the Tri-Municipal Region (i.e. Stony Plain, Spruce Growth and Parkland County) as well as the potential growth in the Edmonton Metro Region.

Study Area - Town of Stony Plain



Population growth has been defined by age and gender for each year in the forecast period. The growth projected is a result of natural increase - births and deaths - as well as migration to the Town. Migration is expected to result from growth in the Town and neighbouring employment opportunities as well as some

'lifestyle' migration, which largely results from the Town being a destination for retirees in the Tri-Municipal region.

Employment growth in the Town has been defined as either driver or support employment. Driver employment growth refers to sectors of the economy that rely on markets external to the Town and will help propel local growth. Support employment refers to jobs associated with providing goods and services to the local population, which includes the Town as well as the service area of business located in the Town.

Growth Scenarios

Applications Management Consulting's population and employment forecasting model was used to project growth for three scenarios.

- ▶ **Low Scenario:** Represents slow economic growth in the Study Area, including reduced overall growth after the Covid-19 transitioning phase due to the prolonged long term economic effects to the Covid-19 pandemic.¹
- ▶ **Medium Scenario:** Represents an estimated level of growth that is expected for Stony Plain and assumes a relatively normal continuation of economic growth after the Covid-19 transitioning phase.
- ▶ **High Scenario:** Represents an 'optimistic' picture of future growth that can be expected for the Study Area, including an increase in economic growth rates after the Covid-19 transitioning phase.

Due to the economic effects of the Covid-19 pandemic, all three scenarios assume that economic growth levels have a Covid-19 recovery phase resulting in relatively increased growth rates in the beginning of the forecast from 2021-2023, followed by a transitioning phase from 2024-2029 where growth rates are transitioning back to relatively normal pre-Covid rates.

Base Year Profile

TOWN OF STONY PLAIN

Between 2011 and 2021, the Town of Stony Plain's population increased from 15,051 to 17,993.² This represents an average annual growth rate of about 1.7% between 2011 and 2021.

The median age of Stony Plain's population in 2021 was 40.8 years, compared to the provincial average of 38.4 years.³ Additionally, more than three quarters (76.3%) of Stony Plain's labour force has a postsecondary certificate, diploma or degree; and the town's labour force participation rate was 63.7% (compared to the provincial average of 69.7%).⁴

¹ Some sectors of the economy have been positively impacted by COVID (i.e. food delivery) while others have struggled to reach pre-Covid levels of output and employment (i.e. retail). Some of these harder hit sectors have struggled due to shifting consumer preferences while others have had difficulty hiring or retaining qualified workers to support the demand for their goods or services. zz

² Statistics Canada Community Profile - 2021 Census of Population, <https://www12.statcan.gc.ca/census-recensement/2021/dp-pd/profi/index.cfm?Lang=E>

³ Ibid

⁴ Alberta Labour Force Participation Rate, https://ycharts.com/indicators/alberta_labour_force_participation_rate

BASE YEAR JOBS

The number of jobs located in Stony Plain for the base year (2021) are estimated to be 7,600. A breakdown of these jobs by 2-digit NAICS categories is provided in the table below.⁵

Base Year Jobs by Industry

Industry	2021
11 Agriculture, forestry, fishing and hunting	87
21 Mining, quarrying, and oil and gas extraction	434
22 Utilities	169
23 Construction	1,169
31-33 Manufacturing	347
41 Wholesale trade	429
44-45 Retail trade	904
48-49 Transportation and warehousing	470
51 Information and cultural industries	64
52 Finance and insurance	196
53 Real estate and rental and leasing	201
54 Professional, scientific and technical services	306
55 Management of companies and enterprises	9
56 Administrative and support, waste management and remediation services	228
61 Educational services	375
62 Health care and social assistance	758
71 Arts, entertainment and recreation	132
72 Accommodation and food services	484
81 Other services (except public administration)	420
91 Public administration	416
All industry categories	7,600

⁵ Note this is an estimate of the types of jobs located in Stony Plain, rather than the standard measure of the types of jobs held by the employed residents of Stony Plain.

Driver Industries

Driver industries are those sectors of the economy that primarily serve markets outside the local economic area and propel local economic growth. In general, Stony Plain's driver industry groups act to support economic growth in the entire region, with Stony Plain assumed to act as a hub for supporting economic activity in surrounding municipalities. In this sense, the expected output and employment growth rates of Stony Plain's driver industries are reliant on the economic performances of other industries within the region, which are generally located outside of Stony Plain.

This section of the report provides information on the driver industries defined for Stony Plain, and rationales as to why these industries are expected to drive near-term job growth in the region.

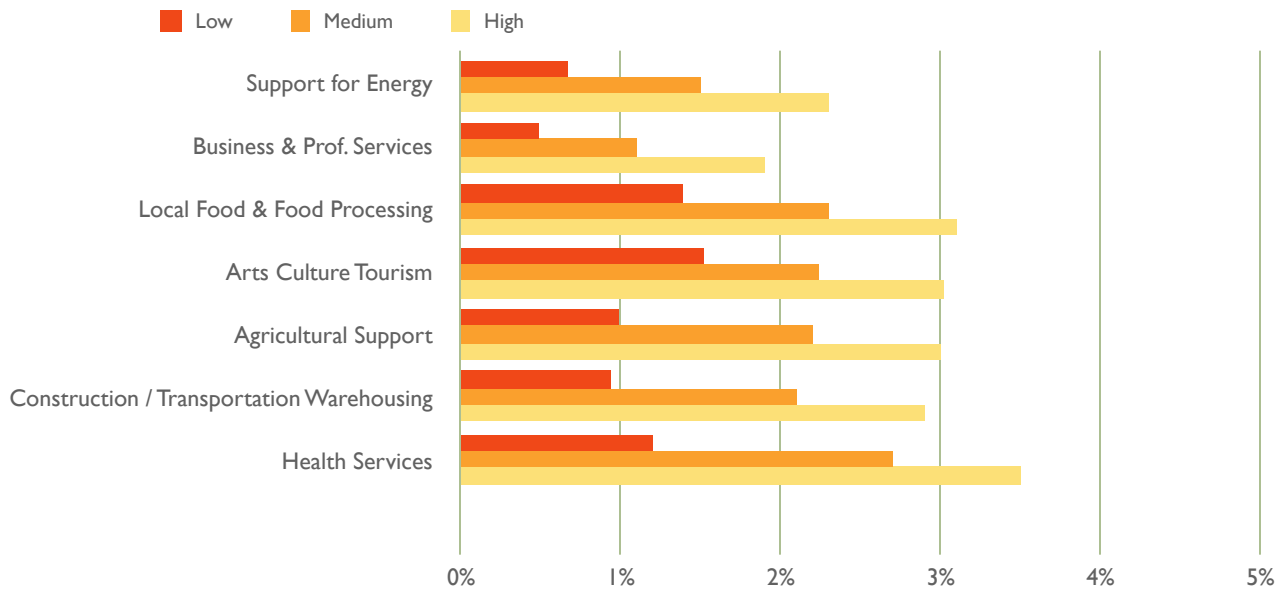
Each of the industries included in this analysis is expected to have a particular level of influence on employment in Stony Plain. Growth of these industries has been determined to have an affect on the net migration of workers and their families to the region. The importance of each industry for Stony Plain is summarized in the Support Industries section. The information presented for each industry category is based on research of publicly available information.

Growth rates for driver industries in each scenario is based on a review of the historical growth patterns for these industries in the context of the expected growth for the Study Area in the future.

For each scenario, a series of growth rates were developed for the industries (or industry groups) that are expected to spur growth in the region. For the Study Area, the following seven driver industry groups have been identified:

- ▶ Support Activities for Energy and Extraction
- ▶ Business and Professional Services
- ▶ Local Food and Food Processing
- ▶ Arts and Cultural Industries
- ▶ Agriculture Support
- ▶ Construction / Transportation and Warehousing
- ▶ Health Services

Scenario-Specific Driver Industry Employment Growth Rates (Average Annual)



SUPPORT ACTIVITIES FOR ENERGY AND EXTRACTION

The Support Activities for Energy and Extraction sector has played a significant part in the economic growth of Stony Plain. Based on an analysis of historic local expenditures, it is estimated that approximately 11.1% of the jobs located in Stony Plain are directly involved in this group of industries (representing 843 jobs).

Resource extraction is the primary driver of Alberta's economy, including oil and gas fields along the eastern slope of the Rockies, oil sands to the north of Edmonton, and extensive mining operations in Alberta and the Northwest Territories. For Stony Plain, an important producer lies a half hour to the west, where TransAlta has two coal mines and nine coal-fired power plants, representing the largest concentration of electrical power generation in Alberta. However, given the government action to phase out coal-fired emissions by 2030, it is more likely that job growth in Stony Plain will be driven by support activities for the oil and gas sector:

Examples of businesses currently operating in Stony Plain that fall into this driver industry group include the Secure Energy field offices, which provide environmental and waste management services to the oil and gas sector. Another example of a business within this driver industry group includes Barrier Coating Services Inc., which provides coating solutions for pipeline, facility, tank, concrete and integrity applications.

Stony Plain holds some potential advantages to accommodate growth in this driver industry group primarily comprised of small or start-up businesses. Stony Plain is able to provide space in new buildings or on development sites, at a lower cost compared to most other parts of the metropolitan area.

Employment in Stony Plain's Support for Energy and Extraction driver industry group is expected to increase at an average annual rate of 1.5% in the base growth scenario; 2.3% in the high growth scenario; and 0.67% in the low growth scenario.

ALTERNATIVE ENERGY

Considering the common global goal of long term sustainability, particularly within the energy sector, the research and implementation of large scale operations to source alternative energy has and continues to contribute an increasing amount to global economic growth.

Stony Plain's economic growth is expected to follow this same general trajectory, with the implementation and encouragement of commonly known sources of alternative energy like solar, wind and geothermal, as well as the implementation of not-so commonly known sources of alternative energy such as vermicomposting.⁶

Comprising of both small scale start-up and large scale firms, one example of a business that currently operates within Stony Plain that falls into this driver category is Annelida Casting Innovations, which provides large scale vermicomposting for Stony Plain and the surrounding areas.

BUSINESS AND PROFESSIONAL SERVICES

The Business and Professional Services sector is among the fastest-growing groups of industries in Stony Plain, with the majority of new business starts found within this sector. For 2021, it has been estimated that 2.3% of the jobs located in Stony Plain are directly involved in this group of industries (representing 177 jobs).

Industries comprising this driver group include many sub-sectors within the broad professional, scientific and technical services category, including legal services; accounting, tax preparation, bookkeeping and payroll services; architectural, engineering and related services; specialized design services; computer systems design and related services; management, scientific and technical consulting services; scientific research and development services; advertising, public relations, and related services; other professional, scientific and technical services. Some sub-sectors within the information and cultural industries category are also included in this driver group, such as publishing industries (except Internet); motion picture and sound recording industries; data processing, hosting, and related services; other information services.

Similar to the Support Activities for Energy and Extraction driver group described above, the Business and Professional Services cluster is primarily composed of small businesses and microbusinesses (less than five employees). This would include a large number of start-up businesses, and may include small branch establishments of larger firms.

Examples of businesses currently operating in Stony Plain that fall into this driver industry group include Hawkings Tinney LLP, which provides accounting services to small- and medium-sized businesses, the Dash Group, which provides accounting and business consulting services and Trinus Technologies, which provides client focused technology and services to the Alberta government, business and health communities.

⁶ Vermicomposting is the carefully engineered and automated process of using earthworms to efficiently and effectively feed plants through the creation of organic fertilizer; substituting the use of chemical fertilizer. Given Stony Plain's proximity to large scale agriculture, food processing, grocery and food services, the implementation of vermicomposting is not only superior to its chemical counter part in terms of plant growth, soil structure, and disease resistance but also plays a vital role in the reduction of large scale green house gas emissions by drastically reducing the agricultural based chemicals ending up in landfills.

Employment in Stony Plain's Business and Professional Services driver industry group is expected to increase at an average annual rate of 1.1% in the base growth scenario; 1.9% in the high growth scenario; and 0.5% in the low growth scenario.

LOCAL FOOD AND FOOD PROCESSING

A growing segment of consumers believe that organic, locally-produced, non-GMO, gluten-free, craft or artisanal food products offer better taste, nutrition, or food safety. These market niches are the focus of many food industry start-ups, and are increasingly drawing the attention of large manufacturers. Small-scale production among emerging businesses is well matched to Stony Plain's location, business sites, and resources. For 2021, it has been estimated that approximately 5.2% of the jobs located in Stony Plain are directly involved in this group of industries (representing 394 jobs).

In the context of the Stony Plain economy where no new primary crop production is likely to develop, the Local Food and Food Processing sector is comprised of industries including food manufacturing; beverage product manufacturing; farm product merchant wholesalers; food merchant wholesalers; beverage merchant wholesalers; and potentially final product retailers such as grocery stores and restaurants.⁷

Examples of businesses currently operating in Stony Plain that fall into this driver Industry group include Freson Bros., a food retailer focusing on locally-oriented products, and North Central Co-op, one of the largest employers in Stony Plain.

Employment in Stony Plain's Local Food and Food Processing driver industry group is expected to increase at an average annual rate of 2.3% in the base growth scenario; 3.01% in the high growth scenario; and 1.4% in the low growth scenario.

ARTS CULTURE AND TOURISM

Growth in Stony Plain's Arts and Cultural Industries is expected to be driven by the more than 1.3 million people living in the Edmonton region, which also has the second-fastest growth rate and third-highest median income among Canada's largest CMAs. Further, Albertans spend more on the arts per capita than any other province. Stony Plain's Arts and Cultural Industries have access to a very large market base, and the destination activities for which people will travel outside of their normal patterns. This driver industry group has been estimated to include about 290 jobs in Stony Plain.

"Stony Plain has the nucleus of a destination district anchored by its historic downtown, Multicultural Centre, Pioneer Museum, Heritage Park, and Rotary Park. Already, there are several existing shops and galleries in the downtown core. These are drawing customers from far beyond the Town's regular trade area."⁸

Examples of businesses currently operating in Stony Plain that fall into this driver industry group include the Multicultural Heritage Centre; the Stony Plain and Parkland Pioneer Museum Society, Heritage Park, Karar performing arts, and the Stony Plain Farmers Market.

⁷ Agrifood processing typically includes consideration of both primary production as well as value added processing. In Stony Plain land available for primary agriculture production will only diminish over time as development occurs.

⁸ Place Dynamics and the Town of Stony Plain, Target Sector Study & Marketing Plan, Town of Stony Plain, Alberta, 2015. <http://www.stonyplain.com/Assets/Draft+TSS.pdf>

The Multicultural Centre promotes community connection and growth through its operations and includes an agricultural museum, a public art gallery, adult and children programming, agricultural programs and family events. The Stony Plain Farmers' Market also plays a key role in the Arts, Culture and tourism sector providing a vast variety of items to customers such as locally produced food, woodwork, candles, moonshine, handmade crochet crafts, etc. available for purchase from over 70 available vendors. Equally contributing to the Arts, Culture and Tourism sector is Heritage Park, a multi-venue facility including two banquet halls that can be used for weddings, conferences and formal events, an outdoor stage, a riding arena, as well as a large pavilion that can be used for trade shows, festivals, recreation, sports, agriculture and other events.

Employment that is directly related to Arts and Cultural industries such as event caterers and wedding planning, have also been included in this driver group. Employment in Stony Plain's Arts and Cultural Industries driver group is expected to increase at an average annual rate of 2.23% in the base growth scenario; 3.03% in the high growth scenario; and 1.5% in the low growth scenario.

SUPPORT FOR AGRICULTURE

While there are not a large number of direct agriculture jobs in Stony Plain, the town continues to provide support services for the region's agriculture sector, including neighbouring Parkland County. For 2021, it has been estimated that approximately 6.2% of the jobs located in Stony Plain are directly involved in this group of industries (representing 471 jobs).

Activity in this driver industry group is largely dependent on the performance of the agriculture sector in the surrounding region. Parkland County's Future of Agriculture Study proposes two possible outcomes for its agriculture sector:⁹ A 'status quo' scenario where minimal action is taken on behalf of the municipality to promote agriculture finds that many existing farming operations will relocate or consolidate; and ideal farmland will increasingly be subdivided for residential development purposes. A second 'leading' scenario where diversification within the agriculture sector is promoted in the County suggests that increased private investment and business opportunities could result, create stronger growth and competitive advantage in the local agricultural base.

Support Services for Agriculture includes jobs within the manufacturing, wholesale and retail trade, transportation and warehousing, professional, scientific and technical services, and administrative and support industries.

Examples of businesses currently operating in Stony Plain that fall into this driver industry group include Parkland Farm Equipment, which provides machinery to the agriculture sector; and Ray Agro & Petroleum Ltd. which provides a variety of products and services for the agriculture sector.

Employment in Stony Plain's Support for Agriculture driver industry group is expected to increase at an average annual rate of 2.2% in the base growth scenario; 3.0% in the high growth scenario; and 1.0% in the low growth scenario.

⁹ Parkland County, Future of Agriculture Study, June 30, 2016. <https://www.parklandcounty.com/en/county-office/resources/Documents/MDP/Final-Draft---Parkland-Future-of-Agriculture.pdf>

CONSTRUCTION / TRANSPORTATION & WAREHOUSING

Stony Plain's construction and transportation and warehousing industries can be thought of as driver industries in the context of supporting growth in the region.

Given Stony Plain's relatively high proportion of construction jobs in its local base (12.6% of local jobs, representing 937 positions), increased economic activity and development in nearby counties has the potential to spur job growth in Stony Plain to support activity elsewhere in the region. An example of a business currently operating in Stony Plain that falls into this driver group is Vector Construction, a speciality concrete contractor with an office located in Stony Plain that provides service to the entire Edmonton CMA region.

The transportation warehousing industry is not as dominant in Stony Plain. Representing less than 6% of local employment, increased economic activity within the region could induce related job growth if Stony Plain is to act as a transportation and warehousing hub for the region. An example of a business currently operating in Stony Plain that falls into this driver group is W5 Transport, which provides trucking and local freight services.

Employment in Stony Plain's Construction / Transportation & Warehousing combined driver industry group is expected to increase at an average annual rate of 2.1% in the base growth scenario; 2.9% in the high growth scenario; and 0.9% in the low growth scenario.

HEALTH SERVICES

The Health Services industry is recognized as an important sector in Stony Plain, possessing significant growth potential and already representing a substantial proportion of employment and economic activity in the municipality. Health care services is typically considered a support industry rather than a driver, due to its reliance on regional population growth and demographic changes - with relatively older segments of the population utilizing health services to a greater extent.

However, Stony Plain has been successful in attracting and accommodating a large number of seniors. According to the 2011 Federal Census, Stony Plain's seniors (65+) represented 20.3% of its total population, compared to 13.7% in Edmonton and a provincial average of 14.8%.¹⁰ The Meridian Foundation has been active in providing housing for seniors in Stony Plain, with the 57-unit Whispering Waters Manor built in 1990, and the attached 42-unit Forest Ridge Place added in 2007.¹¹

The presence of the WestView Health Centre in Stony Plain has contributed to the ability of the municipality to act as a retirement hub in the region. The WestView Health Centre also attracts those demanding health care services, young and old, from throughout the region.

While the entirety of Stony Plain's health care sector cannot be categorized as a driver industry (as some portion of health-related activity in the municipality is attributable to its own non-senior population, and the

¹⁰ Statistics Canada, Census Profiles, 2016, <https://www12.statcan.gc.ca/census-recensement/2016/dp-pd/prof/index.cfm?Lang=E>

¹¹ Meridian Foundation, Our History, <https://meridianfoundation.ca/about/>

rate at which it grows), a significant portion can be described as such. Approximately 7.5% of the jobs in Stony Plain have been assigned to the Health Services driver industry group, representing 573 jobs.

Stony Plain's Health Services sector is well-positioned to benefit from an increasing number of seniors in the region. Employment in Stony Plain's Health Services driver industry group is expected to increase at an average annual rate of 2.7% in the base growth scenario; 3.5% in the high growth scenario; and 1.2% in the low growth scenario.

Support Industries

Of those other industrial sectors investigated, none were determined to be of sufficient significance in terms of direct employment or economic influence in Stony Plain to be included as a driver industry for this study.

Stony Plain supports a diverse range of economic activities to businesses in the broader regional services and trading area. In this analysis, some sectors that are often conceptualized as being Support Industries (Health, Agricultural Support, Transportation and Warehousing) are classified as driver Industries, due to Stony Plain's position as a support hub for services in the broader region.

Stony Plain's Support industries include the majority of those that are not classified as being driver industries, and represent 3,462 jobs in the municipality (or 47% of total jobs). Employment in these Support industries is assumed to change in proportion with Stony Plain's population, which is affected by migration (related to driver industry growth) and natural increase considerations.¹² The following table shows the top industries comprising Stony Plain's support employment in 2021, and the estimated employment per capita in these industries.

Support Employment in Stony Plain, 2021

Industry	Support Employment (2021)	Employment per Capita (2021)
62 Health care and social assistance	644	0.036
61 Educational services	375	0.021
44-45 Retail trade	882	0.050
81 Other services (except public administration)	420	0.024
91 Public administration	407	0.023
22 Utilities	169	0.009
72 Accommodation and Food Services	232	0.013
All other industries	404	0.023
Total	3,533	0.199

The industries representing the greatest shares of support employment in Stony Plain in 2021 were Retail trade (904 jobs, or 11.9% of total jobs), Health care and social assistance (758 jobs, or 9.98% of total jobs), and Accommodation and food services (484 jobs, or 6.37% of total jobs).

¹² Growth in support industries is based on the change in population over the previous period. As a result, there is a lag in Support Industry employment growth.

Employment that is neither classified as a driver or support can be considered “inert” or “exogenous” to Stony Plain’s economy. These jobs do not drive economic growth in the region, nor do they increase (or decrease) in proportion with Stony Plain’s economy. These jobs were assumed to represent only a small portion of Stony Plain’s local employment in this analysis (353 jobs).

Forecast Assumptions

A number of assumptions related to Stony Plain's population and economic conditions are necessary to perform the analysis described in this report. These assumptions are described in the section below.

FERTILITY AND MORTALITY

Fertility and mortality rates are used to estimate the natural increase in the population by age and gender. It is noted that there are some trends in these rates that are important to incorporate in the forecast. For example, mortality rates are generally in decline as the life expectancy of future populations grow. Projections of fertility and mortality rates will incorporate historical trends of these rates. Total fertility rates are continuing to remain relatively constant, however, there has been a shift in the age-specific fertility rates. Generally the younger age cohorts (15-24 years of age) have been experiencing a decline in fertility rates. The age cohorts 30-49 years of age have all been experiencing an increase in fertility rates. This represents a general trend in women having children later in life. Historically, total mortality rates are continuing to decline with advancements in medicine and technology. All age specific mortality rates have been experiencing declines. Projections of mortality rates will continue this declining trend.

Included in the Appendix to this report are a series of graphs that depict the relevant historical pattern of both fertility and mortality rates and a trend-line projection of these rates over the forecast period.

MIGRATION

Net migration is determined in the model to be equal to the labour force (and associated families) required to meet the employment projected for the geography of interest. Where natural increase falls short of providing for a sufficient number of workers (accounting for labour force participate rates by age of worker) it is assumed that migration will meet the employment requirement. Migration is determined on an annual basis and includes the workers required to satisfy the labour force requirements of the employment forecast in that year. All net migrants are assumed to be permanent residents, except in some special circumstances where there are significant short term worker requirements for major construction projects.

LABOUR FORCE PARTICIPATION

Labour force participation is used in the analysis to estimate the proportion of each age group in Stony Plain's propensity to actively engage in employment, or employment seeking. The labour force is comprised of employed workers as well as the unemployed. According to the 2016 Federal Census, the 15+ population of Stony Plain exhibited an overall labour force participation rate of 68.2% - slightly below the provincial average of 71.7%. These conditions have been assumed to exist in the updated base year, 2021.¹³

Stony Plain's participation rates specific to age categories (15 to 24, 25 to 64, 65+) were calculated according to provincial averages,¹⁴ and were then downwardly adjusted to reflect both the lower observed rates in Stony Plain, and the actual labour force figures in the base year of this analysis.

¹³ Statistics Canada, CANSIM Table 17-10-0079-01. The 2016 labour force conditions have been assumed for 2021.

¹⁴ Statistics Canada, CANSIM Table 14-10-0018-01.

REGIONAL ECONOMIC OUTLOOK

The three growth scenarios (High, Medium, and Low) considered in this forecast relate to driver industry employment growth rates in Stony Plain. It is assumed that these growth outlooks are reflective of the prevailing economic conditions throughout the region, and the province as a whole. For example, the High growth scenario assumes that the entire region is experiencing similarly high rates of economic output, job growth, and competition for labour resources. That is, Stony Plain's economy does not exist in a vacuum, and its performance is highly correlated with, and dependent upon factors that are often external to the municipality itself (i.e. oil prices).

Forecast Results

This section describes the results of the population and employment forecasts, which cover the 2021 to 2041 period.

Population Forecast

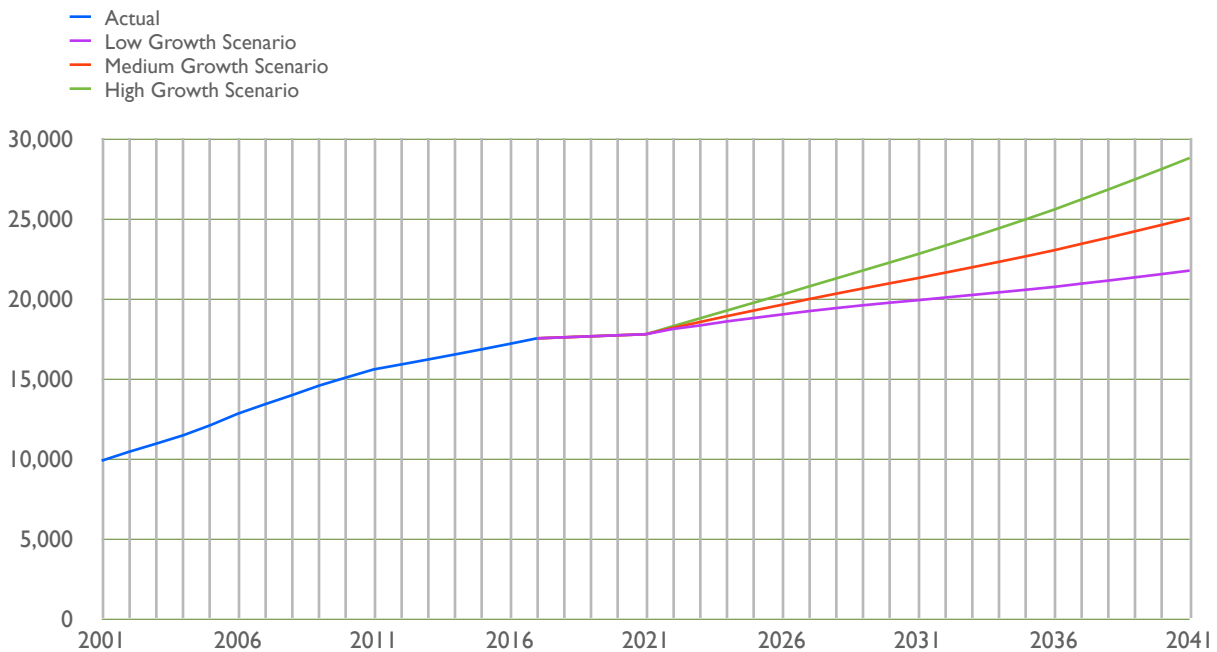
The table below shows base year (2021) population in Stony Plain, as well as the projected populations in 2031 and 2041, for each of the three growth scenarios. The average annual rate of population growth through the forecast period is also presented.

Stony Plain Total Population Forecast, 2021 to 2041

Scenario	2021	2031	2041	Avg Annual Change (2021-41)
Low-Growth	17,993	19,917	21,769	1.0%
Medium-Growth	17,993	21,297	25,056	1.7%
High-Growth	17,993	22,794	28,807	2.4%

From a 2021 base of 17,993, Stony Plain's total population is projected to increase to 21,769 by 2031 in the Medium growth scenario. Total population reaches 25,056 by 2041, representing an average annual growth rate of 1.7% over the forecast period. In the Low growth scenario, Stony Plain's population is expected to reach 21,769 by 2041 (an average annual growth rate of 1.0%). Stony Plain's population increases to 28,807 by 2041 in the High growth scenario (an average annual growth rate of 2.4%).

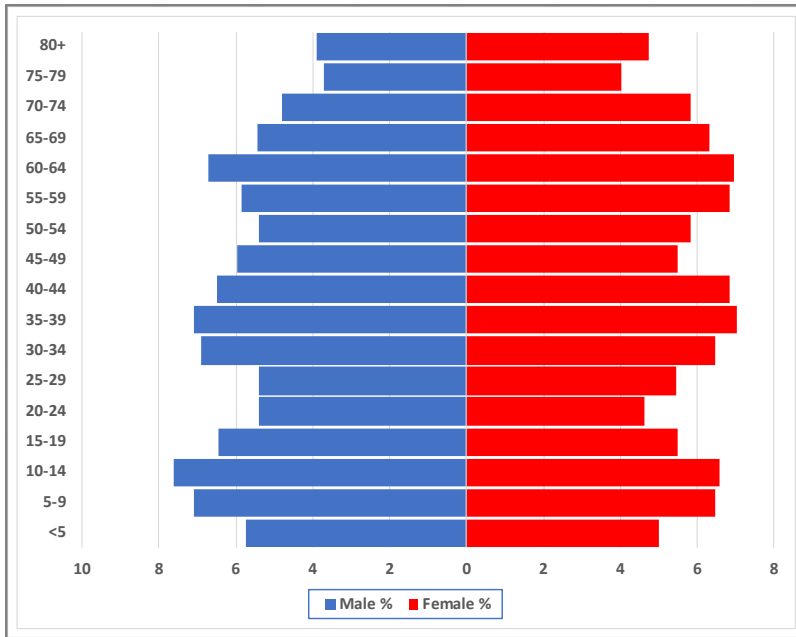
Stony Plain Population - Actual and Forecast (2001 to 2041)



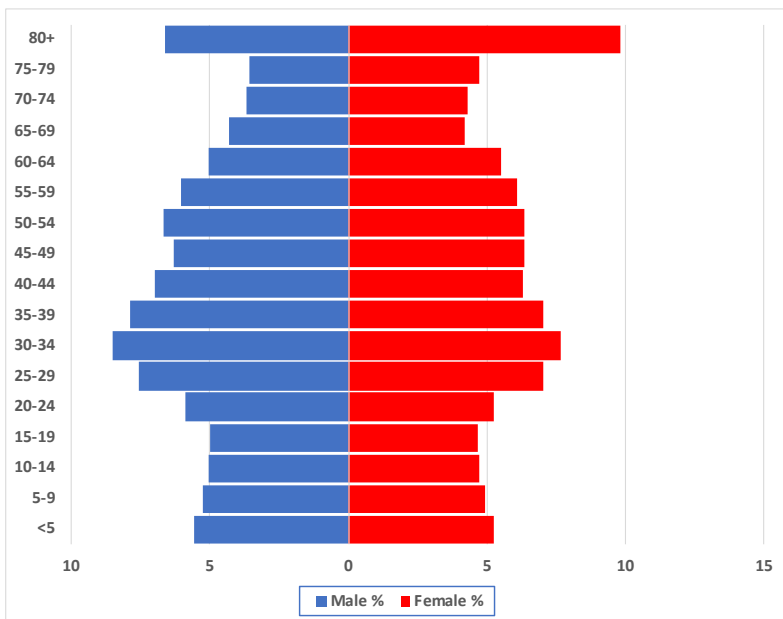
POPULATION BY AGE AND GENDER

The population pyramid diagrams below depict the projected evolution of Stony Plain's population from 2021 to 2041 according to the growth scenario used in the forecast.

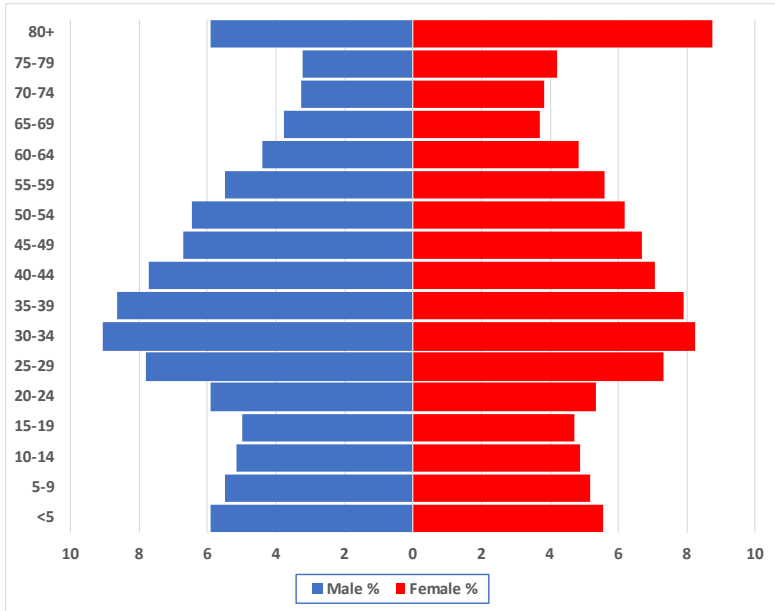
Stony Plain, 2021 Population Pyramid



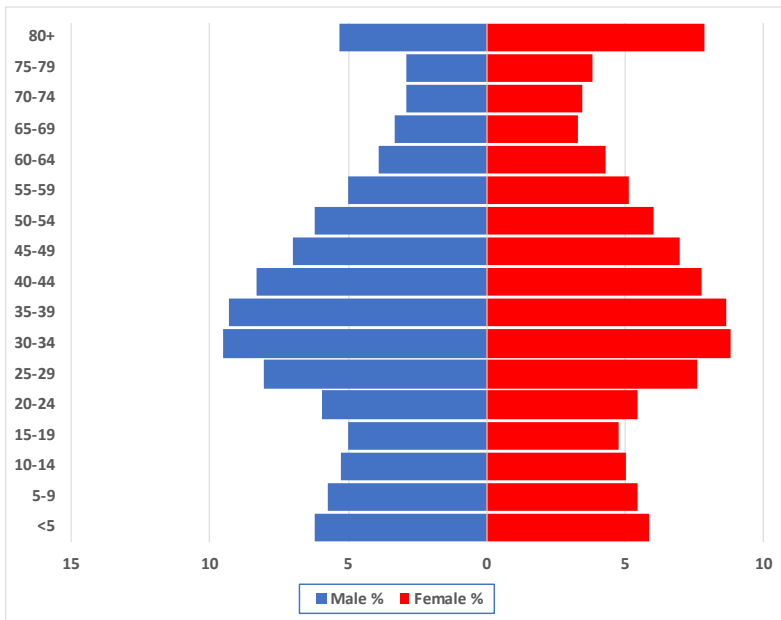
Stony Plain, 2041 Population Pyramid (Low Growth Scenario)



Stony Plain, 2041 Population Pyramid (Medium Growth Scenario)



Stony Plain, 2041 Population Pyramid (High Growth Scenario)



Both the base of Stony Plain’s 2041 population pyramid (representing youth) and the mid-section of the pyramid (representing the prime 25 to 55 working ages) are noticeably wider in the high growth scenario relative to the medium and low growth scenarios. This is due to employment-induced migration being greater in the high growth scenario, where relatively more prime age workers migrate to Stony Plain (along

with their families). This results in a greater number of younger workers moving to Stony Plain through the forecast period, who also contribute to a greater number of births.

Employment Forecast

This section describes the employment forecasts for Stony Plain from 2021 to 2041.

The table below presents Stony Plain's total employment by industry, in the base year (2021) as well as forecasts in 2031 and 2041. The table also includes the net number of additional positions added through the forecast period in each industry, and average annual employment growth rates in each industry.

Stony Plain Total Employment by Industry Forecast, 2021 to 2041 (Medium Growth Scenario)

Industry	2021	2031	2041	New Jobs (2022-41)	Avg Annual Change (2021-41)
11 Agriculture, forestry, fishing and hunting	87	136	172	86	3.5%
21 Mining, quarrying, and oil and gas extraction	434	473	515	81	0.9%
22 Utilities	169	204	273	104	2.4%
23 Construction	1,169	1545	2013	843	2.8%
31-33 Manufacturing	347	520	624	277	3.0%
41 Wholesale trade	429	508	598	169	1.7%
44-45 Retail trade	904	1086	1298	394	1.8%
48-49 Transportation and warehousing	470	593	740	270	2.3%
51 Information and cultural industries	64	77	92	28	1.8%
52 Finance and insurance	196	259	337	141	2.7%
53 Real estate and rental and leasing	201	241	288	87	1.8%
54 Professional, scientific and technical services	306	374	453	147	2.0%
55 Management of companies and enterprises	9	10	11	2	0.9%
56 Administrative and support, waste management and remediation services	228	249	271	43	0.9%
61 Educational services	375	464	571	197	2.1%
62 Health care and social assistance	758	1015	1338	580	2.9%
71 Arts, entertainment and recreation	132	159	190	58	1.8%
72 Accommodation and food services	484	670	842	358	2.8%
81 Other services (except public administration)	420	508	579	159	1.6%
91 Public administration	416	483	561	145	1.5%
All industry categories	7,600	9,572	11,768	4,168	2.2%

LOW GROWTH SCENARIO

In the Low growth scenario, total employment increases to 8,457 by 2031, and to 9,240 by 2041, representing an average annual growth rate of 0.98%. Industries expected to post the greatest number of additional jobs through the forecast are:

- Construction (311 jobs)

- ▶ Health care and social assistance (215 jobs)
- ▶ Accommodation and food services (161 jobs)

Industries recording the highest rates of growth in this scenario are:

- ▶ Utilities (2.01%)
- ▶ Agriculture, forestry, fishing and hunting (1.94%)
- ▶ Manufacturing (1.57%)

MEDIUM GROWTH SCENARIO

From a base of 7,600 in 2021, total employment in Stony Plain is projected to reach 9,572 by 2031 in the Medium growth scenario. Total employment increases to 11,768 by 2041 representing an average annual growth rate of 2.2% over the forecast period. Industries expected to post the greatest number of additional jobs through the forecast are:

- ▶ Construction (843 jobs)
- ▶ Health care and social assistance (580 jobs)
- ▶ Retail trade (394 jobs)

Industries recording the highest rates of growth in Medium growth scenario are:

- ▶ Agriculture, forestry, fishing and hunting (3.5%)
- ▶ Manufacturing (3.0%)
- ▶ Health care and social assistance (2.9%)

HIGH GROWTH SCENARIO

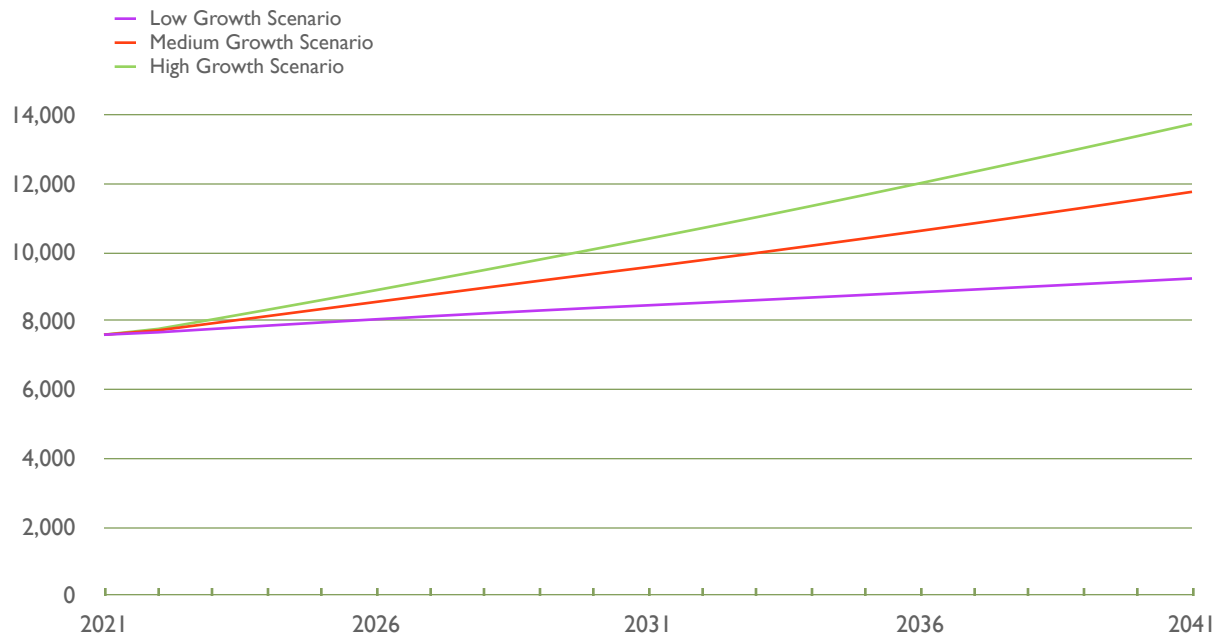
In the High growth scenario, total employment increases to 10,398 by 2031, and to 13,746 by 2041, representing an average annual growth rate of 3.00%. Industries expected to post the greatest number of additional jobs through the forecast are:

- ▶ Construction (1,254 jobs)
- ▶ Health care and social assistance (837 jobs)
- ▶ Retail trade (588 jobs)

Industries recording the highest rates of growth in the High growth scenario are:

- ▶ Utilities (4.06%)
- ▶ Agriculture, forestry, fishing and hunting (4.05%)
- ▶ Health care and social assistance (3.79%)

Stony Plain Total Employment by Growth Scenario, 2021 to 2041



DRIVER EMPLOYMENT

This section describes the forecast of driver industry employment in Stony Plain from 2021 to 2041. The assumptions and compositions of these driver industry groups are described earlier in this report.

Stony Plain Driver Industry Employment Forecast, 2021 to 2041 (Medium Growth Scenario)

Driver Industry	2021	2031	2041	Avg Annual Change (2021-41)
Support Activities for Energy and Extraction	843	979	1,136	1.5%
Business and Professional Services	177	197	219	1.1%
Local Food and Food Processing	394	535	726	3.1%
Arts and Cultural Industries	290	360	460	2.3%
Agriculture Support	471	586	729	2.2%
Construction / Transportation and Warehousing	956	1,178	1,449	2.1%
Health Services	573	748	977	2.7%
All Driver Industries	3,704	4,582	5,696	2.2%

Total driver industry employment in Stony Plain was estimated at 3,704 jobs in 2021. Each driver industry group was assumed to grow at a scenario-specific average annual rate (outlined earlier in this report). Total driver industry employment reaches 4,582 in 2031, and 5,696 in 2041. While the Local Food and Food Processing Industries group grows at the fastest average annual rate through the forecast (3.1%), Construction / Transportation and Warehousing remains the largest driver industry in Stony Plain by 2041 with 1,449 jobs.

SUPPORT EMPLOYMENT

This section describes the forecast of Support industry employment in Stony Plain from 2021 to 2041. The assumptions regarding these support industries are described earlier in this report.

The table below shows total support employment in the base year (2021), and forecasts for 2031 and 2041. The number of additional jobs added in each support industry through the forecast period is also presented.

Stony Plain Support Industry Employment Forecast, 2021 to 2041 (Medium Growth Scenario)

Industry	Support Employment (2021)	2031	2041	Net Job Growth (2021-41)
62 Health care and social assistance	644	862	1,137	493
61 Educational services	375	464	555	180
44-45 Retail trade	882	1,060	1,156	273
81 Other services (except public administration)	420	508	610	189
91 Public administration	407	473	516	109
22 Utilities	169	204	233	64
72 Accommodation and Food Services	232	320	389	157
All other industries	404	505	586	181
Total	3,533	4,397	5,180	1,647

Total support employment in Stony Plain is projected to increase from 3,533 in 2021 to 4,397 in 2031, reaching 5,180 by 2041. The support sectors exhibiting the greatest number of additional jobs through the forecast period include Health care and social assistance (+493 jobs), Retail trade (+273 jobs), and Accommodation and Food Services (+157 jobs).