

Workforce Focus

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

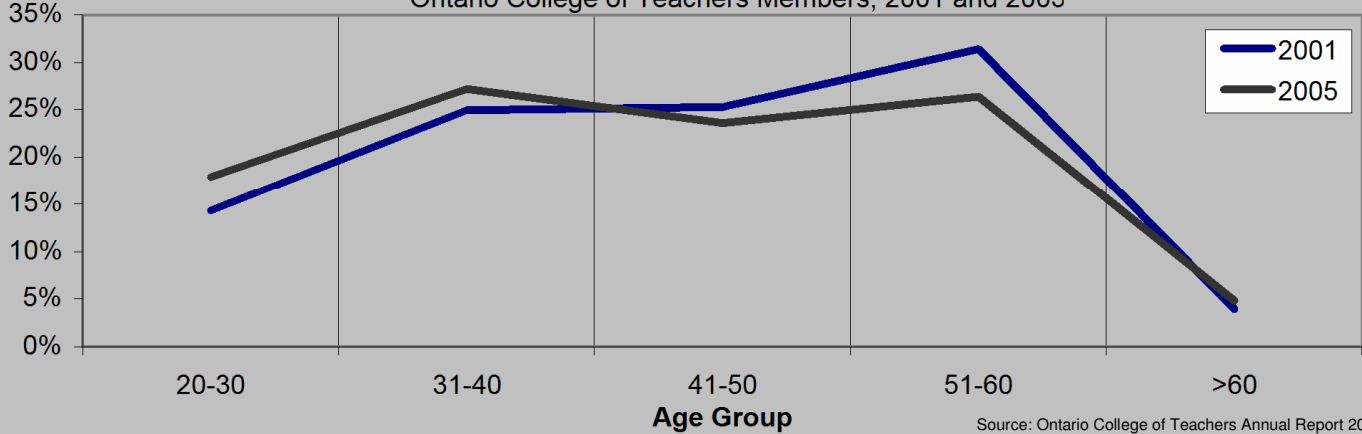
In this Issue:

Education Sector

- Demographic profile
- Gender trends
- Employment patterns

Age Profile

Ontario College of Teachers Members, 2001 and 2005



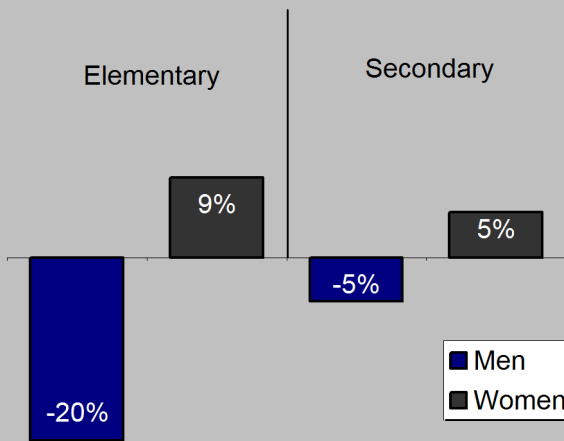
Source: Ontario College of Teachers Annual Report 2006.

Teacher Shortage Over

The annual supply of new teachers has grown substantially since 1999 and alleviated the shortages brought on by unusually high rates of retirement across the province. The age profile of the teaching workforce is now more balanced with a greater share of teachers under age 40.

Gender Trends

Elementary and Secondary School Teachers Employment change by gender, 2001-2005, Ontario



Source: Ontario Ministry of Education, Quick Facts, 2004-2005

Gender Gap Increasing

Men represent only one in 10 primary/junior teachers now and fewer than one in three secondary teachers. Ontario's schools are on a path to an increasingly diminished male presence among teaching staff.

Entry Issues

New teachers are coping with an increasingly fragmented Ontario teacher employment market. Depending on their teaching qualifications and language skills, and where they're willing or able to work, this is either an excellent time or a very tough time for new teachers in Ontario.

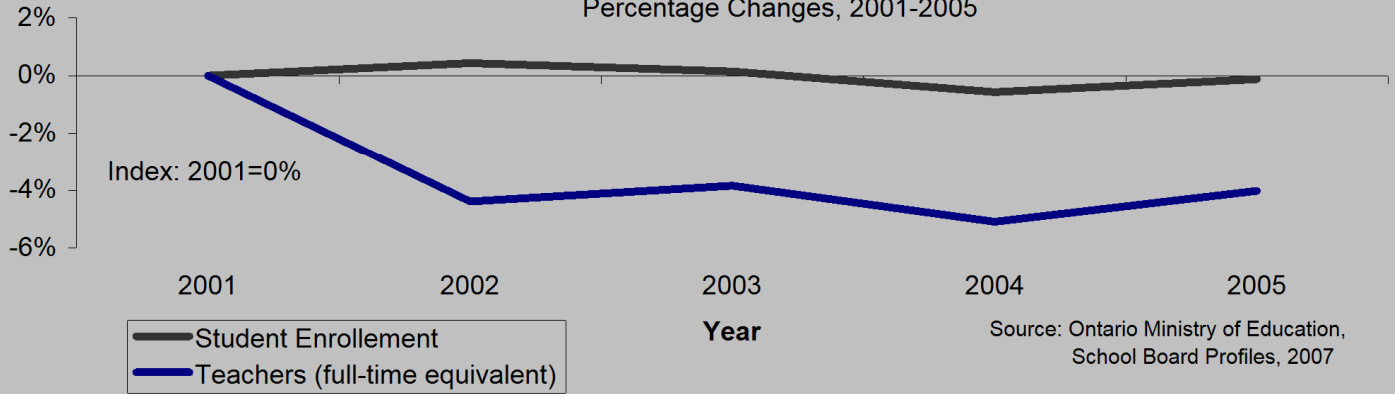
Specialized subjects such as French (first and second) language, technology, physics, chemistry and math continue to be in high demand across the province and the high growth of the Greater Toronto Area has brought consistent hiring across all disciplines in that region.

However, teacher retirements have been steadily trending downward since 2001 and will continue to do so for the rest of this decade. Simultaneously there was a 20 per cent increase in the size of the Ontario teacher graduating class and a 32 per cent increase in the number of teachers educated in other countries and certified in Ontario. This combination of increased supply and declining demand spells more difficult times ahead for many new Ontario teachers in the next few years.

Source: Ontario College of Teachers, Transition to Teaching, 2006.

Tracking Enrolment and Employment

Waterloo Region Public and Catholic District School Boards
Percentage Changes, 2001-2005



Student-Teacher Ratio

Local student enrollment has been near stagnant since 2001, while the number of teachers has dropped by 4 per cent.

Workforce Composition Waterloo-Wellington, 2001

	Men	Women	Visible Minorities
University Professors	72%	28%	17%
College Instructors	47%	53%	4%
Secondary Teachers	46%	54%	4%
Elementary Teachers	18%	82%	3%

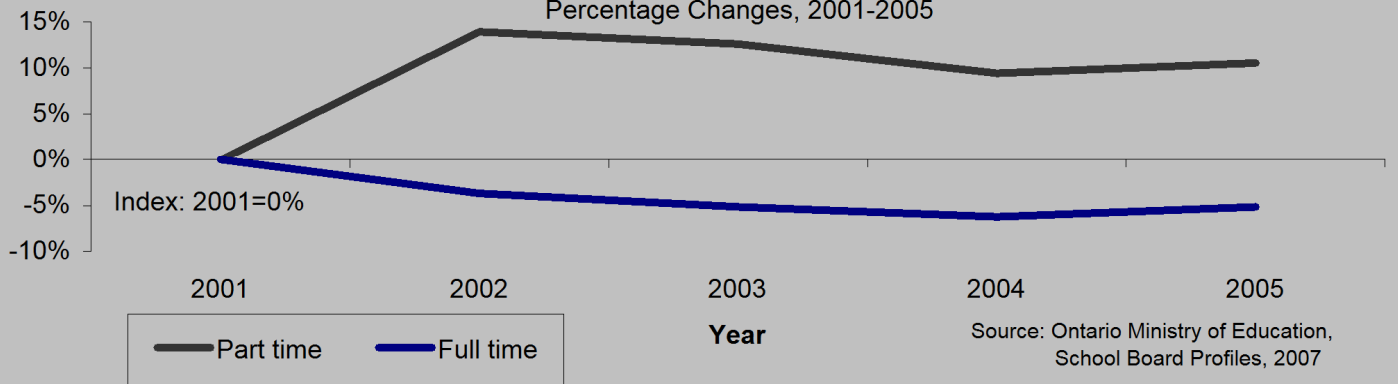
Workforce Faces

- There is a significantly lesser share of visible minorities working as college instructors in this region than in the province as a whole.
- The gender composition of secondary and elementary teachers in this region is very similar to the provincial norm.

Source: Statistics Canada Census Data, 2001

Full time vs. Part time Employment

Waterloo Region Public and Catholic District School Boards
Percentage Changes, 2001-2005



Work Hours

Local part-time teaching positions have increased since 2001 while the number of full-timers has dropped. Part-time teachers represent an 11 per cent share of employment locally compared to 7 per cent provincially. Full-time teachers – in line with what has become the Canadian norm – reported working an average of at least 45 hours per week.

**EMPLOYMENT
ONTARIO**

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

