

Workforce Focus

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

In this Issue:

TOPS highlights

• The 7 workforce development issues identified in the annual Trends, Opportunities, & Priorities document.

SKILLED TRADES are in increased demand

The workforce	The future
<ul style="list-style-type: none"> Retirement rates on par with provincial average 6 of the region's trades facing shortages by 2011 10 of the region's trades facing shortages by 2021 	<small>Source: Ministry of Training, Colleges, and Universities</small> <ul style="list-style-type: none"> 6000 active apprentices in London area 1600 new apprentices signed each year 1500 CQA exams administered each year
<p>High Demand</p> <p>Unemployment among the trades is 4%. This low rate is matched only by people with University degrees.</p>	<p>Good Pay</p> <p>The median skilled trades person in this region makes nearly \$300 more a year than the median worker from all other occupations.</p>

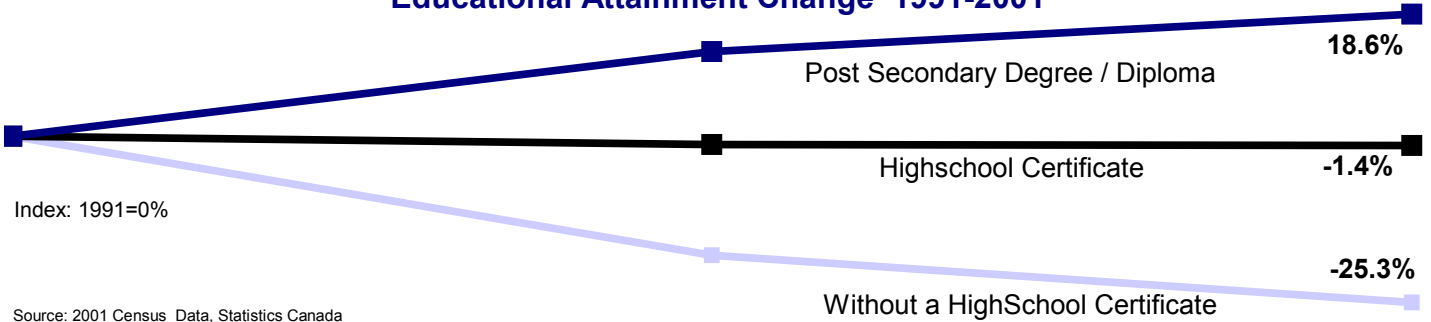
Proposed Action: Advocate careers in the trades by implementing a community action plan on apprenticeship.

HIGHER SKILL LEVELS demanded in all levels of employment

Unemployment	Upgrading
<p>The highest unemployment levels are found amongst people with:</p> <ul style="list-style-type: none"> some university education but without a degree a grade 9-10 education 	<p>The greatest share of adults ages 25-44 attending school full time are those who already possess a university degree or college diploma.</p>

Source: 2001 Census Data, Statistics Canada

Educational Attainment Change 1991-2001



Proposed Action: Deliver an event with information on local skill requirements and employment opportunities.

SMALL & MEDIUM ENTERPRISES need recruitment and retention strategies

Business Patterns	Rural Shift
<p>Self employment rate: Employer rate: </p> <p>This means more self employed are going it alone without bringing on paid staff.</p>	<p>Non-farm self employment has increased greatly in the past 20 years among rural residents. Today 16% of rural people are self employed outside of farming compared to 12% in farming.</p>

Source: Canadian social trends. Statistics Canada, 2005.

Proposed Action: A human resource advisor will be available for a small and medium business. A rural retention study will be conducted.



For more information please contact The Local Training Board at:
705 Consortium Court, London ON N6E 2S8 (519) 672-3499
info@localboard.on.ca

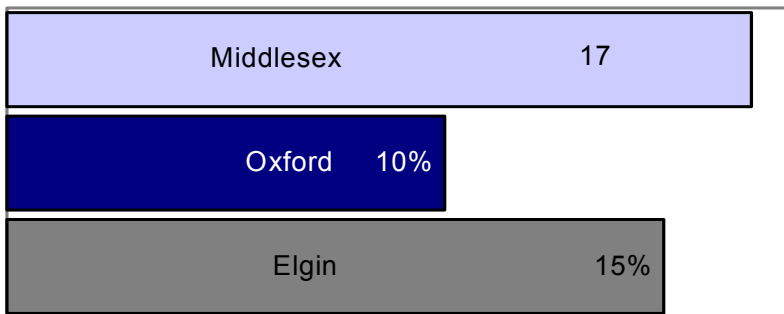
EQUITY GROUPS remain under-represented in the workforce

Breaking down barriers

Equity groups remain an untapped resource for many employers. There is a polarization among visible minorities and recent immigrants in terms of quality employment. Language and communication skills are an area for focus. A quarter of all recent immigrants work in low wage occupations despite the group having higher than average educational qualifications.

Foreign Language Populations

Share of county populations who first learned and still understand a non-french and english language



Source: 2001 Census Data, Statistics Canada

Proposed Action: Job connect and the Immigrant and Newcomer Action Plan are proposed actions for this trend.

ENVIRONMENTAL FIELDS are gaining commitment from employers

High Growth

The environmental workforce is growing at rate 60% faster than the rest of the Canadian workforce.

Source: 2004 Environmental labour market report

Career fields	Typical employers	New opportunities
<ul style="list-style-type: none"> • Technologists • Engineers • Educators • Installers • Inspectors • Sales 	<ul style="list-style-type: none"> • Municipalities • Industrial plants • Self employment • Conservation Authorities • Energy providers • Ministry of the Environment 	<ul style="list-style-type: none"> • Stronger regulation • Wind • Geo-thermal • Solar • Industry stewardship • Organic movement

Proposed Action: The South Western Environmental Awareness Program will detail careers available in the region.

HEALTH PROFESSIONS facing skill shortages

A major regional employer

Employment in health and social services represents 12% of the regions economy and increased by 8% between 1991 and 2001.

Shortage Projections

- 3 occupational shortages by 2011 for this region
- 7 occupational shortages by 2021 for this region

Source: 2001 Census Data, Statistics Canada

Proposed Action: A local action plan for health human resources will be developed for this trend.

CULTURAL PLANScan enhance communities

The Theory

There is a correlation between cities that have a diverse, vibrant, creative environment which is appealing to younger people, and a city's economic prosperity and growth.

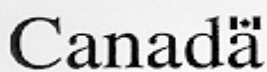
Source: 2004 Creative Cities Taskforce Report, London.

Employment Drop

Professional occupations in arts and culture dropped by 7.3% between 1996 and 2001.

Source: 2001 Census Data, Statistics Canada

Proposed Action: Implement the Creative Cities Taskforce Report 2004. Culturally map Elgin County.



SEE MORE LABOUR MARKET INFORMATION ON THE WEB AT WWW.LOCALBOARD.ON.CA

