

Workforce Focus

From the North Superior Workforce Planning Board

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Growth Clusters: Profiling a selection of both emerging and established sectors that with targeted investment and economic development, are anticipated to be sources of future employment growth.

Northern Mining

New mines and mine expansions are reinforcing the mineral sector's role in the foundation of Ontario's economy. Exploration and deposit appraisal is exceeding \$230 million annually. Billions more are being spent on mine development in the Sudbury, Timmins and James Bay areas.

Though mining employment overall in Ontario is projected to decline by approximately 18 per cent over the next 10 years, these new explorations will demand extensive hiring of professional, skilled and semi-skilled labour. In its construction phase a typical mine adds about \$140 million to Ontario's GDP and generates 2,000 jobs annually. In its production phase, for each year of operation, a mine adds approximately \$280 million to Ontario's GDP and increases employment by almost 2,300.

Replacement needs are also much higher than average in this sector. Ontario mining will need to hire an estimated 4,280 workers by 2012 and close to 18,000 by 2020. The latter number represents 41 per cent of the current mining workforce in Ontario.

Employment Growth Areas

- Nickel (Sudbury)
- Gold (Cochrane, Kirkland Lake, Timmins, Thunder Bay, Sudbury)
- Chromite (Ring of Fire region / James Bay lowlands)

High Demand Occupations

- Heavy Equipment Operators
- Underground and surface miners
- Millwrights / Industrial Mechanics
- Geoscientists
- Engineers
- Truck Drivers
- Heavy Duty Equipment Mechanics

Critical Skills

- Math
- Science
- Computer skills
- Mechanical skills
- Problem solving
- Team work

Local Workforce (Thunder Bay Census Division, 2006): Approximately 1,000 workers.

Sources: Mining Industry Human Resources Council, Ontario Mining Association, Statistics Canada Census Data.

Tourism

Despite the effects of the recent economic recession, the potential demand for tourism goods and services is projected to grow at a healthy pace over the long term, fuelling the demand for labour.

Employment Growth Areas

- Food and beverage services
- Transportation
- Accommodation
- Recreation and entertainment

High Demand Occupations

- Food-counter attendants and kitchen helpers
- Food and beverage servers
- Cooks
- Bartenders
- Program leaders and instructors in recreation and sport
- Landscaping and ground maintenance workers

Critical Skills

- Customer service
- Communication
- Flexibility
- Computer use

Local Workforce (Thunder Bay Census Division, 2006): 100 workers in travel arrangement and reservations alone.

Sources: Canadian Tourism Human Resources Council, Statistics Canada Census Data.



North Superior
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Renewable Energy

Ontario's Feed-In Tariff Program for energy generated from renewable sources combined with its strategic location in North America, position Ontario as a preferred location for manufacturers of sustainable, alternative energy technologies and related components, service providers and project developers. With tremendous investment particularly in the development of wind and solar generation, each have experienced double and triple-digit annual growth rates in generation capacity since 1990. There was a net growth of approximately 20 renewable energy related enterprises between 2008 and 2010 in Ontario, spread across manufacturing, generation, and transmission.

A series of 10 transmission projects and investments in the Northern distribution network are expected to create over 6,000 jobs in the region and will unlock significant opportunities for greener, cleaner electricity, such as wind, hydroelectric and solar power. The investments are also expected to grow industry and open up the potential for future connection of First Nation communities. The majority of jobs will come in construction, engineering and other skilled trades. Six core transmission network upgrades are moving forward, including an East-West line from Nipigon to Wawa, and a North-South line from Sudbury to Barrie. These projects will strengthen the backbone of Ontario's electricity grid and help ensure there is enough transmission capability for renewable generation resulting from the province's Green Energy Act. Many northern and remote communities, including many Aboriginal communities, are isolated from the national grid and typically draw their electricity from expensive diesel generators. Independent wind generation is an excellent alternative for these situations by providing lower electricity costs and emissions, while creating four times the number of jobs compared to diesel generation.

Employment Growth Areas

- Photovoltaic Electricity: cell and module manufacturing, balance of system components, installation, maintenance.
- Solar Thermal: collector and component manufacturers, collector and component importers, wholesalers, retailers.
- Wind: tower and blade manufacturing, project design, installation, maintenance.
- Bioenergy: combustion, pyrolysis, gasification, anaerobic digestion, landfill biogas utilization, fermentation and catalytic hydrotreating of biomass oils.

High Demand Occupations

- Installers
- Technicians
- System designers and integrators
- Sales and marketing staff
- Project management
- Power and Mechanical Engineers
- Welders
- Electrical power line and cable workers

Critical Skills

- Math
- Science
- Business skills
- Mechanical and technical skills

Local Workforce (Thunder Bay Census Division, 2006): Approx. 700 workers in sectors related to renewable energy.

Sources: Electricity Sector Council, Cansia, CanWEA, Statistics Canada Business Patterns and Census Data.

Information Technology

Ontario's IT industry directly employs 235,000 workers in telecommunications, software development and microelectronics. Ontario is also home to approximately 1,000 interactive digital media companies that employ more than 16,000 people. The IT industry is most prominent in Waterloo Region, the Greater Toronto Area, and Ottawa. There were over 1,000 small IT enterprises established between 2008 and 2010 in Ontario, most of which were in computer system design and related services.

Employment Growth Areas

- Mobile
- Applications
- Software
- Cloud Computing (central service providing)
- IT services
- Game design

High Demand Occupations

- Business analysts (make case for how to adapt and change technologies, investment required, returns, and benefits)
- Systems analysts
- Software developers
- Programmers

Critical Skills

- Business skills combined with technical skills
- Science
- Math
- Creativity

Local Workforce (Thunder Bay Census Division, 2006): Approximately 1,000 workers.

Sources: Information Technology Association of Canada, Interactive Ontario, Statistics Canada Business Patterns and Census Data.

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