

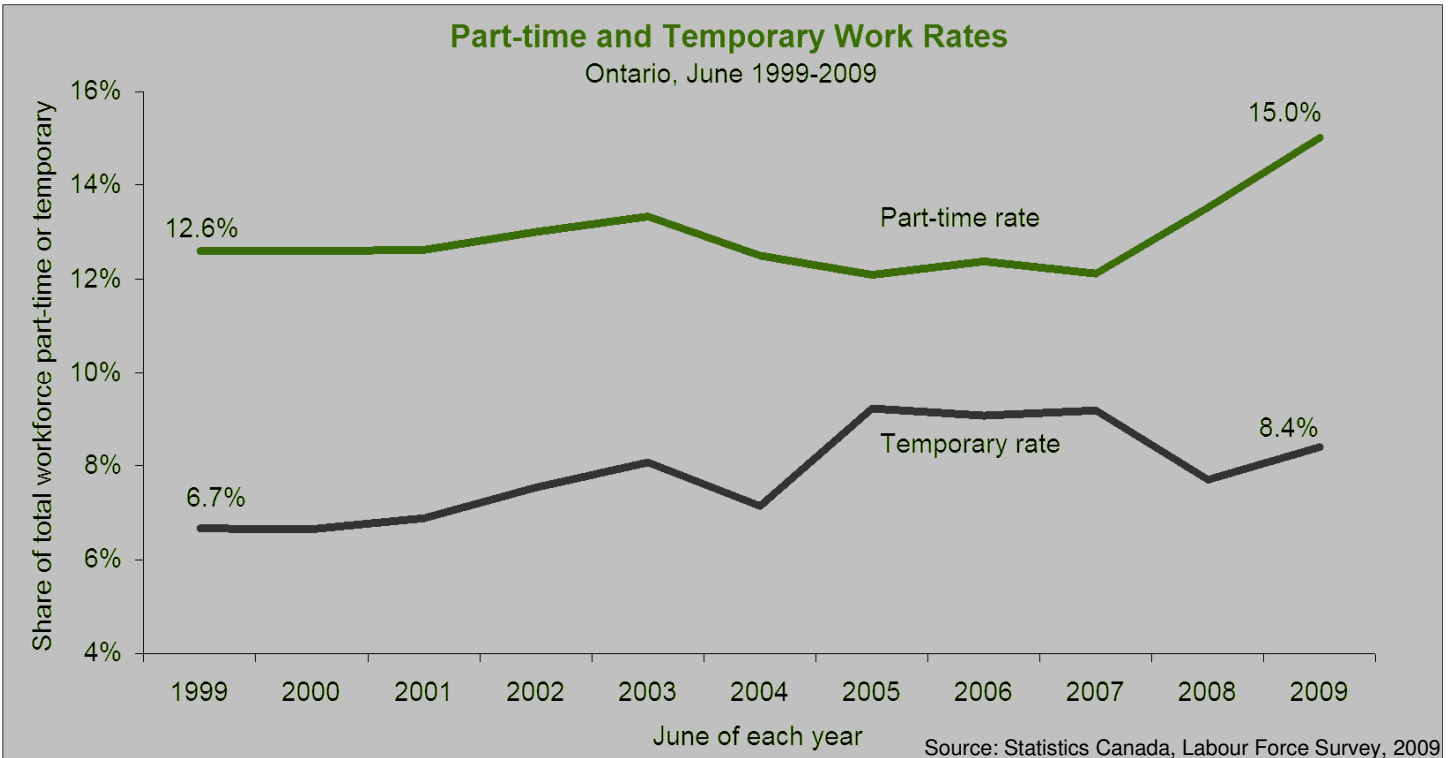
Workforce Focus

From the Workforce Planning Board
of Waterloo Wellington Dufferin

In this Issue:

**Changes in the
Employment Landscape**

- Work Structure
- Wage Trends



Job Stability

Part-time work: The share of the employed workforce working only part-time hours in their primary job remained fairly steady over most of the last decade until an acceleration over the past two years.

Temporary work: Despite some fluctuations, the share of the employed workforce working in temporary positions is slightly higher than it was 10 years ago. Contract work has become notably more prominent in education and healthcare.

Multiple job holders: Although pockets of the province have likely experienced a recent rise in the number of multiple job holders, collectively the provincial rate has remained quite steady over the past decade at around 6%. The multiple job holder rate is by far highest among those whose primary job is in agriculture.

Tenure: Making it past the one year milestone of job tenure has become increasingly important. Workers who reach a year with one employer have a much higher chance of long term employment and security.

Source: Statistics Canada, Heisz.

Entry Level Woes

There is little evidence that well paying jobs have been disappearing in Canada since the early 1980s. However, the wage gap between newly hired employees (those with two years of seniority or less) and other employees has been widening over the last two decades. This trend is evident among most entry level workers, regardless of age, gender, education, or industry. Canadian employers may be responding to technological changes and/or more intense competition within industries and from abroad. In efforts to cut costs, while still maintaining the morale and productivity of more senior workers, entry level workers' wages have fallen or stagnated. Unless this trend is offset by a steepening of the wage-seniority profile amongst firms, it may induce a reduction in the prominence of well-paid jobs in the years to come, with obvious implications for Canadian living standards.

Along with this, the relative prominence of temporary jobs has increased substantially among newly hired employees. Among Canadian private sector employees with one year or less seniority, one quarter are working in temporary positions.

Source: Statistics Canada, Morissette and Johnson.



Workforce Planning Board
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Guiding Today's Workforce for Tomorrow's Workplace

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Skill Intensification

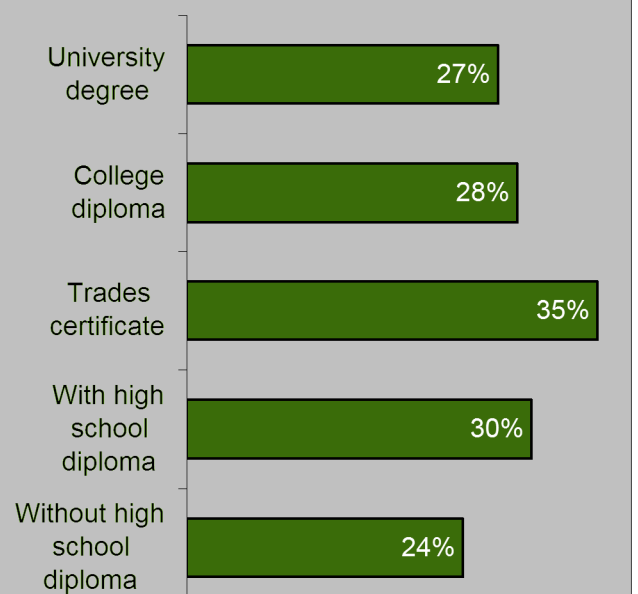
Share of workforce with post-secondary education
(Trades, College, University)
Waterloo-Wellington-Dufferin, 2006

Occupational group	2006	2001 to 2006 % change
Professionals in business and finance	83%	7%
Intermediate occupations in primary industry	20%	7%
Technical and skilled occupations in art, culture, recreation and sport	59%	6%
Skilled administrative and business occupations	57%	6%
Processing and manufacturing machine operators and assemblers	31%	6%
All occupations	54%	5%

The skill intensity of the local workforce (measured by the share of workers with post-secondary training) rose by 5% from 2001 to 2006 and now sits at 54%. These listed occupations made above average gains in skill intensity.

Income Growth by Education Level

Percentage change of full-time workers' incomes
by highest educational attainment,
Waterloo-Wellington-Dufferin, 1996 to 2006

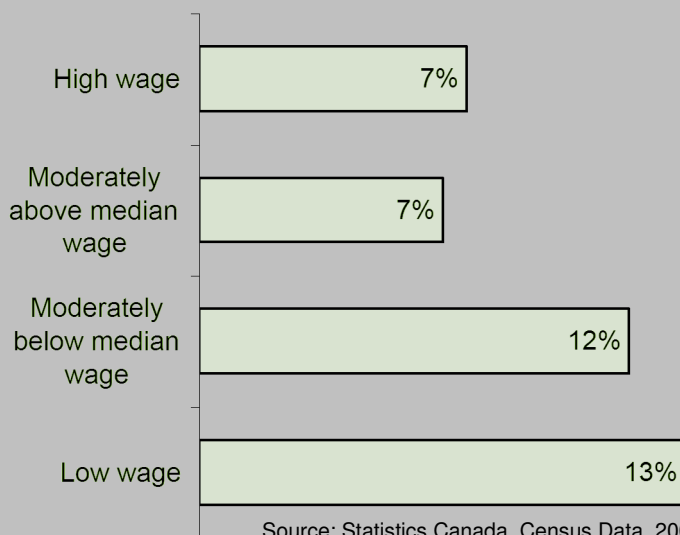


Source: Statistics Canada, Census Data, 2006

The median income of workers with trades certificates grew faster than those with any other type of education in this region from 1996 to 2006.

Employment Growth by Wage Category

Waterloo-Wellington-Dufferin, 2001 to 2006

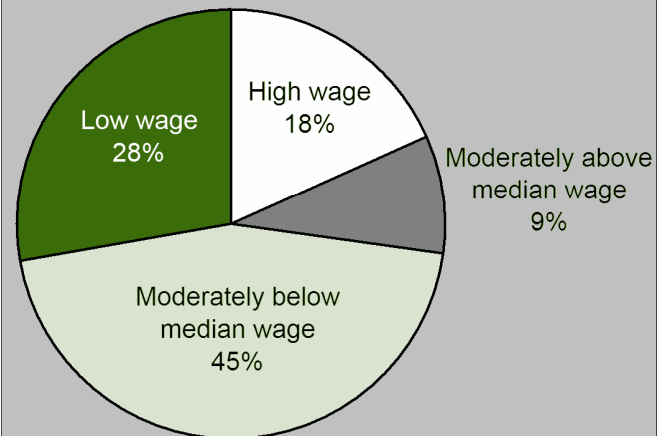


Source: Statistics Canada, Census Data, 2006

The median wage in this region in 2006 was \$44,661. The low wage occupations, with wages below 25% less than the median, experienced the fastest employment growth from 2001 to 2006.

Share of Total Employment Growth by Wage Category

Waterloo-Wellington-Dufferin, 2001 to 2006



Source: Statistics Canada
Census Data, 2006

The overall workforce grew by 10% from 2001 to 2006. 73% of this growth was in the occupation groups with incomes below the median wage.

**EMPLOYMENT
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