

Workforce Focus

From the Workforce Planning Board
of Waterloo Wellington Dufferin

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Sectoral Analysis

- Skill Intensity, Turnover, Wage Growth
- Employment Trend, Diversity, Gender Balance

High Turnover

Sub-sectors with high rates of both job generation and job losses, Ontario

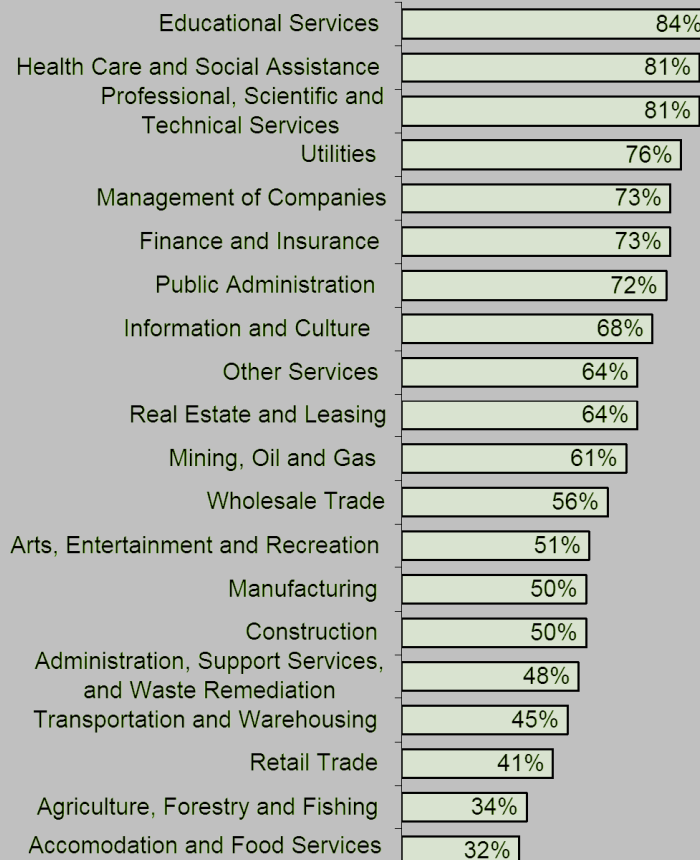
- Construction of Buildings
- Gasoline Stations
- Professional, Scientific and Technical Services
- Food Services and Drinking Places
- Furniture and Home Furnishings Stores
- Repair and Maintenance
- Real Estate
- Forestry and Logging
- Personal and Laundry Services
- Animal Production
- Support Activities for Agriculture and Forestry
- Petroleum Product Wholesaler-Distributors
- Rental and Leasing Services
- Truck Transportation
- Administrative and Support Services
- Specialty Trade Contractors
- Clothing and Clothing Accessories Stores

These sectors have above average rates of both job generation and job loss. This high level of turnover heightens the need for retention strategies and training.

Source: Statistics Canada, Longitudinal Employment Analysis Program, 2006

Skill Intensity

Ontario Workforces by Share with Post-Secondary Education



Skill intensity is measured here by the share of a workforce with either a trades certificate, college diploma, or university degree. Collectively, 59% of Ontario's employed workforce has a post-secondary education.

Source: Statistics Canada, Census Data, 2006

High Wage-Growth Sectors

	2009 Median Hourly Wage, Full-time Workers	Wage Growth Rate 1999 to 2009
Public administration	\$30.80	43%
Agriculture	\$14.00	40%
Health care and social assistance	\$22.60	37%
Professional, scientific and technical services	\$26.70	37%
Finance, insurance, real estate and leasing	\$23.60	34%

The wages of all full-time workers in Ontario grew by 31% between 1999 and 2009. The above sectors experienced above average wage growth rates during this period.

Source: Statistics Canada, Labour Force Survey, 2009



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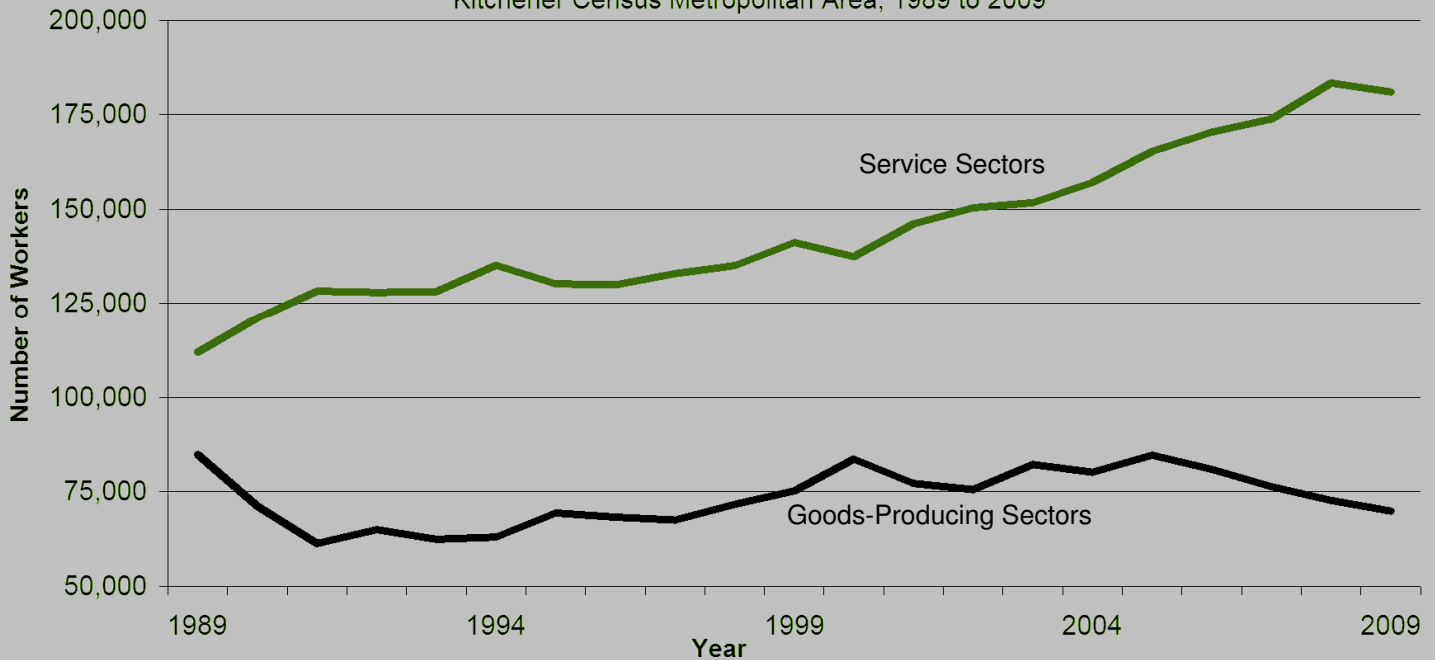
Guiding Today's Workforce for Tomorrow's Workplace

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Employment Trend

Goods-Producing and Service Sectors
Kitchener Census Metropolitan Area, 1989 to 2009



*The Kitchener Census Metropolitan Area includes Kitchener, Waterloo, Cambridge, Woolwich and North Dumfries
Source: Statistics Canada, Labour Force Survey, 2009

Diverging Paths

After significant long-term expansion, local goods-producing employment has slid the past four years. This sector once represented 43% of all local employment in 1989, but as the service sector continues to grow, the goods-producing sector now employs 28% of the local workforce. In Ontario, the goods-producing sector's share of employment fell from 31% to 21% over this period.

Diversity

Sectors by Share of Visible Minority (V.M) Workers
Three Highest and Lowest Concentrations
Guelph and Centre Wellington Census Agglomerations,
and Kitchener Census Metropolitan Area, 2006

	# of V.M.'s	V.M. share of workforce
All Sectors	43,805	13%
High Worker Diversity:		
Manufacturing	13,965	18%
Administrative and support, waste management and remediation services	2,285	16%
Accommodation and food services	2,905	15%
Low Worker Diversity:		
Public administration	905	9%
Construction	1,400	7%
Arts, entertainment and recreation	265	5%

Source: Statistics Canada, Census Data, 2006

Gender Balance

Sectors by Share of Female Workers
Three Highest and Lowest Concentrations
Guelph and Centre Wellington Census Agglomerations,
and Kitchener Census Metropolitan Area, 2006

	# of Women	Female share of workforce
All Sectors	162,490	48%
High Female Representation:		
Health care and social assistance	24,155	85%
Finance and insurance	11,515	67%
Accommodation and food services	12,450	63%
Low Female Representation:		
Manufacturing	24,480	31%
Transportation and warehousing	3,420	26%
Construction	2,700	14%

Source: Statistics Canada, Census Data, 2006

EMPLOYMENT ONTARIO

SEE MORE LABOUR MARKET INFORMATION ON THE WEB AT WWW.WORKFORCEPLANNINGBOARD.COM



Ontario

THE VIEWS EXPRESSED IN THIS DOCUMENT DO NOT NECESSARILY REFLECT THOSE OF THE GOVERNMENT OF ONTARIO.

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