

Workforce Focus

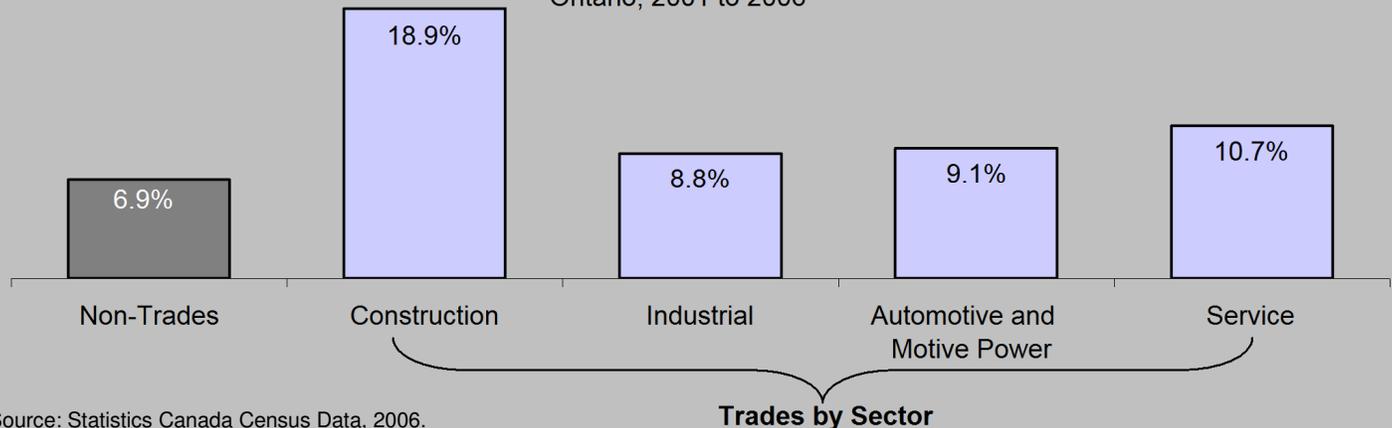
From the Bruce Grey Huron Perth Georgian Triangle Training Board

In this Issue:
Skilled Trades

- Growth
- Demand
- Trends

Employment Growth

Ontario, 2001 to 2006



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.
- Ontario Youth Apprenticeship Program allows high school students to work on 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

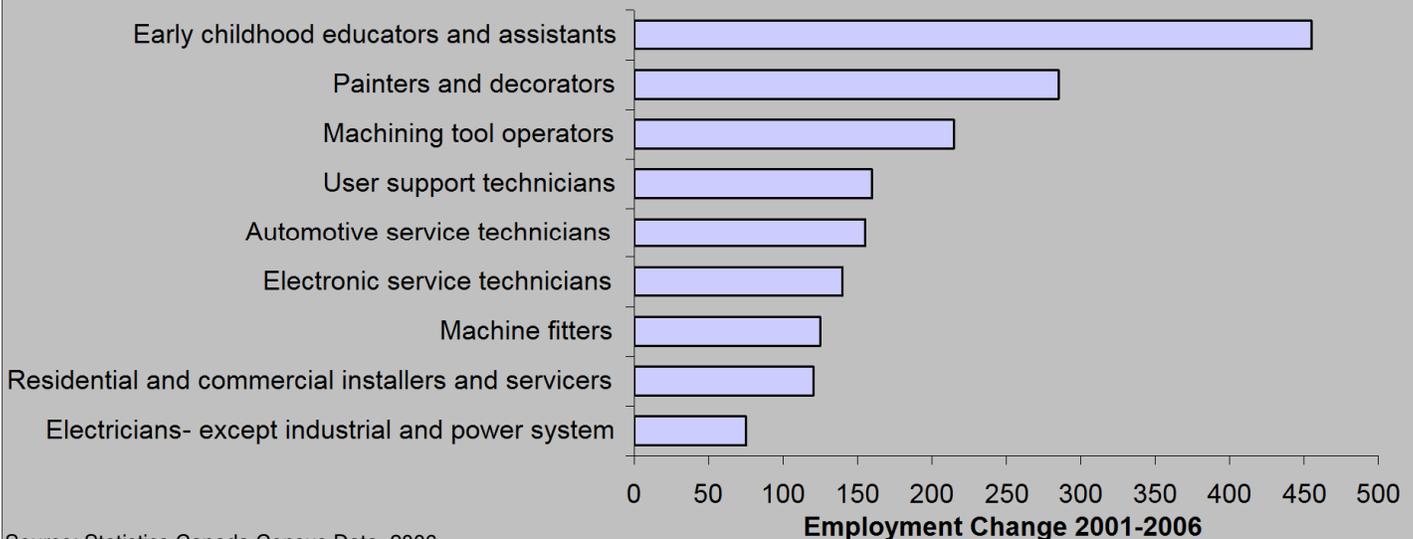
The well-known increase in education levels seen across all occupations has also been seen in the trades. In Ontario, 58% of people working in the trades occupations have a post secondary education.

Source: Statistics Canada Census Data, 2006.



Top 10 Growth Trades

Bruce-Grey-Huron-Perth-Georgian Triangle, 2001-2006



Source: Statistics Canada Census Data, 2006.

Early child educators and assistants were the largest growing trades occupation in this region from 2001 to 2006, gaining approximately 455 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 1.03. The following local trades have a low replacement ratio:

Replacement ratio (1.0 = Full replacement)

Bruce-Grey-Huron-Perth-Georgian Triangle, 2006

Industrial instrument technicians / mechanics	0.24
Sheet metal workers	0.42
Heavy-duty equipment mechanics	0.45
Machine fitters	0.47
Machinists and tooling inspectors	0.49
Industrial electricians	0.53
Cabinetmakers	0.54
Electrical power line and cable workers	0.57
Floor covering installers	0.57
Heavy equipment operators (except crane)	0.60
Butchers, meat cutters and fishmongers	0.75
Bakers	0.75

Source: Statistics Canada Census Data, 2006.

Local Concentration

Trades employment collectively represents a slightly higher than 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)

Bruce-Grey-Huron-Perth-Georgian Triangle, 2006

Elevator constructors and mechanics	0.22
Tiles setters	0.31
User support technicians	0.47
Jewellers, watch repairers and related	0.58
Electronic service technicians (household and business equipment)	0.63
Telecommunications line and cable workers	0.64
Blacksmiths and die setters	0.65
Aircraft mechanics and aircraft inspectors	0.67
Refrigeration and air conditioning mechanics	0.68
Drafting technologists and technicians	0.68
Insulators	0.70
Waterworks and gas maintenance workers	0.74
Steamfitters, pipefitters and sprinkler system installers	0.76

Source: Statistics Canada Census Data, 2006.

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