

Workforce Focus

From the South Western Ontario Industry Education Council

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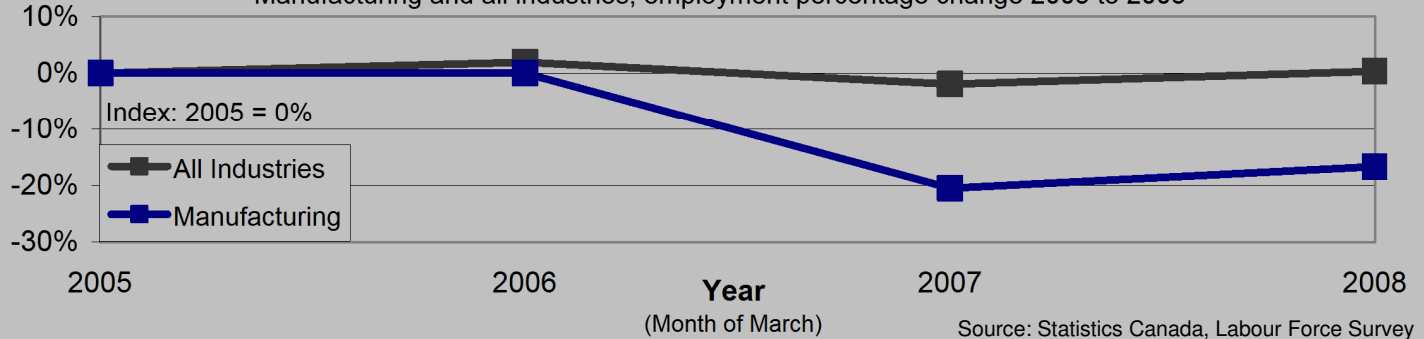
Manufacturing

- Employment Trends
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- Gender Profile

Employment Trends

Windsor-Sarnia Economic Region

Manufacturing and all industries, employment percentage change 2005 to 2008

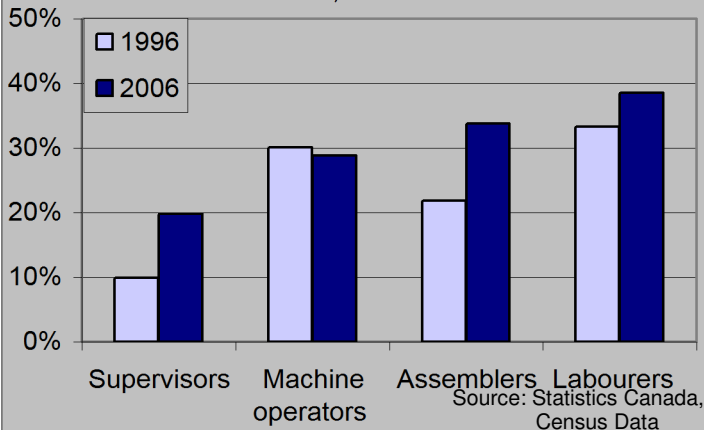


Manufacturing's Struggle

Manufacturing employment in the Windsor-Sarnia economic region experienced a significant decline of 21% from March 2006 to March 2007. Manufacturing in the Windsor census metropolitan area alone dipped by approximately 13,000 jobs during this period. That year aside, manufacturing employment has been quite balanced. Ontario's manufacturing has collectively declined by 15% and lost 163,000 jobs in the past four years. Contributing factors have included foreign competition, automation, and more recently, a slumping U.S. economy and strong Canadian dollar. Despite manufacturing's troubles, the local economy overall remained quite stable.

Women in Manufacturing

Female employment share by manufacturing occupation
Essex-Kent, 1996 and 2006

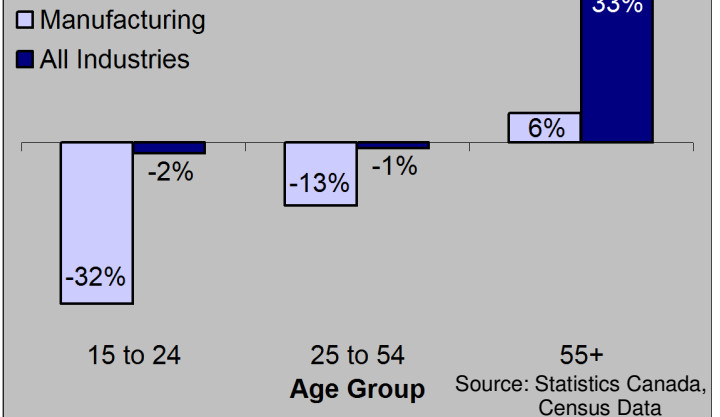


Increasing Female Presence

Though manufacturing continues to be male dominated, women have made gains in their share of employment. From 1996 to 2006 the share of women in the industry rose from 25 to 32%. The greatest gains were in the assembly occupations. Women now comprise 39 of manufacturing laborers. Despite gains, there continues to be great inequality in the share of supervisory positions.

Employment Change by Age Group

Manufacturing and all industries
Essex-Kent, 2001 to 2006



Aging Workforce

Local manufacturing employment declined for all but the oldest age group, where the number of workers over age 55 increased by 6% from 2001 to 2006. This trend is likely due to the large baby boom cohort that is increasingly passing age 55, and seniority rights in many manufacturing workplaces that lay off younger workers first. Manufacturing is however aging slower than average.



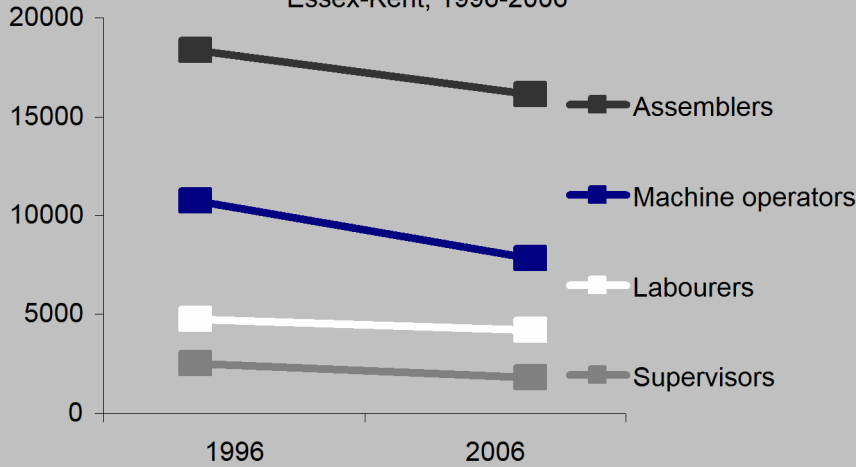
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Occupational Change

Employment change by manufacturing occupation
Essex-Kent, 1996-2006



Source: Statistics Canada, Census Data

Changing Composition

All local manufacturing occupations declined in employment from 1996 to 2006. Supervisors and machine operators suffered the most, decreasing by 29% and 27% respectively. Compared to the provincial average, this region has a higher share of assemblers and a lower share of machine operators and labourers.

Recent Start-ups and Closures

Essex-Kent

Manufacturing sectors by significant net establishment change December 2006 to December 2007

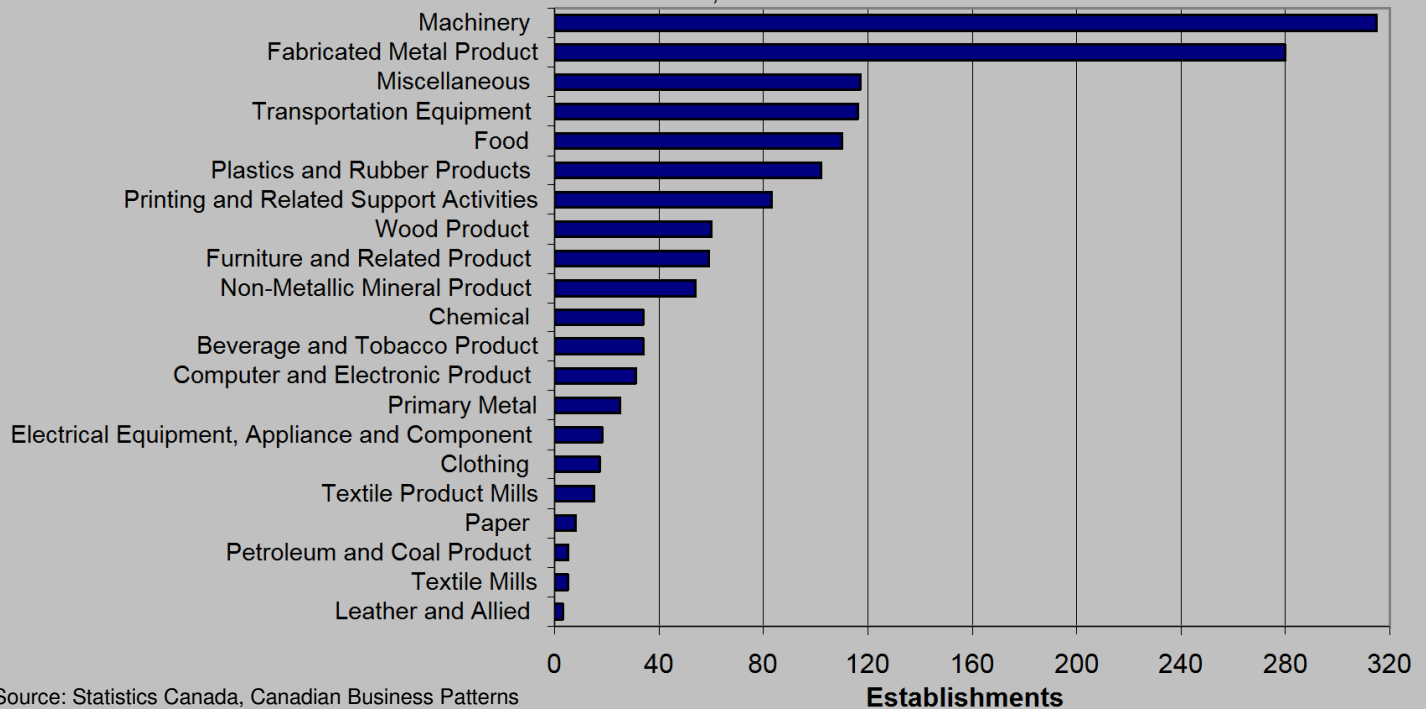
Plastics and Rubber Products	+4
Beverage and Tobacco Product	+4
Textile Mills	+2
Clothing	-4
Miscellaneous	-6
Non-Metallic Mineral Product	-6
Transportation Equipment	-9
Machinery	-16
Fabricated Metal Product	-24

Sector Trends

A total of three manufacturing sectors experienced expansion over last year, while many more contracted. Fabricated metal products have suffered in nearly every region across the province. -Business Patterns

Manufacturing Industries by Share of Establishments

Essex-Kent, December 2007



Source: Statistics Canada, Canadian Business Patterns

Prevalent Sectors

In terms of the number of establishments, machinery leads local manufacturing. This sector is typically a medium-sized employer. Fabricated metal manufacturing, which is also typically a medium-sized employer, ranks second.

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