

# Workforce Focus

From the Workforce Planning Board  
of Waterloo Wellington Dufferin

**In this Issue:**  
**Non-Participants in the Labour Force**

- Composition
- Age Profile
- Education

## Who Are Ontario's Non-Participants?

Non-participants in the labour force are people not working and not actively seeking or available for work. Within the core-age group (age 25 to 54), there are approximately 760,000 people, or 14% of the population who are not participating in Ontario's labour force. This list compares who comprises the non-participating core-age population to who comprises the total core-age population.

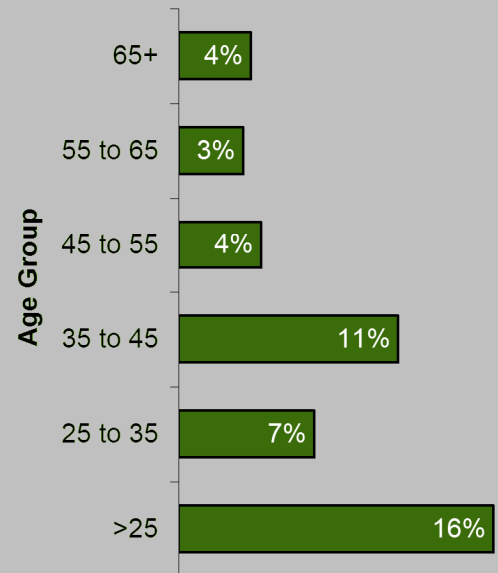
Not in Labour Force Population	Group	Total Population
69%	Women	51%
51%	Without post-secondary education	37%
37%	Immigrants	32%
10%	Recent immigrants (under 5 years)	6%
3%	Aboriginal Peoples	2%
30%	Visible Minorities	24%
59%*	Have children at home	59%

\*This figure differs considerably between men and woman: 69% of non-participating core-age women have children at home compared to 37% of core-age men.

Source: Statistics Canada, Census Data, 2006.

## Non-Participants Growth Rate by Age Group

Ontario, October 2008 to October 2010

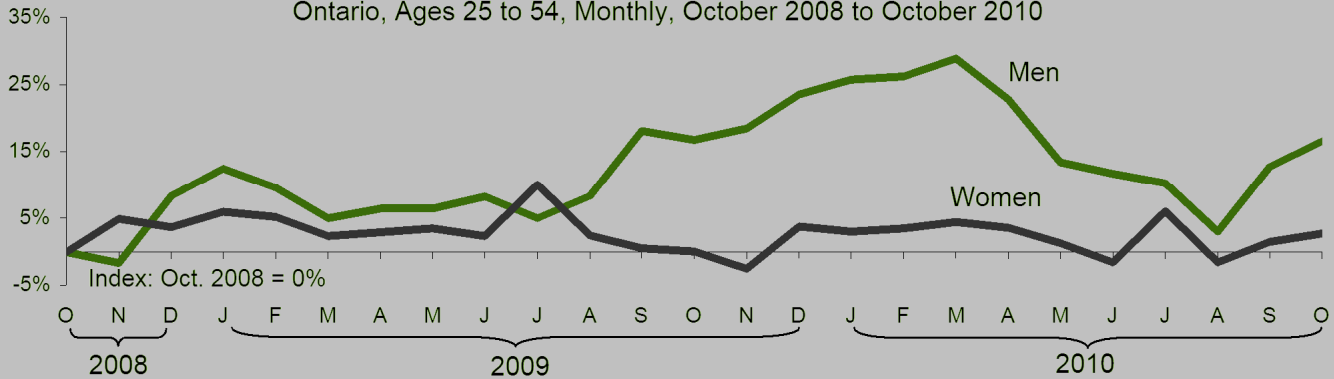


Source: Statistics Canada, Labour Force Survey, 2010.

People under age 25 have had the highest rate of labour force withdraw since the beginning of the recent recession.

## Non-Participants Growth Rate by Gender

Ontario, Ages 25 to 54, Monthly, October 2008 to October 2010



Source: Statistics Canada, Labour Force Survey, 2010.

Though Ontario's non-participating female population continues to be 230,000 people larger than that of males, this female population was much more stable during the months of the recent recession. While this female population jumped slightly each of the last two summers, the non-participating male population increased significantly between August 2009 and April 2010. It declined to near pre-recession levels this past summer, but is once again rising this fall. A likely reason for this trend is that laid off males are returning to school, where they become classified as non-participants.



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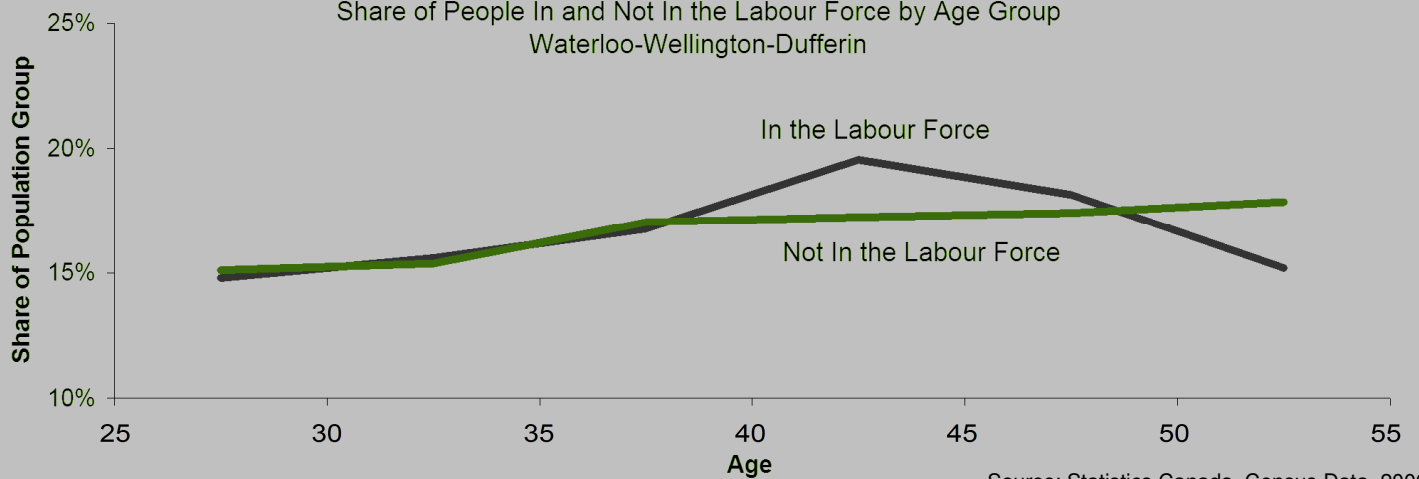
Guiding Today's Workforce for Tomorrow's Workplace

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### Age Profile

Share of People In and Not In the Labour Force by Age Group  
Waterloo-Wellington-Dufferin

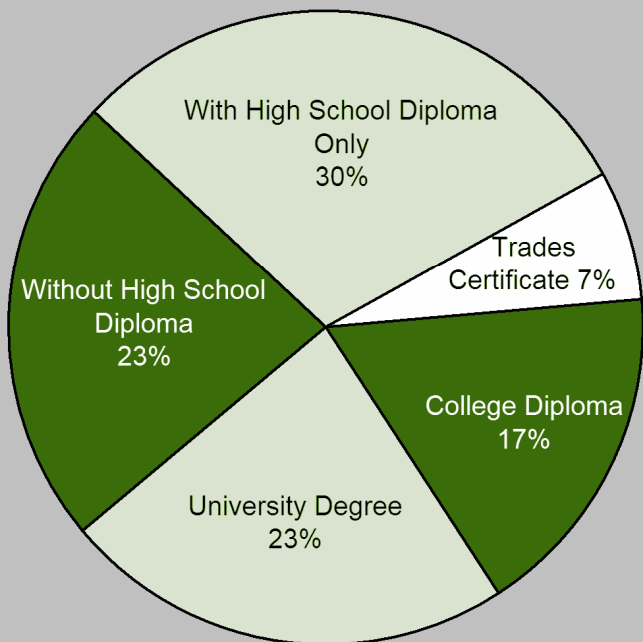


Source: Statistics Canada, Census Data, 2006.

The populations in and not in the labour force have a similar age composition under age 40. While the greatest number of people in the labour force are in their early 40's, the number of people not in the labour force grows steadily higher with older age groups.

### Non-Participants by Education Level

Waterloo-Wellington-Dufferin, Age 25 to 54



There are approximately 8,900 people age 25 to 54 in this region who are not in the labour force. The people in this group come from a variety of educational backgrounds, though those with only a high school diploma or less comprise 53%.

Source: Statistics Canada, Census Data, 2006.

### Non-Participants by Field of Study

Waterloo-Wellington-Dufferin

Among local core-age non-participants, 1,800 (47%) have some form of post-secondary schooling. This list examines this groups non-participation rate by the field of study.

Field of Post-Secondary Study	Non-Participants	Rate of Non-Participation
Humanities	1,370	13%
Visual and performing arts, and communications technologies	760	12%
Health, parks, recreation and fitness	2,780	12%
Physical and life sciences and technologies	915	11%
Social and behavioural sciences and law	2,220	10%
Education	1,080	10%
Personal, protective and transportation services	1,005	10%
Business, management and public administration	3,575	9%
Mathematics, computer and information sciences	985	9%
Agriculture, natural resources and conservation	400	7%
Architecture, engineering, and related technologies	2,935	6%

Source: Statistics Canada, Census Data, 2006.

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