

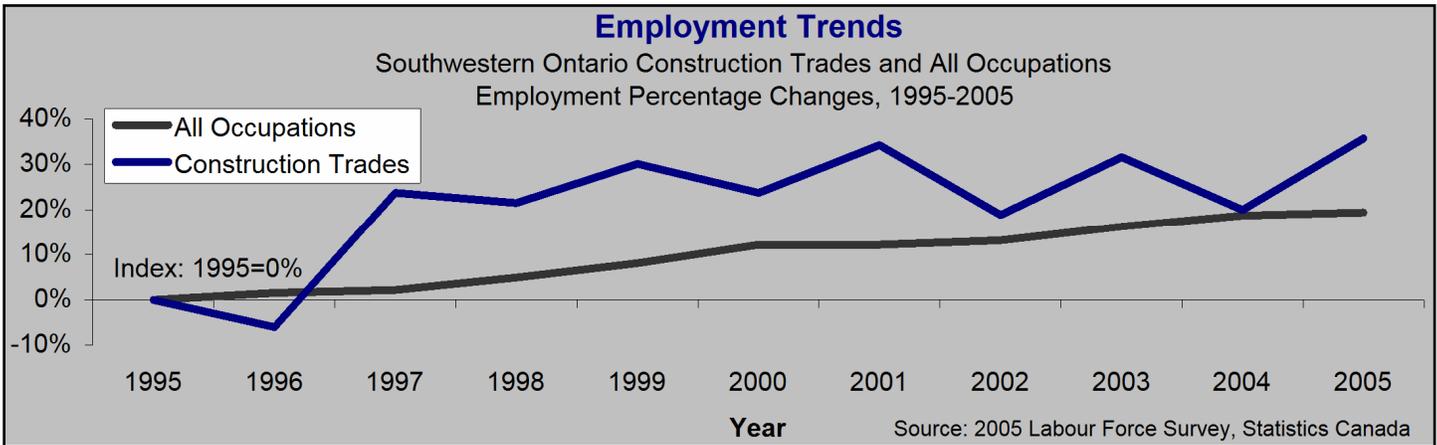
Workforce Focus

From the Bruce Grey Huron Perth Georgian Triangle Training Board

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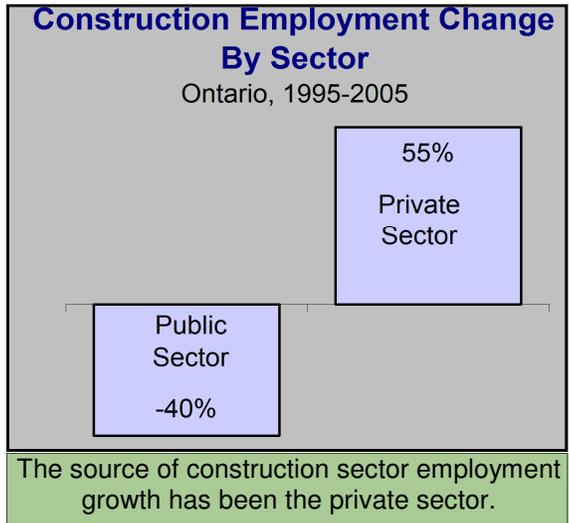
- Potential shortages
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Employment Volatility

Though employment in regional construction has outgrown that of the overall economy, it is a much less stable sector. Volatility in employment makes it difficult to attract workers and expensive to sustain training systems that require investment in equipment and materials and face extended periods of underutilization. Training systems, like most parts of construction, face an extraordinary level of risk.

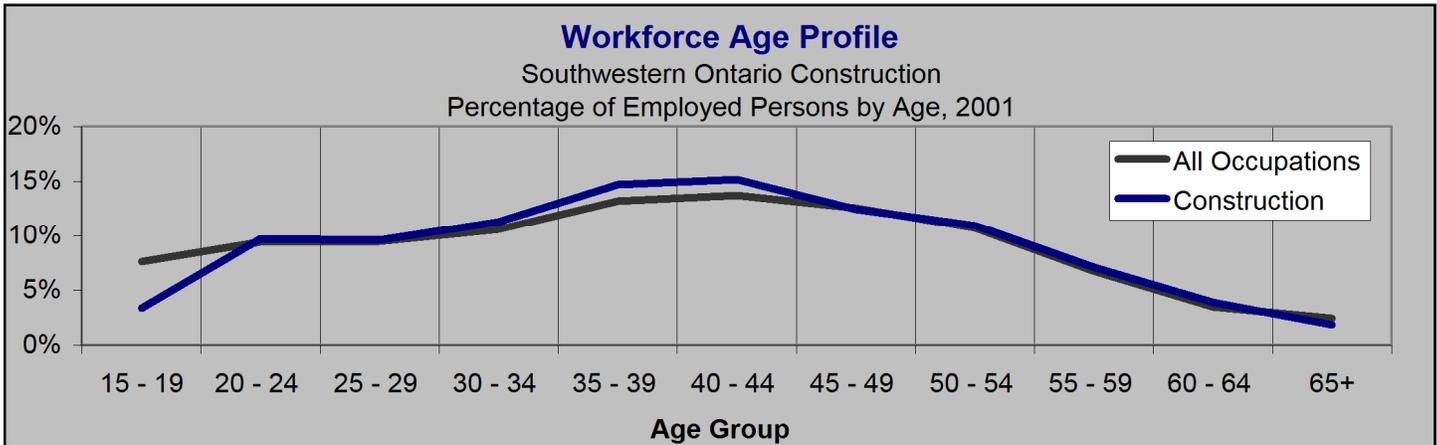
Source: Construction Sector Council, 2001



Work Structure

Though now stabilizing, the share of self-employment in construction has risen from past decades. Self-employment is a leading indicator of reliance on piecework and in some cases, work in the underground economy. The shift away from paid employment is particularly important for all types of training. Apprenticeship and more informal on-site training rely on the structure of working relationships usually associated with paid employment.

Source: Construction Sector Council, 2001



The only distinction of the construction sector's age profile is the lower share of teenage workers.



For more information please contact The Bruce Grey Huron Perth Georgian Triangle Training Board at: 111 Jackson St. S, Suite 1, P.O. Box 1078, Walkerton ON. N0G 2V0 (519) 881-2725 info@trainingboard.ca

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Created by : Dane Rice

Potential Shortages

Construction occupations with notable retirement projections, Bruce-Grey-Huron-Perth-Georgian Triangle

| Occupation | Percentage of workers retiring by 2011 | Number of workers retiring by 2011 | Average age of workforce |
|---|--|------------------------------------|--------------------------|
| Construction millwrights and industrial mechanics | 20% | 195 | 40.8 |
| Electricians (except industrial and power system) | 15% | 60 | 39.2 |
| Heavy equipment operators (except crane) | 14% | 70 | 41.1 |

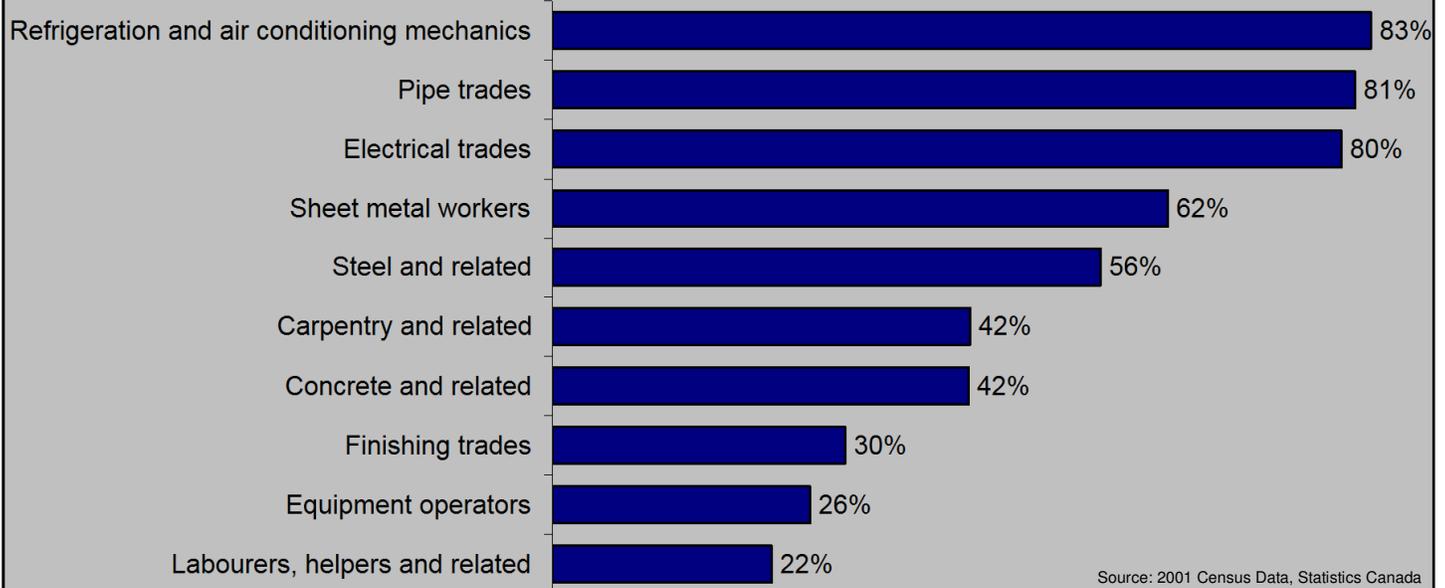
Source: 2001 Census Data, Statistics Canada

Retirement Forecasts

Construction millwrights and industrial mechanics have the largest volume of forecasted retirements in this region and the potential for greatest replacement demand. Electricians and heavy equipment operators have a moderately high volume but more manageable shares of the workforce forecasted to retire by 2011.

Educational Attainments

Proportion of Labour Force in Construction Trade Groups with Trade Certificate, College Diploma, or University Degree, Bruce-Grey-Huron-Perth-Georgian Triangle, 2001



Source: 2001 Census Data, Statistics Canada

Collectively, 45% of this region's construction workforce has post-secondary training. Refrigeration and air conditioning mechanics represent the highest concentration of post-secondary graduates.

New Faces?

The construction industry is competing with many other industries that have similar demographic profiles and are also facing future labour shortages. In order to attract and retain the same groups of people that these other industries are also trying to attract and retain, the construction industry must raise its profile and become an industry and a career path of choice for an increasing number and variety of people. This region's construction workforce is very male dominated. The share of minority groups working in the sector is very low, though the regional populations of those groups is also very low.

Workforce Composition

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

| | Construction | All Occupations |
|--------------------|--------------|-----------------|
| Men | 96% | 54% |
| Women | 4% | 46% |
| Visible Minorities | 1% | 1% |
| Aboriginals | 1% | 1% |
| Francophones | 1% | 1% |
| Recent Immigrants | 0% | 1% |

Source: 2001 Census Data, Statistics Canada

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