

Workforce Focus

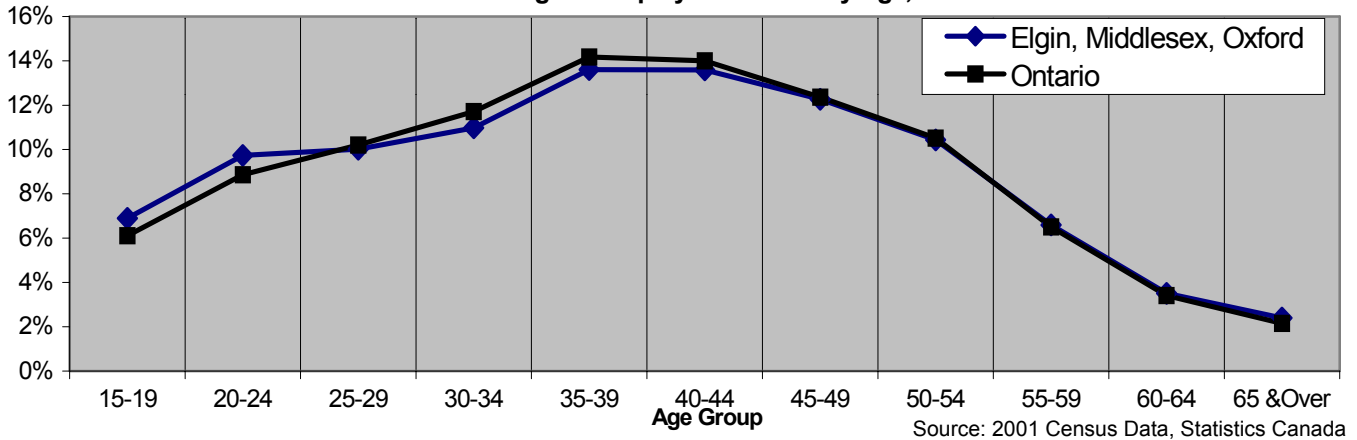
From the Elgin, Middlesex, Oxford, Local Training Board.

In this Issue: Aging Workforce

- Number of Retirements
- Retirement Rates
- Projected Shortages

The Shape of our Workforce

Percentage of Employed Persons by Age, 2001.



Where the boomers are:

The people in the front end of the baby boom are nearing the peak of their careers while the younger boomers have reached mid-career. In our region, 29 occupations could be experiencing shortages by 2011, while 57 could be by 2021. Occupations within the sciences, and trades and transportation will likely experience the greatest of these.

Future Challenges

The wheels of demographic change grind slowly, but even slow-moving changes can surprise with the size of their impact. The tight labour market of the late 1990s provided a foretaste of the crunch to come. More recently, a cyclical slowdown has cooled demand for workers, and declining share prices have depleted the nest eggs that were financing the rapid departures of many older people from the workforce. But the need for advance planning and encouragement of good public policy is no less pressing. When the economy and financial equity markets improve, the demographic trends refigured here will become more than lines on a page. For many employers, they will be little less than a crisis.

Source: Aging Populations and the Workforce, British-North American Committee, 2001.

When and Where will our Shortages Occur?

Above normal retirement rates forecasted for 2011, 2016, 2021

Major Occupational Group	# of Occupations facing shortages by:		
	2011	2016	2021
Business, finance and administration occupations	4	5	8
Natural and applied sciences and related occupations	7	8	13
Health occupations	3	4	7
Occupations in social science, education, government service and religion	1	4	6
Occupations in art, culture, recreation and sport	1	2	6
Sales and service occupations	0	2	1
Trades, transport and equipment operators and related occupations	6	6	10
Occupations unique to primary industry	2	2	1
Occupations unique to processing, manufacturing and utilities	5	5	5
All occupations	29	38	57



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Potential Occupation Shortages by 2011

Elgin, Middlesex, Oxford

(Managing & Supervising Occupations Exempt)

Specific Occupation	Total number of workers retiring before 2011	Percentage of workers retiring before 2011
Storekeepers and parts clerks	180	28.1%
Educational counsellors	130	47.3%
Chemists	60	32.4%
Immigration, employment insurance and revenue officers	60	27.3%
Court recorders and medical transcriptionists	55	42.3%
Chiropractors	45	33.3%
Commissioned police officers	40	50.0%
Cardiology technologists	40	42.1%
Camera, platemaking and other pre-press occupations	40	36.4%
Fabric, fur and leather cutters	35	41.2%
Translators, terminologists and interpreters	35	35.0%
Land surveyors	30	46.2%
Engineering inspectors and regulatory officers	30	46.2%
Industrial instrument technicians and mechanics	30	42.9%
Architects	25	33.33%
Textile fibre and yarn preparation machine operators	25	31.25%
Court clerks	20	30.8%
Opticians	15	30.0%
All Occupations	32425	11.1%

Looking Ahead

As the workforce ages, employers are all drawing on the same shrinking pool to attract and retain skilled people. More on the job training will be required to orient new hires and to prepare for management succession. With these labour market changes will come new opportunities to expand diversity in the workplace, drawing on the large pool of qualified women, visible minorities and persons with disabilities that has developed in recent years.

Source: HR Professional Magazine, Oct/Nov 2003

Comparing Retirement Rates of Ontario to Elgin, Middlesex, Oxford

Major Occupational Group	Percentage of Workers Retiring Before:			
	2011		2016	
	ON.	E.M.O	ON.	E.M.O
Management occupations	14.6%	14.3%	30.0%	30.1%
Business, finance and administration occupations	12.6%	14.6%	25.9%	28.5%
Natural and applied sciences and related occupations	9.8%	10.2%	21.3%	22.0%
Health occupations	14.6%	14.9%	30.0%	31.3%
Occupations in social science, education, government service and religion	16.6%	16.7%	30.2%	30.1%
Occupations in art, culture, recreation and sport	7.3%	3.5%	18.3%	15.0%
Sales and service occupations	8.1%	8.0%	17.4%	16.9%
Trades, transport and equipment operators and related occupations	12.1%	11.5%	25.0%	23.9%
Occupations unique to primary industry	-1.0%	-2.8%	7.9%	6.2%
Occupations unique to processing, manufacturing	12.7%	11.5%	25.8%	23.3%
All occupations	11.5%	11.1%	23.8%	23.4%

A complete listing of projections for all Occupations, and a description of the process used in calculating these numbers is available on our website. All data is from the 2001 Census.

Retirement rates significantly above the provincial average are in business & finance, and health. Rates significantly below average are in arts, culture & recreation, primary industry, and processing, manufacturing & utilities.

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