BGHPGTTB 2004 LMI Research and Census Data Profile

Final Report

May 15, 2004

Prepared by: Todd Gordon Consulting and Research

For more information please contact:
Virginia Lambdin, Administrator
Bruce Grey Huron Perth Georgian Triangle Training Board
PO Box 1078, Walkerton ON N0G 2V0
519.881.2725; Toll Free: 888.774.1468
Fax: 519.881.3661
www.trainingboard.ca
administrator@trainingboard.ca

The BGHPGT Training Board is funded by the Government Canada and the Government of Ontario.

La Commission locale de formation de Bruce, Grey, Huron, Perth et Georgian Triangle est subventionnée par:

1 SUMMARY OF THE 2001 CENSUS PROFILE AND LMI INFORMATION FOR BGHPGTTB

1.1 SUMMARY HIGHLIGHTS

General Population Highlights

In 2001, the Bruce-Grey-Huron-Perth-Georgian Triangle Training Board Area (hereafter referred to as “the local board area”) population was more highly concentrated in the oldest age cohorts and less concentrated in the youngest age cohorts than was Ontario as a whole. In addition, the local board area experienced substantially higher rates of decline in the youngest age groups between 1996 and 2001 than did Ontario. This suggests that even though Ontario experienced higher rates of growth in the oldest age groups than did the local board area are over this period, the local board area is aging more rapidly than is the province. In particular the 2001 Census reveals the following:

- The local board area population is more concentrated in all age groups aged 45 years and older than is Ontario, with the largest differences between the local board area and Ontario occurring in the age groups above 55 years of age.
- Since 1996, the local board area has experienced growth in the older working age cohorts of 35-55 years, but has also experienced a decline in growth of the younger working cohorts of 20-34 years.
- Most occupations in the local board area experienced:
    - An increase in the share of all workers aged 45 years and older
    - An increase in the share of all workers aged 65 years and older
    - An increase in the proportion of workers aged 55 years and older between 1996 and 2001, and the most notable were:
        - Technical Occupations Related to Natural and Applied Sciences - 109%
        - Senior Management Occupations - 78%
        - Labourers in Primary Industry – 77%
- 5 occupations experienced a decline in the number of workers aged 55 years and over, the largest of which was Processing, Manufacturing And Utilities Supervisors and Skilled Operators, which witnessed a decrease of -12.9%.

Education Highlights

As of 2001, the Bruce-Grey-Huron-Perth-Georgian Triangle workforce was less concentrated in the higher educational attainment categories than was Ontario’s. The census also reveals the following education attainment characteristics in comparison to Ontario:

- The difference between the local board area and Ontario in terms of educational attainment in the workforce has remained relatively stable since 1991.
- All equity groups reported a decrease in their share of individuals reporting than the “Less than Grade 9” (except for Immigrants and Youth).
- All groups experienced an increase in the share of each equity group reporting “University” as the highest level of education attained (except for Immigrants and Youth).
- Since 1991, the share of the employed labour force reporting a “Trades Certificate or Diploma” as the highest level of education attained has decreased in the local board area as well as in Ontario overall.
- Immigrants who immigrated to the local board area between 1996 and 2001 had a lower level of educational attainment than did those immigrants who migrated

between 1991 and 1996. For example, in 1996 7.1% of immigrants reported “Less than Grade 9” as their highest level of educational attainment, where as in 2001, the proportion indicating “Less than Grade 9” as their highest level of education attained increased to 9%.

Occupational Highlights

In terms of the occupational mix in the Bruce-Grey-Huron-Perth-Georgian Triangle and Ontario, the 2001 census reveals that:

- The top 3 occupations in the local board area are as follows:
    - Trades and Skilled Transport and Equipment Operators at 10.6%
    - Intermediate Sales and Service Occupations at 9.0%
    - Middle and Other Management Occupations at 8.6%
- Relative to Ontario as a whole, the local board area is more heavily concentrated in:
    - Skilled Occupations in Primary Industry
    - Trades and Skilled Transport and Equipment Operators
    - Intermediate Occupations in Primary Industry
    - Processing And Manufacturing Machine Operators and Assemblers
- The local board area also experienced a less pronounced decline, than did Ontario, in the prevalence of lower-skilled occupations between 1991 and 2001 including:
    - Trades Helpers, Construction Labourers and Related Occupations at (-) 26%
    - Skilled Occupations in Primary Industry at (-) 5.6%
    - Intermediate Occupations in Primary Industry at (-) 13.4%
- As of 2001, women are overrepresented in:
    - Skilled Administrative and Business Occupations
    - Clerical Occupations
    - Assisting Occupations in Support of Health Services
    - Professional Occupations in Social Science, Education, Government Services and Religion
    - Intermediate Sales and Service Occupations
    - Elemental Sales and Service Occupations
- Youth tend to dominate Intermediate and Elemental Sales categories, as well as occupations as Labourers in Primary Industry. This trend has not changed between 1996 and 2001.
- Unemployment rates for Youth, Women and the overall Labour Force in the local board area have decreased between 1996 and 2001 by:
    - (-) 4.1% for Women
    - (-) 5.3% for Youth
    - (-) 3.5% for the overall Labour
- Participation rates for Youth, Women and the overall Labour Force in the local board area have increased between 1996 and 2001 as much as:
    - 1.4% for Women
    - 4.1% for Youth
    - 0.5% for the overall Labour Force

Employment by Industry Highlights

Manufacturing industries are the largest employers in the Bruce-Grey-Huron-Perth-Georgian Triangle in 2001 that accounted for 18% of all jobs in the region, followed by:

- Retail trade - 11%
- Agriculture, Forestry, Fishing and Hunting - 10%
- Health Care and Social Assistance - 10%
- Construction - 7%
- Accommodation and Food Services - 7%

Place of Work Highlights

In 2001, 88.5% of the local board area resident labour force actually worked in the Bruce-Grey-Perth-Huron-Georgian Triangle area.

2 LABOUR MARKET STATISTICS AND ANALYSIS

2.1 LABOUR FORCE CHARACTERISTICS

Table 1: Labour Force Characteristics for ER 580[1]

Labour Force Variable	Seasonally Adjusted Data			Absolute Change		% Change	
	Feb.04	Jan.04	Feb.03	M-M	Y-Y	M-M	Y-Y
Population (000's)	236.9	236.9	236.2	0.0	0.7	0.0	0.3
Labour force (000's)	161.3	160.4	153.8	-0.9	7.5	-0.6	4.9
Employment (000's)	150.4	149.4	143.0	-1.0	7.4	-0.7	5.2
Full-time employment (000's)	115.2	113.2	110.2	-2.0	5.0	-1.8	4.5
Part-time employment (000's)	35.2	36.2	32.8	1.0	2.4	2.8	7.3
Unemployment (000's)	10.9	11.0	10.7	0.1	0.2	0.9	1.9
Not in labour force (000's)	75.6	76.5	82.4	0.9	-6.8	1.2	-8.3
Unemployment rate (%)	6.8	6.9	7.0	0.1	-0.2	1.4	-2.9
Participation rate (%)	68.1	67.7	65.1	-0.4	3.0	-0.6	4.6
Employment rate (%)	63.5	63.1	60.5	-0.4	3.0	-0.6	5.0

Analysis of Labour Force Characteristics for ER 580

The unemployment rate for ER 580 was down slightly in February 2004, relative to one year earlier. Giving this decrease greater significance is the reality that the participation rate has increased significantly, meaning unemployment fell while the proportion of the population employed or actively looking for work was on the increase.

Table 2: Labour Force Characteristics for ER 540

Labour Force Variable	Seasonally Adjusted Data			Absolute Change		% Change	
	Feb.04	Jan.04	Feb.03	M-M	Y-Y	M-M	Y-Y
Population (000's)	904.9	903.5	885.9	-1.4	19.0	-0.2	2.1
Labour force (000's)	624.7	625.7	625.7	1.0	-1.0	0.2	-0.2
Employment (000's)	592.5	597.3	588.4	4.8	4.1	0.8	0.7
Full-time employment (000's)	483.3	485.9	467.2	2.6	16.1	0.5	3.4
Part-time employment (000's)	109.2	111.4	121.3	2.2	-12.1	2.0	-10.0
Unemployment (000's)	32.2	28.3	37.3	-3.9	-5.1	-13.8	-13.7
Not in labour force (000's)	280.2	277.8	260.2	-2.4	20.0	-0.9	7.7
Unemployment rate (%)	5.2	4.5	6.0	-0.7	-0.8	-15.6	-13.3
Participation rate (%)	69.0	69.3	70.6	0.3	-1.6	0.4	-2.3
Employment rate (%)	65.5	66.1	66.4	0.6	-0.9	0.9	-1.4

Analysis of Labour Force Characteristics for ER 540

The unemployment rate for ER 540 also decreased relative to one-year earlier. However, unlike ER 580, at least some of this decrease is likely attributable to a decline in labour market participation (greater than 1.5%).

[1] ER 580: Economic Region (A Statistics Canada geographical classification) # 580, which consists of the counties of Perth, Huron, Bruce, and Grey.

2.2 EMPLOYMENT BY INDUSTRY

Table 3: Employment by Industry - ER 580

Industrial Sector	3 Mth Moving Avg Data			Absolute Change		% Change	
	Feb-04	Jan-04	Feb-03	M-M	Y-Y	M-M	Y-Y
All Industries	150.4	149.4	143.0	1.0	7.4	0.7	5.2
Goods-Producing Sector	59.1	60.4	52.3	-1.3	6.8	-2.5	13.0
Agriculture	11.2	12.2	8.9	-1.0	2.3	-11.2	25.8
Forestry, Fishing, Mining, Oil & Gas	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Utilities	7.7	7.5	6.4	0.2	1.3	3.1	20.3
Construction	7.9	8.6	7.5	-0.7	0.4	-9.3	5.3
Manufacturing	31.4	30.9	29.6	0.5	1.8	1.7	6.1
Services-Producing Sector	91.3	89.0	90.7	2.3	0.6	2.5	0.7
Trade	20.8	21.0	27.0	-0.2	-6.2	-0.7	-23.0
Transportation & Warehousing	5.9	4.5	5.8	1.4	0.1	24.1	1.7
Finance, Ins., Real Estate & Leasing	6.0	6.0	5.4	0.0	0.6	0.0	11.1
Professional, Scientific & Tech Services	4.4	4.4	3.3	0.0	1.1	0.0	33.3
Management, Admin. & Other Support	3.4	3.3	3.3	0.1	0.1	3.0	3.0
Educational Services	7.5	8.1	9.2	-0.6	-1.7	-6.5	-18.5
Health Care & Social Assistances	16.0	15.3	16.9	0.7	-0.9	4.1	-5.3
Information, Culture & Recreation	5.0	5.0	4.4	0.0	0.6	0.0	13.6
Accommodation & Food Services	9.4	8.9	8.3	0.5	1.1	6.0	13.3
Other Services	7.4	7.3	3.0	0.1	4.4	3.3	146.7
Public Administration	5.4	5.2	4.0	0.2	1.4	5.0	35.0

Table 4: Employment by Industry - ER 540

Industrial Sector	Estimate			Absolute Change		% Change	
	Feb-04	Jan-04	Feb-03	M-M	Y-Y	M-M	Y-Y
All Industries	592.5	597.3	588.4	-4.8	4.1	-0.8	0.7
Goods-Producing Sector	194.5	197.5	192.6	-3.0	1.9	-1.5	1
Agriculture	8.9	10.3	8.0	-1.4	0.9	-13.6	11.2
Forestry, Fishing, Mining, Oil & Gas	...	...	...	…	…	...	...
Utilities	4.3	4.7	2.9	-0.4	1.4	-8.5	48.3
Construction	40.4	42.4	43.6	-2.0	-3.2	-4.7	-7.3
Manufacturing	140.1	139.4	13.8	0.7	126.3	0.5	1.5
Services-Producing Sector	398.0	399.8	395.8	-1.8	2.2	-0.5	0.6
Trade	85.7	88.1	91.8	-2.4	-6.1	-2.7	-6.6
Transportation & Warehousing	24.2	24.0	24.0	0.2	0.2	0.8	0.8
Finance, Ins., Real Estate & Leasing	34.8	35.6	35.6	-0.8	-0.8	-2.2	-2.2
Professional, Scientific & Tech Services	30.1	29.2	2.8	0.9	27.4	3.1	9.5
Management, Admin. & Other Support	21.8	22.7	20.6	-0.9	1.2	-4	5.8
Educational Services	46.3	43.9	40.2	2.4	6.1	5.5	15.2
Health Care & Social Assistances	55.4	54.2	48.4	1.2	7.0	2.2	14.5
Information, Culture & Recreation	19.2	21.0	22.8	-1.8	-3.6	-8.6	-15.8
Accommodation & Food Services	32.8	34.2	37.4	-1.4	-4.6	-4.1	-12.3
Other Services	21.8	20.7	27.0	1.1	-5.2	5.3	-19.3
Public Administration	26.0	26.2	20.5	-0.2	5.5	-0.8	26.8

Employment by Industry Analysis – ER 580[2]

Overall, employment within the region increased by more than 5% from February 2004 to February 2003. Most of this gain was achieved in the goods-producing sectors, with very strong growth in agriculture and utilities, and strong growth in the manufacturing sector. The service industries showed a slight overall gain relative to February 2003, with substantial declines in trade and education offset by a very large gain in other services and a substantial gain in professional, scientific, and technical services.

Employment by Industry Analysis ER 540

The total workforce within ER 540 increased by 4100 individuals between February 2003 and February 2004. This increase was essentially evenly split between the goods-producing and services-producing sectors (1900 versus 2200). The utilities sector experienced a 48% increase in employment over the year. However, the absolute number of employed individuals in this sector is relatively small. In terms of change in absolute numbers o

3 INDUSTRIAL SECTOR OVERVIEWS: TRENDS, ISSUES, AND OPPORTUNITIES

3.1 AGRICULTURE

Trends

- Agriculture, particularly livestock production, has suffered severely from the BSE outbreaks in Alberta and Washington State.
- Canadian agriculture continues to be influenced by globalization and international trade dispute.
- Average farm size is increasing.
- Production activity is increasingly specialized and employs advanced techniques.
- There is vertical and horizontal integration in the industry.
- The number of individuals employed in traditional agricultural occupations is declining rapidly. However, 2001 census data reveals that almost 10% of all occupations in Grey and Bruce counties are unique to agriculture, a figure which is approximately 4 times the average for Ontario, and nearly 3 times higher than that for the national workforce.
- The agricultural workforce has a high median age, relative to the overall workforce, and given the lack of new entrants into traditional production occupations, the median age is rising rapidly. Only 12% of Canadian farmers were under the age of 35 in 2001.
- Among producers, the rate of participation in off-farm employment continues to increase – largely from necessity, as many producers need the income to subsidize farming activity.

---

[2] The reader needs to exercise caution in viewing and interpreting employment by industry data for relatively small areas like KCMA. Statistics Canada's monthly Labour Force Survey is national in scope, and the data is most meaningful and consistent at the national and provincial levels. Although useful for sub-provincial scale analysis, the nature of the survey methodology demands interpretive caution at these levels, where the information is most useful when examining longer-term trends. Because of the methodology, Statistics Canada suppresses data for sectors where the survey results indicate employment of less than 1500 persons. In spite of this, and the use of 3-month moving averages for data display, it is evident from the chart that there are very large month-to-month and year-to-year variations in employment by sector.

Issues

- Profit margins are lower, capital requirements are higher, and risk exposure in production agriculture continues to increase, resulting in significant barriers to entry into the production sector.
- Although labour demands decline with technological substitution, at the current rate of entry, there may not be enough workers in production agriculture to meet future demand.
- The skills demanded of producers continue to increase in scope and depth.
- Production operations are increasingly corporations, and although most remain family-owned, the traditional farming lifestyle is rapidly disappearing.
- Definitions of agriculture and “farmers” may not be staying abreast of changes – understanding the employment, labour market, and skills characteristics of the sector is increasingly difficult.

Opportunities

There are opportunities within agriculture, including:

- Production niches and value-added production
- New types of production
- New occupations in agricultural services and support

3.2 OTHER PRIMARY INDUSTRY (FORESTRY, FISHING, MINING, OIL AND GAS)

Trends

- The number of individuals employed in primary sectors other than agriculture continues to decline in the local board area, as it does for the province and Canada generally. This does not mean that the economic contribution of these sectors is necessarily declining, but that technological change and other factors are decreasing the need for workers. Typically, the occupations that remain in these industries are requiring higher skills and new combinations of skills.

Issues

- Although the overall workforce in these sectors is small (data quality limitations generally prohibit the workforce numbers from being displayed in the monthly LFS statistics), it is likely that this workforce is aging at a rate equal to or beyond that for the overall labour force. It is not clear that there are enough replacement workers with the right skills to take-on employment opportunities that do exist in these sectors.
- By their very nature, industrial sectors experience rapid changes including: new technology which influences resource exploration, extraction, and processing activity, changing world markets, and new demand which influences the economic viability of primary resource-related activity over time. Local evidence of this reality includes the recent Zinc exploration activity in Perth County. For this reason, the potential economic and employment contributions of these sectors should never be completely discounted.

Opportunities

- Opportunities may exist to take advantage of local and international niche demands for primary products. One would expect that realizing these opportunities (if they exist) would demand a combination of advanced technical and business/entrepreneurial skills.

3.3 MANUFACTURING

Trends

- Manufacturing remains a very important component of the training board economy and for Southwestern Ontario generally.
- The automotive manufacturing sector still accounts directly and indirectly for approximately 1 in 4 jobs in Southwestern Ontario, most of which are in the parts production sub-sector.
- Globalization continues to rapidly change the nature of manufacturing in Canada, with emerging countries such as China out-competing the manufacturing industries of developed nations mainly because of their very low labour costs. Automotive manufacturing is experiencing some of the greatest competition.
- Several local cities and towns with a significant manufacturing base have experienced challenges during the past year with plant closures and work force cutbacks. An example is the city of Stratford. However, most communities remain optimistic that they can maintain the viability of their manufacturing sector.

Issues

- With manufacturing responsible for more than 20% of total employment in the training board area (compared to approximately 17% for Ontario as a whole), significant decreases in employment in this sector hold serious implications for local economic and social stability. While Canada is supposedly progressing to the "knowledge-economy," achieving this, and understanding the implications for existing workers presents a challenge. Many questions remain unanswered, including how many people can actually be employed in knowledge economy jobs; and how do current workers equip themselves to make the transition?

Opportunities

- While there is great concern regarding the future of manufacturing activity in Canada, many experts are also suggesting that there are opportunities through globalization. Certainly, the economic growth in countries such as China is increasing the demand for manufactured goods. However, since much of the actual increased production capacity is being developed within those economies, there is not likely to be positive impact on traditional production activity and employment in Canada. However, some experts are arguing that the key to domestic manufacturing success is to continue increase innovation and research to support even high value-added activity. Successful implementation of these strategies is highly dependent on continuing to improve the education, training, and skill levels of Canadian manufacturing workers.

3.4 CONSTRUCTION

Trends

- In general, the construction sector continues to be strong, supported in large part by record low mortgage rates, which are driving the demand for new homes.

Issues

- Construction continues to experience high seasonal variation in activity. It also is extremely sensitive to the performance of the broader economy. These seasonal and

cyclical fluctuations are one barrier to attracting, maintaining, and developing a skilled workforce.
- The sector continues to face critical shortages of skilled trades people.
- The construction workforce is also quite old, relative to the entire workforce, with many trades having a median age of 55 years or higher.

3.5 UTILITIES

Trends

- The utilities sector has rebounded significantly over the past couple of years, largely as a result of increase activity at BNPD.

Issues

- Economic prospects in the utilities industry look strong, as Ontario continues to demand more energy. However, the median age of workers in the industry is high and, like several other sectors, this sector continues to face a shortage of skilled trades people.

Opportunities

- Ontario will need considerable new electrical capacity, which presents potential opportunity for both conventional suppliers (e.g., Bruce Nuclear), and so-called “green energy” alternatives. The latter is particularly relevant as electricity consumers become increasingly interested in the environmental costs of the power they consume, and because parts of the board area are already experiencing significant wind energy developments.

3.6 WHOLESALE AND RETAIL TRADE

Trends

- Trends in Wholesale and Retail are among the most difficult to decipher given the conflicting economic information regarding consumer attitudes and trends during the past year. While very low interest rates act as an incentive for consumer spending, other economic signals during the past year suggest that consumers have had mixed perspectives on how the Canadian economy is going to fair in the future. While the exact reasons are unclear, trade was the sector that experienced the greatest employment decline, year over year, from December 2002 to December 2003.
- Overall consumer trends are also influenced by the fact that the population is aging, which changes overall consumer preferences for products.

Issues

- It is also clear that the nature of the trade sector continues to evolve very rapidly. Large-scale corporate outlets continue to gain market share, even in relatively low population-density areas like the training board.

Opportunities

- Changing consumer preferences do hold the potential for opportunities in retail trade, particularly with respect to new “niche” marketing opportunities.

3.7 TRANSPORTATION AND WAREHOUSING

Trends

- The local transportation sector is relatively important from an economic standpoint, and it makes a significant, if not large, contribution to local employment. By the end of 2003, the sector witnessed a modest increase in employment (approximately 1.7%) within ER 580. However, as the economy in the United States continues to rebound (the situation for the Canadian economy is less clear) and manufacturing shipments increase, the level of activity in this sector is likely to increase. One would expect the demand for workers to increase as well.

Barriers and Issues

- The transportation sector has a high median age, so there is a need to continue to attract new workers to the sector.
- While the sector continues to demand higher skills of workers, and exhibits increasing professionalization, perceptions of working conditions and compensation may still be a barrier.

Opportunities

- With an aging workforce, and increasing sophistication and specialization within the industry, future employment in this industry may be more rewarding.

3.8 EDUCATION SERVICES

Trends

- At both levels (up to secondary, and in post-secondary) the education services workforce continues to experience a high median age (an aging workforce).
- There is renewed interest at senior levels of government in increasing funding for education, especially at the post-secondary level, although there continues to be serious constraints on developing new funding.

Issues

- With the median age of the education services workforce continuing to increase, there is a need to ensure a supply of enough new workers with the required skills. At the post-secondary level in particular, the required skills and qualifications are very advanced.

Opportunities

- Aging in the education sector workforce should result in the slow development of new opportunities in education occupations for those with the necessary qualifications. However, the extent and rate of change with respect to these occupations will likely vary considerably across the board area as a result of considerable local differences in population change, the population structure, immigration, and economic conditions.

3.9 HEALTH CARE AND SOCIAL ASSISTANCE

Trends[3]

- Health care professionals entering practice today are older than those of a generation ago.
- The average age for retirement between 1976 and 1980 was almost 65 years, and this had dropped to just over 62 years in the next decade.
- The number and mix of graduates from training programs have changed over the last two decades.
- For some professions, training programs have changed substantially over the years.
- Once employed, healthcare providers tend to stay longer with one employer than do workers in other sectors.
- It appears that doctors who train in rural or remote areas or who specialize in rural medicine may be more likely to remain in these settings to work.
- Hospitals need to find ways to address current and predicted shortages, especially with respect to the following professions, which have vacancy rates of 8% or more:
  - Physiotherapists
  - Psychologists
  - Speech and Language Pathologists
  - Pharmacists
  - Nurse Practitioners
- The majority of health care agencies within the GBHP region (78%) have experienced vacancies in health care occupations within the past year, which is similar to the rest of the province (75%).

Opportunities and Potential Solutions[4]

- Providing employer and ministry sponsored education for a commitment after graduation.
- Convincing colleges and universities to increase class sizes (especially in physiotherapy and pharmaceutical programs).
- Recruiting early from education institutions.
- Financial incentives to take on student placements.
- Lowering educational requirements for positions.
- Providing realistic information about employment requirements and working conditions, and the work environment.
- Providing facilities for video conferencing for employee training.
- One attraction and retention method that is gaining popularity is the construction of medical clinics where several doctors and nurse practitioners provide needed services to the community. Initial funding is generated from fundraising and municipal budgets, with routine operating budgets being offset by the fees doctors and practitioners charge OHIP for their services.

---

[3] *Health Human Resource Pressures in Grey Bruce Huron Perth: Current and Future Strategies for Recruitment, Retention & Redeployment.*
[4] *Health Human Resource Pressures in Grey Bruce Huron Perth: Current and Future Strategies for Recruitment, Retention & Redeployment.*

3.10 INFORMATION, CULTURE, AND RECREATION SERVICES

Trends

- There are close links between this sector and accommodation/food services (below) and like that sector, activity here was impacted by several negative global events during the past year. In spite of the influence of these negative factors, information, culture, and recreation experienced a significant year-over-year employment increase between February 2003 and February 2004.

Issues

- The information, culture and recreation sector is responsible for approximately 20,000 jobs in the local economy. It includes a wide range of activities, some of which have traditionally depended on significant government funding. It is difficult to make general statements about issues, although the cultural side of the sector undoubtedly continues to be influenced by broad government fiscal constraint.

3.11 ACCOMMODATION AND FOOD SERVICES

Trends

- 2003 was an extremely challenging year for the food and accommodation sector within the local training board area (as it was across the country). A number of negative events combined to curtail travel by both Canadians and foreign visitors, including the war in Iraq, the SARS outbreak, and the significant gain in the value of the Canadian dollar.

Issues

- The sector experienced significant a slight employment increase over the past year, undoubtedly influenced by the factors stated above. While Canadian and provincial tourism associations are cautiously optimistic about the sector rebounding, this process is not likely to be rapid.
- It may be challenging to attract workers back into this sector, given the uncertainty and instability that the sector has experienced.

Opportunities

- A committee has been formed in to examine the potential for establishing a centre for hospitality excellence in Stratford.
- Local tourism organizations have embarked on a number of initiatives to promote local tourism to potential domestic and international visitors.

4 SUMMARY PROFILE FINDINGS FOR THE OVERALL POPULATION AND LABOUR FORCE

4.1 POPULATION DYNAMICS

According to the 2001 Census of Population, the population of the local board area was 323,260 (and in 1996 it was 318,615), of which 49% was male, and 51% female. The age-sex composition of the local board area population has not changed appreciably since 1996.

Relative to Ontario, the local board area population is:

- more concentrated in the older pre- and post-retirement age groups of 55 years and older
- more concentrated in the pre-workforce and early workforce age groups of 10 to 19 years of age
- less concentrated in the working age cohorts of 20 to 44 years of age
- less concentrated in the youngest age cohorts (e.g., 0-4 and 5-9 years)

Between 1991 and 2001 both the local board area and Ontario have experienced:

- a decline in the number of persons in the 0-4 year cohort (although, the local board area experienced a rate of decline that was four times that of Ontario)
- growth in the 10-14 year and 15-19 year cohorts, although, Ontario did experience significantly higher rates of growth in both cohorts than did the local board area
- substantial rates of decline in the number of people in the young working-age cohorts (20-24 years, 25-29 years and 30-34 years)
- a loss of people in these younger age groups in the local board area at a noticeably higher rate than did the province
- a similar pattern of growth in the older working age cohorts between the ages of 40 and 64 years of age
- higher rates of growth in the cohorts between 45 and 64 years of age in the local board area than in Ontario
- rapid growth in the segment of the population aged 70 and older
- more growth in these older cohorts at the provincial level than the local board area

While the local board area is more concentrated in the older age groups than Ontario, the local board area is experiencing lower rates of growth in these age groups than is Ontario. However, the local board area is only slightly less concentrated in the youngest cohorts than is Ontario, and it is experiencing far greater declines in these cohorts than is Ontario. This suggests that the local board area population is aging more rapidly than is the population of Ontario.

4.2 LABOUR FORCE

Table 5 compares the local board area employed labour force (all groups combined) to the provincial employed labour force in 1996 and 2001. The following points are noteworthy:

- Both the local board area and Ontario experienced slight improvements in their participation rates.
- Both the local board area and Ontario experienced slight improvements in their employment rates between 1996 and 2001.
- Both the local board area and Ontario experienced a marked decrease in their unemployment rates.
- The local board area and Ontario exhibited virtually identical employment rates in 1996 and 2001.
- In both periods, the unemployment rate in the local board area is considerably lower than that experienced in Ontario overall.

Table 5: Labour Force Activity for the General Labour Force: Bruce-Grey-Huron-Perth-Georgian Triangle LB vs. Ontario, 2001 & 1996

	All Groups	All Groups	All Groups	All Groups
	Triangle Training Board, 2001	Bruce-Georgian Triangle Training Board, 1996	Ontario, 2001	Ontario, 1996
Total Labour Force Activity	259,810	249,545	9,048,035	8,429,215
In the Labour Force	172,770	164,965	6,086,815	5,586,975
Employed	164,935	152,345	5,713,900	5,077,670
Unemployed	7,830	12,615	372,920	509,305
Not in the Labour Force	87,040	84,580	2,961,225	2,842,235
Participation Rate	67	66	67	66
Employment Rate	64	61	63	60
Unemployment Rate	5	8	6	9

Tables 6 and 7 break the employed labour force of the local board area into its major components for the years 2001 and 1996 respectively. Tables 6 and 7 show that:

- Participation rates for all groups except Francophones were higher in 2001 than in 1996
- The unemployment rate for the total employed labour force in the local board area was much lower in 2001 (4.5%) than in 1996 (8%).
- All groups experienced a decrease in unemployment rates from 1996 to 2001 (labour force activity data for Immigrants was unavailable in 1996).

Table 6: Labour Force Activity Patterns of General Labour Force and Components, 2001: Bruce-Grey-Huron-Perth-Georgian Triangle LB

		Immigrants				Visible							
	All Groups	1996-2001	%	Women	%	Minorities	%	Aboriginals	%	Francophones	%	Youth (15-24)	%
Total Labour Force Activity	259,810	1,385	0	132,745	1	3,390	0	2,800	0	2,915	0	42,170	0
In the Labour Force	172,770	965	0	80,155	0	2,350	0	1,860	0	1,740	0	31,665	0
Employed	164,935	930	0	76,210	0	2,190	0	1,655	0	1,625	0	28,280	0
Unemployed	7,830	35	0	3,940	1	160	0	210	0	110	0	3,380	0
Not in the Labour Force	87,040	420	0	52,590	1	1,045	0	940	0	1,175	0	10,510	0
Participation Rate	67	70		60		69		66		60		75	
Employment Rate	64	67		57		65		59		56		67	
Unemployment Rate	5	4		5		7		11		6		11	

Table 7: Labour Force Activity Patterns of General Labour Force and Components, 1996: Bruce-Grey-Huron-Perth-Georgian Triangle LB

				Visible							
	All Groups	Women	%	Minorities	%	Aboriginals	%	Francophones	%	Youth (15-24	%
Total Labour Force Activity	249,545	127,600	0.5	3,120	0.0	2,000	0.0	2,625	0.0	40,785	0.2
In the Labour Force	164,965	75,760	0.5	2,090	0.0	1,280	0.0	1,660	0.0	28,960	0.2
Employed	152,345	69,170	0.5	1,920	0.0	945	0.0	1,525	0.0	24,320	0.2
Unemployed	12,615	6,595	0.5	170	0.0	335	0.0	135	0.0	4,640	0.4
Not in the Labour Force	84,580	51,840	0.6	1,025	0.0	720	0.0	960	0.0	11,820	0.1
Participation Rate	66	59		67		64		63		71	
Employment Rate	61	54		62		47		58		60	
Unemployment Rate	8	9		8		26		8		16	

4.3 EDUCATION AND SKILL ATTAINMENT LEVELS IN THE GENERAL EMPLOYED LABOUR FORCE

The local board area employed labour force is considerably less educated than is the provincial labour force, and this has been the case since at least 1991. However, the data suggests that this gap is closing with time. Relative to Ontario, the local board area economy has (since 1991 at least) consistently been less heavily invested in the knowledge-based occupations (to the extent that the educational attainment of the employed labour force mirrors the demand for the various skill sets in the local economy).

The following are key findings for the local board area in comparison to Ontario for each of the "highest levels of education attained" (Table 8).

Overall Educational Attainment:

- In 1991, 1996 and 2001, the local board area exhibits slightly higher proportions of its employed labour force reporting in the lower educational attainment categories than does Ontario.
- Over time (i.e., from 1991 to 2001), the proportion of the local board area employed labour force and Ontario reporting higher educational attainment levels has increased.

University:

- The local board area exhibits much smaller proportion of its employed labour force than does Ontario in 1991, 1996 and 2001.
- The share of the local board area employed labour force was 17.4% while the same share for Ontario was 32.5% (a difference of 87%).
- While this gap appeared to close somewhat between 1991 and 1996 (i.e., the difference between the share reporting "University" in the local board area and Ontario) from 75% to 60%, it widened considerably between 1996 and 2001, from 60% to 87%).

Less than Grade 9:

- In 2001, the local board area share was 4.4%, whereas the provincial share was 3.2%
- The proportion of the local board area employed labour force has declined over time (i.e. from 1991 to 2001.

Trades Certificate or Diploma:

- The share has decreased in the local board area as well as in Ontario overall between 1991 and 2001.

Table 8: Total Labour Force by Highest Level of Education, Bruce-Grey-Huron-Perth-Georgian Triangle Training Board and Ontario: 1991, 1996 and 2001

	Bruce-Georgian Triangle, 1991	Ontario, 1991	Bruce-Georgian Triangle, 1996	Ontario 1996	Bruce-Georgian Triangle, 2001	Ontario, 2001
Less than grade 9	8.0%	6.2%	6.1%	4.4%	4.4%	3.2%
Grades 9-10	14.2%	9.2%	12.0%	7.5%	10.6%	6.4%
Grades 11-13	12.3%	11.4%	12.1%	10.1%	13.0%	10.3%
Secondary school graduation certificate	18.0%	16.2%	17.9%	15.3%	18.5%	15.0%
Trades certificate or diploma	5.1%	3.7%	4.5%	3.5%	4.1%	3.1%
Other non-university education only	27.0%	26.2%	30.4%	29.0%	32.0%	29.5%
University	15.4%	27.0%	16.9%	30.0%	17.4%	32.5%

4.4 EDUCATION AND SKILL ATTAINMENT LEVELS OF LABOUR FORCE COMPONENTS

Tables 9 and 10 compare the employed labour force of the local board area to the Female (i.e., Women), Visible Minority, Aboriginal, Francophone, Immigrant, and Youth components of the labour force in 1996 and 2001.

Table 9: Educational Attainment in the General Labour Force and Major Components, Bruce-Grey-Huron-Perth-Georgian Triangle Training Board: 2001

			Visible			Immigrants	Youth
	All Groups	Women	Minorities	Aboriginals	Francophones	96-01	15-24
Less than grade 9	4.4%	2.7%	8.6%	8.4%	10.6%	9.0%	2.7%
Grades 9-10	10.6%	8.8%	9.6%	18.4%	12.5%	6.1%	14.6%
Grades 11-13	13.0%	12.8%	12.2%	16.4%	9.6%	9.0%	28.3%
Secondary school graduation certificate	18.5%	19.3%	14.3%	11.9%	13.4%	12.3%	21.5%
Trades certificate or diploma	4.1%	2.7%	2.4%	5.5%	6.2%	1.1%	0.6%
Other non-university education only	32.0%	34.4%	20.5%	29.6%	29.5%	35.0%	19.6%
University	17.4%	19.3%	32.4%	10.0%	18.4%	27.4%	12.7%
Total	100%	100%	100%	100%	100%	100%	100%

Table 10: Educational Attainment in the General Labour Force and Major Components, Bruce-Grey-Huron-Perth-Georgian Triangle Training Board: 1996

			Visible			Immigrants	Youth
	All Groups	Women	Minorities	Aboriginals	Francophones	91-96	15-24
Less than grade 9	6.1%	3.9%	10.9%	11.5%	13.5%	7.1%	2.3%
Grades 9-10	12.0%	9.7%	11.5%	18.0%	11.3%	3.8%	14.1%
Grades 11-13	12.1%	12.1%	12.8%	16.5%	10.3%	11.0%	27.5%
Secondary school graduation certificate	17.9%	20.3%	10.7%	11.5%	12.0%	12.4%	19.9%
Trades certificate or diploma	4.5%	2.9%	1.4%	3.5%	7.1%	3.3%	0.7%
Other non-university education only	30.4%	33.3%	21.8%	29.3%	28.4%	33.8%	20.6%
University	16.9%	17.8%	30.9%	9.8%	17.7%	29.0%	14.9%
Total	100%	100%	100%	100%	100%	100%	100%

A comparison of Tables 9 and 10 provides insight regarding the relative education and skill attainment levels of several equity groups in the employed labour force when compared to the overall employed labour force in Waterloo-Wellington in 1996 and 2001. Further discussion is included in section 6 of this report.

4.5 AGE/OCCUPATIONAL STRUCTURE OF THE EMPLOYED LABOUR FORCE

General Characteristics of Change in Age/Occupational Structure of the Labour Force Between 1996 and 2001:

- Most occupations experienced a decrease in the proportional representation of workers aged 25-44.
- Compared to the province, all occupations in the local board area exhibit a smaller share of workers aged 25-44 years.
- The employed labour force the local board area is less specialized in high value-added service and knowledge-intensive occupations than is the provincial labour force.
- The change in occupational structure for the board area was subtle, and not unlike the change experienced provincially.

Top 6 Occupations in the Local Board Area in 2001:

1. *Trades and Skilled Transport and Equipment Operators* – 10.6%

(machinists, tool and die makers, plumbers etc.)
2. *Intermediate Sales and Service Occupations* – 9%
(retail salespersons, bartenders, sales representatives, travel agents etc.)
3. *Middle and Other Management Occupations – 8.6%*
(financial managers, human resources managers, bank managers etc.)
4. *Elemental Sales and Service Occupations – 8.5%*
(cashiers, security guards, nannies etc.)
5. *Processing And Manufacturing Machine Operators and Assemblers* - 7.2%
6. *Skilled Occupations in Primary Industry* - 6.7%

Least Prevalent Occupational Categories in the Local Board area:

1. *Professional Occupations in Arts and Culture* - 0.8%
2. *Processing, Manufacturing and Utilities Supervisors and Skilled Operators* - 0.8% (textile processing supervisors, petroleum, gas and chemical process operators etc.)
3. *Senior Management Occupations* - 0.8%
4. *Labourers in the Primary Industry* - 1.1%
(harvesting labourers, logging and forestry labourers etc.)
5. *Technical and Skilled Occupations in Health* - 1.2%
6. *Technical and Skilled Occupations in Art, Culture, Recreation and Sport* - 1.2%
7. *Professional Occupations in Business and Finance* - 1.2%
8. *Paraprofessional Occupations in Law, Social Services, Education & Religion* - 1.3%
9. *Trades Helpers, Construction Labourers and Related Occupations* - 1.4%
10. *Assisting Occupations in Support of Health Services* - 1.4%

Occupations in the Board Area with greater concentration than the provincial labour force Specialization:

- Skilled Occupations in Primary Industry
- Intermediate Occupations in Primary Industry
- Processing And Manufacturing Machine Operators and Assemblers
- Trades and Skilled Transport and Equipment Operators

0ccupations in the Board Area with lower concentration than the provincial labour force:

- Professional Occupations in Natural and Applied Sciences
- Professional Occupations in Business and Finance
- Senior Management Occupations
- Professional Occupations in Art and Culture
- Clerical Occupations

Occupations Experiencing Substantial Growth in the Local Board Area Between 1996 and 2001 (note: Ontario Values are included for comparison)

- *Paraprofessional Occupations in Law, Social Sciences, Education and Religion* (paralegal and related occupations, community and social service workers, instructors and teachers of persons with disabilities etc.) - 68% compared to 123% in Ontario
- *Professional Occupations in Business and Finance* (auditors, accountants and investment professionals) - 94% compared to 86% in Ontario
- *Technical Occupations Related to Natural and Applied Sciences* (chemical technologists and technicians, conservation fishery officers, industrial instrument technicians and mechanics) - 57% compared to 48% provincially

- *Senior Management Occupations* experienced a 64% compared to 51% in Ontario
- *Intermediate Occupations in Transport, Equipment Operation, Installation and Maintenance* - 36% compared to 27% in Ontario

Occupations Experiencing a Decline in the Local Board Area Between 1996 and 2001
(note: Ontario values are included for comparison)

- *Clerical Occupations* – (-) 3% locally and (-) 7% in Ontario
- *Trades Helpers, Construction Labourers and Related Occupations* - (-) 26% locally and 28% in Ontario
- *Intermediate Occupations in the Primary Industry* (logging and forestry workers, general farm workers, fishing vessel deckhands etc.) - (-) 13% locally and (-) 23% in Ontario
- *Skilled Occupations in Primary Industry*- (-) 6% in the local board area and (-) 9% in Ontario

In 1991 the dominant occupational category in the local board area was “Trades And Skilled Transport and Equipment Operators.” For 1996, the most dominate occupation was “Intermediate Sales and Service Occupations,” with “Trades And Skilled Transport and Equipment Operators” falling to second place. However, as of 2001, “Trades And Skilled Transport and Equipment Operators” once again took the top-spot.

4.6 EMPLOYMENT BY INDUSTRY

The occupational profiles discussed above refer to the types of jobs in which the people of the local board area are employed. The industrial employment profiles to be discussed below provide information on the types of economic activities that exist in the local board area. These activities create the demand for the various occupations profiled above, and determine the economic structure of the local board area.

Most Important Industries in the Local Board Area:
The following five industries account for more than 60% of all employment in the local board area:

- Manufacturing (18%)
- Retail trade (11%)
- Agriculture, Forestry, Fishing and Hunting (10%)
- Health Care and Social Assistance (10%)
- Construction (7%)
- Accommodation and Food Services (7%)

Comparing the Local Board Area to Ontario
One method of making comparisons between the local board area and the province generally, with respect to employment by industry, is to use “indices of relative specialization” for all industries that generate employment in the local board area. These indices are simply the ratio of the proportion of total employment accounted for by a given industry in the local board area to the proportion of total employment accounted for by the same industry provincially. An index larger than 1.0 indicates an industry in which the local board area is more specialized than Ontario. Likewise, those local board area industries exhibiting an index that is less than 1.0 represent those industries in which the local board area is less specialized than the province.

Top 5 Industries of Specialization in the Local Board Area in 1996 (using indices of specialization):

- Agriculture, forestry, fishing and hunting (4.8)
- Utilities (3.4)
- Mining and oil and gas extraction (1.4)
- Construction (1.3)
- Manufacturing (1.1)

The figures above emphasize the relative importance of primary activities (largely agricultural) in the local board area. Specifically, "Agriculture, Forestry, Fishing and Hunting" exhibits an index of 4.9 in 2001. In other words, the share of all employment in the local board area that is accounted for this industry division is nearly five times as large as the same share provincially. Bruce-Grey is clearly more specialized than is Ontario in primary activities.

4.7 PLACE OF WORK FOR LOCAL BOARD AREA RESIDENTS

More than 87% of the resident labour force in the local board area also worked in the local board area. After the local board area itself, the next most important destination for journey to work trips by local board area residents was the "Waterloo-Wellington" Training and Adjustment Board (4%). This pattern has not changed measurably since 1996.

4.8 EARNED INCOME BY OCCUPATION AND GENDER IN THE LOCAL BOARD AREA

- Earned income for women averaged only 72% of that for men across all occupations
- The difference between Male and Female income levels reached a maximum in "Labourers in Primary Industry" and "Professional Occupations in Health" (with Female incomes at 38% and 42% of Male incomes respectively).
- Females did not earn more than males in any occupational categories; however the gap between income levels was smallest for Paraprofessional Occupations in Law, Social Services, Education and Religion (87%), and, Professional Occupations in Social Science, Education, Government Services and Religion (86%).

5 SUMMARY OF PROFILE FINDINGS BY COUNTY

Tables 11 to 15 present labour force activity data for the general labour force and major components of the census divisions (i.e., counties) that make up the local board area.

5.1 PERTH COUNTY LABOUR FORCE ACTIVITY PATTERNS IN 2001 (TABLE 11)

- Aboriginals exhibited an unemployment rate (14.9%) that was nearly four times greater than the Perth County general labour force overall.
- Perth County youth exhibited an unemployment rate that was double that for the overall board labour force.
- Francophones exhibited the lowest unemployment rate.
- Visible Minorities and Youths have the highest participation rates, which are also higher than the their respective components in the local board area labour force

- Perth County experienced a lower unemployment rate overall (3.8%) compared to the entire local labour board area (4.5%).

Table 11: Labour Force Activity Patterns of General Labour Force and Components, 2001: Perth County

		Immigrants				Visible							
	All Groups	1996-2001	%	Women	%	Minorities	%	Aboriginals	%	Francophones	%	Youth (15-24)	%
Total Labour Force Activity	57025	365	0.6%	29215	51.2%	1165	2.0%	305	0.5%	420	0.7%	10285	18.0%
In the Labour Force	41460	255	0.6%	19290	46.5%	865	2.1%	235	0.6%	310	0.7%	8325	20.1%
Employed	39895	240	0.6%	18475	46.3%	810	2.0%	200	0.5%	300	0.8%	7580	19.0%
Unemployed	1565	15	1.0%	810	51.8%	60	3.8%	35	2.2%	0	0.0%	745	47.6%
Not in the Labour Force	15560	105	0.7%	9920	63.8%	290	1.9%	70	0.4%	110	0.7%	1960	12.6%
Participation Rate	72.7	69.9		66		74.2		77		73.8		80.9	
Employment Rate	70	65.8		63.2		69.5		65.6		71.4		73.7	
Unemployment Rate	3.8	5.9		4.2		6.9		14.9		0		8.9	

5.2 HURON COUNTY LABOUR FORCE ACTIVITY FOR 2001 (TABLE 12)

- Francophones within Huron County demonstrate a significantly lower participation rate relative to all other components of the labour force (47.2%)
- Huron County Francophones also have a lower participation rate than the Francophone component of the overall local board area (59.7%)
- Aboriginals have the highest unemployment rate of all equity groups in the county (10.3%); however, this is slightly lower than the Aboriginal unemployment rate in the local board area overall (11.3%).
- Visible Minorities and Immigrants have the highest employment rates at 73.7% and 73.8% respectively. Immigrants also have the lowest unemployment rate (3.2%).
- Huron County does not differ substantially from the local board area as a whole in terms of unemployment rates exhibited by the labour force as a whole, or for individual labour market components.

Table 12: Labour Force Activity Patterns of General Labour Force and Components, 2001: Huron County

		Immigrants				Visible							
	All Groups	1996-2001	%	Women	%	Minorities	%	Aboriginals	%	Francophones	%	Youth (15-24)	%
Total Labour Force Activity	46635	420	0.9%	23665	50.7%	495	1.1%	200	0.4%	445	1.0%	7995	17.1%
In the Labour Force	31755	310	1.0%	14460	45.5%	365	1.1%	145	0.5%	210	0.7%	6345	20.0%
Employed	30465	300	1.0%	13815	45.3%	340	1.1%	130	0.4%	205	0.7%	5760	18.9%
Unemployed	1285	10	0.8%	650	50.6%	20	1.6%	15	1.2%	10	0.8%	585	45.5%
Not in the Labour Force	14880	110	0.7%	9205	61.9%	130	0.9%	55	0.4%	235	1.6%	1650	11.1%
Participation Rate	68.1	73.8		61.1		73.7		72.5		47.2		79.4	
Employment Rate	65.3	71.4		58.4		68.7		65		46.1		72	
Unemployment Rate	4	3.2		4.5		5.5		10.3		4.8		9.2	

5.3 BRUCE COUNTY LABOUR FORCE ACTIVITY IN 2001(TABLE 13)

- Immigrants and Aboriginals have the highest participation rates in Bruce County, at 63.4% and 61.5% respectively.
- Visible Minorities have the highest unemployment rate of all groups at 14.5%, which is significantly higher than the unemployment rate for visible minorities in the overall local board area.
- Immigrants have a 0% unemployment rate, but are also the smallest subgroup, at 0.4% of the general labour force of Bruce County.

- Bruce County's unemployment rate is similar to that of the overall local board area.

Table 13: Labour Force Activity Patterns of General Labour Force and Components, 2001: Bruce County

	All Groups	Immigrants 1996-2001	%	Women	%	Visible Minorities	%	Aboriginals	%	Francophones	%	Youth (15-24)	%
Total Labour Force Activity	51220	205	0.4%	25960	50.7%	455	0.9%	1260	2.5%	600	1.2%	8275	16.2%
In the Labour Force	32965	130	0.4%	15050	45.7%	275	0.8%	775	2.4%	345	1.0%	6100	18.5%
Employed	31515	125	0.4%	14335	45.5%	235	0.7%	680	2.2%	315	1.0%	5435	17.2%
Unemployed	1455	0	0.0%	715	49.1%	40	2.7%	95	6.5%	30	2.1%	665	45.7%
Not in the Labour Force	18250	80	0.4%	10910	59.8%	180	1.0%	485	2.7%	255	1.4%	2175	11.9%
Participation Rate	64.4	63.4		58		60.4		61.5		57.5		73.7	
Employment Rate	61.5	61		55.2		51.6		54		52.5		65.7	
Unemployment Rate	4.4	0		4.8		14.5		12.3		8.7		10.9	

5.4 GREY COUNTY LABOUR FORCE ACTIVITY IN 2001(TABLE 14)

- Immigrants have the highest participation rate of all the county labour market components (80%).
- Youth have the highest unemployment rate at 12.5%, which is higher than the Grey County general labour force and higher than the youth unemployment rate for the overall local board area.
- Aboriginals have the lowest unemployment rate at 1.9%, while Francophones have the second highest unemployment rate at 9.5%.
- The overall county unemployment rate (5.4%) is slightly higher than that of the local board area unemployment rate (4.5%).

Table 14: Labour Force Activity Patterns of General Labour Force and Components, 2001: Grey County

	All Groups	Immigrants 1996-2001	%	Women	%	Visible Minorities	%	Aboriginals	%	Francophones	%	Youth (15-24)	%
Total Labour Force Activity	71295	200	0.3%	36570	51.3%	600	0.8%	810	1.1%	765	1.1%	10960	15.4%
In the Labour Force	45610	160	0.4%	21485	47.1%	345	0.8%	530	1.2%	525	1.2%	7555	16.6%
Employed	43165	150	0.3%	20210	46.8%	315	0.7%	515	1.2%	475	1.1%	6615	15.3%
Unemployed	2450	10	0.4%	1275	52.0%	30	1.2%	10	0.4%	50	2.0%	945	38.6%
Not in the Labour Force	25690	40	0.2%	15085	58.7%	255	1.0%	290	1.1%	245	1.0%	3405	13.3%
Participation Rate	64	80		58.8		57.5		65.4		68.6		68.9	
Employment Rate	60.5	75		55.3		52.5		63.6		62.1		60.4	
Unemployment Rate	5.4	6.2		5.9		8.7		1.9		9.5		12.5	

5.5 SIMCOE COUNTY LABOUR FORCE ACTIVITY IN 2001 (TABLE 15)

- The Youth and Visible Minority components have the highest participation rates (71.3% and 71.6% respectively).
- Youth also have the second highest unemployment rate in the county labour force at 11.6%, which is higher than the Simcoe County general labour force rate and higher than the youth unemployment rate for the overall local board area.
- Aboriginals have the highest unemployment rate of all subgroups at 11.8%. This is similar to the unemployment rate of the Aboriginal component in the local board area.
- The unemployment rate (5.2%) is slightly higher than that of the local board area unemployment rate (4.5%).

Table 15: Labour Force Activity Patterns of General Labour Force and Components, 2001: Simcoe County

	All Groups	Immigrants 1996-2001	%	Women	%	Visible Minorities	%	Aboriginals	%	Francophones	%	Youth (15-24)	%
Total Labour Force Activity	292000	2035	0.7%	149175	51.1%	7965	2.7%	6745	2.3%	9865	3.4%	45760	15.7%
In the Labour Force	198610	1305	0.7%	92675	46.7%	5705	2.9%	4695	2.4%	6280	3.2%	32625	16.4%
Employed	188210	1175	0.6%	87020	46.2%	5365	2.9%	4135	2.2%	5920	3.1%	28845	15.3%
Unemployed	10400	130	1.3%	5655	54.4%	345	3.3%	555	5.3%	360	3.5%	3780	36.3%
Not in the Labour Force	93395	725	0.8%	56505	60.5%	2265	2.4%	2045	2.2%	3590	3.8%	13140	14.1%
Participation Rate	68	64.1		62.1		71.6		69.6		63.7		71.3	
Employment Rate	64.5	57.7		58.3		67.4		61.3		60		63	
Unemployment Rate	5.2	10		6.1		6		11.8		5.7		11.6	

6 EQUITY GROUPS: TRENDS, ISSUES AND OPORTUNITIES

6.1 ABORIGINALS

Trends: Profile Findings For Aboriginals in the Local Board Area

Aboriginals and Education and Skills Attainment Level

- *Less than grade 9:* Aboriginals are over-represented for both 1996 and 2001, but the share has decreased
- *Grades 9-13:* Aboriginals are significantly over-represented and the degree of over-representation has not decreased significantly.
- *University:* Aboriginals have shown an increased share, but still continue to be significantly under-represented.

Aboriginals and the Labour Force Activity:

- The Aboriginal component experienced a marked drop in its unemployment rate, from 26.2% in 1996 to 11.3% 2001.
- The Aboriginal group experienced an increase in employment rate from 47.2% in 1996 to 59.1% in 2001.

Aboriginals and Employed Labour Force Activity

- Aboriginals are over-represented in several occupations most notable in Skilled Sales and Service Occupations, Intermediate Sales and Service Occupations, Elemental Sales and Service Occupations, Trades And Skilled Transport and Equipment Operators, and Intermediate Occupations in Transport, Equipment Operation, Installation, and Maintenance.
- Aboriginals are under-represented in many occupations, most notably in Middle and other Management Occupations, Skilled Administrative and Business Occupations, Clerical Occupations, and Skilled Occupations in Primary Industry.

6.2 FRANCOPHONES

Trends: Profile Findings For Francophones in the Local Board Area

Francophones and Education and Skills Attainment Level

- *Less than grade 9:* The proportion of Francophones with less than grade 9 education has decreased.

- *Trades Certificate of Diploma:* Francophones are over-represented, but the degree of over-representation has decreased.
- *University*: Francophones have shown an increased share, but still continue to be significantly under-represented.

Francophones and Employed Labour Force Activity

- Francophones are over-represented in several occupations, most notably in Senior Management Occupations, Middle and other Management Occupations, Professional Occupations in Natural and Applied Sciences, Professional Occupations in Social Science, Education, Government Services and Religion, Skilled Sales and Service Occupations, Trades And Skilled Transport and Equipment Operators
- This equity group is under-represented in most occupations, most notably in Elemental Sales and Service Occupations, Intermediate Occupations in Transport, Equipment Operation, Installation, and Maintenance, Skilled Occupations in Primary Industry

Francophones and Labour Force Activity:

- In 2001, the Francophone component exhibited the lowest participation rate (59.7%); the lowest employment rate (55.7%); and the third lowest unemployment rate at 6.3%
- The Francophone component was the only group to show a decrease in labour force participation rate.

6.3 IMMIGRANTS

Trends: Profile Findings For Immigrants in the Local Board Area

Immigrants and Education and Skills Attainment Level

- *Less than grade 9:* Immigrants are over-represented for both 1996 and 2001
- *University:* Immigrants are over-represented for both 1996 and 2001.
- *Other Non-University Education:* Immigrants are over-represented for both 1996 and 2001.

Immigrants and Labour Force Activity:

- The Immigrant component experienced higher participation rates than that of the total employed labour force in 2001.
- Immigrants to the local board area, exhibited the lowest unemployment rate amongst all components at 3.6%, compared to 4.5% for the overall local labour board area employed labour force in 2001.

Immigrants and Occupational Structure in 1991:

- Immigrants show over representation in Professional Occupations in Natural and Applied Sciences, Skilled Occupations in Primary Industry and Intermediate Occupations in Primary Industry
- They are under represented in most occupations including Clerical Occupations, Intermediate Sales and Service Occupations, Elemental Sales and Service Occupations, Trades and Skilled Transport and Equipment Operators, and Intermediate Occupations in Transport, Equipment Operation, Installation, and Maintenance

6.4 OLDER WORKERS

Trends: Profile Findings for Older Workers in the Local Board Area

Older Workers and Age/Occupational Structure of the Labour Force:

- Nearly all occupations (24 out of 26) experienced an increase in the share workers who were aged 45 years and older, with the most noteworthy increase occurring in Technical Occupations Related to Natural and Applied Sciences" (biological technicians and technologists, conservation and fishery officers, construction estimators, industrial designers etc.), which increased from 25.4% in 1996 to 38.2% in 2001 (an increase of 50%).
- The majority of occupations experienced an increase in the proportion of workers older than 45 years of age, with the most noteworthy increase in Labourers in Primary Industry (harvesting labourers, mine labourers, landscaping and grounds maintenance labourers, forestry and logging labourers etc.), which increased from 1.5% in 1996 to 5.3% in 2001 (an increase of 253% in only 5 years).
- 8 occupations experienced a decrease in the proportion of older workers; the most noteworthy was Professional Occupations in Business and Finance (financial auditors and accountants, securities agents, investment dealers and brokers, specialists in human resources etc.), which decreased from 9.5% in 1996 to 3.6% in 2001 (a decrease of 62% in 5 years).
- Nearly all occupations in the local board area exhibit greater representation of older workers in comparison to Ontario.
- The majority of occupational groups in Bruce Grey experienced an increase in the proportion of workers aged 55 years and older. Examples include the following:
    - Technical Occupations Related to Natural and Applied Sciences experienced a 109% increase (biological technicians and technologists, conservation and fishery officers, construction estimators, industrial designers etc.)
    - Senior Management Occupations, where the increase was 78%
    - Labourers in Primary Industry experienced an increase of 77% (harvesting labourers, mine labourers, landscaping and grounds maintenance labourers, forestry and logging labourers etc.)
- 5 occupations exhibited a declining proportion of older workers. However the decreases experienced in these occupations were generally much smaller in comparison to the increases experienced by the remaining occupational categories.

Despite the fact that most occupations in Bruce Grey experienced growth in the youngest age group between 1996 and 2001, the data for older workers suggest quite powerfully that the employed labour force of Bruce Grey is getting older faster than is its provincial counterpart.

6.5 PERSONS WITH DISABILITIES

Trends

- The proportion of the population with some form of disability is increasing. In part, this is the result of the demographic shift – our population is aging. However, there is some evidence to suggest that the incidence of physical, developmental, or mental disability is increasing in younger cohorts of the population as well.
- Overall, persons with disabilities have limited access to personal computers. In 2000, 57.8% of people with disabilities did not have a personal computer compared to 37.2% of

people without disabilities. Age may be a factor in this issue. The rates of personal computer ownership, the extent of computer usage, and access to the Internet are very connected.

- In general, persons with disabilities receive lower wages for the same work in comparison to persons without disabilities. Young women with disabilities (16-34 years of age) earn the lowest rate of pay, on average, of the various sub-groups. While wages increased for the general population in the '90's, the wages of people with disabilities fell, except for people with disabilities who had post-secondary education.

Issues

- Persons with Disabilities also have to deal with disincentives to seeking employment created by bureaucratic support structures. Persons with disabilities also face financial risk in undertaking training. In many cases, these individuals have to use the student loan system, in spite of the reality that the burden and risk implied by incurring such debt is that much higher than for students in general.
- Lack of awareness on the part of employers is another barrier to employment—there is a great deal of misperception about the abilities of individuals, the extent of workplace accommodation required, and the availability of workplace accommodation assistance.
- Lack of information was another barrier; government support and funding programs were often identified as having particularly poor access to information.
- In general, there is a lack of funding for support, training, placement, awareness and promotion, and transportation programs.
- Inadequate or nonexistent access to reliable and affordable transportation is one of the most persistent barriers facing this equity group and it continues to be identified year after year.

Opportunities

- Removing barriers and disincentives to work for persons with disabilities could help to address the skilled worker shortage occurring across much of the economy. This reality may apply particularly to the growing array of information technology occupations.

6.6 VISIBLE MINORITIES

Trends: Profile Findings For Visible Minorities in the Local Board Area

Visible Minorities and Education Attainment Level:

- *Less than grade 9*: The percentage of visible minority individuals with less than a grade 9 education has decreased since 1996, but is still over-represented in 2001.
- *University*: Visible minorities have shown an increase in the number of individuals with a university education, and this group demonstrates attainment at this level that exceeds the overall population.i

Visible Minorities and Employed Labour Force Activity:

- Occupational over-representation for this group is most notable in Middle and other Management Occupations, Professional Occupations in Natural and Applied Sciences, Professional Occupations in Health, and Processing And Manufacturing Machine Operators and Assemblers
- Visible minorities are under-represented in most other occupations, most notably in Trades And Skilled Transport and Equipment Operators, Intermediate Occupations in

Transport, Equipment Operation, Installation, and Maintenance, and Skilled Occupations in Primary Industry.

Visible Minorities and Labour Force Activity:

- Visible minorities experienced higher participation rates than that of the total employed labour force in 2001.

Other Trends

- Current Canadian immigrants are more likely to consider settlement in locations other than major urban centres. This trend has implications for the labour market in rural and small urban environments like the training board.

Issues

- Many new immigrants often arrive with significant professional and/or technical qualifications and skills. These could be better harnessed in a labour market that is experiencing skills shortages in many sectors and will continue to do so into the near future. There is a need for certification and skills/credentials assessment and recognition that is fair and accurately represents an individual's background within the Canadian labour context. Where upgrading or skills development is required for Canadian recognition, these requirement should focus on areas where upgrading or improvement is needed, and not on the entire scope of a given profession or technical occupation.
- There is a need to continue to improve access to employment and training information that is consistent and comprehensive.

6.7 WOMEN IN THE LOCAL LABOUR FORCE AREA

Trends: Profile Findings For Women in the Local Board Area

Women and Education and Skills Attainment Level:

- *Other Non-University Education:* Women are over-represented for both 1996 and 2001.

Women and Occupational Structure in 1991:

- Women demonstrate over representation in Skilled Administrative and Business Occupations, Clerical Occupations, Assisting Occupations in Support of Health Services, Professional Occupations in Social Science, Education, Government Services and Religion, Intermediate Sales and Service Occupations and Elemental Sales and Service Occupations.
- The over-representation of women in clerical and business administrative occupations has not significantly changed since 1996.
- Women are under represented in Senior Management Occupations, Middle and other Management Occupations, Technical Occupations Related to Natural and Applied Sciences, Trades And Skilled Transport and Equipment Operators, Intermediate Occupations in Transport, Equipment Operation, Installation and Maintenance, Skilled Occupations in Primary Industry, and Processing And Manufacturing Machine Operators and Assemblers.
- The under-representation of women in many of the male-dominated professions (e.g., senior management occupations, professional occupations in the natural and applied sciences etc.) was ameliorated only slightly between 1996 and 2001.

Other Trends

- The 2001 census reveals that, at least by some measures, women have made gains in the labour market. Specifically, Statistics Canada found that the number of women managers has risen by 40% nationally since the 1996 census.
- Women have not bridged the gap in levels of compensation and benefits relative to their male counterparts performing work of equal value.
- Women continue to shoulder the bulk of the child and family care responsibilities in addition to their very significant participation in the workforce.
- Women are still significantly under-represented in the skilled trades, other technical occupations, and the technical professions. This reality is in spite of the serious current and expected future shortages of skilled workers in many of these occupations.

Issues

- The short-term, disconnected status of many government programs reduces their effectiveness and often leaves individuals feeling isolated and confused. This finding probably qualifies as an issue/concern for the equity groups in general. Unfortunately, outlook is often very short-term and programs are designed as if they are completely isolated from other government programs and the evolving nature of issues and needs.

Opportunities

- Stable funding for training and employment support programs.
- Programs that acknowledge the interconnectedness of barriers and issues.
- Programs that are administratively efficient and understandable on the part of participants.
- Consistent, comprehensive, and up-to-date information regarding programs, training opportunities, employment opportunities, and labour market conditions.

6.8 YOUTH

Trends: Profile Findings for Youth in the Local Board Area

Youth and Education and Skills Attainment Level:

- *University:* the number of Youth with university education decreased from 14.9% in 1996 to 12.7% in 2001, and youth remain under-represented for both census periods.

Youth and Labour Force Activity:

- Youth experienced higher participation rates than that of the total employed labour force in 2001.
- Youth experienced an increase in employment rate from 60% in 1996 to 67.1% in 2001.
- Youth experienced a significant decrease in its unemployment rate (from 16% in 1996 to 10.7% in 2001).

Youth and Employed Labour Force Activity:

- Youth exhibit over-representation in Elemental Sales and Service Occupations, Intermediate Sales and Service Occupations, Trades Helpers, Construction Labourers and Related Occupations, Intermediate Occupations in Primary Industry and Labourers in Primary Industry.
- Youth are under represented in most occupations, most notably in Middle and other Management Occupations, Skilled Administrative and Business Occupations,

Professional Occupations in Social Science, Education, Government Services and Religion, Trades And Skilled Transport and Equipment Operators, and Skilled Occupations in Primary Industry.

Youth and Age/Occupational Structure of the Labour Force:

- An overwhelming majority of occupations (22 out of 26) experienced an increase in the share of all workers accounted for by the 15-24 year age group, with the most noteworthy increase in Technical and Skilled Occupations in Health" (medical sonographers, cardiology technologists, denturists, dental hygienists, opticians etc.) which increased from 3.3% in 1996 to 9.4% in 2001 (an increase of 185% over the period).
- Over one half of all occupations in the local board area exhibit a larger share of workers aged 15-24 years than is the case provincially (just over one half of all occupations in the local board area exhibit a younger median age than the same occupations provincially.

Other Trends for Youth

- Youth face increasing demands, standards, and complexity in education, training, and skills development. The merits of the new secondary school curriculum remain to be proven since components are only now being implemented. Those working with youth in technical education and the skilled trades are concerned that the demands of the curriculum are limiting participation for a number of sub-groups, including academic stream students and young women. This possibility is undermining some other positive developments that have promised to increase participation in technical education.
- Ever larger numbers of baby boomers will be retiring during the next two decades. There is a clear message to employers and industry that they must become relevant to young workers in order to be able to fill the positions.
- In spite of significant changes to the education system across the country, there are indications that many youth enter the workforce with inadequate skills and distorted expectations about the nature of work.
- New immigrant youth face additional challenges as they attempt to improve their English language skills.

Issues

- Ontario youth continue to face considerable challenges as they attempt to develop skills and knowledge and enter the labour market. Entry-level skill requirements continue to increase and broaden, while the pursuit of education and training becomes more expensive.
- The reality that there are few local training facilities for small companies, coupled with the lack of training budgets for skill upgrading and training means local employment opportunities may be less beneficial and less desirable for youth.
- Local youth continue to feel the real or perceived need to move away from the area in order to obtain desired careers. In some cases, community perception of youth is also a factor deterring youth from remaining in the area.
- There is a need for programming and supports for youth with disabilities transitioning from school to work as many of these people are remaining with their families because of limited resources and staffing support necessary for them to access employment opportunities.

OTHER TOPICS: TRENDS AND ISSUES

6.9 EDUCATION

Post-Secondary Education - National and Provincial Trends

- Lack of funding for post-secondary education. Recent evidence suggests that both senior levels of government are interested in increasing funding for post-secondary education, the extent and nature of increased funding remains unclear.
- On-line education is growing
- The double cohort has place additional stress on post –secondary institutions and students

6.10 LITERACY

Trends

- Unfortunately the difficulties associated with low literacy levels are most evident within groups that already face significant employment challenges, including visible minorities, and older workers. Rural Canadians have fewer opportunities and greater barriers to overcome in attempting to improve their literacy levels.
- Literacy programs increasingly have a workplace focus.
- There continues to be controversy regarding who should pay for the cost of literacy development – individuals, employers, governments, or some combination.
- There is still a lack of awareness regarding the extent of literacy problems, and the societal benefits of improving literacy in the Canadian workforce and in Canadian society generally. Literacy remains an under funded component of national skill development and workforce improvement policy.

Opportunities and Potential Solutions

- Locally developed, bottom up approaches to learning strategies to meet the regional and local needs across the country.
- The federal government should take a lead role but development must occur at the ground level.
- Improving access to online literacy services.

6.11 SKILLED TRADES AND APPRENTICESHIP

Trends

In general, there are many commonalities in trades and apprenticeship characteristics across the province and across the country, including the following:

- For many skilled trades, the situation continues to deteriorate, and the rate of increase in shortages is likely to accelerate based on demographic realities
- Many stakeholders have been implementing programs to address the problem – and with some success
- Useful and current quantitative information regarding apprenticeships and the trades is difficult to obtain
- The industrial trades continue to experience serious shortages, with certified workers virtually "free agents" in their specific trade market. These individuals are often able to capture lucrative wages and benefits as their skills and experience are highly desired by employers.

- Despite being difficult to measure accurately, it is appears that the construction sector trades shortage is relatively severe. The outlook in this sector is particularly alarming however, because the average age of journeypersons is 50+ and the industry has a problem retaining workers, at least in part because of a traditionally severe cyclical labour demand.

Opportunities and Solutions

- Government, educators, employers, and unions are increasingly cooperating in promoting skilled trades and creating opportunities for apprenticeships.
- Awareness is slowly increasing because of the efforts of the above groups.
- Government financial incentives for technical and skilled trades training were offered as one potential means of improving apprenticeship participation and reducing the skilled trades shortage.
- The education system must find creative ways of maintaining an adequate technical education component in the curriculum, in spite of continuing funding constraints, and the time constraints experienced by students as they follow the new curriculum.

7 BROAD TRAINING AND SKILL DEVELOPMENT TRENDS AND ISSUES

- Providing greater funding for training to both individuals and employers. There is a special need to ensure that women and visible minorities have adequate funding for training and access to programs. There is also a need to make sure that persons with disabilities are able to access funding and access employment.
- Continuing to improve and maintain fundamental employment skills. Improvement in "soft" skills continues to be of special importance to employers.
- Continuing to improve technical training and provide more technical training opportunities in the school system.
- There is a need to improve human resources management practices to facilitate assessment of training needs, and to facilitate the implementation and evaluation of more effective practices.
- Providing more flexibility in the delivery of training programs - time, location, pace, etc. Information technology offers potential solutions for some types of training.
- Increasing public awareness regarding skill requirements and training opportunities across all occupations.
- Developing and promoting a training culture in individuals, employers, and government. This issue is more important than ever for several reasons, including the growing importance of information management in the economy, current labour shortages, and the effect of the demographic shift on the local board area economy.

8 LMI NEWS ARTICLES, REPORTS, DOCUMENTS, AND OTHER SOURCES

8.1 INFORMATION BY INDUSTRIAL SECTOR

Agriculture

Newspaper Articles

The Globe and Mail

Ranchers fearing economic disaster. Brent Jang. 2, 2004

Two countries, one market for cattle trade. Dawn Walton. Globe and Mail. Jan. 2, 2004

Beef ban likely to last years: Report. Dennis Bueckert (Canadian Press). Feb. 10, 2004.

Hard times for beef: Report. Dawn Walton. April 10, 2004

Kitchener-Waterloo Record

Hog producers raise flag on Schneider's sale; Farmers wary of lower prices want federal Competition Bureau to block sale to Maple Leaf Foods. Christian Aagaard. Dec. 23, 2003.

Probed meat packers eye Owen Sound plan. *Brian Caldwell. Jan. 16, 2004.*

The Toronto Star

Family farms at risk Full impact of `mad cow' sinks in Owner `worries about paying bills. Roberta Avery. Mar. 29, 2004.

Some good news from mad cow: No one would claim BSE has been a positive thing, but it has spurred some needed creative thinking. Laura Rance. Nov. 25, 2003.

Goderich Signal-Star

Many see farm relief as band-aid: While Huron County beef farmers might be better off than those in Bruce and Grey counties many are still regarding the nearly $1 billion in federal farm aid announced last week as “a small band-aid.” Susan Hundertmark. March 31, 2004.

Other

Beyond the Pale Green: Activists and small-scale farmers are going "beyond organic" to push local foods. Michelle Nijhuis. Grist Magazine. 12 Nov 2003 (http://www.gristmagazine.com/maindish/nijhuis111203.asp?source=weekly)

Future Farmers Require a Strong Education. Tania Bennett. Bridges.com

*Stay, grow or go: Farmers urged to keep up with rapidly changing socie*ty. Ralph Pearce. Stratford Beacon Herald.

Manufacturing Sector: Automotive Manufacturing

News Articles

Kitchener-Waterloo Record

Business & Industrial Review, Stratford Beacon Herald

Dresden move had been 'very positive'. Cory Smith. Mar. 9, 2004.

Four vacant factories: City official remain optimistic about industrial prospects. Mar. 9, 2004

Stratford Beacon Herald

A real blow. April 13, 2004

Toronto Star

Automakers must change their ways. Shaun-Patrick Stensil. Feb. 16, 2004.

Auto-parts exports to U.S. soar to record $18.7 billion. Feb. 28, 2004.

Auto-parts sector adds 5,000 jobs to economy. Tony Van Alphen. Mar. 12, 2004.

CN strike curbs auto output. Tony Van Alphen. Feb. 25, 2004.

Honda set to go alone in Ontario; Says it won't tap $500 million fund. Tony Van Alphen. Apr. 23, 2004.

Incentives fail to lift auto sales. Tony Van Alphen. Apr. 1, 2004.

Japanese giving drivers what they want. Tony Van Alphen. Apr. 15, 2004.

New vehicle sales worst in January since 1998. Feb 4, 2004.

Report on Business, Globe and Mail:

A bold, new course for Magna. Greg Keenan. Apr. 20, 2004.

Auto makers see February sales slide. Greg Keenan. Mar. 2, 2004.

Ford wants government help. Greg Keenan, and Simon Tuck. Feb. 26, 2004.

Parts makers target China's auto boom. Greg Keenan. Mar. 4, 2004.

Ontario to lure leading-edge auto plants. Murray Campbell, Greg Keenan and Simon Tuck. Apr. 14, 2004.

Ottawa takes the slow lane; Won't have policy until end of year. Greg Keenan. Apr. 16, 2004.

Manufacturing Sector – All Other Sub-Sectors

News Articles

Kitchener-Waterloo Record

Steel industry braces for job cuts; fierce competition from U.S. puts Canadian mills in cost-cutting mode. Dec 27, 2003.

Health Care

News Articles

Kitchener-Waterloo Record

Hospitals strive for some balance; take turns accepting ambulances. Anne Kelly. Jan 20, 2004.

Round-the-clock staffing cuts ambulance response times. Pat Halpin. Feb 3, 2004.

Bruce County mayors want health office to stay. Pat Halpin. Mar 19, 2004.

Hospital eliminates 5 nursing jobs. Mar 20, 2004.

Goderich Signal-Star

AMGH medical staff issues 'red alert': Stressed and facing burnout, medical staff at Alexandra Marine and General Hospital issued a 'red alert' warning to hospital board members regarding orphan inpatient care in Goderich. Jennifer Hubbard. April 28, 2004

Education

Documents

Health Human Resource Pressures in Grey Bruce Huron Perth: Current and Future Strategies for Recruitment, Retention & Redeployment. Grey Bruce Huron Perth DHC. April 2003.

News Articles

Toronto Star

McGuinty staking it all on education upgrade. Caroline Mallan And Tess Kalinowski. Apr. 23, 2004.

Liberals to limit classes to 20 students. Caroline Mallan. Apr. 22, 2004.

Report suggests more cash for Ont. Education. Keith Leslie. Apr. 16, 2004

Budget '04: Student 'nest egg. Les Whittington Mar. 23, 2004.

Federal student aid helps rich, economists say. James Daw. Mar. 16, 2004.

Strike averted at Ontario community colleges. Mar. 2, 2004. (Canadian Press).

Ontario trails U.S. in degrees. Kristin Rushowy Feb. 27, 2004.

Tuition pledge stands: Liberals. Richard Brennan, Robert Benzie, And Caroline M Ailan
Feb. 25, 2004.

Overhaul planned for student loan program Caroline Mallan Jan. 17, 2004.

Province announces $120M for autistic kids; new spending doubles budget for dealing with condition. Gillian Livingston, Canadian Press. Mar. 26, 2004.

Martin pledges `to work with regions'; Vows to support small universities. Graham Fraser Mar. 16, 2004.

Deficit won't derail education: Kennedy. Mar. 15, 2004. (From Canadian Press).

School bus operators want $40M raise. Mar. 10, 2004. (Canadian Press).

Education talks exclude many; No seat at table for private schools, some parent groups. Ian Urquhart. Mar. 6, 2004.

Certificate rewards job skills, not marks. Kristin Rushowy. Feb. 20, 2004.

Opposition presses Liberals on education promises. Feb. 10, 2004. (Canadian Press).

Parents seek injunction to let students graduate. Feb. 8, 2004. (Canadian Press).

Putting education first may be costly, minister says. Jan. 29, 2004. (Canadian Press).

Globe and Mail

Jobs picture improves for ordinary Joes. Bruce Little. Apr. 19, 2004.

Education: Higher learning gets attention. Allison Dunfield. Mar. 23, 2004.

Kitchener-Waterloo Record

Ontario to drop teacher testing. Dec. 20, 2003.

Grade 10 test scoring 'flawed'. Jan 12, 2004.

4-year high school gets failing grade: 25% of students who initiated new program in Grade 9 are unlikely to graduate, prof says. Jan 24, 2004.

Education funds aimed at easing accessibility. Les Whittington. Feb. 3, 2004.

Bluewater students excel at math. Feb. 19, 2004.

Stratford Beacon Herald

Nancy Campbell moving to London: City working to keep school here. *Nick Horton. April 20, 2004.*

Wholesale and Retail Trade

News Articles

Stratford Beacon Herald – Business & Industrial Review

Stratford store to be 'working lab' for new concept: Sears' new location to open at end of May. March 9, 2004.

8.2 EQUITY GROUP INFORMATION

News Articles

Kitchener-Waterloo Record

Immigrants need more help. Carol Goodwin. Jan 21, 2004.

Labour crisis puts pensions at risk; Retirement, immigration among policies that must change: agency. Jan 27, 2004.

Number of working women soars; Canada tied with U.S. for second among major industrialized countries at 71%. Mar 10, 2004.

Older workers led the way in job gains. Jan 24, 2004.

Ontario to scrap retirement at 65. Jan 30, 2004.

Rich countries powerful lure for job-seeking immigrants. Jan 22, 2004.

Stratford Beacon Herald

Choosing career can be tough job: Workshop at high school looks at avenues to careers in industrial sector. Sharon Malvern. April 21, 2004

8.3 INFORMATION ON OTHER TOPICS

News Articles

Kitchener-Waterloo Record

Canada takes a hit on tourism: Travel deficit worst in a decade; double whammy from high loonie. Feb 26, 2004.

Stratford Festival receives $5M gift. Mar. 4, 2004.

High school diploma means little if basics aren't covered. Howard Burton. Feb 16, 2004.

Literacy program gets $1 million in funding. Mar. 15, 2004.

Bruce considers adding reactors. Jan. 30, 2004.

Bruce plants win licence for five years. Mar. 13, 2004.

Goderich Signal-Star

Poverty numbers in Huron concern service agencies: With approximately one in 10 people in Huron County living in poverty. Jennifer Hubbard. December 3, 2003.

Stratford Beacon Herald

Keeping tourists in the county. April 13, 2004.

Company has mineral rights to 240,000 acres in Perth: Zinc mining potential outlined. Heather Rivers-Harron. April 20, 2004.

Seaforth Huron Expositor

Shakespeare expected to tour Seaforth as part of regional tourism project. Susan Hundertmark. April 14, 2004.

Business, Government, and Environment Key Issues in Recent Community Survey. Susan Hundertmark. April 21, 2004.

The Stratford City Gazette

Hospitality School Considered for City. Tori Sutton March 26, 2004.

Clinton News-Record

Land sought for wind turbines: 22 Degree Energy Corp. is banking on the notion the Municipality of Central Huron has a lot of creative energy - of the wind variety, that is. Cheryl Heath. April 21, 2004.

8.4 LABOUR MARKET INFORMATION RESOURCES

Human Resources and Skills Development Canada (HRSD)

1. Main page: http://www.hrsdc.gc.ca/en/home.shtml
2. Ontario monthly labour market information: http://www.hrsdc.gc.ca/en/on/lmi/eaid/bulletin/lmb.shtml
3. Main labour market information site: http://www.labourmarketinformation.ca/standard.asp?pcode=lmiv_main&lcode=E
4. Youth career, employment and training information site: http://youth.gc.ca/yoaux.jsp?auxpageid=626?=en&flash=1

Statistics Canada Labour Market, Economic, Industrial and Social Information

1. Statistics Canada main page: http://www.statcan.ca/start.html
2. Census data and information: http://www12.statcan.ca/english/census01/home/index.cfm
3. CANSIM (online statistical data – fee-based): http://cansim2.statcan.ca/cgi-win/cnsmcgi.exe?CANSIMFile=CII/CII_1_E.HTM&RootDir=CII/
4. Census of Agriculture: http://www.statcan.ca/english/agcensus2001/index.htm

Ontario Ministry of Training, Colleges and Universities (MTCU)

1. Main site for training and jobs: http://www.edu.gov.on.ca/eng/training/training.html
2. Directory of local training boards in Ontario: http://www.localboards.on.ca/
3. Current Labour Market Info Gateway: http://www.edu.gov.on.ca/eng/career/labmark.html

General Labour Market and Employment Information Sites

1. Ontario Job Futures: http://www1.on.hrdc-drhc.gc.ca/ojf/ojf.jsp?lang=e&section=Welcome&noc=0000