

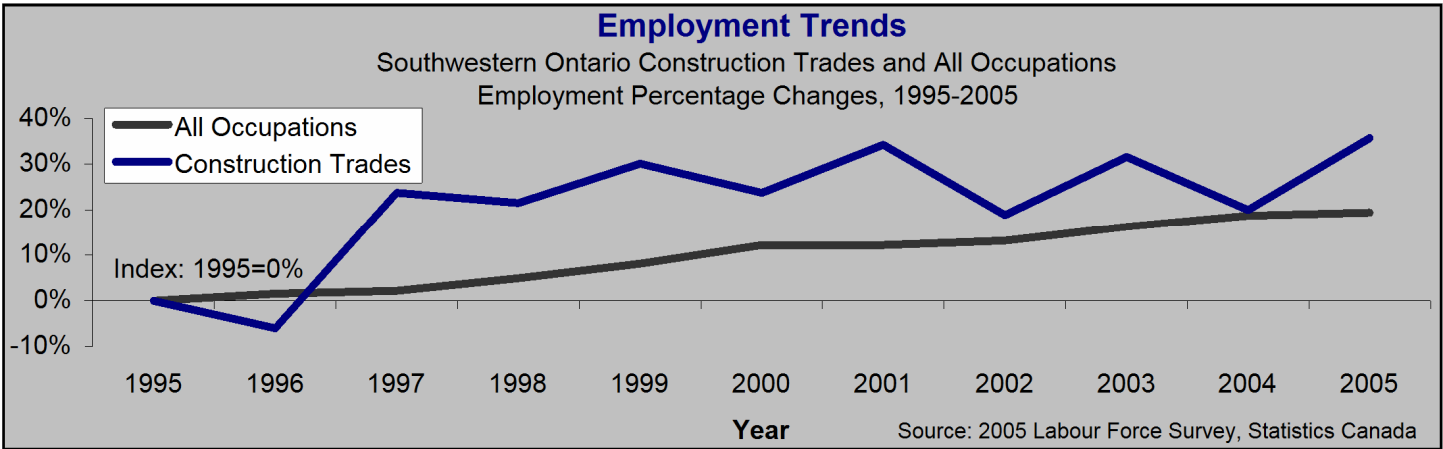
Workforce Focus

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

In this Issue:

Construction

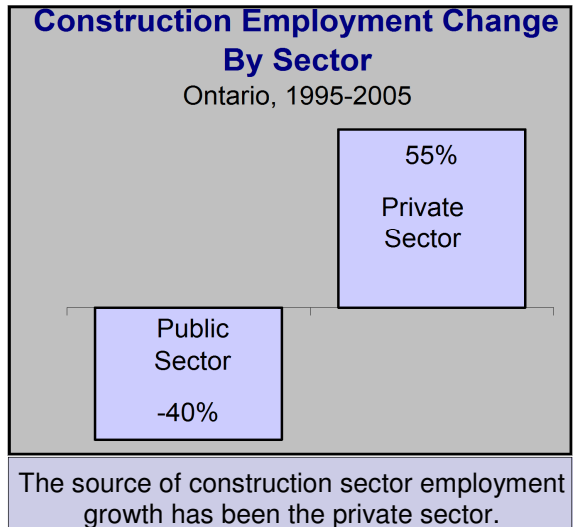
- Potential shortages
- Demographic profile
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Employment Volatility

Though employment in regional construction has outgrown that of the overall economy, it is a much less stable sector. Volatility in employment makes it difficult to attract workers and expensive to sustain training systems that require investment in equipment and materials and face extended periods of underutilization. Training systems, like most parts of construction, face an extraordinary level of risk.

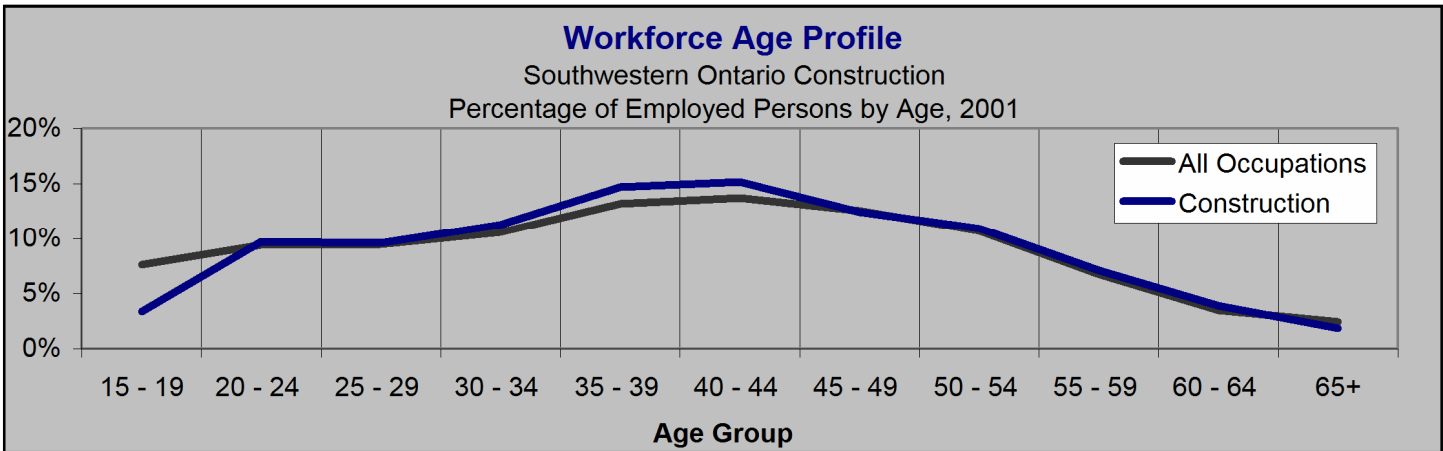
Source: Construction Sector Council, 2001



Work Structure

Though now stabilizing, the share of self-employment in construction has risen from past decades. Self-employment is a leading indicator of reliance on piecework and in some cases, work in the underground economy. The shift away from paid employment is particularly important for all types of training. Apprenticeship and more informal on-site training rely on the structure of working relationships usually associated with paid employment.

Source: Construction Sector Council, 2001



The only distinction of the construction sector's age profile is the lower share of teenage workers.



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Workforce Focus is an original publication of the Elgin, Middlesex, Oxford Local Training Board

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Potential Shortages

Construction occupations with notable retirement projections, Waterloo-Wellington

Occupation	Percentage of workers retiring by 2011	Number of workers retiring by 2011	Average age of workforce
Welders and related machine operators	10%	465	37.6
Construction millwrights and industrial mechanics	19%	385	40.3
Electricians (except industrial and power system)	27%	220	42.9

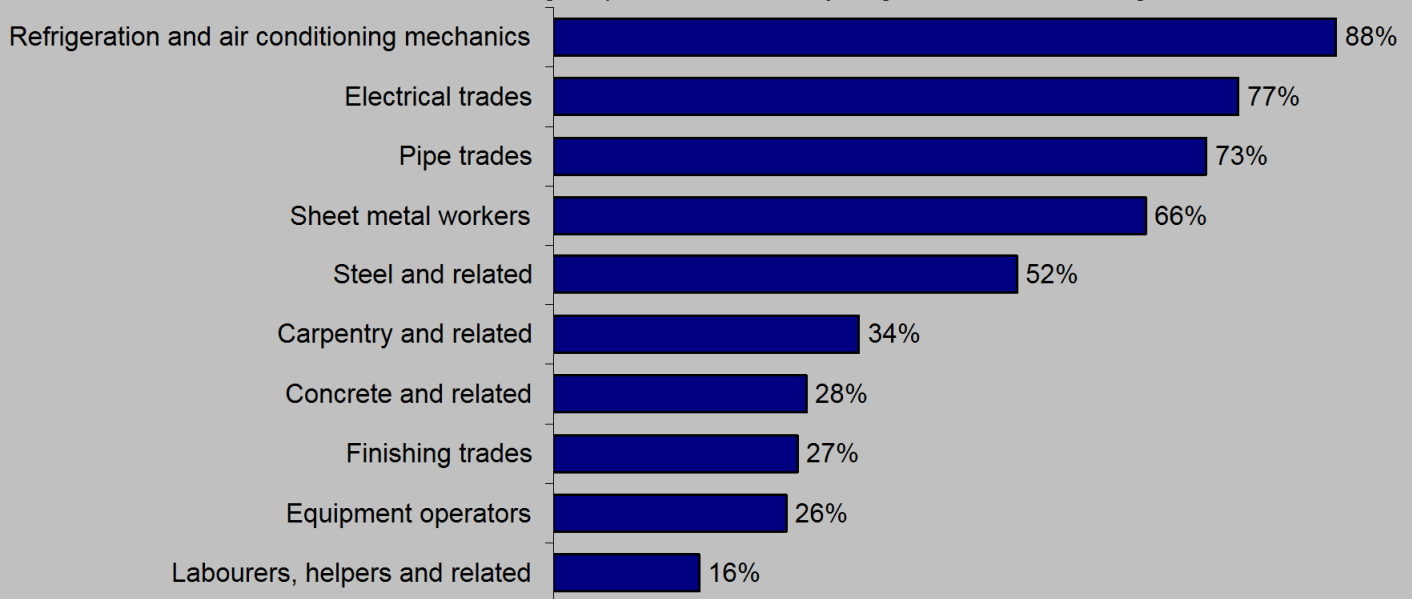
Source: 2001 Census Data, Statistics Canada

Retirement Forecasts

Welders and related machine operators have the largest volume of forecasted retirements in this region and the potential for greatest replacement demand. Electricians have a high percentage of the workforce forecasted to retire by 2011. This may put added strain on the normal recruitment and skills training process.

Educational Attainments

Proportion of Labour Force in Construction Trade Groups with Trade Certificate, College Diploma, or University Degree, Waterloo-Wellington, 2001



Collectively, 44% of this region's construction workforce has post-secondary training. Refrigeration and air conditioning mechanics represent the highest concentration of post-secondary graduates.

New Faces?

The construction industry is competing with many other industries that have similar demographic profiles and are also facing future labour shortages. In order to attract and retain the same groups of people that these other industries are also trying to attract and retain, the construction industry must raise its profile and become an industry and a career path of choice for an increasing number and variety of people. Visible minorities are underrepresented in this region's construction industry with 4% of the employment compared to a 8% share of all other occupations.

Workforce Composition

Waterloo-Wellington, 2001

	Construction	All Occupations
Men	96%	54%
Women	4%	46%
Visible Minorities	4%	8%
Aboriginals	1%	1%
Francophones	2%	2%
Recent Immigrants	2%	2%

Source: 2001 Census Data, Statistics Canada

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