

Workforce Focus

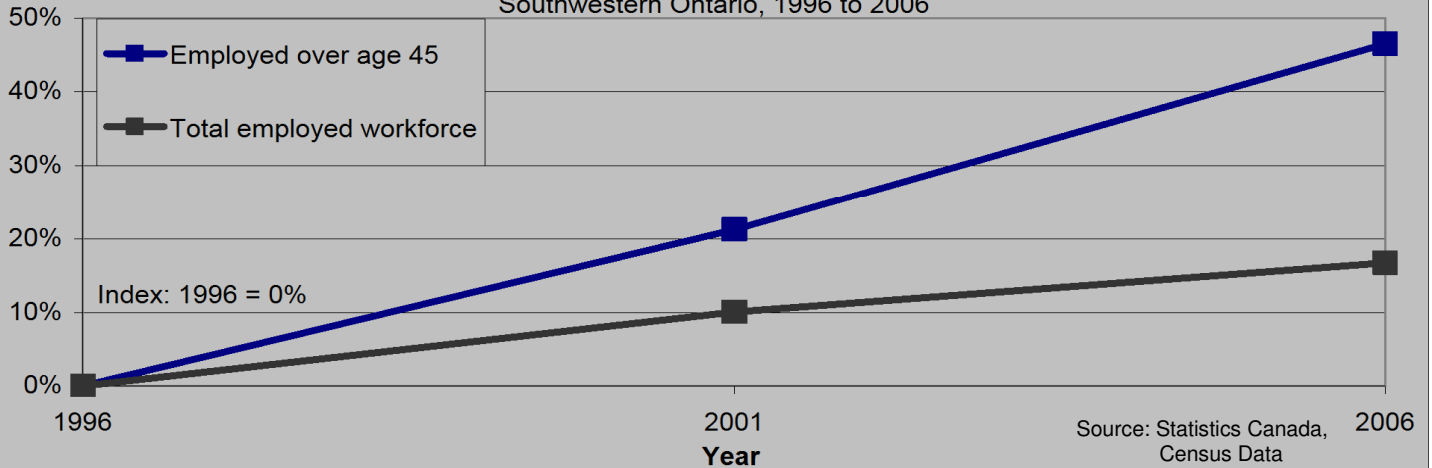
From the South Western Ontario Industry Education Council

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Generational Comparison:
Older Workers Age 45+

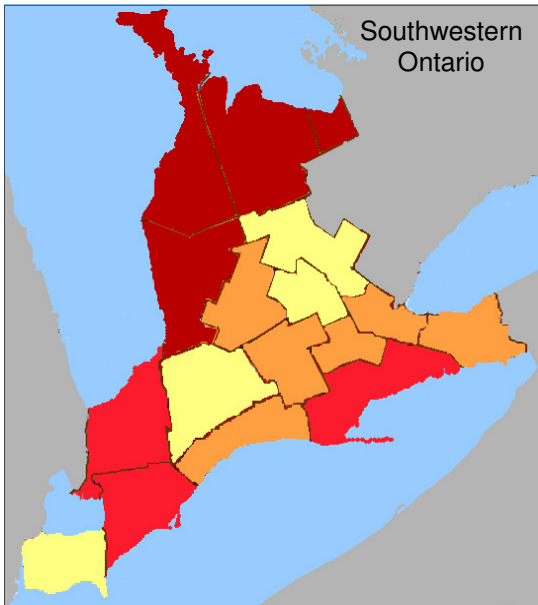
- Employment
- Education

Employment Trends

Employment percentage change of total workforce and workers over age 45
 Southwestern Ontario, 1996 to 2006



Employment amongst older workers in Southwestern Ontario has grown at a pace over double that of workers of all ages. The increasing labour force participation rate among older workers will likely soften the eventual economic impact of the aging baby-boom cohort.
 Source: Perspectives on Labour and Income, Statistics Canada - August 2007.



Aging Workforces

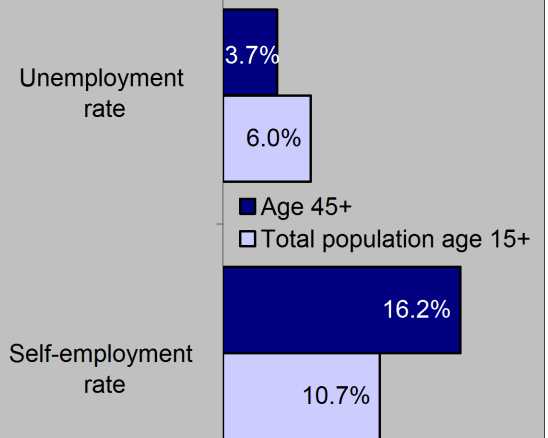
Regions by share of workforce over age 45

- 37 to 39 %
- 40 to 42 %
- 43 to 45 %
- 46 to 48 %

Essex has a younger workforce than the provincial average, with 37% of the local workforce over age 45. Kent county is older than average, with 44% of the local workforce over age 45.

Employment Trends

By age group, Southwestern Ontario, 2006



Source: Statistics Canada, Census

Labour force participation among older workers continues to rise. Higher education levels in this group have brought higher-quality job opportunities and earnings. There is also a greater desire among baby boomers to continue working, either from interest, financial concern, or other factors, such as the virtual elimination of mandatory retirement at age 65. However, older workers experience job separation as often as younger workers, yet have a much lower re-employment rate. Older workers who remain in or return to the labour market may experience age discrimination, either by finding their job opportunities reduced, or having to accept lower-quality or lower-waged jobs.
 Source: Perspectives on Labour and Income, Statistics Canada - December 2002 and August 2007.

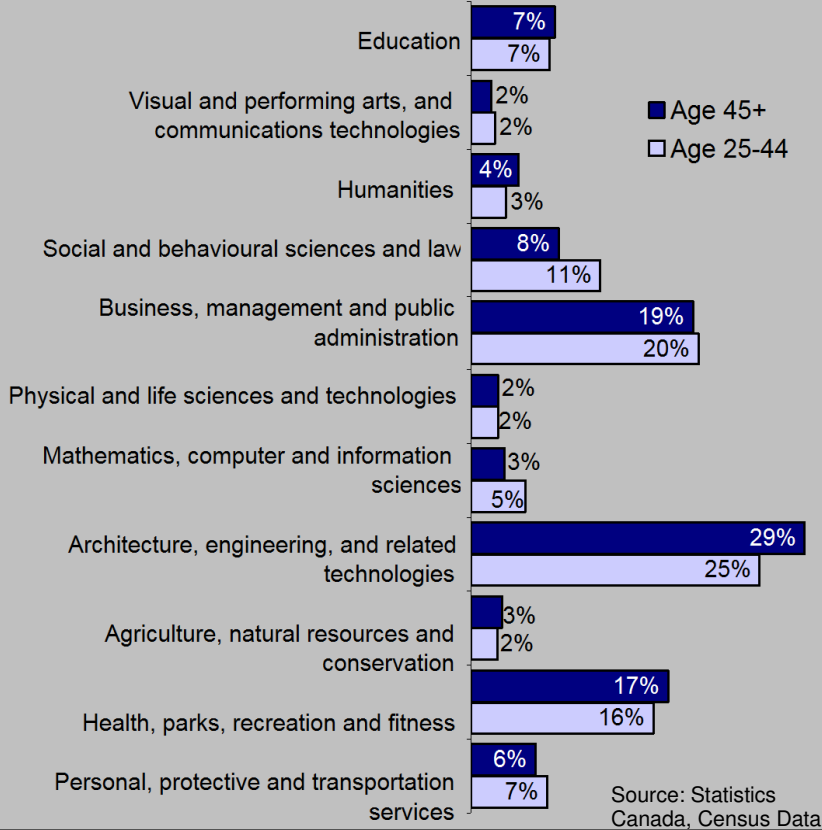


For more information please contact The South Western Ontario Industry Education Council at:
 Box 9-2000 Talbot Rd. Windsor ON. N9A 6S4 (519) 972-2727 www.swoiec.com

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Created by : Dane Rice

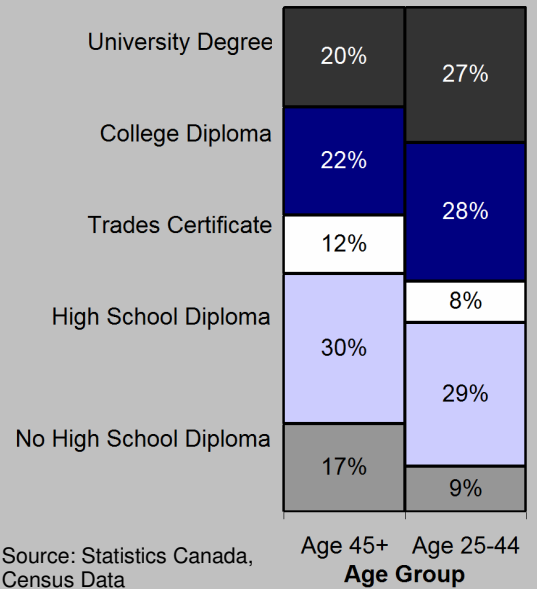
Fields of Study

Post-secondary fields by age group, employed workforce
Essex-Kent, 2006



Educational Attainment by Age Group

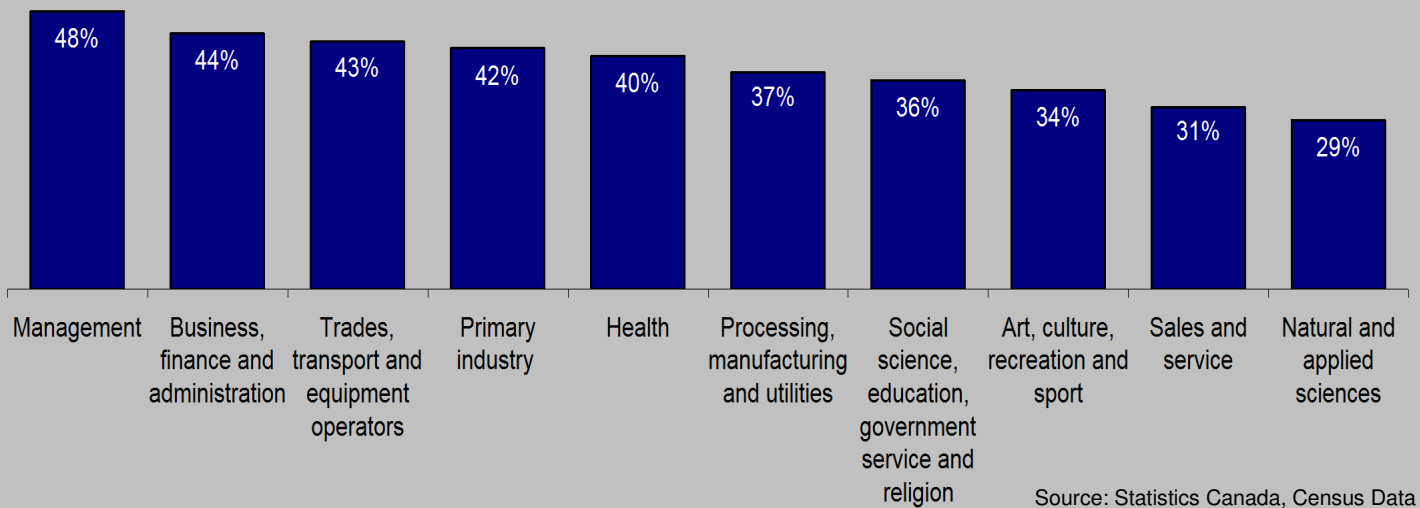
Employed workforce, Essex-Kent, 2006



A greater share of older workers studied architecture, engineering, and related technologies than younger generations. Schooling in social and behavioural sciences and law is less common for older workers. Though education levels have increased significantly for older workers, a greater share of younger workers have post secondary schooling.

Aging Occupations

Occupations by share of workforce over age 45, Essex-Kent, 2006



Aside from management occupations, business, finance, and administration has the oldest workforce in Essex and Kent counties.



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