

Workforce Focus

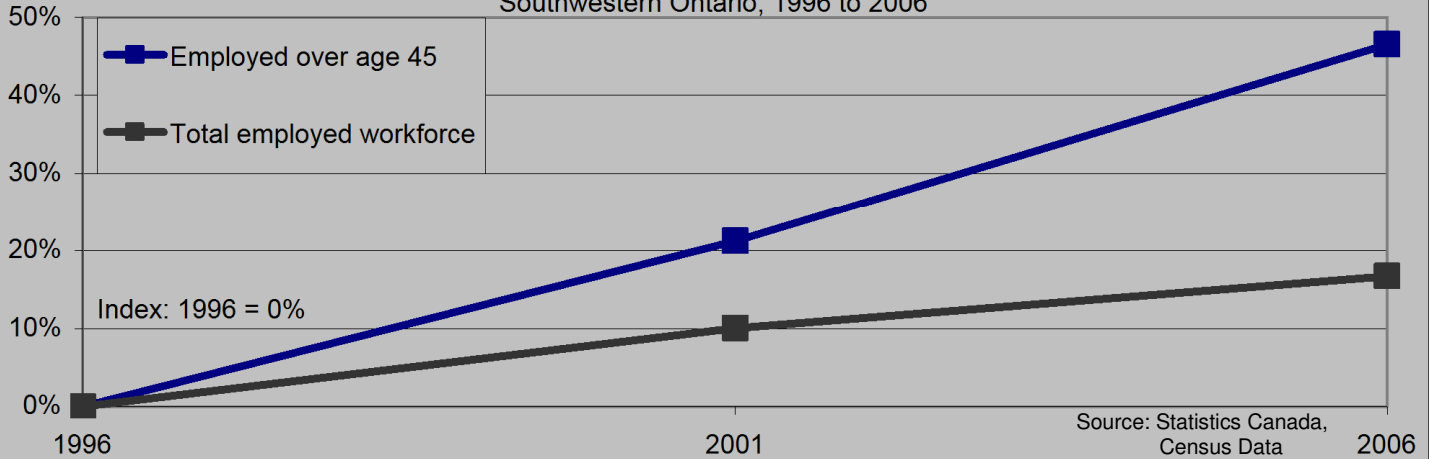
From the Waterloo-Wellington Training & Adjustment Board
 "Guiding today's workforce for tomorrow's workplace"

In this Issue:
Generational Comparison:
Older Workers Age 45+

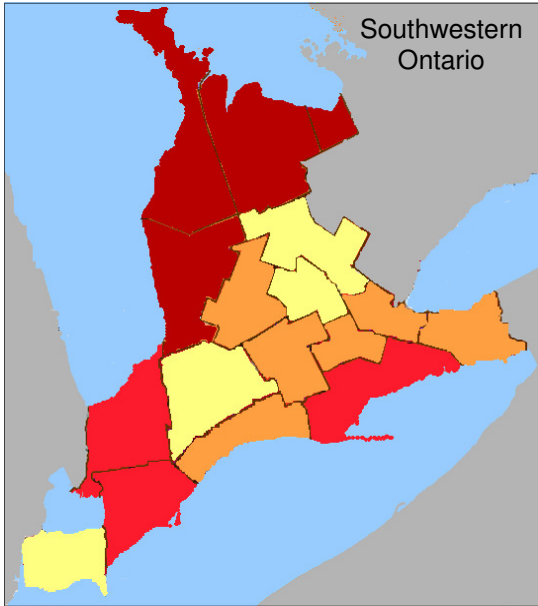
- Employment
- Education

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

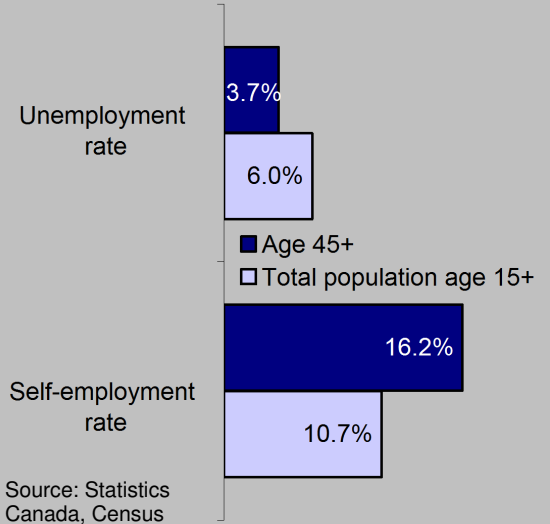
Regions by share of workforce over age 45

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

Significantly lower than the provincial average, 37% of Waterloo's workforce is over age 45. Wellington's workforce is also younger than average, with 39% of the workforce over age 45.

Employment Trends

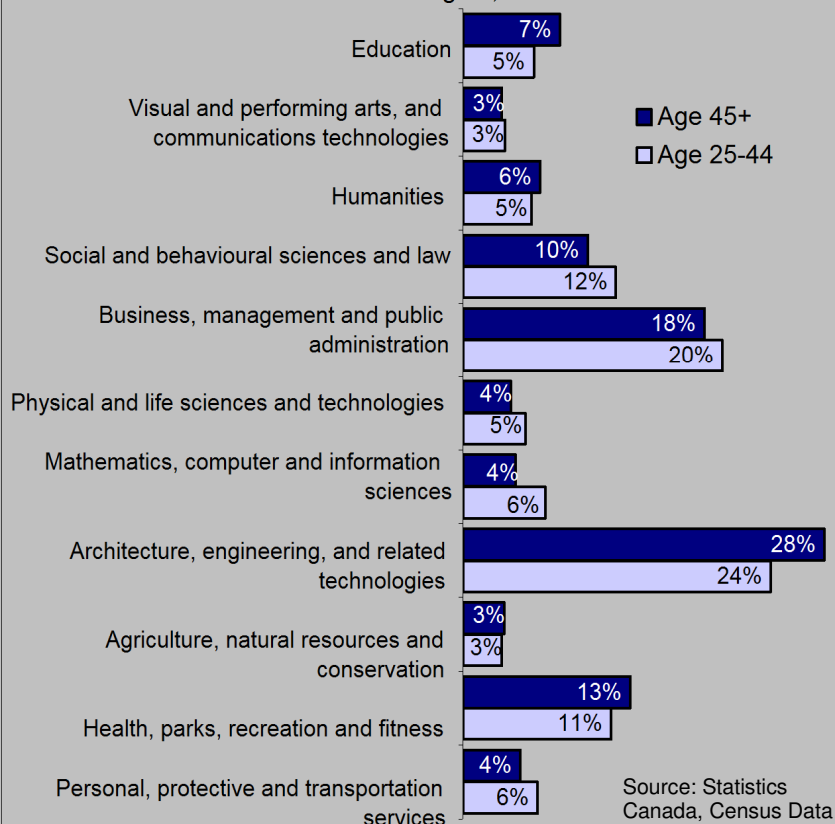
By age group, Southwestern Ontario, 2006



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.

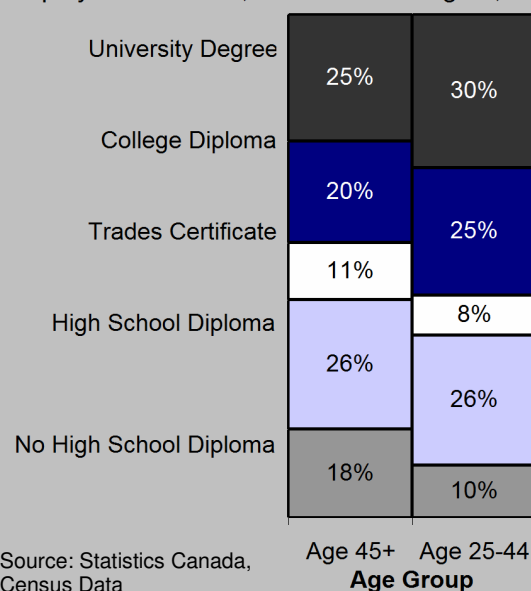
Fields of Study

Post-secondary fields by age group, employed workforce
Waterloo-Wellington, 2006



Educational Attainment by Age Group

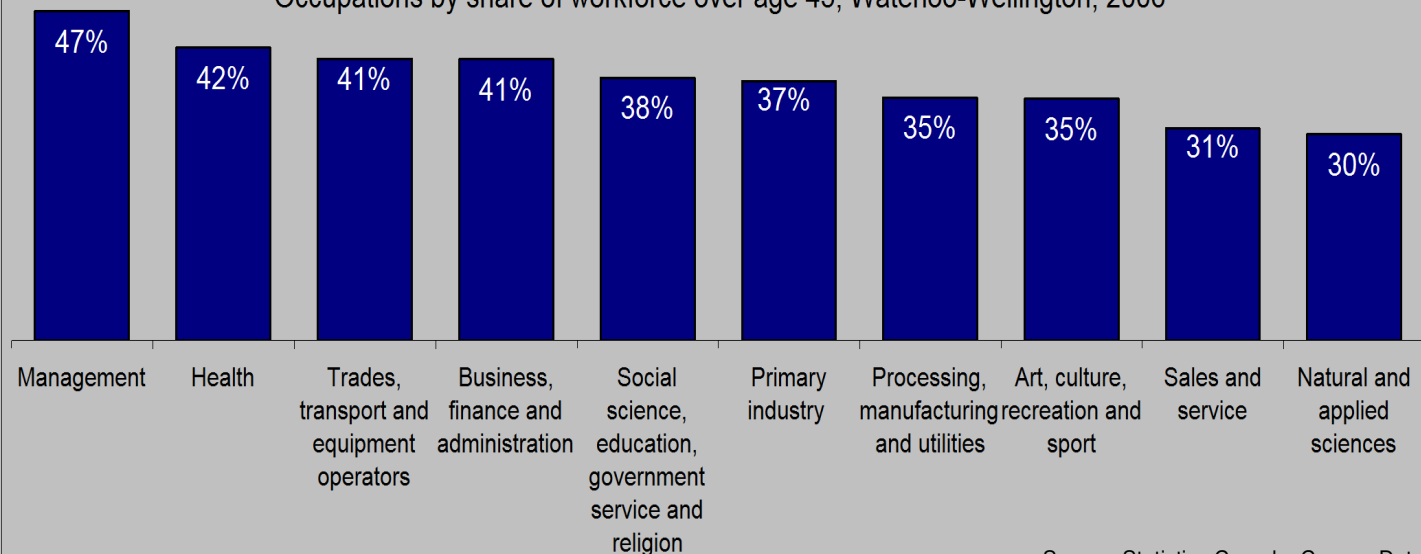
Employed workforce, Waterloo-Wellington, 2006



When compared to younger generations, a greater share of older workers studied architecture, engineering, and related technologies, education, and health, parks, recreation and fitness. 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, Waterloo-Wellington, 2006



Aside from management occupations, health occupations have the oldest workforce in Waterloo-Wellington.

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