

Workforce Focus

From the South Western Ontario Industry Education Council

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Promising Occupations

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Recession Resistant Sectors

A look at stable or expanding sectors in Ontario from December 2007 to December 2008.

Ambulatory Health Care: Gain of 800 facilities and approximately 3,400 workers for a 2% growth rate.

Nursing and Residential Care: Gain of 4 new large facilities and approximately 500 workers.

Social Assistance: Expansion of services for a 3% growth rate and approximately 2,200 new workers.

Food Services and Drinking Places: Gain of 226 establishments for approximately 3,000 new workers.

Food and Beverage Wholesalers: Gain of 80 establishments for approximately 200 new workers.

Food and Beverage Stores: Gain of 70 stores for approximately 370 workers.

Building Material and Garden Equipment Dealers: Gain of 32 stores for approximately 1,300 new workers.

Health and Personal Care Stores: Gain of 177 stores for approximately 1,500 new workers.

Construction of buildings, heavy and civil construction and specialty trade contractors: Each grew by 2%.

Food Manufacturing: Loss of smaller firms offset by new or expanding large facilities.

Miscellaneous Manufacturing: Sector includes medical equipment, jewelry and silverware, sporting goods, and office supplies among others. Gain of 30 facilities and approximately 360 new workers.

Waste Management and Remediation Services: 5% growth with 22 new facilities and approximately 580 workers.

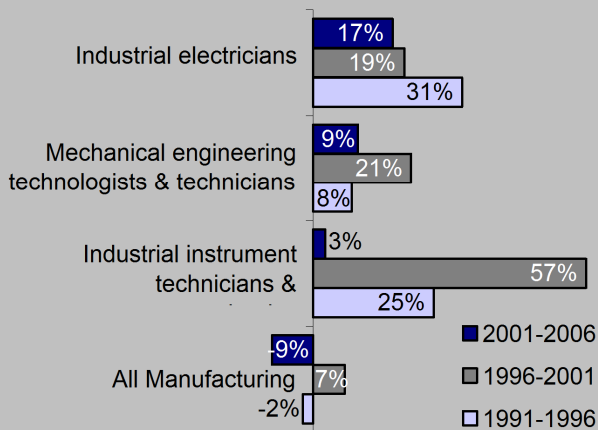
Couriers and messengers: Gain of 39 establishments and approximately 123 workers.

Professional, Scientific and Technical Services: Sector includes legal, accounting, architectural, engineering, computer systems, scientific R & D, and advertising. Gain of approximately 1,800 workers.

Canadian Business Patterns, 2008

Manufacturing's Stable Occupations

5 year growth rates of select occupations, Ontario



Statistics Canada, 2006

These three occupations have consistently grown in Ontario, even when the manufacturing sector as a whole has struggled. It is likely that they will be less threatened in this current recession. Manufacturing sectors anticipated to recover fastest are computers, plastics and rubber, fabricated metals, machinery, wood and furniture.

Source: Centre for Spatial Economics, 2009

Top College Program Employment Rates

These college programs had at least half of their recent graduates working full-time in the related field six months after graduation*

| | |
|--|-----------------------------------|
| Architectural technology | Horticulture technician |
| Aviation technician | Human resources management |
| Business administration- materials and operations management | Insurance |
| Chemical engineering technology | Interior design |
| Child and youth worker | Marketing management |
| Civil engineering technology | Mechanical engineering technician |
| Computer engineering technology | Motive power technician |
| Computer systems technology | Office administration executive |
| Construction engineering technology | Office administration legal |
| Dental assisting | OT/PT assistant |
| Dental hygiene | Paramedic |
| Electrical engineering technology | Pharmacy technician |
| Electronic engineering technology | Practical nursing |
| Esthetician | Public relations |
| Film and television production | Radiology |
| Heating, A/C, refrigeration technician | Veterinary technician |

*Minimum 100 graduates in Ontario in 2006.

Source: Ontario Colleges Key Performance Indicators, 2007.

SOUTH WESTERN ONTARIO INDUSTRY EDUCATION COUNCIL

SWOIEC

Enhancing Workforce Development In Our Community

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

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Created by : Dane Rice

Promising Local Occupations

Good Employment Prospects in Windsor / Essex, Chatham-Kent, Sarnia / Lambton Regions

- Financial Auditors and Accountants:** Retirements will create job opportunities in this aging workforce.
- Customer Service and Information Clerks:** Replacement needs will be significant despite offshore competition.
- Civil Engineers:** Though highly cyclical, infrastructure investment could spark demand.
- Mechanical Engineers:** Possible opportunities in emerging technologies like I.T., biotechnology, and nanotechnology.
- Medical Laboratory Technicians:** Demand in small towns and rural areas where recruitment is challenging.
- Registered Nurses:** The Canadian Nurses Association predicts a national shortage of 59,000-113,000 nurses by 2011.
- Licensed Practical Nurses:** Nursing homes in rural areas and small communities find it more difficult to recruit LPN's.
- Nurse Aides, Orderlies and Patient Service Associates:** Job growth and retirements will create openings each year.
- Social Workers:** Though employment usually relies on government funding, there will be increasing demand.
- Cooks:** Despite the sector's sensitivity to economic cycles, the best trained cooks are in demand.
- Police Officers :** Most local police services, the OPP and the RCMP recruit new constables throughout the year.
- Retail Salespersons and Sales Clerks:** A large workforce with high turnover consistently requires new workers.
- Industrial Electricians:** Most demand will come from need to replace retiring workers.
- Plasterers, Drywall Installers and Finishers:** Several large projects are planned or underway to sustain workforce.
- Automotive Service Technicians, Truck Mechanics and Mechanical Repairers:** Still a need for qualified people.
- Heavy Equipment Operators:** Investment in infrastructure and green energy projects will keep workers in demand.
- Construction Trades Helpers and Labourers:** Physical demanding work results in high turnover.
- Nursery and Greenhouse Workers:** Opportunities exist for those willing to work long, seasonal hours.
- Harvesting Labourers:** Farmers report that it is difficult to find reliable workers.

Source: Human Resources and Skills Development Canada, 2008.

Replacement Ratio

When the ratio of entrants (age 25 to 34) to near-retirees (age 50 to 60) is below one, it points to a potential net out-flow of workers. This could reflect less demand for an occupation, but could also indicate a local employment gap. Employment in this region collectively has a replacement ratio of 1.03. The following local occupations have a low replacement ratio:

Replacement ratio (1.0 = Full replacement)

Essex-Kent, 2006

| | |
|--|------|
| Mail, postal and related clerks | 0.16 |
| Bus drivers | 0.21 |
| Specialist physicians | 0.23 |
| Water and waste plant operators | 0.23 |
| Stationary engineers & auxiliary equipment operators | 0.24 |
| Construction millwrights and industrial mechanics (except textile) | 0.33 |
| Funeral directors and embalmers | 0.33 |
| General practitioners and family physicians | 0.33 |
| Letter carriers | 0.33 |
| Bookkeepers | 0.34 |
| Secretaries (except legal and medical) | 0.39 |
| Butchers and meat cutters | 0.45 |
| Truck drivers | 0.49 |
| Electric appliance servicers and repairers | 0.50 |

Source: Statistics Canada Census Data, 2006.

Local Concentration

A low concentration of a particular occupation could reflect a different industrial composition, but could also indicate a local employment gap. The following occupations have a low local concentration relative to provincial averages:

Relative local concentration (1.0 = Average)

Essex-Kent , 2006

| | |
|---|------|
| Furniture finishers and refinishers | 0.21 |
| Structural metal, platework fabricators & fitters | 0.31 |
| Cardiology technologists | 0.31 |
| Database analysts and data administrators | 0.33 |
| Systems testing technicians | 0.34 |
| Professional occupations in business services | 0.34 |
| Landscape architects | 0.34 |
| Financial and investment analysts | 0.35 |
| Chemists | 0.36 |
| User support technicians | 0.36 |
| Photographers | 0.37 |
| Information systems analysts and consultants | 0.38 |
| Web designers and developers | 0.43 |
| Waterworks and gas maintenance workers | 0.44 |
| Insurance adjusters and claims examiners | 0.45 |
| Telecommunications installation and repair | 0.46 |
| Land survey technologists and technicians | 0.47 |
| Opticians | 0.47 |

Source: Statistics Canada Census Data, 2006.

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