

Workforce Focus

From the North Superior Workforce Planning Board

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Sectoral Analysis

- Skill Intensity, Turnover, Wage Growth
- Employment Trend, Diversity, Gender Balance

High Turnover

Sub-sectors with high rates of both job generation and job losses, Ontario

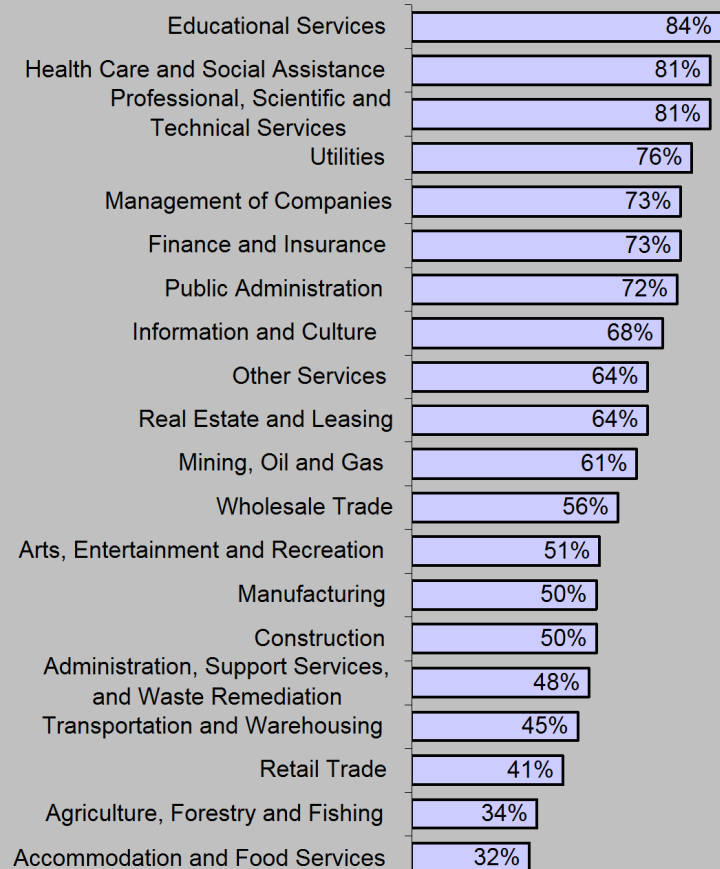
- Construction of Buildings
- Gasoline Stations
- Professional, Scientific and Technical Services
- Food Services and Drinking Places
- Furniture and Home Furnishings Stores
- Repair and Maintenance
- Real Estate
- Forestry and Logging
- Personal and Laundry Services
- Animal Production
- Support Activities for Agriculture and Forestry
- Petroleum Product Wholesaler-Distributors
- Rental and Leasing Services
- Truck Transportation
- Administrative and Support Services
- Specialty Trade Contractors
- Clothing and Clothing Accessories Stores

These sectors have above average rates of both job generation and job loss. This high level of turnover heightens the need for retention strategies and training.

Source: Statistics Canada, Longitudinal Employment Analysis Program, 2006

Skill Intensity

Ontario Workforces by Share with Post-Secondary Education



Skill intensity is measured here by the share of a workforce with either a trades certificate, college diploma, or university degree. Collectively, 59% of Ontario's employed workforce has a post-secondary education.

Source: Statistics Canada, Census Data, 2006

High Wage-Growth Sectors

	2009 Median Hourly Wage, Full-time Workers	Wage Growth Rate 1999 to 2009
Public administration	\$30.80	43%
Agriculture	\$14.00	40%
Health care and social assistance	\$22.60	37%
Professional, scientific and technical services	\$26.70	37%
Finance, insurance, real estate and leasing	\$23.60	34%

The wages of all full-time workers in Ontario grew by 31% between 1999 and 2009. The above sectors experienced above average wage growth rates during this period.

Source: Statistics Canada, Labour Force Survey, 2009



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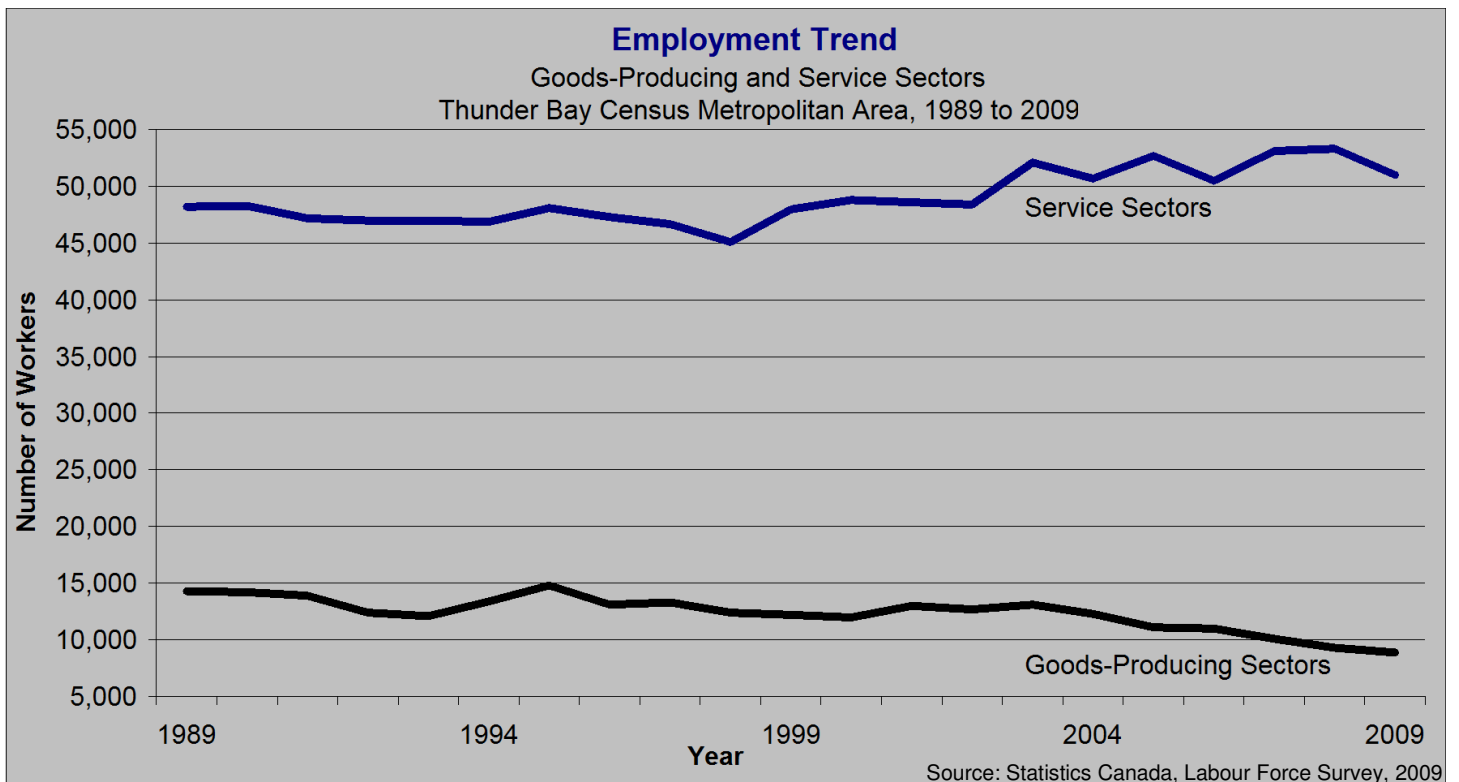
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Diverging Paths

The relatively small local goods-producing sector was quite stable until the past 5 years. It has since dropped in employment to 8,900 workers in 2009. This sector once represented 23% of all local employment in 1989, but as the service sector grows, the goods-producing sector now employs 15% of the local workforce. In Ontario, the goods-producing sector's share of employment fell from 31% to 21% over this period.

Diversity

Sectors by Share of Visible Minority (V.M) Workers
Three Highest and Lowest Concentrations
Thunder Bay Census Metropolitan Area, 2006

	# of V.M.'s	V.M. share of workforce
All Sectors	5,470	9%
High Worker Diversity:		
Accommodation and food services	725	14%
Administrative and support, waste management and remediation services	315	11%
Health care and social assistance	955	10%
Low Worker Diversity:		
Information and cultural industries	85	7%
Construction	205	6%
Manufacturing	270	5%

Source: Statistics Canada, Census Data, 2006

Gender Balance

Sectors by Share of Female Workers
Three Highest and Lowest Concentrations
Thunder Bay Census Metropolitan Area, 2006

	# of Women	Female share of workforce
All Sectors	30,545	49%
High Female Representation:		
Health care and social assistance	7,800	83%
Educational services	3,590	67%
Finance and insurance	1,025	65%
Low Female Representation:		
Transportation and warehousing	750	20%
Manufacturing	615	12%
Construction	325	9%

Source: Statistics Canada, Census Data, 2006

**EMPLOYMENT
ONTARIO**

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WEB AT WWW.NSWPB.CA



Ontario

THE VIEWS EXPRESSED IN THIS DOCUMENT DO NOT NECESSARILY REFLECT THOSE OF
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