

# Workforce Focus

From the South Western Ontario Industry Education Council

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**Sectoral Analysis**

- Skill Intensity, Turnover, Wage Growth
- Employment Trend, Diversity, Gender Balance

## High Turnover

Sub-sectors with high rates of both job generation and job losses, Ontario

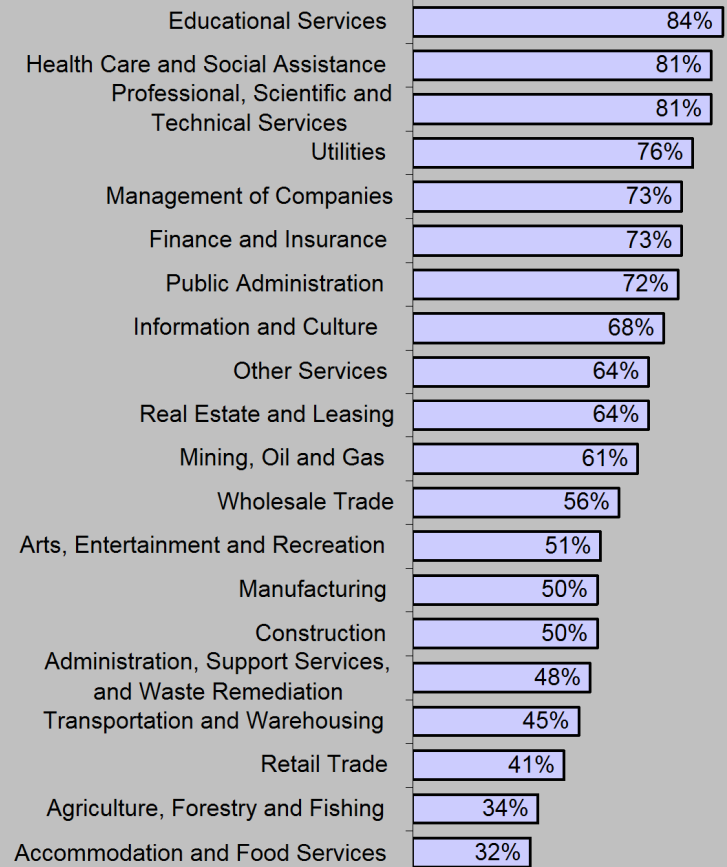
- Construction of Buildings
- Gasoline Stations
- Professional, Scientific and Technical Services
- Food Services and Drinking Places
- Furniture and Home Furnishings Stores
- Repair and Maintenance
- Real Estate
- Forestry and Logging
- Personal and Laundry Services
- Animal Production
- Support Activities for Agriculture and Forestry
- Petroleum Product Wholesaler-Distributors
- Rental and Leasing Services
- Truck Transportation
- Administrative and Support Services
- Specialty Trade Contractors
- Clothing and Clothing Accessories Stores

These sectors have above average rates of both job generation and job loss. This high level of turnover heightens the need for retention strategies and training.

Source: Statistics Canada, Longitudinal Employment Analysis Program, 2006

## Skill Intensity

Ontario Workforces by Share with Post-Secondary Education



Skill intensity is measured here by the share of a workforce with either a trades certificate, college diploma, or university degree. Collectively, 59% of Ontario's employed workforce has a post-secondary education.

Source: Statistics Canada, Census Data, 2006

## High Wage-Growth Sectors

	2009 Median Hourly Wage, Full-time Workers	Wage Growth Rate 1999 to 2009
Public administration	\$30.80	43%
Agriculture	\$14.00	40%
Health care and social assistance	\$22.60	37%
Professional, scientific and technical services	\$26.70	37%
Finance, insurance, real estate and leasing	\$23.60	34%

The wages of all full-time workers in Ontario grew by 31% between 1999 and 2009. The above sectors experienced above average wage growth rates during this period.

Source: Statistics Canada, Labour Force Survey, 2009

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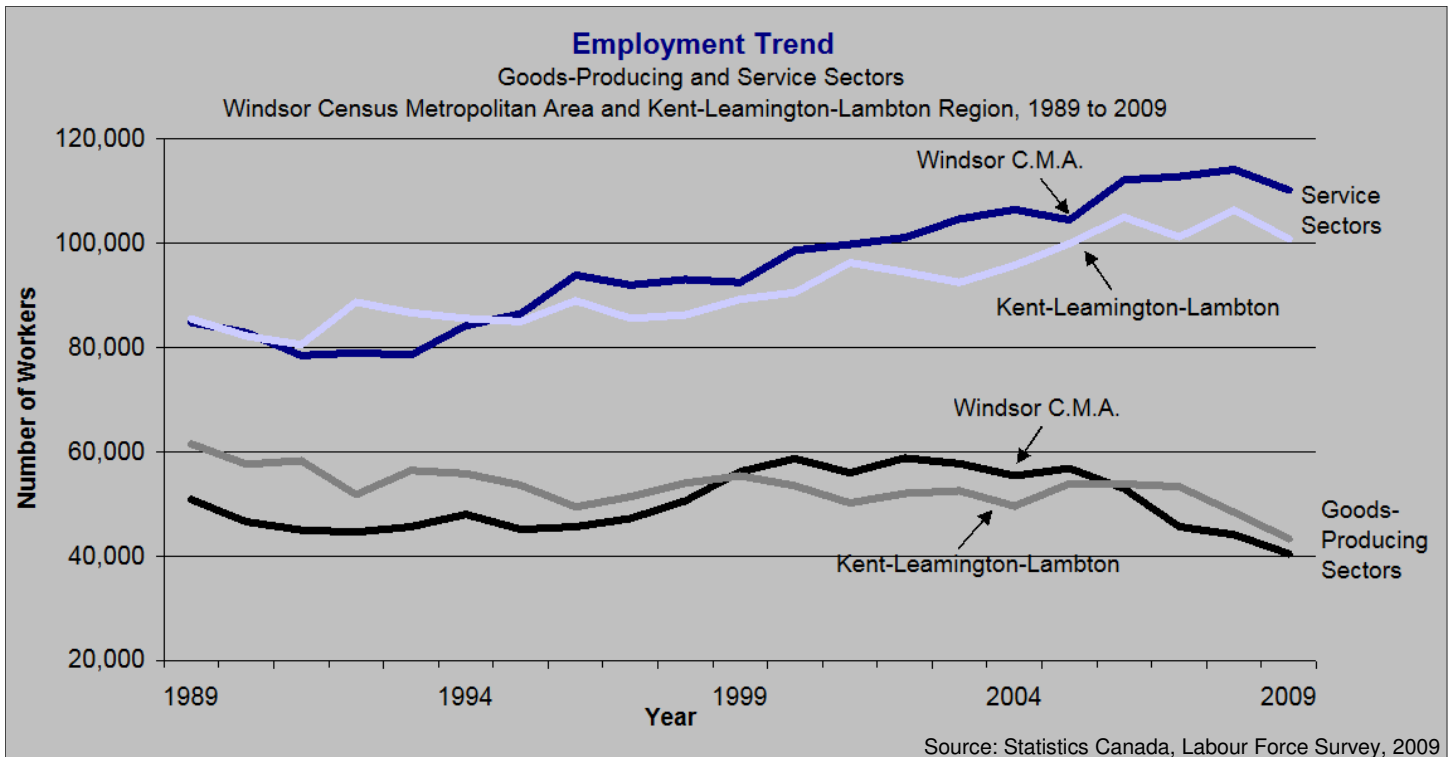
# SWOIEC

Enhancing Workforce Development In Our Community

The South Western Ontario Industry Education Council: [www.swoiec.com](http://www.swoiec.com)

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Created by : **Dane Rice**



### Diverging Paths

After modest gains in the early part of the last decade, goods-producing employment has declined in both regions in the past four years. In 1989 this sector represented 37% of local employment in Windsor and 42% in Kent-Leamington-Lambton. As the service sector steadily grows, the goods-producing sector now employs just 27% of the local workforce in Windsor and 30% in Kent-Leamington-Lambton. In Ontario, the goods-producing sector's share of employment fell from 31% to 21% over this period.

### Diversity

Sectors by Share of Visible Minority (V.M) Workers  
Three Highest and Lowest Concentrations  
Windsor, Leamington, Chatham-Kent, 2006

	# of V.M.'s	V.M. share of workforce
<b>All Sectors</b>	<b>30,955</b>	<b>13%</b>
<b>High Worker Diversity:</b>		
Agriculture, forestry, fishing and hunting	2,560	24%
Accommodation and food services	2,905	16%
Professional, scientific and technical services	1,460	15%
<b>Low Worker Diversity:</b>		
Finance and insurance	550	9%
Construction	995	8%
Public administration	700	8%

Source: Statistics Canada, Census Data, 2006

### Gender Balance

Sectors by Share of Female Workers  
Three Highest and Lowest Concentrations  
Windsor, Leamington, Chatham-Kent, 2006

	# of Women	Female share of workforce
<b>All Sectors</b>	<b>114,530</b>	<b>47%</b>
<b>High Female Representation:</b>		
Health care and social assistance	20,310	85%
Finance and insurance	4,560	71%
Educational services	10,490	67%
<b>Low Female Representation:</b>		
Transportation and warehousing	2,865	26%
Manufacturing	14,715	26%
Construction	1,430	12%

Source: Statistics Canada, Census Data, 2006



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