

Workforce Focus

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

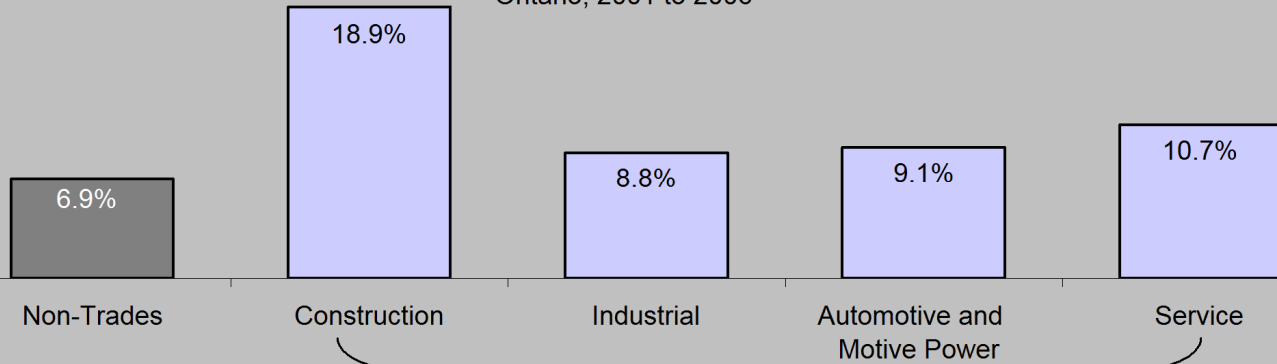
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Employment Growth

Ontario, 2001 to 2006



Trades by Sector

Source: Statistics Canada Census Data, 2006.

Trades Growth

From 2001-2006, employment in the trades occupations grew collectively by 12.1% in Ontario. Several policy measures have supported this growth and are continuing to address employment shortages in the trades:

- Apprenticeship incentive grants help cover tuition, travel and tools, to encourage the completion of apprenticeships.
- Apprenticeship job creation tax credits are non-refundable tax credits for employers who hire apprentices.
- Tradesperson's tool deductions help cover the cost of new tools for employed tradespersons.
- While still in high school, students can work towards an apprenticeship through a cooperative education placement.

Source: Pyper, Statistics Canada, 2008.

The Recession Impact

Since 1996, the unemployment rate for trades occupations has collectively been similar to that of non-trades. During economic downturns, building and construction projects are hit particularly hard and as a result unemployment in construction trades has been substantially higher than average in past recessions. Mechanics and electricians have consistently had a lower than average unemployment rate.

Source: Pyper, Statistics Canada, 2008.

Self-Employment

In Ontario the self-employment rate in the trades occupations is 11%, slightly higher than that of the non-trades (10%). Of self-employed trades people, 39% have employees.

Source: Statistics Canada Census Data, 2006.

Increasing Female Presence

The share of women in Ontario's trades occupations was 28.9% in 2006, an increase of 3.7% from 1996. The share of women in non trades increased by 1.3% during this time, and is now at 51.0% of the workforce. The following trades experienced the greatest growth in their share of women from 1996 to 2006:

Machining tool operators	+8.3%
Drafting technologists and technicians	+7.4%
Jewellers, watch repairers and related occupations	+7.4%
Petroleum, gas and chemical process operators	+6.1%
Landscape and horticultural technicians and specialists	+6.0%
Chefs	+5.0%
Bakers	+4.9%

Source: Statistics Canada Census Data, 2006.

Immigrants

Collectively, 5.6% of the people who work in Ontario's trades occupations are recent immigrants. Trades with the greatest share of recent immigrants are:

Machining tool operators	12.2%
Drafting technologists and technicians	10.0%
Bakers	9.8%
Chefs	9.8%
User support technicians	8.0%

Source: Statistics Canada Census Data, 2006.

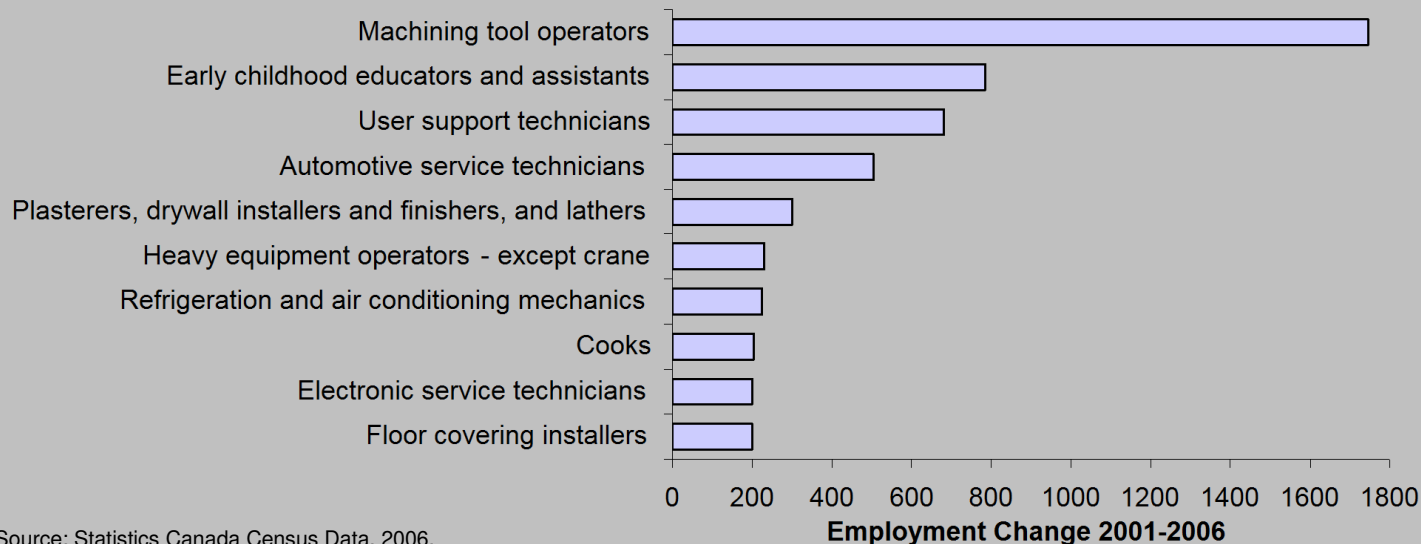
Education

The well-known increase in education levels seen across all occupations has also been seen in the trades. In Ontario, 58% of people working in the trades occupations have a post secondary education.

Source: Statistics Canada Census Data, 2006.

Top 10 Growth Trades

Waterloo-Wellington, 2001-2006



Source: Statistics Canada Census Data, 2006.

Machining tool operators were the largest growing trades occupation in this region from 2001 to 2006, gaining approximately 1,745 workers.

Replacement Ratio

When the ratio of entrants (age 25 to 34) to near-retirees (age 50 to 60) is below one, it points to a potential net out-flow of workers. This could reflect less demand for a trade, but could also indicate a local employment gap. Trades employment in this region collectively has a replacement ratio of 135. The following local trades have a low replacement ratio:

Replacement ratio (1.0 = Full replacement)

Waterloo-Wellington, 2006

Painters and decorators	0.26
Plasterers, drywall installers and finishers, and lathers	0.27
Blacksmiths and die setters	0.40
Electrical power line and cable workers	0.43
Plumbers	0.45
Steamfitters, pipefitters and sprinkler system installers	0.56
Structural metal and platework fabricators and fitters	0.57
Construction millwrights and industrial mechanics (except textile)	0.70

Source: Statistics Canada Census Data, 2006.

Local Concentration

Trades employment collectively represents an average share of the total workforce in this region. A low concentration of a particular trade could reflect a different industrial composition, but could also indicate a local employment gap. The following trades have a low local concentration relative to provincial averages.

Relative local concentration (1.0 = Average)

Waterloo-Wellington, 2006

Jewellers, watch repairers and related	0.23
Ironworkers	0.36
Telecommunications line and cable workers	0.37
Chefs	0.56
Electrical mechanics	0.57
Tiles setters	0.64
Crane operators	0.73
Glaziers	0.74
Cooks	0.79
Painters and decorators	0.81

Source: Statistics Canada Census Data, 2006.

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