

Workforce Focus

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

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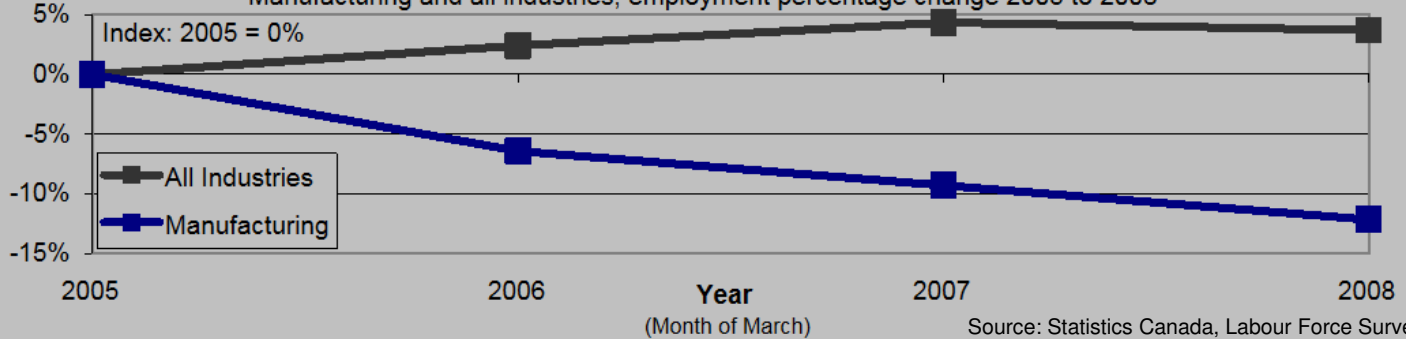
Manufacturing

- Employment Trends
- Demographics
- Gender Profile

Employment Trends

Kitchener-Waterloo-Barrie Economic Region

Manufacturing and all industries, employment percentage change 2005 to 2008

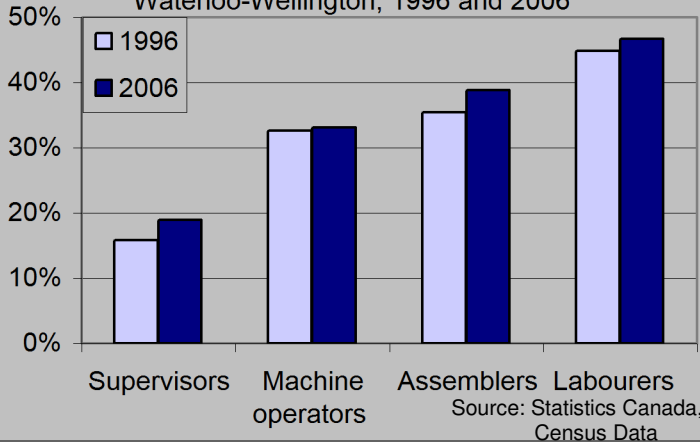


Steady Decline

Manufacturing employment in the Kitchener, Waterloo, and Barrie economic region declined by 12% from March 2005 to March 2008 for a loss of 17,000 jobs. Kitchener, Waterloo, Cambridge, Woolwich and North Dumfries have alone lost 11,000 jobs for a drop of 18%. 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
 Waterloo-Wellington, 1996 and 2006

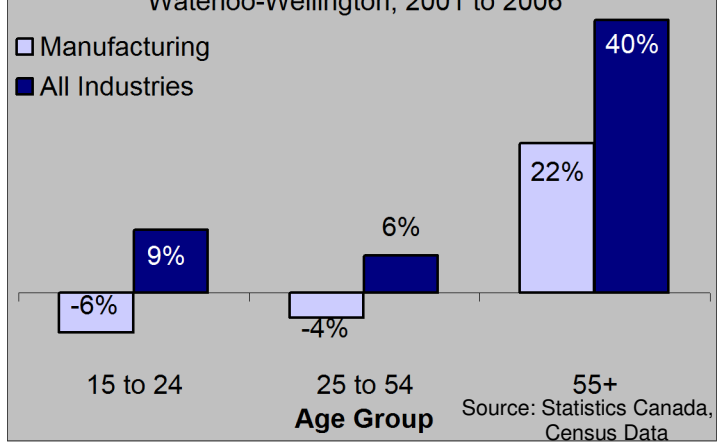


Increasing Female Presence

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 30 to 35%. The greatest gains were in the assembly occupations. Women now comprise 47% of manufacturing laborers. Despite gains, there continues to be great inequality in the share of supervisory positions.

Employment Change by Age Group

Manufacturing and all industries
 Waterloo-Wellington, 2001 to 2006

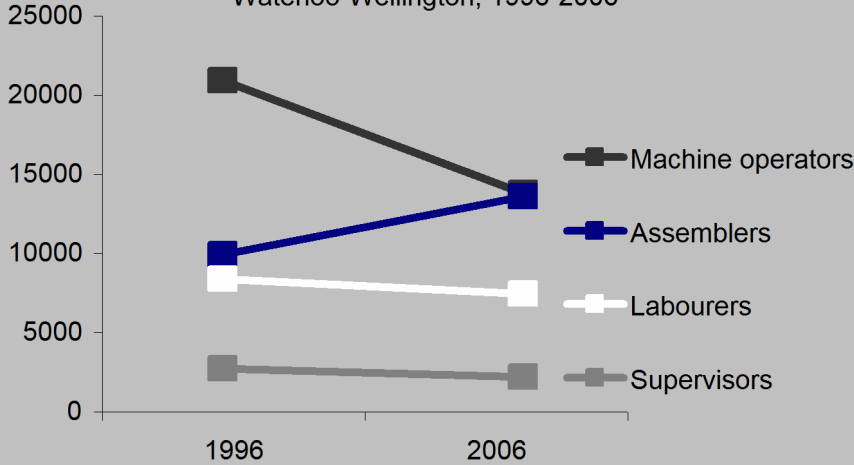


Aging Workforce

Local manufacturing employment declined for all but the oldest age group, where the number of workers over age 55 increased by 22% 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 however aging slower than average.

Occupational Change

Employment change by manufacturing occupation
Waterloo-Wellington, 1996-2006



Changing Composition

All local manufacturing occupations have declined in employment with the exception of assemblers, which grew by 35%. Machine operators had been the leading occupation until a large employment decline of 33%. The employment composition within manufacturing is now very similar to the Ontario average.

-Statistics Canada, Census Data

Recent Start-ups and Closures

Waterloo-Wellington

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

Plastics and Rubber Products	+9
Chemical	+7
Machinery	-11
Fabricated Metal Product	-12
Miscellaneous	-13
Wood Product	-13
Furniture and Related Product	-14
Food	-14
Printing and Related Activities	-19

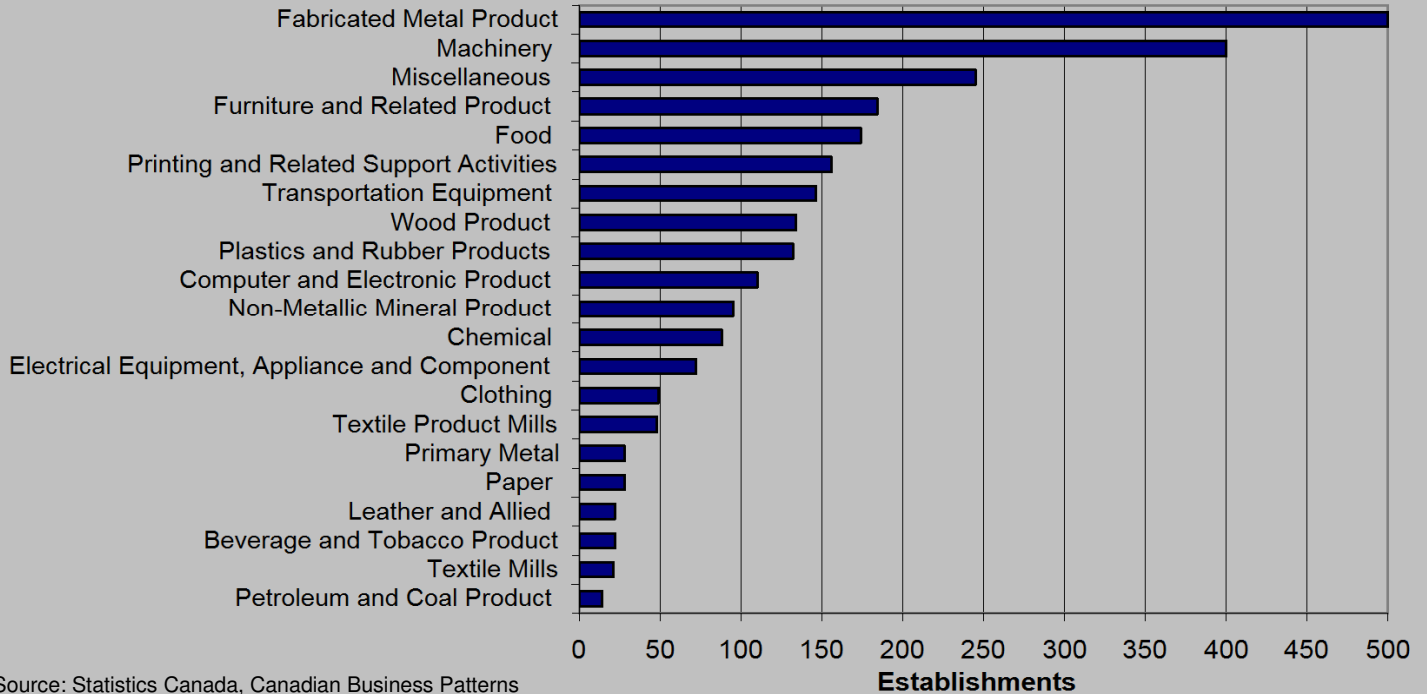
Sector Trends

Two manufacturing sectors experienced expansion over the last year, while many more contracted. Printing and related activities have suffered in nearly every region across the province.

-Business Patterns

Manufacturing Industries by Share of Establishments

Waterloo-Wellington, December 2007



Source: Statistics Canada, Canadian Business Patterns

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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