

# Workforce Focus

From the Elgin, Middlesex, Oxford, Local Training 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

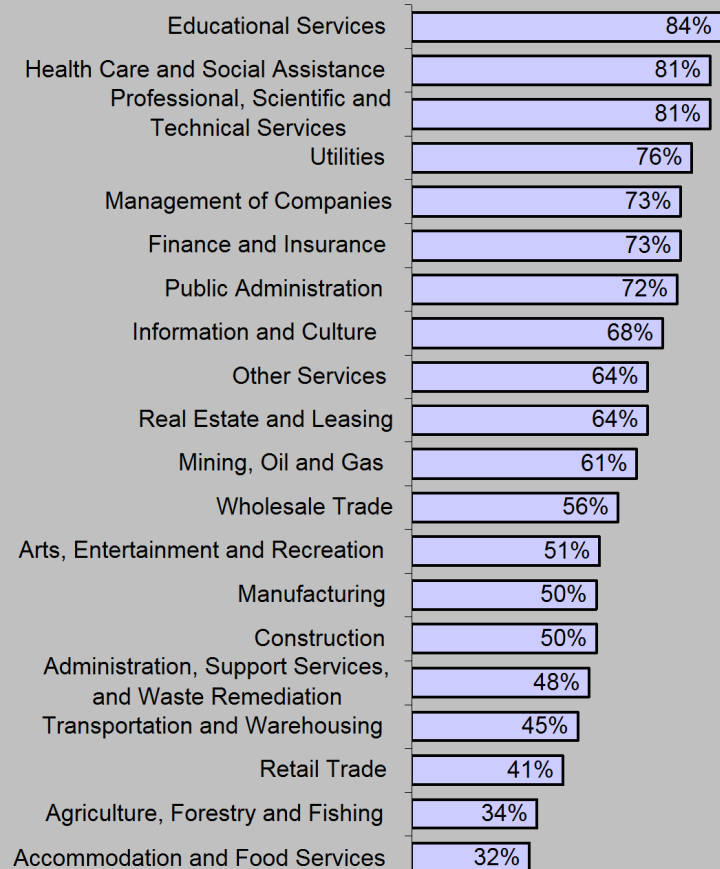
- Construction of Buildings
- Gasoline Stations
- Professional, Scientific and Technical Services
- Food Services and Drinking Places
- Furniture and Home Furnishings Stores
- Repair and Maintenance
- Real Estate
- Forestry and Logging
- Personal and Laundry Services
- Animal Production
- Support Activities 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

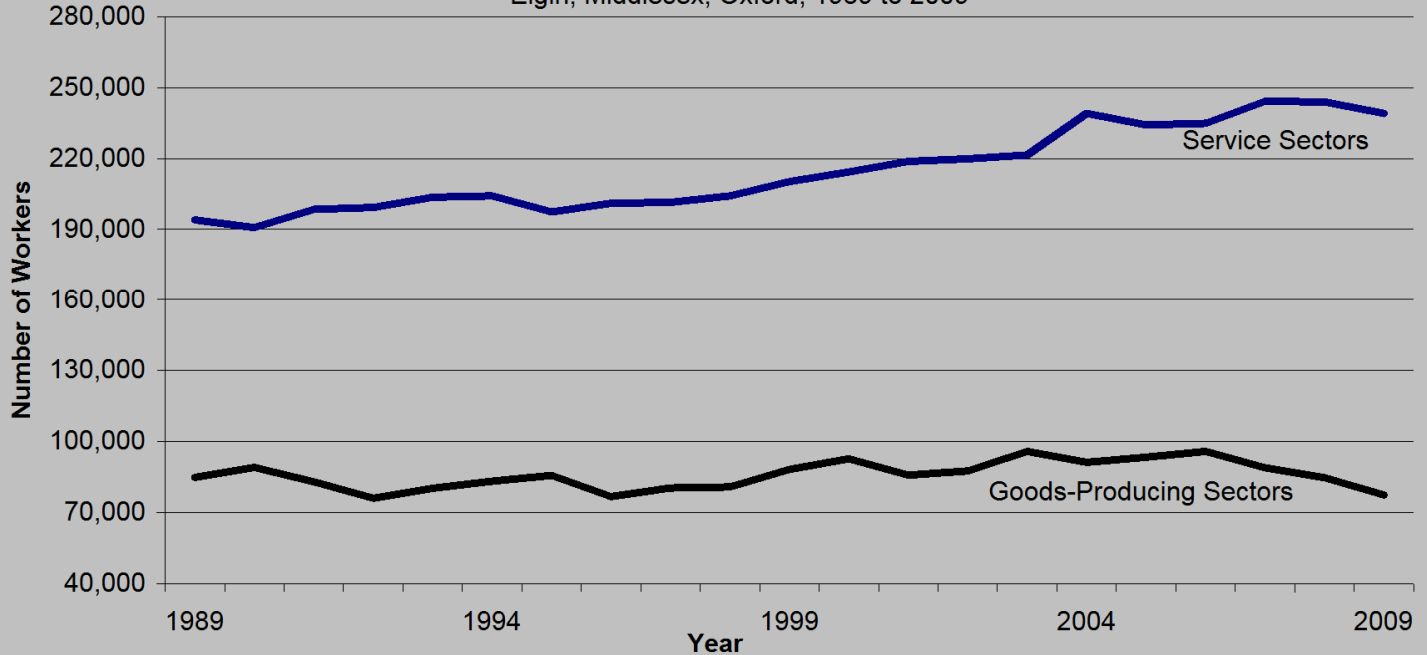


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## Employment Trend

Goods-Producing and Service Sectors  
Elgin, Middlesex, Oxford, 1989 to 2009



Source: Statistics Canada, Labour Force Survey, 2009

### Diverging Paths

The local goods-producing sector has been quite stable over time though the past four years have each seen declines in the size of this workforce. This sector once represented 30% of all local employment in 1989, but as the service sector grows, the goods-producing sector now employs 24% 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  
London Census Metropolitan Area and Tillsonburg, Woodstock and Ingersoll Census Agglomerations, 2006

	# of V.M.'s	V.M. share of workforce
<b>All Sectors</b>	<b>27,380</b>	<b>10%</b>
<b>High Worker Diversity:</b>		
Accommodation and food services	2,815	15%
Administrative and support, waste management and remediation services	1,820	13%
Retail trade	3,600	11%
<b>Low Worker Diversity:</b>		
Public administration	575	6%
Real estate and rental and leasing	285	6%
Arts, entertainment and recreation	230	5%

Source: Statistics Canada, Census Data, 2006

### Gender Balance

Sectors by Share of Female Workers  
Three Highest and Lowest Concentrations  
London Census Metropolitan Area and Tillsonburg, Woodstock and Ingersoll Census Agglomerations, 2006

	# of Women	Female share of workforce
<b>All Sectors</b>	<b>134,475</b>	<b>48%</b>
<b>High Female Representation:</b>		
Health care and social assistance	27,915	82%
Finance and insurance	9,150	66%
Educational services	13,455	64%
<b>Low Female Representation:</b>		
Transportation and warehousing	2,655	21%
Utilities	270	21%
Construction	1,670	11%

Source: Statistics Canada, Census Data, 2006

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[WWW.LOCALBOARD.ON.CA](http://WWW.LOCALBOARD.ON.CA)**

**EMPLOYMENT  
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