

Workforce Focus

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

In this Issue:

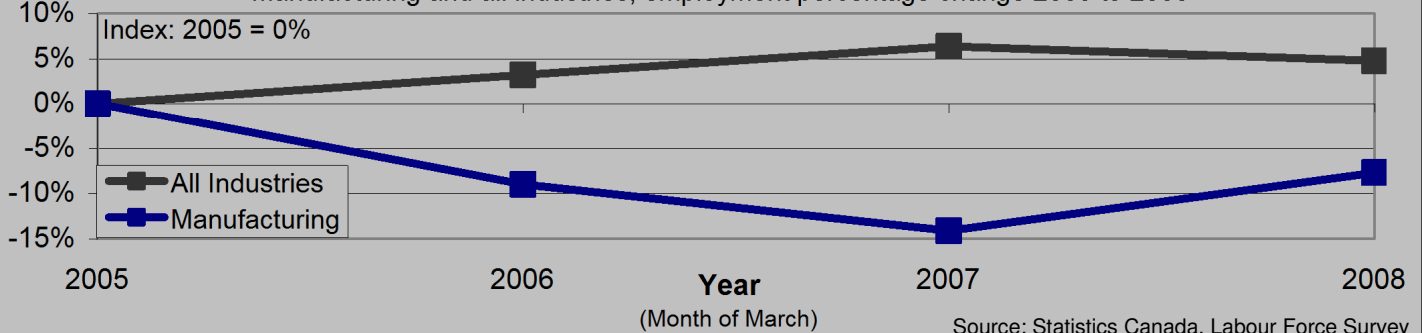
Manufacturing

- Employment Trends
- Demographics
- Gender Profile

Employment Trends

Wellington-Dufferin-Simcoe

Manufacturing and all industries, employment percentage change 2005 to 2008

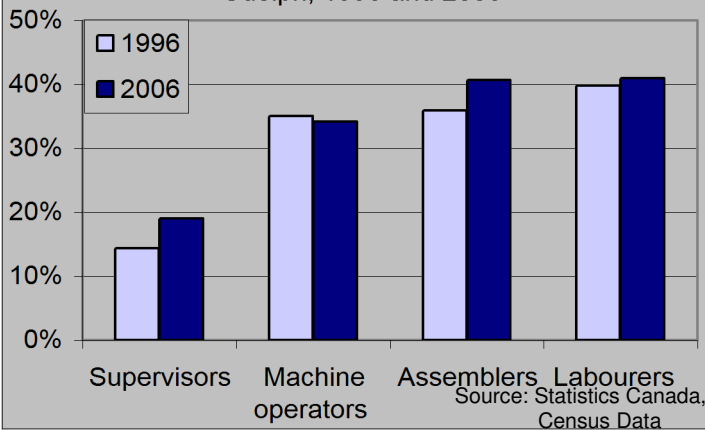


Manufacturing's Struggle

Manufacturing employment in the region of Wellington, Dufferin and Simcoe Counties declined by 8% from March 2005 to March 2008 for a loss of 6,000 jobs. These regions are not alone as Ontario's manufacturing has collectively declined by 15% and lost 163,000 jobs over this period. Contributing factors have included foreign competition, automation, and more recently, a slumping U.S. economy and strong Canadian dollar. Despite manufacturing's troubles, the local economy overall has produced modest growth, though provincial growth has been stronger.

Women in Manufacturing

Female employment share by manufacturing occupation
 Guelph, 1996 and 2006



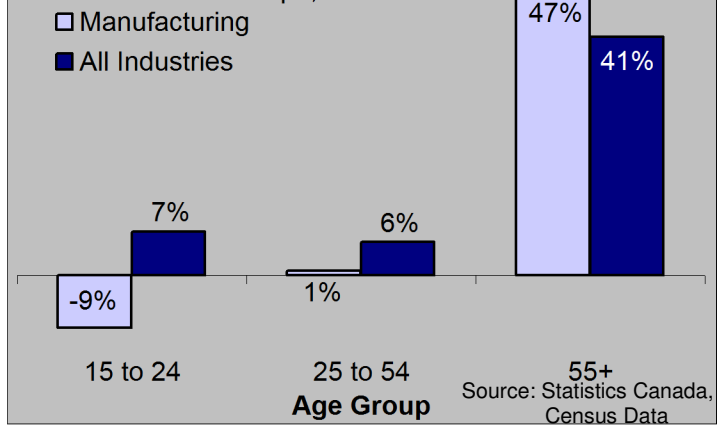
Increasing Female Presence

Though manufacturing continues to be male dominated, women have made gains in their share of employment. From 1996 to 2006, the share of women in the industry rose from 34 to 36%. The greatest gains were in the assembly occupations where women now comprise 41% of all workers. Despite gains, there continues to be great inequality in the share of supervisory positions.

Employment Change by Age Group

Manufacturing and all industries

Guelph, 2001 to 2006

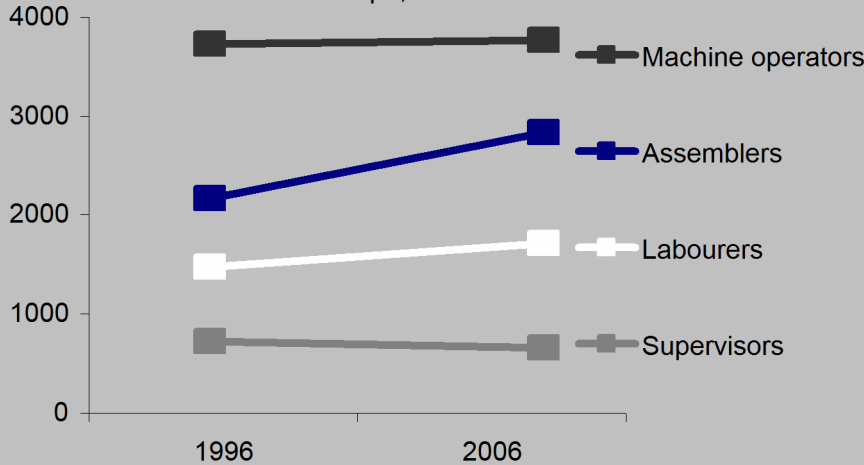


Aging Workforce

Local manufacturing employment declined for all but the oldest age group, where the number of workers over age 55 increased by 47% from 2001 to 2006. This trend is likely due to the large baby boom cohort that is increasingly passing age 55, and seniority rights in many manufacturing workplaces that lay off younger workers first. Manufacturing is aging faster than average in Guelph.

Occupational Change

Employment change by manufacturing occupation
Guelph, 1996-2006



Changing Composition

Though employment in the occupation has been stagnant, machine operators continue to lead Guelph's manufacturing employment. Assembling occupations experienced a large growth of 31%, while labourers grew by 17%. There is a greater share of machine operators locally than the provincial average.

-Statistics Canada, Census Data

Recent Start-ups and Closures

Guelph

Manufacturing sectors by significant net establishment change
December 2006 to December 2007

Fabricated Metal Product	3
Chemical	3
Food	2
Plastics and Rubber Products	2
Leather and Allied	-2
Electrical Equipment, Appliance and Component	-3
Computer and Electronic Product	-4
Machinery	-5
Printing and Related Activities	-6

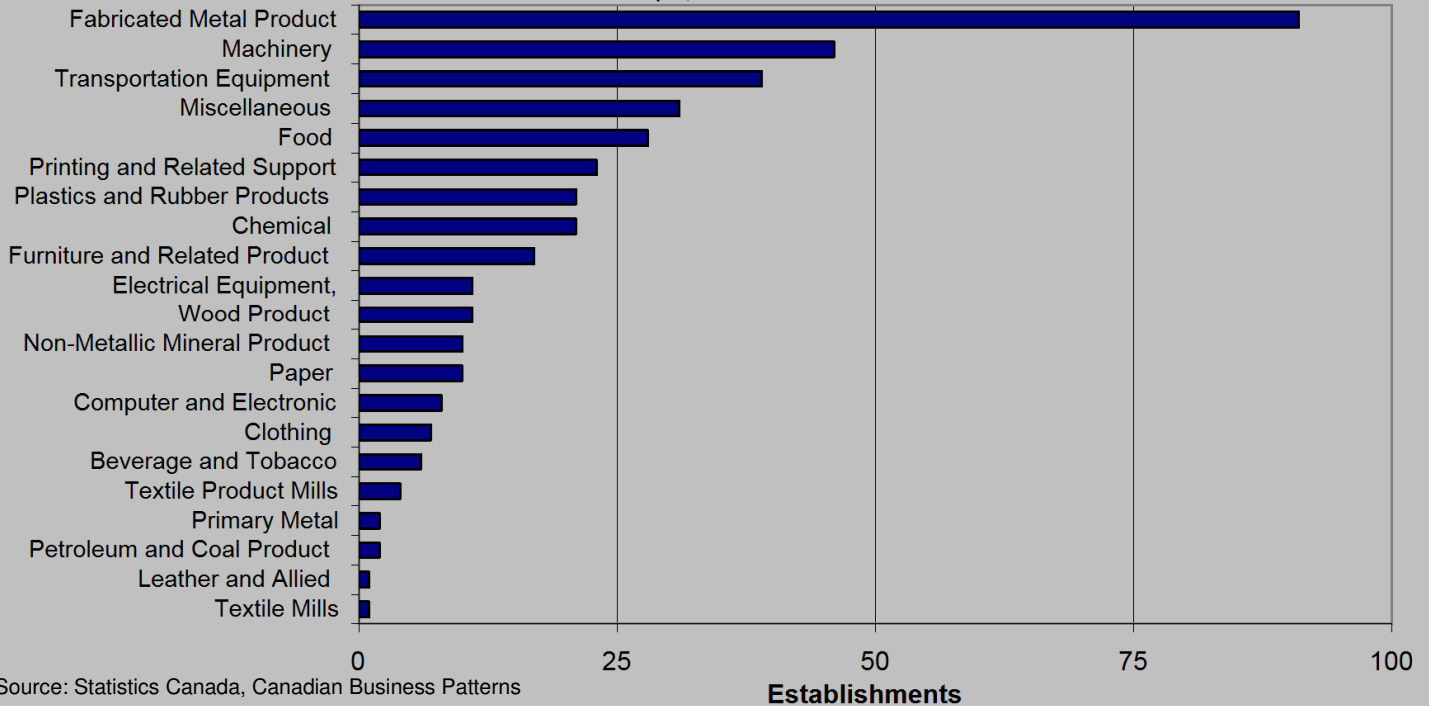
Sector Trends

A total of seven manufacturing sectors experienced expansion over the last year, while the same number experienced contraction. Printing and related activities have suffered province wide.

-Business Patterns

Manufacturing Industries by Share of Establishments

Guelph, December 2007



Source: Statistics Canada, Canadian Business Patterns

Establishments

Prevalent Sectors

In terms of the number of establishments, fabricated metal leads local manufacturing. This sector is typically a medium-sized employer. Machinery manufacturing, which is also a medium-sized employer typically, ranks second.

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