

Workforce Focus

From the North Superior Workforce Planning Board

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Promising Occupations

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Recession Resistant Sectors

A look at stable or expanding sectors in Ontario from December 2007 to December 2008.

Ambulatory Health Care: Gain of 800 facilities and approximately 3,400 workers for a 2% growth rate.

Nursing and Residential Care: Gain of 4 new large facilities and approximately 500 workers.

Social Assistance: Expansion of services for a 3% growth rate and approximately 2,200 new workers.

Food Services and Drinking Places: Gain of 226 establishments for approximately 3,000 new workers.

Food and Beverage Wholesalers: Gain of 80 establishments for approximately 200 new workers.

Food and Beverage Stores: Gain of 70 stores for approximately 370 workers.

Building Material and Garden Equipment Dealers: Gain of 32 stores for approximately 1,300 new workers.

Health and Personal Care Stores: Gain of 177 stores for approximately 1,500 new workers.

Construction of buildings, heavy and civil construction and specialty trade contractors: Each grew by 2%.

Food Manufacturing: Loss of smaller firms offset by new or expanding large facilities.

Miscellaneous Manufacturing: Sector includes medical equipment, jewelry and silverware, sporting goods, and office supplies among others. Gain of 30 facilities and approximately 360 new workers.

Waste Management and Remediation Services: 5% growth with 22 new facilities and approximately 580 workers.

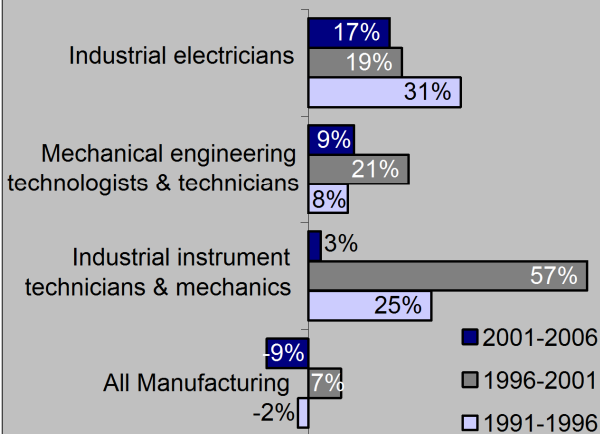
Couriers and Messengers: Gain of 39 establishments and approximately 123 workers.

Professional, Scientific and Technical Services: Sector includes legal, accounting, architectural, engineering, computer systems, scientific R & D, and advertising. Gain of approximately 1,800 workers.

Canadian Business Patterns, 2008

Manufacturing's Stable Occupations

5 year growth rates of select occupations, Ontario



Statistics Canada, 2006

These three occupations have consistently grown in Ontario, even when the manufacturing sector as a whole has struggled. It is likely that they will be less threatened in this current recession. Manufacturing sectors anticipated to recover fastest are computers, plastics and rubber, fabricated metals, machinery, wood and furniture.

Source: Centre for Spatial Economics, 2009

Top College Program Employment Rates

These college programs had at least half of their recent graduates working full-time in the related field six months after graduation*

Architectural technology	Horticulture technician
Aviation technician	Human resources management
Business administration - materials and operations management	Insurance
Chemical engineering technology	Interior design
Child and youth worker	Marketing management
Civil engineering technology	Mechanical engineering technician
Computer engineering technology	Motive power technician
Computer systems technology	Office administration executive
Construction engineering technology	Office administration legal
Dental assisting	OT/PT assistant
Dental hygiene	Paramedic
Electrical engineering technology	Pharmacy technician
Electronic engineering technology	Practical nursing
Esthetician	Public relations
Film and television production	Radiology
Heating, A/C, refrigeration technician	Veterinary technician

*Minimum 100 graduates in Ontario in 2006.

Source: Ontario Colleges Key Performance Indicators, 2007.



North Superior
Workforce Planning Board

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Promising Local Occupations: Thunder Bay Area

- Bookkeepers:** Job opportunities will come from retirements in this large occupational group.
- Secretaries:** Those with specialized skills in the latest office software applications are expected to be more successful.
- Customer Service and Information Clerks:** Replacement needs will be significant despite offshore competition.
- Specialist Physicians:** There is a high need for psychiatrists, dermatologists and pathologists.
- General Practitioners and Family Physicians:** In this under-served area, demand is very strong.
- Pharmacists:** Replacing retiring pharmacists and an ageing population will increase demand.
- Audiologists and Speech-Language Pathologists:** Older population and early intervention trend spurs employment.
- Physiotherapists:** Local employers have required vigorous recruitment efforts in order to fill the vacancies that arise.
- Registered Nurses:** The Canadian Nurses Association predicts a national shortage of 59,000-113,000 nurses by 2011.
- Licensed Practical Nurses:** Need particularly strong in growing home based care sector.
- Nurse Aides, Orderlies and Patient Service Associates:** A large occupational group with steady replacement needs.
- Community and social service workers:** A large field with a high amount of movement between occupations.
- Cooks:** Even with the sector's sensitivity to economic cycles, the best trained cooks are in high demand.
- Police Officers :** Retirements and additional hiring within First Nations policing will likely increase demand.
- Hairstylists and Barbers:** Replacement needs and growth in this industry increases demand for new workers.
- Heavy-Duty Equipment Mechanics:** Increasing opportunities for those with skill to repair computerized machinery.
- Automotive Service Technicians, Truck Mechanics and Mechanical Repairers:** Still a need for qualified people.
- Truck Drivers:** Recruitment and retention is particularly challenging in the long-haul sector.
- Taxi and Limousine Drivers:** Local taxi companies are continuously recruiting in the city of Thunder Bay.

Source: Human Resources and Skills Development Canada, 2008.

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 an occupation, but could also indicate a local employment gap. Employment in this region collectively has a replacement ratio of 0.81. The following local occupations have a low replacement ratio:

Replacement ratio (1.0 = Full replacement)

Thunder Bay Census Division, 2006

Construction millwrights & industrial mechanics	0.12
Bus drivers	0.13
Industrial electricians	0.17
Bookkeepers	0.24
Accounting and related clerks	0.31
Secretaries (except legal and medical)	0.38
Fire-fighters	0.50
Heavy-duty equipment mechanics	0.56
General office clerks	0.58
Financial auditors and accountants	0.59

Source: Statistics Canada Census Data, 2006.

Local Concentration

A low concentration of a particular occupation could reflect a different industrial composition, but could also indicate a local employment gap. The following occupations have a low local concentration relative to provincial averages:

Relative local concentration (1.0 = Average)

Thunder Bay Census Division, 2006

Residential home builders and renovators	0.25
Plasterers, drywall installers and finishers	0.30
Gas fitters	0.31
Web designers and developers	0.32
Dental technologists, technicians, and laboratory bench workers	0.35
Computer and information systems managers	0.36
Paralegal and related occupations	0.37
Computer network technicians	0.47
Refrigeration and air conditioning mechanics	0.57
Painters and decorators	0.58

Source: Statistics Canada Census Data, 2006.

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